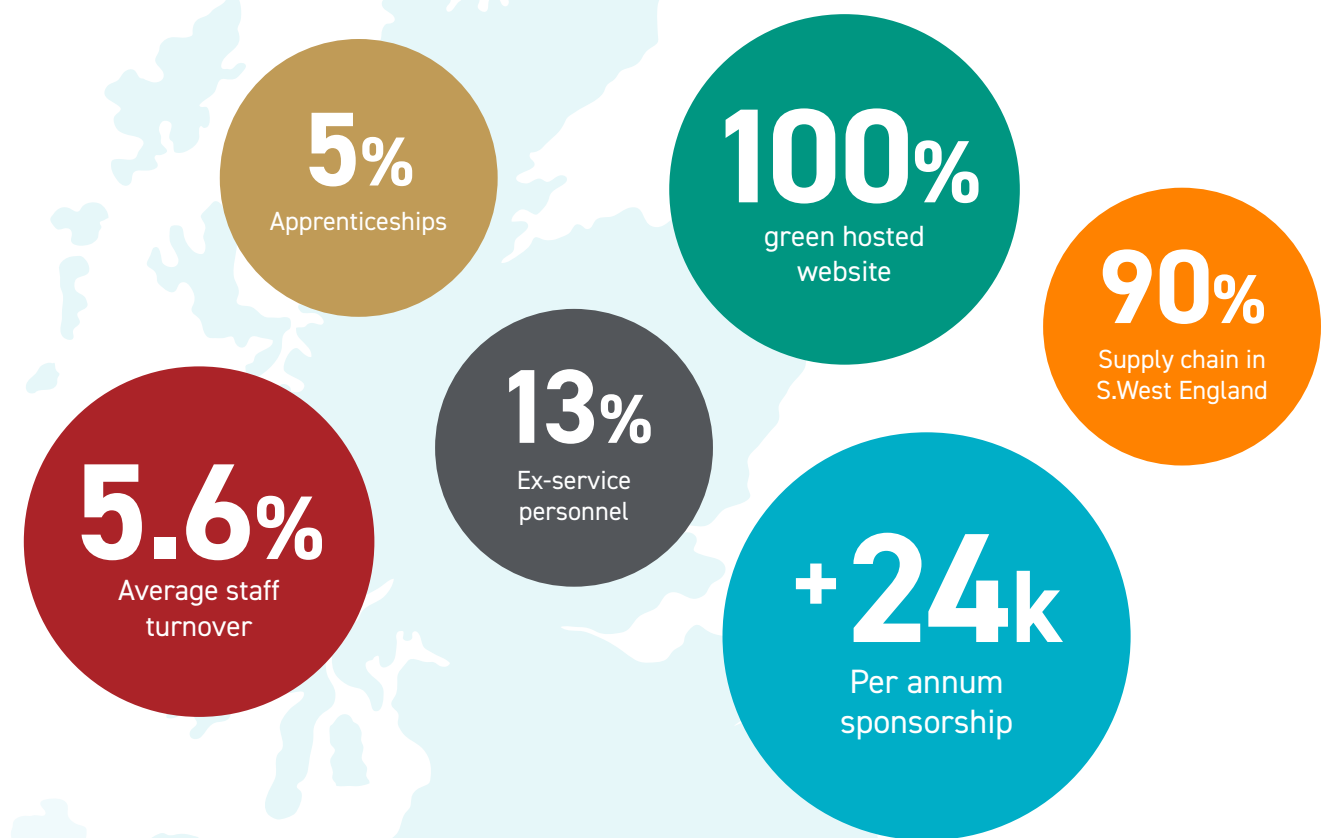




# ENVIRONMENTAL SOCIAL GOVERNANCE VALUES

Protecting Lives, Protecting the Planet



## ENVIRONMENTAL

### Achieving:

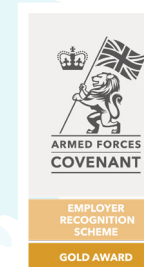
- Reduce carbon emissions by 50% by 2035
- Achieve Carbon Net Zero by 2045
- British Gas (Green Tariff)
- Solar panels installed since 2015
- Rainwater harvesting since 2015
- Electric car scheme offered to employees since 2022
- Website is green hosted

### Aims:

- Convert company vehicles to electric and/or HVO biofuel
- Invest 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
- Encourage hybrid working when deemed appropriate and does not affect business operations

## SOCIAL

- Key sponsor for Team Forces >£24kpa
- Support local/national charities, in-excess of £10kpa
- Sponsor & support armed forces para-sports team
- Strategic partnership with the Uni of Exeter
- Gold award for ERS Scheme
- 5% of staff on an apprenticeship scheme
- 13% ex-service personnel
- CEO, Chair of Exeter Science Park
- Ops Director, Chair of Culmstock Parish Council
- Director of Engineering Prof, Uni of Exeter
- Director of Supacat and SC Innovation serving Reservist Officer in the MoD
- Business printing facilities to support ancient tradition 'Ottery St Mary Rock Cannons'



## GOVERNANCE

- Private limited company
- External Directors sit on the board
- All shareholders part of day to day operations
- Meet all appropriate regulations for SMEs
- Average 5.6% staff turnover
- Strategic relationship with STEM
- Strategic relationship with Innovate UK
- Strategic relationship with Make UK
- Strategic relationship with Uni of Exeter

