

SLX Impact Report for 2022

SLX



Note from our CEO



"Sustainability is a core pillar of our re-emergence from the COVID-19 pandemic.

The pandemic exposed and amplified the climate emergency for me. It evoked a call to action to make our company more resilient and environmentally conscious.

We know that our sustainability work can have a much wider impact in our industry. We strive to lead this space, firstly by measuring and understanding our spheres of impact, starting the change from within our company, then onto the communities in which we operate, and our influence on the industry as a whole.

Over the past year we have invested significant time into the projects that make up this report. We are very much on a journey and hope that by sharing our progress and challenges we can inspire others to join us on our mission."

A handwritten signature in black ink, appearing to read 'Alastair Currie'.

Alastair Currie, CEO

Our Purpose

The future of events

We understand that we are a vital link in the live event, theatre, sports, and broadcast chain and that the only way to a truly sustainable cultural sector is if all actors are engaged and striving for positive environmental and social impact.



There is much more we can do as a hire company to improve our performance. We want to become as efficient and as sustainable as possible to enable our clients and the events we work on to have a positive environmental and social impact.

We were delighted to have our progress, determination and strategy recognised on an industry level at the TPI Awards 2022 when we won the inaugural TPI Green Award.

Judge Chris Johnson, Co-founder and Sustainability Lead at Shambala Festival and Chair of Vision:2025 group said:

“SLX demonstrated best practice and ambition to make a difference ... if only all companies were as forward thinking and effective as our winner.”

Our values guide us, we are:

Creating the remarkable: We value the power of life’s most remarkable events. We are here to make those events happen – and make them extraordinary.

Trust: We see ourselves as a partner over a supplier. Our reliability means our clients are confident we can realise their vision.

Diverse experience: We pride ourselves on the extensive expertise within our field and value the diversity of experience that brings our team together.

Creativity: Our work is technical. However, it is creativity that makes our work shine brighter than the rest. Our creative approach to all aspects of our business pushes our work beyond expectations.

Kindness: Our business is all about the people. We will build an inclusive environment where our team and our clients can flourish.

Our Journey



OCT 2019

SLX splits from its parent company and becomes its own entity



JAN 2020

SLX moves into its new warehouse



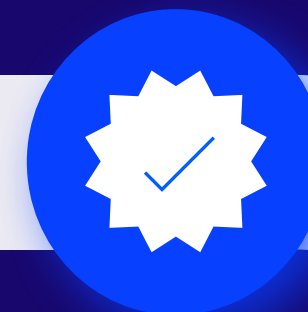
MAR 2020

The COVID 19 pandemic forces the closure of the live event sector



MAR 20 - APR 21

Thinking about our emergence from the pandemic and the business going forward



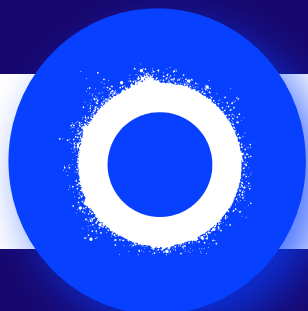
APR 2021

SLX gains ISO 9001, ISO 14001, ISO 45001 accreditations



MAR 2022

SLX becomes a Corporate Partner with Babbasa



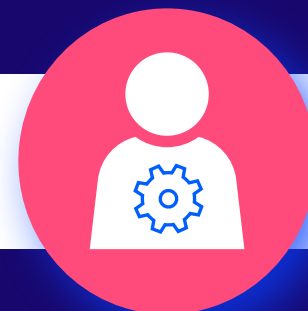
DEC 2021

SLX commits to the Bristol One City Climate Ask



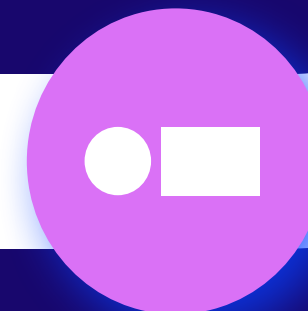
NOV 2021

First carbon footprint and numerous other sustainability initiatives are activated



AUG 2021

SLX hires its first Sustainability and Social Values Manager



MAY 2021

SLX becomes an accredited Albert supplier



MAY 2022

SLX wins the inaugural TPi Green Award



JUNE 2022

120kWh solar panel system installed at SLX HQ



JUNE 2022

Applications for the 2022 Lighting Programme cohort opened



AUG 2022

SLX deliver over £300,000 worth of sustainability and social value for the Birmingham 2022 Commonwealth Games



NOV 2022

SLX calculate their second carbon footprint

What is the impact of our industry?

The events industry has long been given a bad reputation when it comes to sustainability, think of plastic cups and rubbish littering a festival site, delegates flying from all over the world for a conference, and diesel trucks travelling thousands of miles to deliver equipment to a touring theatre show.

However, there is change happening right now as audiences, artists and organisers start to realise the impact of these occasions. As a business and live events company we do not underestimate these impacts or the power we may have to contribute to this changing narrative.

We start with our spheres of influence. Our first one being all of us at SLX. The second, our impact in the communities in which we operate. The third, our impact within our industry and with our peers.

1
Elements
we can
control



2
Our impact
on our local
communities



3
Our impact
in our
industry



Our Carbon Impact

What is included in our carbon footprint calculation?

We are committed to calculating our carbon footprint annually in order to understand the full extent of our impact on the environment from all operational areas of the company.

We started this process in September 2021 with our first carbon footprint calculation. Since then, we have calculated our baseline emissions and our 2021/2022 emissions.

We measured not only our Scope 1 and Scope 2, but also our Scope 3 emissions. The sources of our Scope 3 emissions include commuter travel, purchased goods, business travel, the transmission and distribution of electricity, working from home, managed assets, disposal and water use.

Purchased goods is a high proportion of our footprint this year due to significant investment in equipment for the delivery of the Birmingham 2022 Commonwealth Games.

1. Our carbon footprint is third party verified and measured and reported according to the international Greenhouse Gas Protocol

2. Other includes working from home, waste disposal, water usage, business travel, managed assets, and the transmission and distribution of electricity.

3.37%
Other²

8.86%
Fuel Use

15.07%
Commuter travel

71.75%
Purchased Goods

% tCO₂e by operational impact area

2021/22
footprint:
1559.48tCO₂e¹

We have committed to the Bristol One City Climate Ask

Our carbon impact

Our emissions intensities comparison allows us to see our carbon impact per project. We aim to see annual improvements for this.

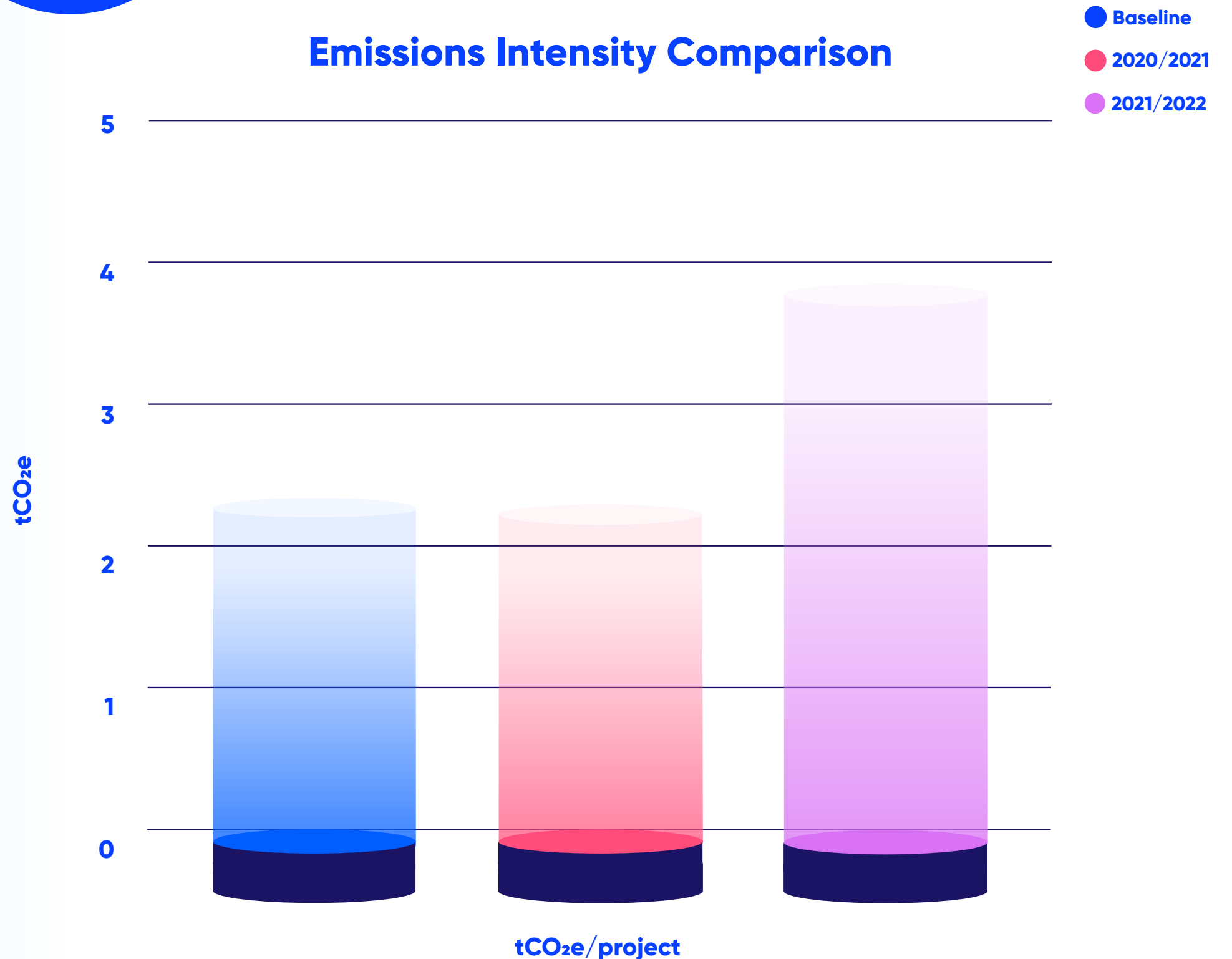
We are committed to calculating our carbon footprint annually. These footprints inform our emissions intensity comparisons.

Our 2020/2021 emissions were lower than our baseline due to the legacy of Covid-19 still lingering in our industry. Our 2021/2022 was higher due to the delivery of the Birmingham 2022 Commonwealth Games.

We endeavour to make our calculations more accurate year on year and a current data gap in our calculations is accurate emissions conversion factors for our purchased goods specific to our industry. To do this we will be requesting LCAs from our manufacturers and also calculating our own for fixtures we design ourselves.

We aim to drill down into the emissions for the different types of projects we work on to improve our understanding of how a theatre show compares to a winter light trail, for example.

Emissions Intensity Comparison



Our Carbon Impact

The products we stock

The lease of high quality technical equipment is the foundation of SLX's business operations. Our drive is to be able to offer more energy efficient, high quality equipment to our clients to allow their productions to meet energy use and sustainability goals.

With our primary focus being lighting equipment, we have started the journey of converting all our lighting stock to LED by 2025 to offer more energy efficient alternatives to our clients. The energy efficiency of LED fixtures can be up to 15 times greater than incandescent fixtures (IEA, 2022).

In the live events market, the deployment of LED fixtures has increased. In 2015, 40% of respondents to Powerful Thinking's Industry Green Survey used LED stage lighting. In 2019, this increased to 73% (SMGO Report, 2020). We have run numerous events on solely LED fixtures. In 2022, all our Trains and winter Spectacle of Light projects consisted of LED fixtures only.

Demand for our older lamped fixtures (some of which are nearly 20 years old) still exists for some of our clients, especially those in the theatre sector. As LED alternatives improve we are investing in them. Currently, we have LED alternatives for 70% of our older lamped fixtures, 18% do not have an LED alternative in the market at the moment, and we are yet to invest in LED alternatives for 12% of the remaining stock.

Where we source our lights

We are engaging with the manufactures we work with to ensure they align with our sustainability ambitions. This includes requesting life cycle assessments (LCA) from manufactures for the lights they produce.

We hope that this collaboration between us and our suppliers will lead to a better understanding of the relationship between the lights produced, their impact on the environment and our usage of the units.

To ensure we are well informed about the products we are investing in, from 2025 we will only be investing in fixtures that have undergone a verified LCA.

We have LED
alternatives for

70%

of our older
lamped fixtures



Reducing Emissions

What are we doing at SLX?

Greener Transport

Transport emissions make up a large part of our carbon footprint and yet it is essential for us to carry out our live events and dry hires.

We have invested in one new van, however we have ensured that it is Euro VI and compatible to run on Hydrotreated Vegetable Oil (HVO). By the end of 2025 we plan to run our delivery vehicles on HVO only. HVO has 90% lower lifecycle emissions than diesel.

We invested in three electric car charging ports, two company electric cars and trialled an electric van through the Bristol City Council electric van trial scheme. It was great to trial this van and although it didn't quite fulfil our needs, we continue to investigate low emission alternatives.

For instances where freight is required we request that the products are delivered to us by the lowest carbon method such as by train or sea freight.

Commuter travel

Commuter travel comprises 15% of our total carbon footprint despite 20% of the workforce using either a low emissions vehicle, a bike, public transport or car share.

To increase our proportion of sustainable commuting, we set up a cycle to work scheme. We have a strategy in place to increase the uptake of this scheme by installing showers and secure bike storage in our new office.



Reducing Emissions

What are we doing at SLX?



Renewable energy

In June 2022, we installed a 120kWh solar panel array on our Bristol warehouse. The energy generated from our panels is either consumed by us directly or exported to the UK energy grid.

For this reporting period, 8.37MWh of electricity consumed came directly from our solar energy. We also exported 30.68MWh of electricity to the grid.

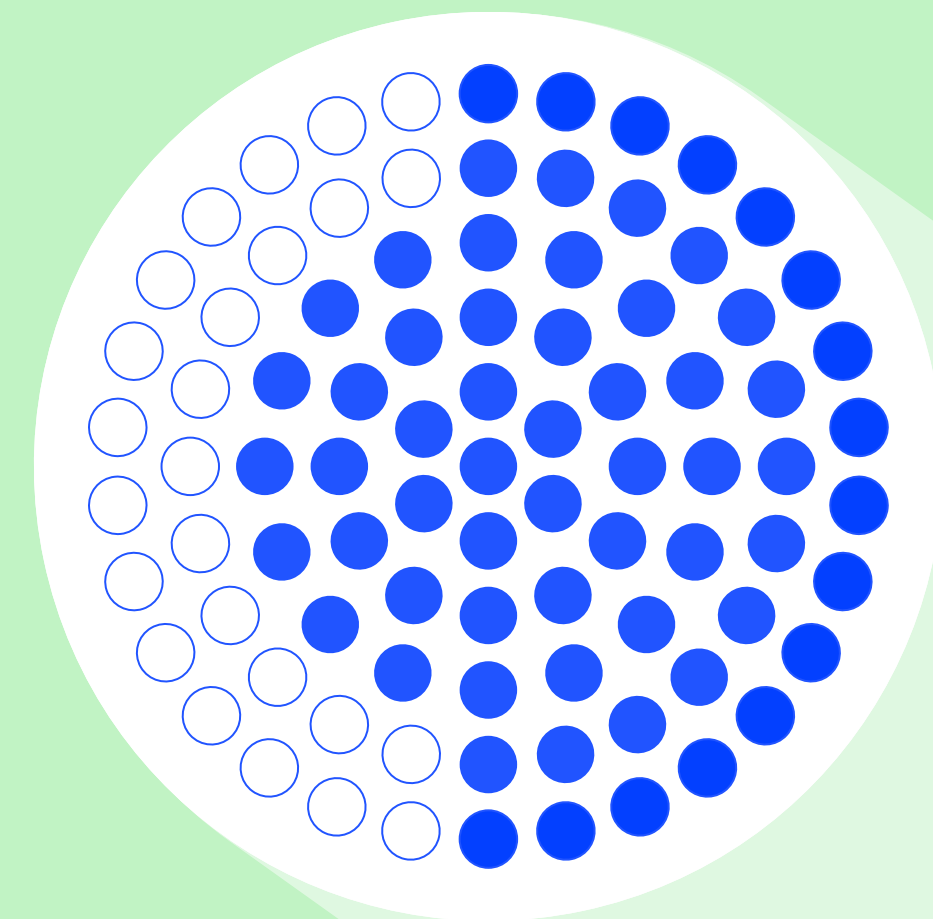
SLX has committed to only signing up to renewable energy contracts to ensure the rest of our electricity comes from 100% renewable energy sources.

Procurement

We recognise the importance of engaging with our suppliers on our sustainability commitments as well as theirs.

We surveyed our top 80% of suppliers on their environmental commitments to understand where they are on their sustainability journey and where our missions may overlap. This is now an annual practice.

We have adapted our procurement policy to consider the business ethics, environmental commitments, labour and human rights policies, and involvement in community development projects of the companies we are purchasing from.



For the summer months, **53%** of all energy we utilised was generated from our solar panels.

Reducing Emissions

What are we doing at SLX?

Waste

The first step we took to audit our waste required identifying the types of waste that pass through our warehouse, office and canteen areas. From this information we introduced the relevant segregated bins for general waste, mixed recycling, food waste, paper, crisp and biscuit packets and PVC tape.

This year, we switched waste contractors to multiple local companies reducing the miles driven to collect our waste. Our waste contractors provide us with monthly reports on the weights of our refuse enabling us to track and identify our largest waste streams. Our recycling rate for this year was 98.6%.

The resources we bring back from projects include carpet and sets made from wood. We aim to reuse the sets we create for bespoke events on other projects.

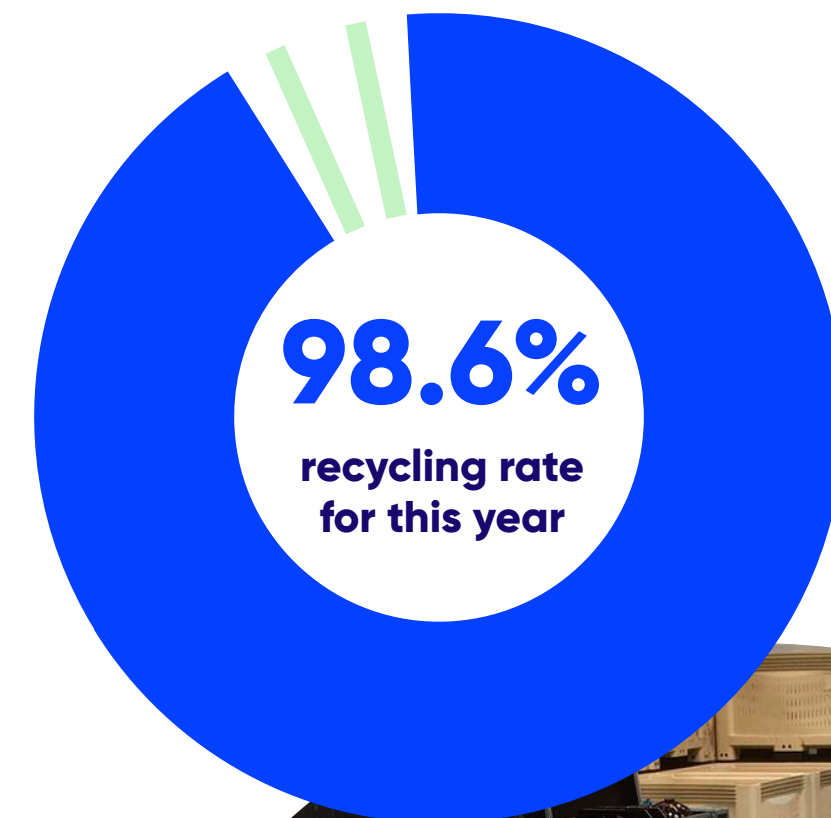
We trialled a segregated carpet bin for the used carpet. The carpet was taken to be shredded and either recycled into insulation for new houses or for RDF/SRF burning and fuel.

We quickly realised the better solution was to partner with reuse centres to enable a second life for the carpet.

Current unrecyclable nemesis: PVC Tape

PVC tape is vastly used in all our operations and is currently unrecyclable due to the adhesive used to make it sticky. Since January 2022, we have been collecting the used PVC tape that moves through our warehouse into segregated bins to measure the amount collected. This year we collected 120kg of PVC tape.

We are still investigating ways to recycle or repurpose this tape, and to find alternatives. We have trialled paper tape, recyclable cable ties, reusable cable ties, biodegradable cable ties, Velcro cable ties and bungy ties. Nothing quite works as well as PVC tape, however, we are finding ways to reduce our usage of PVC tape in certain areas, e.g. using paper tape for smaller, indoor cables.



Social Value

What is social value?

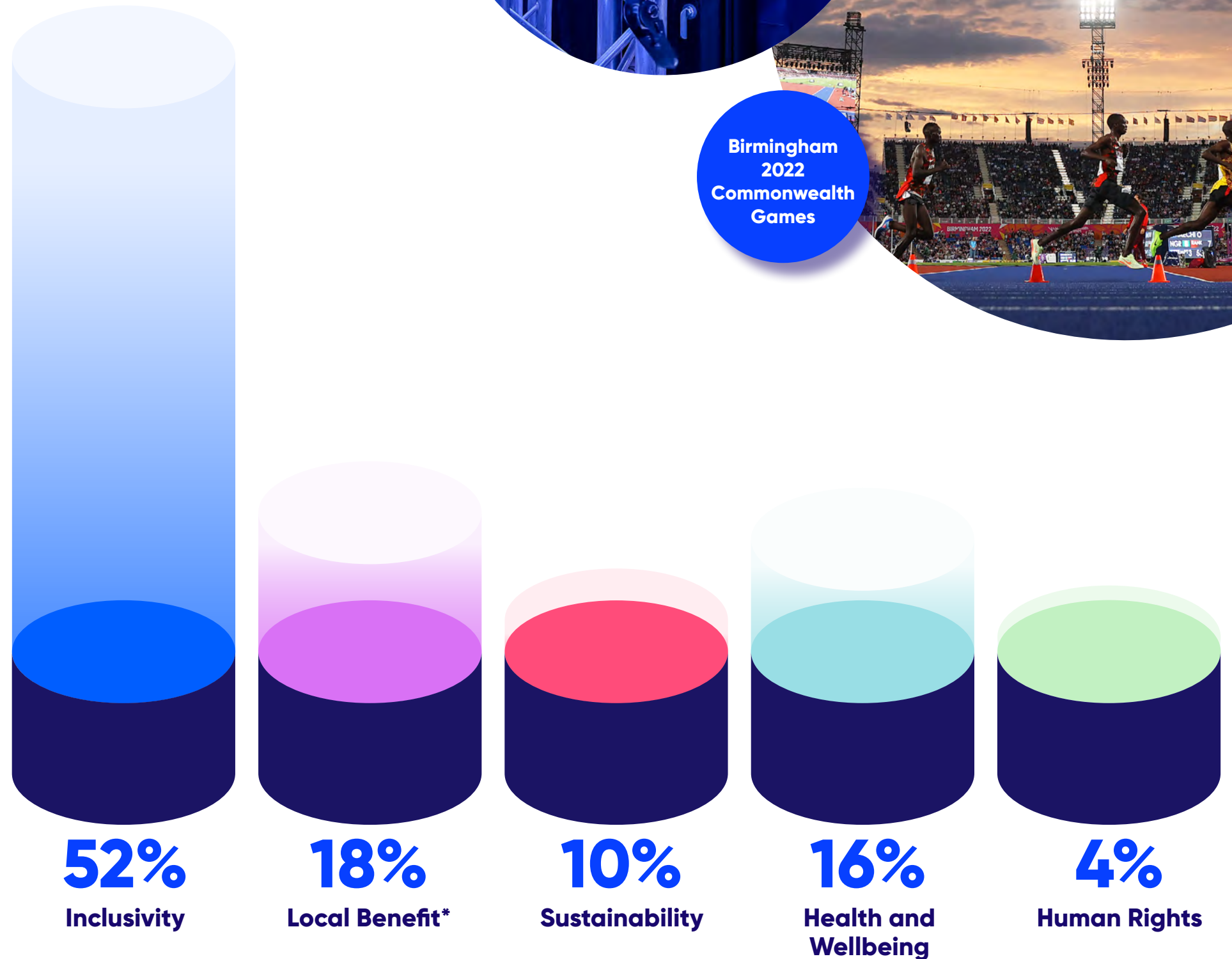
Social value is an umbrella term for the economic, social and environmental benefits delivered by organisations which contribute to the long-term wellbeing of individuals and communities.

The concept of social value was introduced to SLX through the Birmingham 2022 Commonwealth Games contract for which we were required to develop targets and strategies to generate social value within our organisation and in the local area.

The National Themes Outcomes and Measures framework was used to identify targets in the categories of 'Sustainability', 'Health and Wellbeing', 'Inclusivity', 'Human Rights' and 'Local Benefit'. We generated over £300,000 worth of social value on this project achieving 132% of our original target.

Over 90% of the social value we created was attributed to the benefit of the local economy through implementing a local sourcing policy.

The rest of our social value was derived from our projects which linked to the five themes as shown in this chart.



*Social innovation to promote local benefits



Social Value

5
No. students

6
No. weeks

2
Social media accounts managed

1000+
Post views

Upcoming talent

The environment and carbon reductions are not only our focus at SLX nor this report. Within the last year, and prior to it, SLX have embarked on numerous social impact projects and has committed to create opportunities for young people who struggle to access the industry.

National Student Drama Festival

SLX has supported the National Student Drama Festival (NSDF) since its beginning by supporting the organisers and students in the build-up and delivery of the festival.

We facilitate introductions to other suppliers, freelancers and manufacturers to provide support, presentations and sponsorship in kind where applicable. As well as providing a generous discount, we provide our staff to assist and lead workshops both on site and online.

Commonwealth Games student social media project

SLX offered work experience placements to five students from Coventry College to produce an advertising campaign using social media (Instagram and TikTok) to promote our involvement in the Birmingham 2022 Commonwealth Games.

The students acted as the SLX Press Team, creating a campaign that captured a representative and engaging story of SLX's journey from start to end.



"Being able to enter the empty stadiums was something I will forever remember, as it really feels different when the audience isn't there."

"I really enjoyed being able to go behind the scenes and see the things that go behind these events. Having access to things most people would normally not be able to see really felt like an opportunity given to us."

"I feel I have improved in my filming abilities as I took the lead in filming the videos from the games."

Social Value

Supporting young talent in industry

The Lighting Programme

The Lighting Programme started in 2018 when five students were offered a bursary in the form of free equipment hires for their final year college projects. The list price for the equipment supplied was over £12,000.

We are now on the third cohort of students for the Programme. We organise workshops by the SLX team and suppliers, work experience, introduce connections, offer bursaries, demo equipment and much more for the students.

All 10 students who have successfully completed the Lighting Programme have gone on to have successful careers in the industry; 7 have become freelance LXs, 2 freelance LDs and one is a Technical Specialist for a business development company.

"I was able to use the industry expertise from the SLX team to work out a career path for myself and then was able to use some of the contacts they provided to help me start out on my journey"

– Ashley



"I recommend applying for the Lighting Programme, not just for the contacts and the experience and opportunities that come with the programme but the opportunity to work with industry professionals and kick start your career"

– Georgia

"All of the industry PR that comes as a result of the bursary got my name in front of some influential people who helped me progress my career further"

– Ben



10

No. students

22

No. workshops delivered

163

No. SLX staff hours

£37,875

Total value of bursaries given

Social Value

At SLX, we believe we are taking a holistic approach to sustainability by focussing not just on the environmental performance of our business, but also our wider social impact within our company, community and industry.



Babbasa training at SLX HQ

A more inclusive industry

Equality, Diversity and Inclusivity

We recognise that our industry isn't very diverse. We are looking to address this and to offer opportunities to those that may struggle to enter our industry. In March 2022, SLX partnered with Bristol based CIC, Babbasa.

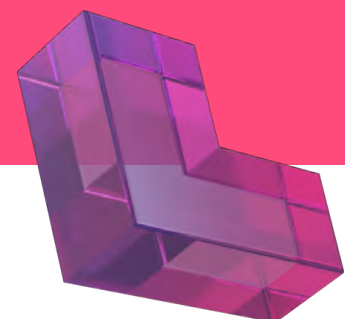
Babbasa are helping us to create our first EDI strategy and charter, and train our staff in EDI policies and practice. These initiatives will help us foster a more inclusive working environment to offer three young people engaged with Babbasa a work placement with us.

Supporting Local Causes

Tech South West. Tech South West exists in the South West of England to support, connect and showcase the tech sector that exists in the South West. SLX sponsored the Tech South West Awards Show by offering equipment and services for the event at a half price discount.

Our City 2030. SLX sponsored the launch of Babbasa's Our City 2030 initiative. Our City 2030 has the aim of supporting one person from every low income, inner city household in Bristol into median salary employment by 2030. We supported the event by offering equipment and services free of charge.

Queen's Platinum Jubilee. We were tasked to create a sustainable take on a beacon at Cabot Tower. SLX lit the Tower free of charge for the people of Bristol to enjoy to mark this momentous occasion.



Social Value

Charities supported

BackUp Tech. A charity that provide financial support to industry technical professionals, crew/production personnel and people working in the technical supply chain across the UK entertainment industry including those from live events, theatre, TV and film. We raised funds for this charity by having a pumpkin carving competition.

Caring in Bristol. Caring in Bristol deliver projects around homelessness that engage a community of volunteers, bringing people together to make change happen. They run their annual Caring at Christmas dinner to provide people experiencing homelessness with a Christmas meal. SLX donated 50 dinners to the Bristol's Big Christmas Dinner.

Spear Bristol Foundation. SLX has sponsored one young person to go through the Spear programme to get them ready for full time employment or education. The programme is 6 weeks long and is delivered by highly skilled coaches. Post programme, Spear support the trainees for a following 12 months ensuring they secure employment and thrive in their role. The Spear Programme has a 75% success rate of getting young people into full time employment.

Gympanzees. Gympanzees is a Bristol based charity that provides accessible fun and fitness for all disabled children. SLX sponsored the gala dinner which raised over £87,000.

Save the Children. As an annual staple in our calendar, we support Save the Children's Christmas Jumper Day. This is voluntary for all our staff and they can participate and donate if they would like.

The Grand Appeal. Over the festive period, we supported The Grand Appeal's 'Shine Bright for Bristol Children's Hospital' campaign. Our team provided all the necessary equipment to bring Gromit Unleashed's festive flock characters to life on Upper Maudlin Street adding a sprinkle of magic for the children spending their Christmas in hospital.



6

No. charities supported

50

Christmas dinners donated to Bristol's Big Christmas Dinner

Our People

The wellbeing of our team is a high priority for us. Over the past year we have invested in staff training and implemented numerous initiatives, such as our EAP, to support and encourage our team to flourish.

We offer...



Real Living Wage



Training and Career Development plans



24/7 access for employees and their families to our Employee Assistance Programme



Medical cash plan programme for all employees allowing them to get money back for the health care they need



Celebrations for national awareness days and months, creating more visibility and acceptance for marginalised groups in society, mental health issues, and other days relating to wellbeing



Physical health initiatives such as a cycle to work scheme and walking challenges



We surveyed all staff on their workplace satisfaction levels. We will make this an annual survey and look to increase these levels every year.

Targets for next year

Aligning our targets with the UN SDGs demonstrates that our impact strategy is in line with the greater agenda set as a guideline for the whole world.

1

Purchased Goods – Buy smarter and more informed. Request from more suppliers LCAs of their products. Perform an LCA on the products we have manufactured.

- **Train one employee on life cycle analysis to better understand the environmental impacts of the products we invest in.**

SDG 12

2

Support local environmental initiatives – We invested in offsets for 1/4 of our total emissions for 2020-2021. We are revising our offsetting strategy and are instead looking to identify local nature based projects we can support.

- **Identify and support a local environmental initiative for 2023**

SDG 11

3

Energy Use – Embark on energy saving campaigns in the office and for remote workers.

- **Aim for a 15% reduction in energy consumption at SLX HQ.**

SDG 7

4

Commuting – 20% of all SLX employee commuting was via a low carbon means of transport such as a low emissions vehicle, by bike or public transport.

- **Aim to increase this by 5% next year through improved facilities for cyclists.**

SDG 11

5

Gain B Corp Accreditation – We started the B Corp journey and B Impact Assessment in November 2021. We would like to achieve B Corp accreditation in 2023.

SDG 13

6

Waste – Cement partnerships with reuse centres to repurpose what we can from site.

- **Aim for 10 tonnes sent to reuse centres**
- **Reduce PVC tape usage by 30%**

SDG 6

Targets for next year

Aligning our targets with the UN SDGs demonstrates that our impact strategy is in line with the greater agenda set as a guideline for the whole world.

7

Emissions intensity measurement –

Delve into the impact of each type of event to enable a greater understanding of our emissions hotspots in our different event categories.

- **Create a more representative emissions intensity.**

SDG 13

8

Client Engagement – To inform our clients of the environmental impact of their events, we would like to create an engagement tool where the impact is explained and quantified.

- **Design an engagement tool to help our clients understand the environmental impact of their events.**

SDG 13

9

Social Value – Start to record and report on the social value SLX creates using the National TOMs Framework.

SDG 8, 5, 13

10

Opportunities for young people –

Continue the SLX Lighting Programme to enable more young people to gain skills, experience and contacts within the industry.

- **Continue to support the 2022 Lighting Programme and welcome a new cohort for 2023.**

SDG 8

11

Charities – SLX supports various charities throughout the year through donations and discounts on equipment and project management services.

- **Decide a staff nominated charity of the year that we carry out multiple fundraising events for each year.**

SDG 10

12

Equality, Diversity and Inclusivity – SLX has the ambition for the industry to become more diverse and inclusive.

- **Create our EDI charter with Babbasa and set measurable EDI targets.**
- **Complete two EDI training sessions with Babbasa.**

SDG 10



We have changed the ethos of our business to ensure that sustainability and social value remain at the forefront of what we do.

Look out for next year's report to see how we got on!

References

GHG Conversion Factors

Greenhouse gas reporting: conversion factors 2022, DBEIS, 2022 Greenhouse gas reporting: conversion factors 2022 – GOV.UK (www.gov.uk)

GHG Reporting Standard

GHG Protocol Corporate Accounting and Reporting Standard, Greenhouse Gas Protocol, 2004 Corporate Standard | Greenhouse Gas Protocol (ghgprotocol.org)

SMGO Report

Show Must Go On: Impact Report for the UK Festival and Outdoor Event Industry, Vision:2025, 2020

IEA

IEA (2022), Targeting 100% LED lighting sales by 2025, IEA, Paris <https://www.iea.org/reports/targeting-100-led-lighting-sales-by-2025>, License: CC BY 4.0