



Our environmental stewardship and
journey to net-zero carbon.

Our Sustainability Strategy



Pro Enviro

ENGINEERING A GREENER WORLD

A message from Nersi Salehi, Managing Director

I am the Managing Director of Pro Enviro Ltd and have more than 30 years of experience in developing decarbonisation policies and strategies for the energy-intensive sectors of the UK economy. I manage teams of energy engineers, scientists and data analysts who develop and embed low and net-zero Carbon strategies for the businesses and provide access to funding for the implementation of energy efficiency technologies to reduce energy consumption, costs and CO₂ emissions.

In the past five years, Pro Enviro have been involved in the design and delivery of several energy efficiency, decarbonisation and net-zero business support programmes for the Government, Local Authorities and Innovate UK. These include the delivery of the highly successful Business Energy Assessment Service (BEAS) pilot programme for the Department of Energy Security and Net Zero (DESNZ), Industrial Decarbonisation – Northern Ireland (ID-NI) and Repowering the Black Country funded by Innovate-UK. Worcester Industrial Cluster Decarbonisation on behalf of Worcester City Council, and further two regional programmes, Worcestershire County Council's Business Energy Efficiency (BEEP) and Staffordshire County Councils' Green Solutions.

Supported by our vast experience in energy engineering and expertise in decarbonisation and emissions management technologies, Pro Enviro have developed several innovative online knowledge management tools and Knowledge Sharing Platforms (KSP) to accelerate the UK Government's drive to support energy intensive manufacturers improve growth, reduce energy consumption, and carbon emissions.

www.zerocarbonhubs.co.uk

www.ID-NI.eco



Who we are

Pro Enviro are specialist energy efficiency, process optimisation and carbon emissions abatement consultancy based in the Midlands, and for the past 30 years have delivered innovative solutions to decarbonise the energy intensive sectors of the UK economy.

Pro Enviro is known for innovative thinking, application of effective solutions to complex process optimisation and decarbonisation. In the last five years Pro Enviro have developed a number of highly innovative and successful process optimisation and decarbonisation strategies for the energy intensive companies in such sectors as foundries, forging, plastics, construction and chemical sectors. We are pioneers in developing advanced online energy management and carbon abatement tools and Knowledge Sharing Platforms for transferring knowledge, advance Monitoring and Targeting (aM&T) and carbon accounting systems to produce regulatory reporting requirements, such as Carbon Border Adjustment Mechanism (CBAM), Streamlined Energy and Carbon Reporting (SECR) and Carbon Reduction Plans (CRP).

Pro Enviro are currently involved in the delivery of the Department of Energy Security and Net Zero (DESNZ) highly successful energy efficiency pilot programme - Business Energy Assessment Service (BEAS). The programme aims to deliver 4,000 energy efficiency and decarbonisation assessment reviews to businesses within the West Midlands region through the provision of expert support to develop tailored low and net-zero carbon strategies and access to funding of up to £100,000 for the deployment phase of the programme.

The Managing Director of the operation, Nersi Salehi leads Pro Enviro's team of consultants, data analysts and systems developers. He has 40 years of experience in the fields of process optimisation through energy efficiency, developing low and net-zero carbon strategies and delivering successful energy efficiency and carbon abatement projects for the energy intensive sectors of the UK economy.



Pro Enviro

ENGINEERING A GREENER WORLD



Our Values

The Earth's natural resources are finite, and there is no Planet B.

The stewardship of the planet Earth and ensuring the future generations will not become resource poor due to our generation's uncontrolled and excessive consumption sit at the core of our value system. Sustainable growth at Pro Enviro is directly dependant on how we support sustainable growth at our clients' operations.

We believe sustainable growth can only be achieved through an intelligent approach to limit consumption and waste minimisation. This can be achieved through process optimisation, energy efficiency, renewable power, reuse and recycling of resources.



Our Mission

To accelerate the transition of the UK economy to net-zero carbon in line with the Government's commitment to limit global warming to 1.5 degrees Celsius, as enshrined in The Paris Agreement, by developing energy and resource efficiency strategies and sustainability goals for the energy intensive organisations and their supply chain.



Our Vision

To be a recognisable force in driving sustainable industrial growth through positively influencing policymakers and organisations adopting sustainability principles of minimising resource consumption, developing process optimisation and decarbonisation in their journey to develop sustainable growth and net-zero.

Our Business' Ethical and Moral Responsibility

Business ethics is embedded in every step of our decarbonisation journey. We feel that in order to effect change and develop a more sustainable future, we must take active steps to reduce our impact without compromising our ethical values.

There are 12 ethical principles that we integrate into our business: value system. These are Honesty, Fairness, Leadership, Integrity, Compassion, Respect, Responsibility, Loyalty, Law-abiding, Transparency, and Environmental Stewardship.

Maintaining human rights within our company is one of the key ethical pillars on which we at Pro Enviro build our policies. We do all we can to ensure we are never in breach of this and ensure our suppliers are following similar policies and practices. Holding companies in our supply chain responsible for maintaining their own ethical and moral responsibility ensures that the materials we receive are ethically and responsibly sourced.

Pro Enviro maintains a firm belief that everyone deserves the right to be treated equally and fairly. In our recruitment process, we ensure we follow all guidelines and regulations set by The Equal Opportunities and Equality Act, and continued throughout employment, with equal opportunities and fair pay being given to all our employees.

Taking a firm stance against climate change and meeting the targets set by both government and industry standards are paramount in our operations. Financial investment in sustainable technologies is at the forefront of our future business development, and we are taking steps to identify and reduce non-productive energy consumption where possible.



Integration of our Energy Policy

Our energy policy is the cornerstone of our decarbonisation strategy, which is an integral part of the company's business strategy.

We have installed 11.6 kWp of in-house solar generation and plan to increase this capacity by eight kWp to cover all available office roofs. We have also installed air source heat pumps to provide efficient heating throughout our offices.

The Energy policy includes the replacement of all company cars with EVs. We have installed charging points to encourage the use of EVs by our employees, clients and suppliers.

Rigorous route planning is conducted to ensure minimal total mileage for consultants attending site reviews. Home working is supported to minimise unnecessary travel.

Pro Enviro is dedicated to advancing environmental sustainability through a comprehensive energy policy designed to mitigate our operational impact on the environment and secure a more sustainable future. This commitment is underscored by our dedication to significantly diminish our carbon footprint by optimising our energy utilisation.

Our Pledges:

1. **Adherence to Regulatory Standards:** Pro Enviro will uphold all pertinent energy legislations and carbon abatement regulations, ensuring that we operate in alignment with established environmental guidelines.
2. **Dynamic Operational Analysis:** We will conduct regular assessments of our operations to gain insights into fluctuations in energy consumption, thereby enabling us to make informed decisions and chart a path towards enhanced efficiency.
3. **Continuous Improvement:** Our dedication to perpetual advancement will drive us to continually identify innovative opportunities to reduce energy consumption and shrink our carbon footprint.
4. **Technology-Driven Efficiency:** We are committed to adopting energy-efficient technologies whenever feasible, leveraging their potential to optimise our operations and amplify our sustainable practices.
5. **Incorporation of Sustainability in Design:** Sustainability will be interwoven into every facet of our new product designs, fostering a culture of responsible innovation.
6. **Empowered Workforce:** Through comprehensive education and training, we will empower our employees to cultivate energy-efficient habits and champion environmentally conscious practices.
7. **Promotion of Renewable Technologies:** We will actively integrate renewable energy technologies into our energy supply mix, advocating for a diversified and eco-friendly energy portfolio.
8. **Integration into Decision-Making:** Energy efficiency will be a cornerstone of our decision-making processes, ensuring sustainability is at the heart of our operational strategies.
9. **Ambitious Goals:** Company A will establish measurable energy efficiency objectives and carbon reduction targets, encompassing supply chain impact reduction and enhancing overall performance.
10. **Rigorous Controls:** We will implement stringent operational controls that are subject to regular audits, reviews, and updates, guaranteeing that our energy practices remain aligned with our goals.
11. **Transparent Communication:** Our Energy Policy will be annually updated and effectively communicated across all levels of our organisation, fostering a shared commitment to our sustainability mission.
12. **Openness to the Public:** This Energy Policy will be readily available to all stakeholders, ensuring transparency and accountability in our efforts towards sustainable energy practices.

Signed:

Name: Nersi Salehi


Title: Managing Director

Pro Enviro

Date: 11/10/2023.



Taking Action Against Climate Change

Summary	Status	Description
Assess and review all policies currently in place, aligning them with a Net Zero Plan	Complete	While ensuring our impact on the environment is as small as possible, new technologies and research mean that our policies are always evolving and being updated to include changes to legislation. Due to the nature of our business, we work within our own supply chain to help reduce energy consumption and decarbonise operations.
Introducing UN Sustainable Development Goals into our core company policies	Complete	<p>The UN Sustainable Development Goals (SDG) form Pro Enviro's guiding principles and sit at the heart of our business development strategy. Our Environmental, Social and Governance roadmap is in the final stages of development.</p> 
Implementation of staff training towards net zero policy both at work and home	Complete	We believe that a holistic approach to reducing the company's impacts on the environment is key to achieving net zero. All our staff have undergone extensive net zero awareness training to help make more environmentally conscious decisions. To reduce our impact on both the office and the homes of our employees.
Supporting Staff to make 'Greener' choices	Complete	Providing information and support to staff to utilise in their travel to work can help reduce our scope 3 emissions, reducing our impact on the environment. This has included the Electric Vehicles scheme – We do have staff members who have already made the switch to EV travel. Future plans involve the Cycle to Work Scheme and the installation of additional car charging points.

Summary	Status	Description
Waste Management through sustainable disposal and recycling	Complete	Division of waste streams into more identifiable sectors helps us ensure that all waste is correctly disposed of or recycled where possible. This includes the separation of food waste from general waste.
Supporting the implementation of the Repowering the Black Country Project	Complete	The RtBC project aimed to develop in the Black Country the first Net-Zero Carbon cluster decarbonisation hub. Many of the lessons we learned through this important regional project were implemented into our own strategies to help decarbonise plans at Pro Enviro.



Summary	Status	Description
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Successful delivery of the Business Energy Advice Service programme

In Process

The Department of Energy Security and Net Zero has launched its Business Energy Advice Service (BEAS) is a pilot programme designed to help businesses save money and drive growth by providing free energy assessments and 50% match-funded grants up to £100,000. Pro Enviro are the specialist Energy Management and Decarbonisation Consultants, contracted to deliver both Standard and Energy-Intensive site reviews under the Business Energy Advice Service (BEAS) across the West Midlands Combined Authority and Broader West Midlands area.





Scope 1 and 2 Emission Reductions

Scope 1 and 2 emissions cover the direct and indirect emissions of our company assets and are the main focus of our GHG emissions reduction targets at this moment in time.

Our current target is set for 2030 to meet and exceed industry standards to decarbonise Scopes 1 and 2.

We will be continuing our journey to decarbonise these areas through process optimisation and waste minimisation projects.

We will increase the total in-house solar generation to 20 kWp and install battery storage to minimise electricity consumption and CO2 emissions.

In line with the company's vehicle decarbonisation policy, all company vehicles are now EVs.

Summary	Status	Description
GHG science-based target and SBTi approval process	In progress	To lead by example, we have set ourselves science-based targets to meet and exceed on our decarbonisation journey. The company is currently in the final stages of obtaining the coveted SBTi approval process.
Installation of inhouse energy generation via 11.6kWp Solar PV array	Complete	The installation of inhouse energy generation from solar array has minimise our overall non-renewable energy demand and consumption and reliance on the grid.
Lighting management for our office building	Complete	We have installed energy-efficient LED lighting systems with onboard occupancy sensor technology and timers to reduce non-productive energy consumption. This work was completed in 2020.
Energy efficient heating solutions installed	Complete	Reducing our Scope 1 emissions through the electrification of office heating and hot water systems with air source heat pump technology and an under-sink electric hot water generation system. This work was completed in 2022. As of 2024, we no longer have any Scope 1 emissions.
Utilisation of carbon accounting software tool, CFAR, to accurately measure Scope 1, 2 and scope 3 emissions.	Complete	Tracking our Scope 1 and 2 emissions can help us target what areas require the largest change and precisely where science-based targets can be deployed to get the results we desire. Recording our Scope 1 and 2 using our Carbon Accounting and Reporting (CFAR) software has enabled us to accurately monitor our performance against pre-set Scope 1 and 2 targets. Scope 3 data is currently being collected collated and added to the CFAR system We have collected our business travel (the larges section of carbon emissions and have included this) We have not yet included waste as our current waste is not monitored and the office complex we reside in have a company that collects all the waste from a central point. Our waste is from domestic consumption and is minimal.
Baseline year for monitoring CO ₂ emissions established	Completed	To ensure that our carbon emission targets, and low carbon projects are Science-based, we have established 2019 as our baseline year, due to the large amount of data we have available for all aspects of our company. This allows us to develop accurate, science-based Carbon accounting targets and effectively track our Carbon emission reductions in scope 1 and 2 and 3 emissions.

Scope 3 Emission Reductions

Scope 3 emissions cover GHG generated outside of the company's direct assets. This can include employee transportation, upstream and downstream supply chain processes, water and waste.

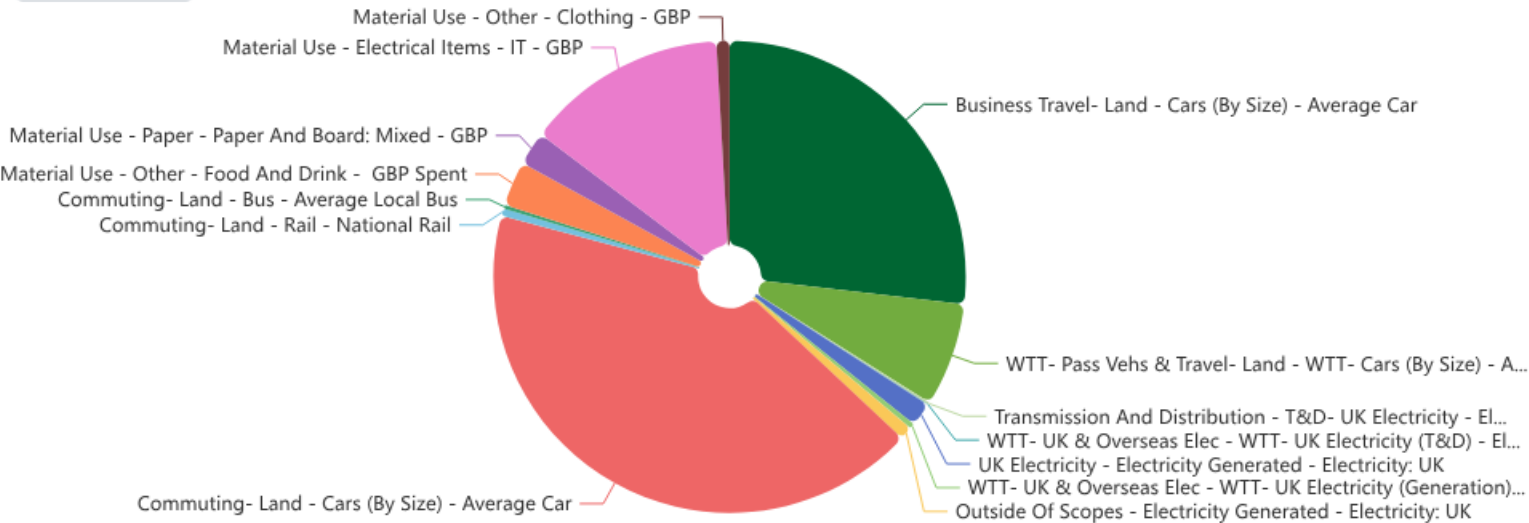
Through projects implemented over the next decade, we aim to reduce our Scope 3 impact to achieve our decarbonisation goals and help reduce our Scope 3 emissions.



Summary	Status	Description
Scope 3 Emissions collection and calculations using CFAR (Carbon Footprinting, Accounting and Reporting) Tool.	On Going	We will continue to record our scope 3 emissions accurately. Collecting this information will allow us to track and monitor our impact on the environment more holistically, as well as provide a full picture of our emissions. This is an ongoing process as we need to complete it each year. This will help us track our decarbonisation efforts and hold us accountable for our emissions.
Encouraging staff to switch to EV	In progress	Our largest emissions come from our Scope 3. This is mainly due to the large amount of business travel we do to meet clients throughout the UK. Switching to EV will reduce the Scope 3 emissions and help us meet our decarbonisation targets. Plans for funding support to encourage purchase of EVs for by our consultants is going through the final consultation phase.

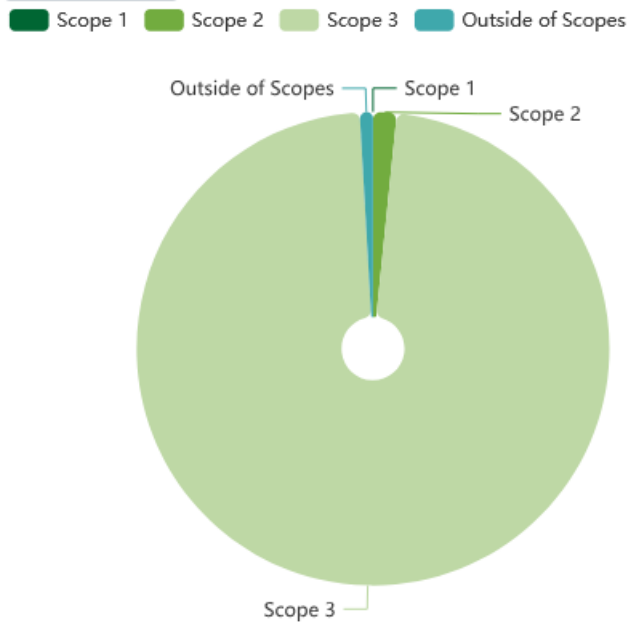
Breakdown of CO2e (tonnes) by emissions source

2024



Breakdown of CO2e (tonnes) by scope

2024





Reporting and Data

Developing zero carbon goals requires a factual and science-based process that uses available data to help make the most efficient decarbonisation decision.

Using CFAR software, we have maximised our carbon reduction target setting through accurate data collection, collation, and analysis, regular internal monitoring, and management reporting.

We have registered for the SBTi Programme run by the World Resources Institute (WRI) and plan to submit our application before the end of Q3 of 2025.

We have submitted and have been accepted to join the B Corp Programme.

Summary	Status	Description
Establishing a baseline year	Complete	Establishing and developing a GHG emissions baseline year has helped us identify the scale of our endeavour required to decarbonise our activities. Our baseline year is 2019, and we saw a 56.05% reduction in carbon emissions in 2023 compared to the GHG emissions in this baseline year across all three scopes.
Reporting Framework Scoped	On going	With our reporting framework scoped in line with the reporting requirements of SBTi, B Corp and UN Climate Change Commitment.
Scope 1 and 2 scoped and quantified	Complete	With an understanding of our scope 1 and 2 GHG emissions, targeting projects on reducing our overall emissions has been developed with accurate targets set with defined management review timelines.
Zero Carbon Strategy developed for the office to report consumption data	Complete	A Zero Carbon Strategy has been developed, and decarbonisation projects have been implemented at our office to assist with data capture, processing and monitoring requirements. This is with the aim of further reducing our carbon emissions to zero by 2030 in Scopes 1 and 2. We aim to complete the carbon accounting and reporting systems at Scope 3 in 2025-2026 and be able to set net-zero carbon strategy at Scope 3. The only areas currently missing from our Scope 3 inventory is Waste, Water and Purchased Goods and services.
Tracking and reporting emissions on an annual basis	On going	Regular updates and annual reporting on our emissions allows for monitoring of our successes against pre-set targets and tracking of the success or failure of individual projects undertaken in reducing our GHG emissions against our pre-set targets.

Current GHG footprint

Using our Carbon Footprinting Accounting and Reporting (CFAR) software, we have calculated our emissions from our baseline year of 2019 for Scope 1 and 2 and the majority of our Scope 3 data:

Emissions in Tonnes of CO ₂ e				
	Scope 1	Scope 2	Scope 3	Out of Scope
2019	19.35	3.83	45.34	
2020	7.79	3.3	37.8	
2021	5.43	3.52	45.73	1.77
2022	7.93	1.94	70.75	1.15
2023	2.95	1.18	61.33	0.653
2024	0	1.18	71.32	0.655

This includes emissions from:

Scope 1:

- Passenger vehicles - Cars (by size) - Average car (2019-2023)

Scope 2:

- UK electricity, Electricity generated, Electricity: UK

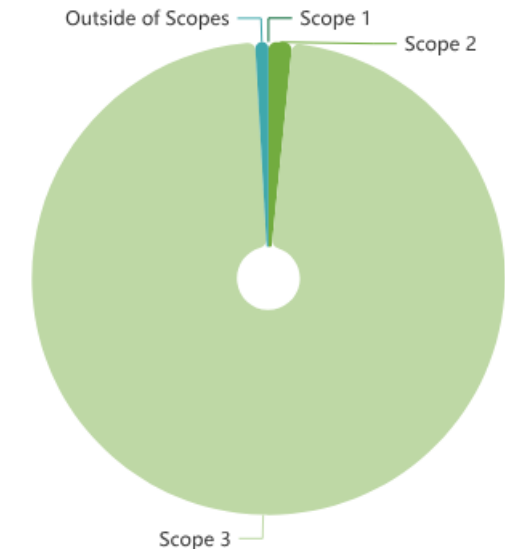
Scope 3:

- Transmission and distribution - T&D- UK electricity - Electricity: UK
- WTT- UK & overseas elec - WTT- UK electricity (generation) - Electricity: UK
- WTT- UK & overseas elec - WTT- UK electricity (T&D) - Electricity: UK
- Business travel- land - Cars (by size) - Average car
- WTT- pass vehs & travel- land - WTT- cars (by size) - Average car
- Commuting- land - Cars (by size) - Average car
- Commuting- land - Rail - National Rail
- Commuting- land - Bus - Average local bus
- Material use - Other - Food and drink - GBP spent
- Material use - Paper - Paper and board: mixed - GBP
- Material use - Electrical items - IT - GBP
- Material use - Other - Clothing - GBP

Breakdown of CO₂e (tonnes) by scope

2024 ▼

Scope 1 Scope 2 Scope 3 Outside of Scopes

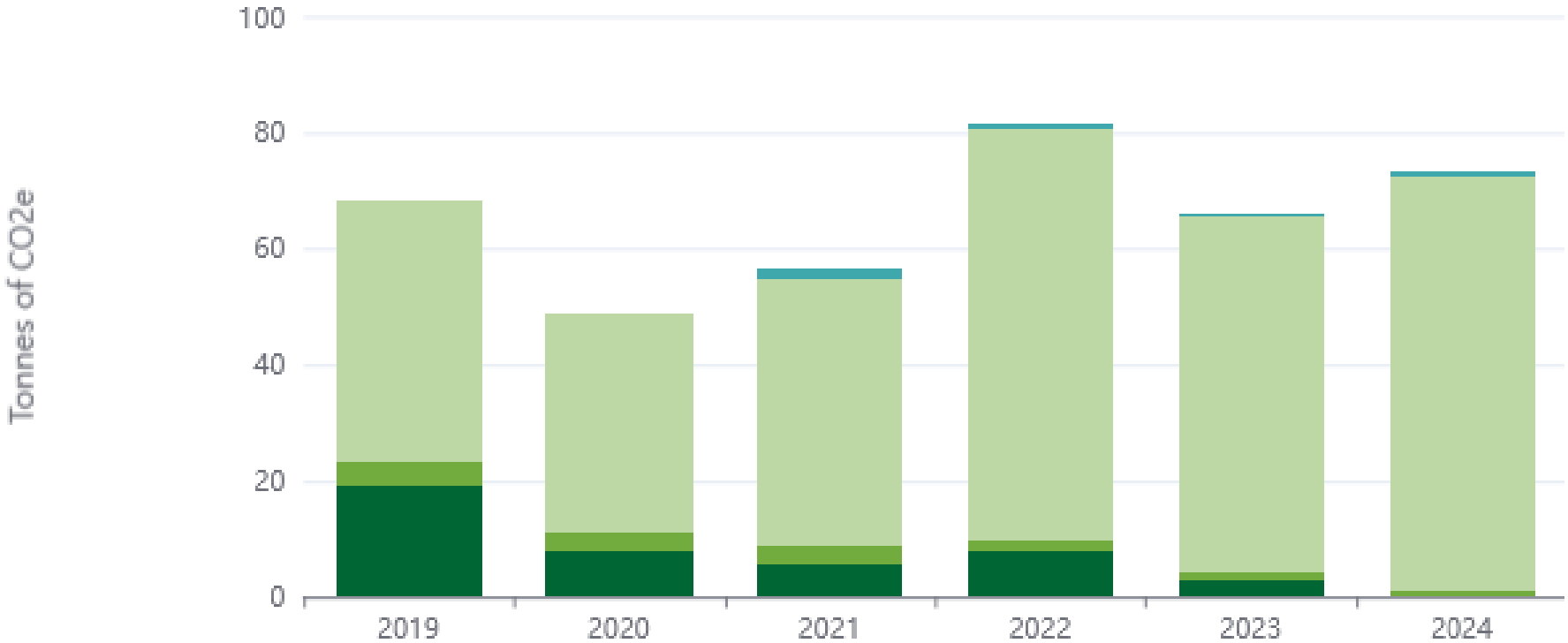


CO2e By emissions scope and year

Pro Enviro

Scope 1 Scope 2 Scope 3 Outside of Scopes

This chart shows the company's absolute greenhouse gas emissions (measured in tonnes of CO₂e) from 2019 through 2024, separated into Scope 1, Scope 2, Scope 3, and emissions outside of scopes. Overall emissions fluctuate across the period, with a noticeable decrease in 2020, a peak in 2022, and moderate reductions in subsequent years. Scope 3 consistently represents the largest share of emissions, while Scope 1 and 2 make up smaller but steady contributions.



CO2e By emissions scope and year Normalised

Pro Enviro

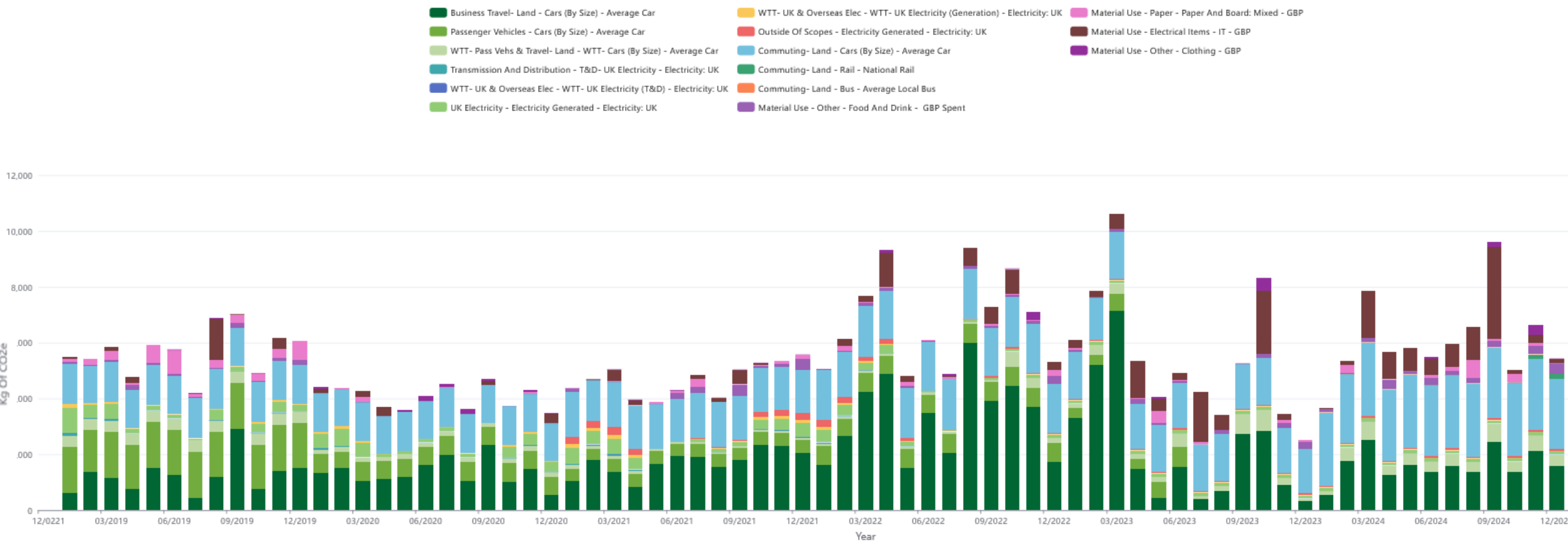
Scope 1 Normalised Scope 2 Normalised Scope 3 Normalised Outside of Scopes Normalised

Tonnes of CO2e / Number of Employees



This chart illustrates the company's greenhouse gas emissions from 2019 to 2024, broken down by Scopes 1, 2, 3, and emissions outside of scopes. To provide a fairer basis for comparison over time, the data has been normalised by the number of employees, showing emissions per employee (tonnes CO₂e per headcount). This approach highlights changes in emissions intensity rather than absolute totals, enabling insights into how efficiently the company manages its carbon footprint as workforce size fluctuates.

CO2e (tonnes) by emissions source



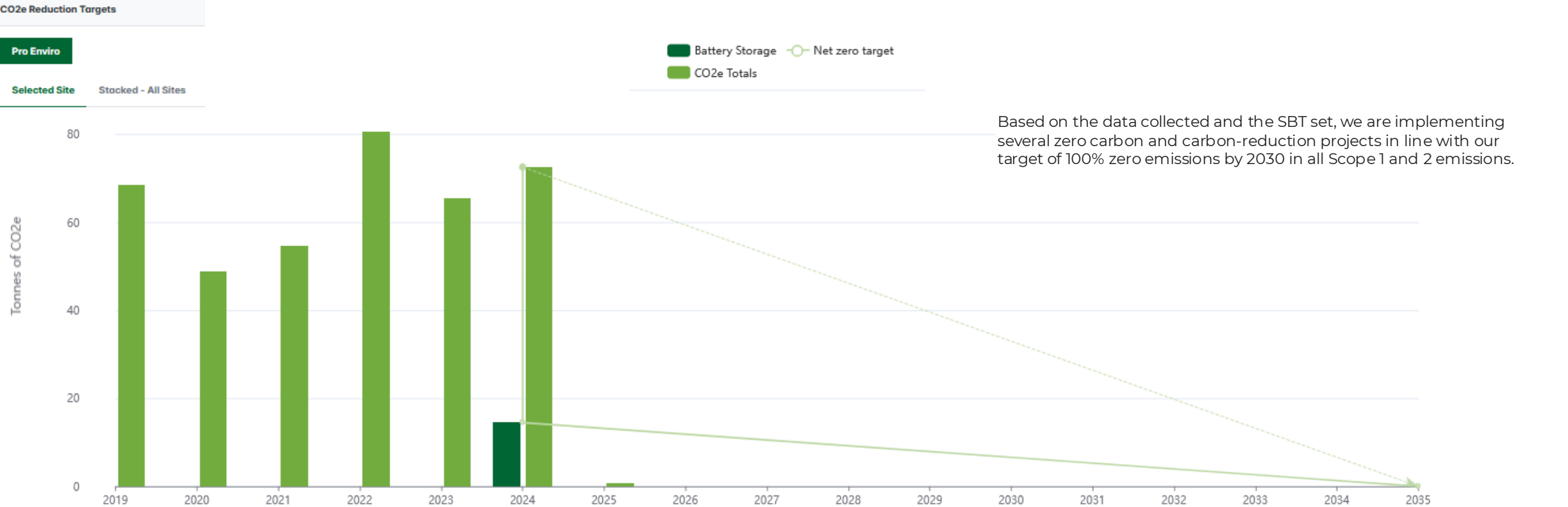
Data Gaps

Scopes 1 and 2 are completed and will need to be updated on an annual basis to track our decarbonisation efforts. We are in the process of assessing our Scope 3 data inventory to include as much of our emissions as possible. Scope 3 is a lengthy process, and we have only just begun collecting the data required to map our emissions. We have had to use the spend-based method for our material use items like clothes, food and drink, IT equipment and paper products. We have included the employee commuting data recently. We are aware that our Waste data is not included in this report, as we have a central waste collection for the office complex, and our waste is for domestic consumption. We have not included our water consumption in our current Scope 3 inventory, but we plan to include this on our next reporting cycle. We plan to improve our data collection process for Business travel to include fuel type for each mile accounted.

Emission Reduction Plan

We are committed to the development of a comprehensive net-zero carbon strategy that is uniquely tailored to our production and needs that we will be implementing over the next 8 years to align ourselves with the Paris Agreement of limiting global warming to below 1.5°C.

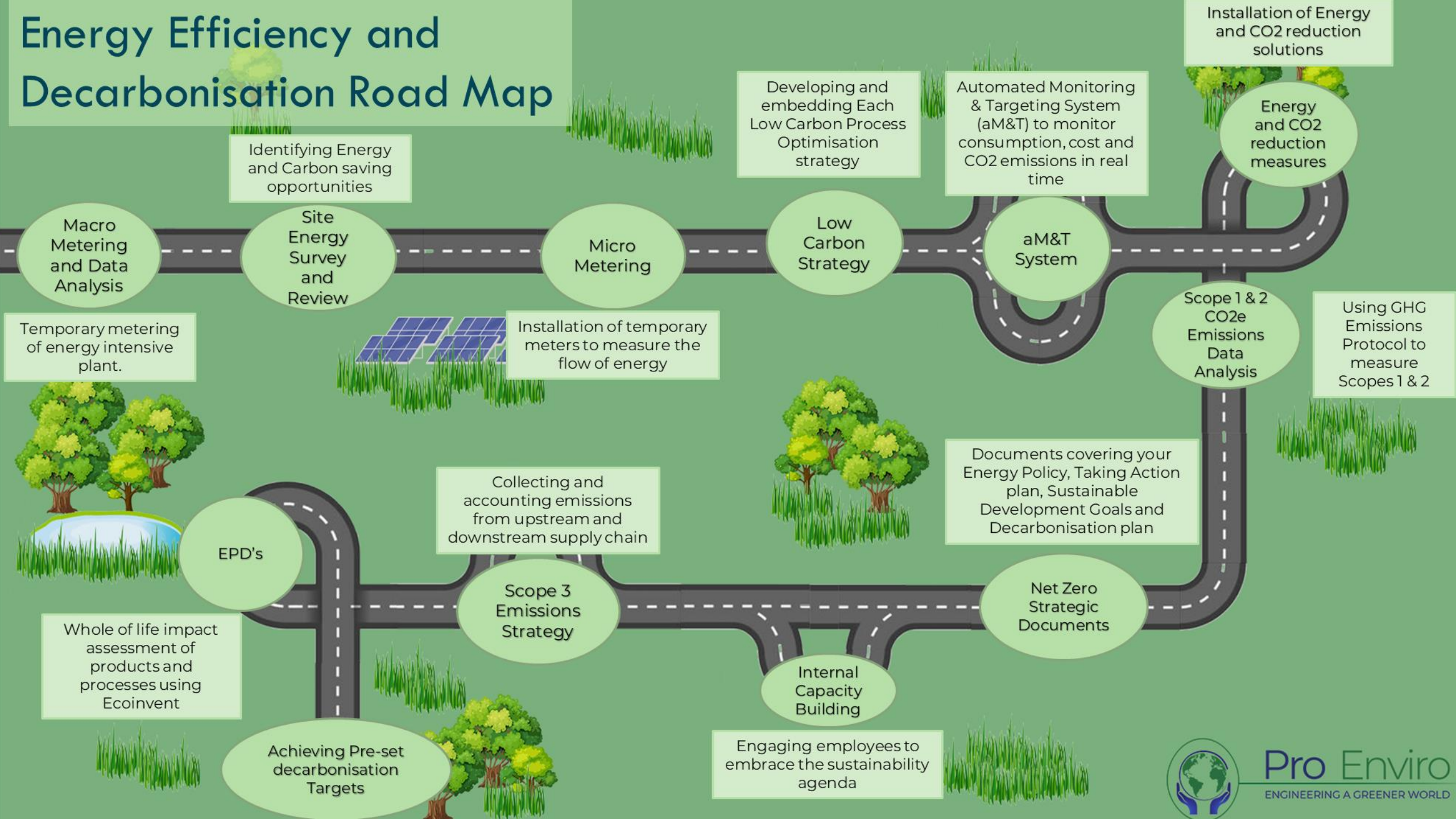
Emissions Target



Decarbonisation Plan

Policy and Strategy	Reporting and Data	Scope 1 and 2 Emission Reduction	Scope 3 Emission Reduction
<ul style="list-style-type: none"> Set science-based targets for scopes 1 and 2 Assess and review all policies currently in place and ensure current policies align with our net zero plan Commit to SBTi registration Introduce UN Sustainable Development Goals into our core company policies 	<ul style="list-style-type: none"> Baseline year established Reporting framework scoped Mapping Scope 1 & 2 carbon emissions using Pro Enviro's CFAR (Carbon Accounting and Reporting) tool for 3 years 	<ul style="list-style-type: none"> Establish baseline year Continue to manage heating and lighting controls Installation of in-house generation, we have a 7 kW PV system. 	<ul style="list-style-type: none"> Map carbon emissions from supply chain Begin Scope 3 emissions calculated using Pro Enviro's CFAR (Carbon Accounting and Reporting) tool Continue to use environmentally friendly supplies
<ul style="list-style-type: none"> Target of decarbonisation set to 2030 Develop a robust system for monitoring achievement Implement staff training regarding net zero policy changes 	<ul style="list-style-type: none"> Track and report emissions annually and calculate emissions savings Review low and zero carbon strategies to ensure actions are being taken Develop Zero Carbon Strategies for Rugby offices to report consumption data 	<ul style="list-style-type: none"> Collection of normalising factor data for normalising Data entry into the Energy and Carbon Portal (ECP) Switching all company cars to EVs Support staff to choose carbon-efficient options to travel to work 	<ul style="list-style-type: none"> Communicate with supply chain Scope 3 emission reductions Complete Scope 3 benchmark Establish supply chain emissions reporting process Choose suppliers with the lowest carbon footprint
<ul style="list-style-type: none"> Raising awareness of climate change challenge with the supply chain / Scope 3 Introducing UN Sustainable Development Goals into our core company policies Register to B Corp programme to keep our sustainability plans and strategies on target. 	<ul style="list-style-type: none"> Collection and Collation of Scope 3 Reductions Aligning decarbonisation efforts with the SBTi with complying with their reporting requirements Comply with the reporting requirements of the B Corp Programme 	<ul style="list-style-type: none"> Install additional PV solar array Installation of a battery storage system reduces dependence on the grid 	<ul style="list-style-type: none"> Plan of action for scope 3 decarbonisation Establish supplier emission reduction commitments Complete the collection of Scope 3 data
<ul style="list-style-type: none"> Achieve decarbonisation of scopes 1&2 by 2030 	<ul style="list-style-type: none"> Engaging external auditors to embed ISO50001. 	<ul style="list-style-type: none"> Purchasing of electric "pool cars" to reduce our Scope 3 emissions Implement further zero carbon strategies 	<ul style="list-style-type: none"> Extend supplier engagement programs & embed it into contracts Supplier emissions review annually and revised strategy for future

Energy Efficiency and Decarbonisation Road Map





**United
Nations**

Department of Economic and Social Affairs
Sustainable Development

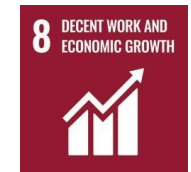
Pro Enviro

Making the SDGs a REALITY

SUSTAINABLE DEVELOPMENT GOALS

The Division for Sustainable Development Goals (DSDG) in the United Nations Department of Economic and Social Affairs (UNDESA) acts as the Secretariat for the SDGs, providing substantive support and capacity-building for the goals and their related thematic issues, including water, energy, climate, oceans, urbanisation, transport, science and technology, the Global Sustainable Development Report (GSDR), partnerships and Small Island Developing States. DSDG plays a vital role in evaluating the UN systemwide implementation of the 2030 Agenda and in advocacy and outreach activities relating to the SDGs.

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. The 17 Sustainable Development Goals (SDGs) are at its heart, an urgent call for action by all developed and developing countries in a global partnership. They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth, all while tackling climate change and working to preserve our oceans and forests.



Our Key Sustainable Development Goals

As part of our role in fulfilling and adhering to the Key Sustainable Development Goals, we have implemented as many of these into our business structure as possible, though some fit into our company structure better than others. Our support for each goal is integrated, but some of our main strategies are directly related with key goals at the core.

We have begun to work alongside organisations and Local Authorities to tackle energy consumption where possible. Micro-metering energy-intensive plant has allowed us to take targeted action against these areas and ensure we meet Goal 12 by encouraging companies to efficiently use energy rather than using it non-productively.

Our interactions often revolve around supporting energy intensive companies with information and guidance. We ensure that information is not withheld behind hidden costs or fees, and that we are a supportive consultancy that can bring innovative Zero Carbon Strategies into our clients' business strategies. This encompasses part of Goals 4 and 11, as our clients are educated on low-carbon strategies and can implement these strategies to reduce their impact on the environment at both local and global levels.

Goal 17 is one of our main business goals. We work alongside government bodies, local authorities, and companies to help all entities reduce their carbon emissions and impact on the world.



Our Key Sustainable Development Goals

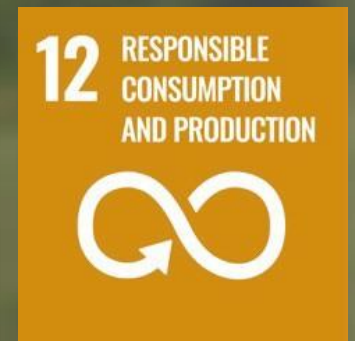
We ensure all staff receive equal and fair pay; this is achieved by compensating above the National Minimum wage. This ensures we are meeting the goals set by the Sustainable Development Goals 1, 5 and 10

Our support of Goal 3, Good Health and Well-being, extends into our staff training for health and safety. Our approach to health and safety is based upon sensible risk management and complying with all relevant legislation, codes of practice and other health and safety standards. We ensure that there is a positive workplace atmosphere, and that staff take regular breaks to reduce stress and encourage good health and well-being.

Pro Enviro has been taking active steps to reduce our impact on the climate by implementing efficient solutions at our main office. This includes the installation of an 11.6-kWp Photovoltaic solar system and the implementation of an Air Source Heat Pump system to provide heating and cooling to the office.

We are encouraging staff in transitioning to EVs when possible, by supplying free charging stations at the workplace. In addition, we provide financial support for the purchase of new Electric Vehicles. This helps reduce our Scope 1 and Scope 3 emissions and helps develop a more sustainable society.

We have staff members who volunteer at the local food bank every Friday afternoon as part of our community engagement, and we have engaged all staff members in our cleaner community initiative where we collaborate with locally based clients to host litter picking in our community.



Community enrichment – Litter picking



The UN Global Compact

The UN Global Compact aims to accelerate and scale the global collective impact of business by upholding the Ten Principles and delivering the SDGs through accountable companies and ecosystems that enable change.

[Principle 1](#): Businesses should support and respect the protection of internationally proclaimed human rights; and
[Principle 2](#): make sure that they are not complicit in human rights abuses.

[Principle 3](#): Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
[Principle 4](#): the elimination of all forms of forced and compulsory labour;
[Principle 5](#): the effective abolition of child labour; and
[Principle 6](#): the elimination of discrimination in respect of employment and occupation.

[Principle 7](#): Businesses should support a precautionary approach to environmental challenges;
[Principle 8](#): undertake initiatives to promote greater environmental responsibility; and
[Principle 9](#): encourage the development and diffusion of environmentally friendly technologies.

[Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.

Pro Enviro has recently signed up to support the UN Global Compact, as we thoroughly support the goals and aims of this movement. In addition, we hope that by taking the lead in this, we will encourage more and more companies to follow in our steps as we move towards a more sustainable and ethical future.

