



SUSTAINABILITY REPORT

2023



**“THE WORLD'S ESSENTIAL
NEED FOR RAW MATERIALS
CREATES A CRITICAL
DEMAND FOR GREATER
SUSTAINABILITY THAT
WILL REQUIRE A GLOBAL
COMMITMENT OF UNITED,
ETHICAL RESPONSIBILITY
THROUGHOUT EVERY
SUPPLY CHAIN”**

“As your preferred sustainable partner, we will continue to source and supply our products and services to the highest ethical standards.”

We will only use responsible business practices and will maintain a values-led culture. Our promise of ensuring all materials we deliver are of the best quality and dependable performance remains the same.

Our commitment, through our Planet, People & Profit policy, is to meet the sustainability expectations of all our stakeholders while doing everything possible to leave minimal impact on our environment. We plan to meet these responsibilities without affecting the profitability that our services are known to deliver.

We at Righton Blackburns are dedicated to being part of a sustainable future through our continued investment in renewable energy and technology to reduce emissions and waste in all aspects of our work. Protecting our environment, enriching our communities and enabling our people to live to the maximum of their potential and prosperity is entirely in line with our long-standing promise to everyone we work with.”

David Wycherley

Managing Director | Righton & Blackburns Limited



ETHICAL

BY LINKING OUR SUSTAINABILITY GOALS TO THE STRATEGY OF THE COMPANY, WE HAVE DEVELOPED OUR PLANET, PEOPLE AND PROFIT ROADMAP THAT WILL HELP DRIVE REAL CHANGE

PLANET

Environmental Sustainability.

We responsibly manage and safeguard our environment, while actively striving to minimise our environmental footprint.

At Righton Blackburns we are responsible members of a global society continually raising standards across our supply chain.

PEOPLE

Empowering our Employees & Supporting Local Communities.

We want everyone who works at Righton Blackburns to feel supported and have the opportunity to reach their full potential.

We are committed to finding ways to make Righton Blackburns a truly great place to work.

PROFIT

Strong Corporate Governance.

We will ensure long term sustainable value creation and preservation.

We want to have a stable and profitable business that is safe. Governance keeps us true to our purpose, culture and strategy.

CHANGE

 PLANET

CONTINUALLY RAISING STANDARDS ACROSS OUR SUPPLY CHAIN



ENVIRONMENTAL SUSTAINABILITY

As a stockholder and distributor of metals and plastics we recognise that the most significant impact we have on the environment is in the powering of our business and delivery of our goods. We are working towards reducing this impact over time.

In line with Streamlined Energy and Carbon Reporting (SECR) regulations we measure our Scope 1 and Scope 2 emissions impact on the environment including:

- Energy consumed to operate buildings and machinery.
- Fuel used in heavy goods vehicles in order to transport material to customers.

We shall look to increase our use of zero or low carbon power sources and alternative fuels to reduce our operational carbon footprint where possible. Where such initiatives are not yet viable due to either technological or cost barriers, we will monitor the market accordingly.

Other initiatives which have a lower impact on our Scope 1 and Scope 2 emissions, but which still play an important part in reducing our carbon footprint include:

- Reducing the amount of waste sent to landfill and increasing the amount of waste recycled.
- Purchasing more efficient and cleaner items of plant and machinery, for example electric fork-lift trucks.
- Engagement with employees on environmental matters.

In order to better meet customer demand, we are currently developing and understanding our Scope 3 emissions. By their very nature both metal and plastic products are carbon-intensive due to the methods of extraction and the processes they undergo. We need to evaluate our current suppliers and consider sourcing lower carbon content embedded products. In determining our supply chain, we will also assess logistical carbon costs and the worldwide carbon taxes imposed by governments.



 PLANET

ROADMAP & AIMS

We're dedicated to supporting the global transition to sustainable energy.

This commitment extends beyond ourselves to our customers, suppliers, and industry peers, as we work together to achieve tangible social and environmental benefits.

Our focus is on accelerating innovation in energy transition. This ensures that we contribute to both global energy access and local economic development.

TRANSITION TO GREEN ENERGY

We know that the key to tackling the climate crisis is to end our reliance on fossil fuels. 100% of our electricity supply will be through a new or renewable carbon free service by 2025.

ETHICALLY SOURCE OUR MATERIALS

We are mindful of our impact and make responsible purchasing decisions by considering the entire lifecycle of products. We also ensure that our supply chains are free from any unacceptable labour practices.

ELIMINATE WASTE

We are resolutely driving material and resource efficiency, aiming to reduce our plastic packaging and increase our recyclable office waste through our "Let's Be A Waste Free RB" initiative.

AIM TO BECOME NET ZERO BY 2040

We want to make a positive impact on the communities in which we operate and make a better and more sustainable future for all through initiatives aligned to the UN 2040 target.

REDUCE OUR CO2e TONNES

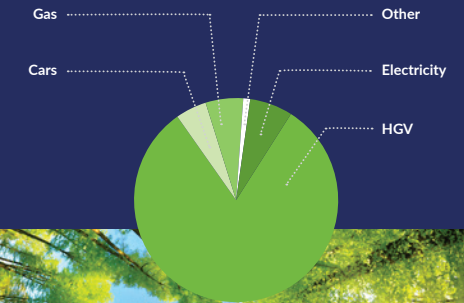
We are taking action to minimise our impact and explore innovations that have a positive impact on our customers and suppliers carbon footprints. By 2028, we will have reduced our 2022 carbon emissions in excess of 50% with a view to us achieving net zero by 2040.

GIVE BACK TO OUR ENVIRONMENT AND COMMUNITIES

We value improving our surroundings and strive to be good neighbours by supporting our local communities and contributing positively to society's progress. Our community engagement approach reflects this goal.

POTENTIAL CO2 REDUCTION AREAS

RB SC's FY23 Emissions by Source (tonnes CO2e)



ROADMAP & AIMS

ACCOMPLISHMENTS & INITIATIVES

 PLANET

ACCOMPLISHMENTS 2023

Through a rigorous year-long analysis, we've successfully reduced our carbon footprint by a further 12% over 2022.

This achievement, spanning our Scope 1 and 2 emissions, marks a substantial step towards our sustainability goals. By implementing strategic initiatives and adopting innovative practices, we've demonstrated our dedication to environmental responsibility.

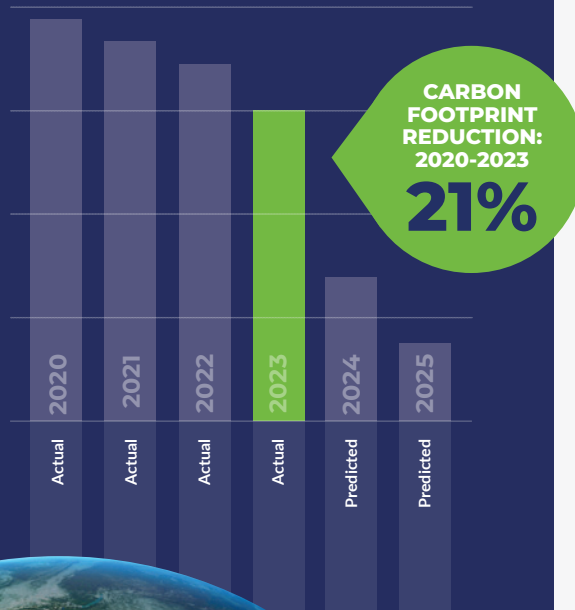
- ✓ ISO 14001 CERTIFIED
- ✓ WASTE FREE RB INITIATIVE
- ✓ RENEWABLE ENERGY CONTRACTS
- ✓ HVO FUEL TRIAL*



*100% HVO fuel used at two sites.

SCOPE 1 & 2 EMISSIONS OUR OPERATIONAL FOOTPRINT

RB SC's: Emissions Actual



PLANNED INITIATIVES 2024

- ✓ HVO FUEL ROLL OUT AT ALL RIGHTON BLACKBURNS SITES
- ✓ ELECTRIC COMMERCIAL VEHICLE TRIAL
- ✓ A FURTHER 50% REDUCTION IN 2024 OF SCOPE 1 & 2 EMISSIONS
- ✓ RECYCLING OF PPE EQUIPMENT AT ALL RIGHTON BLACKBURNS SITES
- ✓ EVALUATING AND ANALYSING OUR SCOPE 3 EMISSIONS
- ✓ ECOVADIS ACCREDITATION

 PEOPLE

EMPOWERING EMPLOYEES & SUPPORTING COMMUNITIES



A GREAT PLACE TO WORK

We want everyone who works at Rightton Blackburns to feel supported and have the opportunity to reach their full potential. We are dedicated to finding ways to make our Company a truly a great place to work.

Recognising that not everybody starts from the same place, we believe in being equitable and treating people fairly, taking opportunities to address any imbalances where we can.

We celebrate diversity and the ways in which people differ and ensure our employees feel welcomed and valued.

We want to be the employer of choice within our market. An employer that will lead and develop our people to their full ability while creating a supportive environment in which they can thrive.

We will recognise achievements and reward performance.

We are looking to take more of an active role in giving back to our communities and being a socially aware, responsible business.



Life saving defibrillators have been installed at all our sites and are easily accessible to NHS ambulance services via The Circuit network.



We believe that our employees should be given the opportunity to identify local causes that matter most.



The team at RB Bristol held a donation drive for their local foodbank and delivered much needed supplies in time for Christmas.

RB Plymouth supported the delivery of aid all donated by Devon & Cornwall businesses for distribution throughout Ukraine.



PEOPLE

ROADMAP & AIMS

Equity, diversity & inclusion is celebrated by all colleagues through recruitment, induction, training, development and promotion.

We aim to develop a culture based on trust, support and mutual respect within the workplace, creating an environment that supports the overall wellbeing of all employees.

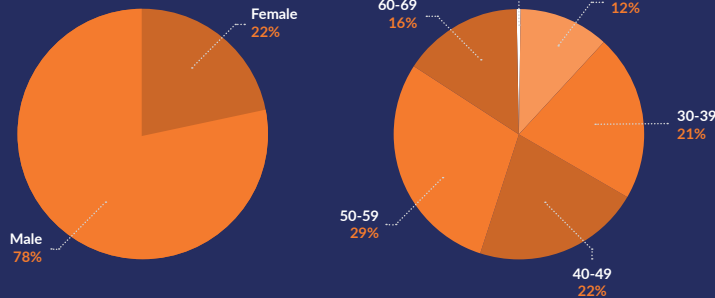


ROADMAP & AIMS

ACCOMPLISHMENTS & INITIATIVES

- ✔ **Mindhealth:** Discussed and managed openly and respectfully throughout the business. All our management team have completed a Mindhealth for Managers course.
- ✔ **Financial wellbeing:** Developed through fair reward against performance, individual understanding of personal finance and additional support for periods of personal financial difficulty.
- ✔ **Physical wellbeing:** Encouraged through workplace provision and personal interest.
- ✔ **Social wellbeing:** Promoted through development of work-life balance initiatives.

CURRENT WORKPLACE DIVERSITY



ROADMAP & AIMS

ACCOMPLISHMENTS & INITIATIVES

 PEOPLE

ACCOMPLISHMENTS 2023

We have always sought to treat everyone who is a part of Righton Blackburns fairly and ethically, and we want to ensure we continue to look after their wellbeing.

Because our people know we care about them, they care about each other, fostering a culture of genuine respect. Our undertaking is to maintain a company where diversity and inclusivity are valued.

FULFILLING POTENTIAL
BY PROVIDING TOOLS AND OPPORTUNITIES



PRINCIPLES



DISCOVERY WORKING PARTIES



RETAIL DISCOUNTS VIA TELUS EAP



EDI TRAINING



AED INSTALLED IN EACH SERVICE CENTRE FOR COMMUNITY USE



MINDHEALTH AWARENESS



POLICIES & STANDARD OPERATING PROCEDURE



MINDHEALTH FOR MANAGERS TRAINING



COLLEAGUE ENGAGEMENT SURVEY



APPRENTICESHIP SCHEMES SALES, ADMIN & WAREHOUSE



COACHING TRAINING FOR MANAGERS



INTERNAL COMMUNICATIONS PLATFORM



RIGHTON BLACKBURNS LIVING WAGE



ONLINE GP SERVICE



EMPLOYEE ASSISTANCE PROGRAMME

PLANNED INITIATIVES 2024

- ✓ NEW RECRUITMENT PROCESS
- ✓ LONG SERVICE HOLIDAY REWARD
- ✓ PROMOTE EMPLOYEE DRIVEN SOCIAL RELATED INITIATIVES
- ✓ NEW INDUCTION & ONBOARDING PROCESS
- ✓ INCREASED MINIMUM HOLIDAY ENTITLEMENT
- ✓ IMPROVING RESILIENCE TRAINING
- ✓ SUPPORTIVE CONVERSATIONS TRAINING
- ✓ INTRODUCTION OF EARLY PAY

DIVERSITY AND INCLUSIVITY ARE VALUED



PROFIT

**LOOKING
AFTER OUR
BUSINESS,
PLANET &
COMMUNITIES
FOR FUTURE
GENERATIONS**



STRONG CORPORATE GOVERNANCE

WE RECOGNISE THE IMPORTANCE OF: -

- Understanding and managing climate related risks and opportunities
- Considering the impact on the environment from our carbon emission, both directly and indirectly.

A multi-disciplinary working party meets quarterly to discuss environmental matters concerning the Company. This consists of managers and staff representing operations, transportation, procurement and finance and is chaired by the Managing Director.

THE FOCUS OF THESE MEETINGS INCLUDES (BUT IS NOT LIMITED TO):

- Compliance with climate related legislation.
- Understanding changing customer requirements in light of environmental imperatives.
- Understanding the Company's impact on the climate from Scope 1 and Scope 2 emissions.
- Keeping up to date with technological advancements that could help the Company reduce its impact.
- Reporting on carbon reduction initiatives.

Representatives from these meetings are also tasked with disseminating relevant information and obtaining opinions and feedback from the wider employee network.

We will ensure long term sustainable value creation and preservation.

GOVERNANCE
KEEPS US
TRUE TO OUR
**PURPOSE,
CULTURE AND
STRATEGY**

ROADMAP & AIMS

ACCOMPLISHMENTS & INITIATIVES

 PROFIT

ROADMAP & AIMS

We will foster a culture of strong corporate governance that will enable us to sustain and grow our value over the long term.

HEALTH & SAFETY

We are committed to preventing work-related injury and ill health among our employees and visitors to our premises and to providing a safe and healthy working environment. We consider that health and safety is a responsibility at least equal in importance to that of any other function of our business activities. Our aim is that we can fully engage all colleagues in developing and maintaining a robust health & safety environment so that they always go home safe.



ETHICAL TRADING

We take steps to safeguard the working conditions and rights of people in our global supply chains.

We undertake to ensure all aspects of our trading are ethical.

BUSINESS CONTINUITY

Dedicated to ensuring business-critical operations continue during a disruption, we have fully assessed the risks to business continuity and have developed effective control measures and robust disaster recovery plans.

QUALITY

In order to remain as a supplier of choice for our customers we need to ensure that the products we buy, the work that we do ourselves and the way we deliver to our customers all meet a consistent and high level of quality. We ensure this through our quality accreditations including ISO 9001, ASEN 9100 and ASEN 9120.

SUPPLY CHAINS

Our goal is to be the best provider to our customers and the best customer to our providers.

To ensure we can remain our customers' preferred supplier, we will develop a supply chain which has sufficient breadth and depth to remain sustainable for the long-term.



 PROFIT

ACCOMPLISHMENTS 2023

Ethical behaviour underpins our sustainability activities. We care for the future of our business, planet and local communities.

Companies can play a key role in accelerating the transition to a climate-neutral and more sustainable economy. To play this role, however, they need governance practices that ensure they understand the impact of their activities on the world around them, and take society and the environment into account when making business decisions.

- ✓ REVIEW OF ANTI SLAVERY & BRIBERY POLICIES

- ✓ BUSINESS CONTINUITY ASSESSMENT

- ✓ WEB BASED HEALTH & SAFETY MANAGEMENT

- ✓ CYBER ESSENTIALS PLUS



We are ever conscious of the threats that all our businesses face. Our CE+ accreditation provides reassurance to our customers that our systems and processes have been independently verified as compliant.



PLANNED INITIATIVES 2024

- ✓ SUPPLIER CODE OF CONDUCT

- ✓ QUALITY CONTROL

- ✓ SUSTAINABLE PROCUREMENT

- ✓ MATERIALITY ASSESSMENT



RIGHTON BLACKBURNS

SECURING A SUSTAINABLE FUTURE

Parkway House,
Unit 6 Parkway Industrial Estate,
Pacific Avenue,
Wednesbury, West Midlands,
WS10 7WP



ISO
9001
Quality Management
Systems
CERTIFIED

ISO
14001
Environmental
Management
CERTIFIED

AS/EN
9100
Aviation Space and
Defence
CERTIFIED

AS/EN
9120
Aviation Space and
Defence
CERTIFIED

REV D

REV B



SC
21

21st
century
supply
chains



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