



# 2024

## SUSTAINABILITY REPORT

 **RIGHTON  
BLACKBURNS**  
SECURING A SUSTAINABLE FUTURE



 **PLANET**



 **PEOPLE**



 **PROFIT**



<b>PLANET</b>	<b>2</b>
ROADMAP & AIMS	3
ACCOMPLISHMENTS 2024	4
<b>PEOPLE</b>	<b>5</b>
ROADMAP & AIMS	6
ACCOMPLISHMENTS 2024	7
<b>PROFIT</b>	<b>8</b>
ROADMAP & AIMS	9
ACCOMPLISHMENTS 2024	10

*“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 trusted supply partner, we are dedicated to the ethical sourcing and supply of our products and services, while maintaining the highest standards. Through our ongoing commitment, we are achieving significant and measurable reductions in our carbon footprint.

Recognising the collaborative efforts of our staff, suppliers, and customers, we are strengthening our position as your sustainable supply partner, working together towards net zero.

Our continuous improvement and learning, driven by insights from our customers and stakeholders, will continue to prioritise the planet's well-being, with a focused approach this year on sustainable procurement, Scope 3 emissions, and adding social value.



**David Wycherley**  
Managing Director |  
Righton & Blackburns Limited

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 planet, while actively striving to minimise our impact on the environment.

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 develop our customer relationships to ensure we have a stable and profitable business that is safe.

Governance keeps us true to our purpose, culture and strategy.



## 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.

ENERGY  
CONSUMPTION  
REDUCTION  
2022-2024  
**28%**

INTENSITY  
RATIO  
REDUCTION  
2022-2024  
**31%**

CO2  
EMISSION  
REDUCTION  
2022-2024  
**41%**



## 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. 98% of the electricity we consume will be through a new or renewable carbon free service by 2025.

### 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.

### CARE FOR 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.

### 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

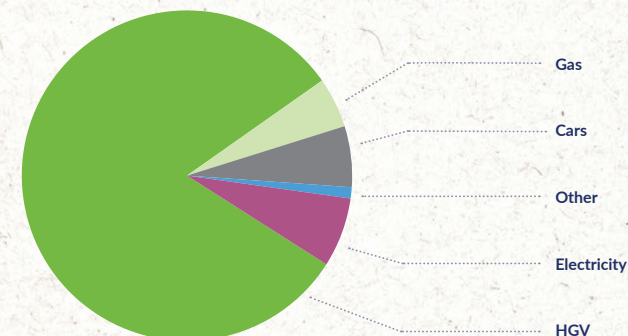
We are resolutely driving material and resource efficiency, aiming to reduce our plastic packaging and increase our recyclable office waste through our "Let's Be A Waste Free RB" initiative.

### REDUCE OUR CO<sub>2</sub>e 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. By 2026, we will have reduced our 2022 carbon emissions in excess of 70% with a view to us achieving net zero by 2040.

### POTENTIAL CO<sub>2</sub> REDUCTION AREAS

Righton Blackburns 2023 Emissions by Source (tonnes CO<sub>2</sub>e)



ROADMAP:

A GENUINE  
STRATEGY

FOCUSSED ON THE  
RIGHT THINGS

IN AN ENVIRONMENTALLY  
POSITIVE WORKPLACE

WHERE CUSTOMERS &  
SUPPLIERS ARE CRITICAL



## ACCOMPLISHMENTS 2024

In 2024, we made further impact on our journey to net zero with the reduction of our operational carbon footprint by another 32%.

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.

### ✓ A FURTHER 32% REDUCTION OF SCOPE 1 & 2 EMISSIONS IN 2024

#### ✓ HVO FUEL

43% of our fuel usage was HVO in 2024.  
We are aiming to increase this to 75% in 2025.

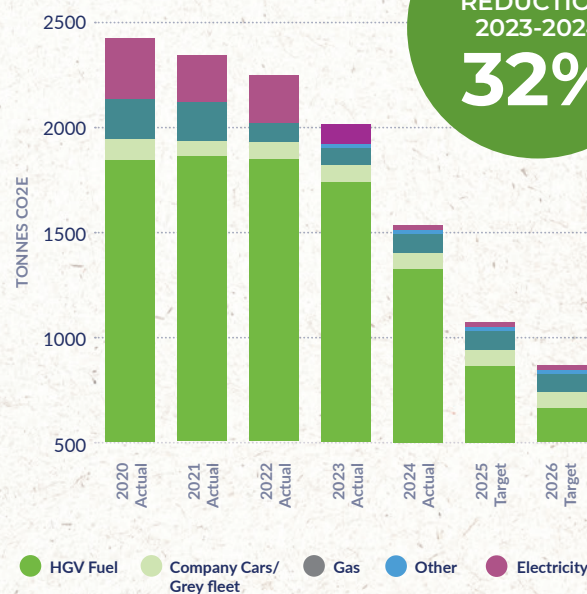
#### ✓ ELECTRIC VEHICLES

Following our electric commercial vehicle trial in 2024 it was established that the range could not be achieved due to load capacity and therefore unviable for our business,

#### ✓ RECYCLING OF PPE EQUIPMENT IMPLEMENTED AT ALL RIGHTON BLACKBURNS SITES

### EMISSIONS SOURCE

Actual + Projected



## PLANNED INITIATIVES 2025

- ✓ COMPLETE LED INSTALLATION PROGRAMME
- ✓ A FURTHER 45% REDUCTION IN 2025 OF SCOPE 1 & 2 EMISSIONS
- ✓ IDENTIFY POTENTIAL REDUCTIONS IN EPR PACKAGING
- ✓ EVALUATING AND ANALYSING OUR SCOPE 3 EMISSIONS
- ✓ ACHIEVE ECOVADIS BRONZE ACCREDITATION

## PEOPLE

### EMPOWERING EMPLOYEES & SUPPORTING COMMUNITIES



### *A great place to work*

We want everyone who works at Righton 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.

# THE RIGHT PEOPLE, DOING THE RIGHT THINGS, IN A GREAT PLACE TO WORK **WHERE PERFORMANCE COUNTS.**



THE  
RIGHT  
PEOPLE



DOING  
THE RIGHT  
THINGS



IN A  
GREAT PLACE  
TO WORK



WHERE  
PERFORMANCE  
COUNTS



## 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.



### 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.



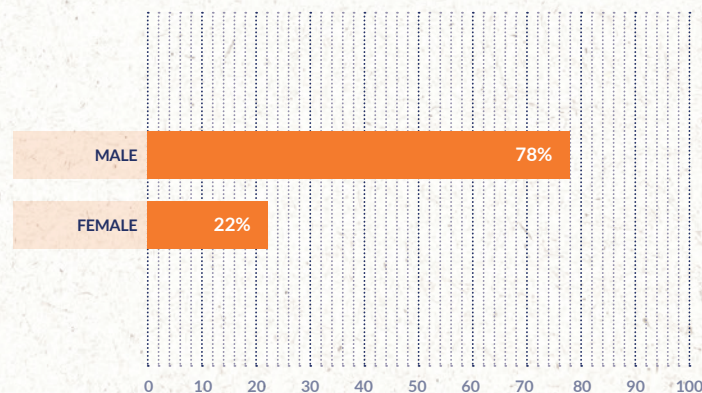
### SOCIAL WELLBEING:

Promoted through development of work-life balance initiatives.

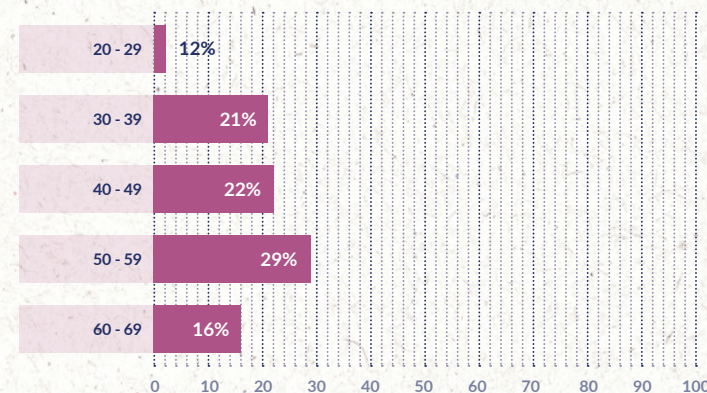
## CURRENT WORKPLACE DIVERSITY

260 Employees

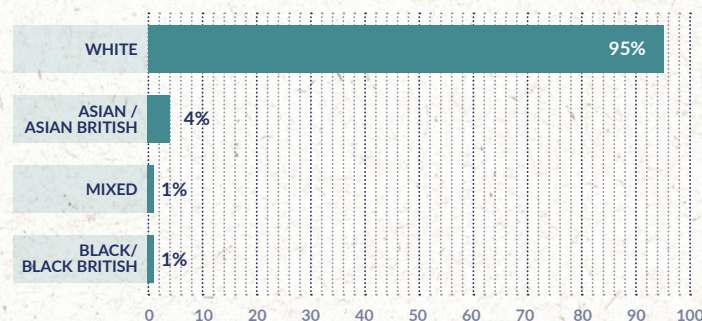
### EMPLOYEES BY GENDER



### EMPLOYEES BY AGE

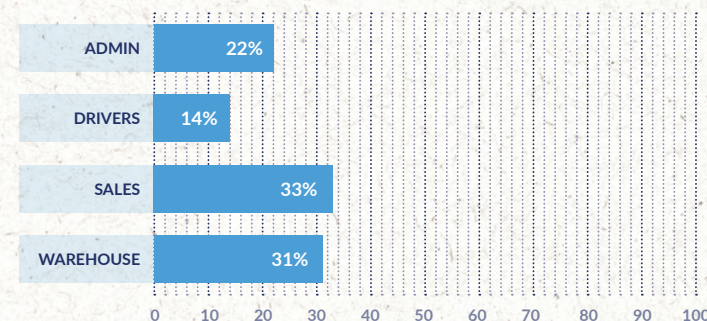


### PERCENTAGE OF EMPLOYEES REPORTING ETHNICITY



Completed by 44% of employees

### EMPLOYEES BY JOB ROLE



90%

ANNUAL COLLEAGUE  
ENGAGEMENT  
SURVEY PARTICIPATION

75%

EMPLOYEES WITH  
MORE THAN 5 YEARS  
SERVICE

25%

WOMEN AT  
MANAGEMENT  
LEVEL

## ROADMAP:

THE RIGHT  
PEOPLE

DOING THE  
RIGHT THINGS

IN A GREAT PLACE  
TO WORK

WHERE PERFORMANCE  
COUNTS



## PEOPLE

# ACCOMPLISHMENTS 2024

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.

In the pursuit of additional learning and knowledge we have signed up to the School of Sustainability to enhance our employees understanding of sustainability matters.

- ✓ NEW RECRUITMENT PROCESS
- ✓ LONG SERVICE HOLIDAY REWARD
- ✓ PROMOTE EMPLOYEE DRIVEN SOCIAL INITIATIVES
- ✓ NEW INDUCTION & ONBOARDING PROCESS
- ✓ INCREASED MINIMUM HOLIDAY ENTITLEMENT
- ✓ IMPROVING RESILIENCE TRAINING
- ✓ SUPPORTIVE CONVERSATIONS TRAINING
- ✓ INTRODUCTION OF EARLY PAY
- ✓ 10 EMPLOYEE APPRENTICESHIPS STARTED IN 2024



Raising money for The Core youth and community centre through a Christmas bake sale.

**DIVERSITY  
AND  
INCLUSIVITY  
ARE  
VALUED**



Supporting local youth rugby club teams.

# PLANNED INITIATIVES 2025

- ✓ LOCAL COMMUNITY PROJECTS
- ✓ DISABILITY CONFIDENT COMMITTED
- ✓ WOMEN IN METAL CONFERENCE
- ✓ LEVELLING UP PROGRAMME
- ✓ SUSTAINABILITY E LEARNING
- ✓ SUSTAINABILITY SCHOOL MEMBERSHIP
- ✓ INCREASE SOCIAL VALUE

## FULFILLING POTENTIAL TOOLS AND OPPORTUNITIES



PRINCIPLES



DISCOVERY  
WORKING  
PARTIES



RETAIL  
DISCOUNTS VIA  
TELUS EAP



EDI  
TRAINING



AED INSTALLED IN EACH  
SERVICE CENTRE FOR  
COMMUNITY USE



ONLINE  
GP SERVICE



EMPLOYEE  
ASSISTANCE  
PROGRAMME



COLLEAGUE  
ENGAGEMENT  
SURVEY



APPRENTICESHIP  
SCHEMES SALES,  
ADMIN & WAREHOUSE



COACHING TRAINING  
FOR MANAGERS



MINDHEALTH  
AWARENESS



POLICIES &  
STANDARD OPERATING  
PROCEDURE



MINDHEALTH  
FOR MANAGERS  
TRAINING



INTERNAL  
COMMUNICATIONS  
PLATFORM



RIGHTON  
BLACKBURNS  
LIVING WAGE



## 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 through our Business Innovation & Technology Services Department.
- 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**


**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.

## 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.



## 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.

LOST  
WORKING  
DAYS DUE TO  
H&S INCIDENTS  
**11**

## ROADMAP:

HEALTH & SAFETY

BUSINESS CONTINUITY

SUPPLY CHAIN

QUALITY & ETHICAL

 PROFIT

ACCOMPLISHMENTS  
2024

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.

- ✓ SUPPLIER CODE OF CONDUCT INTRODUCED
- ✓ MATERIALITY ASSESSMENT COMPLETE
- ✓ QUALITY CONTROL:  
FURTHER INVESTMENT IN POSITIVE MATERIAL IDENTIFICATION EQUIPMENT
- ✓ BUSINESS CONTINUITY PLAN ESTABLISHED
- ✓ RECERTIFICATION OF CYBER ESSENTIAL PLUS



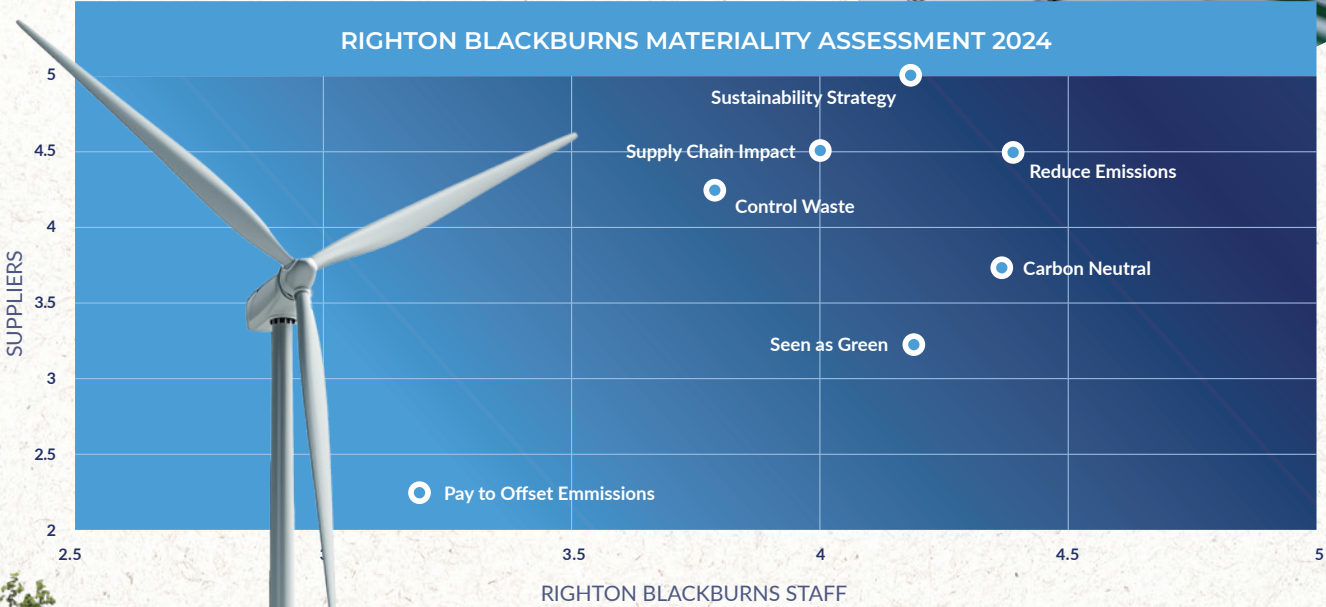
We are ever conscious of the threats that all our businesses face. Our CE+ accreditation provides reassurance to our customers that our systems and processes have been independently verified as compliant.



We have successfully achieved a sustainability rating with Ecovadis.

PLANNED  
INITIATIVES 2025

- ✓ CARBON BORDER ADJUSTMENT MECHANISM ASSESSMENT
- ✓ LOW CARBON CONTENT PRODUCT IDENTIFICATION
- ✓ SUSTAINABLE PROCUREMENT DEVELOPMENT





SECURING A SUSTAINABLE FUTURE

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



REV D

REV B



Glasgow

Gateshead

Leeds

Manchester

Birmingham

Norwich

Bedford

Bristol

Cardiff  
Sales Centre

Tonbridge  
Sales Centre

Portsmouth

Plymouth