

Issue 1

# **SUSTAINABILITY REPORT 2023**

Environmental, Social  
and Governance

15 December 2023



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# Introduction

## Silvalea Environmental Policy

Silvalea Ltd is committed to the implementation, ongoing maintenance and continual improvement of our certified ISO 14001 environmental management system for the purpose of prevention of pollution, by ensuring we have minimal environmental impact via our daily operations to design and manufacture a wide portfolio of transfer solutions for the patient sling market.

### To achieve this we will:

- Comply with all applicable legal and regulatory requirements.
- Set continual improvement objectives.
- Monitor and measure our performance and impact.
- Educate and develop our staff and encourage an environmentally protective culture.
- Review, identify and address environmental enhancing management system resource requirements.
- Create and comply with environmental processes, policies and procedures as required.
- Consider and develop lifecycle perspective throughout our operations and evaluate our suppliers for the same.





# Silvalea Profile



Since 1993, Silvalea Ltd has been at the forefront of the patient sling market, designing and manufacturing a wide portfolio of transfer solutions. Our specialty is our complex patient transfer slings and in-situ slings, as well as providing a range of everyday standard slings, transfer accessories, and stand-assist transfer products. The comprehensive offerings of Silvalea are founded in over 30 years of innovation in fabric and design with both caregiver and patient in mind.

During our history, we have manufactured for a range of leading hoist manufacturers across the world, and our experience enables us to create bespoke sling ranges for own-label customers. We supply to healthcare service providers, hospitals, home loan stores, nursing and care homes, occupational therapists and physiotherapists, and all organisations and individuals who are seeking a solution to their manual handling requirements.

Whether the need is complex or an off-the-shelf sling, **SILVALEA LTD HAS A SOLUTION.**

# Silvalea Profile

Today, Silvalea Ltd is proudly part of the Savaria Corporation with North American distribution of its products through the Savaria Group of companies.

Silvalea Ltd is committed to ensure our core values of fair practice, respect, safety and environmental protection are mirrored by our supply chain. We expect our suppliers to not only respect the rules in their jurisdiction but to conform to global best practice. Silvalea Ltd has a zero tolerance to slavery and human trafficking and will not support or willingly deal with any business involved with either of these matters. As best practice, Silvalea Ltd periodically audits its suppliers. These on-site audits are announced and conducted by Silvalea Ltd personnel (where possible) trained in auditing techniques to recognise and report non-compliance with our expectations. Noted deficiencies are addressed with the supplier at the time and any issues addressed accordingly.



# Key Sustainability Areas

1. The integrated management system policy of Silvalea Ltd is to achieve and continually improve the quality and comply with all applicable statutory and regulatory requirements whilst ensuring minimum impact on the environment; ensuring the prevention of pollution and through safe working practices ensure we do not endanger the health and safety of people and where appropriate, animals or property. We continuously plan for infrastructure improvements, with compliance in health and safety and environmental regulations.
2. We continuously implement improved production processes that prevent waste and reduce the manufacturing requirements for materials, energy and carbonization (looking to reduce plastic packaging).
3. Silvalea Ltd is committed to sustainability in daily practices. We strive to the highest quality of waste management (zero to landfill, waste of electric and electronic equipment, reduce paper use).
4. Silvalea Ltd strives to support local businesses therefore local suppliers that provide key materials to our business are used, reducing our carbon footprint due to shorter distance of travel.
5. Silvalea Ltd have introduced a cycle to work scheme which was welcomed with enthusiasm within the personnel and has been put to practice.
6. Silvalea Ltd is committed to improving our practices to ensure our business does not actively encourage slavery and human trafficking. We are committed to social and environmental responsibility and have adopted a zero tolerance for slavery and human trafficking.





# Strategy, Goals and Targets

Risk	Aspirations	Topic	Targets/KPIs (Ongoing)
Environment.	Continuously contributing to decarbonization, waste management and resource circulation.	Decarbonization and waste.	<ul style="list-style-type: none"> <li>• Reduce paper consumption to 34K sheets per year. – 12/2023.</li> <li>• Continue efforts and investigations for vacuum packing infrastructure – 12/2023.</li> <li>• To remove company owned diesel vans – 2030.</li> <li>• Waste management.</li> </ul>
Resilience	Continuously contributing to the maintenance and rapid recovery of social infrastructure.	Strengthen supply chains.	<ul style="list-style-type: none"> <li>• Constant monitoring, communication and general relationship with suppliers maintain live knowledge.</li> <li>• Keep structure and open lines of communication with employees.</li> <li>• Run appraisals, listen and act.</li> </ul>
Safety and security.	Continuously contributing to safe and secure society-building.	Safe and secure environments.	<ul style="list-style-type: none"> <li>• Evaluate all H&amp;S risks and install policies, procedures, PPE and equipment to mitigate the risk of harm or injury to person.</li> <li>• Ensure good care of the building and infrastructure, and review regularly.</li> <li>• Ensuring Cyber security.</li> </ul>

# Strategy, Goals and Targets

Risk	Aspirations	Topic	Targets/KPIs (Ongoing)
Quality of life.	Continuously contributing to physical and material wellness and more prosperous life.	Employee happiness.	<ul style="list-style-type: none"> <li>• Encourage staff with other means of commutable transport such as cycle to work schemes and car sharing.</li> <li>• Encouraging participation in social projects (Walk 100miles in May challenge for Cancer Research Charity, organisation of social gatherings).</li> <li>• Support of two selected charities each year.</li> <li>• Continue training for most cross skilled diversity.</li> </ul>
Business with integrity	Adhering to ethical standards as well as respect human rights.	Business ethics and compliance.  Occupational safety.  Safe and secure products and service.	<ul style="list-style-type: none"> <li>• We strive to act ethically and with integrity in our business dealings to ensure that slavery and human trafficking is not taking place in our supply chains.</li> <li>• Continuously creating a safe working environment for employees.</li> <li>• Ensure products and services safety within the prioritization of the customer's requirements.</li> </ul>
Diversity, Equity and Inclusion.	Continuously contributing to a society where everyone can fairly and equally perform to full potential.	Contribution to a diverse and equitable society.	Nurture and empower talent.

All actions relevant to the above are documented, reviewed and managed through the Actions and Improvements Log. Progress of the above is documented, regularly reviewed and monitored through the SAIILOR Matrix (Scope, Aspects, Impacts, Issues, Interested Parties, Legal, Opportunities and Risks).



# Accountability

Company senior management take full accountability for the management systems. To comply with the standard/s they will ensure appropriate communication and awareness, and adequate resources to meet the demands and objectives of their customers, employees, systems, processes and strategic objectives for continued improvement in all areas.

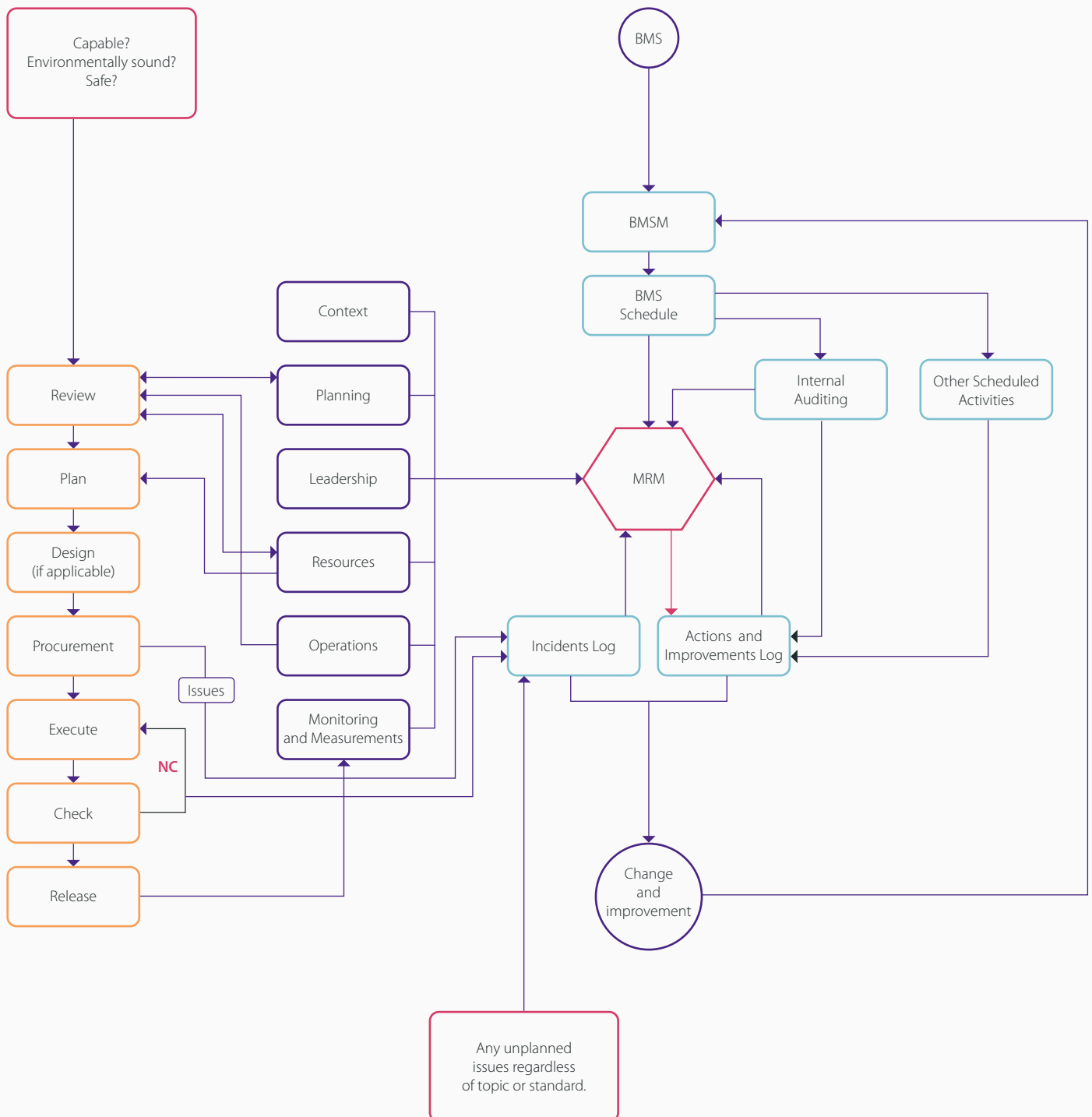
All policies have been established, are maintained in digital form, communicated within the company, and available to outside parties upon request.

Based on material topics, Silvalea Ltd is monitoring measures as well as discussing the progress and new initiatives for each materiality as well as review of the company's context at the managers review meeting, which takes place bi-annually.



# Roles and Responsibilities

The roles and responsibilities of the IMS have been illustrated in the **Company Organisational Diagram** below:



# Continuous Monitoring

**SILVALEA LTD ADOPTED THE PDCA CYCLE APPLIED TO ALL PROCESSES AND CRITICAL SYSTEMS TO MONITOR THE CONTINUAL IMPROVEMENT AND ACT UPON IT ACCORDINGLY.**

The PDCA Cycle is briefly described as follows:

## PLAN

Establish the objectives of the system and its process, and the resources needed to deliver results in accordance with customer's requirements and the organisations policies and identify and address risks and opportunities.

## DO

Implement what was planned.

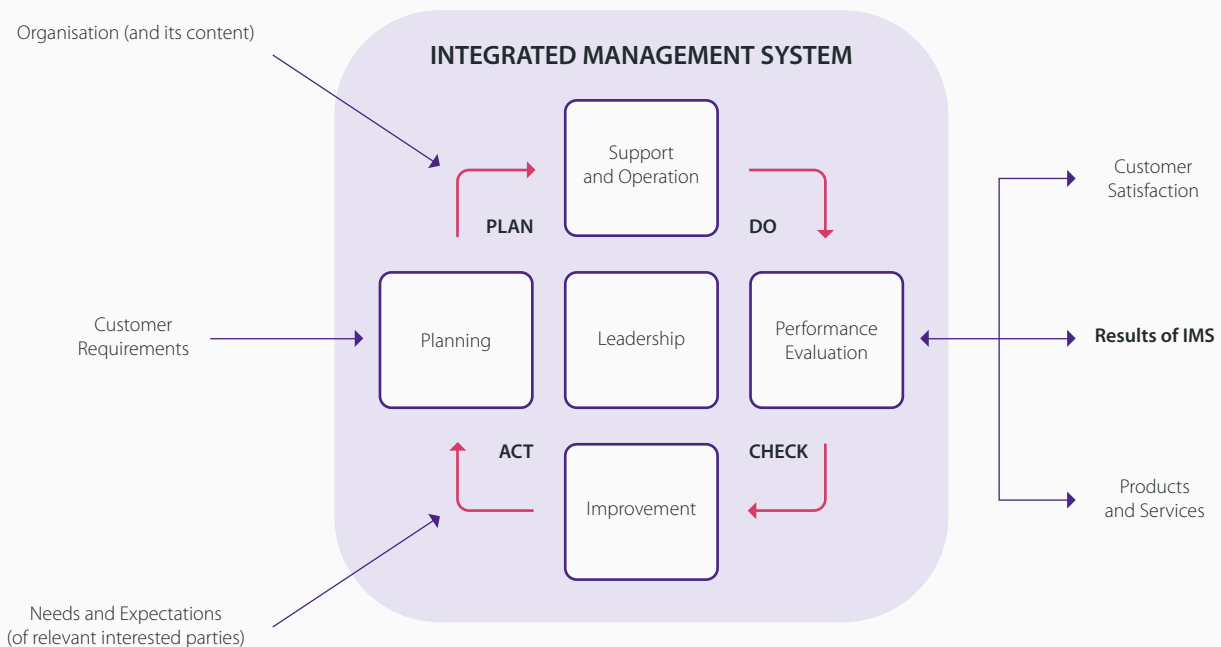
## CHECK

Monitor and (where applicable) measure processes and the resulting products, and services against policies, objectives, requirements, planned activities and report the results.

## ACT

Take actions to improve performance as necessary.

The PDCA Cycle is illustrated in the **Integrated Management System Diagram** below:



# Certification



## Certificate of Registration

This is to certify that the Management System of:

**Silvalea Ltd**

**Units 1-4 Silverhills Building, Silverhills Road Decoy Industrial Estate, Newton Abbot, Devon, TQ12 5LZ**

has been approved by Alcumus ISOQAR and is compliant with the requirements of:

ISO 14001: 2015



**Certificate Number:** 23657-EMS-001

**Initial Registration Date:** 18/08/2014

**Re-issue Date:** 11/10/2023

**Current Expiry Date:** 17/08/2026

**Scope of Registration:**

The design and manufacture of bespoke medical hoist slings to suit individual user conditions. The manufacture and supply of a range of standardised medical hoist slings and complementary textile products. The provision of web-based training complementary to the product range and their application. The supply of patient hoists

Signed:  
Alyn Franklin, Chief Executive Officer  
(on behalf of Alcumus ISOQAR)



This certificate will remain current subject to the company maintaining its system to the required standard. This will be monitored regularly by Alcumus ISOQAR. Further clarification regarding the scope of this certificate and the applicability of the relevant standards' requirement may be obtained by consulting Alcumus ISOQAR

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This certificate is the property of Alcumus ISOQAR and must be returned on request.



## Certificate of Registration

This is to certify that the Management System of:

**Silvalea Ltd**

**Units 1-4 Silverhills Building, Silverhills Road Decoy Industrial Estate, Newton Abbot, Devon, TQ12 5LZ**

has been approved by Alcumus ISOQAR and is compliant with the requirements of:

ISO 9001: 2015



**Certificate Number:** 23657-QMS-001

**Initial Registration Date:** 13/01/1997

**Re-issue Date:** 11/10/2023

**Current Expiry Date:** 02/07/2026

**Scope of Registration:**

The design and manufacture of bespoke medical hoist slings to suit individual user conditions. The manufacture and supply of a range of standardised medical hoist slings and complementary textile products. The provision of web-based training complementary to the product range and their application. The supply of patient hoists

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