

Sustainability Report

PROTECTING THE ENVIRONMENT AND SUPPORTING LOCAL COMMUNITIES

Sustainability at a glance

Health & Safety KPI
Performance rate index¹

2.82

Working days lost between
January 2020 and 30 June 2020

None

Greenhouse gas (GHG)
emissions reduction

35%

Health & Safety

Health & Safety is Alumasc's primary focus, and this is reflected in how we operate our business in a highly regulated environment. The Board member responsible for Health & Safety is our CEO who is responsible for our Health & Safety Policy statement. Group policy on Health & Safety requires that it is the first agenda item for Group and operating subsidiary board meetings. Our target is for Zero harm. This has informed our Health & Safety programme and has helped us develop our compliance with industry best practice and focus on continuous improvement.

We promote manager and worker awareness of their responsibilities, the hazards and risks associated with operations and safe ways of working through targeted training. We use e-learning programmes, workshops for supervisors, hazard alerts and safety/compliance checklists.

Operating businesses and sites have Health & Safety Committees. External consultants conduct regular Health & Safety audits. Action plans from Health & Safety audits are monitored by management and progress reviewed at Board meetings.

Near miss reporting has remained at the same high level of the prior year. In addition, the number of days lost in the workplace relating to accidents was 39 compared to 54 in the prior year. There have been no working days lost between January 2020 and 30 June 2020 and during this period we had three sites temporarily closed in April 2020.

Our principal Health & Safety KPI, the performance rate index (a relative measure capturing the total number of lost time and other safety incidents, relating the result to the overall number of hours worked), was 2.82 (compared to 2.69 in 2018/19). Alumasc's Health & Safety performance was good over the last year, and there is a longer-term trend of overall improvement; due to focus on a Zero harm outcome and continuous improvement by both management and employees. Our risks arise from working with machinery, forklift trucks crossing walkways, and car/lorry travel. Health & Safety initiatives include robust risk assessments and we work continuously to ensure that improvements are implemented.

Waste packaging and recycling

We seek to reduce packaging and single non-reuse plastics and we encourage recycling and waste segregation at each of our locations. Office waste is minimised where possible, with our computerised systems for documents. We are a member of Valpak for compliance reporting, and we comply with the commitments under the Producer Responsibility Obligations (Packaging Waste) regulations. We are working with Valpak to reduce waste packaging and information about the costs of packing provided to the businesses. Ideas to reduce waste from Valpak are shared with the divisions.

Packaging and recycling

The Board supports continuous improvements in environmental standards throughout the Group. This is achieved through a variety of methods, including product process development, promoting use of recycled materials, waste minimisation, energy efficiency and reducing the emissions from all our operations. Additional information about the use of recycled plastics by Timloc can be found on pages 10 and 11.

Climate change and sustainability

Our environmental audits are certified by external consultants. These audits are part of our internal programme to maintain our ISO14001:2015 Environmental Management accreditation in several of our businesses. Alumasc maintains the appropriate environmental management standards in the business to meet our statutory and moral obligations and has an excellent record in this regard. We have continuous improvement as part of our environment programme and findings from audits are communicated with management and employees. Our Code of Conduct states that every employee must seek to protect and minimise any adverse impact on the environment.

Water consumption

In excess of 80% of our water consumption is for welfare purposes at Timloc and Wade. Alumasc has some new properties such as Timloc in Howden and Wade in Halstead, with the latest water efficient systems.

Environmental and sustainability matters

Alumasc recognises its responsibility to protect the environment. As a business we are focused on using materials that can be re-used, particularly metals. The Group seeks to improve its environmental footprint by looking at new, more energy efficient, technologies and by reducing emissions. During the year we have approved investments with some of our overseas suppliers to move to more environmentally friendly methods of casting to help protect the environment by reducing particulates. Information about some of sustainable solutions can be found on pages 26 to 27.

A high proportion of Alumasc's building products are focused on providing effective solutions to enhance sustainability in the built environment. Alumasc has established leading positions in water management, through brands such as Alumasc Water Management Solutions, Wade, Gatic, Alumasc Roofing, Derbigum Olivine membranes, and Timloc; and energy/light management through Levulux.

¹ A relative measure capturing the total number of lost time and other safety incidents, relating the result to the overall number of hours worked.

Our community

Alumasc supports local community initiatives, local sports groups and a number of charitable donations have been made throughout the year by the business, following fundraising activities.



Alumasc Water Management Systems (AWMS) held a raffle to raise funds and a Valentine's bake sale for Team Mikayla's 2020 events. Team Mikayla is a registered charity that supports children with cancer.

Amount raised
£200

Building Envelope held a Bake Sale to raise money for Macmillan Cancer Support. It included a Berry Pie game, to guess the number of berries used. The team in St Helens raised £220 for Macmillan.



Tuesday 26th November 2019 was Bake off day where we had some amazing entries.

We raised money for **tiny tickers** who helped our own Heart Warrior earlier this year.

Well done #TeamTimloc



The Building Products division in St Helens took part in the Knowsley 10K for Sam's Diamonds in memory of a former member of staff. The run took place around Knowsley Safari Park!

To date £600 has been raised for Sam's Diamonds Cancer Support.



We support our local community by providing use of our car park for neighbouring Kettering Town FC.



Our Wade site supported Halstead in Bloom. Some planting was unfortunately delayed due to the COVID-19 lockdown.

Sustainability Report continued

Diversity and inclusion

Alumasc is an equal opportunities employer and its policies for recruitment, training, career development and promotion are based on the aptitude and abilities of the individual regardless of religion, ethnicity, gender and sexual orientation. Employees with disabilities are afforded equality of opportunity in respect of entering and continuing employment with us. The Group aims to provide training opportunities that are identical, as far as possible, for disabled and non-disabled employees. Should employees become disabled after joining the Company, every effort is made to ensure that employment continues, and appropriate training is given. A formal Equality and Diversity Policy has been approved by the Group Board and applies to all our businesses.

We recognise the benefits of a diverse workforce and we promote a working environment that is fair and inclusive. We seek to extend these principles to our customers, suppliers, stakeholders and the communities where we operate. The chart above provides headcount data as at 30 June 2020.

We are committed to promoting diversity and equal opportunities from recruitment, employment and career progression to learning and development. We recognise the benefit of calling on the widest range of experience, knowledge and skills.

Employee helpline

A confidential employee assistance helpline is available free to all staff. We publicise the telephone number on our notice boards and make staff aware of this service. The helpline has been obtained from a supplier that operates 24/7. Counselling and wellbeing services can be accessed via an app.

Employees are kept informed of divisional and Group matters, through briefing sessions and presentations. We are always looking at ways to improve communications to motivate employees. During COVID-19 the business kept in touch with staff and ensured that people who live on their own were safe and well. Alumasc values the views of its employees and consults with them about matters that affect them and the business. Some sites issue quarterly internal newsletters with company updates, community/charitable events and employee related news.

	Male	Female	Total
Non-executive Directors	5	0	5
Executive Directors	3	0	3
Senior managers	42	8	50
All other employees	291	112	403
Total	341	120	461

Alumasc Code of Conduct

Our Code of Conduct sets out the ethical standards and expected behaviours from all employees. The Code explains that employees need to act honestly and be responsible and trustworthy, is supported by employee handbooks and outlines obligations on a number of policies including Anti-bribery and corruption, Whistleblowing and ethical trading.

Greenhouse gas (“GHG”) emissions data

Carbon Footprint Limited work with the Alumasc Group to help us monitor and report our GHG emissions and to help Alumasc improve its energy efficiency. The Group aims to reduce carbon emissions year-on-year. We aim to do this by reducing our carbon emissions, fuel consumption, and by reducing waste consumption. Carbon Footprint have independently assessed our GHG emissions in accordance with the UK Government’s “Environmental reporting guidelines, including Streamlined Energy and Carbon Reporting” requirements. The assessment prepared for Alumasc by Carbon Footprint included the 2019 emission conversion factors published by the Department for Environment, Food and Rural Affairs (Defra) and the Department for Business, Energy and Industrial Strategy (BEIS).

Our carbon footprint includes emissions where we have direct responsibility, for example, vehicles and heating fuel (Scope 1) and emissions from third parties from the generation of electricity (Scope 2). We have voluntarily disclosed Scope 3 that demonstrates a significant reduction in emissions, partly due to lockdown restrictions following the COVID-19 pandemic.

We collect details on energy consumption from our trading divisions and this information is input onto the Carbon Footprint data tracker. The information provided is verified by the submission of invoices and evidence of fuel consumption. The information is audited and verified by Carbon Footprint.

The Group companies are continually reviewing energy consumption and considering new technologies to deliver ongoing reductions in emissions. Our carbon footprint includes all emission sources as required under S12008/410 for large unquoted companies.

The financial review for each scope was as follows:

Scope 1	<ul style="list-style-type: none"> • Company owned vehicles • Fuels: Natural gas, gas oil, LPG
Scope 2	<ul style="list-style-type: none"> • Purchased electricity
Scope 3¹	<ul style="list-style-type: none"> • Public transport, including rail travel and taxis • Flights • Grey fleet car mileage • Electricity transmission and distribution

¹ Scope 3 has been voluntarily disclosed.

	Tonnes of CO ₂ e		
	Previous year 2018/2019	Current year 2019/2020	% Change
Total Group emissions			
Total energy consumed (kWh) ¹	n/a	10,067,046	n/a
Scope 1	1,615.55	1,297.37	-19.69
Scope 2	1,282.20	690.82	-46.12
Scope 3 ²	586.00	273.63	-53.31
Scopes 1 & 2 gross emissions (tCO₂e)	2,897.75	1,988.19	-31.39
Total gross emissions (tCO₂e)	3,483.56	2,261.82	-35.07
Carbon offsets (tCO ₂ e)	0.00	0.00	
Total net emissions (tCO₂e)	3,483.56	2,261.82	-35.07
Scope 1 & 2 emissions normalised to per employee (tCO ₂ e) (intensity ratio)	5.53	4.58	-17.18
Scope 1 & 2 emissions normalised to per £million turnover (kgCO ₂ e)	32.09	22.09	-31.16

1 kWh includes Alumasc's energy usage from building energy (Scope 1 & 2, excluding refrigerants) & grey fleet (Scope 3) only, as per SECR guidelines.

2 Scope 3 has been voluntarily disclosed.

We are pleased to report this year a decrease of 35% in the Group's emissions. Large reductions in GHG emissions have been achieved for the period 2019/2020 when compared to 2018/2019. The reduction in emissions could be attributed to:

- Energy efficient buildings for Wade and Timloc;
- Reduction of energy used due to COVID-19 temporarily closing three manufacturing sites for three weeks and re-opening on a phased basis;
- Replacement of old machinery with newer more efficient machinery; and
- Reduced travel (in particular this was as an impact of the COVID-19 pandemic).

In addition, during the year Alumasc also completed a detailed Energy Savings Opportunity Scheme (ESOS) energy audit of the amount used, and has a number of recommendations for implementation.

Human Rights and Modern Slavery Act 2015

Alumasc treats people fairly and we are honest and straightforward in all our business relationships. We have established long-term relationships built on trust and reliability.

Following the enactment of the Modern Slavery Act 2015, Alumasc introduced a Modern Slavery and Human Trafficking Policy. The Alumasc Group plc has a zero-tolerance approach to modern slavery and is committed to act ethically and comply with all laws and regulations. The Group Modern Slavery Statement is published on our website: www.alumasc.co.uk in line with Home Office guidance. Alumasc works with its supply chain to ensure that there is a zero tolerance to Modern Slavery. The 2020 statement will be published on our website in compliance with the requirements before the deadline.

Alumasc expects its suppliers and those in the supply chain, where possible, to confirm that all suppliers have the same or similar policies. The latest Modern Slavery Statement and previous disclosures are available at www.alumasc.co.uk.

Anti-bribery and Anti-corruption

Alumasc has a zero-tolerance of bribery and corruption. The Group's Anti-Bribery Policy gives clear guidance of the ethical standards and compliance required. Training is provided to employees either via an online training module and/or by face-to-face training. We encourage all employees to be vigilant and to report any suspicious matter.

Total tCO ₂ e	Total tCO ₂ e/employee	Total tCO ₂ e/turnover (£M)
2,261.82	4.58	22.09

Large reductions in GHG emissions were identified for the 2019/2020 period when compared to the year ended 30 June 2019.

Sustainability Report continued

PRODUCTS & SOLUTIONS THAT ARE SUSTAINABLE



Green roofing solutions

Alumasc provides a complete roofing solution including the waterproofing ranges and Green Roofs System.

Blackdown's extensive sedum green roof provides a variety of planting, generally comprising drought tolerant succulents such as sedum, rockery and alpine plants. The above picture is an example of an extensive green roof; it is an ideal choice as it enables any roofing element to both blend in with surroundings and positively contribute to the natural environment.

A Blackdown extensive sedum green roof can complete any low-lying single storey building, helping it to become part of, and give back to, the natural environment.

Blackdown Green Roofs can be supplied in three broad application categories including Extensive, Biodiverse and Intensive and offer engineered living roof systems which are fully compatible with Alumasc's warranted waterproofing ranges.

Green roofs benefit the wider environment through their positive impact on sustainability, biodiversity and the attenuation of storm water. They improve the quality of life for building users whilst being sympathetic to the environment and can have wide ranging long-term financial benefits.

EVERY SINGLE UNIT
of our robust and industry-favourite

1201

is made from **100%** recycled material.

timloc
building products

1201 - A telescopic (adjustable) underfloor ventilator

Timloc is passionate about manufacturing goods with the highest level of recycled content possible.

There are numerous products in the Timloc range that are made from 100% recycled material. Every single unit of the Timloc robust, durable and industry-favourite 1201 is produced from 100% recycled material.

The recycled materials used originate from a variety of sources including plastic bottles, plastic trays and plastic car parts, such as bumpers and dashboards. The raw material produced as a result of the recycling process is long-lasting, versatile and, most importantly, environmentally friendly.



Dundee University

A CO₂ neutralising roof? Dundee University benefits from Olivine roofing from Alumasc Roofing Systems.

One of the busiest buildings at the University of Dundee was able to benefit from a complete replacement of its waterproof roofing with Alumasc Derbigum Olivine roofing membranes.

The August 2018 project ran for six weeks and was completed on time, without any complications, after a thorough site survey to correctly identify the project needs.

“Olivine membranes are extremely special,” explained Permatop Roofing Director Jim McVeagh, who headed up the project. “Olivine is a highly effective, durable waterproofing solution for roofs which also actively purifies the air by neutralising CO₂ in rainwater.”

Olivine membranes use a naturally occurring mineral upper layer that neutralises the most prevalent greenhouse gas via an irreversible chemical reaction when it comes into contact with rainfall.

Nottingham Trent University (NTU)

NTU also selected a Derbigum Olivine roofing system. This carbon dioxide neutralising roofing helped NTU stay as one of the UK’s most environmentally friendly universities.

Alumasc Derbigum Olivine roofing absorbs and neutralises CO₂ on contact, as it falls in rainwater, so when it reaches the drains it’s carbon-free. Olivine grains decrease in size with each reaction, however, they are large enough to last 30 years plus before having completely reacted. This environmentally focused solution was used in the recent redesign and refurbishment of Nottingham Trent University’s Clifton Campus Library, which now features over 1,000m² of Olivine, providing a waterproof, BBA approved roofing solution.

The refurbishment also included the specification of Alumasc Rooflights and Harmer aluminium Roof Outlets, together with GX Pressed Aluminium Gutters and Heritage Circular Pipes, ensuring adequate drainage.

GX Pressed Aluminium Gutters are designed to accommodate thermal movement at every joint, being also lightweight, durable, non-corrodible, and are 100% recyclable.



Harmer AV roof outlets combine innovative product design with full industry compliance to meet the needs of rainwater drainage in any construction project, with the ability to drain up to 40% more roof area than conventional gravity outlets. These outlets are sustainable, lightweight, durable and have a non-corrodible design.

The UK market for green construction projects has grown significantly in the last 10 years and is poised to grow further. As environmental awareness grows, more developments are including “green” and sustainable solutions.