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This Corporate and Social Responsibility policy sets out how LSG intend to act responsibly on a corporate and an individual level across the four key responsibility areas:

- Our people and our workplace
- Our clients and our suppliers
- Our local communities
- Our local and global environment

**Charity**

Charity is something very close to our heart and is something we try to instil into our employees, suppliers, and customers.

We have chosen two main charities to work with. One is a local charity and the other is an industry specific charity.

Keech Hospice is our local charity, and we support these by holding fund raising events such as raffles which are held regularly on company open days. We also encourage staff, to take part in sponsored events.

Our chosen industry charity is What Is Biotechnology. Our MD is one of the trustees and we regularly supply technical content for their website. We are also working together on a training programme for sixth form colleges, to help students develop real world lab skills.

As well as our chosen charities We are supporting the education programme by contacting schools and other centres of learning and offering the opportunity to learn real world lab skills and techniques, as well as being part of the work experience programme.

**Sustainability**

Our aim is to source sustainably where we can, be it materials, consumables, or services. To help us with this, we have engaged with the industry focused group West Midlands Academic Health Science Network. We attend regular seminars, where we can learn and understand how we can maximise our sustainability and continuously improve.

Through an equipment maintenance schedule, we keep all our equipment in optimum condition. This prolongs the life of the machinery and reduces the risk of having to replace equipment. Our ethos is to repair or repurpose old equipment and if we do need to buy, we look at buying used from the second-hand market.

We are in a very hard water area and plan to install a water softening system during 2023. The aim of this is to prolong the life of our heating and water system as well as critical machinery that is fed from the water main.

**Public Engagement**

We are keen to give the public an understanding of what we do and how we do it. We plan to do this by hosting an open day for the public. Not only to let the public know what we do now, but what we intend to do in the future, and outlining our plans for renewable energy and reaching net-zero carbon.

### Renewables

Our aim is to become carbon neutral and build on our current Grade C EPC rating.

We have put together a plan of actions that will take us to where we want to be by 2027.

Our recent facility refurbishment was carried out to current energy efficient building regulations. This includes, all our office and production lighting has been replaced with LED bulbs on motion sensors, so the lights are only in use when they are needed. We have also had TRV valves on all radiators so that all the radiators can be isolated individually.

The timeline of works we want to undertake is as follows.

1. Harvest and store rainwater for use in toilets by summer 2023
2. Replace all our current windows and external doors with more efficient alternatives by the end of 2023.
3. Install EV charging points on site in 2024.
4. to install a new insulated roof, solar panels, and battery storage by the end of 2024.
5. To move away from Gas and switch to an Air source heat pump heating system by 2025

### Waste

We take recycling very seriously and all staff are encouraged and educated to recycle, with recycling bins placed around the facility. All bins have signage saying what can and can't be recycled.

For the removal of our non-recyclable waste, we have partnered with Biffa Waste management, with 0% of our waste going to land fill. 100% of our waste goes to Landfill diversion for energy generation through incineration.

All our contaminated Cat 2 and Cat 3 waste is disposed through the correct channels by Initial Medical. It is crucial to us that contaminated consumables are disposed via the correct channels and is documented.

Where we can we use laundered, reusable PPE with employees having their own designated garments. This enables us to significantly reduce the amount of PPE waste. We do have to occasionally use single use PPE but this is recycled through Cleanroom supplies.

### Community engagement

Our community is important to us, and we are keen to make an impact. We have a close relationship with our local authority, and we work together to focus on improving our community. This could involve sponsoring local events and clean-up operations. We are also registered for the Great British Spring Clean.

### Environmental

We encourage employees to car share where possible. This has been a significant success, with at least 40% of employees sharing their commute with colleagues.

We have planted in our outside green areas with plants sympathetic to native wildlife.

We try and avoid buying brand new equipment, opting to either repair, repurpose or source used equipment where possible.

We are keen to re-use resources where we can, especially if this negates the need to send for waste disposal or recycling. We are trialling a scheme where we have our customers return their used PET and PETG bottles so that we can clean, sterilise, and reuse. Although in its infancy, we feel that this will reduce the amount of product finding their way into waste streams.

**Document history**

<b>Created / reviewed</b>	<b>Version</b>	<b>Main changes</b>	<b>Responsible</b>
31.12.2020	01	First version under this number. Previously Policy ID 659	Jenny Murray
02 Dec 2022	02	Reviewed in its entirety.	Dom Wallace