

# Corporate Social Responsibility

## Health & Safety

Health & Safety is Alumasc's number one priority, and this is reflected in how we run and manage our business. There is a clear Group policy on Health & Safety, and it remains the first agenda item for Group and divisional Board meetings. Achieving an embedded health and safety culture and zero-harm approach is a focus for every employee; both management and staff.

The Group holds regular health and safety best practice days and other types of training including courses for supervisors. Operating businesses and sites have Health & Safety Committees. External consultants conduct regular Health & Safety audits. Action plans from Health & Safety audits are monitored by management and progress reviewed at Board meetings. All Alumasc Group locations improved upon already high scoring audit results in 2018/19 and we have a focus on following best practices.

Near miss reporting has remained at the same high level of the prior year. In addition, the number of days lost in the workplace relating to accidents reduced by 37%.

Our principal health and safety KPI, the performance rate index (a relative measure capturing the total number of lost time and other safety incidents, relating the result to the overall number of hours worked), improved to 2.7 (2018: 4.3). The improvement in Health & Safety performance over the last year is consistent with the long-term trend, due to focus and continuous improvement by both management and employees. Health & Safety initiatives include robust risk assessments and we work continuously to ensure that improvements are implemented.



### Fundraising for charities

As part of a fundraiser for CLIC Sargent Alumasc Water Management Solutions held a raffle and raised £500.

### Money raised

£500



### Supporting our community

We support our local community, by providing use of our car park for a day nursery and on other occasions by Burton Park Wanderers FC and for Kettering Town FC.





### Supporting our community

As part of our programme of supporting our Community, Wade were part of "Halstead in Bloom" and were sponsors of the programme.

### Supporting our community

Alumasc supports local community initiatives and a number of charitable donations have been made throughout the year by the Group, following fundraising activities. We also help our local football and rugby clubs in Burton Latimer. In particular, we support our local community, football clubs and a day nursery by allowing them use of our car park for key events. Alumasc also supports the British Legion Poppy Appeal. In addition, Rainclear held a Cup Cake Bake-off for the Alzheimer's Society and raised £60.

### Diversity

Alumasc is an equal opportunities employer and its policies for recruitment, training, career development and promotion are based on the aptitude and abilities of the individual regardless of religion, ethnicity, gender and sexual orientation. Employees with disabilities are afforded equality of opportunity in respect of entering and continuing employment with us. The Group aims to provide training opportunities that are identical, as far as possible, for disabled and non-disabled employees. Should employees become disabled after joining the Company, every effort is made to ensure that employment continues, and appropriate training is given. A formal Equality and Diversity Policy has been approved by the Group Board and applies to all our businesses. We recognise the benefits of encouraging diversity throughout the business and believe that this will contribute to our continued success.

Role	Male	Female	Total
Non-executive Director	5	0	5
Executive Director	2	0	2
Senior Managers	39	7	46
Employees	339	120	459
	385	127	512

We are committed to promoting diversity and equal opportunities from recruitment, employment and career progression to learning and development. We recognise the benefit of calling on the widest range of experience knowledge and skills.

### Employee helpline

We do have a confidential employee assistance helpline that is available free to all staff. We publicise the telephone number on our notice boards and make staff aware of this service. The helpline has been obtained from a supplier that operates 24/7. Counselling and wellbeing services can be accessed via an app.

Employees are informed of changes in the business and general financial and economic factors influencing the Group, through briefing sessions and presentations. We are always looking at ways to improve communications to motivate employees. Alumasc values the views of its employees and consults with them about matters that affect them and the business. Some sites issue quarterly internal newsletters with Company updates, community/charitable events and employee related news.

### Helping our employees

We have helped our non-UK employees at Timloc where 25% of employees are EU nationals, with their applications to settle in the UK by explaining how to use the app. Tutorials and hand-outs were provided in Timloc to help EU employees register when they have "settled", or non-UK "pre-settled", status. The aim being that all employees at Timloc will have settled or pre-settled status by 31 October 2019.

### Environmental and sustainability matters

Alumasc recognises its responsibility to protect the environment. As a business we are focused on using materials that can be re-used, especially metals. The Group seeks to improve its environmental footprint by looking at new more energy efficient technologies and by reducing emissions. Our strategy of focusing on building products activities and divesting our former Engineering and Industrial Products businesses over recent years has significantly reduced the Group's impact on the environment, (see the CO<sub>2</sub> emissions chart on page 27). During the year we have approved investments with some of our overseas suppliers to move to more environmentally-friendly methods of casting to help protect the environment.

Most of Alumasc's businesses are focused on providing effective solutions to enhance sustainability in the built environment. Alumasc has established leading positions in water management, through brands such as Alumasc Water Management Solutions, Wade, Gatic, Alumasc Roofing and Rainclear; and energy management through Levelux.

## Corporate Social Responsibility *continued*

### Packaging and recycling

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. Alumasc used the services of Valpack to help the business comply with the requirements of the packaging waste regulations and to ensure that our submissions are as accurate as possible. During the year Alumasc reduced its obligated tonnage due to the sale of the Facades business and better business processes including increased accuracy of reporting.

Our environmental audits are certified by external consultants. These audits are part of our internal programme to maintain our ISO14001:2015 Environmental Management accreditation in several of our businesses.



### Fundraising for charities

Events at Rainclear included a Cup Cake Bake-off for the Alzheimer's Society, that raised £60 and they also took part in the #GreatSconeBake for the National Trust (even though there was a stocktake)!

### Money raised

# £60

### Greenhouse gas ("GHG") emissions data

Carbon Footprint Limited work with the Alumasc Group to help us monitor and report our GHG emissions and to help us improve our energy efficiency. The Group aims to reduce carbon emissions year-on-year. Reductions in our emissions have resulted from:

- The Group invested over £1 million in new factory machinery at Timloc and as a result had significantly reduced energy consumption as detailed in the chart opposite marked (a);
- The Group has a particularly low energy usage at Wade International. The factory at Wade has roof-top solar panels generating power for its manufacturing operations and any surplus electricity generated being sold back to the national grid.

The table opposite marked (b) demonstrates the Group's reduced emissions.

The graph opposite marked (c) demonstrates the Group's continuing reduction in emissions.

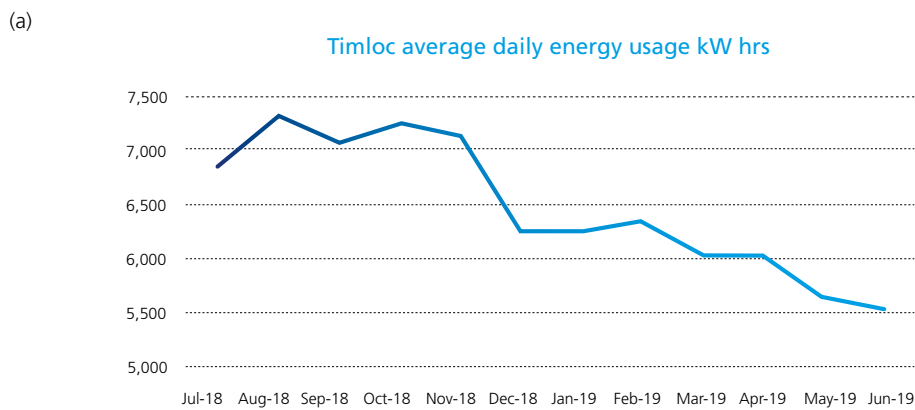
Group companies are continually reviewing energy consumption and considering new technologies to deliver on-going reductions in emissions.

### Human Rights and Modern Slavery Act 2015

Alumasc treats people fairly and we are honest and straightforward in all our business relationships. We have established long-term relationships built on trust and reliability.

Following the enactment of the Modern Slavery Act 2015, Alumasc introduced a Modern Slavery and Human Trafficking Policy. 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. The Group expects its suppliers and those in the supply chain, where possible, to confirm that all suppliers have the same policies. The latest Modern Slavery Statement and previous disclosures are available at [www.alumasc.co.uk](http://www.alumasc.co.uk).

The Group has policies on equal employment rights, Business Ethics, Anti-Bribery and Corruption, Equality and Diversity, and Whistleblowing. Additionally, the Group has other policies, including Health & Safety and Share Dealing. Key policies can be found on our website at [www.alumasc.co.uk](http://www.alumasc.co.uk).



(b)

	Tonnes of CO <sub>2</sub> e	
	2017/18	2018/19
<b>Total Group Emissions</b>		
Scope 1	1,827	1,615
Scope 2	1,652	1,282
Scope 3	574	586
<b>Total (scopes 1 &amp; 2 only)</b>	<b>3,480</b>	<b>2,897</b>
<b>Total (scopes 1, 2 &amp; 3)</b>	<b>4,054</b>	<b>3,484</b>

Scope 1 & 2 emissions normalised to per employee (tCO <sub>2</sub> e)	6.2	5.6
Scope 1 & 2 emissions normalised to per £million turnover (kgCO <sub>2</sub> e)	34.4	32.0

Total tCO <sub>2</sub> e	Total tCO <sub>2</sub> e/employee	Total kgCO <sub>2</sub> e/turnover (£m)
3,484	5.6	32.0

