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Health and Wellbeing

Wave always strive to look after our employee’s health and wellbeing. We look for the best incentives which to motivate the team, an example being Perkbox. Perkbox is a platform designed to enrich the employee experience – both inside and outside of work. Perkbox helps employees’ pay cheques go further by offering discounts in over 100 shops.

Because our team is based throughout the UK, we don’t see each other every day. So, every couple of months we hold a team day. This is so we can have a general catch up with the team and discuss current projects. This is an opportunity for the team to openly discuss any problems they may have or explain a process they are using which is working well for them. After each team day we love to go for a curry and a couple of drinks, which everyone looks forward to!

Charity

Wave are delighted to be supporting Fare Share. This is a fantastic charity who distribute surplus food to charities who turn it into meals for those in need from 21 centres across the UK. Wave are providing refrigeration consultancy services at no cost to Fare Share to ensure that they receive value engineered, energy efficient and compliant cold stores where surplus food is stored prior to distribution. Wave have just completed two projects for Fare Share to a very high standard.

Wave are also proud to support the charity Relate in their continued efforts to provide face-to-face counselling and support to individuals and couples. Although a national charity, Relate have a dedicated network of licensed local counsellors in the Pennine, Keighley and Craven area, which we are delighted to support.
Development
Wave always want the best for our employees; we love to see the team succeed in what they do. We support the team by paying for suitable courses for them. So far, we have had members of the team attend Prince2 Project Management, ILM, NEBOSH, IOSH, and TM44 Training where all our employees were successful.

Wave also carry out external training for customers in areas which they are interested in. The feedback which we receive after the training is nothing but excellent.
Ways of Working
Health and Safety
Wave regards the occupational Health, Safety and Welfare of anyone who may be affected by its activities of primary importance. The minimising of risk to people, property and the environment is inseparable from all other company objectives and a management responsibility of equal importance to all other aspects of the business. The company's aim is to comply with Health, Safety and Environmental legislation, and wherever possible to attain higher standards through the adoption of best practice. The Directors are fully committed to achieving this through a proactive programme of continuous improvement, positively promoting a proactive approach to accident and ill-health prevention and will ensure that adequate resources are available.

Ethical Behaviours
Professional Engineers have a duty to ensure that they acquire and use wisely and faithfully the knowledge that is relevant to the engineering skills needed in their work in the service of others.

Wave observe this by:

» Ensuring that calculations and designs provided by Wave are accurate and peer reviewed.
» Communication with industry peers to ensure that the business remains at forefront of technical advancements and applications.
» Providing bias-free advice and guidance based on factual driven data and not anecdotal evidence.
» Being truthful and acting with integrity at all times and ensure that all the businesses work considers any associated risk.

Professional Engineers should adopt the highest standards of professional conduct, openness, fairness and honesty.

Wave observe this by:

» Respecting the beliefs and values of others.
» Rejecting compromise – whether it be providing inaccurate data and information, or improper conduct.
» Acting with the highest level of integrity and being transparent and trustworthy.

Professional Engineers should give due weight to all relevant law, facts and published guidance, and the wider public interest.

Wave observe this by:

» Ensuring all work is safe and compliant to legislation.
» Considering the environmental impact of decisions taken.
» Adopting a safety-first approach.
» Taking pride and being proud of the profession that we represent.
» Supporting local schools and sponsoring junior sports teams.
Ethical Behaviours - Continued
Professional Engineers should aspire to high standards of leadership in the exploitation and management of technology. They hold a privileged and trusted position in society and are expected to demonstrate that they are seeking to serve wider society and to be sensitive to public concerns.

Wave observe this by:

» Being aware of the impact engineering decisions taken could have on the natural environment.
» Actively promoting the refrigeration industry and sustainable technologies.
» Taking a lead role within the engineering profession (refrigeration industry) to provide guidance and inform, whilst being humble enough to listen, learn and be informed by others.

Equality
Wave is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

Wave ensures equality by:

» Providing equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
» Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.
» Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

Wave is committed to:

» Encouraging equality and diversity in the workplace as they are good practice and make business sense.
» Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.


**Awards**

We are incredibly proud of, and honoured by, the awards that we have won. At Wave, we are always looking for new ways to enhance our performance for our customers and the industry in general. These achievements are strong recognitions of our efforts to excel and serve with distinction. They would not have been possible without the dedication of our team and the support of our clients. Our recent rewards include Cooling Business of the Year, Manufacturer/Engineering Business of the Year and ACR Heat Pump Awards 2019 Finalist.

In addition to previous awards, the team at Wave are proud to have been short listed for this year’s forth coming Keighley & Airedale Business Awards 2019 in two Categories: Social Enterprise of the Year, and Ellie Clare who has been nominated in the trainee / young professional category. To be nominated demonstrates delivery of two significant strategic aims of our business 1. The importance of training and development, and how we aim to be an employer of choice, and 2. How seriously we take our CSR commitments through supporting charity, local initiatives and reducing our environmental impact.
Environment - Current Situation
Wave’s Business Travel

The majority of business travel is done by car, with the business covering around 170,000 miles per year.

Employees use personal cars and therefore the choice of transport is not governed by the company.

A small amount of travel is also done by plane which has also been factored into carbon footprint equations. Air travel is discouraged wherever possible and is only used when completely necessary. Where possible, remote working, video conferencing and the use of remotely accessed data is preferred to travel; this reduces miles travelled.

Wave recruits project management personnel partially on the basis of geographic location. This reduces the mileage covered to reach sites in the project managers’ respective areas.

The graphs below represent individual employee emissions from Car Travel and the emissions resulting from Air Travel, broken down by destination.
Environment - Current Situation

Electricity Consumption
The lighting in the office at Wave is currently fluorescent, which consumes more electricity than more efficient LEDs would. The main lighting cannot be changed in this building as it is rented; however, We are moving offices in the near future to a business-owned building.

Office Supplies
Printing is currently single sided. The paper used is HP Everyday paper, which is FSC certified. Packaging is 100% recycled but the paper itself is 0% recycled content. HP claim to use renewable forests to source the paper meaning that this option is close to carbon neutral but not quite as close as if the paper was produced from recycled material.

Around 1000 sheets are used per month: this equates to around 12000 sheets per year. According to Good Energy (2018) this would equate to carbon emissions of around 0.72 MTCO2e.
Current Summary
Below is a chart visualising the breakdown of CO2 emissions into different categories:

<table>
<thead>
<tr>
<th>Category</th>
<th>CO2</th>
<th>Trees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Car Travel</td>
<td>38.26664</td>
<td>229.5999</td>
</tr>
<tr>
<td>Air Travel</td>
<td>7.15852</td>
<td>42.9511</td>
</tr>
<tr>
<td>Electricity</td>
<td>0.77339</td>
<td>4.6403</td>
</tr>
<tr>
<td>Waste</td>
<td>0.05200</td>
<td>0.3120</td>
</tr>
<tr>
<td>Office Supplies</td>
<td>0.72000</td>
<td>4.3200</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>46.97055</strong></td>
<td><strong>281.8233</strong></td>
</tr>
</tbody>
</table>

*This inclusive into the rent.*
Environment - The Future
Electricity Consumption
As part of the move to new, business-owned, offices, the lighting used will be LED, not fluorescent, which will save up to 70% in lighting energy consumption. The lights will also only require replacing after around 50,000 hours, compared to fluorescent lighting needing replacement after around 15,000 hours. Passive infrared (PIR) sensors would also ensure that office space is only lit when occupied, further saving energy (Department for Business, Energy and Industrial Strategy, 2018).

Office Supplies
With regards to paper sourcing, a similarly priced 100% recycled paper alternative can be sourced to replace the current 0% recycled paper. This is expected to save 38% of associated CO2 emissions, according to an independent assessment of paper manufacturer Arjowiggins (Arjowiggins, 2019).

To save approximately 50% of the printing paper used (and therefore a further 50% of emissions), the office will start to print double sided.

Office based employees will be further encouraged to reduce the amount of printing that they decide to do.

Waste
The introduction of a multi-material recycling point in our new business-owned office and in the kitchen will encourage employees to recycle as much as possible, ensuring ease of disposal.