



## Our environmental performance in 2020

### Introduction

We have calculated our 2020 environmental performance in line with the UK Government's guidance: *Environmental Reporting Guidelines (2019)* and *UK Government GHG Conversion Factors for Company Reporting*. We are not obliged to report environmental matters but do so voluntarily.

### What are the boundaries of our organisation?

Lithos operates from its purpose-built office in Wetherby, employing approx 15 FTE engineers. We run a fleet of vans and engage sub contractors (drillers, surveyors, laboratories, plant hire) to support our site activities.

The CO2e generated from site activities includes emissions from our fleet of vans and employee owned cars. It does not include CO2e from any sub contractors we use.

CO2e generated from site consumables does not include plastic/glass tubs, jars and bottles for soil and water samples; these are provided FOC and disposed of by the laboratories we use. However, we ensure all chemical labs we use have ISO 14001 (or equivalent).

### 2020 - key environmental impacts & performance

**Site:** 78% of our CO2e comes from driving our vans and cars to and from sites. In 2020 we reduced carbon emissions by 9.6% but recognise that this was partly due to the impact of working from home during the COVID-19 pandemic.

### Future targets - 2021

- Reduce the amount of CO2e per employee by 10%
- Reduce the CO2e of our all our vans to at least 130g/km
- Investigate options for carbon offsetting schemes

### KPIs

Emissions to air	Assumptions*	2020
Total tonnes CO2e (site and office)	-	26.37
Total tonnes CO2e/employee (FTE)	-	1.72
Tonnes CO2e (cars and vans)/business mile	g/kg CO2e taken from MOTs or DVLA website. Business mileage only.	0.000206
Average g/km CO2e (company vans)		129
Tonnes CO2e (office)/employee (FTE)	-	0.39
Waste		
Tonnes waste/employee (FTE)	.	0.24

\*All conversion factors taken from UK Government GHG Conversion Factors for Company Reporting

### Work responsibly

#### Clients and quality

We will be ISO9001 accredited.

We will obtain client feedback at least annually and aim to achieve an average score of at least good or excellent.

#### Sustainable advice

We will recommend sustainable technical solutions to maintain and improve soil, groundwater quality and control ground gas emissions.

#### Safe and considerate on site

We will keep our employees, sub contractors and the public safe. Our aim is to be incident and injury-free with zero RIDDOR accidents.

We will always seek to minimise the impact we have on the environment. Sustainability will always inform our technical and commercial decisions.

#### Managing resources

We will calculate our CO2 emissions annually and agree an action plan to reduce this year on year.

We will look at ways of becoming carbon neutral within the next 5 years.

### Engage with our community

#### Opportunities for engineers at the start of their career

We will aim to recruit at least one university graduate per year on our 'Route to Chartership' programme. We currently have 8 engineers on the programme.

We will also offer a 1 year industrial placement for under-graduates from a local university.

#### Encouraging the next generation of engineers

We will increase the profile of geotechnical engineering and women in engineering by being part of the NYCEP programme in local High Schools.

#### Volunteering

We will encourage and support our employees to volunteer in the community.

#### Charity

We will encourage and support our employees to take part in charitable endeavours.

### Value our people

#### Commitment to training and development

All our employees (technical and non-technical) will achieve annual CPD targets.

All our engineers will be encouraged to take part in our 'Route to Chartership' training programme.

Employees showing leadership potential will take part in our Associate Director Development Programme.

#### Health and wellbeing

Our rural offices are ideal for cycling to work and other outdoor activities.

We will provide mental health and wellbeing training and programmed sessions to support healthy lifestyles.

#### Inclusive, diverse & nurturing

Our aim is to recruit the best. In doing so we will always be mindful of creating an inclusive and diverse environment.

All our employees will have the opportunity to join our EMI share scheme.