



## 2024 Environmental Social and Governance Report

This report highlights our commitment to responsible business practices and sustainability. Showcases our ongoing efforts to create positive impacts on the environment, support our communities, and uphold the highest standards of governance. Integrating ESG considerations into our business strategy, helps us not only drive long-term value for our invested parties but also contribute to a more sustainable future for all.



## Sustainability Initiatives

As well as looking after our employees, we love to do our bit to look after the environment. We are always looking for new ways to make our offices and products more sustainable and ask our employees for their ideas.

- Our entire factory runs on solar power.
- Changing gas & electricity suppliers to renewable energy with zero emissions
- We work nearly paper free; the little paper we do use 100% upcycled, made from sugar cane fibres.
- Anti-static bags are all reused instead of going to landfill
- Recycling of all plastic, electronics and cardboard
- Recycle ink cartridges
- Replaced plastic cups with water bottles and glasses
- Wooden pallets are recycled
- All electronic waste is sent to WEEE for recycling
- Offices and warehouse have motion detectors fitted, lights come on when someone is in office, automatically switch off when no one present
- All scrap metalwork and paper are separated, for waste company to recycle
- Follow an environmental design strategy to reduce power consumption, weight and the reuse of recyclable materials in our products

## Eco Design Forum

The Eco Design Forum, a cross-group meeting to discuss various R&D items with a view to improve sustainability. These meetings have been mainly focused on cutting down plastic use—especially in packaging—and exploring options like recycled and lightweight materials. We've also been looking into non-toxic alternatives that can work well with the products we already make.

During our discussions, it became clear that pinpointing exactly where our emissions come from isn't always straightforward. A lot of it comes down to educated guesses, which can be tricky. Because of this, the forum has also spent time digging into how our design choices actually impact our carbon footprint.

Here's a quick snapshot of what's been improved so far:

1. We've started using aluminium instead of steel for larger consoles—plus we're now using recycled aluminium too.
2. Paper tape is now standard on all packaging.
3. A lot more recycled plastic is going into our parts. Many are now made from Silverage, which is 85% post-consumer waste ABS.
4. We've bumped up the recycled content in polybags from 50% to 80%.
5. Reusable packaging is now being used between suppliers and factories.

And here's what we're currently exploring:

1. Checking out Richlite (a compressed paper material) as a possible swap for ABS or PTFE plastic.
2. Looking into PLA, a plant-based, non-toxic plastic, as another alternative to ABS.
3. Monitoring how much power our consoles use—and how we can cut that down.

Since many of the products made by companies in the group are built to last for 10 years or more often in heavy-use environments the energy they use over their lifetime could end up being more significant than the energy used to make them in the first place.

That's why, moving forward, we're putting more focus on reducing energy consumption throughout the product's entire lifecycle. It's an area we're excited to keep researching.



## Employee Engagement

Employee engagement is a vital component of our organisational success, as we believe that a motivated and involved workforce is key to achieving our sustainability goals. In this section, we showcase the voices of our employees through Q&A interviews, offering insight into their perspectives, experiences, and aspirations within our company.



**Andrea Murray**

### **Role, and Time at the Company**

Production Operative. I first joined in 1990, took a break in 1992 to start a family, and returned in 1994.

### **Why did you choose to work at DiGiCo, and how is this progressing?**

My mum worked in electronics and always spoke about her job—it sounded fascinating. I was only 16 and quite shy, but the small team and friendly atmosphere really helped me come out of my shell. Since then, I've seen the company grow, and I'd love to keep developing, especially by learning to test desks and properly use a console.

### **What areas of work do you enjoy?**

I really enjoy working in the frame cell—it's where I take a lot of pride in building each console, especially the larger ones. Completing my first SD7 was a big moment for me. I was nervous at first, but it passed on the first go!

### **Have you felt supported here in terms of development and mental health?**

Definitely. Management and HR are approachable and supportive—we have one-to-one meetings where we can talk openly. I've always felt listened to, and I've had great encouragement from both managers and my teammates.

### **Why would you encourage others to work here?**

It's a friendly, relaxed place where everyone works together as a team. We support each other, check each other's work, and share tasks. It never feels like you're on your own. Plus, the variety in work keeps things interesting.

### **What is the atmosphere like in the company?**

Very friendly and relaxed. We have a great team dynamic—everyone helps each other out, and we all communicate well. There are regular updates from the Operations Manager and team meetings, so we always feel in the loop.

### **Where do you see yourself in 5 years' time?**

I hope to expand my skills even more—especially learning to test desks and getting more hands-on with the technical side of the consoles.



**Fernando Delgado**

**Name, role, and time at the company**

Technical Sales Engineer and I started in 2013 so just over 11 years working for the company now.

**Why did you choose to work here and how this is progressing?**

I started my relationship with DiGiCo in late 2004 when I was appointed to be the product specialist/support in Spain for a Spanish distributor. Back then DiGiCo only had two consoles in the market, so very early stages. After around 8 years working in Spain I decided to ask DiGiCo for a job which happened straight away and within one month I had moved from Spain to live in the UK. The reason I wanted to come here was that I knew the company had immense potential and basically wanted to be part of it. I started helping the sales team from a technical point of view and finally I ended up managing sales in LATAM, Spain and Portugal.

**What areas of work do you enjoy?**

The social aspects of my position are one of the things I enjoy the most. However, the geeky stuff is the real drive. Showing people our latest developments and knowing we are some sort of Icebreaker in the industry is what I like. Being able to impress the market with new ideas... and yes, I guess the drinks after also help.

**Have you felt supported here in terms of development and mental health?**

Yes, I definitely have. At all moments I can count on any of the directors for advice not only on professional matters, also on the personal ones. I have made really good friends in here and that has helped.

**Why would you encourage others to work here? / What is the atmosphere like in the company? / Where do you see yourself in 5 years' time?**

I'd encourage people to work here because basically we are the best at what we do. It would be a dream come true to any audio engineer. The way the company is run is also very attractive as I do believe the managers look after us. The atmosphere here is great (COVID social distance has taken a toll tough) and I do have a lot of fun coming to work, which means I see myself working for the company for as long as I physically can really.



**Mollie Autherson**

**Role, and Time at the Company**

Test Team Lead, 5 years

**Why did you choose to work here and how this is progressing?**

I started working at DiGiCo as a placement student in the software test department. I'd already decided that I wanted a career in the audio industry but more on the technical side, so DiGiCo was a good fit. I thoroughly enjoyed my year and was delighted when James agreed that I could come back after I finished my degree. I returned into the Sales department in a technical position where I've had the chance to travel, meet customers, and occasionally go back to my roots in the test team when R&D are busy.

**What areas of work do you enjoy?**

One of the coolest things about working at DiGiCo is being able to see our products being used by bands and musicians that I have listened to since I was young. I also love meeting new people in the industry, and the social events with the DiGiCo team.

**Have you felt supported here in terms of development and mental health?**

DiGiCo is like a big family where we all look out for each other. They've encouraged me to try new things, looked out for me when travelling and I know that there are people I can talk to if I need to

**Why would you encourage others to work here?**

The people are great. The social events are brilliant fun. Also, since it's a smaller company than most global manufacturers, I think there is also a greater sense of achievement between the team when we produce a new product. As part of that, everyone gets their chance to be heard. Even when I was a placement student, people listened to my ideas and some even made it into the console software.

**What is the atmosphere like in the company?**

There is a brilliant atmosphere in the office. Lots of fun but also plenty of work. I see people in the company more like friends as opposed to colleagues.

**Where do you see yourself in 5 years' time?**

MD of DiGiCo.

In our ongoing commitment to fostering a positive work environment and promoting employee retention, we have implemented various employee-driven initiatives that contribute to a productive and engaging culture. One such initiative includes hosting departmental Friday BBQs, providing an opportunity for team members to bond. Additionally, our evening jam nights have proven to be a hit, particularly among our musically inclined employees, offering a creative outlet and promoting collaboration across departments. These initiatives not only enhance employee morale but also contribute to overall job satisfaction and loyalty within our organisation.



We also have dedicated employees that serve as invaluable brand ambassadors, passionately advocating for our company's initiatives. From championing the Audiotonix Stream Mixer project to visiting local schools and colleges to showcase career opportunities in our industry. Through their advocacy and expertise, they empower others to envision a future in the world of audio technology, making a positive impact both within our company and beyond.



# Social Initiatives

At DiGiCo, we are dedicated to making a positive impact on society through various social initiatives. Our annual charity events bring together our team and industry partners in support of global, industry-specific, and local charities. From the legendary Christmas bake-offs to themed charity quizzes, we raise thousands of pounds for organisations like Stagehand and Backup Tech, which provide vital assistance to professionals in the entertainment industry during challenging times.

Our commitment to giving back extends beyond our industry as well. We participate in events like the annual Christmas Jumper Day, where we send our exclusive 'All I Want for Christmas is a DiGiCo' jumpers to clients worldwide, who join us in donating to Save the Children. This global charity operates in over 100 countries, working tirelessly to improve the lives of children facing adversity.

Additionally, we are proud supporters of Chickenshed Theatre Company, an inclusive theatre group that empowers young people and individuals with disabilities through various artistic endeavours. By providing a DiGiCo digital mixing console, we help Chickenshed deliver exceptional performances and training programs that promote diversity and inclusion in the arts.

In our local community, we stand with The Cottage Family Centre to support families in need through initiatives like the Christmas appeal toy drive. By contributing to this cause, we directly impact the lives of those in our area. Our proximity to the charity, being only a couple of miles away from our factory, makes it a cause that is close to our hearts and fosters a strong sense of community and giving back to those closest to us.

Together, these partnerships and initiatives reflect our core values of community engagement, and social responsibility. Learn more about the incredible work of Chickenshed Theatre Company and The Cottage Family Centre by visiting their websites and join us in making a difference through collective action.

DiGiCo Derby 'Rental Company of the Year'		CHESSINGTON   8TH OCTOBER 2024   18:30	
	HARRY TROTTER TRISTAN MAZRE	<input type="checkbox"/>	
	SHERGAR SHAXSON TIM SHAXSON	<input type="checkbox"/>	
	FANCY FRESH AUSTIN FRESHWATER	<input type="checkbox"/>	
	NOT HOOF BAD GEORGE	<input type="checkbox"/>	
	CAPTAIN ALAN	<input type="checkbox"/>	
	DOUBLE YOUR POINTS	<input type="checkbox"/>	
	BAD E20 FINE	<input type="checkbox"/>	
	WRONG MIKE WITCH	<input type="checkbox"/>	
	ELIRTE SARA PICK	<input type="checkbox"/>	
	WINNERS SAUNDRY	<input type="checkbox"/>	
	CRISTIANO RONALDO	<input type="checkbox"/>	





Working at DiGiCo/Fourier/Klang comes with a multitude of benefits that go beyond just a regular job. The company's strong commitment to sustainability and social responsibility not only attracts top talent but also fosters a sense of loyalty among employees. By prioritising initiatives that make a positive impact on the environment and society, DiGiCo/Fourier/Klang gives employees a sense of purpose and fulfilment in their work. This dedication to meaningful causes creates a work environment where employees feel proud to be a part of something bigger than themselves, resulting in a strong sense of community and motivation among the staff.



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