



CSER report

2023/24



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Introduction

BWB Technologies, a prominent British micro-business with a global reach, takes great pride in its commitment to Corporate Social Responsibility (CSR). We are dedicated to setting a positive example both within our local community and the wider industry.

Our team of specialist technicians is always pushing the boundaries of innovation, consistently improving our products to set new standards for quality and energy efficiency. This dedication has made us the leading manufacturer of flame photometers.



Our CSR initiatives are built on rigorous standards and practices throughout our operations. We hold certifications like ISO 9001 for Quality Management and ISO 50005 for Energy Management. Our involvement in the Cycle to Work scheme highlights our commitment to sustainable transport, and our efforts with the SME Climate Hub demonstrate our dedication to fighting climate change as we work towards ISO 14001 accreditation.

We meticulously measure and manage our Greenhouse Gas (GHG) emissions in line with the GHG Protocol Corporate Standard. This approach has increased our awareness of emissions and strengthened our commitment to zero waste to landfill practices.

We understand the vital role our employees, supply chain partners, and customers play in our CSR journey. We strive to create an inclusive and supportive workplace with strong policies and a comprehensive range of employee benefits. By focusing on the recruitment and development of specialist talent, we ensure our workforce can drive business growth while maintaining high standards of responsibility.

Community engagement is central to our CSR ethos, and we are committed to the

United Nations' Sustainable Development Goals (SDGs). Through active involvement in community initiatives, volunteering, and charitable giving, we aim to make a lasting impact in areas such as sustainable development, climate action, and biodiversity conservation.

Our partnerships with local educational institutions and agencies reflect our dedication to nurturing talent and fostering economic empowerment in our community. We offer work experience, educational placements, and apprenticeships to provide valuable opportunities for skill development and employment.

Our philanthropic efforts and charitable donations underscore our mission to be a force for good. We believe that small and medium-sized enterprises (SMEs) have the power to drive positive change globally.

At the end of the 2023-24 reporting year, we achieved Gold CSR accreditation, a testament to our commitment to excellence and continuous improvement. We hope to inspire other organizations worldwide to embrace CSR principles, moving towards a more sustainable and equitable future for all.



Workplace

At BWB Technologies, our employees are our top priority. We are committed to their development, safety, and well-being, fostering a workplace that encourages growth and inclusivity.

Tailored training and development

We empower our workforce with personalized training opportunities.

Our essential and developmental training sessions are customized to each employee's role and skill level. Recently, we partnered with a third-party training provider, offering over 750 courses on various topics. We also provide practical on-the-job training and support for external courses to further enhance skills.

Investing in apprenticeships and career progression

Our dedication to employee development is evident in our investment in apprenticeships, which help us acquire and retain talent.

Many apprentices transition into permanent, full-time roles within the company. By upskilling our workforce, we create opportunities for career advancement, allowing staff to take on new challenges within the organization.

Supporting local talent and learning opportunities

As a key part of our community, we offer learning opportunities to both local individuals and our employees.

Each year, we provide short-term work experience for local students, offering them valuable workplace insights. In 2024, we expanded our efforts by offering a long-term work experience opportunity to a T-level student, demonstrating our commitment to nurturing talent and collaborating with educational institutions.

Upholding labour standards and ethical practices

We uphold the highest standards of labor practices and ethical conduct at BWB Technologies.

Our adherence to Health & Safety and COSHH standards aligns with ISO 9001 requirements, ensuring a safe and healthy work environment for all. We offer flexible working arrangements where suitable and facilitate role changes to support career progression within the organization.

Promoting ethical procurement and governance

Our procurement practices prioritize ethical sourcing and support for local, UK-based companies that uphold responsible business practices.

Through our Sustainable Procurement Policy, we evaluate suppliers and distributors for ethical accreditations and responsible management. We are also committed to prompt payment practices, aiming to settle all invoices within seven days of receipt, in line with the UK Prompt Payment Code.

Commitment to transparency and accountability

BWB Technologies operates with the highest level of governance, highlighted by our external certification of the Quality Management System ISO 9001.

Transparency and accountability are core values that drive our efficiency and adherence to best practices. We ensure that all our operations meet high standards to safeguard our business, staff, and stakeholders.

Community engagement

At BWB Technologies, community engagement is integral to our identity. We are dedicated to supporting the growth and well-being of individuals and businesses within our community, aiming to make a positive impact whenever possible.



Active participation in local committees

Since 2018, our Managing Director has been an active member of our local business management committee, representing our estate of 14 business units.

By attending meetings and supporting committee work, we ensure our voice is heard in the community. This involvement helps us stay informed about local issues and allows us to collaborate with and support other local businesses, reinforcing our commitment to collective growth and prosperity.

Support for local suppliers and businesses

We prioritize sourcing from local suppliers and engaging with local businesses, understanding the importance of circulating revenue within the local economy.

Building strong relationships with our local suppliers benefits us professionally and strengthens our community networks, enhancing resilience during challenging economic times.



Philanthropy

Philanthropy has been a natural act within BWB Technologies for years, and in this reporting year, we began to explore this further, to ensure we maximise opportunities. Philanthropy includes Charitable Involvement, Volunteering, Pro Bono work, Fundraising and Financial & Gifts in Kind. We are excited to share what we have supported in 2022-23.



Charitable engagement

At BWB Technologies, our commitment to Corporate Social Responsibility (CSR) includes active support for charitable initiatives and community organizations.

Our CSR Policy guides us in making a meaningful impact through regular staff involvement and donations to various charitable activities.

Diverse support for charitable causes

We believe in the power of charities to transform communities.

We support a range of charities and initiatives, including the local RAF Air Cadet unit, the local CCF unit, and community fundraising efforts. Many of these organizations receive support from BWB as a business, and we are delighted when our staff members choose to get involved, demonstrating our collective commitment to giving back.

Fostering a culture of volunteering

Volunteering is essential for community support and personal development, and we actively encourage our staff to volunteer regularly.

Our Managing Director sets a strong example by volunteering an estimated 68 days annually, a commitment that is highly respected within our organization. Many of our staff also volunteer for the same charities supported by BWB Technologies, further strengthening our community ties. To encourage greater participation, we have implemented an Employee Volunteering Policy, offering two paid days of volunteering time off each year.

Impactful fundraising initiatives

We are proud to have raised over £1,000 for Newbury Air Cadets through match fundraising with EasyFundraising, demonstrating our commitment to supporting local causes through innovative fundraising efforts.

We also proudly supported the Shine Virtual Balloon Race, an eco-friendly fundraising initiative aimed at assisting individuals and families affected by Spina Bifida and Hydrocephalus. Participants purchase and customize virtual balloons, which are then released in a virtual race, with prizes for the furthest-traveling balloons. The funds raised support Shine's comprehensive services, including health, emotional, and practical support. By sponsoring a balloon, businesses can significantly impact the lives of those affected by these conditions.



Environmental stewardship and conservation

As part of our commitment to the environment, we have initiated tree-planting projects to offset our carbon footprint.

For every flame photometer sold, we plant trees, with a further aim to plant 1,000 trees for every company employee by 2025. To date, we have planted 28,999 trees, directly contributing to environmental conservation and biodiversity preservation.



Sponsorship of myotonic dystrophy event

We proudly sponsored a table for 12 guests at the CureDM Charity event held at The Deep, an award-winning aquarium conservation and education charity in Hull.

This sponsorship allowed families affected by the incurable disease Myotonic Dystrophy to enjoy a relaxed meal and show in a unique setting. Cure Myotonic Dystrophy UK supports these individuals and families by providing guidelines, signposting services, and personal support. The charity raises awareness both locally and globally, facilitates research by participating in scientific events, updates on clinical trials, and shares medical advancements. Additionally, they offer community involvement opportunities through fundraising, events, and peer support activities.

Sponsorship of local beehive

Our latest endeavour is the sponsorship of a local beehive, recognizing the crucial role of honey bees in local food production and environmental sustainability.

By supporting local beekeeping activities, we help preserve bee populations and promote biodiversity in our area.

Environmental sustainability

Environmental sustainability is ingrained in our business practices, from our warehouse operations to our supply chain management. We are committed to minimising our environmental footprint and fostering a culture of awareness and innovation within our organization.

Water conservation and efficiency

In our warehouse, we operate dual flush, water-efficient toilets to minimize water usage.

We used a minimal 17m³ of water in 2023-24, and we are continuously seeking new ways to improve efficiency and raise awareness among employees about the importance of water conservation.

Transition to a paperless office

Becoming a paperless office has not only yielded financial savings but has also significantly reduced our environmental impact.

With minimal paper consumption and a focus on recycled and sustainable office supplies, we prioritize eco-friendly practices while absorbing any additional costs.



Efficient travel and transportation practices

Our Travel Policy emphasizes the reduction of business travel wherever possible, with meetings and exchanges conducted primarily through teleconferencing and digital platforms.

We monitor all business travel and employee commuting to track Scope 3 emissions, implementing initiatives such as remote working and cycling schemes to further reduce our environmental footprint.

2023 / 2024 Business travel:



4 long-haul flights



Total of
28,754 km
travelled



7.5 tonnes
of CO₂e
produced

The last 1.1 tCO₂e accounted for all other business travel and hotel stays.



Employee commuting:

Reduced by 0.06 tonnes since FY 22-23, from 0.81 to 0.75 tCO₂e, due to more staff members choosing to walk to work.

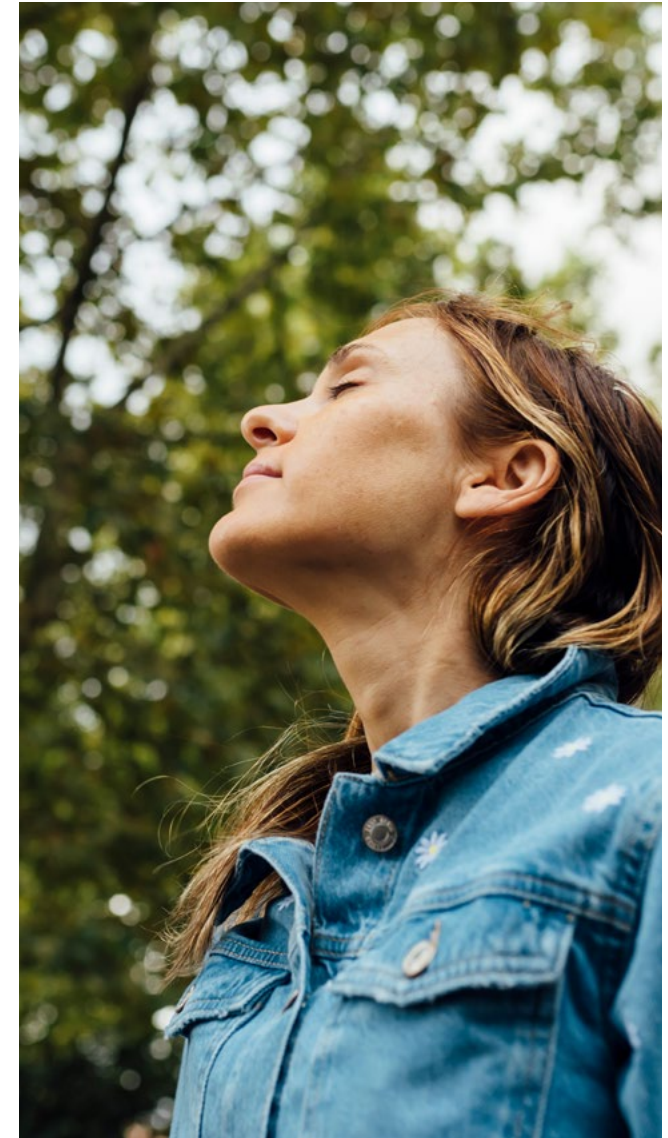
Support for clean air initiatives

We are actively involved in clean air initiatives, including the sponsorship of a local beehive to support pollination and plant growth, contributing to improved air quality and biodiversity within our community.

Sustainable procurement practices

Our Sustainable Procurement Policy guides our approach to supply chain management, prioritizing purchases from local organizations with sustainable credentials.

We are committed to engaging with suppliers to reduce emissions and adopt more environmentally friendly practices.

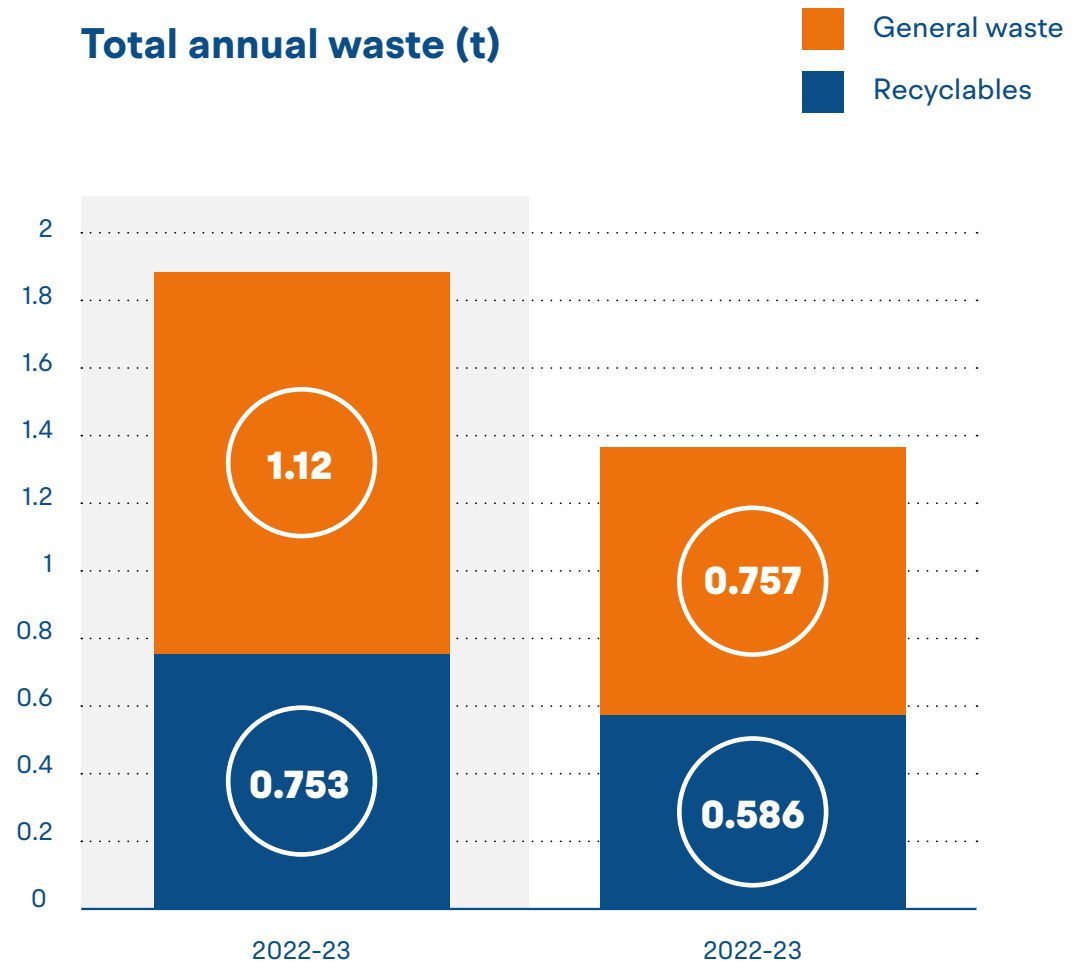


Waste reduction and recycling efforts

We are proud to operate a zero waste to landfill policy, with all waste managed responsibly through recycling and energy production.

Through equipment maintenance and repair initiatives, we extend the lifespan of our assets and minimize product wastage. Additionally, we are working to eliminate plastics from our product packaging and offer repair services to further reduce environmental impact downstream.

Total annual waste (t)



Energy management and efficiency

We are committed to reducing our energy consumption and minimizing our environmental impact through the implementation of rigorous energy management practices.



ISO 50005 energy management system

We have self-certified our Energy Management System against ISO 50005 standards, demonstrating our commitment to efficient energy usage and continuous improvement.

This system enables us to monitor energy consumption, track data, and implement measures to optimize energy efficiency across our office and warehouse operations.

Efficient appliance usage and renewable energy

To minimize energy wastage, we regularly monitor the energy consumption of high-consuming appliances in our office and warehouse.

Through reminders and posters, we encourage staff to turn off appliances, lights and heating when not required, maintaining recommended temperatures for optimal working conditions.

All electricity consumed is sourced from 100% renewable sources, while energy-efficient LED lighting is utilized throughout all our facilities.

Insulation and energy baselines

We have invested in insulation for our office and are undertaking a project to further improve insulation in our warehouse.

Energy baselines and targets are documented in our Energy Performance Indicator & Energy Baseline Policy, aligning with ISO 50005 standards to ensure accountability and progress tracking.



Reduced gas consumption and financial benefits

The implementation of a more efficient gas heater in 2022 resulted in a significant reduction in winter gas consumption and costs compared to previous years.

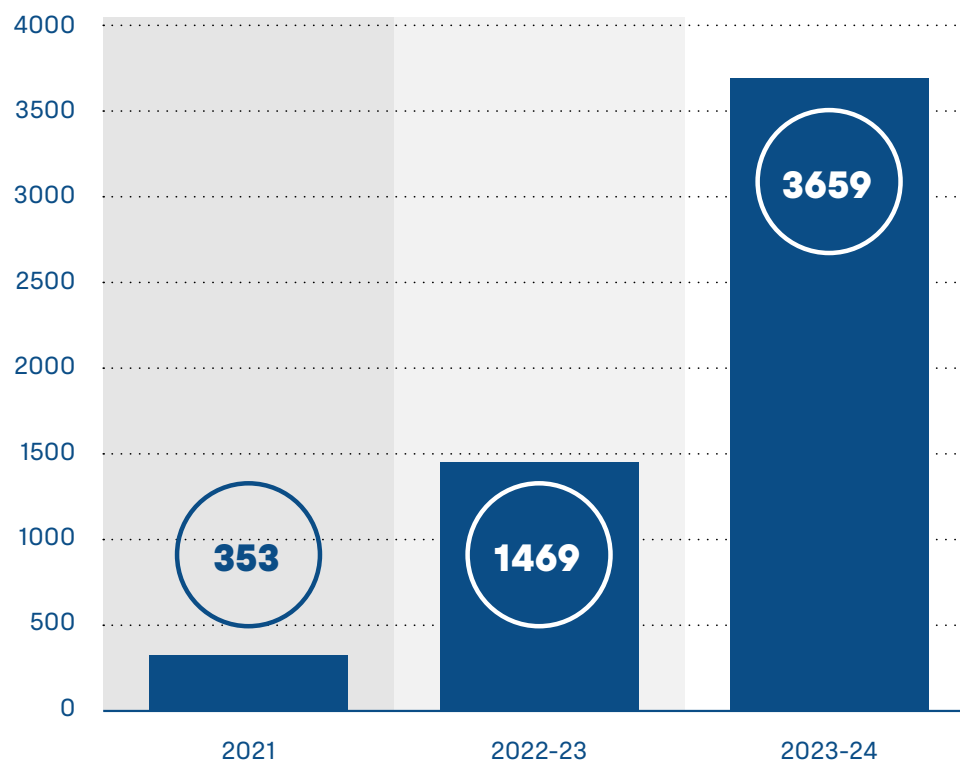
Improved insulation and enhanced communication about energy usage have contributed to these savings, highlighting the importance of collective awareness and behaviour change in achieving energy efficiency goals.

Carbon footprint measurement and engagement

We are actively engaged in measuring and reducing our carbon footprint, having previously used online software provided by the SME Climate Hub.

For 2023-24, and backdated to 2022-23, we are now independently calculating our Scope 1, 2, and 3 emissions in accordance with the Greenhouse Gas Protocol Corporate standard. Some aspects of Scope 3 currently require significant assumptions, due to a lack of data. Therefore, we accept that there will be some inaccuracies within these figures. Any potential inaccuracies or areas with discrepancies are clearly identified and explained within our calculation methodology. As we work towards refining these emissions calculations over future reporting years, we anticipate that our figures will vary somewhat before stabilising to give a comprehensive and accurate overview of our emissions.

Total annual emissions (tCO₂e)



In the 2023-24 reporting year, the highest areas of consumption were Upstream Transportation & Distribution, Purchased Goods and Services, and Use of Sold Products.

While we continue to review and refine our data collection methods, we acknowledge that our calculations may vary. In 2021, we relied on independent cost analysis calculations, and as we have gathered more precise data over the past two years, an increase was expected. This improvement allows us to achieve more accurate and reflective calculations of our processes and systems.

We acknowledge that data for the last few years will likely continue to change as our calculations become more precise and further data becomes available, overcoming assumptions currently relied upon.



Total annual emissions (tCO₂e) per reporting year

As we are in the process of refining and verifying our emissions calculations, the next step for the FY 2024-25 will be to set performance targets against the data we obtain.

These targets will be included for future reports, as part of our Net Zero Strategy release in the FY 2024-25.

| Scope | Category | Total annual CO ₂ e emissions (tCO ₂ e) | Baseline (from year 2021) |
|--|---|---|---------------------------|
| Scope 1 | | 6.7 | 0.0 |
| Scope 2 | | 1.2 | 0.0 |
| | 1. Purchased goods and services | 1167.8 | |
| | 2. Capital goods | 14.5 | |
| | 3. Fuel- and energy-related activities not incl | 0.1 | |
| | 4. Upstream transportation and distribution | 2335.6 | |
| | 5. Waste generated in operations | 0.0 | |
| | 6. Business travel | 8.7 | |
| | 7. Employee commuting | 0.8 | |
| Scope 3 | 8. Upstream leased assets | 0.0 | 353 |
| | 9. Downstream transportation and distribution | 47.8 | |
| | 10. Processing of sold products | 0.0 | |
| | 11. Use of sold products | 76.1 | |
| | 12. End-of-life treatment of sold products | 0.1 | |
| | 13. Downstream leased assets | 0.0 | |
| | 14. Franchises | 0.0 | |
| | 15. Investments | 0.0 | |
| | Scope 3 Total (tCO ₂ e) | 3652 | |
| Carbon reduction plan Scope 3 emissions (to be reported annually) (tCO ₂ e) | | 2393 | |
| Total annual emissions (tCO ₂ e) | | 3659 | |

Energy performance analysis and objectives review (ISO 50005)

A key aspect of monitoring energy performance is tracking our achievements, and areas for improvement. Having accurate data analysis ensures that we are on track to achieve our objectives, and highlights areas that require further support or a different approach.



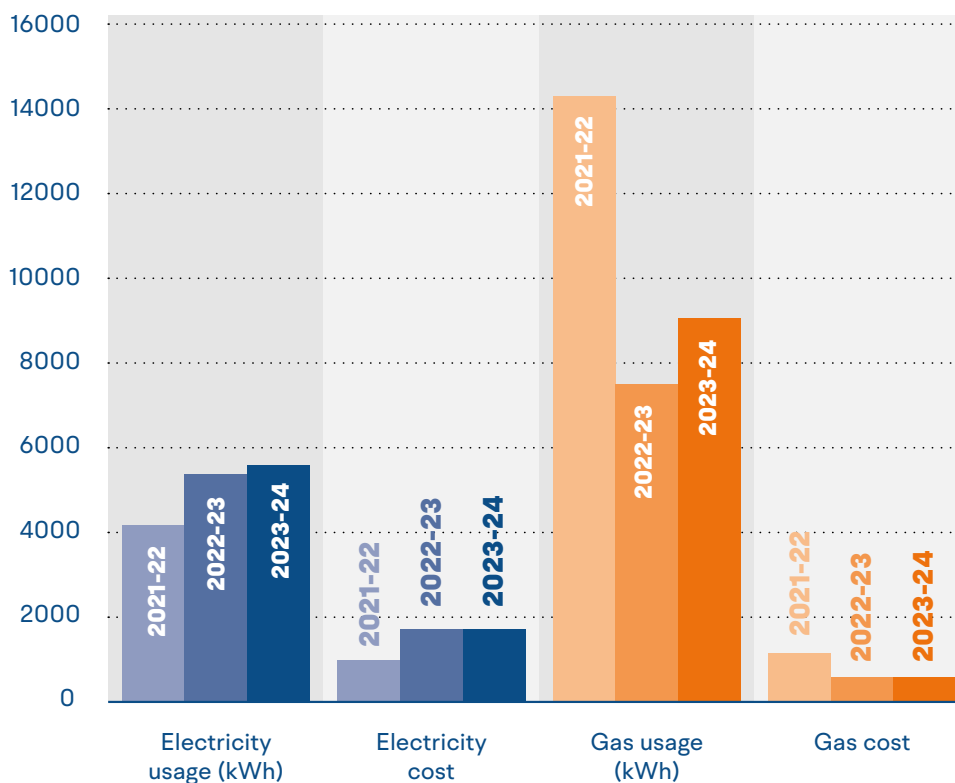
Achievements and areas for improvement:

We've hired a Sustainability Manager on a part-time basis to spearhead sustainability efforts, a significant investment for a SME. This reflects our commitment to driving performance and making tangible improvements. Our focus on raising awareness and enhancing company knowledge regarding energy efficiency and sustainability practices remains steadfast.

Performance of the energy management system (EnMS) and improvements:

Our EnMS implementation is progressing smoothly, with regular reviews scheduled as part of the internal audit process. We've completed all actions outlined in the EnMS development process, transitioning to a phase of monitoring, refining baselines, and optimizing performance indicators for continuous improvement. Despite efforts, energy performance did not show considerable improvement compared to the baseline year of 2021-22. Future focus areas include enhancing temperature controls, potentially through measures such as implementing caps or climate regulating clothing for staff.

Total electricity and gas usage (kWh) and cost (£) per reporting year



Review of energy usage:

Energy usage remained consistent with the levels stated in the management system manual and policy, with no significant changes in significant energy usage (SEU) items observed during the reporting period.

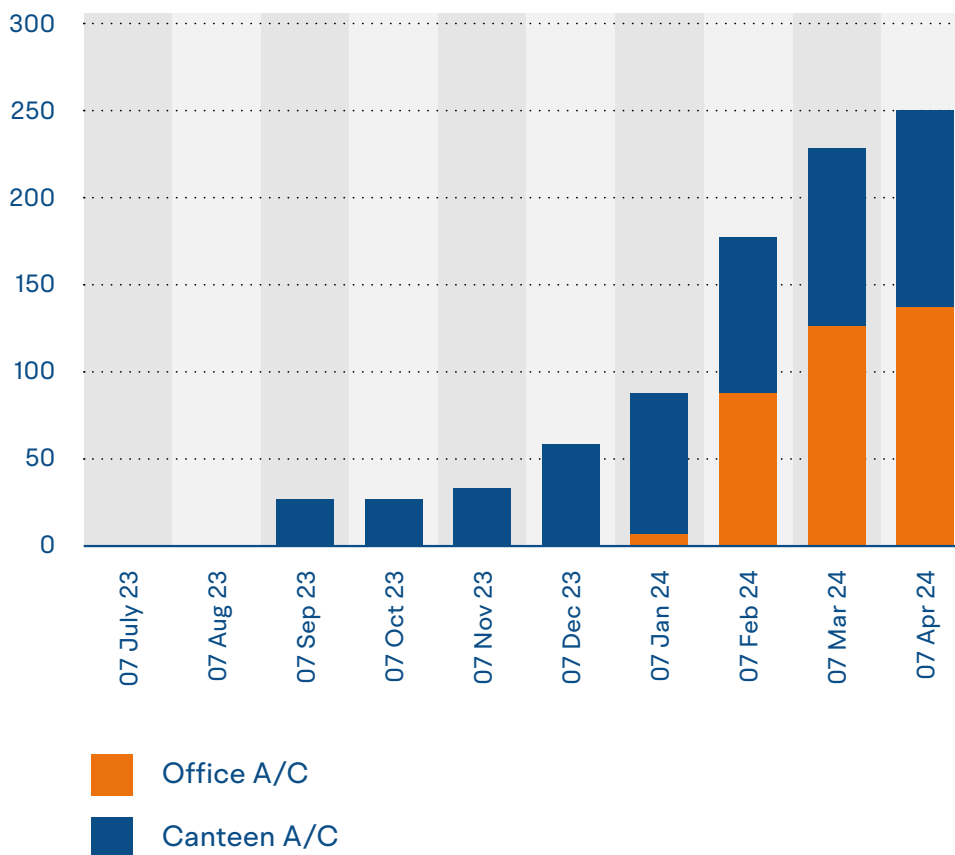
Outdoor temperature data monitoring:

We invested in an outdoor temperature sensor in February 2024, enabling the collection of precise temperature data for our location. This data allows for normalization against energy usage patterns and facilitates monitoring of climate change-related impacts on energy consumption.

Progress against energy targets and objectives:

Energy Performance Indicator (EnPI) values indicate that energy usage levels have been maintained compared to the previous reporting year. Progress in achieving targets during the last six months has been minimal but lays the groundwork for future improvements. Energy baseline remains relatively stable, with no notable anomalies observed. Continued monitoring and refinement of targets are essential for ongoing performance optimization.

Office and canteen air conditioning usage over the reporting period (kWh)



Updates regarding energy objectives and targets:

We're assessing progress against energy objectives outlined in the objective register, identifying achievements and areas requiring further attention. Consideration of new targets, including potential funding or grant opportunities for initiatives such as electric vehicle adoption is given within the context of our broader sustainability strategy.

At BWB Technologies, our commitment to energy efficiency and sustainability remains steadfast, and we are dedicated to ongoing improvement and innovation in this critical area. Through strategic planning, investment, and collaboration, we aim to drive positive environmental impact and contribute to a more sustainable future.



Targets for the forthcoming year 2024-25

At BWB Technologies, we are dedicated to continual improvement across all aspects of our Corporate Social Responsibility (CSR) initiatives.

Here are our overarching goals for the forthcoming year that demonstrate our commitment to growth within all four pillars of CSR:



Our products

We aim to enhance the physical components of our instruments by transitioning from mild steel to stainless steel, thus improving product longevity and sustainability.



Our carbon emissions - Environment

- a. Complete Scope 1, 2, and 3 carbon emission calculations for the FY 2022-23, striving for highly accurate data by collaborating closely with our supply chain.
- b. Release our Net Zero Strategy in the 2024-25 reporting year to consolidate our sustainability efforts and work towards achieving net zero emissions by 2050.



Our processes - Workplace

- a. Work towards becoming a B-Corp within the next 5 years, undergoing the B Impact Assessment and accreditation process to achieve the highest standards of social and environmental performance.
- b. Strive to attain a Kings Award for Enterprise within the next 3 years, recognizing our commitment to excellence within our sector.



Employee volunteering - Community

Launch our Employee Volunteering Policy in the 2024-25 reporting year to foster a culture of volunteering within our company, aiming for 100% employee participation in volunteering activities that support our local community.



The BWB Community Fund - Philanthropy/charity

Launch the BWB Community Fund in the 2024-25 FY, allocating a minimum of 0.5% of our annual turnover to support local charities and initiatives. Aim to increase our contribution to the fund by a minimum of 0.5% annually, totalling a minimum of 1% of annual turnover given to the fund.

These targets reflect our commitment to operating as a socially and environmentally responsible company, leading by example within our industry and community.

We are so proud of the work that we are undertaking to level up as a business. Thank you to all our supporters.



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