

Unio®

**Sustainability Report
2023**

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TEAM FOREWORD

In setting up UNIO[®] our organisation's aims and vision are to have a product which will achieve the most radical change in workspace design this century. The workstation has been in development for over four years and is the only one in the world to feature a patent-pending electric height adjustable desk and monitor, which means users can choose their ideal working position at the touch of a button. Its unique design saves up to 27 percent of space compared to conventional office desks and can be positioned individually in corners or in groups of two, three or four units. It also includes lockable hidden storage for computers and personal belongings, and features internal wiring to minimise clutter, along with built-in power and lighting.

Moving away from a traditional approach to office life towards a hybrid model, the Unio workstation is perfect for communal workspaces, or any organisation that operates a hot-desk policy, where desks are shared and not allocated to one person. Also the futuristic and unique design of UNIO[®] ensures use of space is maximised while its smart functionality ensures that the user's mental and physical well-being is improved, productivity increased, and absenteeism reduced.

The workstation, which is the first in a planned range, is also on track to achieving high environmental credentials and is a registered manufacturing member with Made In Britain. The UNIO[®] product will be measured against how effectively the organisation can ensure all elements of the UNIO[®] workstation are made from recycled, recyclable and reusable materials that can last a lifetime, encourage longevity and support a circular economy.

We are working with our supply chain to establish a partnership approach that can collaborate, support and come up with innovative ways to minimise our impact on the environment. Establishing a shift towards circular economy for our UNIO[®] product will be key to creating a sustainable future for the organisation as well as reducing the pressure on resources used throughout the world and contributing towards a better place for people and planet. In transforming our new business into a circular economy organisation, we appreciate we will need to work smarter, engage with our stakeholders and partners, and ultimately make it possible for our products to be repaired, refurbished, recycled, repurposed and reused. This is why we have ensured, as part of our sustainability policy, that we can work with our supply chain and key partners to achieve this.

In striving to take a holistic approach to our sustainability plan, moving with the changing climate and supporting biodiversity we will continue to work with stakeholders, our clients and our suppliers to achieve the very best sustainable outcomes for our products and services. We are aiming for a fitter future, where wellbeing and sustainability are paramount and we see this as being our world in UNIO[®]

Michael White

David Green



1. BACKGROUND & INTRODUCTION

Sustainability and Net Zero

The UK Government is committed to reducing the UK's greenhouse gas emissions by at least 100 percent by 2050, compared to 1990 levels and this target is known as Net Zero. Moving towards a Net Zero carbon economy is now set in UK law and most big firms will be forced to show how they intend to hit these targets, under proposed Treasury regulations.



While the focus is on larger companies, it is important that micro and small businesses play their part. Small businesses account for 99.9 percent of the UK business population so their collective tangible climate actions to chart the path to Net Zero emissions by 2050 are critical.

Taking action to become Net Zero will bring many benefits to many companies who sign up to make improvements, improve their resilience and competitiveness, while reducing costs and even encouraging investment and attracting new customers. Here at UNIO® this is something we will be striving to work towards through the delivery of our sustainability plan.

National and Regional Context

We are in a climate emergency that will evolve into a climate disaster without rapid action to reduce carbon emissions.

Moving to a Net Zero carbon economy is set in UK law. The [Government's new Net Zero Strategy](#) sets out how the Government intends to halve UK emissions in little over a decade, and to eliminate them by 2050.

About the Sustainability Report

This sustainability report is our strategic document to be used to set out our direction, inform our policy making and form the basis of our sustainability action planning designed to deliver across the company's five main aims as follows:-

Aim One	Circular Economy and UNIO ®
Aim Two	Becoming a Planet Positive Product and Company
Aim Three	Sustainable Transport and Zero Emission Travel
Aim Four	Identifying CO2 emissions and setting targets to reduce
Aim Five	Supporting Our Supply Chain

Our Sustainability Aims and Vision

In today's challenging circumstances when the climate and ecological crises dominate the headlines together with businesses working through their Net Zero, Sustainability and Carbon Reduction plans for the future, we're increasingly conscious of our product and services, how we can strive to make them sustainable including being able to be recycled and recovered in the most environmentally positive process. This sustainability report and our resulting Environmental and Sustainability Policy will be form the key baseline which underpins all of our work on UNIO® going forward.

Full details of how our products can be incorporated into a circular economy approach and life cycle analysis are detailed within Appendix 2 of this Sustainability Report. Throughout the lifetime of this sustainability report we will be working with our Supply Chain to reinforce the circularity of the products and components of UNIO® and where possible will support our suppliers to achieve these targets.

United Nations Sustainable Development Goals (SDG's)

While developing this report we have considered the actions taken by Green White Sice and highlighted where these actions address the UN SDGs.

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.

The 17 SDGs are integrated—they recognize that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability.



Below are examples of the SDG's it will be possible for Green White Sice and UNIO® to achieve given the areas of work and projects undertaken:-

Goal 8 Decent work and Economic Growth - The SDGs promote sustained economic growth, higher levels of productivity and technological innovation. Encouraging entrepreneurship and job creation are key to this, as are effective measures to eradicate forced labour, slavery and human trafficking. With these targets in mind, the goal is to achieve full and productive employment, and decent work, for all women and men by 2030

Goal 9 Industry, Innovation and Infrastructure - Investment in infrastructure and innovation are crucial drivers of economic growth and development. With over half the world population now living in cities, mass transport and renewable energy are becoming ever more important, as are the growth of new industries and information and communication technologies. Technological progress is also key to finding lasting solutions to both economic and environmental challenges, such as providing new jobs and promoting energy efficiency. Promoting sustainable industries, and investing in scientific research and innovation, are all important ways to facilitate sustainable development.

More than 4 billion people still do not have access to the Internet, with 90 percent from the developing world. Bridging this digital divide is crucial to ensure equal access to information and knowledge, as well as foster innovation and entrepreneurship.

Goal 11 Sustainable Cities and Communities - More than half of us live in cities. By 2050, two-thirds of all humanity, 6.5 billion people, will be urban. Sustainable development cannot be achieved without significantly transforming the way we build and manage our urban spaces.

The rapid growth of cities, a result of rising populations and increasing migration, has led to a boom in mega-cities, especially in the developing world, and slums are becoming a more significant feature of urban life. Making cities sustainable means creating career and business opportunities, safe and affordable housing, and building resilient societies and economies. It involves investment in public transport, creating green public spaces, and improving urban planning and management in participatory and inclusive ways.

Goal 12 Responsible Consumption and Production - Achieving economic growth and sustainable development requires that we urgently reduce our ecological footprint by changing the way we produce and consume goods and resources. Agriculture is the biggest user of water worldwide, and irrigation now claims close to 70 percent of all freshwaters for human use. The efficient management of our shared natural resources, and the way we dispose of toxic waste and pollutants, are important targets to achieve this goal. Encouraging industries, businesses and consumers to recycle and reduce waste is important, as is supporting developing countries to move towards more sustainable patterns of consumption by 2030.

A large share of the world population is still consuming far too little to meet even their basic needs. Halving the per capita of global food waste at the retailer and consumer levels is important for creating more efficient production and supply chains. This can help with food security and shift us towards a more resource efficient economy.

Goal 13 Climate Action - There is no country that is not experiencing the drastic effects of climate change. Greenhouse gas emissions are more than 50 percent higher than in 1990. Global warming is causing long-lasting changes to our climate system, which threatens irreversible consequences if we do not act.

The annual average economic losses from climate-related disasters are in the hundreds of billions of dollars. This is not to mention the human impact of geo-physical disasters, which are 91 percent climate-related, and between 1998 and 2017 killed 1.3 million people, and left 4.4 billion injured. The goal aims to mobilize US\$100 billion annually by 2020 to address the needs of developing countries to both adapt to climate change and invest in low-carbon development.

Supporting vulnerable regions will directly contribute not only to Goal 13 but also to the other SDGs. These actions must also go hand in hand with efforts to integrate disaster risk measures, sustainable natural resource management, and human security into national development strategies. It is still possible, with strong political will, increased investment, and using existing technology, to limit the increase in global mean temperature to two degrees Celsius above pre-industrial levels, aiming at 1.5°C. But this requires urgent and ambitious collective action.

Environmental and Social Governance (ESG) and Corporate Social Responsibility (CSR)

Traditionally, Corporate Social Responsibility (CSR) has been a common way to capture an organisation's efforts to maximise its positive impact on the environment and society.

This has been superseded to a large extent by Environmental, Social and Corporate Governance (ESG). ESG is increasingly becoming important as financial markets, investors, and other stakeholders demand companies to plan and disclose sustainability and environmental, social, and governance strategies and activities.

ESG takes a holistic view of a company's impact and considers core operations and how business is conducted with others in addition to any 'good work' it undertakes.

How a company manages ESG can directly impact share price through litigation and reputational risk. Robust ESG will make the overall impact of Green White Sice activities more measurable and provides a way to evaluate how far advanced you are with sustainability and, ultimately, makes for better businesses.

Environmental, social and governance are the pillars in ESG frameworks and represent the main factors that you are expected to report on. Essentially, the framework will enable investors, consumers, and regulators to assess how well the Green White Sice is performing on these metrics compared to its peers.

The Environmental Pillar – how does GWS treat the environment?

Environmental factors include how GWS prioritises sustainability, and how it will be embedded to in day-to-day operations to transition towards Net Zero. This encompasses the reduction of carbon emissions, and energy efficiency and waste management.

Other issues and concerns include, renewable energy and green buildings, low carbon transport, sustainable investment, water usage, pollution, biodiversity loss, and deforestation.

The Social Pillar – how does GWS treat employees, stakeholders, and the community?

The Social Pillar includes how employee development and labour practices are managed. This includes diversity and inclusion, anti-discrimination, bullying and harassment, race and gender, and data privacy.

This pillar also includes human rights, labour standards in the supply chain and sourcing, exposure to illegal child labour and modern slavery, alongside routine issues such as adherence to workplace health and safety.

Where relevant, companies are expected to report on how they provide access to products and services to underprivileged social groups.

The Governance Pillar – how is GWS and UNIO® being run?

Governance refers to rules or principles defining rights, responsibilities, and expectations between stakeholders in the governance of corporations. Main issues include board diversity and independence, transparency, shareholders rights, how executives are compensated, and how that compensation is aligned with the company's sustainability performance. It also includes corporate behaviour such as anti-bribery and corruption.

A well-defined corporate governance system can be used to balance or align interests between stakeholders and can work as a tool to support a company's long-term strategy.

How will you report?

As there isn't yet a standard ESG framework, just broad consensus on the issues covered by it, companies rely on sustainability reporting standards to determine how and what they report.

ESG reporting is usually done by publishing a sustainability report although more and more companies disclose data through webpages that showcase ESG performance in addition to a more standard report.

2. STRATEGIC AIMS AND OBJECTIVES

Within this sustainability policy we have identified five key aims focussing on circular economy, carbon reduction, environmental sustainability, and effective resource management.

For each aim there are a number of objectives and these are identified as follows:-

Aim One	Circular Economy and UNIO®
Aim Two	Becoming a Planet Positive Product and Company
Aim Three	Sustainable Transport and Zero Emission Travel
Aim Four	Identifying CO2 emissions and setting targets to reduce
Aim Five	Supporting Our Supply Chain

AIM ONE: CIRCULAR ECONOMY AND UNIO®

Full details of how our products can be incorporated into a circular economy approach and life cycle analysis are detailed within Appendix 2 of this Sustainability Report. Throughout the lifetime of this sustainability report we will be working with our Supply Chain to reinforce the circularity of the products and components of UNIO® and where possible will support our suppliers to achieve these targets.

AIM TWO: BECOMING A PLANET POSITIVE PRODUCT AND COMPANY

Being Planet positive is about going beyond carbon uplifting, offsetting, neutralising, or balancing just CO2 emissions. It's about creating a sustainable business that gives back more than it consumes. Planet, People and Profit are the three drivers of Green White Sice business model and also underpins the UNIO® concept. We believe, in order to have a truly sustainable business we need to ensure these three drivers are in place, helping us to create a company that has a net positive impact on the environment, society and the economy.

We are working hard to ensure our UNIO® product and concept will embrace circularity, ensure all individual components can be recycled through waste streams and in doing so reducing waste, encourage recyclability and minimising our impact on the environment.

As part of our sustainability report and delivery plan we will be exploring people, planet and profit frameworks and other frameworks for implementation such as United Nations Sustainable Development Goals and also Investors in the Environment, alongside other quality and environmentally focussed strategies which recognise innovation and net zero planning.

Our Environmental and Sustainability Policy (Appendix 1) details how we will aim to deliver our sustainability aims and work towards our goal to be a planet positive product and company.

AIM THREE: SUSTAINABLE TRANSPORT AND ZERO EMISSION TRAVEL

Reducing our travel footprint alongside promoting the use of local and UK based suppliers, wherever possible, will help to minimise our impact on the environment. In addressing how we travel, deliver our product and how we procure our services i.e. through the use of local suppliers and sustainable products we will be aiming to include this travel plan within our wider Net Zero strategy and plans.

Our sustainable travel plan will include:-

- Exploring switching to electric vehicles either through direct investment or leasing/loan vehicle schemes
- Raising awareness of how we travel within our organisation, exploring hybrid working where possible. The following recommendations could be considered regarding sustainable travel and vehicle use:

The following recommendations would be considered as part of the sustainable travel planning process:-

Carbon emissions from vehicles is one of the biggest contributors to CO2 in the atmosphere. Changing our vehicles to electric will certainly be of benefit to the organisations carbon footprint.



Green White Sice aims to set an example to our customers and suppliers/providers and we will be working on our sustainable travel policy as part of implementing our overall sustainability policy and action plan.

There are benefits though from introducing electric vehicles and other transport practices such as vehicle sharing and sustainable driving practices. More information can be found on the Automobile Association website here and include the following tips:- <https://www.theaa.com/driving-advice/fuels-environment/drive-economicallye>

Driving Tips

- **Smooth and gentle** – drive smoothly, accelerate gently and read the road ahead to avoid braking unnecessarily. Decelerate smoothly by releasing the accelerator in time, leaving the car in gear.
- **Keep rolling** – stopping then starting again uses more fuel than rolling. Slow early for traffic lights or approaching a queue and you might not have to stop completely.
- **Change up earlier** – don't labour the engine but try changing up at an engine speed of around 2,000 rpm (diesel) or 2,500 (petrol). Since 2014 new car models have been fitted with a gear shift indicator to encourage use of the most efficient gear.

- **Use your air-con wisely** – at low speeds, air-con increases fuel consumption but at higher speeds the effect is less noticeable. Try opening the windows around town and save the air-con for high-speed driving. Don't leave it on all the time but running it at least once a week helps keep the system in good condition.
- **Cut down on the electrics** – turn off your rear window heater, demister fan and headlights when you don't need them.
- **Stick to the limit** – going faster uses more fuel. Drive at 70mph and you'll use up to 9% more than at 60mph and up to 15% more than at 50mph. Taking it up to 80mph can use up to 25% more fuel than at 70mph.

AIM FOUR: IDENTIFYING CO2 EMISSIONS AND SETTING TARGETS TO REDUCE

One of the key tasks and activities towards decarbonisation and reducing carbon emissions is to first determine how much CO2 or carbon Green White Sice as an organisation emits.

A carbon footprint is the total greenhouse gas (GHG) emissions caused directly and indirectly by an individual, organisation, event or product and it is calculated by collating and totalling the emissions resulting from every stage of a product or services lifetime (materials production, manufacturing, use and end of life).

Once a carbon footprint is calculated it can then provide the key baseline on which to build a robust decarbonisation action plan and enable the setting of Net Zero targets.

In order to assess this area we must first measure GWS carbon footprint to include the following:-

- a) Measure Scope 1 emissions i.e. direct emissions from owned or controlled sources
- b) Measure Scope 2 emissions to include indirect from the generation of purchased electricity, heating and cooling and consumed by the organisation
- c) Scope 3 emissions include all other indirect emissions that occur in the organisation's supply chain. Although sometimes difficult to measure directly this will form part of the decarbonisation and Net Zero discussions with suppliers and stakeholders.
- d) Carbon reduction and net zero action planning – using Carbon footprint to determine CO2 savings to be made, producing an action plan to implement improvements and releasing information to our clients on progress.

AIM FIVE: SUPPORTING OUR SUPPLY CHAIN

This is one of the greatest impacts we can make. Establishing a partnership approach, as part of our sustainability policy, with our supply chain will encourage them to embrace sustainable ways of working, strive to be planet positive, and commit to circularity.

Our suppliers/providers will want to continue working with us so encouraging them to reduce their own carbon footprint and provide sustainable products will ensure we can create an even wider impact, while minimising UNIO®'s impact on the environment.

To get started, we will look at our current list of suppliers and providers. Some may already be working towards, or have already reached, these sustainability goals through the following:-

- Assess our supplier list and ask each one what sustainability work practices and actions they have in place. Inform them that UNIO® is striving to be planet positive, and wants to use recycled, recyclable, and reusable materials that last a lifetime. Giving suppliers notice of this will allow them to make changes and begin, or accelerate, the required actions.
- Review our procurement policy. Does it include a statement to ensure all purchases are supplied from those that share Unio's ethos and commitment?
- Consider contractual agreements when obtaining a new supplier. Can we include a statement that the provider will work towards, or is already, sustainable?
- Assess our renewal of contracts with suppliers annually? This review will give us the opportunity to inform them in advance that near the end of the contract we will require them to be working towards being a circular and planet positive organisation.
- Ask our suppliers for information on what they are doing to achieve sustainability. This will encourage them to examine their activities and make the relevant changes.
- Include a statement on our website that notifies suppliers of our sustainability commitments, and that we will only purchase services or items that are from suppliers committed to, or working towards, this common goal.
- Greenwashing and offsetting. To ensure our sustainability policy is watertight it will be necessary to carry out due diligence checks to ensure our suppliers are transparent with their sustainability statement and are taking relevant action.
- In some cases, such as with an energy provider, it may be difficult to have any influence over these organisations. However, this should not prevent us from making the statement in the procurement policy and contracting agreements – this will ensure our suppliers are more likely to consider and commit to sustainable practices.

3. DELIVERING THE SUSTAINABILITY PLAN

Engagement & Partnerships – In delivering this sustainability plan it will be important to engage with external clients, suppliers and stakeholders to ensure transparency of the plans and also robustness and integrity of the information gathered to support product commitments to circularity and sustainability.

Resources – the storytelling and marketing plan (see Appendix 3) will form an essential part of the way that UNIO® is profiled, promoted and supported throughout its lifetime of product awareness and showcasing.

Storytelling is the essential process to communicate a message to audiences using a combination of fact and narrative. This will form a key part of the future “World In UNIO®”, the branding and will also greatly contribute to the growth of the company and the product.

Monitoring and Reporting

Monitoring how the sustainability plans are delivered and implemented will be an essential part of continuous improvement and will also underpin any economic growth plans. This Sustainability report, working alongside the Environmental and Sustainability Policy, the Supply Chain plan, and also the Storytelling and Marketing plan will form a strong basis on which to build future planning.