



PREPARING FOR EVERY FUTURE SITE JOURNEY

Our policy for doing business
ethically, responsibly and **sustainably**

SUSTAINABILITY STEPS

ENVIRONMENTALLY AND SOCIALLY RESPONSIBLE

We are constantly evolving our practices with the planet in mind. We all have a responsibility to help make the world better. At Readyfix, we must make sure that our business operates in the most sustainable, economical, and environmentally friendly way as is feasible, exploring new methods all the time that have positive impact on the environment.

As we support UK construction companies with consumables and equipment, we will help to support their sustainability goals by being a responsible supplier.

One of our key strategic goals at Readyfix is environmental protection. Our environmental strategy expands outwards to our customers, local community, and our geographical spread, encompassing the following:

GREEN, CLEAN DELIVERIES

We have introduced greener vehicles to our fleet and will continue to make the switch to EVs, so our customers receive their same day and next day deliveries in a cleaner, quieter way with improved sustainability.



REDUCE, REUSE, RECYCLE



Construction Site PPE Recycling Service

ReadyClean PPE Recycling Service

We offer a recycling service to all our construction customers, giving them a simple solution to recycle hard and soft PPE products on site, with the added convenience of collection, to be disposed of sustainably by our certified Social Enterprise recycling partner Recycling Lives who support rehabilitating offenders, the homeless and redistribution of food to communities.



Packaging

We have made great strides in our recycling activity, reusing and recycling 100% of our cardboard.

Shredded cardboard is repurposed for packaging protection and appropriately recycled through our sustainable recycling partner.



ACCREDITATIONS

Minimising risk and ensuring our operating standards are consistent. Readyfix is already ISO9001 registered, and we are deep in the process of achieving ISO14001 certification, the international standard for environmental management systems which will elevate our social stance throughout the business, further improving our environmental performance through more efficient use of resources and reduction of waste.





SUSTAINABLE CORPORATE GIFTS

In 2022 we launched a tree planting scheme, donating trees to our longest service customers to represent how we have both grown together since 1992, with strong roots in the construction industry. We will continue to offer corporate gifts that are kind to the planet as we are dedicated to increasingly gifting and stocking sustainable products.

TRAVELLING TO WORK

We encourage our employees to share their journeys to work to reduce the carbon footprint and fuel consumption. Currently a third of our workforce are taking part in car sharing.

We have installed a cycle shelter on the premises and give cyclists free locks. We participate in a Bike to Work scheme (B2W) and several employees have taken advantage of it, saving themselves over 25% in tax when purchasing a bicycle to travel to work.

ENERGY SAVING

Our lighting is 95% sensor activated, and we use long life low energy led lighting in 100% of our light fittings throughout the office and warehouses.

For energy efficiency, we have installed a hot water tap to cater for our expanding team, to make sure the kettle isn't always on.



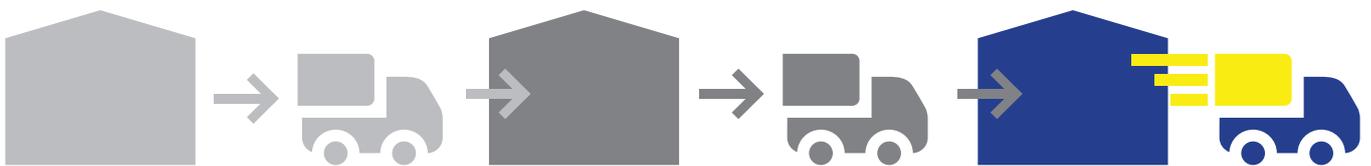
DOING THE RIGHT THING

Ethical business is at the heart of Readyfix, from the suppliers we deal with and the products we supply, to operational efficiencies, and our responsibility as an employer.

PRODUCTS AND SUPPLY CHAIN

As a SME business ourselves, we know how important cash flow is. We pay each and every one of our suppliers on time, in full.

The integrity of our supply chain, upstream and downstream is a priority. To mitigate risk, we are now trading currently with a 90% UK based supply base which we diligently monitor. Our buying team remain astute with regards to sourcing products from our suppliers. We always hold sufficient stocks of all our key lines to counter any temporary breakdown in supply.



As a real Living Wage employer, we only purchase goods from companies who are aligned with our policy of paying a real Living Wage themselves.

COMMUNITY SPIRITED

Charitable

We're proud to support several charity partners. Rapid Relief Team (RRT); Mind; The Grace Trust; RNLI Lifeboat Institution, donating a total of over £100,000 each year.

We also assess donation and sponsorship requests from customers and local organisations. Throughout 2022 we contributed prizes and money worth over £10,000, for which we have received lots of words of gratitude from the recipients.



The GRACE TRUST



OUR RESPONSIBILITY AS AN EMPLOYER

Our greatest asset are our employees, and as an established, healthy business we are proud to be able to offer long-term local job security.

Financial health is important for wellbeing. Our policy is to pay above the national minimum wage rate. To support our employees with the sharp rise in the cost of living, we have increased salaries so that they all take home approx. £100 extra after tax to help towards inflated energy and food costs to ease financial burden.

To further help, we are providing complementary thermal socks throughout winter, available to every employee, plus a free lunch on 'Tasty Tuesday' each week.



For more information about the ReadyClean Construction Site PPE Recycling Scheme, please call **01772 250060** or email **sales@readyfixuk.co.uk**

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READYFIX
PART OF EVERY SITE JOURNEY Since 1992