

At Labman, we are committed to reducing our impact on the environment and promoting sustainability throughout our operations. As part of this commitment, we use a third-party platform, EcoVadis, to measure and improve our sustainability performance year-on-year across four categories: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement.

Labman currently rank in the top 77th percentile of all 90,000+ companies assessed by EcoVadis, earning us a silver medal. Labman aim to increase this performance year-on-year.

Environment

We recognize the impact that our operations and products have on the environment and are committed to reducing this. Some actions we have taken are:

- Developing our own automated building management system to control all elements of HVAC in our North Yorkshire HQ. Hundreds of sensors are checked every few minutes to ensure our facility is always using energy as efficiently as possible.
- Identifying new material waste streams from our operations every year (reducing, re-using, recycling) and implementing careful processes to manage them.
- Minimising the environmental impact of our systems by reducing resource usage (including single-use plastics) through design and user behaviour instruction.
- Reporting on Waste Electrical and Electronic Equipment (WEEE) annually, and offering free collection for end of life systems, ensuring components are reused and recycled as effectively as possible.

Labour & Human Rights

Labman are committed to ensuring that all employees and workers throughout our supply chain are treated with respect and dignity and that their human rights are protected. We achieve this through:

- Providing a safe and healthy working environment for all employees.
- Ensuring all employees have a voice, through regular 1-on-1 appraisals and open feedback systems.
- Supporting employees through college and university degree courses.
- Implementing fair labour practices and providing training and development opportunities for all employees.
- Evaluating our suppliers to ensure all relevant labour and human rights laws and regulations are followed.

Ethics

Labman are committed to upholding the highest ethical standards in all business practices. We maintain transparency and accountability in all our business operations and have clear anti-corruption & fair competition guidelines. Labman have strict procedures surrounding data security and data rights.

Sustainable Procurement

We recognize that our procurement practices can have a significant impact on sustainability throughout our supply chain. Due to this, we assess our suppliers to ensure they share our commitment to best sustainability practices.

Policy last reviewed - 18th October 2023.

See our full sustainability policy at www.labmanautomation.com/sustainability



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