



ESG REPORT

ENVIRONMENTAL ▼ SOCIAL ▼ GOVERNANCE

REPORT ▼ 2022



Throughout our 40 year history of being a leading UK designer, manufacturer and supplier of specialist products for the civil engineering industry, we have always made strides to consciously improve our ESG performance.

In our first Environmental, Social and Governance (ESG) report, we aim to be transparent with our partners and customers about the ways we are monitoring and improving our impact on the world. We are committed to working towards minimising the environmental impact of all our activities, from developing products that increase whole of life performance to increasing recycling and reducing waste wherever we can. We will also continue to improve our social and governance performance




Wrekin will continue to review and enhance the way we report on and measure our ESG performance. There has never been a more crucial time to be aware of our social and governance responsibility, and our impact on the environment, and we take our responsibility seriously.



wrekinproducts.com



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A LITTLE BIT ABOUT US

At Wrekin, we design, manufacture and supply highway ironwork, access covers and bespoke steel solutions and geotextiles and other geosynthetic ground civil engineering products.

Our innovative approach to product design and commitment to quality and service has firmly established our position as a market leader in safety critical civil engineering solutions.

With more than 40 years of technical expertise and leadership, we have an established range of unique, patented products to perfectly suit both specifier and contractor.

Wrekin's heritage is highway ironwork. Our core business is the design, manufacture and supply of industry leading gully grates and manhole covers. Our ironwork is tough, and built to sustain the increasing demands on our roads and infrastructure.

We are proud to work in partnership with leading large water and telecommunication utilities across the UK, ensuring motorists, pedestrians and those travelling by trains and aeroplanes enjoy safe, smooth and high-quality journeys.

Another significant area of our business is geosynthetic products, which play an integral role in the majority of building, civil and marine engineering projects. We offer geosynthetic solutions for ground stabilisation, reinforcement, erosion control, drainage, tree and grass protection.



RESPONSIVE

We are dynamic and collaborative problem solvers.



STRAIGHTFORWARD

We value honesty and quality, we strive to provide added value and believe in bringing simplicity to everything we do.



INNOVATIVE

We put innovation and new ideas at the heart of everything we do. We lead the industry in innovation.



EXPERTS

We are knowledgeable experts who believe in providing a quality service, we value our people and treat our customers as an extension of our family.

ENVIRONMENTAL



NET-ZERO CARBON

As a large supplier to the UK construction industry, managing the reduction of carbon usage is crucial to the success of the Wrekin business. We appreciate it is not just the actions of our business as a designer and distributor of civil engineering solutions which needs to be managed, but those of the supply chain we're a part of.

To this end, Wrekin are committed to measuring and managing the reduction of carbon emissions across our activities and those of our suppliers.



LIGHTING

80% of lighting on site is low energy LED



EV CHARGING

Four EV charging stations on site for staff & customers



ENERGY USE

Targeted 3% reduction in electricity usage in 2022



WASTE

0% of site waste is sent to landfill

In the last year Wrekin have taken a number of steps to ensure a robust, permanent process is in place:

- ▶ The Technical Director is responsible for ensuring performance information is gathered from the supply chain on an annual basis. **These measures extend beyond embodied carbon to include airborne particulate emissions, sewage from our production sites and waste as appropriate.**
- ▶ Reporting to the Business Development director, **the Health & Safety, Environmental and Quality manager is responsible for collating accumulated data as part of ISO 14001** and preparing it for board review.
- ▶ **Carbon targets for the Wrekin business and wider supply chain are identified by the board on an annual basis**, discussed with suppliers to identify means of achieving them and then agreed, based on feasibility, by the managing director.
- ▶ **Review of associated performance, against targets, is now a minute at board meetings, in line with the requirements of ISO 14001.**

Emissions from our logistics partners form part of Wrekin's decision making process when they tender for future work, with **only companies able to demonstrate some of the lowest net embodied carbon figures, associated with their services to us, considered for future work.** Much of our international shipping is currently handled by DHL for these reasons.



SUSTAINABILITY THROUGH WREKIN INNOVATION

UNITE - A SUSTAINABLE SUCCESS STORY

One of our most successful partnerships is with Thames Water, which was experiencing problems with the lifespan of its manhole covers on some of London's busiest and most demanding routes. With approximately 1.2 million manhole covers across 67,000km of sewers, the company needed a solution that was easy to install and proven to last. We have now supplied more than 100,000 units to the company without one recorded failure for more than 10 years.

By helping to reduce the number of road closures needed for urgent repairs, along with the accompanying workers and equipment, this is a product with an impressive sustainability reputation.

With the correctly specified Wrekin products, waste can be completely eliminated. Our groundworker package - UniPak, ClickLift and Armadillo - combine to offer huge improvements by minimising waste and introducing modern working practices.



Our industry-leading ductile products are designed to use as little material as possible without impacting on their strength. The benefits of this can mean a reduction in CO² emissions when shipping - and **allows for more of the products to be shipped together.**

We use clever engineering to create strength in our manhole covers, such as **anti-flex beams which were first introduced to the Highway range** and are now in all of our products and the use of gussets, which add strength to the frame - for example, our Unite product has 16 and TriStar has 4.

This all combines to ensure we manufacture and supply products that are built to last, minimising failures, the need for replacements and reduced carbon across the installation and supply chain.

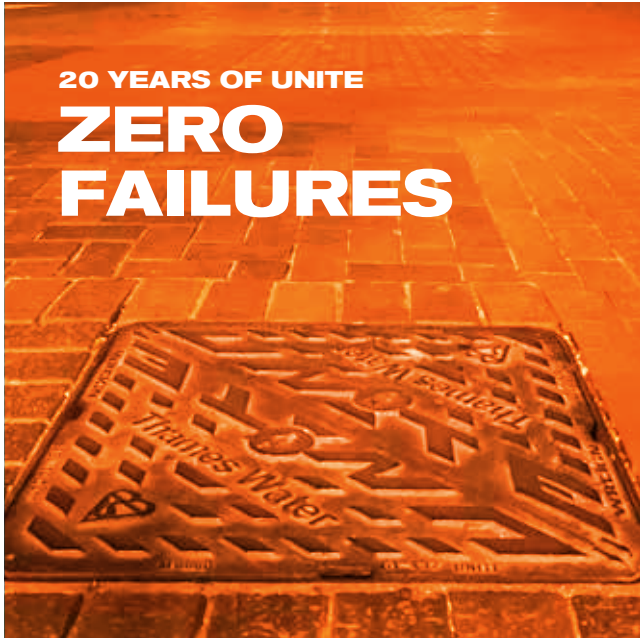
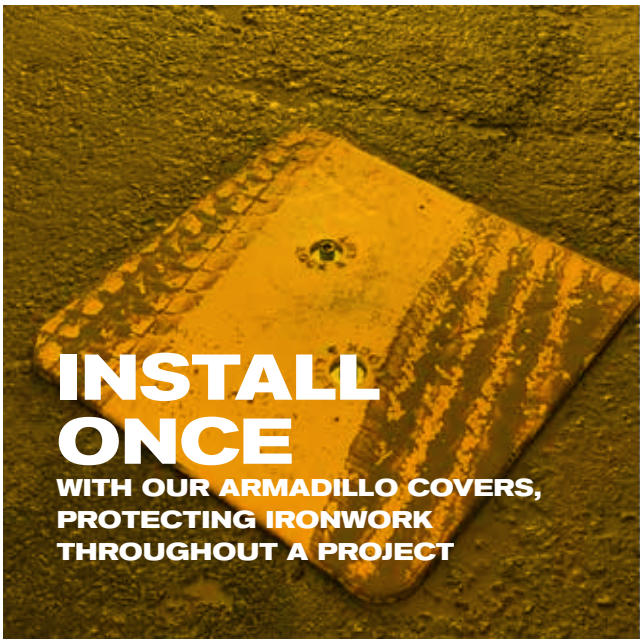


We are incredibly proud of our Unite range - the very definition of sustainability. It was a decade in the making and has been in service on the UK's highways for 20 years with 500,000 installations - and **it has never had a failure reported.**

Our specialist **Unite manhole covers and ironwork installation system** - which, when used together, **come with a 10-year guarantee** - is engineered by Wrekin for a long life and assured performance, providing **whole life cost savings due to its robustness, which removes the need to replace broken ironwork.**



Unite has patented features that minimise the bedding pressure, which allows clients to simply 'fit and forget' - saving them a lot of time and money over the years by not having to dig up roads for repairs and replacements due to failing ironwork.





As Wrekin further embed ISO 14001 processes we:

DURING 2021

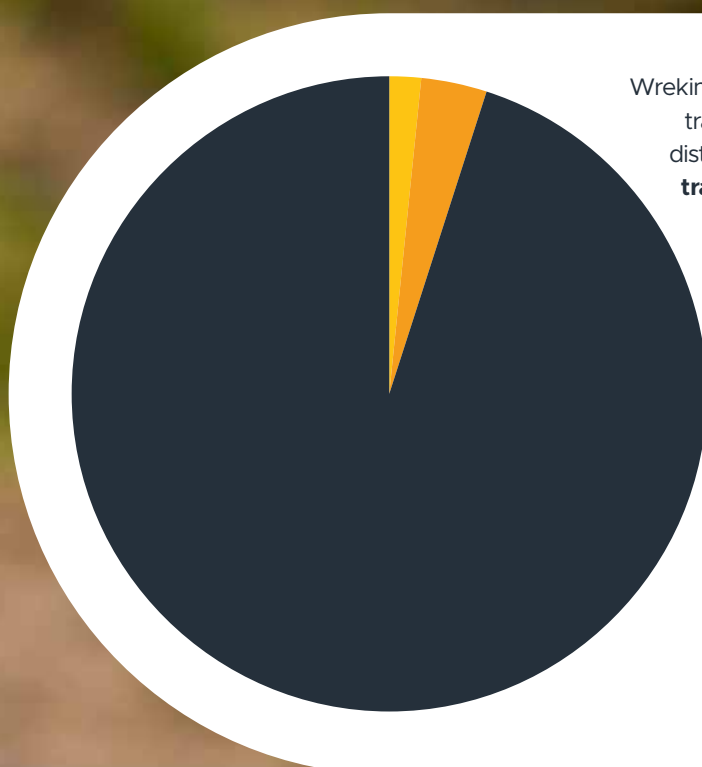
- ▶ Engaged with Supply Chain Sustainability School initiatives
- ▶ By the end of 2021, we secured a consultant to support with:
 - ▶ Formalising the processes for capturing emissions across the functions of the business and supply chain.
 - ▶ Assessing the competence of suppliers in respect of environment/carbon matters.
 - ▶ Bringing those suppliers, and potential suppliers who need it, up to speed with carbon and environmental reporting, so Wrekin is in a position to make informed decisions regarding how to proceed with them.
 - ▶ Ratifying the established baseline of Scope 1, 2 and 3 emissions.

2022

- ▶ Achieved ISO 14001 third party accreditation.
- ▶ Create LCAs for key products.
- ▶ Capture sufficient data against the base line to enable lessons to be learned, prioritised and acted on with confidence that they are optimal.

2023

- ▶ Publish EPD for all key products.
- ▶ Continue to drive initiatives to substantially reduce carbon and other environmental negative externalities.



Wrekin utilises the most carbon efficient mode for transporting its iron products into its Lichfield distribution centre. **Over 95% of the distance travelled is by ship which has roughly 10% km/tonne emissions of road transport.**



SOCIAL

HEALTH & SAFETY

Wrekin is 3rd party certified by SGS to ISO 45001:2018. As the international standard that specifies the requirements for an occupational health and safety management system (OHSMS) ISO 45001 is positioned as an integral part of Wrekin's efforts towards managing occupational health and safety performance.

3rd party certification is independent confirmation and verification that Wrekin complies with the standard which includes the following areas:



IMPROVEMENT



PERFORMANCE EVALUATION



LEADERSHIP AND WORKER PARTICIPATION



PLANNING



SUPPORT



OPERATION

Specific examples of where Wrekin has made a major commitment and spend on initiatives to reduce the risk of accidents as a result of full compliance with ISO 45001 include;

Forklift Truck (FLT) automatic speed governing by location



Pedestrian/FLT proximity wearable warning devices



FLT danger area warning notification



Wrekin has a H&S policy that complies with the requirements of ISO 45001 wrekinproducts.com/policies. As necessitated by ISO 45001 all accidents and near misses are investigated and corrective/preventative measures taken.

Wrekin has had zero RIDDOR occurrences in its history.

	2017	2018	2019	2020	2021
Lost Time Accidents	0	0	0	0	0
RIDDOR	0	0	0	0	0

Full H&S audits are carried out on a regular basis and any non-conformances are rectified. Again, as required in ISO 45001 there is senior management leadership with Board level H&S responsibility.

Regular management reviews take place with all Board members attending as well as other relevant management. Employees are encouraged to report any H&S issues they see and there are departmental representatives on the Wrekin H&S committee.



**0 RIDDOR
& LOST TIME
ACCIDENTS
IN
5 YEARS**



EMPLOYEE WELLBEING AND ENGAGEMENT INITIATIVES

Wrekin follows the guidelines of ISO 45003 for managing psychosocial risk within the occupational health and safety (OH&S) management system based on ISO 45001. It enables Wrekin to mitigate work-related injury and ill health of our workers and other interested parties, and to promote well-being at work.



DEVELOPMENT

Personal development is encouraged through appraisal system, **education and training**.



FLEXIBLE WORKING

Flexible and **home working** is supported for employees where possible.



ENGAGEMENT

Ongoing consultation and town hall meetings to **encourage feedback** from staff.



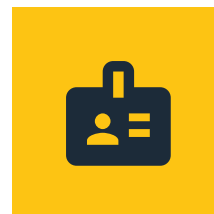
CHARITY DAYS

Coffee mornings, collections and events are regularly hosted to **raise money** for charities.



TEAM DAYS

Teams are able to participate in regular **team building** and friendly competition.



ONGOING SATISFACTION

We're proud of our low numbers of employee turnover, thanks to **overall satisfaction**.



EMPLOYEE SATISFACTION

Frequent employee **satisfaction surveys** are conducted in order to maintain high job satisfaction.

EMPLOYEE DIVERSITY & DISCRIMINATION

Wrekin believes that a diverse workforce helps enrich employment, training, innovation and individual and organisational development.

We are committed to ensuring that our employees are able to work in an environment free from unlawful discrimination, and that promotes equality of opportunity and good relations between its employees.

We aim to ensure that our employees are treated with dignity, respect, and equality, regardless of inappropriate distinctions such as gender, race, nationality, ethnic identity, national origin, religious beliefs, disability, age, marital status, family circumstance, sexual orientation or trade union activity.

In addition we will comply with current legislation and aim to promote good practice in all aspects of our operations.

Wrekin has put this equal opportunities policy into practice, and takes responsibility for monitoring its implementation and reviewing its effectiveness.

Anyone associated with Wrekin has a responsibility to ensure that their actions comply with both the requirements and the spirit of the policy.

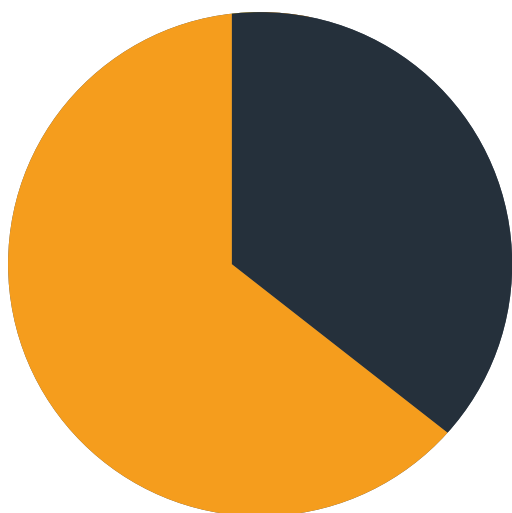
Despite equal opportunities being the responsibility of all within the organisation, the ultimate responsibility of this policy's, and its subsections', enforcement is that of the Managing Director.

Part time employees will not be treated less favourably on the grounds that they are part time, and their entitlements will be calculated on a pro rata basis of the full time equivalent.

This policy statement has been distributed and publicised throughout the organisation and elsewhere as is from time to time appropriate.

We endeavour to provide awareness and support to help staff discharge their responsibilities for the implementation of the Equal Opportunities Policy.

All Human Resource procedures are monitored on a regular basis to ensure that the Equal Opportunities Policy is being maintained. This process is conducted in consultation with our consultants. As a result, this policy and its subsections are liable to change at any time to ensure our commitment to equal opportunities for all.



EMPLOYEE SPLIT

MALE
47

FEMALE
26



GOVERNANCE

STATEMENT ON THE MODERN SLAVERY ACT 2015

This statement is made pursuant to Section 54, Part 6 of The Modern Slavery Act 2015 and sets out the steps Wrekin Products Ltd (Wrekin) has taken to ensure that slavery and human trafficking is not taking place in its supply chain or in any part of its business.

Supply chain overview and Due Diligence process

Wrekin is committed to have a transparent approach to ensure that it and its supply chains adhere and comply with the prevention of any aspect of slavery, as set out in The Modern Slavery Act 2015.

Wrekin has control processes in place to ensure its businesses comply with statutory regulations, including, where relevant (but not limited to): risk assessments; engagement with suppliers on our policy; contractual provisions; and supplier pre-screening where appropriate.

Modern Slavery Policy

Wrekin has a zero-tolerance approach to modern slavery and is committed to act ethically and to comply with all laws and regulations which are relevant to our business and in all countries where Wrekin operates or sources.

Wrekin expects its suppliers to hold their own suppliers to the same standards. This policy complements the Business Ethics, Whistleblowing and Anti-Bribery and Corruption policies the Company already has in place.

ETHICAL TRADE

Wrekin recognises that our commercial and corporate activities have impacts on our stakeholders; those individuals or groups affected directly or indirectly by our activities and achievements. As a socially responsible organisation, our stakeholders have a right to expect:

1

Products manufactured and sourced by the company are produced under working conditions that are both safe and hygienic.

2

All workers involved in the production and supply chain of our products are treated with full consideration of their basic human rights.

3

The company to operate in an ethical manner above and beyond minimum legal requirements.

Ethical Trade Policy

Our policy sets out our commitment to our stakeholders, setting out the measures we are taking to ensure we are acting in an ethical manner.

Wrekin recognises the work of the Ethical Trading Initiative and embodies the criteria of the 'ETI Base Code' in supplier auditing. Wrekin suppliers are required to write and build this criterion into their management systems.

1

Shareholders

Wrekin is committed to balancing the ethical and social components of our business, whilst building shareholder value. We recognise that our ethical and social performance and reputation is a key part of our overall commercial success,

2

Employees

We are committed to ensuring that our personnel policy practices and the enforcement of company rules ensure the protection of the rights of all those who work for Wrekin. We aim to operate above the minimum legal requirements to ensure that our employees are safe, rewarded and valued.

3

Customers

Wrekin is committed to communicating its ethical and social responsibility credentials to enable its customers to make informed choices about the products they purchase. In addition, we recognise and are committed to meeting the ethical and social responsibility requirements of our customers.

4

Suppliers

Wrekin provides full support to assist our suppliers in the manufacture of products that will be offered for sale to customers. To this end, Wrekin assists suppliers on issues relating to product quality and Total Quality Management systems and best practice which by their very nature have consideration of Human Resource, Health & Safety and Environment impact issues.



BRIBERY AND CORRUPTION

Wrekin has a policy on the general rules and principles to which we expect all employees to adhere in order to avoid any breaches of the Bribery Act 2010 and to maintain the highest ethical standards and to protect the company's reputation against any allegations of bribery and corruption.

It is also intended to raise employee awareness to the possible guises in which bribes may be presented or ways in which corruption may occur and therefore to be able to avoid any situation that could be perceived as bribery or corruption in any form.

It is widely known that bribery is a criminal offence however, The Bribery Act 2010 not only makes bribery and corruption illegal, but places a duty on the employer to prevent acts by employees, agents etc, no matter where in the world the act takes place.

The acceptance, offering or giving of any kind of bribe, promise, kickback, favour, loan or any other benefit or advantage by our employees or their families is prohibited.

MARKETING INTEGRITY

Wrekin is committed to adhering to the "Code for Construction Product Information" [<https://www.cpicode.org.uk/wp-content/uploads/2021/09/Code-for-Construction-Product-Information-v1-0.pdf>], and agrees to abide by the clauses in the code in order to give confidence to those in the supply chain using our 'Product Information' that it is clear, accurate, up-to-date, accessible and unambiguous and can therefore be relied upon when making decisions about using those products at any stage of design, specification, installation, use, maintenance and disposal.



GDPR

Wrekin Products Limited is committed to conducting its business in accordance with all applicable data protection laws and its ethical and moral obligations.

It is recognised that there may be changes to data protection laws, codes of practice and the outcome of case law and this may have an impact on what and how we do things. We intend to stay abreast of any such changes and make necessary adjustments to our processing activities or documentation as a result.

All documentation will be reviewed at least annually and shall be supported by, where applicable the results of risk assessments and privacy impact assessments.



All information in this catalogue is subject to change without notice. While efforts have been made to make this catalogue helpful and accurate, Wrekin Products Ltd. does not warrant the accuracy of information obtained from this catalogue. Where errors or omission are brought to the attention of Wrekin, amendments will be made as quickly as possible.



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