



**JOHN SISK & SON LIMITED EMPLOYEE ENGAGEMENT IN POLLINATOR ENHANCEMENT
UK & REPUBLIC OF IRELAND
JOHN SISK & SON LTD**

BIG Biodiversity Challenge Award Category: Pollinator

Project overview

John Sisk & Son Limited supported National Biodiversity Week Ireland and International Day of Biodiversity across its UK and Irish operations by raising awareness for the importance of Biodiversity across the organisation. This was carried out through Twitter, LinkedIn, bulletins, toolbox talks and the key element - providing wild flower pollinator seeds to all Sisk employees and external bodies.

What were the biodiversity conditions on site, prior to the enhancement?

This was a companywide initiative for our employees to improve the biodiversity either on the projects where they are located or out in the local areas where they live and work.

What were the reasons behind this project ?

Biodiversity is being lost at an unprecedented rate globally, with the fastest decline in the past 50 years then ever known before in human history.

As part of Sisk's Sustainability Strategy and commitment to improving biodiversity, and in support of International Day of Biodiversity and National Biodiversity Week Ireland, we asked our employees to all pledge to do just one thing, make one small change that will help protect and enhance biodiversity.



Bulletin on Keeping our beaches clean promoted across Sisk internally and externally on twitter.



Bulletin on Shopping local and saving emissions promoted across Sisk internally and externally on twitter.

What were the biodiversity measures taken?

During the week, Sisk raised awareness of the importance for biodiversity by sending out daily bulletins internally to all Sisk employees and externally through the Sisk twitter account under the #Biodiversity25years. These bulletins conveyed a number of actions, such as shopping locally, keeping our beaches clean and taking the 4R's pledge to refuse, reduce, reuse and recycle.

In addition, Sisk sent out 1500 wild flower pollinator seed packets across all our employees, subcontract partners and external bodies, with excellent feedback received:

“Martin O'Halloran, Chief Executive of the Health and Safety Authority would like to extend his thanks for the complimentary wildflower seeds for bees which have been distributed to staff in the Authority.”

Alongside this, during the week a number of Sisk projects throughout the UK and Ireland carried out activities, such as planting Sisk hard hats, wellington boots and creating pallet planting boxes out of waste with pollinating plants to help the local bee populations.

Further information

This initiative was rolled out companywide across the UK and Ireland to have maximum impact in improving the biodiversity across both countries with our 1300+ strong workforce and additional external parties.

Monitoring of the effectiveness of this initiative is currently being carried out through the rota of project environmental audits, picking up where biodiversity initiatives have been implemented on sites, and feedback through the activities that have been carried out at home.



Sisk branded wildflower seed packets distributed across Sisk employees and external parties on International Biodiversity Day.



E03 Canada Gardens project: Old waste pallet painted up with pollinating flowers planted in site compound.

Further information continued;

Qualitative assessment has been positive through feedback received, as well as additional requests for more seeds!

This is providing valuable evidence that the activities throughout the week have succeeded in raising awareness to the issues for biodiversity, in particular the decline in bee populations, and have motivated individuals to take action to improve biodiversity in their local areas.

Next year Sisk will look to roll out another awareness campaign around International Day for Biodiversity following the success of this first campaign, but would look to include a greater feedback mechanism to collate all of the excellent work that Sisk projects and personnel have done in protecting and improving biodiversity.

Project Team

- Sisk Environment Team: Sarah-Jane Holmes, Alan Cawley, John McGrath, Brian Handcock

What was the motivation for carrying out the enhancement?

Biodiversity is as a key item on the Sisk Sustainability Strategy. Construction activity can have detrimental effects on local biodiversity, however at Sisk we are committed to doing our part to combat this issue and showcase as a construction company who readily protects and enhances biodiversity.



Rathbone Phase 3 project: Sisk hard hats planted with pollinating plants and hung on site hoarding.



Sheerness Bridge project: Old wellington boots planted with pollinating flowers in site compound.