

Annual Sustainability Report 2024-2025

Building Products Division.

The following report shows the sustainability performance for Hadley Group – Building Products Division covering the period **1st May 2024 – 30th April 2025**.

Greenhouse Gas Emissions

Total: **39980kg CO₂e/tonne**.

Greenhouse gas emissions for Building Products Division for this reporting period are:

- Scope 1 (Direct): **595.5kg CO₂e/tonne**
- Scope 2 (Energy indirect): **180.8kg CO₂e/tonne**
- Scope 3 (Other indirect): **39,204kg CO₂e/tonne**

Approximately 98% of our greenhouse gas emissions are those that occur upstream in the supply chain. The vast majority of this is due to the content of carbon that is embodied within the steel we use in our manufacturing and production processes. Low carbon steel is fast becoming available, and we expect to see a significant shift in our upstream CO₂ emissions, where reductions are expected.

Resource Use

Our process follows a *Stronger by Design, Lighter by Design* and *Greener by Design principle*. Hadley Group (Building Product Division) provides full design support with our multi-skilled technical team collaborating with architects helping them to optimise the specification of our cold rolled, high strength, lightweight Ultrazed™ purlins,

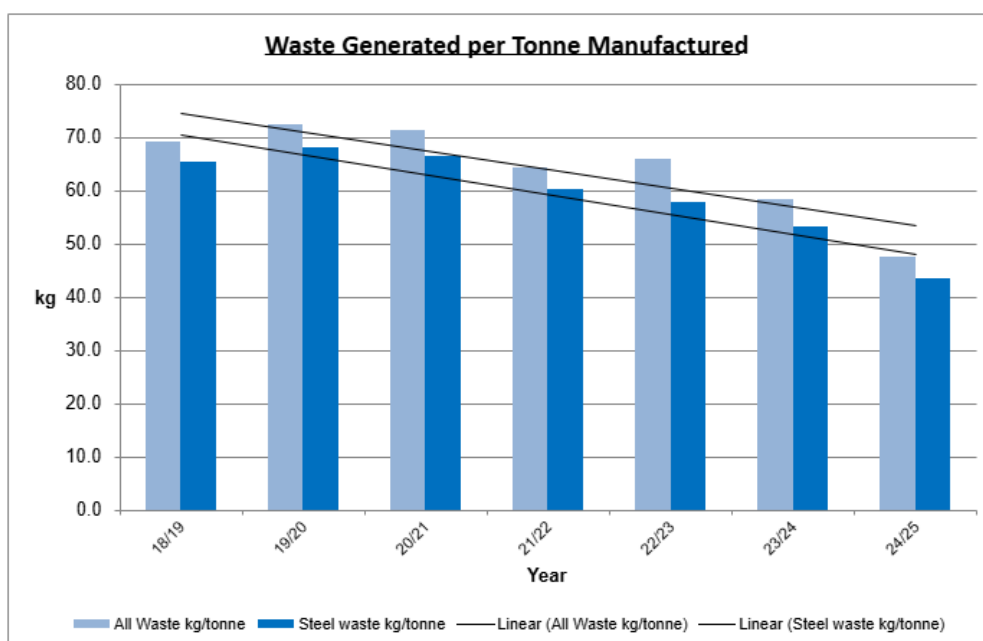
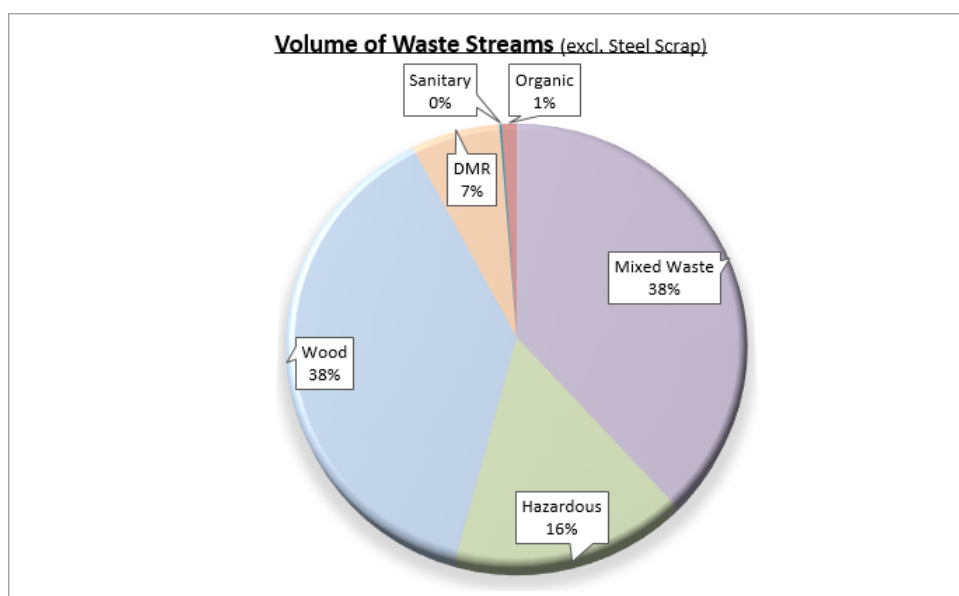
Ultra Beam side rails and floor beams. Maximising the use of these products results in the reduction of material usage and subsequently lowering the weight of the finished product. This weight reduction of material usage and subsequently lowering the weight of the finished product. This weight reduction further drives a reduced consumption of product transportation fuel use and can allow the final structure to include further material saving features.

The *Stronger by Design, Lighter by Design* and *Greener by Design* processes are the bedrock of our life cycle thinking approach, which drives continual improvement in our products. There is a high demand for scrap metals in the UK, and as such products that reach the end of their life are recycled.

Waste Management

Total waste produced: 2.21kg/tonne of product

The following graphs shows the amount of waste generated by the Building Products Division during the reporting period. The total waste figure includes scrap steel recycled off site, waste wood, and organic wastes. We have committed to maintaining zero waste to landfill and reducing scrap yields, and are consistently meeting our targets, contributing to the wider UK operations wastes management goals and objectives.



Waste Best Practice

We have a commitment to apply the waste hierarchy and eliminate all waste from landfill. Effective management of waste streams is achieved by segregating waste on site and ensuring we are compliant with applicable waste legislation. We maintain a register of licences for waste carriers as part of our ISO 14001:2015 certified environmental management system. Performance metrics are also set around minimising waste as far as practicable and all waste produced is diverted from landfill.

As part of its wider waste management strategy, Building Products Division Ltd monitors and measures the amount of waste that it produces as an organisation in kilograms generated per tonne of production output.

We collaborate with our contractors and partners who can verify end-of-life treatment for our waste.

Water Usage

0.107963599m³ per tonne of product / 107.96 litres per tonne of product

We have a commitment to use water as efficiently as possible. Building Products Division commits to monitor water usage and minimise demand on potable supplies of water as far as practicable.

Regular inspections of all water consuming areas are conducted to ensure, where required, corrective actions are quickly carried out if an issue is identified.

Separate water meters are installed allowing the measurement of both domestic water consumption and water consumed during the production process.

Transport Impacts

Inbound steel delivery load average: **13.65 tonnes per delivery**

All Hadley Group delivery vehicles are tracked and speed restricted in accordance with Euro class V & VI. – Building Products Division maximises inbound and outbound loads where possible to minimise carbon emissions. We have continued to see the environmental benefits of transitioning from diesel to a sustainable alternative fuel (HVO) and the gradual upgrade of our fleet. Having completed a trial phase with HVO where remarkable results were achieved there has been a 100% switch to this fuel type and progressively replacing our fleet vehicles with more fuel-efficient models.

Employment & Skills

Building Products Division recognises the importance of effective training for all employees. Employees are provided with a company induction programme that includes environmental, health & safety and responsible sourcing topics. Regular appraisals are conducted to identify opportunities for further training and development.

In the 2024-25 reporting period, Building Products Division employees received a sum duration of **378** training hours of externally provided training. This was further supplemented with **187** hours of e-Learning courses, amounting to a total of **565** hours of training provided.

Local Communities

Building Products Division received two complaints related to environmental and local community matters over this period. One related to processing noise late at night and the other regarding tree branches falling into a neighbouring garden during high winds. Both issues were quickly resolved to the satisfaction of nearby residents.

Hadley Group has supported several local and national charities. Support has taken the form of direct financial, secretarial, leadership and mentoring support. We have also had employee donations to worthy causes matched by the business.

Local sourcing and local business are a key part of the Hadley Group. Building Products Division source majority of the steel converted in our productions lines locally from several suppliers located within a 10-mile radius of our sites

Environmental Stewardship:

Hadley Group strives to contribute to manufacturing in a low carbon world. From an environmental perspective, each of our products has been rigorously researched and developed to ensure it delivers optimum performance and considerable savings in raw material usage.

Our patented UltraSTEEL® process enables us to develop highly efficient product designs that perform better, while using less metal. Products that weigh less reduce transportation related emissions.

Our state-of-the-art manufacturing plant ensures operational efficiencies and aligns with the principles of circularity.

We also recognise that supply chains are global and whilst our immediate steel suppliers are local, we retain records of mill certificates to enable traceability back to original sources.