

Environmental Management



Environment

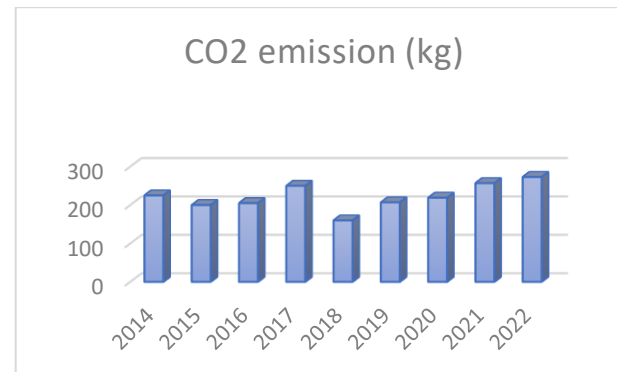
We recognise that our activities have an impact on the environment in terms of the use of raw materials, emissions to air and water, and waste generation. The company seeks to minimise this as far as is reasonably practicable.

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.



Trends:

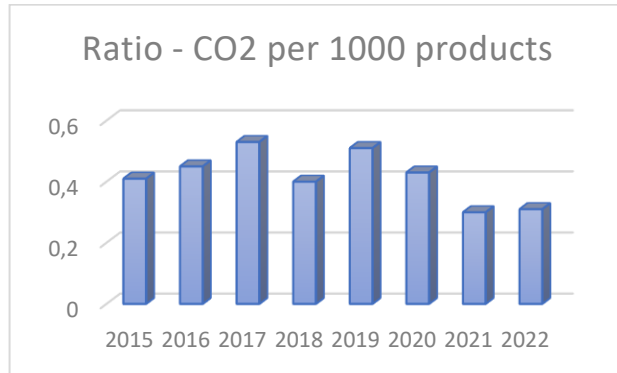
- In 2016 there was slight increase in CO2 emissions; this was due to the completion of a new extension to our premises and it coming into active use in May

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 CO2 emissions, and this can be attributed, in part to an increased activity level, as 2017 was our biggest year to date. More importantly, however, it is attributable to the 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 can report a decrease in our CO2 emissions for 2018; this is due to changes made by our electricity supplier – they have significantly reduced their emissions which assists us in reducing ours.
- Antimicrobial paint powder was introduced in 2020, which enables us to supply safer products to our customer.
- Bio-Mix, was not available to us in 2022 but will be re-introduced in Q2 2023, supporting the decrease of CO2 emissions

We calculate and report the amount of CO2 emitted per solution manufactured each year.

We aim to decrease this where possible.



Waste

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

Ergonomic Solutions Manufacturing in Noerresundby, Denmark currently undertakes the following:

- Recycling of all card and paper
- Recycling of food waste
- Recycling of scrap metal
- Recycling of plastics
- Recycling of used printer cartridges
- Recycling of disposable batteries
- Recycling of other mixed recyclables

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.

Awareness of plastic usage is an explicit parameter in our Environmental Policy and by end of 2019 d discontinued the use of plastic cups in our factory in Denmark.

During 2019 the Ergonomic Solutions Group has implemented double-sided printing as standard on all locations to prevent unnecessary paper usage.

During 2019 we have implemented a new automated paint shop where we now are re-cycling 100% of paint powder and thereby eliminating any waste.

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.

Other references

[Environmental Policy >](#)

This policy applies to Ergonomic Solutions International Limited and subsidiary companies

