Annual Sustainability Report 2025-2026

Hadley Custom Rollform Division.

The following report shows the sustainability performance for Hadley Group – Hadley Custom Rollform Division covering the period **1st May 2025 – 30th April 2026**.

Greenhouse Gas Emissions

Total**: 27292kg CO_2e/tonne.**

Greenhouse gas emissions for Hadley Custom Rollform Division for this reporting period are:

- Scope 1 (Direct): **292.4kg CO_2e/tonne**
- Scope 2 (Energy indirect): **153.3kg CO_2e/tonne**
- Scope 3 (Other indirect): **26846kg CO_2e/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 increasingly available, and we expect to see a significant shift in our upstream CO2 emissions, where reductions are expected.

Resource Use

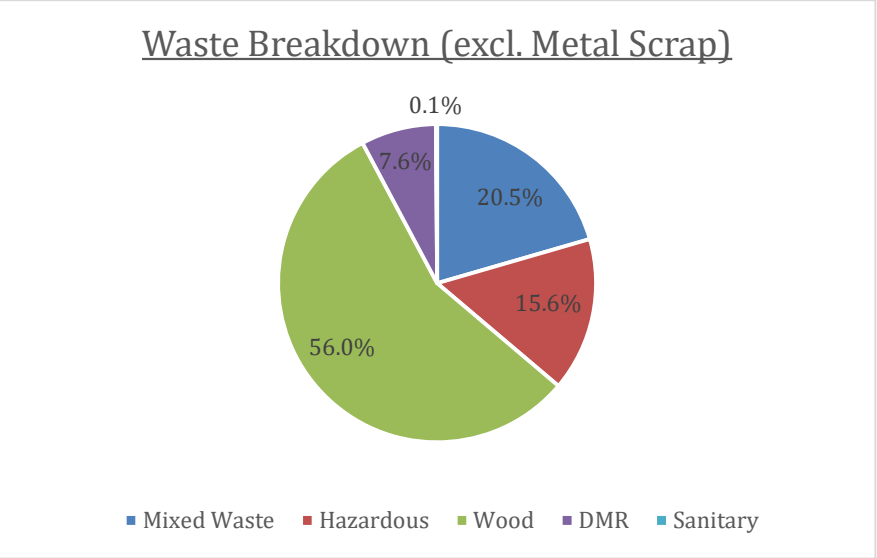
Hadley Custom Rollform Division monitors waste generated as a proportion of total material use within the production of their assessed product. We recognise the life cycle impacts of our products, and our annual carbon footprint studies have consistently shown the most significant impact across the whole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

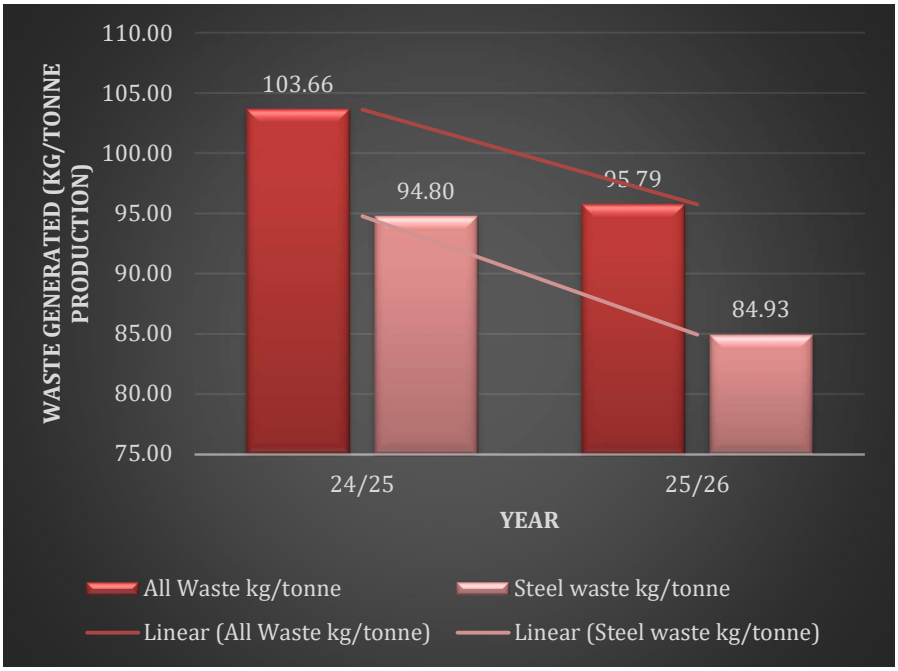
The ‘Stronger by Design’, ‘Lighter by Design’ and ‘Greener by Design’ processes are the foundation to our Circularity Approaches, which drives continual improvement in our products. There is a high demand for scrap metal in the UK and as such products that reach the end of their lifecycle are 100% recyclable.

Waste Management

Total waste produced: 97.80kg/tonne of product

The following graphs shows the amount of waste generated by the Hadley Custom Rollform Division during the reporting period. Non-steel scrap waste amounted to **12.87kgs/tonne**. 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, Hadley Custom Rollform Division 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

0.057127m^3 per tonne of product / 57.12 litres per tonne of product

We have a commitment to use water as efficiently as possible. Hadley Custom Rollform 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 activities across our Downing Street site, where Hadley Group Technology and Hadley Industries operate out of.

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**: 1.95 tonne per delivery**

All Hadley Group delivery vehicles are tracked and speed restricted in accordance with Euro class V & VI. – Hadley Custom Rollform 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), route optimisation technologies and the gradual upgrade of our fleet.

Employment & Skills

Hadley Custom Rollform 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 2025-26 reporting period, Hadley Custom Rollform Division employees received a sum duration of **35.5** training hours of externally provided training. This was further supplemented with **991.5** hours of e-Learning courses, amounting to a total of **1027** hours of training provided, with an average of 25 hours per employee.

Local Communities

Hadley Custom Rollform Division received zero complaints related to environmental and local community matters over the reporting 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 Custom Rollform Division source majority of the steel converted in our productions lines locally from several suppliers located within a 20-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.