IN THIS ISSUE...
We highlight projects from the construction and infrastructure, affordable housing and urban regeneration divisions. Each one delivers significant economic, social and environmental benefits to the client and commercial benefits to Morgan Sindall Group.

- UK’s first zero carbon business school
- Historic seaside town regenerated and rejuvenated
- Best practice affordable and sustainable housing
INVESTING IN OUR PEOPLE

Lovell’s exceptional people management was rewarded last January with an Investors In People Gold award. Investors In People is the UK’s leading accreditation for business improvement through people management. The gold award recognises the company’s outstanding efforts and achievements in helping its workforce develop and improve their professional skills. To achieve these results, Lovell offers five times as many training days per employee as the industry norm, and places great focus on apprenticeships and equipping young people with the skills they need to pursue a successful career.

DESIGNING OUT WASTE

On all projects, Morgan Sindall makes efforts to prevent and reuse waste. Waste minimisation starts at the design phase of projects, when we work in order to limit cut-offs and use materials as efficiently as possible. Some examples of how we did this on recent projects are:

- Using BAMTEC reinforcement steel technology on our project at All Saint’s Green student accommodation. BAMTEC only uses the length of bar required rather than standard lengths, which can reduce material content by 40% and minimise waste.

- Using BIM 3D modelling and quantitative analysis to optimise cut and fill quantities on our Colchester park and ride facility project. This saved 13,359 m³ of imported fill and the energy necessary to produce it.

- Choosing standard sizes for modular furniture items on the Chemical Engineering and Biotechnology lab project for the University of Cambridge. This way we avoided producing waste during the manufacturing process.
Morgan Sindall Group’s Sustainability Report for 2014 was published in mid-March. Our previous sustainability report was widely regarded as one of the best in the construction industry. The latest edition builds on our leading position and is once again produced to the Global Reporting Initiative’s GRI G4 framework.

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OUR TOTAL COMMITMENTS

The Group’s sustainability commitment is focused on six specific areas known as its Total Commitment. Two Total Commitments have been identified under each pillar of the People, Planet, Profit model that will drive improvement and support the Group’s strategy in the short to medium term.

2014 PERFORMANCE SUMMARY

In 2014, the Group progressed towards achieving its sustainability objectives and targets. Notable amongst them was an 18% year-on-year reduction in carbon emissions and maintaining a place in the CDP Carbon Disclosure Leadership index.

Whilst our RIDDOR incidents increased marginally in 2014, the Group’s accident incident rate reduced by 26% during 2014, a significant reduction reflecting the hours worked. Our average training provision (2.2 training days per employee in 2014) fell slightly but remains considerably higher than the sector average. Across some of our other Total Commitments, we recognise that challenges remain. The volume of waste sent to landfill increased in 2014, and we did not make as much progress as hoped screening high risk materials. Improvements are needed in both areas before we can meet our aspiration of being best in class for sustainability where it makes economic sense as a business differentiator.

2014 SUSTAINABILITY REPORT

Morgan Sindall Group’s Sustainability Report for 2014 was published in mid-March. Our previous sustainability report was widely regarded as one of the best in the construction industry. The latest edition builds on our leading position and is once again produced to the Global Reporting Initiative’s GRI G4 framework.

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With projects across the UK, Morgan Sindall works together with Jobcentre Plus and other organisations to provide employment and work experience opportunities for local people, especially targeting the long-term unemployed. Some of the placements lead to permanent employment with Morgan Sindall; in other cases they provide the candidates with the skills and confidence to secure paid work. Employing people locally also gives us the opportunity to make a positive impact on the economy of the areas we work in by helping reduce unemployment.

John Slack had been looking for employment for several months before joining a work experience placement on the Morgan Sindall project in Knowsley; his proactive attitude and enthusiasm meant he was immediately offered a full time position as project administrator at the company.
With outstanding sustainability performance during both construction and occupation, the new Essex Business School is a landmark project for the University of Essex and for Morgan Sindall alike. The 5,500 m² building provides a new learning hub for Essex Business School, featuring a 280 seat lecture theatre, formal and informal learning and teaching spaces, state-of-the-art PC lab and a winter garden.

New Essex Business School building becomes the first carbon neutral Business School in the UK. The building showcases best practice in sustainable buildings with an FSC certified glulam timber frame, renewable energy usage and water-saving solutions. With an exceptionally high EPC rating of A+, the building will reduce carbon emissions and cut costs for the University of Essex while providing a green learning hub for the business school.
Providing a safe work environment for our people is a top priority, and the Essex Business School site was no exception. The curved roof of the winter garden involved abseiling, which required exceptional safety measures. Notwithstanding the unique risks involved and the scale of the project, the site was commended for its safety and only minor accidents occurred.

Health and safety on site was even more important with a University Day Nursery located in the area of the development. The Morgan Sindall team ensured that there was an ongoing dialogue and cooperation with the nursery. This way, what could have been a problematic situation, was turned into a positive experience for everyone: site visits were organised for the children as well as several other activities.
A DIFFERENT PERSPECTIVE...

We have asked some of the people who helped make the project a reality what working on such a sustainable project meant to them. Here is what they said:

Being part of such an extraordinary project was great for me; it was a very exciting job. The most important sustainability aspect of the building from my point of view was that all the timber used was FSC certified. There were of course challenges to overcome, but thanks to Morgan Sindall’s support it was an enjoyable learning experience and I think the final result looks absolutely fantastic.

Roman Zenzer, Supervisor of Joinery Fit Out

Because it is such a sustainable project there was a major timber element to it, which made the experience very different, in a positive way. Sustainability had direct impacts on the way we worked on site, for example, all timber was segregated and recycled and everyone took great care to collect different types of waste separately.

Neil Phillips, Working director of joinery supply.

PLANET

The exceptional energy efficient and sustainable features of the building enabled it to achieve a BREEAM Excellent rating and an EPC rating of A+, the highest possible, and made it the first zero carbon Business School in the UK. From design and construction to occupation, the building showcases sustainable solutions in action.

The structure makes extensive use of sustainably sourced glue laminated timber (glulam). 1,351 m³ of the renewable material were used over 111 tonnes of steel. Glulam is a carbon negative material, as the trees used to produce it act as a carbon sink. This meant that the carbon emissions from materials and from transport during the projects were entirely offset.

On site, great care was taken to minimise waste sent to landfill. Only small amounts of waste were produced, and a remarkable 97% of waste produced was recycled. Efforts were made not only to minimise the impact on biodiversity on site, but also to enhance it by building an insect hotel and a bee house.
THE BUILDING IN USE...

Ground source heat pumps, solar panels on the roof and a combined heat and power system are examples of the sustainable technology used in the building. The ground source heat pumps will provide renewable heating and cooling, while the PV array installed on the roof is expected to generate 81,196 kWh a year and offset more than 20% of the building’s carbon emissions.

To maximise energy savings, the design makes the most of natural lighting and ventilation, while high levels of insulation help conserve heat in winter and avoid overheating in summer. The winter garden, besides providing a pleasant breakout and meeting area, will also contribute to keep the temperature at comfortable levels throughout the year by creating a micro-climate. Other features that will help save energy include high efficiency lighting with occupancy sensors and smart meters integrated with the building management system.

Water saving technology is also contributing to the building’s outstanding sustainable performance. A rainwater harvesting system will provide water for irrigation of the winter garden; and solutions such as valves activated by occupancy sensors in toilets and water meters in the cafe area will help the occupants reduce their water use.

PROFIT

Thanks to its energy efficiency and water saving solutions, the building can deliver considerable savings to the University of Essex, especially considering that the Business School will move under one roof from six different buildings. A green building of this quality will also help the University establish their reputation as sustainability leaders.

Committed to delivering benefits to the local community, Morgan Sindall employed two local apprentices, providing them with useful work experience and increasing their employability.

The Business Case

Morgan Sindall’s expertise in delivering sustainable projects meant they were selected to deliver this exceptionally green building. However, the project will not only be profitable for the developer but also for the University of Essex, their staff and students and the wider community.

By enhancing the University’s reputation for sustainability the new Business School building is likely to contribute to attracting prospective students, as well as helping cut costs and carbon emissions. The learning environment for students will significantly improve, as green buildings are known to have a positive impact on the occupants’ well-being. Thanks to Morgan Sindall’s efforts to maximise local spending and employment opportunities offered in the area, the local economy will also benefit.
Muse is bringing new life into Blackpool town centre with the completion of phase one of the Talbot Gateway regeneration project. This included the delivery of a new 25,000 sq. ft. office building for Blackpool City Council, a 120,000 sq. ft. supermarket and a refurbished multi-storey car park.

Past underinvestment in the town had caused tourism to decline together with employment rates and the centre had become a run-down area, unattractive for new businesses and tourists as well as locals. Talbot Gateway, located in the heart of Blackpool, had the potential to transform the town centre and drive the recovery of the local economy as part of a wider regeneration scheme.

**FAST FACTS**

Town centre regeneration project improves living and working environment in Blackpool. The new EPC A rated building delivered in the first phase cuts energy costs by 35% for the city council. With 72 jobs and five work placements provided to long term unemployed people, the development gave a further boost to the local economy.
The Talbot Gateway project has brought benefits to everyone involved. Muse is committed to employing local workforce whenever appropriate and maintains a strong reputation for excellent people development and support. In Blackpool, 72 long-term Job Seekers Allowance claimants were employed and five work placements provided, boosting the local economy and helping reduce unemployment in the area. The local community was significantly and positively engaged in the project. As is the norm for large construction projects, extensive public consultations were organised during the planning process, giving a chance for Muse to address potential concerns and receive advice and feedback. Significant efforts were made to maintain regular contacts with local groups as well as local schools and colleges through different initiatives, such as site visits and presentations to students. This meant that Muse left a positive impression on the local communities, which will have a positive impact on their reputation and on future projects.

The new development allowed Blackpool City Council to bring more than 700 employees back into the town centre, moving them from seven separate buildings to one modern and flexible office. The new office is expected to provide a better working environment for staff who previously worked in overcrowded, sub-standard accommodations. The building is designed to be open, bright and ventilated in accordance with BCO and CIBSE guidelines. All these aspects have been found to create a healthy working space and improve employees’ performance and productivity.
A DIFFERENT PERSPECTIVE...

The new office space consolidates many disparate offices spread all over the town into a single town centre location. This enabled people to be closer, made meetings easier, improved the way we work, and enabled colleagues to get to know each other better. The whole working culture has changed within the Council; we are now adopting a hot-desking system and offering more flexible working options to our staff. Energy usage was reduced by 35% just in the first seven months of occupation, and we expect further reductions. While initially employees were not enthusiastic about the change, they have now realised the benefits of the new working environment and are very happy. It has become a desirable place to work, and both old and new staff members couldn’t wait to move in.

Antony Hill, Special Projects Manager, Property & Asset Management Division at Blackpool Council

PLANET

Besides the design features that make the new council office a better workplace, the five storey building at 1 Bickerstaffe Square achieved a very high BREEAM Excellent rating and, for the first time in Blackpool, a top EPC rating of A. This means that the building will enable the city council to cut their energy costs by 35%, while reducing their carbon emissions.

Carbon-saving solutions include air-source heat pumps for heating and VFR cooling systems; but what raises the standard for energy efficiency in the building is the PV array installed on the roof, which generates 15,735 kWh of electricity a year and saves 8,323 Kg of carbon. PIR controlled lighting saves even more energy ensuring lights are switched off when not needed.

A rain water harvesting system, together with low flush toilets and waterless urinals contribute to considerable water savings and a large bike storage facility, which can accommodate 96 bikes, encourages users to adopt sustainable travel habits.
The Talbot Gateway project has a host of wider positive impacts on the town of Blackpool. Maximising benefits to the local economy was a clear goal from the start of the project. Substantial efforts were made to employ local workforce and the contractors worked together to create employment opportunities through the ‘Build up’ initiative. Local spending was also monitored to maximise positive economic impacts and local businesses benefited from the presence of the site workers.

With a total of 30,000 sq. ft. retail space located at the ground floor of the car park and of the council office building, Talbot Gateway is expected to attract new businesses and provide additional employment opportunities. Improvements to the retail offer are already happening; a large Sainsbury’s store recently opened in the new supermarket space, creating around 300 new jobs. Once completed, Talbot Gateway will become an attractive link for tourists and residents from the railway station to Blackpool town centre and will contribute to a brighter future for the whole town.

The Business Case

Through close collaboration with the client and a forward thinking, imaginative approach, Muse have proved that a highly sustainable project can be profitable for all the parties involved. The Blackpool development provided a better working environment for several hundreds of people, cut costs for local authorities and delivered additional profit to the local economy. A previously run-down area was transformed into a source of revenues for many businesses during the development and after the completion, and is now attracting new investors: for the first time a supermarket was interested in opening a large branch in the town centre. Talbot Gateway demonstrated that a development which will continue to benefit the local economy and communities can also be profitable for Muse, deliver returns to their investors and have a low impact on the environment.

Even our car park won an award for Best Car Park Refurbishment!
Lovell’s social housing development in the West Lothian area demonstrates that affordable housing can be sustainable. The new houses, located in eight different areas, feature a number of green solutions, including enhanced insulation and energy efficient heating systems, which will provide high quality living spaces for their occupiers.

Fast Facts

Lovell delivers 545 new affordable and green homes in the West Lothian area. During the project opportunities for local employment were offered, including five apprenticeships, to the benefit to the local economy. The development will also provide occupiers with EPC B rated houses, which are 15% more energy efficient than required by regulations, and will keep warmer for a lower cost.
As the local community is significantly affected by a project of this type, Lovell made efforts to engage with local groups and contributed to several projects in the local area. This involved providing a climbing frame for a local park to replace one that had been vandalised and removed, as well as sponsoring a local football club and the West Lothian council apprentice of the year award.

Lovell is committed to employing local workers and offering work experience opportunities whenever possible. Working with Access2employment and the West Lothian council we were able to source local employees and offer several work placements. Five local apprentices worked on the project, which creates opportunities for them by equipping them with useful experience, and benefits the local economy by helping reduce unemployment.

Despite being part of an affordable housing development, all 545 newly built homes in the West Lothian area are designed according to sustainable principles and are expected to achieve 15% lower carbon emissions than the standards set by the Scottish 2007 Building Regulation. To achieve this result, all homes include enhanced insulation, energy efficient heating systems and positive input ventilation. Efficient heating is provided through gas central heating systems and gas condensing water boiler. To maximise energy savings, the heating systems are provided with time and temperature control which makes it easier for occupiers to manage their consumption and avoid excessive heating. Solar panels were also installed on ten of the new houses as part of
a trial. These features enabled the new homes to achieve a high average EPC rating of B.

Best practice to minimise impact on the environment was adopted during the course of the entire project. Biodiversity is an aspect of sustainability which often gets overlooked, but this was not the case for Lovell. During construction, Lovell worked with the Scottish Government and Scottish Natural Heritage to reduce impact on local wildlife. For example, in the Livingston area, ecological surveys identified a badger sett very close to the development. The sett was temporarily excluded through fencing which allowed badgers to exit but not to re-enter. This meant work could be carried out with no risks to the animals.

Waste was also minimised on site by reusing materials whenever possible and by recycling an impressive 94% of all the waste produced.

PROFIT

With this project Lovell contributed to creating new revenues for the community and the local economy by employing local workforce and using local suppliers whenever possible. Local spending was also maximised and monitored on the project and amounted to 21%. In addition, sustainable housing will give future occupiers the opportunity to save significantly on their energy costs whilst living in a healthy and high quality space.
Construction and Infrastructure

Offers national design, construction & infrastructure services to private and public sector clients. The division works on projects and frameworks of all sizes across a broad range of markets including commercial, defence, education, energy, healthcare, industrial, leisure, retail, transport and water.

Fit Out

Specialises in fit out and refurbishment projects in the commercial and government office, education, retail, technology and leisure markets. Overbury operates as a national fit out company through multiple procurement routes and Morgan Lovell specialises in the design and build of offices.

Affordable Housing

Specialises in the design and build, refurbishment and maintenance of homes and the regeneration of communities across the UK. The division operates a full mixed tenure model creating homes for rent, shared ownership and open market sale.

The division’s response maintenance services include facilities management and planned and responsive repairs to social housing providers and public buildings.

Urban Regeneration

Works with landowners and public sector partners to unlock value from underdeveloped assets to bring about sustainable regeneration and urban renewal through the delivery of mixed-use projects. Typically creating commercial, retail, residential, leisure and public realm facilities.

Investments

Facilitates project development, primarily in the public sector, by providing flexible financing solutions and development expertise. The division covers a wide range of markets including urban regeneration, education, healthcare, housing, emergency services, defence and infrastructure.

The division’s community solutions business provides management, project development and funding through a one-stop service, allowing partners to invest in local communities.

Sustainability Highlight

Graham Edgell, Director of Sustainability and Procurement at Morgan Sindall Group, has been appointed to the new Leadership Board of the Supply Chain Sustainability School (SCSS).

The School is a multi-award winning initiative that provides a virtual learning environment aimed at helping construction suppliers and subcontractors develop their sustainability knowledge and competence. The Board members are nominated and elected by partners and are responsible for the fiscal governance and for setting the strategic direction of the School.

The idea behind the SCSS was generated through industry collaboration which included Morgan Sindall Group’s Graham Edgell, Shaun McCarthy of sustainability consultants Action Sustainability, and representatives from Lendlease and Skanska. Morgan Sindall Group has been a key partner since its early days. Being involved in the School is an important part of our commitment to sustainable procurement.

Sustainability events calendar

The Sustainability Steering Group will continue to drive the Group forward on its Roadmap to sustainability. To assist with this, there are a number of sustainability events to look out for, from across the Group:

30th April
Next Generation Panel meeting

13th May
C&I Sustainability Forum

21st May
Group Sustainability Steering Group meeting

30th June
AH Sustainability Forum

4th August
Supply Chain Panel meeting