

Ethics and Sustainability Report *2023/24*



The Senator Group

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About The Senator Group

The Senator Group is a design-led, family-owned furniture manufacturer with its headquarters in Lancashire. We design, engineer, manufacture, and install beautiful products within the workplace, hospitality, healthcare, and education sectors. With manufacturing sites and showrooms in 6 continents, we deliver to 165 countries and employ 1400 people globally.

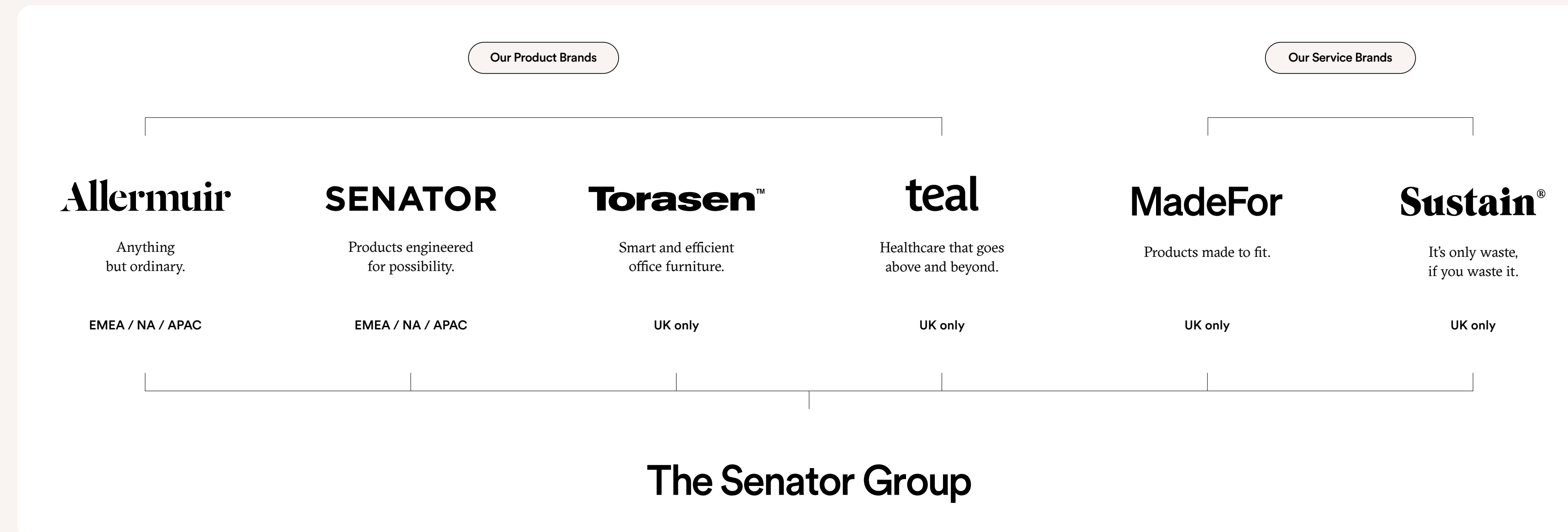
We have one core purpose, to create furniture that improves the lives of our people. This purpose means we design furniture we believe in. It's our objective, our benchmark. It ensures every piece of furniture we design, we care for, we question, and we refine. We do all of this to ensure every piece stands the test of time.

We also provide a full range of supporting services, including:

- **Product design:** Via our in-house design team we meet the bespoke requirements of our clients.
- **Space Design:** We offer all elements of workplace consultancy and planning.
- **Project Management:** Dedicated project management teams to ensure seamless process.
- **Delivery and Installation:** We have full control of the process through our in-house fleet and install teams.
- **Strip out of Office Spaces:** Through our Sustain facility we can remove and recycle unwanted furniture. We now remanufacture up to 17% of our output and try to gift as much as we can to charity and local communities.

In a nutshell...

- Founded in 1976
- 1,250 colleagues in UK
- Lancashire based
- 95% of employees from local area
- 4 key brands
- >£200mil turnover in 2023
- 300+ clients serviced



Our north star

These are the principles that steer us in our ESG strategy, our north star that guides us to reduce our overall environmental impact and better the lives of our people and communities.

Our Purpose:

To design and manufacture furniture that improves the lives of people.

Our Vision:

To create healthy environments for work, rest and play, one piece of furniture at a time.

Our Mission:

To grow profitably, adapt to changing markets and provide an outstanding customer experience.

To be the employer of choice and cause zero harm to our people and the environment.



A message from our Managing Director

Robert Mustoe,
Managing Director

From the beginning, The Senator Group business has been underpinned by doing the right thing by the environment, our people and the communities we serve, and this remains true to the values we live by today. I am proud to say that we have made very positive progress again this year thanks to the hard work and dedication of the exceptional people across our business.

We have made strides in our three strategic areas: Designing with Intent, Reducing our Impacts and Building Better Lives and despite challenging economic conditions, political unrest and global supply chain disruptions, we have remained focused on our responsibilities as a manufacturer.

We have also worked diligently to identify key areas of improvement and better align with our customers and other stakeholders to make progress toward shared goals and priorities. This includes our Pledge to Net Zero in Scopes 1 and 2 by 2040.

Through our combined efforts emissions were reduced by 44.3% over the 2019 baseline year and we achieved a 15% reduction in manufacturing energy use in 2023.

From a product perspective, we are working with our suppliers to identify innovative materials that will reduce carbon emissions and reduce the use of finite natural resources by employing a circular approach, and this will be supported once more by our Sustain facility, which offers sustainable solutions for recycling and remanufacturing services to our customers.

We have made excellent progress in our commitment to create Health Product Declarations for our products, working with our supply chain to ensure the traceability of materials and investing in OneClick LCA software to produce Lifecycle Assessments. We have achieved our first milestone, with our 25 bestselling products now having an LCA and HPD detailing the environmental and health impacts of their full lifecycle.

Within our factories, we are seeing the benefits of our investments, with our onsite solar panels producing 16% of the UK manufacturing electricity we used in 2023 and our Logistics operations having achieved a 31.6% saving in CO2e emissions since 2019.

When it comes to our people, we recognise that they are our most valuable asset, and we work diligently to make sure our working environment is welcoming, friendly, supportive, inclusive, and rewarding for all. 2023 saw additional support for our employees, with cost-of-living wage increases.

As a family owned and managed business, we cherish our annual Family Fun Day where we host a free festival of fun in the rolling fields of Lancashire to celebrate, and champion, our people, but most importantly, to create an inclusive environment for the whole family.

The achievements that you will read about in this report are a credit to the people who drive our ESG strategy through shared values. I would like to take this opportunity to say thank you – to our suppliers, our clients and our employees. Our high ethical standards remain vital to our future success.



Our 2023 progress highlights...

Achieved a **15%** reduction in manufacturing energy use in 2023.

...of operational waste recycled.

87%

UK manufacturing Scope 1 and 2 emissions (market-based) were reduced by **44.3%** over the 2019 baseline year.

All of our packaging was... **100%** recyclable.

Invested in OneClick LCA software to produce Lifecycle Assessments for our products.

Our top **60** direct suppliers have completed a self-assessment scorecard.

We engaged over **1,000** employees in our Health, Safety and Wellbeing Roadshow.

100% of all suppliers in 2023 committed to our Code of Business Ethics and Conduct.

Through our combined efforts, we raised and donated a total of **£92,524.88** for charitable causes.

Our **25** best selling products now have an LCA and HPD detailing the environmental and health impacts of their full lifecycle.

75% of our direct spend is in the UK, with **61%** being within a 45 mile radius of our Head Office.

We won Green Business of the Year at the BIBA Awards.

Onsite solar panels produced **16%** of the UK manufacturing electricity we used in 2023.

We delivered **56** volunteer days!

Our Chairman was presented with a Lifetime Achievement Award for his services to the furniture industry and commitment to social responsibility.

We planted an Apple Orchard at our Engineering Plant.

Logistics operations have achieved a **31.6%** saving in CO2e emissions since our 2019 baseline year.

Record Breaking Year at Sustain in 2023...

We recycled **55,356** furniture products at Sustain.

5,787 desk components were reused in our products.

We fed **28,727kg** of material back into the manufacturing supply chain.

We reused **20,169** pallets across the group.

We donated **1,494** items for reuse through our Wishlist Scheme.

We recycled **627,750kg** of packaging material.

We reused **98,620** packaging items (EPS corners, netlon, blue foam).

We recycled **4,055** tonnes of material throughout the year.



Our ESG strategy

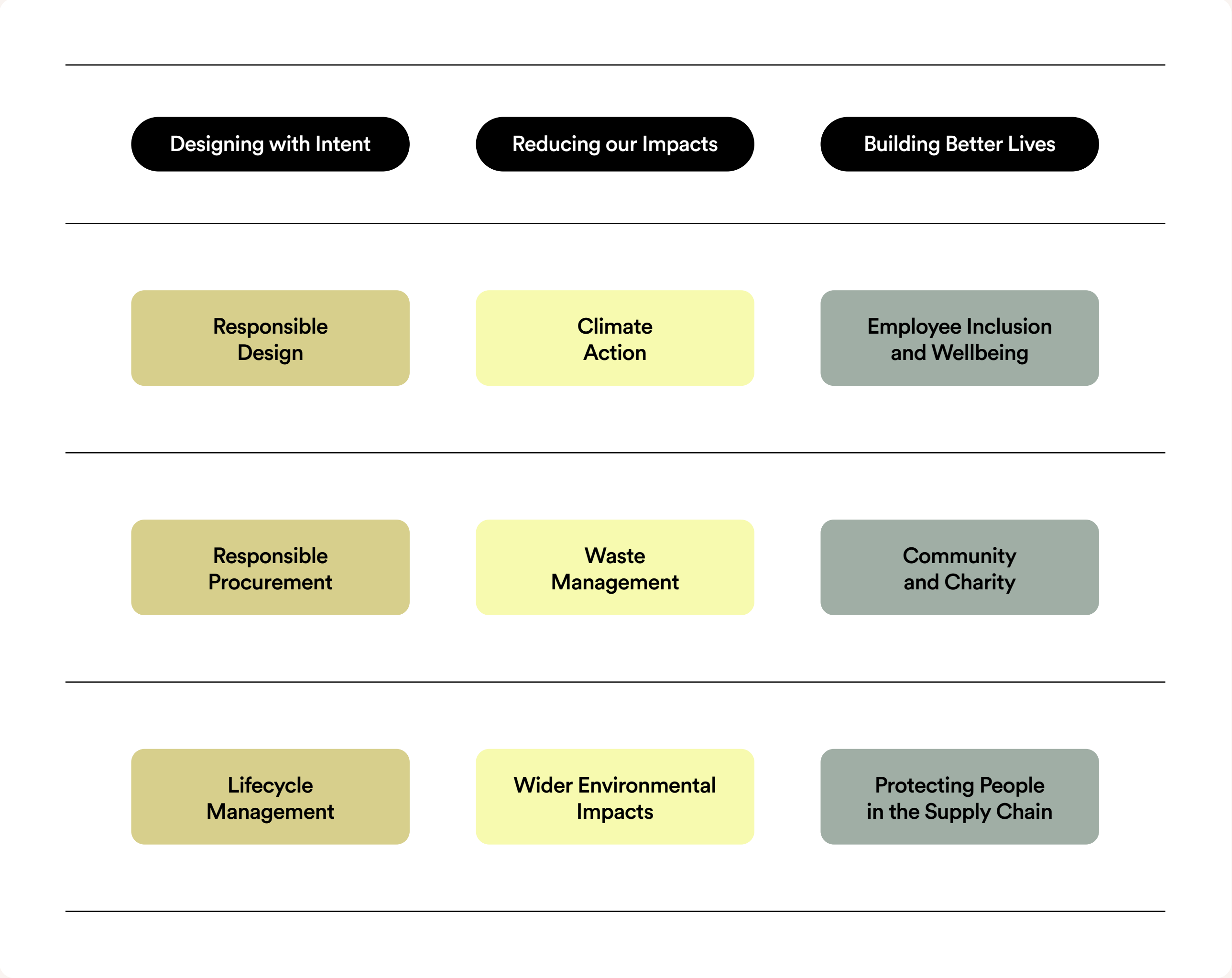
Our ESG commitments are near term, measurable and scalable, to ensure we deliver a consistent approach across the whole Group.

We have 46 objectives which allow us to focus our efforts and hold us accountable in delivering our long-term targets.

Our ESG Strategy is compartmentalised into three areas: **Designing with Intent, Reducing our Impacts and Building Better Lives.**

This structure steers us in reviewing the environmental and social impact of our products and operations and is supported by our strong governance structure.

The following sections of this report summarise the progress we are making against each of our objectives and allow us to be transparent in reporting our progress against each annually.











Progress on our goals

Designing with Intent

Responsible Design

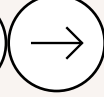




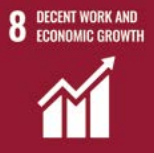





Objectives	How We're Doing	UN SDGs
All new product ranges launched from 2024, to have Life Cycle Assessment (LCA) and Health Product Declarations (HPD) documentation.	We recruited a new product compliance team member responsible for LCA and HPD development. To calculate LCAs, we have invested in OneClick LCA software. LCAs are available upon client request.	 
Top 100 selling ranges of current portfolio to have LCA and HPD documentation by 2025.	We have produced LCAs and HPDs for the top 25 best selling products.	 
Identify and achieve appropriate sustainable furniture standards and certificates for top products.	Following a review, the business determined that carbon neutral product claims were not a responsible certificate to work towards, due to legislative changes and greenwashing risks. Research for applicable certificates will continue in 2024.	 
Responsible sourced materials, manufacturing, and the E2E chain to be at the forefront of new product development.	We are using the LCA software when designing our products to understand the environmental impact of different design and procurement decisions.	 

Progress on our goals

Designing with Intent

Responsible Procurement









Objectives	How We're Doing	UN SDGs
100% of our wood and timber-based products to be procured from sustainable sources.	We have mapped out our FSC Chain of Custody certified suppliers and have engaged with those uncertified. In 2023, we reduced the list of non-FSC components that we purchase by 25%.	 
Top 10 suppliers to be ESG audited by 2025.	A selection of suppliers are currently audited against ISO 14001 and ISO 45001 criteria. We will look to incorporate criteria that reflects our ESG Strategy into supplier audits in 2025.	 
15% of our procurement to come from local businesses by 2025.	75% of our direct is in the UK, with 61% being within a 45 mile radius of our Head Office (Altham).	 
Implement a training programme on responsible sourcing by 2026.	We have established a working group comprising of our sustainability, compliance, design and procurement teams to develop a training program.	 

Progress on our goals

Designing with Intent

Lifecycle Management 







Objectives	How We're Doing	UN SDGs
Achieve a 50% growth in the value of our remanufacturing service by 2030, against the 2022 baseline.	We have developed a marketing strategy for remanufacturing growth.	 
To develop 'Furniture as a Service' offering by 2026.	We have been exploring the technicalities and dynamics of offering a furniture subscription service.	 
To feed 100,000kg of recyclable material back into the manufacturing supply chain by 2030.	In 2023, we fed 28,727kg of material back into the manufacturing supply chain, a 32% increase since 2022!	 

Progress on our goals

Reducing Our Impacts

Climate Action



Objectives	How We're Doing	UN SDGs
Achieve a 50% reduction in Scope 1 and 2 emissions for UK Manufacturing and Logistics by 2030.	Our scope 1 and 2 emissions have reduced by 44.3% over the 2019 baseline year (market based).	 
Achieve a 100% reduction in our Scope 1 and 2 emissions for UK Manufacturing and Logistics by 2040.	UK manufacturing emissions have decreased by 15.9% since 2022, however logistics emissions have increased by 6.1%. An annual reduction of 5% is required to meet our 2040 scope 1 and 2 target.	 
Achieve net zero for our UK Manufacturing Scope 3 emissions by 2050.	In 2023, scope 3 accounted for 93% of our emissions, with 84% being in category 1, goods and services. However, total scope 3 emissions have reduced by 11.6% since the 2019 baseline. An annual reduction of 3.23% is required to meet our net zero by 2050 pledge.	 
Improve data visibility within our Scope 3 and report against all relevant categories.	We have reported a full scope 3 footprint, where data was available, for the first time. We also utilised LCA data in our calculations for the first time.	 
40% of our direct suppliers will have a Science Based Target or a robust Carbon Reduction Plan by 2026.	We have mapped the performance of our top suppliers using supplier scorecards, to understand where they are on their own net zero journeys.	 
Achieve ISO 50001 for our UK manufacturing sites by 2026.	Our ISO and Compliance Team have reviewed the ISO 50001 standard and conducted a gap analysis. We will continue to work towards this certification in 2024.	 
To increase the percentage of renewable energy we generate on site by 15% by 2025 compared to the FY2022 baseline.	We benefited from the first full year of solar power generation and 16% of the electricity we used came from our onsite panels. Our biomass boiler at Head Office supplied 20% of our group heating demand in 2023.	 

Progress on our goals

Reducing Our Impacts

Waste Management















Objectives	How We're Doing	UN SDGs
To continue to divert 100% of our waste from landfill across all our UK sites.	Waste generated in our operations is either recycled or sent to 'energy from waste' treatment facilities.	
To maintain that 100% of our packaging is recyclable.	Our packaging waste continues to be 100% recyclable and we monitor and transparently report our packaging use annually. We support the Extended Producer Responsibility laws and fund the recycling efforts of our own packaging.	
20% increase in the return of waste packaging for reuse by 2030 compared to the FY2022 baseline.	98,620 items of packaging were reused. This is a 10.4% increase on the previous year.	
Increase the percentage of UK manufacturing waste recycled to >90% by 2025.	87% of waste generated in UK manufacturing operations was recycled.	

Progress on our goals

Reducing Our Impacts










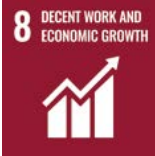
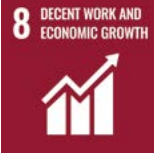

Wider Environmental Impacts →

Objectives	How We're Doing	UN SDGs
Continue to uphold our ISO 14001 accreditation.	We have successfully held our ISO 14001 accreditation since 2001 and implement a mature Environmental Management System across our sites.	 
Achieve B Corp accreditation by 2030.	We have reviewed the B Impact Assessment process to understand the business case. Our Sustainability Team have completed B Corp training.	 
To reduce the average water use per employee by 20% by the end of 2026, compared with the 2022 baseline.	We used 16.7CM of water per employee (including for processes and sanitation), consuming 57.3CM of water a day across the Lancashire portfolio.	 
Assess our impacts on local water sources.	Our Compliance, Sustainability and Maintenance Teams collaborate to monitor and analyse our water impacts through our ISO 14001 management system. We know the water sources that feed our manufacturing sites and understand the water-related risks at our Lancashire sites.	 
Improve our understanding of our Ecological Footprint.	We currently manage our ecological impacts through our ISO 14001 system. Going forward, we will explore partnerships with expert third-parties to improve our ecological understanding, and to support biodiversity on our sites.	 
To enhance our landscapes to support biodiversity by incorporating a habitat that promotes biodiversity at each of our UK sites by 2030.	We installed 3 beehives of local honey bee species at our Shorten Brook Drive site. We completed phase 1 of a large tree planting project, covering 34ha of land.	 

Progress on our goals

Building Better Lives

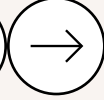
Employee Inclusion and Wellbeing →







Objectives	How We're Doing	UN SDGs
Implement leadership training that is dedicated to the career progression of women in our business by 2025.	To be researched and developed in 2024.	 
Review current policies on diversity and inclusivity by 2025.	To be reviewed in 2024.	 
Review the recruitment strategy to be fully inclusive and reduce barriers to entry for those in minority groups by 2025.	To be reviewed in 2024.	 
Implement iHasco Diversity, Equality and Inclusion Training for all managers and supervisors by 2025.	To date, from a population of 139 managers and supervisors, 65 were sent training invites (47%) and 35 have completed the training (25%).	 
Achieve Great Place to Work certification by 2028.	Achieving this certification will rely on achieving our interim objectives.	 
Creation of a financial wellbeing strategy to best support our employees during a cost of living crisis.	Our HR team will research and begin to develop a financial wellbeing strategy for our employees in 2024.	 

Progress on our goals

Building Better Lives

Community and Charity

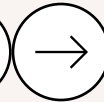



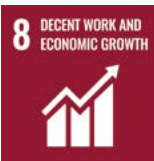



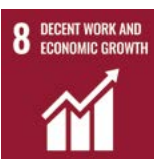

Objectives	How We're Doing	UN SDGs
<p>Increase company donations by 20% by 2025, over the 2022 baseline.</p>	<p>Through our combined efforts, we donated £92,525 to charity in 2023.</p>	 
<p>Increase employee volunteer hours by 10% by 2025, over the 2022 baseline.</p>	<p>We delivered a total of 56 volunteering days in 2023 through our Wishlist Scheme.</p>	 
<p>Support local schools and colleges with professional skills, training and mentoring with a minimum of 1,500 hours per year.</p>	<p>We delivered 1,200 hours with local schools through hosting workplace safaris and mock interview days designed to improve the employability of students.</p>	 

Progress on our goals

Building Better Lives

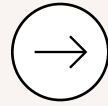
Protecting People in the Supply Chain



Objectives	How We're Doing	UN SDGs
Map our direct supply chain by 2025.	We have a mature Vendor Management System in place mapping our Tier 1 suppliers. Every supplier has a risk score, and action plans are developed as appropriate.	 
Top 100 suppliers are signed up to a Code of Conduct.	We have developed Version 2 of our Supplier Code of Conduct to be rolled out in 2024.	 
Scorecard our top 100 suppliers by the end of 2025.	The first version of the supplier scorecard was trialled with our top 10 suppliers in Jan 2023. An updated version was created after the trial and a review of the feedback received. Following a successful trial, a roll out to an additional 52 suppliers began in October 2023.	 
Give weight to suppliers' social impact policies and commitments in the tender process.	Our latest supplier scorecard has a sustainability and governance section with weighted questions.	 

Progress on our goals

Governance



Objectives	How We're Doing	UN SDGs
Continually review our ESG strategy to be in alignment with best practice.	Our three pillar ESG Strategy was communicated out to the business through engagement days with each department in 2023.	
Rebalance our focus on all ESG objectives through good governance.	Our governance structures ensure the success of our ESG strategy and hold the business to account. We are guided by our ESG Steering Group and in 2022 we also established the first Charity & Community Committee.	
Evaluate our ESG objectives and make them measurable.	Our ESG Steering Group has embarked projects to achieve the 46 objectives, setting up subgroups to deliver on the set goals within each initiative.	
Continually implement new software to accurately measure and report our impact.	Investments were made into OneClick LCA and HPD software in 2023 to support our objectives.	
Assess and recruit specific job roles in relation to our ESG targets.	We recruited for a specific Sustainability Advisor role in October 2023 to demonstrate our commitment to net zero and sustainability.	

02

Designing With Intent

From forests to fabric weavers, and polymers to plastics, our goal is to consciously design every one of our products.

We aim to design products which stand the test of time, but can live on, beyond their intended use.

We seek to increase the use of more sustainable materials in our industry and are committed to using materials in ways that reduce environmental impact and improve traceability.

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Pg.40 **Remanufacturing**

Pg.41 **What drives sustainable design?**

Pg.42 **Dulux shines light on wellness, sustainability, and colour at our London Showroom**

Responsible design

“To us, style is about a responsible approach that protects people’s health and the environment, whilst maintaining quality. Our designs are built on holistic insight, looking at social, economic and environmental challenges of people in the workplace.

As well as a human-centered design approach, circularity continues to be an important principle for the Group. We are committed to designing products that are made to last and that live on responsibly.

As we continue to innovate, we are exploring approaches to understand and assess the impact of our products, such as using Health and Environmental Product Declarations.”

Kirk Marsden,
Head of Product Development & Engineering

Our Investment in Lifecycle Assessment

We are investigating and investing in ways to improve the environmental and health impact of our products.

In 2023, we:

- Invested in OneClick LCA software to produce lifecycle assessments (LCA) for our products.
- Developed and recruited for a new Product Compliance Role to support the production of product LCAs.
- Produced LCAs for our top 25 best selling products defining the environmental impacts of their full lifecycle.
- Produced Health Product Declarations (HPDs) for the top 25 best selling products to define the products health impacts.



**All of our products are
min. 99% recyclable and
contain recycled content
wherever possible.**

Product Spotlight: CoLab

CoLab offers a versatile, modular furniture system and was designed with circularity in mind. It's construction methodology facilitates straightforward remanufacturing and refurbishment.

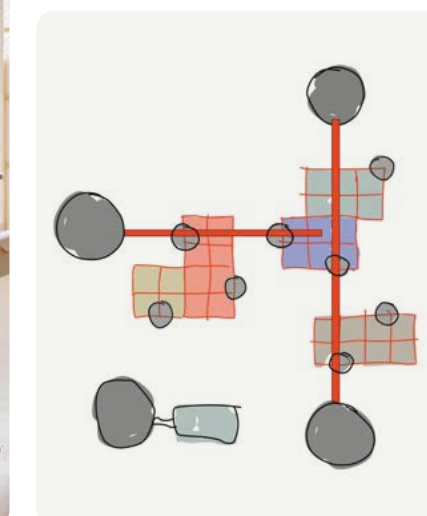
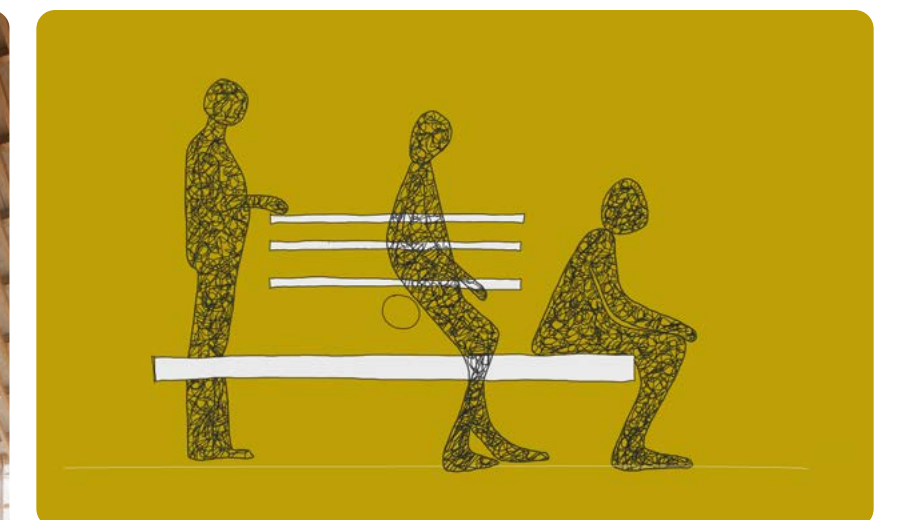
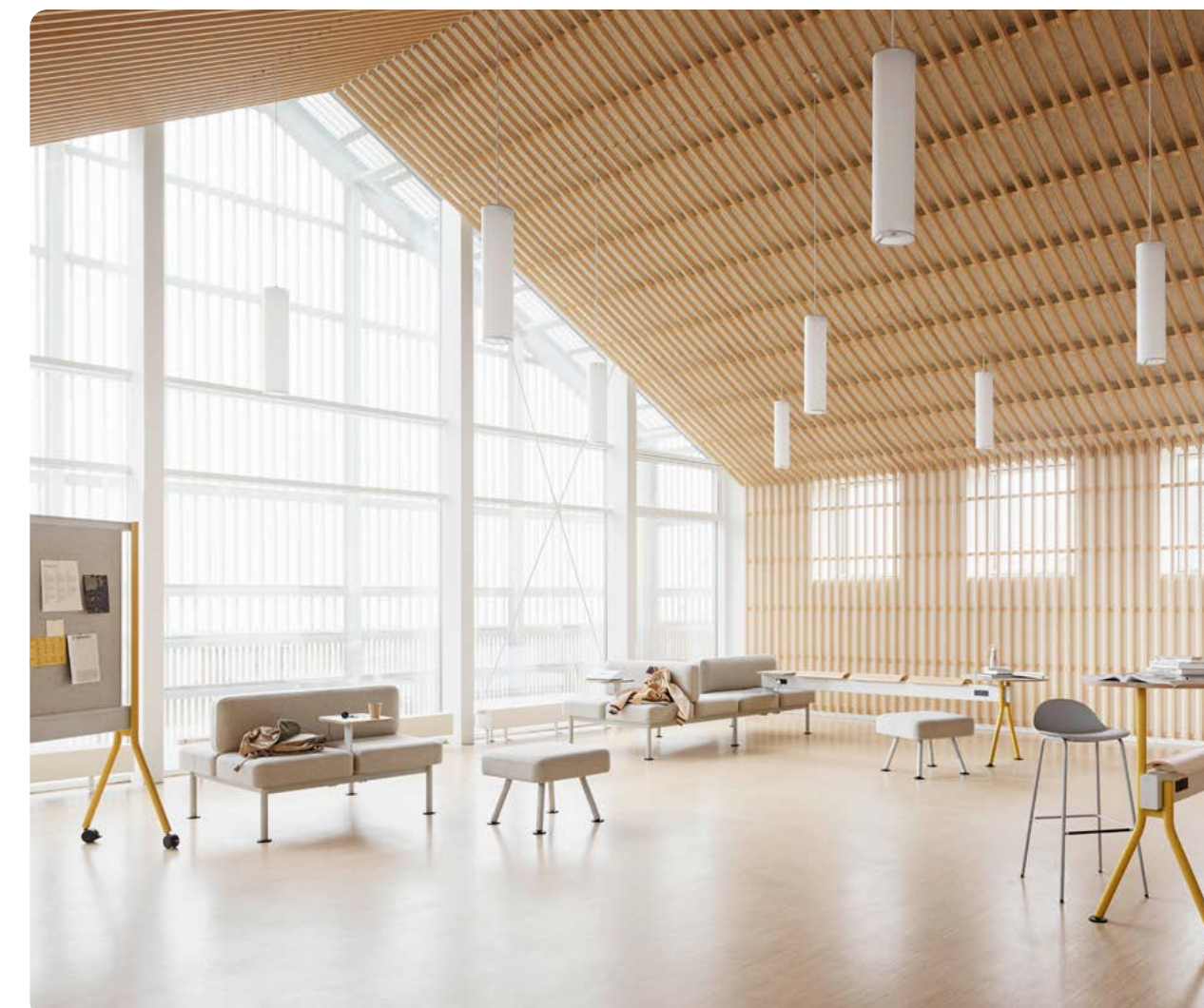
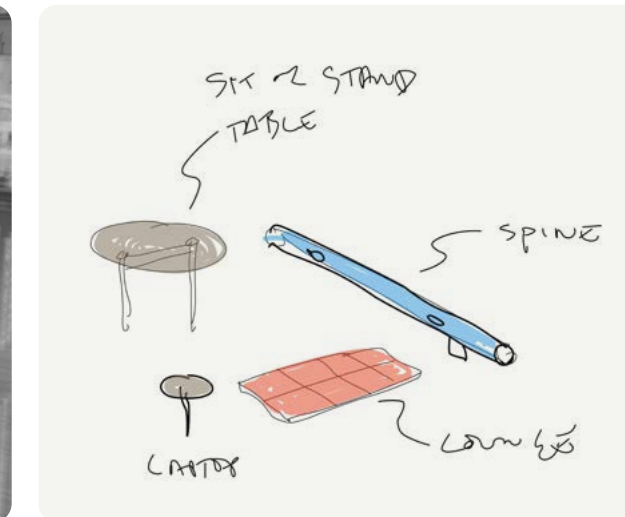
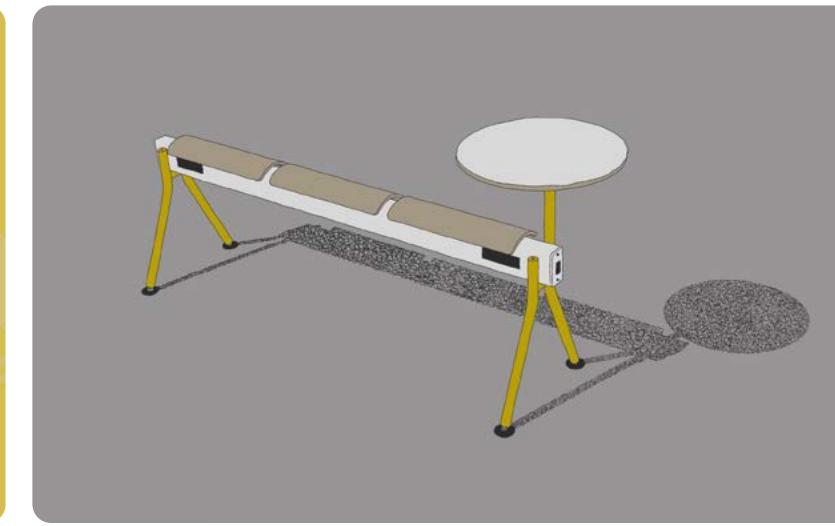
Each component can be easily replaced. The exposed fixings promote ease of assembly and simple on-site part replacement.

No composite materials are used, meaning that as components reach their end-of-life, they can all be recycled.

Ultimately, CoLab supports the intelligent use of spaces. The flexibility and freedom to reconfigure a space means CoLab can continually support the changing needs of its users.

Winner of two Best of NeoCon 23 Awards:

- Gold for Education Solutions
- Silver for Collections for Collaboration



Product Spotlight:

Kin

Kin is a family of elegantly strong mono-shell seating designed for Allermuir by PearsonLloyd. And ‘family’ was the ethos from the very beginning.

Kin’s two standout characteristics are beauty and efficiency. No matter the model, maximum comfort is created by a minimum use of materials.

Working with our moulded plastics provider RGE, we now send 100% of our Polypropylene plastic from Sustain back to RGE for use in plastic components for our Kin range.

This is a completely circular approach to our waste, and increases the post consumer recycled content of this popular product.



Responsible procurement

“We recognise that having a diverse supplier pool is a major competitive advantage, a powerful business tool and increases our resilience to social and environmental change. Our supplier diversity mission is to proactively identify, build relationships with, and purchase goods and services from certified small and medium businesses, regardless of size, location, and background of their workforce.

By mapping our tier 1 supply chain, we have been able to make informed sourcing decisions based a holistic set of criteria. To further mitigate potential supply challenges, we diversified our supply chain and sourced materials and components locally where we could. As a result, The Senator Group is directing 75% of material spend within the UK and 52% to SMEs.

Due to the nature of our business, most of our indirect environmental impacts are occurring within our supply chains, and we understand the importance of collaboration with our suppliers to drive meaningful change on a large scale. In 2023, we rolled out our supplier scorecard which has allowed us to profile our suppliers and understand where the opportunities are.

Only by investing in our relationships with our suppliers and working together can we reduce our scope 3 greenhouse gas emissions and our wider global environmental impact.”

Geno Smith,
Head of Group Purchasing

Supply chain mapping

Our showrooms and manufacturing facilities are spread around the globe, representing the scale of our direct environmental and social impact.

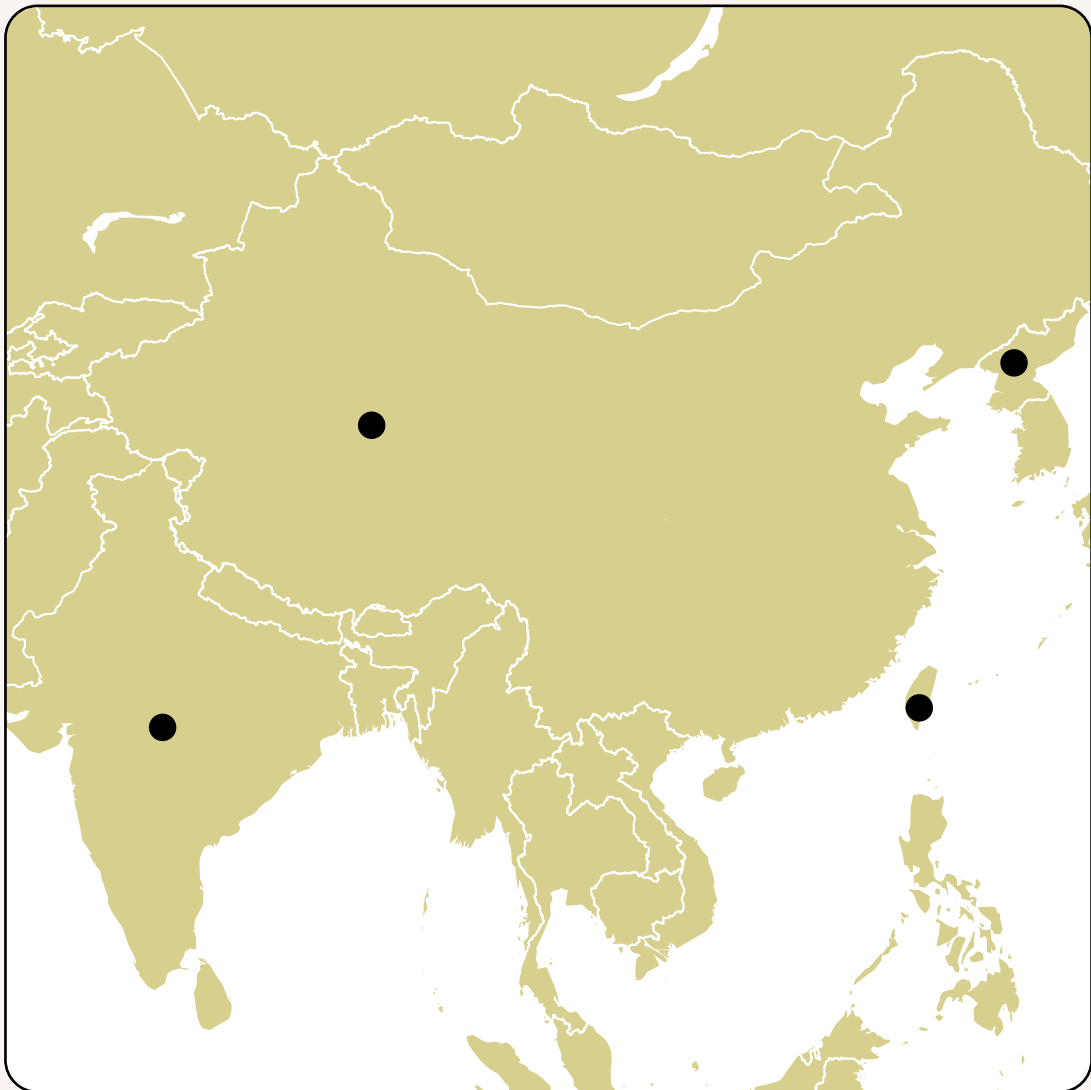
As a large, global business, we have a significant opportunity, and responsibility, to drive sustainable practices through our supply chain. To do this, we need to understand our global footprint, so we have mapped all our Tier 1 suppliers.

We strive to continually improve our understanding of the impact of our supply chain through increased data collection and collaboration with our suppliers.

We have started assessing our suppliers through our Supplier Scorecard system. The self-assessment form asks our suppliers to score their performance in sustainability, governance, risk, communication, quality, delivery performance and innovation categories. In 2023, we rolled this out to our top 60 suppliers and in 2024 we will be reviewing the responses to rank performances.

Furthermore, we regularly invite our suppliers to our sites or visit theirs, to discuss our sustainability journey, hear about their progress and discuss how we can collaborate.

Country of Supply	Percentage of Spend
Belgium	0.44
Bulgaria	0.44
China	1.77
Denmark	1.11
Finland	0.22
France	0.22
Germany	3.98
Hungary	0.44
India	0.22
Ireland	0.22
Italy	5.31
Korea	0.22
Lithuania	0.88
Netherlands	0.66
Norway	0.22
Poland	0.88
Slovenia	0.44
Spain	0.88
Sweden	0.88
Taiwan	0.66
Turkey	0.44
United Kingdom	75.00



75% of supply chain spend with UK suppliers.

Approximately 52% of our supply chain spend is with SME businesses.

100% of our install partners are SMEs.

We must engage with our suppliers and encourage decarbonisation to achieve our scope 3 net zero pledge, so we have a target of ensuring that...

40% of our direct commodity suppliers, by spend, will have set science-based carbon reduction targets by FY 2026.

“We know that supply chain engagement is the key to unlocking Scope 3 carbon emissions reductions. Only by working together can we drive sustainability within the industry.”

FSC® Chain of Custody

We are FSC® Chain of Custody certified at four of our UK sites!

This means we have two procedures in place to purchase FSC® certified materials and produce FSC® certified products, guaranteeing that sustainable and socially beneficial practices are in place throughout our organisation and our entire timber supply chain.

From logging and processing, to manufacture and distribution, the supply chain is audited, and materials are fully traceable right back to the forest.

In 2023, 60% of our timber and card suppliers were FSC® certified, and our purchasing teams are we're working closely with them to make this 100%!

License number: FSC®-C020216



Life cycle management

“We provide our customers with solutions to their end-of life problems through reuse, repurpose, recycle and remanufacture options.

By taking back packaging and furniture, we have the opportunity to feed waste material back into our supply chain as we work towards a circular economy.

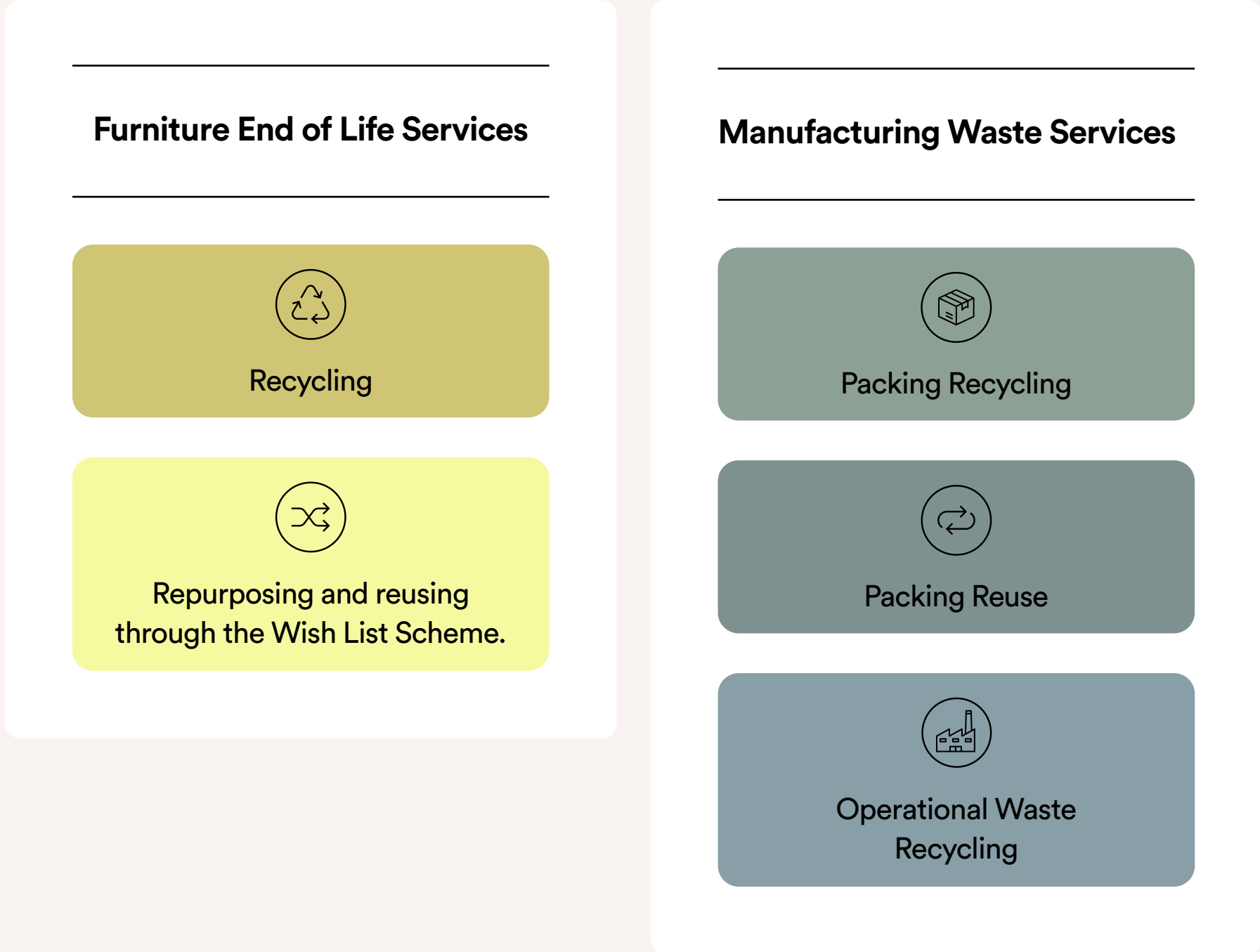
We are determined to disrupt the market by providing our customers with alternatives to the conventional furniture life cycle model.”

Paul O'Brien,
Head of Sustainability

Sustain

Since 2007, The Senator Group have been on a mission to make recycling smarter and way more effective. In 2009, Sustain was established as a service brand for the group and our clients.

Through Sustain, we offer two services to manage packaging waste and end-of-life furniture recycling.



Since 2011, Sustain has recycled **820,786** pieces of end-of-life furniture, weighing **1,979,390** kgs.

That's the equivalent of 825 black cabs!

Sustain Recycling Waste Streams

End-of-Life Furniture Recycling

Sustain recycles each and every part of office furniture which has reached end-of-life.

Each part is separated and segregated before it goes down one of five waste streams; plastic, wood, metal, foam and textiles.

Sustain not only recycles The Senator Group's furniture, we also take any furniture type to ensure it gets recycled and fed back into the supply chain.

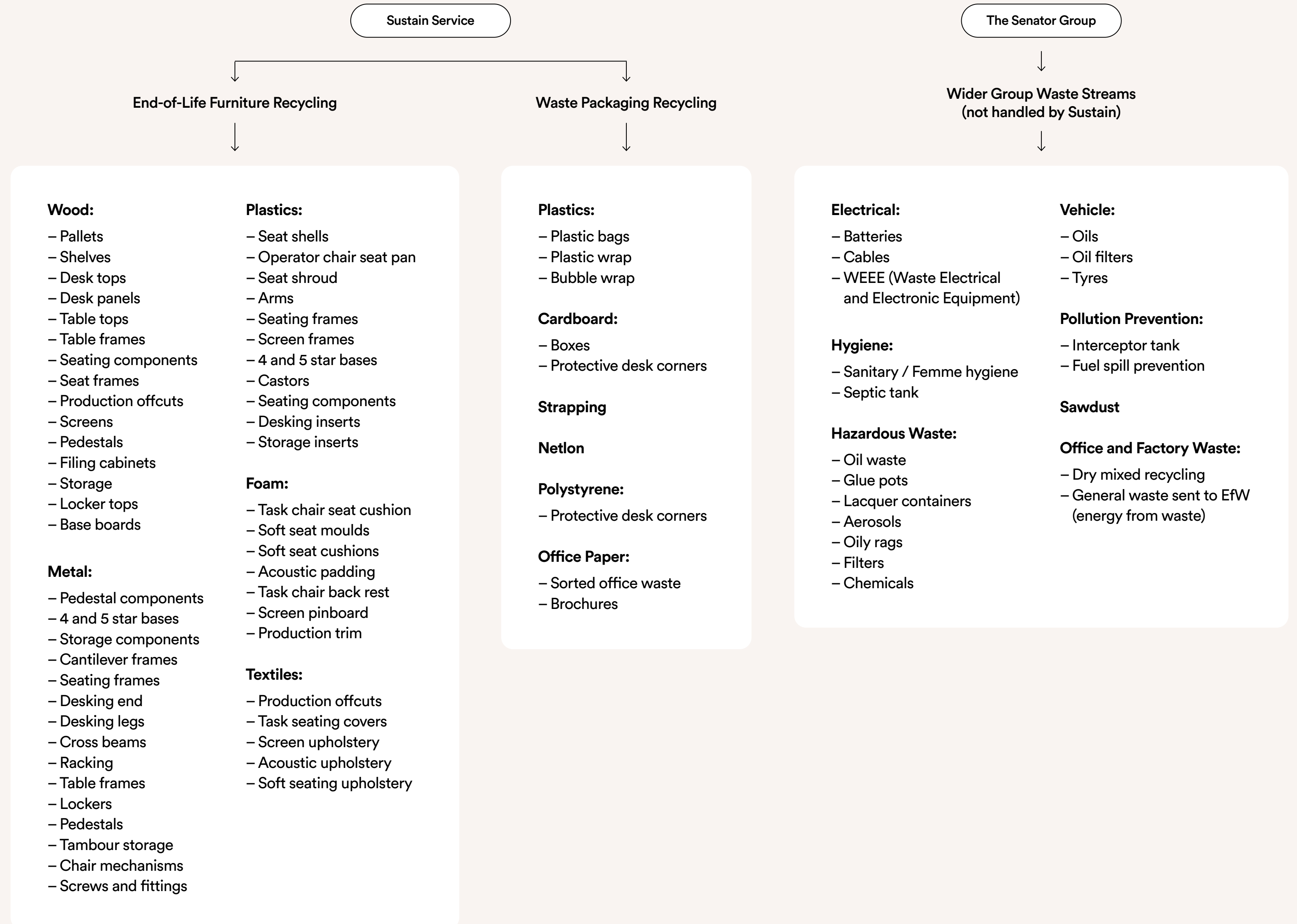
Waste Packaging Recycling

Sustain ensures that 100% of packaging waste created by The Senator Group has an avenue to be recycled. All the packaging waste created on an install is back-hauled to Sustain to be reused or recycled.

The White Bag Scheme by Sustain is an initiative whereby anyone can have their packaging waste recycled. These materials are recycled through one of six waste streams.

Wider Group Waste Streams (not handled by Sustain)

We also recycle internal waste created by The Senator Group. These materials are not handled by Sustain, nor are advertised to Dealers, Architects, and End Users.



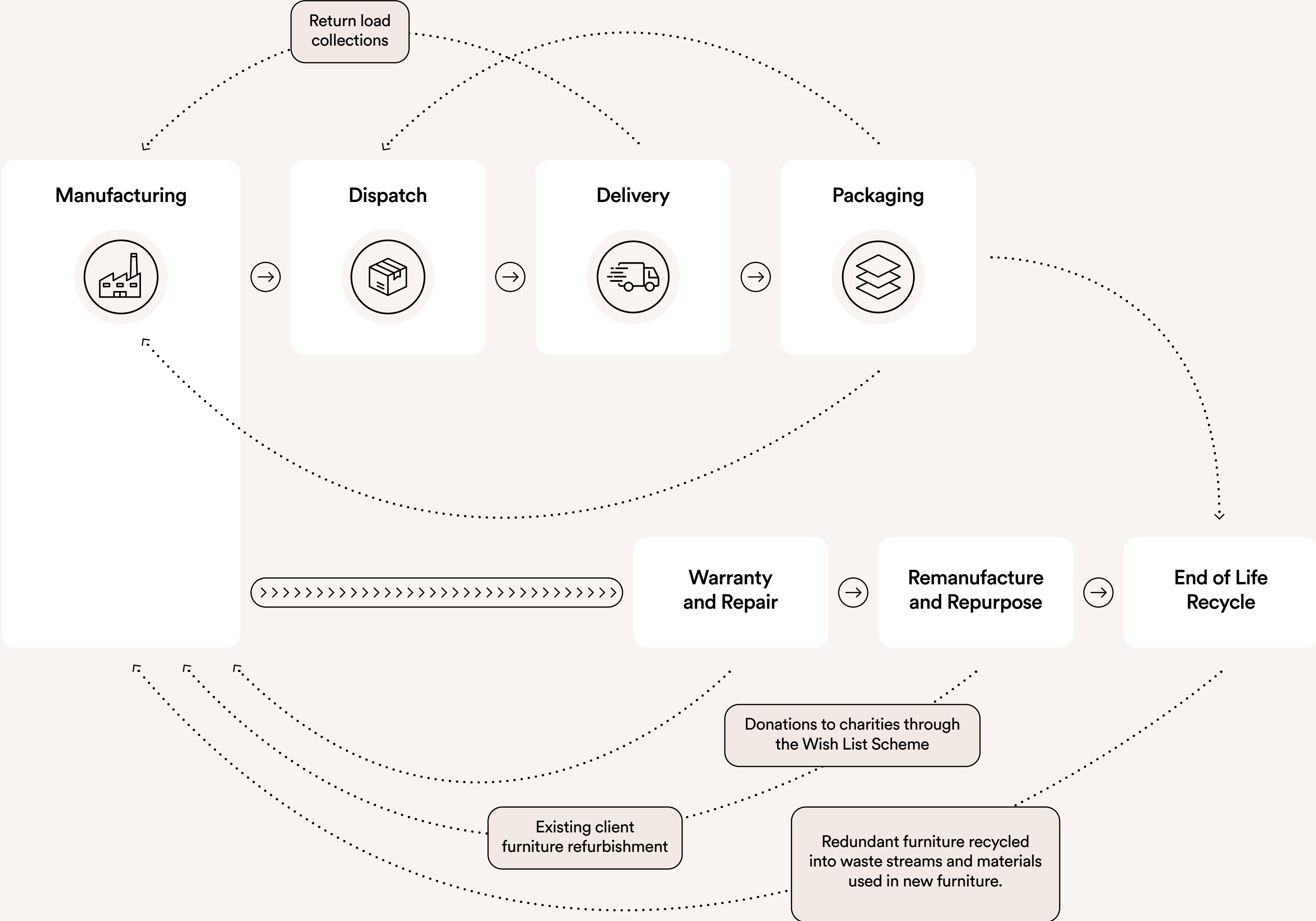
Supporting a closed loop circular economy

We are working with our supply chain and waste contractors to understand opportunities to further pursue a circular economy model.

Manufacturing has a huge impact on our planet, and this is why we focus each year on how we can increase the circularity of our products, incorporating materials re-use throughout our design and manufacturing process.

Our in-house Sustain recycling division is a unique benefit for us, enabling us to identify waste streams that can be reused within our supply chain. Understanding the processing and onward journey of our waste enables us to highlight opportunities for these waste streams to be re-incorporated into our processes.

When we start to think of designing a new product, we consider recycled and recyclable materials wherever possible; with Sustain down the road from our factories, we can control every stage of a products life. From using fewer virgin materials right at the very start of production, to recycling and reusing our old products part by part at the very end. Ultimately this supports us in reducing our demand on raw materials and reduces the embodied carbon of our products.



Material Spotlight: Plastic

Contract furniture is full of various plastics like polypropylene, nylon, and polyurethane and at the end of a product's life, it's key to separate these properly so they can be re-purposed.

Through our Recycling Centre Sustain, all hard plastics such as chair backs are granulated and extruded into a variety of new products, some of which are new components for The Senator Group to reuse in the manufacturing of new furniture.

We send 100% of our PT Polypropylene plastic from Sustain back to our moulded plastics supplier RGE, for use in the under shroud of our Allermuir Kin range.

This circular approach to waste increases the sustainability credentials of one of our most popular products.



 Supporting a Closed
Loop Circular Economy

Material Spotlight: Textiles

Less than 1% of all textiles worldwide are recycled into new products. The textile waste mountain is growing at an alarming rate and every seven minutes, a stack of clothing the size of Mount Everest is sent to landfill. Our collaboration with Kvadrat Really pairs their Textile Tabletop with Allermuir's Turo table, showcasing the latest in circular engineered materials, promoting a no waste future.

Kvadrat Really's Textile Tabletop is made from up-cycled end-of-life textiles and is produced without using colour, water, or toxic chemicals. Each 800 x 1600mm Textile Tabletop recycles the equivalent of 60 t-shirts, making a significant impact on the environment.

The Textile Tabletop meets the highest standards (category 5) for resisting scratches, heat, and liquids, available in sizes ideal for horizontal surfaces in workplaces and hospitality environments.



 Supporting a Closed
Loop Circular Economy

Material Spotlight: Wood

Kronospan is one of our most forward-thinking suppliers when it comes to sustainability and ethics and are our biggest supplier of MFC.

Kronospan was founded in 1897 and is a leader in the wood panel industry. With 39 production sites across the world, they produce more than 17M m³ of wood-based panels.

Kronospan live the circular economy, with its model being integral to all operations. Kronospan have been a key partner in our sustainability journey and through our Recycling Centre Sustain and our sustainability partners, we feed recycled wood back into the supply chain, and it returns to us in the panels we use for tables and desking.



 Supporting a Closed Loop Circular Economy

Material Spotlight: Foam

Recon foam is a recycled product made from scraps, offcuts and reclaimed foam. Recon foam is firm, flexible and durable, with excellent acoustic benefits.

We send reclaimed foam and offcuts from our manufacturing to The Vita Group, where it is shredded, cleaned and transformed into recon foam that comes right back to The Senator Group to go back into new products such as task chairs, acoustic padding and screens.



Material Spotlight: Metal

Kvadrat partnered with The Senator Group pairing their Textile Tabletop with Turo, a table made from recycled aluminium by Allermuir.

Kvadrat Really's Textile Tabletop is a fully circular high-quality engineered material made from upcycled end-of-life textiles. It is designed to be reused and challenges designers and architects to rethink their use of resources.

The frame on Turo by the Allermuir Design Studio is made from 100% recycled aluminium, an infinitely recyclable material that takes up to 95% less energy to recycle than to produce primary aluminium.



 Supporting a Closed Loop Circular Economy

Remanufacturing

Remanufacturing forms a significant part of our sustainability strategy.

The remanufacturing process aims to retain and restore as much of a used product's original value as possible. It is the Circular Economy's highest form of Product Life Extension post manufacturing.

As the only manufacturer able to remanufacture our own products with the means required to maximise their value, it is a process and responsibility that we take seriously.

Our increasing investment in this area reflects our belief that professional remanufacturing services are an essential tool to create a more circular, equitable economy.



What drives sustainable design?

The linear approach to furniture is no longer acceptable and as a minimum companies should be recycling products. But what more can we do?

That was the question that kick started a series of sustainability roundtables, facilitating discussions with the Architect and Designer community.

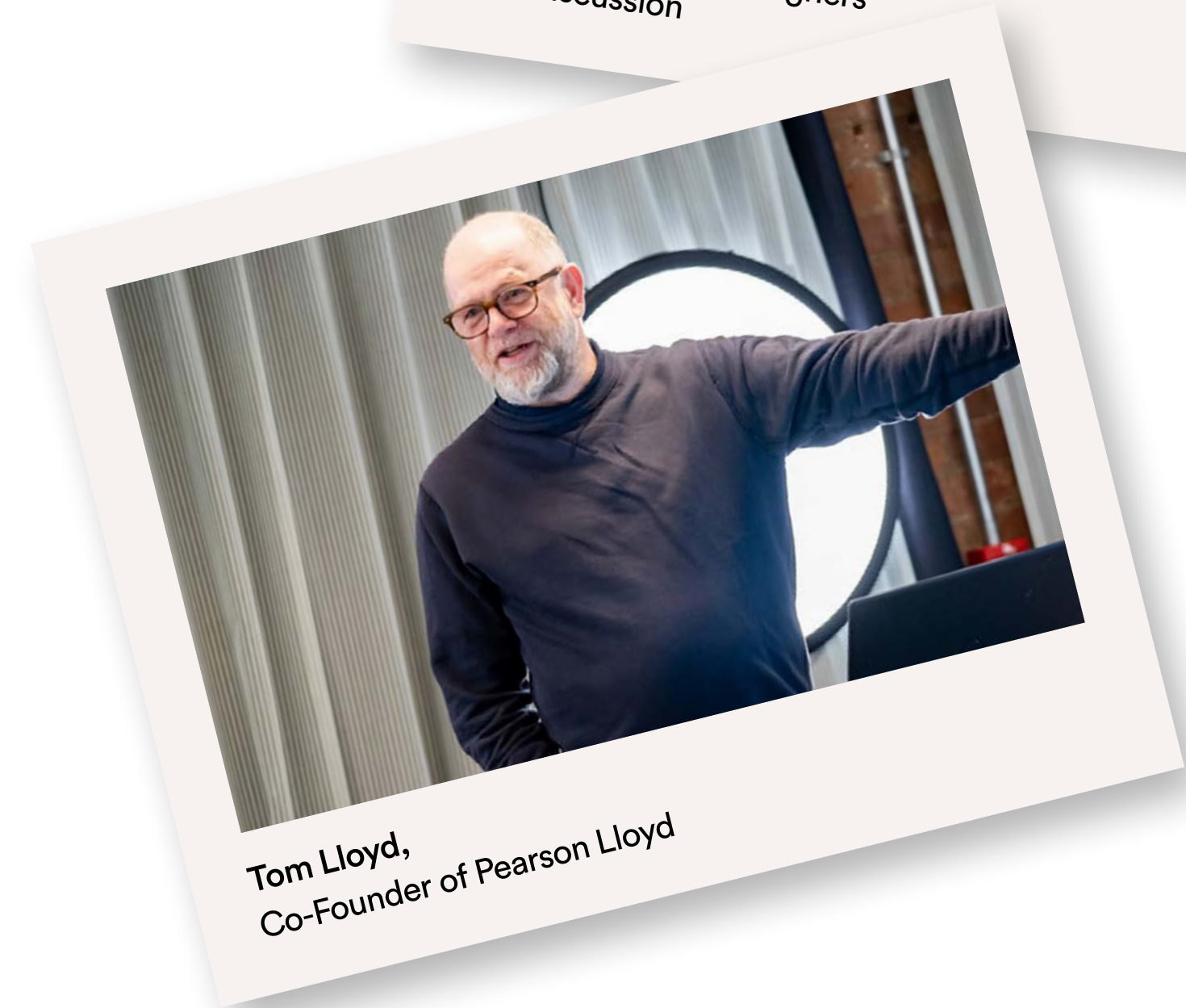
We were joined by furniture designer Tom Lloyd, who explained how furniture has evolved from a linear economy approach to more circular thinking, outlining how companies can drive sustainability through design, considering materials choice, reparability, and circular thinking.

“This is our revolution. Each generation has had their own cause. By pushing for sustainability, we are saying that we will not stand for the way things have been and the actions that have been accepted for the last 50, 60 years.”

Gurvinder Khurana, Director at M Moser



↑ Architects and Designers in discussion



Tom Lloyd,
Co-Founder of Pearson Lloyd

Dulux Shines Light on Wellness, Sustainability, and Colour at Our London Showroom

We had the pleasure of hosting key speakers from Dulux, as they shared profound insights into the transformative power of colour in shaping our spaces, while emphasising the pivotal role of sustainability in today's world.

Creative Director Marianne Shillingford discussed the thought process behind Sweet Embrace™, Dulux's 2023 Colour of the Year. A kind and delicate tone, chosen for its ability to create the feeling of positivity and belonging to our lives.



03

Reducing Our Impacts

The climate and biodiversity crises are urgent issues we must tackle head on, together. We take our responsibility seriously, understanding our actions now will define the future of generations to come.

We have considered our impact on the environment for over four decades, long before it was fashionable to do so.

From the biomass boiler that heats our head office, to the solar panels that span our roofs, and our recently installed bee yard, we continually look for new environmental initiatives to embrace.

Pg.44	Climate action
Pg.45	Our pledge to net zero
Pg.46	Scope 1 and 2 emissions
Pg.47	Net zero logistics
Pg.48	Our Scope 3 progress
Pg.50	Waste management
Pg.51	The role of waste management in the circular economy
Pg.52	'Leave No Trace'
Pg.53	Wider environmental impact
Pg.54	Water stewardship
Pg.55	Enhancing and protecting biodiversity
Pg.56	Our bees...
Pg.57	...and our trees

Climate action

“In 2023, we saw a huge 25.0% reduction in our market-based carbon footprint, and we have now achieved a 44.3% reduction over our 2019 baseline.

It was the first complete year of our solar panel use, which generated 16% of the electricity we used in manufacturing in 2023. Additionally, we now purchase 100% renewable electricity for all our UK sites.

We acted on the recommendations of our ESOS site audits and continued to work with the data collected by the hundreds of equipment-specific sensors across our sites to achieve a 15% saving in UK manufacturing energy consumption.

We have continued to invest in plug-in hybrid vehicles and have installed charging points at our sites and the homes of company car owners.

We have numerous exciting initiatives in the pipeline for the next few years to continue making strides towards our climate targets, including installing more solar panels, insulation projects to reduce heat losses and modifications to improve the efficiency of our commercial fleet.”

Paul O’Brien,
Head of Sustainability

Our Pledge to Net Zero:

The Senator Group UK Manufacturing and Logistics commits to reducing absolute Scope 1 and 2 GHG emissions by 50% by 2030 and by 100% by 2040, from a 2019 baseline. We also commit to reducing Scope 3 GHG emissions to net zero by 2050.

We are proud to report that we have achieved a market-based reduction of 44.3% in Scope 1 and 2 emissions against our 2019 baseline*.

Our GHG inventory is third party verified annually.

*We have achieved a location-based reduction of 30.3% in scope 1 and 2.



Scope 1 and 2 emissions

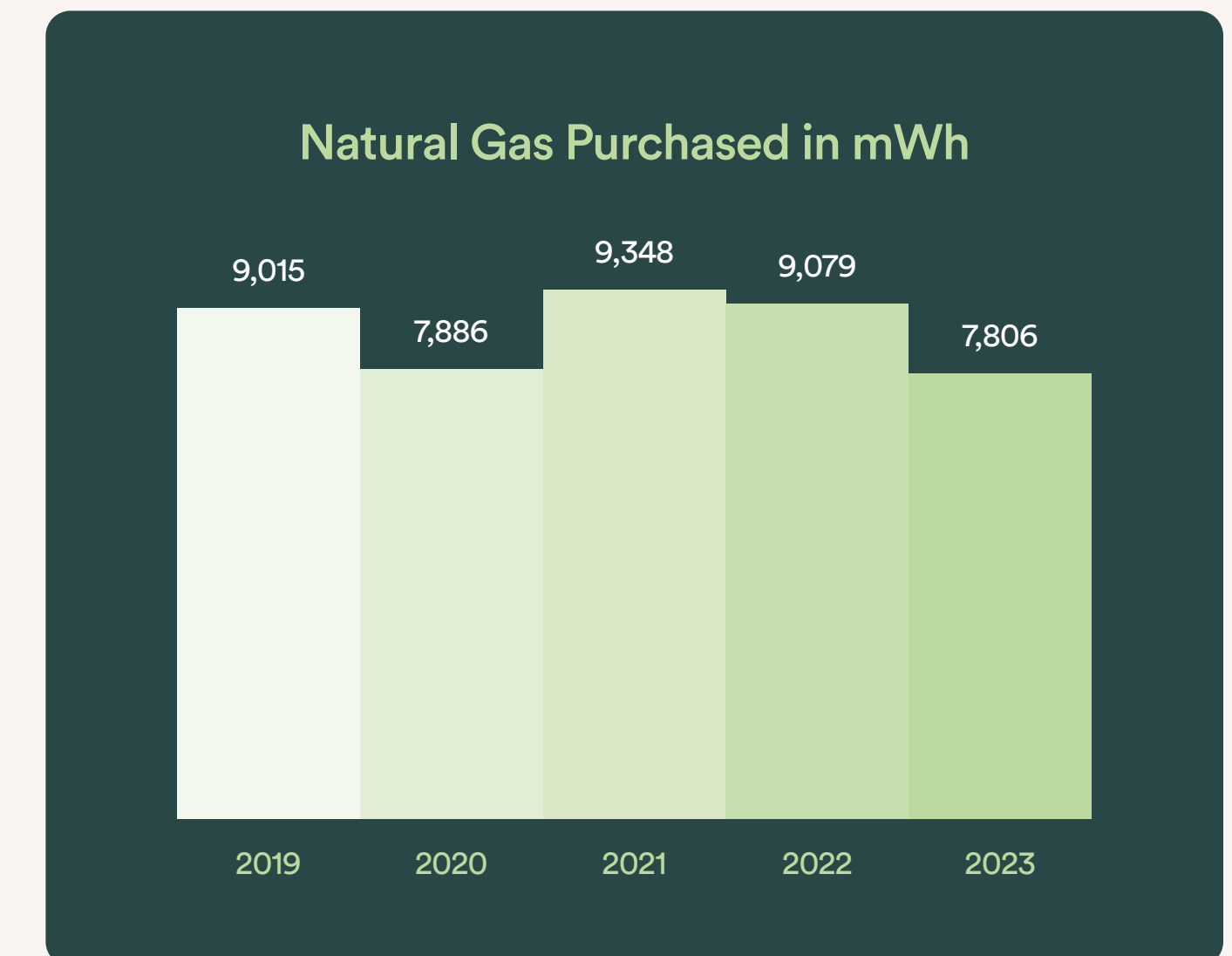
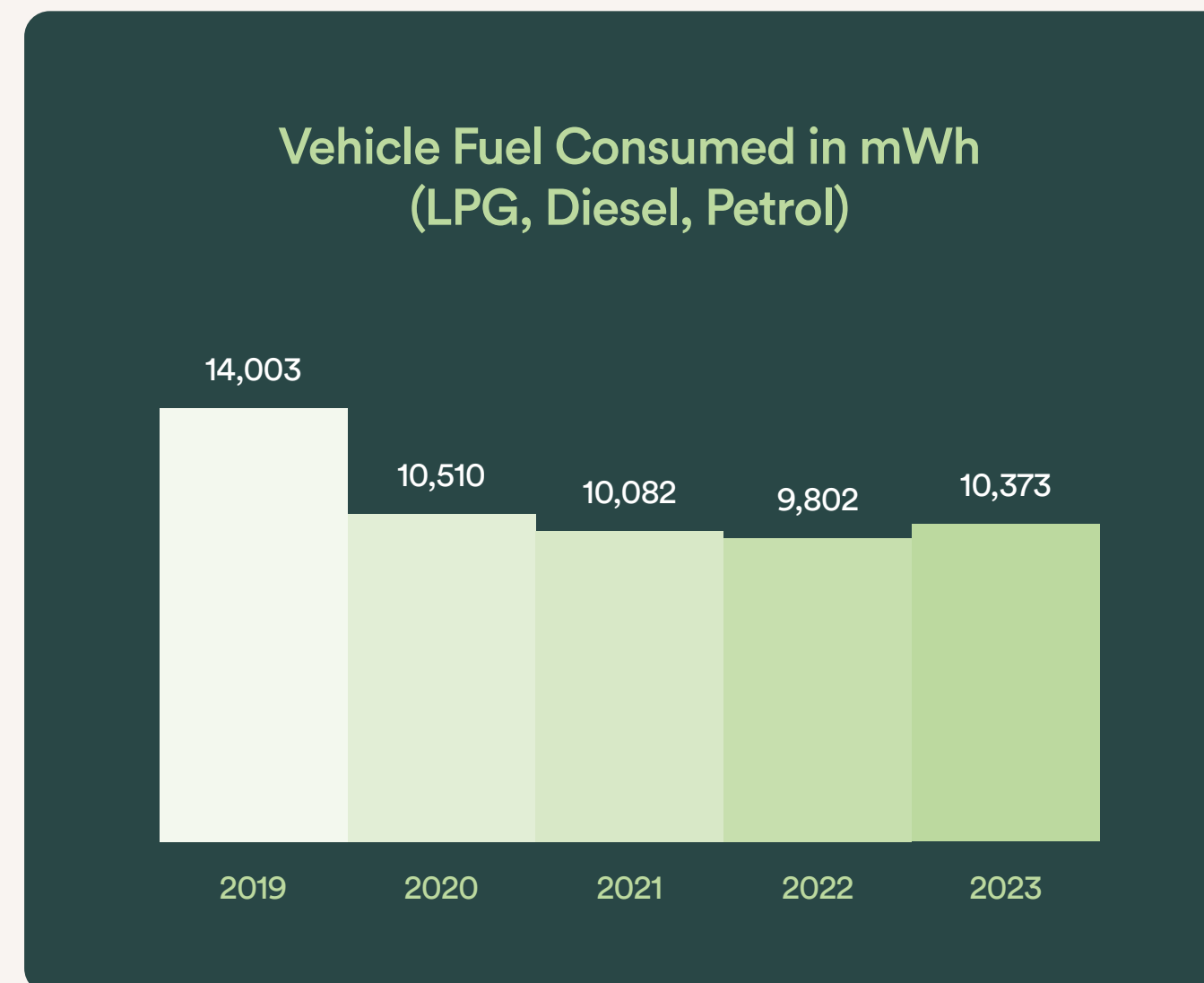
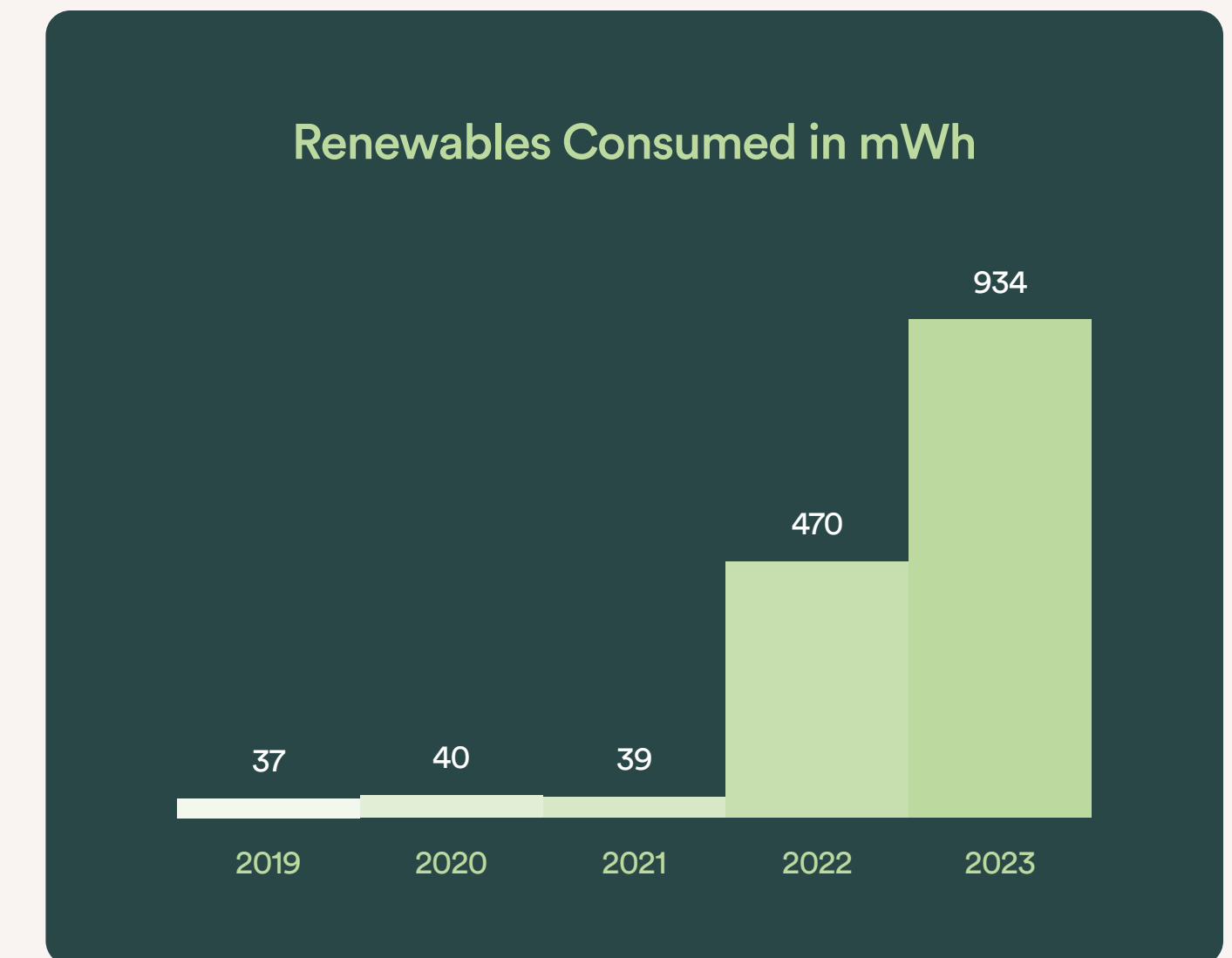
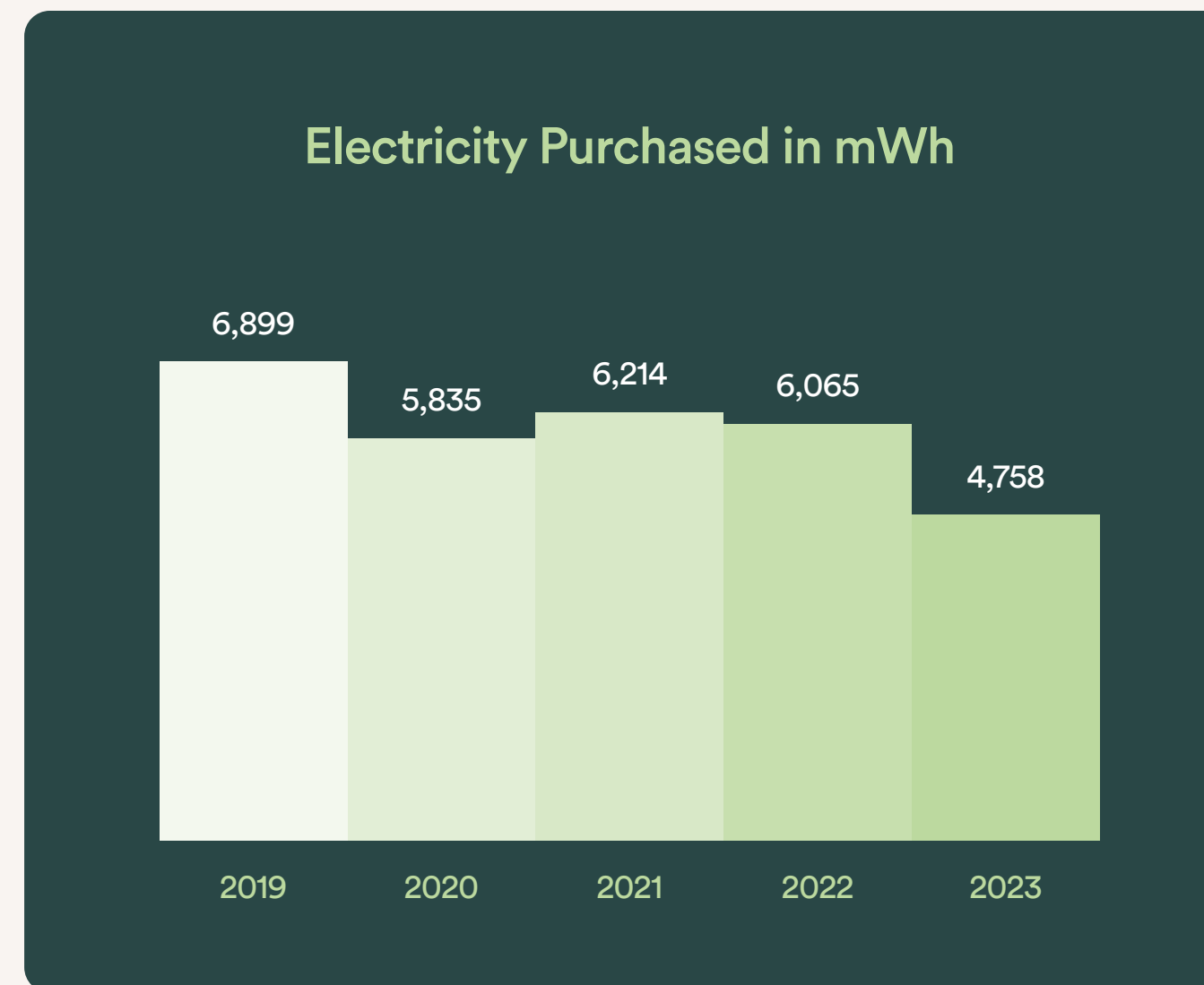
We continue to invest in scope 1 and 2 reduction across our UK manufacturing and logistics operations.

We now procure zero carbon, 100% renewable electricity for all our UK sites, including our offices, manufacturing warehouses and showrooms, meeting the SBTi target of 100% renewable electricity by 2030, 6 years early.

Highlighted initiatives implemented in 2023 are as follows:

- Continued to educate our work force on the importance of efficiency and energy reduction.
- Revised shift patterns and equipment operating hours to improve efficiency and reduce energy consumption.
- Installed more smart sensors across our sites to capture equipment-specific consumption data.
- Improved the fitting of and installed automatic closure on loading bay doors to reduce heat losses.
- Rolled out heated jackets in key areas to reduce the need for space heating.
- Continued transitioning company cars from diesel to plug-in hybrids and installed electric charging points at our factories.
- Benefited from the first full year of solar generation on 4 buildings.

Our Carbon Reduction Plan is available here.
Scan or click to view:



We have set an ambitious target to achieve Net Zero in our UK logistics operations by 2040.

This is heavily reliant on the development of non-combustion commercial vehicle technology, as well as the accompanying infrastructure across the UK.

40%

reduction in CO2 emissions from company cars over the 2019 baseline.

20%

reduction in CO2 emissions from export since 2021.

19%

reduction in CO2 emissions from commercial fleet over the 2019 baseline.



Our Scope 3 progress

We have set a target to achieve net zero scope 3 emissions by 2050 through the Pledge to Net Zero Scheme.

Our scope 3 footprint accounted for 93% of our total UK manufacturing and logistics footprint in 2023. Furthermore, 84% of our scope 3 emissions sits within category 1, our purchased goods and services, highlighting the importance of supplier engagement and collaboration to achieve our targets.

We focused on improving our data capture and reporting accuracy in 2023, working with our finance team to improve how our supplier spend is categorised. Improving how we calculate scope 3 emissions is an ongoing commitment.

In 2023, we made the following progress:

- Educated our internal teams to extract more accurate data from the business.
- Reviewed how we calculate business mileage to improve accuracy.
- Calculated LCAs for our top products and used LCA data for scope 3 calculations.
- Continued the Cycle-to-Work scheme to reduce employee commuting emissions.



“It has been a pleasure to verify The Senator Group’s manufacturing carbon inventory for 2023. The team have expanded the Scope 3 reporting to include downstream emissions, and this now gives a more complete and accurate record than ever before. The entire inventory has been verified to a limited level of assurance, based on the requirements of ISO 14064-3:2019. The inventory was very well presented, and the ability of the team to surface activity data previously unavailable, is testament to the expansion of the sustainability ethos across the UK company.

Carbon management is just one part of the bigger sustainability story at Senator which is driving innovation in product and process delivery. ESL is proud to play a part in this transition.”



Helen Sprakes,
Managing Director, Environmental Strategies Ltd



“The Senator Group’s commitment to Carbon Net Zero, Corporate Social Responsibility (CSR) and Sustainability is deep rooted, radiating through all elements of the business and beyond. Their passion to make a positive difference across the business; its employees, products, partners, and customers but also to the external environment and community in which it all operates is applaudable.

Brownlow Utilities are proud to be part of the group’s journey and its mission to achieve Net Zero across all its UK sites by 2040. Providing a range of energy, water, renewable and sustainability services in a compliant, honest and ethical way, aligns perfectly with their wider goals and ethos. Brownlow is a partner they can trust to deliver value, support and direction. The Senator Group are well positioned to respond to any challenges on their energy and sustainability journey.”



Lee McGhie,
Managing Director, Brownlow Utilities



“Senator Group’s dedication to ambitious decarbonisation goals sets a high standard in the industry. Their proactive approach to reducing environmental impact and fostering sustainability aligns perfectly with the values we uphold at Businesswise Solutions. We are delighted to partner with them and support their journey towards a more sustainable future.

To assist Senator Group in reaching their targets, we have implemented sub-metering technology for electricity and water at multiple locations. This allows for detailed tracking of resource usage, which is then analysed and displayed through a bespoke dashboard. The resulting insights enable Senator Group to make informed decisions and implement strategies that drive significant environmental benefits.”



David Ford,
Client Relationship Director, Businesswise Solutions



Waste management

“We are committed to reducing the waste associated with our operations. We are always seeking new, innovative ways to ensure that every bit of waste produced at The Senator Group is recycled.

We actively identify new initiatives that reduce waste generation. We regularly audit all our sites to assess what waste is produced, how we manage it and how we minimise it.

We remove all packaging waste that is produced on our installs and back-haul it to Sustain for recycling. The majority of which is recycled and remade into new packaging; some can be reused, reducing the demand for new product.”

Andrea Lakeland,

Head of Sustain

The role of waste management in the circular economy

Waste minimisation and effective management is a key objective of our ESG strategy and the way we operate.

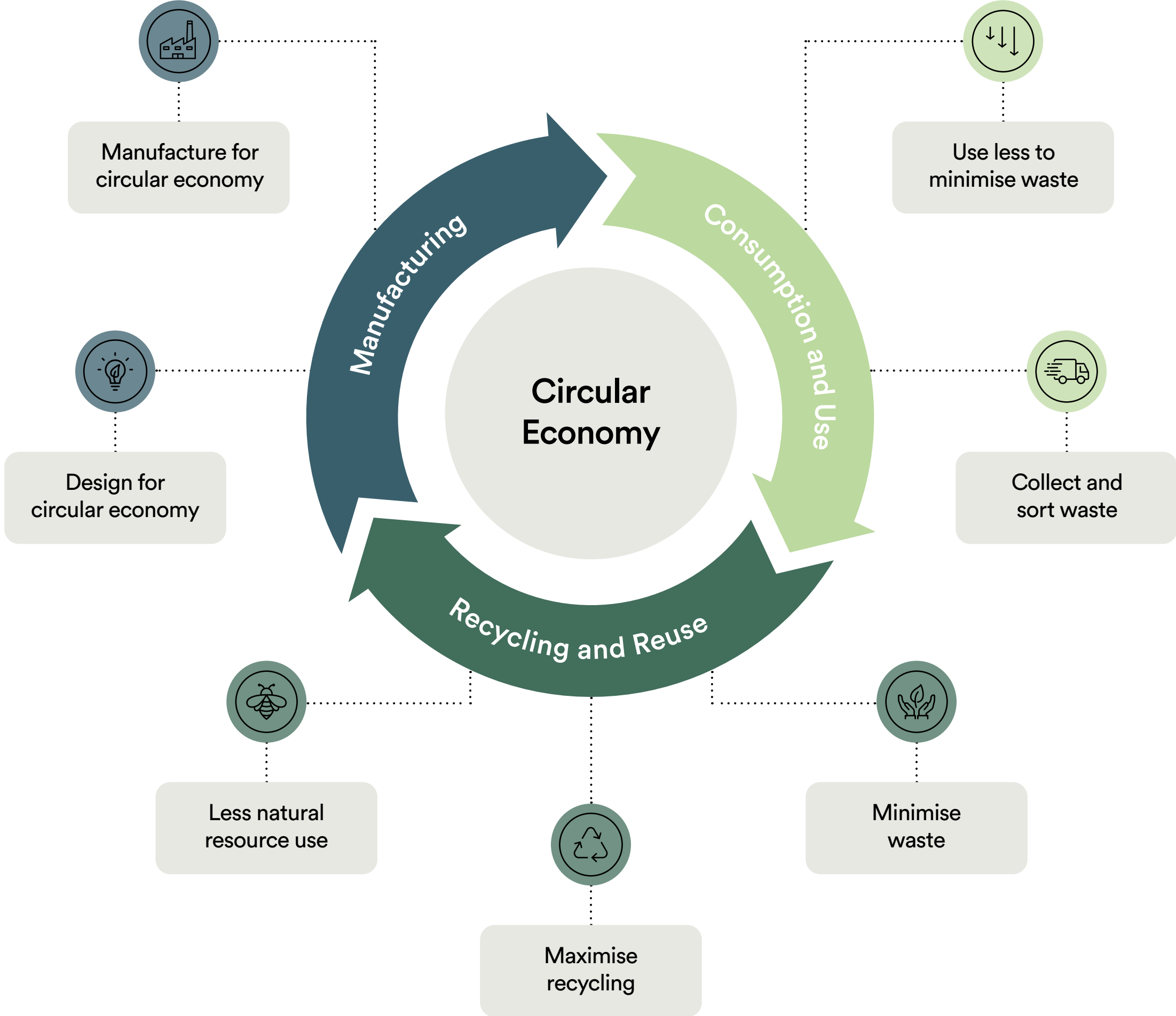
Following the waste hierarchy, 'reduce, reuse, recycle' is a clear consumption mantra for the group. The emphasis is placed on reduction, be that energy, packaging and materials.

Our employees are committed to waste management, whether that be in our offices, canteen or on the shop floor. We regularly audit our waste management processes using our ISO 14001 management system to ensure best practice is being followed and to continually improve our techniques. In 2023, 87% of group operational waste was recycled.

Our packaging is 100% recyclable. We encourage recycling by utilising reverse logistics, back-loading our vehicles with post site installation packaging for processing at Sustain.

Sustain offers a packaging recycling service which we call the White Bag Scheme. This service is available for all to use, not just The Senator Group's clients, enabling everyone to responsibly recycle their packaging waste. The White Bag Scheme saw 627,750kg of packaging managed by Sustain in 2023.

Much of our packaging is returned to us to use again, and last year we directly reused over 98,620 packaging items.



The Senator Group presents 'Leave No Trace'

Our “Leave No Trace” pop-up exhibition at Clerkenwell Design Week 2023 was curated to bring consciousness to creatives within the furniture industry and demonstrate how we can evolve our thinking beyond the basics, to harness preservation, longevity and renewal.

Innovative processes are already shaping sustainable designs of the future. As designers, creators and even consumers we have a responsibility to seek new materials, methods and tools that reduce our personal impact.

Drawing from Sustain’s waste streams, The Senator Group’s talented team of designers and engineers reworked recycled materials to produce reformed pieces that inspire and raise awareness about the sustainable future. They created furniture concepts as well as showing raw materials in a creative way, celebrating the beauty that can be created from a recycled source.



Wider environmental impact

"Through our ISO 14001 certification that we have held since 2001, we drive a culture that continually improves, seeking ways to identify, analyse and mitigate potential risks to the environment. Using our Environmental Management System, we routinely and systematically undertake risk assessments and audits to protect the environment and our people.

Through our ESG steering group, we have been discussing the subject of biodiversity and how we can make improvements across our sites. Nature is the basis of everything we do as individuals, businesses and societies and sadly, global biodiversity is in decline as a result of human activity.

Manufacturing companies are amongst the heaviest users of water. Intensive use is seen in the supply chain to help source, make, pack, transport and stock goods, yet the water impact is often overlooked by businesses trying to enhance their sustainability credentials. We are acutely aware that industrial water consumption has an impact on the world's water supply and on our carbon footprint, which is why we have introduced new ways of harvesting and recycling our waste-water."

Tony Berry,
Operations Director

Water stewardship

Our UK manufacturing sites and offices are based in the Northwest of England.

The majority of water consumed at our UK sites is for sanitary and catering purposes. Our manufacturing processes themselves are not water intensive.

We monitor and measure our UK manufacturing sites water footprint, with each site taking weekly meter readings. We are now aware of the sites that are the biggest consumers and have set a target to reduce our water footprint per employee.

In 2023, the annual water footprint for our 6 UK manufacturing sites and offices equated to 16.7 cubic metres of water per employee, and the average daily consumption across our entire Lancashire manufacturing portfolio was 57.3 cubic metres a day.

To disclose our progress in water governance and to better understand our impact on global water security, we completed the CDP Water Security Questionnaire. Through this, we demonstrated we have an awareness of our impacts on, and of, water issues.

We have set a target to *reduce the average water consumption per employee by 20% by 2026.*

Enhancing and protecting biodiversity

We know that the global biodiversity crisis poses equal threat to that of the climate crisis, and healthy ecosystems play an important role in regulating climate change.

Due to the nature of our business, our greatest biodiversity impacts are those occurring within our supply chains as part of material extraction, processing and manufacturing. Therefore, in 2023, we drafted a new supplier questionnaire with the aim of capturing biodiversity data and to understand how our suppliers are working to minimise their impacts.

Locally, we have led numerous exciting projects to protect and enhance our local biodiversity.



Our bees...

Working with Simon and Kath from The Bee Centre – a multi-award-winning centre of excellence for bee-related education, we recently installed bee hives at two of our sites in Lancashire, and at our Ohio site in North America. Our employees at each site have been trained to take care of our honey bees.

Right now, we have 30,000 locally bred honeybees in these hives - this number could grow to an amazing 60,000 per hive during the summer months! By improving local honeybee numbers, we help the UK to reduce reliance on the importation of unsuitable honeybee breeds and potential pests and diseases.



...and our trees

15,000 Trees

Together with our employees and local schools, we planted 15,000 trees in May 2023!

In partnership with Ribble River Trust and our founder Colin Mustoe, we planted 34 acres of woodland in the Ribble Valley. Phase 2 of the planting project is planned for 2025 and will see another 30 acres of land planted.

Once mature, this woodland will work to purify the local air and watercourses, mitigate flood risk in the area, reduce sediment underground, sequester CO₂, and support biodiversity. The trees have been registered under The Queen's Green Canopy scheme and will be registered carbon offsets. According to the Ribble River Trust, the expected carbon sequestered by Phase 1 of the project is 4,386 tCO₂e, with a buffer of 1,096 tCO₂e.

We also used the day to support local curriculum needs and educate our employees and local students on the importance of biodiversity.

Apple Orchard

Our Senator Engineering site has planted its own apple orchard, including 15 varieties of pollinating apples. Apple trees shelter invertebrates and support the birds that eat them. Their nectar and pollen feed bees, buds feed bullfinches, and deadwood supports beetles and their predators. There will also be abundant fruit that staff will be encouraged to take home to make pies, crumbles, and jams. Each tree will hold a plaque to commemorate someone special to each of the volunteers who helped.



04

Building Better Lives

Improving the lives of our employees and protecting the people throughout our supply chain is fundamental to both our values and our purpose.

We embrace the role we can play in advancing the happiness of the communities we work within.

- Pg.59 Employee inclusion and wellbeing
- Pg.61 Investing in the next generation
- Pg.62 Equality, diversity, and inclusion
- Pg.63 Professional development
- Pg.64 Our annual Family Fun Day
- Pg.65 Our bright ideas come from our bright people
- Pg.66 Award winning people
- Pg.68 Keeping our people safe
- Pg.69 Meet our Health and Wellbeing Champions

- Pg.70 Charity and community
- Pg.71 Meet our Charity and Community Committee
- Pg.72 2023 highlights
- Pg.73 Helping families in crisis, at Christmas
- Pg.74 Proud Patron of Blackburn and Darwen Youth Zone
- Pg.75 Wishlist Scheme
- Pg.76 Protecting people in the supply chain
- Pg.77 Our code of business ethics and conduct

Employee inclusion and wellbeing

"I am delighted with the positive strides we have made in promoting personal growth and empowering line managers to champion wellbeing. We are steadfast in our mission to provide our employees with the opportunity of a 'job for life', and it's a source of pride that 55% of our workforce are long-term employees, having been with us for more than five years.

Promoting workplace wellbeing is indeed a challenge, and we appreciate the efforts of our Occupational Health team and our Wellbeing Champions across the business in meeting it head-on. This year, we have achieved significant milestones that we can all be proud of: supporting 11 employees to gain a Mental Health First Aider qualification, delivering supervisor toolkit sessions to 140 employees, conducting

a comprehensive Health & Wellbeing calendar programme covering 12 different topics, and hosting a Health & Safety Roadshow event for all 1200 employees with a focus on Employee Wellbeing."

Antony Platt,
Head of HR

**Over 50% of our workforce
have worked for the business
for 5 or more years.**

Investing in the next generation

As we continually invest in technology, it's even more important that we strive to nurture younger, local, more tech-minded individuals, giving them hands-on experience and helping us stay ahead of the game. We invite early careers talent into the business through multiple streams, offering apprenticeship and degree programmes.

Apprenticeships being undertaken in 2023 include:

- CNC Operatives
- Upholstery
- Payroll and Finance
- Mechatronics

We deliver our apprenticeships in partnership with proven local providers including North Lancs Training Group, Smart Training and Recruitment, Burnley College, and Blackburn College.

In 2023, we also had 3 undergraduate students based with Burnley College, and hosted 3 work experience placements for local Year 10 students.

It is not just about completing qualifications; we want our apprentices and undergraduates to gain the hands-on experience that will help them to grow and develop a true passion for their role and their career. To achieve that, we develop realistic progression plans which combine on the job experience with mentorships, theoretical learning and peer group support.

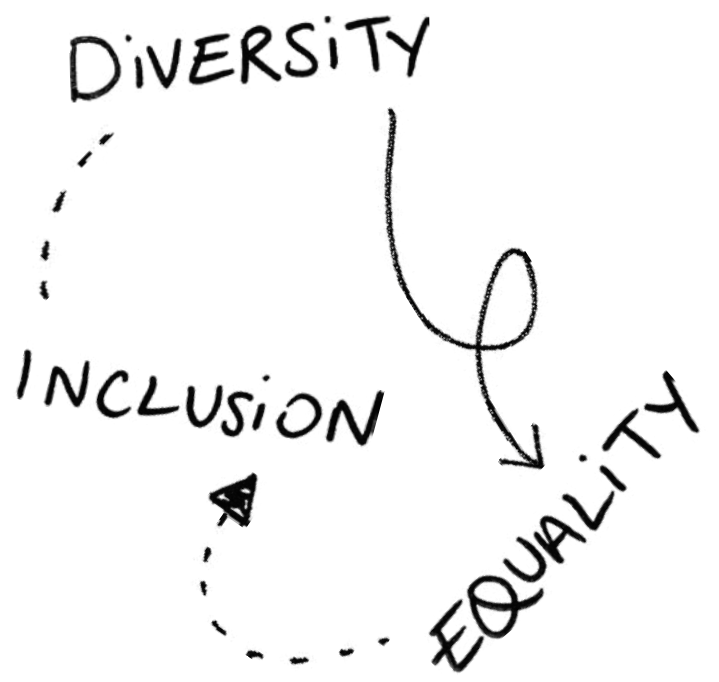


Equality, Diversity and Inclusion

As ED&I strategies evolve, we have been helping to raise awareness of the benefits it brings to business.

In 2023, 35 of our managers and supervisors completed ED&I training and ED&I is now a feature of our new starter's inductions.

We reviewed and republished our ED&I policy in 2023, circulating this out throughout the group to demonstrate our commitment.

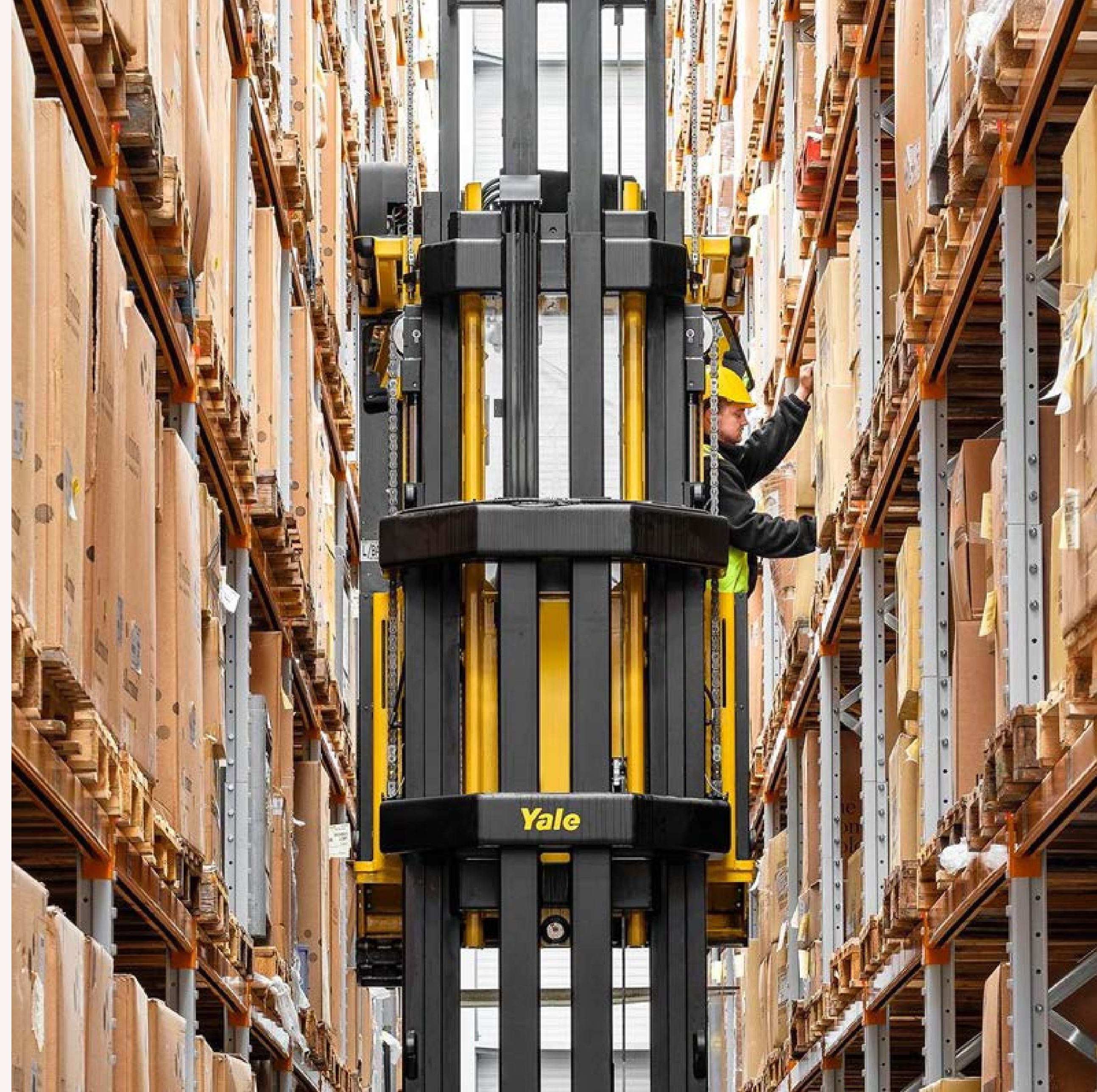


Professional development

We want our people to flourish in their roles and personal lives, which is why we invest in learning and development, both professional and personal.

In 2023, our development initiatives included:

- ‘Discovery’ leadership training delivered to 11 aspiring team leaders
- ‘Transform’ managerial training delivered to 10 established senior managers
- In house Retention Training delivered to 37 supervisors and managers, in addition to sessions on investigatory training
- Mental Health First Aider Training delivered by a third party.



Our annual Family Fun Day

As a family run business, one way we like to reward every employee is through our annual Family Fun Day. Every year, we host a gigantic festival of fun in the rolling fields of Lancashire to celebrate, and champion, our people, but most importantly, to create an inclusive environment for the whole family.

Wellbeing is one of our core focuses, which is why we extend the invitation to family members with the aim of achieving a far greater impact within the wider community.

Welcoming over 3,000 of our people and their families, this festival caters for everyone; face painting, events, prizes, music, performances, great food, and coaches to pick up and drop off.

We combine our Family Fun Day with The Royal Lancashire Show, a prestigious agricultural event with its origins dating back to the 18th century. Our Chairman, Colin Mustoe MBE, is the driving force behind the Royal Lancashire Show, donating valuable time, resources and land to bring together the people of Lancashire; one of the most fulfilling days in its calendar.



Our Bright Ideas come from our Bright People

The Senator Group is all about its people. We recognise that our people are our most valuable asset and we invest and work hard to make sure our working environment is welcoming, friendly, supportive, inclusive, and rewarding for all.

One of the great things about working at The Senator Group is the ability to put forward an idea, and see it come to life.

Being a family-owned company connects us on a more personal level to our employees. We not only listen to the opinions of our employees, we also give them the autonomy, trust, and support to make changes that will continue to improve our business.

Our Bright Ideas scheme rewards employees who submit ideas that could improve our business.



Award winning people

The Inspire Awards is The Senator Group's unique way of recognising the achievements every one of our employees makes, as well as championing the ones that go above and beyond.

We strive to be an employer of choice through our culture, leadership style, and consistent employee engagement. The Inspire Awards is just one of the many ways we say thank you for the hard work and dedication of our employees.

We hold 5 categories;

- Team of the Year
- Health and Safety Representative of the Year
- Apprentice of the Year
- Bright idea of the Year
- Employee of the Year

A shortlist is made throughout the year and every quarter a nominee is chosen leading up to the main event. All nominees are invited to a special lunch with our Managing Director.

H&S Rep of the Year



Reece Eccles,
Teal

Thank you to our other nominees:
Martin Hobson, Production
Carla Atkinson-Waring, Logistics
Daniel Green, Engineering

Apprentices of the Year



Blake Townsend, Machine Shop and
Harvey Bateman, Seating Production

Thank you to our other nominees:
Marcus Woodcock, Seating Maintenance

Bright Idea of the Year



Lesley Ann McMullan
Sewing

Thank you to our other nominees:
Alan Williams, Stores
Robert Hague, Production
Ian Parry & John McInlay, Machine Shop

Team of the Year



Internal Sales

Thank you to our other nominees:
Seating Supervisors, Engineering,
Teal Production

Employee of the Year



Matt Parker, Logistics

Thank you to our other nominees:
McCauley Preston, Desking
Marie Heys, Seating Production
Gareth Howells, Install

Lesley Ann suggested an improvement to reduce the number of rejects when sewing covers for the Bastille chair. Her idea was to add 1.2mm twine, to give sewers a linear guide while sewing. The twine can also be used by upholsterers, who can pull it to reduce any creases. This saved an estimated £13,500 in prevented rejects.



Keeping our people safe

Our people are our most important asset, and their health, safety and wellbeing is paramount.

We protect our people via the following activities:

- Accreditation to ISO 45001 Occupational Health and Safety Management System.
- Internal audits undertaken by Group Health and Safety team, ISO/Safety Reps.
- External audits undertaken by bodies such as ISOQAR, Local Authorities etc.
- On site qualified Occupational Nurses and Wellbeing Champions.
- Regular employee screenings for work related health issues.
- Display Screen Assessments and workplace risk assessments.
- Training for colleagues relevant to their roles.
- Tool Box Talks and Operational Briefs to maintain focus on safety.
- Annual “It’s All About You” Health, Safety and Wellbeing event.
- Medicash app for employee support.

Appointments by Gender



Meet our Health and Wellbeing Champions

Our Health & Wellbeing Champions are all volunteers and act as the first point of contact, should any colleague wish to seek support.

All our Health & Wellbeing Champions have attended Mental Health First Aider Training.

Our champions have worked with Six Connections, a local, Burnley based SME, to create a bespoke health and wellbeing website for The Senator Group.

In November, we held our Health and Wellbeing Roadshow across 4 of our Lancashire sites, reaching approximately 1,000 employees. The stalls covered a breadth of information such as how to access our company health plan, cancer awareness and mental health support.

The Roadshow included a standalone stall on modern slavery, highlighting the signs and how to report concerns.



Lisa Snape
HR



Martin Webster
Altham



Martin Hobson
Altham



Helen Baron
Occupational Health



Amelia Tattersall
HR



Lisa Lewis
H&S



Anthony Greenwood
Senator Engineering



Brett Robertson
Teal



Jill Wright
Occupational Health



Tom Jones
Teal



Olivia Poll
H&S



Laura Ainsworth
Catering

Charity and Community

"A sense of community has been embedded into our culture since the beginning, and as we've grown, we've been able to offer more and more help to those who need it most. We support many not-for-profit organisations, and several of those are right here in Lancashire which is where my father planted the roots of the company.

95% of The Senator Group's workforce live within the local community, and as a family business, many of the decisions and commitments we make from a social value perspective directly support our employees, their families, and their local communities.

We have several employee events in The Senator Group's calendar, such as our Family Fun Day and the children's Christmas Party and Pantomime. These events are completely free of charge and have become a much-loved tradition.

A large percentage of our surrounding communities suffer from employment, income and health deprivation, and we work hard to engage with local primary schools to support local children, particularly at Christmas."

Julia Mustoe,
Shareholder

Meet our Charity and Community Committee

The Senator Group's Charity and Community Committee was formed in late 2021 with the aim of providing structure, good governance and consistency to the business' approach to social value. In 2023, the Committee consisted of 14 key staff members, from each of our Lancashire sites.

Our 2023 corporate charity partners, selected following a companywide nomination and voting process, were **Derian House Children's Hospice** and **St. Catherine's Hospice**. The hospices offer vital care and support to people in our local community and are therefore dear to the hearts of many of our employees.

Charity & Community Committee



Matt Athey



Olivia Brown



Claire Tibbs



Amelia Tattersall



Laurajade Edwards



Olivia Broughton



Gemma Harrison



Samantha Bradshaw-McShane



Kara Hodgson



Patrick Fleming



Victoria Allen



Samantha Newsham

2023 highlights

Through our combined efforts, we raised and donated a total of £92,524.88 for charitable organisations in 2023.



Wheelchairathon

The committee designed and delivered a team building exercise for our sales teams, which saw them undertake a range of timed challenges. We raised £2,500 for our partners.



Business Fives

We took part in the Business Fives football tournament and won £1,200 for Derian House Children's Hospice in the Manchester National Final.



Blackburn Foodbank

We donated over 78kg of food in December 2023 to support its annual Christmas appeal.



Yorkshire 3 Peaks

Over 90 employees donned their walking boots to take on the Yorkshire 3 Peaks challenge, raising over £8,500 for our partners.



TealFest

Our Teal site held its annual Family Fun Day, consisting of an exciting afternoon of fairground games, food and raffles, raising over £1,200.



Macmillan Coffee Morning

2023's Macmillan Coffee Morning was hugely successful, raising £250.



Easter Egg Appeal

We supported Child Action North West by collecting and donating 140 easter eggs.

St Catherine's Wishlist

We donated furniture for St Catherine's Hospice to sell in its charity shops, raising over £10,200 from sales.

Christmas Market

We hosted a festive Christmas market, inviting staff and external crafters to sell their products on site for the afternoon. The day raised over £1,000.



Charity & Community Committee

Helping families in crisis, at Christmas

Each year we donate Christmas Hampers to local schools, for families who need a little extra support over the Christmas break. Many of these families are experiencing food poverty so we box up hampers including food and drink essentials, together with some festive treats and special gifts for the children.

50 hamper boxes are packed with care by Julia Mustoe and sent to Huncoat Primary School and Langho and Billington St Leonards Primary School.



Proud Patron of Blackburn and Darwen Youth Zone, since 2012

One of the projects that is close to our heart is Blackburn & Darwen Youth Zone, an organisation we have been supporting since its beginning in 2012. Our Chairman is one of the original Patrons.

The original vision was that the Youth Zone would be part of the fabric of the town, owned by every member of our community. It is nestled in the heart of Blackburn, and is open to those aged 5 to 25 years old, aiming to change the prospects of young people in the area.

Offering a state-of-the-art £5 million facility, young people have a space which provides, 'somewhere to go, something to do and someone to talk to'. Volunteers are at the heart of the project, to give young people safe access to positive adult role models of all ages and backgrounds.

In August 2023 we supported the Youth Zone's Holiday Activity Fund, working with their Volunteer Manager to deliver interactive furniture design challenges to local young people, inspiring creativity and providing real life insight in the world of design.



In 2023, we donated 1,494 items from our Wishlist Scheme to communities in Lancashire, Greater Manchester, Yorkshire and London.

Equivalent to 454.5 volunteered hours.

Wishlist Scheme

Reusing furniture which still has life left in it avoids any further processing and ensures it keeps on giving for many more years. We donate furniture from Sustain to charities, community projects, schools and individuals in need.

Wishlist Scheme: We made wishes come true for Community Solutions Northwest.

Community Solutions Northwest (CSNW) is a charity based at Elmfield Hall in Accrington, that supports some of the most disadvantaged, vulnerable, and isolated people in our community through a variety of support solutions, many led by a fantastic team of volunteers.

The charity offers befriending services, bereavement support, mentoring and counselling, training, employment support, volunteering, work placements and help for people to overcome crisis in their lives.

Elmfield Hall is a wonderful, Grade II listed building, about one third of which has been restored for community use. It is home to Mr Gatty's tearoom, 'a cup of community' where all its profits are used to support Community Solutions and develop numerous, community initiatives.

Through our Wishlist Scheme, The Senator Group supported the project with a donation of pre loved office furniture for two recently refurbished spaces, so they can develop new social and support groups, provide more mentoring and counselling support, and deliver more training and personal development workshops.

We will continue to support the charity into next year, and we have also started to donate craft bags, with fabric, leather and foam offcuts for use in its classes.



Protecting people in the supply chain

“When we think about the people our business impacts, we think not only of the employees with our own Group, but also of the many other hands that play a part in producing, sourcing and delivering every material and component that goes into the products we manufacture.

We understand that the working conditions of the people in our supply chains affects individuals, families and communities. To us, it is essential that everyone working in our supply chain is treated fairly, rewarded appropriately and can realise their fundamental human rights.

Our suppliers must sign up to our supplier Code of Conduct or have their own policy documents that prevent modern slavery from occurring and protect employee health and wellbeing.”

Matt Athey,
Head of Bid & Contracts

Our Code of Business Ethics and Conduct

Our Code of Business Ethics and Conduct is signed up to by all of our direct suppliers, unless they have their own suitable document. By signing up to the principles document, our suppliers are committing to ensuring that working conditions are safe and that workers are treated with respect and dignity.

The code goes beyond requiring compliance with the laws and regulations in the country in which the supplier operates and draws upon internationally recognised standards to advise social responsibility.

By signing up, suppliers give us the right to visit their facilities without notice to assess compliance with the code and to audit suppliers wage structures, working hours, payroll processes and any other worker records. Violation of our code may result in immediate termination as a Senator Supplier, and potential legal action where required.

In 2023, we developed a Human Rights Policy to govern the operations of both our business, and our supply chain partners. We seek to act in accordance with the following legislation and principles:

- Human Rights Act 1998.
- The International Labour Organisation Declaration on Fundamental Principles and Rights at Work.
- The United Nations Guiding Principles on Business and Human Rights.

Our policy seeks to eradicate any potential human rights violations within our business and supply chain and provides a process for staff to report any potential violations that may witness.



05

Governance

The values of honesty and integrity, on which our company was founded, remain the foundation of our governance practices today.

Our Board of Directors, together with the ESG Steering Group and Charity & Community Committee, are committed to conducting business with a good ethical foundation and in accordance with the applicable laws and regulations in the locations where we operate.

With executive sponsorship, inter-departmental representation and clear targets for each site, our governance structures allow us to be transparent with the business and with our stakeholders.

- Pg.80 Transparency and governance
- Pg.81 ESG steering group
- Pg.82 ESG risk management
- Pg.83 Green Business of the Year
- Pg.84 Collaboration for impact

Transparency and governance

“It is imperative that we include every member of our business in our pledge to becoming net zero. This is essential to continue the momentum we have seen over the last 3 years.

Through our ESG Steering Group and investment across our manufacturing sites we are succeeding in our sustainability ambitions. Sustainability and environmental principles are now embedded across our Global business.

We know that we need to reduce our emissions as much as we can, and we are working hard to minimise our impact wherever possible.”

Kristian Roberts,
Finance Director

ESG Steering Group

Our ESG Steering Group provides strategic leadership for the implementation and delivery of the company's sustainability plan.

The Steering Group has the responsibility for defining the overarching vision, as well as setting the short and long-term objectives and holding project teams to account for their progress reporting and delivery.

Summary Purpose:

1. Oversee and provide directional guidance on The Senator Group's ESG aspirations.
2. Assess internal and external ESG reporting frameworks and make an informed decision on which frameworks we wish to align with.
3. Agree priority areas, potential resources required and ownership.
4. Ensure our agreed ESG objectives are embedded across the Group and delivered in the company strategy.



Paul O'Brien
Head of Sustainability



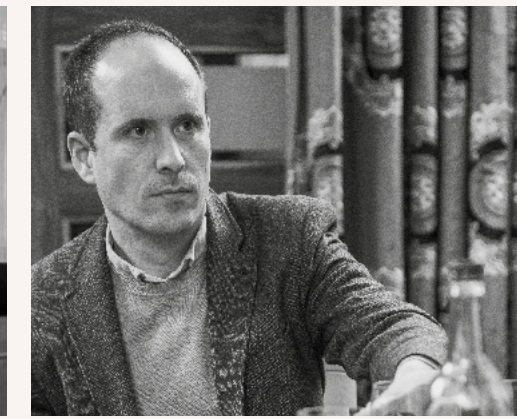
Kirk Marsden
Head of Product
Development & Engineering



Tony Berry
Operations Manager,
Deskings



Matt Ousby
Innovation Director



Kristian Roberts
Finance Director



James Stokes
Head of Logistics



Mike O'Neill
Director of
Sales Operations



Geno Smith
Group Head of Purchasing



Dave Windsor
Head of Business Systems



Oli Clarke
Operations Director



Mike Worden
Operations Director
(Seating)



Andrea Lakeland
Sustain Manager



Olivia Broughton
Sustainability Advisor



Matt Athey
Head of Bid & Contracts



Antony Platt
Head of HR



Angela Wales
Head of Group
Communications

ESG risk management

Through internal programs and external auditing and monitoring, we identify, assess and mitigate risks to our business. This helps us to ensure resilience whilst decreasing our environmental impact, which in turn increases our performance and the return on investment.

We use our ISO 14001 Environmental Management System to ensure we comply with regulation and manage our continuous improvement plan.

Our internal and external risk management procedures and initiatives include:

- ISO9001, ISO14001, ISO45001 certifications
- Lead internal auditor experienced in Health & Safety and ISO
- Internal Good Manufacturing Audit Programmes (GMP) for each site, championed by our ISO and internal auditing team
- Annual external audits with ISOQAR
- Business continuity plan
- SWOT analysis
- PESTLE analysis
- Vendor Management Strategy
- Health & Safety representatives
- ESG risk assessment
- ESG materiality assessment



Green Business of the Year

The BIBAs are a celebration of some of the most exciting companies and entrepreneurs based in Lancashire. The Senator Group was recognised for its unwavering commitment to sustainability that has been embedded into its design, manufacturing and operations for over four decades.

“This prestigious recognition is a testament to The Senator Group’s unwavering commitment towards sustainability and environmental stewardship. Throughout its journey, the company has exemplified innovation and best practices, setting a remarkable benchmark for others in its industry.

This award-winning company demonstrated an emphasis on reducing their carbon footprint, implementing renewable energy solutions, and promoting eco-friendly products and services is truly commendable. This forward-thinking commitment has not only enabled it to achieve remarkable business growth, but it has also set a positive example for others to follow.

“In today’s world, where climate change poses an imminent threat, the importance of embracing sustainable practices cannot be emphasised enough. By acknowledging and celebrating the accomplishments of The Senator Group we aim to inspire a new wave of eco-consciousness across industries, encouraging businesses to adopt more sustainable strategies. Its dedication to creating a greener future not only benefits the environment but also its customers, employees, and our society.”

Babs Murphy, Chief Executive of the North & Western Lancashire Chamber of Commerce



BIBAs

Collaboration for impact

Our Memberships and Partners



05

Appendix

Pg.86 **About this report**

Pg.87 **Our policies and procedures**

About this report

This report covers the activities within calendar year 2023. This is a voluntary disclosure at this time, and details the business' ESG objectives, progress against these and the structures and reporting processes in place to hold the business to account.

The greenhouse gas emissions reporting follows the GHG Protocol Corporate Standard and the Corporate Value Chain Scope 3 Standard, and uses the DEFRA and DESNZ conversion factors released in June 2023. Our Pledge to Net Zero and our reported carbon emissions include scope 1, 2 and 3 emissions for UK manufacturing and logistics operations only. This data is third party verified by Environmental Strategies Ltd annually.

Information in this report outlines the global business, however it only discloses information around UK manufacturing sites and logistics operations.

The business will continue to comply with all newly applicable corporate sustainability reporting requirements and continue to publicly disclose additional ESG information voluntarily, such as in this report.

Our policies and procedures

Click the links below to read more...

[Diversity, Equality and Inclusion Policy *](#)

* Available upon request.

Thank you.