



Sustainability Report



Striving for sustainability

Cubis Systems is a global market leader in Composite Access Chamber and Cable Protection Systems for infrastructure markets. Cubis is active across seven distinct market sectors from Water to Telecoms, and sells to more than 25 countries. We currently employ over 600 people in sites across Europe and Australia.

Cubis Systems is a CRH company. CRH's global footprint spans 32 countries and over 3,600 operating locations, serving customers across the entire building materials spectrum on five continents. For more information visit www.crh.com.

Sustainability is at the core of our activities as we actively grow our global workforce in safe environments and develop our innovative product ranges.

"Globally we are seeing clients thinking differently about how they design, plan and build key infrastructure projects. Clients are increasingly looking for innovative product solutions that are sustainably manufactured, whilst helping them drive short and long term cost reductions. Safety, people, investment in innovation and training are at the core of the Cubis business. These core focus areas help drive Cubis to deliver sustainable products for our customers and safe, sustainable working environments for our people."

Michael Wightman – Managing Director, Cubis Systems

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How we embed a culture of safety

There are multiple hazards associated with our industry – from 1200 tonne compression moulding tools, to operating heavy machinery and moving vehicles to cutting, folding and welding steel. Because of this, we integrate safety into everything we do.

At Cubis Systems, every employee has the right to work in a safe environment and the right to refuse to carry out an unsafe act. The development of a strong safety culture is driven by management and employees at every level. Together, we work towards a common goal – to create a safe working environment where nobody gets injured. Achieving this goal is the number one priority for our business.

Managing safety

At Cubis Systems we have a strong safety management structure. Our manufacturing sites have a responsible Safety Officer coordinating and facilitating company health and safety programmes and processes. The Safety Officer assists operational managers in working to achieve a culture of safety and excellence at every location. This is achieved through the implementation of various safety procedures and programmes, such as regular internal audits carried out by Safety Officers, internal and external transport safety checks and the application of the CRH Fatality Elimination Plan and the '16 Life Saving Rules'. All employees undergo health and safety induction training, job specific training depending on the role and ongoing refresher training. Good safety practices and safety observations are circulated throughout our company locations as a means of sharing product, material or process best practice or identifying issues which need to be addressed.

3,519*

Number of days since a lost time accident at our Ireland location

+£200,000

Annual investments made in safety related initiatives

+3,500

Average annual number of safety training hours

* as of year end 2018

Our Safety Processes:



Safety audits



Implementation of CRH safety procedures and programmes



16 Life Saving Rules



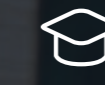
Learning from near misses (high potential learning events)



Senior leadership interactions on safety



Transport safety checks



Knowledge sharing with colleagues, customers and sister companies



Works and safety committees




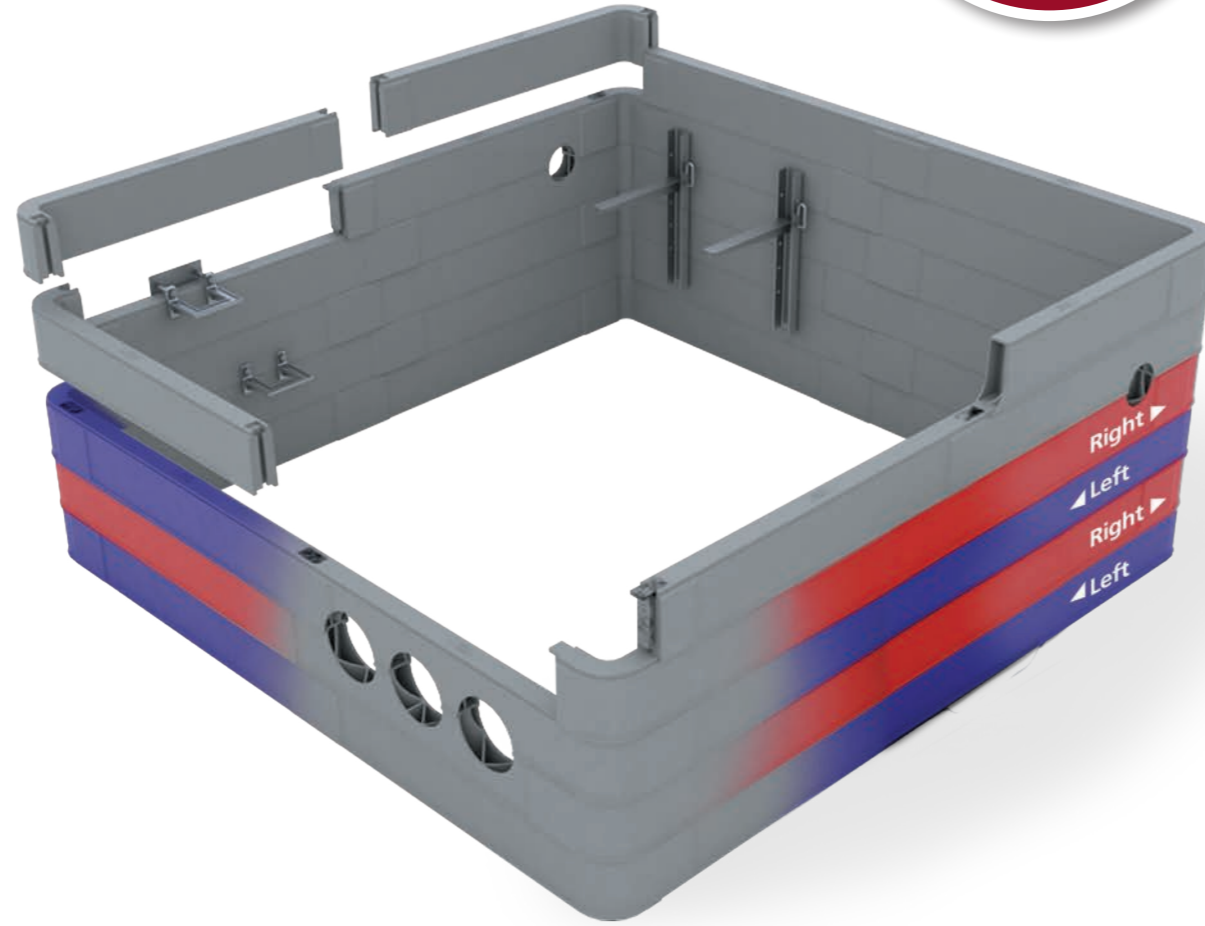
How we embed a culture of safety

Creating a safer industry

All our products are created with the installer and end user in mind.

- ✔ Simple, optimised assembly methods require no specialised training and minimal tooling.
- ✔ Accessories such as cover lifting keys, chamber access steps and cable management systems ensure safe and convenient access for the end user.
- ✔ Lightweight product parts allow for safer manual handling and removes the need for heavy lifting equipment when assembled on site.

 In order to ensure best practice during installations our technical team is on-hand to offer site specific installation evaluations and recommendations. Detailed installation instructions are provided with the highest level of health and safety in mind.



10kg
Our heaviest Ultima Connect chamber part

Educating and empowering employees

At Cubis Systems we recognise the importance of individual behaviours and we empower each employee to be responsible for their own safety and the safety of others. All new employees receive an extensive health and safety induction including an in-depth review of the 16 Life Saving rules, manual handling, safety observations and near miss reporting. Employees receive further training in their specific job roles including equipment usage and safety considerations. We recognise superior safety achievements, rewarding employees for acting safely while also encouraging them to identify and report any safety observations they note. Regular safety meetings with employees take place at all our locations with 97% of employees involved in formal safety climate surveying.

Safety Climate Survey Results

The safety climate survey is a tool used internally in Cubis to gauge the safety culture of our company. Every individual, in every department across each operational site is confidentially asked about their perception of safety practices across the company. Results are reviewed and used to improve our commitment to safety and ensure continuous organisational learning.

The following results indicate employee opinion of safety in the Cubis Systems workplace:

There were adjustments made in the workplace after near misses	100%
Health and safety procedures reflect how the job is actually done	95%
Identified hazards are acted upon	99%
Near misses and potentially dangerous situations are reported	97%
Employees feel free to bring up safety concerns	97%

97%
Percentage of employees that engaged in the safety climate survey



How we create sustainable solutions for our customers

Our products are developed with sustainability in mind. Our goal is to develop products that function in the most effective and efficient way possible. From lightweight materials to rapid assembly methods, our products provide a solution that meets the needs of our customers.

Providing a unique customer experience

At Cubis Systems, we believe that customer satisfaction begins with product differentiation and providing a unique customer experience. Every day, our employees are delivering sustainable innovation for their customers by creating systems that deliver specific performance goals, solve problems through innovative design and create added value for their business. We build strong relationships with our customers through ongoing engagement, relationship management and ensuring that we consistently meet their unique needs.



Doing things differently

Cubis Systems' range of products offer an alternative to traditional solutions on the market. Alternative materials for the applications our products serve are often less adaptable and transportable. Precast concrete is restricted in size to avoid wide loads; it also requires heavy lifting equipment and specialist personnel. Cast in-situ concrete requires additional time on site for shuttering, steel fixing, pouring and setting. It also demands specialist labour and site access for a concrete supply.

Our chambers offer a flat pack system allowing for increased shipping density but reduced weight and vehicle emissions. Load optimisation is enforced at all our sites to ensure each customer delivery is utilised to its full capacity.

A water meter installation 2000m high in the remote Alpes-Maritimes, France, required the product to be delivered on pallets by helicopter.



Ultima Connect flat pack system provides a convenient solution for customers with restricted access installation sites and also makes them suitable for global export.



Inner city sites typically have limited access and storage. In order to overcome this, at an install in London's Canary Wharf, we delivered all chamber parts flat pack and they were assembled on site.

How we create sustainable solutions for our customers

Reducing waste through innovation

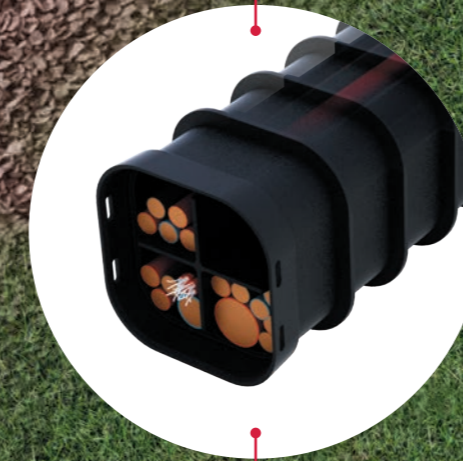
All our products have been designed to maximise structural strength using the optimum amount of material thus eliminating any unnecessary weight or waste. By re-using materials, where possible, that would otherwise be disposed of as a waste, we not only divert them from waste streams, but also reduce the carbon footprint of our products and promote resource efficiency. The design and adaptability of our products also future proofs the system allowing for expanded capacity without a need for product replacement. Lightweight product parts remove the need for heavy lifting equipment, reducing the energy demand during installation.

PROtrough is a lightweight alternative to concrete, designed to be a one man lift. The lockable cover is durable enough to withstand damages typical of concrete which creates waste and a need for replacement products.

Our GRP chambers have also been developed to maintain structural strength after the drilling of multiple duct entry points, this allows the customer the flexibility of drilling entry points at any stage as and when needed, thereby reducing the need for further chambers to be installed.

Cubis Composite AX-5™ Covers are manufactured using an extremely strong glass reinforced polyester (GRP) material which has a long life span and reduces the need for product replacement caused by damages.

MULTIduct™ can be buried at a much shallower depth than standard ducting and does not require any specialist backfill, eliminating the transportation of material on and off-site and the need to dispose of excavated material. MULTIduct™ is manufactured using up to 100% recycled material and the end product is also fully recyclable.



When installing MULTIduct™ components, customers have the option of leaving some of the ducts empty to be brought into use at a later stage, reducing the need for further duct installation, and potential waste creation later in a project.



Amount of waste reduced for one product size to one customer in one year

Adapting for sustainable solutions

We are always looking to adapt existing processes and designs to ensure we are performing in the most efficient and sustainable way possible. Our STAKKAbOX™ Ultima product was adapted to create a more sustainable solution. In the past we would cut standard size chamber ring parts and rejoin them to create the required customised size. This method resulted in a lot of waste of partially cut sections which lead to the development of the 'Ultima Connect' concept. Ultima Connect uses a combination of corner and straight pieces of various lengths that can be connected together to achieve the required size. This system allows for a far wider variety of available sizes and better equips us to meet our customers' needs without creating unnecessary waste. By changing to this system, Cubis Systems reduced the waste created by the sale of just one single product size, to one single customer in one year by 9 tonnes.

How we create sustainable solutions for our customers

Closing the Loop

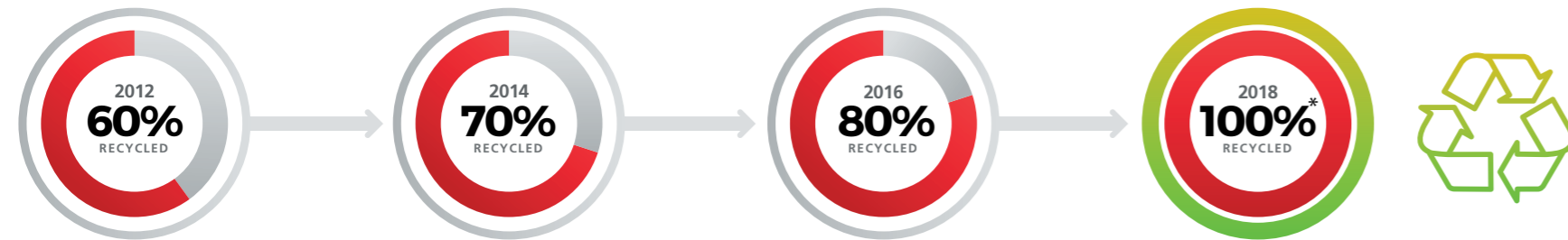
At Cubis Systems, we use a variety of materials to manufacture our products. Our goal is to create a closed loop recycling system and a circular economy. We can achieve this by using as much recycled material as we can in our manufacturing process and by ensuring our products are either recyclable or reusable wherever possible.

As well as working with sister companies to identify and develop sustainable solutions, we are also a member of Composites UK. Within this association, we participate in the Composites UK Sustainability Sub-Group with involvement in research projects to expand the recycling knowledge and capabilities of composites.

Taking action

Over the past number of years we have worked diligently to increase our use of recycled material. We use two polymer materials at our UK and Republic of Ireland sites: polypropylene (PP) and high density polyethylene (HDPE). Both these materials have a long service life and are fully recyclable once retired. Our UK site has achieved up to 100% recycled PP as raw material in its products. Our Republic of Ireland site has achieved 80 - 100% recycled HDPE using on-site material processors where waste HDPE can be reground and reused in our new products. Continuing innovations and investments are being made in material testing to achieve our ultimate goal of eliminating the use of virgin material in as many parts and products as possible. We also use GRP as a raw material. It has an extremely long service life - some of our products have been in service for periods in excess of 30 years. Recyclability of GRP is a challenge that has been identified within our company but we are always working towards finding a solution to overcome this. In a joint research project with our sister company, Tarmac, we found that GRP can be used as an alternative fuel in their cement kilns.

Polypropylene (PP) Recycle % Rates



* 100% dependent on material availability

Sourcing sustainably

At Cubis Systems we recognise the importance of responsibility along our value chain. We use a responsible sourcing pathway to analyse risk and prioritise actions ensuring our vendors are fully vetted and meet our sustainability standard. We are guided by our Code of Business Conduct, Supplier Code and Ethical Procurement Code in our qualification process. Vendors are assessed across a range of aspects that touch on all relevant areas of sustainability. Over the years we have developed a strong network of key material providers and suppliers, a network which has been further broadened by the development of our in-house material testing facilities.

What our customers say

"I worked closely with the entire Cubis team, from Product Development through to Marketing, during the launch of their innovative PROtrough cable protection product. The collaboration between the Cubis team and my clients led to the most sustainable, safest and long term efficient product in the market being selected."

Nico Van Wouwe,
6X Distribution, Belgium

"The ease and speed of the installed STAKKAbox™ Connect chamber made operations stress free, and gave a standardised format for the duct chambers and also reduced site movement not requiring crane or hi-ab use otherwise needed in traditional concrete installations"

Main Contractor, The Nemo Link
ProjectMetro Construction

"It is one of the best innovative products which we have seen and I think we will be using more of this in Australia... Cubis Systems STAKKAbox™ is the ultimate solution"

Kesh Prabhu, Project Engineer, Canberra
Metro Construction

"The STAKKAbox™ system offers a fantastic solution especially for the guys installing the chambers. It's fast to install, it's easily adapted and you have confidence that its structurally sound. The ability to stack the ring sections eases strain, allows for manoeuvrability when bedding in the ground and makes transportation to site hassle free"

Mark Colgan, Site Operative, Edinburgh
CityFibre InstallProjectMetro Construction



How we develop & empower our people

Investing in employee professional development

At Cubis Systems we believe that people are our most valuable asset and investing in employee potential is fundamental to our company's long-term growth and competitive advantage. Therefore it is important that we build a better workplace by developing and empowering our employees to succeed. We want to enhance the skills of our people, offering them growth opportunities and improving their performance. Regular professional development courses are held on site to engage employees in learning activities to develop and enhance their abilities. A cloud-based learning management system is used to monitor individual's goals and ongoing performance as well as to deliver company-wide employee training courses. We have a number of talent management and development programs in place to ensure our people are fully supported in achieving their full potential.

Catalyst

Catalyst is a two year training program to develop employee leadership and management skills. Selected employees form a project team and are assigned a task that is central to Cubis Systems' business. The current intake are working on a Communications strategy for Cubis Systems as well as completing a Professional Management qualification certified by the Institute of Leadership & Management training.

Mentoring

Our Mentoring Program, based on the 'GROW' Model, pairs some of our most experienced people with junior members of staff to support them in the development of their career in Cubis Systems. The program begins with training in leadership skills for technical professionals and the mentors then arrange bi-weekly meetings with their mentees where they discuss goal setting, development and progress, working together to develop a plan to achieve their full potential.

Lead by Example

At Cubis Systems, we develop our people at all levels. The Lead by Example suite of training programs enhances the knowledge and skills required to become a more effective leader of people across our organisation. Modules are focused on health and safety, performance reviews, new talent development, performance management and employment legislation. The current Lead by Example training program is focused on the importance of performance management as a personal development and improvement opportunity.

"The Catalyst course has really helped me to develop confidence as a manager empowering me to communicate and build better relationships with my team and the wider Cubis business."

Mark Liversidge - Cubis Marketing Manager & Catalyst Program Participant

Engaging with employees

We believe that open communication throughout the company is key to fostering collaboration and innovation amongst our employees across the business. We engage with employees through regular online announcements and encourage feedback through employee surveying. We also accommodate monthly site engagement sessions and works and safety committee meetings. Other annual events such as sports tournaments and outdoor activities provide an opportunity for Cubis employees to interact and develop strong working relationships.





How we develop & empower our people

Supporting graduates, internships and apprentices

Cubis Systems provides employment opportunities at all skill and education levels through our various employment schemes. Our graduate, apprentice and internship programs help us recruit and develop talent, ensuring we have a strong, diverse and sustainable talent pipeline for the future.

Gradstart

Our Gradstart program provides recent graduates a unique opportunity to gain exposure to all business functions across Cubis Systems by spending allocated time in each of the core business areas. At the end of their first year, Gradstarts work with their mentor to identify a career path that best aligns with their strengths and interests.

Internships

We welcome undergraduate students from local universities to spend up to a year during their studies to work for Cubis and gain practical experience related to their degree. After their time with us they return to their studies with a new set of skills and a greater understanding of real-life applications.

Apprenticeship Scheme

Apprenticeships offer an opportunity for individuals to gain relevant, hands-on work experience while pursuing a nationally recognised qualification. Apprenticeships can take between one and seven years to complete and are available up to degree level and beyond. Each year, we take apprenticeship candidates from the communities surrounding our company locations to gain experience in many areas of our business activities.

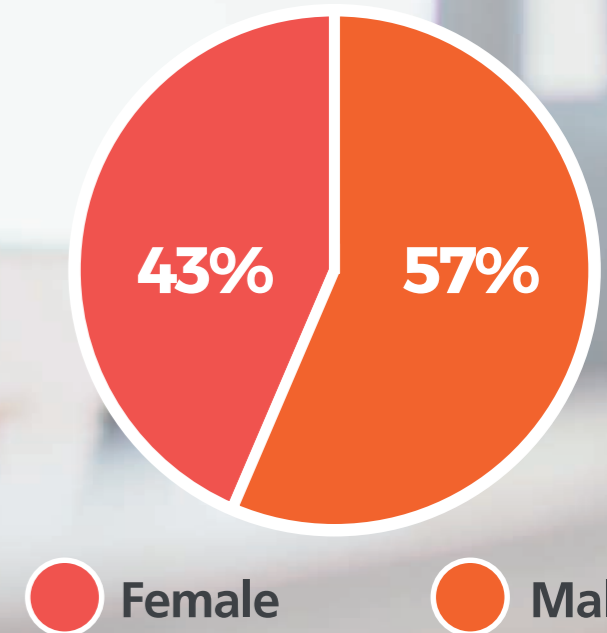
“Rather than being treated as an intern, Cubis has really invested in my future by encouraging me to work on large scale, international projects. The start of my degree gave me a good, all-round grounding in engineering, but being able to contribute to real-world projects has been an amazing experience.”

Nuala Maskey, - Queens University Belfast Placement Student

Fostering inclusion and diversity

Cubis is a multinational & multicultural company shipping product to over 27 countries worldwide. Our aim is to attract and develop a workforce that is as diverse as our customers and our communities. Employing people from a broad range of ethnicities, demographics, backgrounds, experiences and perspectives creates an inclusive workforce. While traditionally, the construction products industry has attracted a higher percentage of males than females, our focus is to create equality beyond the numbers, hiring from a diverse talent pool and offering equal opportunity to all.

Diversity in our Board of Directors



How we collaborate & engage for sustainability

At Cubis Systems, we understand the significant positive impact that comes from collaboration and partnerships as a means of driving best practice within our industry and the wider society. We can achieve so much more when we collaborate with others. We are involved in multiple innovative collaborations, both internally and externally, to develop the sustainable products of the future and build on our sustainable business strategy.

Developing external partnerships

Utilising external knowledge

Cubis Systems partners with various external universities and testing houses to carry out product testing and research projects to ensure that our products are of the highest standards and drive up industry standards.

Product Certification

While we have a range of in-house testing facilities, we use third party test houses to verify our findings. By carrying out these tests, we strive to improve standards for both our customers and the industry as a whole allowing us deliver our products to the market with confidence.

Research

Cubis Systems works in collaboration with universities in knowledge transfer projects with undergraduates allowing us to focus attention on new, innovative solutions, in addition to exploring new market opportunities.

Partnering with trade bodies

Cubis Systems is a member of a number of trade associations and industry organisations that lobby for the benefit of the industry. Membership of these associations keeps us up to date on industry trends and changes. Collaborative R&D projects drive the collective industry development enabling us to create innovative solutions that improve the whole industry. We also have employee representatives on a number of National Standard committees acting on behalf of our industry. These expert committee members ensure the highest product standards are insisted upon and achieved across our industry.

External Partners

(Testing & Collaboration)



Industry Partners



Giving back

Cubis Systems partners with Samaritans to provide vital funding and support through fundraising and corporate donations. Samaritans is a registered charity aimed at providing emotional support to anyone in emotional distress, struggling to cope, or at risk of suicide throughout the United Kingdom and Ireland. Throughout the year we will work with Samaritans to offer our staff a range of unique fundraising and volunteering opportunities to inspire them to get involved in the charitable work, be there for anyone struggling to cope and give back to the local community.

Capitalising on our internal resources

The global footprint of our parent company CRH spans 32 countries, with 3,600 operating locations, employing more than 87,000 employees. Between us that's more than 2 million years of combined experience and knowledge. Unleashing the potential of shared knowledge across the operating companies is a strategic goal of CRH. By working together, creating synergies and collaborating on projects we can capitalise on our size to provide our customers with innovative building solutions that meet their evolving needs and help deliver a more sustainable environment and become the leading building materials business in the world.

Engaging with our local communities

It is important to Cubis Systems that we are embedded within the local communities surrounding our company locations. We strive to promote positive community relations with our neighbours to ensure we better understand their needs and concerns where relevant. We support local economic development through our provision of employment. We collaborate with our local communities and contribute to their development through our apprenticeship scheme and graduate programme, which offer opportunities for development and hands-on experience.



How we protect the environment

A strong environmental performance is fundamental to our strategic focus on continuous business improvement and delivers significant extra-financial benefits. At Cubis Systems, we continuously monitor and assess our resource use, always seeking ways to improve our environmental impact. It is more important than ever that we continue to build a business that is energy efficient, circular and restorative.

Managing environmental aspects

CRH undertakes extensive environmental due-diligence on all acquisitions and continue to monitor performance across all their businesses annually to ensure standards are being met. At Cubis Systems we strive to attain the highest level of environmental management. Currently, we are ISO 9001 certified at all our sites and ISO 14001 certified at two of our largest sites with targets set to achieve ISO 14001 in all Cubis manufacturing locations over the coming years. We also have Discharge and IPPC / PPC Licenses at all required sites. By following the ISO framework and working to attain required licenses we have developed an environmental management system we can be proud of.

Reducing waste

Cubis Systems have several initiatives in place to reduce waste production and better manage necessary waste re-use and disposal. Operational excellence is captured across the business through which efficiencies are identified and implemented, improving processes and reducing waste. As previously mentioned, we have extended our Ultima product line to reduce waste created using cuttings of our standard range ring sizes. By changing to this system, Cubis Systems reduced the waste created by the sale of just one single product size, to one single customer in one year by 9 tonnes.

Optimising freight

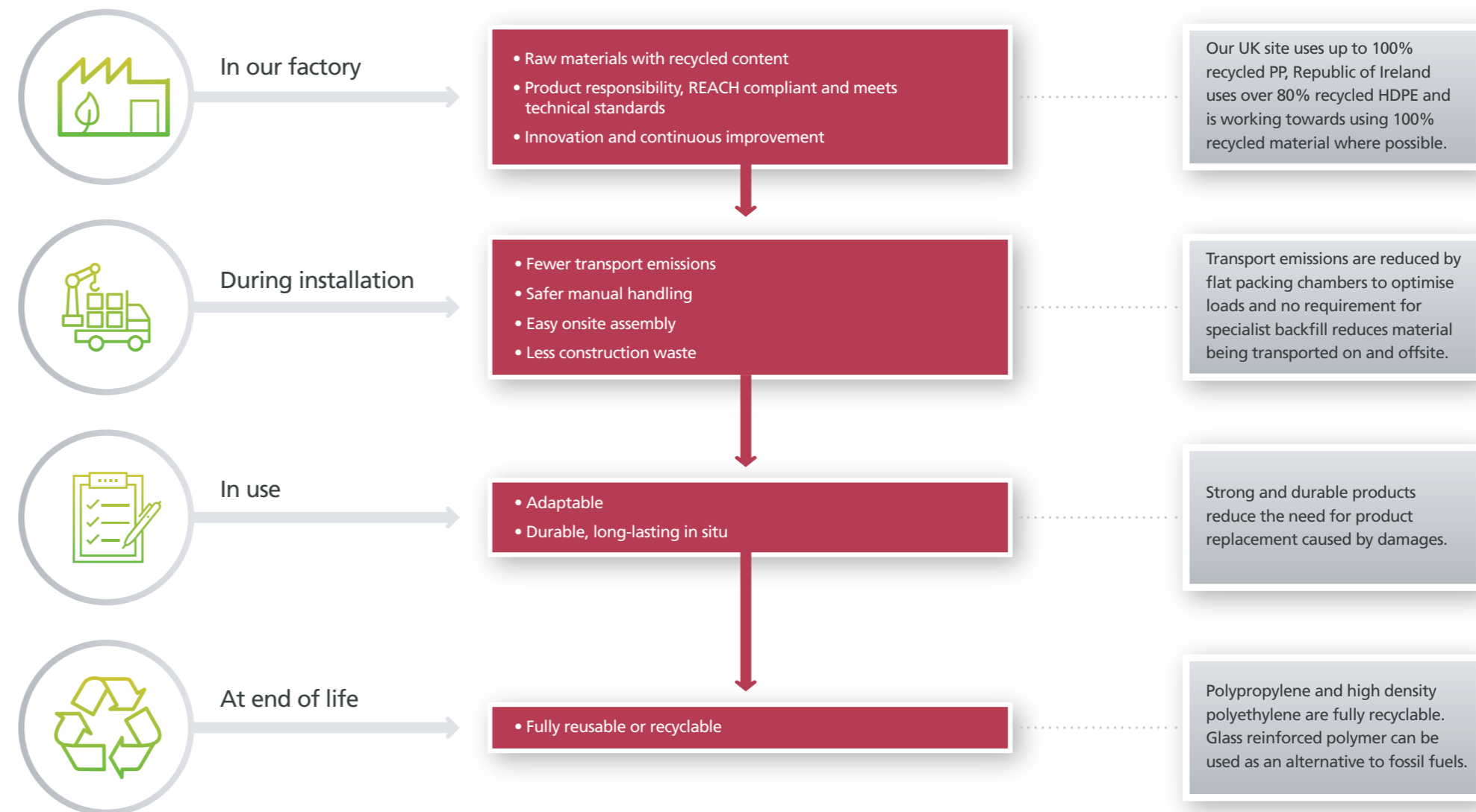
Load optimisation is employed at all our sites to ensure we are utilising each transit to its full capacity, reducing unnecessary emissions. Our lightweight products are also designed to flat pack, further increasing the amount of product that can be shipped in each truck load.

Understanding our CO2 emissions

Cubis Systems is fully compliant with The CRC (Carbon Reduction Commitment) scheme and in addition to this we have Climate Change Agreements (CCA) in place at two UK sites. We currently use our electricity and gas consumption to estimate and monitor CO2 outputs while we work towards completing an extensive evaluation of our Carbon Footprint and develop a Footprint Report.

£160,000
Average amount invested in environmental initiatives per annum

Sustainable Solutions along our product lifecycle





How we build a resilient & sustainable business

Embedding sustainability in our strategy

At Cubis Systems, sustainability is embedded in our business strategy and is integral to how we run our business on a daily basis. This approach to sustainability within our business allows us to identify value creation opportunities and deliver long-term value for customers.

Upholding good business conduct

Our business principles are guided by CRH Code of Business Conduct (CoBC). At CRH and Cubis Systems we believe there is never a good business reason to do the wrong thing. The CoBC is underpinned by policies including Anti-Fraud & Anti-Theft, Anti-Bribery; Competition Code; Ethical Procurement; and the Supplier Code of Conduct. To ensure all our people know what is expected of them, all new employees carry out CoBC training upon joining and those working in higher risk areas undertake annual online training as well as face-to-face advanced Compliance Training.

Setting a standard for suppliers

We place business ethics and Corporate Social Responsibility at the forefront of all our business dealings, including those with our suppliers, both direct and indirect, recognising that they are key stakeholders in the success of our business. Not surprisingly, our procurement requirements are very high; we expect our suppliers to share our desire to be the best, to be innovative and efficient and quality driven. Above all we only choose suppliers who share our unwavering commitment to good ethical practices and who meet our standards in respect of human rights, health & safety and environmental stewardship.

Implementing GDPR

Cubis Systems understands the importance of protecting the confidentiality and integrity of Personal Data and is committed to fostering a culture of transparency and accountability by complying with the principles set out in the Data Protection Laws. Every member of staff has undergone GDPR training and all sites are fully compliant with GDPR data protection laws.



Ensuring high standards of corporate governance

Our Board of Directors is responsible for the leadership, oversight, control, development and long term success of Cubis Systems. There are currently 7 members of the Board representing the various sectors of the business. Board meetings are held monthly to discuss strategy, safety, sustainability updates, budget, performance and major acquisitions and disposals.

Creating value through risk governance


The CRH Enterprise Risk Management (ERM) framework plays a critical role in how the group and its operating companies respond to a world of increasing uncertainty and competition. The ERM framework enables the effective management of barriers to the realisation of strategic objectives which facilitates better decision making, thereby driving performance, creating growth opportunities and generating sustainable value. Our management teams assess risk under four categories: strategic, operational, financial and compliance and optimise the allocation of resources and prioritise mitigating risks which could prevent the achievement of our strategic objectives. We identify and manage emerging risks and look for ways to turn them into opportunities where possible and in doing so will continue to strengthen both our business and reputation.



Meeting CRH Group standards

Cubis Systems' performance is monitored by our parent company, CRH through regular audits and reporting. Compliance with CRH policies is overseen by Group functions including Sustainability, Regulatory, Compliance & Ethics, IT Governance, Finance and Risk. Company-wide audits are carried out assessing finance, IT, treasury, manufacturing, stock and warehousing. In addition, Cubis Systems is part of a regular safety and environmental audit process. Annual external audits are also carried out across our finance departments to ensure that we adhere to the highest industry standards. CRH also oversees all significant capital expenditures, ensuring Cubis Systems continues to improve and expand at a sustainable and controlled rate.





Cover image: Two years after the 2012 Olympic Games finished, London Olympic Park was re-configured for future use, which meant upgrading and diverting the buried infrastructure on site. Cubis Systems supplied a solution for chambers that could be able to be retrofitted over the existing cable banks. The dimensions of these were typically 5.6m x 2.5m x 1.6m and 4.4m x 3m x 1.6m. ULTIMA Connect chamber systems were supplied in flat-pack format so that the chambers could be fabricated in-situ to build around the existing ducts. Each installation took less than a day to complete, including the assembly and backfill.

Contact us:

4 Silverwood Industrial Estate,
Lurgan,
Co. Armagh,
BT66 6LN,
Northern Ireland

Telephone: +44 (0)28 38 313 100
Email: info@cubis-systems.com

www.cubis-systems.com

For any further detail on the information
included in this report please contact us