

WRS CSR Report 2025

Creating a more sustainable,
supportive and connected future.



A message from our Directors

At WRS, we recognise that running a successful business goes hand in hand with being a responsible one.

Sustainability, community, and employee wellbeing are not side projects for us. They are embedded in how we think, operate and grow.

Over the past year, we have taken meaningful steps toward reducing our environmental impact, supporting our people and giving back to the Isle of Wight community that has supported us for more than two decades.

We have invested in renewable energy, introduced new ways for our team to travel sustainably, and joined the National Green Impact Scheme to guide our improvements. We have supported local charities, championed sport and wellbeing, and earned recognition as a Great Place to Work.

We are proud of what has been achieved so far, but this is just the start. Every step we take, no matter how small, helps us build a business that has a positive impact on our team, our customers and the planet.

Chris, Sophie and David



Chris Jackson, Sophie Jackson, David Jackson

Conscious of Our Impact

WRS is conscious of the impact that we all have on the planet.

We continue to review our sustainability practices, asking ourselves how we can operate more efficiently, reduce waste, and protect our environment.

Our aim is not perfection, but progress. Small, steady improvements across our operations, supply chains and employee habits are helping us move in the right direction.

In December 2023, we achieved **ISO 14001 accreditation**, reinforcing our commitment to environmental management and continuous improvement.

In 2024, we joined the **National Green Impact Scheme**, earning Silver accreditation and becoming one of just 12 Island businesses recognised in the Green Impact Awards.

“The environment is a key priority for WRS and we see sustainability as a fundamental part of our business strategy. The Green Impact scheme has helped us focus on meaningful, tangible changes.”

Sophie Jackson, Chief Operating Officer



Powered by Solar

In 2024, we installed **126 solar panels** at our Isle of Wight headquarters.

They generate around **50,000 kWh of electricity each year**, enough to power the building during the day and charge electric vehicles, with surplus energy exported to the national grid.

This investment in renewable energy has strengthened our long-term sustainability and reduced our dependence on fossil fuels.

We would like to thank **Island Renewables** for their excellent service and smooth installation process.



Electric on the Move

30% of our employees now drive fully electric vehicles, supported by solar-powered EV charging points at our HQ.

Working with Vehicle Consulting Solent, we now have several electric vehicles on the road, helping reduce staff carbon emissions while offering a valuable employee benefit.

At the current rate, the scheme will save approximately **48 tons of carbon** over the lifecycle of the agreement.

“It’s an easy process where you get a new car with the peace of mind knowing it’s fully maintained. Knowing that you are playing a small part in reducing emissions is a really satisfying feeling.”

Luke, WRS Employee

We also encourage **car sharing** and participation in the **Cycle2Work Scheme**, taking advantage of the Island’s scenic routes and promoting healthy, low-carbon commuting options.



Small Steps that Add Up

Not every action has to be large-scale.

We believe that small steps, when taken consistently, can add up to meaningful change.

Our team has introduced several small but significant initiatives:

- Donating used coffee grounds for composting.
- Installing bird feeders in our office green space.
- Joining **Rubbish Networking** litter-pick events to clean up local beaches and parks.
- Maintaining a clear **Waste Electrical and Electronic Equipment (WEEE)**, ensuring that old electrical equipment is responsibly recycled.
- Recycling old uniforms through Preserve Earth, a textile recycling partner.
- Donating old laptops to WightAID for redistribution to schools and students in need.

These activities help us stay mindful of our daily impact and remind us that sustainability starts close to home.





Great Place to Work

In 2024, WRS was proud to become Great Place to Work® certified, a recognition based entirely on employee feedback.

Certification is awarded when at least 65% of staff report consistent positive experiences at work.

“We are so proud to be Great Place to Work certified. The feedback from our employees about their experiences with colleagues, leaders and roles is immensely meaningful. We’ll continue to build on this achievement and enhance our employee experience even further.”

Sophie Jackson, Chief Operating Officer



This recognition reinforces our commitment to creating a supportive, inclusive and enjoyable workplace.

Our culture is built on teamwork, trust and a shared ambition to do great work that matters.

Supporting Our People

Beyond our certification, we continue to invest in wellbeing and personal growth.

Sport plays a big role in our culture, and in 2024, we celebrated a proud moment when four of our colleagues ran the London Marathon, raising more than £12,000 for Wessex Cancer Support.

“Crossing the finish line knowing we’d raised over £12,000 for such an incredible charity was overwhelming. I’m so proud of our team—not just for running the marathon, but for the hard work that went into fundraising and raising awareness.”

Sophie Jackson, Chief Operating Officer

Together with other runners, the Wessex Cancer Support team raised over £51,000, the highest total in the charity’s history for the event.





Giving Back to Our Community

Community engagement is central to our CSR approach.

Each year, we support local causes that make a difference on the Isle of Wight.

In 2024, we were proud to once again back the Isle of Wight Christmas Toy Appeal, donating £4,400 worth of toys and bringing our total contribution to £18,000 over several years.

Our team regularly volunteers time to sort and distribute gifts, helping spread joy to children who might otherwise go without.

We also offer short-term student placements to help local young people gain experience in the tech industry.

“We are very proud to support this appeal. The success of the appeal demonstrates the power of the Island’s community spirit. We hope it helps make Christmas special for local children and we look forward to continuing our support for many years to come.”

David Jackson, CEO

Celebrating Local Sport

WRS was the headline sponsor of the Isle of Wight Sports Achievement Awards, celebrating the 50th anniversary of this important community event.

Our involvement reflects the value we place on sport, teamwork and recognising local talent. The event brought together over 80 nominees across multiple sports, recognising outstanding commitment and achievement at all levels.

Other local sponsorship includes:

- Archer Summer Chambers
- Isle of Wight Hockey Club
- Cowes Football Club
- Sponsorship at Westridge Golf Centre

“This event is something the WRS team really relates to. We are all passionate about sport and enjoy giving back to the local community. It was great to see younger stars on the Isle of Wight being celebrated for their dedication.”

Sophie Jackson, COO



Supporting Global Communities

Our responsibility extends beyond the Isle of Wight.

Through our partnership with the Costa Foundation, we help fund schools and educational projects in coffee-growing communities around the world.

The charity's mission is to improve the life chances of children and young people by providing access to safe, quality education.

Funds go toward:

- Building and equipping new schools.
- Providing electricity, water and sanitation.
- Supporting teacher accommodation and training.
- Promoting gender equality and sustainable farming education.

COSTA
Foundation
CHANGE A CHILD'S LIFE STORY

We are proud to contribute to an initiative that builds brighter futures for children in communities connected to our customers and supply chains.



Looking Ahead

Sustainability and social impact are ongoing commitments, not one-time achievements.

In the year ahead, we will continue to:

- Track and reduce our carbon footprint.
- Invest in renewable energy and low-carbon transport.
- Support local and global causes.
- Strengthen employee wellbeing and workplace culture.

We will keep learning, improving and sharing our progress openly.

Building a business that supports people and the planet will always be central to who we are.



Partnering for a Greener Future

As part of our commitment to sustainability, we work with partners who share our environmental values and ambition for positive change.

One of those partners is OXHOO, who collaborate with Ecologi to support global reforestation and climate action projects. Through this partnership, 1,250 trees have been planted, thanks in part to the continued support of customers like WRS.

Ecologi funds verified climate initiatives around the world, including tree planting, renewable energy generation and carbon reduction projects that align with the UN Sustainable Development Goals.

By choosing to work with like-minded suppliers, we can scale our impact beyond our own operations and move closer to our long-term goal of becoming net zero by 2030

Ecologi

oxhoo
INFINIMENT POINT DE VENTE



International
Tree Foundation
Project 1922



**Together, we're creating a more sustainable,
supportive and connected future.**

WRS, One system, every possibility.

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