

The background is a solid blue color. It features several concentric white circles. Superimposed on these circles are numerous white rectangular segments of varying lengths, arranged in a circular pattern that resembles a stylized gear or a circular bar chart. The segments are more densely packed in some areas and more sparse in others, creating a dynamic, geometric pattern.

IMPACT REPORT 2023

Our commitment to **Net Zero** and **Community**

CONTENTS

Foreword..... 4

Tripling the bottom line in People, Planet and Profit..... 6

Strategic Investments in our workforce and workforce of the future..... 7

The fair work organisations and programmes we support..... 8

Career Events 10

Driving Wellbeing & Diversity & Inclusion..... 11

Driving Collaboration & Best Practice Sharing within the local business community 13

Collaboration over competition 14

A positive impact in our community 16

Tackling poverty in North Ayrshire 17

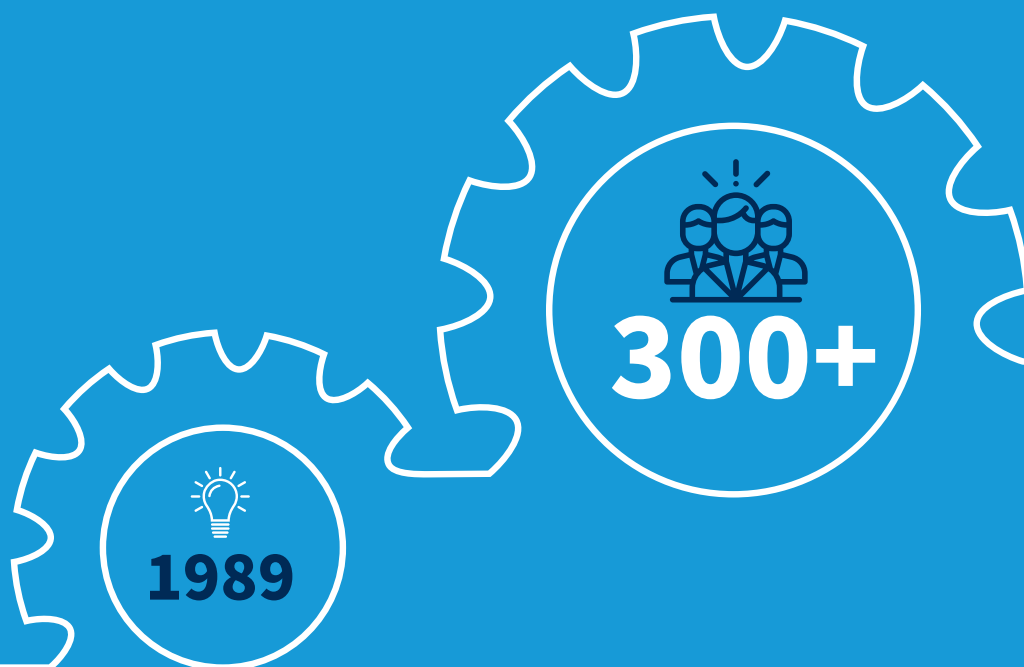
Planet Positive Business..... 18

Carbon Reduction Projects 20

Booth Welsh Carbon Reduction Plan 21

Helping other companies to reduce their energy usage and emissions..... 22

Final Reflections 23



Founded in 1989, Booth Welsh has evolved into an agile independent business employing over 300 people. Working mainly in the UK but with true international experience and capability.

Booth Welsh is committed to making a positive impact on people's lives, protecting the planet, and ensuring sustainable profits. This report outlines our key impact **People and Planet Positive** achievements in 2023.

The company went through a management buy-out in 2023 which has created fantastic opportunities for the workforce and the business.

While we are proud of our achievements to date, we know there is much more we can do to strategically tackle issues in our community around food and fuel poverty, tackling the social divide, creating more high value career opportunities for local people, helping to build and shape a greener and more resilient local economy for those who live, work and study in Ayrshire.

In North Ayrshire **29%** of young people live in poverty. This is something we are determined to help make a difference with.

We have a number of ways we intend to support this including:

- Investing our time and energy in the next generation to help create better career opportunities
- Helping to drive wellbeing both within the organisation and our local community
- Creating wealth building opportunities for local traders

In 2023 we supported community wealth building initiatives when they emerged. However in 2024, it is our intention to take a more strategic approach to Social Value creation and we will be publishing this plan in 2024 with the aim to create more impact.

A FOREWORD BY OUR CEO

MARTIN WELSH

In our third decade of operation, we are very proud of our heritage and the contribution we have made to the Ayrshire economy and it's wellbeing. There is a real spirit of innovation and can-do attitude in this region explaining why so many global organisations have a presence here. We are pleased to count many of them as long-term customers.



COMMUNITY

The bedrock of our business. Without it, we would have no workforce, no talent pipeline and no cultural spirit on which to base our business. This is why we place high priority on our engagement and support for our local community, their wellbeing and community wealth building initiatives.



ESTABLISHING PEOPLE AND PLANET POSITIVE VALUES

Since our management buyout in 2023, we have been able to start embedding a People and Planet Positive set of values at the heart of our business. As such, we have established a clear sustainability and social value strategy that reflects our strong beliefs that you don't need to make a trade-off between addressing the environment and the value you place in your workforce and your community in order to achieve measurable business results. We first referred to this as Environment 4.0 in 2021 and these values now form the backbone of the Industry 5.0 initiative.



BUILDING THE UK NET ZERO ECOSYSTEM

We are delighted to report that Booth Welsh was among the first companies in the United Kingdom to take part in and advocate for the Net Zero Nation Net Zero Accelerator. The 12-month community-driven programme provides Net Zero certification and helps SMEs and supply chain owners drive tangible progress with their Net Zero transition. The Net Zero Nation ecosystem has mobilised the transition of over 100 companies with an annual turnover of £1.5bn since our involvement in 2022 acting as a Net Zero multiplier for emissions reduction and is also presented at Cop28.



TACKLING THE ENERGY CRISIS WITH INNOVATION INVOLVING THE NEXT GENERATION

We partnered with a social enterprise called Powering Futures this year and have put over 90% of our under-25 workforce through their sustainability challenge programme. Some tremendous innovation came from that programme helping us achieve a significant reduction in energy usage and emissions by implementing a new boiler system. This year we also decided to launch our internal energy monitoring and emission system 'Energy Dashboard' for external use. Helping companies pinpoint their energy usage making more informed choices that give them more control over their spending on energy usage and actively help reduce their emissions.



A SAFE PAIR OF HANDS TO DELIVER & INTEGRATE THE CRITICAL SOLUTIONS OF THE FUTURE

I believe that today, our clients are seeking an engineering integration partner and innovator who really lives by their values and that's what drives us as a business. We are a safe pair of hands for clients who now need their partners to support them in having a credible Net Zero and Community Wealth building strategy

Therefore, with great pleasure I am pleased to share our 2023 impact report with you and we look forward to helping our clients streamline the efficiency and impact of their operations in 2024.


MARTIN WELSH
 CEO

OUR MISSION

**Through collaboration,
we engineer a better future...**

We develop and nurture the talent of entire workforce, empowering people to do better every day and enhancing their health, wellbeing and fulfilment. We practice open and collaborative working with colleagues, clients and other stakeholders, leveraging key talent to be leaders in thinking and practice. We are visionary and ambitious, promoting creative, innovative and agile ways of working. We aspire to make a positive impact on the environment.

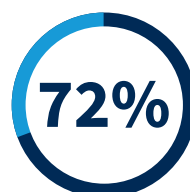
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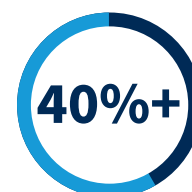
years based in
Ayrshire



Over 120 apprentices
trained in our 34 years



72% of staff live in Ayrshire
98% in West of Scotland



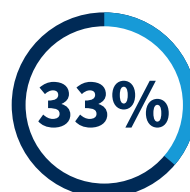
Over 40% of our supplier
base in Ayrshire



Added over 100 to our
workforce over the last 3 years



17 years without a
lost time incident

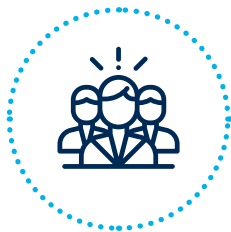


One third of our annual
revenue is generated
in supporting Ayrshire
Industries



100% locally owned by
our management team
to Engineer a better
future

Tripling the bottom line in **People, Planet and Profit**



PEOPLE

As a services business, our success depends on investing in and developing the potential of everyone who works for us. We are committed to empowering our employees to reach their full potential and achieve personal and professional growth.



PLANET

We recognise the urgent need for environmental responsibility and are committed to building this into our strategy. Our aim is to operate in an environmentally sustainable way that supports a healthier planet for all.



PROFIT

We recognise the importance of profitability in ensuring the long-term sustainability of our business. However, we also believe that this must be achieved responsibly, with a commitment to ethical and socially responsible business.



Strategic Investments in our workforce and workforce of the future



Powering Futures empowers the future workforce with the skills to help their organisation transition to net zero. Partnering with businesses to help them solve real-time climate change challenges, Powering Futures tasks teams of 16–25-year-olds with solving a sustainability problem set by industry or their employer and supports them in coming up with creative solutions.



90% of our Under 25's are actively engaged in Powering Futures Sustainability training

Throughout 2022, a six-strong team of graduates and apprentices from Booth Welsh used the Powering Futures programme to work on their own business challenge: 'Our energy costs are too high' – resulting in a reduction in gas usage of 80%, saving the business £40,000 in energy costs annually.

The team looked at using the existing air conditioning system to replace the boiler but found that did not deliver any cost or carbon reductions.

Amie Cumming Technology Development Graduate said: "Eventually the solution we decided on was to replace the existing boiler with a modern and highly efficient solution. The replacement solution offers 98% efficiency and will reduce our gas usage by 80%.

By replacing the gas boiler, we could save as much as £40,000 per year and 43 tonnes of CO2 per year."

Martin Welsh added, "It's important that we invest in programmes like the Powering Futures Challenge. Initiatives like this give our team an opportunity to grow, to become more innovative and help us work towards our people and planet positive goals. We've been really impressed with how the team has risen to the challenge and how it has influenced the wider workforce to recognise the value we need to place in embedding sustainability at the heart of our business."

"In early 2022, we had a lot of new graduates joining just as we were looking at getting involved with Powering Futures, so it came as a great opportunity to get these new people working together and develop their team building skills. It has also been a good opportunity for us as a business to look at our impact on the environment.



Businesses such as Booth Welsh are the lifeblood of Scotland and if all had such an innovative 'front foot' approach then we would really drive the economy forward. Booth Welsh making the transition to Net Zero a virtue, not a cost, is driving business, creating social value and supporting their community. Understanding that good ideas can come from anywhere creates long term loyalty and bottom line upside."

David Reid

The fair work organisations and programmes we support

Booth Welsh recognise that a happy workforce means a productive workforce. Over the last 5 years we have invested significant time and money in the introduction of Workplace Innovation practices.

We work closely with our partners Workplace Innovation Europe, a not-for-profit organisation that help businesses develop their workforces to their highest potential, empowering their people to achieve performance gains across a wide range of business indicators from productivity and innovation to employee engagement and wellbeing.

More recently, we have been closely working with Fair Work Ayrshire (FWA) which is a pan Ayrshire project working with employers across all three local authorities providing a service which will support, enable and empower employers to introduce Fair Work into the workplace, policy and practice to improve prosperity of Ayrshire businesses and people. The overall aim is: 'to develop an Ayrshire approach to Community Wealth Building that enhances wealth, ensures fair and meaningful work, and creates successful places throughout the region.'

To keep our practices up to date, we have been actively working across all areas of the Fair Work Framework for a number of years to offers all individuals across our workforce an effective voice, opportunity, security, fulfilment and respect to balance the rights and responsibilities of us as an employer and also our workforce.



#booth welsh culture



In addition to this we have also been working closely with the Scottish Enterprise Workplace Innovation specialist team, ensuring we align our training plans to the Scottish Fair Work Framework. Some recent training examples here include Managing People for Growth, Principally Women Senior Leadership programme and the Workplace Innovation Engagement programme.

Leveraging talent of the younger workforce and upskilling has always been one of the company's strategies for success. We have evolved our scheme to train over 100 apprentices, winning awards from SELECT and local colleges and this is further demonstrated by our recent award of the Young Person Guarantee. We believe it is critical to invest in and encourage apprentices, to develop future leaders and allow us to grow talent inhouse with relevant skills that can help futureproof our operations. The application of traditional style mentoring in the workplace as well as a reverse mentoring approach allows us to optimise the generation range in the workplace and create an inclusive environment.

**Young
Person's
Guarantee**

“

The Fair Work and Skills Ayrshire Team, Funded by the Ayrshire Growth Deal, have worked closely with Booth Welsh on many aspects of Fair Work practice and are delighted they are now accredited with Living Wage Scotland, this shows that Booth Welsh recognise that staff are the most valuable asset to their organisation. The commitment Booth Welsh have made to Fair Work and exemplary practice has increased staff morale, creativity and recruited young talent to have opportunity to develop and excel in their industry.

Allana McLachlan

An interview
with Apprentice

**MEGAN
COUPAR**

Booth Welsh Apprentice Megan Coupar speaks about taking part in the Powering Futures Challenge. Helping to gain confidence, team working skills and learning a lot about the other areas of the business.

WATCH HERE



Career Events

Booth Welsh has a long and established connection to the local schools, colleges and universities. We regularly invest our own time in hosting engineering & technology events at our Head Office and exhibit externally. In 2023 our team attended over 13 career related events and over 200 hours of STEM volunteering for young people. Collaboration of this sort is vital to keep the business current, competitive, and future-proof.

Our strong links to local schools & colleges is further showcased by our involvement in various STEM initiatives. We have an employee led STEM team who are members of the STEM Ambassador programme. The team has officially been running for 6 years, with 25 head office and site-based staff members officially involved in delivering STEM activities. There is a range of backgrounds within the team, and all have successfully developed a career within STEM following different paths. Whilst we showcase our engineering expertise, we also display how STEM is intricately linked with other disciplines such as Finance and Marketing, with representation from these departments, to highlight the different avenues available in a STEM company.

The STEM team support STEM events within lots of schools and organisations mainly across Ayrshire. However, recently they have had access to more organisations across Scotland via virtual platforms such as Skills Development Scotland, SmartSTEMs, and Edinburgh Science. They have been involved in delivering several initiatives over the past five years and it is their mission to promote a career in STEM and champion the #nowrongpath campaign, developed by Developing the Young Workforce (DYW).



“

Booth Welsh have regularly supported our Insp-Hire initiative which is aimed at families to learn the importance of STEM learning for their childrens future career choices. This event is held on a Saturday and this year, Booth Welsh came along with a full team of employees, all ready to engage with families on the day. They brought along their interactive factory which was very popular on the day. Our event in September 2023 seen nearly 700 people attend and we could not achieve success without companies like Booth Welsh.

Karen Stewart,
SmartSTEMs Chair

 **SmartSTEMs**

Driving Wellbeing & Diversity & Inclusion



“ANDY’S MAN CLUB attended Booth Welsh to deliver Andy’s story and to highlight some of the challenges men are facing in the modern world and encourage people that ITSOKAYTOTALK. This was received very well and we had a good few chats of the back of the presentation and we look forward to returning in 2024 to help Caroline and her team support the staff on site”

Andy’s man club is a charitable organisation who focus on men’s mental health and suicide prevention. The charity’s main aim is to eliminate the stigma surrounding mental health and create a judgement-free, confidential space where men can be open about the storms in their lives. Andy’s Man Club look to achieve this through weekly, free-to-attend peer-to-peer support groups for men aged over 18. (Alex McLintock, Andy’s man club)

With more and more companies being impacted by ‘working days lost to the menopause’ it makes sense for all companies that employ women over the age of 30 to have some kind of menopause policy in place. Be it a menopause expert (maybe one of the staff experienced in health care) who can listen to the staff’s concerns and health issues and offer advice, a supportive HR Department who can help with time management, sick days etc or have outside experts come in to offer workshops, talks and training sessions for staff and management.

Having staff that are menopause aware and knowing that they have the support of their employers is vital to ensuring that valued and experienced staff are not lost due to leaving work or retiring early because of ill health during the menopause. (Eileen Durward, A-Vogel)



In our pursuit of fostering a workplace where every individual thrives, the wellness team have created a year-long initiative to enhance wellbeing in and out of work.

Throughout the year, we’ve curated a diverse array of initiatives, from invigorating exercises to delightful recipes, and beyond. This comprehensive approach to supporting the Booth Welsh staff reflects our dedication to creating a culture that not only values professional success but also prioritises the holistic health and happiness of each team member. We celebrate the collective efforts that have shaped an environment where well-being isn’t just encouraged —it’s embedded in our team.

In our commitment to social impact, we recognise that diversity and inclusion are not just ideals, but essential components of workplace wellbeing. Embracing a diverse workforce is not merely about representation; it's about creating an environment where every individual feels valued, understood, and empowered and can bring their best self to work.

Booth Welsh utilised the Scottish Government's Workplace Equality Fund to carry out an in-depth Accessibility Audit on their company website. The audit was completed by Passion 4 Social C.I.C - a creative agency and social enterprise who aim to create sustainable employment opportunities for disabled people and those with diverse backgrounds.

The aim of the Accessibility Audit is to create awareness and practices that drive workplaces and the internet to become more accessible and inclusive. Upon receiving the results of the audit, the Booth Welsh Marketing department worked with Passion 4 Social to implement the changes highlighted within the report. From immediate changes to the use of alt-text for images and the size of the text used throughout the website, to longer term strategies that are now common practice for the team when producing content both on, and offline, the audit has helped drive inclusivity and accessibility within Booth Welsh. Thiago Carmo, Managing Director at Passion 4 Social, commented, "We recently carried out an Accessibility Audit for the Booth Welsh company website. Going through this process and actively applying the changes highlighted within the report, shows Booth Welsh's dedication to providing a more inclusive and accessible workplace and brand. Passion 4 Social recently hit the milestone of achieving £1M of social impact since 2018 and Booth Welsh is very much a part of this journey and accomplishment."



Driving Collaboration & Best Practice Sharing within the local business community

Booth Welsh, with its diverse involvement across multiple sectors and enduring partnerships spanning decades, has always prioritised collaboration as a cornerstone of its operations. Our philosophy is rooted in ‘collaboration over competition’, recognising the mutual benefits that arise from openly sharing best practices. This approach not only propels our own advancement but also plays a pivotal role in uplifting and supporting the broader local business community. By exchanging knowledge and experiences, we contribute to a more robust and resilient business ecosystem, fostering a culture of collective growth and enhanced wellbeing.

“Booth Welsh have been very active members of Ceed, a peer-to-peer knowledge sharing network, for some time now and have led the charge in taking a holistic view of the whole digital transformation piece that faces manufacturing and engineering sectors.

This has resulted in an element of thought leadership both across Scotland through showcasing at events with Ceed and others as well as some very strong focus in the local regional community. Booth Welsh was instrumental in help kick start the Ayrshire Initiative along with North Ayrshire Council and Ceed. This has now expanded to include East Ayrshire and South Ayrshire local authorities and a core of businesses supporting a strong diet of events and knowledge exchange.

With the challenges facing productivity improvement and the Net Zero agenda it is clear that the approach that Booth Welsh have taken to work actively to understand how they can support clients and partners in a strong supply chain is a positive model/exemplar of good and indeed best practice sharing, where paying forward and approaching challenges ahead of the curve has very positive long term benefits, lifting the sector knowledge base and ultimately impacting positively commercially.”



Joe Pacitti,
Ceed Managing Director



Collaboration over competition

Our philosophy is rooted in ‘collaboration over competition’, recognising the mutual benefits that arise from openly sharing best practices. By exchanging knowledge and experiences, we contribute to a more robust and resilient business ecosystem, fostering a culture of collective growth and enhanced wellbeing.

“ In today’s volatile business landscape, the challenges have been relentless – from the turmoil of Brexit to the upheaval caused by Covid-19, followed by shortages in labour and materials, surges in energy costs, escalating inflation, and soaring interest rates. For many enterprises, survival has been the primary focus amidst this storm. However, during these trials, Booth Welsh has not only successfully weathered these turbulent times but also actively sought ways to extend support and opportunities to fellow local businesses throughout North Ayrshire and beyond. As one of the leading employers in the area, they’ve embraced a Community Wealth Building approach across their operations. Whether through collaborative tendering, Christmas markets or hosting knowledge-sharing events, their dedication to giving back to the local community stands out admirably.

Engaging with such a forward-thinking organisation is truly a pleasure; their eagerness to explore new collaborations and their unyielding determination to exceed expectations serves as an inspiration to others, showcasing their continual quest to innovate and strive for better future for North Ayrshire.”



Wendy McFarland,
North Ayrshire Council
Business Growth Manager





The next phase of Booth Welsh’s drive for collaboration and digital transformation is their key role in the development of the new Digital Process Manufacturing Centre, located within Booth Welsh Head Office in Irvine, Ayrshire.

The DPMC, alongside partners NMIS, North Ayrshire Council & CPI aims to accelerate the adoption of digital technology for process industry manufacturers to help cut energy costs and achieve Net Zero by becoming more aware, predictive, and productive. The DPMC will also act as a beacon for ambitious businesses as the region undergoes transformation as part of the Ayrshire Growth Deal.

Martin Welsh, Managing Director at Booth Welsh, said:

“

The DPMC, located at our facility in Ayrshire, aligns with our purpose of ‘collaborating to engineer a better future’. Working closely with all partners, we look forward to bringing the vision for this centre to life and allowing businesses from both within Ayrshire and nationally, practical, hands-on access to the latest technology to understand how digitalisation can help accelerate both their business and sustainability goals; an opportunity much needed in today’s fast paced and disruptive world



**Ayrshire
Hospice**
Making today matter



CentreStage



A positive impact in our **community**

We believe in making a positive impact on the communities and environments where we work. Our aim is to contribute to the well-being and wealth of the communities we serve and leave a positive legacy in the places we operate.

We actively support local charities that align with our values and goals. By providing both financial aid and volunteering our time, we aim to address key community issues and support vital services that make a real difference. Our team regularly participates in and organises fundraising events. These initiatives not only raise essential funds for deserving causes but also foster a sense of community and shared purpose among our employees and partners. Through donations and sponsorships, we provide support to local projects, educational programmes, and community events. A snapshot of some of our support to charities in 2023 is shown above.



“

Booth Welsh's support enabled us to host a special Christmas show that was much more than just an event; it was a celebration of community and togetherness. Thanks to Booth Welsh, we were able to bring kinship families together, creating a space filled with joy, laughter, and shared experiences, helping foster lasting memories and strengthen community bonds. We are grateful for Booth Welsh's commitment to making a positive impact and their dedication to supporting initiatives that resonate with the heart of the community.

Fiona McKenzie, Founder of Centrestage

CentreStage

Tackling poverty in North Ayrshire

Almost 29% of children living in North Ayrshire are living in poverty according to a North Ayrshire council survey. This is something that Booth Welsh is determined to help address through a number of initiatives.

One of these is helping local businesses to flourish to increase wealth and jobs in the area.

This year we decided to be experimental in hosting a Christmas Market to support local traders. We hosted 21 local traders at our head office in Irvine on 30th November inviting local companies and our workforce to support our local community.

We received very positive feedback from this event. But we decided that to create a lasting legacy we would apply our digitisation experience to put the Christmas market online to create a longer term legacy and revenue generation opportunity for our local community.

Hosting the first of many Local Market events at our offices

“ TROPIC

Lovely day helping people choose beautiful gifts for their loved ones and meeting other lovely stallholders, thank you to Caroline and Emma for looking after us so well.

Tropic Skincare

“ Flowers by Aileen

It was lovely to meet you in person and I loved the experience, a chance to meet some other lovely traders & new customers! Thank you for the invite & if ever hosting one again would love to come back, great idea!

Flowers by Aileen

“ THE BODY SHOP

I would love to say a massive thank you to Caroline for inviting me to the event as a stall holder, it was so well organised and we were very well looked after, already looking forward to next years.

Jacqui at the body shop



Planet Positive Business

Our Investment

Booth Welsh is a planet positive organisation that not only recognises but embraces our responsibility to protect the environment and minimise our impacts, making a full and lasting commitment to reducing the greenhouse gas emissions from our activities.

We actively strive to be thought leaders in sustainable practices, utilising innovative technologies and techniques to minimise our own and our clients' environmental footprint in support of the wider commitment across the world to limit global temperature increases and the impact on the planet.

Our environmental initiatives are not merely compliance measures but a reflection of our deep-rooted commitment to environmental management that is embedded in our strategic direction.

We commit to the following:

- 1.** For our company to achieve Net Zero in line with the Science Based targets set out by the UNFCCC i.e., to achieve Net Zero no later than 2050 and target a 50% reduction in emissions by 2030.
- 2.** To set realistic short- and long-term targets that are designed to achieve our Net Zero commitments.
- 3.** To report the total Greenhouse Gas emissions of our business, at a minimum, on an annual basis.

Commitment to be Net Zero

2050

Earlier Year if Possible

2045

50% emissions Reduction

2030

Earlier Year if Possible

2030

A Maximum commitment to Net Zero

Booth Welsh have committed to a 12-month Net Zero business transformation programme called the Net Zero Accelerator, delivered by social enterprise, Net Zero Nation.

As a founding member of the Net Zero Accelerator, Booth Welsh has multiplied the emission reduction effect of their efforts in helping inspire over 100 companies with a total annual turnover of £1.5bn to begin their Net Zero journey.

One of the key outcomes of this programme is meeting the UN Race to Zero objectives to Pledge, Plan, Progress, Publish and Persuade and in so doing, being a Climate Champion. Booth Welsh are an advocate for Net Zero, inspiring the wider business community to embrace it as a gateway to business growth to make their business stronger, be more competitive within the supply chains they serve and attract the future workforce to join them.

Working within a community of companies taking part in Net Zero Accelerators nationwide, they collaborate and support each other on their journey, providing peer review, creating circular and sustainable approaches to make their business more planet positive and work towards their Net Zero ambitions.

Among the first ever companies to take part in the Net Zero Accelerator, Booth Welsh is directly responsible for helping develop a national ecosystem of companies, shown here in the ecosystem, who are bonded by the common purpose of decarbonisation.



Since 2021, Booth Welsh have made a maximum commitment to Net Zero by investing a significant amount of time and resources, advocating the business advantages of embracing Net Zero as a business opportunity. Their advocacy has led to the rapid evolution of this Net Zero ecosystem now supported by public sector groups and supply chain owners.

Building the local Net Zero ecosystem

Now in their second year of the Accelerator, Booth Welsh is hosting the North Ayrshire Net Zero Accelerator at their premises passing on their knowledge to support the next generation of companies on their Net Zero journey. Gaining their Net Zero certification and credible carbon reduction plan conforming to Science Based Targets, SECR and PPN 06/21 reporting standards. Maximising the emission reduction opportunities for companies in the local Ayrshire and their respective supply chains.



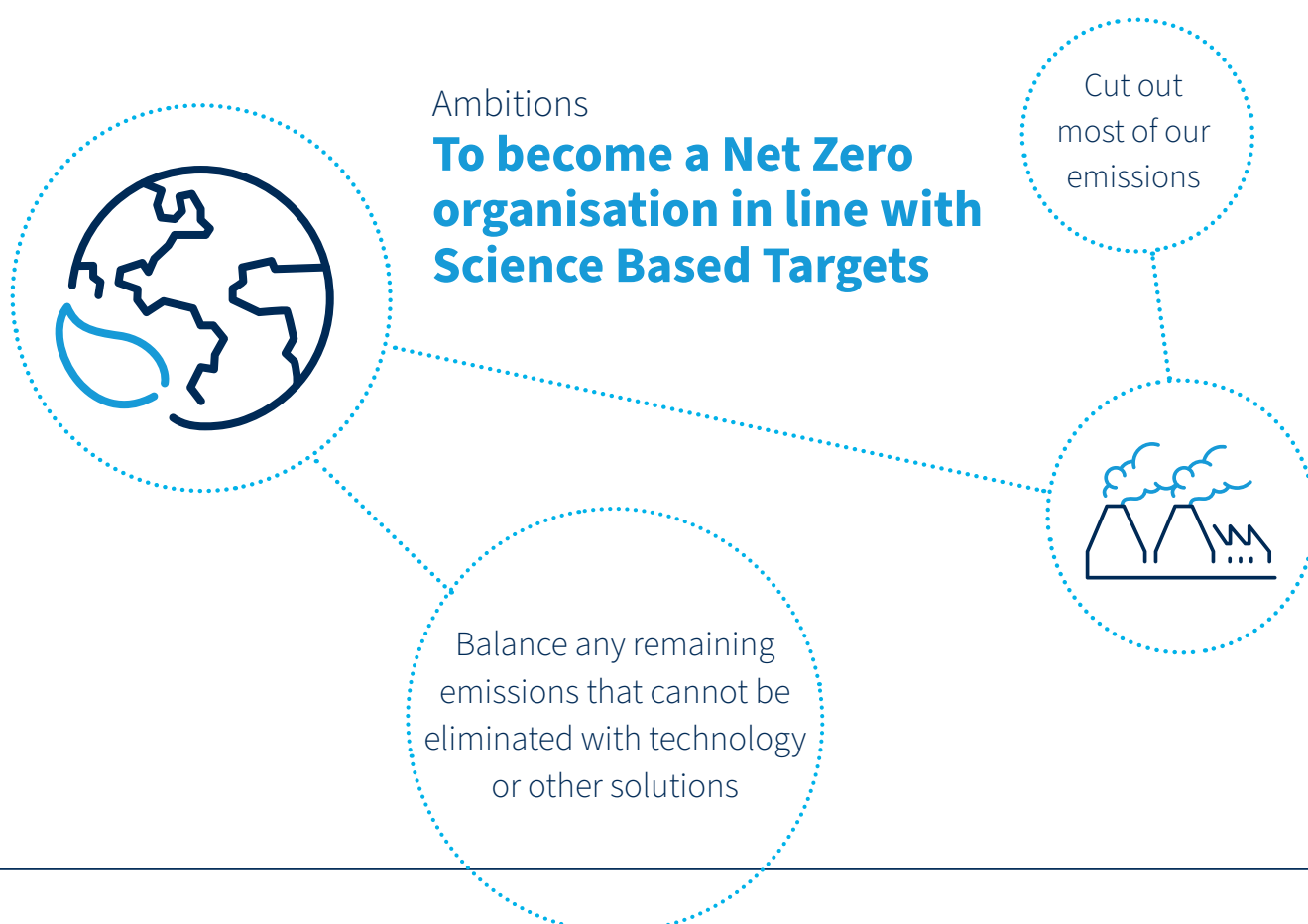
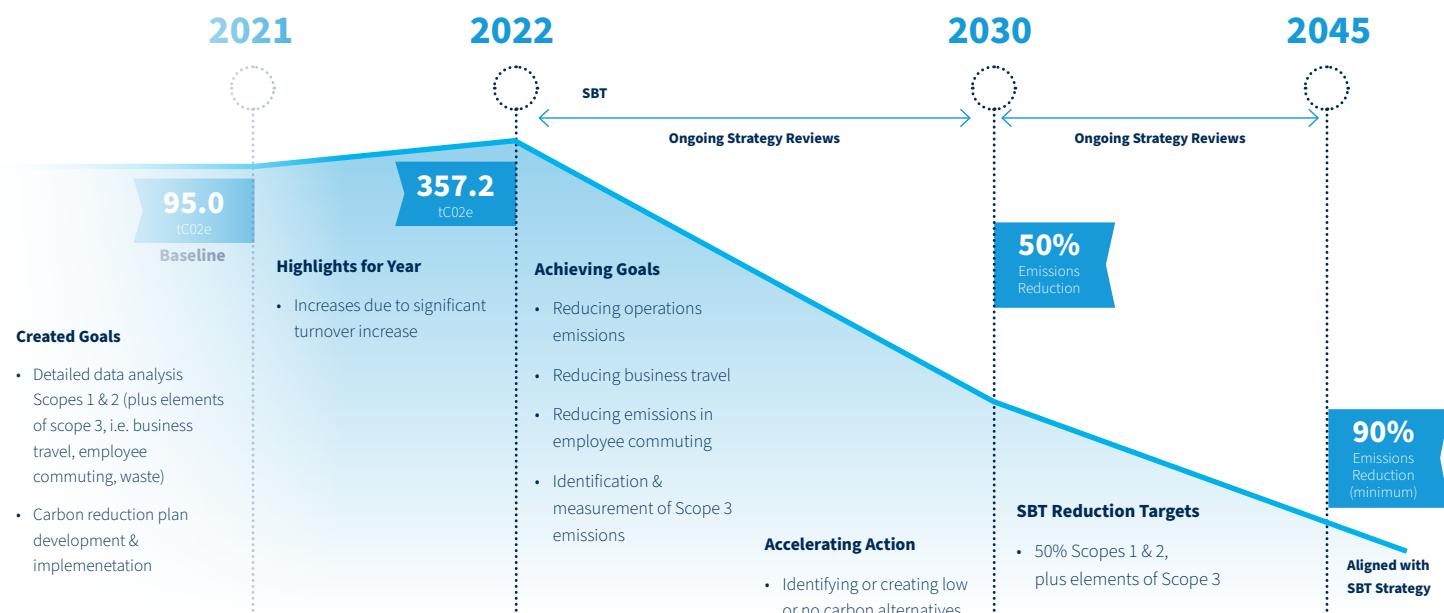
Carbon Reduction Projects

Booth Welsh will develop the following initiatives that will support the company’s strategies to meet Science Based Targets:

Strategy	Initiative
Net Zero Nation Accelerator	Booth Welsh have continued to be part of the Net Zero Nation Accelerator on a 12-month programme to measure, manage and reduce business emissions in collaboration with other organisations and as part of a wider business initiative. Booth Welsh now into their second year have helped build an ecosystem of over 100 companies introduced to the Accelerator and are now measuring and managing their emissions, supporting a significant impact on emission reductions across the industrial ecosystem.
Engagement of Team	To continue to engage the entire team throughout the organisation in the Net Zero transition plan and to encourage staff to support lower carbon ideas, opportunities, and activities. This is part of the people, planet, profit culture that is embedded in the strategic direction of the business.
Sustainable Travel Policy	To introduce a sustainable travel policy encouraging use of public transport and lower carbon options when practical to do so. This will be implemented during 2024. The company are liaising with the local authority to attract provision of public transport services to the local business park area.
Replacement of boiler system	The company has installed a new boiler system better sized and suited to the requirements of the business premises which has significantly reduced energy usage, offering 98% efficiency and reducing carbon emissions by almost 80%, saving some 43 tCO2e per annum.
Net Zero Innovation & social value partnership with Powering Futures	Partnership with Powering Futures has mobilised over 90% of Booth Welsh apprentices and students (16-25 year olds) to investigate solutions and processes that reduce the emissions of the business. This project resulted in the installation of a redesigned heating system installed Q4 2023 that reduced energy usage by 80%.
Carbon Emissions Dashboard	Booth Welsh has made the commitment to complete its carbon emissions dashboard on a regular basis using the CBN Expert platform. This is overseen by a member of the Senior Management Team and shared with the wider team on a quarterly basis. By partnering with Net Zero Nation, we gain access to their expertise and support in reporting our emissions and how to reduce them, including best practice and insights. We will also promote our activities on social media to encourage others to make lower carbon decisions. Internally Booth Welsh have created and implemented an in-house real time energy monitoring system that outputs minute by minute energy usage, allowing targeted actions to be taken in reducing energy usage. The system is in the early stages of being readied for adoption by the local authority for deployment to local businesses who would benefit from this targeted energy reduction tool.
Supply Chain Review	To carry out a full review of the supply chain, developing a full plan in 2023 – 2024, followed by the introduction of a sustainable supply chain policy in 2024.

Booth Welsh Carbon Reduction Plan

The following graph summarises the carbon emissions reduction targets for the company.



Helping other companies to reduce their energy usage and emissions

As a company who has been on the Net Zero journey now for two years, keeping a close track on emissions is also very important to us and our workforce.

We set out to create an industrial energy efficiency solution that would give us the precise visibility we needed to take more informed decisions into our own energy usage and emissions strategy. As we often say, ‘you can’t manage what you can’t measure’. Through the use of our inhouse developed energy monitoring system, we were able to identify and achieve a 20% reduction in our annual electricity bill.

WATCH HERE



Live Demo of the Energy Dashboard



Final Reflections

Throughout our **34 years in business**, we have seen many changes however one thing that has remained constant is our pride in our community and where it all began. In April of 2023, a **successful Management Buyout** further underpinned our values as we welcomed our business back to its Ayrshire roots, and being fully owned by our leadership team.

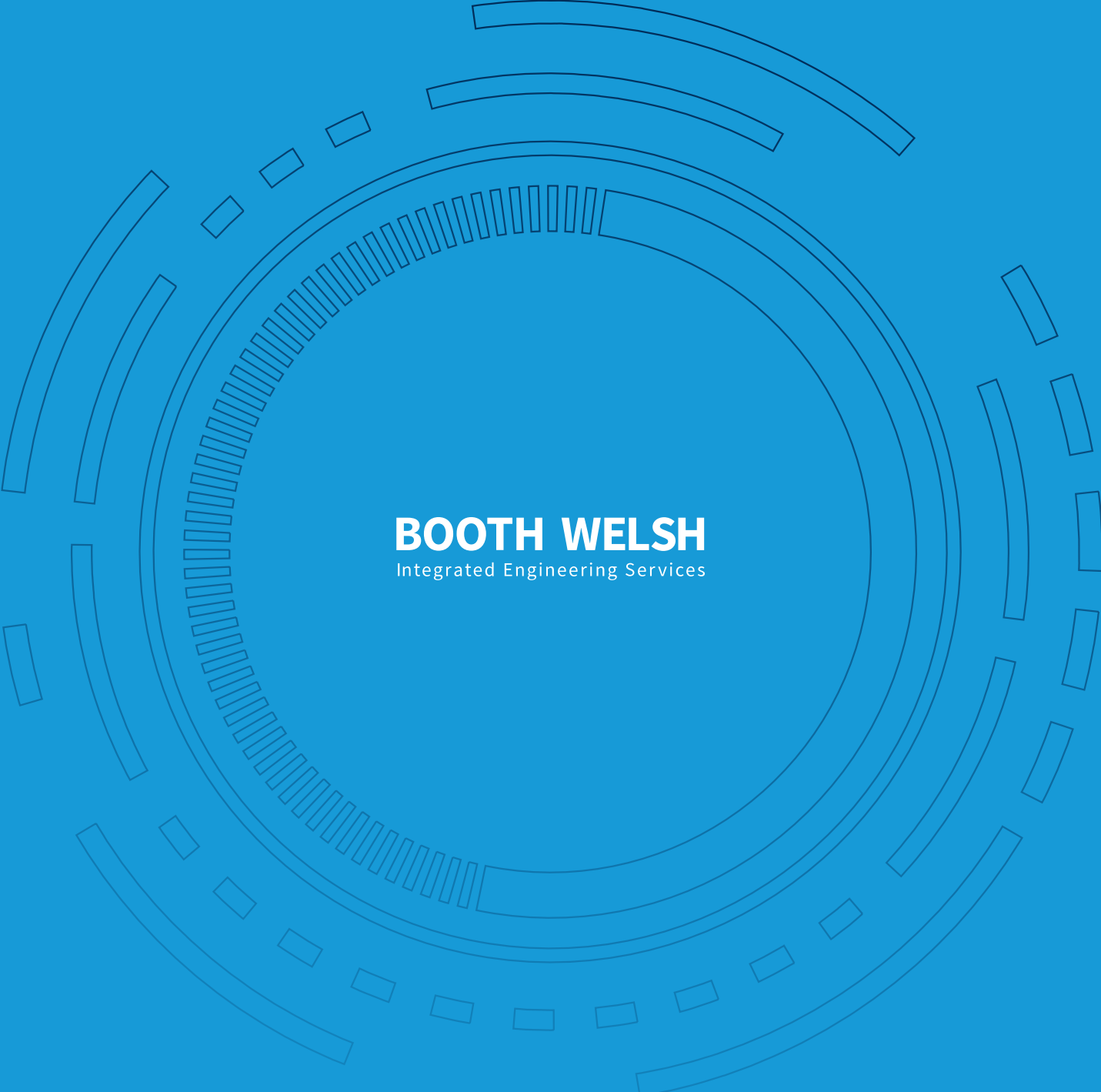
We realise without the support of our community; we would be unable to achieve our goals. This is why we place high priority on our engagement and support for our local community, their well-being and community wealth building initiatives. **One third of our annual revenue is generated in supporting local companies and 40% of our supplier base is in Ayrshire.**

We achieved another outstanding milestone this year, as we reached **17 years without lost time incident**. Our unwavering dedication to safety sets us apart from the competition and we have brought this discipline into the other areas of our business helping drive our net zero and social value strategy.

We are proud of the impact we have created in helping **grow the Net Zero ecosystem** and the investments we have made in our own next generation workforce to drive sustainability from the grass roots of our business. Expanding our service offering with Environment 4.0 has allowed us to share best practices with our clients, remain future-focused and aligned to UN Sustainability Development Goals, all whilst protecting the triple bottom line - **people, planet and profit.**

Through 2023 we supported community wealth building initiatives when they emerged including our **staff volunteering 200 hours in support of various local programmes and charity events**. In 2024, we aim to continue this approach, and to expand the impact in creating benefits for those who live, work and study in the region. We look forward to working with organisations who share our mission that 'through collaboration, we can engineer a better future' for everyone.





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#collaboratetoinnovate