

Our Pledge to Reach Net Zero by 2035

As a Company with a commitment to continuously improving our environmental performance, we are pleased to announce that in 2021 we pledged to reach Net Zero by 2035 (with Scope 1 and 2* to be achieved by 2025).

The Glasdon Group of Companies aim to demonstrate environmental sustainability and champion social responsibility in every way possible. A passion for the environment and our local and wider communities has inspired us to integrate sustainable and ethical practices into our day-to-day activities, something we are continually assessing and improving.

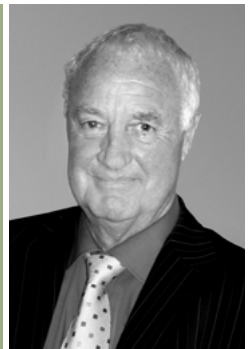
We have invested considerable resources over the years into understanding our impact on the environment, and we will continue to invest in and improve on our environmental accountability for all aspects of our Business. We have established a Board level project team to map out a clear route of how to get there, as well as dedicated project teams to include employees from all across the Company.

We understand the challenges that lie ahead, and will continue to work alongside our employees, customers, and suppliers to ensure that **Glasdon leads the way in seizing every opportunity to drive down emissions and to hit our goal of reaching Net Zero by 2035.**

"As a market leader in our field, we understand the responsibility we have to improve our environmental and social impact, and our Net Zero goals are a huge factor towards achieving this.

We have work to do to reach Net Zero, but with the right dedication and experience we are confident that we will hit our 2035 target. We welcome the challenge and look forward to sharing our responsible business journey along the way!"

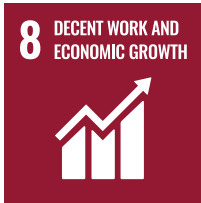
Glasdon Group Founder and Chairman,
Donald J Sidebottom MBE, FCIHT.



Our Alignment with the United Nations Sustainable Development Goals

Our pledge to reach Net Zero by 2035 is an enormous step towards sustainability, but we also understand that we have a role to play in addressing wider global needs including health, social protection, education, job opportunities and environmental protection. This is why we have responded to the United Nations' (UN) call for action by aligning ourselves with the Sustainable Development Goals (SDGs).

While Glasdon may fit into most (if not all) of the 17 UN SDGs, we have identified four key goals in which we know we can have a direct positive impact.



We are currently working on a plan of action to identify how we are already supporting each goal, as well as the steps we can take internally and with our suppliers, distributors, employees and customers to help further this impact.

Our Commitment to Being a Fair and Trusted Business

Being a fair, trusted and well-respected Company is a top priority for all at Glasdon. Our Business was built with family values and loyalty at the heart of everything we do, and we reward a high level of personal commitment and passion. Ethics and integrity are key considerations in all aspects of the Business, with a focus on suppliers, customers, employees, distributors and all other personnel associated with Glasdon.

The welfare of our employees is of the upmost importance to our Company. We have strict safeguarding and ethical policies in place and follow stringent health and safety guidelines in order to ensure our employees are protected wherever possible.

We aim to foster team spirit in all areas of our Business so that each and every employee knows they are a valued and contributing factor towards our Company's development. We work hard to help our employees develop in terms of their job roles, as well as personal development and growth.

Visit our website at uk.glasdon.com/responsible-business/fair-and-trusted-business to find out more about:



Our Responsible Business Journey so far...

	1959	Glasdon is founded
1 9 12 14	1991	Glasdon achieves Quality Standard BS5750 (transferred to ISO 9000 in 1994)
1 2 3 4 13	2003	Glasdon Charitable Giving Committee is formed
1 9 12 14	2004	Glasdon achieves Quality Standard ISO 9001
1 2 3 4 6 7	2006	Glasdon achieves Environmental Management Standard ISO 14001
7 9 12 13	2009	Glasdon Innovation & Export Centre is constructed to be 30% more efficient than current Air Leakage Standards, as well as using air source heat pumps for maximum efficiency
	2010	Glasdon Innovation & Export Centre wins Blackpool Civic Trust Design in Excellence Award
9 12 13 14 15	2012	Glasdon achieves compliance with Recycle-Pak Producer Responsibility Obligation (Packaging Waste)
3 5 8 9 10	2013	Glasdon achieves the CHAS accreditation to the requirements of the Construction (Design Management) regulations in line with UK Health & Safety Legislation
9 12 13 14 15		Glasdon registers as an Upper Tier Waste Carrier and Dealer with the Environment Agency
1 2 3 4	2014	Glasdon participates in first of many companywide work-based charity days, where employees band together to raise money for worthy causes
9 12 13 14 15		Glasdon becomes a member of the Recycling Lives Compliance Services WEEE Producer Compliance Scheme
3 5 8 9 10	2015	Glasdon achieves the SafeContractor certificate in accordance withSSIP
3 13	2016	Glasdon launches Cycle2Work Scheme to help employees cut carbon
7 9 12 13		Glasdon installs first solar panels on the roof of Glasdon House
3 8 9		Glasdon registers as a member of RoSPA (The Royal Society for the Prevention of Accidents)
7 9 12 13	2018	Glasdon expands solar panel installations to Warehouse buildings
7 9 12 13	2019	First EV Charging points are installed at UK Glasdon site
7 9 12 13		Glasdon completes further solar panel installations on Warehouse buildings
8 9		Glasdon signs up to Prompt Payment Code, a voluntary code of practice signifying our commitment to fair payment terms
3 5 8 9 10 11 16		Glasdon achieves Occupational Health and Safety Standard ISO 45001
3 5 8 9 13	2020	Glasdon introduces hybrid working as a result of the COVID-19 pandemic
7 9 12 13		Glasdon acquires first electric car & plans to make the switch for all company vehicles
3 13		Glasdon develops Cycle2Work Scheme making initiative available at all points throughout the year
1 2 3 4 13	2021	Glasdon develops Glasdon Charitable Giving Committee into the DJ Sidebottom / Glasdon Charitable Programme
1 2 3 4		Glasdon and the DJ Sidebottom / Glasdon Charitable Programme announce first Glasdon Employee Charity of the Year with a generous donation of £10,000
3 7 9 12 13 14 15		Glasdon pledges to achieve Net Zero by 2035 (Scope 1 & 2* by 2025)
3 5 8 9 13		Glasdon confirms hybrid working policy to remain a permanent development for the Company
1 3 7 8 13 15		Glasdon launches tree planting initiative in partnership with Ecologi to plant a tree for every e-newsletter sign up received.
1 3 7 8 13 15	2022	Glasdon furthers tree planting initiative by pledging to plant a tree for every live chat and quote completed
1 2 3 4 5 6 8 10		Glasdon receives accreditation as a Living Wage Employer ensuring that all staff (apart from apprentices) across the Glasdon businesses in the UK receive at least the real Living Wage
1 2 3 4 6 7		Glasdon receives Silver EcoVadis rating for sustainability performance
3 13	2023	Glasdon receives Cycle Friendly Employer 'Gold' accreditation
12 13		Achieved Zero Waste to Landfill - 01.2022 – 12.2022 (working with Recycling Live Environmental Services)
7 9 11 12 13		Science Based Targets initiative (SBTi) - Glasdon has committed to a near term SBTi emissions reduction target of 1.5°C
1 2 3 4 6 7		Glasdon receives Gold EcoVadis rating for sustainability performance
3	2024	Glasdon opens 'Studio 59' Gym at Blackpool site
1 2 3 4 6 7		Glasdon receives Gold EcoVadis rating for sustainability performance
12 13		Achieved Zero Waste to Landfill - 01.2023 – 12.2023 (working with Recycling Live Environmental Services)
11 13		Glasdon wins the Green Apple Environment Award for Recycled Product Innovation

For more information about the 17 Sustainable Development Goals and what each one stands for, visit <https://sdgs.un.org/goals>

uk.glasdon.com/responsible-business

The DJ Sidebottom / Glasdon Charitable Programme

We are committed to ensuring that Glasdon follows a sustainable and responsible business approach, with social responsibility at the heart of the Company. We have always been an active member of our local community and are dedicated to giving back in any way we can.



The DJ Sidebottom /
**Glasdon Charitable
Programme**

Our recent development of the DJ Sidebottom / Glasdon Charitable Programme has allowed us to increase our charitable efforts through donations, fundraising, sponsorships, product gifting and more. We even announced our first Glasdon Employee Charity of the Year in December 2021, awarding our worthy winners CRY (Cardiac Risk in the Young) with a generous £10,000 donation.

We are always looking for charities, organisations and community groups to support, and invite those who are looking to receive funding from the DJ Sidebottom / Glasdon Charitable Programme to apply for a grant directly from us via our new website, www.djsglasdoncharitableprogramme.org/grants

All grants supplied by the DJ Sidebottom / Glasdon Charitable Programme are funded by Glasdon Group Limited, with the full support of our Chairman, Donald J Sidebottom MBE, FCIHT and our Board of Directors.

Next Steps on Our Responsible Business Journey

Our journey to Net Zero is one that cannot be understated. We have set ourselves a number of short-term goals to achieve throughout the course of this year, all of which we believe will aid us in achieving our Net Zero target by 2035.

In 2023, Glasdon Group Limited will:

- Sign up to the Science Based Targets initiative (SBTi)
- Engage with our suppliers on their Net Zero and SDG plans
- Install more solar panels on our Company buildings and consider wind generation and battery storage
- Improve our Electric Vehicle (EV) Charging infrastructure and expand to all Glasdon sites
- Continue the ongoing replacement of Company vehicles with electric and hybrid models

We will be reporting on our progress as we go, so make sure to check back on our website or **subscribe to our newsletter** for regular updates on both our Net Zero goals and our commitment to the SDGs.

We'll plant a tree for every live chat, quote request and newsletter subscriber we receive, so make sure to get in touch via our website today!

You can also keep track of our tree-planting initiatives via our virtual forest at <https://ecologi.com/glasdonuk>



*The Green House Gas Protocol Corporate Standard classifies a company's GHG emissions into three 'scopes'. Scope 1 emissions are direct emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the generation of purchased energy.