

The Sherwood Group 

 **Loxleys** Since 1854  
The home of greeting cards

**kmdcompany**  
packaging and point of sale innovators



Corporate & Social  
Responsibility Report

# The Sherwood Group

## Our Vision

*'To be the best in whichever market we serve, by building innovative customer-focused partnerships that continually deliver quality and best value to our customers, staff and shareholders.'*

## Our Values

- To put the customer at the centre of all we do
- Build successful committed global partnerships
- Be financially prudent for long term development
- Innovative quality business solutions and products
- Be proactive and agile in an ever changing marketplace
- To have honesty, integrity and ethics in all our dealings
- To develop and manage our business in a sustainable and responsible manner



## Our Vision

*'To be the manufacturer of choice for the greeting card industry.'*

## Our Values

- Continual excellence in all we do
- Putting the customer first
- Longevity, honesty, and reliability
- We take the business seriously, but not ourselves

## Dear Stakeholder,

After more than 2 years of being dominated by the worldwide Coronavirus pandemic that has changed our personal and business lives in ways that we could never have imagined, we are finally starting to see a return to more normality. I am extremely proud of how my colleagues have adapted and coped during this time and I would also like to thank our loyal customers and suppliers who have continued to support us.

I am also very proud of our track record in ensuring the health and safety of our staff, which has been the overriding objective through these unprecedented times. During the last 2 years we have also managed to maintain our high level of performance in ensuring continued supply to our customers, which has been a real achievement considering the poor state of the global supply chain and cost increases.

We continue to focus on reducing single use plastic packaging for our customers, firstly from the environmental aspect but also from the Plastic Tax perspective which has now come into legislation. The Puracoat solution, our unique water based barrier coating which eliminate the need for PET linings continues to see huge growth and provides our customers with a sustainable, plastic free, bio-degradable alternative to Plastic.

We have very recently had our annual BRCGS external audit and are delighted that we have again retained our BRCGS AA standard for food accreditation at Sherwood, which gives our customers confidence in our hygiene and Covid security procedures.

At Sherwood we have been investing in our people and also equipment, and have recently taken delivery of a brand new Eterna Foiling/Embossing machine, to increase our capacity and reduce energy requirements.

We are currently using a Home / Office hybrid system, many of our administrative staff work from home and from the office, this have helped us achieve a 63% Carbon reduction from company vehicles and commuting, it has also helped people create a much better work life balance. We have managed to continue with our great record of 0% waste to landfill at both Sherwood and Loxleys.

We continue to support charities, with initiatives such as Matts Mighty Hike in aid of Macmillan Cancer Support, donating Face Coverings to Melbourne Care Home and The Ladies of Loxleys running for Cancer Research, in memory of colleagues who have fought bravely and fighting against this terrible disease.

As the problems surrounding the Pandemic recede and normality returns, I would like to thank all our staff, customers, and suppliers for their continued support, which has helped us achieve so much. The last 2 years have helped us realise that the very important human side of life, the health and safety and mental wellbeing of all our people is one of the most important aspects of our business and this will continue to be of the highest of priorities.

Yours Sincerely

Richard Bacon, Managing Director, Sherwood

# Stories from the year

## KMD Company donates face masks to a local care home

KMD Company, part of The Sherwood Group, have donated over a 1,000 medical face masks to Melbourne House, a Nottingham based care home.

The project was initiated by Anna Fawcett, Marketing Manager at The Sherwood Group and Trayce Pullen, Activities Coordinator at Melbourne House in response to the shortages of PPE supplies.

Anna commented:

*“Face masks have become a necessity in preventing the spread of coronavirus, but with budgets already stretched so thin, many care homes struggle with providing PPE to care staff and visitors. This often means other areas miss out on vital funding.”*

For the past couple of years, The Sherwood Group and KMD Company have supported Melbourne House by printing Christmas cards painted by the residents with dementia and selling them to raise funds for Christmas gifts for the people.



Trayce Pullen, Activities Coordinator at Melbourne House added:

*“Over the past 5 years, Sherwood have supported us at Melbourne house in our fundraising efforts in different ways and we are very grateful. Even in these difficult and uncertain times they have still found a way to come through for us, for which we are eternally grateful.”*

Melbourne House is located in Nottingham, on Grannis Drive in Aspley.

## Sherwood’s Matt takes on the Northumberland ‘Mighty Hike’ for charity

Matt Cowlshaw, Customer Service Representative at The Sherwood Group, took on Northumberland ‘Mighty Hike’ in July 2021– a 26 mile trek along the Northumberland Coast, to raise funds for Macmillan Cancer Support.

Matt started his journey at Alnwick Castle, taking a scenic route up the Northumberland coast to reach Bamburgh Castle. He completed the walk in gruelling heat; *“The conditions on the day of the hike were very physically demanding with temperatures over 30 degrees for the majority of the day which made it by far the most difficult and slowest of the 4 hikes that I have done so far”*, Matt commented.



The Northumberland ‘Mighty Hike’ was Matt’s 4th charity walk, having previously completed hikes in Peak District and Northumberland. Matt raised over £400 for Macmillan Cancer Support on this latest walk and he is planning to take another challenge in the Peak District in July 2022 to raise more vital funds for people affected by cancer.

Matt’s Just Giving page can be found at:

<https://www.justgiving.com/fundraising/matt-cowlshaw5>

**MACMILLAN  
CANCER SUPPORT**



## Continuous investment

We are committed to delivering sustainable value for our customers and we continually invest into the latest, state of the art machinery to provide high quality, sustainable products in the most efficient way.

The Sherwood Group's latest investment includes a new ETERNA EFOIL 1060 Elite foiling and embossing machine. The investment was made in response to the significant growth of our packaging division and an increased demand for high-end food packaging.

The new hot foil stamper does not only double our foiling capacity and delivers exceptional quality of finished products, but it also improves our energy efficiency and waste management.



Martin King, the Group's Operations Director commented:

*"The new machine brings our foiling and embossing capabilities to a higher level in both quality and efficiency. It features 12 independent heating zones and the option of 4 dwell settings which significantly improves quality of products with challenging foils and substrates. The machine has the advantage of a cross foil system which increases efficiency when foiling small areas, and a compactor for foil waste which helps us with waste management."*

The new foiling machine was installed in April 2022 at The Group's BRCGS certified premises in Nottingham.

## Employee focus during the Covid-19 pandemic

The Covid-19 period has been a disruptive and uncertain period for all our employees, therefore the health, safety and well-being of our members of staff remained our priority for the year.

Throughout 2021, The Sherwood Group actively encouraged our office staff to continue remote working as much as possible to minimise the risk of infections and we continued to exercise the additional safety measures put in place in 2020 on the factory floor.

We made our workplace as safe as possible for our staff and visitors, and offered additional support wherever feasible and applicable.

The Sherwood Group and KMD Company remained committed to supporting the fight against Covid-19 by manufacturing high-quality medical face masks and collaborating with the University of Nottingham on new projects. Our face masks are now sold to the wider public via Amazon and enjoyed a significant increase in sales during the 2nd national lock-down and winter period in the UK.



With our commitment to the markets we serve as one of the UK's leading food packaging manufacturers, The Group is an essential link in the food supply chain, and we have been continuously working around the clock to meet the needs of the industry. We are proud to say we have worked closely with our customers and suppliers to successfully deliver solutions during turbulent market conditions, while also continuing with rigorous health and safety measures at our production site to minimise additional disruptions from increasing infection rates across the country.

# The Sherwood Group celebrates 45 years of business

June 2021 marked 45 years of successful trading for The Sherwood Group.

We celebrated the achievement by launching a “45 facts you never knew about Sherwood” campaign which featured a replica vinyl record designed and produced by our in-house Smartcentre team.

## 1976

On June 1st 1976, with capital investment of £10,000, Maurice and Barbara Bacon founded The Sherwood Press in Beeston, Nottingham.

## 1983

Company moves to current premises at Hadden Court, Glaisdale Parkway in Nottingham.



## 1991

Company enters the Greeting Card market producing cards for publishers and continues to work in the commercial print market. By 1997 Sherwood produced up to a million cards a day.

## 1994

The Sherwood Press was named ‘Nottinghamshire Company of The Year’ which was a major boost for the printer; created more jobs and helped to almost double its turnover from £4.5m to £8m in 1997.



## 1998

Maurice and Barbara Bacon retire leaving their three children working in the business. Jeremy as Managing Director, Richard as Commercial Director and Sarah as Group Management Accountant.

## 2003

Sherwood Press Hong Kong is established to provide Far East solution to Greeting Card and Packaging customers.

## 2008

Company forms a strategic alliance with Loxleys Print in Sheffield. Richard Bacon is appointed as Managing Director of Loxleys.

## 2009

Sherwood Press enters the packaging market.

## 2010

Company attains BRCGS certification at its first attempt and wins The Starpack Awards for innovative packaging developments.

## 2011

Jeremy Bacon becomes CEO and establishes Semplice, Sherwood’s own manufacturing plant in China to produce packaging, greeting cards and gift packaging.



## 2014

The Sherwood Press launches Smartcentre Innovation Hub and wins ‘FMCG Packaging Printer of the Year’ award with PrintWeek Awards.

## 2015

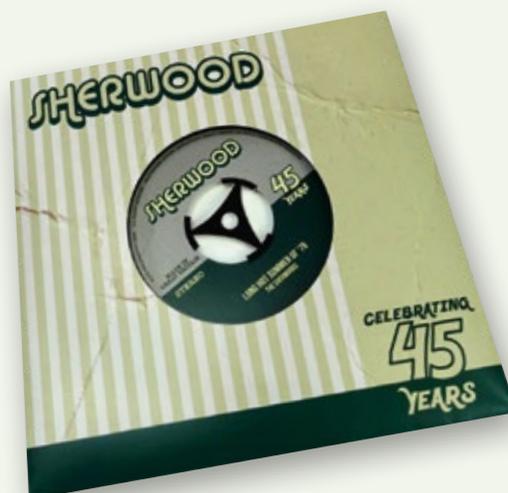
Company forms a strategic alliance with KMD Company in Leicester. The Sherwood Press re-branded to “The Sherwood Group”. The Sherwood Group wins ‘FMCG Packaging Printer of the Year’ award with PrintWeek Awards.

## 2016

Sherwood Group wins ‘Carton board Pack of the Year’ Award with UK Packaging Awards

## 2018

KMD Company moves into the Sherwood Group’s manufacturing site in Nottingham. The Sherwood Group wins ‘Social Stationery Printer of the Year’ award with PrintWeek Awards



## Taxing matters....

The UK Government introduced the Plastic Packaging Tax on 1st April 2022. The aim of this new taxation is to actively encourage the use of recycled material in the production of packaging. Whilst Sherwood are a manufacturer of paper board packaging solutions, the plastic tax will still have an impact on many of the products in our portfolio. Products that include plastic components will be considered plastic packaging and thus subject to the tax.

Sherwood's Packaging Design and Innovation Manager Kim Durose has been closely following the draft legislation and commented;

*"The first iteration of the Plastic Packaging Tax has introduced some surprises, mainly around exactly what falls and doesn't fall in to the scope of the tax. For example, sustainable and natural fibre-based alternatives to polyester window films such as Cellulose Acetate and PLA are still accountable under the scheme, whereas laminates such as PET linings and Tetrapak applications are late additions. We are highly likely to see revisions to the tax in the coming months, but as it stands currently, Sherwood's windowed and PET-lined products will be hit with the new taxation. Our development and sourcing teams are currently looking in to new window materials to put us in a greater position to be able to add more sustainable alternatives, that will not only bring greater environmental benefits, but also fall outside out of the scope of the PPT."*



With the launch of Sherwood's new website, we have introduced a new Plastic Packaging Tax calculator to provide visitors to the website with a ready-reckoner to gauge the impact of the tax on their current packaging portfolio.

<https://www.sherwoodgroupuk.com/plastic-packaging-tax/#calculator>



## Loxleys divert over 125 tonnes of foil waste from landfill with the BPIF Zero-Foil-2-Landfill scheme

Working towards a circular economy is at the forefront of Loxleys business and that's why they teamed up with the BPIF and Primm to become a Zero-Foil-2-Landfill partner.

As part of their continued, ongoing effort in their expanding zero-waste-to-landfill scheme, they have been using the recycling programme to re-purpose around 52 tonnes of foil waste each year, with over 125 tonnes diverted from landfill so far.

Utilised as a direct substitute for coal, the foil waste collected from Loxleys site, is processed into an alternative fuel (SRF – solid recovered fuel) and supplied to cement kilns all over the UK. Any ash created during the incineration process is then re-purposed again in the clinker of the cement, ensuring zero foil matter ends up in landfill.



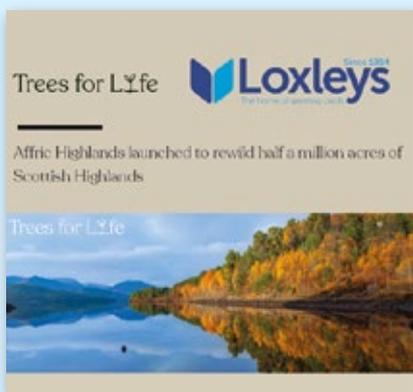
Tony Lorriman, Loxleys Managing Director, discussed the impact of the scheme so far:

*"We've been an active member of the Zero-Foil-2-Landfill scheme since October 2019, and we are extremely proud to have diverted over 125 tonnes of foil waste from landfill during that time. Considering our impact on the environment is at the forefront of every next step we take as a business, fueling other areas of the UK's energy infrastructure feeds into our aim of creating a circular recycling loop for all elements of our production processes, and it's great to be able to show a clear and transparent route of recycling for our foil waste."*

## Loxleys helps to re-wild Affric Highlands woodland with renowned Trees for Life scheme

With the help of their customers, Loxleys partnered with Trees for Life in the mission to re-wild half a million acres of Scottish Highland, using the 'Trees for Life' donation scheme.

Each year when collecting their annual customer feedback, Loxleys partners with a charitable cause and 2022 saw the environmentally driven initiative contribute towards Trees for Life ambitious 30-year landscape-scaling goal of re-wilding 500,000 acres of Scottish Highland.



Restoring the nature terrain across a network of landholdings spanning from Loch Ness to Glens Cannich, Affric, Moriston and Shiel, will help to boost habitat connectivity, encourage species diversity and help tackling climate breakdown with just one tree having the ability to remove one tonne of CO<sub>2</sub> from our air over its lifetime.

Alice Buck, Loxleys Marketing Manager commented:

*“Each year it is an honour to be able to partner with a charitable cause whilst collecting our customer’s feedback, and we have partnered with many worthy causes over the years, but this year sees our first partnership with the Trees for Life scheme. Sustainability and the future of our environment is something that is pivotal to Loxleys, it felt only right to participate in a scheme that is focused on the continued development of our environment too. By donating to this scheme, we have been able to help reduce emissions through working together to acknowledge and make a difference in tackling our climate crisis. The plantation of these trees also helps to create new habitat for wildlife that are critical to our eco-system.”*

## Pallets to pet bedding, panel boards and biomass fuel

Continuing their ‘reuse and recycle where possible’ mantra, Loxleys embark on recycling their waste wooden pallets into pet bedding, panel wood and biomass fuel. Partnering with recycling and resource recovery provider, Enva, Loxleys are re-purposing otherwise unusable waste wood to fuel multiple recycling streams. Creating biomass fuel, a source of renewable energy generated from the use of organic material, panel boards and various wood fibre-based pet bedding for animals including horses, cattle, and chickens and other bird species.

Collections can vary from 2 tonnes to 6 tonnes depending on grade. Most recently, Loxleys waste pallets helped to generate biomass fuel, used to displace virgin fossil fuels in energy intensive industries, whilst subsequent collections are estimated to create approximately 880 bales of recycled pet bedding.



Gary McCrorie, Loxleys Factory Manager, explained the importance of this scheme to the company:

*“Waste wooden pallets had been a concern in the factory for a long time, we knew there had to be a way to create a secondary use for this resource before reaching its end-of-life cycle. Being unusable within the factory, sourcing a suitable and sustainable recycling stream for this product was critical. Over the lifetime of a year this scheme will help us feed an estimated 28 tonnes of otherwise wasted wood back into the recycling loop.”*

Claire Worton from Enva commented,

*“Each bale of bedding weighs 20kg, so with Loxleys contribution of 22 tonnes of grade A wood a year, we would be able to manufacture 880 bales. This is a great accomplishment, and they should be congratulated on this, their input is helping us to divert over 365,000 tonnes of wood from landfill per year.”*

## The Ladies of Loxleys ‘mucked in’ for a great cause in memory and support of their colleagues

In September 2021, sixteen members of the Loxleys team (with the cheers from their Loxleys side-line supporters and running as ‘The Ladies of Loxleys’), took on the challenge of completing the Cancer Research Pretty Muddy Race For Life in honour of their colleagues. The Ladies of Loxleys raised over £1588 for Cancer Research UK in support of their colleagues that bravely fought and are bravely fighting their battles with cancer,



and Loxleys were proud to be a sponsor of such a worthy cause.

Tony Lorriman, Loxleys Managing Director, commented:

*“As a cause close to the hearts of all at Loxleys, we were proud to be able to sponsor such an important event and the fantastic ladies taking on that challenge. Running as the ‘Ladies of Loxleys’ was a wonderful tribute to the memory of those employees who are sadly no longer with us and a great support to those who continue to fight their battle with cancer. It is also testament to just how important those people will always be to everyone in the team at Loxleys.”*



In loving memory of their colleagues Kath Rowley (bottom left) and Craig Zelly (bottom right), and in support of Angie Bahardo (centre middle) who is currently bravely fighting her battle against cancer and was the race’s guest of honour supporting from the side lines.

## Loxleys start the year by leveling up their offering to the digital market

Once again building on their continued commitment to the greeting card industry, Loxleys kick started 2022 by up-scaling their in-house digital printing capabilities. Levelling up the way they produce their digital greeting cards, the start of the year saw the installation of a brand-new Konica press, now on-site within the Loxleys digital department and involving an investment of £60,000. The new addition opens a world of new possibilities to its digital customers with an extended range of product capabilities alongside its greeting cards, including notebooks, calendars, mugs, and coasters. The installation also sees increased colour quality and consistency, and enhanced front-to-back registration for the digital printer. Continuing to use eco-friendly toners, the new press allows Loxleys’ digital department to become more energy efficient and reduce their overall impact on the environment.



Paul Watson, Loxleys Digital Manager, commented:

*“The consistent development of our offering to the digital sector is crucial for us, this is an area of our market that is continuously evolving and innovating, we have to be at the forefront of technologies, services and products to continue to successfully serve our customers. The investment in our new press allows us to do this and much more.”*

# Energy Matters...

## The Sherwood Group

### Measurements of Environmental Performance

As we have in previous years, for the 2022 report, we have presented our energy usage and carbon footprint figures to show the overall factory energy consumption and environmental impact of our delivery vehicles and company cars. To illustrate our ongoing environmental performance, we have again presented our figures from the past three calendar years in order to draw effective comparisons.

Our core target is always to minimise our carbon footprint, and we will always strive to reduce all contributing factors.

We continually measure all areas that affect our footprint, and use this data as key performance indicators.

The figures below show our electricity consumption increased slightly in 2021, as did our gas consumption.

	2021	2020	2019
Solvents used (Kg)	1,350	1,075	4,375
Electricity (kWh)	1,693,812	1,588,646	1,752,662
Gas (kWh)	845,936	840,086	728,882
Water (m <sup>3</sup> )	2,483	2,568	2,749
Waste to landfill (litres)	0	0	0
Packaging (Kg)	213,730	155,378	166,745
Total No. impressions	46,202,115	46,793,324	49,893,573
Factory CO <sub>2</sub> (tonnes)	1,151	1,056	1,213
Company car mileage	9,143	18,897	85,973
Company Car CO <sub>2</sub> (tonnes)	1.9	3	29
<b>Total factory and car fleet CO<sub>2</sub> emissions (tonnes)</b>	<b>1,153</b>	<b>1,059</b>	<b>1,242</b>

This is consistent with a return to work for many of our employees who had spent the greater part of 2020 working from home.

Our energy usage in 2021 accounted for **99.8%** of our factory's carbon footprint. Another drastic reduction in company car mileage due partly to Covid-19 lock-down restrictions but also new hybrid home / office working has resulted in a **63%** carbon reduction from 2020. The number of impressions in the factory has decreased very marginally by **1.27%**, which is showing a gradual levelling out of order intake following the pandemic.

Our overall carbon footprint has increased by **8.9%** from 2020. While disappointing, this can be explained by an increase in the number of people returning to the factory environment to something approaching pre-pandemic levels. We are satisfied with the figures for 2020 as this has been another challenging and uncertain year .

We are proud to have achieved our ninth year of **0% waste to landfill**. All of our waste continues to be separated into recycling waste streams, by either ourselves or our waste collection provider. We are continually challenged with new waste streams entering the business and we will always strive to source and work with contractors to remove these new streams for disposal in a safe and responsible manner.

We will continue with our commitments to reduce the impact our activities have on the environment, and look forward to sharing our progression of continual improvements with you in 2023.

## Measurements of Environmental Performance

As shown in the results table below, we have seen our total CO<sub>2</sub> emissions increase slightly from 2020.

	2021	2020	2019
Solvents used (Kg)	4,530	2,560	5,200
Electricity (kWh)	1,051,545	1,036,322	1,293,393
Gas (kWh)	519,829	446,103	460,181
Water (m3)	1,006	956	1,101
Packaging (Kg)	153,427	116,180	166,162
Total No. impressions	29,420,746	17,719,611	31,197,263
Factory CO <sub>2</sub> (tonnes)	843	820	849
Company car mileage	18,932	22,972	71,801
Company Car CO <sub>2</sub> (tonnes)	4.5	6	19
<b>Total factory and car fleet CO<sub>2</sub> emissions (tonnes)</b>	<b>848</b>	<b>826</b>	<b>868</b>

Our energy use in the factory makes up **99.4%** of our annual carbon footprint.

Our energy consumption has increased in 2021 due in the main to a return to the factory environment for a large number of our staff. A return to normal order levels post-Covid-19 has resulted in an increase of **66%** in the number of machine impressions. Our gas usage has increased by **16.5%** on last year, electricity by **1.5%** and water by **5.2%**.

The overall mileage of our company cars reduced slightly from 2020 due to sales staff working from home, resulting in another slight reduction in our carbon emissions.

We continually monitor and strive to make further improvements to our environmental commitments. We will continue to measure all areas that affect our carbon footprint. We remain committed to the continuous improvement of our environmental performance and we will continue to actively work towards reducing the environmental impact of greeting cards in the year ahead.

## Shared Delivery Vehicles

Compared to 2020, when we moved a total of 22,019 pallets, last year saw us delivering a total of **21,349** pallets out of a capacity of 22,374.

The continuing Covid-19 pandemic has seen us continue to make smaller but far more frequent and widespread deliveries to our greeting cards, On-The-Go Food Service and frozen food customers. This has resulted in our vehicles more than doubling their mileages compared with the same period in the previous year.



# CSR Policy... developing year upon year

## Community

- Sherwood helped launch the first **World Land Trust** carbon balanced products by being the first company to use a **carbon balanced paper** from PaperCo
- Producing greeting cards for **Melbourne House** to help them raise funds for residents
- Raising funds for **Macmillan Cancer Support** charity
- Raising funds for **gem radio's Mission Christmas Cash for Kids**
- Donations to **various charities** on behalf of respondents to our customer survey
- Material donations to **Project Intake, Sheffield**
- Staff volunteering and community support activities during the **Covid-19 Pandemic**
- Supporting the **'Love Our Streets'** project to encourage greater preservation within the local community

## Compliance

- We ensure our food packaging products are manufactured following the **best practice guide** for **low migration printing**; using **low migration, food safe inks** and **virgin food grade**, certified packaging boards on direct contact and non-direct contact food packaging
- Sherwood's presses feature **alcohol free** printing
- Grade AA **BRCGS/ Global Standard** certification for Packaging and Packaging Materials.
- **Sedex** members both in the UK and China
- **Sedex** members Ethical Trade Audit (**SMETA**) **2 Pillar Audit** for business & environmental practices for Semplice and (**SMETA**) **4 Pillar Audit** for Sherwood
- KMD Company's Face Masks compliant to **EN 14683:2019 Standard**
- Compliance with government guidance during **Coronavirus Pandemic**

## Quality & Service

- Annual **Customer Satisfaction Survey**
- Continuation of Sherwood and Loxleys' **Key Account Management** Programme
- **ISO 9001** certification both in the UK and China
- Integration of new MIS and development of **workflow automation**
- Winners of the 2018 PrintWeek Awards **'FMCG Packaging Printer of the Year'**
- 'Highly Commended' at the 2019 PrintWeek Awards **'Social Stationery Printer of the Year'**

## Environment

- Continuous investment in technology to provide **increased efficiencies**, and **reduced waste**
- Sherwood and Loxleys **0% waste** to landfill
- All Sherwood's presses switched to **low migration ink**
- **100% reduction** in plastic and metal CMYK ink containers by pumping ink directly to press
- All plastic waste is **crushed, baled** and sent for **recycling**
- Further development of our aqueous based **Puracoat®** barrier coating
- Sherwood Implementation of all of the recommendations supplied by the **Carbon Trust**
- **ISO 14001** certification both in the UK and China
- **Optimised** motors and installation of power factoring throughout the Sherwood factory, with frequent thermal testing
- **Lighting and heating** control throughout the entire Sherwood factory, including low energy tubes
- Launch of **Pura® sustainable packaging** into the marketplace
- Company wide **car sharing and cycle to work scheme**
- **Shared transportation** with other group member businesses
- Implementation of **The 8 Wastes programme** to drive out unnecessary resources
- Working closely with our waste contractors to reduce the impact of our waste and waste movements on the environment
- Launch of **100% biodegradable** and **recyclable** flitter range, cellophane bags, and plastic-free alternative to gems for greeting cards
- Launch of **Zero-Waste** greeting card range
- Launch of the greeting card industry's first **integrated Euro-Hook** to eliminate single-use plastic hooks

## Human Resources

- Continual **development of staff** in key positions, including management, design & innovation and production through "Manufacturing Excellence" initiatives
- **Apprentice** and **Graduate Management Training** programmes at work policy, committed to developing new talent and providing opportunities for young people
- **Diversity** and **Dignity** at work policy
- **Energy awareness** training for all staff
- Continuation of the **Smart Academy** for skills development and succession planning
- Enhanced **Health and Safety** procedures during the Pandemic in order to keep employees safe

# The Sherwood Group



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