Annual Sustainability Report 2019-2020.

Ultrasteel Products Limited.

The following figures show the environmental and social performance data for the Hadley Group - Ultrasteel Products Ltd for the period **1st April 2019 – 31st March 2020**.

Greenhouse Gas Emissions

Total: **2745 kg CO_2e/tonne.**

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

- Scope 1 (Direct): **3.5 kg CO_2e/tonne**
- Scope 2 (Energy indirect): **3.7 kg CO_2e/tonne**
- Scope 3 (Other indirect): **2,649 kg CO_2e/tonne**

Over 99% of our greenhouse gas emissions 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.

Resource Use

Products processed using the UltraSTEEL® process are:

Ultrasteel Products Ltd 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 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. In addition, our efficient process reduces the use of raw materials by enhancing the performance of lighter gauges of metal.

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.

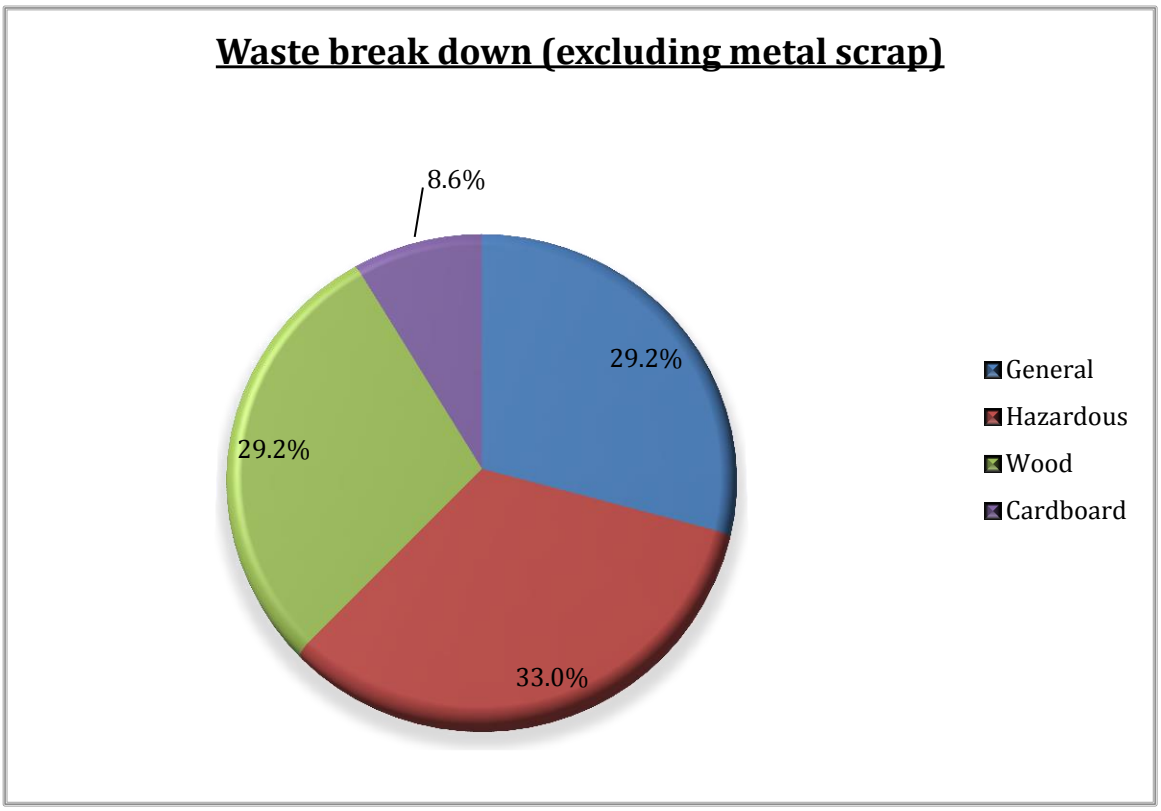
Waste Management

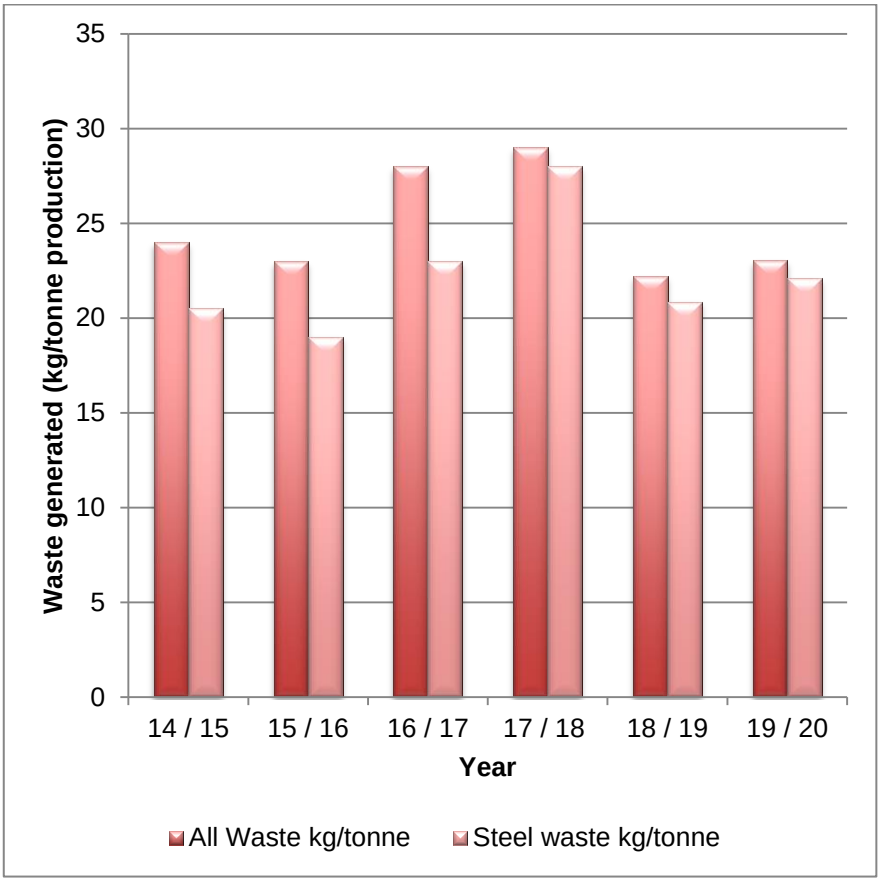
Total waste produced: 23.0 kg/tonne of product

Target 1: To maintain sending zero waste to landfill

Target 2: Reduce scrap yields

This graph shows the amount of waste generated by Ultrasteel Products Ltd during the reported period. The total figure includes scrap steel recycled off site, which for 2019-20 totalled **22.08kg** for every one tonne steel processed. Ultrasteel Products Ltd continues to meet its targets of sending zero waste to landfill.





Steel scrap makes up 96% of our waste, with the majority of the remainder consisting of hazardous (mostly oil contaminated gloves and spill products), general waste, wood and cardboard. 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 production output.

We work with our contractors who are able to verify end-of-life treatment for our waste.

Water Usage

0.0101 m^3 per tonne of product / 10.14 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. Separate water meters have been installed allowing the measurement of both domestic water consumption and water consumed during the production process. Regular inspections of all water using areas are conducted to ensure, where required, corrective action is quickly carried out.

As part of our ongoing commitment to responsible sourcing our water data is externally verified.

Transport Impacts

Outbound delivery load average**: 21.37 tonnes per delivery**

Inbound steel delivery load average**: 25.05 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 in order to minimise carbon emissions.

Diesel consumption has been identified as the most significant impact of the transport aspect of our business through our ISO 14001 environmental aspects register. These impacts are controlled through the use of newer vehicles and regular driver training and monitoring on efficient driving techniques.

Employment & Skills

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

In the 2019-20 reporting period, Ultrasteel Products Ltd employees received **363.5** hours of externally provided training giving an average of **8.1** hours per employee.

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 donations, secretarial support, leadership support / mentoring time and employee donations matched by the business.

Local sourcing and local business are a key part of the Hadley Group. Ultrasteel Products Ltd is supplied with over 99%, by mass, of constituent materials by suppliers located within a 25 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 high accuracy with low waste.

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