



# ESG IMPACT REPORT 2022

BETTER TODAY. BETTER TOMORROW.



**Precision Micro**  
Etching. Enhanced.

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# WELCOME

## About us

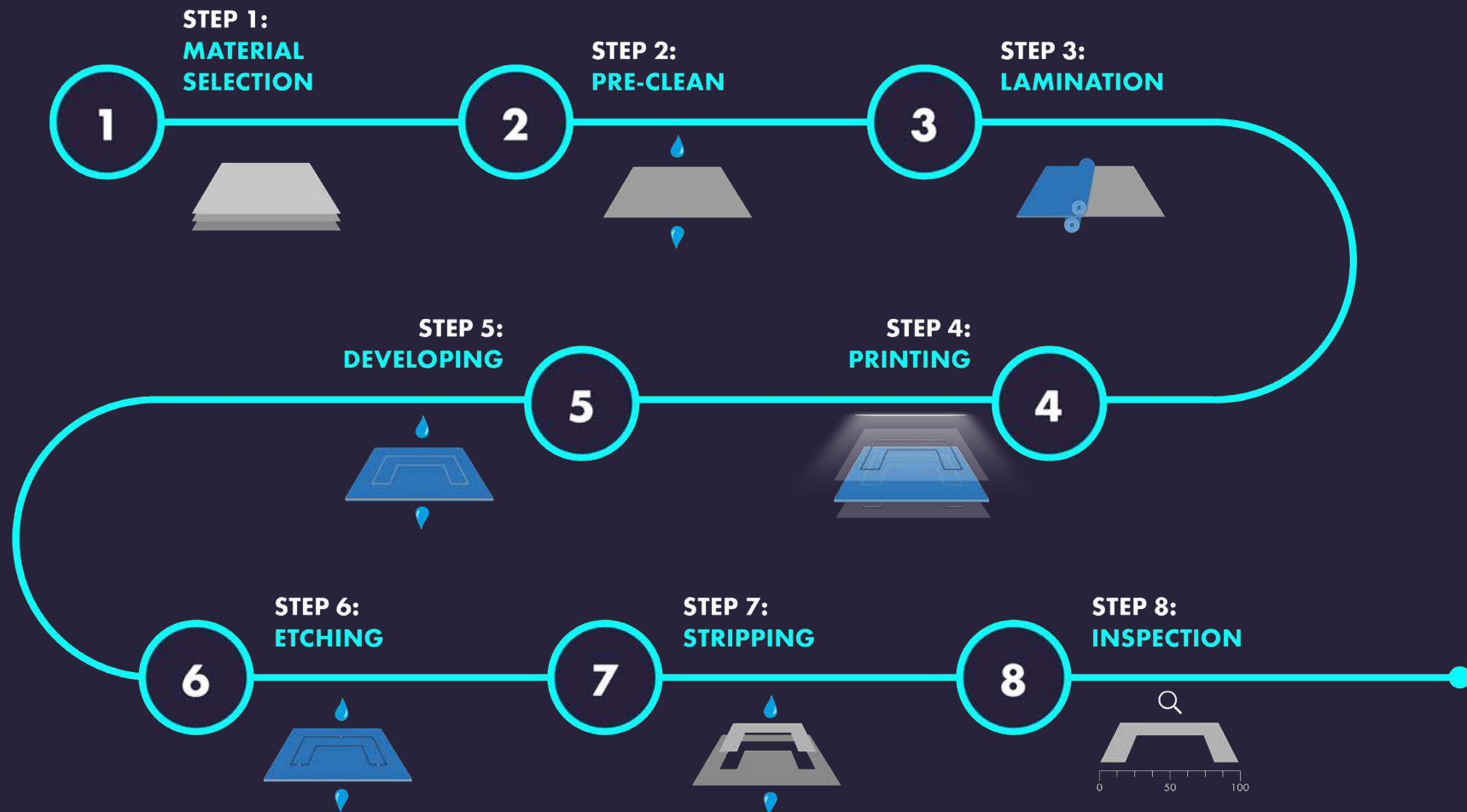
UK-based Precision Micro specialises in creating precise and intricate metal components using photochemical etching technology. Our rich history dates back to 1907, and since our establishment in 1962, we have been at the forefront of the photochemical etching industry.

Our state-of-the-art production facility is one of the largest in the world and allows us to serve leading clients in diverse markets including aerospace, automotive, electronics, medical and energy. With a focus on innovation and excellence, we strive to meet the increasing demand for high-quality, high-precision components.

We take a forward-thinking approach to our work, which has helped us to become a market leader in delivering tailored solutions that cater to the unique needs of each client.

Fast, dependable and precise chemical etching service.

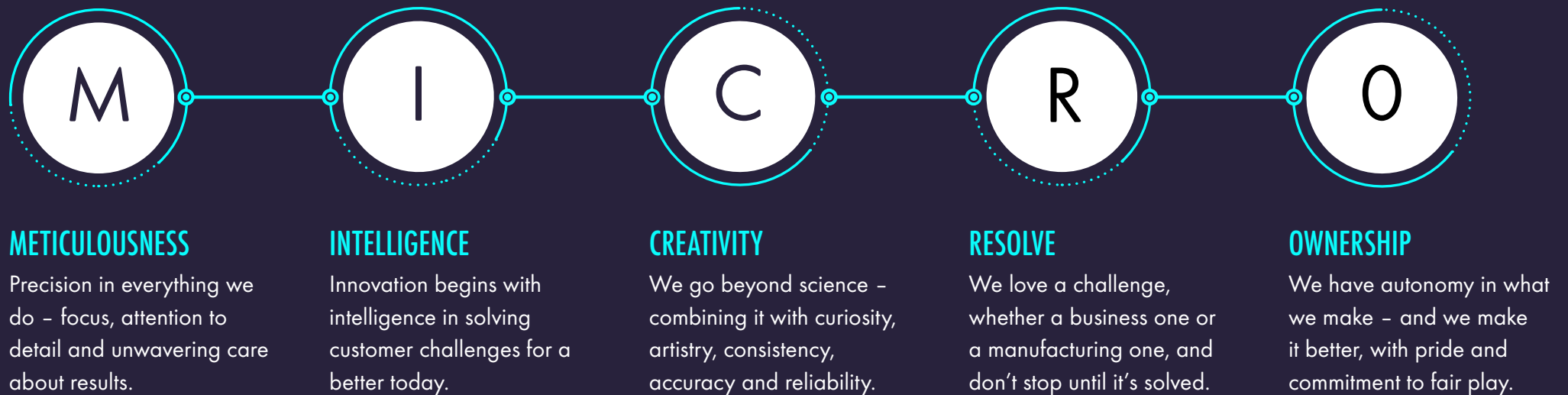
## A quick guide to our pioneering process





## Our values

Our success relies not just on our technical expertise, but crucially on our core values, which drive our company culture and overall approach to business conduct.



These values underpin a focus on the environmental, social and governance aspects of Precision Micro and we are proud to highlight our achievements in this, our first ESG Impact Report.



We're all on an ongoing  
journey of improvement  
together, and this report is a  
milestone along the way.

## Message from our Managing Director

### Why ESG matters to Precision Micro

Everything we do at Precision Micro is about making a better today for everyone. And 'today' means every day. Which requires putting a sustainable approach at the heart of our business: a commitment to act ethically and with integrity across every aspect of ESG – environmental, social and governance. True to our ethos, we aim to make a tangible difference every day to help safeguard our tomorrow, and this report lays out how we're doing this, clearly, simply and measurably.

How are we minimising our environmental impact? What role do we play in the betterment of society? And how do we act responsibly as an industry leader? Over the following pages, we'll explore these – but it's vital to remember that this is not a final statement. We're all on an ongoing journey of improvement together, and this report is a milestone along the way. Because, equipped with its insights, we're ready to act, improve and enhance our sustainable operations, right now – making a better tomorrow, today.

TIM BARRETT  
MANAGING DIRECTOR



## 2022 ESG highlights



**Renewable Energy:**  
We procured 100% renewable electricity



**Dedicated to Training:**  
We completed 7,761 hours training in 2022



**Water Preservation:**  
We recycled more than 35% of the water we used



**Fair Employer:**  
We are a UK living wage employer



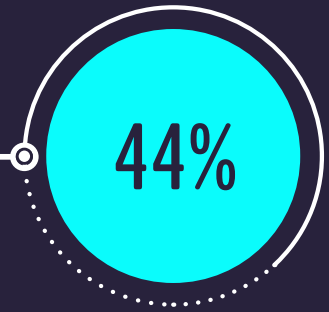
**Process Management:**  
We are ISO 14001, AS9100 and IATF 16949 accredited



**Waste Reduction:**  
We recycled 98% of our waste materials



**UN Sustainable Development Goals:**  
We have aligned our operations to the UN Sustainable Development Goals



**Diverse Workforce:**  
We have a female population of 44%, higher than the UK manufacturing average

## Key ESG objectives

This year, we have set ourselves a number of environmental, social and governance objectives to ensure we are on a journey to becoming a more sustainable business that helps create a better tomorrow.



### ENVIRONMENTAL OBJECTIVES

- Secure onsite solar implementation
- Maintain high performance in recycling of waste and water
- Interrogate energy data to understand key performance trends and opportunities
- Collect carbon emission data, calculate scope 1 & 2 carbon footprint and set reduction targets as part of a broader business strategy
- Collect data on employee commuting and homeworking
- A continued drive to substitute necessary packaging materials with recycled or sustainable alternatives



### SOCIAL OBJECTIVES

- Develop a formal risk register to support the management of our health and safety objectives
- Create a formal diversity, equity and inclusion policy that reflects our values and vision for the future
- Collect diversity, equity and inclusion data to allow us to set targets and put in place a strategy for the future
- Roll out a new employee engagement programme
- Develop a formal community engagement plan
- Understand ESG in our supply chain in more detail through information requests and auditing



### GOVERNANCE OBJECTIVES

- To develop a dedicated ESG policy
- Establish an ESG committee that meets regularly
- Broaden the scope of ESG risks as part of the company risk monitoring process
- Develop a whistleblowing policy
- Ensure governance-related policies are enforced and supported



## Supporting sustainable innovation

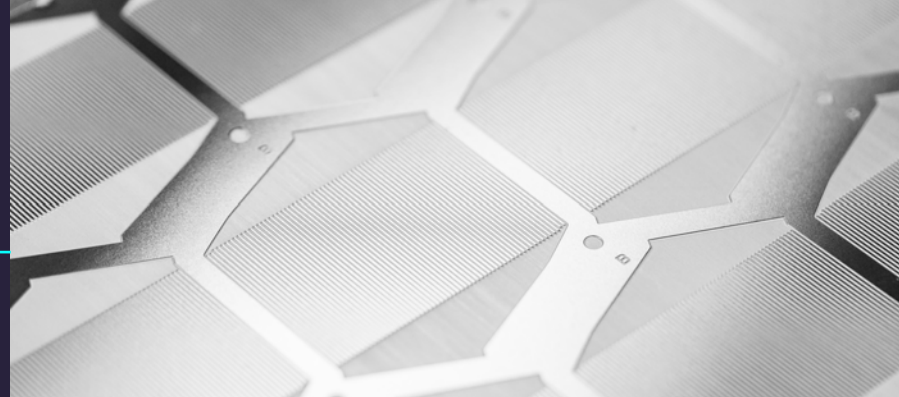
Hydrogen electrolysis and fuel cell power are on the rise, not only in the production of automotive vehicles for consumers, but also in the delivery of power on factory floors, building sites, next-gen aircraft and more. Manufacturers have chosen the photochemical etching process as one of the fastest and most cost-effective ways of developing key components for these technologies. At Precision Micro, we hope to not only improve our own ESG practices, but to support and encourage our clients on their own ESG journeys.

Our products support innovation as part of the transition to more sustainable energy production, including:

- Bipolar plates, which are a crucial component of fuel cells and electrolyzers for hydrogen production also fuel cell electric vehicles (FCEVs)
- Printed Circuit Heat Exchangers (PCHE) flow plates for more efficient heat transfer storage and delivery
- Busbar battery interconnects for electric vehicles
- Motor laminations for electric flight

We also provide solutions for the medical and healthcare sectors. Our components are essential to enable the construction of many medical devices and instruments, including medical implants such as hearing aids, pacemakers, surgical instruments and components for ventilators. Our products are vital in creating devices that improve the health and wellbeing of society and we are cognisant of the responsibility we hold.

BIPOLAR PLATES



PRINTED CIRCUIT  
HEAT EXCHANGERS



BUSBAR BATTERY  
INTERCONNECTS



MOTOR LAMINATIONS



## Commitment to quality

We ensure our commitment to maintaining the highest quality standards by implementing internationally recognised quality management systems. These systems include AS 9100, an accreditation in the aerospace and defence industry that meets the quality and safety requirements of the Department of Defence (DOD), Federal Aviation Administration (FAA) and National Aeronautics and Space Administration (NASA).

Additionally, we are one of the few etching companies globally to have received accreditation to IATF 16949, the industry benchmark for automotive quality. Our dedication to producing only the highest quality drives us to continually review and enhance each step of our production process. We take pride in being recognised as a top-tier production etching supplier in our field.

We strive to enhance customer satisfaction by going above and beyond, delivering excellence in everything we do.





# ENVIRONMENTAL

## Our Environmental Commitment:

Measurably mitigate the impact of our operations by continuing to use 100% renewable electricity, adopting greener technologies, creating more intelligent resource policies and building on everyday excellence.

As we look towards a more sustainable future, we understand the importance of mitigating the environmental impacts of our operations. We plan to do this by focusing on three core areas: energy, waste and water. Our ISO 14001 accreditation supports this endeavour by promoting waste reduction management and supporting the improvement and development of safe working practices within the company. Precision Micro's environmental policy helps to ensure our ESG values are embedded into all that we do. The policy also guarantees that we are compliant with environmental regulations and that any by-products are properly monitored and controlled.

Integrating ESG initiatives into our business is a continuous process of implementation and improvement. We will use the information to learn from both our successes and our challenges to guide our actions in the future.

## Energy

### RENEWABLE

Energy is a key resource, enabling us to deliver high-precision industrial components. Our processes are energy-intensive and we recognise the importance of sourcing sustainable energy in order to reduce our environmental footprint. Over 80% of our energy usage comes from electricity. Thus, we have committed to continuing to use 100% renewable electricity.

### OPTIMISED

Our modern facilities and high-performance etching technologies ensure we are using energy optimally. Since 2019, we have re-invested £5.1 million into refurbishments, including state-of-the-art and specialist machinery.

These refurbishments enable more efficient energy usage during production processes. In 2020, we completed an externally conducted energy audit to assess where we could make material energy improvements. Since then, we have implemented a number of positive changes, including site voltage optimisation and LED lighting upgrades.

### REDUCED

We plan to understand our energy usage across our sites and operations in greater detail over the coming year, as this will help us identify opportunities to reduce our energy footprint. We also have rented satellite offices in Germany and the Netherlands. We will look to engage with the building owners at these sites to understand their energy sources, however this will likely represent a fraction of our total energy use. In order to embed an energy-saving mindset into our office culture, we will promote energy saving and usage reduction awareness campaigns to employees throughout the year.

### SOLAR POWERED

We are looking to supplement our energy use with on-site renewable energy generation. Work is currently being completed to understand the feasibility of on-site solar at our operational facility. If feasible, we hope to make on-site solar operational as soon as possible.

Investing in  
state-of-the-art,  
high efficiency  
equipment

Energy optimisation  
following energy audit

Using **100%**  
renewable electricity



# Carbon

## MEASUREMENT

Climate change is one of the most fundamental issues facing society today. At Precision Micro, we are committed to playing our part in minimising our impact on the environment.

Our first step towards achieving this goal is to gain a clear understanding of our carbon footprint. To do this, we will gather information from various aspects of our business throughout this year to identify opportunities to further reduce our emissions.

Dedicated to fighting  
climate change

Calculate  
carbon  
footprint

Identify  
opportunities to  
reduce  
emissions

## Water

Water is a valuable resource, and as such, we manage water consumption through careful data monitoring and collection. We recognise that to maintain strict quality requirements for our customers a high usage of water is required. We monitor our water consumption in detail, tracking our consumption rates on a per product basis (currently at 0.144 m<sup>3</sup> per product). We are planning to use this data-driven approach to further develop water reduction initiatives and a broader water reduction strategy for the company. We will begin by focusing on our most intensive operations. In 2022 we recycled more than 35% of the water used in our photochemical etching process. As part of our on-site refurbishments, we invested in new machinery that delivered more efficient water use.

We track water  
consumption on a  
per product basis

Championing  
water  
reduction  
initiatives

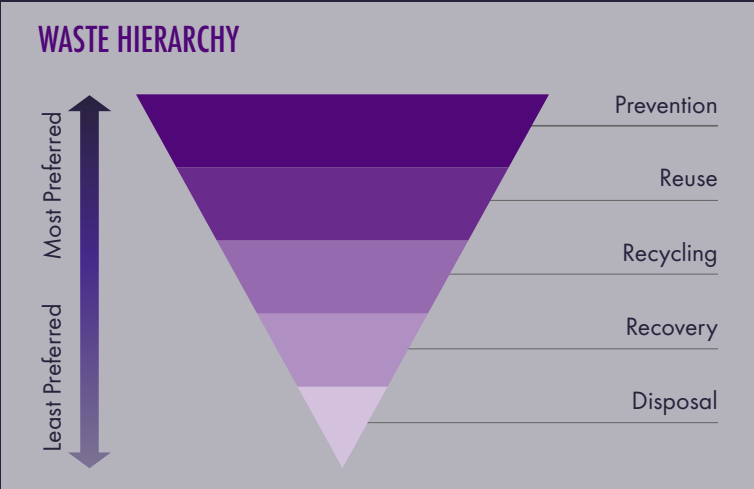
Recycled  
>35% of water  
from etching process



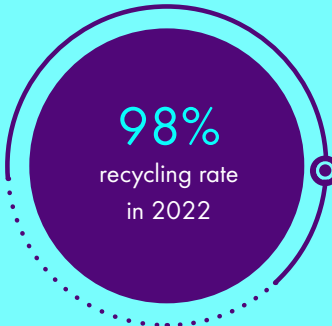
# Waste

At Precision Micro, we follow the waste hierarchy, with a primary focus on optimising resources followed by treating and processing waste material. Precision Micro uses an engineering-based, continuous improvement ethos to design a process to reduce and recycle waste. Our chemical effluent by-product is “cleaned” and recycled, returning it to agreed concentrations. This occurs as part of the effluent treatment plant, which has a three-stage process to ensure optimal recovery is achieved.

As the chemical etching process uses hazardous materials, the handling during operations and treatment before disposal is of the upmost priority. We have strict processes in place to ensure that this is completed to the highest environmental standards, with risk assessments completed and those involved trained to work with these materials.



	2019	2020	2021	2022
Waste (Tonnes)	Approx.	Approx.	Approx.	Actual
Total Processed Waste	1 400	800	850	784
Recycled Waste Etchant	1 200	600	600	591
Recycled Water Treatment By-Product	80	40	60	54
Recycled Excess Metal	90	70	70	60
Waste Etchant (Kg/sheet)	3.85	2.37	2.34	2.35



# Waste continued

All waste produced as a by-product from the chemical etching process is tracked and itemised. To ensure efficient waste governance throughout this process, waste data is collected with trends and performance is communicated to senior management. In 2019, we developed an operational waste reduction strategy which delivered a 40% reduction in waste between 2019 and 2020. Since then, we have been able to maintain this reduction in waste throughout 2022 and as such, we produce 2.35kg of ferric waste per sheet.

Our total waste has decreased from 846 tonnes in 2021 to 784 tonnes in 2022, with the largest reduction seen in our hazardous waste stream. We have also been able to maintain our excellent recycling performance, with a 98% recycling rate of waste materials from our operational processes in 2022. This includes hazardous waste which is processed with the appropriate controls and as part of considered and approved methods. Although a minimal part of our waste stream, we nevertheless look to fully understand the waste management process at our sales offices via engagement and data collection.



All waste produced as a by-product from the chemical etching process is tracked and itemised.



## Packaging

Our products are shipped worldwide and we are dedicated to reducing the environmental impact and waste generated from the shipping processes. In 2022, we introduced more environmentally friendly packaging. This included paper tapes and paper-based void fills, which reduce the use of single-use plastics, provide more recyclable waste streams and the same level of product protection in transit. We plan on continuing our efforts to make our packaging more sustainable. Currently, 20% of our packaging is recyclable or made from recycled materials. We have set ourselves the goal of reaching 30% by next year.

20%  
of our packaging is  
recyclable

Ensure  
minimum  
packaging  
waste

Increase  
recycled material  
usage to  
>30%



# Air

Air quality is another important environmental consideration for our operational site. Stack emissions are tested and monitored at our operational facility annually to ensure we maintain absolute compliance with our environmental permit. Over the next year we plan to identify opportunities to substitute VOC-containing substances and associated processes with aqueous alternatives to further reduce emissions. This will allow us to maintain our operational excellence while making minor adjustments to ensure air emissions are maintained at our high standards.

AIR EMISSIONS	2022
Total VOC	26.601 ppm
Total stack Emissions	909 kg

Emission reductions through selecting VOC alternatives

Absolute compliance and operational excellence

Ensuring safety comes above all else







# SOCIAL

## Our Social Commitment:

Stand as a steadfast pillar of society. Leveraging the role we have as a leader and enabler, we will unswervingly support our people and partners' initiatives, acting as a collective force for better communities.



## Our people

As part of our ongoing strategy for growth and development, this year we recruited 30 new people into the business and have grown our workforce to 153 employees.

As a company, we believe that developing and investing in our people is integral to our performance, and we have focused on creating the best environment to work in. We are proud that employees want to remain with us and see our average tenure of 10 years as a positive endorsement of the collaborative culture we have developed. This is also reflected in our 9% turnover rate, which is well below the UK manufacturing sector average of 18%<sup>1</sup>.

### AGE OF EMPLOYEES

6%  
Under 25

63%  
25-55

31%  
Over 55

<sup>1</sup> Make UK Manufacturing Monitor 2022



# Our people continued

## DIVERSITY

We are proud that our workforce reflects the diversity present in our community. Our gender ratio of 56:44 male to female compares favourably to the 76:24 UK STEM workforce national average. Through training and development initiatives, the diversity balance amongst our senior management team continues to improve year-on-year.

To ensure that diversity, equity and inclusion become a key part of operations, we will build on our fair pay policy to create a formal DE&I policy that reflects our values and vision for the future. We want to highlight the diversity we have across our organisation and to promote initiatives that bring these aspects of business to the forefront.

## PAY

We recognise that paying staff above minimum wage will attract a higher level of talent and we ensure that all employees receive at least the UK Living Wage. We continually benchmark our employee salaries to ensure pay rates remain highly competitive.

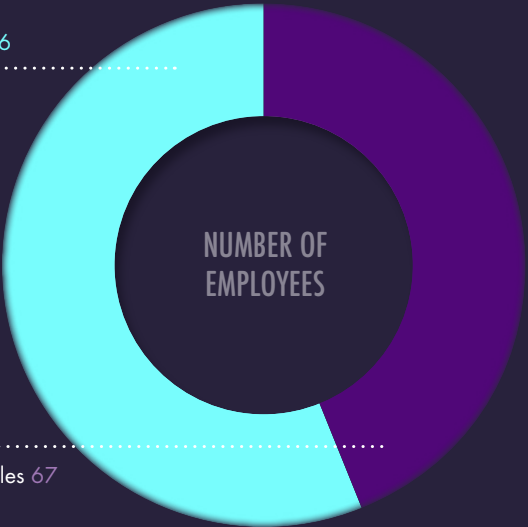
## ENGAGEMENT

Now that we have re-established core elements of our business following the 2019 fire<sup>2</sup> and have weathered the impact of the COVID-19 pandemic, we are eager to ensure we have retained our company culture and core values. We communicate regularly with employees using a variety of methods, and plan to include an employee engagement survey in the near future. This survey will strive to understand the needs of our staff, the value they derive from working with us and the steps we should take in the future to improve Precision Micro's overall company culture and work environment.

<sup>2</sup> [www.business-live.co.uk/business/commercial-property/precision-micro-completes-51m-regen-22958642](https://www.business-live.co.uk/business/commercial-property/precision-micro-completes-51m-regen-22958642)

Number of males 86

Number of females 67



153  
Total number of employees

44:56  
Female:Male ratio



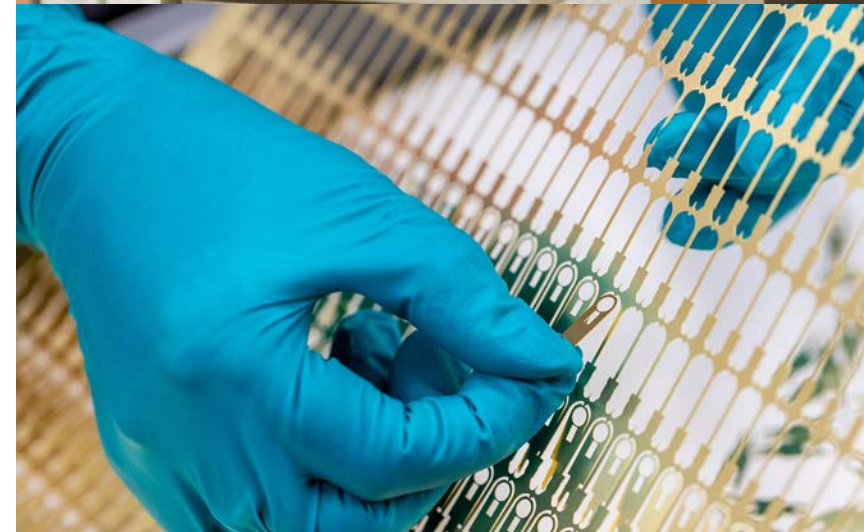
## Training and development

The growth and development of Precision Micro is a product of the growth and development of our employees. We are strong advocates for the training and development of our staff, and our commitment begins with an assessment of the technical skills of each employee. This allows us to identify employee strengths, highlight areas for development and consider employee potential for progression within the company and the industry. We address any gaps within employees' skill sets with on-the-job training in order to develop their technical skills. For more specialist development we provide external training opportunities. We provide focused training and development for our management team, building not only their technical expertise but also their leadership skills, which enables them to champion and support their teams. Training on process control and quality, with courses such as Six Sigma Green and Black belt, as well as a bespoke course at Birmingham Metropolitan College, Inspiring Managers.

In 2022, we provided nearly eight thousand hours of training averaging more than 50 hours per employee. Most of this training was delivered within Precision Micro, with 21% provided by external trainers.

### CAREERS AT PRECISION MICRO

We champion our staff to succeed and progress in their careers, and we support this with a clear skills-based career progression plan. The training and development strategy for our employees is reviewed and discussed on a monthly basis by senior management and this forms a core strategy for our growth as a company. We want to make training and development even more tailored to our employees. In 2023, we plan to utilise the results from the skills-based assessments to benefit the individual employee as well as the company.





## Health and safety

The health and safety of our workforce is vital. We have a multi-pronged approach to maintaining the highest levels of H&S at Precision Micro:

- H&S data is closely monitored, including the collection of leading and lagging indicators of H&S events, to prevent occurrence and drive reduction
- Specialised training in environmental management and the handling of hazardous chemicals is provided
- 100% of our team leaders have completed IOSH safety training courses
- Senior management is briefed monthly on H&S performance reports
- Management KPIs have been introduced to ensure managers have awareness of H&S performance to better engage with our teams and take supportive action
- Clear safety targets set for 2023
- Increased H&S training requirements for all employees
- H&S risk register to be developed

HEALTH & SAFETY	2022
AFR per 10,000 hours	0.32
LTI per 1M hrs	7.09

### WELLBEING

Our focus on the wellbeing of our workforce goes well beyond ensuring safety on the shop floor. We understand the importance of fostering employee wellbeing, and the importance of wellbeing in optimising employee engagement and organisational performance. In designing our wellbeing programme, we are focusing on the mental, physical and financial wellbeing of our employees. Our current mental health initiatives include an employee assistance programme (EAP), with face-to-face support. Our EAP support has been well received, and we will ensure that we continue to promote the availability of this across the business.



## Local community

We take an active role in our local community, regularly engaging with schools and colleges close to our Birmingham facilities to help young people understand the opportunities for careers in our industry. Apprenticeship opportunities for young people are part of Precision Micro's history. Our apprenticeship programme has been running for over 30 years, making us a longstanding presence in the community. We have remained committed to our apprenticeship programme, taking on four new apprentices in 2022. Our four-year programme, open to students between the ages of 16-21, provides holistic and skills-based experiences found across the business. As part of our growth and development strategy, we are also recruiting and training new talent from universities, and recently added two new engineering graduates in December 2022.



NIKKI SQUIRE, HR MANAGER AT PRECISION MICRO

“As a specialist manufacturer, the contribution apprentices make to our business is invaluable. We're delighted to be able to offer so many local young people the chance to kickstart a rewarding career at the cutting-edge of precision manufacturing, in what is an incredibly exciting time for the company.”





## Local community continued

As part of Precision Micro's 60th Anniversary celebrations, we presented the Firefighters Charity with a donation of £1,000 in support following a fire at our production facility in 2019. They offer specialist, lifelong support for members of the UK fire services community, empowering individuals to live happier and healthier lives.

To further develop our investment in the local community, we will be developing a formal community investment plan that will pinpoint initiatives and causes that are important to Precision Micro. We will then review potential initiatives and determine where we can best offer our time and expertise to create the most value.

### CUSTOMER RELATIONSHIPS

We pride ourselves on maintaining excellent relationships with our customers and clients. We have a formal process in place to collect customer feedback, which is communicated across the business. By analysing data from our Net Promoter score and customer satisfaction ratings across key areas such as quality, cost, delivery and service, we gain valuable insights into how effectively we are meeting the expectations of our customers, helping us to learn and grow.

“We have worked with PM for many years, they have always been helpful and professional. Great company and great people.”





A man in a white shirt is shown in profile, sitting at a desk and looking at a computer screen. A blue wavy graphic, composed of many small dots, flows across the foreground from left to right, partially obscuring the man and the desk. The background is a blurred office environment.

# GOVERNANCE

## Our Commitment to Sustainable Governance:

Hold ourselves accountable to the highest standards. Objectively, transparently and fairly, we will set, review, update and uphold policies that reflect our role and ambition of being a responsible leader in all we do.



## Governance structure

The Board at Precision Micro is committed to our ESG journey and improving our sustainability performance across the business. ESG is a topic that touches all parts of the company and so decisions regarding ESG are taken with careful consideration. We ensure those decisions are fully integrated into our processes and procedures. The Board meets monthly to discuss business operations, and ESG issues form part of this discussion.

Our senior management ensures the direction from the Board is communicated effectively across the company. Effective communication throughout the company is integral to achieving the ESG goals. It will become increasingly important for our employees to be involved in helping the company achieve its sustainability ambitions.

The Board at Precision Micro is committed  
to our ESG journey and improving our  
sustainability performance across the business.

## Employee committees

Employee committees are an important way of getting feedback from certain groups within the company. For example, as part of our commitment to the health and safety of our employees, we have a health and safety committee which seeks input and collaboration on H&S matters from both management and shop floor personnel. The committee is chaired by our health and safety lead and includes three members of our engineering and technical management teams along with a cross section of management and shop-floor personnel, to ensure an ongoing focus on H&S in the workplace.

Similarly, we also have an apprenticeship committee, where the management team discusses apprenticeship plans, recruitment and feedback on existing apprentice programmes.



## Key policies

We maintain the highest legal and ethical standards and expect all employees to uphold this commitment as well. Our policies on business ethics, business conduct and anti-bribery and corruption are all approved at Board level, and we embed them in our culture through our actions and regular training.

Likewise, we are committed to integrity, honesty and respect for others in all of our business relationships. Precision Micro does not condone bribery, gifts and entertainment, conflicts of interest or anti-trust and money laundering. This policy is extended out to sales representatives and distributors. Additionally, Precision Micro does not make political contributions or engage in lobbying activities.

We have set ambitious ESG objectives for 2023, including the creation of our ESG policy to highlight how ESG is managed and integrated throughout the organisation. This will be approved by the Board and communicated to all employees.

A key area of governance is the ability to recognise and address risks to the organisation. We want to encourage a speak up culture, and will create and implement a whistleblowing policy to ensure clear lines of communication that will enable any stakeholder to flag significant and genuine concerns without fear of reprisal.

## Business continuity

For us, this is a very real issue. On 24th November 2019, a fire broke out at our production facility as the result of an electrical fault. While the fire was contained to only two production areas, this was at the heart of our process of photochemical etching. Using the business continuity plan we had in place, we were able to respond quickly and effectively. Establishing continuity of supply was critical, and within hours, our team got hands-on with the recovery effort, identifying what could be salvaged and devising a strategy which would enable us to minimise disruption to customers. Central to this was the construction of two industrial annexes just weeks after the fire, into which critical machinery was relocated to keep the business moving and minimise the impact of the fire on our customers. The fire re-affirmed the importance of maintaining a business continuity plan.

Since 2019, a £5.1 million refurbishment has been completed in which Precision Micro reconfigured its processes, introduced more specialist machinery and increased space in the factory. It was also an opportunity to build in additional fire mitigation initiatives to de-risk any future incidents. This has also led to a 10% increase in capacity, nine new process machines installed and a new Quality Centre of Excellence established, with scope for further expansion. More recently, we have been working through the COVID-19 pandemic, and both events have resulted in our business continuity plan being reviewed. The plan is updated annually and approved by senior management, and we also undertake a full scenario analysis and planning review each year.





## Sustainable supply chain

Precision Micro is a company operating on a global scale, with international clients and over 250 suppliers worldwide. We select carefully who we do business with, so that we can be confident in the materials used in operations and the components we produce for our clients. We embed supplier expectations within contractual agreements, focusing not only on the products and services being provided but also on increasing the visibility of the supply chain, and ensuring suppliers follow our code of conduct.

We expect all our suppliers to work with us as we pursue a programme of continuous improvement. They become our partners in business, and as part of this process we provide feedback on the quality of their products and materials.

As part of our supplier selection process, we ask potential suppliers for appropriate accreditations. We also operate a comprehensive trade compliance programme and only work with suppliers who have pre-registered their chemicals under the Registration, Evaluation, Authorisation and Restriction

of Chemicals (REACH). As part of Precision Micro's specific environmental commitments, we ask suppliers to provide information on their current environmental management processes.

In 2022, 100% of our tier 1 suppliers provided statements on conflict mineral compliance and counterfeit and fraudulent materials. Going forward, we will extend this programme to work with suppliers at increasing depths within the supply chain.

We audit our critical suppliers as part of a supply chain strategy, and in 2023, ESG questions will be included in each audit. Looking more broadly, we will also engage with various stakeholders across the business.

From this engagement, we hope to understand the ESG issues that are material to these groups, and subsequently, use the newfound understanding to inform and direct our ESG strategy.

Over  
**250**  
suppliers worldwide

Engaging all  
levels of supply chain  
in our ESG requirements

Audit  
critical suppliers  
on ESG issues

# Supporting the U.N. Sustainable Development Goals

In September 2015, all 193 member states of the United Nations adopted a plan for achieving a better future for all, which involved setting the development agenda for the next 15 years. The Sustainable Development Goals (SDGs) were the product of an international multi-stakeholder engagement process involving governments, businesses, civil society and citizens. The 17 goals are made up of 169 SDG targets and progress towards these is tracked by 232 unique indicators. These goals represent a global call to action on the most pressing challenges and opportunities facing humanity and the natural world.

As an integral part of our ESG ambitions, we have chosen to align ourselves with the UN SDG framework and have selected 6 SDGs to work towards. This alignment is accompanied by an ESG commitment statement that details how we plan on contributing to each chosen goal.





## Supporting the UN Sustainable Development Goals continued



### UN SDG 4

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

#### UN TARGET

**GOAL 4.4:** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

#### OUR ACTIONS

We provide training and development for young people within our local community, with apprenticeships and graduates supported, developing technical skills for life.



### UN SDG 7

Ensure access to affordable, reliable, sustainable and modern energy for all.

#### UN TARGET

**GOAL 7.2:** By 2030, increase substantially the share of renewable energy in the global energy mix.

**GOAL 7.a:** By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology.

#### OUR ACTIONS

Our work providing precision components for the renewable and green industrial sector supports the uptake and development of clean energy technology towards 2030.



### UN SDG 8

Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all.

#### UN TARGET

**GOAL 8.5:** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

**GOAL 8.6:** Substantially reduce the proportion of youth not in employment, education or training.

#### OUR ACTIONS

We have a relentless focus on providing a safe and productive working environment for our employees. Training and development of employees is embedded across our organisation from those starting their careers to our seasoned veterans.

## Supporting the UN Sustainable Development Goals continued



### UN SDG 9

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.

#### UN TARGET

**GOAL 9.1:** Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure.

**GOAL 9.2:** Promote inclusive and sustainable industrialisation.

#### OUR ACTIONS

Our high-quality components support a number of industries needed for a more sustainable and resilient infrastructure, including renewables, automotive, aerospace and electronics. We work with our clients support innovation.



### UN SDG 12

Ensure sustainable consumption and production patterns.

#### UN TARGET

**GOAL 12.2:** By 2030, achieve the sustainable management and efficient use of natural resources.

**GOAL 12.4:** Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment.

**GOAL 12.5:** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

#### OUR ACTIONS

Our production processes have resource efficiency as a core strategic goal: we are continuously ensuring optimal use of resources, from water and chemicals throughout our product lifecycle and continue to minimise waste through recycling and reuse. We have also increased the amount of recyclable content as part of our packaging, reducing the environmental impact in this waste stream.



### UN SDG 13

Take urgent action to combat climate change and its impacts.

#### UN TARGET

**GOAL 13.2:** Integrate climate change measures into national policies, strategies and planning.

#### OUR ACTIONS

We are conscious of the global threat of climate change, and have taken the first step to understand our emissions impact and plan to bring the management of these emissions into our broader business strategy.





SUSTAINABLE ADVANTAGE  
Hersham Place Technology Park  
Molesey Road, Hersham  
Walton-on-Thames  
Surrey  
KT12 4RS

[info@sustainable-advantage.com](mailto:info@sustainable-advantage.com)  
[sustainable-advantage.com](http://sustainable-advantage.com)  
0203 544 2020



Precision Micro

[precisionmicro.com](http://precisionmicro.com)