

A9 Dualling

Luncarty to Pass of Birnam Project
Corporate Social Responsibility (CSR) Report 2020



Balfour Beatty



ATKINS
Member of the SNC-Lavalin Group

Jacobs



Introduction

Welcome to the A9 Dualling: Luncarty to Pass of Birnam Corporate Social Responsibility Report for 2020. A year unlike any other and one which has brought new meaning to the 'social responsibilities' of each of us, for the greater good of our communities.

The pandemic pressed pause on our exciting 2020 community benefits agenda. The Community Benefits Conference captured the energy and enthusiasm of our supply chain for what could be delivered in 2020 and despite the challenges that this year has brought we have been able to use that team spirit to drive forward our community benefits agenda.

The resilience and generosity of our supply chain and the strong relationships we have built with our supply partners, have enabled us to react quickly to the situation and adapt our approach, allowing us to continue to deliver benefits for the surrounding communities.

We made new connections with Project RECCE which gave us the opportunity to support our brave service men and women

transition to careers in the construction industry; we moved our education engagement online allowing us to reach more students in every corner of the country; we worked with the Stanley Development Trust to ensure the lunch club didn't miss out on their Christmas treat; and we mobilised our supply chain to make a difference to local school children by giving them an accessible outdoor space for learning.

We were only able to achieve these things through collaboration with an amazing community of people and organisations that we have been privileged to develop relationships with over the years.

Our sincere thanks goes to each and every one of you.

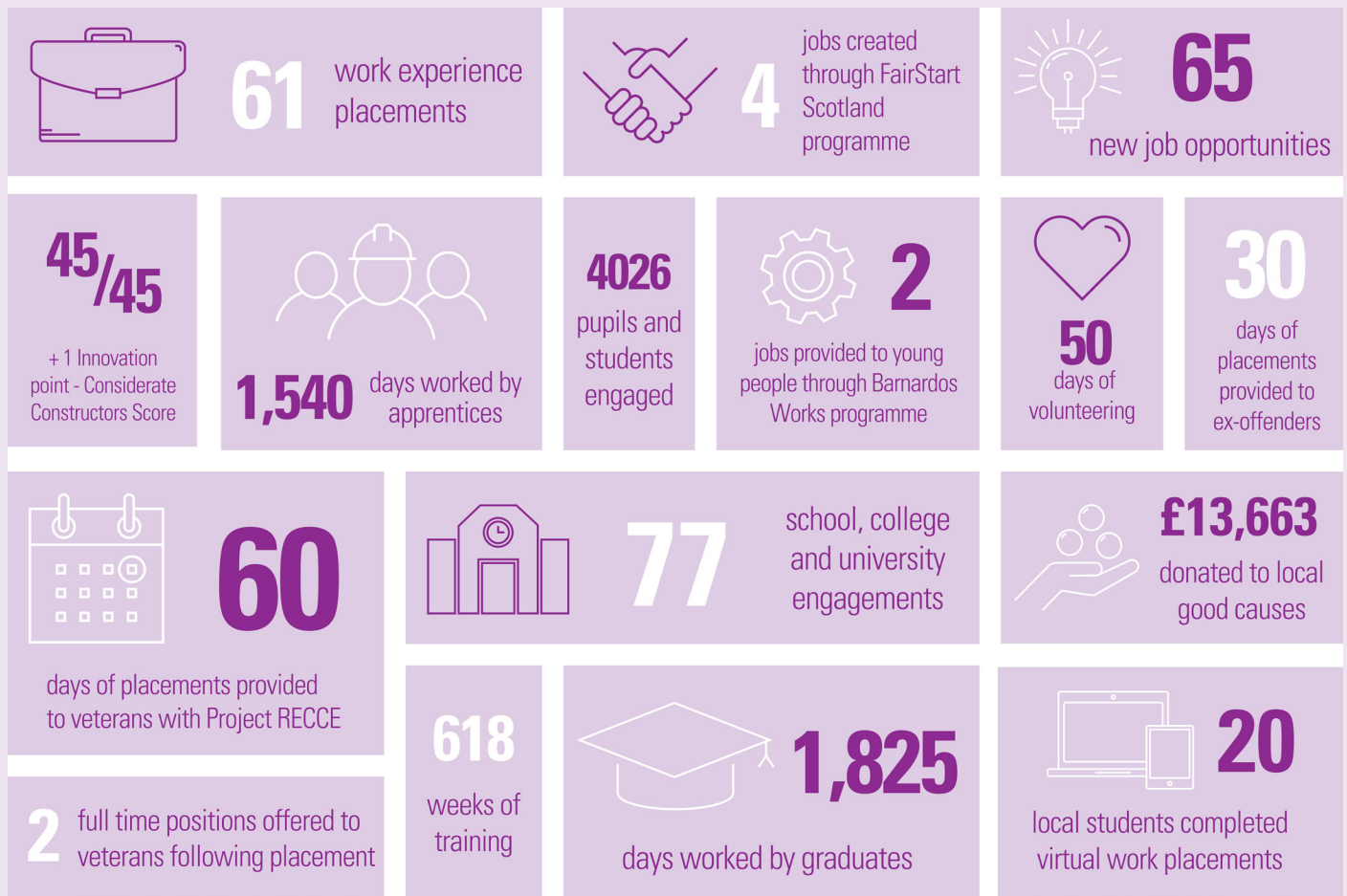
I hope you enjoy reading about some of what we have achieved during this very challenging period and we look forward to continuing to build a legacy over the remaining months of the project.



Ken Brown
*Corporate Social
Responsibility Manager*
Balfour Beatty



Achieved to date



Creating opportunities that benefit the people and communities surrounding this construction project was an integral part of the contract awarded to Balfour Beatty to upgrade 9.5km of the A9 to dual carriageway between Luncarty and the Pass of Birnam.

In ordinary times, delivering on these promises would be a challenge, however, in the extraordinary times we have all experienced in the last year, our challenge has never been greater. Our aim has remained the same - to provide a legacy for future generations following the completion of the construction phase of the project.

Every industry has had to adapt to the different challenges presented by the pandemic, and we have also had to change our approach. The support pledged to young people in education and training through the delivery of community benefits as part of this major infrastructure investment, will go some way to help mitigate the impacts of the pandemic on

the learning experiences of young people in Perthshire.

We are committed to maximising employment and work placement opportunities, and have continued to deliver online skills and training to support young people at school, colleges and universities, to encourage careers with science, technology, engineering and mathematics (STEM) at their core.

The conference in February 2020 celebrated the tremendous achievements the project delivered in 2019, and the last 12 months have really shown what can still be achieved when communities support each other.

We want to take this opportunity to celebrate the successes of 2020, and look forward to building on these with the help of our partners as we complete construction of the A9 Dualling: Luncarty to Pass of Birnam project.



Gemma Patterson
Project Sponsor
Transport Scotland

Community Benefits Conference:



Our diverse panel of speakers at the conference in February 2020

The Community Benefits Conference 2020 aimed to celebrate the success of the A9 Dualling: Luncarty to Pass of Birnam Project in 2019 and looked forward to what could be achieved in 2020. In particular, it gave us the opportunity to explore how our project team could work more collaboratively with our community partners to maximise opportunities and deliver a legacy that each of us can be proud to have played a part in.

We were overwhelmed with the positive response to the event and enthused by the wide range of exciting and innovative ideas that were generated as a result. We couldn't have asked for a more positive outcome with the potential to create so many new partnerships and opportunities for the communities of Perthshire in 2020/21.

Conference Commitments

Inspired by our speakers, the conference gave our partners the opportunity to make new connections and offer their support to a range of initiatives under three headings:

- **Skills and Materials**
- **Jobs and Work Placements**
- **Education Engagement**

These new pledges of support from our supply chain, and project partners in the third sector, education, charity and employability sectors, are in addition to the commitments we promised to deliver at the outset of the project.

Even faced with the unforeseen challenges presented by the first lockdown as a result of the pandemic in March 2020, we are delighted to say that substantial progress has been made during the last year.

There is still work to do and so many potential opportunities to be gained as we continue to engage with our supply chain and our partners in the community to deliver our legacy for the A9 Dualling over the remaining months of the project.

The following is a list of what has been achieved during 2020, along with the progress made to date and work ongoing by our partners to deliver on the pledges made at the conference:

Skills and Materials

Complete



Atkins provided specialist time to the Luncarty-Stanley Cycle Path project and has since worked with Balfour Beatty to provide technical assistance to produce a feasibility study on the proposed routes for the cycle path

Pegasus Power and Communications donated cable drums and duct offcuts which were added to the community waste reuse point for collection by local community organisations

W Houston Landscapes Ltd donated wooden stakes to Stanley Men's Shed for the Community Orchard Project and delivered these materials at the end of 2020, allowing the Men's Shed to commence planting

Breedon Northern offered its support and donation of materials for local initiatives which led to more than £1,000 worth of gravel being donated to Auchtergaven Primary School in Bankfoot

Ongoing

Transport Scotland continues to offer its support to volunteering days and STEM activities

W Houston Landscapes Ltd plans to support WASPS (Workshop & Artists Studio Provision Scotland) Community Art Garden in Perth

Perth College UHI is looking at opportunities for hospitality students to support Stanley Development Trust Christmas Lunch

WASPS Perth has offered volunteers to support community events

Jobs and Work Placements

Complete

Remploy committed to close and positive partnership working and, since the conference, Balfour Beatty has supported Remploy in developing resources for candidates on the FairStart Scotland programme, to help better prepare them for careers in construction

Barnardos pledged to make it easier to engage with them and their young people and, through the lockdown period, Balfour Beatty has continued support of the Barnardos Works programme by delivering online industry talks and career advice

Perth College UHI reaffirmed its partnership with Balfour Beatty and together we are working to deliver a further three placements for Foundation Apprentices this spring

RJT Excavations Ltd provided work experience placements for veterans and in September, supported work placements for veterans through Project RECCE (Resettlement - Education - Construction - Community - Employment)

Ongoing

Scottish Prison Service is working to identify suitable candidates for work placements and job opportunities

Perth Job Centre is engaging with employers to create work experience opportunities for local people

Search is liaising with local companies (Remploy/ Job Centre Plus/Barnardos) to increase visibility of employment opportunities and upskilling the workforce (Construction Skills Certification Scheme, manual handling, asbestos awareness, confined spaces)

Scotland's Bravest Manufacturing Company has offered support in making placements available to veterans from its factory in Renfrewshire

Structure Seal Services has offered to provide support for work placements

Pegasus Power and Communications has offered to provide work experience for HGV drivers, general operatives, electricians and plant operators

Education Engagement

Complete

Atkins offered of placements with its design team on site and the project team has engaged with Developing the Young Workforce - the Scottish Government's youth employment initiative to connect employers with education - to offer these placements to local school students, subject to social distancing restrictions being eased

Dundee University developed a female engineering student-industry mentoring system with support from Balfour Beatty. The scheme launched in September 2020 and one of our female graduate construction managers is serving as a mentor

Atkins pledged to use the 3D Building Information Modelling (BIM) model to demonstrate its impact on design and construction to schools, colleges and universities. Working together, we have incorporated sections into a virtual tour film that will be used as an educational resource available to schools, colleges and universities

Abertay University reaffirmed its partnership with the project which has led to further student placements including third year student, Mujahid Ali, who completed a 12-week industrial site placement and secured part-time employment on site

Abertay University shared its concept for using construction and demolition waste for CO2 capture with a capacity to sequester 60 tonnes of CO2 per year. Balfour Beatty's Environmental team is now working with Dr Ehsan Jorat to pilot this concept on Balfour Beatty infrastructure projects.

Ongoing

Peace Recruitment Group has offered to support schools and provide information on jobs within construction

Transport Scotland will continue to support the delivery of the Academy 9 programme following completion of the A9 Dualling: Luncarty to Pass of Birnam project

Perth College UHI has committed to support STEM talks with Balfour Beatty for Barnardos and Equate Scotland

Dundee University will promote community benefit procurement requirements in its engineering curriculum

Dundee University has offered to work with companies seeking to train staff to degree level through graduate apprenticeships

Equate Scotland has agreed to deliver workshops in the Perth region to encourage and inspire women to get into the construction industry.

Breedon has offered support for STEM events, interview skills and mentoring, including use of its quarry locations

Structure Seal Services has offered to assist with school presentations highlighting specialist water proofing work in construction

RJT Excavations Ltd - pledged its support for STEM and career engagement at local schools

2020 Highlights

Graduates & apprentices

In September 2020, the project welcomed three new graduate civil engineers to the team, taking the total number of graduate opportunities delivered by the project to 10. To date, graduates have worked 1,825 days on the project with 1,540 days worked by seven apprentices.

Delivery of these outcomes has contributed to Balfour Beatty being named Large Employer of the Year at the Skills Development Scotland National Apprenticeship Awards.

Volunteering

Some of our planned volunteering opportunities for 2020 were put on hold due to restrictions that have been in place. However, the project team was still able to spend some time in the local community during a socially distanced volunteering day at Auchtergaven Primary School in Bankfoot. A team of five project volunteers spent the day at the school improving access to the outdoor classroom – a resource that had become extremely important as an additional teaching space during the pandemic. Supply chain partners, Reconomy and Breedon, generously donated a skip and more than £1,000 worth of gravel respectively to help deliver a vastly improved outdoor facility for teaching the children.

Work placements



As our teams have become accustomed to working in accordance with our new working practices, which align with the current health and safety guidelines, the project has been able to recommence onsite engagement opportunities with our community partners. The first of these was a series of work placements delivered in partnership with Project RECCE (Resettlement - Education - Construction - Community - Employment). <https://projectrecce.org/> - an organisation that provides a pathway for veterans to acquire skills in preparation for a new career in the construction industry.

The A9 team worked with Project RECCE to support the delivery of its training programme and provided onsite placements for eight veterans during the second half of 2020.

Sam Oppong-Druyeh, the first participant, made a short case study film on his experience which you can view [here](#).



At the end of 2020, we connected with Abertay University to offer an industrial placement to William Rodriguez, a third-year civil engineering student who commenced his on site placement in early 2021 with the team working in the south section of the project.

Community engagement

A highlight of 2020 came as a result of strong community links with Stanley Development Trust (SDT) and the Stanley Lunch Club. Although it wasn't possible to host the same Christmas Lunch event as we did in 2019, working closely with Laura Baird from SDT, we adapted and provided Christmas themed afternoon tea boxes for all of the lunch clubbers and volunteers.



In addition, we donated waste materials to the Breadalbane Men's Shed and, working with our supply chain partner William Houston Landscapes Ltd, we were able to continue to support the Stanley Men's Shed with its Community Orchard project by facilitating the donation of stakes and tree protection sleeves.

Support for education

In May 2020, we joined forces with a number of industry partners to provide pupils with access to industry through 'Learning in Lockdown' – an accredited virtual work experience programme created by experts from the education, digital and construction procurement sectors. The programme gave almost 2,000 students from 300 secondary schools across Scotland, England and Wales the unique opportunity to complete a week of work experience during the first coronavirus lockdown. Pupils from Perth High and Blairgowrie High School took part in this innovative online engagement with engineering experts.

In November 2020, we launched our own bespoke five-week virtual work experience programme. The programme offered a flexible opportunity for young people from S4 upwards to join live online events which provided direct access to construction experts in a number of disciplines, including design, project management, commercial and community investment. Each week, participants were set a themed task to learn about a particular specialism and then put the theory into practice. The programme reached more than 200 young people across Scotland, including 15 students from St. John's Academy in Perth on the first course.



Steven McLaughlin, Principal Teacher of Guidance and Developing the Young Workforce lead at St. John's Academy, said:

"This virtual work experience is an innovative and engaging response to the challenges we face during this pandemic. Although nothing can replace onsite experience, this virtual offer really does give students a better idea of the variety of careers available to them and what working in engineering and construction involves. The feedback from our students has been hugely positive."

2021 vision

The results delivered in 2020 are testament to how resilient we can be when working collaboratively and our vision for 2021 is to build on these successes and achievements as we continue to deliver on the promises made to our local communities, and work towards the completion of the project.

We have learned many lessons over the last 12 months and the challenges we have overcome with the help of our partners have only served to make us stronger.

With the ongoing support of our delivery partners, we are committed to delivering a legacy for the area through stronger communities, positive environmental impacts, sustainable job opportunities and local economic growth, to support the local and wider Scottish economy.

Outlined below is a synopsis of our plans for 2021:

Academy9 virtual events

The project team remains committed to supporting the development and delivery of Transport Scotland's Academy9 education engagement programme.

We are currently working with the Academy9 team to produce a virtual careers event which will focus on sustainability in construction and new career opportunities for young people that come with innovative new approaches to construction.

Bumblebee Conservation Trust

We are liaising with BCT and our supply partner, Ellendale Environmental, to deliver our planned biodiversity workshop, creating an online resource that can supplement home learning.

Using engaging video content and hands-on activities, our goal is to support teachers to provide useful materials that support the curriculum.

Foundation apprenticeship placements

We remain committed to supporting Foundation Apprentice students at Perth College, and subject to restrictions easing, we will be able to host on site placements later this year for second year civil engineering students.

As a contingency, we are working with Perth College to offer a bespoke virtual work placement programme, should physical placements not be possible.

Women in engineering

The project team is planning to deliver an A9 Dualling: Luncarty to Pass of Birnam project online workshop. The workshop will include an overview of the project and give students the opportunity to learn about the career journey of some of the women engineers working in our team.

The team will also support a speed networking event being delivered for students by the Women in STEM Society at Dundee University.

Supply chain development

A series of development events for local small and medium enterprises (SMEs) and voluntary, community and social enterprises (VCSEs) will be delivered by our procurement team to support them to become part of our supply chain.

These events will cover topics including Construction Line and the Jaggaer procurement tool and will be designed to upskill local businesses and increase their opportunities for growth.

Celebrating double awards success

We are delighted to report that the project won 'Infrastructure Project of the Year' at the Go Awards Scotland 2020, and secured a prestigious industry accolade when awarded a Silver Considerate Constructors Scheme (CCS) 2020 National Site Award.

The Go Excellence in Public Procurement Awards, which were held virtually on Friday, 6 November 2020, recognise the achievement and success of the project from its procurement through to the delivery of social value and community benefits during the construction phase.

Similarly, the CCS national site awards recognise the highest level of consideration towards the public, its workforce and the environment through adhering to the Scheme's Code of Considerate Practice. The code covers five key areas including: Appearance; Respect the community; Protect the environment; Secure everyone's safety and Value the workforce.



Balfour Beatty



ATKINS
Member of the SNC-Lavalin Group

Jacobs

