

	Focus Area	Key Objective	Supporting Objectives 2023	2023 Target
A	Use of electricity	To minimise the use of electricity and the resulting CO2e emissions. No natural gas is used at Longlands Road site.	<ol style="list-style-type: none"> 1. Wherever possible, to purchase electricity from renewable sources. 2. Install continuous electricity consumption monitoring and recording equipment to better understand our power demand profile. 	Reduce normalised CO2e intensity ratio by 5% compared to previous year 2022. Energy management system installed at Bicester to understanding the demand profile and to identify areas for further improvement.
B	Water consumption	To minimise our carbon footprint from water consumption and volume discharged to drain.	Measure both our incoming water and volume discharged to drain.	Reduce normalised usage (m3/£m sales) by 5% compared to 2022.
C	Use of Volatile Organic Compounds (VOCs)	To reduce quantity of VOCs and solvents used to the minimum possible.	Installed new, low solvent usage cleaning machine when moved into new premises at Bicester in 2020.	Monitor usage against increased activity levels. Consideration being given to replace cleaning machine in Martinsville with a similar one to that in Bicester.
D	Waste generation	To ensure that in accordance with legislation waste will be managed in a sustainable manner following the waste hierarchy of Prevention, Recycling, Recovery and Disposal to ensure reduction in waste sent to landfill and the carbon emissions of land filling.	<ol style="list-style-type: none"> 1. To reduce the amount of waste sent to landfill. 2. Ensure all waste is clearly labelled and collected by an approved waste contractor. 3. Work with customers and suppliers to reduce non-reusable packaging 	Baseline waste figures calculated for 2021 and aim to reduce weight sent to landfill per £m sales by 5% compared to 2022. Audit waste identification. Staff education on waste separation and correct labelling.
E	Effluent drain discharge	To ensure that all discharges to drain are within our Discharge Permit limits.	<ol style="list-style-type: none"> 1. Ensure no uncontrolled discharges to drain other than from toilets and wash basins. 2. All process water to be collected in storage tanks, pH controlled, filtered to remove solids and analysed before discharge to drain is authorised. 	As part of the new installation, a meter has been installed to measure volume of process effluent discharged to drain. Independent third-party analysis of discharge samples regularly taken and analysed.
F	Emissions to atmosphere	To ensure all emissions to atmosphere do not adversely impact the local environment.	Ensure neutralisation of all emissions from CVD process.	Longlands Rd site has a wet scrubber added to wash all extracted fumes immediately before discharge to atmosphere. In addition, a second fume scrubber has been added to the CVD operations in both Bicester and Martinsville.
G	Effluent drain discharge	To ensure that all discharges to drain are within our Discharge Permit limits.	<ol style="list-style-type: none"> 1. Reduce CO2 footprint by transferring as many products as possible of US origin that are processed in the UK to our Virginia site. 2. Source low emission/EV company vehicles upon renewal. 3. Install electric vehicle charging points at Longlands Rd for employee use. 	<ol style="list-style-type: none"> 1. As soon as practicable, transfer remaining high volume. US pump parts to be coated in the Virginia plant. 2. Four EV charging points installed in August 2021. 3. Company car replacements to be EV/Hybrid or low-emission vehicles. 4. Encourage use of Teams/Zoom meetings where practical as an alternative to travel.
H	Effect on local community	To eliminate any complaints from neighbours or the local community relating to our activities.	Ensure our industrial neighbours are not affected by our activities.	Zero complaints from neighbours as a result of activity at any of our production facilities.