



Axil Integrated Services

SUSTAINABILITY & SOCIAL VALUE CHARTER

INTRODUCTION

At the heart of our organisation is a commitment to securing a sustainable future for generations to come through careful resource stewardship, creation of social value, deployment of technology, education, continual innovation, data analytics and optimised operations. We are driven by responsible decision making that considers our impact on the planet and the people it sustains, contributing towards a more efficient, circular economy.

Our dedication to embed sustainable practice in all areas of our business is reflected within our core values:



PARTNERSHIP



INTEGRITY



TEAMWORK



ENVIRONMENTAL STEWARDSHIP

OUR VALUES ➤



SUSTAINABLE DEVELOPMENT GOALS



Axil recognises its ability to influence positively, the impacts of the whole value chain we work within.

We have mapped our business activities to 10 SDGs that we can directly impact or those which we can influence through our partnerships.

UN SDG'S ➔

Environmental



Social



Governance



SUSTAINABILITY & SOCIAL VALUE

OUR MISSION

Operate a resilient business having long term positive impact on the economy, society and our environment.

SOCIAL VALUE

Maximise the benefits and opportunities our activities bring to individuals, communities, and society.

OUR COMMITMENT

Aligned to the ESA (Environmental Services Association) Social Value Charter:



We create a working environment that is safe and pays fairly.



We create opportunities for people to join and grow in our sector.





We encourage a culture of equality and inclusivity.



We manage resources as high up the waste hierarchy as possible, prioritising avoidance, reduction & reuse.



We run our operations and processes efficiently to minimise their impact on the environment.



We collaborate with our suppliers to reduce the carbon emissions and environmental impact of our supply chain.



We aim to deliver our services in a way that creates the maximum benefit for the communities we operate in.



We engage and support our local communities to help them to flourish.



We create opportunities for individuals, communities, and local businesses to learn about and/or work with us.



We engage and involve relevant stakeholders to understand how we can continually improve our impact.



OUR KEY OUTCOMES

We have identified our key Sustainability and Social Value outcomes which drive our business actions.

SUSTAINABILITY & SOCIAL VALUE KEY OUTCOMES	IMPACT AREA	STAKEHOLDERS AFFECTED (POSITIVELY OR NEGATIVELY)				
		EMPLOYEES	CUSTOMERS	SUPPLIERS	CONTRACTORS	COMMUNITIES
1. Pay a fair wage.	Economic, Societal	●	●			
2. Create a safe working environment and continue to improve it.	Societal	●	●	●	●	
3. Manage modern slavery risks.	Societal	●	●	●		
4. Invest in the mental and physical wellbeing of employees.	Societal	●				
5. Provide skills and training opportunities to enable career development.	Societal	●	●			
6. Manage resources applying the waste hierarchy and circular economy principles.	Environmental		●	●		
7. Understand baseline emissions and identify reduction opportunities.	Environmental		●	●		●
8. Work with our supply chain to understand impacts and identify improvements.	Economic, Societal, Environmental		●	●		
9. Engage with and support local communities to increase local social and & environmental wellbeing.	Societal, Environmental		●			●
10. Engage with communities to increase reuse, repair, remanufacture, redistribution and recycling.	Economic, Societal, Environmental		●			●
11. Support the resilience of organisations, communities and individuals in local geographies.	Economic, Societal		●	●		●
12. Manage or mitigate the risk of negative impacts on people or communities, such as noise and air pollution.	Environmental	●	●			●

MEASURING OUR SUCCESS

We set metrics around our key outcomes to measure success and drive continuous improvement.
See our [Impact Reports](#) for more detail.

SUSTAINABILITY & SOCIAL VALUE KEY OUTCOMES	MEASURE
1. Pay a fair wage.	% of employees above minimum & national living wage
2. Create a safe working environment and continue to improve it.	Number of LTI's, Number of RIDDORs
3. Manage modern slavery risks.	Number of incidences of Modern Slavery
4. Invest in the mental and physical wellbeing of employees.	Staff Annual Survey Returns, Perkbox Rewards Activity
5. Provide skills and training opportunities to enable career development.	Hours of training, % roles filled via internal promotions
6. Manage resources applying the waste hierarchy and circular economy principles.	% to landfill (Axil own waste), Tonnes/items routed to reuse & redistribution (Customer)
7. Understand baseline emissions and identify reduction opportunities.	Emissions baseline completed Y/N
8. Work with our supply chain to understand impacts and identify improvements.	% of targeted suppliers received Supplier Code of Conduct
9. Engage with and support local communities to increase local social and & environmental wellbeing.	Hours of community support given, money raised/donated, social value roles supported
10. Engage with communities to increase reuse, repair, remanufacture, redistribution and recycling.	Number of assets redistributed/repared/ refurbished/re-used (Axil & customer) Tonnes to reuse & redistribution (Customer)
11. Support the resilience of organisations, communities and individuals in local geographies.	Number & % spend with SMEs (Small to Medium Size Enterprises)
12. Manage or mitigate the risk of negative impacts on people or communities, such as noise and air pollution.	Number of complaints received (relating to Cannock, Corby or Fleet operations)

2023 ACHIEVEMENTS

OUTCOME & MEASURE		2023 PERFORMANCE	PROGRESS TOWARDS SDG
1	% of employees above minimum & national living wage	100%	8, 10
2	Number of LTI's	0	3
	Number of RIDDORs	0	
3	Number of incidences of Modern Slavery	0	10, 16
4	Staff Annual Survey Returns	85%	3, 8
	Perkbox Rewards Activity	£2795 savings & 1171 actions	
5	Hours of training	3518 hours - 18.3 hours per employee	4, 8, 10
	% roles filled via internal promotions	27%	
6	% to landfill (Axil own waste)	0%	10, 12, 13, 15
	Tonnes/items routed to reuse & redistribution (Customer)	7242 Tonnes to Reuse	
7	Emissions baseline completed Y/N	Yes	13
8	% of targeted suppliers received Supplier Code of Conduct	100%	3, 5, 8, 10, 12, 13, 16, 17
9	Hours of community support given	1303 hours	3, 4, 10, 15, 17
	Money raised/donated	£8,704	
	Social value roles supported	3.0	
10	Number of assets redistributed/repaired/refurbed/reused (Axil & customer)	32,270	3, 8, 10, 12, 13, 15, 17
	Tonnes to reuse & redistribution (Customer)	7242 Tonnes to Reuse	
11	% of suppliers that are SME's, % spend with SMEs (Small to Medium Size Enterprises)	85%, 59%	8, 10, 17
12	Number of complaints received (relating to Cannock, Corby or Fleet operations)	0	3, 13, 15, 16



Re-engineering your waste

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