

Sustainability Policy

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Stakeholders	BPS employees, customers and suppliers	
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This document is to communicate BPS and NXTGENbps's environmental impact, and demonstrate the steps and governance around how we are operating sustainably and our goals to make improvements. It is not an exhaustive list as we are constantly developing new ideas and initiatives to support a sustainable business culture. This document is reviewed and updated regularly as we monitor and update our progress. In 2023 we were pleased to add a new brand to the BPS family – NXTGENbps solely focused on sustainable products and bringing the best battery generators to the Film, Events and TV industry.

In January 2025 we signed up to a climate pledge to be NET ZERO by 2040 (Climate Hub)

A high level plan has been put together to show the pathway to achieve this.

Document Ref:

climate targets highlevel plan _ jan 2025.

In late 2024/5 we are doing a full carbon footprint calculation and ISO 14001 certification



About BPS www.bps-tv.co.uk

Established in 2003, Broadcast & Production Services has become one of the leading suppliers of new and used broadcast video and audio equipment in the Film and TV industry. We work with major manufacturers and brands within the industry, have a friendly team with an in-depth knowledge of the products and can offer the best advice to our customers. The BPS showroom is based in a charming 19th century converted 'Fire Station' in Hampton Midx, where we have products on display and a small studio for demonstrations or to facilitate meetings with one of our experts.

About NXTGENbps www.nxtgenbps.com

NXTGENbps was launched in 2023 as the innovative sustainability-focused arm of BPS. NXTGENbps is dedicated to empowering the media and events industries with sustainable, high-performance energy solutions. Our **zero-emission, silent battery generators** enable productions to operate responsibly, reducing environmental impact without compromising on quality or reliability.

NXTGENbps and BPS are committed to working sustainably with its employees, suppliers and customers. We recognise that we have an impact on the environment and the community in all that we do. We want to foster a constructive and proactive approach to make this impact as positive as possible and have set company goals to improve our sustainability on our journey to be carbon neutral. We also want to create an excellent working environment for our employees and make NXTGEN and BPS a company they are proud to work for.

Environmental Impact - Commitment to be NETZERO by 2040 (Climate Hub)

The nature of our business means our biggest environmental impact is logistics and how we package and transport goods to our customers.

Our focus to date has been ensuring these parts of our business are as environmentally friendly as possible and this has significantly helped to improve our carbon footprint.

Goal - reducing our energy requirement

Finding ways to reduce our energy usage is a key target for everyone in the business. In order to achieve this, we have a multi-discipline approach which affects the whole company.

Lighting - we have already installed 100% LED lighting in our office and our studio /demo area. We have introduced timer/sensor lighting and zoning throughout our building which gives optimal efficiency, particularly in rooms that are not used frequently like the bathrooms and storerooms, ensuring lights are not left on when spaces are not in use.

Energy Efficiency - we consider energy usage as a key criterion in all our buying decisions for technology, air conditioning and building maintenance. Our aircon units were newly upgraded in 2022 and are classified energy efficient and environmentally safe.

We are undergoing a project to investigate feasibility for installing solar energy roofing panels with battery storage. Being in a listed building has it's challenges but we are working through planning to have this or an alternative solution in place by the end of 2030. We understand the benefits of solar panels, given our NXTGENbps side of the business sells the best folding panels on the market which we regularly demonstrate to our customers. For trade shows and expos we rarely use grid power, instead we power our stands with a mix of our batteries and solar when we are exhibiting outside.



At the recent BSC expo in Battersea (Feb 25) we were the only stand at the show not take a mains power feed and power our booth 11metres x 4 metres long with full LED display graphics and our battery generators.

Technology - 70% of our servers are in the cloud and we are working towards this being 100%

Ethical Suppliers - we buy our power from a company who source their electricity supply from 75% of renewable sources. For electricity and gas we are on a 100% zero carbon tariff.

Goal - managing our water use

Our water supplies are fully metered and we monitor usage according to need.

We use lo-flow and reduced-capacity cisterns in our toilets. We have one dishwasher and employees do not rinse cups or dishes before adding to the machine. We encourage all employees to bring re-useable cups to the office for their own use.



Goal – zero to landfill in 2022 and 100% recycling by 2023



BPS works hard to reduce all forms of wastage in the business and to ensure we recycle everything. We have taken measures to reduce the amount of single used plastic. For example employees bring in their own water bottle, any disposable drinking cups used by customers and visitors are all compostable and recyclable. We contract with a refuse collector who recycles all appropriate waste and incinerates the remaining waste to create clean energy. Nothing goes to landfill. In 2023 we were pleased to have met our goals set in 2022.

Refuse - general and recycling waste bins are to be found throughout our building, with appropriate signage to guide customers and employees.

Recycling and packaging – at BPS our business involves shipping high cost and often delicate technical equipment such as cameras and lighting. We also receive in these goods and currently recycle 100% of this packaging as we deliver out to customers. For example, cardboard boxes are shredded down to be re-used as packing filler. From July 2022 when sealing packages we switched to use biodegradable, fully sustainable packing tape. When choosing suitable boxes for objects to be packaged in, our team make sure the box is no larger than needed.

BPS uses recycled paper/materials wherever possible and we purchase recycled toilet paper.

We recycle all cables and paper, tins and plastic. Our average volume of recycled waste per month is 25kgs.

Our average volume of non-recycled waste per month is 7kgs. This waste is incinerated and the energy released is utilised to generate electricity for the National Grid. Metals are recovered for recycling afterwards and most other ashes and aggregates produced are utilised in construction projects.

Goal - reducing our paper consumption

We are working towards a 100% paperless office. We challenge any printing requirement, and all employees have this as their personal goals. We are 75% paperless with only our historic accounting records on paper.

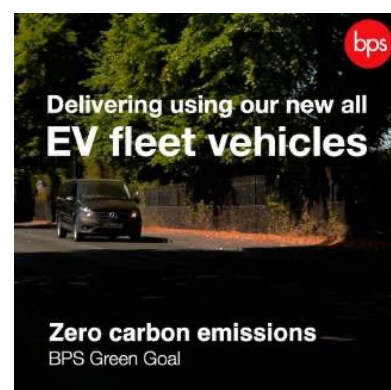
Recent initiatives to provide all relevant administration staff with dual screens to reduce the need to print documents for reference, combined with flexible printing options, has reduced our requirements further.

All our current finance and other files are now stored electronically to eliminate the need to have printed copies of all documents.

Our purchase order system is an online process that can then be emailed out to suppliers without the need for printing. We have recently overhauled our repairs process around tracking and processing to be paperless.

Goal – support greener travel and achieve carbon neutral status in delivery logistics

In the last few years we have moved nearly all of our sales to customers online via our website e-shop. This has resulted in far less business travel and more online meetings. The majority of BPS engagement with suppliers and customers is by telephone, email and online video meetings. There are still a small number of face to face meetings only when necessary to physically demonstrate equipment.



5/8 employees currently walk or cycle to the office. With the remaining three of our employees having electric vehicles. We provide 2 x 7kW EV charging points free for employees and of course used to charge our electric vans. We have a secure bike store on site for employees and customers to use when cycling to work. We offer employees a cycle to work scheme. We have a shower onsite to encourage running/cycling to work.



Employees work from home at least one day a week to reduce travel.

We consider the environmental impact of employees travel to trade shows and suppliers sites. We only send 1-2 key individuals. Some of our business is undertaken at trade shows which aggregates a large number of our customers and suppliers in one location which is more environmentally efficient than individual travel to multiple locations.

Delivery logistics - Inside the M25 we deliver to customers in our full electric van purchased in June 2022. Previously we had a diesel van. The average annual mileage is 15,000 miles. The move to electric has an estimated saving of 3573.23 kgs of CO2 per year.

Where possible we ask some manufacturers to deliver directly to our customers. Outside the M25 we use 3rd party logistics companies with good green credentials.

Developing our staff

BPS aims to foster a supportive environment in which we bring on new talent and develop appropriate skills within our workforce, using our senior staff to support the less experienced.

Sustainability training and climate change awareness training are all part of our plan for staff 2024/25 as well as staff being fully trained on all our battery products and LED lighting products.

We regularly celebrate the success of our staff by holding social events and office treats.

We will not discriminate

We will always select and promote our staff based on their aptitude and merit, without consideration of their race, religion, sexual orientation, age, disability, gender expression or orientation.

Encouraging young talent

We recruit staff for a long-term industry career. We not only look for skills that will suit the role they may move into immediately but also look beyond to the opportunities that may be available in due course with the right training and development.

We foster an environment of supportive learning throughout the business. Senior employees run regular induction sessions in their given disciplines, we identify talented colleagues for training opportunities and are early adopters of new technologies. All vacancies are advertised internally first before being placed on industry job sites.

All employees have access to colleagues and equipment to develop new skills and get hands on exposure to the newest and most innovative technical equipment used in our industry.

We work with colleges and universities to support one year placements to degree courses. The students on placements are paid and benefit from all the training and experience offered to full time employees.

Delivering a positive working environment

NXTGENbps and BPS promotes a positive workplace for our employees and clients. Cycling and running to work are encouraged. Staff are provided with healthy snacks, in addition to the usual refreshments. Staff are encouraged to take regular screen breaks and go for a walk or visit the local outdoor pool or gym, we are lucky we are next to the river Thames path so some fresh air and green space is only minutes from the office. We allow employees to bring their well-behaved/quiet dogs into the workplace, which helps with stress relief and general wellbeing.

Our role in our sector and the wider community

On the BPS side we organise taster sessions and advisory seminars on new technology for our clients, for trade associations, and for charities & educational establishments. As mentioned previously we have relationships with several universities and colleges to help support learning and practical industry experience for students.

We encourage and support emerging film-makers with support with equipment and technical advice.

On the NXTGENbps side our focus is Sustainability, we have four key objectives :

Educate: Spread awareness about the environmental impact of diesel generators in industry and highlight the benefits of battery power.

Advocate: Encourage industry stakeholders, location and production companies, construction suppliers and event organizers to invest in clean and sustainable energy solutions.

Collaborate: Support research and development in battery technology for location applications, fostering innovation in the sector. Work with other industries to take lessons learnt into the Film and TV industry.

Celebrate Sustainability: Recognise and appreciate those within the industry who embrace eco-friendly practices, setting an example for others.

In 2024 alone we took part in 6 trade shows/expos, many of our conversations with delegates were about transitioning to green energy/batteries from diesel. Our Sustainability Director is a regular contributor to panel discussions, written articles and seminars on the subject of sustainability in Film and TV. Aside of industry events we regularly organise our own closed expos at broadcasters to help educate and raise awareness for their employees. For example in January 2025 we held a one day kit expo with seminars on sustainability challenges and included sustainability fireside chats with leading industry experts and the leaders from the environmental projects we support.

Actively supporting the wider Film and TV industry

In 2024 we contributed as NXTGENbps to the Creative zero and Film London's report - Fuel Project : The shift: Supplier Transport and Mobile Power . We provided FOC batteries and monitoring equipment to several productions to support and enable the data collection required.

We produce regular case studies working with Industry loaning equipment to trial and help crews understand how to transition away from fossil fuel power on locations.

<https://nxtgenbps.com/climate-news/>

NXTGENbps and BPS supports two main charities and industry organisations - MAMA Youth Project [https:// www.mamayouth.org.uk](https://www.mamayouth.org.uk) and Wildscreen <https://www.wildscreen.org>

We also support and promote/fundraise for a small but high impact conservation project: Firestone Bridge:

James McAleer, a passionate eco-volunteer and activist, has undertaken an ambitious project to transform a fifty-acre parcel of land with a rich industrial history into a thriving natural habitat. This land, once a lead mine and Victorian council tip, is now a beacon of biodiversity and natural recovery. The Firestone Bridge Conservation Project is centred around the preservation and restoration of peatland, a crucial natural resource that covers only 3% of the Earth's surface but stores over 30% of its soil carbon. More info here:

<https://nxtgenbps.com/2024/07/12/supporting-the-firestone-bridge-conservation-project/>