

**algeco®**

**Advanté**

# A Better Tomorrow

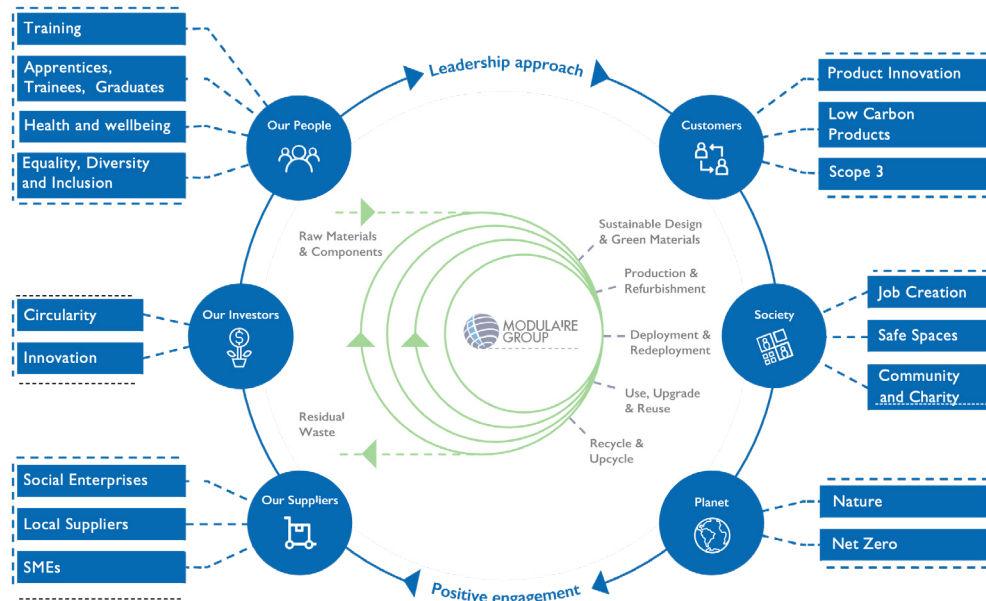
ALGECO UK & ADVANTÉ  
SOCIAL VALUE REPORT 2023

ISSUED AUGUST 2024

# Understanding our Social Value

Algeco UK and Advanté are part of Modulaire Group, a leading specialist in modular services and infrastructure. Modulaire Group produces an annual ESG & Sustainability (ESGS) report. The 2023 report is titled 'Modular Solutions for a Circular Economy'. This Social Value report supplements Modulaire Group's 2023 ESGS report in terms of social value for our UK business unit, including Algeco UK and Advanté.

**Social value is embedded as part of business process, ESGS policies, and an additional lens to Modulaire Group's *Loops within Loops* circularity model.**



Social Value is the contribution that an organisation makes to society by delivering economic prosperity, social good and environmental responsibility. It forms a part of our ***Loops within Loops*** business strategy and can be measured by proxy or actuals, through quantitative and qualitative approaches.

Our modular solutions are designed with a social purpose – we create smart spaces where people work, learn and live. They are frequently used for schools, healthcare facilities, housing, and other vital social infrastructure. To do this effectively, we seek to understand the difference we are making to people's lives and the changes we are making to the planet. We call this social value.

At Modulaire Group, we continue to listen, engage, and collaborate with our stakeholders to learn more about the social value our activities can deliver. Our key social focus areas are to deliver modular solutions by providing smart spaces that benefit the communities where we operate, to provide a safe and healthy working environment for our employees, and to foster a diverse and inclusive culture.

We amplify our social value by aligning our actions with those of international change-makers like the United Nations Sustainable Development Goals and the United Nations Global Compact. By doing so, we can make a positive contribution to the social infrastructure meeting society's changing needs.

# Measuring Social Value

Different people are affected by different aspects of our business every day. We want to understand their worth and importance to these aspects and impacts. This enables us to deliver social good, providing solutions that create social value for our people and our stakeholders.

## Our approach is to:

- Embed social value in our processes and ESGS policies, as an added lens to our *Loops within Loops* business model
- Work with our stakeholders to improve understanding of social value
- Capture data and intelligence, including qualitative, quantitative, comparative and environmental changes
- Collect information to express the amount of value created or preserved using collected or proxy data
- Communicate the social value generated through our activities

We have put in place a method to measure the social value created or preserved from our actions and activities. This is a new focus for our business, and we will advance it over time. We have set a baseline and a platform to measure our efforts and highlight areas for improvement.



Stakeholders	Theme		Output	Measure	Quantitative / Page	Stakeholders
Our People	EP	Employees	Provides Employment	No of employees (as of December 2023)	4,877 1,269	Group UK
	EP	Apprentices, trainees, graduates	Provides education, experience, income & future leaders	No of apprentices, trainees, graduates employed	169 37	Group UK
	EP	Employees	Provides Employment	Total turnover (involuntary and voluntary)	295	Group & UK
	EP	Employees	Promotes education & fair opportunities	Annual Performance Review	Yes	Group & UK
	SG	Employees	Freedom of association	Percentage of total employees in a union	60% approx.	Group
	SG	Health & Wellbeing	Supports a healthier & happier workforce	Employee Assistance programme	Available to all employees	Group & UK
	SG	Equality, Diversity & Inclusion	Promotes education & fair opportunities	Gender Pay Publication	4 countries Yes	Group UK
	SG	Equality, Diversity & Inclusion	Promotes education & fair opportunities	Females at Board & senior management level (CEO-1)	17%	Group
	SG	Equality, Diversity & Inclusion	Promotes education & fair opportunities	Overall proportion of female employees	27%	Group
Our Investors	EP	Innovation	Promotes circular economy	New low-carbon products	See page 11	Group & UK
Our Suppliers	SG	Social Enterprises	Promotes social prosperity	No. of social enterprise suppliers	6 3	Group UK
Customers	EP	Low carbon products	Promote social innovation	Low carbon products	22 product categories	UK
	EP	ESG rating	Performance benchmark	EcoVadis rating	4 countries Gold level	Group UK
Society	SG	Job creation	Promote skills & employment opportunities	No. of net jobs created	344 -122	Group UK
	SG	Safe spaces	Supports safer, healthier & more resilient communities	Projects for safe spaces	Pages 29-32 Modulaire's ESGS Report 73	Group UK
	SG	Community & Charity	Supports & builds resilient communities & environment	Paid volunteering days	5,145 hours 732 hours	Group UK
	SG	Community & Charity	Charity donation	Value donated by the company (£)	£6,693	UK
	SG	Community & Charity	Charity donation	Value raised by employees for charities (£)	£4,685	UK
Planet	ER	Net Zero	Helps decarbonisation, safeguarding planet & improves resource efficiency	Pathway to Net Zero	See page 8	UK
	ER	Management system	Reduces risks of environmental impacts	ISO 14001 All Sites	56% 56%	Group UK
	ER	Nature	Promotes biodiversity & increases environment responsibility	Biodiversity projects	See Modulaire 2023 ESGS report, pages 23, 25, 26 See page 10	Group UK

Key: EP: Economic Prosperity, SG: Social Good, ER: Environmental Responsibility



# Social Purpose

We want to provide local programmes to help our people, our planet, and the communities where we work. On our sites, we work to provide a safe, inclusive, diverse, and motivating environment for everyone.

## Modulaire Group’s Progress (with the UK business contribution) on Social KPIs.

Our Group has achieved all seven of our Social 2023 KPIs

KPI	Progress	Status
Zero Fatalities	Achieved	●
Increase overall female participation at board and senior management level	Achieved	●
Increase overall proportion of female employees	Achieved	●
Map gender wage gap for all SBUs where legislated	Achieved	●
Paid voluntary time of 5,000 hours pa	Achieved	●
Reduce Lost Time Incident Frequency Rate per 100,000 by 15% vs 2022	Achieved	●
Participate and undertake three UN Days: March 21 <sup>st</sup> – International day for the Elimination of Racial Discrimination; June 5 <sup>th</sup> – World Environment Day; December 10 <sup>th</sup> – Human Rights Day	Achieved	●

Key   ● Achieved   ● Ongoing   ● Not achieved

We are committed to the fair treatment of our employees to provide meaningful work and pay fair compensation – meeting our obligations for both national and local compliance requirements and international frameworks such as the United Nations Global Compact and International Labour Organisation. We want to enable a culture where our colleagues can perform at their best.

We ensure our people are engaged in business performance and employee matters. In Algeco UK, up until late May 2024, our Colleague Information & Consultation Committee (CICC), formed by elected colleague representatives from all areas of the business, plays an important role. Since late May 2024, this committee has disbanded and been replaced by Engagement Champions, which is a voluntary forum for two-way communication, and focusing on active colleague involvement and engagement. During 2023, our UK leadership team and Modulaire Group continued to review and monitor the challenging economic and labour market trends and take appropriate action as a result.



# Social Actions

## Our People

### Fighting Racism Together

On the 21st March 2023, we celebrated the UN's International Day for the Elimination of Racial Discrimination. We highlighted to our employees the importance of treating everyone with respect, whether that's consciously or unconsciously.

We have put together training for our employees to help them realise unconscious biases and how they can prevent them from affecting their decisions. We also shared stories from our colleagues about their experiences and actions fighting against discrimination.

### Action for Equality, Diversity & Inclusion (EDI)

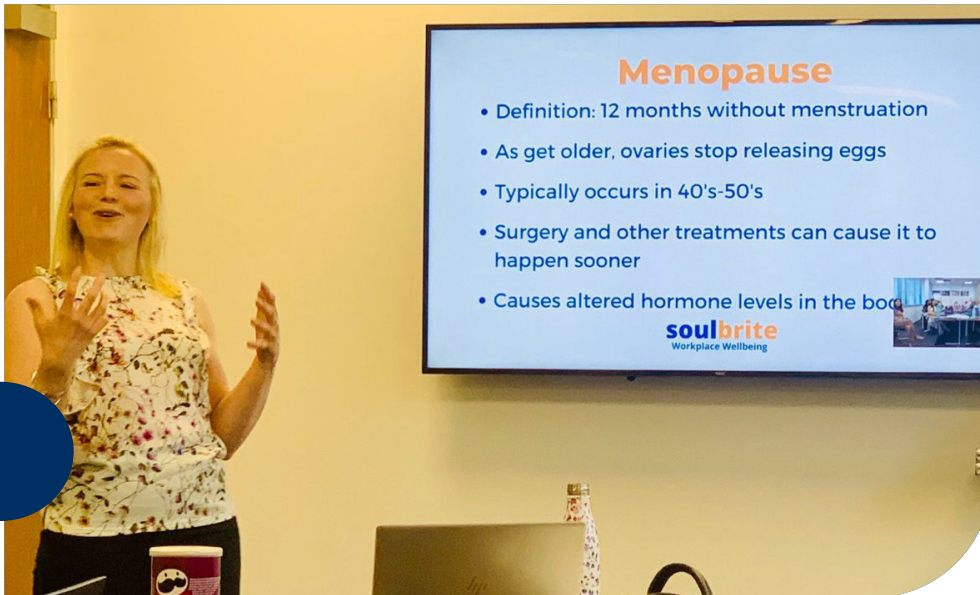
We promote EDI throughout our operations and seek to eliminate unlawful discrimination. During Pride Month in June, we ran a communication campaign to raise awareness and support for the LGBTQIA+ community. 27% of the overall workforce at Modulaire Group (our parent company) is female, which is higher than the overall construction industry workforce of 15.8%\*. Together with Modulaire Group, we will focus on and develop plans for further improvement in 2024.



## Employee Wellbeing

In 2023, 49 of our colleagues voluntarily received training and became qualified Mental Health First Aiders (MHFAs). Our MHFAs, available to all colleagues during working hours, provide support to fellow colleagues who may be struggling with their Mental Health or who have worries, either inside or outside of work, and need someone to talk to. Our MHFA provided support to 55 colleagues last year.

Together with SoulBrite, an organisation providing workplace and employee wellbeing services, we organised a 'wellbeing education' afternoon in our Head Office. Our colleagues learned about a wide range of well-being topics, including menopause, the cost of living crisis, team cohesion, and meditation and mindfulness.



49 volunteer MHFA provided support to

**55**  
colleagues



# Our parent company – Modulaire Group's progress on Net Zero pathway

## 2023 >

ACHIEVED

### Low Carbon Solutions

- 5% absolute reduction in Scope 1 and 2 emissions (vs 2020)
- Source 100% Renewable Energy for the Group where available and applicable
- Initiate Group Operational Carbon baseline tonnes of annual Scope 3 for 2022

## 2024 >

ON TRACK

- 7.5% absolute reduction in Scope 1 and 2 emissions (vs 2020)
- Roll out our strategy to reduce or mitigate Scope 3 emissions
- Continuous innovation of low carbon solutions for customers

## 2025 >

- 10% absolute reduction in Scope 1 and 2 emissions (vs 2020)
- Reduce the embedded carbon footprint (Stage A1-A5) of a typical Modular Space Unit (vs 2020)\*
- Reduce waste to landfill by 50% per typical unit (vs 2020)
- Reduce our water use by 10% per typical unit (vs 2020)
- Life Cycle Analysis of typical manufactured Modular Space Units

## 2028 >

### Climate Action Plan

- 15.8% reduction in Scope 1 and 2 emissions (vs 2020)

## 2030 >

### Innovation & Scale

- Reduce Scope 1 & 2 GHG emissions by 40%
- Reduce Scope 3 emissions by 25%
- Progress towards total circularity of units Technology for carbon removal
- 100% renewable energy where available and applicable
- Transform new product portfolio to Net Zero carbon

## 2050 >

### Net Zero

Net Zero carbon of our end-to-end supply chain by 2050 to meet the Paris Agreement goal of 1.5°C.

Our commitment for environmental responsibility and climate action is to minimise carbon emissions for our company and customers, and manage our material risks and opportunities.

\*2020 Product footprint analysis of a typical Modulaire unit based on Stage A1-A5 (sourcing, manufacturing and transporting to site) approximately 200 (kgCO<sub>2</sub>e/m<sup>2</sup>) v 700-800 (kgCO<sub>2</sub>e/m<sup>2</sup>) for a traditional build. This equates to approximately 73% less carbon emissions compared to a traditional build.



# Our Customers & Planet

We continue to provide various solutions and technology that help our customers improve their energy efficiency, move away from fossil fuels, and towards their Net Zero targets.

## Welfare units using renewable energy

Our Advanté business has launched an innovative new Vision Solar welfare unit as part of its commitment to helping customers towards net zero. The Vision Solar is an instant-start toilet block with 2 + 1 cubicles that features innovative solar hybrid technology. It is powered by Oasis Solar Hybrid (solar & LPG) Technology, achieving on average 96.3% renewable energy to power the electrical loads in the unit, including lighting, hot water, and hand dryers.\*

The unit self-generates and stores solar electricity for its own consumption, using the LPG-powered hybrid generator as a backup if renewable power is unavailable. All Oasis welfare units from Advanté, including Vision Solar, are suitable for use across all types of sites in the UK, from remote locations with no mains facilities to urban areas with low noise and emission reduction requirements.

\*Data taken from Advanté telemetry across all Vision Solar units on hire from 11/04/2023 to 31/05/2024. Renewable energy only for electrical use excluding heating.



Powered by Oasis Solar Hybrid Technology, achieving **96.3% renewable energy** for electrical loads.\*

### Feedback from a customer:

*"Reducing environmental impact and prioritising social value are high on J Browne's agenda. Advanté provides solutions to help us meet our sustainability requirements."*

**Nafis Ahmed**

Plant and Transport Manager, J Browne Construction



## Biodiversity in action

Algeco UK worked with sustainability specialists to help develop the new four-acre customer service centre in Wigan. In April 2023, enhancements were made to around 4,400m<sup>2</sup> land and 220m of hedges to protect biodiversity. Planting took place of low-maintenance trees, plants and shrubs, providing habitat areas and improving shade and shelter, pollination, flood prevention, water quality protection and carbon storage.

Visitors to the centre include pupils from a local school, who learned more about the importance of nature.



### Feedback from a community partner:

*"The pupils were really inspired by what they saw, it really is a haven for wildlife. We were very impressed by the enthusiasm and knowledge of the Algeco team. We hope that the visit will inspire some of our pupils to take up a career in the natural environment."*

**Mrs Latham**

Teacher



## Value Creation through Innovation

Our 360 team develops the sustainable low-carbon products and services our customers want and need for a circular economy. Using our quality management system, Modulaire Group has established project design and development activities to deliver quality standards that assure safety across our work processes and products.

Last year, the Group significantly boosted our research and development efforts, initiating a series of value-added products that reflect the interconnected energy transition and digital transformation. We are collaborating with suppliers at the forefront of innovation to deliver quality engineering and scale production. Together, we are developing products for our modular units that can help our customers reduce their ESG impacts.

In the UK, we have combined smart technology and solar power in temporary site accommodation, helping our customers improve their energy efficiency and reduce CO<sub>2</sub> emissions. Our solution offers smart energy controls, a climate control system, solar roof panels, and hybrid generators with HVO fuel in place of diesel.

The data collected (from the smart meters of the smart energy controls) from one project suggested energy savings between pre- and post-control were circa 35%. In the first week after installing the solar panels and battery, generator run-time was 100% reduced. During the first six months of installation, the site reduced its fuel consumption by 900 litres per week, which is equal to an estimated weekly cost saving of £1,660 and carbon saving of c.2,393 kgCO<sub>2</sub>e (by replacing diesel).



**Helen Peach**  
Marketing  
Director, Atamate

### Feedback from a supplier:

*"Atamate and Algeco Hire began our partnership in early 2023 to roll out a wireless monitoring and control platform designed to help Algeco's customers monitor and identify opportunities for reducing their energy consumption. Sites using hybrid generators see the largest improvements as our controls reduce generator run time. As this partnership continues to grow in 2024, we are excited to expand our technology offer to control of air quality, maintenance alerting, load shifting and Integrations with 3rd party systems."*



Wifi



Climate Control



Dehumidifier



Fire Safety  
Equipment



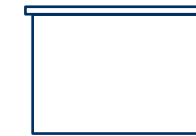
Catering  
Equipment



Water  
Dispensers



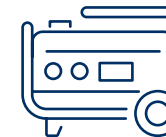
First Aid &  
Defibrillators



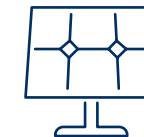
Hygiene  
Screens



Period  
Products



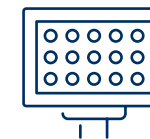
Hybrid HVO  
Generators



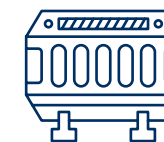
PV Panels



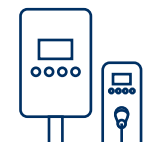
Welfare Cabins



Lighting Tower



Safety Barriers



Electric Vehicle  
Chargers

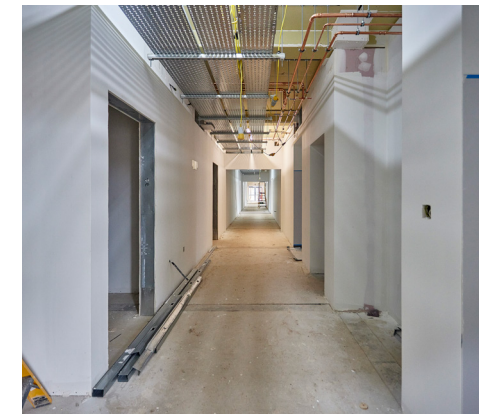


# Customers & Society

## Safe spaces for everyone

### Self-contained accessible welfare units

The accessible welfare unit is the first of its kind and was launched at PlantWorX 2023 by Jackie Maginnis, CEO of the Modular Portable Buildings Association (MPBA). It comprises a two-bay toilet area with two urinals accessed by a short staircase and a single full-access toilet with a ramp and automatic door system, compliant with Building Regulations for disabled access.



### Safe Space for Students: New Science Block for St. Benedict's Academy

In October 2023, we started to work on the offsite construction of a major new Science Block at St Ralph Sherwin Catholic Multi Academy Trust. The project is expected to be completed in August 2024. The project involved the construction of a new two-storey Science facility (laboratories, studios, relevant welfare) for secondary school students. Algeco (excluding the resurfacing of zone 2) also completed the associated ground and landscaping works.

This will be a low-carbon build, with the Algeco platform design solution delivering significant reductions in operational and embodied carbon through factors such as design efficiency, materials selection, and manufacturing effectiveness, leading to limited wastage. The incorporation of solar PV, recycled materials, and high levels of insulation will deliver additional low-carbon benefits.



## Safe space: Rapid Deployment Cells (RDC)

We have provided the Ministry of Justice with an accommodation solution, quick-build prison cells (which are called rapid deployment cells), to meet rising demand. Algeco standard accommodation units can be single or multi-storey, with associated walkways and stairs where required. Our standard product has been designed with function and efficiency in mind, so off-site works are maximised in our manufacturing facilities, allowing for minimal work on-site once installed.

The units come in a variety of configurations designed initially for security-assessed / low-risk residents with a minimum life span of 15 years and to be suitable for relocation every 5 years. The units are designed and built to all current Building Regulations, British Standards and Codes of Practice. The specification on which our current accommodation solution is based has been devised by Mace for Rapid Deployment Cell Programme, June 2023 v.14. Each cluster forms its own thermal envelope compliant with requirements of Approved Document L2A 2021 when fitted with a PV array. Power and water service each unit through a simple connection allowing for a stand-alone solution which is both repeatable and relocatable.

Our experience within the justice sector and other sectors makes us well-placed to provide multifunctional spaces for interpreters, health emergencies, anti-ligature for safeguarding.



# Contribution to Charities and Community Groups

Our colleagues actively supported various charities and causes. They initiated and participated in different challenges, such as half marathons, mud walks, push-ups, etc. to raise funds for Cancer Research UK, which was voted as a charity partner for Algeco UK in 2023. Advanté business also raised awareness of WWF (Worldwide Fund for Nature) and animal adoption at various exhibitions. The team engaged customers with the cause and awarded lucky-draw winners with WWF adoption packs. We have also offered our storage rental products to charities for free.

At an individual level, our colleagues also raise funds to support projects and charities of their choice. Some of their fundraising effort was matched through the business' matching fund scheme, which doubled the donations to social and environmental charities.

Altogether, both Algeco UK and Advanté donated £6,693, while our colleagues' individual fundraising contributed over £4k to various causes.

Our colleagues' individual fundraising contributed over

**£4k** 



Company giving to charities:

**£6,693**





## Paid Volunteer Programme

Through our paid volunteer programme, we encourage our people to be engaged community citizens. We offer employees one paid day each year to participate in non-profit community and environmental projects. It's a great opportunity to share knowledge, skills, and experiences.

Colleagues in our UK business carried out 732 volunteering hours in 2023, including raising awareness and funds for charities, stewarding local events, and protecting biodiversity. We are very proud of all of their efforts.

## Increasing ESGS awareness

Our ESGS Awareness Training programme continues to generate excellent engagement, with robust discussion and producing ideas to reduce energy, water and waste. To date, 16.9% of employees in the UK have taken part. We aim to roll out the training to 40% of employees in 2024.



**16.9%**

Employees in the UK have participated in ESGS Awareness Training

# Supporting UN International Days

In 2023, we participated in three UN International Days, raising awareness and discussion around these important societal issues:





# Our Suppliers

## Promoting Social Enterprises

Since 2022, Algeco UK has sourced and introduced a range of products from Social Enterprises, offering our customers the same specifications (or better), whilst making a positive impact for social good.

Social Enterprises are businesses that reinvest most of their profits into social or environmental initiatives and projects. They often employ people who face barriers to finding work elsewhere, so benefit local communities in multiple ways.

The Algeco UK product range sourced from local enterprises includes building signage, drinking water dispensers, and period products. We are offering internal and external signage from a Social Enterprise that provides job opportunities for vulnerable people where more than 75% of the workforce has a disability or a health condition. These partnerships deliver benefits for all parties and each product generates a Social Return on Investment.

**Learn more about our Social Enterprise Partnerships [here](#)**





**Contact us to find out  
how we can create a  
better tomorrow together.**

 0808 108 2222

 [algeco.co.uk](https://algeco.co.uk)

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Please consider if you need to print it. Thank you.