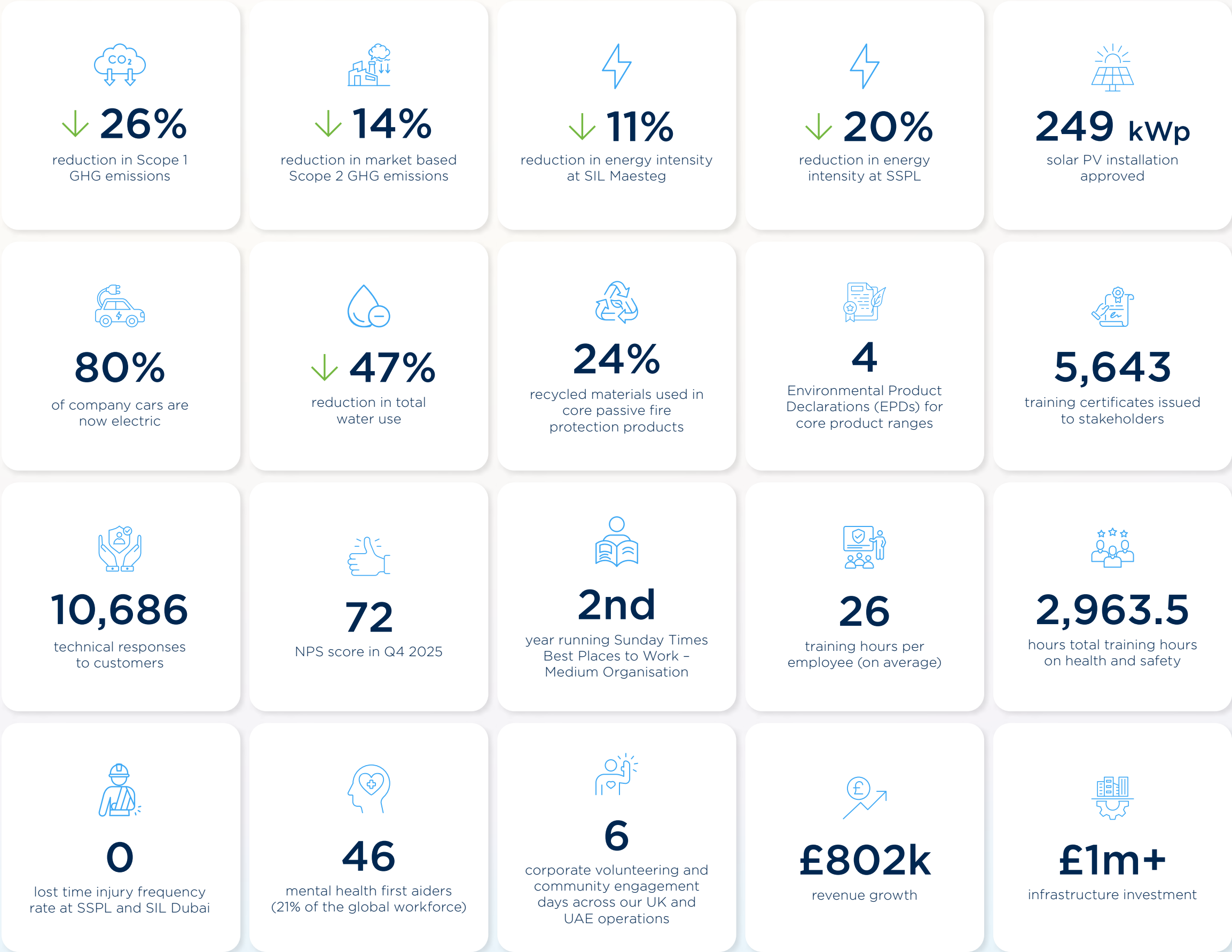


Siderise 2025 sustainability report



Our 2025 progress at a glance

Our products play a critical role in creating safer, more sustainable built environments. By helping contain fire, reduce noise and improve energy efficiency, our solutions protect people, preserve building integrity and reduce long-term environmental impact. As we support customers in delivering resilient, high performing buildings, it is equally important that we hold ourselves to the same standards. This report sets out how we are strengthening our own environmental, social and governance performance to support long-term value for our stakeholders.



Report contents

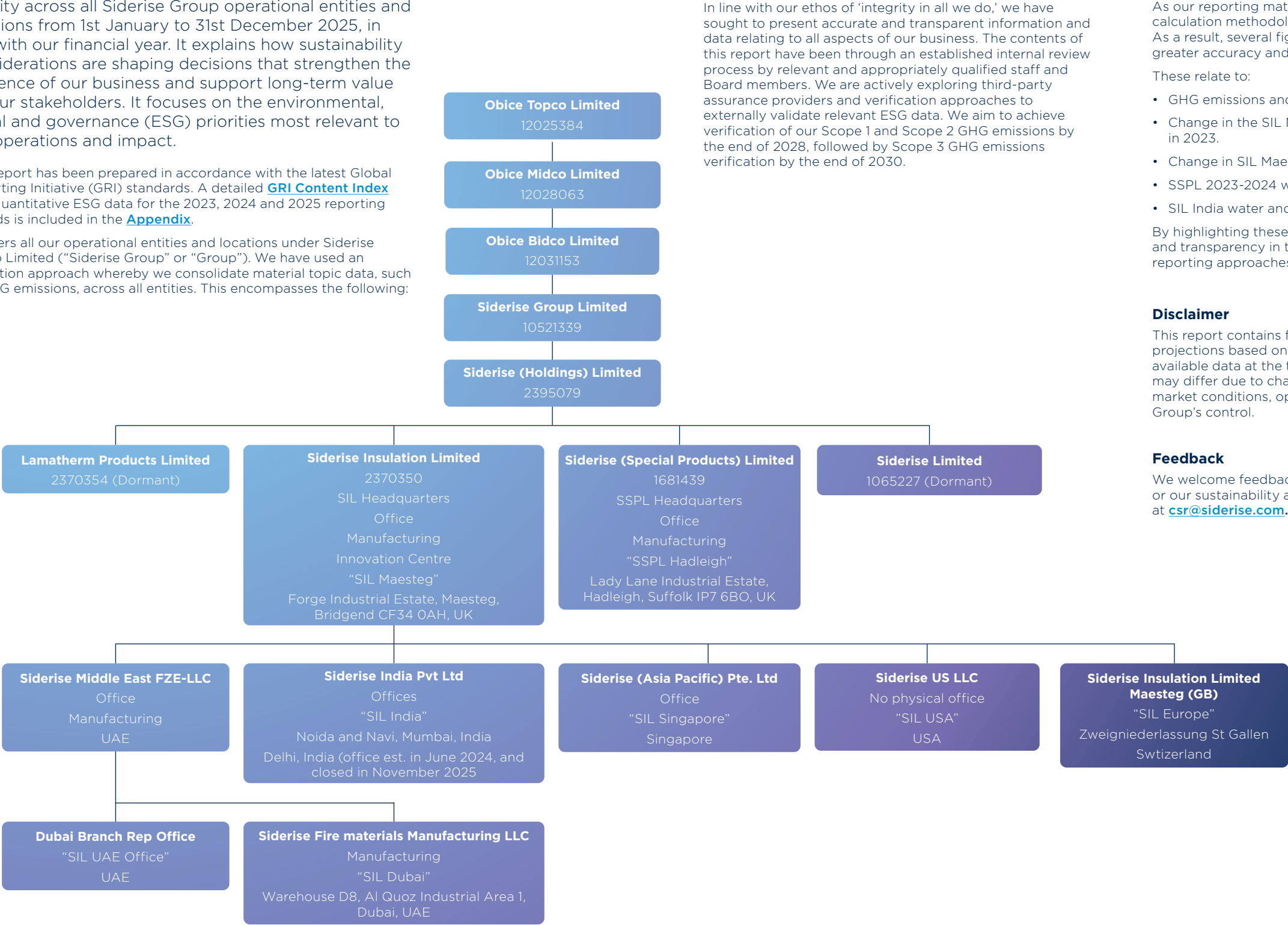
Our 2025 progress at a glance	2
About this report	3
A message from our CEO	4
Our business	5
ESG strategy	6
Planet	12
Decarbonising our activities	13
Improving the energy performance of our sites	14
Waste management	16
Water management	17
Biodiversity	18
Product	19
Assessing the embodied carbon of our products	20
Material circularity	21
Research, development and innovation	22
Performance assurance and testing	23
Product quality and safety	25
Case Studies	26
‘Customer first’ - customer experience	28
Technical customer experience	29
Responsible supply chain	32
People	34
Engaging with our stakeholders	35
Community engagement	36
Our employees	38
‘Strive for betterment’ - talent management	40
‘Respect for each other’ - equality, diversity and inclusion	41
‘Safety matters’ - health, safety and wellbeing	42
Policy	44
Governance	45
Business strategy	46
Managing risks	47
Key investments	47
Appendix	48
A1 Environmental indicators	49
A2 Product indicators	53
A3 Social indicators	54
A4 GRI content index	61

About this report

This is our third annual sustainability report, covering activity across all Siderise Group operational entities and locations from 1st January to 31st December 2025, in line with our financial year. It explains how sustainability considerations are shaping decisions that strengthen the resilience of our business and support long-term value for our stakeholders. It focuses on the environmental, social and governance (ESG) priorities most relevant to our operations and impact.

This report has been prepared in accordance with the latest Global Reporting Initiative (GRI) standards. A detailed [GRI Content Index](#) with quantitative ESG data for the 2023, 2024 and 2025 reporting periods is included in the [Appendix](#).

It covers all our operational entities and locations under Siderise Group Limited (“Siderise Group” or “Group”). We have used an allocation approach whereby we consolidate material topic data, such as GHG emissions, across all entities. This encompasses the following:



In line with our ethos of ‘integrity in all we do,’ we have sought to present accurate and transparent information and data relating to all aspects of our business. The contents of this report have been through an established internal review process by relevant and appropriately qualified staff and Board members. We are actively exploring third-party assurance providers and verification approaches to externally validate relevant ESG data. We aim to achieve verification of our Scope 1 and Scope 2 GHG emissions by the end of 2028, followed by Scope 3 GHG emissions verification by the end of 2030.

Restatements

As our reporting maturity continues to develop, we have strengthened calculation methodologies, data collection processes and internal review. As a result, several figures previously disclosed have been restated to ensure greater accuracy and consistency with improved reporting practices.

These relate to:

- GHG emissions and energy data of 2024.
- Change in the SIL Maesteg total number of suppliers and local suppliers in 2023.
- Change in SIL Maesteg non-tier 1 suppliers in 2024.
- SSPL 2023-2024 waste per unit of product.
- SIL India water and electricity data in 2023 and 2024.

By highlighting these restatements, we aim to further demonstrate integrity and transparency in the continuous improvement of our ESG practices and reporting approaches.

Disclaimer

This report contains forward-looking statements, ambitions, targets, and projections based on current expectations, estimates, assumptions, and available data at the time of reporting. Actual outcomes and performance may differ due to changes in methodologies, technologies, regulations, market conditions, operational requirements, and other factors beyond the Group’s control.

Feedback

We welcome feedback, questions or recommendations about this report or our sustainability approach. Contact our ESG Director, Sera Turkoglu, at csr@siderise.com.

**Siderise Group Limited is privately owned with offices in the UK, UAE, India, Singapore, Switzerland and the USA. Our financial statements are consolidated under Obice Topco Limited.*

A message from our CEO

2025 marked my fifth year as CEO of Siderise Group and, in that time, the pace and scale of our expansion have been extraordinary. Today, our teams work across 13 countries, supporting projects in 40 markets worldwide, helping to deliver buildings that create real social and economic value for the communities they serve. This report highlights some of that impact and the work behind it.

Sustainability continues to play a critical role in shaping our long-term strategy. Our four pillars of Planet, Product, People and Policy guide decision-making at every level, ensuring we balance commercial performance and product quality with environmental responsibility and positive social outcomes. They are closely aligned with the issues most material to our business, including quality and safety, climate change, circularity, customer satisfaction, and the wellbeing of our people and communities. Clear governance and accountability ensure these priorities are embedded across the organisation.

Whilst 2025 presented challenging market conditions for our sector, our value of continually Striving for Betterment remained constant. This report reflects both the progress we have made and where we must go further as we deliver our long-term sustainability ambitions.

Putting Customers First continues to be a key driver of our performance. We strengthened customer experience through enhanced technical support, expanded training for project stakeholders, and closer collaboration on project-specific testing. The [launch of our Dubai manufacturing site](#) further reinforced our ability to serve customers in key growth markets and respond to regional demand.

Great culture is built by great people, and investing in our global workforce has remained a key priority. We continued to deliver high levels of training and mentorship to ensure strong competency levels across our teams. This work has strengthened our mechanisms for gathering employee feedback, and championed inclusive practices across our global operations. These efforts contributed to [our listing in The Sunday Times Best Places to Work](#) for the second year running and inclusion in [Building's Good Employer Guide 2025](#).

We also took tangible steps to reduce our environmental impact. In 2025, we reduced global Scope 1 GHG emissions by 26%, achieved 100% renewable electricity procurement across our UK operations, and advanced plans to expand our onsite solar photovoltaic (PV) capacity at our Siderise Group head office. These actions form part of our broader commitment to delivering our 2030 sustainability targets and supporting the transition to a lower-carbon built environment.

I am incredibly proud of what we have achieved and even more energised by what lies ahead. Our commitment to going beyond, to raising standards, and to delivering safer outcomes for communities worldwide remains stronger than ever.



Adam Turk
CEO of Siderise Group



Watch Adam describe how our sustainability commitments form a crucial part of the business strategy and operations



Our business

Our specialisms

Fires are among the most severe stress tests a building can face, with impacts that reach far beyond immediate physical damage or the environmental cost of firefighting, such as high-water consumption and chemical runoff. A major fire can fundamentally alter a building's lifecycle; partial or total demolition often represents the loss of significant embodied carbon and results in the need for carbon-intensive reconstruction. The social consequences are equally profound. The human costs of injury, loss of life and lasting psychological trauma are difficult to quantify, yet deeply significant.

As a leading manufacturer of high-performance **passive fire protection** solutions for the building envelope, we help reduce these risks by supporting safer, more resilient buildings. Our products, including our unique stone wool Lamella cavity barriers and firestops, are designed to control the spread of fire in different external wall systems such as cladding, curtain walling and masonry. By helping reduce the scale and impact of fire events, our solutions can help limit structural damage, reduce material loss and support the protection of occupants throughout a building's lifecycle.

Our **acoustic insulation products** support healthier and more productive environments by reducing noise pollution. These solutions are used in a variety of applications where enhanced acoustic comfort, fewer distractions, and the maintenance of privacy are essential to promote better occupier health and wellbeing. This includes buildings, rail and marine.

Meanwhile, our **thermal insulation solutions** contribute to reducing energy consumption by providing effective thermal barriers, resulting in lower GHG emissions associated with heating and cooling.

3  manufacturing sites

7  global offices

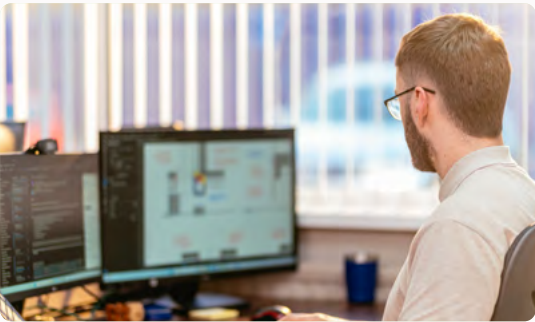
224 employees

40 countries supplied to

Australia	Denmark	Italy	Pakistan	Spain
Austria	Egypt	South Korea	Philippines	Switzerland
Belgium	Germany	Latvia	Poland	Thailand
Bulgaria	United Kingdom	Lithuania	Portugal	Turkey
China	Greece	Malaysia	Qatar	Ukraine
Croatia	India	Malta	Romania	United Arab Emirates
Cyprus	Ireland	Netherlands	Saudi Arabia	United States
Czech Republic	Israel	New Zealand	Singapore	Vietnam

Our approach

We aim to redefine the role of the manufacturer in delivering building safety and comfort. To support best practice specification and installation, our approach is:



1. Technically led

Through our Technical Wrapper, we provide expert support from design to handover, underpinned by in-house expertise, robust test data and practical insight.



2. Customer driven

Our innovation responds to real-world challenges, delivering solutions that go beyond industry norms. We also share our expertise with stakeholders and regulators to help strengthen standards.



3. Compliance focused

Our products are supported by significant investment in testing, third-party certification and quality assurance.



4. Competency committed

We invest in developing our people through a rigorous internal competency framework, to enable every interaction to be informed and consistent.

Our values

Learn more at siderise.com/the-siderise-difference



Customer first



Safety matters



Integrity in all we do



Respect for each other



Strive for betterment

ESG strategy

ESG pillars

Our ESG strategy is built around four pillars focused on our key priorities. Each aligns with our values and relevant UN Sustainable Development Goals (SDGs).



Planet

We are committed to delivering growth responsibly by reducing the environmental impact of our operations, products and supply chain. Our approach focuses on improving energy and resource efficiency, increasing circularity, reducing waste and emissions, and promoting responsible water use, while supporting the long-term sustainability of the buildings that we help create.



Value

Strive for betterment



SDGs



Product

We go beyond the traditional role of a manufacturer, investing in innovation, digital tools and training that deliver true value to our customers. Guided by our 'Customer First' value, we focus on quality, performance and collaboration to meet evolving needs. This includes applying circular economy principles to help support a low-carbon future.



Value

Customer first



SDGs



People

We want to ensure a safe, inclusive and high-performing workplace where people can thrive. Through strong talent management and engagement, we enable our teams to contribute their skills and perspectives across all regions. We also support the communities around our sites, using our CSR initiatives to create a positive impact beyond our business.



Value

Respect for each other
Safety matters



SDGs



Policy

Our policies underpin responsible governance and ethical business practices. Supported by a clear governance structure, they guide decision-making and long-term strategy. Ongoing stakeholder engagement ensures our approach remains transparent, effective and aligned with wider expectations.



Value

Integrity in all we do



SDGs

Watch our ESG Director, Sera, explain how these pillars have helped to drive progress across the business

Setting our priorities - materiality assessment

Our targets are shaped by a clear view of the issues that matter most to our business and stakeholders. These were identified in 2023 through a structured assessment process designed to capture both actual and potential impacts across the short and long term. This process combined multiple research methods, including analysis of the United Nations Sustainable Development Goals (SDGs), insights from ESG rating agencies, findings from the World Economic Forum's Global Risks Reports, and industry benchmarking. The Board played a central role in pinpointing impacts on the economy, environment, and people, reflecting its responsibility for approving reported information and confirming the material topics.

To broaden our understanding, we carried out a stakeholder mapping exercise (as outlined in our [Approach to stakeholder engagement section](#)) and conducted a survey approaching approximately 2,000 internal and external stakeholders. Impact assessments followed recognised criteria:

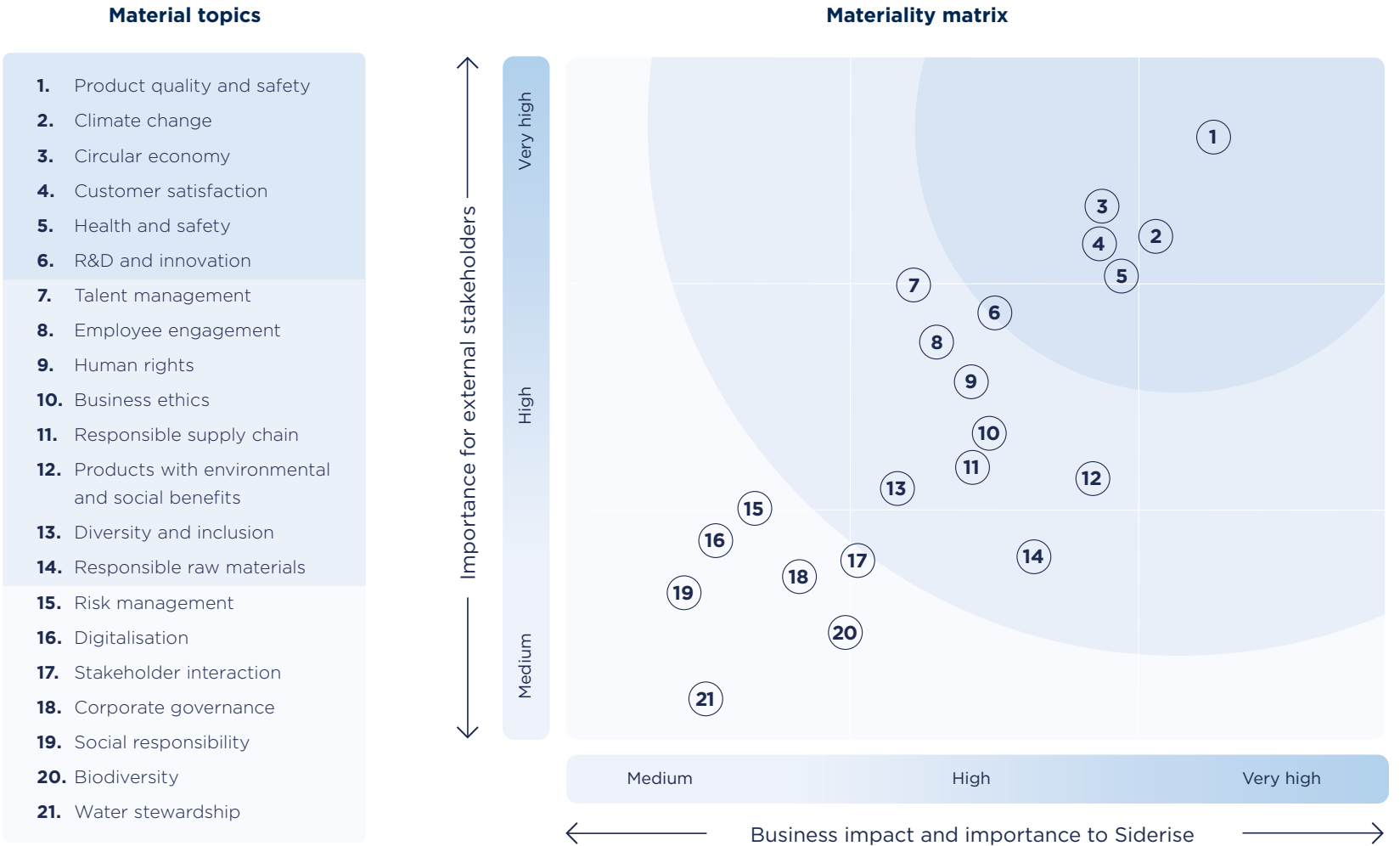
- Actual negative impacts were evaluated by severity—considering scale, scope, and the degree of irreversibility.
- Potential negative impacts were assessed by severity and likelihood.

- Actual and potential positive impacts were evaluated by scale and scope, with likelihood also considered for potential impacts.

Survey results were used to establish thresholds and prioritise material topics on a 1-5 scale:

- 4.0: Very high
- 3.5 to < 4.0: High
- 3.0 to < 3.5: Medium

For GRI reporting purposes, we have treated our **very high priority ESG topics as our material topics**. For each of these topics, this report includes a management approach disclosure aligned with GRI 3-3, covering the related impacts, how we manage the topic, the key actions taken, and how progress is tracked. Information on other high and medium priority ESG topics is also included; however, these should be read as supplementary disclosures rather than additional GRI material topics. The management of each material topic is addressed in the relevant sections of this report.



Targets and progress updates

Planet					
Material issues	Metric	Targets	Target year (by the end of)	Status	Progress in 2025
The climate crisis and the transition to a zero-carbon economy Circular economy and waste Biodiversity Water stewardship	GHG Scope 1 & 2 emissions	Net Zero by the end of 2030 from a 2024 base year (setting science-based targets)	2030	On track	Total Group GHG Scope 1 emissions dropped by 26% and Scope 2 (market-based) by 14%. Made the decision to move from heating oil (kerosene) to an electric system in Building 2 at SIL Maesteg. Work will take place in Q3 2026.

Targets and progress updates

Product					
Material issues	Metric	Targets	Target year (by the end of)	Status	Progress in 2025
Circular economy and waste Customer satisfaction and communication R&D and innovation Products with environmental and social benefits Digitalisation	Product circularity	>30% recycled content in core passive fire protection products (CW, RH,RV, EW)	2030	On track	Approximately 24% recycled materials used in SIL products.
		Establish waste take-back scheme	2030	On track	Feasibility in the process of being determined.
	Annual investment in R&D	≥2% of turnover	2025	Partially achieved	1.3% of turnover allocated to R&D in 2025, due to investment in other priority areas.
	Number of external stakeholders trained	2,000 people/year	2025	Achieved	Continued delivery of our CPD and product and installation training programmes throughout 2025, with sessions delivered both in person and via our Siderise Academy online learning portal. 5,643 training certificates issued across all training types.
	Product stewardship	EPDs/HPDs for all core product ranges	2025	Achieved	Published EPDs for closed state cavity barriers, firestops, perimeter seals, and acoustic void barriers. Development of further EPDs is underway.

Targets and progress updates

People					
Material issues	Metric	Targets	Target year (by the end of)	Status	Progress in 2025
Health and safety Talent management Employee engagement Human rights Diversity and inclusion Social responsibility	Health and safety non-conformance	Zero non-conformances under ISO 45001: 2018 at UK sites where the standard is in place	2025	Achieved	Achieved zero non-conformances in ISO 45001: 2018 Occupational Health and Safety Management System audits at both SIL Maesteg and SSPL.
	Lost-time injury frequency rate (LTIFR)	Zero LTIFR across all manufacturing sites	2025	Partially achieved	- SSPL and SIL Dubai achieved target of zero LTIFR in 2025. - SIL Maesteg's LTIFR in 2025 was 11.41, an 11% reduction from the previous reporting year. - We always aim to have a zero LTIFR, and will keep this target on an ongoing basis.
	Mental health first aiders	15% of staff to be trained mental health first aiders	2025	Achieved	- Trained 31 employees to be mental health first aiders in 2025. - Had 46 mental health first aiders at the end of 2025, equating to 21% of staff.
	Training hours per full-time employee (FTE)	All FTE to receive a minimum of 10 to 20hrs of training per year (6hrs of this must be related to H&S)	2025	Achieved	- An average of 26 hours of training per employee was completed by the end of 2025. - An average of 13 hours of this was H&S training.
	eNPS score	Achieve an eNPS score of >65.	2025	Off track	- Achieved an eNPS score of 35, which was still rated as a 'Good' score by The Sunday Times Best Places to Work. - We will continue to maintain this ambitious target internally. - Named one of the Sunday Times Best Places to Work 2025.
	Gender equality	Achieve gender parity across the organisation	2030	On track	32% female employees. - Target under review as part of our evolving ESG strategy.
	Community investment	£20,000 allocated to CSR activities	2030	On track	- Allocated £20,000 and spent £8,704 on CSR activities. - Delivered six community engagement events with the participation of employees from our UK and Middle East offices/ manufacturing sites

Targets and progress updates

 Policy					
Material issues	Metric	Targets	Target year (by the end of)	Status	Progress in 2025
Business ethics Responsible supply chain Responsible raw materials Stakeholder interaction Corporate governance Risk & crisis management	Responsible sourcing	BES 6001 responsible sourcing certification	2024	Achieved	SIL Maesteg achieved BES 6001 responsible sourcing certification. Received 'good' rating.
	Percentage of assessed / screened critical suppliers	100%	2025	Off track	Progress was made, but not sufficient to meet the target within this cycle. An ESG screening questionnaire was sent to 100% of critical suppliers at SIL Maesteg and SSPL by the end of 2025. 57% of critical suppliers at SIL Maesteg were either audited onsite or screened via questionnaire against ESG criteria. 52% of critical suppliers at SSPL were screened via questionnaire against ESG criteria.
	Risks and opportunities	CDP Disclosure (or similar)	2025		Decided to defer CDP participation until our GHG emissions data has undergone third-party verification, with Scope 1 and 2 verification targeted by the end of 2028 and Scope 3 by the end of 2030.

Oversight and accountability

The Management Board, inclusive of the CEO and CFO from our highest governance body, oversees strategic workshops with the wider senior leadership team to ensure alignment on and evolution of our organisation's purpose, values, mission, strategies, policies, and goals, including those directly and indirectly related to ESG and sustainable development.

The Board

Delegates day-to-day responsibility for managing ESG impacts through the Management Board and relevant senior leaders.



The Management Board

Oversees overarching ESG strategy and due diligence and reviews ESG performance regularly. This includes considering risk, competency and company-wide alignment with our ESG goals. Material matters are escalated to the Board as required.



Chief Technical Officer

Responsible for managing ESG impacts and escalating key issues to the Management Board.



ESG Director

Develops, coordinates and oversees efforts to identify and address our organisational impacts, reporting to the Chief Technical Officer (CTO) weekly.

Our priorities are shaped by insight from across the business and our stakeholders, informed by structured engagement and materiality assessments conducted every three years by our dedicated ESG Director, as well as findings from third-party ISO 14001, ISO 9001 and ISO 45001 audits. These insights are reviewed at Board level, ensuring that the issues which matter most directly inform decisions. The Board delegates review of the effectiveness of these processes to the Management Board, which undertakes this review annually. The ESG Director also provides a formal annual presentation to both the Board and the Management Board covering materiality assessment outputs, audit findings and broader ESG performance updates.



Embedding the strategy

Sustainability is integrated into how we run the business. Clear reporting lines and governance structures ensure accountability and visibility, enabling progress to be tracked and actions taken where needed. ESG considerations are built into our risk management approach, strengthening oversight and supporting more informed, consistent decision-making across the Group. ESG performance is also reviewed at monthly Management Board meetings, ensuring regular scrutiny.

Sustainability reporting

We have published sustainability reports since 2024, establishing a clear and transparent approach to monitoring and transparently communicating our impacts and ESG progress. Accountability for the accuracy of this data and analysis is embedded in our governance structure: the ESG Director coordinates data collection and analysis across the Group before submitting it to the Management Board for review. The reviewed report, including the material topics and related disclosures, is then provided to the Board for final approval prior to public release.



ESG competence

We invest in building ESG competence across the organisation. Board members attend workshops, seminars, and conferences where sustainability is addressed as part of broader discussions on business operations and management. Employees are encouraged to attend external webinars and forums dedicated to sustainability. Internally, the ESG Director delivers annual briefings to the Board to disseminate information and foster dialogue on sustainability-related topics. This is complemented by structured internal training, including ESG onboarding sessions and specialist programmes. This builds on the individual and organisational knowledge already existing within the business. For example, our CTO has a degree in Sustainable Energy Technology, and our ESG Director has a master's degree in Environmental Science, both bringing a solid foundation of understanding to their roles.

Planet

We want to deliver our global growth ambitions in a way that not only reduces environmental impact but also contributes positively to the resilience and sustainability of the communities and environments connected to our operations. This means continually improving how we power our sites, transport our people, manufacture our products, and manage resources across our value chain.

Siderise values:



Strive for betterment

SDGs:



In this section:

Decarbonising our activities	13
Improving the energy performance of our sites	14
Waste management	16
Water management	17
Biodiversity	18

Decarbonising our activities

MATERIAL TOPIC: CLIMATE CHANGE

How we manage this topic



Impact

Climate change impacts are associated with our operations, energy use, transport and wider value chain, including direct fuel use, purchased electricity and upstream and downstream emissions



How we manage it

Through annual GHG measurement, our decarbonisation plan, renewable electricity procurement, site-level energy projects, ISO 14001/ISO 50001 processes and oversight by the ESG, Operations and senior management teams.



2025 actions

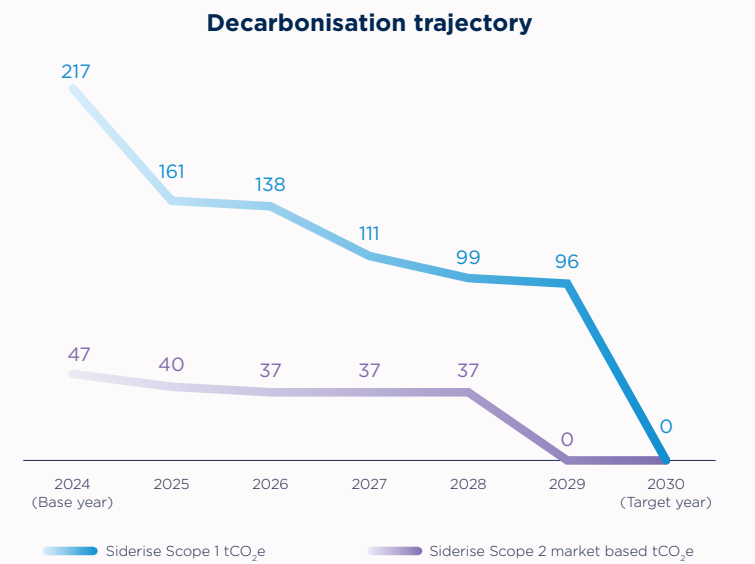
We reduced Scope 1 GHG emissions by 26% and market-based Scope 2 GHG emissions by 14%, approved a 249 kWp solar PV installation at SIL Maesteg and progressed plans to electrify heating in Building 2 at SIL Maesteg.



Targets and tracking

Our target is net zero Scope 1 and 2 GHG emissions by the end of 2030 from a 2024 base year. Progress is tracked through annual emissions data, energy intensity, renewable electricity procurement, fleet transition and delivery of decarbonisation projects.

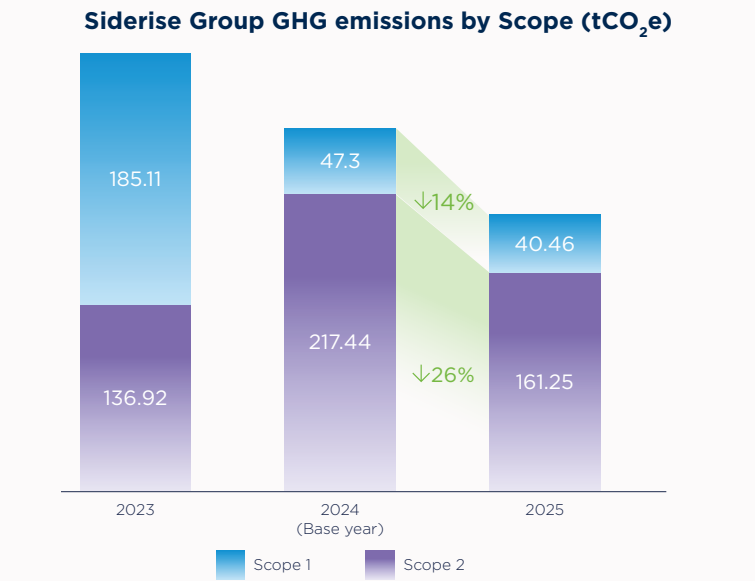
In 2025, we strengthened our approach to decarbonisation, by setting a clear plan to reach net zero greenhouse gas (GHG) emissions across Scopes 1 and 2 by the end of 2030. We also began developing a longer-term roadmap to achieve net zero across all scopes by 2050, recognising this will require ongoing refinement as data, methodologies and external conditions evolve.



**The decarbonisation trajectory is based on current assumptions, available data, and planned initiatives at the time of reporting and may be updated as methodologies, technologies, operational requirements, and business conditions evolve.*

***Location-based Scope 2 emissions reflect average emissions from the electricity grids where energy consumption occurs, while market-based Scope 2 emissions reflect emissions associated with the specific electricity products purchased by the organisation, such as renewable electricity contracts. Siderise's Scope 2 decarbonisation targets are based on the market-based methodology.*

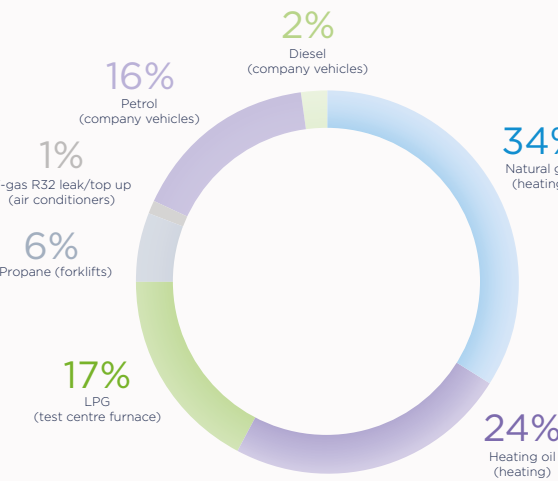
Our latest analysis shows continued progress in reducing direct emissions and improving efficiency at key manufacturing sites. It also reinforces where the greatest challenge lies, addressing supply chain emissions, which remain the largest contributor to our overall footprint.



GHG emissions progress

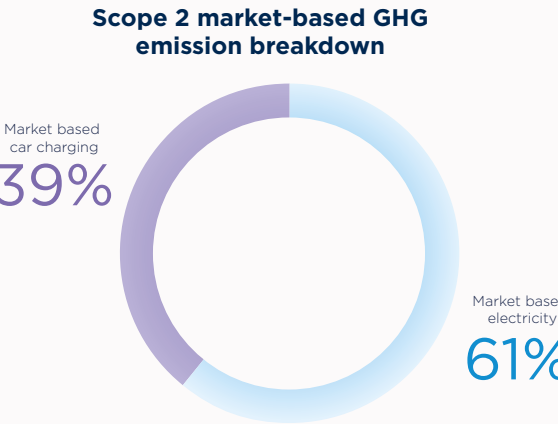
Scope 1 = 161.25 tCO₂e ↓26% from 2024

Scope 1 emissions fell by 26% to 161.25 tCO₂e, driven by lower use of heating oil and natural gas, alongside reduced emissions from vehicles and forklifts as efficiency improved and electrification increased. This was partially offset by higher LPG (Liquefied Petroleum Gas) use due to increased fire test furnace activity.



Scope 2 = 40.46 tCO₂e ↓14% from 2024
market-based and 240.87 tCO₂e
location-based ↓9% from 2024

Market-based Scope 2 emissions reduced by 14% to 40.46 tCO₂e, supported by green electricity procurement, despite increased emissions from public EV charging. Meanwhile, location-based emissions fell by 9% to 240.87 tCO₂e, reflecting lower UK grid factors, partially offset by increased electricity use from the start of manufacturing operations in the UAE.



Scope 3 = 14,707.42 tCO₂e ↓7% from 2024

Scope 3 emissions remain the largest part of our footprint driven primarily by purchased goods and services, particularly carbon intensive raw materials like stone wool. This continues to be a key focus area for future reduction, making collaboration with suppliers critical to supporting emissions reductions across the value chain. However, progress is also dependent on the availability of lower-carbon materials, technologies and supplier-led decarbonisation initiatives.

Greenhouse gas emissions breakdown

Direct (Scope 1) GHG emissions, energy indirect (Scope 2) GHG emissions and other indirect (Scope 3) GHG emissions

Parameter	2023	2024 (Base year)	2025	Change from previous year
Gross total direct (Scope 1) emissions (tCO₂e)				
SIL Maesteg*	107.93	169.35	112.82	-33%
SSPL**	28.99	33.08	28.51	-14%
SIL Dubai	N/A	-	-	-
SIL UAE	-	15.02	19.92	33%
Siderise Total Scope 1	136.92	217.44	161.25	-26%
Gross location-based energy indirect (Scope 2) GHG emissions (tCO₂e)				
SIL Maesteg (Location-based)	187.60	229.83	205.98	-10%
SIL Maesteg (Market-based)	156.42	12.52	14.74	18%
SSPL (Location-based)	20.56	21.49	18.60	-13%
SSPL (Market-based)	20.56	21.49	9.43	-56%
SIL Dubai (Location-based)	N/A	1.21	5.08	320%
SIL Dubai (Market-based)	N/A	1.21	5.08	320%
SIL UAE (Location-based)	8.13	12.08	11.20	-7%
SIL UAE (Market-based)	8.13	12.08	11.20	-7%
Siderise total Scope 2 (tCO₂e) (Location-based)	216.29	264.61	240.87	-9%
Siderise Total Scope 2 (tCO₂e) (Market-based)	185.11	47.30	40.46	-14%
Gross other indirect (Scope 3) GHG emissions (tCO₂e)				
Gross Scope 3 emissions	-	15,899.13	14,707.42	-7%
3.1 Purchased goods and services	7,570.59	14,282.20	13,065.50	-9%
3.3 Fuel- and energy-related activities	-	72.18	98.96	+37%
3.4 Upstream transportation and distribution	-	685.94	485.88	-29%
3.5 Waste generated in operations	-	2.27	2.30	+1%
3.6 Business travel	-	508.55	551.48	+8%
3.7 Employee commuting	-	325.84	345.25	+6%
3.8 Upstream leased assets	-	16.49	15.56	-6%
3.9 Downstream transportation and distribution	-	5.66	142.50	+2,416%
Biogenic CO₂ emissions (tCO₂e)	-	-	-	-
GHG emissions intensity of SIL Maesteg (tCO₂e/kg)*****	0.000026	0.000014	0.000010	-29%
GHG emissions intensity of SSPL (tCO₂e/kg)*****	0.000075	0.000097	0.000059	-39%
GHG emissions intensity of SIL Dubai (tCO₂e/kg)*****	N/A	N/A	0.000133	N/A

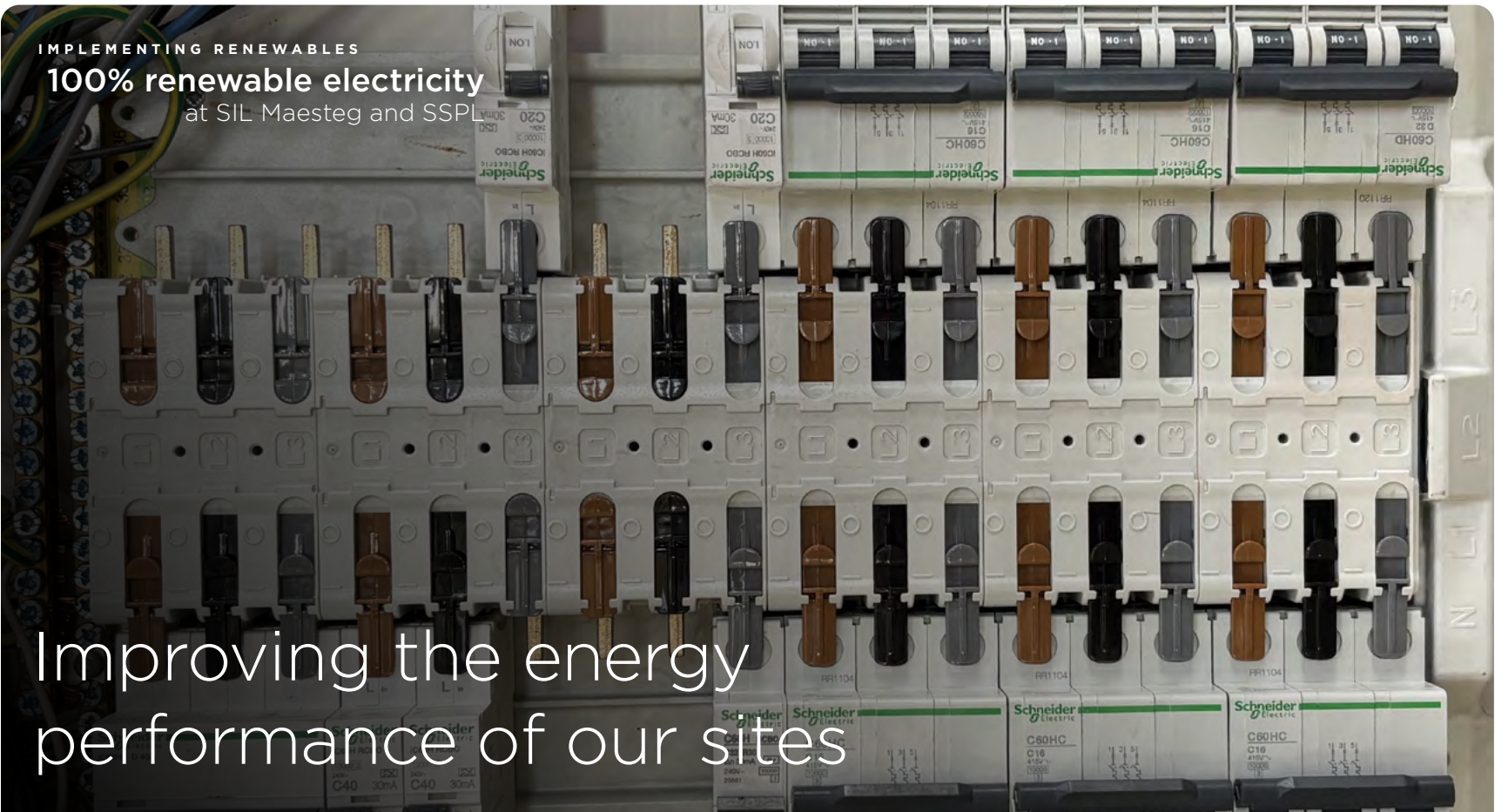
**Includes natural gas (heating), heating oil (heating), propane (forklifts), LPG (Siderise Innovation Centre furnace) and F-gas top-ups.*
***Includes natural gas (heating), heating oil (heating), propane (forklifts and shrink fast). No F-gas top-ups or refrigerant refills were recorded during the reporting period.*
****Stone wool and aluminium foil.*
*****In 2024, the SIL Singapore office transitioned from a home office setup to a shared commercial office space, and we began using estimated consumption data to account for our share of utilities within the shared office.*
******Intensity measure is based on Scope 1 and 2 (market-based) emissions only.*

Our energy consumption data was obtained from invoices for Scopes 1 and 2 emissions, while emission factors were sourced from the UK Government's Greenhouse Gas Reporting: Conversion Factors 2025 publication. For international offices, we used the most recent and reliable publicly available sources for GHG emission factors. The calculation includes emissions of carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). Our emissions consolidation approach follows the **operational control method**.

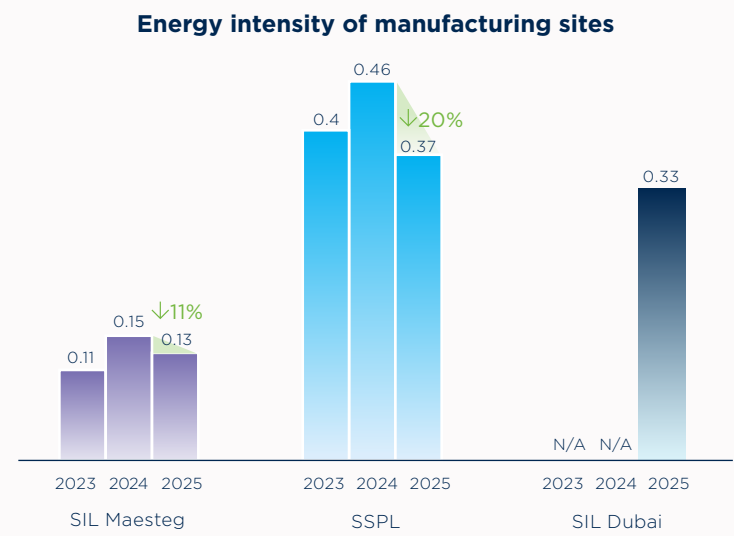


ESG Planet Target

Net zero by the end of 2030 from a 2024 base year, setting science-based targets **On track**



In 2025, targeted energy efficiency improvements across our three manufacturing sites delivered strong results, supporting our ambition to reduce energy intensity by 20% by the end of 2030.



SIL Maesteg achieved an 11% reduction in energy intensity (kWh/kg) exceeding 2025 target of 2.5%.

SSPL achieved a 20% reduction in energy intensity (kWh/kg) exceeding 2025 target of 2.5%.

As SIL Dubai was newly established during the reporting period, our focus was on setting up core operations and embedding the site's systems and processes. Energy use increased in line with the start of manufacturing, and while emissions were assessed, no efficiency projects were implemented at this stage.

Energy consumption by site (kWh)

Site	2023	2024 (base year)	2025	Change from previous year
SIL Maesteg	1,314,445	1,906,941	1,701,286	-11%
SSPL	226,336	260,265	239,200	-8%
SIL Dubai	-	3,001	12,681	323%
SIL UAE	18,466	90,794	109,199	20%
SIL Singapore	2,118	1,085	1,085	0%
SIL India	2,953	5,234	5,516	5%
Total Siderise Group	1,564,318	2,267,319	2,068,968	-9%

ESG Planet Target
20% reduction in energy intensity (kWh per kg of product) by the end of 2030 at our manufacturing sites, based on a 2024 base year: **On track**

Energy efficient site upgrades

SIL Maesteg
Completed a full compressed air leak survey

- Annual savings: 15,535 kWh.

Installed data loggers on the largest Significant Energy User (SEU) to support detailed energy-use analysis in Q4 2025

- Further optimisation measures planned for 2026.
- Site-wide expansion of data loggers planned for more granular analysis of electricity consumption.

Removed inefficient or legacy loads

- 4 kW vacuum pump (previously running 10 hours/day).
- Two 3 kW macerator motors.

Improved operational controls

- Briefed all teams on the correct use of heating time-clock controls to ensure consistent and responsible management.
- Standardised heating temperature setpoints and thermostats locked.
- Reduced nominal operating hours from 16 to 10 hours/day.
- Lowered Local Exhaust Ventilation (LEV) fan speeds (50 Hz → 45 Hz) to better reflect actual demand.

Enhanced building energy performance

- Refinements to extraction, heating, and compressed-air control systems.
- Use of fast-action doors to prevent unnecessary heat loss.

SSPL
Installed 14 data loggers across Significant Energy Users (SEUs)

- Improved monitoring and data-driven decision making.

Implemented heating-efficiency measures

- Warehouse thermostat reduced from 14°C to 12°C.
- Site-wide heating setpoint reduced from 19°C to 18°C.
- Thermostats locked to prevent unauthorised adjustment.

Reduced heating oil consumption

- Fast-acting roller shutter doors to prevent unnecessary heat loss.
- Implemented behavioural improvements in door-management practices.

Implementing renewables

Following the installation of a pilot solar PV array at SIL Maesteg in 2024, a **significantly larger 249 kWp system was approved for Building 1 and is due to be operational in April 2026**. This is expected to generate around 209 MWh of electricity annually and **deliver a lifetime reduction of 1,312 tCO₂e**.

We also progressed plans to electrify heating at SIL Maesteg, with the aim of phasing out kerosene in Building 2 by Q3 2026. This forms part of a broader shift towards lower carbon energy systems across our sites.

Across our UK operations, we continue to procure **100% renewable electricity at SIL Maesteg and SSPL**, supporting immediate emissions reduction while longer term infrastructure investments are delivered.

ESG Planet Target
20% onsite and 80% offsite renewable energy by the end of 2030: **On track**

Operating to international standards

In 2025, we strengthened our approach to managing energy across the business, progressing toward **ISO 50001 certification at SIL Maesteg and SSPL**. This reflects our focus on embedding consistent, effective energy management to support our net zero ambitions.

We successfully completed the Stage 1 certification audit in November, confirming that our Energy Management System is well-developed and aligned with the requirements of the standard. No areas of concern were identified, demonstrating strong progress and clear commitment across our operations.

We are now progressing to the final Stage 2 audit, scheduled for February 2026, with certification expected by the end of Q1 2026. Certification will support more structured energy management, helping to drive further efficiency and reduce consumption over time.

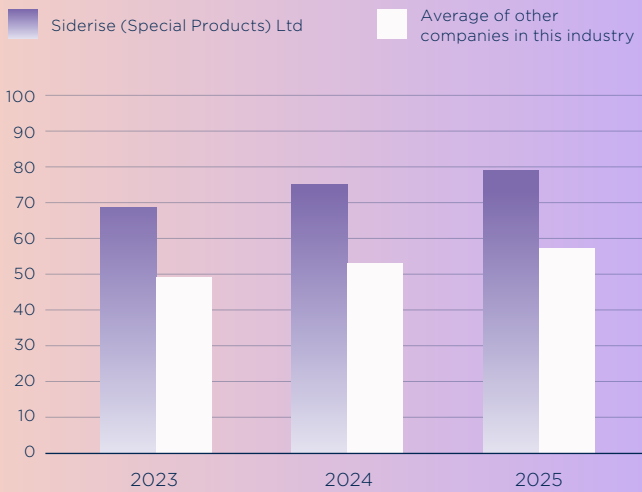
This builds on our established **ISO 14001 Environmental Management System (EMS) certification**, held by **SIL Maesteg since 2018** and **SSPL since 2019**, which provides a strong foundation for the management of environmental impacts across the Group.

Together, these certifications provide our customers with confidence that environmental and energy impacts are managed through structured, internationally recognised systems designed to support continual improvement, operational efficiency and responsible manufacturing practices.

ESG Planet Target
ISO 50001 Energy Management System certification by the end of 2025: **Partially achieved**

DID YOU KNOW

SSPL has achieved Gold Medal status from Ecovadis— a globally recognised, independent business sustainability assessment platform. Our most recent score was 78/100, ranking us in the top 5% of the 100,000+ companies across 175+ countries that have voluntarily undergone the assessment. This independent verification is especially valuable to our client partners in rail, construction, and marine, who are actively working to build more sustainable and transparent supply chains.



Electrifying our transport

Transporting around our sites

Site	Forklift fleet make up	2026 focus
SIL Maesteg	6 x electric 1 x propane	Phase out the remaining propane forklift by 2026.
SSPL	1 x electric 2 x LPG	Transition to bio-LPG in the short term in 2026, until replacement with electric alternatives by 2027.
SIL Dubai	Forklifts at this site are supplied and managed by third-party providers, so availability and specifications depend on their offerings and costs. As a result, no equipment-related improvements or transitions were implemented in 2025.	

Transporting people

In 2025, **80% (41) of our company cars were fully electric**. The remaining fleet comprised 12% petrol, 4% petrol hybrid vehicles and 4% diesel vehicles. At our SIL Maesteg site, we provide **free electric vehicle charging stations for employees and visitors**. This initiative is designed to encourage the wider adoption and usage of electric vehicles.



ESG Planet Target
100% EV company cars by the end of 2030: On track

Transporting products

Scope 3 emissions across the value chain remain challenging to address. As they represent most of our footprint, we are focused on improving the accuracy of our calculations and working with suppliers to reduce GHG emissions in practice.

A key project has been a partnership with international freight forwarder FSEW. In October 2025, we took part in a pilot using its premium GreenFlow service. Based on the supplier declaration, this made Siderise the first UK company to **decarbonise its road and sea export route between the UK and Jebel Ali Port in Dubai**. During the reporting period, 14 containers were transported using this net zero process. Alongside reducing emissions on one of our most intensive routes, the use of quieter electric trucks also lowered noise levels in Maesteg and surrounding areas, supporting local environmental health and community relations. This pilot marks an important step in reducing the carbon footprint of our international freight operations and informing future lower-carbon logistics solutions.

“Siderise has been an excellent partner to launch this scheme into the market. Equally passionate about great customer service and committed to emissions reduction, they have embraced new ways of approaching their freight needs, and we were thrilled to be able to optimise this service to meet their needs without additional costs.”

- Geoff Tomlinson, Managing Director and Founder of FSEW



SIL Maesteg - Southampton Port
Products are transported using FSEW's own zero-emission fleet of electric HGVs instead of diesel trucks.

SAVES 2.45 tCO₂e of road-transport emissions (0.36 tCO₂e generated from electricity use)



Southampton Port - Jebel Ali Port
Journey subject to maritime carbon insetting — an industry-centric audited programme where biofuel is purchased for use by marine vessels, helping to holistically reduce the impact of sea haulage.

SAVES 20 tCO₂e from sea freight



Waste management

MATERIAL TOPIC: CIRCULAR ECONOMY AND WASTE

How we manage this topic



Impact

Circular economy and waste impacts are associated with material use, manufacturing waste, packaging, offcuts and downstream treatment routes. These impacts are connected to our operations, product design, supply chain and customer use.



How we manage it

Material efficiency initiatives, waste segregation, specialist waste partners, circularity projects, supplier engagement and a group-wide waste management working group.



2025 actions

We expanded our Cut-Strip Service to help reduce onsite offcuts and used regular waste reporting to improve visibility of treatment routes and waste performance.



Targets and tracking

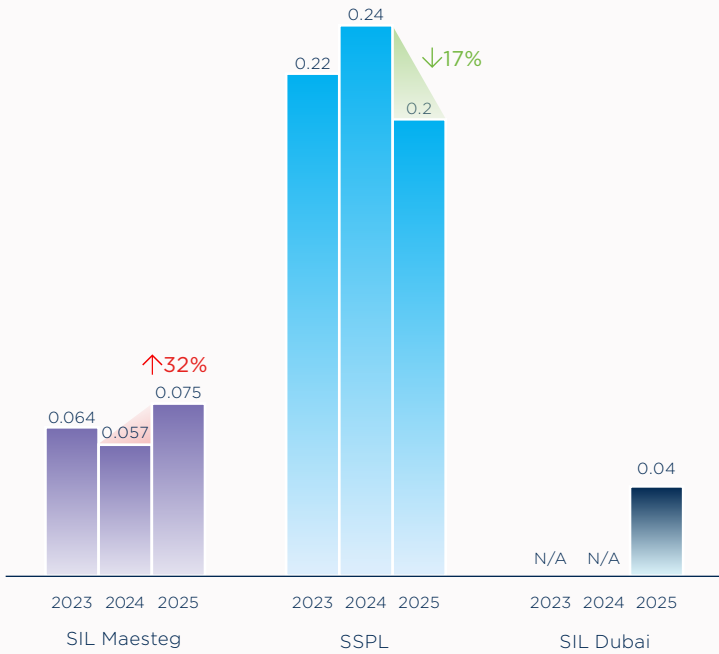
Our targets are to achieve zero waste to landfill and establish a waste take-back scheme. In 2025, the zero-waste-to-landfill target was missed due to increased R&D activity and will be rescoped. Progress is tracked through waste volumes, diversion routes and landfill data.

Waste remained a key challenge in 2025, driven largely by our manufacturing processes. As the business grows, waste volumes are expected to increase in the short term— particularly in regions where recycling infrastructure is less developed. While we did not achieve our Zero Waste to Landfill ambition within the initial timeframe due to expanded R&D activity, progress this year has clarified where constraints exist. Limited recycling and recovery options continue to restrict diversion rates but have provided important insight to shape a more focused, achievable strategy going forward.

Waste data from our manufacturing sites

Waste (t)	2023	2024 (Base year)	2025	Change from previous year
SIL Maesteg				
Hazardous waste	0.14	0.88	2.46	180%
Non-hazardous waste	735.88	736.94	959.73	30%
Total waste	736.02	737.82	962.18	30%
Waste per unit of product (kg/kg)	0.064	0.057	0.075	32%
SSPL				
Hazardous waste	0.54	0.17	0.43	153%
Non-hazardous waste	125.87	135.25	128.65	-5%
Total waste	126.41	135.42	129.08	-5%
Waste per unit of product (kg/kg)	0.22	0.24	0.20	-17%
SIL Dubai				
Hazardous waste	N/A	N/A	-	N/A
Non-hazardous waste	N/A	N/A	1.54	N/A
Total waste	N/A	N/A	1.54	N/A
Waste per unit of product (kg/kg)	N/A	N/A	0.04	N/A

Waste intensity at our manufacturing sites (kg/kg)



Direct impacts

SIL Maesteg

Total waste
962 tonnes
↑ from 2024

Hazardous waste
0.3%
↑ from 2024

Waste to landfill
22%
↑ from 2024

Unused stone wool remained the largest waste stream and continued to be returned for recycling where suitable recovery routes were available. Improved waste segregation has strengthened recycling accuracy, although overall volumes rose. Additional metal waste was created following the introduction of a new steel bracket manufacturing process.

2026 focus: Expand the use of cut-strip optimisation where production volumes are sufficient to support efficient processing, helping improve material efficiency and reduce waste.

SSPL

Total waste
129 tonnes
↓ from 2024

Hazardous waste
0.3%
↑ from 2024

Waste to landfill
1%
↓ from 2024

Foam waste was the primary waste stream, with 80% recycled off site. In total, 99% of all waste was either recycled or incinerated with energy recovery. Waste per unit of product decreased by 17% versus the previous reporting period. A new reuse partnership diverted 631 pallets, converting them into animal bedding.

2026 focus: Transition to a new waste recycler that ensures waste-to-energy processing is conducted within Suffolk instead of internationally, reducing the carbon footprint associated with waste transport.

SIL Dubai

Total waste
1.5 tonnes

Hazardous waste
0%

Waste to landfill
72%

The primary challenge at SIL Dubai remains the lack of stone wool recycling infrastructure in the region, resulting in 1 tonne of stone wool being landfilled.

2026 focus: We are considering how we tackle this issue without creating further GHG emissions through the transportation of waste.



ESG Planet Target
Zero waste to landfill by the end of 2025: **Off track (to be rescoped)**



SSPL ran a pallet take back scheme reclaiming 1,000 pallets

Indirect impacts

We also recognise downstream waste, including that generated during the installation and end-of-life process, as part of our waste footprint. Whilst we have little control over what happens during these stages, we are looking at ways we can develop our services to encourage responsible waste practices in the wider marketplace, with the goal being to launch a **waste takeback scheme by the end of 2030**.

For example, SSPL ran a pallet takeback scheme in 2025, collecting used pallets from customers so they could be reused rather than disposed of or sent for recycling. This **reclaimed 1,000 pallets**.

Additionally, SIL Maesteg launched an **advanced Cut-Strip Service** in September 2025. Through this new service, contractors can instead choose to have any Siderise CW, EW, RH and RV products pre-cut on our high-speed, automated production line. This results in precision-cut products that have been digitally sized and manufactured under strict quality control measures, ensuring consistent quality, mitigating the safety risks, and minimising onsite offcuts.



Managing waste performance

We strengthened our approach to waste management by coordinating action with a **group-wide waste management working group** focused on finding practical ways to reduce waste at source and improve recovery. This ensures a more consistent and targeted approach as we work towards achieving Zero Waste to Landfill. We have also continued to work with specialist waste partners who manage and process our waste streams. Regular reporting on volumes and treatment routes provides clear visibility of performance, helping us identify where further improvements in segregation, recovery and reduction can be made.

Water management

Medium priority ESG topic:

Water stewardship

Water is a critical resource for sustainable development, with increasing pressure across many of the markets in which we operate. Whilst water does not form part of our products, it supports essential processes across our manufacturing sites, including heating, cooling, cleaning and hygiene. Our direct impact on water is relatively low. We use municipal supply across our operations, discharge wastewater through third-party infrastructure, and do not abstract from or discharge to natural water sources. This is reflected in our materiality assessment, where water related impacts were rated as low. However, recognising the growing global challenge of water availability, we are taking a proactive approach.



ESG Planet Target

- 15% reduction in water intensity (measured in m³/kg of product) at our manufacturing sites by the end of 2030 On track
- Reuse or recycle 100% of water at our manufacturing sites by the end of 2030 On track

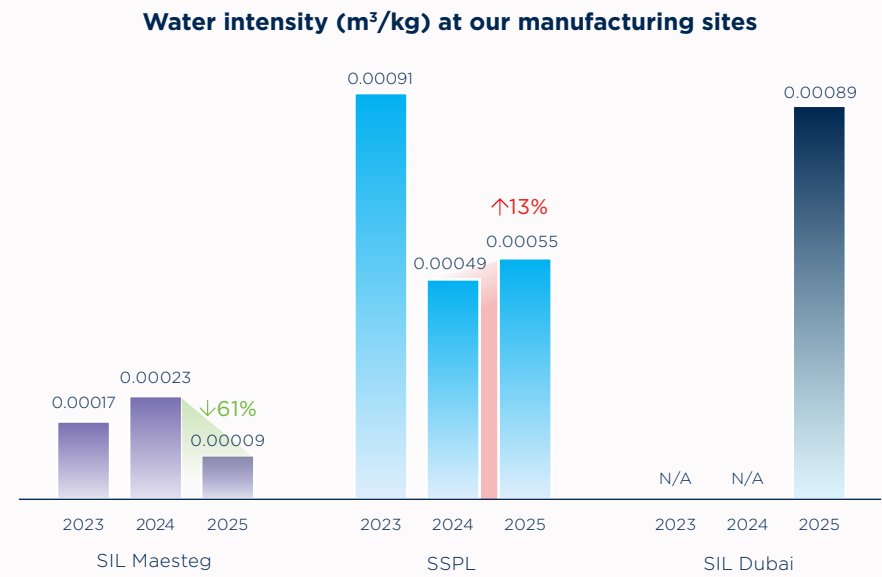
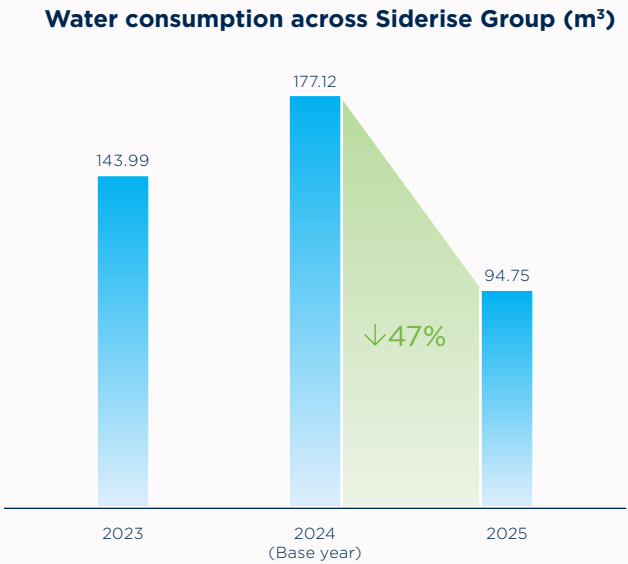


OVERALL WATER CONSUMPTION

60% reduction
at SIL Maesteg

Overall water consumption ↓47%

The reduction in overall water consumption across the Group was enabled by a **60% reduction at SIL Maesteg** due to the resolution of a significant leak identified in 2024. At SSPL, water use increased 19% in line with higher operational activity, driven by greater production demand and an increase in onsite staff following the expansion of the sales function. At SIL Dubai, the increase in consumption of 20% reflects the start of manufacturing operations during 2025.



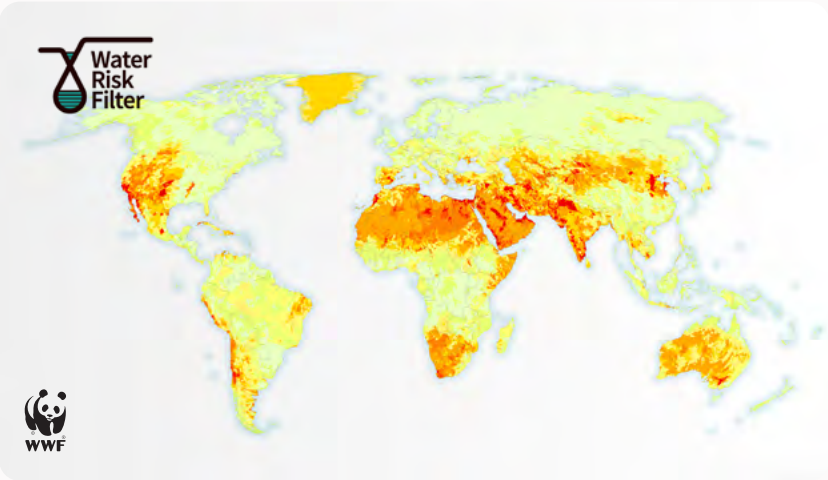
DID YOU KNOW

In 2024, we installed a closed-loop recirculation system for the furnace cooling process at the Innovation Centre at SIL Maesteg. This saves an estimated **825,000 litres** of water annually (based on three tests per week)!



Understanding our water-related risks

We assess water-related risks annually using the [WWF Water Risk Filter](#). This provides a consistent view of exposure across our sites, covering physical, regulatory and reputational risks, and informs both operational controls and long-term planning.



Site	Physical risk	Regulatory risk	Reputational risk	Key driver
SIL Maesteg	Low (2.12)	Very Low (1.00)	Medium-High (3.45)	Water quality considerations
SSPL Hadleigh	Medium (2.77)	Very Low (1.00)	Medium (2.71)	High water quality risk
SIL Dubai	High (3.67)	Very Low (1.30)	Low (2.09)	Very high water availability risk Water-stressed area

Managing water safety and discharges

Across our global operations, site-level water stewardship measures are implemented through regular checks, third-party testing, and targeted infrastructure improvements.

Site	Operation type	Assessment frequency	Third-party assessments
SIL Maesteg	Manufacturing and offices (owned)	- Monthly checks of water quality and water consumption - Annual third-party legionella risk assessment	- Legionella risk assessor - Water quality testing by water providers Dŵr Cymru Welsh Water
SSPL Hadleigh	Manufacturing and offices (owned)	- Monthly checks of water quality, water consumption and water temperature (to prevent legionella) - Bi-annual third-party legionella risk assessment - Water is not stored in storage tanks	- Legionella risk assessor - Water quality testing by water providers (Anglian Water)
SIL Dubai and SIL UAE	Manufacturing (owned) and offices (shared)	Monthly visual checks and annual disinfection of the water tank in SIL Dubai are scheduled to commence in 2026	- Water quality testing by water providers (Dubai Electricity and Water Authority) - For SIL UAE, responsibility for internal system testing lies with the building owner - In 2025, a third-party legionella test was conducted at SIL Dubai to verify the safety of the internal water storage
SIL India	Offices (shared)	As these are shared and rented offices, we are consulting the landlords and property management companies to understand their current processes and procedures for checking water standards	
SIL Singapore	Office (shared)		

As there is no wastewater from our production processes, and we discharge water to third-party water providers' infrastructure and sewers at all our sites, no specific local discharge requirements were determined.

Biodiversity

Medium priority ESG topic:

Biodiversity

Our [Environmental policy](#) includes a commitment to support the goals of the Kunming-Montreal Global Biodiversity Framework. This commitment applies to our own operations and informs our approach to site-level environmental management, biodiversity risk screening, supplier engagement and habitat-related activities where relevant.

Our manufacturing sites are the primary focus of our biodiversity assessments because they represent our main direct operational footprint. We also recognise that biodiversity-related impacts may occur across the wider value chain, including through raw materials, packaging, transport and end-of-life treatment. We will continue to improve value-chain biodiversity data as our reporting matures.



SIL Maesteg

In 2025, SIL Maesteg was assessed through a Production Site Biodiversity Action Plan (BAP) prepared by a specialist ecological consultancy. The assessment covered our site in Maesteg and considered potential impacts on onsite habitats, protected and notable species, surrounding protected areas and local habitat connectivity.

The site covers approximately

2.48 hectares

and has a baseline biodiversity value of 0.88 area-based habitat units

A UKHab survey was completed on 14 October 2025. Habitat condition and area data were assessed using the Statutory Biodiversity Metric and QGIS mapping. The site covers approximately 2.48 hectares and has a baseline biodiversity value of 0.88 area-based habitat units. Onsite habitats are generally of low distinctiveness and poor condition, with most of the site comprising developed land, sealed surfaces and other low-value habitats.

Identified 9,610 records of 298 species within 2 km

The site is not within or directly adjacent to internationally or nationally designated protected areas. However, 41 protected areas were identified within 2 km, including Local Wildlife Sites, Sites of Importance for Nature Conservation, Ancient Woodland and Natural Resources Wales priority areas. Local records also identified 9,610 records of 298 species within 2 km, including protected and notable species. Bats are likely to use the site for commuting and foraging, while birds, reptiles, amphibians, badgers and hedgehogs may occasionally pass through the site. Himalayan balsam was also recorded onsite.

The main potential biodiversity impact pathways are habitat loss or conversion, habitat fragmentation, invasive species, noise and vibration, dust and air quality, pollution, lighting, vehicle movements and direct harm to wildlife. Current operational impacts are expected to be limited and localised due to the low biodiversity value of onsite habitats and existing environmental controls. However, incidents with offsite implications, particularly water pollution, could have more significant effects due to the biodiversity value of the surrounding area.

We manage biodiversity impacts through our ISO 14001 Environmental Management System, regulatory compliance controls, site-level environmental procedures and the SIL Maesteg BAP. Our approach follows the mitigation hierarchy by seeking to avoid impacts where possible, minimise potential impacts through operational controls, and enhance biodiversity through targeted site-level actions. No biodiversity offsets were used in 2025.

Although the baseline biodiversity value is low, the surrounding landscape is relatively biodiverse. As a result, our BAP sets out actions that go beyond regulatory compliance, including:

- Installation of bird and bat boxes.
- Hedgehog and insect habitat features.
- Wildflower seeding of low-value areas.
- Invasive species management.
- Consideration of green roofs and pond creation.
- Development of a wildlife-sensitive lighting plan.

Areas under active restoration have not yet been quantified and will be tracked through BAP implementation.

Siderise does not use genetic resources or associated traditional knowledge in its operations or product development; access and benefit-sharing requirements were therefore not applicable in 2025.

Relevant ecosystem services include habitat connectivity, water regulation, pollution control, climate regulation, pollination and cultural or community benefits associated with nature-based engagement. No significant negative impacts on ecosystem services for local communities were identified in 2025.



SSPL Hadleigh and SIL Dubai

Primary ecological baseline assessments have not yet been completed for SSPL Hadleigh and SIL Dubai. These sites have therefore been screened using the [WWF Biodiversity Risk Filter tool](#) to assess nature-related risks,

identify priority pressures (e.g. ecosystem sensitivity, species risk), and inform site-level environmental management and mitigation planning.

Site	Overall physical biodiversity risk score	Assessment outcomes	Summary of risk
SSPL Hadleigh	Medium (3.0)	• No encroachment into protected or high biodiversity value areas. • The nearest designated site (Hadleigh Riverside Walk) is approximately 1.4 km (0.9 mi) away. • No known IUCN Red List species or nationally listed conservation species have habitats directly affected by our operational footprint. • Moderate ecosystem sensitivity in the wider landscape, primarily reflecting regional biodiversity richness rather than site-specific impacts.	Based on current activities and footprint, SSPL's manufacturing operations are not considered to have a significant direct impact on biodiversity.
SIL Dubai	Medium (3.31)	• No overlap with protected areas or internationally recognised biodiversity hotspots. • No known IUCN Red List or nationally listed species habitats directly affected by site activities. • Biodiversity risk is influenced more by environmental stress factors (e.g. water scarcity in arid ecosystems, extreme heat, pollution sensitivity) than by direct land-use pressure from our operations.	While physical biodiversity risk is assessed as medium, this is largely due to regional ecosystem vulnerability rather than site-specific encroachment or habitat conversion.

Habitats protected or restored

In 2025, we supported habitat restoration and conservation initiatives in the United Kingdom and the United Arab Emirates, where our manufacturing sites are based. These activities included habitat maintenance at Parc Slip Nature Reserve in Wales and mangrove restoration at Al Zorah Natural Reserve in Ajman, UAE. They were delivered with local conservation partners and employee volunteers and are reported in more detail in the [Community engagement](#) section. As these activities took place outside our operational sites, they are treated as additional conservation actions rather than offsets for residual biodiversity impacts.

Product

Product sustainability at Siderise is more than just considering how our products are designed and made, but also on how they are applied in practice to deliver the performance our project partners rely on. This holistic approach to product contributes to the creation of safer, more resilient buildings designed to protect people and contribute to a lower carbon built environment.

Siderise values:



Customer first

SDGs:

9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE



11

SUSTAINABLE CITIES
AND COMMUNITIES



12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION



In this section:

Assessing the embodied carbon of our products	20
Material circularity	21
Research, development and innovation	22
Performance assurance and testing	23
Product quality and safety	25
Case Studies	26
‘Customer first’ - customer experience	28
Technical customer experience	29
Responsible supply chain	32

Assessing the embodied carbon of our products

High priority ESG topic:

Products with environmental and social benefits

Reducing GHG emissions across our operations directly lowers the embodied carbon of our products. Alongside this, we are focused on improving transparency to support better specification and identify where further reductions can be made. We carry out detailed Life Cycle Assessments (LCAs) across our core ranges, and in 2025, **achieved full coverage of these ranges through the publication of Environmental Product Declarations (EPDs)**. This gives our customers clear, consistent data to inform decision-making and supports more informed, lower-carbon choices.

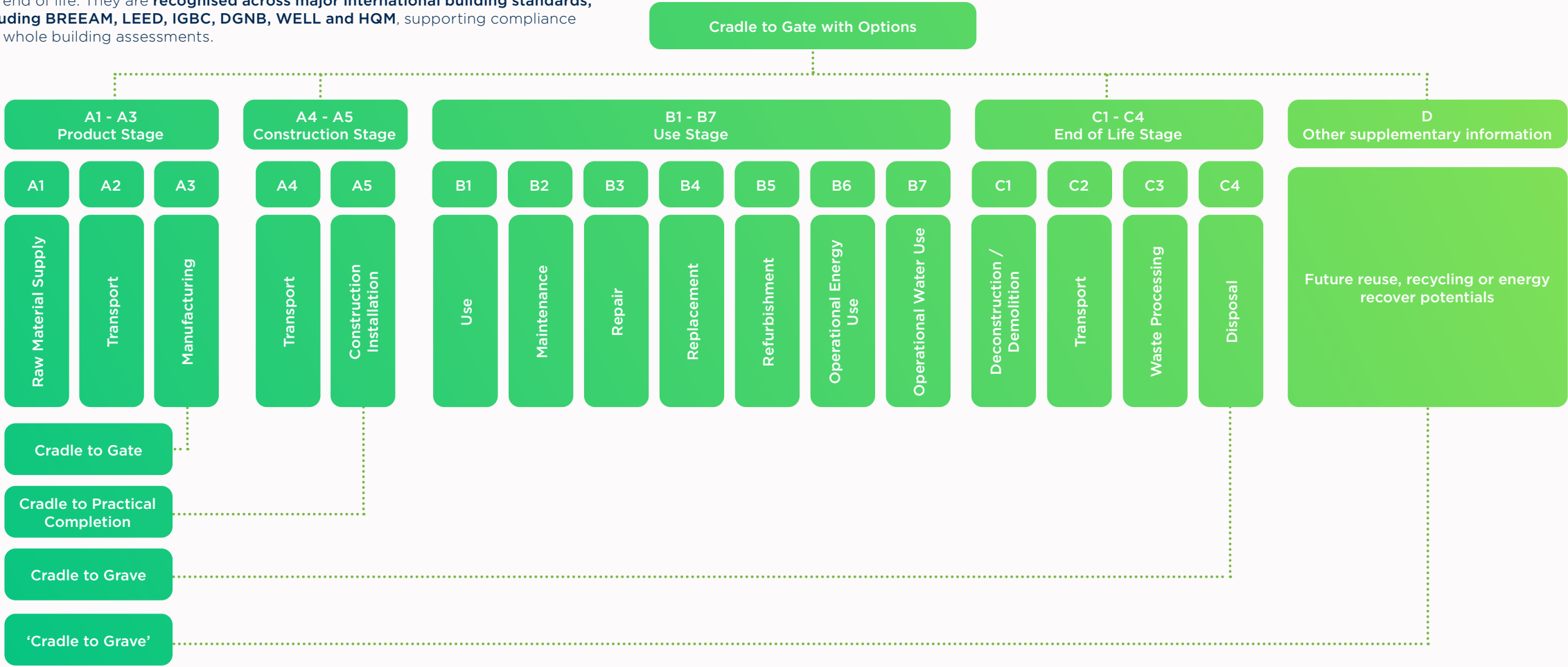
Our LCAs revealed that a significant share of our products' embodied carbon sits within the supply chain, with **approximately 80% arising from raw material extraction and processing**. Progress, therefore, depends not only on our own actions but on **wider industry change**. We welcome emerging commitments within the stone wool sector to transition away from fossil fuel-based manufacturing towards electrified processes, which will play an important role in reducing upstream emissions over time.



Environmental Product Declarations (EPDs)

Our Environmental Product Declarations (EPDs) provide clear, consistent data on the environmental performance of our products. This transparency supports better specification decisions and helps our customers assess and reduce embodied carbon at building level.

Our EPDs are based on detailed LCAs and take a broader view than standard disclosures, covering key stages from raw material extraction through to installation and end of life. They are **recognised across major international building standards, including BREEAM, LEED, IGBC, DGNB, WELL and HQM**, supporting compliance and whole building assessments.



In 2025, we published the sister EPD of the Siderise CW range of products that includes products functioning as cavity barriers, firestops, perimeter seals, and acoustic void barriers. Additionally, we made progress on our EPD for Cavity Tray products. Having EPD coverage across our core product ranges ensures specifiers have access to robust, comparable data to inform lower carbon choices.



ESG Product Target
EPDs for core products by the end of 2025: **Achieved**

Watch our ESG Director, Sera Turkoglu explore the importance of EPDs for our business



Our EPDs:

- [RH Horizontal Open State Cavity Barrier for cladding.](#)
- [RV Vertical Cavity Barriers for cladding.](#)
- [CW-FS Firestop for curtain walling.](#)
- Sister EPD** covering:
 - EW Cavity barrier and Firestop for masonry external walls (EW-CB30, EW-FS60, EW-FS120).
 - CH Horizontal Cavity Barrier for non-ventilated cladding (CH60/60, CH120/120).
 - RF Cavity Barrier and Firestop for raised access floors (RF-CB30, RF-FS60, RF-FS120, RF-CB30X, RF-FS60X).
 - TW Firestop for tops of walls (TW-CB30, TW-FS60, TW-FS120).
 - FF Firefloor Systems for existing timber floors (FF-NPC60, FF-PC60WJ, FFNPC60WJ).
 - CVB Acoustic Void Barrier for floors and ceilings (CVB/75LAM/90, CVB75LAM/120).



Material circularity

MATERIAL TOPIC: CIRCULAR ECONOMY AND WASTE

High priority ESG topic:

Responsible raw materials

Understanding what our products are made from and how those materials are sourced is an important part of managing their environmental impact. Using the definitions provided by the GRI Standards, we have analysed the ‘renewable’ (i.e. derived from plentiful resources that are quickly replenished by ecological cycles or agricultural processes) and ‘non-renewable’ materials used to produce and package our products.

Material composition

At SIL Maesteg, most materials used to manufacture and package our products remain non renewable, reflecting the nature of our core inputs. In 2025, renewable materials accounted for 6% of total material use.

Total weight of materials used to produce and package SIL Maesteg’s products (kg)

Parameter	2023	2024 (Base year)	2025
Purchased materials	6,497,674	6,274,482	7,223,533
Renewable resources	394,602	386,891	420,922
Non-renewable resources	6,103,073	5,887,591	6,802,611

Equivalent data for SSPL and SIL Dubai is not yet available and will be developed as our reporting matures.

Recycled content

Alongside material type, increasing recycled input is a key priority. In 2025, 24% of materials used at SIL Maesteg were recycled, reflecting a 3% improvement on the previous year.

In 2025, **24%** of materials used at SIL Maesteg were recycled

Our Lamella stone wool— the core component of most of our products— **uses 8% direct recycled content from offcuts and other waste re-entering the production process**. Our primary UK stone wool supplier reports recycled content ranging from **20–26% (24% on average)**, while our secondary supplier reports average recycled content of **35%**. In both cases, recycled content is derived from **post-industrial (pre-consumer)** material streams.

Additionally, our **cardboard packaging comprises 70% recycled content, while our shrink pallet wrap comprises 30%.**

Total weight and percentage of recycled input materials used to manufacture SIL Maesteg products (kg)

Parameter	2023	2024 (Base year)	2025
Total input materials (kg)	6,497,674	6,274,482	7,223,533
Total recycled input materials (kg)	1,377,997	1,336,728	1,761,804
Percentage of recycled materials (%)	21.21	21.30	24.39

At present, equivalent material breakdown data is not yet available for our other manufacturing sites (SSPL and SIL Dubai).



ESG Product Target
Core products to comprise >30% recycled content by the end of 2030: **On track**

Recyclability of our products

Product

- The stone wool component of our core cavity barrier and firestopping products is technically 100% recyclable once the aluminium foil facings are separated, subject to the availability of suitable recycling infrastructure and partners. In locations where suitable recycling routes are unavailable, the material may currently be disposed of via landfill.
- Our stainless and galvanised steel brackets are 100% recyclable.
- Foam-based materials are technically recyclable depending on polymer type; however, no widely established closed-loop recycling routes currently exist. Where recycling is not feasible, these are typically directed to energy recovery.
- Acoustic barriers (rubber-based thermoplastic compounds) are not recyclable through standard routes and are typically managed through energy recovery.

Packaging

- Our cardboard packaging and pallet shrink wrap are both 100% recyclable.
- Our pallets can be reused multiple times, and when they reach the end of their life, they can be reclaimed and repurposed.



Reclaimed products and their packaging materials

Based on supplier information and our understanding of our supply chain, we determine that 0% of the products sold by the Group and their packaging were reclaimed or recovered during the reporting period.

Health Product Declarations (HPDs)

Our approach to Health Product Declarations (HPDs) remains unchanged in 2025. Having published our first HPD in 2024—covering all cavity barrier and firestopping solutions—we continue to make this transparency tool available to stakeholders. The HPD remains compliant with the 1,000 ppm reporting threshold and continues to support our commitment to product safety, transparency, and informed material selection.

Our customers can use our HPD across **major international green building standards** to support material transparency and health-related requirements. It can contribute towards credits within schemes such as **LEED and WELL**, which encourage material ingredient transparency and consideration of human health impacts. It can also support **BREEAM** and other sustainability frameworks where responsible material selection and product transparency are promoted.



ESG Product Target
HPDs for core products by the end of 2025: **Achieved**

Research, development and innovation

MATERIAL TOPIC: R&D AND INNOVATION

How we manage this topic



Impact

R&D and innovation support product performance, safety, customer value and long-term competitiveness. Potential impacts include improved technical evidence, more efficient manufacturing, reduced waste and better specification support, while R&D activity can also generate testing-related resource use and waste.



How we manage it

Through targeted R&D investment, the Siderise Innovation Centre, product development processes, testing, specialist technical roles, digital tools and cross-functional oversight.



2025 actions

We continued product development and project-specific testing, maintained dedicated R&D capability across SIL and SSPL, and invested in digital tools, including the Inspection App and NBS integration.



Targets & tracking

Our target was to allocate 2% of annual turnover to SIL and SSPL R&D by the end of 2025. In 2025, R&D investment reached 1.3%. We track effectiveness through R&D spend, testing outcomes, product development milestones, digital tool implementation, customer feedback and certification progress.

R&D and innovation remain central to our business operations and commercial strategy. The Siderise Innovation Centre is a key part of this commitment, providing dedicated facilities to explore new materials, advance product development, and conduct rigorous testing of project-specific configurations and bespoke solutions.

Our approach to innovation extends beyond product design. Through targeted investments in automation and robotics, we are enhancing manufacturing efficiency, reducing material waste, and strengthening the overall sustainability of our operations. We are also investing in our technical service capabilities, particularly through the development of digital tools such as our Inspection App and the integration of our specification materials with industry platforms, including NBS Source and NBS Chorus. These initiatives are designed to complement our products with services that support improved industry processes and promote a cycle of continuous improvement and embedded safety.

Watch our R&D Director, Graham Laws, explore our R&D approach at our dedicated facilities in SIL Maesteg

R&D activities

SIL

SIL R&D indicators

	2023	2024	2025
Total R&D spend (GBP)	584,000	699,000	618,377
R&D FTE roles (No.)	4	5	5

SIL share of revenue from innovations

Innovation type	2023	2024	2025
Newly* commercialised products or services launched during the previous 1 year	5%	2%	0.1%
Significantly improved products or services launched during the previous 1 year	20%	11%	18.9%
Unchanged or minimally changed products or services	75%	87%	81%
Total	100%	100%	100%

* The average number of years after launch, during which we designate a product as 'new', is 1 year.

SSPL

SSPL R&D activity in 2025 was a mixture of sourcing new materials for customers and a continued programme of testing to ensure our product data was up to date with the latest regulations. This included acoustic, fire and Volatile Organic Compound (VOC) testing for various markets. A large proportion of this was a focus on re-validating the sound insulation and absorption performance of our building acoustic product range, with over 200 sound insulation tests completed.

SSPL R&D indicators

	2023	2024	2025
Total R&D spend (GBP)	55,000	30,000	95,000
R&D FTE roles (No.)	1.5	0.5	1

Investment and capability

In 2025, we invested **1.3% of turnover** in R&D. This was below our 2% target as a significant proportion of investment was focused on strengthening long-term capability, including upskilling our team, enhancing our technological infrastructure, and establishing a new facility in Dubai. These investments support the foundations required for long-term innovation and future growth.



ESG Product Target
2% of annual turnover allocated to SIL and SSPL R&D by the end of 2025: **Partially achieved**



SIL product innovations in 2025

Product	Description	Innovation and function
RS-Series Fixing Brackets	Fixing brackets for open state rainscreen applications	A redesigned bracket with three pre-drilled holes, fixed length tail ends and a notch feature to enable savings in labour time and effort.
LGS E120	Linear gap seal	A linear gap seal comprising open cell foam and integrated intumescent strips. Suitable for void widths between 10 and 20mm, tested to evidence an integrity performance of 120 minutes.
Friction Fit EW	Friction fit full fill firestops with built-in compression for masonry applications	The full breadth of offer for masonry applications is tested and certified for installation with a friction fit across the full range.
EWI	Open state cavity barrier for masonry applications	Release of three new products to our open state range for masonry applications; a 60-minute barrier suitable for air gaps up to 25mm, and a 30-minute and 60-minute solution for air gaps up to 50mm. Tested to TGD-19 and third-party certified by IFC.
IC-FS & IC-CB	Cavity barrier and firestop for industrial cladding applications	Third-party certified full-fill fire stops and cavity barriers specifically for use in industrial cladding applications.
CW-SI	Spandrel infill for curtain wall applications	A range of spandrel infill solutions designed for voids between 100 and 200mm. Certified with ICC-ES, Intertek and UL Solutions, this product is tested in combination with CW-FS (Curtain Wall Firestop) and CW-FB (Curtain Wall Fireboard) to ASTM E2307 and ASTM E2874

SSPL R&D indicators

Product	Description	Innovation and function
CVB/80/P10	Ceiling void barrier for acoustic separation	VOC testing
A-series foam + self-adhesive tape	Acoustic treatment for portable power generation	Adhesive bond strength testing
VE-series foam	Multi-purpose acoustic foam	Reaction to fire testing
A-series foam + self-adhesive tape	Acoustic treatment for portable power generation	Flammability testing on aged products
FCBF/V012/SA18	Acoustic bonnet liner for vehicles after-sales market	Flammability testing on aged products
11 Building acoustic products	Range of ceiling and floor void barriers, Mullion covers and high-density composite acoustic boards	Sound insulation testing
V-series foam	Multi-purpose acoustic foam	Reaction to fire testing
HD (240)	High-density acoustic foam	Flammability testing
ALS, XFS, VE, VP	Range of stone wool and polyurethane foam acoustic products	Sound absorption testing

Performance assurance and testing

MATERIAL TOPIC: PRODUCT QUALITY AND SAFETY

Internal testing programmes

At the heart of our innovation strategy is our £1.1m Innovation Centre, which carries UKAS accreditation to ISO 17025 – Testing and Calibration Laboratories. Its 1.5m³ specialist fire test furnace allows us to test products to any published fire test curve, delivering high-quality fire testing and development services. Since its opening in March 2023, the centre has allowed us to improve our testing database, enhance support on more complex projects, and supply our customer base with clear data for the Golden Thread. It has also reduced reliance on the availability of furnace time in external test houses—an ongoing issue for the fire product industry.

In 2025, we ran **120** fire tests, which included **244** test specimens

To further strengthen confidence in our testing outcomes, we validate results by periodically conducting identical tests both at the Siderise Innovation Centre and at other UKAS-accredited laboratories. This cross-laboratory verification process is undertaken at least once annually to confirm the consistency and reliability of results.

Collaborative testing programmes with customers

In 2025, we also saw an increase in project-specific and system partner testing, which often requires more complex rig configurations involving full through-wall constructions to replicate real-world system applications.

CASE STUDIES



CLT system with Willmott Dixon and KLH

We collaborated with Willmott Dixon to create a set of fully tested passive fire safety solutions for projects using cross-laminated timber (CLT) and Siderise cavity barriers in both wall and floor applications. CLT projects often required individual fire safety assessments for cavity barriers because no standardised testing existed, resulting in delays, uncertainty and inefficiency across the sector. Whilst we do not focus on CLT as a core application, the testing we have done has made a huge difference to the market in providing solid data that is helping fill gaps. Three tests were conducted at **our UKAS-accredited Innovation Centre** with a **CLT system supplied** by KLH, looking at various interfaces and configurations common with this application, successfully testing the Siderise cavity barrier solutions to the appropriate European fire resistance test standards: EN 1366-4, EN 1364-4, and TGD 19 / EN 1364-6.

“Siderise cavity barriers tested on CLT is a great outcome for our business and the wider industry, recommended partners that are willing to be involved or commission tests for a need highlighted within our business show the great working relationship built between Willmott Dixon and their partners. We hope this is the first in many central tests.”

Jessica Winyard, Architectural Technologist.



Brick slip systems with Ash & Lacy and Shackerley

Ventilated brick slip cladding applications have surged in popularity in recent years, bringing the robust and timeless aesthetic of masonry to buildings where traditional bricklaying approaches are unachievable. However, these systems can differ widely in design, currently making a standardised approach to compartmentation a challenge. In addition to bringing a new passive fire protection package that focuses specifically on the cavity fire barrier requirements of adhesive and mechanically fixed ventilated brick slip cladding systems, we worked with façade manufacturers Ash & Lacy and Shackerley to provide a tested passive fire protection solution for their specific brick slip systems.



Our collaboration with Ash & Lacy for their NaturAL X Brick Cladding System enabled its use on a 10 and 29 storey VITA student accommodation development on **Gough Street in Birmingham**. We undertook a programme of project-specific testing to several relevant standards using a representative build-up. This system achieved an impressive E 120 and I 60 fire resistance rating, which achieved the exacting specification demands—and exceeded competitor product performance.

Additionally, the **Lamella** core of our cavity barriers carries unique benefits during the construction stage, as the full fill vertical barriers can be installed under increased compression. This means that there is no need to install intermittent intumescent strips that run vertically between each rail. Not only does this reduce material costs but it also speeds up installation—enhancing the efficiency benefits of brick slip systems.

Project-specific testing for G Gate Olympia, London – winner of ASFP’s Passive Fire Protection Project Innovation of the Year 2025



The £1.3 billion transformation of the Olympia Exhibition Centre is one of London’s most significant redevelopments, combining its 140-year-old Victorian halls with contemporary design to create a multi-purpose destination. A central feature is the new G Gate Building, which will act as the main logistics hub and include office and exhibition space, as well as one of the largest theatres built in London since the 1970s.

To harmonise the historic and modern architectural elements, the superstructure incorporates large triangular façade fins, inspired by backstage theatre curtains. To ensure the fire safety and compliance of this distinctive feature, building envelope contractor Alumet Systems Ltd approached us for a tested cavity barrier solution that could provide 30 minutes of fire resistance without adding unnecessary load to the façade system.

Given the complexity of the design, a bespoke solution and tailored test evidence were required. Using the Siderise Innovation Centre, we tested the configuration to ASFP TGD 19 Nov 2017 / prEN 1364-6, applying the ISO 834 time-temperature curve and relevant furnace conditions from BS EN 1363-1: 2020. Alumet also engaged Kiwa (IFC) to independently witness the testing and verify the results, providing additional assurance and evaluation of the full façade system.

Testing confirmed that the bespoke cavity barrier achieved the required minimum 30 minutes of insulation and integrity. The approach we took has since been adapted for other projects and has prompted new thinking within our R&D and testing teams, supporting future bespoke solutions for complex, performance-driven designs.

“Our work on the G Gate project and collaboration with Alumet exemplifies exactly what our bespoke solution service is designed to do—create robust passive fire protection systems for projects ready to push the boundaries of what has been done before. This carries huge value to both us in Siderise and the industry as a whole, helping us fuel a virtuous cycle of innovation and improvement as we build a greater collective wisdom.”

Chris Mort, Director of Testing and Project Engineering, Siderise Group

External testing programmes

Third-party certification and accreditation are central to our commitment to ‘integrity in all we do.’ Independent testing that reflects real ‘as built’ conditions is vital—providing robust data for continuous improvement and giving customers confidence that our solutions consistently perform as intended. We therefore continue to work with UKAS and ISO-accredited laboratories worldwide.

We also submitted products for use in **18 NFPA 285 and 3 BS 8414 cladding tests**, supporting the ongoing verification of fire performance in realistic system configurations. The resulting data is invaluable in assessing and refining the performance of our cavity barriers.



Third-party approvals and certifications

The performance characteristics of most of our products are publicly declared and are underpinned by multiple third-party certification bodies from around the world.

Certification body	Geographical scope	Product		Test standard	
Certifire	Global	CW-FS	EN 1364-4	EN 1366-4	
		RV	EN 1366-4		
Emirates Safety Laboratory (ESL)	UAE	CW-FS120	EN 1364-4		
		RH	ASFP TGD 19		
International Code Council (ICC)	Global	CW-FS120	ASTM E2307		
		CW-FB	ASTM E2307		
		CW-SI	ASTM E2307		
IFC Certification	Global	CW-FS	EN 1366-4		
		RH	ASFP TGD 19		
		RV	EN 1366-4		
Intertek	Global	CW-FS120	EN 1364-4	ASTM E2307	
		CW-SI50	ASTM E2307		
		CW-FB	ASTM E2307		
		XFS	EN 13501-1		
Intertek China	China	CW-FS120	GB 23864 -2009		
Korea Institute of Civil Engineering and Building Technology (KICT)	South Korea	CW-FS120	2019-593 KS F 2257-1		
Element	Singapore	CW-CB	EN 1366-4		
		CW-FS	EN 1366-4		
		CW-FS120	ASTM E2307		
Standard and Industrial Research Institute of Malaysia (SIRIM)	Malaysia	CW-FS	MS 1020		
		RV	MS 1020		
Underwriters Laboratory (UL and UL-EU)	Global	CW-FS120	EN 1364-4	ASTM E2307	UL 2079
		CW-FB	ASTM E2307		
		CW-SI75	ASTM E2307		
Jensen Hughes	Australia	CW-FS	AS 1530.4	AS 4072.1	
		RV	AS 1530.4	AS 4072.1	

Government department	Jurisdiction	Product
Abu Dhabi Civil Defence Authority (ADCDA)	Abu Dhabi	CW-FS CH-CB RH RV XFS FR Collar FR-A FR-X
Dubai Civil Defence (DCD)	Dubai	XFS CW-FS CW-FB CH-CB RH RV FR Collar
Fire and Rescue Department (BOMBA)	Malaysia	CW-FS RH RV
Kuwait Fire Service Directorate	Kuwait	CW-FS
Ministry of Interior	Kingdom of Bahrain	CW-FS CH-CB
Ras Al Khaimah Civil Defence	Ras Al Khaimah	XFS CW-FS CH-CB RH RV FR-X
Saudi Standards, Metrology and Quality Organization (SASO)	Saudi Arabia	CW-FS
Sharjah Civil Defence	Sharjah	XFS CW-FS CH-CB RH RV FR-X FR- Collar
Singapore Civil Defence Force (SCDF)	Singapore	CW-FS

Product quality and safety

MATERIAL TOPIC: PRODUCT QUALITY AND SAFETY

How we manage this topic



Impact

Product quality and safety impacts are associated with product design, manufacturing, testing, certification, specification and installation. These are central to our role in supporting safer buildings and maintaining customer confidence.



How we manage it

We manage this topic through ISO 9001-certified quality systems, internal and external testing, third-party certification, quality controls, supplier checks and product information.



2025 actions

In 2025, we continued internal and external fire testing, maintained third-party approvals and applied consistent operational and quality standards to SIL Dubai in line with our main UK sites.



Targets and tracking

We track effectiveness through testing outcomes, certifications, quality checks, non-conformance data and compliance monitoring. In 2025, we identified no instances of non-compliance relating to product health and safety, product information and labelling, or marketing communications.

Product quality and safety are central to how we operate. We maintain consistently high standards across all sites, supported by **ISO 9001-certified Quality Management Systems** held by **SIL Maesteg** and **SSPL** since 2007 and used to shape quality control practices at the new SIL Dubai facility.

ISO 9001-certified Quality Management Systems

SAFETY AND COMPLIANCE
no instances
of non-compliance

Watch our Quality Manager, Gary Marshall, explain our quality transformation

Quality management and control

At SIL Maesteg, we conduct rigorous incoming checks on key materials from suppliers, including density checks for stone wool deliveries and first-off process quality checks on all Works Orders. Additionally, we receive certificates of conformity (CoC) from our main stone wool and intumescent suppliers for batches of products received. Regular supplier audits and quarterly meetings also provide a platform to address any quality or delivery concerns and foster continuous improvement initiatives.

Quality assurance in-house

Our Quality Assurance (QA) Lab at SIL Maesteg, upgraded in 2023 with new state-of-the-art equipment, not only facilitates off-the-line fire testing, but also comprehensive testing of raw materials before production. In 2025, 770 bench-scale quality tests were carried out. This helps us to meet the recommendations of the UK government’s **Independent Review of the Construction Product Testing Regime** and its calls for manufacturers to take ownership of quality. Plans are now underway to obtain ISO 17025 to validate that the lab is operated competently and generates reliable results.



At SSPL, materials are tested to UK and European fire, thermal, and acoustic standards, as well as to customer specifications. Incoming materials undergo inspection to confirm compliance with purchase orders and technical requirements. Supplier management processes are tailored to the type and criticality of the product or service and include Material Safety Data Sheet (MSDS) and Technical Data Sheet (TDS) reviews, sample assessments, and non-conformance reporting. Regular supplier meetings support open communication and help ensure consistent delivery of quality materials.

At SIL Dubai, operations were established and commissioned by Siderise engineers and are operated in line with the same high operational and quality standards applied across our main UK sites, including adherence to ISO 9001 quality management standards. Quality checks of the raw materials are carried out at SIL Maesteg before transportation to SIL Dubai. Plans are underway to extend ISO 9001, 14001 and 45001 certifications to cover the Dubai facility.

Safety and compliance

We identified **no instances of non-compliance with regulations and / or voluntary codes concerning the health and safety impacts of products and services** within the reporting period.

To ensure safe handling and installation, our products are packed within safe weight limits, and comprehensive installation guidance sheets are provided with each product. 100% of our significant product and service categories undergo thorough assessment for health and safety impacts, with a dedicated emphasis on continual improvement measures.

We have also gone one step further, producing a Health Product Declaration (HPD) for all our standard firestop and cavity barrier solutions. This standardised technical document discloses the health-related attributes of the products, detailing factors such as chemical composition, potential health impacts, and compliance with relevant health standards, enabling specifiers to make informed material choices.



Information and labelling

Our products are supported by comprehensive documentation covering key aspects such as safety data, installation procedures, and safe-use and material handling guidelines. Labelling protocols also include instructions for the environmentally and socially responsible disposal of products. All documentation is centrally accessible via our website under the Product section, within Downloads, to ensure any stakeholders can easily obtain the information required to use our products safely and responsibly. We maintain 100% documentation coverage across all product categories.

We have identified no instances of non-compliance with regulations or voluntary codes relating to product and service information, labelling, or marketing communications—including advertising, promotion, and sponsorship.

Looking ahead, the revised European Construction Products Regulation (EUCPR2024) will introduce Digital Product Passports, requiring enhanced transparency and structured sustainability data disclosures, with phased implementation expected between 2026 and 2030. In 2025, we launched a cross-functional project to prepare for these requirements.

Although the UK regulatory position remains under consultation, we continue to monitor developments closely and assess how UK frameworks may align with emerging European standards.

Operational excellence

In 2025, we further embedded Lean Six Sigma and Operational Excellence (OPEX) across the business, building on the foundations established in 2023 and the launch of the Siderise Lean Academy in 2024. This has strengthened our ability to drive continuous improvement at scale. Participation and engagement continued to grow, with an increasing number of employees trained and supported to lead improvement initiatives within their respective functions. By increasing internal ownership, we are empowering employees at all levels to drive change.

This expanded capability, combined with a structured approach to project completion, has enabled the delivery of a wider portfolio of targeted cross-functional projects across our Operations, Compliance, IT and Commercial teams. These initiatives have driven measurable improvements in process efficiency, reduced operational waste and enhanced overall business resilience — all supporting our wider ESG objectives.

Adhering to the Code for Construction Product Information (CCPI)

The CCPI was created by the UK **Construction Product Association (CPA)’s Marketing Integrity Group**, which at the time was chaired by our CEO, Adam Turk, in response to calls for clearer labelling and marketing of construction products to support accurate specification. Now established, the Code is overseen by **Construction Product Information Ltd**, a not-for-profit organisation that is independently governed and headed by Chief Executive, Amanda Long.

We were one of the first manufacturers to declare our support for the CCPI in 2021, and our **CW-FS Firestop product** set for curtain walling was one of the first ranges to go through the scheme’s rigorous and independent assessment process in 2023.

Since 2023, we have **gained the CCPI Mark for all our core life-safety critical product ranges** and some of our acoustic solutions, including:

- **CW-CB Cavity Barrier**, **CW-FS Firestop**, **CW-FB Fireboard** and **CW-AB Acoustic Barrier** for curtain walling.
- **EW Cavity Barrier and Firestop** and **CT Cavity Tray** for masonry external walls.
- **RH Horizontal and RV Vertical Cavity Barrier** for cladding.
- **IC-FS Firestop and IC-CB Cavity Barrier** for industrial cladding.

In 2025, we also successfully underwent the two-year review process for CW-FS Firestop. This involved a rigorous assessment of our leadership and business culture.

“[There is] a common understanding that Siderise has a strong culture of “doing the right thing,” almost at all costs. This sentiment was consistently expressed in the discussions, particularly regarding fire safety.”

Quote from 2025 Report from CCPI Leadership and Culture Reassessment





Nordsjællands Hospital, Denmark

Developer: **Capital Region of Denmark**

Architect: **Herzog & de Meuron & Vilhelm Lauritzen Arkitekter**

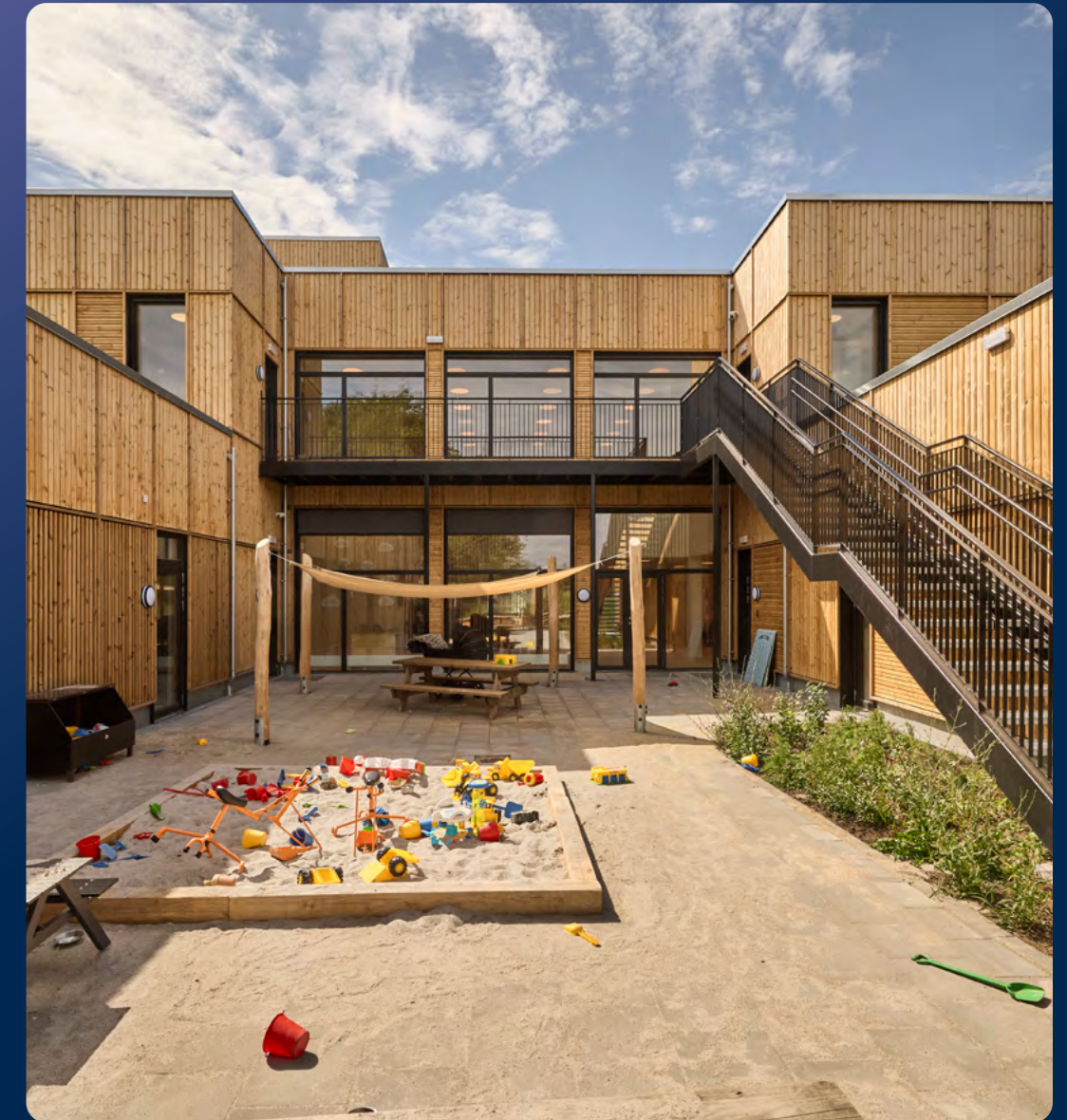
Main contractor: **NCC Danmark A/S**

Facade contractor: **Staticus**

Products: **RH, RV**

The four-storey 1,270,140 sq.ft facility with its sweeping curved geometry allows the hospital to function like a super-efficient mini city with its network of internal public walkways and service shortcuts that link the wards, diagnosis areas and treatment clinics.

Nature, daylight, fresh air and a calming ambience were key considerations in the vision for the 'healing architecture'.



Troldebo Children's Home, Denmark

Developer: **Ballerup Municipality**

Architect: **JJW Architects**

Main contractor: **Jytas A/S**

Distribution partner: **Constructia ApS**

Products: **RH, RV**

The timber clad modular building with a combination of vertical and horizontal slats blends harmoniously with its surroundings and in keeping with the Troldebo guiding principles of nature, sustainability, and science.

The ventilated facade system incorporates an advanced passive fire safety solution that was supplied by Constructia ApS - The Siderise RH/RV Rainscreen Open State Cavity Barrier System.



One Exchange Square, London

Developer: **LaSalle Investments**

Architects: **Fletcher Priest Architects**

Main contractor: **Multiplex**

Façade contractors: **Staticus, Lyons & Annoot**

Products: **ALS, CW-FS, RH, RV, EW-FS, CW-AB, OSCI, TW**

A wide array of Siderise fire and acoustic products are incorporated within One Exchange Square: 450,000 sq.ft of luxury office and retail spaces.

Aiming for WELL Platinum and BREEAM Outstanding, it transforms a 1980s office building through a large-scale cut and carve, increasing floor space while minimising carbon impact and enhancing occupant wellbeing. This is a flagship example of a visually impressive retrofit that prioritises social and environmental needs.



No.3 Circle Square, Manchester

Building owner: **Bruntwood SciTech**

Sub contractor: **Kinlan Brickwork**

Products : **CT, EW**

This 15-storey 267,000 sq.ft building incorporating EW Cavity Barrier and Firestop and CT Cavity Tray was announced the winner of Building of the Year 2025 by the Greater Manchester Chamber of Commerce in March 2026.

The scheme is aiming to be a prime example of sustainable development for the city, not just environmentally, but also socially, culturally, economically and visually. It is expected to achieve net zero embodied carbon during construction, BREEAM Excellent status, a NABERS 5 Star rating and an EPC A rating once operational.



MOL Campus, Budapest

Developer: **MOL Group**

Architect: **Fosters + Partners**

Main contractor: **Market Építő Zrt.**

Façade contractor: **Permasteelisa**

Products: **CW-FS120**

CW-FS Firestop is protecting the highest tower in Hungary situated close to the Danube. Standing at 120 metres, the design features an integrated tower and podium in a uniquely curved single form.

The building was designed to respect its historic surroundings while being as sustainable as possible, achieving both a BREEAM Excellent rating and LEED Platinum certification.

Technical customer experience

Medium priority ESG topic:

Digitalisation

We focus on delivering clear, timely and transparent technical support, ensuring enquiries are answered promptly and backed by accurate, reliable guidance. This is supported by routine internal reviews of our technical advice, helping to maintain consistency, quality and suitability across all responses.

When issues arise, they are addressed quickly through structured review, reinforcing both accountability and customer confidence. We also take a collaborative approach, working closely with customers to understand challenges and develop practical, project-specific solutions.

Parameter	2023	2024	2025	% Change from previous year
Number of technical responses	7,840	8,054	10,686	33%

Number of technical responses
10,686

Digital technical tools

As projects become more complex and time-pressured, accessible and reliable technical support is critical to getting decisions right first time. We continue to invest in digital tools that make it easier for specifiers and contractors to reduce uncertainty, save time and improve outcomes across the design and construction process. The following tools, all launched or upgraded in 2025, are designed to support customers at key stages of the project lifecycle, from early specification through to installation and verification.

Application-specific Specification Packs

February 2025 saw the launch of our [Specification Packs](#). Running across our core product lines, these packs are designed to collate all relevant and up-to-date product information (such as third-party certifications, BIM objects, installation instructions, and training information) into one document to make the specification process quicker and simpler.



Project-specific Specification Packs

In addition to the application-specific Specification Packs available through the website, we have also worked closely with design teams and developers to work on project-specific Specification Packs, providing a high level of service and detailed drawing comments. **Across 2025, we created 137 of these bespoke packs for our customers.**

Testing Framework Guides

For England and Wales, we produced a series of interactive guidance documents with diagrams that illustrate the relationship between statutory and industry compliance guidance, fire resistance testing and classification standards that are typically used for demonstrating compliance with the Building Regulations.

Testing Information Pack

We have also begun to create testing packs, beginning with Siderise BB-FB Fireboard. This is the first step in a wider initiative to create additional testing information packs for our products. These packs are designed to support our customers and outline the product variation testing / demonstrate supplementary evidence, improving responsiveness, accessibility, and knowledge-sharing.

Inspection App

Our [Inspection App](#) continued to be an essential tool for our customers, allowing remote verification of standard product installations by our technical engineers. To build on this capability, we have invested in an upgrade, due to launch in 2026, which will further enhance functionality and support a more efficient customer experience.



Customer privacy

We are committed to protecting customer data and maintaining strong information security across the business. Our approach ensures compliance with relevant regulations while reinforcing trust with our customers. During the reporting period, **we did not receive any substantiated complaints concerning breaches of customer privacy.** Additionally, **there have been no identified leaks, thefts, or losses of customer data reported** within the Group.



Customer training and education

Guided by our mission to ‘Go Beyond in helping to contribute to safer buildings,’ we continue to advance industry knowledge through educational opportunities that extend beyond basic product knowledge. Our programmes emphasise global context and best practice approaches for passive fire protection and acoustic solutions, with the aim of supporting higher standards across the built environment.

In 2025, we made several significant enhancements to our training offer. All sitting under the new banner of the ‘Siderise Academy’, we updated and expanded our technical training content and launched a new online learning portal, offering customers and industry professionals a single, accessible source of education on these crucial and often complex areas of construction.

Global overview of all training delivered in 2025

Training type	Number of topics available (including regional variations)	Total attendees (based on certificates issued)
Webinars	7	264
CPDs	44	645
Product installation training	5	4,734
		Total: 5,643



ESG Product Target

Train 2,000 external stakeholders per annum by the end of 2025: Achieved

CPDs and webinars

We strengthened our CPD and webinar offer with new RIBA assessed modules covering key specification challenges, including firestopping in curtain wall façades, cavity barriers in rainscreen systems, and applications behind masonry walls. In the US, we also delivered AIA accredited training on curtain walling. These additions contributed to a notable increase in demand for our CPD programme from a broad range of professionals, including architects, consultants, contractors, developers and fire engineers.

We also sought to expand our curriculum focus beyond the scope of product and application to include a [webinar on the impact of ESG on construction products and industry issues](#), delivered by our ESG Director, Sera Turkoglu.

UK CPD activity is now centrally managed on Salesforce, enabling our marketing team to consistently track, analyse, and report on engagement trends and participation frequency by customer type and application area. This structured approach supports more targeted, efficient, and impactful educational investment.

DID YOU KNOW

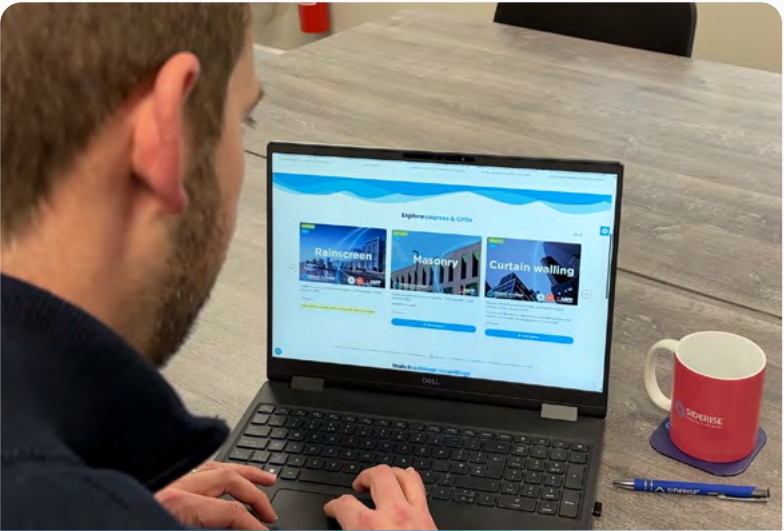
[SIL was the first company to become an ASFP \(Association for Specialist Fire Protection\)](#) Recognised Training Provider. This independent verification ensures our training is technically accurate, professionally presented and relevant. Our courses can be used within the ASFP Competency Pathway, leading to the ASFP Pass Mark.



Site training

In 2025, site training was delivered across multiple regions, including the US and Europe. It combines classroom learning with practical learning, helping installers build the skills needed to correctly install life critical systems. Delivered globally by Site Services Engineers, this approach establishes clear benchmarks for installation quality and consistency.

This training method has been **certified to ISO 29993: 2017 (Learning services outside formal education - Service requirements)**, which requires our SSEs to be subjected to a minimum of two peer reviews along with a formal review each year to ensure ongoing compliance. By the end of 2025, three SSEs completed OFQUAL Professional Level 3 Awards in Education and Training, demonstrating their competency to deliver this training.



Introducing the Siderise Academy online learning portal

Launched in 2025, the [Siderise Academy online platform](#) offers a range of on-demand courses, webinars and CPD modules created by our in-house technical experts—all accessible on any device with an internet connection. The content aligns with high industry standards and can be used as part of a competency pathway. Once a course or webinar is completed, users can download a certificate of completion, enabling them to document their learning and provide evidence that they are taking steps to maintain their competence through continuous learning and development.

“This marks a key milestone in our mission to ‘Go Beyond, contributing to safer buildings.’ Both passive fire protection and acoustics are incredibly complex areas of construction, and it is important that industry professionals have the right knowledge to ensure the approaches and solutions they are using are best practice for their projects, supporting both safety and regulatory compliance. Through this platform, we hope to better share the knowledge and experience of our technical experts, with even more valuable courses and modules set to be released.”

Elan Penn, Training Manager, Siderise Group

[Hear more from Elan about Siderise Academy](#)



Industry collaboration

Conferences and exhibitions

In 2025, Siderise exhibited at 47 events worldwide, including ZAK World of Façade conferences in the USA, India, Canada, UK, Spain, Italy, Greece, Denmark, Saudi Arabia, UAE, Singapore, Vietnam, South Korea, Australia, New Zealand and more. This represents a considerable investment in advocating for accurate passive fire protection measures in every region we serve. Being able to meet our customers, industry leaders and other manufacturers in person has been invaluable in building strong relationships and sharing best practices.

Our technical experts were also invited to speak at several key conferences, such as CTBUH, and participate in roundtables or panels hosted by recognised industry media platforms.

Training partnerships

In 2025, we expanded our focus on collaborative training by partnering with complementary manufacturers to strengthen industry knowledge and promote best practices. These partnerships reflect our commitment to industry-wide learning, fostering collaboration that enhances design quality and supports safer, more efficient project delivery.

Thought leadership communications

We also continued to advocate for improved understanding of key passive fire safety and acoustic principles across the wider industry through an extensive communication programme, including editorial and insight-driven blog content. These activities help reinforce the importance of competence, continuous learning and responsible practice in shaping safer, more resilient buildings.

2025 PR and marketing output:



36

pieces of editorial placed in industry publications



21

insights blogs



25

news releases



South Wales Fire Service

South Wales Fire approached Siderise for bespoke training materials to support their internal development programme. Instead of providing standard resources, our Training Manager, Elan Penn, offered to deliver tailored onsite training designed specifically around their operational needs. Two dedicated sessions were delivered during the year. The training equipped attendees with a clear understanding of fire risks associated with high-rise buildings and the products and systems that can help mitigate these risks. The programme has now been integrated into South Wales Fire Service’s competency framework, with participants receiving both a Siderise certificate of attendance and an official certification from the Fire Service. This collaboration marks an important step in aligning real-world fire scenarios with technical product knowledge. It also demonstrates how manufacturers can play a meaningful role in supporting frontline fire services through practical, targeted training.

“We learned so much and really welcomed not only the training but also the hospitality. The training will be passed on to our crews and commanders and has been invaluable to us as a team.”

Jason Lamport, Group Manager, High-Rise Team, South Wales Fire Service

CASE STUDIES



Masonry Detailing: ‘Know Your Neighbour’ – collaboration with Leviat and Ibstock

We hosted a joint event with masonry wall component manufacturers Ibstock and Leviat, whose systems interface closely with our own. Together, we delivered an educational event in London in October 2025, designed to support a deeper understanding of through-the-wall construction. The session demonstrated how coordinated detailing, robust design principles, and aligned working practices can contribute to more resilient building envelopes and more efficient construction processes.



Alstome and Gujarat Fire Prevention Services conference

We held an educational conference in partnership with Alstome and Gujarat Fire Prevention Services who placed much emphasis on the fact that, as Gujarat gears up for major developments, the call is clear: project stakeholders must take ownership for their roles within the construction process, hold themselves and their teams to the highest standards possible by going beyond local regulation and adopting the latest codes and global best practices. He also encouraged stakeholders not to wait for the government to mandate this.

Responsible supply chain

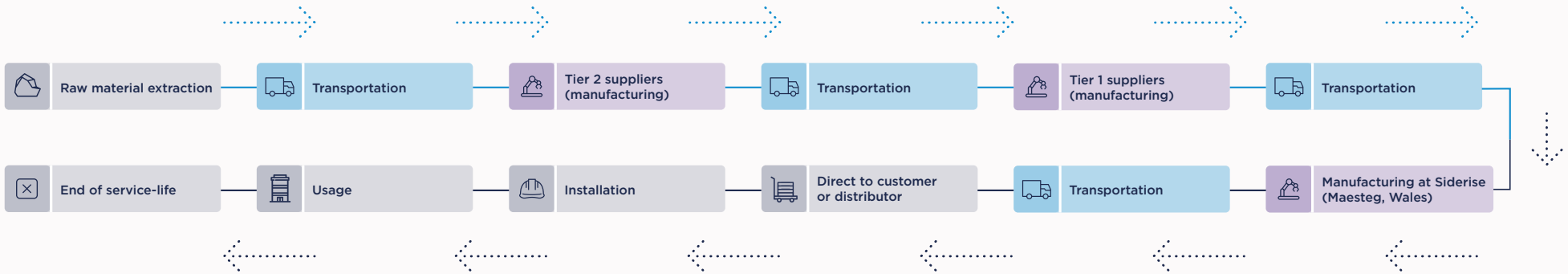
High priority ESG topic:

- Responsible supply chain
- Responsible raw materials

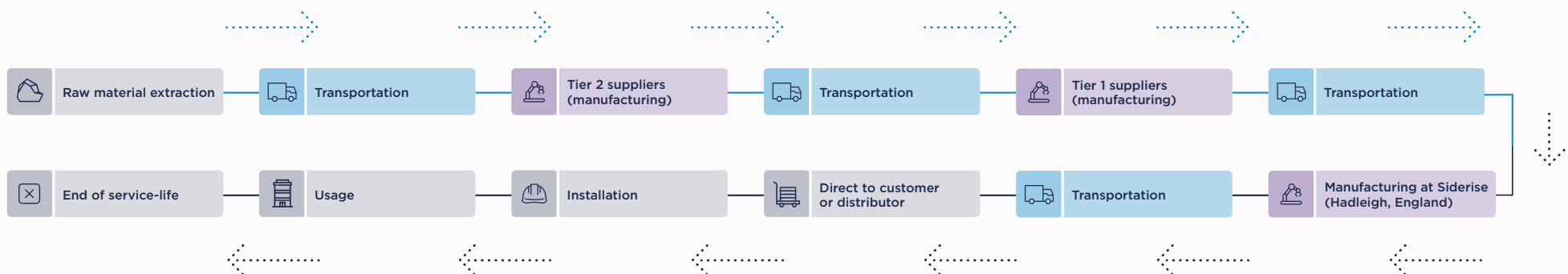
Our value chain

These diagrams are valid for most of the products and solutions produced at our three manufacturing sites: SIL Maesteg, SSPL Hadleigh and SIL Dubai.

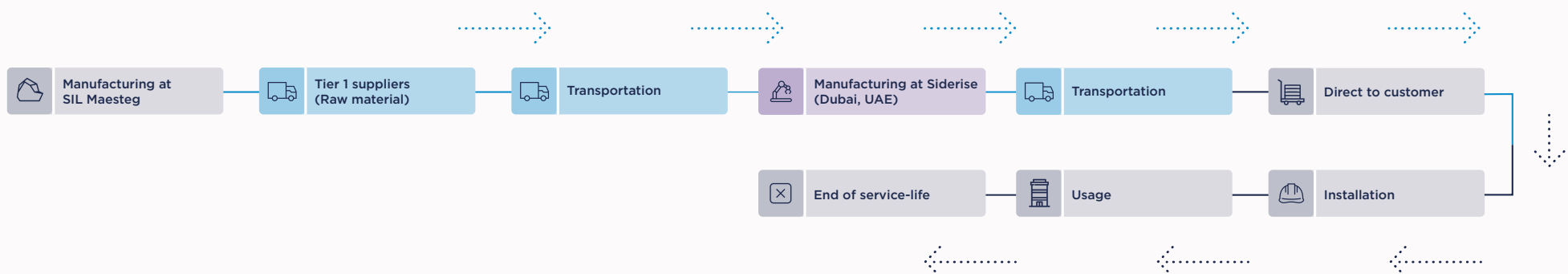
Siderise Insulation Limited



Siderise (Special Products) Limited



Siderise Middle East FZE-LLC



Supply chain management strategy

We maintain a robust supply chain management strategy that supports efficient operations and the delivery of high-quality products to our customers. Our approach balances cost, time, quality, and continuity of supply while extending our commitment to nurturing positive ESG impacts across our entire supply chain.

Top five priorities of our general supply chain management strategy

- 1

Cost optimisation
We strive to minimise costs across the supply chain while maintaining high standards of quality and service.
- 2

Time efficiency
Timely delivery of goods and services is paramount, and we focus on streamlining processes to reduce lead times and enhance responsiveness.
- 3

Quality assurance
We maintain rigorous quality control measures throughout the supply chain to uphold product excellence and customer satisfaction.
- 4

Supply continuity
Ensuring uninterrupted flow of materials and resources is critical, and we implement robust contingency plans to mitigate risks and maintain continuity of supply.
- 5

Supplier relationships
Building strong and collaborative relationships with suppliers is key to our strategy, fostering trust, transparency, and mutual benefit in our supply chain operations.

ESG considerations are embedded within our procurement practices through objectives set out in our ESG strategy and [Supplier Code of Conduct](#). These principles guide supplier relationships and expectations relating to ethical business conduct, environmental responsibility and human rights. Through regular supplier engagement, we work collaboratively to identify risks, share best practices and support continuous improvement in ESG performance.

Responsible sourcing

Responsible sourcing is a key component of our ESG strategy, and we work to integrate ESG considerations into our supplier selection, onboarding and monitoring processes in line with our [Responsible Sourcing Policy](#).

Supplier selection and ESG screening of suppliers

At SIL Maesteg, new raw material and packaging suppliers undergo an audit process before approval, assessing ESG criteria alongside technical and quality requirements to ensure alignment with our responsible sourcing expectations. Suppliers presenting significant financial, operational or ESG-related risks would not be onboarded.

Following onboarding, key suppliers at both SIL Maesteg and SSPL are subject to annual desktop reviews covering non-conformance reports, cost performance, product quality, technical support and ESG considerations. Supplier oversight focuses primarily on critical raw material and packaging suppliers rather than one-off or consumable suppliers. While we do not directly assess suppliers' suppliers, this process also helps mitigate upstream risks.

These measures support reliable and consistent supply while helping reduce supply chain risk. We also mitigate supply risk through multi-sourcing and by prioritising local suppliers.

New suppliers screened using environmental and social criteria

At SIL Maesteg, two new raw material and packaging suppliers were onboarded during 2025. Both suppliers underwent onsite audits before approval, which included environmental and social criteria as part of the assessment process. As a result, 100% of new SIL Maesteg suppliers were screened using environmental and social criteria during the reporting period.

At SSPL and SIL Dubai, new suppliers continued to be selected based on core procurement criteria such as financial stability, quality, cost and technical capability. Environmental and social criteria were not formally applied during new supplier screening in 2025. Therefore, **0% of new SSPL and SIL Dubai suppliers were screened using environmental and social criteria** during the reporting period.

Existing suppliers screened using environmental and social criteria

In 2024, SIL Maesteg developed an online supplier screening questionnaire incorporating ESG criteria, which was distributed to selected top-tier suppliers. Of the 28 questionnaires issued, 14 were completed and screened using environmental and social criteria. In 2025, the questionnaire was extended to two additional suppliers, both of whom responded, increasing the total number of completed assessments to **16**.

At SSPL, environmental and social performance information was gathered through supplier questionnaires. In 2025, questionnaires were issued to 20 suppliers, of which 12 were completed and returned.

Supplier audit and screening results

- At SIL Maesteg, **4** of 7 critical suppliers (3 existing and 1 new) were assessed using ESG criteria, representing **57% of critical suppliers**.
- At SSPL, **11** of 21 critical suppliers were assessed using ESG criteria, representing **52% of critical suppliers**.

Among the suppliers assessed during the reporting period, **no significant actual or potential negative environmental or social impacts were identified**. Consequently:

- No supplier improvement plans were required.**
- No supplier relationships were terminated due to environmental or social impacts.**

In 2025, SIL Dubai did not conduct supplier screening or audits against environmental and social criteria, with supplier selection continuing to follow operational procurement requirements.

Looking ahead

While we did not achieve our target of assessing 100% of critical suppliers by the end of 2025, the work completed has established clearer processes to strengthen environmental and social oversight across our supply chain.

We will continue working towards full assessment coverage of critical suppliers by the end of 2026 through:

- Expanding the number of supplier audits incorporating ESG criteria.
- Extending the use of our ESG supplier screening questionnaire across a broader supplier base, aiming to get 100% of critical suppliers screened by the end of 2026.
- Progressively aligning supplier oversight at SIL Dubai with the wider Siderise Group approach.

We will also continue encouraging responsible sourcing and ethical procurement practices across our supply chain.



ESG Policy Target
100% of critical suppliers assessed / screened by the end of 2025: Off track

NEW SUPPLIERS SCREENED USING
ENVIRONMENTAL AND SOCIAL CRITERIA

100% of new
SIL Maesteg suppliers
were screened using environmental and social criteria



LABOUR AND HUMAN RIGHTS

No significant risks relating to freedom of association, collective bargaining, child labour, hazardous work involving young workers, or forced and compulsory labour were identified

DID YOU KNOW

In 2025, SIL Maesteg achieved a **BES 6001 'Good' rating** for all its stone wool passive fire protection and acoustic products. Developed by UK-based research organisation, BRE (Building Research Establishment), the standard requires construction product manufacturers to demonstrate responsible sourcing practices across their supply chains. The independent assessment evaluates these practices from raw material extraction through to processing and manufacturing. Businesses are scored against a range of criteria, including supply chain management, management systems and social and environmental factors such as biodiversity and site stewardship. Products certified under BES 6001 can support customers in achieving additional credits under sustainable building assessment schemes such as BREEAM, helping project teams demonstrate responsible sourcing within building design and construction. They also support compliance with client and regulatory requirements, enhance supply chain transparency through independent verification, and strengthen performance in sustainability-driven procurement and tender processes.



Watch Quality Manager Gary Marshall, ESG Director Sera Turkoglu and Head of Supply Chain Leyton Hancock explain the significance of achieving this rating.





ESG Policy Target
BES 6001 responsible sourcing certification by the end of 2024: Achieved

Local sourcing

Local sourcing remains a key part of our approach, supporting supply resilience, reducing transport emissions and contributing to local economies. Local suppliers are defined as suppliers based in the same country as the reporting entity's operations.

In 2025, the proportion of procurement spend with local suppliers across our significant locations of operation was:

SIL Maesteg (UK)	SSPL (UK)	SIL Dubai (UAE)
88%	92%	84%

Labour and human rights

High priority ESG topic:

Human rights

We assess labour and human rights risks across 100% of our operations and selected suppliers through internal controls, supplier screening processes and ongoing monitoring activities.

Based on these assessments, **no significant risks relating to freedom of association, collective bargaining, child labour, hazardous work involving young workers, or forced and compulsory labour were identified** within our operations or among assessed suppliers during the reporting period.

We also maintained our supporting policies and controls, including our [Modern Slavery Policy](#) and pre-employment checks, to ensure these standards are upheld across the business. These include right-to-work checks, verifying addresses for signs of overcrowding and scrutinising bank accounts to confirm sole ownership.

People

Alongside building a safe, inclusive and high-performing workplace, we engage closely with customers, partners and communities to create positive impact beyond our immediate operations. By doing so, we aim to contribute to stronger relationships, better outcomes and more resilient communities wherever we operate.

Siderise values:



Respect for each other



Safety matters

SDGs:

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



10 REDUCED INEQUALITIES



In this section:

Engaging with our stakeholders	35
Community engagement	36
Our employees	38
‘Strive for betterment’ - talent management	40
‘Respect for each other’ - equality, diversity and inclusion	41
‘Safety matters’ - health, safety and wellbeing	42

Engaging with our stakeholders

Engaging with those connected to our business is a key part of how we deliver our people commitments. Alongside our own workforce, we work closely with customers, partners and communities to build strong relationships and support better outcomes.

We are taking a broader approach to stakeholder engagement than ever before. By participating in activities such as conferences, collaborative testing or volunteering days, which get us directly in front of and working with our stakeholders, we aim to foster mutually beneficial relationships at all points of our operations. These help us to fulfil a range of business needs, from gathering feedback on our business practices to fostering transparency, building trust, and addressing concerns or issues relevant to stakeholders. The outcomes of stakeholder engagement activities are used to inform strategic decisions, risk management, and the identification of material topics.

Each materiality assessment includes an updated stakeholder mapping exercise to ensure comprehensive coverage and understanding of stakeholder interests and concerns.

This serves as a systematic analysis of our business operations and allows us to consider all relevant stakeholder groups, including:



Our external stakeholder approach is outlined in [Appendix A3 Approach to stakeholder engagement](#).



Communication

Effective communication underpins meaningful engagement. We use a range of channels to support this, including meetings, surveys, forums and industry events, alongside ongoing communication through digital platforms and trade media. These channels enable stakeholders to access information, share feedback and collaborate with us on key issues.

In 2025, we strengthened our capabilities through investment in Salesforce CRM and Marketing Cloud. This has improved how we manage and personalise communications, enabling more consistent, timely and relevant engagement. Automated journeys triggered by customer activity now ensure stakeholders receive the right information at the right time, enhancing both responsiveness and overall experience.



Memberships and associations

We participate in selected industry bodies, professional networks and sustainability-related initiatives that support knowledge-sharing, technical development, responsible business practice and engagement with wider industry expectations. These memberships help us stay informed of regulatory developments, contribute to sector dialogue and strengthen our approach to product quality, safety, sustainability and responsible sourcing.

A full list of our memberships and associations is provided in [Appendix A3 Membership associations and affiliations](#).



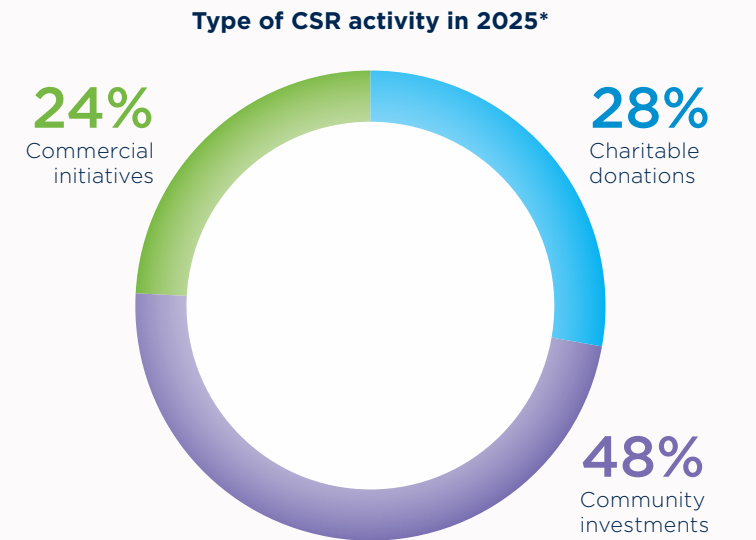
Community engagement

Medium priority ESG topic:

Social responsibility

In alignment with our commitment to social responsibility, we have a robust [Corporate Social Responsibility \(CSR\) policy](#), implemented by our formal CSR Committee. This is responsible for ensuring a clear, equitable and transparent process is followed regarding all community requests for support.

In 2025, we allocated **£20,000** to CSR activities and used **£8,704** during the reporting period, with approximately half of this expenditure directed towards community investments.



*Our CSR spending over the years can be found in [Appendix A3 CSR Activity](#).

ESG People Target
A minimum of £20,000 investment in CSR projects per annum by the end of 2030: On track

We work closely with local stakeholders, including charities, community groups and environmental partners, to deliver practical initiatives that align with community needs and our corporate responsibility priorities. Through this work, we aim to make a meaningful contribution to the communities in which we operate, whilst strengthening employee engagement and collaboration outside of work. Our community engagement activities focus on four themes:

- Climate action and community resilience.
- Circular economy and material stewardship.
- Fire safety, health and wellbeing outreach.
- Skills development and industry innovation.

In 2025, we delivered six corporate volunteering and community engagement days across our UK and UAE operations, where 94% of our global workforce is based.



January

Al Hulaila Beach Clean-Up (Ras Al Khaimah, Dubai, UAE)

Five volunteers from our SIL Dubai office participated in a coastal clean-up initiative organised by Ras Al Khaimah Economic Zone (RAKEZ) at Al Hulaila Beach, located within the RAKEZ Al Hulaila Industrial Zone in Ras Al Khaimah. Volunteers from multiple companies, alongside students and residents, took part in the initiative, collecting 760kg of plastic bags, bottles, food containers, and cardboard from the shoreline. This helped improve local coastal environmental conditions and raise awareness of marine pollution.



November

Habitat maintenance – Parc Slip Nature Reserve (Bridgend, Wales, UK)

Six Siderise volunteers partnered with the Wildlife Trust of South and West Wales to support ongoing habitat management, assisting with the removal of overgrowth and vegetation management to maintain habitat structure within the reserve. This supports biodiversity by preserving a tiered habitat structure — the natural layering of ground flora, shrubs, understorey and canopy— which is essential for ecological resilience. Such vertical complexity creates feeding niches for invertebrates and birds, provides nesting and shelter opportunities, supports small mammals and amphibians, and enhances habitat connectivity. Active management of this kind prevents dominance by aggressive plant species and helps maintain ecological balance.



April

Firefighters experience day (Kidderminster, England, UK)

Six employees participated in a Fire Fighters Experience Day in partnership with The Fire Fighters Charity at Wyre Forest Fire Station. The event involved a series of physically and mentally demanding team-based challenges designed to simulate aspects of operational firefighting activities, including a house-running challenge, reservoir-building challenge, bridging challenge and a simulated house-fire scenario. The initiative supported fundraising and awareness efforts for firefighter health and wellbeing, whilst strengthening teamwork and resilience among participants.



December

Mangrove restoration – Al Zorah Natural Reserve (Ajman, UAE)

In partnership with local conservation organisers, six SIL Dubai employees participated in a mangrove restoration initiative at the protected coastal ecosystem. The team planted 10 native Avicennia marina (grey mangrove) saplings — the UAE's primary mangrove species — supporting the ongoing restoration of this ecologically important 'blue carbon' habitat. Mangrove ecosystems play a critical role in shoreline stabilisation, marine biodiversity support and long-term carbon sequestration. This contribution forms part of broader conservation efforts within the reserve and aligns with the UAE's national goal to plant 100 million mangrove trees by 2030, contributing to climate resilience and biodiversity enhancement.

June

Special Families Maesteg community engagement day (Maesteg, Wales, UK)

11 employees volunteered with Special Families Maesteg, a local charity supporting families with additional needs. This involved clearing and restoring the organisation's community garden area, carrying out works to improve indoor acoustic conditions to create a more comfortable environment for service users, and enhancing external facilities, including the car park area. Following the volunteering day, we continued our support by sponsoring the charity's Community Coffee Mornings and organising an employee-led initiative to collect and donate Christmas selection boxes for families accessing the charity's services.



Dedham Therapy Farm (Colchester, England, UK)

Five employees from SSPL volunteered at Dedham Therapy Farm, an organisation providing bespoke, person-centred therapeutic services and occupational therapy through Animal-Assisted Intervention. The farm supports individuals experiencing challenges such as anxiety, learning disabilities, autism and phobias, using animals and nature-based environments to promote physical and mental wellbeing. We helped to dismantle an old workshop structure, broke down materials for disposal, removed flagstones and transported debris across the farm site. Following the site improvement works, the team assisted with the afternoon feeding of the farm's animals.



Special Families Maesteg, Christmas 2025

Sponsorships

In 2025, we supported local community sport, including youth football and women's netball, by sponsoring team kits for Maesteg Park FC, Caerau All Whites U10 football team, and the Llynfi Valley Panthers women's netball team. We also sponsored the Maesteg 200 Bicentenary Menai Bridge Bicycle Ride, scheduled to take place in June 2026.

Operations with significant impact on local communities

We monitor community-related risks through our stakeholder engagement activities and environmental and safety management processes. Where potential impacts are identified, appropriate mitigation measures are implemented to prevent or minimise adverse effects. During the 2025 reporting period, we did not identify any operations with significant actual or potential negative impacts on local communities.

Political contributions

In 2025, **we did not make any political contributions**, whether financial or in-kind, to political parties, political candidates, elected representatives or related organisations in any jurisdiction in which we operate.

Our employees

Our people are at the heart of Siderise, and we are committed to fostering a workplace culture where employees feel valued, respected and empowered. Protecting our award-winning culture and continuously improving the employee experience remain strategic priorities.

Employee headcount by region						
	Employees	Permanent employees	Temporary employees	Non-guaranteed hours employees	Full-time employees	Part-time employees
SIL Maesteg	164	28	-	-	159	5
SSPL	28	28	-	-	28	-
SIL Dubai	5	5	-	-	5	-
SIL UAE	18	18	-	-	18	-
SIL India	4	4	-	-	4	-
SIL Singapore	1	1	-	-	1	-
SIL USA	2	2	-	-	2	-
SIL Europe	2	2	-	-	2	-
Total	224	224	-	-	219	5

A full breakdown of employee data is provided in [Appendix A3 Employees](#).

224
Total employees

Sunday Times Best
Places to Work
named for second year running

Championing our culture

Our culture has been recognised through receiving **inclusion on the highly acclaimed Sunday Times Best Places to Work listing in both 2024 and 2025**. The listing is gained by receiving positive feedback from employees via an independent survey powered by the career platform, WorkL. We received outstanding feedback from our global workforce and scored 80% or greater in ‘the six steps to workplace engagement’:



Reward and recognition



Empowerment



Information sharing



Wellbeing



Instilling pride



Job satisfaction

Other key highlights included confidence in management being rated at **82%**— well above the industry average of **74%**— with 86% of respondents feeling that they do something worthwhile, and 85% feeling proud to work for Siderise, in addition to expressing that the company cares for their wellbeing.

We were also **the only construction products manufacturer listed in the inaugural Building Magazine ‘Good Employer Guide’ in 2025**, which was reserved for just 45 businesses that are setting the standard for employment best practices across the construction, housing and architecture sectors. It is judged on wellbeing initiatives, staff training, company benefits, gender and ethnic diversity representation and even hybrid working arrangements.

Despite this overwhelmingly positive feedback and receiving an average score of 8, the Sunday Times Best Places to Work survey results showed us to have obtained an Employee Net Promoter Score (eNPS) of 35. Whilst this is under our ambitious target of >65, this was still rated as a ‘Good’ score, and there were many indications of general employee satisfaction being high. Nevertheless, we want to set our sights higher and remain keen to make further improvements to our culture and employee support.

“Building a global team of passionate fire safety and acoustic advocates is central to our mission to ‘Go Beyond, helping to contribute to safer buildings’. It’s important that every colleague is engaged with the importance of the work they’re doing, coming to work with the right skills, knowledge and mindset, and ensuring that we act with integrity in all we do. Over the past few years, we have invested considerably in defining and developing our culture and benefits to ensure every employee feels well supported.”

Chief HR Officer, Mark Hendy FCIPD





ESG People Target

- Sunday Times Best Places to Work listing by the end of 2025: **Achieved**
- Employee Net Promoter Score (eNPS) >65 by the end of 2025: **Off track**



Prioritising employee voice

We want our people to believe in our vision and feel empowered to contribute to the wider business. Employees can often offer new or nuanced insights into potential areas of improvement. We have seen how giving them both informal and formal mechanisms to feed back their ideas and issues can help to ensure true inclusion and overall business performance.

To help us prioritise the areas that matter most to our employees, in 2025, **we partnered with leading employee listening experts, The PX Hub**, to obtain qualitative data around what it means to work at Siderise. Feedback from this process is contributing to the development of future approaches and initiatives, helping us to further our commitment to creating an exceptional environment where everyone can thrive.

For many years, we have run regular online ‘watercooler’ sessions where employees share their work with the whole Siderise Group. In these sessions, management communicates strategy and evidence of implementation transparently, fostering the sense of being part of a global team.

The Sunday Times Best Places to Work 2025

WorkL survey reported that

81% of employees

feel their views are heard at work.



Pay, benefits and reward

We aim to reward our people fairly and competitively, supporting performance, retention and long-term engagement across the business. Our HR function designs remuneration policies with Board oversight, ensuring alignment with business objectives and recognised best practice.

In 2023, we engaged an independent remuneration consultant to conduct a comprehensive UK benchmarking study. This provided valuable insights based on both local and national factors, leading to impartial recommendations for enhancing our remuneration policies. In 2024, we made a range of improvements to our overall benefits package, including increasing annual leave entitlement, increasing employer pension contributions, and implementing healthcare provisions. Due to the volume and significance of the changes in 2024, no further changes were considered for 2025.

Ratios of standard entry-level wage compared to local minimum wage

The UK statutory minimum wage provides a consistent and nationally defined benchmark across our UK operations, where the majority of our employees are based. In 2025, the standard entry-level wage at SIL Maesteg and SSPL, the Group’s significant locations of operation, was equal to the applicable UK statutory minimum wage, resulting in a **ratio of 1:1** compared with the local minimum wage. Entry-level pay structures are applied consistently regardless of gender. During the reporting period, entry-level roles were held by two male employees at SIL Maesteg and one male employee at SSPL. No female employees held entry-level roles during the reporting period.

Employees progressing beyond entry-level roles at SIL Maesteg and SSPL receive wages above the UK statutory minimum wage in line with company pay structures and role responsibilities.

Remuneration policies for the Board and Management Board

Remuneration policies for the senior leaders are set by the Board and approved by shareholders, and they remain closely aligned with those for all employees. We do not offer recruitment incentive payments or sign-on bonuses, and termination processes are consistent across the organisation. However, Board and Management Board members receive a slightly higher employer pension contribution.

Some roles include variable pay through annual bonuses linked to company performance and, where relevant, individual key performance indicators (KPIs). Several of these KPIs relate to our economic, environmental and social impacts. For example, in 2025, the Chief HR Officer’s bonus depended on implementing employee development programmes, expanding mental health first aid coverage and ensuring effective management of employee absence, supporting our broader people strategy.

Executive-to-employee compensation ratio

In 2025, the ratio of the annual total compensation for the highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) was 10:1 (2024: 6:1), representing an increase of approximately 4 points compared with the previous year.

In practice, this demonstrates that typical employees saw higher proportional pay growth than the highest-paid person, indicating an overall equitable pay structure.

This data was compiled using the following methodology:

- Basic salary refers to the annual salary regardless of the employee’s start date during the year.
- Total compensation includes all additional payments such as bonuses and allowances.
- Employees who left the organisation in 2025 are excluded from the data.

Minimum notice periods regarding operational changes

We aim to provide a minimum of four weeks’ notice to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. We also prioritise appropriate and meaningful consultation with those affected, aiming to reach an agreement on the most positive and productive ways to implement such changes.

Benefits

All full-time and part-time UK employees* (86% of our global workforce) are eligible for our comprehensive standard benefits package, which has been designed to enhance employee wellbeing, support work-life balance, promote sustainability, and recognise employee contributions to the organisation’s success. These include:



Life insurance coverage

Provides financial protection for employees and their families in unforeseen circumstances.



24/7 GP access via Doctorline

Offers employees and their families round-the-clock access to a GP service for medical advice and support.



Discounts and benefits via Benefex

- Discounts at a wide range of online and in-store retailers.
- Access to a private electric vehicle (EV) leasing scheme.
- Discount cards for many popular restaurant chains.
- Access to several salary-sacrifice benefit schemes.



Family-friendly leave

Includes parental, maternity, and paternity leave policies in line with statutory requirements, with enhanced benefits offered beyond the legal minimum.

- Maternity leave: 18 weeks at full pay, followed by Statutory Maternity Pay (SMP).
- Paternity leave: 2 weeks at full pay.



Free onsite EV charging

Enables employees to charge their electric vehicles at SIL Maesteg, supporting sustainable travel and reducing emissions.



Eye tests

Employees are entitled to an eye test every two years with Specsavers. All employees receive £50 towards VDU glasses or free safety glasses where required.



Enhanced holiday allowance

Paid time off above the statutory minimum, supporting a healthy work-life balance.



Bonus payments

Eligible employees may receive performance-based bonuses linked to company profits or other agreed criteria.

*These benefits may not be available to temporary employees due to the nature of their employment arrangements.

Siderise staff employed outside of the UK have different benefits available to them, tailored to the customs and laws in their country of employment. For example, an End of Service Gratuity, which is a lump-sum payment, is given to SIL UAE employees when they leave the company, provided they have completed at least one year of continuous service. In the US, employees have access to healthcare insurance and a 401(k) employer-sponsored retirement savings plan.

`Strive for betterment` - talent management

High priority ESG topic:

Talent management

Employee training and development programmes

Our 2025 company training programme and progress reflect how a strong organisational commitment to continuous improvement, regulatory assurance, the enhancement of employee skills, and the development of high-quality technical and leadership capability has been embedded across all our departments around the world, creating teams of life-long learners and competency advocates.

In 2025, the Learning and Development Business Partner reviewed the existing Skills, Knowledge, Experience and Behaviour (SKEB) framework and evolved it into a comprehensive competency framework covering all job families. This framework defines capability standards, supports consistent role expectations, and provides clear development pathways.

From this framework, we then evolved our development programmes with priority given to statutory and mandatory training requirements. Progress against development objectives is monitored by the Learning and Development function, in collaboration with department heads and line managers. Employees are also encouraged to engage in regular development discussions to align organisational needs with personal career aspirations.

The Sunday Times Best Places to Work 2025

WorkL survey reported that

82% of employees

feel they have sufficient information and training to perform their role effectively.

In 2025, we invested an average of
£844 per employee
in training and development, with
employees completing an average of
26 hours of training.

During 2025, learning initiatives and topics included: Department-specific technical training

Technical and role-specific capability grew through a range of construction, engineering, digital skills, and passive fire protection pathways such as BSI BIM training (Parts 2, 4 and 6), CPD modules, collaborative sessions with Ancon/Leviat, Excel Intermediate and Advanced, and numerous product knowledge audits.

Leadership development programmes

During 2025, we launched our Siderise Leadership and Management Development Programmes, providing training opportunities for senior leaders, the wider leadership team and aspiring leaders. We held a very popular Developing Systems Leadership Masterclass at the University of Warwick, hosted internal Performance Management Fundamentals workshops, and invested in employment law training.

Internal skills development workshops

These included comprehensive compliance training, including anti-bribery and corruption, General Data Protection Regulation (GDPR) and clean-desk standards, and ISO-related auditor and implementation courses.

Structured upskilling for customer-facing and technical roles

Customer-facing teams benefited from customer excellence and operational improvement programmes, including Lean Six Sigma belts, Train-the-Trainer certification, and process mapping workshops.

Health and safety

A significant number of employees completed one or more of the following training and certifications: IOSH Managing Safely, Working Safely, Mental Health First Aid (Wales), First Aid at Work, fire marshal and evacuation, COSHH and manual handling, and a large suite of Safety Hub micro-courses.

Support for professional qualifications and further education

This includes access to relevant training, funding for accredited courses, and opportunities to gain industry-recognised certifications from organisations such as Level 7 CIPD in Human Resource Management, Level 7 in Executive Coaching and Level 7 NEBOSH.

‘Strive for betterment’ in focus: manufacturing tier system

One of our most successful training initiatives implemented in 2025 was a structured Manufacturing Tier System to strengthen workforce capability, improve operational flexibility and provide clearer development pathways for manufacturing employees. The system builds on our previous SKEB framework by introducing measurable competency levels and tangible assessment criteria.

The programme consists of five progressive training tiers, starting with probationary operators completing mandatory and foundational machine training, and progressing to advanced technical capability across multiple production systems. As employees move through the tiers, they gain broader operational competence. This allows them to work on multiple machine families, enabling better workload and succession planning.

This has allowed us to gradually reduce reliance on agency workers and optimise staffing levels whilst maintaining production output. The enhanced capability of the workforce also enabled a transition from a two-shift production model to a single-shift structure. Direct labour costs decreased by approximately 49%. In addition to improving efficiency, the programme contributed to reduced process waste and improved first-time-right production, as enhanced training and competency assessment supported more consistent operational performance.



ESG People Target

10-20hrs training per annum, to include six hours H&S for full-time employees by the end of 2025: **Achieved**



Career transition and employability support

We provide structured support for employees navigating career transitions, including redeployment, retraining, retirement or changes in employment status.

Support mechanisms available in 2025 included:

- Redeployment opportunities within the organisation.
- Access to reskilling and retraining.
- Succession planning and internal mobility pathways.
- Individual career discussions and guidance from line managers and HR.
- Information to support retirement planning where applicable.

The implementation of the 2025 competency framework also strengthened talent management and succession planning processes by providing leadership teams with improved visibility of capability strengths, development needs and future readiness. This approach supports continued employability and enables colleagues to make confident decisions about their future.



Performance evaluation

Performance reviews for all employees are now conducted quarterly instead of annually by line managers, focusing on highlighting success and agreeing on development activities to maintain or enhance role-specific competencies.

‘Respect for each other’ - equality, diversity and inclusion

High priority ESG topic:

Diversity and inclusion

Human rights



Our value of ‘respect for each other’ means that we recognise and value every individual, treating one another with fairness, dignity and consideration, regardless of role, background or perspective. It is symbolised by a circle as a circle has no point that has hierarchy over another— every person is important. This value is championed and upheld by our [Equality, Diversity and Inclusion \(EDI\) Policy](#), which outlines our commitment to foster a fair and inclusive workplace in every region in which we operate.

Our commitment is further evidenced by The Sunday Times Best Places to Work 2025 WorkL survey analysis, which scored us in the ‘Excellent’ range for diversity and inclusion, noting just a one-percentage-point difference between majority and minority group average scores across the full survey.



Gender equality

Gender inequality remains a challenge across many of the sectors in which we operate and that we serve, including construction, fire safety, acoustics and rail. We recognise our responsibility to help address this by creating an inclusive workplace that supports the retention and progression of diverse talent. This includes actively identifying and removing barriers that may prevent women from building long-term, successful careers at Siderise. In the UK, our enhanced maternity policy — which offers a phased return to work on full pay — is one example of how we support employees through significant life transitions.

Gender demographics of our employees during 2025:

• **32% women.**

- 25% women in managerial positions.
- 23% women in STEM-related positions.



ESG People Target

Achieve gender parity by the end of 2030: On track

Fair recruitment

Recruitment is carried out in accordance with industry best practice and our EDI Policy, ensuring a fair, transparent and inclusive process for all candidates. We focus on creating equal opportunities, reducing bias and selecting individuals based on their skills and potential. This enables us to attract diverse talent and build a workforce that supports collaboration, innovation and long-term success.

Dealing with discrimination

We take any reports of unlawful discrimination by any employee, customer, supplier, visitor and others seriously and are committed to dealing with them promptly and appropriately.

In 2025, **there were no proven incidents of discrimination** based on any protected characteristics as defined by the UK’s Equality Act 2010. This includes age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. **There were also no identified incidents of violations involving the rights of indigenous peoples.**

‘Safety matters’ - health, safety and wellbeing

MATERIAL TOPIC: HEALTH AND SAFETY

How we manage this topic



Impact

Health and safety impacts are associated with our manufacturing, warehousing, testing and office activities, including risks to employees, contractors and visitors. Our aim is to maintain safe working environments supported by clear standards, training and continuous improvement.



How we manage it

Through ISO 45001 systems, risk assessments, incident reporting, occupational health support, training, contractor controls and site-level health and safety governance.



2025 actions

All UK sites maintained ISO 45001: 2018 certification with zero non-conformances. We also expanded reporting channels and increased the number of mental health first aiders to 46 employees.



Targets and tracking

Our targets include zero health and safety non-conformances and zero lost-time injury frequency rate. In 2025, zero non-conformances were achieved at UK sites, while the zero LTIFR target was partially achieved. Progress is tracked through audit outcomes, LTIFR, incident reporting, corrective actions, training and worker feedback.

Our goal is to make the world a safer place, and that starts in our own facilities and culture. Our ‘Safety Matters’ value reflects the importance we place on creating a safe working environment across all activities, supported by clear standards, training and continuous improvement.

ISO 45001: 2018
Occupational Health and Safety
Management System

Safety Management System certification with
zero non-conformances

Managing health and safety

All our UK sites maintained their **ISO 45001: 2018 Occupational Health and Safety Management System certification with zero non-conformances** in 2025. This systematic approach ensures comprehensive management of health and safety hazards across facilities— including manufacturing, warehousing, yard, and office-based activities— and covers 100% of employees—both onsite and remote—and extends to contracted workers whose work and/or workplace is directly controlled by us in the UK.

Although ISO 45001 certification is not legally mandated in the UK, our system was developed in line with the Health and Safety at Work Act 1974 and related to UK regulations to meet or exceed compliance obligations.

Our non-UK sites are currently out of scope, as operations in these locations are in the early phases of development and managed under separate local systems. However, many of their approaches have been shaped by the process already in place in the UK.

Our [Health and Safety Policy and Certificates](#) for SIL Maesteg and SSPL are available on our website.



ESG People Target

Zero H&S non-conformance by the end of 2025: Achieved

Hazard identification, risk control, and incident investigation

We take a structured approach to identifying and managing risk across all operations. This involves three key stages:



Hazard identification

Identifying any situation, activity or material with the potential to cause harm. This includes conducting workplace inspections to identify new or recurring issues.



Risk analysis and evaluation

Assessing the likelihood and severity of potential incidents. This may include reviewing information on existing or potential workplace hazards and investigating accidents, incidents, illnesses and near misses to determine their root causes.



Risk control

Eliminating hazards where possible or applying appropriate controls where elimination is not feasible.

Risk assessments are conducted regularly across machinery, processes, materials and working environments, with findings reviewed through audits, management processes and safety committees. Lessons from incidents, near misses and inspections are used to strengthen procedures, training and controls.

The quality of hazard identification and risk assessment processes is overseen by trained personnel across the Group—including the Health and Safety Manager, Health and Safety Coordinator, Chief Operations Officer, Engineering Director and Quality Manager—all of whom hold National Examination Board in Occupational Safety and Health (NEBOSH) qualifications.

In the event of an accident or incident, it is the responsibility of these health and safety leaders to respond promptly as relevant, ensuring the immediate safety of those involved and initiating any required corrective actions.

Key responsible roles:

SIL Maesteg

Responsible roles: Health and Safety Manager and Health and Safety Coordinator (hired in 2025)

SSPL

Responsible roles: Operations Director

SIL Dubai

Responsible roles: Operations Manager, with support from SIL Maesteg Health and Safety Manager

All sites:
Qualified first aiders

Occupational health services

SIL Maesteg

SIL Maesteg is partnered with Insight Workplace Health—a local third-party occupational health service. Accredited by various bodies such as Safe Effective Quality Occupational Health Service (SEQOHS) and Society of Occupational Medicine (SOM), Insight Workplace Health’s services encompass mobile health surveillance conducted either at their premises or onsite at SIL Maesteg. This is led by trained and qualified professionals, including occupational health nurses, physicians, psychologists, and more.

SSPL

At SSPL, occupational health reviews are conducted annually using a recognised third-party, Gipping Occupational Health, focusing on staff roles and potential hazards associated with their work, such as forklift truck operation or chemical exposure.

SIL Dubai

SIL Dubai is yet to source a suitable external occupational health provider, but it will remain a key focus in 2026. In the meantime, the Operations Manager is kept informed of potentially relevant occupational risks identified at SIL Maesteg via participation in their Health and Safety Committee meetings.

Employee collaboration on occupational health and safety

Recognising the invaluable insights our employees can provide regarding potential job hazards, we champion meaningful participation in our occupational health and safety initiatives. This collaborative approach is spearheaded by a dedicated Occupational Health and Safety Committee comprising the Health and Safety Manager, a Member of the Management Board, and representatives of numerous departments, alongside a broader Health and Safety Committee representing various roles within the organisation.

Across SIL Maesteg, SSPL, and SIL Dubai, our monthly Health and Safety Committee meetings have three primary objectives:

1. Heighten safety awareness across all levels of the organisation, fostering a culture of vigilance and responsibility.
2. Review any accidents or incidents that have occurred, allowing for a thorough examination of root causes and discussions on preventative measures to mitigate future occurrences.
3. Provide a regular forum for all employees to voice any safety concerns they may have, ensuring that every individual can contribute to the continuous improvement of our safety protocols and practices.

All departments are represented on a rolling basis, allowing wider staff involvement and better dissemination of meeting outcomes. Decision-making authority lies with the relevant individual assigned to implement any necessary actions arising from the meetings. Key meeting outcomes are shared through communication boards and monthly key performance indicator meetings.

Employee training on occupational health and safety

At all UK sites, we provide comprehensive health and safety training to ensure all employees, including new starters, have the knowledge and skills needed to carry out their roles safely and effectively.

Training is delivered through a blend of methods, including:

- Company inductions.
- Standard Operating Procedures (SOPs) and Work Instructions (WIs).
- Verbal guidance from line managers and supervisors.
- Practical, on-the-job training.
- Digital presentations.
- Online e-learning via Safetyhub.

Training areas include manual handling, mental health awareness, fire safety (including extinguisher use), first aid, adhesive handling (Diisocyanates), workplace exposure monitoring, and display screen equipment assessments for office staff.

All third-party contractors working on Siderise sites must also meet our competency requirements. This includes completing a Siderise Health and Safety induction and submitting Risk Assessment Method Statement (RAMS) documentation prior to beginning work.

 **ESG People Target**
10-20hrs training per annum, to include 6 hours H&S for full-time employees by the end of 2025: **Achieved**



‘Safety matters’ in action: Setting up safe procedures in SIL Dubai

As a newly established site, a key priority for SIL Dubai was to ensure it implemented H&S training as soon as possible. With support from the SIL Maesteg Health and Safety Manager, five employees completed external training in CPR, AED use and Basic First Aid. Throughout 2026, additional e-learning modules will be assigned via Safetyhub to reinforce awareness of daily operational risks. External training will also continue for higher risk areas such as Working at Height, Fire Marshal responsibilities and First Aid to maintain a high level of workforce competence.

Managing employee health data

We maintain the confidentiality of workers’ personal health-related information and ensure that it is not used for favourable or unfavourable treatment. Personal health-related information is handled by HR and the Health and Safety Manager and uploaded to the Insight Workplace Health portal, with access restricted to the Health and Safety Manager, HR Advisor, and the Chief Human Resources Officer. Personal health-related information is only shared if there is a risk to the individual's health by continuing their current role. In such cases, the individual is informed, and relevant information is shared with HR for further review and necessary action.

Work-related ill health

SIL Maesteg and SSPL identified musculoskeletal disorders (MSDs) as the primary type of work-related ill health throughout 2025. MSDs encompass injuries to the musculoskeletal system, such as tendons, ligaments, muscles, nerves, and discs. These disorders are often attributed to bodily reaction, overexertion, or repetitive motion in the workplace. Manual handling training, MACC assessments, and regular risk assessment reviews are conducted to mitigate the risk of MSDs.

SSPL also recognised that some of the hazardous materials used in its work could pose safety risks. To address this, we have taken steps to reduce these risks by following the hierarchy of control, including ensuring robust controls, protective measures and training on proper handling.

At SIL Dubai, no cases of work-related ill health were reported or recorded during 2025. However, routine risk assessments identified continuous noise exposure associated with the operation of the Hyma saw. This is now managed with the appropriate PPE and control measures.

Work-related injuries

Across the Siderise Group, we maintain a strong focus on continuous safety improvement through proactive and comprehensive risk-management practices. These include structured risk assessments, safe-working procedures, regular inspections, ongoing employee training, provision of appropriate PPE, COSHH assessments, 5S audits, monthly safety and leadership tours, and robust accident and incident reporting.

All accidents, incidents, near misses, and unsafe conditions are reported using multiple accessible channels such as the My Compliance QR code, the health and safety green form, and a new tear-off reporting booklet for production and dispatch teams. All submissions feed into our safety management system, where health and safety representatives review findings, implement corrective actions and reinforce a culture of safety, learning and prevention across the organisation.

 **ESG People Target**
Zero Lost Time Injury Frequency Rate by the end of 2025: **Partially achieved**



Managing health and safety risks in business relationships

We recognise that occupational health and safety risks may arise not only from our direct operations but also through our business relationships, including contractors, suppliers and service providers operating on our sites or on our behalf.

We manage these risks through pre-qualification processes, contractor RAMS documentation, safe permit to work documentation and site induction requirements to ensure that third parties meet our health and safety standards prior to commencing work. Contractors are required to adhere to Siderise safety procedures where compliance is monitored through supervision, internal inspections and, where relevant, external audits.

We maintain open consultation channels with employees and contractors to identify any hazards and encourage all safety concerns to be reported. Reported incidents, near misses and safety observations are investigated to determine root causes and implement corrective actions. Where non-compliance is identified within our business relationships, appropriate remedial action is taken, which may include corrective action plans or termination of engagement where necessary.

Through these measures, Siderise seeks to prevent and mitigate significant occupational health and safety impacts directly linked to our operations and business relationships.

2025 statistics

- **0 x fatalities resulting from work-related injuries across Siderise Group.**
- **0 x recordable work-related injuries at SSPL.**
- **0 x recordable work-related injuries at SIL Dubai.**
- 17 x recordable work-related injuries at SIL Maesteg:
 - o 2 x Out of Statistics (non-work-related accidents).
 - o 12 x First Aid Cases (work-related injury which requires minor first aid treatment only).
 - o 1 x Medical Treatment Case (work-related injury which requires off-site treatment at a medical facility).
 - o 1 x Lost Time Incident (Work-related injury that has resulted in the employee being unable to return to work for their next scheduled shift or carry out their normal range of duties for a period of 24 hours or longer, not including the day of the injury being sustained).
- o 1 x RIDDORs (work-related injury where the employee is off work for 7 consecutive days, including weekends, but does not include the day of the injury being sustained).

Promotion of employee health

We recognise that non occupational accidents or illnesses can significantly affect employees’ wellbeing and ability to carry out their roles. Therefore, we have undertaken several initiatives to promote the general good health and wellbeing of our people.

Return to work support

 We operate a structured Return to Work Programme across all sites to ensure employees feel supported and confident when returning to work after a period of ill-health. This is led by the SIL Maesteg Health and Safety Manager, along with line managers and supervisors.

Line managers are also encouraged to maintain regular contact with employees during absences to monitor wellbeing and provide appropriate assistance.

Healthcare benefits for UK employees

 In 2023, we launched a partnership with Westfield Health, offering a healthcare insurance scheme for UK employees. The scheme provides access to health-related benefits and discounts, with each employee receiving personalised login details. Family members can also use the Doctor Line GP service where needed.

Wellbeing benefits outside the UK

 Employees outside the UK receive wellbeing support aligned with local customs and regulations. In SIL UAE, for example, employees receive comprehensive health insurance, and non-UAE nationals are provided with an annual return flight to their home country, usually awarded at each work anniversary. This supports wellbeing and helps employees maintain family connections.

Employee Assistance Programme (EAP)

 We continue to offer a 24 hour confidential Employee Assistance Programme (EAP) through Health Assured. The service supports employees with issues such as stress, anxiety, bereavement, financial concerns, legal guidance and access to counselling.

Mental health first aid

 In 2025, we trained an additional 31 employees as Mental Health First Aiders, taking the total number across the business to **46, which equates to 21% of staff.**

- **28** Mental Health First Aiders at SIL Maesteg.

- **17** at SSPL.

- **1** at SIL Dubai.

Healthy and sustainable living initiatives

 We promote healthy and sustainable lifestyles through initiatives such as the UK Cycle to Work Scheme, available to all UK employees. At SIL Maesteg, we also provide free fruit to encourage healthy eating and offer free hygiene products.

 **ESG People Target**
15% of staff to be mental health first aiders by the end of 2025: **Achieved**

Policy

Strong governance ensures our ESG commitments translate into measurable action. Our policy frameworks underpin how we run the business responsibly and sustainably and uphold our core values. They drive clear decisions, robust risk management and a strategy focused on long-term resilience and success.

Siderise values:



SDGs:



In this section:

Governance	45
Business strategy	46
Managing risks	47
Key investments	47



Governance

High priority ESG topic:

Business ethics

Medium priority ESG topic:

Risk management

Corporate governance

Siderise Group is ultimately controlled by Cooperative H2 Equity Partners Fund V U.A., through its majority shareholding in Obice Topco Limited. The Board of Directors of Obice Topco (the “Board”) is the Group’s highest governance body.



The Board

The Board oversees how the business is managed and its impact on the economy, environment and society. While no directors are classified as independent, the Board operates with independent judgment and without conflicts of interest.

Board composition is designed to provide a balanced mix of strategic, financial, commercial and technical expertise. Appointments are made in accordance with defined criteria and are based on capability and experience, alongside consideration of stakeholder perspectives, including shareholders, customers and wider stakeholders.

Board composition is governed by the Shareholder Agreement. Any proposed changes to its composition are subject to discussion and agreement among existing Directors. The Agreement does not establish a formal Nomination Committee. It does, however, specify two committees: the Remuneration Committee and the Audit Committee. In practice, these committees operate at the full board level and are not distinct entities. This integrated approach enables all Directors to input on remuneration and audit matters.

Senior executive appointments to the Board follow a rigorous process. In 2025, we appointed our new CFO to the Board. He brought substantial prior board-level experience across international organisations and within the Fire Protection sector.



The Management Board

The Management Board is responsible for the day-to-day running of the business. Its members bring expertise aligned to the Group’s operations, markets and impacts, ensuring effective delivery of strategy and performance.



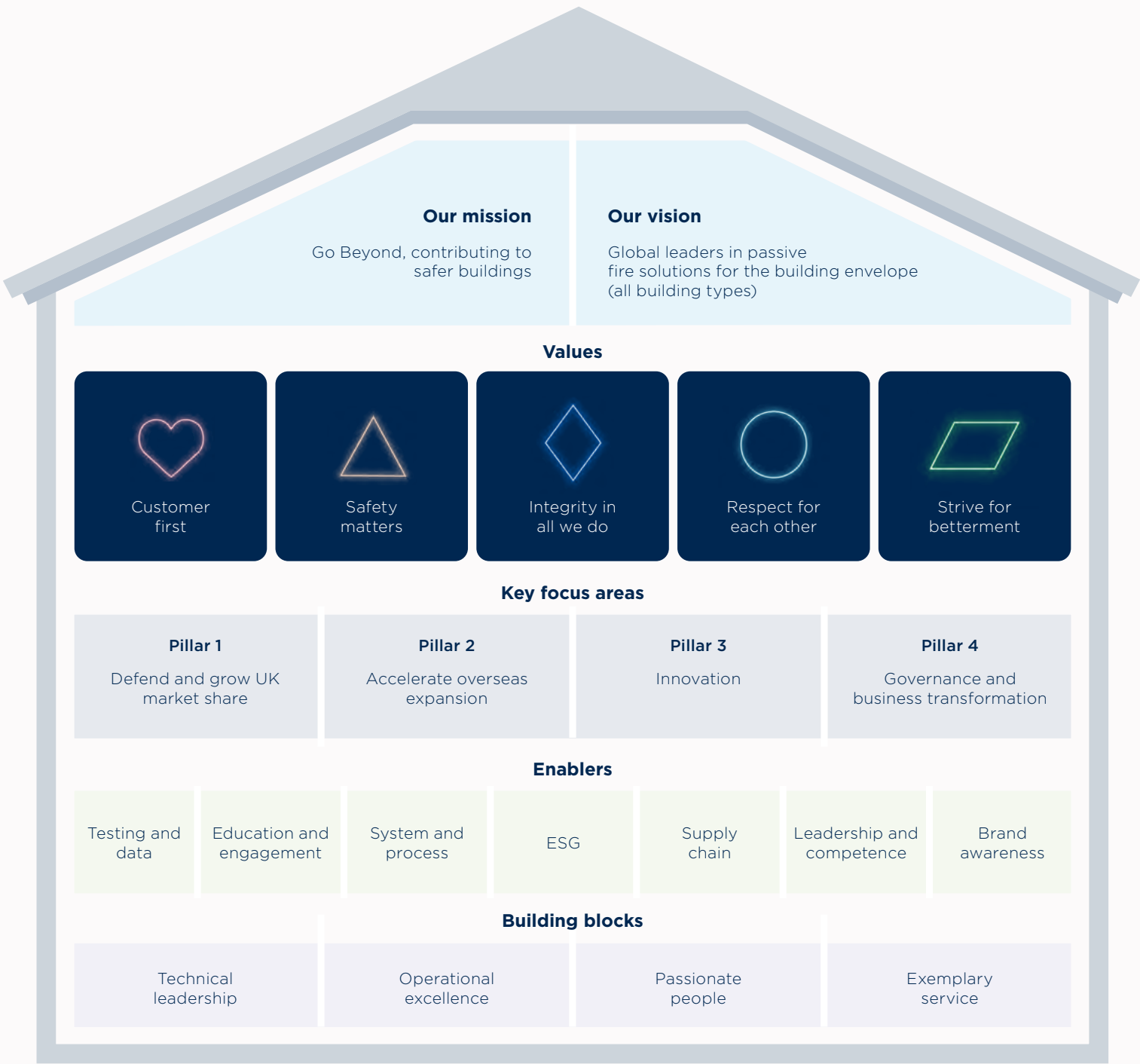
DID YOU KNOW

50% of the Management Board at our most significant location of operation - SIL Maesteg, where our main manufacturing facility is located - were recruited from the local communities in South Wales.

*NB Whilst Richard Vidler held the role of CCO in 2025, he stepped down from the Board and parted company with the business 31 May 2026.

Business strategy

The Siderise strategy house 2025



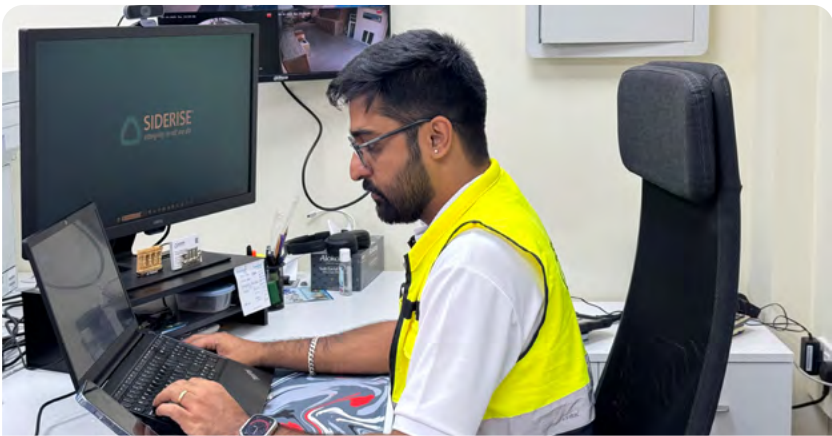
Conflicts of interest

Robust processes are in place to identify and manage conflicts of interest. Board and Management Board members are required to declare external roles, relationships and any interests in suppliers, customers or other stakeholders. All related party relationships and transactions are disclosed in line with UK legal requirements, ensuring transparency and accountability.

Performance and oversight

We evaluate the effectiveness of the Board, as the Group's highest governance body, annually through overall business performance, including financial results, ESG indicators, employee engagement and customer satisfaction metrics. These measures help assess how effectively the business is managed and the impacts of our operations on the economy, environment and people.

The Management Board is evaluated against strategic objectives through defined KPIs and annual internal performance reviews, supporting accountability and alignment with organisational goals. Evaluations are conducted internally and are not independent. KPIs are reviewed annually, while strategic priorities and the strategy house are monitored on an ongoing basis.



Raising and managing critical concerns

Critical concerns are promptly communicated to the Management Board by the relevant board member tasked with oversight of the specific area of concern. The Management Board then approves proposals to remediate the issue, ensuring appropriate actions are taken and signed off. The Management Board also reviews the risk register monthly, enabling timely action where required. In instances where grievances could potentially lead to adverse impacts on stakeholders, the severity of the issue is escalated accordingly to the Board. While the number and nature of concerns formally escalated to the Board were not centrally recorded during the reporting period, such matters were managed through the Group's risk management, corrective action and governance procedures.



Policy commitments

Our policies underpin how we operate as a responsible business, ensuring compliance with the laws and regulations of the markets in which we operate. Where local legislation differs from Group policies, local legal requirements take precedence.

Policies such as our [Modern Slavery Policy](#), which aligns with UK law, extend across our operations and supply chain, supporting responsible business practices and helping us identify and manage risks, including human rights and environmental impacts. A precautionary approach is applied to environmental management, enabling us to address potential risks before they arise.

Policy oversight sits at senior level. The **Policy Steering Committee**, led by the CFO and CHRO, ensures policies remain aligned with business strategy, legal obligations and organisational values. **The ESG Director also serves on the committee**, supporting the integration of sustainability considerations throughout policy development, review, and implementation.

Policies are communicated through internal systems and made accessible to employees and relevant business partners, with [key documents publicly available on our website](#) to support transparency and accountability.

Embedding policies in practice

We integrate policy commitments into day-to-day operations through clear accountability, training and oversight mechanisms, including:

- **Clear ownership** across all levels of the organisation, supported by defined roles and responsibilities.
- **Integration into operations**, led by Department Heads and supported by targeted training via digital learning modules.
- **Employee accountability**, reinforced through performance management and supervision.
- **Specialist training programmes**, covering key areas such as anti bribery and responsible business conduct.
- **Central management through our Integrated Management System (IMS)**, ensuring consistent access, auditability and control.

In January 2026, our IMS will be relaunched and accessible via our new intranet, The Hub. It will offer improved audit, search, and review functionality, strengthening governance oversight and accessibility.



Managing risks

Anti-corruption and business integrity

We maintain a zero tolerance approach to corruption, supported by clear Anti-bribery and Whistleblowing policies, robust controls and regular oversight at Management Board level. Our Corporate Risk Register provides a structured view of risks across the business, with corruption risk actively monitored by our CFO.

In 2025, 100% of our operations were assessed for risks related to corruption, and there were:

- **No corruption risks identified.**
- **No confirmed incidents of corruption.**
- **No dismissals or disciplinary actions.**
- **No contract terminations due to corruption.**
- **No related legal cases.**

There were also **no legal actions** regarding anti-competitive behaviour or violations of anti-trust and monopoly legislation in which we were identified as a participant.

No confirmed incidents of corruption

there were no significant

instances of non-compliance with laws and regulations

Training and awareness

Our anti-corruption and anti-bribery policies and procedures are communicated across the organisation through our Integrated Management System (IMS), onboarding processes and regular internal communications. These policies apply to all employees and outline our expectations regarding ethical conduct, prevention of bribery and corruption, and reporting of potential violations. Our policies and procedures are also made available to business partners, including suppliers and customers, upon request as part of our commitment to responsible business practices and ethical supply chain management.

In 2025, **100% of Board and Management Board members were informed of our anti-corruption and anti-bribery policies and procedures and completed relevant training.** In addition, 75 UK-based employees completed anti-bribery and corruption refresher training, representing 39.1% of UK employees and 33.5% of total global employees. Training was prioritised for employees in governance, commercial, supplier-facing and decision-making roles. Training will be expanded internationally in 2026 by engaging a training provider with expertise in international regulatory requirements. This will ensure consistent awareness of anti-corruption standards across our global operations.

Compliance and legal performance

We define 'significant instances of non-compliance' as any legal or regulatory breach that results in formal legal action, financial penalties, or sanctions, or that could materially impact the company's operations, financial performance, or reputation.

In 2025, **there were no significant instances of non-compliance with laws and regulations.** This includes no instances for which fines were incurred and no instances for which non-monetary sanctions were imposed. No fines were paid during the reporting period for non-compliance.

Speaking up and raising concerns

Internal and external stakeholders can seek advice on the implementation of our policies and practices for responsible business or raise concerns through several channels. These include contacting:

- Siderise directly by email or letter.
- UK Trading Standards for business conduct regulation compliance.
- The Office for Product Safety and Standards (OPSS) for business conduct matters related to product safety in the UK.
- Cross, a dedicated and confidential whistleblowing platform for the UK construction industry.
- Ministry of Economy, UAE.
- Ministry of Labour, UAE.
- Competition and Consumer Commission, Singapore.
- Ministry of Manpower, Singapore.
- Ministry of Corporate Affairs, India.
- Labour Commissioner's Office, India.
- US Department of Labor, USA.
- US Department of Commerce, USA.
- US Department of State, USA.

Additionally, we have a clear **Whistleblowing Policy** to ensure employees have safe and confidential means to report any matters related to the business or their colleagues. In 2025, we enhanced this policy further through the introduction of a confidential external whistleblowing service provided through 'Safecall'.

All external concerns raised during 2025 were formally logged within our Compliance SharePoint portal and managed in accordance with our Non-conformance and Corrective Actions Procedure, as set out in our Integrated Management System (IMS). This ensured that concerns were investigated, addressed and resolved in a consistent and transparent manner.

Following the introduction of Salesforce in January 2025, we enhanced our framework for managing customer communications and concerns from all stakeholders. The system enables structured recording, tracking and escalation of issues where required. Concerns are assessed promptly, with corrective actions implemented where necessary. Regular review meetings are held to monitor open cases and evaluate the effectiveness of implemented actions.

Remediation and accountability

Where issues arise, we take a structured approach to resolution, including corrective actions, policy updates and other appropriate measures where required. We are committed to engaging with negatively affected parties and to providing for or cooperating in remediation where we identify that we have caused or contributed to adverse impacts. Formal and informal grievance mechanisms are supported by our Non-conformance and Corrective Actions Procedure and related compliance processes for logging, investigation, tracking and escalation.

While intended users are not directly involved in the formal design or review of these mechanisms, we use learnings from cases raised, together with internal expertise and external specialist input where appropriate, to strengthen our approach. We monitor effectiveness through case logging, corrective action tracking and regular review of open matters to help ensure concerns are addressed consistently and appropriately.

Key investments

In 2025, we continued to invest in our core manufacturing capability, **committing over £1 million** to our Maesteg facility and bringing total investment to more than £8.5 million since 2021. These investments have allowed us to increase our capacity and meet the growing global demand for our products.

committing over **£1 million**

During the whole project, this investment was allocated to various commercial initiatives, including:

-  The acquisition of additional land adjacent to the original site to facilitate future expansion.
-  Various groundworks and site improvements.
-  Refurbishment of existing buildings, including new office spaces, employee facilities and a new Quality Control Lab.
-  The construction of the Innovation Centre with a fire testing facility.
-  The installation and commission of a second high-speed production line to enhance operational efficiency and risk management.
-  Vertical integration of a key line of ancillaries.
-  Continued improvement in production and IT infrastructure

This has also been supported with the launch of the SIL Dubai manufacturing site, which enables us to better serve customers in the Middle East and India with more efficient supply. This new site has created four new operational positions and allowed us to promote a Senior Project and Site Service Engineer to Operations Manager.

Our investments also have several significant indirect economic impacts: by establishing manufacturing facilities and operational centres in strategic locations, we are providing opportunities for economic development through stable jobs, which allow people to grow their skillsets and experience. In turn, this facilitates the transfer of enhanced skills and knowledge to the workforce in these regions, contributing to the long-term economic vitality of their communities.

Appendix

In this section:

A1 Environmental indicators	49
A2 Product indicators	53
A3 Social indicators	54
A4 GRI content index	61

A1 Environmental indicators

Energy consumption by type

Parameter	2023	2024	2025	Change from previous year
Total fuel consumption within the organisation from non-renewable sources (MJ)	1,980,148	3,651,508	2,702,706	-26%
Total fuel consumption within the organisation from non-renewable sources (kWh)	550,040	1,014,309	750,751	-26%
SIL Maesteg				
Natural gas (MJ)	659,700	1,185,271	885,265	-25%
Natural gas (kWh)	183,250	329,242	245,907	-25%
Heating oil (MJ)	298,080	808,132	412,805	-49%
Heating oil (kWh)	82,800	224,481	114,668	-49%
Propane (MJ)	156,251	118,094	49,964	-58%
Propane (kWh)	43,403	32,804	13,879	-58%
LPG (MJ)	403,729	354,640	446,198	26%
LPG (kWh)	112,147	98,511	123,944	26%
White Diesel (MJ)	-	1,544	1,544	-
White Diesel (kWh)	-	429	429	-
Petrol (MJ) for company cars	-	252,266	97,931	-61%
Petrol (kWh) for company cars	-	70,074	27,203	-61%
Diesel (MJ) for company cars	-	148,964	33,754	-77%
Diesel (kWh) for company cars	-	41,379	9,376	-77%
SSPL				
Natural gas (MJ)	271,915	261,832	208,231	-20%
Natural gas (kWh)	75,532	72,731	57,842	-20%
Heating oil (MJ)	111,780	186,300	149,040	-20%
Heating oil (kWh)	31,050	51,750	41,400	-20%
White diesel (MJ)	75,301	-	-	-
White diesel (kWh)	20,917	-	-	-
Propane (MJ)	3,391	99,328	103,712	4%
Propane (kWh)	942	27,591	28,809	4%
Diesel (MJ) for company cars	-	15,887	21,762	37%
Diesel (kWh) for company cars	-	4,413	6,045	37%
SIL Dubai	-	-	-	-

Parameter	2023	2024	2025	Change from previous year
SIL UAE office				
Petrol (MJ) for company cars	-	219,251	292,500	33%
Petrol (kWh) for company cars	-	60,903	81,250	33%
SIL Singapore office	-	-	-	-
SIL India office	-	-	-	-
Total fuel consumption within the organisation from renewable sources (MJ)	-	-	7,736	-
Total fuel consumption within the organisation from renewable sources (kWh)	-	-	2,149	-
SIL Maesteg (solar)	-	-	2,149	-
SSPL	-	-	-	-
SIL Dubai	-	-	-	-
SIL UAE office	-	-	-	-
SIL Singapore office	-	-	-	-
SIL India office	-	-	-	-
Total electricity consumption (MJ)	3,651,401	4,510,836	4,737,845	5%
Total electricity consumption (kWh)	1,014,278	1,253,010	1,316,068	5%
SIL Maesteg (grid)	892,845	1,049,563	1,080,460	3%
SIL Maesteg (public charging of company cars)	-	60,457	83,272	38%
SSPL (grid)	97,897	100,837	98,874	-2%
SSPL (public charging of company cars)	-	2,943	6,231	112%
SIL Dubai	-	3,001	12,681	323%
SIL UAE office	18,466	29,891	27,949	-6%
SIL Singapore	2,118	1,085	1,085	-
SIL India	2,953	5,234	5,516	5%
Self-generated electricity, heating, cooling, and steam, which are not consumed (kWh) or (MJ)	-	-	-	-
Electricity, heating, cooling, and steam sold (kWh) or (MJ)	-	-	-	-
Siderise Group total energy consumption (MJ)	5,631,548	8,162,344	7,450,865	-9%
Siderise Group total energy consumption (kWh)	1,564,318	2,267,319	2,068,968	-9%
SIL Maesteg	1,314,445	1,906,941	1,701,286	-11%
SSPL	226,336	260,265	239,200	-8%
SIL Dubai	-	3,001	12,681	323%
SIL UAE office	18,466	90,794	109,199	20%
SIL Singapore	2,118	1,085	1,085	-
SIL India	2,953	5,234	5,516	5%

**In 2024, the SIL Singapore office transitioned from a home office setup to a shared commercial office space.*
No operational control: energy consumption outside of the organisation.

Waste

Waste breakdowns per site

SIL Maesteg waste by composition, in metric tonnes (t)

Parameter	Generated	Diverted from disposal	Directed to disposal
Composition			
Adhesive and solvent	2.15	2.15	-
Hydraulic oil	0.02	0.02	-
Process oil	0.26	0.26	-
Fluorescent	0.03	-	0.03
Stone wool	781.79	571.48	210.31
Paper	2.56	2.56	-
Coloured cardboard	2.56	2.56	-
Clean cardboard	15.80	15.80	-
Plastic bales	27.50	27.50	-
Plastic	4.04	4.04	-
Wood	19.20	19.20	-
Metal	62.52	62.52	-
General waste	46.32	-	46.32
Total waste	962.18	705.53	256.66

SSPL waste by composition, in metric tonnes (t)

Parameter	Generated	Diverted from disposal	Directed to disposal
Waste composition			
Adhesive and solvent	0.42	-	0.42
Ink cartridges	0.01	0.01	-
Sharps	0.01	0.01	-
Stone wool	5.81	0.76	5.05
Foams	110.31	88.34	21.97
Barrier materials	0.77	0.77	-
Self-adhesive release paper	0.61	-	0.61
Paper	0.34	0.34	-
Cardboard	1.98	1.98	-
Plastic	1.22	1.22	-
Wood	6.20	6.20	-
Metal	0.30	0.30	-
Glass	0.03	0.03	-
Food	0.24	-	0.24
Garden waste	0.83	-	0.83
Total waste	129.08	99.96	29.12

SIL Maesteg waste diverted from disposal by recovery operation, in metric tonnes (t)

Parameter	Onsite	Offsite	Total
Hazardous waste			
Preparation for reuse	-	-	-
Recycling	-	2.43	2.43
Other recovery operations	-	-	-
Total	-	2.43	2.43
Non-hazardous waste			
Preparation for reuse	-	-	-
Recycling	-	703.10	703.10
Other recovery operations	-	-	-
Total	-	703.10	703.10

SSPL waste diverted from disposal by recovery operation, in metric tonnes (t)

Parameter	Onsite	Offsite	Total
Hazardous waste			
Preparation for reuse	-	-	-
Recycling	-	0.01	0.01
Other recovery operations	-	-	-
Total	-	0.01	0.01
Non-hazardous waste			
Preparation for reuse	-	-	-
Recycling	-	99.95	99.95
Other recovery operations	-	-	-
Total	-	99.95	99.95

SIL Maesteg waste directed to disposal-by-disposal operation, in metric tonnes (t)

Parameter	Onsite	Offsite	Total
Hazardous waste			
Incineration (with energy recovery)	-	0.03	0.03
Incineration (without energy recovery)	-	-	-
Landfilling	-	-	-
Other disposal operations	-	-	-
Total	-	0.03	0.03
Non-Hazardous waste			
Incineration (with energy recovery)	-	46.32	46.32
Incineration (without energy recovery)	-	-	-
Landfilling	-	210.31	210.31
Other disposal operations	-	-	-
Total	-	256.63	256.63

SSPL waste directed to disposal-by-disposal operation, in metric tonnes (t)

Parameter	Onsite	Offsite	Total
Hazardous waste			
Incineration (with energy recovery)	-	0.42	0.42
Incineration (without energy recovery)	-	-	-
Landfilling	-	-	-
Other disposal operations	-	-	-
Total	-	0.42	0.42
Non-hazardous waste			
Incineration (with energy recovery)	-	26.93	26.93
Incineration (without energy recovery)	-	-	-
Landfilling	-	1.77	1.77
Other disposal operations	-	-	-
Total	-	28.70	28.70

Waste breakdowns per site

SIL Dubai Waste by composition, in metric tonnes (t)

Parameter	Generated	Diverted from disposal	Directed to disposal
Waste composition			
Stone wool	1.10	-	1.10
Paper/Cardboard	0.26	0.26	-
Plastic	0.17	0.17	-
Total waste	1.54	0.44	1.10

SIL Dubai waste diverted from disposal by recovery operation, in metric tonnes (t)

Parameter	Onsite	Offsite	Total
Hazardous waste			
Preparation for reuse	-	-	-
Recycling	-	-	-
Other recovery operations	-	-	-
Total	-	-	-
Non-hazardous waste			
Preparation for reuse	-	-	-
Recycling	-	0.44	0.44
Other recovery operations	-	-	-
Total	-	0.44	0.44

SIL Dubai waste directed to disposal-by-disposal operation, in metric tonnes (t)

Parameter	Onsite	Offsite	Total
Hazardous waste			
Incineration (with energy recovery)	-	-	-
Incineration (without energy recovery)	-	-	-
Landfilling	-	-	-
Other disposal operations	-	-	-
Total	-	-	-
Non-hazardous waste			
Incineration (with energy recovery)	-	-	-
Incineration (without energy recovery)	-	-	-
Landfilling	-	1.10	1.10
Other disposal operations	-	-	-
Total	-	1.10	1.10

Water

Overall water data by facility (m³)

	2023	2024 (base year)	2025	Change from previous year
Water withdrawal by Facility				
SIL Maesteg	1,971.36	2,939.19	1,158.82	-61%
SSPL	516.96	276.04	356.14	29%
SIL Dubai	N/A	28.37	34.07	20%
SIL UAE	51.58	55.14	67.44	22%
SIL Singapore*	70.70	14.98	14.98	0%
SIL India*	29.65	48.52	58.90	21%
Siderise total	2,640.26	3,362.23	1,690.35	-50%
Water discharge by facility				
SIL Maesteg	1,872.93	2,792.56	1,100.37	-61%
SSPL	486.59	260.24	337.39	30%
SIL Dubai	N/A	25.53	30.66	20%
SIL UAE	46.43	49.62	60.69	22%
SIL Singapore*	63.63	13.48	13.48	0%
SIL India*	26.68	43.67	53.01	21%
Siderise total	2,496.26	3,185.11	1,595.60	-50%
Total water consumption by facility				
SIL Maesteg	98.43	146.62	58.45	-60%
SSPL	30.37	15.80	18.75	19%
SIL Dubai	N/A	2.84	3.41	20%
SIL UAE	5.16	5.51	6.75	23%
SIL Singapore*	7.07	1.50	1.50	0%
SIL India*	2.96	4.85	5.89	21%
Siderise total	143.99	177.12	94.75	-47%

* Water consumption for SIL India (2024-2025) and SIL Singapore (2024-2025) is estimated based on an assumed office water use of approximately 50 litres per employee per working day due to the absence of separately metered water data in the buildings.

Water withdrawal, in megalitres (ML)

	All areas 2023	Areas with water stress (SSPL) 2023	All areas 2024	Areas with water stress (SSPL) 2024	All areas 2025	Areas with water stress (SIL Dubai and SIL UAE) 2025
Surface water (total)	-	-	-	-	-	-
Freshwater (≤1,000 mg/l Total dissolved solids)	-	-	-	-	-	-
Other water (>1,000 mg/l total dissolved solids)	-	-	-	-	-	-
Groundwater (total)	-	-	-	-	-	-
Freshwater (≤1,000 mg/l total dissolved solids)	-	-	-	-	-	-
Other water (>1,000 mg/l total dissolved solids)	-	-	-	-	-	-
Seawater (total)	-	-	-	-	-	-
Freshwater (≤1,000 mg/l total dissolved solids)	-	-	-	-	-	-
Other water (>1,000 mg/l total dissolved solids)	-	-	-	-	-	-
Produced water (total)	-	-	-	-	-	-
Freshwater (≤1,000 mg/l total dissolved solids)	-	-	-	-	-	-
Other water (>1,000 mg/l total dissolved solids)	-	-	-	-	-	-
Third-party water (total)	2.64	0.52	3.36	0.28	1.69	0.10
Freshwater (≤1,000 mg/l total dissolved solids)	-	-	-	-	-	-
Other water (>1,000 mg/l total dissolved solids)	2.64	0.52	3.36	0.28	1.69	0.10
Total water withdrawal						
Surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)	2.64	0.52	3.36	0.28	1.69	0.10

Water discharge in megalitres (ML)

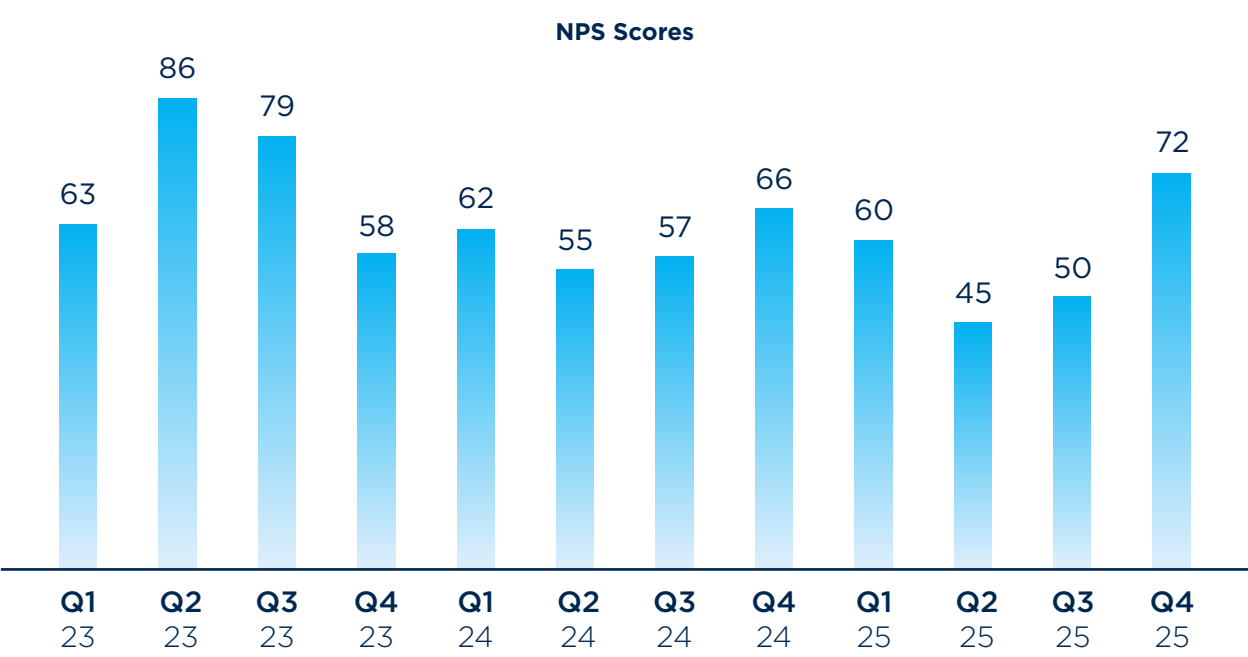
	All areas 2023	Areas with water stress (SSPL) 2023	All areas 2024	Areas with water stress (SSPL) 2024	All areas 2025	Areas with water stress (SIL Dubai and SIL UAE) 2025
Surface water	-	-	-	-	-	-
Groundwater	-	-	-	-	-	-
Seawater	-	-	-	-	-	-
Third-party water (total)	2.01	0.49	2.91	0.26	1.51	0.09
Third-party water sent for use to other organisations	2.01	0.49	2.91	0.26	1.51	0.09
Total water discharge						
Surface water (total) + groundwater (total) + seawater (total) + third-party water (total)	2.01	0.49	2.91	0.26	1.51	0.09
Water discharge by freshwater and other water						
Freshwater (≤1,000 mg/l total dissolved solids)	-	-	-	-	-	-
Other water (>1,000 mg/l total dissolved solids)	2.01	0.49	2.91	0.26	1.51	0.09
Total water consumption	0.11	0.03	0.16	0.02	0.08	0.01

A2 Product indicators

Customer satisfaction scores

Period	NPS score target	NPS score	Completed	Completion rate by customers
2023				
Q1	50+	63	57	2.60%
Q2	50+	86	35	6.92%
Q3	50+	79	80	2.99%
Q4	50+	58	88	2.94%
2024				
Q1	50+	62	100	2.91%
Q2	50+	55	69	1.93%
Q3	50+	57	46	3.36%
Q4	50+	66	80	1.85%
2025				
Q1	50+	60	92	3.6%
Q2	50+	45	64	2.4%
Q3	50+	50	52	2.1%
Q4	50+	72	39	0.3%*

*sent to a larger distribution.



Supply chain

SIL Maesteg supply chain data

Description	2023		2024		2025	
Total number of suppliers	627		405		427	
Total number of local suppliers	546		327		379	
Percentage of payments made to local suppliers in total supplier payments	89%		95%		88%	
Total tier 1 suppliers	38		33		34	
Non-tier 1 suppliers	-		-		-	
	Critical tier 1 suppliers	Critical non-tier 1 suppliers	Critical tier 1 suppliers	Critical non-tier 1 suppliers	Critical tier 1 suppliers	Critical non-tier 1 suppliers
The number of critical suppliers	7	-	7	-	7	-

SSPL supply chain data

Description	2023		2024		2025	
Total number of suppliers	312		352		401	
Total number of local suppliers	304		308		392	
Percentage of payments made to local suppliers in total supplier payments	96%		94%		92%	
Total tier 1 suppliers	21		21		21	
Non-tier 1 suppliers	-		-		-	
	Critical tier 1 suppliers	Critical non-tier 1 suppliers	Critical tier 1 suppliers	Critical non-tier 1 suppliers	Critical tier 1 suppliers	Critical non-tier 1 suppliers
The number of critical suppliers	19	-	21	-	21	-

SIL Dubai supply chain data

Description	2023		2024		2025	
Total number of suppliers	N/A		63		73	
Total number of local suppliers	N/A		55		62	
Percentage of payments made to local suppliers in total supplier payments	N/A		86%		84%	
Total tier 1 suppliers	N/A		10		12	
Non-tier 1 suppliers	-		-		-	
	Critical tier 1 suppliers	Critical non-tier 1 suppliers	Critical tier 1 suppliers	Critical non-tier 1 suppliers	Critical tier 1 suppliers	Critical non-tier 1 suppliers
The number of critical suppliers	N/A	N/A	10	-	12	-

* SIL Maesteg is excluded as a supplier.

A3 Social indicators

Approach to stakeholder engagement

Stakeholder type	Purpose of engagement	How the organisation seeks to ensure meaningful engagement with stakeholders and frequency
Employees	Participation, consultation.	Employee emails (ongoing), intranet (ongoing), Surveys (quarterly).
Customers	Information.	Company website (ongoing), 1:1 meetings (ongoing), Technical Services and Customer Services (ongoing).
Sectoral organisations and trade associations	Consultation.	Meetings (ongoing).
NGOs	Participation, consultation.	Virtual conferences (quarterly).
International organisations	Consultation, information.	Virtual conferences (quarterly).
Suppliers	Participation, consultation.	Supplier meetings (quarterly).
Shareholders	Consultation, information.	Meetings (monthly), shareholder reports (annually), financial reports (annually).
Public institutions	Consultation, information.	Government consultations (ongoing).
Media	Information, consultation.	Press releases (ongoing), media briefings (quarterly), social media posts (ongoing).
Local community	Participation, consultation.	Community events (quarterly), meetings (ongoing).
Universities	Consultation, information.	Meetings (ongoing).
Business partners	Participation, consultation.	Partnership meetings (quarterly), Joint strategy sessions (annually).
Local authorities	Consultation, information.	Official letters (ongoing), meetings (annually).
Consultants	Consultation, information.	Consultant workshops (quarterly), consultant reports (ongoing).

Membership associations and affiliations

Organisation	Involvement	Significant role
ASFP - Association of Specialist Fire Protection	Member	✓
ABC - Association of Brickwork Contractors	Member	✓
BA - Building Alliance	Member	✓
BBA - British Board of Agrément	Not a trade association - Relationship	✓
BSi - British Standards Institution	Not a trade association - Relationship	
CAB - Council for Aluminium Building	Member	
CE Wales - Construction Excellence Wales	Member	✓
CITB - Construction Industry Training Board	Not a trade association - Relationship	
CPA - Construction Products Association	Members - direct and indirect - Our CEO is the Chairman	✓
CTBUH - Council for Tall Buildings and Urban Habitats	Member	
CWCT - Centre for Window and Cladding Technology	Member	
Ellen MacArthur Foundation	Member	✓
FCIA - Firestop Contractors International Association	Member	
FIS - Finishes and Interiors Sector	Member	
FPA - Fire Protection Association	Member	
FSAB - Fire Safety Advisory Board	Our CEO has a personal seat	✓
FSF - Fire Sector Federation	Member	
IOA - Institute of Acoustics	Individual memberships	
IFE - Institute of Fire Engineers	Member	
IFC - International Firestop Council	Member	
IFSS - International Fire Safety Standard Coalition	Member	
LABC - Local Authority Building Control	Not a trade association - Relationship	
MCRMA - Metal Cladding and Roofing Manufacturers Association	Member	✓
NFRC - National Federation of Roofing Contractors	Member	✓
NHBC - National House Building Council	Not a trade association - Relationship	
Premier Guarantee	Not a trade association - Relationship	
RIBA - Royal Institute of British Architects	Relationship	
RICS - Royal Institution of Chartered Surveyors	Not a trade association - Relationship	
Risk Engineering Forum	Not a trade association - Relationship	
Supply Chain Sustainability School	Member (Silver)	

CSR Activity

Type of CSR activity	2023	2024 (base year)	2025
Charitable donations	1%	1%	28%
Community investments	60%	78%	48%
Commercial initiatives	39%	21%	24%

Employees

Global employee data breakdown

Parameter	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Number of employees (head count)	69	144	61	145	71	153
Total number of employees (head count)	213		206		224	
Number of permanent employees (head count)	69	144	60	145	71	153
Number of temporary employees (head count)	-	-	1	-	-	-
Number of non-guaranteed hours employees (head count)	-	-	-	-	-	-
Number of full-time employees (head count)	66	141	59	141	68	151
Total number of full-time employees (head count)	207		200		219	
Number of part-time employees (head count)	3	3	2	4	3	2
Female employee rate	32%		30%		32%	
Number of employees <30 years old	11	14	9	16	13	18
Employee rate <30 years old	12%		12%		14%	
Number of employees 30-50 years old (including 30 and 50 years old)	38	77	38	76	43	88
Employee rate 30-50 years old (including 30 and 50 years old)	54%		55%		58%	
Number of employees >50 years old	19	54	14	53	15	47
Employee rate >50 years old	34%		33%		28%	
Number of employees employed for 0-5 years	60	108	47	96	54	101
Number of employees employed for 5-10 years	4	19	11	33	14	39
Number of employees employed for ≥10 years	4	18	3	16	3	13
Number of white-collar employees	57	85	55	103	67	107
Number of Blue collar employees	11	60	5	43	4	46

New employee hires

Parameter	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Number of new hires during the year (by gender)	13	29	14	40	13	18
Total number of new hires recruited during the year	42		54		31	
Number of employees <30 years old recruited during the year	5	5	3	3	5	5
Number of employees 30-50 years old recruited during the year (including 30 and 50 years old)	6	19	9	20	7	9
Number of employees >50 years old recruited during the year	2	5	2	11	1	4
Number of recruited junior management level employees	-	-	2	3	2	0
Number of recruited middle management level employees	-	7	-	2	0	2
Number of recruited senior management level employees	2	7	1	3	0	1
Newly hired non-managers	11	15	11	32	11	15
Number of recruited employees who are not UK citizens	1	5	3	15	2	2

Global employee data breakdown

Parameter	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Total number of employees who left the job (by gender)	11	13	10	22	8	19
Total number of employees who left the job	24		32		27	
Turnover rate	11%		16%		12%	
Number of employees <30 years old who left the job	3	2	-	3	1	2
Number of employees 30-50 years old who left the job (including 30 and 50 years old)	4	4	8	11	5	5
Number of employees >50 years old who left the job	4	7	2	8	2	12
Number of employees who left the job at the junior management level	-	2	-	-	0	0
Number of employees who left the job at the middle management level	1	3	-	-	1	2
Number of employees who left the job at the senior management level	1	2	-	-	0	4
Number of non-managerial employees who left the job	9	6	10	22	7	13
Number of non-UK citizen employees who left the job	2	-	-	-	1	6
Number of employees who left voluntarily (by gender)	8	10	2	11	4	16
Voluntary turnover rate	9%		6%		9%	

Parental leave

Parameter	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Total number of employees who were entitled to parental leave	69	144	61	145	71	153
Total number of employees who took parental leave	N/A	11	7	3	4	2

We do not track the total number of employees who return to work after parental leave ended, nor do we track the retention rates of employees who took parental leave, categorised by gender.

Workers who are not employees

At Siderise, the most common types of workers who are not employees primarily encompass cleaning and security personnel. These workers are engaged under third-party contractual relationships, signifying that they are employed by external service providers rather than directly by our organisation.

Parameter	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Total number of workers whose work is controlled by the organisation - by gender (headcount)	3	5	3	6	6	6
	Full-time	Part-time	Full-time	Part -time	Full-time	Part -time
Total number of workers whose work is controlled by the organisation - by working structure (headcount)	4	4	5	4	3	9

Security personnel trained in procedures

Parameter	2023	2024	2025
Number who are employees	-	-	-
Number who are third-party	4	4	6
Number who have received formal training in the organisation's specific procedures and their application to security	2	-	-
Percentage of security personnel who have received formal training in the organisation's specific procedures and their application to security	100% (2 new security personnel took the induction training)	-	-

Training and development

Training hours

Parameter	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Training hours by gender	N/A	N/A	N/A	N/A	1,350	4,470
Technical (product)	976		813		402	
Ethics (competition, anti-bribery)	98		-		73.5	
Environment (including climate change)	13		9		160	
Health and safety	460		325.5		2,963.5	
Operational excellence	1,560		3,408		91.5	
Leadership	N/A		N/A		399.5	
Information security	N/A		N/A		133	
Passive fire protection	N/A		N/A		695	
Building safety and compliance	N/A		N/A		88	
Other training	N/A		N/A		814	
Average training hours per employee	8.15		5.57		25.98	

Performance and career development reviews

Parameter	2023		2024	2025	
	Female	Male		Female	Male
Total number of employees who received a regular performance and career development review	69	144	In 2024, we introduced a new performance management process. As we were transitioning to this process during the reporting period, not all employees had received a review by year-end, and we had missing data.	71	153
Total number of junior management level employees who received a regular performance and career development review	5	2		9	18
Total number of middle management level employees who received a regular performance and career development review	3	9		4	7
Total number of senior management level employees who received a regular performance and career development review	2	26		2	21
Total number of non-management level employees who received a regular performance and career development review	166			163	
Percentage of employees who are evaluated by management by objectives: systematic use of agreed measurable targets by line superior	100%			100%	

Diversity and inclusion

Employees by race and ethnicity

Parameter	2023	2024	2025
Asian	2.8%	5.8%	6.3%
Black, African, Caribbean, Black British	0.9%	-	0.4%
Hispanic or Latino	-	0.5%	0.0%
White	47.4%	85.0%	82.1%
Indigenous or Native	-	-	0.0%
Other race/ethnicity	0.5%	1.9%	2.2%
Not Disclosed	48.4%	6.8%	8.9%

Employees by nationality – by ratio

Parameter	2023	2024	2025
from the UK	N/A	N/A	81%
from UAE	N/A	N/A	-
from India	N/A	N/A	5%
from Singapore	N/A	N/A	-
from EU	N/A	N/A	3%
from USA	N/A	N/A	1%
from other countries	N/A	N/A	10%

Board member diversity

Parameter	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
The Board by gender	-	5	-	5	-	5
Management Board by gender	-	6	-	6	-	6
Management Board <30 years old	-		-		-	
Management Board 30-50 years old (including 30 and 50 years old)	4		4		4	
Management Board >50 years old	2		2		2	

Employees in managerial positions

Parameter	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Number in junior management	5	2	7	6	9	18
Number in middle management	3	9	5	11	4	7
Number in senior management (includes employees that are at most two management levels from the CEO)	2	26	2	19	2	21
Total number of managers	47		50		61	
Number of managerial employees in revenue-generating functions (e.g. sales)	3	6	2	10	3	12
Share of women working at junior management level	71%		54%		33%	
Share of women working at middle management level	25%		31%		36%	
Share of women working at senior management level	7%		10%		9%	
Share of women managerial employees in revenue-generating functions (e.g. sales)	33%		17%		20%	
Total number of women managers	10		14		15	
Share of women managers	21%		28%		25%	
Number of employees in Science, Technology, Engineering and Math (STEM)-related positions	17	50	17	66	21	72
Share of females in STEM-related positions	25%		20%		23%	

Gender pay indicators in the UK

Parameter	2023	2024	2025
Ratio of basic salary of women to men at the executive level (Management Board)	-	-	-
Ratio of basic salary of women to men at the management level	0.49	0.58	0.74
Ratio of basic salary of women to men at the non-management level	1.08	0.95	0.95

Significant location of operation is considered as the UK-based operations.

Employees with disabilities

Parameter	2023	2024	2025
Number of employees with disabilities	18	8	11
Rate of employees with disabilities	8%	4%	5%

Health and safety

Site health and safety data

SIL Maesteg - employees

Parameter	2023	2024	2025
Total number of hours worked	309,920	235,040	263,040
Number of accidents	16	26	17
Number of fatalities	-	-	-
Rate of fatalities as a result of work-related injury <i>Formula: Number of fatalities as a result of work-related injury / Number of hours worked x 1,000,000</i>	-	-	-
Number of high-consequence work-related injuries (excluding fatalities)	4	3	1
Rate of high-consequence work-related injuries (excluding fatalities) <i>Formula: Number of high-consequence work-related injuries (excluding fatalities) / Number of hours worked x 1,000,000</i>	12.91	12.76	3.80
Number of recordable work-related injuries (including fatalities)	16	26	17
Rate of recordable work-related injuries <i>Formula: Number of recordable work-related injuries / Number of hours worked x 1,000,000</i>	51.63	110.62	64.63
Number of fatalities as a result of work-related ill health	-	-	-
Number of cases of recordable work-related ill health	12	-	-
Number of work-related ill health (Occupational Diseases) reported relative to 1,000,000 hours worked	3	-	-
Number of Lost-time Injuries (LTI)	4	3	3
Lost Working Days (LWD)	17	109	11
Lost-Time Injury Frequency Rate (LTIFR) <i>Formula: Number of lost-time injuries / Total hours worked in accounting period x 1,000,000</i>	12.91	12.76	11.41
Lost- Time Injury Rate (LTIR) <i>Formula: (Number of lost-time injuries/ Total hours worked in accounting period x 200,000</i>	2.58	2.55	2.28
Total Injury Rate <i>Formula: Total employee accidents (number of injuries) / Total employee working hours x 1,000,000</i>	51.63	110.62	64.63
Total hours training on health and safety	149	176	2,149
Total number trained on health and safety	35	31	96
Main types of work-related injury	Manual handling: back injuries	Sharp objects	Sharp Objects
Main types of work-related ill health	Musculoskeletal Disorders (MSDs)	Musculoskeletal Disorders (MSDs)	Musculoskeletal Disorders (MSDs)

SIL Maesteg - workers who are not employees but whose work and/or workplace is controlled by the organisation

Parameter	2023	2024	2025
Total number of hours worked	9,500	8,768	13,573
Number of accidents	1	4	-
Number of fatalities	-	-	-
Rate of fatalities as a result of work-related injury <i>Formula: Number of fatalities as a result of work-related injury / Number of hours worked x 1,000,000</i>	-	-	-
Number of high-consequence work-related injuries (excluding fatalities)	-	-	-
Rate of high-consequence work-related injuries (excluding fatalities) <i>Formula: Number of high-consequence work-related injuries (excluding fatalities) / Number of hours worked x 1,000,000</i>	-	-	-
Number of recordable work-related injuries (including fatalities)	1	4	-
Rate of recordable work-related injuries <i>Formula: Number of recordable work-related injuries / Number of hours worked x 1,000,000</i>	105.26	456.20	-
Number of fatalities as a result of work-related ill health	-	-	-
Number of cases of recordable work-related ill health	-	-	-
Number of work-related ill health (Occupational Diseases) reported relative to 1,000,000 hours worked	1	-	-
Number of Lost-time Injuries (LTI)	1	1	-
Lost Working Days (LWD)	5	1	-
Lost-Time Injury Frequency Rate (LTIFR) <i>Formula: Number of lost-time injuries / Total hours worked in accounting period x 1,000,000</i>	105.26	114.05	-
Lost- Time Injury Rate (LTIR) <i>Formula: (Number of lost-time injuries/ Total hours worked in accounting period x 200,000</i>	21.05	22.81	-
Total Injury Rate <i>Formula: Total employee accidents (number of injuries) /Total employee working hours x 1,000,000</i>	105.26	456.20	-
Total hours training on health and safety	11	-	-
Total number trained on health and safety	4	-	-
Main types of work-related injury	Overexertion and bodily reaction	Hand and finger injuries	N/A
Main types of work-related ill health	Noise	-	N/A

SSPL - employees

Parameter	2023	2024	2025
Total number of hours worked	52,699	52,290	53,161
Number of accidents	5	4	2
Number of fatalities	-	-	-
Rate of fatalities as a result of work-related injury <i>Formula: Number of fatalities as a result of work-related injury / Number of hours worked x 1,000,000</i>	-	-	-
Number of high-consequence work-related injuries (excluding fatalities)	-	-	-
Rate of high-consequence work-related injuries (excluding fatalities) <i>Formula: Number of high-consequence work-related injuries (excluding fatalities) / Number of hours worked x 1,000,000</i>	-	-	-
Number of recordable work-related injuries (including fatalities)	1	-	-
Rate of recordable work-related injuries <i>Formula: Number of recordable work-related injuries / Number of hours worked x 1,000,000</i>	19	-	-
Number of fatalities as a result of work-related ill health	-	-	-
Number of cases of recordable work-related ill health	-	-	-
Number of work-related ill health (Occupational Diseases) reported relative to 1,000,000 hours worked	-	-	-
Number of Lost-time Injuries (LTI)	1	1	-
Lost Working Days (LWD)	46	3	-
Lost-Time Injury Frequency Rate (LTIFR) <i>Formula: Number of lost-time injuries / Total hours worked in accounting period x 1,000,000</i>	18.98	19.12	-
Lost- Time Injury Rate (LTIR) <i>Formula: (Number of lost-time injuries/ Total hours worked in accounting period x 200,000</i>	3.80	3.82	-
Total Injury Rate <i>Formula: Total employee accidents (number of injuries) / Total employee working hours x 1,000,000</i>	94.88	76.50	37.62
Total hours training on health and safety	311	164	581
Total number trained on health and safety	23	23	28
Main types of work-related injury	Manual handling	Manual handling	Strains and struck by object
Main types of work-related ill health	Musculoskeletal injuries (pulls and sprains)	Musculoskeletal injuries (pulls and sprains)	Musculoskeletal injuries (pulls and sprains)

SSPL - workers who are not employees but whose work and/or workplace is controlled by the organisation

Parameter	2023	2024	2025
Total number of hours worked	312	312	484
Number of accidents	-	-	-
Number of fatalities	-	-	-
Rate of fatalities as a result of work-related injury <i>Formula: Number of fatalities as a result of work-related injury / Number of hours worked x 1,000,000</i>	-	-	-
Number of high-consequence work-related injuries (excluding fatalities)	-	-	-
Rate of high-consequence work-related injuries (excluding fatalities) <i>Formula: Number of high-consequence work-related injuries (excluding fatalities) / Number of hours worked x 1,000,000</i>	-	-	-
Number of recordable work-related injuries (including fatalities)	-	-	-
Rate of recordable work-related injuries <i>Formula: Number of recordable work-related injuries / Number of hours worked x 1,000,000</i>	-	-	-
Number of fatalities as a result of work-related ill health	-	-	-
Number of cases of recordable work-related ill health	-	-	-
Number of work-related ill health (Occupational Diseases) reported relative to 1,000,000 hours worked	-	-	-
Number of Lost-time Injuries (LTI)	-	-	-
Lost Working Days (LWD)	-	-	-
Lost-Time Injury Frequency Rate (LTIFR) <i>Formula: Number of lost-time injuries / Total hours worked in accounting period x 1,000,000</i>	-	-	-
Lost- Time Injury Rate (LTIR) <i>Formula: (Number of lost-time injuries/ Total hours worked in accounting period x 200,000</i>	-	-	-
Total Injury Rate <i>Formula: Total employee accidents (number of injuries) / Total employee working hours x 1,000,000</i>	-	-	-
Total hours training on health and safety	-	-	N/A
Total number trained on health and safety	-	-	2
Main types of work-related injury	N/A	N/A	N/A
Main types of work-related ill health	N/A	N/A	N/A

SIL Dubai - employees

Parameter	2023	2024	2025
Total number of hours worked	N/A	N/A	43,848
Number of accidents	N/A	N/A	-
Number of fatalities	N/A	N/A	-
Rate of fatalities as a result of work-related injury <i>Formula: Number of fatalities as a result of work-related injury / Number of hours worked x 1,000,000</i>	N/A	N/A	-
Number of high-consequence work-related injuries (excluding fatalities)	N/A	N/A	-
Rate of high-consequence work-related injuries (excluding fatalities) <i>Formula: Number of high-consequence work-related injuries (excluding fatalities) / Number of hours worked x 1,000,000</i>	N/A	N/A	-
Number of recordable work-related injuries (including fatalities)	N/A	N/A	-
Rate of recordable work-related injuries <i>Formula: Number of recordable work-related injuries / Number of hours worked x 1,000,000</i>	N/A	N/A	-
Number of fatalities as a result of work-related ill health	N/A	N/A	-
Number of cases of recordable work-related ill health	N/A	N/A	-
Number of work-related ill health (Occupational Diseases) reported relative to 1,000,000 hours worked	N/A	N/A	-
Number of Lost-time Injuries (LTI)	N/A	N/A	-
Lost Working Days (LWD)	N/A	N/A	-
Lost-Time Injury Frequency Rate (LTIFR) <i>Formula: Number of lost-time injuries / Total hours worked in accounting period x 1,000,000</i>	N/A	N/A	-
Lost- Time Injury Rate (LTIR) <i>Formula: (Number of lost-time injuries/ Total hours worked in accounting period x 200,000</i>	N/A	N/A	-
Total Injury Rate <i>Formula: Total employee accidents (number of injuries) / Total employee working hours x 1,000,000</i>	N/A	N/A	-
Total hours training on health and safety	N/A	N/A	10
Total number trained on health and safety	N/A	N/A	5
Main types of work-related injury	N/A	N/A	Minor non-recordable cuts
Main types of work-related ill health	N/A	N/A	Occupational risk factors, including high temperatures and heat exposure

SIL Dubai - workers who are not employees but whose work and/or workplace is controlled by the organisation

Parameter	2023	2024	2025
Total number of hours worked	N/A	N/A	6,072
Number of accidents	N/A	N/A	-
Number of fatalities	N/A	N/A	-
Rate of fatalities as a result of work-related injury <i>Formula: Number of fatalities as a result of work-related injury / Number of hours worked x 1,000,000</i>	N/A	N/A	-
Number of high-consequence work-related injuries (excluding fatalities)	N/A	N/A	-
Rate of high-consequence work-related injuries (excluding fatalities) <i>Formula: Number of high-consequence work-related injuries (excluding fatalities) / Number of hours worked x 1,000,000</i>	N/A	N/A	-
Number of recordable work-related injuries (including fatalities)	N/A	N/A	-
Rate of recordable work-related injuries <i>Formula: Number of recordable work-related injuries / Number of hours worked x 1,000,000</i>	N/A	N/A	-
Number of fatalities as a result of work-related ill health	N/A	N/A	-
Number of cases of recordable work-related ill health	N/A	N/A	-
Number of work-related ill health (Occupational Diseases) reported relative to 1,000,000 hours worked	N/A	N/A	-
Number of Lost-time Injuries (LTI)	N/A	N/A	-
Lost Working Days (LWD)	N/A	N/A	-
Lost-Time Injury Frequency Rate (LTIFR) <i>Formula: Number of lost-time injuries / Total hours worked in accounting period x 1,000,000</i>	N/A	N/A	-
Lost- Time Injury Rate (LTIR) <i>Formula: (Number of lost-time injuries/ Total hours worked in accounting period x 200,000</i>	N/A	N/A	-
Total Injury Rate <i>Formula: Total employee accidents (number of injuries) / Total employee working hours x 1,000,000</i>	N/A	N/A	-
Total hours training on health and safety	N/A	N/A	-
Total number trained on health and safety	N/A	N/A	-
Main types of work-related injury	N/A	N/A	N/A
Main types of work-related ill health	N/A	N/A	N/A

A4 GRI content index

Item	Information
Statement of use:	Siderise Group Limited has reported in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025.
GRI 1 used:	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s):	None applicable
Material topics:	Product quality and safety; Climate change; Circular economy and waste; Research and development; Customer satisfaction and communication; Health and safety
Changes to material topics:	No changes compared with the previous reporting period.

GRI standard	GRI code	Disclosure	Page location	Comments
GRI 2: General disclosures 2021	2-1	Organisational details.	3	
	2-2	Entities included in the organisation’s sustainability reporting.	3	
	2-3	Reporting period, frequency and contact point.	3	
	2-4	Restatements of information.	3	
	2-5	External assurance.	3	
	2-6	Activities, value chain and other business relationships.	5, 32	
	2-7	Employees.	38, 55	
	2-8	Workers who are not employees.	55	
	2-9	Governance structure and composition.	11, 45, 57	
	2-10	Nomination and selection of the highest governance body.	45	
	2-11	Chair of the highest governance body.	45	
	2-12	Role of the highest governance body in overseeing the management of impacts.	11, 45	
	2-13	Delegation of responsibility for managing impacts.	11	
	2-14	Role of the highest governance body in sustainability reporting.	11	
	2-15	Conflicts of interest.	46	
	2-16	Communication of critical concerns.	46	
	2-17	Collective knowledge of the highest governance body.	11	
	2-18	Evaluation of the performance of the highest governance body.	46	
	2-19	Remuneration policies.	39	
	2-20	Process to determine remuneration.	39	
	2-21	Annual total compensation ratio.	39	
	2-22	Statement on sustainable development strategy.	4	
	2-23	Policy commitments.	46	
	2-24	Embedding policy commitments.	46	
	2-25	Processes to remediate negative impacts.	47	
	2-26	Mechanisms for seeking advice and raising concerns.	47	
	2-27	Compliance with laws and regulations.	47	
	2-28	Membership associations.	35, 54	
	2-29	Approach to stakeholder engagement.	6, 35, 54	
	2-30	2-30 Collective bargaining agreements.	N/A*	Collective bargaining agreements do not apply to Siderise, and therefore, 0% of our total employees are covered by such agreements. All employees within our organisation are free to exercise their rights to association and collective bargaining without interference or intimidation.

GRI standard	GRI code	Disclosure	Page location	Comments
GRI 3: Material topics 2021	3-1	Process to determine material topics.	6	
	3-2	List of material topics.	6	
	3-3	Management of material topics.	13-43	Climate change 13–15; circular economy and waste 16, 21; R&D 22; product quality and safety 23–25; customer satisfaction and communication 28–31; health and safety 42–43
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed.	Information unavailable/incomplete	The information regarding GRI 201 is not disclosed in this sustainability report. This is due to our financials being published after the publication of this sustainability report.
	201-2	Financial implications and other risks and opportunities due to climate change.	Information unavailable/incomplete	
	201-3	Defined benefit plan obligations and other retirement plans.	Information unavailable/incomplete	
	201-4	Financial assistance received from government.	Information unavailable/incomplete	
GRI 202: Market presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage.	39	
	202-2	Proportion of senior management hired from the local community.	45	
GRI 203: Indirect Economic impacts 2016	203-1	Infrastructure investments and services supported.	36-37	
	203-2	Significant indirect economic impacts.	36-37, 47	
GRI 204: Procurement practices 2016	204-1	Proportion of spending on local suppliers.	33, 53	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption.	47	
	205-2	Communication and training about anti-corruption policies and procedures.	47	
	205-3	Confirmed incidents of corruption and actions taken.	47	
GRI 206: Anti-competitive behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices.	47	
GRI 207: Tax 2019	207-1	Approach to tax.	Information unavailable/incomplete	The information regarding GRI 207 is not disclosed in this sustainability report. This is due to our financials being published after the publication of this sustainability report.
	207-2	Tax governance, control, and risk management.	Information unavailable/incomplete	
	207-3	Stakeholder engagement and management of concerns related to tax.	Information unavailable/incomplete	
	207-4	Country-by-country reporting.	Information unavailable/incomplete	
GRI 301: Materials 2016	301-1	Materials used by weight or volume.	21	
	301-2	Recycled input materials used.	21	
	301-3	Reclaimed products and their packaging materials.	21	
302: Energy 2016	302-1	Energy consumption within the organisation.	13-14, 49	
	302-2	Energy consumption outside of the organisation.	49	
	302-3	Energy intensity.	14	
	302-4	Reduction of energy consumption.	14	
	302-5	Reductions in energy requirements of products and services.	N/A*	This requirement does not apply to Siderise as our products do not require energy during their use stage.

GRI standard	GRI code	Disclosure	Page location	Comments
GRI 303: Water and effluents 2018	303-1	Interactions with water as a shared resource.	17	
	303-2	Management of water discharge-related impacts.	17	
	303-3	Water withdrawal.	17, 52	
	303-4	Water discharge.	17, 52	
	303-5	Water consumption.	17, 52	
GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss.	18	
	101-2	Management of biodiversity impacts.	18	
	101-3	Access and benefit-sharing.	18	
	101-4	Identification of biodiversity impacts.	18	
	101-5	Locations with biodiversity impacts.	18	
	101-6	Direct drivers of biodiversity loss.	18	
	101-7	Changes to the state of biodiversity.	18	
	101-8	Ecosystem services.	18	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions.	13	
	305-2	Energy indirect (Scope 2) GHG emissions.	13	
	305-3	Other indirect (Scope 3) GHG emissions.	13	
	305-4	GHG emissions intensity.	13	
	305-5	Reduction of GHG emissions.	13	
	305-6	Emissions of ozone-depleting substances (ODS).	N/A*	We have not identified any ozone-depleting substances used within our operations during the reporting period.
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions.	N/A*	We do not require an environmental permit under UK regulations; therefore, we do not currently track NOx, SOx, or other significant air emissions.
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts.	16	
	306-2	Management of significant waste-related impacts.	16	
	306-3	Waste generated.	16, 50-51	
	306-4	Waste diverted from disposal.	16, 50-51	
	306-5	Waste directed to disposal.	16, 50-51	
GRI 308: Supplier environmental assessment 2016	308-1	New suppliers that were screened using environmental criteria.	33	
	308-2	Negative environmental impacts in the supply chain and actions taken.	33	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover.	55	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	39	
	401-3	Parental leave.	39, 55	
GRI 402: Labour/management relations 2016	402-1	Minimum notice periods regarding operational changes.	39	

GRI standard	GRI code	Disclosure	Page location	Comments
GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system.	42	
	403-2	Hazard identification, risk assessment, and incident investigation.	42	
	403-3	Occupational health services.	42	
	403-4	Worker participation, consultation, and communication on occupational health and safety.	42	
	403-5	Worker training on occupational health and safety.	43, 56	
	403-6	Promotion of worker health.	43	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	43	
	403-8	Workers covered by an occupational health and safety management system.	42, 58-60	
	403-9	Work-related injuries.	43, 58-60	
	403-10	Work-related ill health.	43, 58-60	
GRI 404: Training and education 2016	404-1	Average hours of training per year per employee.	40, 56	
	404-2	Programs for upgrading employee skills and transition assistance programs.	40	
	404-3	Percentage of employees receiving regular performance and career development reviews.	40, 56	
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees.	41, 57	
	405-2	Ratio of basic salary and remuneration of women to men.	57	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken.	41	
GRI 407: Freedom of association and collective bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk.	33	
GRI 408: Child labour 2016	408-1	Operations and suppliers at significant risk for incidents of child labour.	33	
GRI 409: Forced or compulsory labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour.	33	
GRI 410: Security practices 2016	410-1	Security personnel trained in human rights policies or procedures.	55	
GRI 411: Rights of indigenous peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples.	41	
GRI 413: Local communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs.	36-37	
	413-2	Operations with significant actual and potential negative impacts on local communities.	37	
GRI 414: Supplier social assessment 2016	414-1	New suppliers that were screened using social criteria.	33	
	414-2	Negative social impacts in the supply chain and actions taken.	33	
GRI 415: Public policy 2016	415-1	Political contributions.	37	
GRI 416: Customer health and safety 2016	416-1	Assessment of the health and safety impacts of product and service categories.	25	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services.	25	
GRI 417: Marketing and labelling 2016	417-1	Requirements for product and service information and labelling.	25	
	417-2	Incidents of non-compliance concerning product and service information and labelling.	25	
	417-3	Incidents of non-compliance concerning marketing communications.	25	
GRI 418: Customer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data.	29	

Thank you