



***Securing
the future***



OUR SUSTAINABILITY JOURNEY

Here at Squire we are committed to promoting sustainability. We aim to follow and to promote good sustainability practice, to reduce the environmental impacts of all our activities and to help our clients and partners to do the same.

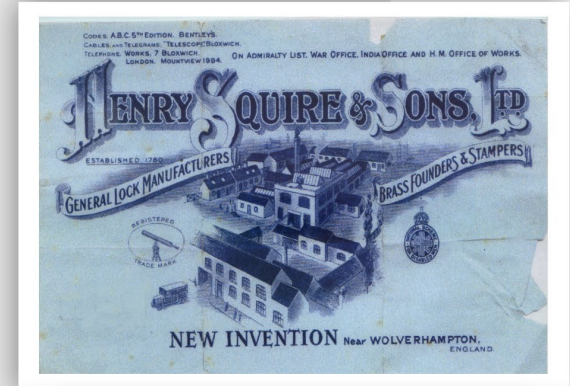


Squire has been at the forefront of international lock making for over 240 years.

Over 240 years of lock making

Our modern factory is within 4 miles of the original premises where the business began, eight generations ago.

Our goal is to continue the traditions of innovation, design and state of the art production, while **securing the future for generations to come** through the implementation of our sustainability strategies.



ENVIRONMENTAL

Squire has been accredited to the Environmental Management standard ISO 14001 since 2010. We are committed to ensuring that all applicable environmental, legal, statutory and moral obligations are complied with, in accordance with the requirements of the standard and our Environmental Policy Statement.

We strive to actively improve our environmental performance by focussing on reducing greenhouse gas emissions, energy & water consumption and waste, while increasing recycling and the use of alternative energy sources.

RENEWABLE ENERGY

Since late 2018, Squire has supplemented its energy consumption with power generated by almost 820m² of solar panels.

This installation has the capacity to generate over 125,000kWh per year.

Almost 40% of our annual electrical consumption is provided by solar power.

Performance of the solar PV units is monitored to ensure we **maximise** efficiency from the installation.



ENERGY SAVING STRATEGIES

All lighting throughout the factory, warehouse and offices has been converted to energy-saving LED lights.

Motion sensors are fitted to ensure that lighting is switched off when not required.

Up to date, energy efficient air conditioning units have been installed to replace older and less effective systems.



VEHICLE FLEET

Squire has invested in a fleet of hybrid vehicles for our sales personnel. This helps to lower our overall carbon emissions.

Employees who drive plug-in electric vehicles can recharge them at our recharging station installed in the works car park.





CARBON EMISSIONS

Since 2020, Squire has offset all its Scope 1, 2 & 3 carbon emissions by retiring units from Verified Carbon Standard Projects.

Projects we have supported range from tree planting in the UK, to providing clean cookstoves in Kenya, renewable energy projects in India and protection of rainforests in the Amazon.

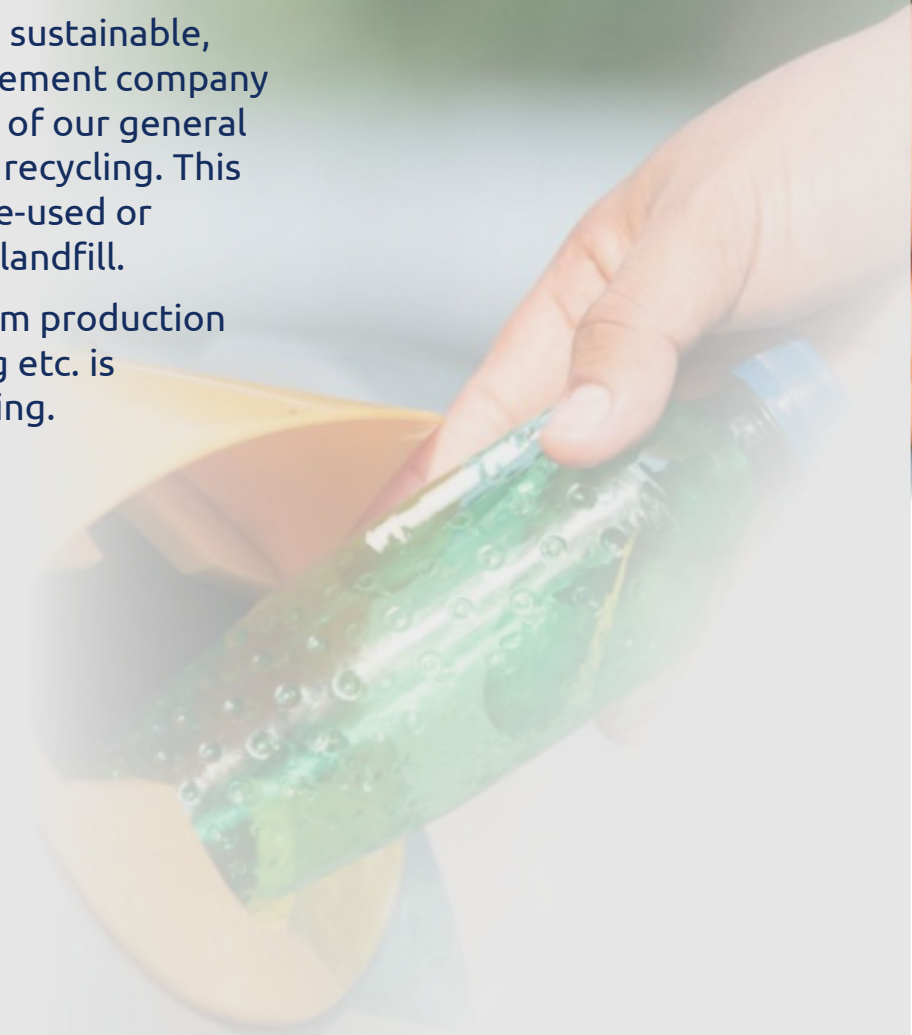
We continue to invest in new technologies and strategies that will reduce our carbon footprint.



WASTE MANAGEMENT

In 2022, Squire switched to a sustainable, carbon neutral waste management company for the removal and disposal of our general factory waste and dry mixed recycling. This ensures our waste is either re-used or recycled, with zero waste to landfill.

100% of our waste metal from production such as swarf, broken tooling etc. is collected and sent for recycling.





PACKAGING

The use of plastics in our packaging is gradually being phased out as we strive to utilise more easily recyclable media in a variety of different formats.

Customer expectations are at the forefront as we develop new methods to protect and present our products, whilst ensuring 100% recyclability.

The move away from plastic packaging to cardboard is designed to offer stockists a more environmentally friendly option.

We offer retailers a choice of packaging with our new printed boxes.

Boxed products are now available as an option across a wide range of our combination padlocks, including our Stronghold®, Vulcan and Warrior ranges.

And boxed products can be displayed in a new counter merchandiser unit made of sustainable wood materials.





SOCIAL RESPONSIBILITIES

We are aware that the running of our business will, in many ways, affect our place of work, the community and the wider environment in which we operate. We believe that the way we run our business can and should make a positive difference in these areas and we aim to ensure that continued efforts are made to achieve that.

Squire has been for many years keen to support and become involved in community initiatives and charitable work.

We actively encourage our employees to take up training courses, often funded by ourselves. And we offer a number of work experience placements in partnership with local schools.

We are committed to providing an environment of equal opportunities for all members of our workforce.

We strive to engage with local suppliers and businesses where possible to meet our operational needs, to support companies within our area and decrease our carbon footprint





HEALTH AND SAFETY

We recognise our responsibility for the health and safety of our workforce and others who could be affected by our work activities. We actively promote a safe and healthy environment through our leadership, training, consultation and management of our legal and statutory obligations.

All employees of Squire have been made aware of their duties in respect of Health & Safety matters and will take all reasonable care for themselves, fellow employees, visitors, the general public and all others that may be affected by their activities whilst employed at Henry Squire & Sons Ltd.

Henry Squire & Sons Ltd is committed to improve and develop the management of Health & Safety and has prepared a policy documenting the procedures for allocation of duties, the responsibilities and organisation for safety matters and details of particular arrangements.



COMMUNITY RELATIONS

At Squire we are keen to support and be involved in community initiatives and charitable work. We do this in the form of sponsorship, donations to national and local charities which may be suggested by our staff, and the funding of community projects. Every suggestion is given due consideration. Recent initiatives include:

- Sending essentials such as medicines, first aid kits, long-life food and bottled water, as well as blankets, sleeping bags and toiletries to support Ukrainian civilians in the recent conflict.
- Sponsorship with Bilbrook Junior Football Club for the 2022/23 season which sees our Squire logo front and centre of every shirt for all 34 teams, including U6 to U19 boys, and U11 and U14 girls.





DIVERSITY AND EQUALITY

Squire actively supports diversity and inclusion and ensures that all our employees are valued and treated with dignity and respect. We want to encourage everyone in our business to reach their potential.

We recognise that discrimination is unacceptable and although equality of opportunity has been a long-standing feature of our employment practices and procedure, we have made the decision to adopt a formal policy.

The company will maintain a neutral working environment in which no employee or worker feels under threat or intimidated.





GOVERNANCE

Squire is committed to comply with all legal and regulatory requirements in each country where we operate. We will demonstrate our commitment to responsible business practices via our policies, decisions and activities.

Agreements and policies will be used to foster and improve our relationships with customers and suppliers and our expectations of the way they operate.

We will respect all intellectual property, patents, trademarks and copyrights to ensure confidentiality.



ANTI-CORRUPTION

We require compliance from everyone connected with our business, with the highest ethical standards and anti-bribery laws applicable. Integrity and transparency are of utmost importance to us, and we have a zero-tolerance attitude towards corrupt activities of any kind, whether committed by Squire employees or by third parties acting for or on behalf of Henry Squire & Sons Ltd.

Appropriate checks will be made before engaging with suppliers or other third parties of any kind to reduce the risk of our business partners breaching our anti-bribery rules

Squire will ensure that all its transactions, including any sponsorship or donations given to charity, are made transparently and legitimately.