SUSTAINABILITY POLICY

Our Commitment

Hall and Kay are a UK leading fire protection and security business. We recognise that we have a responsibility to ensuring that sustainability is a key business focus, and that we are striving to enhance the Environmental, Economic and Social impacts of our operations.

This policy provides practical guidance and specific objectives to implement the principles set out in our ESG & CSR Policy, ensuring our commitments are translated into measurable action for our stakeholders.

This policy applies to all employees, directors, contractors, procurement and business operations across the UK.

Our Approach

We have set key sustainability objectives, encompassing the ESG & CSR framework, referenced in our ESG & CSR policy. These objectives are in alignment with the United Nations Sustainable Development Goals, and our Science Based Targets through the Science Based Target Initiative.

UN SDG: We have selected 'six' key goals which we feel are the most relevant to our business. These are:

SBTI: Our overarching goals are set and confirmed with The Science Based Target Initiative. These are:

Near-Term Targets: Commit to reduce absolute scope 1, 2 and 3 GHG emissions 51% by 2030 from a 2018 base year.

Long-Term Targets: Commit to reduce absolute scope 1, 2, and 3 GHG emissions 95% by 2040 from a 2018 base year.

Temperature alignment to 1.5 Degrees Celsius.

These feed into our official sustainability roadmap – **TOWARD40.**
This includes becoming a net zero business by **2040.**

Social & Economic:

As a business, we provide: Mental health training, annual salary reviews, employee feedback surveys, flexible/remote working where possible, reward and recognition schemes, and adopting an open-door policy.
Key targets we are working toward include:

1. Achieve level 2 of the Disability Confident Scheme.
2. Achieve Real Living Wage employer and service provider status.
3. Ensuring a minimum of 10% of all apprentices and graduates are from socially disadvantaged backgrounds.
4. Provide employees with two paid volunteering days annually.
5. Include sustainability in 100% of sales pitches to support client ambitions.
6. Provide employees with free sustainable living initiatives to help them live sustainably.
7. Transition to a market leading sustainable pension provider.
8. Sustainability essentials training with 100% completion rate.
9. Issue of sustainable supplier charter.
10. Implement actions to enhance gender equality throughout the business, including senior positions.

Environmental:

Our commitment to minimising our environmental impact, is managed through our ISO14001:2015 certified Environmental Management System. Please see our separate Environment Policy for more information.
Key targets we are working toward include:

1. Achieve net zero emissions in scopes 1 & 2 by 2030.
2. Achieve zero avoidable waste by 2030.
3. Achieve zero avoidable water use by 2030.

Policy Progress Monitoring

Progress will be monitored by:

- Annual management review of this Sustainability policy, targets, training material and operational controls.
- Regular internal audits and transparency of data around our processes, products, and services (both Hall and Kay and its supply chain).
- Customer and employee feedback surveys
- Sustainability scoring on client projects – Hall and Kays ability to ensure our own and our client's success.
- Engagement with the supply chain sustainability school to benchmark current performance and success.

Due to the broadness of the term 'sustainability' this policy also interlinks with aspects of other separate policies including:

- Environment Policy, ESG_CSR Policy, Energy & Greenhouse Gas Policy, Health & Safety Policy, Quality Policy, Responsible Procurement and Supplier Due Diligence Policy.

Responsibilities

The Sustainability Manager is responsible for implementing this policy across the business.

All employees have a responsibility in their area to ensure that the aims and objectives of the policy are met, and to undertake any training that is offered.

Richard King (Managing Director) has overall responsibility for ensuring that sufficient resources are made available to enable the business to achieve our objectives and targets and that the policy is implemented and circulated to all relevant parties.

Richard King

Managing Director
Hall & Kay Fire Services Limited

This policy is communicated to all Hall and Kay employees and is available for other interested parties on our website