BANKS Group
development with care

CORPORATE RESPONSIBILITY • 2016 REVIEW

1976 - 2016
40 YEARS



Forty years of development with care

COMMUNITY
Supporting the communities we work in

ENVIRONMENT
Creating positive legacies

BUSINESS PARTNERS
Building local and long lasting relationships

WORKPLACE
Developing and nurturing our talent



Foreword

The Banks Group develops land for a variety of uses including surface coal mining, property and renewable energy.

We are a family owned, County Durham based business employing around 360 people across the north of England and Scotland.



DAVID MARTIN
COMPANY SECRETARY &
CORPORATE RESPONSIBILITY
GROUP CHAIR
Banks Group

March 2017

2016 saw us celebrate forty years of *development with care*.

Our *development with care* approach is at the heart of all we do; it embodies the Banks Group's values. *Development with care* means we work with the local community in which our projects are located. It also means we want to ensure our employees are treated properly – safely, well trained and with respect – so they can do a good job and enjoy their work.

Development with care is very much integral to our corporate responsibility (CR) approach and work which is why we have a dedicated CR Group, formed from representatives of all central functions of the organisation, our regional offices and operating sites.

This report highlights our key CR achievements in 2016 and builds on our first CR report, published last year. It 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

We are pleased with our progress, but we have more work to do. We hope our commitment to our communities, our people, our business partners and the environment is evident to you in the pages that follow.

If you would like any further information about the Banks Group please visit: *www.banksgroup.co.uk*



Objectives

Corporate responsibility is the term that describes an organisation's commitment to good citizenship.

It demonstrates the organisation's values on issues such as the environment, our business partners, community programmes and employee welfare.

- To capture CR initiatives and **promote internally and externally**
- To draft and enforce robust, auditable policies across the business in line with and **above industry best practice**
- To **promote health and well being** initiatives to employees across the organisation
- To promote **best environmental practice** across our activities
- To **encourage and develop relationships** with local communities, customers, suppliers and business partners
- To ensure **effective communication** across the group to promote and manage CR initiatives
- To **select and promote our annual charity** and to **manage fundraising** events
- To **co-ordinate** and filter ad-hoc **requests for charitable or sponsorship** support
- To identify and prioritise actions and activities that will **promote CR**
- To provide **direction and guidance regarding CR** to the Group Board





BEST OF BRITISH: Held in September 2016, our employees and their partners enjoyed a 40th anniversary celebration evening with a patriotic theme

1976 - 2016
40
YEARS

40 years of development with care

2016 was an opportunity to look back and reflect upon our achievements.

The Banks Group started trading in 1976. Since day one, we have always worked closely with local communities around our sites to make sure they are informed and active participants in the design and running of the sites.

We have also always sought to ensure that the communities that host our projects benefit from them. Whether it be giving a contribution to Christmas lunches for senior citizens, grants to improve community halls or providing long term training and employment opportunities – we always look to leave a positive legacy where we have a project.

Where we are today

Company snapshot

5,000 NEW HOMES WITH PLANNING PERMISSION





360 EMPLOYEES

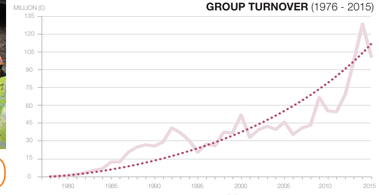


1 OVER A MILLION TREES PLANTED



90 THOUSAND POUNDS RAISED FOR CHARITY BY BANKS STAFF OVER THE PAST DECADE

GROUP TURNOVER (1976 - 2015)



110 RESTORED SURFACE MINES





4.3 MILLION POUNDS DONATED TO COMMUNITIES SINCE 1976





24 MILLION TONNES OF COAL MINED TO DATE

700 COMMUNITY GROUPS AND ORGANISATIONS SUPPORTED

367 PROJECTS

14 WASTE FACILITIES APPROVED



39 TURBINES CONSTRUCTED (OVER 7 SITES)

270 MEGAWATTS OF RENEWABLE ENERGY WITH PLANNING PERMISSION TO BE DELIVERED BY 2019

Community

HIGHLIGHTS OF 2016

- **Raising £12,000 for north east charity Tiny Lives Trust**
- **Working with Durham Johnston School and starting an innovative ICT mentoring scheme for Years 12 and 13**
- **Providing £22,000 community grant to Beamish, the North of England Open Air Museum as part of their 1950s project**
- **Banks employees volunteering their time at the annual Tiny Lives Christmas Party in November**
- **Employees raising £1,600 for Myeloma UK and Bright Red blood cancer charities through a sponsored walk at Roseberry Topping in March**
- **The Samaritans (Hamilton Branch) receiving a £10,000 community grant towards renovation costs of their Hamilton High Street office / drop in centre.**
- **Two members of the Banks team raising over £3,000 for Oxfam, by taking part in the gruelling Trailwalker Challenge and walking 100km non-stop in just over 29 hours.**
- **The Percy Hedley Foundation, North Tyneside, receiving a £14,600 community grant towards new flooring in the sports hall.**

PLANS FOR 2017

- Support the Alzheimer's Society as our annual employees charity with a fundraising target of £6,000
- Taking part in Dementia Awareness Week during May
- Taking part in Lupus Awareness Month in October



July 2016, Gemma, second left, and Mark Dickenson, far right, complete the gruelling Trailwalker Challenge

Raising funds for good causes

Throughout 2016 we supported a number of national charity fund raising campaigns including the Royal British Legion Poppy Appeal, MacMillian Coffee Morning, Save the Children Christmas Jumper Day and many others.


Christmas Jumper Day, December 2016


May 2016, David Wilson, with his wife Andrea, on the sponsored walk at Roseberry Topping for Bright Red and Myeloma UK


MacMillan Coffee Morning, September 2016



David Stevens from Dementia Care and Jeannie Kielty in front ot the 'Tree of Memories'



Supporting Lumière, Durham L-R: Mark Dowdall, Helen Marriage from Atichoke and Cllr Simon Henig, leader of Durham County Council behind a new permanent light installation



Lewis Stokes with members of the Rother Vale Community Band, who were able to purchase new instruments with a grant from Banks

Community benefit grants

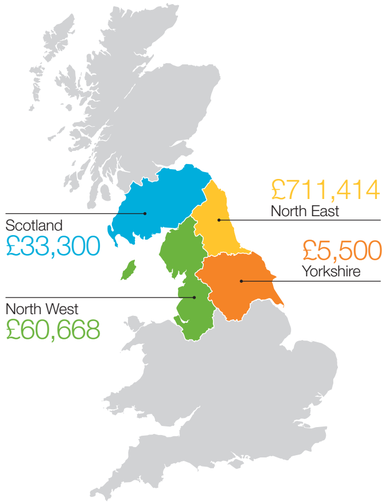
The County Durham Community Foundation (CDCF) helps the Banks Group administer all of its various funds. Between January and December 2016, £810,882 of community grants were allocated to community groups and projects in various regions.

"In 2016 the Banks Community Fund had a bumper year, giving out 146 grants, worth over £800,000, from their various funds, to community groups, voluntary organisations and environmental projects that are charitable, educational, philanthropic or benevolent in purpose and which are located near Banks' projects and provide benefit to the local community. County Durham Community Foundation is pleased and proud to administer the Banks Group community funds - as it has done since 1995."



BARBARA GUBBINS
CHIEF EXECUTIVE
County Durham Community Foundation

2016 COMMUNITY GRANT ALLOCATION BY LOCATION



Community fund case studies

New family room at charity Gateshead HQ

A North East cancer charity opened a new family room at its Gateshead headquarters, in December 2016, thanks to the support of a Banks Community Fund grant.

Fighting All Cancers Together (FACT) moved to new premises on Clasper Way in Swalwell earlier this year, with a view to refurbishing and adapting the building to create a reception area, family room and garden. After FACT secured a £6,000 grant from the Banks Group Community Fund, the family room was redecorated, new carpets were laid, new tables and chairs were purchased and a new boiler fitted. New door guards were also fitted to enable open access to the family room whilst still protecting the area in case of fire. Patio doors which will lead out to a community garden will be installed this year after work on improving the garden commences.



Joanne Edwards, fundraising and partnership manager at FACT, with Chris Kelsey from the Banks Group



Jeannie Kielty (left) with members of the stables with Christine Harris, fundraiser at Stepney Bank Stables

Banks Group funding helps keep the cold out at Stepney Bank Stables

Since receiving a Banks Community Fund grant in autumn 2016, visitors to the Stepney Bank Stables - a popular Newcastle riding stables - are assured of a warmer welcome after an insulated steel shutter door was fitted to help keep out the cold.

Stepney Bank Stables was set up in the year 2000 in a former warehouse in Ouseburn to provide local disadvantaged young people with the chance to ride and care for horses and ponies. Over the years, the condition of the steel shutter door which formed part of the warehouse's original structure had deteriorated significantly, and was allowing the cold, wind and rain into the building.

A £2,370 grant from the Banks Community Fund, closed the door on the Stables' weather-related problems by allowing them to swap the failing shutter for a new fully-insulated replacement.

Paddling for Northumberland

In September 2016, people in Northumberland got a new opportunity to try one of the UK's fastest-growing water sports thanks to a £5,000 grant from the Banks Group. The Coquet Shorebase Trust (CST), which provides water-based recreational opportunities for people of all ages, has taken delivery of six new stand-up paddleboards in September 2016.

The Trust, which celebrates its silver anniversary next year, already offers canoeing, sailing and windsurfing from its bases in Druridge Bay Country Park and at The Braid in Amble, and aims to provide opportunities for everybody, regardless of age, income, experience and ability. All the equipment and clothing required for each pastime is available from the Trust, and as well as hosting local school and youth groups, the Trust also has strong links with the Amble Development Trust and Hadston House youth and community centre.



L-R: Liam Stephenson (CST youth worker), Andrew Steel (CST instructor), Hilary Brooker-Carey (CST office administrator), Jeannie Kielty from the Banks Group and Vic Brown (CST manager)


L-R: Katy Carmen, fundraising and communications manager at Daisy Chain, Daisy Chain student Max Sample, and Chis Kelsey

New green house project at Daisy Chain helps local children with autism

Daisy Chain, a Teesside charity, used a £5,570 grant from the Banks Community Fund to purchase a high tech greenhouse and heat mat that is being used by its students to learn new skills and grow their own produce to help local children with autism and their families get closer to nature.

Established in 2003 by founder Lesley Hanson, whose son Jacob was diagnosed with autism at an early age, Daisy Chain helps over 500 children and their families every week from across the Tees Valley area at its headquarters on a five acre farm in Norton.


L-R: Mark Dowdall of the Banks Group, Margaret Brock, Tommy Sutherland, Pamela Sutherland and Cllr Greg McCarra

West Lothian club gets a new kitchen

A popular West Lothian Community Sports Club was given a recipe for success after a donation from the Banks Community Fund enabled it to transform its kitchen.

The club received a generous £4,690 grant from the Banks Mining Rusha Surface Coal Mine Community Fund which has allowed it to improve facilities and offer the potential to raise substantially more funds through increased private bookings.

With the proceeds, the club has already been able to refit the kitchen with non-slip flooring and new lighting as well as the installation of industrial ovens and hobs.



L-R: Bryan Bradshaw (Kirby Lonsdale RUFC President), Lewis Stokes from the Banks Group, David Williams (Kirby Lonsdale RUFC Treasurer) and Kirby Lonsdale RUFC Chairman Brian Gregory

Rugby players clean up with Banks Renewables grant

In summer 2016, with the help of a £3,000 grant from the Banks Armistead Wind Farm Community Fund, Kirkby Lonsdale RUFC in South Lakeland had its clubhouse drainage system improved.

The increasing numbers of players joining Kirkby Lonsdale RUFC in recent years, and the resulting higher demand on its facilities has put the drainage system at its 30 year-old clubhouse under increasing strain, to the point that water had been regularly overflowing into the car park.

Originally founded in 1877, Kirkby Lonsdale RUFC currently runs three senior teams, and has had a number of players over the years who've gone on to win representative honours at county and junior international level. The club's junior section, which celebrated its 30th anniversary in 2016, is especially strong, with teams running in every age group from under sevens to under 16s, and up to 300 junior players training at its Underley Park ground every Sunday morning.

New ceiling takes the lid off YMCA

The Banks Community Fund gave a grant to Northumberland YMCA to improve its main hall in August 2016.

Around 5,000 people now use the centre every year. However the uninsulated high level barrelled roof that had been in place since the hall was built in the 1960s meant it was difficult and uneconomical to heat effectively, had poor acoustics and was often too cold to use during the winter months.

To remedy the problem, YMCA Northumberland used a £4,953 grant from the Banks Group, provided via its Banks Community Fund, to install a new insulated suspended ceiling, complete with a new lighting system.



YMCA Northumberland CEO Rob Cox and Jeannie Kielty from the Banks Group



Members of the Durham Dramatic Society and Lewis Stokes from the Banks Group

New entranceway is just the ticket for Durham Theatre Group

A successful Durham drama group is hoping to attract bigger audiences to its regular productions after a four figure grant from the Banks Community Fund in April 2016 helped to pay for a new entranceway to be built at their theatre.

As part of that project, a £5,000 grant from the Banks Community Fund enabled the society to create a new entranceway into the City Theatre in a different part of the building which both makes it easier to get into it and also improves the internal environment.

The work was carried out by local firm Dickman Developments, with other improvements also being made to the building's heating and electrics, and the Durham Dramatic Society (based in the City Theatre) is now looking at ways to further upgrade its lighting systems.

Supporting community and environment awards

Continuing with our policy of supporting regional awards in 2016 the Banks Group supported the following:

- **PRINCIPLE SPONSOR**
  The Best of Northumberland Awards
- **GREEN AWARD**
  Chronicle Champions Awards
- **GOLD SPONSOR**
  Durham Environmental Awards
- **APPRENTICE OF THE YEAR AWARD**
  Lanarkshire Business Excellence Awards
- **MAIN EVENT SPONSOR**
  LOVE Northumberland Awards
- **CHAMPION VOLUNTEER OF THE YEAR AWARD**
  North East Charity Awards
- **VISITOR ATTRACTION AWARD & CHILDREN'S RECREATION FACILITY OF THE YEAR AWARD**
  The What's On Where in Northumberland Awards


Chris Kelsey presents the Volunteer of the Year Award at the 2016 NE Charity Awards

Engaging with local schools


Front to back: Zak Beattie, Zak Ahmed, Matthew Swinbank, Jonathan Alderson, Harry Middlemas. Standing: Mr Paul Digby, IT teacher at Durham Johnston Comprehensive School and David Wilson

Helping develop the coders of tomorrow

David Wilson, a member of our IT team, has been working with pupils from Durham Johnston Comprehensive School (which is nearby to our head office) to give them an insight into how the programming and coding topics they're studying are applied by development teams in workplace situations.

David gave the school's eight Computer Science A Level students an initial presentation on how technology is used by Durham headquartered Banks across its different business areas before setting them the task of presenting their current projects back to him and then providing new ideas on ways to tackle their work.

Turbines named by local school children

In July 2016, young artists from two West Yorkshire schools made their mark at the official launch event for Banks Renewables' Hook Moor Wind Farm.

Pupils at Micklefield and Aberford C of E Primary Schools were given the chance to both suggest names for each of the five turbines that make up its £14m wind farm, and design pieces of art that were transferred on to their bases. The winners were revealed at the launch event on 15 July 2016, attended by the Leader of Leeds City Council, Cllr Judith Blake.

The school children and other guests were taken on a tour of the Hook Moor site during the event, to find out more about how the wind farm was built, how electricity is generated by the turbines and how it is transported away to the National Grid and around the country.

150 people from across the local area were in attendance to see Cllr Judith Blake unveil a plaque to mark the official opening of Hook Moor, which began to generate clean green energy at the end of 2015.

A panel of judges, which included members from Leeds City Council and representatives of the Hook Moor project team, decided that the best suggestions for names were Micky Blades, Turbo, Night-turn, Sky-shimmer and Eco. The winning designs, which each have the name of its creator alongside, were also unveiled, and feature designs from Bella Leonard, Isobel Smith, Mia Kelly, Ryan Chalk and William Nicholls.

Hook Moor official opening event



Community wind farm equity offers

Lethans Wind Farm

The proposed Lethans Wind Farm in East Ayrshire, has been praised by a prominent local community figure, citing its potential to substantially boost the regional economy.

As part of our Lethans Wind Farm proposal we are offering an equity stake of five per cent to local communities near the wind farm, which would enable a community body to buy-in to the project prior to construction, subject to a generous 25% discount. This would provide the community with an income stream in addition to the substantial community fund.

Lethans Wind Farm, once constructed, would result in an approximate £118 million investment into the Scottish economy, of which £65 million would be invested locally (including business rates). During the construction period contracts worth in the region of £23 million will be available, with around £15-17 million being awarded to local contractors delivering a variety of services, from aggregate supply to catering facilities.

A community fund – worth around £8 million over the lifetime of the project – will support and be accessed by community initiatives and clubs, further adding to a potentially transformative impact within an area hit hard by the decline in mining and other industries.

Brian Broadley, Chair of Cronberry, Logan and Lugar Community Council, said: *"The equity sharing scheme is just one of a number of reasons that the community is backing the Lethans Wind Farm and Banks' work in Ayrshire.*

"It is a great opportunity for the community to generate and access funding for a wide range of local needs. Also, we recognise the importance of creating a sustainable network of renewable energy sources for the country as a whole."

During an extensive period of consultation prior to planning submission, Banks Renewables received 420 letters of support from the public, with just one letter of objection.



Community ownership could deliver significant benefits to the local area over the lifetime of the wind farm. (Image shows 100m to tip turbines at West Durham Wind Farm)



Community ownership could support local initiatives in and around Teviotdale

Birneyknowe Wind Farm

We are offering the local communities close to our Birneyknowe Wind Farm proposal (located between Hawick and Bonchester Bridge in the Scottish Borders) the chance to buy a 10% equity share.

Jeannie Kielty, community relations manager at Banks said: *"Birneyknowe Wind Farm would open up substantial, long-term opportunities that would deliver funding to support local community and sports groups in the area, while providing significant investment and opportunities for local businesses.*

"We want to ensure that the benefits from the wind farm are maximised for local people and the local economy. Getting input from everyone affected plays a key role in doing so."

Local communities and businesses have been urged to get in touch to find out more about our proposals, the equity offer and Connect2Renewables, which is set to contribute £3million in funding to support jobs, regeneration and sustainable growth in the local community. Banks Renewables will provide a programme of long term investment in projects that support the Borders economy and the prospects of local people over the lifetime of the development.

Knockendurrick Wind Farm

As part of the proposed wind farm in Dumfries and Galloway we are offering the local community the opportunity to benefit directly from the power and economic value it will generate.

Due to the levels of support and interest in the Knockendurrick Wind Farm, we are offering a 10% equity share in the project – an increase from the five per cent offered in the original submission.

The amended plans for the wind farm include a reduction in six of the proposed turbine heights from 132m to 115m while the seventh turbine would be reduced from 132m to 100m – following feedback from a range of consultees.

We are now urging locals to engage in the new proposals, which along with further information regarding the community ownership offer, were presented to the community in January 2017.



Jeannie Kielty at Knockendurrick exhibition in January 2017

MORE THAN £90,000 HAS BEEN RAISED OVER THE PAST DECADE FOR CHARITIES WE HAVE PREVIOUSLY SUPPORTED, WHICH INCLUDE:

Bloodwise

Butterwick Hospice Care

children with cancer UK

debra for people whose skin doesn't work we do

epilepsy research uk

Integrating Children & Young People

MACMILLAN. CANCER SUPPORT

MAKE-A-WISH

Zoe's Place Baby Hospice



Nicky Marshall, who nominated the Tiny Lives Trust, with daughter Lola (who was born prematurely) present the final fundraising cheque of £12,000 to Tiny Lives


Winner of the Gucci handbag silent auction – Derek Robson, site maintenance manager

£12,000

RAISED THROUGHOUT 2016 BY BANKS EMPLOYEES

"With your help over 700 premature and sick newborn babies across the North East and Cumbria last year have had the best start in life.

So, our thanks to everyone at the Banks Group for all your fundraising for Tiny Lives. Families experience a very emotional journey when their child is born too soon and very sick and your fundraising means Tiny Lives is always there to provide invaluable emotional, practical, and financial support.

Thanks to your generosity, 2017 will bring new support for families"

LOUISE CARROLL
Tiny Lives Trust


Steve Hanlon, transport manager winning the blind auction for a signed Sunderland AFC football

STAFF NOMINATED CHARITY 2016:

Tiny Lives Trust

The Tiny Lives Trust is a registered charity that helps to care for premature and sick newborn babies, their mothers and families in the Special Care Baby Unit of the Newcastle Neonatal Service based in Ward 35 of the Royal Victoria Infirmary in Newcastle.

The fund aims to provide the highest quality of care on an ongoing basis and needs to raise at least £250,000 every year to support a range of facilities, employees, and equipment.

Banks employees organised a number of events (pictured) and raised £12,000 for Tiny Lives. 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.


Tam Rennie, plant operator at Rusha, winner of our Valentine's Raffle



A comedy hypnotist night in Cramlington raised over £1,000 in May 2016


Tiny Lives Christmas Party Volunteers, November 2016




'Banks Bulldozers' (a team of Banks' employees and friends) before and after taking part in the Tough Mudder event in Yorkshire, August 2016

Acknowledgement of support

The companies below kindly helped with our fundraising efforts in 2016. 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!**

- Acti-Derm
- As You Like It
- Azure Garden Centre
- Bamburgh Castle
- Beamish Museum
- Bellingham Golf Club
- Blue Reef Tynemouth
- Bridgestone Tyres
- Bridge Tavern
- Centre for Life
- Close House Golf Club
- Contact Sales & Service
- Cowells Garden Centre
- Fenwick
- Fratelli
- Fuchs Lubricants
- Kirkley Hall Zoological Gardens
- Komatsu
- Landmark Chinese
- Lezzet
- Longhirst Hall Golf Club
- Lusciouscrumptious
- Matfen Hall
- Morpeth Golf Club
- Natural Power (£250 to Tiny Lives)
- Newcastle Greyhound Stadium
- Pirtek Tyne & Wear
- Ramside Hall Hotel
- Slaley Hall
- Stella & Dot
- Sunderland Association Football Club
- Sunderland Greyhound Stadium
- The Bridge Hotel, North Road, Durham City
- Volvo

Environment and Sustainability

HIGHLIGHTS OF 2016

- **Commencement of restoration works at the Ponesk site in Scotland**
- **Introduction of electric car Pod Charging Points at our Meadowfield head office**
- **Increased biodiversity on our surface mines**
- **Opening of second phase of Pegswood Community Park**
- **Purchase of low emission Komatsu loading shovels**

PLANS FOR 2017

- Continuing to restore the Brenkley Surface Mine Site
- Continued restoration of the Ponesk and Spireslack sites
- Further reducing the carbon footprint of the company through the use of technology, efficient working and procurement practices and internal policies.



Transport fleet manager, Debbie McWilliam, at the pod charging point in the head office car park

Emission data

Through a sustained programme of capping the CO_2 emissions of all road vehicles deployed by the business we have lowered CO_2 emissions by an average of 20% across the car and light commercial fleets since 2012.

Our car and light commercial vehicle fleet covers over 2 million miles per year. The effect of our investing in cleaner vehicles was a further reduction in CO_2 emissions by 13 tonnes in 2016.

Employees are also encouraged to use video conferencing and Skype to reduce the need for travelling to external meetings where ever possible

INTRODUCTION OF CAR CHARGING POINTS

In October 2016, two pod charging points were installed in the car park at our head office, enabling employees with hybrid or electric cars to charge them whilst at work.

‘Coal Face to Customer’ data management

‘Coal Face to Customer’ is a concept whereby electronic data obtained including actual fuel consumption data from plant and road vehicles is used to improve efficiency and drive down emissions. Banks Mining operates a policy of fleet replacement and refurbishment aimed at making its fleet of site vehicles as efficient and environmentally friendly as possible.

Over recent years, wherever possible, Banks has replaced plant and machinery with the newest most environmentally friendly models possible. As recently as February 2017, three brand new Komatsu WA47-8 machines were chosen in preference to the cheaper, less efficient WA47-7 model to replace three ageing, larger, less efficient wheeled loaders.

Banks Mining has also been working through a replacement programme whereby its largest pieces of mining plant machinery have the very latest, most efficient replacement engines fitted as older units wear out.

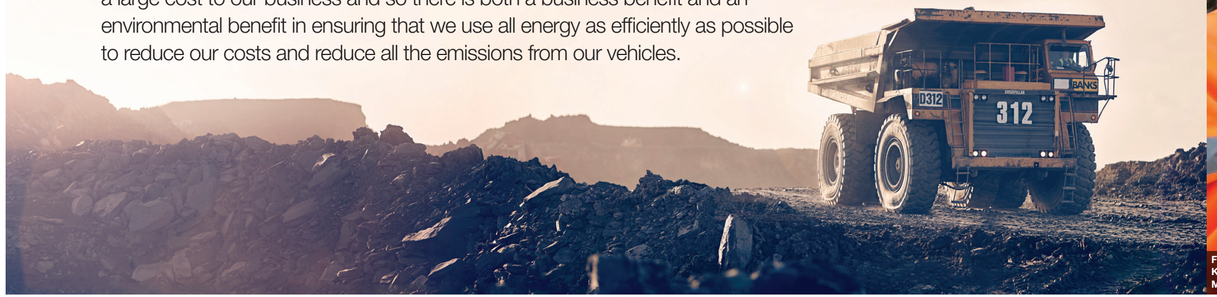
In conjunction with the above all pieces of plant and road transport machinery are being fitted with Data Telemetry Systems. Data from these systems gives ‘sat nav’ locations and other information including actual fuel burn data extracted from the machine’s engine management software. This is used to improve site design and manage the whole fleet as efficiently as possible improving efficiency and driving down emissions.

Steven Thompson, plant operator at Shotton Surface Mine, infront of the new Komatsu WA47-8 loader



Energy management programme

Our environmental policy includes a commitment to ensure that energy is used efficiently. Gasoil and electricity consumption on our mining sites represent a large cost to our business and so there is both a business benefit and an environmental benefit in ensuring that we use all energy as efficiently as possible to reduce our costs and reduce all the emissions from our vehicles.





Fluid management system installed on plant - Kevin Taylor (LMS) with maintenance supervisor Martin Raine at Brenkley Lane Surface Mine



HGV and plant replacement programme results in more efficient machines


Neil Kinghorn, in front of a dust suppression truck at Shotton Surface Mine



Ewan Cowie (left in green hat) doing some training with Barrie Henderson (orange hat)

We have been recording the group's energy usage for a number of years to identify where energy efficiency improvements should be focused. Banks Mining has implemented a range of ongoing energy efficiency measures as follows:

- Using lower energy LED lights where appropriate.
- Dynafleet for our HGVs which enables real time recording of driving details and fuel consumption.
- HGV driver training to promote an efficient technique and a bonus scheme to reward efficient driving. This has improved average fuel consumption by 15%*.
- The online fuel management system (Fluid Management System) gives daily and weekly reports of fuel used by every individual item of fixed and mobile plant on site to enable analysis and comparison of fuel consumption per hour of operation. This enables quick intervention to ensure that both the plant and its operator are working efficiently.
- The use of telemetry to provide real time monitoring and analytical reports on vehicle and plant performance and emissions.
- A programme of replacement of HGVs and items of plant and replacement of engines with modern more fuel efficient equipment.
- Ensuring efficient site designs by minimising the volume of overburden material stored above ground, the steepness of gradients on haul roads and distances between excavations and tips for overburden, soils and coal stocks.
- Selecting the most efficient available plant for the site, in general larger excavators and dump trucks are able to move material more efficiently than smaller plant in terms of litres of fuel per tonne of payload.
- Managing the number of dump trucks working with each excavator so that there is no undue waiting/idling time for the dump trucks to be loaded which in turn reduces fuel consumption.
- Ensuring that all plant is switched off during breaks and not allowed to idle.
- Limiting the engine revs of dump trucks during tipping from 1800 to 1300 RPM to reduce both noise emitted and fuel used.
- Ensuring that internal haul roads are continuously maintained with a hard surface and not soft mud and protecting the condition of haul roads from being churned up by parking up mobile plant during wet weather. This in turn reduces the fuel used by dozers and motor scrapers that would need to be operated to clean up the haul roads before the site operations recommence.
- Ensuring all plant is maintained and serviced in accordance with a schedule to ensure that it is running efficiently with clean air and fuel filters, and that injectors and turbos are working correctly. Also ensuring that no brakes are binding which increases fuel consumption.
- Fitting automatic sensors to coal processing plant to minimise electricity consumption by switching the plant to idle and then off when there is no coal on the conveyor belt.
- Maintaining appropriate tyre pressures for HGVs and dump trucks as under-inflated tyres have more rolling resistance which would increase fuel consumption.
- Implementing a programme of tyre management where the rear tyres of larger dump trucks (which are the driven tyres) are replaced when they are 50per cent worn and put on the front to maintain good traction on the rear and preventing excessive fuel use due to wheel spin. This programme has contributed towards an impressive 26% reduction in fuel consumption from Banks Mining plant in 2016 when compared to the volume of fuel used in 2014.
- Fitting daylight sensors and timers to lighting sets to ensure that they are not used during the daytime or when site operations have ceased.

* Banks HGV drivers scheme improved average fuel consuption from 6.79 mpg to 8 mpg.



Jim Donnelly and Ian Richie on site at Ponesk as works began, July 2016

> *"Banks has a fine track record of delivering restoration projects... ...these [types of] projects demonstrate what can be achieved when community groups, landowners, the private sector and government work together."*



PROFESSOR RUSSEL GRIGGS OBE
CHAIRMAN OF THE SCOTTISH MINES RESTORATION TRUST

> *"It seems that [Banks Mining's] approach is more dynamic than previous firms as the work progresses so quickly and it is quite a surprise to us that so little time was needed to reform the site, when protracted delays over the last 40-50 years have characterised the deserted state of the lands opposite [our home]. It's not often that we have felt grateful or impressed at what has occurred opposite [our home]."*



IAN RAMSEY & LISE BECH
LOCAL RESIDENTS

Ponesk and Spireslack Restoration

These important projects are tangible demonstrations of Banks Mining's strong track record in surface coal mine restoration.

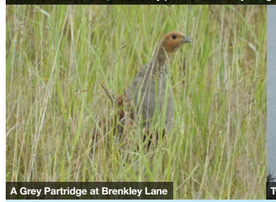
Banks Mining was appointed by East Ayrshire Council and the Scottish Mines Restoration Trust (SMRT) to design and implement the restoration scheme at the Ponesk Surface Mine, near the town of Muirkirk. The Ponesk site, along with the adjacent Spireslack Surface Mine, was abandoned when former operators Scottish Coal went into administration in the early part of 2013.

The highly skilled and experienced Banks Mining restoration team started work in early July 2016. The project is currently ahead of schedule and on budget. The restoration of Ponesk is expected to be complete by the summer of 2017. Then the team will transfer onto Spireslack – the abandoned surface coal mine next door. From July 2016 onwards, the Banks team has re-shaped the two overburden mounds and fully restored the former barrel washing area. This area is now sealed and grassed over. The team has also cut a new drainage channel to prevent water flooding onto the nearby A70 – which it has done each winter since 2013. When completed in summer 2017 the site will be open and accessible to the public with a series of new footpaths and access tracks.

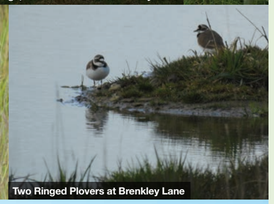
The Spireslack site, that the team will restore from summer 2017 onwards, is next to the town of Glenbuck – the home town of the legendary football manager Bill Shankly and his brothers who were also professional footballers. The Spireslack site covers the land that used to be the football pitch Bill and his brothers played on as boys. It is hoped that the restoration will incorporate a memorial to Bill Shankly.



Restored arable field, with newly planted boundary hedge, fence and track at Brenkley Lane



A Grey Partridge at Brenkley Lane



Two Ringed Plovers at Brenkley Lane



Restored arable field with new fencing and drainage ditch in foreground

Restoration of Brenkley Lane

The Brenkley Lane Surface Mine site commenced in 2010, initially working the western area of the site adjacent to the junction of Brenkley Lane and Berwick Hill Road. The site is progressing eastwards with 35.2Ha of the western area having been restored to date.

Restoration is mainly to agricultural use with 5.4Ha of woodland. Milkhope Burn has been restored with five "off stream" ponds on either side of the burn which are set within 5.4Ha of species rich grassland. Another 4.3Ha of species rich grassland with seven inter-linking shallow ponds has been created along the southern boundary of the restored area. These shallow ponds and the surrounding species rich grassland provide excellent habitat and feeding grounds for wading and other ground nesting birds, with both Lapwing and Ringed Plover successfully nesting in this area during 2016.

A further 2.1Ha of grassland has been created in the north eastern part of the restored area This grassland, together with the 9.7Ha species rich grassland is left to flower over the summer, then extensively grazed with cattle in the autumn to benefit the diverse vegetation which has established

An 18Ha field for arable use has also been restored and underdrained. This field was initially sown with a ryegrass and red clover mixture, with the grass managed for silage during the first 18 months. In September 2015, following installation of the field underdrainage system, the first wheat crop was sown. This crop was harvested in September 2016, producing an exceptionally good crop demonstrating how quickly land can be restored to full agricultural production following reinstatement.

Following harvesting of the wheat crop, kale was direct drilled into the stubble, the wheat chaff (including some seeds) was left on the surface and provided an excellent feeding habitat for finches and other seed and insect eating birds in late autumn and early winter.

355 metres of new hedging has been planted around the arable field and a 6 metre wildflower margin has also been established. In addition to new hedge planting, 75 metres of mature hedge was prepared and successfully translocated from the operational area of Brenkley Lane, which has taken and continues to grow well.

The aftercare period on the agricultural areas is five years, 10 years on woodlands and 15 years on ecological areas. Ongoing maintenance includes hedge cutting, soil analysis, treating and removal of any invasive/noxious weeds, maintenance of tracks and footpaths and the monitoring of ditches, swales, ponds and culverts.



Mount Oswald's sustainable urban drainage system

Mount Oswald is a Banks Group development located on the outskirts of the City of Durham and will provide high quality housing and new student accommodation for Durham University.

The sustainable urban drainage system (SUDS) in the southern area of the site, which progressed towards being adopted by Durham County Council in 2016, is not only an innovative design but also the first of its kind in Durham and the wider North East to be designed and built under the Flood and Water Management Act 2010.

Under this legislation local authorities have to adopt and manage SUDS schemes on new developments – but the SUDS schemes themselves have to be developer led. This is a new role for local authorities. And it is new for developers too.

The idea behind SUDS is to replicate natural systems that use cost effective solutions with low environmental impact to drain away grey rain water and surface water run-off through collection, storage, and cleaning before allowing it to be released slowly back into the environment, such as into water courses. This is to counter the effects of conventional drainage systems. SUDS solutions should be easy to manage, resilient to use, and be environmentally as well as aesthetically attractive.

The design and building of the SUDS scheme at Mount Oswald has been led by the Banks team, working closely with officers at Durham County Council. The result is a SUDS scheme that is very much in sympathy with the topography of the land and is effective at holding surface run off water back from flooding into the local water courses during heavy rainfall.

This local authority led SUDS model that Banks Group and Durham County Council have created is now held up across the country as an exemplar model for others to follow. Indeed we know other local authorities, like North Tyneside, have now adopted this model.

Durham park and ride car park expansion

In the summer of 2016 the Banks Group submitted a planning application to Durham County Council for creating 71 new spaces at the Howlands park & ride site, to the south of the city, as part of its ongoing development of the nearby Mount Oswald site. The £175,000 car park extension received planning permission in the autumn and was built and opened ahead of schedule at the end of 2016.

The Howlands planning application was developed in consultation with the County Council and local transport providers. The buses that travel between Howlands and the centre of Durham City will eventually enter and pick up passengers from the Mount Oswald site once the required infrastructure for them to do so is in place. The park and ride improvements form part of the Mount Oswald scheme's overall travel plan, which is being implemented and shaped by a dedicated travel plan coordinator.

Residents moving into the new homes that are now being built on the site receive a travel pack containing detailed information on different travel options around the site and the city, as well as a free one month bus pass and a cycle pack to help encourage them to leave their cars at home.



Banks senior project manager John Ruddick at Howlands



Lapwing at Brenkley Lane Surface Mine

Surface mine biodiversity

There have been approximately eight to ten pairs of Lapwings on our Brenkley Lane site and six to eight pairs on our Shotton site through the spring and summer in 2016.

This shows how a species of bird that is in decline, like the lapwing, can be given the space and habitat they need to thrive on a working surface mine. This is why we have introduced site specific biodiversity action plans on the Shotton and Brenkley Lane sites.

Lapwings like the open nature of the larger storage mounds on our sites where visibility for potential predators is good. Unusually, the young birds when they hatch are not fed by the adults and require an abundant source of small insects found around shallow pools and wet areas, which are present on the tops of the mounds.

As a result of this population decline the lapwing is a legally protected species and has "red status" under the Wildlife and Countryside Act 1981. This means it is an offence to kill, injure or take an adult, or to take, damage or destroy an active nest or its contents. So please take care on site to not disturb any nests you come across and similarly do not take pictures of any nests.



Discover Druridge

If the proposed surface mine at Highthorn in south east Northumberland is given the go-ahead, Banks will help deliver the exciting 'Discover Druridge' initiative.

Discover Druridge would see a coordinated approach involving local people, tourism and conservation bodies that would help deliver an offering which will sustain the Druridge Bay area for years to come, and give it the infrastructure required for managing the increasing numbers of visitors that the scheme would hope to draw in.

Discover Druridge is a proposed long term partnership between Banks Mining; Northumberland County Council; Northumberland Wildlife Trust; RSPB and the Northumberland and Tyneside Bird Club, that could deliver a positive, lasting legacy for Druridge Bay and the wider area.

Banks Mining has listened to the many local people, organisations and businesses who believe that tourism is crucial to the local economy. So we want to help deliver, through the Highthorn surface mine, a tourism offer that will sustain the Druridge Bay area for years to come.

Highthorn could be the catalyst to bring about the Discover Druridge visitor attraction by addressing the severe lack of investment in the area. Druridge Bay has many assets and points of interest, but this lack of investment has left many of these assets geographically remote from each other, at risk of falling into decline or ruin and unknown to many but the immediate local communities.

As such, Discover Druridge is designed to provide a collection of improvements, such as new habitats, attractions and recreational facilities, all aimed at helping people discover what Druridge Bay has to offer. No longer will people come to Druridge Bay for a stop off just to visit the beach and then continue onwards up to Warkworth, Bamburgh, Dunstanburgh or Alnwick. Discover Druridge is designed to attract people to the area and keep them at Druridge Bay exploring the trails and tracks, playing in the parks and beach, exploring nature and the Northumberland coast and spending their money in Druridge Bay.













It is envisaged that Banks Mining's start-up funding commitment could allow other benefits to be delivered through the Discover Druridge collaborative partnership, such as:

- Improved hide facilities
- Wider access route improvements
- Funding for a formal coastal path
- Improved car parking facilities at Druridge
- Establishment of bay wide grazing regimes on the dunes
- Improved visitor facilities at Druridge Bay Country Park
- Gateway features to the bay and dunes
- World War II signage and interpretation
- Dark skies facilities
- Cycle shuttle
- Dedicated management officer

Working with carbon balanced suppliers

Where possible we work with suppliers with environmental credentials.

During 2016, the Banks Group worked with a print supplier who offset the CO_2 emissions of their paper purchases by planting trees here in the UK through the Woodland Trust Woodland Carbon programme, an accredited, award winning carbon removal scheme, operated under the Government's 2011 Woodland Carbon Code.

As the UK's leading woodland conservation charity, the Woodland Trust, work to create a country rich in woodland and the carbon capture programme contributes directly to the planting of native trees such as oak, maple, birch, and other indigenous species. With only 13% tree cover in the UK, compared to a 44% average in Europe, the aim of the Woodland Trust is to see a doubling of native broadleaf trees.

By working with such a carbon balanced supplier, we ensure the paper our brochures are printed on are carbon balanced, and aid the planting of new woodland across the country to be enjoyed and valued by everyone.



Office Paper Recycling

We are mindful of the impact that the paper our organisation generates has on the environment so all our archives and confidential office paperwork is shredded on site and recycled. During 2016 we saved 39 trees which equates to 3,500kg of paper.

Business Partners

HIGHLIGHTS OF 2016

- **Total value of contracts awarded to North East firms as part of the construction of the Lambs Hill Wind Farm on Teesside passed the £1m mark**
- **New coal washing plant became operational at Shotton Surface Mine, enabling Banks Mining to supply washed coal products to the domestic coal market in the UK**
- **Banks Mining mined and transported 1million tonnes of coal to its customers**
- **Banks Mining also published its *Connect 2 Banks Mining* Charter**

PLANS FOR 2017

- To build close professional relationships with our supply chain and customers by ensuring fair, ethical and respectful treatment.
- To assist with the identification of suppliers and contractors that exist closest to our projects through meet the buyer events etc, providing tendering opportunities to those businesses and applying principles such as those defined in the *Connect2Renewables* and *Connect 2 Banks Mining* charters (subject always to full observance of the group's procurement principles and processes).
- To ensure that key suppliers have been through the organisations pre-qualification process (PQQ) in order for them to demonstrate appropriate levels of competency, financial stability and compliance with all relevant health, safety and environmental practices and legislation.
- To produce and publish our first annual report under the 2015 Modern Slavery Act.

Key figures of suppliers, appointments and tenders for 2016:

190
NEW SUPPLIERS ADDED TO OUR DATABASES

201
APPOINTMENTS ISSUED FOR PURCHASING SERVICES

45
TENDERS ISSUED ACROSS DEVELOPMENTS

Ethical procurement

The project procurement team has a number of processes that ensure contracts are awarded ethically, and include the following key actions:

- Fair tenders
- Ensure all our suppliers have a safe track record
- Ensure suppliers are socially and environmentally responsible
- Suppliers to our renewable projects must actively embrace Connect2Renewables, which encourages the use of local sub-contractors whenever possible



Concrete pour at the construction of the Lambs Hill Wind Farm, June 2016

Connect2Renewables

Connect2Renewables is an initiative between the local communities, Banks and local authorities which seeks to maximise the social, economic and environmental benefit of the development to the local area. Banks Renewables is in the process of rolling out Connect2Renewables to apply to all our wind farms in Scotland.

THIS WILL BE ACHIEVED THROUGH:



- A commitment from Banks to deliver as high a percentage as possible of the contracted construction value to companies local to the site
- A commitment to localise any economic activity throughout the life cycle of the development
- The community partnering proposal set out above, and it is proposed for the first five years of operation a minimum of £2,500 per MW per year will be placed into an "employability scheme"
- A focus on helping local people gain apprenticeships and workplace learning placements with the aim of improving their employment credentials
- The scheme being administered by the local authority for the benefit of the local communities

Contracts won by local companies

Kype Muir Wind Farm

In October 2016, Banks Renewables appointed local contractors RJ MacLeod to undertake the Lambhill Road upgrade around its Kype Muir wind farm, in line with its Connect2Renewables Charter.

Banks Renewables' commitment to South Lanarkshire in the form of its Connect2Renewables Charter is already providing significant economic benefits, with local firm Raeburn Geotechnical also having secured major contracts.

Widening the road from a single-track to a 5.5 metre, two-lane carriageway the road will also include new passing places to account for the heavier traffic associated with construction.

The commencement of the project signals Banks commitment to their ground-breaking Connect2Renewables (C2R) charter which, over the course of the 30 year life of the Kype Muir site, will contribute over £44 million to the local economy.


Raeburn Drilling has been able to take on apprentice drillers and create new graduate positions due to the contracts.



Kris Harrison, district commercial manager at Hope Construction Materials from Teeside with Lewis Stokes


Spencer Carnie, Project Manager RJ McLeod with Gordon Thomson from Banks Renewables

Middle Muir Wind Farm

The balance of plant contract for Middle Muir ('balance of plant' is a term used in the power engineering sector to refer to all the supporting components and auxiliary systems of a wind farm needed to deliver the energy, other than the generating unit itself) have been agreed with Scottish civil engineering contractor R J McLeod for the Kype Muir and Middle Muir construction works.


Phil Wilson of Capita Property & Infrastructure with John Moyles of Allied Exploration & Geotechnics

Moor House Wind Farm

The six-turbine Moor House scheme, near Darlington, is a £17.5m investment by Banks Renewables, and will offer local businesses the opportunity to tender for contracts worth up to £4.5million in relation to different elements of the scheme including construction, security, accommodation and catering.

Allied Exploration & Geotechnics Limited of Chester Le Street were appointed in conjunction with Capita to carry out the site investigation work, which started in March 2016 and which took around four to six weeks to complete.

County Durham based Hall Construction has won the contract to provide the balance of plant works at Moor House. Construction will take place throughout 2017.

Lambs Hill Wind Farm

In July 2016 the total value of contracts awarded to North East firms as part of the construction of a new wind farm on Teesside passed the £1m mark.

In March 2016 we started construction work on the Lambs Hill Wind Farm, which sits to the North West of Stockton, with Cheetham Hill Construction being appointed as main contractor.

Since then, more than 20 sub-contractors have been appointed to work on the creation of the four-turbine scheme, with over £310,000 of contracts being awarded to firms based in the local Tees Valley area.

Successful contractors include waste recycling firm Scott Brothers of Billingham, B&S Scaffolding of Middlesbrough, Stockton-based Hope Construction and various accommodation and catering suppliers across the area around the site.

Contracts worth a further £740,000 have been allocated to companies elsewhere in the North East, including Express Reinforcement and testing & inspection firm ESG, both of Newcastle, and rainwater harvesting equipment supplier Oaklands Environmental of Washington.

The Lambs Hill Wind Farm has an installed capacity of up to 10MW, and began producing clean, green energy at the end of 2016.



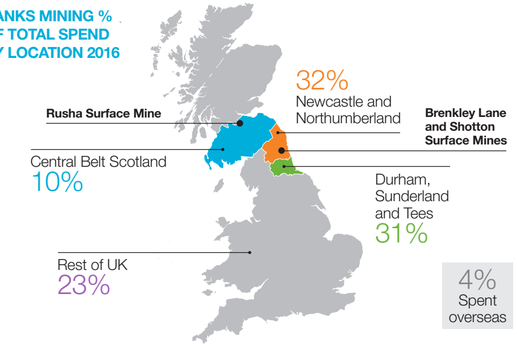
CASE STUDY: Local contracts

In line with the approach outlined in the Connect 2 Banks Mining Charter, Banks Mining signed a contract with the industrial laundry located next to its Meadowfield head office, to supply and clean the overalls worn by our teams on site.

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 2016





Nick Twine overlooks the new coal washing plant

Shotton coal washing plant

Summer 2016 saw Banks Mining investing in a new £1million coal washing plant to enable the production of washed coal for the growing, high value, coal markets such as domestic heating, heritage railways, cement and carbon fibre industries. It became operational on plan, and on budget, at the beginning of July 2016.

Connect 2 Banks Mining

This charter sets out how Banks Mining will continue to support the local economies that host our mining projects. The Connect 2 Banks Mining Charter's mission is to:

- Maximise the benefits available from each of our surface coal mines for local people and for the local economy
- Create new employment, training and/or education opportunities for local people
- Directly support local businesses by encouraging them to join the Banks Mining supply chain

Our commitment

WE SHALL:

- Maximise contracting opportunities for local firms around our proposed mining sites
- Give priority to placing local businesses on tender lists wherever possible
- Make local benefits and the employment of local labour a material consideration when awarding contracts
- Develop direct training and employment opportunities for local people on our surface coal mines
- Work in partnership with the local council and agencies to support improved access to further education, employment and training for local people
- Provide a contribution per tonne of coal extracted over the life of our proposed mining sites for community projects



Workplace

HIGHLIGHTS OF 2016

- **Gaining Continuing Excellence level Better Health at Work Award for Northumberland.**
- **Gaining Silver level Better Health at Work Award for Durham**
- **Launch of innovative inSTRUCT training system**
- **Confirmed as the only UK and European approved supplier in the Better Coal scheme**
- **Shotton Surface Mine awarded PRIME site status by the Institute of Quarrying**
- **Employees maintaining a minimum of 10.5 hours health and safety training throughout the year, smashing our target of 6 hours**
- **Introduction of a Healthy Eating Statement to promote and encourage employees to follow a balance of healthy eating and physical activity**

PLANS FOR 2017

- To maintain Continuing Excellence Better Health at Work award in Northumberland and achieving the Gold Standard of the award in Durham
- To facilitate the availability of health and well being initiatives to all employees, with a target of delivering six initiatives per year
- To maintain Investors in People status across the business to a minimum standard of Bronze
- For all employees to maintain a minimum of six hours health and safety training per financial year
- To work towards achieving one near miss/risk observation per person per financial year
- To strive to achieve zero RIDDOR (reporting of injuries, diseases and dangerous occurrences regulations) events
- To make explicit its human rights policy, an external grievance and reporting procedure and an anti-corruption and bribery statement.
- To show support and promotion of the Extractive Industries Transparency Initiative (EITI)



PRIME accreditation

Shotton Surface Mine was awarded PRIME site status by the Institute of Quarrying (IQ) in Autumn 2016. To achieve this award, the site had to satisfy an assessment covering eight key areas.

These were:

- Having a recruitment strategy
- The approach to recruitment (competency based with due regard for development)
- The maintaining of an integrated training and development plan
- The provision of CPD
- External engagement (professional competence agenda)
- A transparent approach to training and development
- Active engagement with customers and the local community promoting a highly professional image
- Housekeeping and standards

Keith Tarn, HR Manager said, “This is a sound endorsement of the progress we have made in the last two years. In particular our approach towards continuous development programmes and employee engagement. We hope to have Brenkley assessed in the near future. Well done to all involved in the site management of the Shotton Surface Mine.”

Better coal

In Autumn 2016 Banks Mining became the first UK and European mining company to be an approved participating supplier to the Bettercoal scheme.

Bettercoal is a global, not-for-profit, initiative established by a group of major utilities to promote the continuous improvement of corporate responsibility in the coal supply chain, with a specific focus on the mines themselves.

For more information about Bettercoal log on to: *www.bettercoal.org*

bettercoal
defining standards.refining practice

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.

KEY H&S PERFORMANCE INDICATORS FOR 2016:

BRENKLEY LANE SURFACE MINE
232
DAYS WORKED WITHOUT A LOST TIME INJURY

RUSHA SURFACE MINE
763
DAYS WORKED WITHOUT A LOST TIME INJURY

SHOTTON SURFACE MINE
175
DAYS WORKED WITHOUT A LOST TIME INJURY

PONESK RESTORATION SITE
110
DAYS WORKED WITHOUT A LOST TIME INJURY

0.84*
GROUP LOST TIME INJURY FREQUENCY RATE

3,660
TOTAL H&S TRAINING HOURS ACROSS GROUP

*Number of lost time injuries in a workplace per one hundred thousand man-hours worked) • INDUSTRY AVERAGE: 0.3



Toolbox talks

The topics covered in the Health & Safety 2016 “toolbox talks” included:

- **Near miss**
- **Slip, trips and falls**
- **Substance misuse**
- **Site welfare**
- **Winter working**
- **Employee duties**
- **Fire extinguishers**
- **Importance of wearing seatbelts**
- **PPE**
- **Dust and fumes**
- **Mobile phone use**
- **COSHH**
- **Driving for work**
- **Ear and hand protection**

Training highlights

Sarah Richardson -

has progressed onto the advanced diploma in procurement and supply course at Darlington College, after passing the diploma in procurement and supply course in 2016.



David Smith -

Plant Operator and Site Safety Representative is currently training to become an A1 Assessor which will allow him carry out assessments, on site, to test drivers for competency.





Jamie Drysdale -

Deputy site manager at Shotton is undertaking a foundation degree in mining.

Others

Many of our site engineers are currently undertaking the Site Management Safety Training Scheme (SMSTS), to gain a greater level of site safety knowledge and awareness.

Site supervisors have completed the Institute of Occupational Safety and Health (IOSH) Managing Safely training course to ensure they are fully aware of their health and safety responsibilities.



Keith Tarn and David Wilson led the development of inSTRUCT

Internal training: inSTRUCT

inSTRUCT is an interactive educational and training tool that provides an audit trail of understanding, so that all employees are fully equipped to carry out their roles with the utmost efficiency and competence.

Everyone has to read the policies and procedures relevant to their job and then answer a number of questions online. All results are recorded and analysed by HR.

It was trialled on our mining sites in late 2015 and then widened out to other parts of the business in early 2016 and then finally to all employees in late 2016 and early 2017.

The system was designed and developed in-house. A competency steering group was set up that included Keith Tarn, Group Human Resource Manager; David Paterson, Production Manager; Christian Adkins, Health and Safety Manager; Ewan Cowie, Plant Operator Assessor and David Wilson, Applications Development Analyst.

Although the inSTRUCT system has only recently been rolled out to all employees, it is already providing many benefits to the business including:

- Greater understanding of roles and responsibilities and policies/laws
- Upskilling employees
- Saving management time
- More efficient use of machinery and fuel
- Cost savings

Drug and alcohol testing

The Banks Group operates a zero tolerance policy on drugs and alcohol across its businesses. This policy is enforced by random drug and alcohol testing. During 2016, no member of staff who was tested showed a positive result.

Sickness absence rates

We are proud to report that in 2016 our sickness absence rate was 2.02% for the year (down from 3.2% in 2015). This is below the national average of 3.3%.



L-R: The Banks Group health advocates: Nicola Coultas; Christine Hogarth; Sara Ellis; Catherine Fabi and Debbie McWilliam

Better Health at Work Award

Our Meadowfield office achieved the Silver level Better Health at Work Award in September 2016 and we are now working towards Gold. The Better Health at Work Awards encourage organisations to promote healthy lifestyles amongst their employees.

The team at our surface coal mines in Northumberland have been taking part in the Better Health at Work Award for a number of years and maintained Continuing Excellence standard during 2016.

Health initiatives on site

At the Shotton and Brenkley sites, a number of health initiatives were organised for the Banks team including awareness raising of stopping smoking, weight management guidance, healthy eating help, information on alcohol units and driving limits, and skin cancer prevention posters.

Health campaigns

Our nominated Health Advocates organised a number of health campaigns for office based employees during 2016, covering subjects as diverse as healthy eating, mental well being, Seasonal Affective Disorder and Sudden Death Syndrome.

Employee health checks

During October 2016 we held a health day at our Head Office and employees were able to attend a free NHS Health Check. These mini MOTs offer employees an informal and convenient way of getting their blood pressure, cholesterol, weight and lifestyle analysed and improvements suggested to them if required.


NHS Health Check event


Danielle Newby, Anne Jameson and John Banks in the background at the Gluten Free Taste Test Event

CASE STUDY:
Gluten Free Taste Test Event

One of the most well attended initiatives ran in 2016 was a Gluten Free Taste Test event. Two lots of food (one gluten free and one normal) were presented to employees and labelled A and B. Employees were then asked to taste a little of each and guess which was the gluten free variety. Dishes included pasta, cookies, sausages, breadsticks, toast and crackers. Most employees didn't guess which foods were the gluten free options. The two people who ran the event are experts in the field as one has a wheat intolerance and one is a Coeliac Disease sufferer. Plenty of free leaflets and factsheets were available to employees and people were able to ask questions about recognising signs and where to get further help.

CASE STUDY:
Health Campaign Event - Blood Cancer Awareness

During September we ran a recruitment drive at our head office to encourage employees to register to become potential stem cell donors. This was in support of Blood Cancer Awareness Month. We recruited ten members of employees on the day.



Fran Nicholson of Banks (right) taking a swab of cheek cells to see if she is eligible to be a stem cell donor

Communication and employee engagement

Communication with our people is of the utmost importance and recent exercises involving employee participation have included:

- A revamp of our employee appraisal system following feedback at a series of internal workshops on how it could be improved.
- A health needs assessment questionnaire circulated to office based and site employees to assess the health and wellbeing topics they want to know more about.
- A series of end of year team days to provide an overview of where the business is heading during 2017. Members from different departments across the group were encouraged to attend to help communicate future plans, identify objectives, share ideas, hold team building exercises (often involving a competition or two) and foster collaboration across the business.



Renewables team building day exercise winners. L-R Jill Lomax (Planner), Will Aylward (Engineer), Debbie Kendall (Project Secretary), Lewis Stokes (Community Relations Manager), Ryan Newall (Senior Business Development Manager) and Richard Dunkley (Executive Director)

In 2017 we will be raising funds for...

The Alzheimer's Society is the UK's leading dementia support and research charity. They provide information, practical and emotional support to help people live well with dementia and they invest in world-class research with the ultimate goal of defeating this devastating condition. The society also campaigns to improve public understanding and awareness.

The charity was nominated by Neil Cook, site manager at Shotton Surface Mine, who is pictured with Lucy King, North East Community Fundraiser at Alzheimer's Society opposite. Neil's father was diagnosed with Alzheimer's in 2014.

If you would like to make a donation please log on to:

www.justgiving.com/company/TheBanksGroup2017

For more information about the Alzheimer's Society see:

www.alzheimers.org.uk

Lucy King, community fundraiser with Alzheimer's Society, with Neil Cook, manager at Shotton surface mine



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*Calls to 0844 numbers are charged at local rate from a BT landline, charges from other providers and mobile networks may vary.

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