



Best Practice	HUMAN RESOURCES	ENMA-01
Application	Energy management	
SME sector	All	
SME Sub-sector	All	
Recommendation for optimisation	<p>In a company, energy is often perceived as a burden and rarely considered as a resource, yet it represents an important cost optimisation item:</p> <ul style="list-style-type: none"> • Define the company's energy policy/strategy. • Appoint an energy contact person in the company (based on maintenance or QSE's skills) • Raise staff awareness on energy saving • Internal and external communication on energy <p>Good energy management requires the involvement of a wide range of human resources in the company, including:</p> <ul style="list-style-type: none"> • Management and the Energy Manager, who are in charge of the project • Maintenance, for the knowledge and improvement of the equipment operations • The Quality safety insurance feature for a rigorous monitoring of actions and indicators • Production teams for good operating practices • HR services for staff training • Sales department for energy supply contracts and investments in energy-using equipment • Technical experts to work on specific topics (refrigeration, heat recovery, etc.) 	
Economics	Several factors affect investment costs, and a case-by-case assessment is necessary.	
Energy savings	5-15%	
Economic savings	Savings on energy bills are often closely linked to a reduction in the amount of heat and electricity used.	
Average Payback Time	Less than 3 years	
Emissions	The measure does not involve any emission.	
Environmental benefits	Reduction in CO ₂ emissions and other substances such as SO ₂ and NO _x emitted into the environment.	



<p>Main NEBs (Multiple benefits)</p>	<input checked="" type="checkbox"/> Environmental benefits <input type="checkbox"/> Increased productivity <input checked="" type="checkbox"/> Work environment/ Health/Safety <input type="checkbox"/> Increased competitiveness <input type="checkbox"/> Maintenance	<p>Employee trainings helped to achieve not only energy savings but also helped to increase working environment safety.</p>
<p>Replicability</p>	<p>High</p>	
<p>Related measures</p>	<ul style="list-style-type: none"> • ENMA-02: Follow-up of Energy consumption: indicators, energy monitoring • ENMA-03: Implementation of an energy management system according to ISO 50 001 standard • ENMA-04: Contribution of an independent expert for energy management • ENMA-05: Energy purchase: energy market, offers, invoices, green energy • ENMA-06: Regulatory obligations • ENMA-07: Financial support for energy management 	
<p>Case study</p>	<p>Energy management system and worker trainings Company “Teikas Saldētava”, freezing industry company (Latvia, 2017)</p> <ul style="list-style-type: none"> • Initial Situation: company “Teikas Saldētava” offers storage facilities, freezer warehouse and office spaces. Mainly working with frozen meat and fish suppliers, as well other kind of suppliers mainly in food and retail sectors. Company considers energy costs and efficient use of resources as an important objective. Company carried out an energy audit which served as the basis for energy management system and introduction of trainings for workers, on the logistics, loading and unloading the warehouse. • Description of the optimisation: after energy audit, energy management system was developed and implemented. One of the challenges was to coordinate delivery time at warehouse to minimize waiting time for trucks, unloading/loading and checking what are the required minimum storage temperatures for products. Based on the energy data analyses and main findings worker trainings regarding unloading/loading process and safety were carried out as it was acknowledged that the trucks were waiting too long at the loading ramps, and it was taking too much time for unloading/loading the warehouse. One the biggest obstacle for energy efficiency measure implementation for the cold supply chain that the company focus on their own facility and are not involved in decisions taking on the whole cold supply chain. One of the challenges faced to improve loading and unloading process was to coordinate delivery time at warehouse to minimise waiting time for tracks, unloading/loading and checking what are the required minimum storage temperatures for products. As some clients/ other companies cannot agree on different delivery times to warehouse they waste energy waiting to unload or load the tracks. Company “Teikas Saldētava” implemented measures to improve energy efficiency in cold supply chain regarding their responsibilities. 	



	<p>They carried out regular training of workers regarding logistics, delivery and unloading to minimize waiting times for tracks. Also focusing on worker safety, including fire safety and the safety of ammonia system.</p> <p>Energy savings from the implemented energy management system and worker trainings were estimated as 78,6 MWh/year (about 7,800 EUR/year).</p> <ul style="list-style-type: none">• Implementation costs: 2,400 EUR• Payback Time: 0.3 years
<p>References</p>	<p>ICCEE, Energy efficiency measures: best practices: https://iccee.eu/energy-efficiency-measures-best-practices/</p>

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