



partners in chemical processing

ENVIRONMENT, SOCIAL AND GOVERNANCE REPORT 2026



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ABOUT EXWOLD

Founded in 1992, Exwold Technology are a successful contract chemical formulation & processing company. Offering a range of specialist solids services including:

- Granulation: extrusion, compaction, pan granulation, coating and impregnation
- Blending
- Particle size reduction
- Packing



5 manufacturing sites in the North East of England



£14.2 million turnover in 2025



Employing 120 people across a range of disciplines



Privately owned



21% increase in sales versus 2024

OUR VISION

Exwold is a world-class contract manufacturer committed to improving the quality of people's lives through processing and formulation.



COMPANY STRUCTURE



Brenda Road

Exwold is headquartered at Brenda Road, Hartlepool. The company's executive directors work full time at the site, and administrative, storage and manufacturing is carried out here. Overall, 78 employees work at Brenda Road.

The company has four other sites, all within a 15km radius:



Queens Meadow

Manufacturing and commercial department.

Personnel: 3



Haverton Hill

Manufacturing department.

Personnel: 17



Tofts Farm A

Manufacturing department.

Personnel: 21



Tofts Farm B

Manufacturing department.

Personnel: Manned from Brenda Road

OUR VISION

Hartlepool Investments Limited is the holding company of Exwold Technology Limited and has been a privately owned, limited company since 2006.

HARTLEPOOL INVESTMENTS LIMITED



EXWOLD TECHNOLOGY LIMITED



Brenda
Road

Queens
Meadow

Haverton
Hill

Tofts Farm
A

Tofts Farm
B

ACCREDITATION

Exwold maintains an integrated management system, certified in accordance with international standards.

Quality: ISO 9001



Environment: ISO 14001



Health & Safety: ISO 45001



Certificate Number 25709

Exwold has participated in Ecovadis CSR assessment since 2018 and in 2025 achieved Bronze.



Exwold has further reinforced its commitment to responsible practices by joining the UN Global Compact. By aligning with the Compact's 10 principles on human rights, labour, environment and anti-corruption, Exwold aims to further embed sustainability and ethical conduct across its business.

The company is a member of the Chemical Industry Association, BCPMA, North East Chamber of Commerce and British Safety Council. Exwold subscribes to TreeApp, supporting the charity's work in planting trees to off-set its carbon footprint, reduce deforestation and provide work in affected communities.

EXWOLD MISSION STATEMENT

To be the *preferred* outsourcing partner, through close collaboration with our customers and suppliers, within the chemical industry.

Establish and maintain long-term relationships with our customers by providing a *quality* contract processing service and finding innovative solutions to their problems.

Safeguard employee and customer futures by building and maintaining a *sustainable* business.

To instil a *safe working environment* through *employee engagement* and *people development*.



ESG GOALS

Our ESG goals fall into four main categories with the objective that Exwold positively impacts society and the environment.

1. Environmental Responsibility: We are committed to protecting the planet, community and people by making more ethical choices. We are committed to reducing waste, improving recycling processes, and lowering energy consumption across all our sites. Investments in cleaner technologies and sustainable raw materials form a key part of our operational strategy.

2. Economic Responsibility: We ensure profitability, provide job security, build shareholder confidence, and competitive manufacturing for clients, while balancing these objectives with social and environmental considerations. We prioritise the well-being of our employees, suppliers, and the communities in which we operate. Health and safety, diversity, and professional development are fundamental pillars of our approach.

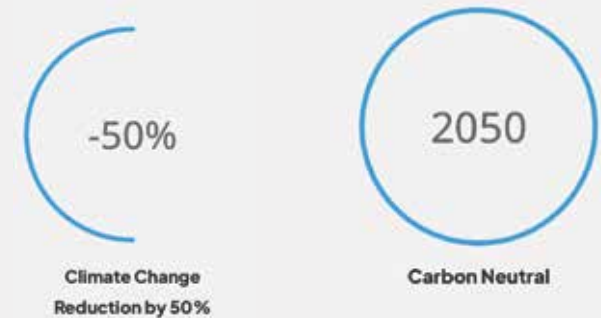
3. Ethical Responsibility: We maintain an ethical business by always treating people with respect and dignity, while ensuring fair labour practices, ethical sourcing, and transparency. Transparency, ethical business practices, and regulatory adherence underpin our operations. We work closely with our stakeholders to ensure compliance with international sustainability standards and best practices.

4. Responsibility to Our Local Community: We contribute to our communities by donating to charity and by supporting local projects.

Our CSR goals are aligned with the United Nations' Sustainable Development Goals (SDGs), and our mission statement reflects the company's focus on people, the environment, and the community.

This annual report provides insight into Exwold's strategic sustainability goals and our progress in achieving them. It demonstrates Exwold's integration of sustainability to address global challenges, such as climate change, and our commitment to supporting society.

Our business, alongside our partners, is working to reduce our carbon footprint with clear targets:



MANAGING DIRECTOR'S MESSAGE

At Exwold, operating responsibly is ingrained in everything we do and who we are. As a contract chemical processing company, we recognise the impact our activities can have on the environment, as well as on the safety and wellbeing of our employees, customers and the communities in which we operate. These responsibilities remain at the forefront of every decision we make.

Sustainability is no longer simply a compliance obligation, it is now a strategic priority embedded in our business. Our focus includes energy reduction, waste reduction, responsible sourcing and continuous improvement across the business. These support our commitments reducing our environmental footprint, improving resource efficiency, and adopting innovative practices that support long-term, sustainable growth.

Our mission remains to be the preferred outsourcing partner, built on strong collaboration with our customers and suppliers. This partnership approach is especially important as we work together to create more sustainable solutions. By integrating environmental and social considerations into our strategy, we are strengthening resilience, improving operational performance, and positioning Exwold for long-term success.

Many of the principles that underpin sustainability have always been part of Exwold's culture. As a business, we have historically prioritised efficiency, minimised waste, and managed resources carefully. Today, we are building on these foundations with a clearer alignment to our ESG goals. Initiatives such as the installation of solar panels at our Tofts Farm site demonstrate our commitment to reducing carbon emissions while also delivering long-term operational benefits.

We continue to evolve alongside our markets. While climate change presents challenges in traditional sectors such as agriculture, it also creates opportunities to innovate. Working closely with our customers, we are developing a growing portfolio of more sustainable products, ensuring the future resilience of both our business and our workforce.



KEVIN MARTIN

Managing Director



GOVERNANCE

CORPORATE GOVERNANCE

- The Exwold Board is committed to strong governance, accountability, transparency, and the strategic alignment of sustainability goals across the business.
- The Managing Director and Executive Team are accountable for the company's performance and overall strategy, including sustainability.
- The Compliance Team and Sustainability Groups are responsible for setting and delivering sustainable objectives across the business.
- In compliance with the UK Companies Act 2006, Exwold's company registration number is 02735432.
- The company discloses statutory accounts to Companies House on an annual basis. The 2025 accounts were submitted in January 2026.
- Accounts are audited independently prior to disclosure by financial auditors Clive Owen LLP, who are appointed by the Board of Directors. In 2025, no financial irregularities were highlighted in the audit.
- In accordance with the Economic Crime and Corporate Transparency Act 2023, compulsory verification of directors' identities by Companies House has been introduced and the company is in full compliance.



BOARD OF DIRECTORS

Exwold's Board of Directors is committed to the long-term success of the business, and to the strong governance that underpins it.

The directors of Exwold have a diverse range of expertise, including: research and development, quality, engineering, commercial, operations, finance, compliance, and long-standing industry experience.

Chairman

Michael Hird

**Managing
Director**

Kevin Martin

**Operations
Director**

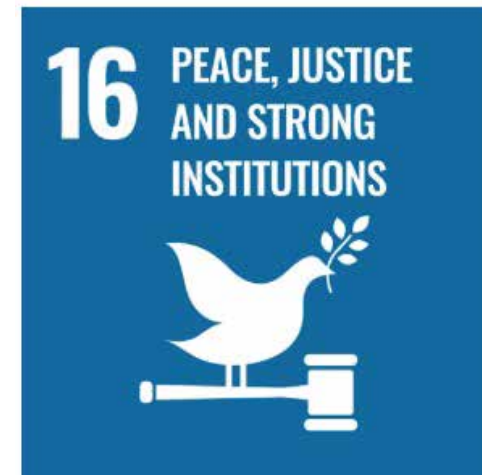
David Tunney

**Commercial
Director**

Sam Price

**Company
Secretary**

Andrea Gallant



United Nations Mandate No. 16.

Kevin Martin

As Managing Director of Exwold, I believe that strong governance is the foundation of sustainable business performance and long-term stakeholder trust. We continue to strengthen our governance framework by enhancing board oversight, reinforcing ethical standards, and ensuring transparent decision-making across all levels of the organisation. We remain committed to accountability, risk management, and compliance with evolving regulatory expectations. By embedding integrity and responsible leadership into our culture, we aim to support resilient growth while upholding the highest standards of corporate governance.

MATERIALITY ASSESSMENT

In 2025, a materiality assessment was carried out by the Compliance Team. Sustainable materiality is the process of identifying and prioritising the environmental, social, and governance (ESG) issues that matter most to a business and its stakeholders, so the organisation can focus its efforts and resources on the areas with the greatest impact.

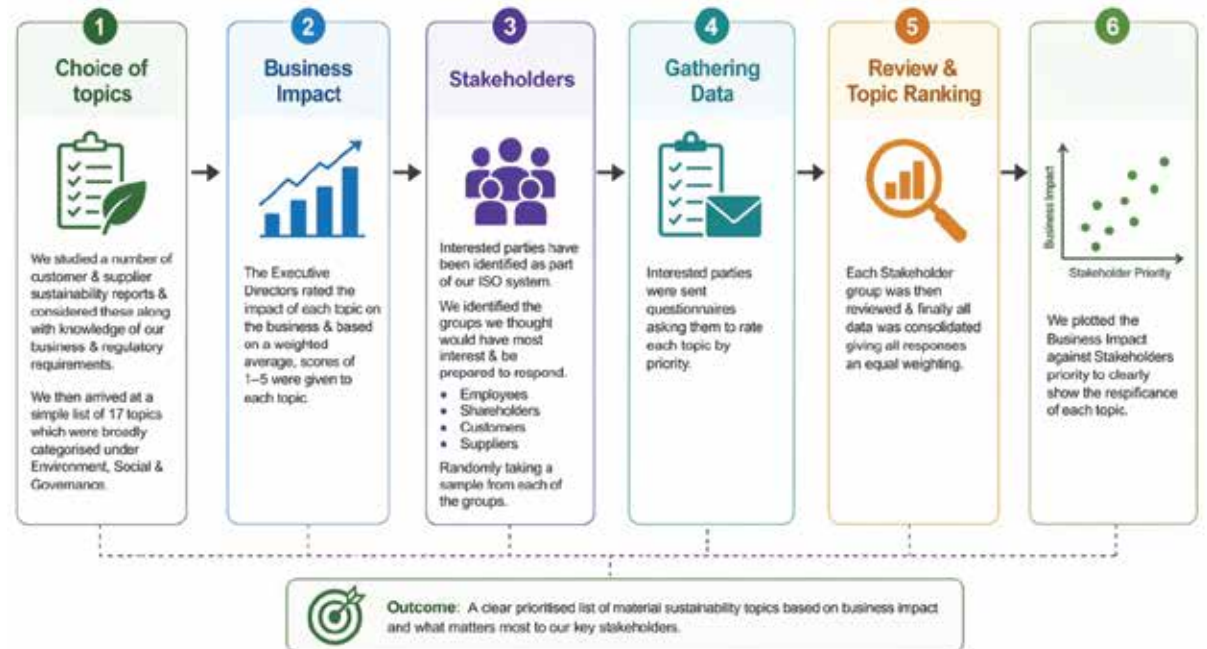
Exwold's Approach

To better understand the risks and opportunities that may affect the business, Exwold has for the first time engaged with stakeholders about their sustainability priorities.

How Was It Conducted?

Key sustainability topics were determined by the Compliance Team based on business knowledge. Questionnaires were sent to interested parties including shareholders, customers, employees and suppliers, Parties were asked to score topics from 1 (least important) to 5 (most important).

The Board of Directors then undertook a study of which key topics impacted the business most. These results were correlated into a single matrix.



MATERIALITY ASSESSMENT

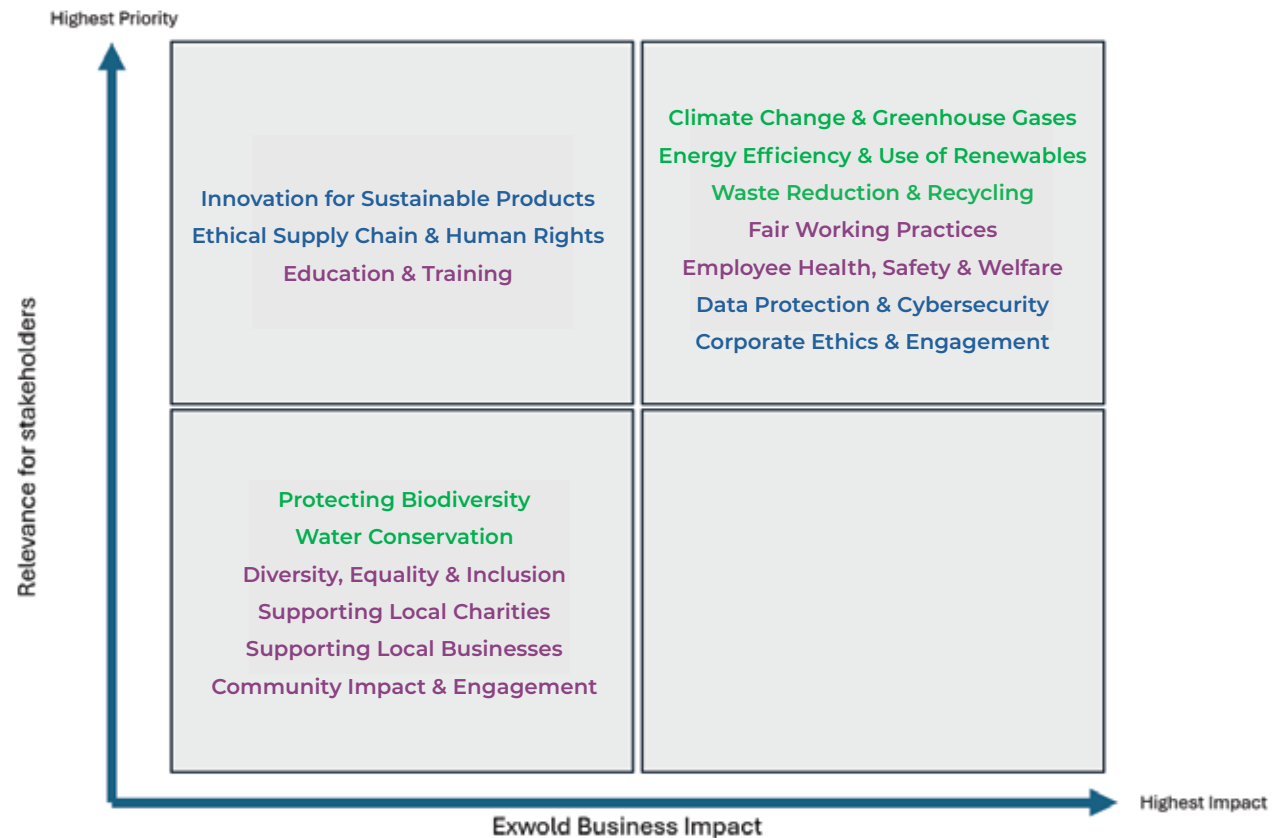
What Was Discovered?

Environmental sustainability is a core expectation of all stakeholders and feedback shows a preference towards environment issues over other pillars. That said, shareholders expect a balance of environmental, social and governance (ESG) performance. Stakeholders prioritise accountability, transparency and responsible business conduct.



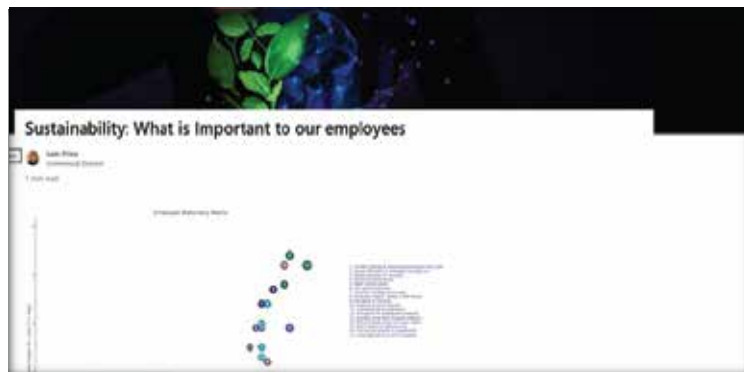
Priorities identified:

- Employee health, safety and wellbeing
- Exwold's long-term financial stability
- Data privacy and cybersecurity
- Waste reduction and recycling
- Fair labour practices
- Climate change
- Energy efficiency



STAKEHOLDER MATERIALITY COMMUNICATION

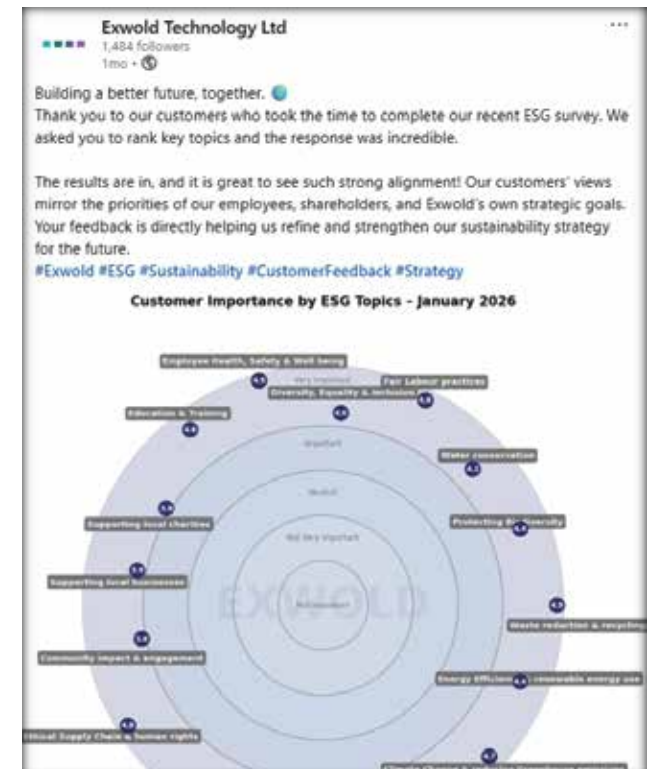
As a means of transparency, Exwold communicated the findings of its materiality questionnaire to all stakeholders, including the general public and others through the following open media. The company wished to demonstrate their appreciation to stakeholders and show how it has begun to focus on the key topics identified.



Exwold's Internal Sharepoint



Social Media Channels Including Facebook, LinkedIn and Bluesky





ENVIRONMENTAL

ENVIRONMENTAL OVERVIEW

Exwold is committed to full compliance with all relevant laws and legislation. As part of its management system, Exwold uses a specialised platform (LUS) to ensure mechanisms are in place to identify applicable laws and maintain corporate compliance. The Compliance Department reports relevant changes at Board level, and legislative updates are included as part of the annual review.

Exwold's Integrated Management System is certified to ISO 14001:2015. Re-certification to the standard was completed in January 2025, with a further surveillance audit completed later that year. The company also maintains established environmental, energy, and waste policies.

The company's Brenda Road site is a top-tier COMAH site, while the Haverton Hill site complies with Environmental Permitting Regulations (EPR) and operates as a lower-tier COMAH site.

We have participated in EcoVadis since 2018 and were proud to be awarded a Bronze medal in our 2025 assessment.

Exwold's sustainable development goals:




ENVIRONMENTAL OVERVIEW



As a manufacturing company, energy is a major contributing factor to our long-term sustainability.

Energy streams at Exwold include:


Gas Power



Used at 4 sites, mainly as part of the drying process.

59%
Increase in natural gas consumption of 59%.


Electric Power



Used to power equipment, IT, and lighting across all sites.

47%
Increase in electricity consumption of 47%.

Solar Power



Installed at Tofts Farm A, with plans to extend.

1.8%
Increase in solar power generated of 1.8%.

ENERGY

Exwold's journey to reduce its carbon footprint is delivering clear results. In 2025, the company achieved a 21% decrease in combined Scope 1 & 2 GHG emissions, reinforcing its commitment to Net Zero.

Exwold's strategy remains focused on three key pillars:

- Increasing the use of renewable energy: By 2030, the company aims to source 100% of its electricity from renewable sources.
- Driving energy efficiencies.
- Adopting new technologies.

Renewable Energy

Total energy from renewable sources.

81%

Employee Training

Percentage of employees with energy awareness training.

80%

Energy Profiling

Number of sites having completed energy profiling.

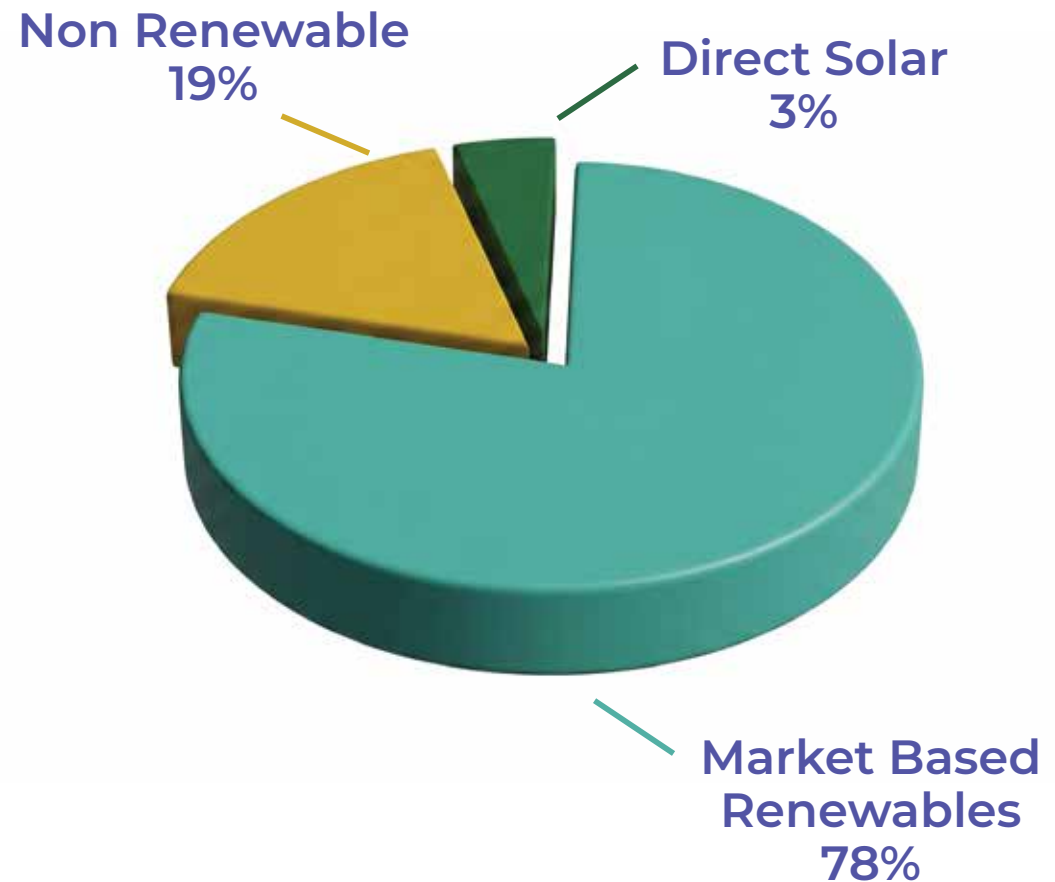
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Renewable Electricity Sourcing: Making the Sustainable Choice

In 2025, the company made a strategic board-level decision to transition its electricity supply to a 100% renewable energy tariff, backed by Renewable Energy Guarantee of Origin (REGO) certificates. While this move carried a modest financial premium, the long-term environmental and reputational benefits far outweighed the short-term costs. Key 2025 Milestones:

- 1. Exceeded Targets:** We significantly surpassed our original target of 60% renewable electricity. By the end of 2025, 81% of our total consumption was derived from renewable sources.
- 2. On-Site Generation:** In-house solar power installations continued to support operations, contributing approximately 3% of our total electricity needs.

While progress has been strong, we are committed to closing the gap. The remaining 19% of electricity is currently tied to legacy, non-renewable third-party contracts. To address this, we completed an Energy Profiling and Power Quality Assessment to evaluate new supply arrangements. This groundwork, continuing through 2026, paves the way for direct renewable power solutions, granting us greater sourcing flexibility and accelerating our long-term decarbonisation goals.



Power Down, Save Up: Employee Engagement

Employee engagement is a critical driver of Exwold's ESG strategy. The company recognises that achieving its wider sustainability and operational goals depends on empowering employees to contribute ideas and influence change across the business. In 2025, Exwold launched the Power Down, Save Up initiative to improve energy awareness and embed energy-efficient behaviors across its operations. The programme focused on practical training and active employee participation, achieving the following milestones:

- **80% Training Coverage:** Energy awareness training equipped teams with the knowledge to identify inefficiencies and propose site-specific improvements.
- **15 Energy Improvement Ideas:** The initiative significantly increased engagement, resulting in 15 employee-submitted ideas.

Several high-impact, low-cost actions were successfully implemented during the year, including:

- Installation of lighting motion sensors at the Brenda Road warehouse.
- Introduction of an improved purchasing policy prioritising energy-efficient equipment.
- Cleaning of the Haverton Hill roof to increase natural light and reduce artificial lighting.
- Reinforcement of behavioral changes, including switching off office lighting when not in use.

Looking Ahead to 2026

To ensure full program coverage, the remaining two energy awareness training sessions will be delivered in Q2 2026. Further work is also underway to assess and implement additional employee-generated ideas, reinforcing Exwold's commitment to continuous improvement and employee-led ESG outcomes.



Process Efficiencies: Innovation & Collaboration



As a manufacturing business, Exwold recognises that even small improvements in process efficiency can deliver significant reductions in energy consumption. Predictive maintenance and process optimisation are central to Exwold's strategy to improve energy efficiency, eliminate waste, and consistently deliver for clients. To reduce energy intensity and improve asset performance, Exwold continues to invest in operational improvements, including the ongoing replacement of older motors with more energy-efficient models across all sites.

Digital Transformation and Efficiency

In 2025, the company introduced two key digital systems to enhance operational transparency and enable data-driven decision-making:

- **Evocon (TFA Plant):** A visual, user-friendly Overall Equipment Effectiveness (OEE) software platform that enables manufacturing teams to identify inefficiencies, reduce downtime, and eliminate waste using real-time performance data.
- **MaintainX:** A Computerised Maintenance Management System (CMMS) implemented to strengthen maintenance planning, improve cross-site visibility, and support proactive rather than reactive maintenance practices. By improving equipment reliability and reducing unplanned downtime, these platforms directly lower energy use per unit of production. Following its success at the TFA plant, Evocon will be rolled out across additional sites throughout 2026.

Innovation and Academic Partnerships

Exwold is partnering with Teesside University on a predictive maintenance project focused on anticipating equipment failures before they occur. The project deploys vibration, humidity, and temperature monitoring sensors to detect early warning signs of potential faults in critical assets. This collaboration enables Exwold to repair or replace equipment proactively, avoiding energy-intensive breakdowns and unplanned production losses. In parallel, the company is collaborating with the university to explore the application of Artificial Intelligence to process optimisation. This work will assess how AI-driven insights can further enhance asset reliability and long-term energy efficiency.


Together, these initiatives embed digital innovation at the core of Exwold's operations, delivering measurable ESG benefits through reduced energy intensity, improved asset longevity, and strong partnerships within the local community.

ACTIONS

Near Term Actions:

1 Energy Efficiency 
Focus on energy efficiencies


2 Buy Renewables 
Purchase from renewable sources

3 Own Renewables 
Evaluate & expand own renewables

4 Scope 3 Emissions 
Understand Scope 3 emissions

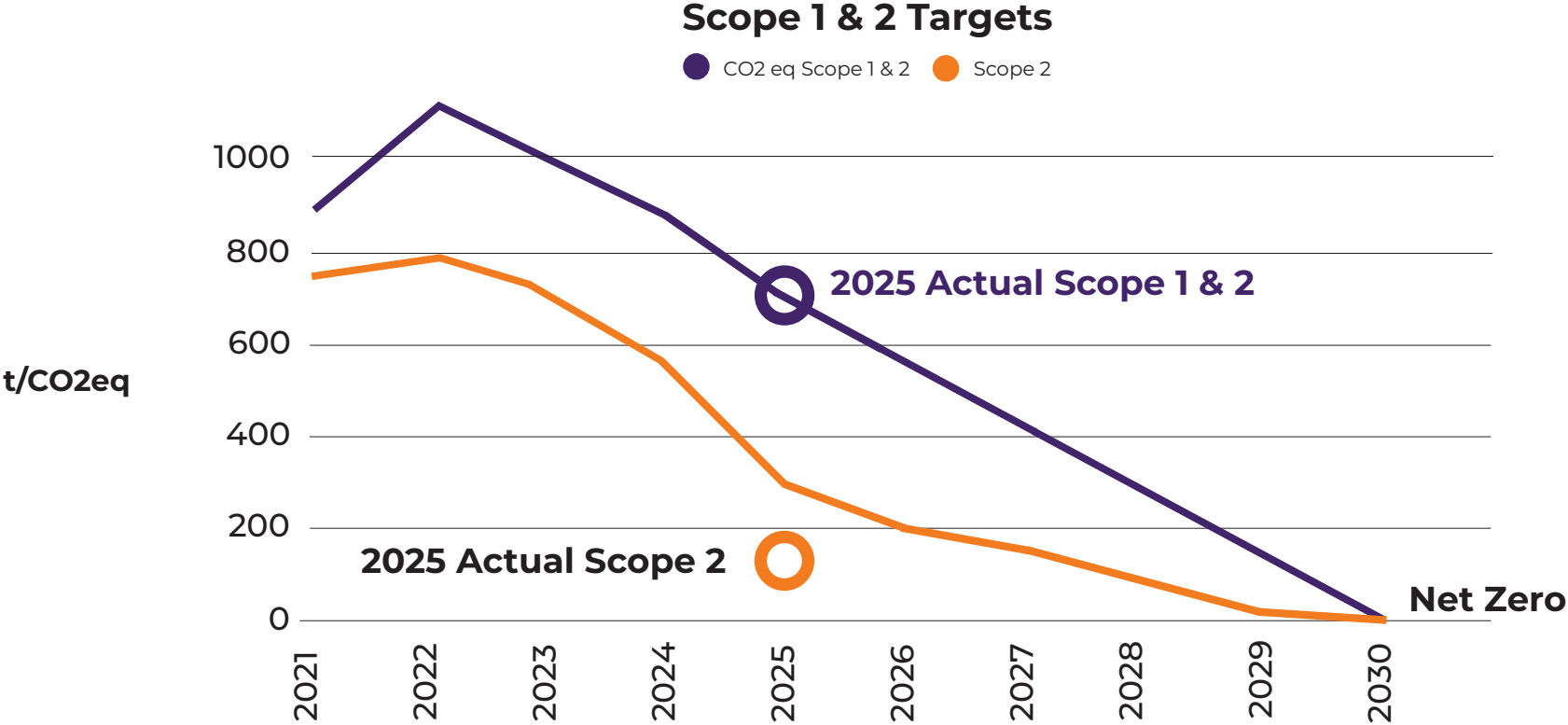
Longer Term Actions:

1 New Technologies 
Apply innovation to our portfolio

2 100% Renewable 
100% of energy from renewables

TRANSITION: SCOPE 1 & 2 TARGET PROGRESS

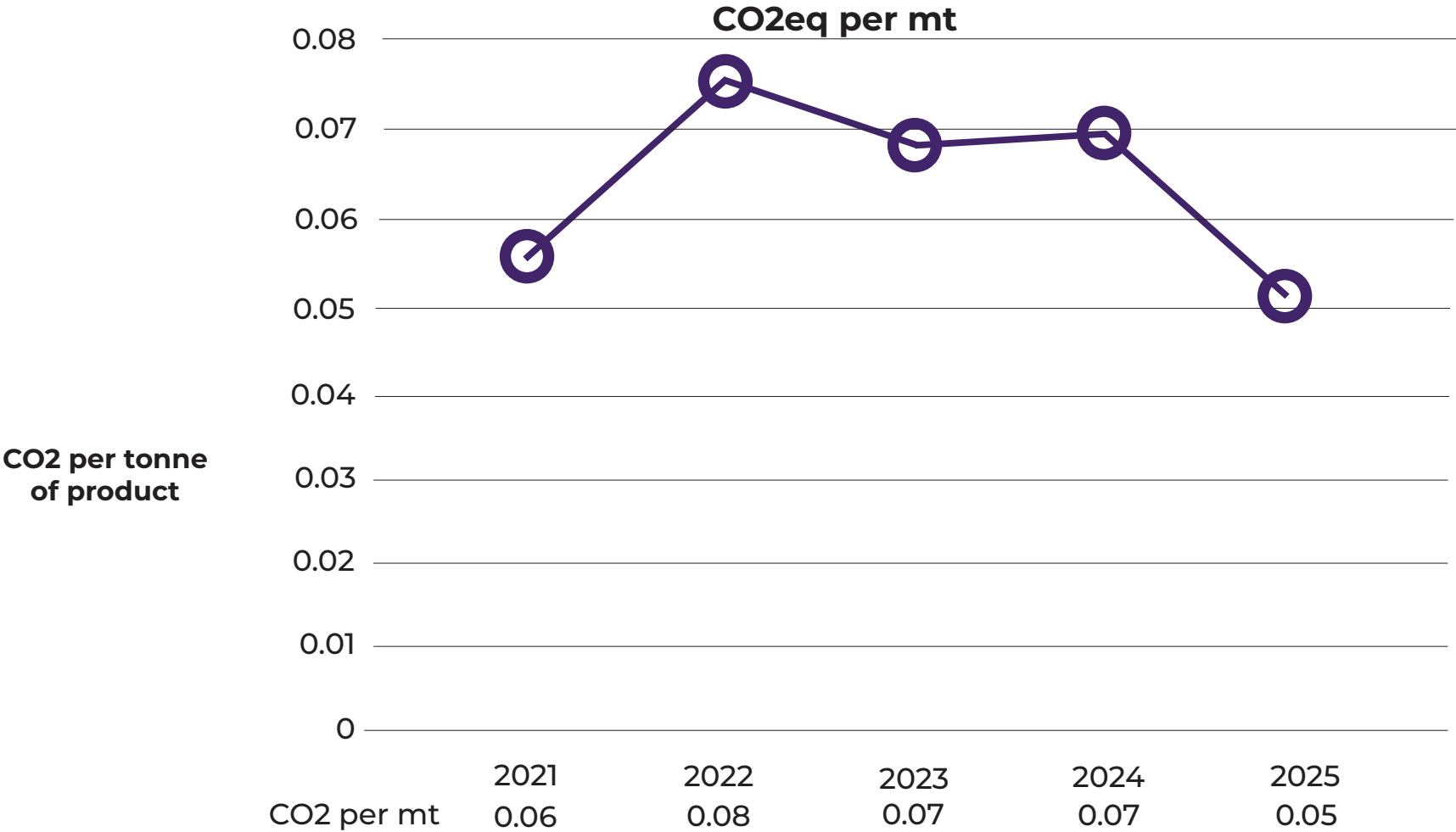
In 2025, Exwold achieved its overall Scope 1 and 2 emissions target, delivering a 21% decrease in CO₂eq from the 2021 baseline. This represents a particularly strong outcome given the increased production volumes across the business over the same period. This progress was largely driven by a substantial reduction in Scope 2 emissions, which decreased by 80% from the 2021 baseline.



TRANSITION PROGRESS

	2025	2024
CO2 eq per million £ turnover	0.046	0.08
CO2 eq per FTE employee	5.83	7.49
CO2 per tonne of product	0.05	0.07

TRANSITION PROGRESS



2025 PROGRESS

Long Term Objective	Objective	Measure	Target	Actual
Reduce green house gas emissions by 50% in 2030.	Reduce energy emissions by reducing energy use.	Monthly use of gas and electricity compared to overall tonnage of products produced.	410 kWh per mt	500 kWh per mt
		60% of energy supply to come from renewable energy sources.	60%	81%
	Improve energy awareness.	Launch initiative for saving power across the sites.	100%	100%
		Percentage of number of employees receiving energy conservation awareness training.	100%	80%
		Delivery of internal energy awareness communication.	3	2
		Distribute energy report to managers.	100%	100%
Carbon neutral by 2050.	Reduction of Scope 1 emissions. Determine strategy.	Generate report for consideration of using heat generated by the TFA compressor.	1	0
	Accurately evaluate electricity use at HH and determine strategy for electrical supply.	Generate report for consideration of HH electricity use. Refine breakdown of energy used per process.	1	1
	Improved engagement with suppliers.	Number of suppliers who have signed Supplier Code of Conduct.	50%	54%
	Establish ways to off-set carbon emissions.	Monthly tree planting via TreeApp.	12	12
Continued long term compliance.	Ensure legal compliance.	Annual energy audit.	1	1
		Report energy consumption for EPR permit.	1 time per year	1
		Complete annual energy report.	100%	100%

WATER STEWARDSHIP



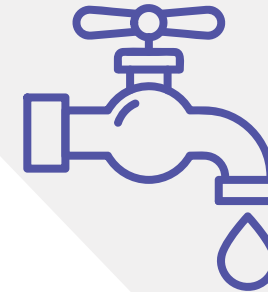
At Exwold, water is primarily used for manufacturing processes at satellite sites and during plant clean-downs. Exwold teams remain highly conscientious, ensuring water-saving practices are embedded across daily operations to support long-term sustainability and climate resilience. Aligned with a strong regulatory and industry shift toward advanced resource tracking, the company is preparing to upgrade its infrastructure with widespread smart water meters throughout 2026.

Water Reduction Initiatives

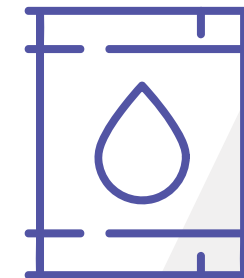
To complement these upgrades, two targeted efficiency projects were initiated at the Tofts Farm A plant to structurally reduce its on-site water footprint:

- **Drying Process Optimisation:** Implementing systems to recycle condensate generated during the drying process.
- **Clean-Down Efficiency:** Refining operational procedures to minimise the volume of water required during plant clean-downs.

These combined efforts strengthen Exwold's operational resilience, deliver measurable consumption reductions, and support the company's broader commitment to responsible resource management.



Water re-use 600,000 litres.



Waste condensate for off-site disposal: 81% reduction from 2019.

Closing the Loop: Reducing Water Use Through Recycling

During the extrusion process, water is added to form a dough and is subsequently removed during drying, generating a water vapour condensate. Previously, one of Exwold's plants used a closed-loop system that captured this condensate, which then had to be collected and shipped off-site as hazardous waste. In 2019, this process resulted in the dispatch of 400 mt of liquid waste.

Recognising an opportunity for improved water stewardship and environmental impact reduction, Exwold initiated a multi-year project to explore safe recycling options without compromising product quality. Between 2019 and 2025, Exwold and our client co-invested in technical assessments, specialized equipment, and operational upgrades to enable the reuse of condensate across manufacturing operations. This rigorous process included:

- **Quality Mapping:** Detailed analysis of condensate quality and variability.
- **Process Validation:** Extensive testing to guarantee zero risk to product integrity.
- **Cross-Functional Alignment:** Close collaboration between operations, quality control, and sustainability teams.

2025 Impact and Results

In 2025, an agreement was reached to recycle the condensate generated across all products manufactured at the site. Based on 2025 manufacturing volumes, condensate generation would have exceeded 600 mt without this intervention. Following full implementation:

- **Drastic Waste Reduction:** Only 76 mt of condensate required off-site waste disposal in 2025.
- **81% Baseline Improvement:** This achievement represents an 81% reduction in dispatched waste compared to the 2019 baseline.
- **Dual Environmental Benefit:** The initiative simultaneously slashes Exwold's localised water consumption and significantly curtails hazardous waste generation.

Waste



Exwold complies with all waste regulations, sending all waste for off-site professional disposal. Because many products manufactured at Exwold are potentially environmentally harmful, the company is 100% committed to ensuring waste is treated safely to prevent environmental harm.

While legislation, cost, and supply chain issues continue to provide challenges, reducing, recycling, reusing, and recovering materials is critical to the company's business and the environment.

Manufacturing waste is separated into hazardous and non-hazardous waste. The Compliance Department evaluates waste streams during new product introduction and provides a product-specific waste sheet for every production run to ensure correct segregation.

In 2025, Exwold fully implemented the The Separation of Waste (England) Regulations 2025, requiring further separation of waste, including food waste. The company monitors waste generation on a monthly basis and carries out an annual review of waste streams and quantities

Reusing and recycling is a fundamental part of our business model. Although chemical waste is generated during manufacturing, many of our processes support material recycling. This culture of recycling significantly minimises waste generation while improving efficiency.

Key practices include:

- Recycling fines and oversize materials within extrusion and pan granulation processes.
- Pallets are recycled and reused.
- Utilising reusable bulk packaging, such as Octoboxes and IBCs.
- Reusing condensate directly back into manufacturing processes.

>370mt of Product Recycled...

Pallets.
2025 = 116.22 mt.
Down 33.03 mt since 2024.

Condensate.
2025 = 124 mt.
Down 130.9 mt since 2024.

IBCs Recycled.
2025 = 156
Up 104 since 2024.

Cardboard.
2025 = 103.81 mt.
Down 48.73 mt since 2024.

Metal.
2025 = 15.4 mt
Down 1.34 mt since 2024.

Wood.
2025 = 13.18 mt.
Down 3.3 mt since 2024.

ENVIRONMENTAL OVERVIEW

Reduction

Clean-downs are critical on multi-purpose plants due to industry requirements for low residual impurities between products; however, a by-product of this process is wastewater. Wastewater remains the largest waste stream at Exwold, with over 400mt sent for incineration in 2025. While this is a similar quantity to 2024, the fact that it was maintained alongside higher volumes of manufactured product demonstrates a real improvement, driven by the continuation of wastewater reduction projects throughout 2025.

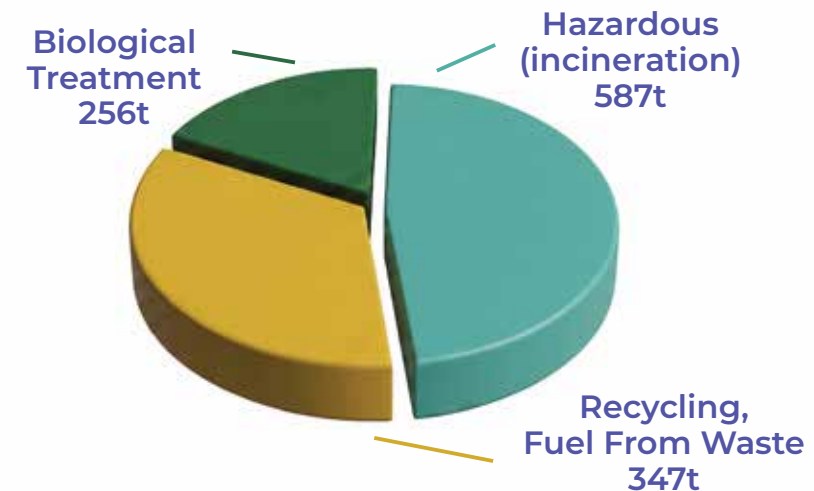
Hazardous solid waste did increase during the year, which was directly related to specific customer requests for disposal and increased manufacturing volumes.

Efficiency Metrics

	2025	2024	Variance
Hazardous Waste Water per tonne of product	0.031	0.034	-8%

Evaluation of Disposal Routes

Throughout 2025, Exwold continued to explore a number of disposal routes to reduce emissions. In 2026, there is a strategic focus on establishing alternative routes for wastewater disposal to reduce the company's carbon footprint without compromising rigorous environmental controls. Additionally, 5.2mt of plastic shredding was successfully sent for recycling via a fuel-from-waste program. No materials were sent to land-fill (although approximately 5% of general waste may have to go to land-fill with the rest used as a fuel for energy).



Small Changes, Big Impact: Reducing Wastewater

Reducing waste generation is a core element of the company's ESG strategy, supporting broader environmental and operational efficiency objectives. Due to strict industry requirements for low residual impurity levels and the high standards needed during equipment clean-down to prevent product contamination, wastewater represents the company's largest waste stream and is sent for off-site incineration. Recognising both the environmental impact and the associated disposal costs, the company initiated a targeted wastewater reduction program at the TFA site.

The key objective of this initiative was to reduce wastewater generation by 11% during 2025, without adversely affecting product quality.

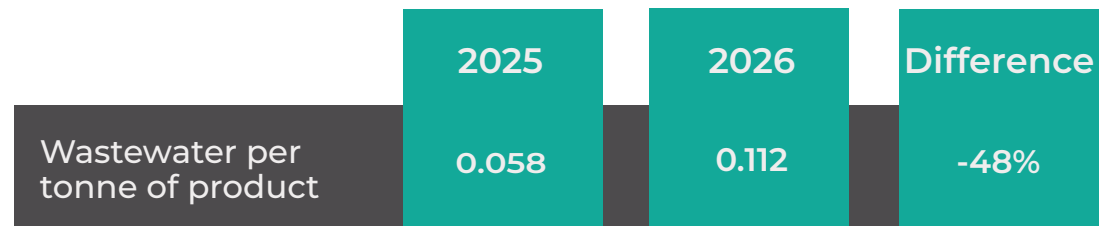
The improvement program was led by the Technical Manager and focused on behavioral change, planning, and technical optimisation:

- Improved production planning, reducing the frequency of equipment clean-downs and minimising unnecessary wash cycles.
- Enhanced employee education and awareness, ensuring teams understood the financial costs, environmental impact, and sustainability implications of clean-down activities.
- Improved cleaning techniques, optimising water usage while maintaining stringent quality and contamination-prevention standards.

These actions ensured that waste reduction efforts were embedded into daily operations without compromising product integrity.

Key Metrics:

Overall volume of wastewater reduced by 21% in 2025, significantly exceeding our 11% target.



Small Changes, Big Impact: Reducing Wastewater

In 2026, the company plans to build on the success of this initiative:

- Further optimisation of cleaning processes and roll out to other sites.
- Improved wastewater efficiency relative to production output.
- Ongoing training and engagement to embed sustainable behaviours.

This case study highlights how targeted operational improvements can deliver meaningful environmental benefits while maintaining the highest quality and safety standards.



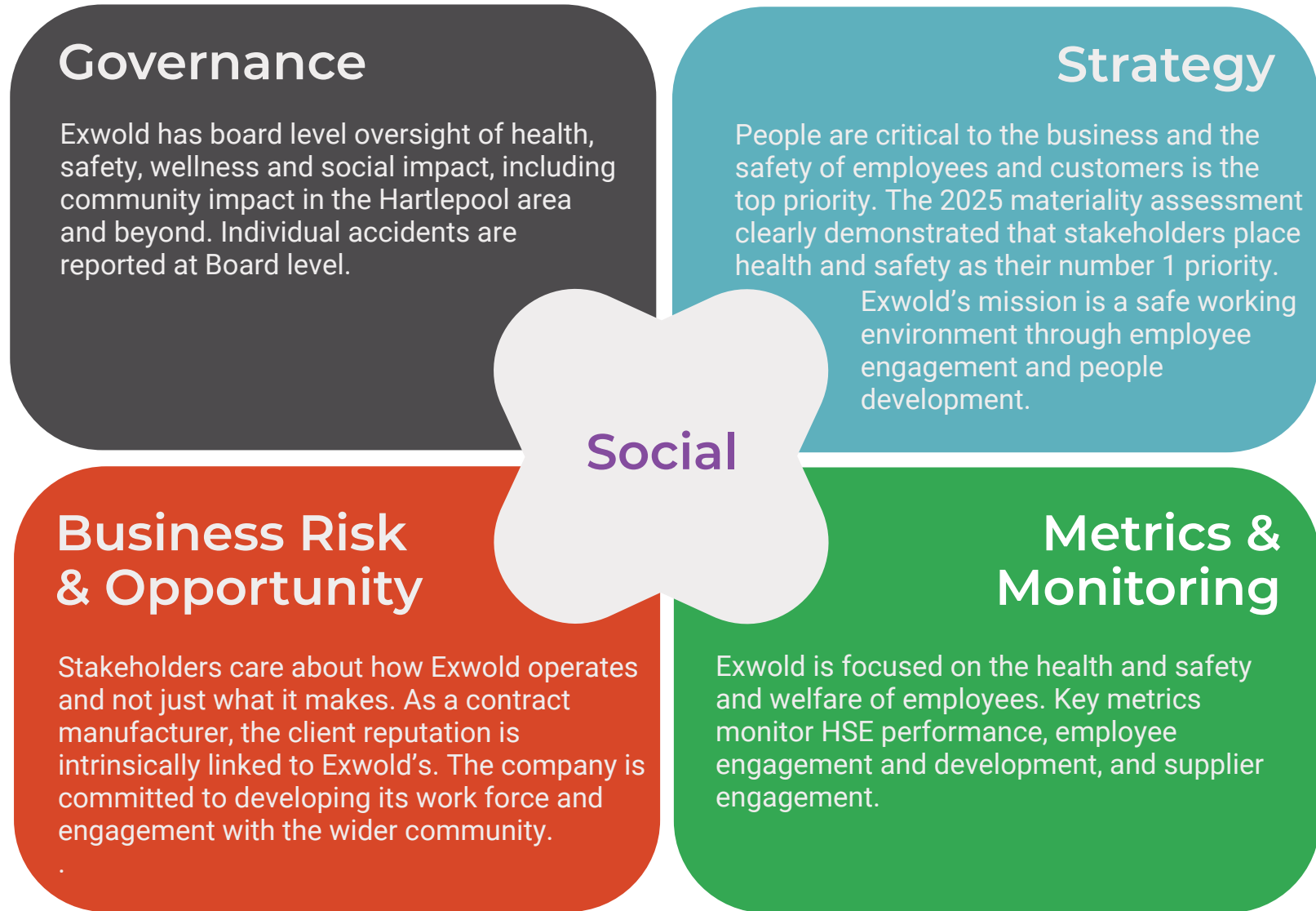
SOCIETY

College of Science

DAVID TUNNEY

Simply, the safety and wellbeing of our people remain our highest priority. Over the past year, we have strengthened our commitment to employee welfare by enhancing process safety training and developing leadership skills across the business. These initiatives ensure that our teams are better equipped to identify risks, lead responsibly, and maintain safe working environments. We continue to strengthen our culture where safety is embedded in every activity, empowering our people to look out for one another while supporting their health, development, and overall wellbeing.

SOCIAL RESPONSIBILITY





The company is fully committed to continually improving safety standards with a focus on 4 pillars. Exwold's Integrated management system is certified to ISO 45001:2015 and re-certification to the standard was completed in January 2025. The 2025 surveillance audit was successfully completed with zero non-conformances. Certificates can be found on the Exwold website (www.wxwold.com).

As part of the management system, Exwold uses a specialised platform (LUS) to ensure provisions are in place to identify the applicable laws and company compliance. The Compliance Department report relevant changes at Board level and legislation is included as part of the company's annual review.

Asset Integrity

- 2025 saw the implementation of the MaintainX maintenance system.
- Continued inspection and expansion of safety critical equipment.
- Continued investment in infrastructure with upgrades to equipment.

Leadership

- Leading by example.
- Encouraging open communication and a no blame culture.
- Visibility with the executive directors taking monthly walkabouts.
- Top management provided leader development in 2025.
- Clear and concise communication.
- Continuous learning from near miss reports.

Process Safety

- Updating of HAZOPs and Hazids or all 5 sites.
- Process safety training at director and managerial level.
- Top-tier COMAH site.

Personal Safety

- Mandatory head protection.
- Improved H&S training through implementation of Safety Hub, with the company creating its own content.
- No excuse challenge introduced in the warehouse and PPE in 2025.
- ISO 45001 compliance.
- Employee engagement with regular HSE meetings.

GOOD HEALTH AND WELLBEING



RIDDOR

In accordance with our management systems: accidents, incidents and near misses are reported and investigated. Exwold takes an approach that all accidents and incidents are reported and investigated. Many do not require any medical intervention. Significant progress has been made in reducing accident with a 23% reduction between 2024 and 2025. Statistics are published within the company on a monthly basis.

Number of
RIDDOR in 2025
0

Last RIDDOR
Occurrence
November 2021

Company Accidents

	Target 2025	Actual 2025
Total Company Accidents	11% Decrease from 2024	23% Decrease

Medicals

All operational staff undergo free annual medicals (non operations every 3 years). Occupational health experts are available where needed.

Number of
Medicals in 2025
105

Reducing Head Injuries

2025 saw the introduction of mandatory head protection across all sites, and consequently a reduction in minor head injuries.

In 2024, 15% of reported accidents were injuries to the head. These were fairly minor and the majority were employees striking their heads on low-level structures and machinery. None required medical treatment. Controls had been put in place, including signage, improved lighting and mandatory head protection in specific locations, however the increase in incidents led to further review.

Mandatory head protection was implemented across all 5 sites and was well received across the business and led to an immediate reduction in head bumps..



CUSTOMER AND PRODUCT SAFETY

As a contract manufacturer, Exwold does not place products directly to market or hold regulatory registrations. However, it plays a critical role in ensuring product safety through robust manufacturing controls, rigorous quality assurance, and the safe handling of chemical substances.

Manufacturing Quality & Controls

Exwold ensures product safety through strict manufacturing controls and robust quality management systems. It is ISO 9001 certified and maintains strict adherence to customer specifications through batch traceability and validated processes, designed to prevent contamination and ensure consistency.

To guarantee quality from start to finish, Exwold ensures raw materials are obtained from approved vendors, and its processes include rigorous quality checks prior to manufacturing. Furthermore, its robust change control and deviation procedures ensure that any process variation is carefully controlled, assessed, and transparently communicated to customers.

Process Safety & Risk Assessment

Exwold believes safe processes lead to safe products. This begins with new product introduction which integrates HAZOPs, HAZIDS, COSHH and risk assessments before a new product is introduced. Brenda Road is a top-tier COMAH site and in 2025 carried out its COMAH exercise. Exwold is ISO 45001 & 14001 certified.



RESPONSIBLE CHEMICAL HANDLING

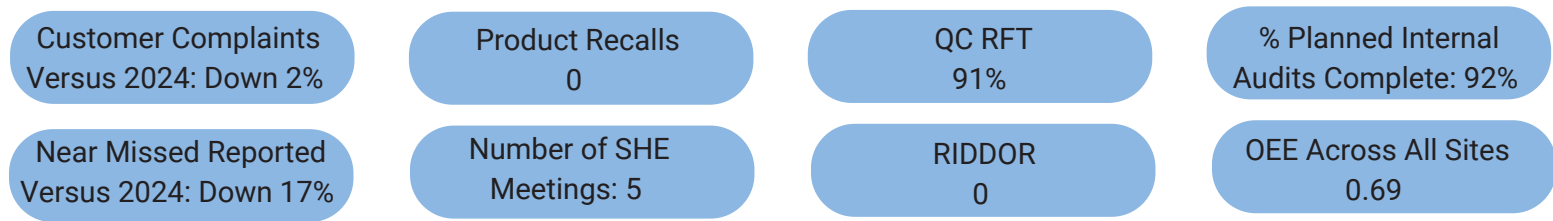
Exwold ensures the safe stewardship of chemicals during manufacturing by operating in full compliance with UK REACH and CLP regulations. Exwold maintains a system of SDSs, which are available to employees and emergency services where needed. EHS audits are regularly carried out both internally and by customers. Exwold ensures products are safely stored and transported using robust procedures for packing and loading goods, and a third-party dangerous goods audit is conducted annually. NPI and change control procedures ensure full evaluation and that clients are notified of any non-compliance.

Supporting Customer Stewardship

We enable our customers to meet their safety and regulatory obligations by providing:

- Technical support, including C of As and residual impurity data.
- Audit hosting and shared findings.
- Transparent communication and reporting on deviations.
- Confidentiality to protect customer formulations.
- Responses to regulatory information requests.
- Full compliance with client packaging specifications.

Monitoring Performance & Metrics for 2025



2025 COMAH Exercise

July 2025 saw the completion of the COMAH Exercise. This exercise simulates worst-case scenarios to demonstrate:

- That teams can react quickly to prevent harm to people and the environment.
- The effectiveness of emergency plans under pressure.
- Improved coordination with the emergency services.
- Legal compliance under COMAH regulations.

Code-named “Poppy,” the potential emergency scenario was used to test the company's internal procedures and competencies, and involved Category 1 Emergency Service personnel. The exercise was successfully completed over the course of a day, providing all parties with real-world experience of an emergency situation while building confidence and readiness..



LABOUR PRACTICES AND DECENT WORK

CODE OF CONDUCT

Exwold is committed to complying with all UK laws & regulations related to human rights and decent work. The company requires its suppliers to be equally compliant and has issued a supplier code of conduct. This can be found at www.Exwold.com In 2025, the company undertook a supplier engagement program:

55% of suppliers signed the code of conduct



DECENT WORK & ECONOMIC GROWTH

In 2025, on average 120 people were employed at Exwold which was stable compared to 2024. Retention rate was 75.7% calculated as follows: $\text{Retention Rate} = 1 - \frac{\text{Average Headcount}}{\text{Total Leavers}}$.

It is difficult to establish a reliable benchmark but overall Exwold staff retention is higher than the UK average and in-line with the broad manufacturing sector range. Exwold's management team have initiated a project to improve staff recruitment and retention in 2026. A target has been set to increase retention to >80%.

Metric	Exwold	UK	Manufacturing
Staff Turnover	24%	34%	10-31%
Staff Retention	76%	65%	69-90%

LABOUR PRACTICES AND DECENT WORK



EMPLOYMENT

Exwold is a significant employer in Hartlepool. The North East, including Hartlepool, is well below the UK average employment rate of 75% (UK National Statistics) and the company is a significant employer in the town. In 2025, the UK National Living Wage was increased:

	NMW	2025 % Increase	Employees Above Threshold
National Living Wage Employees 21 Plus	£12.21	6.7%	100%
18-20 Years Old	£10.00	16.3%	100%
16-17 Years Old	£7.55	18%	100%*

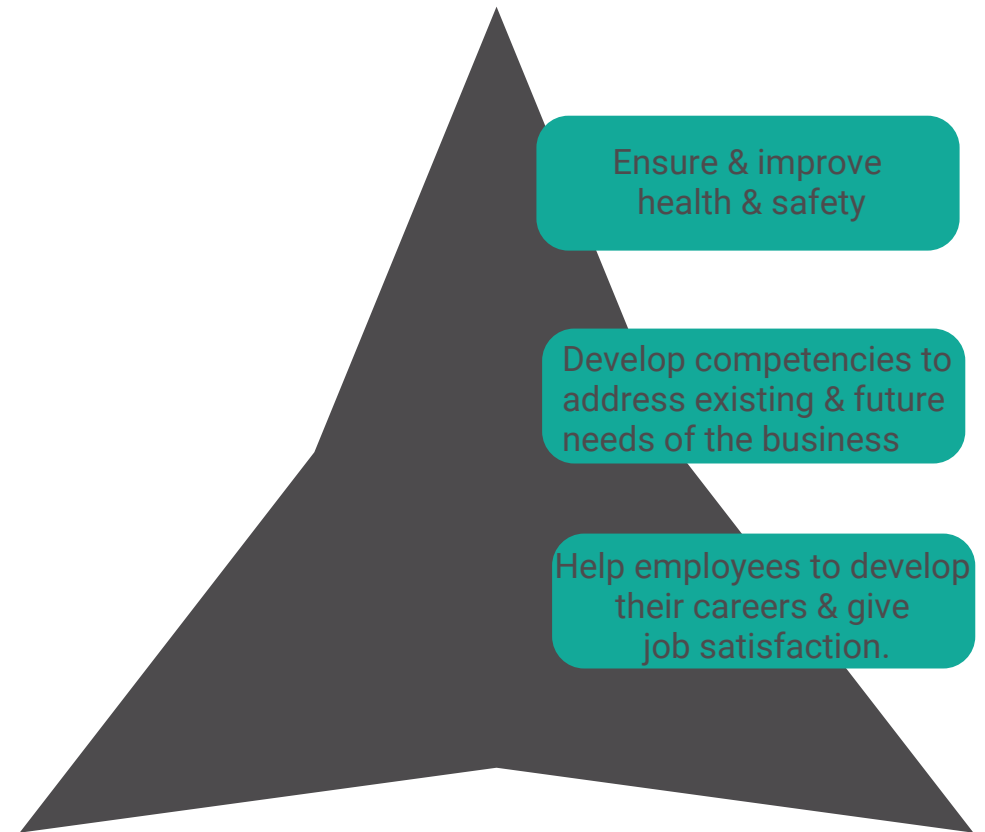
Source gov.uk

*Part year

Exwold complies fully with the Working Time Regulations 1989 and although the sites are not unionised, all employees have the right to join. The company has increased starting holiday entitlement by 15% for 2026. Changes to the Employment Law Act are being phased in and Exwold is ensuring full compliance.

EDUCATION AND TRAINING

The company clearly defines training needs and why they are important.



EDUCATION AND TRAINING

Excellent training improves safety. Staff are given an induction and undergo health and safety training online through the Safety Hub. The company also encourages further training and employs trainee chemists and an apprentice.

Safety Modules Completed:
3304

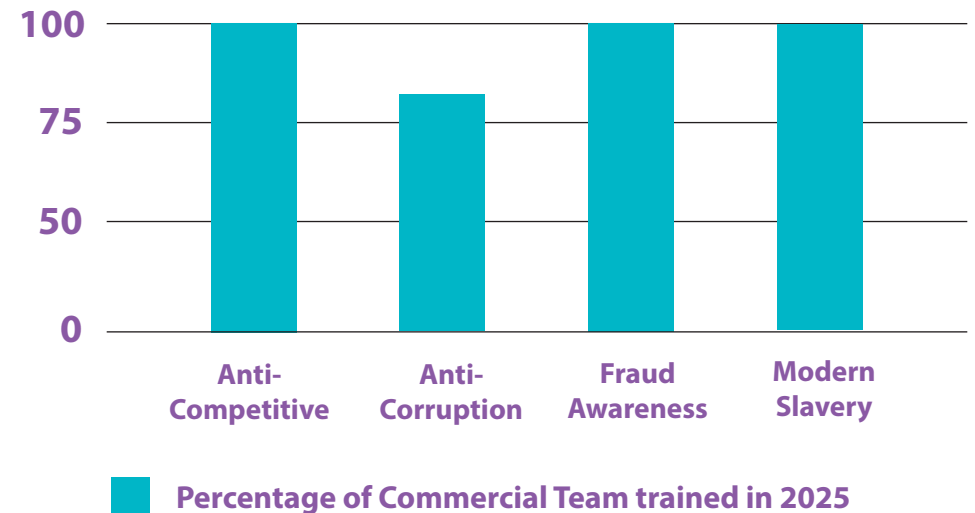
100% of the senior management team attended leadership training. By investing in this development, Exwold has reinforced its commitment to high-quality leadership, improved collaboration across teams, and built greater capability to lead change, manage risk, and deliver sustainable outcomes for the organisation.

66% of the Executive Team completed a process safety leadership course with Cogent.

Exwold was also pleased to agree to a T-Level student placement starting in 2026 which supports young people development in the workplace. In-house the company is currently providing resource for our trainee chemist to complete his Open university BSC in Natural Sciences and the Technical Team also have a 2nd year apprentice.

In 2025 the company has carried out training in the areas of

- Modern Slavery
- Bullying & Harassment
- Anti-competitive
- Fraud Awareness
- Anti-corruption



Digital Innovation and Academic Partnership

Exwold Technology has partnered with Teesside University on a two-year project to explore how artificial intelligence (AI) and digital technology can enhance its contract chemical processing capabilities. Supported by an application to the government's Knowledge Transfer Partnership (KTP) scheme, the initiative pairs Exwold's chemical expertise with the university's digital resources to create predictive software tools for production teams.

The project will develop software that forecasts the outcome of chemical blends in advance by assessing ingredients, equipment settings, and environmental conditions. This "right-first-time" approach optimises manufacturing consistency and delivers measurable sustainability benefits:

- **Waste Reduction:** Minimises the number of required physical trials, directly reducing raw material and chemical waste.
- **Efficiency and Quality:** Provides production teams with advanced warning of potential process issues, ensuring consistent batch-to-batch quality and delivery speed.
- **Future-Proofing:** Integrates digital simulation to run virtual formulation tests before activating machinery, safeguarding plant reliability.

The collaboration strengthens Exwold's connection to the local community and drives regional economic growth:

- **Job Creation:** The initiative will immediately create a new role for a Masters-level graduate to act as a bridge between academic research and real-world manufacturing, with long-term technology growth expected to drive further local employment.
- **Regional Innovation:** Utilizes Tees Valley academic resources to anchor high-value digital manufacturing innovation and economic development within the local area.



DIVERSITY, EQUALITY AND INCLUSION

Exwold aims to create an environment where all employees feel respected, supported and empowered to contribute. Exwold believes that a diverse and inclusive workplace is fundamental to driving innovation, strengthening decision-making, and delivering long-term value for stakeholders. The company promotes an inclusive workforce through training and engagement.

Exwold is committed to ensuring that all individuals are treated fairly, with dignity and respect. In 2025, the company reviewed and reaffirmed its policies on equal opportunities, bullying, and harassment to ensure alignment with best practices and current legislation.

To support this commitment, 100% of managers completed equality and diversity training.

Exwold is fully compliant with all relevant legislation, including:

- The Equality Act 2010
- The Disability Discrimination Act



THE EXWOLD WORKFORCE

Although below average for manufacturing, there is significant variation in the percentage of women employed depending on the specific sector and type of work. In 2024, the percentage employed in process, plant machinery and operations was 20.4% (Source: ONS). This figure is also dependent upon the region of the UK, which can lead to variation.

At Exwold, the company continues to support women in the workplace and have a target to increase the percentage of women employed to >15% by 2030.

	Male	Female
Executive Directors	2	1
Managers and Administrators	8	5
Operations (Production, Warehousing & Engineering)	88	9
Laboratory	6	1



13.3%



87.7%

Women make up 28.4% on average in the UK in the manufacturing sector. Source: ONS 2025

SAM PRICE

With over 40 years of experience in the chemical manufacturing sector, I have witnessed significant changes in workforce diversity. At the beginning of my career, female representation, particularly in leadership roles, was limited, and there were few visible role models. While there is still progress to be made, the industry has advanced considerably in this regard. As a female director, I now regularly engage with other senior women in leadership positions, and I have seen first hand how diverse teams contribute to more innovative thinking, broader perspectives, and stronger problem-solving outcomes.

GENDER PAY GAP

The gender pay gap measures the difference in average pay between women and men across an organisation. This differs from equal pay, which focuses on discrepancies between the pay of men and women doing the same or similar jobs. The gender pay gap is a snapshot and can fluctuate throughout the year. While Exwold has fewer employees than the government threshold for mandatory reporting, the company has still chosen to follow the guidance outlined on the Government's gov.uk website.

Hourly Pay Quarter	Measure	Men	Women
Upper	Number of employees	23	3
	Percentage in this pay quarter	88%	12%
	Percentage of all employees	22%	3%
Upper Middle	Number of employees	25	1
	Percentage in this pay quarter	96%	4%
	Percentage of all employees	24%	1%
Lower Middle	Number of employees	21	5
	Percentage in this pay quarter	81%	19%
	Percentage of all employees	20%	5%
Lower	Number of employees	22	5
	Percentage in this pay quarter	81%	19%
	Percentage of all employees	21%	5%

Average Median pay increased from 83p to 86p

On average women's median pay was 14% less than men's. An improvement from 17% in 2024.

MODERN SLAVERY

Exwold is fully compliant with all relevant laws and maintains a zero-tolerance policy towards child, forced, and compulsory labour. The company is committed to upholding ethical labour practices across all areas of the business and supply chain. Exwold's onboarding process includes rigorous checks to verify that all employees have the legal right to work, preventing any form of exploitation. The company also conducts regular internal reviews to ensure compliance with labour laws and continuously improve its policies to reflect best practices and evolving regulations.

In 2025, Exwold's supplier code of conduct was signed by 54% of suppliers. It reinforces the company's commitment to ethical labour practices and ensures that suppliers are not engaged in illegal activities. Supplier audits continue to incorporate sustainability assessments as part of Exwold's evaluation process.

Exwold's modern slavery statement has been up-dated and appears on the company's website. 100% of managers were trained in modern slavery awareness in 2025, and the company is rolling out awareness training to the wider team with a target to train 80% of employees.

2026 Targets

Zero reported concerns or incidents related to modern slavery.

100% of new suppliers screened for modern slavery policy or statement.

At least 50% of suppliers sign Exwold's supplier code of conduct.

100% of manager's trained in modern slavery awareness, with 80% of all staff to receive it.

COMMUNITY



Hartlepool is widely recognised as one of the more deprived areas in England, with government data showing it has a high proportion of neighbourhoods which are among the most deprived nationally. Many communities face long-term challenges such as unemployment, low incomes, and health inequalities. By providing opportunities for local people, skills development and community focused initiatives, Exwold hopes to contribute to addressing some of these challenges.



Hospice Care
Charity

Free Sports
Coaching



Tree Planting
Projects

School
Book Nook



School
Breakfast Club

The background of the slide features a blurred photograph of a person sitting at a desk, writing on a document with a silver pen. The person's hands and the pen are in focus, while the rest of the scene is out of focus. The image is overlaid with large, abstract, curved shapes in shades of blue and purple. The word "ETHICS" is written in a bold, dark blue, sans-serif font in the lower right quadrant of the slide.

ETHICS

KEVIN MARTIN

At Exwold, we are committed to responsible and sustainable business practices with strong governance forming the foundation of this commitment. At all times we operate with integrity, ensuring full compliance with relevant laws, regulations and industry standards. As a contract manufacturer, our long-standing reputation for confidentiality and professionalism is central to building trust and sustaining successful partnerships with our stakeholders.

The Board of Directors will continue to ensure the principles of accountability, transparency, integrity and honesty are embedded in the company culture and we recognise that every employee contributes to Exwold's governance performance. Upholding the Exwold Ethics Policy is essential to maintaining our integrity as a business and ensuring we continue to meet the expectations of our partners, communities, and regulators. Through ongoing training, clear policies, and positive culture, we continue to empower our workforce to act ethically and support our long-term sustainability goals.

2025 ETHICS AND COMPLIANCE



Exwold is committed to conducting business with integrity, honesty and transparency and in full compliance with all applicable laws. In 2025, there were no reports of incidents or breaches related to anti-corruption, bribery, anti-competition or data security. Exwold is proud that since the company started in 1992, no breaches or incidents have been recorded. The company commits to fair and impartial investigation of any breaches without fear of retaliation.

In 2025, the company expanded its ethics policy to include targets and commitments to further embed ethical activities in the business. This focused on maintaining zero breaches and increased training of employees engaged in commercial activity and regular updates of progress provided to employees.

Training focused on key ethics topics including: anti-bribery, anti-corruption, fraud and anti-competitive behaviour. Training was delivered with a focus on commercially active employees within the organisation:

- 100% of Board members signed the ETL bribery policy, demonstrating full commitment to ethical leadership and oversight.
- 100% of commercially active employees completed anti-bribery and fraud training, meeting the annual target and reinforcing awareness of ethical risks in commercial activities.
- 100% of commercial employees completed anti-competition training, ensuring consistent understanding of competition laws and internal policies.



2025 ETHICS AND COMPLIANCE



Exwold's targets are measurable and clearly defined within the ethics policy which is communicated to all employees via HR software, in the company handbook and on the company website. In 2025, regular updates were communicated by the compliance department across the company, providing full transparency. Exwold supplier code of conduct which outlines our ethical expectations, was updated and made available on the Exwold website.

A robust supplier approval process is in place and in 2025, the company committed to ensuring at least 50% of suppliers signed the code of conduct. 54% of direct suppliers signed the supplier code of conduct, exceeding the 2025 target of 50% and strengthening ethical and competition standards across the supply chain.



Anti-Bribery & Anti-Corruption

Exwold has a zero tolerance for corruption and bribery and complies in full with the Bribery Act 2010. The company's bribery policy outlines expectations of all employees.

Fair Competition & Responsible Supply Chain

The company continues to show zero tolerance to anti-competitive behaviour and fully complies to the UK Competition Act, which is clearly covered in the ethics policy and employee handbook.



2025 ETHICS AND COMPLIANCE



Rights to Association

Exwold upholds the rights of employees to join a Union. In 2026, legislation is proposed that will strengthen employee rights to be part of a union and Exwold commits to compliance.

Ethics and Compliance. Risk and Monitoring.

The Compliance Department at Exwold take day-to-day responsibility for ensuring compliance, reporting directly to the Board of Directors. The company uses software provided by the Compliance People to ensure adherence to regulations and that the company receives updates on changes to legislation. Compliance is audited by the Internal Audit Team, external ISO 9001 audit and an annual independent financial audit.

The bribery and corruption risk assessment was reviewed and recommendations for continued improvement actioned.

Exwold is assessed by Ecovadis on an annual basis achieving a Bronze award in 2025.

Data Security and Information Protection

Exwold has a data protection policy and ensures all legal obligations in securing data are fully met. One internal data security audit was conducted in 2025, supporting the identification of risks and the strengthening of data protection controls. While the annual target of two audits was not fully achieved, findings from the completed audit informed ongoing improvements to information security governance.

2025 ETHICS AND COMPLIANCE



Ethics & Governance Materiality

In 2025, questionnaires were sent to employees and shareholders to assess a number of key materiality topics associated with governance.

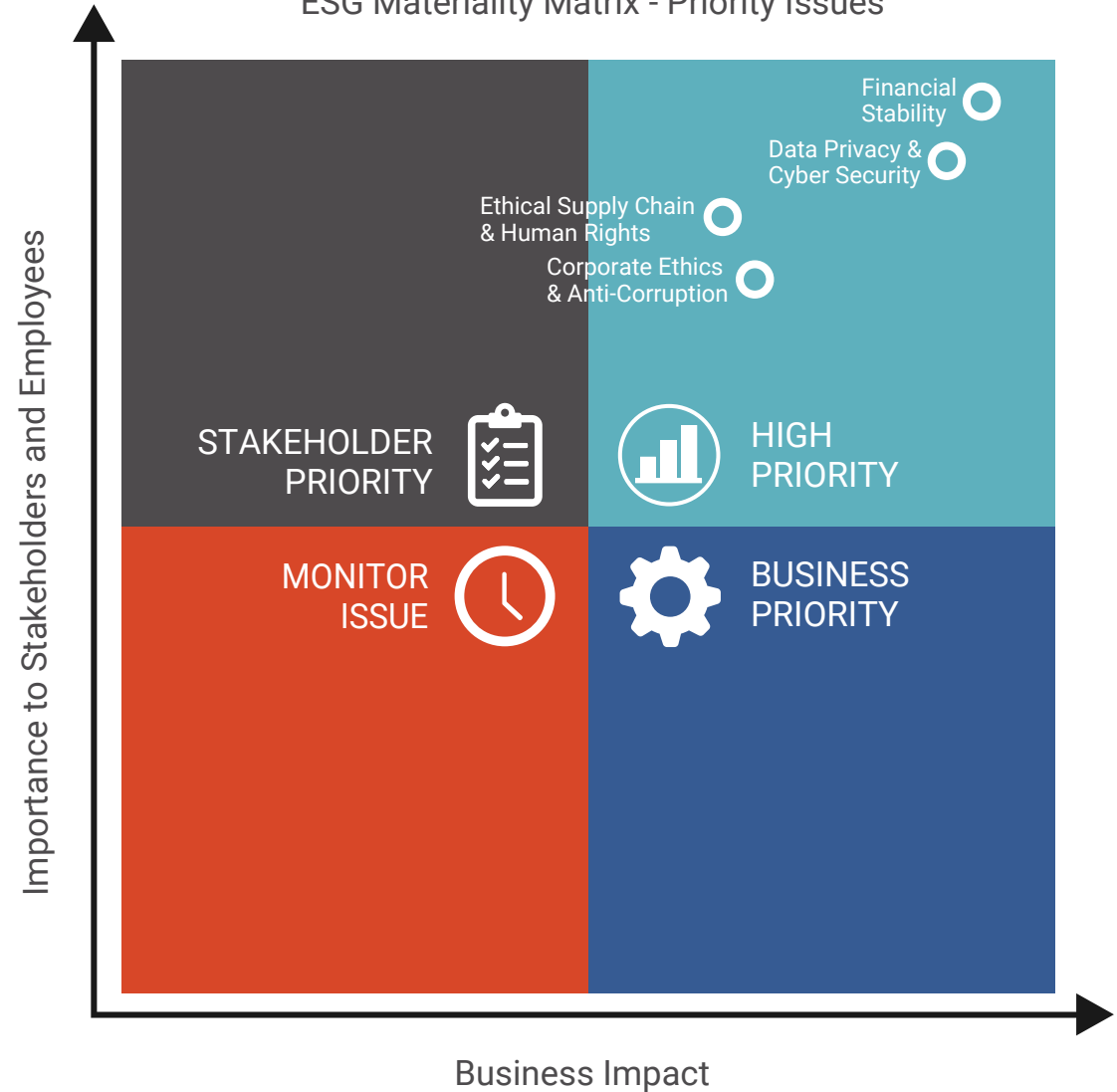
Key Insights:

- All governance topics rated as high priority
- Strong agreement between shareholder and employees
- Long-term financial stability is the most critical issue
- Data privacy and cybersecurity is ranked highly

Going Forward:

- Maintain strong record on ethics and compliance
- Review of ethics policy with revised data for 2026
- Continued emphasis on training and communication
- Continue to improve data security oversight

ESG Materiality Matrix - Priority Issues





SUSTAINABLE PROCUREMENT

SUSTAINABLE PROCUREMENT



This report has been developed to provide a detailed overview of how Exwold manages its sustainable procurement activities.

Exwold's procurement is committed to purchasing in a way that the business remains profitable and competitive whilst protecting the planet, people and the community.

Within the business, the following are key procurement activities:

Raw Material and Packaging Procurement: Within the highly regulated markets in which Exwold works, and due to the nature of contract manufacturing, there are few opportunities to change raw materials and packaging. Exwold reports consumptions to clients and so responsible consumption and production is a core part of company viability.

Waste Disposal: We ensure our partners comply fully with legislation. Projects were progressed in 2025 to establish whether disposal could be more environmentally sustainable.

Energy Consumption: We evaluate Exwold's energy sources. The company has pro-actively changed motors to more energy efficient options.

Sundry Items: The company has a history of recycling and re-use of sundry items, and we continue to re-use items such as octoboxes, pallets and IBCs where feasible, and where it does not increase contamination or safety risks. The company is exploring options to reduce plastic use.

Wooden Pallets: Pallets are recycled. New wooden pallets are Certified Forest Stewardship Council approved.

PROCUREMENT STATEMENT

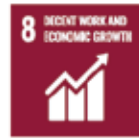
Me and my team are committed to protecting the planet, the communities in which we operate, and the people within them. This includes encouraging recycling, making more sustainable procurement choices, and reducing waste across our purchasing activities wherever possible. At the same time, we are well aware of our responsibilities supporting the long-term success of the business. Our objectives are to ensure the company remains profitable, provides job security for our people, maintains shareholder confidence, and delivers competitive manufacturing solutions for our customers. 2025 saw excellent progress in achieving and communicating our sustainable procurement objectives. Effective supply chain management is critical in achieving our business objectives and we actively seek to work with suppliers and customers who share our values, with the aim of minimising negative environmental impacts and promoting positive social outcomes throughout the value chain.

Sam Price



2025 PROGRESS

SUPPLIER ENGAGEMENT



Exwold is committed to engaging with suppliers and customers to enhance sustainability awareness and ensure both sustainability and price are taken into account when carrying out procurement activities.

The company is committed to ensuring no supply partners uses child, forced or compulsory labour. The Exwold supplier code of conduct has been expanded in 2025 to reflect the importance of sustainable partners and is available on the Exwold website (www.Exwold.com).

Key Actions Include:

Expansion of the Supplier Code of Conduct in 2025 to strengthen ESG expectations.

- Integration of sustainability criteria into supplier evaluation processes.
- Ongoing supplier audits that include sustainability performance.
-

Supplier Code of Conduct: Engagement throughout the supply chain

Exwold has published a supplier code of conduct for a number of years and sustainability is part of the initial supplier approval process.

In 2025, the company wanted to improve engagement with suppliers and set a target for 50% of our suppliers to sign the code of conduct. Many of the company's multinational suppliers have their own code of conducts, and although some declined to sign the Exwold code they supplied their own sustainability codes of conducts, supporting transparent, ethical supply chains and shared responsibility for environmental and social performance.

To thank our suppliers we planted a tree via the tree app for each signed code of conduct, planting 93 trees.

Target 50% of suppliers to sign code of conduct

Number of suppliers who signed code of conduct: 54%

Reducing Plastics Across the Business

Plastics potentially persist for hundreds of years in the environment and accumulate in land, rivers and sea.

The Sustainable Procurement Team highlighted stretch-wrap as a significant source of plastic use and how it affects the wider supply chain. Stretch-wrap is however a critical component for our customers end product quality. The team evaluated how much stretch-wrap was purchased by the business in 2024 and this was an incredible 6.1mt. The Project Team established a clear target to reduce this by 10% without compromising the quality of finished goods.

Exwold engaged with its stretch-wrap provider about potential ways to optimise its use. 5 new stretch-wrap machines were purchased across the business with additional programming. Mike Druce, sales and purchasing manager said, "The investment in new stretch-wrap machines was readily justifiable, reducing the amount of plastic we buy, reducing costs, improving operability whilst also improving final pallet quality for our customers".

The company continues to monitor stretch-wrap use on a monthly basis and engage with clients on greener options. The initiative exceeded its target, demonstrating how small changes can provide effective control of environmental aspects and continual improvement in line with sustainability targets.



2024

Stretch-wrap
purchasing
= 6100kgs

2025

Stretch-wrap
purchasing
=4720kgs

REDUCTION

-22%

SUPPORTING LOCAL BUSINESS



REDUCING CARBON FOOTPRINT

Local goods and services travel shorter distances reducing fuel use and carbon emissions. Although difficult to quantify, benefits also include:

- Money spent locally can benefit the local economy supporting local jobs and skill retention.
- Increased transparency around working conditions and wages.

Many of our suppliers are multinational and as a contract manufacturer our ability to buy locally is restricted however we committed to local supply in 2025 where possible.

Exceeding the local suppliers target strengthens local economic contribution, improves supply-chain transparency, and contributes to reduced carbon impacts.

2025
Target
5

New local suppliers
in 2025
9



AFFORDABLE AND CLEAN ENERGY



Exwold systematically monitors and manages direct energy consumption across the operations, including natural gas, electricity, LPG and diesel.

The cost of energy in the UK is known to be higher in comparison to other markets. Energy cost volatility, security of supply, and associated environmental impacts are recognised as material risks.

In response, Exwold has implemented operational controls and investment decisions to reduce reliance on fossil fuels. Exwold invested in solar panels at its TFA plant in 2024 and continues to evaluate options for direct renewable energy at its other plants. On renewal of the current energy contract, a decision was made to source electricity from renewable sources. Over 80% of electricity demand is now met through renewable or zero carbon sources, significantly reducing exposure to fossil fuel-related emissions.



2025 Target
60% From
Renewables

2025 Actual
82% From
Renewables

Assuming a UK average for non-renewables of 0.38kg CO₂e per kWh, we estimate this positive actions has saved: 1300 tonne of CO₂e. This reduction represents a measurable environmental benefit and evidences Exwold's progress toward decarbonisation objectives and climate-related ESG commitments.

LOOKING TO 2026

Exwold is proud of progress made in 2025 but knows sustainability is a journey. The company continues to work towards its longer-term sustainability goals and has set out comprehensive objectives, targets and metrics for 2026. Mechanisms are fully embedded in the company to monitor progress. The high level objectives and metrics for 2026 are shown in the following table:

	Goals	Key Metrics Measured
Environment	Improved energy efficiencies.	Actual use of energy in kWh. Scope 1 & 2 emissions. Number of employees trained in energy conservation awareness. Energy used per tonne of products.
	Increase in the use of renewable energy.	Actual kWh of energy generated from solar panels. Percentage of electricity sourced from renewables.
	Reduction in waste generated.	Actual waste generated in tonnes. Hazardous waste generated and disposed. Non-hazardous waste generated and disposed. Waste to beneficial re-use.
Human Rights	Provide safe working conditions.	Number of accidents, incidents and near misses reported. Accident employee ratio. RIDDORS. Number of staff trained in specific areas.
	Provide fair treatment and decent work.	Number of employees and staff retention. Number of female vs male employees. Difference in average pay. Number of Supplier signing code of conduct.
Ethics	Carry out business with integrity.	Actual number of anti-corruption/bribery incidents. Actual number of anti-competitive incidents. Actual number of data breaches. Number of employees trained in areas.
Sustainable Procurement	Improved supply chain engagement.	Number of suppliers signing code of conduct. Number of Ecovadis scorecards shared.
	Increased sustainable purchasing.	Actual Number of local suppliers. Tonnes of plastic purchased. kWh of energy from renewables

CONTACT

Exwold looks forward to sharing progress in the 2026 ESG report and, as initiatives develop, through its social media and website.

For questions or further information:



www.exwold.com



enquiries@exwold.com