

Beldam Crossley - Sustainability Policy

At Beldam Crossley, we are committed to building a sustainable future for our company, our employees, our stakeholders, and the communities in which we work and serve. We recognise that sustainability is not just a responsibility but also an opportunity to create long-term value while minimising our environmental impact. This Sustainability Policy outlines our commitment to sustainable practices and our approach to achieving our goals.

We have selected the following UN Sustainable Development Goals (SDGs) to align with our sustainability commitments and activities to prove our contribution towards them: SDG 1 No Poverty; SDG 3 Good Health and Well-being; SDG 4 Quality Education; SDG 5 Gender Equality; SDG 6 Clean Water and Sanitation; SDG 7 Affordable and Clean Energy; SDG 8 Decent Work and Economic Growth; SDG 9 Industry, Innovation and Infrastructure; SDG 11 Sustainable Cities and Communities; SDG 12 Responsible Consumption and Production; SDG 13 Climate Action; and SDG 16 Peace, Justice and Strong Institutions.

1. Environmental Stewardship

We are committed to reaching Carbon Neutrality by 2030. As part of the Indutrade Group, we contribute to the Group's climate targets, which were validated by the Science Based Targets initiative (SBTi) in December 2024. The validated targets cover Scope 1, 2 and 3 emissions against a 2023 base year: reducing Scope 1 and 2 greenhouse gas emissions by 50% by 2030 and 90% by 2050; reducing Scope 3 emissions by 25% by 2030 and 90% by 2050; and reaching net-zero greenhouse gas emissions across the value chain by 2050. We aim to:

- Reduce our Scope 1 and 2 carbon emissions by 50% by 2030 against a 2023 base year, in line with the Group's SBTi-validated target, through reducing energy consumption and improving efficiency in our operations. This includes switching to a fully renewable energy supplier, turning off lights when not in use, encouraging green commuting to work, and changing our company vehicles to EVs.
- Minimise waste generation, support recycling, and reduce the use of single-use plastics. For example, moving all our invoices online, encouraging recycling onsite and changing our packaging from single-use plastic to plastic with 30% recycled content.
- Manage water resources efficiently and reduce water consumption, including fixing leaks to prevent water waste.
- Ensure responsible sourcing of materials and supplies by mapping out a more local supply chain (Scope 3).
- Promote biodiversity conservation and responsible land use in our facilities by supporting and restoring our sites and the surrounding grounds.

2. Sustainable Products and Services

We will continue to research and develop more sustainable ways to create and deliver our products and services by:

- Exploring more sustainable design principles.
- Sourcing materials and components from suppliers with strong sustainability practices.
- Educating our customers on the environmental benefits of our products.

3. Employee Health, Wellness and Engagement

We will ensure that Beldam Crossley is a safe and healthy place to work, and our employees are engaged in our sustainability journey. We will:

- Conduct risk assessments in the workplace and follow OH&S best practice.
- Develop and implement action plans, including supplying enhanced health surveillance each year, like eye care and offering mental health online support

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(Health Assured). We also have trained First Aiders and Mental Health Aiders available on the site.

- Promote a culture of sustainability throughout the Organisation by offering regular updates from our Sustainability Manager.
- Supply training and resources to empower employees to make sustainable choices. For example, Be Ethical's workforce awareness training around environmental, social and governance behaviours (ESG).
- Encourage employee suggestions and initiatives for sustainability improvements, which we do through our monthly Sustainability Group.

4. Fairness, inclusion, and respect

We will be a fair, respectful, and inclusive company, encouraging a culture that values openness and transparency, recognising individual achievements. We will:

- Strive for fair treatment of all our employees and everyone in our supply chain, improving labour conditions, health and safety and stopping worker exploitation. For example, through our Code of Conduct, we give to suppliers as part of their evaluation process.
- Valuing our workforce and making our workplace and recruitment processes accessible and inclusive, selecting, and developing our employees, contractors, and suppliers to ensure they are appropriately skilled and supported to perform their roles.

5. Being a good neighbour

We are committed to making a positive contribution to the communities close to our operations and ensuring transparent communication to all our stakeholders. We will:

- Develop a social value policy outlining our commitment and the social value our Organisation is creating.
- Find and consult with local community stakeholders to sustain long-lasting relationships. For example, supporting Derian House Children's Hospice and Bolton Hospice, which provide vital care and support to families in our local community.
- Having a programme of employee volunteering and fundraising days to contribute to local projects and charities. Such as Great Ormond Street Hospital, Rock FM – Mission Christmas (Cash for Kids) and STEM projects in local schools.
- Supplying employment and economic growth through local sourcing and recruitment.
- Supplying apprenticeship opportunities for young people in the community and Graduate placement for University Graduates in various departments.

6. Leadership and Continuous Improvement

We strive to become a thought leader in sustainability across our sector and continuously check and measure our performance, setting ambitious goals and pushing for improvement in all areas of sustainability. We will do this by:

- Engaging with our stakeholders to encourage innovative development of our products, services, and manufacturing systems to improve our sustainability performance continually.
- Informing our customers and sector about the functional, environmental and safety performance of our products.
- Adopting a systematic and integrated approach. We are committed to achieving the highest standards in following ISO 9001, AS9100, ISO 14001, ISO 45001.
- Finding and supplying relevant training, advice and information for staff and encouraging them to develop innovative ideas. For example, rolling out Carbon

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Literacy training to raise awareness about climate change and internal audit courses to follow auditing standards.

7. Reporting and Accountability

We will report our sustainability progress annually through transparent and accessible channels. Responsibility for our sustainability efforts will be assigned throughout the Organisation via our Sustainability Group to ensure accountability.

8. Review and Revision

This Sustainability Policy will be reviewed regularly to ensure its effectiveness and relevance to our Organisation's goals and changing sustainability challenges.

At Beldam Crossley, we believe that sustainability is not only essential for our planet's future but also integral to our long-term success. We are committed to aligning our business practices with environmental and social responsibility, and we invite all our stakeholders to join us on this journey towards a sustainable and prosperous future.

Slavka Hughes
Sustainability Manager
Beldam Crossley

Review scheduled: 30.09.2027.