

**cenex**

ADVANCED  
TECHNOLOGY  
INNOVATION  
CENTRE

# Environmental Report

Financial Year 2017/18

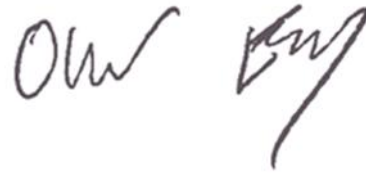
Report Date: January 2019

## About Cenex

Cenex is an independent, not-for-profit consultancy, specialising in helping organisations to assess and implement low emission vehicle and infrastructure strategies. Cenex was established in 2005 with support from the Automotive Unit of the Department of Trade and Industry (now the Department of Business Innovation and Skills), and is based in Loughborough, with operational reach in Europe, Japan and the USA. Since its formation, Cenex has grown considerably and has now split into three departments: Transport, Energy Systems and Innovation Support. Cenex is known for its research into the market dynamics for low carbon transport, as well as its analysis of real-world operation and user behaviour. Cenex annually organises “LCV”, the largest low carbon vehicle event in the UK.

Cenex also set up, and provides the secretariat for, The UK Electric Vehicle Supply Equipment (UK EVSE) Association and currently chairs the organisation. Cenex is a board member of the Advanced Propulsion Centre, the Automotive Council, the European Union’s Climate Knowledge and Innovation Community West Midlands Region, and the Drive Midlands Automotive Programme.

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# 1 Introduction

## 1.1 Rationale

Cenex is a not for profit company limited by guarantee and, as such, is under no legal obligation to report its environmental impact. The rationale behind creating this environmental report is to demonstrate good practice and transparency as a non-profit organisation by measuring and managing our carbon footprint. By producing an annual environmental report, Cenex can identify areas for improvement and act upon them. This report covers the main impacts we have, how we are managing them, areas for improvement and suggestions on how to improve.

## 1.2 Interpretation

Throughout the report, reference will be made to “activities”, “aspects” and “impacts”. To avoid confusion, it is good practice to define the terminology, so this report is interpreted correctly.

- Activities – This is a task or action that the organisation does as part of its operations.
- Aspects – Aspects are the elements of an organisation’s activities that interact with the environment in either a positive or negative way.
- Impacts – Impacts are the resulting changes to the environment brought about by the aspects of the activity.

For example, if an activity of an organisation is to travel to a client, an environmental aspect of this would be the release of emissions into the atmosphere, and an impact would be the degradation of air quality.

This report will measure harmful emissions in carbon dioxide equivalent (CO<sub>2e</sub>). CO<sub>2e</sub> is a standard unit for measuring carbon footprints and is suitable as some emissions are more harmful than others. Therefore, by converting all emissions to CO<sub>2e</sub>, the figures are comparable and give a more accurate representation of their harmfulness.

### 1.2.1 Boundaries

The report will assess the environmental performance of Cenex over the financial year of 2017/18 (1<sup>st</sup> April – 31<sup>st</sup> March).

This report will focus solely on our core staff operations and the services we provide, and will exclude our LCV event? The report will also be used to assess whether we are conforming to the objectives set out in our sustainability statement found in Appendix A.

## 2 Summary of Activities

Over the course of the year, Cenex employed an average of 22 full-time staff, 21 of whom were based at the head office in Loughborough, and one of whom was based from home in Redhill, Surrey.

Cenex leased office space within the Advanced Technology Innovation Centre in Loughborough University’s Holywell Park complex.

Due to the industry in which we operate, we often travel to meet clients and suppliers. These journeys are regular and include both short- and long-distance travel, which are predominantly made by car, aeroplane or train. Cenex has two pool cars, a Toyota Auris (hybrid) and a Nissan Leaf (battery electric vehicle), which are used for general business travel. Additionally, four members of staff have their own company cars; these include a Volkswagen Golf GTE (plug-in hybrid), a BMW i3 (range extended electric vehicle), a Mercedes 350e (plug-in hybrid) and one Mitsubishi Outlander for part of the year (plug-in hybrid) – Replaced with a Renault Zoe in August 2017. Within Cenex, we have identified five key activities that ultimately negatively impact the environment; these are general business travel, commuting to and from work, electricity used in the office, gas used in the office, and finally, office waste.

For most organisations, commuting to and from work is not generally considered an activity that the company is responsible for, and is therefore left out of their environmental reporting. However, much of the work that Cenex does could be done from home, and it is the company’s decision to ask that staff base themselves in our Loughborough office for knowledge-sharing and company-culture benefits. It is because of this that we have decided to include the commute to and from work in our analysis, as it will hopefully highlight the impact of our policy and assist us in identifying ways of addressing or mitigating the effects.

As shown in Figure 1, Cenex’s carbon footprint for the financial year 2017/18 was just over 46.4 tonnes of CO<sub>2</sub>e. To put this into perspective, one ton of carbon dioxide is approximately equivalent to the area inside a hot air balloon. Cenex has grown substantially since the 2016/17 environmental report, and as a result our consumption of energy is indeed higher for 2017/18. However, our CO<sub>2</sub>e output per employee was 2,111kg of CO<sub>2</sub>e (calculated by dividing the total by the average employee figure for 2017/18 of 22), representing a significant reduction from the figure of 2,525kg per employee for 2016/17. This is down to a range of factors including to changes in the DEFRA conversion figures (as a result of CO<sub>2</sub> improvements in the power grid, amongst other changes) and through the increased use of more sustainable forms of travel for both commuting and business use.

### Our 2017/18 Carbon Footprint 46,444 Kg of CO<sub>2</sub>e

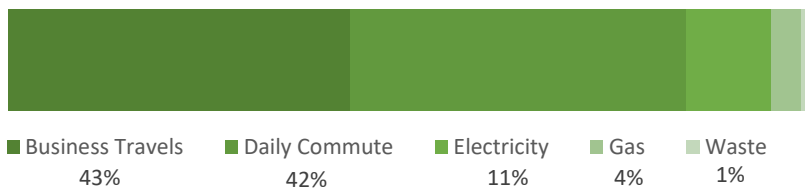


Figure 1: Cenex CO<sub>2</sub>e Output Breakdown (Source: Employee travel data and data provided by ATIC building manager. DEFRA 2017 GHG conversion factors)

### Our 2016/17 Carbon Footprint 40,396 Kg of CO<sub>2</sub>e

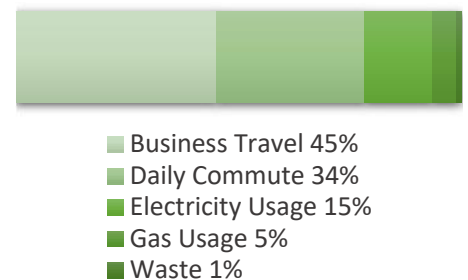


Figure 2: 2016/17 Cenex CO<sub>2</sub>e Output Breakdown (Source: Employee travel data and data provided by ATIC building manager. DEFRA 2016 GHG conversion factors)

### 3 Analysis of Activities

This section of the report will investigate the activities undertaken by Cenex and calculate the relative impact of each activity with regard to CO<sub>2</sub>e and equate it to the impact of a familiar activity.

#### 3.1 Building Activities

The Advanced Technology Innovation Centre is an ISO14001-accredited building, which means we operate an environmental management system across the whole building, covering waste collection, recycling, water and electricity usage. By monitoring waste and consumption data, we hope to accurately report our environmental impact and improve year on year. The building has office space totalling 2,064m<sup>2</sup>; however, only 1,785m<sup>2</sup> of this was utilised over a period monitored, with Cenex occupying 92m<sup>2</sup> for 11 months, and 111m<sup>2</sup> for 1 month. For this report, Cenex's relative consumption will be calculated by proportioning it to the total utilised area in the building. Unoccupied space is assumed to have zero gas and electricity consumption, as the heaters and lights remain off.

##### 3.1.1 Electricity

As shown in table 1, Cenex's annual electricity consumption is 14,658kWh. This is below the average for a business of this size, which is projected by "uSwitch" to be in excess of 15,000kWh. Electricity usage has been kept to a minimum through the use of natural light where possible, low energy bulbs where artificial lighting is necessary, and the addition of a solar panel system on the roof. The 13kW solar panel system produces over 10,000kWh of clean, renewable electricity every year. This clean electricity is used to offset the electricity supplied by the national grid.

Month	kWh (Building)	kWh (Cenex)	£ (Cost)
Apr	19,242	992	£ 4,162.00
May	20,079	1,035	£ 4,303.00
Jun	20,836	1,074	£ 4,304.00
Jul	21,480	1,107	£ 4,415.00
Aug	20,713	1,068	£ 4,478.00
Sep	20,553	1,059	£ 4,434.00
Oct	24,148	1,245	£ 4,890.00
Nov	25,880	1,334	£ 5,026.00
Dec	24,785	1,277	£ 5,001.00
Jan	27,543	1,420	£ 5,307.00
Feb	26,299	1,355	£ 4,885.00
Mar	27,213	1,692	£ 5,423.00
<b>Total</b>	<b>278,771</b>	<b>14,658</b>	<b>£ 56,628.00</b>
Solar	10,000	524	
<b>Total</b>	<b>268,771</b>	<b>14,133</b>	
kWh to CO <sub>2</sub> e Kg	94069.85	4946.70	DEFRA 2017 conversion

Table 1: Electricity consumption (Source: consumption and costs monitored and provided by building manager and CO<sub>2</sub>e calculated using DEFRA 2017 conversion factors. Electricity generation mix from grid assumed at national average.)

As a result, the total CO<sub>2</sub>e emitted as a by-product of electricity consumption is 94,069.62Kg for the whole building, with Cenex's relative usage being 4,946.70Kg. This represents a decrease against the figures for 2016/17 (118,901.62Kg and 6,128.20Kg, respectively), which is explained by the fact that although overall electricity consumption has risen, the DEFRA conversion factor has dropped from 0.41 in 2016/17, to 0.35 in 2017/18 (reflecting the ongoing 'greening' of the electricity grid).

### 3.1.2 Gas

The total gas consumption of the ATIC building was 180,820kWh. The natural gas used by Cenex is controlled by the building manager and only used for the boilers and central heating. Due to its purpose, the gas usage in the building fluctuates dramatically (see Figure 3) as the weather changes, with peak usage (26,985kWh) in the coldest period and lowest usage (4,994kWh) in the summertime. This extreme fluctuation shows why much emphasis is placed on insulation, as even a modern building such as ours uses more than 5 times more gas in the winter than the summer.

Of the total 180,820kWh of gas expended, Cenex is responsible for 9,564kWh. To make this number relatable, according to uSwitch, a small family in a three-bedroom house consumes around 12,000 kWh of gas a year. The building minimises its gas consumption by utilising high-quality insulative materials and eco-friendly boilers.

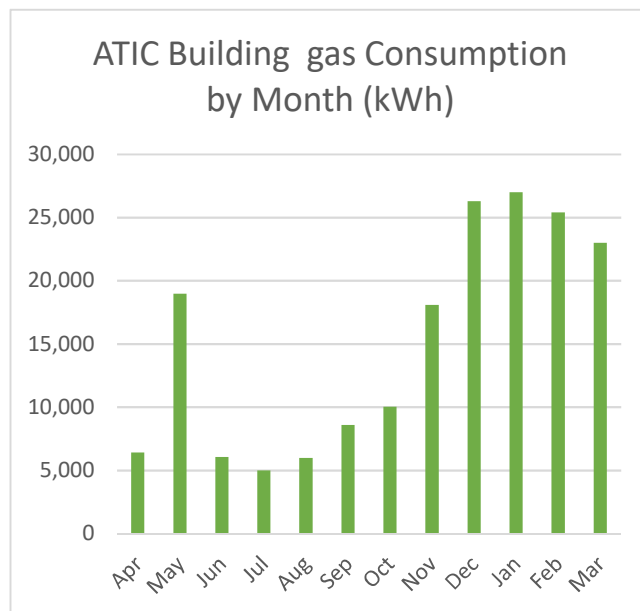


Figure 3: Building gas consumption by month (Source: Data monitored and provided by building manager)

The relative CO<sub>2</sub>e output of this usage is 33,452kg of CO<sub>2</sub>e, of which Cenex is responsible for 1,769kg as, outlined in Table 2. This represents a significant drop from 42,320Kg and 2,181Kg from the previous year.

Month	kWh (Building)	kWh (Cenex)	£
<b>Total</b>	<b>180,820</b>	<b>9,564</b>	<b>£ 3,758.00</b>
kWh to CO <sub>2</sub> e Kg			

Table 2: Gas consumption breakdown (Source: data monitored and provided by building manager)

### 3.1.3 Waste

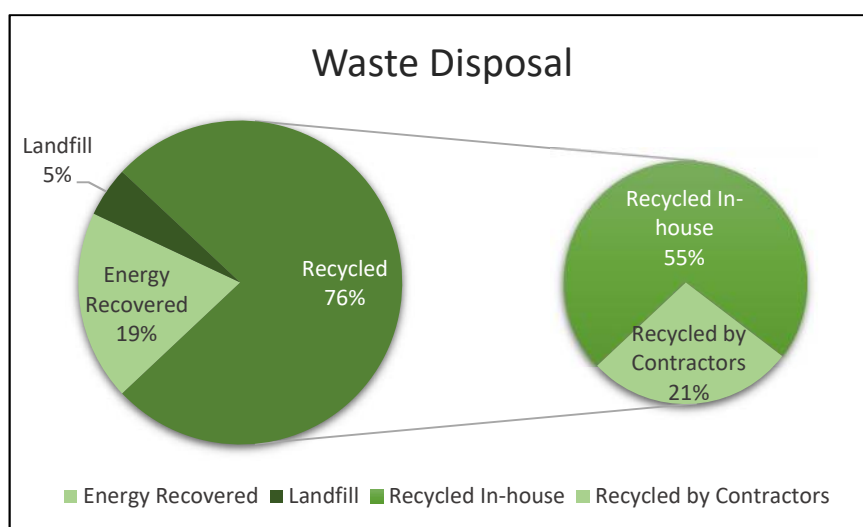


Figure 4: Building waste by category (Source: data monitored and provided by building manager)

Fifty-five per cent of the waste generated day to day is separated in-house into recycling and general waste bins. Of the remaining 45%, 21% is separated externally by contractors to be recycled and 19% goes through an energy recovery processes, resulting in only 5% of the building's 10.89 tonnes of waste ending up in landfill. In summary, 95% of waste generated at Cenex is recycled or used to generate electricity.

The Cenex share of this waste can be seen in Table 2. Using DEFRA 2017 GHG conversion factors, the relative carbon footprint of this waste has been calculated as follows: 421Kg of CO<sub>2</sub>e emitted per tonne of municipal (general) waste was disposed of in landfill, equating to 235.76Kg of CO<sub>2</sub>e being released into the environment as a direct result of Cenex's landfill waste. Furthermore, an additional 21kg of CO<sub>2</sub>e is produced per tonne of recycled and incinerated waste, equating to 217.32Kg of CO<sub>2</sub>e released as a by-product of Cenex's recycled waste. Therefore, 427.82Kg of CO<sub>2</sub>e was released into the atmosphere as a direct result of Cenex's waste disposal. This represents no change from the figure in the 2016/17 environment report, however due to our increased workforce, the per-employee figure of 19.45Kg CO<sub>2</sub>e represents a reduction from the previous report (26.74Kg CO<sub>2</sub>e).

	Building	Cenex
Total Waste	10,890Kg	560Kg
Recycled	5,990Kg	310Kg
Landfill	540Kg	28Kg
CO <sub>2</sub> e	4,445.23 Kg	427.82 Kg

Table 2: Building waste breakdown (Source: data monitored and provided by building manager; CO<sub>2</sub>e output calculated using DEFRA 2017 conversion factors.)

By recycling 76% of its waste, Cenex is able to dramatically reduce the CO<sub>2</sub>e output associated with waste. By minimising the amount of waste sent to landfill (5%), Cenex has managed to keep its waste emissions to a minimum. Additionally, as per our Sustainability Statement (found in Appendix A), our IT department has changed the default settings on Cenex machines to print in black and white and double-sided to reduce paper wastage. This



makes up part of Cenex's "think before you a print" policy, which aims to eliminate unnecessary usage.

### 3.2 Daily Commute to Work

Figure 5 shows the percentage distance covered by each method of transport for commuting. The majority of travel is made in diesel-fuelled vehicles (42%), followed by petrol-fuelled vehicles (38%), electric vehicles (16%), buses (3%) and bikes (1%). As previously stated, public transport around the head office is fairly limited in that there are only two bus routes that operate in the area; therefore, a large amount of commuting by car is to be expected.

The cleanest methods of transport are, of course, cycling and walking, which emit no significant harmful substances. Cenex actively offers all permanent staff the government's "Cycle to Work" scheme in an attempt to encourage cleaner transport, and even offers showering facilities in the building to make cycling a comfortable option.

Comparison to Figure 6 shows that whilst we as a company increased the proportion of our commuting done by cycling and public transport from 2016/17, other sustainable methods such as electric saw a significant fall.

Figure 7 shows the distance covered by each method of transport, as well as its relative CO<sub>2</sub>e output. It is worth noting that the graph shows the scope 3 ("well to wheel") emissions, meaning it considers the emissions produced a by-product of sourcing the fuel. For this reason, vehicles using electricity as fuel still have carbon footprints due to the way the electricity from the grid is generated – mostly nuclear, gas and some renewables.

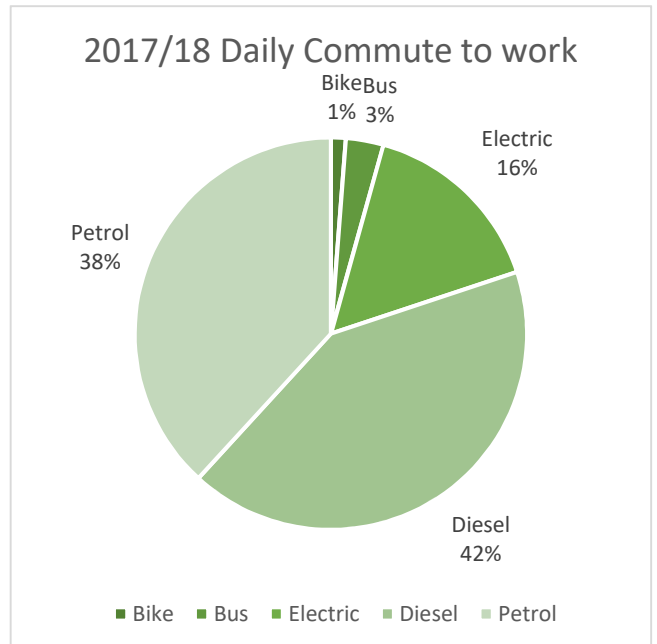


Figure 5: % of commute mileage distance by transport method – commute to work (Source: primary data provided by employees.)

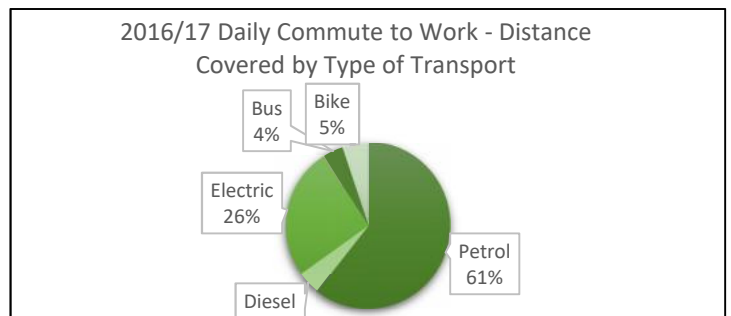


Figure 6: 2016/17 % of commute mileage distance by transport method – commute to work (Source: primary data provided by employees.)

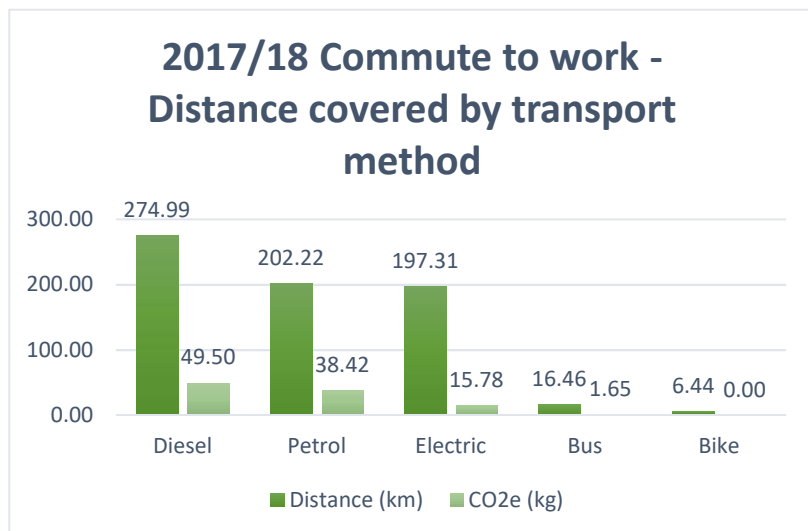


Figure 7: Distance by transport method and the associated carbon footprint (Source: calculated using DEFRA figures and employee expenses data)

### 3.3 General Business Travel

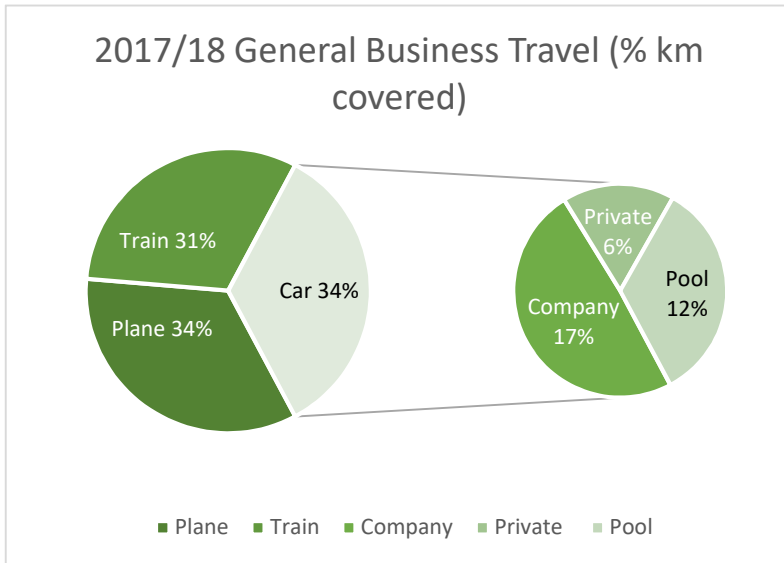


Figure 8: Business travel distance by category (Source: data provided by employees and travel data from expenses)

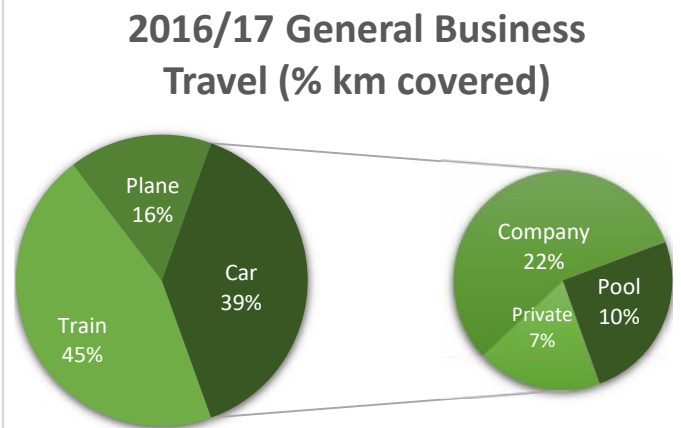


Figure 9: 2016/17 Business travel distance by category (Source: data provided by employees and travel data from expenses)

For the purpose of this report, all work-related travel undertaken by Cenex staff has been categorised as “general business travel”. This could be travel for client meetings, conferences, training, events etc. Figure 8 illustrates the breakdown of general business travel by categorising trips into different transport methods. The most prominent methods of business travel (by km covered) are by car (34%) and by plane (also 34%). Train also represented a large proportion of travel (31%). For journeys undertaken by car, staff with company cars are encouraged to use their own vehicles to travel for work purposes, with the remaining members of staff opting to take the train over long distances and one of our pool cars over short distances. This is reflected in the low use of private cars (6%), a drop from 7% in 2016/17.

The ‘Car’ category has been further broken down as the relative emissions of the three subcategories greatly differ. All of Cenex’s company cars are PHEVs or BEVs, meaning they have lower carbon footprints when used appropriately. This is important in assessing whether the impact of business travel can be decreased through policy change.

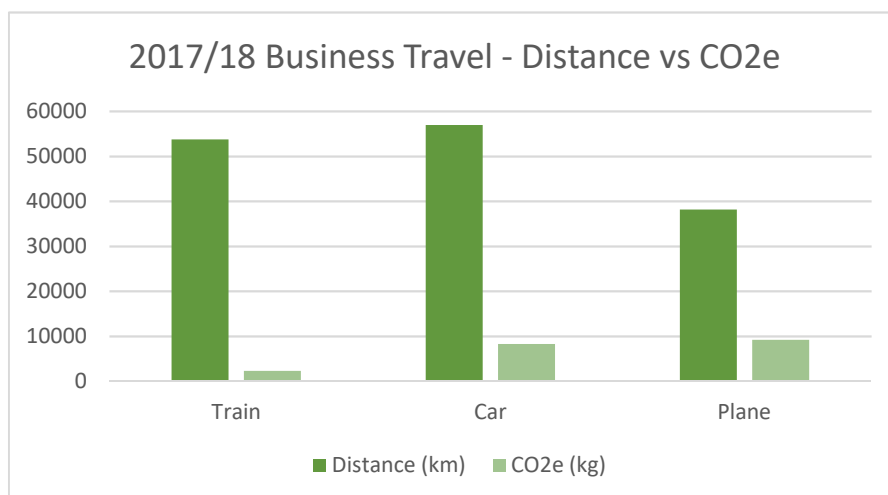


Figure 10: Distance travelled by train, plane, car and the associated carbon footprint (Source: calculated using DEFRA figures and employee expenses data)

Figure 10 serves as a visual representation of the total distance covered by each transport method, along with the relative carbon footprint alongside.

## 4 Summary

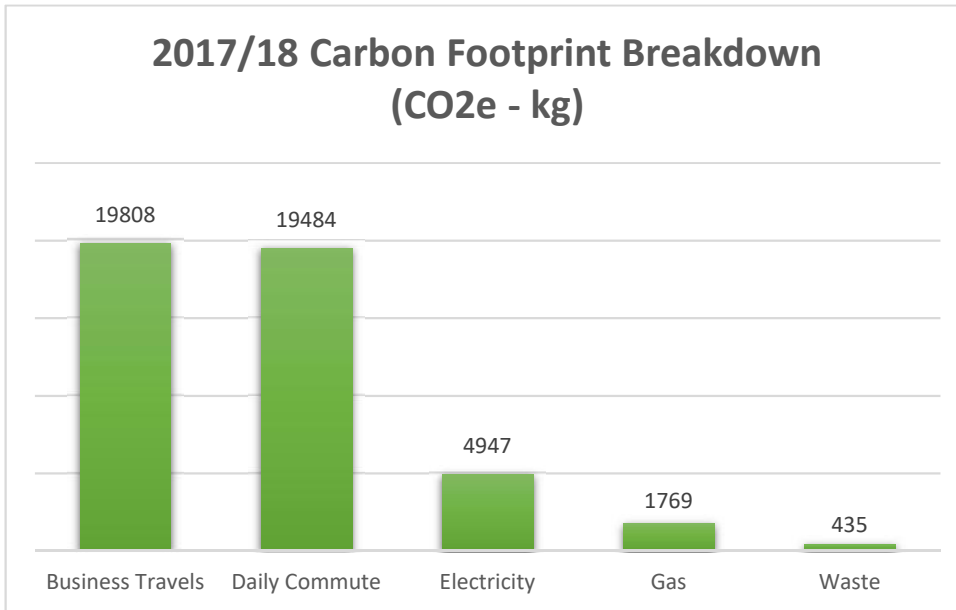


Figure 11: Carbon footprint by category (Source: Employee travel data and data provided by ATIC building manager. DEFRA 2017 GHG conversion factors)

Above is a comprehensive summary of Cenex’s CO<sub>2</sub>e output for the year (in kg). The graph highlights areas in which the business has performed well, such as waste and gas. The graph also shows the areas of higher negative impact, such as general business travel and the daily commute to work. These two are the areas that have the highest potential for improvement, and therefore should be made the priority when considering areas of improvement.

### 4.1 Areas of Improvement

#### 4.1.1 General Business Travel

General business travel is accountable for over 41% of Cenex’s total CO<sub>2</sub>e output, making it the least sustainable element of the business and the area with the greatest potential for improvement. At the current rate, it would require approximately 600 trees to offset the 19,808Kg of CO<sub>2</sub>e produced by Cenex through general business travel alone<sup>1</sup>. Possible ways of improving our performance in this area include:

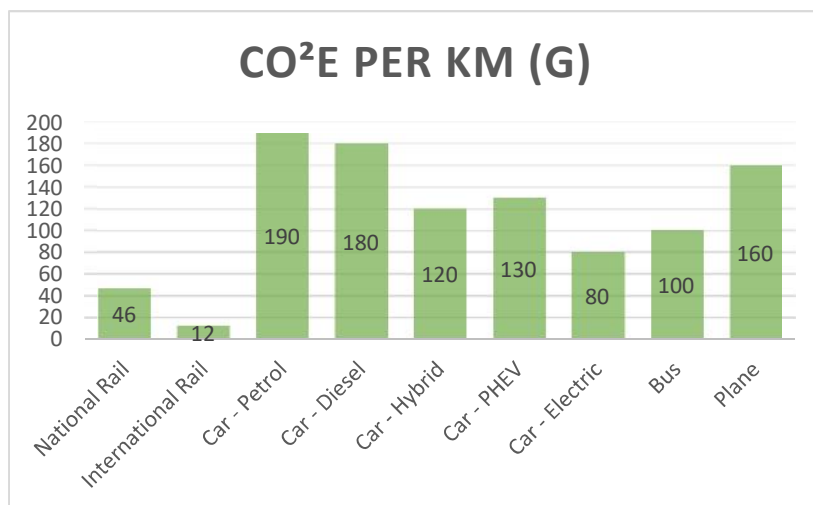


Figure 12: CO<sub>2</sub>e per km by transport method (Source: Figures are calculated based on Cenex’s specific travel data. DEFRA 2017 conversion factors used for calculations)

- J) **Taking the train instead of a car or aeroplane where appropriate** – Figure 12 shows the carbon footprint comparison per km of travelling by train, car and aeroplane (average figures that do not represent Cenex specific numbers). The train has been by far the most efficient means of travel, producing three times less CO<sub>2</sub>e than travelling by car and over five<sup>1</sup> times less CO<sub>2</sub>e than the same distance by plane.
- J) **Using the most efficient pool car where possible** – The Nissan Leaf is a fully electric vehicle with a real-world, all-electric range of approximately 85 miles (136km) tested using our telemetry devices. The Auris, on the other hand, is a hybrid which mainly uses the petrol engine, with the occasional help of an electric motor. Journeys that can be made in under 85 miles should always be made using the Leaf. Longer-distance commutes need more consideration and may need to be made in the Auris due to range restriction; however, the Leaf should still be considered.
- J) **Assessing the best travel option, not just the easiest** – On many occasions, staff have taken flights to areas that were just as accessible by train or car. Figure 12 in the previous section shows that, on average, travelling by plane produces over 5 times more CO<sub>2</sub>e per km. Although, for some short-haul and domestic (UK to UK) journeys, this figure is much higher. Table 5 shows the environmental benefits of travelling by train to five destinations that were all made by Cenex staff within the period examined. However, looking at tables 6 and 7, you can see that the most environmentally friendly option is not always the fastest or most economical option. Before travelling, it is important to consider all three tables (5, 6 and 7) to fully understand which is the best option. Note that the total travel time in Table 7 includes travelling to the nearest airport, allowing three hours for check-in and boarding, and travelling from the airport to the city centre.

Emissions (Kg of CO <sub>2</sub> e One way)					
Destination	Plane	Train	Difference	% Diff.	
Paris	89.97	7.73	82.24	91.40	
Edinburgh	71.97	6.02	65.95	91.63	
Brussels	82.77	6.75	76.02	91.85	
Amsterdam	82.41	9.32	73.09	88.69	
Dublin	57.04	6.15	50.89	89.22	

Table 3: Plane vs. train emissions comparison (Source: calculated based on travelling from Loughborough train station to centre of destination. Flights are calculated from Birmingham International Airport and figures include journey to the airport (via train) and to the city centre from the airport (also via train). Dublin journey includes a ferry trip from Holyhead to Dublin port, the rest of the journey is made by train.

Plane vs Train Costs					Travel time			
Destination	Flight		Train		Destination	Plane	Train	Difference
	9AM	Cheapest	9AM	Cheapest				
Paris	£119.00	£40.00	£84.00	£56.00	Paris	06:21	04:38	01:43
Edinburgh	£51.00	£35.00	£41.00	£41.00	Edinburgh	06:10	05:06	01:04
Brussels	£203.00	£203.00	£44.00	£44.00	Brussels	05:55	05:01	00:54
Amsterdam	£63.00	£42.00	£121.00	£55.00	Amsterdam	05:57	07:26	01:29
Dublin	£15.00	£15.00	£100.00	£100.00	Dublin	06:05	08:38	02:33

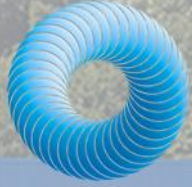
Table 4&7: Plane vs Train Cost & Duration Comparison (Source: Costs based on travelling on a Monday at the closest departure time to 9AM and also the cheapest departure time.)

<sup>1</sup> Based on a rate of 32kg sequestered per annum (<https://bit.ly/2IRMKs8>)

#### 4.1.2 Daily Commute

As the second-largest impact accounting for over 33% of the company's CO<sub>2</sub>e output, the daily commute is another major development area for the company. However, decreasing this may be more difficult as the company can only advise alternatives and not enforce them. Supplying certain staff with eco-friendly company cars has helped lower the daily emissions by converting mileage from fossil fuels to electric – which now accounts for 26% of the daily commute. The ATIC building has 10 charge points that are all available free of charge to Cenex staff in order to promote the uptake of ultra-low emission vehicles.

- ) **Promote the Cycle to Work scheme** – As stated, Cenex participates in the government's Cycle to Work scheme; however, over the period examined only two members of staff chose to cycle. To decrease the negative impacts of the daily commute, Cenex should consider advertising or incentivising cycling to work. Over the period examined, all but five members of staff travelled less than five miles to work, a distance that would take 15–20 minutes to cycle. By publicising the benefits of cycling, Cenex may be able to encourage those living nearby to cycle instead of driving.
- ) **Encourage car sharing within the company** – Due to the number of employees living locally, it is likely that some will live within suitable distances for car sharing.
- ) **Look into feasibility of staff working from home** – Working from home would remove the need to commute to the office, which, for some, can be a 130-mile round journey. This would thus considerably reduce the carbon footprint associated with daily commutes to work.
- ) **Publish the nearby public transport routes** – By doing so, those who live locally can assess the possibility of using alternative methods of transport.
- ) **Supplying charge points with 100% renewable electricity** – This will almost fully eliminate the carbon footprint of the electric vehicles charged at the office, resulting in a decrease of 6.87Kg of CO<sub>2</sub>e each day.



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# Environmental Report Appendices



## APPENDIX A: ENVIRONMENTAL POLICY

### 1. PURPOSE

We recognise that as an organisation our impact upon the local and global environment arises as a result of our own operations and consultancy services. We endeavour to achieve a truly sustainable future by ensuring our actions and advice are based on informed technical analysis and sound business cases.

### 2. SCOPE

We continually assess our activities against potential environmental impacts in the areas of vehicle fuel, electricity use, paper consumption, waste to landfill and waste recycled. The importance of environmental sustainability is embedded throughout our organisation, from the board to every staff member. It is apparent in everything, including purchasing fair-trade tea and coffee, printers set to double-sided printing, and using recycled paper to making optimum use of video and telephone conference facilities.

### 3. RESPONSIBILITIES

- a. It is the responsibility of the directors of Cenex to ensure compliance with the procedure and policy detailed here.
- b. It is the responsibility of the directors of Cenex to:
  - i. Maintain the version of this document
  - ii. Audit compliance to this policy/procedure

### 4. PROCEDURE

- a. Wholly support and comply with or exceed the requirements of current environmental legislation and codes of practice.
- b. Minimise our waste and then reuse or recycle as much of it as possible.
- c. Minimise and monitor our energy and water usage in our office.
- d. Encourage the use of public transport, walking and cycling, and utilise ultra-low carbon vehicles in our fleet and as company cars.
- e. As far as possible, purchase products and services that do the least damage to the environment and encourage others to do the same.
- f. Assess the environmental impact of any new services or products we intend to introduce as part of the approval procedures.
- g. Monitor and report annually on our environmental performance, including our carbon footprint.

## APPENDIX B: SUSTAINABILITY STATEMENT

### 5. POLICY REVIEW

Cenex is currently undergoing a review phase of all policies and procedures, including our sustainability and environmental policy. Our new policy will contain a detailed programme of work that will focus on:

- Reducing our office energy emissions;
- Engaging our staff on sustainability issues;
- Reducing our water consumption;
- Reducing our impact from waste;
- Improving resilience to climate change;
- Enabling active travel and;
- Encouraging local procurement.



### 6. SUSTAINABILITY ACTIVITIES

**Printing** | The Cenex IT department has set the default printing on Cenex machines to black and white, and always double-sided to reduce paper wastage. The printer will also only print one copy of a document, even when multiple copies are sent. This has greatly reduced excess copies from human error. We operate a "think-before-you-print" policy and use laptops to share documents and information during meetings. These new activities will be evaluated at the end of the financial year to assess the savings we have made.

**Fleet** | We utilise ultra-low carbon vehicles in our fleet, and employees are expected to choose a ULEV as a company car. Our new office includes 10 charging points, and the fleet includes: a Golf GTE (39g/km), a BMW i3 (0g/km), 2x Mitsubishi Outlanders (42g/km), 2x Nissan Leafs (0g/km), a Toyota Auris Hybrid (89g/km), and a new Mercedes on order. Our fleet manager has begun to monitor the MPG performance of the vehicles to reduce fuel use, and to consider the impact of our business travels.

**Travel** | Cenex encourages the use of public transport for all business travel, especially the train, as Loughborough is very well connected. Car sharing is encouraged where possible for business trips, as this represents both cost- and environmental savings. Employees are actively discouraged from using personal cars for business travel, and are expected to use a company low carbon fleet vehicle instead. Cenex operates and offers its employees "Cycle to Work Scheme" funding, and two employees of the 16 have taken this up. Walking to work is also encouraged, as is lift sharing.

**Purchases** | Cenex procurement activities include environmental consideration and, where possible, the most environmentally friendly option is chosen – for instance, recycled paper, toner cartridges and business cards.

**Meetings** | Cenex has recently purchased a GoToMeeting corporate account to greatly increase the quantity of digital meetings in order to reduce our travel impacts.

**Computers** | Cenex operates a "shutdown, not log off" policy to ensure evenings and weekends do not drain unnecessary electricity. There is a "last person out" routine that includes the checking and switching off of all lights, technology and computers. Our servers are new and energy efficient, and lights on telephones and in the office automatically turn off at 6pm.



**Health and Wellbeing |** In December 2015 as part of Cenex’s commitment to its staff and general wellbeing, employees were asked to complete a survey with an external company related to their stress and health opinions at work. The results culminated in a presentation from an external body, and the team collectively agreed on initiatives to encourage healthy living in the office environment, including a communal fruit bowl, identification of a workplace health champion, “thick-to-thin Thursdays” and team sports opportunities. Involvement is totally voluntary and aimed at helping improve everyone’s general health.

## **7. CENEX OFFICE**

Due to employee growth, Cenex recently moved to a new business facility built using ERDF grant funding. As part of its criteria, Cenex wanted to move to a more environmentally friendly facility. The Advanced Technology Innovation Centre (ATIC) in Loughborough was chosen. The building was built to a Building Research Establishment Environmental Assessment Methodology (BREEAM) standard of “Very Good”. Also included are solar panels on the roof and full smart LED lighting throughout.

## **8. REPORTING**

As part of the policy refresh, Cenex will be implementing a monitoring process and reporting annually on our environmental performance, including our carbon footprint. Cenex will be engaging with the Business Development and Growth Unit at Loughborough University to see what support is offered to implement a method of best practice for reporting.