



**A RESPONSIBLE FUTURE**  
**FOR OUR BUSINESS AND OUR CUSTOMERS**



# SUSTAINABILITY



## OUR RESPONSIBILITY

*Renray Healthcare is committed to protecting the environment as a responsible and environmentally conscious company. In carrying out this commitment, Renray strives to minimise its impact on the local and global environment, while providing quality products that meet the needs, specifications and satisfaction of our customers.*



# SUSTAINABLE DEVELOPMENT GOALS

## UNITED NATIONS SUSTAINABILITY GOALS

The UN Sustainable Development Goals (SDGs) are a blueprint of how to achieve a sustainable future and are a part of the United Nations 2030

Sustainability Agenda, a global plan to promote sustainable peace and prosperity and to protect our planet. To achieve this ambitious goal we all must work together.

**3** GOOD HEALTH AND WELL-BEING



**8** DECENT WORK AND ECONOMIC GROWTH



**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



## DOING OUR PART

Out of 17 SDGs in total, Renray contributes the most to the following four SDGs with our business and our actions:

SDG 3 – Our products create a positive impact on the health and quality of life of end users in UK Healthcare facilities.

SDG 8 – It is our responsibility to respect human rights both within our company and along our supply chain. That is why we are dedicated to upholding appropriate and fair conditions of work safety and remuneration.

SDG 9 – We use our expertise in design and manufacture to make our products, processes and infrastructure sustainable. Providing innovative products to continue our growth and stability.

SDG 12 – We use resources efficiently and reduce waste and emissions. We pay attention to this in our product development and in our manufacturing activities.

Our management approach and activities also support SDG 4 Quality Education, SDG 5 Gender equality, SDG 6 Clean water and sanitation, SDG 7 Affordable and clean energy, SDG 13 Climate action.

# SUSTAINABILITY PILLARS



## ENVIRONMENT

- Environmental Management System
- Environmental Monitoring
- Reduce carbon footprint
- Reduce pollution
- Save Energy
- Save Water
- Waste and recycling
- Transport emissions
- Good Design



## SOCIAL

- Promoting Equality and Diversity
- Engagement of staff and local communities
- Promoting sustainable development
- Promoting health and safety
- Offering fair and equitable wages



## GOVERNANCE

- Meet applicable laws and regulations,
- Meet industry best practice and trends
- Create a stable business
- Be financially resilient
- Ensure long term viability
- Our contribution as an employer, paid in wages and benefits
- Indirect economic impact through our spend with supplier partners



**Committed to  
reducing the  
environmental  
impact of our  
activity.**



# ENVIRONMENTAL MANAGEMENT SYSTEMS



Renray implemented the ISO14001 Environmental Management System.

Compelling us to take an in-depth look at our manufacturing processes and implement managerial commitment to reduce our environmental impact.

**Renray achieved ISO14001 certification.**

Improving our environmental performance through more efficient use of resources and reduction of waste and put environmental management at the heart of our Quality Management Systems.

We utilize our investment in ISO14001 to Save Energy, Save Water, Reduce Waste, Improve Recycling and Reduce our transport emissions with progressive logistics.



# ENVIRONMENTAL MONITORING

## WHAT WE MEASURE AND MONITOR

All Renray's sites are monitored for their effect on the environment, every conceivable contributor is measured to maintain Renray's commitments and responsibilities.



Packaging materials  
Waste disposal  
Energy and resource usage  
Emissions / CO<sub>2</sub> levels

# REDUCE, REUSE, AND RECYCLE

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*Packaging materials are a key element  
in reducing our carbon footprint.*



To ensure products are protected and arrive in good condition, the minimum amount of packaging is used for every delivery. We use blankets as our go to environmentally safe protection during transit where possible instead of plastic/cardboard.

We install and take away all packaging following delivery.

All packaging is returned to the factory for reuse on future deliveries or for recycling.

**What we do makes a difference.  
Every day.**



# PRODUCTION



Sustainability has been a key factor in Renray manufacturing for many years

Making sure our key raw materials come from the most sustainable sources available to us, protecting the environment and the world's natural resources for future generations.

Providing and maintaining working practices that have the least detrimental effect on the global environment.

We run a high performance production chain. Maximising our resource efficiency and improved productivity.

We build to order, employ lean manufacturing and suitable stock holding for efficient delivery.

## **Continual Improvement & Identification of Risks**

Renray employs continuous improvement by maintaining and evolving to meet our ISO9001, ISO14001, ISO18001 management systems and SHEQ manual.

Ensuring we are always improving systems of work including an on-going systematic approach to identifying and managing relevant risks within the supply chain.

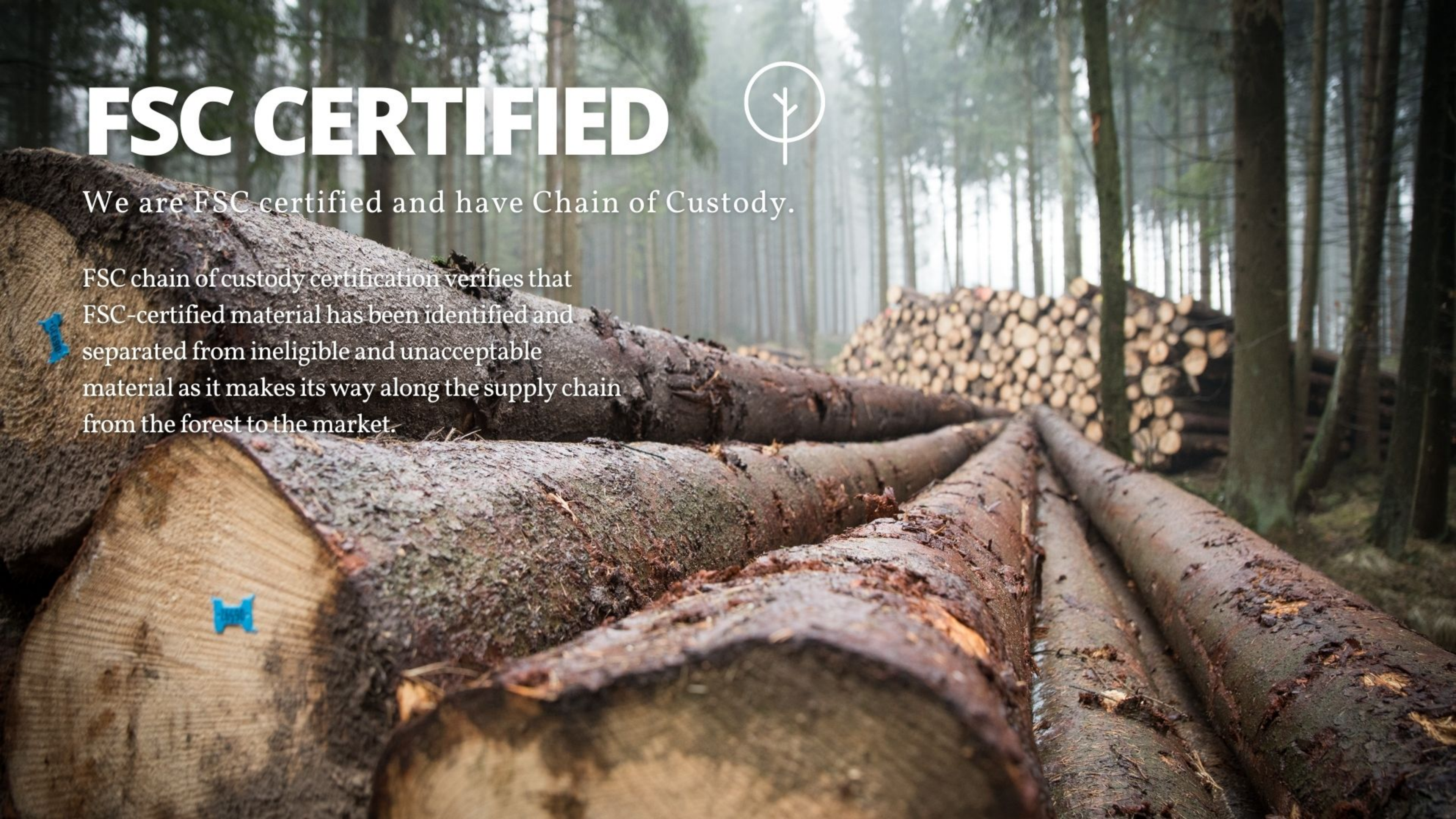
Monthly commercial and SHEQ meetings are held to review performance and areas for improvement.

# FSC CERTIFIED



We are FSC certified and have Chain of Custody.

FSC chain of custody certification verifies that FSC-certified material has been identified and separated from ineligible and unacceptable material as it makes its way along the supply chain from the forest to the market.



# SUPPLY CHAIN



**Not just us. Our suppliers too.**

Part of the process of being a supplier to Renray, is a vetted supplier process to create a partnership of sustainability sourcing from approved suppliers who meet Renray's Environmental and Corporate Social Responsibility requirements.

Local suppliers are used where possible, they are audited and adhere to a code of conduct ensuring that their production processes meet certain sustainability criteria.



**SAVE**

**ENERGY**





## **Renray's commitment to sustainability includes reducing energy consumption.**

- **Compare monthly consumption by doing energy audits and pinpoint where energy is being wasted**
- **Service boilers once a year, to minimize heating costs**
- **Program smart thermostats remotely to turn on at specific times and locations**
- **Use e-signatures and digital documents instead of printed forms to save on paper and printing costs**
- **Use battery powered tools at installation i.e. rechargeable**

# ENERGY SAVING TIPS



- **Replace light bulbs with energy saving alternatives i.e LEDs**
- **Label the switches of operating machinery so staff know they can turn off when not in use**
- **Switch off lights in offices & meeting rooms when not in use**
- **Switch off appliances overnight and weekends**
- **Put up posters and use social media to raise awareness of efficient energy use**
- **Move cupboards and filing cabinets away from radiators**

# SAVE WATER



- **Check for any leaks and drips in buildings**
- **Regularly inspect and maintain the water system**
- **Keep track of water bills so aware of any unexpected spikes in consumption**
- **Reinforce the importance of saving water**
- **Get support from water company for audits and strategy**



Environment  
Agency

# REGISTERED WASTE CARRIER

**In compliance with our ISO 14001 management system and in line with statutory requirements, Renray is responsible for making sure that all waste we carry is handled safely and legally.**

Renray ensures that all waste that cannot be economically recycled is disposed of by licensed and regulated waste companies.

Waste transfer notes are received for all of our waste disposal, whether it is recycled or landfilled, and they are available for customers to view.

Renray comply with hazardous waste regulations by having various types of waste identified (cardboard, metal, plastic, wood, mattresses) and providing labelled containers appropriate to the waste type.

All bought-in packaging material quantities are recorded every month by meterage and, or weight.

## **Documents Available to view:**

Waste disposal contractor records.

Waste transfer note and consignment.

Waste management procedure (SHEQ P13).

Waste Carrier License (CB/YP3312AV).







# TRANSPORT

Government figures show that transport accounts for almost a quarter of UK greenhouse gas emissions.

Beautifully designed, professionally made furniture and soft furnishings for care homes and hospitals.

[www.venrayhealthcare.com](http://www.venrayhealthcare.com)

Renray constantly aims to minimise the impact vehicle emissions have on the environment; we identify and implement transportation/distribution practices to obtain greater efficiencies:

- Utilising wagon and drag transport; with 38 swap bodies within our fleet which have 125% more capacity than an arctic lorry meaning fewer trips are required due to the amount that can be loaded in one trip.
- The use of wagon and drags also means Renray uses less fuel due to a more efficient logistics schedule
- Our double sleeper cabs mean we can generally send all delivery manpower with the load minimising the need for additional transport

# Transport





# we plan a better route

## EFFICIENT DELIVERY ROUTES

Renray schedule and manage weekly deliveries, assessing and monitoring any external factors that may affect delivery schedules, such as weather, traffic, motorway closures, and advising any necessary workarounds.

## COMMUNICATE

Our Logistics Co-ordinator telephones one week prior to delivery to check you are ready to receive delivery.  
Our DBS checked driver/van assistant will telephone one hour prior to arrival



# Good Design



**Renray Healthcare were awarded the Building Better Healthcare Furniture and Fixings Award for the Noodles mattress and cushion**

Dedicated to innovative design and greener solutions are part of our approach. Where possible we design and produce products in which all components are fully reusable.



**the first fully washable & recyclable mattress**



A top-down view of a group of people sitting on a green lawn. Their hands and feet are arranged in a circle, with some hands resting on the grass and others pointing towards the center. The people are wearing various accessories like bracelets and a watch. The scene is brightly lit, suggesting an outdoor setting during the day.

# SOCIAL

Upholding values that promote  
fairness and respect for  
individual rights

# Social Values



## **EQUALITY AND DIVERSITY**

Our policy is always to ensure that all persons are treated fairly irrespective of their sex, race, nationality, ethnic origin, colour, religion, religious belief, disability, sexual orientation, age, marital status, political beliefs.



## **STAFF ENGAGEMENT**

Ensuring all employees understand and are responsible for incorporating environmental considerations into daily business activities. e.g., holding meetings and illustrating information on notice boards



## **SUSTAINABLE DEVELOPMENT**

Our goal is to make sure our key raw materials come from the most sustainable sources available to us, protecting the environment and the world's natural resources for future generations.



## **COMMUNITY**

Being an active member of the local and wider community. Engaging, supporting and sponsoring local activities. For example, Renray support the Healthy Planet adopt a plot programme. Healthy Planet is an on line charity which supports conservation of land, environmental issues and promotes a healthier planet and Renray have adopted one of their plots.



## **HEALTH AND SAFETY**

Renray comply with all Health and Safety legislation and other similar laws and regulations, with all employees being updated of any changes in H&S legislation accordingly.



## **CODE OF ETHICS**

It is our policy to comply with all applicable laws and regulations, and to demand the highest standards of business ethics and integrity from all our employees.

# Download our Policies



## DIGNITY AT WORK

*Policy available on request*

Dignity at work is the principle of maintaining a healthy, safe and enjoyable place to go about your employment.



## EQUALITY

*Policy available on request*

A written agreement about how Renray avoid discriminating against people, and how a safe and inclusive atmosphere is created for employees.



## ETHICS

*Policy available on request*

Guidelines for all employees of a company to do the right thing and behave at high standards at all times.

# GOVERNANCE





# Governance



## LAWS AND REGULATIONS

Being fully aware of all relevant environmental legislation and other requirements to which we subscribe and ensuring that these requirements are met, and wherever feasible, improved upon.



## BEST PRACTICE

Being an active member of the local and wider community. Engaging, supporting and sponsoring local activities.



## A STABLE BUSINESS

For the last five decades, Renray Healthcare has been committed to designing products with the end user in mind and tailoring services to fulfil our customers' requirements and vision.



## FINANCIAL RESILIENCE

Renray Healthcare is registered at Dunn & Bradstreet with a credit rating that shows Renray is a financially sound business.



## LONG TERM VIABILITY

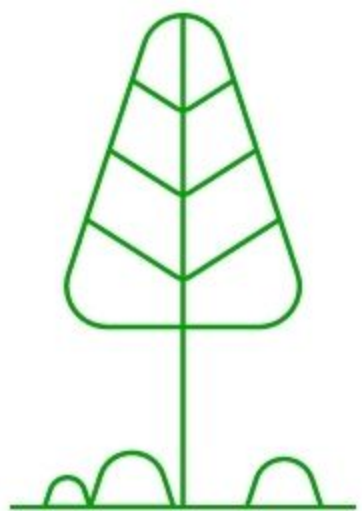
A successful business since 1966, Renray has reinvested profits into the business, investing in new equipment to increase production and improve efficiency.



## PARTNERSHIPS

Renray Healthcare has been a contracted supplier to NHS England and NHS Scotland for many years. In the care home sector we are a contracted supplier to several large care home groups and their new care home fitout programs.

# Future Goals



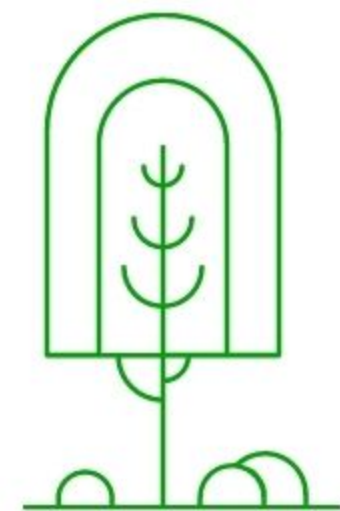
**REDUCE OUR  
CARBON FOOTPRINT  
ACROSS LOGISTICS,  
MANUFACTURING  
AND PROCUREMENT.**



**CONTINUE TO  
EDUCATE STAFF  
ON ENERGY  
EFFICIENCY.**



**COMMUNITY  
TREE-PLANTING**



**DONATE TO  
BLUEPRINT  
DIVERSITY  
CHARITY**



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