

# Sustainability Policy

## Overview

Savant Limited is a company with over 30 years' experience in providing innovative IT solutions for critical business processes. As an employee-owned company under the Savant Employee Benefit Trust (EBT), we are dedicated to environmental stewardship and responsible business practices that benefit both our community and the planet.

## Our Environmental Policies and Commitments

With a view to preserving the environment, our current office location at Dalton Hall Business Centre has green credentials at its core using re-cycled materials, rainwater harvesting to the landscaped areas. The majority of our energy comes from renewable energy supplies. Dalton Hall also provides cycle parking and showers to encourage walking and cycling to work and charging points for electric vehicles.

## Environmental Impacts

- Consumables e.g. paper, toner and ink cartridges.
- Travel to work.
- Energy use at our premises.
- Staff and visitor household waste.
- Travel to client sites.

## Savant Limited continually aims to improve on its sustainable performance by:

- Conserving energy, water, wood, paper and other resources - particularly those which are scarce or non-renewable - while still providing a safe and comfortable working environment.
- Reducing waste through re-use and recycling and by using refurbished and recycled products and materials where such alternatives are available (provided they meet quality requirements and give value for money).
- Encouraging manufacturers, suppliers and contractors through tighter specifications to develop environmentally preferable goods and services at competitive prices.
- Meeting all relevant current and foreseen statutory regulations and official codes of practice.
- Ensuring, where practicable, that buildings occupied by us are designed, constructed and operated to improve their environmental performance.

- Educating, training and motivating staff to work in an environmentally responsible manner and to play a full part in developing new ideas and initiatives.
- Communicating openly with staff about environmental policies and best practice.

#### In practice Savant meets the above by:

- Moving to renovated premises with an energy-efficient heating system.
- Investing in energy efficient monitors.
- Saving energy and resources by using virtual servers where possible.
- Organising monthly collection from a local company of confidential waste for shredding which is then re-cycled.
- Recycle domestic waste such as glass, paper, card, batteries, cans and drinks bottles
- Recycle toner and ink cartridges.
- Using local tradesmen and suppliers wherever possible and supporting the local post office.
- Not using disposable kitchenware when providing lunches for clients.
- Participating in the Cycle to Work Scheme, providing showering and changing facilities and bicycle storage facilities.
- Travel to client sites by public transport wherever possible.
- Use web meetings, seminar technology and telephone conferences where possible to avoid travel.
- Moving towards a paperless office, for example our electronic quality, timesheet and accounting systems.
- Reminding staff to:
  - Use their screens for debugging/proof reading.
  - Not print until they are satisfied with the draft and if they must print to do so in black and white.
  - Avoid making unnecessary copies and if they must copy make double-sided copies.
  - Use Email to correspond wherever appropriate.

#### Commitment to staff wellbeing

Our offices at Dalton Hall Business Centre provides superb high quality office space within a secure and peaceful working environment providing ample free parking and away from the noise, congestion and pollution of traditional commercial centres, leading to improved efficiency, productivity and employee wellbeing. We are aware that a 'greener' workplace can contribute to a happier, healthier and more engaged employees. Our sustainable practices include:

- Reducing Workplace Stress: Efficient processes, reduced waste, and improved resource management can decrease workplace stress.
- Enhancing Work-Life Balance: Eco-friendly commuting options, flexible work arrangements where possible/requested, and remote work contribute to better work-life balance.

- Boosting Employee Health: Unaffected workplaces with improved air quality, natural lighting, and ergonomic design positively affect physical health.
- Fostering Employee Engagement: Commitment to sustainability gives employees a sense of purpose, increasing job satisfaction.
- Promoting Environmental Consciousness: Encouraging eco-consciousness aligns values with workplace culture.
- We provide our employees with a company health care scheme which includes comprehensive health insurance, eye test and contribution towards computer glasses, cycle to work scheme, electric car scheme and discounted Pilates class, as well as having the countryside on our doorstep.

### [Savant's Commitment to Net Zero](#)

As a company wholly owned by the Savant Employee Benefit Trust (EBT) since the Employee Buyout (EBO) in July 2001, we recognise our responsibility to the environment and our community. We are dedicated to achieving Net Zero carbon emissions by 2050. This commitment is underpinned by a series of strategic initiatives and practices designed to minimise our environmental impact and promote sustainability across all aspects of our operations.

### [Key Initiatives](#)

#### [Energy Conservation and Efficiency](#)

- Upgrading to energy-efficient heating systems and monitors.
- Utilising virtual servers to reduce energy consumption.
- Investing in the latest energy-saving technologies and renewable energy supplies.

#### [Waste Reduction and Recycling](#)

- Implementing comprehensive recycling programs for paper, toner, ink cartridges, and domestic waste.
- Partnering with local companies for the collection and recycling of confidential waste.
- Transitioning towards a paperless office with electronic quality and timesheet systems.

#### [Sustainable Transportation](#)

- Encouraging sustainable commuting through the Cycle to Work Scheme, providing showering, changing facilities, and bicycle storage.
- Promoting the use of public transport and virtual meeting technologies to minimise travel-related emissions.
- Introducing an electric car scheme.

#### [Resource Management](#)

- Conserving resources like water, wood, and paper, prioritising the use of recycled materials.

- Ensuring buildings occupied by Savant are designed and operated to enhance environmental performance.

### Community and Supply Chain Engagement

- Supporting local tradesmen and suppliers to reduce carbon footprint and boost the local economy.
- Encouraging environmentally preferable goods and services from our manufacturers, suppliers, and contractors.

### Staff Engagement and Education

- Educating and motivating staff to adopt environmentally responsible practices.
- Regularly communicating about environmental policies, initiatives, and best practices.

### Commitment to Compliance and Continual Improvement

We are committed to meeting all relevant statutory regulations and official codes of practice. We continuously seek to improve our sustainable performance by adopting new technologies, refining our practices, and fostering an environmentally conscious culture within the organisation.

### Timeline to Net Zero

Our journey to Net Zero by 2050 is structured with clear milestones and measurable goals. We will regularly review our progress, ensuring transparency and accountability in our efforts to reduce our carbon footprint and achieve a sustainable future for our business and community.

By integrating sustainability into our core operations and empowering our employees to contribute actively, we are poised to lead by example in the IT industry, driving positive environmental change while delivering high-quality, innovative solutions to our clients. *See appendix A below which accompanies this document.*

## [Appendix A](#)

### [Savant's Commitment to Net Zero Timeline \(2024 - 2050\)](#)

#### Overview

Savant is dedicated to achieving net zero greenhouse gas emissions by 2050. This timeline outlines our phased approach to reaching net zero and sustaining our environmental responsibility for the long term.

#### 2024-2025: Foundation Years

- Energy Conservation and Efficiency
  - Upgrade to energy-efficient heating systems and monitors in all premises.
  - Implement virtual servers across all departments to reduce energy consumption.
  - Begin investing in the latest energy-saving technologies and renewable energy supplies.
- Waste Reduction and Recycling
  - Implement comprehensive recycling programs for paper, toner, ink cartridges, and domestic waste.
  - Establish partnerships with local companies for the collection and recycling of confidential waste.
- Sustainable Transportation
  - Continue encouraging sustainable commuting through the Cycle to Work Scheme, providing showering, changing facilities, and bicycle storage.
  - Promote the use of public transport and virtual meeting technologies to minimise travel-related emissions.
  - Salary sacrifice electric car scheme.
- Staff Engagement and Education
  - Launch an internal campaign to educate and motivate staff about environmentally responsible practices.
  - Regularly communicate environmental policies, initiatives, and best practices.

#### 2026-2030: Implementation and Growth

- Energy Conservation and Efficiency
  - Complete the transition to using only renewable energy supplies.
  - Upgrade all lighting to energy-efficient LED systems.
  - Conduct energy audits to identify and rectify inefficiencies.
- Waste Reduction and Recycling
  - Move towards a fully paperless office with electronic quality and timesheet systems.
  - Increase the use of refurbished and recycled products and materials.

- Sustainable Transportation
  - Achieve 50% of all business travel through public transport or virtual meetings.
  - Expand the electric car scheme participation among employees.

#### Resource Management

- Ensure all buildings occupied by Savant are designed and operated to enhance environmental performance.
- Conserve resources like water, wood, and paper, prioritising the use of recycled materials.

#### 2031-2035: Mid-term Goals

- Energy Conservation and Efficiency
  - Achieve a 50% reduction in energy consumption compared to 2024 levels.
  - Fully implement the latest energy-saving technologies company-wide.
- Waste Reduction and Recycling
  - Achieve a 75% reduction in office waste through re-use and recycling.
  - Continue to refine and enhance recycling programs.
- Sustainable Transportation
  - Reach 75% of all business travel through public transport or virtual meetings.
- Community and Supply Chain Engagement
  - Increase support for local tradesmen and suppliers to reduce the carbon footprint.
  - Encourage manufacturers, suppliers, and contractors to develop environmentally preferable goods and services.

#### 2036-2040: Advanced Sustainability Practices

- Energy Conservation and Efficiency
  - Achieve a 75% reduction in energy consumption compared to 2024 levels.
  - Continuously upgrade and maintain energy-efficient systems.
- Waste Reduction and Recycling
  - Achieve a 90% reduction in office waste through re-use and recycling.
  - Continue to push towards zero waste operations.
- Sustainable Transportation
  - Ensure 100% of the company fleet consists of electric vehicles.
  - Achieve 90% of all business travel through public transport or virtual meetings.
- Resource Management
  - Continuously enhance the environmental performance of all occupied buildings.
  - Optimise the conservation of resources like water, wood, and paper.

### 2041-2045: Finalising Efforts

- Energy Conservation and Efficiency
  - Achieve a 90% reduction in energy consumption compared to 2024 levels.
  - Ensure all energy used is from renewable sources.
- Waste Reduction and Recycling
  - Achieve a 95% reduction in office waste through re-use and recycling.
  - Implement new technologies and methods for waste management.
- Sustainable Transportation
  - Achieve 95% of all business travel through public transport or virtual meetings.
  - Continue to innovate in sustainable transportation practices.

### 2046-2050: Achieving Net Zero

- Energy Conservation and Efficiency
  - Achieve Net Zero energy consumption through continuous innovation and efficiency.
  - Maintain 100% reliance on renewable energy sources.
- Waste Reduction and Recycling
  - Achieve zero waste operations through rigorous recycling and re-use programs.
  - Implement cutting-edge waste reduction technologies.
- Sustainable Transportation
  - Achieve 100% of all business travel through sustainable means.
  - Continuously innovate to maintain sustainable transportation.
- Overall Sustainability
  - Regularly review and update sustainability practices to ensure continuous improvement.
  - Engage in global sustainability initiatives and partnerships to enhance efforts.

### Conclusion

By following this detailed timeline, Savant can systematically work towards achieving Net Zero carbon emissions by 2050, ensuring continuous improvement in sustainability and environmental stewardship.