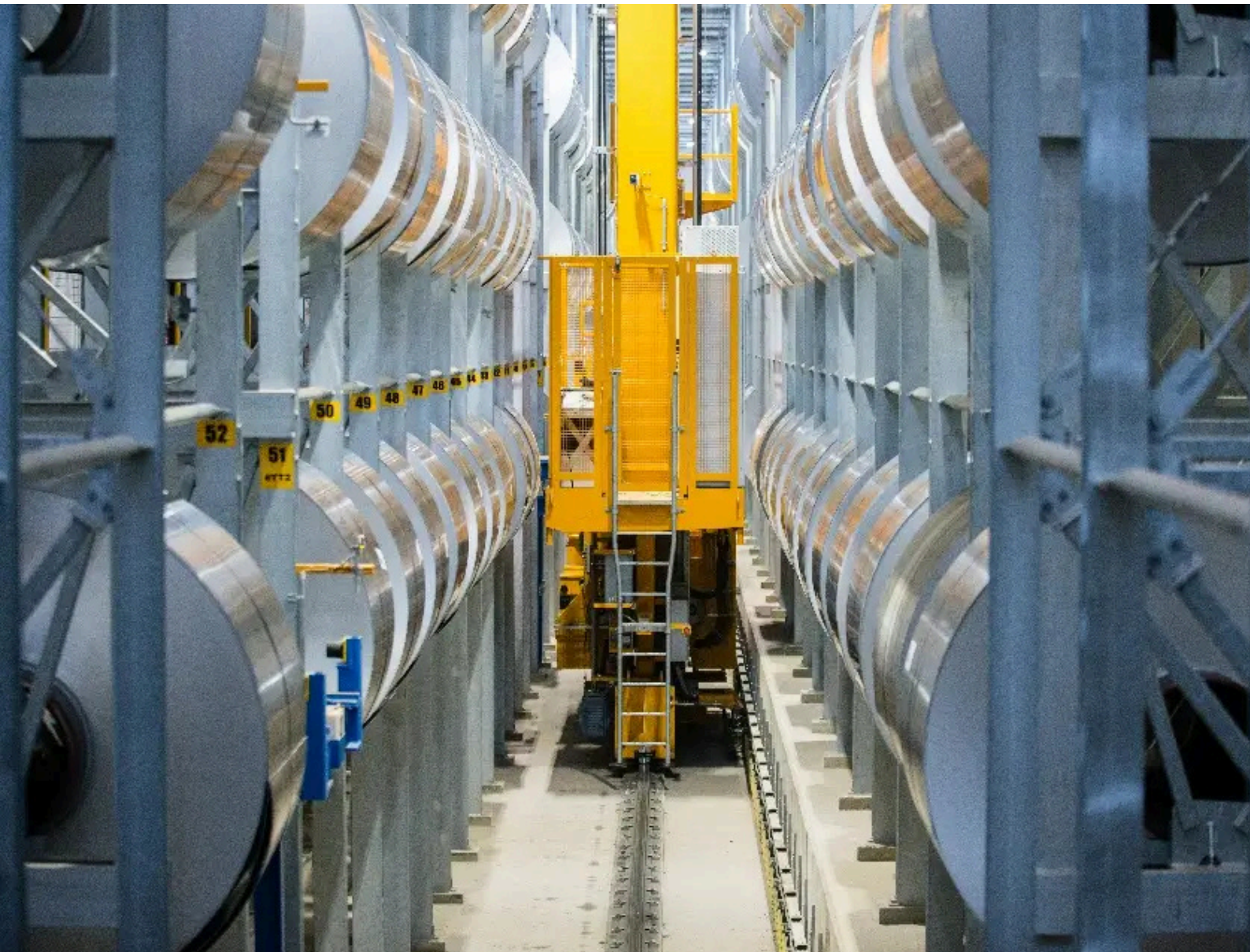


SUSTAINABILITY INFOGRAPHIC 2024



Environment

DECARBONISATION OF OUR OPERATIONS



Figure 1: Total Scope 1 and 2 Emissions by year.

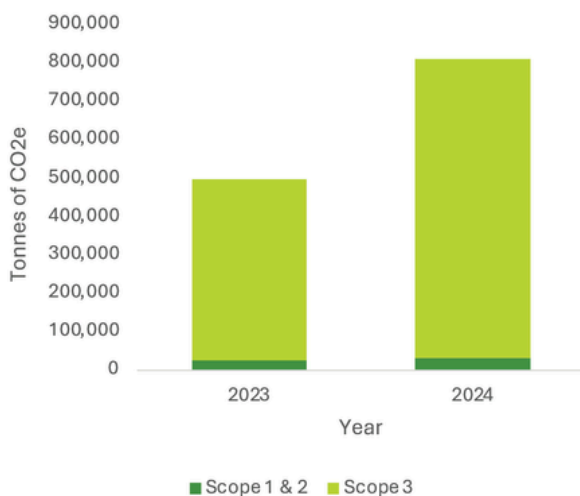


Figure 2: Total Scope 1, 2 and 3 Emissions by year.

In comparison to our baseline year of 2018, we have observed a trend of decreasing Scope 1 and 2 emissions by 29.3%.

Scope 3 emissions started to be recorded from 2023. To highlight the significance of our Scope 3 emissions, data recorded in 2023 and 2024 demonstrates a 95% and 96% contribution to our total emissions generated for these respective years.

Trend of decreasing scope 1 and 2 emissions by

29.3%

Environment

ENERGY EFFICIENCY



Figure 3: Total Energy consumption by year.

Our electricity and gas consumption between 2020-2024, shows that we have observed a notable declining trend of 30.9% in both electricity and gas usage.

30.9%
Reduction in electricity
and gas consumption

We are proud to report that we have observed a declining trend in water consumption. In 2024 our water consumption had decreased by 63% when compared with our baseline year.

63%

Reduction in water
consumption compared
to baseline year

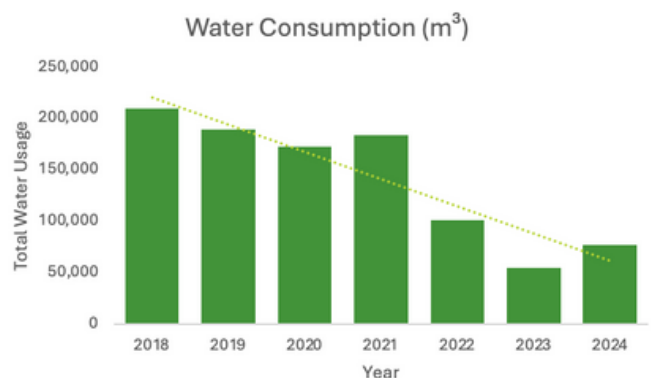


Figure 4: Total Water consumption by year.

Environment

REDUCING WASTE GENERATION

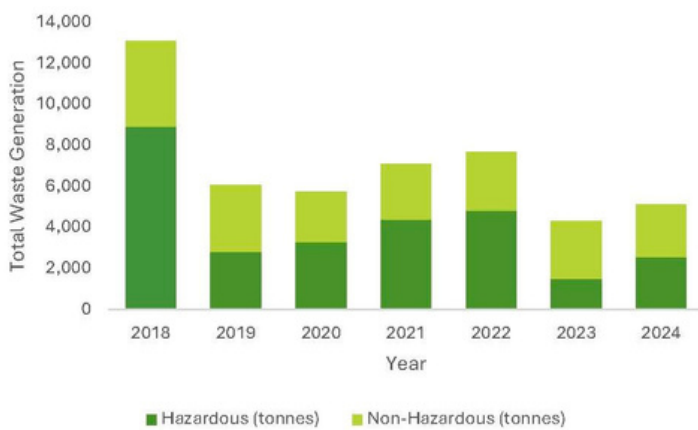


Figure 5: Total Waste tonnage by year.

60.8%

Reduction in total waste generation since 2018

In the year of 2024, we witnessed an absolute waste decline (hazardous and non-hazardous) of 60.8% in comparison to our 2018 base rate.

INCIDENTS & SPILLS

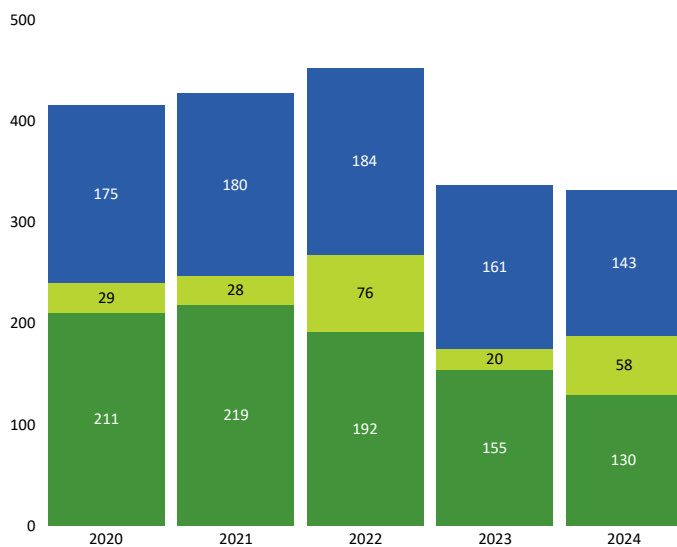
Some activities resulting from Bridgnorth Aluminium's operations have potential for pollution incidents and spills to occur. We have the required management systems and procedures in place should a pollution incident or spill take place. Appropriate staff are trained to deal with any such incidents to mitigate against possible impacts. During 2020-2024 we experienced two pollution / spill incidents, both were reported to the Environment Agency. Notification at this level is determined by an incident which has the potential to cause or result in environmental harm. In response of both incidents a root cause analysis investigation was undertaken to determine the failings which caused the events to occur. Findings were shared with key stakeholders, in addition to a structured plan of corrective actions to ensure no reoccurrence.

Incident 1: Emulsion spill occurring on the 3rd September 2020. The incident involved an estimated 150-200 litres of emulsion (consisting of a 3% oil concentration) entering the site interceptor, with a small proportion likely discharged to the River Severn, though this was not deemed to have caused ecological harm.

Incident 2: High level of Hydrogen Chloride reported in stack emissions testing on the 10th August 2022. This incident exceeded our permitted concentration limit of Hydrogen Chloride, leading to Bridgnorth Aluminium reporting to the Environment Agency.

Social

EMPLOYEE CHARACTERISTICS



Diverse and inclusive workforce across age groups

Age Distribution



Employee Characteristics						
	Year	2020	2021	2022	2023	2024
Direct employees						
<i>Full and part-time employees with permanent or fixed contracts. Headcount includes interns, trainees, employees on maternity leave and long-term absence.</i>						
Male		377	384	413	338	280
Female		38	43	39	36	34
Permanent direct employees						
Male		379	390	411	338	280
Female		36	37	38	36	34
Temporary direct employees						
Male		0	0	2	0	0
Female		0	0	1	0	0
Indirect employees						
<i>Not paid through company payroll or any other method but through a third-party provider.</i>						
Male		0	0	0	0	0
Female		0	0	0	0	0
Total headcount		415	427	452	374	314

Social

EMPLOYEE CHARACTERISTICS

Senior Management Representation



Supporting an age-diverse workforce with increasing female representation in management



TRAINING & DEVELOPMENT

Employee Training & Development

	Year	2020	2021	2022	2023	2024
Total training hours						
Total training hours for direct employees		2,917	5,138	2,201	10,197	6,424
Average training hours per direct employees		7.03	12.03	4.87	27.26	20.46

Investing in our people with over 20 hours of training per employee in 2024

Social

OCCUPATIONAL HEALTH & SAFETY

Health and Safety Statistics						
	Year	2020	2021	2022	2023	2024
Total recordable accidents		6	8	7	4	5
Total recordable incident frequency rate		7.76	10.79	8.84	6.22	8.8
Lost time injuries		6	8	7	4	4
Lost time hours		874	2219	1936	2597	1944
Lost time days		73	196	161	216	162
Total number of hours worked		773,182	741,567	792,107	643,151	567,893
Work related injuries (excluding fatalities)		22	38	35	22	22
Total case of work-related ill health		0	0	0	0	0
Fatalities as a result of work-related injury		0	0	0	0	0
Lost time injury rate		7.76	10.79	8.84	6.22	7.04

**Zero fatalities and zero
work-related illness
cases throughout
2020-2024**

Governance

Code of Conduct

Our Code of Conduct policy defines the professional, behavioural and ethical standards we train and expect all employees to appropriately follow. We take a zero-tolerance approach towards failure of compliance with our Code of Conduct, which in exceptional circumstances may lead to disciplinary and/or legal action. Compliance with our Code of Conduct extends beyond the scope of Bridgnorth Aluminium employees, with stakeholders having access to the policy, which can be found on our website.

Anti-Corruption and Bribery

Bridgnorth Aluminium is committed to conducting business with the highest standards of ethical conduct. Our Code of Conduct reflects our view upon ensuring all employees must follow our Anti-Corruption and Bribery policies. All employees receive the relevant training required regarding Anti-Corruption and Bribery, with line managers responsible for ensuring compliance. In the case of a suspected corruption or bribery, details of how to report potential cases are set out in accordance with our whistleblowing policy.

Emergency Response

In the event of any emergency incident which should occur, we have a comprehensive Emergency Response Plan to effectively react to such incidents. Onsite emergencies are first dealt with by our internal Emergency Response Team, who receive specialist training in emergency management or either as part of our fire team and/or as first aiders. In the case of a Category 1 emergency or crisis, we may require additional assistance from the Shropshire Fire & Rescue service, with separate response measures in place to react in these circumstances.

Complaints and Grievance

In the event of a non-compliance, we have a Whistleblowing Policy which protects those who raise serious concerns. We inform all employees at Bridgnorth Aluminium that whistleblowing is a duty on behalf of everyone and encourage employees to speak up if they notice a breach to our Code of Conduct. In the instance of a non-compliance or breach of policy, employees can report any issues observed with their respective line manager or with the HR department. Our grievance procedure provides all employees the opportunity to formally raise complaints either against the company or any of our employees. Bridgnorth Aluminium is committed to fostering an environment which is built upon trust, honesty, transparency and accountability. For anyone wishing to proceed with an ethical, criminal or any other form of malpractice concern, then please use our [integrity hotline available here](#).



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