



Our Journey to Climate Positive

2021 Progress Report



Introduction

This first Gripple report shares our progress towards the three goals we set out to achieve on our journey towards climate positive.

The progress we have made has been externally verified through Gripple achieving Planet Mark business certification – recognising our commitment to continually improving the measurement of and reduction in our carbon emissions, energy and water consumption, business travel and waste.

I am also pleased we can share the impact made to our wider objective to be climate positive, through both our innovative product solutions and our sustainable community actions.

As always, our progress is delivered by our Gripple colleagues worldwide, every one of them an owner of our business. They continue to demonstrate their commitment, not only to our environmental goals but to the sustainable growth of Gripple for future generations of customers, colleagues, and communities.



Ed Stubbs, Managing Director

A handwritten signature in black ink, appearing to read 'Ed Stubbs'.



Our Commitments



In November 2021, we published 'Our Journey to Climate Positive' which set out our commitment in three clear goals.

As part of our commitment to meaningful carbon reduction and reporting, we are proud to share that we have achieved the Planet Mark business certification.

This report provides an update on our progress towards our commitments, focusing on our controlled emissions (scope 1 & 2). Our scope 3 emissions are currently being calculated and will be included within our 2022 progress report.

Whilst some elements of scope 3 have been included in our Planet Mark certified data for 2021, we have omitted the stand-alone detail of our scope 3 at this stage to prevent misreporting. The complete calculation is being executed for Grippple Ltd and the reporting boundaries are being agreed for our global regions.

Carbon Neutral¹

Delivering our Carbon Reduction initiatives and balancing out our controlled* emissions through offsets.

Net Zero²

Delivered all available reduction opportunities, maximised onsite generation and balancing out any residual emissions in line with a 1.5 trajectory.

Our three clear goals:

Goal 1
Goal 2
Goal 3


2022
2023
2030

Carbon Neutral¹ UK Operations

Carbon Neutral¹ Global Operations

Net Zero²

We have further defined our intent behind Climate Positive³, which can be seen below:

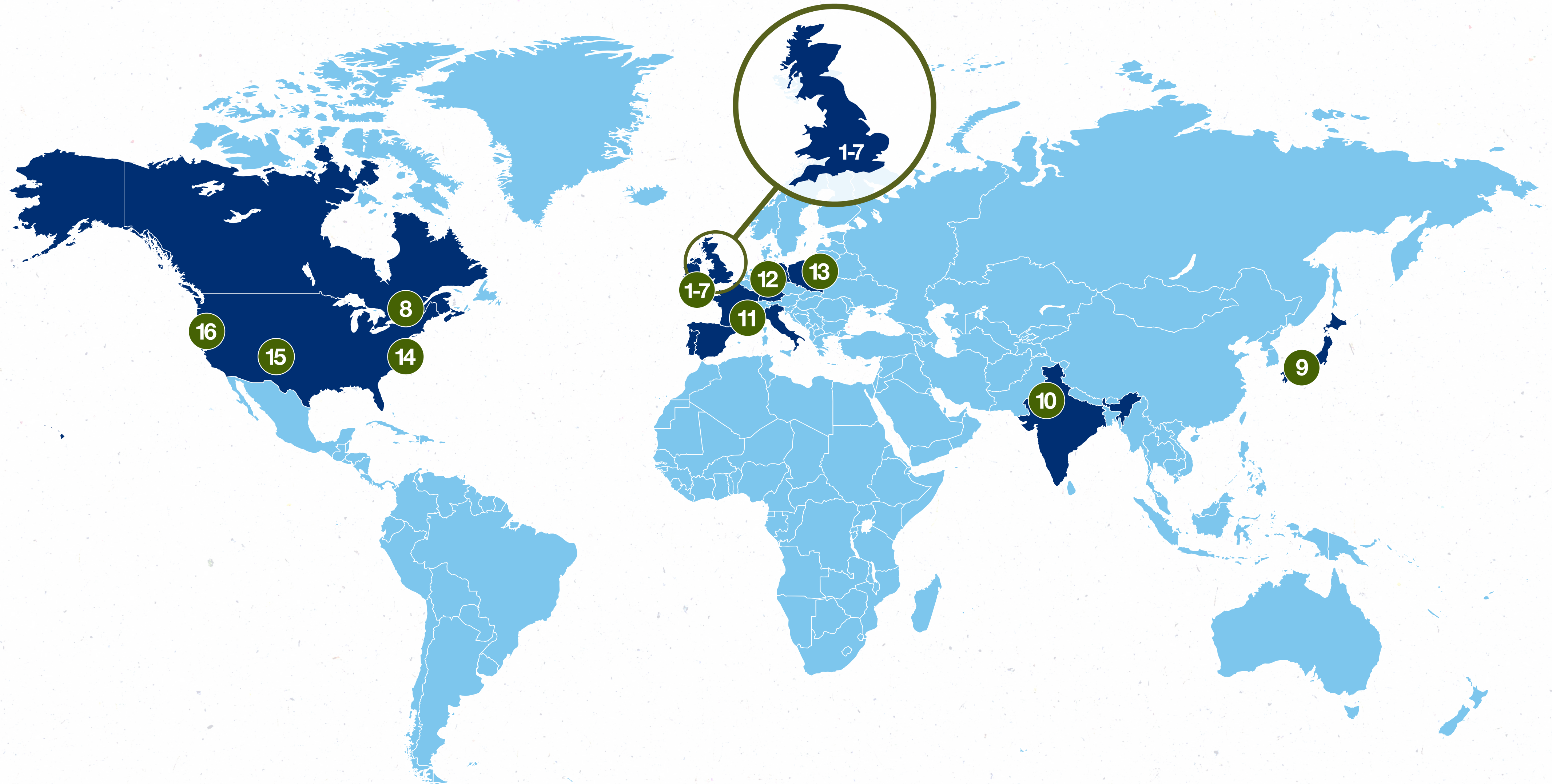


Climate Positive³

Our activities that go beyond being carbon neutral and achieving net zero carbon emissions, by (i) designing products and solutions that deliver environmental benefits, and (ii) delivering environmental benefits to the local communities of our Grippple sites worldwide.

Our Operations

Our reporting locations and any changes between reporting years can be found on the map.





| Operational Site | Site Name & Location | Included in 2020 Baseline Reporting (Full year unless stated) | Included in 2021 Verified Data (Full year unless stated) | Changes in Accounting Methodology between 2020 Baseline and 2021 Verified Data |
|------------------|---|---|--|--|
| 1 | Old West Gun Works, Saville Street, Sheffield Manufacturing/Distribution/Offices | ● | ● | - |
| 2 | Hawke Street Works, Hawke Street, Sheffield Manufacturing/Offices | ● | ● | 2020 Baseline: Whole of Hawke Street included - Gas and Electric consumption for the whole site were included in our 2020 baseline. 2021 Reporting: Included in the verified data are Gripple Ideas & Innovation team operations, Production Office for one quarter before relocating to our Norfolk Bridge site, with our Fast Trak production moving to our purpose-built BREEAM Excellent purpose-built site |
| 3 | Riverside Works, Carbrook Street Sheffield Manufacturing/Distribution/Offices | ● | ● | 2020 Baseline: Moulding and spring machines, Gripple assembly machines included. 2021 Reporting: Moulding and spring machines moved to Hawke Street. |
| 4 | Glide House, Attercliffe Common, Sheffield Offices | ● | ● | - |
| 5 | Hellaby Works, Braithwell Way, Rotherham Manufacturing/Offices | ● (May-Dec) | ● | - |
| 6 | Automation, Orgreave Place, Sheffield Manufacturing/Distribution/Offices | ● (Sep-Dec) | ● | - |
| 7 | Norfolk Bridge Works, Leveson Street, Sheffield Manufacturing/Offices | X | ● (Apr-Dec) | 2020 Baseline: Norfolk Bridge under construction so not included in the 2020 baseline. 2021 Reporting: Gripple operations at Norfolk Bridge commenced and have been recorded from the end of Q1 2021, prior to this, Fast Trak production carbon emissions included in Hawke Street verified data. |

| Operational Site | Site Name & Location | Included in 2021 Baseline Reporting | Notes on data as part of baseline reporting |
|------------------|--|-------------------------------------|---|
| 8 | Gripple Canada, Tomken Road, Missasauga Distribution/Offices | ● | |
| 9 | Gripple Japan, Kobe-Shi, Japan Distribution/Offices | ● | |
| 10 | Gripple India, New Delhi Distribution/Offices | ● | |
| 11 | Gripple Europe, Obernai, France Manufacturing/Distribution/Offices | ● | |
| 12 | Gripple Europe, Asslar, Germany Distribution/Offices | ● | |
| 13 | Gripple Europe, Warsaw, Poland Distribution/Offices | ● | |
| 14 | Gripple Inc, Emily Lane, Aurora, Chicago Manufacturing/Distribution/Offices | ● | 2021 Reporting: Partially occupied throughout 2021 during renovations and extension to site, necessitating various temporary accommodation, see below |
| 15 | Gripple Inc, various temporary accommodation Distribution/Offices | ● | 2021 Reporting: Unit 1585; Offices included (Jan-Sep); Warehouse included (Jan-Feb) – Unit 2570; included (Jan-Apr) – Unit 2740; storage facility included (Jan-Dec) |
| 16 | Gripple Inc, Shoemaker Avenue, Santa Fe Springs, California Offices | ● | |

2022

Carbon Neutral UK Operations

Our first stated goal is to achieve carbon neutral UK operations by the end of 2022, to be verified in our 2022 progress report (expected to be published May 2023).

We have followed the Planet Mark business certification methodology on data collection and data quality for the areas of operations that contribute to our carbon footprint, including: energy, water, waste, travel and some elements of procurement.

At this halfway point to our first goal, we can share our verified position in scopes 1 and 2 based on 2021 full year data, as can be seen in figure 1.

UK Operations

Carbon Emissions 2021

| | 2020 | 2021 |
|-----------------------------------|---------------|---------------|
| Scope 1* tCO ₂ e | 653.7 | 388.9 |
| Scope 2** tCO ₂ e | 2,007.0 | 1,202.4 |
| Total tCO₂e | 2660.7 | 1591.3 |

Figure 1.

*Scope 1 - Direct emissions from company-owned and controlled resources.

**Scope 2 - Indirect emissions from the generation of purchased energy.

Our scope 1 emissions, those direct emissions from Gripple owned and controlled resources have reduced from 653.7 tCO₂e to 388.9 tCO₂e

CO₂ ↓ 41%

Reduction achieved at the end of 2021

Our scope 2 emissions, those indirect emissions from the generation of purchased energy have reduced from 2007 tCO₂e to 1202.4 tCO₂e

CO₂ ↓ 40%

Reduction achieved at the end of 2021

Our total emissions, those included in both scope 1 and scope 2, have reduced from 2660.7 tCO₂e to 1591.3 tCO₂e

CO₂ ↓ 40%

Total reduction achieved at the end of 2021



The Planet Mark business certification is an internationally recognised sustainability certification for all organisations acknowledging continuous progress, encouraging action and building an empowered community of like-minded individuals.



“

We are thrilled to welcome Gripple as a newly certified Planet Mark member and commend them for their contribution towards decarbonising the manufacturing industry and their ambitious target of achieving net zero by 2030. During this critical decade of action, I am so pleased to see globally recognised companies like Gripple putting the planet at the forefront of their business operations and driving necessary change. Their forthwith determination to reduce carbon and have a positive impact excites both myself and the Planet Mark team - we are looking forward to seeing what the next chapter of their sustainability journey brings.

Steve Malkin, CEO
(Planet Mark)



Our carbon footprint for UK operations between our 2020 baseline and the 2021 reported operations was affected by unusual circumstances including the Covid-19 pandemic.

We expect that our 2022 carbon data for our UK operations will be reflective of 'business as usual' carbon emissions.

From our first publication 'Our Journey to Climate Positive', issued in November 2021, we outlined that we would achieve our commitments through a combination of reduction and offset activities.

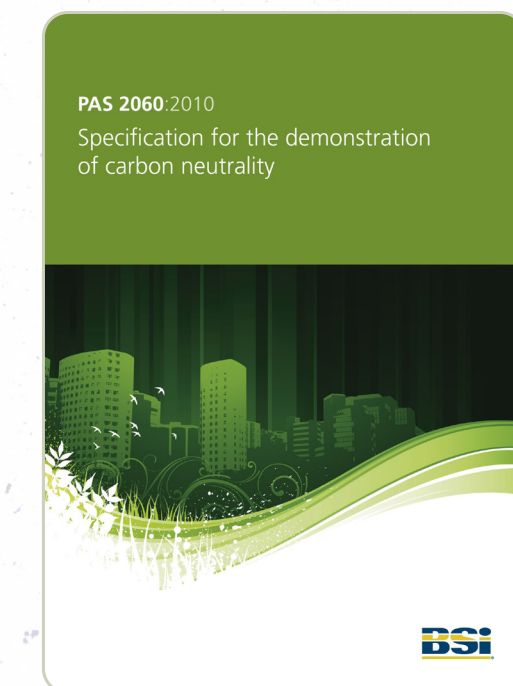
We have undertaken a range of reduction activities throughout 2022 in pursuit of achieving carbon neutral UK operations by the end of 2022. These results will be verified by Planet Mark and be reflected in our 2022 Progress Report. Notably these have included ongoing energy management workshops, which have driven the training and education of our Gripple colleagues, empowering them to make local energy

improvements around all Gripple sites towards our goal of carbon neutral UK operations by the end of 2022.

Also included has been the implementation of our company car fleet decarbonisation plan, the installation of further solar panels for our Gripple sites across Yorkshire increasing our clean power generation performance, plus ongoing building upgrades, including improved fabrication and LED lighting.

Additional offset activities have been in partnership with Fenix Carbon for delivery of high-quality offsetting projects, which will mean we achieve our goal 1 of carbon neutral UK operations by the end of 2022. This is in line with the PAS2060 specification detailing how to demonstrate carbon neutrality as produced and published by the British Standards Institution.

Our next 2022 Progress Report, expected to be published in May 2023, will detail our performance for that year.



2023

Carbon Neutral Global Operations

Our second stated goal is to achieve carbon neutral global operations by the end of 2023, to be verified in our 2023 progress report (expected to be published May 2024).

2021 activity has consisted of collecting scope 1, scope 2 and some scope 3 emission data, following the Planet Mark business certification methodology on data collection and data quality for the areas of operations that contribute to

our global operations carbon footprint, including: energy, water, waste, travel and some elements of procurement.

We have been able to establish our 2021 baseline numbers of our global operations, detailing our scope 1 emissions, those direct emissions from Gripple global owned and controlled resources, and our scope 2 emissions, those indirect emissions from the generation of purchased energy.

The initial data collection for our global Gripple operations has been collected in line with the Planet Mark carbon footprint reporting process, providing us with a data quality scoring system that helps us as a certified organisation to improve our data on an ongoing basis.

At this point, one third of the way to our second goal, we can share our verified 2021 baseline data, as can be seen in figure 2. In addition to the rigorous data collection to provide our start point for goal 2, our 2022 activities at our global operations have included ongoing energy management workshops, which have driven the training and educating of our global Gripple colleagues, empowering them to identify improvements around their Gripple sites towards our goal of carbon neutral global operations by the end of 2023.

Global Operations

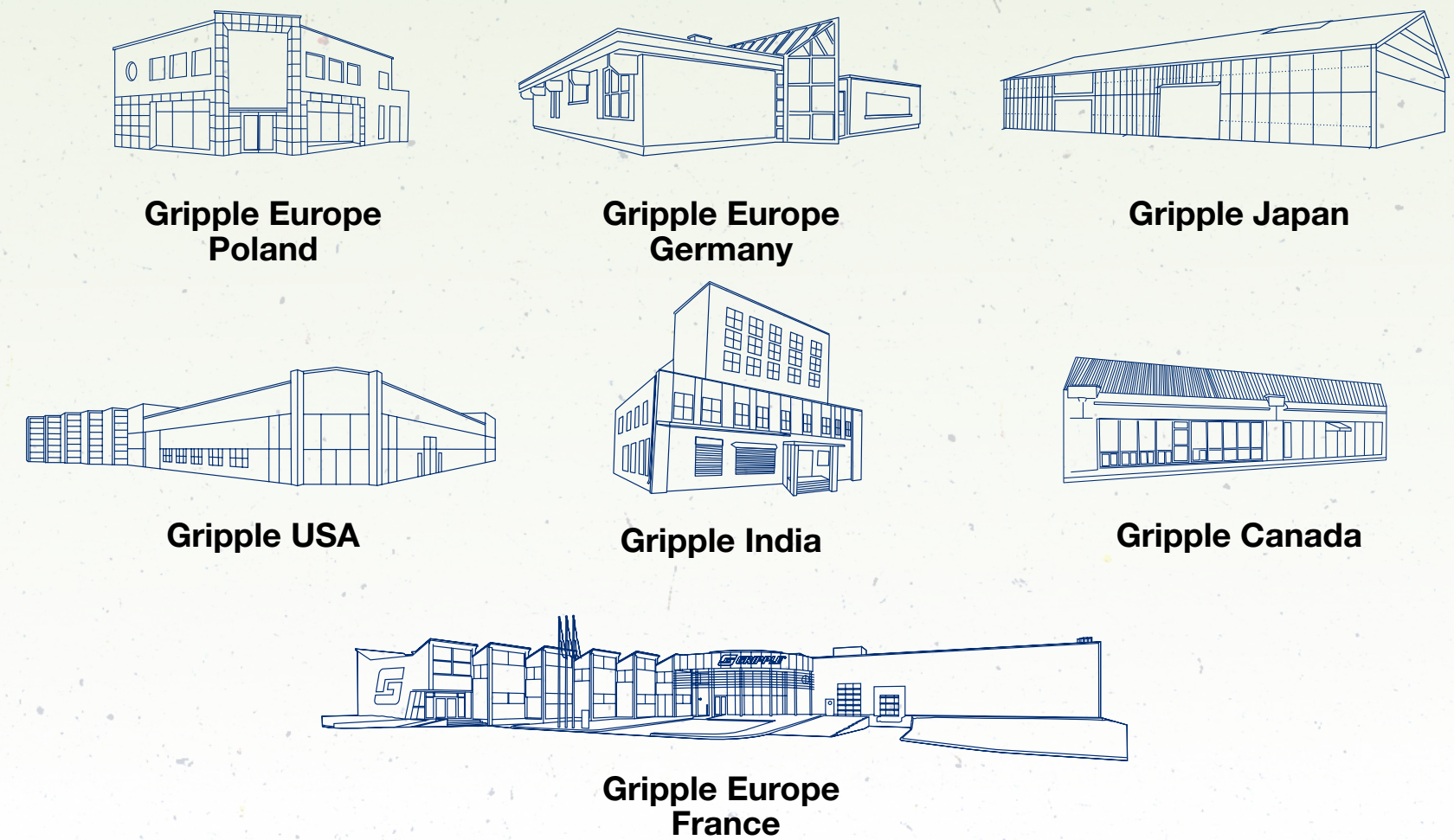
Carbon Emissions 2021

| Region | Scope 1* tCO ₂ e | Scope 2** tCO ₂ e | Total tCO ₂ e |
|--------|--------------------------------|---------------------------------|-----------------------------|
| Canada | 41.6 | 0.7 | 42.3 |
| USA | 112.6 | 242.0 | 354.6 |
| Europe | 413.2 | 14 | 427.2 |
| Japan | 17 | 2.8 | 19.8 |
| India | 1.7 | 17.1 | 18.8 |

Figure 2.

* Scope 1 - Direct emissions from company-owned and controlled resources.

** Scope 2 - Indirect emissions from the generation of purchased energy.



2030

NET ZERO

Our third stated goal is to be net zero by 2030. We intend to deliver all available carbon reduction opportunities, maximised on-site generation and balanced out any residual emissions in line with the 1.5° trajectory.

A key element to this goal is understanding our scope 3 emissions. In the original 'Our Journey to Climate Positive' document, published in November 2021, we reported that our initial data collection of our scope 3 emissions were 27,045 tco₂e. This was based on our UK operational sites only and using 2020 data.

The combined expertise of Gripple and Planet Mark has enabled us in 2022 to:

- (1) Refine and improve our scope 3 emission data collection for our UK operational sites, and
- (2) Start to establish data collection for our scope 3 emissions for parts of our global operations

Both of these activities are aimed towards establishing a reliable scope 3 baseline to help us take the right trajectory and agree the necessary activities to achieve our goal 3 net zero target.

Further progress on this activity will be shared in our second progress report. As seen in figure 3 we are committed to update our progress annually.



Figure 3.

Climate Positive: Our Solutions

With regards to our wider objective to be climate positive³, we have focused our efforts in three key activity areas:

- Our innovative product solutions
- Community environmental activities
- Supporting our communities

Our Solutions

At Gripple we use the Life Cycle Assessment (LCA) tool to measure and assess the sustainability of our products and solutions.

LCA is the reference method used for measuring a product's impact on the environment across its whole life cycle, including its energy consumption, greenhouse gas emissions, water use and waste generation.

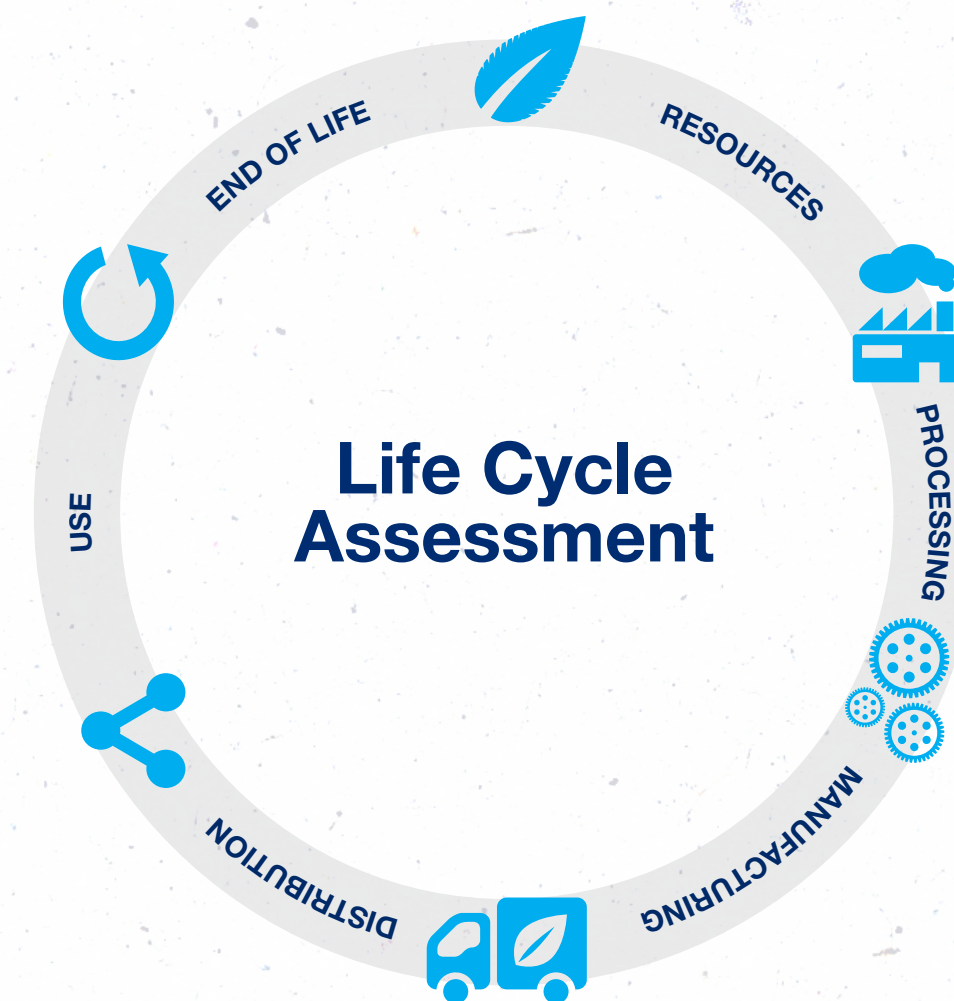
We use these results to gain a better understanding of our product's environmental impact and identify key areas for improvement.

We now plan to produce Environmental Product Declarations (EPDs) to share the results of our LCAs with our customers, colleagues and communities.

Starting with our construction portfolio, our EPD's can be used to evaluate our product's contribution to the performance of the building where our innovative solutions are used. They will also support building certification.

Most building industry environmental labels, including BREEAM and LEED, grant credits if LCA results for the products used in a building can be demonstrated.

Whilst product specific, our general product improvement areas will prioritise the development of less packaging, more sustainable necessary packaging, as well as the development of more sustainable products and solutions.



BREEAM[®]



Climate Positive³

Our activities that go beyond being carbon neutral and achieving net zero carbon emissions, by (i) designing products and solutions that deliver environmental benefits, and (ii) delivering environmental benefits to the local communities of our Gripple sites worldwide.

“

The team at Gripple, led by Tasha Lyth, undertook One Click LCA's EPD Onboarding training programme to help them get started with their EPD creation. This involved learning how to use One Click LCA's EPD generator software and gaining an understanding of the life cycle assessment required for EPDs. From strategy to data collection, LCA modelling to results interpretation, Tasha and the team successfully completed their first EPD, which is now published with EPD Hub. This training programme and the development of the first EPD has given Gripple the in-house capabilities to not only create EPDs independently, but to also perform LCA calculations to assist with product comparison, research and development, supply chain strategy, and more. Publishing EPDs increases the transparency of environmental claims and helps drive the company's sustainability goals. Gripple is now in a strong position to do just that, and we at One Click LCA are looking forward to continued collaboration in working towards our common mission of a zero carbon future.

Graham Devlin, EPD Customer Success



Climate Positive: Community Environmental Activities



We encourage all our teams to connect with the natural environment around our businesses. One way we help our teams to do this is to engage with local environmental community activities, that are in line with our wider commitment towards being climate positive.

One great example of this in the UK is our involvement with the Riverlution project, operated by the River Stewardship Company. Riverlution, as a Community Interest Company (CIC), helps people and communities find ways to engage with and connect with nature around their local waterways. Working together with partner volunteers, they produce positive environmental impacts that improve the quality and biodiversity of river and riparian habitats.

In addition to the Gripple UK teams' contribution to cleaning up local waterways, we also sponsor their River Stewardship Skills Scheme. This is a flexible learning programme providing people in the local community with the opportunity to gain practical experience of working in river ecosystems, culminating in a formal environmental sustainability qualification.

As part of the scheme, the trainees carry out work that genuinely benefits the natural world and improves the local area, like habitat creation and restoration, natural flood management and species monitoring.



Engaging volunteers, communities and businesses: www.the-rsc.co.uk

The environment is something all communities share, whether that's in the form of small urban waterways, a green space such as a pocket park or access to public footpaths, country parks and other rural environments. The health of these environments directly contributes not only to our enjoyment of them but to their long-term sustainability. The stewardship skills scheme supported by Gripple gives people who otherwise might not have the opportunity, to make a start on a career in environmental stewardship so that they can help improve the condition and quality of their green spaces while at the same time having a positive impact on their own careers, health, and the wider environment. This stewardship scheme is having a real impact not only on its participants but on wider communities and habitats'

Geoffrey Guy, Riverlution Manager
(One Click LCA)

Climate Positive: Supporting Our Communities



Alongside our community environmental activities, we have established the Gripple Foundation which proudly supports the local charities and good causes that make a positive difference in our communities.

Gripple dedicates 1% of its annual profits to the Gripple Foundation to magnify its impact in the community.

They will work together to use these funds to:

- Fundraise for our chosen charity of the year
- Support smaller, lesser-known charities local to our Gripple operational sites
- Get involved with 'people power' projects, encouraging Gripple team members to volunteer



**—GRIPPLE—
FOUNDATION**

For the latest information on our Gripple Foundation activities visit
www.gripple.com/about-gripple/charity/

Next Steps

From launching 'Our Journey to Climate Positive' in November 2021, encouraging progress has been made towards all our first three goals.

The publication of this first annual progress report is a great step in measuring and sharing our sustainability journey with our customers, partners and colleagues. We are committed to openly sharing our Planet Mark verified data, and details of our initiatives towards our goals, inviting feedback, challenge and suggestions from any or all of our stakeholders.

Sustainability has become embedded in our purpose and is fundamental to everything we do at Gripple. Our activities go beyond being carbon neutral and achieving net zero carbon emissions, by designing products and solutions that deliver environmental benefits to customers, and offering support to our local communities in our areas of operation globally.

We look forward to sharing further progress with you in our next Progress Report, but in the interim, further information on our Sustainability activities can always be found at gripple.com



Tasha Lyth, Sustainability Manager





Gripple Ltd (Headquarters)

The Old West Gun Works
Savile Street East
Sheffield S4 7UQ
UK

T | +44 (0) 800 018 4264

F | +44 (0) 114 275 1155

E | info@gripple.com

Gripple Europe SARL

1 Rue du Commerce
BP 37
67211 Obernai Cedex
France

T | +33 (0)3 88 95 44 95

F | +33 (0)3 88 95 08 78

E | frinfo@gripple.com

Gripple Inc

1611 Emily Lane
Aurora
IL 60502
USA

T | +1 866 474 7753

F | +1 800 654 0689

E | usinfo@gripple.com

Gripple India

C-115 Industrial Area
Phase 1, Naraina
New Delhi -110028
India

T | +91 11-40582703

F | +91 11-40582703

E | ininfo@gripple.com

Gripple Canada Inc

7015 Ordan Drive
Unit #15a Mississauga
Ontario L5t 1Y2
Canada

T | +1 905 458 8700

F | +1 800 654 0689

E | grippleinc@gripple.com

Gripple Japan K.K

2-57 Tsukizi-cho
Hyogo-ku, Kobe-shi
Hyogo, 652-0845
Japan

T | +44 (0) 800 018 4264

F | +44 (0) 114 275 1155

E | info@gripple.com



2021 Progress Report - Published December 2022

GRC-BROC-GRI-ENG-5541