



# Impact Report 2024



The UK's customer service leader in specialist engineering services.





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## About Ipsum

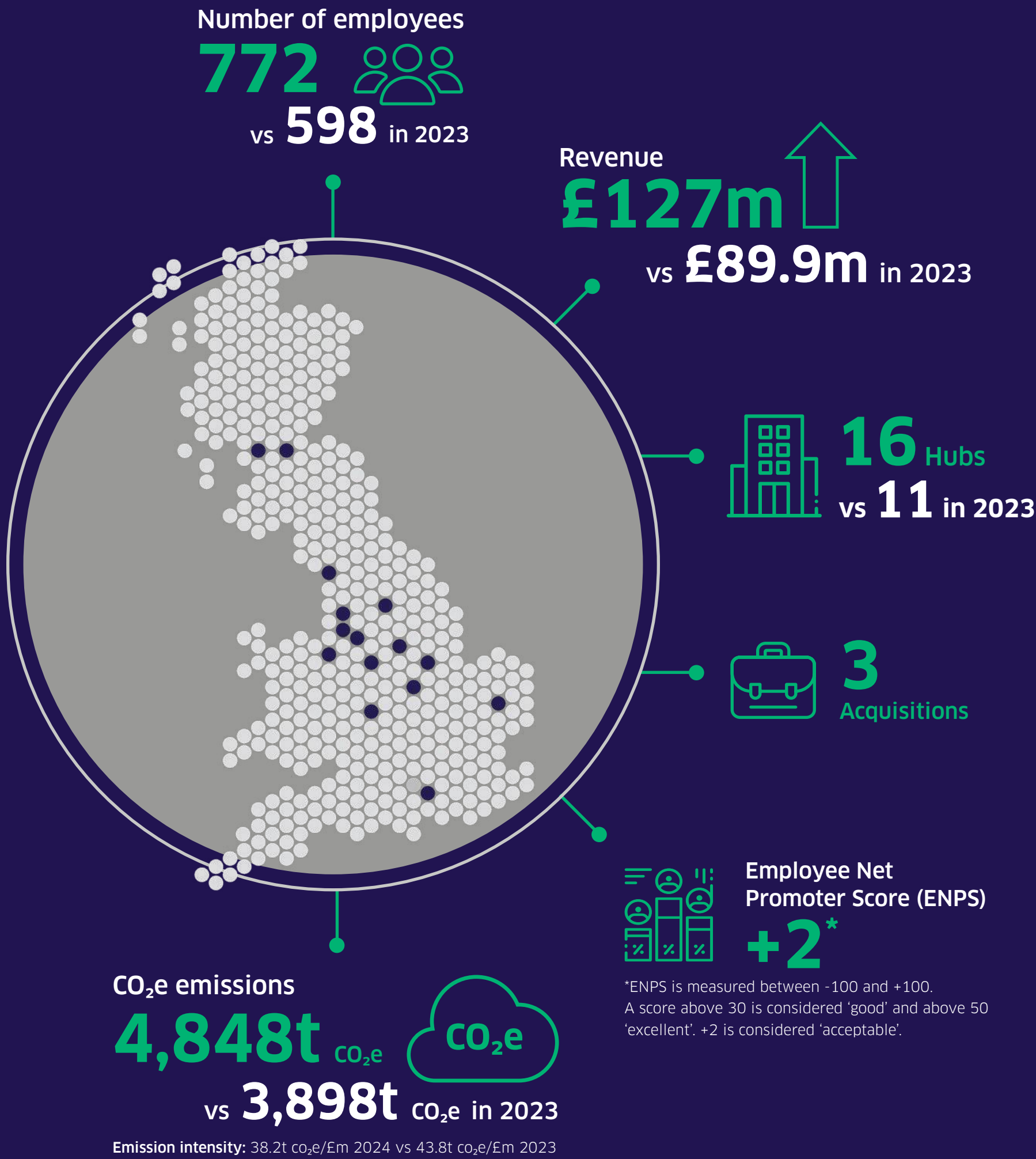
Ipsum is a leading provider of specialist engineering services, delivering critical solutions across the Water and Power sectors. We are a business of purpose - supporting the maintenance and enhancement of the UK's critical Power and waste Water infrastructure to ensure people are able to access the essential services they need.

We pride ourselves on delivering a bespoke service to each client – from end-to-end engineering solutions and multi-faceted environmental maintenance and repair agreements to targeted point solutions. We help our clients to ensure their assets provide the services that their customers demand and play an important role in supporting the resilience, efficiency, and sustainability of the UK's essential networks.

Since our founding, we have grown through strategic expansion, continually evolving to meet industry challenges. Now backed by IK Partners, we are focused on driving innovation, enhancing infrastructure reliability and performance, and delivering long-term value to our customers. For more on our journey, see the timeline on the next page.

## Introduction

This is our fifth Impact Report. As with its predecessors, it provides a snapshot of the Environmental, Social and Governance (ESG) related impact we have had throughout 2024. This report highlights how key acquisitions have further enhanced our ability to deliver impact, provides an update on our progress in developing a sustainability strategy and sets out the key initiatives undertaken in the year.





# Message from CEO



## Shaping the future: growth, innovation, and sustainability

2024 has been a transformative year for Ipsum, marked by strategic expansion, innovation, and a deepened commitment to sustainability. As we continue to evolve, our focus remains on delivering essential infrastructure services, enhancing operational resilience, and driving industry-leading solutions across the water and power sectors.

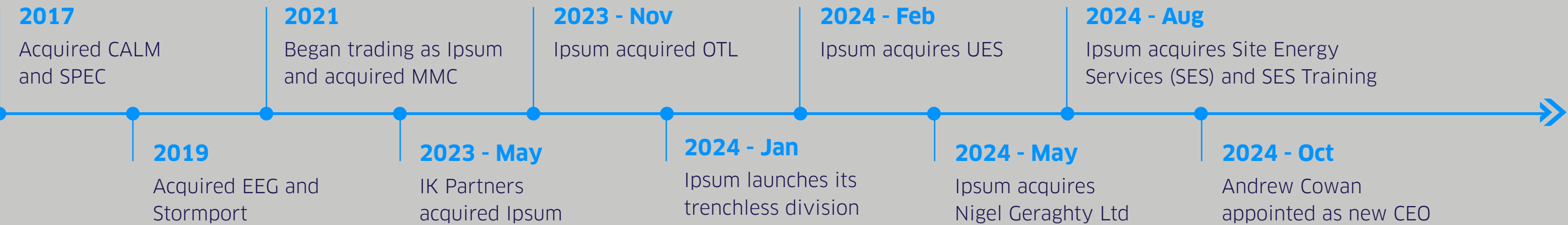
This year, Ipsum has grown significantly through strategic acquisitions, leadership expansion, and investments in technology and sustainability. The integration of these businesses has enhanced our capabilities in the industry, reinforcing our ability to deliver specialist engineering solutions at scale.

Beyond growth, we have continued to evolve as a responsible and future-focused business. The appointment of a Head of ESG marks an important step in aligning our operations with long-term environmental, social, and governance (ESG) commitments. As regulations tighten and industries transition to low-carbon, resilient networks, we

are ensuring Ipsum is at the forefront, supporting our customers in meeting these challenges through sustainable, innovative solutions.

This report provides a snapshot of our ESG progress in 2024, reflecting our achievements while acknowledging that we are still at the early stages of our journey. In 2025, ESG has become a strategic priority, with full commitment from our investor, IK Partners, and our Board. We recognise that delivering lasting impact requires continuous progress, and we look forward to accelerating our efforts in the years ahead.

## Company Timeline



## Company values

At Ipsum, our success is driven by three core values:



**Safety**  
An uncompromising commitment to outstanding health, safety, and environmental performance.



**Service**  
Delivering exceptional customer service, every job, every day.



**Specialist**  
A dedication to innovation, value, and continuous improvement, using our deep domain expertise to benefit our customers.



# Section 1: How our acquisitions enhance our sustainability capabilities

As part of our long-term strategy, Ipsium continues to invest in specialist expertise through strategic acquisition. In 2024, we welcomed three businesses into the Ipsium family, each bringing unique capabilities that enhance our service offering and strengthen our position in the Water and Power sectors. Importantly, as we explain further in this section, these acquisitions directly support our sustainability agenda. This includes introducing innovative capabilities to reduce emissions in sewer maintenance, enhancing our workforce development capabilities and bolstering our ability to support our clients overcoming challenges introduced by climate change and the net zero agenda.





# Power: strengthening resilience & supporting net zero

The UK’s Power sector continues to evolve at pace. The transition to net zero is accelerating (with 4.2 GW of new renewable capacity added to the grid), climate degradation is increasing the frequency and impact of extreme weather and the skills shortage continues to grow. To help our clients adapt to and meet these challenges, we made three strategic acquisitions into our Power business in 2024.

As set out on this page, these acquisitions have further enhanced the value we deliver to society every day. By acquiring these businesses, we are able to rapidly scale them to deliver an even greater impact.



## Utility Engineering Solutions (UES) – unblocking the connections backlog

The evolving grid and growing UK power demand is driving the need for additional electrical infrastructure. However, there are well documented problems in delivering this due to a myriad of factors related to connections. We identified an opportunity to support with a part of this problem by acquiring Utility Engineering Solutions (UES) – a specialist Independent Connection Provider (ICP). This greatly enhances our ability to support new grid connections from 11kV to 132kV, and we can accelerate the scale and capability of this offering.

This expansion enables us to play a key role in delivering infrastructure for renewable energy projects and low-carbon investments, ensuring the UK’s energy transition is both scalable and sustainable. With UES, Ipsum has solidified its position as a leading ICP, supporting public and private sector clients in developing the critical infrastructure needed for a low-carbon future.

## Geraghty Ltd - enhancing storm resilience with overhead line (OHL) expertise

It is estimated that 1,000 miles of new power lines are required to meet the government’s decarbonisation targets by 2035. Alongside this, the existing overhead line infrastructure needs to be maintained and enhanced to increase resilience. To support these initiatives, we needed to expand our OHL division. We did just that by acquiring Geraghty Ltd in May 2024.

Our storm response drives the greatest impact for our customers. As mentioned, a number of major storm events battered large parts of the UK throughout 2024. The frequency and intensity of storms like these is increasing and therefore, as well as developing infrastructure to better withstand the changing climate, we must have a rapid response to get power back online. This is exactly the capability that Geraghty Ltd has brought to Ipsum and it was perfectly illustrated during Storm Darragh.



## Case study: recovering from a disaster

On the 6th and 7th December, Storm Darragh battered the West of the UK. With winds gusting to 81mph, power lines were torn down and 2.3 million people were left without power. In anticipation, we mobilised line technicians and were able to support DNO’s across the country with the recovery effort. Our teams removed felled trees and supported the replacement of overhead lines to quickly restore power to those areas impacted.



At the time, National Grid described the storm recovery effort as the “biggest restoration effort ever on our network”. We were incredibly proud to play our part in this - working around the clock to restore power in the hardest hit areas.



## SES Training Solutions: developing the workforce of the future

The Energy sector is facing a critical skills shortage - partly driven by the demands of the clean energy transition. For the UK, this is estimated at 200,000 workers with shortages in specialised electricians and renewable energy, technical and engineering expertise. Our existing training facilities and apprenticeship programmes go some way to helping the sector with these challenges. However, we saw an opportunity to expand our impact and acquired SES Training Solutions in August. This is a well-established specialist training company focused on the Power sector. By acquiring SES, we are able to expand the reach and impact of this offering to play a more significant role in addressing the nationwide skills shortage.



Since joining Ipsum, SES Training has become a key part of our mission to build the energy workforce of the future. Working closely with Ipsum’s leadership team, SES is developing a modern, flexible training model that supports both our people and the wider industry at every stage of their careers.



Together, Ipsum and SES are not only tackling today’s challenges, we’re creating a training ecosystem that delivers long-term value for employees, clients, and communities across the UK.

Key developments include:



Growing with demand:

SES is expanding its training and assessment services to support the rising number of technical roles needed by Ipsum’s clients across power, infrastructure, renewables, and soon, the water sector.



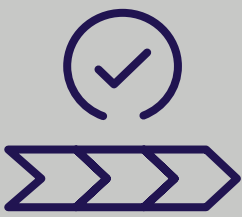
Smarter delivery:

Training is being modernised with more onsite, remote, and hybrid options, helping to reduce travel, save time, cut costs, and lower the environmental footprint.



Backing early careers:

We’ve set a clear goal: Invest in Talent. Invest in the Future. We aim to have 10% of Ipsum’s workforce in technical ‘earn and learn’ roles within two years. SES will play a central role in delivering on that commitment.



Future-ready:

SES supports every stage of the employee journey, ensuring technicians, supervisors, auditors, and managers continue to grow and contribute meaningfully to our success.



Leading by example:

With the sector set to lose over 190,000 workers by 2027 through retirement and career changes, our work with SES puts us in a leading position to fill that gap and help others in the industry do the same.



# Water: driving sustainable infrastructure & pollution reduction

Pressure on the Water sector reached a high in 2024, with Ofwat issuing £168m in fines to various water companies for sewage discharges. This has led to budgets for the AMP8 cycle provisionally almost doubling compared to AMP7 – with a huge focus on pollution prevention. This is far from the only challenge facing the sector – with the degrading climate drastically changing the demands on an aging system that is struggling to adapt.

We continue to support both our regulated and non-regulated clients face into these, and other, challenges. A core way we do this is through our asset stewardship role – helping our clients to identify solutions that allow for more efficient resource deployment and deliver better outcomes at pace. We identified an opportunity to bolster these capabilities by establishing a dedicated trenchless (“no-dig”) division.



The Modbury sewer rehabilitation project is a great example of the benefits that pursuing a no-dig approach can deliver.

## Trenchless technology: driving innovation and carbon reduction

Trenchless is an alternative approach to sewer line repair or replacement. Traditionally, damaged sewer lines are repaired through an ‘open cut’ technique. This involves excavation – digging a trench to allow the existing line to be repaired or replaced with the trench then backfilled. Trenchless is an alternative approach which offers a ‘no-dig’ solution. Our operatives access the sewer via a manhole and then use a ‘cured-in place’ technique to insert a new liner into the existing sewer line. This then restores the line to its full operating capacity. The benefits of this approach are significant and include:

- Minimal environmental damage – as the ecosystem around the damaged sewer line is not excavated.
- Disruption is minimised – as the area does not need to be excavated, there is a reduced need for road closures or extensive traffic management to be deployed. Additionally, as trenchless jobs are completed in significantly less time any such requirements are minimised. This not only reduces the potential negative impact on the local community, it also significantly reduces emissions from idling traffic or lengthy diversions.
- Reduced waste production and materials – as there is no substantive excavation, there is less need for waste processing, nor are new materials required to backfill the trench.
- Reduced carbon emissions – all of the above means a substantial reduction in carbon emissions.

To help quantify the carbon reduction offered by this technique, we utilise a specific carbon calculator developed by the University of Waterloo. We have found that trenchless jobs reduced carbon emissions by upwards of 85% - not accounting for the benefits in reduced traffic disturbance.

We have significantly invested in this capability across the year, growing the team from 11 to 67 and procuring £3.5m of additional equipment. This growth means we can help the sector deliver more trenchless works across the UK – including utilising these on the freshwater network – unlocking the significant benefits described for communities and the environment.

## Case study: Modbury

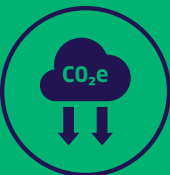


Modbury – a small town in Devon – had a big problem with its main sewer with recurring blockages and pollution events. These risked undermining the main road. The proposed solution was to excavate and replace 350m of brick culvert, closing the road – the lifeblood of the town – for a minimum of 12 weeks. This was not a viable solution for the town and Ipsium were engaged to propose an alternative. Utilising our ‘cured-in-place’ (CIPP) lining technique, we were able to propose a solution that reduced the closure to four weeks. We were duly appointed and carried out the works.

Not only did utilising the CIPP significantly reduce commercial disruption to the town, it also had significant environmental benefits. Specifically:



Prevented the excavation and disposal of ~800m3 of material



Reduced delivery emissions by over 70 tonnes CO<sub>2</sub>e (a 90% reduction compared to open-cut)



Delivered in a third of the time, reducing wider commercial and environmental impacts



## Section 2: **How our approach to sustainability is evolving**

In this section, we share the key sustainability milestones delivered since inception, explain how we are developing our sustainability strategy and show how our approach aligns with the UN Sustainable Development Goals (SDGs). We are still early on our sustainability journey. 2024 was effectively a reset and re-focus. It is the year in which the topic became a priority for the business and our approach moved away from being ad hoc and reactive, to strategic and proactive.



# Our sustainability journey so far

IK Partners’ investment into the business has driven a greater focus on sustainability. We recognised that to deliver against the revised ambition we needed a senior leader, with subject matter expertise, to drive the agenda. In June 2024 we welcomed Ewan Donald into the business as our Head of ESG to do just this.

We are making progress through Ewan’s initial one year plan and increasing the ESG maturity of our business. There is a lot more to do, but we now have the foundations and ambition to achieve this. You can see a summary of our key ESG milestones to the right.

“ Ipsum is a business that fundamentally delivers value to society. Whether that is by helping to prevent, or clean up, sewer spills, helping to ensure people have reliable access to electricity or assisting in transitioning to a greener grid. This isn’t a business that needs an ESG strategy to provide purpose. However, we can have an even greater impact by delivering our work more sustainably.

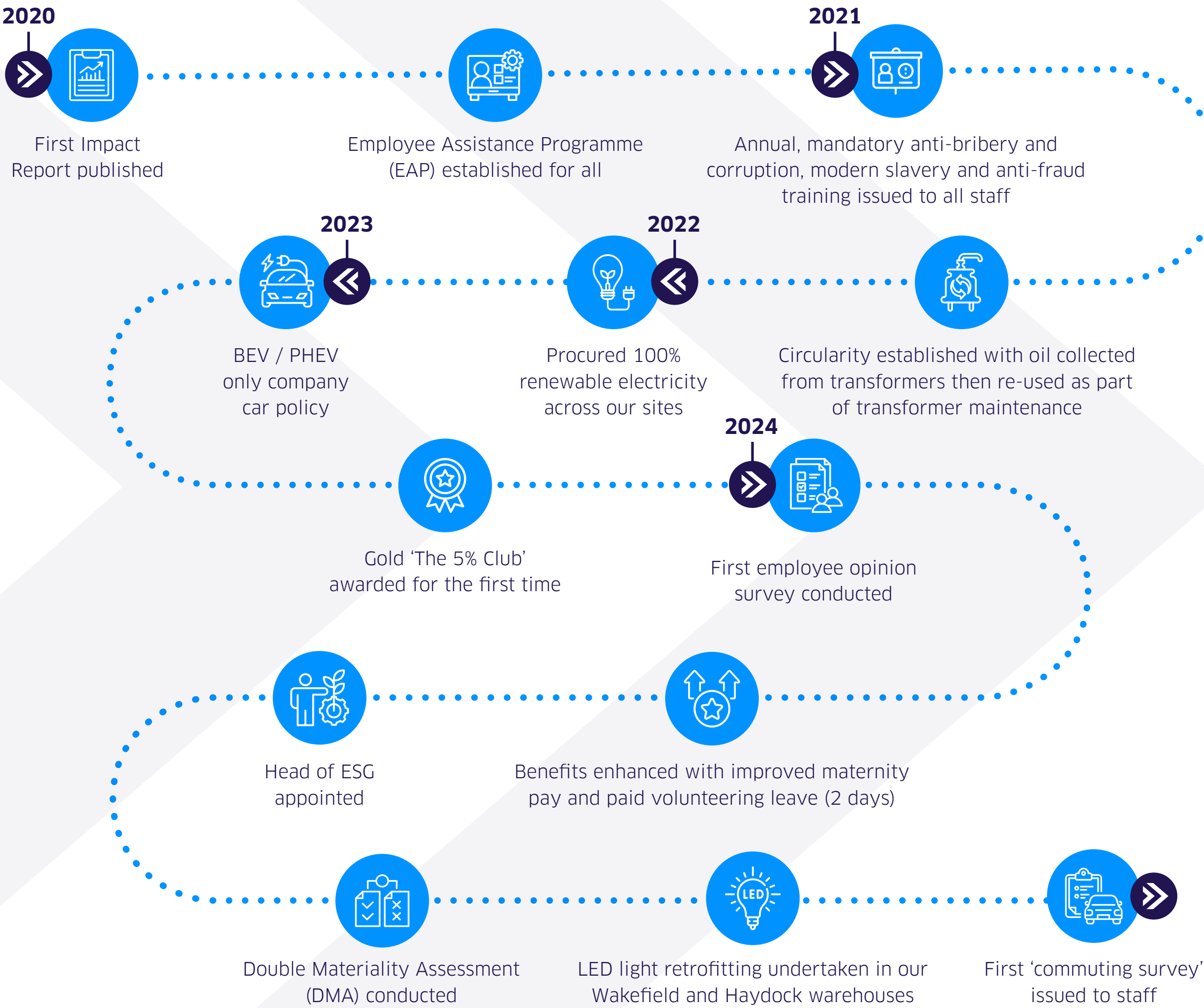
We are focused on achieving this and are in the process of agreeing a framework of objectives and targets to quantitatively measure our impact. At the heart of this strategy is a focus on our people – keeping them safe and providing a great place to work – and on the environment – reducing emissions and helping our clients reduce the impact of their activities.”

I look forward to transforming the business and sharing what we have achieved in next years report.”

Ewan Donald, Head of ESG



## Key ESG milestones





# Developing our strategy

Our commitment to sustainability is unwavering in the face of wider political turmoil and back-tracking by governments and corporations alike. We understand that the multiple crises (climate, nature, inequality) that the world is currently facing are not going to be resolved without everyone taking positive action. We play a part in that and therefore continue to accelerate our sustainability maturity.

Core to this growth is establishing a clear sustainability strategy and ambition, underpinned by measurable goals and targets. We are in the process of finalising this which will enable us to clearly articulate our commitments to all stakeholders. These will first appear in our 2025 report and we will continue to use this report to update on our progress.

To assist in defining our strategy, we decided to complete a Double Materiality Assessment (DMA) between August and November 2024. This was aligned to the requirements of the Corporate Sustainability Reporting Directive (CSRD).

The purpose of this exercise was to help identify the most material sustainability topics – considering the views of both external (e.g. clients, investors) and internal stakeholders. This would then allow us to focus our resources on the areas where we can have the greatest impact.

To determine the materiality of each topic we considered the potential financial implications on our business (both positive and negative) and the impact on people (including their rights), society, the environment and the world at large.

Set out below is the output from this exercise. The matrix shows the relative priority of the 22 themes we identified to both Ipsum (horizontal axis) and our external stakeholders (vertical axis), with lowest priority being bottom left and highest top right. We have grouped themes for ease of reading.

Our priorities can be summarised as:

- Delivering outstanding service and supporting clients tackle systemic challenges – including modernising the grid and reducing pollution events.
- Ensuring staff safety and excellent working conditions
- Decarbonising our business

We are building out programmes of works focused on delivering maximum impact in these areas.

Key

Being an Employer of Choice

Delivering Excellence

Climate Change & the Environment

Resource Use & Efficiency

<div>1</div> Health, Safety and Wellbeing	<div>7</div> Culture and Working Environment	<div>13</div> Social Impact	<div>19</div> Resource Consumption and Circularity
<div>2</div> Asset Stewardship	<div>8</div> Supply Chain Resilience and Optimisation	<div>14</div> Diversity and Inclusion	<div>20</div> Workers in the Value Chain (ex. Subc)
<div>3</div> Customer Service	<div>9</div> Ethical Business Practice	<div>15</div> Energy Management	<div>21</div> Spills / pollution
<div>4</div> Decarbonisation and Emissions	<div>10</div> Innovation	<div>16</div> Adaptation	<div>22</div> Air Quality
<div>5</div> Future Ready Workforce	<div>11</div> Waste Management	<div>17</div> Water Consumption	
<div>6</div> Salary and Benefits	<div>12</div> Cyber Security	<div>18</div> Biodiversity	



# Supporting the UN Sustainable Development Goals (SDGs)

The United Nations (UN) developed The 2030 Agenda for Sustainable Development. This provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. A core aspect of this agenda, are the 17 SDGs. While these goals are ultimately for countries to deliver, we recognise that we can, and do, play a part in the UK delivering on its commitment.

## SUSTAINABLE DEVELOPMENT GOALS



We assessed the 17 SDGs to identify where we can contribute. While all the goals are important, we identified 5 goals where we can have the greatest impact – as set out below. This is an expansion on our previous period (where we identified 4 goals) which reflects how our business has changed with acquisitions and growth.

In future reports we will show how our sustainability targets and actions align against the SDGs.



**3 Good Health and Wellbeing:** Our staff routinely conduct work in potentially hazardous environments as they strive to maintain our power and waste water networks. Delivering this work requires us to operate a substantial vehicle fleet. Ensuring our staff, and the wider public we interact with, stay safe and well is our number one priority – and achieving this directly contributes to this goal.



**4 Quality Education:** We have always been committed to running apprenticeship programmes to upskill the next generation of workers. However, following the acquisition of SES training, we now have the capability to have a far greater impact by upskilling persons of all ages on a variety of essential vocational skills. Our sector is chronically short of these skills and we can therefore play an increasingly important role in helping to address this.



**6 Clean Water and Sanitation:** While it is outside of our direct control to manage, the waste water services we offer are vital to helping water companies reduce, or minimise the impact of, pollution events. Our trenchless solutions reduce the environmental impact of pipeline rehabilitation and the use of our monitoring solutions help water companies focus maintenance works on the most critical aspects of the network.



**9 Industry, Innovation, and Infrastructure:** As a specialist contractor, we do not make decisions around what infrastructure is built. We do, however, play a key role in maintaining and enhancing that infrastructure to ensure it is reliable and resilient. The acquisition of Utility Engineering Solutions (ICP) has strengthened our ability to support new energy connections, while Geraghty Ltd (OHL) expands our capacity to (amongst other things) quickly recover electricity supply following extreme weather events.



**13 Climate Action:** We are reminded daily of the worsening impacts of the climate emergency. Reducing our impact is therefore a strategic priority and we are setting ambitious targets to drive meaningful action, building on the steps we have already taken. Additionally, we are supporting our clients to adapt their networks to make them more resilient to the new normal.



## Section 3: An update on our footprint and key achievements

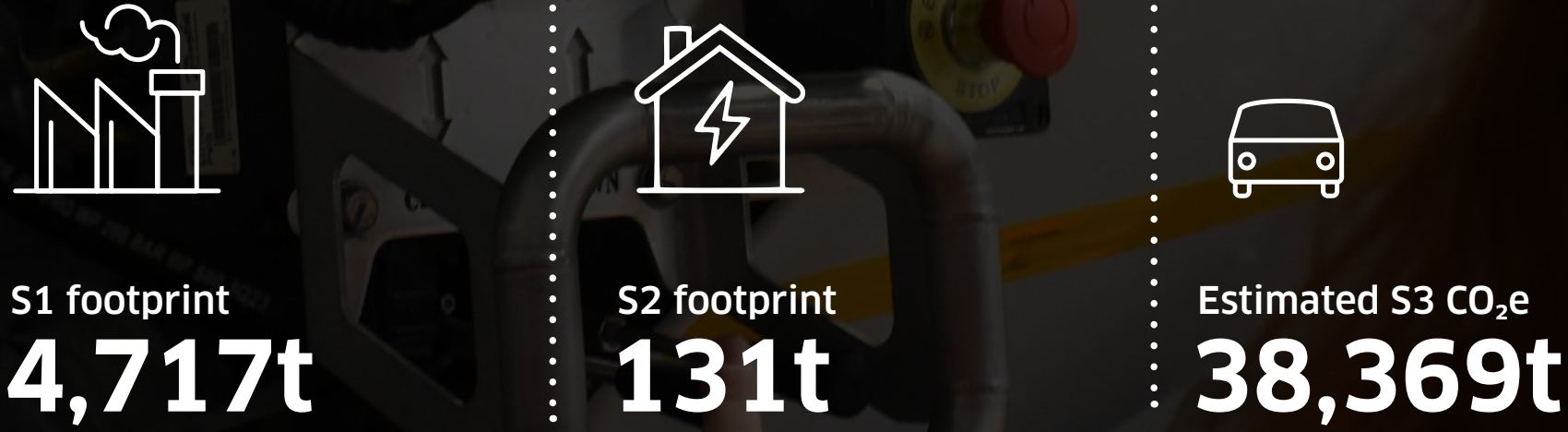
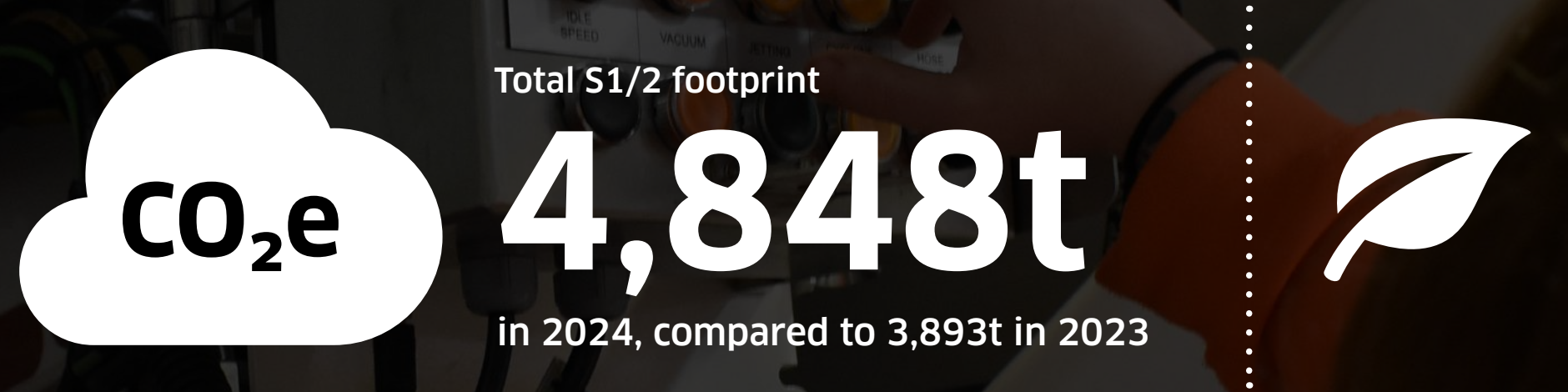
Measuring and reducing our carbon emissions is one of our top priorities. We have taken positive steps in improving how we measure these emissions this year, and we will continue to improve this. Particularly around Scope 3. This section presents our latest numbers alongside some of our wider ESG achievements in the year.



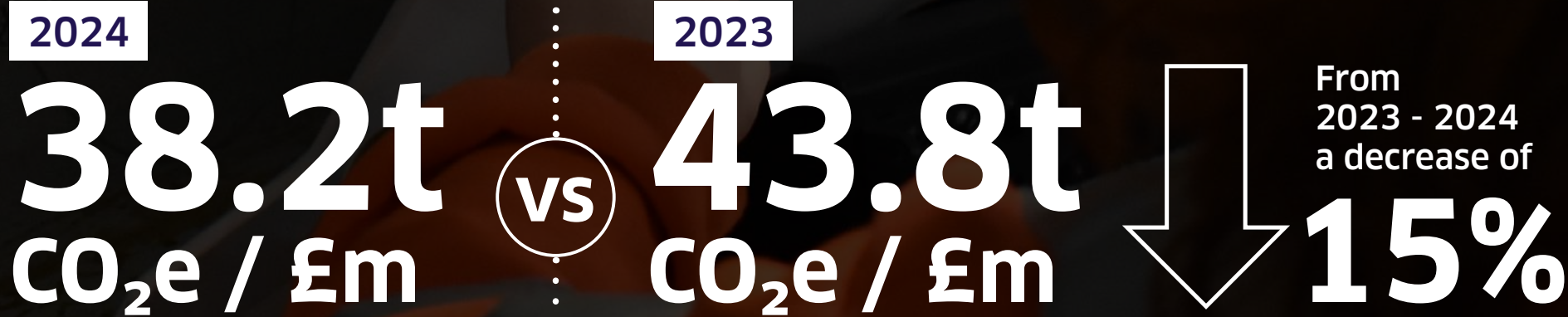


# Our 2024 carbon footprint

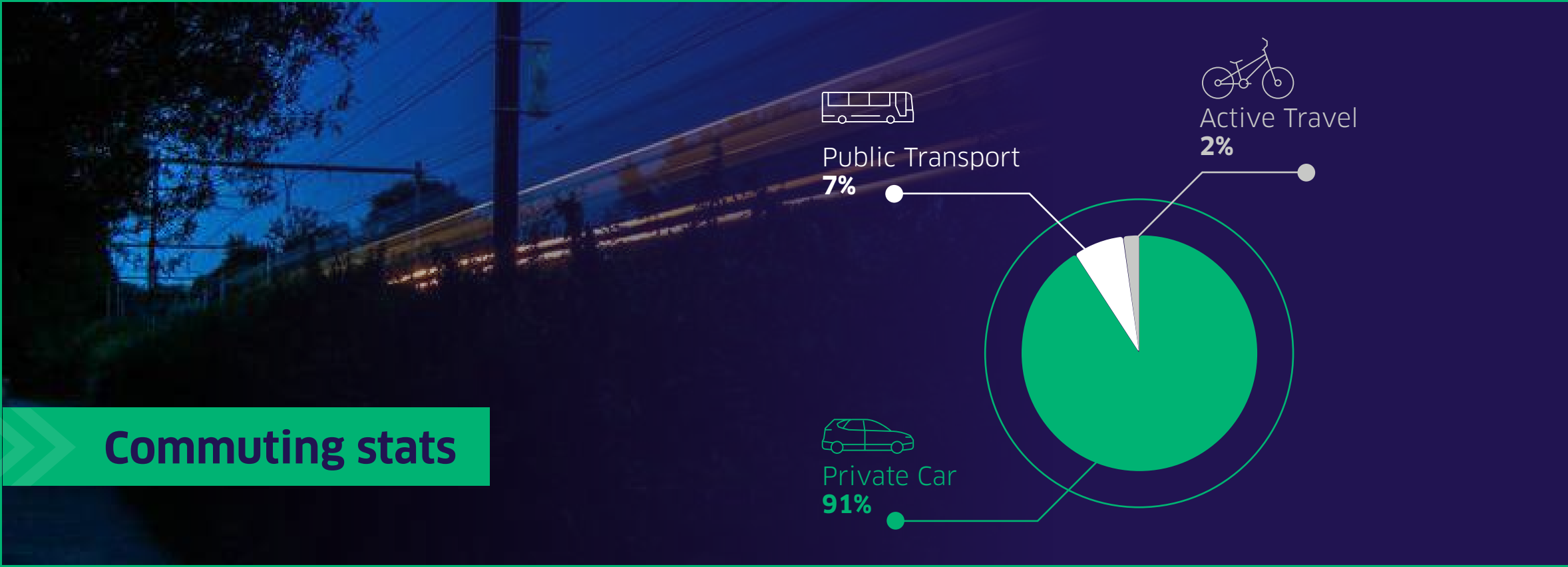
As expected given the three acquisitions, our absolute emissions grew in 2024. Our emissions intensity (when only considering Scope 1 and 2) did decrease. Although we do not have the level of data understanding to determine why and it could be that our Scope 3 emissions were higher. We explore the breakdown of these emissions further on the next page.



Emissions intensity:



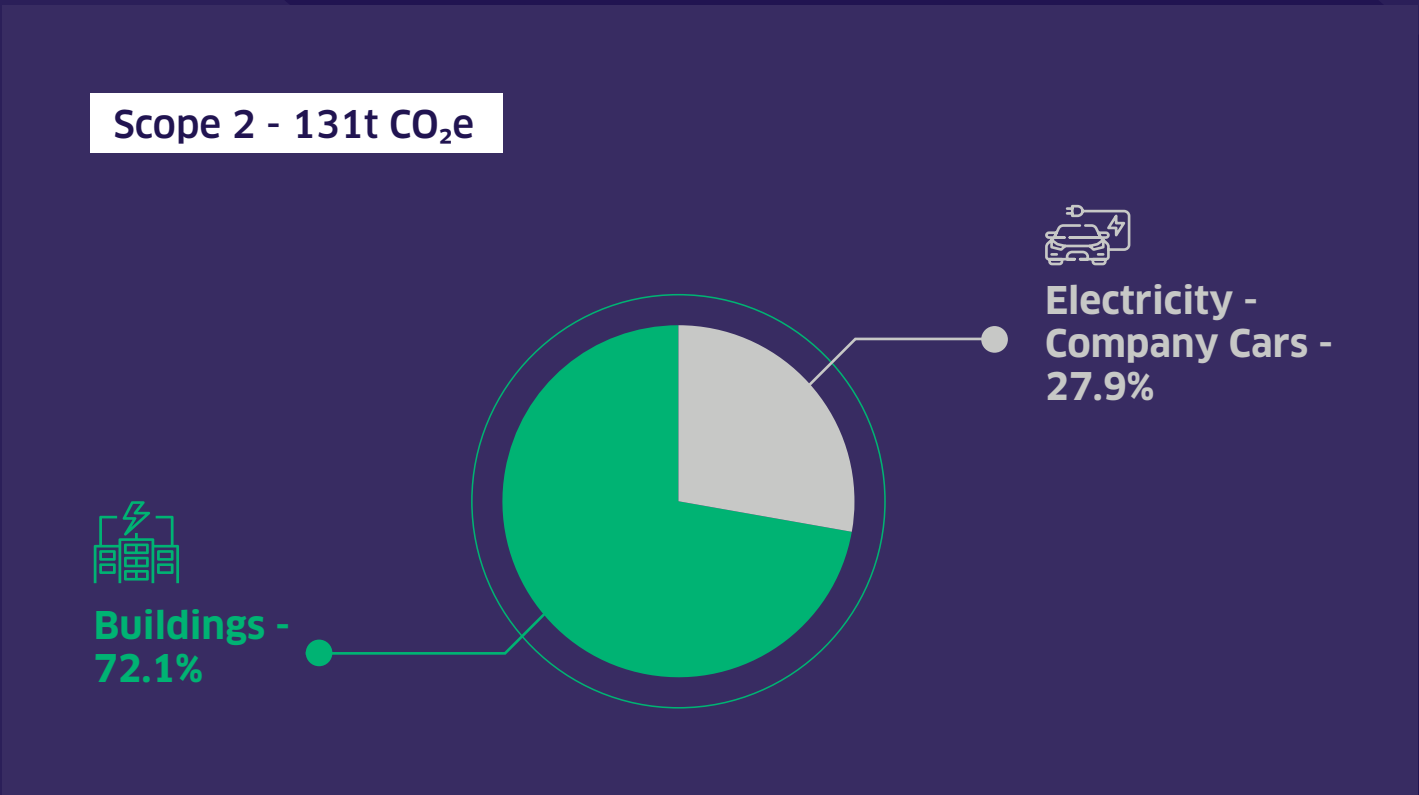
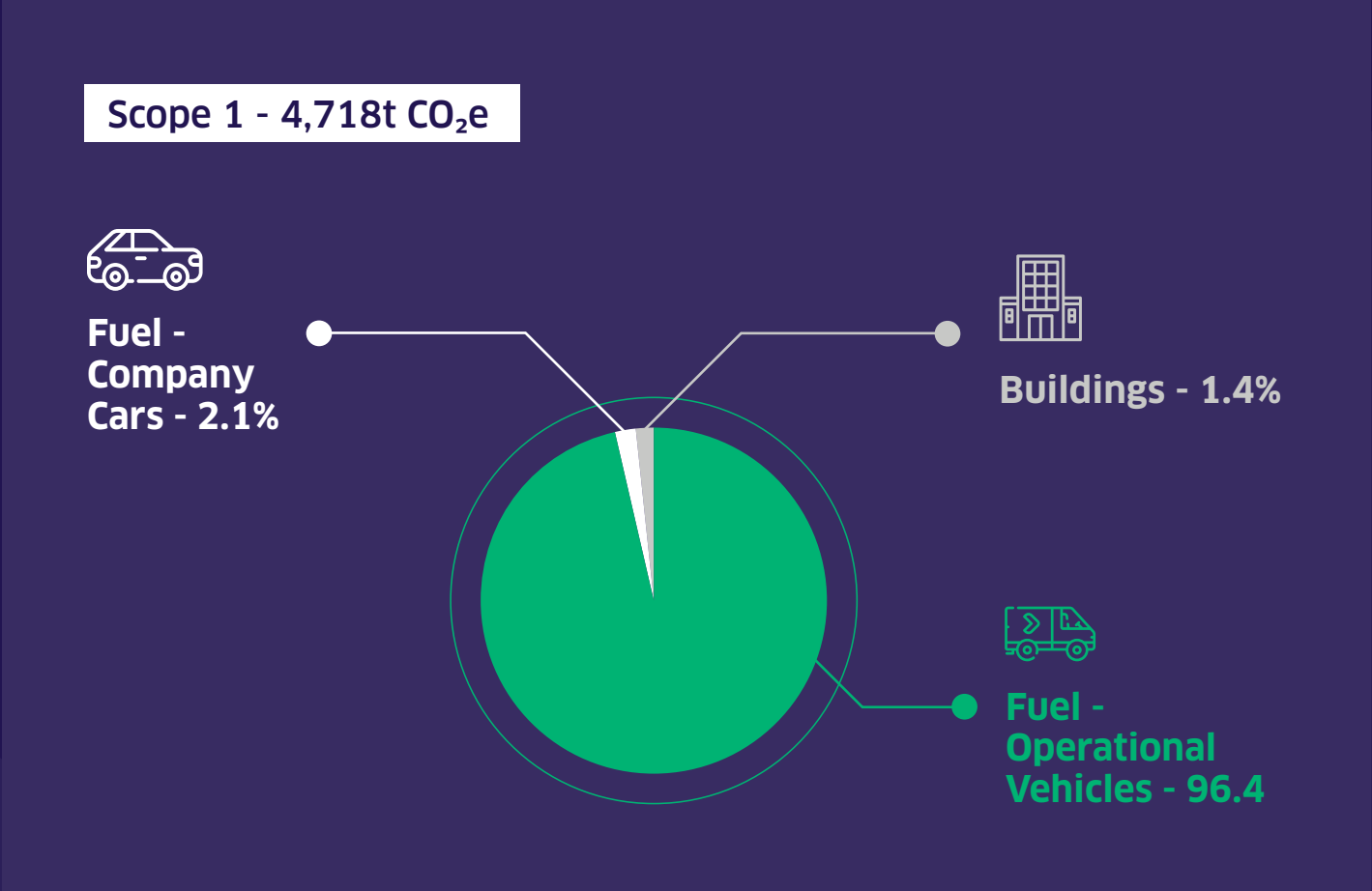
To gain an understanding of the emissions impact of staff travelling to work, we ran a ‘commuting survey’ for the first time in 2024. Approximately a third of staff completed it which gave us a reasonable understanding of commuting patterns. The majority of our front-line staff are issued with an Ipsum company van and therefore their emissions are captured within Scope 1. We also excluded staff who are issued with a company car (as their emissions are captured within Scope 1 or 2). Once these staff were removed, we determined that we only needed to estimate emissions for around a third of in-scope staff. This was done by creating an average profile utilising the data captured. Set out below is a breakdown of how staff travel to work, and an analysis of the types of vehicles used. Our commuting emissions (Scope 3 Category 7) were estimated to be 225 t CO<sub>2</sub>e.





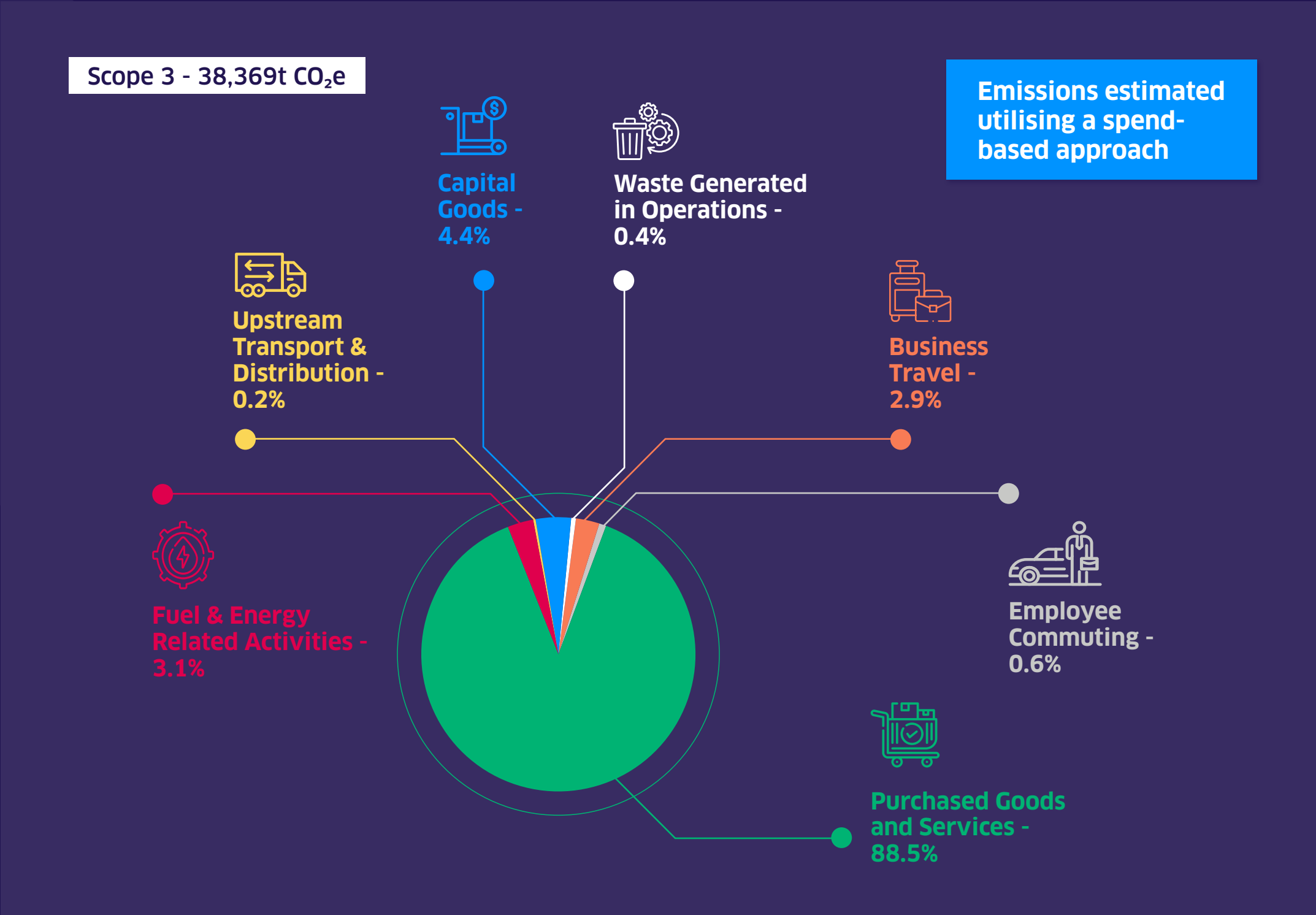
# Our 2024 carbon footprint

Fuel used in our operational vehicles continues to be the dominant emissions source across Scopes 1 and 2 (see diagrams below). Given this, a core focus for 2025 will be to identify solutions to tackle this source – proving out existing technologies (such as electric vehicles).



2024 is the first year that we have sought to measure our Scope 3 emissions. This was done with the assistance of a third party who undertook spend based analysis utilising data extracted from our financial system. This allowed the calculation of Categories 1, 2, 4, 5 and 6. Spend based calculations are notoriously inaccurate and therefore we do not expect this to be a true reflection of our actual Scope 3 emissions. It is our aim to improve our data to allow us to calculate emissions more accurately across the different categories of Scope 3. For now, this analysis provides a useful initial understanding of the most material emission sources – with, unsurprisingly, Category 1 (Purchased Goods and Services) being the most material source. We anticipate that the relevant scale of this source compared to others is misrepresented, with aspects like waste likely to account for a much higher volume of emissions than is suggested here.

In addition to the spend based estimation, we also calculated Scope 3 Category 3 (Fuel and Energy Related Activities) and Category 7 (Commuting) emissions. As described on the previous page, there are elements of estimation in the commuting numbers. The Category 3 calculation was based on activity data and is therefore an accurate reflection of this source. Tackling the fuel used in operational vehicles will have the added benefit of reducing this emissions category. See the chart below for a breakdown of emissions between the different categories.



We continue to improve our emissions recording practices and hope to more accurately reflect our scope 3 emissions in 2025.





# Investing in our people

We continue to invest in our people, making enhancements to our development pathways and benefits package in 2024. We also launched our first employee engagement survey to help us understand how our staff feel about working for Ipsum and identify how we can make it an even better place to work.





**66**  
apprentices in the business in 2024




**10**  
Employees were sponsored to obtain industry recognised qualifications

**3 Additional**  
Graduate training programmes

We welcomed

**6**



Graduates into the business  
Taking our intake to **16** since inception.

**9%**

Of our staff qualified on 'earn and learn' schemes, with aims to make this over **10% in 2026.**

## Developing our people

We established three additional graduate training programmes adding to our original Finance and Business programmes. These are:

### » Trenchless

We needed a pathway to support getting the next generation of talent into key management positions across this fast growing aspect of our business. This programme gives staff the technical understanding of how the work is delivered and the core skills to be able to manage and oversee the business.

### » Power North West

This pathway was initiated in a similar vein, and for the same reason, as trenchless. This is a growing part of our business and we needed a mechanism to bring young talent into 'back office' positions to complement our apprenticeship programme.

### » Sales

Growing our Sales capability is critical to our success. This programme gives graduates an understanding of how to perform the key administrative processes that support sales (tender response writing, opportunity identification, information pack development and recording / managing progress through CRM). They then learn the Ipsum Way of

Sales, supporting the sales team through direct interaction with current and future clients.

We welcomed 6 graduates into the business across these various programmes, taking our total intake to 16 since inception.

Alongside our graduate programme, our apprenticeship initiative continues to go from strength to strength. We are incredibly proud to retain our Gold status from 'The 5% Club' for the second year in a row – achieving the criteria of having more than 5% of our staff on 'earn and learn' schemes. At the point of submission, 9% of our staff qualified. Our aim is to achieve Platinum (requiring 3 consecutive years of gold and over 10% of staff on qualifying schemes) in 2026.

We had 66 apprentices in the business in 2024, predominantly in our Power division. Roles include electricians, jointers, HV fitters, engineers and line technicians.

Professional development is not just limited to our graduates and apprentices - it is an integral part of all our employee's journey with Ipsum. We sponsored 10 employees to obtain industry recognised qualifications and further develop the skills needed to reach the next level.





Enhancing our benefits

We introduced three new employee benefits in 2024.



Enhanced Maternity Pay

Following the 6 weeks of statutory maternity pay, we give our staff 12 additional weeks of full pay. This financial support helps to ensure mothers do not rush to return to work and can instead focus on spending precious time with their newborn.



Take 2

We give staff 2 volunteering days each year. This makes it easier for staff to deliver social value and increase the positive impact we have on the communities we serve.



Annual Leave Purchase

Staff are able to buy, through salary sacrifice, up to an additional 5 days of annual leave each year. Not only does this give staff the potential to take more time off, it also allows staff to spread the financial impact of this across the year.



We will continue to work on improving our benefits package, ensuring it is competitive amongst our peers and that it supports our diversity, equity and inclusion agenda.

Employee engagement survey

In May 2024, we launched our first Employee Engagement Survey to help us understand how our people feel about working at Ipsium.

We achieved an overall completion rate of 75%, with our engagement score at 73%. Both of these scores are pleasing and give us a good understanding of the overall perception of the business.

We recognise that there is room for improvement, even in higher scoring areas, and are determined to improve the results each year. To achieve this, action plans were developed with the leadership of each team based on their specific results. We have been working hard to drive real, meaningful and visible change. So far, we've taken actions such as:

The three highest scoring areas were:

- **Personal Performance** – understanding what is expected of them at work.
- **Skills** – having the necessary skills to do their work.
- **Attention** – having positive interactions with colleagues and managers.

The lowest scoring areas were:

- **Team Co-operation** – feeling the team co-operate as efficiently as possible
- **Resources** – having the necessary support and resources to do their work
- **Status** - feeling the value of their work is recognised by others.

- Prioritising the recruitment of more supervisors.
- Strengthening our commitment to having regular one-to-ones and team meetings.
- Increasing utilisation of recognition channels.
- Investing in resilience training, delivered by Mind.

We will continue to run the survey annually and take meaningful action across the board.



# Making a difference the Ipsium way

In 2024 we built on last year’s progress by directing time, money and expertise into local communities nationwide. Through targeted sponsorships, employee-led fundraising and grassroots partnerships, we delivered measurable benefits where we operate. Our goal remains clear: create long-term value for the communities we serve.

## People-powered stories



### Jack Catterall

Jack Catterall From a modest Chorley boxing club, just streets from our own head office, Jack Catterall rose to become the WBO No. 1 super-lightweight contender. His journey of grit, respect and constant self-improvement echoes the values that drive Ipsium: local roots, hard work and service to community. By adding our badge to Jack’s fight kit in 2024, we put our support behind a hometown role-model and showed young people that world-class achievement can start right here in Chorley.



### Dan Linfoot

A mainstay of the British Superbike paddock, Dan Linfoot builds results through data, incremental refinements and an uncompromising safety ethic. Our 2024 kit sponsorship, aligns Ipsium with that same methodical approach: measure, adjust, deliver. Supporting Dan signals our backing for UK engineering talent and reinforces the operational discipline we practise on every project.

## Grass-roots sport & community support

Ipsium’s commitment to community is easiest to spot on match day. Many of our people swap high-vis for coaching jackets after hours, and we put corporate weight behind their passion. In 2024 we underwrote full-season kits for youth sides such as Pollok FC and Gresford Athletic, equipped Kirkstall Valley Primary with its first school strips, and backed the senior amateur teams where our colleagues still play. Lifting that cost from volunteers turned fund-raising time into coaching time and sent more than 200 children and adults onto the pitch wearing colours they are proud of—evidence that the same teams who protect critical infrastructure by day build stronger communities at the weekend.



## Community fund-raising



### Ipsium Open

Each summer our team dusts off their golf shoes and we invite clients and suppliers to join us on the course for a charity fundraiser. Entry fees, hole sponsorships and a charity auction combined to deliver £800 to the Beatson Cancer Charity, funding frontline treatment and research for people across the West of Scotland.



### November

Twelve determined colleagues locked away their razors for thirty days, raised £700, and—more importantly—sparked conversations about men’s mental and physical health. The funds go straight to Movember’s programmes tackling prostate cancer, testicular cancer and suicide prevention, turning a light-hearted challenge in to positive impact for our communities health.



### EvesTrust Legends Match

Our sponsorship helped contribute to the Doncaster charity fixture raising a record £107,192. EvesTrust uses these funds to grant “last-wish” experiences and provide wellbeing support to families facing life-limiting cancer.



# Be: SAFE our safety-first culture in action



## The four golden rules



Stop work if it is unsafe



Avoid unsafe acts or conditions



Follow agreed safe systems of work at all times



Ensure you are fit for work

(Safety doesn't stop at the depot – keep the rules in mind at home, too.)

Safety is a fundamental part of our DNA and, ultimately, our licence to operate. We are constantly taking action to ensure our staff, and anyone who may interact with our services, stay safe.

September 2024 saw the launch of Be:SAFE, a company-wide programme that reminds every colleague that they are in charge of health, safety and wellbeing. The campaign started with a week of dedicated safety-focused activities. These were delivered across all of our sites through a combination of meetings and toolbox talks. These were supported with daily intranet and email briefings.

### Day 1

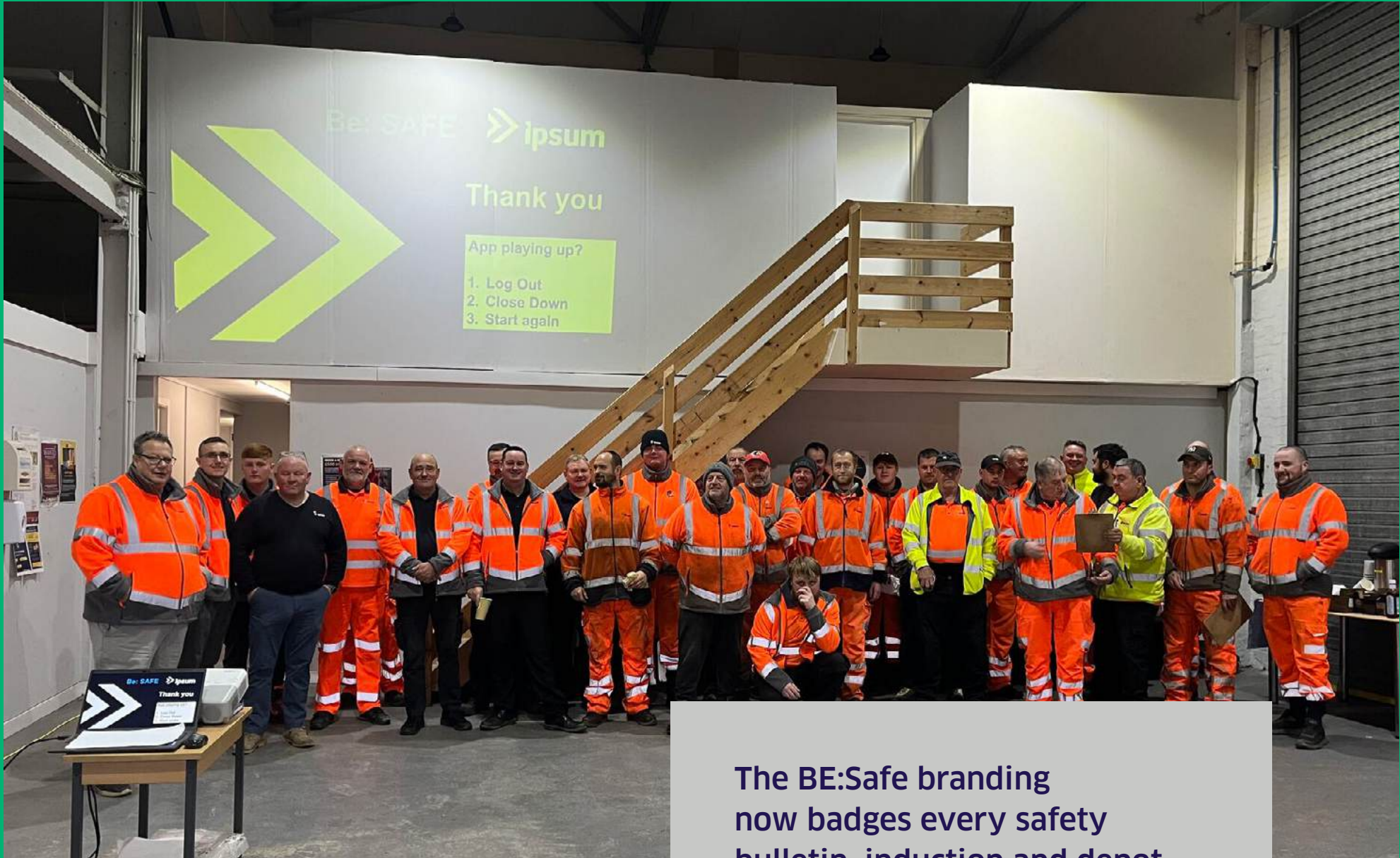
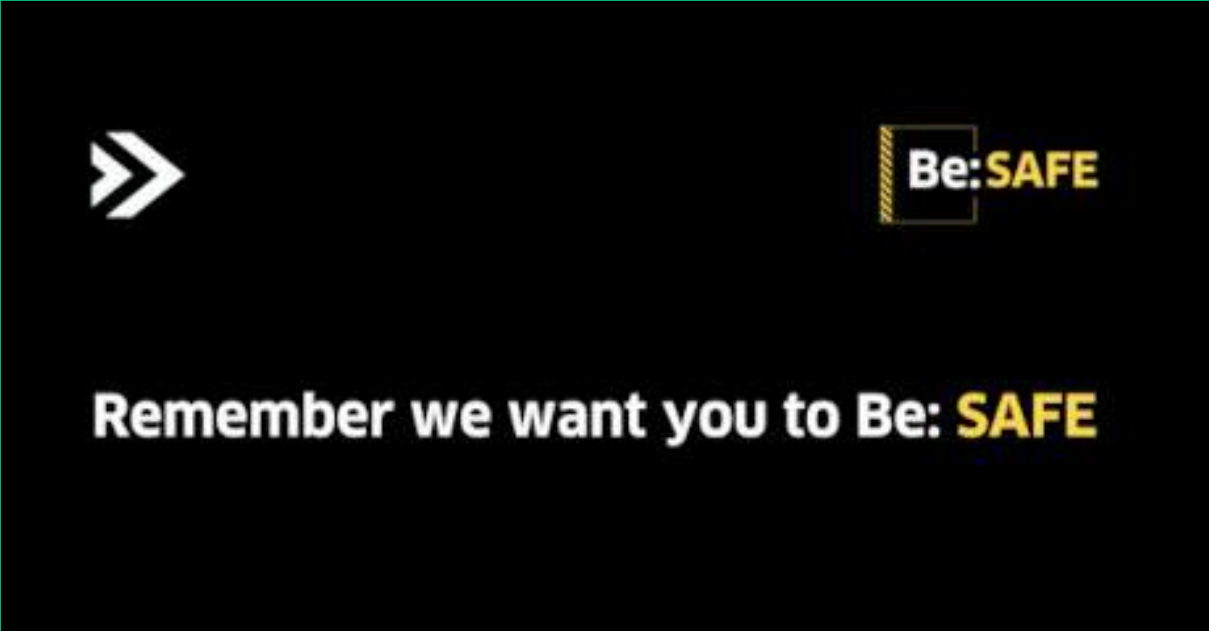
Introduced Be:SAFE and its four golden rules

### Day 2-5

Explored each rule with demos, Q&A and site walk-arounds

By Friday we had:

- Delivered face-to-face briefings at every site across the country
- Seen a 200% increase in reporting
- Directly engaged over 70% of the workforce



The BE:Safe branding now badges every safety bulletin, induction and depot noticeboard. The campaign continues to enhance our proactive safety culture on site, on the road and at home.





# We're just getting started

In 2024, through Ewan's appointment, we have been able to bring strategy and structure to how we approach sustainability. We have built an understanding of what matters - both to our business and to our wider stakeholders. This has transformed the way we think about this topic from being reactive to client demands, to proactively delivering what is important to our business.

Ultimately, however, we are just getting started. 2024 was about laying the foundations. As we push into 2025, we will take bold steps to build on these, setting clear sustainability targets, strengthening our data and reporting capabilities, and integrating ESG further into our operations. This next phase of

our journey will be about turning insight into action, delivering measurable outcomes, and ensuring we remain accountable to our commitments.

We recognise this will not be easy. There are significant challenges - technological, sectoral, societal and cultural - that need to be overcome to deliver our end goal. Finding solutions to these challenges and proving that it is possible to do things differently is a key focus for the coming year.

While daunting, we are confident we can deliver and, in so doing, contribute to the UK's sustainable mission.

We look forward to sharing our progress in our annual report next year.

**Want to know  
more about how  
we can help you?**

Email [info@ipsum.co.uk](mailto:info@ipsum.co.uk)  
for more information

[www.ipsum.co.uk](http://www.ipsum.co.uk)

[in LinkedIn.com/ipsumuk](https://www.linkedin.com/company/ipsumuk)



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