

Sustainability

CSR at Westley
Group means
creating sustainable
value for stakeholders





We aim to achieve profitable growth and create value for our shareholders and society as a whole.

This objective is based on three pillars:

- Good economic performance
- Environmental responsibility
- Social responsibility

Westley Group recognises that all activities require a sustainable approach to create long-term value.

As a company that adopts many aspects of the environmental, social, and corporate governance (ESG) movement, Westley Group aims to use the platform established by good economic performance to improve other aspects of sustainability - namely environmental and social responsibility.

Westley Group further aims to underpin its ESG approach by embracing the culture of CSR by encouraging volunteering and ethical practices, as well as actively contributing to societal goals.



Increased Brand
Recognition and
Enterprise Value
are a Result of
ESR and CSR

Westley Group's ESG evaluates its contribution to social goals that move beyond the role of maximising profits for shareholders.

By going beyond traditional profit generation objectives, a more sustainable profit generation model can be established. ESG generally means achieving environmental goals as well as supporting certain social movements. Other goals include evaluating diversity, equity, and inclusion.

Research shows that the intangible assets of environmental and social responsibility developed through ESG, increase the percentage of a corporation's future enterprise value. CSR is generally understood to be a strategic initiative that contributes to a brand's reputation.

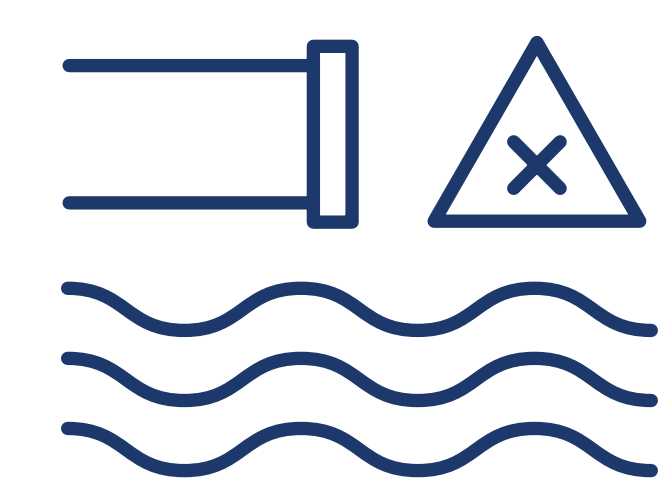
Westley Group's corporate strategy incorporates all these elements to support Westley's long-term shareholder value and its brand.



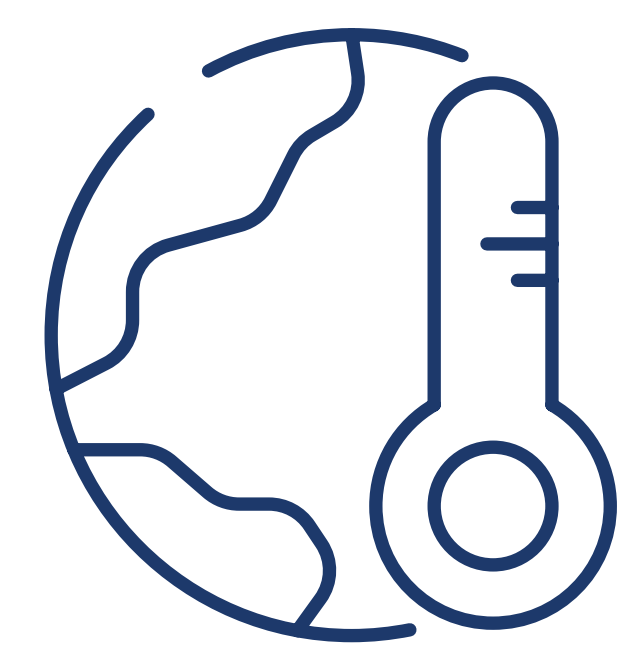


Westley Group's Approach to ESG and CSR Integration

Environment



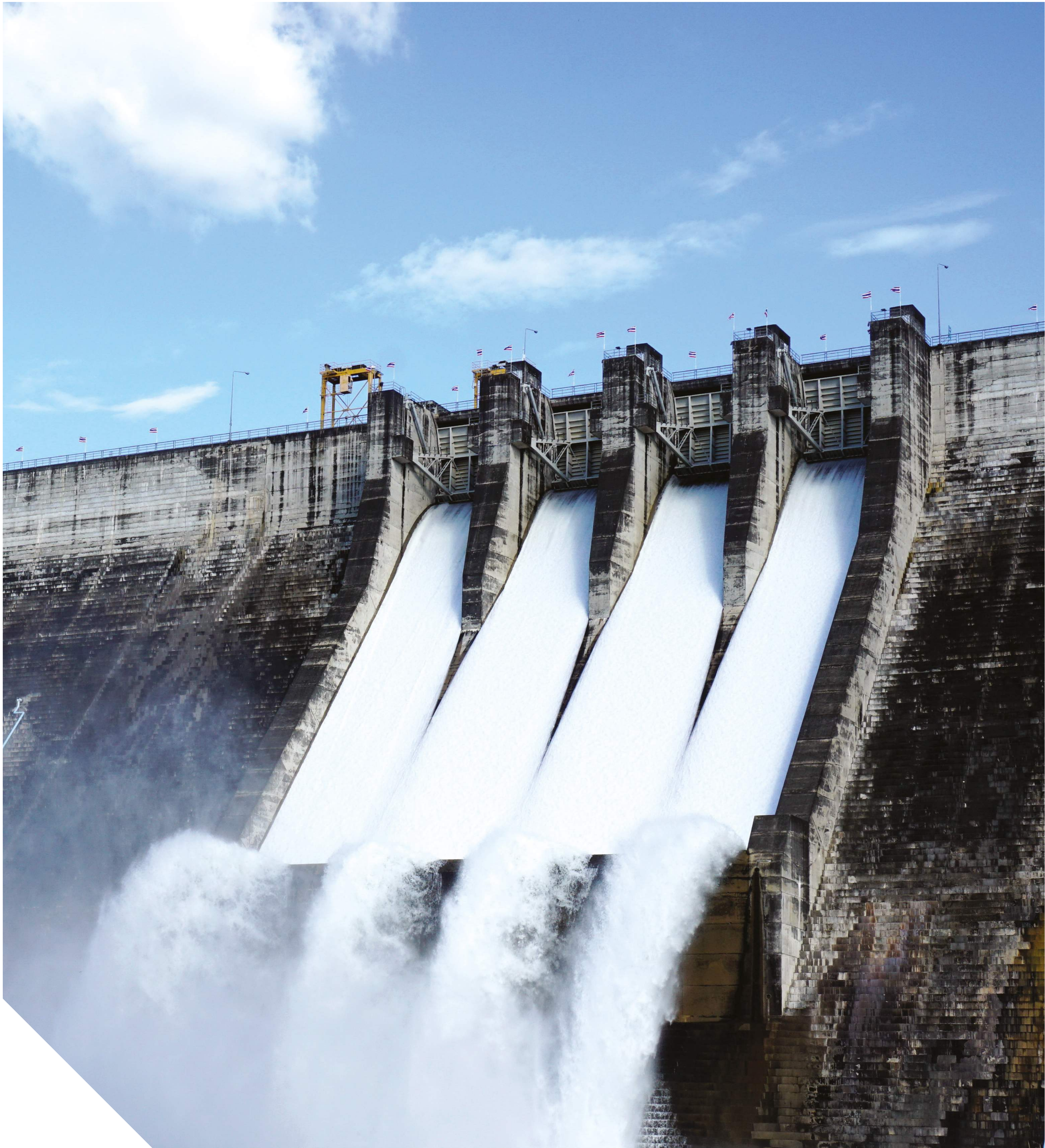
Waste & Pollution

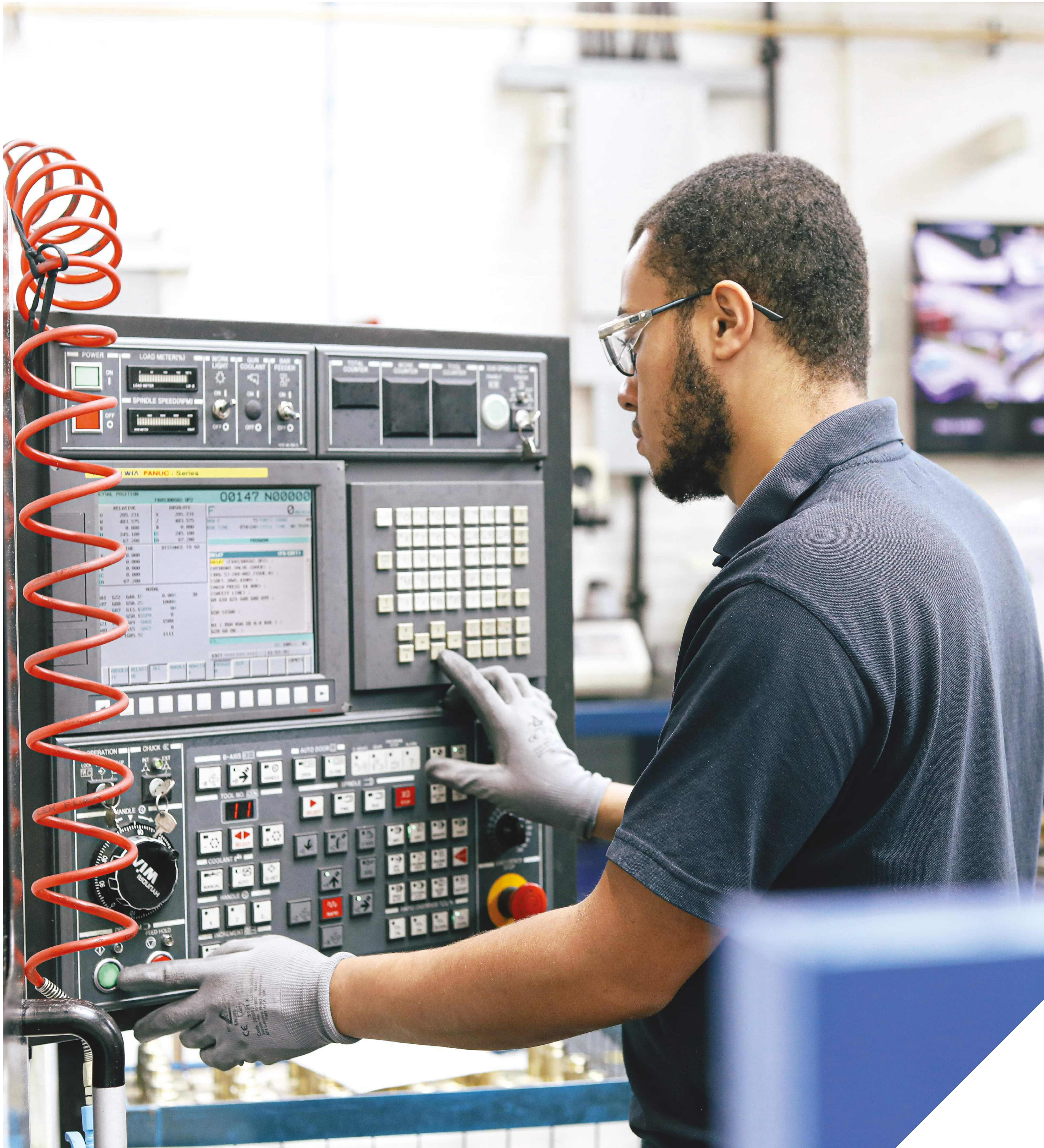


Climate

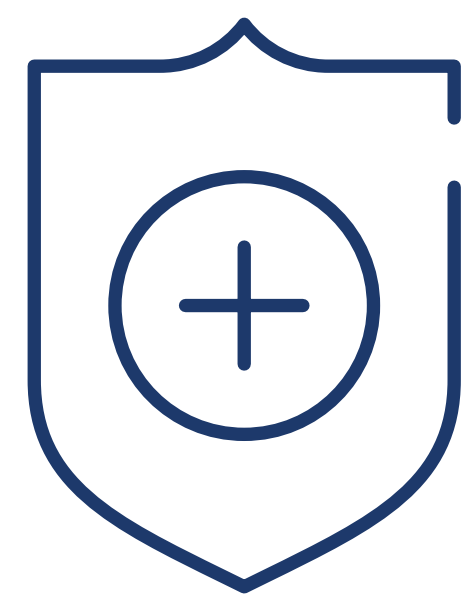


Natural Resources

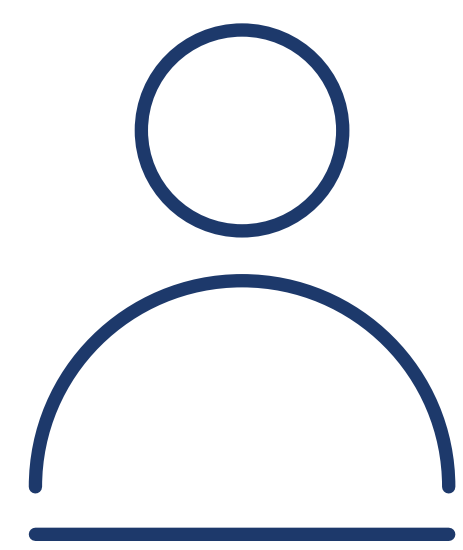




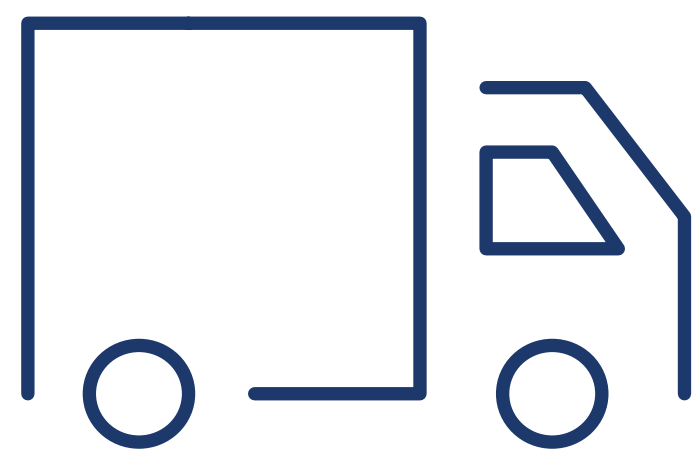
People and Society



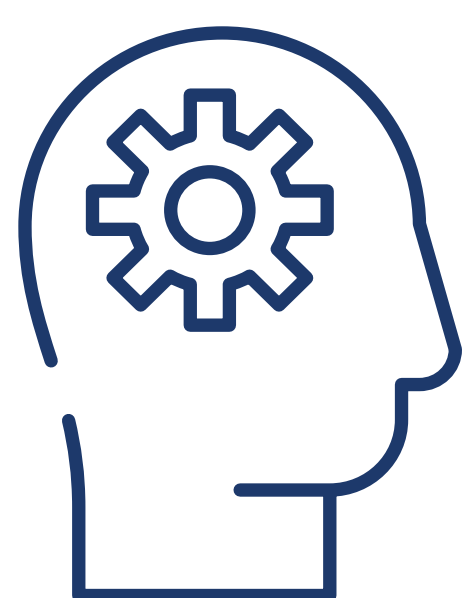
**Health, Safety
& Wellbeing**



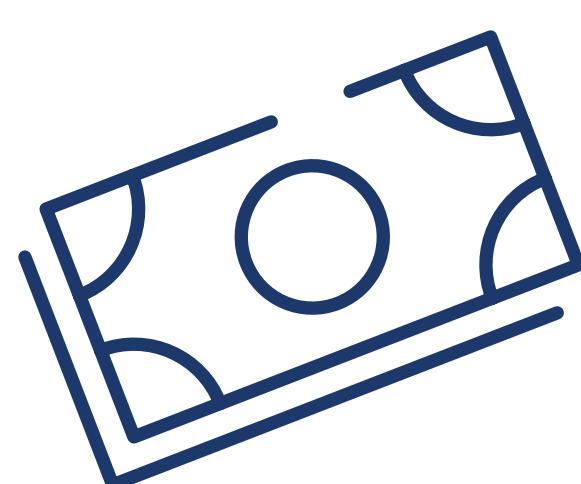
**Diversity &
Inclusion**



**Supply Chain
Ethics**



**Training &
Development**

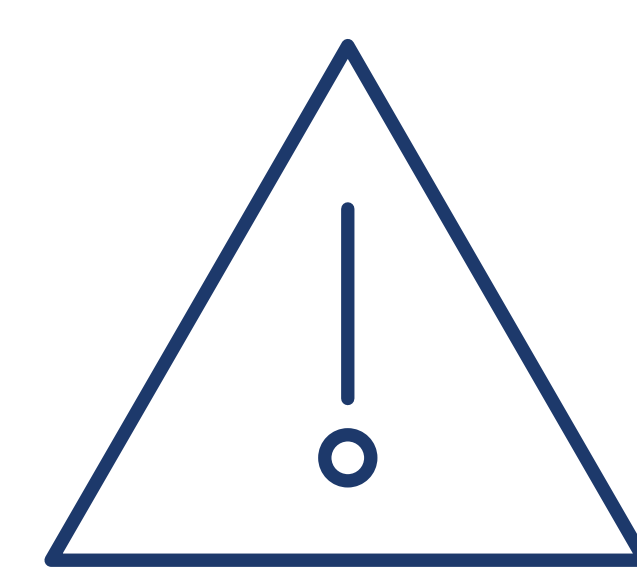


**Community
Investment**

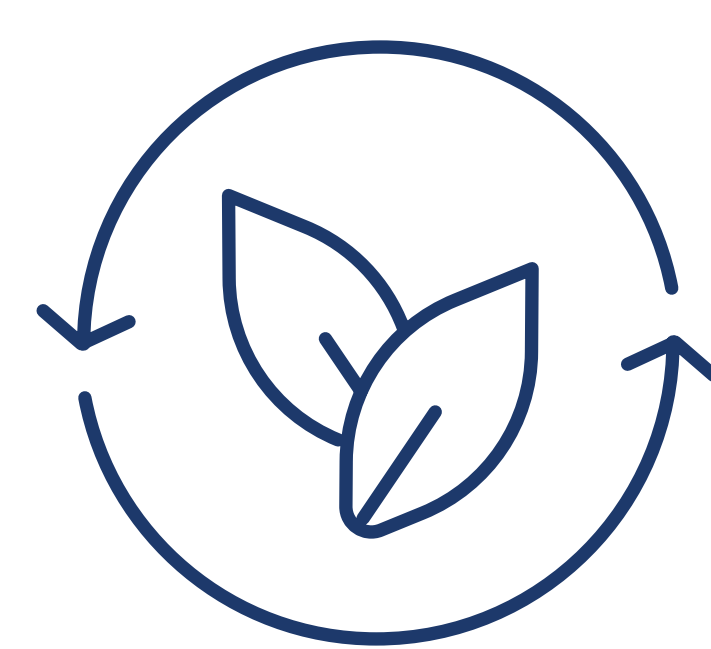
Governance & Business Ethics



Ethical Practices



Risk &
Compliance



Commitment to
Sustainability



Westley Group's Initiatives





Westley Group's Environmental Initiatives

Raw Material Recycling

- Westley Group melts 2 million kg of molten metal each year and supplies 1 million kg of metal components to its customers worldwide.
- We source 85% of our raw materials from recycled materials and 100% metal waste is recycled back into our products.

Renewable Energy Projects

- Westley Group has purchased 15% of its energy from renewable sources since 2012. This initiative will come to an end in September 2024, and it will be replaced by our own, in-house renewable energy initiative.
- Westley Group has committed to a Westley Group Solar Energy Initiative, which will involve all our sites installing solar power technology by December 2023, with the aim of generating 15% of our total energy needs from solar power by January 2024.

Westley Group Tree Planting Foundation

- In partnership with Become Climate Positive with Ecologi | Ecologi, we have created the Westley Group Tree Planting Foundation.
- Every year for the next 25 years we pledge to plant 1 million trees to offset carbon pollution.



Westley Group's Environmental Initiatives

United Kingdom Climate Change Levy (CCL) Agreement

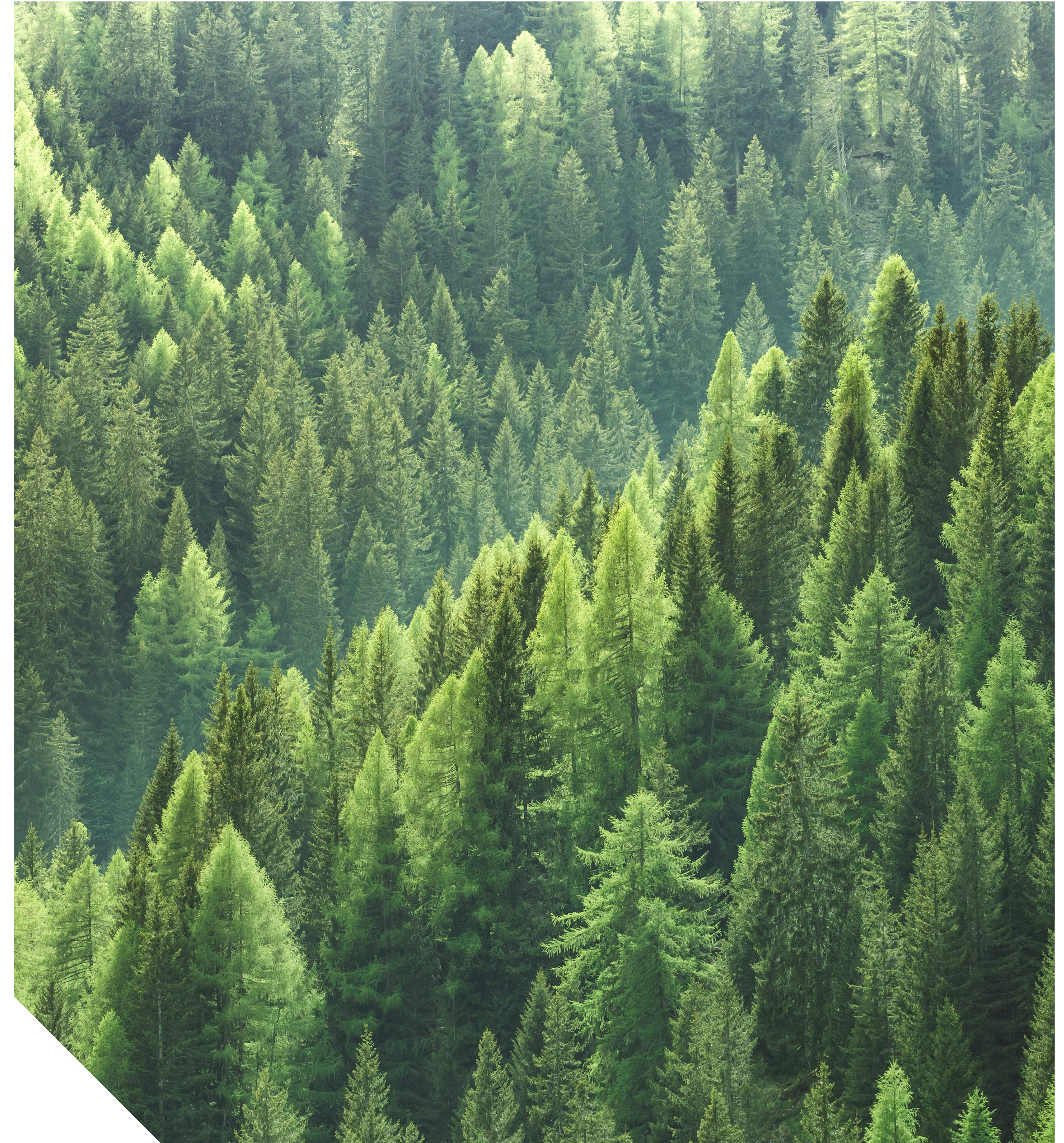
- Westley Group contributes to the Climate Change Levy through additional taxes on its energy consumption.

Carbon Neutral by 2040

- Westley Group aims to be carbon neutral by 2040.
- To achieve our vision, we will improve waste management practices, harness the power of renewable energy, and plant one million trees to offset carbon pollution.

Achievement of ISO 14001

- ISO 14001 is the international standard for environmental management systems (EMS) and the most widely used EMS in the world.
- It is the principal management system standard which specifies the requirements for the formulation and maintenance of an EMS.
- All Westley Group companies will be ISO 14001 compliant by 31st December 2024; the initiative is being led by a Board Level Executive.





People, Society and Governance Initiatives

Health & Safety and Well Being

- Westley Group is a founding member of the Safety & Health in Foundries Targets Initiative (SHIFT), a health and safety program designed for the UK foundry industry.
- Part of the Executive Team's KPIs is zero lost time accidents.
- In partnership with Midland Occupational Health Services, Westley Group offers regular employee health monitoring in addition to physical and mental health care.

Training and Development

- As part of its Apprentice Programme, Westley Group is committed to ensuring there are at least 15 Apprentices on approved programmes at any given time.
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People, Society and Governance Initiatives

Community Investment

- Westley Group introduced an Employee Matched Funding policy in 2020, under which the group would match any charitable donations made by employees.
- Our match funding policy was extended to include donations raised for charity by the immediate families of our employees in 2021.

Governance Achieved by Measurement

- The Leadership Team are held to account by tracking Sustainability Key Performance Measures.





Sustainability Key Performance Measures

Sustainability Key Performance Measures

EMPLOYEES	YEAR ENDING JUNE 2021	YEAR ENDING JUNE 2020	YEAR ENDING JUNE 2019	YEAR ENDING JUNE 2018
No. employed at year end	276	298	312	307
No. of apprentices	21	14	15	15
Average age of employee base	46	45	46	44
Employee Retention Rate	97%	86%	81%	99%
Male : Female ratio	10 : 1	10 : 1	12 : 1	13 : 1
Salaries and Wages Paid	£8,054,174	£8,452,256	£9,288,636	£8,579,410
Average salary of each employee	£29,182	£28,363	£29,771	£27,946
Number of accidents resulting in a recordable injury	2	0	0	2
Absence rate due to illness	1.71%	1.65%	2.86%	2.56%
Absence rate due to lost time accidents	0.06%	0.00%	0.00%	0.05%
Total absence rate	1.77%	1.65%	2.86%	2.61%
Total lost time due to accidents (days)	44	0	0	39
Fatalities	0	0	0	0

EXPENDITURE	YEAR ENDING JUNE 2021	YEAR ENDING JUNE 2020	YEAR ENDING JUNE 2019	YEAR ENDING JUNE 2018
Research and Development	£1,578,844	£1,496,926	£1,454,331	£1,280,602
Capital Equipment	£980,472	£1,991,003	£821,828	£1,716,220
ENERGY				
Electricity Consumption (kWh)	7,872,048	8,633,295	10,168,752	7,865,857
kWh Purchased	7,872,048	8,633,295	10,168,752	7,865,857
kWh Generated	0	0	0	0
KwH from renewable sources	85%	85%	83%	76%
Number of trees planted to offset carbon	0	0	0	0



Thank you