



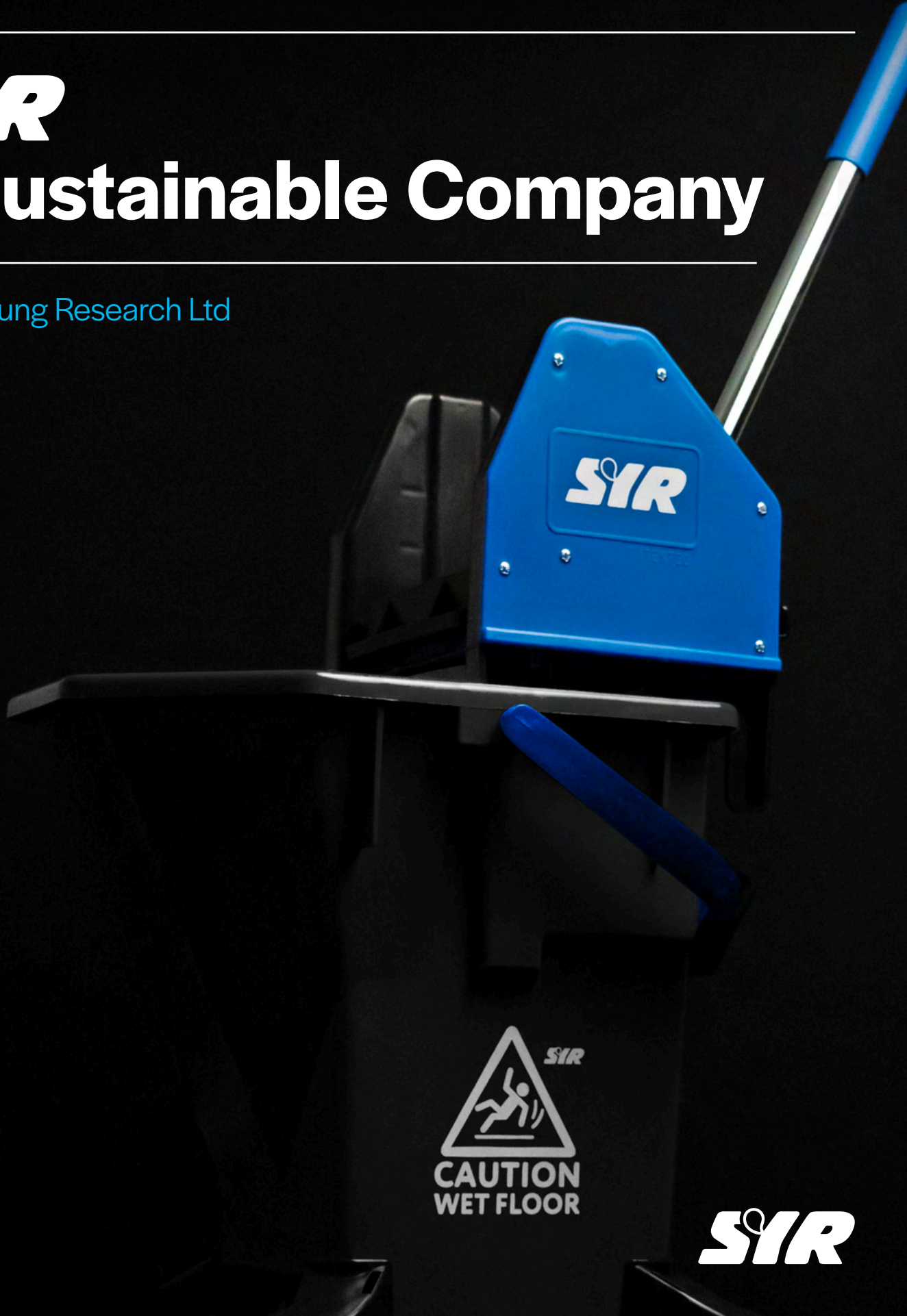
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***SIR***

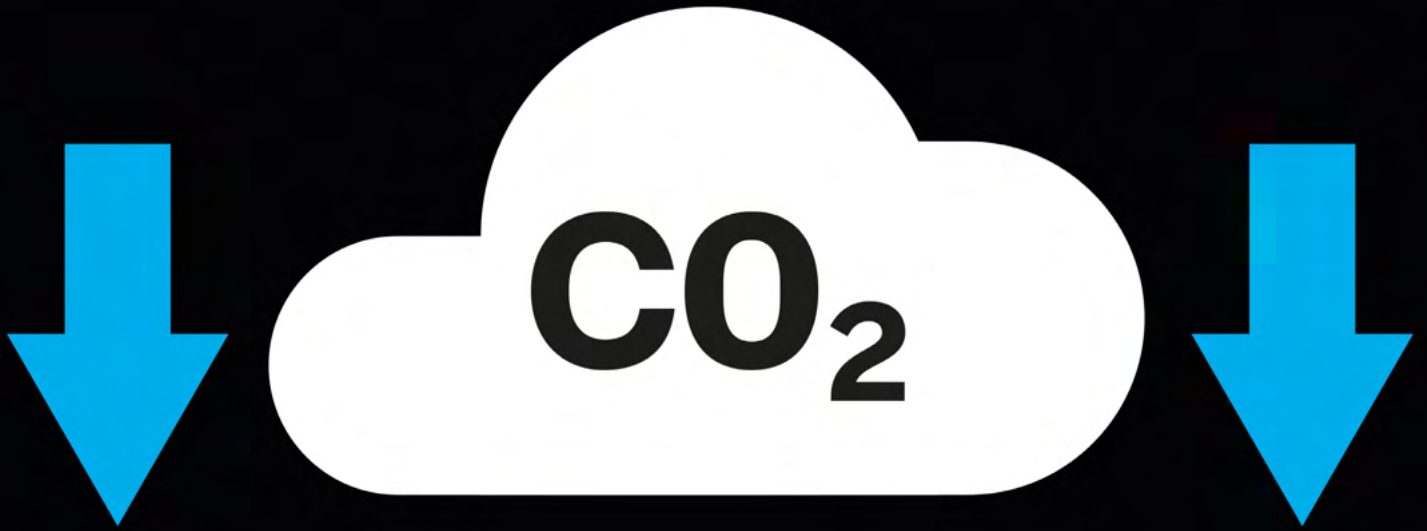
# A Sustainable Company

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> Scot Young Research Ltd



***SIR***



Our target is to be carbon neutral  
by the end of 2025.

We are currently calculating our organisations  
emissions, following the ISO 14064 and GHG  
Emissions Protocol Accounting Standard - the  
corporate standards used by all businesses globally.

Using an external company to support this process will  
ensure all calculations are correct and verified and to  
provide assurance to stakeholders that our company's  
carbon neutral claim is robust and credible.

The step-change that our business has started to undertake to meet these sustainability demands in all aspects of our operations.



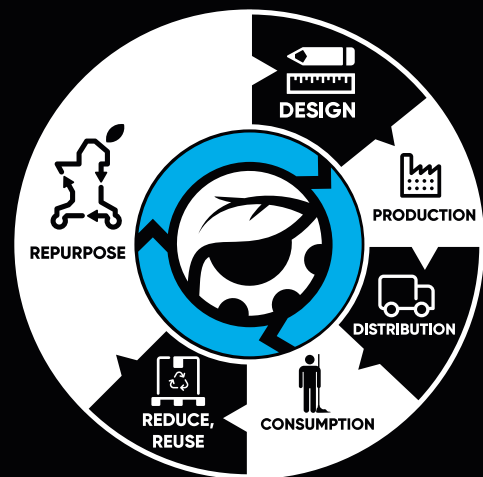
Sustainable product design



Product manufacturing



Exploring new materials



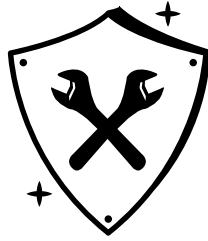
Circular economy

# Our Values



## **WE LEAD THE WAY**

innovating and  
inventing every day



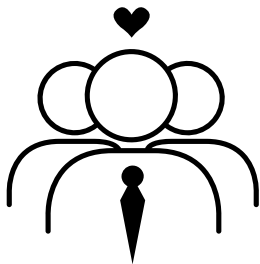
## **WE ACT WITH INTEGRITY**

creating a positive,  
functioning work environment



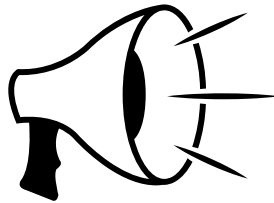
## **WE ARE ONE TEAM**

together we make  
the difference



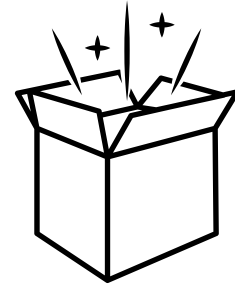
## **WE HAVE A PASSION FOR OUR WORK**

putting people at the heart  
of everything we do



## **WE COMMUNICATE FEARLESSLY**

to build open and  
honest relationships



## **WE DELIVER THE VERY BEST**

holding ourselves  
accountable in all we do

We will Create a Safe and Simplified World of Cleaning,  
Through the Manufacture of Fit for Purpose, Innovative Products  
that Deliver Unique and Effective Cleaning Solutions.

Scot Young Research's unrivalled reputation for quality has established us as a trusted manufacturer of choice across a range of industry sectors. We understand what makes each sector unique and, as a manufacturer, have the capability to design and produce bespoke products to perfectly match these requirements. Our expertise in cleaning helps teams meet their organisational goals, whilst our global logistical capabilities, combined with our strong customer focus, enable us to exceed service expectations.

Our team all share the same values and purpose, yet every one of us is unique and offer our own experiences and knowledge that others may not possess. We recognise that none of us is as smart as all of us and we value the contribution every individual makes to the success of our business. We communicate openly with each other, sharing our thoughts, opinions and ideas with members; as well as taking into consideration what others have to say. We are honest and straightforward, fostering friendship, loyalty and promoting a sense of fun into our working life.

## Why is SYR a sustainable partner?

SYR has been a champion for sustainability in our products and services long before 'green cleaning' became a trending topic. Our mission has always been to use innovative design to make products that last, cleaning efficiently to manage resource usage and lasting longer than alternatives to reduce waste over time. More than 20 years ago we developed our award-winning SYR Interchange range, a system of handles and compatible interchangeable tool heads for different cleaning tasks, to reduce the amount of cleaning waste ending up in landfill, followed by the world's first mopping combo made from recycled materials, the TC20-R, a sustainable alternative to the traditional cleaning bucket.

In addition to our eco-friendly product offerings we also strive to create a sustainable business and manufacturing environment. We operate all of our facilities within all applicable laws, regulations and permits, and strive for the highest standards of organisation and efficiency across all our sites, both to ensure a safe working environment for our staff and to control any and all environmental impact. We are constantly seeking environmentally-friendly improvements to raise our sustainable standards; we have already created a system for reducing waste to almost 0% in the manufacturing environment with the creation of products like our LTS-R and TC20-R mopping combos.

### Solar panels

Since 2015 we used solar panels for our main headquarters, and have created a system for reducing waste to almost 0% in the manufacturing environment by recycling regrind plastic and used cleaning tools with our Switch Framework scheme. We operate all our facilities within all applicable laws, regulations and permits, and constantly seek efficient and sustainable improvements reduce environmental impact and improve standards.





**For the first time ever, SYR's UK Product Catalogue launch is exclusively digital.**

We are taking steps towards making our business paperless, with the release of our digital exclusive 2023 UK Product Catalogue and our fully digital online cleaning magazine.

In addition to the time, effort and costs necessary for printing, paper solutions carry with them an overall large carbon footprint, an estimated 4 times as much compared to the calculated annual CO2 emissions from IT. This is because, even though paper does not use up any energy when in use, when you look at the entire lifecycle of the material it requires significant amounts of energy to produce, from deforestation and the processing of pulp to the printing itself.

Going digital for the release of our UK catalogue helps us to avoid the emissions associated with paper and printing, as well as reducing a large volume of waste in the long term. When catalogues re-printed to stay up-to-date, previous editions always end up discarded, whereas links or pdfs for digital copies can easily be updated, generating no waste at all.

Aside from being a better option for the environment, digitising our catalogue has a number of other benefits. The catalogue can now be accessed by anyone, even on the go, being compatible on both mobile phones and computer screens, and can be easily shared. Hosting the catalogue online also gives us the freedom to add additional content that wouldn't be possible in print, such as product videos, website links and navigation features to help customers find exactly what they're looking for.

## Do SYR have a 'Circular Economy'?

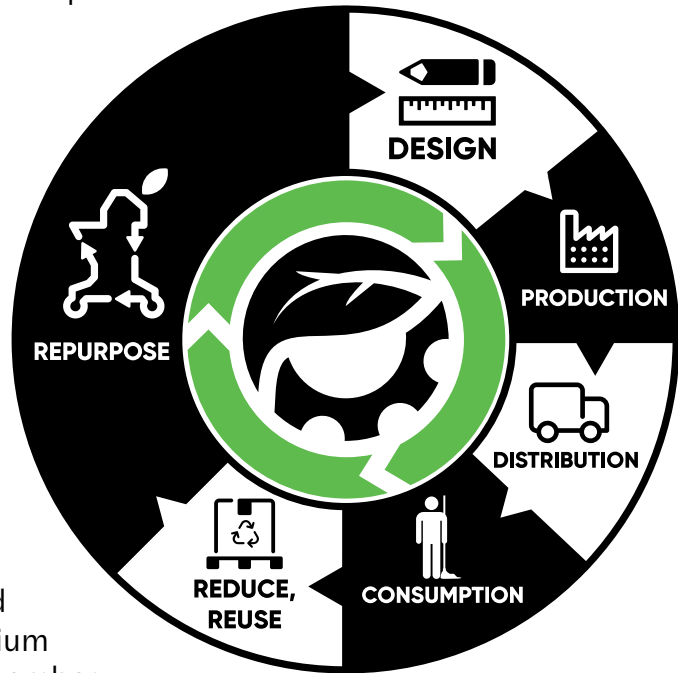
Within the last year SYR have launched the Switch Framework scheme, a system created to reduce waste at all levels of the business, forming part of SYR's circular economy. The scheme prevents still usable polypropylene material from ending up in landfill: offered at no extra charge to our customers, SYR can now collect used or worn SYR cleaning tools directly from customers in order to recycle them. Preventing this durable plastic from ending up in landfill, where they may take decades to break down completely, this would-be waste is instead transformed by SYR's advanced recycling processes into brand new products.

### **SYR** **SWITCH** Framework

SYR are working continuously working towards a circular economy by improving efficiencies both within our own business and manufacturing processes and in the creation of our products, allowing them to be used to clean effectively whilst consuming less resources. The specialist tooling and manufacturing processes of SYR's premium products the LTS and TC20 mopping combos already ensure that very little scrap is generated, with less than 1% of the total plastic left behind after moulding.

Even this small amount, however, is not wasted. The recycled components and regrind plastics are repurposed to make the SYR Switch range of recycled plastic cleaning tools, designed to minimise waste production.

The result is a manufacturing system that produces 0% waste within the factory environment, and sustainably made cleaning tools that are built to last.

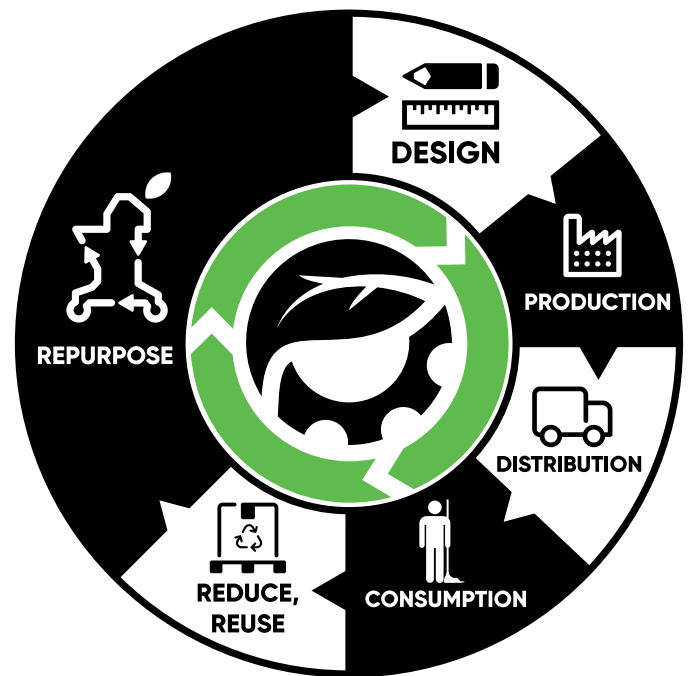


Introducing our  
circular economy -

**SYR**

# SWITCH

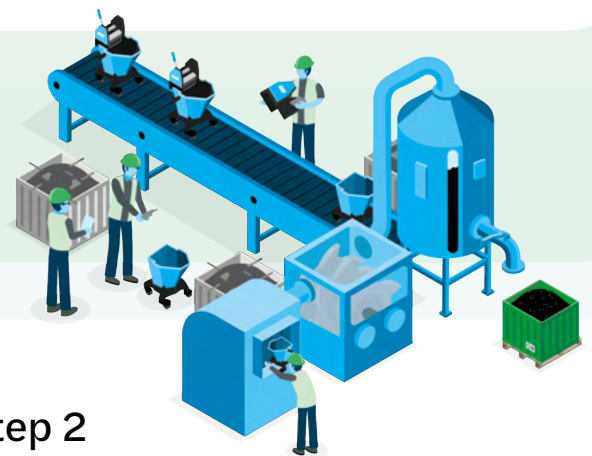
## Framework



### Step 1

#### Delivery of old product

Customers send their old, discarded polypropylene products back to SYR, saving them from landfill.



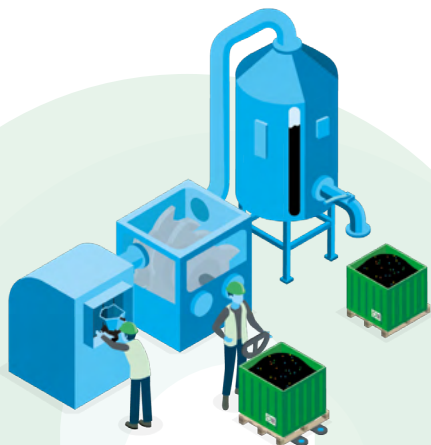
### Step 2

#### Disassembly

Once at the recycling facility, the products are taken apart, removing any metal components, such as screws, handles and wringers. These materials are then recycled.

Here at SYR, driving sustainability in all that we do is one of our top priorities. We recognise that as a large scale producer of plastic products we have a responsibility to minimise the waste we produce as much as possible, and do our part to have a positive impact on the environment. This has driven us to explore numerous innovations in the last few years.

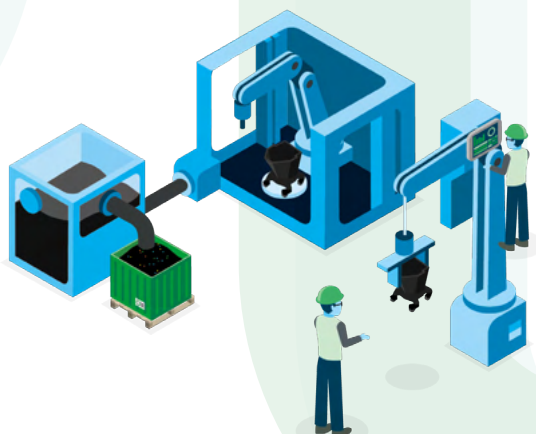
Now, to continue our goal of reducing waste wherever we can, we are launching a brand new and exciting scheme for our customers: Switch Framework. This is one more way that SYR are aiming to redefine our business and further our goal of transforming SYR into a truly sustainable manufacturer, by creating a circular economy, and making the most of the earth's finite resources through intelligent design solutions.



### Step 3

#### Pelletisation

The remaining plastic is cut down to size and placed into a specialist recycling machine, where it is ground down into pellets.



### Step 4

#### Injection moulding

The pellets are melted down and shaped however desired using the injection moulding technique.

We know we are biased, but we believe our products are far too beautiful to end up in landfill – so please return your end-of-life SYR buckets and polypropylene plastics and we will repurpose them into new SYR Switch products.

### Step 5

#### Assembly

After the plastic is shaped, components such as castors, handles and wringer are fitted to form the final product.



### Step 6

#### Delivery of new product

The new durable product, made from recycled materials, is ready to be packaged and shipped out to customers.




## > UK LANDFILL - THE FACTS

Waste is indeed a global problem, and one that is getting worse, with annual world waste generation estimated to increase by 70% by 2050 if it continues rising at the current rate. However, whilst it is an international concern, the culpability is not so evenly distributed: high-income countries, mainly comprised of European and North American nations, make up 16% of the world's population, but generate 34% of the world's waste. The UK specifically produces 222.2 million tonnes of total waste per year, with England being responsible for most of this amount.

### ANNUAL WORLD WASTE GENERATION

70%  
2050



EXPECTED TO INCREASE BY 70% BY 2050

Out of the total volume of waste produced globally, the vast majority (>70%) is sent to either landfill or an open dump, compared to 13.5% that is recycled. In the UK, the volume of landfilled waste is steadily decreasing to give rise to more efficient and sustainable methods of waste disposal, but every year 12 million tonnes of waste is still sent to landfill. Indeed, despite ever improving modern recycling technologies, waste management services in many areas still lack the facilities to properly recycle plastic, meaning that sending plastic waste to landfill remains the most convenient, if harmful, solution for the majority of governments.

“Plastic is embedded in every part of the cleaning and hygiene supply chain” - Stephen Harrison, Chairman of the Cleaning & Hygiene Suppliers Association (CHSA); Doug Cooke, Chairman of the Cleaning Support Services Association (CSSA); Chris James, CEO of Waste Management Industry Training & Advisory Board (WAMITAB)

The cleaning industry is one that has always been very reliant on plastic. Used to make everything from mop handles to product packaging, even with the introduction of green and eco-friendly alternatives emerging more into the market, plastic is still an indispensable material at all levels of the industry.

Usually the material of choice for most cleaning tools, products like cleaning buckets are generally made of tough, durable plastics, chosen for their water and chemical resistance. This is obviously extremely advantageous when in use, as such plastics will not be corroded by the chemical solutions used in daily cleaning routines, unlike other materials that may be. However, this durability means that many plastic cleaning products will take a very long time to decompose naturally if sent to landfill, potentially releasing harmful chemicals and microplastics into the environment as they break down.



Typically, when cleaning products are manufactured with an attached handle, the head of the cleaning tool, whether it be a mop head, broom or any other product, will undoubtedly become worn with repeated use much faster than the handle itself. Thus, when the product is disposed of so it can be replaced, a large volume of still usable material, usually substances like plastic, metal or wood, is sent to landfill. Not only will this have a negative impact on the environment, but can accumulate into high costs for businesses, stemming from the disposal of significant portions of waste and the continuous purchase of new products.

Created a counterpoint to this wasteful practice, SYR Interchange handles, with their innovative fitting, allow cleaning tools to be quickly and easily changed so that handles can be used for another purpose. Rather than being sent to landfill, these durable handles, made from high quality materials, can be used time and time again, with only the head replaced when necessary.

As well as reducing waste, the Interchange range vastly simplifies cleaning routines. Rather than using a complex number of different cleaning tools within one shift, with Interchange operatives can use just one handle when cleaning a particular area, fitting the appropriate head, also available colour-coded for maximum hygiene and protection against cross-contamination, necessary for each task. In addition to improving efficiency, allowing operatives to switch between tasks much quicker, Interchange can also contribute to minimising strain injuries in cleaning staff, a common complaint reported by those working in this field, by reducing the amount of heavy equipment that must be carried between areas over the course of a shift.

It was the development of this range specifically that caused SYR to be awarded the Queen's Award for Enterprise: Innovation in 2002. A true testament to not only SYR continuous research and development in pursuit of innovation, but also the changing priorities in cleaning within the last few decades, SYR Interchange is a simple yet effective way of revolutionising cleaning routines, providing trusted solutions to improve businesses' efficiency and sustainability.



## > SOLUTIONS

At SYR, we are aware of our environmental impact, and always strive to achieve sustainability in our products and manufacturing processes. Through constant research and development, SYR is hoping to break the cycle of plastic to landfill, by making the most of available resources.

As a result of advanced tooling and manufacturing processes, the creation of SYR products like the LTS and TC20 mopping combos generates very little scrap, with less than 1% of the total plastic left behind after the moulding process. Even this small amount, however, is not wasted. To create a manufacturing system that produces 0% waste within the factory environment, SYR takes materials previously destined for landfill and gives them a new life. Recycled components and regrind plastics are repurposed in the SYR Switch range, a collection of cleaning products made specifically to minimise waste production, by recreating some of our most popular products with recycled materials.

Built to have the same quality and durability as the rest of our products, customers can be confident that when they see the SYR Switch logo, they are purchasing a product that is both reliable and directly supporting sustainability over its whole lifecycle. For instance, the LTS-R, as the green twin of the LTS mopping combo, will still on average last six times longer than a standard dolly mop bucket, not just saving money, but also reducing virgin plastic use by almost 70%.

Not only does the Switch range decrease the amount of plastic ending up in landfill, it also benefits the environment in other ways.

Plastic manufacturing is a notoriously high energy-consuming sector, but making products recycled materials requires far less energy than creating virgin plastic from scratch. This in turn reduces fossil fuel use and subsequent carbon emissions: 109 TC20-R mopping systems saves 1 metric tonne of plastic, equivalent to 3000kg of CO<sub>2</sub>.





Our recycled range makes it easy to switch to more sustainable choices.



Help save  
water



Prevent landfill  
waste



Reduce virgin  
plastic use

The SYR SWITCH range uses waste materials destined for landfill, recycled plastics and regrind plastics, combined with thoughtful design.

We use our manufacturing expertise and state of the art production techniques to minimise product waste and maximise product life expectancy whilst creating a product that will support the environment through :

- Reducing water consumption.
- Reducing plastic waste over its lifetime.
- Reducing chemical usage.
- Recycling materials destined for landfill.
- Reducing volume of waste being sent to landfill.



#### **Safeguard-R Caution A-Sign**

Durable polypropylene safety warning sign, made from 100% recycled materials. Printed using injection moulding, to ensure high resolution and prevent fading. Complete with an innovative top clip design to prevent the sign from tipping when in use.

S0340000 **Safeguard-R**



### Lucy-R Oval Socket Mop Bucket

Extra tough mop bucket made using recycled plastic. Featuring a convenient colour-coded handle and durable wringer sieve, compatible with Freedom II mini mops and socket mops.

■ L1500291	<b>Red</b>	■ L1500293	<b>Green</b>
■ L1500292	<b>Blue</b>	■ L1500294	<b>Yellow</b>



### TC20-R Mopping Combo

TC20 mopping combo, made using a durable recycled plastic, complete with strong carry handle, sturdy legs, 7.5cm castors and colour-coded bucket and wringer. Accepts Kentucky mops from 340g to 510g.

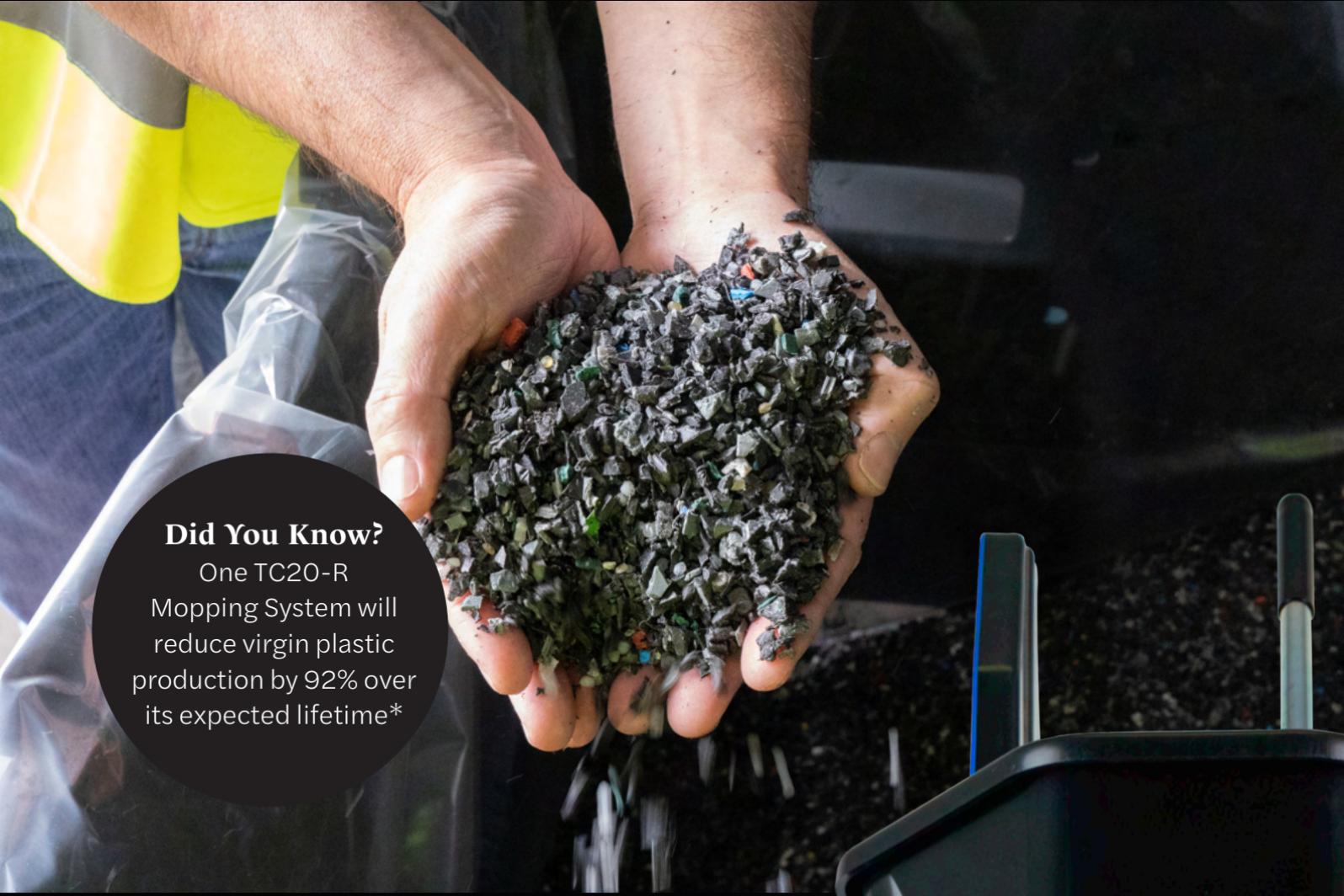
■ S0332291	<b>Red</b>	■ S0332293	<b>Green</b>
■ S0332292	<b>Blue</b>	■ S0332294	<b>Yellow</b>



### LTS-R Mopping Combo

High quality LTS mopping combo, made using recycled plastic. Offering a highly efficient performance, complete with castors, ergonomic long-levered wringer and colour-coded handle, the LTS-R is a sustainable option just as tough and durable as a virgin plastic product. Ideal for Kentucky mopping and available in a colour-coded range.

■ S0327291	<b>Red</b>	■ S0327293	<b>Green</b>
■ S0327292	<b>Blue</b>	■ S0327294	<b>Yellow</b>



**Did You Know?**

One TC20-R  
Mopping System will  
reduce virgin plastic  
production by 92% over  
its expected lifetime\*

# Reduce, Reuse, Repurpose.

We know we are biased, but we believe our products are far too beautiful to end up in landfill – so please return your end-of-life SYR buckets and polypropylene plastics and we will repurpose them into new SYR Switch products.



\*when compared to a similar mopping system



### Clip-it Socket Mop Holder

White polypropylene mop holder for SYR's SYRSorb mop range. Attaching with a simple clip, the holder features teeth to keep the mop head in place and an Interchange fitting to attach to a range of SYR's handles.

SS713 **Clip-it socket**



### SYRSorb Clip-it Socket Mop

Highly absorbent SYRSorb mophead, easily attached to the Clip-It Socket Mop Holder. Semi-disposable, launderable up to 10 times.

994025	<b>80g / 2.82oz</b>
994026	<b>100g / 3.52oz</b>
994027	<b>120g / 4.23oz</b>



### SYRSorb Clip-it Kentucky Mop

Highly absorbent SYRSorb synthetic fibre mophead, easily attached to the Kwiki II or III Mop Holder. Semi-disposable, launderable up to 10 times.

SS015	<b>175g / 6.17oz</b>
SS016	<b>210g / 7.40oz</b>



### Clip-it II Kentucky Mop Holder

Colour-coded plastic holder for Kentucky mops. Attaches with a simple clip design, complete with teeth to ensure the mop head stays securely in place. Compatible with SYR Interchange handles.

<span style="color: red;">■</span> SS706	<b>Red</b>	<span style="color: green;">■</span> SS708	<b>Green</b>
<span style="color: blue;">■</span> SS707	<b>Blue</b>	<span style="color: yellow;">■</span> SS709	<b>Yellow</b>



### Interchange Corn Broom

Our corn brooms naturally absorb dirt, grease and oils. The best green alternative to plastic based brushware. Made from sustainably sourced corn husk and yucca.

970334	<b>6 Broom heads &amp; 2 handles</b>
980370	<b>4 Corn broom heads</b>

Helps  
reduce virgin  
plastic use

Our sachet chemicals are one more example of how SYR is going the extra mile with our products. Made in the UK, carefully-formulated, vegan-friendly and never tested on animals, our products are not only highly effective, they are environmentally-conscious, preserving the environment whilst working to keep people and places clean and safe.



## All Purpose Cleaner

A multi-purpose cleaner, suitable for use on all general surfaces.



## Degreaser Cleaner

Suitable for use on all hard surfaces and food safe areas.



## Washroom Cleaner

Suitable for use on all washroom hard surfaces.

S0633000 **Bottle sachets**

S0634000 **Bottle sachets**

S0635000 **Bottle sachets**



## Toilet Cleaner

Suitable for use on porcelain, steel and ceramic sanitary ware.

S0639000 **Bottle sachets**



## Neutral Floor Cleaner

Suitable for use on hard and polished floors.

S0636000 **Bucket sachets**

# What is PET plastic?

PET is short for polyethylene terephthalate, a strong yet lightweight plastic found in a variety of everyday products. Versatile and easily moulded during manufacturing, PET is most commonly used in packaging for food, drink and other household products, making up 41% of all plastic packaging in the UK.

Resistant to micro-organisms and chemicals, PET forms durable products, but these qualities can also make the material problematic to dispose of. PET takes an estimated 450 years to decompose, and with 3.2 billion PET bottles wasted by the UK yearly, this can be harmful to the environment.

Fortunately, PET is easily recyclable, and 99% of UK localities now offer household recycling collection of mixed plastics packaging. After being sorted, washed and melted down, recycled PET can be reused for a multitude of different purposes, making not only new plastic bottles and other packaging, but even clothing and now cleaning materials.



## Interchange Pad Holder

Durable plastic holder for Floor & Wall Pads; add your choice of pad to strip, scrub, buff or polish. Fits SYR Interchange handles.

920050

**Pad holder**



## Edging Pad

Pad to fit the Interchange Pad Holder. Made from recycled plastic bottles. Tough on ground-in dirt, stains and heel marks. In a choice of pads to strip, scrub, buff or polish.

■ 950410 **Strip**  
■ 940138 **Scrub**

■ 940139 **Polish**  
■ 940137 **Buff**



### Coloured Hand Pad

Made from recycled plastic bottles. For easy removal of stubborn stains, burnt on food and grease. 23cm x 15cm.

940237 Red 940233 Green  
940238 Blue 940240 Yellow



### Maroon Hand Pad

Made from recycled plastic bottles. For easy removal of stubborn stains, burnt on food and grease. 20cm x 9cm.

S0617000 Maroon



### Economy Hand Pad

Made from recycled plastic bottles. For easy removal of stubborn stains, burnt on food and grease. 15cm x 11.5cm.

940230 100pk



### Heavy Duty Hand Pad

Made from recycled plastic bottles. For easy removal of stubborn stains, burnt on food and grease. 23cm x 15cm.

940232 50pk  
990851 500pk



### Eco Super Cloth

Re-usable and washable, ideal for dry dusting and wet wiping. Long lasting high tensile viscose. Made using recycled materials. 40cm x 36cm.

S0619291 Red S0619293 Green  
S0619292 Blue S0619294 Yellow

## Did You Know?

One pallet of super cloths is equivalent to approx 580 500ml plastic bottles



### White Floor Pad

Non-abrasive for polishing floors to produce high gloss finish

940845	6"	940544	10"	940127	14"	940131	18"
940846	7"	940849	11"	940128	15"	940852	19"
940847	8"	940850	12"	940129	16"	940853	20"
940848	9"	940851	13"	940130	17"	940854	21"

- Exceed at soil removal and absorption of the soil residue without impairing performance due to clogging



### Tan Floor Pad

Light cleaning and dry buffing on traditional floors. Removes scuffs and black heel marks. Produces high gloss shine.

940831	6"	940543	10"	940122	14"	940126	18"
940832	7"	940835	11"	940123	15"	940838	19"
940833	8"	940836	12"	940124	16"	940839	20"
940834	9"	940837	13"	940125	17"	940840	21"

- Cushion fit to the contours of uneven floors
- High density fibres and long lasting abrasives



### Red Floor Pad

Dry buffing, ideal for auto scrubber. Restores gloss while removing dirt and scuff marks.

940794	6"	940539	10"	940102	14"	940106	18"
940795	7"	940798	11"	940103	15"	940811	19"
940796	8"	940799	12"	940104	16"	940812	20"
940797	9"	940810	13"	940105	17"	940813	21"

- 2.5cm thick floor pads for rotary floor machines operating at 175rpm to 350rpm

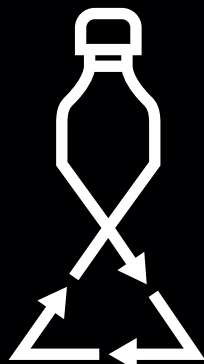


### Maroon Floor Pad

Dry or spray buffing, ideal for auto scrubber. Restores gloss while removing dirt and scuff marks.

940754	6"	940546	10"	940479	14"	940483	18"
940755	7"	940749	11"	940480	15"	940760	19"
940756	8"	940758	12"	940481	16"	940761	20"
940757	9"	940759	13"	940482	17"	940762	21"

- Wide choice of pads available to cover all floor maintenance tasks



### SYR FLOOR AND HAND PADS ARE MADE WITH WATER BASED RESINS AND RECYCLED PET PLASTICS

PET is an acronym for Polyethylene Terephthalate and it is best known as the clear plastic used for water and soda bottle containers. As a raw material, PET is a petroleum-based product that is globally recognized as a safe, lightweight, and flexible material that is also 100% recyclable.





### Blue Floor Pad

Wet scrubbing or medium duty spray cleaning. Removes heavy dirt and scuff marks.

940781	6"	940542	10"	940117	14"	940121	18"
940782	7"	940750	11"	940118	15"	940787	19"
940783	8"	940785	12"	940119	16"	940788	20"
940784	9"	940786	13"	940120	17"	940789	21"



### Green Floor Pad

Heavy duty wet scrubbing or light stripping pad for heavily soiled areas.

940767	6"	940541	10"	940112	14"	940116	18"
940768	7"	940771	11"	940113	15"	940774	19"
940769	8"	940772	12"	940114	16"	940775	20"
940770	9"	940773	13"	940115	17"	940776	21"



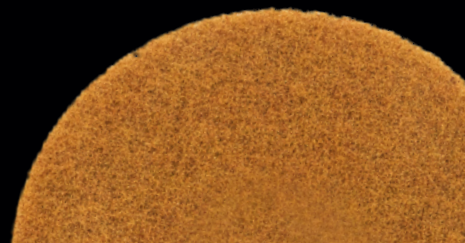
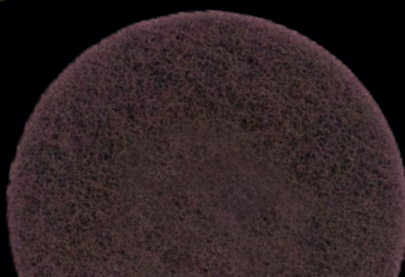
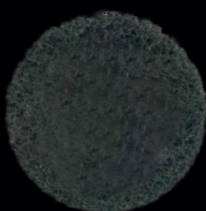
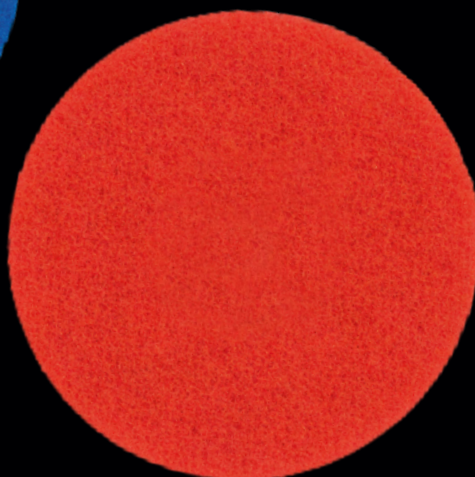
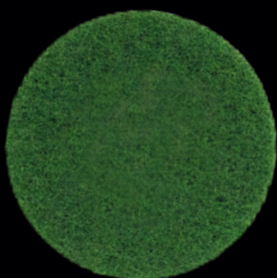
### Black Floor Pad

For heavy duty wet stripping. Very aggressive to remove wax, dirt and any finish.

940818	6"	940540	10"	940107	14"	940111	18"
940819	7"	940751	11"	940108	15"	940824	19"
940820	8"	940822	12"	940109	16"	940825	20"
940821	9"	940823	13"	940110	17"	940826	21"

#### Did You Know?

One 20" pad is equivalent to seven 16oz (480ml) plastic bottles.

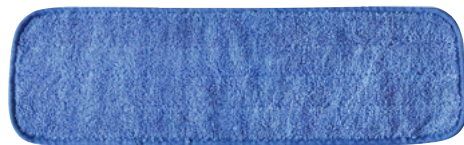


# A sustainable way to clean every day.

At SYR we created our professional 'Rapid Mop' and 'Dual Mop' Spray flat Mop Systems, both of which are light, mobile and ideal for daytime cleaning in lightly soiled areas. Water is simply poured into the 480ml internal reservoir, which is then dispensed via a thumb operated button on top of the handle. The water is pumped forwards out of three jets placed above the pad holder, as and when required, ensuring only the perfect amount of water is distributed.

It is essential when 'cleaning with less' that a good level of performance is maintained to ensure resource efficiency – our large range of compatible, colour coded microfibre flat mops ensure that we are able to provide solutions for a range of everyday jobs. Chemical use reduction, combined with labour savings and waste water elimination allows our SYR Spray flat Mop systems to offer a more sustainable cleaning process.

 60°



## Microfibre Flat Mop

A general use cleaning pad for the Rapid Mop system. Launderable and highly absorbent.

993103

**Microfibre pad**

## Rapid Mop Waterfed Pole

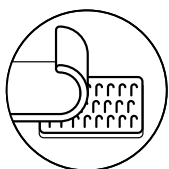
A light and mobile bucketless system which provides controllable moisture to give smear free dry floors. Ideal for daytime cleaning in lightly soiled areas. 145cm long. Features a 480ml internal water reservoir.

993493

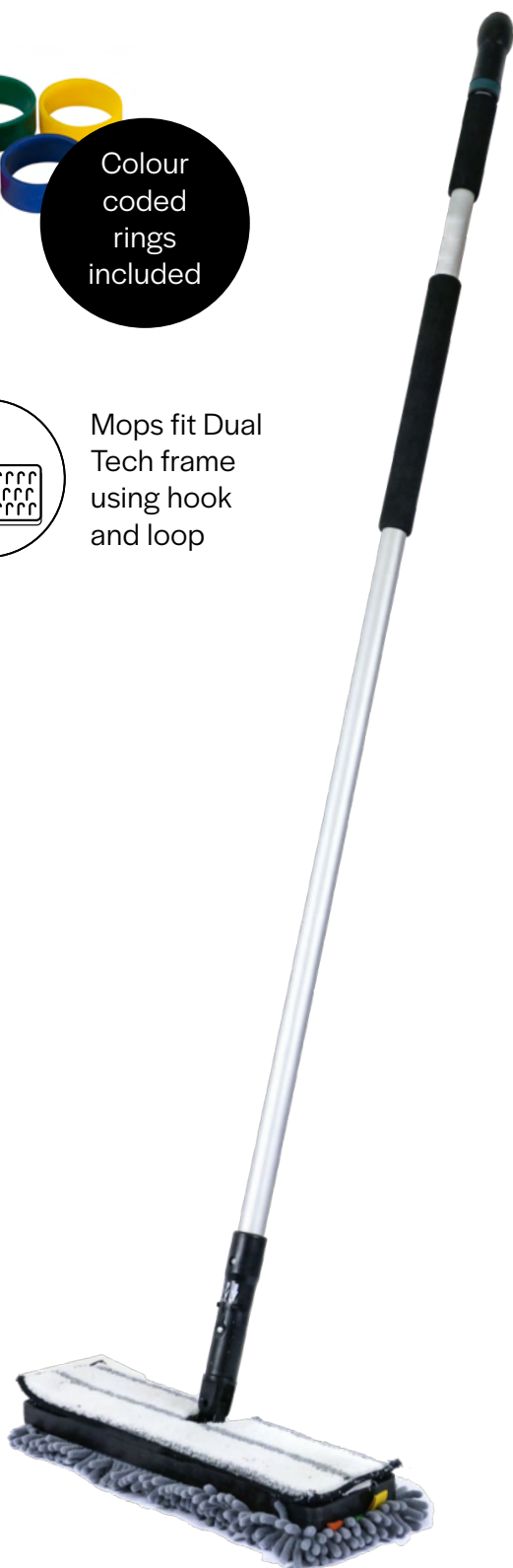
**Frame & handle**



97% Spray flat mopping uses 97% less water than a traditional mop & bucket.



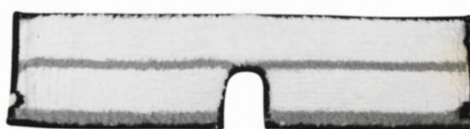
Mops fit Dual Tech frame using hook and loop



## Dual Mop Waterfed Pole

A bucketless mop system with a 480ml internal reservoir in the handle that sprays water ahead of the mophead. Once the area is cleaned, simply flip the mop over to dry the floor. Comes with colour coded rings.

S0047000 **Frame & handle**



## Microfibre Cleaning Flat Mop

Cleaning pad for the dual mop. Attaches with quick and easy hook and loop system.

S0044000 **Cleaning pad**



## Microfibre Drying Flat Mop

Highly absorbent drying pad for the dual mop. Attaches with quick and easy hook and loop system.

S0043000 **Drying pad**



# Ideal for everyday wet wiping. Reducing virgin plastic production.

Made from 70% wood pulp reducing virgin plastic use. The supply of raw materials has been stable and strictly controlled. This fabric does not contain any chemical solvent, and has the characteristics of high strength and durability, strong water absorption and oil absorption capacity, high efficiency and cleanliness, and low dust resistance.





## **SYR Microfibre Cloth Roll 50gsm**

100 tear-off disposable, strong and durable microfibre cloths on the roll. Each cloth is highly absorbent with a colour coded SYR design.

 S0609291  
 S0609292

**Red**  
**Blue**



 S0609293  
 S0609294

**Green**  
**Yellow**





## **SYR Microfibre Cloth Roll 100gsm**

100 tear-off disposable, strong and durable microfibre cloths on the roll. Each cloth is highly absorbent with a colour coded SYR design.

 S0610291  
 S0610292

**Red**  
**Blue**

 S0610293  
 S0610294

**Green**  
**Yellow**



### **SYR Single Use Cloth 35gsm**

A pack of individual disposable, strong and durable microfibre cloths. Each cloth is highly absorbent with a colour coded SYR design. 46.5cm x 35cm.

 S0395291	<b>Red</b>	 S0395293	<b>Green</b>
 S0395292	<b>Blue</b>	 S0395294	<b>Yellow</b>



### **SYR Single Use Cloth 50gsm**

A pack of individual disposable, strong and durable microfibre cloths. Each cloth is highly absorbent with a colour coded SYR design. 32cm x 30cm.

 S0396291	<b>Red</b>	 S0396293	<b>Green</b>
 S0396292	<b>Blue</b>	 S0396294	<b>Yellow</b>



### **SYR Single Use Cloth 75gsm**

A pack of individual disposable, strong and durable microfibre cloths. Each cloth is highly absorbent with a colour coded SYR design. 42cm x 35cm

 S0613291	<b>Red</b>	 S0613293	<b>Green</b>
 S0613292	<b>Blue</b>	 S0613294	<b>Yellow</b>



Swivel  
joint



## Multi-Surface Tool (MST)

Can be used on internal windows, mirrors, glass areas and a multitude of hard surfaces. The surface is left perfectly clean, instantly dry and smear-free.

994258

**MST frame only**



60°

## Heavy Duty MST Pad

Used for removing stubborn stains with tough scrubbing strips.

S0177000

**Performance pad**



60°

## White MST Pad

Anti-static microfibre pad. Used for glass, mirrors, digital displays, internal windows and stainless steel.

S0176000

**White pad**



60°

## Blue MST Pad

Used for laminate wood and general areas.

994226

**Blue pad**

## Complete MST Kit

Complete kit contains 600ml bottle, white trigger spray, 5 blue microfibre pads and an MST tool.

994289

**Complete kit**





# 1 MST Pad Covers the Same Surface Area as 30 Rolls of Paper\*

Blue roll has a number of key properties that make it particularly useful across a multitude of working environments and tasks. Unfortunately it is single use, cannot be recycled and is over consumed and used inappropriately. It is also very often combined with excess chemical dispensing, which not only leaves surfaces looking unclean and full of smears, but also increases cleaning costs.

**So let us introduce you to another option...**

**SYR Multi Surface Cleaning Tool** provides a more cost effective solution with superior cleaning results and can complete up to 80% of the tasks blue roll is commonly used for.

\*based on average use and conditions



Scan QR code learn how MST can help you reduce blue roll use



Made from at least 95% recycled plastic



## **80L Store Bin & Lid**

The durable dustbin comes complete with a tight-fitting, removable lid and is suitable for both indoor and outdoor use. The bin has a glossy plastic finish, which is waterproof and is easy to wipe clean.

S0700209 **80L Bin & Lid**

# Innovative trolley systems

*Designed and built to last*

The quality of SYR Motion trollies means durability, ergonomics, usability and aesthetics. All products are designed and built to last for many years, because a truly sustainable production from an environmental point of view provides that a trolley can be repaired, upgraded or transformed for different uses.

 **EPD®** Wherever possible Motion cleaning trollies are certified EPD.  
THE INTERNATIONAL EPD® SYSTEM

EPDs signal a manufacturer's commitment to measuring and reducing the environmental impact of its products and services and report these impacts in a hyper-transparent way. With an EPD, manufacturers report comparable, objective and third-party verified data that show the good, the bad and the evil about the environmental performance of their products and services.

When developing an EPD, the environmental performance of the product shall be described from a life cycle perspective by carrying out a life cycle assessment of the product. The results of the LCA study and other information shall be compiled in the EPD reporting format. The EPD shall then be verified by an approved independent verifier.





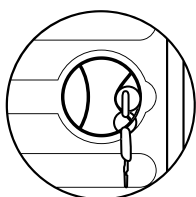
**EPD®**  
THE INTERNATIONAL EPD® SYSTEM

## Motion Pro 2

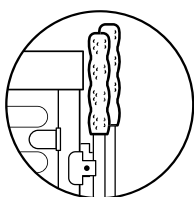
Fully enclosed lockable trolley system, suitable for pre-impregnated flat mopping. Features lockable castors, 2×20 litre seal-able side storage buckets, 4×6 litre hand buckets and mop handle and frame storage. Made from recycled materials.

S0500000 **Motion pro 2**

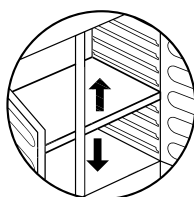
Lockable  
doors



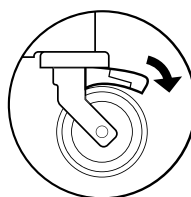
Ergonomically  
designed handles



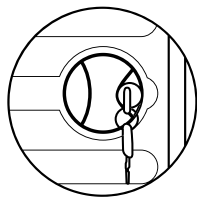
Adjustable  
internal shelves



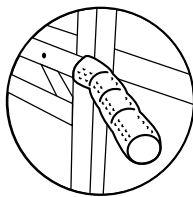
Lockable easy  
glide castors



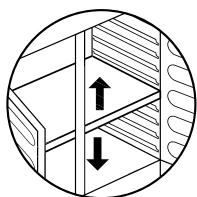
Lockable door



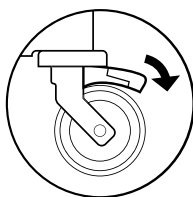
Ergonomically designed handles



Adjustable internal shelves



Lockable easy glide castors



**EPD®**  
THE INTERNATIONAL EPD® SYSTEM

### Motion Pro 3.1

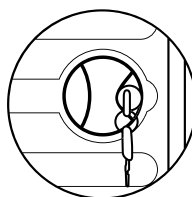
Enclosed trolley system, with separate waste bag. Suitable for pre-impregnated flat mopping. Features lockable storage area with lid and adjustable internal shelves and 2×22 litre seal-able storage buckets. Made from recycled materials.

S0501000

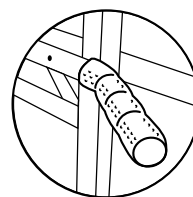
**Motion pro 3.1**



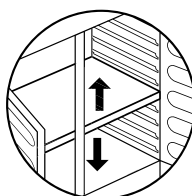
Lockable door



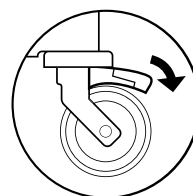
Ergonomically designed handles



Adjustable internal shelves



Lockable easy glide castors



**EPD®**  
THE INTERNATIONAL EPD® SYSTEM

### Motion Pro 5

Enclosed trolley system, with separate waste bag. Suitable for wet mopping. Includes lockable storage area and two 22 litre mop buckets. Made from recycled materials.

S0502000

**Motion pro 5**



### **Motion Smart 1**

Compact mopping trolley with separate 120 litre waste bag and storage. Suitable for wet mopping. Made from stainless steel, with lockable castors, two 6 litre lidded buckets and two 15 litre mop buckets.

S0504000 **Motion smart 1**



### **Motion Smart 2**

Compact mopping trolley with separate 120 litre waste bag and storage. Suitable for pre-impregnated flat mopping. Made from stainless steel, with lockable castors, two 6 litre lidded buckets and two 20 litre mop buckets with clear lids.

S0505000 **Motion smart 2**



### **Motion Nano**

Compact cleaning trolley, suitable for pre-impregnated flat mopping. Made from stainless steel, with lockable castors, 2x20 litre mop storage containers, 2x6 litre buckets with lids and a 10 litre bag.

S0503000 **Motion nano**



### **Motion Eco Pro**

Chrome double bucket trolley, suitable for wet mopping. Easy to clean, with 8cm castors, two 25 litre buckets and centre bar to attach geared press wringer. 77cm length x 41cm width x 90cm height.

S0506000    **Motion eco pro**



### **Motion Dumbo**

Chrome single bucket trolley, suitable for wet mopping. Easy to clean, with 8cm castors, one 25 litre bucket, two 5 litre buckets and centre bar to attach geared press wringer. 71cm length x 68cm width x 86cm height.

S0507000    **Motion dumbo**



### **Motion Atom**

Compact trolley system designed for kitchen and dining room areas. Suitable for pre impregnated flat mopping.

S0508000    **Motion atom**





Wherever you see this symbol it identifies a textile item that is Ecolabel certified

## The EU Ecolabel is the environmental product label of the European Community.

When applied to a product, the EU Ecolabel identifies that it has passed a strict set of environmental compatibility criteria, set out by the European Community. From a regulatory point of view, it is considered a Type I Environmental Label. Based on the ISO 14024 standard, the EU Ecolabel is defined in the National Action Plan of Green Public Procurement (PAN GPP) as a “basic reference” for the evaluation of most environmentally friendly cleaning products, and attaining this label proves that a product has met high environmental standards not only in its production, but throughout its life-cycle.

EU Ecolabel is the most known and widespread certification in all of Europe. We decided to certify EU Ecolabel five families of textile products, with a route that has committed the Quality Office for over four years through a complex and demanding process. As a result, our Microrapid Wet-Mop and Vaseline Impregnated Cloth, both perfect for use with the Motion range, are Ecolabel certified. For us, certification is not just a simple label on a product, but the result of a constant *modus operandi* and a “way of being” that involves the entire company and all its policies.



### Microrapid Flatmop

Microfibre mop, fits hook and loop frames. Coloured back. Made from 80% Polyester, 20% Polyamide.

#### Standard version - 42cm

S0520291	Red	S0520293	Green
S0520292	Blue	S0520294	Yellow
S0520203	Grey		

#### Heavy duty version - 46cm

S0523291	Red	S0523293	Green
S0523292	Blue	S0523294	Yellow
S0523203	Grey		



### Eco Impregnated Cloth

The very light impregnation with pharmaceutical vaseline oil captures the dust. Available in 60cm x 22cm and 100cm x 30cm rolls.

S0526000	<b>60x22cm Roll</b>
S0528000	<b>100x30cm Roll</b>

## The Nordic Swan Ecolabel

Nordic Ecolabelling works to reduce the environmental impact from production and consumption of goods with the aid of our logo: the Nordic Swan Ecolabel. This makes it easy for consumers and professional buyers to choose the environmentally best goods and services.

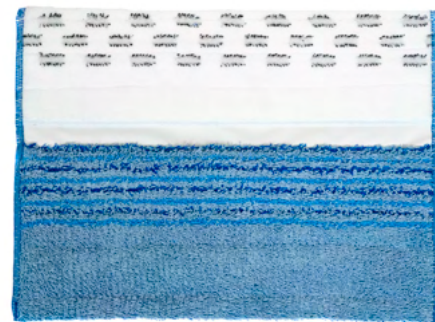
The Nordic Swan Ecolabel is the official ecolabel in the Nordic region. Its goal is to reduce the environmental impact of consumption and production. When setting requirements, it therefore assesses the entire life cycle of the products, from raw materials to production, use, disposal and recycling.

The United Nations sustainable development goals are a universal call to action to fight poverty and inequalities, protect the planet and tackle climate change by 2030. To achieve the goals, all of us must make an effort: governments, the private sector, the public sector, civil society and every individual.

The requirements of the Nordic Swan Ecolabel promote sustainable use of resources, recycling and reuse and reduce waste in all parts of the life cycle of ecolabelled products and services. The Nordic Swan Ecolabel is a powerful tool for securing a sustainable future.



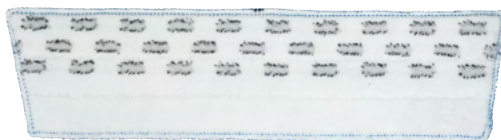
Wherever you see this symbol it identifies an that is Nordic Swan Ecolabel certified



### Ultimate DeLux Flatmop

Premium all-in-one flatmopping and drying. Remove dirt with the front of the mop while the 100% microfiber rear holds it in. Flip over to soak up excess water. Washable up to 300 times.

S0637000 **Ultimate DeLux pad**



### Ultimate Dx1 Flatmop

Ultimate Dx1 is designed to adapt to most floor types. Its white colour allows you to see the dirt after use and the result of your work. The scrapers enhance the mechanical effect for easy removal of dirt.

S0614203 **Ultimate Dx1**



### Ultimate Duo Flatmop

Premium microfiber mop effective on the roughest of non-slip flooring. High fibre density makes it ideal for wet-mopping, covering a larger area before having to change pads.

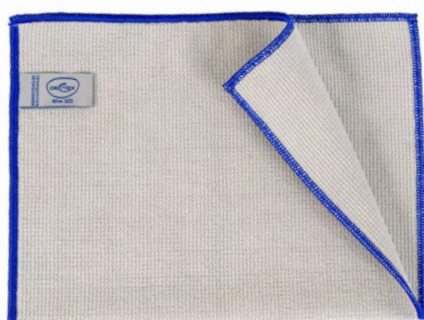
S0616291 **Red** S0616293 **Green**  
S0616292 **Blue** S0616294 **Yellow**



## Dust Mop Grey

Dedicated to electrostatic dry mopping. It is used dry and picks up hair, fur and other larger bits of dirt at the front, while the back deals with smaller particles.

S0628000 **Dust Mop**



## MF 320 Microfibre Cloth

MF 320 is only available in grey so it doesn't show the dirt and remains stable for its 500-wash life. The overcast stitching (around the edge) and label are indestructible and add colour coding. Measures 23x35 cm.

■ S0631291  
■ S0631292

**Red**  
**Blue**

■ S0631293  
■ S0631294

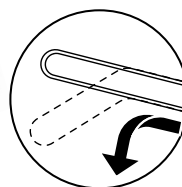
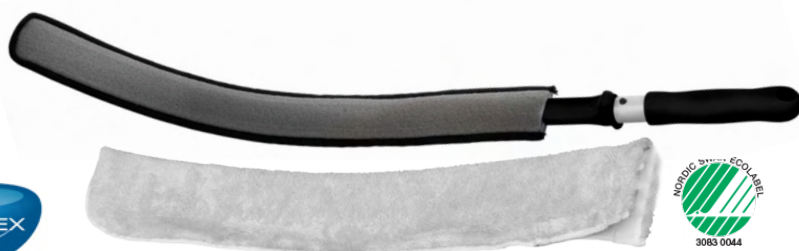
**Green**  
**Yellow**



## MFV200 Microfibre Cloth

This microfibre cloth can be washed 300 times. For use on windows, mirrors and stainless steel, 100% microfiber. just add a drop of water to deal with it in a single wipe, for unbelievable results. Measures 40x50 cm.

■ S0632000 **Grey**



Bendable  
alloy  
frame

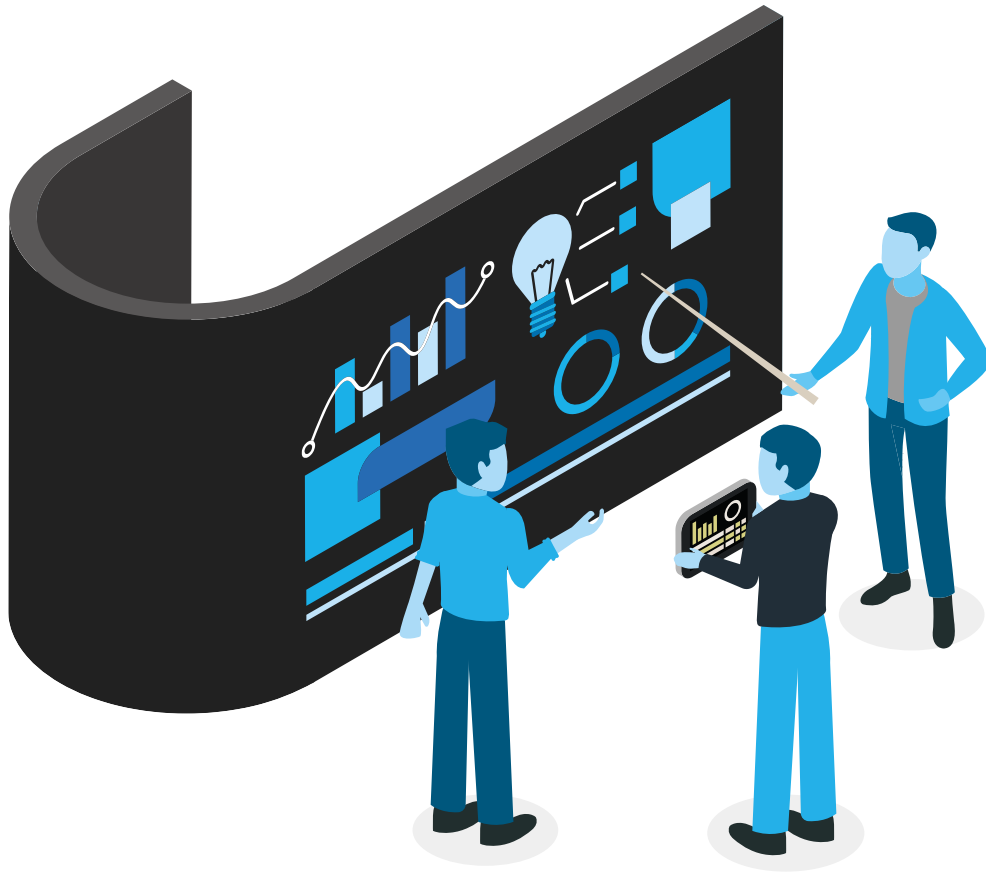
## Ergoflex Dusting Tool

Once united, Ergoflex and the Sleeve, need nothing else, not even water. The Ergoflex when dry uses electrostatic force to attract dust from all hiding places. If you need to reach a higher level of dusting, you can easily use the Mini Telescopic Handle.



S0625000  
S0626000  
S0624000

**Ergoflex**  
**Ergoflex sleeve**  
**Mini Telescopic Handle**



## Sustainability is at the heart of all future product design and development

The cleaning industry is one that is constantly evolving, new products and standards being unveiled all the time. SYR has not only been able to keep up with these changes, but lead the pack, through the work of our Product Development team.

From concept to creation, every tweak that we make. Every product we design or modify going forward will have sustainability in mind.

# Keeping our supply chain sustainable with Sedex

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Another way that SYR is ensuring the safety and sustainability of our business practices, wherever in the world they may take place, is by certifying our business with Sedex, an ethical supply chain service provider. Using their network to facilitate communication between buyers and suppliers, we have used Sedex's expert guidance to perform risk assessments and social audits across sites in the UK and beyond.

Making sure that our global supply chain operates in a way that is socially and environmentally stable is how we fulfil our responsibility to the individuals and communities that are involved in or affected by SYR's business practices on every level. Sedex provides transparency in supply chains, improving communication and illuminating any issues to meet our high standards and ensure compliance with all national or international laws.

Careful monitoring of supply networks is essential in minimising risk, especially when working internationally, as different countries are likely to have different legislation and standards. From managing pollution and other environmental impacts, to protecting the working conditions and labour rights of employees, it is very important to SYR that we ascertain that all suppliers we partner with are operating in a sustainable and responsible manner.

SYR is demanding high ethical and environmental performance at every level of our supply network, as part of our commitment to a sustainable future both within the cleaning industry and beyond. Auditing our supply chain with Sedex also assures the efficiency and cost-effectiveness of production processes at every level, helping us deliver high quality products that aren't created at the expense of people or planet.

# SYR SEVEN PRINCIPLES OF CORPORATE SOCIAL RESPONSIBILITY POLICY

Scot Young Research limited have identified and adopted principles of :



## SUSTAINABLE DEVELOPMENT

We recognise the opportunity to develop the business sustainably which creates value for the benefit of our business and shareholders.



## COMMUNITY

We are committed to making a positive contribution to the communities in which we operate.



## FAIR OPERATING PRACTICE

We will treat all current or potential employees, business partners and other stakeholders honestly and fairly and without prejudice.



## THE ENVIRONMENT

We take our environmental and social responsibility extremely seriously and we are committed to developing our business towards ecological, social and economic sustainability.



## EMPLOYEE RELATIONS

Our staff are our most important asset. Within our staff is embedded our standards, our culture, our business ethos and our future.



## SUPPLIERS, CUSTOMERS AND PARTNERS

SYR strive to ensure that everyone with external trading and other relationships understand the standards of business engagement expected of them.



## COMMUNICATIONS

SYR endeavours to communicate clear messages across all audiences as befits a business of its size and reputation.

# SUSTAINABLE DEVELOPMENT AND GOVERNANCE

All Directors and managers of SYR are responsible for the ongoing regulation, enforcement of and compliance with this Policy, including its communication and review. The directors will agree an appropriate level of monitoring and reporting against any set targets.

## 1.1 Sustainable development

Our aim: use our sustainability strategy to create value for the benefit of our business and our stakeholders. The Company is committed to a policy of growth through organic development, acquisition and partnership. In adopting this Policy, the directors recognise the opportunity to develop the business sustainably which creates value for the benefit of our business and shareholders. In being a responsible business, we recognise that as well as facing some risks, we can capitalise on some commercial opportunities which can bring benefit to SYR without damage to the environment.

As manufacturers we are in a unique position to play an active role in working with distributors and end users to demonstrate the benefits of using new innovation and cleaning best practices to support sustainability. Stakeholders are increasingly interested in our ethical and environmental performance and the positive contribution this can make to our business and we accept the responsibility of communicating this clearly and honestly. We also recognise that operating efficiently will contribute cost savings and a positive contribution to profitability.

## 1.2 Governance

Our aim: to be the world's leading and most profitable business in the sector whilst maintaining the principles adopted in this Corporate Social Responsibility Policy. SYR is committed to the highest standards of ethical conduct and integrity in its business activities in the UK and overseas. The directors are committed to implementing effective measures to prevent, monitor and eliminate unethical and illegal practice.

The Company is committed to high standards of corporate governance. The directors are accountable to the Company's shareholders for good governance, and is committed to ensuring that sound principles of corporate governance are applied throughout SYR in accordance with relevant legislation, the Company's articles of association and all relevant regulatory

requirements.

The Directors of SYR are collectively responsible for the long term success of the company. As such, the directors are the principal decision making forum for the Company and take advice and guidance from the Chief Executive Officer and Vice Chief Executive Officer. The directors approve annual budgets and long term strategic plans and monitor performance against budget and plans. The directors receive and approve annually audited accounts and is responsible for filing these in a timely manner at Companies House.

### **1.3 Corporate Social Responsibility**

Our aim: to lead by example through open and public demonstration of SYR's commitment to Corporate Social Responsibility. The directors have demonstrated forward thinking in initiating the development of this Policy. By doing so it requires the commitment of all staff to make it work. The directors and managers will ensure that implementation of the policy is not onerous as it largely captures a broad range of existing policies, guidance, procedures and practices.

## **COMMUNITY**

SYR is privileged to operate on a number of fine sites worldwide. This is a privilege which the Directors take seriously and responsibly and encourage full community and stakeholder engagement at all our sites. We are committed to making a positive contribution to the communities in which we operate.

### **2.1 Community involvement**

Our aim: To be a good neighbour in all the communities we operate in. SYR has a financial impact on every community in which we operate. Our operations have the potential to cause disturbance to local residents, especially through traffic movements, machinery and vehicle noise, light pollution and emissions. We want all our unit management teams to make a contribution to a mitigation plan against negative impacts and to be encouraged to be involved in community initiatives and projects.

## **2.2 Education and culture**

Our aim: to encourage young people to learn about the cleaning sector from an academic and potential employment point of view. As an employer in the sector and often within the local community, SYR recognises it has an important role in engaging with young people. We have the skill and knowledge to offer young people guidance and mentoring and such opportunities should be encouraged.

## **FAIR OPERATING PRACTICE**

### **3.1 Anti-corruption and behavioural expectation of staff**

Our aim: to treat all current or potential employees, business partners and other stakeholders honestly and fairly and without prejudice SYR requires that all employees, irrespective of their function, grade or standing, observe the followings Standards of business and personal ethics in the conduct of their duties and responsibilities; SYR employees must practice honesty and integrity in every aspect of dealing with other employees, customers, suppliers, other business partners, communities and government authorities. Neither SYR nor any of its employees shall make illegal or improper payments or bribes and will refrain from participating in any corrupt business practices. Neither SYR nor any of its employees may accept payments, gifts or other kinds of reimbursement from a third party that could affect or appear to affect their objectivity in business decisions.

Employees should avoid entering into situations where their personal, family or financial interests may be in conflict with that of SYR. Where any such potential conflict of interest arises, the employee should disclose this and seek advice from their line manager.

### **3.2 Fair competition and engagement with competitors**

Our aim: to participate alongside competitors in open and legal forums such as trade association events and meetings and to show leadership in business integrity and probity whilst protecting the best interests of SYR. As a major player in the sector, SYR has an important leadership role within a local, national and international context and its full participation in trade bodies

is expected. Staff are to be encouraged to be involved in sector initiatives where common goals are critical such as in areas of research, health and safety and product standards are in the interest of SYR. Such matters are an opportunity for SYR to set a benchmark and to ensure that fair competition is not undermined by poor working practice, unsubstantiated claims or other deficient behaviour. As a business, we are open to visits from competitors as individuals or as groups/trade bodies as we see this as important for benchmarking and it encourage reciprocal learning for our staff.

It is absolutely forbidden for any SYR employee to engage in discussions which would be regarded as anti-competitive behaviour. If such an attempt is made at an open trade meeting, any SYR employee in attendance should withdraw and report the matter to a Company Director.

### **3.3 Promoting social responsibility externally**

Our aim: by taking a leadership role in adopting a Corporate Social Responsibility Policy, SYR will encourage its suppliers, customers and other business partners to adopt at the very least the basic principles of CSR. We are fortunate to be trading in a sector which has almost entirely adopted key elements of ethical and responsible practice. There is always room for further improvement across all disciplines within our trading partners and we will through example, help to raise standards of practice throughout the supply chain.

## **THE ENVIRONMENT**

We take our environmental and social responsibility extremely seriously and we are committed to developing our business towards ecological, social and economic sustainability. Our approach is on a group wide basis, embracing all our sites with dedicated group resources together with the individual responsibilities at each of the sites.

### **4.1 Prevention of pollution and environmental impact**

Our aim: to operate all our facilities within all applicable laws, regulations and

permits and to seek cost-effective improvements. The Company works to continuously reduce its environmental impact. We work diligently to ensure current or better standards are applied across SYR.

## **4.2 Sustainable resource use**

We will consider all viable ways to be more sustainable. We will consider the way we use resource by preventing and reducing waste, being more efficient in the way we use resources and using more renewable resources.

## **4.3 Housekeeping**

Our aim: to create and maintain high standards of housekeeping at all our sites; to maintain appropriate levels of hygiene and cleanliness. We expect a high level of cleanliness and organisation. This not only means sites are impressive for visitors, which is important but in providing a clean working environment (within the context of a manufacturing process) we have a better and safer working environment for all of our staff. Good housekeeping also helps to ensure prevention of incidents, spillages and control of environmental impact such as dust and waste.

## **4.4 Climate change mitigation and efficient use of resources**

Our aim: to reduce where economically and commercially viable our environmental impact by means of energy, transport and materials efficiency, reduction of fossil fuels, waste and packaging. As a business, SYR is continuously improving its materials handling through waste minimisation and maximising recycling. The very nature of our business drives us to maximise material utilisation.

As a manufacturer, we are high consumers of electricity. We take measures to monitor usage and endeavour to manage wasted usage. When funds allow and where practical solutions exist, we will invest in equipment which meets the highest level of efficiency ratings.

We are aware of the environmental and social impact of transporting our raw material and finished goods and work with our transport partners to continuously improve logistics management. Our dispatchers ensure that

loading is maximised within legal limits and volumes per load is monitored and reported.

## **EMPLOYEE RELATIONS**

Our staff are our most important asset. Within our staff is embedded our standards, our culture, our business ethos and our future. BSW faces a number of challenges and opportunities and how we motivate and sustain our workforce will determine our success as a business.

### **5.1 Employee relations**

Our aim: to be an employer of choice and to create a workplace environment where all employees feel valued, supported and informed. SYR is a non-discriminatory employer and our management strive to achieve a culture based on responsibility, excellence and respect which builds on the talent of our workforce. It is the policy to treat all current or potential employees fairly and without prejudice. SYR is committed to eliminating any unfair or discriminatory practices should they occur.

All employees will be given the opportunity to progress on merit without regard to their gender, marital or parental status, ethnic or national origin, sexual orientation, religious belief, political affiliation, age or disability. We are committed to fair pay and benefits.

This ethos is embedded in business practice through employment and other procedures and policy. We wish to actively encourage more employee participation in the workplace, in suggesting ideas, improvements and contributing more pro-actively to the development of the company at all levels.

### **5.2 Health and safety**

Our aim: to provide our staff with a safe and healthy working environment, to ensure everyone has the knowledge and ability to operate safely. SYR is committed to achieving the best practicable standard of health and safety for

our employees, customers and visitors. SYR has developed a Health & Safety Management System in accordance with the principles of HSG 65 and ISO 18001) and is committed to global Health and Safety leadership with respect to its employees, customers, suppliers, contractors, visitors, shareholders and its communities. To attain this commitment, the BSW Timber Group conducts its business in accordance with the principle of beyond compliance and collaboration.

We strive to achieve continuous improvement, risk prevention, cost effective development of human resource and the reduction of loss and prevention of harm. HSMS is core to our business and a key indicator of organisational excellence. We believe all incidents and injuries are preventable and that every employee is expected to actively participate in our health and safety efforts.

### **5.3 Staff development**

Our aim: to motivate our staff to achieve the highest possible standards of work through training, education and communication. SYR are looking to improve staff learning & development throughout the business for the purpose of developing and utilising skills that in the past, to some degree have gone unrecognised. It has been identified through learning needs analysis, that we have a wide range of experienced and highly skilled employees at all levels of the business, their knowledge and experience can be utilised in such a way the business can only profit through continual growth.

SYR have introduced a training scheme and are working to improve our modern apprenticeship programme, running alongside this is the introduction of job talks for all staff, this will identify how and who will require what training and when: in turn, our career succession plan will be visible and active.

## **SUPPLIERS, CUSTOMERS AND PARTNERS**

The first principle of dealing with third party businesses is the adoption of a fair and ethical approach to all our dealings. As individual employees, our

people have the responsibility of protecting and promoting the good name and reputation of SYR.

## **6.1 All third-party transactions**

Our aim: to have the reputation of a company that third parties want to do business with, that they feel comfortable in dealing with SYR etc SYR strive to ensure that everyone with external trading and other relationships understand the standards of business engagement expected of them, that they feel responsible for the reputation of the Company and present themselves with highest degree of integrity at all times.

## **6.2 Engaging our customers**

Our aim: to ensure we engage with our customers and respond to their needs by providing a wide range of products, services and information to maximise their own commercial aspirations sustainably. SYR is aware from informal research and direct dialogue that there is an increasing customer awareness of environmental and social issues. This places an expectation on us to offer information, products and services to help them create more sustainable business with their customers and ultimate consumers. We can help our customers in finding affordable products to support their sustainable agenda and those further down the supply chain.

## **6.3 Our suppliers and other partners**

Our aim: to ensure that there is a mutual benefit in dealing with SYR and that our suppliers and other partners have confidence in the value of doing business with us. Our business has a direct impact on the environment and lives of people all over the world and we are committed to doing business in a way which ensures that everyone in our supply chain benefits from trading with us.

We believe that protection of the environment, high workplace standards, good health and safety and fair pay and employment conditions are all elements of a successful, professionally run business and contribute to its efficiency and productivity.

## COMMUNICATIONS

Our aim: To provide honest, clear and helpful information at appropriate levels of detail to all employees, customers, suppliers, the public and other stakeholders. SYR strives to communicate clear messages across all audiences as befits a business of its size and reputation.

# ANTI SLAVERY POLICY

Scot Young Research Limited  
Anti-Slavery and Human Trafficking Policy  
November 2017

## 1 POLICY STATEMENT

- Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to ensuring modern slavery is not taking place anywhere in our own business and so far as possible in any of our supply chains.
- We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all of our contractors, suppliers and other business partners.
- This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.
- This policy does not form part of any employee's contract of employment and we may amend it at any.

## 2 RESPONSIBILITY FOR THE POLICY

- The Board of Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with.
- The Board of Directors have primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.
- Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and we aim to develop training on it and the issue of modern slavery in supply chains.

### 3 COMPLIANCE WITH THE POLICY

- You must ensure that you read, understand and comply with this
- The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.
- You must notify your Line Manager or if not available, HR or any Director of the Company as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future.
- You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains at the earliest possible stage.
- If you believe or suspect a breach of this policy has occurred or that it may occur you must notify your Line Manager or if not available, HR or any Director of the Company or report it in accordance with our Whistleblowing Policy as soon as possible.
- If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any of our supply chains constitutes any of the various forms of modern slavery, raise it with your Line Manager or if not available, HR or any Director of the Company.
- We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. If you believe that you have suffered any such treatment, you should inform your Line Manager or if not available, HR or any Director of the Company immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Procedure.

## 4 COMMUNICATION AND AWARENESS OF THIS POLICY

- Training on this policy, and on the risk our business faces from modern slavery in its supply chains, will form part of the induction process for all individuals who work for us, and regular training will be provided as.
- Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate.

## 5 BREACHES OF THIS POLICY

- Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross.

**We may terminate our relationship with other individuals and organisations working on our behalf -if they breach this policy.**

# EQUAL EMPLOYMENT OPPORTUNITY POLICY

## Introduction

Scot Young Research is committed to equal opportunity and non-discrimination in employment. We believe that all employees and applicants should be treated with courtesy, dignity and respect.

## Scope

At Scot Young Research we do not discriminate in employment on the basis of race, colour, gender, pregnancy, national origin, ancestry, age, disability, religion, or veteran status. It is our intent to comply with federal and state laws, regulations and guidelines in our employment practices and in our services to customers.

## Procedure

All Scot Young Research employees share the responsibility of understanding and preventing discrimination and harassment in the workplace. All employees are expected to treat customers and co-workers in a respectful, appropriate manner. Managers and supervisors are responsible for monitoring the workplace for inappropriate conduct, harassment and discrimination and should take immediate steps to correct any such behaviour. Each supervisor and manager is required to understand, communicate, and enforce this policy.



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