



# Sustainability Progress Report

Gripplle + Riverlution  
Partial dam building (Peak District, UK)

2024 Retrospective

# Reshaping Responsibility

Building a Stronger,  
Smarter Carbon Strategy.

“ Sustainability remains key to Gripple’s vision for resilient, future-focused growth.

Our work in 2024 reaffirms our commitment to doing this properly, with data-driven action and meaningful progress across all areas of our business. ”

**Ed Stubbs**  
Group Managing Director





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Since joining Gripple as Sustainability Manager, I've been proud to step into a business where sustainability is truly lived, not just discussed. From day one, it was clear that it's not a 'nice to have', but a core part of our values, culture, and strategy.

With sustainability now a strategic pillar, I feel privileged to help drive initiatives in a company that's ambitious, innovative, and serious about impact. I'm especially focused on ensuring our progress is grounded in integrity.

**In a fast-changing sustainability landscape, it's more important than ever that we are transparent and realistic, because real change doesn't happen overnight, and not every step forward looks like a headline-worthy reduction.**

That's why one of my first priorities has been improving the quality of our data, enhancing the accuracy of our carbon footprinting, expanding scope, and reducing assumptions. Reliable data empowers smarter decisions and a clearer understanding of our impact.

Looking ahead, I'm excited about our roadmap: expanding our full material scope annually, improving data quality, and deepening engagement across teams. We're not here to tick boxes, we're here to lead.

Together, we have a real opportunity to shape a measurable, meaningful, and people-powered sustainable future for Gripple.

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**Olivia Livesley**  
Sustainability Manager

# Sustainability Champions

Sustainability isn't just about data and systems, it's about people. 2024 saw the expansion of our Sustainability Champions network across every Gripple site.

These individuals are passionate advocates who bring sustainability to life and ensure we're making an impact at every level of the business. This collaboration has been invaluable, not only do the Champions help share key messages and lead local initiatives, but they also strengthen our understanding of site-level operations and bring forward ideas we might otherwise miss.

**It's a two-way relationship that brings energy, insight, and authenticity to everything we do.**

By empowering Sustainability Champions across every site, Gripple ensures that sustainability is embedded in every step of our operations, delivering products and services that reflect genuine environmental commitment and operational excellence you can trust.



## Aligned to UN Sustainable Development Goal 12: Responsible Consumption and Production

Our Sustainability Champions network helps embed responsible practices across every Gripple site, driving initiatives that reduce waste, improve resource efficiency, and ensure our products and operations reflect genuine environmental commitment.



# Scope 1 & 2

In 2024, Gripple improved the accuracy and scope of our emissions reporting, resulting in a clearer view of our environmental impact.

## Scope 1

Emissions increased due to improved data capture and the inclusion of previously unreported sources such as refrigerants and minor fuels. While diesel and hybrid vehicle emissions rose with operational growth, natural gas usage declined, reflecting progress in energy efficiency. Increased fuel oil consumption, driven by seasonal needs, remains a focus area for reduction.

## Scope 2

Emissions, covering purchased electricity, decreased by **18.1%** year-on-year. This reduction highlights the success of ongoing energy efficiency measures and a shift toward cleaner energy sources, reinforcing our commitment to reducing indirect emissions at all Gripple sites.

Looking forward, we will continue to build on these improvements by targeting reductions in fuel oil use, expanding low-emission vehicle options, and maintaining robust energy management practices. Transparent, accurate reporting remains central to driving effective sustainability actions and meeting our long-term environmental goals.



“As Sustainability Champions on the shop floor, we help monitor all areas of the business to ensure carbon reduction efforts are implemented at every level.”

**Niamh Smith** - Sustainability Champion



## Aligned to UN Sustainable Development Goal 13: Climate Action

In 2024 we strengthened our emissions reporting, gaining clearer insight into our environmental impact and driving focused action. Through improved data capture, reductions in electricity emissions, and verified carbon offset projects, we are actively cutting our footprint and accelerating the transition to cleaner energy.



# Offset Activity

**In line with Gripple’s commitment to responsible climate action, we have retired 3,627 tCO<sub>2</sub>e through a verified carbon offset project supporting large-scale solar energy generation in India.**

The 940 MW project, developed by Adani Green Energy Limited, spans Chhattisgarh, Karnataka, Maharashtra, and Rajasthan. It replaces fossil fuel-based electricity on the Indian grid, displacing around 1.5 million MWh and avoiding approximately 1.45 million tCO<sub>2</sub>e annually over its first 10 years.

By supporting this initiative, Gripple is helping accelerate the global shift to clean energy while upholding our offsetting commitments. This forms part of our broader strategy to reduce emissions and build a more resilient, sustainable future.

# Beyond PAS 2060: What's Next for Our Carbon Strategy

The transition away from the PAS 2060:2014 standard has prompted us to refine our carbon management strategy and align more closely with evolving global standards. This shift has offered an opportunity to strengthen our carbon accounting practices, improve transparency, and enhance the accuracy and effectiveness of our emissions reporting and reduction efforts. Following the disbandment, Gripple will not declare carbon neutrality under PAS 2060:2014. However, we are maintaining continuity by upholding like-for-like offsetting activities, accounting for the same emissions sources and boundaries covered under previous certifications. This safeguards the integrity of our climate action during this transition.

Looking ahead, our focus will be on:

Refining emissions accounting to capture the full scope of our carbon footprint, including direct and indirect emissions.

Expanding our reporting to include the full material footprint, as comprehensively reported in 2021.

Reducing emissions and staying aligned with emerging standards to ensure our system remains adaptable and forward-looking.



## Aligned to UN Sustainable Development Goal 13: Climate Action

Following the transition away from PAS 2060:2014, we are strengthening our carbon management strategy - refining emissions accounting, enhancing transparency, and maintaining like-for-like offsetting. These steps ensure our climate action remains robust, future-focused, and aligned with evolving global standards.

**The disbandment of PAS 2060 has highlighted areas for improvement, and we are using this moment to proactively strengthen our approach. By improving the quality and depth of our carbon data and reporting, Gripple remains committed to reducing emissions, enhancing transparency, and maintaining responsible climate action.**

As we move into 2025 and beyond, our strategy supports both long-term sustainability and business resilience, positioning Gripple to meet the demands of a low-carbon future. Gripple's enhanced carbon management ensures greater transparency and accuracy, giving customers confidence in our responsible practices and a partner aligned with evolving global sustainability standards.

# Powering Progress: Reducing Emissions Through Smarter Zinc Sourcing

Due to the vast majority of our products being die-casted, zinc procurement is a major contributor to our environmental impact, accounting for 22.72% of total GHG emissions in 2020 and 25.69% of Scope 3 emissions. Reducing upstream emissions from this source has therefore become a strategic priority.

In partnership with a circular-economy materials specialist, we began transitioning from virgin ZL2 zinc (approx. 3 tCO<sub>2</sub>e/tonne) to a lower-carbon, upcycled alternative sourced from Europe, which carries just 0.37 tCO<sub>2</sub>e/tonne. With annual usage around 2,000 tonnes, this switch has the potential to cut zinc-related emissions by 87%, from 6,000 tCO<sub>2</sub>e to 740 tCO<sub>2</sub>e without compromising material quality or performance.

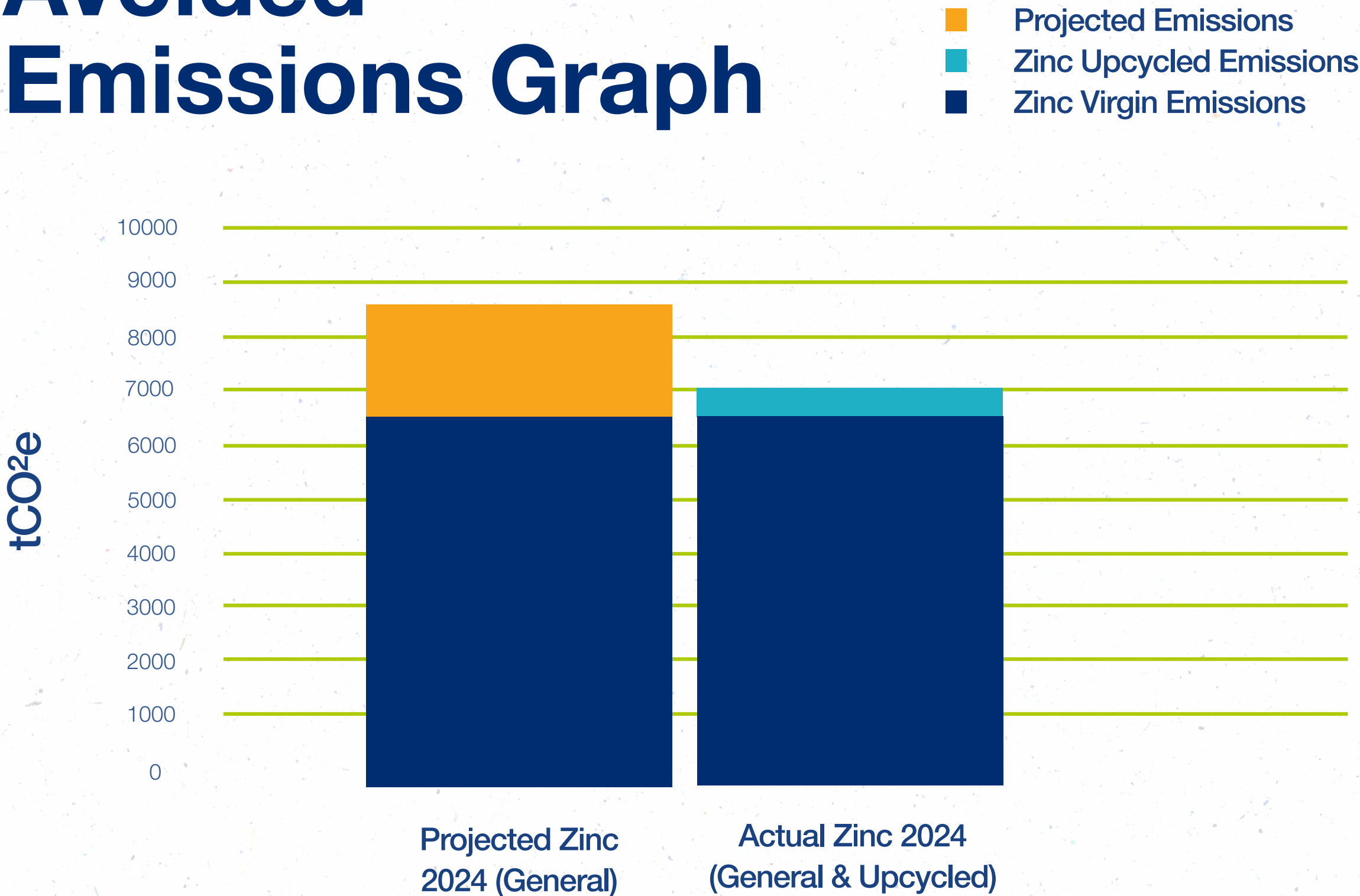
**We set a 2024 target to procure 20% of our zinc from upcycled sources and exceeded it, reaching 24% by year-end.**

Building on this momentum, we're aiming for 35% upcycled zinc content by the end of 2025.

This shift supports our broader sustainability strategy, combining emissions reduction with circular economy principles and strengthens our commitment to innovation, supply chain resilience, and climate leadership.

By pioneering the use of upcycled zinc with significantly lower emissions, Gripple offers customers high-quality products that support their own sustainability goals while driving innovation and resilience throughout the supply chain.

# Avoided Emissions Graph



## Aligned to UN Sustainable Development Goal 12: Responsible Consumption and Production

By transitioning from virgin zinc to a lower carbon alternative, we're reducing upstream emissions, advancing circular economy practices, and delivering high quality products with a significantly smaller footprint, helping both Gripple and our customers meet sustainability goals.



# Advancing Circularity in Product Design: Transition to Reprocessed Polypropylene Caps

At Gripple, sustainability means embedding environmental responsibility into every stage of our product lifecycle. A recent example is the transition of our Gripple Plus Wire Joiner caps from virgin polypropylene (PP) to reprocessed polypropylene (Repro PP), a lower-impact alternative.

Previously, our GP Small, Medium and Large caps used 8.8 tonnes of virgin PP annually, contributing to Scope 3 emissions. In response, our sustainability and engineering teams collaborated to identify a suitable Repro PP that met all functional and visual standards. After successful trials, the new material was rolled out, resulting in an estimated annual emissions saving of 6,620 kg CO<sub>2</sub>e.

Beyond emissions, Repro PP supports circularity by diverting post-industrial plastic waste from landfill or incineration, aligning with our commitment to reduce reliance on virgin materials.

Following this success, we are expanding Repro PP use to other products. Once fully implemented, the wider rollout is projected to deliver 31,068 kg CO<sub>2</sub>e in annual emissions savings. The next phase is underway with material trials on our HangFast 2 range.

**By improving material sourcing and reducing embodied carbon, Gripple is not just responding to environmental challenges, but actively leading the way in sustainable manufacturing.**

Gripple's switch to reprocessed polypropylene reduces product carbon footprints and supports circular economy principles, delivering sustainable, high-quality solutions that help customers meet their own environmental commitments.



## Aligned to UN Sustainable Development Goal 12: Responsible Consumption and Production

By switching from virgin polypropylene to reprocessed materials, we're cutting embodied carbon, diverting plastic waste from landfill, and advancing circular economy principles, delivering sustainable, high-quality products that support our customers' own environmental goals.



“By changing the Gripple Plus Medium cap to a post-consumer recycled polymer, we're not just adapting materials, we're reaffirming our commitment to building a more sustainable future at Gripple.”

**Oliver Sunderland - Sustainability Champion**

# Supporting Riverlution

Our sponsorship plays a vital role in supporting Riverlution’s mission to restore, protect, and celebrate Sheffield’s rivers and riparian habitats through impactful conservation and community led initiatives that benefit people, places, and wildlife.

“Gripple’s ongoing support has been instrumental in driving the success of the Sheffield Stewardship Partnership.

Their commitment to environmental sustainability aligns seamlessly with our mission, enabling us to deliver impactful training and conservation work throughout the year.

The involvement of Gripple’s staff in our volunteer days has been particularly inspiring, not only strengthening our collective impact on Sheffield’s river systems, but also fostering a powerful connection between local businesses and community-led environmental action.

We deeply value this partnership and look forward to continuing our shared journey towards a greener future.

**Geoffrey Guy**  
MD Riverlution

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**Aligned to UN Sustainable Development Goal 15:  
Life on Land**

Our sponsorship of Riverlution supports the restoration and protection of Sheffield’s rivers and habitats, fostering community engagement and strengthening local conservation efforts to benefit people and wildlife.



# Global Community Spirit

## USA

In 2024, Gripple Inc. took part in the “ETS Plant Some Trees!” initiative at Kane County Forest Preserve, a large-scale tree planting event dedicated to improving local green spaces and raising environmental awareness.



## Canada

At Gripple Canada, we recently launched our “Clean the Parks” volunteer initiative, we came together to tidy up a local park, reinforcing our commitment to environmental stewardship and community engagement.



## India

At Gripple India we are proud to support the RIA Foundation in its mission to empower young people through impactful community initiatives, aligning with our shared values of engagement and social responsibility.



## UK

As part of our commitment to being a Force for Good in the UK, we delivered a minimum of six people-powered projects each year — each one designed to give back to the communities we’re proud to serve.



## Europe

In line with our ongoing dedication to environmental responsibility, our team in Europe recently organised a clean-up effort around the local area, helping to maintain a cleaner, more welcoming local environment.



### Aligned to UN Sustainable Development Goal 17: Partnerships for the Goals

Our global volunteering efforts embody the spirit of partnership and community, strengthening connections across regions while supporting local projects that drive positive social and environmental change worldwide.





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