

# Loadhog Sustainability Report

Volume IV





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**This is Loadhog's fourth Sustainability Report, highlighting our progress throughout 2024.**

**The report comprises of data from the financial year 01 January 2024 to 31 December 2024.**

Our annual sustainability report provides a transparent account of Loadhog's progress against our baseline year of 2021, holding us accountable for our environmental, social, and governance performance.

We commit to sharing both our achievements and shortcomings openly, taking ownership of success as well as areas for improvement.

**KEY: Look out for this symbol throughout the report. Click to gain better insight from our Employee-owners...**





# Introduction Letter

“Last year’s report marked the conclusion of our first chapter; an important trilogy that deepened our understanding, engaged our people, and laid the groundwork for sustainability at Loadhog. This year, we turn the page and focus on the next chapter.

The purpose of this report is to reflect on our progress and set a clear direction. We understand the task ahead: to reduce absolute emissions in line with Science Based Targets. This requires us to continue reducing our Scope 1 and 2 emissions while addressing the complex challenge of Scope 3 across our supply chain.

**To achieve this, we are taking a strategic approach, structured around four pillars:**

- 1. Innovation Investigations – enabling us to stay ahead of developments in materials, design, and processes.
- 2. Experts in Sustainability – equipping our team with the knowledge and tools to communicate the value of Loadhog’s products in reducing customers’ Scope 3 value chain emissions
- 3. Drive Reductions – targeting significant reductions in operational carbon, waste, and travel.
- 4. Carbon Accounting – on clear metrics to raise expectations and ensure accountability.

This year, we have been particularly engaged in strengthening the link between sustainability and innovation. From increasing the use of recycled content in our materials and validating it through in-house testing, to launching projects that rethink how our products are used, shipped, and returned, we are pushing our design processes to support both environmental and commercial goals.

This work matters to me because it reflects the very best of what we stand for as an employee-owned business. Ownership means more than holding shares; it means taking responsibility. Sustainability is not a side project; it is a critical part of Loadhog’s mission to own sustainable innovation.

This next chapter is about making sustainability scalable. It requires us to apply resources wisely, embed principles into everyday decisions, and remain honest about what is working and what needs to change. There is no single solution, but we have momentum, alignment, and growing expertise.

Let’s keep going.”



- Leigh Jowett,  
Ideas & Innovation Director



Our Purpose:

# Developing Potential to Create Lasting Value

It's what motivates us.

It's about inspiring and empowering our people and our communities, to shape the future together. At the heart of our business are our people; our employee owners.

Our passion fuels our innovation, sustainability, and the care we show to the communities around us.





## Our Mission:

# Owning Sustainable Innovation

Our mission focuses on our people, sustainability, and innovation.

By empowering our team to innovate and transform supply chains, committing to sustainability both in our own operations and for our customers, and driving forward with innovative solutions, we aim to grow market share, build a global brand, and create a business that thrives for generations to come.





## Our Vision: **Leaders of Employee-Owned Manufacturing**

Our vision is to push ourselves, our industry, and our market by living our purpose, empowering our people, and redefining what it means to be a sustainable business.

This means using reusable materials, delivering innovative products, and leading our people, communities, and the planet toward a brighter, more sustainable future.





# Our Values



## Creativity

We embrace bold thinking, smart risks, and creative collaboration to deliver innovative solutions that push our industry forward.



## Ownership

As employee-owners, we take pride in our responsibility, act with integrity, and work together to build a trusted, supportive culture that makes a real difference.



## Passion

We bring energy, optimism, and passion to everything we do, inspiring each other to show up, stay positive, and give our best every day.



## Excellence

We never settle, constantly improving, refining and pushing boundaries to deliver quality that sets us apart and creates real value.

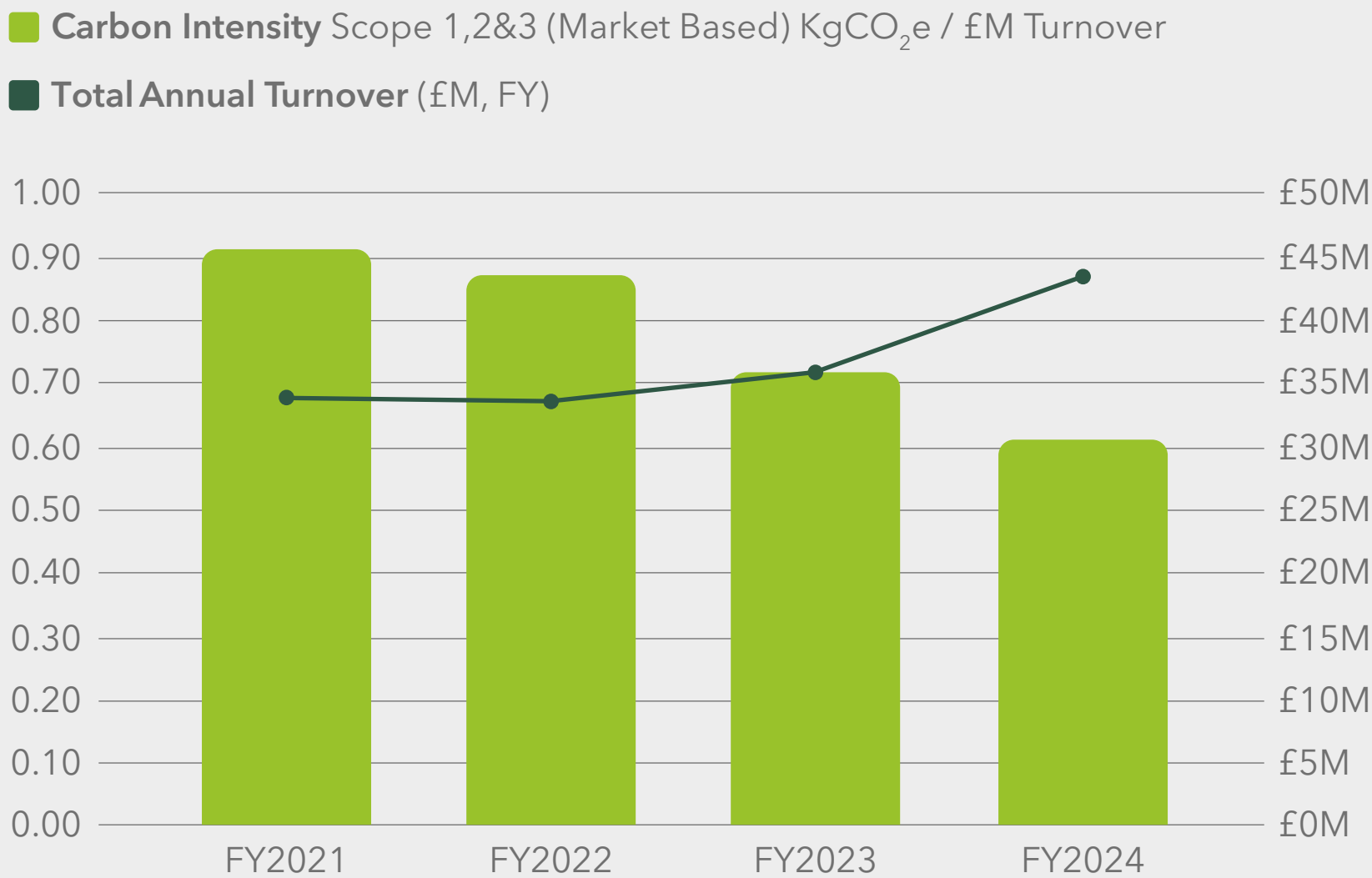


# LTD, SARL & INC Carbon Breakdown

## 2024 Carbon Footprint: 23,760 tCO<sub>2</sub>e



### Carbon Intensity Vs Annual Turnover



The slight increase in our emissions is primarily due to rises in Scope 1 and Scope 3 (categories 1 and 3) emissions.

The surge in our Scope 1 emissions is largely driven by improved data collection from our US branch, now in its second year of inclusion, as they continue to adapt to the reporting process.

The growth in Scope 3 emissions is attributable to the commencement of our new factory build in the latter part of the year.

### Scope 1

Accounts for 2.63% of our 2024 total carbon footprint

Scope 1 Emissions (tCO<sub>2</sub>e):

2021	2022	2023	2024
689	673	417	659.8

### Scope 2

Accounts for 0.08% of our 2024 total carbon footprint

Scope 2 Emissions (tCO<sub>2</sub>e):

2021	2022	2023	2024
1.9	1.2	83.7	19.8

### Scope 3

Accounts for 93.36% of our 2024 total carbon footprint

Scope 3 Emissions (tCO<sub>2</sub>e):

2021	2022	2023	2024
27,061	25,519	22,540	23,080

In 2024, we recorded a **14% reduction** in our overall Scope 1, 2 & 3 emissions from our 2021 baseline year.

#### Fun Fact:

This 14% reduction is equivalent to the CO<sub>2</sub>e generated by making approximately **20 million Yorkshire puddings!**



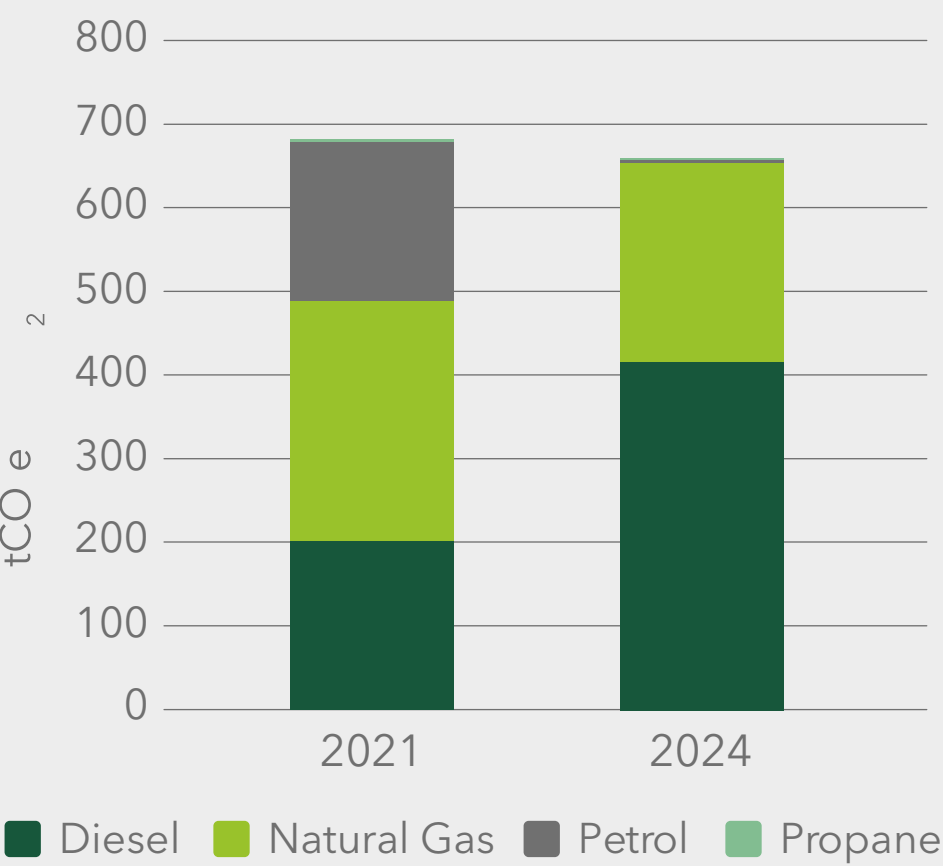


# Scope 1 & 2

Our Scope 1 carbon footprint is 3% lower than our figure for our baseline year, however, it has increased by 45% from 2023.

This increase is largely due to the incorporation of emissions from our US branch and also increased usage of our HGV fleet for deliveries in 2024. We recognise this increase is unacceptable and we continue to work towards transitioning not only our UK fleet but also our vehicle fleets in the US and Europe.

Scope 1 Emissions 2021 Vs 2024



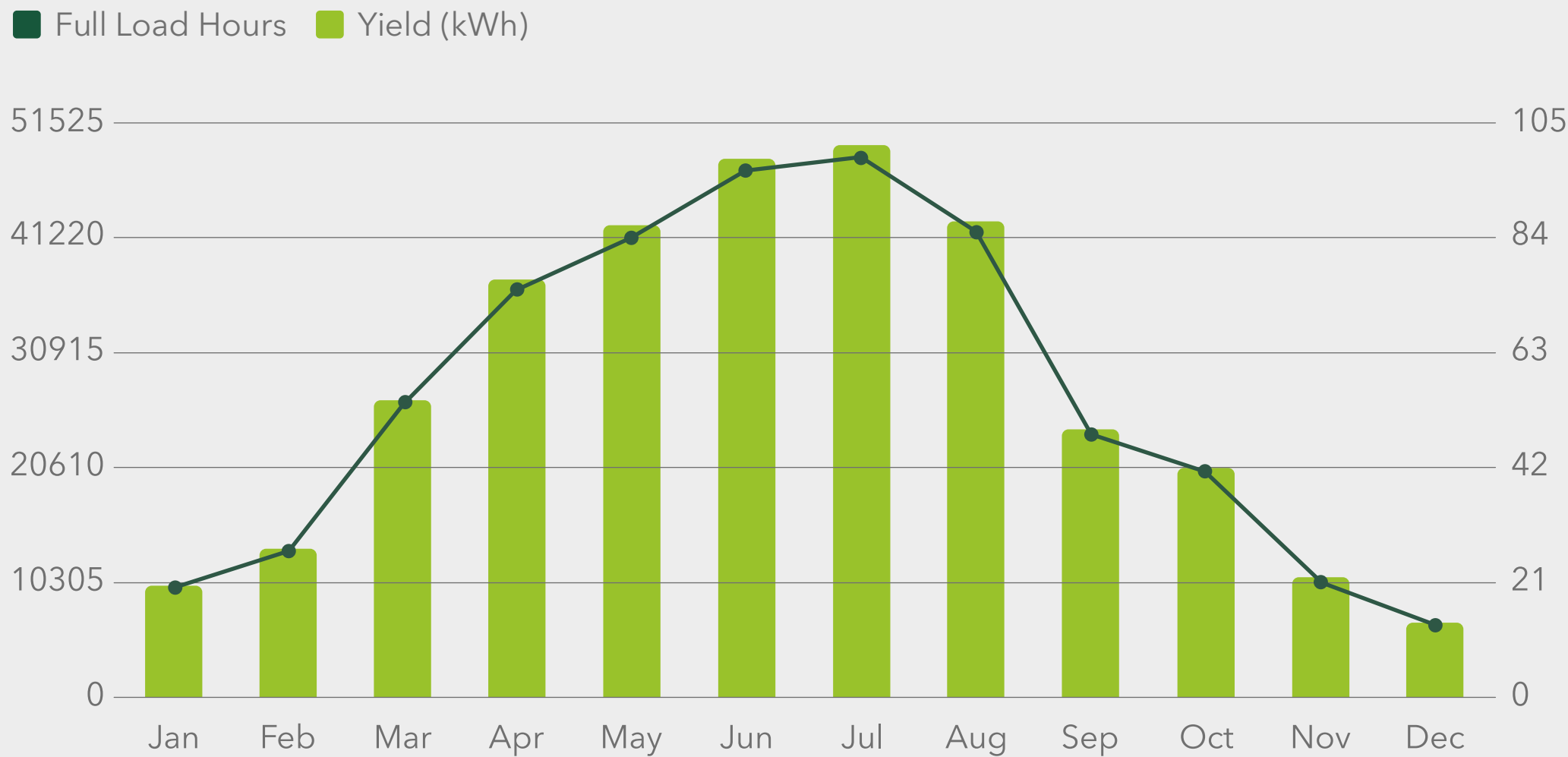
## Electricity Consumption

Between 2023 and 2024 our Scope 2 footprint decreased by 76%.

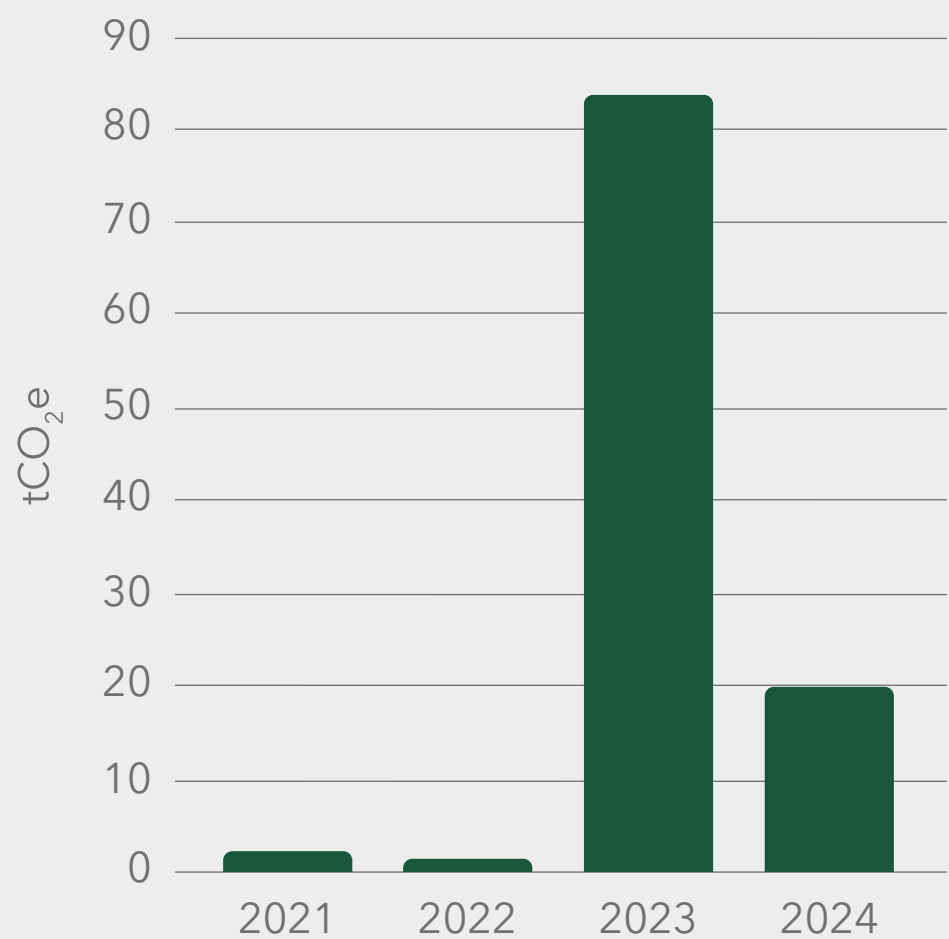
In 2024, we introduced energy monitoring software at our UK facility, allowing us to

track electricity use in real time, right down to individual machine level. We also installed voltage optimisation technology at our UK facility. This system regulates electricity supply to the optimal level required by equipment, improving energy efficiency, reducing electricity consumption, and cutting carbon emissions – all without affecting performance.

2024 Annual Yield - PV Generation



Scope 2 Emissions 2021 - 2024



## Electricity Generation (on-site renewables)

In 2024 our solar panels generated 331,592 kWh. Since their installation in 2023, they have saved approximately 592.68 tCO<sub>2</sub>e.



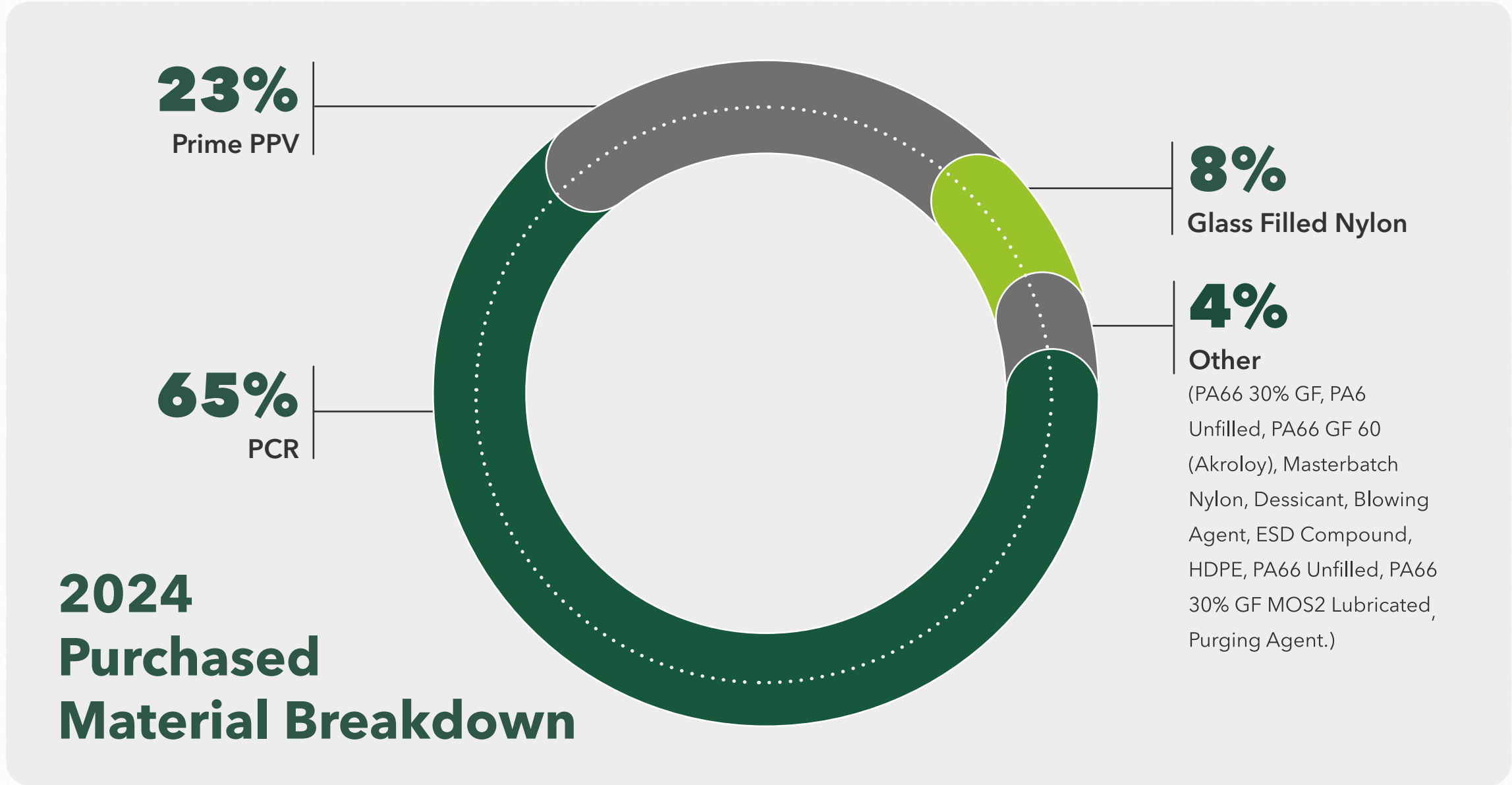
# Scope 3

## Category 1 - Purchased Goods & Services

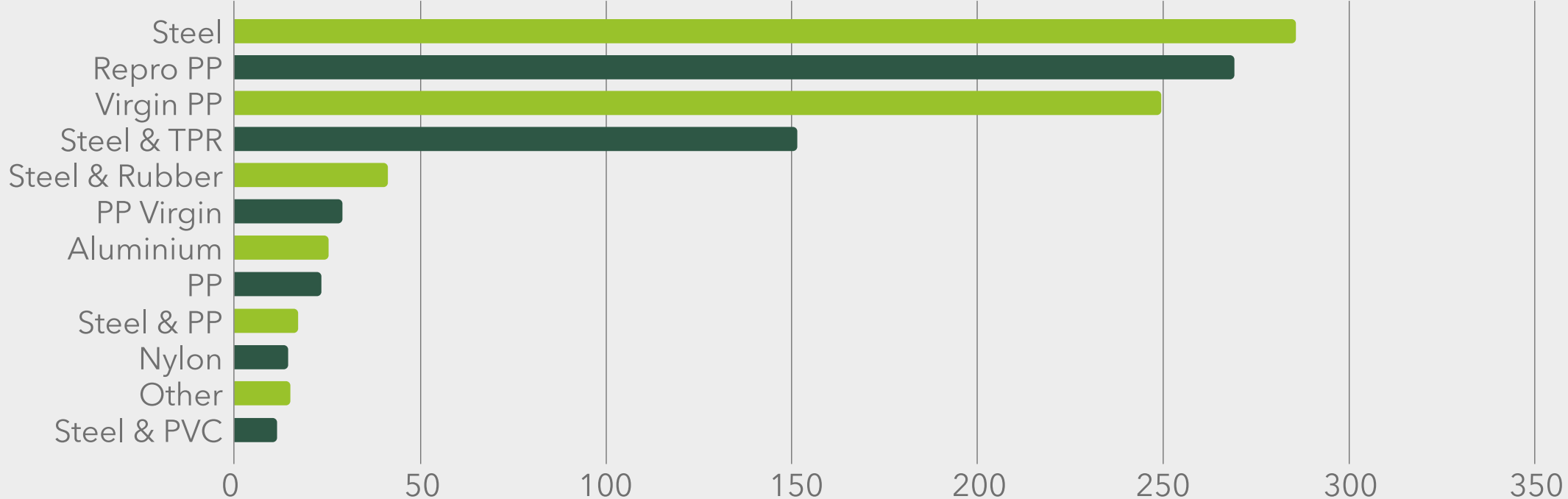
### High Impact (Core Materials)

Our purchased materials account for 53% of our total footprint, representing our largest impact area. Between 2023 and 2024, we increased the proportion of recycled materials purchased by 20% while reducing prime materials by 12%.

The materials we source play a crucial role in shaping the carbon footprint of our products. Aligned with our sustainability targets and strategy, we are actively transitioning to lower-impact alternatives, prioritising those manufactured using low-carbon energy or recycled content. We are committed to sourcing materials as responsibly as possible, and through continuous testing and innovation, we are making this transition both achievable and impactful.



### 2024 Purchased Component Split (Tonnes)



### Lower Impact (Components and General PG&S)

These account for a much smaller share of emissions, but are still included in our inventory for completeness and transparency.

**Bought-in components** account for 12% of our total footprint. Our design engineers are continuously refining existing products to minimise their weight, size, and overall footprint. This process includes a detailed review of the components used, with a focus on reducing their

number and improving uniformity. Fewer, more consistent components not only lower the carbon impact but also make products easier to assemble, disassemble, and recycle at end of life.

**Machinery, services, and other purchases** together account for 25% of our footprint. Machinery represented 6% in 2024, reflecting investments in new, more energy-efficient machines at both our LTD and SARL sites, which will reduce emissions over time. 'Other' contributed 18%, primarily due to the anticipated impact of the construction which began on our new factory, as well as packaging and similar purchased goods.



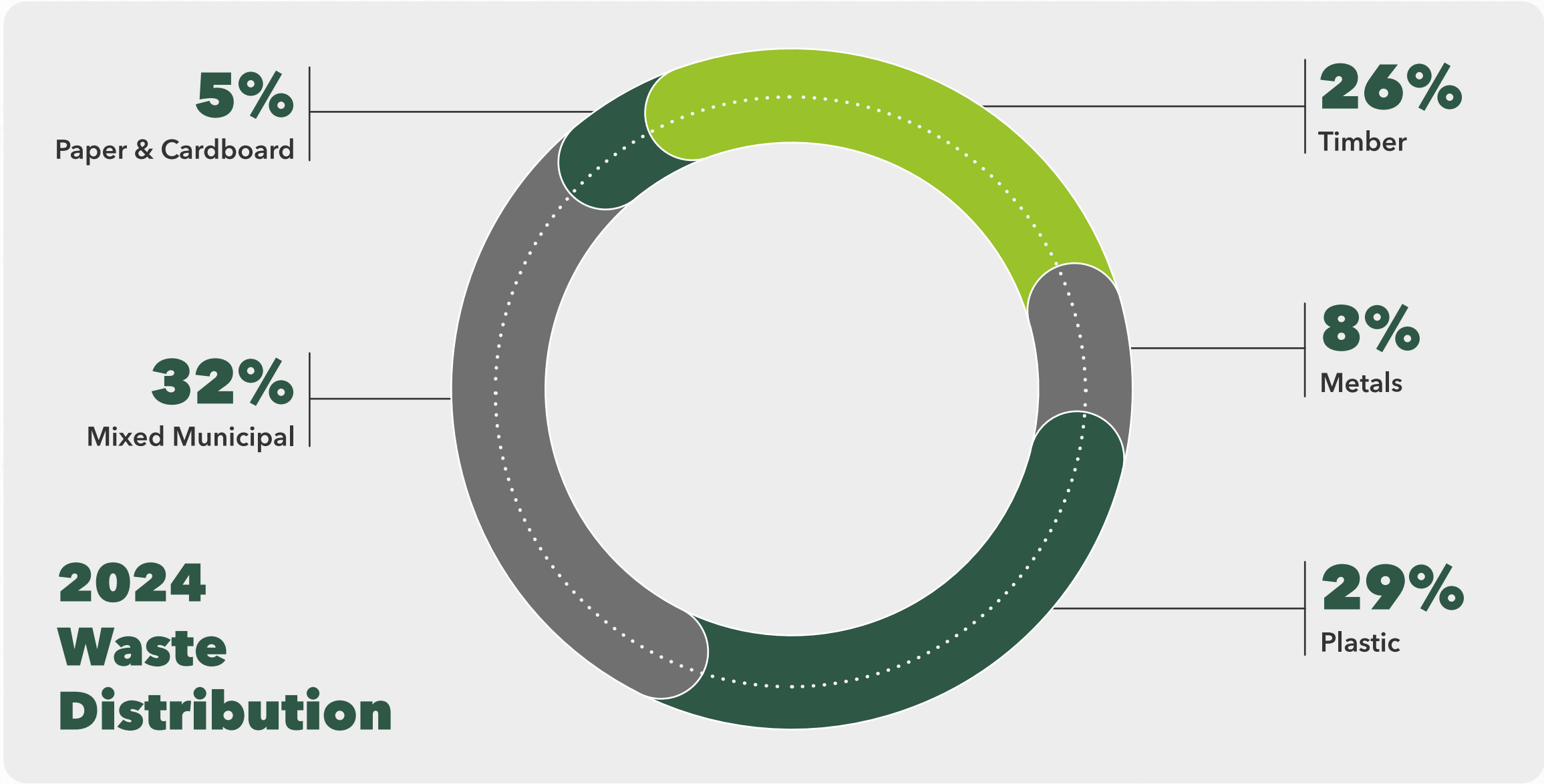
# Waste

In 2024 we achieved a further 40% reduction to our waste related emissions from 2023, and a significant 75% reduction from our 2021 baseline year emissions.

We continue to achieve a 0% waste to landfill for all our operations in the UK, US and Europe. Our achievements in waste reduction have been realised through continued improvement of attitude towards quality and service which we continue to implement in order to exceed expectations.

In 2024, we began working with Envirovue. Envirovue is a UK-based waste management provider that uses technology to help cut costs, reduce emissions, and improve compliance. They focus on landfill diversion, circular economy solutions, and carbon-neutral waste services, supporting us in meeting sustainability goals.

Furthermore, we enhanced our quality standards by ensuring products are made right the first time, contributing to reduced scrap rates, lower material waste, and improved resource efficiency site wide.





# Innovation

## Balancing performance and sustainability in returnable packaging

At Loadhog, we put all our efforts in creating packaging solutions that are both sustainable and reliable, which requires finding the right balance between durability and circularity. While recycled materials may not always match the properties of virgin polymers, careful validation and testing allow us to integrate them responsibly, ensuring our products remain fit for purpose across multiple uses.

This is where our validation team plays a critical role. We make sure that every material and product meets both our internal standards and our customers’ requirements. This means not only testing products under real-world conditions but also scrutinising the materials we use that make them possible.



Through **material studies**, we evaluate recycled and alternative polymers to understand their behaviour. Properties such as impact resistance, tensile strength, density, and viscosity are analysed to verify that the material can be integrated into our products without compromising performance. Since recycled polymers may vary depending on their source or supplier, this step is crucial to ensure optimal use of the material while minimising waste.



In **product testing**, we work hand in hand with designers to validate prototypes and product improvements, and to anticipate how they will perform in real-world conditions.

From impact to stacking tests, we conduct various trials that simulate the daily challenges our boxes face in different sectors, such as drops during handling in a shop, stacking in a warehouse, or transport through complex distribution networks.



With each test and measurement, we ensure that every product is precise, from its structural dimensions to details such as colour consistency and label placement, providing the reliability our customers require in their operations.

By combining these practices, we don’t just test for compliance – we build trust. Each evaluation helps us identify the right balance between recycled content, product strength, and usability.

This process allows us to push the boundaries of sustainability while respecting the realities of material science and customer needs.

In this balance lies the true value of our packaging: delivering sustainable solutions that work reliably across every stage of the supply chain.



# End of Life of Sold Products

## Swap Out Scheme

At Loadhog, we’re committed to reducing waste and promoting a circular economy through our innovative Swap-Out Scheme. This initiative allows customers to return their old, end-of-life plastic containers, which we then recycle and transform into newly designed, fit-for-purpose packaging solutions.

Rather than disposing of outdated packaging, we give it a new lease of life, redesigning it to better align with the customer’s current operational needs.

This approach not only diverts plastic from landfill but also improves efficiency, ergonomics, and sustainability within the supply chain.

By combining smart design with responsible material use, the Swap-Out Scheme demonstrates how businesses can close the loop on plastic waste and create long-term value through reuse and reinvention.

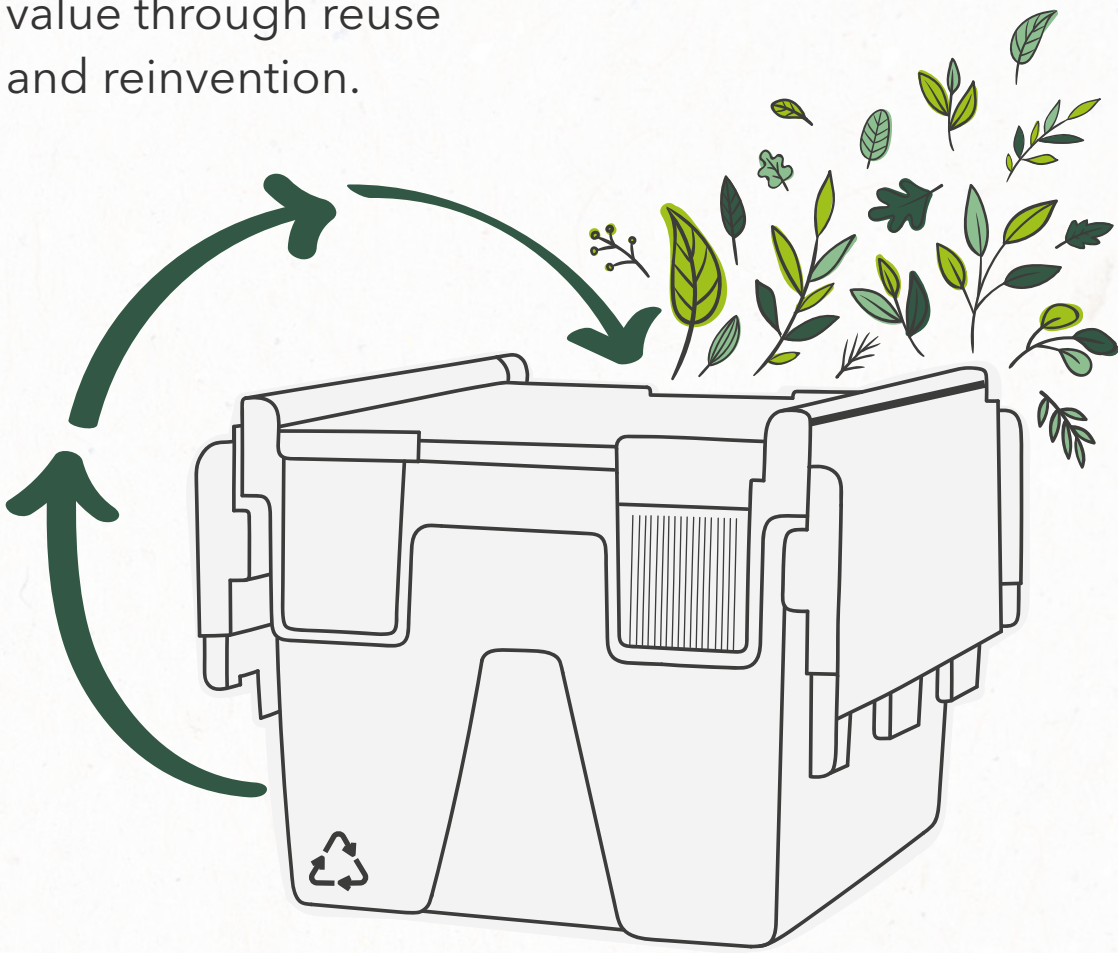


Image of customer’s delivery of broken totes being sent back to supplier.





# Fleet and Employee Commute

## Sustainable Fleet Transition



In 2024, we made significant progress in greening our company vehicle fleet, with 86% of our UK car fleet now hybrid or fully electric.

While our Heavy Goods Vehicles (HGVs) are yet to transition due to current technology and operational requirements, this milestone highlights our commitment to reducing emissions where possible.

### By prioritising low-emission cars, we are:

- Lowering our overall carbon footprint in day-to-day operations.
- Reducing fuel consumption and local air pollution.
- Supporting cleaner, quieter transport options for staff and communities.

We continue to monitor advances in HGV technology and are exploring options to include these vehicles in our sustainable fleet goals as soon as viable solutions become available.

## Cycle to Work Scheme

As part of our commitment to promoting sustainable transport and employee wellbeing, we offer a Cycle to Work Scheme.

This initiative, which we implemented in 2010 encourages our team members to choose cycling as a healthy, low-carbon alternative for their daily commute.

Through the scheme, employees can purchase bicycles and safety equipment tax-free, making cycling more affordable and accessible.

### By supporting active travel, we aim to:

- Reduce our overall carbon footprint by lowering reliance on car travel.
- Improve employee health and wellbeing through increased physical activity.
- Contribute to local traffic congestion reduction and air quality improvements.

Since implementing the scheme, we have seen a positive uptake among staff, leading to measurable reductions in commuter-related emissions and fostering a greener, more connected workplace culture. We continue to explore additional ways to support sustainable commuting options as part of our broader environmental and social responsibility goals.





# Offsetting

In 2025, Loadhog purchased 1,000 tonnes of verified carbon offsets through Carbon Neutral Britain to address our 2024 greenhouse gas emissions. This covers the full amount of our Scope 1 and Scope 2 emissions, along with a portion of our Scope 3 emissions.

The offsets are sourced from internationally recognised projects that are independently verified to the Gold Standard and the UNFCCC Clean Development Mechanism (CDM).

These projects meet strict criteria for additionality, permanence, and measurable climate impact, while also delivering wider social and environmental co-benefits – such as reforestation, renewable energy development, and community resilience.

We recognise that offsetting is not a substitute for emissions reduction, but rather an interim measure that allows us to take immediate responsibility for unavoidable emissions while our decarbonisation work is underway.



Offsets help bridge the gap as we implement long-term solutions to reduce emissions across our operations and supply chain, including energy efficiency improvements, supplier engagement, and transport decarbonisation.

**Our long-term ambition remains aligned with climate science: to reduce absolute emissions in line with the 1.5°C pathway and achieve net zero through meaningful, measurable action.**

## Carbon Neutral Britain’s Rigorous Validation and Assurance Process

Carbon Neutral Britain™, the UK’s leading carbon offset provider, ensures all projects it supports undergo stringent independent validation and assurance.

Projects must be certified by top global standards like UN CER, Verra, or Gold Standard, guaranteeing accurate and verifiable CO<sub>2</sub>e offsetting.

Beyond carbon metrics, projects are selected for additional social and environmental benefits aligned with UN Sustainable Development Goals.

An independent validation layer conducts thorough due diligence, with only AAA-rated carbon credits included in Carbon Neutral Britain’s portfolio, ensuring maximum quality, transparency, and lasting climate impact.





# Carbon Offset Projects

## Projects we have contributed towards through purchasing offsets via Carbon Neutral Britain

### Marston Vale Forest Creation

This UK-based reforestation initiative is restoring 61 square miles of former industrial land between Bedford and Milton Keynes. Over 2 million trees have already been planted, with a goal to reach 30% tree cover through an additional 5 million trees. The project will sequester more than 500,000 tonnes of CO<sub>2</sub> over its lifetime. Beyond carbon capture, the project improves air quality, supports flood prevention, enhances biodiversity, and contributes to local economic development, job creation, and public well-being. It is independently verified under the Woodland Carbon Code and supported by the Nature for Climate Fund.

SDGs: 11, 15, 17, 13

This UK Climate Action project is not independently verified for carbon offsetting, so the carbon captured cannot be formally audited or claimed against business emissions. However, it is supported at no extra cost through Carbon Neutral Britain's Woodland Fund™, alongside verified international offset projects, to promote and encourage local climate action in the UK.

### Orinoco River Basin Conservation and Reforestation in Colombia

This project restores over 20,000 hectares of degraded land in the Orinoco River Basin, sequestering around 215,000 tCO<sub>2</sub>e annually. It protects 56 threatened species, including jaguars and tapirs, and conserves wetlands, preventing soil erosion and enhancing biodiversity. The initiative created 381 local jobs with fair wages and runs community education, fire brigades, and ongoing stakeholder engagement. It's a leading carbon offset project in Colombia, combining climate action with conservation and socio-economic benefits.

SDGs: 13, 15, 1, 8

### Blue Carbon Mangrove Restoration in Pakistan

The world's first verified blue carbon project, this initiative is restoring 350,000 hectares of mangroves in Pakistan's Indus River Delta. Over its 60-year lifespan, it is expected to remove 142 million tonnes of CO<sub>2</sub>e, while protecting

biodiversity and supporting 11 threatened species. The project delivers wide-ranging community benefits, including jobs, education, clean water, and healthcare – improving the lives of over 70% of the local population. It combines climate action, poverty alleviation, and ecosystem restoration, setting a global benchmark for sustainable development.

SDGs: 13, 15, 14, 8

### Wind Power in Maharashtra

This 20-year project involves the installation and operation of 17 wind turbines in Maharashtra, India, supplying clean electricity to the regional grid and replacing fossil fuel-based power. It reduces greenhouse gas emissions by approximately 48,590 tCO<sub>2</sub>e per year. In addition to generating renewable energy, the project supports local employment, with around 900 jobs created during construction and ongoing operations. It also encourages infrastructure development, technical innovation, and long-term sustainable economic growth in the region.

SDGs: 7, 9, 8, 13

### Community Forest Programmes and Education in Tanzania

This leading reforestation initiative in Tanzania's Southern Highlands restores over 6,500 hectares of degraded farmland, removing 8,000 tonnes of CO<sub>2</sub>e annually. It supports iconic wildlife like lions, elephants, and the rare Kipunji monkey, while improving soil and water quality. The project creates over 100 permanent jobs and hundreds of seasonal roles, invests 10% of funding into local community projects like schools and infrastructure, and runs environmental education programs to engage future generations. Combining climate action with biodiversity conservation and community development, it's a vital model for sustainable growth in Tanzania.

SDGs: 4, 1, 15, 13



# Deforestation, Biodiversity and Pollution


## Operation Clean Sweep - Preventing Plastic Pellet Pollution

As part of our commitment to environmental stewardship, we have adopted Operation Clean Sweep (OCS) (led by the BPF in the UK) a global initiative aimed at preventing the loss of plastic pellets, flakes, and powders during manufacturing and handling.

Through OCS, we are implementing strict protocols and best practices to:


- Minimise pellet loss throughout our injection moulding processes.
- Prevent plastic pollution in local waterways and ecosystems.
- Train employees on responsible handling and spill response.
- Continuously monitor and improve pellet containment and cleanup procedures.

By participating in Operation Clean Sweep, we actively contribute to reducing microplastic pollution and protecting marine and terrestrial environments, aligning with our broader sustainability goals.



In recognition that the company has committed to working towards achieving zero pellet, flake and powder loss into the environment, as set out in the Operation Clean Sweep guidance.

Main Signatory – Loadhog



RETURNABLE PACKAGING

“OCS is important to us because being required to control plastic pollution made us realise how much waste was ending up on the ground and eventually in rivers and nature. We should care because eliminating this pollution helps improve our environment. Implementing these measures has been relatively simple, requiring few resources, and ongoing audits not only ensure maintenance but also raise awareness among all staff.”

- Regis Briquet,  
Plant Manager





**OPERATION CLEAN SWEEP**  
OBJECTIVE: ZERO PELLET LOSS



# Deforestation, Biodiversity and Pollution

## Coral Restoration with SeaTrees

As part of our commitment to environmental stewardship and ocean conservation, we partnered with SeaTrees, a programme by non-profit Sustainable Surf, to support the restoration of blue carbon coastal ecosystems.

Through this initiative, we funded the planting and monitoring of coral fragments in the Nusa Penida region of Bali, Indonesia—a critical area for marine biodiversity under severe threat from human activity and climate change.

SeaTrees focuses exclusively on restoring coastal ecosystems such as mangroves, seagrass meadows, kelp forests, and coral reefs, which are among the most effective natural systems for carbon sequestration.



These ecosystems not only help remove carbon from the atmosphere but also provide essential benefits including coastal protection, habitat regeneration, and sustainable employment for local communities.

The coral fragments we sponsored were grown in the Ped Acropora Coral Nursery, where they are carefully nurtured before being transplanted onto degraded reef areas. Once established, these corals help rebuild reef structures, rapidly restore biodiversity, and encourage the return of marine life, creating a thriving ecosystem.

The restoration work is delivered in collaboration with Ocean Gardener, a local Indonesian non-profit with over two decades of expertise in coral farming and community education.

This initiative contributes directly to multiple UN Sustainable Development Goals (SDGs), including Life Below Water (SDG 14), Climate Action (SDG 13), and Decent Work and Economic Growth (SDG 8).

By supporting coral restoration, we are helping to protect some of the most threatened ecosystems on the planet and demonstrating our commitment to both climate resilience and marine conservation.

In 2024, the Loadhog Foundation purchased a piece of coral for every employee—enough to plant an entire new reef in Bali, Indonesia.



### Each piece of coral will help to:

- Provide sustainable employment for communities in the Nusa Penida region
- Support local education and training opportunities
- Create vital habitat for over 500 marine species, many of which are vulnerable to extinction
- Rapidly restore biodiversity and build a thriving reef ecosystem

The reef is being protected and maintained by SeaTrees, and we're proud to continue growing it by adding a new piece of coral for every new employee who joins Loadhog.



## Conqueror Challenge - Hadrian's Wall

As part of our ongoing wellbeing and environmental initiatives, 42 employees took part in the Conqueror Challenge - Hadrian's Wall, a virtual fitness challenge with a built-in sustainability impact. For every 20% of the route completed, a tree is planted on behalf of the participant. By completing the full challenge, each participant contributed to planting 5 trees.

With 42 team members completing the challenge in June 2024, this resulted in the planting of up to 210 trees. This initiative successfully combined physical activity, team engagement, and a positive environmental contribution.





# Deforestation, Biodiversity and Pollution

Every year Loadhog partners with Riverlution for Corporate Volunteer Days dedicated to restoring and protecting Sheffield’s riverbanks. The Loadhog team rolled up their sleeves to tackle litter picking, vegetation clearance, and the removal of invasive species, all aimed at improving local green spaces and supporting biodiversity.

The day not only made a visible environmental impact but also brought our people together, reinforcing our shared commitment to sustainability, community, and hands-on action. This collaboration perfectly reflects Loadhog’s values in action, leading with innovation, responsibility, and a genuine drive to make a difference.



“Just wanted to say a big thank you for the contribution Loadhog staff have played, by contributing in multiple volunteering days through the Riverlution initiative, helping with rubbish removal, Himalayan Balsam clearance, and coppicing at Sandersons Weir.

Their enthusiastic hands-on efforts have played a key role in improving the habitat along this stretch of the river, and we are now starting to see real, positive changes in the local ecosystem. It’s inspiring to witness a company putting its sustainability values into action and making a tangible impact on the ground.

Partnering with Loadhog has been a great example of how businesses can actively contribute improving their local environment.”

- Martin Lyon,  
Riverlution Officer,  
River Stewardship Company





# Case Study

## Stretch Wrap Free Deliveries

In 2024, we partnered with a key customer to run a pilot project aimed at eliminating the use of stretch wrap from their supply chain. To enable this, we invested in a pool of reusable lid and adaptor sets—representing 13% of their total order volume—to allow secure deliveries without the need for plastic wrapping.

As a result, the customer avoided 503 kg of plastic waste, equating to an estimated 1,300 kg of CO<sub>2</sub>e savings.

Additionally, the solution eliminated 68 hours of manual labour previously spent on cutting and disposing of stretch wrap. The customer also reported significant health and safety improvements, such as the removal of knives

and blades that had previously caused injuries, and noted that depalletising and restacking became quicker, easier, and safer than with traditionally wrapped loads.

The trial was hindered by delays in the customer’s new warehouse, which prevented efficient processing of returns. This disrupted the closed-loop system, reduced reusable asset availability, and slowed turnaround times. Future projects will seek to target fully operational warehouses or include mitigation measures, such as buffer stock, larger equipment pools, and phased rollouts to handle possible infrastructure delays without affecting delivery performance.





# DEI, Living Wage, Employee Ownership

## Employee Ownership

Employee ownership at Loadhog is a cornerstone of its innovative and collaborative culture, empowering every team member to take genuine pride and responsibility in the company's success.

By giving employees a stake in the business, Loadhog fosters a sense of shared purpose and accountability that drives motivation, creativity, and long-term commitment.

This ownership model encourages open communication, continuous improvement, and a proactive approach to problem-solving, as individuals feel directly invested in the outcomes of their work.

It also strengthens trust and transparency across all levels of the business, creating a workplace where people are not just workers—they're co-owners shaping the future of the business together.



## Diversity, Equity and Inclusion

Over the next few years, the People & Culture team will define a strategy behind our ED&I approach, further fostering a culture of inclusivity and belonging.



## Real Living Wage

Loadhog became an accredited employer with The Living Wage Foundation in 2023. We felt it was important for the business to support their campaign for fair pay in the UK and lead by example. The real Living Wage is the only rate calculated according to the costs of living. It provides a voluntary benchmark for employers that wish to ensure their staff earn a wage they can live on, not just the government minimum.





# Health & Safety

In 2024, we worked hard to significantly improve our near miss reporting process. Through digitalisation, this has facilitated reporting of unsafe conditions.

To further strengthen the safety culture, internal workshops were introduced, aligned with UK legislation and incident trends, focusing on proactive health and safety, engagement, and accountability. This has increased uptake in voluntary roles such as fire wardens and first aiders. Furthermore, it has improved KPI performance and contributed to a reduction in serious incidents.

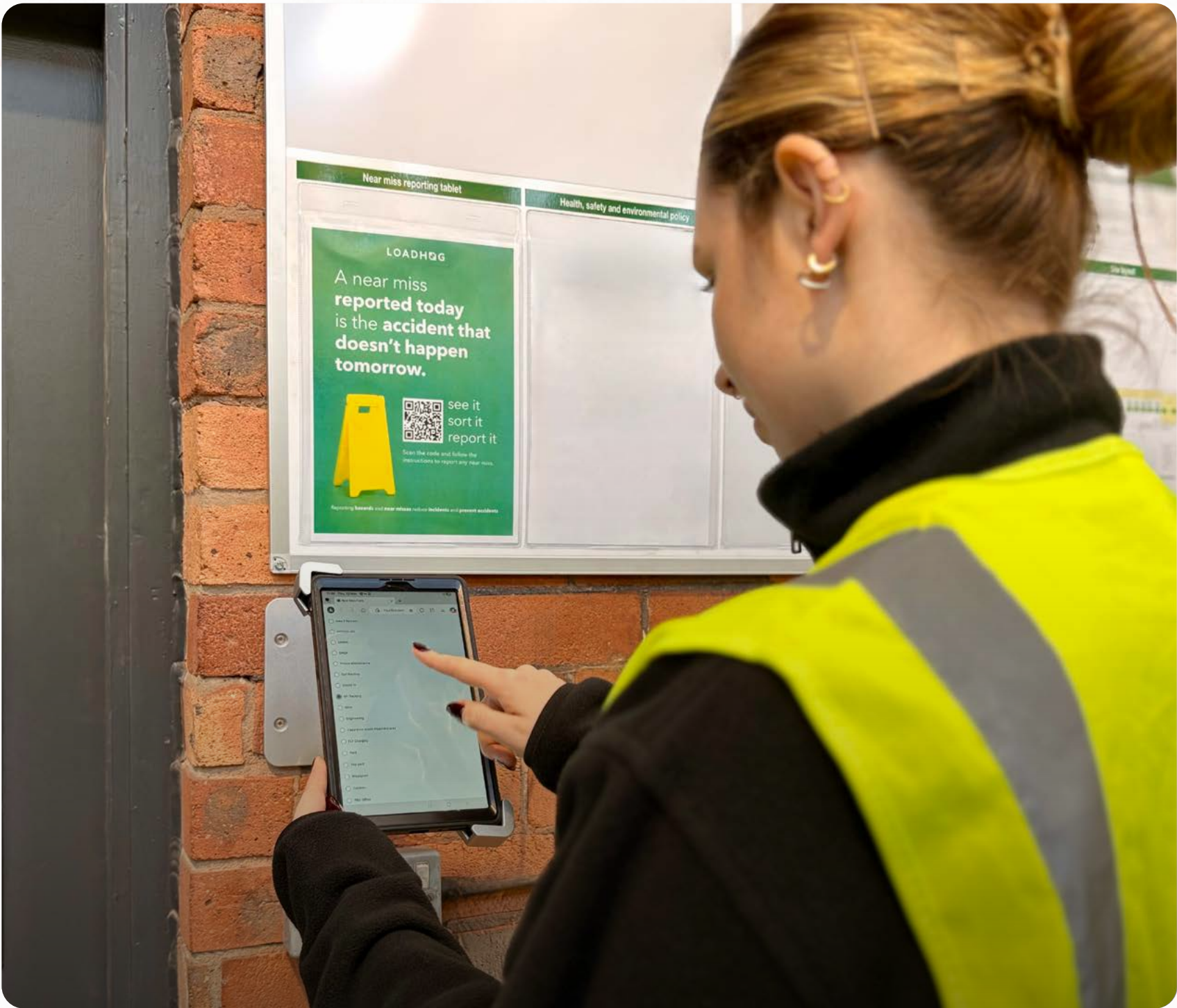
By embedding safety into our operations, Loadhog ensures a culture of care and continuous improvement, recognising health and safety as a core element of its sustainability and company values.

Safety isn't separate from sustainability – it's a foundation of it.

## Health & Safety 2024 KPIs

In 2024, we recorded a 86% increase in near-miss reporting compared to the previous year. This improvement was driven by proactive stakeholder engagement promoting a strong reporting culture, alongside the implementation of a digital reporting system across the UK factory. The introduction of QR code access points and on-site tablets has streamlined the process, replacing paper-based submissions and enabling faster, more transparent incident reporting.

In 2024, a total of 15 accidents were reported, with 100% of the resulting safety recommendations implemented following investigation. Compared to 2023, we achieved a 67% reduction in RIDDOR-reportable incidents and a complete elimination of lost time injuries, marking a 100% improvement year-on-year.



# Labour Practices & Human Rights

## Labour Practices

Loadhog are committed to creating a safe working environment for all employees, both physically and mentally. Benefits include private medical healthcare and an Employee Assistance Programme.

## Human Rights

Loadhog is dedicated to upholding and promoting human rights across all of our operations, supply chain and stakeholder relationships. We are dedicated to ethical business practices that respect the dignity and rights of all individuals.



# The Loadhog Foundation

Established in 2021, the Loadhog Foundation supports both registered charities and causes we believe in as a business. Giving back has always been a core value at Loadhog – our team regularly volunteers and participates in fundraising efforts.

The Foundation empowers employees to nominate causes they care about, creating a strong culture of giving. Each year, 1% of Loadhog’s budgeted pre-tax net profits goes to local, national, and international charities and good causes.

Every Loadhog employee is given one paid Community Day each year to volunteer their time and skills in support of a local project or cause they are passionate about. This initiative empowers individuals to make a personal impact in their communities while reinforcing Loadhog’s commitment to social responsibility.

Whether it’s helping at local schools, supporting environmental projects, or assisting at charity events, these days are an opportunity for our team to give back in meaningful ways and strengthen our connection to the communities around us.

Support from the Loadhog Foundation is provided in many forms. Including, Donations, Volunteering, Product contributions, and sponsorship & events.





# Community Days

## Community Projects 2024

In 2024, the Loadhog Foundation entered The Conqueror Challenge as an internal wellbeing initiative. Employees were encouraged to virtually walk, run, or cycle the distance of Hadrian’s Wall, and for every participant who completed the challenge, five trees were planted. Altogether, the initiative resulted in the planting of 210 trees.

The Foundation also organised volunteer days at FairShare and S6, two of the largest food banks serving the Yorkshire and Sheffield area. These sessions enabled employees to provide hands-on support to organisations working to address food insecurity in the local community.



Further support was given to an employee undertaking a climb to the summit of Ben Nevis on behalf of Andy’s Man Club. The Foundation contributed to the fundraising efforts to help raise awareness of men’s mental health.

In addition, eleven employees took part in the 2024 Oberani Triathlon, an event for which Loadhog acted as the headline sponsor. This sponsorship supported the local community while encouraging employee participation in a widely recognised regional sporting event.

In support of global environmental efforts, the Foundation adopted a piece of coral through the SeaTrees organisation for every employee in the business. This collective contribution was substantial enough to help plant an entirely new reef in Bali, Indonesia.

The Foundation partnered with the Children’s University to subsidise 50 school memberships to the Project in a Box subscription service. The project teaches children life skills with are not taught through mainstream education. The 2024 theme, Yes Chef!, provided pupils with culinary skills and essential life lessons such as meal planning, batch cooking, reducing food waste, and understanding the role of food banks and food-saving apps.



The Foundation also supported the Rose Campaign run by Roundabout, a Sheffield-based homeless charity. The campaign symbolises each young person the charity has helped into safe accommodation, and the Foundation sponsored three roses for the year.



Lastly, a team was entered into the Big Logistics Diversity Challenge in support of Transaid, an annual event that Loadhog regularly participates in. The challenge promotes teamwork and raises funds for Transaid’s mission to improve lives through safe, accessible, and sustainable transport solutions.





# Future Leaders Programme

We are proud to partner with Raleigh International, a youth-led sustainable development charity that works in remote and under-resourced regions to improve access to safe water and sanitation, build community resilience, and protect fragile ecosystems.

Through this partnership, we offer our GLIDE members the opportunity to take part in 10-week expeditions where they lead on delivering community and environmental projects, develop practical and leadership skills, and gain life-changing experiences.

These expeditions not only support sustainable development abroad but also help equip our people with new perspectives, resilience, and purpose that they bring back into our organisation.



**Two of our colleagues, Molly and Martyna, recently completed expeditions to Costa Rica, as part of our 2024 cohort, contributing to both environmental and community-focused initiatives. Their work included:**

- 1. Community projects:** Improving access to education in indigenous communities.
- 2. Environmental projects:** Supporting biodiversity and sustainability through eco-friendly practices—such as creating food gardens and plant nurseries, building bird feeder stations, and engaging with local communities to understand traditional environmental knowledge.
- 3. Expedition challenge:** Trekking over 260 km through rainforest, mountainous terrain, and rural landscapes.





# Risk Management, ESG Strategy and Board Oversight

## Risk Management

At Loadhog, we recognise that effective risk management extends beyond traditional financial and operational risks to include environmental and sustainability considerations.

In response to growing regulatory pressures, rising energy costs, and increasing consumer and stakeholder expectations for responsible business practices, we have adapted a proactive approach to identifying, assessing, and mitigating risks associated with our operations.

Key elements of our risk management strategy include monitoring energy supply and resource use, ensuring compliance with UK environmental legislation, and addressing potential environmental impacts such as pollution, waste, and emissions.

We also consider the broader risks linked to climate change, including extreme weather events, supply chain disruptions, and long-term resource scarcity.

By assessing these risks, we will be able to prioritise actions that reduce operational vulnerability while creating opportunities for cost savings and efficiency improvements.

Furthermore, we continuously explore opportunities in sustainable innovation, including energy efficiency, renewable energy adoption, and environmentally responsible product design.

This dual focus on risk mitigation and opportunity capture allow us to strengthen resilience and operations with evolving societal and market expectations for environmental responsibility.

## ESG Strategy

Our ESG strategy aligns with our mission of “Owning Sustainable Innovation” and integrates sustainability into everyday operations. Guided by global standards and a materiality assessment, we focus on reducing emissions, supporting our people and communities, and upholding strong governance.

## Board Oversight

The Board ensures our ESG efforts are accountable and aligned with long-term goals. It approves sustainability targets, reviews ESG risks, and supports our employee-ownership model. Progress is regularly reported by the I&I Director and Sustainability team.





# Performance Measurement, Data Collection and Reporting

## Performance Measurement

To ensure we remain accountable and on track with our sustainability goals, we monitor progress using a range of key performance indicators (KPIs) across environmental, social, and governance areas. These KPIs help us evaluate the effectiveness of our initiatives and inform future decision-making.

### Examples of our current sustainability KPIs include:

- **Carbon Footprint (tCO<sub>2</sub>e):** Total Scope 1, 2, and 3 greenhouse gas emissions are tracked annually to monitor progress towards our Net Zero target.
- **Energy Intensity (kWh per unit produced):** We measure how efficiently we use energy in production processes, helping identify opportunities for energy-saving initiatives.

- **Recycling Rate (%):** Track the percentage of total waste diverted from landfill and sent for recycling or reuse.
- **Employee Training Hours (per person/year):** We monitor ongoing learning and development, particularly around sustainability awareness, health & safety, and ethical conduct.
- **Living Wage Compliance (%):** We ensure all direct employees and key contractors are paid at or above the UK Real Living Wage.

We review these KPIs quarterly, report results annually in our sustainability report, and adjust targets as needed to align with evolving regulatory requirements and stakeholder expectations.

## Data Collection and Reporting

We are committed to collecting, managing, and reporting accurate and transparent sustainability data to track our environmental impact and drive continuous improvement.

To support this, we work in partnership with Planet Mark, an independent sustainability certification body that helps us measure and validate our carbon footprint annually.

### Our data collection and reporting process includes:

- **Annual Carbon Footprint Measurement:** Each year, we calculate our Scope 1, 2, and relevant Scope 3 emissions in line with the GHG Protocol and ISO 14064. Planet Mark supports us in ensuring all data is complete, consistent, and aligned with best practice standards.

- **Data Sources:** We gather data from multiple departments, including energy consumption, procurement, waste management, logistics, and travel. Utility bills, fuel usage logs, supplier data, and internal records form the basis of our carbon footprint.
- **Data Verification and Validation:** Planet Mark conducts an external review of our submitted data to ensure it is accurate, credible, and reflects real business activity. This third-party verification enhances transparency and builds trust with our stakeholders.
- **Communication:** We share our verified results publicly through our annual Sustainability Report and internal communications. This helps inform employees, customers, and stakeholders of our progress and areas of focus moving forward.

Through these processes, we ensure our sustainability performance is data-driven, independently assured, and aligned with our commitment to continual environmental improvement.





# Sustainable Development Goals

The 17 Sustainable Development Goals (SDGs) established by the United Nations serve as a powerful framework for creating a better world, outlining where we need to go collectively and how to achieve those goals.

They highlight key areas for improvement, such as health, education, and economic development, all interconnected with environmental and climate issues that we, as a business, have the opportunity to positively influence.

Through our ongoing efforts to measure and reduce our carbon footprint in collaboration with Planet Mark, we actively and measurably contributed to 9 SDGs.

At Loadhog, we are dedicated to giving back to both local and global communities, and we take pride in supporting initiatives that drive meaningful and lasting change.

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

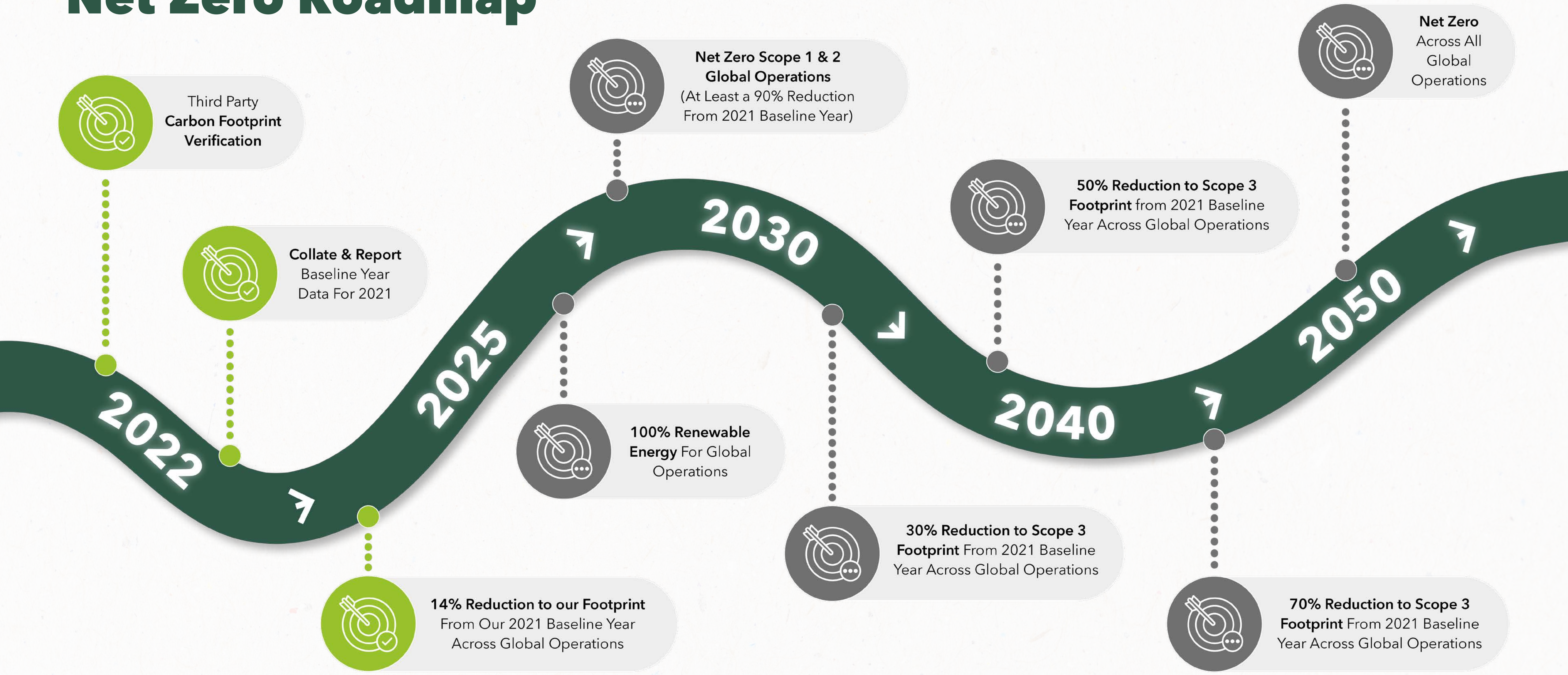
14 LIFE BELOW WATER

15 LIFE ON LAND

- SDG 6:** Ensure availability and sustainable management of water and sanitation for all,
- SDG 7:** Ensure access to affordable, reliable, sustainable and modern energy for all
- SDG 8:** Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
- SDG 9:** Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
- SDG 11:** Make cities and human settlements inclusive, safe, resilient and sustainable,
- SDG 12:** Ensure sustainable consumption and production patterns,
- SDG 13:** Take urgent action to combat climate change and its impacts,
- SDG 14:** Conserve and sustainably use the oceans, seas and marine resources for sustainable development,
- SDG 15:** Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss



# Net Zero Roadmap





# Closing Remarks

“Our fourth sustainability report represents a turning point for Loadhog. Where our earlier reports built the foundation, this one marks the beginning of a new phase—one where we take the lessons learned and apply them with greater focus, scale and ambition.

This year, our emissions rose marginally compared to 2023. We want to be transparent about this. It reflects the complexity of reducing absolute emissions while growing as a business. What matters now is how we respond: doubling down on efficiency, strengthening supplier collaboration, and driving innovation to achieve the reductions needed in the years ahead.

We remain committed to meeting our near- and long-term targets set, through continuing to embed sustainability into every decision and process across the business.

As an employee-owned business, sustainability is integral to our operations. It means taking ownership, being honest about both progress and setbacks and working collectively toward solutions that deliver value for people, the planet, and our customers.

We also know this cannot be achieved in isolation. Engagement with our stakeholders remains central—listening, collaborating, and challenging each other to ensure we deliver meaningful, lasting impact.

**This year has reinforced that progress is not always linear, but with ownership, accountability, and innovation, we are optimistic in the path ahead.”**

- Isobel Green,  
Sustainability Project Manager





# Updates to our Locations

## Loadhog SARL

Our 5,000 sq. metre production facility opened on the 16th October 2025.

**This building has many environmentally friendly features installed throughout:**

- 409 solar panels equipped with an optimiser to optimise electricity generation and protect against fires. Forecasted electricity generation is set at 182 kWh. We expect to double this next year.
- A capacity tank (rainwater harvesting) of 30m<sub>3</sub>.
- Electrical charging points for employee use.
- The factory is equipped with a basin to retain polluted water with a retention height of 8cm.
- A compressor has been installed with a heat recovery system to heat up the factory.
- The entire building is equipped with LED lighting with presence detection.
- We have equipped our injection moulding machines with larger heat exchangers for oil cooling. This is to eliminate the need for a refrigeration unit, which is more energy-intensive than a free cooling system.



## Loadhog INC

Loadhog INC continue to reside at their larger facilities of 2,322 sq. metres.

This building is equipped with LED lighting throughout and two electric injection moulding machines have been installed in the facility in preparation for production starting in 2026.

The electric injection moulding machines are more efficient, produce less waste and less cleanup.



# LOADHOG



## UK

Loadhog Ltd  
The Hog Works, Hawke Street  
Sheffield, S9 2SU,  
UK

t: +44 (0) 114 2800 800  
e: [info@loadhog.com](mailto:info@loadhog.com)

## EUROPE

Loadhog Sarl  
5 Rue de l'Innovation,  
67210 Obernai,  
France

+33 (0)3 68 00 22 43  
e: [info@loadhog.com](mailto:info@loadhog.com)

## US

Loadhog Inc  
841 W Hawthorne Lane  
West Chicago, IL 60185,  
USA

t: + 1850-375-9179  
e: [info@loadhog.com](mailto:info@loadhog.com)