

joloda
hydraroll
LIGHTENING LOADS



OUR ESG impact report

SEPTEMBER 2022

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about us

Joloda Hydraroll are experts in material handling, loading and unloading solutions. For over 60 years, our world-class team has delivered more than 500,000 loading systems to our clients, and have continued to innovate our design, manufacturing, and servicing processes to meet changing demand. We work alongside our customers to streamline their logistics operations, become more cost-efficient, and sustainable, and enhance worker safety.

We provide local solutions on a global scale, with a network of over 30 distributors that also support an aftersales network, which is key, especially for automatic loading and unloading. Our head office and production facilities are located in the UK. We also have a European office in the Netherlands, while our US team heads up our office in Wilmington, North Carolina.

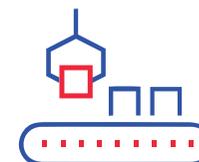
Joloda Hydraroll is proud to partner with a wide-reaching customer base- from start-ups and SMEs (Small and Medium-sized Enterprises) to several Fortune 100, Fortune 500 and FTSE 100 companies. Our services are tailored to each of our customer's individual needs, providing the products and services representative of a leading-edge business.

THE SECTORS WE SERVE

- Air cargo
- Automotive
- Beverage
- Contract logistics
- Fast Moving Consumer Goods
- Packaging
- Paper and Print
- Petro-Chemical
- Container and Ports

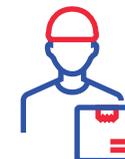
OUR SOLUTIONS

- Automated loading systems
- Manual loading systems
- Van loading
- Truck loading
- Container loading
- Train Loading
- Warehouse solutions
- Production lines



INNOVATION

We inspire change. By staying ahead of logistical legislation and vehicle changes, we create innovative loading solutions for any environment.



SKILL

We employ experts. Our team members are educated to degree level in engineering, marketing and business studies, and are always up to date through continuous training.



QUALITY

We create quality. Our factory has held the ISO quality standard for over 15 years. Any products we supply have ISO 9001 standards, and are rigorously tested before they leave us.

introduction from our CEO, Michele Dematteis



2022 has been a poignant year for Joloda Hydraroll. As we celebrated our 60th birthday, many of us have been reflecting on the successes, achievements and lessons learnt over the last few decades. Our ability to innovate has undoubtedly been a key component in our longstanding success. We push to inspire change and transformation through our innovative loading solutions- staying one step ahead of logistical, legislative and vehicle changes. Our last ESG impact report was set against the backdrop of a global pandemic, in which we had to swiftly adapt to accommodate a brand-new set of customer and employee needs. It also provided us with the opportunity to rethink the type of business we want to be- one that cares about our people, planet and communities. This year, we're pleased to report on the progress made in the last year and reaffirm our commitment to continue pushing forward our ESG agenda in 2023.

With the UK's plan to hit net-zero by 2050, the clock is ticking for businesses to prepare and overhaul current practices. Time efficiency is at the core of our solutions, and now we must apply the same urgency to tackle the most important, and time-sensitive, challenge facing the modern world: the climate crisis. In our first report, we took a deep dive into the environmental impact of our operations- calculating

our carbon footprint for the first time, laying out an action plan to bring down our emissions, and looking at ways to enhance our energy, waste, and environmental practices.

We've also continued to work tirelessly to lighten the load on our customers. While supporting customers' changing sustainability needs has been on our agenda for a while, we've ramped up our activities in the last year, publishing our whitepaper 'Understanding the Role of Sustainability within Materials Handling and Logistics', to learn more about the key sustainability issues facing the sector. From reduced journeys to promoting circular economy practices, our solutions are helping clients generate efficiency, carbon and cost savings. For example, our loading and unloading solution has seen a reduction of over 50% in the number of HGVs (Heavy Goods Vehicles) required by our clients to fulfil their quotas, reducing both emissions and costs.

I am fiercely proud of our workforce and take great pride in cultivating a workplace where employees want to stay with us for the long haul. Our apprenticeship schemes, training and development initiatives and proactive approach to employee wellbeing foster an environment where employees want to develop and grow alongside

us. All practices are reinforced by robust corporate governance measures, including our ISO 9001 Quality Management accreditation. In 2023 we will continue to pursue our ISO 45001 Health and Safety accreditation, in addition to our ISO 14001 accreditation in Environmental Management Systems to further bolster our environmental initiatives.

I'd like to thank our investors, environmental committee, the board and our wider Joloda employees for their continuous support over the last year. While we're still learning and growing as a team, we're proud of the progress we've made so far to develop a sustainable, responsible business. The world has changed dramatically in the last 60 years, and we hope to establish a business that continues to adapt to shifting requirements in decades to come. This report is a celebration of our team's myriad of achievements in the last year, and we look forward to reporting back on our ESG progress 2023, as we hit even more ambitious targets.

contributing to the UN sustainable development goals

Last year, Joloda pledged our alignment to four of the UN Sustainable Development Goals (SDGs), the international blueprint for a fairer, more sustainable world. The Sustainable Development Goals (SDGs) are a set of seventeen interlinked goals, guiding businesses, governments, civil society, and the general public to tackle the biggest issues facing modern society. This year, we added a fifth pledge, aligning to SDG3, to support the UN's goal to ensure healthy lives and promote wellbeing.

We have selected the SDGs where we are positioned to have the most significant impact and will incorporate measurable targets into how our actions and initiatives contribute towards fulfilling the Goals.



SDG3: GOOD HEALTH AND WELLBEING:
Ensure healthy lives and promote well-being for all at all ages

TARGET 3.4: By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and wellbeing

- Joloda are partnered with an occupational health consultancy that provides expert guidance on health and wellbeing
- All employees have access to both in-person and telephone counselling
- Every manager and supervisor have access to mental health awareness training
- We offer flexible and part-time working options to accommodate different lifestyle needs



SDG8: DECENT WORK AND ECONOMIC GROWTH:
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

TARGET 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services

- Joloda has an apprenticeship scheme in place, supporting young people in the workplace
- We accommodate those who require additional training and support, for example, converting overseas certifications



SUSTAINABLE DEVELOPMENT GOALS



SDG9: INDUSTRY, INNOVATION AND INFRASTRUCTURE: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

TARGET 9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

- Joloda's solutions support a global infrastructure that's heavily dependent on efficient logistics, which results in reduced emissions for clients i.e. reduced journeys and materials required



SDG12: RESPONSIBLE CONSUMPTION AND PRODUCTION: Ensure sustainable consumption and production

TARGET 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

TARGET 12.2: By 2030, achieve the sustainable management and efficient use of natural resources

- Joloda's systems can be re-used and refurbished, offering sustainable solutions for customers
- We have a waste recycling programme in place, where numerous waste streams are segregated on site
- Joloda procures sustainable materials such as aluminium from Hydro Aluminium UK, who use 78% recycled aluminium, while our batten blocks are made from 95% recycled plastic



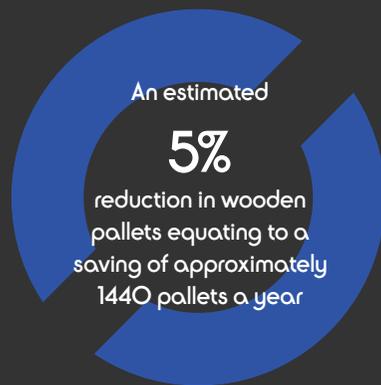
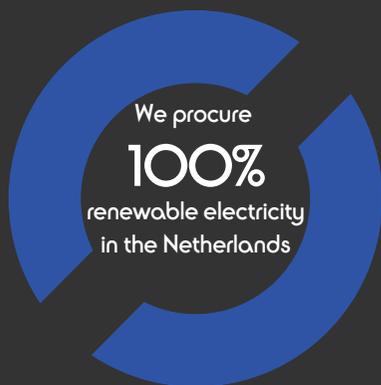
SDG13: CLIMATE ACTION: Take urgent action to combat climate change and its impacts

TARGET 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

- Regularly calculate and monitor our Scope 1 and 2 GHG emissions and some Scope 3 emissions
- Use 100% renewable electricity at Joloda's new Liverpool site and in Europe we procure 100% renewable electricity and around 80% CO₂ compensated gas
- Reducing the carbon footprint of others. We actively promote the carbon reduction efficiencies associated with installing Joloda's loading solutions
- Have a well established employee-led Environmental Group
- Power 100% of forklifts in the US and 40% of forklifts in the UK with renewable electricity

key 2022 ESG performance highlights

ENVIRONMENTAL



Joloda Europe's forklifts are carbon neutral, powered by 100% renewable electricity and we have begun to transition our UK models, which are now 60% diesel and 40% electric.)

The switch from propane to diesel alone reduced our carbon in this category by

92%¹ THIS YEAR

a decrease of 64 tCO₂e (from 69 tCO₂e in 2021 to 5 tCO₂e in 2022)

¹ This does not include carbon produced from electric forklifts

SOCIAL

- Achieved lower-than-average employee turnover rates (compared to the national average) across all locations
- Partnered with an occupational health consultancy to support our well-being practices
- Offer a training matrix to track employees' skills and training needs and have a ring-fenced budget for employee training and development
- Supported a number of meaningful causes throughout the year in the UK, US and the Netherlands

GOVERNANCE

- Zero-reportable health and safety incidents in the last year
- Embed environmental principles throughout the organisation, spearheaded by our dedicated environmental group
- Continued to meet customer expectations and regulatory requirements through the maintenance of our ISO 9001 QMS accreditation

our 2023 objectives

1. Set waste reduction targets for all our sites to increase recycling and reduce waste to landfill
2. Work with an external partner to verify our energy data
3. Develop a formal community engagement strategy
4. Conduct a gender pay gap report and create an action plan to reduce any inequalities
5. Create a Diversity, Equity and Inclusion policy and strategy
6. Publish our Modern Slavery Statement
7. Develop a comprehensive ESG Policy
8. Conduct a stakeholder materiality assessment to determine the environmental, social, and governance issues impacting our business and/or stakeholders to inform our strategy, targets, and reporting

environment

lightening the load: How we're reducing our client's carbon footprint

Our commitment to tackling the climate crisis, in tandem with our partners and clients, is core to Joloda Hydraroll's business culture. We firmly believe we have a duty to our society and planet to provide efficient, carbon-lean solutions that meet the business demands of our clients, without compromising the needs of our natural world.

Increasingly, we are seeing our partners and clients ask for our support to reduce their emissions, quantifying how our systems and products can help them to achieve their reduction targets. Joloda Hydraroll commissioned Business to Business (B2B) and consumer market research agency, Sabio, to research the environmental and sustainability-related pressures organisations with warehouses, fulfilment, production, or distribution centres, are facing now, and will face in the future. 88% of companies that were surveyed confirmed they are feeling pressure from environmental sustainability issues, with 46% stating that this pressure is coming from the government². While the pressure is on, 63% of organisations were optimistic about the future, believing that their company's commitment to environmental changes will have a positive impact.

Consequently, we have consistently innovated and developed our service and products to meet demand. From optimising the delivery routes of

our clients' Heavy Goods Vehicles (HGVs) to reduce time on the road, through to our loading systems, which significantly reduce the annual number of wood pallets used. We also help clients reduce the number of HGVs and forklift trucks (FLT) they need to purchase, eliminating all associated life cycle emissions and ultimately another vehicle's climate impact.

PROVIDING LONG-TERM VEHICLE SOLUTIONS

Our proprietary loading system and delivery optimisation allow clients to increase efficiency and output using the same number of vehicles. This means a decrease in the number of FLT and HGVs that our clients need to purchase, as well as a reduced number of vehicles required to perform their operations. In conclusion, our systems allow clients to do more, without compromising on their environmental commitments. We are planning on conducting case studies with some of our key clients over the coming year to demonstrate how Joloda Hydraroll's solutions can lead to reductions in emissions as well as reductions in the intensity of carbon emissions.

² [Understanding the role of sustainability within materials handling and logistics](#)





GENERATING EFFICIENCY AND CARBON SAVINGS

Rethinking end-to-end processes is key to optimising efficiency and decarbonising operations.

Our loading systems currently reduce an estimated 2000 km of FLT driving, while reducing the number of FLTs required by 20%. This is achieved by installing our automated loading systems in clients' warehouses, significantly decreasing loading time (on average the loading time reduces from 35 minutes to 5 minutes). Through our route optimisation software, we can also demonstrate reduced engine idling time and distances travelled. Our route optimisation and traffic analysis maximise the efficiency of our clients' delivery operations, meaning more deliveries and less trucks on the road.

The impact on business is significant – one Fortune 100 beverage company increased throughput by

500%, meaning loading and unloading was achieved within two minutes without damage to products. Based on our experience, we have also seen a reduction of over 50% in the number of HGVs required by our clients to fulfil their quotas.

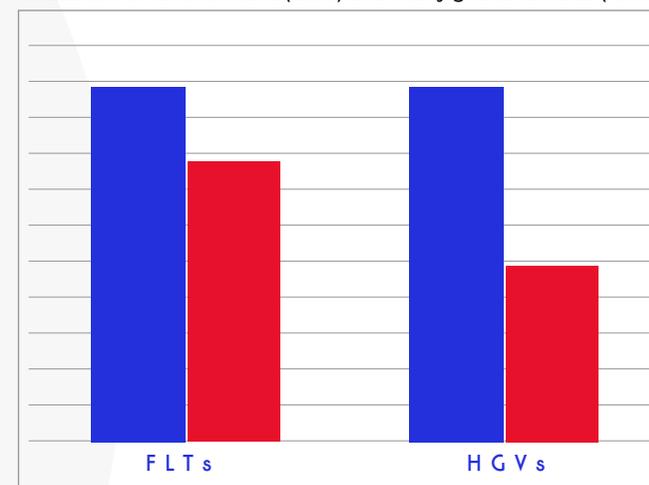
OUR CARBON HANDPRINT IN NUMBERS

According to the United States Environmental Protection Agency's Environmental Extended Input-Output 2018 model, for every £50,000 GBP³ spent on purchasing a HGV, 29 tonnes of Carbon Dioxide Equivalent (tCO₂e) is generated in emissions. This is down to the emissions associated with the manufacturing and transportation of the HGV to the purchaser. While for FLTs, every £10,000 GBP spent results in 6 tCO₂e in emissions. Our products and services result in an estimated 50% reduction in the number of HGVs and a 20% decrease in the number of FLTs our clients require, helping to lower production emissions.

We estimate that a 5% reduction in wooden pallets equates to a saving of approximately 1440 fewer pallets per year. According to Ecoinvent's Life Cycle Inventory Analysis database, this results in approximately a 9 tCO₂e saving in annual emissions.

5% reduction in Wooden Pallets= 1440 fewer pallets per annum = 9 tCO₂e saving

Reduction in forklift trucks (-20%) and heavy goods vehicles (-50%)



³ [United States Environmental Protection Agency's Environmental Extended Input-Output 2018 model- HGVs](#)

⁴ [United States Environmental Protection Agency's Environmental Extended Input-Output 2018 model- FLTs](#)



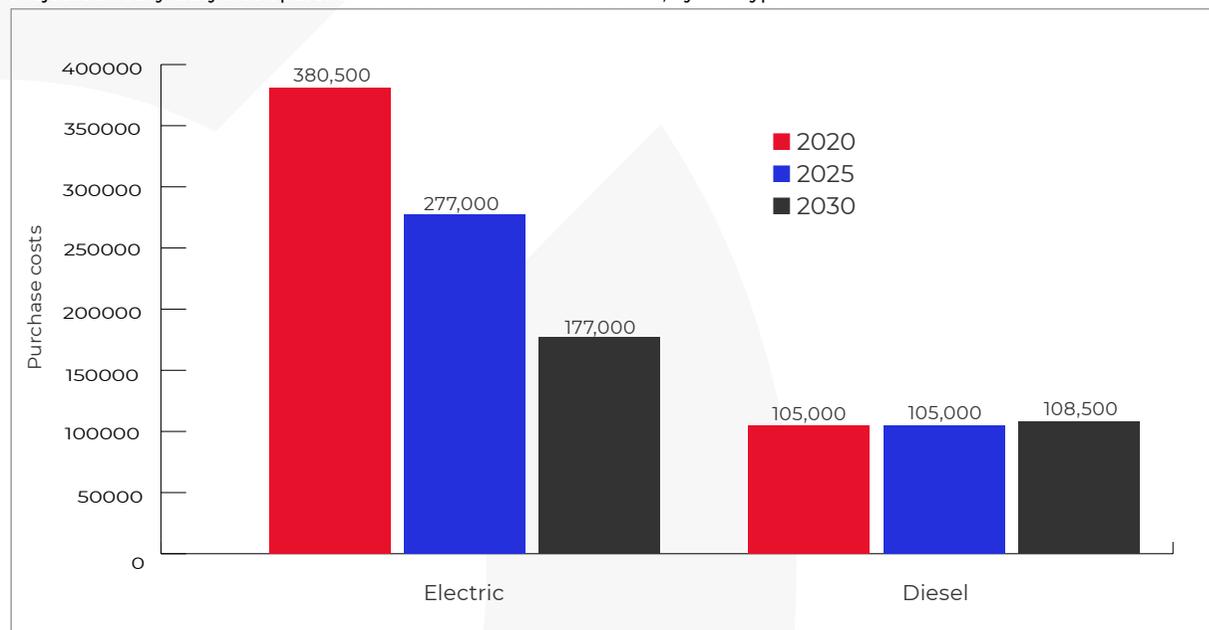
HEAVY GOODS VEHICLES

A survey conducted by Statista showed that on average the cost of purchasing diesel-powered HGVs will remain consistent for the next 8 years, with an average cost of USD \$105,000 (GBP £76,345), while electric trucks remain expensive, despite a 50% decline in cost projected by 2030. We expect, therefore, that businesses will continue purchasing diesel HGVs until their electric rivals become cost-effective and widely available. Based on our estimated carbon savings and the average cost of diesel HGVs, we expect that for every avoided purchase of an HGV, our clients will save approximately 44.2 tCO₂e.

FORKLIFT TRUCKS

According to toyotaforklifts.com⁶ a new electric FLT with standard capacity will cost between GBP £14,540 and GBP £32,720, while an internal combustion (for instance diesel) FLT with standard capacity will cost between GBP £14,540 and GBP

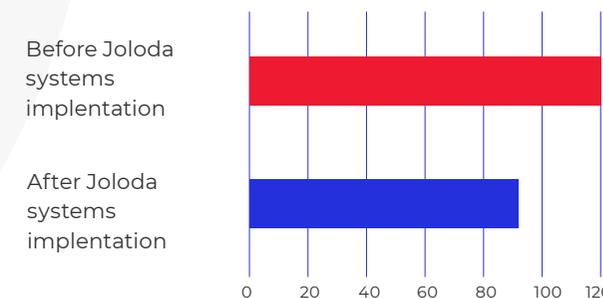
Projected heavy-duty truck purchase costs between 2020 and 2030, by fuel type⁵



£36,355. This sets a median price of GBP £23,630 for an electric FLT and GBP £25,450 for a diesel one. If we assume that a prospective client currently operates 10 diesel forklift trucks at an average cost of GBP £25,450 per- truck and total cost of GBP £254,500, we can, based on the efficiencies delivered by our loading system, expect to see GBP £50,900 in avoided costs, as the client will only need to replace 8 forklift trucks when it comes time to renew. This results in a carbon saving for the prospective client of approximately 30 Tonnes of CO₂e or 15 tCO₂e for every avoided purchase of an FLT.

Our customers can therefore significantly increase the output of their warehouses in terms of the number of deliveries they make and reduced loading time for trucks- all without increasing their emissions.

CARBON REDUCTION IN TONNES OF CO₂e



⁵ [Projected heavy-duty truck purchase costs between 2020 and 2030, by fuel type](#)

⁶ [Forklift pricing 101: What you should know](#)

getting to net-zero

In 2018, The Intergovernmental Panel on Climate Change (IPCC) published a special report on the severe impact of a warming planet. The report stated that to prevent a climate catastrophe, global emissions must peak before 2030 and hit net-zero emissions by around 2050. Since then, political leaders, businesses and organisations around the world have set binding targets to attain net-zero. In November 2022, world leaders, negotiators and ministers assembled for COP27 to address the growing impact of climate change, in a year where extreme weather events and natural disasters have already impacted thousands across the globe. Joloda recognises our responsibility to both protect our planet’s finite resources, whilst reducing our operational emissions.

Joloda has already made significant progress to reduce our carbon footprint in 2022. We attained carbon-negative status for the second year in a row, by investing in global sustainability projects. We’re also pleased to see a significant 9% reduction in our gross emissions- largely due to a (174.1 tCO₂e) decrease in our Scope 1 emissions. This is predominantly down to our transition from propane forklifts to diesel models, in addition to an increase in our hybrid company vehicles.

We have committed to formalising our net-zero strategy by March 2024, delving into our broader operational emissions (Scope 3). This will set out a carbon reduction glide path for the business, with

annual targets to achieve net-zero emissions. We’re also continuously looking at ways to reduce our carbon impact across the business- from switching to renewable energy, to further decarbonising our fleet.

The table to the right outlines our total emissions for 2021 and 2022. This includes Scope 1 (our owned and leased company vehicles and onsite gas emissions), Scope 2 (purchased electricity and electric vehicles) and partial Scope 3 (employee business travel) emissions.

EMISSIONS	2021 tCO ₂ e	2021 tCO ₂ e % of total	2022 tCO ₂ e	2022 tCO ₂ e % of total
SCOPE 1	637.8	78.8%	463.7	63%
Natural Gas	39.7	5%	38.2	5%
Owned/Leased diesel vehicles	457.1	56.6%	287.7	39%
Owned/Leased petrol vehicles	5.6	0.7%	34.8	5%
Propane (forklift use)	69	8.5%	N/A	N/A
Fuel Oil	16.7	2%	N/A	N/A
Diesel (forklift use)	N/A	N/A	5.0	1%
Gas Oil	47.8	6%	84.7	12%
Hybrid Vehicles	1.9	0%	13.3	2%
SCOPE 2	163.0	20.2%	255.3	35%
Electricity	163.0	20.2%	254.0	35%
Cars- Average Battery electric	N/A	N/A	1.3	0%
SCOPE 3	6.2	1%	16.2	2%
Grey Fleet Mileage	6.2	1%	16.2	2%
TOTAL GROSS EMISSIONS	806.9	100%	735.2	100%
Less renewable electricity	(9.0)	1%	(7.4)	1%
Less renewable gas	(24.1)	3%	(13.7)	2%
Less Carbon Offsets	(775)	96%	(715)	97%
TOTAL NET EMISSIONS	-1.2		-0.9	

offsetting our carbon

While reducing our direct and indirect emissions is Joloda's primary goal, some emissions output is unavoidable. Voluntary carbon credits present an opportunity to offset our impact, by investing in independently verified projects that reduce our carbon emissions, protect biodiversity, and benefit local communities. We attained carbon-neutral status for our operations in 2021, and have retained this in 2022, offsetting 715 tCO₂e of carbon credits.

carbon offsetting

While reducing our direct and indirect emissions is Joloda's primary goal, some emissions output is unavoidable. Voluntary carbon credits present an opportunity to offset our impact, by investing in independently verified projects that reduce our carbon emissions, protect biodiversity, and benefit local communities. We attained carbon-neutral status for our operations in 2021, and have retained this in 2022, offsetting 715 tCO₂e of carbon credits.

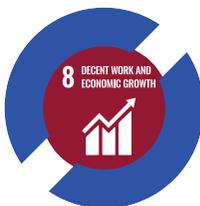
Brascarbon Methane Recovery Project

One of the projects Joloda chose to support this year was the Brascarbon Methane Recovery project, located in São Paulo state, Brazil. This invests in a new covered in-ground anaerobic reactor (digester), utilising the manure produced from animal feed operations to capture biogas. The resulting biogas is measured and destroyed through a flaring system, significantly reducing greenhouse gas emissions.

The project has already achieved a 43,033 tCO₂e reduction in emissions (during the monitoring period). Additionally, it generates social benefits through the proper handling of animal waste, helping to protect human health, and creating jobs and economic opportunities for the local population.



SDG3: Ensures an adequate level of protection for **human health** through proper handling of animal waste



SDG8: Provides **jobs and economic opportunities** for the local population



SDG13: Reduces emissions achieved a **43,033 tCO₂e reduction in emissions** during the monitoring period



the Katingan Peatland Restoration and Conservation REDD+ Project Kalimantan



The Katingan project is a peatland restoration project based in Borneo, Indonesia, which restores and protects a valuable ecosystem, alongside supporting local communities. This is a large-scale development programme, spanning 34 villages and 149,800 hectares of peatland, covering one of the largest remaining intact peat swamp forests in Indonesia. The area's foundation is almost entirely based on peat soils, which store vast amounts of carbon. Additionally, the area is rich in biodiversity, home to large populations of endangered species, such as the Bornean Orangutan.

The project promotes a sustainable land use model through local carbon financing. Instead of burning peat to plant Acacia (used in the flooring industry), residents can now find work creating non-timber forest products such as rattan, honey, coconut and jetulong, along with fire prevention, canal management, eco-tourism and sustainable aquaculture.

It also helps to reduce greenhouse gas emissions by avoiding deforestation, prevents woodland fires, enriches soil nutrients, and provides clean water for the region. So far, the project has prevented the release of over 37 million tonnes of CO₂e.



SDG1: Growing economic opportunities for the local people by use of natural resources through active forest restoration and protection.



SDG6: Conservation activities improve the supply, consistency and quality of drinking water available to local communities.



SDG15: Preserving unique wildlife and species through biodiversity conservation and protection



SDG3: Economic stability ensures better health and wellbeing. Improving health by maximising the forests ability to filter water and clean air



SDG8: A community development programme runs across 34 villages and includes tree nurseries, an agro-ecology school and micro-finance loans.



SDG16: Ensures community development by increasing community capacity and continuous learning and development.



SDG5: Financial empowerment increases social mobility for women and involves them in decision making processes



SDG13: Delivering emissions reductions to take climate action. Also working with local communities to build resilience to climate change



SDG17: Benefits are long lasting, These benefits are ensured through long-term partnerships between communities, the public and private sectors

Topaiyo Rainforests in Papua New Guinea



The vast tropical forests of Papua New Guinea provide a vital natural carbon sink, absorbing carbon to stabilise our climate. It's also home to 5% of the world's biodiversity, making it a critical habitat for many endemic and rare species of flora and fauna. However, the region is under severe threat from conversion and degradation. Logging, uncontrolled subsistence farming and conversion to oil palm plantations are devastating the region. Additionally, it's also the world's largest exporter of tropical timber wood, losing around 1.4% of forested land each year.

The Topaiyo Redd+ Project in Papua New Guinea works to prevent deforestation by providing alternative sources of income through carbon finance. Local communities can now find employment opportunities from conservation and sustainable management initiatives, rather than gaining short-term profits from timber production. The majority of income from the project goes to traditional landowners and tribal communities. It also invests in critical infrastructure in the region, providing healthcare, solar-powered electricity, and access to online schools.

Since its 30-year lifespan, the project has reduced emissions into the atmosphere by nearly 55 million tCO₂e, as well as helped to preserve precious biodiversity through conservation and protection for the region's wildlife.



SDG1: Channels 56% of project profits directly to landowners.



SDG3: Helps alleviate the impact of poverty as financial resources from the project go to food, health services and other benefits.



SDG4: Supports education in communities, specifically by developing access to online schools with Wi-Fi access.



SDG5: Gives women access to women's health care, as well as opportunities in clan and project leadership.



SDG6: Improves water quality and clean water access in communities, by supporting the development of critical infrastructure in the project area.



SDG7: Increases community access to alternative energy solutions including water, solar, geothermal, and even natural gas electrification.



SDG13: The project is reducing emissions into the atmosphere by nearly 55 million tCO₂e across it's 30 year project lifetime



SDG15: Preserving wildlife through biodiversity conservation and actively offering protection to the region's wildlife



SDG16: Gathering census data to provide community access to birth registration and other services.



SDG17: Over 47,000 individuals in the region will receive income benefit from the project.

supporting the green energy transition

The green energy transition is critical if we are to limit global warming to the 1.5°C target outlined in the 2015 Paris Agreement. Furthermore, to hit net-zero emissions by 2050, annual clean energy investment worldwide will need to more than triple by 2030. Consequently, businesses must take swift action to decarbonise their energy sources.

Joloda Europe has continued to procure 100% of its electricity from renewable sources, and we want to extend this to as many other sites as feasible. In the UK, we switched to a 100% renewable electricity provider at our new Liverpool Estuary Park site, our largest UK site. Our highest emitting energy source in the UK is at our Anglesey site, which uses gas oil. There are no mains on site, which makes it challenging to switch to renewable sources, however, we will explore the viability of switching over to renewable or low-carbon energy sources over the next year.

In 2022, we also recalculated our energy emissions for each of our sites in line with the UK's mandatory Streamlined Energy and Carbon Reporting guidelines. Disappointingly, we have seen a slight increase in our emissions this year, as we returned to business as usual following the pandemic. Additionally, we have moved to a larger new site in Liverpool, which has increased our energy usage. We are also in the process of retiring our Garston site, which is still consuming electricity, however, this will be closing

in 2023. To enhance our energy management in 2023, we will be working with an external partner to improve the accuracy of energy reporting and tracking of consumption across our UK sites.



We switched to a **100%** renewable electricity provider at our new Liverpool Estuary Park site.

Energy usage for Joloda Hydraroll (JHL) Manufacturing (Anglesey, Garston, Estuary Park, Birkenhead)

J O L O D A U K	2021 TOTAL Kwh	tCO ₂ e	2022 TOTAL Kwh	tCO ₂ e
SCOPE 1				
UK (Liverpool) Garston Site (gas)	85,096	15.6	114,500	21.0
UK Anglesey Site (Gas oil)	186,300	47.8	329,790	84.7
SCOPE 2				
UK (Liverpool) Garston Site (electricity)	344,137	73.1	283,455	50.0
UK Anglesey Site (electricity)	332,477	70.6	390,377	82.9
UK Birkenhead Site (electricity)	18,392	3.9	11,178	2.4
UK (Liverpool) Estuary Park Site (Renewable Electricity)	N/A	N/A	(438,045)	(93.0)
GROSS EMISSIONS (LOCATION BASED)	966,401	211	1,567,345	335
UK (Liverpool) Estuary Park Site (Less Renewable Electricity)	N/A	N/A	(438,045)	(93.0)
GROSS EMISSIONS (MARKET BASED)	966,401	211	1,129,300	241

⁷ [How to accelerate the green energy transition](#)

JOLODA EUROPE

Joloda Europe are proud to maintain 100% renewable electricity, and we procure 100% of our gas from a CO₂-compensated gas provider (Eneco). This is composed of 79.4% renewable gas and 20.6% fossil fuels.

While CO₂-compensated gas is more costly than natural gas, it keeps our emissions impact to a minimum by supporting global carbon reduction and sustainable development projects. In Ghana, Eneco is investing in replacing traditional cooking pots with cookstoves, which use 25% less charcoal-resulting in a 25,000-tonne reduction in CO₂ emissions. It also supports a similar project in Peru, which promotes more sustainable ways of cooking to preserve the tropical rainforest and reduce CO₂ emissions. It also protects 591,951 hectares of the forest and provides opportunities for the local population, helping farmers with sustainable cocoa production.

JOLODA USA

Our US office in Wilmington uses electricity as its source of power. We have seen a 25% increase in our emissions this year, which is largely to be expected as we returned to the office following the COVID-19 pandemic⁸. Last year, we switched to LED lighting for efficiency savings and will be exploring the switch to a renewable electricity contract in 2023 to bring down our emissions.

Energy usage for Joloda Europe

JOLODA EUROPE	2021 TOTAL Kwh	tCO ₂ e	2022 TOTAL Kwh	tCO ₂ e
SCOPE 1				
Europe Natural gas	NA	NA	19,379	3.5
Europe (CO ₂ -compensated gas)	(147,531.52)	(27)	(74,695)	(13.7)
SCOPE 2				
Europe (Renewable Electricity)	(42,508)	(9)	(34,262)	(7.3)
GROSS EMISSIONS (LOCATION BASED)	190,039.52	36	128,336	23.8
Europe (CO ₂ -compensated gas)	(147,531.52)	(27)	(74,695)	(13.7)
Europe (Renewable Electricity)	(42,508)	(9)	(34,262)	(7.3)
GROSS EMISSIONS (MARKET BASED)	0	0	19,379	3.5

Energy usage for Joloda USA

JOLODA USA	2021 TOTAL Kwh	tCO ₂ e	2022 TOTAL Kwh	tCO ₂ e
SCOPE 1				
	N/A	N/A	N/A	N/A
SCOPE 2				
USA (Electricity)	29,920	6.4	38,476	13.6
TOTAL	29,920	6.4	38,476	13.6

⁸ [Country specific electricity grid greenhouse gas emission factors](#)



SMALL CHANGES, BIG IMPACT

Some of the most impactful changes we can make are on the ground at our Joloda sites. When moving into our new Estuary Park site in Speke, we ensured the site had inbuilt efficiency-saving features. This includes factory floor photosensitive flow bay lighting, which only switches on when motion is detected, and the lux level (light level intensity unit measurement) is below the set point. All office lighting is provided by motion-sensor LED lighting, and we have insulation installed in our factory wall and roof, which results in a major energy saving of around 180kw in heating.

We apply a top-down and bottom-up approach to drive positive behavioural changes throughout the business. Our Environmental Committee spearheads our environmental programme, steering our team leaders and production managers on energy best-practice. We've also recently initiated an internal 'switch off' campaign, encouraging employees to turn off all appliances and machinery that do not require constant running. To support this, all employees will be completing a refresher environmental training course, to promote best practice in energy efficiency.

our fleet

Joloda is aware of the long-term need to transition to electric vehicles as the UK moves towards its net-zero target. To achieve this goal, all vehicles- including heavy-goods vehicles (HGVs), must be fossil fuel free by 2050, which means accelerating the uptake in electric vehicles on the roads⁹. We have 126 owned and leased vehicles in total¹⁰ -the vast majority being diesel vans (78%). Our van drivers currently work to a 2–4-hour service-level agreement response, therefore it is not feasible to transition to electric vehicles until adequate infrastructure is in place. We will however continue to investigate transitioning to electric vehicles or other low-carbon fuel sources in 2023, and we've already begun to see an uptake in our cars. Hybrid and electric cars made up 29% of our overall company car fleet and 60% of our UK car fleet in 2022.

FORKLIFTS

Joloda Europe's forklifts are carbon neutral, powered by 100% renewable electricity and we have begun to transition our UK models, which are now 60% diesel and 40% electric. The switch from propane to diesel dramatically reduced our carbon in this category by 92%¹¹ this year.- a decrease of 64 tCO₂e (from 69 tCO₂e in 2021 to 5 tCO₂e in 2022).

⁹ [Briefing document: The UK's transition to electric vehicles](#)

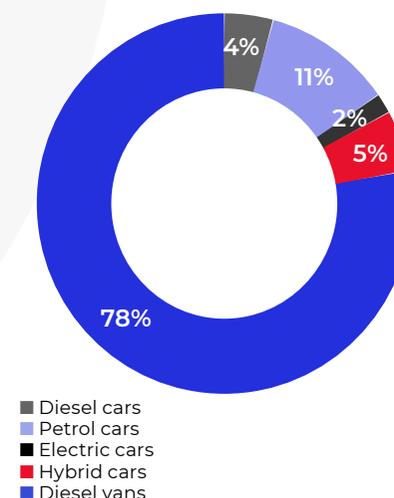
¹⁰ This does not include forklifts



Total Gross Transport Emissions FY22

EMISSIONS		
	Miles	tCO ₂ e
SCOPE 1		
Owned/leased diesel cars (Miles)	68,558	17.6
Owned/leased petrol cars (Miles)	130,633	34.8
Owned/leased hybrid cars (Miles)	68,949	13.3
Owned/leased diesel vans (Miles)	734,069	270.1
Owned/Leased diesel forklifts (L)	2,000	5.0
SCOPE 2		
Cars - Average Battery Electric (miles)	15,534	1.3
SCOPE 3		
Grey Fleet Mileage (Miles)	61,575	16.2
TOTAL (MILES)	1,079,318	358.3

JOLODA'S VEHICLES



HARNESSING DATA TO REDUCE OUR TRANSPORT EMISSIONS

Telematics are installed across 100% of our UK vehicles, providing us with a powerful tool to plan the most efficient routes. Regular data analysis feeds critical information on speeding, idling time, and vehicle conditions, helping us to assess opportunities for emission reduction. Our sat-navs also calculate the most direct traffic-free routes, resulting in reduced travel and idling time. Additionally, we provide local jobs to local drivers to keep travel to a minimum.

PUTTING DRIVER SAFETY FIRST

Driver safety training is critical to keep our drivers safe on the roads. We complete weekly vehicle checks and have cameras installed in all our vehicles, providing real-time alerts to managers on safety warnings such as a sudden break or a hard corner. Last year, we set ourselves the target to provide training to at least 25% of our drivers. We're pleased to have significantly exceeded this target, with around 80% of drivers undertaking training in the reporting period. Drivers complete online exercises via Driver IQ, which provides effective interventions to build safe driving habits.

STAFF COMMUTING

While we have limited influence over our employee's mode of transport, we want to do all we can to encourage sustainable behaviours. In the UK, we request every employee and new starter complete a travel survey on their commuting habits, such as the vehicles they drive and what influences their decisions. This includes feedback on what factors would incentivise employees to car share, use public transport or cycle to work. From the results of the

survey, we will develop a Travel Plan to support employees in undertaking healthier, more cost-effective and environmentally sound commuting practices.



promoting responsible waste management



Joloda Hydraroll are proud to maintain zero waste to landfill in the UK- a position we want to retain in 2023. Joloda Hydraroll partners with specialist waste providers to maximise our recycling and give us insight into the waste volumes for each waste stream. Proper segregation of waste is integral to the recycling process- in 2018, UK councils sent 500,000 tonnes of recycling to landfill due to contamination. To prevent this, we have strict segregation on site, separating as many single waste streams as possible,

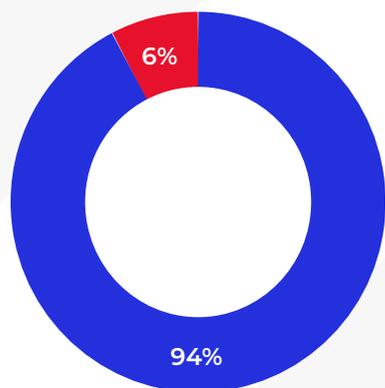
which are collected by independent providers. To streamline our waste management, in 2022 we standardised the same internal waste segregation bins across our UK sites.

We manage our general waste production impact by converting it into RDF (Refuse Derived Fuel) energy, a more low-carbon source of energy. This makes use of our combustible waste and diverts our residual waste from landfill.

This year, we have seen an increase in the amount of metal used by Joloda UK. To manage this, we will be looking to separate metal into different grades to enhance our recycling. Additionally, we conducted a full audit on our metal recycling supplier to accurately determine what's being recycled- drilling right down to the amount of copper that's produced from their metal waste.

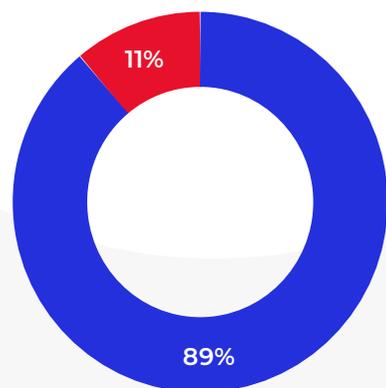
Embedding strong environmental principles into the organisation requires engaging and educating our employees. To make it easier for employees to understand our waste management process, we will ensure clear labelling on-site for skips and bins, supported by proactive communications on best practice. Our waste procedures guide ensures that employees comply with all relevant environmental legislation, conduct proper waste segregation, and follow the waste hierarchy (reduce, reuse, recycle). We will be kickstarting this process in late 2022, led by the Works Manager at each site. Quarterly audit checks will also be conducted by allocated Waste Coordinators, responsible for checking that procedures are strictly adhered to.

JOLODA UK WASTE



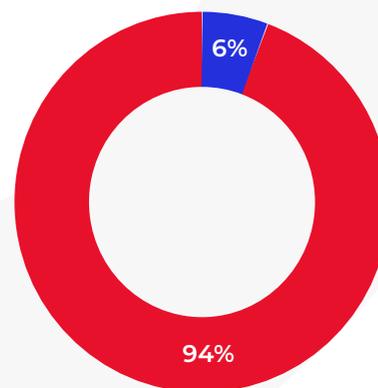
■ Recycled
■ RDF

JOLODA EUROPE WASTE



■ Recycled
■ Incineration

JOLODA US WASTE



■ Recycled
■ landfill

Waste Disposal Methods (All sites)

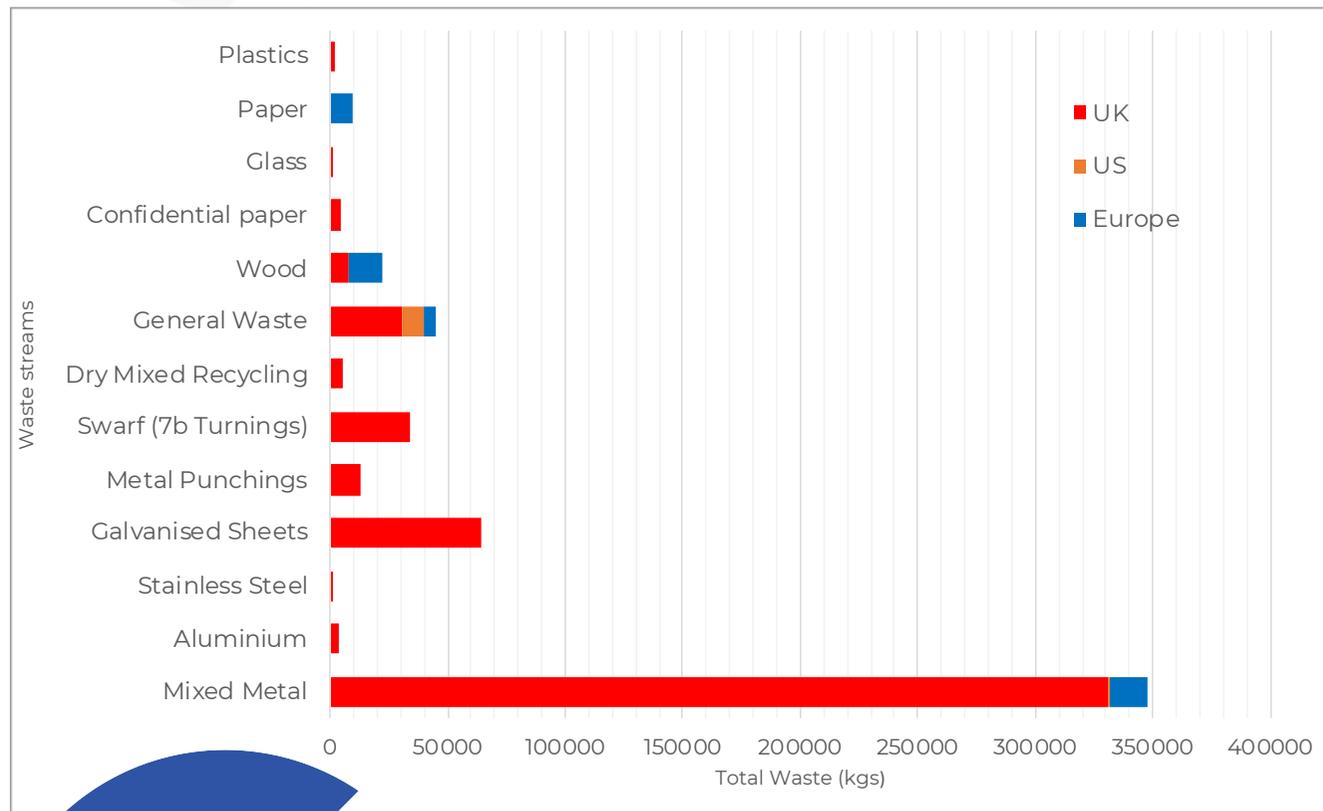
WASTE DISPOSAL METHODS (ALL SITES)	2021*	2022
Recycled (kgs)	561,186	507,560
Waste to energy (incineration) (kgs)	9090	4900
Waste to landfill (kgs)	5910	9435
Waste to RDF (refuse derived fuel) (kgs)	50,316	30,519
TOTAL WASTE	626,502	552,414

*For consistency, 2021 data was rebaselined

For Joloda USA the largest waste stream is general waste, followed by metal, which is recycled and repurposed by our waste provider and local scrap collectors. We also produce shredding and wood waste, however, did not have sufficient data to include it in our waste calculation this year. In the USA, we procure our waste through GFL (Green for Life), a specialist waste provider who offers cost-effective, sustainable solutions to support customers in reducing their carbon footprint.

In Europe, our wood and paper waste are sorted separately in containers on site and recycled, while our metal waste is collected by a local hardware store for recycling. To manage the environmental footprint of our general waste, we send this to sustainable waste-to-energy plants for incineration. The incineration process generates renewable energy, such as electricity, steam and heat. Valuable materials, including metals, are also extracted from the ashes, which can then be used as raw materials for civil engineering and producing concrete.

Joloda Waste Streams (all sites) FY22

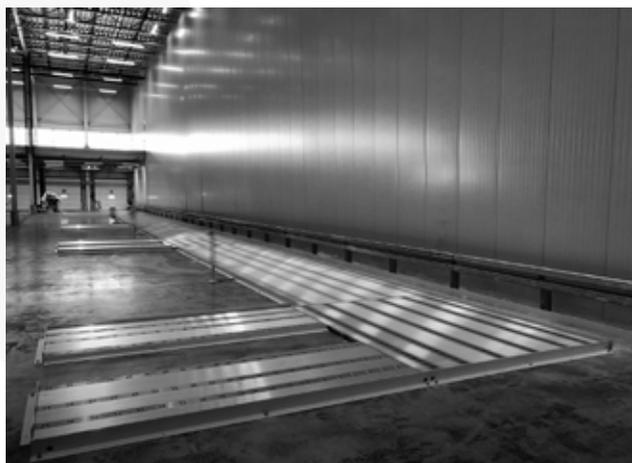


Wood and paper waste are sorted separately in containers on site and recycled.

social

Joloda's employees at a glance

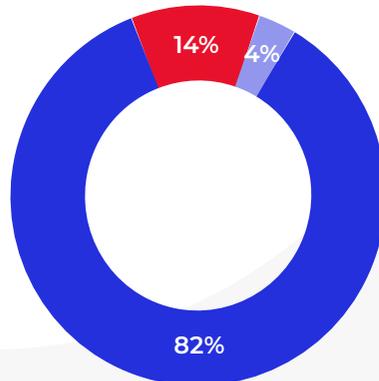
We're proud to attract and retain talent across all our locations- evidenced by our lower-than-average employee turnover rates. In the UK, we had a turnover rate of 3% in the last year-12% lower than the UK average¹² -and in the Netherlands, our employee turnover rate is 4% lower¹³ than the national average. In the US, we had two retirees this year, taking our turnover rate to 18% from 0% last year, which remains significantly below the US average rate (47.2%¹⁴). Additionally, our employee tenure rate in the US is more than double the US average (4.1 years)¹⁵.



JOLODA UK

- Total number of permanent employees: 208
- Total number of new hires in the reporting period (excluding mergers & acquisitions): 18
- Number of apprenticeship hires in the reporting period: 2
- Employee turnover rate: 3%
- Percentage of employees with one year or more in service: 96%

Joloda UK age demographics

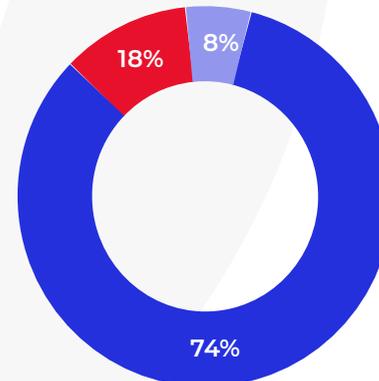


- Total number of permanent employees under 25 (FTE)
- Total number of permanent employees between 26 and 55 (FTE)
- Total number of permanent employees over 56 (FTE)

JOLODA EUROPE

- Total number of permanent employees: 16
- Total number of new hires in the reporting period (excluding mergers & acquisitions): 2
- Number of first-time worker hires in the reporting period: 2
- Average employee tenure: 4.8 years
- Employee turnover rate: 5%
- Percentage of employees with one year or more in service: 100%

Joloda Europe age demographics

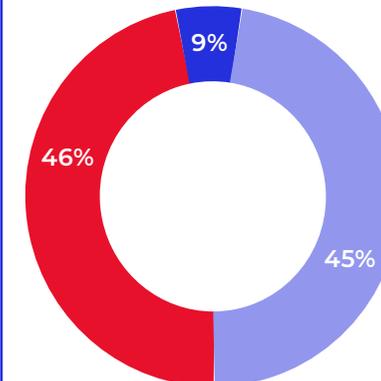


- Total number of permanent employees under 25 (FTE)
- Total number of permanent employees between 26 and 55 (FTE)
- Total number of permanent employees over 56 (FTE)

JOLODA US

- Total number of permanent employees: 11
- Average employee tenure: 9 years
- Employee turnover rate: 18% (2 leavers, both retired)
- Percentage of employees with one year or more in service: 100%

Joloda US age demographics



- Total number of permanent employees under 25 (FTE)
- Total number of permanent employees between 26 and 55 (FTE)
- Total number of permanent employees over 56 (FTE)

¹² [What is the ideal employee turnover rate?](#)

¹³ [Job turnover by occupation in Netherlands in 2020](#)

¹⁴ [Annual total separations rates by industry and region, not seasonally adjusted](#)

¹⁵ [Bureau of Labor Statistics: Employee tenure in 2022](#)

workforce development

MENTORSHIP AT JOLODA

We want every Joloda employee to thrive in their career with us.

We have a training matrix in place to track employees' skills and training needs, with a ringfenced budget for training and development. This is informed by annual performance development reviews, which give employees the opportunity to voice their career aspirations, followed by a tailored training plan for the next year. We want to support our employee's changing career needs, encouraging upskilling for those seeking a promotion, or proposing training for employees wanting to carve out a new career pathway in the business. We also understand that not every employee will be fully equipped with the skills required from day one with us. We accommodate those who demonstrate the will and skill to succeed but require additional training, for example, converting overseas certifications to UK versions.

We provide thorough induction training for new starters onsite to give them the support they need from the outset. Our field engineers are assigned several mandatory online training modules to complete in their first couple of weeks- from health and safety to our lone working and tag-out policies. Employees working on the shop floor are assigned practical training, including a full introduction to the company and the site, in addition to a pack of risk assessments which must be read through and signed off.

BUILDING THE NEXT GENERATION AT JOLODA

Joloda Hydraroll has made significant investment in our apprenticeship training programme over the last decade. Since setting up our apprenticeship scheme in 2012, we've provided mentoring and training to a steady stream of apprentices- some of whom remain with us many years later. We're proud to still employ one of our first apprentices, who started out at our Anglesey site 40 years ago and is now a senior member of the team at Joloda Hydraroll.

rising star case study

Lewis Blease, one of Joloda's rising stars, is one such apprentice. Lewis recently completed a BTEC Level 3 engineering diploma with the support of the business, achieving a double distinction. Now, Joloda Hydraroll is supporting Lewis to complete a two-year engineering HND.

Lewis, what was important to you about undertaking an apprenticeship?

For me, it was the blend of wanting to ensure I had some structured education-based learning behind me whilst also being able to gain real-time work in the industry. I know I learn best by understanding the theory then having the chance to 'have a go' myself.



An employer-sponsored apprenticeship supports this combination brilliantly, with the added benefit of also being able to bring home a wage.

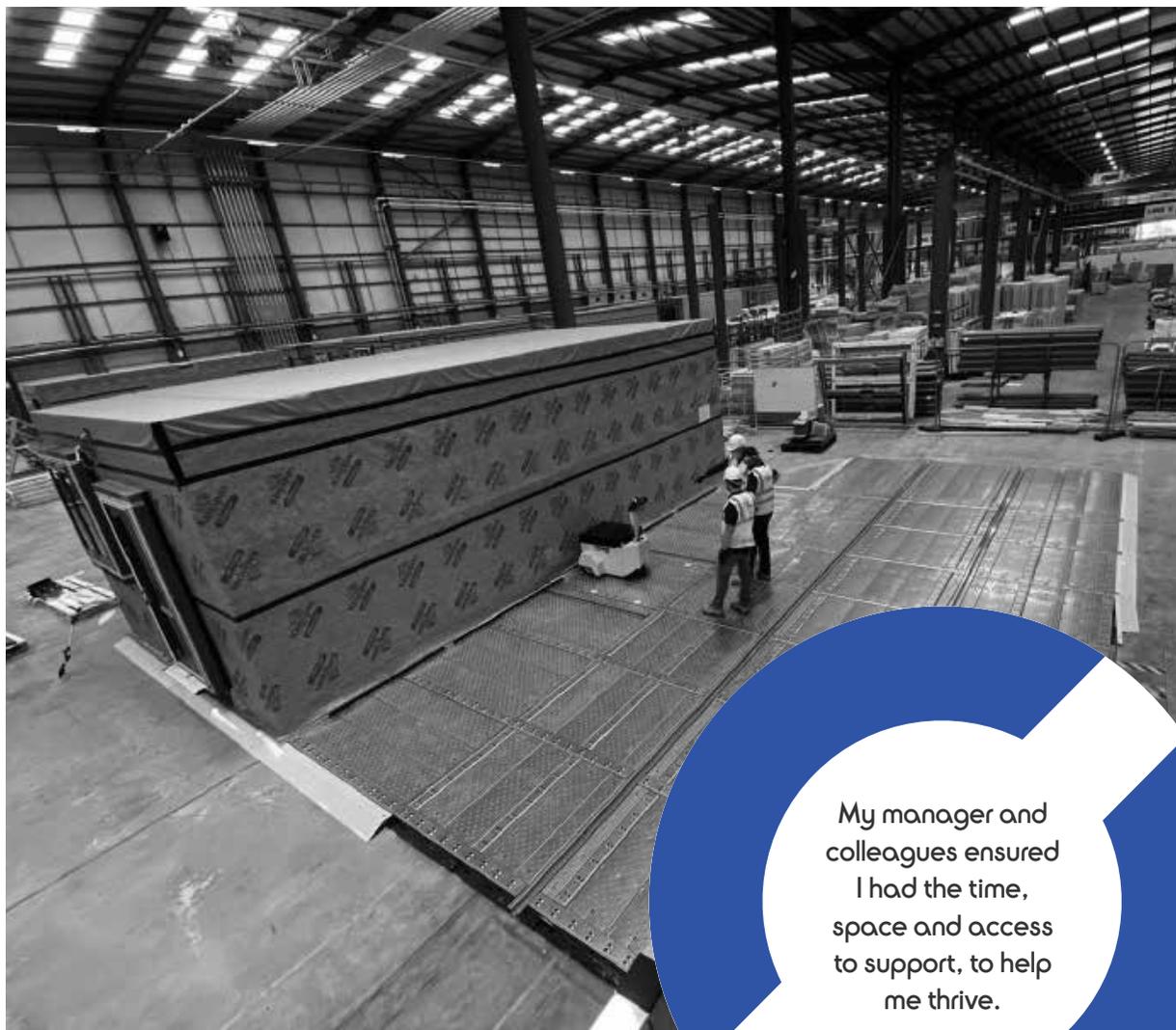
What attracted you to Joloda Hydraroll?

Joloda Hydraroll has an amazing reputation in the engineering industry and as one of the largest and most successful companies in Anglesey, near where I'm based, it was a natural first choice. I was also lucky to know someone who works there and could talk to me about the culture and ambition of the company, all of which supported my thinking that there would be some great opportunities there for me. After some online research and speaking to a couple of people as part of the interview process, I knew I was making the right decision.

While the move to the new building put our entrance scheme on hold, in September 2022 we reignited our apprenticeship programme and are excited to take on new apprentices to our Joloda Hydraroll site.

How did you find the blend of classroom and on-the-job learning?

This learning style was absolutely great for me. It meant I could apply what I was learning in the classroom every day at work with Joloda Hydraroll. Equally, I learnt so much every day just by actually doing the job and being supported by my colleagues and I was able to then apply this practical knowledge to the theory we were being taught at college – which was great when it was one of those things that you needed to experience to really 'get it'. My manager and colleagues in Joloda Hydraroll have been hugely



My manager and colleagues ensured I had the time, space and access to support, to help me thrive.

supportive of my training and ensured I had the time, space and access to support to help me thrive. I found the apprenticeship scheme they offered a very good balance working four days a week and in college 1-day a week.

cultivating a happier, more productive workforce

Creating a safe working environment that protects the physical safety and wellbeing of its workers is a top priority for organisations in the UK and is especially crucial within the manufacturing sector. Additionally, Joloda Hydraroll recognises our responsibility to care for our people’s mental wellbeing. Increasing skills shortages, an ageing workforce and unrelenting technological change bring a new set of challenges for the manufacturing industry- making investment in mental health even more important. Not only does investment in people cultivate a happier workforce, according to manufacturing organisation, MAKE UK, investment in people also improves workforce relations and can boost productivity by as much as 90%.¹⁶

We are partnered with an occupational health consultancy, which offers employees both in-person or via telephone counselling sessions. The consultancy also advises Joloda’s management and HR on how to support struggling employees. In addition, all managers and supervisors receive mental health awareness training on how to manage their staff’s mental health.

This is supported by promoting a culture of open, honest communication to encourage employees to speak up if they are experiencing any mental health

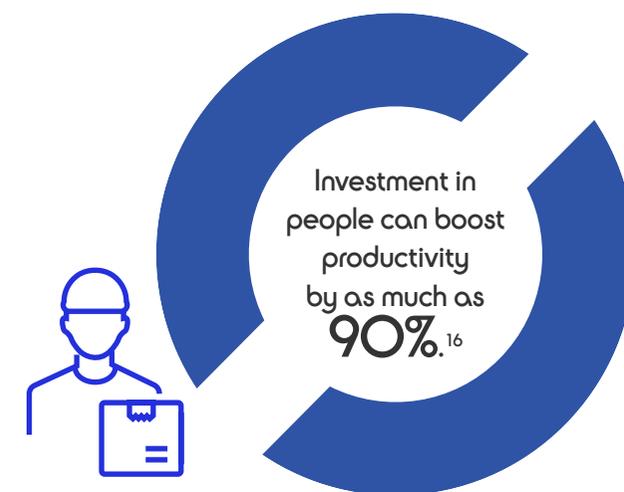
issues. All employees are urged to speak to their line manager or HR representative, who can then take remedial action to accommodate additional needs, whether that means adjusting working hours or referring them for external support. In addition, we are looking into installing mental health first aiders in 2023, to provide employees with a trained first point of contact to approach with any issues.

We also understand that not every employee will have the same working needs. We provide flexible and part-time working to accommodate different lifestyle needs- from managing childcare to accounting for traffic on the roads during peak times. These are considered on an individual basis.

In Europe, the Dutch government states that 1.7% of wages may be used for staff allowances, which Joloda BV uses to reimburse employees for sports activities. To enhance employee engagement and reward staff, we also host regular social activities such as company lunches and staff outings throughout the year. We also provide ongoing support for employees going through challenging times, with a company doctor and labour expert on hand for support and advice. All employees are encouraged to raise any wellbeing concerns with management, and in the case of more serious

situations, can appeal for calamity and care leave in line with Dutch legislation.

To build on our wellbeing practices, we will be publishing a formal wellbeing policy in 2023, laying out our strategy to enhance worker wellbeing.



¹⁶ [Health, wealth and wellbeing for manufacturers](#)

Inclusion at Joloda

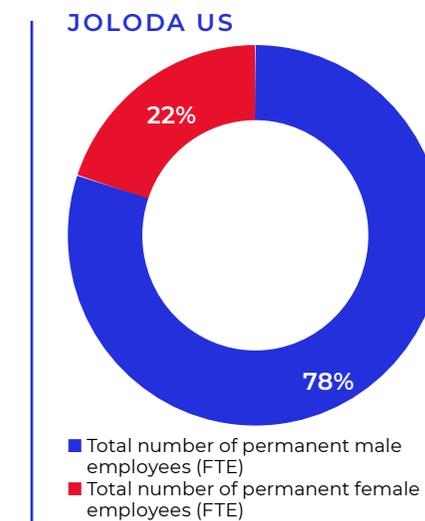
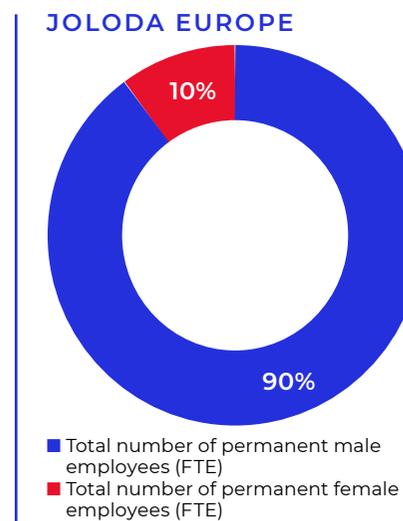
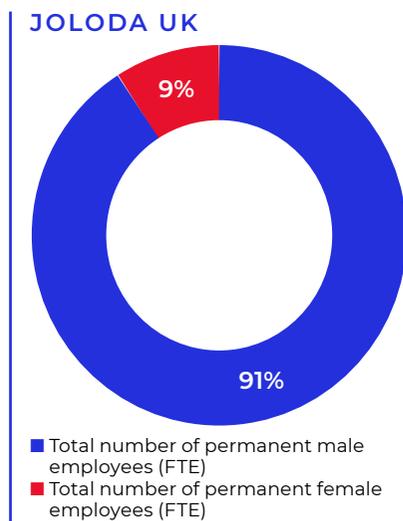
Joloda is committed to cultivating an inclusive workplace where equal opportunities are accessible to everyone. We take a zero-tolerance approach to discrimination, and treat all members of staff equally, irrespective of gender, sex, pregnancy or maternity status, marital status, race, colour, religion or belief, age, sexual orientation or gender reassignment. This is underpinned by our Equal opportunities policy, which ensures equal access for all- from the initial recruitment process to opportunities for career development.

In 2023, we have set ourselves the target to form a meaningful DE&I strategy to further promote inclusive practices in the workforce. This includes undertaking an analysis of our employee demographic data and setting out an action plan to enhance our diversity and inclusion practices.

GENDER

Joloda currently hires more men than women across Europe, the USA, and the UK. Unfortunately, this is reflective of the manufacturing industry workforce standard, whereby women are generally underrepresented. According to the ONS (Office for National Statistics), women made up just 26% of the manufacturing workforce in the UK in 2021¹⁷. Joloda is committed to encouraging and platforming

women in the industry, which will be evidenced in our diversity, equity and inclusion strategy in 2023. Additionally, in 2023 Joloda Hydraroll will be publishing a gender pay gap report for FY22 to assess the difference in pay between male and female employees. Following this analysis, we will be creating an action plan to address any gaps in pay parity.



¹⁷ [More than just a job: recruiting women in the manufacturing industry](#)

Ensuring fair pay for all

Joloda Hydraroll has a transparent pay framework in place, with clear criteria for each pay bracket and how to get to each level. For specific job roles, we work with a recruitment agency to assess salaries against current market pay rates, and we are currently undertaking an assessment of our pay rates across our UK branches to

ensure we meet legislative pay requirements. In 2023, we will be assessing our pay rates against the real living wage in the UK. The Real Living Wage Foundation produces independent wage calculations based on what people need to live, ensuring that everyone earns a wage that adequately meets living costs and everyday needs.

In 2023, we will be assessing our pay rates against the real living wage in the UK.

Giving back to our communities

At Joloda UK, our charity engagements are selected based on our team's recommendations on causes they are passionate about. This year, we supported a couple of colleagues participating in the Marie Curie walk for life, raising vital funds for end-of-life services. We also donated to colleagues undertaking the 3 peaks climbing challenge, taking on the three highest mountains in Scotland, England, and Wales-one after the other.

In the United States, we provide charity donations on a semi-annual basis, which are promoted by team members. In 2022, this included donating to a local high school and rolling out a scholarship for a local youth programme. Joloda Europe believes in the importance of giving back to local communities by contributing to local initiatives, mainly through local sponsorship requests or collections. Joloda Europe are also currently supporters of the Orion Foundation, who organise sports activities for young and elderly people.



The 3 peaks climbing challenge, taking on the three highest mountains in Scotland, England, and Wales

supply chain

partnering with our suppliers on ESG

Joloda Hydraroll depends on solidified partnerships with leading, like-minded global suppliers who share our sustainability and human rights values. We have 2426 suppliers in total, the majority of whom we engage with daily. As our supply chain forms such a critical cog in our business operations, we want to ensure that we hold our suppliers accountable to the same ESG principles that we do. This is upheld by our governance practices. We are currently working towards our ISO 14001 accreditation for our environmental management system, which includes integrating ESG practices into our supply chain.

Joloda Hydraroll conducts regular audits of suppliers through site visits, vetting them on key business practices such as quality management. This year, we wanted to expand our assessment to incorporate ESG standards. To support this, we embedded ESG criteria into our supplier questionnaire, examining suppliers' operational practices—from their auditing measures to the policies they have in place. While we've only taken on a small number of suppliers in 2022, this process will be rolled out with any new suppliers we take on in 2023.

This practice is reinforced by our new Supplier Code of Conduct, outlining Joloda Hydraroll's expectations and stance on ESG issues. This includes the guarantee that suppliers comply with all legal obligations

around human welfare, preventing modern slavery, child slavery and health and safety. It also requests that suppliers take precautions to comply with all applicable environmental laws, regulations, and standards, and a commitment to reduce the environmental impact of their activities. We plan to begin sharing this with suppliers in 2023.

Joloda Europe works collaboratively with Joloda Hydraroll UK on enhancing the sustainability of our supply chain. In addition, 100% of our procurement contracts include commitments to ethical procurement and modern slavery.

A GLOBAL LEADER, WITH LOCAL PARTNERS

Joloda aims to work with local suppliers where we can. Sourcing local business not only allows for greater control, flexibility, and a more reactive supply chain, it brings a wealth of benefits to local communities, boosting the local economy and supporting smaller businesses. Furthermore, reduced journeys from working with businesses in proximity helps us to lower our emissions and energy use. In the UK, we work with 225 local suppliers, contributing £305,0000 to our local supply chains in 2022. Joloda U.S. are also proud to partner with twelve local microbusinesses, thereby contributing to the local economy.



SUPPLY CHAIN TRACEABILITY

Having an understanding of our supply chain is critical, which includes having oversight of our full value chain – extending visibility to our Tier-2 and Tier-3 suppliers. We use an MRP (Material Requirements Planning) system to store all our supplier information, providing a central depository of the businesses we work with. In tandem with our ESG goals, in 2023, we will begin using this to store additional ESG information about our suppliers and increase oversight of their embedded sustainability practices.

Joloda Europe uses SERA as our MRP system, which is used to track the delivery times of suppliers. While the scope of oversight varies by supplier, on average, we have oversight of both our tier 2 and 3 tier supply chain.

sustainable supply chain

Joloda do not use rare sources such as tin, gold, tungsten, tantalum and/or their derivatives. We do however purchase different metals necessary to produce both the Joloda and Hydraroll systems, including stainless steel and steel. To mitigate this, the designs of our products undergo constant review to look for ways we can reduce weight by using less steel.

ALUMINIUM

Our products require a large amount of aluminium to produce; therefore, we take precautionary steps to minimise our impact. We purchase our aluminium from Hydro Aluminium UK, whose products are made from 78% recycled aluminium. This includes recycled pre-consumer and post-consumer scrap and primary aluminium. The pre-consumer scrap is collected from their facilities and customers for recycling, which is then melted down and cast into ingot to be used in new products. Post-consumer scrap is sourced from pre-used aluminium products e.g. beverage cans and window frames, which are brought in for recycling. This keeps waste to a minimum, while returning valuable aluminium to the production process. Hydro Aluminium UK is committed to reducing their carbon, with the ambition to reduce emissions by 30% by 2030. The mass of biogenic carbon (carbon dioxide released as a result of the combustion or decomposition of organic material¹⁸) containing materials in the products is also less than 5%.

PROMOTING CIRCULAR ECONOMY CONSTRUCTION PRACTICES

We now use 95% recycled plastic and 5% wood Joloda U.S. fixes batten blocks (used to hold installations in place) under our trailer floors. We have been gradually transitioning from wooden battens to recycled plastic battens, made from recycled milk and detergent bottles. While these are more expensive than wood, they can be reused and repurposed and are more durable than wood, which moulds over time. We have increased our recycled plastic use by 20% since last year, now using 95% recycled plastic and 5% wood for our requirements (as of October 2022).

¹⁸ [biogenic carbon dioxide](#)

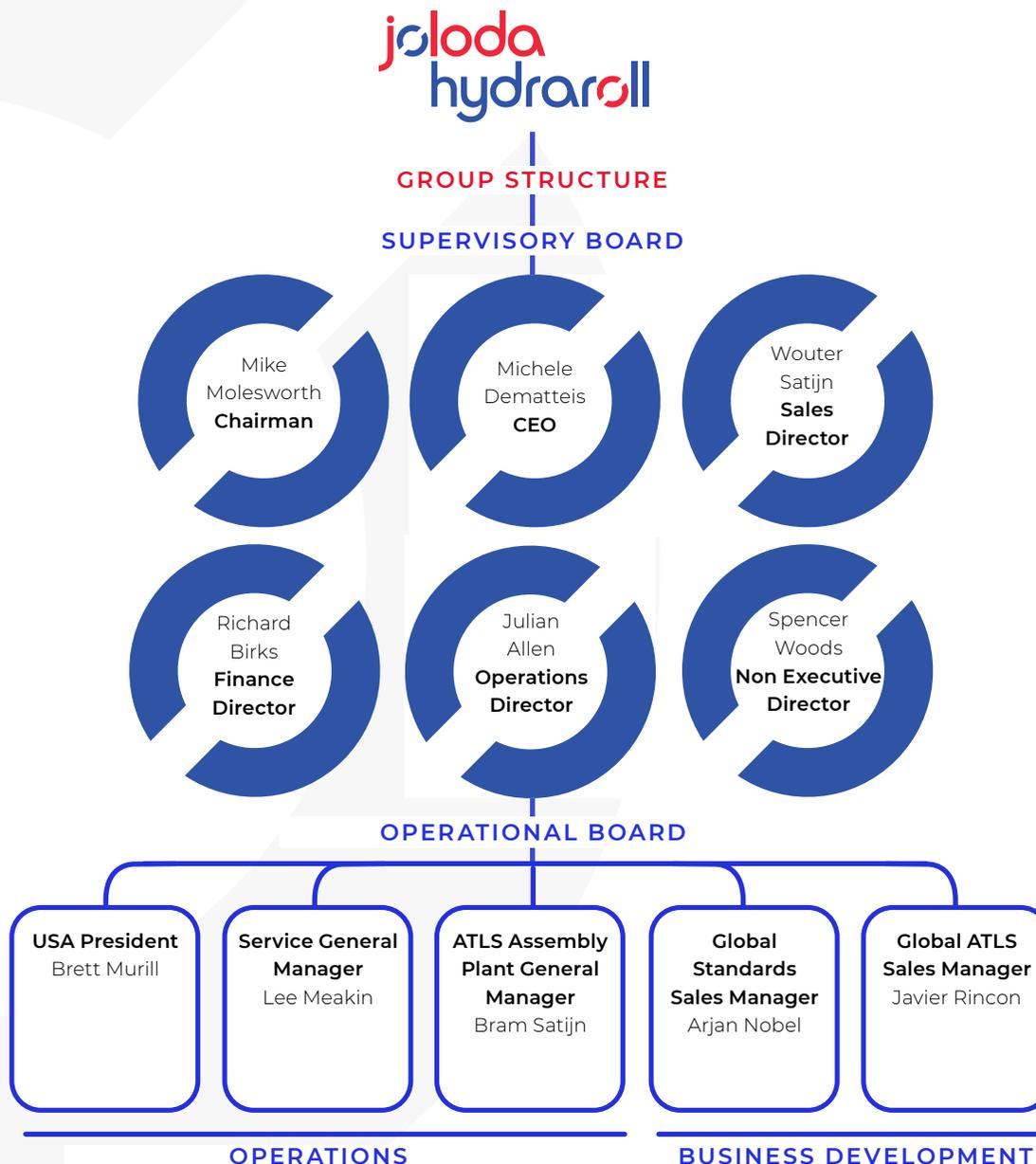


governance

our board

Joloda Hydraroll's Operational and Supervisory Boards provide oversight of the Company's operations and strategy. The two-tier structure is formed of both employees and independent directors, which ensures that the interests of Joloda's people are represented while taking the risks required for ambitious business growth. Members of the Board are nominated by the Executive Management team and include highly experienced Directors and Managers, who are seasoned in the sector.

The Operational Board oversees the service and strategy, while the Supervisory Board handles the control. Directors provide specialist advice and strategic guidance and hold management to account. The executives have daily contact with their teams, where they raise any matters of concern.





our environmental group

Now two years old, Joloda's environmental group plays a critical role in driving forward our ESG strategy. The group is made up of subject leaders and managers and meet monthly to review and reset environmental actions.

Our Environmental Group Members:

- **Billy Evans (ANG)**
- **Lewis Blease**
- **Dave Pattern (LPL)**
- **Kate Docherty (JCS)**
- **Simone Olfen (Europe)**
- **Debbie Smith (LPL)**



mitigating risk

Ensuring compliance and quality risk management is essential to carry out the work that we do. We conduct risk assessments on all processes carried out within Joloda Hydraroll, supported by training and regular audits. This is bolstered by our ISO 9001 Quality Management accreditation, which holds us accountable to plan for risk, with robust systems and protocols in place.



health and safety

Zero reportable accidents in the last year
Worker safety is one of the biggest challenges facing the logistics and transport industry. At Joloda Hydraroll we maintain a safe and healthy working environment through the enforcement of rigorous safety training, processes, and systems. We've been accredited with Alcumus Safe Contractor, a leading health and safety accreditator, for over five years, who audit our health and safety, financial and ethical practices. This is reinforced by our ISO 9001 QMS qualification, which ensures we consistently meet customer expectations and regulatory requirements, while our products are designed and manufactured in accordance with the Machine Directive and CE/UKCA.

In the UK, we recently divided the role of Quality and H&S Manager into two separate roles, meaning we now have a dedicated Quality Manager and Health and Safety Manager. Our Health and Safety Committee meet regularly to discuss effective health and safety measures and we ensure comprehensive training provisions are in place. Our Health and Safety manual contains employee guidance on job-specific safety requirements, while the management team, external consultants and dedicated health and safety staff roll out health and safety training to all staff, including mandatory manual handling training.



Zero reportable accidents in the last year



Additionally, we provide health and safety training for our customers for two of our products.

We conduct due diligence on health and safety contractors to ensure they have the relevant certification to deliver the required quality of work on site, requesting a RAM (Risk Assessment Method Statement). We also track the number of reportable injuries, accidents, incidents and near misses (RIDDOR), and are pleased to have had zero reportable accidents in the last 12 months.

Joloda BV complies with all Dutch legislation on health and safety, including risk assessments, to ensure a safe working environment. Furthermore, all sub-contractors must have a VSA (safety, health and environment) certification. If contractors don't hold a valid certification, we organise and pay for them to attain it. All relevant employees are provided with VSA and forklift training and we provide other optional courses, such as lifting, on request. We also ensure safe working conditions both in the office and on-site, including standing desks and specialised tools to make working at height easier.



safer manual loading with joloda skate and track

In some cases, it is the quality of the equipment used that causes accidents rather than human oversight. Joloda's Skate and Track System provides an efficient, fail-safe manual loading and unloading system that responds to the safety demands of the logistics industry.

Our Skate and Track system enables the operator to handle 3.5 tonnes a minute safely and efficiently. The system consists of manually operated rolling skates,

which lift the load and roll into or out of the truck. In addition, the system has front and rear safety brakes and a stable loader. Compared to conventional truck loading, our manual loading and unloading system is also 33% faster.

The effective and reliable loading skate system helps to reduce worker injuries, boost productivity and maintain a safe workplace.

Our Skate and Track system enables the operator to handle 3.5 tonnes a minute safely and efficiently.



data privacy and cybersecurity

Both the UK and Joloda Europe offices comply with the General Data Protection Regulation (GDPR) act, and we ensure transparency about how we collect and use personal data. We are highly sensitive to the risks involved in a data breach, which is why we have robust processes in place to protect customer data, including a comprehensive data protection policy.

Cybersecurity is embedded into the risk framework, and we have a strong cybersecurity strategy in place to maintain and monitor the cyber protection of the company. This includes regular firewall scanning and reporting, upheld by a company disaster recovery plan, which is updated monthly.



whistleblowing

Joloda Hydraroll takes any suspected incident of malpractice very seriously. To prevent regulatory and reputational damage, we encourage a culture which reports wrongful, unlawful or dishonest activities so they can be addressed quickly. Our whistleblowing policy, outlined in our company handbook, encourages employees to bring any concerns to the attention of the company director, or, where appropriate, an external regulatory or statutory body such as the Health and Safety Executive or Vehicle and Operator Services Agency.



anti-bribery and corruption

In line with UK law, including the Bribery Act 2010, we are committed to conducting all business activities with the utmost honesty and integrity. Joloda Hydraroll takes a zero-tolerance approach to bribery and corruption, upheld by a strict anti-bribery and corruption policy. We encourage employees suspicious of a breach to report this via our whistleblowing process, and anyone suspected of violating the policy will face disciplinary action and potential dismissal. We extend this to our partners and may terminate our relationship with any individual or organisation in breach of the policy.



modern slavery

Joloda Hydraroll has drafted a Modern Slavery statement, in accordance with the Modern Slavery Act 2015. This outlines our commitment to stamp out modern slavery and prevent human trafficking in both the business and supply chains. This will be endorsed by our Responsible Sourcing Code of Practice, applicable to all suppliers of goods and services, including branded and own-brand suppliers in all sourcing countries for the Joloda International Group and Goods Not for Resale (the products and services we purchase for the running of our business).



Cybersecurity is embedded into the risk framework, and we have a strong cybersecurity strategy in place to maintain and monitor the cyber protection of the company.

Looking forward

We know there's always more work to do. In the next year, this will include setting our net zero roadmap, developing a climate strategy and improving our data to set ambitious measurable goals to move

us forward. We value progress over perfection but hold ourselves accountable to high standards and data-driven outcomes. Below sets out our ESG goals working towards 2024, as well as our progress to date.

ENVIRONMENTAL OBJECTIVES	Target Date to Achieve	Our Progress to date
Procure 100% renewable electricity where available	31 March 24	
Publish Joloda's first net-zero report. This will include a carbon reduction glide path, with annual targets to achieve net-zero emissions	31 March 24	SECR calculated for FY March 2022
Set waste reduction targets for all our sites to increase recycling and reduce waste to landfill	31 March 23	Zero waste to landfill at UK sites
Work with an external partner to verify our energy data	31 March 23	Working with SA to verify carbon data. SA looking into how we can support with more accurate energy data collection

SOCIAL OBJECTIVES	Target Date to Achieve	Our Progress to date
Share supplier code of conduct and supplier questionnaire with at least 50% of our supply chain and begin to capture supplier ESG data	31 March 24	Created a Supplier Code of Conduct and Supplier Pre-Qualification Questionnaire
Develop a formal community engagement strategy	31 December 23	
Conduct a gender pay gap report and create an action plan to reduce any inequalities	30th April 23	
Conduct an assessment of salaries against the Real Living Wage in the UK	31 March 24	
Create a Diversity, Equity and Inclusion policy and strategy	31 December 23	Equal Opportunities policy in place

GOVERNANCE OBJECTIVES	Target Date to Achieve	Our Progress to date
Publish Modern Slavery Statement	31 March 23	
Develop a comprehensive ESG Policy	31 March 23	

ESG INTEGRATION OBJECTIVES	Target Date to Achieve	Our Progress to date
Conduct case studies with some of our key clients to demonstrate how Joloda's solutions generate emission reductions	31 March 24	
Conduct a stakeholder materiality assessment to determine the environmental, social, and governance issues impacting our business and/or stakeholders to inform our strategy, targets, and reporting	31 December 23	





Working in partnership with:



Joloda Hydraroll Ltd (Head Office)

1 De Havilland Drive, Liverpool
L24 8RN, United Kingdom
+44 151 427 8954
hello@joloda.com

sales@joloda.nl

Joloda Loading Automation (USA Office)

PO Box 4820, Wilmington
North Carolina, 28406, USA
+1 910 791 2125

Sustainable Advantage

Hersham Place Technology Park
Molesey Road, Hersham
Walton-on-Thames
Surrey
KT12 4RS
info@sustainable-advantage.com
sustainable-advantage.com
0203 544 2030

Joloda BV (European Office)

De Hulst 13, 5807 EW, Oostrum
Venray, The Netherlands
+31 478 501 059

brett.murrill@loading-automation.com

Joloda Hydraroll SAS (French Office)

1 Cour du Havre, CS50101
75008 Paris, France
+ 33 7 81 41 99 00