

ESM Climate Action Plan

Introduction

ESM recognises the importance of addressing climate change and is committed to reducing our environmental impact. This Climate Action Plan outlines the steps ESM will take to minimise our carbon footprint, promote sustainability, and contribute positively to the global effort to combat climate change.

1. Energy Efficiency

Objective: Reduce energy consumption across all ESM operations.

Responsible Individual(s): Directors, Operations Manager, Sustainability Nominee

a. Actions:

- Conduct an energy audit of our facilities to identify areas where energy can be saved.
- Switch to energy-efficient lighting (e.g., LED) and equipment.
- Implement energy-saving practices such as turning off lights and equipment when not in use.
- Explore renewable energy options, such as solar panels, for powering our facilities.

b. Progress:

- Cloud based file sharing and new work from home capabilities mean a reduction in printing documents.
- Signage erected around ESM offices/workshop educating staff to switch off lights, water taps and electrical appliances.

c. Future Plans:

- Replace all lights with more efficient LEDs in warehouse/factory.

2. Waste Reduction

Objective: Minimise waste generated by ESM and promote recycling and reuse.

Responsible Individual(s): Directors, Operations Manager, Sustainability Nominee

a. Actions:

- Implement a waste management program that prioritises recycling and reduces the use of single-use plastics.
- Encourage digital documentation to reduce paper waste, and use recycled paper where printing is necessary.
- Partner with suppliers who use sustainable packaging and materials.

- Promote reuse of materials, especially in exhibition stand production, to minimise waste.

b. Progress:

- Supplier sustainability review conducted annually to assess supplier sustainable practices.
- Employees encouraged to bring in a reusable water bottle rather than use disposable cups to fill up at the premises water dispenser.
- All Tarkett cushioned vinyl now recycled via their ReStart scheme. (collected from ESM premises).
- Recycling bin introduced in kitchen at ESM, employees encouraged to avoid disposal of recyclables in general waste bins.
- Glass and food bins introduced to divert as much waste from landfill as possible.
- Work from home capabilities now mean less printing required.
- Company purchase orders now digitised using Xero platform, reducing need for paper records.

c. Future Plans:

- Conduct a packaging review, identify areas for improvement and introduce sustainable/recyclable packaging alternatives.

3. Sustainable Sourcing

Objective: Ensure that the materials and products we use are sourced sustainably.

Responsible Individual(s): Directors, Operations Manager, Sustainability Nominee

a. Actions:

- Develop a supplier code of conduct that emphasises sustainable sourcing practices.
- Prioritise suppliers who demonstrate a commitment to environmental sustainability.
- Use eco-friendly materials in our products and services, wherever possible.

b. Progress:

- Preferred supplier list established.
- Partnership with AquaAid to provide a water dispenser at ESM premises has funded the construction of a fresh water pump in Africa.
- Sustainability supply chain review conducted via questionnaire in July.
- Sustainable Procurement Policy Introduced

- Clients now being offered 100% Recyclable Ecovelour carpet options.
- Sustainable graphics options (Eco-Print range) now available from our supplier Rocket.

c. Future Plans:

- Ensure only eco-label products are used
- Introduce contractual supplier expectations

4. Transportation and Logistics

Objective: Reduce emissions associated with transportation and logistics.

Responsible Individual(s): Directors, Operations Manager, Sustainability Nominee

a. Actions:

- Optimise delivery routes and schedules to minimise fuel consumption and emissions.
- Encourage carpooling, use of public transportation, or remote working to reduce employee commuting emissions.
- Explore the use of electric or hybrid vehicles for company transport and deliveries.

b. Progress:

- Work from home capabilities introduced, reducing the need for travel
- Hybrid company vehicles introduced
- Cyclescheme reintroduced and communicated to employees, incentivising green transport alternatives.

c. Future Plans

- Assessment of company vehicles and the transition to hybrid/electric or alternative fuels

5. Employee Engagement

Objective: Foster a culture of sustainability within ESM.

Responsible Individual(s): Directors, Operations Manager, Sustainability Nominee

a. Actions:

- Provide training and resources to educate employees about climate change and sustainability.
- Encourage employees to adopt sustainable practices at work and at home.

- Establish a “Green Team” to lead and promote sustainability initiatives within the company.

b. Progress:

- Several employees undertook and completed online ESSA environment and sustainability-related training modules.
- Toolbox talks conducted with workshop staff on pollution, waste management, no-idling.
- Nominated Sustainability Representative appointed
- Green initiatives such as cyclescheme properly established and communicated with staff
- Mental health & wellbeing policy introduced
- Mental health first aider training costs approved; employee(s) to undertake the course ASAP

c. Future Plans:

- Further work on mental health & wellbeing arrangements

6. Carbon Footprint Reduction

Objective: Monitor and reduce the overall carbon footprint of ESM.

Responsible Individual(s): Directors, Operations Manager, Sustainability Nominee

a. Actions:

- Calculate our carbon footprint to understand the sources of our emissions using the ESSA Carbon calculator.
- Set annual targets for reducing our carbon emissions.
- Offset unavoidable emissions by investing in certified carbon offset projects.

b. Progress:

- Begun to collate records of deliveries from suppliers.
- Quartix vehicle tracking app used to record ESM company van carbon emissions

c. Future Plans:

- Assessment of hire vehicle carbon emissions
- Assessment of indirect carbon emissions from using public transport (plane, train etc.)

7. Continuous Improvement and Reporting

Objective: Continuously improve our climate action efforts and maintain transparency.

Responsible Individual(s): Directors, Operations Manager, Sustainability Nominee

a. Actions:

- Regularly review and update our Climate Action Plan to reflect new opportunities and technologies.
- Report annually on our progress towards our sustainability goals and carbon reduction targets.
- Engage with stakeholders, including customers and suppliers, to share our progress and encourage collaborative efforts.

b. Progress:

- Updated relevant policies and sections of the company handbook relating to the environment and sustainability for 2025.
- Begun sharing policies and expectations with suppliers via email and our website.

c. Future Plans:

- Calculate hire vehicle and subcontractor/supplier emissions
- Record carbon emissions breakdown by individual events/jobs

8. Conclusion

ESM is committed to taking meaningful action to address climate change. By implementing this Climate Action Plan, we aim to reduce our environmental impact, contribute to a sustainable future, and set a positive example within our industry. Together, we can make a difference.

Signed:



Name:

Robert Brackstone

Position:

Director

Date:

15/07/2025

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15/07/2026