

ELAND[®]
CABLES

SUSTAINABILITY REPORT

Year ending
December 2023



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From the Board: Enabling worldwide infrastructure electrification and the green energy transition



Jean-Sébastien Pelland
Executive Director

“The demand for sustainable solutions has materially grown, even in the last twelve months. It’s made sustainability and decarbonisation even more of a hot topic. It touches every industry - from renewable energy production to efficiencies in automation, manufacturing and mining; from railway and eMobility networks to data centres and digitalisation.

As a global supplier, whether its talking about embodied carbon emissions in products or the wider actions that support the circular economy, we’ve been vocal in sharing the actions we’re taking and the benefits they can bring. Our customers are increasingly aware of the need for valid green credentials from their supply chain when embarking on

projects designed to bring environmental benefits and carbon emissions reductions.

We’ve again worked tirelessly to ensure it is not only environmental considerations that are at the fore, but also the wellbeing of our staff and external stakeholders, and the ethical operations of our company. Sustainable operations remains about delivering all three aspects in balance.

Growth in the business operations in 2023 has happened in conjunction with delivering an absolute reduction of 30.55% in our Scope 1 & 2 carbon emissions and a 24.8% overall reduction against intensity ratios. It is testament to the value placed on sustainable operations by the Board and by every member of the team in their daily work. We continue our sustainability journey - our efforts and those of our supply chain are ongoing.”

2023 Headlines




We made progress on our Near-Term Targets with Science Based Targets Initiative (SBTi), reducing our carbon emissions as we journey to Net Zero. We reaffirmed our commitment to the United Nations Global Compact Sustainable Development Goals (SDGs).




WE SUPPORT
UN GLOBAL COMPACT

BUSINESS AMBITION FOR 1.5°C



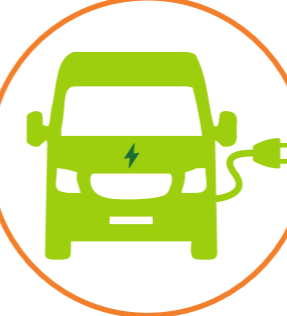
Additional PV solar panels were installed at our sites in order to continue to match our annual power demands against growth in operations. Our grid feed-in means excess power is not wasted.



Energy efficiency initiatives and equipment monitoring is deployed across sites.



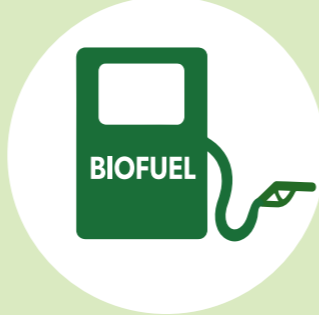
We recycled 1,097 tonnes of waste over the twelve months, feeding these materials back into the circular economy.



Charged by onsite solar power, our electric vans made thousands of deliveries to customers.



We reaffirmed our commitment as signatories to the Real Living Wage, raising salaries in line with changes in market conditions.



BIOFUEL

We increased the use of sustainable HVO biofuels for our HGV fleet, reducing reliance on diesel.



Packaging is made from recycled, recyclable, or biodegradable materials, including our pallet wrap.



Non-recyclable waste from food to floor sweepings are turned into biofuel pellets for industrial kilns.

24.8%
tCO2e reduction in overall intensity ratio

Zero
Landfill waste sites operated

Certified
to ISO 50001 Energy Management, adding to our accreditations

1,097
Tonnes of waste processed

57
HGVs and specialist offloading vehicles running on HVO

100%
Employees paid in excess of Living Wage

About Eland Cables

Eland Cables is a power, data, control and instrumentation cable supplier working closely with consultants, contractors and customers to deliver high quality solutions worldwide. We combine our cables with technical expertise, tailored logistics, project management, and a strong drive for sustainability. We have an extensive stockholding available for immediate despatch, and we offer some of the shortest manufacturing lead-times in the industry.

Our quality assurance is truly unique. The Cable Lab, our specialist in-house testing facility, provides a rigorous testing regime accredited to IEC/IEC CBTL and ISO/IEC

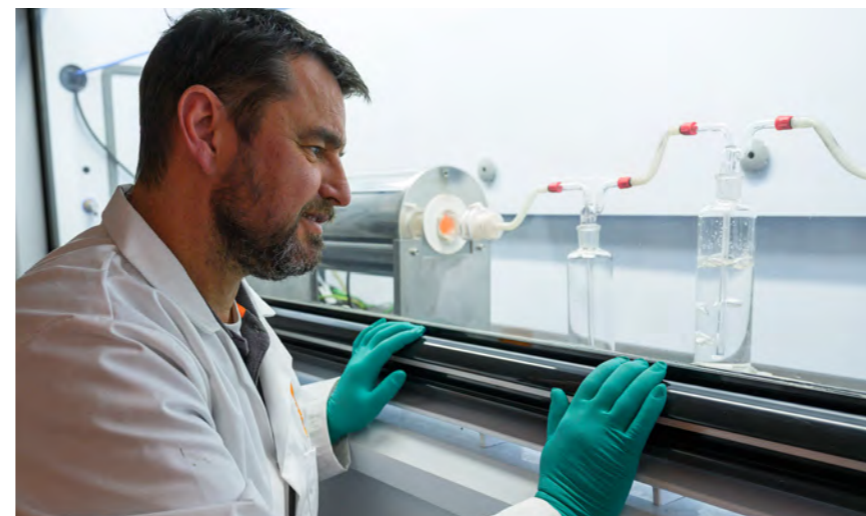
17025, whilst our medium and high voltage cables have an additional level of scrutiny under the BSI Cable Verification Kitemark.

We have always put customers first. We've done this by investing in our people and creating a culture of excellence. We constantly innovate and through collaboration with our stakeholders we deliver exceptional results.

Eland Cables is a purpose-driven organisation set on achieving market leadership across its key geographies, industries and products:

- Our expert solutions are built on the engagement and wellbeing of our people.
- We are alert and responsive to the needs of all our stakeholders.
- Our relentless pursuit of excellence is without compromise to compliance or professional integrity.
- We operate globally but live and work locally, supporting initiatives of benefit to our communities.
- Our drive for sustainable operations reflects our responsibility to the environment.

More information on our products, services, laboratory testing, and sustainability initiatives can be found on our website www.elandcables.com.



Sustainability is a journey

As we continue on our sustainability journey, sharing our insights and guiding customers in procurement, we increasingly find ourselves talking in terms of 'sustainable operations'. As a business, sustainable operations clearly links climate action with wider business integrity goals, assuring ethical practices, support the communities in which we work, and benefit our employees.

Sustainable operations is not about starting from a blank page - it's about consistently and incrementally seeking to improve, mitigate, reduce and uplift.

We remain committed to providing a safe and uplifting workplace, where fair treatment and fair pay is upheld. We encourage all those in our supply chain to reflect these commitments too.

Our annual Ecovadis assessment, where in 2023 we once again achieved Silver Medal status, is a benchmark for considering all aspects of sustainable operations, whilst our corporate values echo the three fundamentals of the UN Global Compact Sustainable Development Goals - People, Planet and Prosperity. Together, they are a roadmap to our goal of ongoing improvement and an ESG strategy that works for the benefit of all.

SUSTAINABLE DEVELOPMENT GOALS



Respect Human Rights



Health & Safety at Work



Equality, Diversity & Inclusion



Raising Living Standards



Employee Wellbeing



Business Integrity



Product Quality



Responsible Innovation



Waste Free World



Positive Climate Action

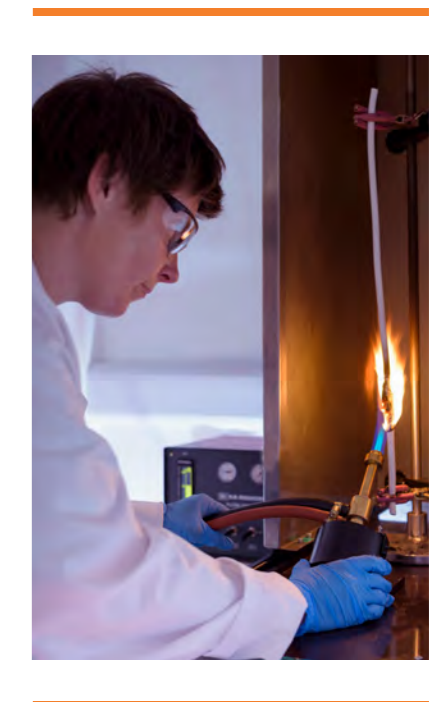
Quality is intrinsic to Sustainability

There is little that is less sustainable than a cable you expect to have a lifespan of 25 years that fails prematurely. The impact of the associated works for maintenance and repair, and the raw materials required for any replacement, make clear how vital quality and compliance is to any network.

Product quality, coupled with a tightly tailored specification to best suit the performance demands, installation design, and environmental challenges it will face, are paramount in delivering long-term efficient operations.

For us, Quality and Sustainability are intrinsically linked and meet through:

- Quality Accreditations that shape actions;
- Technical Expertise and Industry Specialists supporting tailored specifications;
- Products with assured performance and compliance, tested in The Cable Lab®;
- Product design that supports reduced embodied carbon in the cable itself or in the wider project installation;
- Packaging that is recycled and/or recyclable;
- Supply chain audits to maintain standards and ethical practices;
- Recycling services to support the circular economy.





Our Values: People Matter



Our team has never been stronger. Individually we bring knowledge and experience; together we are experts in our field. Our commitment to excellence in all we do extends to our HR approach, and a key reason for our high level of staff retention.

Nationally, 2023 saw a continued rise in the cost of living, making our commitment to the Living Wage Foundation ever-more important: a fair day's pay for a fair day's work. We continue to pay 'Living Wage Plus' to all staff.

Health & Wellbeing benefits were highlighted as a key priority by colleagues in our annual survey - SDG#3 in the United Nations Global Compact Sustainable Development Goals. All staff receive private medical cover and a package of health & wellbeing benefits, many of which are extended to the families too, designed to ensure no-one is unable to access healthcare provisions. We continue to highlight these to staff in toolbox talks and internal communications to encourage use.

Access to training and education opportunities (SDG#4 and SDG#8) was also prominent drivers. Staff training increased and internal promotions continued across the divisions. A new role of Head of Training, Learning & Development was created, starting January 2024, to support the knowledge and skills growth of both staff and customers.

Our successful operations are driven by the team - from the Board and senior leadership, to the warehouse floor, to the drivers making deliveries, we all have an invaluable role to play in delivering the first-class service our customers expect. People matter.

2023 Staff retention rate: 85.3%

Explaining the scope and boundaries for GHG reporting

Under the requirements for Streamlined Energy and Carbon Reporting (SECR) we are required to report our Scope 1 (direct) and Scope 2 (indirect) Greenhouse Gas (GHG) emissions. We have made these calculations in accordance with GHG Accounting Protocols. These are contained in our Audited Statutory Accounts for the year ending 31 December 2023, and for the three years since the reporting requirements were established.

In addition to the Scope 1 and Scope 2 calculations, we have worked with our Supply Chain to calculate Scope 3 emissions for this period, to both benchmark and work collaboratively to encourage actions which have a positive impact on these wider figures. It is a widespread analysis of our impact, covering both upstream and downstream processes, including end-of-life processing and recycling.

Greenhouse gases are those which have a global warming potential and the three main ones are Carbon Dioxide, Methane and Nitrous Oxide. Emissions are converted into Carbon Dioxide Equivalent, a standard unit for measuring carbon footprints so it can be expressed as a single number. Our emissions are reported in tonnes of Carbon Dioxide Equivalent (tCO₂e)

Our Scope 1 and 2 market based emissions in 2023 were calculated at: 1,550.53 tCO₂e
(2022: 2,232.6 tCO₂e)

Our Scope 3 market based emissions in 2023 were calculated at: 116,658.2 tCO₂e
(2022: 109,288.7 tCO₂e)

Our reporting covers:

Scope 1 - our direct emissions, including those of our delivery fleet. These are areas under our direct operational control.

Scope 2 - our indirect emissions, such as those generated during the production, transmission and distribution of electricity for our sites.

Scope 3 - the emissions in our supply chain, including the raw materials used in the production of the cables we supply.

Where we have been required to make assumptions based on data availability, these have been guided by the GHG Accounting Protocols and noted in our calculations. As with each year of carbon footprint analysis, we seek to refine the data wherever possible.

After having our reporting verified by BSI under ISO 14064-1 in January 2023 (for the reporting year 2021), we have produced our reports using the exact same methodology, updating factors where appropriate.

The Goal: a Net Zero carbon footprint

The 2050 Net Zero target date continues to draw closer for governments and corporate entities alike. Climate Action remains a key theme for all.

In support of Goal #13 in the United Nations Global Compact SDGs, we are working to reduce our carbon emissions and to support our supply chain in doing the same. Upstream and downstream there have been positive changes made during the past 12 months, and appetite shown for continued improvements.

We recognise that our achieving Net Zero is only possible when our Scope 3 supply chain also reach this goal - underlining how important collaboration is to sustainability initiatives. It is one of the reasons we have participated in conferences and forums aimed at sharing our ESG experience, highlighting ways in which we can have a greater impact to projects beyond purely the cable remit.

We've leveraged our relationships to see improvements from our direct suppliers, promoting them above less sustainably engaged suppliers. It's an action we're seeing repeated in the tenders and proposals we ourselves are receiving from clients.

Our commitment to our Science Based Targets reduction, and to the long-term goal of carbon neutrality and Net Zero remains at the forefront of our business.



Sustainability Performance Data

Scope 1, 2 and 3

ACTIVITY	2023 tCO2e			2022 tCO2e		
	SCOPE 1	SCOPE 2	SCOPE 3	SCOPE 1	SCOPE 2	SCOPE 3
Raw Materials	-	-	103,292.0	-	-	93,625.8
Inbound Transport of Raw Materials	-	-	1,975.4	-	-	2,603.8
Inbound Transport of Goods	66.3	-	4,153.6	97.8	-	4,426.1
Outbound Transport of Goods	1,383.4	-	1,065.9	2,042.2	-	946.9
Cable Manufacturing	-	-	3,225.3	-	-	5,025.0
Operations	86.3	-	30.7	80.2	6.7	33.7
Packaging	-	-	2,281.0	-	-	2,034.2
Inbound Transport of Packaging	-	-	39.1	-	-	48.9
Packaging End of Life	-	-	266.1	-	-	246.5
Offices	8.7	1.2	35.0	1.0	-	67.4
Business Travel	4.6	-	23.9	4.7	-	13.4
Commuting	-	-	265.1	-	-	212.0
Digital Emissions	-	-	5.1	-	-	5.0
	1,549.3	1.2	116,658.2	2,225.9	6.7	109,288.7

2022 had seen a small overall reduction in emissions year-on-year in absolute terms, but included a sizable shift of emissions into Scope 1 (direct control). This was as a result of bringing our fleet operations in-house. 2023 was the year where the positive impact of that decision could begin to take effect, using sustainable HVO biofuels for the HGVs, even in light of our continued growth as a business.

Scope 3 emissions have reduced for cable manufacturing through the increased use of renewable energy, as have areas relating to transportation of goods and our operations. The increase in raw materials emissions is linked to material volumes (more cables manufactured and sold) and the copper/aluminium sales ratios.

Overall, our Scope 1 & 2 emissions have reduced by 30.55% year-on-year.

INTENSITY COMPARISON	2023	2022	YOY%
Full Time Equivalent Employees (FTE)	228	207	+10.1
Scope 1 & 2 Intensity Ratio: Total Market-Based tCO2e per FTE	9.05	13.73	-34.1
Scope 1, 2 & 3 Intensity Ratio: Total Market-Based tCO2e per FTE	518.5	630.7	-17.8
Revenue (£m)	210.7	200.3	+5.4
Scope 1 & 2 Intensity Ratio: Total Market-Based tCO2e per £m of revenue	9.79	14.19	-31.0
Scope 1, 2 & 3 Intensity Ratio: Total Market-Based tCO2e per £m of revenue	561.0	745.9	-24.8

The substantial decrease in emissions in Scope 1 & 2 emissions is shown in both absolute terms and as an intensity ratio calculations against full time employees and £m of revenue.

A reduction in our overall intensity ratio including Scope 3 reflects efforts made throughout our supply chain to embrace more sustainable operations practices.

Progress reporting

ACTIVITY	2023 tCO2e		Baseline 2021 tCO2e	
	SCOPE 1	SCOPE 2	SCOPE 1	SCOPE 2
Raw Materials	-	-	-	-
Inbound Transport of Raw Materials	-	-	-	-
Inbound Transport of Goods	66.3	-	62.7	-
Outbound Transport of Goods	1,383.4	-	1,308.8	-
Cable Manufacturing	-	-	-	-
Operations	86.3	-	60.8	21.0
Packaging	-	-	-	-
Inbound Transport of Packaging	-	-	-	-
Packaging End of Life	-	-	-	-
Offices	8.7	1.2	7.1	-
Business Travel	4.6	-	-	-
Commuting	-	-	-	-
Digital Emissions	-	-	-	-
	1,549.3	1.2	1,439.4	21.0

Our commitment to the Science Based Targets Initiative in 2021 targeted a near-term reduction in Scope 1 and Scope 2 carbon emissions of 38% to be achieved and maintained over a 10 year period. This is in absolute terms, not linked to intensity ratios, which is a challenge for any growing business, particularly where the transport of physical products is a key part of operations.

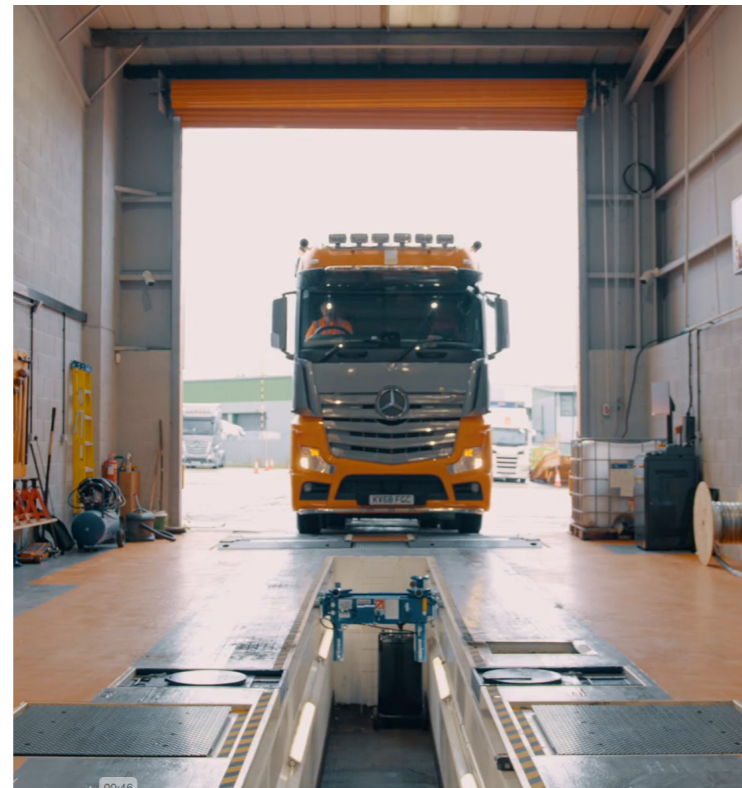
Our Scope 1 emissions therefore do not reflect growth in turnover of over 30% in the last two years. Nor does it explain how our business operations have evolved since setting that baseline, bringing our logistics in-house and investing substantially in over 50 HGVs.

In line with SBTi guidance where commercial changes of more than 5% materiality occur, and given both the increased turnover (+24% to 2022) and the resulting +52.8% increase in emissions from logistics, we are in the process of restating our baseline year as 2022.

Whilst we immediately began the transition to sustainable HVO biofuel, and recorded a noteworthy 35% reduction year-on-year in 2023, this was a sizeable addition to our Scope 1 emissions. We continue to look at ways to further reduce this figure without compromising on service.

We have successfully reduced our Scope 2 emissions through the use of renewable energy. This 94% reduction from 21.0 tCO2e to 1.2 tCO2e more than meets the SBTi target of 12.20 tCO2e.

The remaining amount - the result of an office move in 2023 - will be eliminated in the 2024 report as all sites are now fully powered by green energy sources.



Steps Taken: Reducing emissions from our operations

Having identified a number of next steps in our 2022 Sustainability Report, we can confirm the following carbon reduction initiatives have been successfully delivered during 2023.

Operations

Energy efficiency initiatives and equipment monitoring systems were deployed across the sites to identify hotspots and minimise electricity and fuel usage.

Audit and accreditation to ISO 50001 Energy Management Systems was achieved.

Additional PV solar panels were installed to match our increased usage (in line with business growth). Our feed-in connection to the National Grid became operational, allowing excess generation to be utilised.

Fleet

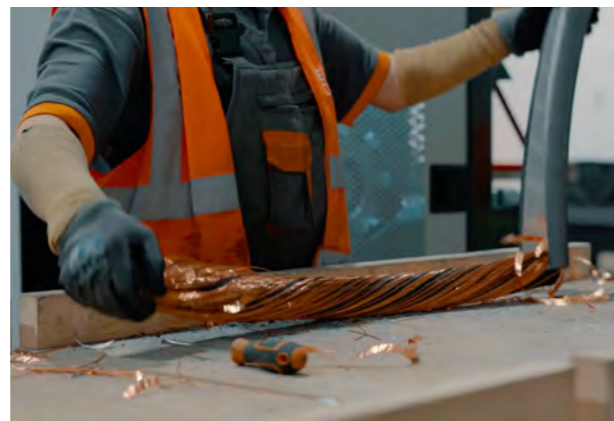
FORS Silver recertification was confirmed with full Euro6 compliance on all HGV vehicles (auto-cut offs whilst idling, etc).

Our IRTE accredited maintenance workshop doubled in size, increasing the scope and volume of work on our fleet undertaken inhouse - reducing mileage to outside providers.

Our 100,000 litres fuel tank was filled with sustainable HVO Biofuel, reducing both emissions and mileage to fuel stations.

Green route planning alongside full load transit implemented.





Steps Taken: Supporting the Circular Economy

Our operations and activities create waste where the materials can be recycled and reused, feeding back into the circular economy.

Cable Recycling Programme

Our cable recycling plant processed 1,097 tonnes of materials, taken from our operational waste and from client sites. It allows the materials to be processed and returned into the wider supply chain. It covers copper, aluminium, steel, plastics, cardboard and wood waste.

It has also created jobs in the local area, with a dedicated team employed to handle these items.

We plan to invest further in equipment and resource to support greater demand from clients for processing their legacy and waste electrical cables.

Zero Landfill Waste Sites

We continued our zero landfill waste target by sending non-recyclable materials to be processed into industrial biofuels. This included waste from our canteens and break rooms, and sweepings from site. We receive a breakdown of these materials and confirmation of the volume of biofuel produced as a result.



Steps Taken: Our Public Commitments

We seek external validation of our actions and make public commitments to initiatives that promote best practice.

Formal commitment to the UN Global Compact Sustainable Development Goals

We signed a commitment to the United Nations Global Compact SDGs and were confirmed and published in June 2022. This has been reaffirmed and we are currently completing our Communication on Progress (COP).

Formal commitment to the Science Based Targets Initiative (SBTI)

We are in Year 3 of our commitment to reduce Scope 1 and Scope 2 emissions, with the intent to limit GHG emissions to a +1.5°C temperature rise on pre-industrialised levels, and committing to achieve net zero by 2050.

Ecovadis Silver Medal Status

Reassessment of our sustainable and ethical practices in 2023 saw our overall score improve further, reconfirming our Silver Medal status. Whilst this puts us in the top 15% of companies in our wider industry, we are targeting Gold Medal status in 2024.

Living Wage Foundation

As a registered Living Wage employer we have publicly spoken about the importance of paying in excess of the National Minimum Wage. At a time when some high-profile companies were withdrawing from the scheme due to economic pressures, we remain committed to doing right by all our staff.

WE SUPPORT



Steps Taken: Our People and Our Communities

Employees

Everyone wants a pleasant and uplifting working environment and positive changes took place during 2023. From the green trees and open space of the Eland Park, to the improved office facilities and working space at the London headquarters, changes were made to enhance employees' time at work. Further site improvements are ongoing.

In-house training for competence and for personal development was given a strong focus - from JAAPT accredited driver training, to CPD certified cable training for sales staff.

We renewed the enhanced package of health & wellbeing benefits including private medical cover that all staff benefit from.

We added headcount to departments across the board, from transport and customs, to purchasing and finance, often recruiting from recommendations of family and friends.

As a growing operation we continue to be proud of the positive culture we have created. We strive to maintain our policy of promoting from within, creating a vibrant, fulfilling workplace and a happy workforce.

Charity & Community action

As a company we partnered with charities and community initiatives that seek to raise people out of poverty and support education and opportunities, regardless of gender, religion or ability.

From supporting sports clubs working with disadvantaged children, to projects working to counter domestic violence and homelessness, these initiatives help those people often marginalised by society.

Donations exceeded £300,000, reflecting both the importance to us, and the scope of the problem faced by many.

Within the electrical engineering community we proudly sponsor students and apprentices throughout their studies as part of the IET (Institution of Engineering and Technology) 'Rising Stars' programme.

We continue to support and encourage our employees in their own charitable fundraising and volunteering initiatives.

We can make a positive impact on key UN Sustainable Development Goals through our charity work in the community.



Next Steps

Operations

Continued investment in The Cable Lab testing capabilities linked to IECEE CBTL and ISO/ IEC 17025 accreditation to support cable compliance (H2 2024).

Further procurement of electric FLT's charged with onsite solar energy, replacing gas fuelled vehicles (Q3 2024)

Establishing distribution facilities closer to our European clients to reduce transit distances. (Q2 2024)

Change of banking facilities into 'green lending' facility linked to sustainability profile (Q2 2024)

Community

IET Student Sponsorship renewed for new cohort, supporting students' undergraduate and apprenticeship studies in the electrical engineering arena (Q1 2024)

Appointment of Head of Training, Learning & Development to support knowledge sharing internally and in our business communities. (Q1 2024)

Verification and Accreditations

ISO 39001 Road Traffic Safety Management (Q1 2024)

Ecovadis recertification (Q2 2024)

UN Global Compact Sustainable Development Goals Communication on Progress (Q2 2024)

Co-creating Culture & Values

Our strong culture of health & safety, of quality & compliance, and of environmental protections is shared by us all in the company. We work together, through dialogue and collaboration, to create a safe, uplifting place to work, and to deliver support to our communities.

Part of that dialogue happens with our employee engagement survey, which asks for insights on both a macro level (what issues keep us all awake at night) and a more micro level (where we've made progress over the previous 12 months, and what would we as a company should do more of). By participating in the steering of ESG focus, every member of the team has an equal voice.

The responses, across all sites and levels, were closely aligned, and something we continue to actively work on.

- On a macro level, the majority were concerned and focused on raising people out of poverty, access to healthcare, and tackling climate change. This has shifted since 2022 when the focus was more on economic growth and education.
- On a more micro level, our people recognised us for our industry leadership, for successfully delivering sustainability and environmental protections, and for our personal wellbeing and benefits provisions.
- Looking ahead, the survey suggested our focus should continue to once again be on on employee education, training and career opportunities; work-life balance and flexibility, and positive work environment and corporate culture.
- **These issues map onto the People, Planet and Prosperity goals and we are already working towards how we can turn these points into actionable and real changes.**



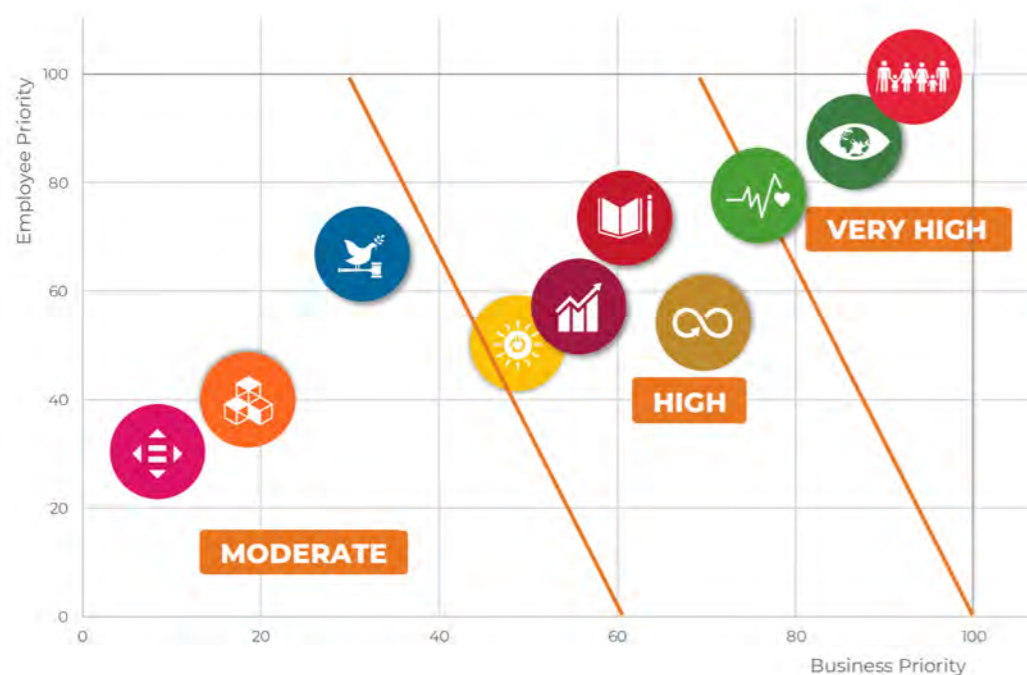
Co-creating Culture & Values Our Macro Priorities

Each year we ask employees to share their views on the key challenges we face as a business and as a wider society. By mapping these priorities alongside those of the business it ensures we share the same 'big picture' values and understand our collective position. Linking them to the UN Global Compact SDGs provides tangible context.

All 17 SDGs are important, so ranking is often linked to areas we can better influence, or where the issue is more keenly felt personally.

The top 3 priorities were shared by both sides, as indeed were many of the others - to raise people out of poverty; for health, wellbeing and access to healthcare; and in tackling climate change.

Education, learning, and access to good work remains key for our employees, and in turn is linked to economic growth which is beneficial to the business. Peaceful & just societies climbed in priority for our employees - perhaps reflective of global events. We share the desire for peace.



- SDG 1 - No Poverty
- SDG 3 - Good Health & Wellbeing
- SDG 4 - Quality Education
- SDG 7 - Affordable & Renewable Energy
- SDG 8 - Decent Work & Economic Growth
- SDG 9 - Industry, Innovation & Infrastructure
- SDG 10 - Reduced Inequalities
- SDG 12 - Responsible Consumption & Production
- SDG 13 - Climate Action
- SDG 16 - Peace, Justice & Strong Institutions

Co-creating Culture & Values Our Micro Priorities

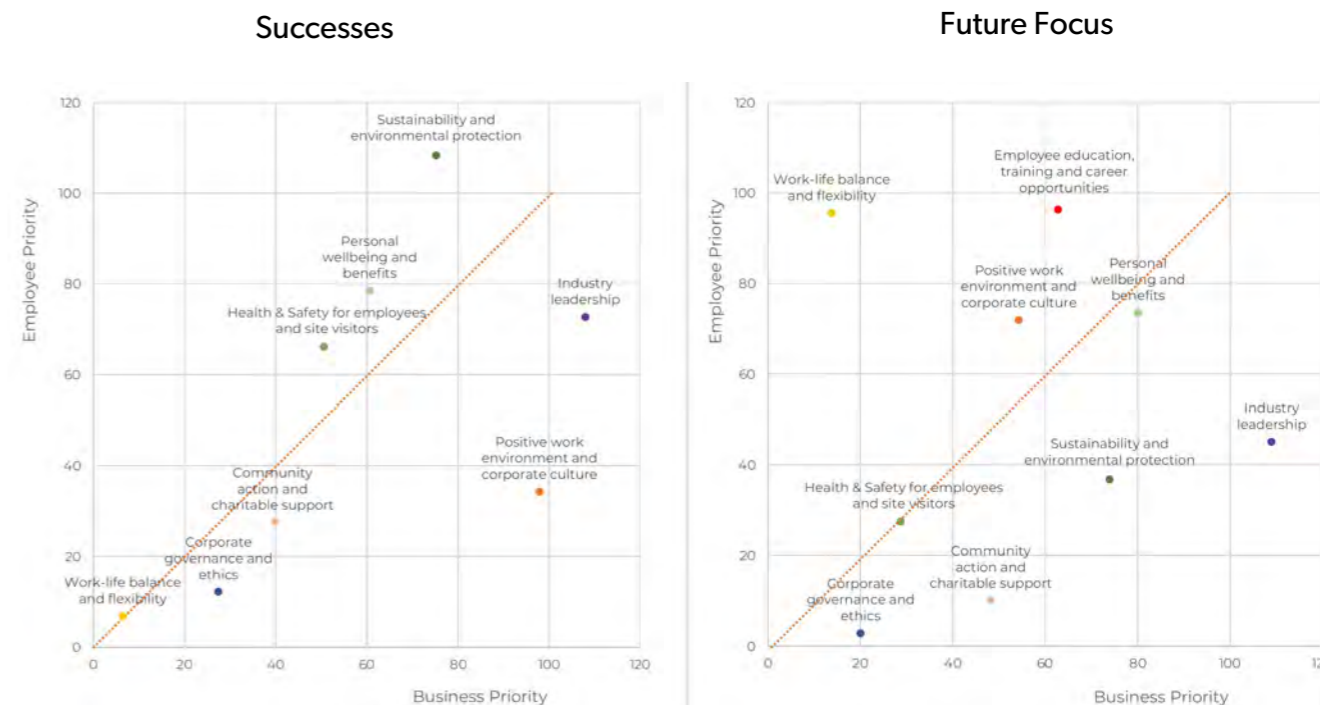
We also asked about areas we can directly influence: what had been effectively tackled over the past year, and what the focus for the coming twelve months should be. As with macro priorities, all areas are of importance.

It was recognised by everyone that our sustainability and environmental protections was something we had both invested in and delivered positive results in. Our industry leadership and commitment to quality also ranked highly - something which was felt positively by the business as believe in a culture of excellence across all areas of our operations.

The continued investment in wellbeing and benefits was also recognised, demonstrating their value and relevance to our staff.

Going forward, the company feels it's industry leadership is the catalyst for delivering on other priorities, with sustainable operations, a positive corporate culture, and personal wellbeing remaining key in the focus.

We continue to value and share a commitment to Employee Education & Career Opportunities and with a key appointment made in January 2024 focused on training, this will remain a focus in the work we do.



Best practice frameworks

Clear governance is the framework on which all the positive actions we take are built from. We continue to review our policies and practices to ensure they are reflective of our operations, meet all relevant compliance requirements and adhere to best practice. We maintain a principle of continuous improvement in all areas of our business.

We seek external accreditations that verify these actions. During 2023 we added ISO 50001 Energy Management Systems to our core existing certifications for ISO 9001 Quality, ISO 14001 Environment, and ISO 45001 Health & Safety.

Alongside accreditations to ISO/IEC 17025, IECEE CBTL (Laboratory) and ISO 14064-1 (Carbon Footprint Verification), and certifications from the British Safety Council and FORS Silver status for our fleet, they cover our operations, products, environment and staff.

These are available for download from our website.

The policies directly linked to our Sustainability approach include:

Quality Policy: Applies to our products, our interactions with customers, and our supply chain.

Environmental Policy: Sets out our approach to environmental efforts in day to day operations.

Occupational Health & Safety Policy: Ensuring our sites remain a healthy, safe and positive place to be for employees, contractors and visitors.

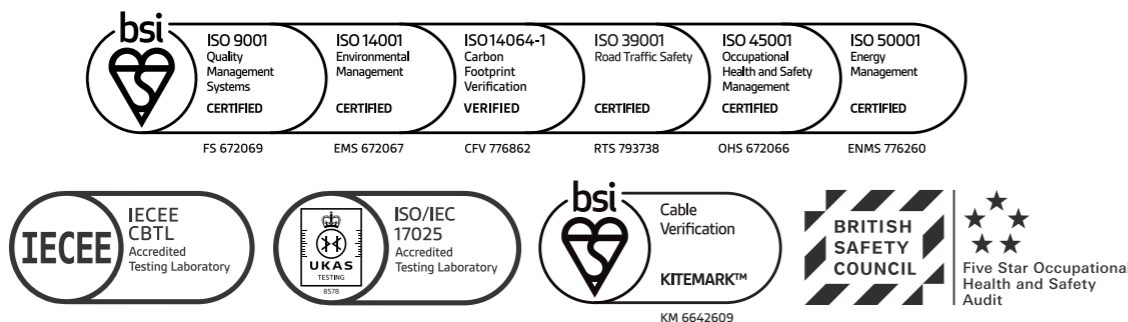
Ethical Policy: Underlines our commitment to ethical dealings in all activities.

Modern Slavery Policy: Our commitment to ensure modern slavery has no place in our operations or supply chain.

Equal Opportunities Policy: Recognising our diverse workforce irrespective of gender, orientation, disability or neurodiversity.

Anti-Bribery Policy: Outlines that we do not tolerate bribery or corruption in any of our business dealing or operations.

Energy Management Policy: Sets out our actions and intentions regarding energy, waste and other key indicators.



* Please note, ISO 39001 Road Traffic Safety was added to the accreditations stable in April 2024 and will be reported on in the subsequent Sustainability report

Working with industry

We're working to support our customers in their own sustainability & ESG goals

The opportunity to present at industry conferences has allowed us to advocate for positive environmental action. We've shared our journey and sought to engage with industry on their goals as together we can make gains.

We've worked to provide information on the embodied carbon emissions on our products, tracing them back to raw mineral extraction. Through this, we can provide Life Cycle Analysis (LCAs) documentation and can work with you to produce Environmental Product Declarations (EPDs). This information supports positive decisions in design, specification and procurement.

We welcome discussions on the sustainability goals you have for your cable installation project.

As technical experts, sharing our knowledge is part of our commitment to improved electrical compliance in the wider marketplace. Our goal is to make cable training engaging as well as useful. Our courses include Medium Voltage Cables, the Construction Products Regulation, an introduction to Cable Testing, and Sustainability & Embodied Carbon in Electrical Cables.

To register interest in our courses, please contact your account manager or email training@elandcables.com.



Summary

2023 saw the impact of our investment during 2022 into sustainable operations really start to deliver returns in terms of carbon emissions reductions. We recognise there is still a long way to go to achieve our targeted reductions and the ultimate goal of Net Zero and remain committed to the journey ahead.

There are further actions planned to continue our push for greater reductions.

We continue to seek expert external advice on how we can make further, continued improvements, and welcome conversations, feedback and suggestions on our sustainability efforts.

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