



Glasdon Group of Companies

SUSTAINABILITY REPORT

PROGRESS OVER FINANCIAL YEARS 2024 & 2025
1st Nov 2023 – 31st Oct 25



CONTENTS

ABOUT US **03**

Who we are	03
What we do	04
Highlights of the year	05
A message from our Chairman	06
Our sustainability journey	07
Governance at Glasdon	08
Awards & certifications	09

OUR SUSTAINABILITY STRATEGY **10**

The United Nations' Sustainable Development Goals	11
Our priority goals	11
Our Business SDG Rating	12
Our commitments and targets	13

OUR SUSTAINABILITY ACTIONS **16**

Goal 8: Decent work and economic growth	17
Goal 10: Reduced inequalities	21
Goal 12: Responsible consumption and production	25
Goal 13: Climate action	28
Supporting other SDGs	34
Charity days	35

BIBAS Winner

We were thrilled to walk away with not one but two accolades at the 2025 BIBAs (Lancashire's most prestigious business awards), winning **Global Business of the Year**, alongside the top award, **Business of the Year**. There was extra recognition for our founder, Donald Sidebottom. (see P.21 for more)



WHO WE ARE

In 1959, a small company created a plastic 'halt' sign that never needed painting.

Until then, street furniture had been fashioned from wood and metal. Products needed regular painting to extend their limited lifespans. We didn't know it then, but Glasdon had created a more sustainable approach to street furniture – an approach that removed the need for paint and reduced the use of raw materials.

Today, Glasdon Group Limited is a leader in the design, manufacture, and supply of environmental and safety products. Glasdon Group spans the globe, servicing the UK (Glasdon UK Limited), Europe (Glasdon Europe SARL), the USA (Glasdon, Inc.) and the rest of the world (Glasdon International Limited).

Wherever you are, you'll find our products everywhere: on your streets and in your parks; in your airports, your colleges and retail stores.

Despite our global reach and our 255 employees, Glasdon still feels like a family business. Our HQ remains in Blackpool, England. We're still guided by the ethos of our founder and Group Chairman Donald Sidebottom MBE. In partnership with our customers, we're still innovating sustainable solutions for the world's public and commercial spaces.



Glasdon UK Limited: Has served more than 50,000 customers within the UK in the last ten years.

Glasdon International Limited: Markets Glasdon products throughout the world, with distributors in more than 70 countries.

Glasdon Europe SARL: Based in France, sells Glasdon products across Europe.

Glasdon, Inc.: Based in Virginia, our USA company markets products designed specifically for the American market.

WHAT WE DO

On streets around the world, whenever you see a shelter, sign light, bin, bollard or bench, there's a good chance it was manufactured and supplied by Glasdon.

We lead the street furniture market, but you'll also find our products in public spaces and business premises worldwide.

Our road safety products keep people safe on the highways. Our rescue equipment helps to reduce accidents in all seasons and on all surfaces. Our building and site safety products keep commercial sites protected, secure and compliant.

Driven by our mantra of 'Quality by Design', the products Glasdon designs help to ensure every environment is cleaner and safer. With a commitment to developing new long-lasting products that reduce energy consumption and increase material circularity, we're helping to create more sustainable environments too.



HIGHLIGHTS OF THE YEAR



Driving growth through sustainable solutions

Growth in recycling bin sales, supported by DEFRA's Simpler Recycling legislation, as customers seek compliant, future-ready waste management solutions.



Progress towards net zero

Total emissions reduced by over 16% over the past two years, with significant reductions of 73% in Scope 1 and 2 emissions since our baseline year of 2019.



Electrifying our fleet

Completed the transition of all UK company cars to electric vehicles. Globally, 81% of our fleet is now electric.



Greener logistics partnerships

Strengthened delivery partnerships to take advantage of new electric vehicle technologies, with electric HGV distribution through Kuehne+Nagel.



Embedding renewable energy

Recommissioned on-site solar PV and continued investment in energy efficiency across our sites.



Product innovation with purpose

Launched new products incorporating higher levels of recycled content, including the award-winning Origin® range.



Supporting Blackpool

Maintained commitment to invest a minimum of 3% of operating profit into local community initiatives.



Investing in our people

Maintained strong employee satisfaction levels during a year of operational change, with 77.7% satisfaction and 2,493 training hours completed.

A MESSAGE FROM OUR CHAIRMAN

They say change is the only constant in business. After more than 65 years at Glasdon, I know that to be true. But I also know something else. Change only matters if it moves you in the right direction.

This year has been a year of change for Glasdon. Among many other things, we've reviewed processes and modernised operations, we've completed the transition of our UK company cars to electric, we've strengthened the way we measure our carbon footprint and we've continued to rethink how we use energy, materials and resources across our sites.

But none of that matters unless it helps us do good. Glasdon people continue to do good. In the products they design. In the standards they uphold. And in the way they support one another when the road is not always straightforward.

I am particularly proud of how our people have handled the operational changes of the past year. Change can unsettle. Yet our teams responded with professionalism, resilience and quiet determination. That says more about our culture than any award ever could.

And yes, there have been awards. Recognition for our products, for our sustainability and for our business as a whole. I am grateful for them – but I remain far more interested in the impact we have beyond trophies.

Blackpool remains our home. It always will be. When statistics about deprivation or life expectancy appear in the news, they are not abstract numbers to us. They affect our neighbours, our families and our colleagues. That is why we continue to provide stable employment, pay the real Living Wage, and invest at least 3% of our operating profit back into the community through our charitable programme.

Business should not exist in isolation from the place that supports it. If we prosper, our town should prosper too.

Our journey to net zero continues. We have moved to renewable electricity and reduced our direct emissions significantly over the past two years. We are working harder than ever with our suppliers to tackle the emissions we cannot control alone. There is still work to do – and we will do it.

I have always believed that a business is only ever as good as its people. That remains true today. This report shows our progress. But more than that, it reflects the values of the people who make Glasdon what it is.

Donald J Sidebottom, MBE FCIHT



OUR SUSTAINABILITY JOURNEY

For Glasdon, sustainability has never been a passing phase. It has been an operating principle.

From the earliest days of designing products that required no painting and minimal maintenance, we have sought to create solutions that last longer, use fewer raw materials and reduce lifetime environmental impact. That philosophy remains unchanged. What has changed is the scale of the challenge – and the rigour with which we now measure our response.

This year has been significant in that regard. During FY24 we identified an error in parts of our historic carbon reporting and took the decision to restate our FY23 baseline. Transparency matters. Accurate data matters. Only by understanding our true position can we map a credible route forward. The revised figures show meaningful progress. Over the past two years, we have reduced our direct (Scope 1 and 2) emissions substantially, transitioned to renewable electricity procurement, and completed the electrification of our UK company car fleet. These are tangible steps.

Yet, as always, the greater challenge lies within Scope 3 — the emissions embedded in our supply chain and in the full life cycle of our products. Purchased goods and services remain the most material contributor to our footprint. That reality reinforces the importance of supplier partnerships, circular design thinking and material innovation.

We are also learning that progress is rarely linear. Operational changes, growth, and product development can create temporary increases in certain emissions categories. The task is not to avoid complexity, but to manage it responsibly and transparently.

Beyond carbon, our sustainability journey continues across energy efficiency, waste reduction, recycled material content, packaging innovation and responsible employment. Each initiative may appear incremental in isolation. Collectively, they represent structural change.

As we move beyond the 'low-hanging fruit', improvements require deeper collaboration, more creativity and occasionally tougher decisions. Fortunately, we are supported by people who understand that sustainability is not a marketing exercise, but a long-term commitment.

We will continue to report candidly on both progress and obstacles. We will continue to refine our data. And we will continue to align our business growth with environmental and social responsibility.

Thank you for taking the time to understand where we are – and where we intend to go.

Philip Greenwood Deputy Chairman



GOVERNANCE AT GLASDON

Environmental, social and governance (ESG) responsibility

ESG is embedded throughout Glasdon, and our commitment to it starts at the top. All board directors are carbon literate, which means they have been trained to understand the carbon costs and impacts of the business' everyday actions.

During daily operational discussions between directors, ESG policies, implementation, engagement, and training are always in focus, with any required communications or actions cascaded to team managers. This cascading of information ensures that the importance of ESG is promoted throughout Glasdon.

Social responsibility

Each year we ensure that a minimum of 3% of operating profit is used to fund the DJ Sidebottom / Glasdon Charitable Programme. The Programme's managers meet bi-monthly to oversee its operations and consider the activities we wish to support. In FY25, they have distributed £218,007 to 193 local organisations. See P.23 for examples of our support in action in the past couple of years.

Sustainability at the heart of our products

It may not be possible to make every single product fully recyclable or wholly sustainable, but sustainability is a central discussion point in the development of every product.

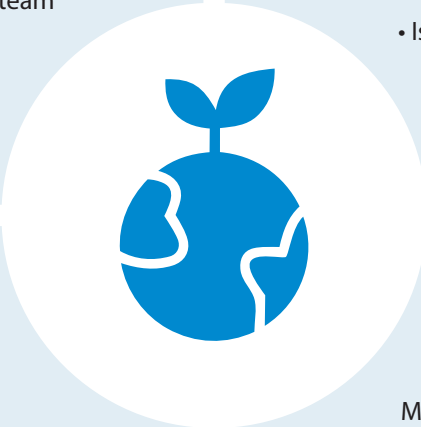
By making ESG-related questions a part of the product development process, we ensure that more of what we manufacture supports our net-zero agenda.

Those questions include:

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

Sustainability discussions are not merely confined to product development. They are integral parts of conversations that take place every day between board members, Marketing, Finance, Design/R&D and Sales.

For an example of net-zero product development in action at Glasdon, see P.26-27.



Suppliers as partners

If we are to create ever more sustainable products, we need the support of our suppliers. That's why, over the past few years, we've been gradually shifting the nature of our relationships from supplier/client to partners.

By developing true supplier partnerships, and with the aid of our supplier portal, we're helping them to operate more sustainably, which benefits them, us and our customers. Because our supplier partners come in all shapes and sizes, we're taking a constructive, sympathetic and individualised approach to each relationship. Learn more on P.20.

AWARDS & CERTIFICATIONS



Waste Electrical & Electronic Equipment (WEEE) Producer Compliance

We partner with Recycling Lives Compliance Services (RLCS) to ensure that we follow the rules and legislation which reduce the environmental harm caused by electronic waste. Through RLCS, we ensure our electronic products are correctly labelled, managed, and recycled when they are no longer usable.



Forest Products Chain-of-Custody Standard & Certification

This verifies that all forest-based materials that form part of our operations are used responsibly at every stage of their journey from forest to end product. 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.

Safety Scheme in Procurement (SSIP)

SSIP facilitates mutual recognition between health and safety assessment schemes in the UK. Accreditation means our health and safety management processes have been evaluated and meet the HSE backed, SSIP Core Criteria, enabling us to avoid undergoing multiple assessments when bidding for work.



The Green Web Foundation Green Hosting

All Glasdon websites run on green renewable sources since migrating to Google Cloud in 2020. Google Cloud is a carbon neutral hosting platform, which uses 100% renewable energy.



RISQS Supplier

RISQS is the rail industry supplier assurance programme. It helps buyers find qualified suppliers and helps suppliers meet the requirements of the rail sector. RISQS accreditation removes supply chain risk by ensuring suppliers demonstrate the right capabilities to supply the rail sector. We have been RISQS accredited since 2022.

ISO 14001:2015

ISO 14001 is the internationally recognised standard for environmental management systems. Accreditation ensures our operations align with changing environmental conditions and remain in balance with socio-economic needs. We have been ISO 14001 accredited since 2006. This was reviewed and updated in 2015 to meet the current standard.



EcoVadis Gold Rating

EcoVadis ratings are used by customers to assess suppliers, and cover environmental impacts, labour and human rights, ethics and sustainable procurement. In 2024, we received a Gold Rating for our sustainability performance, putting us in the top 5% of all companies assessed.

ISO 45001:2018

This ISO standard aims to increase safety, reduce workplace risks and enhance health and well-being at work and provides a framework that can be used in occupational health and safety (OH&S) management systems. Glasdon have been accredited since 2019, reflecting our commitment to ensure the highest levels of workplace safety.



Living Wage Accreditation Employer

Since 2022 we have been a Living Wage Employer, ensuring all Glasdon employees in the UK (except apprentices) receive at least the real Living Wage, aligning with our belief that our employees should feel valued and rewarded.



Cycle Friendly Employer

In keeping with our passion for all things cycling, we received the highest accreditation of Gold status as a Cycle Friendly Employer with Cycling UK in 2023. This is an international benchmark for active travel culture, infrastructure and policies in the workplace. Find out more about our love of cycling on P.24.



Green Apple Awards

After winning a Green Apple Award (read more about this on P.27), we were thrilled to win a silver award at the prestigious 2025 Green World Award for our Origin Curve and Origin Horizon litter and recycling bins. Our award-winning paper has been published in the 29th volume of 'The Green Book', which spotlights environmental best practice worldwide.



Fair Payment Code Gold Until 2027

Fair Payment Code Gold Award

Glasdon Group Limited were awarded the highest-level award by the Small Business Commissioner in 2025. This recognises our high standard of payment practices, with a minimum of 95% of our invoices being paid within 30 days. This also shows our commitment to the Code's principles of being clear, fair and collaborative with our suppliers.

OUR SUSTAINABILITY STRATEGY



The UN SDGs

Guided by the United Nations Sustainable Development Goals

When the UN Sustainable Development Goals (SDGs) were formed in 2015, they gave the world a blueprint for a greener, fairer, better world by 2030. This year, the SDGs will enter their final five years and it's painfully clear that there is much, much more to be done.

Yet while progress may be patchy, the SDGs remain the world's best plan for a future free from poverty, hunger, inequality, and climate change. That's why they remain central to Glasdon's sustainability strategy.

Since 1959, long before the SDGs existed, we've worked to be a responsible business both in terms of what we manufactured and how we operated. The SDGs didn't change that, but they did give us a guide and framework for moving forward, ensuring the planet and its people remain at the core of what we do and how we do it.

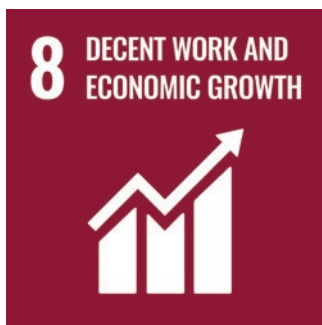


OUR PRIORITY GOALS

We continue to support the SDGs, and aim to make a positive impact in respect of all of them, but we recognise that some are more relevant to our business than others, and it's here that we can have the greatest impact.

In this report, we share our commitments, targets, actions, and progress towards each of the following priority goals:

Goal:



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

Goal:



Reduce inequality within and among countries.

Goal:



Ensure sustainable consumption and production patterns.

Goal:



Take urgent action to combat climate change and its impacts.

OUR BUSINESS SDG RATING



Glasdon is proud to be rated 4.5 stars from Support the Goals

This score recognises our contributions to the SDGs through our responsible business strategy and puts us in the top 4% of all businesses reviewed by Support the Goals. It reflects our commitments to our priority goals and the evidence we're showing for taking tangible action against them.

We are delighted that our commitment to integrating sustainable and ethical practices into our everyday operations, processes and decision-making has been rewarded.



OUR COMMITMENTS & TARGETS

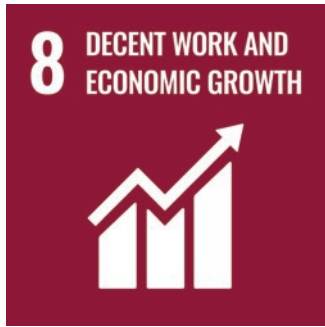
Since we made our net-zero pledge in 2021, environmental accountability has been at the very top of our commitments. We continue to work to achieve net zero throughout all our business operations by 2035, 15 years ahead of the UK Government's target to decarbonise all sectors of the UK economy by 2050.

Yet while de-carbonisation 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. We cannot be meaningfully net zero unless we bring our community with us.

That is why our chief commitments, detailed on the following pages, are as follows:



Goal:



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

Target:
 Maintain an 80% satisfaction score from our Employee Engagement Survey

2025 Progress:
 77.7% satisfied or above.
 To address this below target score, we have implemented additional employee comms, including quarterly 'State of the Business' reports alongside an employee ideas scheme (Glasdon Voice). We have also introduced 6 monthly target bonuses.

Status: BEHIND TARGET
 We are currently reviewing all our HR processes to ensure communication and training is at the forefront of our thinking; and have introduced quarterly pulse surveys to enable us to get a more up-to-date read of how our teams are feeling.

Target:
 Encourage and induct 10% non-manufacturing supply partners within the top 25% of Glasdon spend onto our supplier portal

2025 Progress:
 Whilst we continue to make use of our supplier portal which supports our top 25% of suppliers by spend, we've made slower progress than we'd like on increasing the number of suppliers and on developing contents and resources. This is a focus area for us in 2026. With a new procurement head on board, this is a focus area for us going forward.

Status: ON TRACK

Goal:



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.

Target:
 Continue to ensure that a minimum 3% of operating profit is used to fund The DJ Sidebottom/ Glasdon Charitable Programme

2025 Progress:
 We have achieved this target in both FY24 and FY25.

Status: ACHIEVED (ONGOING)



Goal:



Our commitment:

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

Target:

Continue to explore new packaging solutions to reduce the amount of single-use plastic packaging within Glasdon

2025 Progress:

We've invested in a new box cutting machine to make our own boxes to size, minimising waste. In 2026 we plan to replace all our shrink wrap machines, halving the amount we use. We are currently trialling transporting products from suppliers using reusable crates.

Status: ON TRACK

Target:

Endeavour to include more recycled material and recycled packaging into our operations without compromising Glasdon's net-zero goals

2025 Progress:

Our R&D team have already made inroads in investigating alternative materials. In 2026 we plan to utilise new materials in our production processes which provide a higher percentage of consumer recycled content across all colour ranges.

Status: ON TRACK

Goal:



Our commitment:

We will drive down carbon emissions within our business, and pledge to reach net zero by 2035.

Target:

Reach net zero in our direct emissions (Scope 1 and 2) by 2025*
*Target to be refreshed in FY26

2025 Progress:

Combined Scope 1 & 2 (market-based) emissions dropped by 26% since our last report in FY23.

Status: BEHIND TARGET

Methodological changes have been made to how we've calculated FY25, meaning this target has not been met. See P.31 for details. However, we have already achieved the scope 1 & 2 emissions reduction required for our 2030 science-based target, 5 years ahead of schedule (with a reduction of 73% since our 2019 baseline). We remain committed to maintaining emissions at or below the target level through 2030, and we are reviewing opportunities to strengthen our targets in line with SBTi guidance.

Target:

Aim to reach net zero across our business by 2035.

2025 Progress:

Our total carbon footprint reduced by 1,868.1 tCO₂e (16.8%) since our last report in FY23.

Status: ON TRACK



OUR SUSTAINABILITY ACTIONS



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.

Made in 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.

Blackpool continues to rank as the most deprived local authority in England in terms of average deprivation scores¹, with 7 neighbourhoods in the town ranking in the top 10 most deprived in England². In 2024, it gained the dubious distinction of having the UK's lowest male life expectancy³.

For us, these aren't simply statistics. 75% of workers at our Blackpool site are from Blackpool and the surrounding area. It means that Blackpool's problems are our people's problems. That makes them our problems too.

That's why we remain committed to providing stable, well paid, secure manufacturing career opportunities to Blackpool citizens. As a leading employer in the area, we aim to empower homegrown talent through our worldwide business, and to play a part in revitalising the town.



OUR ACTIONS

Paying a real living wage

There's a difference between the National Living Wage (NLW) and the real Living Wage. The NLW is a government-set mandatory minimum. The real Living Wage is voluntary, but it's higher because it's based on actual living costs.

During the reporting year 24-25, the NLW was £11.44 but the real Living Wage was £12.60. Like 15,000 other employers across the UK, we paid the latter as a minimum.

Paying the real Living Wage has become even more important, because as the cost of living continues to rise, it has ensured workers receive an extra £2,262 on average per year for a full-time worker⁴.

Given that Blackpool salaries are more than 22% lower than the national average⁵, that really matters to our workers.

Serious about closing the gap between highest and lowest paid

We believe fair pay is more than a Living Wage. It's also about working to close the gap between the highest and lowest paid. Pay ratios vary by country and size of business. In the UK, FTSE 100 CEOs earn on average 122 times the salary of an average full-time UK worker⁶, while in the US the ratio for S&P 500 companies is closer to 285:1⁷.

But as the gap between highest earning and lowest continues to widen, Glasdon's ratio between our highest-paid employee and that of the lowest earner is just 6:1.

Despite external wage pressures, we're working to minimise Glasdon's earnings gap.



Supporting young people with apprenticeships

We are committed to helping young people into work and have welcomed 12 apprentices through our doors over the past 3 years. We are also currently working with some existing employees to move them onto apprenticeship schemes to help expand their skills and knowledge. We run schemes across several departments including warehouse, Marketing and IT; Theo and Abdul are two of our current apprentices.

"I've been with Glasdon since October 2023. My first apprenticeship was Level 3 IT Support Technician, and I am currently towards the end of my Level 4 Network Engineer Apprenticeship. Throughout the apprenticeship, as well as developing a strong understanding of hardware and software, I've improved my social and communication skills by working closely with users, and I've learnt better time management. In my current Level 4 apprenticeship, I'm continuing to expand my technical knowledge and develop my skills within networking, IP addressing and subnetting, switches, routers and firewalls, and network security and monitoring. I enjoy learning on the job and especially like dealing with challenges, as they help me to further my knowledge."

Abdul, aged 21



"I started with Glasdon in April 2025 as a warehouse apprentice. I've learnt a lot in lots of different areas – including express, general warehousing and assembly. Just recently I've been learning the dispatch role, which has included using the PDA scanner, learning how to dispatch vehicles on our system, loading and unloading vehicles and moving stock around the warehouse. I think I've most enjoyed working within assembly so far, although I do really enjoy my time understanding and learning the rest of the business."

Theo, aged 20



We're currently supporting 7 of our employees with professional qualifications – including CIPD Level 5, AAT Level 3 and CIMA.

Upping our employee engagement

We always talk about family values and loyalty being at the heart of Glasdon. We aim to do the right thing by our employees, and the loyalty they show is proven in that 49% of our employees have been with us for more than 10 years, and an impressive 28% have been with us for more than 20 years. And we want to ensure we remain an employer people want to work for.

In our latest employee opinion survey, 77.7% of employees said they were satisfied or above with working for Glasdon. This is slightly below our target of 80% but on a par with the previous FY24, which given the amount of change in the business in FY25, we were encouraged to see. A particular area that came through as needing improvement was our communications. We have therefore implemented several improvements to our internal comms plan including quarterly 'State of the Business' reports.

Our focus on listening to our employees and acting on feedback continues. In addition to our yearly survey, we now produce quarterly Employee Pulse surveys to help us get a sense on any issues more immediately. We've also introduced Glasdon Voice – an employee ideas scheme, with thoughts and feedback collated by representatives from across the business (chosen by our employees) and then reviewed quarterly with the senior team to help improve our business.



Developing our people with GlasdonLearn

GlasdonLearn is our online learning management platform. It is an education hub for mandatory training that helps our people carry out their work effectively. But it is also a hub for optional courses that any member of the team can complete to support their personal development.

In FY25, 46 new courses were added to Glasdon Learn, including training on subjects as varied as:

- LinkedIn sales
- First aid
- New products
- Safe working at height

In FY25, Glasdon people completed 2,493 hours of training – that is up nearly a third since our last report.

“GlasdonLearn has proven to be a valuable tool for assigning and managing mandatory Health, Safety and Environmental training for employees. Courses can be vetted and selected to meet the training requirements of staff and also ensure any legislation requirements are met. In this age of home and remote working, having the facility to allocate training courses to staff no matter their location in the world is also a huge benefit.”

Gary Butler, Group Health & Safety Manager

Helping our people to be healthier

We're enormously proud of the fact so many of our workers stay with us for 10 or 20 years, or even longer. We value the deep institutional knowledge of our multigenerational workforce and want to ensure our workplace health support evolves to meet the needs of all our employees.

Since our last report:

- 118 employees took part in a health screening exercise in partnership with Blackpool Council, which was detecting people at high risk of stroke, heart attack and heart disease.
- All Glasdon UK employees were invited to attend CPR and defibrillator training provided by North West Ambulance Service. 211 employees took part, an impressive 75% of our total Blackpool workforce.
- Our on-site gym, Studio 59, continues to be used by our employees, providing a space dedicated to physical health, fitness and overall wellbeing.
- Cycling to work can make an enormous difference to health. It is linked with a 45% lower risk of developing cancer and a 46% lower risk of cardiovascular disease. Our Cycle to Work scheme encourages healthier commuting habits and better wellbeing for our employees; and we were pleased to see six more employees joining the scheme in FY25.



A pension with a positive impact on the planet

We have made the decision to ensure that the company pension scheme, the Glasdon Group Limited Retirement Benefits Scheme, shifts its focus to ESG-related funds that aim to generate the financial returns required while simultaneously creating a positive impact on society and the environment.



Working with our suppliers – sustainability from the start

Thinking about environmental and social sustainability is always front of mind when selecting and partnering with our suppliers. We look for suppliers who are committed to minimising their emissions, cutting waste and conserving natural resources where possible. We work with them to think about not just the materials used but also the processes needed to manufacture and transport products. We aim to source locally where we can.



Our ambition is to work closer with our suppliers to ensure Glasdon products are all sustainable from the very beginning of their journey. Over the next year we are stepping up our ambition to understand more about our supply chain and to support our suppliers in their sustainable endeavours, starting with a renewed focus on our supplier portal – inducting additional suppliers and providing improved resources.

Fairer employment for Blackpool

Blackpool’s Fair Employment Charter, launched in 2025, was developed with input from residents, employers and trade unions, and aims to improve job quality and create a happier, more skilled and productive community – ultimately making Blackpool a top place to work and do business.

Given its fit with our love for Blackpool and our commitment to creating meaningful career opportunities in our hometown, we knew instantly that we wanted to be involved.

We completed level 3; the highest accreditation available – indicating we have achieved or made significant progress towards multiple goals including fair pay, working environment and learning and development.



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.

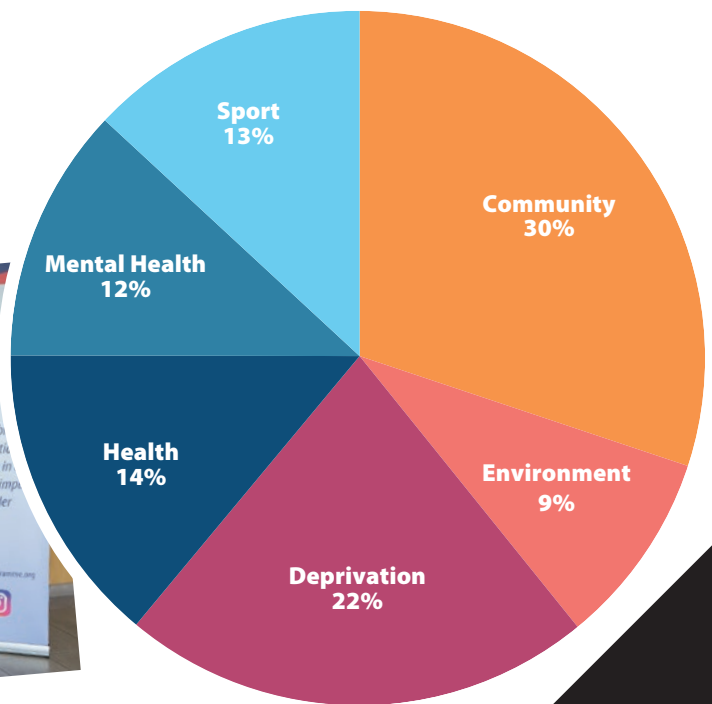
Glasdon Group Limited champions social responsibility

Glasdon 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.

The areas in which we operate provide the people who form our workforce. When we support our local communities, we also support them. That is why, since 2003, The DJ Sidebottom / Glasdon Charitable Programme (named in honour of our Group Chairman) and its predecessors have supported hundreds of local organisations, mainly in and around Blackpool.

In FY25 we donated a total of £218k to 193 local community projects and charities.

Each year, the portfolio of organisations we support shifts slightly, influenced by local needs and the specific philanthropic interests of members on the charitable committee. The breakdown of organisations supported by the programme in FY25 is as follows:



Lancastrian of the year: Donald J Sidebottom, MBE

Glasdon founder, Donald J Sidebottom, MBE, was awarded the Lancastrian of Year at the BIBAs 2025 ceremony. Described by the organisers as a “true Lancastrian success story”, he was recognised for helping shape the business landscape and the wider reputation of the county for more than six decades.

But beyond his reputation as a successful businessman, he is committed to giving back to the community. He established a formal Charitable Giving Committee in 2003, which evolved into The DJ Sidebottom / Glasdon Charitable Programme in 2021.

In the last five years alone, these charitable activities have donated over £980,000 and supported hundreds of local organisations.



BIBAs



OUR ACTIONS

Diversity, equity & inclusion at Glasdon

As a long-established employer in Blackpool, where levels of socio-economic deprivation are among the highest in the UK, Glasdon recognises the important role it plays in creating opportunity and supporting inclusive growth.

The business is committed to fair opportunity for all and maintaining a working environment free from bullying, harassment and discrimination, underpinned by its

Diversity, Equity and Inclusion (DEI) policy. We celebrate difference and recognise the value that diverse perspectives bring to our long-term success.

A significant proportion of our workforce is recruited locally, contributing to the regional economy and supporting skilled employment within the community. We are a real Living Wage employer, reinforcing our commitment to fair pay and helping ensure that work provides financial stability for our employees.

Beyond employment, we actively support local charities, community initiatives and social causes through donations, sponsorship and volunteering. By combining responsible employment practices with community investment, we aim to reduce inequality and create positive, lasting impact in our communities.

Our employee charity of the year

Each year, Glasdon employees nominate and select a charity to receive a £10,000 grant through The DJ Sidebottom / Glasdon Charitable Programme. The initiative ensures that the causes we support reflect the passions and priorities of our people, while making a meaningful contribution to the communities around us.

For 2024/25, the programme supported Fresh Food 4 Working Families, a Fylde-based charity founded by Councillor Diane Ireland to support working families affected by rising living costs. The group provides fresh food supplies and essential toiletries to families in Fylde who may otherwise struggle to afford them. Glasdon's £10,000 donation helped fund food parcels and essential supplies, ensuring families could access fresh, nutritious food during a challenging economic period.



Looking ahead, we are pleased to announce that Care & Share, a Blackpool-based charity supporting families in need, has been chosen as our 2025/26 Employee Charity of the Year. Operating from Mereside, Care & Share provides free clothing shops, baby banks, food distribution and essential starter packs for individuals and families setting up home.



"We are so grateful to you and your firm for providing the means to carry on for the next two years without having to worry where our next money will come from ...so a huge thank you from not just me and my volunteers but all the families and individuals that will get help with their desperate needs."

Linda, Care & Share

Committed to our Communities

Here's a taste of some of the projects The DJ Sidebottom / Glasdon Charitable Programme has supported over the past couple of years:

Elmer's Big Parade Blackpool



In 2024, the Programme supported the Elmer's Big Parade Blackpool to raise awareness of the care offered by Brain House Children's Hospice. This event held over 21 unique sculptures and 37 young Elmers created by renowned and up-and-coming artists across the Fylde coast.

Blackpool Polar Bears



The Blackpool Polar Bears offer swimming lessons to individuals over the age of five with a registered disability. The Programme funded IOS training for three volunteers as Level 1 Qualified Assistant Swimming Teachers to support the ongoing success and viability of the club.

Comfort C.A.F.E.

The Programme continued its long-standing support of Comfort C.A.F.E's Food Tomorrow Project to ensure food can be given to those over the winter months. Comfort C.A.F.E works towards reducing poverty in the Blackpool Council area through various sessions, food supplies and guidance. The Food Tomorrow Project aims to provide more substantial non-perishable items for people to take away.

North West Air Ambulance



Glasdon is proud to support the North West Air Ambulance Charity specialist team. This support helps bring crucial medical care to patients in need and contributes to saving lives all year round.

Tag Rugby Festival

The Programme supported the Fylde Rugby Community Foundation by sponsoring the 2024 Blackpool Primary schools Tag Rugby Festival, which saw a total of eight schools and nine teams competing in tag rugby games. The Foundation believes that rugby can benefit all participants physically and mentally while offering wider benefits to the community.

Park Community Academy



The Programme supported the Park Community Academy by funding a kitchen refurbishment that will enable pupils to run their own café and build vital vocational skills, independence and confidence. Park Community is a vibrant, inclusive school in Blackpool that provides high-quality education for children with a range of special educational needs.

Wyre Flounders Swimming Club

The Wyre Flounders Disabled Adult Swimming Club offers an environment to promote physical and mental well-being among disabled adults. The club is reliant on donations to keep running, and The D J Sidebottom / Glasdon Charitable Programme is delighted to add its support so that the club can continue to provide this valuable service to disabled adults.

Helping N-Vision Blackpool



Donations were provided to N-Vision to help with the construction of a new cabin for the charity's gardening equipment, gardening club and other activities. N-Vision is a local independent charity that provides services and support to people who live with sight loss throughout Blackpool, Fylde, and Wyre.

Helping Hearts



The Programme supported the Helping Hearts Fylde charity to help with costs of their weekly outreach service. Every week volunteers offer food, drinks and essentials to those in need, helping over 100 people and their families every week.

Glasdon 's cycling

Here at Glasdon, we've always been passionate about cycling. Our product range includes cycle stands and shelters, and our new innovation – the Endurokerb™, is designed for cycle lane users. But it goes beyond that. We have a Gold accreditation in the Cycle Friendly Employer Scheme and we encourage our staff to get on their bikes with our Cycle to Work scheme. We are firm believers in the benefits of cycling and active travel for healthier lifestyles.

Here are a few other ways we show our support for cycling:

Encouraging active travel

We know that Active travel is an environmentally friendly way of moving around our towns and cities, as well as it having many health benefits. However, many people have safety concerns around cycling in urban areas. Consequently, many towns and cities are developing urban cycle routes to be made safer and more appealing to cyclists.

Glasdon has created an ebook to explain how local authorities can improve the safety and appeal of their urban cycle routes and encourage more people to participate in active travel.



Vive le Velo!

In 2025, we have continued our partnership with Jadan Vive le Vélo Glasdon, the amateur women's cycle racing team. One of the longest-established women's teams in the UK, the team is about more than race success; it also provides role models for women's cycling, promotes healthy and active lifestyles, and encourages visibility of women's sport.

The team is always looking for ways to include girls in cycling and participation in sports overall and Jadan Vive le Vélo Glasdon has become a cycling club where women can develop from grassroots right through to senior elite level.

The 2025 season saw multiple podium places and top ten finishes. The season began with a bang with a superb showing at the British Track National Championships, followed by a brilliant 4th place overall in the National Crit Series. Glasdon is proud to renew its support for next year and we cannot wait to see what's next for the team!

Sponsors of the Rapha Lincoln Grand Prix

In 2025 Glasdon proudly sponsored the historic Rapha Lincoln Grand Prix, one of the UK's oldest and most celebrated domestic road cycling events. We have sponsored the race for the past few years and we are pleased to act as sponsors once again to help support such a historic and notable event.



Supporting Joshua Landmann

Through 2025, Glasdon continued its sponsorship of the para-triathlete (and local lad), Joshua Landmann. We were thrilled to see him on his first World Series Podium in July followed by medals at the European Championships and the World Cup. We look forward to another successful year in 2026.



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 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 goods. 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

Landfill diversion – a valuable future for waste

As part of our commitment to zero waste, we continue to strengthen our approach to waste management by prioritising circular economy principles. Building on our previous Carbon Trust Zero Waste to Landfill certification, in 2025 we transitioned to a 'Landfill Diversion' model, which reflects evolving best practice within the waste management sector.

The landfill diversion programme is delivered in partnership with SUEZ Recycling and Recovery UK, and covers the period from April 2025 to April 2026.

Through innovative recycling and recovery solutions, waste materials are transformed into valuable secondary resources, ensuring that as little waste as possible is sent to landfill.

A wide range of waste streams are included within the programme, including general waste, dry mixed recycling, wood, mixed metals, food waste, mixed packaging glass, batteries, WEEE waste and fluorescent tubes.

By working collaboratively with SUEZ, we are creating a more circular approach to resource use, reducing our environmental impact and supporting more sustainable production practices.



In 2025, we produced 150.6 tonnes of waste – a decrease of 39.6 tonnes compared with the previous year.

Over the same period, we recycled 57.2% of the waste we produced. The remainder was used to generate energy.

Boxing clever

As part of our efforts to reduce our operational waste overall, we have invested in an in-house box making machine, enabling us to create our own boxes. This means we can cut them to fit our products exactly, reducing packaging waste and improving the efficiency of the materials we use. And of course, we also ensure that any offcuts that we do produce are recycled.



Spotlight on the Origin® Infinity

Designed with both people and planet in mind, the Origin Infinity recycling station demonstrates how product design can actively support more responsible consumption and production.

The product is manufactured using a high proportion of recycled and recyclable materials, and it is, of course, designed to help organisations improve recycling behaviours through its lifetime. The unit comes in varying sizes and is adaptable to a wide range of settings – supporting compliance with the DEFRA’s Simpler Recycling legislation.

Sustainability is embedded in the materials used. **Ecoboard panels are made from 99% recycled polymer and are highly durable**, eliminating the need for repainting or replacement. Decorative MFC (Melamine Faced Chipboard) boards are manufactured using recycled wood and sawmill off-cuts, while additional components including Vandalex and Egger Board incorporate recycled content.

By combining durable low-impact materials with clear accessible recycling design, Origin Infinity helps reduce waste, improve recycling rates and support a more circular approach to how we use resources.



Origin innovation wins Green Apple Award

Recycled at manufacture. Recycling every day. Recycled at end of life. Glasdon's Origin range of external litter and recycling bins deliver a triple dose of recycling innovation that has seen us scoop an award at the 2024 Green Apple Awards, which recognise, reward and promote environmental best practice around the world.

We were up against extremely tough competition so are particularly proud of this accolade.

Origin bins are manufactured using 86% recycled materials such as Vandalex® and Enviropol®. During their life they collect countless tonnes of material for recycling and safe disposal. At end-of-life they are 100% recyclable too, making them the ultimate environmentally friendly waste management solution for outdoor areas and natural surroundings.



"We are honoured to be recognised for our ongoing commitment to sustainability and product innovation."

Jim Hodgson, Group Director at Glasdon Group Limited

We were also thrilled to win a silver award at the prestigious 2025 Green World Award for our Origin range. Our award-winning paper has been published in the 29th volume of 'The Green Book', which spotlights environmental best practice worldwide.

Helping England recycle more simply

In March 2025, DEFRA introduced Simpler Recycling, legislation designed to make recycling clearer, more consistent and more effective for businesses across England.

Under the new regulations workplaces with 10 or more full-time equivalent staff must separate key waste streams into dedicated containers for collection.

- Glass, metal and plastic
- Paper and card
- Food waste
- Residual waste

Smaller firms will need to comply from March 2027. And from April 2026, all councils will need to collect waste and recycling in the same way.

Simpler Recycling aims to reduce confusion, boost recycling rates and support a more circular economy by standardising how waste is managed across sites of all types, including offices, schools, retail and hospitality.

Glasdon is supporting customers in the transition to compliance; and to help with managing these changes, we have produced a practical simpler recycling guide with easy-to-follow guidance on waste separation and collection.



13 CLIMATE ACTION



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

Continuing our journey to net zero

A commitment to net zero (that is, cutting our direct emissions to all but a small amount of residual carbon) will not be achieved by focusing on a single part of the business. It is a commitment that affects every part of our operation, from products to premises to business processes and more.

This is why, at board level, we have a dedicated project team tasked with mapping a clear route to improvement, while dedicated, function-specific teams (which include employees from across the company) ensure climate action is a key consideration in all our projects.

Targets supported by science

In 2023, Glasdon's commitment to reduce Scope 1 and 2 GHG emissions 50% by 2030 (from a 2019 base year) was validated by the Science Based Target Initiative (SBTi). This target has already been met, 5 years ahead of schedule. We remain committed to maintaining emissions at or below the target level through 2030, and we are reviewing opportunities to strengthen our targets in line with SBTi guidance.



What are science-based targets?

Science-based targets are designed to ensure that companies reduce greenhouse gas emissions at a pace consistent with limiting global warming to 1.5°C, the ambition set out in the Paris Agreement. These targets are independently assessed and validated by the Science Based Targets Initiative (SBTi).

Having targets validated by the SBTi provides confidence that companies' decarbonisation plans are credible and aligned with internationally recognised climate science. Having our near-term emissions reduction target validated by the SBTi, confirms that our pathway to reducing emissions is consistent with global climate goals.



OUR CARBON FOOTPRINT

As part of our commitment to achieve net zero by 2035, we continue to measure, refine and improve the accuracy of our carbon footprint reporting.

During FY24, we identified an error in the historical calculations – most notably in purchased goods and services emissions. As a result, our FY23 figures have been restated. The figures presented below reflect our most accurate and verified data to date.

From FY23 to FY24, total market-based emissions reduced by 1,734 tCO₂e (15.6%), driven largely by reductions in Scope 3.

Between FY24 and FY25, emissions decreased by 133.9 tCO₂e (1.4%), a smaller reduction reflecting operational growth and changes within certain Scope 3 categories.

Across the two-year period therefore, emissions reduced by 1,868.1 tCO₂e (15%), demonstrating sustained progress toward our net zero ambition.

Year	Emissions (market based)
FY23	11,130.7 tCO ₂ e
FY24	9,396.5 tCO ₂ e
FY25	9,262.6 tCO ₂ e

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 Limited, 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 Limited’s value chain.

2024 Breakdown



2025 Breakdown



	FY23	FY24	FY25
Scope 1	tCO₂e	tCO₂e	tCO₂e
Stationary combustion	171.6	188.3	173
Mobile combustion	146	92.7	32.4
Refrigerants	7	2.4	0
Total Scope 1	324.6	283.4	205.4
Scope 2	tCO₂e	tCO₂e	tCO₂e
Purchased electricity (location based)	141	134.6	107
Transport	(incl. in scope 1)	9.9	17.4
Total Scope 2 location-based	141	144.5	124.4
Purchased electricity (market-based)	31.8	17.9	0
Transport	(incl. in scope 1)	31.2	58.5
Total Scope 2 location-based	31.8	49.1	58.5
Scope 3	tCO₂e	tCO₂e	tCO₂e
Purchased goods and services	9,437.8	7,960.7	8,136.4
Capital goods	0	0	0
Fuel and energy-related activities	44	46.8	42.8
Upstream transportation and distribution	41	38.4	39.9
Waste generated in operations	8	2.3	1.9
Business travel	16	22.4	4
Employee commuting	280.6	136.9	124
Upstream leased assets	3	0	0
Downstream transportation and distribution	78	151.3	178.8
Processing of sold products	0	0	0
Use of sold products	605	502.4	358.9
End of life treatment	247	165.2	70.6
Downstream leased assets	14	37.5	41.1
Total Scope 3	10,774.4	9,063.9	8,998.4
Total emissions (market-based)	11,130.7	9,396.5	9,262.6

SCOPE 1 AND 2 EMISSIONS

Our ambition was to reach net zero across Scope 1 and 2 emissions by 2025. While this target has not been formally met within the reporting year (see below for rationale), we have made substantial and measurable progress toward it.

Between FY23 and FY25, combined Scope 1 and Scope 2 (market-based) emissions reduced by approximately 26%, reflecting continued investment in fleet electrification, energy efficiency and renewable electricity procurement.

As stated previously, we have achieved our science-based target of 50% reduction (vs a 2019 baseline) by 2030, 5 years ahead of schedule. Our scope 1 and 2 reduction since 2019 is 73%.

During FY24 and FY25, we implemented several methodological updates to ensure our reporting remains fully aligned with the latest GHG Protocol and SBTi guidance. These updates have affected how emissions are accounted for, rather than indicating a reversal in underlying performance.

Renewable Gas Guarantees of Origin certificates (RGGOs)

In previous years, RGGOs were used to support reductions in reported Scope 1 emissions. The guidance is now clearer on the fact that Scope 1 emissions must reflect the fuel physically combusted on site, meaning natural gas is now reported using the standard natural gas emissions factor, regardless of any RGGOs purchased. This change improves consistency and transparency but removes a mechanism previously used to reduce reported Scope 1 emissions.

Electric vehicle (EV) charging reclassification

Some electricity used for EV charging had previously been reported within Scope 1. This has now been correctly reclassified to Scope 2, reflecting that EV charging represents electricity consumption rather than fuel combustion.

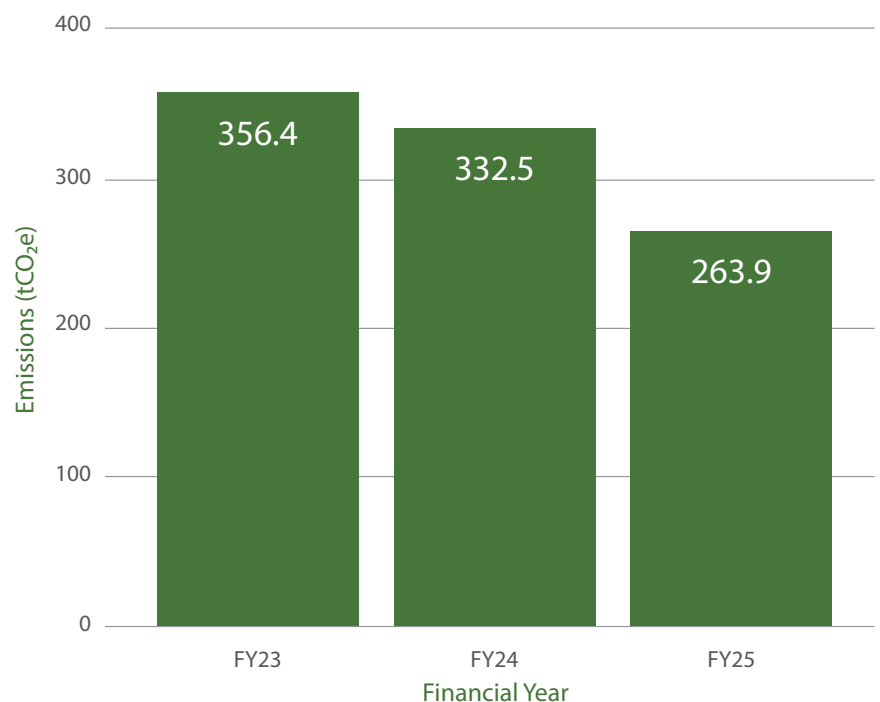
On-site vs. off-site EV charging

Improved data availability has enabled a more accurate split between on-site and off-site EV charging. Electricity used on-site continues to be covered by our low-carbon electricity tariff. Off-site charging, however, must be reported using the residual grid emissions factor under market-based accounting rules. This change has impacted on reported Scope 2 (market-based) emissions in FY25, despite no increase in total electricity consumption.

We believe that transparent, standards-aligned reporting is essential to credible climate action. Although these reporting changes have affected our ability to formally meet our 2025 Scope 1 and 2 net zero target, the overall reduction of 26% over two years (and 73% reduction since our 2019 baseline) demonstrates clear progress and reinforces the strength of our underlying strategy.

We will continue to prioritise electrification, energy efficiency and renewable electricity procurement as we move toward our longer-term net zero ambition.

Combined Scope 1 & 2 (market-based) Emissions



SCOPE 3 EMISSIONS

Scope 3 continues to represent over 95% of total emissions.

The reduction from FY23 to FY24 (1,710.5 tCO₂e or 15.9%) was largely driven by:

- A significant decrease in purchased goods and services
- Reductions in employee commuting
- Lower end-of-life treatment emissions

Between FY24 and FY25, Scope 3 emissions decreased by 65.5 tCO₂e (0.7%), with notable reductions in:

- Business travel and commuting
- Use of sold products
- End-of-life treatment

Encouragingly, emissions from the following areas all continued to decline across the two-year period:

- Waste generated in operations
- Business travel
- Employee commuting
- Use of sold products
- End-of-life treatment

Purchased goods and services remain our highest emissions source, accounting for nearly 90% of Scope 3 in FY25. This reinforces the importance of supplier engagement, circular material thinking, and responsible procurement as critical factors in meeting our Scope 3 net zero target.

Looking ahead

With direct emissions falling sharply and market-based electricity emissions eliminated, the focus now shifts increasingly toward value chain decarbonisation.

Improving supplier data quality, embedding circular design principles, reducing logistics emissions, and working collaboratively across our supply chain will be essential in achieving our 2035 net zero ambition.

We remain committed to continuous monitoring and improvement, and to taking meaningful tangible action across all our entire value chain.





OUR ACTIONS

The future is electric

As part of our emissions reduction strategy, Glasdon is taking meaningful steps to decarbonise both our own operations and our supply chain.

In addition to projects looking at reducing miles travelled overall, across the business the transition to electric vehicles is well underway. All UK-based company cars are now fully electric, while the global company fleet is made up of 81% electric vehicles, 9.5% hybrid, and just 9.5% petrol or diesel. This shift is helping to significantly reduce emissions while supporting the wider transition to low-carbon transport.

And we're making it easier for our people to go electric with additional EV chargers recently installed at our Preston New Road site.

We are also working closely with our logistics partner, Kuehne+Nagel, to reduce the carbon impact of deliveries. K+N now uses one of its 12 electric lorries – provided through government funding – to deliver Glasdon products to one of its hub locations.

Through cleaner vehicles and collaborative partnerships, Glasdon is driving climate action – one journey at a time.



When we renew our electric fleet cars, they are offered to our employees in the first instance – encouraging them to go electric in their personal lives too!

Rethinking energy across our sites

A programme of targeted energy initiatives has been implemented across warehouse, assembly and communal areas to reduce energy use and improve efficiency. These include linking compressed air systems, upgrading stores and assembly lighting to energy-efficient LED technology, and replacing lighting in communal areas. Domestic hot water systems have also been converted from gas to electric, supporting the transition away from fossil fuels.

At our Poulton site, on-site renewable generation has been strengthened through the recommissioning of solar photovoltaic (PV) panels, enabling the site to generate a proportion of its own electricity and reduce reliance on grid power.

Together, these initiatives are helping Glasdon reduce energy demand, cut emissions and build more resilient, future-ready operations.

A positive impact on nature

As Glasdon continues to reduce emissions across our operations, we recognise that some Scope 3 emissions remain unavoidable in the near term. In line with the Science-Based Targets Initiative (SBTi) Net Zero Standard, we're investing in high-quality nature-based removal solutions alongside looking at medium-to-long-term reductions.



Since 2022 we've partnered with Ecologi to support credible woodland creation and global tree planting initiatives. In the UK, investment has supported woodland creation at the Dunalastair estate in Perthshire, Scotland, where **over 120,000 trees have been planted**, with an estimated carbon removal potential of 13,362 tCO₂e over 40 years.

Globally, Glasdon has funded tree planting projects spanning Africa and beyond, alongside verified climate projects. In 2025 alone, nearly 10,000 trees were planted, and our carbon sequestration woodland underwent its first Woodland Carbon Code verification assessment. We look forward to communicating these results in a later report.

Further updates on projects, impacts and nature-based investments will be reported as verification progresses.

SUPPORTING OTHER SDGS

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

3 GOOD HEALTH AND WELL-BEING



A water safety partner to the RLSS

Glasdon has long been a trusted supplier of water safety products such as life rings and rescue buoys, so it made sense to partner with the Royal Life Saving Society (RLSS), which promotes safe water environments throughout the UK.

As a Water Safety Partner to the RLSS, our products, services and innovation get to play a vital role in the RLSS' work of educating people in water safety and promoting safe water-based activities. We were also active in promoting Water Safety Month in May, an awareness campaign aimed at sharing the importance of staying safe in the water.



"We are thrilled to join forces with RLSS UK as Water Safety Partners. This collaboration aligns perfectly with our commitment to delivering high-quality, reliable water safety solutions that increase the chances of successful rescues."

Neil Gilkes, National Sales Manager at Glasdon UK Limited

3 GOOD HEALTH AND WELL-BEING



Championing Martyn's law

The Manchester Arena attack in 2017 resulted in the introduction of new rules for venues and businesses accessible to the public. The Protect Duty, also known as 'Martyn's Law', after Martyn Hett, one of the victims of the Manchester Arena terrorist attack, introduced a 'tiered system' of measures based on venue capacity.

In November 2024, we ran an educational post highlighting the main elements of Martyn's law. We've also highlighted the security benefits of many of our waste management products, such as sack holders and stands with transparent bin bags. These make it easier to quickly detect suspicious items, helping to make public spaces safer and giving greater peace of mind to venue staff and eventgoers.



CHARITY DAYS

Charity Days continue to form an important part of the business, supporting our commitment to social responsibility and community engagement. These activities provide opportunities for colleagues to come together and contribute to meaningful causes.





When you have finished with
this leaflet please recycle it

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