



By Appointment to  
Her Majesty the Queen  
Lubricant Blenders & Paint Suppliers  
Witham Oil & Paint Ltd, Lincoln

**witham**  
GROUP

# ENVIRONMENTAL & SUSTAINABILITY POLICY



Blending Quality, Value & Service since 1921

[withamgroup.co.uk](http://withamgroup.co.uk)



### INTRODUCTION

Trading since 1921, the Witham Group is a manufacturer of high quality oils and lubricants to a variety of industries, specialising in products for agriculture, automotive, marine, haulage, engineering and plant machinery. In addition we supply related ancillary products such as Anti-Freeze, Cutting Fluids, Greases and industrial Cleaning Products, together with lubricant storage tanks.

The Witham Group is also a manufacturer and supplier of high quality Paints and Coatings products, providing industrial finish paints, floor paints, line marking and identification paints, marine paints, undercoats and primers, Chlorinated Rubber paints, a range of decorative paints, wood coatings, preservatives and finishes. With thousands of OEM, RAL and BS colours available, paints are designed for brush, roller or spray applications.

Despite the huge range of products being manufactured and supplied by us, our aim is always to operate within a climate of excellence, not only in terms of service and procedures for customers, but also for systems of product manufacture, the welfare, health and safety of all of our employees and those people affected by our activities. We aim to operate with Corporate care and social responsibility.

In an industry where traditionally additives, chemicals and fossil-based products are essential to the manufacturing process, we have challenged ourselves to ensure, wherever possible, the environment is at the heart of our activities. We are working extremely hard to create a "greener culture" within our business. Included in this policy is a summary of what we have achieved and are continuing to improve on throughout the Group.

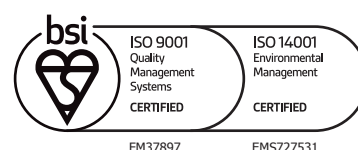
In order to achieve this, the business recognises that promoting Sustainability and protection of the Environment and the avoidance of pollution, is of the utmost importance, not only for the here and now but for the future of everyone. At all levels, and within all functions of the Group, we are committed to continual improvement of our management systems and enhancement of our environmental performance.

This policy, with its goals, aims and objectives, has been established to reflect our determination to ensure that wherever practically possible, our activities including purchasing, manufacturing, distribution, waste generation and disposal, will minimise the effect on the Environment and prevent pollution.

Reviewed at regular intervals and on the agenda at Board level and throughout the business, we strive to continually improve all areas of our activities and the impact we have on the environment. We will always comply with relevant environmental legislation and industry codes of practice as well as any other compliance obligations, as a minimum level of performance.



Nigel Bottom - Managing Director  
September 2023







### OUR AIMS & OBJECTIVES

Our aim is always to operate within a climate of excellence. That means not only the best performing products and service but also our methods of manufacturing, energy use, waste disposal, packaging, fuel efficiency and welfare of those affected by our activities are being constantly monitored. As part of our commitment to put the environment at the heart of what we do, we have developed an award winning range of Environmentally sensitive products, all designed to help reduce lubricant impact. We are also investing in unique, award winning technology to drastically reduce our carbon footprint.



Here are our new Specific Environmental and Sustainable objectives for the year ahead.

1. Promote via marketing and sales strategy the use of lanolin based, non-toxic and environmentally sensitive lubricants as alternatives to conventional products. In particular this year we have developed a new award winning Biodegradable Gun oil which is designed to protect and lubricate firearms for game and clay shooting but without all the nasties. Not only is it biodegradable but it is safe to waterways, agricultural land and forestry and non-carcinogenic for the user. Furthermore, we have introduced a new Calcium based grease as an excellent alternative to lithium based grease. The impact to the environment from the mining and extraction of lithium is considerable and with recent demand of lithium for the use of car batteries, this natural resource is now in limited supply across the planet. The Calcium based Anhydrous grease will be encouraged for use wherever applicable and possible.
2. Promote the invention of carbon neutral blending process to the lubricant industry. We continue to invest in Blendtek – our unique, award winning ultrasound blending technology, which has reduced the need to heat lubricants using gas or other fossil fuels. This technology is now available to others to drastically reduce gas usage, carbon footprints and we will continue promote the use of this method and considerable benefits to other manufacturers and the environment.
3. Install a new piece of analytical equipment into our laboratory that will help to reduce the environment impact of our lubricant production. The XRF machine is used to test lubricants and analyse the elemental composition of a lubricant sample. This new valuable tool in lubricant testing helps to make sure the additive chemistry is present in the appropriate proportions to ensure the quality is correct for the various vehicle specifications and detect any contamination or abnormal wear that may affect the lubricant's performance. Previously, to complete this analysis, we had to use the element argon – the production of which, like many industrial processes, can damage the landscape and environment. The new XRF machine allows us to perform these tests, more accurately and without using argon so reducing the environmental impact. (2880 litres of argon a year were previously used) and the cost savings will also be significant. (Over £16k per year based on 2022's usage).
4. Integrate what 3 words into ODOO and on our own company website to provide clear and precise locations for deliveries. This will help avoid needless miles by both distribution and sales team looking for places and the various options of access to deliveries.
5. Reduce the usage of paper and adhesive based labels – we have developed some software and developed a process to produce our own labels on an "on demand" basis rather than ordering hundreds of labels that may never be used. This will minimise wasted paper based adhesive labels when specifications change and reduce multiple deliveries of finished labels as all blanks can be sourced together from one supplier.
6. Reduce our delivery and picking order paperwork. We have developed a new software for the adoption of handheld digital devices which the production team can use for picking and fulfilling orders and the distribution team will use for all deliveries. This will be minimising the need to produce multiple paper copies (over 10,000 sheets of paper per year).



### CORE VALUES

Everything we do is underpinned by the five principles of our business or Core Values - we call these values **THE WITHAM WAY**. In practice, each Core Value relates to how we operate. Our Core Values are at the heart of our family business and how we treat the people we have within our team, customers, supply chain and all those around us.

These values are not just good business practice, they are the cornerstones of pride on which our business has been built and grown on over the past 100 years. They will be the bedrock of what we continue to do long into the future.

Sustainability and the environment is very much at the heart of our business. For full details of all our Core Values please visit our website.



### ENERGY

We aim to reduce and record the ongoing energy use across the business. We also regularly review the efficiencies of lighting, heating, ventilation and cooling systems, insulation opportunities, water use, and other general energy and natural resources, as well as identifying new ways for waste reduction and pollution control.

Using the latest technology we have developed an Energy Dashboard which monitors our energy use and the savings we have made.

- We have installed solar panels to the enormous surface areas of the roofs of our factory and depots. This helps generate new power to heat and light our buildings and the energy we use within them.
- We harvest rainwater and use it to wash and clean our vehicles and other equipment throughout the year. The impact is significant and we save on average 38,400 litres per year.
- We have had PIR lighting installed everywhere to ensure no lights are on unless they need to be.
- We have reduced the amount of gas used in our manufacturing process by over 90% thanks to new technology and a unique new method of manufacturing and blending our products using ultrasound.



### PACKAGING

We are now measuring the amount of packaging we use in the business with the creation of a Packaging Waste Dashboard.

- The plastic lubricant containers are now made from 30% recycled materials.
- We offer a recycling scheme for our 200 litre metal barrels.
- We encourage customers to buy in bulk using our special and uniquely colour coded bulk storage tanks for workshops and businesses.
- This works in conjunction with environmental requirements for lubricant storage by reducing the container packaging sent in smaller orders and also the need for frequent deliveries.
- The bulk storage tanks also help our customers store and keep lubricants in a clean and tidy manner, helping avoid spills from containers and oil contamination.
- We use reconditioned pallets in the factory for storage and delivery of products.





### PRODUCT DEVELOPMENT

Lubricants production is part of a much longer process and value chain starting with the procurement of raw materials. The quality raw materials used by us consist of complex chemical raw materials, renewable raw materials and a wide range of base fluids.

We ensure that the raw materials used comply with all EHS regulations (environmental, health and safety) and that our resulting products meet the latest and highest Original Equipment Manufacturer's (OEM) approval. They are sourced from compliant and reputable suppliers and the engine lubricants we manufacture are designed to advance both the performance of the machinery as well as reduce emissions, maintenance costs and wear and tear.

The demand for safer, cleaner products has led to a huge increase in the development of environmentally sensitive and biodegradable lubricants that still give comparable performances to their mineral counterparts.

As part of our commitment to put the environment at the heart of what we do, Witham Group has developed a growing range of BIOLUBE, PROLAN & ENVIROYL environmentally sensitive products, all designed to help reduce lubricant impact and pollution in the countryside, in food production, in waterways and for the end user themselves.

Our award winning Prolan lanolin based lubricants are environmentally safe, biodegradable and certified NSF for the food industry. Around the workshops and for the end user they are safe, easy to apply and clean to use. The key ingredient is lanolin made from sheeps wool which is non toxic and so helps with the protection of our environment, especially in rivers, oceans, marinas, forest and land areas.

We are very proud of this unique and yet remarkable range of products and have been delighted to win awards for its innovation recognised by the agricultural industry.



### VEHICLES & TRANSPORT

Monitoring the amount of carbon our lorries produce out on the road delivering our products is an integral part of our business. We now study the mileage and output of each lorry and we aim to continually improve our carbon impact.

Using our Transportation Dashboard, we can measure the carbon produced, the mileage and fuel use of all our delivery fleet of lorries, based on the vehicle's age, type etc. We also review how many deliveries are achieved on what route and this way we can use the best vehicles for the right journeys, with the aim of achieving the maximum fuel economy and reduction in wear and tear of the vehicles themselves.

So, as an ongoing part of our Group's strategy to reduce as much as possible our environmental impact, together with a desire to be able to share any genuine savings using fuel efficient lubricants based on our own fleet with customers, our HGV fleet has moved over to fuel efficient lubricants.

We have switched the lorries from Qualube Supremol 10W-40 to Qualube Supremol 5W-30. The technicalities are the same, but the viscometrics are making the difference i.e less drag, less energy needed and therefore the vehicle uses less fuel. Still fully approved by Mercedes Benz, but sold by us and now used by us as a fuel efficient alternative.

Several of our company cars are also now electric or of hybrid description. We have installed charging points at each depot for our own employees and customers to encourage the switch and convenient use of electric based transport.





### NEW CARBON NEUTRAL TECHNOLOGY

We are extremely proud to have developed and now employ a unique blending system based on the use of Ultrasound. "Blendtek", as the process is called, removes the need for base oils and additives being heated at all, therefore eliminating the use of traditional gas and or oil fired boilers for heat energy.

As manufacturers of a huge range of different lubricants, this new technique enables us to blend thousands of tonnes of products using energy from solar panels and a simple 25amp plug, saving time, energy and drastically reducing our carbon footprint. To blend a simple 10 tonne batch of oil product now takes less than 20 minutes, whereas previously the same batch would have taken 3 to 4 hours to complete in total.

This new ground-breaking process has been tried and tested by the largest technology providers in the world, independently audited and reviewed, and is fully approved for use.



### INCREDIBLE ENVIRONMENTAL SAVINGS

To evaluate the savings to the environment, we have saved over 26k tonnes of carbon emissions since using the process and heated the equivalent of over 144 homes in the UK for a year. Our gas consumption has been reduced by just over 93% and now we are sharing these results and our story, of the new ultrasound way of blending with the lubricant industry. We continue to expand the use of the Blendtek technology within our business.

“This exciting breakthrough is all about changing the environmental impact of lubricant manufacturing in the first place. So many environmental schemes and businesses look to offset their impact by using “carbon dumps or sinks”, and other environmental and climate protection projects. We have instead, come up with a way that prevents the creation of high energy use in the first place.”

Nigel R Bottom - Group Managing Director.

We are immensely proud of this manufacturing innovation, and we believe we are the first company in the world to blend in a carbon neutral process. We are determined to help other blenders improve their own sustainability profiles and improve the oil industry's reputation with substantial impact. For more information about Blendtek please visit: [Blendteksolutions.co.uk](http://Blendteksolutions.co.uk)



### WASTE

Responsible collection of our waste materials is of great importance to us. With landfill now becoming a finite and expensive resource, we are continually seeking out new and innovative solutions to recycle more of our waste.

We only use certified and approved waste disposal companies to ensure they work closely with the Environmental Agency and are up to date with all regulatory aspects.

- We have also invested in a baling machine to compact our cardboard waste into smaller, denser, easy to recycle bundles which enables less frequent collection.
- We recycle printer cartridges, electronic equipment and paper waste.
- We are cutting down on the use of paper communications, using email to send customer invoices, statements and other internal and external correspondence wherever possible.
- We use telecommunication facilities for group inter-company meetings to reduce the travelling and vehicles emissions where possible.
- The blending flush we use to clean out our lubricant tanks in the manufacturing process is recycled into chain oil.





### COMMUNICATION OF OUR ENVIRONMENT ETHOS

Our team are fully aware of the need to place the environment at the heart of what we do. From logos on their uniforms, to a dedicated section in our quarterly internal newsletter, where we showcase all that we are achieving, we regularly communicate the importance of the continuing process to improve. We ensure our efforts are monitored and reviewed at board meetings and our progress and objectives are continually being measured.



- **EXTERNAL TO OUR CUSTOMERS AND SUPPLIERS** – We help our customers store lubricants and paints to the legal requirements and offer help and advice for the disposal of products when finished with, as well as bulk storage tanks and links to the Environment Agency. We have a dedicated section in our customer newsletters about the environment. We keep our customers and suppliers up to date with the latest product developments and environmental progress. We also ask that our suppliers comply with good practices and always operate within a climate of excellence, which is encouraged throughout the whole company ethos.
- **ONLINE** - We have a dedicated Environment section on our website explaining all that we are achieving and working towards. Our online shop also sells our range of environmentally sensitive products.
- **SOCIAL MEDIA** – We work hard to promote good environmental customer stories, from cleaning up oily workshops with our bulk storage tanks to promoting products that are more environmentally friendly to use, such as low toxic barn paint, alternatives to creosote, Prolan range etc.
- **AWARDS** – We are very proud to have won several awards for our efforts to improve the environment. Recently, we were delighted to be a finalist in the 2020 Technology and Innovation awards. We were proud to be short listed in the Innovation in Sustainability category for our unique blending solution 'Blendtek'. This demonstrates how we have improved the sustainability of our company and indeed the world around us over the last few years.

We are also a proud holder of the prestigious Royal Warrant, and we use this benchmark of success to drive us forward in all that we do.

We recognise that promoting sustainability and protecting the environment is of the utmost importance, not only for the here and now, but for the future of us all.