



SC(3)-04-08 (p5): 21 February 2008

HUMAN RESOURCES, HEALTH, SAFETY AND ENVIRONMENT KEY DATA

Data	Results
Average years of service per employee	6.8
Labour turnover 2007	5%
2006	6%
Sick absence average	<2.5%
Reduction in cost of absence/employee 04/05	-37%
Postgraduates % of total workforce	12%
Graduates % of total workforce	40%
Qualified Persons (QPs)	6
Promotions/transfers to December 2007 (% of total workforce)	48%
Recordable injury rate last 3 years	0
Total accident/incident frequency rate (TIR = n. of incidents * 100,000/hours worked)	123 (2007) 100 (2006) 61 (2005)



ENVIRONMENTAL MANAGEMENT SYSTEM and Corporate Social Responsibility

KEY RESULTS 2004 - 2007

Achievements Environmental	2004	2005	2006	2007
Waste to landfill	-35%	-68%	-27%	-26%
Hazardous waste	-11.5%	-62.8%		+16%
Strategic cost savings	+£30k	+£18k	+£18k	+£58k
Water usage	-6.9%	-3.14%	-2%	+39%
C02 gas/electricity/company cars.		-12%	-0.5%	+5%
Re-cycling wood, plastics, metals.	5 skips	+240%	+94%	+29%
Gas usage		-7.5%		-10%
Achievements Corporate Social Responsibility	2004	2005	2006	2007
Promotions/transfers	29.5%	38%	48%	48%
Labour turnover	12%	8%	6%	5%
Headcount increase	+3.5%	+11%	+5%	+13%
Actual headcount	176	194	202	229
Revenue Turnover Jan to Dec	+29%	+6.8%	+16.5%	+24%

ENVIRONMENTAL MANAGEMENT SYSTEM IMPLEMENTATION SUMMARY -KEY MILESTONES 2000 to December 2007.

KEY DATES	ACTIVITY	RESULTS	COMMENT
May 2007	Green Dragon Level 5 Environmental audit	Level 5 re-certification awarded	2 minor non-conformances no major, closed out
March 2007	ISO14001 audit SGS Yarsley	ISO14001 re-accreditation awarded	No non-conformances major or minor
October 2006	Wales Environment Awards 2006	Winners - Business over 50 employees	For EMS and Sustainability reporting
October 2006	Blaenau Gwent Council Environment Awards	Winners Awards for Business 2006	For overall Environmental performance
April 2006	Green Dragon Level 5 Audit Arena Network	Level 5 re-certification awarded	Re-audit first accredited to Level 5 Feb 2005 ISO14001 equivalent 2 minor non-conformances, no major. Closed out.
January 2006	ISO14001 audit SGS Yarsley	ISO14001 accreditation awarded January 2006	1 minor non-conformance no major, closed out. Surveillance audit planned for Feb 2007
February 2005	Green Dragon Level 5 Audit Arena Network	Level 5 certification awarded	3 minor non conformances, no major, closed out.
January 2004	Green Dragon Level 3 Audit Arena Network	Level 3 re-certification awarded	Re-audit, first accredited December 2002. 2 minor non conformances, no major, closed out.
December 2002	Green Dragon Level 3 Audit Arena Network	Level 3 certification awarded	Actions taken as recommended in July 2002 preliminary review.
July 2002	Preliminary review Arena Network	Status and recommendation report	Recommendations actioned, EMS plan in place, HSE committee in place.
September 2000	Initial Environmental Report commissioned	Report identified actions Post MBO	Plan developed, legislative review, collation of data.