

Annual Momentum Contribute Report

July 2024

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Foreword

The Momentum Group is a family of businesses providing end-to-end property solutions. Made up of four business – Advise, Build, Manage and Maintain – we create partnerships and embed ourselves in the position to create, improve, manage and maintain property assets on behalf of clients, landlords and occupiers. We are committed to being a business that is inclusive, equitable and sustainable. Our principal focus is around People, Place, Planet and Professionalism, which are articulated through Momentum Contribute. We ensure the business, its employees, and its partners deliver a significant positive impact in the Liverpool City Region and beyond.

During 2023, with the business growing and maturing, we formally grouped our responsible business practices and activities under the banner of Momentum Contribute; a responsible business strand that runs through the whole of the business and everything we do.

This report gives details of our progress made since launching Momentum Contribute, with the acknowledgement that we are on a journey. Year one has been about putting systems in place to measure where we are now to create baselines. This is also giving us the information we need to make positive changes for our people, the places in which we operate, the planet, and our business.

While this is the first Annual Report for Momentum Contribute, it is by no means the start of The Momentum Group's journey into providing social value that goes beyond the intrinsic socio-economic impacts of our day-to-day business activities. In our first year of operation, we established the Momentum Foundation as the philanthropic arm of the group, with a long-standing pledge to donate a proportion of profits into the Foundation to be distributed amongst local charities. Many other workstreams and initiatives have since taken place that have underlined our commitment to our local communities, the environment, and ensuring that business is conducted in the right way.

We are extremely proud of our commitments and progress to date, but we know that we still have a long way to go in terms of maximising our positive impacts and mitigating any negatives. Our corporate values of Safe First, Exceptional, Agile, Nurture and Clear will help to steer us through this journey, ensuring that we take a flexible and innovative approach to tackling issues that are fast becoming pertinent for every business.

Chris Bliss & Chris Renshaw
Co-Founders & Directors

Executive Summary

Executive Summary

The 2023/24 financial year has seen the development of our first Momentum Contribute strategy, following a strategic review of how we operate as a business. Our four focus areas create a framework within which to deliver, measure, record, and evidence our journey. As you will read in this report, year one of Momentum Contribute has seen a concerted effort to monitor and record our activities. We now know The Momentum Group's carbon footprint and are monitoring data for all areas of the business monthly.

We have shown a strong commitment to developing the talent of the future, both through our client work and within our team. The Momentum Foundation held its first open grants programme, donating sustainability-focused funding to Liverpool City Region based charities, and our team has engaged with raising funds to support this. We are proud to have received ISO accreditation, and strive to add more accreditations that clearly show our values and achievements.

We have worked with our clients, suppliers and other businesses to learn from each other and work collaboratively to maximise our impacts and will continue to do so. This year, we have taken a leading role within the Liverpool City Region to open the debate around how the property sector can become more sustainable.

Key highlights for the year include:

- Delivering Liverpool's first Sustainable Property Conference, supporting the UN's global goals week and bringing together over 80 attendees and speakers from across the property sector.
- Establishing processes to capture the whole company's base line emissions leading to the first carbon footprint calculation for the whole business.
- Team fundraising for the Momentum Foundation exceeding £5,000.
- Facilitating successful work placements and apprenticeships to grow future talent.
- Achieving ISO 14001 and 45001 standards to prove our successful environmental management systems and health and safety management.
- Launching and growing Momentum Contribute within the team.

“ We are proud to report on our progress to date, and hope that this report will encourage other businesses to embark on and share their responsible business journey. ”

Chris Bliss
Co-Founder & Director

Momentum Contribute

1 NO POVERTY 

2 ZERO HUNGER 

3 GOOD HEALTH AND WELL-BEING 

4 QUALITY EDUCATION 

5 GENDER EQUALITY 

6 CLEAN WATER AND SANITATION 

7 AFFORDABLE AND CLEAN ENERGY 

8 DECENT WORK AND ECONOMIC GROWTH 

9 INDUSTRY INNOVATION AND INFRASTRUCTURE 

10 REDUCED INEQUALITIES 

11 SUSTAINABLE CITIES AND COMMUNITIES 

12 RESPONSIBLE PRODUCTION AND CONSUMPTION 

13 CLIMATE ACTION 

14 LIFE BELOW WATER 

15 LIFE ON LAND 

16 PEACE, JUSTICE AND STRONG INSTITUTIONS 

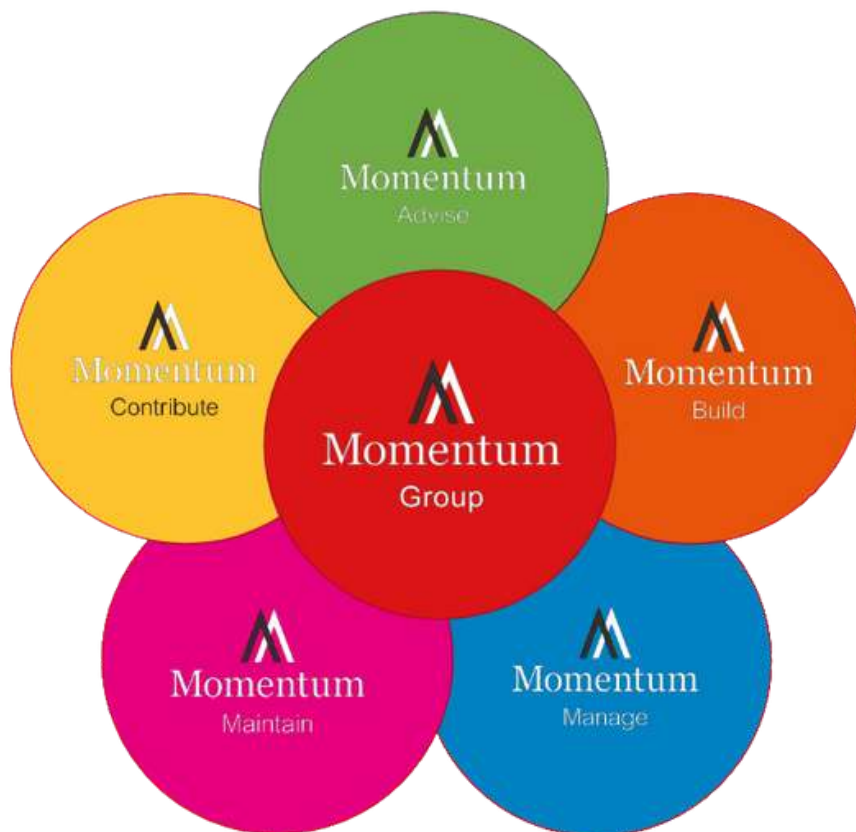
Momentum Contribute

Momentum Contribute describes our approach to ESG. It sits across all of the four businesses that make up The Momentum Group. As a business, our mission statement includes a commitment to the people and communities that we serve, and the environment.

Work under Momentum Contribute is organised into four key areas that provide a framework under which to deliver and evaluate our activities:

- People
- Place
- Planet
- Professionalism

Each area is represented by key team members who aspire to create a more socially and environmentally resilient world by engaging and inspiring others. Each of the four ambassadors lead and promote their particular pillar, help increase awareness, and will lead where necessary taking on specific tasks as required.



The UN Sustainable Development Goals

The UN Sustainable Development Goals are 17 goals which were adopted in 2015 to provide a blueprint for peace and prosperity for people and planet, and are an urgent call to action to all countries.

We want our enduring purpose to create and support initiatives that have a positive impact on the planet's future, people's lives, communities, and the city we live and work in. Prosperity for us is not only about profit but undertaking activity that allows us all and our planet prosper. We are proud to have reviewed the goals aligned with our business activities, and use them as a guide to steer our work.

We have adopted the three that best fit with our long-term strategic aims:

- Affordable and Clean Energy
- Sustainable Cities and Communities
- Responsible Consumption and Production.

We also recognise that some of our work addresses others.



“ By focusing on the Sustainable Development Goals and encouraging our clients and suppliers to do the same, we believe we can help address the world's biggest challenge and be proud to have done so. ”

Chris Renshaw
Co-Founder & Director





People

People

The Momentum Group ensures the wellbeing of its team through a variety of initiatives and employee support programmes. We are also committed to monitoring our team's equality and diversity. In addition, we support local people through apprenticeships and work experience programmes including those from disadvantaged groups and backgrounds.

Health and Wellbeing



We value our people and believe each member of our team is an ambassador for our brand. Whatever they are doing, we want to ensure that they are safe, happy, and trained to deliver to the highest standards.

The Momentum Group therefore recognises the importance of the team's physical and mental health wellbeing.

Not only does the The Momentum Group offer its team a comprehensive suite of employee wellbeing packages, such as health insurance and Mediacash cover, we also implement initiatives throughout the year. These include a step challenge during mental health week and the distributions of KitKats to all office-based team members as part of Stress Awareness Week to highlight the importance of taking regular breaks.

We have trained 11 team members to be Mental Health First Aiders. This comprehensive two-day course teaches the Mental Health First Aiders to identify any changes in behaviour that could be indicators of poor mental health and provides advice on how to have conversations with anyone struggling with their mental wellbeing.



Time To... Programme

The Momentum Group delivers monthly 'Time To' events under three 'Time To' headings: Contribute, Play and Talk. The purpose of each event is to focus on health and wellbeing and educate around services available to our team.

Time To Contribute allows our team to give back. This year our events have been focused on educating the team on aspects of Momentum Contribute through talks from our charity and work placement partners, but plans are in place for Time to Contribute to form a key part of The Momentum Group's team volunteering strategy.

This year we have hosted speakers from:

- De La Salle Hotel School
- Strawberry Field
- The Whitechapel Centre

Time To Play is aimed at promoting teamwork, engagement, knowledge and communication. The team are invited to visit attractions and take part in activities around Liverpool City centre.

Time to Plays have consisted of:

- Tour of the Liverpool Anglican Cathedral including the belltower.
- A virtual interactive Treasure Hunt on the Liverpool waterfront.
- Mersey Tunnel Tour.

Time to Talk is designed to get the team together over lunch to learn from local charities on issues pertinent to health and wellbeing.

Our first Time to Talk of the year was simply a lunch session to encourage team conversation, however, subsequent sessions have been delivered by:

- The British Heart Foundation around heart health and CPR
- Age Concern discussing loneliness and isolation.



Growing Talent

The Momentum Group believes that our business is better when it delivers economic impact through education, wellbeing, and inclusion. We help those facing additional barriers to joining the workplace through our placement strategy - ensuring that the next generation of workers are supported through both placements and advice about careers in our sector. We understand the benefits an apprentice can bring to our business, as well as those afforded to the apprentice, and are keen to learn from and nurture the younger talent in our team.

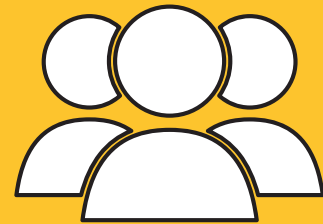
Work Placements

We have committed to working with local colleges, schools and charities to offer meaningful work placements.

We have offered practical site experience for students at local colleges and partnered with Steps to Work at Strawberry Fields. This is a programme that empowers young adults aged 18-25 with learning difficulties, who are neurodivergent, or have barriers to employment into paid work. As part of our partnership with Strawberry Fields, members of our team have taken part in neuro diverse training to help understand and embed inclusivity in our workforce.

This year we have strengthened our work placement process and have ensured that feedback is obtained from each young person with whom we work, capturing what they have learned and any suggestions for future placements or around any aspect of the business.

We provided **794** hours of work placements and our team gave **107** hours to organising and supporting local young people on work placements.



Work placements 2023/24

Organisation	No. Individuals	Description
Strawberry Field	3 individuals	Steps to Work programme
Southport College	1 individual	10 week T-level course placement
Cronton College	1 individual	6 week placement



“Thanks to my work placement I have learnt how to act within a team office environment. I also feel that I have a better understanding of how purchase orders work, how to use excel spreadsheets, how to treat people on sites, and how important acting in a professional manner is at all times.”

Lucas

Work placement student

Apprenticeships

The business set a target of two apprentices in position for 2023/24 with as well as ensuing that 5% of the total business in “earn and learn” positions to meet the benchmark set by The 5% Club.

We currently have two apprentices within the business, one in Administration and one in Finance. The business also employs a trainee Quantity Surveyor working within our Build division, taking our earn and learn percentage to 8%.

It is an objective of The Momentum Group to have at least one member of the team in earn and learn positions in each of its four areas of business by the end of the 2024/25 financial year.



Young Momentum

Young Momentum is our mechanism to gather the younger members of the team to meet bi-annually with the Co-Directors and share their experiences and ideas for the business. Launched in January this year, Young Momentum has had two successful meetings, with plans to grow the initiative into the new financial year. We see Young Momentum as a key part of our talent strategy, as well as being instrumental in succession planning.





Place

Place

The Momentum Group contributes to the communities it draws from and works in, through corporate philanthropy via the Momentum Foundation, team volunteering, mentoring and fundraising activities. We are committed to helping charities to become more sustainable and reduce their carbon footprint, to help to reduce poverty, and assist in addressing homelessness.

Change Liverpool



Working in the property sector in Liverpool, we are acutely aware of the issues with homelessness and rough sleepers, the antisocial behaviour it can cause outside some of the buildings we manage and maintain, and the emotional effects rough sleepers can have on our team.

To draw on expertise and maximise our impact, The Momentum Group is a founding supporter of Change Liverpool, a Liverpool city-wide charity that helps people who are rough sleeping through awareness raising and fundraising for specialist homeless charities.

**Let's make a
change to how
we give money to
rough sleepers.**

This year, The Momentum Group has signed the Change Liverpool Business Charter, committing to supporting Change Liverpool and nominating one person from their business to participate in training delivered in collaboration with Crisis to understand more about rough sleeping and how Change Liverpool can make a difference.



The Momentum Group has proactively supported Change Liverpool's drive to encourage more businesses to sign the Charter and get involved in Change Liverpool's work. To date, over 40 businesses in the private sector have signed the Change Liverpool Business Charter.

Local Charities Supported

FC St Helens Community CIC is a local young person's football club. The Momentum Foundation awarded monies to supply and install LED lighting around FC St Helens Community CIC's football pitch to ensure fans could leave the grounds safely.

La Salle Hotel School is rooted in the Croxteth and Norris Green communities, and is on a mission to empower young individuals within their communities through education in the hospitality industry. The Momentum Foundation granted funds to support the installation of much needed sustainable heaters and a boiler.

Local Solutions delivers services to support individuals, families and communities across the Liverpool City Region and North Wales. Its work is focused on supporting people experiencing disadvantage, exclusion and vulnerability. Our Associate Director was asked to join the Board as a Trustee and supports the charity with time and knowledge.

Strawberry Field is part of the Salvation Army and based out of the former children's home immortalised in The Beatles hit song 'Strawberry Fields Forever'. Strawberry Field is both a visitor attraction and delivers a suite of employability and wellbeing projects. The Momentum Group has worked with the charity to offer work placements.

The Brain Charity operates out of its central Liverpool base helping people living with all forms of neurological conditions to live longer, healthier, happier lives. The Momentum Foundation awarded funds to cover the cost of a heating curtain for their reception and café areas.

Tower Hill ABC is an amateur boxing club located in Kirby. It was founded to provide sporting and diversionary activities for local young people. The club applied for funding to help improve and reduce electricity costs by installing LED lighting. The club was awarded this funding, but has since received additional monies for a full refurbishment, so our grant will be put towards general sustainable improvements.

Unity Theatre helps develop diverse theatre makers at each stage of their careers by providing creative opportunities across Merseyside that help develop artists' interests, skills and confidence and careers. Unity applied for a grant to help fix a leak, therefore allowing them to cease the use of portable electric heaters. The Momentum Group also supports Unity Theatre by using the venue annually for its Team Away Day.



Team Fundraising

During the year, members of the Momentum team have organised and participated in five fundraising events, most of which went towards the total available for grant making.

Cycle Ride: In July last year, 10 members of the team cycled from Liverpool to Chester and back, completing a total of 50 miles each or 500 miles in total. Through the generosity of our clients, suppliers, friends and family, the team raised £4,000 for the Momentum Foundation.

Inflatable 5k: This June, six members of the team took part in the UK's biggest Inflatable 5k Experience. Bouncing and sliding over 32 inflatable obstacles over a 5km route around Aintree racecourse, the team raised additional funding for the Momentum Foundation.

Other fundraising raising activities have included raffles at Christmas and Easter for the Momentum Foundation, and support of the MacMillan coffee morning last October

The team has given over 120 hours of their own time to achieve this amount.



The team has given over
120 hours of their own time
to raise **£4,578**



The Momentum Foundation
distributed **£13,686**
in grants in 2023/24.

Momentum Foundation

We were delighted to launch the Momentum Foundation's first open grants programme in August, inviting local community groups to apply for grants to allow them to make sustainable changes to their buildings, in turn enabling them to save on core costs at a time when many charities are struggling with rising utility costs.

Over £37,400 worth of applications were submitted and our Momentum Foundation Committee, made up of team members from across the business, awarded a total of £13,686 of grants to a range of charities. Members of the Foundation Committee have since visited the charities to see how our grants have made a difference to them and the communities in which they operate.

The Momentum Foundation has also provided match funding for two members of the team who have personally been fundraising for charities close to their hearts.

Planet



Planet

The Momentum Group is committed to minimising its impact on the environment and is moving towards achieving net zero. By working collaboratively with clients, our supply chain and other businesses, we aim to cut carbon emissions, minimise waste and reduce energy consumption. We also endeavour to source local labour services and materials where possible.

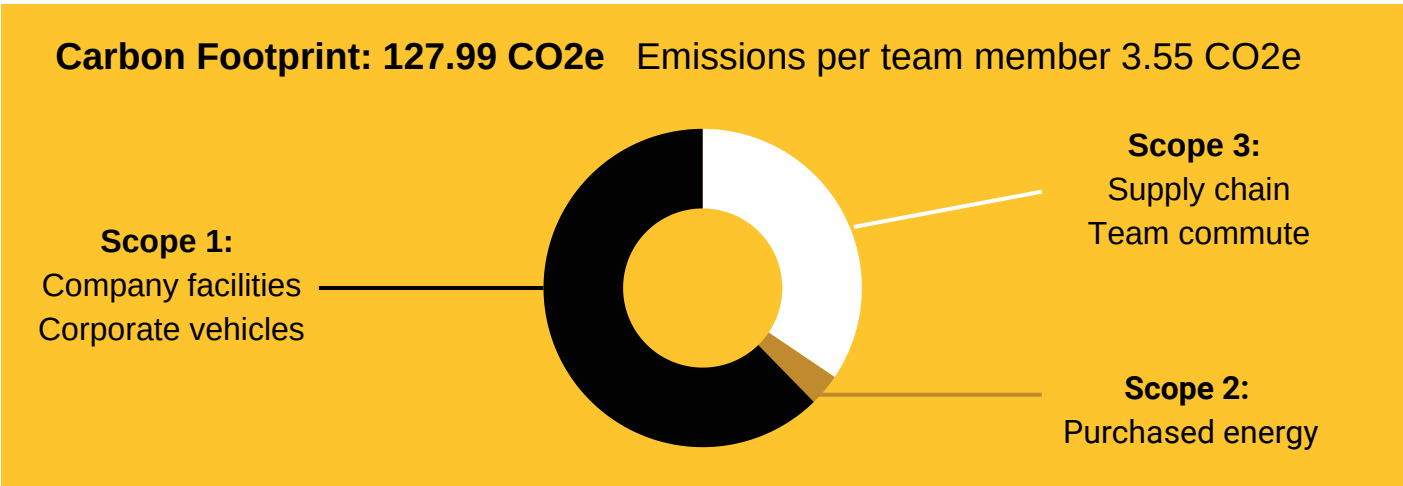
Carbon Emission Reporting

A priority for this year has been to establish baseline information to enable the business to fully understand our carbon emissions. This allows us to identify areas in which we can make reductions.

During 2022/23, we worked closely with Liverpool John Moore’s University to begin to understand the environmental impact of our office operations. Whilst this was a strong start to measuring our carbon footprint, in 2023/24 we evolved our reporting to capture the full operations of the Momentum Group, giving us information that we can share with our clients and partners.

A concerted effort has been made to ensure appropriate reporting tools are in place across The Momentum Group to ensure that all relevant data is captured. A monthly review of this data commenced in January and this allows us to quickly identify any trends of areas of concern.

Looking forward to 2024/25, armed with the information on what our carbon footprint is and how this is apportioned across the three different scopes, we are now working on a Carbon Reduction Plan that will be cascaded throughout the business.



Sustainability

Whilst we are working on a comprehensive carbon reduction plan, we have already implemented a number of sustainable initiatives.



LED lighting installed in Momentum offices and where possible for our clients.

Cycle to Work scheme available to all team members



99% of our Build waste **recycled**, and materials **reused**.

Technical Innovation

We are committed to looking at ways to work in a more agile way and embrace technology where relevant.

In January 2024, we invested in a 360-degree camera and cloud software that allows us to engage with clients and tenants on-site without having to physically be present. This technology helps to save travel time and the associated carbon emissions, particularly with our international clients.

To date, we estimate that we have saved 75kg for The Momentum Group and our clients through the use of the camera and we expect this figure to grow over the coming year.



In September 2023, The Momentum Group delivered Liverpool's the first-ever Sustainable Property Conference. Working with the 2030hub, the United Nations' only affiliated hub, we set out to raise awareness of the Global Goals and to bring together experts to share best practise and promote sustainability in the Liverpool City Region,

80 attendees, **8** presenters



Topics discussed: embodied carbon, Liverpool City's Net Zero plan, approaches to sustainability in property management, creating social value on projects, regenerative practice, transition towards liveable and sustainably cities, climate risk in the built environment.



“Great initiative in Liverpool! Thank you for inviting Redevco to speak and for allowing me to share some experiences.”



Martijin Horsman
Sustainable Development Manager, Redevco

“ Building Sustainable Cities Beyond 2030 was a great contribution to Global Goals Week. The Momentum Team brought together a vibrant group of speakers to help understand the Climate Emergency and the practical steps that the property industry can take to address this. We look forward to developing our deep reaching plans with our partners in Momentum and the Sustainable Property Group for the benefit of our future generations and our local economy. ”

Simon Mansfield

Sustainability Manager, Liverpool City Council

Five Common themes were discussed among the speakers for the city region's property sector to embrace



1. Measurement is vital

2. Mindsets need to change



3. Action is needed now

4. A series of steps is more effective



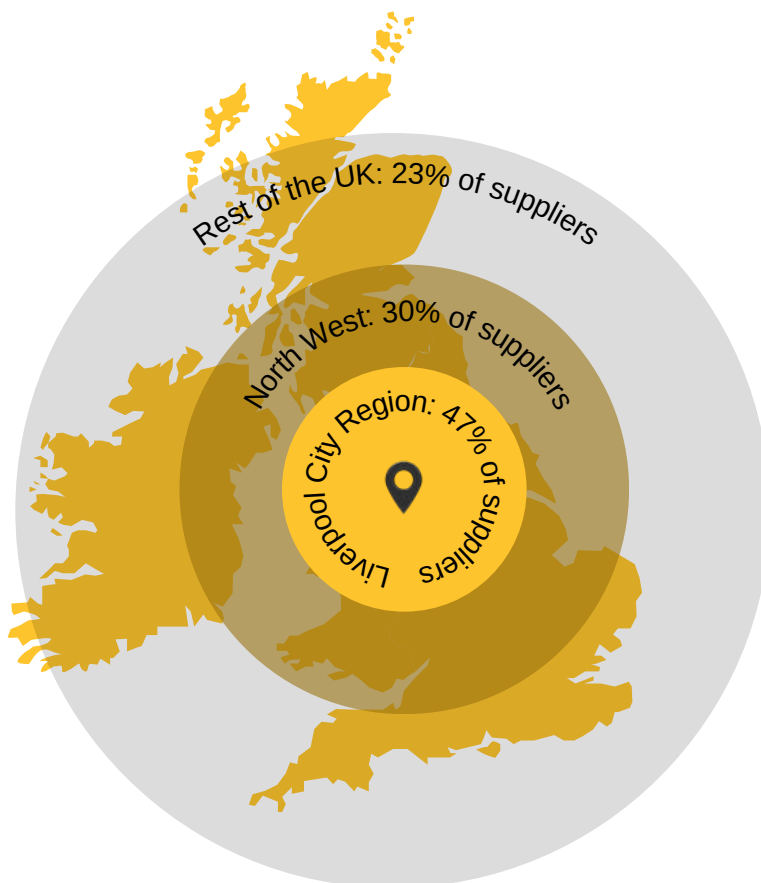
5. Collaboration is key

Liverpool Sustainable Property Group

Following the Conference, The Momentum Group established and continues to facilitate the Liverpool Sustainable Property Group, made up of several property business who meet bimonthly to discuss and share best practice. Nothing of this kind previously existed in Liverpool and it demonstrates The Momentum Group's commitment to driving change and working collaboratively with suppliers, clients, and other organisations to further the sustainability agenda within the Liverpool City Region.

Suppliers

As with any business, engaging and reviewing our supply chain is a vital part of ensuring sustainability. We have reviewed the geographic spread of our supply chain and over three quarters of our suppliers are based within the North West. Furthermore, nearly half are based within the Liverpool City Region, therefore reducing transport miles and contributing to the economic prosperity of the region.



The business has reviewed its prequalification questionnaire process to include questions on Place and Planet so we can be sure our supply chain is aware of our expectations and requirements in advance of tendering processes. We also choose where possible to utilise suppliers and materials that have environmental certification or engage in sustainable practices.

This ranges from ensuring all the timber purchased for building projects is FSC certified, to a number of our office suppliers planting trees for every qualifying spend.

Through collaboration with our office fruit supplier, The Momentum Group currently has 20 trees planted in its name in a forest in Malawi!

Sustainability School



We recognise the need to ensure that our team has the appropriate level of skills and knowledge around sustainability to allow us to make a meaningful impact in this area.

Therefore, we are delighted to be members of the Sustainability School, which offers a wealth of training in various areas related to our Planet agenda, including Sustainability, Procurement and Management. The school aims to give the workforce the skills and knowledge needed to deliver a sustainable future.



We currently have 12 team members enrolled in the school, all working through individual development plans. Their commitment to the school has resulted in The Momentum Group being awarded silver status due to the number of hours and courses completed. Targets are in place to enrol further team members from across the business next year.

The Momentum Group’s Skills Profile



Professionalism



Professionalism

The Momentum Group ensures high standards of governance, transparency, and accountability, operating safely and always delivering an exceptional service. We are committed to achieving B Corp and maintaining ISO 45001 and 14001.

Safe First

The health, safety, and wellbeing of all our team, clients and occupiers is The Momentum Group's number one priority. We nurture a positive safe-first culture which is founded on mutual trust, shared experience, support and understanding of each other and our roles and responsibilities.

Our culture is 'safe' and this underpins everything that we do.

Our health and safety record remains strong, and our accident frequency ratio remains low. However, we are acutely aware that safety cannot be taken for granted, and we regularly monitor and assess our health and safety performance.

We publish an annual 'Health, Safety and Wellbeing Report' which provides full details of all our Safe First activities and statistics.



Standards

The Momentum Group appreciates the credibility that standards and accreditations can add to a business and that external validation is a great way of proving our commitments and ensuring consistently high standards.

We are delighted to be accredited by:

- Constructionline
- Considerate Contractors
- CHAS
- BICS
- RICS

In January this year we were extremely proud to achieve:

ISO 45001: the international Standard for Occupational Health & Safety Management. This standard ensures that we audit our processes to prevent work-related injury, ill-health and that we provide safe and healthy workplaces.
(assessor quote)

ISO 14001: the international standard for Environmental Management. This standard is designed to improve our environmental performance through more efficient use of resources, reduction of waste, to minimise how our operations negatively affect the environment and to comply with applicable environmental laws and requirements.

We are currently working toward becoming B Corp accredited. Standing for Better Corporation, B Corp status denotes that a business is meeting high standards of verified performance, accountability, and transparency on everything from employee benefits and charitable giving to supply chain practices.

The Momentum Group has commenced its B Corp journey, as a result of which the Group's Articles and Associations have been updated to include the business's commitment to people and planet as well as profit.

“Their commitment to meeting the stringent requirements of these standards was evident in their thoroughness and proactive approach. It was a pleasure to work with an organization that values excellence and continuous improvement in health, safety, and environmental management.”

Donn Houldsworth
Managing Director, 3core



Looking Ahead

Looking Ahead

We have set what we believe are ambitious but realistic targets to move the Momentum Contribute agenda forward during the next financial year. ESG targets already feature heavily in our business plan and KPIs for the forthcoming year, and related targets will also be present in team members' personal objectives where relevant.

One of our key objectives is to educate the wider team around the benefits to be gained from running a meaningful ESG programme. Working with our team of Ambassadors, we will commence a series of sessions for the team focusing on the 'why' and 'how', through which we hope to empower our team to all become ambassadors for Momentum Contribute and to be able to talk confidently about the great work that we do with our clients, tenants, suppliers and other partners.

As stated in this report, we will create and develop a carbon reduction plan, leaving no business area free of scrutiny to find those changes that will lead to a decrease in our carbon emissions. An increased focus on reusing materials where relevant will help to deliver further results as well.

We have also discussed in this report the introduction of a Momentum team volunteering programme to run alongside our team fundraising events. Work has already commenced to identify suitable partner organisations, and we aim to achieve 50% of the Momentum team volunteering the end of the 2024/25 financial year.

Other initiatives will continue, with constant review and small changes implemented to ensure that everything that we do is exceptional. Finally, we will challenge ourselves to stay abreast of technological, social and statutory developments within the world of ESG to ensure that we have the knowledge and skills to share with our clients and tenants, whilst always maintaining a strong programme of social and environmental change within the Momentum Group itself.



Better with // Momentum

Momentum // Group

themomentumgroup.co.uk

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