



WAVE 2022: THE OVERVIEW

WAVE LTD

INTRODUCTION

Two years ago, WAVE made the progressive decision to transform the company into an Employee-Ownership Trust (EOT) starting the path to full Employee-Ownership of the business. As of 2022, WAVE is one of few EOT business that are fully Employee-Owned. Making each employee a stakeholder and custodian of our future success, ensuring unparalleled customer focus. Here's what WAVE have been up to this year!

The background features a teal-to-green gradient. In the top left, there is a partial green circle. In the top right, there is a large graphic of two overlapping leaf-like shapes, one white and one lime green, with several white lines radiating downwards from their base. In the bottom left, there is a white circle centered within a larger green circle. In the bottom right, there is a partial lime green rounded square.

ACHIEVEMENTS

Award nominations and individual employee achievements



2022 TIMELINE

2022 AWARDS

In September, WAVE left the RAC Cooling Awards with two category prizes in recognition of innovation, hard work and collaboration by the team over the past year. We are proud of the recognition received, both individually and in partnership with ALDI. WAVE succeeded in the following categories:

- Refrigeration Project of the Year – Winner, in partnership with ALDI!
- Refrigeration Innovation of the Year: Digital and Applications – Winner!
- Building Energy Product of the Year – Highly Commended, in partnership with ALDI
- Small Company Achievement – Highly Commended

September saw WAVE attend the Bidfood Charity Golf Day; an event focused on raising money for Hospitality Action charity. The golf day was followed by a grand supplier's awards evening with charity raffle and auction. WAVE were delighted to be honored with the 'New Supplier of the Year' Award.

IIP GOLD STATUS

The year ended in success with WAVE achieving the prestigious Investors In People (IIP) Gold Status accreditation. To put the accreditation into perspective, we rank number 1 out of 176 IIP accredited businesses with between 0 and 24 employees who operate in the construction industry! Our benchmark score also puts us as number 42 out of 2227 for employers with between 0 and 24 employees in ALL industry sectors. This puts us in the top 2% of all small IIP accredited businesses. Gaining the IIP Gold Status demonstrates that we are doing the right thing by our people, and this in turn enables our team to deliver an excellent service to our customers.

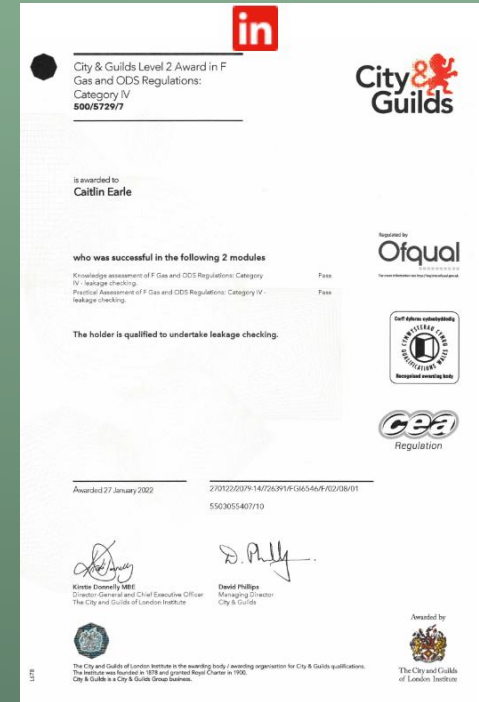
INVESTORS IN PEOPLE®
We invest in people Gold



- ▶ The Contractors Health and Safety Assessment Scheme (CHAS) is one of the most well-known accreditation schemes among contractors. CHAS helps contractors demonstrate that they have high standards of health and safety.
- ▶ WAVE acquired the CHAS accreditation in December 2022 and are proud to be recognized as health and safety compliant.

CHAS ACCREDITATION

- ▶ we value individual accomplishments to the same degree as company-wide performance.
- ▶ Notably Ross, Project Consultant for Scotland successfully completed his ILM Level 7 NVQ Diploma in Strategic Management and Leadership.
- ▶ Caitlin also completed the F-Gas 2079 Category IV course.



INDIVIDUAL ACHIEVEMENTS

PROJECT OVERVIEW

Schemes completed by our Projects &
Engineering Teams



ENGINEERING TEAM – GREENCHILL PRESENTATION

- ▶ In October, members of WAVE's Engineering team were invited to present a webinar for GreenChill, and partners. GreenChill is a United States voluntary partnership created by the Environmental Protection Agency (EPA) with an aim to reduce refrigerant emissions and decrease the US food retail industries' impact on climate change. Alan, Chris and Sam explained F-Gas legislation and environmentally considerate technical developments in the EU and UK. Attendees learned about the importance of different F-gas maintenance methods and options for integrating heat reclaim with HVAC systems for different retailer sizes.



ENGINEERING TEAM – VTMS15 PRESENTATION

- ▶ WAVE's Chris Parker investigated Vehicle Thermal Management Systems and was given the opportunity to present at the VTMS15 conference hosted by the British Motor Museum.
- ▶ The principle thermal management requirements of an internal combustion engine (ICE) is primarily focused on removing waste heat and preventing temperature exceedance.
- ▶ WAVE's extensive experience with thermal management systems places us in the fortunate position to support the development of thermal management systems in next generation vehicles.
- ▶ [Technology Insights - Vehicle Thermal Management Systems \(VTMS 15\) - WAVE Refrigeration - Refrigeration Design & Project Support Services \(wave-refrigeration.com\)](#)



SUSTAINABLE DEVELOPMENT GOALS

WAVE's focus on the Sustainable Development Goals are integral to our business ethos. At WAVE, supporting our community and those in need is of upmost importance. In 2022, this involved working alongside charities that combat poverty and contributing to our industry.



SDG'S TIMELINE

CASH FOR KIDS

In 2022 WAVE partnered with Cash For Kids, a UK based charity whose aim is to improve the lives of disadvantaged children and young people in our communities who are affected by poverty, illness, neglect or have additional needs. This year we have supported the charity in a number of initiatives:

Wear Share Care

In April, WAVE took part in the Cash For Kids 'Wear Share Care' initiative, a clothes donation program focusing on clothes recycling for more vulnerable children and adults.

The WAVE team, including members of our families sorted through our unused or forgotten clothing, collectively donating 130Kg of clothes!



CASH FOR KIDS



5K a day in May

We continued our partnership through into May, when WAVE employee's participated in the Cash For Kids '5k-a-day' initiative, which comprised of running, walking or cycling five kilometers each day of the month. 100% of the contributions received would be donated to Cash For Kids.

WORLD REFRIGERATION DAY: SPONSORS



Having previously sponsored World Refrigeration Day (WRD), 2022 saw WAVE continuing to support the event, committing to a further two years.

WRD, taking place on June 26th each year is a fantastic platform to raise awareness of the key part refrigeration plays in modern society.

WRD develops awareness of the importance of refrigeration technologies in everyday life raising the profile of refrigeration, air-conditioning and heat-pump industries.

CASH FOR KIDS: MISSION CHRISTMAS

Cash for Kids welcomed three members of the WAVE team; Sam, Tim, and Cat to volunteer with Cash for Kids at the Leeds Mission HQ. Our day included: present sorting, unboxing deliveries and order picking presents. All gifts had been donated or bought by the organisation with money from donated funds.

With the ongoing 'Cost of living' Crisis, we recognized companies should support the community and those in need. Sam, Tim and Cat were incredibly moved by their involvement with the Leeds mission, and a further £500 was donated by WAVE.

Later in December, Joe and Cat joined the Cash For Kids team at Elland Road Stadium. Leeds United Football Club hosted an open-training session free of charge for all supporters to attend. The club kindly asked the supporters to bring along either a gift or monetary donation. As volunteers on the day, Joe and Cat collected the supporters generous donations and presents.



THANK YOU

We are looking forward to a successful 2023, continuing our trusted services and delivering our ethos.

Growing, Striving, Excelling.

WAVE LTD

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