



# ESG COMMITMENTS

MARCH 2024



# ABOUT



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**WE ARE A PASSIONATE  
COMPANY FILLED WITH  
PASSIONATE INDIVIDUALS**

Believing that strong environmental, social and governance performance benefits society at large, our clients and our employees, STA Technical is committed to sustainable and ethical business practices.

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# ENVIRONMENT

**With the environment impacting on decisions made across all aspects of the business, STA is committed to:**

## **Energy Conservation**

- Employees are encouraged to minimise paper usage by opting for digital alternatives or printing only when necessary (and double sided)
- LED lighting has replaced conventional lighting wherever possible, and all lights are turned off when not in use
- Heating is turned off when not in use, and no heating is left on overnight, or when the premises are vacant
- The company's shut down policy/procedure for the office and workshop instructs that all equipment, heating and lighting is to be turned off before the building is secured

## **Water Conservation**

- Employees are expected to report any water leaks promptly, and all remedial efforts will be undertaken as a matter of priority
- All taps are turned off when not in use

## **Product Fabrication**

- All STA Technical manufactured products are fabricated with longevity in mind and all attempts are made to use materials that have least environmental impact

## **Materials Sourcing**

- Where practicable and financially viable, staff are encouraged to source materials and items from companies local to STA Technical, who hold similar ESG principles and to seek environmentally friendly options where possible
- For packaging of products leaving the workshop, STA Technical's material of choice is recycled cardboard and recycled pallets are always used for shipping heavier items. Environmentally friendly stretch film is currently being investigated.

## **Transport**

- All transport options are to be considered, including carpooling, public transportation and cycling. Currently two members of STA staff cycle to work, weather permitting and a car pool system is also working between two employees

## **Improving Our Immediate Environment**

Small initiatives that make a difference have been implemented, including:

- Bug hotels have been secured to the outside of our warehouse
- Wild flowers have been planted in the car parking area to encourage bees to visit

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# SOCIAL

## **STA Technical operates in an environment of diversity, equity and inclusion**

- The company is committed to employee development and has supported one apprentice through his welding training and is actively engaging with another to start her training in September.
- Health & Safety – STA Technical has a health and safety policy in place and conforms all regulatory requirements in relation to the wellbeing and safety of its employees
- Employee reviews are undertaken three times per year to improve engagement, provide an opportunity for early intervention and to create a culture of recognition and consistency

# GOVERNANCE

## **STA Technical Ltd is committed to ensuring the integration of ESG considerations into its business strategy and operations**

- Committed to aligning its health and safety and quality procedures to ISO standards, STA Technical has put in place a full and auditable system which can be reviewed by clients upon request
- The company values open and constructive dialogue with our stakeholders, including employees, customers, suppliers, and local communities. We are committed to actively engaging with these groups, seeking their input, and addressing their concerns in our decision-making processes.
- Maintaining the highest standards of ethical conduct is fundamental to our corporate culture. We unequivocally reject corruption and unethical business practices. Our company handbook contains clear guidelines on ethical conduct, and mechanisms will be in place for reporting any breaches.
- STA acknowledges the impact of our relationships with suppliers, contractors, and other business partners on our overall ESG performance. The company's governance approach will extend to assessing and managing ESG risks associated with these third parties, fostering collaboration and adherence to shared sustainability principles

# ANY QUESTIONS?

**Always happy to answer any questions about our ESG procedures, please email [info@statechnical.com](mailto:info@statechnical.com) or call on 0203 004 9326**