

REMEMBERING OUR FUTURE

SUSTAINABILITY REPORT 2022



PROTECTING TOMORROW'S WORLD TODAY

Climate change is the most pressing challenge facing us in the 21st century. It is estimated that human activities have caused a 1.0°C increase in global temperatures since the industrial revolution. This figure is set to reach 1.5°C some time between 2030 and 2052 if we continue polluting at the current rate.

Against this backdrop, Wainwright understands the need for urgent action on climate change. Our values commit us to doing the right thing – by our people, our customers, our local communities, and our planet. We need to protect tomorrow's world today, ensuring we pass on a vibrant legacy for future generations.

That is why we're committed to becoming a Net Zero business by 2040, some 10 years earlier than the UK government's target. It is an ambitious goal, but the sooner we reach it, the sooner we'll make a positive impact on the world around us.

Reducing carbon emissions is just one strategy in ensuring Wainwright grows as a sustainable business. Since 2021, we've been investing in a joined-up approach to the task of building a future-proof company. That way, we'll respond positively to the challenges and opportunities presented by climate change and live our concern to create a better society.

The COVID-19 pandemic stress-tested our operations and we know we can respond to emergencies with agility and efficiency. Now, we need to build on our momentum to deliver a sustainable business with quality and service at its heart.

This is the first Wainwright sustainability report and represents an important milestone in our strategic plan. Our goals will evolve as we develop our understanding of the scale and scope of the task facing us. But with the foundations we're laying now, we are already making a positive difference to the planet, staying true to our ethos as a business that's doing the right thing for current and future generations.



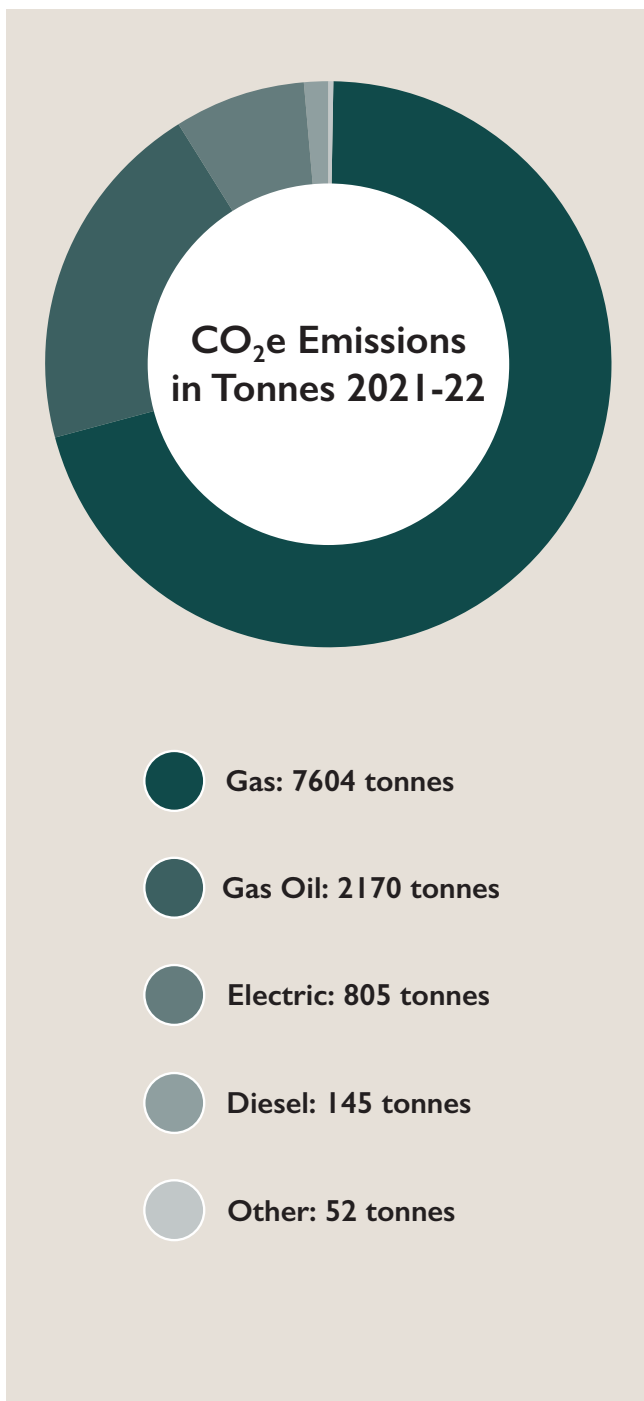
Peter Barkwill
Chief Executive Officer



ENERGY AND CARBON EMISSIONS

	2018 - 19	2019 - 20	2020 - 21	2021 - 22
SECR Total Greenhouse Gas Emissions (Scope 1 & 2 Carbon)	10,226	10,801	10,476	10,689
KG per CO₂ Per Tonne*	8.06	8.20	8.60	8.48

*Sold tonnage of asphalt, aggregates, Viafix, and tonnages laid by our contracting division.



As part of our legal requirement for Streamlined Energy and Carbon Reporting (SECR), we have reported our company carbon footprint since 2018.

Despite our growth, our company carbon footprint has remained relatively stable. This year our total company carbon footprint (Scope 1 and 2) increased in comparison to our 2020-21 totals. This increase is explained by changes in our sales portfolio, with asphalt sales increasing relative to aggregates. Owing to the increase in production tonnage, our CO₂ intensity has improved as the fixed baseload of power consumed has diluted across the volume.

We know that 66% of our emissions are due to the combustion of natural gas used for heating in our asphalt plants. Despite our efforts to reduce carbon in other areas and increase our sales of lower-temperature asphalt, decarbonising heat remains one of our biggest challenges. Nonetheless, we have become more efficient in our production methods and the carbon intensity of our products has decreased. This is a result of several initiatives, including more accurate monitoring and increased sales of warm asphalt.

OUR GOALS

Target

Carbon Neutral (Scope 1 and 2) by 2035

Net Zero (Scope 1, 2 and 3) by 2040



As part of our commitment to doing the right thing we have set an ambitious Net Zero target of 2040. We are at the start of our sustainability journey, but we believe we can implement change rapidly to achieve our goals.

Our current focus is on developing a roadmap to reduce our Scope 1 and 2 emissions, as well as establishing our Scope 3 baseline. This includes our supply chain and franchise haulage fleet emissions, which currently fall under Scope 3 reporting.

SUPPLY CHAIN

Mapping our indirect emissions (Scope 3) is a vital next step in our sustainability journey. Next year we will be implementing the BES 6001 certification to understand, and reduce, the carbon impact of our supply chain. Such engagement and collaboration with our supplier community will be vital in achieving our Net Zero goal.



PRODUCT CARBON FOOTPRINTS

Addressing our Scope 3 emissions will enable us to develop Product Carbon Footprints for our aggregate and asphalt products. Alongside this, we will utilise the AsPECT Tool to provide embodied carbon figures for our contracting work. Understanding this data will allow us and our customers to make informed decisions when selecting the best product for their project.

The volume of customer enquiries concerning the carbon footprints of products is rapidly increasing and many of the organisations we supply have their own Net Zero targets. Our sustainability strategy helps our customers meet their own goals, and we seek to work collaboratively on product and service development for the benefit of all.

RENEWABLES

We know that increasing electricity demand adds pressure to the already constrained grid, so we are investigating the possibility of facilitating behind-the-meter renewable energy infrastructure, particularly solar/wind power. We foresee that as we switch away from liquid fuels, our electrical power demands will increase. Being as self-sufficient as possible in generating this electricity is an important strategic step for our business.

GREENING OUR FLEET

Company Road Vehicles	Diesel	Hybrid	Electric
2018 - 19	40	6	1
2019 - 20	40	6	3
2020 - 21	40	5	6
2021 - 22	39	8	8



Our Diesel Vehicles



Our Hybrid Vehicles



Our Electric Vehicles



Alongside our commitment to decarbonising road infrastructure, we are greening our fleet by encouraging employees to adopt hybrid and electric vehicles (EVs) as their company cars. This approach saw an early shift to hybrid vehicles, with all-electric vehicles increasing in popularity more recently. We offer 12 EV charging points for all employees to use on-site free of charge.

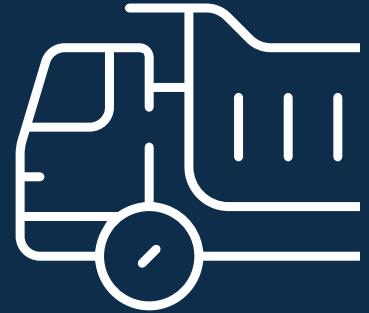
NEXT STEPS

This year we will review our company vehicle policy to ensure we continue to transition to lower-carbon vehicles. Our remaining diesel company vehicles tend to be used for a specific purpose: for example, some vehicles must be capable of driving off-road in all weather conditions around our quarry site or are vans that transport operational teams and their equipment. We will keep reviewing available vehicles in this area to procure EVs that are fit for purpose at the earliest opportunity. We will also expand our EV charging facilities to encourage employee adoption of Ultra Low Emission Vehicles (ULEVs), whether they are funded by the company or personally.

OUR HAULIERS

92%

of our franchise haulage fleet
is Euro 6 compliant



Wainwright’s haulage fleet operates on an owner-driver basis, so haulage emissions fall into our Scope 3. Even so, this is an area of focus for the coming year.

Our hauliers are vital to our success, typically delivering products within a two-hour radius of our sites. They are also vital to our regional infrastructure and economy: our fleet delivers aggregates and asphalt for use across the road network, as well as to events such as the Glastonbury Festival.

We currently have 61 liveried vehicles in our fleet, of which 92% are Euro 6 compliant. The Euro 6 standard requires a vehicle to produce fewer NOx emissions than previous generations of engine, bringing improvements to local air quality. We see this as an important part of our commitment to local communities. We believe that fully electric commercial vehicles will become a realistic choice before 2040 and we continue to watch product development in this market segment with interest.



FUTURE FOCUS

Reviewing our transport emissions is vital to understanding our Scope 3 emissions. This year our focus is on measuring baseline emissions produced by our haulage fleet, so we can understand the impact of our delivered product. From this we can review our transport planning and ensure we are programming our vehicle movements efficiently.

THE CIRCULAR ECONOMY

Our Circularity Targets

25% average recycled content by 2030

50% average recycled content by 2040



USING RESOURCES WISELY

We are committed to increasing the circularity of our products. One way we have done this is by making greater use of Recycled Asphalt (RA) in our mixes. In 2021-22, we have focused on increasing the RA content in asphalt while maintaining quality. This has required some physical changes to our plants to optimise their capabilities, additional testing of high-content RA mixtures, and programming adaptation.

For the 2021-22 financial year, Wainwright asphalt had an average of 4% recycled content, including some more specialised trial recycled offerings. At the time of writing, our recycled percentage across our base and binder course has almost doubled, to 7.4%.



FUTURE FOCUS

We have set an ambitious circularity target that applies across our total product range. This is a significant challenge, but we know working towards a circular economy is the right thing to do and is being driven by our customers.

- Increasing RA content in asphalt products
- Reviewing other options for waste material inputs in asphalt
- Reviewing our options for secondary aggregate materials
- Alongside the circularity of our products, we are reviewing how we can reduce waste in other areas of our business

THE CIRCULAR ECONOMY

Mains Water Consumption (m³)

2020 - 21: 8,903

2021 - 22: 8,250



Water conservation is a priority in our daily practice at Wainwright. Mains water is used primarily in our office and workshop buildings. Across our sites, total water usage decreased during 2020-21, despite a phased return to work for our staff after remote working during the COVID-19 crisis. This shows staff are being conscious of water usage and we are embodying the practice of water preservation.

Mineral extraction at our site is focused on accessing premium andesite. To do so, the extraction area needs to be worked dry, necessitating an active water management programme on both sides of the site. The annual pumped/discharge volume is governed by local weather conditions. For example, the 2021-22 period had higher-than-average rainfall so pumped-water volumes increased. In contrast, this year has seen a decline in total water pumping, reflecting both weather conditions and our improved focus on water management.

We monitor and manage discharge volume and quality of water to ensure compliance with Environment Agency consents. Sumps are retained within the lowest levels of both the extraction areas worked. The sumps provide storage and settlement for groundwater and rainfall ingress.

Total Water Pumped (m³)

2019 - 20: 1,181,656

2020 - 21: 1,247,244

2021 - 22: 818,044

FUTURE FOCUS

We will continue to review our water usage, including opportunities to reduce our mains water consumption. We will continue to monitor and review our quarry-based water practices.

PEOPLE AND CULTURE

5%

of our workforce
are apprentices

12%

of our workforce are trained
mental health first aiders*

EDUCATION, SKILLS, TRAINING AND CAREER DEVELOPMENT

People are the heart of our business. It is important that our employees have the skills and competencies needed to carry out their roles effectively, and that training is provided to help them grow. With a competent and engaged workforce, we'll continue delivering success for our business, our shareholders, and the local economy.

Wainwright and the wider extractives industry are challenged with addressing our workforce demographic. With an employee average age of more than 50, there will be future skills gaps unless active steps are taken now to recruit and develop the next generation of staff. That is why we take staff development seriously and continue to invest in apprenticeships.

We currently have eight team members on apprenticeship programmes, from the asphalt division, workshop and sales. In the future, we aim to have apprentices across all areas of the business, with a focus on operational areas where recruitment is most challenging. Our programmes have been successful in terms of recruiting new talent and retaining personnel. In many cases, staff move from junior positions into management positions over the course of their time with Wainwright.

"Wainwright is committed to providing fantastic opportunities for career development. In the space of four years, I have gone from Apprentice to Operator and then Assistant Plant Manager. This entire journey has been assisted and overseen by other managers in the business. They have all been there to help support me when needed. I am now undertaking another apprenticeship as a team leader/supervisor. I only recently started this course, but it is packed full of information and the company gives me time to study alongside my job."

David Rexworthy,
Asphalt Plant Supervisor

MENTAL HEALTH

We recognise the need to reduce stigma around mental health in our sector, so we encourage employees to talk and seek support through several initiatives. These include management training on mental health, development of an expanding team of mental health first aiders, regular communication and awareness of mental health, use of an Employee Assistance Programme (EAP) and Occupational Health support.

"I feel very proud to be a mental health first aider and confident in discussing or approaching mental health issues with colleagues."

Debi Brooks, Head Office

*Employee Assistance Programme (EAP) and Occupational Health support for all staff, including face-to-face counselling

PEOPLE AND CULTURE

- Equal opportunities and diversity training carried out for the entire workforce
- Flexible and hybrid working options
- Disability Confident employer



EQUALITY, DIVERSITY AND INCLUSION

The extractives industry has a challenge to increase the diversity of its workforce, and Wainwright is rising to this task. Our current focus is on changing mindsets and eliminating stereotypes and unconscious bias. Our own fully qualified team members have delivered in-house equal opportunities training to the entire business, ensuring we all have a thorough understanding of equal opportunities, diversity, and appropriate behaviours in the workplace.

We have clear targets to increase diversity in our business, underpinned by a focused recruitment strategy. The nature of our work means we are geographically limited when it comes to recruitment, so these targets are predicated upon local demographics and cross-referenced to industry standards.

“I decided to join Wainwright as I was brought up in a family already in the haulage industry. I went for the opportunity after seeing other females in similar roles in the company. When I joined Wainwright, it was daunting to be a female working in a primarily male environment, but it didn’t take me long to overcome any initial worries and feel comfortable.”

Beth Barnes, Weighbridge Operative

MODERN SLAVERY

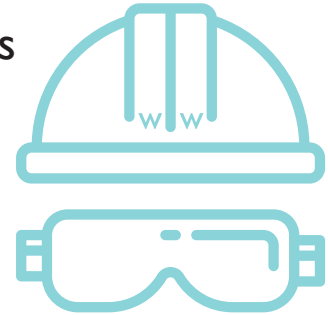
Wainwright is committed to doing the right thing. One of our values is “ethical” and, in living this, we take appropriate steps to ensure we identify and minimise modern slavery risks within our business and supply chain. We publish an annual modern slavery policy which is regularly reviewed. This year, we have conducted modern slavery monitoring through a supplier survey.

In future, we will publish an annual Modern Slavery and Human Rights Statement, going beyond the requirement of the act and demonstrating improvements in our practice.

Diversity and Inclusion statistics 2021-22	Targets
<p>21% of our workforce identify as women</p> <p>4.5% of our operational workforce identify as women</p> <p>23.8% of our management team identify as women</p>	<p>30% of our staff identify as women</p> <p>10% of our operational workforce identify as women</p> <p>25% of our management team identify as women</p>
<p>3.25% of our workforce identify as being from an ethnic or racial minority background</p>	<p>5% of our workforce identify as being from an ethnic or racial minority background</p>

HEALTH AND SAFETY

- 20:1** ratio of safety concerns raised to incidents
- 7** accidents (minor injury)
- 13** incidents (non-injury)
- 37%** of workforce trained first aiders



The post-COVID return to work has refreshed our focus on health and safety. We continue to maintain our ISO 45001 Occupational Health and Safety certification, using it as a tool to continuously improve performance across our operations.

The quarrying industry is regarded as a dangerous industry by Health and Safety England. During 2021-22, Wainwright experienced seven accidents (minor injury), defined as an event that resulted in injury or ill health. There were also 13 non-injury incidents, a 50% reduction on the previous year.

Our goal is always to keep our people safe. Where accidents happen, we thoroughly investigate and implement measures to ensure these events do not reoccur. For example, poor manual handling was a cause of some injuries, so we worked to eliminate the need for manual handling where possible and rolled out skills development training for manual handling across the team.

We have seen an increase in health and safety awareness and personal responsibility throughout our teams. Positive contributions to safety are made by staff raising "Safety Concerns". In the previous financial year, 219 concerns were raised which equates to 20 positive concerns raised per incident.

We are pleased to have received industry recognition for health and safety in 2021-22. Asphalt Plant Manager George Beer was given the Young Leader Award at the Mineral Products Association and British Precast Health and Safety Awards. Moreover, Wainwright Contracting was recognised for its role in transforming welfare standards for its operational teams.



FIRST AID TRAINING

As part of our continued proactive approach to safety, 37% of our workforce are first aid trained. This is considerably above the minimum legal requirement, ensuring help is readily available if the need arises. We are investing in advanced first aid training for a small group of employees, so we have capacity on site to deal with serious incidents prior to a paramedic arriving.

HAND AND ARM VIBRATION

Personnel hand-arm vibration and whole-body vibration tag systems have been introduced across the business. These devices are worn when users are exposed to vibration for extended periods, such as when using power tools. They accurately monitor vibration, allowing us to moderate exposure among our workforce.

HEALTH AND SAFETY



NOISE REVIEW

Noise surveys have been completed in all areas of the business. Operational staff requiring hearing protection have received personal moulded earplugs to avoid any hearing loss during work activities. We monitor hearing via three-yearly medical examinations, which are given to all operational personnel.

CONFINED SPACE TRAINING

Operational staff requiring Confined Space training have received certification in "Safe Access and Rescue from Confined Spaces". Over a three-day course, eight members of staff gained competence in safe entry into confined spaces, the laws surrounding it, risk assessment, and rescue processes – using real-world scenarios to deepen their understanding.

FUTURE FOCUS

In 2022-23, as part of an industry-wide programme, we are focusing on "The Fatal Six" areas of risk within the quarrying industry. These are:

- Contact with moving machinery and isolation (including stored energy)
- Workplace transport and pedestrian interface
- Working at height
- Workplace respirable crystalline silica
- Struck by moving or falling objects
- Road traffic accidents

The Mineral Products Association (MPA) predicts that, by focusing on these areas, 75% of serious incidents can be avoided.

COMMITTED TO COMMUNITY

The Wainwright Futures Foundation: supporting our community in a challenging year

Our target for 2022 is to establish biodiversity baseline and develop a management plan

THE WAINWRIGHT FUTURES FOUNDATION

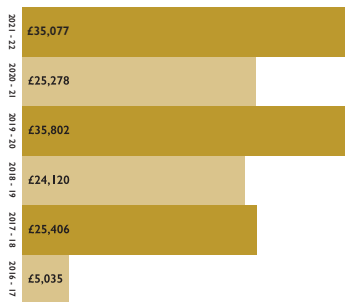
The Wainwright Futures Foundation is a charitable fund set up by John Wainwright and Company Ltd in 2016 to further its philanthropic work. It is administered by a group of trustees and provides financial support for local projects that contribute to community flourishing, education, or environmental sustainability. For every tonne of aggregates sold, Wainwright donates 3p to the Futures Foundation.

SUPPORTING THE LOCAL COMMUNITY

The Frome Father Christmas float is the stuff of local legend. Each year, it travels through the town, adorned with lights and a waving Santa Claus to bring cheer and garner donations for worthy causes.

As a longstanding tradition, the float itself was showing signs of wear. To ensure its fundraising work continued, the Wainwright Futures Foundation donated £15,000 to refurbish the float and fix it to a new base vehicle that is easier to drive and more fuel efficient. Foundation Chairman and Wainwright CEO Peter Barkwill also rallied other local businesses to help cover the costs.

The result is a new float that retains the character of its predecessor; but is fit for use in the years ahead. Christmas 2022 will be its first season, and it will leave the Wainwright workshop in fine fettle for the task.



THE VALUE OF DONATIONS OVER THE LAST SIX YEARS

"The Father Christmas float is a part of the local fabric," says Peter. "I felt it was important to set it up well for the years to come and it's great the Wainwright Futures Foundation has helped to fund that work. By putting our heft to the project, we've been able to attract donations from other businesses, showing the positive impact we can have on the wider community."

BIODIVERSITY

Wainwright has entered into a formal agreement with the Somerset Wildlife Trust to improve biodiversity on our estate, thereby making a practical contribution to the Wilder Somerset Biodiversity Goals.

"I have been undertaking habitat surveys on the Wainwright landholding. Several wildflower-rich grassland sites have already been recorded which are of key importance to invertebrates and other species, as well as a range of other habitats including priority woodland. I have identified opportunities for biodiversity improvement and look forward to working with Wainwright to implement these."

Lila Morris
Somerset Wildlife Trust

COMMITTED TO COMMUNITY



SUPPORTING THE SOMERSET EARTH SCIENCE CENTRE (SESC)

Wainwright is proud to support the Somerset Earth Science Centre (SESC), which is funded by the Mendip Quarry Producers – a trade association of quarry companies operating in the region.

The Somerset Earth Science Centre opened in its current eco-friendly premises on the Wainwright Moons Hill estate in 2009, but was established in temporary accommodation at Hanson's Whatley Quarry in 1997. Its purpose is to increase local community awareness of sustainable quarrying and the environment.

The Centre responds to the immediate climate emergency by providing outdoor environmental education opportunities, engaging students in natural heritage, and exploring sustainability issues. Unfortunately, COVID-19 meant it was closed to visitors from March 2020 until March 2022, but it has since reopened and is busier than ever.

In the months since reopening, the Centre has engaged with students from primary through to university age groups. It has also hosted community events, including a forest school for local pupils, regular family wildlife groups, and four community wildlife practical training workshops in partnership with Somerset Wildlife Trust.

In addition to these activities, the Somerset Earth Science Centre works with schools and colleges to encourage students to consider science and engineering careers – an area that has been highlighted as a national need. The Centre acts as a regional hub for quarry careers activity and hosted a successful National Quarry Careers Event in March 2022.



John Wainwright & Company Limited

Moons Hill Quarry / Mendip Road / Stoke St Michael / Radstock / Somerset / BA3 5JU

01749 840274 / info@wainwright.co.uk / www.wainwright.co.uk