



OUR SUSTAINABILITY
JOURNEY 2022

Strengthening our resolve to accelerate initiatives.....



As the CEO of Mansfield Pollard, I am proud to lead an organization that places sustainability at the forefront of its operations, driving positive change in our industry and beyond.

This year's report holds special significance as it marks the first full year of data in the post-COVID era. The lock downs and societal restrictions associated with the pandemic no longer disrupt our lives, but we still continue to navigate its lingering economic impacts. It is also important to remember that 2022 brought additional challenges of its own, not least the war in Ukraine, spiralling inflation and of course, the cost of living crisis.

Despite this uncertain backdrop, Mansfield Pollard continues to thrive and I'm delighted that we reduced our carbon footprint for the third year in a row. Although external factors meant we did not quite meet our reduction targets for the year, we remain resolute in our determination to build upon our achievements by setting even more ambitious targets and refining our approach to drive sustainability practices throughout our organisation.

At Mansfield Pollard, we believe in the power of accountability and transparency and together we will continue the acceleration of our sustainability initiatives to foster a greener future for the environment and the communities in which we serve.

Lou Frankland - Chief Executive Officer

Emerging stronger and more resilient

2022 witnessed a paradigm shift in UK manufacturing with uncertain trading agreements disruption to global supply chains and an instability in energy markets dominating the economic and social landscape.

Despite these unprecedented challenges, Mansfield Pollard managed to achieve remarkable success with two main factors in addition to automation and developing customer partnerships, driving the business to emerge stronger than before:

Strengthening Supply Chain Resilience:

The business mitigated the impacts of supply chain disruptions by recognising the importance of building a resilient supply chain. Supplier diversification, reduced dependency on single sources and improved collaboration ensured a continuous flow of materials enabling uninterrupted production and timely delivery to customers.

Investing in Workforce Development:

Our employees are our most important asset and crucial to navigating challenging business environments. Help with the cost of living and up-skilling and re-training programs, empowered all employees to embrace resilience, adaptability and innovation.

Promoting sustainable practices has remained front and centre of our daily operations. We firmly believe that environmental stewardship and social responsibility are not just obligations but also opportunities for innovation and growth. We are committed to minimizing our carbon footprint, conserving resources, and continuously strive to enhance our environmental performance. Sustainability remains at the heart of everything we do, driving us to create a better future for our planet and communities while delivering exceptional products and services to our customers.



What sustainability means to our employees



As a company owner, I firmly believe in the paramount importance of addressing environmental issues. Our planet is facing unprecedented challenges, including climate change, pollution, and depletion of natural resources. Recognizing the interconnectedness between the environment and our business, we understand that neglecting environmental concerns can have far-reaching consequences. By prioritizing environmental sustainability, we not only fulfill our corporate social responsibility but also contribute to the well-being of future generations

BRYAN BENTLEY - Chief Operating Officer



I understand the significant impact decisions taken in procurement can have on the environment and also the responsibility we have to the business. We actively seek out suppliers who share our commitment to environmental stewardship. By incorporating eco-friendly criteria into our supplier selection process, we not only reduce our ecological footprint but also encourage positive change within the industry.

KAIRE ROSIN-BLACK - Head of Procurement



As factory manager, I recognize the vital role that sustainability plays in our workplace. It is not just about meeting regulatory requirements; it is about creating a culture of responsibility and environmental consciousness. We understand that sustainable practices are key to ensuring the long-term success and resilience of our operations. By promoting sustainable behaviors among our employees, we foster a sense of collective responsibility and empower them to contribute to a greener future

STEVE CLAY - Factory Manager



Sustainability is at the forefront of our decision-making process. We recognize that the products and systems we create have a significant impact on the environment throughout their lifecycle. From the initial concept stage to the final product, we consider factors such as energy efficiency, materials selection, and end-of-life considerations, and we always aim to design innovative solutions that minimize resource consumption, reduce emissions, and promote circularity. We need to create solutions that not only meet the needs of today but also consider the needs of future generations.

ADAM OLA - Head of Engineering

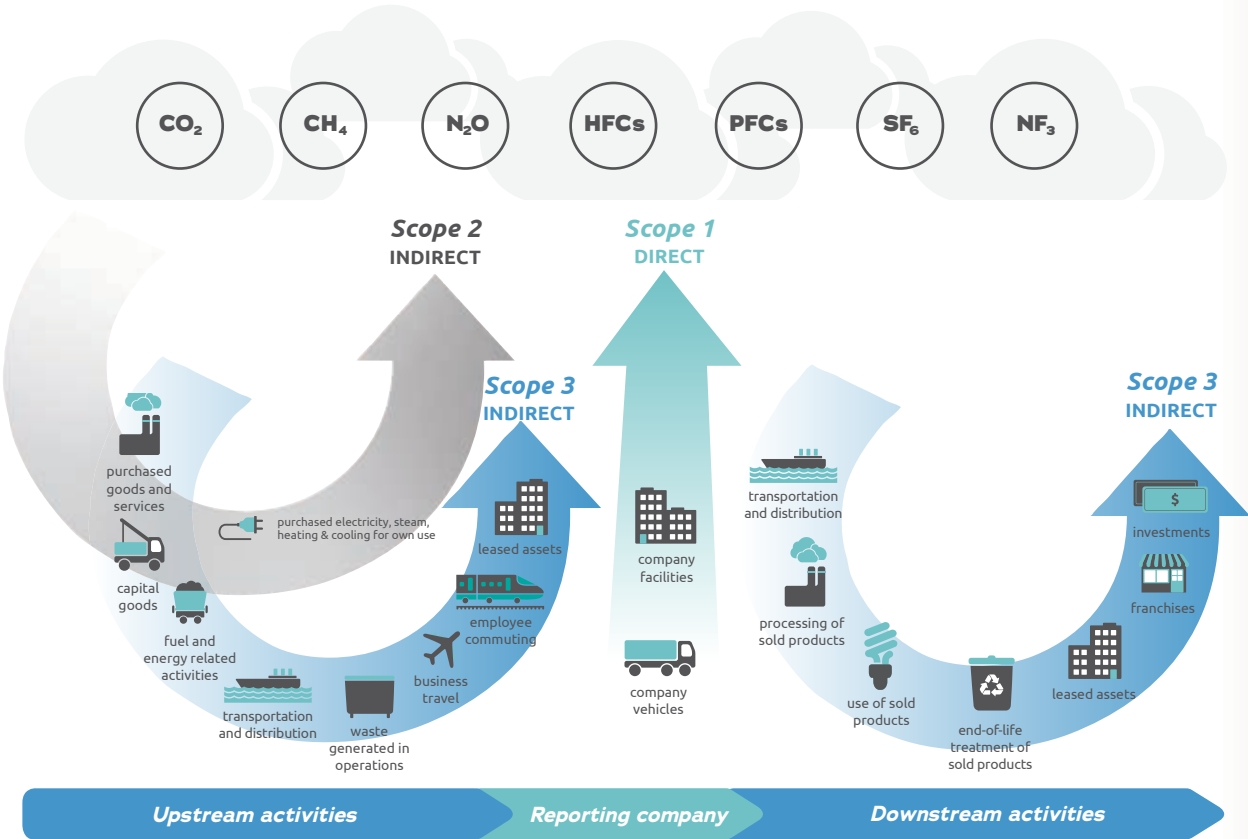


As an HR manager, I understand the vital role that sustainability plays in our company. Sustainability is not just about protecting the environment; it encompasses social responsibility and long-term business viability. Sustainability also plays a crucial role in attracting and retaining top talent. Today's job seekers value companies that align with their values, and a strong sustainability focus enhances our employer brand. As an HR manager, I recognize that integrating sustainability into our company's DNA is not only the right thing to do, but it also ensures our long-term success and makes a positive impact on society as a whole.

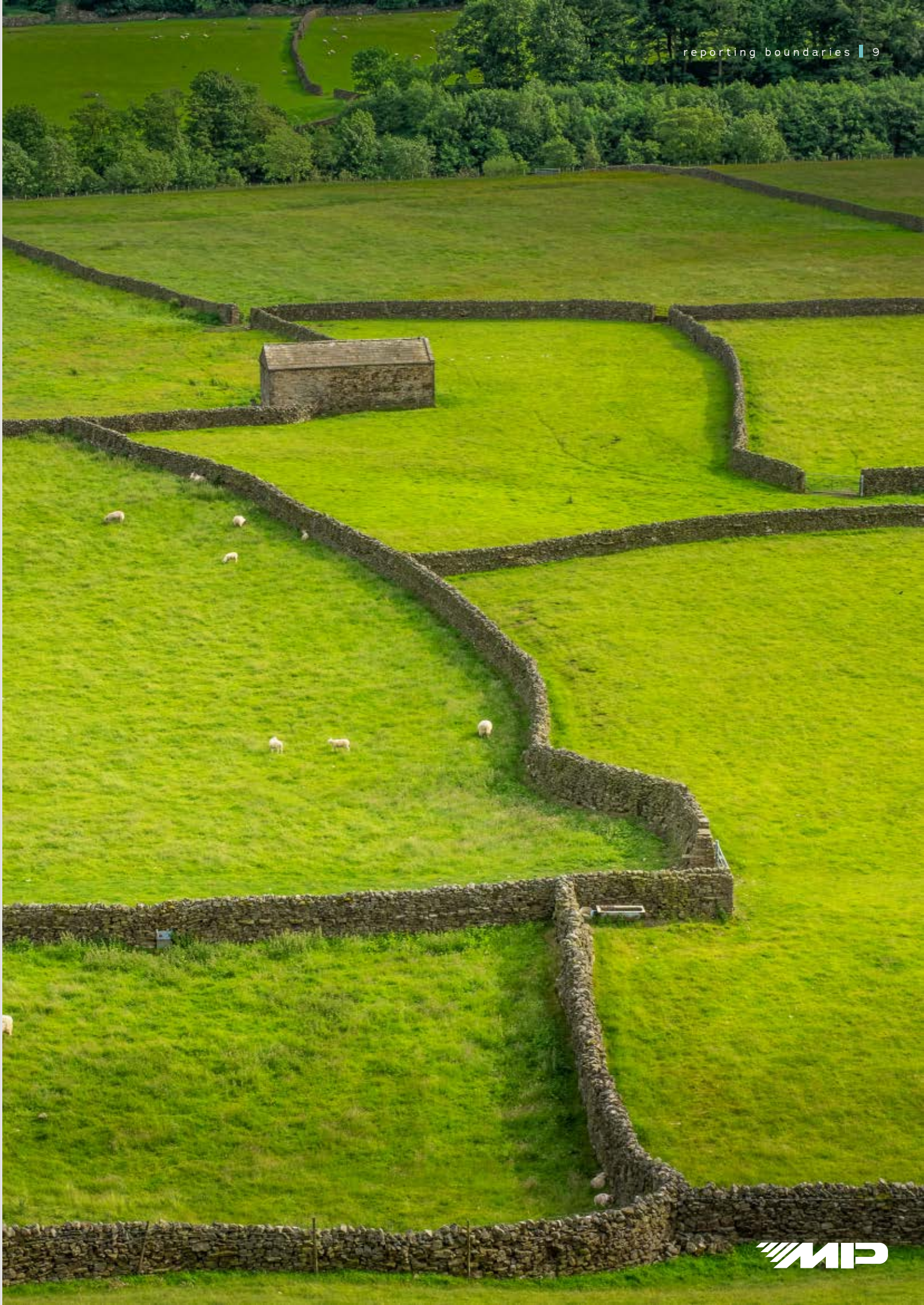
KAM DHILLON - H.R. Manager

Organisational and reporting boundaries

The graphic below shows the full boundaries of the *Greenhouse Gas Protocol Corporate and Value Chain Standards*. We have accounted for all quantified GHG emissions and/or removals from facilities over which we have operational control. This report covers the reporting boundaries shown below in line with the Greenhouse Gas Protocol Corporate Standard:



Overview of emissions scope (GHG Protocol - Scope 3 Calculations Guidance v1.0 - 2013)





Last year’s carbon and sustainability pledge

As a business we agreed to set a very ambitious target to continue to reduce our carbon footprint in the short, medium and long term. Our commitment towards helping fight climate change has never been stronger and our pledge was **to reduce our Carbon footprint by a minimum of 15% across ALL meaningful metrics:**

1 > **-15%** ^{tonnes} CO₂e Total Location Based Tonnes of CO₂e

2 > **-15%** ^{tonnes} CO₂e Tonnes of CO₂e per £m turnover

3 > **-15%** ^{tonnes} CO₂e Tonnes of CO₂e per employee

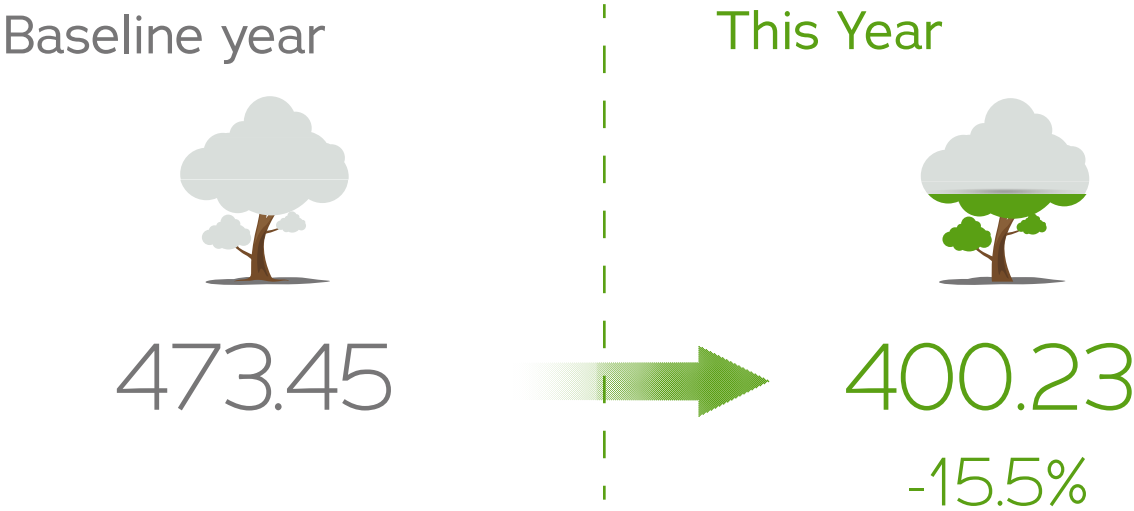
Measurement & Operational Changes

Due to significant operational changes across the year (ending 31 July 2022) and equally significant alterations to the measurements within the Greenhouse Gas Protocol Corporate Standard, reporting a year on year total emission figure does not provide an accurate representation of the business’s sustainability progress.

Company GHG emissions now include a scope 1 & 2 WTT or ‘well-to-tank’ figure, relating to upstream emissions of fuel and energy (extraction, processing and transport)

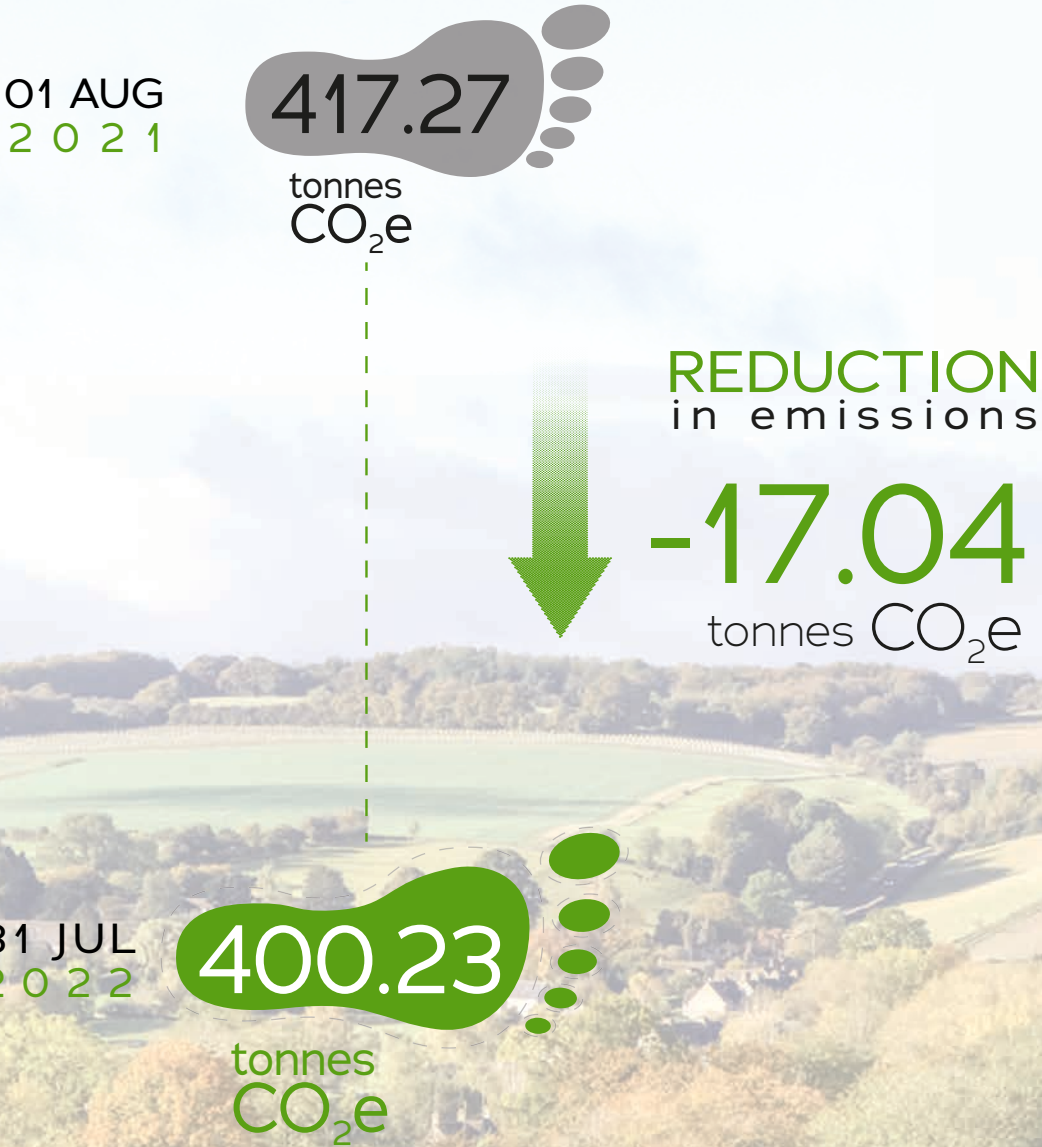
Using a standard baseline scope calculation, the additional figures from ‘well-to-tank’ emissions and other variables (including consumer price index inflation) are factored out to provide a relatively meaningful comparison figure. Moving forward we intend to include these figures and compare a full market-based emission profile:

(Baseline Scope tonnes CO₂e)

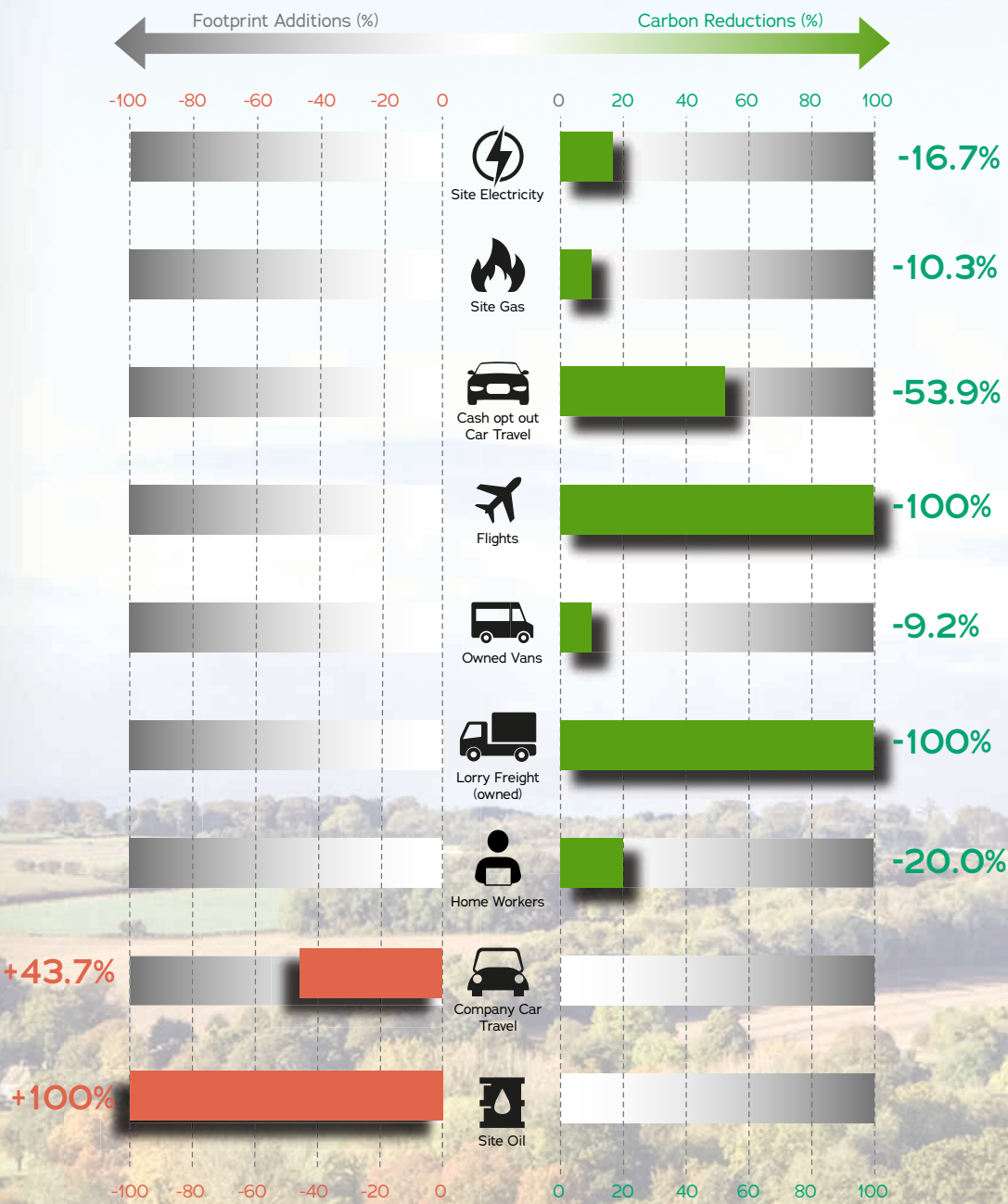


This year to last year

Our sustainability partner Carbon Footprint Ltd. assessed the GHG emissions from 1st August 2021 to 31st July 2022. These figures were directly compared against the previous year (standard baseline scope)



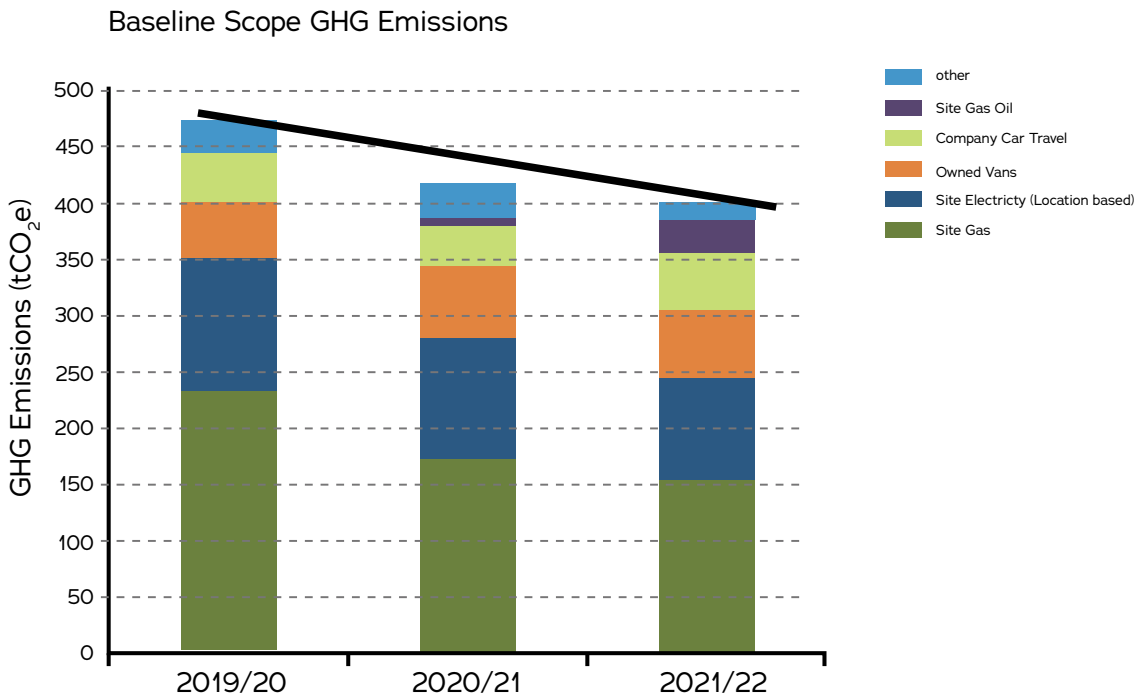
our emissions story



Company car travel increased but is still way below Pre-Covid levels

New site acquired during the year is fully oil heated

A closer look at our emissions:

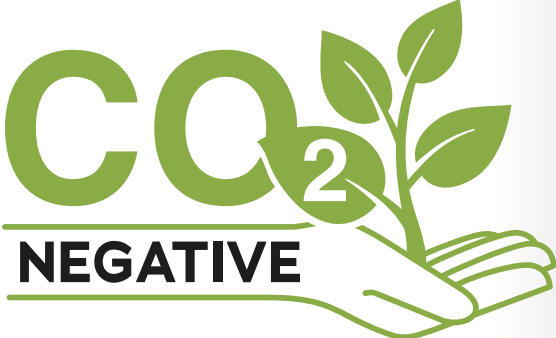
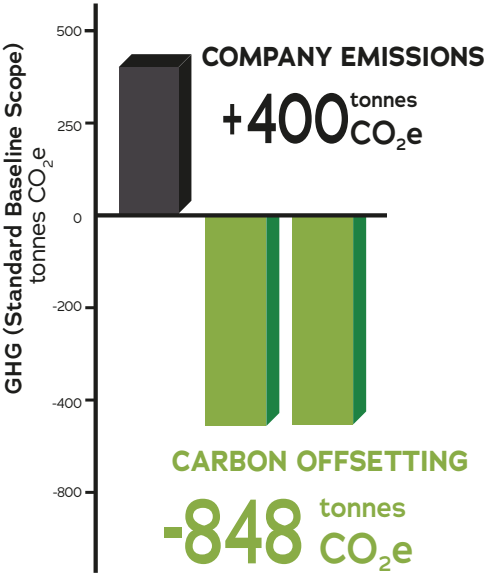


GHG Emissions This Year vs. Previous Year (target 15%)

2020/21	METRIC	2021/22	
417.27	Total Location Based Tonnes of CO ₂ e	400.23	-4.1%
2.32	Tonnes of CO ₂ e per employee	2.25	-3.0%
17.79	Tonnes of CO ₂ e per £m turnover	20.69	+16.3%

A positive overall reduction in carbon footprint for the year ending 31 July 2022, and per employee (as staff numbers remained constant).

The only carbon intensity goal that was not achieved was emissions per £m turnover due to the global economic slowdown impacting the UK manufacturing sector.



We remain carbon negative

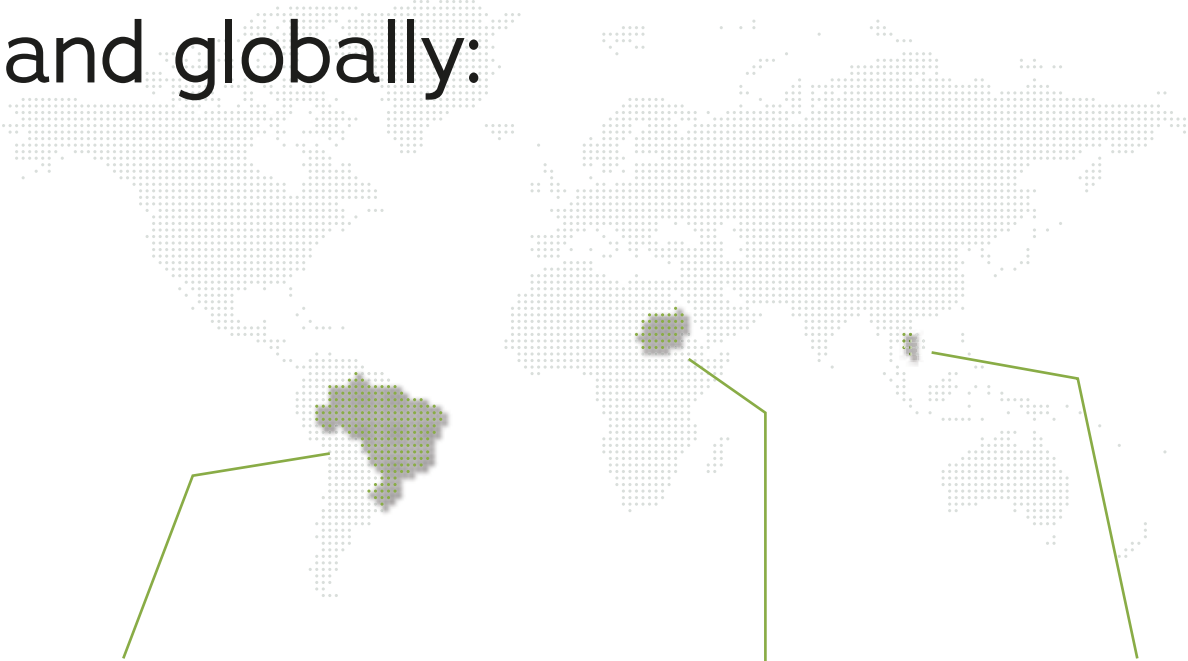
We have officially been a Carbon Negative business for three years. We offset over twice the amount of CO₂e than we currently emit and support regional, UK wide and Global initiatives to reduce carbon emissions, alleviate poverty and advance gender equality.



Supporting Our Community: with Carbon Reduction to date:



and globally:



Reducing deforestation
in the Amazon Rainforest

Fuel Efficient
Cookstoves in Sudan

Reducing Deforestation
in Cambodia



Pacajai REDD+

Reducing Deforestation
in the Amazon

CARBON OFFSET
-424 tonnes
CO₂e



Southern Cardamom
REDD+

Cambodian
Forest Preservation

CARBON OFFSET
-424 tonnes
CO₂e

Our chosen carbon offsetting projects

All our chosen projects have been externally verified through VERRA's Verified Carbon Standard; an internationally respected standard that verifies the carbon savings.

Verra is a global leader helping to tackle the world's most intractable environmental and social challenges by developing and managing standards that help the private sector, countries, and civil society achieve ambitious sustainable development and climate action goals.



All Verified Carbon Standard certified projects demonstrate real, measurable, additional and permanent emissions reductions.



The additional Climate, Community & Biodiversity (CCB) Standard identifies projects that simultaneously address climate change, support local communities and smallholders, and conserve biodiversity.

Pacajal Brazil: Reducing Deforestation

“The world’s rainforests are being destroyed at an increasingly rapid rate. To put it into context, an area the size of a football pitch disappears every second ”

The project area is part of the Amazon, the largest remaining rainforest on our planet. The Amazon is known for its amazing biodiversity; containing 10% of all species. The rainforest is home to some endangered species that rely on it for their survival.



This project is working to prevent unplanned deforestation in native forests, which has occurred due to logging, squatting and attempts to implement pastures. The project is expected to avoid over 22 million tonnes of carbon dioxide equivalent greenhouse gas emissions over a 40-year period. This will be achieved by managing the land in the form of a "private conservation reserve", through rigorous monitoring and enforcement. From 2012 the project has scaled-up its monitoring activities by employing and properly training local villagers for monitoring and enforcement activities.



The additional Gold Level CCB Award (currently undergoing revalidation) provides a guarantee of the exceptional social and environmental co-benefits of this project.

REDD+

Reducing Emissions from Deforestation and Forest Degradation (REDD) is a mechanism to create financial value for the carbon stored in forests. It offers incentives for developing countries to reduce emissions from forested lands and invest in low-carbon paths to sustainable development. Forest Degradation and deforestation is one of the main causes of carbon emissions, accounting for around 15% of the world’s annual greenhouse gas emissions. The United Nations created the REDD+ mechanism to quantify and value the carbon storage services that forests provide.



Cardamom Mountain Rainforest Protection

“Protecting one of the most important locations for biodiversity conservation on the planet”

The Southern Cardamom REDD+ Project (SCRP) is an initiative designed to promote climate change mitigation and adaptation, maintain biodiversity and create alternative livelihoods under the United Nations scheme of Reducing Emissions from Deforestation and forest Degradation (REDD+).



The 445,339 ha SCRП encompasses parts of Southern Cardamom National Park and Tatai Wildlife Sanctuary and will protect a critical part of the Cardamom Mountains Rainforest Ecoregion. The SCRП is part of the Indo Burma Hotspot, one of the worlds' 34 biodiversity hotspots, and is a critical watershed for the Gulf of Thailand, with a mosaic of habitats from dense evergreen and pine forests on its ridge tops to lowland melaleuca wetlands, flooded grasslands, lakes and coastal mangroves in its lowlands .



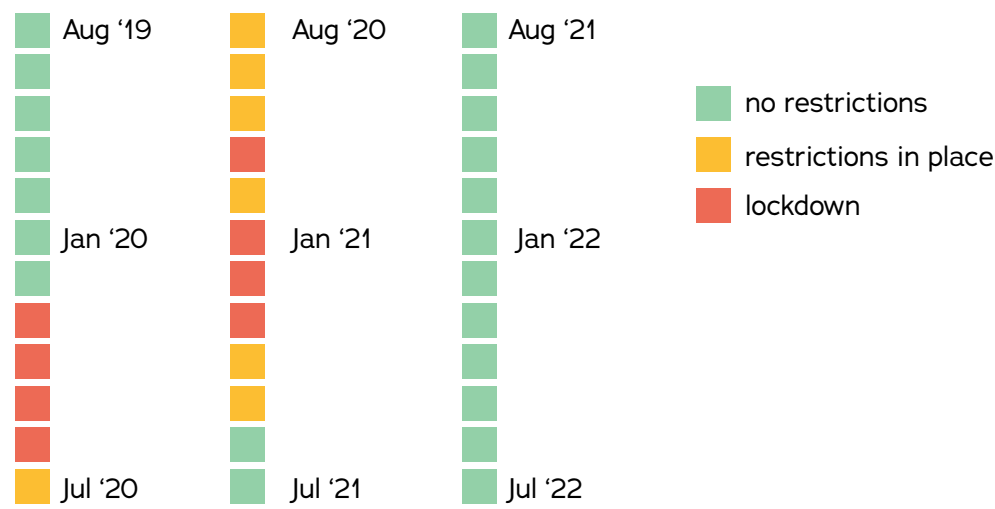
This mosaic of habitat supports at least 52 species of IUCN Threatened birds, mammals, and reptiles including Siamese crocodile and one of Cambodia’s two viable populations of Asian elephant. The landscape has also been identified by the Royal Government of Cambodia as an opportunity for tiger reintroduction.

The project will directly support the livelihoods of 21 villages in nine communes around the perimeter of the project area. Eight additional villages in 4 communes are eligible to receive educational scholarship. These communities represent approximately 3,957 families and 16,495 individuals

A reset of our base emissions.....

Like all businesses, the impact of COVID 19 has been far reaching and long lasting. Although its effects can still be felt in socio-economic terms, the current analysis period is the first year that has been restriction free from a business perspective.

COVID-19 Timeline



In addition, large scale operational changes involving new premises and the widening of emission scopes from the latest iteration of the GHG Protocol have rendered the previous benchmark figures no longer relevant for comparison purposes.

The business has made the positive decision to reset our baseline year and establish a new emissions profile from the current years data. This will allow meaningful comparisons going forward and will ensure that reported figures are fully representative of our sustainability efforts.

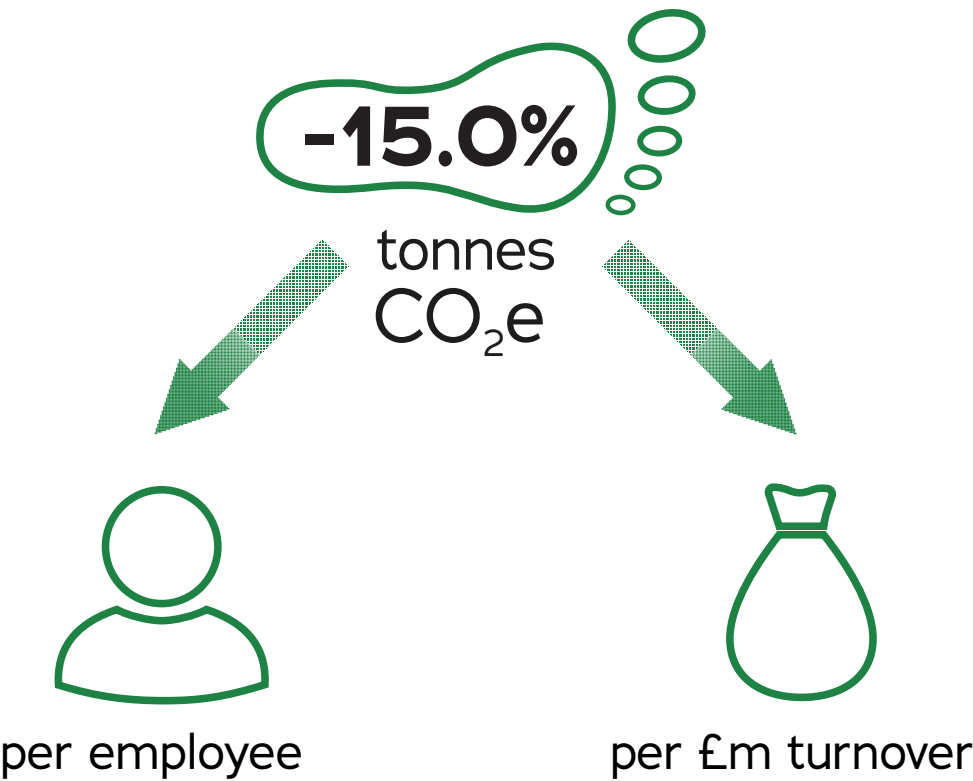


Our next targets.....

As we continue to deliver on our ambitious three year development plan, the most relevant GHG reduction targets are those linked to growth: namely the carbon intensity metrics.

Reductions in tonnes of CO₂e per employee and £M turnover directly reflects size and scale and enables a fair assessment of emissions efficiency and performance, taking into account the business's core operations and resource utilization.

Using the reset baseline emissions figure, we are determined to set ambitious targets and remain resolute in our commitment to sustainable practices.



A photograph of several wind turbines in a field of clouds. The central turbine is the most prominent, with its three blades extending upwards. Other turbines are visible in the background, partially obscured by the clouds. The sky is a clear blue with some light clouds.

S U S T A I N A B I L I T Y 2 0 2 2



in partnership with Carbon Footprint Ltd.

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