

Corporate Social Responsibility



Whether it is managing environmental impact or interacting with our customers, suppliers and employees, our commitment to responsible business practices is absolute.

Our focus on corporate social responsibility (CSR) forms part of our commitment to meet one of our core objectives: **Sustainable profitability is fundamental.**

CSR focuses on a number of initiatives; however the 3 core areas are:

- **Environment:** Taking steps to reduce our carbon footprint.
- **Workplace:** Providing a safe environment and treating employees fairly and ethically.
- **Community:** Giving Back, whether it involves giving money or time, we have a lot of resources that can benefit charities and local community programmes.

Environment

We recognise the importance of protecting the environment and actively working towards putting environmental sensitivity at the forefront of our business decisions and operations.

Some of our key environmental activities:

- We have obligations as a business to remove waste metal, wood, chipboard and WEEE waste in the appropriate manner.
- We outsource our recycling scheme through a specialist contractor. Staff use the waste stations around the warehouses rather than under the desk bins. One bin for recycling (plastic, paper, card and tin) and the other for general waste.
- During 2019 BEC Distribution waste material generated was 7% to landfill and 93% landfill diversion. BEC Distribution segregate recyclables such as wood, metal, card, paper and WEEE.
- Over the last 6 years BEC Distribution have reduced the electrical energy consumption in the Head Office site by 42% by implementing the following projects:
 - Installation of Philips Coreline LED Panel recessed luminaires at BEC Distribution's head office and at over 80% of the warehouse locations is helping to reduce energy consumption and carbon emissions.
 - Lighting project in Buckingham and High Wycombe Warehouses – 300Watt Metal Halide fittings installed when building was erected in 2000, have been replaced by Dialight LED High Bay light fittings. Lighting levels have been increased from 60-100lux to over 200 lux at floor level.
- Wherever possible we use second life or recycled packing materials.
- In 2019 BEC Distribution introduced a 3in1 packaging box for shipping small components. Saving 1tonne void fill paper per month.
- BEC Distribution are preparing to register as ESOS Phase 2 (2019)
- BEC Distribution are working with other supply partners to calculate the CO2e tonne generated as a business and to identify a program of initiatives to reduce the emissions with the Paris Agreement targets in mind.

Workplace

BEC Distribution are a growing organisation whose vision for the future is to be both an employer of choice and partner of choice to our customers and suppliers.

We aim to provide an environment where staff are listened to, respected, congratulated, rewarded and helped to reach their full potential; providing excellence in all they do.

By providing this environment we hope to create the desire for our employees, customers and suppliers to choose BEC Distribution to work with on a daily basis, building a sustainable business and providing security for our families and our community.

At BEC Distribution one of our main strategic aims is “our people make the difference” by looking at **‘wellbeing’** as a key focus we are ensuring that we live by our aims and values. We have recently implemented BEC Distribution’s wellbeing strategy which looks to address key health concerns, celebrate what we do well and look to implement new actions to improve the health and wellbeing of all employees such as line manager training, further giving-back focus and to ensure wellbeing is a daily consideration by all.

These initiatives are reviewed and updated on an ongoing basis

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