



PROTECTING WHAT MATTERS

Discover how we're creating lasting value for employees, customers, partners and local communities through our commitment to championing meaningful change across environmental, social and governance practices.



At IKO, we believe that we all have a shared responsibility for driving positive change for people and the planet.

Making a lasting and meaningful impact starts now. With small, incremental changes we can improve our lives today and safeguard our future.

As a responsible UK manufacturer of roofing, waterproofing and insulation products, we recognise that there are things we have to do to ensure we remain compliant with the necessary standards and regulations. However, it's the things we want to do that have the potential to make the biggest difference. We're proud to share our ESG journey so far and hope that it inspires you to take action – whether that's on an individual level or part of a broader business strategy. The really exciting thing?

We're only just getting started.



ANTHONY CARLYLE
Group Managing Director

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OUR PLEDGE

At IKO, we pledge to protect what matters, championing meaningful change across environmental, social and governance standards.

To make a positive impact on our people and planet, we embrace change, are intentional with our actions and honest about progress.

Our focus is on creating long-term value through transparent and responsible business practices. From new initiatives to major investments – we’re driven by the needs of our employees, customers and the communities we operate in. What matters to you, matters to us.

There’s so much we can and want to achieve. But we can’t do it alone. That’s why we’re proud to work in collaboration with key stakeholders to inspire and implement action – all doing our bit to contribute towards a more sustainable future.

We believe that a better tomorrow starts today. Together, we can truly make a difference. It’s our collective responsibility to look after our people and planet for future generations, leaving a legacy we can all be proud of.

TO OUR PLANET.

TO OUR PEOPLE.

TO YOU.

DRIVERS OF CHANGE

With a growing emphasis on reducing environmental impact, improving energy efficiency and delivering social value, the opportunity to make positive change through raising ESG standards has never been greater.

From building regulations, supply chain transparency requirements, environmental concerns and the drive to reduce costs – we work closely with our customers, partners and distributors to address these pressures in a proactive and forward-thinking manner.



LONGEVITY – IT'S IN OUR DNA

Longevity is a core value for IKO.

We aim to leave a lasting positive impact on our people and the planet through our products, processes and promises.



INVESTING IN PEOPLE

By exercising a duty of care for the wellbeing, safety, training and development of our people and partners, we can support them in achieving their goals.



RESPONSIBLE MANUFACTURING

Our focus is on reducing our environmental impact through the implementation of sustainable manufacturing processes, zero waste policy, and growing use of sustainable materials and energy sources.



SUPPLY CHAIN TRANSPARENCY

Our locally sourced raw materials and UK manufactured products provide a transparent, reliable and traceable supply chain that our customers can trust.



ENRICHING COMMUNITIES

By giving back to communities who live, learn, work and play locally to our manufacturing sites and projects across the UK, we can ensure we leave a legacy to be proud of.





IKO's Strategic Development Director, Kerry Parker-Wray, visited Uganda in 2019 and witnessed first-hand how carbon offsetting schemes can make a real difference to people's lives.

COUNTING THE BENEFITS OF CARBON OFFSETTING

For the past 15 years, IKO has worked with gold standard carbon management company CO2balance, which runs energy-smart projects in Africa.

Money raised through a system of self-imposed levies are used to help support a range of environmental initiatives, such as providing energy efficient cooking stoves to Kenyan communities and fresh water bore hole projects in Uganda.

The latest results show that IKO offset 8,892 tonnes of CO₂ through these projects in just one year. Since 2015, IKO has offset 18,156 tonnes of CO₂.



KERRY PARKER-WRAY
Strategic Development Director

Meeting communities who were impacted by our investment has left a lasting impression on me. The additional freedom from not having to spend hours collecting wood and cooking on an open fire has enabled people to spend more time in education, as well as growing and tending to their crops to sell, helping to break the cycle of generational poverty.

Our offsetting programme has made a huge impact on the social and economic lives of people in Uganda and Kenya and we're proud that we can help create better opportunities and forge brighter futures for these communities.

MANUFACTURED IN THE UK. MADE FOR THE FUTURE.

We've invested heavily in reducing the environmental impact of our manufacturing processes. We've made huge strides across our sites to improve ways of working and introduce new technologies and initiatives to reduce, reuse and recycle materials.



OUR SITES USE RENEWABLE ELECTRICITY

All of our sites use 100% REGO backed renewable electricity. We also strive for continuous improvement to divert as much waste as possible away from landfill.



ON THE ROAD TO PACKAGING-FREE

We recognise the opportunities to get smarter about packaging and our longer-term goal is to go packaging-free. Today, our packaging uses 30% recycled content and we've invested in new packaging equipment to dramatically reduce the amount of film used to wrap pallets.



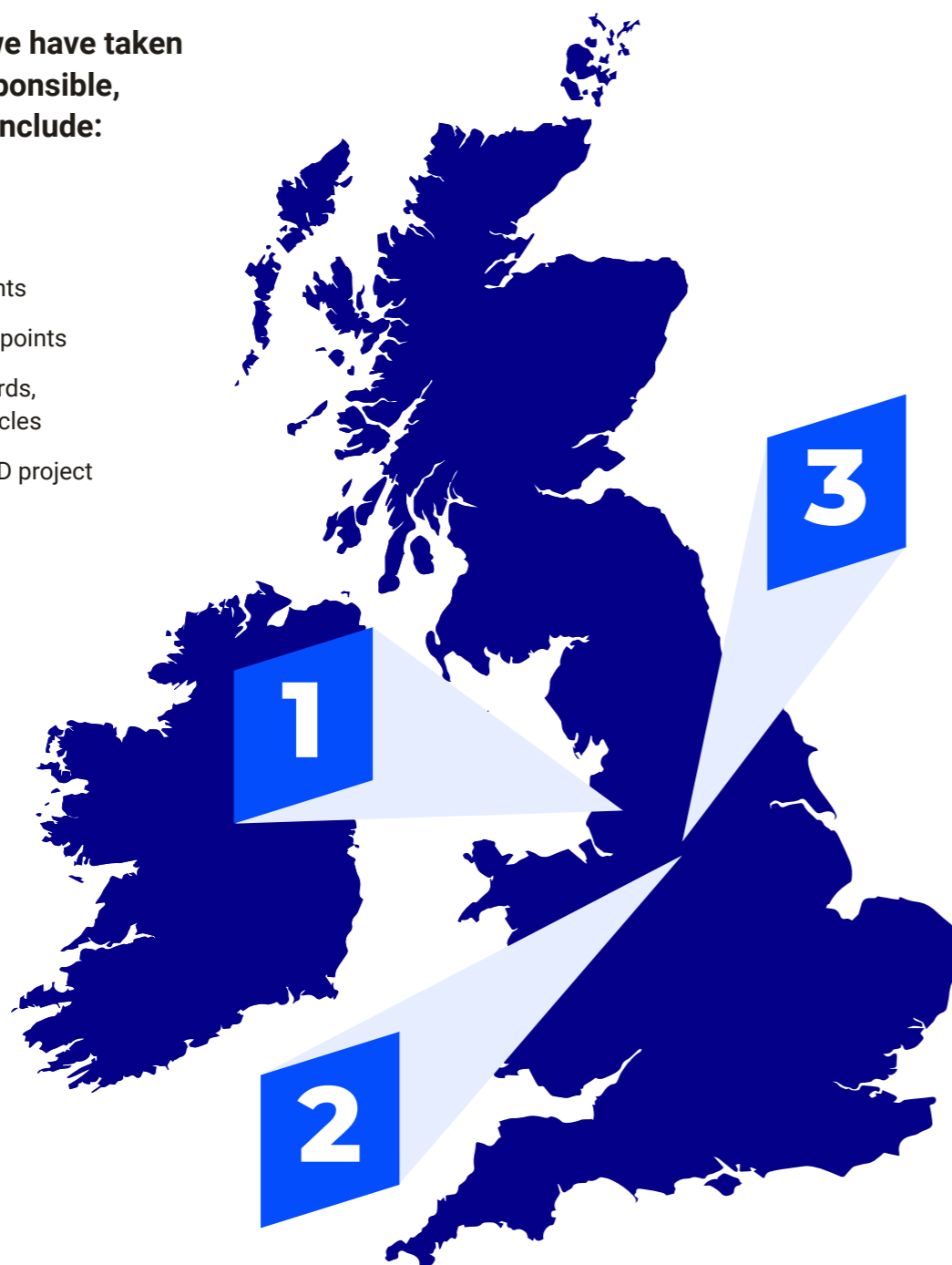
COMMITTED TO SOURCING LOCAL MATERIALS

Where possible, we source our raw materials locally (currently approx. 80%) and because our manufacturing is UK-based, CO₂ emissions from transportation sites and distribution depots remain low. In fact, a recent traceability study revealed our localised production processes incurred average mileage of 263 miles – a fraction of the distance it would take to procure products from Europe or beyond.

SPOTLIGHT ON SUSTAINABILITY AT OUR SITES

Cross site measures we have taken to become a more responsible, sustainable business include:

- Use of renewable energy
- Recycling bins on site
- LED and motion sensor lights
- Installation of EV charging points
- Provision of hybrid fleet cards, electric or LPG on-site vehicles
- Implementing one click EPD project
- Adopting the 5S system



APPLEY BRIDGE BUR Felts & Pluvex

- Investment in new mineral waste recycling equipment
- Achieved year-on-year reduction of total waste
- Switch to new gas powered trucks
- Testing currently taking place to launch recycled roofing materials



GRANGEMILL Hot Melt & Mastic Asphalt

- 100% zero to landfill site achieved in 2021/2022
- Investment in more sustainable packaging
- Investment in facility to enable the recycling of asphalt site waste and hot charge waste
- IKO Permaphalt is 100% recyclable



CLAY CROSS IKO Polymeric & Hyload

- Zero package trial taking place in 2023
- Use of own granulated compound facility
- IKO Hyload contains a minimum of 75% recycled content from IKO's own supply
- Set 2023 target to reduce waste made on Single Ply line by 2%

LOOKING TO THE FUTURE: We've put an action plan in place to further drive our sustainability strategy across our sites. We will be conducting site audits, setting science-based net zero targets, formulating a carbon zero action plan, and recruiting a sustainability officer to oversee activity and monitor progress against our goals.

GROWING OUR SUSTAINABLE PORTFOLIO

To support our customers in meeting their sustainability targets, our R&D and product development teams are continuing to build our innovation pipeline of environmentally friendly, sustainably sourced products.



THERE'S A LOT MORE WE CAN AND WANT TO ACHIEVE, BUT WE'RE MAKING GOOD PROGRESS.



FOR EXAMPLE:

- Hot Melt, a fully bonded, tough, flexible waterproof roofing membrane contains >45% recycled materials
- TLA in Permatrack ICR, a polymer-modified asphalt crack sealing system, has been eliminated to reduce carbon footprint, increase production efficiency and reduce labour costs
- IKO Carrara is an innovative ecological roofing membrane, manufactured using a significant percentage of recycled materials. The membrane acts as a catalyst and converts harmful gases into environmentally neutral substances, helping to improve local air quality
- IKO Permaphalt, a polymer modified mastic asphalt solution, is 100% recyclable
- IKO Hyload, a compliant and sustainable DPC system, is made up of a minimum of 75% recycled content from the manufacture of our PVC membranes
- The Environmental Product Declarations we have for certain products give customers visibility of the environmental impact of a product over its expected lifetime.

THE PEOPLE BUILDING A BETTER TOMORROW

With a passion for protecting what matters, our environmental agenda is proudly driven by every member of the IKO family.

Our mission is to build a better tomorrow by making *today* better and to achieve that goal we created a five-year plan back in 2021 to guide our sustainability journey. Planned activity ranges from smaller, soft initiatives to some major investments, but all are rooted in the same purpose – to reduce our environmental impact and address the issues important to our internal and external stakeholders.

To continue to drive these ongoing improvements, we established our Green Team in 2021. Initiatives implemented so far include the installation of bug hotels at our manufacturing facilities, reduction of single use plastics, the addition of EV charging points at all sites and the sponsorship of plants for a local roundabout.



Being part of the Green Team not only gives me the opportunity to make a positive impact on the future of our business, but it also provides a platform to implement the smaller wins that can make a difference today. We all bring a unique perspective on ways we can make a difference, but we are united in the same goal – to build a business that future generations can be proud of – and that's what motivates us all to continue to go above and beyond in our environmental commitments.



BATTERSEA POWER STATION

A CASE STUDY IN BEST OF BRITISH

Leading commercial roofing company BriggsAmasco delivered a significant, multiple-application waterproofing programme as part of a regeneration of London's landmark Battersea Power Station.

Three key elements of the project's second phase were worked on and measures were taken to ensure the installation complemented the existing aesthetic and was as sustainable as possible.



MAIN ENERGY CENTRE

The combination of asphalt over the primary waterproofing is said to be an industry-first. It meant the below ground waterproofing's protection layer could remain in-situ, thus saving removal and recycling costs, and the environmental impact.

GRADE II-LISTED CHIMNEYS

A system was developed to re-waterproof the station's Grade II-listed white chimneys, which were taken down and rebuilt in identical fashion. Environmental concerns meant the company specified IKO Permaphalt.

IKO Permaphalt, a polymer modified mastic asphalt solution offering durability, increased fatigue resistance and improved temperature stability, was specified for the project rather than lead. A mastic asphalt solution was designed to waterproof and line a Peregrine Falcon's nest, providing the resident birds with a permanent home within the chimneys.

TERRACE WATERPROOFING

A super-slim PIR/VIP panel was devised to ensure a series of apartment terraces achieved the required thermal requirements. The system achieved a lambda value of 0.006 W/mK, eliminating the risk of cold-bridging for the long-term protection of the apartments.

A further 8000m² of the IKO Permasec hot applied waterproofing membrane was installed using BriggsAmasco's own fleet of zero-emission plant and inverted insulation and sedum green roofs were installed across the project. The waterproofing programme's carbon-friendly aspect was bolstered by the use of locally-sourced products, 99.9% of which were manufactured in the UK.

PROTECTING OUR PEOPLE

People are at the heart of IKO. As a family owned business, we've created a culture where integrity, humility, agility and performance drive everything that we do and our number one priority is protecting the health, safety and wellbeing of the team.

From mental health initiatives to investing in training and development programmes, we place huge emphasis on making sure we're helping people to grow and develop as part of the IKO family.

Improved organisational resilience through proactive risk prevention, innovation and continual improvement is our goal. To create a sustainable environment for our employees and the local area, we have a Noise Plan in place, and an injury-free target to meet each year, too.

We've also rolled out a new COSHH Risk Assessment (Control of Substances Hazardous to Health Regulations), introduced an updated First Aid Training programme and have an I.C.E (In Case of Emergency) worker identification tag system in place.



ALEXANDRA WESTWOOD
HR Officer

It's our belief that mental health is just as important as physical health and safety. Our mental health strategy is centred around three core pillars - promote, prevent and protect – to ensure we're providing our team with the support and psychologically safe environment to talk about their mental health.

We also have dedicated Mental Health First Aiders across our three sites to encourage more open conversations about our mental health and provide support for those who may be struggling.

BUILDING THE WORKFORCE OF THE FUTURE

Nurturing future talent is essential to maintaining the lifeblood of manufacturing and construction.

We have a dedicated apprenticeship scheme to welcome new starters into the industry. We've also established an Enterprise Group to bring together individuals with different backgrounds and experiences from across the organisation to help gain valuable insights into what matters most to our people to help inform our strategy for growth and success. This group will also serve as a pipeline for identifying and developing future leaders within the company.

Across the board, we continually invest in our people to ensure they can reach their full potential and feel fulfilled.

TRAINING IN NUMBERS

10

live apprenticeships currently in engineering, production and business development

6

completed apprenticeships in the past two years in engineering and production

34

employees completed Management Development Program since 2020

18,400 HOURS'

worth of training in the past 12 months split across the three sites, equating to 7.5 days' worth of training per person throughout the year

COMMUNITY

MATTERS

Having a positive impact on people is not limited to those who work for or with IKO.

We take our impact on local communities seriously. Whether that's the people who live in the communities around our manufacturing sites, or those who work, live or play in the buildings that our roofing and waterproofing solutions protect, we aim to create a positive legacy for the long term.

One of the initiatives we're most proud of is our Fix That Hut scheme. Launched in 2006, the scheme repairs roofs of local community buildings using free waterproofing materials, all of which are donated by IKO. The aim is to preserve and restore these special meeting places, offering residents and community members a space to come together.

We also have strong ties with local sports and community clubs, including Shevington Sharks Rugby Club and are proud patrons of Wigan Youth Zone, supporting young people to develop their art skills.





CHAMPIONING SUSTAINABILITY IN CONSTRUCTION

As an official partner of the Supply Chain Sustainability School, IKO works closely with industry leaders to inspire and advise on more environmentally-conscious operations in the sector.

Building on our own efforts to be a responsible manufacturer, we're dedicated to raising the bar in sustainable industry practices, through increasing awareness, educating our people, promoting best practice and sharing knowledge.



POLICIES & COMMITTEES

IKO is committed to a policy of sustainable development, which our Board of Directors have ultimate responsibility for. Each director and site manager is accountable for implementing the policy and upholding standards, ensuring that their site has effective arrangements for identifying and exploiting opportunities and for meeting the site sustainability objectives.

Further to our robust sustainability policy, we have a number of other important policies and committees that underpin our dedication to continuous assessment and improvement.

POLICIES TO ENSURE TRANSPARENCY & ACCOUNTABILITY INCLUDE:

- ✓ Code of business conduct and ethics
- ✓ Whistle blower policy
- ✓ Adherence to the anti-slavery act
- ✓ Environmental policy
- ✓ Responsible sourcing policy
- ✓ Health & safety policy

In keeping with our transparent values, all of our policies are readily-available as downloadable assets on our website.

IKO & ISO

OUR ACCREDITATIONS

We strive to maintain the highest of standards by complying with and exceeding the requirements of industry-recognised and respected accreditations.



We're proud to have achieved **BES 6001 Standard** which demonstrates that our products have been manufactured using responsibly sourced materials. It allows our customers to make more informed decisions around the social and environmental performance of their chosen products.

OTHER ISO CERTIFICATIONS INCLUDE:



9001 (Quality Management) which reassures customers that by choosing IKO as their supplier their products and support services meet the required quality standards.



14001 (Environment Management), which highlights IKO's commitment to monitoring and striving to improve where possible, its environmental impact through efficient use of resources, manufacturing processes and waste reduction.



45001 (Occupational Health) which demonstrates to customers that they can trust they are partnering with a company that cares about, monitors and maintains excellent standards for its staff.

It is IKO policy to consistently review the suitability and effectiveness of our management systems and work processes, in conjunction with all departmental managers and personnel, whose contribution and input is seen as vital in the improvement and development of the company.

FUTURE COMMITMENTS

A LONG-TERM APPROACH

We are more than just a roofing manufacturer. We operate with a responsibility and respect for the people and planet around us and we model ourselves on advocating and adhering to the highest standards in sustainable, sympathetic and supportive industry practices.

We know that protecting people and the planet requires a concerted global effort but believe that even the smallest of changes can make a big impact. ESG is the bedrock of our company, culture and core values and we've centred our short, medium and long-term business goals on fulfilling our vision for a brighter, cleaner future. We're excited for the road ahead.

Join us on our journey.





PARTNER WITH IKO

If you are interested in learning more about IKO or would like to become part of our dynamic community of contractors, distributors and employees, get in touch today.

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FIND OUT MORE

