

1. PURPOSE

VolkerRail (VR) is committed through its Environment and Social Value Policy to protect and seek to enhance the natural environment, derive added social value for communities living alongside, and to provide resources to meet our stated environmental obligations and commitments.

The intention of this corporate Environment Manual (EM) is to document how VR will manage its environmental responsibilities in a systematic manner to enhance our environmental performance, fulfill our compliance obligations and achieve our environmental objectives. It has been written to meet the requirements of the international standard ISO14001:2015 for environmental management systems.

The Environmental Management System (EMS), which comprises this EM, associated procedures, systems and documented outcomes, is intended to be both effective and practical. It forms part of the VR Integrated Management System (IMS) and incorporates wider business management procedures that support the company’s identification and control of environmental risks and opportunities. It gives a commitment to fulfill the requirements of applicable environmental legislation, industry standards and contractual obligations, to prevent pollution, protect the environment, set and monitor environmental objectives, and to continually improve the EMS to enhance our environmental performance.

Where our activities and services interact with the natural environment and result in significant environmental impacts, both negative and positive, they have been identified and working practices documented to minimise (or enhance) those effects. The environmental procedures contained within the IMS serve as instruction documents to personnel on how to minimise the environmental impact, for the life cycle (including disposal) of our activities and services including the use of plant, equipment, and other physical assets under the control of VR.

2. SCOPE

This EM applies to all VR businesses (both VolkerRail Ltd and VolkerRail Specialist Businesses Ltd), operations, premises both owned and leased – permanent and temporary, sub-contractors and suppliers working on behalf of VR. Where VR is a partner within an Alliance or Joint Venture, the applicability of this EM is to be determined on a ‘best for project’ basis by the Alliance or JV Management Team. The aim is to reduce the impact of VR’s operations on the environment and stakeholders, whilst maintaining high standards and ensuring compliance to legislation, ISO14001:2015 and other compliance obligations.

This EM supports delivering the ‘planet’ pillar of the VWUK People Planet Purpose Framework for a Sustainable Business.

3. REFERENCES (INPUTS)

- EN ISO 14001:2015 Environmental management systems
- Clean Air Act
- Clean Neighborhoods and Environment Act
- Climate Change Act
- Control of Pollution Act
- Countryside and Rights of Way Act
- Environment Act
- Environmental Protection Act
- Flood and Water Management Act
- Flood and Risk Management (Scotland) Act
- Forestry Act
- Forestry and Land Management (Scotland) Act
- Land Drainage Act
- Marine and Coastal Access Act
- Marine (Scotland) Act
- Nature Conservation (Scotland) Act
- Noise and Statutory Nuisance Act

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- Protection of Badgers Act
- Protection of Wild Mammals (Scotland) Act
- Regulatory Enforcement and Sanctions Act
- Water Act
- Water Industry Act
- Water Resources Act
- Weeds Act
- Wildlife and Countryside Act
- Wild Mammals (Protection) Act
- PPN06/20 Taking Account of Social Value in the Award of Central Government Contracts. The Social Value Model
- VWUK People Planet Purpose Framework for a Sustainable Business.
- 2020-2030 A Decade of Action Network Rail Social Value Framework
- NR/L2/INI/CP0070 – Network Rail Principal Contractor Licensing Scheme
- NR/L1/ENV/100 – Network Rail Environment & Social Performance Policy
- NR/L2/ENV/015 – Network Rail Environment and Social Minimum Requirements for Projects – Design and Construction
- NR/L2/ENV/120 – Network Rail Waste Management
- NR/L2/ENV/121 – Network Rail Managing Environmental and Social Impact of Noise and Vibration
- NR/L2/ENV/122 – Network Rail Biodiversity
- NR/L2/ENV/123 – Network Rail Prevention of Pollution to Land and Water
- S1552 QUENSH – Transport for London Quality, Environmental, Safety and Health Conditions
- RISQS – Railway Industry Supplier Qualification Scheme

4. ABBREVIATIONS AND DEFINITION OF TERMS

Abbreviation / Term	Definition
ALARP	As low as reasonably practicable. Reasonably practicable involves weighing the risk / benefit against the effort, time and financial cost needed to control it.
EM	Environment Manual
EMS	Environmental Management System in line with the requirements of ISO 14001.
Direct Impact	An impact (both negative and positive) caused by the activities, products and services of VR over which VR has complete control.
Environment	Surroundings within which the company operates, including, air, water, land, natural resources, flora, fauna, humans and their interrelation.
Environmental Aspect	An element of the company's activities or products or services that interacts with the environment.
Environmental Impact	Any change to the environment, whether adverse or beneficial, wholly or partially resulting from the company's environmental aspects.
Environmental Specialist	Refers to the VR roles of Environment Manager (Senior) Environmental Advisor (Senior), and Graduate Environmental Advisor
Indirect Impact	An impact beyond those arising directly from the activities of VR, but over which VR has some control or could reasonably be expected to have significant influence.
Interested Party	Individual or organisation that can affect, be affected by, or perceive itself to be affected by the environmental performance of an organisation.
Prevention of Pollution	Use of processes, practices, techniques, materials, products, services or energy to avoid, reduce or control the creation, emission or discharge or any type of pollutant or waste, in order to reduce adverse environmental impacts.

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Abbreviation / Term	Definition
PCL	Principal Contractor License referenced in the context of the Network Rail PCL Scheme that applies to all organisations undertaking trackside Principal Contractor (PC) duties on Network Rail Managed Infrastructure NR/L2/OHS/CP0070.
Principal Tenant	As defined in QUA20 is a senior member of VR staff, responsible for the 'management' of statutory tests/inspections at the location, where they are based, and who liaises with the VWUK Group Facilities Manager for all aspects of facilities management.
Environment and Social Management Plan (ESMP)	Written management plan that addresses the environmental and social risks and/or opportunities as applicable to the size, scope and stage of a project or framework service. The plan must systematically identify, address and monitor the specific project/service environmental risks; undergo regular review, and updates communicated to interested parties.
Facilities Management Plan (FMP)	Written management plan that address the environmental risks and/or opportunities relating to the operational functionality and maintenance of VR's premises. This is required for both owned and leased – permanent and transient sites, where a significant environmental aspect(s) is identified.
HoES	Head of Environment and Sustainability (Functional Lead for Environment)
HoQS	Head of Quality Systems (and VR IMS)
Social Value	The added value our activities and services create for society. This includes promoting local skills and employment, supporting growth of regional business, and promoting community wellbeing.
Social Value Specialist	Refers to the VR roles of Environment and Sustainability Manager (Senior), Social Value Advisor (Senior), and Graduate Social Value Advisor
Significant Environmental Aspect	An environmental aspect that has or can have one or more significant environmental impact(s).
Significant environmental impact	Poses a risk that needs to be addressed to ensure the company can achieve the intended outcomes of its environmental management system. The level of significance is determined in accordance with E01 - Environmental Aspects and Impacts. Applying the E01 methodology, significance is achieved when the score equals or exceeds a value of 12.
VolkerRail / VR	Used to reference both VolkerRail and VolkerRail Specialist Businesses

5. PROCESS

RESPONSIBILITY

5.1 Environment & Social Value Policy

Clause 5.2

5.1.1 The policy document sets out VR's commitment to delivering social, environmental and economic benefits for clients and stakeholders of railway infrastructure services. It defines the Company's expectations of the management team, its' personnel, and how working together we will protect and seek to enhance the natural environment, derive added social value for local communities, and inspire tomorrow's workforce to build a sustainable business.

All personnel

5.1.2 The Environment & Social Value Policy shall be reviewed annually, approved by the VR Managing Director, and issued to all personnel.

Managing Director,
HSQES Director, HoES

5.1.3 The Environment & Social Value Policy shall be displayed at all VR fixed and temporary premises, alongside the client's equivalent environmental policy document.

Principal Tenant,
Project Manager

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5.1.4	The Environment & Social Value Policy shall be issued to all approved sub-contractors and suppliers in hard copy or in digital format.	Supplier Assurance Manager
5.1.5	The Environment & Social Value Policy shall be made available to the public through its inclusion on the company's website.	IMS Coordinator
5.2	Organisation and Arrangements	<i>Clauses 5.1, 5.3</i>
5.2.1	Ultimately, accountability for the leadership and commitment to environmental management is held by the VR 'top management' roles shown below: <ul style="list-style-type: none"> • Managing Director (SMT) • Business Directors (SMT) • HSQES Director (SMT) • Operations Director (SMT) • Business General Manager(s) • Plant Director • HR Director (SMT) • Bid Director (SMT) • Commercial Directors (SMT) • Financial Director (SMT) • Chief Engineer • Head of Procurement 	Managing Director
5.2.2	VR 'Top management' are accountable for ensuring that adequate financial and staff resources are available and allocated during tender, design, planning, mobilisation, delivery, and completion of activities and services to provide a proportionate response to the environmental risks and opportunities presented. Where design or delivery is sub-contracted, the same leadership and commitment to environmental management shall be upheld. Any principal contractor licensing requirements, including allocation of specialist environmental resources, should be adhered to.	'Top Management' (as in 5.2.1)
5.2.3	Directly employ a full-time environmental professional with competences and experience equivalent to that of an 'Environmental Professional Embedded' within Appendix F of the Principal Contractor Licensing Assurance standard (NR/L2/OHS/CP0070). Applicable to NR contracts where VR act as a trackside Principal Contractor.	HSQES Director
5.2.4	The responsibility for ensuring that suitably competent and experienced environmental and social value personnel are employed within VR, or contracted in, that meet the requirements of our Principal Contractor Licence(s). The HoES shall maintain documented evidence of compliance with Appendix F of the PCL Assurance standard.	HoES
5.2.5	Records of personnel qualifications relevant to the PCL standard shall be maintained.	Training & Competence Manager
5.2.6	Environment and social value specialist resources shall be allocated ('embedded' or 'full-time') to contracts proportionate to their monetary value, their environmental risk and/or social value opportunities, the number of contracts the individual is providing advice on at any one time, and geographical spread of worksites. The individuals' competence and experience must be considered in their allocation. This responsibility can be delegated to the business level Environment Manager or Social Value Manager respectively, though ultimate accountability remains with the HoES. For NR trackside contracts this shall be in accordance with Appendix F of the PCL Assurance standard and documented in the contract ESMP.	HoES, Environment Manager, Social Value Manager

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<p>5.2.7 VR ‘Top management’ are accountable for ensuring that the EMS achieves its intended outcomes by:</p> <ul style="list-style-type: none"> • Establishing the Environment and Social Value Policy; • Defining environmental objectives that are compatible with the strategic direction and context of VR’s organisation; • Promoting the policy and objectives to personnel, sub-contractors and suppliers to increase awareness, motivation and collaboration; • Integrating the EMS within the broader business processes; • Communicating the importance of effective environmental management and of conforming to the EMS requirements; and • Supporting opportunities to deliver added social value whilst delivering rail infrastructure services. 	<p>‘Top Management’ (as in 5.2.1)</p>
<p>5.2.8 The responsibility to ensure that the EMS conforms to the requirements of ISO 14001, reporting on the performance of the EMS and environmental performance of the business, is assigned in VR to the HoES.</p>	<p>HoES</p>
<p>5.2.9 Technical support shall be provided to the HoES for the maintenance and implementation of the EMS across all VR business units.</p>	<p>Environmental Specialist or Social Value Specialist</p>
<p>5.2.10 The responsibility to ensure compliance and/or adoption of environmental legislation, contractual requirements, corporate environmental procedures, project specific environmental management plans and requirements of the EMS itself on projects, in delivery of services or at VR facilities, is assigned to Project Managers / Principle Tenants. Those responsibilities can be delegated to Assistant Project Managers, Construction Managers and Supervisors; though ultimate accountability remains with the Project Manager.</p>	<p>Project Manager Principal Tenant</p>
<p>5.2.11 Environment Managers and Environmental Advisors are responsible for taking the lead role in identifying and advising on environmental constraints and opportunities across the organisation in line with legislation, contractual requirements, and the scope of the EMS. These responsibilities can be delegated to a Graduate / Trainee / Apprentice Environmental Advisor, though ultimate accountability remains with the Environment Manager and/or Environment Advisor.</p>	<p>Environmental Specialist</p>
<p>5.2.12 In the production of ESMPs and FMPs, the appropriate Design Managers, Project Managers and Principal Tenants shall be consulted to ensure the plans are a true reflection of a project’s scope of works or facilities footprint and activities. The Environmental Specialists are responsible for producing the ESMPs, environmental content of FMPs, all other supporting environmental plans, application for environmental consents/licenses and all other environmental documentation. They are responsible for the review and effective briefing of those documents as appropriate, for ensuring that the relevant environmental requirements are cascaded to other delivery leads for inclusion in Work Package Plans, Task Briefs and Method Statements, and for undertaking checks to assure their effective implementation and adoption.</p>	<p>Environmental Specialist</p>
<p>5.2.13 Determining where VR can deliver added social value through its activities and services is led by the HoES, and supported by the:</p> <ul style="list-style-type: none"> • Social Value Specialists • Environmental Specialists • HR Business Partner • Head of Procurement • VR Corporate Communications Business Partner • VR Fairness, Inclusion and Respect Lead 	<p>HoES</p>

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- VWUK Head of Sustainability and Inclusion
- VR Social Value Committee

- 5.2.14 The HoES is responsible for determining the contract specific social value requirements or added 'win' opportunities at the pre-contract phase, consulting with internal stakeholders, and to communicate these effectively to the Bid Manager through the Pre-contract Manual requirements. These responsibilities can be delegated to the Social Value Specialist. HoES,
Social Value Specialist
- 5.2.15 Where applicable, the Social Value Specialist will facilitate the determination of how a contract will deliver added social value through its activities in consultation with the Design Manager and/or Project Manager and their respective Business Directors / Managers – taking account of any commitments made to or required by the client and the VR corporate initiatives facilitated by those identified in 5.2.11 and 5.2.14 above. This will be recorded within the Social Value Delivery Plan, which may be standalone or incorporated within the project ESMP depending on contract value. Social Value Specialist
- 5.2.16 Implementation of a contract Social Value Delivery Plan is the ultimate responsibility of the Project Manager, including the provision of adequate resources to support volunteering activities and securing Line Management authorisation for participation. Project Manager
- 5.2.17 The Social Value Specialist will measure and report progress against the Social Value Delivery Plan and account for the return on social value investment using the Impact Evaluation Standard as provided in the VWUK Thrive Platform, and client mandated social value tools where applicable. Social Value Specialist
- 5.3 Context of the organisation**
- 5.3.1 VR has determined the external and internal issues that are relevant to its purpose and that affect its ability to achieve the intended outcomes of its EMS in accordance with VWUK procedure *Q19 – Determining the Context of our Organisation*. Any proposed change in activities and services undertaken by VR or proposed change in VR premises, which has the potential to impact the environment, shall be notified to the HSQES Department. *Clause 4*
Senior Management Team,
Business Directors,
General Managers,
VWUK Corporate Responsibility Director
- 5.3.2 A safety validation exercise may be required, in accordance with *SAF09 – Validation of Change*, to identify any new risks or changes to existing risk controls so that they can be managed to as low as reasonably practicable. Head of Performance & Strategy
- 5.3.3 The HoES will provide advice and support through any safety validation; ensure the new or modified activities and / or services can be undertaken in accordance with the company's compliance obligations; and assess whether the change affects the company's ability to achieve the intended outcomes of our EMS. HoES
- 5.3.4 Outside of notified changes in accordance with section 5.3.1 above, the periodic Management Review ensures the continuing suitability, adequacy, effectiveness and alignment of the IMS in line with VWUK procedure *Q07 – Management Review*. The initiating desk top review of VR's operations identifies changes in external and internal issues and interested parties that affect the context of the organisation, and actions are assigned at the Management Review Meeting to address them. HSQES Director
- 5.3.5 Interested Parties include people or organisations that can affect, be affected by, or perceive themselves to be affected by a decision or activity of VR. Those relevant to VR's EMS have been determined and included in Appendix A. HoES

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Clause 6.1.2
5.4 Environmental Aspects and Impacts

- 5.4.1 VR has determined the environmental aspects of its activities and services based on those it can control and those that it can influence within the context of the organisation and taking account of abnormal conditions and foreseeable emergency situations. A register of *E01-01 – Environmental Aspects and Impacts* is held by the VWUK Corporate Responsibility Director and shall include aspects likely to occur at all VWUK sites and offices.
- 5.4.2 The VWUK Environmental Aspects and Impacts Register (*E01-01*) shall be reviewed annually as a minimum to ensure that changes in activities and services provided are considered. Other reviews may be necessary to reflect either changing legislation or business activity.
- 5.4.3 VR shall raise a change request against the VWUK Environmental Aspects and Impacts Register (*E01-01*) to account for changes to our activities and services or in response to information obtained from audits, monitoring, corrective actions, incidents or complaints. The potential environmental impacts, considering a life cycle perspective, will be determined in accordance with VWUK procedure *E01 Environmental Aspects and Impacts*.
- 5.4.4 The identification and management of environmental risks and opportunities on VR contracts, from tender through to completion, shall be in accordance with *ENV04 – Project Management and the Environment*.
- 5.4.5 Project specific environmental aspects and impacts will be assessed at the project mobilisation stage and reviewed during delivery. The VWUK form *E01-02 – Environmental Risk Assessment* may be utilised for this purpose, unless the client specifies another format, for example Environmental Risk and Opportunity Register (EROR).
- 5.4.6 Management controls to avoid, minimise and/or compensate for the identified project specific environmental aspects and impacts are detailed within the project specific Environment and Social Management Plan (ESMP). The ESMP shall be relevant to the development stage of the project and shall be subject to a six-monthly review and re-issue.
- 5.4.7 The ESMP shall undergo a technical review by the HoES or Business Level Environment Manager (where they are not the author) prior to it being issued to the VR Project Manager for approval and issue to the client. The outcome of the technical review shall be documented and include a review of supporting documents where they have a significant relevance to the determination of risks and controls.
- 5.4.8 The allocated Environmental Specialist retains responsibility for updating the ESMP based on comments made during technical review or document approval process, prior to it being issue to the client.
- 5.4.9 Design phase ESMP’s shall document the processes followed and environmental outcomes achieved through the design management process.
- 5.4.10 Construction phase ESMPs shall be issued 28 days prior to mobilisation on site, or as otherwise required by the client.
- 5.4.11 Facilities specific environmental aspects and impacts will be assessed as for construction projects above and reviewed on a periodic basis.

 VWUK Corporate
Responsibility Director

 VWUK Corporate
Responsibility Director

 HSQES Director,
HoES,
HoQS

 HoES, Bid Manager,
Design Manager,
Project Manager,
Environmental
Specialist

 Project Manager,
Environmental
Specialist

 Design Manager,
Project Manager,
Environmental
Specialist

 HoES, Business Level
Environment Manager,
Project Manager

 Environmental
Specialist

 Design Manager
Project Manager,
Environmental
Specialist

 Project Manager,
Environmental
Specialist

 Principal Tenant,
Environmental
Specialist

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5.4.12	These registers, risk assessments, ESMP and supporting documentation shall be accessed and maintained through the contract document management system.	Environmental Specialist
5.5 Compliance Obligations		
<i>Clause 6.1.3</i>		
5.5.1	All relevant environmental and social value legislation, policy, guidance, sector and client standards, and other compliance obligations will be identified and reviewed in accordance with <i>QUA11 – Management of IMS and Controlled Documentation</i> to determine how they apply to VR. Actions to account for their requirements when establishing, implementing, maintaining and improving the EMS will be documented on form <i>QUA11F01 – Standard or Legislation Change Impact Assessment</i> and where deemed necessary, briefed to the business.	HoES
5.5.2	Following the review of compliance obligations, changes shall be recorded in the Greenspace Legal Register.	HoQS, Quality Systems Manager
5.5.3	Applicability and response to compliance obligations shall also be determined through participation in VWUK Working Groups, external rail sector sustainability forums and client led sustainability forums. Participation shall be determined by the HoES.	HoES
5.6 Environmental and Social Value Objectives and Targets		
<i>Clause 6.2</i>		
5.6.1	The VR significant environmental aspects, emerging compliance obligations and environmental performance trends (information obtained from audits, monitoring, corrective actions, incidents or complaints) shall provide the basis from which the environmental objectives are developed.	HoES
5.6.2	The VWUK People, Planet, Purpose Sustainability Strategy, UKGov Social Value Model, rail sector social value initiatives, and client social value strategies and contract requirements will be monitored and provide the basis from which any social value objectives are developed.	HoES
5.6.3	Proposed environmental and social value objectives shall be reviewed by the VR HSQES Leadership Group and authorised by the VR Managing Director to ensure they align with the strategic business direction and priorities at the time.	HSQES Leadership Group, Managing Director
5.6.4	The environmental and social value objectives shall be included within the HSQES Plan and progress communicated throughout the business.	Head of Performance & Strategy
5.6.5	Environmental and social value objectives are applicable to all parts of the business, with an objective sponsor assigned from the HSQES Leadership Group, objective lead appointed, and timescales agreed. Progress shall be monitored through the monthly HSQES Leadership Group.	HoES
5.7 Competence and Awareness		
<i>Clauses 7.2, 7.3</i>		
5.7.1	The minimum environmental and social value competences shall be determined by the HoES at an organisational level, taking account of the Company's environmental aspects and EMS. This is documented in <i>ENV01F01 – Environment and Social Value Training</i> , providing indicative requirements for Director, Management, Supervisor and Operative level roles; and key functions.	HoES
5.7.2	The minimum competency requirements of environmental specialists shall be determined by the HoES, taking account of any principal contractor licensing requirements. This is documented in the HSQES Competency Profile owned by the Training & Competence Manager.	HoES
5.7.3	Environmental and social value competences shall be documented within the businesses and functional competency profiles.	Training & Competence Manager
5.7.4	The training needs of employees shall be determined and actioned in line with the applicable competency profile.	Line Manager

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- 5.7.5 Appropriate documented information shall be retained as evidence that training has been completed. Training & Competence Manager

- 5.7.6 All new employees shall undergo an induction process whereby they receive a core HSQES induction, including the Environment and Social Value Policy, the HSQES Plan, and IMS overview. Where applicable to their role, additional elements of the EMS shall be briefed as defined in the Induction Database role specific requirements. Line Manager

- 5.7.7 For employees, subcontractors and visitors required to attend a project or facility, a further project or site induction will be provided. This shall include site specific items such as site rules, environmental risks, environmental management controls, reporting of environmental close-calls and incidents, emergency response planning and who to contact for specialist environmental support. Project Manager, Principal Tenant

- 5.8 Communication** *Clause 7.4*
- 5.8.1 HSQES Notice Boards shall be displayed at all VR controlled offices, sites and facilities in accordance with SAF23 – Site Set-up and Demobilisation. Notice Boards should be used to communicate key environmental and social information to all employees and subcontractors. Project Manager, Principal Tenant, Environmental Specialist

This shall include as a minimum:

 - Environment and Social Value Policy
 - ISO 14001 Certificate
 - HSQES Alerts
 - Local Environment Manager / Advisor / Champion contact details
 - Environment and Social Management Plan (where applicable)
 - Environment and Social Constraints (where applicable)

- 5.8.2 Changes to the EMS are communicated to employees (with email) through a monthly Record of Revisions document. Employees are required to familiarise themselves with the content of the changed documents as relevant to their role or competence. IMS Coordinator, Employees

- 5.8.3 Those roles identified as ‘Responsible’ and ‘Accountable’ shall receive a formal awareness briefing of changes to the EMS by the applicable Document Owner. EMS Document Owner

- 5.8.4 Task specific environmental and social risks, management controls, and roles responsible for their implementation shall be incorporated within Work Package Plans, Task Brief Sheets and Method Statements in accordance with *ENG02 - Production of Project Documentation*. It is the responsibility of the Work Leader to effectively brief their content to the work party. CEM, CRE, Principal Tenant Work Leader

- 5.8.5 Urgent communication of environmental and social information shall take the form of a HSQES Alert. This method shall be used when immediate action is needed. Each alert shall clearly specify its purpose, information to be shared, and where applicable action to be taken. All employees to whom the alert is issued shall provide positive confirmation of acceptance. IMS Coordinator, Employees

- 5.8.6 HSQES Step Up briefings, toolbox talks, and lessons learnt will be delivered to relevant employees, subcontractors and suppliers to communicate environmental and social value information. Where an individual is required to act, this shall be clearly stated. Project Manager, Supervisors, Environmental / Social Value Specialist

- 5.8.7 Effective communication with the client's representative(s) shall be maintained on environmental and social matters. The frequency and content shall be agreed, though may include: Project Manager

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- Regular progress reports
- Submission of KPI data
- Reporting of environmental incidents and investigations
- Reporting of complaints or enquiries directly received

5.8.8	When working in an environmentally or socially sensitive location, prior notice will be given to the relevant competent authority, landowner, tenant or general public in accordance with the applicable compliance obligations. A record of communications with external parties shall be recorded in a Stakeholder Management Plan. Refer to <i>ENV06 – Control of Noise, Vibration and Nuisances</i> .	Project Manager, Environmental Specialist
5.8.9	All communications received by the general public, whether verbal or written, shall be reported to the VR Control Centre (VRCC), logged, assigned to a VR employee to investigate, actioned, and feedback provided to the complainant or enquirer.	Project Manager, Supervisor, Environmental Specialist, VRCC Duty Controller
5.8.10	VR publicly communicates its performance against key environmental and social indicators at a VolkerRail Limited and VolkerRail Specialist Businesses level through publication of the Annual Report and Accounts. The HoES is responsible for the collation, checking and submission of environmental and social data to the VR Financial Controller(s), ensuring a consistent approach with VWUK reporting through liaison with the VWUK Head of Sustainability and Inclusion.	HoES
5.8.11	The HSQES Plan will be issued to all employees annually to communicate VR’s HSQES objectives and targets.	Managing Director, HSQES Director, Head of Performance & Strategy
5.9 Operational Planning and Control		<i>Clause 8.1</i>
5.9.1	Adoption of environment and social value principles across the broader IMS will ensure a consistent and professional approach to meet the needs of the EMS.	
	The following processes shall incorporate the need to address the environmental and social risks and opportunities of VR’s activities and services:	
	<ul style="list-style-type: none"> • Pre-Contract Manual (COM02): approach for winning work to maintain the Company’s risk profile within acceptable limits. • Procurement Procedure (PRO01): requirements for sourcing materials, goods and services and assuring their performance. • Resource Management (RES01): business resource model. • Competence Management System (CMS01): competence of people. • Engineering Assurance Handbook (ENG01): design and engineering management to assure statutory, industry and client standards are met. • Project Management System (PMS01): management of project activities from project planning, mobilisation, delivery and project close. • Plant Operations and Maintenance: standards for the control, safe use, operation and maintenance of plant and equipment. 	Bid Director Head of Procurement Head of Planning & Project Controls HSQES Director Chief Engineer Head of Programme Management and Assurance Chief Engineer
5.9.2	The HoES is responsible for ensuring that environmental and social compliance obligations are effectively communicated to those responsible for interdependent processes listed in 5.9.1 above. Adequate technical environmental and social value support shall be provided during reviews of those processes to ensure that the needs of the EMS are considered.	HoES

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5.9.3	Where it is necessary to explicitly communicate environmental and social operating criteria and controls, specific procedures shall be established, implemented and maintained. See Section 6 for details.	HoES
5.10 Emergency Preparedness and Response		<i>Clause 8.2</i>
5.10.1	<i>SAF40 – Emergency Response and Management</i> procedure sets out the requirements for the effective response and subsequent management of major accidents, incidents, and emergency events. This accounts for actual or imminent damage to the environment.	VRCC Duty Manager
5.10.2	In preparing a Local Emergency Response Plan for any VR fixed premises, the environmental and community hazards, pathways and receptors identified in the <i>E01-01– Environmental Aspects and Impacts</i> register and/or <i>E01-02 – Environmental Risk Assessment</i> shall be assessed with support from an Environment Specialist.	Emergency Plan Coordinator
5.10.3	Exercises to test the effectiveness of the arrangements within a Local Emergency Response Plan shall be held periodically and include an environmental aspect. The Environmental Specialist shall be involved in planning the test exercise, observing the drill, and identify opportunities for improvement.	Emergency Plan Coordinator, Environmental Specialist
5.10.4	The VRCC Duty Controller and H&S On-Call should be familiar with and refer to <i>ENV08 – Management of Environmental Incidents</i> for further guidance on how to assess the severity of an environmental or social incident, determine the response required and process for escalation to the client and competent authorities.	VRCC Duty Controller, H&S On-Call
5.10.5	An Incident Response Plan (IRP) is required for all activities or services where a medium – high risk to the environment has been identified. This does not apply when covered by a Local Emergency Response Plan. It does include contract worksites, compounds, the transport, operation and maintenance of plant and equipment. The IRP shall be incorporated within the ESMP or other form of plan.	Project Manager, Head of Plant Engineering
5.10.6	The reporting and investigation of environmental and social close-calls and incidents shall be in accordance with <i>SAF04 – Reporting and Investigation</i> . It is the responsibility of all employees to report an environmental incident to VRCC within 2hrs of it occurring.	All employees
5.10.7	The HoES as Designated Competent Person (DCP) shall determine the level of investigation required and appoint the lead investigator for environmental or community incidents, in consultation with the HSQES Director. Delegation of Environmental DCP may be made in accordance with SAF04.	HoES, HSQES Director
5.10.8	The HoES shall ensure that an Environmental Specialist from each business area is selected to be an investigator and attends the internal IOSH accredited Rail Investigation Course. The Investigator shall support or lead investigations into environmental or social incidents.	HoES
5.10.9	Training shall be provided to all roles identified within the business or functional competency profiles as being essential to hold a spill response competence. The competence shall be renewed every three years..	HoES, Environmental Specialist
5.11 Performance Evaluation		<i>Clause 9.1</i>
5.11.1	A series of environmental and social leading and lagging indicators shall be monitored through the monthly HSQES Performance Report at the quarterly HSQES Strategy Group, monthly HSQES Leadership Group and monthly Business HSQES Leadership Groups.	HoES, Head of Performance & Strategy Environmental / Social Value Specialist

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5.11.2	The VR business level objectives, targets, and performance indicators shall be used to assist in the development of project-specific objectives and targets as defined in the project ESMP.	Project Manager, Environmental / Social Value Specialist
5.11.3	Other environmental and social value performance metrics shall be reported as specified by client contract requirements. Performance shall be reviewed through client led management reviews.	Project Manager, Environmental / Social Value Specialist
5.11.4	The VWUK recommended suite of 19 core social value metrics shall be measured corporately and at a framework or project level where appropriate. Data shall be recorded within the Thrive Platform as defined in <i>E15 – Social Value</i> .	Social Value Specialist
5.11.5	The H of QS is responsible for <i>QUA01 – Management of Audits and Inspections</i> which defines the process for creating and implementing the audit plan, monitoring of the audit plan, conducting audits and maintain records. This scope extends to include the requirements of ISO 14001. The HoES is responsible for planning and assigning resources for auditing this EM and environmental legislation.	HoQS, HoES
5.11.6	<p>The environmental and social scope of the Annual Audit Programme shall be determined taking account of changes to:</p> <ul style="list-style-type: none"> • Compliance obligations • Scope of the business’s activities and services • Outcome of performance monitoring • Suppliers or changes in existing suppliers’ performance • Needs and expectations of interested parties, including clients <p>Further to auditing the impact of changes, the scope shall evaluate compliance and assess that the needs of the EMS are met. The HoQS shall support the HoES in determining the environmental and social priorities at the Annual Audit Programme Review Meeting.</p>	HoES, HoQS
5.11.7	Sufficient technical resources shall be allocated to support delivering the environmental and social requirements of the Annual Audit Programme, incorporating internal audits, inspections, external audits and supplier audits.	HoES
5.11.8	Results from audits shall be monitored and trend analysis undertaken. Any cause for concern shall be raised at the Monthly HSQES Leadership Group.	HoES
5.12 Records		<i>Clause 7.5</i>
5.12.1	Records pertaining to the implementation of this EM and interdependent processes are maintained either in paper or electronic format or both, with employees informed of the locations they can be found.	IMS Coordinator, Project Manager, Principal Tenant, Environmental Specialist
5.12.2	Where environmental records are required to be retained for legal compliance those shall be detailed in the specific environmental procedures referenced in 5.9.3 above, ESMPs and FMPs.	HoES
5.12.3	Records directly related to the EMS shall be periodically reviewed and updated as required.	HoES
5.12.4	<i>QUA10 – Retention of Records</i> details the arrangements required to retain, retrieve and dispose of records.	HoQS

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6. ASSOCIATED GUIDANCE & INFORMATION

- ENV01 Appendix A - Interested Parties Analysis
- ENV01 Appendix B - Environment and Social Training Guidelines
- Environmental Toolbox Talks
- HSQES Alerts

VolkerWessels procedures:

- E01 Environmental Aspects and Impacts Register
- E01-02 Environmental Risk Assessment
- E04 Waste Management
- E15 Social Value
- H03 Legislation Compliance
- Q07 Management Review
- Q19 Determining the Context of our Organisation

Other VR procedures that support the company’s identification and control of environmental and social risks and opportunities, and form an interdependent part of the EMS, are listed below:

- CMS01 – Competence Management System
- COM02 – Pre-Contract Manual (and associated work instructions)
- ENV04 – Project Management and the Environment
- ENV05 – Waste Management (Rail Specific)
- ENV06 – Control of Noise, Vibration and Nuisances
- ENV07 – Pollution Prevention
- ENV08 – Management of Environmental Incidents
- ENV09 – Management of Protected Sites and Species
- ENG01 – Engineering Assurance Handbook
- ENG02 – Production of Project Documentation incl. WPP CPP TBS
- ENG03 – Production of Project Documentation inc. WPP and TBS for Non-construction works
- PMS01 – Project Management System (and associated modules)
- PRO01 – Procurement Procedure
- PRO03 – Supplier Approval and Management
- QUA01 – Management of Audits and Inspections
- QUA05 – Management of Non-Conformance
- QUA10 – Retention of Hard Copy Records
- QUA11 – Management of IMS and Controlled Documentation
- QUA20 – Principal Tenant
- RES01 – Resource Management
- SAF04 – Reporting and Investigation
- SAF09 – Validation of Change to Organisation or Integrated Management System
- SAF23 – Site Management (Incl. Site Set-up, Deliveries, Collection and Demobilisation)
- SAF40 – Emergency Response and Management

7. DOCUMENTATION (OUTPUTS)

- VWUK Thrive Platform – Social Value Measurement Module

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8. ISSUE RECORD

Issue	Date	Comments
1	July 2011	Previously issued as SQE/72 which has now been formally withdrawn upon issue of ENV/01. The document has been updated to reflect the current organisation structure of the business and new processes implemented within the IMS which control VR's impacts on the environment
2	19/10/2020	This procedure has undergone a major review and has been completely re-written to account for significant changes in compliance obligations and removes reference to withdrawn or superseded standards / procedures.
3	15/01/2024	The procedure has been updated to further integrate the requirements for social value management, the Network Rail Principal Contractor Licensing Scheme assurance standard and RISQS PCL Audit Protocol, and other minor updates to referenced inputs, outputs, roles and other organisational references. The procedure has been renamed Environment & Social Value Manual.

9. WHAT HAS CHANGED IN THIS LATEST ISSUE AND WHY
Section 1 – Purpose

The purpose has been reworded to include the requirement to protect the environment, set and monitor environmental objectives, and reference environmental impacts in a life cycle perspective. This is to align with stated policy requirements of the RISQS 2023 updated Audit Protocols.

Section 3 – References

The legislative references have been updated to align with the 2023 VR Environmental Legal Register annual review. The list has been expanded to include core social value normative references and four recently published Level 2 Network Rail environmental standards.

Section 4 – Abbreviations and Definition of Terms

The 'Environmental Specialist' role that holds defined responsibilities to implement this EM has been updated to clarify it is the roles of Environmental Manager and Environmental Advisor (plus Senior grades of those roles), and not Graduate, Trainee or Apprentice Environmental Advisors. Where defined in the procedure, those responsibilities may be delegated to Graduate/Trainee/Apprentice but the Environmental Specialist remains accountable. Social Value Specialists have also been defined.

Section 5 – Process

Sub-section 5.2.3 to 5.2.6 are new requirements included to explicitly reference and document the process applied to comply with Network Rail Principal Contractor Licensing Assurance standard NR/L2/OHS/CP0070 minimum competency qualifications and minimum resource requirements for environmental and social value specialists.

Sub-section 5.2.14 to 5.2.17 including minor wording changes to clarify the social value requirements. Sub-section 5.2.15 is a new requirement to determine the social value contract requirements or 'win' opportunities at pre-contract and communication with the Bid Manager. Sub-section 5.2.17 has been expanded to confirm the requirement for social value measurement and reporting using the VWUK Thrive Platform and client mandated social value tools.

Sub-section 5.4.7 to 5.4.8 has been added to clarify the requirement for technical review of Environmental and Social Management Plans (ESMP), its documentation and incorporation of changes prior to Project Manager approval.

Section 5.6 has been expanded to reference social value when determining objectives and targets.

Sub-section 5.10.9 the requirement to be observed responding to a spill or simulated event whilst holding the spill response competence has been removed as a simulated assessment is included within the training course that is sat to renew the competence after 3 years.

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Sub-section 5.11.4 has been added to include reference to the recommended suite of 19 core social value metrics as requested in the new VWUK procedure E15 – Social Value.

Section 6 – Associated Guidance & Information

Additions made include VWUK procedure E15 – Social Value procedure.

Section 7 – Documentation (Outputs)

The references to documented outputs from associated VR procedures have been deleted, and the VWUK Thrive Platform – Social Value Measurement Module has been added.

Appendices and Forms:

Appendix B - Environment and Social Training Guidelines has been updated to remove ‘knowledge only’ and now assigns training as essential or desirable. All sustainability resources through the Supply Chain Sustainability School and the INNS Invasive Species eLearning modules are now available through iLearn and via MyApp (Blink).

10. BRIEFING REQUIREMENTS

All new employees will receive an introduction to the Integrated Management System (IMS) at induction, according to the nature of the role.

All employees with an email address receive the ‘Record of Revisions’ each month, which details changes to the IMS. All Line Managers retain the responsibility to ensure their staff are briefed on changes as appropriate.

The following table defines how revised issues of this document are briefed to existing employees according to related specific responsibilities.

This is determined using the ‘RACI’ principle. Those roles identified as ‘Responsible’ and ‘Accountable’ should receive a formal awareness briefing facilitated by the Document Owner.

Discipline	Role	RACI	Type of briefing
All	All Roles (including Line Managers)	Informed	Awareness
SMT	Managing Director Major Projects Director Operations Director HSQES Director HR Director Bid Director Commercial Directors Finance Director	Accountable	Detailed
Senior Management	Director Specialist Businesses Regional Director LNE / LNW Plant Director General Manager Business Manager	Accountable	Detailed
HSQES	Environment Manager / Senior Environmental Advisor / Senior Graduate Environmental Advisor Trainee Environmental Advisor Apprentice Environmental Advisor Social Value Advisor / Senior Trainee Social Value Advisor Apprentice Social Value Advisor	Responsible	Detailed

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Discipline	Role	RACI	Type of briefing
HSQES	Head of Quality Systems Quality Systems Manager IMS Coordinator	Responsible	Detailed
HSQES	Quality Manager Quality Advisor Quality Engineer	Informed	Awareness
HSQES	Head of Safety Senior H&S Manager H&S Manager H&S Advisor	Informed	Awareness
HSQES	Head of Performance & Strategy	Responsible	Detailed
HSQES	Training & Competence Manager	Responsible	Detailed
HSQES	Training Coordinator	Informed	Awareness
HSQES	VRCC Duty Manager	Responsible	Detailed
HSQES	VRCC Duty Controller	Informed	Awareness
Facilities	Facilities Manager	Responsible	Detailed
Work Winning	Bid Manager / Senior	Responsible	Detailed
Design	Head of Civil Engineering & Multidisciplinary Design Head of Engineering & Design Management Design Managers	Responsible	Detailed
Engineering	Chief Engineer	Accountable	Detailed
Engineering	Head of Plant Engineering	Responsible	Detailed
Planning & Programming	Head of Planning & Project Controls	Informed	Awareness
Project Management	Project Manager / Senior / Assistant	Responsible	Detailed
Project Management	Construction Manager / Senior / Assistant Supervisor / Senior	Informed	Awareness
Procurement	Head of Procurement	Informed	Awareness
Procurement	Supplier Assurance Manager	Responsible	Detailed
HR	HR Business Partner	Informed	Awareness
Corporate Communications	VR Communications Business Partner	Responsible	Detailed

Competence	RACI	Type of briefing
Designated Competent Person (Environment)	Responsible	Detailed
Emergency Plan Coordinator	Responsible	Detailed
H&S On-Call	Informed	Awareness
CEM	Responsible	Detailed
CRE	Responsible	Detailed

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11. IMS AUTHORISATION**Document owner approval:**

Katherine Haigh, Head of Environment & Sustainability, 15/01/2024

Approval for IMS:

Paula Roberts, IMS Coordinator, 15/01/2024

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Interested Parties	Directly Affect/ Indirectly Affect	Needs and Expectations
VR Employees and other VWUK business unit employees	Directly	<ul style="list-style-type: none"> Quality of work / life, job security, challenge, personal and professional development, career opportunities. Expectation to work for a sustainable organisation.
Royal VolkerWessels B.V Supervisory and Management Boards	Directly	<ul style="list-style-type: none"> Sustainable growth, profitability, strong brand and reputation, with a consistent corporate social responsibility model across all businesses.
Sub-contractors	Directly	<ul style="list-style-type: none"> Collaborative working, respectable working environment, desire to work with a responsible organisation. Environmental support when appropriate.
Clients	Directly	<ul style="list-style-type: none"> High level of service delivery, on time and on budget, in line with client's expectations. Supported to build and maintain a sustainable railway infrastructure in the UK, whilst leaving a positive legacy for future generations. Achievement of sustainability objectives, targets and performance measures.
Suppliers	Directly	<ul style="list-style-type: none"> Information of what is required and when. Working relationship that mutually improve the sustainability performance of all parties.
Competitors	Directly	<ul style="list-style-type: none"> Accountability and appropriate communication / support involving environmental and social value issues. Sharing best practice to improve the sectors sustainability performance and reputation.
Industry bodies e.g. Rail Safety and Standards Board (RSSB), Rail Industry Association (RIA)	Directly	<ul style="list-style-type: none"> Knowledge sharing, research and development, policy and standards setting. Influence a collective positive change for 'A Better, Safer Railway'.
Government Agencies e.g. Department for Transport (DfT), Local Authorities	Indirectly	<ul style="list-style-type: none"> Compliance to applicable requirements. Value for Money.
Regulatory bodies e.g. Natural England, Environment Agency, SEPA	Indirectly	<ul style="list-style-type: none"> Compliance to all regulatory and statutory requirements.
Utility service providers and sewerage undertakers	Indirectly	<ul style="list-style-type: none"> Compliance to regulatory and statutory requirements. Access to assets.
Passengers	Indirectly	<ul style="list-style-type: none"> Enhanced railway infrastructure with minimal disruption to services.
Local community	Indirectly	<ul style="list-style-type: none"> Considerate construction. Corporate social responsibility. Accessible. Delivering added social value through local employment, local supply chain, school engagement, volunteering.
General public	Indirectly	<ul style="list-style-type: none"> Minimal disruption to their everyday lives and wellbeing, Corporate social responsibility.

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APPENDIX B: ENVIRONMENTAL AND SOCIAL VALUE TRAINING GUIDANCE

How to use this Document

This document is designed to be used as a guide for integrating Environment and Social Value training into business level role / competency profiles.
 Your local Environmental Specialist or Social Value Specialist is on hand to help map your specific roles against the four generic role levels below, and to agree if the training should be set as essential or desirable.
 A separate Competence Profile defines HSQES staff competence requirements and is held by the Training and Competence Manager.
 Changes made in Issue 2 are shown in *Italics* for clarity.

Environment and Social Value Training																	Supply Chain Sustainability School eLearning Resources Available through iLearn (including MyApp/Blink)												
	Environmental Awareness - Offices	Project HSQES Inductions	Site Environmental Awareness Scheme (SEATS)	Environmental Awareness - Depots	Network Rail Environment & Social Contract Requirements	1st Responder Spill Training	Waste Duty of Care	Waste Soils & Aggregates	RSSB Rail Carbon Tool	Managing Ecology	Nesting Bird Check Training	Intro to Invasive Non-Native Species (Module 1)	Intro to Identification and Recording Non-native species (Module 2a)	Identification of Invasive Freshwater Plants (Module 2b)	Identification of Invasive Freshwater Invertebrates (Module 2c)	Identification of Invasive Riparian Plants (Modules 2d)	Biosecurity Non-native species (Module 3a)	Diversity Impact Assessment	Intro to Sustainable Construction	Sustainability on Site	Intro to Climate Change and Carbon	Carbon Reporting	Intro to Biodiversity	The Circular Economy	Intro to Waste	Embedding Sustainable Procurement	Sustainable Timber and Chain of Custody	Green Infrastructure	
Status	In development	Available	Available	In development	In development	Available	Available	Available	Available	In development	Available	Available	Available	Available	Available	Available	Available	Available	Available	Available	Available	Available	Available	Available	Available	Available	Available	Available	Available
Accredited	-	-	CITB	-	-	-	-	IEMA	RSSB	-	-	NNSS	NNSS	NNSS	NNSS	NNSS	NNSS	Inclusive Employers	SCSS	SCSS	SCSS	SCSS	SCSS	SCSS	SCSS	SCSS	SCSS	SCSS	
Delivery	TBC	Internal	External	TBC	Internal	Internal*	Internal	Internal*	External	On-line	External	iLearn ID: 0000021740	iLearn ID: 0000021741	iLearn ID: 0000021742	iLearn ID: 0000021743	iLearn ID: 0000021744	iLearn ID: 0000021640	On-line	iLearn ID: 0000023480	iLearn ID: 0000023360	iLearn ID: 0000023383	iLearn ID: 0000023440	iLearn ID: 0000023520	iLearn ID: 0000023682	iLearn ID: 0000023341	iLearn ID: 0000061580	iLearn ID: 0000023684	iLearn ID: 0000023460	
Direct Cost	£0	£0	£160	£0	£0	£25	£0	£0+venue	£250	£0	~£100	£0	£0	£0	£0	£0	£0	Enquire	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
Duration	TBC	-	8hrs	TBC	TBC	4hrs	2hrs	4hrs	8hrs	TBC	4hrs	1hr	1hr	1hr	1hr	1hr	1hr	2hrs	1hr	45mins	1hr	1hr	1hr	45mins	1hr	1hr	45mins	45mins	
Non-HSQES Roles																													
Director	E	E			D														D		D	D	D	D	D	D	D	D	D
Management	E	E	E*/D*	E	E		D	D		E		E	D	Project Risk?	Project Risk?	Project Risk?	E	D	D	D	D	D	D	D	D	D	D	D	D
Supervisors	E	E	E	E	D	E*/D*	E			E	D	E	E	Project Risk?	Project Risk?	Project Risk?	E		D	D	D	D	D	D	D	D	D	D	D
Operatives	E	E	E	E	E	E*/D*					D	D							D	D	D	D	D	D	D	D	D	D	D
Environmental Champions	E	E	D	E	E	E	E			D	D	E	E	Project Risk?	Project Risk?	Project Risk?	E		D	D	D	D	D	D	D	D	D	D	D
Functions																													
Design	E	E			E			E	D	E		D	D	Project Risk?	Project Risk?	Project Risk?	D	D	D	D	D	D	D	D	D	D	D	D	D
Engineering (CEM,CREs)	E	E	D		E		D	E	D	E		E	E	Project Risk?	Project Risk?	Project Risk?	E	D	D	D	D	D	D	D	D	D	D	D	D
Procurement	E	E			E		D	D		D		D	D	Project Risk?	Project Risk?	Project Risk?	E		D	D	D	D	D	D	D	D	D	D	D
Work Winning	E				E					D		E							D	D	D	D	D	D	D	D	D	D	D

* Accredited trainers only
 NNSS - Non-Native Species Secretariat
 SCSS - Supply Chain Sustainability School
 E Essential - essential requirement/competence for this role (if we needed to replace)
 D Desirable - will help them do their job better
 E*/D* Requirement may need further consideration of the specific job role
 Not applicable for role

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Course	Description	Delivery	Prerequisites
Environmental Awareness - Offices	Provides a basic introduction on environmental awareness, including legal requirements and why they are important, company specific information such as the policies, environmental management systems. Covers waste, carbon and energy, natural resources.	TBC	None
Project HSQES Inductions	Provides a basic introduction to environmental management and project specific environmental constraints.	Various	None
Site Environmental Awareness Scheme (SEATS)	Provides an introduction to environmental management on construction sites. Learning objectives to: <ul style="list-style-type: none"> Understand the environmental impacts and issues associated with construction activities Understand why sustainability issues are important in the context of construction Understand their duties with regard to waste management and statutory nuisance Understand the requirements on water use, contaminated land and pollution prevention Understand the issues of archaeology and heritage in construction Understand the systems available to help in environmental management 	Classroom & Virtual	None
Environmental Awareness - Depots	Provides a basic introduction on environmental awareness, including legal requirements and why they are important, company specific information such as the policies, environmental management systems. Covers waste, carbon and energy, natural resources, ecology and pollution control and response.	TBC	None
Network Rail Environment & Social Contract Requirements	Provides an overview of Network Rail NR/L2/ENV/015 standard on Environment and Social Minimum Requirements for Projects - Design and Construction. Explains the GRIP products that support the standard and the deliverables Principal Designers and Principal Contractors are required to deliver.	TBC	None
1st Responder Spill Training	Part A: online learning to provide an awareness of the risks involved with handling, storing and dispensing liquids and the dangers to the environment. The course looks at simple ways to prevent spills of liquids, emergency response and materials to use for clean up. Part B: is a simulated spill situation to go over what the delegate is required to do in a spill situation and practically demonstrate their understanding. This must be completed within 3 years of the online learning and will be facilitated as part of an emergency response drill on a depot or compound location.	Classroom & Site	None
Waste Duty of Care	Course that addresses Duty of Care Legislation, which applies to every business in the UK which produces, handles or controls waste. By the end of the online learning delegates will be able to: <ul style="list-style-type: none"> Understand current waste duty of care code of practice Complete the required administration including waste transfer notes Understand the checks that must take place prior to any movement of waste Understand their role in complying with waste duty of care legislation 	Classroom & Virtual	None
Waste Soils & Aggregates	Classroom based learning to understand how waste soils and aggregates should be managed on construction projects to ensure legal compliance. <ul style="list-style-type: none"> Understand the definition of waste Understand the options for reuse on site including waste exemptions, CL:AIRE Code of Practice and WRAP Quality Protocol Discuss common pitfalls and misinterpretation of the legislation and how to ensure compliance 	Classroom & Virtual	None
Rail Carbon Tool	This one-day course has been developed to introduce delegates to the RSSB Rail Carbon Tool. Specifically, how to use the tool and the benefits of using it on UK rail infrastructure projects to reduce embodied carbon and save money. <ul style="list-style-type: none"> Learn the background to the tool and the regulatory and legislative context for undertaking carbon assessments. How to reduce carbon emissions through design and construction for capital and operational cost savings. Complete practical exercises on mock rail infrastructure projects using the Rail Carbon Tool. How the Rail Carbon Tool can be used to undertake carbon assessments for projects. 	Classroom & Virtual	Laptop required
Managing Ecology	Modular online course that offers a basic introduction to ecological management. <ul style="list-style-type: none"> Awareness of the legislation protecting natural habitat and species Understand the different types of surveys to establish the ecological constraints on projects Understand the ecological mitigation hierarchy to address ecological constraints through design and during construction Understand the hierarchy of controls required to permit development 	TBC	None
Nesting Bird Check Training	This training is delivered by a highly experience ornithologist and consists of classroom session and practical session in the field. <ul style="list-style-type: none"> Awareness of the legislation protecting wildbirds and specific species of bird Understand Network Rail requirements for nesting bird checks and devegetation policy Understand how to undertake a nesting bird check in railway environment Understand how to survey for nesting birds Understand how to protect an active nest 	Classroom & practical	Keen interest in protecting wildlife and manager approval to confirm role is required to undertake nesting bird surveys and issue permits
Intro to Invasive Non-Native Species (Module 1)	Offers a basic introduction to invasive non-native species, covering why they are an issue, what they are, and how many there are in Britain; what impacts they have; how they are introduced and spread; how we respond to them.	Online	None
Identification and Recording Non-native species (Modules 2a-2d)	Consists of four topics covering identification and recording of non-native species why recording is important; what to include in a record; where to send records. Module 2b - identification of freshwater plant - dependant on project Module 2c - identification of freshwater invertebrates - dependant on project Module 2d - identification of riparian plants - essential for all projects	Online	Completed Intro to INNS
Biosecurity Non-native species (Module 3a)	Explains the importance of following good biosecurity when working in the field, and provides guidance on how everyone can reduce their risk of spreading invasive non-native species. Find out more about why biosecurity is important; how non-native species are spread; planning for biosecurity; practising biosecurity in the field.	Online	Completed Intro to INNS
Diversity Impact Assessment	Offers a basic introduction to the Network Rail contract requirement to undertake a Diversity Impact Assessment for all capital delivery projects with a public interface. <ul style="list-style-type: none"> Refresh of the Equality Act in the context of DIA Understand what is a DIA and the benefits Understand how to undertake a DIA, including the use of the NWR template 	Online	Completed VWUK EDI Classroom based training
Waste	<ul style="list-style-type: none"> Provides an overview of Waste in construction, focusing specifically on how it fits within the parameters of a construction project. Identifies of key themes which organisations need to consider when implementing or supporting waste activities. Defines waste and other key elements. 	Online	Registration on Supply Chain Sustainability School VWUK Profile (free)

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Course	Description	Delivery	Prerequisites
Materials	<ul style="list-style-type: none"> Provides an overview of sustainable materials in construction, focusing specifically on how they fit within the parameters of a construction project. Identifies key themes which organisations need to consider when implementing or supporting use of sustainable materials. Provides definitions of sustainable materials. 	Online	Registration on Supply Chain Sustainability School VWUK Profile (free)
Economy and Community	<ul style="list-style-type: none"> Provides an overview of Economy and Community, focusing specifically on how it fits into the parameters of a construction project. Ensures you understand the what, why and how of how economy and community works. Provides the definitions of economy and community and the key themes used when trying to embed it within your project. Will provide commentary from key industry players who embed economy and community within their own organisations. 	Online	Registration on Supply Chain Sustainability School VWUK Profile (free)
Introduction to Climate change and carbon	<ul style="list-style-type: none"> Provides an overview of climate change and carbon in construction, focusing specifically on how it fits within the parameters of a construction project. Identifies key themes which organisations need to consider when reviewing the impacts of climate change and carbon in their organisations. Defines climate change, carbon and the key themes used in implementation. 	Online	Registration on Supply Chain Sustainability School VWUK Profile (free)
Biodiversity	<ul style="list-style-type: none"> Provides an overview of Biodiversity in construction, focusing specifically on how it fits within the parameters of a construction project. Identifies key themes which organisations need to consider when implementing or supporting activities that may have an impact on biodiversity. Provides definitions of Biodiversity. 	Online	Registration on Supply Chain Sustainability School VWUK Profile (free)
Carbon Reporting	<ul style="list-style-type: none"> Provides an overview of carbon reporting in construction focusing specifically on how it affects you and your clients. Identifies key themes which organisations must consider when implementing or supporting carbon reporting. Supports you in completing your sustainable supply chain school journey by ensuring you have a basic understanding of what, why and how with regards to carbon reporting. Provides examples and commentary from industry players who have successfully implemented or are in the process of adopting a carbon reporting method, and what benefits and lessons learned they've seen as a result. 	Online	Registration on Supply Chain Sustainability School VWUK Profile (free)
Delivering energy and carbon efficient buildings	<ul style="list-style-type: none"> Provides an overview of the difference between energy and carbon. Explains the benefits of reducing energy and carbon, as well as some basic building physics and the performance gap. Explains the fundamentals of why buildings use and lose energy, and are responsible for carbon emissions. Helps you understand how to implement policies in your own organisation that will allow you to contribute to increased energy and carbon performance. Provides definitions, examples and interviews. 	Online	Registration on Supply Chain Sustainability School VWUK Profile (free)
Sustainable timber and chain of custody	<ul style="list-style-type: none"> Discusses the issues associated with illegal timber, and the consequences our industry faces as a result. Provides you with an overview of the various certification schemes available, and how certified timber can benefit to you, your suppliers and your clients. Identifies key themes which organisations must consider when buying or supplying timber in the UK and Europe. 	Online	Registration on Supply Chain Sustainability School VWUK Profile (free)
Green Infrastructure	An introduction to what is driving infrastructure clients to set ever more challenging sustainability targets.	Online	Registration on Supply Chain Sustainability School VWUK Profile (free)
The Circular Economy	So you may have heard the term "circular economy" - but what does it mean in practice? This module will help unravel the term.	Online	Registration on Supply Chain Sustainability School VWUK Profile (free)
Carbon in Infrastructure	A 45 minute module examining how infrastructure construction effects carbon emissions.	Online	Registration on Supply Chain Sustainability School VWUK Profile (free)