

1. Background

- 1.1 Climate change is increasingly high on everyone's agenda. It is recognised by Governments and individuals alike, that we must place environmental sustainability at the heart of our decision-making.
- 1.2 We recognise that as a business we must balance the amount of greenhouse gases we produce, with the amount we remove from the atmosphere. When balanced out, this becomes a net zero situation
- 1.3 Our vision is to become the biggest and most trusted supplier of exceptional cleaning products, equipment and services in the UK. To achieve this, we want to continue working with our existing customer base – as well as attracting new, larger customers. We know that this commitment to becoming net zero will demonstrate our leadership in strategic issues as well as our focus on providing great products and services.
- 1.4 Killis have committed to a plan, adopting a range of initiatives to achieve a net zero position by 2029. As a small to medium sized business, we will utilise our own resources as well as consultants to assist us achieve this aim.
- 1.5 The plan will identify our existing position and challenges as well as four principles to be tackled to achieve our aims.
- 1.6 The plan is linked with our existing Environmental Policy Statement, document ref P-KIL-004, as well as our Sustainability Policy document ref P-KIL - 009

2. Existing position

- 2.1 Killis is an SME with a turnover of c.£12m per annum. We have around 58 employees, made up of people based at our Head Office in Sheffield, plus Sales executives home based across the UK, and field-based engineers and delivery staff who travel across the country.
- 2.2 As distributors in the cleaning industry supply chain, we sell cleaning products and equipment across the UK through a range of networks including; directly to customers via our website and telephone sales, business to business (B2B) via our national dealer network, to facilities management companies through our National and Key Accounts Managers, and finally through our larger sales deals with large companies who purchase our equipment and consumables on an ongoing basis.
- 2.3 This provides many challenges for us as a company to achieve Net Zero including but not limited to;

- (a) Seeking reassurance from our supply chain and partners regarding their own commitment to net zero
 - (b) Ensuring our offices are energy efficient, reducing energy use and making use of sustainable energy where possible
 - (c) Choosing our delivery and logistics contractors based on their commitment to environmental sustainability
 - (d) Our use of packaging when preparing goods for customers; especially single use plastics in our warehouse and logistics department
 - (e) Current use of petrol and diesel vehicles for sales executives, delivery of goods, maintenance and repair of equipment as well as employees commuting to the office
 - (f) Recycling of components such as batteries, card and wood packaging and plastics, as well as domestic materials such as bottles, cans and paper
 - (g) Promotion of products that assist with environmental sustainability rather than contribute to the problem – such as chemicals and single use plastic.
- 2.4 Our strategy is two - fold. Firstly, we will identify improvements we can make ourselves, followed by seeking assistance from experts to calculate our carbon footprint for offsetting purposes.

3. Our four principles

- 3.1 Having identified the challenges from our existing position, we will focus our attentions on the following principles;

A. Waste and Recycling

The company does not currently have systematic processes for recycling. We will seek expert advice about how we can implement systems for recycling paper, card, plastic, glass and components such as batteries. This will be for our domestic/office activity, our own warehouse and engineering activities

We will reduce fuel waste in our supply chain by increasing the use of sea freight, as opposed to air freight where possible and ensure this is built into our purchasing process.

We will also reduce fuel consumption by recruiting where possible, field-based staff to limit the travel requirements for our service and maintenance jobs.

We aim to reduce wasted heat and water by assessing our premises and ensuring we plan maintenance with environmental sustainability in mind.

Reducing the use of plastic in our packaging processes will be achieved by working with courier partners that share our environmental commitments

B. Switch to Electric and hybrid vehicles

The company has a fleet of cars and vans which are all petrol and diesel vehicles. Our sales executives, engineers and delivery staff produce high levels of emissions through high mileage nationwide and the company recognises this fuel consumption must reduce. We will explore the viability of switching to electric vehicles and installing charging stations. However, we will also be realistic about employee location, charging capacities and overall business efficiency.

Our aim is to consider switching over our cars to hybrid or electric in the first instance, followed by the switch of our vans as a later phase. We will promote this in our staff communication as this may also encourage the switch for personal use.

C. Energy efficiency and source

We currently have two buildings which include warehouse/workshops of significant floorspace. They are difficult to heat up and retain the heat. Whilst reducing energy consumption, we aim to buy greener in the future and assess areas where we can change from gas to a more sustainable energy source. We will also explore the installation of panels for the use of solar energy where practicable and financially viable.

The business has limited purchasing power, but will aim to make positive choices about buying sustainable products.

The company is at the forefront of technological advances in the cleaning industry. We are committed to promoting ecologically friendly and sustainable products to our customers and will favour these over less environmentally sustainable products.

D. Offsetting

We are committed to this challenge, whilst accepting that to balance our carbon footprint we must be fully supportive of investing in reputable and regulated projects.

4. Key Milestones

- 4.1 This plan will have a timeframe commencing June 2022.
- 4.2 Following approval of this headline plan – each department/work area will require specific action plans, aligned with the following headline milestones:

Timescale	Milestone	Owner
Sept 2023	Waste and Recycling Achieve internal improvements including waste reduction and recycling initiatives and reduction of fuel	SMT/HR Manager
Dec 2023	Switch to electric and hybrid vehicles Make the switch to electric/hybrid cars where practically possible Achieve the Environmental Quality System ISO 14001	Managing Director Purchasing Manager
Dec 2024	Switch to electric and hybrid vehicles Achieve the switch of all company vehicles to hybrid or electric where practically possible Energy efficiency and source Informed decision and implications of switching to renewable energy for the heating and lighting of our premises	Purchasing Manager Operations Director
May 2027	Energy efficiency and source Produce a building maintenance plan to ensure we reduce all heat and water loss and install solar panels to become self sufficient.	Operations Director

	Agree plans to verify the environmental status of our suppliers and logistics companies	Purchasing Manager
April 2029	<p>Offsetting</p> <p>Commission a Consultant report to calculate our Carbon footprint</p> <p>Offset the remaining Carbon by investing in reputable and UN regulated schemes</p>	<p>HR Manager</p> <p>SMT</p>
May 2029	Review plan and agree next steps.	HR Manager

5. Decision making

5.1 It is proposed that the Senior Management Team (SMT) of Killis approve and sign off this plan, and promote its principles amongst all Killis staff, partners and customers

6. Communicating this plan

6.1 Following sign off, this plan will be promoted on our website, distributed to staff and partners as well as issuing it to our larger contract customers to ensure they are aware of our commitment to the environment and the climate change agenda.

Revision History:

Revision	Change(s) made	Approver(s)	Date
1	Document created	Michelle Houston	10.02.2022
2	Revisions made	Michelle Houston	08.06.2022
3	Final revisions	Michelle Houston	19.07.2022
4	Amendments to timescales	SMT	01.03.24
5	Review	Michelle Houston	23.02.25