



PROJECT IMPACT REPORT
**USHER BUILDING AT THE
UNIVERSITY OF EDINBURGH
BIOQUARTER**

Project Completion

PROJECT OVERVIEW

CLIENT

The University of Edinburgh

SECTOR

Education

DURATION

128 Weeks

VALUE

£36,800,000

CONTENTS

3

4

7

8

30

44

50

70

84

PROJECT DESCRIPTION

Located in the Edinburgh BioQuarter, in the Little France area, the new facility provides a home for The University of Edinburgh's Usher Institute, a world-leading centre for health and social care data-driven research and innovation. The facility features an 80 person learning studio, flexible event space for teaching and conferences, as well as meeting and interview rooms. Development of the building will also bring additional benefits to the local community, with a dedicated open space for community connections, support and inspiration for STEM, learning and employment.

A welcoming new space providing opportunities for academics and partners to collaborate in new and innovative ways towards a shared purpose of developing data-enabled solutions to benefit health and wellbeing.

The new building will join a growing health ecosystem across the Edinburgh and Southeast Scotland, bringing together over 900 researchers, health and care providers, and industry partners focused on transforming the delivery of health and social care.

It's been a pleasure to work with McLaughlin & Harvey to deliver community benefits for the new Usher Building which is being delivered via Scape and is funded via City Deal.

McLaughlin & Harvey were happy to work with the University to identify local schools and organisations that already have relationships with us. This has enabled us to deliver longer-term benefits to the local community. In addition, our own community engagement teams have picked up useful contacts and organisations which we hope to work with in the future. They attended monthly update meetings, providing monthly progress reports.

It's been great to work collaboratively with McLaughlin & Harvey, the various stakeholders within the University and representatives from City Deal on this project.

Katharine Isherwood
Head of Buildings & Projects
The University of Edinburgh

SOCIAL IMPACT VALUE

EDINBURGH & SURROUNDING
LOCALITIES
(Population)

524,930

SOCIAL, ENVIRONMENTAL & LOCAL
ECONOMIC IMPACT PER RESIDENT

£54

LOCAL LABOUR
(Within 20 miles)

40%

LOCAL SPEND
(Within 20 miles)

56%

SOCIAL &
ENVIRONMENTAL VALUE
(5.6%)

£2,060,816

ECONOMIC VALUE
(71%)

£26,068,977

RETURN ON CAPITAL INVESTMENT
(76%)

£28,129,793



LOCAL JOBS SUSTAINED &
CREATED

116

PLACEMENTS, APPRENTICES
& TRAINEES

85

CURRICULUM SUPPORT
EVENTS

20

STUDENTS ENGAGED

667

COMMUNITY ENGAGEMENT SPEND

£10,941

COMMUNITY VOLUNTEERING

230Hrs

CCS EXCELLENT RATING (Score)

49

WASTE MATERIALS REUSE,
RECYCLING & RECOVERY

13,160T

SUSTAINABLE ENERGY

100%

DIVERSION FROM LANDFILL

98.5%



OUR SOCIAL VALUE PILLARS

Social Value is the added value McLaughlin & Harvey creates for society through our business operations to improve the environment, economy and social wellbeing.

Creating Social Value is a key driver in our decision-making process and is an integral part of our business strategy.

BUILDING FUTURES



- Successful career pathways
- Remove inequality in employment & education

GOOD EMPLOYER



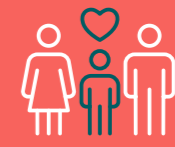
- Fairness, inclusion & respect
- Training & development

SHARED PROSPERITY



- Local & ethical procurement
- Build capacity & resilience

COMMUNITIES MATTER



- Building healthy & resilient communities
- Support community-led solutions

SUSTAINABLY GREEN



- Net Zero
- Improve environmental health

BUILDING FUTURES

McLaughlin & Harvey creates employment and learning opportunities to provide pathways for a successful career. We work with our partners to break down the barriers to sustained employment and remove education inequalities experienced by some groups through dedicated programmes.

Developing talent and inspiring young people to join our industry is essential in addressing the skills shortage and inequalities within the built environment. We see work placements as an opportunity for our business to identify talent and build relationships with young people early in their careers. Work placements offer young people a valuable opportunity to learn various skills on-the-job including interpersonal skills, planning, organising, communicating and time management. Developing these skills helps to increase their employability and the experience helps them to make informed decisions about their career path after studies.

During the delivery of the Usher Building and working within the local community, we collaborated with education and training providers to deliver meaningful work experience, traineeships, and employment opportunities, helping to tackle local poverty and inequality as well as increasing young people's skills and employability.

THE FACTS

EMPLOYABILITY PROGRAMMES
(Attendees: 92)

3

WORK EXPERIENCE
(Duration: 7 weeks)

4

INDUSTRY INSIGHT VISITS
(Attendees: 294)

7

CAREER GUIDANCE
(Attendees: 600)

2

CURRICULUM SUPPORT
(Attendees: 1019)

2

GRADUATE APPRENTICES
(Duration: 325 weeks)

4

APPRENTICES
(Duration: 2,403 weeks)

78

STUDENTS ENGAGED

560

KEY PRIORITY GROUPS SUPPORTED

8

POSITIVE DESTINATIONS
(Employment)

5

WORK PLACEMENTS

A work placement is a temporary position that provides practical on-the-job training and experience. The placements can vary in duration, ranging from a few weeks to several months and can be paid, unpaid, full-time or part-time. Work placements allow individuals to apply concepts learned in the classroom to real-world scenarios, helping to develop practical skills and better understand the construction industry.

CHARITY PARTNER

Action for Children

SOCIAL IMPACT

Empowering individuals to achieve their potential, create stronger communities and drive positive social change

ACTIVITY

Two week work placement and two week work trial, leading to full-time employment

KEY FACTS

Work placement: **1**

Work placement weeks: **2**

Work trial weeks: **2**

Key priority groups supported: **1 (NEET)**

Positive destination: **Full-time employment**

After participation in McLaughlin & Harvey's Be Your Best employability programme, Oskar Lewinsky joined our site team on a two week work placement, strengthened by a two week work trial, which led to full-time employment as a labourer.

Oskar had become disengaged from school, but was keen to start a career in construction. After hearing a friend's positive experience, Oskar's successful journey into employment commenced through the Action for Children's employability programme, a framework designed to support the delivery of employability services in Scotland.

Securing a five year CSCS card, enabled Oskar to carry out practical labouring activities onsite, working alongside the labouring team during his placement. Mentored by our project manager, Oskar followed a structured supervised learning and development programme commencing with participation in a site induction and an overview

of the various construction activities involved in the project. He was introduced to the coordination and programming of trades as well as the importance of health & safety and quality. Essential transferrable skills required for the workplace including communication, team working, and time management also formed part of Oskar's learning during his trial.

Oskar adapted extremely well to the site environment, communicated well with others, showed a willingness to learn, and took pride in his work. Recognising his work ethic, commitment and potential, he gained full-time employment as a labourer with McLaughlin & Harvey at the Usher Building project.

Through hard work and determination, Oskar's journey demonstrates a positive impact on his employment advancement as well as improving his social and economic status.



“ Securing a position with McLaughlin & Harvey is pretty big. I can help my mother financially and it has helped me a lot in my life. I would recommend working for McLaughlin & Harvey, I think the people are the best part. ”

Oskar Lewinsky
Labourer
McLaughlin & Harvey



WORK EXPERIENCE

Work experience placements offer young people a valuable opportunity to gain experience and various skills on-the-job, including people skills, planning, organising, communicating and time management. Developing these skills helps to increase their employability, and the experience helps them to make informed decisions about their career path after studies.

EDUCATION PARTNER

Castlebrae Community High School

SOCIAL IMPACT

Improving employability skills for an individual interested in construction

ACTIVITY

One week onsite work experience

KEY FACTS

Work experience: **1**

Work experience weeks: **1**

During our Be Your Best employability programme, Riley had been identified as a keen individual interested in construction and was invited to join our site team onsite for a one week work experience.

Shadowing various industry professionals from our site management team, Riley learned about different career paths and experiences. He was also introduced to technical elements and challenges of the project, trade coordination, health and safety onsite, quality management and processes implemented to reduce the environmental impact of our construction works.

Furthermore, the importance of transferrable skills such as teamwork, time management, communication and problem-solving also formed part of his experience, giving him an overall valuable insight into the construction industry and the skills needed for the world of work.

EDUCATION PARTNER

Firrhill High School

SOCIAL IMPACT

Increase knowledge and skills to improve employability

ACTIVITY

One week work experience for a 3rd year school pupil

KEY FACTS

Work experience: **1**

Work experience weeks: **1**

Derin, a 3rd year pupil, enrolled on the JET Academy programme, joined our project management team onsite for a one week work experience. The JET Academy provides young people with opportunities to access vocational training, develop skills for the workplace and gain a qualification. The programme is ideal for those considering a vocational route upon leaving school.

Derin shadowed our project management team during his placement, gaining an understanding of both the multifaceted aspects of a construction project and essential skills employers seek, such as communication, time management and problem-solving. Expressing an interest in electrical engineering, Derin also shadowed our services subcontractor for a day to gain insight into the trade.

“ I spoke with Riley last week and he thoroughly enjoyed his work experience, thanks so much for organising that, I absolutely appreciate it. **”**

James Donald
Future Improvements Co-ordinator
Castlebrae Community High School



“ I am writing to thank you for supporting our JET pupil for the academic year 2022/23. Derin from Firrhill High School has enjoyed working with yourself and on their behalf, I thank you for the opportunity you have given them. It has been a great learning experience for them both personally and professionally. **”**

Lorna MacKay
Project Officer
Work Placements/JET Academy
The City of Edinburgh Council

WORK EXPERIENCE

EDUCATION PARTNER

Castlebrae Community High School

SOCIAL IMPACT

Empowering students to enhance educational outcomes and promote social equity, contributing to community and industry development

ACTIVITY

Two week work experience

KEY FACTS

Work experience: **1**

Work experience weeks: **2**

Key priority groups supported: **1**
(from an SIMD area)

McLaughlin & Harvey supported a 5th year pupil, with an interest in architecture, during a two week work experience. Shadowing our project manager, they explored and learned more about the different aspects of design, enhancing knowledge gained during a work experience week with an architectural practice.

Our project manager provided information on the education steps required to become a qualified architect, as well as helping to give an understanding of developing a concept into a completed functional building and a brief insight into computer-aided design.

In helping to tackle food poverty we provided a daily 'free lunch' initiative throughout this work experience.

“ I would like to express my genuine gratitude for the opportunity you and your team afforded Brogan. I cannot believe the change in her. She is way more confident, resilient and communicative. Many thanks.

James Donald
Future Improvements Coordinator
Castlebrae Community High School



EDUCATION PARTNER

Ross High School

SOCIAL IMPACT

Increase knowledge and skills to improve employability

ACTIVITY

One week work experience for a 5th year pupil

KEY FACTS

Work experience: **1**

Work experience weeks: **1**

With an interest in architecture, a pupil from Ross High School shadowed our design manager during a week's work experience onsite at the Usher Building. Helping to enhance workplace knowledge and build career awareness he was involved in site tours giving exposure to real construction activities demonstrating practical and technical aspects of the construction works. He also attended design meetings and was introduced to symbols and conventions used in working drawings.

“ Tristan was a pleasure to have onsite. He showed a keen interest in the design of the project, asking lots of interesting questions during the site tours and when learning how to read drawings. McLaughlin & Harvey are committed to providing valuable experiences for students to help them develop key employability skills and inspire them to pursue a career in the built environment.

Gary Douglas
Design Manager
McLaughlin & Harvey



EMPLOYABILITY PROGRAMME

CHARITY PARTNER

Action for Children and Castlebrae Community Campus

SOCIAL IMPACT

Empowering disadvantaged groups through tailored support helping to break down barriers to employment and promoting greater inclusion in the workforce

ACTIVITY

Be Your Best four week employability programme and workshop

KEY FACTS

Employability programmes: **2**

Employability programme weeks: **8**

Participants: **88**

Key priority groups supported: **5**

(disabled, disengaged from school, refugees, neurodiverse, ethnic group)

Positive destinations: **4**

(secured a trade apprenticeship in joinery, roofing, glazing and electrical)

McLaughlin & Harvey's Be Your Best employability programme and workshop was delivered to eight individuals from Action for Children and 88 individuals from Castlebrae Community Campus, aimed at honing the employability skills of young people through workshops, coaching and mentoring. The programme is designed to help reduce unemployment, support marginalised populations, enhance economic growth, and promote social cohesion, building a more inclusive workforce and prosperous society.

“ I wanted to express my sincere thanks for all your help and support. The feedback was so positive. ”

James Donald
Future Improvements Coordinator
Castlebrae Community High School

Week 1: An insight into the construction industry

In week one the young individuals were given an insight into the construction industry, to inspire and educate about careers in construction, the skills and qualifications required for various roles, and give an understanding of the employability skills employers seek.

Week 2: Job searching and CV writing

This session focussed on job searching, applications, and how to create a good CV as well as the importance of networking.

Week 3: Improving employability and interview skills & techniques

Developing important employability skills such as communication, time management, adaptability, teamwork and interview skills through interactive role-play sessions using the STAR (Situation; Task; Action; Result) techniques.

Week 4: The 'Box' activity

The 'Box' activity complements the employability programme, requiring participants to work in teams using the skills and techniques learned throughout the programme, to complete the tasks from a set of instructions inside the box. Each team is scored on the different skills used, with extra points gained for those demonstrating leadership, initiative, creativity and communication. This activity offers the opportunity to experience leadership, planning, time management, decision-making, communication, teamwork and problem-solving.

Conclusion

The programme ends with a certificate of attendance and a work experience opportunity to enhance their knowledge, skills and existing CVs.



“ I have worked with McLaughlin & Harvey over the past four years on various projects in Edinburgh. The work experience that they have offered our young people has always been well planned, with supportive staff and has given the young people a real insight into working on a building site. Overall, they are a great company to work with as they are on the same page with regards to the young people. ”

Sam Barrie
Placement & Progressions Coordinator
Action for Children, Employability Services

EMPLOYABILITY WORKSHOP

EDUCATION PARTNER

Castlebrae Community High School

SOCIAL IMPACT

Young people empowered and prepared for job interviews, developing increased self-confidence and improved employability to successfully transition into the world of work

ACTIVITY

Mock interviews for four pupils

KEY FACTS

Employability workshops: **1**

Mock interviews: **4**

McLaughlin & Harvey's participation in 'Meaningful May' involved two employees conducting mock interviews with four pupils from Castlebrae Community High School.

The interviews aimed to develop pupils' interview preparation and strategies, enhance their communication skills and critical thinking as well as offer guidance on answering challenging questions, and easing nerves during the interview process. Constructive feedback for each interviewee guided areas for improvement.

CHARITY PARTNER

Action for Children

SOCIAL IMPACT

Supporting underprivileged groups to help raise awareness of careers in construction, aspirations and tackle economic inequality

ACTIVITY

Employability site visit for 19 young people

KEY FACTS

Employability site visits: **2**

Attendees: **19**

Key priority groups supported: **1**

(young people facing barriers to employment)

Nineteen young individuals, enrolled in the Action for Children Youthbuild Programme, participated in our employability site visit at the Usher Building, designed to inspire and educate young people about the diverse and exciting career opportunities within the built environment.

The visit commenced with a career guidance presentation, delivered by the site team, where they shared their inspiring career journeys. This was followed by a site tour, led by our project manager. The tour included a safety briefing, exposure to technical construction activities and terminology used onsite, as well as project management practices stressing the importance of health and safety, environmental issues, and logistics management.



“ Jane and her colleague engaged the pupils really well and settled any nerves. The feedback from the pupils was incredibly positive. McLaughlin & Harvey are always excellent and have supported us in so many curricular areas. ”

James Donald
Future Improvements Co-ordinator
Castlebrae Community High School



CONSTRUCTION INDUSTRY INSIGHT VISIT

EDUCATION PARTNER

The University of Edinburgh Civil Engineering Society

SOCIAL IMPACT

Enhance students' understanding of construction and civil engineering practices bridging the gap between theoretical learning and practical application

ACTIVITY

Industry insight visit and site tour for seven civil engineering students

KEY FACTS

Construction insight visits: **1**
Civil engineering students: **7**
Key priority groups supported: **2**
(female, ethnic group)

Seven civil engineering students embarked on an interactive experience onsite to enhance their understanding of real construction practices, project management, health & safety and the processes and methodologies of civil engineering.

The visit began with our project manager conducting a briefing session including career guidance and an overview of the project and programme delivery.

This was followed by a tour of the site to gain an understanding of the construction and civil engineering activities being undertaken. Students were encouraged to ask questions throughout the tour to enhance their industry and technical knowledge.

Exposure to live site activity ensures our industry's future workforce learns from the expertise of construction professionals, as well as building their awareness of the importance of site health & safety within the physical presence of large plant, machinery, materials, segregation measures and PPE.

“ We all enjoyed the visit. When we got there, it was interesting that Gordon gave us time to share what we would like to learn from the site visit, which we communicated. We had a lot of technical questions regarding the project, the structure, Covid implications etc., that we hadn't seen in our other site visits, so that made it a very interesting learning experience for us. ”

Ian Ojwang
Industry Representative
Civil Engineering Society



EDUCATION PARTNER

The University of Edinburgh

SOCIAL IMPACT

Students equipped with a greater understanding of construction activities helping to bridge the gap between academia and practical applications

ACTIVITY

Industry insight visit for 55 fire engineering students

KEY FACTS

Industry insight visits: **2**
Students: **55**

Our construction insight visits are designed to inspire and educate young people on the multifaceted aspects of construction, best practices and methodologies. The visits help to build their knowledge and holistic understanding that bridges academic knowledge with practical application.

The 55 fire engineering students experienced a captivating tour of the live site and ongoing works, where they participated in a site induction, gained knowledge on site management, risk assessment method statements (RAMS), site logistics and best practices as well as an overview of the project, all delivered by our project manager.



CAREER GUIDANCE

DELIVERY PARTNER

Developing the Young Workforce and The City of Edinburgh Council

SOCIAL IMPACT

Social innovation to create and promote local skills and employment opportunities to be delivered on the contract

ACTIVITY

Construction festival - Build Your Future Programme

KEY FACTS

Event: **1**
Pupils: **100**

During Scottish Careers week, McLaughlin & Harvey participated in The City of Edinburgh Council's Build Your Future Programme, promoting employment opportunities and diverse careers within construction, including traditional construction trades, professional and office roles. Attended by young people from four city secondary schools, the programme aims to encourage a more diverse and inclusive workforce by working closely with pupils from first year.

The programme delivered a wide range of presentations, talks, practical hands-on skills demonstrations, the use of technology and net zero principles, all designed to inspire and educate young people about careers in construction.

“ The festivals will have a great impact inspiring young people, as well as showcasing the range of routes and pathways into a career in the industry. ”

Emma Duncan
Programme Delivery Manager
Developing the Young Workforce



“ Edinburgh really is leading the way by putting on these construction festivals as they are highlighting in tangible ways the range of diverse careers that are open to young people within the construction industry. ”

Cammy Day
Leader
The City of Edinburgh Council

DELIVERY PARTNER

Developing the Young Workforce (DYW)

EDUCATION PARTNER

Edinburgh, Midlothian and East Lothian schools

SOCIAL IMPACT

Inspiring, promoting and creating an awareness of careers and recruitment opportunities relating to the construction industry to help young people make informed career choices

ACTIVITY

“Find Your Next Steps” careers in construction roadshow

KEY FACTS

Events: **1**
Attendees: **500**
Pupils engaged: **50**

Representing the construction industry, five McLaughlin & Harvey employees (responsible business manager, social value co-ordinator, two trainee engineers and a trainee QS), exhibited at the DYW Roadshow – Find Your Next Steps, engaging with 50 pupils. The roadshow offers an opportunity for young people to discuss construction careers as well as current and future opportunities within both our organisation and our supply chain. Overall, 500 pupils from Edinburgh, Midlothian and East Lothian schools attended.

Held to help young people find their “next steps”, this event provided face to face interactions with employers and education/training providers offering jobs, apprenticeships, training, volunteering, college, and university courses. Furnishing young people with a full landscape of options and opportunities to help them make informed career choices in the transition from school to further education or employment. Parents and carers were also encouraged to attend to gain an understanding of the options available.



CURRICULUM SUPPORT

EDUCATION PARTNER

Various schools

SOCIAL IMPACT

Helping students learn and understand how maths is used in daily lives and the world of work

ACTIVITY

Maths in construction webinar

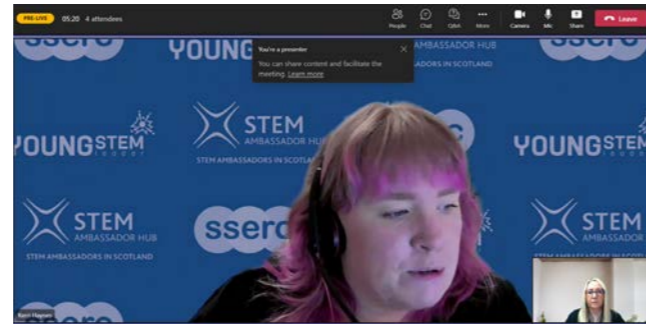
KEY FACTS

Webinars: **1**

Attendees: **1000**

As a McLaughlin & Harvey STEM Ambassador, our responsible business manager presented a maths in construction webinar to 1000 students during Maths Week Scotland. The webinar aimed to promote and demonstrate how maths is integral in understanding the world of work and our everyday lives, encouraging young people to develop a positive relationship with an essential subject.

The presentation, delivered to upper primary and secondary years as well as practitioners, covered the role of a responsible business manager (RBM)



and their responsibility in ensuring social impact during construction activities is positive for the local community.

Attendees witnessed demonstrations, using maths, such as percentages, formulas, and measuring and reporting social impact to clients and stakeholders. This sparked lots of interesting questions during the Q&A session.



STEM CURRICULUM SUPPORT

DELIVERY PARTNER

Kilmac Ltd, Prime Joinery Solutions Ltd and Developing the Young Workforce

INDUSTRY PARTNER

ConStructEd Scotland

EDUCATION PARTNER

West Lothian College, Denny High School, Larbert High School, Armadale Academy, St Kentigerns Academy, Linlithgow Academy and James Young High School

SOCIAL IMPACT

Invaluable hands-on practical skills and experience to real-world applications of STEM concepts in a learning and inspirational environment, providing a stimulating hands-on experience to enhance student learning and create interest in the construction industry

ACTIVITY

One week STEM Activity - wind turbine construction project for 19 students

KEY FACTS

STEM activity: **1**

Activity weeks: **1**

Volunteers: **4**

Students: **19**

Key priority groups supported: **1 (female)**



In support of ConStructEd Scotland, McLaughlin & Harvey and our supply chain partners championed a STEM activity involving the planning and construction of a working wind turbine from two-dimensional drawings, involving 19 students from various schools. The activity included a construction talk, toolbox talk, materials and labour for construction-related tasks.

Providing students with an unmatched experience, the activity offered the opportunity to work on a live project with safety, budget and programme constraints, challenging students to develop essential transferrable skills to enhance their future employability.

In their teams, the students began managing their project by first assigning roles, planning the construction work and preparing the site. Next, they entered into excavation works, followed by construction of the turbine and finally the installation of wiring and electrics to create a fully functioning wind turbine. The students were assisted by industry professionals who were on hand to support during technical aspects of the project.



This real-world STEM activity provided an engaging and interactive experience for the students whilst also building their confidence, teamwork and practical skills, as well as developing innovative ideas through the use of a student led approach. The interaction also helps to promote diversity in STEM, helping to break down barriers and encourage underrepresented groups to pursue STEM education and careers.

The newly constructed turbines were used to supply renewable electricity to power a replica Clyde Tunnel built by students from Abertay University and supported by McLaughlin & Harvey project teams.

CONSTRUCTION INDUSTRY TASTER DAY

DELIVERY PARTNER

SCAPE Scotland Community Legacy Group and Historic Environment Scotland

SOCIAL IMPACT

Collaboration to address the challenge of skills shortages, inspiring the future of the industry and contributing to a more inclusive, innovative, and sustainable construction industry

ACTIVITY

Construction taster day

KEY FACTS

Construction taster days: **2**
Participants: **213**
Volunteers: **3**

Created with young adults in mind, this construction taster day offered a hands-on, interactive and innovative experience for 213 young adults aged 16-25 from schools, youth organisations, employability providers, colleges and universities. Construction taster days play a crucial role in shaping perceptions, providing career advice and opportunities, skills development as well as fostering community engagement.

Construction experts, including three volunteers from McLaughlin & Harvey, were on hand to champion the youngsters and deliver engaging and challenging sessions, providing an insight into the world of construction.

Over two days McLaughlin & Harvey, in collaboration with Scape Scotland partners, delivered hands-on, interactive and thought-provoking work taster sessions, capturing curiosity and interest through:

- Stone masonry activity and techniques, showcasing the brickwork trade
- Introduction to traditional trades needed to refurbish existing buildings
- Viewing BIM models and VR technologies, demonstrating digital careers
- Experimenting with surveying, CAT and Genny equipment as well as large electric excavators and telehandler learning about sustainability in construction
- Interactive quantity surveying tasks, assessing cost, whilst monitoring time, budget and quality during construction



- Introduction to biodiversity, demonstrating risks as well as the positive impact the industry can have on nature and wildlife

Ultimately, construction taster days help to build not only the structures of tomorrow but also the workforce and society that will shape the future.

It was a great experience. The construction industry has a lot of different jobs to offer.

Participant
Construction Taster Day

APPRENTICES

DELIVERY PARTNER

Supply chain partners – Pegasus Fire Protection, Emtec Building Services, Hard Rock Scaffolding Ltd, Prime Joinery Solutions Ltd, and Jarvey Stone Ltd

SOCIAL IMPACT

Investment in the future workforce, building knowledge and onsite skills training relevant to a rewarding career path within the construction industry to help address skills shortages

ACTIVITY

Apprenticeship employment and training

KEY FACTS

Apprentices (new starts): **21**
Apprentice weeks: **653**
Apprentices (existing): **57**
Apprentice weeks: **1750**

Throughout the construction of the new Usher Building, 78 apprentices were employed on the project, building knowledge and skills in mechanical & electrical, joinery, bricklaying, data fire and controls, scaffolding, and fire protection over a total of 2403 weeks. Each apprenticeship experience covers training, mentoring and support needed to succeed in their future career within the industry, as well as strengthening the industry and region's labour skills and economic growth.

Apprentices contribute to the workforce gaining real-world insights into construction processes, methodologies, best practices and challenges encountered during the build process.

Benefitting from the guidance and support of experienced mentors, the apprentices develop both personally and professionally, and experience practical tailored hands-on training aligned with industry standards, resulting in a more competent and proficient workforce. Additionally, this hands-on experience also allows apprentices to apply theoretical knowledge acquired in college.



GRADUATE APPRENTICES

DELIVERY PARTNER

McLaughlin & Harvey and Kilmac Ltd

EDUCATION PARTNER

Heriot-Watt University

SOCIAL IMPACT

Employment and training to enhance knowledge and skills relevant to a career in the industry

ACTIVITY

Graduate apprentice employment and training

KEY FACTS

Graduate apprentices: **4**

Graduate training and employment weeks: **325**

Key priority groups supported: **1 (female)**

Under the support of our senior management and project team, four graduate apprentices enhanced and developed their university educational learning and knowledge in site management, engineering and quantity surveying, as well as practical experience onsite at the Usher Building.

An invaluable part of graduate education, this onsite experience provides a comprehensive understanding of the construction industry offering them the opportunity to apply their theoretical knowledge, develop industry-specific skills, and gain valuable insights into the day-to-day operations of construction projects as well as enhancing technical and soft skills. This ensures graduates are well prepared to embark on a successful career in construction.

“ I was proud of myself for getting the position at McLaughlin & Harvey, I really wanted to work in the construction industry. I was keen to get into the engineering side of construction and securing the role of trainee engineer is the best of both worlds, I can get the hands-on experience I need whilst working towards a qualification and allows me to earn while I learn. I look forward to my career progressing with McLaughlin and Harvey. The next step for me is to become a fully qualified engineer, then site manager and eventually I would like to be running my own sites. It's a great industry to be a part of and it's always changing so you never get bored. ”

Gregor Munn
Trainee Engineer
McLaughlin & Harvey



GOOD EMPLOYER

At McLaughlin & Harvey, we operate a workplace where everyone is treated with fairness, inclusion, and respect. We positively contribute to the promotion of equity and diversity as a fundamental principle of good employment. Our commitment, actions and programmes of promoting positive health and wellbeing within our workforce help our business and communities thrive.

We do this by working with our partners to create local employment opportunities and proactively develop the skills and awareness of our employees to tackle health inequalities and support the most vulnerable in our communities.



THE FACTS

LOCAL JOBS SUSTAINED & CREATED

116

YOUMATTER ROADSHOW

(Attendees: 146)

3

YOUMATTER HEALTH & WELLBEING INITIATIVES

5

MENTAL HEALTH FIRST AIDERS

5

ETHICAL WORKING PRACTICES

(40 interviews)

1

FAIRNESS, INCLUSION & RESPECT

2

EQUITY, DIVERSITY & INCLUSION ACTIVITIES

(Pupils & students supported)

498

NEURODIVERSITY AMBASSADOR

1

AVERAGE TRAINING SPEND

£300

TRAINING & UPSKILLING WEEKS

38

LOCAL EMPLOYMENT

DELIVERY PARTNERS

Supply chain and local workforce development agencies

SOCIAL IMPACT

Encouraging inward investment via local wages to drive economic growth, while reducing transportation expenses and CO2 emissions

ACTIVITY

Sustaining and creating local employment opportunities in construction

KEY FACTS

Local workforce: **40% (within 20 miles)**

Years of employment: **116 (full-time equivalent)**

The successful implementation of a targeted recruitment and training strategy resulted in achieving a 40% local workforce rate, equating to 116 years of local employment during construction.

From the initial feasibility stage, we formed partnerships with our supply chain and local workforce agencies to identify, upskill, and recruit local talent. Through targeted outreach efforts and job fairs, conducted in partnership with our supply chain, we actively promoted equitable access to job opportunities within the local community, emphasising the benefits of working in the construction industry.

YOU MATTER



DELIVERY PARTNERS

YouMatter, Lighthouse Club, Mates in Mind, Polycy and New Leaf

SOCIAL IMPACT

Improving the health and wellbeing of our workforce and value chain

ACTIVITY

YouMatter 12 month Health, Safety & Wellbeing Strategy including health surveillance days onsite

KEY FACTS

Roadshow visits: **3**

Attendees: **146**

Health & wellbeing initiatives: **5**

Our annual YouMatter programme offers a comprehensive approach to enhancing the health, safety, and wellbeing of our workforce through behavioural change.

The programme is accessible to all site personnel, including subcontractors. It is delivered through various channels such as posters displayed onsite, toolbox talks, and webinars featuring focused content. Topics include occupational health, occupational safety and wellbeing such as the annual Stop Make a Change campaign, respiratory

health awareness, men's health, sun awareness and mental health week.

Site personnel benefited from onsite health surveillance as part of our Health and Wellbeing Roadshow, which included:

- Health Check Point (height, weight, BMI, blood pressure etc.)
- Free advice on healthy eating, stress management, and lifestyle improvement
- Complimentary McLaughlin & Harvey goodies
- Stress-relieving massages

Additionally, six months after the initial roadshow, further health checks were made available for the staff and workforce on the Usher project, providing an opportunity to recapture and compare previous results or take the health check for the first time.

Undertaking these free checks ensures we are keeping our workforce positive, healthy & happy. Not only do these initiatives create a healthy workforce, but they can also raise awareness of health-related issues and help individuals proactively manage their health.

Check out our [Health and Wellbeing Roadshow video](#) on our YouTube channel.



FAIRNESS, INCLUSION & RESPECT

DELIVERY PARTNER

Various organisations

SOCIAL IMPACT

Tackling inequality in the workforce by improving working conditions to promote a fair, inclusive and respectful working environment

ACTIVITY

Dignity at work programme

KEY FACTS

Dignity at work programmes: **1**
Employee engagement surveys: **1**
Considerate Constructors
Scheme Innovation Awards: **1**

Our onsite fairness, inclusion & respect (FIR) working group, a selection of diverse FIR champion volunteers, introduced a dignity at work programme. The programme had two aims, first addressing improvements in the industry conditions for female employees and females considering a career in construction, and the second, to remove stigma around the subject matter through conversation as well as educating and improving knowledge.

Through the delivery of our dignity at work programme initiatives we:

- Improved working conditions and dignity for female staff by providing comfort boxes
- Reduced period poverty
- Introduced the 'Pads4Dads' initiative – a free guide and starter pack to help start the conversation
- Increased awareness around period dignity
- Improved menstrual knowledge, breaking the stigma surrounding periods
- Promoted respect, understanding and open discussions about what people may experience when menstruating

The main findings from our employee engagement survey are:

- 100% agreed 'Pads4Dads' initiative was beneficial
- 100% would recommend the programme to others
- 100% agreed the programme helped to increase awareness of period dignity

'Pad4Dads' has opened up conversations, posters have been beneficial for those who maybe don't want to ask for a box. Comfort boxes have been very beneficial, including reusable options (cups/bags etc). The programme was beneficial to McLaughlin & Harvey employees as well as subcontractors who were involved. I think this was a great initiative opening up much needed conversations.

Anonymous Feedback



DELIVERY PARTNER

Eden Consultancy

SOCIAL IMPACT

Removing barriers for neurodiverse children by equipping adults with knowledge and support strategies

ACTIVITY

Neurodiversity management training for four employees

KEY FACTS

Employees: **4**
Training hours: **16**
Considerate Constructors
Scheme Best Practice Awards: **1**

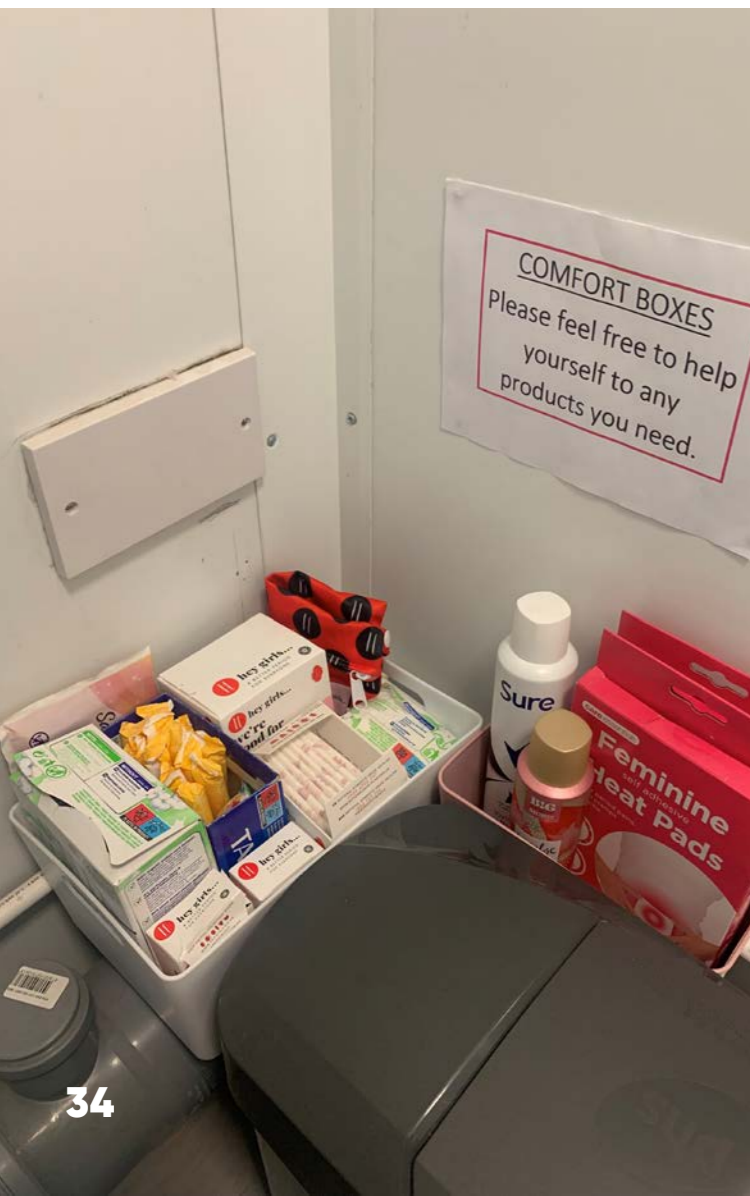
Our responsible business manager along with three McLaughlin & Harvey staff members undertook neurodiversity training. This training provided enhanced understanding and support for the unique challenges faced by some children when encountering new environments and making new friends. The four comprehensive training sessions covered the following key areas:

Autism: The myths, the facts, and all you need to know: An insight into the spectrum of autism, dispelling myths, and offering practical knowledge on how to engage with and support individuals with autism.

ADHD: Focused on understanding attention deficit hyperactivity disorder, including its symptoms, challenges, and strategies for providing effective support.

Understanding and supporting behaviours: Covered a broad range of behavioural aspects, equipping the responsible business manager with tools to comprehend and address diverse behaviours, particularly in the context of neurodivergent individuals.

Stress and anxiety in children and young people: Valuable insights into recognising and managing stress and anxiety in children and young people, helping the manager create a more supportive and comfortable environment during engagements and site visits.



EMPLOYEE WELLBEING

TRAINING PARTNER

Mindcanyon

SOCIAL IMPACT

Raising awareness and increasing confidence of early intervention to deal with and aid recovery of mental health illnesses

ACTIVITY

Mental health first aid and suicide awareness training for five of the Usher Building workforce

KEY FACTS

Mental health first aiders: **5**

Mental health first aid champions: **1**

Training hours: **18**

Five individuals from various roles within the construction site volunteered to undergo Mental Health First Aid (MHFA) and suicide awareness training. The training programme, delivered by certified mental health professionals, covered topics such as identifying signs of mental distress,

providing initial support, guiding individuals to appropriate resources and a greater understanding and confidence to intervene with those at risk of suicide. By equipping individuals with the necessary tools and knowledge to support their colleagues, we aim to create a healthy workplace culture.

Our MHFA champion plays a pivotal role in promoting mental health and wellbeing, demonstrating the importance of self-care and support for others, prioritising mental health onsite, and helping to reduce stigma. All of which contributes to a healthy, supportive and productive working environment as well as ensuring long-term culture change within the construction industry.

Currently, we have over 131 mental health first aiders across all divisions of our business. The numbers will continue to increase with McLaughlin & Harvey's commitment to a continuous programme of mental health awareness and first aid training.

TRAINING & UPSKILLING

DELIVERY PARTNER

McLaughlin & Harvey HR department and several training organisations

SOCIAL IMPACT

Promoting a culture of lifelong learning to create a resilient and dynamic workforce ensuring delivery of high-quality projects

ACTIVITY

Targeted upskilling and training programme implemented for the Usher site workforce

KEY FACTS

Workforce: **10**
Training weeks: **38**

McLaughlin & Harvey promote and encourage employees to engage in lifelong learning, fostering a culture of continuous improvement and personal development in a rapidly evolving industry.

Our commitment and proactive approach to replenishing and upskilling our workforce ensures we remain at the forefront of industry requirements and foster a skilled and inclusive workforce, enabling our team to deliver quality and cost-effective solutions for our clients within a safe and secure working environment.

Identifying emerging skillsets and needs, the training covered:

- Asbestos Awareness
- Fire Warden Training
- Corporate Criminal Offences 2021 (refreshers 2022, 2023, 2024)
- Mental Health First Aid & Mental Health Champion
- Site Management Safety Training Scheme (SMSTS) & Refresher
- Manual Handling, First Aid at Work, Inspection & Test Plan Training, Fire Safety Management, C19 Fire Safety Design of Buildings, Cable Avoidance, Certificate of Competence - Vehicle Marshal, Avoiding Underground Services
- General Data Protection Regulations (GDPR) 2022 (refreshers 2023, 2024)
- An Introduction to the SCAPE Framework
- Health, Safety & Environment Touchscreen Test
- CSCS Card & ESS Card
- Introduction to Climate Change and Carbon
- Construction (Design and Management) Regulations 2015 - Principal Designer
- Temporary Works Coordinator
- Strategies to Eliminate Error for Leaders of Construction Organisations
- IPAF MEWPs for Managers
- Certified Passivhaus Tradesperson Exam

ETHICAL WORKING PRACTICE

DELIVERY PARTNER

Achilles

SOCIAL IMPACT

Identifying and managing the risks of modern slavery

ACTIVITY

Labour practice audits with site workforce

KEY FACTS

Workforce interviews: **40**
MSAT Score: **98%**

At McLaughlin & Harvey, we prioritise ethical practices across our construction projects. We partner with Achilles, an external auditor, to conduct ethical labour surveys on our construction sites.

During the audit at the Usher site, 40 workers were interviewed including seven different contractors across various trades, such as mechanical & electrical, scaffolding, dryliners, joiners, bricklayers, cleaners and slingers.

We are pleased to report that the survey revealed no incidents of modern slavery, labour exploitation, discrimination, verbal or physical abuse, or human rights violations. All workers were happy with the welfare facilities and the safety arrangements onsite.

This outcome reflects our ongoing commitment to maintaining ethical standards and ensuring a responsible and transparent supply chain across all our projects.



EQUITY, DIVERSITY & INCLUSION

DELIVERY PARTNER

Women in Property (WiP)

SOCIAL IMPACT

Drive gender diversity and inclusivity in the construction and property industry

ACTIVITY

Membership support, student awards corporate sponsorship, mock interviews, educational outreach programmes and work placement

KEY FACTS

- Employees empowered: **8**
- Educational outreach programmes: **3**
- Mock interviews: **2**
- Male allies: **2**
- Student awards judging hours: **16**
- Total pupils & students supported: **498**
- Work placements: **1**
- Work placement weeks: **17**



WiP membership support: Our commitment to employee empowerment extends to providing eight funded WiP memberships. Additionally, three committee members from our organisation volunteer their time and expertise to create opportunities, expand knowledge, and inspire positive change for women in the property and construction industry.

Student Awards corporate sponsorship: McLaughlin & Harvey proudly sponsored and judged the Women in Property 2023 Central Scotland Student Awards. The awards showcased 12 talented students from various disciplines, including architecture, real estate, civil engineering, and planning. McLaughlin & Harvey's Managing Director Paul Griffen, Pre-Construction Director Martin Smith and industry judges evaluated their skills and achievements, recognising two outstanding students for their excellence and presenting two Highly Commended awards to recognise the calibre of talent.

Mock interviews: We supported two student award finalists from the WiP Central Scotland Branch, conducting mock interviews in preparation for panel interviews during the student awards.

Educational Outreach Programme: In partnership with WiP and Queensferry Primary School, we implemented three dedicated educational outreach programmes for 495 students. Designed by WiP, the programme aims to raise awareness of the diverse career paths available and inspire interest in the industry among the younger demographic.

TOWNSCAPE ARCHITECTURE

Twenty industry professionals collaborated and engaged with 150 Primary 1 and Primary 2 pupils in a workshop introducing architecture and construction, an interactive challenge to design a house and build a model from Lego or paper and place it within a general 'townscape'. Throughout the workshop pupils were guided through the various processes by industry professional volunteers.

“ The children and staff LOVED today – I have had great chat about how engaged the children were, and how much they enjoyed creating their own houses and roads/towns. Thank you SO much for this amazing offer, and huge thanks to you and to all your colleagues for their time today, and in the planning for today. I hope you also thought that it was a really successful session. The best feedback is that the children didn't want you to leave! ”

Karen MacGregor
Headteacher
Queensferry Primary School

DESIGN A LUXURY HOUSE

Primary 5, 6 & 7 pupils participated in a challenge to design a luxury house. Commencing with an insight into the construction industry processes and methodologies, pupils were introduced to various sample materials used in the industry such as timber, marble, wetwall. Supported by industry professionals the pupils produced a mood board of their luxury home design, including materials and costings, concluded by a highly anticipated presentation showcasing their designs.



EQUITY, DIVERSITY & INCLUSION

BUILD A BRIDGE

As part of the WiP school outreach programme, committee members and volunteers organised a STEM activity on bridge building, delivered to 123 pupils from P3 and P4. Pupils were introduced to the many careers in construction and engineering during a bridge build and introduced to the seven different types of bridge structures and where they are typically established. This was followed by a design and build a bridge challenge, working in teams, bringing their vision into reality, using Lego.

These types of STEM activities introduce pupils to different careers and activities with a focus on hands-on learning using real-world applications, helping in the development of skillsets, such as creativity, problem-solving, critical thinking, curiosity, decision-making and leadership.



Thank you to the Women in Property group for their enthusiastic approach and bringing all the practical materials required for the task. The children were able to work on their team building skills whilst creating bridges of their choice.

Susan Black
Teacher
Queensferry Primary School

Work Placement

A 17-week work placement opportunity for Catherine, one of the student finalists studying Architectural Engineering at Heriot-Watt University. Now on a work placement at our University of Edinburgh School of Engineering site, both work placements form an invaluable part of Catherine's education. It provides a comprehensive understanding of the construction industry, allowing her to apply academic knowledge in a practical setting. Through hands-on experience, mentorship, and professional development, she will be well-prepared to embark on a successful career in construction.

Throughout my work placement at Usher I have gained valuable experience regarding the day to day operations within a construction site. I worked closely with site management and witnessed the installation of building systems and plant equipment, as well as assisting in tasks such as snagging and daily site record keeping. Overall, this experience has widened my knowledge of the construction industry in a practical setting, which has allowed me to consolidate the M&E knowledge I have gained throughout university.

Catherine Murray
Construction Undergraduate Placement
McLaughlin & Harvey



SHARED PROSPERITY

McLaughlin & Harvey supports local economies by buying goods and services locally and ethically. We undertake sustainable procurement in a responsible manner, purchasing goods and services that carefully consider the business impact on the community, the economy and the environment. We are committed to the highest ethical standards in our own operations and those within our value chain.

We build the capacity of small to medium enterprises (SMEs) and voluntary, community and social enterprises (VCSEs) by investing in their development. Across the project, we have achieved 100% fair payment and engaged with 100% ethically sourced FSC/PEFC accredited companies.



THE FACTS

LOCAL LABOUR
(within 20 miles)

40%

LOCAL SPEND
(within 20 miles)

56%

SME SPEND

90%

SME ENGAGEMENT

91%

SOCIAL ENTERPRISE SPEND

£127,968

FAIR PAYMENT

100%

ETHICAL PROCUREMENT

100%

SUPPLIER ENGAGEMENT

1

SUPPLIER ENGAGEMENT

Meet the Buyer events provide the local supply chain with the opportunity to connect directly with our buyers. These events facilitate networking and relationship-building, which can lead to new business opportunities and contracts.

The events bring together different stakeholders including buyers, suppliers, contractors, and industry experts - creating a platform for knowledge sharing, idea exchange and collaboration. This can lead to the development of innovative solutions, joint ventures and partnerships that drive industry advancements and improve project outcomes.

LOCAL SPEND

56%

SME SPEND

90%

SME ENGAGEMENT

91%

SOCIAL ENTERPRISE SPEND

£127,968

SUPPLIER ENGAGEMENT

DELIVERY PARTNER

Constructionline

SOCIAL IMPACT

Tackling economic equity through improving resilience by creating a diverse supply chain

ACTIVITY

Supplier engagement

KEY FACTS

Local Spend: **56%**

SME Spend: **90%**

SME Engagement: **91%**

Social Enterprise Spend: **£127,968**

McLaughlin & Harvey have partnered with Constructionline to ensure we offer the best service to our customers at every stage of project delivery and meet company, customer, and legal requirements.

Throughout the year we hold construction supplier engagement days to discuss work opportunities face-to-face and virtually engage with businesses to increase our supply chain pool and ensure they are aware of opportunities within the local area, ensuring connected experiences with businesses to strengthen local partnerships and economic growth.

Involving representatives from our project management and commercial teams engaging with construction contractors, consultants, and material suppliers to discuss the various supply chain opportunities and obtain specialist input and practical advice from the earliest stages, encourages collaboration and an integrated team approach.



SOCIAL ENTERPRISE

Employing and working with social enterprises is an integral part of our commitment to maximise our purchasing power and create a more equitable and sustainable economy. Our Sustainable Procurement Strategy, alongside initiatives such as Meet the Buyer events and the Social Partnership Portal connects us with local social enterprise organisations.

DELIVERY PARTNERS

Constructionline and Social Partnership Portal

SOCIAL IMPACT

Creating opportunities to support the resilience of a diverse supply chain by engaging, collaborating and appointing local VCSEs as supply chain members

ACTIVITY

Social enterprise engagement and spend

KEY FACTS

Social enterprise engagements: **5**
Social enterprise spend: **£127,968**

Through our Sustainable Procurement Strategy, our procurement team identified several packages that would be appropriate for social enterprises. At our Meet the Buyer event and via the Social Partnership Portal, we engaged with organisations that prequalified as social enterprises. With the support and guidance of our responsible business manager and procurement team, three social enterprises were awarded a contract to deliver services on the project.

All Cleaned Up Cleaning Services

A living wage employer, supporting individuals with employment barriers, including long-term unemployed and ex-offenders.

Community Wood Recycling Wood Recycling

The network helps the planet by saving carbon and combatting unemployment by giving workplace opportunities to disadvantaged people.

Dovetail Enterprises (1993) Ltd Manufacture of bespoke fixed furniture and external planters

A registered charity playing a pivotal role in providing employment and training opportunities for disabled and disadvantaged members of society, as well as offering work placements enabling individuals to gain experience before moving into full-time employment.

Hey Girls

Award winning social enterprise revolutionising periods and donating 100% of profit to funding the fight to eradicate period poverty and lobby for period dignity across the UK.

Pads4Dads

Helping dads have positive conversations with their kids about periods.



COMMUNITIES MATTER

McLaughlin & Harvey contributes to healthy and resilient communities by building capacity amongst community organisations to enable community-led solutions to local challenges. We actively support communities with the greatest need through our YouMatter Communities Fund to create value and improve lives.

Our Community Fund supports local community and third-sector organisations through small charity grants, enhanced by our TimeBank of volunteering and community consultation and our ResourceBank of donations.



THE FACTS

TIMEBANK
(Volunteering hours)

136

RESOURCEBANK
(In-kind)

£300

COMMUNITY FUND
(Donations, fundraising & sponsorship)

£14,311

TOTAL

£14,611

ORGANISATIONS SUPPORTED

41

POSITIVE IMPACT
(Stakeholders positively impacted
by activities)

217

COMMUNITY FUND

CHARITY PARTNERS

Cyrenians, Fresh Start, River Kids, Andy's Man Club, Action for Children, Dignity Boxes, STAND Fife, LIFT Muirhouse, Prospect Housing, Fife Gingerbread, Eat Sleep Ride, Stable Life, The School Bank West Lothian, Works +, Community Renewal, Citadel, East Lothian Foodbank, Pennypit Community Development Trust, Pantry at Brag, Fairway Fife, MYPAS, Burnfoot Community Futures, Preston Lodge Learning Foundation, Eats Rosyth, Knights Templar Goodwill Charity of Scotland, Canongate Youth Project, Beyond Boundaries East Lothian, Musselburgh CAB, CLEAR, Team Jak Foundation, Edinburgh College Development Trust, Dads Rock, Edinburgh School Bank

SOCIAL IMPACT

Support and investment in community wealth building helping local communities to grow and thrive

ACTIVITY

£9,270 in micro grants donated to 33 local organisations

KEY FACTS

Micro grants donated: **£9,270**
Organisations supported: **33**

McLaughlin & Harvey were proud to launch our YouMatter Communities Fund through Usher Building project and make a positive contribution of £9,270 to 33 local organisations, with donations ranging from £200-£800.

Working in partnership with Edinburgh and Southeast of Scotland City Region Deal Team (ESES), to identify local organisations and charities, the fund allowed local organisations and charities to apply for grants helping them continue in the same vein and make a difference to local communities.

A few examples of the impacts of our grants:

Fresh Start: Edinburgh-based charity helping people who have been homeless get established in their new homes

Client Story

Fresh Start client had a very chaotic life growing up resulting in several bouts of homelessness, the last was to avoid domestic violence. She had minimal possessions, poor mental health, anxiety, ADHD and self-neglect and was embarrassed to have anyone in her new home following homelessness, including family members. The client "just wanted a nice home to raise her little boy." With the help of Fresh Start funding, a starter pack of essential household items and referrals for additional support, they are both settled in their home and she now has a place at college doing an entry-level course.

Just to confirm that Fresh Start have received the £300 donation through to our finances. Thanks so much for your help and generosity! The level of impactful and personalised care is made possible by generous donations such as McLaughlin & Harvey. To help give the staff a feel for the impact such a donation makes on the services we provide, I have attached a recent client story that really illustrates the difference services make, especially in the face of the cost-of-living crisis.

Darcey Joyce
Corporate Community Fundraiser
Fresh Start



Prospect Community Housing: community-based housing association in Wester Hailes

The donation helped support a slow cooker project for 30 people on a low income, providing slow cookers, starter kits and recipe cards as well as workshops to help people learn new skills and gain confidence in cooking and meal planning.

This donation has given people in our community a lasting resource that is helping them save money and eat more healthily, making positive lifestyle changes. We would like to thank McLaughlin & Harvey for seeing the value this sort of donation can offer in helping people develop new life skills.

Caroline Richards
Community Projects Officer
Prospect Community Housing

STAND: an organisation which provides activities and peer support for people who are living with a diagnosis of dementia and their families and friends

With the donation, STAND were able to collaborate with a musician to write original songs, helping people living with a diagnosis of dementia find meaning and purpose in their lives. Fifty individuals living with dementia, their families, and friends, participated in the songwriting, and performed at a concert to an audience of 300 people.

Thank you so much for your donation of £300 to STAND. We are delighted to be the recipients of your generosity and to have your support. We shall put the funds towards the sessions we have with a musician at the Dementia Friendly Meeting Centre space we hold in the Kinghorn Community Centre. He is helping us to write original songs which we will be showcasing at an event in the Rothes Halls.

Gerry King
Chairperson
STAND



COMMUNITY FUND

Cyrenians: helping to tackle the causes and consequences of homelessness through learning from lived experience

Cyrenians take a public health approach to homelessness prevention, striving to stop people becoming homeless by addressing risk factors and offering support at the earliest opportunity. Working together with services and sectors they aim to address the underlying reasons a person has become homeless, such as trauma and poverty.

“ We are so grateful that you have chosen to lend Cyrenians your support this winter. Thank you for tackling homelessness across central Scotland with us. We really appreciate it. ”

Sophie Bell
Fundraising Manager
Cyrenians

Dads Rock: a local charity addressing parenting inequalities

The charity aims to improve outcomes for children in Scotland to ensure the best start in life by providing support to dads and families via dad groups, parenting workshops, young dad's support, music tuition and peer support services for new dads.

“ Thank you for the cheque for £300 from McLaughlin & Harvey that has been safely received. Really appreciate your support. ”

Lisa Holder
Fundraising Manager
Dads Rock



“ Thank you so much for your very generous donation to Stable Life. It is very much appreciated and has been put to good use. The donation from McLaughlin & Harvey has helped cover some of the costs to keep our ponies which has enabled us to continue to deliver our Equine Facilitated Wellness sessions to the disadvantaged young people referred to Stable Life. This donation has helped us support around 40 young people attending our sessions. In addition, it has enabled us to continue to offer commercial equine activities to the general public which helps support the sustainability of the charity. ”

Stable Life

“ The donation allowed us to provide for 60 families to enjoy a lovely Christmas meal, relieved the pressure and provided some pride in the day. Thank you so much your support was invaluable. ”

Brag Enterprises Ltd

“ Many thanks for your very generous donation. Musselburgh Citizens Advice Bureau is extremely grateful to receive this donation, which has helped to fund equipment for our volunteers. It has helped to deliver our crucial advice service to vulnerable clients from across East Lothian. Your help is much appreciated. ”

Louise Marongiu
Chief Executive Officer
Musselburgh Citizens Advice Bureau

COMMUNITY FUND

Thank you to McLaughlin & Harvey for this fantastic donation. As we work towards replacing our old equipment, having a donation to purchase three new tents has been a huge boost. Our students are looking forward to making use of the new tents on their next DofE expedition. So many students will benefit from this donation of new equipment over the years.

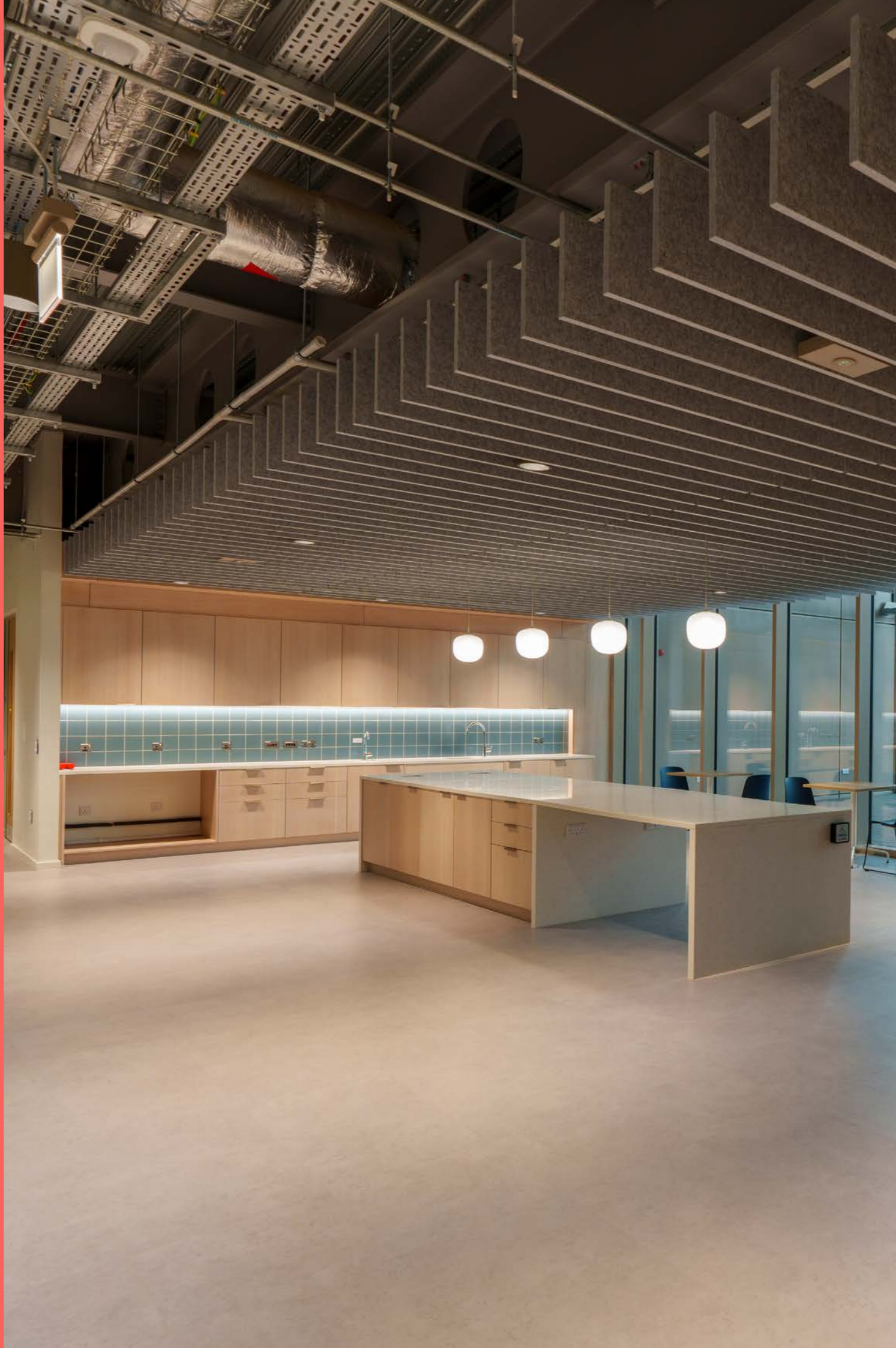
Julie Lowe
Head of Development
Preston Lodge Learning Foundation

We really appreciate the support from McLaughlin & Harvey which allows us to support those in the greatest need in our community. This donation ensured we continue to have funds available that allows us to buy any of the essential items that we require for our emergency food parcels.

East Lothian Foodbank

Thank you for helping to positively impact the lives of unemployed young people. It helped Works+ to initiate a new outdoors project for six unemployed young people to learn outdoors and construction skills and build self-esteem which is invaluable for the young people to move from unemployment to employment.

Scott Wight
Project Manager
Works+



The Pennypit Trust would like to give their thanks to McLaughlin & Harvey for providing us with the donation allowing us to purchase IT equipment for our disadvantaged young people to use to help complete schoolwork, assignments and other educational purposes. It is a great help to them.

The Pennypit Trust

Your contribution is much appreciated and helps fill a vital gap and allows our volunteer operation to continue to do good work locally. Very helpful in enabling us to purchase much-needed tools to support our outdoor environmental activities. This in turn allows us to continue good outdoor volunteering work planting trees, shrubs and flowers in public spaces and maintaining the community gardens which are a valuable resource in our area.

Rosyth Community Projects Ltd

We are so grateful for your support; it really made a difference and helped us to "create smiles" for our families. This donation contributed towards us being able to provide a family festive afternoon of games, food and fun for the whole family, allowing them to feel included despite their cancer journey, for approximately 200 individuals, including a child with cancer, their parents and siblings.

Team Jak Foundation

COMMUNITY FUND

Through the generosity of this donation, everyone at McLaughlin & Harvey has helped us improve the lives of a local child. Many of the children referred to our service are living in very difficult circumstances, and you have made a real and tangible difference to a young person. We are so grateful.

The School Bank West Lothian

A heartfelt thanks to McLaughlin & Harvey for supporting the work of Canongate Youth, in a time of an extremely difficult funding climate the support is greatly appreciated! The donation helped support our Christmas activities for children and young people. This included a Christmas dinner for young people accessing 1-1 support and group work opportunities as well as Christmas gifts from Santa.

Canongate Youth



STAKEHOLDER ENGAGEMENT

COMMUNITY PARTNER

The Risk Factory

SOCIAL IMPACT

Experiential learning and interactive safety for children and vulnerable groups, helping to reduce accidents and crime and create safer communities

ACTIVITY

Site visit and insight into safety processes and procedures for 11 Risk Factory visitors

KEY FACTS

Site visits: **1**
Risk factory visitors: **11**

Eleven volunteers from The Risk Factory embarked on a site visit and tour at the Usher Building where they experienced our safety culture on a live construction site. The site visit furnished the volunteers with information on the risks and dangers of construction works to tailor appropriate training and learning sessions in their efforts to drive a safety message across community groups and create safer communities.

Our project manager led the visit starting with an introduction and discussion on our site



induction process, traffic management, fire safety, environmental risks, permits to work, risk assessments and method statements. They also engaged in conversation with the volunteers to enhance their experience and understanding of construction safety.

They were then taken on a tour of the site where the volunteers saw our segregation measures i.e. separating site personnel and plant, traffic management, working areas and safe housekeeping.

The Risk Factory have used knowledge gained to educate over 100,000 primary seven pupils on construction site safety and associated risks.

TIMEBANK

CHARITY PARTNER

Fresh Start

SOCIAL IMPACT

Supporting community-led initiatives helping to tackle homelessness and poverty

ACTIVITY

15 volunteering hours

KEY FACTS

Volunteers: **1**
Volunteer sessions: **2**
Volunteering hours: **15**
Key priority groups supported: **1**
(individuals experiencing homelessness and poverty)

As part of 'Volunteers' Week, one staff member from our responsible business team spent 15 hours volunteering at Fresh Start, an Edinburgh-based charity helping homeless people smoothly transition into new accommodation.

Our volunteer assisted the Fresh Start staff in curating starter packs, food packs and categorising donations.



“ We are always glad of any support from businesses in the city and it's great McLaughlin & Harvey saw the request on the portal and decided to pitch in. It's good to see that these big construction sites and developments across the city are actually also benefitting charities and residents. At the end of the day, it benefits the people who matter the most – those who we are supporting into accommodation who were previously homeless. ”

Darcey Joyce
Corporate Community Fundraiser
Fresh Start



DELIVERY PARTNER

Chapter One

EDUCATION PARTNER

Castleview Primary School

SOCIAL IMPACT

Boosting children's ability, confidence and enjoyment of reading, strengthening their self-belief and sparking excitement about the world of books

ACTIVITY

106 hours of volunteering in one-to-one reading support sessions for 22 primary school children

KEY FACTS

Volunteers: **12**
Volunteer hours: **106**
Children supported: **22**
Average child reading level progression: **2.6**
Funding: **£3,100**

McLaughlin & Harvey sponsored a team of 12 volunteers to provide one-to-one reading support sessions. Utilising the Chapter One online platform, each week, for 30 minutes, our reading pairs enjoyed stories and activities together.

This support helps transform each child's reading confidence, ability and enjoyment.

“ I have only been reading with my young person for a short time, but I can already see a difference in their reading ability and confidence. We have been able to move up a reading level which is an amazing achievement in such a short space of time. This type of one-to-one reading support helps young people who are struggling with reading at home or in a classroom setting. ”

Jane Elder
Responsible Business Manager
McLaughlin & Harvey

EDUCATION PARTNER

Castlebrae Community High School

SOCIAL IMPACT

Targeted support to vulnerable young people and their families, helping to tackle inequality and poverty

ACTIVITY

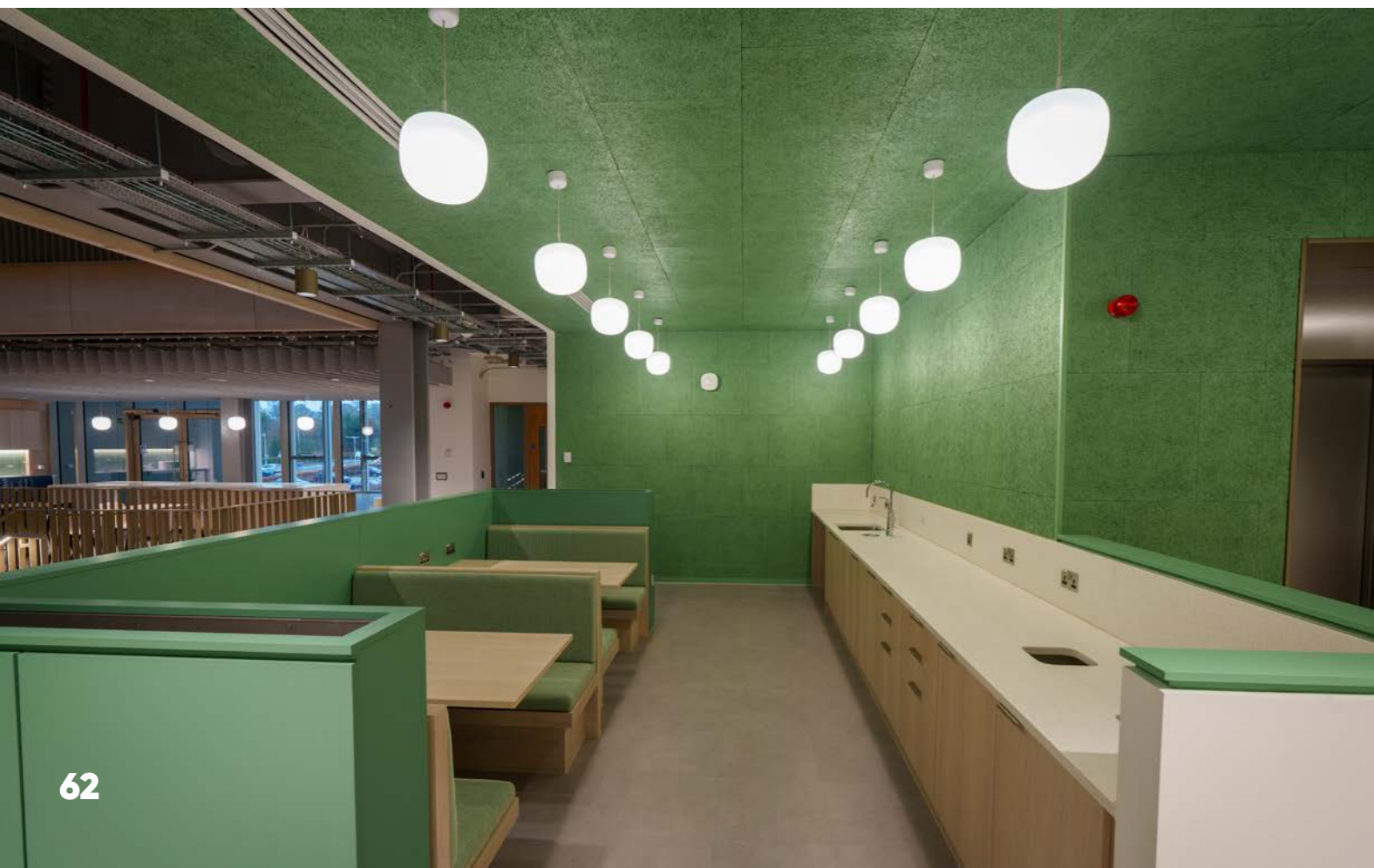
Monetary donation supporting two Christmas appeals

KEY FACTS

Total donations value: **£550**
Key priority groups supported: **3**
(SIMD (Scottish Index of Multiple Deprivation), homeless or in temporary accommodation, care experienced)
Families supported: **150**

As part of our ongoing engagement with Castlebrae Community High School our project team, unified in their efforts to support the needs of young people and their families, raised £550 for the school's Mission Christmas appeal, in 2021 and 2022.

Through our charity work and giving back to communities, our team recognise that as well as helping those in need, acts of kindness can also benefit our happiness and sense of wellbeing.



“ I should like to take the opportunity to thank you all for the incredible support you gave to our Mission Christmas appeal. As you are aware, many of our children and their families are experiencing incredible hardship and Christmas was a period of incredible anxiety for them. As a result of your extremely generous donation, we were able to support over 150 families. Your donation allowed so many of our parents to provide a wonderful Christmas lunch for their family, gifts for their children that they would not have been able to provide. ”

In addition to this, the money has also allowed us to buy beds, bed linen, a washing machine, a carpet and other essentials that many of us take for granted. We have also kept some money back in order that we can provide food essentials for the families who are in most need during the month of January, a notoriously difficult month for so many in our community.

We could not support our kids and their families without you and your staff's generosity. The impact it has made and continues to make is incredibly significant. I am not exaggerating when I say that many of the parents who collected the vouchers and food parcels were in tears as they left. **”**

Norma Prentice
Headteacher
Castlebrae Community High School

CHARITY DONATION

CHARITY PARTNER

Edinburgh NE Foodbank

SOCIAL IMPACT

Tackling inequality and food poverty by providing help and support to vulnerable people in the local community

ACTIVITY

Food and toiletry donations to the local foodbank

KEY FACTS

In-kind donation: £250

Key priority groups supported: **1 (Individuals experiencing financial hardship or limited financial resources)**

In our efforts to tackle inequality and food poverty, particularly during the festive period, McLaughlin & Harvey, supported by our supply chain partners, donated food and essential toiletry items to Edinburgh NE foodbank.



COMMUNITY PARTNER

The University of Edinburgh Accommodation Services

SOCIAL IMPACT

Improved awareness of important social causes, assistance to disadvantaged children and refugees, and team cohesion

ACTIVITY

Donation to support a community toy and clothing appeal

KEY FACTS

In-kind donation: £200

Key priority groups supported: **2 (refugees, disadvantaged children)**

Our Usher site team, management and supply chain's commitment to supporting disadvantaged individuals within the local community continued with donations towards The University of Edinburgh Accommodation Services' toy and clothing appeal.

The donations of second-hand toys were gifted to disadvantaged children and Ukrainian refugee families. Clothing contributions of suits, tailored trousers, shirts, blouses and skirts were donated to adult refugees allowing them to dress appropriately for interviews.

/// Fantastic achievement by the Usher project team and supply chain, great to see such generosity and kindness in support of good causes at a time when it is so needed. ///

Steven Irvine
Operations Director
McLaughlin & Harvey

/// On behalf of everyone at the Edinburgh NE Foodbank, thank you so much for the food donation you collected for the foodbank. In the last year we have supported 4,905 people of which 1,351 were children, that is an increase of 28% of people supported in the same period. We gave out 48 tons of food, 923kg per week, which equates to an average of 84 food parcels handed out per week. These are difficult times for everyone and so your donation is gratefully received by us as a foodbank and by our clients. And it is thanks to generous and thoughtful people like yourselves that allows us to continue supporting those most in need within the community.

Alison Roxburgh
General Manager
Edinburgh NE Foodbank



STAKEHOLDER ENGAGEMENT

DELIVERY PARTNER

Open Doors

SOCIAL IMPACT

Engagement with local stakeholders showcasing a construction project and the diverse range of careers and opportunities within the industry

ACTIVITY

Open Doors event

KEY FACTS

Events: **1**

Attendees: **45**

Forty five individuals took part in an Open Doors event at The University of Edinburgh Usher Building construction site.

Our project team led the attendees on a stimulating tour of the impressive new facility giving insights into the multifaceted aspects of construction from the design phase to its current status, as well as engaging in talks on the diverse range of careers within the industry.

CHARITY DONATION

CHARITY PARTNER

Cash for Kids

SOCIAL IMPACT

Supporting community-led initiatives helping vulnerable children and young people

ACTIVITY

Onsite fundraising

KEY FACTS

Donation: **£141**

Key priority groups supported: **Children and young people affected by poverty, abuse, neglect, life-limiting illness and additional needs**

While working on the Usher project, the McLaughlin & Harvey team successfully raised £141 on behalf of Cash for Kids, through participation in onsite fundraising.

Cash for Kids is a grant-giving charity helping to improve the lives of disadvantaged children and young people in communities who are affected by poverty, illness, neglect or have additional needs. They work with grass-roots organisations aiming to make a difference to young lives.



CHARITY PARTNER

Dads Rock

SOCIAL IMPACT

Volunteering hours to support a local charity addressing parenting inequalities

ACTIVITY

Two construction site volunteers dedicated 15 volunteering hours assisting with a move to new premises

KEY FACTS

Volunteers: **2**

Volunteering hours: **15**

In-kind donation: **£300**

Thanks so much everyone!

We're so grateful and happy to be in our new home!

Representative
Dads Rock

Our two volunteers, a trainee site manager and trainee engineer, spent 15 volunteering hours helping the local charity, Dads Rock, move to their new premises.

The volunteers assisted with the removal of furniture, white goods, office equipment and boxed goods into the removal van, relocating on arrival at the new premises.

Dad's Rock is a charity that aims to improve outcomes for children in Scotland ensuring the best start in life by providing support for dads and families.



CHARITY PARTNERS

Edinburgh School Uniform Bank

SOCIAL IMPACT

Targeted support aiding disadvantaged children vulnerable to social exclusion and poor self-esteem

ACTIVITY

£800 donation

KEY FACTS

Donation: **£800**

Key priority groups supported: **1 (disadvantaged children)**

McLaughlin & Harvey donated £800 to the Edinburgh School Uniform Bank, supporting disadvantaged children at risk of social exclusion due to wearing the 'wrong' clothing to school.

The charity supports family referrals, many of whom face multiple challenges such as mental health issues, and disabilities, and are in temporary accommodation, struggling with in-work poverty or fleeing domestic abuse. By providing uniforms, footwear and other essentials to children they help to boost confidence, inclusion, attendance, attainment and wellbeing and remove the pressure from parents and carers.

Thank you for the cheque. We really appreciate your support. It will make a huge difference to local families during these exceptionally hard times.

Chair of the Board of Trustees
Edinburgh School Uniform Bank



SUSTAINABLY GREEN

McLaughlin & Harvey embrace digital technology and modern methods of construction to design out waste, increase resource efficiency, improve the environmental health of our communities, and achieve Net Zero Carbon Emissions by 2030. Our commitment to sustainability and the enhancement of transparency is demonstrated through our Task Force on Climate-related Financial Disclosures (TCFD), which complements the company's Net Zero Strategy and delivers a comprehensive analysis of how climate change affects McLaughlin & Harvey's risk and opportunity perspective.

Since our sustainability journey began in 2019, our non-financial climate reporting and transparency efforts have advanced to align with TCFD reporting standards, including a more comprehensive analysis of our climate risk assessment process incorporating the most recent external data.

Furthermore, the introduction of scenario analysis aids us in gaining a greater understanding of quantifying our climate-related risks and opportunities.

During the delivery of the project, we supported carbon reduction using a combination of 100% sustainable electricity, reduced emission fuels and electrical plant.

McLaughlin & Harvey operate an integrated management system across all sites which includes ISO 14001 (Environmental), ISO 50001 (Energy) and ISO 14064 (Carbon Reduction) focusing on creating a more environmentally friendly and sustainable built environment on our projects.

Carl Rushton
Head of Sustainability
McLaughlin & Harvey



CLIMATE CHANGE, GREENHOUSE GAS EMISSIONS & ENERGY EFFICIENCY

SUSTAINABLE ENERGY

100%

MATERIALS REUSE, RECYCLING & RECOVERY

100%

NATURAL RESOURCES & WASTE REDUCTIONS

DIVERSION FROM LANDFILL

98.5%

CO2 EMISSION SAVINGS

17,730tCO_{2e}

SAFEGUARDING THE NATURAL ENVIRONMENT & BIODIVERSITY

CIRCULAR ECONOMY INITIATIVES

1

BIODIVERSITY INITIATIVES

1

ENVIRONMENTAL EDUCATION

4

SUSTAINABLE FUEL
(CO₂ emission savings)

15,107tCO_{2e}

CARBON LITERACY TRAINING HOURS

16

SUSTAINABLE DESIGN

DELIVERY PARTNER

The University of Edinburgh (Estates & Buildings) & Design Team – Hassell Ltd, KJ Tait Engineers Ltd, and Woolgar Hunter Ltd

SOCIAL IMPACT

Fighting climate change through the reduction in greenhouse gas emissions from building performance

ACTIVITY

Sustainable and energy-efficient design

KEY FACTS

Design life: **100+ years**

EPC rating: **A**

The input from designers, including specific M&E disciplines, ensured a holistic, comprehensive and integrated design approach was taken, creating a building that incorporates a range of design features aimed at minimising energy consumption and reducing carbon emissions.

Sustainability and Low Energy Design

Key to the building design is the energy use and associated carbon emissions which have been optimised through maximising the use of heat recovery, high-efficiency air source heat pumps specified for the primary heating load, high-efficiency plant, equipment and enhanced controls. This optimises the performance of the building envelope to minimise heat loss and solar gain, complimented by the provision of a photovoltaic array. With access to natural light and air, the façade design enhances the internal workplace user experience, whilst also supporting future changes to internal furniture layouts with the use of a repetitive arrangement of solid and glazed areas.

To enhance indoor air quality, the ventilation systems incorporates the provision of filtration, low VOC products for internal finishing and furnishings, demand-controlled ventilation in larger areas based on CO2 levels which provides optimised ventilation rates without using excessive amounts of energy for heating, cooling and distributing air. Fresh air and exhaust terminals are positioned to minimise the recirculation of vitiated air and other discharges.

Lightwells

Acting in two keyways, the glazed roofs of the lightwells firstly provide daylight to the floorplate on all levels within the shared circulation zones. Secondly, they allow for and encourage visual and physical connection via accommodation stairs. The small open touchdown spaces (village greens) connected to the lightwells provide a physical and psychological boundary for open workspace along the façade giving access to natural light and ventilation change in Scotland thereby reducing carbon emissions, congestion, noise and air pollution.

Winter Gardens

Working to provide unique alternative work and social space, the winter gardens, allow connection to nature and the environment without exposure to the elements, particularly during winter months, as well as enabling light and ventilation into the building.

Access and Active Travel

Green and active travel is high on the agenda for the new facility with the provision of 117 cycle parking spaces, and an additional 45 secure, internal cycle parking spaces. There are also EV parking bays featuring two charging stations and excellent public transport links that promotes active travel in place of private car use.



SUSTAINABLE CONSTRUCTION

DELIVERY LEAD

McLaughlin & Harvey's environmental team and the integrated project delivery team

SOCIAL IMPACT

Responsible construction practices that prioritise environmental stewardship, community wellbeing, and sustainable development

ACTIVITY

Site-specific Environmental and Sustainability Strategy focused on the reduction of waste through adherence to the waste hierarchy principle

KEY FACTS

Waste diverted from landfill: **98.5%**
Carbon savings: **17,730tCO₂e**

The project benefitted from a site-specific Environmental and Sustainability Strategy, co-designed and implemented through a collaborative working relationship with McLaughlin & Harvey's environmental team and the integrated project delivery team.

Our appointed environmental advisor collaborated with the site management team and personnel to ensure good practice throughout the construction phase. This supports our drive for continuous

improvement in environmental performance, promoting reuse and recycling, tracking measures to reduce resource and energy use and ensures sustainable procurement throughout the supply chain.

Environmental initiatives during construction focused on operational environmental management to achieve 98.5% waste diverted from landfill, resulting in a carbon saving of 17,730 tCO₂e.

Key focus areas during the construction phase included:

DESIGNING OUT WASTE

Pre-fabrication for quality improvement:

Prefabrication to enhance construction quality, leading to a reduction in rework and material wastage.

Site waste segregation: Onsite streamlined waste management with a robust segregation process that categorised materials to ensure they were directed to the most suitable and sustainable waste or recycling stream. The Usher project produced 777t of construction waste, 31.6t less than forecasted. This outlines McLaughlin & Harvey's commitment to reducing the volume of waste we generate through a variety of initiatives such as reducing packaging waste on delivered products and goods, conducting pre-fabrication and reusing offcuts and waste for other purposes.

Onsite material reuse: 2,050m³ of soil was retained on site and used as fill to make up levels for Phase 1 formation; 2,164m² onsite stockpile was used below the soft landscaped area for material lay down area at the west elevation.

All other materials were taken offsite and recycled by local waste contractors and waste management/disposal sites.

PROCURING OUT WASTE

McLaughlin & Harvey appointed waste contractors based on their ability to follow the waste hierarchy and avoid waste to landfill, which is demonstratable through this project. If all waste produced onsite was sent to landfill the carbon impact would have been 6,553.11tCO₂e, however, as 1.52% was sent to landfill our carbon impact was 93.37tCO₂e.

Take-back schemes: Through our supply chain, we actively promoted take-back schemes for wooden pallets. This initiative encourages a reduction in packaging waste, driving a circular approach to material packaging use. The cladding element for the entire building implemented this initiative onsite, reducing plastic and timber packaging waste.

Reuse/recycling: Circular economy practices through procurement of social enterprise, Community Wood, a commercial waste wood collection service using efficient transport, reuse or recycle 100% of the waste wood collected. In

addition, they tackle unemployment by giving workplace opportunities to disadvantaged individuals. 399 tonnes of timber was rescued from the waste stream.

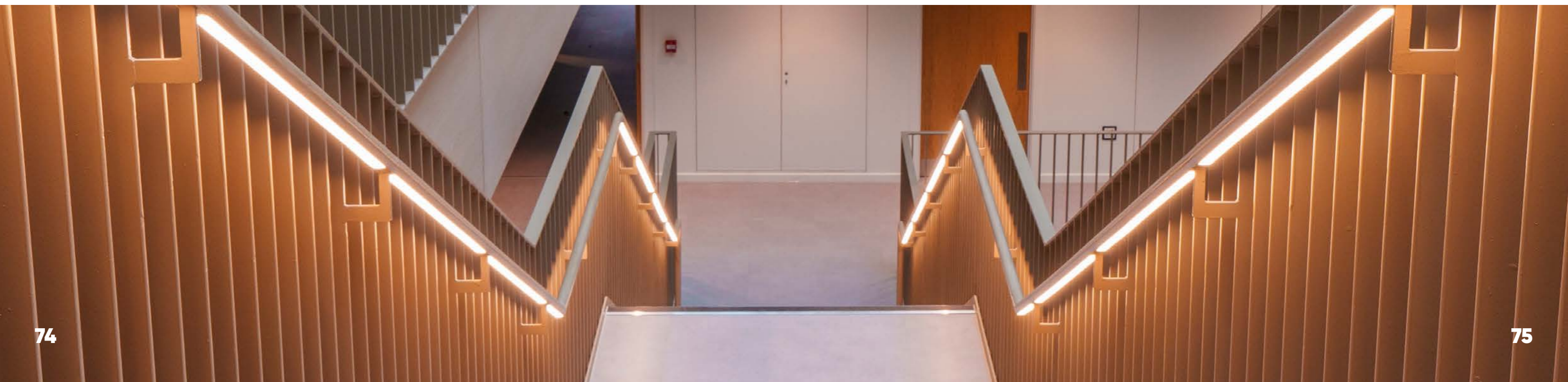
Dry mix recycling was implemented throughout construction generating 4.03 tonnes of waste (carbon equivalent 1.76 tCO₂e). If this were to be mixed with general waste the carbon equivalent disposal would be 91.97 tCO₂e.

Reuse of excess timber: Waste timber was reused to construct ramps and steps onsite, pallets reused for storage/transport purposes, as well as employing Community Wood to collect surplus timber offcuts.

ENVIRONMENTAL INITIATIVES

Education: Investment in environmental awareness through The Big Plastic Count experimental study, green career guidance and interactive sustainability design workshop, environmental and STEM activities. Furthermore, the project invested in environmental upskilling and training for the site workforce, including Carbon Literacy Training, reinforcing a commitment to sustainable site development.

Safeguarding the environment: Positive impact on environmental protection and improvement through biodiversity initiatives.



CIRCULAR ECONOMY

DELIVERY PARTNER

Community Wood Recycling

SOCIAL IMPACT

Environmentally friendly procurement strategies, emphasising the importance of circular economy principles

ACTIVITY

Sustainable procurement from a social enterprise recycling excess timber

KEY FACTS

Rescued from the waste stream: **39.9t**
 Recycled: **25.6t**
 Reused: **13.4t**
 Firewood: **0.9t**
 CO2 emission savings: **20.0t**



Community Wood Recycling Social & Environmental Impact

Through our Sustainable Procurement Strategy that aims to source locally, ethically, and responsibly, McLaughlin & Harvey's commercial team engaged with social enterprise Community Wood Recycling to provide commercial waste wood collection service at the Usher Institute.

Community Wood Recycling was selected based on their dedication to reusing or recycling 100% of collected waste wood, their status as a social enterprise and their commitment to reinvest in the community. Deriving from the 39.9t rescued timber:

- 13.4 tonnes was reused by the community for DIY/building projects
- 0.9 tonnes processed into firewood and kindling for local homes and businesses (displacing fossil fuels and reducing carbon emissions)
- 25.6 tonnes sent for recycling into woodchip for use in the manufacture of particleboard, animal bedding or a carbon neutral fuel in power stations

In 2022 we launched our Net Zero Action Plan, outlining our aspirations and our balanced strategy to achieve landmark milestones throughout the next decade. We have implemented several initiatives to address energy use and carbon emissions, waste and materials management, water consumption, biodiversity, and sustainable procurement. Engagement with Community Wood Recycling was one of the steps we undertook to introduce circular economy into the business.

Monika Wojda, Group Environmental Manager
 McLaughlin & Harvey

ENVIRONMENTAL EDUCATION

SOCIAL IMPACT

Education and collaboration in raising awareness and helping to reduce plastic pollution and move towards a more sustainable and healthier world for future generations

ACTIVITY

Participation in The Big Plastic Count experiment study

KEY FACTS

Experiment study: **1**
 Participants: **5**

Five individuals from the Usher Building workforce and site management team participated in The Big Plastic Count experiment study, recording plastic waste over one week. By uncovering a personal plastic footprint, the study aimed to raise awareness about plastic disposal and pollution to help drive behavioural change, protect ecosystems, improve public health, and influence policy. These efforts are essential for tackling one of the most significant environmental challenges of our time.

Thanks to the supporters of this study, governments have commenced UN negotiations for a Global Plastics Treaty which will set a global target to reduce plastic. The Global Oceans Treaty was agreed in 2023, which has the potential to protect 30% of our oceans by 2030.

I was really shocked at how much plastic I actually used but even more so at how little can be recycled, this programme has given me more of an awareness of plastic pollution which I will take with me on my next shopping trip.

Anonymous Participant



ENVIRONMENTAL EDUCATION

EDUCATION PARTNER

Craigroyston Community High School

SOCIAL IMPACT

Inclusive, engaging, and experimental learning environment to develop students' understanding of environmental issues and green careers, empowering students to think critically about sustainability and climate change

ACTIVITY

Green career guidance and interactive sustainability design workshop

KEY FACTS

Green career guidance session: **1**
Interactive workshop: **1**
Students: **40**
Key priority groups supported: **3**
(ethnic group, disabled, neurodiverse students)

A representative from McLaughlin & Harvey delivered a green career guidance presentation, followed by an interactive sustainability design workshop to 40 S3 students from Craigroyston Community High School.

Sustainability Presentation: Our sustainability presentation provided students with information and understanding of green careers in construction, including sustainability, environmental and Passivhaus roles and their importance in contributing to a more sustainable and environmentally friendly society and economy. They were also introduced to carbon reduction design and technologies incorporated into the Usher project, as well as gaining an insight into McLaughlin & Harvey's strategy for achieving net zero targets.

Interactive workshop: The workshop commenced with a Q&A session, following which the students were commissioned to design an eco-school, featuring a selection of the design technologies described in the presentation, ensuring the build had an overall positive environmental impact.

During the challenge we witnessed students practising and sharing a range of skills, including communication, teamwork, creativity, listening and researching. The students also expressed enthusiasm and confidence whilst presenting their unique ideas to fellow students.

I was very happy with the output of the pupils, and the designs were amazing.

Philip Dickinson
School Co-ordinator
DYW



ENVIRONMENTAL & STEM ACTIVITY

EDUCATION PARTNER

Prestonfield Primary School

SOCIAL IMPACT

Building a foundation for environmental stewardship and inspiring future careers in STEM (science, technology, engineering, mathematics)

ACTIVITY

Interactive and engaging environmental and STEM activity

KEY FACTS

Events: **1**
Pupils: **30**
Key priority groups supported: **3**
(disabled, ethnic minorities, children in poverty)

Lovely story read to the children at the start of the workshop. Pollen game played in the second half of the workshop was great and the children thoroughly enjoyed it.

Christy Eaglesham
Teacher
Prestonfield Primary School

Continuing our work with Jenny Bailey, an author of children's books aimed at developing young minds around conservation and the environment, we delivered a STEM activity to 30 pupils of Prestonfield Primary School. An engaging and interactive activity to raise awareness of environmental issues and give early exposure to a hands-on STEM activity, fostering curiosity and critical thinking skills.

The activity commenced by reconnecting the pupils with nature, introducing them to the story of "Phoebe the Bee," a book written by Jenny, and initiating discussion on the importance of bees in our world and the disaster faced without them.

This led to a presentation giving important statistics on bees, including varied species, what they eat, where they live, lifespan and honey production during their lifetime.

"The Pollen Game," transformed the classroom and children into a colony of bees, where the children (the bees) explored how to collect and transfer pollen (cotton wool balls) to the hive, supervised by Phoebe, the queen bee. Each pupil collected 12 cotton wool balls, collectively 360. Using our scaled up honey pot, this activity demonstrated the amount of honey collected by 30 bees in their lifetime.

Encouraging early interest in STEM and the importance of the natural world is a critical step in enriching the learning experience, making it more relevant and applicable to real-world challenges.



BIODIVERSITY INITIATIVES

DELIVERY PARTNER

Prime Joinery Solutions Ltd

SOCIAL IMPACT

Increased awareness of biodiversity and protection measures

ACTIVITY

Encouraging and protecting wildlife habitats in preserving biodiversity and maintaining the health of our planet

KEY FACTS

Hedgehog homes: **1**

Bird feeders: **2**

In support of the University's hedgehog-friendly campus scheme, McLaughlin & Harvey sited a hedgehog home, alongside bird feeders within a wilding area close to the BioQuarter.

The hedgehog home, built by our subcontractor Prime Joinery Solutions Ltd, not only aligned with and supported the hedgehog friendly campus, but it also promoted wellbeing and connection with nature for our site team and raised awareness about hedgehog conservation.

SUSTAINABLE FUEL

DELIVERY PARTNER

Supply chain

SOCIAL IMPACT

Responsible sourcing of biodegradable, sustainable and renewable fuel to reduce carbon emissions and air pollution

ACTIVITY

Sustainable fuel used for plant and machinery on site

KEY FACTS

Sustainable fuel: **Hydrotreated vegetable oil (HVO)**
CO2 emission savings: **15,107tCO2e**

The adoption of hydrotreated vegetable oil (HVO) as a fuel source at the Usher site has yielded environmental benefits, resulting in a significant carbon saving of 15,107tCO2e. As part of our commitment to decarbonise operations and achieve operational net zero status by 2030, HVO was identified as a sustainable alternative to white diesel, offering an impressive minimum 85% reduction in CO2 emissions.

The project team encouraged and supported subcontractors in the transition to HVO use onsite. It was widely adopted on the site, where it was used in authorised machinery. Our approach to sourcing HVO was guided by responsible practices, considering its availability while modifying against displacement.

CARBON LITERACY

DELIVERY PARTNER

Keep Scotland Beautiful and YouthLink Scotland

SOCIAL IMPACT

A just transition with those working with young people equipped with the skills and tools to inform climate action

ACTIVITY

Carbon Literacy accredited training for those working with young people

KEY FACTS

Employees: **1**
Training hours: **16**

In our commitment to achieving net zero emissions, McLaughlin & Harvey is dedicated to a climate resilience transition characterised by order, inclusivity, and justice. Our approach seeks to support a sustainable economy in a manner that is fair and inclusive to all stakeholders, creating meaningful work opportunities while leaving no one behind.

Recognising the evolving landscape of the construction industry and the growing significance of climate resilience and behavioural change, we identified the crucial need for skills development and training within our workforce.

The training completed by our responsible business manager goes beyond basic carbon literacy. It equips participants with the knowledge and skills required to effectively communicate the climate emergency to young people and empower them to take positive action.

A just transition, as embraced by McLaughlin & Harvey, ensures that environmentally sustainable economies are promoted. By providing Carbon Literacy accredited training to those working with young people, we contribute to building a workforce that is not only environmentally conscious but also capable of inspiring the next generation to address the challenges of the climate emergency proactively.



CONSIDERATE CONSTRUCTORS SCHEME

McLaughlin & Harvey is proud to be a Considerate Constructors Scheme (CCS) partner, demonstrating our commitment to raising standards across all our projects.

Raising Standards, Building Trust across key areas:

RESPECT THE COMMUNITY
15/15

CARE FOR THE ENVIRONMENT
15/15

VALUE THEIR WORKFORCE
15/15

SCORE
49
50

CONSIDERATE CONSTRUCTORS SCHEME

“ The site continues to present an image of a very professional contractor with Client's new corporate signage and CCS signage displayed to gain maximum exposure. The construction work area is secured by outstandingly well maintained PVC hoarding in corporate colours, which can be dismantled and reused. There has been visits to and from the local educational schools and universities to promote careers in the construction industry. Support continues for local organisations such as the local foodbank and other social enterprise organisations along with fundraising events organised by the site. The workforce benefits from excellent welfare facilities, a nurse also visits the site to provide health checks. Members of staff are mental health champions and are available for all site operatives to talk to. ”

Campbell Adamson
Monitor
Considerate Constructors Scheme

GOLD NATIONAL SITE AWARD WINNER 2024



COLLABORATION SCORES

INNOVATION AWARD

Pads4Dads free products and resource: Score – 2

BEST PRACTICES

Comfort boxes: Score – 1
Neurodiversity training: Score – 1
Free lunch initiatives for staff on site: Score – 1
Mood self-assessment: Score – 1
Surface water removal: Score – 1

PERFORMANCE LEVEL

Outstanding



CCS BEST PRACTICE AWARD

SOCIAL IMPACT

A powerful tool in the fight against food poverty, making a lasting difference in the lives of those who struggle with food insecurity, helping to build a healthier, more equitable workforce and society

ACTIVITY

Free lunch initiative



Find out more about [Free Lunch Bag Initiative](#)

McLaughlin & Harvey's free lunch initiative was introduced on the Usher Building project, initially for individuals participating in work experience or a work placement onsite. After investigation, we recognised food poverty is a pressing issue with a record number of working people trapped in poverty. With this in mind, we rolled out the free lunch initiative to the site workforce.

All site personnel were advised at induction that we offer an unquestioned approach to ensure that no one is poverty shamed, removing the stigma of in-work poverty. The free lunch bags were available to anyone finding themselves without lunch or no means to buy lunch.

The lunches included nutritious food provided to those in need, playing a critical role in alleviating food poverty and its wider social impacts.

This initiative can make a lasting difference in the lives of those who struggle with food insecurity, helping to build a healthier, more equitable workforce and society by:

- Providing essential nutrition, ensuring that no one is left to go hungry
- Improving the health and wellbeing of the workforce, contributing to the reduction of safety risks by reducing fatigue
- Increasing positive mental health by eliminating embarrassment or stigma through our unquestioned approach
- Reducing hunger-related stress and anxiety for individuals who struggle to afford meals
- Reducing health care costs by helping to prevent diet-related illnesses
- Reducing waste using reusable lunch bags

McLaughlin & Harvey has been awarded a Gold National Site Award for the incredible standards upheld during the project. The project team has demonstrated an exceptional commitment to achieving the highest standards during construction. The site team has worked proactively to demonstrate the site's positive impact on the local community, environment, and workforce conditions. Congratulations to the team for these outstanding performance levels.

Judges' Comments
Considerate Constructors Scheme



Northern Ireland

15 Trench Road
Mallusk
Newtownabbey BT36 4TY
Telephone: 028 9034 2777

Scotland

Heathfield House
Phoenix Crescent
Strathclyde Business Park
Bellshill ML4 3NJ
Telephone: 0141 848 8000

Email us at

mclh@mclh.co.uk

**McLaughlin
&Harvey**

**BUILDING TOGETHER.
UNLOCKING POTENTIAL.**
mclh.co.uk