






UK & Ireland – key environmental performance indicators 2009

(GRI Standard Disclosures)

Environment

<p>EN3 – Direct energy consumption</p>	 <p>Average direct energy consumption per head, 2009</p>
<p>This indicator presents our direct use of energy sources such as natural gas as a source of office heating. The data reported are the average amounts of energy used per head in Mj in 2009 for our full time equivalent staff across our UK and Ireland operations.</p>	
<p>EN4 – Indirect energy Consumption</p>	 <p>Average indirect energy consumption per head, 2009</p>
<p>This indicator presents our indirect use of energy sources such as the use of electricity or district heating. The data reported are the average amounts of energy used per head in Mj in 2009 for our full time equivalent staff across our UK and Ireland operations.</p>	
<p>EN8 - Water use</p>	 <p>Average water use per head, 2009</p>
<p>This indicator shows our use of water both for consumption and sanitation. All sources are from public supplies. The data reported are the average amounts of water used per head in m³ in 2009 for our full time equivalent staff across our UK and Ireland operations.</p>	
<p>EN16 - Total greenhouse emissions</p>	 <p>Average CO₂ emissions per head, 2009</p>
<p>Our reported data are comprised of emissions of CO₂ related to the three scopes of the GHG reporting protocols: direct energy; indirect energy and other sources such as transportation. The data reported are the average emissions of CO₂ in tonnes per head in 2009 for our full time equivalent staff across our UK and Ireland operations.</p>	
<p>EN29 - Environmental impacts of transportation</p>	 <p>Average distance travelled by car per head, 2009</p>
<p>The environmental impact of transportation in Grontmij relates primarily to the use of vehicles for moving people and some equipment between our offices and other operational sites. For our 2009 report we have reported the average kilometres driven per head for our full time equivalent staff across our UK and Ireland operations.</p>	

Labour Practices

LA1 – Total workforce		Directors	Technical	Support
We have categorised our workforce into three: <ul style="list-style-type: none"> - Directors, who sit on the management boards of our regional businesses - Technical staff, who deliver our consultancy work to clients - Support staff, who provide in-house support 	Total	10	1,042	89
	Male %	90.0%	87.0%	35.0%
	Female %	10.0%	13.0%	65.0%
	Permanent %	100.0%	97.0%	98.0%
	Fixed Term contract %	0.0%	3.0%	2.0%
Composition of total workforce by function, gender and contact type				

LA10 – Training		Directors	Technical	Support
We have categorised our workforce into three: <ul style="list-style-type: none"> - Directors, who sit on the management boards of our regional businesses - Technical staff, who deliver our consultancy work to clients - Support staff, who provide in-house support 	Average hours	5	17	14
	Average amount of training delivered via formal training programmes			

LA7 - Rates of injury, occupational disease, lost days and absenteeism and work related fatalities in the UK & Ireland operations	Incidents	Number	Rate
	Injuries	2	0.04
	Occupational disease	0	0.00
	Lost days	38	0.81
	Absentee days	4291	1.7
	Fatalities	0	0

We have included in this indicator all of our own staff and those contract staff for whom we have operational responsibility. Our reported data for rates of injury and lost time are relative to 200,000 hours of operation which is equivalent to 100 staff. The reported injury rates exclude minor injuries.

We suffered no fatalities in our operations in 2009 and there were no confirmed cases of occupational disease.

Compliance indicators (Indicators where we report by exception any incidents or non-compliance with the GRI standards)	
EN28 compliance with environmental laws and regulations	In 2009 we had no incidents of non-compliance with laws or regulations in relation to the environment, discrimination, corruption or product responsibility and we were not subject to any fine or sanction relating to these issues.
HR4 Incidents of discrimination	
SO4 Incidents of corruption	
SO8 Compliance with laws and regulations	
PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of services	
PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the use of services	
Conformity indicators (Indicators where we report complete adherence to the GRI standards)	
SO3 Percentage of employees trained in organization's anti-corruption policies and procedures	Our procedure for induction of new staff and for the training of all staff in our integrated management systems ensures 100% adherence to this indicator.
PR1 Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Our procedures in all countries for the management of health and safety in project management ensure 100% adherence to this indicator.
LA6 Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs	Our procedures in all countries for the management of health and safety in the workplace ensure 100% adherence to this indicator.
LA12 Percentage of employees receiving regular performance and career development reviews.	Our procedures in all countries for the management of staff and the attention to career and skills development ensure 100% adherence to this indicator.