



# ESG NEWSLETTER

environmental, social & governance update





Glazing Vision's core company ethos is 'helping people embrace light, air and space,' evident from start to finish through quality systems and procedures, and Environmental, Social & Governance (ESG) is at the forefront of everything we do.

However, at the heart of every business is the people, and we have some of the most kind-hearted and dedicated employees at Glazing Vision, they care endlessly about the customers and embark on many charitable endeavours, both together and alone, to raise much needed funds for causes close to their hearts.

We're going to demonstrate to key stakeholders the work we do to ensure that we protect our wider community, environment, and company.

We pride ourselves on the continuous steps we take to help our society and to aid our employees to develop and excel in their chosen career paths.

**"I don't want to lead an ordinary company, I want Glazing Vision to be a flagship and lead in terms of our drive to net zero and employee engagement." Jon Shooter, Group Managing Director.**

Glazing Vision supply complex rooflights/skylights to customers throughout the world. To ensure that we provide an excellent service on every project we have to guarantee that not only are our products of superior quality, but so are our partners, procedures, packaging, employees, suppliers and most importantly, our communication.

We believe that when it comes to ESG, transparency is key, therefore we publish a yearly ESG newsletter to cover our social, environmental, and governance updates.

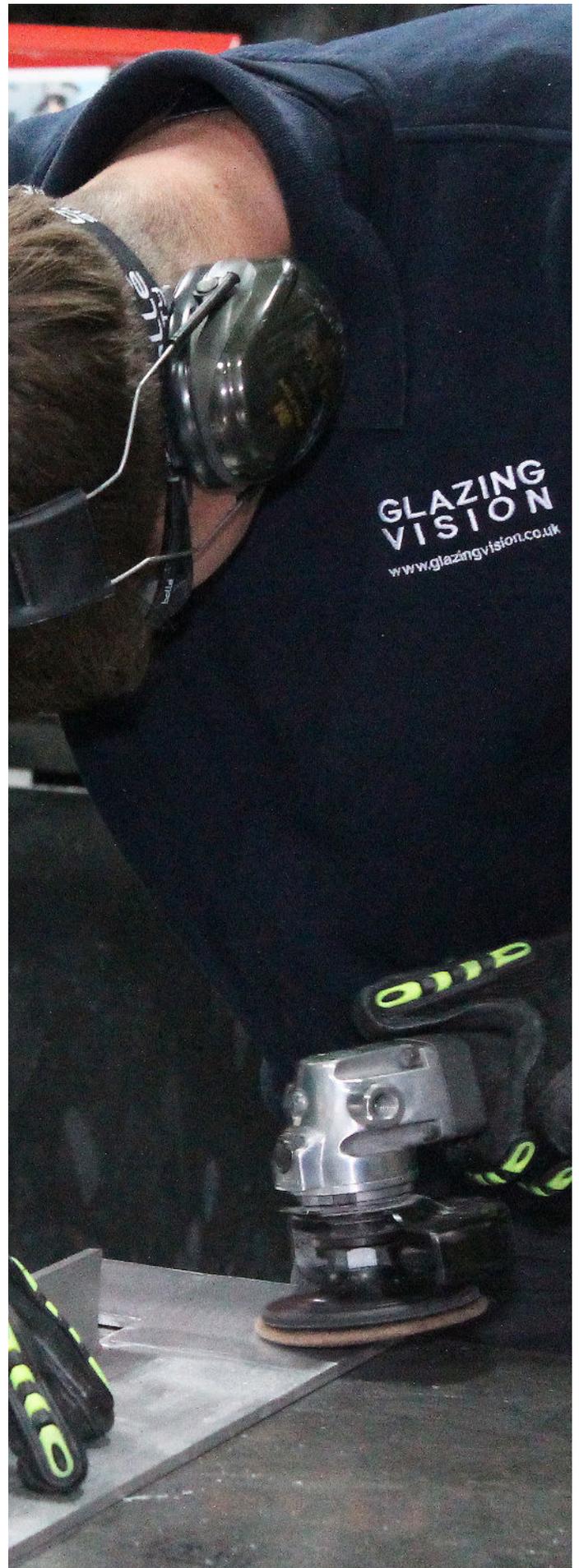
Glazing Vision are audited every year by The British Standards Institute, Qualicoat, British Board of Agreement and the International Fire Code (IFC) to ensure that we are operating to the highest possible standards.

Most of our products are Secured By Design, and we have undertaken numerous tests on our products to ensure their suitability and specification. It is this as well as our in house development of our control systems and our well trained employees that makes a Glazing Vision rooflight the most prestigious on the market.

We take our customers' ideas from concept to reality, and with our end to end service all under one roof in Norfolk, it is hard to find someone that can match our expertise.

This is just a snippet of what we have been working on. The best way to understand our company is by visiting our headquarters in Diss, our doors are always open.

“Our focus is centred around sustainable and responsible manufacturing to not only reduce our impact on the environment but provide the holistic health, well-being and competence development of our people” Michelle Rolph, QSHE Manager.



## ENVIRONMENTAL UPDATE

As a manufacturer with ISO 14001 accreditation we take our role in sustainability very seriously, and do all we can to reduce our plastic usage, carbon footprint, and our impact on the planet.

Glazing Vision makes a conscious effort to cover sustainability in every area of the business and every step of our manufacturing process. Our Diss office building has been generating renewable energy through solar panels installed in 2012, these produce us around 170,179 kWh of energy per year.

As well as this, our office is equipped with movement-sensitive lighting and LED lighting in a bid to massively reduce energy consumption.

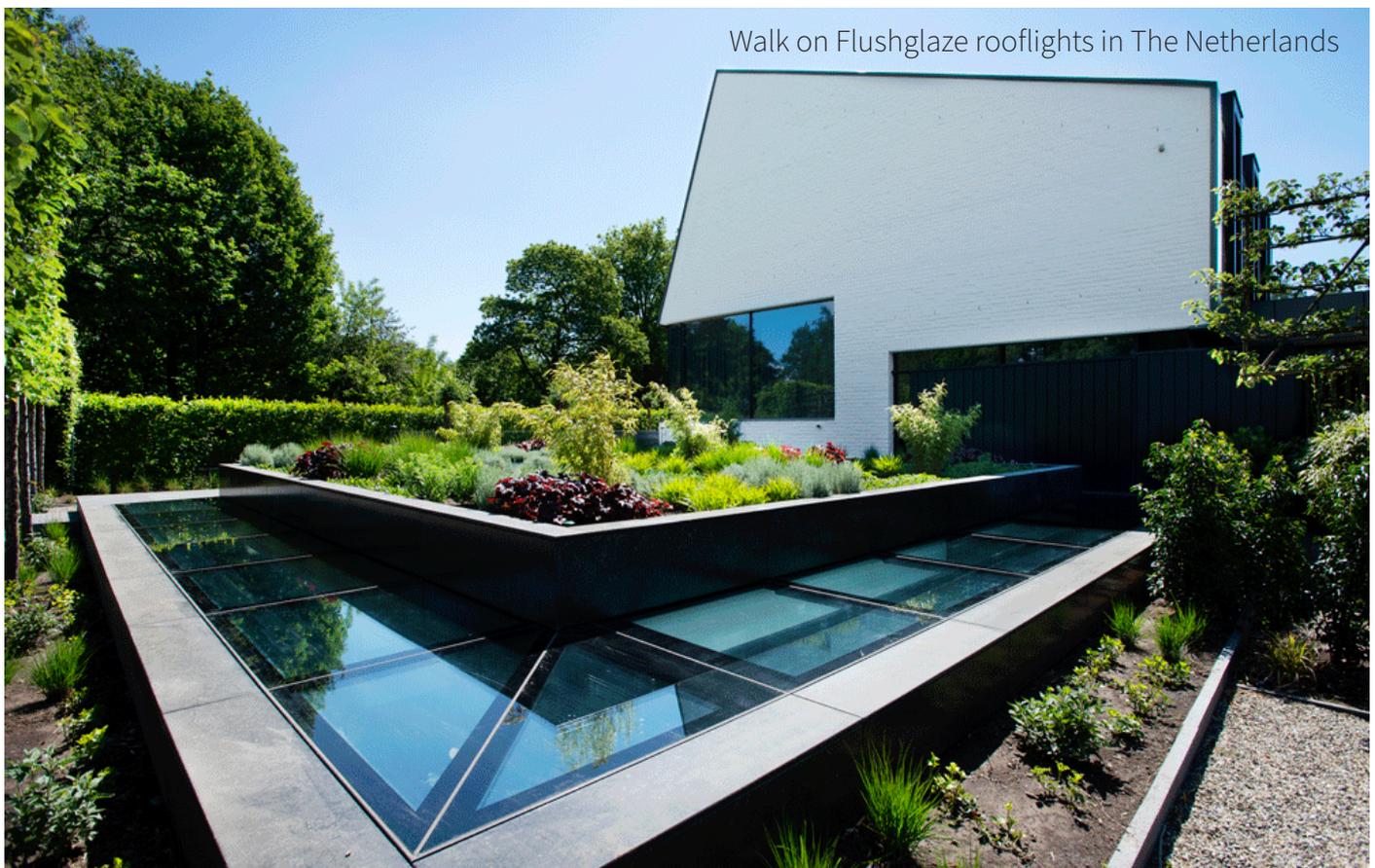
Sustainability is a key consideration during our manufacturing process from powder coating to disposal at end of life.

Our rooflights have a life expectancy of at least 20 years in non-corrosive environments, and when it reaches the end of its lifecycle, 98% of its components are recyclable.

A major focus for 2023 at Glazing Vision has been plastic reduction, our team conducted a plastic audit and set reduction targets from this.

Following from this, we implemented the removal of single-use plastics such as drinking straws, we provided staff with reusable drinks containers, replaced plastic cutlery and crockery with reusable alternatives, and increased our recycling including offcuts of PVC generated during manufacture and improved waste segregation.

This has eliminated the need for 160,000 individual pieces of plastic annually.





UTCN Students visited Glazing Vision HQ

## SOCIAL UPDATE

We are proud that our workforce is now the most diverse it has ever been and we are determined to provide employees with the best experience which included the deployment of the SAGE employee benefits scheme, the scheme includes mental health support and online doctors' appointments.

Glazing Vision have continued our close work with University Technical College Norfolk students, including delivering seminars and conducting mock interviews for the students. This year, 103 UTCN students attended a day at Glazing Vision in Diss and had a tour of the factory, and walked away with the task of designing a brand new Sukkah rooflight as part of their "Find Your Future" initiative. This year also saw us sign up to Norfolk County Council's Flourish Pledge.

**"Glazing Vision have offered outstanding employer engagement opportunities for our students over the last 12 months. From work experience and T Level industry placements, to supporting our careers expo and delivering a superb Find Your Future project for year 12s, every interaction has been a great success!" -Amy Lerpiniere, Employer Engagement Coordinator at UTCN**

## Some of our achievements in 2023 include:

In 2023 we maintained our engagement with local schools and colleges, and continued our work with the Youth Pledge and [icanbea.org.uk](http://icanbea.org.uk).

Our Managing Director, Jon Shooter, takes a vital role in allowing us to assist and empower young people and he is an Enterprise Advisor to local schools around Norfolk and Suffolk.

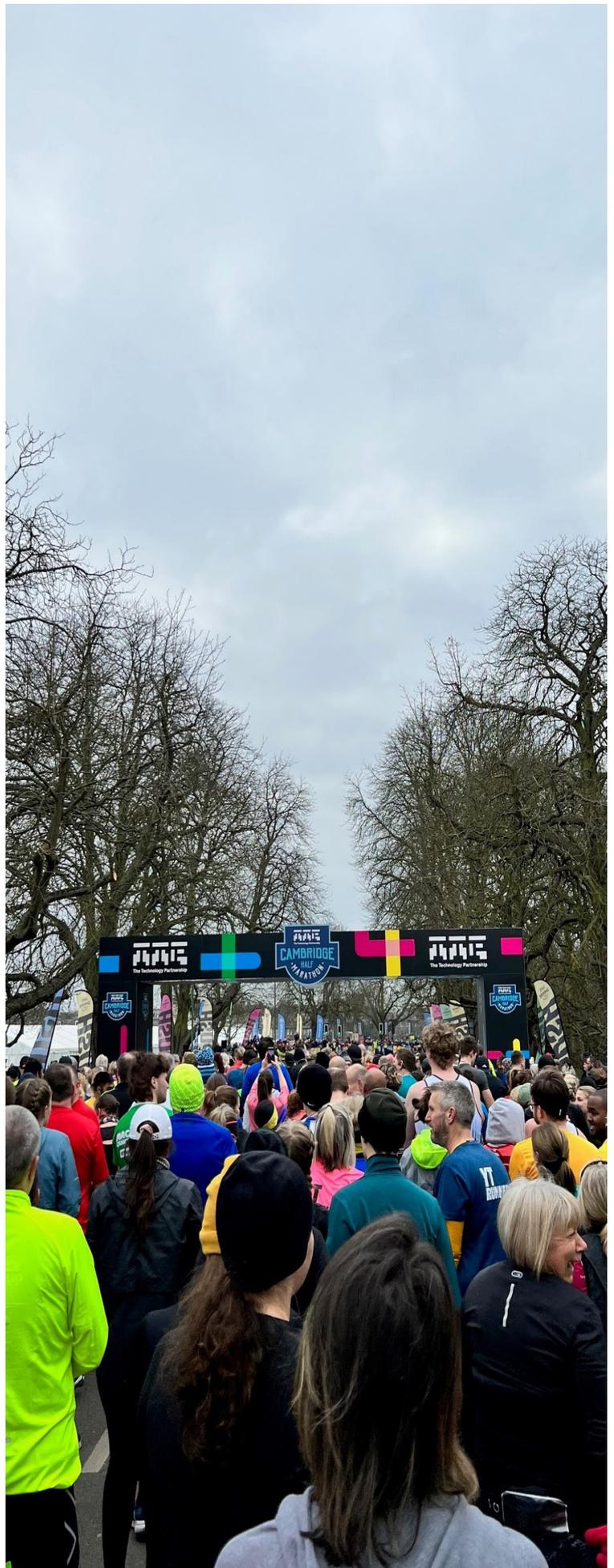
Further to our commitment to young people, we are currently employing an IT Apprentice. We also welcomed many work experience students this year including Lily in Marketing and Albert, Dami and Oliver in Electronics.

Our team members continued the charitable endeavours this year with numerous activities including a charity bike ride for Mind, 'Relay for Life' in aid of Cancer Research and our Project Manager, Kimberly Stevenson ran 'Race for Life' for Cancer Research UK.

2023 was our second year working with the homelessness charity CRASH, and in support of them, numerous team members took part in the prestigious Cambridge Half Marathon with new personal records being set and of course, funds raised for a great cause.

We were also privileged to sponsor Dave Upton's walk of the Norfolk border in aid of Stroke Association.

We also engage with the ethical conditions in the supply chain, human rights, local communities, health and safety, employee diversity, employee welfare and reward, gender pay gap and equality, and product safety, testing and quality.





## GOVERNANCE UPDATE

The Glazing Vision board meets monthly to review reports from our management team, and we also actively encourage employee feedback through suggestion boxes and employee forums.

Glazing Vision is committed to upholding the highest quality standards and we continue to enforce this on our suppliers, therefore we seek suppliers with a strong commitment to sustainability and evidence of accreditations such as ISO9001, ISO14001 and ISO45001.

We aim to drive the rooflight industry through our work with the Rooflight Association (Formerly NARM), of whom we are members of, with Jon Shooter, Group Managing Director, and Jeremy Dunn, Technical Director, sitting on the board.

We encourage anyone looking to buy any type of rooflight to buy from a Rooflight Association member as they have agreed to meet specific standards.

Jeremy Dunn has been in the glazing industry over 30 years, and also sits on the boards developing UK and European regulation.

“I have been in the glazing industry for over 40 years, so I have seen my fair share of change, but Glazing Vision always stays ahead of the curve and never fails to put its customers first” Jeremy Dunn, Technical Director.

“I am constantly looking at ways to push myself physically and mentally and it is the same for Glazing Vision, we are pushing on with a strategy that enables us to develop, grow and innovate” Jon Shooter, Group Managing Director.

This year, Glazing Vision became Qualicoat Seaside Certified which will provide enormous benefits to our customers through shorter lead time on rooflights, expanded colour options, and better protection against harsh weather conditions.

Glazing Vision are one of the only flat roof rooflight manufacturers whose final accounts are published in full on Companies House. We encourage clients to do their due diligence and to come and visit our factory in Diss, Norfolk.

As a final testament, our rooflights are installed all over the world, from Australia to Hawaii, and we look forward to working on more international projects.

Learn more about our ESG initiatives at [glazingvision.co.uk/esg](https://glazingvision.co.uk/esg) or email [sales@glazingvision.co.uk](mailto:sales@glazingvision.co.uk).

Free-Standing Box Rooflight at Music Box London

