



ENVIRONMENTAL SOCIAL GOVERNANCE VALUES

Protecting Lives, Protecting the Planet



ENVIRONMENTAL

Achieving:

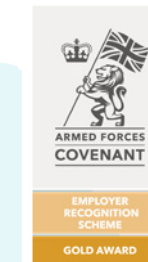
- LRQA certified ISO 14001:25
- British Gas (Green Tariff)
- Air Source Heating Pumps installed in 50% of our buildings (est. 2010)
- Solar Panels producing approximately 15,731 KWH per annum (est. 2015)
- Rainwater Harvesting approximately 70m3 per annum (est. 2015)
- Electric Car Scheme (est. 2022)
- Green Hosted Website (est. 2024)

Aims:

- Convert company vehicles to electric and/or HVO biofuel
- Investing in electric charging points for company and personal vehicles
- Continue to invest in renewable technologies, such as solar PV & battery storage
- Install LED lighting where appropriate
- Reducing business miles through more efficient travel planning and encouraging video calls when appropriate
- Encouraging hybrid working when deemed appropriate and does not affect business operations
- Improve our method of heating the workshops

SOCIAL

- Key sponsor for Team Forces and the Armed Forces Para-Sports Team (AFPST)
- Support local, national and international charities (Business divisions: UK and Australia)
- We have a dedicated Community Projects team to lead our Social Mobility Programme.
- Strategic partnership with the University of Exeter
- Gold award for Employer Recognition Scheme, part of the Army Covenant
- 5% of staff on an Apprenticeship scheme
- 13% Ex-Service Personnel
- CEO, Chair of Exeter Science Park
- Operations Director, Chair of Culmstock Parish Council
- Director of Engineering, Professor at University of Exeter
- Several serving Reservists supported by the organisation
- Support local Cadets
- Business printing facilities to support ancient tradition 'Ottery St Mary Rock Cannons'



GOVERNANCE

- Private Limited Company
- External Directors sit on the board (Non-Executive Directors)
- All shareholders are part of the day to day operations
- Business operations in UK: Supacat, SC Innovation-Global, Blackhill Engineering and Proteum
- Business operations in Australia: Supacat and SC Innovation-Global
- LRQA certified ISO 9001:2015
- LRQA certified ISO 14001:25
- Meet all appropriate regulations for SMEs
- Average 4.8% staff turnover
- Strategic relationship with STEM, Innovate UK, Make UK and University of Exeter

