

OUR SUSTAINABILITY
JOURNEY 2021



Our sustainability journey continues at pace.....



Regardless of the challenges that the last 12 months have posed for every business, Mansfield Pollard has remained steadfast in its commitment to achieve the environmental goals we set out in our 2021 sustainability report. As we begin to navigate the post-pandemic world and enter a new era of geopolitical and economical uncertainty, it is more important than ever that sustainability is front and centre of our business plan.

COP26 in Glasgow set the global agenda on climate change for the next decade and highlighted the need for us all to act quickly, responsibly and decisively to cut emissions and work towards securing global net zero.

2021 was another remarkable year for Mansfield Pollard in both delivering for our customers and reaffirming our determination to reduce our GHG emissions. We continue to support the local communities in which we operate and strive to create value and make a difference at a regional, national and even global level.

Sustainability is now firmly embedded in our organisational DNA and I am delighted to be able to share our progress through this document. 2022 promises to be another important year as we continue to play a role in building a healthy future for all and challenge ourselves to make an even bigger difference.

Lou Frankland - Managing Director

A year of change and development

The last 12 months have seen a seismic shift in the norms, practices, and culture at Mansfield Pollard. Mid & post pandemic, the business has transformed itself, driven by a desire to create real value by enriching both the customer AND employee experience.

Making Mansfield Pollard a great place to work has become an obsession for the senior management team. Engendering a philosophy of reward & recognition, promotion from within and the creation of tailored personal development plans have seen engagement levels reach levels normally reserved for the world's most recognised multi-national brands.

Sustainability remains at the very core of our development plans going forward. Recent events are a powerful reminder that we are all part of one global community, and it is this realisation that continues to drive our sustainability journey. We are still a carbon negative business, where we offset significantly more CO₂e than we currently emit. The business chose to become part of the solution, not only locally but also in developing countries, by supporting projects that help de carbonise electricity grids and encourage re-forestation. We intend our journey to progress from organisational level to encompass our supply chain, products, and eventually individuals



What sustainability means to our employees



With the publication of the 2021 IPCC report issuing a “code red” for humanity, there’s never been a greater imperative to take action on climate change. We all have a role to play and as custodians of businesses we have a moral obligation to do what is right. Robert Swan OBE summed it up perfectly when he said: “The greatest threat to our planet is the belief that someone else will save it”, we have to act and take collective responsibility for our actions.

BRYAN BENTLEY- Operations Director



We must meet our needs without compromising the ability of future generations to meet theirs. This applies just as much to businesses as it does to each and every one of us living in our local communities. Although the journey is long, we continue to accelerate along the road towards net-zero and continue to develop our environmental credentials through a process of carbon offsetting, sustainable selection of materials and the streamlining of both machinery and the way we work.

BEN PRIESTLEY - Finance Director



Sustainability needs to be embraced from both a company and an individual perspective. As another year passes, we continue to see and hear about troubling environmental issues both at home and abroad and it is easy to feel disconsolate or discouraged. However, it’s really important to remember that we can all contribute, whatever our position within the business or individual situation. Personally I am driven to make a difference by encouraging good health and well-being at work, gender equality and partnerships with our suppliers to provide product to market that is affordable and supports global climate action.

VICKY EADES - Sales Director



Sustainability in the workplace means making wise choices to help the environment which in turn will also help the business in the short, medium and long term. Historically, manufacturing businesses have focused almost exclusively on improving build efficiency as this normally directly correlates to a reduction in carbon footprint. However, this is now just one facet of our sustainability drive and we now identify innovative methods to reduce the environmental impact of our operations flowing through the whole product journey from conception through the design, manufacture, installation and future unit performance.

SHAUN COCKCROFT - Engineering Director



The impact of climate change has increased the need for organisations to address environmental sustainability and at Mansfield Pollard we continue to introduce positive actions to protect the environment. Small steps lead to big journeys and with these small changes we are able to continually reinforce how the organisation aims to achieve its sustainability and embed it into our company DNA.

KAM DHILLON - Human Resources Manager



By putting sustainability front and centre of our business plan, we aim to encourage everybody to think differently, not only from a work perspective, but also from a personal perspective. The plans to reduce our carbon footprint involves every single department across the business and we are developing a number of initiatives to facilitate communication and encourage company wide innovation because sustainability is something we are all in together whether as part of a company, community or country.

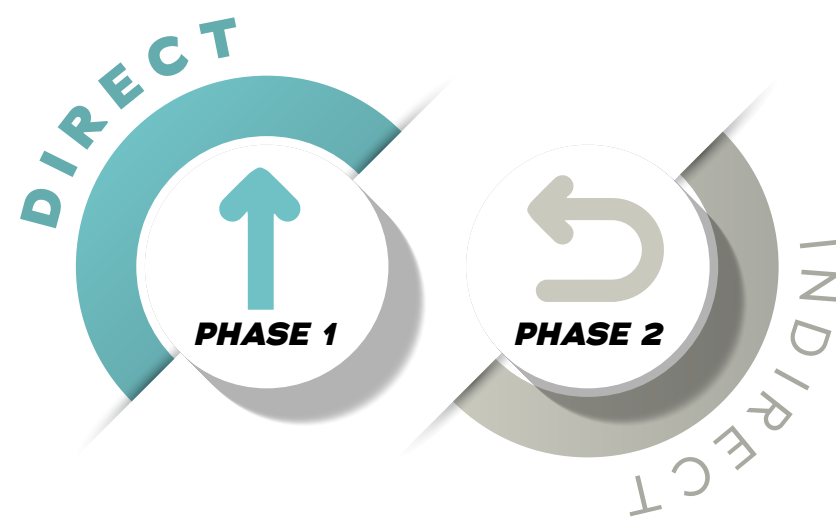
VICKY TAHANYJONES - QESH Manager

Direct and indirect carbon emissions

Our carbon footprint is a measure of the impact our activities have on the environment in terms of the amount of greenhouse gases produced, measured in units of carbon dioxide equivalents (CO₂e). A carbon footprint is made up of two parts, direct and indirect emissions.

Direct emissions are produced by sources which are owned or controlled by us and include electricity use, oil or gas for heating, and fuel consumption as a result of business travel or distribution. This assessment (**phase 1**) focuses on direct emissions, as these lie under the control of the organisation.

Indirect emissions result from our upstream and downstream activities. These are typically from our supply chain and will be the focus of **phase 2** of our sustainability journey.

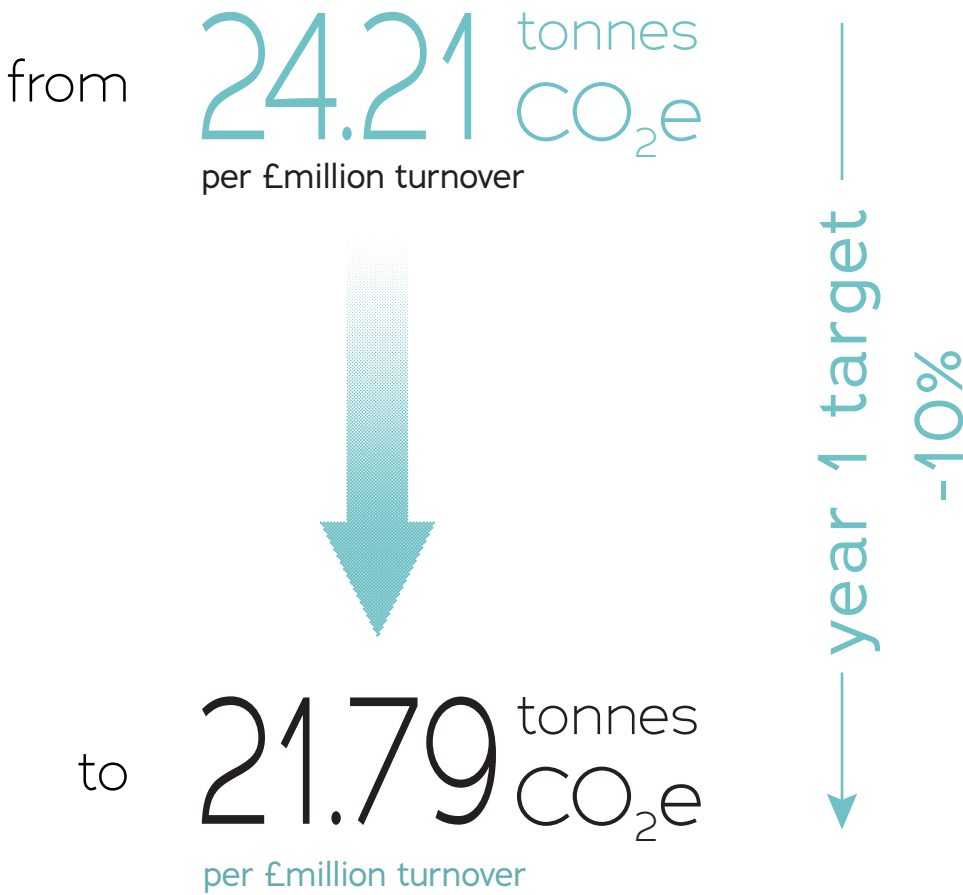




Last year's carbon and sustainability pledge

Last year, we pledged to reduce our carbon footprint in the short, medium and long term. We intend to intensify the reduction targets based on simple metrics to demonstrate our commitment towards helping fight climate change.

Our promise was to decrease our GHG emissions per £million of turnover by 10% across the year as per the below:



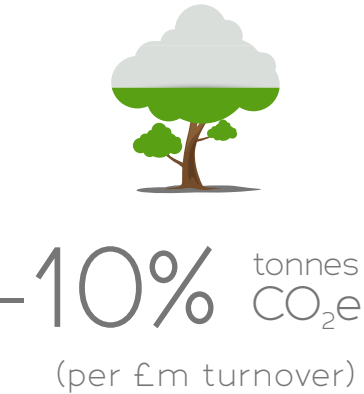
Delivering on our sustainability targets

We promised to decrease our GHG emissions per £million of turnover by 10% in year 1

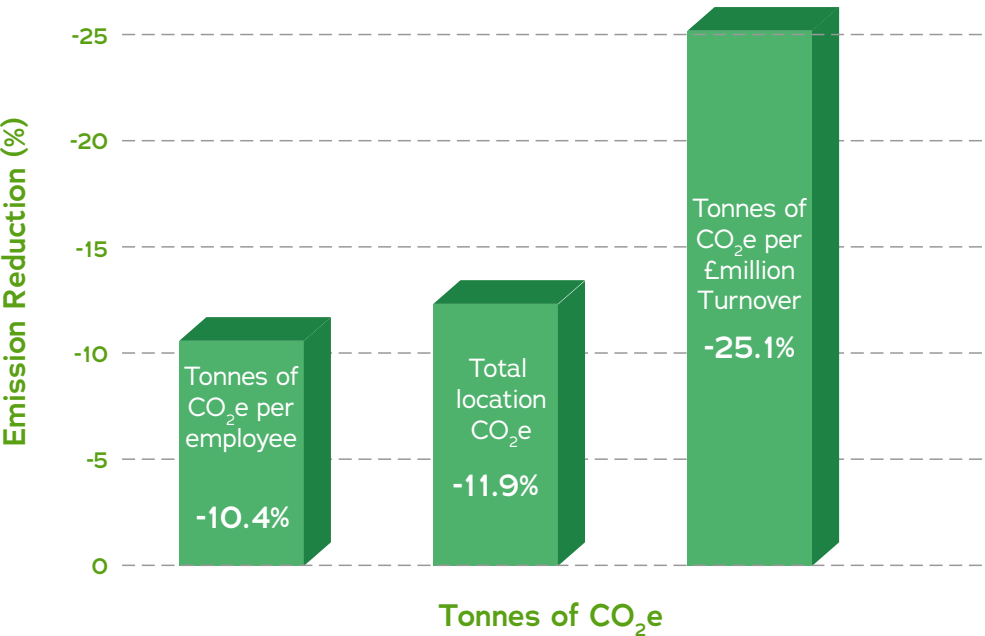
We actually achieved a reduction in our GHG emissions of 25.1% per £million of turnover.

We pledged

We achieved

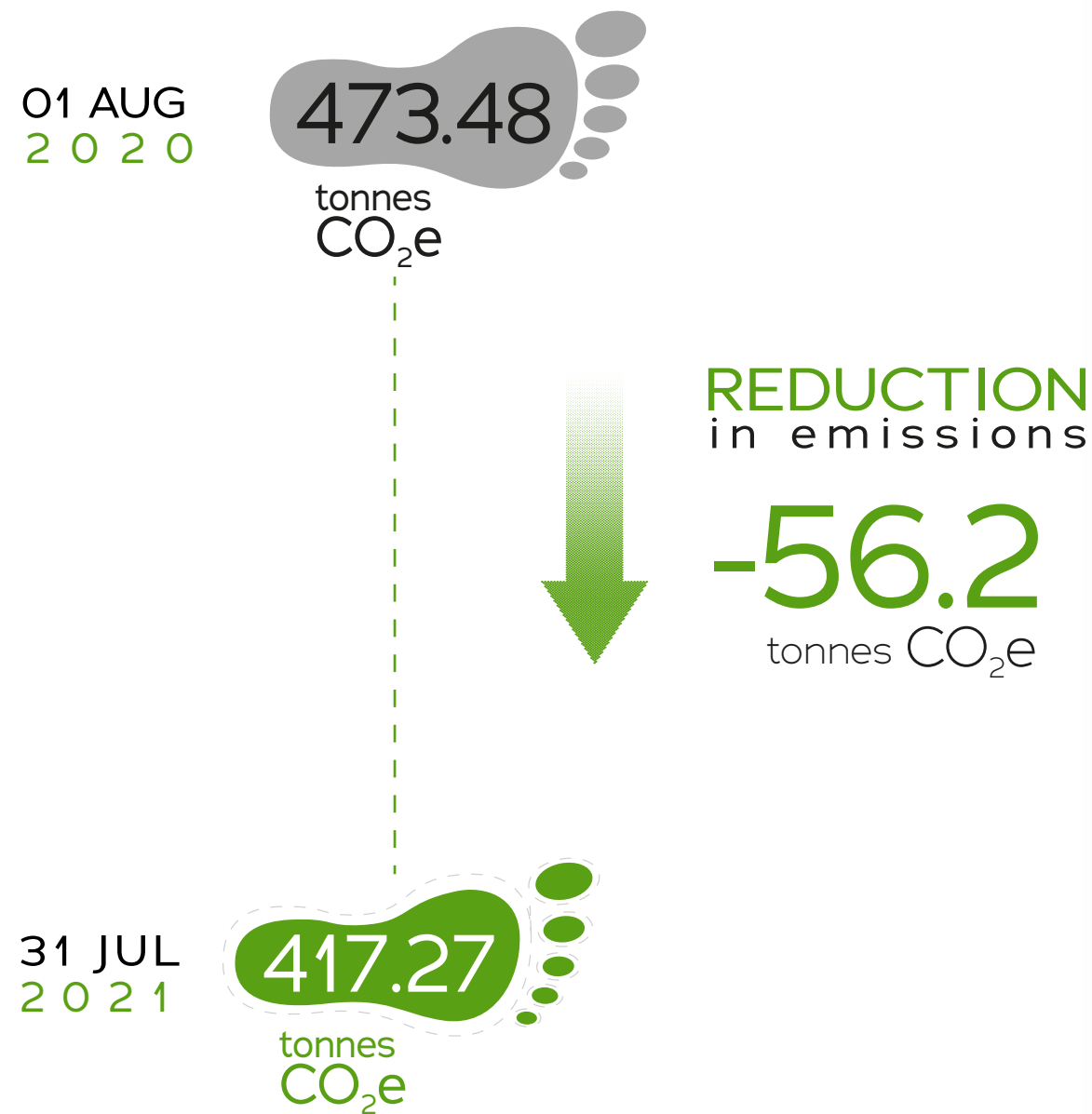


Our 2021 Emission Reductions Summary:

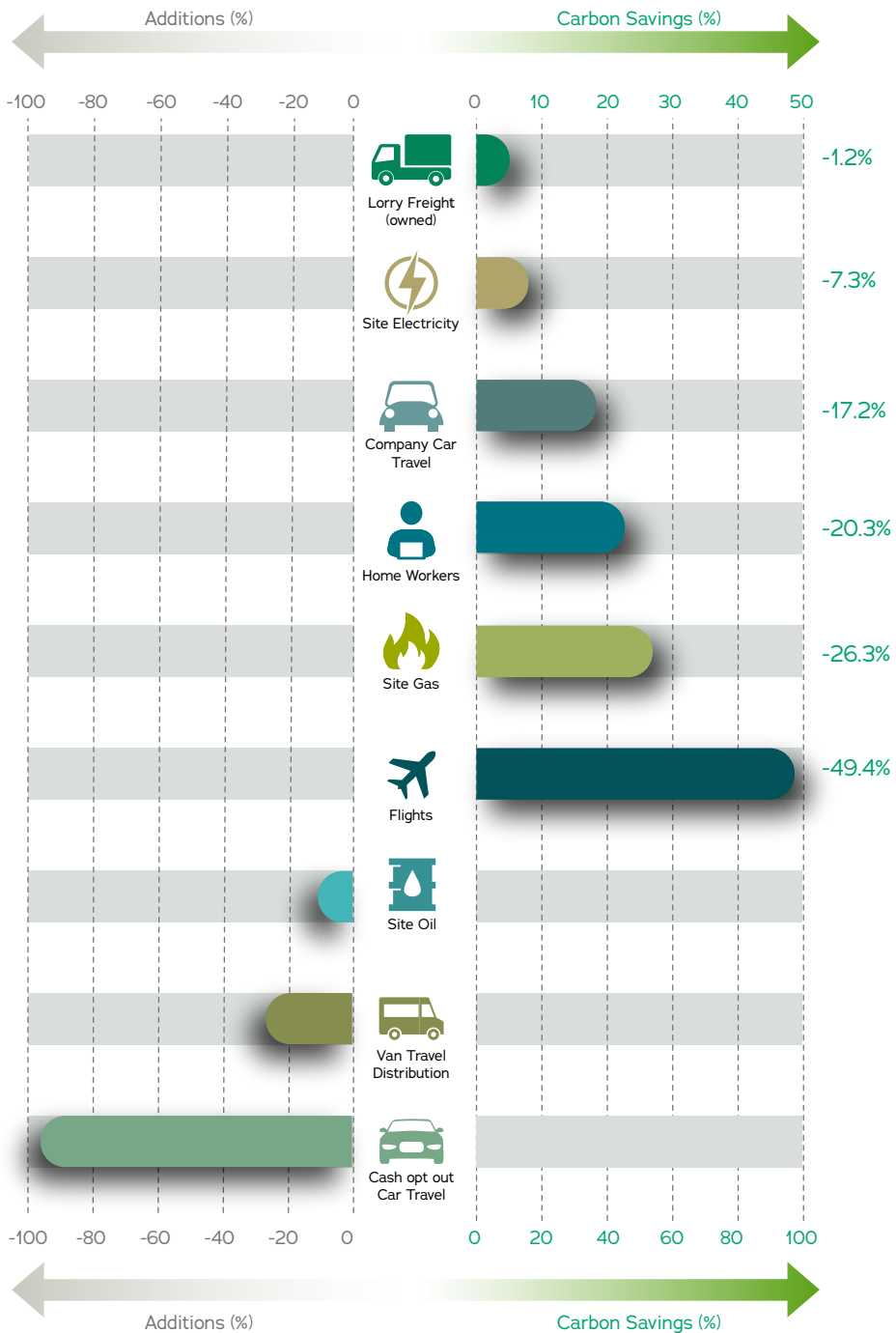


Our carbon footprint comparison

Our sustainability partner Carbon Footprint Ltd. assessed the GHG emissions from 1st August 2020 to 31st July 2021. These figures were directly compared against year 1 (base year) figures to give like-for-like quantified GHG emissions figures.



Where we reduced our emissions



Reducing our emissions

The scope of our operations provided us with opportunity to make substantial positive changes over the last year to reduce our greenhouse gas emissions.

We now have a roadmap of examining, auditing, analysing, educating and changing the way we work, to continually reduce our environmental impact.

How we achieved it

Energy Efficiency:

As we work towards a greener, more energy efficient business model we have made huge steps in our manufacturing processes by reinvesting in our technologies. By replacement of older machinery with both a new Amada punch and dual drive laser cutter we were able to cut energy useage by a huge 90%.

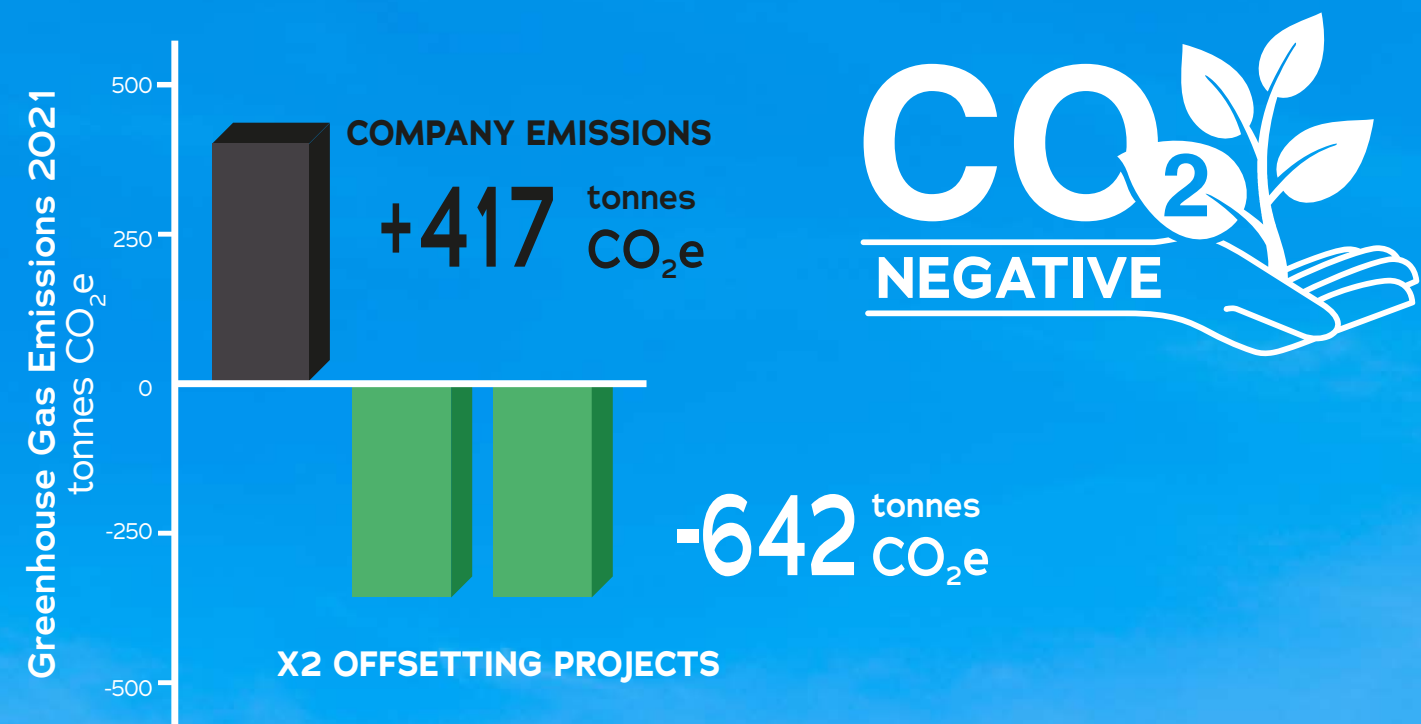
In addition to being x10 faster and more accurate, the Hans Laser Cutter also runs on nitrogen, an environmentally friendly alternative to carbon dioxide (which is more commonly used in manufacturing).

Changing Working Behaviours:

Post lockdown we have fully embraced flexible working practices and have re-defined and re-classified all aspects of the way we work. This has included limiting travel based on necessity and the huge increase in the use of remote meeting video technology and home / office hybrid working.

Direct Vehicle Emissions:

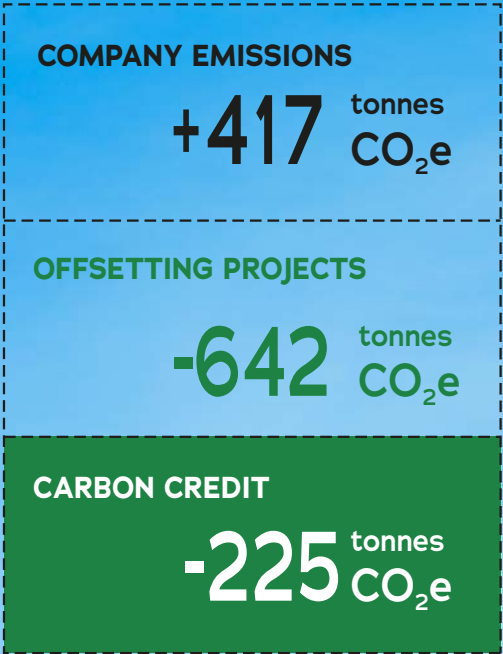
We continue to transition to leasing & purchasing electric vehicles (EV) and plug-in hybrid electric vehicles (PHEV). Extra charging points have been installed on-site to accommodate the additions to the fleet. We intend to analyse the feasibility of adding further EV's by comparing average daily required travel distance against real-world driving ranges of EV's.



We remain carbon negative

We have officially been a Carbon Negative business for two years in a row. We offset significantly more CO₂e than we currently emit with 642 tonnes of CO₂e offsetting our emissions of 417 tonnes CO₂e.

We chose to become part of the solution to climate change not only locally but also in developing countries and as a business we decided to support projects that help de-carbonise electricity grids, improve energy efficiency, reduce deforestation and promote reforestation.

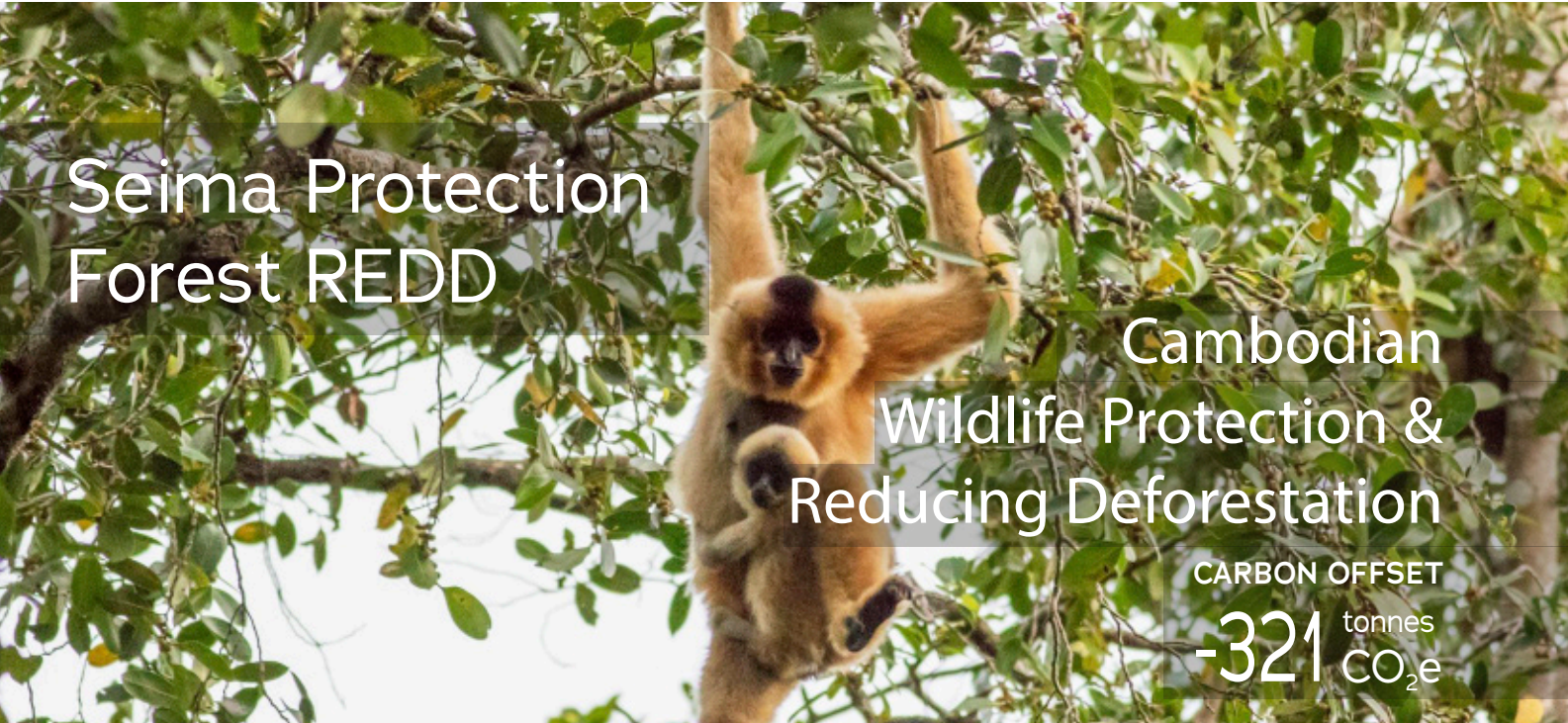




Pacajai REDD+

Reducing Deforestation
in the Amazon

CARBON OFFSET
-321 tonnes
CO₂e



Seima Protection
Forest REDD

Cambodian
Wildlife Protection &
Reducing Deforestation

CARBON OFFSET
-321 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 ”

Deforestation is the number one cause of species extinction globally, and the second leading cause of CO₂ emissions. If it continues at its current rate, the earth’s forests could vanish completely within the next 100 years. By shifting economics to ensure that trees are worth more alive than dead, we are helping communities protect their forests for the long-term benefit of us all.

Protecting the rights of Amazonian people

The project is working to provide legal land-use permits that will result in official land titles for those villages that actively participate in forest protection. Through funds raised, the project can continue to improve food security through agroforestry techniques, while introducing sustainable livelihood alternatives to local communities. With over 56,000 hectares of land dedicated to these inhabitants, it is expected that every family will receive approximately 140 hectares, and each town will have its own land donated to it.

Supporting Economic Development

In partnership with local NGOs, the project will provide capacity building to local families to develop and submit business plans (individually or in groups) to apply for funding to start small sustainable businesses – those that take advantage of non-timber products in the project area, such as the highly valuable Acai fruit. There is also an education programme in the use of agroforestry techniques, to diversify and secure food consumption, while achieving a sustainable production of cassava – used in farinha production.



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.



Keo Seima Wildlife Sanctuary & Forest Protection

“Preserving important and vulnerable wildlife and supporting the sustainable development of local communities in eastern Cambodia”

The Seima Protection Forest (SPF) covers 292,690 ha. It is located in eastern Cambodia, mainly in Mondulkiri Province with a small area extending into Kratie Province. The REDD+ Project Area covers 166,983 ha of forest in the SPF Core Protection Area. The Keo Seima Wildlife Sanctuary (KWS) within the SPF is home to more than 950 wild species, including 75 globally threatened species. It is also the ancestral home of the indigenous Bunong people, whose unique culture and beliefs are inseparable from the forest in which they live.



The Threat

Illegal land clearance is currently KWS's greatest threat. Driven by expansion of cash crops and land speculation, KWS sits at the frontier of a wave of deforestation that has swept through an adjacent, unsupported protected area. Illegal hunting with guns, dogs, and snares is also a direct threat to wildlife species, and illegal targeted logging of valuable timber threatens rare tree species and causes community conflict.



The Solution

A multi-faceted conservation project that defines a clear set of goals, targets, and objectives for effective, equitable, and inclusive management of the protected area. Community teams support sustainable development by helping indigenous communities secure tenure; providing agriculture training; supporting alternative sustainable livelihoods such as ecotourism; and supporting education

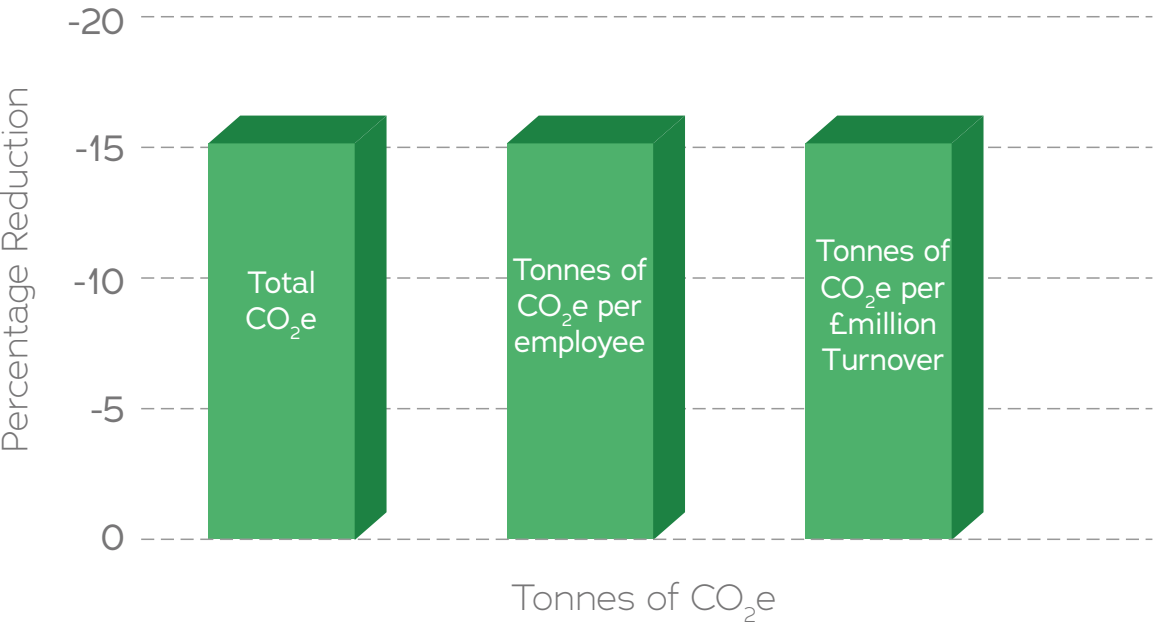
Our carbon and sustainability targets.....

As a business we have agreed to set even more ambitious targets 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 this year we aim to reduce our Carbon footprint by a minimum of 15% across ALL meaningful metrics:

Pledge 1 **-15%** tonnes CO₂e Total Location Based Tonnes of CO₂e

Pledge 2 **-15%** tonnes CO₂e Tonnes of CO₂e per £m turnover

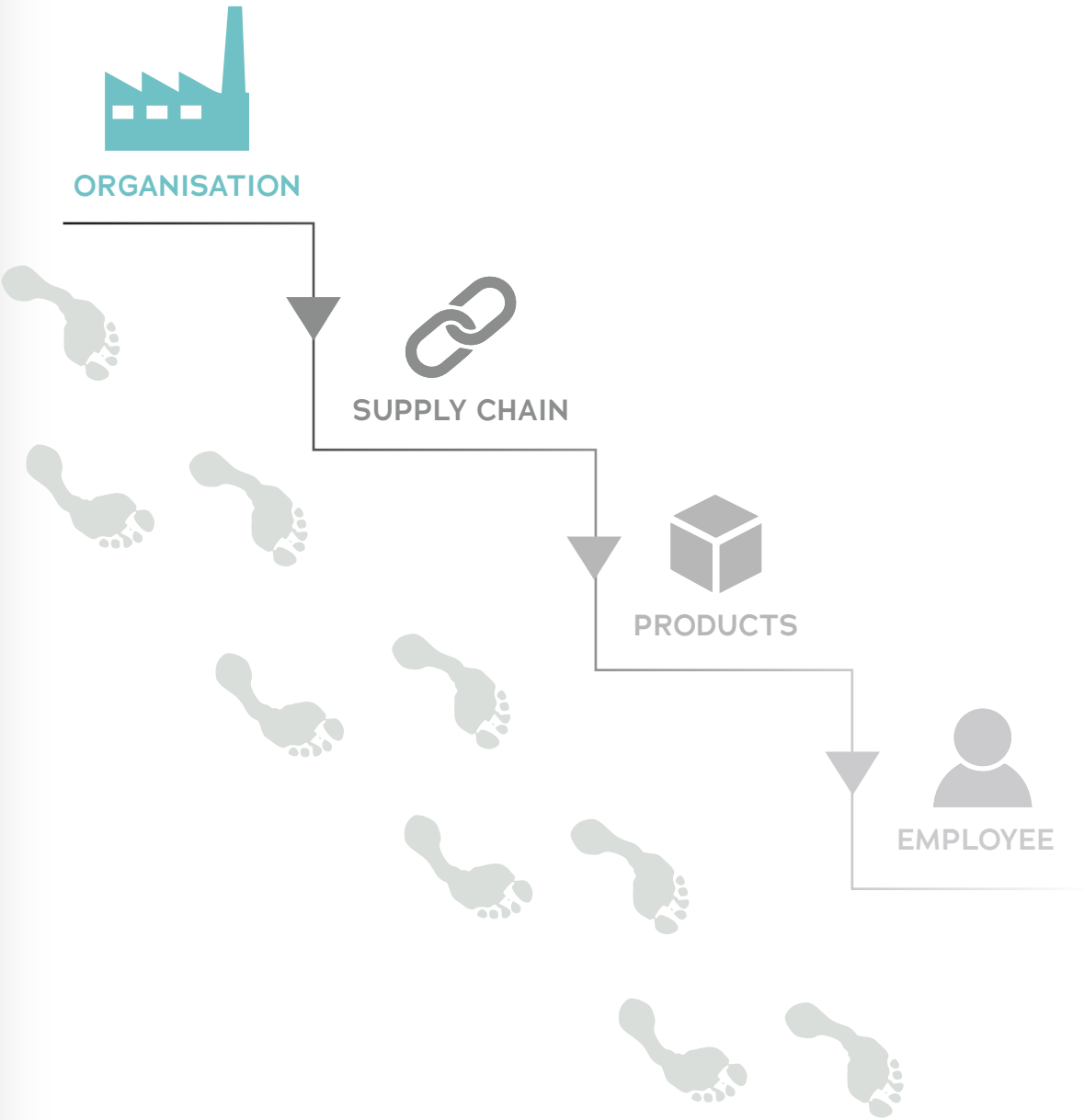
Pledge 3 **-15%** tonnes CO₂e Tonnes of CO₂e per employee





The next steps.....

The second year of our sustainability journey, has rightfully focused once again on the carbon footprint at the organisational level. Over the next twelve months and beyond, we intend to progress our carbon footprinting to increase the scope and encompass our supply chain, products and eventually individual employees. We aim to receive the Carbon Footprint Standard for these categories and truly champion local, regional, national and global sustainability issues.



S U S T A I N A B I L I T Y 2 0 2 1



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