Sustainability initiatives:

Environmental protection is an important business issue. Norbar seek to promote sustainable development through improved product lifecycle design, more efficient manufacture and preventing pollution from our operations.

Environmental responsibility is promoted amongst employees, suppliers, partners and contractors to enable Norbar to create eco-friendly products and achieve its global sustainability goals.

Where possible Norbar tries to **reduce** consumption, **re-use** goods and **recycle** redundant items. Any **waste** is dealt with by the most favourable method to minimise harm to human health and the environment.

Reduce:

- Design products for efficient raw material & energy use.
- Stop unwanted junk mail where possible.
- In 2000 we adopted the use of colophony free solder in our electronics production area thus reducing noxious fumes being released into the atmosphere.
- The factory glass skylights were triple glazed in 2001 to reduce energy consumption.
- The factory has modern energy efficient lighting to reduce power consumption by 20%.
- To reduce reliance on the car we encourage cycling by providing a Bike Park with up to 1/6 of the workforce cycling to work. In addition 10% of our workforce walks to work.
- We have carried out a controlled test to identify the energy savings to be gained from increasing the percentage of electrical goods that were switched off outside working hours.

Re-use:

- Pallets are re-used where possible; else they are sent to be recycled.
- For goods that are sent to sub-contractors and then receive back we have dedicated transit bins that last indefinitely, so minimising the use of disposable packaging material.
- The packaging material that we receive from suppliers and customers (e.g. cardboard boxes, bubble wrap, starch chips) is kept and re-used for packing of goods.
- The canteen primarily uses crockery and steel cutlery that can be washed.

Recycle:

- Paper waste and excess cardboard packaging is separated and sent for recycling.
- All computer toner cartridges are recycled with the proceeds going to charity.
- Plastic vending cups are collected for an external company to chip and remould the plastic.
- Metal from all areas, including off cuts and drinks cans, are collected for recycling.
- Collection points are in place for gather obsolete electronic products in line with the WEEE directive.

Waste:

- Dry cell batteries are collected and disposed of safely.
- Where disposable packaging is used, we aim to specify a totally compostable material.

Consultation:

To assist Norbar in finding the best environmental solutions we have enlisted the help of consultants, including Envirowise (a government supported environmental concern) and the Environmental Information Exchange (a local partnership with Oxford Brookes University).

Local environment:

Norbar workers planting trees and shrubs.

- 200 trees and shrubs have been planted on our site.
- Hedgerows are kept and layered where possible.
- We have been rewarded with animals, birds and insects that are attracted to the site.

Contribution to the community:

Our commitment to the local area takes many forms:-
- Providing work experience placements and student mentors for local schools & colleges.
- Sponsoring young engineer and innovation competitions.
- Charity work providing substantial charitable donations to various local projects.
- Fair trade products are used in the canteen where possible (http://www.fairtrade.org.uk).

Awards:

In 2001 we were recognised in the Banbury Business Awards by winning in 3 categories:
- The Environmental Business of the Year.
- The International Business of the Year.
- The overall Banbury Business of the Year.

In 2006 we were regional finalist in the SEEDA (South East Economic Development Agency) Sustainable Business Awards. At the awards evening we won the Community Involvement Award for the South East of England.

In 2006 we have been nominated for Banbury Fair Business of the Year recognising our use of Fairtrade goods within Norbar.