

# OUR JOURNEY TO CLIMATE POSITIVE

**G GRIPPLE**





# Introduction

Our business is characterised by a sustainable approach to growth and a focus on the long term. As a 100% employee owned company, Gripple will always stay in the hands of our people and communities. 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.


Our products 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 having a positive social and environmental impact on our communities.

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



**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 relish.**

Ed Stubbs (Managing Director)



# OUR COMMITMENT

## Carbon Neutral

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

\*Controlled Emissions = Scopes 1 & 2.

# 2022

Carbon neutral UK operations

# 2023

Carbon neutral global operations

# 2030

## Net Zero

## Net Zero

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



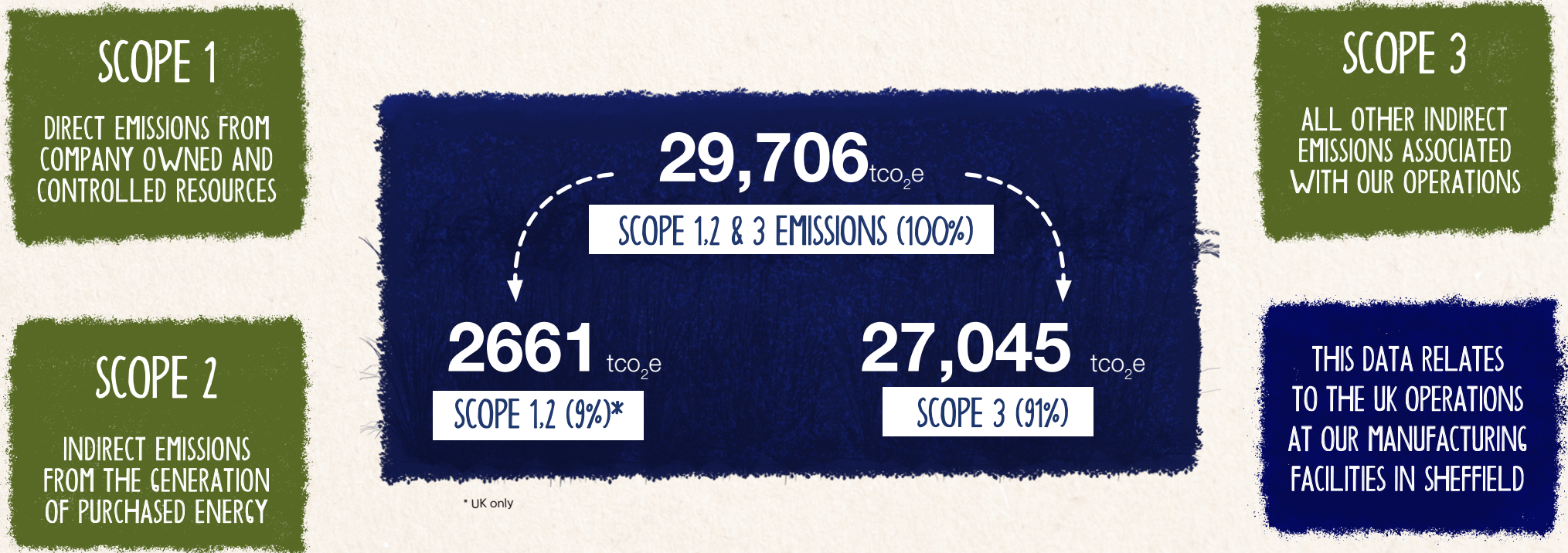
# Where are we today?

In 2021 we set out our internal plan to have a net zero roadmap developed and communicated to our key stakeholders by the end of the year.

To achieve this goal, we have 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.

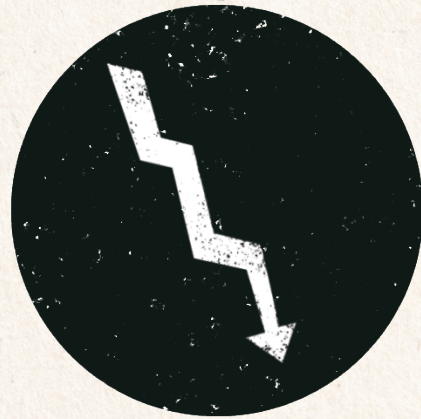
Our roadmap is a critical next step in our continued commitment to climate action. The data we have collated shows where we can make improvements to meet our goals.

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 commitment?



REDUCE



OFFSET



CONTRIBUTE

## REDUCE



Our primary focus on our journey will be carbon reduction initiatives that will make up a **minimum of 75% of the overall reduction required**. 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. 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 all our global manufacturing sites. Our Riverside and Norfolk Bridge Works sites are currently generating solar power; we will broaden that commitment to ensure all of our seven sites across South Yorkshire are generating energy onsite.



# REDUCE SOME EXAMPLES



## Energy savings

- Decarbonisation of our fleet and transit vehicles
- LED lighting
- Increased on-site generation through solar PV
- All purchased energy from renewable sources
- Harness machine energy and heat



## Waste reduction

- 100% recycled plastic in products
- Elimination of single use packaging
- Increasing the recycled content of current packaging
- Removal of printed product instructions and reduction of printed marketing collateral



## Best practice

- Driving efficiencies in our operations led by our dedicated continuous improvement team and driven by our employee owners
- 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. 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 to **a maximum of 25% of the overall reduction required.**

Year on year, the number of offsets we need to purchase should decrease as we realise the results of our reduction projects. 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 around the world. We will increase these efforts, 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 are 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 have been partnered with Raleigh International, global youth action organisation, since 2018. Working in remote, rural areas Raleigh's mission is to ignite youth-led action that creates solutions to the world's most urgent problems. Raleigh works globally to promote the role of young people in decision making and civil society, to protect vulnerable environments and combat climate change, create meaningful youth employment and enterprise, and ensure the right to safe water and sanitation. With Raleigh Expedition programmes now a regular feature of our annual graduate, apprenticeship and future leader programmes, 25 Gripple employees to date have contributed to projects in Costa Rica, Nicaragua, Borneo, Nepal and Tanzania.

A regular focus for our volunteers during the Expedition is the 'WASH' 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.



Raleigh  
EXPEDITION

### 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 £1m 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.



RE  
GREEN

New for 2022, Gripple will also be supporting Raleigh's new UK programme, Re:Green, by sending employees to volunteer on it in Scotland. The volunteers will work on a conservation project aimed at protecting Scottish rainforest, learn about environmental campaigning and sustainability, and develop their leadership attributes.





### Gripple hangers - saving CO<sub>2</sub> in the built environment

For every metre of Gripple hanger kits specified to replace threaded rod, it is estimated that a saving of 1.2 kg of embodied CO<sub>2</sub> is made. This equates to a total embodied CO<sub>2</sub> saving of up to 95% when switching from threaded rod to Gripple hangers.


We continuously strive to integrate sustainability into our product design process; a Gripple hanger today contains 30% less zinc than the original design, without compromising on strength or functionality.

Our approach is to manufacture and supply solutions which are less resource intensive than alternatives in the market place.

In short, we solve problems for our customers which deliver significant, long-term sustainable environmental benefits - see Leadenhall case study.

**25,000**

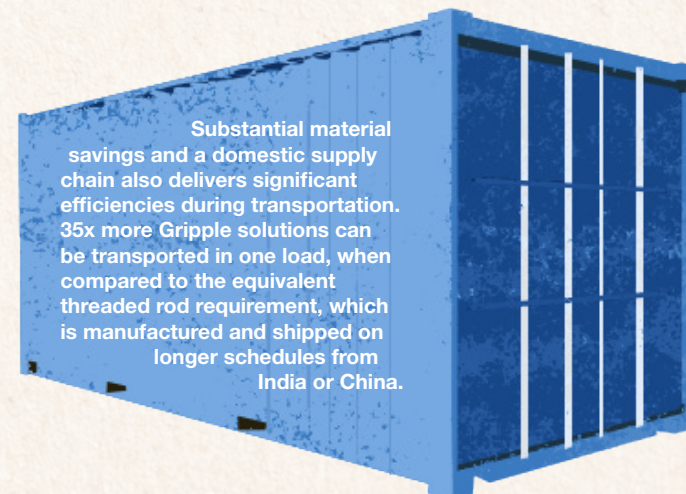
Estimated tonnes of embodied carbon saved in 2020



## CASE STUDY

**Project: Leadenhall Building, London**

- Gripple hangers were used on approx. 25% of the M&E services
- CO<sub>2</sub> reduction – **150 tonnes**



Substantial material savings and a domestic supply chain also delivers significant efficiencies during transportation. 35x more Gripple solutions can be transported in one load, when compared to the equivalent threaded rod requirement, which is manufactured and shipped on longer schedules from India or China.



If you would like any more information, please contact our Sustainability Manager Tasha Lyth (t.lyth@gripple.com)

# 2022

Carbon neutral UK operations

# 2023

Carbon neutral global operations

# 2030

Net Zero



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