



Social & Environmental report

Apr 2022 - Mar 2023



Introduction

In an era where the global community places increasing emphasis on ethical practices and sustainability, BWB Technologies Ltd prides itself on our unwavering commitment towards corporate social and environmental responsibility. As we present this year's Annual Report, we invite you to journey through the pages that illuminate our dedication to making a positive impact on the world.

BWB, considered a world leader in Flame Photometric instrumentation, has always been driven by a dual vision: to deliver cutting-edge technological solutions that redefine industry standards and to cultivate a culture of consciousness that reverberates beyond boardroom discussions. Guided by these core principles, we are seamlessly integrating social and environmental responsibility into every facet of our operations, contributing to a more sustainable and equitable future.

As we navigate through the accomplishments and milestones of the past year, this report will underscore our unwavering resolve to not only meet but exceed the expectations of our partners, customers and employees. From product innovations that enhance efficiency while reducing carbon footprints, to initiatives that support local communities and uphold the highest ethical standards, BWB's impact resonates through the lives we touch and the environments we influence.

Join us in exploring the variety of ways in which we have embraced sustainable practices, fostered inclusivity, and embarked on initiatives that transcend profit margins, reflecting our belief in the profound connection between business success and positive societal and environmental outcomes. As we reflect on the past year, we also set our sights on a future where innovation harmonizes with responsibility, where progress is synonymous with mindfulness, and where BWB continues to illuminate the path towards a better world for all.

Together, let us celebrate achievements, acknowledge challenges, and chart a course towards a future defined by compassion, innovation, and sustainability.

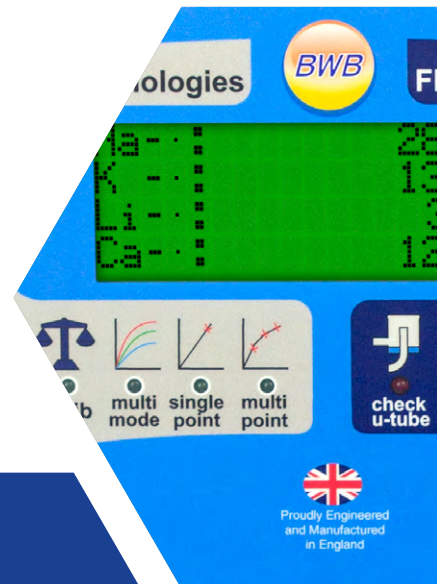
Hozan Edwards

Hozan Edwards, Managing Director



Corporate social responsibility

- Finalised and launched the latest flame photometer model offering considerable savings in electrical and gas consumption during operation
- Designed, project managed and successfully completed the installation of an increase of insulation within the warehouse
- Provided over 6 weeks' worth of work experience to students
- Shortlisted for the Product Sustainability award provided by Lab Awards from Lab Innovations
- Enabled the transition of an employee to a new role in order to keep them with the business and prevent loss of skills and knowledge
- Implemented a 'new service centre' offering service and repair of instruments returned from the field to help reduce product wastage
- Implemented a new 3rd party training provider to cover our range of mandatory training required for H&S but in addition provide employees with a training library of over 750 courses to further their own knowledge in a range of different areas
- Maintained and advanced our ISO9001:2015 accreditation and begun working towards ISO 50005 and ISO 14001
- Provided over £3k to charitable organisations through funding and sponsorship



Corporate social responsibility

Corporate Social Responsibility (CSR) is an important aspect of our business philosophy. We understand that our actions as a company have a direct impact on the communities we operate in, and as such, we are committed to being a responsible and sustainable business. This year, we have continued to prioritize our efforts towards environmental protection, but we have also extended our support to the local community and charitable organizations. We have done so by providing sponsorship opportunities, utilizing both financial resources and employee time. As we move forward, we remain committed to maintaining our strong sense of responsibility towards our stakeholders, which includes our employees, customers, shareholders, suppliers, and the wider community. This report outlines our CSR activities over the past year and our plans for the future, as we strive to make a positive impact on the world around us.



WBTC (West Berkshire Training Consortium)

WBTC, also known as the West Berkshire Training Consortium, is a not-for-profit training provider that has been established since 1983. This organization has been dedicated to providing young people with the necessary skills and knowledge to enter the workforce and assist local employers with finding quality candidates. The organization's primary aim is to invest in quality training programs and become the most successful training provider in the region.

Recently, BWB had the opportunity to support two learners from WBTC who were struggling to gain the appropriate workplace skills and references required to succeed in their job applications. Recognizing the importance of practical experience, we offered a six-week work experience placement to these individuals. This opportunity allowed the learners to gain hands-on experience in their chosen fields and develop skills that would be invaluable in their future careers.

The results of this work experience placement were impressive. In one case, the learner's dedication and hard work resulted in an offer of employment. This success story highlights the significant impact that practical experience and training can have on young people's lives, providing them with the skills and knowledge they need to achieve their goals.

BWB is proud to support organizations like WBTC, who are dedicated to providing quality training programs that benefit both learners and employers. We believe that investing in our communities' future by offering opportunities for practical experience is a vital aspect of ensuring the success and prosperity of our region. We look forward to continuing our support of WBTC and other organizations that share our commitment to providing quality training opportunities.



St Bartholomew's School CCF (Easter Adventure Training Week)

Every year St Barts School Combined Cadet Force (CCF) organizes an annual adventure training week for a group of approximately 28 students. The purpose of this week-long camp is to challenge the students physically and mentally, taking them out of their comfort zone and exposing them to a range of outdoor activities. The adventure training style activities that the students engage in include hill walking, camping, mountain biking, climbing, archery, and paddle sports.

This year's camp was held on the moors of Dartmoor, a picturesque national park in the southwest of England known for its rugged and challenging terrain. To ensure the success and safety of the students during the camp, the school's dedicated teaching team was supported by our managing director, Hozan Edwards. Hozan is a qualified outdoor educator with experience in leading and facilitating a range of outdoor activities. He contributed a week of his time to support the teaching team, providing his expertise and qualifications to assist with the hill walking, camping, and climbing aspects of the trip.

The adventure training week offered the students an opportunity to learn new skills, develop their teamwork and leadership abilities, and build their confidence and resilience. By facing and overcoming challenges in an outdoor environment, the students were able to push their limits and develop a sense of achievement and pride in their accomplishments. The adventure training week at St Barts School CCF is an excellent example of how schools can use outdoor education to provide unique and valuable learning experiences for their students.



Circus Starr

Circus Starr believes in a world where anything is possible, they understand that mainstream events can be difficult for children with additional needs or families in difficult circumstances. They bring all the fun of a mainstream circus to the children and families that may have found this difficult in the past, providing an incredible 148 animal free shows across the UK every year bringing together the very best circus talent from around the world.

Children with disabilities, families on low incomes, those facing challenges such as domestic violence, bereavement or who may be living with a life-limiting condition. Every child, whoever they are, is free to be themselves at a Circus Starr Show - shout with joy, move to the music or appear centre stage!

The BWB team jumped at the chance to support Circus Starr when a sponsorship opportunity presented itself. The values and mission of Circus Starr really resonate with our company, and the opportunity to sponsor a local event that offers an exciting, fun, and varied evening of entertainment that, most important, is also completely inclusive was not to be missed. We signed up to an annual sponsorship package which provides much needed funding for negotiating the use of land and transport costs of a big tent and all of the associated equipment and people around the country we then went even further and provided funding for 6 children with their carers to visit the local event in Reading.



St Bartholomew's School CCF (Summer Military Field Skills week)

As part of the cadet training syllabus, the cadet force organise an annual camp for a small cohort of cadets to expand upon their routine training and put other skills into practice. The week, typically held within the summer months towards the end of the school term, provides cadets with the opportunities to put into practice their training from the previous academic year.

The camp included a range of adventure training activity in addition to military field skills including camouflage and concealment, night exercises and 'camp craft', military observation patrols, rehearsals of the method of engagement and battle drills conducted with blank firing weapon systems, and lastly, training which progressed from digital marksmanship practice scenarios to culminate in live target firing at distances of 100, 200 and 300 meters.

Our managing director, Hozan Edwards, attended and supported the camp providing support and facilitating a range of activities that utilized his civilian adventure training qualifications and military experience and weapon system qualifications. The camp proved to be a success, and the cadets gained valuable experience in various areas, which could prove beneficial in their future careers.





211 Newbury Air Cadets

The company has donated equipment to Newbury Air Cadets, the Officer Commanding, had the following to say;

As a result of several years of cancelled fundraising activities due to the Covid-19 pandemic, our financial resources had suffered a significant impact. The Sqn's income for the replacement and maintenance of specialised and much needed equipment to conduct our range of adventure training activities such as paddle boarding, kayaking and canoeing, had depleted. This situation led to the risk of running out of buoyancy aids (BAs) which are essential for water sports activities, and replacements were not available. This shortage could have been detrimental to the continuation of water sports activities for the squadron's members.

However, the donation of 16 buoyancy aids has come as a saviour for the squadron. The donation ensures that the squadron can continue to offer water sports activities to its members, allowing them to enjoy the beauty of nature while developing a passion for sports and adventure. The availability of BAs is vital for the safety of the participants and allows them to participate in activities like paddle boarding, kayaking, and canoeing with confidence. These activities not only help individuals stay fit and healthy but also provide an opportunity for them to complete programs like the Duke of Edinburgh's Award schemes.

Overall, the donation of buoyancy aids is an essential contribution that will help the squadron to continue providing exciting water sports activities for its members for the foreseeable future. This gesture is much appreciated by the squadron and will make a significant difference in the lives of its members.



Toilet twinning

We are pleased to report that our company has made a significant contribution to the charity Toilet Twinning by sponsoring two toilets. We believe that access to sanitation facilities is a basic human right that should be available to everyone, regardless of where they live. Toilet Twinning is an organization that shares this belief and is working tirelessly to improve sanitation conditions in some of the poorest communities around the world.

The charity's approach involves building and repairing toilets, providing hygiene education, and supporting sustainable sanitation practices in developing countries. Toilet Twinning has already helped to provide access to clean toilets for millions of people, reducing the spread of diseases and improving the health and wellbeing of communities.

We are proud to be associated with such a worthwhile cause and believe that our contribution to the charity will make a real difference. We recognize that our responsibility as a company extends beyond the bottom line and are committed to supporting causes that align with our values and contribute to making the world a better place.

We encourage our shareholders and stakeholders to join us in supporting Toilet Twinning and other organizations that are working to create a more equitable and just world. Together, we can make a positive impact on the lives of people around the world and leave a lasting legacy of compassion and generosity.

Environmental protection

A huge concentrated effort from organisations of all sizes is being made in the area of environmental protection, new legislation such as the plastic packaging tax continues to be adopted and rolled out across a whole host of different nations with the likes of Spain reporting to levels as low as 1 gram on every import.

Laboratories use up to ten times more energy and four times more water than a typical office.

Globally the pharmaceutical industry produces 55% higher emissions than the automotive industry. Laboratories also produce over five million tonnes of plastic waste each year.

Because of the impact of science on climate change, the United Nations has developed targets specifically for the pharmaceutical industry as part of the Race to Zero campaign. The target is that by 2030, 95% of major pharma and med tech labs must be My Green Lab certified.

It is clear that the UK laboratory industry has embraced these targets and by November last year, 46% of the sector had already committed to the Race to Zero.

Looking further afield at the procurement chain, organisations such as Astra Zeneca have set their own target that 95% of its key suppliers and partners will have verified Science Based Targets in line with the aspiration to limit global warming to 1.5° by 2025.

Further, multinational organisations such as that above, have committed to achieving a 50% reduction in its Scope 3 emissions through buying from more sustainable companies by 2030.

This will require thousands of SMEs and hundreds of large organisations to considerably up their game in order to remain approved suppliers to these multinationals.

Fortunately, the momentum of our concerted efforts is already propelling us towards substantial progress, underscoring our resolute commitment to sustainability. We have taken substantial strides by implementing a range of offsetting regimes, each meticulously tailored to address specific environmental challenges. These regimes stand as vivid testaments to our proactive approach in mitigating our carbon footprint and ecological impact.

At the heart of our commitment to sustainable progress lies our continuous pursuit of product development and design innovation. Our recently launched Generation 4 range of instruments stands as a testament to this unwavering dedication, embodying a profound transformation in resource efficiency. Through engineering and design innovation, we have harnessed cutting-edge technologies to achieve remarkable reductions in both electrical and gas consumption for our valued customers. Notably, our intensive efforts have led to a substantial 13.3% decrease in gas consumption and an impressive 25.93% reduction in electricity usage per kWh, marking a milestone achievement in optimizing energy utilization across our product line. This transformation transcends mere numerical statistics; it translates into tangible benefits for our customers. By significantly curbing operational costs, the Generation 4 flame photometer now presents an unparalleled value proposition, outshining not only our competitors but our own previous instrument designs and also emerging as a considerably more cost-efficient alternative to competitive analysis methods like AA or ICP. This achievement underscores our unwavering commitment to delivering superior performance without compromising our steadfast dedication to environmental responsibility.

*Figures taken from My Green Lab and Gambica



We remain resolutely committed to our stringent in-house recycling scheme, a cornerstone of our sustainable operations. This program not only underscores our dedication to minimizing waste and conserving resources but also serves as a tangible demonstration of our environmental stewardship. Furthermore, we have taken a significant stride forward by introducing an impactful environmental training initiative. This initiative has been seamlessly integrated into our annual mandatory training pack, ensuring that every employee is equipped with the knowledge and tools to make informed decisions that contribute to a greener future. By cultivating a deep understanding of the interconnectedness between our business practices and the broader ecosystem, we empower our workforce to take meaningful steps within our organization and in their personal lives to actively diminish their carbon footprints. Through these combined efforts, we not only drive change within our company but also inspire a ripple effect of conscious choices beyond our walls, echoing our core commitment to being a catalyst for positive environmental transformation.

In a powerful testament to our ongoing commitment to environmental conservation and community well-being, this year marked a significant milestone as we proudly spearheaded the funding of a remarkable initiative: the planting of an impressive 8,169 trees. This has not only breathed life into barren landscapes but has also sowed the seeds of positive change within the heart of local communities. The impact of these newly planted trees extends far beyond their ecological significance. The results are nothing short of transformative, with the cumulative effect of these trees contributing to an astounding 117 additional working days for the communities that call these regions home. As we witness the tangible growth of these natural assets, we are reminded of the profound and lasting impact that responsible corporate actions can have on both the environment and the lives of those we touch. Through this initiative, we not only rejuvenate the land but also nurture the spirit of collaboration and shared responsibility that continues to define our corporate ethos.

We have taken substantial measures to mitigate the carbon footprint associated with our international export shipments. Recognizing the critical importance of reducing emissions across the entire supply chain, we've partnered with a robust carbon credit scheme that covers nearly 100% of all export shipments facilitated by our courier on a Delivered at Place (DAP) basis. By investing in carbon credits, we actively counterbalance the emissions generated during transit, effectively neutralizing the environmental impact of these shipments. This proactive stance resonates with our dedication to holistic sustainability and showcases our willingness to embrace innovative strategies that make a tangible difference in the fight against climate change.

Reducing our ecological footprint by creating a paperless office environment. Building upon the foundation of our prior achievement, we have taken decisive action by implementing a progressive paper-



free shipment policy, wherever regulations and customs allow. This policy echoes our belief in harnessing technology to drive efficiency without compromising on our responsibility to the planet. By eliminating unnecessary paper usage from our shipping processes, we not only streamline operations but also significantly minimize the demand for valuable natural resources. This strategic transition is a reflection of our corporate values, wherein innovation aligns seamlessly with environmental consciousness.

We have transitioned our entire electricity consumption to be powered by 100% renewable sources. This accomplishment epitomizes our dedication to walking the talk when it comes to reducing our carbon footprint. By embracing renewable energy on a comprehensive scale, we are not only minimizing our environmental impact but also catalyzing change within the broader energy landscape. This milestone resonates deeply with our core values and underlines our role as pioneers in advocating for a future built on sustainable energy practices. By demonstrating that operational excellence can be seamlessly interwoven with environmental responsibility, we empower not only ourselves but also the communities we operate in to envision and create a world where clean, renewable energy drives progress and prosperity.

We've taken proactive steps to ensure that even our heating systems contribute to a greener future. The heating systems in our warehouse, essential for maintaining optimal conditions, are powered by natural gas—a choice that aligns with our dedication to minimizing our environmental impact. To elevate this commitment, we've made a conscientious decision to partner with a supplier that shares our vision for a carbon-neutral future. By sourcing carbon-neutral natural gas through a mechanism of robust carbon offsetting projects, we reaffirm our drive to mitigate the emissions associated with our operations.

We've recently taken significant strides to enhance the energy efficiency of our warehouse operations. With a forward-thinking perspective, we've initiated a transformative project that has redefined the very infrastructure of our workspace. Our efforts have culminated in the installation of state-of-the-art warehouse insulation that spans the entire width of the workshop wall. This project has not only transformed what was once an industrial steel expanse into an environmentally conscious solution but has also delivered tangible benefits that reverberate through our energy consumption. By cladding and insulating this previously uninsulated area, we've achieved an extraordinary and certified 84% reduction in heat loss—an accomplishment that stands as a testament to the power of innovation in curbing energy wastage.



Our energy consumption and carbon footprint



By utilising the tools provided through the SME climate hub and the Normative Business Carbon Calculator we have been able to create an estimate on the amount of emissions generated through the 3 measurable scopes.

Emissions are based on 3 categories;

| Scope 1 emissions | Scope 2 emissions | Scope 3 emissions |
|--|---|--|
| Direct emissions from the combustion of fuel in assets that a company operates, such as fuel emissions from company-owned cars, diesel generators, gas boilers and air-conditioning leaks. | Indirect emissions from the generation of energy purchased from a utility provider, such as heating, cooling, steam, and electricity. | All indirect greenhouse gas emissions that do not fall under scope 2 - upstream and downstream. The Normative calculator includes upstream emissions from purchased goods and services, capital goods, upstream transport and distribution, and business travel, calculated from our expenses. |

Aligned with our steadfast commitment to environmental stewardship, our conscientious approach to emissions management is evident in the manner we generate and supply scope 1 and 2 emissions. It is notable that the estimated emissions, influenced by our environmentally friendly practices, find their place predominantly within scope 3. In our relentless pursuit of transparency and continuous improvement, we're dedicated to refining our understanding of emissions data. As we harness the power of data insights, we're poised to discern emerging trends that will inform our future strategies. With each new piece of information, we inch closer to realizing our ambitious commitment to the SME climate hub's goal of achieving net-zero emissions by 2030. This commitment is more than just an aspiration; it's a guiding principle that underscores our role as a responsible corporate entity. In the years ahead, we will persistently channel our efforts into transformative initiatives that uphold our values, resonate with our stakeholders, and inspire a collective movement towards a more sustainable, harmonious future for all.

Utility consumption

| Utility | Consumption 22-23 | Units |
|---------------|-------------------|----------------|
| Water potable | 13 | M ³ |
| Water waste | 13 | M ³ |
| Electricity | 5610 | kWh |
| Gas | 6652 | kWh |

In our inaugural annual report, the scope of available data is understandably restricted. However, as time progresses, we are poised to gather a more extensive dataset, facilitating the identification of trends and enabling us to formulate well-founded conclusions regarding consumption patterns and behaviours.

*CO₂e (metric tonnes of CO₂ equivalence, a standard unit for measuring greenhouse gas emissions' global warming impact).

Targets for the forthcoming year

Enhancing our approach to business travel, whether across our national borders or spanning the globe. With unwavering determination, we are set to embark on a journey of even greater accountability by carefully tracking and monitoring our business mileage. This targeted project isn't merely a matter of numbers; it's a resounding testament to our commitment to curbing our carbon footprint and fostering a more sustainable future. To this end, we are taking a bold step forward by offsetting the environmental impact of our travel through certified carbon credit projects.

In the spirit of continuous improvement, we're implementing an electrical power consumption monitoring system for our high-use appliances, with a primary focus on vital elements like air conditioning. This strategic move signifies our commitment to precision in tracking our energy utilization, enabling us to make informed decisions that drive energy efficiency and resource optimization. By closely scrutinizing the consumption patterns of these key appliances, we're not only gaining a deeper insight into our operational energy demands but also unearthing opportunities for targeted improvements.

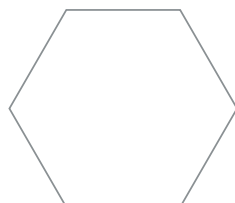
Another area of our focus is centered on implementing a secondary insulation upgrade within the working areas of our facility. By fortifying these spaces with increased insulation, we are poised to achieve a dual benefit: not only will we bolster the thermal comfort and stability of our environment, but we will also significantly reduce our heating requirements and demand for energy in doing so.


In order to elevate our environmental management practices, we aim to undertake a comprehensive gap analysis of ISO 14001, a globally recognized standard for environmental management systems. This strategic step is a testament to our commitment to excellence, transparency, and sustainability. By conducting a meticulous examination of our current practices against the ISO 14001 framework, we aim to identify areas where we can enhance our environmental performance, streamline our processes, and further reduce our ecological footprint. Whilst moving towards an accredited and internationally recognised standard.

Lastly, reviewing and subsequently implementing a robust management system that will empower us to self-certify our business in accordance with ISO 50001—an international standard that outlines a systematic approach to energy management systems. This target underscores our commitment to elevating our energy efficiency practices, with a phased implementation approach guiding our plans. By aligning ourselves with ISO 50001, we not only streamline our energy management processes but also demonstrate our proactive stance towards responsible energy consumption.



Looking ahead,
we remain focused
on driving sustainable
growth and profitability,
and we are confident that
we have the right outlook
and team in place to
achieve our goals.





This report summarises
our social and environmental
performance during the financial
year 2022-2023. For more information
about our environmental goals and our
latest commitments to the local community,
please visit our green page on our
website:

**[www.bwbtech.com/
protecting-the-environment](http://www.bwbtech.com/protecting-the-environment)**



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