

The Glasdon Group of Companies

SUSTAINABILITY REPORT

OUR PROGRESS IN FINANCIAL YEAR 2022

1st November 2021 - 31st October 2022



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WHO WE ARE

In 1959, a small company convinced of the potential of plastic material sold a 'halt' sign that never needed painting to a local authority.

We didn't know it then, but what Glasdon had created was a more sustainable approach to street furniture – an approach that removed the need for paint, and which offered much longer lifespans that reduced the use of raw materials.

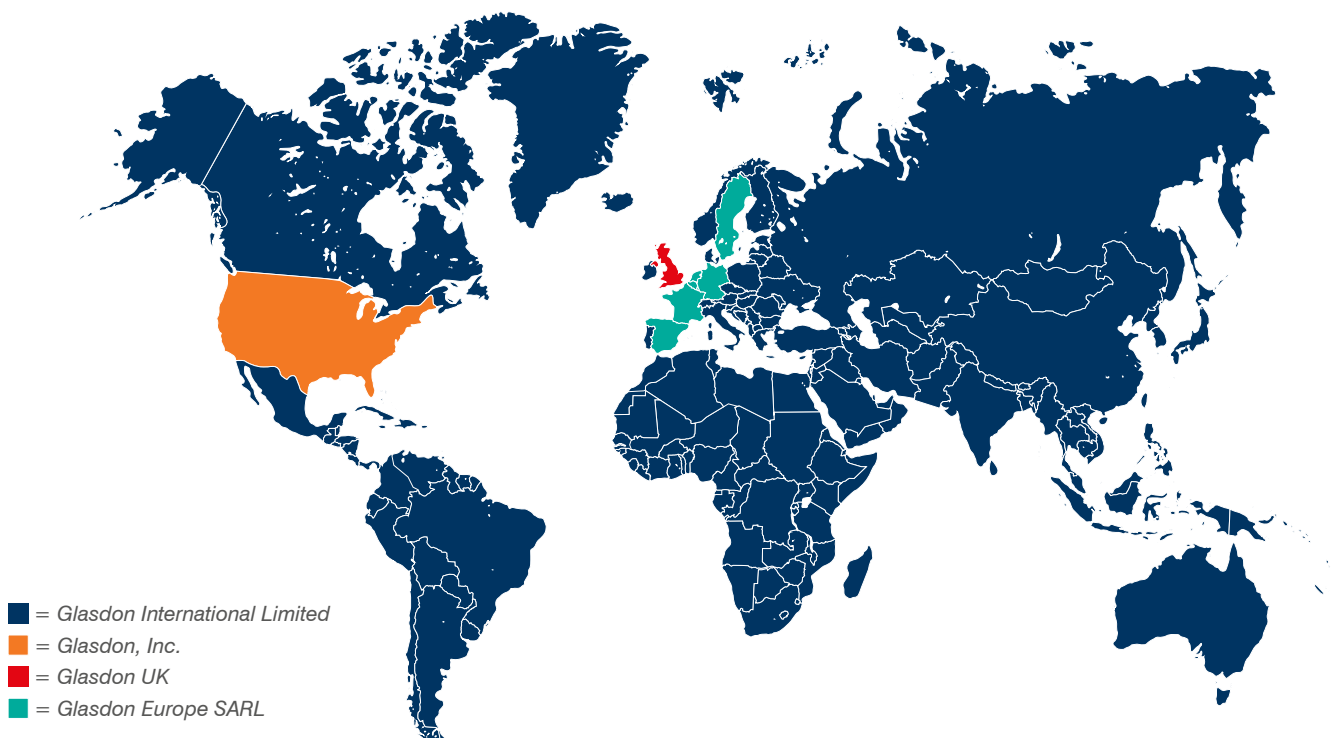
Today, Glasdon Group Limited is a market leader in the design, manufacture, and supply of environmental and safety products used almost everywhere, including airports, colleges, retailers, public utilities and local authorities. Our business portfolio has expanded, with the Group now encompassing Glasdon UK Limited, Glasdon International Limited, Glasdon Europe SARL, and Glasdon, Inc.

More than ever, sustainability is at the heart of the way we work.

Glasdon was founded by one man, Donald Sidebottom MBE FCIHT. Despite our global reach, the organisation still feels like a family business. Our 280+ employees know their value. They understand their contribution to the Company's development. The strong relationships they have built with each other, with our suppliers, and with our customers, have enabled Glasdon to innovate, to scale, and to champion sustainability in the solutions we develop for the world's public and commercial spaces.

QUICK FACTS

- › Glasdon UK Limited serves over **50,000 customers** within the UK
- › Glasdon International Limited markets Glasdon products throughout the world, with distributors in **over 70 countries**
- › Glasdon Europe SARL is based in France, and sells Glasdon products throughout Europe
- › Glasdon, Inc. is the US subsidiary of Glasdon Group Limited. Based in Richmond, Virginia, Glasdon, Inc. markets products designed to cater specifically for the American market



WHAT WE DO

Leading the street furniture market, Glasdon designs, manufactures, and supplies the benches, bins, shelters, and streetlights found on high streets, in public spaces, and across business premises worldwide.

Plus, we are responsible for critical safety products like bollards, markers, and signs, designed to keep us safe on the roads; and we have specific rescue equipment ranges to reduce accidents in all seasons. Our building and site safety products keep commercial sites protected and secure, especially in the wake of increasingly rigorous working condition requirements.

Working to a mantra of 'Quality by Design', Glasdon's products contribute to a cleaner, safer, and more sustainable environment, with a commitment to developing new long-lasting products that reduce energy consumption, increase material circularity, and ensure the safety of society.



HIGHLIGHTS OF THE YEAR

IN 2022, GLASDON...

Achieved it's highest ever Employee Engagement Survey satisfaction scores



Received a Silver EcoVadis rating for sustainability performance



Received a 4-star Business SDG rating from Support the Goals



Received accreditation as a Real Living Wage Employer



Continued to reframe its suppliers as partners, and supported the evolution through the development of a new supplier portal



Donated a total of £252,000 to local community projects and charities via The DJ Sidebottom / Glasdon Charitable Programme



Expanded relationship with Ecologi, for carbon removal and biodiversity restoration



A MESSAGE FROM OUR CHAIRMAN

They say a business is only ever as good as its people. I believe that's true. I also believe that there's a lot more to that word 'good' than you might think.

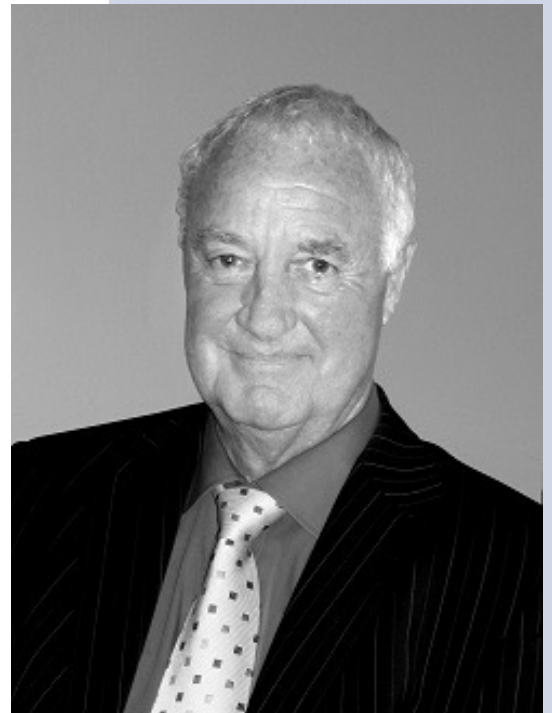
Glasdon people do good. In the products they design and the innovations they create. In the drive to operate in a more environmentally friendly and resource-efficient way. In the relationships they build with customers and suppliers.

Yet perhaps the greatest and most overlooked good to come from Glasdon's 60+ years in business is its impact on the local community. Blackpool has been our home for our entire history. Our people come from Blackpool and the surrounding area. The town is as much a part of us as we are of it.

It has always been incredibly important to me that we acknowledge that in a meaningful way. That we give back. That we do good within our town. The charitable programme that carries my name is the vehicle for much of that support but make no mistake: the funds come from our people, either directly through their fundraising activities, or indirectly through their work for Glasdon which enables us to direct our profits back into the local community.

I am immensely proud of the way Glasdon has helped shape the urban landscape over the past few decades. But I am even prouder of the way our people have stepped up to help shape our town.

This report is a snapshot of Glasdon's efforts to operate sustainability. But more than that, it charts the journey of a group of people who want to do good.



DONALD J SIDEBOTTOM
MBE FCIHT

OUR SUSTAINABILITY JOURNEY

The Sustainable Development Goals have been with us since 2015, yet Glasdon can legitimately claim to have been working towards true sustainability for many decades.

What started with a single maintenance-free piece of street furniture has expanded to a vast range of environmental and safety products. At their core is an unwavering drive to do more with less. To recycle. To reuse. To source smart alternatives that require fewer virgin resources, and to work across our supply chain to lower all our carbon footprints.

In this, our first Sustainability Report, we want to share with you what 'acting sustainably' looks like for us right now. You'll discover how we're increasingly powering our operations with solar energy and air source heat pumps, in a move which should in time eliminate 5,000 tonnes of cCO₂e (carbon dioxide and equivalents) from our operations. You'll explore products which are not only 100% recyclable, but are in many instances also made from recycled materials. You'll learn about our commitment to paying the Real Living Wage, and to supporting our people in a (much) wider sense. And you'll discover our deep connection to our Blackpool base, and learn about the many, many ways in which we're working to support our local community.

Importantly, we also want to show the challenges that exist for us in taking our next steps. We are adamant this should be the 'warts and all' version of our report, so while we have taken huge steps to decarbonise our fleet of company vehicles, we want to be upfront about the challenges of decarbonising parts of our fleet when our delivery vans need to drive further than current EV ranges allow. We are entirely open about the challenges of working with more recycled materials when doing so brings the counter-intuitive risk of increasing our carbon footprint. And we are transparent about the challenges of reengineering packaging.

We won't make commitments we can't keep, which is why some of our targets are currently works in progress, but we have been clear about our direction of travel, about our ambitions, and about what we are doing now to create a more sustainable Glasdon tomorrow.

Once you've picked the 'low-hanging fruit' on your sustainability journey, things get tougher. We are fortunate, then, that we have the knowledge, passion and experience of our people to help us continue the journey. As you'll also discover in this report, we are fortunate that so many of our people stay with us for decades. They're with us for the long haul. When it comes to sustainability, we're in it for the long haul too.

Thanks for taking the time to read this report.



PHILIP GREENWOOD
Deputy Chairman

GOVERNANCE AT GLASDON

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) RESPONSIBILITY

Glasdon's Board of Directors host daily discussions that cover a range of topics. ESG policies, implementation, engagement, and training are fundamental parts of every discussion, with outcomes requiring action cascaded to team managers.

All Board Directors are Carbon Literate, which means they have been trained to understand the carbon costs and impacts of the business' everyday actions. Our governance structure means this environmental awareness is promoted throughout Glasdon.

SUSTAINABILITY EVERY DAY

Informal discussion plays an important role in ensuring sustainability remains an organic part of what we do, and that feedback flows in both directions through the organisation.

For example, recent conversations have included Board members and representatives from Product Development, Marketing, Design and International Sales discussing increasing the recycled material content of a new product, the feasibility of the request, the effect on production and the likely impact on costs and sales.

Conversations like this happen every single day.

NET ZERO PROJECT TEAMS

Our product development teams have set criteria to follow to ensure the products we develop support our net zero agenda. Key ESG-related development questions include:

- > Is it sustainable?
- > Can it be recycled?
- > How long is the lifespan?
- > Can development of spares enable repair rather than replacement?

Net-zero product development in action: Our Nexus Evolution bin was developed using the above principles. Its changeable apertures enable the bin to be tailored to specific recycling streams (bottles, paper etc), allowing it to be re-configured for future waste stream changes - reuse at its best!.

SOCIAL RESPONSIBILITY

The managers of The DJ Sidebottom / Glasdon Charitable Programme meet bi-monthly to oversee its operations and consider the activities we wish to support.

SUPPLIERS AS PARTNERS

We're changing the relationship with our suppliers because we know how important a role they play in enabling our drive to sustainability. Now seen as partners, we're assessing their ESG performance and will be helping them on their sustainability journeys. Because our supply partners are a diverse group, we're doing it sympathetically and constructively. Learn more on page 19.



OUR SUSTAINABILITY STRATEGY

THE UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS

In 2015, the UN Sustainable Development Goals were formed. Agreed by all world leaders, they are the plan to work towards a green, fairer, better world by 2030. Otherwise known as the SDGs or Global Goals, they tackle the big challenges we face in today's world.

It is everyone's responsibility to support the Global Goals. Governments, businesses, civil society, and the public must work together to build a better future for everyone - a future free from poverty, hunger, inequality, and climate change.

At Glasdon, environmental understanding and social responsibility have been part of our way of working for decades. Since 1959, our mission has been to design, manufacture and supply innovative, market-leading products that enable our customers to contribute towards a cleaner, safer and more sustainable environment. We pride ourselves on being a fair and trusted business within our market and strive for sustainability and social responsibility in all aspects of our operation.

For us, the SDGs provide a framework for operating a responsible business. They are our guide. They ensure that the wider needs of society always remain at the core of what we do and how we do it.



OUR PRIORITY GOALS

Long before ‘sustainability’ became part of every business’ focus, we were champions of sustainability. Despite this, Glasdon has never brought its sustainable operations together in one report. Until now.

In this report, we will share how we have contributed to the SDGs during our 2022 financial year.

While we believe we can make a positive contribution to all 17 goals, we have identified four priority goals where we believe our actions can have the greatest direct impact. On the following pages, we share our commitments, targets, actions, and progress towards each of them. Our priority goals are:



GOAL 8: DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



GOAL 10: REDUCED INEQUALITIES

Reduce inequality within and among countries.



GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.



GOAL 13: CLIMATE ACTION

Take urgent action to combat climate change and its impacts.



OUR 4 STAR BUSINESS SDG RATING

In 2022, Glasdon received a 4-star Business SDG Rating from Support the Goals.

This accolade, held by only 10% of businesses, recognises our contributions to the SDGs through our responsible business strategy. We are thrilled that our commitment and dedication to integrating sustainable and ethical practices into our day-to-day activities has been rewarded.

Our 4-star Business SDG Rating comprises of:

- › Identifying our priority goals
- › Publishing measurable targets
- › Sharing actions taken; and
- › Disclosing data to advance the Goals

OUR COMMITMENTS & TARGETS

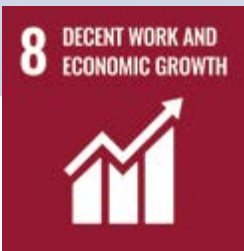
Integrity is something that is often written into a business' values, but it is only through its actions that a business shows integrity. At Glasdon, we work to earn the trust and respect of our customers, suppliers and employees by operating with an integrity everyone can see.

The Sustainable Development Goals provide a framework for our actions. Since we made our net zero pledge in 2021, environmental accountability has been at the very top of our commitments.

We continue to work to achieve net zero throughout all our business operations by 2035, 15 years ahead of the UK Government's target to decarbonise all sectors of the UK economy by 2050.

Yet while decarbonisation is our main goal, it goes hand in hand with other SDGs. We cannot be meaningfully net zero unless we are responsible in our production and consumption of materials. And we cannot be meaningfully net zero unless we bring our community with us. That is why our chief commitments are as follows:





GOAL 8: DECENT WORK AND ECONOMIC GROWTH

OUR COMMITMENT:

We commit to safe working conditions within our business operations and supply chain, and to economic development within Blackpool.

Glasdon Group Limited's HQ is in Blackpool, in the north west of England. We are proud of our home, but there is no denying the challenges faced by the town. The 2021 census¹ revealed that 61.8% of households in Blackpool met at least one of the census' measures of deprivation, the highest proportion of all local authorities in England & Wales.

Every business has the potential to positively impact its community. In a town like Blackpool, that impact can be so much greater. That's why we intend to be a leading employer of local people, empowering homegrown talent through our worldwide business, and inspiring the town's renaissance.

IN SUPPORT OF THIS, WE WILL:

- › We will maintain an **80%** satisfaction score from our Employee Engagement Survey.
- › During **2023**, introduce an option for employees to waive anonymity when completing the Engagement Survey, so we can respond or provide additional support to individuals where required.
- › During **2023**, create an employee feedback form, allowing all employees to suggest changes to the business.
- › Develop a new supplier portal to encourage the development of more local partnerships and support those partners on their own responsible business journeys.



GOAL 10: REDUCED INEQUALITIES

OUR COMMITMENT:

We are dedicated to reducing deprivation and inequality within our local and wider community in Blackpool, and promoting social, economic and political inclusion.

Glasdon Group Limited champions social responsibility. We are committed to giving back to the communities in which we operate through employment and charitable endeavours, and we are especially active in our hometown of Blackpool.

Through our business, we champion the people of Blackpool, support equity and inclusion, and encourage them to flourish and thrive.

Since 2003, The DJ Sidebottom/ Glasdon Charitable Programme and its predecessors have supported over 180 local organisations, and we're always looking to do more.

IN SUPPORT OF THIS, WE WILL:

- › Continue to ensure that a minimum **3%** of operating profit is used to fund The DJ Sidebottom/Glasdon Charitable Programme.
- › Analyse and review our gender pay gap by the end of **2023**.



GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

OUR COMMITMENT:

We will practice responsible consumption and production by producing high-quality, long-lasting products, and endeavour to use sustainable materials to reduce waste generation, where possible.

Our goal is to increase the use of recycled and recyclable materials within our products as much as we possibly can without hindering the longevity and quality of Glasdon's products. This will help us on our pathway to net zero. Already, many of our products are produced with minimal environmental impact. Our ambition is to seek opportunities to decrease further the use of virgin materials within Glasdon products, and to reduce packaging, where possible.

IN SUPPORT OF THIS, WE WILL:

- › Continue to explore new packaging solutions to reduce single use plastic usage within Glasdon.
- › Endeavour to include more recycled content and recycled packaging into our operations, without compromising Glasdon's net zero goals.
- › Improve our waste management, and are working towards The Carbon Trust Standard for Zero Waste to Landfill recognition as part of our net zero journey.



GOAL 13: CLIMATE ACTION

OUR COMMITMENT:

We are committed to driving down carbon emissions within our business, and pledge to reach net zero by 2035.

Our work to address the urgency of climate action will be embedded in all aspects of our business, with our other priority goals and measurable targets contributing to our main goal of operating an environmentally responsible business.

IN SUPPORT OF THIS, WE WILL:

- › Reach net zero in our direct emissions (Scope 1 and 2) by **2025**.
- › Aim to reach net zero across our business by **2035**.
- › Get our net greenhouse gas reduction targets accredited by the Science Based Target initiative.
- › Be an accredited Cycle Friendly Employer in **2023**.



OUR SUSTAINABILITY ACTIONS



GOAL 8: DECENT WORK AND ECONOMIC GROWTH

We commit to safe working conditions within our business operations and supply chain, and to economic development within Blackpool.

OUR TARGETS:

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- › Develop a new supplier portal to encourage the development of more local partnerships and support those partners on their own responsible business journeys

AS MUCH A PART OF BLACKPOOL AS THE TOWER

Blackpool remains no.1 in many lists of the UK's most popular coastal resorts. Tourism is enjoying a renaissance. For many of the town's visitors, Glasdon's site at the western end of the M55 is one of the first things they see.

Yet between our site and the seafront lie some of the most deprived communities in the UK. The 2021 census² revealed that 61.8% of households in Blackpool met at least one of the census' measures of deprivation, the highest proportion in England and Wales.

In 2019, the BBC reported that of the 10 most deprived neighbourhoods in the UK, eight were in Blackpool³. In 2021, Lancashire County Council reported that more households in Blackpool were fuel poor than anywhere else in the county⁴. Homelessness in Blackpool is twice the national average⁵.

79% of Glasdon employees are from Blackpool and its surrounding areas⁶. We are inextricably linked to the town we have made our home. As a responsible employer, we see the town's problems as our problems and we work to do good and bring about positive change locally.

That's why Glasdon is proud to provide stable, well paid, secure manufacturing career opportunities to Blackpool citizens, in a business where every employee is able to fulfil their potential.



OUR ACTIONS



A REAL LIVING WAGE EMPLOYER

Glasdon is one of 12,000 UK businesses paying employees the real Living Wage. In 2022, we became an accredited Living Wage Employer. This means all post-apprenticeship staff, including third-party contractors, across Glasdon's operations in the UK receive at least the real Living Wage.

In Blackpool, we see the difference this makes. The Government-set minimum wage at the time of writing is £9.18 per hour. The real Living Wage is currently £10.90. It is the only wage rate based on what people need to live, not just survive. At a time of rapidly rising costs and greater pressure than ever before on household finances, we felt becoming a Living Wage Employer was the right thing to do.

It is far from the only way we demonstrate how much we value our people, but it is an important baseline.

H-EAPS OF HELP

We want our people to feel able to bring the best version of their true selves to work, but we recognise that life can make that extremely difficult sometimes.

That's why we launched Glasdon's Employee Assistance Programme (EAP), a confidential support tool available to every member of the team. Covering a wide range of personal and professional issues, from stress at work to addictions, bereavement to relationship difficulties, the EAP enables staff to access impartial, compassionate support and advice 24/7.

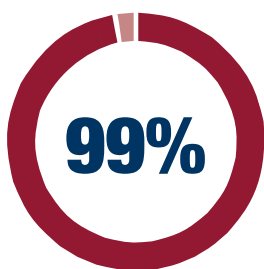
OUR ACTIONS CONT.

KEEPING OUR PEOPLE HAPPY

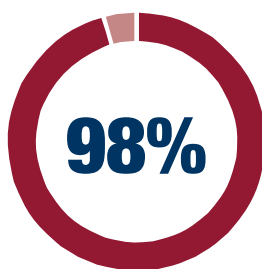
Glasdon people stay. 52% of our employees have been with us for more than 10 years. 31% have been with us for more than 20 years, and we want to ensure we remain an employer people want to work for.

As part of continuing open dialogue with our people, we recently conducted our Employee Engagement Survey. The survey has proved an important performance parameter for the Company, identifying areas where we are doing well and areas for improvement.

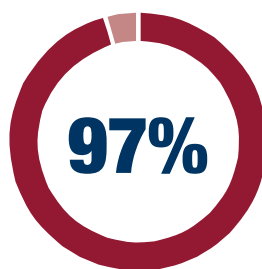
With a completion rate of 77%, overall employment satisfaction with Glasdon was 80%. Of particular note were the following stats:



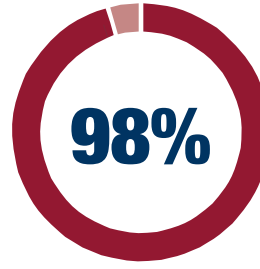
The Company has a high regard for my health & safety at work



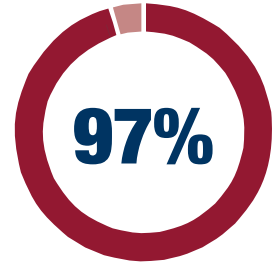
Glasdon offers a comprehensive benefits package



My working conditions at Glasdon are good



I enjoy coming to work for Glasdon



I feel I am part of the team

Satisfaction rates were even higher in the 2022 survey than in previous years. We attribute this to:

- Office refreshes including the introduction of breakout rooms
- The formal, permanent introduction of hybrid working
- Financial support during the cost-of-living crisis, including £500 in May 2022, £1,000 in October 2022 and £250 in December 2022.

The survey has become an important performance parameter for us. Anonymity is crucial, because it encourages all staff to share their views freely, but we also realise that while the survey may indicate issues or concerns, anonymity prevents us addressing these in anything more than a general sense. That's why, from 2023, we will introduce the voluntary right to waive anonymity, enabling us to address specific concerns with individuals.



BUILDING THE RIGHT SUPPLIER RELATIONSHIPS

The relationships we hold with our suppliers are as important to us as they are diverse. Some of our suppliers are organisations of significant size; others are micro businesses for whom the SDGs are new territory. We therefore tailor our approach to the supplier, working to inform and educate those less accustomed to the goals, and taking a collaborative approach to bringing them with us on our journey.

In general, we emphasise the importance of working with suppliers who value their employees and avoid exploitation of individuals, communities and organisations. For larger supply partners, we expect to see policies in place regarding diversity, inclusion, fair opportunity, modern slavery, human rights and the prevention of sexual harassment.

We have a range of systems and controls to ensure such policies are in place, including:

- › Stringent vetting and investigation of all of our suppliers and their policies
- › Full supplier audits including checking employees are paid at least the minimum wage and have the right to work
- › A high level of communication with suppliers to ensure their understanding of and compliance with our expectations

For smaller suppliers, we want to see a willingness to engage with the above issues. Assessing suppliers based on governance (in addition to quality and financial strength) is a shift for Glasdon – many of our suppliers have never been asked such questions and we are conscious of wanting to support our suppliers to shift with us. We don't want to alienate or scare them.



That's why we're taking the following actions:

- › **Reframing our supplier relationships**, so they become partners with us rather than simply suppliers to us
- › **Providing active support.** For example, several of our suppliers don't have a policy on human rights in place, so we're giving them a template policy from our own third-party sustainability partners to help them get started
- › **Launching a new supplier portal** to support supply partners as they adapt to new ways of working with us, and to help those partners on their own responsible business journeys. We will have encouraged and inducted all manufacturing supply partners within the top 25% of Glasdon spend onto the portal by 2023.
- › **Prompt Payment Code:** Any relationship is, by its nature, two-way. That's why we've signed up to the Prompt Payment Code, so our supply partners know what they can expect from us regarding paying on time and within agreed terms. The code also provides clear guidance about late payments and supports good practice throughout the supply chain.

OUR ACTIONS CONT.

GLASDONLEARN

Ongoing development is a core part of any decent workplace. GlasdonLearn is our online learning management platform, established to help our people access learning and development opportunities. Some training courses are assigned based on the requirements of the role; others are voluntary and enable individuals to feed their interests and personal development.

In 2022, 1170 hours of training were completed via GlasdonLearn. Courses completed included:

- › A range of software, product and compliance training
- › Menopause in the Workplace
- › What happens when you reply to a Scam Email
- › Make picking up litter fun!
- › Mental Health awareness

Speaking about their experience of **GlasdonLearn**, **Emma Ingle**, Digital Marketing Team Leader said:

“GlasdonLearn has proved to be an invaluable resource for my own and the team’s professional development. The introduction of the platform has really helped to cement training as a vital aspect of ongoing development for all of us and has enabled a more structured approach to learning, while providing flexibility for team members to manage their training time and complete their courses within the set deadlines. The platform has also helped to introduce individuals to new topics of interest and promotes a learning culture within the team.”



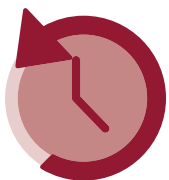


WHAT ELSE WE'RE DOING



HEALTH & SAFETY:

All our people receive frequent health and safety training to ensure they can work safely within their environments in ways consistent with Glasdon's H&S policy. Glasdon is ISO 45001:2018 accredited. This is the Occupational Health & Safety Standard aimed at improving employee safety, reducing workplace risks and creating safer working conditions for all. Plus, our Health and Safety officers are NEBOSH certified and all managers, foremen, and chargehands involved with manufacturing are IOSH certified.



HYBRID WORKING:

Glasdon introduced hybrid working as an essential element of business continuity during the Covid-19 pandemic. Its success meant it became a permanent part of the way we work, and 2022 was the first full year in which a permanent hybrid model was in operation. Around 15% of staff at our UK sites are able to work a week split between home and office, which has had a demonstrable impact on our Employee Engagement Survey and supports our people's work/life balance.



EXEMPLARY EMPLOYEE BENEFITS:

98% of our people are satisfied with the comprehensive benefits package we provide, which includes several measures aimed at improving employee health and well-being:

- > Performance bonuses
- > Long service awards
- > Subsidised catering facilities
- > Free car parking
- > Gifts on special occasions
- > Final salary pension
- > Life insurance
- > Blackpool Transport Travel to Work scheme
- > Cycle to work scheme
- > At cost EV charging
- > Private healthcare
- > Access to Medicash
- > Flexible holidays
- > Paid Charity Away Day



GOAL 10: REDUCED INEQUALITIES

We are dedicated to reducing deprivation and inequality within our local and wider community in Blackpool, and to promoting social, economic, and political inclusion.

OUR TARGETS:

- › We will continue to ensure that a minimum **3%** of operating profit is used to fund The DJ Sidebottom/ Glasdon Charitable Programme
- › By the end of **2023**, we will analyse and review our gender pay gap.

CHAMPIONS OF SOCIAL RESPONSIBILITY

We are committed to giving back to the communities in which we operate through employment and charitable endeavours, and we are especially active in our hometown of Blackpool. Through our business, we champion the people of Blackpool, support equity and inclusion, and encourage them to flourish and thrive.

Since 2003, The DJ Sidebottom/ Glasdon Charitable Programme (named in honour of our Group Chairman) and its predecessors have supported over 180 local organisations, and we're always looking to do more.



OUR ACTIONS



DIVERSITY, EQUITY & INCLUSION (DEI) AT GLASDON

We strongly believe in fair opportunity for all. We celebrate difference because we know the value diversity can bring to our business. We don't discriminate on any grounds and are committed to a working environment free from bullying, harassment, and discrimination. Our position is underpinned by our DEI policy.

Much of our charitable and social work supports diversity and inclusion-related causes (see below).

UK law requires companies with 250+ workers to publish a gender pay gap report. The Glasdon Group of Companies has over 280 employees, but no individual company has more than 250 workers. We are aware that our commitment to the Real Living Wage will have altered the situation since our last review. That's why we commit to analysing and reviewing our gender pay gap by the end of 2023.



GLASDON AWAY!

Every Glasdon employee gets one paid Away Day each year. It's an opportunity for them to undertake voluntary work with local charities, reducing inequality in our local community. In the past year, Away Day activities have included:

- > Volunteering at food banks
- > Tree planting
- > River and beach cleans
- > Wildlife surveying

Our people take a huge amount of pride in their Away Day work, and we know they value the opportunity for time off to do good. We have plenty of anecdotal evidence that tells us our Away Days and wider community work not only help us retain our people but help us recruit in the local area too.

OUR ACTIONS CONT.

EMPLOYEE CHARITY OF THE YEAR

One of Glasdon's most important inequality-reducing activities of the year is the announcement of its Employee Charity of the Year. Selected through employee nomination, the chosen charity receives a £10,000 grant to support its activities from The DJ Sidebottom/ Glasdon Charitable Programme.

Our chosen charity for 2022 (announced in December 2021) was CRY (Cardiac Risk in the Young). Since 1995, CRY has been working to reduce the frequency of young sudden cardiac death. The charity's work is focused on prevention through awareness, screening and research, and CRY also supports young people and families affected by life-threatening cardiac conditions.

Our donation will be used to fund two cardiac screening days (to be held at Garstang Academy) for young people aged 14-35.

Announced in December 2022, our chosen charity for 2023 is the Blackpool-based Empowerment Charity.



CANCEL THE CHRISTMAS CARDS

Replacing Christmas cards with donations has been a Glasdon festive tradition for several years. In 2021, the business got involved as well as the staff, as we opted out of corporate cards to customers and suppliers and opted in on charity donations to important organisations.

It's meant to be the most wonderful time of the year, but the reality presents a challenging time for many families, especially this year. So, we sought ways to change our business operations to help where we could. In light of this, in 2022, we donated **£500** each to Mind Lancashire and Willow Garden Project based in Fleetwood.

Willow Garden Project ensures therapeutic gardening sessions for people living with a disability and mental needs remain accessible to families on the Fylde Coast.

"The money you have raised is very gratefully received and will help us to purchase new materials for preparing both the vegetable garden and flower beds for the 2022 Growing Season."

Pamela Laird,
Founder and Site Facilitator at Willow Garden Project

10 REDUCED INEQUALITIES



SPONSORING OUR STAFF

We know our people like to do improve our surrounding communities outside of work too. This is why, through our charitable programme, we sponsor any employee undertaking charity fundraising! Glasdon employees have undertaken a variety of brave and inspiring challenges in the name of important charitable causes!



SKYDIVING FOR THE HUMAN RELIEF FOUNDATION



COMPLETING THE RACE FOR LIFE IN SUPPORT OF CANCER RESEARCH



TAKING A HIKE FOR THE CHRISTIE CHARITABLE FUND



DOING THE BLACKPOOL MEMORY WALK FOR TRINITY HOSPICE

OUR ACTIONS CONT.

THE DJ SIDEBOTTOM/ GLASDON CHARITABLE PROGRAMME

Equality in healthcare. Equality in life opportunities. Equality in access to food and shelter. Equality in living life free from abuse. Since Glasdon was founded in 1959, we have recognised the important role we can play in supporting our community from hardship. Our help is needed now more than ever.

In 2003, we formalised our charitable endeavours and social accountability by forming the Glasdon Charitable Giving Committee. In 2021, we restructured and rebranded the committee, giving it the name of our founder and Chair, Donald J Sidebottom, MBE FCIHT.

2022 was the first full year of operation for The DJ Sidebottom / Glasdon Charitable Programme, and we've wasted no time in ensuring we make a major contribution to organisations across Blackpool and Lancashire.



DOING MORE THAN EVER BEFORE

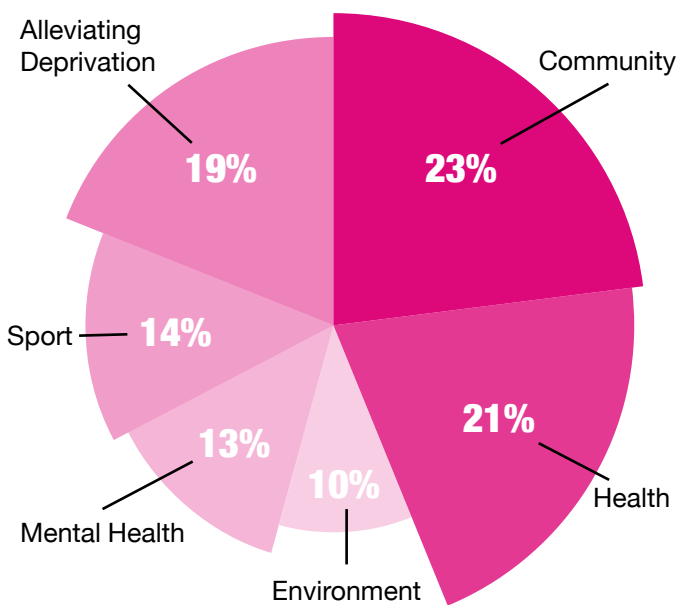
The DJ Sidebottom/ Glasdon Charitable Programme supplies grants in the form of monetary donations, product gifting, sponsorships and fundraising, depending on the needs and requirements of each organisation. All the Programme's funding comes from Glasdon Group Limited. During the calendar year of 2022, we supported **179** organisations and charities with a total of **£252,000** in grants.

We're constantly working to do more. That's why we will continue to ensure that a minimum 3% operating profit is used to fund the Programme which, in the past year alone, has done all this and more...





Here's a breakdown of the sorts of organisations the programme supported this year:



Baby Beat supports babies and mothers across Lancashire and South Cumbria. In July 2022, our grant of **£2,000** contributed to a state-of-the-art cot and vital foetal monitors, helping Royal Preston Hospital to continue delivering world class support to the babies in its care.



Just Good Friends combats loneliness and isolation across the North West. Our **£7,500** donation in April 2022 supported the organisation's work in bringing people together and creating a sense of community.

"There's something very special when we are recognised for what we've been achieving over the last 10 years and we really can't thank you enough for believing in us here at Just Good Friends."



Bev Sykes, Managing Director

We gave a grant of **£2,212.84** to **Lancashire Teaching Hospitals Charity** which they used to buy a RockinR Medical Gaming Cart. The cart helps young patients at Royal Preston Hospital enjoy interactive gaming, distracting them from challenging times and helping alleviate feelings of stress and isolation.

"The generosity of the D J Sidebottom/ Glasdon Charitable Programme is helping us to continue raising vital funds to ensure our hospitals are equipped with the very latest in technology, and help make our hospitals just that little more comfortable for children and their families."

Rebecca Arestidou,
Trusts & Grants Fundraiser



Comfort Café is a community kitchen in Blackpool, serving hot meals to around 90 adults every week who are homeless or struggling to cope. During the cost-of-living crisis, the organisation has seen increasing numbers of people needing support. Glasdon's grant of **£5,000** in November 2022 enabled Comfort Café to extend its project to provide not just a hot meal today, but a 'Food for Tomorrow' bag too.





GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

We will practice responsible consumption and production by producing high-quality, long-lasting products, and endeavour to use sustainable materials to reduce waste generation, where possible.



OUR TARGETS:

- › We endeavour to include more recycled content and recycled packaging into our operations, without compromising Glasdon's net zero goals
- › We will continue to explore new packaging solutions to reduce single use plastic usage within Glasdon
- › We strive to improve our waste management, and are working towards The Carbon Trust Standard for Zero Waste to Landfill recognition as part of our net zero journey

QUALITY WITHOUT COMPROMISE

Our goal is to increase the use of recycled and recyclable materials within our products as much as we possibly can without hindering the longevity and quality of Glasdon's products. This will help us on our pathway to net zero. Already, many of our products are produced with minimal environmental impact. Our ambition is to seek opportunities to decrease further the use of virgin materials within Glasdon products, and to reduce packaging, where possible.

OUR ACTIONS

Our core goal is to provide quality products which improve public spaces, enhance water and road safety and protect the environment. Our products help communities, businesses, schools and our other customers to operate sustainably, so it's right that we keep working to make those products as sustainable as possible too.

IMPLEMENTING CIRCULARITY PRINCIPLES

Circularity at Glasdon is about eliminating waste, reducing our use of virgin materials and ensuring the products we create have a durability that reduces the frequency of replacement. Circularity is a top priority in our product design, development and innovation and we are achieving it in a range of ways:

- › Once labels are removed, all Glasdon products are recyclable at the end of their life.
- › Our Timberpol® seats, benches and tables contain a minimum of **95%** recycled hardwood sawdust and polypropylene.
- › Our Enviropol® bins, bollards and benches consist of **100%** recycled plastic including post-consumer polyethylene and polypropylene.

The Enviropol® seating slats on our Pembridge™ Picnic Table could contain the equivalent of **102,420** recycled bottle caps!

- › We are innovating durable products designed to last longer.

- › We manufacture replacement parts that enable our products to be repaired, extending their life and reducing waste. This includes replacement apertures and locks for our bins, or spare slats and ends for our benches.

We ensure circularity remains a constant factor in our design by making it an integral part of our design development discussions.



OUR ACTIONS CONT.



VIRGIN MATERIALS: A GLOBAL PROBLEM

We'd love to set a target for reducing our use of virgin materials, but there's a problem. At present, globally, there simply isn't enough recycled material processed and available to use. Additionally, the process of recycling material (and then transporting it) comes with its own carbon footprint, and we want to ensure our carbon reduction measures in one area are not undone by unintended consequences elsewhere.

WHAT ARE WE DOING ABOUT IT?

We are working to use as much recycled material as we can, and we commit to exploring ways of doing more.

For example, we've increased the recycled content from **15% to 80%** in our popular Black Combo Delta bin.

Plus, our in-house design team are undertaking a project to review all current materials, ensuring they contain as much recycled content as possible, and investigating new material options.

But we will only use more recycled material if it takes us closer to, not further away, from our net zero goals.



ENCOURAGING SUSTAINABLE SUPPLY CHAINS

When we source materials and components from our suppliers, we focus on those that feature recycled and recyclable content and are made from renewable resources. Conservation of water and non-renewable sources, as well as the use of non-toxic chemicals, are also key considerations.

For example, we launched our Timberpol® seating range in 2006, using the skill and expertise of US manufacturers. The material was manufactured from 70% recycled hardwood sawdust and recycled polypropylene. It is a popular alternative to hardwood, as it is maintenance free, knot-free and does not splinter. This all makes Timberpol® an ideal sustainable solution for outdoor seating.

In 2022, we moved Timberpol® manufacture to the UK to reduce the material's carbon impact for the UK market. We also increased its recycled content by 36%. Now composed of 55% recycled timber sawdust and 40% recycled post-consumer high density polyethylene, this showcases our sustainable supply chains at their best.

Most of our product components are sourced in the UK and, wherever possible, we try to use parts manufactured in the UK. This helps keep our carbon footprint low in the UK, and we are exploring ways to ensure this is replicated across our global business.



OUR ACTIONS CONT.

PACKAGING UNPACKED

Many of our products have traditionally been packed in plastic film to protect them in transit. Plastic wrap performs well, protecting our products from scuffs. It's also inexpensive, enabling us to keep costs as low as possible for our customers. But it isn't a sustainable choice.

Glasdon's design department has been exploring alternative packaging materials, as well as looking at ways to reduce our overall volumes of packaging. Work is ongoing, and we're not yet in a position to commit to a single solution because of the complexities involved.

These include:

- › **Product protection:** A cardboard box might seem like the obvious sustainable option, but the material can scuff some products during transit, resulting in a return journey.
- › **Cost:** Switching to cardboard would, we estimate, increase packaging costs by £1 million a year. We need to find a more cost-effective way.
- › **Courier requirements:** Many of our products are big and heavy, and we have to ensure that couriers will accept the changes we want to make.
- › **Biodegradable and dissolvable:** We are exploring various tissues and paper bags which may offer a low weight and sustainable solution.
- › **Tape:** A sustainable wrapper is only part of the story. Ideally, we'd like to adopt a sustainable tape too. As yet, we haven't found a paper tape with the resilience to cope with our products. We're currently exploring different solutions, like plastic strapping and twine cord.



WHAT CHANGES HAVE WE MADE?

We've worked hard on making change where we can. Indeed, all our packaging contains a percentage of recycled content (excluding packaging tape). Because of this, we're proud to share the recycled material content in various types of Glasdon packaging.

- › Our address pockets are now **100%** recycled paper
- › Our foam edging is now **100%** recycled plastic
- › Our pallet strapping is now **30%** recycled plastic
- › Aside from biodegradable sacks, all our plastic sacks contain at least **30%** recycled content
- › Our shrink wrap now contains **30%** recycled content
- › **93%** recycled content in cardboard

Plus, we are delving into the world of cardboard shredders, to find a way to turn our cardboard waste into filler packaging!



ZERO WASTE TO LANDFILL

We try to reduce our waste where possible. The nature of our business means some waste is always inevitable, but we are working hard to improve our waste management to lessen our environmental impact and support our overall transition to net zero carbon.

We're proud to have achieved zero waste to landfill in 2022. Out of 109.3 tonnes of waste produced in 2022, **90%** was recycled, and the remaining **10%** was sent to generate energy.

All that waste required **59** collections over the year, generating emissions that contribute to our carbon footprint.

To reduce this, we invested in compactors to compress our waste materials, to enable more waste to be stored at our sites, so we can fit more in each waste collection to reduce the number of collections taking place.

This investment reduced our waste collections by **38%**, and we strive to continue this downward trajectory.

We are also exploring new waste streams to discover new opportunities for recycling and to improve our overall recycling rates. As of March 2023, we have increased our recycling actions by **37%** in comparison to 2022.

Our efforts contribute to The Carbon Trust Standard for Zero Waste to Landfill certification we aim to achieve in the coming years. This will demonstrate our leadership in waste management and drive for continuous improvement.





OUR STANDARDS & ACCREDITATIONS

WASTE ELECTRICAL & ELECTRONIC EQUIPMENT (WEEE) PRODUCER COMPLIANCE

Glasdon is a member – and complies with the conditions of - the Recycling Lives Compliance Services WEEE Producer Compliance Scheme, a scheme which seeks to ensure waste is recovered, treated and recycled responsibly as demanded by the Environment Agency.

SAFETY SCHEME IN PROCUREMENT (SSIP)

This accreditation ensures we meet the necessary requirements around health and safety, equal opportunities, diversity and environmental management in our procurement practices.

FOREST PRODUCTS CHAIN-OF-CUSTODY (COC) STANDARD AND CERTIFICATION

This standard, which relates to the production of our Forest Stewardship Council® (FSC) hardwood benches, verifies that FSC-certified material has been identified and separated from non-certified and non-controlled material as it makes its way along our supply chain, from forest to market. Using FSC-certified timber reduces any harmful impact on nature, while COC certification enables our customers to feel reassured that we are rigorous in the responsible consumption claims we make.

ISO 14001:2015 ENVIRONMENTAL MANAGEMENT STANDARD

We received the ISO 14001:2004 accreditation for environmental management in 2006, a certification to provide assurance that a company's environmental impact is being measured and improved. This was reviewed in 2015 and updated to ISO 14001:2015 which is the current standard.

RISQS SUPPLIER

In 2022, we became a certified RISQS supplier. RISQS is the rail industry supplier assurance programme. Assessing chain protocols, procedures, and policies, RISQS accreditation removes supply chain risk by ensuring suppliers demonstrate the right capabilities to supply the rail sector.





GOAL 13: CLIMATE ACTION

We are committed to driving down carbon emissions within our business, and pledge to reach net zero by 2035.

OUR TARGETS:

- › We will reach net zero in our direct emissions (Scope 1 and 2) by **2025**
- › We aim to reach net zero across our business by **2035**
- › Our net greenhouse gas reduction targets will be accredited by the Science Based Target initiative (SBTi)
- › We will be an accredited Cycle Friendly Employer in **2023**.

ROAD FOR IMPROVEMENT

Our journey to net zero impacts all areas of our business, including premises, supply chain, business processes, distribution and more. We have invested and will continue to invest considerable resources into understanding and reducing our environmental impact. At Board level, we have established a project team to map out a clear route to improvement, while dedicated, function-specific teams (which include employees from across the Company) ensure climate action is a key factor in all our projects.



OUR CARBON FOOTPRINT

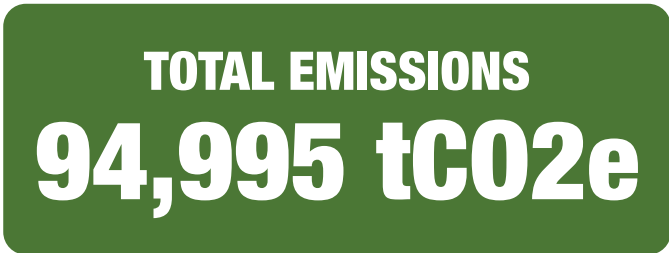
Financial Year 2022 is the first year that we have calculated our carbon footprint including our direct and indirect emissions.

This is a critical step on our net zero journey, to determine which areas of our business require the greatest carbon reduction.

Accounting for both direct and indirect emissions (scope 1,2 and 3), our total emissions in this financial year were **94,995 tCO2e**

As a market leader in the design, manufacture, and supply of environmental and safety products, 97% of Glasdon Group Limited’s total emissions come from the material we buy. This means that everything we buy, from stationery to uniforms, bins to benches, contributes to that figure.

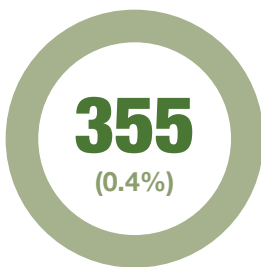
So, a key step on our journey towards net zero by 2035 is manufacturing parts with a low carbon footprint and working with suppliers to reduce manufacturing emissions.



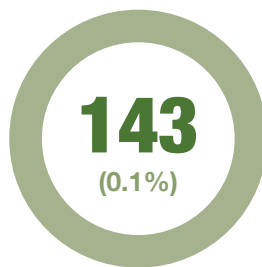
EMISSIONS TOTAL: GHG PROTOCOL BREAKDOWN

The Greenhouse Gas (GHG) Protocol defines 3 ‘scopes’ of carbon emissions. Scopes 1 and 2 refer to emissions directly from operations that are owned or controlled by Glasdon Group, plus indirect GHG emissions from the generation of purchased electricity and heating. Scope 3 emissions are all indirect emissions (not included in Scope 2) that occur in Glasdon Group’s supply chain.

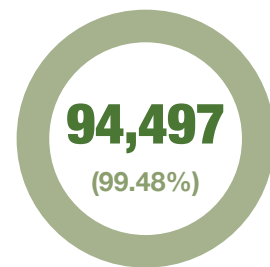
2022 BREAKDOWN



SCOPE 1
(Direct emissions from company facilities/vehicles)



SCOPE 2
(Indirect emissions from the purchase of electricity & gas)



SCOPE 3
(Indirect emissions associated with your supply-chain)

OUR CARBON FOOTPRINT CONT.

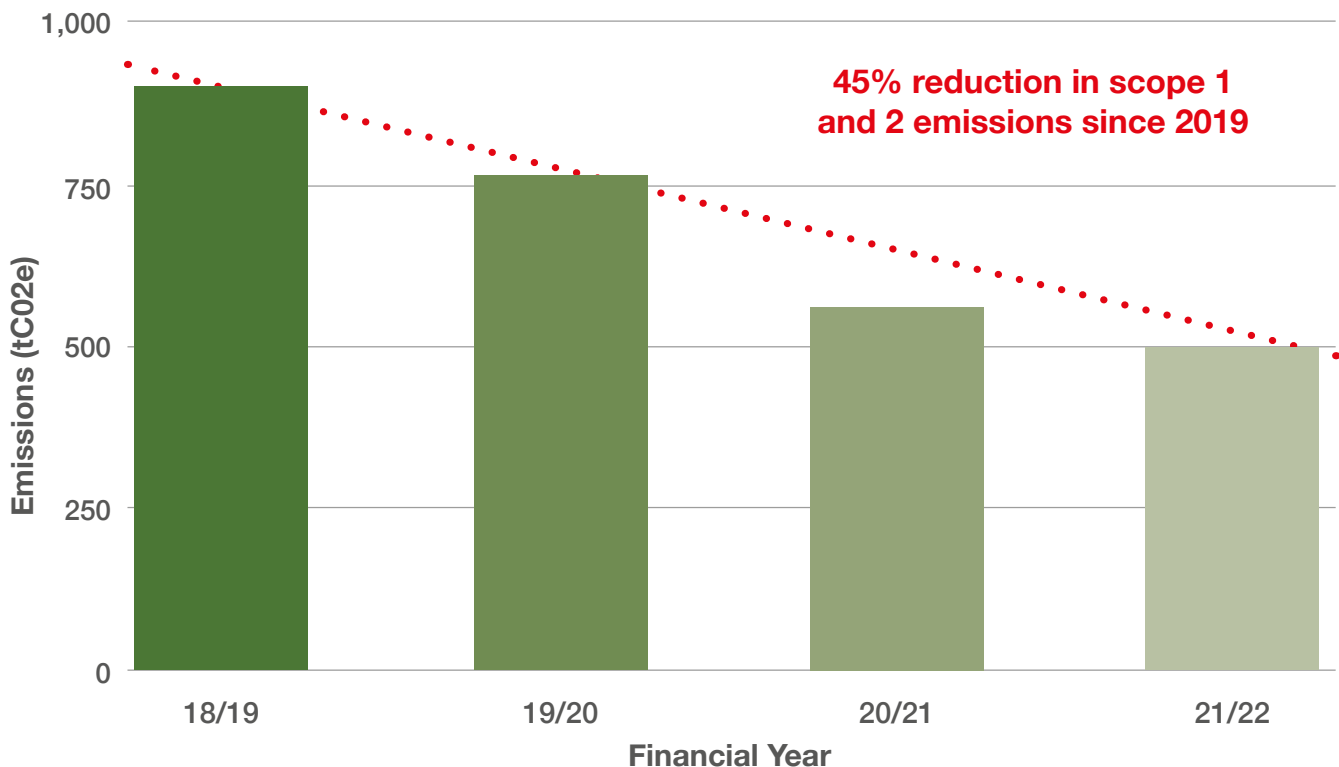
SCOPE 1 AND 2 EMISSIONS

We've been driving down our carbon emissions since 2019, and our efforts are paying off. We have reduced our scope 1 and 2 emissions by **45%** over the last 4 years, based on a location-based calculation approach. Read '[Our actions](#)' to learn how we've achieved this.

A market-based approach is used to calculate scope 2 emissions to account for the specific types of electricity an organisation has chosen to purchase, rather than a location-based approach, which calculates emissions based on the emissions intensity of the local grid.

Using a market-based approach, Glasdon Group's scope 2 emissions are just **20.71 tCO₂e**, thanks to our solar superpowers. This is a total saving of 122.36 tCO₂e by switching to renewable energy.

YEAR	EMISSIONS
18/19	900.6
19/20	768.2
20/21	562.3
21/22	490.0





SCOPE 3 EMISSIONS

Our net zero commitment means we will reach net zero emissions for scope 1, 2 and 3 by **2035**. This is ambitious, as scope 3 emissions stand at **94,497 tCO₂e** for FY22, but we are determined to do it.

Glasdon Group Limited is working on a decarbonisation strategy, to determine the best initiatives to put in place in the short, medium, and long term to achieve our commitments the fastest.

For certain, our drive to net zero emissions will play a significant role in the development of our new supplier portal in 2023. Educating and supporting our supplier partners on the responsible business journeys, including climate action and net zero amongst other challenges, will make a difference to our carbon footprint. Learn more about our supplier portal on page 19.

USING NATURE-BASED SOLUTIONS

Despite best efforts to reduce all our emissions, we've estimated that some scope 3 emissions are unavoidable and, in line with SBTi's Net Zero Standard, we have already invested in nature-based removal solutions to neutralise these emissions.

It is important to us to only fund ethical initiatives, so we have invested in a UK Woodland Carbon Code validated tree planting project on the Dunalastair Estate in Perthshire, Scotland. We're excited to transform a poor grazing hillside to a new mixed woodland creation.



13,362 TONNES



Over the next 40 years, this project should achieve **13,362** tonnes Co₂e removal, which will be more than our scope 3 emissions between **2035** and **2075**.

These nature-based initiatives show that that work doesn't stop once we've hit net zero, and we're supporting biodiversity and reducing our carbon footprint for years to come.

120,765 TREES



Our investment planted **120,765** trees in April 2021.

This included a variety of species to promote biodiversity, and included spruce, birch, willow, cherry, and blackthorn trees.

OUR ACTIONS

SCALING SOLAR

Solar has been part of Glasdon's operations for several years. We first installed **120** solar photovoltaic (PV) panels in 2016, with further installations of **584** and **666** panels in **2018** and **2019**. Across our buildings, PV panels now generate around **402,300 kWh** of electricity every year, saving approximately **226** tonnes of CO₂e every year, and around **5,000** tonnes over their 25-year lifespan.

50% of the electricity we generate from the solar PV is used within our business. We export the other **45%** to the National Grid. We want to do more and our Building Decarbonisation Plan, which is currently in development, has identified the potential for a further **300kWh** to be generated from renewable sources.

These include battery storage, which will enable us to use more of the solar power we generate, and wind turbines, which will enable us to generate renewable power when solar PV is of limited effect.

We will report further on any outcomes from our Building Decarbonisation Plan in the next report.



BEING A CYCLE FRIENDLY EMPLOYER

Glasdon implemented a Cycle to Work scheme to reduce the emissions associated with our employees' daily commutes, while also supporting their physical well-being. Through the scheme, our employees receive a discount on any bicycles they purchase.

With 40 employees already involved in the scheme, we're taking the next step to become an accredited Cycle Friendly Employer in 2023. This certification awards businesses that have a pro-cycle culture, cycle friendly infrastructure, and active workplace travel policies. This will be an important step for our carbon footprint, and employee wellbeing.

13 CLIMATE ACTION



AWARD WINNING BUILDING EFFICIENCY

We built Glasdon's Innovation and Export Centre using high quality solar glazing and highly efficient air source heat pumps to heat and cool the buildings. Any excess heat generated within the building is used to heat the hot water supply.

Completed in 2010, these energy efficiency measures continue to deliver benefits. The building was constructed to be **30%** more efficient than the air leakage standards required and have an energy performance rating (EPC) **20%** less than the industry standard for new buildings, all factors which helped the centre win a Blackpool Civic Trust Design in Excellence Award.

Plus, in **2018**, Glasdon Group won the Blackpool Civic Trust Award for Best Open Spaces in recognition of the redevelopment outside the company's headquarters. By planting **20,000** daffodils and **50 trees**, plus adding fencing and signage, Glasdon created a bright and colourful entrance into the town; reflective of the brilliance within Blackpool!



OUR ACTIONS CONT.

GREEN-POWERED WEB SERVICES

In 2020, we migrated our Glasdon websites to Google Cloud hosting. Google Cloud is a carbon neutral hosting platform, which uses **100%** renewable energy to power its services. As a result, all Glasdon websites run on green, renewable sources.



PROTECTING PLANET AND PEOPLE

Our protection of the natural environment has continued through our partnership with Ecologi, an initiative for real climate action. Our support develops carbon avoidance schemes and reforestation projects in developing countries, which rebuilds valuable, natural landscapes and benefits local communities.

We pledge to plant a tree for every Glasdon newsletter subscriber, website livechat and product quote created. Through this, we have planted more than **16,000** trees! By investing in Ecologi's credible nature-based programmes, our efforts align with SBTi's guidance on Beyond Value Chain Mitigation (BVCM), that encourages businesses to work towards a carbon and societal net zero.

Plus, we've even supported three climate projects in Thailand, India and Vietnam.

13 CLIMATE ACTION



DRIVING THE SWITCH TO ELECTRIC

Transitioning from petrol to electric cars is an important step towards achieving net zero at Glasdon. That's why we have pledged to upgrade all company-owned vehicles to either hybrid or electric by November **2024**. We bought our first fully electric car in 2020 and now **35%** of our cars are now electric. We are in the process of installing more EV charging points across our Blackpool site and, in 2023, we complemented our EV fleet with the addition of a Citroen Ami, which we use for short, local trips.

We do face an EV challenge when it comes to our sales team and delivery vans. There are currently few EV estate cars and a limited choice of EV vans.

The range requirements of our sales and delivery drivers also presents EV issues. That's why we are committing to hybrid or EV, because we know EV alone – with current technology - may not give us the range and capability we need.

We continue to explore new developments in EV, hybrid and other technologies.



IN BRIEF: OTHER WAYS WE'RE WORKING SUSTAINABLY

Other actions supporting our journey to net zero include:

Recycling stations: Across Glasdon's sites, these stations encourage a 'reduce, reuse and recycle' culture.

Targets approved by SBTi: We're halfway through our SBTi journey. Our targets have been approved, and we await verification, confirmation and publication. This should hopefully happen in 2023.

Reducing business travel: We're encouraging our employees to make conferencing technology (e.g. Teams, Zoom) their first choice for all meetings.

Reducing printing: We operate a 'think twice' policy to encourage employees to think before printing emails.

SUPPORTING OTHER SDGS

Although we have prioritised four goals, we have implemented additional initiatives & actions to support other SDGs & maximise our contributions.



DJ SIDEBOTTOM/GLASDON CHARITABLE PROGRAMME

Our DJ Sidebottom/Glasdon Charitable Programme supports charities and community projects through donations, grants and fundraising. Through the Programme we have made donations of more than **£250,000** to **179** organisations. One such donation was to Save the Children, which works to transform the lives of children, many of them living in poverty, in more than 100 countries. We raised a total of **£1,000** for Save the Children through our Christmas Jumper Day and a grant from the Programme.



Save the Children



SUPPORTING HEALTH AND WELL BEING

We continue to support the mental and physical well-being of our employees and the wider community through a range of initiatives. In aid of Breast Cancer Now, staff members across departments wore pink and made a charitable donation during Breast Cancer Awareness Month, raising over **£500**. In support of Sport Relief, Glasdon team members completed the Move 22 Challenge, which involved running 22 miles during the 22 days of the Birmingham Commonwealth Games. Completing **380** laps of the Glasdon House Garden, or open space of the Poulton site, the team smashed the goal and the timescale (they did it in eight days) and raised **£400**. Plus, all staff and managers receive mental health awareness training, and we even have trained mental health first aiders to support colleagues in need.

CREATING A SAFER WORLD

Our products also support the health and well-being of the communities in which they are placed. From verge markers and chevron boards to anti-ram bollards and even de-icing tools like salt spreaders, we continue to innovate and develop more products that protect.



CREATING COMMUNITY ALLOTMENTS

Striving to support our communities in a variety of ways, we provided a piece of land in Poulton to the Blackpool Federation of Allotment Associations in 2015. To this day, the land is used as the Edenfield Community Allotment, hosting nine securely fenced allotments for local people to enjoy. Not only does this initiative promote social, physical and emotional wellbeing, but growing food locally teaches self-sufficiency and makes communities more resilient.



ECOLOGI PARTNERSHIP

Our partnership with Ecologi ensures our operations support biodiversity projects across the globe. At time of writing, we have funded the planting of **17,252** trees, including **7,000** in Madagascar as part of a mangrove planting project and **6,500** trees as part of a forest restoration project in Kenya.

It also allows us to fund climate projects all over the world. We've helped produce electricity from wind power in Northeast Thailand, improve the efficiency of Metro Transport in India, and even generate wind power in Vietnam.

Through these efforts combined, we have achieved **72** tonnes of carbon reduction – the equivalent of **178,632** miles driven in a car! We know this is not in place of reducing our own emissions, but taking that extra step of collective action to support the SDGs and make a better world.

CHARITY DAYS



SOCIAL EVENTS



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