

## Aim of Challenge

This is a fun team-building challenge where the Head Office and sites compete to reach the furthest distance while staying on the leaderboard. Each site will have the bike for one day from 8.30am - 5pm. This is also a great opportunity to get your sub-contractors involved.

*The winning site will enjoy a selection of pizza for lunch and will get to choose the charity that should receive the donation.*



## 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.



# StepUp

Free Social Step Challenge App

## Environmental Social Governance (ESG) Update



### July Awareness

#### Eye Health and Hearing Awareness

This month's awareness campaign subject is about Eye Health and Hearing Awareness.

Your eyes and ears are 2 senses that are constantly teaming up to help you navigate through the world,

enhancing your awareness and making everyday tasks easier.

Your eyes and ears work together, whether you are driving or watching a movie, sight and sound are always in synch which gives us a “total sense” experience. Here are a few ways they work together:

- ♦ **Balance and Orientation:** Your inner ear is key to keeping your balance, while your eyes give your brain visual cues to figure out where your body is in space. Together, they help you stay steady, especially when walking, driving, or playing sports
- ♦ **Locating Sounds:** Figuring out where a sound is coming from isn't just about your hearing. Your eyes also play a role. For example, when you see a car coming from the left, it reinforces the sound of the engine, helping you react faster
- ♦ **Faster Brain Processing:** When your brain combines what you see and hear, it processes information quicker and more accurately. This is a huge help in noisy or visually busy places

Hearing and vision problems can affect your daily life in many ways. Within this campaign, information is provided on the importance of eye and hearing health, signs of vision or hearing loss and some tips on maintaining these 2 senses.

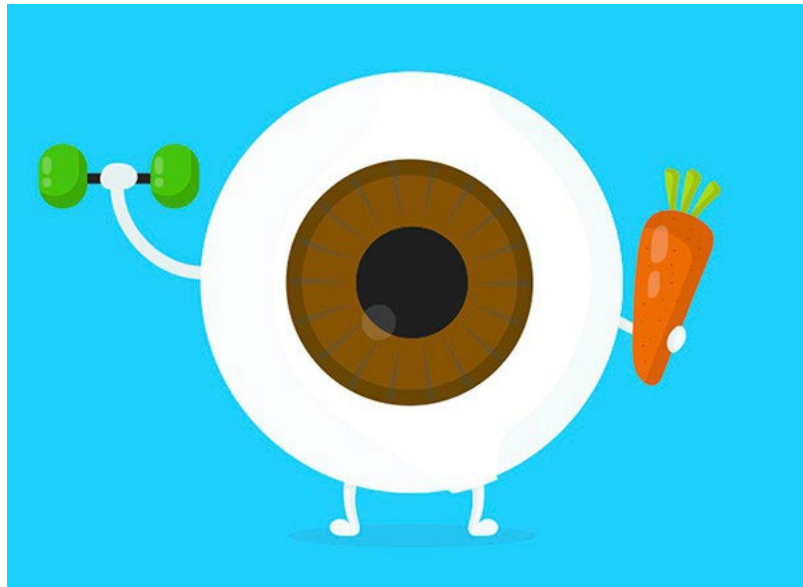
Please also circulate this to your subcontractors so they can access this information.

### **Eye Health and Hearing Awareness**

Maintaining good eye health and hearing is important for overall well-being and quality of life. Our eyes and ears are two of our senses which we use to help us interact and understand the world around us. These senses are both interconnected and in some cases, problems with one can affect the other.

Keeping healthy vision and hearing can also play a role in cognitive function and social engagement influencing factors like dementia. The risk of hearing

loss can stem from various factors such as: age-related, noise-induced, genetics, medical issues and trauma.



### Importance of eye health

- ◆ **Essential for daily activities:** Vision is fundamental for navigating our environment, reading, driving and engaging in social encounters
- ◆ **Impacts cognitive function:** Poor vision can lead to social isolation and increased risk of cognitive decline
- ◆ **Preventable and manageable:** Many vision problems can be corrected or managed with glasses, contact lenses or surgery

### Signs of vision loss

- ◆ Blurred vision
- ◆ Double vision
- ◆ Sensitivity to light, seeing flashes or floaters (spots, specs or cobwebs that drift across your field of vision)
- ◆ Difficulty with everyday tasks such as reading, navigating stairs or bumping into objects
- ◆ Recurrent pain in or around the eye such as regular headaches



### Importance of hearing health

- ◆ **Communication:** Hearing enables us to understand speech. listen to music, engage in conversations, all essential for social interaction
- ◆ **Impacts cognitive function:** Hearing loss may lead to cognitive decline, including dementia and social isolation
- ◆ **Preventable and manageable:** Many hearing problems can be addressed with hearing aids, listening devices and in some cases surgery

### Signs of hearing loss

- ◆ Difficulty hearing other people and misunderstanding what they say
- ◆ Asking people to repeat themselves
- ◆ Listening to music or watching TV with the volume higher than other people need
- ◆ Difficulty hearing on the phone
- ◆ Feeling tired or stressed from having to concentrate while listening

### Maintaining good eye and hearing health

**Regular check ups:** Routine eye and hearing exams can help identify problems early which will allow for timely intervention

**Healthy lifestyle:** A healthy diet regular exercise, avoid smoking

**Protect your ears:** Noise-Induced hearing loss is a significant risk on construction sites where prolonged exposure to loud sounds can damage the delicate hair cells in the inner ear. Which is why it is important that you wear hearing protection if your risk assessment advises it.

Helpful links:



**EYE CARE**





## 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.

### Pride Month

Thank you to everyone for supporting our Equal-Tea and for your generous contributions towards our Stonewall fundraiser. Well done to the lovely team at Buckland Street including their Sub-contractors who held their own cake sale on site and raised £48.00. 🍰

Congratulations to the winner of their cake sale, Paul Osayi, General Building Operative. This year we raised £110.20 which has been donated to Stonewall, who were grateful to Higgins for the support.



We look forward to holding the next one in 2026.



### July celebrations include:

July 20: International Chess Day ♟️

July 29: International Tiger Day 🐅

July 31: National Avocado Day 🥑

July: National Ice Cream Month 🍦

July: National Hot Dog Month 🌭

July: Disability Pride Month 🌈♿️

July: UV Safety Awareness Month ☀️

### Cultural Awareness Campaigns

If there are any cultural awareness items including cultural celebrations, that staff would like to make Higgins Partnerships aware of or share, the Social Value team 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.



## Higgins Values Awards ★

Thank you to all who voted for this quarters Higgins Value awards. Once again, we were delighted to see the great response we received and the appreciation which is shared among colleagues. 🥰

We are pleased to confirm the four employees who stood out for each value are: Maisie Taylor, Chris Johnston, Paul Blackshaw and Melissa Facey 🙌🙌🙌🙌



All members of staff are encouraged to nominate colleagues who go above and beyond in their roles to embody the company values.

There is one winner for each value award bi-monthly. The winners receive a certificate and a retail voucher. At the end of the year, there are additional awards for any candidates who successfully achieve an award for all four values.

The award categories are:

- Higgins Collaborative Value Award
- Higgins Respectful Value Award
- Higgins Committed Value Award
- Higgins Responsible Value Award





**RESPECTFUL**



**COLLABORATIVE**

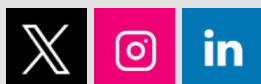


**COMMITTED**



**RESPONSIBLE**

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