

fortel

OneTeam

Our collaborative approach to labour supply





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Introduction

The construction industry has a central role to play in ensuring the UK's ambition to 'build back better' becomes a reality.

It is our responsibility to ensure not only that infrastructure continues to move forward, but that opportunities are given for individuals to thrive and grow, addressing skills shortages and employability gaps.

Fortel has built a reputation as a leading supplier of labour to the UK construction industry and, as such, we are continuously striving to find innovative ways to boost delivery and productivity. We collaborate with our clients to build a social value legacy focused on diversity and inclusion initiatives and aligned Net Zero targets.

The talent, commitment and professionalism sitting within the sector

means we are well positioned to fulfil the Build Back Better mandate. We work as one team, united in vision and looking to bring our exciting plans in 2022 to fruition.

Since our creation, Fortel has promoted a working environment in which diversity is not only recognised, but valued and encouraged.

This continues to this day, with the business adapting to cultural and professional diversity requirements.



CEO statement

It is my pleasure to share Fortel Group's OneTeam manifesto - a showcase of our commitment and strategic approach towards providing labour supply that goes above and beyond.



Our delivery model focuses on utilising cutting-edge technology, implementing leading diversity strategies, pioneering net zero ambitions, and harnessing the full range of specialisms held across the Fortel Group.

As construction moves forward into an era of significant challenges, we believe this innovative and collaborative approach is an industry disruptor, forcing change and a fresh way of thinking.

Our commitment to working alongside our clients as OneTeam ensures that professional project delivery goes hand in hand with impactful social value to create project legacies that benefit everyone.

Sat Nijjer
Chief Executive Officer



OneTeam

Our approach to working as OneTeam with our clients, workforce and stakeholders centres on four pillars: Collaboration, Technology, Social Value and Net Zero.

Together, these four pillars feed into a delivery model that sets the agenda for innovation and sector-wide progress.

OneTeam Delivery Model

Our teams are skilled, committed and compliant. When their talents are merged with our leadership, the results speak for themselves.



Collaboration

We team-up with clients to understand their needs and anticipate how these could grow or alter over time. We will always strive to find a fresh approach to tackling any opportunity we are given.



Technology

We understand technology's importance to our industry, today and in the future. Our team takes a forward-thinking approach towards utilising technology so we can create fresh solutions to issues old and new.



Social Value

Our responsibility to create Social Value through our work is one we embrace. Alongside our clients, we assess and monitor the positive impact we can make to our communities.



Net Zero

Sustainability and the drive towards Net Zero is an issue that affects us all. We put in place measures to reduce our carbon footprint and seek out opportunities to defend, protect and benefit our environment where possible.

Collaboration

definition: the situation of working together to create or achieve the same thing

When we embark on a project, we work in unison with clients, and collaboratively with our workforce to set measurable goals, anticipate challenges and develop solutions.

Accountability, transparency and trust are key to the success of any project. We understand this and take the time to ensure this solid foundation is in place and resilient as we tackle challenges big and small together.

OneTeam Approach

We are an adaptable team and have a long track record of working with various partners in a way that suits them . However, we don't shy away from bringing our experiences to the table if we think there is something special we can offer.



Collaboration

Case Study

Protect People Everywhere health & safety campaign

The construction industry was given a chance to prove its reliability and fastidious commitment to health and safety during the Coronavirus pandemic, as Government direction allowed our workers to continue throughout this unprecedented period.

As infection rates rose despite a second lockdown, we approached our peers and clients with a strategic communications plan to ensure workers on site were reminded of the responsibility they had to ensure the safety measures implemented on site were also reflected in their lives and interactions outside work.

Implemented at a time of great uncertainty, the 'Protect People Everywhere' campaign was welcomed by our peers and

implemented with great success through social media and on-site posters. Our sites remained fully operational during COVID-19 outbreaks and positive tests were kept to an absolute minimum.

In 2021 we won the Health, Safety and Wellbeing Excellence award by Construction News. We were given the accolade for our approach to the health and safety challenges during COVID-19 as we rapidly assembled a toolkit of help and advice very early on in the pandemic. We also issued our own site-operating procedures that expanded on the national advice issues by the Construction Leadership Council. These were shared across the wider industry and showcased Fortel to be industry leaders.



**FOLLOW
GUIDELINES
KEEP 2 METRE
DISTANCE
WASH YOUR HANDS**



**Thank You
NHS and Key Workers**

Technology

definition: The practical, especially industrial, use of scientific discoveries.

Technology plays a pivotal role in almost every aspect of our daily lives. Despite advances made in utilising its power within the construction industry, we see the potential for its wider application in the management of projects, people and processes over years to come.

Its impact can stretch beyond time-keeping and attendance monitoring in order to create a positive impact on wellbeing, productivity, social value and more.

OneTeam Approach

Our team has led in the creation of pioneering technological solutions that help our clients projects run more efficiently and effectively than ever before.

As part of our commitment to centering projects around collaboration, we would assess the suitability of using a previously implemented solution at the outset of a project, or seek to create a bespoke solution to fit the scope of each project.



Technology Case Study

Fatigue Management

Fatigue is a contributory factor in numerous health and safety incidents across construction and similar industries.

Common issues associated with fatigue include poor health, increased levels of stress and declining mental health, impaired decision making, impaired cognitive performance, reduced coordination and poor communications.

As part of our work on a major infrastructure project, we created a real-time, digital fatigue monitoring system, incorporating shift patterns and times, as well as travel logistics, for our client, in order to determine who might be at risk from fatigue.

Fortel's BeSafe app was initially created to monitor health-and-safety risks and report near misses, but the team realised that it could help provide a solution as it tackled the challenge of fatigue monitoring.

The success of this working trial and subsequent implementation of the project has allowed Fortel and the client to accurately monitor any fatigue risks on site, as well as streamlining the timesheeting process.



Net Zero

definition: The removal or negation of as many emissions (gases that cause the earth to warm up) as produced

We must all strive to promote the tools and innovation through which we can make a difference.

Our Net Zero strategy therefore encompasses carbon reduction promotion, training and education around working towards Net Zero, tools to achieve it and the means of measuring and driving our outcomes.

OneTeam Approach

In setting out our commitments to the low carbon agenda, we have elected to address a broad spectrum of influencing factors with the support of our newly appointed Net Zero Task Force.

Our sector specific education experience, innovation and the means to achieve positive and attainable change sits at the core of our decisions, investment and activities.

Our primary commitment is to de-confuse the almost 'overwhelming' carbon challenge, such that every individual working in the sector understands the means by which they can make a difference.



Net Zero Case Study

F18 Fuel Additive

Our extensive investment in fuel additive technologies commenced in 2017 and we now have a product, accredited to the nationally regulated standard, that is a proven game-changer in terms of emissions.

F18 creates a more efficient, lower temperature combustion process, which results in lower emissions and improved fuel efficiency.

The product has undergone a successful live environment trial with a major infrastructure company.

The trial monitored levels over two full working days, the first with no additive as a control and the second with F18.

The results were impressive, with a 43.5% reduction in CO₂, a 49.4% reduction in Nitrogen Oxide and a 50% reduction in Carbon Monoxide. Meanwhile fuel efficiency was increased by 19.8%



ML17 KRF

Social Value

Social Value

definition: The wider economic, social and environmental effects of an organisation's actions

Each project we are part of is an opportunity to add further to our social value legacy - we work with clients to analyse local needs, before setting targets and proactively seeking ways to achieve them and ensure their sustainability once met.

The individuals who benefit from these actions are given an opportunity to develop a career with us, whilst our diversity and inclusion strategies ensure these opportunities are promoted and offered fairly and encourage greater representation across the construction sector.

Across Fortel, we have created a working environment where diversity is recognised, respected and valued. Our people see our

diversity as a key strength of the business, and our actions mean we are able to act as ambassadors for the benefits of an inclusive culture in the communities we operate.

OneTeam Approach

Our approach to Social Value has been recognised with numerous industry and wider businesses award nominations - we want to share our passion for this crucial aspect of the modern construction industry with our clients.

We will help formulate Social Value strategy and ensure implementation is smooth and successful from the outset.



Social Value

Case Study

Midland Metropolitan University Hospital

Opening in 2022, the Midland Metropolitan University Hospital is set to transform healthcare in Sandwell and Birmingham, serving the needs of over 700,000 people.

Such projects can benefit society in a huge way prior to being open to the public.

We are able to offer people in the local community - one of the regions most deprived areas - credible work in an exciting construction environment, an ability to develop and a genuine improvement in meaningful long-term employment.

Working with Sandwell Borough Council, Walsall Works and the West Midlands Combined Authority ensures we are reaching deeper and further across communities and societies to provide opportunities that can change lives, with over 20% of our workforce coming from a state of unemployment.



Delivery Solutions

- ✓ **Labour supply**
- ✓ **Concreting**
- ✓ **Facilities management**

When each element of the OneTeam manifesto is combined, the result is a labour supply, concreting, and facilities management solution that stands alone in terms of its scope and performance.

We are proud of our people, our achievements and our approach to what we do.

Our delivery model doesn't simply focus on sending a predetermined number of people to a site to complete a task.

We send teams to major projects and enable them to become key contributors, whilst our leadership team ensures the strategic issues are being handled in the most effective manner possible.



#MakeItStick campaign

Fortel launched its #MakeItStick campaign to embrace diversity, inclusion and boost conversations around mental health.

A series of training courses were rolled out, including Mental Health First Aid, Mental Health Awareness, Fairness, Inclusion and Respect or LGBTQ+ Ally training, and those that completed it were given stickers for their hard-hats to represent this.

This campaign is to allow easier identification of those trained individuals who can provide support and conversations around these subjects to be started more freely between peers.

Over 2000 teams across the UK have already undergone the training and have applied

their new stickers. There are ongoing discussions and training alongside our Diversity Advisor planned into 2022.

We have partnered with HS2, Mace Dragados, Balfour Beatty Vinci, Skanska and the Supply Chain Sustainability School and are looking to roll it out across all HS2 sites across the next year.



Above, Beyond and to the Future



The Fortel Group consists of Fortel, Nexus and SkyBlue Solutions - each company bringing unique sector insight and experience to the Fortel Group offering.

Nexus possesses expertise in facilities management, security and environmental protection, whilst SkyBlue supplies 'white collar' workers across various sectors like Construction, Infrastructure, Rail and Facilities.

The breadth of experience and expertise allows the group to mobilise rounded thinking, bringing strong strategic plans to life - every project is different. We believe in attention to detail; working together to find the right solutions.





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