



Welcome to the first Smith & Pinching ESG newsletter. We'd like to share some of the things we have been doing within the remit of the ESG group to help S&P make a difference to us as staff, our local society, and the environment generally.

Company Values

Thank you to all staff for your feedback on our Company Values presentation held in November. Over the ten sessions, it was great to receive your thoughts and ideas and to discuss topics we would not usually have the opportunity to raise.

We have started to implement our values, and over the coming months, these values will begin to appear on our website and in our offices. They will also be referred to in our appraisal documentation and incorporated into our staff interviews and onboarding presentations.

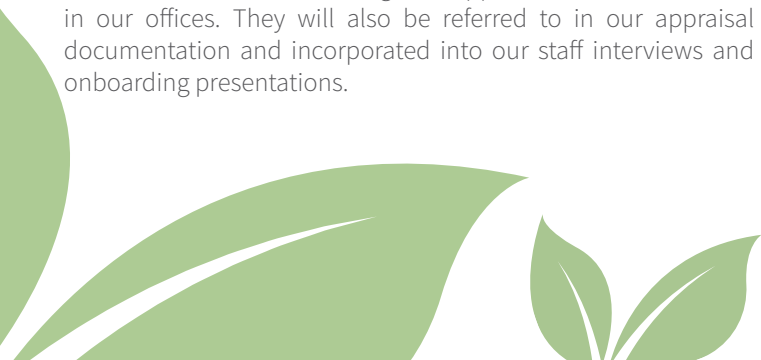
S&P Group Carbon Footprint

A carbon footprinting report was carried out based on the last full "normal" year of office use, 2019; as a result, we found that we produced 101.12 Tonnes of CO2 during that period. Options for offsetting it are currently in discussion.

In the meantime, we have switched to environmentally friendly energy providers. The gas we use at our Eaton office is now biomethane, which releases over 99% less carbon emissions when compared to Natural Gas (fossil fuel), making it almost carbon neutral.



The electricity used in our Norwich and Eaton offices is now produced from 100% renewable sources, such as solar and wind power. We are holding further discussions about the potential for installing solar panels to our Norwich office. This will further reduce our ongoing reliance on the National Grid and utilise the solar option available to us.



Electrical Vehicle Use

Still on the subject of electricity, we have now purchased seven electric company cars, with at least a further three staff-owned electric or hybrid cars within the ranks. Additionally, last year we set up company accounts with ABC Taxis and Uber for use of their eco-friendly cars for business purposes.



Tree-friendly Paper

We have agreed to use general paper made from sugar cane waste; as a more environmentally friendly option than traditionally produced paper from trees. Eight packets of this different paper will save one tree from being cut down. As a result, each 200-packet order will save 25 trees from being cut down. Additionally, we are also now using toilet rolls in our Norwich office that are recycled from used, disposable coffee cups.



Video Meetings

Teams was a little-used part of the Office 365 package that we already had in place prior to the Covid-19 pandemic. However since 2020, the usage has risen dramatically, as Teams became the main way that we keep in touch visually. We didn't just stay in touch with clients and suppliers - but also each other while we worked from home.

As this period of use was forced upon us, we were able to test it and get used to it. The possibility of continued reduced travelling costs and carbon footprint exists now, as we - and our clients - question whether making our way physically to an appointment is a good use of time and energy.



Norfolk Wildlife Trust

We continue to support the NWT as a corporate partner, and renewed our membership in November 2020. It demonstrates our commitment to local wildlife, people, and the environment surrounding us.

We recognise that the UK's wildlife is in trouble, so we hope that our support can help NWT restore existing reserves to benefit the wildlife, and the people living alongside them.



The NWT has identified several priority areas in Norfolk and has numerous opportunities for us to work with them on projects like scrub clearance, coppicing, reed management, and pond digging. Our volunteering days are paused due to the pandemic, but we hope to restart once restrictions are lifted.

As part of our membership, our staff have free access to NWT nature reserves.