

## Ergonomic Solutions Environmental Management

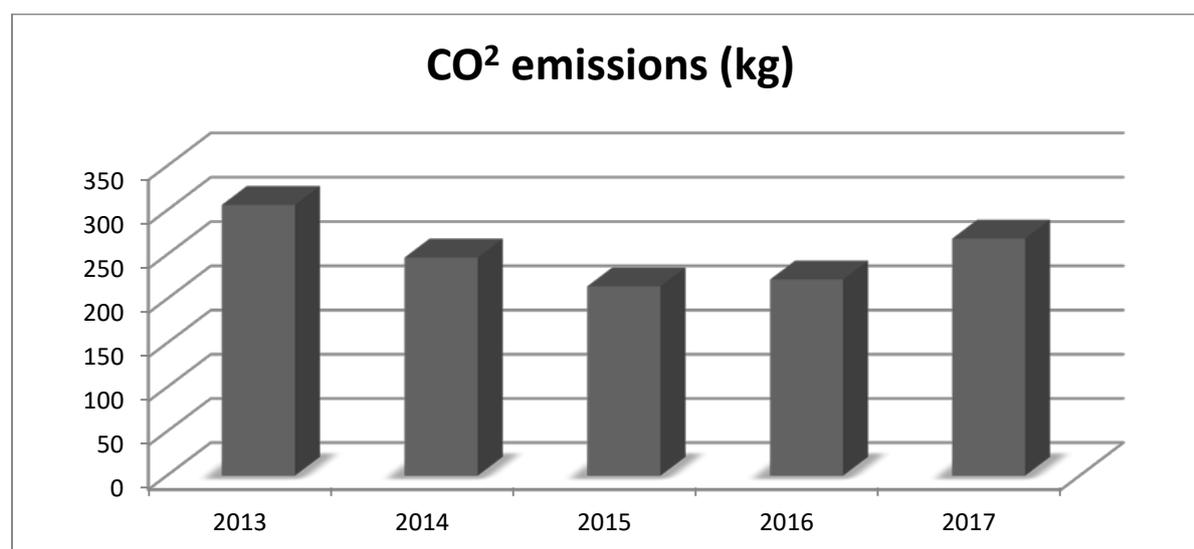
We recognise that our activities have an impact on the environment in terms of the use of raw materials, emissions to air and water, and waste generation. The company seeks to minimise this as far as is reasonably practicable.

Ergonomic Solutions is committed to:

- Continual improvement in our environmental performance
- Preventing pollution
- Compliance with all environmental legislation, regulations and codes of practice relevant to our industry.

### Climate Change

At Ergonomic Solutions we calculate our carbon footprint each year based on our energy consumption: fuel, electricity and gas for the period 1 January - 31 December.



There was a significant decrease in 2014 from 2013 which can be attributed to:

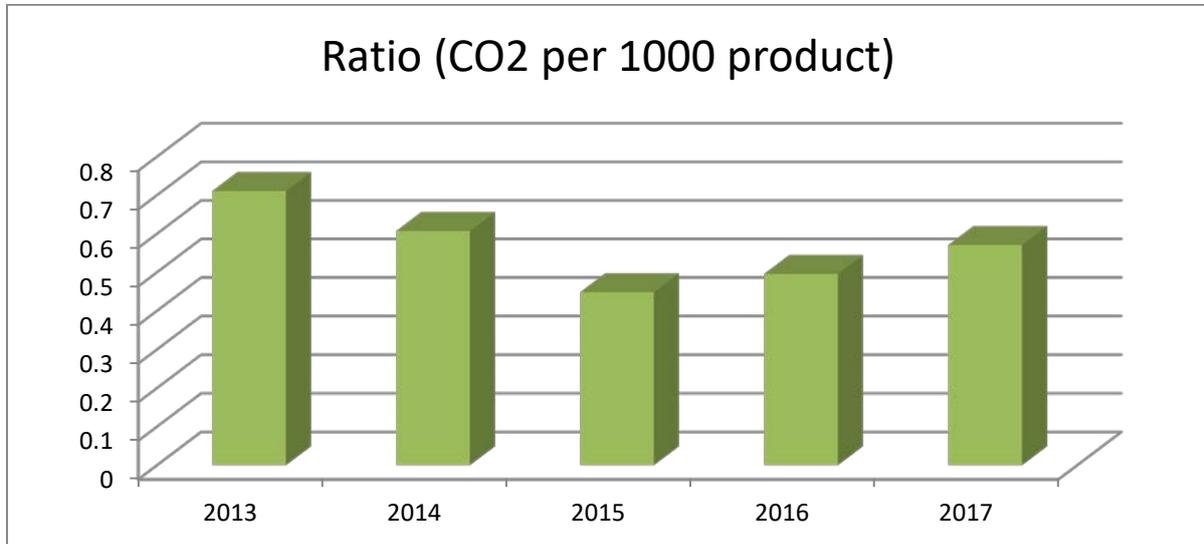
- the installation of energy efficient lighting at our Danish facility, and
- a reduction in the energy used heating the premises during an unusually mild winter

In 2016 there was slight increase in CO<sub>2</sub> emissions; this was due to the completion of a new premises extension and it coming into active use in May 2015. The increase is due to the new facility requiring heating and lighting during the winter months.

In 2017 there was again an increase in our CO<sub>2</sub> emissions and this can be attributed in part to an increased activity level as 2017 was our biggest year ever, but more importantly to insourcing of manufacturing from sub-suppliers utilizing our investment in automated manufacturing. This will lead

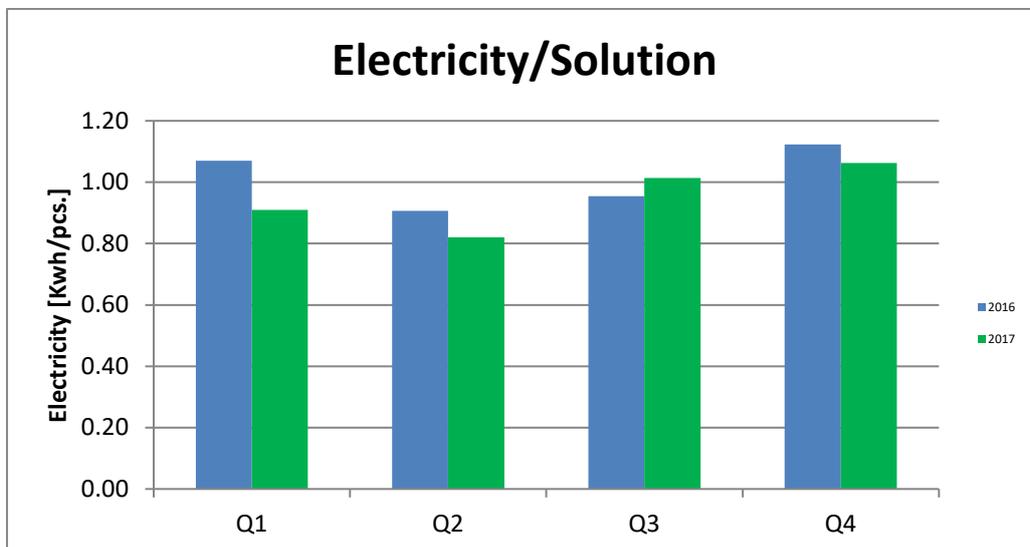
to higher emissions, but at the same time a significant reduction in external transport. This is a parameter we currently are not calculating.

We calculate and report the amount of CO<sup>2</sup> emitted per solution manufactured each year.



We aim to decrease this where possible.

Ergonomic Solutions calculates our consumption of energy per manufactured product.



We have used this information to establish our base energy spend per product and will endeavour to reduce the energy consumption per product in 2018/19.

During 2018 we will complete an extension of our factory in Denmark of 1100M<sup>2</sup>, which will impact our CO<sup>2</sup> emission in a negative way due to the heating required. We will install energy efficient lighting using LED products.

## **Waste:**

Ergonomic Solutions is committed to reducing the volume of waste we produce that is sent to landfill.

- Ergonomic Solutions Manufacturing in Aalborg currently undertakes the following:
  - Recycling of paper/card
  - Recycling of food waste
  - Recycling of scrap metal
  - Recycling of plastics
  - Recycling of disposable batteries
  
- Ergonomic Solutions Northern Region participates in a waste reduction scheme:

Waste segregation:

- Recycling of all card and paper
- Recycling of disposable batteries
- Recycling of used printer cartridges

Segregation at source helps us to achieve our target of reducing general waste. Our general waste is currently one third of what we generated prior to segregation for recycling.

During 2018 we aim to launch a new system for packing our products using smarter design of our boxes. This will display our products in a more professional manner, but will also significantly reduce our usage of packing paper and plastic foam. Awareness of plastic usage is an explicit parameter in our Environmental Policy.

## **Responsible sourcing**

We will continue to ensure responsible sourcing in the selection of materials and reduce the impact of resources used to operate the buildings.

## **Partnerships**

Create an incident-free and zero harm environment.

Create a great place to work where all staff are valued, respected and motivated and are knowledgeable about environmental issues and impacts.

Encourage local sourcing across the business.

Create a positive impact in the communities where we work.