XAAR Group

Sustainability Roadmap
We all need to play our part to reach our goals

2030

Net Zero
2030 Net Zero
(Group Scope 1,2 &3)

2028

Carbon
Instigate long term
Inseting options for Xaar
if viable

Ethical
Launch printhead with
biodegradable structural
parts

2026

Carbon
Launch Xaar Take Back
Scheme where feasible

Waste
*Reduce waste in ALL
manufacturing operations by X%
(Separate goal for each BU)

H & S
*50 % reduction in Lost
Time Accident Frequency
Rate

Manufacturing
Taskforce to establish
path to manufacture 100%
recyclable printhead

Supply Chain
Establish supply hubs in
Europe for Far Eastern
suppliers with a call off
from there, to minimise
air freight for small
shipments

2024

Product
Derive Sustainability
Review for ALL current
products. Generate
Sustainability Scorecard
for each product, across
all Xaar Group

Water
*Drive reduction in
mains water use,
minimising waste,
driving reuse /
recycle and repair
leakage

Awareness
Deliver awareness -
raising campaign to
educate all employees
about our support
policies

Product
Generate industry
defacto standard for
sustainable
products

Waste
Achieve zero to
landfill for all Xaar
Group sites

Product
Focus a Continuous
Improvement Team on
cost down and sustainable
improvements on new and
established products

Policy
Create a policy for
DONATION of all
electronic equipment that
cannot be re-deployed
within the business

Transport 20%
Complete review of
product and
sub-component
transport

Support 100%
Support STEM
activities with our
local communities

Wellbeing 100%
Establish local
Wellbeing Committee
at all Xaar Group sites

Charity 100%
Generate charity
policy for all
Business Divisions

HR 100%
Establish Xaar Apprentice /
Graduate / Work Experience
programmes

Carbon 100%
Convert ALL
Electricity contracts
to Green Energy
where available

Supplier 80%
Implement Supplier
Sustainability Policy

Charity 100%
Appoint departmental
Charity Champions with
targets, Xaar to match funds
raised

Carbon 100%
Carbon offset all
staff travel

2022

Team 100%
Establish ESG Governance
structure and form a
Sustainability team

Carbon 100%
Convert all Group Manufacturing
site Electricity contracts to
Green Energy

Rewards 100%
Maintain low turnover
rate vs Sector averages

Carbon 100%
Ongoing Carbon Offset
to achieve Net Zero

Carbon 100%
Convert Huntingdon plant
electricity contracts to
Green Energy

2020

Our Sustainability Pillars

+ Environment
Leading the way in
environmental sustainability
for the industrial inkjet
technology sector

+ People
Be employer of
choice by putting our
people, their potential and
wellbeing at the heart of all
we do

+ Innovation
Encouraging more
sustainable approaches
to design, manufacture,
technology and
collaboration across the
whole Product Lifecycle

+ Community
Actively engaging with our
communities to provide
practical, lasting support
that benefits society