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hydraroll
LIGHTENING LOADS



our esg impact report

September 2024

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about us

Joloda Hydraroll's journey began in 1962 when our founder, Mr. G. B. Johnstone, developed the innovative Skate & Track loading system. Since then, we have evolved into a one-stop-shop provider of loading solutions for handling all types of pallets, freight and cargo. Our reach extends globally, with our head office and production facilities situated in the United Kingdom, our European office in the Netherlands, Paris and Finland, and our United States team operating in Wilmington, North Carolina, as well as Rainbow City, Alabama. We also have a presence in São Paulo, Brazil, Kyoto, Japan and New Delhi in India.

Our customers, whether local or global, rely on us to deliver sustainable logistics solutions tailored to their specific needs. We collaborate closely with our customers to make loading and unloading processes more efficient and effective with manual, semi-automated, and fully automated solutions. Our solutions help businesses to enhance efficiency, boost productivity, realise cost savings, and prioritise the health and safety of their employees. Our commitment lies in helping our customers maximise the value of logistics automation, both financially and sustainably.

Our status as the global leader in loading solutions is demonstrated by

our proven and trusted technologies; we have in operation more than 1,000 automated loading systems and 500,000 manual loading systems. All our systems are backed with ongoing maintenance support that, including reactive breakdown, Pre-Planned Maintenance (PPM), and complete asset management services to minimise downtime which is supported by a maintenance team of more than 100 engineers across the world.

Joloda Hydraroll supports various sectors, from air cargo to automotive companies across these diverse sectors, our consistent mission is to lighten loads for businesses around the world.

OUR VALUES:



COLLABORATION

Our team spirit and how we work together



AMBITION

Our future is in our hands



DEDICATION

How we do things around here



THE SECTORS WE SERVE

- Automotive
- Beverage
- Air cargo
- Contract Logistics
- Fast Moving Consumer Goods (FMCG)
- Packaging
- Paper & Print
- Petro Chemical
- Container & Ports

letter from the CEO, Michele Dematteis



Joloda Hydraroll's loading systems are designed to reduce costs, enhance efficiency, and minimise the carbon footprint of our customers

The last year has been an exciting period of growth for the business. We welcomed Finnish company, Actiw, into the Joloda Hydraroll fold—a leading provider of automated loading solutions for the unmodified trailer market—increasing our presence to thirteen locations globally. This acquisition reinforces our position as one of the leading providers of global loading solutions, and as we continue to unify our businesses, ESG remains firmly at the forefront of our sustainable growth strategy.

While climate change remains undoubtedly one of the most challenging issues of our time, I'm heartened by the positive global advancements made in the last year. Renewables are on the rise, and, for the first time, 200 leaders around the world pledged to transition away from fossil fuels. Whilst cause for cautious optimism, this progress does not mean we should slip into complacency on climate ambitions. Efforts to limit global temperatures are still falling short, and we must remain vigilant during this time-sensitive period for climate action.

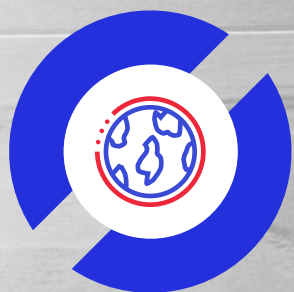
Joloda Hydraroll's loading systems are designed to reduce costs, enhance efficiency, and minimise the carbon footprint of our customers. As a global leader in this sphere, we recognise our pivotal role in reducing carbon emissions and propelling businesses towards a low carbon economy. Additionally, we've continued to monitor our direct operational emissions impact, assessing our Scope 1, 2, and partial Scope 3 emissions for the fourth year running, and we are pleased to see a 9.7% reduction in our overall emissions. We have also continued to invest in verified renewal and regeneration projects to offset our residual emissions, retaining our carbon neutral status for our Scope 1, 2, and partial Scope 3 emissions.

I remain exceptionally proud of our skilled workforce, who are at the heart of everything we do, and we've continued to look at ways to enhance our people practices. This year, we appointed an external advisor to undertake a culture assessment of the business, to provide us with further recommendations for improvement. As a result of this exercise, we appointed a steering committee with representation from all areas of the Group to provide input and drive our actions.

Robust corporate governance is crucial to delivering on our ESG commitments. We have extensive policies and procedures underpinning our compliance activities, overseen by specialist committees, and supplemented by third-party audit. Our SafeContractor accreditation provides compliance assurance on our commitment to protecting our people, operations, and planet. Led by our Environmental committee, in 2023, we added ISO 14001 to our suite of certifications for our UK sites and the Netherlands, a testament to our ongoing efforts to manage the impact of our day-to-day operations. We've also maintained our ISO 9001 Quality Management certification, providing our customers with third-party assurance of our upholding commitment to deliver a quality product and service. We started working towards achieving ISO 45001 in 2024, and have our final audit in Q3 2024 following a successful desk top appraisal in May.

This report highlights our ongoing efforts to advancing our Environmental, Social, and Governance commitments, as well as reaffirms our pledge to continue to enhance these practices across the board. As always, I'd like to thank our investors, clients, environmental committee, the board, and our wider employees for their ongoing support.

our ESG highlights



ENVIRONMENTAL

1. Recalculated our Scope 1, 2, and partial Scope 3 emissions and achieved an 9.7% reduction
2. Achieved Carbon Neutral status for the third year in a row for our direct emissions (needs to be confirmed)
3. Achieved an **77% recycling rate** and continued to **divert 100% of waste from landfill** at our UK sites
4. Attained our ISO 14001 accreditation for the Netherlands and our UK sites



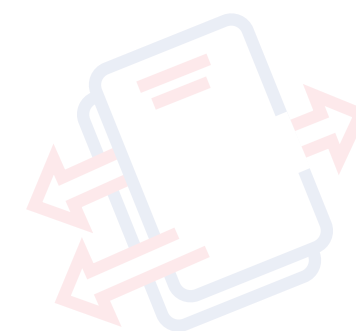
SOCIAL

1. Conducted a culture assessment with an external provider to assess our people practices and established a steering committee to drive improvements
2. Completed our second Gender Pay Gap Report, achieving pay parity across the 8 assessed roles
3. Delivered **3,360 training hours**, with all employees receiving an average of **16 hours of training each**



GOVERNANCE

1. Reviewed and revised our Equal Opportunities and Diversity Policy.
2. Working towards achieving ISO 45001 for Occupational Health and Safety in 2024, with our stage one audit completed



contributing to the United Nations Sustainable Development Goals

The framework of the United Nations Sustainable Development Goals (SDGs) provides a shared blueprint for achieving global equality, prosperity, and security. These seventeen goals serve as a guide and educational tool for the global community, addressing some of the most critical challenges facing humanity, amongst them climate change, social inequalities, and economic instability.

At Joloda Hydraroll, we are deeply committed to working within the global community to achieve the SDGs and contribute to a brighter and safer future for all.

In 2021, we identified four SDGs where our efforts can have the most significant impact: SDG8, SDG9, SDG12, and SDG13. In 2022, we added a fifth goal to align with, SDG3. We are utilising the UN Development Framework's targets and indicators to categorise our activities and drive sustainable change within our business and beyond. By doing so, we aim to influence our customers' sustainable practices positively.





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 well-being

OUR CONTRIBUTION:

Joloda Hydraroll are partnered with an occupational health consultancy that provides expert guidance, health and well-being

All employees has 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 formalisation and growth of micro-, small- and medium-sized enterprises, including through access to financial services

OUR CONTRIBUTION:

Joloda Hydraroll has a graduate and apprenticeship scheme in place, supporting young people in the workplace

We accommodate those who require additional training and support, for example, converting overseas certifications



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

OUR CONTRIBUTION:

Joloda Hydraroll'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

OUR CONTRIBUTION:

Joloda Hydraroll'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 Hydraroll 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

OUR CONTRIBUTION:

We calculate and monitor our Scope 1 and 2 GHG emissions and some scope 3 emissions

Joloda Hydraroll's site in Liverpool uses 100% renewable electricity and in Europe, we procure 100% renewable electricity and around 80% CO₂ compensated gas

We reduce the carbon footprint of others by providing carbon reduction efficiencies within Joloda Hydraroll's loading solutions

Joloda Hydraroll has an established employee-led Environmental Group

We use renewable energy to power 100% of forklifts in the US and 40% of forklifts in the UK





environmental

our journey to net zero



To preserve the harmony of our planet and prevent a humanitarian crisis, the science is clear: we must reduce greenhouse gas (GHG) emissions and keep global temperatures down. To achieve this aim is more complex, requiring a complete overhaul of our current models and systems of working. In the UK, we've witnessed steady progress in the last year, with GHG emissions estimated to have dropped by 5.4% in 2023. However, globally, emissions are on the rise, and we are still lagging significantly behind the pace and scale of actions required to reduce emissions.

Joloda Hydraroll recognises our shared responsibility to curb our GHG emissions, recalculating our direct emissions impact in 2024. This includes Scope 1 (our owned and leased company vehicles and onsite gas emissions), Scope 2 (purchase electricity and electric vehicles) and partial Scope 3 (employee business travel) emissions.

We have attained carbon-negative status for the fourth year in a row, by investing in sustainability projects around the globe. Additionally, we have reduced our overall net emissions, which is largely as a result of our increase in renewable electricity procurement, as well as reduced diesel vehicle emissions.



Joloda Hydraroll Carbon Overview 2023-2024

CATEGORY	2023 tCO ₂ e	2023 tCO ₂ e % OF TOTAL	2024 CO ₂ e	2024 tCO ₂ e % OF TOTAL
SCOPE 1	704.8	-	639.4	-
Natural Gas	78.8	8%	34	5%
Owned/Leased diesel vehicles	513.4	56%	475.5	67%
Owned/Leased petrol vehicles	33.9	4%	69.6	10%
Propane (forklift use)	3.03	0%	1.5	0%
Propane (for heating)	-	-	7	-
Diesel (forklift use)	7.6	1%	-	-
Gas Oil	57.4	6%	51.8	7%
Hybrid Vehicles	10.1	1%	-	-
SCOPE 2	220.6	-	289.5	-
Electricity (Location-based) ¹	220.6	24%	289.5	41%
SCOPE 3	13.4	-	14.6	-
Grey Fleet Mileage	13.4	1%	14.6	2%
TOTAL GROSS EMISSIONS	938.8	100%	943.5	100%
Less renewable electricity	(156.8)	17%	(229.6)	32%
Less renewable gas	(11.6)	1%	(0)	0%
Less Carbon offsets	(790)	82%	(713.4)	-
TOTAL NET EMISSIONS	(-19.8)	-	(0)	-

¹ Location based represents emissions from electricity consumption based on grid average emissions

offsetting our carbon emissions

Our main objective is to minimise both our direct and indirect emissions. However, there are certain emissions output that cannot be entirely eliminated. To address this, we have embraced the use of voluntary carbon credits. These credits enable us to offset our environmental impact by investing in verified projects that help to regenerate the

planet, alongside supporting local communities. We proudly achieved carbon-neutral status for our operations in 2021, and this status has been maintained in 2023, with the offsetting of 714 tCO₂e through the acquisition of carbon credits. Take a look at a couple of the projects we have selected to support this year:

Rimba Raya Biodiversity Reserve Project

Helping to preserve Indonesia's Peat Swamp Forests

Between 1990 and 2005, Indonesia was losing just over 2% of its forest cover annually—a rate of nearly 1.9 million hectares a year. Between 2000 and 2005, Indonesia was second only to Brazil for the highest loss of forest cover globally. In this same period, Indonesia planted 1.6 million hectares of oil palm, increasing production by 87%. This conversion process required intensive post-fire clearing and the draining of peatlands—quickly pushing the country amongst the world's largest emitters of greenhouse gases (GHGs).

Located on the southern coast of Borneo in the province of Central Kalimantan, the Rimba Raya Biodiversity Reserve Project aims to reduce Indonesia's emissions by preserving 91,215 hectares of tropical peat swamp forest. Additionally, the project helps to support local communities by providing employment and education opportunities. The area is rich in biodiversity, including the endangered Bornean Orangutan. The project is designed to protect the integrity of the neighbouring Tanjung Puting National Park, creating a physical buffer zone on the full extent of the ~90km eastern border of the park.

It uses spatial data and tools to systematically monitor land cover change, forest degradation and carbon pools in the project area and project buffer. This is combined with ground-based surveys to investigate and record information on any activities that affect project carbon stocks and peat emissions (e.g. fire, logging). The project is estimated to reduce an average of 3,527,171 tCO₂e per year.

"Rimba Raya biodiversity reserve is the world's largest privately funded orangutan sanctuary, spanning an area of peat swamp almost as big as Singapore"



Rimba Raya Biodiversity Reserve Project



	<p>RRC employment; Water filtration systems; Solar Power & Solar Lanterns</p>		<p>RRC employment; Community Enterprise Funding Grants</p>		<p>Trainings; Community Enterprise Funding Grants; Community Firefighting; Community Centres & Village Libraries</p>		<p>Trainings; Mangrove Reforestation & Peat Swamp Reforestation; Community Firefighting; Support for Tanjung Puting National Park; Establishment and Protection of the Rimba Raya Reserve</p>		<p>Solar Power & Solar Lanterns; Development Donations</p>		
	<p>Community Enterprise Funding Grants</p>		<p>Water filtration systems; Mangrove</p>		<p>Water filtration systems</p>		<p>Seruyan River Cleanup; Mangrove Reforestation & Peat Swamp Reforestation</p>				
	<p>Floating Clinic; Reading Glasses</p>		<p>Solar Power & Solar Lanterns</p>		<p>Water filtration systems; Solar Power & Solar Lanterns; Mangrove Reforestation & Peat Swamp Reforestation; Orangutan Care Facility</p>		<p>Mangrove Reforestation & Peat Swamp Reforestation; Community Firefighting; Support for Tanjung Puting National Park; Tree nurseries. Establishment and Protection of the Rimba Raya Reserve; Orangutan Care Facility</p>				
	<p>Reading Glasses; Trainings; Scholarships; Community Centers & Village Libraries; Mangrove Reforestation & Peat Swamp Reforestation</p>		<p>Mangrove Reforestation & Peat Swamp Reforestation; Community Enterprise Funding Grants; Establishment and Protection of the Rimba Raya Reserve; Tree nurseries; Community Centres & Village Libraries</p>		<p>School Curriculum: Climate Change/ Sustainability</p>		<p>Solar Power & Solar Lanterns; Community Centers & Village Libraries.</p>				



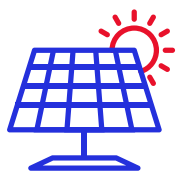
Wind Energy Project, Karnataka, India

With 74% of energy still coming from fossil fuels, transitioning to renewables is crucial to sustainable development, particularly as a fast-growing country with high energy demand. The Karnataka wind project will install wind turbines to generate clean renewable electricity. This will then be exported to the regional grid system, generating 47,829 MWh of electricity per year, reducing greenhouse gas emissions by 45,317 tCO₂e annually.

In addition to reducing greenhouse gas emissions, the project also creates employment opportunities and improves infrastructure in the local area, such as developing new roads and powerlines. Onshore windfarms are efficient, with a small environmental footprint. They typically use no more than 1% of the land they sit on, meaning that grazing, farming, recreation, and conservation can continue on the same land as the wind farm. Additionally, wind farms can be built in as little as a year, meaning that they can start producing energy and generate a return on investment quickly.



<p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>The project supplies renewable electricity to the Indian grid which helps to increase the renewable energy share in the energy mix</p>
<p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>The project promotes inclusive and sustainable economic growth, employment and decent work in the area</p>
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>The project activity results in reductions of greenhouse gas (GHG) emissions and also plays beneficial role in the mitigation of climate change</p>



investing in a clean energy future

A clean energy future is crucial to ensuring global energy security, affordability, and hitting decarbonisation targets. Notable progress was made in 2023, with global leaders and policy makers pledging to triple renewable energy by 2030 at COP28, while clean energy investment jumped by a record-breaking 17% - hitting \$1.8 trillion globally. Whilst 2023 ended on a resoundingly positive note, maintaining this momentum in 2024 and beyond will be even more important. Tipped to be a pivotal year for the global energy sector, energy consumption is expected to grow by 1.8% in 2024, with demand for fossil fuels reaching record levels. Ensuring that business, organisations, and governments are committed to facilitating a switch to clean energy, and quickly, will therefore be essential to keep on track for Net Zero.

Joloda Hydraroll have continued to procure 100% of our electricity from renewable sources in Europe and at our UK Liverpool site. In January 2024, we also secured renewable electricity contracts at our Anglesey site. Anglesey was formerly our most challenging site to transition, with no mains, which restricted the energy options available to us. As we transitioned to renewable contracts only in the final months of the reporting period, we have yet to see the full impact of this switch, where we anticipate a significant reduction in our overall energy emissions.

This year, we have also purchased solar panels to install on our factory roof at Liverpool (our biggest site), which are due to be installed imminently - meaning we'll be able to power our factories with clean energy. We've also invested in modern machinery to enhance efficiency and reduce our overall consumption.

Our energy reduction programme is run on an ongoing basis, led up by our environmental committee, who explore reduction initiatives and spread awareness across the group. This is underpinned by accurate energy reporting, including weekly monitoring of half-hourly energy data and sub-metering to assess our granular consumption levels.



In line with the UK's mandatory Streamlined Energy and Carbon Reporting guidelines, we recalculated our Scope 1 and 2 emissions for the fourth year running. We were pleased to see an overall reduction in our market-based emissions this year.

Joloda Hydraroll UK

SITE	2023 TOTAL KwH	tCO ₂ e	2024 TOTAL KwH	tCO ₂ e
SCOPE 1				
UK Liverpool (Estuary) site (Gas)	413,996	75.7	182,301	33.4
UK Anglesey Site (Gas oil) (L)	20,810	57.4	216,424	51.8
SCOPE 2				
UK (Liverpool) Garston Site (Electricity)	N/A	N/A	10,008	(3.8)
UK Anglesey Site (Electricity)	224,139	46.4	154,911	52.5
UK (Liverpool) Estuary Park Site (Renewable Electricity)	(726,258)	(150)	(552,960)	(212)
TOTAL GROSS EMISSIONS (LOCATION-BASED)	1,411,892	339	1,116,604	345.6
UK (Liverpool) Estuary Park Site (Less Renewable Electricity)	(726,258)	(150)	(552,960)	(212)
UK Anglesey Site (Less Renewable Electricity)	N/A	N/A	(38,728)	(8)
TOTAL GROSS EMISSIONS (MARKET-BASED)	685,634	189	524,916	125

In the US, we were pleased to see an overall reduction in our consumption, however, we also witnessed a slight increase in our emissions. This is due to a change in our carbon calculation methodology, where we used more accurate, location-based conversion factors to indicate the total brown electricity used in the local grid. In the coming year, we will continue to assess the feasibility of transitioning to renewable electricity sources.

Joloda Hydraroll USA

SITE	2023 TOTAL KwH	tCO ₂ e	2024 TOTAL KwH	tCO ₂ e
SCOPE 2				
USA Wilmington Site (Electricity)	33,246	6.9	31,243	8.8
USA Alabama Site (Electricity)	8,568	1.8	7,233	2.8
TOTAL	41,814	8.7	38,476	11.6

In Europe, we significantly reduced our overall consumption this year- reducing our overall usage by 68%. We continued to use 100% renewable electricity, while our gas is sourced through CO₂ compensated provider (Eneco), offering a mix of 79.4% renewable gas and 20.6% fossil fuels. Additionally, we refined our methodology to incorporate location-based conversion factors. This, combined with an overall decline in our consumption, has resulted in a positive decrease in our carbon emissions.

Joloda Hydraroll Europe

SITE	2023 TOTAL KwH	tCO ₂ e	2024 TOTAL KwH	tCO ₂ e
SCOPE 1				
Europe Natural gas	16,500	3	2,610	0.5
Europe (CO ₂ -compensated gas)	(63,597)	(11.7)	(6,710)	(0)
SCOPE 2				
Europe (Renewable Electricity)	(31,150)	(6.5)	(25,985)	(9.6)
TOTAL GROSS EMISSIONS (LOCATION-BASED)	111,247	21.2	35,305	10.1
Europe (CO ₂ -compensated gas)	(63,597)	(11.7)	(6,710)	(0)
Europe (Renewable Electricity)	(31,150)	(6.5)	(25,985)	(9.6)
TOTAL GROSS EMISSIONS (MARKET-BASED)	16,500	3	2,610	0.5



reducing our road emissions

Investment in low-emission vehicles, as well as charging and fuelling infrastructure, is crucial to realising Net Zero targets. In 2023, we've continued to assess the feasibility of making the switch to an electric fleet, however, current infrastructure is unable to support the 24/7 services we provide. We have however, continued to look at other ways to decarbonise our fleet in the interim, including reducing our vehicles. This year, we were pleased to see a slight reduction in our overall transport emissions, due to a reduction in our owned and leased vehicle emissions.

FORKLIFTS

Joloda Hydraroll Europe's carbon-neutral forklifts are powered by 100% renewable electricity and 40% of our UK models are electric.

TELEMATICS

Telematics are installed across 100% of our UK vehicles, which allows us to plan the most efficient routes for our drivers. Regular data analysis feeds critical information on speeding, idling time, and vehicle conditions, helping us to identify opportunities for emission reduction. It also allows us to capture any red flags quickly, such as excessive fuel consumption.

Additionally, we try to keep travel to a minimum, providing local jobs to local drivers to reduce time on the road.

PUTTING DRIVER SAFETY IN THE FRONT SEAT

Ensuring proper training is essential to keeping our drivers safe on the roads. In the UK, 100% of drivers complete training on safe driver habits- from managing driving frustrations to what to do in an accident. This is supplemented by annual and monthly refresher training to keep issues front of mind. In addition, all drivers must complete weekly vehicle checks to ensure vehicles are roadworthy and legal. Each driver is alerted and tasked with a checklist, which must then be signed off and dated.

EMISSIONS	tCO ₂ e 2023	tCO ₂ e 2024
SCOPE 1		
Owned/leased diesel vehicles (vans and cars)	513.4	475.5
Owned/leased petrol vehicles (vans and cars)	33.9	69.6
Owned/leased hybrid vehicles	10	N/A
Owned/leased diesel forklifts	7.6	N/A
Owned/leased propane forklifts	N/A	7
SCOPE 3		
Grey Fleet Mileage (Miles)	13.4	14.6
TOTAL	578.3	566.7

STAFF TRANSPORT

While Joloda Hydraroll recognises that we have limited influence over our employee's mode of transport, we want to do all we can to promote more sustainable choices. At our Liverpool site, the majority of factory employees live locally, opting to take bikes or e-scooters to get to work. To encourage greener commuting practices, we offer a cycle-to-work scheme and have EV chargers installed at our Liverpool site. We also complete travel surveys with new starters, as well as annually, which we use to build a travel plan.



minimising our waste impact

Last year, Joloda Hydraroll continued to divert 100% of our waste from landfill in the UK - a pledge we are proud to maintain. We partner with specialist waste providers to maximise our recycling and dispose of specific waste streams responsibly. Additionally, they provide us with invaluable insight into each waste category, maintaining internal trackers which are updated weekly. This data is collated by our waste coordinator, who then feeds this through to the environmental committee monthly.

Over the last two years, we've made a concerted effort to establish enhanced waste segregation procedures - from our mixed metal, right down to any rags contaminated with oil- all of which are collected by specialist waste providers. These compliance procedures are now further bolstered by our ISO 14001 certification, ensuring we comply with a recognised standard for waste management. As a result, we increased our focus on hazardous waste, bringing in tighter controls around the labelling of containers, and purchasing additional cabinets and waste bunds to ensure hazardous waste is segregated safely. Additionally, we now undertake monthly site inspections to mitigate, and quickly flag, any potential issues.

In the second half of 2024, we will be looking to improve the management of our metal skips to provide them with more protection against rainwater.

Currently, a large amount of rainwater is removed as hazardous waste, therefore bringing in enhanced protection will help to reduce this waste stream and bring down costs.

At our UK site, the majority of waste is recycled (90%) with specific waste providers. For the small amount of residual

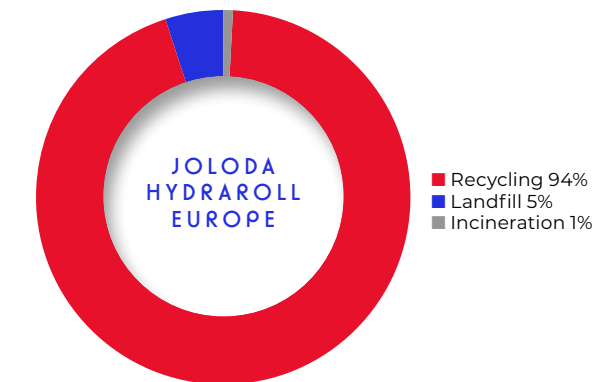
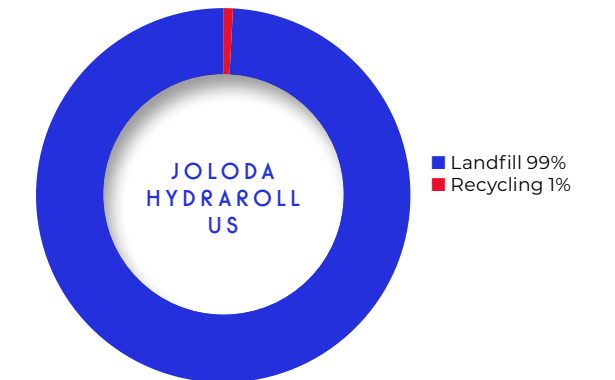
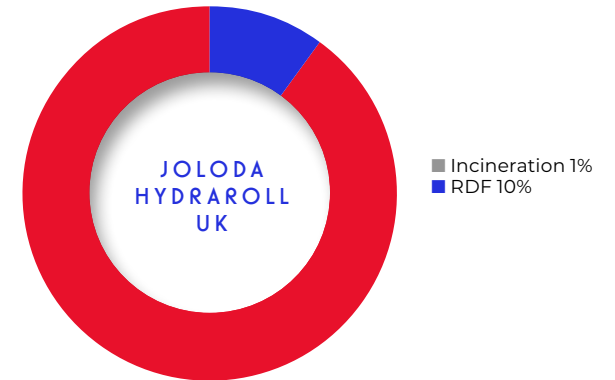
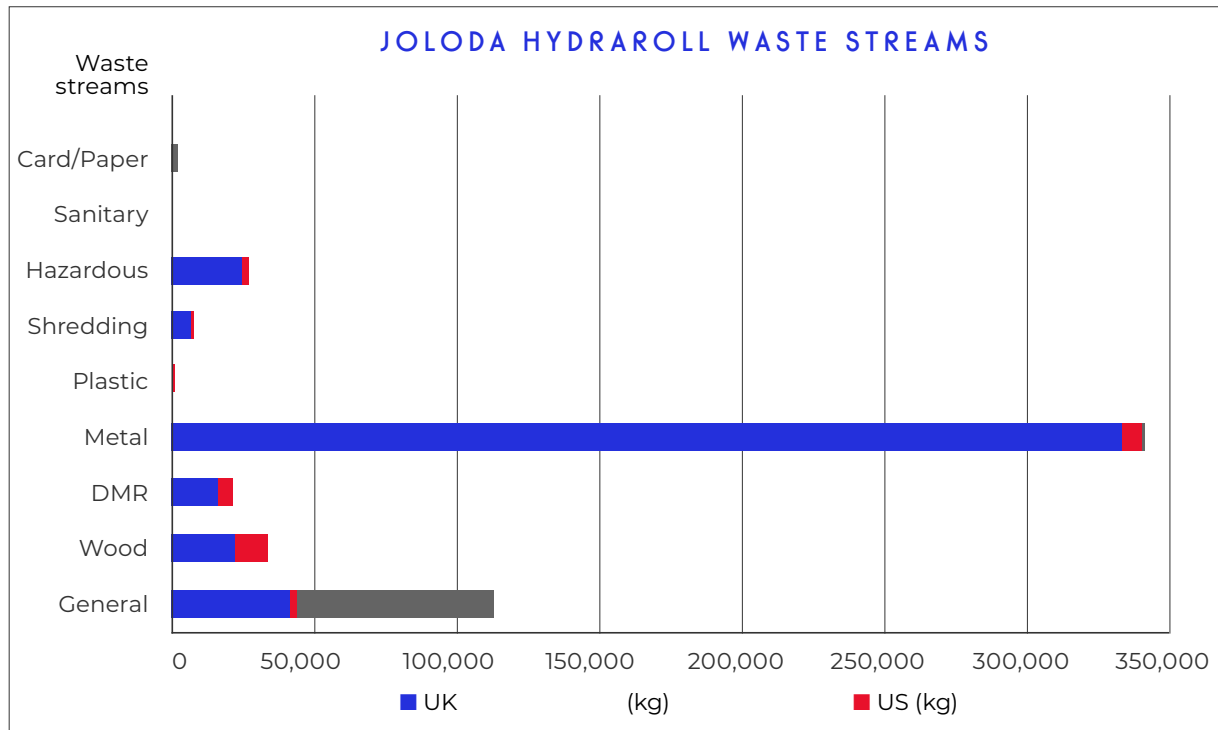
waste that can't be recycled, this is converted into RDF (Refuse Derived Fuel) energy, a low-carbon energy source. We were pleased to see a slight increase of our overall recycling percentage this year, going from 87% to 90%.

We've also continued to encourage environmental ownership amongst our employees. Last year, we launched our waste procedures guide to ensure that employees comply with all relevant waste legislation, segregate waste, and follow the waste hierarchy (reduce, reuse, recycle). Our environmental committee has also taken on additional waste management duties, including the rollout of 'toolbox talks' to educate staff on best practice.

Joloda Hydraroll US saw a slight increase in our overall waste this year. Currently we are unable to acquire exact waste data for both our Alabama and Wilmington offices, which makes it difficult to get an accurate picture of our consumption patterns. As a result, we estimate our waste production based on bin sizes and the frequency of collection. We have continued to manage our impact through GFL (Green for Life), a specialist waste provider offering cost effective, sustainable solutions to support customers in reducing their carbon footprint.

In Europe, we have also witnessed a slight increase in the percentage of waste to landfill, rising from 11% to 34%. To manage the impact of our general waste, all waste is sent to specialist waste-to-energy plants for incineration, which generates renewable energy such as energy, steam, and heat. Additionally, all our steel goes to a specialist company who melt down our waste steel for re-use.





encouraging employee environmental ownership

Employee engagement is a crucial part of any organisation's ESG programme. Joloda Hydraroll's Environmental Group entered its fourth year this year and have continued to drive momentum on our ESG programme across the group, meeting monthly to review and reset environmental targets. Group members are made up of subject leaders and managers, each of which have completed full environmental awareness training with an external provider. Across the rest of the organisation, all employees receive environmental awareness training from day one, covering everything from spill training and pollution to responsible waste management. We also run ongoing awareness programmes, such as our toolbox talks, to provide refresher training on key issues. Waste segregation is an important element of our waste programme, so in 2023, we arranged for our specialist contractor to run a session on contaminated waste (mixing different waste streams), after flagging this as a training gap.



OUR ENVIRONMENTAL GROUP MEMBERS:

- Ben Cadd
(Environmental Manager)
- Billy Evans
- Lewis Blease
- Dave Pattern
- Debbie Smith
- Bennie van Schijndel



We also look at the small ways we can make our sites greener, such as planting more trees and installing bird boxes at our Anglesey and Liverpool sites.

BJELIN

case study: innovation pioneers

A renowned flooring manufacturing company, Bjelin was founded in 2016 by Darko Pervan, the Swedish-Croatian inventor and entrepreneur who developed and patented the first mechanical floor-locking system.

Bjelin has a new, state-of-the-art factory in Sweden and access to responsibly sourced FSC-certified wood from Europe's largest continuous oak forest, Spacva in Croatia, where they have five more factories. Bjelin has over 2,500 employees globally and their biggest markets are in Europe, the USA and Asia, where the company predominantly sell hardened wood, parquet (engineered wood) and herringbone flooring.

Bjelin's factory in Sweden has seen rapid growth and expansion, from producing 40,000m² in 2016 to 2.2 million m² in 2022. The company has also future-proofed the factory for future growth and will have the capacity to produce up to five million m² in the future.

THE CHALLENGE

Bjelin's primary challenge was to find an automated loading solution that could efficiently handle their diverse product range and streamline the transportation process. With a factory located in Viken, Sweden and a newly established warehouse in Helsingborg, Sweden, Bjelin needed a way of safely and efficiently loading and transporting raw material from their warehouse to their factory and returning pallets of finished wooden flooring to the combined warehouse and distribution centre.

Bjelin produces circa 200 pallets per day of various-sized palletised finished goods, which amount to between seven and ten trailer loads. Manually side-loading and unloading processes with forklift trucks took between 35-45 minutes at both the factory and the warehouse.



THE SOLUTION

After getting in touch with Joloda Hydraroll via the website, a thorough and free loading assessment was undertaken to understand the challenges they were facing. The assessment took into consideration their current operational loading and unloading processes, the journey time between the factory and the new warehouse and what type of solution would be required for the types of pallets they were loading.

We proposed our flagship product, the Moving Floor System; an innovative automated truck loading solution designed to optimise logistics operations by eliminating the need for forklift trucks, and additional manual labour and could load various shapes and sizes of pallets.

The Moving Floor system has been adopted by many other leading companies in industries like food and beverages (e.g., Bimbo), packaging (e.g., Tetra Pak), and consumer goods (e.g., Diageo) adopting the system to enhance their logistics operations, which further solidified its position as the most innovative, most efficient, and most importantly, the right loading solution for their loading needs.

THE BENEFITS OF IMPLEMENTATION

The implementation of the moving floor system brought about a transformation in Bjelin's logistics operations, and the new automated loading process offered several key benefits:

- STREAMLINED OPERATIONS BETWEEN VIKEN AND HELSINGBORG:** The shuttle cycle (load, secure, travel, unsecure unload, load, secure and return) now takes approximately an hour, resulting in a minimum of 70% reduction in time than it would have taken.
- ELIMINATING ACCIDENTS IN THE LOADING BAY:** With no forklifts required in the trailer loading process, the risk of accidents in the loading bay has been fully eliminated, making it a safer working environment for all members of staff and visitors.
- SUSTAINABLE TRANSPORT SOLUTIONS:** In line with Bjelin's sustainability ethos the loading system promotes sustainability and reduces the environmental impact of transportation, consequently lowering carbon emissions.
- COST SAVINGS:** By eliminating the need for forklifts and additional manual labour, the client achieved substantial cost savings in their logistics operations.
- ELIMINATE PRODUCT AND VEHICLE DAMAGE:** The risk of palletised loads being damaged by forklift truck drivers misjudging the space left on the trailer has been eliminated. In addition, the risk of forklift truck drivers damaging either the forklift truck or the trailer has also been eliminated.

- FACTORY AND WAREHOUSE SPACE OPTIMISATION:** Palletised goods can be loaded onto alternate loading docks, meaning the space in the factory and the warehouse can be better optimised.
- INDOOR LOADING:** The loading operation now takes place within a sealed loading bay, which offers two advantages. None of Sweden's cold or wet weather conditions can now interfere or risk goods sustaining damage. Air conditions in both the factory and warehouse are easier to control and regulate. With the doors open less, the solution ensures that minimum heat and air escapes the buildings during the loading and unloading process. As a result, less energy is required to maintain a consistent temperature level.



[Read the full case study here](#)



social



championing equal opportunity

Our Equal Opportunities and Diversity Policy underscores our commitment to fostering equality of opportunity and promoting diversity in our workforce.

Promoting equality of opportunity helps employees reach their full potential and really thrive. At Joloda Hydraroll, we recognise that diverse experiences drive innovation and progress, making diversity a valuable asset to our business.

We proudly extend equal opportunities to all employees, job applicants, and clients, treating everyone fairly and equitably. Our Equal Opportunities and Diversity Policy celebrates differences in experiences and perspectives, demonstrating our dedication to providing and managing equal opportunities for all, while ensuring protection against unfair or unlawful treatment. Our newly established work council consists of staff from various levels across the group and meet every six weeks to discuss diversity and inclusion topics, as well as any concerns raised by staff. We also post about celebrations and DE&I on our notice board.

Our focus lies in evaluating individuals based on skills, qualifications, aptitude, and potential to

perform their jobs. Selection processes are objective, emphasising an applicant's suitability and ability to meet job requirements.

Our policy is meticulously crafted to ensure that both current and potential employees receive equal opportunities, irrespective of factors such as race, religion or belief, sexual orientation, disability, or any other characteristic unrelated to job performance. Discrimination, whether direct or indirect, is actively opposed.

Equal opportunity extends beyond recruitment; we strive to provide necessary support for individuals with additional needs. Where feasible, we make reasonable adjustments to accommodate such needs. We are committed to eradicating all forms of discrimination throughout our operations and proactively promote awareness of equal opportunities and diversity at all company levels. With the help of a consultancy, we will be implementing a robust DE&I strategy in 2024 to guide and reinforce the excellent efforts our workforce and senior management are making to embed inclusivity within our culture.

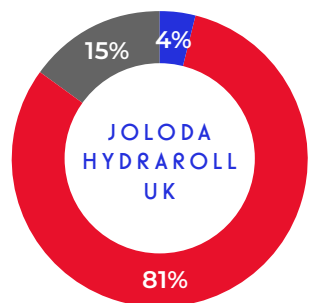


We are dedicated to providing and managing equal opportunities for all while ensuring protection against unfair or unlawful treatment

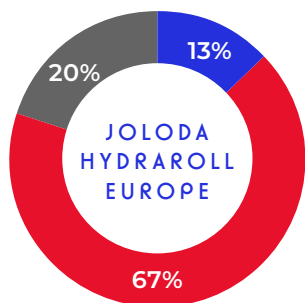
employee overview

JOLODA HYDRAROLL	UK	EUROPE	US
Total number of permanent employees	210	18	14
Total number of female employees	18	2	2
Total number of male employees	192	16	12
Total number of new hires in the reporting period (excluding mergers & acquisitions)	22	3	3
Employee turnover rate	0.85%	5.5%	0%
Number of employees with one year or more in service	205	15	11.5

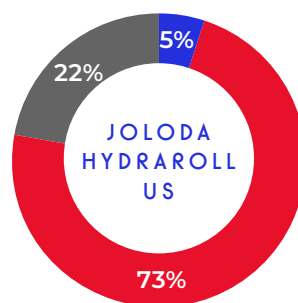
AGE DEMOGRAPHICS



■ 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)





developing our workforce



210

Joloda Hydraroll UK employees received training



16

hours of training per employee



3,360

hours of training accrued

CONTINUOUS IMPROVEMENT AT JOLODA HYDRAROLL, EMPLOYEE DEVELOPMENT IS A TOP PRIORITY

Our dedicated training budget fuels engagement and ensures continuous improvement, and we actively foster our workforce's growth. Over the past year, Joloda Hydraroll UK clocked up an impressive 3,360 training hours, with all employees receiving an average of 16 hours of training each. This spans comprehensive on-site sessions for new hires, as well as online courses for employees to learn and upskill.

Our training matrix helps managers pinpoint skill gaps and opportunities for growth, informed by annual performance reviews. These provide a space where employees can share aspirations, and managers can map out tailored progression plans to support these.

DEVELOPING JOLODA HYDRAROLL'S LEADERS OF THE FUTURE

Our leaders are the future of Joloda Hydraroll, and in 2024, we intensified our efforts to enhance leadership development. We look at talent, rather than relying on tenure to upskill and coach managers to become effective leaders of the future. Our management training spans conflict resolution to improved communication, resulting in better decision-making, increased engagement, and more business growth opportunities. We fund external training such as ILA level 5 for managers on a need's basis.

"Within Joloda Hydraroll, the role of technical author very much requires constant learning and expanding of knowledge within engineering from electrical controls and programming to the physics of mechanics plus everything else in between. It also requires what I consider my strengths which are a keen eye for detail and problem solving amongst others. I thoroughly enjoy developing and broadening my knowledge at Joloda Hydraroll and will continue to do so."

Ashleigh Piper –
Midwife to Technical Author

prioritising employee experience



In today's uncertain economic climate, leaders must continuously look at ways to enhance the employee experience to meet evolving workforce needs. Our low 3.3% employee turnover rate is reflective of Joloda Hydraroll's commitment to prioritising our employees' working experience - an approach we also apply to our solutions, which help to enhance our clients' workforces' wellbeing and workload.



THE REALITY FOR LOGISTICS AND TRANSPORT COMPANIES:

Worker safety and wellbeing pose significant challenges for logistics and transport companies. Fewer individuals are willing to engage in strenuous or hazardous roles due to the physical and mental toll of stressful jobs and repetitive tasks. Additionally, the global economic shift, coupled with a labour shortage, is forcing companies to redefine sustainability by incorporating employee experience alongside environmental goals. Traditional approaches to retaining the workforce, like higher pay, no longer suffice as worker expectations have fundamentally shifted.

To enhance our employee's experience even further, we completed an assessment of the business in partnership with an external specialist to provide us with a refreshed insight on our people practices. This included a review of the entire employee lifecycle process, our business communication channels and company values, as well as how we can support and equip our management team to help them better align with our group's vision. This assessment included an employee survey, which was an objective we set last year. Given that this is an ongoing process, we have updated staff on findings and next steps, and look forward to implementing improvements for a happier and healthier work culture and workforce.



putting employee's mental health at the forefront

Coming forward to talk about mental health can be incredibly challenging for employees in the workplace. We hope that by addressing mental wellbeing in the company, we can strengthen our positive and supportive culture and reduce risk factors for ill mental health. Joloda Hydraroll is committed to enhancing our mental health culture by eliminating harmful processes, procedures, and behaviours.

We do this through applying a comprehensive and holistic approach to improve the mental health environment and culture of the organisation. Our Mental Health and Wellbeing Policy was updated during the year, which provides the foundation for our mental health and wellbeing programme. This covers information, awareness, management skills, and how we will support employees facing mental health challenges or returning after an absence.

We are pleased to provide our employees with access to the wellbeing app, Spectrum.Life, which offers up to 8 counselling sessions, financial advice and 24/7 access for employees and their families. Additionally, managers are trained to identify at-risk employees, while our HR team offers weekly confidential sessions for staff. This year we appointed a Mental Health First Aider who is trained to assist and guide individuals experiencing mental health challenges or crises. For our Finland staff, we provide the Smartum

Exercise and Culture membership giving them access to over 15,000 exercise and cultural-related activity locations.

Within Joloda Hydraroll BV, we promote open conversations around mental health and wellbeing and employees are encouraged to raise any wellbeing concerns with management and the Working Council. All employees have access to a company doctor and labour expert who are on hand for support and advice. We also host social activities throughout the year, keeping up employee engagement and rewarding staff for their hard work. In the Netherlands, the Dutch government states that 1.7% of the wage bill may be used for extra allowances to staff, which we use to cover the sports costs of employees.



JOLODA HYDRAROLL HAS COMMITTED TO:

- Reduce discrimination and stigma by increasing awareness and understanding
- Complete an employee survey to identify mental health needs
- Provide systems that encourage predictable working hours, reasonable workloads and flexible working practices where appropriate
- Ensure all staff have clearly defined job descriptions, objectives and responsibilities
- Give non-judgemental and proactive support to individual staff who experience mental health problems such as counselling, CBT via Spectrum. Life Wellbeing Service



community engagement

Joloda Hydraroll UK always seeks to support causes employees are passionate about. However, we recognise that this is an area where we need to increase our efforts in the next year and apply a more formal approach to community engagement. While we formalise our approach, we continue to take up opportunities that align with our overall culture and ethos and engage our staff to gauge where their interests lie with regards to local initiatives. One such interest raised by employees was working in foodbanks.

As a result, we will look to support the Trussell Trust South Liverpool Foodbank with donations and volunteers to assist during peak times. Other initiatives include supporting the University of Liverpool's undergraduate Formula Student team with manufacturing components, welding and fabrication, and time scrutineering cars at national and international events. We also donate wood for woodwork activities at the Men's Shed, a network of social spaces for men to combat social isolation while undertaking various activities.

In addition, Joloda Hydraroll has committed to helping design and fabricate a steel memorial to the fallen soldiers of World War I in Liverpool, and sponsors a young competitive female horse rider in Anglesey.

In the US, we've continued to provide semi-annual donations to multiple charities, while in Europe, we've continued our partnership with the Orion Foundation, who organise sports activities for young and elderly people.



Donating wood for woodwork activities at the Men's Shed



Supporting the University of Liverpool's undergraduate Formula Student team



UNIVERSITY OF
LIVERPOOL

UK



**Men's
Sheds**
Association

health and safety

Worker safety is a top priority in logistics and transport, and at Joloda Hydraroll, we maintain a safe environment through rigorous safety training and processes. We have held the Alcumus Safe Contractor accreditation for over five years, ensuring compliance with health and safety standards. This is underpinned by our ISO 9001 QMS qualification, which guarantees that customer expectations and regulatory requirements are met. We have completed stage one of our ISO 45001 Health and Safety Management certification audit and have the second stage booked, with the aim of obtaining it in 2024. Additionally, all of our products adhere to the Machine Directive and CE/UKCA.

Our ISO 9001 QMS qualification guarantees customer expectations and regulatory requirements are met, and our products adhere to the Machine Directive and CE/UKCA



We have three Health and Safety Committees who meet quarterly to review our approach. This is supported by compliance software, MyCompliance, to track health and safety (H&S) KPIS, and all reportable injuries, accidents, incidents and near misses (RIDDOR) are tracked and reviewed monthly at board meetings. We seek to make the incident reporting process as time efficient as possible; if employees are unable to report to their managers directly, they can locate QR codes across the sites, which provide a form for employees to report H&S incidents. To reduce risk of injury, we complete regular risk assessment reviews and site inspections. We also implement Safe Systems of Work (SSOW), with clear signage.

Effective training is crucial. All employees receive job-specific safety guidance and mandatory manual handling training, while line managers undergo IOSH Managing Safely training to enhance safety awareness. We also extend our health and safety practices to contractors to ensure they have the relevant certification to deliver the required quality of work on site, requesting a RAMS (Risk Assessment Method Statement) and completed Contractor Code of Conduct. Additionally, we extend our H&S training to customers who buy two specific products that require enhanced caution.





In the Netherlands, we comply with all Dutch legislation on Health and Safety and are pleased to have had no incidents in the last year. Contractors are required to sign the Joloda Hydraroll contractor procedures and provide evidence where needed. As part of our legal requirements, we undertake RI&E (Risk Assessment and Evaluation) assessments, which identify potential risks in the working environment and prescribe actions to be undertaken if any are flagged. Additionally, all sub-contractors must hold a VCA (safety, health and environment) certification, demonstrating their awareness of risks in the workplace. If a sub-contractor does not have the certification, we organise and pay for them to attain it. All new employees are required to complete mandatory safety training, with refreshers provided on a regular basis.

In Finland, we have a robust health and safety process outlined on our safety board where staff can find the safety manager and representatives. As per Finnish law, we have multiple staff who have undergone EAI first aid training and are proud to report zero incidents in the last year. For on-site visits, we ensure that customers' and suppliers' safety cards are valid, and issue specific work licences when needed, to ensure maximum safety. Lift tables and standing mats are available to staff to assist with physical tasks, while our medical insurance provider, Terveystalo, undertakes health checks on our staff to prevent or treat any injuries.



OUR HEALTH AND SAFETY KPIS :

- Non-conformances
- Accidents
- Incidents
- Near Misses
- H&S observations
- Training and competency
- Site inspection results
- Personal safety audits results
- Occupational Health monitoring
- Emergency drill performance
- Corrective actions
- Lost time injuries
- Reportable incidents



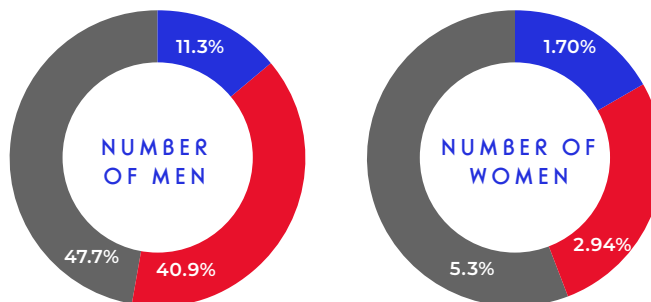
ensuring fair pay

At Joloda Hydraroll, we want to ensure that every employee receives fair reward for the work they do. During the year, we conducted a salary assessment prior to salary reviews and increased salaries to above the national minimum wage to reflect the increased cost of living.

In March 2023, we also conducted our first Gender Pay Gap Report across eight roles of our employees. Gender Pay Gap Reporting highlights the difference in the average pay between all men and women across the workforce. We are thrilled that all the salaries in the report achieved like-for-like payment and there is no discrimination between either the salary or of the working terms and conditions.

MEN	WOMEN
Operations Manager	Technical Engineering Manager
Support Services Co-Ordinator	Support Services Administrator
Field Service Engineer	Field Service Engineer
Factory Skilled Worker Factory	Factory Administrator

The distribution of men and women across each grade in the workforce (March 2024)



Grade decreasing in seniority
 ■ Top
 ■ Middle
 ■ Lower



ENSURING EQUAL PAY FOR THE FUTURE

To ensure that no gender pay gap arises in future, we are committed to carrying out targeted actions, including:

- Ensuring the fairness and equality in recruitment, to include name-blind external recruitment
- Talent, progression and career paths, working towards more balanced gender representation, through promotion of developmental or talent opportunities and mentoring schemes
- Use of effective pay strategies, targeting increases at the lower end of pay scales to drive progression and committing to shorten the pay ranges to reduce equal pay risks
- Policies focused on supporting equality in the workplace:
 - Working on providing the best possible by becoming a Disability Confident Leader
 - Fair, consistent and inclusive working models supported by flexible working policies
 - Building an inclusive culture – ensuring that inclusion and tackling disparities is a central part of everything we do.

supply chain – partnering with our suppliers on esg

Joloda Hydraroll depends on solid partnerships with like-minded global suppliers who share our sustainability and human rights values. We have a longstanding commitment to not using rare sources, such as tin, gold, tungsten, tantalum and/or their derivatives. However, we do purchase metals that are necessary to produce both our Joloda and Hydraroll systems, such as stainless steel, steel, and aluminium. To minimise our impact, we have continued to review our designs to look for opportunities to minimise weight. All of our aluminium in the UK is purchased from Hydro Aluminium UK, whose aluminium is made with a minimum of 75% recycled, post-consumer aluminium scrap, while in the US, we used 98% recycled plastic batten and 2% recycled wood.

We are proud to support local supply chains where we can. Sourcing local business not only allows for greater control, flexibility, and a more reactive supply chain, it also brings a wealth of benefits to local communities, boosting the local economy and supporting smaller businesses.

We expect suppliers to uphold our high ESG expectations and principles. All suppliers must comply with our Responsible Sourcing Code of Practice (RSCOP) explaining any non-compliance and collaboration with workers. New suppliers are required to fill out the New Supplier Form indicating their ESG policies and credentials, allowing us to make informed decisions regarding potential partnerships. In the Netherlands, 95% or more of supplier spend is covered

by the Supplier Code of Conduct or New Supplier Form. Our supplier audits, 10 of which was conducted in the last year, include ESG standard reviews, which are assessed through our pre-qualification assessment and Supplier Code of Conduct. These emphasise the requirement for our suppliers' legal compliance, human welfare, and environmental responsibility.

COLLABORATION AND ETHICAL PROCUREMENT

Joloda Hydraroll Europe collaborates with Joloda Hydraroll UK to enhance supply chain sustainability. We take a zero-tolerance approach to modern slavery or human trafficking, which is reinforced by our procurement contracts, outlining our commitment to ethical procurement and modern slavery. Additionally, 100% of Europe's procurement contracts include commitments to ethical procurement and modern slavery.

SUPPLY CHAIN TRACEABILITY

We use a Material Requirements Planning (MRP) system to centralise supplier information, a valuable tool for reviewing our suppliers' ESG credentials. In 2023, we extended our centralised system to store crucial ESG information, such as insurance documentation for sub-contractors, modern slavery statements, and ISO accreditations. We also use an MRP system in Europe (SERA) and Jira in Finland, which are used to track the delivery times of suppliers. While oversight varies by supplier, on average, this captures both our tier 2 and tier 3 supply chain.



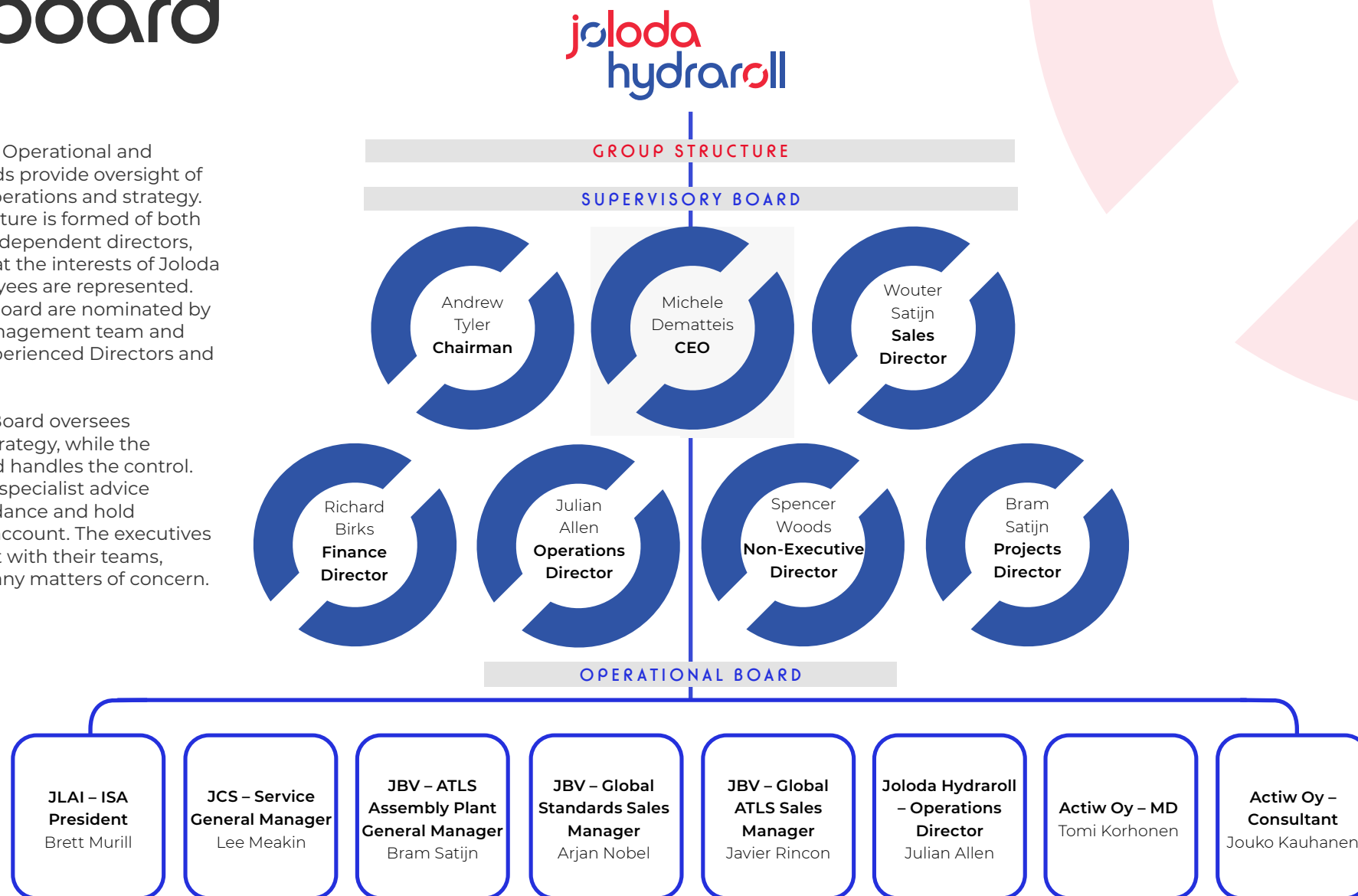


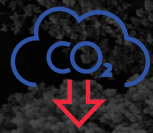
governance

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 Hydraroll's employees are represented. Members of the Board are nominated by the Executive Management team and include highly experienced Directors and Managers.

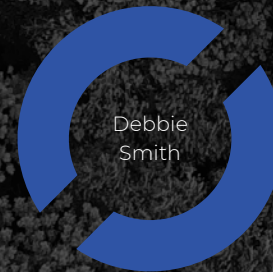
The Operational Board oversees the service and strategy, while the Supervisory Board handles the control. Directors provide specialist advice and strategic guidance and hold management to account. The executives have daily contact with their teams, where they raise any matters of concern.





our environmental group

Now four years old, Joloda Hydraroll's environmental group plays a critical role in driving forward our ESG strategy. The group is made up of subject leaders and managers who meet monthly to review our environmental actions and steer environmental change across the business.





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 reinforced by our ISO 9001 Quality Management accreditation, which holds us accountable to plan for risk, with robust systems and protocols in place. Our Finland office is also working towards obtaining ISO 9001.

ESG is increasingly factored into a company's overall risk management. Joloda Hydraroll has developed an ESG policy framework that aligns with industry standards and regulatory requirements, integrating ESG criteria into our overall risk management strategy and business operations. We have set clear SMART goals and track progress using KPIs such as energy consumption and recycling levels. To mitigate climate-related risk, Joloda Hydraroll invests in energy-efficient technologies, explores renewable energy sources. Our centralised risk register has mitigating actions set by each department.



data privacy and cyber security

Both the UK and Joloda Hydraroll 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. This year, we appointed an external partner to undertake a review of our data security plan and disaster recovery plan, to ensure it maintains the highest security standards.

Cybersecurity is embedded into our 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 the company disaster recovery plan, which is updated monthly. In the next year, we will be continuing to strengthen our credentials through acquiring our Cyber Essentials Plus certification.

corporate governance 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. Our employees have the right to appeal the company's decision if they are unhappy with the outcome.



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

Our Responsible Sourcing Code of Practice (RSCOP) is the first point in a continuous improvement journey with our suppliers to remove any kind of human exploitation within the supply chain. To build on this, we drafted a Modern Slavery Statement, in accordance with the Modern Slavery Act 2015. This outlines our commitment to eradicate modern slavery and prevent human trafficking in both our business and supply chains. The statement draft demonstrates our intent to manage and mitigate the risk of modern slavery and other human rights issues in our supply chains.

appendices

Joloda Hydraroll Carbon Overview 2021-2024

CATEGORY	2021 tCO ₂ e	2022 tCO ₂ e	2023 CO ₂ e	2024 tCO ₂ e
SCOPE 1	637.8	463.7	704.2	639.4
Natural Gas	39.7	38.2	78.8	34
Owned/Leased diesel vehicles	457.1	287.7	513.4	475.5
Owned/Leased petrol vehicles	5.6	34.8	33.9	69.5
Propane (forklift use)	69	N/A	3.03	1.5
Propane (for heating)	-	-	-	7
Fuel oil	16.7	-	-	-
Diesel (forklift use)	N/A	5.0	7.6	-
Gas Oil	47.8	84.7	57.4	51.8
Hybrid Vehicles	1.9	13.3	10.1	-
SCOPE 2	163.0	255.3	220.6	-
Electricity (Location-based) ¹	163.0	254.0	220.6	289.5
Cars – Average Battery electric	N/A	1.3	-	-
SCOPE 3	6.2	16.2	13.2	14.6
Grey Fleet Mileage	6.2	16.2	13.2	14.6
TOTAL GROSS EMISSIONS	806.9	735.2	938	943.5
Less renewable electricity	(9.0)	(7.4)	(156.8)	(229.6)
Less renewable gas	(24.1)	(13.7)	(11.6)	(0)
Less Carbon offsets	(775)	(715)	(790)	(713.4)
TOTAL NET EMISSIONS	-1.2	-0.9	-20.4	713.4

Energy overview 2021-2024

Joloda Hydraroll UK

SITE	2021 TOTAL Kwh	tCO ₂ e	2022 TOTAL Kwh	tCO ₂ e	2023 TOTAL Kwh	tCO ₂ e	2024 TOTAL Kwh	tCO ₂ e
SCOPE 1								
UK Liverpool Garston Site (Gas)	85,096	15.6	114,500	21.0	-	-	-	-
UK Liverpool (Estuary) site (Gas)	-	-	-	-	413,996	75.73	182,301	33.4
UK Anglesey Site (Gas oil) (L)	186,300	47.8	329,790	84.7	20,810	57.41	216,424	51.8
SCOPE 2								
UK (Liverpool) Garston Site (Electricity)	344,137	73.1	283,455	50.0	-	-	10,008	(3.8)
UK Anglesey Site (Electricity)	332,477	70.6	390,377	82.9	224,139	46.41	154,911	52.5
UK Birkenhead Site (electricity)	18,392	3.9	11,178	2.4	-	-	-	-
UK (Liverpool) Estuary Park Site (Renewable Electricity)	-	-	(438,045)	(93.0)	(726,258)	(150.39)	(552,960)	(212)
TOTAL GROSS EMISSIONS (LOCATION-BASED)	966,401	211	1,567,345	335	1,411,892	339	1,116,604	345.6
UK (Liverpool) Estuary Park Site (Less Renewable Electricity)	-	-	(438,045)	(93.0)	(726,258)	(150)	(552,960)	(212)
UK Anglesey Site (Less Renewable Electricity)	-	-	-	-	-	-	(38,728)	(8)
TOTAL GROSS EMISSIONS (MARKET-BASED)	966,401	211	1,129,300	241	685,634	189	524,916	125

Joloda Hydraroll US

SITE	2021 TOTAL KwH	tCO ₂ e	2022 TOTAL KwH	tCO ₂ e	2023 TOTAL KwH	tCO ₂ e	2024 TOTAL KwH	tCO ₂ e
SCOPE 2								
USA Wilmington Site (Electricity)	29,920	6.4	38,476	13.6	33,246	6.88	31,243	8.8
USA Alabama Site (Electricity)	NA	NA	NA	NA	8,568	1.77	7,233	2.8
TOTAL GROSS EMISSIONS (MARKET-BASED)	29,920	6.4	38,476	13.6	41,814	8.66	38,476	11.6

Joloda Hydraroll EU

SITE	2021 TOTAL KwH	tCO ₂ e	2022 TOTAL KwH	tCO ₂ e	2023 TOTAL KwH	tCO ₂ e	2024 TOTAL KwH	tCO ₂ e
SCOPE 1								
Europe Natural gas	NA	NA	19,379	3.5	16,500	3	2,610	0.5
Europe (CO ₂ -compensated gas)	(147, 531.52)	(27)	(74,695)	(13.7)	(63,597)	(11.7)	(6,710)	(0)
SCOPE 2								
Europe (Renewable Electricity)	(42,508)	(9)	(34, 262)	(7.3)	(31,150)	(6.45)	(25,985)	(9.6)
Gross Emissions (Location Based)	190,039.52	36	128,336	23.8	111,247	21.15	35,305	10.1
Europe (CO ₂ -compensated gas)	(147, 531.52)	(27)	(74,695)	(13.7)	(63,597)	(11.7)	(6,710)	(0)
Europe (Renewable Electricity)	(42,508)	(9)	(34, 262)	(7.3)	(31,150)	(6.45)	(25,985)	(9.6)
TOTAL GROSS EMISSIONS (MARKET-BASED)	0	0	19,379	3.5	16,500	3	2,610	0.5

Transport overview 2021-2024

EMISSIONS	tCO ₂ e 2022	tCO ₂ e 2023	tCO ₂ e 2024
SCOPE 1			
Owned/leased diesel vehicles (vans and cars)	287.7	513.4	475.5
Owned/leased petrol vehicles (vans and cars)	34.8	33.9	69.6
Owned/leased hybrid cars	13.3	10	-
Owned/Leased diesel forklifts	5.0	7.6	-
Owned/Leased propane forklifts	-	-	7
SCOPE 2			
Cars - Average Battery Electric (miles)	1.3	-	-
SCOPE 3			
Grey Fleet Mileage	16.2	13.4	14.6
TOTAL	358.3	578.3	566.7



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