Ford Mainwaring

TRUSTED BUILDING SERVICES ENGINEERS

Labour and Human Rights Report: 2024



Labour and Human Rights Report 2024

Reporting Framework Based on the Global Reporting Initiative (GRI)

Employee Health, Safety, and Well-being

Target: Reduce lost-time injuries by 20% over the next five years.

Metrics: Accident frequency rate, accident severity rate, days lost due to injury, number of safety trainings conducted.

Lost time injury (LTI) severity rate for direct workforce: 0.02 days lost per 1,000 hours worked

Lost time injury (LTI) frequency rate for direct workforce: 8.09 per 1,000,000 hours worked

Employee Fair Wages and Working Conditions

Target: Conduct annual wage reviews to ensure fair compensation for all employees.

Metrics:

- **Wages: Percentage of Employees Earning at or Above Industry Standard.**

All employees, including temporary and subcontracted staff, are paid at or above the UK National Minimum Wage or Living Wage depending on age and role. While we have not benchmarked salaries against broader facilities maintenance industry averages, we ensure compliance with statutory wage requirements. Based on this, 100% of our workforce earns at or above the legal minimum standard, which serves as a baseline industry standard for this context.

- **Working Conditions: Percentage of employees whose working hours align with UK labour regulations and company policies.**

We maintain working schedules that comply with the UK Working Time Regulations 1998, which includes the 48-hour average workweek limit, rest breaks, and paid holidays. No employee is currently working hours that exceed legal or contractual limits, and all hours are tracked through internal systems. Based on our scheduling practices and policies, we maintain 100% compliance with UK labour laws and our internal working time policies.

Diversity, Equity, and Inclusion

Target: Ensure that at least 30% of recruitment efforts focus on attracting candidates from diverse backgrounds, including but not limited to age, gender, ethnicity, armed forces veterans, and other underrepresented groups.

Metrics:

$$\text{Percentage of Diverse Outreach Events} = \frac{\text{Diversity-Focused Events Attended}}{\text{Total Recruitment Events Attended}} \times 100$$

Diversity-focused events attended: 2
Total recruitment events attended: 2

100% of recruitment efforts in 2024 were focused on attracting candidates from diverse backgrounds, including age and armed forces veterans.

Employee Training and Development

Target: Invest a minimum of £500 per employee annually in training programmes.

Metrics:

$$\text{GBP per Employee} = \frac{\text{Total Annual Training Expenditure}}{\text{Total Number of Employees}}\}$$

Total annual training expenditure: £16,210.25

Total number of employees over the course of 2024: 76

GBP per employee: £213.29

Commitment to Combat Child Labour, Forced Labour, and Human Trafficking

Target: Request suppliers sign FM's CSR clause, committing to prohibit the use of child labour, forced labour, and human trafficking.

Metrics: Percentage of suppliers who have signed the CSR clause, committing to prohibit the use of child labour, forced labour, and human trafficking.

Percentage of suppliers who have signed the CSR clause: 0%

Stakeholder Engagement

Target: Conduct annual stakeholder engagement sessions to review and improve labour and human rights practices.

Metrics: Number of stakeholder engagement sessions per year.

Results: We haven't held any stakeholder engagement sessions in 2024, however we did hold an engagement session for staff in January and are planning to hold another in the summer.

Data Collection and Monitoring

Data on each metric will be collected annually, with comprehensive reporting. Data will be organised into tables and graphs to allow for year-over-year comparisons and progress tracking.

Engagement with Stakeholders

Annual reports will be shared publicly and include stakeholder feedback mechanisms to ensure transparency and accountability.

Compliance and Review

Ford Mainwaring will annually review these practices, adjust targets, and update policies as needed, ensuring alignment with the GRI framework and Sustainable Development Goals.