

Sustainability Policy

Vision

We are committed to creating a green, sustainable environment for all, reducing our environmental footprint, as well as supporting the health and wellbeing of our staff and communities. Our ethos echoes the now famous Brundtland report, meeting 'the needs of the present without compromising the ability of future generations' (United Nations, 1987), whilst also taking this statement further, ensuring that we actively invest in creating a more prosperous future for all.

Principles

At Bisley we are dedicated to improving our environmental performance and becoming an industry leader, creating a truly sustainable company, achieving net zero targets and ensuring intergenerational environmental equity. To meet these ambitions, we will set targets to gauge our progress and accordingly adapt future operations to ensure that these results continuously improve.

Important Issues

We recognise the environmental harms that are associated with unsustainable processes and use of non-recyclable materials, and we are committed to adapting our business model to ensure that the very best practices are followed, ensuring Bisley is on a pathway to a greener and more circular future.

The long-term aim is to operate in a more sustainable way, reducing the overall environmental impact of the business. As a consequence, Bisley will strive to reduce travel, waste and energy consumption, utilising a regular audit of operations to ensure the carbon footprint decreases. Whilst adapting current working practices can present challenges, reducing Bisley's overall carbon footprint will lead to more efficient working practices and create a more circular business model.

Bisley is also aware of the importance of people, and we aim to ensure that we are valuing individuals and supporting the community in everything we do.

Introduction

This policy has been devised to develop Bisley's sustainability aims and directives, leading the company into a more sustainable tomorrow. The policy will represent the assessment criteria for sustainable development moving forward, allowing the continued revision and development of Bisley's sustainable practices. It is important that these actions are continually monitored to ensure that Bisley continues to develop in a progressive, sustainable fashion.

A step-by-step narrative will be implemented using the framework set out by the Wales Future Generations Commission to ensure that this continued improvement can be accurately measured and assessed. The narrative will include:

Understanding and Identifying impacts – Identifying impacts that Bisley has towards the triple bottom line of society, the environment and the economy, in order to indicate what factors positively or negatively contribute to sustainable development.

Mapping framework – To identify the best pathway towards positively contributing to change, through mapping current practice and implementing continuing improvements.

Insight and prioritisation – Review the mapping framework and decide what stands out for the company and identifies with its values, what can be done differently, deciding what is important and how to move forward with regard to reporting goals.

Reporting – Helping to ensure that the key messages are captured and communicated, ensuring transparency and full disclosure to all.

Measuring – Gauging the changes currently being made and assessing what can be done to make a greater contribution moving forward.

Strategy for success

People – Prioritising the needs of all our colleagues / making Bisley a great place to work – investing in and developing talent, promoting diversity, health and wellbeing. Championing mental health, providing staff support through flexible working, benefits and grievance procedures.

Business – Build resilience to ensure a strong future, engaging with shareholders to understand needs, forming strong relationships with partners and suppliers. Ensuring we are providing data protection, transparency and full disclosure.

Customer – Ensuring Bisley provides a great customer experience by placing the customer at the forefront of decision-making. Providing clear communication and measuring customer satisfaction to continually learn and improve.

Society – Actively seeking to make a positive difference to community through various schemes, charitable acts and education, ensuring environmental justice. Lowering emissions, reducing environmental footprint.

Contribution to the UN SDGs and the well-being goals of the Future Generations Act (2016)

The Sustainable Development Goals (SDGs) are a set of 17 global targets developed by the United Nations, which define global priorities and aspirations for 2030. The goals aim to address major societal and environmental concerns. The Well-being of Future Generations (Wales) Act is about utilising the SDGs, improving the social, economic, environmental, and cultural well-being of Wales through sustainable development.

Bisley acknowledges the importance of contributing to these priority SDG frameworks, recognising that positive contributions can result from both tackling environmental risks and providing beneficial products or services. Bisley will strive to integrate these fundamental principles into all operational and business practices.

How we will deliver our environment and sustainability policy

Bisley aims to be recognised as the industry leader, dedicated to sustainable development, fully committed to achieving the UK government targets and more.

- We will continue employing ecological modernisation, creating more sustainable products and finding suitable technologies to improve working practices and reduce our environmental footprint.
- Utilising the waste hierarchy to appropriately reduce, reuse and recycle, minimising waste and reducing environmental externalities, whilst promoting recycling within the company and all its associates.
- Seeking to prioritise renewable or sustainable energy sources when available, using lowest impact energy use when applicable.
- We will actively engage with all stakeholders, to encourage innovation and identify areas within systems that could lead to further sustainable improvements.
- We are committed to creating a fully circular model for our business, reducing overall impacts towards air, land and water, setting stringent and measurable goals using science-based targets.
- Seeking alternatives to use of hazardous materials and ensuring safe disposal when usage is required, safeguarding the environment.
- Ensure compliance with the appropriate environmental regulation, legislation and codes of practice with in the business operation, maintaining high standards and effective management for every facet of operations within the company.
- At Bisley we strive to encourage a supportive, inclusive culture that values all individuals in a fair and respectful way. This includes fairness not only towards our own staff and contractors, but to everyone within the supply chain and our local communities.
- We will actively look to improve the health and wellbeing of our staff and seek to support charities and the local community.
- We aim to be fully transparent regarding our products, this includes functionality, safety and environmental performance.

UK Environmental/Sustainability legislation relevant to Bisley

It is imperative that Bisley is aware of its obligations to maintain legal compliance with regard to both environmental and sustainable development. Reputational damage through non-conformance could comprise relationships with stakeholders and clients.

- Climate Change Act 2008
- Climate Change and Sustainable Energy Act 2006
- Environmental Protection Act 1990
- Natural Environment and Rural Communities Act 2006
- The Wellbeing of Future Generations Act (2016)
- Waste Minimisation Act 1998
- The Environmental (Wales) Act 2016 (commencement No.2) Order 2017 - Environmental Protection Wales
- Environmental (Wales) Act 2016
- Pollution Prevention and Control (England & Wales) Regulations 2000
- Clean Air Act 1993
- Volatile Organic Compounds in Paints, Varnishes and Vehicle Refinishing Products Regulations
- Solvent Emissions (England & Wales) Regulations 2012 (No.1715)
- Control of Asbestos Regulations 2012 (No.632)
- The Clean Neighbourhoods and Environment Act 2005 (Commencement No. 6 and Saving) (England and Wales) Order 2015)

- “Controlled Waste (Registration of Carriers and Seizure of Vehicles) Regulations 1991
 - (SI 1991/1624) as amended by 1992/588, 1996/553, 1996/972, 1998/605 and 2000/1972”
 - Environmental Protection (Duty of Care) (Amendment) (Wales) Regulations 2003 (No.1720) (W.187)
 - Hazardous Waste (Miscellaneous Amendments) (Wales) Regulations 2018
 - List of Wastes (Wales) Regulations 2005 (No.1820) (W.148)
 - Packaging (Essential Requirements) Regulations 2015 (No.1640)
 - Producer Responsibility Obligations (Packaging Waste) Regulations 2007 (No.871)
 - The Waste (Miscellaneous Amendments) (EU Exit) (No.2) Regulations 2018
 - The Water Act 2014
 - Control of Pollution (Oil Storage) (Wales) Regulations 2016 (No.359) (W.112)
 - The Waste Electrical and Electronic Equipment (Amendment) Regulations 2018
 - The Fluorinated Greenhouse Gases (Amendment) Regulations 2018
 - The Environmental (Amendment) (EU Exit) Regulations 2019
 - The Waste Enforcement (England and Wales) Regulations 2018
 - The Landfill Disposals Tax (Wales) Act 2017
 - The Climate Change Levy (General) (Amendment) Regulations 2018
 - The Environmental Permitting (England and Wales) (Amendment) Regulations 2018
 - The Environment Act 1995 (Commencement No.26) Order 2020
 - Noise and Statutory Nuisance Act 1993
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- Communications Act 2003
 - Companies Act 2006
 - Computer Misuse Act 1990
 - Data Protection Act 2018/GDPR Regulations
 - Copyright, Designs and Patents Act 2000
 - Employment Rights Act 1996
 - Equality Act 2010 Employment/Welfare
 - Freedom of Information Act 2000
 - Human Rights Act 1998
 - Malicious Communications Act 1988
 - Official Secrets Act 1989
 - Privacy and Electronic Communications Regulations 2003
 - Regulation of Investigatory Powers Act (RIPA) 2000
 - The Employment Practices Code
 - Working Time Regulation Act 1998
 - Modern Slavery Act 2015
 - Employment Rights (Miscellaneous Amendments) Regulations 2019
 - Employment Act 2008
 - General Product Safety Regulations 2005
 - Public Services (Social Value) Act 2012

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