



**MICROGREEN - OUR ENVIRONMENT &
SUSTAINABILITY STRATEGY REPORT 2023**

FROM MICRONCLEAN

microngreen
our environmental future

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A View Over Gibraltar Point National Nature Reserve

Gibraltar Point, Skegness, is an unspoilt 1,100-acre area nature reserve running south along the coastline from Skegness to the mouth of The Wash. Micronclean funded the Fenland Wash, a vital part of this internationally significant reserve.



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FOREWORD

Simon Fry | Chairman



Environmental care has been central to my family for three generations. My grandfather helped establish Gibraltar Point National Nature Reserve with the Lincolnshire Trust for Nature Conservation. My father continued this legacy by not only raising funds for Gibraltar Point but also directly funding from our business profits the creation of the “Fenland Wash” at Gibraltar Point.

Raised with strong environmental values, I have managed our business by trying to minimise its environmental impact. In 1997, Micronclean became the first laundry to achieve BS 7750 (now ISO 14001). We have continually enhanced biodiversity with tree planting and flower meadows. My children are also equally passionate about the environment. This became clear during a family business course at INSEAD in June 2023 where an environmental focus emerged as the top priority for our family and Micronclean’s future.

Over the past 25 years, the role of carbon dioxide as a greenhouse gas and the resulting global warming from burning fossil fuels has been proved. Indeed, the dual impacts of biodiversity loss and global warming threaten both nature and civilization. While laundry enables textile reuse which helps the circular economy, it is energy intensive. Developing a fossil fuel-free laundry process is technically challenging, but I am committed to getting Micronclean to deliver the necessary engineering and scientific developments to make this a reality.

Consequently, Micronclean is designing a new drying process that lowers temperatures, enabling heat pump technology to recycle low-grade energy from the exhaust. This will significantly reduce laundry energy use and allow our next facility to be fully electrified. In conjunction with this we will continue investing in sustainable electricity generation (solar and, if possible, wind) and only purchase sustainably generated electricity (REGO certified), ensuring the new facility will be operationally carbon zero.




Micronclean supplies the pharmaceutical and allied industries with a range of single-use products, resulting in significant plastic use for both products and packaging. This creates a major challenge, as ensuring sterility often necessitates plastic. Our in house Research and Development team is actively working on projects to reduce packaging, improve recyclability, and shift to reusable solutions where possible. I am committed to focusing resources on finding these solutions and continually improving the environmental performance of Micronclean’s products and services.



MICROGREEN STRATEGY

Sophie Harris | QSHE Associate Director

Our Microngreen; Environment and Sustainability Strategy is built on three pillars. We will:

-  Work to protect **our climate** by reducing our carbon emissions.
-  Work to adopt a **circular economy** for all our products and their packaging.
-  Work with **our people and communities** to deliver an environment where we can all prosper and develop.

Our Microngreen Strategy firmly supports Micronclean's commitment to protect the environment. Our owners, the Fry Family, are personally invested in this commitment and it is a key aspect of Micronclean's SKIEs values. It is the shared ambition of its owners, board, and management team.

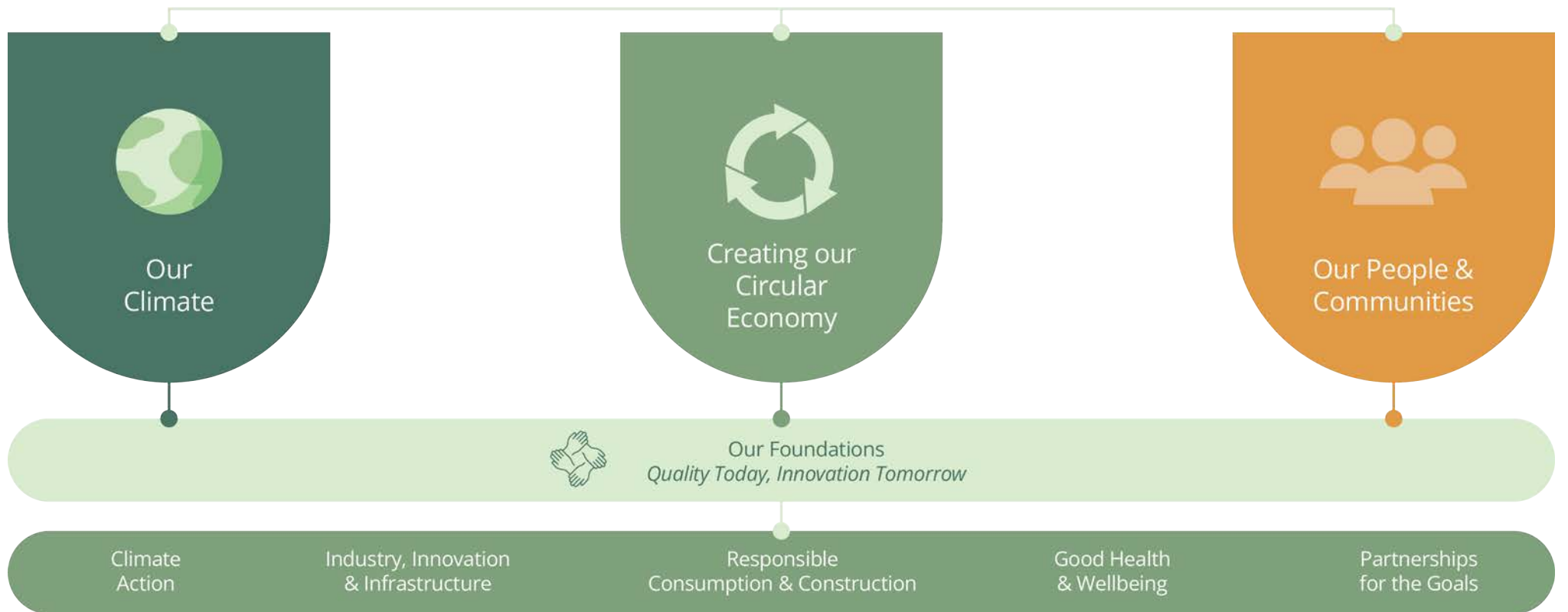
Micronclean maintains ambitions to lead in sustainability amongst its peers, deploying new thinking and technology in order to be the most sustainable specialist textiles and cleanroom consumables business on the planet.





microngreen

our environmental future





INTRODUCTION

Robert Parker | Managing Director

Our Microngreen initiative represents the next exciting chapter in the sustainability of the business. We have existed for over 150 years by adapting the business to the changing needs of the market, society and our workforce.

We recognised the need to restructure the business to give greater focus at Board level to sustainability, the result of recruiting our first QSHE Associate Director is the Microngreen initiative and in turn a much greater focus on the sustainability agenda.

This first annual Microngreen report evidences the tangible results of this initiative and demonstrates that by measuring outcomes, results will be achieved. We have exceeded our emissions targets and have several projects that will build on these early successes. The biggest challenge is to continue building on these successes and maintain the momentum.





YEAR IN PERSPECTIVE

Robert Parker | Managing Director

The speed of change is, by its nature, accelerating over time, however, since COVID-19 this has been noticeably more intense and has put greater pressure on business.

The competing priorities and requirements demand an increased emphasis on driving change rather than maintaining the “status quo”. Our ability to deliver successful outcomes for the Microngreen initiative is a direct result of the dedicated resources and focused attention it has received across the business.

Some of our projects, in particular sourcing REGO electricity and installing solar panels at Louth can be traced back to the desire to achieve the targets set out in our initiative.

Greater awareness has resulted in us having a greater proportion of our packaging that is recyclable simply by changing our tape and labels, both of which can make cardboard difficult to recycle.

Our people remain our greatest asset, we have a significant core of our workforce who have built a career in the business, our challenge is to meet the expectations of the generation entering the workplace today and in the future. The mental health support group, all of whom are trained mental health first aiders, the Women’s Network and our summer school initiative represent the evolution of the interaction we have with both our workforce and our local communities.

Microngreen is an important part of our change agenda, our success in its first year is to be celebrated, but future success cannot be taken for granted. We have the focus and resource to continue this early success.



MICRONCLEAN SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals guide reflection and action on the most pressing challenges and opportunities facing humanity and the natural world. Whilst we will deliver against a number of the goals we have selected five where Microngreen will deliver the greatest benefit.

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OUR CLIMATE

ECONOMY	BIOSPHERE
INDUSTRY, INNOVATION AND INFRASTRUCTURE	CLIMATE ACTION
New Campus to be carbon neutral and flagship for sustainability with the application of the 3Is at all our sites including Micronclean India.	Setting our pathway to zero for our carbon emissions per unit and supply chain emissions with a 50% reduction of our direct emissions by the end of 2027.

CREATING OUR CIRCULAR ECONOMY

ECONOMY

RESPONSIBLE CONSUMPTION AND PRODUCTION

Build our circular economy; reducing water consumption, reusing and recycling packaging, eliminating waste to landfill.

OUR PEOPLE & COMMUNITIES

ECONOMY	BIOSPHERE
GOOD HEALTH AND WELL-BEING	PARTNERSHIPS FOR THE GOALS
Commitment to healthy lives and promotion of wellbeing for all at all levels of the business through policy and empowerment of our people.	Working in partnership to deliver initiatives to bring positive impact to our local communities and to deliver against SDGs 3, 9, 12 and 13.



OUR CLIMATE

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OUR CLIMATE

Greg Cochran | Director



The Microngreen: Our Climate pillar has given the business fresh impetus towards our sustainability goals.

We now have a clear medium-term target – to reduce our direct carbon emissions by 50% by 2027. This is achievable and will require fundamental change to turn our ambitions into reality.

Our first step on this path was to reduce our direct carbon emissions by 5% in 2023. I'm delighted to report that, through a concerted effort, we have comfortably exceeded this. We provisionally achieved a reduction of 20% through several significant changes:



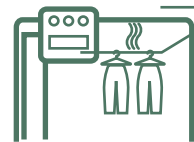
All electricity used at our sites now comes from REGO-certified renewable sources.



Solar panels have been installed on the roof of our Louth facility, generating 20% of the electricity used on the site.



Electric vans have been added to our transport fleet as part of our exploration of sustainable logistics.



Drying is the most energy intensive process in a laundry and is therefore a key focus for our activities. During 2023 significant reductions in drying energy use have been achieved by installing a modern, efficient tunnel dryer at our Grantham facility, and by optimising temperature and airflow in the tunnel dryer at our Louth facility.

We have further significant developments ahead in 2024:

- We will continue our work to drive energy usage and emissions down in our operations, focussing on operational efficiency and finding ways to reduce and reuse waste heat.
- We will explore water efficiency opportunities, building on our water recycling achievements at our facility in Bangalore, India.
- We will further our understanding of our carbon footprint by quantifying priority areas of our indirect carbon emissions, which we will use to drive decisions and actions going forward.
- Our plan to ultimately decarbonise our business will begin to take shape through the design of our Campus, which will be operationally carbon zero.

Our sustainability journey is vital, and we have set off at pace!

OUR CLIMATE UPDATES CARBON EMISSIONS



Carbon Reduction Plan

In 2023, Micronclean released its first Carbon Reduction Plan, detailing the business' plan to achieve 50% reduction in scope 1 and 2 emissions by 2027. Our Carbon Reduction Plan also includes our baseline emissions for scope 1, 2 and 3 and the current years' emissions. This plan helps support our ambitions and demonstrates to our customers our commitment to achieving the Microngreen goals. This plan will be updated annually to highlight our progress and updated ambitions.

REGO

Alongside our on-site energy generation, Micronclean has successfully obtained REGO (Renewable Energy Guarantees of Origin) certification for its electricity supply. This means that 100% of the electricity used across the business comes from renewable sources. Whilst this is a great start, we will continue to look at how we can generate electricity on-site and reduce the energy we use as a business.



Pure Green Supply Certificate

This is to certify that

MICRONCLEAN LIMITED

Uses electricity that is **100%** generated from **wind, solar and hydro** sources

Supply Period 01/04/2023 – 31/03/2024

Signed *Mark Rose*

Mark Rose, Director, Sales & Marketing
on behalf of **TotalEnergies Gas & Power**

business.totalenergies.uk

Date 03/04/2023



Our independent assurance report was created by Deloitte and verifies whether the renewable electricity supplied by TotalEnergies under our Pure Green product is backed by relevant Renewable Energy Guarantees of Origin (REGO) certificates from solar, wind, solar and hydroelectric generation sources. This means that your electricity usage can be reported as zero carbon under a market-based emissions reporting approach in accordance with Greenhouse Gas Protocol Scope 2 Reporting Guidance.

Vehicles

In 2023, we added our first two electric vans to our fleet. These vans are based at Baldock and Grantham and can save over 13,500 litres of diesel, contributing to a significant reduction in our fleet emissions. In addition, our company car fleet is transitioning to electric vehicles with over 30% of it being electric only.

As a company Micronclean continue to monitor the available technology in the market place so that we can expand the use of alternative fuels and electric vehicles over the coming year, contributing to a further reduction in our fleet emissions.



OUR CLIMATE UPDATES CARBON EMISSIONS



Solar Panels

In August, our solar panels became operational at our Louth site. The 478 panels with a generating capacity of 200kW can supply up to 20% of the electricity used by the site, reducing our reliance on the grid and supporting the use of renewable energy. Having seen the success of this project, we are continuing to explore opportunities for on-site energy generation at our other sites.

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OUR CLIMATE UPDATES

ENERGY USE



Energy Monitoring

In 2023, we installed energy monitoring devices on several pieces of equipment. This has allowed us to collect more detailed data and understand where we are using the most energy, or where energy is being wasted in our processes. Using this information, we can look at and try to tackle our energy hotspots to achieve savings.

Gas Consumption & Savings

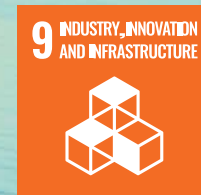
Over the past year we have made several changes to reduce the amount of energy we are using across our sites. From small behavioural changes to brand new equipment, every saving makes a difference. In 2023, we installed a new, more energy efficient tunnel finisher at our Grantham site leading to ~10% reduction in gas use compared to previous years. Our engineering team have also completed a project to reduce the fan speeds in our tunnel finishers allowing optimum performance, whilst also reducing the electricity used by up to 40%.

Climate Change Agreement

We are part of the Textile Services Association (TSA) Climate Change Agreement and therefore each year we are required to report on our energy use across our laundry operations. Being part of this scheme means we are held accountable for our energy use and reducing the amount we use where possible.



OUR CLIMATE UPDATES COLLABORATION & ENGAGEMENT



Clean Energy Award

Over the past year, Micronclean has made significant strides in reducing its carbon footprint and energy use. In 2023, our achievements were recognised as we were awarded the 2023 Lincolnshire Business Award for Clean Energy. The award highlighted the efforts across Micronclean throughout the year to reduce our carbon emissions through the switch to cleaner energy.



Lobbying

The Industrial Energy Transformation Fund is a government scheme which provides funding to businesses with high energy use to support them in investing in energy efficient and low carbon technologies. Due to the high energy process in laundries, Micronclean supported the TSA in successfully lobbying the government to include laundries as eligible businesses for funding. As of the most recent rounds of funding in 2024, laundries are now eligible to apply.



2023 Lincolnshire Business Award for Clean Energy



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OUR CIRCULAR ECONOMY

Michelle Simpson | Product Director



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In **Product Management**, we set the direction for each business line and create our annual plans, which are aligned with the overall Product Management strategies and SKIEs values. The annual plan outlines the key themes, objectives and includes market feedback which allows us to be the voice of the customer within the business. Integral to all of this is our Microngreen sustainability program, which is driven by market insights, informs our strategies and positions us as market leaders in sustainability.

In **Cleanroom Textiles**, we have proved that reusable garments have a lower environmental impact than disposable ones. Extensive testing of our cleanroom garments has provided us with a validated garment life of over fifty process cycles which generates major reductions in environmental impact compared to disposable garments which can be summarised as:

58%

reduction in carbon footprint

59%

reduction in process energy

70%

reduction in water footprint

93%

reduction in solid waste to landfill

Full details of the [cleanroom garment life study](#) and the [environmental benefits](#) that this delivers can be found on our website.

Our strategy for **Cleanroom Textiles** focuses on extending the life of textiles and prioritising reusables, including cleanroom socks, goggles, and gauntlets. We continue to work with our Research & Development (R&D) team to make circularity a reality.

For our **Cleanroom Consumables** range sold globally, sustainability and circular economy are complex challenges. The Eco-Calculator developed by

our R&D team is invaluable, allowing us to assess environmental impacts throughout the development stages of all new products.

Our R&D team has completed numerous projects to improve product sustainability. These have included optimising packaging to reduce cardboard, labels, and packaging materials. For instance, our wipe closures and product detail labels were two separate labels, working with our supplier we have managed to combine into a single item generating an annual reduction of around 200kg of plastic. Additionally, we switched from white branded boxes to eco-friendly brown boxes with recycled fibre content, reducing virgin cardboard use by up to 32%. At the same time, we simplified the box artwork to a single colour to reduce ink consumption and switched from plastic sealing tape to recyclable tape, enhancing recyclability.

A major R&D project evaluated our handling of end-of-life garments and consumables waste and generated several recommendations included refining waste streams, sharing recycling information with customers, supporting local businesses and promoting Micronclean's environmental initiatives locally.

Various project teams are currently implementing these recommendations, including engaging a new waste contractor for better control and visibility of waste streams and ensuring textiles do not go to landfill. Recycling information for all our consumables is now available on our website and in our brochures.

Our **Cleanroom Consumables** strategy will continue to focus on circularity initiatives, reducing packaging, introducing more recyclable plastics and exploring sustainable options like Bio-PE packaging.

OUR CIRCULAR ECONOMY UPDATES PACKAGING

🌿 Packaging Reduction Working Group

Micronclean has developed a Packaging Reduction Working Group with representatives from across the business. The group meet regularly to discuss ongoing packaging reduction projects and track progress against targets. The group also sets priorities for packaging reductions throughout the year. Through the efforts of this group and wider collaboration across the business, Micronclean was able to reduce its packaging by 2.5% in 2023.

🌿 Brown Boxes

In 2023, a project was initiated to make the switch from white boxes to brown boxes with increased recycled material. By making this switch, the boxes used for our products now contain more recycled material. Additionally, the removal of bleaching from our boxes removes the need for ~1800kg of chemicals and ~6700kWh of energy used during the bleaching process.

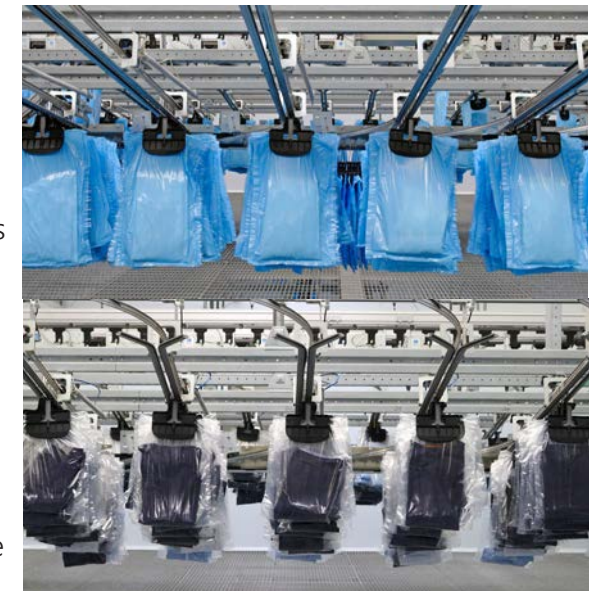


🌿 Labels

A research project was also completed in 2023, looking to optimise the labels used on our wipe pouches. Where two labels were previously used, we now use a single label, halving the number of labels used across the entire product range. This switch saved over 100,000 labels per year and generated a plastic saving of up to 200kg.

🌿 Plastic Film

Our Louth plant successfully trialled a new clear film in 2023, and made the change from the previous blue film permanent in 2024. Whilst this does not affect the volume of plastic used at present, clear film is more readily recyclable and therefore we hope this encourages our customers to recycle this further. We are continuing to trial new materials and are working to optimise our plastic use where feasible.



OUR CIRCULAR ECONOMY UPDATES INNOVATION



Eco-Calculator

Our R&D team have developed an in-house eco-calculator – a tool which can be used to compare the environmental and cost credentials of like for like raw materials, allowing more informed decisions to be made. The tool has been successfully used in several projects and continues to evolve.

Microplastics

As a laundry business we know that overtime garments release microplastics into water streams, which can have damaging consequences for aquatic environments. This year, our R&D team conducted research into how we can better understand the volumes of microplastics our garments produce along with potential future technologies Micronclean could use to capture these microplastics and prevent them from entering the environment.

Circular Economy Framework

Beyond our own operations, Micronclean continue to look at how we can innovate collaboratively with others for a circular economy. Representatives from Micronclean have this year engaged with the Greater Lincolnshire Local Enterprise Partnership (GLLEP), helping to develop a circular economy framework for Greater Lincolnshire. GLLEP is currently developing this framework which Micronclean will continue to support in the coming months.



OUR CIRCULAR ECONOMY UPDATES WASTE MANAGEMENT

Waste Hierarchy

During 2023, our understanding of our waste streams has improved considerably. We have worked internally to understand the waste streams and volumes we are producing as a business. Our new waste contract planned for 2024 allow us to build on this by giving us greater understanding and improved traceability of our waste which will allow us to move more of our waste up the waste hierarchy.

Waste Research

Our R&D team have further supported our internal waste management by conducting research into our current waste management and potential opportunities to enhance this. This research looked beyond our regular waste streams and considered alternatives for our more challenging waste streams such as textiles. This research has laid a foundation for the coming year as we investigate some of these opportunities further.

Engagement

Whilst we have made great progress internally, we have also focused on engaging externally with our customers and stakeholders. Our customers have welcomed the changes we have made to our products such as the introduction of the brown boxes and the successful trial of the clear plastic film and we will continue to engage with them on other optimisations we can make. We also regularly share tips and insights about waste and recycling on our social media.



OUR CIRCULAR ECONOMY UPDATES WATER USE

Water Use

As a laundry business, we know we use significant volumes of water in our processes. This year we have increasingly focused on understanding this, having developed a metric for measuring our water use. This metric will allow us to monitor our water usage and identify opportunities to use water more efficiently in our processes.

Looking to the future our cleanroom laundry plant in Bangalore has a system in operation which reclaims, purifies and reuses over 90% of our process water. This could be the model for future developments bearing in mind there is always a trade-off between water reuse and the energy required to process the water.

Forever Chemicals

Forever chemicals more correctly termed per- and poly-fluorinated alkyl substances (PFAS) are a large chemical family of over 10,000 highly persistent chemicals that don't occur in nature. They can cause harm to humans and wildlife and once they are in our environment, there is virtually no way to get rid of them.

In certain circumstances, PFAS can be released when washing garments which have a certain protective coating on them. In our case we identified the protective coating that caused the issue and worked with our R&D team to trial and then implement an alternative coating which is PFAS free and so removed the problem.

Trade Effluent

In common with all commercial laundries in the UK, we are required to hold trade effluent licences allowing us to dispose of water down the drain. To ensure compliance with these licenses, our water is regularly tested by the local water company.





OUR PEOPLE & COMMUNITIES

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OUR PEOPLE & COMMUNITIES

Sarah Merton | HR Manager



Microngreen is driving a positive and inspirational future for our company, centred on our people and communities. Over my 17 years with Micronclean, I've witnessed countless examples of our team's success, innovation, and unity. Their actions embody our SKIEs values and bring Microngreen to life. There is already so much to be proud of, and none of this would be possible without their dedication.

In 2023, we saw the emergence of new initiatives and the resilience of Micronclean's established projects some of which are highlighted below and in the following pages:

- 🍃 The groundbreaking engagement achieved by Health & Safety (H&S) is to be celebrated as it is now a proactive and continually improving aspect of our work, thanks to our dedicated people.
- 🍃 The SKIEs Council, a group of volunteers passionate about our Company values, also continued its great efforts - of notable mention they organised another fantastic Micronclean Family Fun Day, with 456 employees and their family/friends attending.
- 🍃 The Women's Network, again volunteer based, was born and in its short life already has an impressive array of triumphs. This includes successfully proposing and implementing significant improvements to the Company's parental leave and pay policies.

- 🍃 Our Mental Health and Wellbeing Team and the messages they convey through their work and influence, continue to be the unwavering foundation of incredible support that all our employees can rely upon.
- 🍃 Still very new to our Microngreen journey, though we have always been a business that has embraced equality opportunities, in 2023 we have excitingly started to ramp up our focus on Equality, Diversity and Inclusion (EDI).
- 🍃 We continue to deliver our "Summer School" and Micronclean year-long student placements which offer outstanding work-based experience for the young people in our communities and help them realise their talents and potential.

I look forward to seeing the Microngreen momentum continue for all of our projects and initiatives and for our people and communities to flourish and grow as a result.



OUR PEOPLE & COMMUNITIES UPDATES BIODIVERSITY



Lincolnshire Wildlife Trust Walkovers

In 2023, Lincolnshire Wildlife Trust visited Micronclean sites to conduct ecological walkovers, identifying signs of biodiversity at the sites and opportunities to enhance this. A range of plants and insects were identified at our Louth site, and we have since spotted some newts living in our pond.



CLEAN Award

Another new and exciting venture is that in 2023 Micronclean developed a school project with Lincolnshire Wildlife Trust (known as The CLEAN Award) which will engage with key stage 4 children attending local schools in Lincolnshire.

The CLEAN Award pilot is planned for delivery in 2024 in partnership with Lincolnshire Wildlife Trust and the GLLEP.



OUR PEOPLE & COMMUNITIES UPDATES EQUALITY, DIVERSITY & INCLUSION



Women's Network

Our Women's Network was formed in 2023 and has just celebrated its first anniversary. The Women's Network seeks to create a safe space to meet, champion, confide, support, share experiences and celebrate all women in Micronclean through collaboration across the business.



Key achievements this year include raising awareness and support around key topics such as breast cancer and menopause and successfully proposing significant improvements to the Company's parental leave and pay policies.

Period Dignity

This year, Micronclean signed up to the Grace & Green Period Dignity Scheme which aims to provide free products for those in need whilst at work. The scheme also provides discounted products for those wishing to make sustainable choices. In supporting this scheme Micronclean wants to break down barriers to ensure all women have equal access to the items they need.

STRIDE

Micronclean, together with local leaders in partnership with Lincoln University, has helped create the Strategic & Transformational Recognition of Inclusion, Diversity & Equality (STRIDE) business standards. This is a framework of practical actions that organisations can undertake to improve equality, diversity, and inclusion across the UK. Last year, we attended the launch session of STRIDE to support the implementation of this standard which will help us take actions to improve our understanding of equality, diversity, and inclusion in Micronclean. In addition, we are supporting and sponsoring plans for the first Skegness based East Coast Pride event.

Black History Month

The theme for 2023's Black History Month was 'Saluting our sisters'. Micronclean supported Black History Month, sharing inspiring stories on our social media of black women in STEM, highlighting the key contributions they have made to society.



OUR PEOPLE & COMMUNITIES UPDATES ENGAGEMENT & COLLABORATION



Business visits

As part of our wider sustainability strategy, we continue to engage with our customers, stakeholders, and external businesses. Collaboration and learning from others' experiences is key to ensuring we achieve our goals. Throughout the year representatives from across the business have attended several sustainability and environmental events to understand how we as a business can learn from and collaborate with others. We have also taken the opportunity to share our experiences and progress on sustainability throughout the year, having hosted our own talks about sustainability in the workplace.



Learning and Career Development initiatives

At Micronclean, we prioritise continuous learning and career development for our employees and community. We support higher education by funding employee degrees. Additionally, our FLITE (Future Leaders in Training and Excellence) program, funded by the company, develops leadership skills. Our initiatives include guest lectures, practical training, and collaborations with educational institutions, with a focus on environmental awareness and sustainability.

Micronclean also gets involved in career development by participating in professional events, hosting summer schools and one year placement students, holding open days and visiting school to inspire future generations. Our Equality, Diversity, and Inclusion (EDI) strategy ensures fair and equal opportunities for all, with a commitment to being a Disability Confident employer and supporting local career and learning events.



OUR PEOPLE & COMMUNITIES UPDATES ENGAGEMENT & COLLABORATION

3 GOOD HEALTH AND WELL-BEING

17 PARTNERSHIPS FOR THE GOALS

Family Fun Day

Our annual Family Fun Day is an event that brings together employees and their families for a day of fun. Organised by the dedicated volunteers of the SKIEs Council, this event embodies our Company values and fosters stronger community bonds. Last year, the Family Fun Day saw an impressive turnout with 456 employees and their family and friends attending, and it raised an incredible £1408.44 for local charities – EDAN Lincs (End Domestic Abuse Now) and Links Ark animal charity.

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OUR PEOPLE & COMMUNITIES UPDATES

HEALTH & SAFETY

3 GOOD HEALTH AND WELL-BEING



17 PARTNERSHIPS FOR THE GOALS



Health & Safety Strategy

It is critical that we ensure the health and safety of all our employees at Micronclean. We have a dedicated Health and Safety strategy, focused on increasing trust and accountability, to ensure our staff are safe at work. Our strategy is supported by a clear and accessible reporting system, allowing our staff to identify and report hazards, near misses, and accidents in the workplace.



Health & Safety SKIEs Awards

Our quarterly Health & Safety SKIEs Awards, recognise those that contribute to health and safety across Micronclean. The awards have several nomination categories including the innovator, observer, fixer, or good egg and individuals can be nominated by their colleagues. The awards have been hugely successful and demonstrate the collaborative efforts across the business to ensure the safety of our colleagues.





THE FUTURE

Sophie Harris | QSHE Associate Director

In 2023 we have mapped out a strong start to delivering against our Microngreen Environment & Sustainability Strategy but now we must look to plans to deliver in 2024 and beyond. Our focus must be to continue reducing carbon emissions at our sites through major projects and energy efficiency initiatives. To that, we must ensure we have the right people, skills and expertise in the business to lead delivery of these interventions.

Plastic continues to pose a significant challenge for our business, with customers increasingly seeking ways to eliminate it. This has driven us to explore and support circular systems and alternative solutions. Effective waste management is crucial in our supply chain and reducing waste throughout the hierarchy is essential. We are committed to incorporating the principles of reduce, reuse and recycle into our daily operations. Additionally, as we operate laundries, it is vital to recognise our dependence on water and actively explore sustainable options to safeguard and preserve this valuable resource.

People and communities need to remain at the heart of our strategy, embodying our SKIEs values. Our people need to be healthy, safe, well, engaged and trained with systems in place to encourage and promote understanding of equality, diversity, and inclusion. We must continue to support our people, local communities and charities in 2024.

Trust, transparency, and data must continue to drive Microngreen in 2024. This is to ensure we demonstrate true and meaningful action and change for our customers, suppliers, communities, and other stakeholders, whilst holding ourselves to account.

I look forward to working with everyone to continue our Microngreen journey into 2024 and beyond.






OUR FOOTPRINT

- 29 Emissions
- 30 Energy Use

MICRONCLEAN EMISSIONS




We are well on the way to achieving our target of a 50% reduction in scope 1 and 2 emissions by 2027.

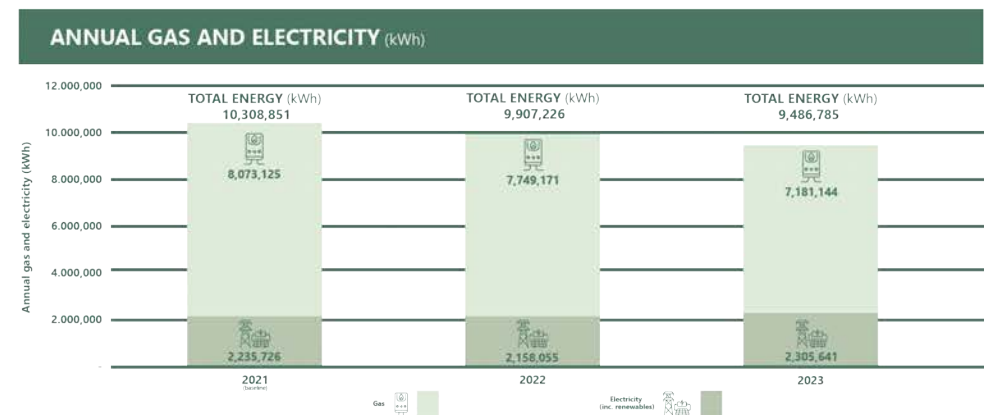
EMISSIONS (tCO ₂ e)		2021 <small>(baseline)</small>	2022	2023
Scope 1	 Gas	1,479	1,415	1,436
	 Transport	703	702	598
Scope 2	 Electricity	475	417	0
Gross Scope 1 and 2		2,657	2,534	2,034

	2021 <small>(baseline)</small>	2022	2023
Carbon per employee (t)	6.1	5.8	4.6
Carbon per £m (t)	60.4	57.6	46.2
Carbon per scan (kg/scan)	0.32	0.31	0.24
Carbon per tonne production	0.82	0.77	0.62
Reduction (t)	-	123	500
% Reduction (YoY)	-	5%	20%
Overall Reduction			23%

MICRONCLEAN ENERGY USE

Our efforts in 2023 to improve energy efficiency, installation of solar panels, and our new electric vans have all contributed to a carbon reduction of 23% since 2021.

ENERGY USE (kWh)	2021 <small>(baseline)</small>	2022	2023
 Electricity	2,235,726	2,158,055	2,246,794
 Renewables Generated	-	-	58,847
 Gas	8,073,125	7,749,171	7,181,144
TOTAL ENERGY USE (kWh)	10,308,851	9,907,226	9,486,785





Roman Bank / Skegness / Lincolnshire / PE25 1SQ / UK
T: +44 (0)1754 767 377
E: sales@micronclean.co.uk
W: www.micronclean.com

