



ESG REPORT 2024

# CREATING SAFE WORK ENVIRONMENTS FOR A SUSTAINABLE FUTURE

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▶ A MESSAGE FROM OUR SENIOR LEADERSHIP TEAM	3
▶ OUR SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT (SDGs)	4
▶ ENVIRONMENT	6
▶ OUR ROAD MAP TO NET ZERO CARBON	8
▶ CARBON EMISSIONS DATA	10
▶ ENERGY SAVINGS OPPORTUNITY SCHEME (ESOS)	11
▶ SCOPE 1, 2 & 3	12
▶ TARGETS AND OBJECTIVES	13
▶ NATURE POSITIVITY	14
▶ R&D INNOVATION	16
▶ CUSTOMER COLLABORATION	18
▶ SOCIAL	20
▶ HEALTH AND SAFETY	22
▶ HEALTH AND WELL-BEING	24
▶ COMMUNITY ENGAGEMENT	26
▶ GOVERNANCE	28

# A MESSAGE FROM OUR SENIOR LEADERSHIP TEAM

This ESG report provides a comprehensive overview of our efforts to integrate responsible and sustainable practices into all aspects of our business. It is intended for stakeholders both internally and externally, including clients, employees, and regulatory bodies, who seek an insight into how we address environmental impacts, community engagement, employee well-being, and corporate governance. This document will outline our achievements, challenges, and future goals as we pursue a pathway to sustainability and resilience in an evolving industry.

The construction industry faces unique challenges and responsibilities in ESG:

**Environmental Impact:** From greenhouse gas emissions and waste management to resource efficiency and pollution control, construction activities significantly impact the environment. Sustainable materials, green building standards, and energy-efficient practices are crucial to reducing our carbon footprint.

**Social Responsibility:** Construction projects directly affect communities, create local employment, and influence economic growth. Upholding labour rights, ensuring health and safety, and fostering diversity within our workforce are essential components of our social commitment.

**Governance:** Robust governance practices ensure compliance with regulations, uphold ethical standards, and enhance transparency. Strong governance also promotes accountability in our ESG commitments and improves risk management whilst strengthening trust with stakeholders.

MGF recognises that sustainability is not a destination but an ongoing journey! Through continuous improvement and stakeholder engagement, we aim to be a leader in sustainable construction practices. We are committed to ambitious ESG targets and seek to contribute positively to global goals, such as the United Nations Sustainable Development Goals (SDGs). Our approach combines innovation, responsibility, and transparency to meet these evolving standards, contributing to a cleaner, more equitable, and resilient industry.

We hope you enjoy the report which outlines some key areas of how we are playing our part in creating better and stronger communities, supporting the environment, whilst maintaining our core function of delivering world-class shoring, structural, lifting and safety solutions.

## GRANT HOUSE Reception





# OUR SUSTAINABLE DEVELOPMENT GOALS (SDGs) ALIGNMENT

At MGF we believe that our chosen SDGs have the most influence across the company to promote a culture of social and environmental responsibility. These SDGs have been the driving force in producing positive change across the business. Our aim for each SDG:



5 GENDER EQUALITY



ALLOWING ALL EMPLOYEES TO FEEL SECURE THAT GENDER WILL NOT BE A BARRIER AT MGF



7 AFFORDABLE AND CLEAN ENERGY



ENSURING THAT THERE IS AFFORDABLE AND CLEAN ENERGY BEING USED IN ALL ASPECTS OF THE BUSINESS



3 GOOD HEALTH AND WELL-BEING



ENSURE THAT POSITIVE HEALTH AND WELL-BEING OF ALL WITHIN THE ORGANISATION IS PLANNED FOR



## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



BE AWARE AND  
MAKE ACTIONABLE  
MOVEMENT TOWARDS  
RESPONSIBLE  
CONSUMPTION AND  
PRODUCTION

## 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



ENSURE MGF ARE  
LEADING EXPERTS IN  
INDUSTRY INNOVATION  
AND INFRASTRUCTURE



## 8 DECENT WORK AND ECONOMIC GROWTH



PROMOTING BOTH  
WORK AND ECONOMIC  
GROWTH FOR ALL  
EMPLOYEES OF THE  
BUSINESS



## 13 CLIMATE ACTION



TAKE ACTION AGAINST  
CLIMATE CHANGE BOTH  
IN OUR UNDERSTANDING  
AND ITS IMPACTS ON  
EMPLOYEE'S LIVES





# ENVIRONMENT

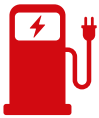
## CLIMATE ACTION

We are following what we have laid out in our Roadmap to Net Zero Carbon, in support of the UK's 2050 net zero target, to help us to reduce our emissions and continue to become a more environmentally conscious business.

### HYBRID / ELECTRIC COMPANY CARS:



In 2023/24, **97%** of company cars are hybrid/fully electric (23% increase on previous year)



We have installed electric charge points at **33%** of our depots

### COMMERCIAL FLEET:



In 2023/24, **100%** of commercial vehicle fleet is Euro 6 compliant (5% increase on previous year)



**Electric forklift truck trial** at Yorkshire depot with the view to upgrade entire fleet if successful







2022

#### ROADMAP TO NET ZERO CARBON

Roadmap launched, outlining targets to be achieved during the years 2022-2025.

#### INCREASE SUSTAINABILITY AWARENESS

Sustainability awareness spread throughout the company via regular training. Our partnership with the Supply Chain Sustainability School (SCSS) also provides employees with a platform to broaden their knowledge.



#### ENVIRONMENTAL REPORT

First ESG report was written and published in 2023.

#### GREEN ENERGY REVIEW

E&S team are conducting research into Solar Panel installation, HVO fuel and other methods to promote green energy.

#### SUPPLY CHAIN REVIEW

Supplier Approval Questionnaire now includes sustainability questions, and it sent out to all suppliers.

#### ELECTRIC / HYBRID PLANT

Environmental & Sustainability team researching HVO fuel and other alternatives.

2024

#### IMPLEMENT ISO 50001

ISO 50001 certification obtained in 2023.

## OUR ROAD MAP TO NET ZERO CARBON

Our road map to net zero carbon strengthens our relationship with our customers and suppliers, as well as enhancing our responsible approach to business, whilst helping us all contribute to combating the global challenge that is climate change.



#### REVIEW ENGINEERING APPROACH

To focus on innovation in materials, products & services whilst considering the principles of a circular economy.

#### PRODUCT CARBON DATA

Embodied carbon data is now included on MGF's core product range.

### PHASING OUT OF DIESEL CARS

In 2024, 97% of all company cars are hybrid/electric.

### BEHAVIOURAL CHANGE PROGRAMME

Behavioral change encouraged throughout the depot with posters, TBT's and Yammer updates.

### WASTE AUDIT

Regular waste audits are completed at all depots to monitor and maintain waste segregation.

### REVIEW OF TRANSPORT

All commercial vehicles are now diesel engine Euro 6 compliant.

### INCREASED ENVIRONMENTAL REPORTING

E&S team continuously gaining knowledge on scope 1, 2 & 3 reporting. Scope 3 data for MGF is improving with more detailed reporting methods developing..

### ESOS

[Energy Saving Opportunity Scheme] audit and assessment for phase 3 completed and uploaded. Action Plan currently be written for implementation.

### INFRASTRUCTURE IMPROVEMENTS

33% of all premises have on site EV charging facilities, with more to be installed in the new year.

### CARBON TARGETS

Set stretching, but realistic, carbon targets for each MGF location.

### COMPLETE 3 YEAR REVIEW

Analyse performance against targets and set target and strategy for 2025 onwards with a view to becoming net zero by or before 2050.

2023

2025

2050



# CARBON EMISSIONS DATA

Reducing our energy usage is important for the reduction of our greenhouse gas emissions, which is in line with our Roadmap to Net Zero Carbon. To help with this energy reduction, we have introduced specific KPIs, introduced sustainability training and also become accredited with ISO 50001 Energy Management. We find that training is important as it is encouraging behaviour changes within our employees, which can then be utilised outside of the workplace.



**7.8% reduction** in Head office gas usage in 23-24 when compared to 22-23. No company-wide decrease



Energy usage KPI target to encourage **5% reduction** in energy across each site



Head office **3% reduction** and company-wide **2.82% reduction** of electricity in 23-24 when compared to 22-23



**2t decrease of CO2 equivalent** and company-wide **7.1t decrease of CO2 equivalent** in 23-24 when compared to 22-23



ISO 50001:2018  
No. of Certificate 048/23 SGE

# ENERGY SAVINGS OPPORTUNITY SCHEME (ESOS)

MGF understands that creating a sustainable future requires more than just focusing on core operations. ESOS is a mandatory energy assessment scheme for organisations in the UK that meet the qualification criteria. The Environment Agency is the UK scheme administrator. Organisations that qualify for ESOS must carry out ESOS assessments every 4 years. These assessments involve auditing the energy used by their buildings, industrial processes, and transport. The ESOS audit is designed to identify tailored and cost-effective measures that enable participating businesses to save energy and achieve carbon and cost savings. Starting from Phase 3, ESOS also includes an additional compliance stage in the form of an ESOS Action Plan, which requires a progress update every year. MGF has committed to:

- Collection of data for vehicle fleet and employee mileage for Scopes 2 & 3
- Implementation of a telematics system to provide real time data
- Phasing out of diesel and petrol company cars, replacing them with hybrid/electric alternatives
- Switching to REGO-backed renewable electricity tariffs at all depots
- Implementing energy awareness campaigns
- Installation of motion and daylight sensors to light fittings
- Install solar PV panels at suitable locations
- Reduction of energy use at Head Office by 2% year on year.





# SCOPE 1,2 & 3

We are in the process of improving the monitoring and measuring of our carbon emissions. This includes improving our scope 3 measurements year on year, so that we can capture more data and cover more categories.

SCOPE 1:

- 2410tCO<sub>2</sub>e

55t increase on previous year

Our business and fleet has grown and that is reflected in our scope 1 emissions.

SCOPE 2:

- 350tCO<sub>2</sub>e

1t decrease on previous year

SCOPE 3:

Category 1 | Purchased goods and services

- Steel – 7062tCO<sub>2</sub>e
- Concrete – 7.51tCO<sub>2</sub>e
- Timber – 23.25tCO<sub>2</sub>e
- Hotel Stays – 31.44tCO<sub>2</sub>e

Category 5 | Waste

- 41.69tCO<sub>2</sub>e

Category 7 | Employee Commuting

- 179.9tCO<sub>2</sub>e



# TARGETS AND OBJECTIVES

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	TARGET
REDUCTION IN ENVIRONMENTAL INCIDENTS	<35
ENVIRONMENTAL FREQUENCY RATE (EIFR)	BELOW 5.5
ENVIRONMENTAL INCIDENT FREE DAY RATE	>90%
ISSUE ENVIRONMENTAL & SUSTAINABILITY THEMED TOOLBOX TALKS/ALERTS	>15
UNDERTAKE ENVIRONMENTAL & SUSTAINABILITY THEMED AUDITS	>15
WASTE	95% DIVERSION FROM LANDFILL
WASTE SEGREGATION	WOOD, STEEL, FOOD AND SOIL/STONES AS MINIMUM
REDUCTION IN ENERGY USE ACROSS ALL MGF PREMISES	5% REDUCTION
REDUCTION IN WATER USE ACROSS ALL MGF PREMISES	5% REDUCTION
INCREASE HOURS FOR SUSTAINABILITY SCHOOL CPD TRAINING	>2000 BUSINESS WIDE
ENVIRONMENTAL THINK SAFE SUBMISSIONS	>50



# NATURE POSITIVITY

Our team have made positive contributions to enhancing biodiversity and creating spaces that give back to the environment at different depots across the UK. Through initiatives such as planting wildflowers, introducing herbs and utilising recycled PPE and materials for planters, our teams are combining innovation and sustainability to improve green spaces

## HEAD OFFICE

Wildflower seeding of the verge outside Head Office. Gave both a visual improvement and an enhancement to local biodiversity



## DURHAM DEPOT

Our Durham depot added a splash of colour to their new garden this year, utilising a range of pollinators.



## YORKSHIRE DEPOT

Yorkshire Garden continues to bloom, this year they added potatoes and herbs to their collection and recycled old tyres and equipment to make planters.







## R&D INNOVATION

All of our project designs, whilst being bespoke for need, still have to show a reduction in carbon emissions-load and allow for equipment to be used multiple times, if possible, for more than one project.

MGF's equipment has a long lifespan, high utilisation rates, and is efficiently maintained, repaired and repurposed (when required) meaning that the 'wasted' embodied carbon associated with our products is the transport of equipment to site and the material scrapped due to damages. MGF accurately measure all fleet transport and material disposals, meaning that we can benchmark our performance in terms of reducing carbon over time. Our product development process is focused on reducing weight (by utilising innovative high-performance materials), improving utilisation, and reducing damages / repairs, therefore minimising the 'wasted' carbon within our product ranges.

MGF are active contributors to the Temporary Works Forum Working Group 32, focusing on lowering carbon emissions in temporary works and construction operations, demonstrating our commitment to sharing best practice to reduce carbon emissions within our sector.

### EMBODIED CARBON CALCULATOR

For over four decades, MGF have been at the forefront of innovation and leadership within our sector, particularly in setting Health & Safety standards that have shaped best practices across the sector. Now, as part of our ongoing commitment to supporting our customers and the wider industry, we are focused on addressing one of the construction industry's biggest challenges – Embodied Carbon.

Through the Temporary Works Forum, our Director, Steve Hesketh, has authored authoritative guidance on reducing embodied carbon in excavation works. Using this guidance, MGF have incorporated Embodied Carbon data into our systems across our product range enabling us to provide estimated embodied carbon data on our drawings and quotations, alongside project specific carbon usage reports. This information covers both product embodied carbon and transport carbon based on the weight of the load, allowing our customers to make data-driven decisions to reduce carbon and enhance the environmental performance of their projects.

Our team of experienced engineers will assess each project individually and use this calculator to provide options that allow our customers to make informed decisions on the appropriate solution. By considering the environmental impact, economic feasibility, and constructability of each design we ensure that our solutions are not only sustainable but also practical and cost effective, allowing our customers to achieve their sustainable and financial goals without compromising on quality.



## PRODUCT INNOVATION

Throughout 2024, our R&D function has continued to develop new, innovative products with a focus on collaborating with our customers to identify areas for product improvement or product ideas to improve productivity on site, alongside working closely with our supply chain to ensure we are maximising the use of material and optimising fabrication processes.

Our product development process aims to:

- Optimise the use of materials to minimise the capital carbon expended in production
- Improve robustness to minimise damages and subsequent operational carbon during repairs
- Identify areas to re-use/re-purpose product ranges to drive high utilisation, minimising wastage

## REIMAGINING UNISHORE FOR ADVANCED LIFTING SOLUTIONS

As MGF entered the lifting market, our R&D team identified the potential for maximising the utilisation of our fleet of Structural Support products by developing lifting devices that are compatible with the Unishore® range. Through design & testing to comply with LOLER & LEEA requirements, the innovative S40 & S80 spreader beams and AL5 / AL10 single point lifting beams were brought to market, providing incredibly lightweight lifting components capable of lifting up to 80 tonnes!

The use of lightweight lifting components has the potential to significantly reduce the load on the crane hook provides benefits such as lighter plant and less intensive site preparation (piling mats) to ensure the crane is stable. These benefits were fully realised on a recent project that our Design team were engaged on through Ainscough.

This project required a lifting arrangement to be designed to facilitate lifting of modular building sections – each having 24 lifting points. The traditional solution required three levels of lifting & spreader beams with a total weight of 11.5 Tonnes and a significant distance between the hook and load necessitating the use of a large crane (which had to be transported across the country). Our engineers proposed an alternative solution by designing a modular truss to eliminate one layer of lifting equipment and significantly shorten the headroom required. This solution also reduced the weight of lifting equipment on the hook by almost 50%, coming in at 5.6 Tonnes, allowing the use of smaller plant minimising the embodied carbon of the project.





# CUSTOMER COLLABORATION - INNOVATION

## MGF PITCH & PULL

When reviewing possible safety improvements of our Quick Release Pitching Shackle the team identified that significant improvements could be made that would improve safety but also reduce embodied carbon by reducing weight, manufacturing processes and combining two product ranges into a single range.

The MGF Pitch & Pull combines the functions of both a Quick Release Pitching Shackle (QRS) and a Trench Sheet Extractor (TSE), halving the quantity of product required in our fleet, whilst reducing the weight by 40% and 44% against the QRS and TSE respectively. This new development will reduce the embodied carbon of each manufactured batch by **150kgCO2e** with a total fleet embodied carbon reduction of **1220kgCO2e** when old style QRS & TSE products are recycled & replaced by the new style at the end of their useable life.



"WE PRESENTED MGF WITH A PROBLEM, THAT THE MANUAL SHEET PILE EXTRACTOR WAS BANNED, AND THEY WERE KEEN TO SET UP A MEETING TO FIND A SOLUTION TO THE PROBLEM.

HAVING WORKED CLOSELY WITH MGF OVER THE LAST YEAR IN THE DEVELOPMENT OF THE PITCH & PULL SYSTEM, IT WAS CLEAR THAT THEY HAVE A REAL DESIRE TO INNOVATE CONSTANTLY.

EARLY ENGAGEMENT FROM THE COALFACE AND LEARNING FROM THE FEEDBACK THEY RECEIVED, PUT THIS NEW PRODUCT IN GOOD STEAD. THEIR PROACTIVE APPROACH AND CAN-DO ATTITUDE WERE THE DRIVING SUCCESS IN LAUNCHING THE PITCH & PULL.

OVER THE LAST 12 MONTHS, MGF HAVE BEEN INSTRUMENTAL IN DEMONSTRATING BEST PRACTICES AND INNOVATION, BY HOSTING TWO PRACTICAL LUNCH & LEARNS ON SITE AT BURNLEY AND OSWESTRY, WHICH WERE IMMENSELY WELL RECEIVED BY THE OPERATIONAL TEAM AND THE CLIENT."

HEAD OF SHES, MURPHY



## RECOGNISED EXCELLENCE

The Pitch & Pull recently received recognition at the 2024 Murphy Awards, where MGF secured an award for 'Safety Supply Chain Partner of the Year, further cementing its status as a key innovation in the construction industry.





## SOCIAL



**12** Graduates



**15** people currently undertaking further education



**38.13%** of employees live within a 5 mile radius of their workplace



**22** Apprenticeships



**18.83%** of our workforce are women



**62.74%** of employees live within a 10 mile radius of their workplace



**6** Management trainees



**40** Members of professional bodies

## GRASS ROUTES

We currently have two STEM ambassadors that take part in events which encourage students to begin a career in a STEM subject, specifically engineering. Addition to this, we have two Enterprise Advisors that support local school's careers education strategy.

Over the past year, our ambassadors have taken part in 11 events which has included presentations, career fairs, mock interviews and career introductions, as well as a Grass Routes Parents Evening. Following this, we then selected 3 students to do a Civil Engineering Technician apprenticeship.





## COLLEAGUE CASE STUDY

# SUPPORTING YOUNG PEOPLE

### LEE WOMERSLEY

Lee has shown a real passion for developing future talent through our Grass Route Apprenticeship Scheme and his volunteer work as an Enterprise Advisor with Greater Manchester Combined Authority, making a significant impact in building positive futures for young people across Greater Manchester.

Lee's focus demonstrates to young people that the traditional A-level/University route is no longer the only option, and he is eager to show them the alternative. His work has encouraged many young people on MGF's apprenticeship programme to develop their skills and consistently provides support throughout their career.

Lee received a 'Highly Commended' award for 'Skills Champion of the Year' at the Department for Education's Apprenticeship & Skills Awards 2024 - narrowly missing out on the top spot to the NHS. The judges commented on the high standard and volume of submissions for this award, highlighting what an outstanding achievement this is.





# HEALTH AND SAFETY

Throughout the reporting period of 2023/34, we have seen significant achievements across health and safety statistics across the company.

Key highlights include;

**23%** Reduction in injury events

**41%** Reduction in High Potential Incidents

**20%** Reduction in Environmental Incidents

**24%** Reduction in NCRs

**100%** Negative results from post injury events on drugs & alcohol testing







# HEALTH AND WELL-BEING

In 2024, we carried out a survey to analyse the safety culture at MGF. Feedback included;

- 98%** of employees agreed or strongly agreed that they felt comfortable challenging decisions affecting their health and safety at work.
- 98%** of employees agreed or strongly agreed that they felt well-informed about health and safety issues affecting them at work.
- 91%** of employees agreed or strongly agreed that they often provide suggestions to each other on how to work safely.
- 89%** of employees agreed or strongly agreed that they can influence health and safety performance at their place of work.

## WELL-BEING EVENTS

Throughout the year, MGF has engaged in numerous well-being events and initiatives, including;

- Summer socials at each depot
- Fundraising events
- Team building days
- Supporting national campaigns such as; MacMillan coffee morning, Cycle to work day and many more



## LIGHTHOUSE CHARITY

In 2024, MGF became a sponsor of the Lighthouse Construction charity who support construction workers and provides emotional, physical and financial wellbeing support to the construction community and their families.







# COMMUNITY ENGAGEMENT

MGF are proud to support local companies surrounding our locations and sponsor events, sports teams and fundraising events that our teams and customers take part in.



Throughout the year, we have also been fundraising and volunteering across our depots for various charities. Some fundraising events include: Christmas Jumper Day, Macmillan Coffee Mornings, Toy Drives, Foodbank donations and much more. Causes the team has raised money for includes:



## COLLEAGUE CASE STUDY

# SUPPORTING THE INDUSTRY

### OLIVIA TAVENER

Olivia was selected by Wessex Water and their supply chain partners to join their 'Trailblazer' - Water Aid Fundraising scheme. The Wessex Water WaterAid Committee is a professional development programme that empowers those looking to gain project management experience.

The 'Trailblazers' received training from Wessex Water to equip them with the skills and knowledge to organise and deliver a fundraising event that was tasked to raise £5,000 for Water Aid. The hit TV show 'Race Across the World' has inspired the 'Race Across Wessex' Event, which Olivia and the MGF Southwest Team, took part in this January raising a huge total of £16,000.00!

Olivia has thrived during this eight-month programme, heading up the PR and marketing aspect of this amazing event. Olivia's enthusiasm, attention to detail and marketing flare have really developed whilst organising this event, her regular posts on LinkedIn have proved a great success.

Olivia joined MGF in 2022 as a Graduate Management Trainee & has gone from strength to strength, covering all aspects of our Health & Safety, Operations, Hire & Sales Divisions, she is truly a great asset to MGF!





# GOVERNANCE

## SUSTAINABLE PROCUREMENT

- Reduced paper usage through the Procurement Team developing a number of digital templates
- Partnering with PPE providers to improve quality and extend lifecycle of workwear worn by MGF staff, limiting waste
- Selecting local suppliers to cut down on transport emissions whilst investing in SME's
- Introduced a supplier approval questionnaire to ensure our suppliers support our sustainability goals

## ANTI-BRIBERY

At MGF, we follow an Anti-Bribery Policy that outlines what is considered bribery and how we expect our employees to conduct themselves in this area, as well as ensuring our employees sign and agree to the policy, which is aligned to The Bribery Act 2010. The policy also includes how to raise a concern, explains what behaviour is considered unacceptable and what disciplinary actions can occur if the policy is breached. We provide training to all employees on anti-bribery through our internal learning platform, My Great Futures.

## HUMAN RIGHTS

We understand the growing global issue of modern slavery, so we are committed to what we have laid out in our Modern Slavery Statement. We are working to increase awareness across our business, continue to analyse our supply chain to ensure transparency and assurance, as well as to consolidate our supply chain to reduce risk. Alongside our Modern Slavery Statement, we have a Modern Slavery Act supplier questionnaire which requires suppliers to fill in details to show that they are following the requirements set out in the Modern Slavery Act. In the reporting period 2023/24, 190 suppliers amounting to 75% of total spend have been assessed as either compliant to the Modern Slavery Act, or, at no risk of modern slavery. This percentage has increased compared to 2022/23 reporting period. To ensure awareness across our employees, we deliver training on modern slavery through our internal learning platform, My Great Futures.







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