

Annual Sustainability Report 2023-2024.

UltraSteel Products Limited.

The following figures show the environmental and social performance data for Hadley Group - UltraSteel Products Ltd for the period **1st April 2023 – 31st March 2024**.

Greenhouse Gas Emissions

Total: **2,620 kg CO₂e/tonne**.

Greenhouse gas emissions for UltraSteel Products Ltd for this reporting period are:

- Scope 1 (Direct): **2.7 kg CO₂e/tonne**
- Scope 2 (Energy indirect): **3.3 kg CO₂e/tonne**
- Scope 3 (Other indirect): **2,614 kg CO₂e/tonne**

99.8% of our greenhouse gas emissions are those that occur upstream in the supply chain. The vast majority of this is due to the carbon emitted during the blast furnace process route used to produce the steel we use in our products.

Resource Use

Products processed using the UltraSTEEL[®] process are:



UltraSteel Products Ltd monitors waste generated as a proportion of total material used within the production of their assessed product. We recognise the life cycle impacts of our products, and our annual carbon footprint studies have consistently shown the most significant impact across the whole life cycle is the volume of steel used in our manufacturing process. As such, 100% of any scrap metal generated through our production process is sent for recycling, and monthly reports are provided by our waste contractor to detail the total collected. In addition, our efficient process reduces the use of raw materials by enhancing the performance of lighter gauges of metal.

The 'Stronger by Design', 'Lighter by Design' and 'Greener by Design' processes are the foundation to our Life Cycle Thinking approach, which drives continual improvement in our products. There is a high demand for scrap metal in the UK and as such products that reach the end of their life are 100% recyclable.

Waste Management

Total Waste Produced: **13.2 kg/tonne of product**

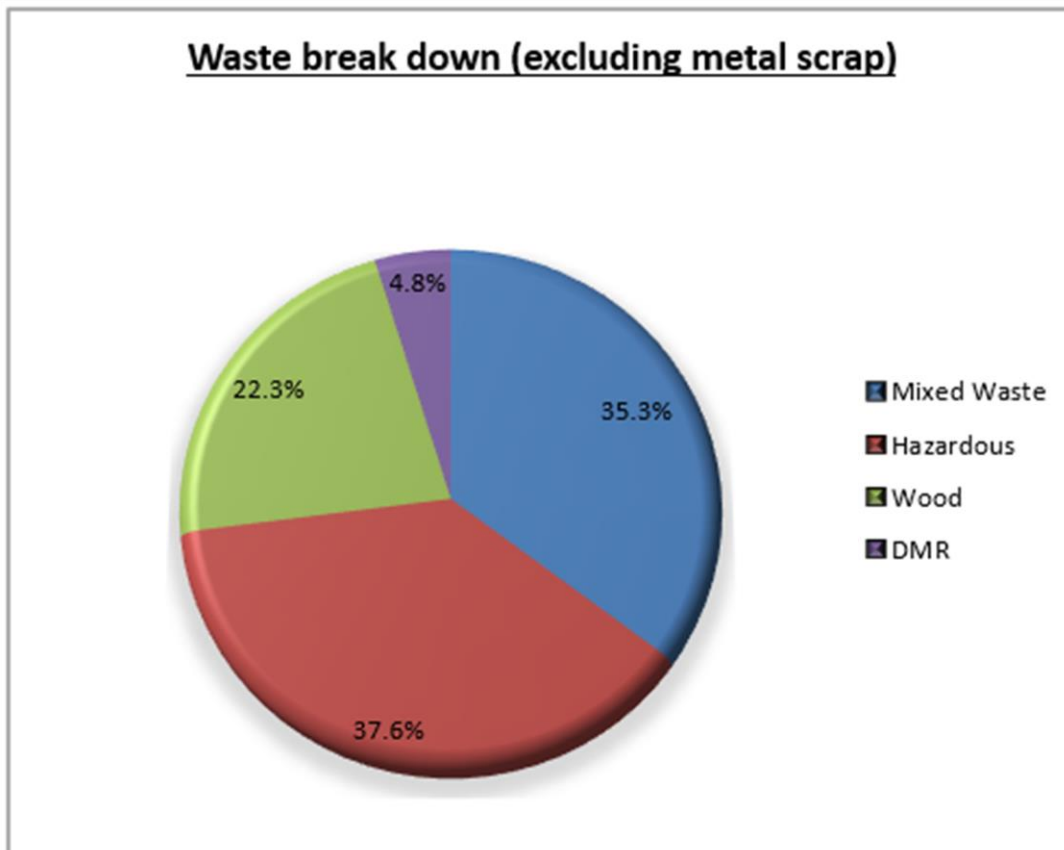
Target 1: **To maintain sending zero waste to landfill**

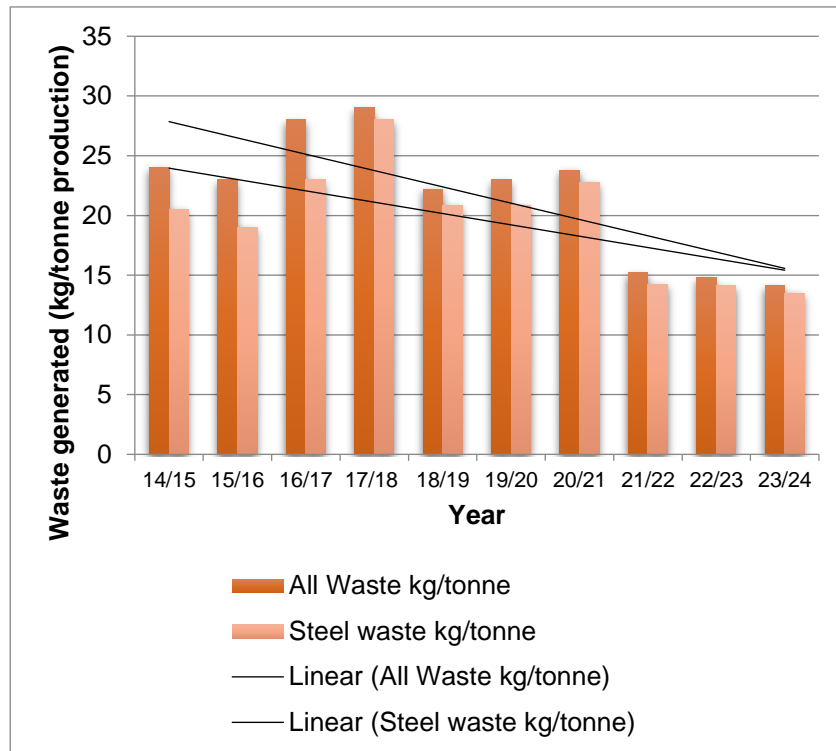
Target 2: **Reduce scrap yields**

The graph below shows the amount of waste generated by UltraSteel Products Ltd during the reporting period. The total figure (inclusive of scrap steel recycled off-site) during 23 -24 totalled **13.2kg** for every one tonne of steel processed. UltraSteel Products Ltd continues to meet its targets of sending zero waste to landfill.

Waste Analysis

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Steel scrap makes up 95.3% of our waste, with the majority of the remainder consisting of hazardous (mostly oil contaminated gloves and spill products), general waste and dry mixed recycling (DMR). The proportions of these other wastes that were generated during this reporting period are shown in the previous pie chart.

Waste Best Practice

We have a commitment to apply the waste hierarchy and eliminate all waste from landfill. Effective management of waste streams is achieved by segregating waste on site, and ensuring we are compliant with applicable waste legislation. We maintain a register of licences for waste carriers as part of our ISO 14001:2015 certified environmental management system. Performance metrics are also set around minimising waste as far as is practicable and, all waste produced is diverted from landfill. As part of its wider waste management strategy, UltraSteel Products Ltd monitors and measures the amount of waste that it produces as an organisation in kilograms generated per tonne of production output.

We work in partnership with our contractors who are able to verify end-of-life treatment for the waste generated.

Water Usage

0.009828m³ per tonne of product / 9.83 litres per tonne of product

We have a commitment to use water as efficiently as possible. UltraSteel Products Ltd commits to monitor water usage and minimise demand on potable supplies of water as far as practicable. Separate water meters have been installed allowing the measurement of both domestic water consumption and water consumed during the production process. Regular inspections of all water using areas are conducted to ensure, where required, corrective action is quickly carried out.

As part of our ongoing commitment to responsible sourcing our water data is externally verified.

Transport Impacts

Outbound delivery load average: **21.46 tonnes per delivery**

Inbound steel delivery load average: **23.91 tonnes per delivery**

All Hadley Group delivery vehicles are tracked and speed restricted in accordance with Euro class V & VI. - UltraSteel Products Ltd maximises inbound and outbound loads where possible in order to minimise carbon emissions.

Diesel consumption has been identified as the most significant impact related to the transport aspect of our business and, recent trials to switch fuels from diesel to Hydrogenated Vegetable Oil (HVO) have been highly successful. It is anticipated that not only will this witness a significant reduction in our emissions, but we will hopefully continue to enjoy the improved fuel economy when using this new fuel source to run our Hadley Transport fleet.

Employment & Skills

UltraSteel Products Ltd recognises the importance of effective training for all employees. Employees are provided with a company induction that includes Environmental, Health & Safety and Responsible Sourcing topics. Regular appraisals are also carried out to help identify opportunities for further training.

During the 2023-24 reporting period, UltraSteel Products Ltd employees received **535.8** hours of training. Incorporated in this total is, mandatory training, provided through multiple external service providers and, participation in e-Learning training courses which have been introduced through our iHASCO service provision. This has resulted in an average of **13.1** hours of training per employee for the period.

Local Communities

UltraSteel Products Ltd has received zero complaints related to environmental and local community matters over this reporting period.

Hadley Group has actively engaged with several local and national charities. Engagement has taken the form of direct financial donations, secretarial support, leadership support, mentoring time and employee collections and donations where 'final total' figures have been matched by the company to double the values raised.

Local sourcing and local business are a key part of the Hadley Group. UltraSteel Products Ltd is supplied with over 96%, by mass, of constituent materials by suppliers located within a 12-mile radius of our site.

Environmental Stewardship:

Our patented UltraSTEEL® process enables us to develop highly efficient product designs that perform better, whilst using less metal. Products that weigh less and reduce transportation related emissions.

Our state-of-the-art manufacturing plant ensures high accuracy with low waste.

We also recognise that supply chains are global and whilst our immediate steel suppliers are local, we retain records of mill certificates to maintain traceability back to source.

Hadley Group strives to contribute to manufacturing in a low carbon world. From an environmental perspective, each of our products has been rigorously researched and developed to ensure it delivers optimum performance and considerable savings in raw material usage.

At present, and in particular within UltraSteel, Hadley Group are working in partnership alongside a global steel manufacturer and the company's biggest volume customer, to introduce low carbon steel products into the marketplace. Successful trials of steel, which has been through the Electric Arc Furnace (EAF) processing route, have taken place during the latter part of 2023 and earlier this year. Both ours and our customer's EPD's have been updated to reflect this move towards 'Greener' steel and, it is highly anticipated that Low Carbon steel will become a more regular feature on our production planning boards during FY24/25.