

# Sustainability policy

## 1. Policy overview.

As a 4th generation family business Sustainability is truly part of our DNA. Our business has been and continues to be based on long-term relationships with our employees, long-term customer and supplier relationships; long-term investment decisions; and the long-term impact of our operations on our locality and wider world.

We are committed to operating in a sustainable manner for the long term. This sustainability policy outlines our commitment and provides a framework for achieving our goals across 4 key areas which are set out below.

We will continue to seek external inputs and accreditations using frameworks on both a formal and informal basis provided by organisations such as: Family Business Network, United Nations Sustainable Development Goals, SBTi, and Ecovadis.

We will encourage employee participation in sustainability initiatives, fostering a culture of innovation and ongoing improvement.

## 2. Policy framework.

We view sustainability across 4 key areas which are set out below:



**1) Safety, People development and Wellbeing**

- Creating a zero harm culture through H&S activities
- Prevent work related illness
- Support employee wellbeing
- Long-term employee development and opportunities, starting at apprenticeship level

**2) Reduce the environmental impact of our operational activities.**

- Promote efficient use of natural resources, including energy, water, and raw materials.
- Implement effective recycling, reuse and waste reduction practices throughout our operations, striving to minimise landfill waste.
- Greenhouse gas reduction – scope 1 & 2 emissions targets

**3) Social value for our communities:**

- Supporting local schools and colleges with work experience, interview skills, career fairs
- Charitable giving – matched giving for employees

**4) Sustainable growth**

- Investing in capabilities to support lower carbon trends – e.g. with our investments in electrical steel, high-tensile steel and aluminium processing.
- Long-term stakeholder relationships and partnerships
- Ensuring strong governance, business practices and diversity across our business to support our ongoing success

**3. Policy monitoring**

We will set targets and action plans on an annual basis. Progress will be reviewed monthly by senior management and at regular board meetings.

This policy will be reviewed periodically to ensure its relevance and alignment with evolving sustainability standards, practices, and the needs of our business and stakeholders.