



# Sustainability & SOCIAL VALUE REPORT 2023/24



LV Switchgear | Wiring Accessories | Cable Management



Publication date: August 2024  
The content of this report covers the period of FY2023-24 from May 2023 to April 2024, aligned with our financial reporting.

Data and information in this report has been reviewed and approved by our senior management team and compiled by our Head of SSV.

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# COMPANY OVERVIEW



With nearly 200 years of British manufacturing experience, Proteus Switchgear, M2 Electrical, Tamlex and Centaur continue 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.



**4 BRANDS**



**5 SITES**



**NEARLY 200 YEARS  
MANUFACTURING**



**OVER 200  
EMPLOYEES**



**UK BASED MANUFACTURER  
SINCE 1969**



**200,000 SQ FT OF  
MANUFACTURING FACILITIES**



**OVER 400 UK  
DISTRIBUTORS VIA CEF**



**GLOBAL EXPORTS**

# WELCOME FROM OUR MANAGING DIRECTOR



**I am pleased to present our Sustainability and Social Values Report for the financial year 2023-2024. Over the past year, we have made significant strides in these areas, reflecting our unwavering commitment to a sustainable future.**

One of the most significant milestones in the past 12 months has been to appoint a Head of Sustainability and Social Values (SSV). This strategic investment highlights our dedication to embedding sustainability and social values at the core of our operations.

We are proud to report that we have exceeded previous scores for both the Planet Mark and EcoVadis certifications. These achievements are a testament to our environmental standards and our commitment to continuous improvement in many areas.

We have continued long-standing relationships with local charities Telford Crisis Support and Friends of Isaac (Redditch), ensuring that our contributions have a meaningful and lasting impact on our communities. This year, our fundraising efforts for Macmillan have been particularly successful, reflecting our team's dedication and willingness to help others.

Looking ahead, our three new core values will be integral to our business strategy. I want to extend my gratitude to our employees, partners, and stakeholders for their support to our journey this year.

**John Ailden**  
Managing Director

# UPDATE FROM OUR HEAD OF SSV



Bronze Award Achieved



PlanetMark

Planet Mark Renewed



Carbon  
Emissions  
Reduced



Charity  
Partnerships  
Continued

**Over the past 12 months, we have continued the groups journey gaining valuable insights and learning from our experiences. I extend my gratitude to everyone in the company for their support and commitment during this period of growth and discovery.**

Looking ahead, my plan is to build on our foundations by providing a road map of where we are heading and setting clear targets to work towards. This will guide us in making measurable progress across all areas of our company. By establishing specific goals, we can ensure that our efforts are both focused and impactful, driving us towards a more sustainable future.

Throughout this report we will detail our new core values of: Nurture Our People, Protect The World and Enhance

Communities. We will also display the recent work within each value and the plans to move each area forward in a measurable and mindful way.

This report not only reviews last year's dedicated efforts but also highlights the significant strides we have made in many areas, such as:

- Reducing our carbon footprint per employee as accredited by Planet Mark.
- Achieving our first Bronze EcoVadis award with our highest score yet.
- The time spent enhancing our social values, and deepening our community impact.

**Richard Wharrad**  
Head of SSV for In-House Manufacturing

# STRATEGY MOVING FORWARD OUR PLAN



## NURTURE OUR PEOPLE

This value is about creating a workplace where diversity is celebrated, opportunities are abundant, and wellbeing is a priority.



## PROTECT THE WORLD

We recognise our role in protecting the environment. This value focuses on managing and reducing our environmental impact across all operations.



## ENHANCE COMMUNITIES

Through various initiatives and partnerships, we aim to support community development, enhance quality of life, and foster social well-being.



This report marks a significant milestone in our journey towards a more sustainable and socially responsible future.

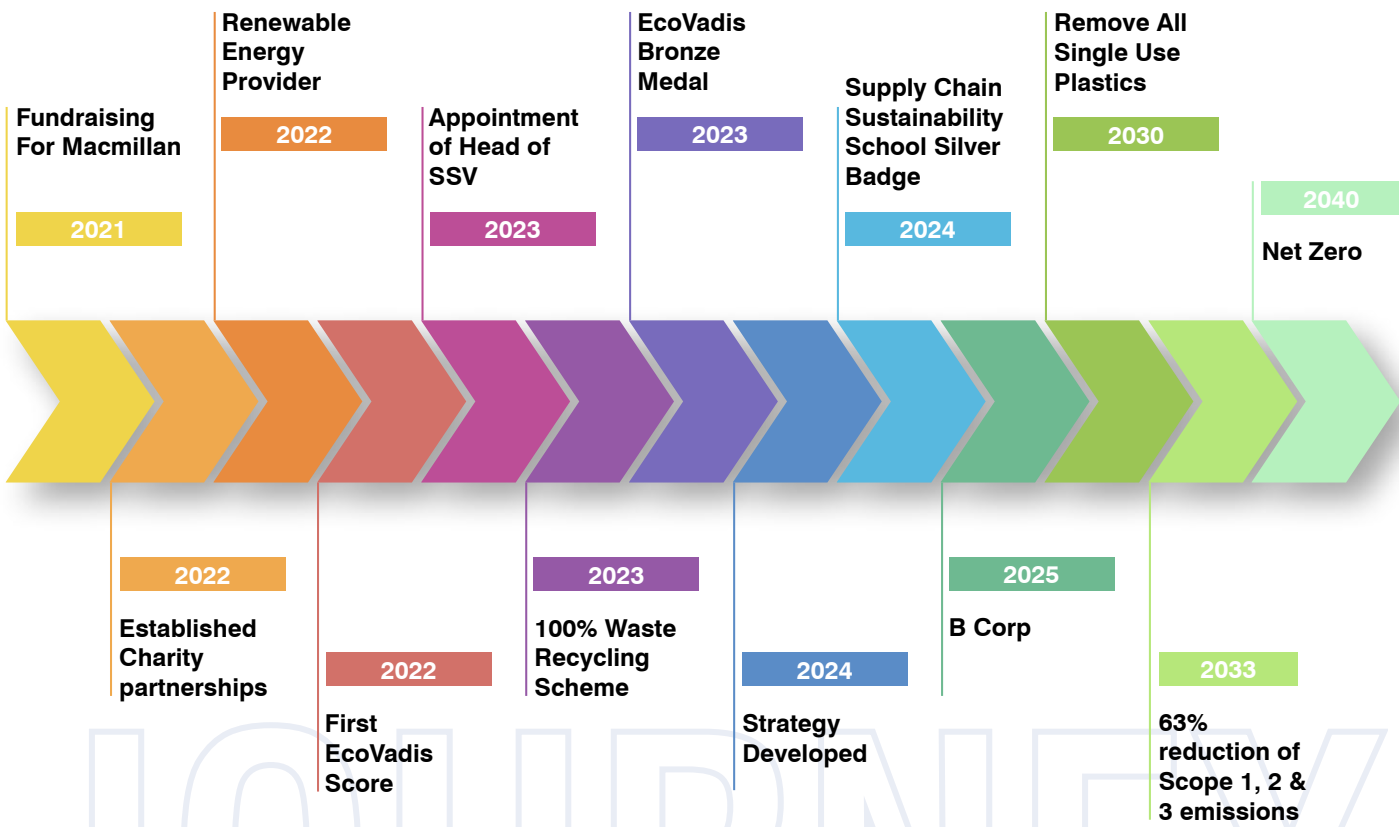
It encapsulates our dedication to embedding sustainability and social values into all of our operations and our relentless commitment in creating a positive impact on our people, the planet, and the communities we serve.

This report also launches our new core values of:

**Nurture Our People,  
Protect The World,  
Enhance Communities &  
Governance.**

**relentless  
commitment  
in creating  
a positive  
impact**

# SUSTAINABILITY & SOCIAL VALUES JOURNEY



JOURNEY

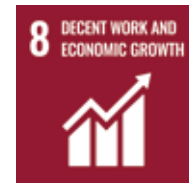
# SUSTAINABLE DEVELOPMENT GOALS

**As our journey continues we are now proud to stand by the United Nations Sustainable Development Goals (SDGs) and conduct our approach in-line with their blueprint towards a more sustainable future.**

The United Nations Sustainable Development Goals (SDGs) are a set of 17 interconnected global objectives designed to address a wide range of issues, including poverty, inequality, climate change, and justice. These goals were established by the United Nations in 2015 as part of the 2030 Agenda for Sustainable Development. The primary purpose of the SDGs is to create a blueprint for achieving a better and more sustainable future for all.

Within our manufacturing sector for the construction industry, SDGs are crucial in providing a structure for sustainable development, which can guide the industry towards responsible and ethical practices together for the benefit of the environment and society.

As a construction based manufacturing group we are constantly reviewing materials used, carbon emissions, mental health awareness and wellbeing.



# OUR CONTRIBUTION TO SDGs

2 ZERO HUNGER



Identified local charities to our manufacturing operations and provided food deliveries multiple times a year over a number of years.

3 GOOD HEALTH AND WELL-BEING



We provide regular wellbeing awareness days across the group, as well as on-going mental health first aider training.

4 QUALITY EDUCATION



Training is provided to ensure employees skill sets are adequate for their roles and the option is available to up skill staff where applicable.

5 GENDER EQUALITY



Throughout the business, regardless of gender, there is equal opportunity and zero toleration of discrimination.

6 CLEAN WATER AND SANITATION



Stand alone water dispensers are now available within 4 of the 5 manufacturing facilities.

7 AFFORDABLE AND CLEAN ENERGY



Energy is now sourced from 100% renewable sources and LED lighting has been fitted throughout the businesses.

# OUR CONTRIBUTION TO SDGs

**8** DECENT WORK AND  
ECONOMIC GROWTH



All employees regardless of age, race or disability will receive equal pay, as well as signing for all company policies.

**10** REDUCED  
INEQUALITIES



The company promotes equal opportunity throughout and has a zero tolerance to discrimination.

**11** SUSTAINABLE CITIES  
AND COMMUNITIES



When procuring goods, services or hospitality the company has a large portfolio of local businesses.

**12** RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



All waste is 100% recycled or recovered via a third-party waste management company and electrical waste is disposed of via our in-house Waste Experts.

**13** CLIMATE  
ACTION



Our focus is on becoming Net Zero by 2040 and we are committed to joining SBTi.

**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



The company has policies in place for anti-bribery & corruption as well as human trafficking.

# NURTURE OUR PEOPLE



*Employees are one of our key assets, as part of that, their health, wellbeing and career progression in the workplace is of major importance to us.*

Nurture Our People is one of our main defined areas within our SSV plan, as we are well in tuned with the impact our teams have on our business. This pillar involves creating a workplace where diversity is celebrated, opportunities are abundant, and wellbeing is a priority.



## Focus on

### Training

Training is an important aspect of factory life and as a business we aim to ensure training is provided to up skill our teams.

### Mental Health & Wellbeing

Regular mental/physical health and wellbeing training is provided on subjects such as hydration, movement and time management.

### Diversity

Diversity is celebrated across the group with a clear equal opportunity approach for all.

# APPRENTICESHIPS & TRAINEE PROGRAMMES

Throughout 2023 we have added or renewed 28 employees' training certificates in areas from Health & Safety Training to Power Press Training.

We also have a Management Trainee Program where since 2012, 10 management trainees have been appointed and 5 now hold key positions within our businesses.



## TOTAL NUMBER OF PARTICIPANTS & MODULES COMPLETED

61 Modules Completed



across  
all 5  
operations

28 Members of Staff



## TRAINING HOURS COMPLETED

44  
Hours

61  
Hours



Training will be rolled out across the company to ensure our employees continue to grow in their careers with us and ensure they have the correct skills to carry out their jobs. Alongside this, we will be training our staff on environmental, labour & human rights and ethical issues.

# MENTAL HEALTH & WELLBEING

## WELLBEING WORKSHOP

Sessions have been held focusing on hydration and regular movement. The goal was to encourage employees to take time for themselves and prioritise their health and wellbeing.

Following this a second set of wellbeing sessions were arranged where the focus was on employees' physical and mental health.



### Length of service

We pride ourselves on supporting our staff and developing them throughout their careers.

**AVERAGE LENGTH OF SERVICE 11 YEARS**

# 22

**Mental Health Awareness Employees**

## Drinking Water

As an extension to providing water bottles to all members of staff following our wellbeing workshop in 2022 based on hydration and movement. We then installed new stand alone water dispensers throughout the group, currently 4 out of 5 sites.

# 15

## Disability Awareness Employees



# DIVERSITY, EQUALITY & INCLUSION

Throughout the business there is an equal opportunity and non-discrimination approach. Regardless of a person’s gender, age, ethnicity or disability they will receive equal pay and opportunities to progress in their career.

**219  
EMPLOYEES**



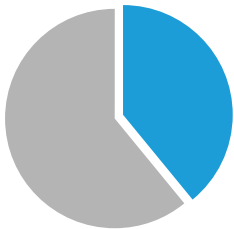
**219** 34.6%  
Female

**WOMEN IN  
MANAGEMENT  
POSITIONS**



**AGE**






We currently have 83 employees over the age of 50 with 8 of these being over retirement age.






**37%** over 50

NURTURE OUR PEOPLE KPIs






TRAINING

KPI Name	Unit of Measure	2021 Result	2022 Result	2023 Result	Target		SDGs
Employees Trained on Health & Safety	%	20.6	34.9	51.4	60	2024	
Employees Trained on Mental Health & Wellbeing	%	7.3	15.6	29.8	50	2024	
Employees Trained on Skills	%	4.1	4.6	7.8	10	2024	
Employees Trained on Career Knowledge	%	4.1	5.5	7.8	10	2024	
Apprentices/Management Trainees	Number	4	5	2	4	2024	

MENTAL HEALTH & WELLBEING

KPI Name	Unit of Measure	2021 Result	2022 Result	2023 Result	Target		SDGs
Health & Safety Incidents at Work	Number	1	0	2	0	2024	
Loss Time Injury (LTI) Frequency	Number	0	0	4.3	0	2024	
Loss Time Injury (LTI) Severity	Number	0	0	14.9	0	2024	

# DIVERSITY

KPI Name	Unit of Measure	2021 Result	2022 Result	2023 Result	SDGs
Employees Under 30	%	11.2	12.9	12.8	
Employees 50-59	%	18.1	22.4	24.2	
Employees 60-65	%	6	7.6	10	
Employees Over Retirement	%	0.5	1.4	3.7	
Female Employees	%	33.3	36	34.6	
Female Managers/Supervisors	Number	13	13	14	

Total number of employees: 2022-210, 2023-219

# PROTECT THE WORLD



*By working closely with suppliers all operations now source cardboard from recycled content of 80% or greater.*

We recognise our role in protecting the environment. This pillar focuses on managing and reducing our environmental impact across all operations and throughout our supply chain. Our impact on the environment is at the forefront of discussion making, from packaging to energy suppliers.



## Focus on

### Environment

The Company has a commitment to monitor, report and reduce our carbon footprint including waste and water usage.

### Sustainable Procurement

We continue to assess, monitor and collaborate on the sustainability impact of our supply chain.

### Product

Continuous development of sustainable and energy efficient products is at the forefront of our SSV strategy.

# ENVIRONMENT



## 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



In 2023 it was confirmed that all 5 of our sites moved to a 100% waste recycling scheme. This is achieved via recycling on like for like cardboard/wood/steel or via a RDF (refuse-derived fuel) scheme.



## HAZARDOUS WASTE

The only hazardous waste across the business is oil at Centaur. We use a specialised oil refinery company to treat this waste.



 2021 = 103.5 

 2022 = 19.3 

 2023 = 0.00 

Reduction of

100%

## GREEN ENERGY

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** 556.3  
**Offset of** tCO2e

## CO<sub>2</sub> EMISSIONS

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

As 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 operations are utilising LED lighting and movement and daylight sensors where applicable.

Centaur have recently updated their factory lighting and converted over to LEDs which will result in them saving an annual reduction in carbon emissions of: 19,195KGs

LED  
Lighting  
Saving

**19,195KGs**  
of carbon emissions per year



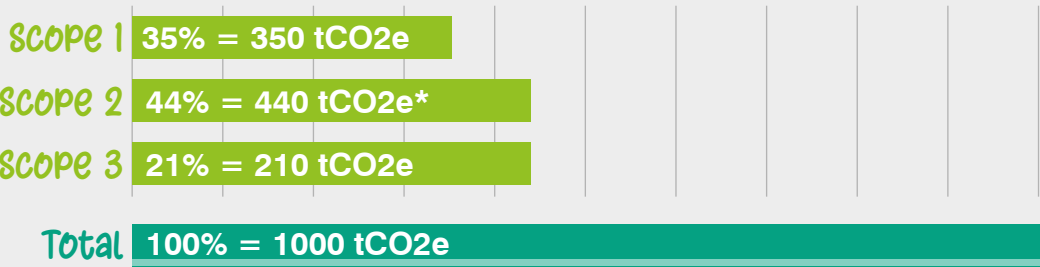
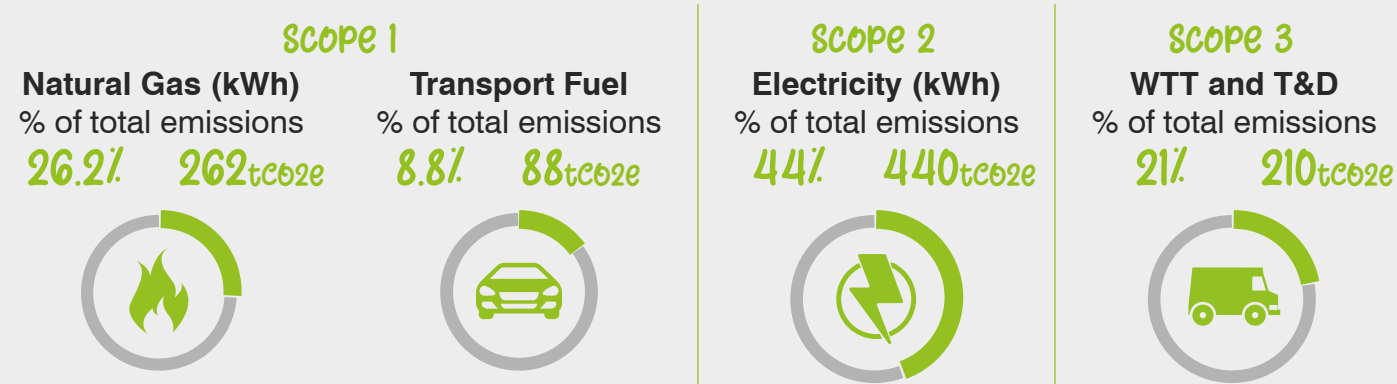
**PlanetMark**

As part of our sustainability journey, we delivered a 17.8% reduction in CO<sub>2</sub> emissions during 2023 against our base year when renewing our Planet Mark certification.

# SCOPE 1, 2 & 3 EMISSIONS

Currently, we measure all our Scope 1 and Scope 2 emissions following the GHG protocol, and we measure a subset of Scope 3 emissions following the Corporate Value Chain Scope 3 Standard.

GHG Scope	Emissions Sources
Scope 1	Direct emissions resulting from sources that are owned and controlled by the company
Scope 2	Indirect emissions from purchase of electricity and onsite EV charging
Scope 3	Indirect emissions from other sources not included in Scope 1 and 2 categories. We include in our carbon footprint Scope 3 calculation business travel, deliveries we make, deliveries we receive, waste, commuting, work from home and supply chain purchases from our tier 2 suppliers





Our data has been collected in partnership with Enistic for our 2023/2024 report. All figures are in tCO2e

\* - 100% offset (renewable source)

# SUMMARY OF OUR TARGETS

Our science-based near term and net-zero targets. Note that our financial year (FY) is 1<sup>st</sup> May to 30<sup>th</sup> April.

### Near-term Scope 1 & 2 emissions reduction targets:

63% reduction in Scope 1 & 2 emissions by FY2033 from a FY2023 base year.

### Near-term Scope 3 emissions reduction targets:

63% reduction in Scope 3 emissions by FY2033 from a FY2023 base year.  
A subset of Scope 3 emissions has already been completed.

### Net-Zero Target:

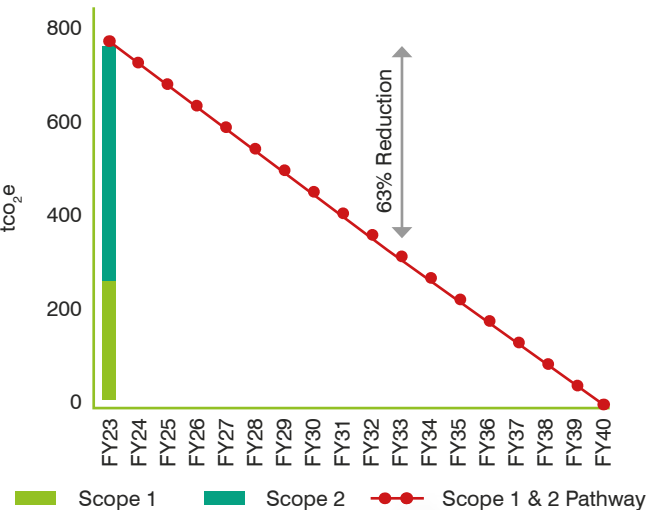
Net-zero (at least 90% absolute reduction) Scope 1, 2 & 3 emissions by FY2040, from a FY2023 base year.

## PROGRESS AGAINST TARGETS

### Scope 1 and 2

FY2023 Scope 1 & 2 emissions provide the baseline for our operational footprint. To achieve the agreed near-term target of a 63% reduction by FY2033, we will need to reduce its emissions ~6% per year, on average.

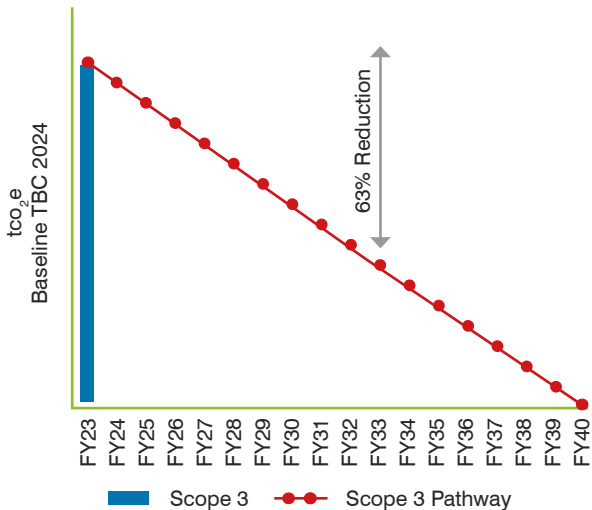
Figure 1: Progress against Scope 1 and 2 targets



### Scope 3

FY2023 Scope 3 emissions provide the baseline for our value chain footprint. To achieve the agreed near-term target of a 63% reduction by FY2033, we will need to reduce its emissions ~6% per year, on average.

Figure 2: Progress against Scope 3 targets



## CARBON REDUCTION PROJECTS



### Electricity & Natural Gas

- Continued renewable electricity procurement
- Implement energy efficiency actions from site surveys
- Assess electrical capacity at sites to EV chargers, ensure capacity can be increased if needed and covered by renewable electricity supply



### F-Gas

- Put policy in place to repair/ replace aircon units with substantial leakage



### Product

- Gather product-related materials & energy usage data to improve downstream emissions calculations
- Promote lower energy solutions to customers to encourage uptake of more energy efficient products
- Continue to update internal systems so that product and packaging weights, and wattage (if relevant) is captured for all products
- Continue to offer and promote in-store recycling of WEEE products to customers

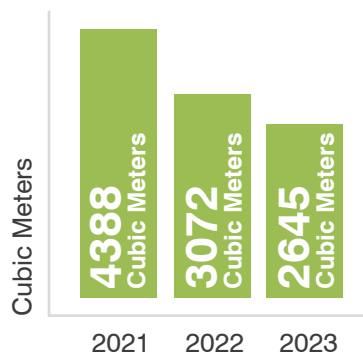


### Sustainable Procurement

- Develop data capture platform (e.g., through EcoVadis) that can capture emissions and targets data in a uniform structure, to enable consistent reporting and facilitate Scope 3 calculations
- Mandate that all suppliers provide data annually through the selected data capture platform
- Identify top suppliers that already have emissions & targets data. Record results in data capture system
- Develop an engagement plan to collaborate with top suppliers that do not have data
- Engage top suppliers to educate and support Scope 1, 2 & 3 calculation & LCAs
- Building on the supplier engagement plan outlined in the 'procurement' focus area, add product and packaging emissions to the agenda when communicating with product suppliers
- Encourage suppliers to create product LCA's to capture emissions embedded in the product, emissions during use and emissions from disposal

## WATER RECORDS

We educate staff to be more aware of water usage and have a maintenance team that repair any leaks within the Business. We are committed to being as efficient with water usage as possible.



## PAPER VS PLASTIC CUPS

Bottles were issued to all employees following a wellbeing workshop and staff are encouraged to use these throughout their working day.

Where water dispensers are utilised in customer areas, cups are sometimes supplied:

- 1 Business uses plastic cups
- 2 Businesses offer paper cups in customer areas
- 1 Business does not offer cups, however glasses are available in customer areas



**RECYCLING BINS TO  
BE INTRODUCED TO  
ALL BUSINESSES,  
OFFICES AND  
DEPARTMENTS**

## TRAVELLING TO WORK:



7 Bike



17 Walk



22 Public  
Transport



36 Car share



37% of employees  
travel to work in a more  
sustainable way

# SUSTAINABLE PROCUREMENT

## THIRD PARTY SUPPLIERS AUDITED 2023

2023 saw the creation of our very own in-house supplier audit programme. A bespoke audit was created specifically for our business needs and the pilot audits were carried out in person by our Head of SSV.

In the last 12 months we have evaluated 109 of our key suppliers to see where they are on their sustainability journey. Out of these 109 suppliers we have engaged with 42 of them and of the responses we have received back 65% have been positive.



**REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals)** compliance addresses the risks of chemical substances being used and produced and the impact they have on human health and the environment. While evaluating our key suppliers this was one of our main checks and of those that were REACH compliant we discovered that 24 suppliers have this.



## ecovadis

We are delighted to share in 2023 we were awarded the Bronze EcoVadis medal improving on our first entry in 2022.

# PRODUCT

## SINGLE USE PLASTICS

In 2023 we redesigned all packaging within the M2 wiring accessories brand. The most notable advantage was the reduction in plastic trays and windows.

In 2022 M2 sold a combined amount of 154,771 units across three product ranges that used plastic trays and windows. By redesigning the packaging and removing both we have removed over 2,525.77kg of single use plastic.

Not to mention the transition from standard plastic cellotape to recycled paper tape.

### PLASTIC WINDOWS & TRAYS

ANNUAL UNITS SOLD:

**154,771 Combined**

### ESTIMATED SINGLE USE PLASTIC WASTE

**2,525.77kg**

**All removed from our  
packaging in 2023**



To develop our sustainable packaging efforts, we have updated all packaging used across the group to have at least 80% recycled content within their cardboard packaging, enabling it to be recycled which is now one of our main focuses.

One main example of this is removing any gloss lamination finish to cartons, initially done in the Proteus Switchgear brand.



# REGRIND INVESTMENTS



12 Tonne Pa  
Saved from  
landfill

Grinder installed to re-use  
damaged or returned black  
extrusion.

## EFFICIENCY IN PACKAGING

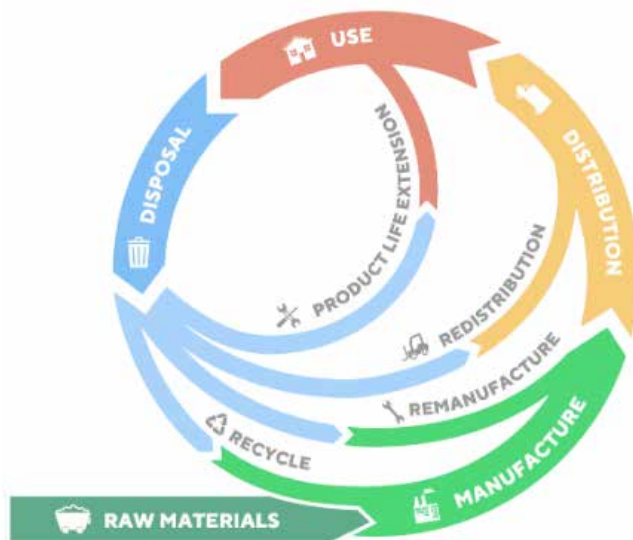
All 5 of our sites use shredding when packaging orders, with only 2 using bubble wrap where needed. These 2 sites however are trying to reduce the amount of bubble wrap used. For example, at Proteus Consumer they bought 90 rolls at 931kg in the year of 2023 and so far up until July 2024 only 20 rolls at 78kg have been bought.

100% **RECYCLED  
MATERIAL**

## OVAL CONDUIT AND CHANNEL IS MADE FROM 100% RECYCLED MATERIAL

Sustainability is at the forefront of what we produce in our Centaur factory. In 2023 918,184m was manufactured entirely from recycled materials therefore diverting waste from landfill.

## PRODUCT LIFE CYCLE



ENVIRONMENT KPIs

ENVIRONMENT

KPI Name	Unit of Measure	2021 Result	2022 Result	2023 Result	Target	SDGs
Total Weight of Hazardous Waste	Litres	0	0	624	- -	
Total Weight of Waste to Landfill	Tonnes	122.8	19.3	0	0 Ongoing	
Total Weight of Waste Recycled	Tonnes	58.6	103	131.4	- -	
Total Weight of Waste Recovered	Tonnes	-	67.2	78.8	- -	
Waste Efficiency*	%	32.3	54.4	62.5	99 2030	
Total Water Consumption	Cubic Meters	4388	3072	2645	- -	
Total Energy Consumption	MwH	4325	3822	3896	- -	
Total Renewable Energy Consumption	MwH	2324	1913	2127	- -	
Percentage of Renewable Energy	%	54	50	55	100 2040	
GHG Scope 1	tCO2e	312	302	350	63% Reduction by 2030 Net Zero by 2040	
GHG Scope 2	tCO2e	677	557	440		
GHG Scope 3	tCO2e	177	164	210		
Carbon Footprint	tCO2e	1166	1023	1000	- -	

\*-Recycled weight divided by waste created weight


Our carbon footprint during this period:  
**1000 tCO2e**

Carbon Intensity Measure  
The total estate size of our estate is:  
**150.5 thousand sqft.**  
Our carbon intensity is, therefore,  
**6.65Kg tCO2e per sqft.**

Conversion factors used  
Electricity: 1 kWh = 0.2556 kg CO2e  
Natural Gas: 1 kWh = 0.18385 kg CO2e  
Transport: 1 mile = 0.27459 kg CO2e






Intensity ratios calculated as follows  
Kg CO2e per sqft of total estate size

## SUSTAINABLE PROCUREMENT

KPI Name	Unit of Measure	2021 Result	2022 Result	2023 Result	Target		SDGs
Key 3rd Party Suppliers Audited On-Site*	Number	0	0	12	19	2024	
Audited Suppliers Engaged in Corrective Actions	Number	0	0	12	19	2024	
Key 3rd Party Suppliers Evaluated	Number	0	0	109	-	-	
Key 3rd Party Suppliers Engaged With	Number	0	0	42	70	2024	
Suppliers Signed Supplier Code of Conduct	%	0	0	5	50	2024	
Suppliers Evaluated Covered by CSR	Number	0	0	30	-	-	
Suppliers Engaged With EcoVadis	%	0	0	18	30	2024	
Buyers Who Received Training on Sustainable Procurement	Number	0	0	2	12	2024	

\*-Figure refers to new audit produced in 2023

## PRODUCT

KPI Name	Unit of Measure	2021 Result	2022 Result	2023 Result	Target		SDGs
Customer Health & Safety (product recalls or incidents)	Number	0	0	0	0	2024	
Weight of WEEE Collections	KGs	1,004,541	1,000,870	936,864	-	-	
Recycled Packaging Content	%	30	60	80	100	2030	
Plastic in Packaging	Tonnes	9	8	4	2	2024	
All Plastics	Tonnes	79	75	74	70	2024	



# ENHANCE COMMUNITIES

*As we spend time reviewing recent work and planning ahead, our commitment to our local charities and fund raising will remain the same.*

Through various initiatives and partnerships, we aim to continue to enhance communities by developing relationships, provide support that is needed, and being active within our local areas.



## Focus on

### Charity

We will continue our support to our local charities in our Redditch & Telford operations, providing the assistance they need.

### Fundraising

Our company fundraising efforts are towards Macmillan. In addition, we encourage employees to come forward if supporting their own causes.

### Volunteering & Community Engagement

Deepening our relationships with our local charities has opened opportunities to provide staff with volunteering days throughout the year.

# CHARITY PARTNERSHIPS

Throughout 2023 we continued to support Building Bridges (Friends of Isaac towards the end of 2023) & Telford Crisis Support, both organisations provide essential care in our local communities.

All charities have witnessed an increase in demand as a result of living situations, therefore we have ensured we provide them the exact support they need, in most cases this year that was via food deliveries.



**TELFORD  
CRISIS  
SUPPORT**



**WITHIN 12 MONTHS  
WE HAVE DONATED**



**2000+ Meals**  
INTO OUR COMMUNITY VIA  
OUR 2 CHARITIES



**200+**  
HOLIDAY  
THEMED  
CHOCOLATE  
SELECTIONS



**Easter Donation**



**Summer Donation**



**Christmas Donation**

# FUNDRAISING EFFORTS

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

This included donations for visitors taking part in a game at an exhibition, holding coffee mornings and some staff took part in a regional football tournament to name just a few.

**MACMILLAN  
CANCER SUPPORT**



On Christmas Jumper Day & the Macmillan Coffee Morning in 2023 all operations came together to raise money and awareness for Macmillan Cancer Support and the remarkable work they do.



Event Game



Charity football



Coffee Morning



Charity Golf Days



Charity marathon



Christmas Jumper Day

Fundraising

# VOLUNTEERING & COMMUNITY ENGAGEMENT

To further our efforts to the local communities in which we operate our employees are encouraged to spend time volunteering to give back to our community.

This can be through company organised volunteering days or where an employee has been able to support their own cause.

Here our Fabrication Supervisor at Tamlex went into a local school for their Careers day and the Production Manager at Centaur was on hand during a DIY SOS project.



## COLLEGE ENGAGEMENTS



As a group of British manufacturers with nearly 200 years of manufacturing, we are passionate about our electrical industry.



This is why we engage with colleges up and down the country in a multitude of different ways.

This could be educational displays for workshops, visiting student open days or providing college open days.

We also ran an apprentice open day where we invited local colleges and other apprentices from across the country to learn from a panel of industry experts, in addition we arranged a visit to them.



ENHANCE COMMUNITIES KPIs

CHARITY




KPI Name	Unit of Measure	2021 Result	2022 Result	2023 Result	Target		SDGs
Friends of Isaac (Redditch)	GBP (£)	0	650.0	750.0	750.0	2024	
Telford Crisis Support	GBP (£)	0	650.0	750.0	750.0	2024	

Towards the end of 2023 Building Bridges closed therefore we started to work with Friends of Isaac

FUNDRAISING

KPI Name	Unit of Measure	2021 Result	2022 Result	2023 Result	Target		SDGs
Macmillan Cancer Support	GBP (£)	124.0	167.0	1409.8	> 1500.0	2024	
Other Charities	GBP (£)	169.7	500.0	383.0	-	-	

VOLUNTEERING & COMMUNITY ENGAGEMENT

KPI Name	Unit of Measure	2021 Result	2022 Result	2023 Result	Target		SDGs
Number of Display Boards	Number	8	12	6	-	-	
Number of Student Visitors	Number	-	8	20	-	-	
Community Volunteering	Hours	-	-	38	-	-	



# GOVERNANCE

*We aim to make sure that our employees are aware of and are following guidelines relating to ethical issues.*

We are committed to supporting all its departments with regards to Business ethics and we cover a wide range of topics including child and forced labour, bullying and harassment, anti-bribery and information security.



## Focus on

### Corruption & Bribery

We follow the Bribery Act 2010 and keep a log to ensure that no corruption or bribery takes place within our workforce.

### Child & Forced Labour

We do not tolerate any child or forced labour throughout our company or our supply chain.

### Information Security

As a company all staff that are required to are trained on various information security topics regularly.

# CORRUPTION & BRIBERY

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

Our Policy covers but is not limited to gifts, hospitality or other forms of bribery and corruption. All employees are required to acknowledge their understanding of this policy and bribery is tracked on a monthly basis.

Anti-corruption & bribery training has begun is to be rolled out across the company.

# CHILD & FORCED LABOUR

We ask that all people across our operation follow our Anti-Slavery & Human Trafficking Policy. We also make sure that our staff are aware of this issue, and they know to report any issues to their managers so we are able to track this data.

We also audit our overseas suppliers to ensure that there is no child or forced labour taking place in our supply chain.

In addition, we are going to be rolling out training on Modern Slavery to further educate our staff on this subject.

# INFORMATION SECURITY



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 2024/25. Example courses below:

- Safe Web Browsing
- Business Conduct Series: PCI DSS
- Clean Desk Policy - What You Need to Know




Data protection and handling is approached with the utmost importance. GDPR notices are on display around the Businesses and a GDPR course has been completed by 33% of employees.

Confidential paperwork is destructed in the correct manor. In addition, all offices have paper shredding capabilities if needed.






# GOVERNANCE KPIs



## CORRUPTION & BRIBERY

KPI Name	Unit of Measure	2021 Result	2022 Result	2023 Result	Target		SDGs
Employees Trained on Anti-Corruption & Bribery	Number	0	0	2	50	2024	
Whistle-blowing Cases	Number	0	0	0	0	2024	
Confirmed Corruption Incidents	Number	0	0	0	0	2024	

## CHILD & FORCED LABOUR

KPI Name	Unit of Measure	2021 Result	2022 Result	2023 Result	Target		SDGs
Employees Trained on Modern Slavery	Number	0	0	2	50	2024	
Confirmed Child Labour Cases	Number	0	0	0	0	2024	
Confirmed Forced Labour Cases	Number	0	0	0	0	2024	

## INFORMATION SECURITY

KPI Name	Unit of Measure	2021 Result	2022 Result	2023 Result	Target		SDGs
Employees Trained on Information Security	Number	0	64	74	-	-	
Confirmed Information Security Incidents	Number	0	0	0	0	2024	

# SUSTAINABLE PARTNERSHIPS

To ensure we achieve the best in class results and to further highlight our commitment to sustainability and social values we have chosen to partner with industry leading organisations to join us on our journey. These globally recognised companies will help guide, govern, educate and certify our business's impact within this field. As well as ensuring we conduct activities in-line with global standards in a measurable way. These companies include:



We are committed to the reporting framework and methodology of:



# WHAT'S NEXT ON OUR JOURNEY

2023 has seen a number of achievements including our bronze EcoVadis award, a further drop in carbon footprint from Planet Mark, a significant reduction in single use plastic and the development of in-house PVCu regrounding machinery.

As we move into 2024 and beyond, our focus on our impact remains unchanged and our commitment only greater. We aim to develop a best in class SSV strategy in-line with our industry leading and globally recognised partnerships to ensure we progress in an impactful and measured way.

**WE AIM TO EDUCATE  
OUR EMPLOYEES AND  
CREATE A SUSTAINABLE  
CULTURE THROUGHOUT  
THE OPERATIONS WHILE  
WORKING TOGETHER  
TOWARDS A COMMON  
GOAL**



PlanetMark

Further reduce our carbon footprint contribution, working towards net zero for 2040

**ecovadis**

Improve on our EcoVadis score from 2023

Certified



Corporation

Work towards achieving B Corp certification in 2025



Provide training to continually nurture our workforce including areas such as SSV



Develop a sustainable mindset throughout our valued supply chain



Continue our charity partnerships

# 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. Scope 3 WTT (Well to Tank) & T&D (Transmission & Distribution).

### **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.

### **Number of Suppliers Audited**

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

### **Number of Suppliers Evaluated and Engaged**

Total number of key 3rd party suppliers evaluated and engaged with throughout the year. Note, key 3rd party suppliers are those that provide raw materials, products and services to our businesses.

### **Percentage of Female Employees**

Total number of female employees at the end of December.



# SUSTAINABILITY

## OUR GOVERNANCE

### Management Team

**Managing Director | Group Manager | Head of SSV**

Set 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.  
Submit 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.



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