**Supplier Survey: VMI.TV Ltd**

1. Does your company have a formal, written value/mission statement?
* Yes

If yes please provide your value or mission statement in below:

“To deliver excellence in broadcast facilities using the latest technology to focus on identifying and meeting customer needs and exceeding their expectations.”

1. Does your company have a formal commitment to promote Diversity, Equity and Inclusion within its workforce?
* Yes
1. What practices do you have in place in order to comply with this commitment?

**We have strict policies for inclusion and diversity, contained within our staff handbook which is regularly updated.**

1. Does your company track Diversity and Inclusion metrics within its workforce and supply chain?
* No
1. If yes, please explain what KPIs or methods are implemented.

**Our staff turnover is so low, that we felt that this wasn’t necessary.**

1. What percentage of your workforce identifies as women?
* 10-24%
1. Please, provide comments if needed:
2. What percentage of your company is majority-owned by women or individuals from underrepresented populations?
* 0%

However, the Managing Director is half Pakistani.

1. Does your company meet or improve working conditions beyond what is required by regulations?
* Yes
1. Please, specify:

**Accredited Living Wage Employer since 2017. We provide a bonus holiday day for those staff who do not privately use air travel in the previous 12 months.**

**We provide generous leave for private issues.**

1. Are wages and working conditions verified by third- parties?
* Yes
1. If yes, please specify:

**Living Wage Foundation**

1. Do you pay a living wage to all employees as a minimum?
* Yes
1. Does your company have a formal commitment to provide support to underserved suppliers?
* No
1. If yes, what practices do you have in place to comply with this commitment?

**We haven’t thought of this but it is a good idea.**

1. Does your company have a formal written policy to create a positive impact towards Community and Environment?
* Yes
1. If yes, is it verified by third-party certifications?
* Yes
1. Please, specify:

**We are an approved Albert certified carbon-neutral organisation, since 2022.**

1. Does your Company have policies related to ethics and corruption?
* Yes

1. What percentage of your Significant Suppliers is located in low-income communities or create employment opportunities for other chronically underemployed populations?
	* Don’t know
2. Is your company subject to regular quality assurance reviews or audits by any 3rd parties or any of your other client/customer organizations?
	* Yes

If yes, please list which 3rd party and what processes are audited/reviewed.

**Great Place to Work – annual staff questionnaire audit.**

**Also, we carry out an annual audit of our clients to review our practices.**

1. Do you track and report any of the following? Please respond: Yes, No, or Don’t Know
* Energy usage **Yes**
* Water usage - **Yes**
* Any hazardous/toxic air or water emissions**. N/a**
* Generation/recycling/reduction of solid waste. **Yes**
* Generation/recycling/reduction of hazardous/ **N/a**
* GHG Emissions. **N/a**
* Impact on biodiversity. **N/a**
1. Has your company achieved any of the following? Please respond: Yes, No, or Don’t Know
* Renewable energy accounts for 10% of the company’s overall energy usage (e.g., solar panels, wind power, purchasing Renewable Energy Credits aka RECs). **Yes, 100%**
* Reduced GHG emissions or use of ozone depleting substances by at least 10% in the past two years. **N/a**
* Implemented initiatives to reduce waste at the source or divert the waste from landfills/incineration by at least 10% in the past two years. **Yes. We are a nil waste company.**
* Recycled water on site or use close-loop or other water recovery systems to reduce the use of potable water. **No**
* Responsibly disposed of all hazardous waste generated from production. **I would think so – all waste is disposed of responsibly, including electronic and battery waste.**
1. Has your company taken action to track and manage the greenhouse emissions produced? (absolute reduction)?
* Yes
1. If Q. 24 is Yes. Please, specify:

**We carry out an annual CO2e audit and publish these on our website.** [**https://vmi.tv/vmi-carbon-audit-history/**](https://vmi.tv/vmi-carbon-audit-history/)

**We have completed 3 such audits and have halved our CO2e emissions in 3 years from our base 2019 level.**

1. Water - Does your company track and manage its water footprint?
* No
1. Waste - Please provide details of the following:
* How do you track and manage waste? **We recycle everything that we can and ask for a report from our waste company to confirm that no waste produced by VMI was sent to landfill. (100% recycled or incinerated for energy).**
* Total waste produced last year (T) compared to previous year

Bristol 2022. General Waste: 588T; Dry Recycled Waste: 4868T.
London 2022. Figures not available.

2021: Figures not available.

Please note that 100% of general waste was incinerated for energy, with no waste sent to landfill.

* Total percentage of waste recycled last year compared to previous year

**2022: 100%**

**2021: 100%**

1. Does your company produce or use any chemicals or materials that are of concern from a human or environmental health perspective?
* No
1. If Q. 26 is Yes. Please, specify:
2. How do you track and manage your impact on biodiversity?
* You do. Please provide details
* You don’t
1. How does your company track and manage toxins or hazardous waste in your production?
* We don't track toxins or hazardous waste as it is not relevant
* We regularly conduct an analysis to identify material risks of toxins and/or production of hazardous waste
* We have set targets for reducing toxins and hazardous waste
* We verify that there are no harmful toxins or hazardous waste in our production
1. Has the company had any material fines or sanctions in the last five years regarding the issues indicated below?

⃞ Diversity and equal opportunity

⃞ Employee safety or workplace conditions

⃞ Environmental issues

⃞ Financial reporting

⃞ Geographic operations or international affairs

⃞ Investments or loans

⃞ Labor issues (internal and supply chain)

⃞ Marketing

⃞ Political contributions

⃞ Product safety

⃞ Taxes

⃞ Animal welfare

⃞ Bribery, fraud, corruption