



Sustainability Strategy



Report Outline

PART 1	Introduction
PART 2	Message from our Leaders
PART 3	Our 3 Sustainability Pillars
PART 4	Measuring Progress
PART 5	Next Steps



THE GLOBAL GOALS



The 17 Sustainable Development Goals

The Sustainable Development Goals (SDGs), also known as Global Goals, are a set of 17 integrated and interrelated goals to end poverty, protect the planet and ensure that humanity enjoys peace and prosperity by 2030.

Sparta Systems are committed to contributing to the Global Goals; claiming accountability and responsibility to take the necessary actions; and measuring progress over time.

Introduction

At Sparta Systems, we are proud of the culture within the business that ensures people feel valued and listened to. This culture supports our sustainability aims through input and collaboration with our people - both environmental and social.

Honesty & Integrity are key values for the business. By being transparent on what we are doing, areas for improvement can be identified within the supply chain. People are our most important asset, so social sustainability is a key priority for us both inside the business and in the communities in which we operate. Repeat business with clients relies on quality output, which in turn makes our operations sustainable & resource efficient.





"Sustainability is a key part of our workplace culture - environmental and social."

***Mathew Bates,
Commercial Director***

Director's Vision for Sustainability

"We build for today, but we're responsible for tomorrow. By reducing our environmental impact, investing in our people & working with partners who share our values, we're proving that a construction SME can deliver quality projects whilst building a more sustainable future for our communities and our business."

Mathew Bates, Commercial Director

Our 3 Pillars



PEOPLE

Building a workforce and a supply chain for the future



PLANET

Improving our environment now and for future generations



PLACES

Making a positive difference in our local communities



People

Our people sit at the heart of our business and the success of our business depends on us these people both now and in the future through these pledges:



FAIRNESS, INCLUSION & RESPECT

We will work to ensure fair treatment of our whole workforce & within our supply chain

WELLBEING

We will work to create a culture where everyone feels valued & supported

EDUCATION

We will build a competent workforce that has the skills, knowledge, education and behaviours for now and in the future

People

Progress to Date

Sparta Systems has a culture which is people-centric, so employees feel valued. Although pay is only one element within that, we are proud to pay the Real Living Wage & be a signatory of the West Yorkshire Fair Work Charter.

Alongside this we have made a commitment to support the mental health & wellbeing of our people with our partners, Cavalier Health.

We continue to invest in training and development through apprenticeships & on-the-job training to ensure competence is high.



FIR

FIR Principles used to support business decisions:

- Real Living Wage Employer
- Preferred sub-contractor due to FIR



WELLBEING

Partnership with Cavalier Health to improve Health & Wellbeing

- Training & Coaching for wellbeing
- Direct access to 1:1 support as needed



APPRENTICESHIPS

A strong relationship with LCB allows us to develop the workforce for the future



Planet

We need to reduce both our contribution to climate change and to adapt to our changing climate, to protect the lives and livelihoods of people and communities through these pledges:



CARBON REDUCTION

We will work to minimise the carbon emissions within our operations to mitigate climate change

RECYCLING & WASTE

We will encourage resource efficiency within our operations to minimise waste utilising recycling initiatives wherever possible

QUALITY

We will focus on quality using a right first time approach



Planet

Progress to Date

Sparta Systems have been Gold members of the Supply Chain Sustainability School for many years, utilising their resources to educate the workforce in all areas of sustainability. Our carbon emissions are monitored using the carbon reporting tool, setting our baseline in 2025.



CARBON

Target to reduce our carbon emissions by 25% by 2030



GREEN CHOICES

Employees are encouraged to make green choices such as EVs



RESOURCE EFFICIENCY

Focus on quality and minimising waste using a right first time approach



Places

We are focused on social sustainability by having a positive impact in the communities we serve, which in turn generates wider value for society through these pledges:

COMMUNITY

We will work to leave a positive legacy in the communities we work in

SOCIAL IMPACT

We will make a positive social impact in the areas we work by supporting those most vulnerable and disadvantaged

EDUCATION

We will build a competent workforce that has the skills, knowledge, education and behaviours for now and in the future





Places

Progress to Date

sparta Systems work with a social enterprise, We are Footprint to get people from disadvantaged backgrounds into employment such as prison leavers, care leavers & veterans. As a social enterprise profits are reinvested to support the people they work with training, education and housing.

In addition to this, volunteering work is undertaken to support the communities within which we work such as St Gemma’s hospice, Leeds South & East Foodbank & Zarach bed charity. Community Projects are also important to us and allow us to use our skills to improve facilities within communities



VCSE SPEND

Social mobility for people from disadvantaged backgrounds using a VCSE



VOLUNTEERING

Supporting charities within our communities by giving something back



COMMUNITY PROJECTS

Utilise our skills to improve facilities within communities and educate others

Measuring Progress

KEY INDICATOR	ACTIVITY / PROJECT	DATA / OUTCOME
Carbon Calculator	Scope 1, 2 & 3 emissions to be captured for 2025 and used for baseline data and to identify key areas for improvement	<ul style="list-style-type: none"> • 2025 baseline data - 127.88 tCO2e per £1m revenue. <ul style="list-style-type: none"> ◦ Target for 2026 - 5% reduction ◦ Target for 2030 - 25% reduction ◦ Net Zero by 2035 for Scope 1 & 2
Social Value generated (excluding local & VCSE spend)	Using proxy values to quantify the total Social Value generated each year	<ul style="list-style-type: none"> • 2024 Social Value - 0.6% of turnover • 2025 Social Value - 2.0% of turnover • 2026 Target - at least 1.5% of turnover
Local & VCSE Spends	Record local spend and with VCSEs to ensure that we are reinvesting into the communities we work in	<ul style="list-style-type: none"> • 2024 Local Spend - 22.3% of turnover • 2025 Local Spend - 19.9% of turnover • 2026 Local Spend Target - 20% of turnover • Spending with VCSEs wherever possible

Next Steps

It is vital that we continue to focus on improving our sustainability to ensure that the business is able to continue to thrive in today's world and in the future.

We will minimise the impact we have on the climate and offset the impact we make using other measures.

REDUCE CARBON EMISSIONS

Using 2025 as our baseline, we will focus on driving down carbon emissions wherever possible working with our supply chain and clients

INCREASE SOCIAL VALUE

Following an increase in £ SV generated from 2024 to 2025, we will look to increase this further with a target of 2% of turnover by 2030.

OFFSET OUR CARBON FOOTPRINT

Alongside looking at ways in which we can reduce our carbon footprint, we will be looking at measures for offsetting our carbon emissions as we work towards a goal of Net Zero

SPARTA

SYSTEMS

We thank you for your continued support in our efforts to contribute to the SDGs.

Contact

Sparta Systems Ltd

Unit 1H Sapper Jordan Rossi Park

Baildon

BD17 7AX

www.spartasystems.co.uk

nmcdermott@spartasystems.co.uk

