

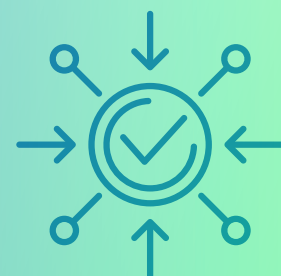
ESG IMPACT REPORT

2022



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INTRODUCTION

Hanson Wade is committed to being a socially responsible business. In January 2022, we began working with the Sustainability Group, using their FuturePlus framework to both assess our impact and contributions to various aspects of environmental and social agendas, and to shape a roadmap of sustainability objectives going forward.

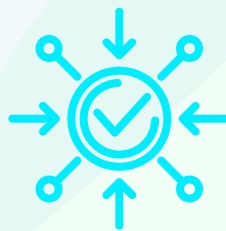
The FuturePlus framework separates the concept of sustainability into five themes, which can be used to measure our ambition and progress.



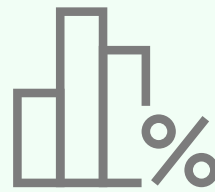
Climate



Diversity & Inclusion



Social



Economic



Environment

In April 2022, we created a number of project groups aligned to the five themes. These teams consist of Waders with a passion for making a positive impact on the world. Their continued aim is to create pace and momentum to achieve our commitments.

PROGRESS



We are pleased to be positively impacting 15 out of the 17 UN Sustainable development goals.

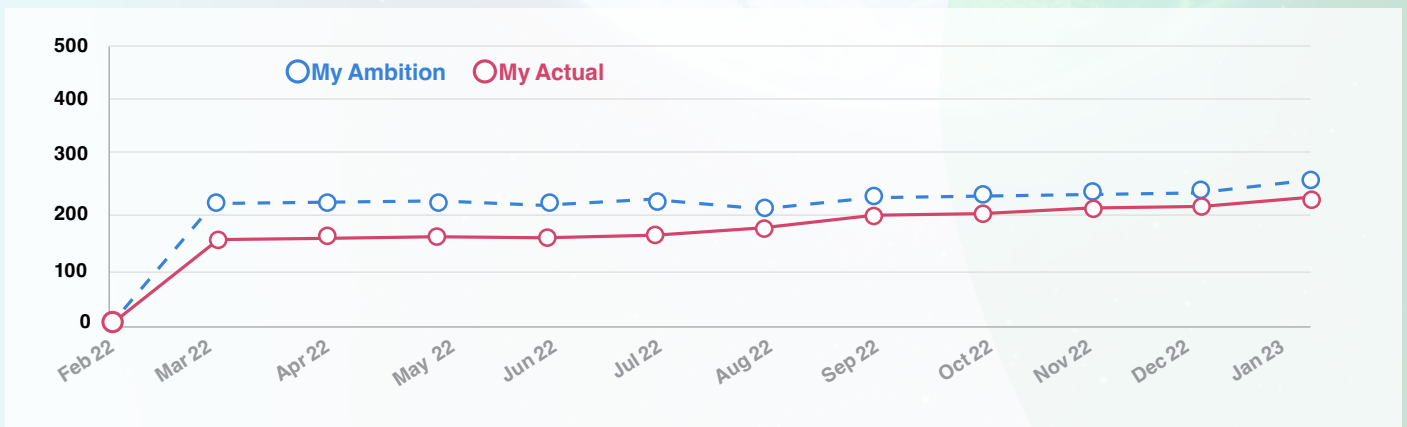
At the end of August 2022, we were delighted to have been accepted as a participant of the UN Global Compact, the world's largest corporate sustainability initiative, which creates the opportunity for us to work with other organisations that share our commitment to accelerating environmental and ethical agendas.



PROGRESS



Since joining the FuturePlus platform, we have been making great progress with our sustainability objectives. Our Actual Score has risen from 165 in February 2022 to 237 as of January 2023. Furthermore, our Ambition Score has also risen to 259 from 220, which is a testament to our commitment to revisiting targets and pushing ourselves to continuously achieve a greater impact.



Progress within each of the five sustainability themes (out of 100)

Climate

Feb 22: 6
Jan 23: 27
Current Ambition: 32

Diversity & Inclusion

Feb 22: 41
Jan 23: 44
Current Ambition: 51

Social

Feb 22: 37
Jan 23: 55
Current Ambition: 57

Economic

Feb 22: 61
Jan 23: 76
Current Ambition: 79

Environment

Feb 22: 20
Jan 23: 35
Current Ambition: 40

HIGHLIGHTS FOR 2022



JAN 22

Partnered with the Sustainability Group

FEB 22

Undertook a sustainability audit using the FuturePlus tool



MAR 22

Created the roadmap to becoming more sustainable

Launched the 2022 charity of the year



APR 22

Formed our 5 ESG teams who were focused on change and delivery

LED lighting installation

JUN 22

MAY 22

Created and published our Code of Ethics on our website

JUL 22

Published our first modern slavery statement

New Diversity Awareness and Equal Opportunities policy

Scopes 1 and 2 energy emissions captured

AUG 22

Provided Life Insurance for all Waders

Joined UN Global Compact

Introduction of recyclable badges

SEP 22

Secondary glazing installed

Introduced Private Medical Insurance and the Wader Hub to support Waders with physical, mental and financial wellbeing

New Supplier Code of Conduct

OCT 22

NOV 22

Speak Up Policy Published

Sexual Exploitation & Harassment Policy Updated & Published

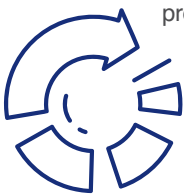
New Human Rights policy created

DEC 22

Energy supplies move to 100% renewable sources

New office supplies provider that uses electric vehicles

Sustainable Office Practices policy introduced



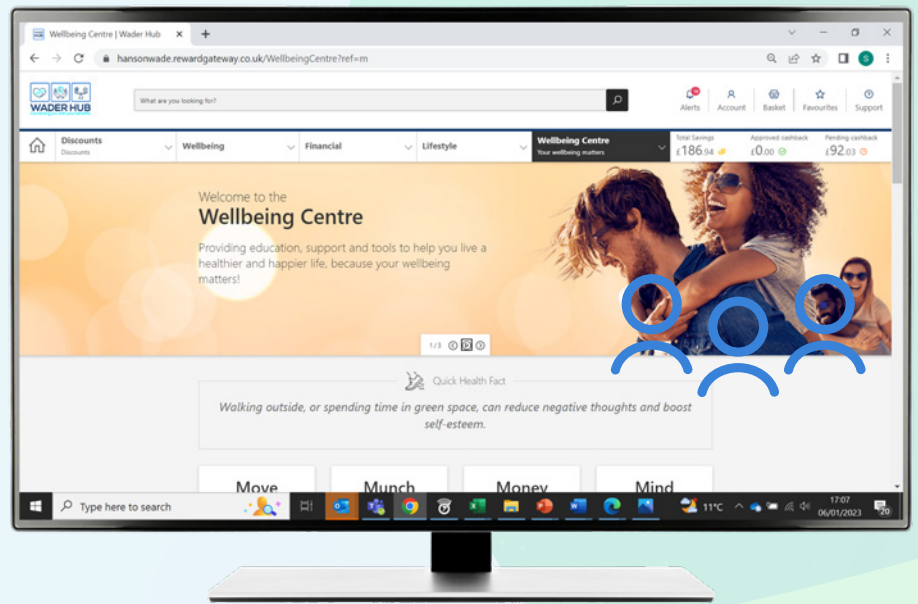
EMPLOYEES



Part of being an ethical and responsible business is about being an ethical and responsible employer. Over the year we have increased our benefits provision by introducing new financial security and wellbeing benefits.

We now provide more wellbeing tools to Waders; through our Vitality private medical insurance, and our new Wellbeing Centre which hosts articles and tools to support with physical and mental wellbeing.

We are supporting Waders with their financial planning, by providing life insurance, enhancing our pension benefit and supplying financial education and tools through the Wader Hub: Wellbeing Centre



Money Tools

[See all >](#)



Budget Planner

Put yourself in control of your money.



Pensions Calculator

Find out your likely retirement income.



Loan Calculator

Check how much a loan will cost you or how quickly you can pay off your existing loans.



Mortgage Affordability

Check how much you can borrow to buy a home.

Finally, being an ethical and responsible employer means that we make it easy for Waders to access and understand our policies and procedures. Therefore, over the course of the last year we have reviewed all our existing People policies, as well as creating some new ones such as our Diversity Awareness and Equal Opportunities policy, to ensure that they are current and representative of Hanson Wade. We have made these policies available to all Waders via PeopleHR.

SOCIAL



Positive social impact in the world around us starts with our business, and looks at ensuring we are an inclusive, diverse, and safe place to work.

The social agenda started with taking a look at how some of our policies help to support this, from sexual exploitation to whistleblowing.

This year we have written and updated a number of policies to support the social agenda. We have created a Speak Up policy (commonly known as a whistleblowing policy), which has created a process for confidential reporting of any business malpractice.



In addition to this, we have reviewed and re-written our Code of Conduct to specifically stipulate the business position on sexual harassment and exploitation ensuring that all Hanson Wade employees understand the policy and can work in a safe environment.

Whilst working on building out policies for our working environment, we also wanted to ensure that as a business we could impact positive social change in the communities we work in. Therefore, we are currently exploring the possibility of a partnership with Bookmark Reading in 2023 in addition to our annual fundraising for our chosen charity.

Charity Fundraising

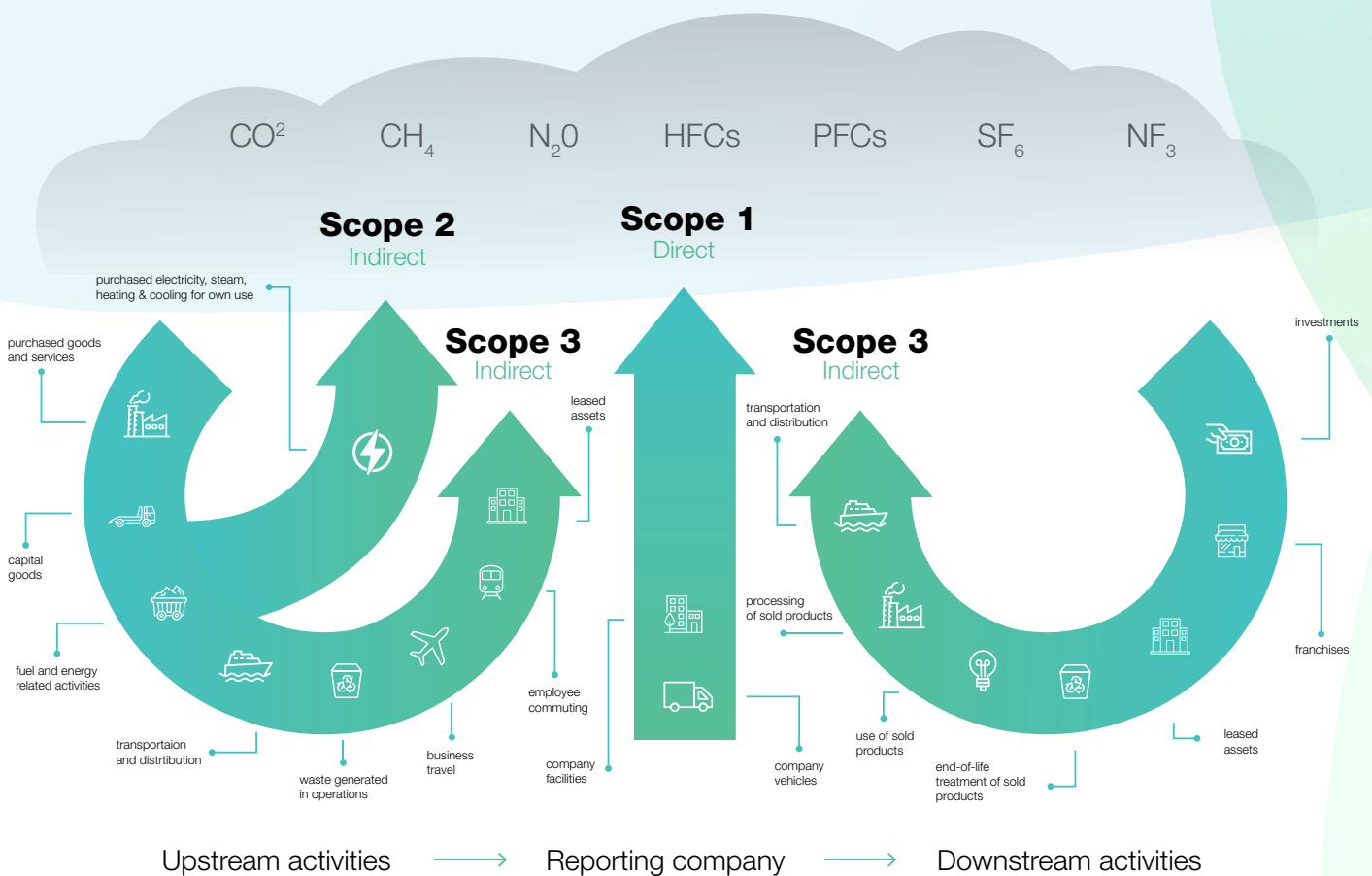
In 2022, Hansonwade employees raised £3,133 for Alzheimer's Research UK which the company matched resulting in total donations of £6,266 being donated to continue the research in this disease. For 2023, our chosen charity is the MS Society.

CLIMATE & ENVIRONMENT



Emissions

We are at the beginning of our journey to understand our emissions and are currently calculating our scope 1 and 2 emissions for 2022. Upon receipt of these numbers we will be able to create a plan in 2023 to enable the company to reduce and offset our emissions. Our aim is to reduce our emissions year on year as part of our commitment to achieving the UK's pledge of being NetZero by 2050.



In the meantime, we have already started our journey to reduce our emissions by swapping to a 100% renewable energy tariff, installing LED lights and secondary glazing. We have also recently changed to a more sustainability-focused office supplier that consolidates deliveries, uses electronic vehicles and provides sustainable paper sourced through the Woodland Trust.

In addition to the above steps, we have introduced a Sustainable Office and Working Practices policy to guide our employees on the small changes that they can make whilst working to reduce our emissions. Examples include turning off monitors, lights and radiators when not in use.

CLIMATE & ENVIRONMENT



Waste Management

In 2022, our events attracted just under 33,000 attendees. Traditional event badges use plastic pouches, which then risk becoming single-use plastic items if they are not correctly disposed of. In the summer of 2022, we introduced 100% recyclable badges as part of our commitment to being a more sustainable business, and shared our recycling ambitions with our customers.

We continue to review our waste management practices and look for opportunities both at our events and within our office environment to reduce our environmental impact.



GENERAL GOVERNANCE

Being a responsible and ethical business means having clear governance structures and taking a holistic view of our impact by including our supply chains.

This year we have introduced several new policies and statements that look beyond Hanson Wade, and also set our expectations of our suppliers. These include the creation of our:

- Supplier Code of Conduct
- Modern Slavery Statement
- Code of Ethics
- Speak Up and confidential reporting policy with anonymous reporting form.

Please look out for further communications and training about how we can use these tools in our procurement activity during 2023.

LOOKING FORWARD

We continue to be committed to continuing our journey of becoming a truly ethical and responsible business, and are actively seeking opportunities to minimise or offset our impact on the environment, whilst continuing to increase our positive impact on society as a whole.

In the pipeline for 2023 are the introduction of new charity partners, carbon offsetting, and an increased focus on diversity and inclusion.

We are also committed to providing updates to both Waders and our Shareholders on our annual progress so that we can be held to account with the progress we make.



THANK YOU

We couldn't have delivered the amount that we have over the past year without the support of our amazing Waders that have put themselves forward and taken the time to contribute to this journey. On behalf of the ESG Leadership Group we would like to give our thanks and recognition to those individuals who have dedicated time and energy into making this happen.

Our Climate team: Adam Daly, Alex Domingo, Anya Bakker, Jazmin Gattyan, Eleanor Kenney and Hollie Clarke

Our Environment team: Mike Cao, Natasha Walters, Mahima Parmer, Georgina Cutler, Catherine Alderson and Dominic Campbell

Our Social team: Cazalla Fordham, Liam Higginbottom, Irene Stylianou and Shaksita Desai

Our Diversity & Inclusion team: Nicholas Ramovic, Nikita Sheth, Andreea Dogaru, Bashir Langhi and Amy Radley

Our Economic team: Karine Gomes, Thomas Stockdale, Faizan Haider and Sarah Mighall