

OUR JOURNEY TO CLIMATE POSITIVE

REDUCE / OFFSET / CONTRIBUTE

G GRIPPLE®





Statement

Our business is 100% employee owned and can never be sold.

We are building a business for future generations of employee owners.

Ensuring our business is climate positive is essential and a challenge we will relish.

Ed Stubbs

Introduction

Our business is characterised by a sustainable approach to growth and a focus on longevity. As a 100% employee owned company, Gripple will always stay in the hands of our people and in the communities we serve today. We have a responsibility to build a business for the long term which makes reducing our impact on the environment a fundamental part of our vision.

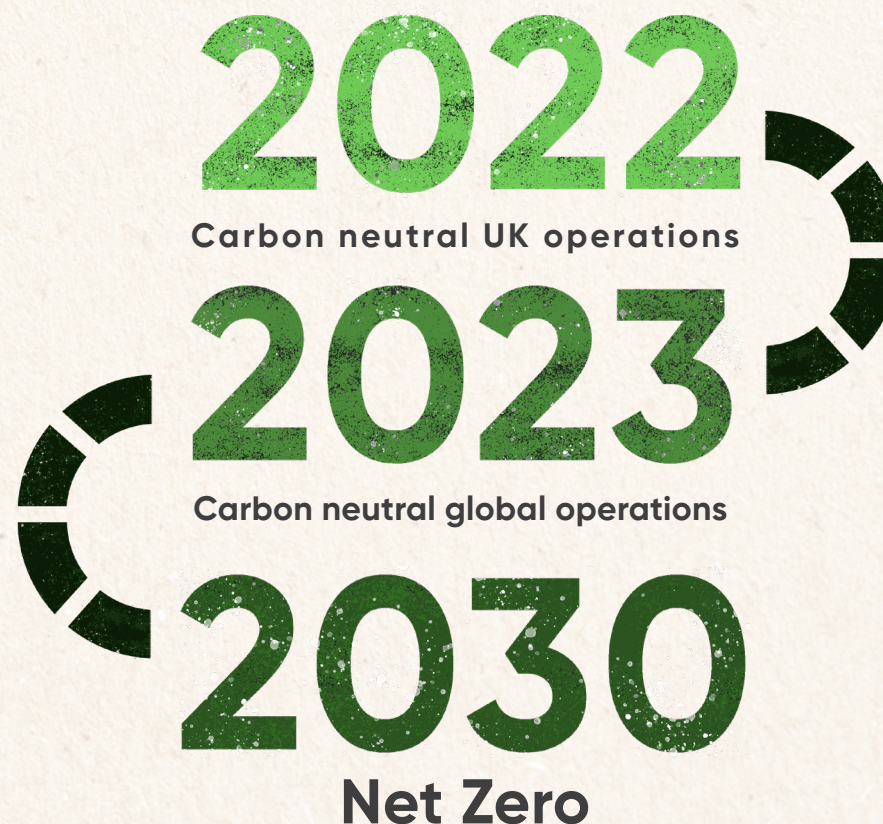
Reducing carbon emissions and contributing to a greener future will always be a fundamental aspect of our culture; our solutions ensure significant reductions in embodied carbon in the built environment across the globe. Our vertically integrated supply chain gives us domestic material source and production, and our latest manufacturing site in Sheffield is a certified net zero building. We have a responsibility to continually drive improvements across all areas of our business.

The next stage of our journey will see us reach a carbon neutral position across our UK operations, the largest manufacturing footprint of our business today, in 2022.

Our aim is to achieve carbon neutrality across the global business in 2023. Our ultimate goal is to reach net zero by 2030. Net zero is a necessary target and an important responsibility but our commitment extends beyond that. We want to be a climate positive business and that means not just paying attention to our carbon reductions but collaborating with our neighbours and having a positive impact on our communities.

The following document details our plan for the journey to net zero. Gripple is defined by the spirit of its people; their commitment to the legacy we create will ensure our important blueprint for the future becomes a reality.

OUR TARGET

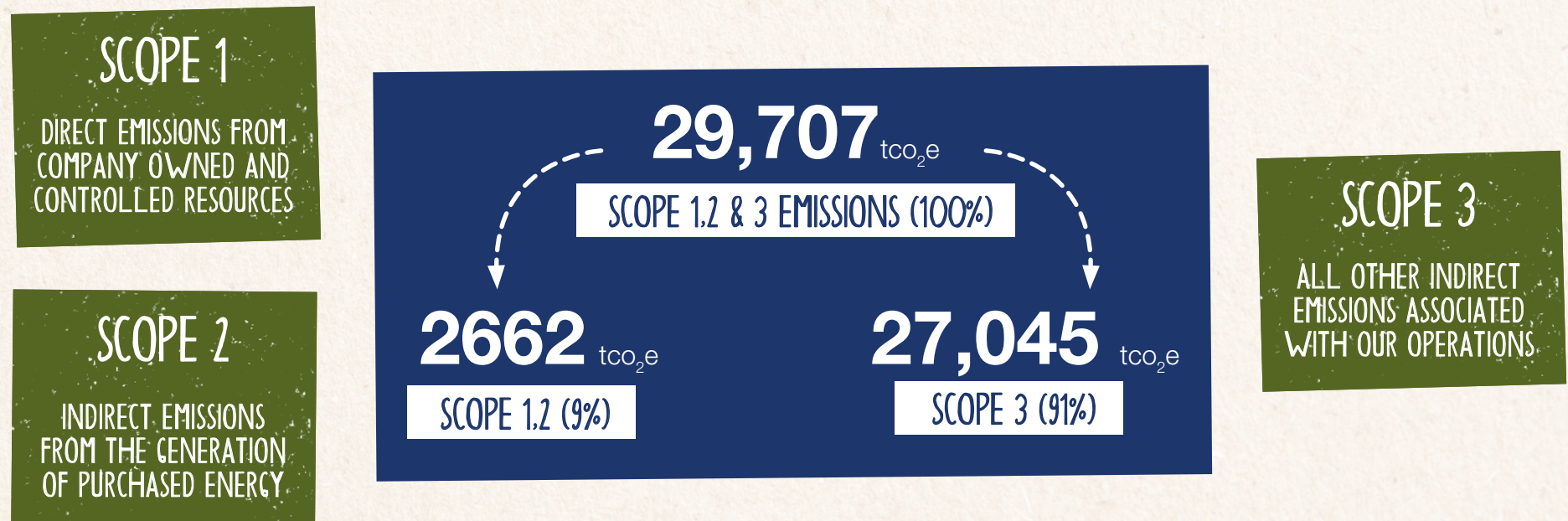


Where are we today?

To achieve this goal, we've taken the time to learn and understand the challenge we face. We now have dedicated resource focused on all aspects of our sustainability, alongside a net zero working group, comprising members from all departments within our business. To provide further expertise, we commissioned a third party to help us validate our data and the calculations that underpin our plan to reach net zero.

Our roadmap is a critical next step in our continued commitment to climate action. The data we have collated shows where we can make improvements to meet our goals.

Our 2020 baseline has been developed in accordance with GHG reporting principles. We have identified improvements we can make to our reporting in the future, ensuring our data is always relevant, complete, consistent, transparent and accurate.



How will we achieve our target?



REDUCE



OFFSET



CONTRIBUTE

REDUCE



Our primary focus on our journey to net zero will be carbon reduction initiatives. We want to drive our contribution to a greener planet directly, and our behaviours and commitment to continuous improvement and global reduction projects will ensure we do this.

Vertical integration of our supply chain is a fundamental part of our road map to net zero. Tooling, die-casting, manufacturing, automated machine build and packaging is all delivered in the UK, within our GLIDE group of businesses, to meet the requirements of our business today. This delivers a level of quality, sustainability, traceability and time certainty our competitors can't match. It also means our reliance on air freight and

shipment of materials and components from overseas is significantly reduced. We will drive more vertical integration with a combination of further domesticating the supply, and sustainably integrating the manufacturing of key components.

Another key element of our carbon reduction activity will be a £1.5m investment in 4,500 solar panels in 2022, to deliver energy to our manufacturing sites in Sheffield, UK. Our Riverside and Norfolk Bridge Works sites are currently generating solar power; we'll broaden that commitment to ensure all of our seven sites across South Yorkshire are generating energy onsite.

REDUCE



Energy savings

- Decarbonisation of our fleet and transit vehicles
- LED lighting
- Increased on-site generation through solar PV



Waste reduction

- Elimination of single use packaging
- Increasing the recycled content of current packaging
- Removal of printed product instructions and reduction of printed marketing collateral



Incremental gains

- Efficiencies in our operations and manufacturing driven by our dedicated Continuous Improvement team
- Product modifications and range rationalisation
- Introduction of environmental product declarations to help our customers understand the impact of our products



“Kaizen is a key part of the Gripple culture.

We use the Kaizen methodology to improve efficiency steadily and sustainably, as opposed to taking great leaps. Kaizen also indirectly improves cross-functional teamwork and morale by giving people direct responsibility for their place of work”

Tom Clayton, CI Team Leader

OFFSET



Our carbon reduction projects will be partnered with the purchase of verified offsets for our Scope 1 and 2 emissions.

Year on year, the number of offsets we need to purchase should decrease as we see the results of our reduction projects actualise. Offsets have a place in our strategy but ultimately, we do not want to rely on them alone.

To strengthen our contribution to climate action, we will, as a minimum, match any spend on offsets on projects that support our communities to deliver wider social and environmental impact.

We recognise the responsibility we have to drive sustainability across all areas of our business but our desire to deliver positive impact extends beyond our own operations. We already work with a range of fantastic partners and we are actively involved on a number of important social and environmental causes at home and around the world. We will only increase this effort in the coming years, as well as encouraging our employee owners to do the same.

Protecting our green spaces

The River Stewardship Company (RSC) is a social enterprise based in our home city of Sheffield which delivers social impact through 'Riverlution', bringing local communities closer to their local waterways. The River Don is a central part of the landscape surrounding our manufacturing sites, with two of our factories located next to its banks. Working in partnership with the RSC, our people actively volunteer their time to the clean-up, maintenance and development of the river.



Delivering energy sources to deprived areas of the world

Alongside our friends at Vero Power, we're supporting the provision of renewable energy systems to energy starved communities around the world. Over 1.4 billion people live without access to electricity, a key requirement to deliver environmental sustainability, human development and economic growth. We work with Vero on the installation of solar panel solutions, providing engineering support during the design phase, bracing solutions for the solar arrays, and technical support during the installation.

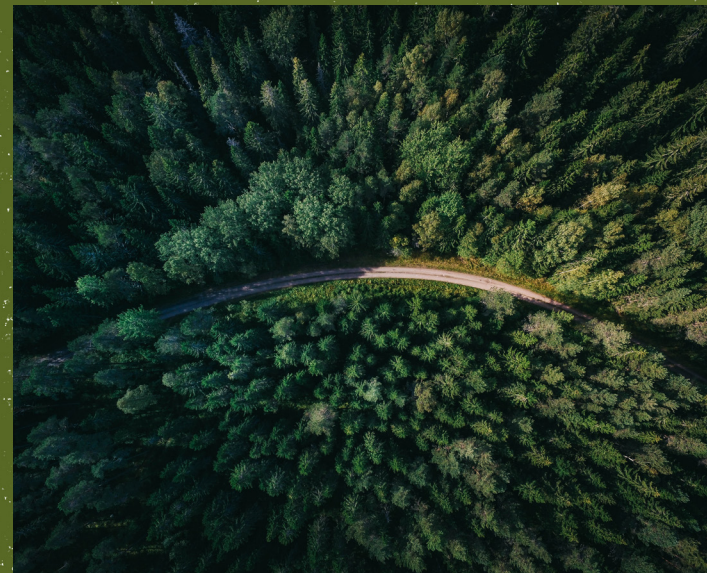


We've been partnered with Raleigh International, a sustainable change charity, since 2017. Working in remote, rural areas, its mission is to improve access to safe water and sanitation, build community resilience, sustainably manage natural resources, and protect vulnerable environments. With Raleigh expeditions now a regular feature of our annual graduate, apprenticeship and future leader programmes, 25 Gripple people-to-date have contributed to projects in Costa Rica, Nicaragua, Nepal and Tanzania.

Gripple Foundation

Supporting charitable organisations through donations and volunteer projects has been a core objective for Gripple since its formation in 1989. We challenge our people to drive our charity activity; in the last 10 years, alongside donations of over £600,000 to deserving causes, we've delivered a variety of 'people power' projects, renovating vital community spaces close to the hearts of our teams around the world.

In 2021, we've enhanced our approach to supporting charities with the formation of The Gripple Foundation. The Foundation will now receive 1% of Gripple's budgeted profit annually, alongside dividends from 200,000 personal Gripple shares donated by our Chairman and Vice-Chairman. Its purpose will be to drive more charitable donations to deserving initiatives, more volunteering opportunities for our people and even greater contributions to our communities.



New for 2022, Gripple will also be supporting Raleigh's re-forestation initiative, taking place in Scotland and through local community action initiatives.



A regular focus for our volunteers during the expedition is the 'SWASH' project – Water, Sanitation and Hygiene in Schools which directly align with UN sustainable goals 4: Quality Education, 5: Gender Equality and 6: Clean Water and Sanitation.

If you would like any more information,
please contact Sustainability@gripple.com

2022
Carbon neutral UK operations

2023
Carbon neutral global operations

2030
Net Zero



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