



**CLIMB  
FOR GOOD**

**2023**

**SUBSTATION**



We have produced this report in a bid to keep our business as publicly transparent as possible. We have focussed not only on all the great things that we do, we've also looked into what we can improve going forward.



Substation will produce this report annually



**SUBSTATION**

# WHAT WE DO ENVIRONMENTALLY



At Substation we're really trying our best to minimise our environmental impact, with the long term goal to be having a net-climate-positive model.

## ~~MEAT~~ FREE

It's no secret that the farming of meat places a huge strain on the planet, not to mention the amount of animal welfare issue. We therefore made the decision to keep our centres vegetarian, something we are proud of and regularly receive positive feedback on.

## ~~PLASTIC~~ FREE

It only takes one look on a street corner or even more worryingly a dunk in the British coastal waters to see the horrific impact single-use plastic is having on the environment. It isn't easy to find a wealth of retail and café products that are genuinely single-use plastic free but we have managed it and we feel it's one of our biggest achievements to date.





## BOTTLE ADOPTION STATION

Our lost property boxes were completely full of drinks bottles and they all used to go off to a charity, whilst this was a good start, deep down we knew a number of them would still end up in landfill. We therefore came up with the bottle adoption program. We keep all bottles left at our centres, sterilize them and when a customer turns up without a water bottle, they can simply take one from our station of pre-loved vessels. It's so simple but saves a massive amount of plastic being produced every year.

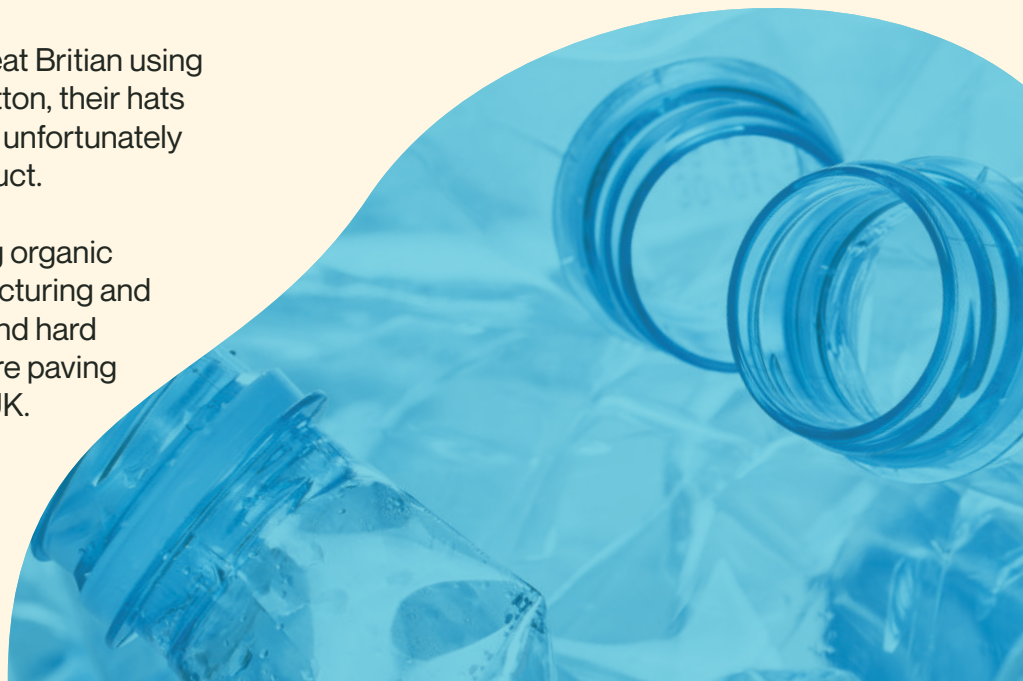
## 100% ORGANIC CLOTHING

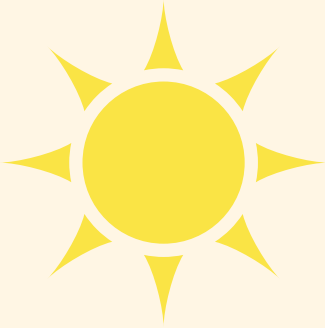
All our Substation merchandise is produced by brands with an emphasis on both ethical and environmentally friendly manufacturing processes. All branded garments are currently supplied by:-

**Stanley Stella (T-shirts and hoodies)** – working with 100% organic cotton sourced from India, and recycled materials, they look and feel amazing and really stand the test of time.

**Silverstick (beanies)** – made in Great Britain using 100% ethically sourced organic cotton, their hats are an excellent example of what is unfortunately now a very rare UK produced product.

**3rd Rock (climbing clothes)** - using organic materials, traceable ethical manufacturing and most of all producing long lasting and hard wearing clothes. We believe they are paving the way for outdoor brands in the UK.





## RENEWABLE ENERGY

We made the decision to remove our gas supply and obtain power from a renewable energy tariff by British Gas. Hopefully in time we can cancel this and run on our self-installed sustainable energy system, however, we're not quite there yet.

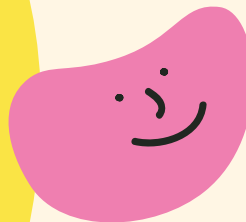


## KEEPING IT LOCAL



We make a conscious effort to use companies local to our centres where possible, including Crag Water from Wildboarclough, Random Apple from Macclesfield, Forest Gin from Macclesfield, Forest Kickback Coffee from Macclesfield, Volcano Coffee from South London and The Old Post Office Bakery in Clapham.

Using local businesses clearly keeps down transport emissions, moreover, it also helps our local commercial communities to thrive.







# SUSTAINABLE PRODUCTS



What we sell at Substation really matters to us. We therefore only deal with suppliers that meet our strict environmental and ethical standards. This almost always translates into a better product as well, which is nice.

**SUBSTATION**



We work with a number of incredibly creative and innovative eco-friendly retail suppliers including:-



Toast have found an incredibly unique concept, they use left over bread to brew their incredible range of beers, to date they have saved over two and a half million slices of bread. [toastale.com](http://toastale.com)



Creating beautiful chalk bags from recycled outdoor equipment, including old climbing rope and waterproof garment. [dirtbagsclimbing.co.uk](http://dirtbagsclimbing.co.uk)

## SNAP.

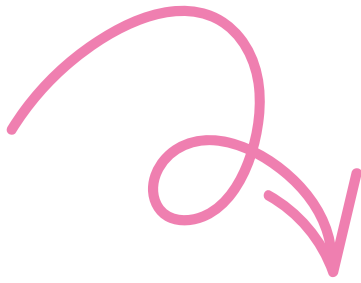
Using unique technologies to become one of the most responsible climbing brands around, their products are also incredibly long wearing meaning they rarely need replacing.

[snapclimbing.com](http://snapclimbing.com)



Just up the road from Substation Macclesfield, Crag Water is incredibly pure, flowing straight from a Peak District spring, again, we keep the bottles for sterilization and reuse. [cragsspringwater.co.uk](http://cragsspringwater.co.uk)





The company that's flipped the world of energy drinks on its head. They are carbon negative, B-corp certified and their drinks are relatively low in sugar and contain 100% natural ingredients.

[tenzingnaturalenergy.com](http://tenzingnaturalenergy.com)

## LEMONAID<sup>+</sup>

Creating delicious organic and fair trade juice drinks with profits going to support social projects throughout the developing world.

[lemon-aid.de/en](http://lemon-aid.de/en)



Based in South London, just around the corner from Substation Brixton, Volcano offer incredible coffee without the usual environmental harm. They are B-Corp certified, with specialised roasters using 80% less gas and emitting zero smoke, exactly how it should be done!

[volcanocoffeeworks.com](http://volcanocoffeeworks.com)



A brand local to Macclesfield with an emphasis on sustainable products.

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

## SWANSCOE

A local company to Macclesfield, people take apples to them and they receive half of the juice back, the other half is bottled and sold to businesses such as ourselves. We store the empty bottles and they collect, sterilise and reuse them.

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



We have spent a huge amount of effort to offer a full range of vegan climbing shoes in Brixton. This will be rolled out in Macclesfield as we use up the stock of non-vegan shoes.





# HAPPY TEAM

At the heart of Substation is the team and we really do try our best to keep them all happy and comfortable in their lives both in Substation and at home. We do this through a number of financial and welfare packages.



## LIVING WAGE

We appreciate that life in London is incredibly expensive, especially in the current climate, therefore, from day one we committed to pay all our staff at least the London living wage, currently £11.95 per hour.

We don't just pay the living wage in London, our staff in Macclesfield also receive the national living wage, currently at £9.50 per hour.

## 29 DAYS ANNUAL LEAVE



Holiday is incredibly important for both mental and physical health, we appreciate that working in a busy centre can be demanding so it's paramount to have that downtime.

## PRIVATE HEALTHCARE

We want to ensure our team's physical and mental wellbeing is as good as it can be so in 2022 we made the decision to enrol all our staff on a contract of at least 25 hours per week receive a private healthcare package.



## + 1 DAY LEAVE PER YEAR

We want our staff to stay a part of Substation for as long as possible, schemes like this certainly help us achieve our current incredibly low staff turnover rate.

## MANAGEMENT PERKS

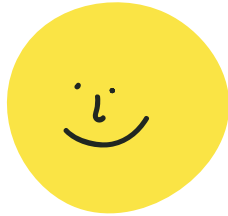
Management team have the option to work at home as much or as little as they like and have complete flexibility with when they choose to work (subject to meetings etc.)

## EMERGENCY COVER BONUS

All our staff have busy lives outside of work, whether that's on the local crag or riding bikes through muddy puddles. Therefore, we know it's pretty annoying to be called in to work last minute so we now offer 1.5x hourly rate for anyone that accepts a shift with less than 24 hours notice.

## SABBATICAL LEAVE

We know how important it is to take some time to see the world, spend time with family or even learn a new skill. We therefore have the option for our staff to accrue holiday in order to take four weeks of paid leave, in addition to this, employees that have been with us for over two years can add two months of unpaid leave for a three month sabbatical.



## EMERGENCY LOAN SCHEME

We appreciate that finances can be a struggle and the last thing we want is part of our team becoming homeless or facing unbearable financial stress, so we have come up with an emergency loan scheme.

Any staff member that runs into serious financial difficulties can apply for up to £1000 in an interest free loan from Substation, paid back from their wages over the following six months, interest free.

## SOCIAL NIGHT EVERY SIX MONTHS

It's all about the team work, a team that play together will undoubtedly work better and be happier in their roles. To date we've done crazy golf, pottery making, climbing (obviously) and akro yoga just to name a few.





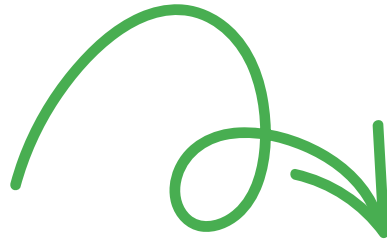
WORKING  
TOWARDS A  
BRIGHTER  
FUTURE

**SUBSTATION**





# GOALS & ACTION PLAN



## SUBSTATION FOREST

Our dream is to begin planting a Substation Forest in the Peak District, this is something we've been working on for a while and we've finally got the piece of land tied up. We will now be working with re-wilding and arboricultural experts to determine what to plant and when for maximum biodiversity and carbon capture impact.

Watch this space...

## SOLAR PANELS

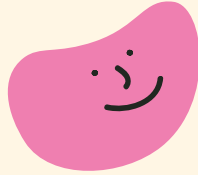
Powering Substation from a completely sustainable source is one of our target goals for the next 18 months. We are currently obtaining quotes for solar panels and the next step will be to work with our landlords to hopefully see this come to fruition.



# CARBON NEUTRAL

It's no secret that carbon emissions are heating our planet, resulting in sea levels rising, human displacement and an increase in natural disasters.

We therefore would love to have a neutral carbon impact, we know this isn't going to happen overnight but we are setting a goal to be carbon neutral by 2024 and negative by 2026.



# CLIMBING HOLDS

We acknowledge that the majority of climbing holds are made of poly urethane, this is currently an unavoidable evil, especially given that there is currently no way of recycling holds. However, this year we will be working on re-surfacing our existing holds and re-painting our volumes, this will save a huge amount of plastic being created and potentially hitting landfill every year.

# WOODEN HOLDS

We are currently trying to source high quality re-surface-able climbing holds, our dream is to replace all plastic holds with renewable wooden holds that should last a lifetime. Our aim is to significantly increase the amount of wooden holds in the centres over the next two years.



CLIMB  
HAPPY



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