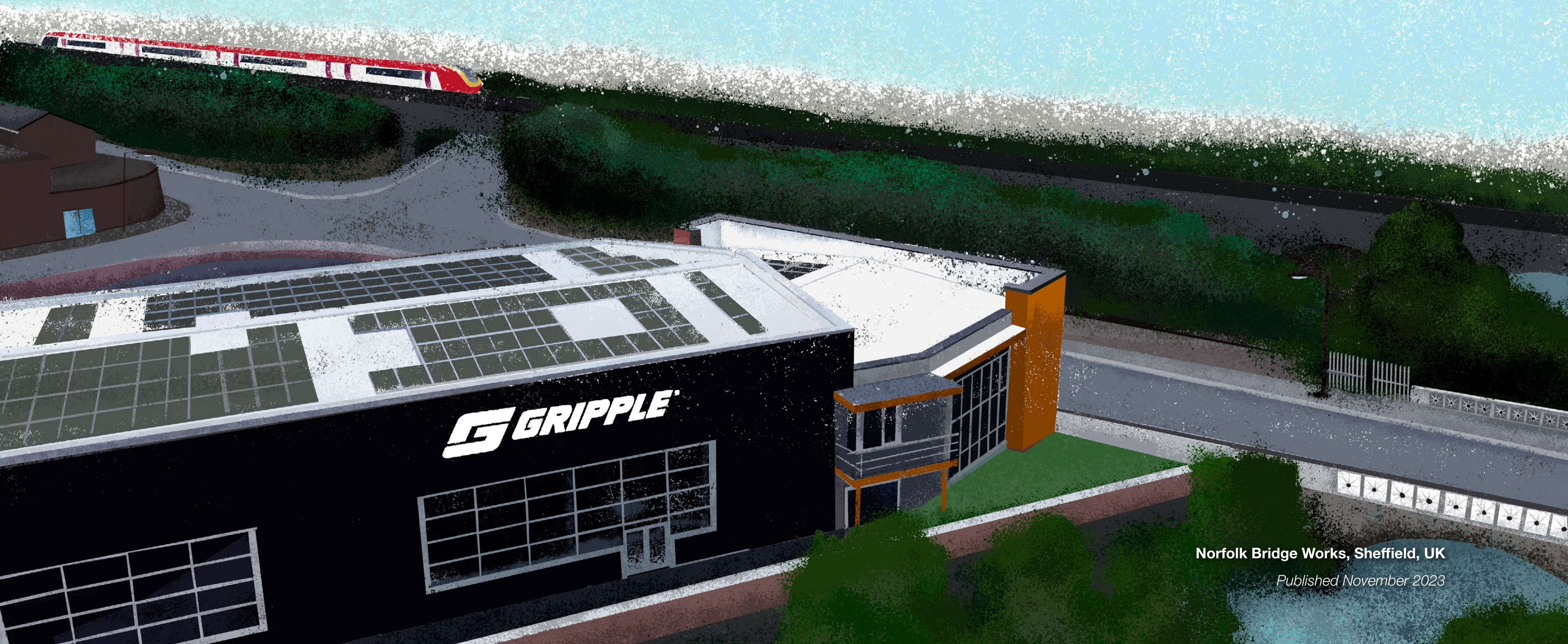




Our Journey to Climate Positive

2022 Progress Report



Norfolk Bridge Works, Sheffield, UK

Published November 2023

We've Achieved Our First Goal!



Ed Stubbs
Group Managing Director

“ I am extremely proud that in this second sustainability report, I can share with you a significant leap forward in Our Journey to Climate Positive. It is a fantastic achievement to be verified by Planet Mark that we have met our first key goal of having carbon neutral operations in the UK.

Additionally, we have made significant strides in our efforts to identify and measure our Scope 3 emissions in many of our regions around the world to drive us towards our future goals of achieving net zero by 2030.

Once again, our advancements have been achieved through the collective efforts of our Grippple team members across the globe, each of whom holds a stake in our employee-owned company. They consistently showcase their dedication, not just to our environmental objectives, but also to fostering the sustainable expansion of Grippple, ensuring a prosperous future for our customers, colleagues, and communities for generations to come.”

Our Progress So Far

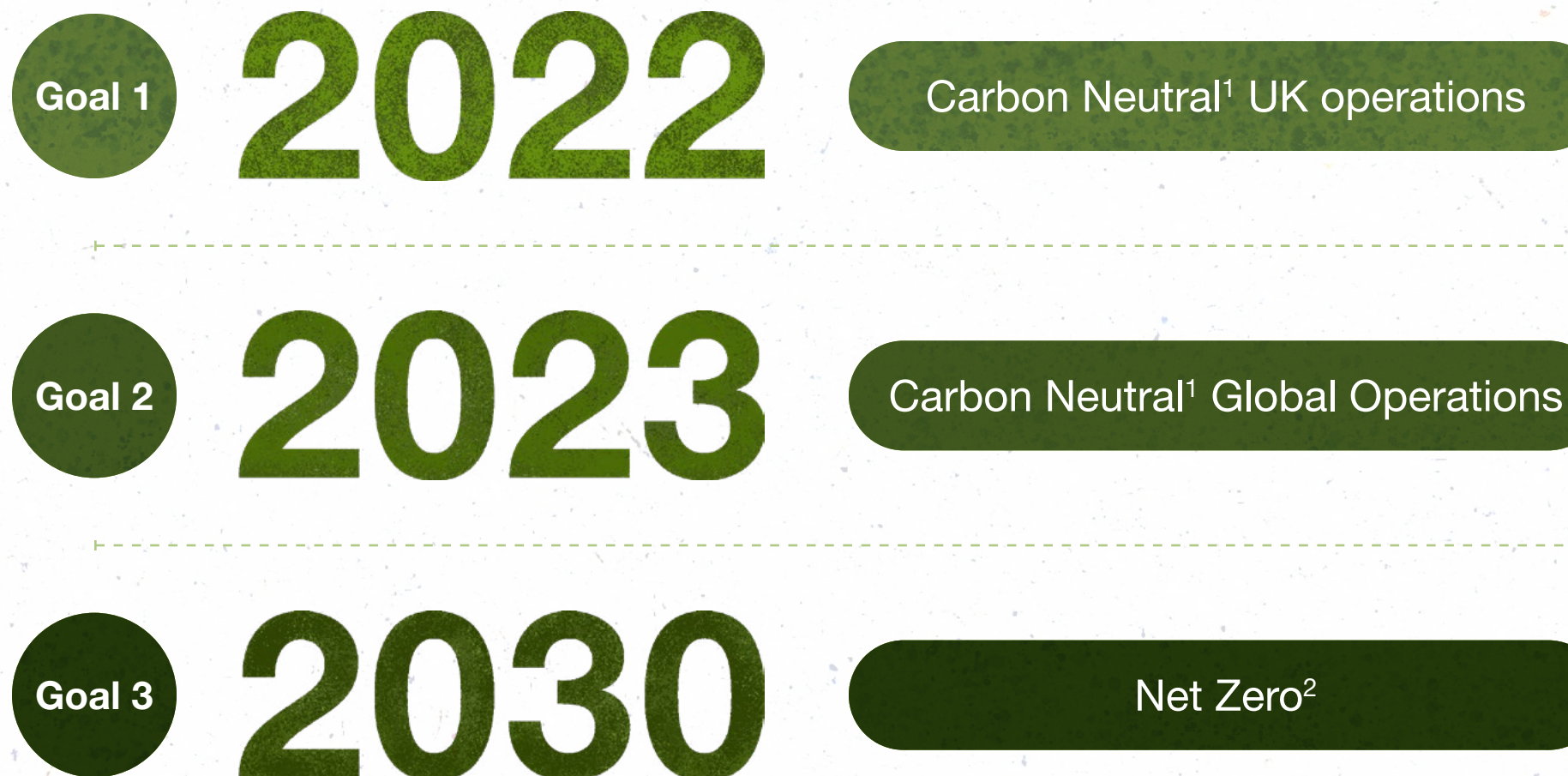
In November 2021, we unveiled our ambitious roadmap towards climate positivity, outlining our unwavering commitments across three distinct goals. Our vision of ultimate climate positivity³ extends beyond the carbon-related objectives, encompassing a holistic approach that revolves around two key pillars: innovative product and system design for environmental advancement, and tangible environmental benefits for the communities surrounding our Gripple sites worldwide.

Our roadmap towards climate positive can be read [here](#).



Our previous report provided an update on these three goals, largely focusing on progress with **Scope 1** and **2** emissions, of which Gripple has direct control. Since our last progress report, we have progressed significantly in understanding and measuring our **Scope 3** emissions. Please see appendix for scope 1, 2, and 3 emissions definitions.

Our 2021 Progress Report can be read [here](#).



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 current net zero targets have been developed in relation to Gripple UK & Ireland's carbon footprint data. Our ambition is to have all Gripple regions working towards the same net zero target dates, but this is work in progress. In order to set ambitious but realistic net zero targets, we must continue to gather the necessary data from across all regions to understand our complete baseline carbon footprint. Once we have sight of all our material emissions sources, we will be able to confirm net zero targets for our Global Operations.

Climate Positive³

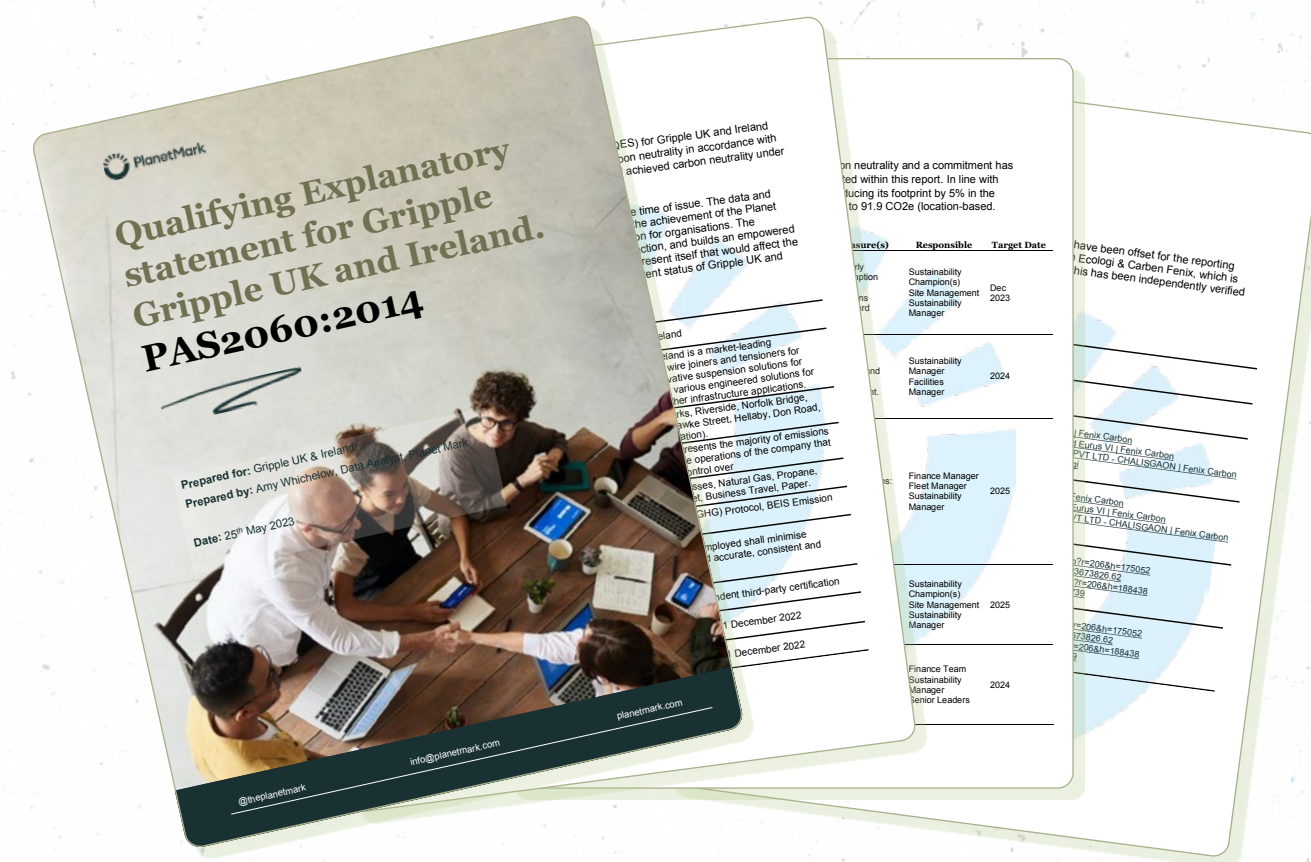
Our activities that go beyond being carbon neutral and achieving net zero carbon emissions, by (i) designing products and solutions that deliver environmental benefits, and (ii) delivering environmental benefits to the local communities of our Gripple sites worldwide.

Our goals apply to our business reporting boundaries, please see the Appendix for further details.

We Did It! Carbon Neutral For Our UK Operations

Through dedicated efforts, targeted emission reduction activities, and sustainable offsetting, we have successfully achieved this first goal, ensuring that our direct emissions and those arising from our purchased gas and electricity have **no net impact on the environment**, as certified by Planet Mark. This demonstrates our unwavering commitment to comprehensively mitigating our environmental impact.

Our QES statement can be read [here](#).



In line with the reporting boundary definition for Gripple UK and our Planet Mark verified emissions for scope 1, scope 2 and elements of scope 3 for 2022, accredited offsets equivalent to 2,091 tCO₂e were purchased through Ecologi and Fenix Carbon. This amount incorporates a revised 'market-based' rather than 'location-based' measure of tonnes of carbon dioxide equivalent for scope 1 and scope 2 emissions, which are detailed in Figure 1.

The location-based method calculates the emissions from electricity use based on the average emission intensity of the power grid we're using. A market-based method calculates the emissions from the electricity we purchase, supporting the use and reporting of green energy tariffs via Renewable Energy Certificates (REC) and Guarantees of Origin (REGO). As our market-based calculation was greater than our location-based we used this measure of tonnes of carbon dioxide equivalent to qualify our Carbon Neutral UK Operations achievement.

Figure 1

	2021 (Location-based) tCO ₂ e	2022 (Location-based) tCO ₂ e	2022 (Market-based) tCO ₂ e
Scope 1	388.9	403.1	403.1
Scope 2	1202.4	1075.4	1326.0
Total	1591.3	1478.5	1729.1

“

It's fantastic that Gripple has achieved carbon neutrality for its UK operations, this is an important step on the journey to net zero. Gripple is very much leading by example by making the ambitious commitment to next achieve carbon neutrality for its global operations..

Steve Malkin,
CEO, and founder at Planet Mark



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.



UK Reduction Activity

Sustainability Champions

Two Sustainability Champions were appointed to help drive our environmental goals at Gripple UK. Amongst other tasks, the Sustainability Champions support our Operations teams with frequent energy audits and reviews, identifying new improvement projects and sharing best practice across all UK sites to maximise energy efficiency.

In 2022, the Sustainability Champions reported on the output of their energy audits for Riverside, Old West Gunworks and Norfolk Bridge and they will be investigating all remaining UK sites in 2023.

Gripple UK Electricity Consumption 2021 vs 2022

Year-on-year comparison of Gripple UK's electricity consumption showcases the positive impact of the Sustainability Champion's work. By focusing on improving energy management, staff training and education, we used 4% less electricity from the grid in 2022 compared to 2021. We achieved this reduction in electricity consumption even though we added a brand new manufacturing site to our UK operations in 2022!

We have committed to a near-term target to procure a minimum of 80% of our electricity from renewable sources by 2025 and 100% by 2030.

In 2022 we also started to monitor the heating and thermal efficiency of some of our buildings that are more challenging to heat and insulate; efficiency of our buildings will be an important focus for 2023.



Paolo Brighelli
Sustainability Champion

“Sustainability is important as I believe that there are changes we can make in the business that can have beneficial effects on both the environment as well as helping us to be more efficient and cost effective.

The role of Sustainability Champion has also helped me to develop other skills such as communication, project management and time management. It also gives me the opportunity to visit other sites, seeing how they operate and share best practice ideas.”



Neil Eastwood
Sustainability Champion

“I can genuinely say I have so far found the sustainability role very interesting and worthwhile.

Whilst it has been rewarding implementing initiatives like the Site Shutdown Procedure and noting the benefits in my weekly reports, there are still many challenges ahead. Sustainability is important to me and will become more urgent if we all don't start playing our part now, wherever and whenever we can, however small that may seem.”



Norfolk Bridge Works, Sheffield



The Old West Gun Works, Sheffield



Riverside Works, Sheffield

UK Offset Activity

The type of carbon credits Gripple UK has used to offset its carbon emissions includes hydro power, wind farms, solar farms and wind projects.

The offsets we have procured through Ecologi supports small-scale onshore wind power in Sri Lanka. The project is verified by the Gold Standard. The purpose of the project is to use the wind energy potential in the Northwest coastal belt of Sri Lanka to produce a total of 10 MW of electricity, using eight 1.25 MW wind turbines. Through the generation of renewable wind power and the displacement of fossil fuel energy in the local electricity grid, the project generates annual emissions avoidance of just under 19,000 tonnes.

Additional offsets that Gripple has procured through Fenix Carbon support a hydropower project in Hubei Province (China), a solar farm project in Chalisgaon (India), and a wind farm project in Santa Clara (Brazil).

Projects supported in reporting period:

- ▶ [10MW Hydropower Project](#)
- ▶ [Electricity Generation from Renewable Sources](#)
- ▶ [80MW Solar Farm](#)
- ▶ [Mampuri Wind Power Project](#)



Understanding And Measuring Our Emissions

Our second stated goal is to achieve carbon neutrality for our global operations by the end of 2023, to be verified in our 2024 progress report. Our commitment to this goal has been supported by the use of the Planet Mark data collection methodology and business certification.

Understanding and measuring emissions is a key factor within our sustainability journey, and we are proud of the progress we have made in this area. In 2021, the total tCO₂e emissions (Scope 1 & 2) across all regions outside of the UK was 862.7, in 2022 this figure decreased to 822.6 representing a total decrease of 4.6%. The breakdown of these emissions by region can be seen in Figure 2.

Regions outside the UK have made substantial progress in improving their data collection and reporting mechanisms. This improvement is instrumental in managing and reducing carbon emissions effectively in a complex global environment. Achieving consistent annual reductions is a key element for our global alignment with PAS2060. Our collective effort brings us one step closer to achieving this goal.

Figure 2

Region	2021 Total tCO ₂ e (Scope 1 & 2)	2022 Scope 1 tCO ₂ e	2022 Scope 2 tCO ₂ e Market Based	2022 Total tCO ₂ e (Scope 1 & 2)
Canada	42.3	44.9	0.7	45.6
USA	354.6	96.1	233.0	329.1
Europe	427.2	312.2	19.4	331.6
Japan	19.8	14.3	2.4	16.7
India	18.8	78.0	21.6	99.6





We are Planet Mark Certified

Year 2.



This is to certify that Gripple has achieved the Planet Mark by reporting a reduction in its carbon footprint and engaging its stakeholders.

Valid to: 31 March 2024

Measure

-5.6%
Carbon reduction per employee.

Location-based

3,124.5 tCO₂e
Measured carbon footprint.

3.7 tCO₂e
Measured carbon footprint per employee.

Market-based

3,352.8 tCO₂e
Measured carbon footprint.

4.0 tCO₂e
Measured carbon footprint per employee.

Engage

848
FTE employees.

Communicate

8
Sustainable Development Goals.

planetmark.com/member/gripple/

Improving Our Data

We are committed to achieving net zero Greenhouse Gas (GHG) emissions across our entire UK based value chain by 2030 from a baseline year of 2021. Significant work has gone into upgrading data collection processes and systems to ensure a full carbon footprint, including all three scopes of emissions, is available as our net zero baseline.

We recognise the critical importance of measuring and reducing scope 3 emissions. In this last 12 months we have worked with Planet Mark to collate our 2021 Scope 3 footprint, allowing us to compare and track changes from the data we had collected in 2020.

Planet Mark awarded us a 14/16 data score for our Scope 3 data for our UK operations, which can be seen in Figure 3.

Measuring scope 3 emissions provides us with valuable insights into the areas where we have the greatest opportunity to make a difference. By identifying hotspots and implementing targeted reduction strategies, we can collaborate with our stakeholders to drive positive change and deep emissions cuts across our entire value chain.

We are reviewing when we can commit to achieving the same net zero GHG emissions across our entire global based value chain. In 2022 we focused on laying the groundwork for Gripple's Net Zero Action Plan, starting with our UK Operations.

Gripple is already considering sustainability on a global scale by evaluating how it can decarbonise its upstream and downstream transport. Upgrading data collection processes and systems is integral to accelerating the decarbonisation of Gripple's global operations and achieving net zero.

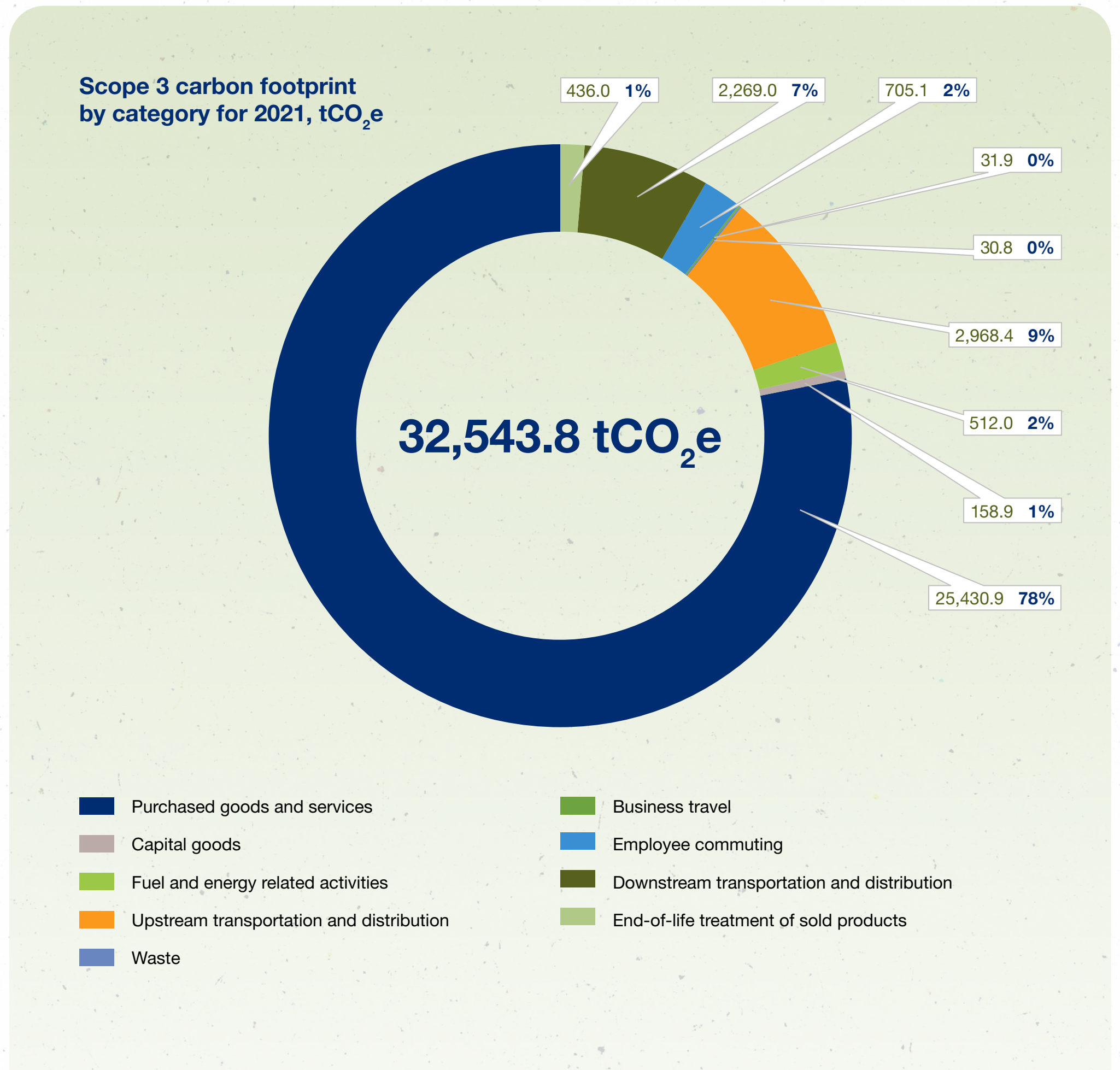
Our global operations in each region have measured elements of their Scope 3 emissions, and are working towards a full Scope 3 assessment, which will be detailed in future progress reports.

Scope 3 emissions equivalent to 28,400 flights from London to New York

Total carbon footprint 34,094.3 tCO₂e

Scope 3 emissions 32,543.8 tCO₂e

Figure 3



Reporting boundary Gripple UK January 2021 to 21st December 2021

Carbon Reduction Opportunities

The Gripple 'Climate Positive' working group has identified seven key focus areas that provide significant opportunities for carbon reductions over the next five years.

These focus areas will be subjected to additional audit and investigation, adopting a mantra that **'you can't manage what you don't measure'**, and will then be optimised and improved accordingly.



Alongside this continuous process of measurement, target setting, intervention, and review, is the acknowledgement that every individual in the company and every business in our supply chain has a role to play in delivering our net zero commitment. Without a consolidated programme of internal and external stakeholder engagement, education, and training, we are unlikely to galvanise enough action to achieve our net zero target.

Once we have reduced our emissions as close to zero as possible, we will be investing in accredited carbon removal offsets to balance out any residual, unavoidable emissions. Our baseline and net zero targets will be reviewed for relevance on an annual basis as part of Net Zero Governance.



Kevin St Clair
Managing Director UK & Ireland

“ As an employee-owned company, we are incredibly proud to be building a business that is future proofed in terms of its environmental performance. We are determined to play our part in reducing our impact on the planet and contributing to a brighter, more sustainable future.

Alongside earning our second consecutive year of Planet Mark Business Certification, the Gripple 'Climate Positive' team have been busy working to improve our data collection processes and have now extended our measurement protocol to include all material Scope 3 categories. With this complete baseline we now have clarity on the work that we will need to undertake to keep us on track to accomplish our incredibly ambitious target of achieving net zero in the UK by 2030.”

Carbon Reduction Initiatives

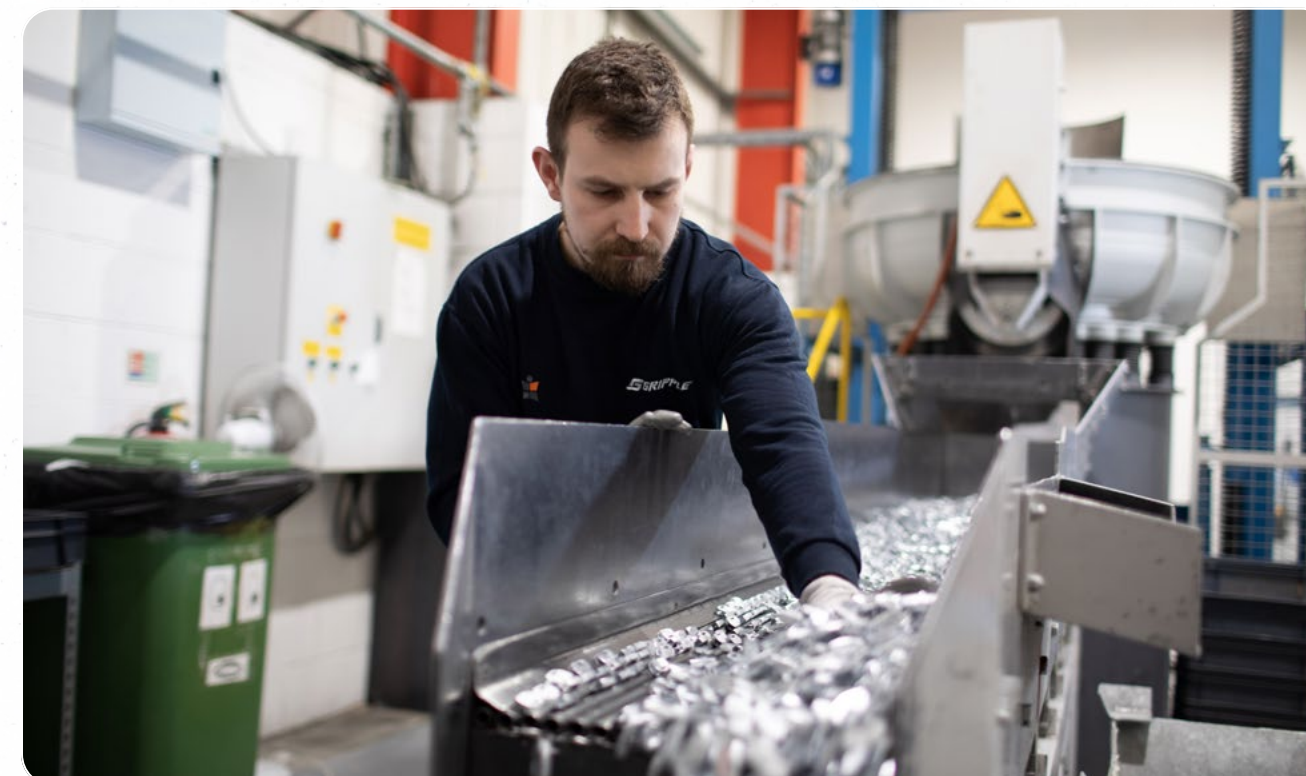
Decarbonisation initiatives already implemented across UK operations:

- **Measurement, data quality, and target setting**
 - Improvements in data collection processes.
 - Measurement of full Scope 1, 2, 3 baseline carbon footprint.
- **Education, engagement, and communications**
 - Training for our internal supply chain team on our Scope 3 emissions.
 - Energy management workshops and education.
- **Key decarbonisation initiatives and policies**
 - Installation of LED lighting across key sites.
 - Company car decarbonisation plan.
 - Solar PV installation across key sites.
 - Improvements to building fabric across sites.



Scope 3 emissions reduction activities includes:

- **Purchased good and services**
 - Working with suppliers to understand the Global Warming Potential (GWP) of purchased components.
 - Moving to increased recycled content where possible.
- **Upstream and downstream transportation and distribution**
 - Focusing on understanding, mapping our supply chain and shipment methods.
- **End-of-life treatment of sold products.**
 - New category reported on, acknowledging the impact of our sold products at the end of life.
 - We recommend all products be disposed of responsibly and through the work we are doing on Life Cycle Assessment (LCAs) we will be able to drive product specific improvements.



Our Products And Systems



To measure and assess the sustainability of our products and systems and ensure that we are making the necessary changes to reduce their associated carbon emissions, we are conducting Life Cycle Assessments (LCAs) with verified Environmental Product Declaration (EPDs) using the Life Cycle Assessment tool from One Click LCA.

Throughout 2022, we have been producing documentation for some of our building services products to support The Chartered Institution of Building Services Engineers' (CIBSE) TM65 carbon calculation methodology.

Gripple has performed both basic and mid-level Life Cycle Analyses for its building services products, utilising a set of industry approved assumptions for various stages of the LCA. This documentation supports consultants, researchers, and manufacturers in assessing the embodied carbon of building services equipment where no environmental product declaration is available.

In turn, this allows contractors and specifiers to compare and consider the carbon impact of building services materials ahead of project delivery. The use of Gripple products and systems support global decarbonisation of the built environment, as they have been deliberately engineered to provide a low-carbon alternative to traditional materials. This benefits a material weight saving of up to 97%, when switching from threaded rod and channel to wire rope or track-based suspension systems.

By considering all construction products sold into the UK market in 2022, Gripple can present an accurate overall reduction in labour, material weight and embodied carbon saved by contractors using Gripple systems over traditional threaded rod and channel systems as can be seen in Figure 4.

Figure 4



You can view and download all our TM65s [here](#).

You can view and download all our EPDs [here](#).

	Traditional	Gripple	Saving	% Saving
Total embodied carbon	5,000,394 kg	891,302 kg	4,109,092 kg	82.2%
Total material weight	2,202,816 kg	392,644 kg	1,810,172 kg	82.2%
Total labour time	564,067 hours	129,715 hours	434,351 hours	77.0%

Community Spirit From Team USA

We are dedicated to fostering positive change at a local level. We firmly believe that our responsibility extends beyond our factory walls. By collaborating with the communities surrounding our Gripple sites across the globe, we actively contribute to their wellbeing and help create sustainable environments that enrich lives. We're pleased to share some examples from 2022 with you here:



Earth Day

Tree planting

In April 2022, many Gripple employee-owners and their families joined over 200 volunteers to plant 500 oak trees at the Elburn Forest Preserve. Team Gripple planted 26 trees! We recognize the responsibility we have to drive sustainability across all areas of our business and our desire to deliver positive impact extends beyond our own operations.



Fox River Day

A day of sustainable action at River Front Park, Yorkville

In a heartwarming display of community-driven environmental stewardship, the Sustainability Committee of Yorkville teamed up with the Conservation Foundation to organize a momentous event, 'It's Our Fox River Day,' at the picturesque River Front Park. On the sunny morning of September 17th, 2022, citizens of all ages and abilities gathered to lend their hands and hearts to the noble cause of preserving and protecting the cherished Fox River and its surroundings.

Community Spirit From Team Europe



'Going by bike!'

Promoting sustainable commuting and giving back to the community

In the spirit of promoting active mobility and environmental stewardship, the Grand Est region organized a transformative challenge, 'At Work, I'm Going by Bike!' during the month of May 2022. This innovative initiative called upon employees to swap their cars for bicycles on their daily commute, tallying the kilometres travelled to generate a charitable donation. Over the course of the challenge, they collectively covered an impressive distance of 927 kilometres. This astounding feat translated into more than just kilometres—they managed to avoid emitting approximately 185.40 kilograms of CO₂ into the atmosphere. The challenge captured the enthusiasm of the community and encouraged a greener, more sustainable approach to commuting, resulting in a remarkable collective achievement that went beyond reducing carbon emissions.



Eco-pasturing in Obernai

Harmonizing nature and sustainability

In May 2022, the inhabitants of Gripple Europe at our Headquarters in Obernai excitedly welcomed their new woolly residents. Eco-pasturing, a method of ecological maintenance, involves the gentle grazing of herbivorous animals to preserve and nurture natural landscapes. In this case, the two ewes and their two charming babies took up residence for a period of four months, embarking on their mission to naturally maintain the local ecosystem.

Community Spirit From Team UK



Riverlution

River stewardship skills scheme

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.

“

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**



Riverlution®

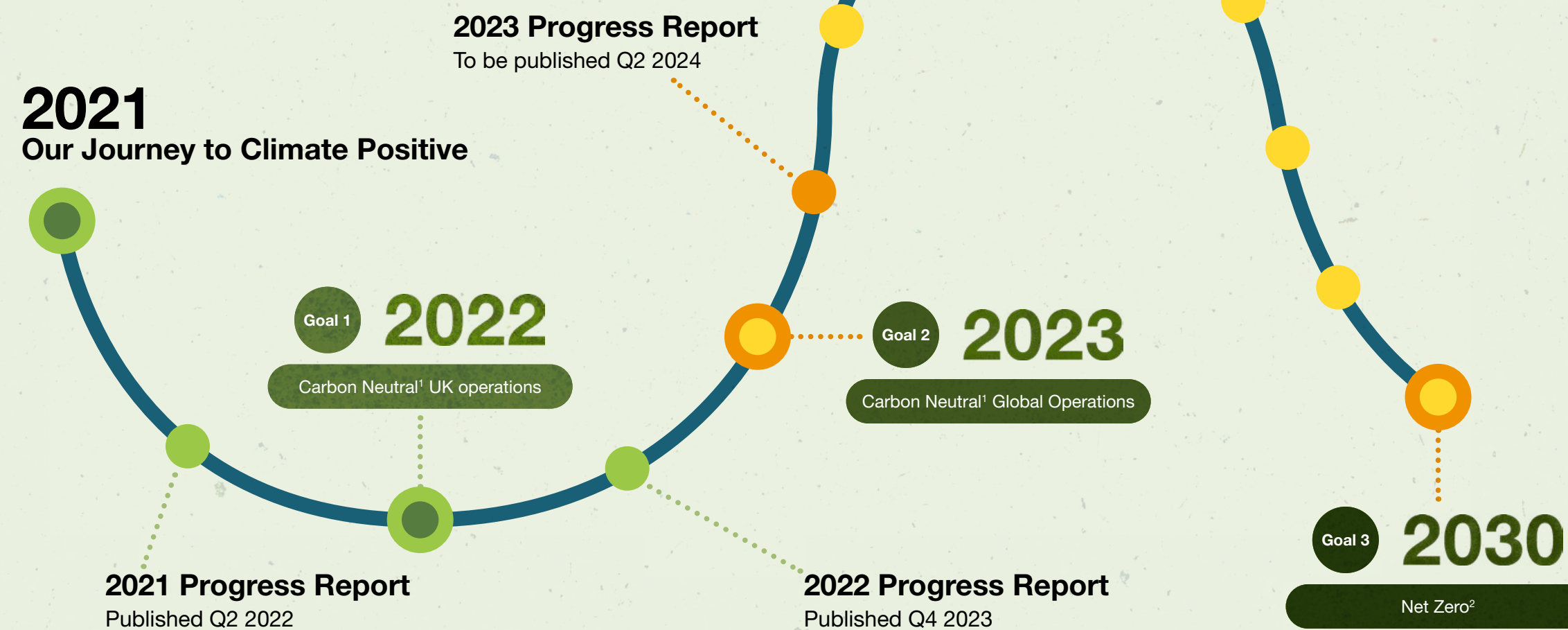
By RSC

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

Next Steps

Our Journey to Climate Positive

- Successfully Achieved Goals
- Published Progress Reports
- Our Target Goals
- 2023 Progress Report
- Annual Progress Reports to be published Q2 2024-2030



Tasha Lyth
Sustainability Manager

“As we forge ahead on our path to climate positivity, we recognize that the road may be challenging, but our determination remains resolute. We understand the importance of pushing boundaries, challenging the status quo, and embracing innovation. By integrating cutting-edge technologies, forging strategic partnerships, and engaging with stakeholders, we are committed to surpassing conventional expectations and leaving an indelible positive imprint on the planet. We will continue to report annually on our progress towards our journey to climate positive.”

Appendix

What are Scope 1, 2 and 3 emissions?

Scope 1

The emissions from sources that a company creates directly (e.g., from burning fuel in gas boilers and in company owned vehicles).

Scope 2

The emissions a company creates indirectly, associated with the production of energy it purchases (e.g., electricity).

Scope 3

The emissions that are not produced by the company itself, but by those within the company's value chain (e.g., procurement of goods and services). Scope 3 is spilt into 15 categories.

The reporting boundaries of our operations

Gripple UK's Operations include:
UK sites over which Gripple has direct operational control.

The reporting boundary for our Global Operations includes:
Gripple UK, Gripple Canada, Gripple Europe, Gripple Inc, Gripple India and Gripple Japan.

Gripple Global

	Old West Gun Works, Sheffield	Gripple UK
	Hawke Street, Sheffield	
	Riverside Works, Sheffield	
	Hellaby Works, Rotherham	
	Norfolk Bridge, Sheffield	
	Don Road, Sheffield	
	Glide House, Sheffield	
	Orgreave Place, Sheffield	
	France Gripple Europe SARL, Obernai	Gripple Europe
	Germany Gripple GmbH, Germany	
	Poland Gripple Sp. z o.o., Poland	
	Chicago	Gripple Inc
	California	
	Gripple Canada	Gripple Canada
	Gripple Japan	Gripple Japan
	Gripple India	Gripple India



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