> "Sustainability is becoming more and more prevalent in our daily lives and has been well integrated into our business since the launch of our Sustainability strategy, Act, and Tarmac's golden threads. We want everyone in our business to feel comfortable to have sustainability conversations with all their stakeholders and new starters entering the business and to know how they can contribute to achieving our 2030 goals."

Rob Owen, sustainable construction advisor

People

Our People

Sustainability upskilling

Through a range of initiatives and projects, our Sustainability team has been driving forward with our goal of reaching net zero before 2050, and achieving our wider sustainability goals, by upskilling colleagues across the business about sustainability. The launch of our Sustainability strategy, Act, our action plans, sustainability training, and a dedicated toolkit have all been part of our efforts to achieve our sustainability goals.

The team has recently completed a pilot project conducting training targeted at the North and Scotland region at the Birtley office in County Durham. We will be using this to guide a national approach for 2023.

By keeping sustainability at the forefront through awareness and training, we'll get one step closer to reaching our sustainability ambitions. We use a range of resources to help with our sustainability training, including:

· Sustainability strategy
· Sustainability report
· Sustainability toolkit
· Sustainability knowledge bank

We also have a sustainability community on Tarmac's intranet site, the Circle, which is a dedicated forum for sharing ideas and helps to keep the conversations going about how we can be more sustainable as a business to reach our goals and in our personal lives.

In 2022, the sustainability team delivered training to 573 employees across Tarmac and have set out a plan to progress this into 2023. This training covered a range of topics such as our sustainability strategy, net zero, our certifications and sustainable solutions.