We complete the package

Sustainability Policy

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Sustainability Policy

NPP is aware that it must actively manage and improve all aspects of it's operations to improve the sustainability of the business. Our sustainability initiatives are based on the following principles:

- Complying with all relevant legal requirements, codes of practice & regulations
- Assessing the environmental impacts of our operations, seeking to reduce them and improving our resource efficiency through reduction of energy use and waste
- Actively promoting diversity, inclusion, ethical standards and best practice within the workplace
- Fostering engagement with the community
- Promoting awareness of all our activities to our employees through participation and training
- Monitoring our progress to ensure on going improvements in our performance and publishing the information regularly
- Making clients and suppliers aware of our policy and encouraging them to adopt sound sustainable management practices
- Providing the necessary resources and senior management commitment to support these principles

David Duffy

Managing Director

We complete the package

Sustainability Policy

In order to achieve it's sustainability goals NPP is committed to the following steps:

Energy

- Reducing our carbon footprint as part of a carbon management strategy
- Optimising energy efficiency and conservation in all operations

Practical steps

- Sourcing power from providers who generate from renewable resources
- Installing renewable generation capacity on site to reduce dependence on grid
- Replace older equipment with more energy efficient options as upgrades are required
- Providing report including energy audit on a regular basis to measure progress

Transport

- Reducing the carbon footprint of our transportation system for goods
- Reducing the carbon footprint of our transport for personnel

Practical steps

- Replace older company vehicles with
  - Newer more efficient modern engine vehicles
  - Electric vehicles where practical
- Optimise loading and transport scheduling to group collections / deliveries
- Liaise with customers to minimize frequency of deliveries
- Encourage employees to walk, cycle or use public transport where possible
- Reduce requirements for physically attending office / meetings through video calls & remote working

Waste

- Actively promote reduce, reuse and recycle internally and externally to employees, suppliers & customers
- Audit current waste generation and implement specific reduction policies
- Incorporate minimal waste generation & unnecessary resource usage during planning, design and implementation of new business activities

Practical steps

- Communicate policy through staff training & website including practical methods to achieve goals
- Minimise waste generation in production areas through process / product design changes
- Provide infrastructure to facilitate recycling of all waste generated in production / operations / office / administration
- Minimise use of paper & other office consumables by reducing printing and promoting good housekeeping
- Dispose of obsolete equipment / furniture etc through circular economy (May be useful to schools, non profit organization or re-purposed for alternative use)

Procurement

- Source products with minimal environmental impact where possible
- Work with suppliers to provide most sustainable solutions
- Minimise use of hazardous chemicals, solvents, single use plastics etc
- Source from sustainable sources where possible

Practical steps

- Source products that are made from recycled / sustainable sources
- Implement accredited FSC standard to ensure corrugate used in production is from managed forests
- Work with customers to adopt sustainable product replacements
- Minimise single use products in the business by sourcing refillable products like soap dispensers, print cartridges
- Reduce chemicals by sourcing environmentally friendly products like cleaning products, soaps & detergents

Personnel Development

- Improve the levels of diversity and gender balance within the organization
- Ensure all staff are treated fairly and have an opportunity to develop to their potential

Practical steps

- Develop the HR function within the organization to identify areas for improvement and actively work toward this
- Ensure that minimum standards such as ETI Base Code & living wage are implemented
- Identify development opportunities for staff at all levels and support training / education via time off and financially

Community Engagement

- Provide funding for charity partners in the local area or in causes identified by staff
- Engage with local community groups to provide resource support for projects & foster staff engagement

Practical steps

- Select 2 charity partners annually to support with financial donations – MS Ireland & St Francis Hospice Blanchardstown for 2022
- Identify local groups that might require a corporate partner to assist in their development

Continuous Improvement

- Develop specific objectives to continually improve our performance
- Set targets, measure performance and communicate results

Practical steps

- Create in house team to regularly meet and identify new objectives
- Seek input from in house and external sources
- Appoint manager to take responsibility for achieving objective
- Provide resources to achieve objective & report on it

Awareness / Training

- Encourage awareness among employees, customers & suppliers
- Ensure employees understand the policies and conform to the standards

Practical steps

- Management commitment must be visible and consistent
- Provide ongoing training for all staff in areas relevant to them
- Access the most up to date information on sustainability and communicate it through the organisation
- Provide templates / structures to build specific objectives and programs
- Communicate progress and success through defined channels