

SUSTAINABILITY REPORT 2025

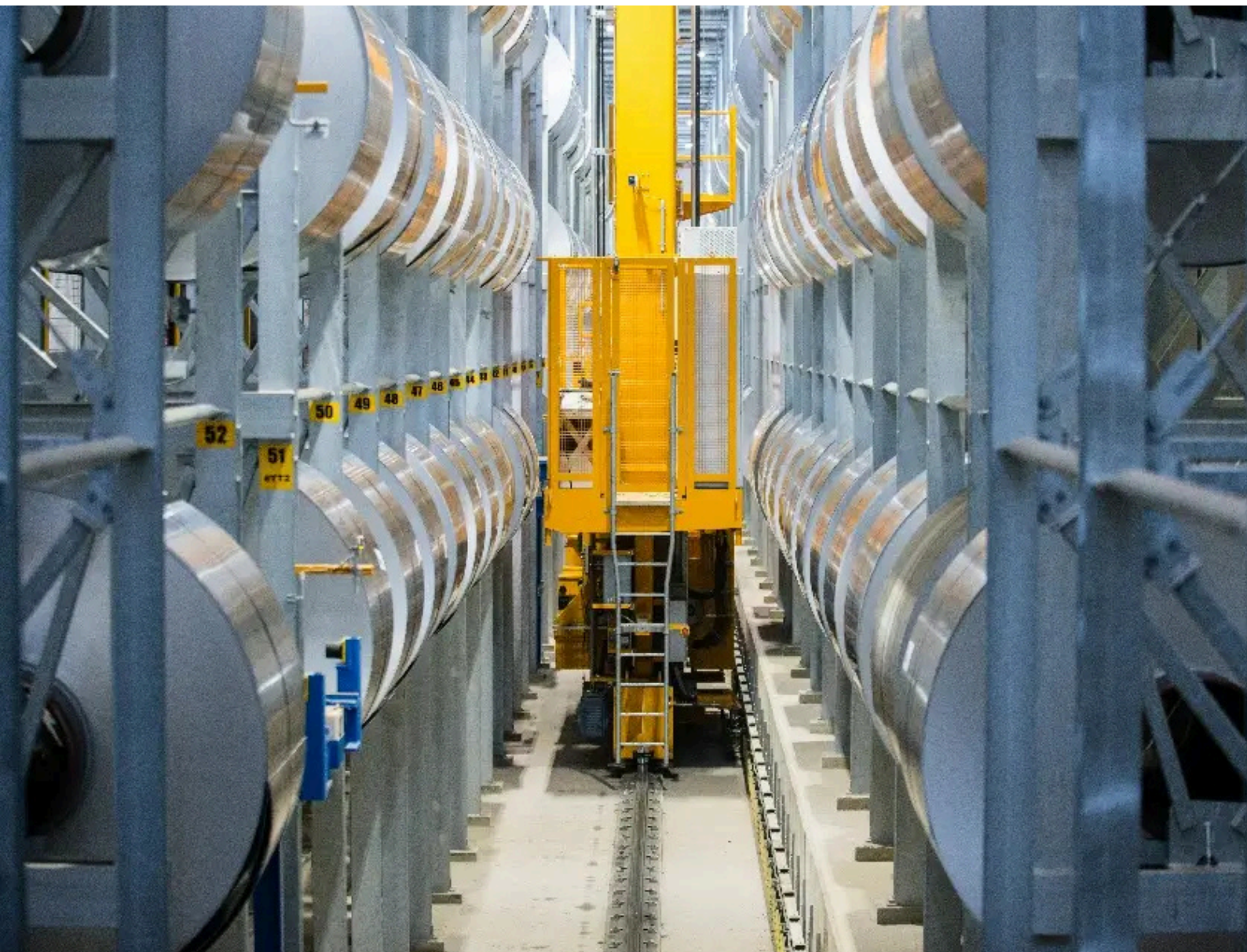


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Message from the General Manager

I am pleased to present Bridgnorth Aluminium's Sustainability Report, outlining our progress and performance across Environment, Social and Governance (ESG) priorities over the period 2020 to 2025. As one of the UK's leading aluminium rolling manufacturers and a key part of the global value chain, we recognise both the responsibility and opportunity we have to operate sustainably. This report reflects our commitment to understanding and reducing our environmental impact, strengthening our social responsibilities, and maintaining robust governance practices across all aspects of our business.

Over the reporting period, we have made meaningful progress in several areas. We have achieved reductions in Scope 1 and 2 emissions relative to our baseline, improved energy efficiency through targeted projects, and significantly reduced water consumption and waste generation. These achievements demonstrate our ongoing focus on operational efficiency, innovation, and responsible resource management.

We also recognise that a significant proportion of our impact lies beyond our immediate operations. As such, we continue to work closely with suppliers and partners across our value chain to address Scope 3 emissions and promote responsible sourcing practices. Collaboration remains essential as we work collectively towards a lower-carbon future.

Equally important is our commitment to our people and communities. The health, safety and wellbeing of our employees remains our highest priority, supported by strong management systems, continuous training, and a culture of shared responsibility. We are proud of our role within the local community and our efforts to foster inclusive, respectful, and supportive working environments.

Looking ahead, we remain focused on embedding sustainability into every aspect of our operations and decision-making. While challenges remain—particularly in an energy-intensive industry—we are determined to continue making measurable progress and contributing positively to the transition towards a more sustainable and circular economy.

I would like to thank all our employees, partners and stakeholders for their continued support and commitment. Together, we are building a more sustainable future for Bridgnorth Aluminium and the wider industry.

Gerhard Trilling
GENERAL MANAGER

About Bridgnorth Aluminium

With a history spanning over 80 years, **Bridgnorth Aluminium** is a leading manufacturer of flat rolled aluminium products, based within the town of Bridgnorth located in Shropshire, United Kingdom.

Operating from our 27-hectare site, we currently employ >340 people and are the largest employer in Bridgnorth. We form a key part of the value chain through our casting and rolling mills, which are the last aluminium mills within the UK. At Bridgnorth Aluminium we are committed to environmental, social, governance and quality best practices, whilst also holding ISO 9001, ISO 14001, ISO 45001, ASI and IATF 16949 certification.

Some of our core products include Lithographic strip, Foilstock, Heatshield, Transformer winding, Paintstock and standard aluminium sheet and coil material. Our semi-finished products once further processed are used in many different applications such as lithographic printing, foil packaging, construction panels, heat and sound absorption components used in the automotive sector and battery foil supplied into the growing EV market.

Bridgnorth Aluminium is 100% owned by Viohalco, who are a Belgium-based company of leading metal processing companies across Europe. The Viohalco group have production facilities across 8 countries with product sales in 100 countries worldwide. In 2021, Viohalco established an Environment, Social and Governance strategy, to define short, medium and long-term objectives with the aim to actively reduce carbon emissions from operations and therefore enabling the manufacture of low carbon products.

For further information visit [Bridgnorth Aluminium](#) or [Viohalco](#).



Large scale operation in
Bridgnorth, Shropshire



£260m turnover
per annum



350 employees



Member of ASI



Customer base across
14 countries



Group turnover
£7b per annum

Executive Summary

In this report we share our progress across Environment, Social and Governance (ESG) related topics from 2020-2025. Information disclosed within this report is aligned in reference to the ASI Performance Standard, version three with all environmental related disclosures having been reviewed and compared against our baseline year of 2018.

Disclosures presented within this report are in reference to activities undertaken by Bridgnorth Aluminium from our site located in Shropshire, United Kingdom.

At Bridgnorth Aluminium we are committed to embracing sustainability principles into all business activities we undertake. This first begins with understanding our own direct impacts and how we can implement appropriate measures to reduce this. Some of these impacts include generated emissions, energy consumption, waste disposal and water usage. Having a strong focus on management systems helps us to ensure that all business areas follow and maintain best practice in accordance with internal policy and procedures, developed with the intention to systematically manage our environmental impacts and performance.

This approach is similarly followed for Health and Safety, in which our management systems are adopted to protect employees, contractors and visitors from potential hazards presented through activities conducted at Bridgnorth Aluminium. We ensure all employees receive mandatory Health and Safety training as part of their induction process, helping to instil a culture of safe working and safety awareness.

Our sense of responsibility and consideration in how we interact with the environment extends beyond our physical site boundary, to also include how we can appropriately minimise ESG related matters throughout the entirety of our value chain. Over recent years this commitment has evidently been more greatly adopted through our business expectations and close collaboration regarding supplier sustainability management. From raw materials procured to those consumables used for auxiliary or supporting processes, of which contribute significantly to our environmental footprint otherwise referred to as our Scope 3 emissions.

Aside from environmental related impacts we have continued efforts to ensure that we maintain robust social relationships with employees, customers, suppliers and our surrounding local community. Having strong relationships with all of our stakeholders is of utmost importance to us and is something which is not taken for granted. We hold a proud history of being a responsible employer in Bridgnorth and have a strong reputation as a leading manufacturer across the global aluminium rolling industry.

All data disclosed within this report has been approved by Bridgnorth Aluminium Limited's Board of Directors though has not been subject to third-party verification.

Introduction

Purpose and Scope

As a trusted supplier and leading manufacturer of aluminium flat rolled products, we recognise our commitment to transparency in providing an overview of our activities undertaken. This report covers the period of 2020-2025 at Bridgnorth Aluminium, highlighting the associated activities and impacts of relevance to our sustainability ambitions. This report is intended for all our stakeholders and provides further context to our progress, building upon previous years of sustainability reporting.

In this report, we will present on progress made across three key pillars of sustainability, these are Environment, Social and Governance. Furthermore, this report is aligned in accordance with ASI Performance Standard, version three.

Throughout the scope of this report, it shall be highlighted that information shared on emissions, are displayed in values which are absolute, with all environmental metrics disclosed in this report referenced to our baseline year of 2018. For the four key environmental metrics of GHG emissions, energy, water and waste, their intensity against production in tonnes is also reported.

Our Mission

To be an industry leading and responsible manufacturer of flat rolled aluminium products.

Sustainability at Bridgnorth Aluminium

We take pride in being a responsible user of aluminium, one of the most sustainable metals on Earth, which is infinitely recyclable. At Bridgnorth Aluminium sustainability forms a core part of our business operations, from driving energy efficiency throughout our processes to the sourcing of raw materials and increasing our use of recycled content within our product range. In 2018, we achieved the certification to the Aluminium Stewardship Initiative Performance Standard, regarded as a leading industry standard towards embracing material stewardship, sustainability performance and quality products.

Our scope towards being a responsible user and leading manufacturer of aluminium extends far beyond the drive to reduce our environmental footprint. Local community engagement is also fundamental in our pursuit for continual improvement and overall business performance. Our work with all stakeholders and customers helps to ensure that we collaborate throughout the value chain which can be important to inform internal policy setting. Policies are then used to implement our sustainability and decarbonisation ambitions, reinforcing our commitment to a sustainable future.

OUR VALUES



Integrity

Trust and respect are at the heart of our business approach and our relationships with our stakeholders.



Excellence

We strive for excellence in all areas of our business.



People

We believe in effective teamwork and treating individuals with respect and dignity.

A misty forest scene with tall trees and a path, overlaid with a blue tint. The word "Environment" is written in white text across the center of the image.

Environment

Environment

Climate Change, Energy & Decarbonisation of our Operations

Climate change and energy are both instrumental to our business model, due to the energy-intensive nature of our industry particularly in the upstream value chain, also resulting in most of our carbon footprint being generating from upstream processes. The reusability of aluminium enables our products to play a highly competitive role in the markets in which we supply, acting as a viable solution towards a circular economy where resource efficiency and conservation of materials is fostered. Supporting wider global ambitions in the transition towards a net-zero economy.

Whilst it is commonly understood in the aluminium industry that the significant proportion of emissions are generated upstream of the value chain, we recognise that our own operations at Bridgnorth are also energy intensive and have a negative impact on climate change due to the release of GHG emissions from both direct and indirect causes, ultimately contributing to global warming. At present our industrial operations are heavily reliant upon non-renewable energy sources, particularly for thermal energy needs. We remain committed to reducing our impacts from both electrical and thermal energy consumption where feasible and appropriate solutions have been identified, designed and financially align to the business strategy. To support this decision-making, we use life cycle thinking to understand where efforts can be targeted with a maximised reward. This method of thinking is used for both internal efficiency improvements and understanding how we can better our overall environmental footprint from across our value chain.

DECARBONISATION OF OUR OPERATIONS

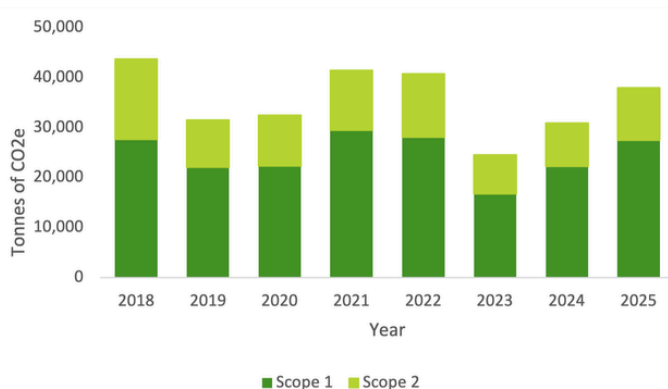


Figure 1: Scope 1 & 2 Emissions (tCO2e)

Trend of decreasing scope 1 and 2 emissions by

13.2%

Environment

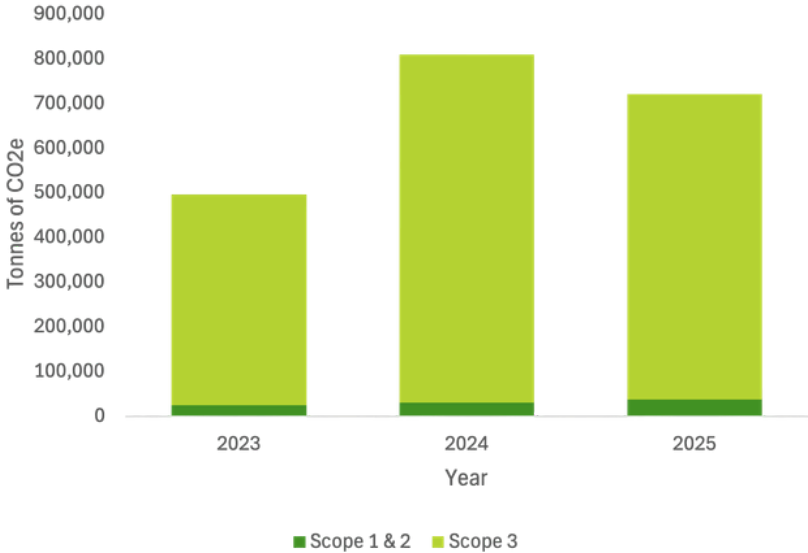


Figure 2: Total Scope 1, 2 and 3 Emissions by year.

Our approach to calculating emissions arising from our business activities, uses a market-based approach for Scope 2 emissions, in relation to the purchase of electricity. Scope 3 emissions are also reported, though only from 2023 onwards.

In comparison to our baseline year of 2018, we have observed a slight decrease of Scope 1 and 2 emissions (figure 1). Although in more recent years we have seen growth in our reported Scope 1 and 2 values, this has largely been in response to increases seen in our production tonnage. Despite this, looking at the most recent reporting year of 2025, Scope 1 and 2 emissions have reduced by 13.2%, from our baseline period. Reasons for such reductions include the decreasing carbon intensity of the UK electricity grid, increased consumption of aluminium scrap and fostering energy efficiency within process operations and plant machinery.

Furthermore, to support our emission reduction efforts, we are also working hard to reduce our Scope 3 emissions. Our Scope 3 emissions (figure 2) represent the significant share of total emissions released, which is representative of our upstream and downstream supply chain. Scope 3 emissions started to be recorded from 2023, explaining the reason why no data is displayed in figure 2 prior to that year. To highlight the significance of our Scope 3 emissions, data recorded in 2023, 2024 and 2025 demonstrates a 95%, 96% and 94% contribution to our total emissions generated for these respective years. We have taken proactive actions to address reducing impacts from our Scope 3 emissions were feasible and appropriate to do so. Examples of measures taken mainly include adapting our upstream supply chain, regarding the sourcing of primary aluminium, from smelters who are able to provide low CO2e material, mainly via the use of renewable energy for production processes, which are known to be highly energy intensive.

ENERGY EFFICIENCY



Figure 3: Total Energy consumption by year.

16.5%

Overall energy consumption decrease.

Improving Energy Efficiency

Being a producer and manufacturer of aluminium is energy intensive and is a challenging process to decarbonise. Bridgnorth Aluminium is a qualified energy intensive business and part of the Energy Intensive Industries (EII) scheme, which is a scheme designed to support key businesses and industries of high energy use through enabling eligibility to lower energy costs, with the aim to enhance global competitiveness of UK based industry. At Bridgnorth Aluminium we recognise that we are a high energy consuming business and strive to continually improve how we use energy more efficiently, with the aim of reducing our environmental footprint.

Displayed in (figure 3) our electricity and gas consumption between 2020-2025, shows that we have observed a close relationship in comparison to production tonnage. Our most recent reporting year of 2025, in comparison with our baseline year has shown an overall energy consumption decrease of 16.5%. This reduction can largely be attributed to several energy efficiency projects designed and implemented over the course of this reporting period. One energy efficiency project we have made significant progress upon, is the installation of LEDs to replace traditional inefficient light fittings. To date this project has enabled notable savings in energy consumption and therefore a large financial recovery, which has helped to improve operational efficiency. Our new LED light fittings have further been installed with presence detection, which optimises monetary savings through reducing the amount of time light fittings are either on for, or at full power output.

Additional measures introduced to support with our efforts in improving energy efficiency include the implementation of remote operating systems on our annealing furnaces. This introduction now allows for a greater dynamic operational control over our furnace systems, to effectively enable these systems to be suspended whilst not in use and controlled from any location. Further to these efforts, we have worked to improve the efficiency of individual engineering components of machinery. One such example includes changing fan design and motor rating mainly for refined control purposes of our inert annealing processes, though this such project was also beneficial from the considerable energy savings made on the upgraded fan and motor design. The project examples showcased in this report as well as all our energy saving projects play a vital role in our wider endeavour to decarbonise and to further minimise Scope 1 and 2 emissions of our own operations. We aim to continue to disclose further successful energy projects in subsequent annual reports, which have delivered meaningful energy savings as we set our ambitions to drive further optimisation.

Environment

Responsible Water Use

The use of water within aluminium manufacturing can have a significant environmental impact. Bridgnorth Aluminium's primary water usage in terms of volume is linked to the need for aluminium sheet and coil cooling after being processed through manufacture stages including casting and during tandem mill rolling. Both stages are critical for business operations and therefore we will always have a residual threshold of water usage for such critical processes. Despite this fundamental need, we are committed to driving water efficiency and reduction through all parts of our operations, where intervening solutions are appropriate.

Our endeavour towards reducing water consumption can be illustrated through figure 4, which highlights our annual total water consumption per year. We are proud to report that we are following a declining trend in water consumption. In 2025 our water consumption had decreased by 60% compared with our baseline year of 2018. This sharp decline in water consumption is a result of several contributing factors, some of which include improved leak detection capability, enhanced metering by transitioning towards automatic meter reads, allowing for more frequent monitoring of onsite effluent. In further support of being a responsible user of water we have also seen a decline in water discharge, although more recent years have seen an increase, this is again partly correlated to production volume (figure 5). The recording of water discharge data first started during 2022, with discharge volumes for 2025 showing a 12.4% decrease from the three years previous. This supports similar observations seen across our water consumption values.



Figure 4: Total Water consumption by year.

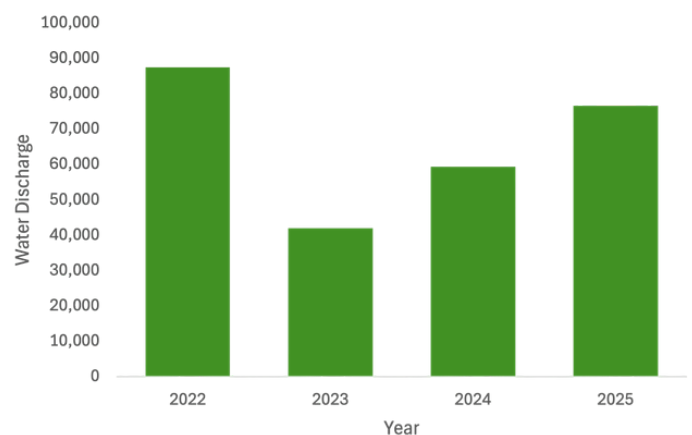
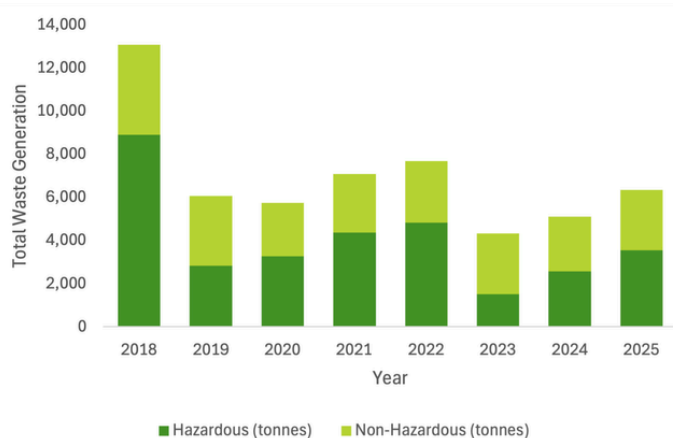


Figure 5: Total Water discharge by year.

Environment

REDUCING WASTE GENERATION



51.4%

Reduction in total waste decline since 2018

Figure 6: Total Waste tonnage by year

Reducing Waste Generation

The generation of waste is an inevitable part of the aluminium flat rolling production process, however, we understand that our waste generated, can and does have an environmental impact. Between 2020-2025 we have continued to work ambitiously in the aim to minimise waste produced throughout all our operational processes.

Figure 6 shows our absolute waste produced, split by hazardous and non-hazardous waste. Since our baseline year, we have broadly observed a declining trend in our waste generation. In the year of 2025, we witnessed an absolute waste decline (hazardous and non-hazardous) of 51.4% in comparison to our 2018 base rate. Our success in reducing waste has been due to several factors, one of which has been our improved segregation and sorting of waste streams which has enabled generated waste to be disposed of more efficiently in accordance with the UK governments 'Guidance on the classification and assessment of waste'. Subsequently, this has further resulted in the introduction of new waste streams to support and improve our ability to dispose of dry mixed recycling. Since our last published report, we have also introduced disposal routes to enable the recycling of cardboard packaging, preventing this from entering waste streams which do not enable recovery. Part of our success in reducing the volume of waste generated has also been due to the tendering of our waste contracts with the aim to foster the most environmentally desirable disposal option for all our waste streams, in accordance with the waste hierarchy.

Environment

Reducing Waste Generation

In further context of our waste disposal, figure 7 displays the volume of waste generated against disposal routes used. Here we have seen a near consistent proportion of waste being recycled, with recycled rates on average over the reporting period (2018-2025) being at 75%. As for landfilling, we maintain committed to minimising waste disposed of via this method and ensure that this is a last resort after all other alternative methods of disposal have been assessed. This is due to landfills having a known higher environmental impact in comparison with other disposal forms. We are proud to report that over the most recent reporting year (2025) the proportion of waste diverted to landfill was 2%, furthermore, we remain resolute in our efforts to ensure landfill minimisation.

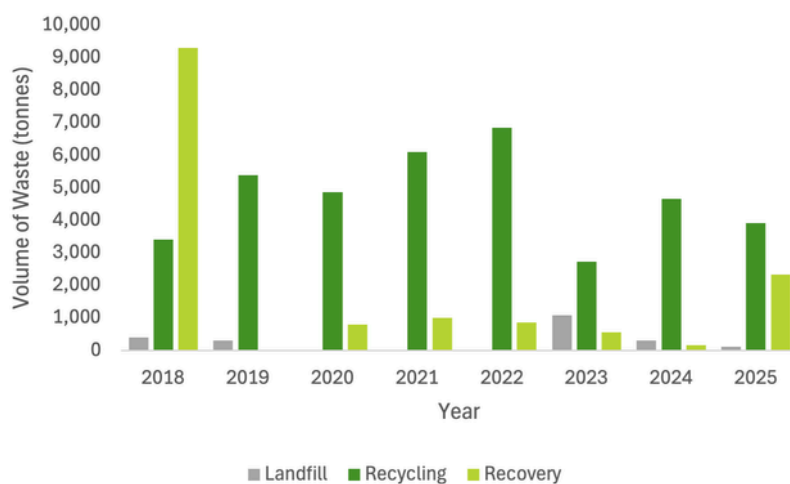


Figure 7: Waste Disposal Method 2018-2025 (Hazardous and Non-Hazardous)

Environment

Environmental Intensity

In further support of absolute values, table 1 below displays our environmental intensity against production, with a breakdown shown for GHG emissions, energy, waste and water. Data covering our GHG emissions intensity shows a relatively stable trend from 2018-2025. We continue to strive towards reducing our environmental impact through emissions generated and where possible implement measures to do so. As for energy, a similar observation in the intensity trend can be seen. We commit to continually assessing ways in which we can improve energy efficiency and become smarter in our use of energy consumption. Other work to reduce our energy intensity, is focused upon the type of energy source we use and how we can diversify into using more renewables. In terms of waste intensity, we have made significant efforts to reduce the volume of generated waste in comparison to our baseline year. These efforts can be seen from our 2025 data in which we achieved a 36.4% waste intensity decline from our baseline. Furthermore, our water intensity has also declined, by 51.9% in comparison with our baseline period, demonstrating achieved success in lowering our environmental impact from water use.

Environmental Intensity Against Production								
Year	2018	2019	2020	2021	2022	2023	2024	2025
GHG Emissions Intensity								
Scope 1 & 2 (tCO ₂ e/t of product)	0.38	0.32	0.42	0.39	0.38	0.31	0.39	0.40
Energy Intensity								
Gas & Electricity (MWh/t of product)	2.11	1.93	1.98	1.86	2.03	1.63	2.12	2.13
Waste Intensity								
Hazardous & Non-Hazardous (t/t of product)	0.11	0.06	0.07	0.07	0.07	0.06	0.06	0.07
Water Intensity								
Water (m ³ /t of product)	1.83	1.93	2.24	1.72	0.94	0.70	0.98	0.88

Table 1: Environmental intensity metrics against produced tonnes, 2020-2025

Environment

Noise Management

Being the largest employer in the local area of Bridgnorth we are conscious of our operational activities and associated noise generated. Where residential complaints have been made as a direct result of our own activities, we have a systems review and complaints process in place to understand the direct root cause of any excessive noise levels recorded. This has resulted in setting up specialist noise monitoring and recording technology to help understand which of our activities generate the highest levels of noise, which can then help to inform decisions to mitigate and minimise noise produced.

Our monitoring and review process has helped to set stricter noise minimisation target levels and enabled the noise investigations team to implement solutions and actions which reduce noise. Some of our efforts to reduce noise pollution have included investment into new scrap grab machinery, introducing noise training within our new starter induction process and changing the reversing sound of our forklifts and heavy vehicles used for onsite metal movements, to more subtle levels of sound whilst ensuring vehicles can still safely be heard to prevent the possible occurrence of accidents. We maintain committed to reducing noise pollution where possible to do so and actively encourage suggestions from employees as to how we can further reduce noise associated with our activities.

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 2020-2025 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 to 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.

Environment

Biodiversity

Further environmental impacts resulting from our activities undertaken also have the potential to cause harm to biodiversity. Our approach to reducing impact risks upon biodiversity is managed through our Environmental Aspects and Impacts Register, which aims to mitigate any threats presented through our own activities. In support of this we also have a biodiversity action plan, published in late 2019. Several actions have since been implemented since the published date, with initiatives such as the installation of bird boxes and tree planting being some examples of where enhancement opportunities have been made to support and improve habitat for surrounding wildlife.

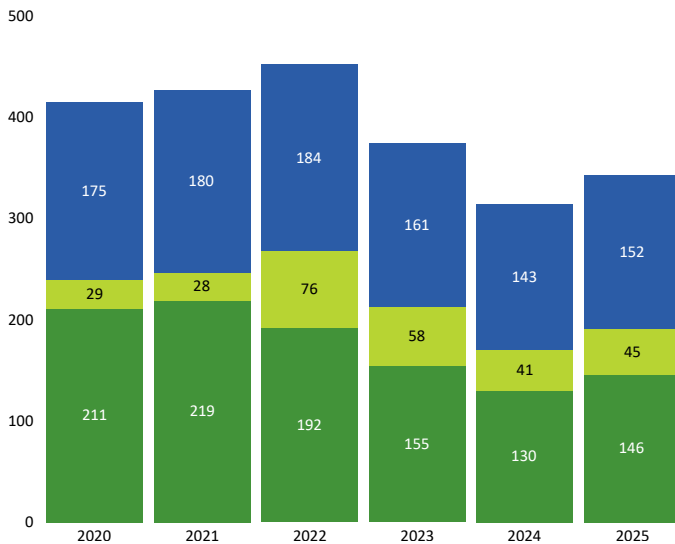
In addition to our biodiversity enhancement measures implemented, we have a responsibility to monitor and mitigate our activities which may cause significant environmental impact. In relation to biodiversity, direct water discharge to the nearby River Severn is one of the most critical areas of risk to potentially causing ecological harm. We have strict policies and procedures in place to mitigate against this potential impact such as pollution prevention training, automated alarms and containment equipment and technology. These measures ensure that we take a proactive approach in mitigating possible biological harm. We operate in compliance with relevant legislation and we are proud to report that no significant events in relation to biodiversity impacts have been recorded during the reporting period (2020-2025).



Social

Social

EMPLOYEE CHARACTERISTICS



Diverse and inclusive workforce across age groups

Age Distribution



Modern Slavery

We do not tolerate any form of child labour, forced or compulsory labour or any other form of modern slavery. This is also inclusive of compliance with laws relating to working conditions, working hours and remuneration. Our established policy on modern slavery applies to all employees in our workforce, to those who act for the company and those who we collaborate with throughout our entire supply chain. Any suspected incidents of modern slavery should be reported in accordance with our Whistleblowing Policy or directly to senior management.

Social

Local Community

We take pride in supporting our local community in multiple ways, to provide community benefits for all. One example of how Bridgnorth Aluminium contributes to the local area, is through our sponsorship programme. This programme is supportive to several organisations around the local area including schools, sports facilities and others. We are proud to have had the opportunity to offer sponsorship support since the programme was first established back in 2020. The programme has since brought a number of local benefits enabling us to have a lasting positive impact on our surrounding community.

In addition to this programme, we also facilitate annual work experience placements. Being the largest employer in Shropshire and given the wide range of manufacturing processes and support functions at Bridgnorth Aluminium, we offer a variety of work experience opportunities. Some of which include work placements in the following areas: engineering, research & development, human resources, finance, sales, sustainability and technology. We see our work experience programme as being essential for supporting the next generation of our workforce, helping the younger generation of today learn and experience key skills, in a complex manufacturing environment. For further advice or information on work experience opportunities at Bridgnorth Aluminium, please contact us via communications@bna.co.uk.

Employee Characteristics						
Year	2020	2021	2022	2023	2024	2025
Employees by age distribution						
Under 30 years old	29	28	76	58	41	45
30-50 years old	175	180	184	161	143	152
Over 50 years old	211	219	192	155	130	146
Representation in management positions						
<i>Inclusive of those in manager positions and above (senior manager, director, senior director).</i>						
Male	8	8	8	8	8	10
Female	0	0	0	1	2	2
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	305
Female	38	43	39	36	34	38
Permanent direct employees						
Male	379	390	411	338	280	305
Female	36	37	38	36	34	37
Temporary direct employees						
Male	0	0	2	0	0	0
Female	0	0	1	0	0	1
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	0
Female	0	0	0	0	0	0
Total headcount	415	427	452	374	314	343

Social

Equity, Diversity and Inclusion

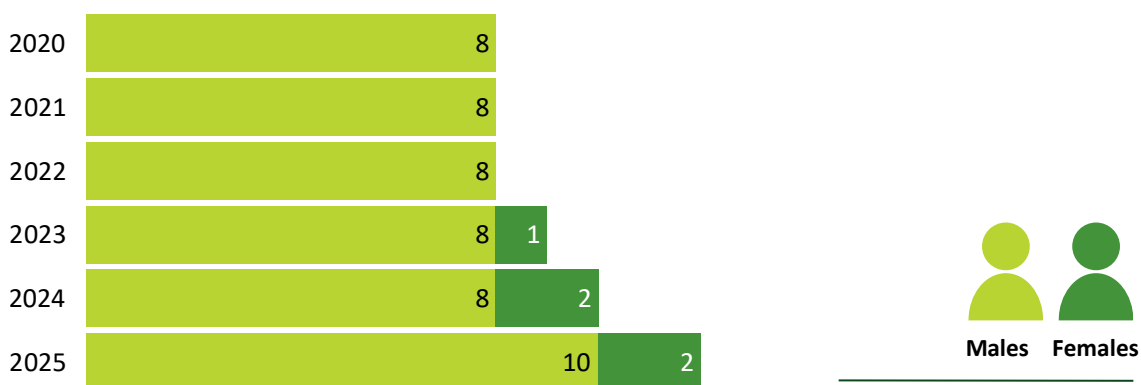
We are committed to promoting equity, diversity and inclusion within the workplace at every level. We understand that bringing together a diverse mix of individuals can provide far reaching benefits in navigating challenges, generating new ideas and general performance, whether through past experiences, ability, skill and/or views. At Bridgnorth Aluminium we strive to ensure that individuality is given appropriate respect and inclusion across all areas.

Violence and Harassment

Any form of behaviour which is expressed through violence or harassment, has a zero-tolerance approach, with resulting disciplinary action taken if an individual or group are found to be engaging in such manner. This further extends to any form of discrimination on the basis but not limited to race, colour, religion, gender, sexual orientation, national origin, age, disability and marital status. We are committed to ensuring our workplace, is an environment where all individuals are treated with respect and devoid of unwelcomed conduct.

EMPLOYEE CHARACTERISTICS

Senior Management Representation



Social

Gender Equity

Bridgnorth Aluminium is committed to providing equal employment opportunities for all employees. This includes treating all employees with fairness and equality regardless of their gender identity. All vacancies in the business are announced internally before an external recruitment campaign is launched, with all roles eligible for all employees to apply for. To ensure equality through employment opportunities, only qualifications and other professional measures determined on talent are used in decision making processes. Our commitment to gender equality also extends to equal pay. Our gender pay reports are published on an annual basis, with further information being available on our [website](#).

Presented above, displays Bridgnorth Aluminium’s employee characteristics between the years 2020-2025. We remain committed to becoming a greater gender equality and diverse business, with the long-term desire to emerge from traditional associations with the metal industry being a male dominated sector.

Training & Development

Over recent years we have worked hard to upskill and train our workforce more than ever before, this is reflected in the figures displayed through table 3, shown below. The resource and investment into our internal learning and development department launched in 2020/2021 has been fundamental to this increase. As of 2025 our L&D department coordinated and ran 111 courses, providing employees with valuable training across a variety of topics. This has enabled us to provide employees with relevant, up-to-date training in a constantly evolving industry, helping to maintain safety, business excellence, quality and competitive performance.

Employee Training & Development						
Year	2020	2021	2022	2023	2024	2025
Total training hours						
Total training hours for direct employees	2,917	5,138	2,201	10,197	6,424	6,787
Average training hours per direct employees	7.03	12.03	4.87	27.26	20.46	19.79

Table 3: Employee Training & Development hours, 2020-2025.

Social

Occupational Health and Safety

The Health and Safety of all employees at Bridgnorth Aluminium is of critical importance and a fundamental priority across all business operations. The scope of criticality and importance of Health and Safety further extends to all visitors and contractors working on our site. The nature of aluminium casting and rolling is a known high-risk process, with the potential for severe Health and Safety incidents to occur. Our Health and Safety policies are comprehensive, detailed and robust to ensure accidents and possible injury are minimised to the fullest extent. Additionally, risk assessments are conducted and regularly reviewed in operational areas of our manufacturing processes that present a hazard or risk to employees working in such areas.

We provide Health and Safety training which forms part of our formal induction process for all new employees, including visitors and contractors prior to the commencement of onsite work or business activity. All employees, visitors and contractors receive or are expected to wear the appropriate PPE required for working in operational areas, with numerous control measures in place to ensure all PPE requirements are followed. Any form of non-compliance regarding the wear or use of PPE, is a serious breach of Health and Safety policy and is non-negotiable, in such case of a serious or repeated breach of policy, this is dealt with through disciplinary action.

We encourage all employees to immediately raise concerns on Health and Safety incidents, including near misses, to line managers or directly to the Health and Safety team. In situations where an employee feels unsafe, our principle is to stop working and inform colleagues and line managers of a potential hazard, in order for the concern to be appropriately escalated and dealt with. Our operational activities include employee exposure to hazards including extreme temperatures, working at height, loud noise, handling of hazardous substances and the use of heavy machinery and equipment. It is therefore important to instil a culture where we each take responsibility for our own and others' safety when conducting duties.

The Health and Safety of all employees at Bridgnorth Aluminium is of critical importance and a fundamental priority across all business operations

Social

OCCUPATIONAL HEALTH & SAFETY

Health & Safety Statistics						
Year	2020	2021	2022	2023	2024	2025
Total Recordable Accidents	6	8	7	4	5	10
Total Recordable Incident Frequency Rate	7.76	10.79	8.84	6.22	8.8	15.61
Lost Time Injuries	6	8	7	4	4	7
Lost Time Hours	874	2219	1936	2597	1944	1476
Lost Time Days	73	196	161	216	162	123
Total Number of Hours Worked	773,182	741,567	792,107	643,151	567,893	640,501
Work Related Injuries (excluding fatalities)	22	38	35	22	22	42
Total case of work-related ill health	0	0	0	0	0	0
Fatalities as a result of work-related injury	0	0	0	0	0	0
Lost Time Injury Rate	7.76	10.79	8.84	6.22	7.04	10.93

Table 4: Health & Safety Statistics 2020-2025

Health & Safety Lagging Indicators						
Year	2020	2021	2022	2023	2024	2025
Potential Serious Injury or Fatality – Near Misses	*	13	43	19	4	64
Near Misses	*	49	97	42	52	77
Unsafe Conditions	*	*	*	57	193	199
Inspections	*	*	14	13	32	24

Table 5: Occupational Health & Safety Lagging Indicators 2020-2025

The incomplete sections of this table are a result of lagging indicators not being fully recorded until 2023 onwards. The PSIF – Near Misses category was updated in 2025 and therefore reflects the higher number of PSIF – Near Miss incidents recorded.



Governance

 BRIDGNORTH
ALUMINIUM LIMITED

Governance

UN Sustainable Development Goals

The United Nations Sustainable Development Goals (UN SDGs) were adopted in 2015, as part of a universal call to action to enable sustainable development by 2030. Bridgnorth Aluminium has identified and continues to align itself with those goals which are most relevant to our sustainability commitments. Bridgnorth Aluminium see the alignment to the UN SDGs as fundamental in the context of environmental protection, resource management and long-term development. In addition, the seven goals identified, mirror our corporate values of maintaining and ensuring integrity, excellence and social responsibility.



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](#).

Governance

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 then 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.

Responsible Sourcing

Playing a critical role in the aluminium value chain, we are committed to responsible sourcing principles that align with our broader environmental and social goals. We maintain close working relationships with our suppliers, customers and beyond to ensure that we can continue to conduct our business operations in the most responsible and sustainable manner. Bridgnorth Aluminium will always continue and pursue efforts to continually improve and refine processes which have more desirable outcomes upon the sourcing of raw materials, goods and services that we consume.

Supporting our responsible sourcing principles, we also conduct a robust due diligence procedure on the suppliers we source from. This process is a responsibility undertaken by our purchasing department, which assess suppliers against our internal environmental, social and governance principles. Our due diligence procedure forms part of our formal supplier evaluation process, allowing us to effectively manage our supply chain and identify potential risks of sourcing materials and goods used by Bridgnorth Aluminium. Both our responsible sourcing and due diligence policies are critically analysed before the onboarding and/or contract renewal of an existing or new supplier. With strategic suppliers also required to act in accordance with our Code of Conduct.

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.

Governance

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. Any complaints which are raised are dealt with fairly by the appropriate management team responsible and in reasonable time. For employees who wish to raise a formal grievance, then a letter in writing must be provided to the immediate line manager or supervisor of the individual raising the grievance. 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](#).

Internal Committees

As a business proud of its ESG commitments, we support several important internal groups and committees which strive to promote, influence and deliver improved performance on ESG topics. This is led from those in leadership where ESG as a topic is included as a standing agenda item on our Board of Directors meetings, helping to showcase our approach to strong governance and accountability on sustainability matters. We also have a long history of facilitating both an energy and separate HSE committee which together play a crucial role in decision making and sharing of information to others, regarding topics concerning the environment or sustainability performance at Bridgnorth Aluminium.

In addition to the high-level governance and committees we have to support matters on ESG topics, we also have effective methods to ensure full site awareness and staff have the opportunity to be involved in specific aspects of ESG. In this regard our HR department play a fundamental role in disseminating updates to policies, procedures, events and site alerts associated with environmental topics. Over recent months we have also launched a new employee engagement group tasked with formulating practical and feasible ideas to improve wellbeing, utilisation of green spaces and connections with local community. Together these initiatives create the foundations for enabling change whilst keeping sustainability as a core priority throughout all business operations.

Governance

Political Activity and Influence

Bridgnorth Aluminium does not contribute or support including financially any political party. Despite geopolitical instability across several global regions and markets, Bridgnorth Aluminium remain and will continue to be in a state of neutrality, regarding political activity and opinion. In exceptional circumstances where either Bridgnorth Aluminium or the broader aluminium industry are directly impacted by a political decision either domestically or internationally, then Bridgnorth Aluminium will rightfully assess the situation before determining a formal or public response. The most recent example of this is the new Carbon Border Adjustment Mechanism (CBAM) regulation being adopted and implemented on behalf of the European Union. The UK itself has also announced plans to adopt a separate UK CBAM policy, which will undoubtedly result in direct impacts for Bridgnorth Aluminium. We remain in consultation with several external stakeholders to frequently assess our risk exposure in line with UK and EU CBAM regulation.

Acronyms

ASI	Aluminium Stewardship Initiative
CBAM	Carbon Border Adjustment Mechanism
EII	Energy Intensive Industry
GHG	Greenhouse Gas
IATF	International Automotive Task Force
ISO	International Organization for Standardization
SDG	Sustainable Development Goals
tCO₂e	Tonnes of Carbon Dioxide equivalent

Appendices

For further information, please contact communications@bnal.co.uk or visit our website www.bridgnorthaluminium.co.uk

Glossary

Absolute Emissions: Indicate the total amount of greenhouse gases emitted into the atmosphere.

Carbon Border Adjustment Mechanism (CBAM): This is an EU initiative “to place a fair price on carbon emitted during the production of carbon-intensive goods that are entering the EU, and to encourage cleaner industrial production in non-EU countries.”

Carbon Intensity: The amount of carbon dioxide emissions released per unit of output energy use.

Circular Economy: An economy which promotes using products and materials for as long as possible through maintenance, repair, reuse, refurbishment and recycling.

Environmental Footprint: The impacts in which are caused to the environment, through both direct and indirect business activities. These impacts extend beyond solely carbon emissions, to also take into consideration water, waste, energy and biodiversity.

Landfill: A waste disposal site for the deposit of the waste onto or into land.

Life Cycle Assessment: Evaluation of the inputs and outputs and the potential environmental impacts of a product system throughout its life cycle.

Material Stewardship: The responsible and ethical handling of materials throughout their life cycle, from extraction to end-of-life disposal.

Recycled Content: The percentage of recycled material in a product, based on mass.

Recycling: Process by which waste materials are reprocessed into products, materials or substances whether for the original or other purposes. It includes the reprocessing of organic material but does not include energy recovery and the reprocessing into materials that are to be used as fuels or for backfilling operations.

Recovery: Any operation the principal result of which is waste serving a useful purpose by replacing other materials which would otherwise have been used to fulfil a particular function, or waste being prepared to fulfil that function, in the plant or in the wider economy.

Scope 1: Direct emissions which result from sources that are owned or controlled by Bridgnorth Aluminium.

Scope 2: Indirect emissions resulting through the purchase of electricity for the purposes of power and heat generation.

Scope 3: Indirect emissions which result through the purchase of goods and services.

Value Chain: The activities involved within the entire life cycle of a product or process, from raw material sourcing to disposal.



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