

Introduction

At Hambleside Danelaw, sustainability is a guiding principle that shapes our operations, culture, and long-term strategy. As a UK-based manufacturer of roofing systems, rooflights, and ventilation solutions, we are committed to delivering innovative, high-performance products that support the construction industry’s transition to a more sustainable built environment.

Our operations are based in Daventry, where we apply responsible manufacturing practices across our supply chain—from raw material sourcing and energy efficiency to waste reduction and product lifecycle design. Environmental management is embedded in our processes through a certified ISO 14001 system, ensuring continuous improvement in resource use, emissions reduction, and pollution prevention. We actively invest in renewable energy, low-carbon technologies, and circular economy principles to reduce our environmental footprint and contribute to climate resilience.

Ethics and social governance are equally central to our approach. We foster a culture of integrity, inclusivity, and transparency, guided by strong ethical standards and compliance frameworks. Our workforce policies promote equal opportunity, diversity, and employee wellbeing, while our governance structures ensure accountability and responsible decision-making. We engage with employees, customers, and suppliers to uphold human rights, prevent discrimination, and promote ethical conduct throughout our value chain.

This report outlines our progress across key environmental, social, and governance (ESG) areas, aligned with the United Nations Sustainable Development Goals (SDGs). It reflects our commitment to responsible business practices and our vision for a more sustainable and resilient future.

Reporting Scope

This Sustainability Report presents Hambleside Danelaw’s environmental, social, and governance (ESG) performance for the calendar year 1 January 2024 to 31 December 2024. Where relevant, data from 2021 onwards is included to provide historical context and demonstrate progress over time. The report covers all operations at our Daventry site, encompassing manufacturing, administration, and supply chain engagement. It reflects our commitment to transparency, continuous improvement, and responsible business practices, and is aligned with the United Nations Sustainable Development Goals (SDGs). Key focus areas include environmental performance (greenhouse gas emissions, energy use, waste management, and air quality), social performance (health and safety, employee development, diversity, and human rights), and governance (ethics, anti-corruption, customer safety, and supplier engagement). The scope also includes our certifications to ISO 45001, ISO 14001, ISO 9001, ISO 14064, Cyber Essentials, and our Gold EcoVadis rating achieved in 2024.

Data Collection and Period

The data presented in this report covers the period from 1 January 2023 to 31 December 2024, with historical data referenced from 2021 where applicable. All figures are based on internal monitoring systems, verified third-party certifications, and stakeholder engagement feedback. Data sources include internal records, environmental monitoring equipment and software, supplier assessments, and audits conducted by certification bodies. Where formal targets have not yet been established, baseline data is provided to support future goal setting and performance tracking. Hambleside Danelaw is committed to ensuring the accuracy and reliability of all reported

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data and will continue to enhance its data collection processes to support informed decision-making and transparent sustainability reporting.

Responsibilities

At Hambleside Danelaw, sustainability is a shared responsibility across all levels of the organisation. Our approach is guided by leadership commitment, cross-functional collaboration, and employee engagement to ensure that environmental, social, and governance (ESG) principles are embedded into daily operations and long-term planning.

The QHSE Manager oversees the integration and maintenance of our certified management systems, including ISO 45001, ISO 14001, ISO 9001, ISO 14064. This role also leads sustainability reporting, performance tracking, and continuous improvement initiatives.

Senior Management is responsible for setting strategic direction, approving sustainability targets, and ensuring alignment with business objectives and stakeholder expectations. They play a key role in fostering a culture of accountability and ethical conduct.

Department Managers and Supervisors are accountable for implementing sustainability practices within their teams, including health and safety compliance, waste management, energy efficiency, and employee development. They also support data collection and reporting efforts.

Employees contribute by participating in training, following safe and sustainable work practices, and engaging in initiatives that support our environmental and social goals. Their feedback and involvement are essential to driving meaningful change.

We also extend our responsibilities to our suppliers and partners, encouraging them to adopt sustainable and ethical practices through our Supplier Code of Conduct and sustainability assessments.

Together, these roles ensure that Hambleside Danelaw remains committed to transparency, continuous improvement, and responsible business conduct in line with the UN Sustainable Development Goals.

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Environmental Performance:

Volatile Organic Compounds (VOC) – Acetone Emissions

Total weight of air pollutants (Acetone VOC in kg)	Target	Baseline (Estimated)	
	To be set	2023	2024
		1,850.00	1,850.00

In 2023 and 2024, Hambleside Danelaw recorded an estimated 1,850 kg of Acetone VOC emissions annually. This stable baseline reflects consistent operational practices and effective emission control measures. However, in line with our commitment to continuous improvement and environmental responsibility, we recognise the need to establish a formal reduction target.

Setting a target for 2025 will support our alignment with the UN Sustainable Development Goals, particularly:

SDG 12: Responsible Consumption and Production – by promoting more efficient use of materials and reducing harmful emissions.

SDG 13: Climate Action – through proactive environmental management and emission reduction strategies.

SDG 3: Good Health and Well-being – by minimising air pollutants that can impact worker and community health.

This initiative will also reinforce our compliance with ISO 14001 and our broader sustainability strategy, while demonstrating leadership in environmental stewardship within the construction products sector.

GHG Emissions

Total gross Scope 1 GHG emissions (tones of CO2 equivalent)	Target	Baseline			
	5% reduction by 2026	2021 119.88	2022 114.52	2023 110.66	2024 105.2
Total gross Scope 2 GHG emissions (tones of CO2 equivalent)	Target	Baseline			
	1% reduction by 2026	2021 175.8	2022 171.06	2023 174.59	2024 157.45
Total gross Scope 3 GHG emissions (tones of CO2 equivalent)	Target				
	1% reduction by 2026	2021 67.82	2022 62.86	2023 61.63	2024 55.45
Total gross Scope 3 Downstream GHG emissions (tones of CO2 equivalent)	Target	Baseline			
	See Total Scope 3	2021 46.7	2022 47.21	2023 46.53	2024 41.53
Total gross Scope 3 Upstream GHG emissions (tones of CO2 equivalent)	Target	Baseline			
	See Total Scope 3	2021 21.12	2022 16.65	2023 15.1	2024 13.92

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Hambleside Danelaw has demonstrated consistent progress in reducing greenhouse gas emissions across all scopes:

Scope 1 emissions decreased from 119.88 tCO₂e in 2021 to 105.2 tCO₂e in 2024, moving steadily toward the 5% reduction target by 2026.

Scope 2 emissions showed a notable drop from 175.8 tCO₂e in 2021 to 157.45 tCO₂e in 2024, exceeding the trajectory for the 1% reduction target.

Scope 3 emissions (total) declined from 67.82 tCO₂e in 2021 to 55.45 tCO₂e in 2024, with both upstream and downstream components contributing to the reduction.

This performance reflects our commitment to climate action and aligns with the following UN Sustainable Development Goals:

SDG 13: Climate Action – through measurable reductions in carbon emissions.

SDG 12: Responsible Consumption and Production – by improving supply chain sustainability and energy efficiency.

We will continue to monitor and report emissions data, enhance energy management practices, and engage suppliers and stakeholders to meet our 2026 targets.

Energy Consumption and Renewable Energy Use

Total energy consumption (kWh)	Target		Baseline
	To be set	2023	2024
		843,114.00	760,424.00

Total renewable energy consumption (kWh)	Target		Baseline
	10% of overall energy usage	2023	2024
		103,219.00	113,259.00

Hambleside Danelaw continues to make progress in reducing overall energy consumption and increasing the share of renewable energy in its operations.

Total energy consumption decreased from 843,114 kWh in 2023 to 760,424 kWh in 2024.

Renewable energy consumption increased from 103,219 kWh to 113,259 kWh, representing 12.24% and 14.89% of total energy use respectively exceeding the 2026 target of 10%.

This improvement is supported by the installation of solar panels on-site and the procurement of green energy certified electricity, reinforcing our commitment to sustainable energy sourcing.

These efforts align with the following UN Sustainable Development Goals:

SDG 7: Affordable and Clean Energy – by investing in renewable infrastructure and certified green energy.

SDG 12: Responsible Consumption and Production – through energy efficiency and sustainable resource use.

SDG 13: Climate Action – by reducing carbon emissions associated with energy consumption.

We will continue to expand our renewable energy capacity and optimise energy use across operations to support long-term sustainability goals.

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Waste Management

Total weight of hazardous waste (kg)	Target	Baseline	
	To be set	2023	2024
		3,980.00	4,658.00

Total weight of non-hazardous waste (kg)	Target	Baseline	
	To be set	2023	2024
		361,545.00	326,046.00

Total weight of waste recovered	Target	Baseline	
	To be set	2023	2024
		13,511.00	10,088.00

Hambleside Danelaw continues to monitor and manage its waste streams with a focus on reduction and recovery:

Hazardous waste increased from 3,980 kg in 2023 to 4,658 kg in 2024, indicating a need to review handling and disposal practices.

Non-hazardous waste decreased from 361,545 kg to 326,046 kg, reflecting improved material efficiency and waste minimisation efforts.

Recovered waste declined from 13,511 kg to 10,088 kg, suggesting an opportunity to enhance recycling and recovery initiatives.

While formal targets are yet to be set, these trends provide a baseline for future performance improvement. We aim to strengthen our waste management strategy by increasing recovery rates, reducing hazardous outputs, and promoting circular economy principles.

This work supports alignment with the UN Sustainable Development Goals, particularly:

SDG 12: Responsible Consumption and Production – by reducing waste generation and improving recovery.

SDG 13: Climate Action – through better waste handling and reduced environmental impact.

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Social Performance:

Workforce Hours and Operational Stability

Number of hours worked	Target	Baseline (Estimated)	Estimated regarding data collected for 2025
	n/a	2023	2024
		170,000.00	170,500.00

In 2023 and 2024, Hambleside Danelaw recorded an estimated 170,000 and 170,500 hours worked, respectively. These figures reflect a stable workforce and consistent operational activity across both years. While no formal target has been set, the data collected for 2025 will help inform future workforce planning and resource allocation.

This performance supports our alignment with the UN Sustainable Development Goals, particularly:

SDG 8: Decent Work and Economic Growth – by maintaining stable employment levels and ensuring safe, productive working conditions.

SDG 3: Good Health and Well-being – through ongoing efforts to monitor and manage working hours to prevent fatigue and support employee wellness.

SDG 12: Responsible Consumption and Production – by optimising labour resources in line with sustainable production practices.

As we continue to refine our data collection and reporting processes, we aim to use this insight to enhance workforce wellbeing, operational efficiency, and long-term sustainability.

Occupational Health and Safety – Days Lost to Work-Related Injuries and Ill Health

Number of days lost to work-related injuries and ill health	Target		Baseline		
	10% reduction by 2026	2021	2022	2023	2024
		0	9	6	9

Hambleside Danelaw has committed to a 10% reduction in days lost to work-related injuries and ill health by 2026, using 2022 as the baseline year.

While the reduction in 2023 was encouraging, the increase in 2024 highlights the need for renewed focus on preventative measures, incident investigation, and employee wellbeing initiatives. We remain committed to achieving our 2026 target through enhanced safety training, improved risk assessments, and proactive health monitoring.

This initiative supports our alignment with the UN Sustainable Development Goals, particularly:

SDG 3: Good Health and Well-being – by promoting safe and healthy working environments.

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SDG 8: Decent Work and Economic Growth – through the protection of workers’ rights and the reduction of occupational risks.

Continued monitoring and engagement with our workforce will be key to driving improvement and ensuring a safe, resilient workplace.

Workplace Safety – Work-Related Accidents

Number of work-related accidents	Target	Baseline			
	10% reduction by 2026	2021	2022	2023	2024
		15	20	14	15

Hambleside Danelaw has committed to a 10% reduction in work-related accidents by 2026, using 2021 as the baseline year. The recorded figures are as follows:

The increase in 2022 was followed by a notable improvement in 2023, demonstrating the effectiveness of targeted safety interventions. However, the return to baseline levels in 2024 indicates the need for sustained focus on hazard identification, behavioural safety, and employee engagement.

This initiative supports our alignment with the UN Sustainable Development Goals, particularly:

SDG 3: Good Health and Well-being – by reducing the risk of injury and promoting a safe working environment.

SDG 8: Decent Work and Economic Growth – through the protection of workers’ rights and the promotion of safe, secure workplaces.

We will continue to strengthen our safety culture through training, incident analysis, and proactive risk management to ensure progress toward our 2026 target.

Accident Frequency Rate (AFR)

Accident AFR	Target	Baseline			
	< or = 10	2021	2022	2023	2024
		9.27	12.9	8.78	7.76

Hambleside Danelaw has set a target to maintain an AFR of ≤ 10 as part of its commitment to workplace safety and continuous improvement.

After exceeding the target in 2022, corrective actions and renewed safety initiatives contributed to a significant improvement in 2023 and 2024, with AFR falling below the target threshold. This demonstrates the effectiveness of our safety management systems and employee engagement in hazard prevention.

This performance aligns with the following UN Sustainable Development Goals:

SDG 3: Good Health and Well-being – by reducing workplace injuries and promoting a culture of safety.

SDG 8: Decent Work and Economic Growth – through the provision of safe and secure working conditions for all employees.

We will continue to monitor AFR closely and invest in training, incident analysis, and preventative measures to sustain and further improve performance.

Employee Development – Average Training Hours

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Average hours of training per employee	Target	Base year (Estimated)	
	12 hrs per employee annually by 2026	2023	2024
		3	3

Hambleside Danelaw has set a target to achieve 12 hours of training per employee annually by 2026. In both 2023 and 2024, the average training hours per employee were recorded at 3 hours, based on estimated data.

While this indicates a consistent baseline, it also highlights a significant opportunity for improvement. Increasing training hours will not only support skill development and operational excellence but also contribute to employee engagement and retention.

This initiative aligns with the following UN Sustainable Development Goals:

SDG 4: Quality Education – by promoting lifelong learning and professional development opportunities for all employees.

SDG 8: Decent Work and Economic Growth – through investment in workforce capability and productivity.

To meet our 2026 target, we plan to expand training programmes, improve tracking systems, and encourage participation across all departments.

Gender Diversity – Percentage of Women Employed

Percentage of women employed in the whole organisation	Target	Base year (Estimated)	
	n/a	2023	2024
		25	29.6

In 2023, women represented 25% of Hambleside Danelaw’s workforce. This increased to 29.6% in 2024, based on estimated data. While no formal target has been set, this upward trend reflects positive progress toward greater gender diversity and inclusion across the organisation.

Promoting gender balance is a key component of our broader commitment to equality, opportunity, and inclusive growth. Continued efforts in recruitment, development, and retention will be essential to sustaining this momentum.

This progress supports alignment with the UN Sustainable Development Goals, particularly:

SDG 5: Gender Equality – by fostering equal opportunities and representation in the workplace.

SDG 8: Decent Work and Economic Growth – through inclusive employment practices that support a diverse and resilient workforce.

We will continue to monitor and report on gender representation as part of our commitment to transparency and social responsibility.

Workforce Diversity – Non-British Employees

Percentage of employees from a minority or vulnerable group in the whole organisation (non-British employees)	Target	Base year (Estimated)	
	n/a	2023	2024
		20	19

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In 2023, 20% of Hambleside Danelaw’s workforce identified as non-British, with a slight decrease to 19% in 2024, based on estimated data. While no formal target has been set, this data provides valuable insight into the cultural diversity of our organisation and highlights the importance of inclusive employment practices.

We recognise that fostering a diverse workforce contributes to innovation, resilience, and a more inclusive workplace culture. Continued efforts in recruitment, onboarding, and employee support will help ensure that all individuals, regardless of background, feel valued and empowered.

This initiative aligns with the UN Sustainable Development Goals, particularly:

SDG 10: Reduced Inequalities – by promoting inclusive hiring and equal opportunities for underrepresented groups.

SDG 8: Decent Work and Economic Growth – through fair and inclusive employment practices that support workforce diversity.

We will continue to monitor and report on workforce composition as part of our commitment to equity, inclusion, and social responsibility.

Human Rights, Discrimination, and Harassment – Incident Reporting

Human rights violation incident report	Target		
	0	2023	2024
		0	0
External stakeholder human rights incident reports	Target		
	0	2023	2024
		0	0
Discrimination and Harassment incident report	Target		
	0	2023	2024
		0	0

Hambleside Danelaw recorded zero incidents across the following categories in both 2023 and 2024:

- Human rights violations (internal)
- Human rights concerns raised by external stakeholders
- Discrimination and harassment incidents

These results reflect our strong commitment to maintaining a respectful, inclusive, and rights-based working environment. While zero incidents is a positive indicator, we remain vigilant and proactive in promoting awareness, providing training, and ensuring robust reporting mechanisms are in place.

This performance supports our alignment with the UN Sustainable Development Goals, particularly:

SDG 5: Gender Equality – by fostering a workplace free from discrimination and harassment.

SDG 8: Decent Work and Economic Growth – through the protection of labour rights and promotion of safe, inclusive working conditions.

SDG 10: Reduced Inequalities – by ensuring equal treatment and opportunities for all employees, regardless of background.

We will continue to uphold and strengthen our human rights policies and procedures to ensure a safe and equitable environment for all stakeholders.

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Governance and Compliance:

Anti-Corruption – Incident Reporting

Number of confirmed corruption incidents	Target		
	0	2023	2024
		0	0

Hambleside Danelaw recorded zero confirmed corruption incidents in both 2023 and 2024, in line with our zero-tolerance policy on unethical conduct. This reflects our strong governance framework, internal controls, and commitment to ethical business practices.

We continue to uphold transparency and integrity across all operations, supported by regular training, clear reporting channels, and compliance with relevant legal and regulatory standards.

This performance aligns with the *UN Sustainable Development Goal*

SDG 16: Peace, Justice and Strong Institutions, which promotes accountability, anti-corruption measures, and strong governance.

We remain committed to maintaining a corruption-free environment and will continue to monitor, educate, and reinforce ethical standards throughout the organisation.

Customer Health and Safety – Incident Reporting

Customer health and safety reports	Target		Baseline
	To be set	2023	2024
		0	0

Hambleside Danelaw recorded zero customer health and safety incidents in both 2023 and 2024, based on available data. While a formal target is yet to be established, this outcome reflects our commitment to product safety, regulatory compliance, and responsible manufacturing practices.

We continue to prioritise customer wellbeing through rigorous quality assurance, product testing, and clear communication of safety information. Maintaining this performance is essential to building trust and ensuring long-term customer satisfaction.

This aligns with the UN Sustainable Development Goals, particularly:

SDG 3: Good Health and Well-being – by ensuring that our products do not pose risks to users.

SDG 12: Responsible Consumption and Production – through safe product design and transparent safety standards.

We will continue to monitor and report on customer safety metrics and explore opportunities to strengthen our product stewardship framework.

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Business Ethics – Employee Training

Percentage of employees training on business ethics	<i>Target</i>		Baseline
	<i>To be set</i>	2023	2024
		0	32

In 2024, 32% of Hambleside Danelaw employees received training on business ethics, compared to 0% in 2023. While a formal target is yet to be set, this marks a significant step forward in embedding ethical awareness across the organisation.

The training programme covers key topics such as anti-corruption, fair treatment, responsible decision-making, and compliance with company policies. This initiative is part of our broader commitment to fostering a culture of integrity and accountability.

Our progress supports alignment with the UN Sustainable Development Goals, particularly:

SDG 16: Peace, Justice and Strong Institutions – by promoting ethical conduct, transparency, and strong governance.

SDG 8: Decent Work and Economic Growth – through responsible business practices and employee empowerment.

We aim to expand ethics training to all employees and integrate it into onboarding and continuous development programmes.

Supplier Responsibility – Code of Conduct and Sustainability Assessments

Percentage of targeted suppliers who signed the supplier code of conduct	<i>Target</i>		Baseline
	<i>To be set</i>	2023	2024
		n/a	0

Percentage or number of targeted suppliers covered by a sustainability assessment	<i>Target</i>		Baseline
	<i>To be set</i>	2023	2024
		n/a	7%

Hambleside Danelaw is in the early stages of formalising its supplier responsibility framework. As of 2024:

Percentage of targeted suppliers who signed the Supplier Code of Conduct: *Data not yet available*

Percentage of targeted suppliers covered by a sustainability assessment: 7%

While formal targets are yet to be established, these initial steps reflect our commitment to extending ethical and sustainable practices throughout our supply chain. We aim to increase supplier participation in both areas through clearer expectations, engagement, and capacity-building.

This initiative supports alignment with the UN Sustainable Development Goals, particularly:

SDG 12: Responsible Consumption and Production – by promoting sustainable practices across the value chain.

SDG 8: Decent Work and Economic Growth – through ethical sourcing and supplier accountability.

SDG 16: Peace, Justice and Strong Institutions – by encouraging transparency and integrity in supplier relationships.

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We will continue to develop our supplier code of conduct programme and expand sustainability assessments to ensure responsible procurement and supply chain resilience.

Management Systems and Third-Party Certifications

Hambleside Danelaw maintains a robust and integrated management system, supported by internationally recognised certifications:

ISO 45001 – Occupational Health and Safety

ISO 14001 – Environmental Management

ISO 9001 – Quality Management

ISO 14064 – Greenhouse Gas Emissions Accounting and Verification

Cyber Essentials – Demonstrating our commitment to cybersecurity and protection against common cyber threats

In 2024, Hambleside Danelaw also achieved a Gold rating from EcoVadis, placing the company among the top performers globally in sustainability, ethics, labour practices, and supply chain responsibility.

These certifications reflect our dedication to continuous improvement, operational excellence, and responsible business practices. They also support alignment with key UN Sustainable Development Goals, including:

SDG 9: Industry, Innovation and Infrastructure

SDG 12: Responsible Consumption and Production

SDG 13: Climate Action

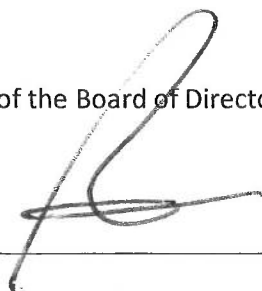
SDG 16: Peace, Justice and Strong Institutions

We will continue to uphold these standards and pursue further improvements across all areas of our management system.

Validated, signed and dated on behalf of the Board of Directors of Hambleside Danelaw Limited

Commercial Director

Signature



Date

13.08.25

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