

2021

- Sustainable new branch footprint

- Company Behaviours
- Mental First Aiders
- Colleague Networks
 - LGBTQ+
 - Ability

- ISO 9001 Quality Management Systems (QMS)
- Constructionline, Ecovardis and Supply Chain Sustainability School customer approvals

- Menopause Matters
- BMF D&I award win
- 62% increased performance in safety standards
- 193% increase in colleague risk identification with over 45% reduction in risk with key focus product handling

- ISO 14001 Environmental Management System Registration
- 100% rego
- New branches with EV chargers

2022

2023

- Removal of single use carrier bags and replace with sustainable paper bag
- All packaging across own brands having the OPRL recycling logo
- Car policy changed to move from 100% diesel to 80% electric (in 2 years)

- BMF Safety initiative award 2023

- ESG Governance framework established

2024

- Carbon Footprint Reporting established and Carbon Reduction Plan agreed
- Recycling facilities rolled out across all branches
- Achieved substantial plastic packaging reductions across our exclusive brands
- Joined Sedex for improved ethical assessment reporting

- Diversity and Inclusion in Merchanting award - BMA
- Colleague Networks - Race at Work
- Teenage Cancer Trust Signed 3 year extension

2025

- Progress Carbon Reduction initiatives targeting 54% reduction in Scope 1 and Scope 2 emissions, and 45% reduction in Scope 3 (based on operational carbon footprint)
- Rollout of energy efficient LED lighting to a further 10 branches
- Use the bespoke Valpak sustainability dashboard with targets for the identification and reduction of packaging materials of concern

- Focus on Apprenticeship Levy usage
- Participate in the Construction Inclusion Coalition mentoring pilot (mentors and mentees)

- ESG working groups to develop the individual Environmental, Social and Governance agendas; reporting through to an overall ESG Steering Group
- Improved measurement and analysis of faulty product returns (covering all branch customer returns back-hauled to our Central Distribution warehouse for analysis)
- Launch a revised Supplier Online Risk Assessment, enhanced with supplier carbon footprint reporting and responsible sourcing requirements (in-line with our Sedex membership protocols)

