



SUSTAINABLE DEVELOPMENT GOALS

Accelerating

Cool

Humanitarian

Initiatives *through*

Empowering

Visionary

Engineering *professionals*

SUSTAINABLE GOALS

DEVELOPMENT



ACHIEVE MORE!

BACKGROUND

In 2019 we were extremely proud to introduce our own 17 Sustainable Development Goals (SDGs) to the refrigeration, wider engineering and local communities. SDGs are a collection of 17 global goals set by the United Nations General Assembly. WAVE committed to achieve the advancement of their own goals aligned to this initiative. Our award-winning Operations & Business Improvement Manager, Ellie Clare leads this business crucial initiative, and all of our team play their part.

Our SDGs have been carefully considered and complement our industry leading culture that is based on organisational development and training, equality, diversity, and supporting our local communities. Our SDGs also reflect our company vision: “WAVE promote sustainable engineering practices that protect our natural environment for present and future generations”.

Our official launch was supported by the Keighley Cougars RLFC, and we were delighted to share our aspirations and vision with former New Zealand International and Rugby League Legend Jake Webster, pictured with Ellie Clare, Jo & James Bailey and daughter Lucy who has recently learned about the damage caused by plastic in our seas and oceans.



1 NO POVERTY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



ABOUT AND RECAP

The team at WAVE progressed and/or attained our first set of SDGs; recapping on what we have achieved:

SDG 1 – No Poverty & SDG 2 – Zero Hunger

WAVE provide refrigeration consultancy services at no cost to charity Fare Share. In 2019 we completed two projects for Fare Share – designing, delivering and managing the installation of new cold rooms to store donated food. Ellie Clare managed the project on behalf of WAVE. A big thank-you goes out to TJ Refrigeration and HBCL Cold Stores for their efforts and recognising the importance in supporting charity and CSR.



SDG 3 – Good Health & Wellbeing

WAVE was proud to be the official match day sponsor of Keighley Cougars v West Wales on the 14th July 2019. This game was Rugby Leagues first pride game and festival. By sponsoring the match, it demonstrates WAVE's community spirit of inclusion irrespective of sexual orientation and promoting the health benefits of sport.

4 QUALITY EDUCATION



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



ABOUT AND RECAP

SDG 4 – Quality Education

We believe strongly in providing learning and development opportunities. Between January 2019 and March 2020, our employees have achieved Institute of Leadership and Management level 3 and 5 qualifications, City & Guilds Level 2 Award in F-Gas and ODS Regulations: Category IV 500/5729/7 qualifications, P901 and P903 Specialist Water Treatment Management qualifications, accredited REVIT NEP qualifications, and six employees gained a City & Guilds Level 2 in Customer Services. Three of our team also joined and/or advanced their membership in the IOR.

SDG 5 – Gender Equality

We are proud to highlight the benefits that diversity can bring, we demonstrate this by through:

- Supporting Women in Engineering – Ellie Clare is our Operations & Business Improvement Manager
- Appreciating the experience that age brings to our team
- Recruiting a local trainee every year into the business
- Ensuring there are no barriers regarding sexual orientation, race & ethnicity (we are proud to have an office in Trivandrum, India where we employ to highly talented young engineers – Gokul Divakaran and Akhil Dev)

SDG 6 – Clean Water & Sanitation

WAVE entered a partnership with an Indian government initiative called Jananidhi promoting surface-water based drinking water schemes for the rural villages of the State of Kerala in India. WAVE provided full funding to the construction of a water well in February & March 2020 for a family in Trivandrum who had no access to fresh water.

7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



ABOUT AND RECAP

SDG 7 – Affordable and Clean Energy

In December 2019, we invested and installed LED lighting in our office to reduce our carbon footprint and electrical consumption. In doing so we will consume c. 700 kWh less energy in lighting demand. This not only saves money but will also reduce carbon emissions through reduced electrical load!

SDG 8 – Decent Work & Economic Growth

At WAVE, we believe in looking after our colleagues. A well-supported work force is key to achieving the high standards that we provide across the industry. Salaries at WAVE are ahead of the market average and up-to-date training and mentoring is provided for all employees and 30% of our employees are from the local area. We take our responsibility to support our SDGs very seriously, and we are extremely proud to employ colleagues in India, providing a salary that exceeds the market average and typical expectations, with private health care also included.

SDG 9 – Industry, Innovation & Infrastructure

Our work during 2019 and 2020 was recognised as we were part of a team that won the Environmental Collaboration of the Year at the RAC Cooling Awards and the Refrigeration Innovation of the Year at the ACR & Heat Pump Awards for implementing the world's first retail HFO distributed refrigeration system; demonstrating true innovation that reduces energy consumption and carbon emissions.

10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



ABOUT AND RECAP

SDG 10 –Reduced Inequalities

WAVE do not differentiate between genders. In what is still a male-dominated profession, one of the company's strategic goals is to promote women in engineering. In the past 12 months, our younger employees; our industry's next generation have achieved the following successes: demonstrating that WAVE eliminate age, race and gender associated inequalities:

- Sam Cameron, Ellie Clare and Jack Brockbank have all obtained City & Guilds Level 2 Award in F-Gas and ODS Regulations: Category IV 500/5729/7. Ellie also won the Keighley & Airedale Young Professional of the Year 2019, whilst Sam was a finalist at the RAC Cooling Awards - National Student of the Year 2019. Sam also achieved a Level 3 qualification from the Institute of Leadership & Management
- Gokul Divakaran & Akhil Dev – gained an accredited REVIT MEP qualification. Gokul during a secondment to the UK also achieved a City & Guilds Level 2 qualification in Customer Services as did Ellie and Jack

SDG 11 – Sustainable Cities & Communities

James Bailey was privileged to present at the 2nd Clean Cooling Congress hosted by the Dept. of Business, Energy and Industrial Strategy and the World Bank Group in collaboration with University of Birmingham on Wednesday 24th April 2019. James presented to over 150 expert delegates on the importance of effective maintenance in refrigeration. An output of this critically important congress is to effectively provide a first-of-its-kind, multi-sectoral Roadmap with co-ordinated time-bound actions to provide cooling for all those that need it whilst meeting our climate change targets across the globe.

SDG 12 – Responsible Consumption & Production

In the past 12 months we have only used recycled printer cartridges, paper, and carefully disposed of cardboard waste, consumables and old electrical equipment. This is in addition to installing LED lighting in our office to reduce our carbon footprint and electrical consumption.

13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



ABOUT AND RECAP

SDG 13 – Climate Action & SDG 15 – Life of Land

The majority of our business travel is done by car, with the business covering around 170,000 miles per year producing a collective amount of 38 tonnes of CO₂. We have offset these emissions partnering and donating to the Woodland Trust who have planted trees on our behalf.

SDG 14 – Life Below Water

On Saturday 23rd November 2019, Ellie Clare, Gokul Divakaran, Paul Morris, Sam Cameron and James Bailey (along with daughter Lucy) participated in a beach clean at Blackpool under the guidance of Blackpool Sea Life Centre. The team managed to fill a bag with litter that included plastic wrappers, glass bottles and cigarette butts.

SDG 16 – Peace, Justice & Strong Institution

We are proud to support James Baileys brother John in raising awareness in abuse and mental health in men. John and two friends run a successful ‘Talk & Thrive’ group locally for men who suffer with mental health and/or have been victims of abuse. The work that they carry out has gained in popularity locally (with help from a number of interviews on BBC Look North and Heart FM). WAVE have provided financial support to the ‘Talk & Thrive’ group.

SDG 17 – Partnerships for the Goals

- We financially supported the **Keighley Cougars** in the procurement of 20,000 re-usable plastic pint cups to eliminate the use of single use plastic cups. We have also donating our unused laptops to the Keighley Cougars to help classroom teaching of local school children.
- We have offset our carbon emissions through supporting **Woodland Trust** in planting trees.
- We financially support local men’s mental health group ‘**Talk & Thrive**’
- We partnered with **Jalanidhi** through providing full financial support in the construction of a water well



SUSTAINABLE DEVELOPMENT GOALS

4 QUALITY EDUCATION



ACHIEVE More! Q1 2020 Focus Areas

For WAVE, our SDGs programme isn't about a set time bound project, our SDGs are embedded into our DNA. It is a continuous programme and commitment of inclusivity and diversity that involves all of our team where our focus is wide ranging; from delivering refrigeration innovation to supporting local and far reaching initiatives and charities.

SDG 4 – Quality Education

In January 2020, WAVE purchased Key Stage 2 and 3 reading books for Glusburn primary school where James Bailey's six-year old daughter is a pupil. The Craven Herald reported:

“A primary school was lost for words when a local business bought £300 worth of books to help with pupils' reading. Glusburn Primary School received money towards its reading scheme from Cross Hills company WAVE-refrigeration. Head Richard Hunt said: "We were lost for words at this substantial investment in both reading material and in the children at our school. It will help them write the next chapters of their own life-stories, opening up a library of possibilities and future learning. We strive to give our children the best start in establishing secure foundations in reading. Our primary intent is to create avid readers which we believe is the foundation for learning”.

Helping support Glusburn Primary school in purchasing reading books will ensure that school children continue to thrive and receive quality education; something the entire team at WAVE are incredibly proud of!





SUSTAINABLE DEVELOPMENT GOALS

6 CLEAN WATER AND SANITATION



ACHIEVE More! Q1 2020 Focus Areas

SDG 6 – Clean Water & Sanitation

This goal is beyond a doubt the worthiest SDG that we have achieved. Having provided the full financial resources to construct a water well for a family in Trivandrum, India who previously did not have access to fresh water is incredibly humbling and we are honoured to have played our part in this humanitarian initiative.

Our colleagues Akhil Dev and Gokul Divakaran who are based in Trivandrum project managed the construction of the well, from liaising with the Jananidhi team, the family and construction team.

For the excavation, two well excavators were assigned by Panchayat officials and we paid their daily wage of 2000 INR. The excavation procedure started on 09th February 2020. The same process continued for about two weeks and on 24th February, the excavation part was completed following the sourcing of water. The excavation process lasted for 14 days and a total amount of INR 28,000 was paid to the workers.

Side wall construction - for the materials (Hollow bricks & cement) required for the construction of circular side wall, we funded an amount of INR 4000 on 26th February – making the total construction cost to 32000 INR. The side wall construction was finished on 3rd March and the water well is now in use! Photographs detailing the stages of construction are provided below.





SUSTAINABLE DEVELOPMENT GOALS

10 REDUCED INEQUALITIES



ACHIEVE More! Q1 2020 Focus Areas

SDG 10 – Reduced Inequalities

First and foremost, WAVE are a technical engineering consultancy and we are exceptionally proud of the achievements of our younger employees, who are our industry's 'next generation'. We aim and aspire to empower our younger team members to be visionary engineering professionals.

In March 2020, our Ellie Clare and Jack Brockbank joined our high-flying Technical Consultant Sam Cameron in gaining their City & Guilds Level 2 Award in F-Gas and ODS Regulations: Category IV 500/5729/7 qualifications! This really is a remarkable achievement, and Ellie, our SDG programme lead joins a list of very few women to achieve this qualification.

Pictured below, our Director of Engineering Nabil Cook with Jack Brockbank, Sam Cameron and Ellie Clare.





SUSTAINABLE DEVELOPMENT GOALS

17 PARTNERSHIPS FOR THE GOALS



ACHIEVE More! Q1 2020 Focus Areas

SDG 17 – Partnerships for the Goals

In January 2020 we were delighted to purchase 20,000 reusable plastic pint cups for the Keighley Cougars! Investing in these pint cups will eliminate single use plastic cups and support our environment. We were delighted to welcome Jake Webster to our office to officially launch this initiative, which has received a fantastic reception from the fans of the Keighley Cougars. Remy our office pet also showed her appreciation of the cups!

Our Sustainable Development Goal programme – **ACHIEVE More**, demonstrates that **WAVE**

Accelerate Cool Humanitarian Initiatives through Empowering Visionary Engineering professionals.

