

BEYOND CLEANING OUR SUSTAINABILITY STRATEGY

Our vision is to empower everyone we connect with to take positive action for the planet and society.



Empowering our people

We believe our people are our greatest strength and we are committed to creating an inclusive culture that enables everyone to thrive.



Creating a positive legacy

We are committed to taking urgent climate action and investing in our communities where it is needed the most.



Inspiring bold action

We harness the power of collaboration and transparent communications to inspire bold action in our stakeholders and industry.



Ensuring safer spaces

We ensure safer spaces by establishing strong relationships with our suppliers and delivering innovative and sustainable solutions to our clients.

OUR MATERIAL ISSUES & 2025 LONG-TERM GOALS

EMPOWERING OUR PEOPLE

HEALTH, SAFETY & WELLBEING

- Offer an employee-welfare scheme to 100% of employees
- Deliver enhanced safety awareness training to 100% of site-based employees to enable them to identify and prevent risks
- Achieve a year on year improvement in health and wellbeing rates on our employee survey
- Ensure all employees are offered financial education to enable them to be financially secure

EMPLOYEE DEVELOPMENT & TRAINING

- Ensure 100% of employees have received sustainability training, bespoke for their role in the business
- Ensure 100% of employees have a tracked personal development process with embedded goals and targets from our sustainability strategy

EQUALITY & DIVERSITY

- Conduct a third-party review of our policies, procedures and processes to ensure they align with equality and diversity best practice
- Measure and map the demographic make-up of our employees on an annual basis at every level across the business
- Develop a structured apprenticeship programme that enables access for diverse applicants
- Publicly report on our ethnicity pay gap and create an action plan to close the gap
- Close our gender pay gap by 2025
- Engage with our clients to promote the "Real Living Wage" and increase rates year on year

WORK CULTURE & INCLUSION

- Increase the inclusivity score on our employee survey year on year
- Report how our company purpose and values are embedded into every part of the business, such as our recruitment, development, disciplinary, and client engagement processes

CREATING A POSITIVE LEGACY

COMMUNITY INVESTMENT

- Achieve a year-on-year increase in staff volunteering through a structured volunteering programme
- Establish a corporate strategic charity partnership
- Establish a community engagement strategy

CLIMATE ACTION

- Set a Net Zero carbon target and create an associated action plan
- Measure our scope 3 carbon emissions with tier 1 suppliers and engage with them to create a carbon reduction plan

WASTE

- Engage with our landlord and other tenants at our Head Office to increase recycling, year on year
- Engage with our clients who operate a waste management service to increase recycling rates on a yearly basis

BEYOND CLEANING



INSPIRING BOLD ACTION

TRANSPARENT COMMUNICATIONS & STAKEHOLDER ENGAGEMENT

- Create a client journey map to understand all sustainability-related touch points, and an associated action plan to contribute to our client's sustainability goals
- Map the stakeholder engagements needed to achieve our sustainability goals and implement a communication plan within 3 months of launching our sustainability strategy
- Create an annual communication plan to inspire sustainable living and behaviours with our employees, suppliers and clients
- Produce an annual audited sustainability report that demonstrates our progress towards our long term goals
- Ensure we protect the privacy rights of individuals

COLLABORATION & INDUSTRY RECOGNITION

- Participate in collaborative initiatives to improve the sustainability of the cleaning sector

ENSURING SAFER SPACES

INNOVATION & THOUGHT LEADERSHIP

- Deliver a collaborative thought leadership piece that will advance sustainable practices across our industry
- Develop a sustainability advice and communication service for our clients
- Embed sustainability into all our services

SUPPLIER ENGAGEMENT

- Review and implement a sustainable procurement policy with associated action plans that encourage all suppliers and subcontractors to advance the sustainability agenda in the industry
- Conduct 3rd party audits to review our tier 1 and 2 supplier's performance and evaluate their sustainability
- Map our supply chain and create processes to ensure that in the future the business introduces diverse suppliers, including new businesses and entrepreneurs, start-ups, SMEs, VCSEs and mutuals

RESPONSIBLE PRODUCTS

- Conduct life cycle assessments on the materials we purchase and establish the environmental impact
- Carry out SWOT analysis on our chemical products range to provide a classification rating of its environmental credentials
- Develop a strategy to eradicate all hazardous material used in the business and across our supply chains

STRATEGY DEVELOPMENT PROCESS

We joined forces with our sustainability advisors, JustOne, to support us in creating a robust framework for our strategy that enabled us to identify the sustainability issues that are most material and of greatest importance to our business and stakeholders. We followed a detailed strategy development process to establish the risks and opportunities surrounding these issues and conducted a materiality assessment. This process resulted in Beyond Cleaning's framework with set long-term sustainability goals to be achieved by 2025 that will ensure we contribute towards the Sustainable Development Goals (SDGs).

Business Certification:

Since 2019 we have been members of Planet Mark, a sustainability certification that verifies and measures carbon and social data to reduce emissions and increase our social value contributions year-on-year. They enable us to understand the areas of our business that have the most carbon intensive outputs and create plans to drive down our carbon footprint by a minimum of 5% every year.

Net Zero Carbon:

We have committed to setting a Net Zero Carbon target and action plan. We will set absolute reduction targets that will reduce our scope 1 and 2 direct emissions to zero carbon (going beyond science-based targets), and scope 3 indirect emissions to as close to zero as possible and then offsetting the remaining carbon to exceptional schemes.



BEYOND CLEANING GOVERNANCE

Our governance structure for Beyond Cleaning will be reviewed by our leadership team on an annual basis. Jeff Silver, Head of Sustainability and CSR, leads on the implementation of Beyond Cleaning across the business with the full support of the Board and colleagues. If you require further information please email jeff.silver@doccleaning.com

