



# Foundations for Sustainable Growth

Sustainability Report 2019/20

# Contents

1

## Our Commitment

- BMT Sustainability Goals
- Meet Our Sustainability Action Team

2

## Our Impact

- Carbon Reporting
- Sustainable Solutions
- Responsible Business Practices

3

## Our People

- Diversity & Inclusion
- Wellbeing

4

## Our Communities

- STEM
- Supporting our Communities

This year we renewed our sustainability strategy to embed the principles of sustainability across the entirety of our global business. This is our first annual sustainability report which provides an overview of the actions taken throughout 2019/20, that will be critical in achieving our vision.

The focus for Year 1 of our strategy included:

- Building a global Sustainability Action Team to support the implementation of our strategy.
- Driving ethical standards and integrity across our supply chains.
- Prioritising our capabilities that address societal challenges and support our customers to act more responsibly.
- Respecting the environment through closer monitoring and reporting of our carbon footprint.
- Launching a Diversity and Inclusion strategy - critical to our culture, employee engagement, and our approach to innovation.

As a consultancy of scientists, technologists, and engineers we know that we have the capabilities to pioneer products and services that address global challenges and meet customer requirements for today and the future.

## Our Commitment

In 2020 we reinvented our approach to sustainability, recognising the scale of both the challenge and the opportunities presented across our industry and society. The BMT strategy embeds sustainability as a fundamental enabler of growth, aligned to our values and the evolving needs of our clients and our markets.

During the uncertainty and the societal and economic turbulence presented by the COVID-19 pandemic, our focus has been, and remains, on the safety and wellbeing of everyone involved in our business, and on delivering the highest levels of service to our customers.

Experience from the past year has taught us that what matters most is how you work, not where you work. We have changed the way in which we communicate, collaborate, and deliver. In doing so we have proven our ability to operate with a reduced environmental impact across the world. We are committed to operating responsibly and supporting our customers to build a better, more secure future. We are also committed to learning from positive examples of sustainability improvements from this pandemic year and embedding them into our future business operations, as well as supporting our clients to do the same. In the past year, we have delivered impactful projects that enable our customers to achieve sustainable outcomes across energy transition, green shipping, biodiversity, and climate resilience and we are committed to do more.

As a key step towards the realisation of our sustainability goals, we have appointed a sustainability manager to co-ordinate our investment, drive progress, and oversee our approach to measuring and reporting. Our sustainability manager leads our new Sustainability Action Team, which draws on the passion and enthusiasm of our employees to make a difference. Leadership and governance of our own social and environmental impact is undertaken by our Executive Committee and our Board of Directors, who fully recognise the importance of sustainability as a vehicle for good within our business, our industry, and in society overall, creating value for our stakeholders, beyond profit alone. As part of our approach to greater engagement on sustainability with all stakeholders, I am delighted to present our first annual sustainability report.

**Sarah Kenny, CEO**



1,581

Total Number of Employees



Leadership Gender Diversity  
(Executive Committee & Board of Directors)



Employee Gender Diversity



51

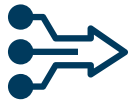
Number of Offices



22

Offices ISO14001 Certified

## BMT Sustainability Goals



Deliver projects for customers that contribute to United Nations Sustainable Development Goals (SDGs).



Invest in the necessary skills to address sustainability challenges.



Progress towards net zero carbon.



Uphold the highest levels of integrity and ethical standards in every place we operate, whilst driving social, economic, and environmental improvements in our extended supply chain.



Identify opportunities to repurpose current products and services, to meet the future needs of customers and society.



Use customer sustainability challenges to drive innovation.



Be an active corporate citizen in the communities we affect and rely on.

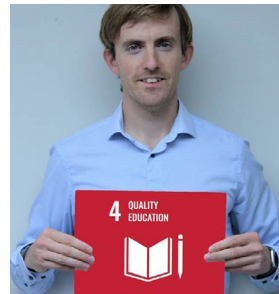


Reject business that is contrary to our ethos of ethics and sustainability.



Embed sustainability driven efficiencies in our operations and reduce costs.

# Meet Our Sustainability Action Team



1

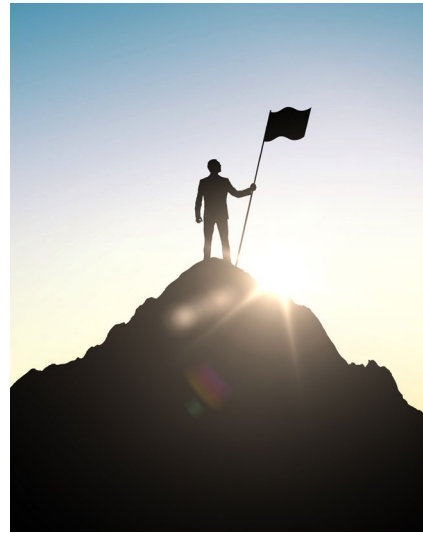
Our  
Commitment



Sustainability  
Action Team

### Sustainability Action Team

Global action is required to embed sustainability across our value chain and meet our sustainability objectives. The Sustainability Action Team are responsible for delivering local and global campaigns to reduce our carbon footprint and helping ensure that what we do is aligned with our customer's needs.



### United Nations Sustainable Development Goals

Our teams of scientists, technologists, and engineers have an important role to play in supporting the United Nations Sustainable Development Goals (SDGs) and are contributing towards them through the projects that we deliver.

We recognise to effectively solve each goal there is more we can do. This year we launched a virtual United Nations Sustainable Development Goal festive calendar to educate employees on the SDGs, with a view to working closely with our stakeholders to address these challenges.

Looking ahead to 2021, we will identify which United Nations SDGs align closest to our business and will embed them within our approach to innovation.

2021 Priorities

**“ Society is more conscious than ever of the impact of human activities on our environment. We have an obligation, not just as employees, but as custodians to take sustainable actions in our everyday lives because even the smallest actions can have the largest impacts. The Sustainability Action Team is an instrument of the organisation for us to learn, grow and adapt. ”**

**Aaron Gill**

Marine Systems Engineer,  
Sustainability Action Team Member

## Carbon Reporting

Starting in the UK, BMT have begun the process of measuring our carbon emissions; setting the foundations for us to move towards net zero carbon. This process will be expanded to measure our global emissions and is a crucial step in our response to climate change.

Our reduction in emissions resulting from reduced travel and energy use since the start of the COVID-19 pandemic, highlights our ability to adapt and operate successfully as a business, with a reduced environmental impact. It is therefore a priority for us as a business to learn from our experiences, so that we can operate more sustainably in the future.

**Scope 1:** Emissions from gas used to heat offices, and emissions from the combustion of fuel from pool cars owned by BMT.

**Scope 2:** Emissions from purchased electricity to run BMT offices.

**Scope 3:** Fuel associated with train, taxi, hire car, personal business mileage and flights where BMT are not responsible for the transportation or its service. This information does not include employee commutes to and from work.

## In the UK we have...

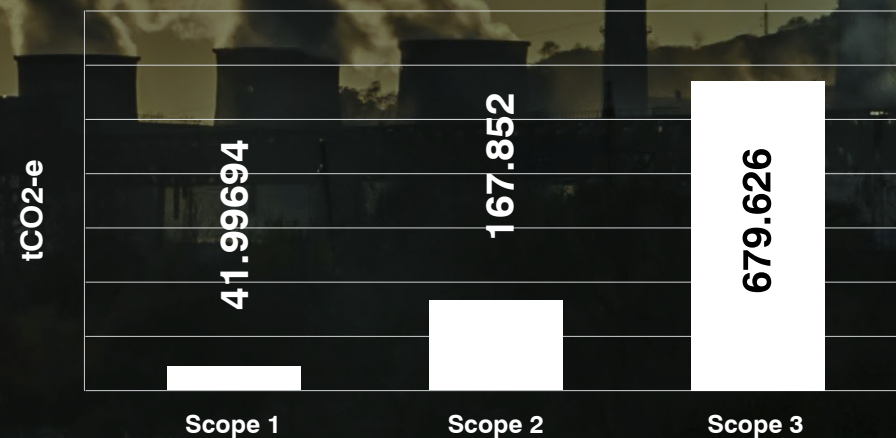


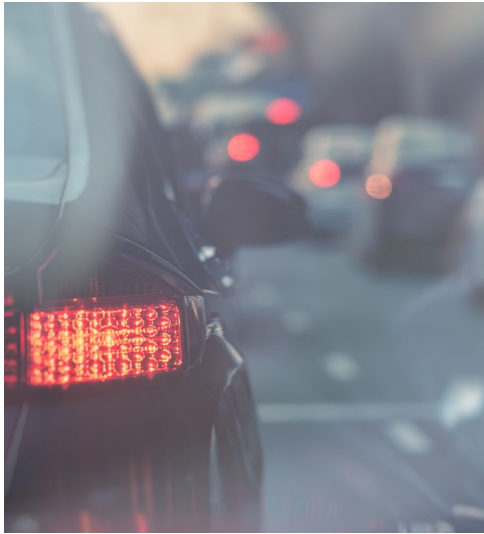
Reduced monthly travel emissions by over 95%



Reduced monthly electricity and gas emissions by over 60%

### Total UK Greenhouse Gas Emissions

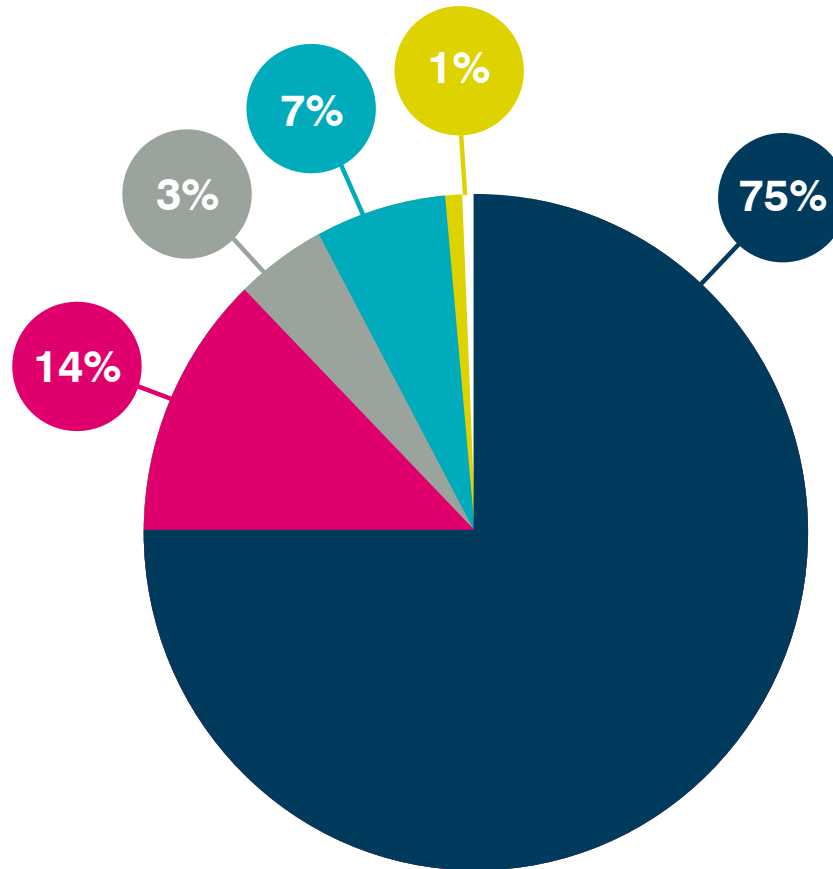




### Proportion of UK GHG Travel Emissions

Monitoring UK travel has been a key focus. UK employees travel emitted three times more GHG emissions than our total energy usage in UK offices. Below is a diagram to demonstrate the proportion of GHG emissions emitted through travel.

*This does not include employees commuting to their place of work.*



**Key**

<span style="display: inline-block; width: 15px; height: 10px; background-color: #1a3d4d; margin-right: 5px;"></span> 75%	<span style="display: inline-block; width: 15px; height: 10px; background-color: #808080; margin-right: 5px;"></span> 3%	<span style="display: inline-block; width: 15px; height: 10px; background-color: #d4c000; margin-right: 5px;"></span> 1%
Air Travel	Rail	Taxi
<span style="display: inline-block; width: 15px; height: 10px; background-color: #e91e63; margin-right: 5px;"></span> 14%	<span style="display: inline-block; width: 15px; height: 10px; background-color: #00b0c0; margin-right: 5px;"></span> 7%	<span style="display: inline-block; width: 15px; height: 10px; background-color: #f0f0f0; margin-right: 5px;"></span> <1%
Personal mileage	Hire Car	Pool car

### Environmental Management

Being a good corporate citizen is fundamental to our ethos and we are striving to become a more sustainable business. Part of this drive is the management of our environmental impacts and continuous improvement of our environmental performance. This is being achieved through the implementation of environmental management systems across our global functions and operating units, which undergo an annual review.

From our corporate travel to the energy and resources we use across our projects and operations, our environmental management systems support our commitment to reduce our environmental impact. Environmental issues are reviewed annually through our internal auditing function.

- Set our ambitions for net zero.
- Launching a Global Management Information System that will enable us to record and extract travel data around the world from one, all-encompassing system. Consequently, we will be able to collate scope 3 emissions more efficiently, and measure global greenhouse gas emissions accurately.



## Sustainable Solutions

Creating positive economic, social and environmental outcomes through projects and operations to inspire and to help other businesses within our sphere of influence to act more responsibly. We believe that by investing in our people to develop the right skills we can address future challenges and will be able to deliver the support and expertise that our clients require.



### Renewables & Alternative Energies

With a long standing history in the maritime sector, we are using our specialist expertise, to support the energy transition at different stages of the renewable and alternative energy production chain.

#### Wind Farm Support Vessels

Our specialised ship design team have designed their first two Wind Farm Support Vessels for operation in Japan. The vessels are currently in build by Cheoy Lee Shipyards at their Hin Lee (Zhuhai) Shipyard facility. The vessels will enable technical crew to access platforms to provide the vital support that keeps the industry afloat.

“As Japan progresses towards a clean energy future powered by offshore wind, BMT are ready to play our part, along with other Offshore Wind Farm project partners.”

James Lewis – BMT Specialized Ship Design sector lead for Offshore Energy

#### Ocean Energy Smart Grid Integration

The project commercialises the integration of ocean energy solutions to help reduce the dependence of diesel power generation in rural communities and increases the opportunity for use of renewable energy.

“We are excited to partner with Canada’s Ocean Supercluster and our teammates at Sustainable Marine to further the development of a smart electrical grid solution for remote communities using ocean energy generators. The Accelerated Ocean Solutions Program of the Ocean Supercluster is providing opportunity to advance a system that has the potential to transform energy distribution in remote coastal communities.”

Darcy Byrtus, President of BMT Defence & Security, Canada

### Biodiversity and Habitat Restoration

Our environmental scientists specialise in habitat restoration and conservation across a variety of offshore marine, coastal, rivers and wetland environments in both temperate and tropical climates.

#### Seagrass Restoration

In Australia, we have pioneered a novel method for seagrass transplantation which has now been implemented on several projects around the coast of south Western Australia.

“BMT’s seagrass restoration team has recently achieved a significant milestone with the successful completion of the offset programme, transplanting seagrass from development areas into historic loss areas in southern Western Australia. During this programme, the improvement in seagrass has significantly contributed to juvenile fish habitat, habitat for crabs and other invertebrates, and increased carbon storage over the long term. This research and programme that we’ve been working on for almost two decades is something I’m very proud of at BMT.”

Jonathan Anderson, Associate Principal Scientist



## Approach to sustainability

Helping our customers to embrace the principles of sustainability across everyday business procedures, to improve profitability, environmental impact, and social value.

### Sustainable Healthcare: Taking care of the Earth

We collaborated with Darling Downs Health - a provider of public and private healthcare services- to assist in the development of their organisation's sustainability strategy encompassing 26 healthcare facilities. The strategy focused on seven key areas: energy and water management, waste management, sustainable planning and infrastructure, climate change mitigation, adaptation, and resilience, enhanced wellness, sustainable procurement, and sustainability stewardship, education, and awareness.

Throughout the process, Darling Downs Health was able to recognise the interaction between improving sustainability in their healthcare facilities and services, and improved healthcare effectiveness, efficiency, and financial sustainability. By creating a positive social and environment impact, Darling Downs Health can improve health outcomes for their community, and in doing so, reduce pressure on their operations and services as a whole.

### Environmental Management Systems

We provide the UK Ministry of Defence (MOD) with robust Environmental Impact Assessments across the whole MOD project life cycle ( Concept, Assessment, Demonstration, Manufacture, In-Service and Disposal (CADMID)), from equipment to whole platforms. For a true, environmentally sustainable approach, it is vital to consider the environmental impacts and risks of the activities throughout all of these phases, and to mitigate these; resulting in the Best Practicable Environmental Option at all stages of the lifecycle.

As a member of the Aurora Partnership, we are a recognised leader in the provision of Subject Matter Expert (SME) support to the MOD in the development of Environmental Management Systems, which includes ensuring a sustainable approach is implemented in all activities undertaken within the varied structure of MOD, to assist in the realisation of the Sustainable MOD Strategy.



## Climate Change Vulnerability and Resilience

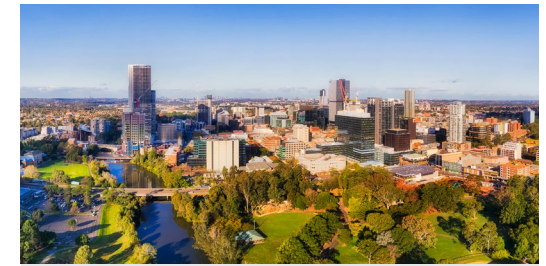
Building local resilience and adaptation pathways in response to climate change for government and business, to help them mitigate risks at an appropriate scale and to prepare them for new climate extremes.

### Inner City River Restoration

Working with London Borough of Enfield in the UK, we have been designing and securing funding for a multiphase project to mitigate flooding that will have an impact on 200+ properties in the borough. Constructing a Flood Alleviation Scheme along an urban reach (Turkey Brook) will enhance climate resilience in the area and when completed later this year, will create nearly 50,000 m<sup>3</sup> of offline flood storage area.

“This was an interesting project to have been able to have witnessed the construction on site. The flood alleviation scheme is transforming, what was, a relatively flat, neglected parkland into a diverse landscape, bringing with it enhanced fluvial flood protection and multirecreational use spaces the local community will be able to enjoy for years to come.”

Jack Brooks, Scientist at BMT



## Use of Natural Resources

We are helping our customers to analyse their water consumption habits to improve environmental sustainability and stewardship while mitigating water security risk. With careful targeting, efficient usage of water can achieve excellent return on investment.

### City Water Savings

“If we want to address water security in our cities, then we believe that one of the most important things that we can be doing is questioning our assumptions about how we use water. Not just in our home, but also in our commercial and industrial water systems, seeing if we can do much more with much less and get a return on investment as we do it.”

Adam Jones, Principal Engineer at BMT

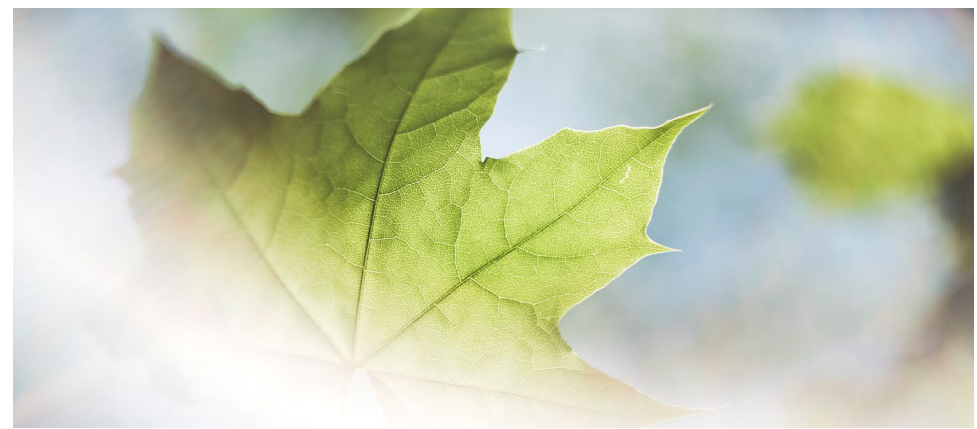
BMT led the water efficiency project for Sydney's Sustainable Destination Partnership (SDP) to find water savings and related insights in iconic accommodation and entertainment venues in the city's central business district.

“It was a pleasure to work with BMT for the SDP water efficiency study. The team carried out assessments for large and complex sites with ease and were extremely professional in their interactions with the various site managers. Their knowledge and expertise in the field of water efficiency is second to none.”

Ishita Singh, Sustainability Engagement Coordinator for Water at City of Sydney

# Responsible Business Practices

BMT's core values of Trust, Respect, Innovation, Passion and Collaboration ensure that we can meet our growth ambitions whilst adhering to professional standards and meeting regulations requirements.



## A responsible supply chain

Our Procurement function is considered a small, but nevertheless, significant aspect within our global sustainability strategy.

We aim to lead by example, drive best practice through our purchasing behaviours and develop commercial partnerships across industry.

### Supplier Code of Conduct

We are publishing a Supplier Code of Conduct, founded on the principles of sustainability and our ethos as a business. It will help ensure we can uphold the highest levels of integrity and ethical standards in every place in which we operate, whilst driving social, economic, and environmental improvements in our extended supply chain.

2021 Priorities



## Modern Slavery and Human Rights

We are aware of our responsibility to respect and uphold human rights everywhere we operate in the world through our policies and processes. This responsibility cascades down to our supply chain, and to our people.

For example, BMT is fully committed to tackling slavery and human trafficking wherever we can. We hold ourselves and our supply chain accountable and we fully comply with the provisions of the UK's Modern Slavery Act. Our annual modern slavery statement sets out the measures we take to prevent modern slavery and human trafficking occurring in our business and supply chains and can be accessed on our website.

## Anti-bribery and Corruption

We follow sound ethical business principles and proactively ensure that strong anti-bribery controls are in place. We adopt a zero-tolerance approach when confronted with unethical practices and work to prevent bribery and corrupt practices in all we do.

Our Global Ethics and Anti-Bribery Policy seeks to ensure that BMT staff do not become involved in corrupt or unethical practices and that third parties with whom we do business also act in an ethical manner. Appropriate business objectives associated with this policy are set, monitored regularly, and reviewed annually.



## BMT's Employee Code of Conduct

We are committed in all we do to conduct ourselves ethically and with integrity. Doing the right thing each and everyday for the benefit of our colleagues, suppliers, customers, business partners and others we work with is critical to our success. We are launching an Employee Code of Conduct to provide employees with guidance to make the right choices when called upon to do so. The Code of Conduct will be delivered in conjunction with an online training package.

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## Health and Safety

BMT's greatest strength comes from the total commitment of our people towards addressing the most complex and challenging issues of our clients. Whether that is done on a ship, or a port, in a workshop, at a facility or at a desk, that total commitment extends to being exemplars of good health and safety practice.

BMT believes that a proactive approach to health and safety is fundamental to the success of our business. This means that we are committed to understand and address health and safety matters inside our organisation. Just as importantly, it also means that we strive to work with our clients and supply chains to continuously and collectively improve health and safety performance; thus, enabling health and safety to be fully integrated in the way that we make decisions and conduct our business.



# Diversity and Inclusion

Building a diverse and inclusive culture at BMT is a key strategic priority. The benefits of a diverse workforce where people can be themselves and feel truly included, is critical to our culture, employee engagement and our approach to innovation. With this in mind we have built a Diversity and Inclusion strategy with four key pillars.

## Our Diversity and Inclusion Objectives 2021/22



### Have a Diverse Voice, being Inclusive by Nature

Strengthen how we bring people together and represent different voices across BMT, to consciously influence culture and practice, to be inclusive by nature.



### Improve Awareness & Understanding

Enhance our learning and communication practises, to increase awareness & understanding of D&I promoting an environment where we can all be our true selves at work.



### Strengthen our Diversity at all Levels, Across all Regions

Improve our evidence lead approach, using both internal and external data to guide our diversity agenda, initiating actions to strengthen equality of opportunity at all Levels, globally.



### Embed D&I Into Our Business

Formalise our ways of working to maximise success in delivering our D&I vision and objectives, by implementing facilitative infrastructure, and accountability measures.

## Empowering Women

At BMT the increased representation of women throughout our business, is a key strand of our global Diversity and Inclusion Strategy and has a positive impact across our organisation. BMT will continue to run our woman in leadership programme - BMT Consulting Women, to encourage women across our business to take valuable time out to consider and support their own career progression in a developmental and supportive environment.



We will be focused on enhancing the great work we already do in this area by implementing regional Diversity and Inclusion forums that will provide the infrastructure to support this strategy. We will use benchmarking data to drive and track progress as well as support education and awareness through learning and development and employee network groups such as BMT PRISM as detailed below. This is not just about numbers; it is about continuing to build a culture and mindset where being yourself and embracing differences is entirely welcomed. We are committed to enhance our business to delight our customers and build a forward looking company where we can all succeed.

## BMT's LGBTQ+ & Allies Network

Prism's purpose is to provide support, connection, and challenge for BMT and our colleagues, to be a critical friend to BMT in the awareness and promotion of LGBTQ+ issues, and to encourage BMT to demonstrate its values through its behaviours.



2021 Priorities

# Wellbeing

During the pandemic, it has been our collective responsibility to maintain as our highest priority the health and wellbeing of our employees, our families, and our communities. To support our employees on their journey BMT launched a wealth of materials, touch-points, and resources which encouraged our employees around the world to continue the dialogue around this important topic and promote wellbeing.



- Line managers and colleagues**
- Performance review conversations**
- Microsoft Teams messenger**
- Wellbeing Check-in functionality on the portal** NEW
- Global HR Community**
- Flexible working options**
- Wellbeing packs**
- Wellbeing Zone on Teams**
- Mental Health First Aiders**
- Employee Assistance Programmes**
- L&D - Remote learning, LinkedIn Learning**
- Wellbeing moments at meetings**

## STEM

Science, Technology, Engineering & Maths

Globally we have a team of 43 STEM ambassadors around the world, made up of scientists, engineers and consultants who are committed to supporting STEM initiatives and activities to inspire the next generation.

We are currently supporting 25 schools to help support engagement in STEM subjects and careers. By enabling young people to discover how core subjects apply to the real world to solve the complex problems of the future, STEM can inspire the next generation to broaden their horizons when considering future careers.

In response to the COVID-19 pandemic, BMT launched some STEM activities to help parents keep their children occupied and engaged in learning. The STEM challenges are tailored to different age groups, and there is something for everyone. STEM activities can be found on the website.



### Preserving the past to inspire the knowledge of the future

We've partnered with the SS Freshspring Trust and University of the West of England to create a virtual tour of the SS Freshspring - Once a Fresh-class water tank vessel of the Royal Fleet Auxiliary.

The project was initially led by the idea that people with limited mobility who were unable to physically tour the ship could have a virtual tour instead. Visits were then restricted to all visitors following the COVID-19 pandemic.

In terms of sustainability and STEM, in 2021 we are hoping to share the virtual tour with schools and clubs to promote the vessel's heritage and share how it needs protecting to inspire the future generation.

2021 Priorities



## Supporting Our Communities

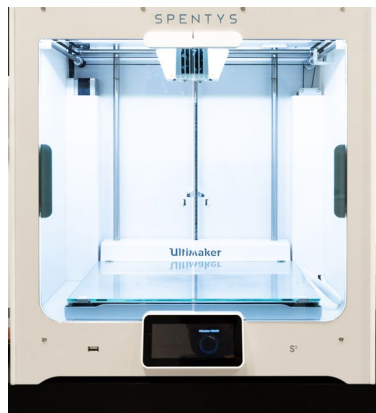
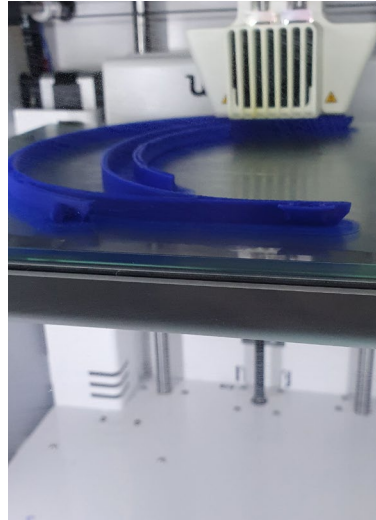
### 3D Printing Safety Equipment to Support the Fight Against COVID-19

As part of our ongoing support for the UK's National Health Service (NHS), we've been using 3D printed to help alleviate the shortage of safety equipment for front line workers. In addition to using our in-house printer and a printer purchased with staff donations, our employees also stepped up and used their own personally-owned printers at home.

We received the call for safety equipment directly from the NHS, and we are proud to have sent shipments of surgical ear masks and visors to local hospitals in Somerset where they are most in demand. The Surgical Mask Ear Guards are designed to prevent the rubbing and sores behind the ears that traditional surgical mask straps often cause.

“Putting our printers to good use and helping the NHS in these extraordinary times is the least we can do. It's really rewarding to hear that they're helping improve the comfort and safety of both patients and front line staff”

Nick Williams, Graduate Naval Engineer



### Picking Up Litter in Our Local Communities

Employees from our offices in the US, participated in the EcoAction Bluemont Park cleanup as part of Earth Day activities in Arlington, Virginia. It is an event we have been involved with for many years. The group were assigned the northern portion of the park, Bon Air Park's Rose Garden area. For the entire cleanup project, sixty-one (61) bags of litter and fourteen (14) bags of recyclables were collected.



BMT support StepUpToCleanUp for Australia's Business Clean Up Australia Day



BMT will be working with local businesses who upcycles old office furniture, and provides unwanted furniture to schools, charities, and Not for Profit organisations.





BMT applies engineering, science and technology to help customers design, manage, maintain and improve their assets. Founded on a century's heritage in the marine environment and with a worldwide network of offices, BMT is an independent organisation held in trust for its employees.

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