

## Sustainability Policy

### Our Vision

*Exceeding customers expectations while simultaneously minimising damage to our planet and improving our society*

Genesis Lifts create professional lift engineering solutions. Since Genesis Lifts was formed our goal has always been to offer our customers a “different” approach. It is in keeping with this ethos that we now pride ourselves on using innovative techniques from start to finish with sustainability issues at the forefront of everything we do. The scope of this policy covers all aspects of our operations.

We strive to deliver our engineering solutions in a sustainable fashion guided by “core values” which each and every one of our employees hold dear. The way in which we interact with our teams, customers and suppliers focuses on causing minimal damage to our planet and to improve the society in which we all co-exist.

We understand how important it is to operate a business in a considerate and sustainable manner, both for the present and the future. We believe that although we are alive on this planet for a relatively short period of time, what we do in this time has a great affect on so many aspects and can resonate for generations to come.

Our goal is to carry out our daily operations with minimal impact to the planet and our society. We want to be seen as industry leaders in the reduction of issues like climate change and social decline.

We've tailored our sustainability framework around existing workflows to ensure every step we take is a responsible approach toward sustainability. We continually monitor and update this framework to ensure we're in-keeping with the ever-changing world we live in.

### Our Commitments

- **Continuing** to roll out the use of fully electric vehicles for field staff and management. Our **industry-unique** transportation method of using **fully electric vehicles** for both engineers and management saves the consumption of between 750 - 850 gallons of fossil fuel and prevents the production of 6.15 - 6.5 tonnes of CO<sub>2</sub> per vehicle every YEAR.
- Ensuring the energy used to charge our fully electric vehicles at home/work wherever possible utilises renewable energy sources such as **Solar, Wind and Hydro**.
- Encouraging the use of these fully electric vehicles outside of working hours to further **offset our carbon footprint** and provide our team members with a more rewarding overall experience.
- Partnering with media entities to promote the use of fully electric vehicles in UK business by way of **real-world demonstration and leadership**.
- Pursuing the use of technology to minimise travel altogether. This includes examples such as **remote diagnostic/configuration** of equipment requiring no physical engineer intervention and meeting customers/suppliers using video conferencing.
- Using **energy efficient lighting** and associated timers in both our offices and throughout our portfolio of lift installations.
- Using **recycled materials** for unavoidable paper-based stationary and recycling securely shredded paper waste for use in **animal bedding**.
- Using **locally-based suppliers/contractors** to minimise travel and promote local economic growth.
- Upgrading inefficient equipment using **innovative technologies** and tuning equipment for efficiency, such as removing unnecessary automated usage.
- Ensuring the most-efficient use of **raw materials and resources** and continuing to consider long-term sustainability as a core criteria when planning works.
- Endeavour to **minimise pollution and disturbance** to our neighbours and the general public when carrying out work in the field.
- Offering **equal opportunities** to all, regardless of age, sex, race, religious background, disability, sexual orientation, gender reassignment, pregnancy or marital status.
- Be the **industry employer** of choice. Using new technologies and innovative techniques to allow us to “break free” of the monotony surrounding the industry and attract people looking for a similar work/life experience.
- Make sure every employee feels progression is always available by providing **training and development**.
- Encouraging and facilitating a **positive work-life balance** for our team members.
- Using our “HomeSafe” system to ensure every field service engineer **gets home to their family safe and sound**, regardless of night/weekend callouts.
- Constantly **supporting local charities and initiatives** including East Anglia's Children's Hospices, The Norwich Association for the Blind, The Garage, The Anteros Arts Foundation and Leonard Cheshire Disability.



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