

CORPORATE SOCIAL RESPONSIBILITY

2021 – 2022 Review



Introduction

Quartzelec is a leading independent engineering group delivering a unique range of contracting and rotating machine solutions and services in UK and global markets. As a multi-disciplined service provider, our offering is enhanced through a range of support products and services through the Quartzelec group of companies.

With a distinguished heritage, Quartzelec offers over 100 years' experience and technical expertise in the repair and maintenance of motors and generators - greatly contributing to the circular economy. Our expertise in both HV and LV contracting is inherited from some of the most respected names in electrical utilities. We have built on these strengths in power distribution and connections to also offer a formidable turnkey capability in M&E Services.



We strive to ensure our business is respected in our ethical and sustainable standing by our stakeholders and partners including our customers, suppliers, employees and the communities in which we work. We embrace the role our business plays on a day-to-day basis in proactively fulfilling our responsibility to the people who contribute to our success and the planet we share. We believe that the way we operate our business can and should make a positive difference.

This report shares our work in support of this belief throughout our financial year 2021/22.

How we make a
Positive Difference

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Protecting our Planet



It is our responsibility to conserve natural resources and protect global ecosystems to support health and wellbeing, now and in the future.

As a leading engineering services provider with a global reach and a focus on energy generation and distribution, we believe that we have a particularly important contribution to make.

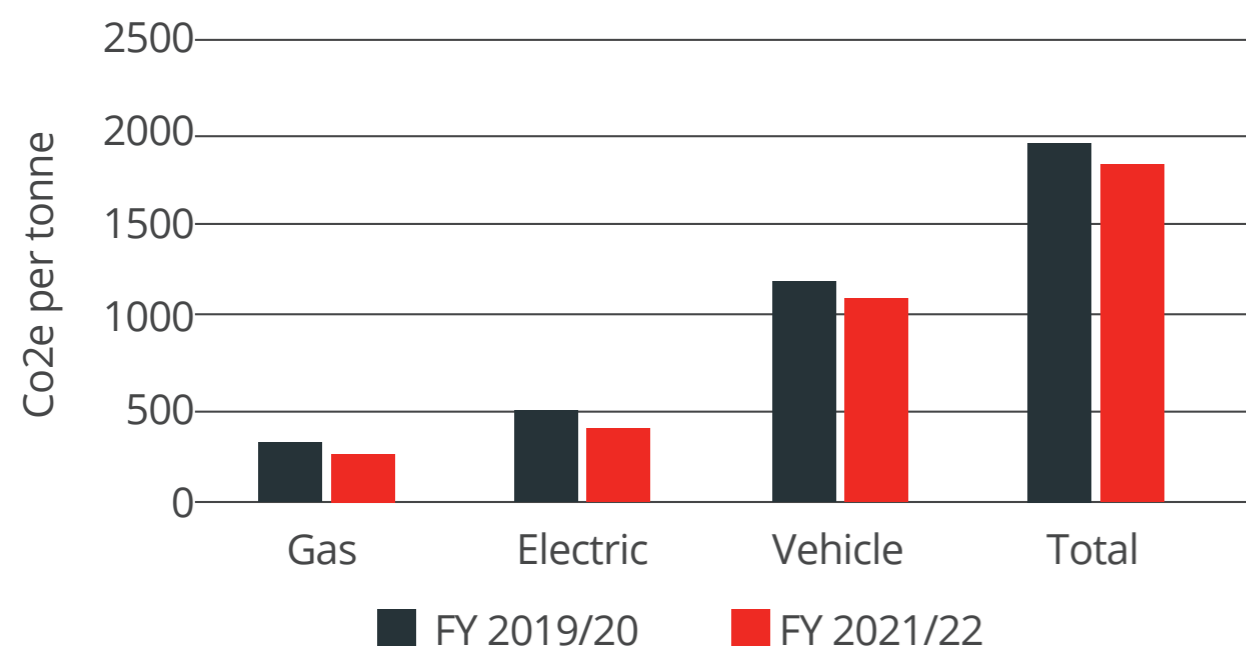
A Lighter Footprint



We monitor carbon emissions by analysing our consumption of electricity and gas. We also track the fuel usage and mileage of our vehicle fleet, using the ESOS (Energy Savings Opportunity Scheme) tracker, which calculates our carbon emissions.

Assessments on the energy consumed by our buildings, industrial processes and transport are carried out every four years to identify cost-effective energy saving measures.

Our UK carbon emissions



FY 2020/21 has been excluded due to skewed results from the COVID pandemic

Zero Waste to Landfill



Quartzelec is proud to have achieved 'Zero Waste to Landfill' status. Working with waste management specialist 'Waste Experts' – who certify that our waste does not end up in landfill – our strategy maximises the volume of waste that is recycled, repurposed or recovered, whilst improving operating and production efficiencies that reduce the amount of waste created.

All waste is separated into different streams and wherever possible, recycled.

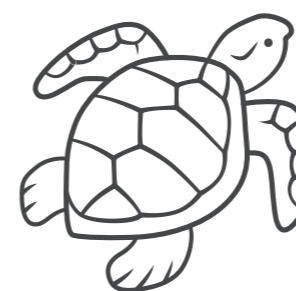
Renewable Energy



100% of our electricity used in the UK is certified as being from a renewable energy source which meets the stringent quality criteria of the GHG (Greenhouse Gas) Protocol (2015) for reporting zero carbon emissions.

In terms of the services we provide, we continue to actively support solar, wind and other sustainable power generation methods, including installing CHP (combined heat and power) schemes which capture and utilise the heat produced by the electricity generation process, which would otherwise be wasted.

Project Turtle



Project Turtle is the focal point of Quartzelec's efforts to minimise or eliminate single-use plastics from our operational processes.

Wherever possible, we seek to find appropriate substitutes across the business, as well as re-use to reduce the impact.

- Removal of single-use plastic cups from our UK businesses
- Reusable stainless steel water bottles made available for all employees
- Continued removal of single-use plastic at source with our appointed PPE supplier (29.5kg saved in 12-month period)



Social Impact

Quartzelec supports and is actively involved in multiple community initiatives and charitable work, both at Group and local Business Unit level.

Through these endeavours, we acknowledge the contribution made to our business from the communities in which we work; developing and maintaining sustainable, mutually beneficial relationships.

This commitment also applies to our Apprenticeship Programme, which supports employment and skills development in our respective local communities.



National Charity Support

We continue to support two national charities at Group level with a financial donation supplemented by employee engagement through a number of locally organised initiatives.

A launchpad for budding engineers: The Smallpeice Trust

The Smallpeice Trust is an independent charity providing programmes to promote engineering careers to young people aged 10 to 18 through STEM clubs, courses and teacher-delivered training in schools.

In 2022 our donation funded innovative and challenging STEM Think Kits at 12, secondary schools specifically chosen to be close to Quartzelec locations across the UK. The kit enables immersion in the world of STEM (Science, Technology, Engineering, Maths) for up to 20 students per school, spawning young engineering minds whilst developing essential life skills such as perseverance and team working.

For more information about The Smallpeice Trust, visit www.smallpeicetrust.org.uk



Feeding those in crisis: The Trussell Trust

The Trussell Trust is a UK-wide charitable organisation that operates a network of foodbanks which provide emergency food and support to people in crisis.

In addition to making a monetary donation, we have organised events around the UK to support the burgeoning need for the charity's help and express our grateful thanks to Quartzelec colleagues who have contributed their time and enthusiasm.

For more information about The Trussell Trust, visit www.trusselltrust.org.uk



Closer to Home

In addition to our Group level donations, our UK Business Units are allocated resources to support charitable works that reflect their teams' locality, interests and passions.

Throughout the UK, our team have been 'giving back' to their local communities and charities, helping fund community projects as well as national charities close to their hearts. We are immensely proud of their dedication, hard work and perseverance.

This is just a snapshot of their achievements.



Providing Futures, Sustaining Skills

Quartzelec continues to increase its investment in recruiting people and developing them to be the best they can be through our Apprenticeship programme. This includes not only workplace college-based training but immersion in our business and mentoring in invaluable life skills.

For communities, employment brings wellbeing, prosperity and pride in their people. We are proud to fill the skills gap and continue to support growth of the engineering industry, both in the UK as well as overseas.

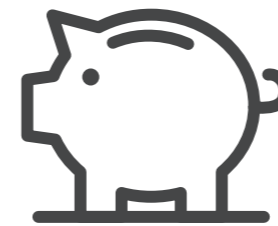


Volunteering



The company supports employees committing their own time to local community / charitable events via a paid Volunteering Day which includes, but is not limited to, community care work, environmental work, conservation projects and fundraising for community projects or charities.

Payroll Giving Scheme



Quartzelec works with Charities Aid Foundation (CAF) to allow our employees to donate through our Payroll Giving scheme where employees can donate to charities of their choice directly from net wages or pension.

All contributions are matched by the company, maximising the benefit to the respective charities.



Business Partnerships

Results and improvements can be achieved in isolation but are considerably more effective when like-minded organisations work together to find the best solutions. We work with our suppliers and other stakeholders, managing processes and procedures to support sustainability wherever possible.

PPE and Workwear



Throughout 2021/22, a number of initiatives were successfully introduced:

- | 100% of PPE is now delivered to our business units across the UK without unnecessary plastic wrapping.
- | Personal moulded ear protection with an indefinite shelf life was introduced for employees, eliminating the need for disposable plastic ear plugs.
- | Our dedicated workwear laundry partner committed to delivering cleaned garments in a suitable plastic-free alternative.

Office Consumables/Corporate Gifts



Wherever it is feasible, we have introduced sustainable office consumables and corporate gifts across our businesses.

From recyclable paper cups and water bottles to stationery items, this demonstrates our commitment to sustainability and provides achievable examples to both customers and colleagues to increase awareness of their environmental responsibility.



Our People

Our people are fully supportive of our accountability to our planet and its future generations. In the workplace, they share responsibility for the energy and resources we consume and the waste and emissions we produce. Nominated CSR Champions and dedicated SHEQ Teams at each business help deliver regular communication and education which is vital to provide ongoing advice and solutions to assist in reducing our environmental impact.

Driver Education



A 'Safer Driver' handbook was developed and issued to all employees to help educate how to drive safely and efficiently.

We encourage all employees (and frequently prompt them through Safety Alerts) to turn their vehicle engines off when they are stationary, where it is appropriate and safe to do so, reducing the demand for natural resources and the emission of harmful pollutants.

Improving Energy Efficiencies

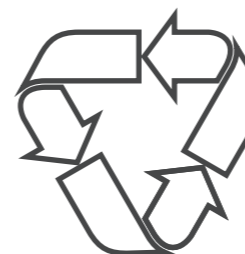


Quartzelec has introduced low energy, high efficiency LED lighting where possible.

A review of energy sources within the organisation has highlighted the importance of switching off lights, computers and other electrical equipment when not in use, including equipment unnecessarily left in standby mode. Strategically located stickers, posters and other visual aids remind employees of their contribution to energy efficiency.

Wherever possible, we also work with our customers to achieve their own sustainability targets by advocating, designing, installing and supporting the most energy-efficient solutions.

Reduce, Reuse, Recycle



Recycling bins have been installed in all offices and workshops to reduce our impact on the environment and to help achieve our environmental and sustainability goals.



Onwards and Upwards

As the economic, social and environmental landscape around us evolves, we will continue to carry out our business with the highest degree of ethics, respect and responsibility, very much hoping that we can act as a role model for other organisations.

Equally, we shall continue to engage with and support the communities in which we work to ensure sustainable, mutually beneficial relationships.

