



## A Summary of the Environmental, Social and Governance Policies currently being practised.

Fox is a family owned business headquartered in Cwmbran but with established branches in 7 locations. We are committed to investing in our local communities, with emphasis placed on future generations. A large percentage of our employees live within close proximity to the branches and as a result we have always sought opportunities to support local organisations, through sponsorship and volunteering. We are currently proud sponsors of various junior rugby, cricket and football teams and support cycling clubs particularly. A key policy of the company is to enable our staff to support at least one charitable organisation every year through voluntary fundraising activities, and give them the time and opportunity to participate in charitable events.

Over our 50 years in business we have always made significant investment into our staff training and facilities. We have a training centre at our Head Office, that allows us to develop and upskill existing staff and offer employment opportunities to local people from the areas in which we operate. Our recent graduate training program has been successful, with 6 current employees being university graduates from Universities local universities. This is testament to our strategy for the future development of the higher education sector. We believe that our proactive approach to training is fundamental to us being able to consistently provide a high level of service whilst supporting the growth of our staff and business. The ultimate objective of the training is to encourage team working and the sharing of knowledge throughout the organisation as well as provide a safe, fulfilling and rewarding environment for all our employees.

### **Sustainability – Carbon Reduction Initiatives**

Fox Moving and Storage is aware of the potential impact which the provision of our services has on the environment. We try, therefore, to reduce and minimise our consumption of natural resources and energy when we provide our service and also to eliminate wastage of all the resources which we use.

As holders of ISO 14001 for the Environment, we continually seek to improve our environmental performance wherever practicable and prevent pollution. As a supplier to many corporate clients and public bodies, having widespread operational depots makes a considerable contribution to minimising carbon emissions. Investment exceeding £1m has been made in the last 18 months, including updating the already modern fleet to ensure carbon emissions are minimised and all vehicles based at our sites meet the highest, Euro 6 emissions standard.

The full range of vehicle sizes ensures that only the correct vehicle is used for each job and avoids the unnecessarily use of larger, higher CO2 and particulate emitting trucks. In line with our commitment to protecting our local environment, we recently made two significant investments totalling £250,000 that will reduce our impact on pollution in our cities. We have purchased 5 new electric vehicles that our project managers use for transport to jobs and have also fully converted all of the lights at our local Warehouses/Offices to LED. Our Board of Directors has committed a further £1m spend on similar projects over the next 5 years, including solar panels on the roofs of our warehouses.

Fox is currently involved with the British Standards Institute to become accredited to PAS 2060 and have used 2022 as our baseline. This will be audited by BSI and we will reduce our Carbon footprint accordingly over a targeted period of years. See Carbon Footprint Template attached.

### **Social and Governance**

We believe that taking a proactive and conscious approach to our corporate, social and environmental responsibilities, has a knock-on effect to the wider communities where our staff live and work. The Wellbeing of our staff and families has always been a priority of the company and we endeavour to continue fulfil these objectives.

Environmentally responsible recycling is undertaken at all branches and we are currently involved in rolling out plans to segregate waste in more categories in line with legislation coming into force in Wales, which we intend to roll out to our branches, throughout the UK.

Fox facilitates clearance and recycling of unwanted furniture and equipment through accredited and authorised routes, using various contractors and provides this service for private customers as well as corporate clients and various public bodies.

Social Values are an important part of the company's operations and its commitment to its customers, staff and the community. All its activity and delivery of our services is monitored and externally audited by two agencies for accreditation to the standards that we hold, i.e. ISO9001, ISO14001, ISO27001, BS8522, BS12522 and our FIDI affiliation for international moving.

### **Equality and Diversity**

Fox is an equal opportunities employer. We are committed to equality of opportunity and to providing a service and following practices which are free from unfair and unlawful discrimination. We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All employees are covered by this policy and it applies to all areas of employment including recruitment, selection, training, deployment, career development, and promotion.

The commitment that the company has to these initiatives is shown in the Management Review Meetings that are held at least three times per year, where all the key managers and directors responsible for the various operations within the company meet to discuss and monitor the company's performance with respect to the accreditations and review achievement of its objectives. Minutes of the meetings are reported to the Managing Director and to the company's board at its quarterly meetings. Quality Standards are a fixed agenda topic at board meetings and the board actively supports any activity which we can practically perform which benefits the local community, the planet or the environment. There is no limit to the resources that may be authorised, given a suitable and appropriate project or proposal.

The company has a programme of social and community engagement that has been developed as part of its overall responsibilities to staff and the community, but also supporting its ESG commitments. At least one employee has been nominated and supported at each of its locations, who will liaise and promote the fund raising and social activities of the staff at that branch and around the company.

A newsletter is regularly published, showing the various activities and funds raised that colleagues are involved with. The newsletter is circulated to all staff and is in the form of a bulletin with pictures and profiles of the staff involved and their activities. The bulletin is titled "From the Fox's Den" and is a humorous take on the accomplishments of the company.

All staff recently completed a tutorial on Greenhouse Gases and completed a quick calculation of their Carbon Footprint through the Climate Hero Carbon Calculator:

<https://carbon-calculator.climatehero.org/>