

Environmental, Social, and Governance (ESG) Report for Beldam Crossley Ltd 2024



Environmental Initiatives: to minimise our environmental impact through initiative-taking measures and sustainable practices. This year's achievements include:

- 01 • Scope 1 Reduction**
We have achieved a 111 tCO2e reduction from 2023.
- 02 • Scope 2**
We have transitioned to 100% renewable electricity on site achieving 99.7 tCO2e reduction from 2023
- 03 • Recycling Initiatives**
We have introduced recycling of metals, which helped us generating a financial return of £6,623.
- 04 • Energy Monitoring**
We have invested in an energy monitoring system for our machinery to track energy usage and plan for energy improvements and reductions in 2025.
- 05 • Sustainable Transportation**
All company cars have been transitioned to electric vehicles (EVs) and we have also installed EV chargers at our facilities.

Our goal is to achieve an additional 15% reduction in Scope 3 emissions by 2030 by collaboration with our suppliers. Establishing EcoVadis rating to improve transparency and sustainability practices.

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Social Impact We believe in fostering a positive impact on our communities and within the workplace. Our efforts include:

Employee Engagement

Organised quarterly team-building activities, including events like bowling, horse racing, go-karting, and rock climbing, to promote a supportive and inclusive work environment. During the year we had various food events to show appreciation to all our employees. We ended celebrating successful year with Christmas dinner.



Volunteering

Employees actively participated in community initiatives, including volunteering in local charity. Collectively, our team contributed over 60 hours to various causes.



Charity & Education sponsorship

Sponsored a local child charity BLGC by donating gifts for Christmas and being their Patron thought the year. Sponsored Smithills School and Lever Park School in STEM activities, helping year 7 students learning about engineering principles and attending Race to the Line STEM competition in Manchester.



Workplace Development

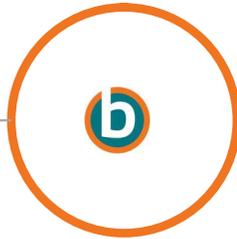
Provided work experience opportunities for high school & college students, fostering future talent, and supporting career development.



These initiatives reflect our commitment to being a responsible and active community member.

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Strong governance is the foundation of our sustainability strategy. This year, we focused on:



Ethical Standards

Upholding rigorous standards of transparency and accountability in all business practices. Promoting our purpose, vision, values .



Continuous Improvement

Introduced "5S Audits" and Kaizen events to improve processes and drive operational excellence. Installed 2 Kardex machine in the warehouse to improve our warehouse facilities.



Stakeholder Engagement

Enhanced communication with stakeholders through regular updates and reporting on ESG progress



Diversity and Inclusion

Strengthened representation at all organisational levels by implementing new recruitment and mentorship programs.



ISO Standards

Maintained ISO 14001, AS 9100, and ISO 45001 certifications to ensure consistent quality and service for our customers.



We remain committed to maintaining a culture of integrity, equity, and responsible governance.

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Future Goals

ACHIEVE NET ZERO BY 2028

01

INCREASE EMPLOYEE VOLUNTEER HOURS BY 20% IN 2025

02

03

EXPAND CHARITABLE CONTRIBUTIONS TO SUPPORT MORE LOCAL CAUSES

04

FURTHER ENHANCE DIVERSITY AND INCLUSION INITIATIVES ACROSS ALL LEVELS OF THE ORGANISATION



This ESG report highlights our progress and demonstrates our dedication to creating a sustainable, inclusive, and ethical future