

Prolectric Services Ltd

ORGANISATION SIZE / Small (up to 50 employees)

Chris Williams

Unit 35 Hither Green
Industrial Estate
Clevedon
North Somerset
BS21 6XU

BRIEF SYNOPSIS OF YOUR CSR APPLICATION

Prolectric is the market leading supplier of solar and battery-powered lighting and power to the construction and infrastructure industry in the UK. Silent and clean, its products are providing a viable alternative to diesel-powered generators. The company has built an exciting range of technologies that is disrupting the market from the more traditional solutions. For more information refer also to www.prolectric.co.uk.

The business employs 23 full time employees and 2 Part time, most of which operate from our Hither green head office, unless home workers or remote sales managers. Last reported accounts to March 31st 2020 showed a turnover of £4.7million with EBITDA of £1.3 million. Current year forecast shows a target revenue of £6.7million with £2.3M EBITDA. Principal shareholders are Chris Williams MD (47%), Gregg Poulter FD, (21%) and Mike Martin, no involvement in the business (21%) plus minorities.

Global backdrop

The transition from fossil fuels to renewable energies will affect every industry, in every marketplace, right across the world. The pace of that transition is speeding up, driven by government legislation and customer demands - both of which need to be seen to be encouraging low or carbon neutral solutions.

OVERALL SUMMARY

The Prolectric marketplace

The construction and infrastructure marketplace is no different; there are increasing pressures to use renewable energy and carbon neutral solutions on major building projects. This has created a significant problem for construction and infrastructure companies, as well as the hire companies who supply them equipment

These companies all have significant fossil fuel fleets on their balance sheets, but they need to be able to offer their customers access to the latest renewable and carbon neutral technology.

Prolectric now supply several tier 1 hire and infrastructure companies, who are actively seeking a scalable and commercially viable solution to this problem.

Our proposition

Prolectric offers construction and infrastructure companies its award-winning and industry-proven technology through a mix of product sales and X-hire capacity. Importantly, Prolectric also offers

access to its in-house developed web portal, which controls and monitors each lighting and power generating product in real time, giving clear evidence of the significant carbon savings made.

This provides a commercially viable and attractive solution that enables customers to meet green energy demands without having to replace their entire fossil fuel fleet, giving them the flexibility they need to make the transition.

This proposition is already being well received in the marketplace.

Our vision

We want to educate, help and enable businesses to switch to more sustainable power as quickly as possible.

Our Mission

We will achieve this by leading in innovation, to provide cost effective, sustainable lighting and power solutions.

CSR and What it means for Prolectric

As highlighted within the vision and mission of the business, it is one of Prolectrics aims to enable its customers to switch to more sustainable power and lighting as quickly as possible The business does this by providing technologies that provides:

- No diesel
- No emissions
- No noise

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Central to the values of the business is being socially responsible. Our Managing Director Chris Williams has been involved in environmental related businesses for the majority of his working career. He spent 18 years as chief operating officer of a publicly traded company working in a water technology sector involved with flood alleviation, stormwater and wastewater treatment and the past 10 years working with Prolectric to bring low carbon solutions to the construction lighting and power space. Many of the activities that fit under the four pillars of CSR have been carried out for a number of years within Prolectric, however not formally recognised or accredited. We hope the submission that follows demonstrates the high levels of CSR already underway that form key elements of the business objectives. We have created a formal CSR policy into our business, a copy the policy is included in Appendix 1.1. In addition to the CSR actions we can demonstrate there is always room for improvement. Continuous improvement actions have been encapsulated within our overall company wide strategic objectives, which form part of our annual review process – this is also included in Appendix

1.0 ENVIRONMENTAL ACTIVITIES

A major part of our carbon saving initiatives occurs when our products are in use across many of the major UK construction and infrastructure projects. To date it is estimated that up to 9,950,000 Kg of CO₂ savings have been achieved since we first launched our first solar lighting tower in 2017. Refer to Appendix 1.6 for more details. See also www.prolectric.co.uk for more details of our low carbon product range. In addition to our products we are also conscious of our own operational carbon footprint and have installed 34.8kWp solar PV on our factory roofs at our Hither Green site in Clevedon. Since installation in 2012 the systems have generated 264 MWh saving nearly 200 tonnes of CO₂. We have also installed 1 x air source heat pump to our factory at unit 35 Hither Green (Appendix 1.5).

All paper and card is recycled via a contract with Smith Recycling in Gloucester and our waste streams are segregated (Appendix

1.9). Prolectric is registered with the Bike to Work Scheme (Appendix 2.14)

All other supporting documentation can be seen in Appendix 1 attached including:

Appendix 1

1. CSR Policy
2. Environment Policy
3. Energy Generated from our solar PV array installed on our factory roof at Unit 34
4. Pictures of the installed PV array
5. Installed air source heat pump to our factory at Unit 35
6. CO₂ Savings our lighting tower product has achieved since first installed. Included in the Appendix is a savings calculator developed by Prolectric
7. Example of product range demonstrating low carbon solar/ battery applications shown in www.prolectric.co.uk
8. Water saving through reduced flushing volume using blocks in cisterns – see example picture
9. Recycling via waste separation see example picture and waste carriers licence from Smiths.
10. Increased use of teleconferencing through Zoom/Teams
11. We have placed an instruction to purchase hybrid vehicles for our sales team – see email proof of request – yet to be secured.
12. EV charge points are installed at our factory – see picture evidence
13. Relevant employees are able to work from home including sales and marketing, finance and development teams see evidence attached – see also appendix 2.15 h – Flexible Working Policy

Continuous Improvement Actions 2020:

1. Set energy use targets per employee and report at HSE meetings

2. Service air source heat pump
3. Roll out LED lighting to all three factories at Hither Green

2.0 WORKPLACE ACTIVITIES

All supporting documentation can be seen in Appendix 2 attached including:

Appendix 2

1. CSR reports – see quarterly HSE minutes referring to tree planting with North Somerset Council
2. North Somerset Council Natural Environment Team – 500 trees purchased and planted by Prolectric staff – see email and picture evidence
3. Customer Surveys conducted as part of our RISQS accreditation – see examples attached
4. Overall customer survey conducted by an external marketing company resulted in excellent feedback and NPS score of 71 - see attached customer survey summary report from GHJ
5. GHJ also appointed to carry out a staff survey, the corresponding NPS score was 93 – see survey results attached.
6. Staff communication – Prolectric provide quarterly staff communications sessions, see example of last comms session in May 2020 which included launch of CSR initiative.
7. Staff canteen and mess area available for lunchtime and break time use. Full coffee and tea making facilities with free refreshments provided.
8. CSR working group has been formulated to take activities forward and provide KPI reporting. Working group made up of a cross section of employees from board director to factory worker from various departments.
9. We have set up a community fund of £2500 which will be shared amongst certain charities, groups and organisations in the local area. Distribution of funds will be decided by the working group. See Clevedon Cricket Club Sponsorship invoice and thank you.

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10. All staff have are included in our skills matrix and undergo relevant training where necessary. Example of training include PTS and COSS training for all rail related staff. Forklift and towing training and electrical training for solar PV examples attached.
11. One Year 10 work experience is accepted every year and encouraged with local community school – see example attached. We also recruited two foreign internship students in 2018 see attached contract example for Sabrina Silva, a Portuguese national taken on to prepare a review of the French market as part of her MBA final project. Sabrina was subsequently offered a role with Prolectric on completion of her studies and currently works in our sales and marketing team. We have also just recruited a product development and design apprentice.
12. We held a team building day in the Brecon Beacons during summer 2019 – see photos attached. It is intended to continue this type of activity every year. This session was preceded by a company wide communication session prior to the start of the weekend and included a video on climate change and what we are trying to do as a company to help. The purpose of the weekend was twofold, firstly a way of thanking everyone for their input and playing their part in our business success to date, secondly to communicate some proposed adjustments to our company organisational structure. This was followed by dinner and some fun outdoor activities the following day.
13. Annual summer BBQs held at suitable weekends, see picture evidence
14. We have a bike to work scheme in place, see attached email confirmation of registration
15. See other staff related policies including
 - a. Conduct in employment
 - b. Disciplinary
 Prolectric, Unit 33/34/35 Hither Green Industrial Estate, Clevedon, BS21 6XU

Tel 01275 400570
 c. Grievance
 d. Lone working
 e. Equal opportunities
 f. Ethical code of conduct
 g. Stress and mental health
 h. Flexible working
 i. Health and safety
 j. CSR Policy

Continuous Improvement Actions 2020:

1. Develop closer working relationship with local community school through careers support
2. Consider formal apprenticeship alongside local PTS weekend staff – now in hand as product development just recruited
3. Introduce leadership training into training matrix for relevant staff.

3.0 COMMUNITY ACTIVITIES

There are a number of community groups in the local area that are supported by Prolectric. Most support has gone to local sports clubs that have active youth and age grade teams to date including Clevedon Rugby Club and Clevedon Cricket Club. Our community fund as referred to in Appendix 2, point 8 will also form part of our ongoing commitment.

We will continue to be involved in our local authority initiative 'Rewilding North Somerset' with continued support of the programme which aims to plant 50,000 trees over the coming years.

Refer to previous evidence as follows:

Appendix 2.2 Rewilding Clevedon project cross reference
 Appendix 2.8 CSR Working Group creation cross reference
 Appendix 2.9 Clevedon Cricket Club Sponsorship cross reference
 Appendix 2.11 Local school work experience cross reference

Continuous Improvement Actions 2020:

1. Introduce formal 'volunteer days' in line with CSR working group agreed support groups.

2. Make formal arrangement with North Somerset for the Rewilding Project.
3. Increase number of local and environmentally conscious suppliers where possible – CSR Working group to review supply chain and recommend any changes/additional suppliers

4.0 PHILANTHROPIC ACTIVITIES

We provide product and volunteer on certain projects and will continue to do so where appropriate in support of local or national initiatives. Examples included in Appendix 4 include:

1. Free hire of our tower lights at Nightingale hospital, London during early COVID outbreak in April 2020 – see pictures attached and email correspondence confirming. The offer for 4 free tower lights saved the project £4,400 ex vat in rental costs over a 6 week period. Corresponding carbon and diesel savings are also shown in the evidence attached.
2. Free supply and installation of car park solar lighting offered to Buchanan Trust for injured veterans in June 2020 – see email correspondence and lighting design produced. An external lighting design has now been completed by Prolectric to show that 6 solar lights are required to meet external lighting standards. The normal supply and install price for such a project would have been £6,700 ex vat. The installation is due to take place in Jan 2021

Continuous Improvement Actions 2020:

1. Provide impact report on Buchanan Trust residential support project
2. Provide impact report on Nightingale Hospital London
3. Produce marketing support to Buchanan Trust through Prolectric's social media channels