



contents.

“OE sees a future where access to power is no longer limited by location. We believe in sharing this vision with everyone, to create a more agile world.”

– Tim Hobbs, Founder



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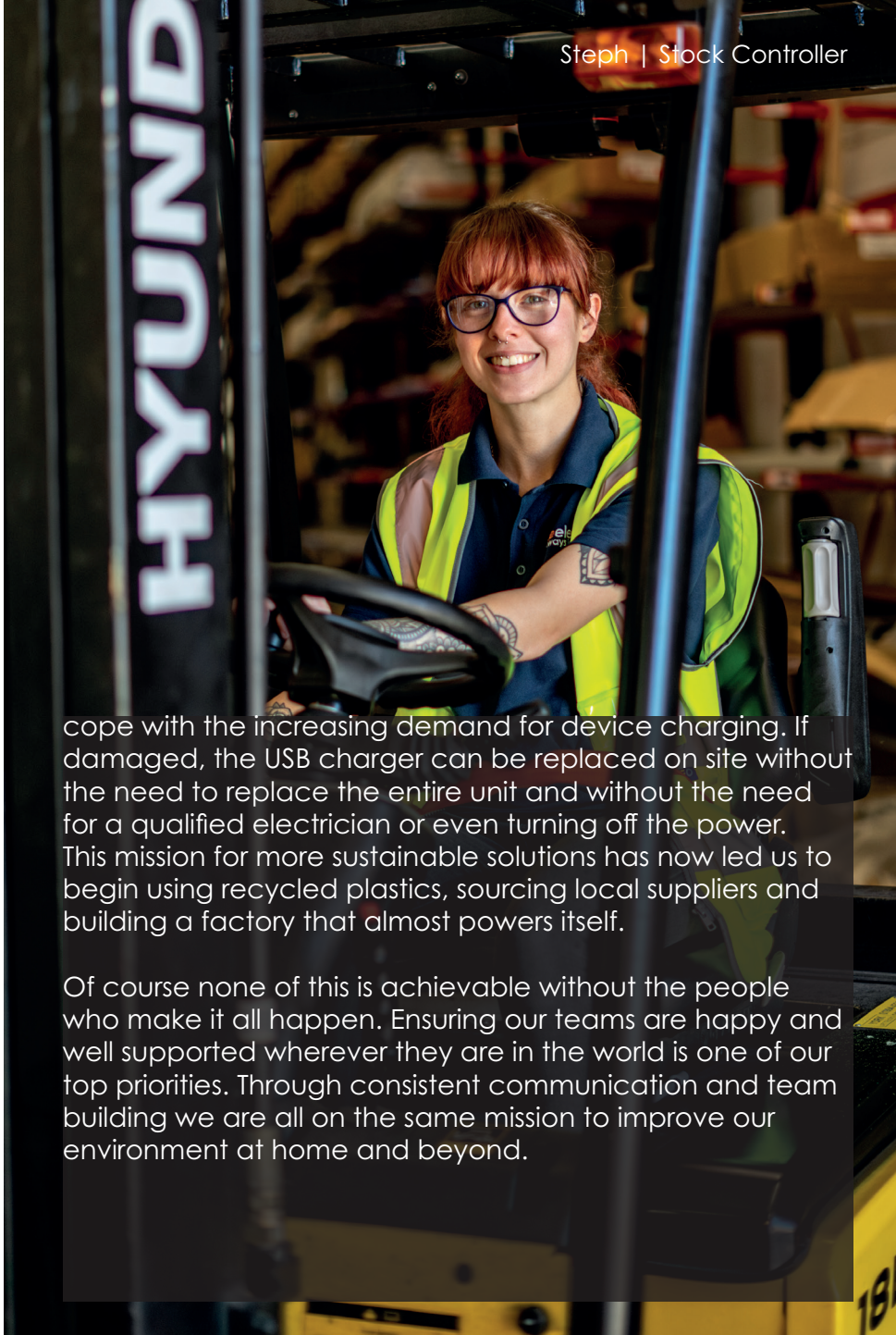
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our company.

OE Electrics is a group of companies including OE Electrics UK, Germany, Australia and the U.S. with teams in the Middle East and the rest of Europe. Together we're all aiming to make the world a better place. It might seem a lofty ideal, but through our culture and our product range we genuinely believe that we can make spaces more effective, more comfortable and more flexible leading to a more inclusive and sustainable environment.

From the beginning OE products have been designed and built with the idea of reuse. The majority of our products, built in our UK factory in Wakefield, West Yorkshire, or in Sydney, Australia, are made up of modular components to ensure we can accommodate everyone of our customers' needs. The manner in which our products are installed, with their unique plug and play system, means they can be disconnected and reconnected with ease, mounted and dismantled with minimum effort to ensure their usefulness remains despite the inevitable office change around. The modularity allows us to supply the entire world with each country's respective power outlet without wasteful unit redesigns and limited lifespan. We can design new and innovative products but use the same components saving precious materials and reducing our potential carbon emissions.

A woman with red hair and glasses, wearing a high-visibility vest, is operating a forklift in a warehouse. The forklift has 'HYUNDAI' written vertically on its mast. She is smiling at the camera. The background shows warehouse shelves filled with boxes.

cope with the increasing demand for device charging. If damaged, the USB charger can be replaced on site without the need to replace the entire unit and without the need for a qualified electrician or even turning off the power. This mission for more sustainable solutions has now led us to begin using recycled plastics, sourcing local suppliers and building a factory that almost powers itself.

Of course none of this is achievable without the people who make it all happen. Ensuring our teams are happy and well supported wherever they are in the world is one of our top priorities. Through consistent communication and team building we are all on the same mission to improve our environment at home and beyond.

welcome.

Instead of simply minimizing the negative impact of our operations, we want to make a positive difference for our customers, employees, suppliers, and the environment. Our ESG Report reflects this and is embedded in every aspect of our business, from product development to material selection and investment planning. We are already seeing great results from this approach.

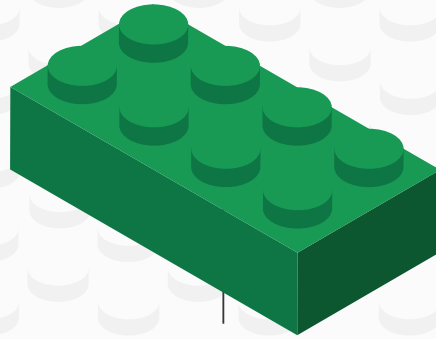
While we have accomplished a lot, we still have a long way to go. We plan to share our progress, plans, and challenges as we move forward, and we believe that by collaborating with other companies and organizations, we can have a greater impact. We recognize that our customers are looking for more sustainable options and we are committed to meeting that demand. At the same time, we believe that sustainable products must be well-designed, functional, high-quality, and able to withstand everyday use.

We follow the principle of “Democratic Design” which includes these four elements and sustainability. Our goal is to create better, well-designed products that enable users to access power in the workplace, no matter where they may be.



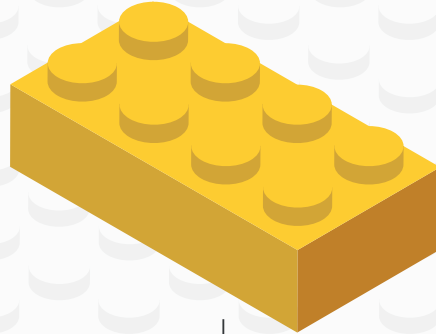
Tim Hobbs
// OWNER &
TECHNICAL
DIRECTOR

ESG strategy.



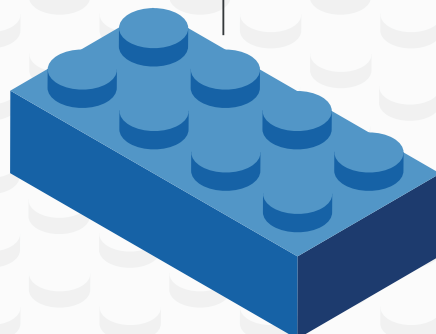
Environmental

We aim to work to protect and conserve the world around us through sustainable practices and initiatives.



Social

We aim to remove the barriers to opportunity, health and well-being for our customers, colleagues and communities.



Governance

We hold ourselves to the highest standards of responsible business, to ensure OE is a fair, safe and transparent place to work and develop.

Our focus.

Environmental, social and governance (ESG) considerations have become increasingly important for businesses, investors, and stakeholders as they seek to create sustainable and responsible long-term value. Choosing what to focus on with ESG is important because it can have a significant impact on a company's reputation, risk profile, and financial performance. Focusing on ESG issues that are most relevant to a company's operations and stakeholders can help the company to better understand and manage its impact on the environment, society, and build trust with its stakeholders. This can in turn help to attract investment, talent, and customers, and to mitigate reputational and regulatory risks. Ultimately, choosing what to focus on with ESG is an important strategic decision that can have far-reaching consequences for a company and its stakeholders.

These ESG topic areas are ones upon which OE can have a major impact, namely our climate change response, how we deal with packaging, operational waste, and energy.



OE & beyond.

Our ESG programme spans the entire OE Group, from Design to Manufacture, and customers to colleagues.



Procurement

Nature

More sustainably sourcing of raw materials and parts

Carbon

Emissions produced indirectly by activities in our supply chain, such as processing raw materials (Scope 3)

Workers

Protecting the human rights of those working in the supply chain.

Sourcing materials in a way that protects and restores nature, while respecting human rights. We're working to prevent the waste plastic and packaging and promote low-carbon transportation.

Production

Processes

Constantly monitor processes for more efficiency

Carbon

Ensuring low levels of waste material and efficient use of equipment and automation

People

A focus on employee well-being and training to ensure a positive work culture. Investing in employees and recognising the value in all employees of all levels. We perform regular 'Town Halls' to keep everyone up to date on company news and growth.

Operations

Carbon

Direct emissions from our business and activities, including despatching our products to our customers (Scope 1 & 2)

Waste

Reducing plastic and packaging

People

Colleague engagement, diversity and inclusion, colleague development

We're taking steps to transport our products to customers with low-carbon logistics. We're fostering a safe, inclusive workplace where our colleagues can grow and develop.

Customers & community

Value

Long-lasting products that can be easily repaired, rather than replaced.

Community

Local communities and work for local charities

Ethics

Ethics and compliance

We're making sustainable choices easier, by making our products repairable and circular in nature. We operate as an ethical business and support our communities.



Environmental.



ENVIRONMENTAL



Carbon
P9



Nature
P12



Waste
P15



Customer value
P19

Introduction.

Sustainable choices that save our customers money, cut our operating costs, and protect our planet.



Carbon



Nature



Waste



Customer value

Our aspirations

Minimising carbon emissions

Source from sustainable sources

Minimising product and packaging waste

Greener choices which save our customers money

Our long-term goals

A significant reduction in end to end carbon emissions

A regenerative impact on all materials sourced

A zero waste world, where nothing goes in the bin

Carbon neutral products which save our customers money

Our short-term goals

Lower direct GHG emissions.
Develop measurement of Scope 3 non-direct emissions.

Materials more sustainably sourced.
Partner with researchers exploring green alternatives.

Zero operational waste. Reduce packaging and make the rest 100% recyclable.

Enable our customers to buy more sustainably. Rapid acceleration of cheaper, greener products.



In 2021, we passed more milestones on our path to becoming a net zero-carbon business. Alongside actions to reduce direct and indirect greenhouse gas (GHG) emissions, we also scrutinise our supply chain to calculate how we can reduce emissions working with our suppliers.

As a medium sized business, we began to track our environmental impact seriously as far back as 2017.

However, that isn't to say that prior to this we gave no thought to our impact - quite the opposite. Sustainability is in our DNA but it was as we began to scale that we concentrated on how our increased size and volume of production could impact the environment.

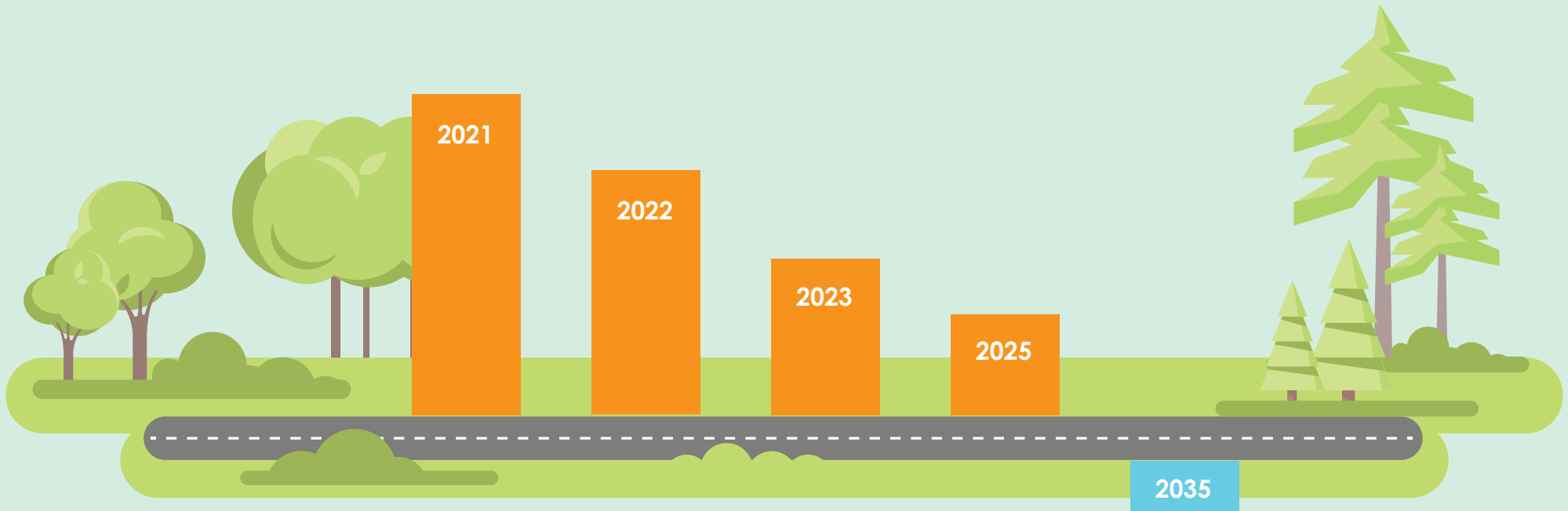
Sustainability is now a priority within the leadership team's objectives and is considered at every stage of our manufacturing process involving key individuals throughout the organisation.

Roadmap to net zero.

In 2021, we intensified our efforts to achieve operational net zero carbon emissions within Scope 1 and Scope 2, aiming to reach this goal before 2035.

Achieving net zero emissions for any manufacturing company is a challenge. Although we would like to source our materials and components locally, like most manufacturers we source materials and components from many places around the world.

In order to make the biggest impact in the shortest amount of time we have decided to focus on areas where we have the most control while at the same time making an impact on the wider issue at a more reasonable pace to ensure the security of the business.



Tackling emissions further afield.

As far back as 2000, when OE started manufacturing, our forward thinking owners wanted all suppliers to be “within 90 minutes drive of OE”, to minimise transport and ensure we supported local businesses, building long lasting relationships to work together. As we have grown, some products, together with market forces, meant that OE had to look further afield to access lower cost assembly for some of its products.

However, the ambition to source locally remains and, as part of our design philosophy, many components have been designed to allow automated assembly, which together with a continuous policy of scrutinising suppliers based on: their location; the materials they use; and their employee programs, allow us to make conscious choices towards becoming a more sustainable business.

Our first automated assembly line was installed in Wakefield in 2014, SAL, capable of making up to to 3 million sockets per year and plans are in place to introduce further automation lines to ensure that, as we grow, we actually reduce our import freight rather than simply leave it to increase in line with revenue growth

That together with automation on our moulding machines, means that as we grow we have the ability, not just to localise but also, to bring in-house even more of the processes and further reduce our emissions from shipping



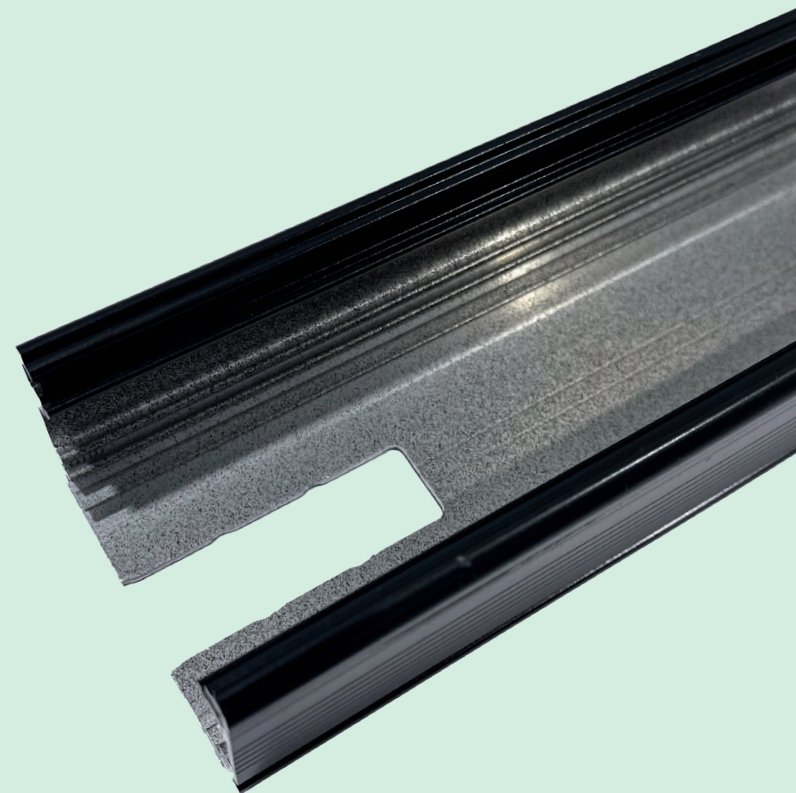


Card

Over the last 4 years we have managed to remove close to 100% of plastics from our packaging. We now use recycled paper filling instead of bubble wrap (to protect the products), we use paper tape instead of plastic tape and all our cardboard boxes are made from recycled material.

Wire

Cable, wire and electrical Socket contacts – have to have certain levels of copper purity to ensure that they conduct electricity without heat rise, as part of the requirement for electrical safety. While all of the copper content in our products is recyclable, due to the electrical nature of our product we have to be careful when using recycled material. We now encourage our cable & wire suppliers to challenge the copper for the electrical industry to use higher recycled content whilst maintaining the electrical characteristics needed – but we are not metallurgists – and to some extent the push to improve the copper industry comes from standards and regulatory bodies.



Metals

To make electrical enclosures. We endeavour to source material (aluminium / steel parts) that has recycled content and are in talks with suppliers to increase this. We can provide information on recycled content upon request

Lithium

One impact of switching to renewable energy is the increased production and reliance on batteries, ultimately increasing the amount of mined lithium. However, new innovative companies all around the world are discovering 95% of lithium-ion batteries can be recycled, thus creating the first modern circular industry



Plastic

Sprues, mis-moulds, and other unusable plastic parts are ground down to pellets and used again for moulded parts.



Next steps for commodity sourcing

Expanding to incorporate more commodities and tailored to those that are most significant to our business. In 2023 and beyond we'll be focusing on:

- Printer inks & toner
- Staff vending machines
- Computing equipment
- Injection Mold tooling
- Outsourced fabrications
- Small components

Solar.

OE House uses solar energy, and a completely plug-and-play electrical system throughout. Any power generated by our solar panels that is not used (approx 6, 981 kWh P/A) is sold back to grid.

We are planning on introducing energy storage, in-house, to enable us to store daylight power from the solar panels for use after dark, but until then and any additional

power required by the building (during Winter for example) is from a supplier who provide energy from renewable sources.

Furthermore, our factory was designed to minimise the need for powered air conditioning, with a north facing aspect and a natural through-flow air conditioning system.

All lighting in the building is LED and is controlled automatically by movement sensors to ensure that unused areas of the building are not wastefully lit.

23% of the power that runs OE House comes from Solar Energy
The rest comes from 100% renewable sources



Waste

Through an end to end focus on waste and moving towards circular economies, we can eliminate waste of all kinds.

Since 2020, we've worked hard to eliminate plastic completely from our packaging, switching to recycled card and paper instead.

Both card and paper can be recycled over and over, and we have an industrial shredder at OE that takes damaged boxes and shreds them down into a usable packing material to protect out products during transit.

Off-cuts of aluminium and steel from our engineering department are collected and sent for recycling, as are any off-cuts of wire.

The sprues we create as part of the injection moulding process are ground up and then reused to create plastic parts that do not require virgin plastic.



We recycled 20t of cardboard in 2022



We recycled 12t of plastic in 2022



We recycled 6t of metal in 2022



We recycled 3.5t of wire in 2022

Operational waste

OE is working hard to deliver zero waste through group wide efforts to reduce, reuse, recycle and redistribute operational waste.

Our definition of zero waste is 100% of all operational waste being reused, recycled, re-purposed or donated to charity, with zero waste to landfill. We aim to achieve this by 2030. We're constantly looking for ways to drive down our waste and to create new uses for our waste products at the end of its life, as we work towards our target.

- Waste produced during manufacture (aluminium and wire off-cuts for example) is collected for recycling.
- Any cardboard box that is no longer fit for purpose is shredded on site to create packing material.
- Sprues, or damaged/mis-moulded plastic is re-ground and used to create new plastic parts.
- Our crafty engineering department also find ways of using waste material to create jigs to improve their machining operations.

**Only 4%
Went to
landfill in
2022**



Plastic & packaging

Without well designed packaging, products become damaged and need to be replaced. Considered, well designed packaging, is sustainable for the environment and the business and more often than not can be reused.

In the 2022, OE completed the final stage of it's transition from plastic to sustainable materials such as card. While 2% of our packaging is still plastic, this is the plastic that we receive our raw materials in and so it makes no sense to remove this plastic and replace it with card - instead we keep the plastic with the unit so that it can serve a secondary purpose.

Although we audit and reduce the amount of plastic packaging used, it is sometimes unavoidable due to regulations within the electrical industry. Wherever possible we reduce or replace plastic with a more environmentally friendly option.

OE products are inherently reusable due to the modular nature of their construction. In theory, every OE product ever made could be stripped down and updated, repaired and rebuilt using a combination of its existing parts and new ones from stock. In this way, the plastic we do use can go on to be part of several OE units in its lifetime.



We're working product-by-product to make our packaging have the lowest impact possible...

98%

Of OE packaging is plastic free, using easy to recycle card and paper instead

84%

Of plastic OE parts could be rebuilt into a new OE unit.

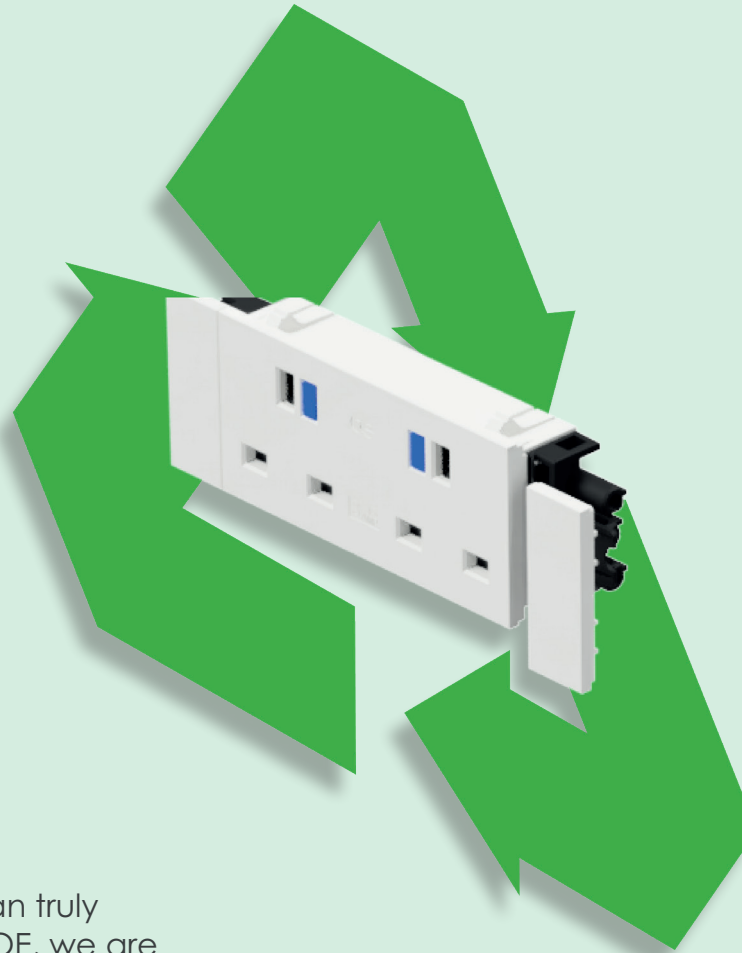
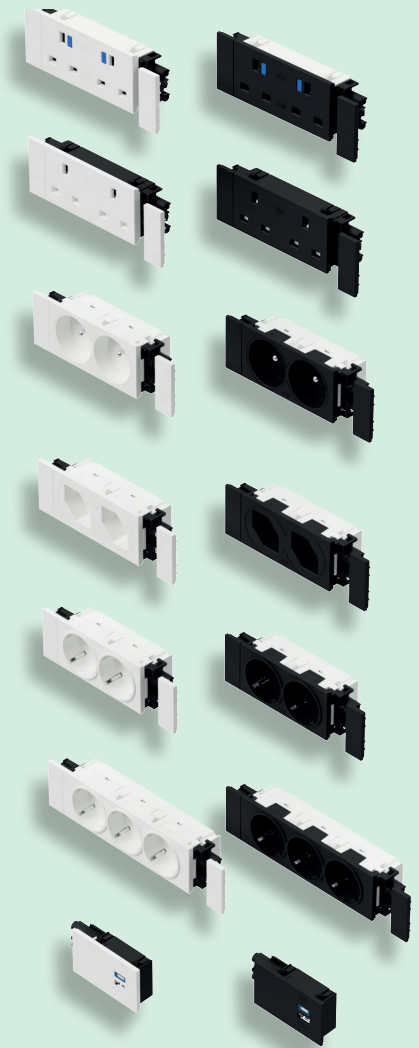
Creating a circular economy

By working towards a circular economy we can eliminate waste in our manufacturing site and supply chains.

A sad truth when it comes to consumer electronics, is that many working units are prematurely sent to waste, simply because technology has moved on and made them redundant. OE units are designed to remain relevant right up until their final use by being part of a larger modular eco-system.

The click-and-connect nature of our QIKFIT range and the modularity of our core range means that parts that become obsolete or antiquated could easily be swapped out and upgraded, without having to replace the entire system.

This same methodology applies to parts that are damaged while in use. If one of our TUF-R® USB chargers is damaged, then the TUF-R® can be replaced while the rest of the system remains untouched. Resilience is fundamental to long-term sustainability, and so by designing a system that can truly stand the test of time we are proud to say that at OE, we are doing what is right for the long-term.



The OE QIKFIT range simply snaps in and out, meaning that if a module becomes damaged, only that part needs replacing and not the whole unit!



Customer value

Making sustainability accessible, engaging and affordable for customers is how we create change for better. As a value-focused supplier, it is our responsibility to support customers to buy more sustainably.

OE offer a vast range of products to enable customers to find the right solution that fits within their budget.

Our unique modular system allows for thousands of different configurations for each of our products. We have made this, sometimes complex configuration process, easier by introducing simple starter kit solutions which provide excellent value not just in product, but customer experience.



We're on it!

Replacable parts with easy install...

Our patented TUF-R® USB Charger is the only device on the market where a damaged USB charger can be replaced on-site, while the power is still on, without the need of an electrician. This means if the USB charger on an OE unit breaks, only the USB charger needs to be replaced - rather than the whole unit.





Social.



**Customer
relations**
P23



**Local
communities**
P24



**OE
colleagues**
P30



**Human
rights**
P35

Introduction.

We aim to remove the barriers to opportunity, health and well-being for our customers, colleagues and communities.



Customer relations



Local community



Colleagues



Supply chain

Our aspirations

Eliminating carbon emissions

Enabling togetherness, and connections in our local communities

Empowering colleagues to be their best selves

Greener choices which save our customers money

Our long-term goals

A quantifiable positive benefit on our customers' businesses

A long-term, positive social impact on the communities we serve

A measurably more inclusive business, providing opportunities for colleagues to progress

A mature, proactive, data-led programme that manages risk in partnership with suppliers

Our short-term goals

Engage in better quality control measures to ensure the products we make and sell are the best they can be.

Several community fundraising events for local Hospices and other charities close to our hearts.

Increase female leadership across the OE Group.

Implement a Human Rights due diligence approach that goes beyond audit. Sometimes there is a human cost to sourcing at low prices.



Customer relations.

Nobody likes to be passed from one department to another. This is why in 2022 we shook up our HQ and merged our Customer Support, Quotations, and Technical departments into one big department.

This introduction of this new 'Mega' department means that we are able to handle customer enquiries and orders faster and more effectively, as all necessary expertise is held within the one department.

Merging departments in a business can lead to efficiency by streamlining operations and reducing redundancies. When different departments are integrated, it can help to eliminate duplication of effort and improve communication between teams. This can lead to faster decision-making and increased productivity.

By combining the knowledge, skills, and resources of different departments, a business can achieve a more comprehensive and efficient way of working. This can also help to break down silos and encourage cross-functional collaboration which lead to more innovation, creativity and problem-solving.



CUSTOMER

SALES SUPPORT

The enquiry is handled by just one department

PRODUCTION

Product is built or picked from stock

DESPATCH

Product is shipped to the customer

CUSTOMER



Supporting local communities.

OE began in the City of Wakefield in West Yorkshire, and over 30 years later we're still here.

We are one of the largest employers in the area and support our local community in a variety of ways, but our biggest contribution is a regular charitable contributions to locals causes.



Wakefield Hospice.

OE supports several local and international charities, but one that is particularly close to our heart is Wakefield Hospice

We have dedicated several charity events in the last 12 months to raising funds for Wakefield Hospice - a charity that does essential work for the Wakefield area, bringing help and comfort to those nearing the end of their life, as well as their families.



The Yorkshire Air Ambulance.

OE has been a long term donor to the Yorkshire Air Ambulance service, with several of our annual charity events being held to raise funds for this invaluable service

Every year the staff at OE hold several charity events to raise funds for the Yorkshire Air Ambulance. The most popular of these is the Annual Dragon Boat Race, in which the OE smash it every year.

As a large local employer, we encourage our teams to get involved with events to support local organisations and charities.

By taking part we hope to provide a sense of community and goodwill as well as promoting OE as a positive employer and give something back to the local area.



The OE team celebrating after another win behind the oars.

Local recruitment.

At OE we try to hire first and foremost from the local talent pool. Not only does this help support our local community, but it keeps the environmental cost of commuting to a minimum.

Wakefield and the surrounding area has become in recent years a multicultural melting pot, with dozens of nationalities calling “Wakey” their home. The OE family welcomes nationalities from all over the world, including Polish, Latvian, Lithuanian, Romanian, Russian, South African, and American. So, even though we try to hire locally, we have a truly international and inclusive workforce.



Tackling barriers.

Inclusion

A genuine commitment to equality, diversity and inclusion internally and externally means that we play a role in promoting its importance and targeting our support to those people and places most affected. We enforce our Equal Opportunity policy and update it regularly to make sure that any new or emerging barriers to inclusion are addressed as soon as possible.

Reporting discrimination

OE has a zero tolerance policy on discrimination in the workplace, and our HR department has two post boxes on site where we encourage our colleagues to report anything they see or experience themselves.

New blood

OE champions new staff, and realises that they often come with a wealth of experience and knowledge from other businesses and sectors which can prove invaluable to furthering our own business. Our current team has staff with tenures ranging from 18 weeks to 20+ years.

Well-being

OE recently took on its first Well-being Officer, Katy Cawthorn, who will take on the task of keeping our staff fit and healthy, both physically and mentally.

Katy has already led several charity fitness events, and runs free of charge exercise and yoga classes for OE employees, from a purpose built gymnasium at OE House.



We're on it!



Facilities.

We've had a gym since the beginning, but now we have a whole floor.

As well as the new equipment, fitness classes held on site are available for free to all OE employees.

"THE FRUIT'S HERE!" - Rob Cubbon // Marketing

Plus, to keep our colleagues in tip-top shape, every Tuesday some boxes of fresh fruit are put out in the canteen for anyone who fancies a healthy freebie.

We're on this too!





Our colleagues.



Phil

Phil has been with OE pretty much since the beginning. With over 20 years of service under his belt, Phil is OE orange through and through!

We continue to build an even more inclusive workplace, supporting all aspects of colleague well-being and offering great learning and career opportunities to make OE a place where our colleagues feel inspired and empowered to be their best selves.

Our amazing colleagues are at the heart of everything we do, and they are what makes us OE.

Creating a lasting culture of inclusion and empowerment is about building collective knowledge and confidence, measuring diversity with solid data, inspiring leadership and strong governance.

Colleagues can also access support through confidential phone lines, financial advice, Fitness support, and of course the open door of our HR Department.

Additionally, providing a good maternity scheme can also help to promote gender equality and diversity within the workplace, as it helps to remove some of the barriers that may prevent women from participating fully in the workforce.

Gender balance.

While equal remuneration and development opportunities apply to all our employees, like many businesses, an imbalance of men and women exists in certain roles.

We know that there is a broad under-representation of women in manufacturing leadership but we are proud to say that currently 45% of our leadership team are female.

We want to improve further, and have a 50/50 split by 2026.

In contrast , over 80% of team leaders and department managers at OE are female.



Our HR Team
100% Female.
100% Boss!



Alison & Amy
A combined 30+
years at OE!



Rachel
Production Team Leader



We're on it!

Flexible working hours & home working

Learning from the COVID-19 pandemic, we confirmed last year that a hybrid working model would become a permanent option. This approach enables colleagues to select the best location to do their job, which could be from home, or the office. We have issued staff who choose to work from home with a 'Work from Home' kit to ensure their working environment is as comfortable and ergonomically sound as possible. We also provided support for line managers to be able to lead their teams remotely.

Production hours are also more flexible to help employees manage childcare and improve their work-life balance.

"HAVING CONSULTED EXTENSIVELY WITH COLLEAGUES ABOUT FUTURE WAYS OF WORKING, WE KNOW THEY WELCOME THE INCREASED FLEXIBILITY OF REMOTE WORKING. HOWEVER, THEY ALSO ACKNOWLEDGE THERE IS SOME WORK THAT IS SIMPLY BETTER DONE FROM THE OFFICE, SO AS WE MOVE FORWARD A HYBRID WORKING MODEL IS THE RIGHT APPROACH."

Sophie Sherwell // Head of People @ OE

Financial wellbeing

To help our colleagues with the stress that money can bring, we've brought in a free of charge financial advisor. Our colleagues can get confidential advice on their money, whether it be how much they should pay into their pensions, debt, savings, or how they should go about getting a new car. We also work with Halfords for the Cycle2Work scheme to help staff buy a new bike.

Qualifications, training, and specialist courses

In 2022, nine of our colleagues gained their Fork-Lift truck qualifications, and a further two went on to get their VNR truck licence. Investing in employee development will boost their skills and career aspirations, which can be beneficial for both the employee and the organization. Employees who feel that their employer is investing in their personal and professional growth are more likely to feel valued and motivated. This can lead to improved job satisfaction, internal promotions, employee loyalty and ultimately, improved productivity.



We're on it!

Always learning...

In 2022 we were joined by Lisa who specialises in Learning & Development. Lisa organises courses and training schemes for staff that want to train to further their career.

More courses are planned through 2023 and beyond.



We're on this too!



Human rights.

Many thousands of people around the world play a part in keeping OE shelves stocked and we have a responsibility to ensure the dignity of every worker in our supply chain.

We have carefully researched and developed a program that prioritizes ongoing improvement and risk management, while also simplifying the process for suppliers. By moving beyond traditional social audits and using a data-driven approach, we have gained a better understanding of risks in our global supply chains and how to make a positive impact.

Our goal is to use automation to shift the focus of the program from administration to proactive collaboration with suppliers and stakeholders to effectively identify and manage risks. For example, a tiered response system enables us to prioritize engagement with higher-risk facilities to address issues and mitigate risks.

Our program is aligned with the UN Guiding Principles for Human Rights (UNGPs), and is focused on implementing a robust supply chain human rights approach for our business and supply chain. We are continuously adding new policies and procedures that support our “beyond audit” approach and ensure human rights due diligence.

We value the input of NGOs* and other stakeholders in refining our approach.

With a more detailed and accurate understanding of risks and supplier compliance, we are able to identify and track improvements made in the supply chain, leading to greater visibility and management of the risks. Additionally, the simplified system allows us to contribute more insight and strengthen partnerships, particularly in regards to vulnerable groups such as women and migrant workers in the supply chain.

Additionally, integrating human rights into business operations can also promote social and economic development in the communities where the company operates. By working with local communities and respecting their rights, companies can help to promote sustainable development and contribute to building strong and healthy communities. Companies that align themselves with the UNGPs⁺ help to be a positive force for change in the world and contribute to the betterment of society.

* Non Governmental Organisations. ⁺ United Nations Guiding Principles on Business and Human Rights

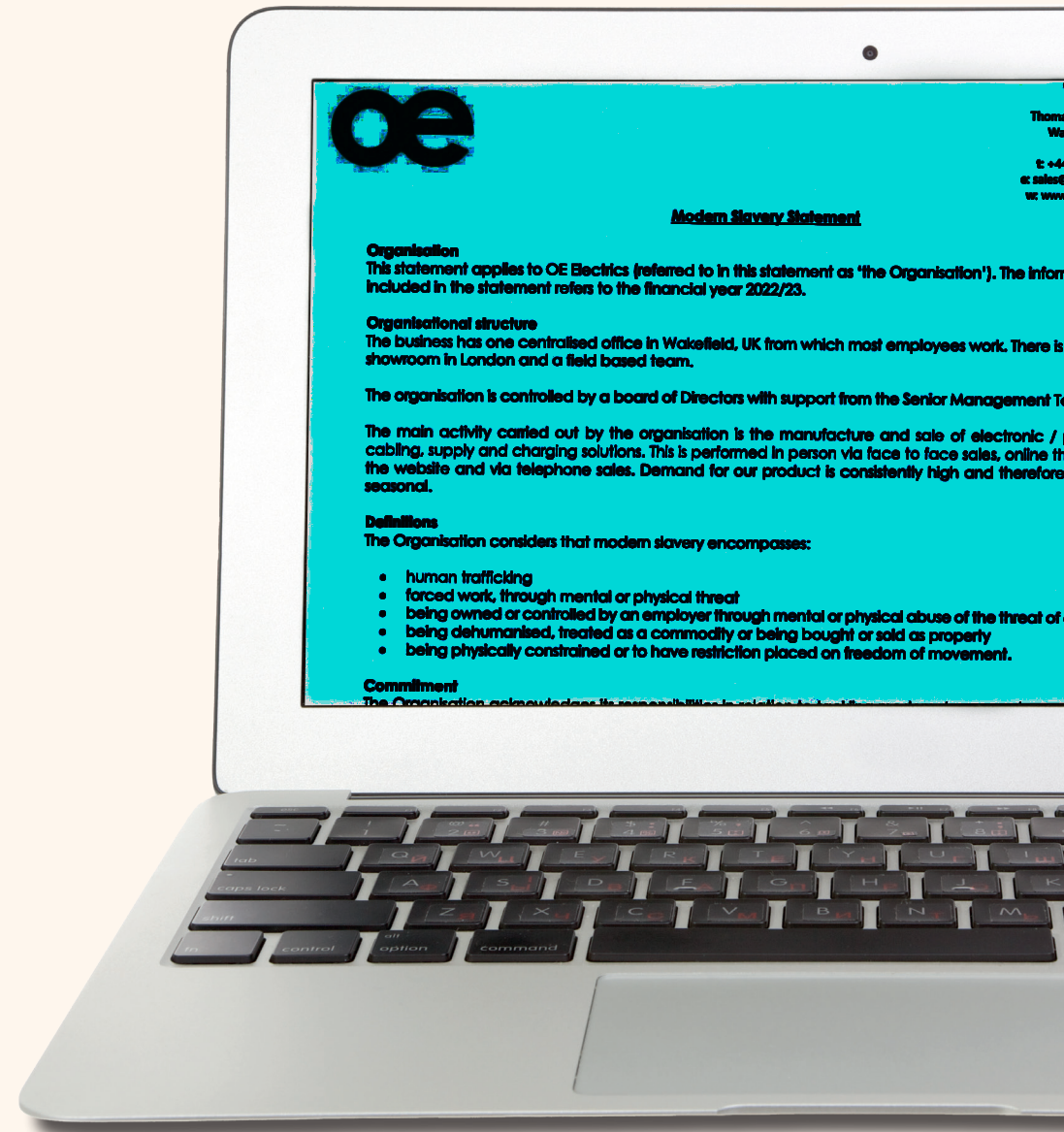
Modern slavery.

In 2021, we were proud to join the Slave-Free Alliance and to undertake its gap analysis of hidden risks in our own supply chain.

At OE, we take our responsibilities in fighting modern slavery very seriously and are committed to following the guidelines set forth in the Modern Slavery Act 2015. Although we aren't legally required to publish a statement, we understand the gravity of the issue and want to do our part. We continuously review our internal practices and supply chains to ensure that we are not contributing to modern slavery in any way.

We only work with organizations that do not engage in or support slavery, servitude, forced labour, or human trafficking. Additionally, we guarantee that any labour used in our services is obtained ethically, without the use of slavery or human trafficking.

We pride ourselves on adhering to the highest standards in employment legislation and always make sure to comply with all relevant laws in England.





Governance.



**Ethics &
compliance**
P39



**Economic
contribution**
P40



**ESG
governance**
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**Transparent
disclosure**
P43

Introduction.

We hold ourselves to the highest standards of responsible business, to ensure OE is a fair, safe and transparent place to work and purchase from.



Ethics & compliance

Our aspirations

Doing the right thing, always



Economic contribution

Be a positive force for the UK economy and our supply chain



ESG governance

Rigorous governance that holds us accountable



Transparent disclosure

Robust reporting that our customers and colleagues can trust

Our long-term goals

An agile compliance programme tailored to our needs

Be the manufacturer of choice for power and data distribution

An ESG culture from top to bottom

Best in class ESG disclosure

Our short-term goals

Operate an Ethics and Compliance programme that supports our growth.

Work collaboratively with our suppliers and champion innovation

ESG KPIs for key colleagues

Data for material ESG issues externally audited



Ethics & compliance.

Our comprehensive ethics and compliance programme underpins all we do, helping our colleagues to make the right decision and be proud to wear the OE badge. We have started to create bespoke programmes in areas such as Cyber Security, Anti-Corruption and Health and Safety.

Ethics and compliance are critical for any business as they form the foundation of the company's reputation and trust among its stakeholders. Adhering to a strong set of ethical principles and complying with relevant laws and regulations not only helps to mitigate the risk of legal and financial penalties but also promotes a positive image for the business. A company with a strong ethical culture is more likely to attract and retain customers, employees, and investors.

Additionally, being in compliance with regulations and laws, from data protection, labour laws, and anti-corruption, protects the company from legal and reputational risks. As a company that can be trusted, it can provide a competitive advantage over businesses that are not seen as ethical and compliant. In today's globalized business environment, businesses need to be aware of the various regulations in different regions and ensure compliance across all locations. Companies with strong ethics and compliance programs tend to have fewer legal issues and can move forward confidently, with less uncertainty.

Moreover, it's also essential for the long-term sustainability of a business. As the demands of stakeholders and society evolve, the company will be able to adapt and make decisions aligned with those changes. Also, it's critical to the company's overall success in the long-term and it's critical to its ability to build trust and credibility with all its stakeholders.

We're on it!

Compliance

The health & safety implications of working in the electrical industry mean that compliance is essential to everything we do

Electrical safety compliance has always been part OE Electrics' core values, and now that we are increasing our international sales, we have created a dedicated compliance department to ensure we are well versed and adhering to all relevant electrical standards around the world.





Economic contribution.

The last year saw further disruption to our economy, with COVID-19 impacting workforce productivity and exacerbating wider supply chain challenges.

As well as keeping over 200 people in work without any layoffs, we kept cash flowing for UK small suppliers, paying them immediately on receipt of their invoices.

We worked collaboratively with our suppliers to support them through significant supply chain disruption, deploying our own drivers and vehicles to help suppliers facing driver shortages, temporarily de-listing low-volume lines to enable suppliers with labour shortages to focus on their most important products, and extending our lead times for imported goods to allow suppliers to plan further ahead.

We're on it!

Finding innovative suppliers

Our Purchasing team support suppliers to grow with our shared knowledge and innovation.

In 2021 we began looking at our existing suppliers and exploring whether we could source more locally from suppliers who can offer the same quality. In cases where this is not possible, we have begun to work with our international suppliers to ensure that working conditions on their sites meets the same high standards that we would expect in the UK.



Investing in apprenticeships.

Taking on apprentices is a big responsibility and time consuming, but the rewards are definitely worth it.

An apprenticeship scheme can provide a number of benefits for businesses. One of the primary advantages is the opportunity to train and develop a skilled workforce. Apprenticeships allow businesses to build a team of employees who are trained to meet their specific needs and requirements, which can lead to increased productivity, efficiency and competitiveness.

Another benefit of an apprenticeship scheme is the ability to attract and retain talented individuals. By offering apprenticeships, businesses can attract individuals who are interested in learning and growing within the company. Additionally, apprenticeships can also serve as an effective retention strategy as apprentices are more likely to stay with a company after completing their training. Apprenticeships provide a clear career path that can be appealing to individuals who are looking to advance in their chosen field.



ESG governance.

At OE, ESG is designated as a strategic programme – meaning it is regarded as crucial to our future growth. In 2021, we refined our ESG governance structures to reflect this prominence.

Our directors keep an eye on the purse strings, making sure that our ESG goals align with our company values

The sustainability focus group in charge of setting and implementing ESG goals

The three pillars of ESG





Transparent disclosure.

At OE, we've always believed in straight forward, honest communications – and that is at the heart of our ESG reporting. We want our progress – the good and the not so good – to drive wider change.

This report covers the 2022 calendar year and relates to the OE Group and subsidiaries including OE Electrics, OE Elsafe, OE GmbH, and OE Inc.

All data has been verified internally by the relevant parties. All disclosures made in the report and on the website are checked and evidenced by internal experts. In 2022, we introduced a dedicated ESG team to capture and substantiate all our ESG disclosures. We also employed an external agency to measure our carbon emissions throughout the group. This was a significant milestone in how we govern and manage ESG credibly and transparently. The data and disclosures made within this report are correct to the best of our knowledge, as at the publishing date of March 2023.





Carbon data availability.

We have developed a series of carbon embodiment data-sheets, which can be downloaded from our website. These sheets provide a comprehensive breakdown of the resources involved in the production of our products.

However, as our OE products offer infinite configuration possibilities, creating a data-sheet for each configuration is not practical. Therefore, we have identified the most popular configurations of each product and have prepared carbon embodiment data-sheets for those configurations. We feel that it's important that this data is made available to our customers so that they can make an informed decision on their purchase.



get in touch

If you have any input on our company's sustainable development we'd love to hear from you.

Please contact info@oeelectrics.co.uk

We look forward to hearing from you.

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