



Revision history

Revision history		
v01	October 2023	Document set up and release

1. Introduction

This strategy document sets out our requirements and commitments to improving the sustainability of our business.

In 2023 we developed an initial baseline carbon footprint for our operations, providing us with a baseline for our Scope 1, 2 and select Scope 3 emissions. This helped inform the strategy with regards to potentially high impact areas.

1.1. Sustainable Transport

Our services rely on the provision of high-quality sound equipment to our clients and partners. Our employees are also required to travel to sites for the management and handling of sound equipment.

Customer demands include non-UK hires and events, and we recognise the transport of our equipment and travel of our employees is likely to become a significant source of emissions.

Our strategy aims to reduce the environmental impact of Tube UK's supply chain and operational travel by:

- Minimising the impact of road travel by prioritising low-emissions vehicles and fuel efficient driving techniques;
- Prioritising third party logistics and freight services who can demonstrate sustainable transport plans and investment in low carbon transport solutions;
- Avoiding business travel where possible by prioritising online meetings, remote appointments and calls;
- Prioritising public transport and alternative travel (trains, buses, car-share, bicycling) for employee commute and business travel.

Third party logistics and couriers services:

We will benchmark available and existing suppliers against sustainability criteria, including but not limited to sustainable transport plans, Net zero strategies and action plans, the use of low-emissions or electric vehicles, or commitments to Science-Based Targets.

This benchmark will support supplier selection and prioritise third parties for the transport of our equipment and other purchasing decisions.

We will work with transport and logistics partners and clients to identify further opportunities to reduce our supply chain emissions.

We will also work with transport and logistics partners to collect relevant data that will enable us to monitor travel emissions, including fuel use or distances travelled when freighting our equipment.

Owned Fleet

When transporting equipment within our fleet vehicles, we will:

- Prioritise electric van use for local and Northern-based travel;
- Avoid empty trips and employ efficient route planning to minimise unnecessary travel;
- Maintain records of fuel use to monitor our efficiency and resulting emissions;
- Invest in employee training and support for fuel efficient driving (i.e. regular training, technological systems).

For any future vehicle purchases or replacement, we will prioritise hybrid, electric, or new technology vehicles, where suitable options for vehicle load/weight are available. However, it is understood that in some instances diesel vehicles may be purchased where no other option is available or feasible.

We commit to increasing the number of low-emission vehicles within our fleet over the next 10 years. This goal will be reviewed regularly to reflect the availability of low-carbon or alternative fuel vehicles on the market.

Business Travel

For business travel, our policy is to prioritise remote meetings where feasible, to reduce transport emissions and reduce employee travel time.

We recommend the following order of priority when planning business travel:

1. Walking or Cycling;
2. Public transport (bus, train, etc);
3. Electric Company Van;
4. Low-emissions or hybrid hire or private vehicle;
5. Private vehicle;
6. Air travel, where other travel options are not available, including international train travel.

1.2. Sustainable Procurement

Material procurement is central to the operations of Tube UK. The types, quantities and quality of purchased material and equipment are largely dictated by client needs. However we recognise that the materials we source, purchase, use, and ultimately dispose of have an environmental impact. Material procurement captured within the carbon footprint represents the majority of our Supply Chain emissions.

Where possible, we will introduce sustainable procurement criteria to all of the materials, products, equipment and services that Tube UK purchases. Through sustainable procurement decisions, we aim to improve the sustainability of our supply chain as well as reduce our wider environmental impact.

Sound Equipment and Stock

Our stock and equipment purchased for hire is central to our business, and we have a requirement to provide high quality equipment that is suitable to our clients. We recognise that our equipment purchasing decisions are limited by the equipment specs and market availability.

For any new equipment purchases or replacement of used/old units, and for purchasing decisions for common materials and items where we have a higher degree of influence over the specifications, we will consider within core criteria:

- Energy efficiency;
- Repairability;
- Sustainability of the equipment (including recyclability of materials, use of recycled materials to make the product, avoidance of harmful substances)
- Sustainability of manufacturer;
- Location of purchase, with a preference for UK or European suppliers, where feasible.

Products and Services

For the purchase of products and services as part of our business operations within our workshop and offices, we will:

- Minimise the purchase of new materials;
- Avoid where possible the use of toxic and harmful chemicals;
- Prioritise service providers and suppliers who have Net Zero commitments or have developed sustainability strategies;
- Prioritise the purchase of stationary, IT equipment, furniture that is refurbished, or recyclable and environmentally sustainable where possible.

Subcontractors and Freelancers

Tube UK regularly uses contractors and freelancers for hires and events. Any individual working on our behalf is required to adhere to our sustainability policy.

1.3. Resource Use

Energy

We have started to implement energy efficiency upgrades and initiatives within our warehouse and offices, including replacing all our light fittings with LED lights and sensors.

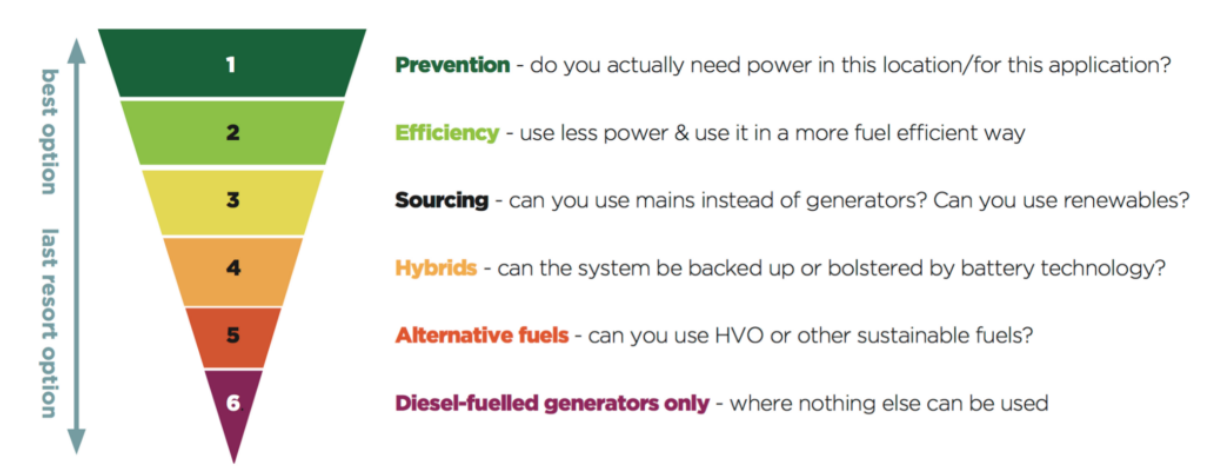
We are committed to:

- Monitoring our energy consumption;
- Phasing out the use of gas heating;
- Prioritising the purchase and use of energy efficient equipment;
- Utilising energy suppliers who can provide 100% renewable energy tariffs;
- Promote and encourage energy efficient behaviour amongst our staff through awareness and training, and use of the Energy Use Hierarchy;
- implementing renewable energy generation on site.

Our equipment also contributes to energy consumption, both during tests within our facilities, and when in use during the hire stage. To address this, we will:

- Improve our equipment monitoring capabilities;
- Work with clients to advise on energy efficient use of our equipment.

As a general principle, Tube UK follows the Power Management Hierarchy when assessing addressing energy needs.



Waste

Within our warehouse and offices, we have installed recycling infrastructure and signage to improve waste segregation. We will ensure that:

- Our team follows the waste hierarchy to avoid waste, and reuse or recycle all materials where possible;
- All of our electronic waste is recycled safely; in accordance with the WEEE Directive and the Environmental Protection Act 1990;
- Rechargeable batteries or rechargeable systems are used where possible.

We will continue to work with our waste contractors to implement a robust recycling plan to further reduce our non-recyclable and challenging waste streams, in conjunction with procurement decisions minimising non-recyclable items.

Waste hierarchy



Water

Although we do not utilise water within our business processes or services and all our water consumption results from domestic use and cleaning, we recognise that water is a precious resource. We commit to:

- Monitor our consumption within our facilities;
- Install water conservation measures to minimise waste where feasible;
- Avoid the use of toxic chemical cleaning products.

Other Resources:

We are committed to reducing our resource consumption as part of our everyday activities within the business. To achieve this, we will ensure that:

- The purchase of single use items is avoided, including within our offices and staff kitchen;
- Within our warehouse, we avoid single use and non-recyclable materials where possible;
- All our accounting records are paperless;
- The goods purchased for our warehouse and offices (furniture, storage, etc) are upcycled where possible, or recyclable and environmentally sustainable.

1.4. Community and Biodiversity

We are committed to working with our local community and improving our surrounding environment.

To achieve this, we will:

- Continue to provide support for local charities;
- Prioritise local suppliers where possible;
- Work to identify and engage with community-led initiatives who provide biodiversity and nature restoration initiatives;
- Upskill our staff and employees;
- Encourage low-carbon methods of transport to our warehouse and offices.

2. Monitoring and Reporting

The commitments outlined in this document will provide the strategic direction for Tube UK, and the implementation of these commitments is detailed within our Sustainable Action Plan.

We will evaluate our performance by capturing, monitoring and analysing data relating to:

- Energy Use (including electricity and gas);
- Waste generations;
- Fuel use (for owned vehicles);
- The number of sustainable actions and initiatives identified and completed each year

The Sustainability Action Plan sets out our objectives and planned actions for the next three years, and will be reviewed at regular intervals to assess progress towards achieving our commitment.

We encourage our team and employees to identify and suggest improvement opportunities, and will involve our wider supply chain and stakeholders to explore sustainable partnership initiatives.

We commit to communicating the progress of our Sustainable Actions on a regular basis. Our sustainability strategy will be reviewed and updated every 3 years, or if significant changes to our business take place.