

Corporate and Social Responsibility

Committed to Sustainability

Many of our building products businesses are strongly focused on providing effective solutions to enhance sustainability in the built environment. The group has established leading positions in energy and water management, through brands such as Alumasc, Levolux, Harmer, Gatic and Blackdown.

Health & safety

Alumasc places the highest priority on health and safety matters and seeks to achieve high standards for the well-being of its employees. There is a clear group policy to this effect and it remains the first agenda item for all subsidiary and group board meetings. Achieving an embedded health and safety culture and the reduction of accident risk is the responsibility of management and employees alike.

The group holds regular health and safety best practice days and, in addition, each operating business has local health and safety committees that meet regularly and are subject to an annual health and safety audit, carried out by external consultants, with consequential action plans being monitored in board meetings.

Alumasc's priority is to provide a safe place for our employees to work. The group further improved its safety performance in the year and recorded its third best safety performance on record.

Employees

The table below sets out the gender analysis of Directors, senior management and other employees as required by section 414C (8)(c) of the Companies Act 2006. Information on our employee policies can be found in the Directors' Report on page 57.

Role	Male	Female	Total
Non-Executive Director	5	–	5
Executive Director	2	–	2
Senior managers	47	7	54
Employees	344	111	455
	398	118	516

Environmental and sustainability matters

Alumasc is cognisant of the impact its business operations may have on the environment, and where practicable we seek ways of working to improve our environmental footprint. Our strategy of focusing on building products activities and divesting our engineering and industrial products businesses over recent years

has significantly reduced the impact of the group's operations on the environment.

Many of our building products businesses are strongly focused on providing effective solutions to enhance sustainability in the built environment. The group has established leading positions in water management, through brands such as Alumasc Water Management Solutions, Alumasc Roofing, Gatic and Timloc; and energy management through Levolux and Alumasc Facades.

The Board supports continuous improvements in environmental standards throughout the group. This is achieved through a variety of methods, including product process development, promoting use of recycled materials, waste minimisation, energy efficiency and reducing the emissions from all our operations.

Our programme of environmental audits, carried out and certified by external consultants, has continued through the year. These audits are designed not only to highlight areas in which we can improve, but also to form a basis for our achieving ISO14001:2015 Environmental Management accreditation in a number of our businesses.

The group continues to work with Carbon Footprint Limited, the carbon and sustainability management specialists, as part of our ambition to improve our environmental and sustainability credentials. The full statutory report on our relatively modest greenhouse gas emissions can be found in the Directors' Report on page 58.

All operational sites segregate their process waste to allow direct recovery and recycling. Our obligations to recover and recycle packaging waste are discharged by membership of an independent compliance scheme operated by Valpak.

The wider group is well positioned to benefit from environmentally-driven changes in policy and regulation. In particular, the growing awareness of sustainability and life-cycle cost amongst building and construction specifiers should benefit those group businesses that assist their customers to manage energy and water use in the built environment.

Community

In addition to the wider community benefits arising from our environmental programme, the group supports local community initiatives and a number of charitable donations have been made throughout the year by our subsidiaries including to schools, youth charities and health and armed forces charities. Donations in the year amounted to £1,237 (2015/16: £1,983).

Human rights

Alumasc has long had a culture of seeking to treat people fairly and of being honest and straightforward in its business relationships. As Alumasc comprises a number of relatively small businesses operating from the UK and exporting to mainly developed countries, the Board does not consider it necessary to have a formal human rights policy.

The group does have policies on the related topics of equal employment rights and communication with employees, as detailed in the Directors' Report. It also has the following policies in place, all of which can be found on the company's website (www.alumasc.co.uk):

- Code of Conduct;
- Bribery and Corruption; and
- Whistleblowing.

Modern Slavery Act 2015

The Alumasc Group plc has a zero-tolerance approach to modern slavery and is committed to act ethically and comply with all laws and regulations, which are relevant to the group's businesses and in countries where the group operates. The group expects its suppliers to hold their own suppliers to the same high standards. The full statement and policy can be found on our website.