



MEON
DELIVERING GREAT SURFACES



SOCIAL IMPACT REPORT

Showing what good looks like



Values driven organisations **ensure sustainable profitability**

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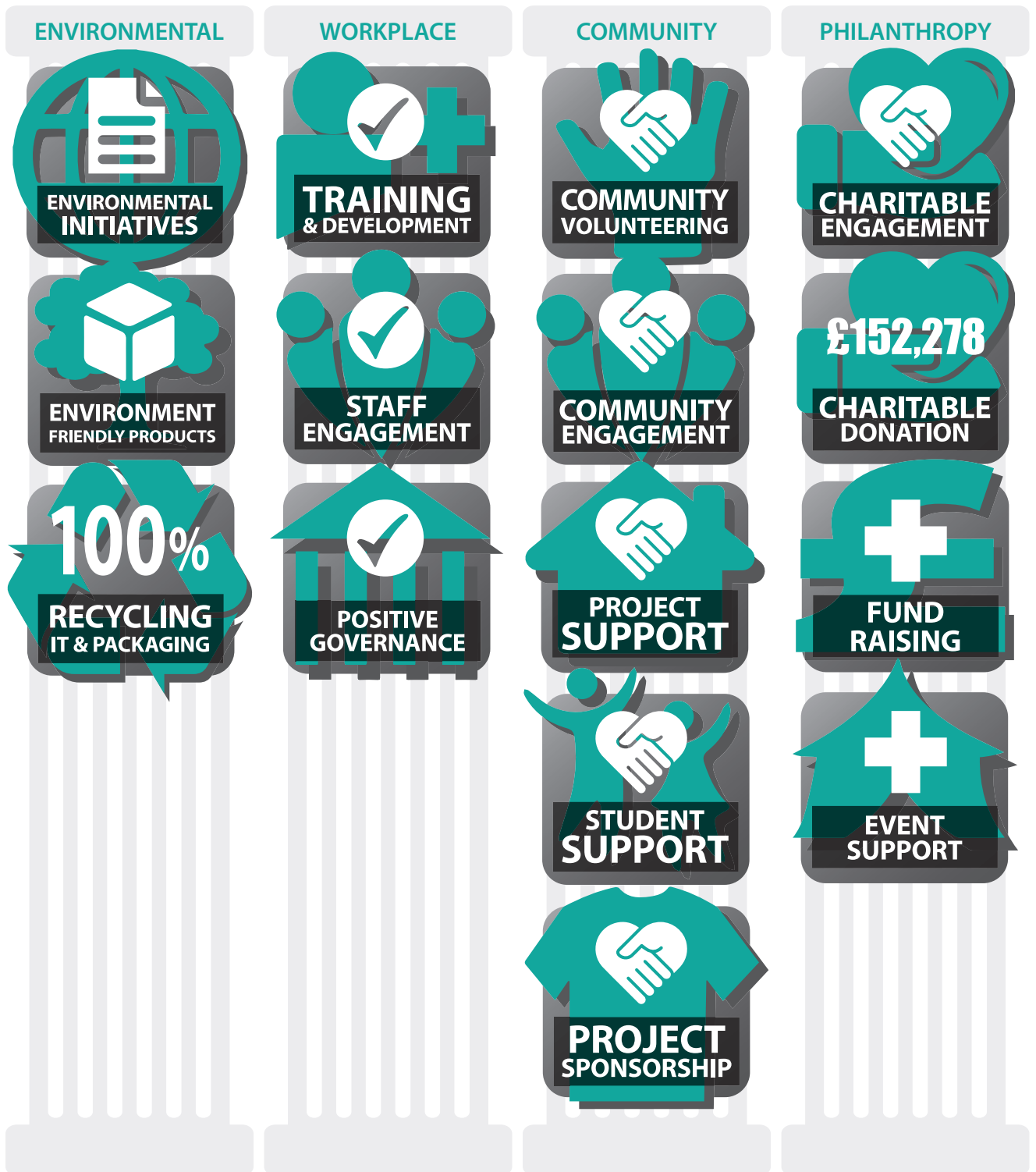
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This CSR-A Social Impact Report demonstrates independent validation of ESG compliant actions and policy.



Meon Ltd

CSR Highlights at a Glance



Official Statement



I'm thrilled to open this document with some simple comments about our collective commitment to the industry here at Meon Ltd.

Having personally witnessed significant evolution in the line marking and surface repair industry over nearly 3 decades, it's of great personal delight that we continue to be relevant in the present day.

You can read on to find out more about not only the timeless principles surrounding our purpose, the reason we exist, our mission and our values but also our current day commitment to the environment, the elimination of carbon, supporting charitable enterprise, and developing our people and the industry.

At Meon Ltd we specialise in delivering high quality line marking and surface repair solutions using the latest innovative systems and informatic technologies. We work with some of the industry's leading brands providing a range of products specifically designed in improving road safety and efficiency, all whilst reducing the effects of Carbon emissions.

With over 28 years of experience within the line marking and surface repair industry, we have developed our own Training Academy to share and upgrade customers skills and knowledge to add value and educate the industry.

Our training courses are designed to ensure users attain the highest standards using Best Practice Methods, helping to increasing efficiency and performance and maintain a safe working environment.

Our technical experts are dedicated in providing excellent service delivery, knowledge and support.

We are passionate about the work that we do, the services we provide and the people we serve.

Working closely with key industries we are committed to resourcing and developing our products to meet business needs.

Our purpose is to provide world class solutions for the industries we serve, improving road safety and efficiency whilst reducing the effects of carbon emissions.

'We are committed to leading the way for change within the line marking industry.'

Our campaign 'Project Highways Zero' <https://meonuk.com/pages/project-highways-zero> aims to deliver environmentally friendly surfaces using cold applied products, systems and technologies.

Our core values have been built on behaviours that reflect our company and focus all our stakeholders on delivering our purpose and our contribution to society.

We are conscious of the climate emergency and the need to make changes within the industry.

We pride ourselves in supporting charitable organisations through donations and providing products and services free of charge.

A handwritten signature in black ink, appearing to read 'Gary Spencer'.

Gary Spencer
Managing Director
Meon Ltd

An introduction to Meon Ltd

Meon Ltd was founded in February 1994 and began as an import export agency. With our roots shaped by traditional family values, we evolved by developing a close relationship with our customers, providing line marking, surface repair products and systems to the sectors we serve.

We have over 25 years' worth of knowledge and experience, providing line marking and surface repair solutions across the UK & Ireland.

Our purpose and contribution to society is simple - to 'Deliver Great Surfaces'.

We listen to our customers asking, 'what more can we help you with?'

We use the acronym REACH – 'I'm RESPONSIBLE to put EFFORT into ADVANCE the CULTURE through HONESTY' and this has served us well both internally and externally.

These are the values we espouse. This is what everyone has a right to expect from us, both as a team, as a business to deal with and as individuals. It's the personality of Meon that presents its corporate face to the people we serve.

At Meon we take pride in sharing our expertise within the industry offering a range of support, toolbox tips and courses through our very own Training Academy.

We work with some of the world's leading class brands, providing high quality products and solutions using the latest innovative systems and technologies to suit every

business needs. All our products are rigorously tested and accredited to international recognised standards, our Performance Assurance System (MPAS) ensures high quality and performance at every step of the process.

We are ISO14001 accredited and improving our offerings with electric and greener products. Our Project Highways Zero campaign is also helping to promote change within the Line marking industry, in reducing carbon emissions and improving safety.



As part of our low carbon and natural solutions planning, we promote our reduced thermoplastic line marking products.



Environmental Report



Energy

Meon Ltd have installed LED lighting across all it's premises. The Unit 1 office area roof and factory floor walls are externally insulated. Total energy used in 2021 was 61,907 kWh at a cost of £12005. All carbon foot-printing data has now been collected in partnership with Go Climate Positive and we are currently working on setting targets to reach carbon net zero.

Local Government Engagement

We support the Local Government Technical Advisory Group (LGTAG) supporting the 'Project Highways Net Zero Carbon Highways' Campaign. As part of this we presented and were exhibitors at the London Presidential Conference - 'Greening the black' in June 2022. We have also written a white paper with regards to cold applied products and the cost savings which can be made when employing this technology.

LGTAG tackles the practical issues of de-carbonising our highways and public infrastructure. It's aim is to gain insight into increasing natural habitats to support environmental recovery, community well-being and carbon reductions. Meon UK have exhibited at a number of other events including The LGTAG 'Silver Jubilee Conference' and the 'Traffex Conference' at the NEC Birmingham.

Environmentally Friendly Products

As part of our low carbon and natural solutions planning, we promote cold applied products, which dramatically reduces CO₂ emissions during the application process. This product has increased durability, higher visibility and creates less noise on application. Noise reduction is particularly important as this work is often done at night and can disturb local communities. The product is applied with electric machines which use 90% less CO₂, so has a 50% reduction in community disruption. The resulting applied materials can last 3 times longer, reducing the need for re-application and repairs.

Our range of electric powered machines are helping to support sustainable changes across the line marking industry. Products are specifically designed to increase efficiency and performance whilst maintaining a safe working environment. Electric machines match the same performance of a regular petrol machine without fume emissions and at a reduced noise level.

We have created a campaign brochure which supports Project Highways Zero to highlight how our industry can take action to increase carbon savings across the highway and transportation infrastructure in respect to line marking and surface repairs.

Travel

Meon Ltd have installed video conferencing facilities for global communications to mitigate the need for air travel where possible.

In parallel with our core business values we organised a winter bike to work day. The whole team got involved and demonstrated that cycling to work is not just for the summer months!

Our team is currently working closely with government and local authorities, influencers, planners and contractors to improve the UK cycle lane network. The cycle lane network is growing and contributing to the UK's efforts towards net zero and also helping the healthcare system save money and resources.

Supply Chain Management

Meon Ltd are accredited to internationally recognised standards and hold six different certifications.

We have our own video library with over 25 'how to' downloadable videos and guides, to help support our customers in the use of our products. These videos provide a clear demonstration on the efficient use, waste and noise reduction resulting in the increased productivity for those using our products.

The Meon Training Academy provides online and in-person dedicated training from experienced, professional instructors. The

Meon Training Academy is committed to sharing knowledge and imparting skills and best practice across our industry. Aims are to improve safety, increase efficiency and support the commercial sustainability of the highway sector.

We are working with our supply chain and suppliers to increase the re-use and recycling of materials in packaging. Ongoing discussions with suppliers are in progress with more resource efficient packaging trials being undertaken.

Waste

All our computers and 100% of our card, plastic and polypropylene waste is recycled. Total waste tonnage from May 21 to June 22 is 31.18 tonnes. Total cost of waste disposal is £7,503.19. Our waste disposal is handled by Veolia. Further investigation into the details have been requested.

Meon produce a packaging report which details the breakdown of packaging types into paper/card, plastics, metal and wood. This packaging report is produced for compliance purposes and published annually. Currently Meon Ltd are well below the 10t annual threshold and will continue to focus on reductions.

Personal waste recycling facilities are provided on-site and have recently been expanded.



Meon Ltd at the Traffex Conference at the NEC Birmingham.

Workplace Report



Training

Training is intrinsic to Meon Ltd and we recognise that our staff are our best asset. We provide induction training for all staff and occupational, internal and external training where appropriate. Training is an essential part of our company culture and we run a comprehensive training programme for all staff from all departments. We currently provide over 50 different courses covering topics from environmental awareness, health & safety to company governance and risk assessment.

Labour, Ethical Practices & Governance

To gauge staff engagement and morale Meon Ltd has undertaken an employee engagement survey. The survey questions were based on the tried and tested Gallup questions used by many organisations globally. Meon Ltd had a relatively a high response rate of 57% company wide. All question responses were positive with a satisfaction rate of over 70%, the two highest scoring questions were: 'I know what is expected of me at work' – 90% positive response and 'My supervisor or colleagues care about me' which had a reassuring 91% positive response.

Reporting of Health & Safety and Environmental incidents is very important to Meon Ltd. We investigate and analyse all reported incidents with a view to learning from and acting on issues arising.

Meon Ltd provide an employee handbook which details all employer and employee commitments, annual holidays, absence from work, facilities and amenities, procedures and policies. We accept our responsibility to our workforce, including the provision of a happy and safe work environment both physically and morally. We hold ourselves available to each individual employee directly to provide help and advice on any work or personal matters and to listen to grievances in relation to work or the workplace.

We are concerned in maintaining an appropriate moral standard in our workplace and expect all our employees to respect and conform to the same principles. We care about our community and the people we serve. Our core values and personality represent the face of Meon.

Policies

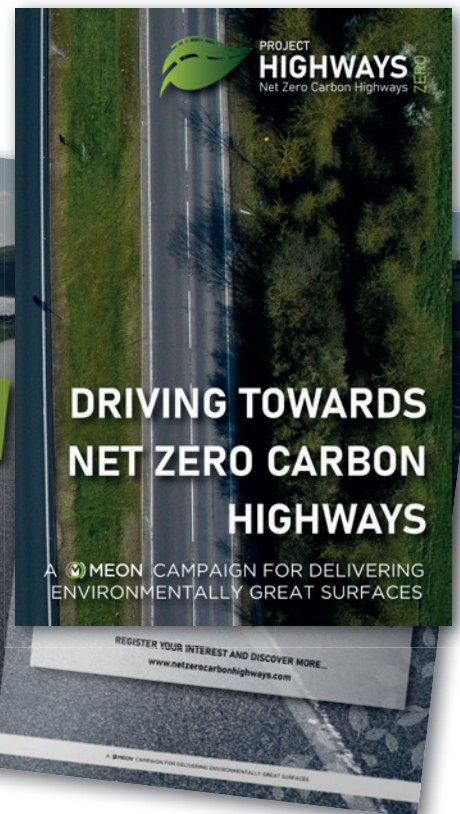
Meon UK have the following company policies; Corporate Social Responsibility Policy (Jan 22). Anti-Slavery and Human Trafficking (Jan 22). Equality and Diversity Policy (Jan 22). Equal Opportunities Policy (Jan 22). Safeguarding Policy (Jan 22). Training and Development Policy (Jan 22). Flexible Working Policy (July 22).

Current statistics on diversity shows Meon Ltd have a 30% female workforce which is significantly higher than the 17% average for UK SME's in the construction industry.



Personal waste recycling facilities are provided on-site and have recently been expanded.

Meon Ltd produced 'Driving towards Net Zero Carbon Highways' to brochure supports Project Highways 'Zero in 2020' campaign to highlight how our industry can take positive action.



Community & Philanthropy Report



Charitable Involvement

The Key charities Meon Ltd support are The Grace Trust and WGHT. The Grace Trust's goals include supporting education. The Grace Trust operates with practically no overheads as it relies almost entirely on its hard-working volunteers. This means that almost 100% of the amount donated reach the intended recipients. The trust supports a number of well known charities including; Great Ormand Street, London Air Ambulance, Action Medical Search, Rapid Relief Team, Alzheimers Research, Diabetes UK, Help for Heroes, NSPCC, RNLI, Save The Children and Parkinsons UK.

Total charitable donations for the 2021 to 2022 period total £152,278.75.

Engagement

Five members of the Meon team volunteer regularly at the OneSchoolGlobal, Hindhead Campus on a term by term basis, offering help around the school for the social and moral support of the students.

Meon have also engaged with God in Giving and received the testimonial: "Thank you for your generous gift to GiG. We are thrilled to have your support as a newly established charity with radical initiatives. We can continue working towards reducing the Poverty Premium through our Interest Free Grant Scheme and educating those in Household Budgeting. You truly make the difference for us, and we are extremely grateful!" Matt Gard, GiG.

Meon Ltd have previously engaged with the National Trust locally and donated materials. We are currently in discussion with a Business Partnership to engage with them again in future.

Meon Ltd and Amey volunteered pro bono time helping to create a street scene that covered a 300m² area within the London Bus Museum.

Education

Meon Ltd's Gary Spencer, our managing director and Emilie Ruos have both become Skillstree Ambassadors with the EBP South organisation. EBP South have 20 years' experience connecting businesses and schools and providing established, high-quality programmes which inspire young people about future career options and help them on their journey in the field of work. Emilie visited the Park Community School on 19th July 2022 to volunteer in the Business Speen Networking Event. This session is designed to inspire students about the range of career options and pathways open to them after finishing school. By taking part in the Business Speed Networking Sessions, we hope to raise their aspirations and show them the broad range of career opportunities locally and nationally.

In addition to supporting the local community, this volunteering had the added benefits of skills development for Emilie herself in presenting, a networking event with meeting the local council and neighbouring businesses and to inspire other Meon Ltd staff who were keen to find out how it went and to get involved next time. There are already discussions to be involved again with the Park Community School.

Wealth Creation

The majority of Meon Ltd employees are recruited from the local area and this contributes to the local economy through wages and use of our supply chain partners.

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We have previously worked with the apprenticeship schemes and are looking to expand our customer experience team through an apprenticeship placement.

Volunteering

Meon Ltd offer all employees one day per year to volunteer for their chosen charities, currently 6 employees have taken their day. Our HR system NetSuite allows for staff to book their volunteer day with the approval of their line manager.

Matt Garde, Meon Ltd Warehouse Manager has raised £1000 for GiG and their Interest Free Circular Community Lending Scheme. Matt completed a 2 day 50km Hike across Dartmoor in May 2022.

Fund-raising

Meon Ltd organised a National Summer Leisure Day BBQ to recognise the importance of mental health and well-being. Employees were able to dress down in summer attire and enjoy a fully catered BBQ feast. All funds raised from the event were matched £1 for £1 by Meon Ltd.

Meon understands the importance of supporting and engaging with employees and regularly arranges social team events to promote this.



Meon Ltd in partnership with Amey created a 300m² street scene for the London Bus Museum.

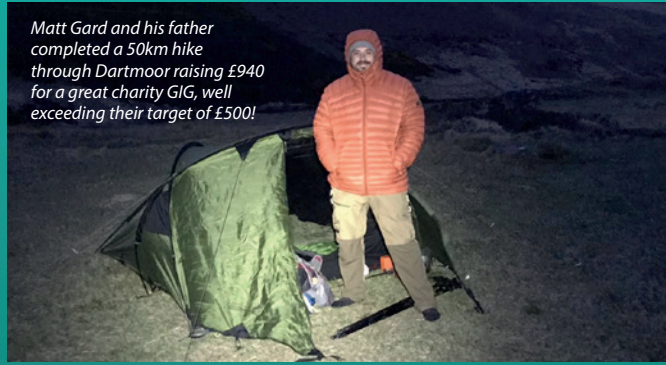
One of our team members assists in supporting a family member Lorenzo who is differently abled. He came in and helped us put some of our promotional boxes together and really enjoyed his time visiting Meon Ltd.



We have also been preparing hampers for Xmas which we give to our customers, local businesses



Matt Gard and his father completed a 50km hike through Dartmoor raising £940 for a great charity GIG, well exceeding their target of £500!



Meon Ltd were thrilled to work with Hampshire and Isle of Wight Air Ambulance Service to provide them with high visibility markings for a new emergency vehicle parking bay.



Meon Ltd supporting a Business Speed Networking event at Charter Academy. The event organised by EBP South on behalf of Octavius Infrastructure Limited gave pupils a glimpse of career possibilities which can support their choices of what to select at GCSE level.

Future Planning



Energy Consumption

Meon Ltd regularly reviews ways of reducing Energy consumption. Carbon foot-printing is currently underway with a dedicated data analyst currently collating Scopes 1,2 and 3. Once a benchmark has been set we plan to set targets and goals to reach carbon net zero.

Senior management are currently looking at solar panels costs and benefits for the warehouse building which they own. Re-roofing is almost complete and will be done by the end of January 2023.

Packaging and Supply Chain

Meon Ltd are working with their supply chain and suppliers to address the reuse and recycling of packaging. Some packaging has changed recently to include a percentage of recycled content however this has not been as sturdy or reliable and has ended up being wasted in some cases. Ongoing discussions with suppliers are happening and trials being undertaken.

Company Vehicles

We currently run 10 company vehicles with CO2 emissions ranging from 94 to 183 CO2/km and annual mileages of 26,423 to 108,245 miles. A review of company car types, hybrids and electric is planned, as well as the need travel if video conferencing can be used in some cases.

Cycling Network Planning

The Meon Ltd team is working closely with the UK government, local authorities, influencers and planners, and contractors to improve the cycling network. Involvement includes discussions on the best surface coatings, line markings and separators to use.

Waste Disposal

We have recently upgraded our waste disposal bins, new recycling bins are in place. We have ongoing relationships with various local recycle companies for IT hardware, paper and card. We are currently looking at Paper Mountain to help recycle plastic buckets.

ESG - Measuring the Value of Social Responsibility

These icons are displayed throughout this social impact report to illustrate where ESG (Environmental, Social and Governance) compliance and relevance is demonstrated to external agencies when ESG reporting is required.



Meon Ltd activities align with UN Sustainable Development Goals

The UN SDGs are a call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet. They recognise that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection.

Meon Ltd activity corresponds with the following SDGs



All 17 United Nations Sustainable Development Goals are:



Meon Ltd have achieved Silver CSR Accreditation



What is CSR Accreditation?

CSR accreditation is the perfect way to collate what you are already doing in regard to social responsibility. The application process helps you easily report on your organisations sustainable and community engagement and provides a simple template where you can record activity against the Four Pillars of **environment, workplace, community and philanthropy**. Each pillar is designed to help you measure, record and impact report on areas such as energy performance, recycling, staff engagement, health and well-being, diversity, community engagement and supporting local and national charities. Successful applications become CSR accredited and receive our members pack. The CSR accreditation mark should be displayed on your website, in your reception and throughout your literature, proudly showing that your organisation has been independently recognised for its CSR endeavours. Members are encouraged to take full advantage of our benefits package which includes access to thought leadership and insight pieces, consultation for ongoing activity and re-accreditation at the end of a three year cycle. A tree is planted for every accreditation by Green Earth Appeal and 5% of the application fee goes to charity.

Your application report subsequently becomes an invaluable **CSR policy / Social Impact Report** which you can use to show all your audiences that you are a caring and responsible organisation.

This is a fully holistic and inclusive approach that allows for all organisations – private, public and third sector and is for all sizes from sole traders to large corporations. It employs a white paper approach that promotes an organisation's CSR personality and individuality.

ACCREDITATION DATE **30/07/2022**

Good Social Responsibility policies drive positive corporate change.

With well defined objectives and measurable targets, your CSR accreditation will provide the foundation for a more sustainable and ethical organisation.

Achieving CSR accreditation is a visible testimony of excellence in social responsibility activity. The accreditation process helps you integrate social, environmental, ethical, human rights and consumer concerns into your business operations and strategy.

CSR accreditation will:

- Deliver information required for ESG (Environmental, Social, Governance) reporting.
- Identify UN Sustainable Development Goals (SDG's) which you may be supporting.
- Write a social value policy.
- Identify how your carbon footprint can be reduced contributing to climate change action and the Race to Zero.
- Produce content for a social impact report.
- Enrich, enable and engage employees, shareholders and stakeholders.

Driven by heightened consumer awareness of environmental issues and with tightening government regulations organisations are now looking for innovative ways to meet their social responsibilities. It is clear that those who understand this and explore ways in which issues should be built into strategy, are likely to reap the rewards of an enhanced competitive position, benefiting all stakeholders and wider society along the way.

This **Social Impact Report** was created by **CSR-Accreditation** on behalf of

Meon Ltd

To produce a similar report for your organisation please call **01494 444494** or visit **www.csr-accreditation.co.uk** and find out how we can benefit you.

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**Environmental,
Social, and
Governance**

