

Boyces Holdings (Scarborough) Ltd

Group Strategic Report for the Year Ended 31 March 2021

The group has a zero-tolerance approach to slavery, forced labour and human trafficking of any kind to protect its employees from any kind of maltreatment or exploitation in relation to the group itself and the supply chain. The group actively encourage ethical business practices and policies. The groups full 'Modern Slavery Statement' can be found at www.boyces.co.uk.

The local community is a big consideration upon selecting suitable locations for its branches, the groups aims to invest in local charities within these communities rather than national charities. The group is very much part of the community in Scarborough, its hometown, not only as a large local employer, but supports many local charities, events and initiatives and actively plays a part in the life of the town.

The supplier payment policy of 'paying on time' is core to the group, this is not only to command the best cost prices but also ethically the group want to continue being regarded as a respected and trusted customer to their supplier base.

Suitable procedures are in place to support the groups policy that disabled persons shall be considered for employment and subsequent training, career development and promotion on the basis of their aptitude and abilities. The stores are designed to be DDA compliant and to provide a welcoming, safe and easily accessed shopping environment for all customers with disabilities.

Streamlined energy and carbon reporting

The group uses Electricity and Gas for its retail, warehousing and head office functions together with fuel to run its delivery fleet, along with renewable sources such as biomass boilers and solar panelling. These are the key areas of environmental impact by the group.

The group is Energy Savings Opportunity Scheme (ESOS) stage 2 compliant and the group actively seeks to minimise and reduce the consumption wherever it is practically possible to do so.

Commercial and Car fleet

In the previous year the majority of the commercial fleet was renewed to ensure delivery vehicles had Euro 6 engines which would comply with the Emission Zones being introduced.

The entire commercial fleet operate on ad-blue systems in order to reduce emissions and during the year the introduction of additional double deck trailers has reduced the GHG emissions further. As a result, the subsidiary company has reduced the mileage travelled by increasing its load capacity, servicing a greater number of stores in one journey.

A project was undertaken to restructure the delivery programme, this resulted in a significant reduction in annual mileage travelled by removing split deliveries and reorganising the delivery timetable to accommodate the new double deck trailer routes.

Driver statistics are continually monitored by the subsidiary company by means of an on board computer and tracking device. This provides valuable information with analysis of harsh braking, harsh acceleration, MPG, idle times, amongst others. High statistics are then discussed with the drivers who are educated accordingly.

2021 Fuel (litres)		
Commercial	Car	Total
160,843	13,601	174,444

The subsidiary company has 24 vehicles in its company car fleet. During the year the company replaced 7 vehicles, 6 of these were either Hybrid or Fully Electric vehicles as the company actively promotes this environmental alternative to its employees.

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Electricity and Gas

The group continually looks at ways of reducing its carbon footprint and seeks to improve other areas affecting its impact on the environment. Biomass boilers, solar panelling and LED lighting rollouts have improved GHG emissions in recent years.

The majority of the electric supplies were re-tendered in the period, the selected supplier is a 100% renewable energy supplier. The supplier will be rolling out automated meter readers for sites that do not already have them installed, this will enable the group to further manage and monitor its consumption.

2021 kWh Usage		
Electricity	Gas	Total
4,025,938	2,865,223	6,891,161

Intensity Ratio

The group's GHG emissions are reported below and measured by KG of CO2 equivalent per square footage of retail space. This is the most appropriate metric with the majority of GHG emissions generated for the retail activity of the Company.

Total Carbon (kg)	Retail Square Footage	kg per square foot
2,052,972	669,270	3.07kg

Due to the pandemic the GHG emissions for the year are lower than expected levels. Electricity and Gas usage reduced during the closure period with deliveries to stores ceasing for the commercial fleet during this period. Prior to the first national lockdown, the subsidiary company advised its Regional managers and buyers to keep any travel to essential local journeys only, this was in place for the remainder of the financial year to assist in the reduction of the spread of the virus in society and also protect retail and warehouse operations from the risk of further closures.

Directors' duties and responsibilities

The directors adopt a cautious approach to significant decisions and carefully consider the long-term impacts on the business and its stakeholders. A key objective is to remain a long established organisation and a significant employer in the local communities in which it operates. Any growth plans will be made at a rate that will ensure this objective is safeguarded.

The directors appreciate the loyalty of their employees, many of whom have been employed by the company for many years. It has always been a policy to develop careers internally, offering opportunities and training where possible. The directors recognise that the quality and retention of its employees is critical to the business.

The directors recognise that a range of stakeholders are critical to the business, this includes its customers and suppliers. The directors are proud of the relationships the group has with suppliers, many of which are long standing ones. Employees are trained in customer service to ensure we are providing the best possible shopping experience for our customers. The business has always depended on repeat business, that is the same customers coming back to shop in the store week after week, so we endeavour to treat customers to ensure they will want to keep returning.

A group policies manual is kept up to date. This is issued and made available to all employees of the group, ensuring the group's expectations and standards are communicated to them from the directors.

The directors, by knowing the business from top to bottom and being actively involved on a day to day basis, have a good understanding in order to make informed long-term decisions as a board.