



# SUSTAINABILITY & SOCIAL VALUE REPORT 2022



LV Switchgear | Wiring Accessories | Cable Management



welcome...





**With over 50 years manufacturing experience, Proteus Switchgear, M2 Electrical, Tamlex and Centaur continues to expand and broaden their portfolio of electrical products and services. From cable management to LV switchgear, wiring accessories to EV distribution units, our focus is to offer a complete solution for the domestic, commercial and industrial market sectors.**



**Over 250 Employees**



**5 Sites Across  
The UK**



**Over 150,000 Sq Ft of  
Manufacturing Facilities**

# SUSTAINABILITY

## our plan



**Business Ethics**



**People & The Community**



**Environment**

We recognise that Sustainability and Social Values matter and are of increasing importance to all our stakeholders.



**Our operations are committed to minimizing our environmental impact and contributing to a more sustainable future.**

Our sustainability plan is focused on three key areas:

**Business Ethics**  
**People & The Community**  
**Environment**

In this report we highlight our latest performance data for 2022 on waste management, energy consumption, personnel and supplier social audits as well as our targets for the forthcoming year.



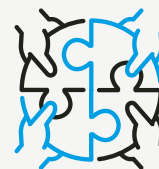
**PlanetMark**  
**Certified**

**ecovadis**

**1st Score Achieved**



**Carbon Emissions**  
**Reduced**



**Charity Partnerships**  
**Established**

# SUSTAINABILITY & SOCIAL VALUES

## primary areas



### Business Ethics

#### Sustainable Procurement

Our businesses are committed to the highest standards of ethical conduct and integrity in its activities both in the UK and overseas.

Every employee and individual acting on the Company's behalf is responsible for maintaining the our reputation and for conducting company business honestly and professionally.



### People & the Community

#### Our People

Our employees are the key to our long-term success so it's important that their health and wellbeing is supported through our commitment of on-site training.

Opportunities for all employees to develop their knowledge within our industry through the EDA training modules. We also continue to actively seek personnel on apprenticeship schemes and our own management trainee programs.

#### Work in the Community

We believe in the importance of giving back and are excited to be working with Building Bridges (Redditch) & Telford Crisis Support to make a positive impact in our communities. We will also continue to support Macmillan Cancer Support.



## Environment

### Sustainable Packaging

Use of sustainable / recyclable packaging within all operations / product groups. Increase use of recycled materials to >80% by end of 2023.



### Increase in Green Energy

Consider energy providers and ensure use of renewable energies (wind / solar / nuclear).



### Reduction of Single Use Plastics

Reduction of single use plastics within all products & packaging. Increased use of recycled materials where possible.



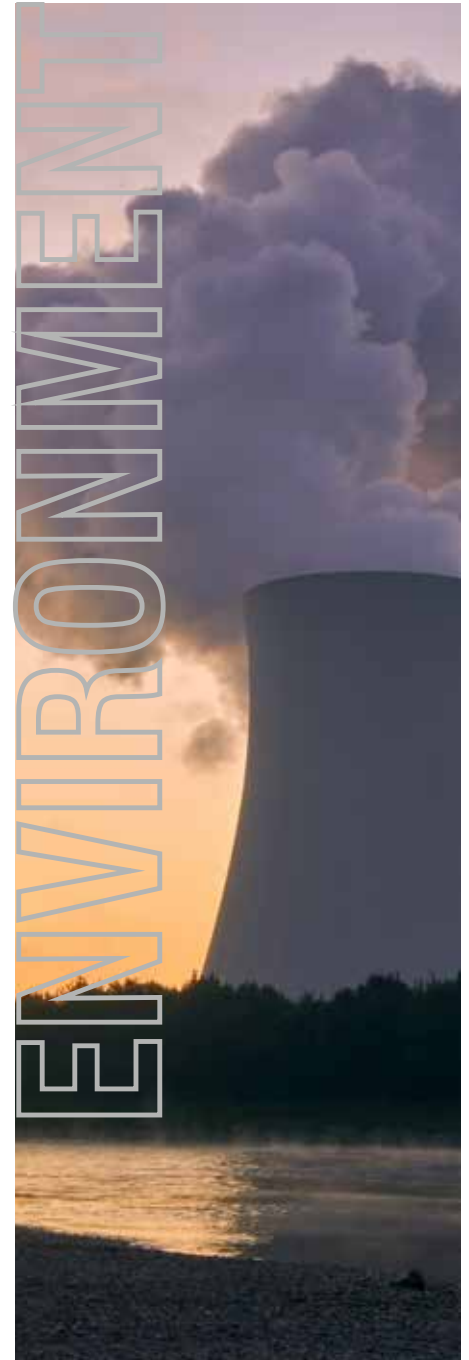
### Waste to Landfill

Reduce waste to landfill from all operations by the use of suppliers who offer full recycling services for all waste streams.



### CO<sub>2</sub> Emissions

Reduce CO<sub>2</sub> emissions from all operations through acquisition of new more efficient machinery.



# BUSINESS ETHICS

SUSTAINABLE  
PROCUREMENT  
SAFETY  
SECURITY

## Anti-bribery & Corruption

Our operations require all employees or 3rd party suppliers acting on our behalf to operate within the guidance of our Bribery & Corruption Policy.

Our Policy covers but is not limited to gifts, hospitality or other forms of bribery and collusion. All employees are required to acknowledge their understanding of this policy.

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## Social Audit & Supply Chain

Our suppliers can expect a Social Audit from members of our team to inspect the health, safety and hygiene of the premises; waste management; child / forced labour; wages / benefits and hours and labour practices.

During 2022, 77% of key 3rd party suppliers received an interim audit by in house personnel.







## Product Assurance & Quality

We are aware that the performance and reliability of our products are paramount to ensuring our future success.

We adopt ISO9001:2015 for the design, manufacture and distribution of product and employ quality inspectors to carry out audits and inspections of goods from our external supply partners.

## Cyber Security Awareness

All new starters carry out cyber security training as part of their on-boarding process within the business.

Repeat training will be rolled out to all applicable employees within the business in 2023



## Third Party Suppliers audited 2022

77% 13 Companies



## Cyber Security Training Target 2023

6 Courses All Employees



# OUR PEOPLE

our support



## Health, Safety & Wellbeing of our Workforce

Employees are one of the key assets to the sustainability and success of our businesses. As part of that, their health, safety and wellbeing in the workplace is of key importance to us.

Employee well being is high up our agenda and to ensure our staff were refreshed and kept cool on the hottest day of 2022 we arranged an ice cream van to swing by each factories.

## Staff Wellbeing Days

Sessions have been held focusing on hydration and regular movement.

The goal was to encourage employees to take time for themselves and prioritize their health and well-being.

To encourage the hydration element of these days we handed out to all members of staff a thermal water bottle.

## Apprenticeships & Trainees

For the past 10 years, we have adopted a Management Trainee Program with a view of creating the next generation of management for the company.

Since 2012, 9 management trainees have been appointed and 5 now hold key positions within our businesses – 1x Business Manager, 3x Assistant Managers and 1x Production Manager.

In addition, we have put 6 employees through apprenticeship programmes ranging from digital marketing to team leaders.



Total number of participants & modules completed

74

Modules Completed



34

Members of Staff



Across All Five Operations

## Women in the Workplace



Total Number of Employees

210 36% Female



# OUR COMMUNITY

## & Charity



WITHIN 12 MONTHS  
WE HAVE DONATED



1100+ MEALS

into our community via  
our 2 charities



225

Holiday  
themed  
chocolate  
selections

15 CHRISTMAS  
HAMPERS  
Delivered



We have continued to support Macmillan Cancer Support as our chosen charity for all fund raising events this year.

In addition, we continue our work along side Building Bridges & Telford Crisis Support to provide support to these incredible causes in our local communities of Redditch & Telford.

Both charities provide essential help and its a privilege to have a close working relationship with both teams and provide each the support they need.

Other community work has included donating Christmas hampers to locals via our work force to spread a little extra Christmas cheer.



## Charity Partnerships

2022 saw the continuing partnerships with Building Bridges & Telford Crisis Support, both of which provide essential care in our local communities.

We have been fortunate enough to work closely with both charities and offer support where they have needed it, such as: food donations, sponsoring delivery vans & contributing towards coach hire for day trips.

# MACMILLAN CANCER SUPPORT



On Christmas Jumper Day 2022 all operations came together to raise money and awareness for Macmillan Cancer Support and the remarkable work they do.

# CHARITABLE

## Partnerships



## TELFORD CRISIS SUPPORT



# ENVIRONMENT

our impact



**> 60%**  
**Achieved**  
**2022**

By working closely with suppliers  
all operations now source  
cardboard from recycled content of  
60% or greater



PlanetMark

As part of our sustainability journey, we delivered a 22.4% reduction in CO<sub>2</sub> emissions against our base year when renewing our Planet Mark certification.

ecovadis

2022 also saw our first Ecovadis score and we are now working in hand with them towards enhancing our efforts.

ENVIRONMENTAL ACCREDITATION

## Sustainable Packaging

Our target was to increase the use of recycled materials within our packaging to >60% by the end of 2022.

Within this time frame we achieved all operations moving all cardboard to recycled content of 60% greater by working closely with our suppliers towards a common goal.

For example at Centaur all cardboard packaging is manufactured from at least 80% of recycled content.

**250,000**  
**CARTONS PA**



>60%

**2023**  
TARGET

>80%



## Single Use Plastics

Continue to reduce single use plastics within all products & packaging. Increased use of recycled materials where possible.

Targets for 2023 are to focus on product packaging with plastic windows and plastic trays. Research alternatives and redesign packaging if needed to be more sustainable.



3m sleeving & bags used by Centaur for their length of extruded products are now made with at least 30% recycled content.

**120,000**  
**3M BAGS PA**

## Plastic Windows & Trays



are used  
across 3 wiring  
accessory ranges

**Annual Units Sold:**  
**154,771** Combined

**ESTIMATED SINGLE USE PLASTIC WASTE**

**2,525.77kg**

**TARGET TO REMOVE THIS FROM OUR  
PACKAGING IN 2023**



# ENVIRONMENT

our impact

## Increase in Green Energy

Understanding that as a group of companies we needed to act and move towards greener energy solutions, in 2022 we implemented our vision.

Over the previous years we have worked closely with energy suppliers to identify our best options going forward.

As a result, in 2022 all 5 of our sites moved to a renewable energy provider which enabled 100% carbon offset of electricity.

## Procuring Green Energy via wind, solar & nuclear fuels

5 out of 5 sites



carbon  
offset of **556.3** tCO<sub>2</sub>e



## CO<sub>2</sub> Emissions

Regular reviews of plant equipment are conducted and maintenance plans are in place at all sites.

Part of this cycle of work the operations review ways to reduce their impact on the environment. Factory lighting is currently under review to ensure all operation are utilising LED lighting and PIR sensors where applicable.

## Electrical Waste

We are registered with an Authorised Treatment Facility (ATF) for the recycling and reprocessing of electrical waste.

**Waste Experts** allows us to dispose of our electrical waste in an environmentally responsible way that supports the circular economy.

## Waste to Landfill

All manufacturing sites look to recycle raw materials and packaging where possible and this data is recorded and presented in the Sustainability Performance Data in this document.

We aim to continuously reduce our production of waste to landfill year-on-year.

## WASTE TO LANDFILL



 2021 = 122.8 

 2022 = 19.3 

REDUCTION OF:

84.28%

103.5 

Equivalent to

14 AFRICA  
ELEPHANTS

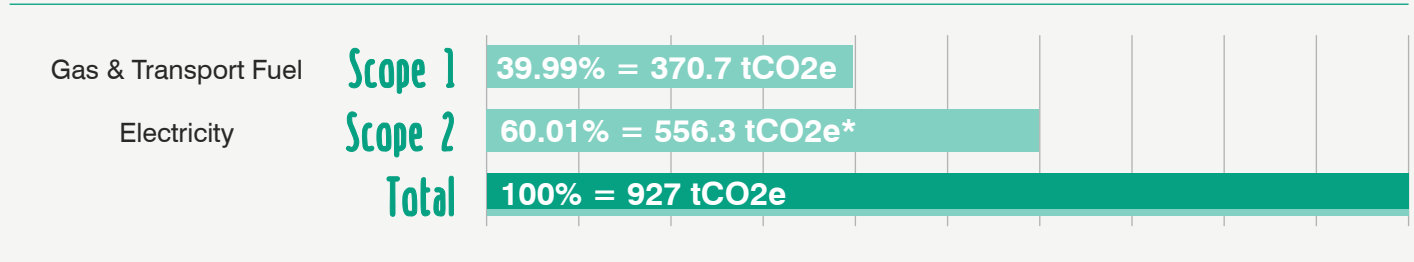
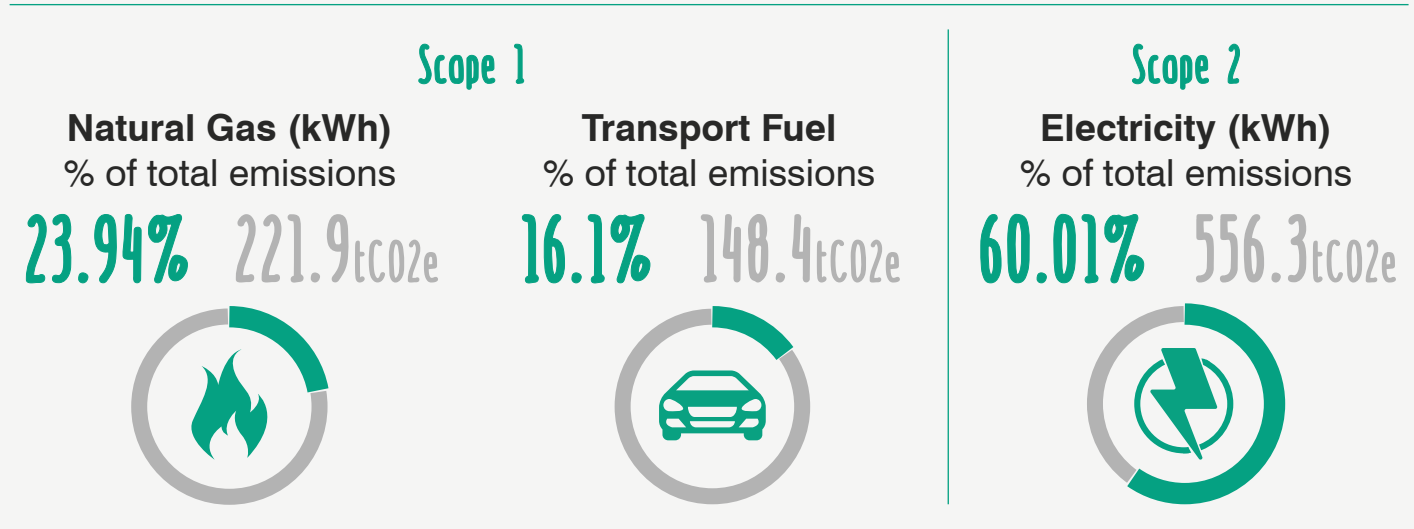


Waste diverted from landfill

# Scope 1 & 2 Emissions

Within this section of the report we will share our carbon emission data for gas, electricity and transport fuels as well as an intensity ratio in-line with scopes 1 & 2.

We aim for this to provide greater transparency to our stakeholders on our energy efficiency journey towards decreasing our carbon emissions.



**enistic**  
energy management systems

**Our data has been collected in partnership with Enistic for our 2022 report.** All figures are in tCO<sub>2</sub>e

Our carbon footprint during this period:  
**926 tCO<sub>2</sub>e**

Carbon Intensity Measure  
The total estate size of our estate is:  
**150.5 thousand sqft.**  
Our carbon intensity is, therefore,  
**6.4 tCO<sub>2</sub>e per 1000 sqft.**

Conversion factors used  
Electricity: 1 kWh = 0.2556 kg CO<sub>2</sub>e  
Natural Gas: 1 kWh = 0.18385 kg CO<sub>2</sub>e  
Transport: 1 mile = 0.27459 kg CO<sub>2</sub>e

Intensity ratios calculated as follows  
Kg CO<sub>2</sub>e per sqft of total estate size

\* - 100% offset (renewable source)

# Scope 3

our journey has just begun..



With Scope 3 emissions potentially representing over 90% of a company's carbon footprint, we understand that reducing these levels has become a top priority for many businesses.

Scope 3 emissions cater for all other indirect sources of emissions upstream and downstream that are within a company's value chain and as a group, we have begun the process to engage with our supply chain with a view of determining a baseline for Scope 3 emissions.

# Sustainability Performance Data

## Environment

KPI Name	Unit of Measure	2021 Result	2022 Result	Target	
Waste to landfill	Tonnes	122.8	19.3		
Waste Recycled	Tonnes	58.6	170.0		
Waste Efficiency*	Percentage	32.3	89.8	> 90	2023
Recycled Packaging Content	Percentage	30	60	> 80	2023
Water	Cubic Meters	4388	3072		

\* - Recycled weight divided by waste created weight

## Emissions

KPI Name	Unit of Measure	2021 Result	2022 Result	Target	
<b>Scope 1</b>					
Gas	Mwh	1.36	1.03		
LPG	Tonnes	16.50	17.20		
Fleet	Mwh	0.40	0.48		
<b>Scope 2</b>					
Electric*	Mwh	2.43	1.91		
<b>tCO2e Footprint</b>	Tonnes	1,106	370.7	< 500	2023

\* - Scope 2 emissions are purchased from a renewable source and 100% offset

## People

KPI Name	Unit of Measure	2021 Result	2022 Result	Target	
Loss Time Injury (LTI) Frequency	Number	0	0	0	2023
Loss Time Injury (LTI) Severity	Number	0	0	0	2023
Number of Apprentices/Management Trainees	Number	4	5	4	2023
Percentage of Key 3rd Party Suppliers audited	Percentage	72	77	100	2023
Percentage of Key 3rd Party Suppliers With No Non-Conformities	Percentage	100	92.5	100	2023
Percentage of total employees that are female	Percentage	33.3	36	≥ 36	2023

# Sustainability Performance Data

## Accounting Policies

Sustainable Performance Data within this document has been collated and presented in a consolidated format for our group. The basis on which this data is measured and calculated are defined below:

### **Waste to Landfill (tonnes)**

The weight of waste produced at each business that is sent to landfill is reported by our 3rd party waste management providers. Only waste produced by our UK businesses are reported.

### **Recycled Waste (tonnes)**

The weight of waste produced at each business that is recycled is reported by our 3rd party waste management providers. Only recycled waste produced by our UK businesses are reported.

### **Waste Efficiency (%)**

The percentage of waste recycled against our total waste produced.

### **Emissions**

Scope 1 emissions include gas and fuel from our fleet, whilst Scope 2 is the electricity used at our UK manufacturing and distribution sites based on meter readings.

### **tCO<sub>2</sub>e Footprint (tonnes)**

Total CO<sub>2</sub> emissions generated through combustion of gas and use of purchased electricity of the UK manufacturing and distribution sites based on energy consumption data and CO<sub>2</sub> conversion.

### **Water Consumption**

Total water consumption at our UK manufacturing and distribution sites based on meter readings.

### **Recycled Packaging Content**

Minimum percentage of recycled material used within our product packaging for all businesses based on data provided by 3rd party suppliers.

### **Injury Rate with Absence**

Total number of occupational injuries per one million working hours. An occupational injury is the result of at least one day's absence following the day of injury. Data collated from all UK manufacturing and distribution sites for the year.

### **Number of Apprentice / Management Trainees**

Total number of personnel during the year carrying out either an apprenticeship or employed as a Management Trainee.

### **Percentage of Suppliers Audited**

Total percentage of key 3rd party suppliers audited throughout the year. Note, key 3rd party suppliers are those that provide raw material and products to our businesses.

### **Percentage of Suppliers with no Non-Conformities**

Total number of key 3rd party suppliers where no non-conformities have been identified in the year.

### **Percentage of Female Employees**

Total number of female employees at the end of December.

# SUSTAINABILITY

## our governance

### Management Team

**Managing Director | Group Manager | Senior Business Manager**

Sets out commitments for the year and approves sustainability performance targets.



### Business Management Teams

**Business Manager | Assistant Manager | Production Manager | Supervisor**

Monitor each individual operation and sustainability targets.  
Submits data to the management team for year end sustainability reporting.



### Factory Personnel

Responsible for personal health and safety at work whilst working towards the companies sustainability targets.

# WHAT'S NEXT

## on our journey

2021 was a milestone in our history as we collated the data required to set a baseline for our companies performance. This data has also given us the capability to monitor our impact and efforts to ensure we are continuously moving forward.

Overall, our sustainability journey reflects our commitment to change and doing our part to help towards creating a more sustainable future for all.

Here are some of the areas we will continue to focus on moving forward into 2023 and beyond:

We aim to educate our employees and **create a sustainable culture** throughout the operation while **working together towards a common goal.**

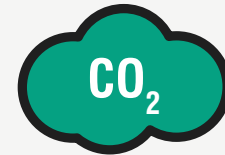


PlanetMark

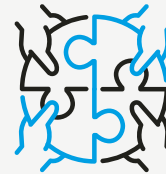
Further reduce our carbon footprint contribution

ecovadis

Improve on our first Ecovadis score from 2021



Develop a sustainable mindset within all operations



Continue our charity partnerships





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