



Issue #18 September 2025

Welcome to the September 2025 edition of the ESG newsletter which will provide you with a roundup of activities, events and progress across our ESG agenda.

Monthly Wellbeing Sessions

Bike Challenge – Winner and Results

We are pleased to say that the Bike Challenge was a great success. Thank you to everyone including our Sub-contractors who took part and a huge **Well Done** to you all! 🙌🙌 Throughout the challenge, it has been fantastic to hear how all teams have enjoyed this wellbeing activity and to also see the fun collaboration that our site-based teams had with their Sub-contractors contractors. 🚴🚴

The results are finally in and the winner of the Bike Challenge ..🏆.. the **Ledbury Estate** project in Southwark who achieved a fantastic **534km**. 🏆 Congratulations to the Ledbury Estate and a further announcement about their chosen charity and the donation by Higgins will be made soon so watch this space.

Overall, across the business we accomplished a grand total of **3,871.57km!** That's approximately

1,935,785 elephants standing trunk-to-tail. 🐘 🐘 🐘 🐘

Following the Bike Challenger further wellbeing sessions are being arranged for all staff and together with our Sub-contractors to take part in. We will be announcing another session very soon so keep an eye out for this information.



Sign Up to StepUp!

It's a fun social app to track steps with colleagues/friends and a great way to get you moving about away from your desk. Helping you keep healthy and active while at work.



Environmental Social Governance (ESG) Update



[Click on the image to view our ESG Policy Document](#)

British Heart Foundation ❤️

Learn CPR in 15 Minutes

Many of you will be familiar with Tom Lockyer, the Luton Town captain who suffered a cardiac arrest on the pitch during a match against Bournemouth. Since then, he has become an ambassador for the British Heart Foundation (BHF), using his platform to raise awareness about heart health.

Last week, Tom appeared on BBC Breakfast to support a new BHF campaign encouraging everyone to learn CPR - a vital skill that can save lives in the event of a cardiac arrest. The BHF has launched a free 15-minute online course designed to teach the basics of CPR quickly and effectively.

The BHF reports that over 30,000 people in the UK suffer an out-of-hospital cardiac arrest each year with fewer than 1 in 10 surviving. Prompt CPR and the use of a defibrillator can more than double someone's chance of survival.

Taking just 15 minutes to complete this course could make all the difference if you ever find yourself in a situation where someone needs help.



September | Neurodiversity Awareness

This month's awareness campaign subject is about Neurodiversity.

What is Neurodiversity?

Human brains are different to each other, which is a biological fact. No two brains (or nervous systems) are the same.

Neurodiversity includes every single person and does not have an 'official' definition. The best way to understand the meaning of neurodiversity is to think of biodiversity. Biodiversity describes all life on Earth; neurodiversity describes the diversity of all human brains.

To understand the word, it can be broken into two parts:

Neuro: refers to the nervous system, i.e. the brain, spinal cord and nerves

Diversity: refers to variations or differences within a group

Neurodiversity within a workplace has significant benefits, including increased creativity, enhanced problem-solving, improved productivity and a more inclusive and innovative environment.

Within the campaign, we have included some neurodivergent conditions, the benefits of neurodiversity within a workplace and how we can support them.

Please also circulate this to your subcontractors so they can access this information.

Neurodivergent conditions

Neurodiversity includes a range of neurological conditions which includes but not limited to autism, ADHD, dyslexia and dyspraxia. These conditions are seen as variations on the human spectrum.

- ADHD stands for attention deficit hyperactivity disorder, where it affects a person's behaviour. Autism affects how people communicate and interact with the world and is referred to as a spectrum condition.
- Dyslexia affects reading and writing skills and how someone processes information generally.
- Dyspraxia affects movement and coordination and is sometimes called development coordination disorder.

Benefits of Neurodiversity within a workplace

Depending on the individual, they might be good at:

- Problem solving
- Logical thinking Creativity
- Innovation
- Retaining information
- Data Analysis
- Taking risks and pushing boundaries
- Diversity and inclusion

How can we support neurodiversity within the workplace?

Get to know the individual: Find out how you can best support their unique characteristics, strengths, and challenges. Remember, even though there are some behaviours or characteristics that are common to neurodivergents, it's important not to make any assumptions. While one person with ADHD might struggle to concentrate, another might not. Likewise, while one person with autism might be very good with numbers, another might not, it is important to not create stereotypes.

Communicate clearly: Some neurodivergent people may have difficulty communicating. For example, someone with autism may struggle to read facial expressions, take what you say literally or have difficulty filtering out less important information. Try and use plain and simple language and say exactly what you mean. Ask specific questions, avoid jargon and allow enough time for them to process the information you are giving them. It might also help to provide communication materials in a range of formats. For example, clearly documenting training materials and instructions in audio and visual formats may work better for someone with dyslexia than traditional written materials.

Assign work tasks appropriately: Think about the type of work, task and routine that will best work for the individual. Someone with ADHD may struggle with repetitive work and might work better in a diverse role, where they can take regular breaks and work flexible hours. If a person has dyslexia, consider giving more time to read and finish tasks.

1 in 10

**people in the UK are
thought to be dyslexic.**



Source: Dyslexia. British Dyslexia Association. bdadyslexia.org.uk, accessed 30 May 2023.

700,000

**In the UK, it's estimated
that around 700,000
adults and children
are autistic.**



Source: What is autism? National Autistic Society. autism.org.uk, accessed 30 May 2023.

ADHD

**It's estimated that more
than three in 100 adults
have ADHD.**



Source: Attention deficit hyperactivity disorder: background information – prevalence. NICE Clinical Knowledge Summaries. cks.nice.org.uk, last revised November 2022.

1 in 17

**At least one in 17
people are thought
to be dyspraxic.**



Source: Dyspraxia. Foundation for People with Learning Disabilities. learningdisabilities.org.uk, accessed 30 May 2023.

Helpful links:



Management Trainees

We are delighted to welcome our new cohort of Management Trainees for this year, Kaylem, Freddie and Alexander, who joined us on Monday 01 September 2025. As per last year, our Management Trainees Programme provides the opportunity for our trainees to work towards a position in Site Management while benefiting from the rotations in each department to gain a wider understanding of the business and sector. We hope you will make them feel welcome and guide them as they settle into their new roles within the business.



Left to right: Kaylem, Alex and Freddie.

Equality Diversity and Inclusion



Higgins Partnerships Equality, Diversity, and Inclusion (EDI) Group is made up of active members who meet regularly to support the company's commitment to inclusivity. The group plays a key role in shaping policies and initiatives that positively influence the business and its culture.

Our next EDI Network Meeting is taking place on Thursday 25 September 2025. During this meeting, we will hear from our Ethnicity Working Group, who are currently planning a project for Black History Month which will be released throughout October 2025.

September celebrations include:

September 16th: Working Parents Day 

September 16th: World Barber Day 

September 16th: World Ozone Day 

September 16th: National Guacamole Day 


September 17th: National Apple Dumpling Day 

September 20th: National Dance Day 

September: Childhood Cancer Awareness Month 

September: Happy Cat Month 

September: Honey Month 

September: Pulmonary Fibrosis Awareness Month 

Cultural Awareness Campaigns

If there are any cultural awareness items, including cultural celebrations that you would like us to share, we would be happy to raise awareness of these, to allow a positive way for staff to learn more about a variety of cultures.

Volunteering Opportunities

Higgins Partnerships offers all colleagues one paid volunteering day per year. To support this initiative, the Social Value team curates a variety of meaningful volunteering opportunities throughout the year. These activities are thoughtfully pre-arranged in collaboration with our Compliance and Site Management teams to ensure they align with our social value commitments.

The volunteering initiatives are designed to create a positive impact in the boroughs where our projects are currently active. They help strengthen relationships and support the wider communities we work within.

Colleagues also have the option to organise their own volunteering activity. The Social Value team is available to provide support and help capture the outcomes of these self-arranged initiatives.



Cody Docks | Urban Plant Study

Big Thank You to Katie Faulkner and her son for volunteering at Cody Dock on Friday 25th July 2025.

They spent the day supporting the local Cody Dock's Biodiversity Officer in exploring the rich plant life thriving along the urban riverbanks and verges. Katie and her son contributed by recording their findings using the iNaturalist app, helping to document the impressive diversity and resilience of urban flora in the area.

Their enthusiasm and dedication are helping us better understand and protect the natural ecosystems that exist within our city.

This work is closely linked to our ongoing projects in Newham, including the John Street and Greenhill Centre projects. These developments are not only creating much needed homes and community spaces, but they are also being designed with sustainability and biodiversity at their core.

It was a fantastic opportunity to contribute to the local environment, ensuring our work in Newham not only builds homes but nurtures the natural surroundings as well. 🌱🐞



Higgins Values Awards ★



Nomination Process

Nominations are open for the next Values Awards.

The closing date will be on Wednesday 20th

November 2025 with winners to be announced in December 2025.



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