

joloda.com

joloda  
hydraroll  
LIGHTENING LOADS

# our esg impact report

2024 - 2025

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At Joloda we don't just move loads, we move businesses forward.

# about us

For more than half a century, Joloda has evolved from a pioneering engineering business into a global leader in loading and unloading solutions. Founded with a vision to make the movement of goods safer, quicker, and more efficient, the company has continually adapted to the changing needs of logistics, warehousing, and manufacturing industries. Today, Joloda combines deep technical expertise with a forward-looking approach to innovation, ensuring that customers benefit from solutions that are not only reliable but also aligned with modern supply chain challenges.

Our portfolio includes a wide range of loading systems designed to move goods seamlessly between different levels and environments. Our logistics solutions range from manual to fully automated systems which are built to improve efficiency, reduce manual handling, and minimise downtime in operations of all sizes. Whether supporting small businesses or global logistics networks, Joloda provides systems that deliver measurable improvements in speed, safety, and cost effectiveness.

The value we create for our customers is grounded in a combination of smart engineering, customer-focused design, and ongoing service support. By working closely with clients to understand their operational pressures, we tailor solutions that streamline workflows, reduce risk, and unlock long-term savings. Beyond equipment, our partnerships help businesses achieve greater resilience, sustainability, and competitiveness in an increasingly demanding global marketplace.

## THE SECTORS WE SERVE

- Automotive
- Beverage
- Air cargo
- Contract Logistics
- Fast Moving Consumer Goods (FMCG)
- Packaging
- Paper & Print
- Petro Chemical
- Container & Ports



## PURPOSE

Lightening the load for customers today and tomorrow, no matter the challenge, around the world.

## VALUES & BEHAVIOURS

### Collaboration

We support each other  
We have a sense of belonging

### Ambition

We win in the right way  
We never stop learning

### Dedication

We deliver excellence  
We are accountable

## AMBITION

By 2027, with people, safety and sustainability central to our success, we will continue to lead the sector, be the trusted partner for customers in our chosen end markets globally and double our revenue to £100m.

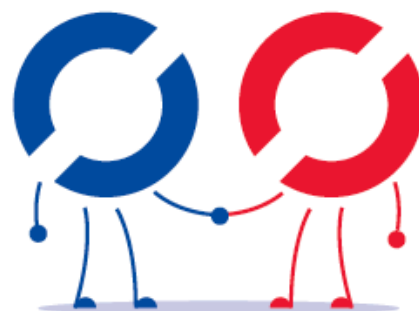


## collaboration



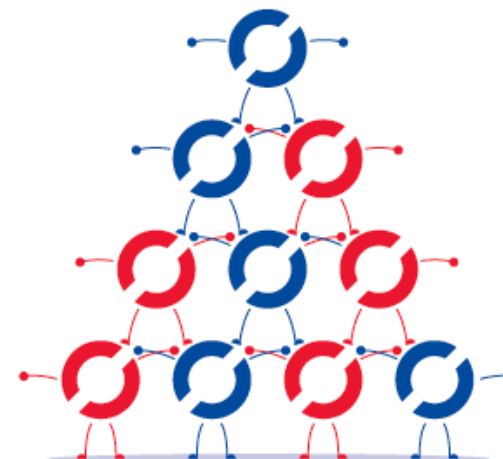
### global business, family feel

We might be a global business, but we still have a family feel. We have each other's back and always offer support to help deliver the best results for our teams and our customers around the world.



### treat people how they want to be treated

We always respect each other, give feedback kindly and make sure we say thank you often. It's the small things that make the biggest difference.



### the dream team

All our roles are important, and we all play our part, but together we are far stronger. Share your knowledge, look for ways to improve at all times to help your team and improve our products and service to help our business grow.

## ambition



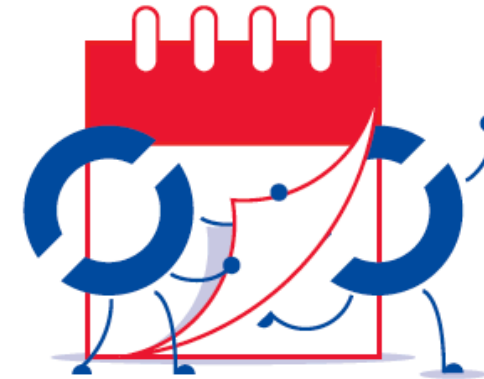
### winning in the right way

We love to win... but we never compromise our work or cut corners to win. Quality and people always come first, as that will ensure our customers get the best results and services from us.



### be at your best

We want to be known as the best in the world. That means we want you to be at your best. Bring your best self to work, with a can-do attitude, and help bring out the best in others.



### make tomorrow better than today

We always strive to be better every day. No matter how big or small the action, everything helps us improve and we never settle for "good enough" when we can be greater.

## dedication



### do what you say you will

If we commit to something, we always deliver. We take responsibility for our role and always keep safety, compliance and sustainability front of mind at all times.



### when the going gets tough

We step up to the challenge. We never shy away from finding solutions and helping others to succeed. When one person or team succeeds, we all succeed.



### protect our business

Every decision we make, whether on delivery, quality or costs, it's on behalf of the business. Our reputation and future success depends on all of us making the right decisions to protect our business for many

## STRATEGIC PILLARS

### Our Growth

Building on our strengths, we will deliver market leading, sustainable performance through organic growth, new product development and targeted acquisitions. Growth gives us the ability to invest in our people, new markets, innovation and to continuously improve how we work.

### Our People

Continuing to create a great place to work for everyone, with opportunities to learn and develop, where colleagues are proud to come to work, feel valued, invested in and can perform at their best, every day.

### Our Customers

Developing long term, trusted partnerships with global customers across all sectors, we will continue to work with each of them to consistently provide excellent quality and service and to evolve and develop solutions and ways of working sustainably and safely.

### Our Products

Continuing to deliver high quality, reliable solutions and service – everything from our core offering, to how we can do more, through automation, to exploring new avenues via acquisition, the application of digital and data technologies and research into AI. We will continue to trial, test and develop new solutions in partnership with our customers.

### Our Markets

Entering new markets, both less developed countries as well as untapped developed countries, with our core products and continuing to support the markets we already operate in, is key to our progress. We will also look at growth across sectors, our core continuing to be FMCG, with future opportunities in automotive and air and rail cargo (intermodal).

### Our Impact

Staying true to our sustainability commitments and working with our customers to improve their credentials, so together we have a positive, lasting impact on the environment and in the local communities we are a part of.

## OUR ENABLERS

Achieving operational and engineering excellence. Creating world class manufacturing hubs to supply all markets. Implementing a single IT platform, with standard processes.



# letter from the CEO, Michele Dematteis



The past year has been one of both opportunity and challenge for businesses worldwide. At Joloda, we continued to build on the momentum of 2023, when Finnish company Actiw became part of our Group. Over the last twelve months we have not only integrated Actiw into our business but also woven their operations into our broader sustainability agenda. In doing so, we've stayed true to our strategy of long-term, responsible growth. Although the global conversation around ESG has at times been unsettled in 2024, we remain unwavering in our commitment. For us, sustainability is not a box-ticking exercise; it is a source of resilience, innovation, and value creation for our customers and our business alike.

At the same time, the urgency of climate action has only sharpened. While encouraging signs of progress are visible on the world stage, the overall trajectory remains insufficient to meet critical targets. For Joloda, this underlines the importance of acting with intent. Our loading systems are designed to help businesses move goods more efficiently, safely, and with a smaller carbon footprint. By enabling our customers to cut waste and reduce emissions, we amplify our own impact far beyond our direct operations. Internally, we continue to monitor our carbon performance closely, tracking Scope 1, 2, and partial Scope 3 emissions for the fifth year running, and investing in verifiable renewable and regeneration projects.

Meeting our ambitions would not be possible without the dedication of our people. Joloda has always been defined by its workforce: skilled, adaptable, and committed to making a difference. Over the past year we have placed an even greater emphasis on strengthening our culture and ensuring that every colleague feels valued and empowered. This is underpinned by our newly established Team Code, helping us to build a workplace where talent thrives and innovation flourishes, ensuring that as we look ahead, our business remains as resilient and forward-looking as the people who power it.

In our fifth ESG report, we reflect on the breadth of work undertaken in the last year, whilst outlining a manifesto for the years to come. We remain committed to reporting transparently on our journey, and we look forward to reporting back on our advancements in the coming year.



**Our loading systems are designed to help businesses move goods more efficiently, safely, and with a smaller carbon footprint.**

# our ESG highlights



## ENVIRONMENTAL

1. Recalculated our Scope 1, 2, and partial Scope 3 emissions, including operations in Finland for the first time
2. 100% of our electricity in Europe and at our UK Liverpool site was sourced from renewable energy. We also began installing solar energy systems at our Liverpool facility, which will directly power our manufacturing operations
3. Achieved an **79% recycling rate across the group** and continued to **divert 100% of waste from landfill** at our UK sites



## SOCIAL

1. Support for Men's Shed in Anglesey, a University of Liverpool Formula Student, and local sports teams in the Netherlands
2. Trussell Trust South Liverpool Foodbank through both financial and in-kind donations, as well as volunteering efforts
3. Review of our Employee Handbook to include updated policies and additions due to government legislative changes



## GOVERNANCE

1. Welcoming Mike Boardman to the Joloda board as our new CFO
2. Attainment of ISO 45001 accreditation for our occupational health and safety management system
3. Implementation of Team Code - Collaboration, Ambition, and Dedication – underpins how we work together, shape our future, and deliver with integrity

# contributing to the United Nations Sustainable Development Goals

At Joloda, we are proud to be part of the global effort to achieve the UN SDGs (The United Nations Sustainable Development Goals) and contribute to a more sustainable, inclusive future. In 2021, we identified five goals where our business can have the greatest impact: SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action). In 2022, we expanded our focus to include SDG 3 (Good Health and Well-being), further strengthening our commitment to holistic sustainability.

We align our initiatives with the UN's targets and indicators to map our contributions and measure progress. Through this approach, we aim not only to embed sustainable practices into our own operations, but also to inspire positive change across our value chain and customer base.





### SDG3: GOOD HEALTH AND WELLBEING

Ensure healthy lives and promote well-being for all at all ages

#### TARGET 3.4

By 2030 reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being

#### OUR CONTRIBUTION:

Joloda are partnered with an occupational health consultancy that provides expert guidance and health and wellbeing

To ensure that all employees have access to meaningful support, we provide the 'Spectrum. Life' well-being app, which offers a range of services including up to eight counselling sessions, financial well-being support, and 24/7 access for both employees and their families

Every manager and supervisor have access to mental health awareness training

We offer flexible and part-time working options to accommodate different lifestyle needs



### SDG8: DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

#### TARGET 8.3

Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro-, small- and medium-sized enterprises, including through access to financial services

#### OUR CONTRIBUTION:

Joloda has a graduate and apprenticeship scheme in place, supporting young people in the workplace

We focus on nurturing talent at all levels, offering training that spans effective communication, conflict resolution, inclusive leadership, and decision-making

We accommodate those who require additional training and support, for example, converting overseas certifications



### SDG9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

#### TARGET 9.4

By 2030 upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

#### OUR CONTRIBUTION:

Joloda's solutions support a global infrastructure that's heavily dependent on efficient logistics, which results in reduced emissions for clients i.e. reduced journeys and materials required





### SDG12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production

#### TARGET 12.5

By 2030 substantially reduce waste generation through prevention, reduction, recycling and reuse

#### OUR CONTRIBUTION:

Joloda's systems can be re-used and refurbished, offering sustainable solutions for customers

We have a waste recycling programme in place, where numerous waste streams are segregated on site

Joloda procures sustainable materials such as aluminium from Hydro Aluminium UK, who use 78% recycled aluminium, while our batten blocks are made from 95% recycled plastic



### SDG13: CLIMATE ACTION

Take urgent action to combat climate change and its impacts

#### TARGET 13.3

Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

#### OUR CONTRIBUTION:

We calculate and monitor our Scope 1 and 2 GHG emissions and partial scope 3 emissions

Joloda's site in Liverpool uses 100% renewable electricity and have purchased solar panels to install this year

in Europe, we procure 100% renewable electricity and around 80% CO<sub>2</sub> compensated gas

We reduce the carbon footprint of others by providing carbon reduction efficiencies within Joloda's loading solutions

Joloda has an established employee-led Environmental Group





environmental



# our carbon impact

Tackling climate change is one of the defining challenges of our time, and businesses across all sectors have a responsibility to contribute to the transition toward a low-carbon economy. For companies like ours, reducing emissions is about creating more sustainable operations that benefit our customers and the wider environment, but also looking at where emissions sit across our operations, and exploring ways to reduce these.

Over the past five years, we have carried out annual calculations of our carbon footprint (Scope 1, 2, and partial Scope 3) to better understand the impact of our operations. This consistent measurement has given us a clear picture of our progress and areas for improvement. Notably,

in the most recent reporting year, our footprint showed a significant change of 65% compared to the previous year. Including this figure in our reporting provides transparency and demonstrates our willingness to be accountable, whilst helping us to refine our strategies to ensure future reductions are both realistic and measurable.

Looking ahead, we are using these insights to invest in solutions that will reduce our energy use and material efficiency. Our emission reduction journey is not a linear path, but by openly sharing both progress and challenges, we aim to build trust with stakeholders and drive meaningful impact.



## Joloda Hydraroll Carbon Overview 2024-2025

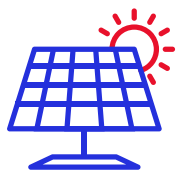
CATEGORY	2024 tCO <sub>2</sub> e	2025 tCO <sub>2</sub> e
<b>SCOPE 1</b>	<b>640.43</b>	<b>675.14</b>
Natural Gas	35.13	50.90
Owned/Leased diesel vehicles	475.50	432.58
Owned/Leased petrol vehicles	69.50	72.86
Propane (forklift use)	1.50	
Propane (for heating)	7.00	59.91
Diesel (forklift use)	-	
Fuel oil	-	
Diesel (forklift use)	51.80	41.33
Gas Oil	-	10.09
Hybrid Vehicles		7.48
Unknown fuel type vehicles	-	
<b>SCOPE 2</b>	<b>289.50</b>	<b>232.85</b>
Electricity (Location-based) <sup>1</sup>	289.50	232.85
Cars - Average Battery electric	-	
<b>SCOPE 3</b>	<b>14.60</b>	<b>25.44</b>
Grey Fleet Mileage	14.60	25.44
<b>TOTAL GROSS EMISSIONS (LOCATION-BASED)</b>	<b>944.53</b>	<b>933.43</b>
Less Renewable Electricity	- 229.60	-143.45
<b>TOTAL GROSS EMISSIONS (MARKET-BASED)</b>	<b>714.93</b>	<b>789.98</b>
Less Carbon Offsets	-713.40	0
Less Compensated Gas	-1.23	-15.92
<b>NET EMISSIONS</b>	<b>0.30</b>	<b>774.06</b>

This year we have recorded a decrease in emissions when using a location-based methodology for calculating electricity emissions. However, we have recorded an increase when using a market-based calculations methodology for electricity emissions. The majority of this years' increase results from our acquisition of Actiw in Finland. While the inclusion of district heating has increased our reported emissions, it is important to recognise that district heating remains a broadly positive and efficient energy solution. These systems typically utilise centralised energy generation often incorporating waste heat recovery, combined heat and power (CHP), and renewable or lower-carbon fuel sources to provide heating to multiple buildings. As such, district heating can deliver substantial efficiency gains and carbon reductions at the community or regional level when compared to individual fossil-fuel boilers.

Note this year we have allocated compensated gas used in the Netherlands as an offset rather than as gas from a renewable source. This gas has been offset by our Netherlands gas provided and hence, we feel it is more representative to include it as an offset.

This year we have made several updates to the aggregated Group carbon figures, meaning previous year's figures have now been superseded by those in this report.





# investing in a clean energy future

The move towards a cleaner global energy system is progressing even in the face of political challenges, with sustained investment into low carbon energy sources. Whilst 2024 ended on a resoundingly positive note for us, we have focused on continuing to reduce our energy usage further where possible. Joloda have continued to procure 100% of our electricity from renewable sources in Europe and at our UK Liverpool site. Throughout the year, we have also been installing solar energy systems at our Liverpool site with this finishing in July 2025.

We've also invested in modern machinery to enhance efficiency and reduce our overall consumption. All new Computer Numerical Control (CNC) machinery (five in total) have now been set to eco mode to ensure they only use the energy they need. This means that screens turn off sooner and machines turn off after 45 minutes of idle time. This creates a saving of 1.9MWh of energy compared to not using eco mode.

In the UK we have also reduced the pressure level at times when our air compressor systems are out of use (between 1:15am to 6:15am). This has reduced the systems' energy consumption by 7% during this period, an annual saving of 2.5MWh, whilst maintaining enough pressure to keep lathes running overnight.

We have also continued to strengthen our approach to energy management, with our Environmental Committee driving forward new initiatives and promoting awareness across the business. Accurate and transparent reporting remains central to this effort, supported by detailed monitoring of half-hourly energy data and sub-metering that allows us to track consumption patterns and identify opportunities for efficiency.

In line with the UK's Streamlined Energy and Carbon Reporting (SECR) requirements, we once again reviewed and recalculated our Scope 1 and 2 emissions. Now in our fifth consecutive year of reporting, we are proud to see a further reduction in our market-based emissions, reflecting the impact of sustained action and commitment across the group. We also include SECR-aligned carbon data for our operations in the US, the Netherlands, and Finland, making sure we have sight of our emissions and energy use across all of our operations.



Joloda have continued to procure 100% of our electricity from renewable sources in Europe and at our UK Liverpool site.



**Joloda UK**

SITE	2024 TOTAL KwH	tCO <sub>2</sub> e	2025 TOTAL KwH	tCO <sub>2</sub> e
<b>SCOPE 1</b>				
UK Liverpool (Estuary) site (Gas)	182,301	33.40	152,205	30.84
UK Anglesey Site (Gas oil) (L)	216,424	51.80	151,460	41.33
UK Anglesey Site (Propane) (L)	4,535	7.00	257,602	59.91
<b>SCOPE 2</b>				
UK (Liverpool) Garston Site (Electricity)	10,008	3.80		
UK Anglesey Site (Electricity)	154,911	52.50	249,847	51.73
UK (Liverpool) Estuary Park Site (Electricity)	552,960	212.00	572,609	118.56
<b>TOTAL GROSS EMISSIONS (LOCATION-BASED)</b>	<b>1,121,139</b>	<b>360.50</b>	<b>1,383,722</b>	<b>302.37</b>
UK (Liverpool) Estuary Park Site (Less Renewable Electricity)	-552,960	-212.00	-572,609	- 118.56
UK Anglesey Site (Less Renewable Electricity)	- 8,728	-8.00	-249,847	- 51.73
<b>TOTAL GROSS EMISSIONS (MARKET-BASED)</b>	<b>529,451</b>	<b>140.50</b>	<b>561,267</b>	<b>132.08</b>

In the US we use 100% electricity with no additional fuels burnt at either site, keeping our emissions relatively low. This year, our electricity usage has remained largely the same at our Wilmington site. However, there has been a significant increase in electricity usage at our Alabama site.

**Joloda USA**

SITE	2024 TOTAL KwH	tCO <sub>2</sub> e	2025 TOTAL KwH	tCO <sub>2</sub> e
<b>SCOPE 2</b>				
USA Wilmington Site (Electricity)	31,243	8.80	32,061	12.01
USA Alabama Site (Electricity)	7233	2.80	51,994	19.48
<b>TOTAL GROSS EMISSIONS (LOCATION-BASED)</b>	<b>38,476</b>	<b>11.60</b>	<b>84,055</b>	<b>31.49</b>
<b>TOTAL GROSS EMISSIONS (MARKET-BASED)</b>	<b>38,476</b>	<b>11.60</b>	<b>84,055</b>	<b>31.49</b>

In Europe, we significantly reduced our overall consumption this year- reducing our overall usage by 68%. We continued to use 100% renewable electricity, while our gas is sourced through CO<sub>2</sub> compensated provider (Eneco), where they offset the majority of their emissions. We have accounted for this in table 4 where net emissions do not include emissions associated with the compensated gas. In previous years we have reported this gas consumption as renewable, but the reporting format above has replaced this to ensure we remain in line with best practice in carbon accounting.

#### Joloda Netherlands

SITE	2024 TOTAL KwH	tCO <sub>2</sub> e	2025 TOTAL KwH	tCO <sub>2</sub> e
<b>SCOPE 1</b>				
Netherlands Natural gas	2,610	0.50	22,578	4.13
Netherlands (CO <sub>2</sub> – Compensated Gas)	6,710	1.23	87,023	15.92
<b>SCOPE 2</b>				
Netherlands (Renewable Electricity)	25,985	9.60	25,956	8.02
<b>TOTAL GROSS EMISSIONS (LOCATION-BASED)</b>	<b>35,305</b>	<b>11.33</b>	<b>135,557</b>	<b>28.08</b>
Netherlands (Renewable Electricity)	-25,985	-9.60	-25,956	-8.02
<b>TOTAL GROSS EMISSIONS (MARKET-BASED)</b>	<b>9,320</b>	<b>1.73</b>	<b>22,578</b>	<b>4.13</b>
Netherlands (CO <sub>2</sub> – Compensated Gas)	-6,710	-1.23	-87,023	-15.92
<b>NET EMISSIONS</b>	<b>2,610</b>	<b>0.50</b>	<b>-64,445</b>	<b>-11.79</b>

This is the first year we have calculated our emissions for our operations in Finland due to this being a recent acquisition. Finland comprises 5% of our total emissions profile, which stems entirely from electricity usage. Our energy is sourced from a mix of renewable electricity, and the local district heating network, which is lower carbon than the Finnish grid.

#### Joloda Finland

SITE	2025 TOTAL KwH	tCO <sub>2</sub> e
<b>SCOPE 2</b>		
Europe (Renewable Electricity)	112,463	10.69
Finland District Heating	171,744	12.37
<b>TOTAL GROSS EMISSIONS (LOCATION-BASED)</b>	<b>284,207</b>	<b>23.05</b>
Additional Supplier-related Emissions)	0.0	34.86
<b>TOTAL GROSS EMISSIONS (MARKET-BASED)</b>	<b>284,207</b>	<b>57.91</b>

# reducing our travel emissions

Our transport-related emissions have continued to decrease in 2025, achieving a reduction comparable to that seen in the previous reporting period. This sustained improvement reflects the ongoing success of our efforts to reduce reliance on diesel-powered vehicles, which has been a key area of focus within our carbon reduction strategy.

**FORKLIFTS**

Joloda Europe’s carbon-neutral forklifts are powered by 100% renewable electricity and 40% of our UK models are electric.

**TELEMATICS**

Telematics are installed across 100% of our UK vehicles, which allows us to plan the most efficient routes for our drivers. Regular data analysis feeds critical information on speeding, idling time, and vehicle conditions, helping us to identify opportunities for emission reduction. It also allows us to capture any red flags quickly, such as excessive fuel consumption. Additionally, we try to keep travel to a minimum, providing local jobs to local drivers to reduce time on the road.

EMISSIONS	tCO <sub>2</sub> e 2023	tCO <sub>2</sub> e 2024	tCO <sub>2</sub> e 2025
<b>SCOPE 1</b>	<b>568.03</b>	<b>546.50</b>	<b>523.00</b>
Owned/leased diesel vehicles (vans and cars)	513.40	475.50	432.58
Owned/leased petrol vehicles (vans and cars)	33.90	69.50	72.86
Owned/leased hybrid cars	10.10	-	7.48
Owned/Leased diesel forklifts	7.60	-	10.09
Owned/leased vehicles – unknown fuel	0.00	0.00	
Owned/Leased propane forklifts	3.03	1.50	
<b>SCOPE 3</b>	<b>13.40</b>	<b>14.60</b>	<b>25.44</b>
Grey Fleet Mileage	13.40	14.60	25.44
<b>TOTAL</b>	<b>581.43</b>	<b>561.10</b>	<b>548.45</b>







# minimising our waste impact

For another consecutive year, we have upheld our pledge to divert 100% of waste from landfill at our UK operations. This achievement is made possible through close partnerships with specialist waste providers, who support us in maximising recycling rates and managing specific waste streams responsibly.

These partners also offer valuable insights through detailed internal waste trackers, which are updated on a weekly basis. This data is reviewed by our Waste Coordinator and reported monthly to our Environmental Committee, ensuring consistent oversight and accountability.

Over the past two years, we have introduced enhanced waste segregation practices, covering everything from mixed metals to oil-contaminated rags, all collected and processed by certified providers. These initiatives align with our ISO 14001 certification, which reinforces our commitment to managing waste in accordance with internationally recognised environmental standards.

In line with this, we are increasing focus on hazardous waste management. Improvements include:

- Tighter labelling protocols
- Additional segregation infrastructure, such as cabinets and bunds
- Monthly site inspections to identify and address potential risks proactively

Previously we have been faced with the issue of rainwater collecting in skips, creating avoidable hazardous waste. To address this, we installed rain covers over SWARF skips to reduce the amount of rainwater entering the skips, which has significantly reduced our hazardous waste.

## GROUP-LEVEL WASTE PERFORMANCE

Across the Group, total waste generation remained broadly consistent with last year. Our Group-wide recycling rate holds steady at 79%, reflecting a sustained commitment to high standards in waste management. Our landfill rate currently stands at 8% which is largely due to a lack of recycling facilities at our leased office locations, as well as limited waste data. While this encompasses a small proportion of our waste, we recognise the need to enhance reporting at these locations and seek improvements to divert waste from landfill.

We continue to foster environmental ownership across the organisation. Our Waste Procedures Guide supports compliance with legislation, encourages waste segregation, and promotes the principles of the waste hierarchy: reduce, reuse, recycle. Our Environmental Committee has also expanded its remit to deliver staff training via toolbox talks, promoting on-site awareness and best practice. Every employee at our Liverpool site is also given online training around finding simple ways to reduce waste.





### PROGRESS ACROSS KEY REGIONS

In Finland, we have successfully implemented waste tracking systems, providing full visibility on our waste data in this region. With these systems now in place, our next priority is to develop targeted initiatives on waste hotspots, guided by quality data to increase recycling rates and further reduce landfill contributions at the site.

In the United States, we currently lack precise waste data for both of our office locations. In the interim, we estimate waste production based on bin volume and collection frequency. Our environmental impact continues to be managed through Green for Life (GFL), a specialist provider who prioritises circular practices, such as resource recovery solutions, and converting landfill gas into a source of renewable energy.

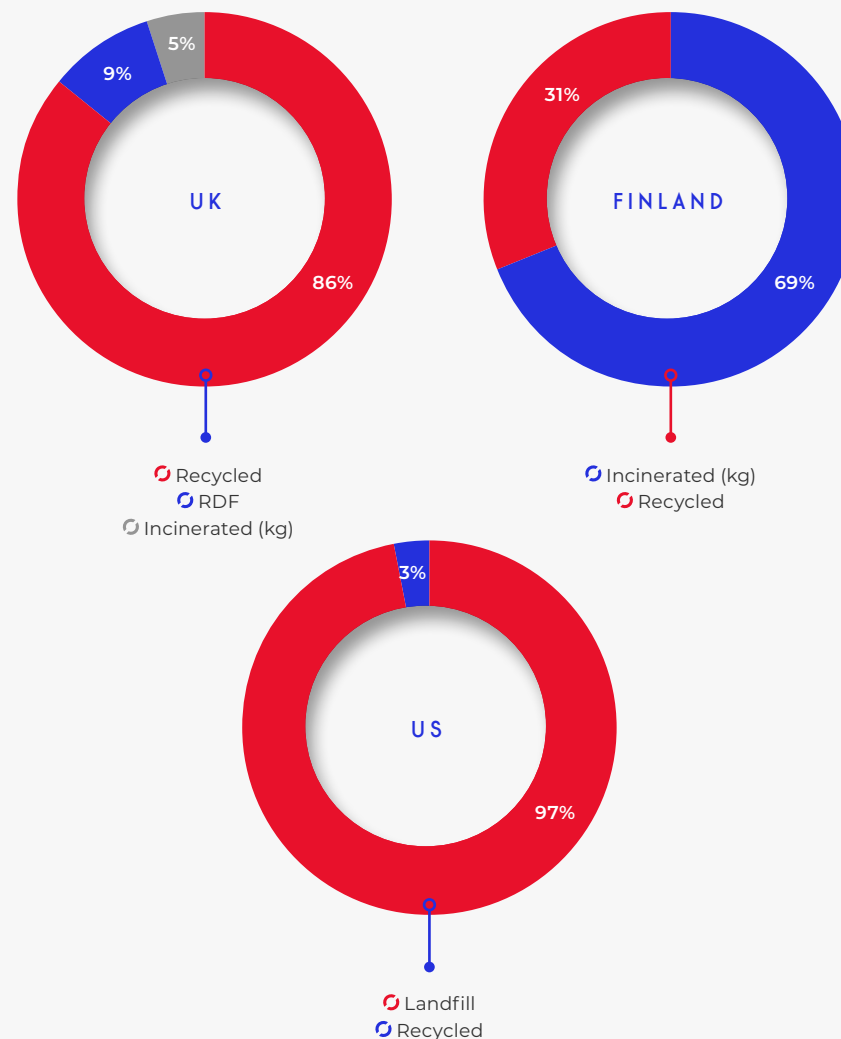
In the Netherlands, we currently recycle 65% of our waste, with a 35% landfill rate. This location is therefore a priority for improvement, and efforts are needed to shift more waste into recovery and recycling streams in the years ahead.

In the UK, 86% of total waste is recycled through approved providers. Residual waste that cannot be recycled is either converted to Refuse Derived Fuel (RDF) – a low-carbon energy source - or incinerated as a last resort, aligning with the principles of waste-to-energy recovery.

### REDUCING WATER USAGE

Fresh water shortages are a global problem and are increasingly becoming a challenge in the UK and Europe. We are conscious of this and want to ensure resilience against water shortages, whilst minimising our impact in this area. This year, we have installed a 1,000 litre water butt that collects rainwater, which we use for cleaning the factory floor using our in-house jet washing machine-saving approximately 12,000 litres of water annually.

### WASTE STREAM BREAKDOWNS:



# fostering a culture of environmental ownership

Employee engagement remains at the heart of Joloda's ESG strategy. Now in its fifth year, our grassroots Environmental Group has evolved into a driving force for environmental improvement across the organisation. The group meets monthly to monitor progress, assess performance data, and review short- and long-term environmental objectives in line with our overall sustainability goals.

The Environmental Group is made up of cross-functional representatives, including operational leads, department managers, and subject matter experts. All members have completed comprehensive environmental awareness training delivered by an accredited external provider, equipping them with the knowledge and confidence to lead targeted initiatives.

The importance of environmental issues is promoted from day one. All new starters receive structured training on key environmental topics, including spill prevention, pollution control, and sustainable waste management. This is reinforced through ongoing awareness programmes, such as regular toolbox talks and site briefings, that keep environmental ownership front-of-mind.



## OUR ENVIRONMENTAL GROUP MEMBERS:

- Ben Cadd (Group QHSE Compliance Manager)
- Billy Evans (ANG)
- Lewis Blease (Service and installation)
- Dave Pattern (LPL)
- Debbie Smith (JCS s/b)
- Bennie van Schijndel (Europe s/b)
- Debbie Smith (LPL)
- Will Gyasi (JCS)
- Katri Heinonen (Finland)

"At Joloda, we are committed to reducing our environmental footprint while continuing to deliver innovative loading solutions. Over the past year, we've taken practical steps that make a real difference – from saving thousands of litres of water to cutting energy use across our manufacturing sites.

We've invested in new, more efficient machinery, introduced smarter ways of running our compressors and equipment, and rolled out eco-modes that reduce unnecessary power consumption. At the same time, we've introduced rainwater harvesting and improved waste controls, helping us reduce hazardous waste and save over 12,000 litres of fresh water each year.

Just as importantly, we've embedded sustainability into our culture by training our employees on recycling and workplace best practices. These actions show how we're turning our ESG commitments into measurable results – and we'll continue building on this progress as we go forward." Ben Cadd – Group QHSE Compliance Manager



**case study:** enabling modular construction in Barbados

# wohō

**THE CLIENT:**

WoHo, short for World Home, is a modular construction innovator and manufacturer headquartered in Cambridge, Massachusetts. The company provides living and working spaces by prefabricating components in its factory in Madrid, Spain, and shipping them globally. WoHo's approach can reduce environmental impact while maintaining high construction standards. By using a modular method, it aims to address global challenges such as housing shortages, sustainability, and affordability, setting a new benchmark in the construction sector.



"The Hydraulic Skate and Track Loading System provided a seamless way to load and unload our prefabricated components into containers." Borja Soriano, Project Manager at WoHo

## case study:

## enabling modular construction in Barbados (continued)

## THE CHALLENGE:

WoHo faced a critical logistical challenge during a project in Barbados to construct a new fully prefabricated research and education laboratory, which officially opened in 2025. The components, manufactured in Madrid, had to be safely transported across the Atlantic in standard 40-foot containers and efficiently unloaded on-site.

Traditional container-loading methods, such as forklifts, were unsuitable for handling the large, pre-assembled components. The irregular size and heavy weight of the loads required precise handling to avoid damage and ensure worker safety. Additionally, forklifts presented risks such as tipping, uneven load distribution, and inefficiency at both the loading and unloading sites.

Time constraints compounded the issue. The project's tight schedule – transporting and assembling the building in just three months – required a solution that could load and unload components swiftly while maintaining the integrity of the structures. Furthermore, the system needed to be portable, adaptable, and operable at both WoHo's Madrid facility and the Barbados assembly site.

## THE SOLUTION:

Joloda's Hydraulic Skate and Track Loading System offered the ideal solution to WoHo's logistical challenges, with the system's key features include:

- **Hydraulic Skates with Track System:** A modular setup capable of loading up to 27 tonnes in a single operation, with the same capability for unloading.
- **Portable Tracks:** Easily connected and disconnected from inside the container, enabling quick setup and removal.
- **Pallet Compatibility:** Supports a variety of pallet designs based on the container or cargo length, ensuring load stability.
- **Manual Operation:** Eliminates the need for powered equipment, enhancing portability and versatility.
- **One-Shot Loading:** Facilitates the loading of a container in under a minute. Full preparation, including securing the rear doors, takes up to 15 minutes.

## THE BENEFITS OF IMPLEMENTATION:

The adoption of Joloda Hydraroll's Hydraulic Skate and Track Loading System delivered measurable results for WoHo's operations, addressing safety, efficiency, and cost-effectiveness while enabling scalable solutions.

- **Safety:** By eliminating forklifts, WoHo significantly reduced risks associated with manual lifting, uneven load distribution, and heavy equipment operation. The system's controlled manual operation ensured safer handling of prefabricated components, protecting workers and the structural integrity of the loads.
- **Efficiency:** The one-shot loading and unloading capability streamlined operations. Each container could be fully loaded in under a minute, with preparation and securing completed within 15 minutes.

This efficiency allowed WoHo to meet tight project deadlines and maintain a consistent workflow.

- **Cost-Effectiveness:** The system required no modifications to standard ISO containers, saving on expensive customisations. Its modular and portable design allowed reuse across multiple projects and locations, offering long-term value and resource optimisation.
- **Scalability:** The system's adaptability to various loading and unloading sites made it a versatile choice for WoHo's global operations. Its modular nature ensures WoHo can apply the same level of safety and efficiency to future projects, reinforcing its commitment to innovative construction logistics.







social



# championing equal opportunity at joloda

At Joloda, we remain deeply committed to fostering equality of opportunity and embracing diversity across our workforce. Our ESG Policy remains a cornerstone of our operations, outlining our dedication to creating an inclusive culture in which everyone – employees, job applicants, and clients alike – are treated fairly and equitably, while safeguarding against any form of unfair or unlawful treatment.

The policy also governs our hiring and progression decisions, to ensure they are made objectively and transparently. We assess individuals based on their skills, qualifications, aptitude, and potential, while guaranteeing equal treatment regardless of race, religion or belief, sex, disability, or any other characteristic unrelated to job performance. We also provide support to individuals with additional needs, including making reasonable adjustments wherever possible to enable full participation.

Our well-established cross-group staff council meets every six weeks to discuss diversity, equity, and inclusion (DE&I) matters, address staff concerns, and promote inclusive practices across all levels. Additionally, our DE&I notice board remains an active

space for celebrating cultural events, awareness days, and progress updates.

In 2025, building on the groundwork laid last year, we are moving forward with the implementation of our comprehensive DE&I strategy, developed in partnership with a specialist consultancy. This initiative will strengthen our existing efforts and guide the continued evolution of an inclusive, respectful workplace culture that reflects our values and our people.

We publish a Gender pay Gap report annually to assess average pay between all men and women across the workforce. Our next report is due to be published in late 2025, and we will report on our results in next years' Impact Report.



**We are dedicated to providing and managing equal opportunities for all, while ensuring protection against unfair or unlawful treatment.**

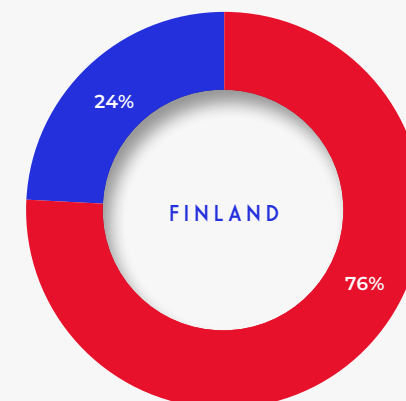
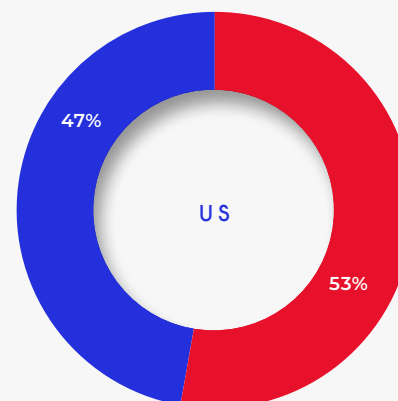
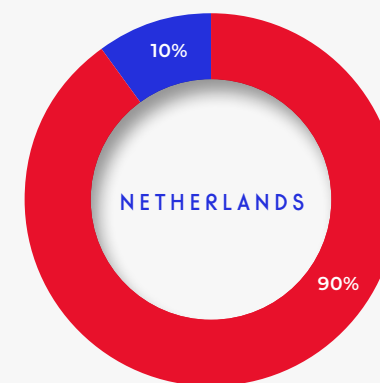
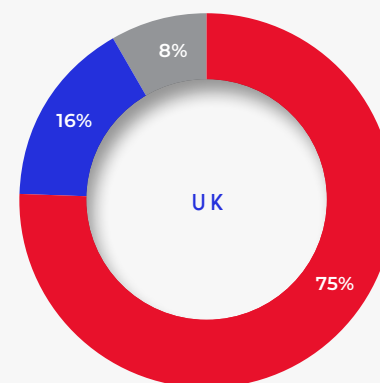




# employee overview

JOLODA HYDRAROLL	UK	NETHERLANDS	US	FINLAND
Total number of permanent employees	225	18	19	36
Total number of female employees	16	2	3	7
Total number of male employees	209	16	16	29
Total number of new hires in the reporting period (excluding mergers & acquisitions)	25	3	4	3
Employee turnover rate	7%	3.8%	0%	0%
Number of employees with one year or more in service	210	17	15	3

## AGE DEMOGRAPHICS:



🔴 Total number of permanent employees between 25 and 55 (FTE)

🔵 Total number of permanent employees over 55 (FTE)

⚪ Total number of permanent employees under the age of 25 (FTE)



# supporting our workforce: a culture of continuous growth



## 210

Joloda Hydraroll UK  
employees received training



## 16

hours of training per employee



## 3,360

hours of training accrued

At Joloda, employee development remains a key priority, as we continue to build a motivated, skilled, and future-ready workforce. Our dedicated training budget supports this commitment, investing in continuous learning across the business. Our training includes a blend of in-person induction training for new starters and a wide range of online modules designed to support upskilling and career progression.

To ensure our training is impactful and aligned with individual needs, we use a tailored training matrix that helps managers identify skills gaps and opportunities for development. These insights are supported through annual one-to-one performance reviews, providing space for employees to discuss their career aspirations and enable managers to create structured, personalised development plans.



### SHAPING TOMORROW'S LEADERS

At Joloda, we believe effective leadership is built through talent and opportunity, not merely time served. In 2025, we continued to focus on leadership development, ensuring our managers- both current and emerging – are equipped to lead with confidence, empathy, and strategic insight.

This includes training on key interpersonal leadership skills, spanning effective communication, conflict resolution, inclusive leadership, and decision-making. Managers also have access to fully funded external development opportunities, such as the ILM (Leadership and Management) Level 5 qualification, based on individual and business needs.



# prioritising employee experience: our team code

This year, Joloda has placed significant focus on our culture - looking at how we can come together as a team and set consistent standards across the business. This has culminated in 'Our Team Code' a framework for how we work, treat each other and react to situations.

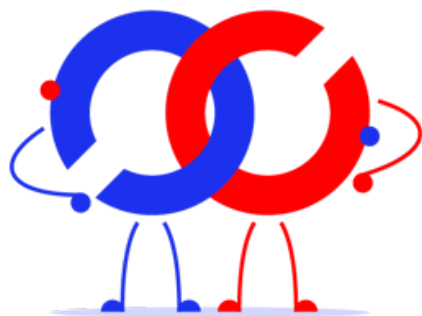
A Team Code is a set way of working which, as one group, we all sign up to. Like a code of conduct. Or the rules of the road. Or just simply, how we do things around here. It brings consistency and an understanding of what's expected when you come to work at Joloda Hydraroll. It helps to bring us together

so we can achieve our goals in the right way. It helps us to work more effectively, and holds us to account for our actions, so maybe we think a little more before we act. And it's great for new starters to the business so they understand how we do things around here and quickly feel part of Joloda.

The Team Code was developed from insight and feedback we received from colleagues across the business, as well as working with a group of people at different levels to help us shape the content. Our starting point was to agree our three core values – Collaboration, Ambition and Dedication. We then built

out the Team Code, anchoring it back to these values and then, of course, put our Joloda stamp on it! When we live and breathe Team Code every day, it starts to stick and quickly becomes part of our DNA. We do that by threading it through everything we do. How you measure up against the Team Code is part of how your performance is managed. Your development plan is guided by the Team Code. We recognise and reward people who role model Team Code and, of course, we recruit new talent against each area of the Team Code to make sure they will work well and contribute as part of the Joloda team.

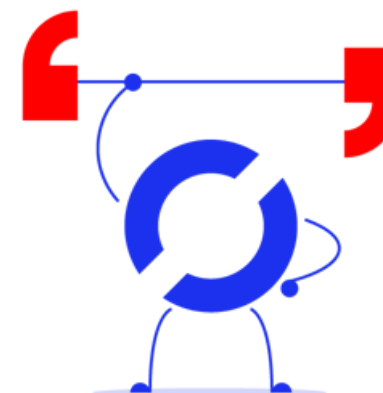
## COLLABORATION



## AMBITION



## DEDICATION





# recognising our people

**When done well, recognition helps make us all feel appreciated, valued, and motivated to continue to give our best.**

At Joloda we want to create a culture where everyone is encouraged to say thank you, to recognise a job well done and where recognition fuels and reinforces great behaviour, the right attitude and a brilliant work ethic. We want to be consistent across the group in what we recognise people for and how we do it – this needs to feel fair for everyone.

And the Team Code brings this consistency. It's what we recognise and reward against, from regularly saying thank you, to local rewards and quarterly shout outs across the Joloda group let's share stories about our Team Code role models and talk about the great progress we're making.





# employee engagement

This year, we identified communication within the business as an area of focus. We believe that every employee should be heard, and that everyone should have the opportunity to understand Joloda's goals, as well as their role in helping to achieve them.

## TO ACTION THIS, WE HAVE:

- Scheduled monthly leaders updates to keep employees informed on key business items
- Shared regular team and employee spotlights – highlighting when employees have gone above and beyond
- Created the Hydroller awards
- Celebrated colleagues who have reached 10 & 25 years of service
- Organised monthly company-wide communications to ensure everyone feels connected to the business and its objectives

## spotlights:

'There is no 'I' in team –  
The whole technical team has worked together on the challenge of improving our quality and finding innovative ways to work more efficiently. Special shout out to Josh Matthews and Mike Houghton for their tireless efforts in improving our CE compliance and Liam Aspinall for investigating and trialling ways to speed up the Design admin side of our work.

### #DreamTeam

An immense team effort in the recent Menzies project at Heathrow to get their machinery refurbished and ready for action in record time. The team came up with lots of different solutions to get the machine up and running at speed, in the most cost effective and safest way for the client, all whilst maintaining top quality. From replacing 720 bearings, 100s of metres of chain and cleaning up all shafts and sprockets to bringing in extra support to make it happen quickly and out of hours. A huge team effort and quick thinking!

## Engagement Survey

### CULTURE AND COMMS SURVEY RESULTS 2024

For the second year running we have completed our Culture and Comms survey to better understand life as a member of the Joloda team. This helps us to focus our efforts on where we can truly make a difference. In 2024, we were pleased to achieve wider representation from our operations, with an increased number of responses across the majority of our locations.

### What makes you proud to work here?



'To be part of an inspiring and exciting growth journey.'



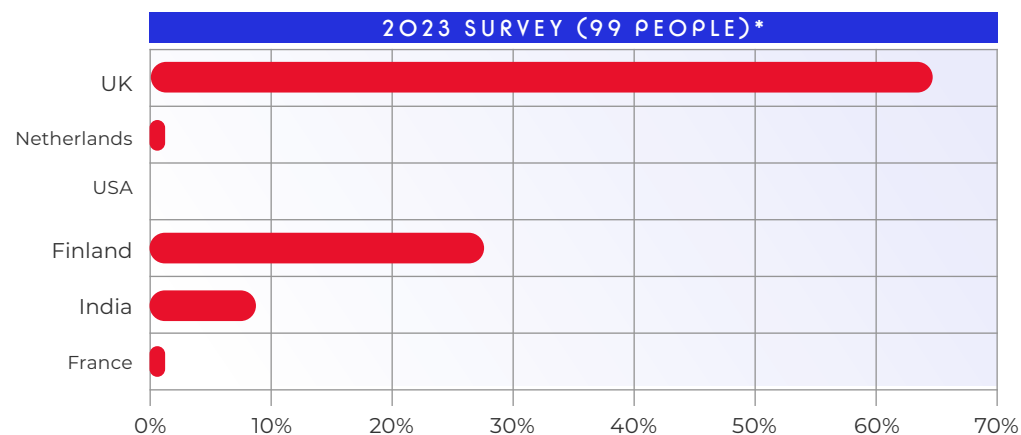
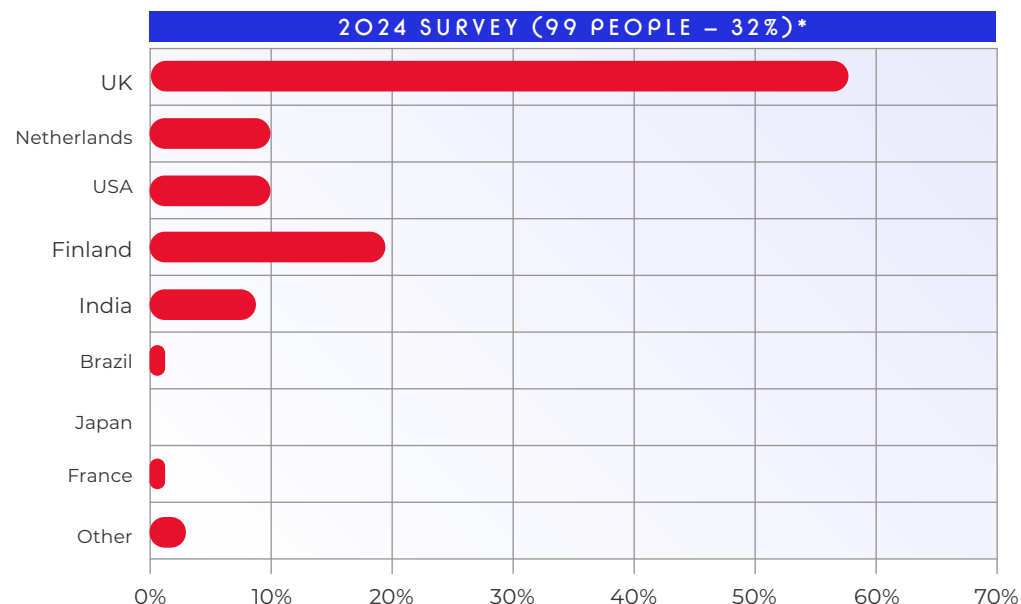
'The company although 60+ years old feels like a new exciting business with serious ambition.'



'Enjoy time with colleagues and the inclusion I feel as part of our company.'



'Strong culture, worth ethic, growth plan, product range, export performance.'



\* (This total is combined response rate across both the initial group survey and the Activ survey)

We are happy report an improvement across all scores in 2024 compared to 2023. Some highlights are shown below:

**30%**

increase – our employees better understand the goals of the company and what we want to achieve by 2026

**6%**

– A higher proportion of employees would recommend Joloda as a place to work

**5%**

increase in employees believing leaders at Joloda genuinely care about people and set high standards through their own behaviour



# putting employee's mental health at the forefront

We recognise that speaking openly about mental health in the workplace can be difficult, which is why fostering a culture of psychological safety is a core focus at Joloda. By addressing mental wellbeing across the organisation, we aim to strengthen our inclusive, supportive culture, while reducing risk factors that can contribute to poor mental health.

We have instated both preventative and supportive measures, designed to improve workplace wellbeing. This approach is formalised through our Mental Health and Wellbeing Policy, which provides guidance on awareness, management responsibilities, support pathways for employees experiencing mental health challenges, and reintegration support following periods of absence.

We provide access to practical tools through the Spectrum.Life wellbeing app, which offers a range of support services. This is accessible to both employees and their families, offering 24/7 access to counselling sessions and financial wellbeing support.

We also ensure there are a number of support channels available to employees on site. This year, we continued to invest in manager training to help them recognise signs of mental distress and respond appropriately. Our HR team also runs weekly confidential drop-in sessions, creating a regular, trusted space for employees to seek guidance. Additionally, we have an appointed

Mental Health First Aider, trained to assist individuals experiencing mental health issues, and direct them towards appropriate support channels where needed.

In Finland, we provide all employees with a Smartum Exercise and Culture membership, granting access to more than 15,000 venues offering fitness and cultural activities. This initiative encourages a healthy work-life balance and promotes physical and mental wellbeing outside of the workplace.

At Joloda BV in the Netherlands, we promote a culture of open conversation and ensure that managers remain attentive to the wellbeing of their teams. Employees are encouraged to speak openly about any concerns, either directly with their managers or through the Working Council. Additionally, employees have access to a company doctor and a labour expert, providing professional guidance and support when needed. In line with our commitment to engagement and team spirit, we also organise regular social activities throughout the year - celebrating achievements and recognising the hard work of our people.

Additionally, we make full use of the Dutch government's provision to allow 1.7% of the wage bill to be allocated to employee benefits. At Joloda BV, we use this allowance to reimburse sports-related expenses, helping to further support the physical wellbeing of our team.



776,000 workers suffering work-related stress, depression or anxiety in 23-24



## JOLODA HYDRAROLL HAS COMMITTED TO:

- Reduce discrimination and stigma by increasing awareness and understanding
- Complete an employee survey to identify mental health needs
- Provide systems that encourage predictable working hours, reasonable workloads and flexible working practices where appropriate
- Ensure all staff have clearly defined job descriptions, objectives and responsibilities
- Give non-judgemental and proactive support to individual staff who experience mental health problems such as counselling, CBT via Spectrum. Life Wellbeing Service



# strengthening our community engagement

At Joloda UK, we've long supported causes that matter to our employees, and we remain committed to deepening our impact in the communities where we live and work. We recognise that there is work to be done to formalise our community engagement approach across the group, however, we were pleased to partner with some fantastic local causes in the last year.

One important cause raised by our UK employees has been food insecurity. In response, we plan to support the Trussell Trust South Liverpool Foodbank through both financial and in-kind donations, as well as volunteering efforts - particularly during busy periods.

Our community contributions also extend to education and skills development. We're proud to support the University of Liverpool's Motorsport Society, in particular sponsoring their Formula Student competition. Formula Student challenges young engineers to develop, build and run a single-seater race car. The competition provides invaluable real-world engineering experience and a platform for students to showcase their

talents in events across the UK and Europe. Joloda provide access to manufacturing facilities, engineering expertise, welding and fabrication services, and dedicate time to assist in scrutineering vehicles at national and international competitions. This also includes an annual apprenticeship programme, helping to provide a path to the next generation of engineers and industry professionals.

Additionally, we contribute to local wellbeing initiatives such as Men's Shed, donating materials to their woodwork projects. Men's Shed is a community network that aims to combat social isolation by encouraging people to come together to make, repair, and repurpose to support projects in their local communities.

In the Netherlands, we have continued our longstanding partnership with the Orion Foundation, who organise sports activities for young and elderly people, while in the US, we have continued to provide semi-annual donations to multiple charities and causes.



The project lead at the University of Liverpool, Dan Hibbert, added: "Being part of Formula Student is a truly fantastic design, build and test opportunity for students. This is further enriched by relationships with industrial companies such as Joloda Hydraroll who have been very hands-on with the team and generous with their time and facilities."



In 2024, equipment at the factory was used to manufacture more than 100 parts for the car in total, which included welding the car's chassis and machining components for the suspension system, electrical powertrain casing, and motor gearbox assemblies.





# health and safety

**In 2023-24, 1.7 million working people suffered work-related illnesses, with 543,000 workers suffering from work-related musculoskeletal disorders.**

To truly safeguard employees, adherence to safety regulations is just the beginning. An extraordinary mix of external considerations is also influencing the warehouse environment. This means transport and logistics companies must constantly be on the lookout for new risks, and proactive ways to improve and implement better working practices. We uphold the highest standards of H&S governance, including rigorous training, clearly defined working processes, all of which are supplemented by third-party audits.

We have held our Alcumus SafeContractor accreditation for over six years, demonstrating our longstanding compliance with recognised health and safety standards. To ensure we meet both customer expectations and regulatory obligations, our processes are also ISO 9001 (Quality Management System) certified.

Additionally, in 2024, we successfully completed the audit process for ISO 45001 - an international standard for occupational health and safety management. This certification adds further assurance to our safety framework, and extends beyond our internal teams to include suppliers, subcontractors, and external partners, reinforcing our commitment to protect everyone connected to our operations.

## ENSURING SAFETY THROUGH TRAINING AND COMPLIANCE

Thorough training remains a cornerstone of our safety culture. All employees receive job-specific health and safety training, including mandatory manual handling modules, while all line managers complete IOSH Managing Safely training.

Our health and safety protocols extend to all on-site contractors, who must provide valid certifications, RAMS (Risk Assessment Method Statements), and sign our Contractor Code of Conduct to ensure compliance with our standards.

## NETHERLANDS: A ZERO-INCIDENT SAFETY CULTURE

In the Netherlands, Joloda strictly adheres to all Dutch health and safety legislation, and we are proud to report that there were no health and safety incidents in the past year.

As part of our legal obligations, we conduct RI&E (Risk Assessment and Evaluation) assessments to proactively identify potential hazards in the working environment and input corrective measures. We also maintain strong in-house emergency readiness. There are three trained first aiders and fire marshals on site, while all new employees must complete mandatory safety training, supplemented by regular refreshers.

We extend our procedure controls to our contract partners, who are required to sign our contractor procedures and evidence supporting documentation where applicable.



We now have our  
**ISO 45001 system**  
in place



Certificate Number 23111





Additionally, every subcontractor must hold a valid VCA (Safety, Health and Environment Checklist) certification. Where a subcontractor does not yet hold the certification, we cover the cost and organise training to ensure they meet our safety standards.

#### FINLAND: A COMMITMENT TO VISION ZERO

In Finland, we uphold a robust health and safety framework guided by national legislation. We are proud to report zero workplace incidents over the past year and remain committed to maintaining this strong record through our *Vision Zero* initiative—our long-term strategy focused on continuously enhancing occupational health and safety. Our H&S governance is overseen by our local safety committee, who meet one to two times per year to review procedures and identify improvements. In compliance with Finnish legal requirements, several employees have also completed EAI-level first aid training.

Key safety information is clearly displayed on our workplace safety board, where employees can find contact details for our appointed safety manager and representatives.

To support safe site visits, we verify that all customers and suppliers hold valid safety cards and issue specific work licences where required. We also provide ergonomic tools, such as lift tables and anti-fatigue mats, to support employees performing physical tasks. In partnership with our healthcare provider, Terveystalo, we also offer preventative medical checks to detect and address health issues early, helping protect the wellbeing of our team.



#### OUR HEALTH AND SAFETY KPIs:

- Non-conformances
- Accidents
- Incidents
- Near Misses
- H&S observations
- Training and competency
- Site inspection results
- Personal safety audits results
- Occupational Health monitoring
- Emergency drill performance
- Corrective actions
- Lost time injuries
- Reportable incidents

# supply chain – partnering with our suppliers on esg

At Joloda, our operations rely on strong partnerships with global suppliers. As such, we aim to be selective over our suppliers, seeking those who share our commitment to sustainability, ethical practices, and human rights.

We maintain a long-standing policy against the use of conflict minerals such as tin, tungsten, tantalum, gold, and their derivatives in our products. However, the production of our Joloda and Hydraroll systems does require some essential materials like stainless steel, steel, and aluminium. In the UK, we source aluminium exclusively from Hydro Aluminium UK, which provides material composed of at least 75% post-consumer recycled content. In the US, we've incorporated sustainable materials such as 98% recycled plastic batten and 2% recycled wood into our product lines.

We are committed to supporting local suppliers wherever possible. Local sourcing not only enhances supply chain responsiveness and flexibility but also contributes to the economic vitality of the communities in which we operate, supporting small businesses and reducing transport-related emissions.

## DRIVING SUPPLY CHAIN TRANSPARENCY

We continue to strengthen traceability across our global supply chain through advanced systems. Our Material Requirements Planning (MRP) system in the UK now stores critical ESG documentation, including sub-contractor insurance certificates, ISO certifications, and Modern Slavery Statements.

In the Netherlands, our teams use SERA, while in Finland, we operate Jira to monitor supplier delivery timelines. Collectively, these systems provide visibility across Tier 1 and Tier 2 suppliers, with growing insight into Tier 3 partners enabling us to track performance, flag risks, and ensure continuous improvement throughout the value chain.

To strengthen supplier due diligence, we have enhanced our audit process, focusing particularly on our top 25 suppliers, who represent approximately 70% of our total procurement spend. These key suppliers now undergo more comprehensive assessments.

## ETHICAL SOURCING AND SUPPLIER STANDARDS

around ESG performance, collaboration with workers, and a commitment to continuous improvement.

New suppliers are also required to complete an initial vetting, providing information on their ESG credentials.

Our commitment to environmental responsibility is backed by ISO 14001 certification across our UK and Netherlands operations. In the Netherlands, over 95% of our supplier spend is covered by either the Supplier Code of Conduct or the New Supplier Form, demonstrating a high level of accountability and oversight.





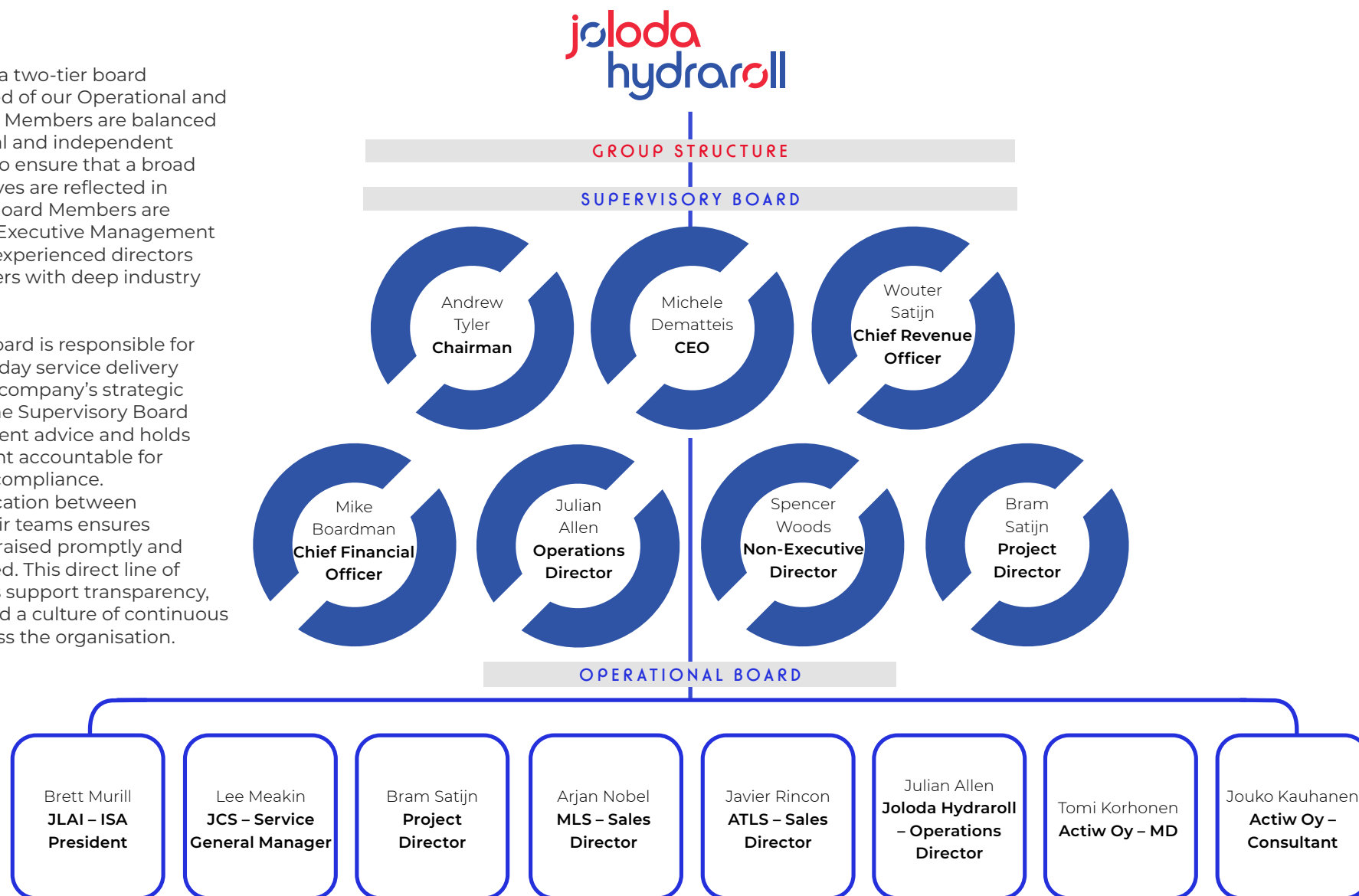
governance



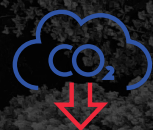
# our board

We operate under a two-tier board structure comprised of our Operational and Supervisory Board. Members are balanced across both internal and independent directors, helping to ensure that a broad range of perspectives are reflected in decision making. Board Members are nominated by the Executive Management team and include experienced directors and senior managers with deep industry expertise.

The Operational Board is responsible for overseeing day-to-day service delivery and executing the company's strategic objectives, while the Supervisory Board provides independent advice and holds senior management accountable for performance and compliance. Regular communication between executives and their teams ensures that issues can be raised promptly and escalated as needed. This direct line of engagement helps support transparency, responsiveness, and a culture of continuous improvement across the organisation.



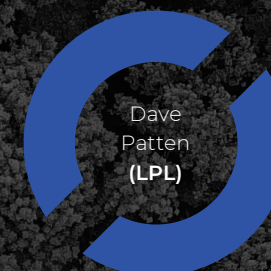




# our environmental group

Joloda's established environmental group plays a critical role in driving forward our ESG strategy. The group is made up of managers and subject leaders from across the business, who meet monthly to review our environmental actions and steer initiatives across the business.

Our Environmental Group Members:







## managing risk responsibly

At Joloda Hydraroll, quality risk management is fundamental to our ability to operate safely, effectively, and sustainably. We conduct risk assessments across all operational processes, supported by targeted training, routine audits, and clearly defined procedures. Our efforts are underpinned by our ISO 9001 Quality Management System certification, which ensures we proactively identify, plan for, and mitigate potential risks. Our Finland operations also gained ISO 9001 certification, further strengthening our global commitment to quality assurance.

## integrating esg into risk management

As ESG considerations become increasingly central to long-term business resilience, Joloda has developed a robust ESG policy framework that aligns with industry standards and evolving regulatory requirements. ESG risks are fully integrated into our overall risk management strategy, embedding sustainability considerations into day-to-day operations and long-term planning.

We have established clear SMART goals and track our progress using defined KPIs—including energy consumption, recycling rates, and other environmental metrics. Our ESG risk framework also includes structured mitigation plans to minimise the impact of potential ESG-related disruptions.

To address climate-related risk, we continue to invest in energy-efficient technologies and explore renewable energy solutions. All ESG risks are incorporated into our central risk register, reviewed regularly by the Board, and cross-referenced within our broader business tools, including our SWOT analysis, aspects register, and legal register.

Key ESG risk areas include:

- Climate change and environmental impact
- Regulatory compliance
- Labour and human rights practices
- Data privacy and cybersecurity
- Health and safety

Through this integrated approach, we ensure that ESG is not only a compliance requirement, but a core element of our operational resilience and strategic decision-making.



## data privacy and cybersecurity

At Joloda, we take data privacy and cybersecurity seriously. Both our UK and European operations fully comply with the General Data Protection Regulation (GDPR), ensuring transparency in how personal data is collected, processed, and stored. We recognise the significant risks associated with data breaches and have established robust safeguards to protect customer and employee information.

Our comprehensive data protection policy is reviewed regularly, whilst relevant employees receive GDPR training, refreshed every two years or sooner in response to regulatory changes. To ensure we meet the highest standards, we periodically engage an external partner to assess our data security and disaster recovery plans.

## cybersecurity as a strategic priority

Cybersecurity is embedded within our broader risk management framework and is supported by a defined cybersecurity strategy. Our external IT provider, Computer Solutions, manages our cybersecurity infrastructure, ensuring up-to-date protection and proactive monitoring.

Employees with access to IT systems are required to complete cybersecurity training, which is updated every two years. Our technical controls include regular firewall scanning, detailed threat reporting, and the maintenance of a disaster recovery plan that is reviewed and updated on a monthly basis. By combining rigorous internal policies with external oversight, we aim to ensure the resilience, integrity, and security of our digital systems and protect the trust placed in us by customers, partners, and employees.



## corporate governance whistleblowing

At Joloda Hydaroll, we are committed to fostering a transparent and accountable culture. We take any suspected incidents of malpractice seriously and encourage employees to report wrongful, unlawful, or unethical behaviour without fear of retaliation.

Our whistleblowing policy-detailed in the company handbook provides clear guidance on how employees can raise concerns. Reports can be made directly to a company director or, where appropriate, to an external regulatory body such as the Health and Safety Executive or the Vehicle and Operator Services Agency (VOSA). Employees also retain the right to appeal if they are dissatisfied with how their concern is handled, ensuring fairness and accountability.

## anti-bribery and corruption

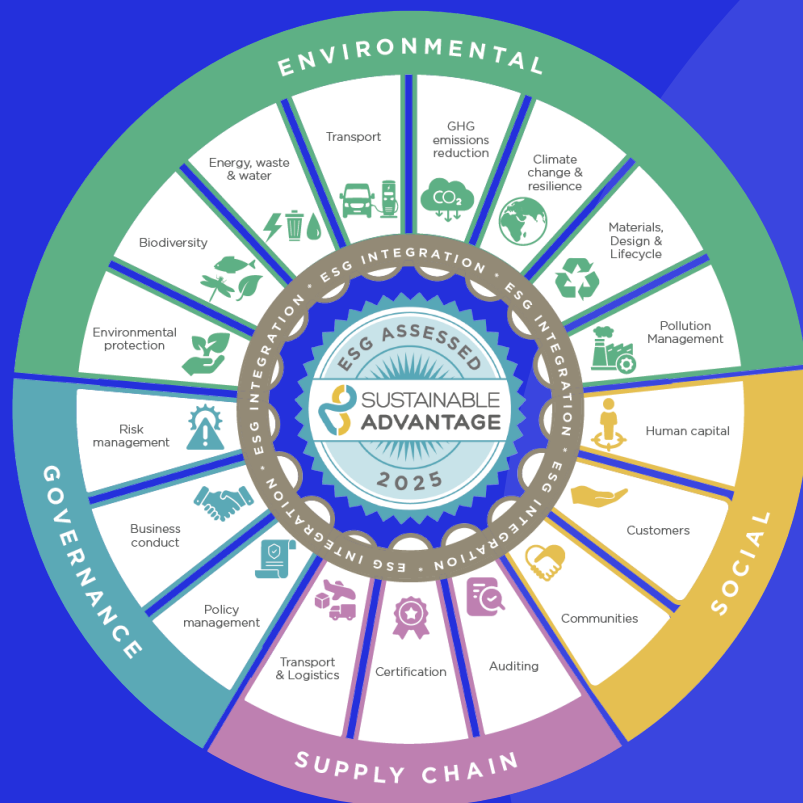
We uphold the highest standards of integrity across all business activities and operate in strict compliance with the UK Bribery Act 2010. Joloda Hydaroll enforces a zero-tolerance approach to bribery and corruption, guided by a comprehensive Anti-Bribery and Corruption Policy – as found in our employee handbook.

All employees are expected to act in accordance with this policy. Any breaches are taken seriously and may result in disciplinary action, including dismissal. We also extend this expectation to our partners and suppliers, reserving the right to terminate relationships where non-compliance is identified. Suspected violations can be reported through our whistleblowing process, ensuring a consistent and transparent approach to addressing misconduct.

## modern slavery and human rights

As part of our commitment to ethical business practices, Joloda Hydaroll works proactively to eliminate all forms of human exploitation from our operations and supply chains. Our Responsible Sourcing Code of Practice (RSCOP) sets the baseline for suppliers and forms the first step in a continuous improvement journey toward ethical and responsible sourcing.

In accordance with the UK Modern Slavery Act 2015, we have drafted a Modern Slavery Statement that outlines our commitment to preventing modern slavery and human trafficking. The statement reinforces our intent to assess, manage, and mitigate risks related to modern slavery and broader human rights issues within our business and supplier networks.



Working in partnership with:



Waterloo House,  
207 Waterloo Rd,  
London, SE1 8XD

0203 544 2030

info@sustainable-advantage.com  
sustainable-advantage.com

**joloda.com**

**Joloda Hydraroll Ltd (Head Office)**

1 De Havilland Drive, Liverpool  
L24 8RN, United Kingdom  
+44 151 427 8954  
hello@joloda.com

**Joloda Loading Automation (USA Office)**

PO Box 4820, Wilmington  
North Carolina, 28406, USA  
+01 910 791 2125  
info@loading-automation.com

**Joloda BV (European Office)**

De Hulst 13, 5807 EW, Oostrum  
Venray, The Netherlands  
+31 478 501 059  
sales@joloda.nl

**Joloda Hydraroll SAS (French Office)**

1 Cour Du Harve, CS50101  
75008 Paris, France  
+33 7 81 41 99 00  
france@joloda.com

**Actiw Oy**

Linnatie 11-13  
FI-76850 Naaräjarvi, Finland  
+358 207 424 820  
info@actiw.com

**Joloda Brasil (South American Office)**

Rua da Imprensa, 150-A-Galpão 1 Atibaia  
Sao Paulo, Brasil, CEP: 12944-720  
+55 11 4136 3046  
brazil@joloda.com.br

**Joloda Japan K.K. (Japanese Office)**

606 Eiwa Oike Building, 436 Sasaya-cho,  
Nakagyo-ku Kyoto 604-8187, Japan  
+81 0050 6875 6422  
japan@joloda.com