



SOCIAL IMPACT REPORT

Showing what good looks like

Values driven organisations
ensure sustainable profitability

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This CSR-A Social Impact Report demonstrates independent validation of ESG compliant actions and policy.



Prolectric Services Ltd
CSR Highlights at a Glance



Official Statement



Many companies search for a purpose. Prolectric was born with one: to power the world's off-grid energy needs with smart, clean, renewable technology.

Since introducing the first all-in-one solar streetlight

to the UK in 2011, Prolectric has remained the leading off-grid, renewable lighting and power specialist. Our talented team are passionate about redefining expectations and setting new engineering standards to innovate, design and build sustainable solar lighting, power technology and advanced telematics software.

Prolectric's solar lights and solar-hybrid power products provide unparalleled performance, off-grid temporary and permanent lighting and power that reduces or eliminates carbon, fuel and noise - saving costs and meeting carbon saving goals.

Prolectric lead the way in this sector - not least because we pioneered it - but because we're the only ones to have mastered the art of engineering the only solar, battery and hybrid systems in the UK to truly work autonomously, all-year round *(as tested in Scotland!)*.

Together with our clients, our smart, clean, renewable technology is making a serious difference, providing a straightforward way to stop relying on fossil fuels and helping to tackle the climate crisis. Since we launched our first award-winning solar lighting tower in 2016, we estimate to have already saved 35k tonnes of CO2 and reduced diesel usage by more than 10 million litres – saving our customers around £9 million pounds of cost.

Beyond our grade-A off-grid renewable lights and solar-hybrid generators, our commitment to the environment runs even deeper. There's all the stuff that people don't see; our entire operation, how we do things, the people that work in the company, our ethics, our moral compass, our values, how we buy things, who we buy from, it's even about how we flush our toilets and power our factories, train our colleagues, give to the community and schools, how we treat each other, how we plan five years ahead for products that nobody has thought of yet. To us, CSR and ESG aren't an exercise or an initiative – looking after the environment and each other is everything we stand for.

We will always challenge ourselves on the way we do things – it's as much about how we innovate and engineer our carbon saving equipment as it is about what we engineer.

There is plenty more to look forward to. Our five-year strategy sees us continue to launch pioneering ways to help businesses cut carbon whilst saving costs so our customers can achieve their carbon-saving commitments while focusing on what they do best.

Together, we'll do more, accelerating to a sustainable future.

Rachel Preen
Managing Director, Prolectric

A Sustainable Mindset

At Prolectric we place a strong emphasis on sustainability, demonstrating a dynamic commitment to the environment, employee development, community engagement and philanthropy. We continue to develop strategy and planning for a greener future through our initiatives and supply chain improvements.

Environment & Energy Overview

Prolectric is committed to an environmentally and socially conscious culture. We design products with a focus on reducing carbon emissions and actively manage our operations to minimize environmental impacts. We then go further and assess the environmental impacts reported by our customers when they use Prolectric equipment.

We monitor all our emissions and measure our scope 1, 2, and 3 emissions. All of our energy comes from either self-generated solar power or 100% renewable energy sources. We have recently transitioned our vehicle fleet from hybrid to all-electric and have made improvements based on our Energy Performance Certificate rating review, including the introduction of room thermostats. We use stock management software, and plan to implement Route2 sustainability reporting software to support and enhance our commitment to the UN Sustainable Development Goals (SDG's).

Workplace Overview

Prolectric invests in training and development, with various opportunities for employees, including apprenticeships and leadership courses. We value employee feedback and have introduced regular communication sessions, as well as a company-wide bonus scheme. Employee benefits such as private healthcare, life assurance and additional leave have been introduced. We also engage with local schools and offer work experience opportunities for students.

Community Overview

Prolectric is actively involved in our community. We sponsor local sports clubs and provide free lighting and power for local events and festivals. We also support projects and schools by offering expertise in lighting design and solar solutions.

Philanthropy Overview

Prolectric has introduced a match funding policy, contributing up to £500 to charities which our employees raise money for. We share our expertise in renewables and offer advice to local groups. Prolectric aims to expand these pro bono efforts to other areas of expertise and staff experience, such as marketing and finance, to support local organisations and causes further.

Future Planning Overview

Prolectric has established a CSR working group consisting of volunteers from all levels across the company. This group is responsible for selecting and overseeing sustainability projects. We are also focused on refining data collection in the supply chain to make more informed decisions that reduce negative environmental impacts.



We have a range of policies which include an Environmental Policy, Environmental Responsibilities Policy and CSR Policy.

Environmental Report



We **design products** with a focus on reducing carbon emissions and **actively manage our operations** to minimize environmental impacts...

Prolectric has implemented a comprehensive environmental strategy and practices to reduce environmental impact across all areas of our operations. We demonstrate a strong commitment to environmental sustainability, up and down our supply chain encompassing renewable energy generation, waste reduction and sustainable transportation policies.



Energy

Prolectric has installed 34.8kW of PV Solar at our head quarters, generating 264MWh of energy and saving nearly 200 tonnes of CO2 emissions. Our solar PV arrays generated 37.1MWh of energy from January to June 2023. We are currently exploring the installation of more solar PV arrays on more of our premises.

We have recently transitioned our entire company car fleet from hybrid to fully electric vehicles. We have on-site EV charging infrastructure installed and plan to upgrade it for faster charging in the near future.

Energy efficiency measures have been implemented across all our premises, including room thermostats and reflective coatings on windows. An air source heat pump has been installed in one of our facilities, and LED lighting is used throughout our buildings.

We have installed an air source heat pump in our factory at unit 35 Hither Green and have installed and use LED lighting throughout.



Natural Resources

Members of our employee CSR Engagement Program, have identified land around our factory that we will be re-wilding over the Summer of 2023. This will create a natural space for the local community which our staff can also enjoy during breaks.

Travel

Prolectric is currently transitioning our vehicle fleet to fully electric, including the exploration of electric cherry pickers. We actively promote flexible working and a Bike to Work Scheme to reduce travel. The adoption of video conferencing tools like Teams and Zoom also reduces the need for travel.

Supply Chain Management

Prolectric uses or plans to use software tools such as Greenstone, Route2, and BreLina to monitor and manage supply chain and product life-cycle emissions. We have set goals to achieve net-zero emissions in scopes 1 & 2 by 2040 and aim to reduce normalized emissions per £ million revenue in scope 3. We comply with supply chain policies under H&S Holdings PLC, emphasizing human rights, working conditions and environmental management.

We maintain long-standing relationships with suppliers and are working on identifying a more local supply chain. The implementation of a new stock management system will be followed by a review of components supply chain and product build processes for greater efficiencies. We source products and services locally to support the economy and reduce travel emissions.

Our products enable clients to reduce their scope 1 carbon emissions and make savings on diesel fuel and other carbon emissions. Prolectric has tracked significant carbon and diesel fuel savings for our clients since 2017.

Waste

We recycle paper, card, paper products, plastics, scrap metal, and materials and wiring. We are exploring options for re-purposing or recycling lithium-ion batteries and solar panels from waste equipment.

We collaborate with Waste Pack to measure and control packaging used for our products. Promotional merchandise is made from recycled materials or is recyclable/bio-degradable to reduce downstream waste.

Prolectric products have helped our clients achieve incredible results...

BETWEEN 2017
AND 2021 OUR
CLIENTS SAVED
57,730 TONNES
OF CO2e

DURING 2022
OUR CLIENTS
SAVED
26,279 TONNES
OF CO2e

BY 2027 WE WILL
HAVE HELPED
OUR CLIENTS SAVE
313,924 TONNES
OF CO2e

Workplace Report



INVESTMENT
IN TRAINING



EMPLOYEE
ENGAGEMENT



WORK EXPERIENCE
PROVISION



SUPPLY CHAIN
SUPPORT



DEDICATED CSR
REPORTING TOOLS

We have recently created a **CSR Engagement Program** where staff from across the company get together to **share ideas** and get involved with activities that **benefit** the local environment and community...

Prolectric's commitment to workplace best practice is comprehensive and reflects a dedication to employee well-being, professional development and ethical conduct. We are committed to creating a positive, inclusive and sustainable environment for our people. This proactive and dynamic approach contributes to our company's success and reputation.



Training & Labour Practices

Prolectric values our employees and invests in their development. Training and development is a priority which is supported financially, with £85,376 spent over the 2022/23 period. The company offers apprenticeships and various other specific training programs, including leadership development. Opportunities for career progression and internal promotions are available to all staff including senior leadership.

Compliance with industry standards and certifications is a priority. Employee feedback through surveys is actively sought with the intention of constantly improving communication and overall workplace satisfaction. The introduction of monthly company briefing sessions and a company-wide bonus scheme also demonstrates a commitment to continuous improvement and the recognition of employee dedication. We also promote flexible working arrangements and encourage the reduction of travel wherever possible.

We have recently created a CSR Engagement Program where staff from across the company get together to share ideas and get involved with activities that benefit the local environment and community.

Ethical Practices & Governance

Prolectric collaborates with local businesses and prioritise local suppliers. Sustainability is a core part of the company's identity and we align with several UN Sustainable Development Goals. Environmental impact and carbon reduction are closely monitored and reported. Governance policies are adhered to, ensuring ethical conduct within the supply chain and beyond. Awards and recognitions reflect our commitment to sustainability and innovation.

Our guiding principles emphasize collaboration and employee empowerment. Social responsibility is an integral part of our company's DNA and products are designed to be energy efficient and promote clean energy use. Governance policies are in place to ensure ethical conduct throughout our operations and we have received notable awards and recognitions for our sustainability efforts. Social impact reporting is also a vital part of our sustainability strategy so that we can plan and improve and clients can monitor our environmental and social impacts.

Policies

Prolectric has a comprehensive set of policies covering all aspects of the workplace, including health and safety, ethics, diversity. The company prioritizes health and safety, with extensive training programs. Various policies, such as dignity at work, grievance and disciplinary, protect and support employees.

The company offers numerous employee benefits, including private medical insurance, support services and enhanced holiday allowances. Employees are additionally supported with an engagement program and volunteering support which are actively encouraged at all levels.

We support employees' physical and mental well-being through facilities and services. Employee assistance programs and support are provided, even in the event of employment termination.



We provide extensive manual handling, health & safety and vehicle drivers training under several schemes, including the Construction Skills Certification Scheme (CSCS), the Site Supervisors Safety Training Scheme (SSSTS) and Mobile Elevating Platforms Health & Safety Training (MEWP).

Community & Philanthropy Report



We demonstrate **commitment** to our community through programs, **support** for local initiatives and **partnerships** with local businesses and educational institutions...

Prolectric is pro-actively engaged in our local community through various initiatives and programs. Engagement is driven by our socially motivated senior team and employees and supported by our community facing policies. Our philanthropic efforts encompass numerous aspects of charitable support.



Local Engagement & Charitable Involvement

Prolectric demonstrates commitment to our community through many and various engagement programs, support for local initiatives, and partnerships with local businesses and educational institutions.

We have created several working groups that bring employees together, including the social committee and CSR Engagement Program. The CSR Engagement Program coordinates activities to engage and benefit the local community, allowing staff to gain project management experience. Two paid voluntary days per year are offered to each employee. The company provides a match funding scheme for charitable fundraising up to £500 per employee per year. The match-donation scheme was utilized recently by employees who have participated in charity events, such as the Bristol Family Fun run for Wallace & Gromit's Grand Appeal.

We are actively involved in the Clevedon town community, providing Christmas lights (begun in 2017 and continuing) and free solar lighting and solar hybrid generators for local festivals and events. Pro bono activities include supporting the Buchanan Trust, providing the labour for installing lighting at Churchill School, and offering solar design and consultation services to local organisations. Prolectric collaborates with Clevedon School for work experience opportunities and plans to expand these efforts in the future.

Tiki Taka Football Academy. The company provided free solar lights and installations to North Somerset Athletics Club, saving them the energy costs. We also supported BBC 1's DIY SOS program with solar tower lights

Wealth Creation

Prolectric employs 63 people, with around 80% living in the Somerset region. The company collaborates with local businesses and suppliers, promoting regional economic growth. In addition we support local business initiatives with free labour and design services.

Education

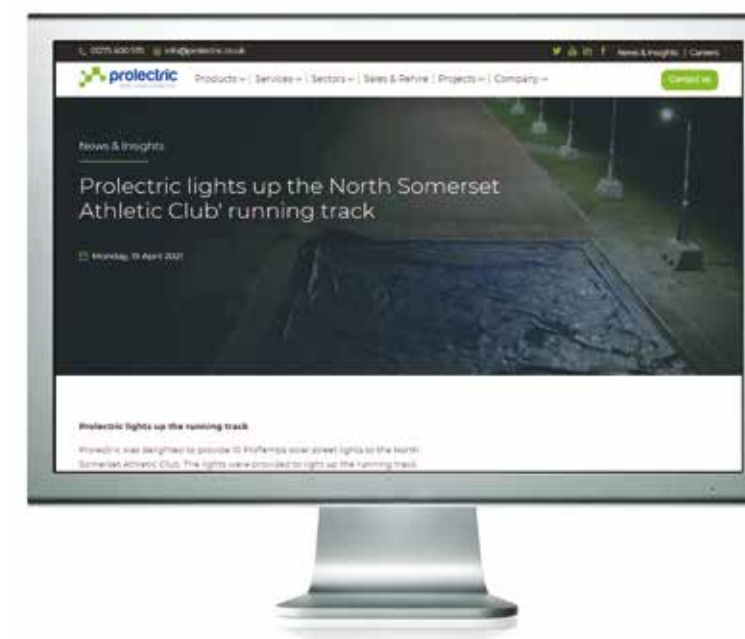
At time of publishing Prolectric has 7 apprentices working and learning across the company. We collaborate with Clevedon School to offer work experience opportunities to students. Future plans include school visits to manufacturing and R&D facilities and participation in career days and fairs at local schools and colleges.

Pro Bono, Fund-raising and Gifts

Prolectric offers skills and labour free of charge to support various initiatives and projects. The CSR Engagement Program plans local projects for the coming three years.

During Christmas 2022, the company initiated a charitable scheme to donate food and gifts to children from less well off families in our local community.

We plan to expand our fundraising efforts by involving staff in nominating charities for monthly activities in the future.



Our match-donation scheme encourages charitable donations and Prolectric matches any charitable fundraising pound for pound, up to the value of £500.

Future Planning

Prolectric are constantly developing and refining our environmental sustainability, social responsibility and community engagement strategies. Here's a summary of key areas which will be addressed in the coming months.

Environmental Sustainability

Prolectric has introduced more robust environmental management monitoring and targets, including a goal to reach net-zero emissions by 2040 for Scope 1 and 2 emissions. The company currently tracks and manages supply chain emissions using tools like Greenstone, Route2 business sustainability software, and BreLina for product life-cycle assessment. The focus is on reducing emissions and the external impact on stakeholders throughout the supply chain. Results from this process will inform and develop policy and strategy ongoing.

CSR Employee Engagement Program

We have established a CSR Engagement Program comprising employees from across the company to drive bottom-up initiatives. Project leaders are assigned to manage CSR projects, and all employees have 2 paid volunteer days to contribute. The working group has identified a list of projects to be delivered over the next three years, including charity events, community support, environmental initiatives and engagement with local organisations.



We're proud to support the Bristol Volksfest in North Somerset. Our ProLight Solar Lighting Towers were on-site over the two-day festival providing sustainable solar lighting.

Specific CSR Projects

Some of our planned CSR projects include a charity BBQ, designating equipment for free hire to local charity and community events, creating a dedicated Prolectric community section on our website, re-wilding the factory green space, organising a school STEM competition, selecting long-term charity/community partners, food distribution for the homeless, tree planting in a wood, coaching children in need and supporting local organisations like Yeo Valley Lions and Community Farms.

Prolectric's forward-looking approach to environmental sustainability and social and community engagement demonstrates our dedication to making a positive impact on people and planet while actively involving employees in meaningful CSR initiatives.



Prolectric won the Carbon Reduction Champions award at the 2023 Construction News Awards.



In late 2022, we received an Award for Innovation and Technology from AMPS (The Association of Manufacturers of Power Systems). Our Solar Hybrid generator, the ProPower, was singled out for its innovative use of solar, battery and hybrid technology in a single, trailer-mounted unit. We've also received among other awards and recognitions, a Green Apple Award for Environmental Carbon Reduction in 2019.



The South West awards. Prolectric are shortlisted for three awards tonight - Manufacturing Innovation, Sustainable Contribution, and Manufacturer of the Year!



International Womens Day.

ESG - Measuring the Value of Social Responsibility

These icons are displayed throughout this social impact report to illustrate where ESG (Environmental, Social and Governance) compliance and relevance is demonstrated to external agencies when ESG reporting is required.



Prolectric Services Ltd activities align with UN Sustainable Development Goals

The UN SDGs are a call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet. They recognise that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection.

Prolectric Services Ltd activity aligns with the following SDGs. CSR-A recommends that Prolectric Services Ltd register their commitments to support the implementation of the SDGs.



All 17 United Nations Sustainable Development Goals are:



Prolectric Services Ltd have achieved Gold CSR Accreditation



UAC-CSRA-UK-07-23-PROLECTRICSE-G-5636

INITIAL ACCREDITATION DATE **30/07/2020** **GOLD**

RE-ACCREDITATION DATE **30/07/2023** **GOLD**

What is CSR Accreditation?

CSR-A has established a holistic framework that delivers a measurable standard for environmental and social responsibility.

A framework that is supported by our CSR Four Pillars of environment, workplace, community and philanthropy. A standard that states that environmental and social responsibility should be for every organisation. Effective CSR policy embedded in company strategy allows you to enrich the quality of lives for all by investing in social value as a part of your culture. This provides purpose for employees and measures impacts for senior teams, helping to ensure a sustainable and profitable business. Beyond this your efforts will help to build a better world for future generations by improving the environment and ensuring a cohesive community to live and work in.

It is amazing what many of us are already doing that we don't talk about. CSR-Accreditation provides the perfect platform for you to tell your positive story.

Effective environmental & social responsibility policies **drive positive change.**

This **Social Impact Report** was created by **CSR-Accreditation** on behalf of

Prolectric Services Ltd

To produce a similar report for your organisation please call **01494 444494** or visit **www.csr-accreditation.co.uk** and find out how we can benefit you.

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