

Strategic Report (continued)

The Company has a diverse workforce and facilitates changes to working environments and, where business requirements allow, to working hours to accommodate the needs of its employees. Gender Pay Gap reporting is carried out and reviewed annually. The Company will recruit disabled workers for those vacancies they are able to fill with all necessary assistance with initial training given. Once employed, a career plan is developed so as to ensure suitable opportunities are open for each disabled person. Arrangements are made, wherever possible, for retraining employees who become disabled, to enable them to perform work identified as appropriate for their aptitude and ability.

The Company recognises that businesses have a critical role to play in the transition to a low-carbon future and is developing its own ESG (Environmental, Social, Governance) plan to reduce its carbon emissions and make other changes that will have positive impacts on the environment. In accordance with streamlined energy and carbon reporting requirements, during the 6-month period ended 31 March 2021, the Company's energy usage was as follows;

UK GHG Emission and Energy Data		
	2021	2020
Energy consumption used to calculate emissions (kWh)	24,278,289.22	59,373,681.50
Emissions from combustion of gas tCO ₂ e (Scope 1)	3,432.38	7,668.24
Emissions from combustion of fuel for transport purposes tCO ₂ e (Scope 1)	412.84	1,730.48
Emissions from business travel in employee-owned vehicles where company repaid mileage claims tCO ₂ e (Scope 3)	1.76	12.21
Emissions from purchased electricity tCO ₂ e (Scope 2, location based)	872.01	2,659.29
Total gross CO ₂ e based on above (tCO ₂ e)	4,718.99	12,070.22
Intensity ratio: total tCO ₂ e / £m turnover	0.08 tCO ₂ e/£m turnover	0.07 tCO ₂ e/£m turnover

In order to reduce their carbon footprint, the reporting organisations have launched a new car scheme which includes offerings of electric vehicles and plug-in hybrid electric vehicles to its members.

Key performance indicators

The various businesses within the Company operate across a diverse range of industry and customer sectors supplying a range of storage products. Each business has its own key performance indicators (including margin, order intake and productivity statistics) with which to manage its operations. Many of these KPI's are business unit specific and therefore are not measured and reported on a Company basis.

Risks and uncertainties

Management have assessed the key risks and uncertainties impacting the Company. These are discussed in note 25 to the financial statements. As the company sells 95% of its products in the UK and sources the vast majority of raw materials from within the UK, it considers the risks of a disorderly Brexit to be minimal.