



2025 SUSTAINABILITY REPORT



PLANET



PEOPLE



PROFIT

PLANET 2
Roadmap & Aims
Accomplishments 2025

PEOPLE 5
Roadmap & Aims
A Great Place to Work

PROFIT 8
Roadmap & Aims
Ethical Behaviour



I am pleased to present this year's Sustainability Report, highlighting the progress we continue to make across our environmental, social and governance priorities.

At Righton Blackburns, sustainability is embedded in how we operate, create value and plan for the future. This year's achievements reflect the commitment and professionalism of our people. Through their engagement, we have delivered significant, measurable reductions in our carbon footprint over a short period, driven by fuel and energy efficiency initiatives.

Participation in training and development, alongside social value initiatives, continues to grow—supporting measurable outcomes while strengthening equity and diversity across the organisation. Together, these initiatives continue to shape a more resilient, high-performing and sustainable business, embedding responsible practices across our operations.

We know that progress depends on strong partnerships.

Our colleagues, suppliers and customers work together towards shared goals, strengthening our position as a trusted, market-leading partner while supporting the transition to a lower-carbon economy. Looking ahead, we remain focused on continuous improvement.

We will prepare for the UK Carbon Border Adjustment Mechanism, further develop our approach to sustainable procurement and Scope 3 emissions and support our customers as the regulatory landscape evolves. We will also continue to build on our social value commitments, contributing to both environmental progress and the wellbeing of our communities. I would like to thank our colleagues, partners and customers for their continued support.

Together, we are building a stronger, more responsible business, ready for the future.



David Wycherley
Managing Director
Righton & Blackburns Limited



"Sustainability is embedded in how we operate, create value and plan for the future. This year's achievements reflect the commitment and professionalism of our people"



PLANET

Environmental Sustainability



Actively safeguarding the planet and reducing our environmental footprint responsibly.

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 also assessing the impact of additional business activities and operations that fall within Scope 1, 2 and 3 emissions categories.

Scope 1 Emissions

Scope 1 emissions are direct emissions from operations that are owned or controlled by the company.

Scope 2 Emissions

Scope 2 emissions are emissions from the generation of purchased or acquired electricity consumed by the company. Scope 2 emissions occur at the facility where electricity is generated.

These Scope 2 emissions are the Scope 1 emissions of another company, (e.g. a power station).

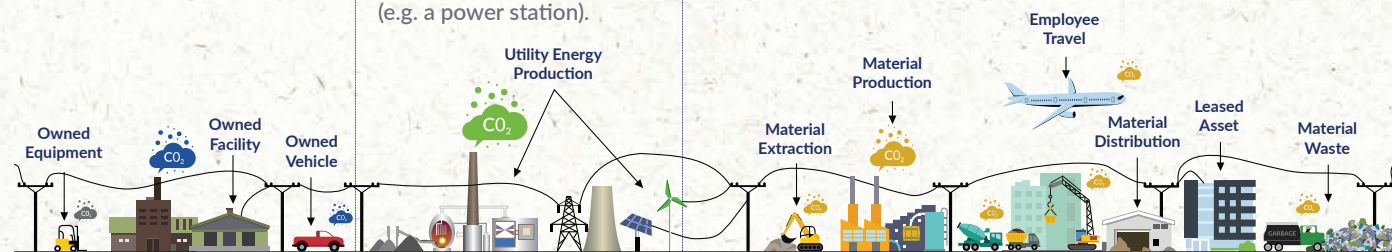
Scope 3 Emissions

Scope 3 emissions are all other indirect emissions (not included in Scope 2) that occur in the value chain of the company.

Scope 3 emissions are divided into:

Upstream emissions → indirect emissions related to purchased or acquired goods and services.

Downstream emissions → indirect emissions related to sold goods and services.



Scope 1 RB Direct (Owned) Emissions

- Service Centre emissions**
Direct combustion including gas.
- Owned equipment emissions**
Company cars, delivery vehicles & equipment.

Scope 2 RB Indirect (Purchased) Emissions

- Purchased energy**
Non-renewable electricity to power our Service Centres.

Scope 3 RB Other Indirect (Purchased) Emissions

- RB employee emissions** → Business travel.
- Leased assets emissions** → Operations of any additional leased assets.
- Supply chain emissions** → Material mining, extraction & production, purchased materials and services through our supply chain and sold services including external hauliers and sub-contract material processing.



PLANET

Roadmap & Aims

We actively support the global transition to sustainable energy, embedding this commitment across our operations and wider value chain.

Through ongoing collaboration with customers, suppliers and industry peers, we contribute to delivering tangible social and environmental benefits.



Transition to Green Energy

In 2025, we took decisive action to reduce our reliance on fossil fuels, with 86% of our electricity sourced from renewable, carbon-free energy. This represents a significant step forward in our commitment to tackling climate change and transitioning to more sustainable energy use.



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 continually reduce our emissions and explore innovations that have a positive impact on our customers' and suppliers' carbon footprints. Over the course of 2025, we reduced our emissions by 56%, totalling a 75% reduction since 2021.



Eliminate Waste

As part of our commitment to supporting planet-focused initiatives, progress continues to be made in improving material and resource efficiency across the business. Through the "Let's Be A Waste Free RB" initiative, actions are being implemented to reduce plastic packaging and increase levels of recyclable office waste.

In 2025, PPE recycling was successfully introduced across all Righton Blackburns sites, further strengthening our approach to waste reduction and circular resource use.



Community litter picking



Conserve Water

We are committed to sustainable water management across all company facilities. The water we consume as a business is approximately 15,000 litres per annum and this is primarily to support our staff welfare. Our Water Conservation Policy focuses on reducing consumption and wastewater through responsible practices, increased awareness and proactive action. By embedding water efficiency into daily operations, we support environmental stewardship while delivering long-term ecological and economic benefits.



Care for our Environment and Communities

In 2025, we took meaningful action to improve our surroundings and strengthen our role as a responsible neighbour. We did this by operating HVO vehicles, monitoring noise pollution and supporting local community engagement initiatives such as litter picking.



PLANET

Accomplishments 2025

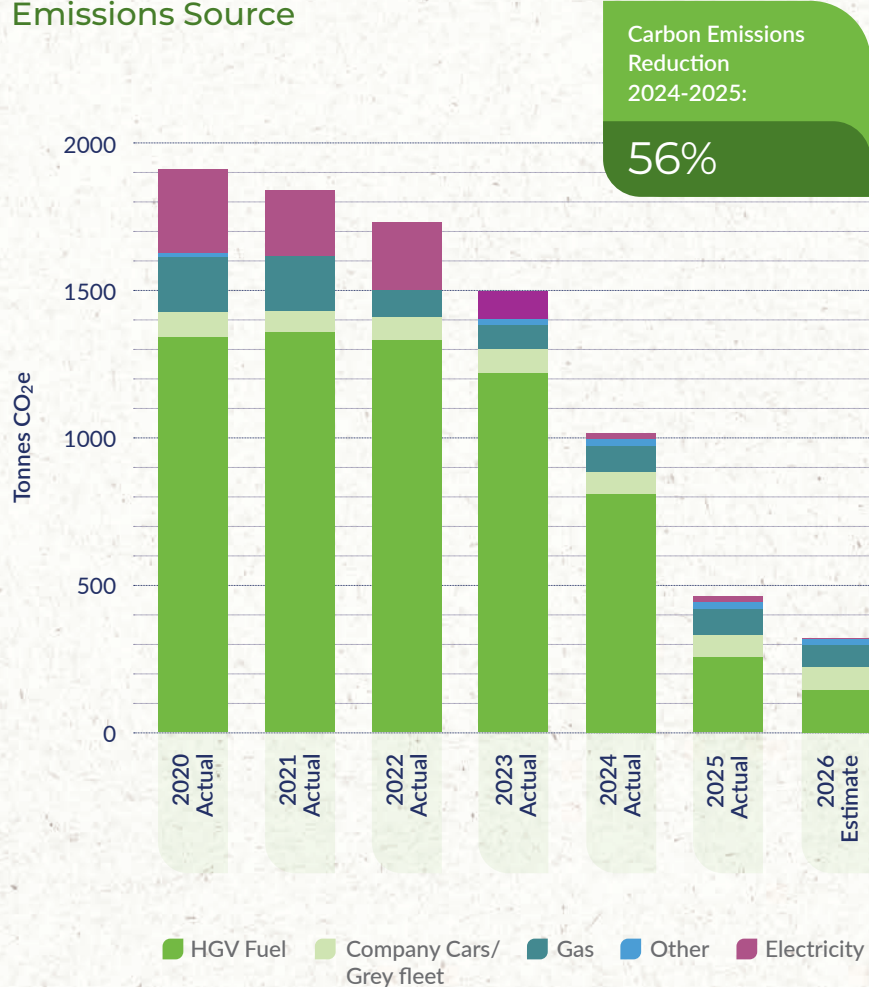
In 2025, we made further impact on our journey to net zero with the reduction of our operational carbon footprint. By implementing strategic initiatives and adopting innovative practices, we have demonstrated our commitment to environmental responsibility.

This achievement across our Scope 1 and 2 emissions marks a significant step forward in progressing towards our wider sustainability goals.

- ✓ Increased HVO usage by 101% over 2024, which now represents 84% of fuel used in our delivery vehicles
- ✓ Complete LED installation programme
- ✓ A further 56% reduction in 2025 of Scope 1 & 2 emissions
- ✓ Identified potential reductions in EPR packaging
- ✓ Retention of EcoVadis Committed accreditation



Emissions Source



Rainwater harvesting system

Planned Initiatives 2026

- ✓ Identify certified carbon offsetting scheme
- ✓ Reduce non-renewable energy usage by a further 11%
- ✓ Sustainability e-Learning for all employees
- ✓ Waste to landfill reduction
- ✓ Minimising energy wastage

28% Energy Consumption Reduction 2022-2025

31% Intensity Ratio Reduction 2022-2025

74% Co2 Emission Reduction 2022-2025





PEOPLE

Empowering Employees & Supporting Communities



Volunteering at a local animal sanctuary

Righton Blackburns remains committed to creating a supportive, inclusive environment where all employees can realise their full potential.

In 2025, continued progress was made against the People Roadmap, with focus on equity, inclusion, wellbeing and development. Actions to better understand employee needs and address imbalances have supported a more equitable workplace.

Inclusion and belonging were strengthened through achieving Disability Confident Committed employer status, participation in the Amari Women in Metal conference and 100% completion of sexual harassment awareness training, helping to foster a safer, more respectful, and inclusive workplace culture.

Employee wellbeing and support remained a priority, with delivery of mental health training, financial wellbeing webinars and continued access to an Employee Assistance Programme. The RB Living Wage was increased to reach the mid-point between the NLW and the RLW, alongside the introduction of enhanced family and leave policies.

Investment in employee development continued through expanded apprenticeships and the launch of the “Unleashing Potential” programme, focused on building personal capability and confidence.

Employee engagement remained strong, with a 91% survey completion rate.


Engagement in social value initiatives strengthened community impact, with continued focus on responsible business practices.




Donating to a local foodbank

 **The Right People**

 **Doing the Right Things**

 **In a Great Place to Work**

 **Where Performance Counts**



Participating in the Bubble Rush 2025



PEOPLE

Roadmap & Aims

Our roadmap is focused on embedding equity, diversity and inclusion across the entire employee lifecycle. We aim to foster a culture built on trust, support and mutual respect, creating a working environment that enables all employees to thrive.

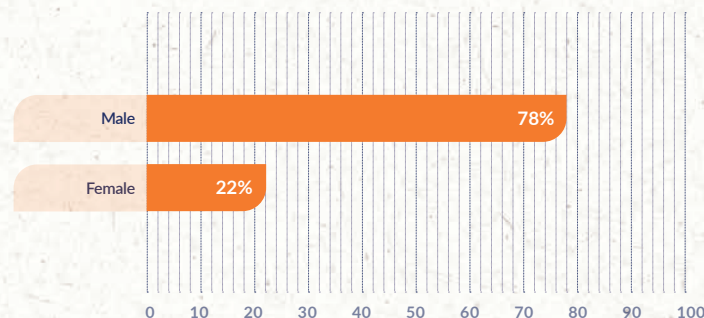
This includes a holistic approach to wellbeing, encompassing mental health, financial wellbeing, physical health and social wellbeing, ensuring colleagues feel supported both professionally and personally. To support continued progress, further targeted initiatives will be introduced in 2026 to build on these foundations and advance our objectives.

Planned Initiatives 2026

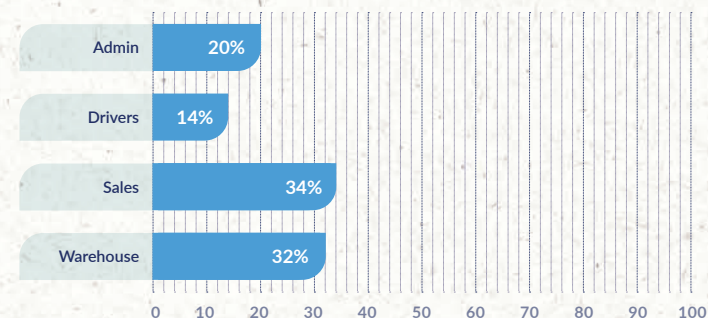
- ✓ Equality report
- ✓ High performing teams training programme
- ✓ Sustainability e-Learning for staff
- ✓ Local volunteering
- ✓ On site employee health checks

Current Workplace Diversity | 258 Employees

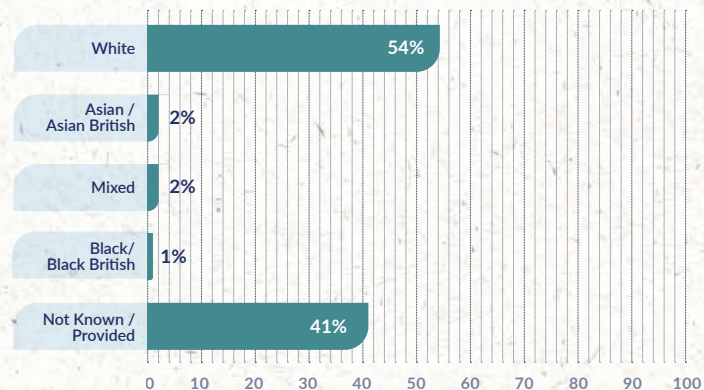
Employees by Gender



Employees by Job Role

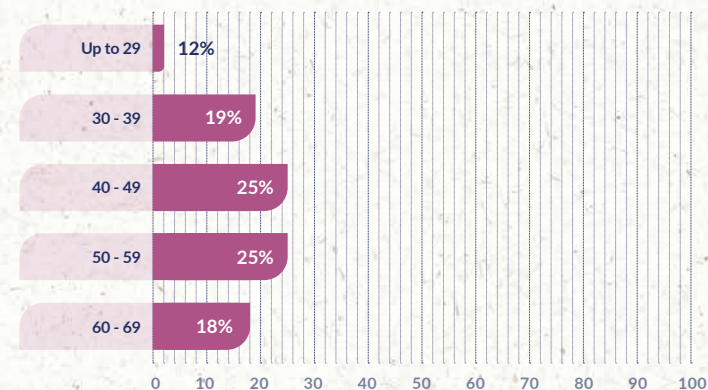


Percentage of Employees Reporting Ethnicity



Completed by 62% of employees

Employees by Age



91%

Colleague engagement survey participation

54%

Employees with more than 5 years service

34%

Women at management level



PEOPLE

A Great Place to Work

The 2025 Company Engagement Survey demonstrated strong employee participation and positive sentiment, with feedback confirming that Righton Blackburns is regarded as a great place to work. This reflects our focus on creating a supportive environment where employees feel valued and engaged.

We recognise the importance of training and development in strengthening workforce capability and encouraging personal and professional growth. Through initiatives such as our apprenticeship scheme and wider learning opportunities, employees can build skills, expand knowledge and progress their careers, contributing to a resilient and future-ready workforce.



Sales Executive Level 4

This year, employee engagement survey participation increased to 91%.

This reflects the tangible progress made during the year in strengthening a supportive, inclusive and engaging working environment.

The survey measures four key areas:

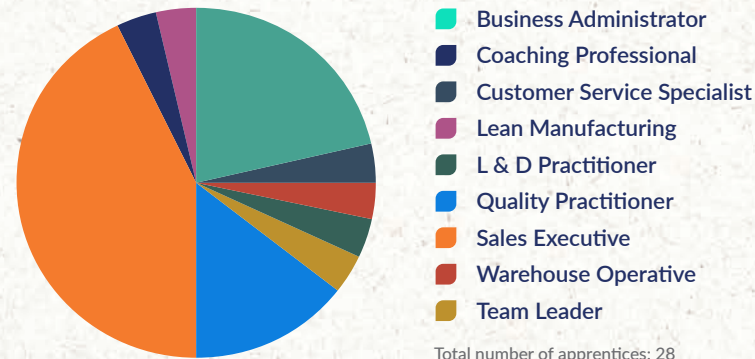
- Working environment
- Job role
- Communication and co-operation
- Your employer

Scores improved across all categories, with employees reporting they have the tools and equipment needed to perform their roles, feel empowered to suggest improvements, understand the company's strategy and goals, and believe the company is taking appropriate action to reduce its environmental impact.

Developing our people

Since 2020, employees across the business have successfully completed apprenticeships as part of our ongoing commitment to learning, development, and workforce capability.

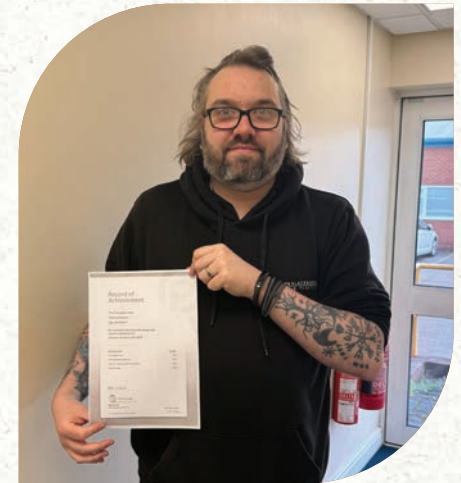
The chart below highlights the range of apprenticeships completed across the business, covering roles in sales, administration, warehousing and management.



Total number of apprentices: 28



Abigail Jones - Business Administrator Apprentice



Matt Stockin - Pursuing a Quality Practitioner qualification following the successful completion of a Business Administrator apprenticeship.

Training hours 2025 - over 3900 hours





PROFIT

Looking after our Business, Planet & Communities for Future Generations

"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"

Our purpose is to be the most trusted and sustainable supply partner of consistently high quality metals and plastics.



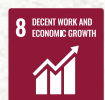
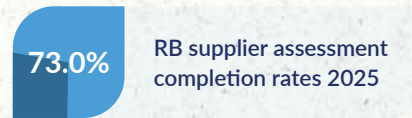
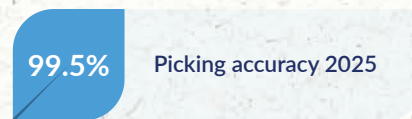
Quality

The quality of our products, services and delivery processes is fundamental to the long-term success of our business and the industries we serve.

Maintaining our position as a trusted supplier requires a consistent commitment to excellence across every stage of our operations – from the sourcing of materials and components to the work we undertake and the service we provide to customers.

We uphold these standards through robust quality management systems and internationally recognised accreditations, including ISO 9001, ASEN 9100 and ASEN 9120 certifications, which help ensure quality, reliability and continuous improvement throughout our operations.

	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	



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.

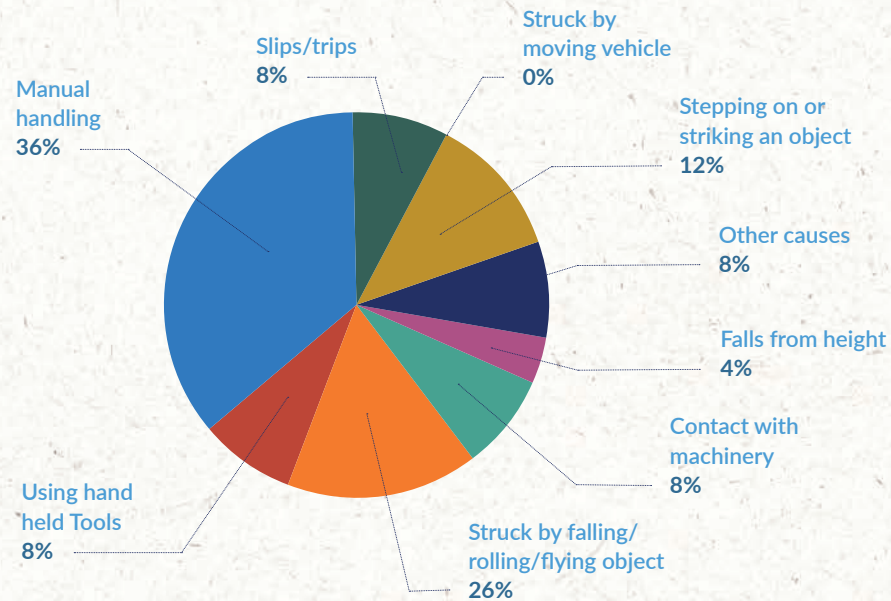


Health & Safety

We are wholly committed to preventing work-related injury and ill health among our employees and visitors, and to providing a safe and healthy working environment. Health and safety is a core business principle, greater in importance than all other business activities.

We actively engage colleagues in developing and maintaining a robust health and safety culture, ensuring that everyone returns home safely each day.

Accidents by Category 2025



Number of employees trained on health and safety issues in 2025:

258

Health & Safety training hours delivered in 2025:

2043

25 Reportable accidents 2025

28 Lost working days 2025

0.21 Frequency rate per 100,000 hrs worked



PROFIT

Ethical Behaviour

Ethical behaviour continued to underpin our sustainability activities in 2025, guiding decision-making across the business.

During the year, actions were taken to support the long-term future of our business, reinforcing our commitment to responsible and sustainable operation.



Successfully renewed our sustainability rating with EcoVadis, reflecting continued progress and commitment to improving our ESG performance.



Ethical Trading

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

Including a supplier's code of conduct as part of our assessment ensures that all partners align with our ethical, social and environmental standards.

It provides a clear framework for expected behaviours in areas such as human rights, health and safety and anti-corruption, helping to mitigate risks across the supply chain.

By evaluating suppliers against this code, we promote transparency, accountability and consistency in our procurement processes, while also safeguarding our organisation's reputation.

Ultimately, it reinforces our commitment to responsible sourcing and encourages suppliers to operate in a way that reflects our core values.



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.



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.



Data Protection & Security

At Righton Blackburns, we treat information as a critical asset and place cyber security at the core of how we operate. Our approach is standards aligned and continuously evolving, including certification to the UK Government backed Cyber Essentials Plus framework with independently assessed controls. We undertake background checks to assess employee trustworthiness, integrity and suitability for roles involving access to sensitive information and secure environments through the Baseline Personal Security Standard (BPSS).

Accomplishments 2025

Introduction of Greener Products

As part of our sustainability commitment, we continue to expand our environmentally responsible product range. In 2025, we introduced EcoPoste® to our road traffic portfolio – a sustainable passive post made from 100% recycled plastic. Its durable, low-maintenance design helps reduce waste and lower carbon emissions across its lifecycle.

Carbon Border Adjustment Mechanism Assessment

The Carbon Border Adjustment Mechanism (CBAM) is designed to address carbon leakage by applying carbon costs to imported goods from regions with less stringent climate policies. In 2025, we strengthened our readiness for both EU and UK CBAM requirements ahead of implementation in 2026 and 2027 respectively. Processes, systems and governance frameworks are now in place to support compliance, carbon accounting and transparent ESG reporting.



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

