Thames Reinforcements

Sustainability Report *2023*

Contents

Certifications

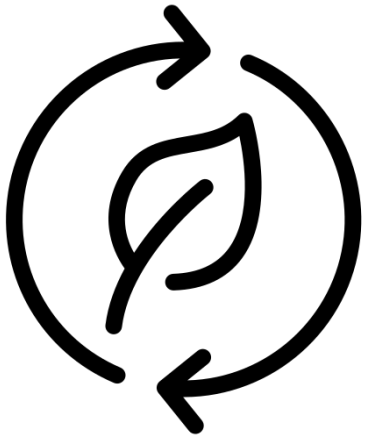
Thames Reinforcements has implemented an integrated management system that fully aligns with the principles of quality, environmental and health & safety management. The certifications to the standards of sustainability – CARES Sustainable Construction Scheme – and responsible sourcing – BES 6001, endorse the company's commitment to the establishment of a sustainable business model.

	Nottingham Cert No.	**Sheerness Cert No.**
Product Conformity	070703	070703
ISO 9001	1552	1561
ISO 14001	1726	1199
ISO 45001	1727	1703
CARES Sustainability	1749	1293
BES 6001	1750	1474

Traceability & Responsible Sourcing

Material Traceability

- 100% of all reinforcement purchased by Thames Reinforcements in 2023 is traceable to the manufacturer and cast.
  - Traceability further up the supply chain is beyond the scope of the company to meaningfully influence.
  - This traceability is maintained throughout the production process and final delivery to the customer.



Responsible Sourcing

- 100% of all constituent steel reinforcement purchased by Thames Reinforcements in 2023 is traceable to manufacturers with recognized responsible sourcing accreditation such as BES 6001.
  - This evaluation was limited to steel suppliers due to the relatively insignificant proportion of the final product that is constituted of non-steel materials.

United Nations Sustainable Development Goals

Thames Reinforcements is committed to abiding by the 17 sustainable development goals.

Thames Reinforcements' dedication to sustainability serves as our driving force, propelling us to continuously expand while prioritizing the well-being of our planet. We firmly advocate for progress across environmental, social, and economic realms, aligning with the global goals set out by the United Nations.

We are certain that sustainable environmental practices are integral to our business success. Currently, we are focused on four Sustainable Development Goals (SDGs) where we believe our business can make the most significant impact.

7 – Affordable and Clean Energy
8 – Decent Work and Economic Growth
12 – Responsible Consumption & Production
13 – Climate Action

Circular Economy

Recycled Content

In 2023 the average recycled content of our products was 99.44% (Nottingham 99.83/Sheerness 99.04).

Waste Recovery and Recycling

100% of our steel offcuts were recycled

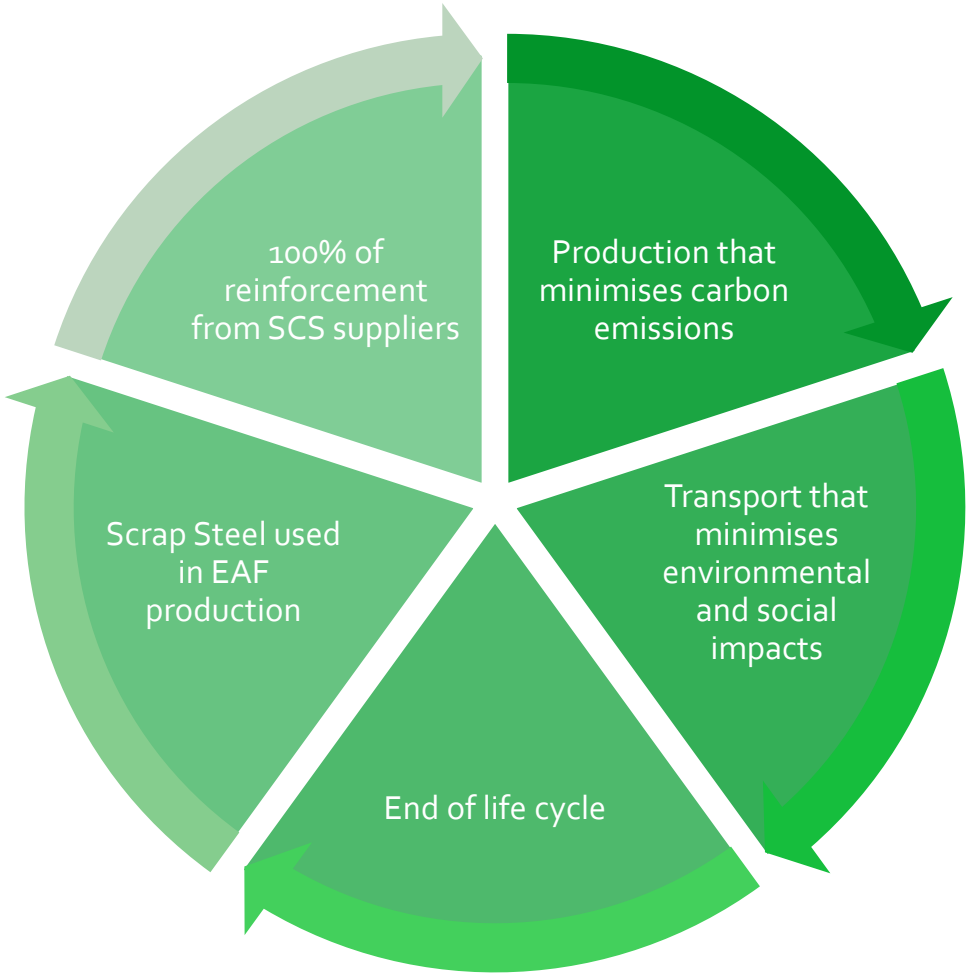
100% of our waste was diverted from landfill

91.28% of our waste was recovered

8.72% of our non-metallic waste was recycled

Life Cycle Analysis

Life Cycle Analysis (LCA) equips us with the insights needed to assess the environmental impacts associated with both our products and processes. The findings from these analyses are documented in independently verified Environmental Product Declarations (EPDs). These declarations contain detailed information on various critical environmental facets that provide our customers and stakeholders with a transparent and thorough understanding of the environmental performance of our products.



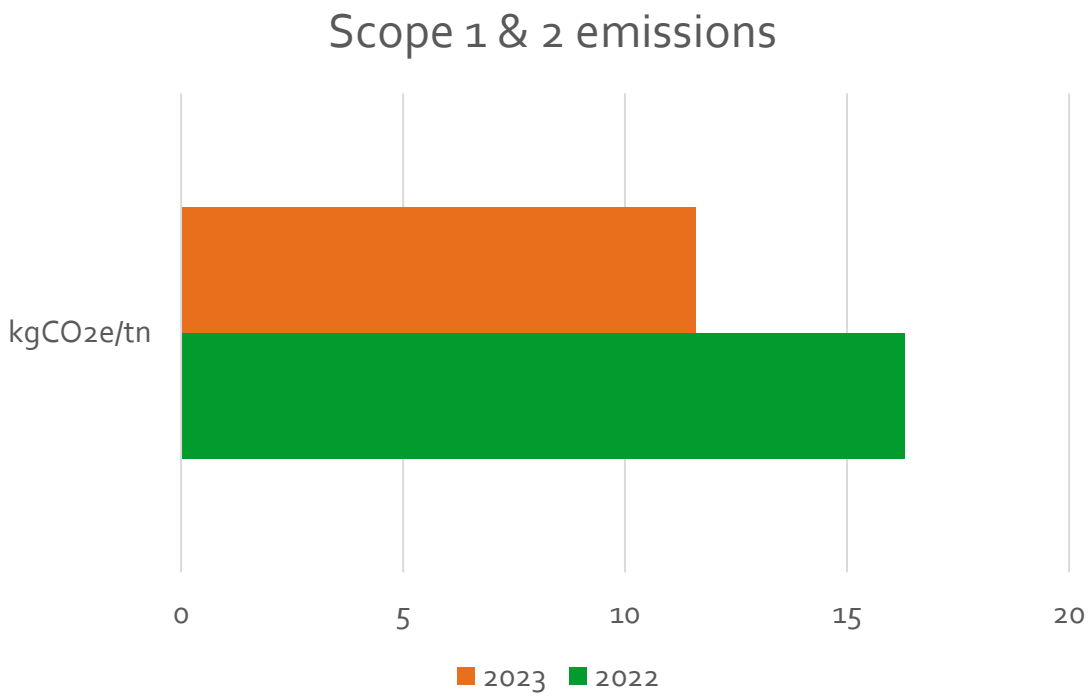
Renewable Energy

One of the areas in which Thames Reinforcements has made significant progress is in its commitment to reducing the greenhouse gas emissions related to its activities.

Since late 2022, 100% of electricity supplied to Thames Reinforcements was generated by renewable sources, backed by renewable energy guarantee's of origin (REGOs). This means that our scope 2 emissions were **zero** in 2023 (GHG Protocol market-based method).

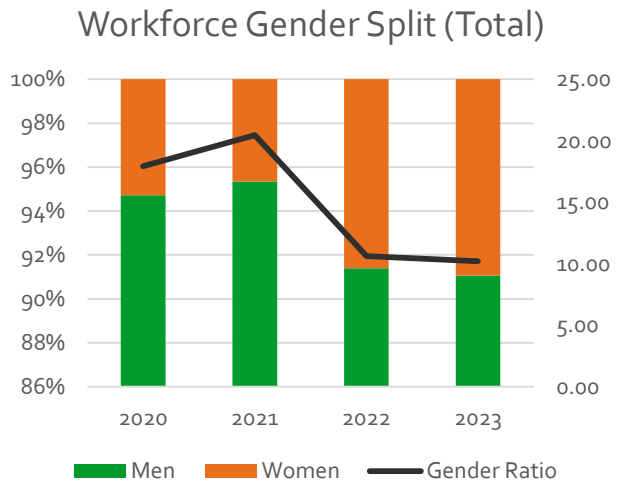
Another recent step taken by the company is the installation of solar panels at the Sheerness depot. This will reduce scope 3 emissions related to transmission and distribution of electricity and also contributes surplus electricity to the grid.

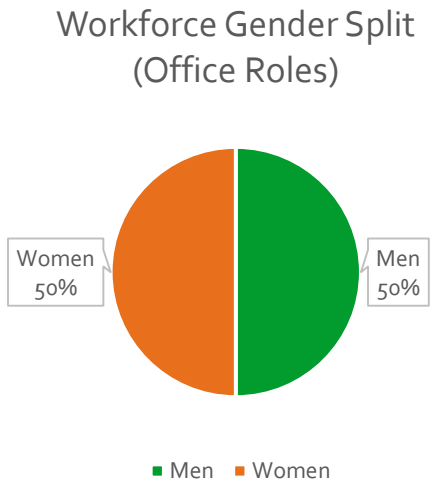
These measures, among others, have resulted in a **29% reduction** in overall Scope 1 & 2 emissions since 2022.

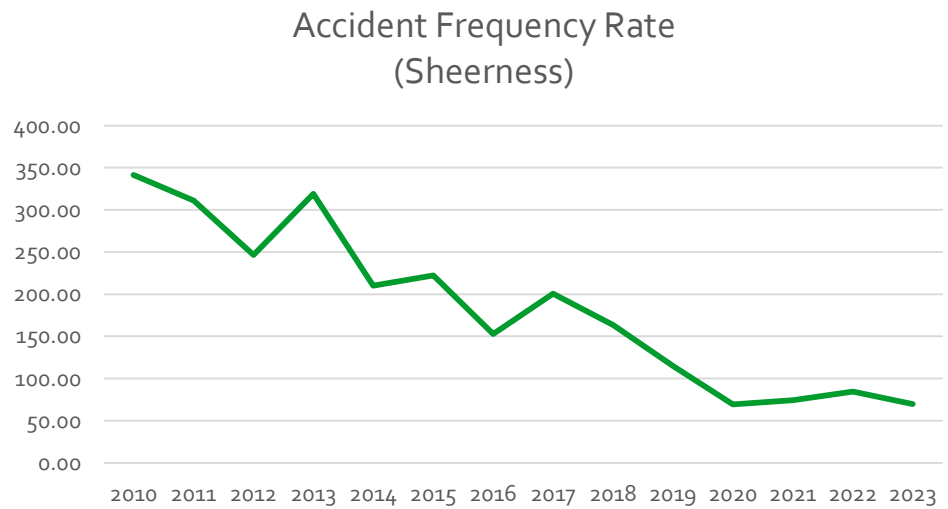


Human Resources

Improving the workforce gender split is essential for fostering diversity, equality, and innovation in the workplace. We believe that with a more diverse team we are more resilient and adaptable to change, as we can draw from a wider range of experiences and skills. Though many of the jobs in our industry are traditionally occupied by men, we are making continuous progress in reversing this, especially in office-based roles where the gender split is exactly equal.

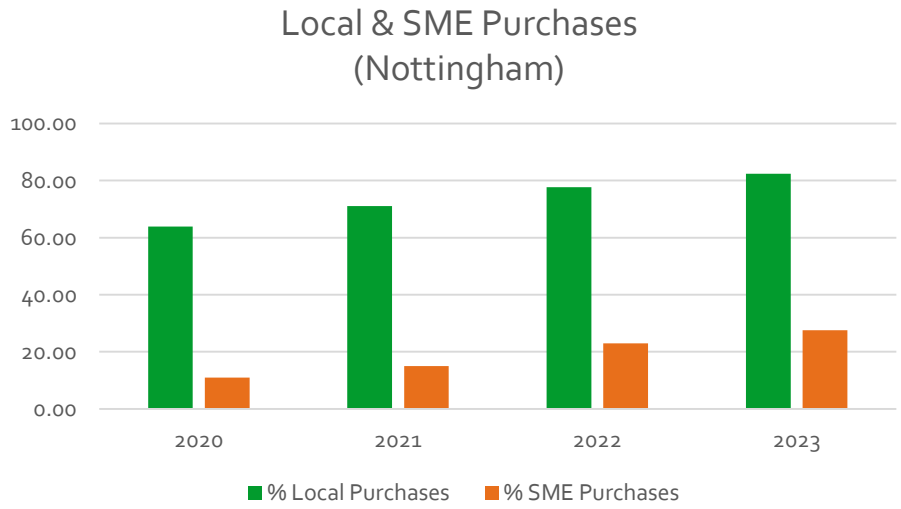






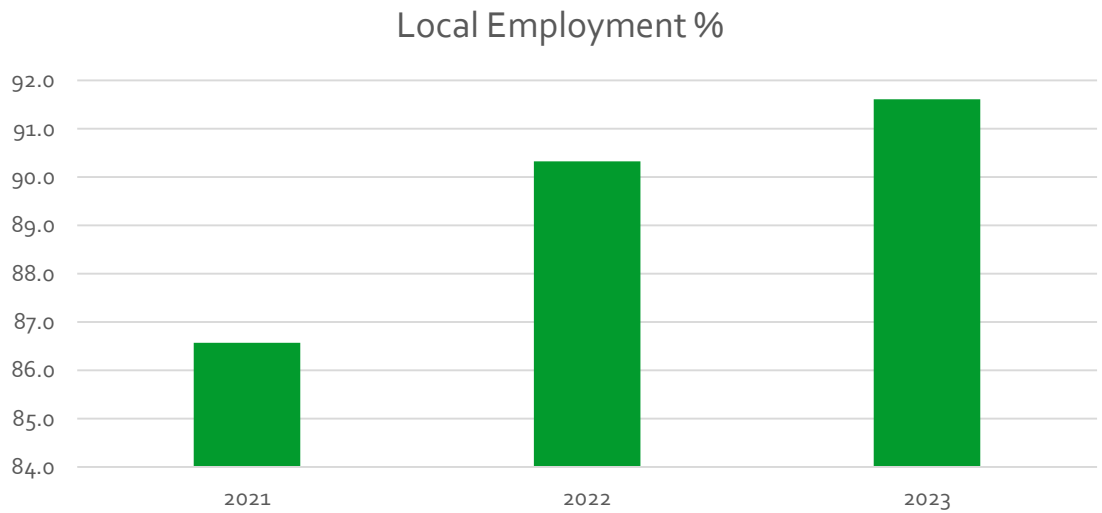
Safety remains a top priority for the company and we are committed to building a strong safety culture across our organization. We strive for zero accidents by implementing efficient management systems. We provide thorough training to all employees, from their start with us throughout their careers, giving them the skills needed to identify and manage risks effectively. We regularly inspect and review our procedures and policies to ensure a safe and healthy working environment, making improvements as needed to maintain our strong safety culture.

Community Value



Sourcing from local suppliers and small and medium enterprises (SMEs) holds significant importance in our commitment to fostering economic resilience, community development, and sustainability. By prioritizing local suppliers, we aim to reduce transportation emissions, support the local economies, and create job opportunities within our communities.

By hiring from the local workforce, we contribute directly to the economic growth of our communities. Local employment opportunities reduce commuting distances, easing traffic congestion and lowering carbon emissions. Moreover, employing local residents enhances social cohesion and strengthens community bonds. It also provides our employees with stable income and career development opportunities, empowering them to invest in their neighbourhoods and contribute to the local economy.



Sustainability Performance

KPI	SDG	Unit		2023 Target	2023 Performance	Industry Benchmark Performance (CARES)
Material Efficiency		%	Nottingham	≥ 95	94.76	83.2
			Sheerness	≥ 98	97.72	
Energy Intensity		GJ/Tn Production	Nottingham	≤ 0.205	0.134	-
			Sheerness	≤ 0.040	0.040	
Water Use		M3/Tn Production	Nottingham	≤ 0.010	0.016	1.240
			Sheerness	≤ 0.010	0.010	
GHG Emissions		kgCO2e/Tn Production	Nottingham (Scope 1 & 2)	≤ 12.00	2.62	-
			Sheerness (Delivery Vehicles)	≤ 0.012	0.013	
Delivery Vehicle Capacity		%	Nottingham	-	-	-
			Sheerness	≥ 73	71.25	
Waste Recycled		Kg/Tn Production	Nottingham	0.600	0.345	-
			Sheerness	-	0.03	
Waste Recovered		Kg/Tn Production	Nottingham	≤ 1.200	1.353	0.07
			Sheerness	≤ 1.000	0.761	
Waste to Landfill		Kg/Tn Production	Nottingham	0	0	9.0
			Sheerness	0	0	
Lost Time Injury Frequency Rate		LTIFR	Nottingham	≤ 12.00	19.77	26.00
			Sheerness	0	6.93	
Training Hours		Hrs/Employee	Nottingham	≥ 70.00	25.19	28.00
			Sheerness	≥ 70.00	51.00	

Stakeholder Analysis

Stakeholder	Expectations	Interaction	Involvement
Neighbours / Local Community	Support local communities Contribute to local economy	Written or telephone communication Indirectly through workforce Website Feedback & communication forms	Source of employees Provide services to employees
Suppliers	Business ethics Mutual benefits Long term relationships Stability and reliability Clear procurement criteria	Written or telephone communication Evaluations Feedback forms Website	Provide sustainable & high quality products and services Provide support & advice
Customers	Business ethics Quality & reliability Flexibility Innovative solutions	Written or telephone communication Customer feedback forms Website	Provide growth and stability Provide feedback to help inform continual improvement efforts
Employees	Stable employment Fair & competitive remuneration Safe & healthy working conditions Competent & responsible leadership Opportunities for career development	Everyday work communication Training Suggestion forms Newsletters H&S consultation meetings	Contribute labour to produce consistently high quality sustainable products
Local Authority	Compliance with legal requirements Contribute to local economy	Written or telephone communication Meetings Website	Provide infrastructure in which to operate
Local Conservation Societies	Act as a responsible company Support local wildlife Act as responsible site stewards	Corporate support Volunteering Meetings	To provide each other with support and advice with regards to the protection of wildlife and the local environment
Local Ports	Act as a responsible company Business ethics Mutual benefits Stability of operations & reliability Source of employment	Everyday work communication Meetings Website Communication forms	To provide services which are integral to the company's operations and to reduce carbon emission with regards to transport impacts

Materiality Matrix

Material Aspects		Material Aspects	
More Important - Environment, Stakeholders & Society	**Ability to influence**	**More Important - Company Strategy and Environment, Stakeholders & Society**	**Ability to influence**
Air emissions	High	GWP and GHG emissions	High
Fair wages	High	Renewable Energy use	High
Emissions to water	High	Primary Material Use and Materials Efficiency	High
Community relations	High	Energy Use	High
Freedom of Association	Moderate	Waste	High
Eco-toxicity	Moderate	Safe and Healthy Working Conditions	High
Biodiversity	Low	Health and Safety performance	High
		Contribution to Diversity and Stability of the Local Economy	Moderate
Less important to both	**Ability to influence**	**More Important - Company Strategy**	**Ability to influence**
Pursuing Innovation	High	Transport	High
Human Rights	Moderate	Skills and Training	High
Diversity	High	Stable Employment	High
Slave Labour	Moderate	Workers' Conditions	High
Child Labour	High	Gender Equality	High
Fair payment practices	High	Local purchasing	Moderate
Water Use	Low	Supporting SME's	Moderate

Less <--- Importance to Environment, Stakeholders & Society ---> More

Less <--- Importance to Delivering Company Strategy ---> More

Environmental

Social

Economic

Maturity Matrix

	Reporting Period	2023		
Sustainability Principles	Practices	Characteristics of the approach to sustainability in developing organizations		
		Maturity		
		Ad-hoc engagement, an informal approach to stakeholders in relation to these Practices. Limited understanding of the implications of the Practices on business priorities and decision making.	Policies and approach documented and well understood. Accountable party identified and responsible implementing roles/tasks resourced, trained and operational. Certified or uncertified management systems in place to manage the Practices. Demonstrable performance improvements.	'Engaged' plus: Proactively using sustainability to drive innovation into the organisation at every level to deliver improved performance. Company success is viewed in broader terms than foundation financials only.
		Immature	**Engaged**	**Proactive and Learning**
Inclusivity	Stakeholder identification and mapping		Comprehensive list of stakeholders	
	Open engagement in various formats for various stakeholders		All stakeholders are given the opportunity to provide feedback in a structured and fair way	
	Stakeholder issue identification			Consider issues in a structured way and take action to address all issues
	Communication of organization response to issues raised		Regular staff meetings and reporting to internal stakeholders	
Integrity	Leadership shown - clear Accountabilities documented			Application of all new relevant industry standards. Clearly written and communicated policies
	Code of Conduct adopted			Application of code of conduct clearly written and communicated to all staff at all levels and adopted daily in all issues
	Integrity risks identified and managed			Sustainable development policies fully integrated with risk management system. Seek to adhere to principles of risk management rather than simply do the minimum for compliance
Stewardship	Sustainable development culture			Culture of sustainability development embedded at all levels.
	Responsible/Sustainable Supply chain approach adopted			Recognise that the supply chain has common long term interests and take those into account. Assistance given to lower tiers when necessary
	Systematic Environmental Management			Comprehensive environmental impact/risk assessment/audit, integrated in decision making and valued.
	Systematic Social Management			Education and training, apply social policies and external standards
	Systematic Economic Management			Recognise and understand the importance of continual review of economic decisions to determine the allocation of resources
	Skills and training			Stimulate innovative learning and empower employees
	Career development			Needs of employees identified for further career development
Transparency	Identify appropriate metrics/KPIs			Comprehensive performance measurement against targets with effective management reporting
	Monitor performance			Effective performance management, communicated at all levels and used as a tool for improvement
	Publicly report management practices and performance			Stakeholders receiving regular and appropriate reporting. Building understanding in the stakeholder community
	Review performance			Periodic review and adjustment