

Annual Sustainability Report 2024-2025

UltraSteel Products Ltd - UK.

The following figures show the environmental and social performance data for Hadley Group – UltraSteel Products Ltd covering the period **1st May 2024 – 30th April 2025**. (note this report has been externally verified in accordance with the requirements of ISO14064-3)

Greenhouse Gas Emissions

Total: **128,739kg CO₂e/tonne**.

Greenhouse gas emissions for UltraSteel Products Ltd for this reporting period are:

- Scope 1 (Direct): **87.0kg CO₂e/tonne**
- Scope 2 (Energy indirect): **266.5kg CO₂e/tonne**
- Scope 3 (Other indirect): **128,385kg CO₂e/tonne**

Around 99% of our greenhouse gas emissions in this business unit are those that occur upstream in the supply chain. The vast majority of this is due to the carbon emitted during the manufacture of the steel used in our products and along the value chain.

Resource Use

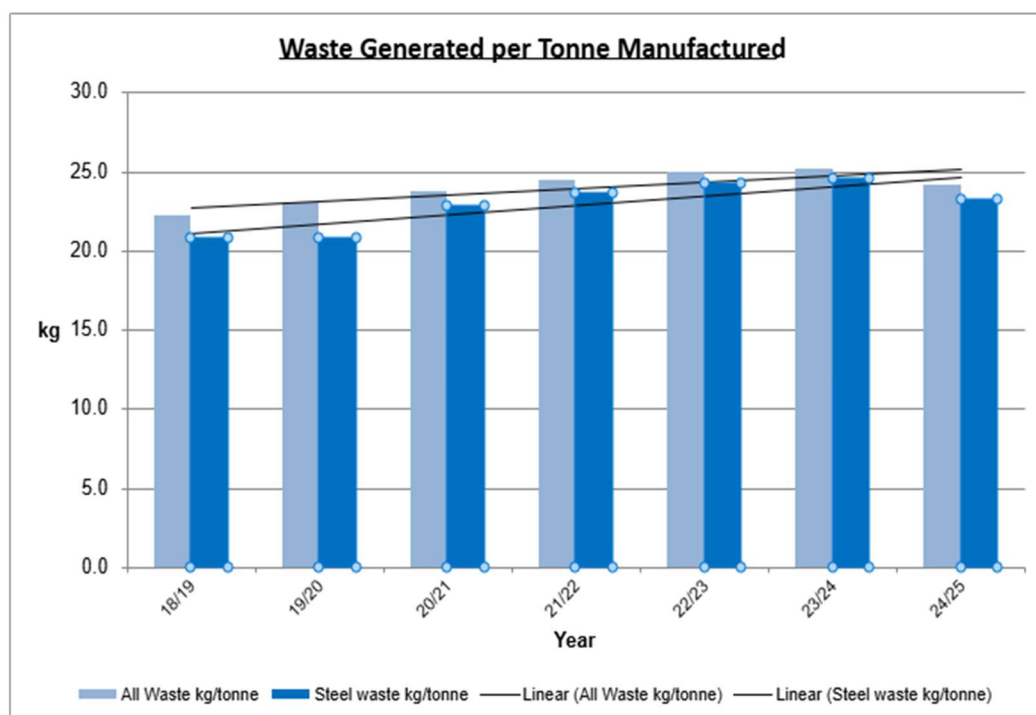
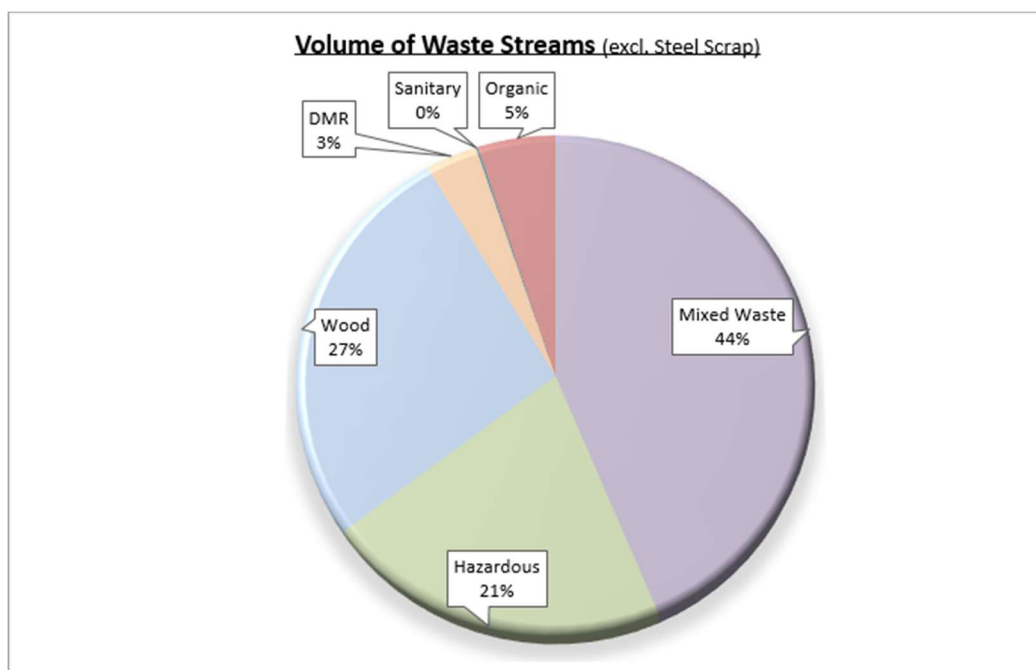
UltraSteel Products Ltd monitors waste generated as a proportion of total material used within the production of their assessed product. We recognise the life cycle impacts of our products, and our annual carbon footprint studies have consistently shown the most significant impact across the whole life cycle is the volume of steel used in our manufacturing process. As such, 100% of any scrap metal generated through our production process is sent for recycling, and monthly reports are provided by our waste contractor to detail the total collected.

The 'Stronger by Design', 'Lighter by Design' and 'Greener by Design' processes are the foundation to our Life Cycle Thinking approach, which drives continual improvement in our products. There is a high demand for scrap metal in the UK and as such products that reach the end of their life are 100% recyclable.

Waste Management

Total waste produced: 24.13kg/tonne of product

The following graphs shows the amount of waste generated by UltraSteel Products Ltd during the reporting period. The total waste figure includes scrap steel recycled off site. We have committed to maintaining zero waste to landfill and reducing scrap yields, and we continue to meet our targets, contributing to the wider UK operations wastes management goals and objectives.



The proportions of these other wastes that we generated during the reporting period are shown in the previous pie chart.

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, UltraSteel Products 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

0.007909m³ per tonne of product / 7.9 litres per tonne of product

We have a commitment to use water as efficiently as possible. UltraSteel Products Ltd commits to monitor water usage and minimise demand on potable supplies of water as far as practicable. The consumption for the reporting period does include all relevant activities on the Gaitskell Way site. Regular inspections of all water consuming areas are conducted to ensure, where required, corrective actions are quickly carried out if an issue is identified.

Transport Impacts

Inbound steel delivery load average: 25.33 tonnes per delivery

All Hadley Group delivery vehicles are tracked and speed restricted in accordance with Euro class V & VI. – UltraSteel Products Ltd 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

UltraSteel Products Ltd 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.

In the 2024-25 reporting period, UltraSteel Products Ltd employees received a sum duration of **636** training hours of externally provided training. This was further supplemented with **151** hours of e-Learning courses, amounting to a total of **787** hours of training provided.

Local Communities

UltraSteel Products Ltd received zero complaints related to environmental and local community matters over this period.

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. UltraSteel Products Ltd is supplied entirely by suppliers located within a 20-mile radius of our site.

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.