

Build Better
Futures

Corporate Social Responsibility





We are committed
to taking positive
action to **build better
futures** for our people,
our customers, our
communities and
our environment.

Our Environment

CSR at Kilwaughter includes a commitment to caring for the environment. This includes minimising environmental effects caused by our own operations, as well as those that arise from our supply chain while taking positive environmental actions to improve everything around us.

Clear requirements for our partners

Managing any effects that arise from our supply chain or operations are equally important. Our aim is to work only with suppliers who share our business values, running their business responsibly and taking steps to reduce their own environmental effects.

Energy & resource monitoring

Energy use is diligently recorded for all types of utilities used on all sites. The impact of noise and vibration from the manufacturing and quarrying activities on the local environment is regularly monitored at the site perimeter.

Investment in our operating facilities returns energy savings equivalent to providing heating and electricity to 250 homes each year.

We also have invested in solar panels on site to help generate power in a clean, efficient method.

Impact & waste minimisation

Employees are trained how to minimise waste and maximise recycling including recycling pallets and waste wood used in production, along with metal, cardboard and paper waste. Our Team also take part in litter picking around the site, splitting the waste into recycling and non-recycling bags.

Water usage

The river from which water is abstracted is monitored closely to ensure there is no detrimental effect on the river ecology and that it may be used as a source for potable water.

Land restoration

Over 20,000 trees have been planted at our Larne HQ including Ash, Oak, Beech, Birch, Rowan, Alder and fruit trees. We have also planted many wild flowers to complement the surrounding natural beauty.

Biodiversity & wildlife

We support biodiversity through our partnership with the Irish Grouse Conservation Trust, carrying out a wide range of habitat management and re-establishing red listed rare species on 1200 acres. This includes grouse, curlew, snipe and golden plover. Specifically on the company land the number of grouse has increased by 30% over 10 years, helping the East Antrim area provide a home to 65% of Northern Ireland's grouse. We have created several areas of flora and fauna at our Larne HQ as featured on our front cover.





20,000

Trees planted

Our Community

Our Teams are keen to give back to local charities. We have taken part in many fundraising days, such as the duck race for Children in Need, dressing in purple for World Mental Health Day and wearing our Christmas Jumpers to support the amazing work the local charities do in our communities throughout the year. This Christmas we were delighted to donate to impressive and worthwhile charities such as the Air Ambulance NI, Hope Center St Helens, Glasgow Children's Hospital, Jigsaw Cork and many more.



Access Employment Limited

Access Employment Limited, Northern Ireland's first social enterprise offers disadvantaged people access to a wide range of inclusive, community based, educational and social opportunities to enhance their lifestyle. We out source the production and packaging of our K Rend and K Systems samples to AEL. We're also proud to purchase bottled water from them, under their Clearer Water brand.



Queen's University Pathway Opportunity

As a business we understand the importance of providing people with opportunities to maximise their personal potential. In 2017, we pledged to ensure that every first year student joining Queen's from the Pathway Programme would receive a £1,000 bursary upon entry, for at least five years.



Supporting Social Enterprise

LED COM is a social enterprise which inspires business growth in the community by nurturing entrepreneurs, start-ups and local businesses at all stages of their journey. As their local corporate partner, Kilwaughter have been a keen supporter of the organisation for many years, acting as both a client of the facilities and contributor to their programmes and services.





Engaging With Worthwhile Causes



Our People

With over 180 employees throughout the UK and Ireland, our people are at the core of our business. Employee Engagement, People Investment and Employee Wellbeing are areas that are vitally important to us and form part of our Organisational Strategy. We work hard in these areas to create a positive experience for our people.

A healthy environment

At Kilwaughter we are certified as a Great Place to Work and passionately believe that engaged and motivated employees are crucial to our success. We ensure a healthy working environment that promotes our employees' wellbeing and take time to listen to their views.

Almost all of our employees took part in our recent Employee Survey, which showed the overwhelming majority of colleagues experience strong job satisfaction and are proud to work for Kilwaughter Minerals Limited. This is one of the many ways we seek to give our highly loyal and dedicated employees a voice to help drive future improvements through the business and continuously improve Kilwaughter as a place of work.

Mental health first aid

We have 30 qualified Mental Health First Aiders across our four sites, who are trained in recognising the signs and symptoms of common mental health problems and dealing with crisis situations.

Mates in mind

To show our commitment to improving the health and wellbeing of our workforce, we have recently become an official Member of the charity Mates in Mind. The charity aims to raise awareness of mental health by breaking the silence and promoting cultures of positive wellbeing throughout the construction industry.

Supporting wellbeing

As part of our wellbeing proposition, we offer the following to our employees:


- Private Medical Insurance
- 24/7 GP Access
- Employee Assistance Programme
- Counselling Service
- Wellbeing Portal

We have an annual wellbeing calendar with a different monthly initiative to include financial, physical, mental and social wellbeing. Our focus on wellbeing has helped us create an inclusive culture where our people are encouraged to look after their own wellbeing.


Modern slavery

Kilwaughter has a zero tolerance approach to modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings. We have effective systems and controls in place to safeguard against any form of modern slavery taking place within the business.





We focus on wellbeing
to create a healthy, safe
and positive environment
where our people and
organisation can thrive.



Fiona Byrne, Head of Organisational Development

Investing In Our People

The success of our Organisation is dependent on our people. We want to provide a positive experience where our people are proud to work at Kilwaughter and where we can add value to their personal journeys.

We are committed to a £350k investment plan over the next three years to develop critical skills required for future work, improve people and organisational capability, knowledge and confidence.



Driving Our Industry Forward

CPD training

We are approved CPD (Continual Professional Development) providers. The seminars are presented by our Technical Consultants and experienced Sales Teams who have a wide breadth of knowledge in industry. Our CPD's are carried out on a regular basis throughout the UK and ROI.

Product training

At Kilwaughter we acknowledge a shortage of skills in the construction industry. We provide high-level training courses which are led by industry professionals, helping our customers become experts in their field, improving their knowledge and practical skills.



“Achieving 6 years without a lost time accident is a fantastic achievement and a testament to our employees’ commitment. A huge thank you to all for the great effort.”

Aaron Mulvenna
Health & Safety Officer

Staying Safe

Health and Safety is of paramount importance to us at Kilwaughter. We maintain a safe environment through the promotion of good safety standards, consulting and involving employees and partners, and providing safety resources and training. We are proud to be certified to the following ISO standards across our 4 sites:



CSR in Our Brands

Our corporate social responsibility is company wide. We will adhere to our ‘K’ CSR vision across all our products and brands. This united front will enable Kilwaughter and our customers to take the steps to build a better future for our people, our communities and our environment. Below is an example of what our brands are achieving.

✧K Systems

Our K Systems business provides high quality, accredited external wall insulation systems. EWI is designed to provide safe insulation and beautiful aesthetics to buildings, delivering warmer homes and properties for people to live and work in.

This helps to reduce fuel poverty and deliver more environmentally friendly buildings with a lower carbon impact. These are some of the Government’s key agenda items specifically targeted through their Building Safety Fund and Green Homes Grants.

✧K Rend

Our products are typically packaged in bags and plastic buckets for both K Rend & K Systems. Our bags are primarily made from 90% paper meaning most of the materials are biodegradable. The paper is additionally sourced from suppliers who work to reduce their carbon footprint during production and also source the materials from sustainable forests. We are currently working to reduce virgin plastic from our plastic packaging and replace it with recycled plastic materials. Furthermore, our R&D team are working on several technology studies, developing methods to reduce the environmental impact of our products whilst retaining their high performance.

✧Kilwaughter Lime

We are committed to sustainability in agriculture through the natural and organic products we offer to deliver necessary nutrients into the soil, improve crop yields and keep animals healthy.



 **Kilwaughter**

In partnership with:



Kilwaughter Minerals Limited, 9 Starbog Road, Larne, BT40 2TJ
