

Our Corporate Social Responsibility Strategy focuses upon 3 core areas:*

Net ZERO

Community & The Environment

Our People

The Addison Group is a family owned business, with over 40 years engineering and project management experience, backed by state of the art facilities and industry leading client focused delivery.

Comprising Addison Project, Precision and Engineering, we are committed to providing a safe and rewarding environment for our team, contributing positively to the environment, and supporting the communities in which we live and work.

*Addison continues to invest in Solar PV, as part of our commitment to NET ZERO.

Internal Quality System

Sustainability is an increasing priority for Addison, our stakeholders and the whole of society. We are trying to embed sustainability into every aspect of our business which will enable us to help with both creating a fairer, more sustainable future whilst being fully aware and responding to the climate emergencies.

The 2030 Agenda for Sustainable Development, which was adopted by all United Nations Member States in 2015 (1), provides a shared blueprint for peace and prosperity for both our planet and the people, now and into the future. At the core of it are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our forests and oceans.

Last year we achieved a Silver EcoVadis Sustainability Rating and were ranked 83rd percentile meaning our score was higher than or equal to 83 percent of all the companies rated.

EcoVadis provide a holistic sustainability rating service which covers a broad range of non-financial management systems including Environmental, Labour and Human Rights, Ethics and Sustainable Procurement impacts.

2021
We achieved Silver
EcoVadis
Sustainability
Rating

Our Goals from the 17 Sustainable Development Goals are:

- Good health and wellbeing (Ensure healthy lives and promote well-being for all at all ages)
- Decent work and economic growth (We promote sustained, inclusive and sustainable economic growth along with full and productive employment and decent work for all)
- Industry, Innovation and Infrastructure (We build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation?)
- Responsible Consumption and Production (We ensure sustainable consumption and production patterns)
- Climate Action (We are taking action to combat climate change and its impacts)

We aspire to implement a Triple Bottom Line sustainability approach in which people, planet and profit will be taken into account within all business decisions by:

- The average hours of skills development training that employees receive
- Health and Safety Incident rates
- Energy Consumption in kilowatt hours instead of monetary costs
- Water Consumption in litres instead of monetary costs

Source 1: <https://sdgs.un.org/goals>

Net ZERO

2022

As a family business, we have always recognised our responsibility to protect the lives of our employees, partners and communities, by support and playing our part in reducing the impact of climate change.

The Addison group of companies is committed to minimising any negative impacts of our activities on the environment, and take a leading role in adhering to the principles of Net Zero (2) and COP 26 (3).

We are now working towards Net Zero, with a target date of 2030 to achieve this.

Achieving a Net Zero goal will be a significant challenge for Addison Group, but one that we can achieve, working with our team, customers and the many partners within our supply chain.

Definition of Net Zero, as highlighted by The Carbon Trust
'To reach a state of net zero emissions for companies implies two conditions:

1. To achieve a scale of value-chain emission reductions consistent with the depth of abatement achieved in pathways that limit warming to 1.5°C with no or limited overshoot and;
2. To neutralise the impact of any source of residual emissions that remains unfeasible to be eliminated by permanently removing an equivalent amount of atmospheric carbon dioxide.

Source 2: <https://www.carbontrust.com/what-we-do/net-zero>

Source 3: <https://ukcop26.org/cop26-goals/>

Energy

Throughout our Head Office in Lancashire and sites in Cheshire and Teeside, we use significant amounts of electricity, and smaller amounts of gas, powering our offices and manufacturing facilities.

Addison Group currently has a Solar Array capable of over 400KW hours at our main site in Thornton Cleveleys to supplement our energy usage, generating over 40 percent of our power throughout the year, significantly reducing our carbon emissions.

We are committed to installing Solar PV across all sites, reducing our overall carbon emissions further.

Transport

Our company vehicles form a relatively small, but still important part of our overall carbon emissions, along with vehicle noise and other pollutants.

Addison Group is committed to replacing the current fleet of 25 company petrol and diesel vehicles with electric equivalents by 2030.

As of July 2022, we have already replaced 2 of our vans to fully electric and 5 cars, already reducing our carbon emissions by 20 percent.



20%
reduced
emissions



'We are offering attractive and innovative solar car port installations which will not only span across our own car parks but also offer to our customers in order to help them reduce their own carbon footprint '.

2030

Addison Group is committed to achieving Net Zero

A rewarding place to work

Addison Group is nothing without the skills, experience and positive attitude of its team.

Whether it is supporting our colleagues with their charity activities, or the schools and communities in which they live, Addison are committed to the health and happiness of our team.

This includes supporting staff training and development, Wellbeing & Mental Health First Aid in the workplace and an exciting employee benefits package.

Community

Addison Group support a number of community organisations and charities, responding to external enquiries or requests from our colleagues. This has involved lending our vans to support community galas, offering our marketing capabilities for Guide Dogs for the Blind, supporting and sponsoring Fleetwood Bowling Club, Carnforth Rangers, Grassroots Junior Football teams, local food banks and a supporting a wide variety of charities by donations and fundraising. Nationally, we also used our engineering skills to support the COVID Ventilator Challenge.

Schools

Over the last five years, Addison Group has worked with Blackpool & The Fylde College, UCLAN and a number of local secondary and primary schools on a variety of projects ranging from supporting summer fayres, through to work experience and careers fairs, promoting careers in engineering.

Addison Group also undertake school visits to our sites, provide work experience and engage with DT departments on engineering projects.

Business Community

Addison Group works with a number of industry organisations to promote manufacturing in the north, through to careers in engineering, and sustainable business processes. We also share our experience and expertise to other businesses and assist them with their own growth and sustainability commitments including being members of the advisory group of the Northwest Aerospace Alliance and supporting important initiatives such as their Watchtower initiative.

We are also committed to inspiring the next generation of colleagues, and helping the underprivileged into employment.





In support of reducing carbon in the atmosphere,
Since 2015 Addison have planted over 10,000 saplings near Cockermouth



Addison Group is committed to providing free Carbon Literacy training for all of our colleagues in 2022/2023.

The Environment

According to The Woodland Trust (4), a young wood with mixed native species can lock up to 400 tonnes of carbon per hectare.

As they grow, trees absorb carbon dioxide from the atmosphere, locking it up for decades in living and dead wood, roots, leaves and surround vegetation and soil.

In addition, trees play an important role in reducing temperatures within cities, and providing a habitat for flora and fauna, plus insects, mammals and birds.

Although carbon dioxide absorption depends upon species, climate and location, we estimate that our new woodlands have the potential to absorb 10,500 tonnes of carbon over a 100 year lifespan. This is the equivalent of 2282 average cars being driven for 1 year.

Addison Group is committed to securing ISO 14001, as part of our journey to NET ZERO.

Source 4: <https://www.woodlandtrust.org.uk/trees-woods-and-wildlife/british-trees/how-trees-fight-climate-change/>

Our People

Addison recognises that our most important asset are our people.

Since our early beginnings in 1980, we have taken a huge pride in recruiting the best talent from our local communities, supporting both apprenticeships, graduates and industry professionals, and working with industry providers such as Universities, Schools, Colleges and Industry associations to develop careers and awareness of engineering.

Providing a safe, secure and ultimately rewarding place to work has always been central to our values, and something we continuously strive to develop and improve, whether that's through regular appraisals, a comprehensive employee benefits package, or supporting employees and their families with local community initiatives.

We are proud to have supported a large number of our people as they have undertaken independent challenges such as marathons in order to raise money for important charities.

We have also offered sponsorship to a large number of employees and their family members in some cases, over the years, in order to support some of them reach their goals. Ice skating and car racing to name but a few!



Targets

Convert our current fleet of cars and vans to electric by 2030
Further invest in Solar PV to support our Net Zero aims
Achieve Net ZERO by 2030



Modern, innovative and intelligent engineering solutions for a better future

Can you or your organisation help Addison Group or can we help you?

As an innovative company, committed to achieving Net Zero and supporting the wider community, we're always interested to hear about products, projects or services that can help us achieve this.

Please contact Sophie Addison at Addison Project with details of your proposal, and how you think it could help achieve our objectives or how we can help you achieve yours.

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