

CORPORATE SOCIAL RESPONSIBILITY



Investment in knowledge and people delivers the best returns

**“Our projects make a
fundamental socio-economic
and societal contribution.”**



CLIENTS

ENVIRONMENT



INTRODUCTION

ABLE UK Ltd (ABLE) is a diverse organisation operating in a number of complementary business sectors.

We operate a number of strategic sites across the North of England and recognise the importance of conducting our commercial activities in alignment with the overriding interests of local communities.

In some areas of the country we are undertaking projects that make a fundamental socio-economic and societal contribution.

We are committed to undertaking these developments with the full support of local stakeholders and to maximise local community benefits.



ABLE delivers customised in-house training for staff to meet the core CSR needs of the business.

ABLE takes full account of the economic, social and environmental impacts in the way we operate as a business. We aim to attune our business values, purpose and strategy with the needs of our clients, whilst embedding responsible and ethical principles into everything that we do.

Through our dealings with our clients, suppliers and local communities we strive to become more resourceful across our overall sphere of operations. This approach ultimately produces a reduction in our carbon footprint and limits our overall environmental impact.

There are four main aspects to our Corporate Social Responsibility (CSR) Plan. They serve as a reminder of 'why we do it' and provide a framework for us to plan, execute, reflect and measure our activities and overall performance:

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LOCAL COMMUNITY

PEOPLE



CLIENTS

We are proud of our business and passionate about the way we operate. To ensure that we deal responsibly, openly and fairly with both existing and potential clients, we will:

- Ensure that all our advertising and documentation about the business and its activities are clear, informative, honest and truthful.
- Be open and straight forward about our products and services.
- Ensure that where any oversights do occur, we will acknowledge the problem and deal with it straight away.
- Listen to our clients, in order to improve the products and services we offer.
- Ensure that we regularly benchmark and evaluate our performance to constantly improve our competitiveness.
- Be pro-active in enabling clear channels for feedback.

We understand the importance of maintaining supply chain relationships and always strive to deal responsibly, openly and fairly with suppliers by:

- Ensuring that we use local suppliers as much as possible.
- Always endeavouring to pay on time.
- Not expecting any discounts where it is proven to have a detrimental effect on their business.
- Pursuing a sustainable procurement policy.
- Ensure that suppliers reflect our own values in respect of equality, diversity and human rights.

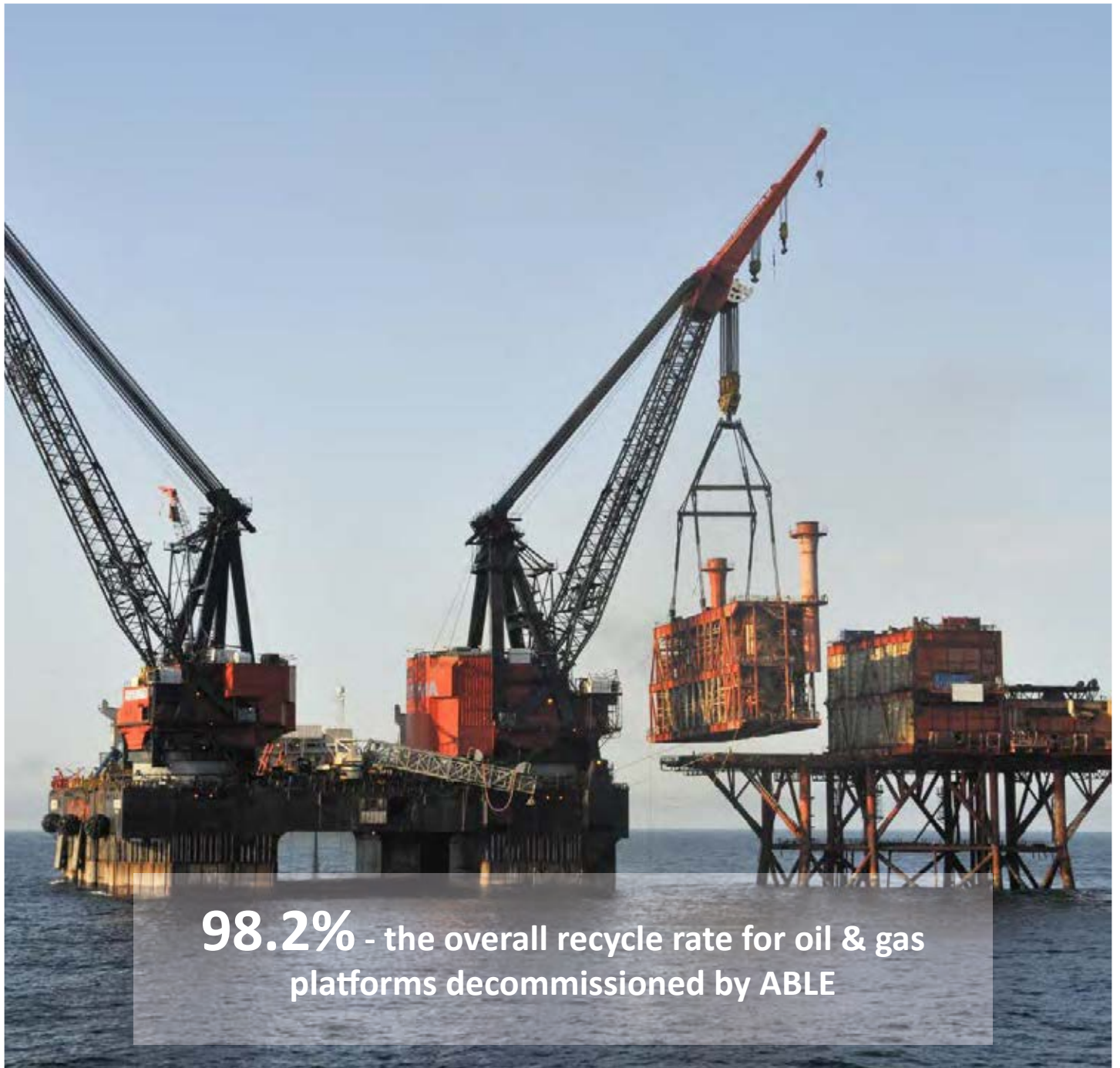
“We understand that real business relationships are forged through long standing traditional values such as honesty, clear communication and hard work.”

The Former North West Hutton Living Quarters conversion

A circa £500,000 renovation of the former living quarters of the BP North West Hutton into modern office accommodation with associated welfare and mess facilities for site personnel.

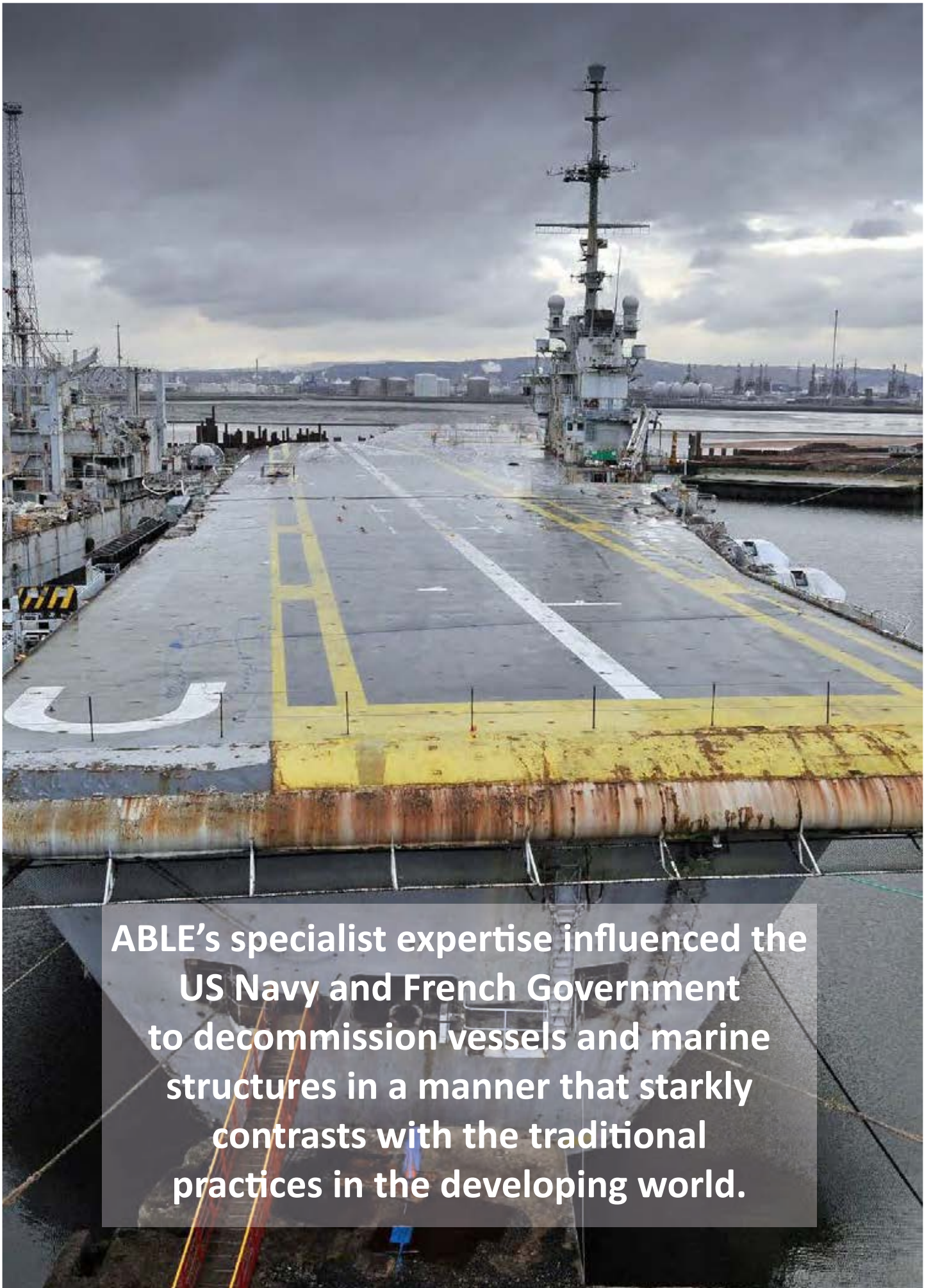


Now a Mobile Accommodation Unit at Able Seaton Port serving clients

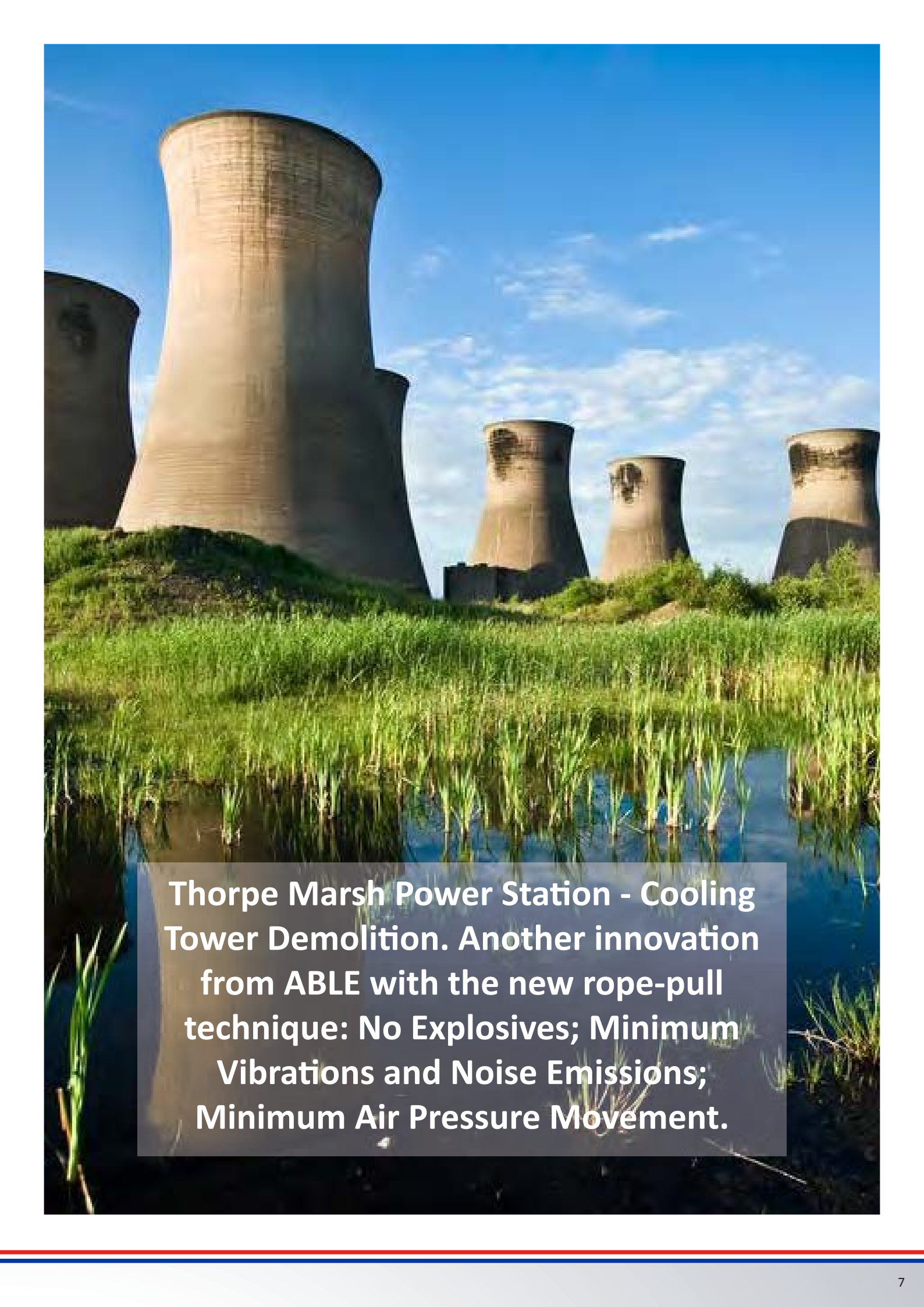


98.2% - the overall recycle rate for oil & gas platforms decommissioned by ABLE


**ABLE IS COMMITTED TO ENGAGING FULLY
WITH OUR STAKEHOLDERS AND
OPERATING WITH THE HIGHEST DEGREE
OF INTEGRITY AND TRANSPARENCY.**



ABLE's specialist expertise influenced the US Navy and French Government to decommission vessels and marine structures in a manner that starkly contrasts with the traditional practices in the developing world.

A photograph of the Thorpe Marsh Power Station, featuring several large, concrete cooling towers. The towers are situated behind a lush green field of tall grasses and reeds, which are partially submerged in water. The sky is a clear, bright blue with some light, wispy clouds. The towers are arranged in a row, with the largest one on the left and several smaller ones to its right. The water in the foreground reflects the greenery and the towers.

Thorpe Marsh Power Station - Cooling Tower Demolition. Another innovation from ABLE with the new rope-pull technique: No Explosives; Minimum Vibrations and Noise Emissions; Minimum Air Pressure Movement.



“ABLE is committed to utilising the best practicable environmental option (BPEO) - our experience shows that this delivers the best outcomes for all stakeholders.”

We are committed to:

As an absolute minimum, complying with all relevant environmental legislation, regulations and approved codes of practice.

Protecting the environment by striving to prevent and minimise our contribution to the pollution of land, air and water.

Seeking to keep wastage to a minimum and maximise the efficient use of materials and resources.

Managing and disposing of all waste in a responsible manner.

Providing training for our staff so that we all work in accordance with our policy and within an environmentally aware culture.

Regularly communicating our environmental performance to our employees and other significant stakeholders.

Developing our management processes to ensure that environmental factors are always measured during planning and implementation.

Monitoring and continuously improving our environmental performance through performance reflection.

ENVIRONMENT

Protection of the environment is fundamental to our core values and principles. Care for the environment is one of our key accountabilities and an important part of the way in which we undertake our business.

Due to the nature of some of our work the potential for high environmental impacts does exist. To account for this we take full consideration of environmental issues in the services we provide and endeavour to reduce our environmental impact to the absolute minimum.

We strive to find better ways of undertaking our daily duties so all of our Directors are tasked to ensure we keep reducing the environmental impact of our activities. Relevant Key Performance Indicators are set across all our departments and these are monitored intensively in regular departmental appraisals.

Examples of policies adopted within departments across the organisation are below:

- Recycling all waste whenever practically possible.
- Disposing at landfill only as a last resort.
- Developing new work flow techniques for the benefit of the environment.
- Reducing all our transportation requirements wherever possible.
- Using vehicles that are regularly serviced, maintained and checked with regard to their emissions levels and the economic use of fuel.
- Sourcing and buying locally to save fuel/energy costs wherever possible.
- Ensuring that all lights and equipment are shut down when not required.
- Ensuring the efficient use of water.
- Printing paperwork only when necessary.
- Sourcing recycled materials wherever possible.
- Procuring from approved ethical suppliers.
- Deploying our specialist in-house services to assist and advise others.



Little Tern Colony

Crimdon Dene

ABLE is the industrial sponsor of a Little Tern colony (one of the UKs rarest sea birds) at Crimdon Dene on the County Durham coast.

Tees Environmental Action Group (TEAG)

ABLE is a founder member of the Tees Environmental Action Group. The Group was established in 1998 and is incentivised to minimise the potential impact of industrial activity in the local area.

ABLE sits alongside Natural England, The Environment Agency, RSPB and Tees INCA (Industry Nature Conservation Association). Together, this collaborative approach provides a forum of capability which ensures a robust evaluation of industrial activity alongside the mitigation of environmental impact.

Industry Nature Conservation Associations

ABLE is a long-standing member of both the Tees and Humber Industry Nature Conservation Associations and has invested in a wide selection of activities including bird hides, information boards and signage.

“As one of the best performing companies in the field of decommissioning and demolition, ABLE is focused on driving environmental improvements that benefit our stakeholders.”



LOCAL COMMUNITY

Our relationship with the local community is important to us and our Directors are tasked to ensure all their departments work with their respective local communities:

- Working and supporting local and national charities.
- Encouraging volunteer work in community activities.
- Supporting local schools.
- Undertaking voluntary business advisory services via professional bodies.
- Actively assisting with local wildlife matters.

Our ABLE Humber Port development on the South Humber Bank aims to create over 9,000 full time jobs in engineering, manufacturing and logistics through the attraction of the marine renewables manufacturing sector and other port centered activity.

It could become one of Europe's largest port developments and signals the largest ever development project that the North Lincolnshire area has seen. Our plans aim to provide prosperity to the people in the region and its surrounding areas.

ABLE Humber Port is the largest Enterprise Zone in the UK and represents a paradigm shift in terms of determining our future corporate social responsibilities.

We are an organisation based on deep rooted traditional principles of hard work and honesty – and it is our aim that these reputational elements underpin our corporate social responsibility as we move forward with this project.

ABLE concentrates on the subjects and organisations where we can make the most meaningful contribution.



The Company and its employees are active members of a number of industrial and trade associations that promote environmental and community improvement:

- British Safety Council (BSC)
- Hull and Humber Chamber of Commerce
- Humber Ports – ABLE is a founder member of the Humber-wide promotional body
- Humber Industry Nature Conservation Association (HINCA)
- Institute of Demolition Engineers (IDE)
- Institute of Civil Engineers (ICE)
- NOF Energy
- Renewable UK (RUK)
- Tees & Hartlepool Port Users Association
- Tees Industry Nature Conservation Association (INCA)

Giving back to the community is not new to us. ABLE has a track record of dedicating time and resources to initiatives that promote wider benefits.

ABLE - Providing a legacy for future generations

One case study that enforces our commitment to providing a legacy for future generations is our involvement – as the main sponsor - with the Scunthorpe University Technical College (UTC) where we are embarking on a new and exciting initiative to address skills and employment issues.

In direct partnership with The University of Hull and North Lincolnshire Council we will play a crucial role in the creation of a specialist training college that will provide vocational and academic guidance to over 600 students aged 14 – 18.

We believe that schools and colleges need connecting with industry if they are to be effective. Through our Membership the Advisory Board we will ensure practical based projects form a large part of the core curriculum and that our students leave education fully prepared for the world of work.

In July 2017 civic and business leaders, together with retired workers, over 350 people from the local community and over one hundred local schoolchildren, were welcomed to Able Seaton Port to see the massive Shell Brent Delta platform.



“We take pro-active measures to match opportunity with local skills and resources and seek to ensure the social impacts of our developments reach beyond just our own commercial objectives.”



“Our involvement with the Humber and Scunthorpe UTC places us at the heart of delivering a coherent and motivating curriculum for learners who will, one day, work alongside us.”



OUR OWN PEOPLE

Employee engagement is an essential priority because we believe our people are the Company's greatest asset.

We believe in, and apply, employment practices that respect diversity and equality and the fundamental human rights of our employees.

We value input and feedback from our employees, so we regularly survey employees on our business practices and our progress in the area of social responsibility.

As a consequence our own employees are the foundation of our Corporate Social Responsibility initiatives.

Participation with local schools and colleges

It is important that school children have role models from the world of business and industry.

During the demolition of Willington Power Station (South Derbyshire) the Company engaged with local schools during the European Health and Safety at Work Awareness Week. This involved engaging children through site visits and informing them on how ABLE was safely undertaking an iconic demolition project within their local community.

ABLE – Apprenticeship Scheme

ABLE prides itself on running a successful apprenticeship scheme. Over past years we have proudly delivered vocational opportunities for a number of apprentices who are now undertaking a variety of roles in accountancy, administration, Computer Aided Design (CAD) and Civil Engineering.

Through the formation of strong relationships with local academic institutions and, in particular, the efforts of our apprentices we have been able to offer many permanent roles within the organisation. We also enable a number of our apprentices to combine studies (day release) whilst still undertaking important duties for the organisation.

Indeed, the firm's apprenticeship scheme was recently recognised with one of our apprentices being named as North East Chamber of Commerce 'Apprentice of the Year'. That apprentice has now progressed on to undertake an HNC in Civil Engineering, with the company facilitating his University attendance.

A number of initiatives are available for our own staff both in terms of Continued Professional Development and Health and Well-being.

Vocational Guidance Services to local colleges

In addition we regularly participate in seminars and lectures at local vocational colleges to engage with students who seek (and need) vocational guidance.

We try to support our local colleges to prepare their students for the world of work and to obtain a real understanding of what the commercial world has to offer.

Our senior management team are encouraged to engage with local colleges on an on-going basis to offer practical advice and guidance to both staff and students alike.



*Peter Stephenson, Executive Chairman - ABLE UK Limited
Winner of the 2010 Ernst & Young Entrepreneur of the Year Award*



CHARITABLE SUPPORT

Throughout the year we receive a large number of requests seeking our involvement with local charities and community groups. Accepting all of these invitations would be demanding but we do uphold a commitment to help those who need it most and those that share our own priorities and focus.

At the end of each year we ask staff to propose the charities that ABLE should support. Whilst some contributions may be relatively small we do believe that it makes a big difference to the beneficiaries and in most cases we choose charities whose activities or causes are aligned with our core business operations.

In addition, and through the Landfill Trust, ABLE has been proud to support the following organisations with donations, over the last 4 years exceeding **£1,165,000.00**. Those projects include:

- **Stockton Council** - John Whitehead Park at Billingham
- **North Lindsay College** - College Extension
- **Humber Nature Partnership** - Burkinshaw's Covert
- **North Lincolnshire Council** - Burkinshaw's Covert
- **Northallerton Scouts** - New Scout Headquarters
- **Middlesbrough Council** - Middlehaven Urban Park
- **Elsham Parish Council** - Elsham Quarry
- **New Walk CIC** - Renovation of Building
- **Stockton CC** - Stockton CC Pavilion
- **Darlington Hippodrome** - Renovation of Building
- **Harlepool Council** - Seaton Carew Coastal Plan
- **North Killingholme Parish Council** - North Killingholme Village Hall



Elsham Parish Council



ABLE has also been proud to support the following charities in the past:

- **BP Charity**
- **ENSCO Charity**
- **Hope Trust**
- **Immingham Society**
- **Killingholme Pensioners**
- **Princes Trust**
- **RABI Charity**
- **Richard Burns Charity**
- **Teach First**



HMS Kellington

ABLE stepped in to help after the former Royal Navy minesweeper began to take in water at its mooring at Stockton Riverside. It was being used as a sea cadet training centre until vandalism meant that it had to be dismantled at the berth where it had lain since first coming to the River Tees in 1993.

ABLE used its expertise to oversee the complex marine dismantling and although only a fraction of the size of vessels that ABLE is used to process the work was to the same exacting standards.

The Environment Agency had acknowledged that this was an emergency situation and ABLE waived its own costs in undertaking this important work which extended over an 8 week period.





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