BANKS Group
development with care



Creating green capital
Generating green energy



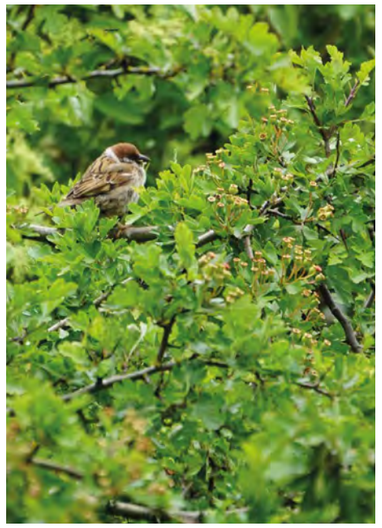




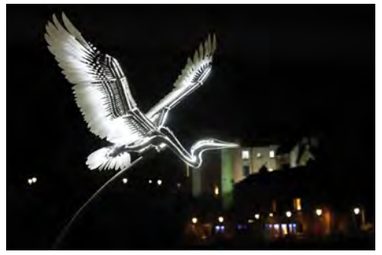












Foreword

How do we view corporate responsibility?

The Banks Group is a family owned, County Durham, based business employing over 300 people across the north of England and Scotland. We develop land for a variety of uses including surface coal mining, property and renewable energy.

Working with local communities is hugely important to us and central to our approach to business. This has required us to develop new practices and innovative solutions to meeting all reasonable expectations of the people directly affected by our work.

Our *development with care* approach remains at the heart of all that we do.

Building on our coal mining expertise, we have become established in land and property developments as well as generating renewable energy from the ten wind farms we currently operate.

This report highlights our key corporate responsibility (CR) highlights in 2018 - building on the CR achievements and reported on in the last few years.

As in previous years, this report is divided into four main sections, covering each of the strands of work that our CR group focuses on:

- **COMMUNITY** – how we support the wider community both for areas hosting our projects and nationally
- **ENVIRONMENT** – how we seek to leave positive environmental legacies from our projects
- **BUSINESS PARTNERS** – how we work fairly with our suppliers and promote local businesses
- **WORKPLACE** – how we keep safe, support and develop our people

For further information about the Banks Group please also visit our website: *www.banksgroup.co.uk*



HARRY BANKS OBE, DL
BANKS GROUP FOUNDER & CHAIRMAN
July 2019

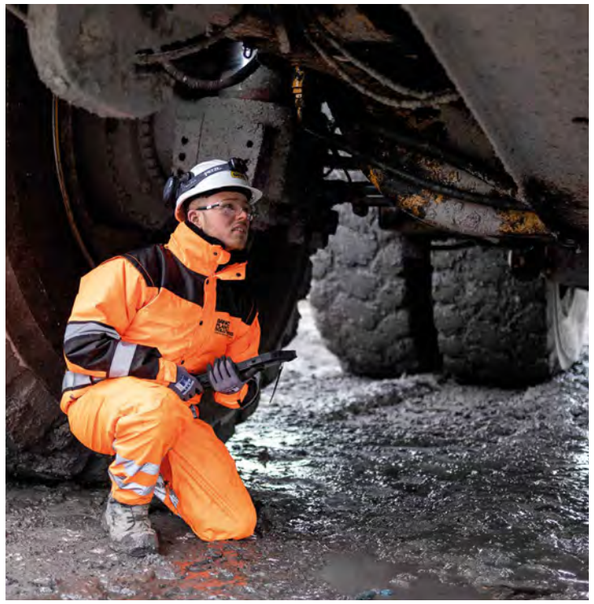












Objectives

Taking our corporate responsibility seriously

Corporate responsibility (CR) describes an organisation's commitment to good citizenship. It shows the organisation's ethics and values on issues such as the environment, business partners or suppliers, community programmes and employee welfare.

OUR CR KEY DELIVERABLES ARE:

- To produce specific, validated and measurable evidence of the group's delivery of its CR strategies
- To capture CR initiatives and promote internally and externally
- To promote health and wellbeing initiatives to staff across the organisation
- To select and promote our annual charity and to manage fundraising events
- To identify and prioritise actions and activities that will promote our CR Agenda and to make recommendations to the Group Board on the group's CR strategy and new initiatives
- To provide direction and guidance regarding CR to the Group Board



Community

Supporting the communities we work in

HIGHLIGHTS OF 2018

- Allocating over £250,000 of community grants through the Banks Community Fund
- Raising £14,500 for Bright Red - our chosen charity for 2018
- Supporting Macmillan Cancer Care's Big Coffee Morning
- Supporting the Royal British Legion's Poppy Day Appeal
- Supporting Save the Children's Christmas Jumper Day

PLANS FOR 2019 ARE TO:

- Promote the Banks Community Fund to provide support to community groups, voluntary organisations and environmental projects which are located within close proximity of a current or proposed Banks Group development; with a target of allocating over £250,000 worth of grants over the course of the year
- Support Samaritans Durham and Northumberland as our annual employees' charity with a fundraising target of £5,000
- Identify relevant educational establishments in the vicinity of our projects to encourage site visits, educational trips and training opportunities

Community benefit grants

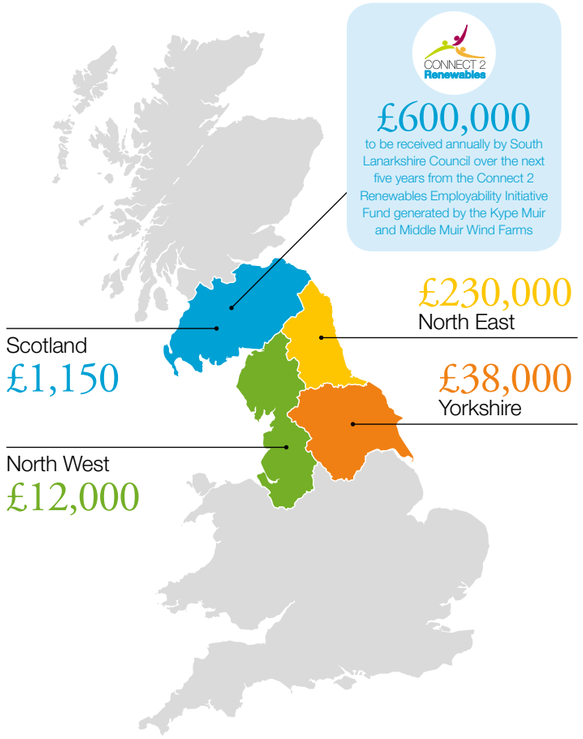
The County Durham Community Foundation (CDCF) helps the Banks Group administer all of its various funds. Between January and December 2018, over £250,000 of community grants were allocated to community groups and projects in various regions.

"I am delighted to report that in 2018 the Banks Community Fund gave out grants, worth over £250,000, from the various funds, to community, voluntary and environmental projects that are charitable, educational, philanthropic or benevolent in purpose and that are located near Banks' projects and provide real and lasting benefit to the local community."



MICHELLE COOPER
CHIEF EXECUTIVE,
COUNTY DURHAM COMMUNITY FOUNDATION

2018 COMMUNITY GRANT ALLOCATION BY REGION





Stillington Youth Club





Friends of Benton Quarry Park

Community fund case studies

Pannal Ash footballers' dream home set to become a reality

A Harrogate community football club's dream of having a permanent home of its own is set to become reality after it reached its £99,000 project fundraising target.



After playing their matches at a wide range of grounds around the area for several decades, Pannal Ash Junior Football Club obtained a 30 year lease from Harrogate Borough Council on a piece of land at Almsford that had been left in trust to the town by ICI.

The club, which has more than 330 registered players aged between four and 16 years old, carried out an initial fundraising campaign to bring in the money required to first develop a usable pitch on the site before turning its attention towards building permanent changing facilities. Two community events were held as part of the fundraising campaign, including a fun day that attracted over 1,500 people, and practical and financial support has been provided by a wide range of local residents, businesses and other organisations. A £4,922 grant from the Banks Community Fund took the club past its fundraising target and work is now well under way on the new pavilion, with a celebration event being planned for when it opens in the autumn.

The pavilion will be available for use by the wider community, including organisations such as local residents' groups, the local allotment society and any other groups that need a good quality meeting room.



Collierley Primary School enhances outside learning environment thanks to materials donation

Children at a County Durham primary school are making even more of the outdoors thanks to an equipment donation.

We gave Collierley Primary School in Dipton a number of new, surplus items from our nearby Bradley Surface Mine for use in its exciting outdoor play area, including extra-wide corrugated pipes that are being used as tunnels or slides or can be utilised however the children see fit. The new resources have been added to a growing woodland and garden space at the school, which has seen new play resources including a digging area, mud kitchen, road, scooters and rollover bars put in place over the last year.

Two of the tunnels have been put in the ground by the school and covered over with a mound of earth to make them secure for the children to crawl through. Collierley Primary School holds an accreditation from the Outdoor Play and Learning (OPaL) Primary Programme for its commitment to providing high quality outdoor facilities for its 164 children, who range from nursery to Year Six pupils.

Successful appeal for sightscreens

Haughton Cricket Club has been undertaking a long-term ground improvement project aimed at upgrading the facilities it can offer players and visitors.



After approaching the Banks Group for support, a £2,728 grant has been provided to pay for sightscreens, which are now in place. The funding is one of the first grants to be 'given out' from the community benefits fund linked to Banks Renewables' Moor House Wind Farm, which sits adjacent to the Haughton ground.

The fund, which went live when the six-turbine wind farm began generating clean green electricity at the beginning of the year, will provide more than £750,000 of community funding over 25 years, and Banks Renewables is now actively looking for more applications to it from local groups and good causes

Founded in 1876, Haughton Cricket Club is believed to be the oldest active club in the area and its two teams are currently top of the Darlington & District League's A and B divisions. It has around 30 playing members aged between 13 and 50 years old who are drawn from the surrounding area, and has won the league title twice in recent years, as well as a number of cup competitions.



Grant throws light on Preston Patrick Memorial Hall

A busy South Lakeland village hall is warmer, quieter and more secure after a four-figure grant from the Banks Community Fund paid for nine new windows to be installed.

The management committee at Preston Patrick Memorial Hall near Crooklands has been undertaking a major programme of refurbishments at the 90 year-old building in order to bring it fully up to scratch and ensure it is fit for use by local people for their various events and activities.

The latest phase of the project saw nine rotten, leaking windows which are thought to have been in place since the building first opened swapped for double-glazed replacements which meet modern day safety standards and which will make the building both warmer and safer.

A £3,000 grant from the Banks Community Fund linked to its nearby Armistead Wind Farm has enabled the Hall committee to commission local firm Mark Nellist Ltd to do the work required.

It's the fourth time that funding from Banks has been given to the Memorial Hall, with a £12,000 grant given in 2012 to help with the re-roofing and insulation of the building. A further £1,700 grant in 2014 enabling the committee to have new sets of custom-made, fireproofed curtains fitted, while a £2,500 donation in the same year allowed new doors to be fitted.

Community fund case studies



New ring helping Druridge Bay Boxers keep punching above their weight

A popular community boxing club in rural Northumberland is punching above its weight after winning funding for a new ring.

Druridge Bay Community Boxing Club was re-established four years ago by coach Peter Kirkwood, and now has around 60 members aged between seven and 60 years old from around the Druridge and Hadston area, with most of them being in their late teens.

The Club's success convinced Northumberland County Council and Active Northumberland to build an extension to the Hadston Community Centre in which it is based in order to provide dedicated training facilities for its members to use.

As part of making the move into its new home, the Club had been looking for funding for a new boxing ring to replace its existing one, which had been cut down to fit into the Community Centre and would no longer be fit for purpose.

A £5,000 donation made from the Banks Community Fund has enabled the club to bring in the new ring it was looking for, which it is hoped will help to attract even more local people into its new gym, as well as giving boxers vital experience of what they'll be facing in their fights.

Druridge Bay Community Boxing Club attracts up to 30 people to each of its twice-weekly training sessions, with costs kept as low as possible to enable the maximum number of people to take part.

Despite being far smaller than most of its peers across the region, it has produced a North East champion, and also numbers several female boxers within its ranks.

Penny Hill Wind Farm community benefits fund powers past £100,000 grants landmark

The total amount of grants given to local groups and good causes in the communities around a South Yorkshire wind farm from the benefits fund linked to it has powered past the £100,000 mark.

Banks Renewables set up the community fund as part of its development of the Penny Hill Wind Farm, which sits to the south east of Rotherham and west of the junction of the M1 and M18, to help make a positive, long-term difference to the quality and range of community facilities available to people living in the area.

The fund will provide over £500,000 of funding over the 25-year lifespan of the wind farm, which equates to more than £20,000 every year, and is ring-fenced to support community projects within the parishes of Aston, Thurcroft, Treeton, Ulley and Whiston.



£10K grant for vital mental health support charity



The Banks Group gave a £10,000 grant from its community fund to the Samaritans to support essential renovations to its Hamilton branch.

The Banks Group has given funding for the Hamilton Branch of the Samaritans from the Banks Community Fund, allowing the charity to carry out the necessary improvements to maintain a safe setting for its hundreds of volunteers.

The charity service provides support to anyone struggling to cope in the form of a listening ear and operates 24 hours a day, 365 days a year; taking 5.6 million calls, texts and emails each year from people who would like help.

Matthew Lock, head of corporate partnerships at the Samaritans, said: "This donation will enable us to make essential renovations to our branch which will create a safe place for our volunteers to work and help people in need.



SUPPORTING LOCAL CAUSES:

Grimethorpe Colliery Band play charity concert in Durham Cathedral

Janet Price (left) and Jennie Doig (right) of the NECCR with Hugh Stephenson (front) from Brass In Concert and Mark Dowdall (back) from the Banks Group

One of the world's best-known brass bands made its debut in an iconic North East venue to raise money for a regional children's cancer charity.

The Grimethorpe Colliery Band played at Durham Cathedral on Saturday 14 April to raise money for the North of England Children's Cancer Research Fund (NECCR). The main sponsor for the concert was The Banks Group.

The concert was organised by Brass In Concert as a special extension of their annual two-day festival which sees bands from across the UK and overseas coming to the region to compete against each other every November, as well as a gala concert, a youth entertainment championship and a youth and education programme.

Formed in 1917, the Grimethorpe Colliery Band has been Brass In Concert champions a record 16 times. It has performed at a huge range events, including the FIFA World Cup, the BAFTA Awards, the BBC Proms, Eurovision and the London 2012 Olympic Games Opening Ceremony. The band also won a BAFTA nomination for its contributions to the film Brassed Off, for which its South Yorkshire community was the focal point.

Based at the Sir James Spence Institute for Child Health at the RVI in Newcastle, the NECCR has raised more than £30m since being set up in 1979 which has helped fund research that has established the North East as one of the world leaders in the research of childhood cancer.

"The directors and trustees of Brass in Concert are delighted to be presenting the Grimethorpe Colliery Band in this charity concert in Durham Cathedral. We are grateful to the Dean and Chapter of the Cathedral, as well as to our sponsors the Banks Group for their support."

JOHN WOODS
CHAIRMAN, BRASS IN CONCERT

"We really appreciate the support of Brass in Concert, the Grimethorpe Colliery Band and the Banks Group in raising vital funds for the NECCR. Every penny is integral in helping to improve the lives of children and young people. Treatment is much more advanced than it was 20 years ago and we need to keep going in this direction to hopefully find a cure once and for all."

CHRIS PEACOCK
CHAIRMAN, NECCR

Continuing with our policy of supporting regional awards in 2018 the Banks Group supported the following:



Chronicle Champion Awards 2018



North East Charity Awards 2018

GREEN CHAMPION OF THE YEAR AWARD
Chronicle Champions
Supported since 2014

VOLUNTEER OF THE YEAR AWARD
North East Charity Awards
Supported since 2014

MAYOR'S BALL
Darlington
Supported since 2017

GOLD SPONSOR
Durham Environment Awards 2018
Supported since 2013

CORPORATE PARTNER
Durham Book Festival
Supported since 2013

MAIN EVENT SPONSOR
LOVE Northumberland Awards
Supported since 2011

CORPORATE PARTNER
Durham Cathedral
Supported since 2010

BEST GREEN BUSINESS AWARD
Northumberland Business Awards
Supported since 2011

Raising funds for good causes

Throughout 2018 we supported a number of national charity fundraising campaigns including Children in Need, Royal British Legion Poppy Appeal, Macmillan Coffee Morning and Save the Children Christmas Jumper Day.

Christmas Jumper Day









Macmillan Coffee Morning

Bright Red

STAFF NOMINATED CHARITY 2018

David Wilson and some of the Banks Group fundraisers presenting a cheque for £14,500 to Lisa Saxton from Bright Red



Charity Golf Day





World Cup Predictor



Winter Walk at Hamsterly Forest



Tour de Yorkshire Sportive



Durham City Run 10K

Bright Red is a local North East charity established to improve the lives and treatment of people in the north who are dealing with blood cancer. Through patient care, research and education they are striving to beat illnesses such as leukaemia, lymphoma, myeloma, myelodysplasia and myeloproliferative diseases.

The charity was nominated by David Wilson, a member of Banks' ICT team who was diagnosed with multiple myelomas in 2014. He was subsequently treated at the Freeman Hospital in Newcastle, where Bright Red is headquartered, and after receiving two successful bone marrow transplants in 2015, he is now in clinical remission.

Banks employees organised a number of events and raised **£14,500 for Bright Red**. The range of, and enthusiasm for, the events are a testament to the commitment of the Banks team in raising money for our chosen charity.

FUNDRAISING EVENTS INCLUDED:

- National Three Peak Challenge
- Tour de Yorkshire Sportive
- Monthly dress down Friday
- Northumberland Plate Race Day
- Homemade jam sale
- Valentine cake sale
- Winter Walk Hamsterley
- Hot pork sandwiches
- Easter Raffle
- Grand National sweepstake
- Sausage sandwiches sales
- World Cup sweepstake
- World Cup predictor game
- League Football predictions
- Durham City Run 10K
- Charity Golf Day
- Home grown vegetables sale
- Halloween raffle
- Company celebration event
- Christmas raffle
- Christmas card salary donation
- Book box – sale of donated second hand books
- Tuck shops

Conquering the National Three Peaks Challenge

Staff from the Banks Group overcame freezing fog, torrential rain and gale-force winds to raise funds for Bright Red.



The Three Peaks team setting off on their challenge

In September 2018, a 14-strong team completed the National Three Peaks Challenge, which involved climbing the highest mountains in Scotland, England and Wales in turn.

The team began the 24 hour challenge by scaling the 1,345m peak of Ben Nevis in the Scottish Highlands before driving 260 miles down to Scafell Pike in the Lake District.

After completing the second climb, a further 210 miles on the road took the team to its final destination, Mount Snowdon in North Wales.

Together the team covered a walking distance of 23 miles (37km), a vertical ascent of 3,064m (10,052ft) and a driving distance of 470 miles. And at the end of the challenge, the team's efforts had raised £6,500 in online sponsorship for Bright Red.



ACKNOWLEDGEMENT OF SUPPORT

The companies below kindly helped with our fundraising efforts in 2018. They gave donations, offered us goods and services for free or at huge discounts or simply gave us their time and encouragement. All were very much appreciated.

Thank you!

- Advance Radiators
- As You Like It restaurant, Newcastle
- Bridgestone
- Cab Glass
- Caterpillar
- Contact Sales
- Diggerland, Durham
- Durham County Cricket Club
- Fratelli's Restaurant, Ponteland
- Fuchs lubricants
- Harry's Bar & Restaurant, Newcastle
- Heighley Gate Garden Centre
- Wyevale, Morpeth
- KEP Services
- Komatsu
- Magic Weekend Rugby League
- Newcastle United Golf Club
- Pirtek Tyne & Wear
- Ramside Hall, Durham
- Sunderland AFC
- Sunderland Greyhounds
- The Station Inn, Hexham
- Trainbase Ltd, Bedlington
- Volvo

Environment

Creating positive legacies

HIGHLIGHTS OF 2018

- Increasing biodiversity on our surface mines – including key species of mammals, birds and wildflower
- Investing over £650,000 in a new fleet of regionally-sourced HGVs that will help to further reduce vehicle emissions levels
- Establishing a Resource Efficiency (RE) team with the role of promoting, coordinating and measuring the resource efficiency initiatives undertaken across all of our businesses and all of our premises
- Completing of restoration works to make the abandoned Spireslack Surface Mine safe and more in keeping with the surrounding landscape

PLANS FOR 2019 ARE TO:

- Roll out and embed RE team
- Invest in new plant and machinery to reduce our operational emissions including trialling electric HGVs when they become available
- Improve at least 500 acres of sustainable habitat for local wildlife



Creating natural capital and improving the 'green gym'

Hedleyhope Nature Reserve and West Durham Wind Farm near Tow Low, projects developed by the Banks Group

Natural capital is an economic approach to valuing nature.

It focusses on the value that natural resources (such as plants, animals, air, water, soils, minerals) provide to society through the goods and services (flows) of ecosystems.

The green gym is the concept that the countryside should be accessible and beautiful for people to enjoy healthy leisure activities like running, walking and cycling – to help maintain both mental and physical health.

Over our 40 year history we have included numerous features across our projects to help deliver natural capital and promote the green gym concept as part of our *development with care* approach.

Wildflower planting



New public footpaths integrated at Sheraton Park





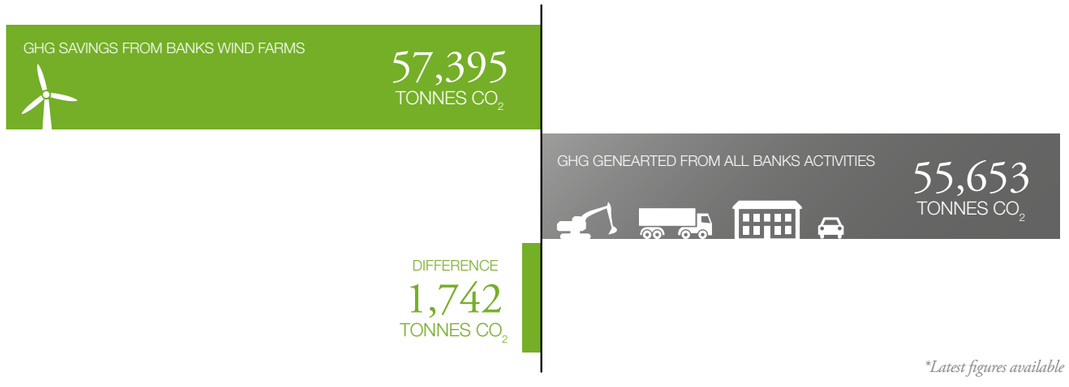
Fishing at Horton Grange ponds (restored surface mine)



Sustainable drainage at Mount Oswald

Our green house gas emissions overall saving

The annual green house gas (GHG) emissions saving from Banks Renewables' wind farms compared to the green house gas emissions generated from all Banks Group activities. (2017*)



*Latest figures available

The environmental case for mining coal in the UK

The coal we need can be sourced from here in the UK or it can be sourced from abroad. In 2018, UK coal demand was over 11 million tonnes. Imports are being used to meet this demand with nearly 80% of the coal we use being imported - with most coming from Russia and the USA. The UK can therefore produce it's own coal to high environmental and safety standards creating jobs, value and natural capital in our local communities or import coal thousands of miles - at an increased carbon cost - from less regulated mines overseas.

The associated greenhouse gas emissions generated by the transportation of these imports, from Russia to UK customers, are between four and five times higher than transporting coal mined in the UK. Increasing imports of coal simply 'off-shores' the UK's environmental responsibilities without the significant local economic and employment opportunities and environmental enhancements that indigenous coal production deliver. Coal is a key raw material to important sectors such as steel and cement production and to sectors that need cost effective, easy to handle and high energy fuel sources such as domestic heating, food production, and heritage railways. It provides materials needed to build our future hospitals, schools and homes.

Though we need to reduce our reliance on coal, the need for it will continue into the foreseeable future and without a secure domestic resource these sectors and businesses will need to look abroad to source this essential mineral. By using our own coal reserves, additional CO_2 created through the transportation of imported coal can be avoided.

Surface coal mining in the UK creates significant economic benefits as it provides skilled, well paid, jobs in areas where job opportunities are scarce. It supports an extensive supply chain and also creates positive community and environmental benefits through high quality natural capital as a result of innovative restoration as well as improved public access.

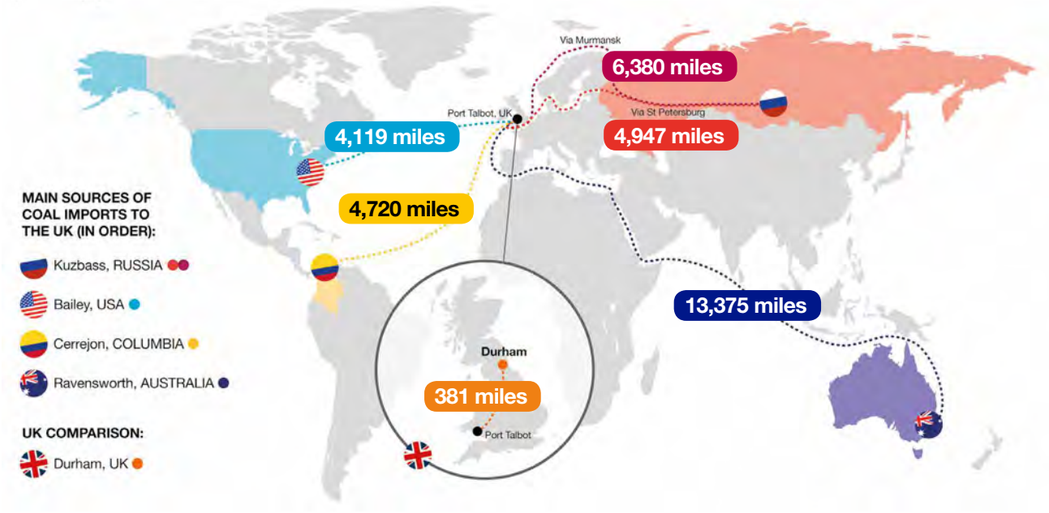
Therefore surface mining in the UK is part of the most sustainable way of meeting the UK industrial sector's continuing need for coal.

It makes environmental, economic and social sense to produce the coal that the UK continues to need, here in the UK.

WHERE DOES THE UK'S 12M TONNES OF COAL COME FROM?

SOURCE: DUKES Report Annual Data - March 2018 & Energy Trends - March 2019
*Total UK supply in 2016 was 18,219,000 tonnes, of which 443,000 tonnes was exported.
**Total UK supply in 2017 was 14,698,000 tonnes, of which 495,000 tonnes was exported.
***Total UK supply in 2018 was 12,482,000 tonnes, of which 634,000 toones was exported.

HOW FAR DOES THE UK'S IMPORTED COAL TRAVEL?

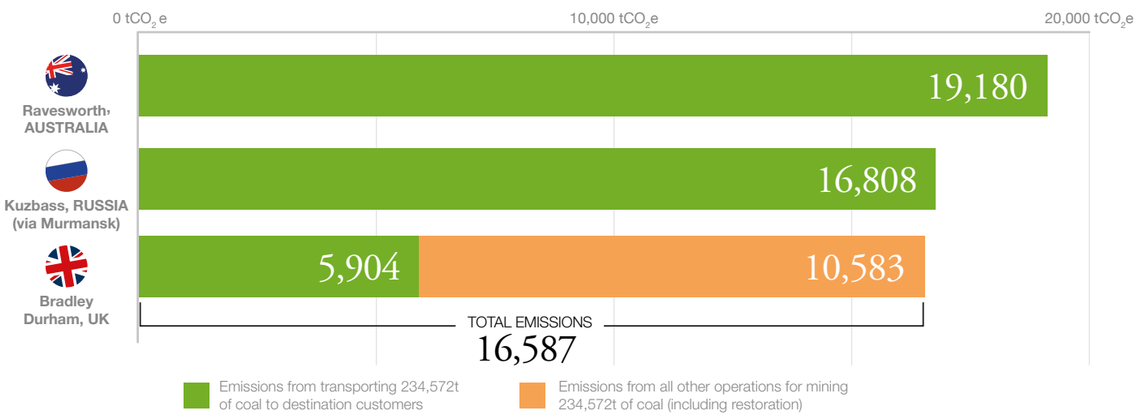


WHAT DO WE USE COAL FOR IN THE UK?

- BREWERIES
- BRICK MANUFACTURING
- CEMENT MANUFACTURING
- CROP AND GRASS DRYING
- DOMESTIC HEATING AND BRIQUETTES
- ELECTRICITY GENERATION
- HERITAGE RAILWAYS
- HORTICULTURE
- INDUSTRIAL GREENHOUSE HEATING
- PAPER MILLS
- STEEL MANUFACTURING
- SUGAR PRODUCTION

MINING COAL IN THE UK REDUCES THE UK'S CARBON FOOTPRINT

The remaining coal (234,572 tonnes) from Bradley Surface Mine can be mined, transported and the site restored for less greenhouse gas emissions than just the transportation alone of 234,572 tonnes of coal from Russia or Australia.



Biodiversity on our surface mines

Otters make use of ditches and rough grassland

Otter photographed with a remote camera using a drainage ditch on the Brenkley Lane site





Stock image of otter

Otters have been recorded on both the Shotton and Brenkley sites, with them making use of the perimeter ditching and rough grassland around the edge of the sites. There is a breeding population of otters on the River Blyth just to the north of Shotton and they will move long distances across the land between lakes and watercourses within their territory.

The progressive restoration at the Brenkley Lane site has put back a section of watercourse with a re-designed wider and more open channel, with adjacent small ponds that provide good habitat for the otters (otter prints being frequently recorded). The existing culvert that this burn goes through under the Berwick Hill Road was shortened to make it more accessible to otters, rather than them having to cross the busy road.

Otters are carnivorous mammals in the subfamily Lutrinae. They are semiaquatic with diets based on fish and invertebrates. Otters have long, slim bodies and relatively short limbs. Their most striking anatomical features are the powerful webbed feet used to swim, and their seal-like abilities holding their breath underwater. Most have sharp claws on their feet and all except the sea otter have long, muscular tails. The otter species range in adult size from 0.6 to 1.8m (2.0 to 5.9ft) in length and 1 to 45kg (2.2 to 99.2lb) in weight. They have very soft, insulated underfur, which is protected by an outer layer of long guard hairs. This traps a layer of air which keeps them dry, warm, and somewhat buoyant under water.

Most species hunt for three to five hours each day and nursing mothers up to eight hours each day. For most otters, fish is the staple of their diet. This is often supplemented by frogs, crayfish and crabs. Some otters are experts at opening shellfish, and others will feed on available small mammals or birds. Otters are active hunters, chasing prey in the water or searching the beds of rivers, lakes or the seas. Prey-dependence leaves otters very vulnerable to prey depletion.

Most species live beside water, but river otters usually enter it only to hunt or travel, otherwise spending much of their time on land to prevent their fur becoming waterlogged. Otters are playful animals and appear to engage in various behaviours for sheer enjoyment, such as making waterslides and then sliding on them into the water. They may also find and play with small stones. Different species vary in their social structure, with some being largely solitary, while others live in groups – in a few species these groups may be fairly large.

Barn owls thriving at Brenkley Lane

Stock image of barn owl



Barn owls have lived and hunted and thrived near our Brenkley Lane Surface mine throughout the entire life of the site. Our operatives have often seen this majestic bird hunting for food around the edges of the site and in the site itself during the day and at dusk.

The secret to the success of the owls at the sites is the management of the soil storage mounds, in particular the topsoil mounds. These support large populations of voles, which are the main prey species for the owls. The mixture of hedgerows, rough grassland and soil mounds around the perimeter of the sites is very beneficial to the barn owls.

The barn owl (*Tyto alba*) has a considerable variation between the sizes and colour of the 28 subspecies. The plumage on head and back is a mottled shade of grey or brown, the underparts vary from white to brown and are sometimes speckled with dark markings. The face is characteristically heart-shaped and is white in most subspecies.

This owl does not hoot, but utters an eerie, drawn-out shriek. The barn owl is mainly nocturnal, but in Britain and some Pacific islands, it also hunts by day. Barn owls specialise in hunting animals on the ground and nearly all of their food consists of small mammals which they locate by sound, their hearing being very acute. When large numbers of small prey are readily available, barn owl populations can expand rapidly.

Wild barn owls are given the highest level of legal protection possible under the 1981 Wildlife and Countryside Act.



Barn Owl on the edge of the Brenkley Lane site

NATURE BENEFITS FROM MINING OPERATIONS AND RESTORATION



Surface mining creates new habitats and biodiversity at a scale few other industries can. We operate biodiversity action plans (BAPs) on our sites, which create and manage habitats for wildlife through working and aftercare. At the Shotton and Brenkley Lane sites, our surveys indicate that we have improved the local endangered species populations.

WILDLIFE SURVEYS FROM SHOTTON SURFACE MINE

	SKYLARK (PAIRS)	LAPWINGS (PAIRS)	BROWN HARE	BAT (SPECIES)
Pre - working (2008)	11	6	*None Recorded*	2
Site operational (2015)	30	13	10	7

Major investment in low emission HGVs

Banks Transport has invested over £650,000 in a new fleet of regionally-sourced HGVs that will help to further reduce its vehicle emissions levels.

Six new Volvo FM trucks that conform with the latest Euro 6 legislation, which demand a 80% reduction in Nitrogen Oxide emissions on the preceding Euro 5 regulations, as well as a 50% drop in particulate emissions and a 72% reduction in Hydrocarbon emissions were sourced through Volvo's Truck & Bus Centres in Blyth and Washington, in line with our policy of investing in the local supply chain wherever possible.

They are also equipped with the latest Driver Assist safety technology, which monitors the situation on the road ahead of the HGV and provides auto-braking support if any potential dangers are detected. A full repair and maintenance agreement with the Volvo Blyth depot also forms part of the Banks investment.

The trucks are now being used to transport coal from our surface mines across the North East.

L-R: Steve Hanlon and Debbie McWilliam from Banks Transport with Adam Burth from Volvo Truck & Bus Centre in Blyth





L-R: Jim Donnelly (Banks Mining), David McDowall (East Ayrshire Council), Robin Caldow (Mines Restoration Limited) an Iain Richie (Banks Mining) at the restored sites

Restoring faith in the mining industry

Following the excavation and re-profiling of more than six million tonnes of rock and soil, Ponesk and Spireslack surface mines near Muirkirk, in East Ayrshire, have been transformed five years after they were left abandoned when operator, Scottish Coal, went into administration in 2013.

A 15-strong, predominantly local, highly skilled and experienced team worked to make the vital landform, visual and safety improvements required. Having restored over 111 surface mines, Banks Mining were able to safely and efficiently restore the two derelict surface mines. The team quickly established a strong relationship with the local community - a priority for every Banks Mining project – by maintaining an open channel of communication with local residents.

Work involved reshaping the overburden mounds on the sites to remove steep sided slopes and create a safer landform. In just over two years, the team transformed these abandoned surface mines into areas which sit in sympathy with the surrounding landscape - safely accessible to the public via a newly created network of footpaths and tracks. The abandoned void at Spireslack contains unique geological features of international importance which have been retained, allowing for future development of the site as a Geopark.

It was quickly established that there was little soil available at both sites, meaning the team had to be creative to ensure that the little soil that was available was put to best use in order to maximise the area which could be covered. Banks Mining also worked closely with Scottish Mines Restoration Trust to import compost to boost the available soils resource.

> "We worked in partnership with Banks Mining on the Ponesk and Spireslack sites and we're satisfied that the restoration work has been completed to a very high standard. The works have brought the sites back into community use."
>
> **PROFESSOR RUSSEL GRIGGS OBE**
> CHAIRMAN, SMRT

During the mining operations at Ponesk, groundwater levels were managed by pumps. However, after the cessation of mining 2013, groundwater levels rose, flooding on to the adjacent A70 road and freezing in winter. To address this issue, the Banks Mining restoration team created a new drainage channel to intercept the groundwater and divert it into the adjacent Ponesk Burn – preventing flooding on the road.

The restorations were undertaken with such care that the natural environment was unaffected and a variety of wildlife – including peregrine falcons, herds of deer, foxes, brown hares, and a whole variety of bird life including curlews and lapwings – were, and are, often seen across the sites.

Local workers were trained and employed to undertake the work, aligning with the 'Connect to Banks Mining Charter', which provides a framework for the training of staff. At Ponesk and Spireslack all staff were trained to Banks' high standards of safety and operational responsibility - gaining an SVQ level two in plant operation in the process.

The highly skilled team were able to take the abandoned surface mines and transform them into what we see today – an attractive landscape in keeping with the surrounding Muirkik/Glenbuck valley.

Local residents are in similar agreement, describing the sites as unrecognisable from their previous state and thanking Banks Mining for helping to restore a piece of lost scenery.

Red squirrels protected south of property site



Stock image of red squirrel



Hazlerigg masterplan

In May 2018, Michael Shuttleworth, Banks Property Managing Director, announced that our land at Hazlerigg (on the west side of Newcastle) had been sold to home builders Bellway and Miller Homes.

This is a significant sale of land in a prime residential area which will allow Miller and Bellway to construct 455 new homes in an area of great demand. This sales represents a terrific effort from the team – including securing land, achieving an allocation for residential development in the Newcastle City Council Local Plan, achieving removal from greenbelt which subsequently lead to the granting of planning permission for residential development.

The team has overcome significant technical issues including removal of objections from Newcastle Airport on noise grounds and from Highways England relating to increased traffic flows on the A1 as a result of the new houses being built.

As part of the planning permission process Banks Property agreed with Newcastle City Council to contribute nearly £4.5m towards local primary schools, local health centres, roads, parks and to protect red squirrels on the Havannah Nature Reserve which lies across Coach Lane – the road to the south of the site.

RED SQUIRRELS – A PROTECTED SPECIES

The red squirrel or Eurasian red squirrel (Sciurus vulgaris) is a species of tree squirrel in the genus Sciurus common throughout Eurasia. The red squirrel is an arboreal, omnivorous rodent. In Great Britain, Italy and Ireland, numbers have decreased drastically in recent decades. This decline is largely associated with the introduction of the eastern grey squirrel (Sciurus carolinensis) from North America by humans.

As a result the red squirrel is protected in most of Europe, as it is listed in Appendix III of the Berne Convention on the Conservation of European Wildlife and Natural Habitats. Protection initiatives in southern Scotland and the north of England also rely upon grey squirrel control as the cornerstone of red squirrel conservation strategy. But this red squirrel protection strategy also relies upon "safe havens" like the Havannah Nature Reserve being preserved and monitored for grey squirrel infiltration to provide the red squirrels with suitable and safe habitats. The s106 monies allocated to Havannah Nature Reserve will help towards providing such a safe haven close to Hazlerigg.



The holly bushes in their original location



Cut back prepared for translocation



Removing the bushes from their location



Holly trees translocated and showing new growth

Holly trees safely translocated

At our Bradley Surface Mines a line of 15 holly tress near to where the old Billingside Farm used to be, were selected for translocation to an area of the site to be managed for conservation purposes and will be supplemented by new hedgerow planting in due course.

Holly is an evergreen tree or shrub found in shady areas of forests of oak and in beech hedges. Across Western Europe Holly is commonly used in decorations, often in wreaths, at Christmas time. These hollies were unusual as they had been planted to provide winter fodder for cattle around 200 years ago and the plants were cut back (coppiced) in rotation to provide an important winter food for the animals. You may think no animal would eat the spikey holly leaves but the leaves on the coppiced stems grow with very few spines.

The history of the plants having been cut back made them very suitable for the process of moving the plants. This latest example of translocation follows previous work by Banks to translocate mature hedgerows and trees on sites including Doe Hill, Derbyshire, and Brenkley Lane, and demonstrates our enviable expertise undertaking this operation successfully in a range of locations and environments.



John Ruddick (left) and Laura Emmerson (right) of Banks Group with Jen Searle, travel plan coordinator

Sustainable travel options extended at Mount Oswald

The S1 Scarlet Band bus service is now running from Mount Oswald, along New Elvet, Claypath and Sherburn Road before reaching its destination at Gilesgate Tesco and then making the return journey. The cost of the extended service, has been funded by the Banks Group as part of its Mount Oswald development.



Office Paper Recycling

We are mindful of the impact that the paper our organisation generates has on the environment so all our confidential office paperwork is shredded on site and recycled. During 2018 we saved around 33 trees which equates to around three tonnes of paper.

Business partners

Building local and long lasting relationships

HIGHLIGHTS OF 2018

- BANKS MINING: Sold almost one million tonnes of high quality coal to our customers. Around 55% of this was supplied to the UK steel, cement, food, domestic heating, heritage railway and specialist exports markets. The remaining 45% was used in UK power stations - enough to power over 250,000 homes for a year.
- BANKS PROPERTY: Sold four sites for much needed homes in 2018. There will be 622 homes built on these four sites in total
- BANKS RENEWABLES: Generated and supplied 200 GWh in 2018 to the national grid from our current ten operational wind farms in Scotland and the North of England
- BANKS GROUP: Updated and re-published our Human Rights policy

PLANS FOR 2019 ARE TO:

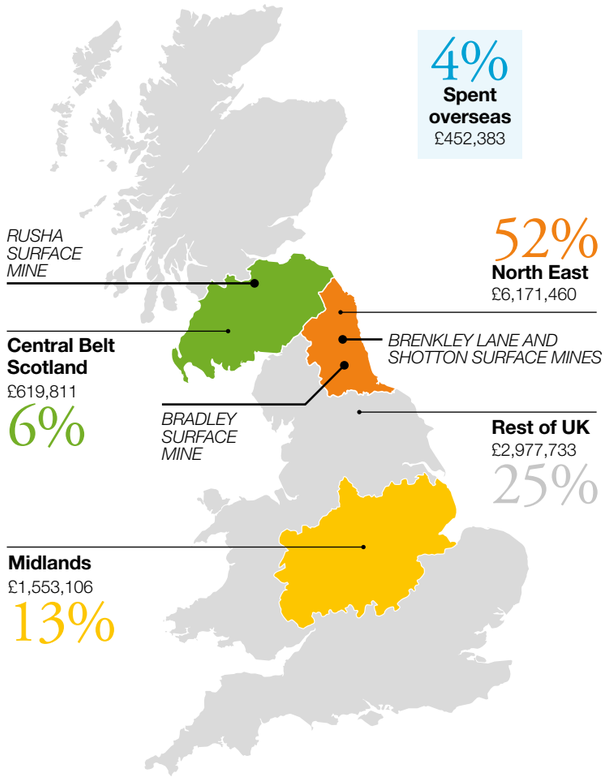
- Continue to build good relationships with our supply chain and customers by ensuring fair, ethical and respectful treatment
- Add over 100 new – mainly local – companies to our supplier database
- Encourage opportunities for improving safety and quality performance with our suppliers
- Launch a new supplier performance review system

Keeping things local

A huge part of *development with care* is that we provide local benefits wherever possible with the appointing of contractors and the employment of local labour being a major consideration when awarding contracts across our projects.

BANKS MINING % OF TOTAL SPEND BY LOCATION - 2018

(£11,774,494)



KEY FIGURES OF SUPPLIERS, APPOINTMENTS AND TENDERS FOR 2018:

101
NEW SUPPLIERS ADDED TO OUR APPROVED SUPPLIER LIST

284
NEW APPOINTMENTS MADE

43
NEW TENDERS ISSUED

Local contractor hands over wind farm as it starts to generation green electricity

In January 2018, Banks Renewables took official possession of the new £17.5m Moor House Wind Farm near Darlington from main contractor Hall Construction Services Ltd after the scheme's six turbines were fully energised.

Hall Construction Services Ltd was appointed by Banks Renewables to lead the delivery of its eighth wind farm, located on land to the north east of Barmpton, around three miles to the east of the A1.

Rushyford-based Hall Construction Services Ltd has worked with the Banks Group on a number of previous renewable energy, property development and surface mining schemes, including wind farms in Cumbria, Leeds and Barnsley, and took the lead on appointing and managing a number of suppliers for this project.

Founded in 1986, Hall Construction Services Ltd has grown to become a successful building and civil engineering company which employs just under 200 employees. Around 130 of its staff either live in County Durham or are working on local projects, and approximately 80 per cent of its work comes from projects within the southern half of the North East. Contracts worth up to £4.5m went out to tender to local firms in relation to different elements of the wind farm's development, including construction, security, accommodation and catering, and up to 30 local contractors worked on the Moor House site at any given time.



ABOVE: Moor House wider project team: L-R: Dan Thomas, Mandy Armstrong, David Maloney, Deborah Hurton, Mark Rowcroft of the Banks Group; Julian Eastwood, Natural Power; Alan Wells, Senvion; Ian Collier, John Dowson and Bill Skelton of Halls Construction Services; Brian Hunter and Tracy Rutherford of The Banks Group

50th onshore wind turbine erected

In June 2018, Banks Renewables erected its 50th onshore wind turbine after work was completed on the first of the 15 turbines at the Middle Muir Wind Farm in South Lanarkshire.

Banks Renewables constructed its first onshore wind farm at West Durham Wind Farm near Tow Law in 2008 and has gone on to build and commission a further ten similar schemes across the north of England. These include Lambs Hill Wind Farm near Stockton (2017) the Moor House scheme near Darlington (2018). Three other wind farms are in Yorkshire, while the Armistead Wind Farm near Kendal in Cumbria and the Heysham South wind farm in Lancashire complete the current list.

The Middle Muir Wind Farm is scheduled to be fully operational by early 2019, while a further five onshore wind farms in Scotland are at different stages of the planning and development process. The 50 completed turbines have a combined generating capacity of 113MW, while Banks Renewables has secured planning consent for well over 100 turbines in total.

First wind turbine erected at Middle Muir Wind Farm



Employability fund to transform prospects in South Lanarkshire

Connect2Renewables (C2R), an innovative initiative that will support hundreds of unemployed people in South Lanarkshire to attain training, education or employment was officially launched in 2018.



ABOVE: Christina McKelvie MSP (left) with Wilma Weir (right) South Lanarkshire Council officer administering the fund.

RIGHT: Connect2Renewables Charter



The C2R Employability Initiative is a working partnership between Banks Renewables and South Lanarkshire Council, with the support of the local communities surrounding Middle Muir and Kype Muir Wind Farms, to transform prospects for people unemployed or facing job uncertainties living within 10 kilometres of the two Banks Renewables wind farms.

According to Hamilton MSP and Minister in the Scottish Government, Christina McKelvie, this is the largest fund of its type resulting from a wind farm in the region – and over the first five years will see £1.74 million of ring-fenced funding to create new job opportunities, apprenticeships and training, as well as business and enterprise grants.

The fund was formally launched on Monday 19 November 2018 by Christina McKelvie, (SNP MSP for Hamilton, Larkhall and Stonehouse and Minister for Older People and Equalities in the Scottish Government) at a well-attended event at St Bride's Centre in Douglas, Lanark.

"Connect2Renewables is a great initiative and an excellent example of what can be achieved when the public and private sectors work together. Banks Renewables, South Lanarkshire Council and the local communities are to be commended for their involvement in this innovative initiative. Connect2Renewables will help build stronger communities, create clean green energy and create jobs for local people.

It is estimated that applying the C2R approach to the development, construction and operation of the Middle Muir and Kype Muir wind farms will contribute around £144 million to the local economy over their lifetime."

CHRISTINA MCKELVIE
MSP FOR HAMILTON, LARKHALL AND STONEHOUSE AND MINISTER FOR OLDER PEOPLE AND EQUALITIES IN THE SCOTTISH GOVERNMENT

Training partnership bears fruit at National Apprenticeship Awards

Banks Mining's commitment to providing its apprentices with the best possible preparation for their working lives was recognised in a major national awards initiative.



Award being presented to Louise Lightfoot (HR director) and training co-ordinator Lewis Cowey at a special celebration event at Boreham House in Essex.

Banks Mining was named Employer Of The Year in the 2018 Apprenticeship Skills Awards run by Ixion Holdings, a not-for-profit group of companies that provides apprenticeship advice, guidance, development and training across the UK.

Ixion Holdings, which is a subsidiary of major UK employment and skills charity The Shaw Trust Group, worked with us on the creation of a bespoke plant operating apprenticeship programme at our Shotton and Brenkley Lane surface mines near Cramlington in Northumberland.

Each candidate received a national vocational qualification in recognition of their skills and competence across different heavy plant earthmoving equipment to help widen the range of skills they've been able to develop.

The work undertaken by Ixion and Banks staff to support these apprentices with their training was commended last year by Ofsted for the high levels of health and safety, sustainability and corporate and social responsibility displayed at the two sites as part of an inspection of Ixion's provision of specialist heavy plant operations training, for which they achieved a Grade 1 'outstanding' result.

"The Banks Group Executive and Learning and Development teams have shown exemplary support in enabling their staff to undertake these valuable apprenticeship programmes that have improved skills across the workforce and I am absolutely delighted with the progress staff have made, with many achieving formal accredited qualifications for the first time in their lives.

The Banks Group have heavily supported the off-the-job training element by providing access to onsite training facilities at their surface mines.

Ixion Holdings has supported an increase in UK productivity of over £50m in the last year and the apprentices at the Banks Group has made a significant contribution to this.

I am very proud that Ixion Holdings has supported the Banks Group resulting in increased benefits to their organisation."

JACQUELINE OUGHTON
MANAGING DIRECTOR, IXION HOLDINGS

£1.4m excavator investment with local supplier

In November 2018, Banks Mining took delivery of three brand new Cat 374F excavators from North East based supplier Finnings. Two of the three new machines are working at Bradley Surface mine and the other at Shotton.



CAT 374F showing their safety features

During the procurement process Banks Mining specified additional items to fulfil our commitment to working as safely, responsibly and efficiently as possible.

SAFE

- Additional hydraulic access and egress systems
- Hand rails and steps painted red to aid the operator
- 360 degree vision

RESPONSIBLE

- Latest fuel efficient machine
- Complies with tier four engine emission regulations
- Complies with challenging business-set internal and external noise limits

EFFICIENT

- Latest production efficient 75 tonne class excavator
- Additional payload management system specified to ensure optimum truck loading
- Telemetry system fitted to track efficiencies and fuel consumption

On parade to help service leavers prepare for working life in civvy street



In June 2018 The Banks Group visited Catterick Garrison to give service leavers preparing to move on from the Armed Forces some advice and ideas for working in 'Civvy Street'.

We took part in a careers insight day at the North Yorkshire barracks which was designed to look at how service leavers' skills and experience could be used in civilian life, and to highlight the type of career opportunities that Banks could have available when they leave the services. The event was aimed at service personnel with up to two years left to serve as part of helping ease their transition into their new working lives.

The presentation, which was led by group human resources manager Keith Tarn (pictured left), was tailored to service leavers with engineering, heavy plant operating and manual skills. It covered the work done by our different divisions and the employment and training opportunities that we offer across them.

Workplace

Developing and nurturing our talent

HIGHLIGHTS OF 2018

- Becoming one of just a small number of North East businesses to gain silver level accreditation from Investors In People
- Maintaining Continuing Excellence Better Health at Work award in Northumberland and achieving Excellence Year Two in County Durham
- Maintaining a minimum of 10.5 hours health and safety training per employee throughout the year, exceeding our target of six hours
- Supporting the Extractive Industries Transparency Initiative (EITI). See: www.eiti.org/company-support-of-eiti

PLANS FOR 2019 ARE TO:

- Facilitate the availability of health and well-being initiatives to all employees, with a target of delivering six initiatives per year
- Increase our investment in developing our people to unlock talent
- Launch Banks Plant Solutions - a new sister company providing plant and equipment maintenance for businesses across the North of England
- Develop a mental health policy and plan

Stepping up to silver with improved Investors in People accreditation



The Banks Group HR Team

The Banks Group has become one of just a handful of North East businesses to gain silver level accreditation from Investors In People (IIP) for its performance in people management.

We have held the bronze level IIP accreditation for almost two decades, and have now moved into the top five per cent of IIP-accredited firms anywhere in the UK.

As part of the accreditation process, IIP assessors visited our Meadowfield headquarters and Shotton Surface Mine near Cramlington to interview 42 randomly-chosen members of staff who represented a cross-section of ages, length of service, roles and seniority.

In addition, an anonymous online survey covering every aspect of the business's performance across the nine IIP assessment areas was completed by dozens of employees, with more than three quarters of the scores recorded being above the industry average.

INVESTORS IN PEOPLE | Silver

Feedback from the IIP assessors noted that Banks "has demonstrated a long-term investment in the training and development of employees" which was "acknowledged by employees across the Group as a key strength of the organisation"

Employees' close alignment with the company's long-standing *development with care* strategy was also picked up in the assessors' research.

Health and safety

We are extremely committed to creating and maintaining a safe working environment for our employees. Their safety is absolutely paramount. Training and employee briefings or 'toolbox talks' as we call them are regularly carried out across the business.



TOPICS COVERED INCLUDED:

- **JANUARY** - Expenses Policy, Manual Handling
- **FEBRUARY** - Ear Protection, Slips, Trips and Falls
- **MARCH** - Site Welfare, Fire Extinguishers, Manual Handling, Anti-Coal Activists, Development with Care, Working at Heights, Warning Signs, Plant Movement at the Workshop
- **APRIL** - Manual Handling, Development with Care, Warning Signs, COSHH, Working At Height, PPE
- **MAY** - Complacency, Plant Movement at the Workshop, Highly Flammable Liquids
- **JUNE** - PPE, Slips, Trips and Falls, Driving In Poor Light, Near Miss and Risk Observation Reporting, Manual Handling
- **JULY** - Employee's Duties/Accident Prevention, Near Miss and Risk Observation Reporting, COSHH, Hand Protection, Sun Safety, Electronics Devices and Reading Material, Smoking At Work
- **AUGUST** - Bradley Surface Mine (Issue of Control of Vehicle Movement & Work Instruction), Attending Machinery for Maintenance, Coal Compound
- **SEPTEMBER** - Eye Protection, Vehicle Fuel Safety
- **OCTOBER** - Pennyvenie Incident, Workplace Complacency, Electronic Devices and Reading Material, COSHH
- **NOVEMBER** - Warning Signs, Manual Handling, Development with care, Pennyvenie Incident, Pre-Operation Brake Test, Near Miss Reporting, Unintended Movement of Plant, Winter Working, Lock Off Systems and Energy Isolation.
- **DECEMBER** - Development with Care, Warning Signs, Service Brake Accumulator, Manual Handling

KEY HEALTH & SAFETY PERFORMANCE INDICATORS FOR 2018:

4,881
TOTAL HEALTH & SAFETY TRAINING HOURS ACROSS GROUP
2017/18 financial year

BRENKLEY LANE SURFACE MINE
1,025
DAYS WORKED WITHOUT A LOST TIME INJURY

SHOTTON SURFACE MINE
306
DAYS WORKED WITHOUT A LOST TIME INJURY

PONESK RESTORATION SITE
619
DAYS WORKED WITHOUT A LOST TIME INJURY
Site closed 21st August 2018

BRADLEY SURFACE MINE
119
DAYS WORKED WITHOUT A LOST TIME INJURY
Site opened 1st May 2018

Mental health first aiders introduced

Mental Health First Aiders are valuable in providing early intervention help for someone who may be developing a mental health issue. Mental Health First Aiders are not trained to be therapists or psychiatrists but they can offer initial support through non-judgemental listening and guidance.

MHFA England



Christian Adkins
HEALTH & SAFETY MANAGER



Sara Ellis
INFORMATION & RECORDS MANAGER



Catherine Fabi
HEALTH & SAFETY COORDINATOR

In 2018 three members of the staff undertook and successfully completed an NHS approved Mental Health First Aid (MHFA) course. They were Christian Adkins, Sara Ellis and Catherine Fabi (pictured above).

MHFA trainees undertake a standard 12-hour course, usually delivered over two days or four half-days. It is pretty comprehensive, although there are MHFA-lite courses on offer as well. The training is intended to impart a deeper understanding of issues that impact on and relate to people's mental health.

STANDARD COURSES INCLUDE:

- Common mental health problems
- Attitudes and the 'See Me' anti-stigma campaign
- The five steps of mental health first aid (ALGEE, below)
- Symptoms of depression
- Alcohol, drugs and depression
- Crisis first aid for suicidal behaviour and depression
- What are anxiety disorders
- Crisis first aid for panic attacks and acute stress reaction
- What are psychotic disorders (schizophrenia, bipolar disorder)?

The training is aimed to give a deeper understanding of the issues that impact on and relate to people's mental health and teach practical skills that can be used every day. 'MHFAiders' are taught to spot the signs and symptoms of mental health issues and to feel confident guiding people towards support. They are encouraged to use the 'ALGEE' approach:

- Approach, assist and assess
- Listen non-judgmentally
- Give reassurance and information
- Encourage the person to get appropriate help and support
- Encourage self-help strategies

"Becoming a MHFA has had a hugely positive impact on my own ability to deal confidently with others who may be struggling, as well as using the skills I gained on the course in my own personal life. I think it is very forward-thinking of Banks Group to have three fully trained MHFA. It shows the commitment that the organisation is putting towards the mental well being of its staff. I have already, in my time as a MHFA, helped a few colleagues who approached me looking for support and guidance."

SARA ELLIS
INFORMATION & RECORDS MANAGER / MENTAL HEALTH FIRST AIDER

Training highlights

In 2018 our human resources department conducted internal training, and testing (via our online Instruct system) on the following issues and policies:

- Safeguarding policy training (offsite at Northumberland College)
- Environmental permit training (Bradley Surface Mine)
- Water management training (Bradley Surface Mine)
- Coal compound management training
- Data protection training
- Expenses policy training
- Fleet system planned component change out training
- Human rights policy training
- Lone working policy training
- Non operated plant breakdown training
- Operated plant breakdown training
- Plant movement at the workshop training

Mental health awareness training provided by Samaritans



- Requesting and tracking of component parts training
- Warranty tracking training
- Working on ladders and platforms plus gantry inspections training
- Workplace familiarisation training (Bradley Surface Mine)
- Mental health awareness training provided by Samaritans

Learner success



Lewis Stokes

COMMUNITY RELATIONS MANAGER

Successfully completed a leadership course at the Institute of Leadership and Management, at Wakefield College Business School.



Ellen Morton

GRADUATE PLANNER

Is in her first year of two year part time masters degree in urban planning at Newcastle University



Jamie Drysdale

SITE MANAGER, BRADLEY SURFACE MINE

Is in his second year of a three-year Diploma in Quarry Technology course at Derby University offered by the Institute of Quarrying.



Charles Barnes

TRAINEE SUPERVISOR

Completed all the work involved to complete his NVQ Level 3 supervisor qualification and Site Managers Safety Training Scheme course



David Smith

PLANT OPERATOR

Completed his Site Managers Safety Training Scheme course with Trainbase Ltd, based at Bedlington, Northumberland

- **NVQS:** 112 Level 2 NVQs have been successfully completed – representing the majority of the mining workforce
- **APPRENTICESHIPS:** We successfully took on and trained 23 apprentices on site
- **TRAINEESHIPS:** We successfully trained 11 plant operators

Training providers

During 2018, a number of employees across the organisation undertook training provided by external professional institutions and training providers in subjects as diverse as public affairs, payroll management, minerals extractive technology, real estate and global logistics. These organisations include:

azure · Bishop Auckland College · cipp · CITB Construction Skills · Civil Aviation Authority · CIPR · darlington college · University of Derby · heightec · icsa · IQ The Institute of Quarrying · iosh · kt · northumbria university · Northumberland College · QUESTLINE · RECOVERY4LIFE · RICS · RTPI · SAMARITANS · ShawTrust Ixion · SIM ACADEMY · tdr · Trainbase

LOOKING FORWARD

Trainers at Banks are now carrying out dedicated telehandler and forklift training every Thursday at Banks' Thrislington depot which has the space and facilities to complete the training

Drug and alcohol testing

2018 saw the company undertake over 100 drug and alcohol tests across the Group covering all areas of our business (including contractors).

A programme of training also took place – with our new partner Recovery4Life – increasing our internal drug and alcohol testers from nine to fourteen including two of our employee safety representatives. Recovery4Life is a specialist testing, training and treatment service for substance misuse and mental health for business and for individuals.

Training has taken place within our line management teams to help them understand the signs and symptoms of drug and alcohol misuse. 2019 will see us educate employees on the links between drug and alcohol use and mental health.

Banks Mining Day - January 2018



National Payroll Week - awareness lunch



Employee communication and engagement

Communication with our employees is of the utmost importance as it helps maintain morale and focus on business objectives and recent exercises involving employee participation have included a series of end of year away days to provide an overview of where the business is heading during 2019/20.

Mining, Property and Renewables each had its own away day. Employees were and are encouraged to ask questions and participate in team building activities at these events.

INTERNAL SURVEYS

In 2018 we also ran internal conducted surveys around the following issues:

- Administration team
- Internal software systems
- Internal procurement software systems
- Information Technology (IT) Service Desk

Health campaigns

- **FEBRUARY** – Tackling depression
- **MARCH** - Ovarian cancer awareness month
- **APRIL** - Bowel cancer awareness month
- **JUNE** - Myeloma awareness (pictured right)
- **AUGUST** - National cycle to work day
- **SEPTEMBER** - MacMillan cancer care coffee morning
- **OCTOBER** - World menopause day
- **OCTOBER** - World mental health day
- **DECEMBER** - Samaritans workshop on mental health and suicide prevention with key managers

Myeloma Awareness - Orange Food Day



More than £110,000 has been raised over the past 12 years for the charities we have previously supported, which have included:

Alzheimer's Society · Bloodwise · bright red · Butterwick Hospice Care · children with cancer UK · debra · epilepsy research uk · Integrating Children & Young People · MACMILLAN CANCER SUPPORT · MAKE-A-WISH · tiny lives · Zoe's Place Baby Hospice

In 2019...

we will be raising funds for... SAMARITANS



Rosemary Smith (centre), director of Durham Samaritans with Chris Kelsey and Sara Ellis from the Banks Group

The Samaritans is a registered charity aimed at providing emotional support to anyone struggling with mental health issues - whether at home or at work. They help people in emotional distress, struggling to cope or at risk of suicide, for free, throughout the United Kingdom.

They do this through their freephone telephone helpline: **116 123** or free email service: **jo@samaritans.org**

The Durham Samaritans are working with us to help improve mental health at work across the Banks Group business. For more information see: **www.samaritans.org** The Ashington Samaritans are going to work with Banks' employees based at Brenkley Lane and Shotton. The Hamilton Samaritans – who have already received a Banks Community Fund grant – can support employees in Hamilton.

Many thanks in advance for your help and support for this important charity throughout 2019.







BANKS Group
development with care

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