



ESG Policy
&
Pathway to Carbon Zero

Contents

Introduction	3
What is ESG?	3
Environmental.....	3
Social	3
Governance.....	3
Why is Carbon an issue?	3
What happens if the planet is 1.5 degrees warmer?.....	4
How does humankind emit carbon?.....	4
What is net carbon zero?.....	4
What is carbon negative?	5
What are the UK Government targets?	5
How is carbon net zero achieved within our industry sector?	5
What are we doing to reduce our carbon footprint and help protect the environment?	5
What are our objectives for 2022 to 2023?.....	5
How are we helping to protect our supply chain?.....	6
How are we monitoring this policy?	6
How are we communicating this policy?	7
What are our responsibilities relating to this policy?.....	7
Policy sign-off.....	7

Introduction

This policy describes how we will achieve our aim of protecting the environment, whilst helping to drive our carbon footprint to net zero.

Star Fasteners (UK) Ltd is a Fastener Distributor business, operating from a site in Pinxton, Nottinghamshire (UK). Our main services are industrial fasteners and tooling distribution/sales, including being the largest UK distributor of Huck®. We recognise that our operations result in emissions to air and water, and the generation of waste. It is our aim to comply with legislation and other requirements, continue to reduce the environmental impacts of our business and operate in an environmentally responsible manner.

What is ESG?

Environmental

Environmental impact the business has on the planet. Global production and consumption have a major impact on our environment. When producing and consuming everything from cars to food, we contribute to climate change, resource depletion, waste, pollution, deforestation and biodiversity to name a few examples.

Social

Companies have a responsibility for their employees as well as their impact on the societies in which they operate, for instance in terms of working conditions, labour rights and diversity.

Governance

Governance is about business corporate leadership standards, which can serve as a control mechanism in relation to bribery and corruption, tax, executive remuneration, shareholders' voting possibilities and internal control. Active corporate governance is important for the development of companies and provides long-term benefits for shareholders, employees and society.

Why is Carbon an issue?

CO₂-emissions from human activities have caused the concentration of carbon dioxide in the Earth's atmosphere to go up from around 275 parts per million (ppm) before the industrial revolution to over 410 in 2022. A 50% increase.

What happens if the planet is 1.5 degrees warmer?

If the planet heats up by 1.5 degrees, the impact would be far reaching and include:

- Forest Fires
- Droughts
- Flooding
- Increase in invasive species
- Increased ocean acidity, therefore reducing oxygen
- Ecosystem destruction
- Increase in vector borne diseases
- Food security reduction
- Economic impact

How does humankind emit carbon?

CO2 emissions are mostly a result of burning fossil fuels such as coal, oil and gas. In 2018, emission of CO2 from fossil fuels were:

- Coal: 14.7 billion tons
- Oil: 12.4 billion tons
- Gas: 7.5 billion tons

The main CO2 emitting sectors were:

- Electricity and heat production: 49.0%
- Transport: 20.5%
- Manufacturing & construction industries: 20.0%
- Other sectors 10.5%

What is net carbon zero?

The term net zero means achieving a balance between the carbon emitted into the atmosphere, and the carbon removed from it. This balance – or net zero – will happen when the amount of carbon we add to the atmosphere is no more than the amount removed.

What is carbon negative?

The term carbon negative means removing more carbon from the atmosphere than is being emitted into the atmosphere, and the carbon removed from it. This will happen when the amount of carbon we add to the atmosphere is less than the amount removed.

What are the UK Government targets?

A £12 billion investment to end the UK's domestic contribution to man-made climate change by 2050.

Further reading and information can be found at: <https://www.gov.uk/guidance/climate-change>

How is carbon net zero achieved within our industry sector?

Net zero carbon is achieved when all the carbon emissions associated with the production, manufacturing and delivery through to decommissioning and end of life – are zero or negative.

What are we doing to reduce our carbon footprint and help protect the environment?

Our overall aim is to reduce the impact we have on the environment, whilst driving towards a target of net-zero. The targets we have set are:

- To reduce vehicle emissions into the air, by scheduling of work to reduce mileage.
- Ensuring all vehicles are the most economical available to us and most financially viable.
- Ensuring all vehicles receive regular maintenance and service.
- Utilising bespoke software to optimise the amount of stock being held in our stores, whilst ensuring orders are shipped complete to save additional journeys.
- Adopt an environmental ethos of Reduce, Reuse and Recycle.
- Reduce material usage, opting for email and electronic communications over hardcopy documentation.
- Ensuring all our processes take into consideration, any environmental impact.

What are our objectives for 2022 to 2023?

We have set ourselves a series of objectives, to help meet our environmental commitments. These objectives are:

- Make efficient use of natural resources by conserving energy and water, minimising waste and recycling where possible.

- Meet our duty of care requirement in relation to waste by ensuring the safe keeping, transportation and subsequent recovery of disposal of waste.
- Keep transport use to a minimum and regularly service vehicles to maintain their efficiency.
- Work with our supply chain to ensure they recognise the importance of reducing the environmental impact of their products and working practices.
- Inform and train all employees of our company's environmental objectives and how they play a part in meeting our targets.
- Ensure we use the most environmentally friendly products whenever possible.

How are we helping to protect our supply chain?

We are helping to protect our supply through the implementation of a series of controls, which also helps to prevent counterfeit parts entering the market. We achieve this by:

- **Purchasing personnel to select trusted sources** - Ensure parts are sourced from original manufacturers (OEM), authorized distributors, or other approved sources that can provide traceability of parts and components to their original manufacturers.
- **Approved supplier list** - Control of externally provided products and services are controlled by an approved supplier list which is reviewed on a regular basis or on performance of the supplier.
- **Inspect and test for prevention of counterfeit items** – Star Fasteners raise fully traceable purchase orders. Goods in procedure ensures stock is booked in against delivery note and matched to the purchase order.
- **Stock control / obsolescence in the product life cycle** - Design decisions and part selections are appropriate to the service life of the product.
- **Quarantine and report suspect or detected counterfeit product** - through appropriate government and industry reporting systems. This requires determining the responsibilities in the escalation process and establishing the process to follow to report to authorities / customers.

How are we monitoring this policy?

As a company, we are committed to this policy and helping to drive towards net-zero. We will monitor progress through the following ways:

- Hold an annual management review meeting, which will look at this ESG policy and all associated procedures.
- We will conduct regular internal audits and reviews.
- We will monitor environmental objectives and associated KPIS's and targets.
- In addition to our annual management review meetings, we will hold monthly meetings which focus specifically on one area.

How are we communicating this policy?

This ESG policy will be made available on the Star Fasteners Shared File and web site

All members of staff will receive training, relating to their specific environmental responsibilities relating to their roles.

All interested parties can receive a copy of this policy upon request.

Any changes to this policy, will be communicated via e-mail and team meetings.

What are our responsibilities relating to this policy?

This ESG policy applies to the whole of our company, which includes management, office services, site operations and procurement. The management team at Star Fasteners has the overall responsibility for ensuring that sufficient resources are made available to enable the company to achieve its objectives and targets as laid out within this policy.

Nicola Smith (director) has the day-to-day responsibility for ensuring that the requirements of this policy are being followed and for monitoring the effectiveness of the objectives.

All employees of the company have a responsibility for ensuring they follow any guidance or instructions, in relation to their job roles and areas of responsibility as well as ensuring this policy is followed.

Policy sign-off

Nicola Smith

Nicola Smith (Director)

1st August 2022

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