



The Glasdon Group of Companies

SUSTAINABILITY REPORT

OUR PROGRESS IN FINANCIAL YEAR 2023

1st November 2022 - 31st October 2023



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WHO WE ARE

In 1959, a small company convinced of the potential of plastic material sold a 'halt' sign that never needed painting to a local authority.

We didn't know it then, but Glasdon had created a more sustainable approach to street furniture – an approach that removed the need for paint and offered much longer lifespans that reduced the use of raw materials.

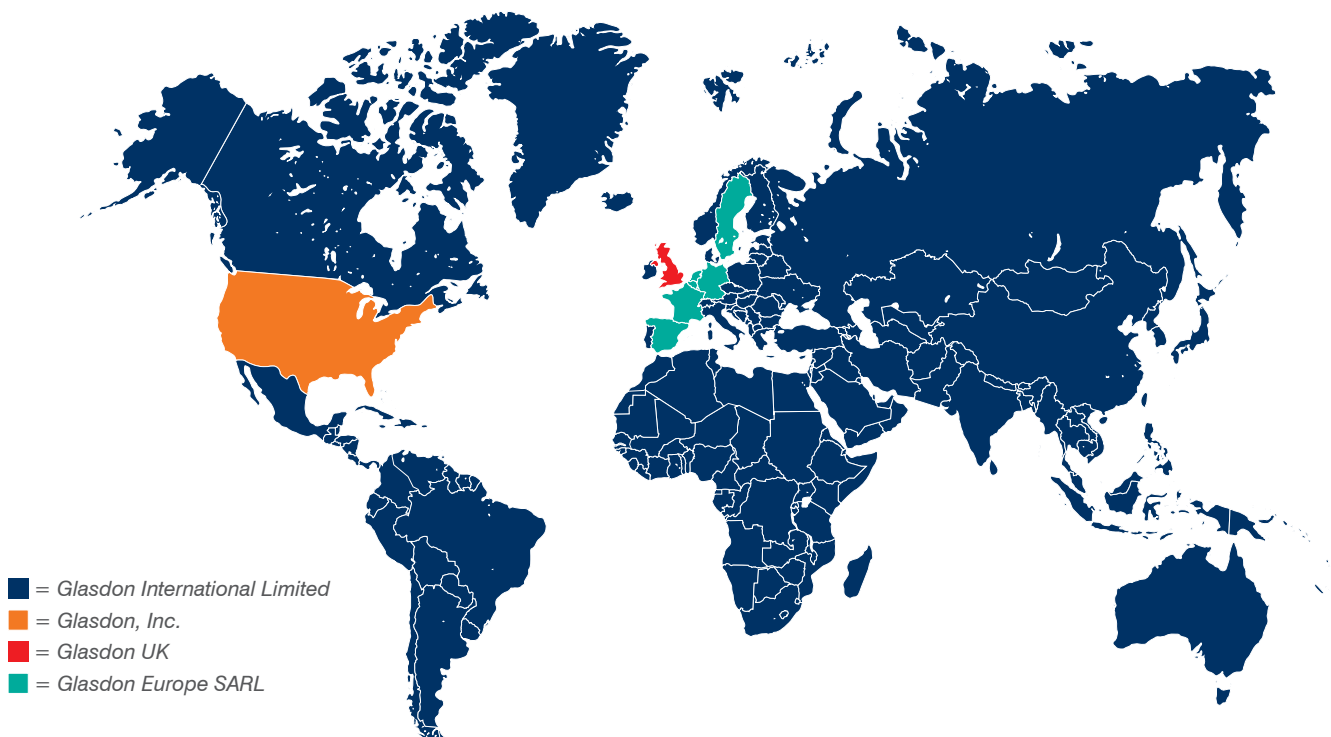
Today, Glasdon Group Limited is a market leader in the design, manufacture, and supply of environmental and safety products used almost everywhere, including airports, colleges, retailers, public utilities and local authorities. Our business portfolio has expanded, with the Group now encompassing Glasdon UK Limited, Glasdon International Limited, Glasdon Europe SARL, and Glasdon, Inc.

More than ever, sustainability is at the heart of the way we work.

Glasdon was founded by one man, Donald Sidebottom MBE. Despite our global reach, the organisation still feels like a family business. Our 260+ employees know their value. They understand their contribution to the Company's development. The strong relationships they have built – with each other, with our suppliers and customers - have enabled Glasdon to innovate, to scale, and to champion sustainability in the solutions we develop for the world's public and commercial spaces.

QUICK FACTS

- › Glasdon UK Limited has served over **50,000 customers** within the UK in the last ten years
- › Glasdon International Limited markets Glasdon products throughout the world, with distributors in **over 70 countries**
- › Glasdon Europe SARL is based in France, and sells Glasdon products throughout Europe
- › Glasdon, Inc. is the US subsidiary of Glasdon Group Limited. Based in Richmond, Virginia, Glasdon, Inc. markets products designed to cater specifically for the American market



WHAT WE DO

Leading the street furniture market, Glasdon designs, manufactures, and supplies the benches, bins, shelters, and streetlights found on high streets, in public spaces, and across business premises worldwide.

Plus, we are responsible for critical safety products like bollards, markers and signs, designed to keep us safe on the roads; and we have specific rescue equipment ranges to reduce accidents in all seasons, on all surfaces. Our building and site safety products keep commercial sites protected and secure, especially in the wake of increasingly rigorous working condition requirements.

Working to a mantra of 'Quality by Design', Glasdon's products contribute to a cleaner, safer, and more sustainable environment, with a commitment to developing new long-lasting products that reduce energy consumption, increase material circularity, and increase public and workplace safety.



HIGHLIGHTS OF THE YEAR

IN 2023, GLASDON...

Updated Employee Engagement Survey to provide additional support to individuals



Received Gold EcoVadis rating for our sustainability performance



Obtained Gold standard Cycle Friendly Employer accreditation



Maintained Real Living Wage Employer accreditation



Launched supplier portal and onboarded the top 25% of Glasdon spend onto the platform



Donated a total of £246,000 to 200 local community projects and charities via The DJ Sidebottom / Glasdon Charitable Programme



Achieved The Carbon Trust Standard for Zero Waste to Landfill recognition as part of our net zero journey



A MESSAGE FROM OUR CHAIRMAN

They say a business is only ever as good as its people. I believe that's true. I also believe that there's a lot more to that word 'good' than you might think.

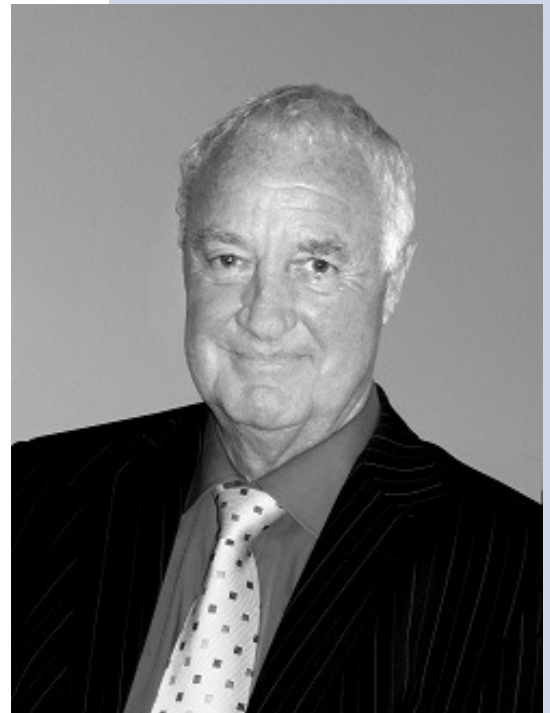
Glasdon people do good. In the products they design and the innovations they create. In the drive to operate in a more environmentally friendly and resource-efficient way. In the relationships they build with customers and suppliers.

Yet perhaps the greatest and most overlooked good to come from Glasdon's 60+ years in business is its impact on the local community. Blackpool has been our home for our entire history. Our people come from Blackpool and the surrounding area. The town is as much a part of us as we are of it.

It has always been incredibly important to me that we acknowledge that in a meaningful way. That we give back. That we do good within our town. The charitable programme that carries my name is the vehicle for much of that support but make no mistake: the funds come from our people, either directly through their fundraising activities, or indirectly through their work for Glasdon which enables us to direct our profits back into the local community.

I am immensely proud of the way Glasdon has helped shape the urban landscape over the past few decades. But I am even prouder of the way our people have stepped up to help shape our town.

This report is a snapshot of Glasdon's efforts to operate sustainability. But more than that, it charts the journey of a group of people who want to do good.



DONALD J SIDEBOTTOM
MBE FCIHT

OUR SUSTAINABILITY JOURNEY

The Sustainable Development Goals have been with us since 2015, yet Glasdon can legitimately claim to have been working towards true sustainability for many decades.

What started with a single maintenance-free piece of street furniture has expanded to a vast range of environmental and safety products. At their core is an unwavering drive to do more with less. To recycle. To reuse. To source smart alternatives that require fewer virgin resources, and to work across our supply chain to lower all our carbon footprints.

In this, our Sustainability Report, we want to share with you what ‘acting sustainably’ looks like for us right now. You’ll discover how we’re increasingly powering our operations with solar energy and air source heat pumps, in a move which should in time eliminate 5,000 tonnes of CO₂e (carbon dioxide and equivalents) from our operations. You’ll explore products which are not only 100% recyclable, but are in many instances also made from recycled materials. You’ll learn about our commitment to paying the Real Living Wage, and to supporting our people in a (much) wider sense. And you’ll discover our deep connection to our Blackpool base, and learn about the many, many ways in which we’re working to support our local community.

Importantly, we also want to show the challenges that exist for us in taking our next steps. We are adamant this should be the ‘warts and all’ version of our report, so while we have taken huge steps to decarbonise our fleet of company vehicles, we want to be upfront about the challenges of decarbonising parts of our fleet when our delivery vans need to drive further than current EV ranges allow. We are entirely open about the challenges of working with more recycled materials when doing so brings the counter-intuitive risk of increasing our carbon footprint. And we are transparent about the challenges of reengineering our packing.

We won’t make commitments we can’t keep, which is why some of our targets are currently works in progress, but we have been clear about our direction of travel, about our ambitions, and about what we are doing now to create a more sustainable Glasdon tomorrow.

Once you’ve picked the ‘low-hanging fruit’ on your sustainability journey, things get tougher. We are fortunate, then, that we have the knowledge, passion and experience of our people to help us continue the journey. As you’ll also discover in this report, we are fortunate that so many of our people stay with us for decades. They’re with us for the long haul. When it comes to sustainability, we’re in it for the long haul too.

Thanks for taking the time to read this report.



PHILIP GREENWOOD
Deputy Chairman

GOVERNANCE AT GLASDON

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) RESPONSIBILITY

Glasdon's Board of Directors host daily discussions that cover a range of topics. ESG policies, implementation, engagement, and training are fundamental parts of every discussion, with outcomes requiring action cascaded to team managers.

All Board Directors are Carbon Literate, which means they have been trained to understand the carbon costs and impacts of the business' everyday actions. Our governance structure means this environmental awareness is promoted throughout Glasdon.

SUSTAINABILITY EVERY DAY

Informal discussion plays an important role in ensuring sustainability remains an organic part of what we do, and that feedback flows in both directions through the organisation.

For example, recent conversations have included Board members and representatives from Product Development, Marketing, Design and International Sales discussing increasing the recycled material content of a new product, the feasibility of the request, the effect on production and the likely impact on costs and sales.

Conversations like this happen every single day.

NET ZERO PROJECT TEAMS

Our product development teams have set criteria to follow to ensure the products we develop support our net zero agenda. Key ESG-related development questions include:

- > Is it sustainable?
- > Can it be recycled?
- > How long is the lifespan?
- > Can development of spares enable repair rather than replacement?

Net-zero product development in action: Our Nexus Evolution bin was developed using the above principles. Its changeable apertures enable the bin to be tailored to specific recycling streams (bottles, paper etc), far beyond its initial supply.

SOCIAL RESPONSIBILITY

The managers of The DJ Sidebottom / Glasdon Charitable Programme meet bi-monthly to oversee its operations and consider the activities we wish to support.

SUPPLIERS AS PARTNERS

We're changing the relationship with our suppliers because we know how important a role they play in enabling our drive to sustainability. Now seen as partners, we're assessing their ESG performance and will be helping them on their sustainability journeys. Because our supply partners are a diverse group, we're doing it sympathetically and constructively. Learn more on page 21.



OUR SUSTAINABILITY STRATEGY

THE UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS

In 2015, the UN Sustainable Development Goals were formed. Agreed by all world leaders, they are the plan to work towards a green, fairer, better world by 2030. Otherwise known as the SDGs or Global Goals, they tackle the big challenges we face in today's world.

It is everyone's responsibility to support the Global Goals. Governments, businesses, civil society, and the public must work together to build a better future for everyone - a future free from poverty, hunger, inequality, and climate change.

At Glasdon, environmental understanding and social responsibility have been part of our way of working for decades. Since 1959, our mission has been to design, manufacture and supply innovative, market-leading products that enable our customers to contribute towards a cleaner, safer and more sustainable environment. We pride ourselves on being a fair and trusted business within our market and strive for sustainability and social responsibility in all aspects of our operation.

For us, the SDGs provide a framework for operating a responsible business. They are our guide. They ensure that the wider needs of society always remain at the core of what we do and how we do it.



OUR PRIORITY GOALS

Long before ‘sustainability’ became part of every business’ focus, we were champions of sustainability.

In this report, we will share how we have contributed to the SDGs during our 2023 financial year.

While we believe we can make a positive contribution to all 17 goals, we have identified four priority goals where we believe our actions can have the greatest direct impact. On the following pages, we share our commitments, targets, actions, and progress towards each of them. Our priority goals are:



GOAL 8: DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



GOAL 10: REDUCED INEQUALITIES

Reduce inequality within and among countries.



GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.



GOAL 13: CLIMATE ACTION

Take urgent action to combat climate change and its impacts.

WE SUPPORT
THE GLOBAL
GOALS



SUPPORT THE GOALS
JOIN THE MOVEMENT
[SUPPORTTHEGOALS.ORG](https://supportthegoals.org)

OUR 5 STAR BUSINESS SDG RATING

By launching our supplier portal, and educating our supplier partners about sustainability and the Global Goals, we have achieved a 5- star Business SDG Rating from Support the Goals.

This accolade, held by only 1% of businesses, recognises our contributions to the SDGs through our responsible business strategy. We are thrilled that our commitment and dedication to integrating sustainable and ethical practices into our day-to-day activities has been rewarded.

Our 5-star Business SDG Rating comprises of:

- › Identifying our priority goals
- › Publishing measurable targets
- › Sharing actions taken
- › Disclosing data to advance the Goals; and
- › Educating our suppliers

OUR COMMITMENTS & TARGETS

Integrity is something that is often written into a business' values, but it is only through its actions that a business shows integrity. At Glasdon, we work to earn the trust and respect of our customers, suppliers and employees by operating with an integrity everyone can see.

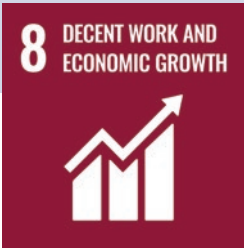
The Sustainable Development Goals provide a framework for our actions. Since we made our net zero pledge in 2021, environmental accountability has been at the very top of our commitments.

We continue to work to achieve net zero throughout all our business operations by 2035, 15 years ahead of the UK Government's target to decarbonise all sectors of the UK economy by 2050.

Yet while decarbonisation is our main goal, it goes hand in hand with other SDGs. We cannot be meaningfully net zero unless we are responsible in our production and consumption of materials. And we cannot be meaningfully net zero unless we bring our community with us.

That is why our chief commitments are as follows:





GOAL 8: DECENT WORK AND ECONOMIC GROWTH

OUR COMMITMENT:

We commit to safe working conditions within our business operations and supply chain, and to economic development within Blackpool.

Glasdon Group Limited's HQ is in Blackpool, in the north west of England. We are proud of our home, but there is no denying the challenges faced by the town. The 2021 census¹ revealed that 61.8% of households in Blackpool met at least one of the census' measures of deprivation, the highest proportion of all local authorities in England and Wales.

Every business has the potential to positively impact its community. In a town like Blackpool, that impact can be so much greater. That's why we intend to be a leading employer of local people, empowering homegrown talent through our worldwide business, and inspiring the town's renaissance.

IN SUPPORT OF THIS, IN 2024 WE WILL:

- › Maintain an 80% satisfaction score from our Employee Engagement Survey
- › Encourage and induct 10% non-manufacturing supply partners within the top 25% of Glasdon spend onto our supplier portal



GOAL 10: REDUCED INEQUALITIES

OUR COMMITMENT:

We are dedicated to reducing deprivation and inequality within our local and wider community in Blackpool, and promoting social, economic and political inclusion.

Glasdon Group Limited champions social responsibility. We are committed to giving back to the communities in which we operate through employment and charitable endeavours, and we are especially active in our hometown of Blackpool. Through our business, we champion the people of Blackpool, support equity and inclusion, and encourage them to flourish and thrive.

Since 2003, The DJ Sidebottom/ Glasdon Charitable Programme and its predecessors have supported over 180 local organisations, and we're always looking to do more.

IN SUPPORT OF THIS, WE WILL:

- › Continue to ensure that a minimum 3% of operating profit is used to fund The DJ Sidebottom/ Glasdon Charitable Programme

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

OUR COMMITMENT:

We will practice responsible consumption and production by producing high-quality, long-lasting products, and endeavour to use sustainable materials to reduce waste generation, where possible.

Our goal is to increase the use of recycled and recyclable materials within our products as much as we possibly can without hindering the longevity and quality of Glasdon's goods. This will help us on our pathway to net zero. Already, many of our products are produced with minimal environmental impact. Our ambition is to seek opportunities to decrease further the use of virgin materials within Glasdon products, and to reduce packaging, where possible.

IN SUPPORT OF THIS, WE WILL:

- › Continue to explore new packaging solutions to reduce the amount of single use plastic packaging within Glasdon.
- › Endeavour to include more recycled material and recycled packaging into our operations without compromising Glasdon's net zero goals.

13 CLIMATE
ACTION



GOAL 13: CLIMATE ACTION

OUR COMMITMENT:

We are committed to driving down carbon emissions within our business, and pledge to reach net zero by 2035.

Our work to address the urgency of climate action will be embedded in all aspects of our business, with our other priority goals and measurable targets contributing to our main goal of operating an environmentally responsible business.

IN SUPPORT OF THIS, WE WILL:

- › Reach net zero in our direct emissions (Scope 1 and 2) by **2025**.
- › Aim to reach net zero across our business by **2035**.



OUR SUSTAINABILITY ACTIONS



GOAL 8: DECENT WORK AND ECONOMIC GROWTH

We commit to safe working conditions within our business operations and supply chain, and to economic development within Blackpool.

OUR TARGETS: IN SUPPORT OF THIS, IN 2024 WE WILL:

- Maintain an **80%** satisfaction score from our Employee Engagement Survey.
 - Unfortunately, we achieved a 79% satisfaction score in 2023, meaning we did not achieve this target. This is likely due to a lower survey uptake than last year. To help us meet our 80% satisfaction score target in 2024 and future years, we will revise and reduce the questionnaire length by 33% to increase response rates and ensure we're hosting the thriving and happy workplace that our employees deserve.
- Encourage and induct 10% non-manufacturing supply partners within the top 25% of Glasdon spend onto our supplier portal.
 - In 2023, we successfully launched our supplier portal and onboarded the top 25% of Glasdon spend onto the platform. This year, we'll continue to develop the platform contents and resources, as well as ensuring more supply partners access and utilise it.

AS MUCH A PART OF BLACKPOOL AS THE TOWER

Blackpool remains no.1 in many lists of the UK's most popular coastal resorts. Tourism is enjoying a renaissance. For many of the town's visitors, Glasdon's site at the western end of the M55 is one of the first things they see.

Yet between our site and the seafront lie some of the most deprived communities in the UK. The 2021 census² revealed that 61.8% of households in Blackpool met at least one of the census' measures of deprivation, the highest proportion in England and Wales.

In 2019, the BBC reported that of the 10 most deprived neighbourhoods in the UK, eight were in Blackpool³. In 2021, Lancashire County Council reported that more households in Blackpool were fuel poor than anywhere else in the county⁴. Homelessness in Blackpool is twice the national average⁵.

74% of Glasdon employees are from Blackpool and it's surrounding areas⁶. We are inextricably linked to the town we have made our home. As a responsible employer, we see the town's problems as our problems, and we work to do good and bring about positive change locally.

That's why Glasdon is proud to provide stable, well paid, secure manufacturing career opportunities to Blackpool citizens, in a business where every employee is able to fulfil their potential.



OUR ACTIONS



A REAL LIVING WAGE EMPLOYER

Glasdon joins 14,000 UK businesses paying employees the real Living Wage, for the real cost of living. Maintaining our accreditation as a Living Wage Employer, all post-apprenticeship staff, including third-party contractors, across Glasdon's operations in the UK receive at least the real Living Wage.

The real Living Wage is the only UK wage rate based on living costs. At the time of writing, the Government-set 'National Living Wage' rate is £11.44 per hour. The real Living Wage is currently £12 an hour. The differences might seem small, but this means workers paid the real Living wage receive £1,092p.a. more than those not.

Being a Living Wage Employer is far from the only way we demonstrate how much we value our people, but it is an important baseline of financial support to our people.

BALANCING THE SCALES

Glasdon is proud to be a fair and equitable company. We not only value our work but value the people doing it. The ratio between the compensation of our highest-paid employee and that of the average median earner is 6:1 – a much more just ratio than 144:1, the global average, and better than the average 7:1 ratio for B Corps.

This number represents our successful efforts in maintaining fair pay through ethical corporate practices, and commitment to addressing important social issues like income inequality. By sharing this information, we demonstrate our commitment to transparency and appreciation for our employees.



H-EAPS OF HELP

We want our people to feel able to bring the best version of their true selves to work, but we recognise that life can make that extremely difficult sometimes.

That's why we launched Glasdon's Employee Assistance Programme (EAP), a confidential support tool available to every member of the team. Covering a wide range of personal and professional issues, from stress at work to addictions, bereavement to relationship difficulties, the EAP enables staff to access impartial, compassionate support and advice 24/7.

OUR ACTIONS CONT.

ENGAGING OUR EMPLOYEES

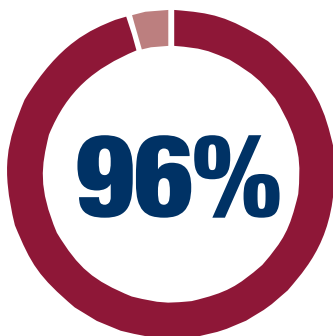
Glasdon people stay. 50% of our employees have been with us for more than 10 years. 35% have been with us for more than 20 years, and we want to ensure we remain an employer people want to work for.

We conduct our Employee Engagement Survey annually, to maintain an open and transparent dialogue with our people. The survey serves as an important performance parameter for the Company, identifying areas where we are doing well and areas for improvement.

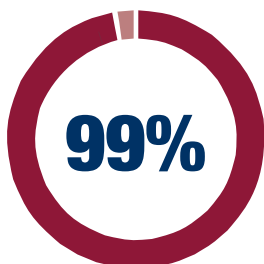
In 2023, overall employment satisfaction with Glasdon was 79%, with a completion rate of 61%. This is a 16% percentage point decline in survey uptake compared to the previous year. To meet our target to maintain an 80% satisfaction score target in 2024 and subsequent years, we

will revise and reduce the questionnaire length by 33% to increase response rates and ensure we're hosting the thriving and happy workplace that our employees deserve.

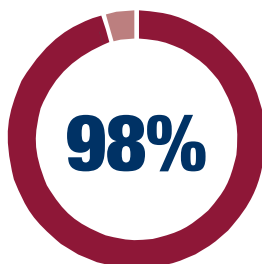
Despite not meeting our satisfaction score target, we did achieve our target to introduce an option for employees to waive anonymity when completing the Engagement Survey in 2023. We understand that anonymity is crucial as it allows staff to share views and concerns freely, but it prevents us from addressing such issues in anything more than a general sense. In 2023, 7.5% of employees chose to waive anonymity during the survey, and specific concerns were discussed with each individual.



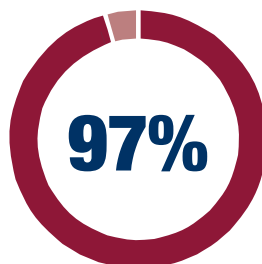
"Glasdon is a great place to work"



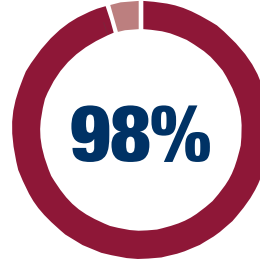
The Company has a high regard for my health & safety at work



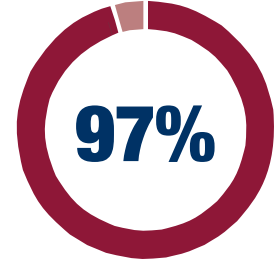
Glasdon offers a comprehensive benefits package



My working conditions at Glasdon are good



I enjoy coming to work for Glasdon



I feel I am part of the team

OUR ACTIONS CONT.

EVERYDAY IS A SCHOOL DAY

Ongoing development is a core part of any decent workplace. GlasdonLearn is our online learning management platform, established to help our people access learning and development opportunities. Some training courses are assigned based on the requirements of the role; others are voluntary and enable individuals to feed their interests and personal development.

In 2023, 1953 hours of training were completed via Glasdon Learn, in the form of existing and new courses, such as:

- › A range of software, product and compliance training
- › Menopause in the Workplace
- › What happens when you reply to a Scam Email
- › Make picking up litter fun!
- › Mental Health awareness
- › Coaching skills
- › Environmental awareness

Speaking about their experience of **GlasdonLearn**, **Paolo Amodio**, IT Manager said:

“Being a recent addition to the team, utilizing a learning tool such as GlasdonLearn has helped me ease into the company. The customized learning paths are extremely useful since they can cater the learning process to different departments and positions, while also giving everyone the chance to explore other areas of the business. The platform is easily accessible from any device, which gives me the flexibility to complete training within the specified deadlines, despite a busy schedule.”




67%

more training hours
were completed in
2023, than in 2022.

OUR ACTIONS CONT.

MAKING WORK WORK FOR EMPLOYEES

During the COVID-19 pandemic, Glasdon introduced hybrid working and shifted to a permanent hybrid model in 2022. 19% of staff at our UK sites can work a week split between home and office, which has had a demonstrable impact on our Employee Engagement Survey and supports our people's work/life balance.

In 2023, we've taken our commitment to provide a rewarding work environment a step further by implementing a flexible working hour system and holiday buy-back scheme. We now have core hours of 10 am to 4 pm, so early birds and night owls can get their 37.5 or 40 hours a week in when it's convenient for them, and the opportunity for employees to purchase or sell five days of annual leave to suit their needs.

“Flexible working gives me the freedom to develop a work-life balance that works for me. I can adapt my working day to fit in with any family duties or other commitments I have, and am very grateful for the introduction of this scheme”

Helen Edwards – Senior Secretary

“The holiday buy-back scheme is a great addition to the benefits Glasdon offers. I've sold holidays on two occasions so far. It's been handy when I've needed the money for home repairs, and it means any unused holidays don't go to waste at the end of the year.”

Luke Winters – Group Marketing Department





PIONEERING A SUPPLIER PORTAL

The relationships we hold with our suppliers are diverse. Some of our suppliers are organisations of significant size; others are micro businesses for whom sustainability is new territory. We are considerate of this and therefore tailor our approach to each supplier.

Our collaborative supplier portal approach brings all suppliers with us on our journey, working to educate those less accustomed to the subject, and recognising all progress made. After all, we can only be a responsible business when our supply partners are too.

We successfully encouraged and inducted all manufacturing supply partners within the top 25% of Glasdon spending onto the platform, obtaining a responsible business ranking for each one. These range from bronze to platinum, and are based on the supplier assessment form which covers answers on the following themes:

- › Quality management
- › Procurement
- › Social responsibility
- › Occupations health and safety
- › Environment
- › Cyber security

The platform emphasises our commitment to working with suppliers who value their employees and avoid exploitation of individuals, communities and organisations.

OUR ACTIONS CONT.

For larger supply partners, we expect to see policies in place regarding diversity, inclusion, fair opportunity, modern slavery, human rights and the prevention of sexual harassment. For smaller suppliers, we want to see a willingness to engage with the above issues through our guidance and resources, such as:

Downloadable templates for the following themes, busting the jargon and providing the building blocks for suppliers that don't have the necessary departments:

- › Human rights
- › Diversity, equity & inclusion
- › Sustainable procurement
- › Responsible business
- › Environmental principles
- › Health and safety

Key guidance on product acceptance underpinned by sustainability legislations, as well as current processes, specifications, and delivery information.

For example, we advised suppliers on the new Plastic Packaging Tax (PPT) and what they need to do about it.

Plastic Packaging Tax:




Guidance and Requirements for Suppliers




September 2022


Multiple Materials


A packaging component made from multiple materials, but containing more plastic by weight, is considered as plastic packaging for the purposes of the tax:

<p style="font-size: 0.8em; color: red;">5g Cup 2g Plastic 3g Paperboard</p> 	<p style="font-size: 0.8em; color: red;">6g Bag 5g Plastic 1g Metal Foil</p> 	<p style="font-size: 0.8em; color: red;">12g Carton 6g Plastic 6g Cardboard</p> 	
This component is not considered to be plastic packaging as plastic is not the heaviest material	All 6g are considered plastic packaging as plastic is the heaviest material	This component is not considered to be plastic packaging as plastic is not the heaviest material	




Registration

- You must register with HMRC for PPT if you have manufactured, or imported, finished plastic packaging, including filled packaging, into the UK since 1st April 2022¹⁾
- Registration is required within 30 days of becoming liable, even if all plastic packaging manufactured or imported contains >30% recycled content
- Additionally, some exempt packaging still needs to be included in the packaging calculations
- PPT is payable from the date of liability



HM Revenue & Customs

HMRC Plastic Packaging Tax: Registration



¹⁾ Above the 10 tonnes threshold limit

Glasdon Supplier Requirements

 <p style="font-size: 0.8em; margin-top: 5px;">Where relevant, consider changes to increase recycled content in packaging</p>	 <p style="font-size: 0.8em; margin-top: 5px;">Sign our declaration form confirming compliance with PPT and attach any supporting information or verification documents</p>	 <p style="font-size: 0.8em; margin-top: 5px;">Review and adapt your processes to ensure that you can report your liability to HMRC</p>	 <p style="font-size: 0.8em; margin-top: 5px;">Ensure key staff within your business are familiar with the requirements of PPT</p>
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WHAT ELSE WE'RE DOING



HEALTH & SAFETY:

All our people receive frequent health and safety training to ensure they can work safely within their environments in ways consistent with Glasdon's H&S policy. Glasdon is ISO 45001:2018 accredited. This is the Occupational Health & Safety Standard aimed at improving employee safety, reducing workplace risks and creating safer working conditions for all.

CREATING A WELL-BEING SPACE

In May 2024, our Blackpool site will launch an onsite gym. This will be a space that not only promotes physical health with staple gym equipment but also mental and spiritual wellbeing with areas of meditation and yoga.



EXEMPLARY EMPLOYEE BENEFITS:

97% of our people are satisfied with the comprehensive benefits package we provide, which includes several measures aimed at improving employee health and well-being:

CARE PACKAGE

- › Company final salary pension scheme after a minimum of two years' service
- › Pension through NEST within 3 months of start date
- › Life insurance after a minimum of two years' service
- › Private health insurance scheme after a minimum of one year's service
- › Health cash plan
- › Company sick pay scheme
- › Employee Assistance programme
- › Compassionate leave
- › Relocation support loans

COMPENSATION

- › A competitive commencing salary
- › 33 days paid holiday rising to 38 depending on length of service
- › Buy/Sell up to 5 days holiday each year
- › Holidays can be taken in 30-minute blocks allowing flexibility

COMMUNITY

- › Charity fundraising events
- › Social activities
- › Paid charity days

LEARNING & DEVELOPMENT

- › Promotion opportunities
- › Skills development
- › Professional study support
- › Comprehensive training programmes

PERKS & REWARDS

- › Performance bonuses
- › Long service awards
- › Subsidised on-site café/social space
- › Free on-site parking
- › Special occasion gifts
- › Cycle to work scheme
- › Team building days
- › Hybrid working
- › Flexitime work pattern
- › Company events
- › At cost on-site electric vehicle charging points



GOAL 10: REDUCED INEQUALITIES

We are dedicated to reducing deprivation and inequality within our local and wider community in Blackpool, and to promoting social, economic, and political inclusion.

OUR TARGETS:

- › We will continue to ensure that a minimum 3% of operating profit is used to fund The DJ Sidebottom/ Glasdon Charitable Programme
- We achieved this in 2023, donating to 11% more organisations than 2022. We plan to maintain the diversity of our donations and continue to give back to our communities.

CHAMPIONS OF SOCIAL RESPONSIBILITY

We are committed to giving back to the communities in which we operate through employment and charitable endeavours, and we are especially active in our hometown of Blackpool. Through our business, we champion the people of Blackpool, support equity and inclusion, and encourage them to flourish and thrive.

Since 2003, The DJ Sidebottom/ Glasdon Charitable Programme (named in honour of our Group Chairman) and its predecessors have supported over 180 local organisations, and we're always looking to do more.



OUR ACTIONS



DIVERSITY, EQUITY & INCLUSION (DEI) AT GLASDON

We strongly believe in fair opportunity for all. We celebrate difference because we know the value diversity can bring to our business. We don't discriminate on any grounds and are committed to a working environment free from bullying, harassment, and discrimination. Our position is underpinned by our DEI policy.

Much of our charitable and social work supports diversity and inclusion-related causes (see below).

UK law requires companies with 250+ workers to publish a gender pay gap report. The Glasdon Group of Companies has over 280 employees, but no individual company has more than 250 workers. Last year, we committed to analysing and reviewing our gender pay gap by the end of 2023, due to changes driven by our real Living Wage commitment. We have not published a formal report, but have anecdotally reviewed gender, pay and progression relationships within our business, to determine any pay-related issues or concerns within our workforce.



DRIVING DIFFERENCE IN JUST A DAY

Every Glasdon employee gets one paid Away Day each year. It's an opportunity for them to undertake voluntary work with local charities, reducing inequality in our local community. In the past, Away Day activities have included:

- > Volunteering at food banks
- > Tree planting
- > River and beach cleans
- > Wildlife surveying

Our people take great pride in their Away Day work, and we know they value the opportunity for time off to do good. Plenty of anecdotal evidence shows that our Away Days and wider community work not only help us retain our people but also help us recruit in the local area.

ADDING COLOUR TO THE CHILDREN'S WARD

Chris Lester, Senior Product Designer, rallied his design team to spend their Away Days together to paint a mural at the Blackpool Victoria Hospital Children's Ward.

Some even volunteered an additional day to get the job done. Their pirate-themed piece makes this playroom perfect for some hide and sea-k.



OUR ACTIONS CONT.

EMPLOYEE CHARITY OF THE YEAR

One of Glasdon's most important inequality-reducing activities of the year is the announcement of its Employee Charity of the Year. Selected through employee nomination, the chosen charity receives a £10,000 grant to support its activities from The DJ Sidebottom/ Glasdon Charitable Programme.

Our chosen charity for 2023 was Blackpool-based Empowerment Charity, committed to supporting the local community and empowering the lives within it. Our £10,000 grant funded the development of their garden space, to create a sanctuary for individuals to relax, socialise and take a vital respite from their daily lives.

TURNING CARDS INTO CARE

We've donated to nominated charities for several years instead of sending out Company Christmas Cards to staff, customers and suppliers. This year was no different. We donated £500 each to two charities selected from Glasdon Employee Charity of the Year nominations.

BLUE SKIES, BLACKPOOL VICTORIA NEONATAL UNIT:

Our donation supported the Parent Kitchen Fund in the Neonatal Unit of our local hospital. This provides a calm space for parents and family during a stressful and concerning time.

PANS PANDA UK: This charity educates and raises awareness about the conditions of PANS and PANDAS, two neuropsychiatric disorders that appear suddenly in young children. Our donation funds research for better diagnosis and treatment for those with the conditions.

"The £10,000 grant awarded from The DJ Sidebottom/ Glasdon Charitable Programme contributed to the renovation of our garden area. The space provides a sanctuary for all who visit Empowerment Charity Base."

Our 2024 Employee Charity of the Year is the UK Men's Sheds Association. Chronic loneliness is a major issue today, with over 1.2 million older men reporting a moderate to high degree of social isolation. It's a national organization that enhances well-being, reduces loneliness, and combats social isolation, mostly among men. "Sheds" are community spaces where people can connect, converse, and create.

Our £10,000 grant will be split four ways across the North West, funding Sheds in Fleetwood, Ribbleson, Blackpool (Junction 4) and Fylde Coast. We can't wait to share how our grant helps with their mission.



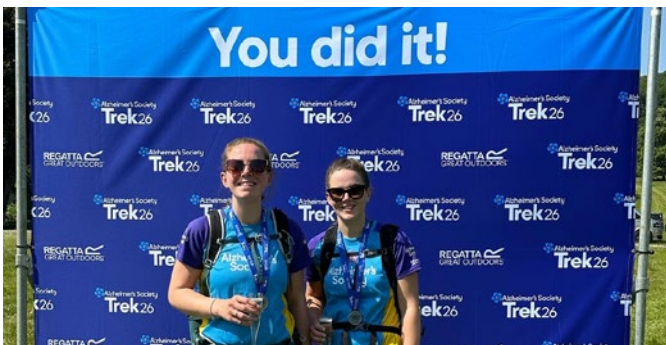
"We are excited that Glasdon has chosen Men's Sheds as their charity of the year. Our focus is on assisting local individuals and organizations with mental health support, providing free meals, clothes, furniture, and activities for both men and women in a welcoming community space. We also offer in-house life skills support and aid in accessing benefits and finding housing. As volunteers for our non-profit charity for the past five years, grants like this will help us sustain our efforts for years to come."

10 REDUCED INEQUALITIES



SPONSORING OUR STAFF

We know our people like to do improve our surrounding communities outside of work too. This is why, through our charitable programme, we sponsor any employee undertaking charity fundraising! Glasdon employees have undertaken a variety of brave and inspiring challenges in the name of important charitable causes!



FINISHED LAKE DISTRICT'S TREK26 TO SUPPORT THE ALZHEIMER'S SOCIETY



CYCLING 270KM IN THREE DAYS FOR CANCER RESEARCH



COMPLETING 2,800 PRESS-UPS IN A MONTH TO SUPPORT SHELTER



DOING TRINITY HOSPICE'S BLACKPOOL COLOUR RUN FOR TRINITY HOSPICE PALLIATIVE CARE SERVICES AND BRIAN HOUSE CHILDREN'S HOSPICE.

OUR ACTIONS CONT.

THE DJ SIDEBOTTOM/ GLASDON CHARITABLE PROGRAMME

239 donations, 200 organisations and thousands of lives changed forever. It's all in a year's work for our Charitable Giving Programme.

Equality in healthcare. Equality in life opportunities. Equality in access to food and shelter. Equality in living life free from abuse. Since Glasdon was founded in 1959, we have recognised the important role we can play in supporting our community from hardship. Our help is needed now more than ever.

In 2003, we formalised our charitable endeavours and social accountability by forming the Glasdon Charitable Giving Committee. In 2021, we restructured and rebranded the committee, giving it the name of our founder and Chair, Donald J Sidebottom, MBE FCIHT.

2022 was the first full year of operation for The DJ Sidebottom / Glasdon Charitable Programme, and we've wasted no time in ensuring we make a major contribution to organisations across Blackpool and Lancashire.



DOING MORE THAN EVER BEFORE

The DJ Sidebottom/ Glasdon Charitable Programme supplies grants in the form of monetary donations, product gifting, sponsorships and fundraising, depending on the needs and requirements of each organisation. All the Programme's funding comes from Glasdon Group Limited. During 2023, we made **239** donations, supporting 200 organisations and charities with a total of **£246,000** in grants.

We're constantly working to do more. That's why we will continue to ensure that a minimum 3% operating profit is used to fund the Programme which, in the past year alone, has done all this and more...

WE HAVE GIFTED OVER HALF A MILLION POUNDS TO OUR COMMUNITY OVER THE PAST 48 MONTHS.

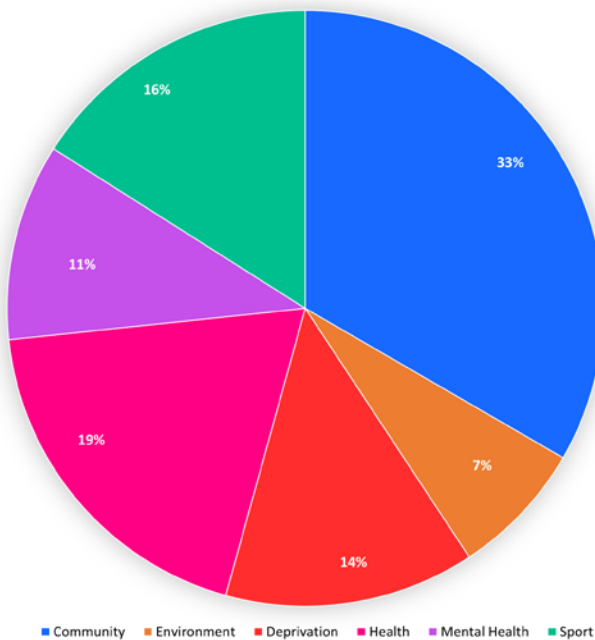


10 REDUCED INEQUALITIES



Here's a breakdown of the sorts of organisations the programme supported this year:

The D J Sidebottom / Glasdon Charitable Programme
Nov 22 - Oct 23



From Poulton to Paris, we're thrilled to support para- triathlete Josh Landmann on his journey towards the 2024 Paris Paralympic Games. He's already got the drive and determination for paralympic gold, but now he's got the financial assistance for training expenses and equipment too. Best of luck to Josh on his remarkable journey.



Streetwise Youth Community has offered activities that enhance the physical, financial, mental, and behavioural wellbeing of groups across the Fylde Coast for 21 years. Currently relying on volunteers and struggling to support its community in light of cost of living increases, our donation will assist with running costs, enabling groups like self-defence, mother & baby support and cooking to continue.

Park View 4U
Putting the heart back into Lytham



We supported Park View 4U, a multi-generational award-winning park in Lytham, offering a community hub that delivers an exciting range of activities, events and workshops,

as well as an outdoor education programme. With our grant, the team purchased a new defibrillator machine and an outdoor locked heated cabinet, enabling thousands of visitors to safely continue their activities in the park every year.

One in seven children attend school hungry. We've partnered with the **Greggs Foundation** to fund a Greggs Breakfast Club at Manor Beach Primary School. This will ensure that 50 pupils have the chance to start their day right with a nutritious and delicious breakfast.





GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

We will practice responsible consumption and production by producing high-quality, long-lasting products, and endeavour to use sustainable materials to reduce waste generation, where possible.



OUR TARGETS:

- We endeavour to include more recycled content and recycled packaging into our operations, without compromising Glasdon's net zero goals.
 - In 2023, we developed an offcut reuse programme, whereby we collect and send offcuts of recycled material to our suppliers to be broken down and made into new Glasdon products.
- We will continue to explore new packaging solutions to reduce the amount of single use plastic packaging within Glasdon.
 - In 2023, we introduced packaging tape that contains 85% recycled content. All our packaging now contains a percentage of recycled content, but we're striving for ways to further improve this.

QUALITY WITHOUT COMPROMISE

Our goal is to increase the use of recycled and recyclable materials within our products as much as we possibly can without hindering the longevity and quality of Glasdon's products. This will help us on our pathway to net zero. Already, many of our products are produced with minimal environmental impact. Our ambition is to seek opportunities to decrease further the use of virgin materials within Glasdon products, and to reduce packaging, where possible.

OUR ACTIONS

Our core goal is to provide quality products which improve public spaces, enhance water and road safety and protect the environment. Our products help communities, businesses, schools and our other customers to operate sustainably, so it's right that we keep working to make those products as sustainable as possible too.

IMPLEMENTING CIRCULARITY PRINCIPLES

Circularity at Glasdon is about eliminating waste, reducing our use of virgin materials and ensuring the products we create have a durability that reduces the frequency of replacement. Circularity is a top priority in our product design, development and innovation and we are achieving it in a range of ways:

- › Once labels are removed, all Glasdon products are recyclable at the end of their life.
- › Our Timberpol® seats, benches and tables contain a minimum of **95%** recycled hardwood sawdust and polypropylene.
- › Our Enviropol® bins, bollards and benches consist of **100%** recycled plastic including post-consumer polyethylene and polypropylene.

The Enviropol® seating slats on our Pembridge™ Picnic Table could contain the equivalent of **102,420** recycled bottle caps!

- › We are innovating durable products designed to last longer.

In 2024 we will start to send back any wastage generated during the manufacture of Enviropol seating for reprocessing.

- › We manufacture replacement parts that enable our products to be repaired, extending their life and reducing waste. This includes replacement apertures and locks for our bins, or spare slats and ends for our benches.
- › We ensure circularity remains a constant factor in our design by making it an integral part of our design development discussions.



OUR ACTIONS CONT.



VIRGIN MATERIALS: A GLOBAL PROBLEM

We'd love to set a target for reducing our use of virgin materials, but there's a problem. At present, globally, there simply isn't enough recycled material processed and available to use. Additionally, the process of recycling material (and then transporting it) comes with its own carbon footprint, and we want to ensure our carbon reduction measures in one area are not undone by unintended consequences elsewhere.

WHAT ARE WE DOING ABOUT IT?

We are working to use as much recycled material as we can, and we commit to exploring ways of doing more

For example, we've increased the recycled content from **15%** to **80%** in our popular Black Combo Delta bin.

Plus, we collect and send offcuts of recycled material to our suppliers to be broken down and made into new Glasdon products.

But we will only use more recycled material if it takes us closer to, not further away from, our net zero goals.



ENCOURAGING SUSTAINABLE SUPPLY CHAINS

When we source materials and components from our suppliers, we focus on those that feature recycled and recyclable content and are made from renewable resources. Conservation of water and non-renewable sources, as well as the use of non-toxic chemicals, are also key considerations.

For example, we launched our Timberpol® seating range in 2006, using the skill and expertise of US manufacturers. The material was manufactured from 70% recycled hardwood sawdust and recycled polypropylene. It is a popular alternative to hardwood, as it is maintenance free, knot-free and does not splinter. This all makes Timberpol® an ideal sustainable solution for outdoor seating.

In 2022, we moved Timberpol® manufacture to the UK to reduce the material's carbon impact for the UK market. We also increased its recycled content by 36%. Now composed of 55% recycled timber sawdust and 40% recycled post-consumer high density polyethylene, this showcases our sustainable supply chains at their best.

Most of our product components are sourced in the UK and, wherever possible, we try to use parts manufactured in the UK. Next year, we plan to move production from the UK to the US subsidiary of Glasdon Group Limited, Glasdon, Inc., based in Virginia, US. This will significantly reduce costs and carbon emissions associated with shipping products.



OUR ACTIONS CONT.

PACKAGING UNPACKED

Many of our products have traditionally been packed in plastic film to protect them in transit. Plastic wrap performs well, protecting our products from scuffs. It's also inexpensive, enabling us to keep costs as low as possible for our customers. But it isn't a sustainable choice.

Glasdon's technical department has been exploring alternative packaging materials, as well as looking at ways to reduce our overall volumes of packaging. Work is ongoing, and we're not yet in a position to commit to a single solution because of the complexities involved.

These include:

- › **Product protection:** A cardboard box might seem like the obvious sustainable option, but the material can scuff some products during transit.
- › **Cost:** Switching to cardboard would, we estimate, increase packaging costs by £1 million a year. We need to find a more cost-effective way.
- › **Courier requirements:** Many of our products are big and heavy, and we have to ensure that couriers will accept the changes we want to make.
- › **Biodegradable and dissolvable:** We are exploring various tissues and paper bags which may offer a low weight and sustainable solution.
- › **Tape:** A sustainable wrapper is only part of the story. Ideally, we'd like to adopt a sustainable tape too. As yet, we haven't found a paper tape with the resilience to cope with our products. We're currently exploring different solutions, like plastic strapping and twine cord.
- › **Storage:** A lot of our products are already stored in plastic packaging externally until they are installed, so sustainable packaging solutions can only be implemented on future products.



WHAT CHANGES HAVE WE MADE?

We've worked hard on making change where we can. Indeed, all our packaging contains a percentage of recycled content (excluding packaging tape). Because of this, we're proud to share the recycled material content in various types of Glasdon packaging.

- › Our address pockets are now **100%** recycled paper
- › Our foam edging is now **100%** recycled plastic
- › Our pallet strapping is now **30%** recycled plastic
- › Aside from biodegradable sacks, all our plastic sacks contain at least **30%** recycled content
- › Our shrink wrap now contains **30%** recycled content
- › **93%** recycled content in cardboard
- › Our packaging tape contains **85%** recycled content

Plus, we are delving into the world of cardboard shredders, to find a way to turn our cardboard waste into filler packaging!



RECOGNISED AS ZERO WASTE LEADERS

Since 2012, Glasdon has been successfully meeting packaging waste requirements as set out by the Environment Agency⁸, which require commercial companies to recycle the packaging they produce and provide evidence of compliance.

On top of this, we try to reduce our waste where possible. The nature of our business means some waste is always inevitable, but we are working hard to improve our waste management to lessen our environmental impact and support our overall transition to net zero carbon.

Partnering with Recycling Lives Environmental Services, we are proud to have achieved zero waste to landfill for the second year running and certified by The Carbon Trust Standard for Zero Waste to Landfill.

In 2023, we produced 147.8 tonnes of waste - 26% more than last year. Despite this, our recycling rate increased to 95%, 5 percentage points more than year. The remaining 5% of waste was sent to produce energy.

Last year we introduced compactors to compress our waste materials, to reduce our waste-related carbon emissions by requiring fewer collections. Even with five additional collections for the 26% additional waste produced, we achieved a 20% increase in waste weight per collection. To support this progress, we plan to introduce innovative recycling channels in the coming years, which will help us move closer to obtaining The Carbon Trust Standard for Zero Waste to Landfill certification. This will demonstrate our leadership in waste management and drive for continuous improvement.



⁸<https://www.gov.uk/guidance/packaging-producer-responsibilities>

OUR ACTIONS CONT.

JARGON BUSTING RUBBISH REGULATIONS

Upcoming regulations are set to revolutionise waste management. They encompass everything from efficient collection and proper disposal of recyclable materials to boosting recycling rates. However, understanding these laws can be challenging, making adherence difficult, posing legal risks for businesses, and obstructing our path toward a sustainable, waste-free future.

We don't want this to happen. Ahead of the new Welsh workplace recycling regulations set to launch in April 2024, we created a guide for business, charities and public sector organisations, explaining the ins and outs of what it means for them.

The regulations establish separation requirements for six distinct recyclable materials, stating each should be disposed of separately in its designated waste stream and kept separate prior to collection for processing.

Materials include:

- Metal, plastic, cartons and other fibre-plastic based packaging
- Unsold small electrical and electronic equipment (SWEEE)
- Food waste
- Paper and card
- Glass
- Unsold textiles

This guide, alongside our other recycling eBooks, help educate businesses and community on why they need to recycle, and how we can help them do it.



PIONEERING A BINFLUENCING GENERATION



Everyone remembers learning about 'reduce, reuse, recycle' in their early years. Many still abide by that motto, highlighting the importance of early education in establishing the foundations of an environmentally conscious generation.

Primary schools generate around 45kg of waste per pupil per academic year, of which 70% is food, paper and card. Since 80% of this waste is recyclable and only a fifth gets recycled, we've explored ways to introduce recycling at an early age to instil lifelong habits.

Inspired by children's extraordinary creativity and limitless imaginations, we've encouraged schools to host artwork competitions, where the winning design dons one of our recycling bins. Placed around schools, these personalised recycling bins help to foster a meaningful relationship between rubbish, responsibility, and environmental protection.

We're proud to help find the wonder in waste management and cultivate a generation of empowered recyclers.

GIVING WASTE THE RED CARD

Like any other industry, the football sector strives to reduce its environmental impact, with some UK clubs aiming to reach net zero by 2040. In 2020, the Premier League in the UK was responsible for generating a staggering 2,000 tonnes of waste, primarily attributed to the disposable plastic and food packaging originating from each match.

We're thrilled to support the implementation of Tottenham Hotspur Stadium's zero-waste policy with the Glasdon Nexus® Cup Stacker. This allows fans to deposit their empty pint glasses safely, which are washed off-site, ready for another pint at a future match. This builds upon our previous collaboration with other Premier League Football Clubs, such as Fulham, Chelsea, and Manchester City, in the Sky Ocean Rescue campaign: #PassOnPlastic.





OUR AWARDS & ACCREDITATIONS

WASTE ELECTRICAL & ELECTRONIC EQUIPMENT (WEEE) PRODUCER COMPLIANCE

Glasdon is a member – and complies with the conditions of - the Recycling Lives Compliance Services WEEE Producer Compliance Scheme, a scheme which seeks to ensure waste is recovered, treated and recycled responsibly as demanded by the Environment Agency.

FOREST PRODUCTS CHAIN-OF-CUSTODY (COC) STANDARD AND CERTIFICATION

This standard, which relates to the production of our Forest Stewardship Council® (FSC) hardwood benches, verifies that FSC-certified material has been identified and separated from non-certified and non-controlled material as it makes its way along our supply chain, from forest to market. Using FSC-certified timber reduces any harmful impact on nature, while COC certification enables our customers to feel reassured that we are rigorous in the responsible consumption claims we make.

SAFETY SCHEME IN PROCUREMENT (SSIP)

This accreditation ensures we meet the necessary requirements around health and safety, equal opportunities, diversity and environmental management in our procurement practices.

ISO 14001:2015 ENVIRONMENTAL MANAGEMENT STANDARD

We received the ISO 14001:2004 accreditation for environmental management in 2006, a certification to provide assurance that a company's environmental impact is being measured and improved. This was reviewed in 2015 and updated to ISO 14001:2015 which is the current standard.

RISQS SUPPLIER

In 2022, we became a certified RISQS supplier. RISQS is the rail industry supplier assurance programme. Assessing chain protocols, procedures, and policies, RISQS accreditation removes supply chain risk by ensuring suppliers demonstrate the right capabilities to supply the rail sector.

13 CLIMATE ACTION



GOAL 13: CLIMATE ACTION

We are committed to driving down carbon emissions within our business, and pledge to reach net zero by 2035.

OUR TARGETS:

- We will reach net zero in our direct emissions (Scope 1 and 2) by **2025**
- In 2023, we received SBTi (Science Based Target initiative) accreditation for our commitment to reduce scope 1 and scope 2 GHG emissions 50% by 2030 from a 2018 base year. However, we aim beyond this and will reach net zero in our direct emissions (Scope 1 and 2) by 2025.
- We aim to reach net zero across our business by **2035**
- We have reduced our Scope 2 market-based emissions by 40% compared to FY22.

ROAD FOR IMPROVEMENT

Our journey to net zero impacts all areas of our business, including premises, supply chain, business processes, distribution and more. We have invested and will continue to invest considerable resources into understanding and reducing our environmental impact. At Board level, we have established a project team to map out a clear route to improvement, while dedicated, function-specific teams (which include employees from across the Company) ensure climate action is a key factor in all our projects.



OUR CARBON FOOTPRINT

Well into our net zero journey, we've calculated our total carbon footprint for the second year. We've made great progress in improving our data quality to produce more accurate figures and our total carbon footprint for FY23 is 21,439 tCO₂e.

Whilst calculating this year's emissions, we discovered an error in our FY22 data relating to purchased goods and services, which resulted in a significant overstatement of our Scope 3 emissions. This has now been resolved and recalculated, and a year-on-year comparison is presented below.

As a market leader in the design, manufacture, and supply of environmental and safety products, it's not surprising that 90% of Glasdon Group Limited's total emissions come from purchased goods and services. Everything we buy from stationery to uniforms, bins to benches, contributes to that figure.

A key step on our journey towards achieving net zero by 2035 is purchasing products with a lower carbon footprint and working with suppliers to reduce manufacturing emissions.

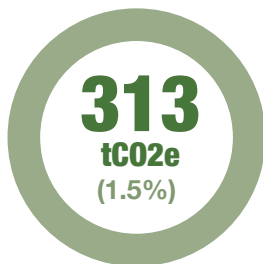
YEAR	EMISSIONS
21/22	19,052*
22/23	21,372*

* market based

EMISSIONS TOTAL: GHG PROTOCOL BREAKDOWN

The Greenhouse Gas (GHG) Protocol defines 3 'scopes' of carbon emissions. Scopes 1 and 2 refer to emissions directly from operations that are owned or controlled by Glasdon Group, plus indirect GHG emissions from the generation of purchased electricity and heating. Scope 3 emissions are all indirect emissions (not included in Scope 2) that occur in Glasdon Group's value chain.

2023 BREAKDOWN



SCOPE 1

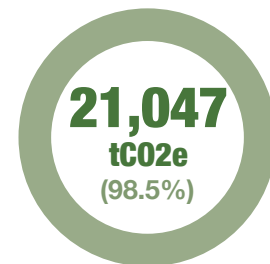
(Direct emissions from company facilities/vehicles):



SCOPE 2

(Indirect emissions from the purchase of electricity & gas)

* market based



SCOPE 3

(Indirect emissions associated with value chain)

OUR CARBON FOOTPRINT CONT.

	FY22	FY23
Scope 1	tCO2e	tCO2e
Mobile combustion	195	146
Fugitive emissions	0.3	7
Stationary Combustion	160	160
Total Scope 1	355	313
Scope 2	tCO2e	tCO2e
Purchased electricity (location-based)	143	141
Purchased electricity (market-based)	21	12
Total Scope 2 market-based	143	141
Scope 3	tCO2e	tCO2e
1. Purchased goods and services	16,021	19,837
2. Capital goods	949	0
3. Fuel and energy-related activities	5	44
4. Upstream transportation and distribution	133	41
5. Waste generated in operations	7	8
6. Business travel	2	16
7. Employee commuting	151	154
8. Upstream leased assets	0	3
9. Downstream transportation and distribution	61	78
10. Processing of sold products	0	0
11. Use of sold products	654	605
12. End of life treatment	692	247
13. Downstream leased asset	0	14
Total Scope 3	18,676	21,047
Total emmissions (market-based)	19,052	21,372

OUR CARBON FOOTPRINT CONT.

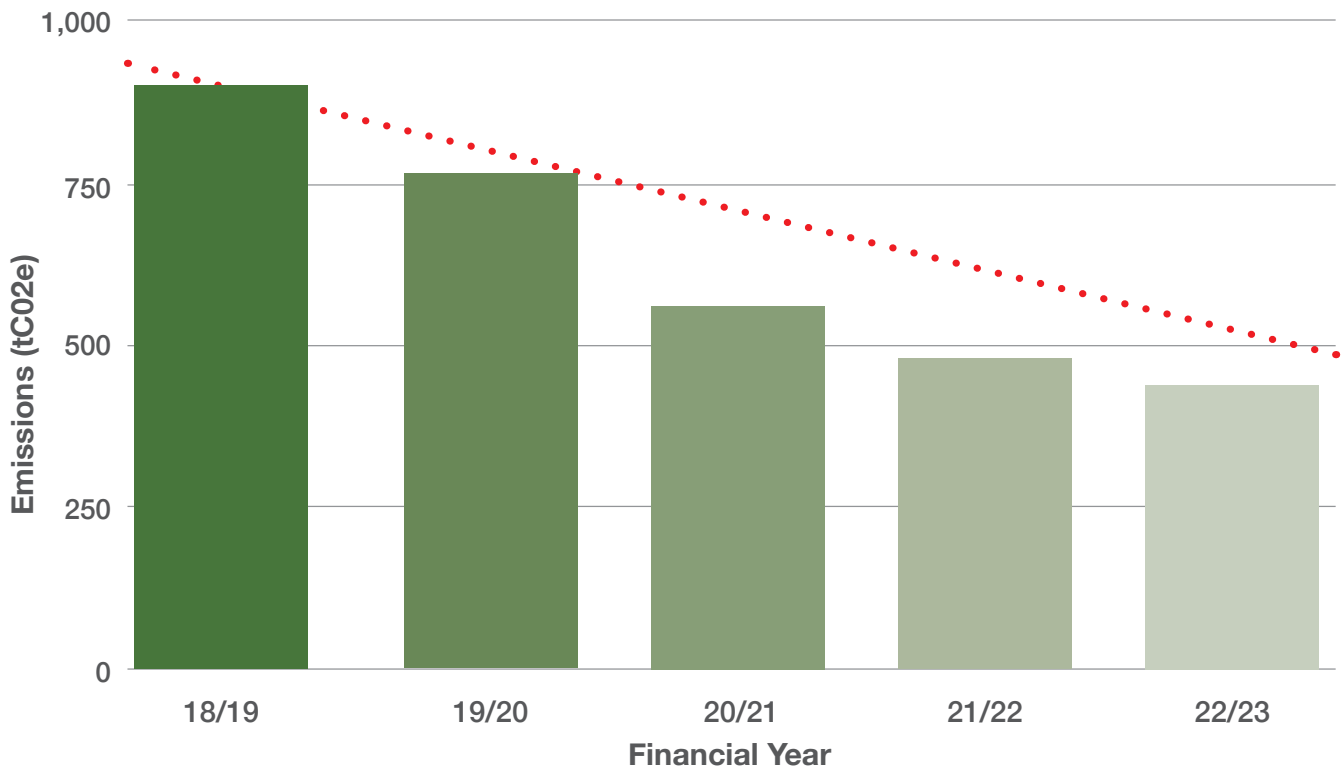
SCOPE 1 AND 2 EMISSIONS

We've been driving down our carbon emissions since 2019, and our efforts are paying off. Using a location-based method, we've reduced our Scope 1 & 2 emissions by 50% over the last five years.

A market-based method accounts for renewable electricity that businesses procure and produce rather than calculating emissions based on the intensity of the local grid. Glasdon's market-based Scope 2 emissions for FY23 are 12 tCO₂e – a 40% reduction from FY22. Our solar power superpowers have helped save 129 tCO₂e electricity-related emissions.

50% of Scope 1 emissions come from stationary combustion, which accounts for fossil fuels used to heat our Poulton, Blackpool, Lille and Virginia sites. We're exploring ways to electrify our heating to reduce these emissions.

YEAR	EMISSIONS
18/19	900.6
19/20	768.2
20/21	562.3
21/22	498.0
22/23	454.0





SCOPE 3 EMISSIONS

We are dedicated to achieving net zero emissions for Scope 1, 2, and 3 by 2035. In FY23, our Scope 3 emissions reached 21,047 tCO₂e, representing a moderate 11% increase compared to FY22. This year, we have incorporated more actual data to accurately calculate Scope 3 emissions, considering various categories such as purchased goods and services, upstream transportation and distribution, and downstream transportation and

distribution. Despite a 7% increase in spending, the rise in Scope 3 emissions can be attributed to the improved precision in our calculations.

94% of Scope 3 emissions are related to purchased goods and services. Launching our supplier portal will strengthen relationships with our supply partners by supporting their sustainability journeys, aiding us in ours.

USING NATURE-BASED SOLUTIONS

Despite best efforts to reduce all our emissions, we've estimated that some Scope 3 emissions are unavoidable and, in line with SBTi's Net Zero Standard, have already invested in nature-based removal solutions to neutralise these emissions.

We've partnered with the UK Woodland Carbon Code and Ecologi to invest in credible nature-based programmes, and align with SBTi's guidance on Beyond Value Chain Mitigation (BVCM) which encourages businesses to work towards a carbon and societal net zero.



We are in discussions about investments into other nature-based initiatives, to support biodiversity and help neutralise any residual emissions as we work towards net zero.

13,362 TONNES



In the UK, our investment has planted **120,765** trees on the Dunalastair Estate in Perthshire, Scotland, transforming a poor grazing hillside to a new mixed woodland creation. Over the next 40 years, this project should achieve **13,362** tCO₂e removal.

In partnership with Ecologi, the Group has: Funded 11,731 trees as part of a huge range of initiatives. These efforts span from mangrove planting in Irregele Milato, Mozambique, to planting forest gardens in Uganda.



OUR ACTIONS

STRIVING FOR BATTERY STORAGE

Solar photovoltaic (PV) panels on our buildings produce approximately 402,300 kilowatt-hours (kWh) of electricity annually. This equates to a 226 tCO₂e reduction per year, and an impressive total of 5,000 tCO₂e over their 25-year lifespan. But we're not stopping there.

For some years, we've been working on our Building Decarbonisation Plan with analysts who, so far, have identified the potential for a further 300kWh to be generated from renewable sources. This involves a blend of battery storage and wind turbines, designed to maximise efficiency and drive Glasdon toward a future powered solely by renewable electricity.

Implementing battery storage will enable us to harness and utilise some excess PV generation, which currently flows into the National Grid. However, this venture isn't without its challenges.

The technology needed for the battery capacity we require isn't there yet, but we're working on designs and planning to make investments in 2024. In the meantime, we will continue to explore alternative solutions and await the completion of our Building Decarbonisation Plan.



RIDING FOR GOLD

In 2023, Glasdon proudly achieved the Gold standard Cycle Friendly Employer accreditation, surpassing the target we set the previous year. This international benchmark was earned through a rigorous process that included:

Self-assessment: We evaluated our pro-cycle culture and active workplace travel policies.

Site visit: An examination of our cycle friendly infrastructure.

Currently, 42 colleagues are enrolled in our Cycle to Work scheme, which not only reduces emissions associated with business travel but also enhances employee well-being through exercise. As part of our ongoing efforts, we offer additional incentives, including reduced prices on bicycles, to encourage even more employees to join this sustainable initiative moving forward.

“I've always had a passion for cycling as a means of sustainable, efficient and emission-free transport. Commuting to and from work always was a logical choice for me as I make many local journeys by bike rather than car. The benefits of cycling over driving are many and varied but include clearing the mind, exercising the body and getting blood pumping to the grey matter all before I start work. The icing on the cake is knowing I'm emission-free!”

Mark Keeley, Company Accountant,
Glasdon Group Limited

13 CLIMATE ACTION



AWARD WINNING BUILDING EFFICIENCY

We built Glasdon's Innovation and Export Centre using high quality solar glazing and highly efficient air source heat pumps to heat and cool the buildings. Any excess heat generated within the building is used to heat the hot water supply.

Completed in 2010, these energy efficiency measures continue to deliver benefits. The building was constructed to be **30%** more efficient than the air leakage standards required and have an energy performance rating (EPC) **20%** less than the industry standard for new buildings, all factors which helped the centre win a Blackpool Civic Trust Design in Excellence Award.

Plus, in **2018**, Glasdon Group won the Blackpool Civic Trust Award for Best Open Spaces in recognition of the redevelopment outside the company's headquarters. By planting **20,000** daffodils and **50 trees**, plus adding fencing and signage, Glasdon created a bright and colourful entrance into the town; reflective of the brilliance within Blackpool!



OUR ACTIONS

GREEN-POWERED WEB SERVICES

In 2020, we migrated our Glasdon websites to Google Cloud hosting. Google Cloud is a carbon neutral hosting platform, which uses **100%** renewable energy to power its services. As a result, all Glasdon websites run on green, renewable sources.



PROTECTING PLANET AND PEOPLE

Our protection of the natural environment has continued through our partnership with Ecologi, an initiative for real climate action. Our support develops carbon avoidance schemes and reforestation projects in developing countries, which rebuilds valuable, natural landscapes and benefits local communities.

We pledge to plant a tree for every Glasdon newsletter subscriber, website livechat and product quote created. Through this, we have planted more than **16,000** trees! By investing in Ecologi's credible nature-based programmes, our efforts align with SBTi's guidance on Beyond Value Chain Mitigation (BVCM), that encourages businesses to work towards a carbon and societal net zero.

Plus, we've even supported three climate projects in Thailand, India and Vietnam.

13 CLIMATE ACTION



DRIVING THE SWITCH TO ELECTRIC

Transitioning from petrol to electric cars is an important step towards achieving net zero at Glasdon. That's why we have pledged to upgrade all company-owned vehicles to either hybrid or electric by November **2024**. We bought our first fully electric car in 2020 and **33%** of our cars are now electric. We are installing more EV charging points across our Blackpool site.

We do face an EV challenge regarding our sales team and delivery vans. There are currently few EV estate cars and a limited choice of EV vans. The range requirements of our sales and delivery drivers also present EV issues.

That's why we are committing to hybrid or EV, because we know EV alone—with current technology—may not give us the range and capability we need.

We continue to explore new developments in EV, hybrid and other technologies.



IN BRIEF: OTHER WAYS WE'RE WORKING SUSTAINABLY

Other actions supporting our journey to net zero include:

Recycling stations: Across Glasdon's sites, these stations encourage a 'reduce, reuse and recycle' culture.

Targets approved by SBTi: We're halfway through our SBTi journey. Our targets have been approved and information is available on the SBTi website.

Reducing business travel: We're encouraging our employees to make conferencing technology (e.g. Teams, Zoom) their first choice for all meetings.

Reducing printing: We operate a 'think twice' policy to encourage employees to think before printing anything.

SUPPORTING OTHER SDGS

Although we have prioritised four goals, we have implemented additional initiatives & actions to support other SDGs & maximise our contributions.



ENCOURAGING VISIBILITY IN WOMEN'S SPORT

Unfortunately, gender bias is woven into our social fabric, and devalues all of us. And the sporting world is no different, with female athletes receiving only **4%** of all sports media coverage.¹¹ That's why, along with Jadan Press and Vive Le Velo, we've sponsored a UK Women's Cycling since **2014**. This year, the team completed the gruelling Rapha Lincoln Grand Prix; a 63-mile long 8-lap circuit of Lincoln, as part of the 2023 British Cycling Women's National Road series.

When not pedalling for equality, the team act as key role models, promoting healthy and active lifestyles in their communities.



PROVIDING SANITY THROUGH SANITATION

One in three people live without sanitation.¹² Glasdon International Limited donated **£1,000** to WaterAid, a global charity that has supported over 28 million people with clean water, improved toilets, and increased hygiene knowledge. We're proud to help transform some of the world's most disadvantaged areas and stop unnecessary disease and death.



SPRUCING UP THE RIVER RIBBLE

Supporting life both on land and below water is crucial for maintaining our planet's biodiversity. We teamed up with the Ribble Rivers Trust, an organisation that does just this by restoring, protecting, and improving nearby river catchments.

In February, 18 Glasdon employees headed from Blackpool to Barrowford to plant around **800 trees** to provide local wildlife habitats and a vital means of carbon sequestration for the River Ribble and its catchment. Tree species included Holly, Elder, Blackthorn and Hawthorn



CHARITY DAYS



SOCIAL EVENTS



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