

# SUSTAINABILITY POLICY

Electronic Manufacturing Solutions Limited (EMS) is a Contract Electronic Manufacturer (CEM) providing electronic manufacturing services.

## PURPOSE

We recognise our responsibility to minimise environmental impact, support our community, and uphold ethical practices.

## SCOPE

This policy applies to all employees, contractors, suppliers, and stakeholders engaged with EMS Ltd. It covers our manufacturing processes, supply chain, facilities, and business practices.

## ENERGY

- Lights and equipment are switched off when not in use. Some lighting automatically switches off if not in use.
- LED lighting is fitted in the majority of the facility.
- Heating controls are timer based.
- Factory heating is infrared, heating surfaces / people as opposed to heating the air.

## WATER

- Bathrooms use motion sensors to minimise water usage.
- PCB cleaning utilises zero discharge capability, minimising effluent.

## WASTE

- We communicate, invoice, do our banking and store the majority of documents electronically.
- Waste paper, card, plastics, metals, glass, batteries and ink cartridges are recycled using licensed waste carriers.
- Recycling wherever possible,
  - Including office paper, where used.
  - Supplier packaging.
  - Materials from food stuffs, such as drinks bottles.
  - Paper towels.
  - Ensuring hazardous materials are disposed of accordingly, where applicable.

## SOCIAL RESPONSIBILITY

- Employee Wellbeing – provide a safe, inclusive, and supportive workplace.
- Ethical Supply Chain – some suppliers are defined by customers, but in the majority of cases, EMS works with official manufacturer supported suppliers ensuring fair labour practices and responsible sourcing of materials.
- Employee Feedback – we encourage our staff to make improvement suggestions either directly by submitting a suggestion in writing or via supervisors and managers.

EMS is not currently certified to ISO 14001 and does not currently run an Environmental Management System (EMS). However, EMS realises and accepts the benefits that such a system could provide, with initial plans to implement ISO 14001 being considered. In the meantime, EMS will continue to work to reduce its environmental impact.

This policy will be reviewed annually to reflect evolving best practices, regulatory requirements, and stakeholder expectations.

**Jonathan Plummer**  
**Managing Director**  
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