

Beldam Crossley Limited defines its purpose as a progressive organization aimed at providing innovative engineered solutions for the World's most critical challenges. The organisation's vision is to deliver world class excellence through unstoppable team performance and states its values of one team, customer focus, continuous improvement, and innovation, as key to realising this vision. Beldam Crossley Limited will continue to support the United Nations (UN) Sustainable Development Goals (SDGs) and where possible, the objectives of the UN SDGs are being integrated into our operations and initiatives.

## Policy and Scope

Effective management and continual improvement of safety, health, environment, quality, energy, carbon reduction, and responsible sourcing is of key importance to the sustained success of our business. We have a single sustainability policy, which is regularly reviewed and communicated to employees, contractors, visitors, key stakeholders and our supply chain to inform and promote wider adoption of responsible practices. As a minimum, we comply with all applicable legal and regulatory requirements. Co-operation in the effective implementation of the policy is a condition of employment, partnership and supply.

## Ethics and good governance

We will continue to demonstrate strong ethics and good governance by:

- Informing our stakeholders transparently on our progress and challenges to tackle sustainability issues
- Storing information and personnel data in accordance with GDPR and as per industry best practice of ISO27001 / Cyber Essentials.
- Ensuring compliance with all relevant governing policies, including the *Indutrade Code of Conduct*, and regularly reviewing and updating all policies and procedures
- Maintaining risk assessments and mitigation plans & policies to address business risks including risks due to climate change, human rights issues, corruption & bribery, money laundering, fraud, conflict of interest, information security and data privacy.
- Recognising that bribery and corruption in any form is unacceptable and checking supplier risks related to environmental impact, data protection & privacy, money laundering, labour rights, and compliance to the laws of the UK, as per our *Anti-bribery and Corruption Policy*
- Undertaking internal and third-party assurance activities for good governance on financial and material non-financial aspects
- Engaging our suppliers, contractors and any other value chain partner on our expectations related to environmental, social and governance aspects, in line with our *EDI Policy*.
- Informing our customers about the functional, environmental and safety performance of our products, both in our published documentation and through direct communication.
- Ensuring the upskilling of our entire workforce, including building on our understanding of sustainability and improving our *Carbon Literate Organisation Standard* level of Bronze.

## Business innovation and circular economy

We will ensure continuous business and product innovation by:

- Engaging with our stakeholders at all appropriate opportunities to encourage innovative development of our products, services and manufacturing systems to continually improve our sustainability performance.
- Continuing to develop, source and implement feasible technological innovation within our products.
- Using resources appropriately and sustainably and, where possible, substituting primary resources with alternative materials.

- Adopting the waste hierarchy of waste prevention, reuse of materials, recycling, co-processing and energy recovery to minimise waste disposal and maximise productivity.
- Adopting a systematic approach for continuous improvement. We are committed to achieving and maintaining the certifications for the highest standards in complying with ISO 9001, ISO 14001, ISO 45001 and the relevant CE certification marking schemes.

## **Health, safety and wellbeing**

We will ensure Beldam Crossley is a safe and healthy place to work by:

- Acting in accordance with the *Health and Safety Policy Statement* and complying with all duties as is reasonably practicable.
- Eliminating risk in the workplace through monitoring performance and implementation of best practice such as ISO 45001.
- Developing, implementing and regularly reviewing action plans to ensure the health, safety and mental wellbeing of our employees.
- Committing to the continual improvement of the suitability, adequacy and effectiveness of the occupational health and safety management system.

## **Climate action and environmental responsibility**

We are committed to reaching net zero carbon emissions and to fulfilling our share of the responsibility to keep the global temperature rise below 1.5° Celsius in line with the Paris Agreement. We will continue to reduce our impact on air, land and water, in line with our *Environmental Policy*, by:

- Setting science-based targets to reduce carbon emissions and energy consumption; reducing the use of fossil fuel through efficiency improvements; and using alternative and renewable sources.
- Putting best efforts to complying with the Beldam Crossley Net Zero target of 2028; ahead of and in line with Indutrade Group's Net Zero target of 2030
- Monitoring, measuring and taking subsequent actions to reduce Scope [1, 2 and 3] emissions of greenhouse gases through our efforts as outlined in our *Carbon Management Policy*.
- Transitioning our operational fleets from traditional combustion engines to alternative forms of energy and, through collaboration with suppliers, improving the efficiency of our fleets through the adoption of new technology.
- Seeking to apply the principles of environmental stewardship throughout our operations; managing and restoring our sites to ensure land remains of value; implementing biodiversity net gain; and safeguarding geodiversity where appropriate.
- Using water efficiently, recycling where possible and protecting water quality.

## **Corporate Social Responsibility (CSR)**

We are committed to making a positive contribution to the communities close to our operations and building and maintaining cordial relationships with our stakeholders by:

- Developing a social value policy outlining our commitment to managing and measuring the social value our organisation is creating.
- Identifying and consulting with local community stakeholders close to our operations.
- Ensuring the appropriate usage of employee volunteering days, through the *Volunteering Policy*, to work on community projects.
- Providing employment and economic activity using local sourcing and local businesses where practical.

## **Fairness, inclusion and respect**

We will be a fair, respectful and inclusive company, encouraging a culture that values openness and transparency and recognises individual achievement by:

- Maintaining, updating and disseminating the *Code of Conduct* and the *EDI Policy* to keep all employees informed on the relevant procedures and responsibilities to ensure a safe and inclusive environment.
- Maintaining and communicating procedures recognising that all forms of harassment and modern slavery are unacceptable.
- Striving for the fair treatment of all our employees and everyone in our supply chain by complying with relevant policy and engaging with third parties and stakeholders to exchange best practices.
- Valuing our workforce and, by recruiting, selecting and developing our employees, contractors and suppliers, ensuring they are appropriately skilled and competent to carry out their roles and are aligned with our vision and principles.
- Implementing and maintaining specific policies where necessary and appropriate, such as the *Menopause Policy*, to ensure that employees are protected and able to work to the best of their ability.
- Continuing our engagement with the Living Wage Foundation and paying living wage to our workforce
- Committing to the consultation and participation of workers and workers' representatives through formal mechanisms.

Signed:

*Slavka Hughes*

Slavka Hughes  
Sustainability Manager  
05<sup>th</sup> July, 2024

On behalf of  
Beldam Crossley Limited