



## Social and Environmental Objectives statement

Allett has dedicated time and resources to its Sustainability Committee since 2016. The first few years have focussed on small-scale project-based activities, gaining an understanding of what can be achieved and implementing the “quick wins”. They have been on a Continuous Improvement basis.

Relocation of premises (factory and offices) took place across November 2017 to February 2018. During this time, the Sustainability Committee was one of the working groups where the frequency of meetings was relaxed to focus on the relocation. However, we have been indoctrinating a “green” mindset into the managers and staff so that it becomes a part of all decisions, as far as is feasible for an SME.

A new strategy for growth was developed once the move was completed. A fresh start for premises made the ideal time for new corporate changes. The company name was changed to reflect the strength of the brand. Consultants have been involved, and many areas of the business are now developing SMART objectives and plans to achieve the defined company goals. This level of planning and objectivity will soon be applied to the Sustainability Committee work.

An Employee Focus Group was created in 2018. One of the improvements from this forum was to install Suggestions Boxes. This will be developed to select a theme for each month to promote ideas, including social & environmental issues.

Recent focus has highlighted that we need to assess our social and environmental impact in more detail, and set objectives for improvement. We are also working on the details required for Scope 3 carbon footprint and certification of our data.

As of December 2019, we will purchase electricity from a supplier who sources 100% from renewables: wind, hydro, and solar.

Pledge to implement long-term SMART objectives for the Sustainability Committee by August 2020.

Pledge to become carbon neutral by August 2022, through reduction of our carbon footprint and offsetting of the remaining carbon output.

We aspire to meet these pledges sooner if possible, in balance with the commercial activities and growth of a small manufacturing company.

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