



SUSTAINABILITY REPORT

2025

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OVERVIEW



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ABOUT TRAFFI

WHO WE ARE

Traffi are the hand protection specialists.

For over 18 years, Traffi has been trusted by some of the world's most demanding industries to protect the one thing workers can't afford to lose – their hands.

We don't just manufacture a range of PPE, we specialize in hand protection, offering the highest performing safety gloves.

OUR MISSION

We see a brighter future with **zero workplace hand injuries** and people using gloves they want to wear, working at peak performance.

OUR VISION

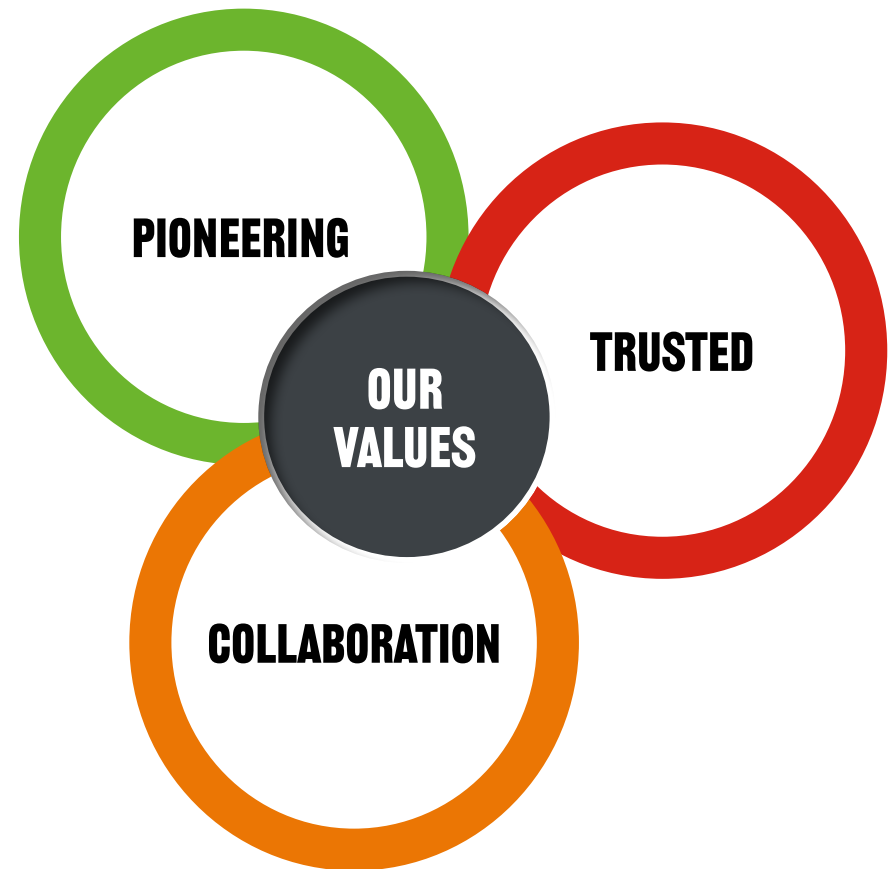
To accelerate the journey to **zero hand injuries in the workplace.**

OUR PURPOSE

Every day Traffi wearers depend on us to keep their hands safe whilst they work. **That's trust in action.**

We care about protecting their hands with gloves they want to wear, that enable them to work at peak performance, so they can go home safe and make the most of life.

This is what drives us forward.



ABOUT TRAFFI

A GLOBAL COMMUNITY

Aligned with our values, ours is a growing network built on a spirit of collaboration and trust.

5

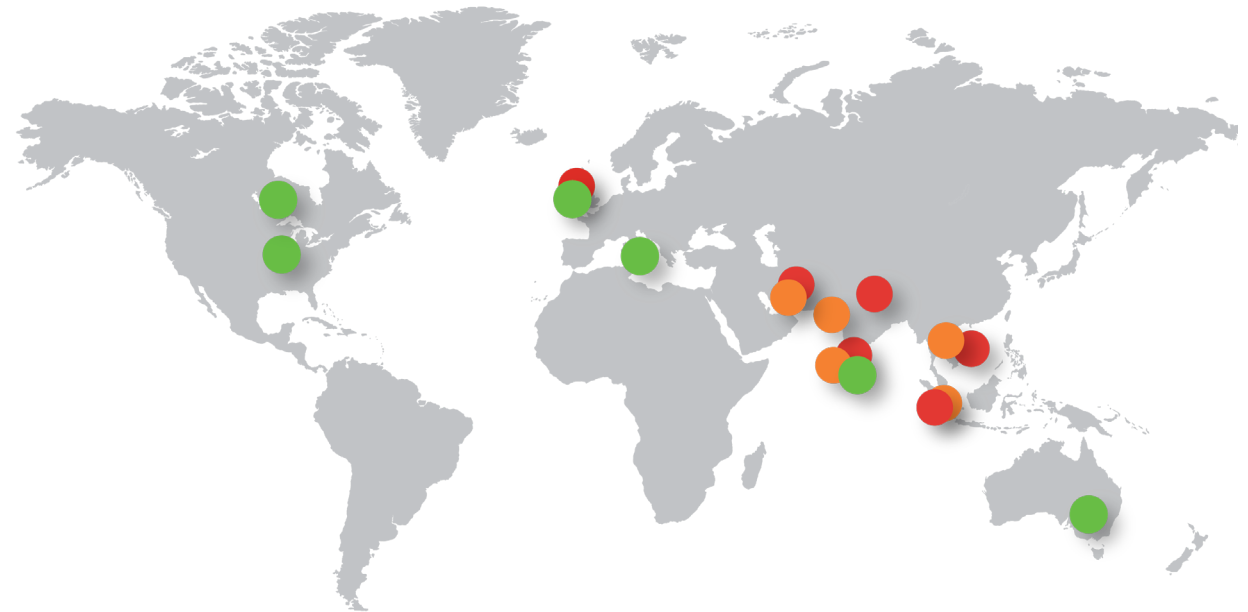
Global Locations

10

Manufacturing Partners

250

Customers Worldwide



RAW MATERIALS
India, Sri Lanka, UK, Vietnam, Pakistan & Malaysia.

MANUFACTURING
Sri Lanka, Vietnam, Pakistan, Bangladesh & Malaysia.

STOCK SECURITY
UK, EU, Sri Lanka, United States, Canada, Australia.

OUR LOCATIONS

UK Head Office
Traffisafe Ltd,
Innovation House,
Unit 18 Caker Stream Road,
Mill Lane Industrial Estate,
Alton, Hampshire
GU34 2QA, UK

EU Head Office
Via Colle Fiorito 2,
00045, Genzano Di Roma,
RM, Italy

EU Warehouse
Via Naro, 84,
00071, Pomezia,
RM, Italy

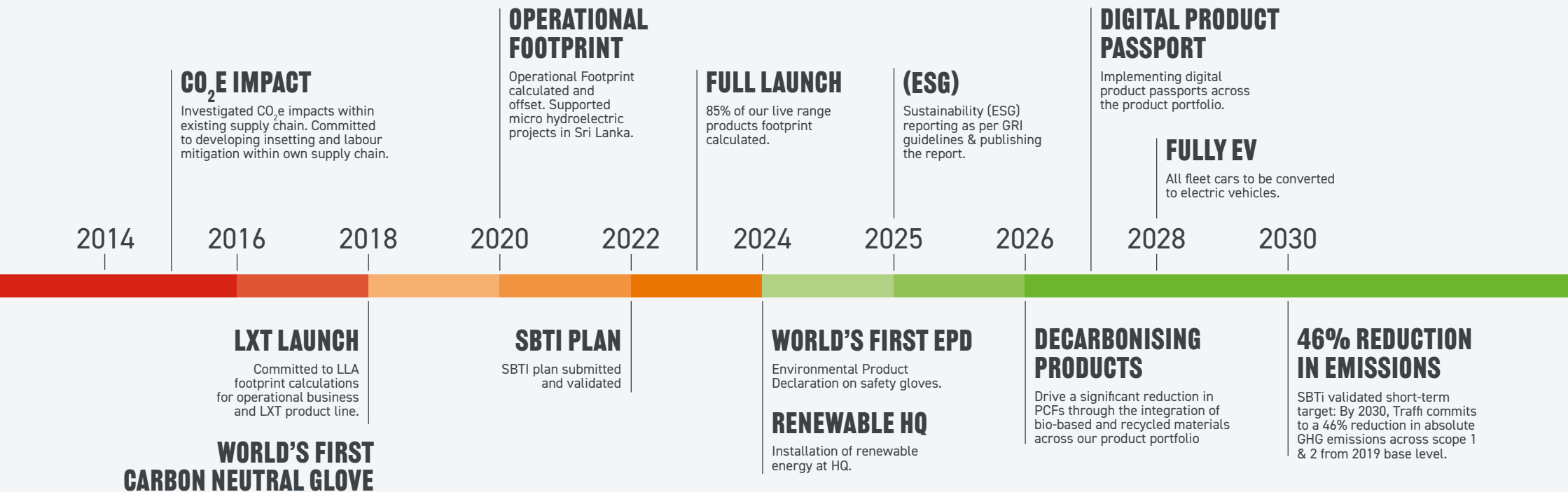
USA Office & Warehouse
31435 Stephenson Hwy,
Madison Heights,
MI 48071
USA

Canada Warehouse
155 Snow Blvd,
Concord,
ON L4K 4N9,
Canada

ABOUT TRAFFI

A JOURNEY OF SUSTAINABILITY

We measure everything, and continue on our journey to make deliberate business decisions to reduce our carbon footprint and enable our customers to join hands with Traffi in this great journey.



CEO MESSAGE



EMPOWERING SAFER WORKPLACES

At Traffi, we are focused on “our mission to accelerate the journey to zero hand injuries in the workplace”. Over the past year, we’ve continued making remarkable progress toward embedding sustainability deeper into every layer of our business, from product innovation and ethical sourcing to energy-efficient operations and social responsibility.

Our customers increasingly demand more than high-performance hand protection. They expect transparency, environmental stewardship and social responsibility - we welcome this. It aligns with our own ambition to be the leading innovator in safety gloves and a catalyst for positive change across our industry.

This report, developed using GRI guidelines, marks an important step in that journey, highlighting how we’re tracking our impact, holding ourselves accountable and driving transformation through measurable action. We’ve reduced emissions across our supply chain and deepened our engagement with stakeholders. We are proud of our progress, and we know there is more work to do. As we align our practices more closely with international standards, we hope to achieve full compliance with GRI standards in the coming year.

Looking ahead, we are evolving our product lines to integrate circular design, enhancing our traceability systems and collaborating more actively across the value chain. Our commitment to the people behind our gloves, from factory workers to frontline users, remains stronger than ever.

Together, with our partners, customers, and employees, we will continue to build a safer, fairer, and more sustainable future.

Adrian James, CEO

PERFORMANCE HIGHLIGHTS

ENVIRONMENTAL

85%

of our glove portfolio is
Carbon footprint assessed

100%

of our energy originates from
renewable energy sources

100%

recyclable paper packaging
across our product range

3

Reforestation & Renewable
energy projects supported

10%

Average reduction of carbon
footprint per product

~30%

Recycled content in non-paper
packaging materials

20,000

Tree plantation project
by supply chain

20%

of products now incorporate
recycled materials

39%

Reduction in scope 1 & 2
emissions from previous year

PERFORMANCE HIGHLIGHTS

SOCIAL

100%

of staff trained on sustainability topics

90%

Employee retention rate

34%

Female representation across workforce

20%

Increase in job opportunities

100%

of employees receive mandatory health and safety training

£121.1K

Donated to charity

0

Accidents in the workplace

0

Instances of non-compliance with regulations and standards

0

Instances of data or cybersecurity breaches

4.2 Years

Average tenure

7

CSR volunteers

100%

Compliance of tier 1 suppliers for SEDEX/SMETA

OPERATIONAL CONTEXT

A GROWING, EVOLVING MARKET

The global glove industry continues to expand in 2025, driven by heightened awareness of worker safety and hygiene, increasingly stringent regulations, and rising demand across healthcare, manufacturing, food processing, automotive, and construction sectors.

MARKET SIZE AND GROWTH

GBP 8.8 - 9.0 BN

Approximate size of the global industrial glove market

5.2 - 7.1%

Projected Compound Annual Growth Rate of the industrial glove industry (2025-2034)

The global glove industry is estimated to exceed GBP 41 billion in 2025, with continued expansion expected through 2030. Growth is being supported by increasing requirements for workplace safety, infection prevention, sustainability initiatives, and higher demand from manufacturing, construction, automotive, healthcare, and food industries. The industrial glove segment alone is estimated at approximately USD 11.8 billion (GBP 8.8–9.0 billion) in 2025.

REGIONAL INSIGHTS



NORTH AMERICA:

Accounts for approximately 35–37% of global demand.

Key Drivers: Stringent occupational safety regulations, strong healthcare demand, and extensive adoption across manufacturing and logistics sectors



ASIA PACIFIC:

Expected to be the fastest-growing region through 2030.

Key Drivers: Rapid industrialisation, expanding manufacturing bases, rising worker protection standards, and growing healthcare expenditure.



EUROPE:

Expected to experience steady, sustainable growth.

Key Drivers: Advanced workplace safety requirements, environmental regulations, circular economy initiatives, and increasing demand for sustainable PPE solutions

OPERATIONAL CONTEXT

A RESPONSIVE STRATEGY

We continue to analyse and adapt in line with emerging and future trends to retain our status as a pioneer in an ever-changing industry.

Key Trends:

- The glove industry is increasingly adopting eco-efficient practices, including development of biodegradable and bio-based materials, reduction of lifecycle carbon emissions, and minimisation of plastic waste through circular economy approaches. This shift is driven by regulatory pressures, corporate sustainability commitments, and growing stakeholder expectations across value chains.
- Nitrile gloves continue to gain market share due to their superior resistance to chemicals, puncture performance, and reduced risk of Type I latex allergies. This structural shift is reshaping raw material demand patterns and influencing upstream petrochemical dependency within the sector
- Increasing demand for specialised hand protection solutions designed for enhanced performance characteristics, including cut resistance, puncture resistance, thermal protection, and chemical barrier properties. This trend is strongly linked to evolving occupational risk profiles and stricter workplace safety expectations across high-risk industries.
- Governments and regulatory bodies are progressively enforcing more stringent PPE standards and compliance requirements, mandating appropriate hand protection across industrial sectors. This is driving higher baseline demand for certified protective gloves and increasing emphasis on product conformity and traceability.
- The industry continues to experience disruptions linked to fluctuations in raw material availability, energy cost volatility, logistics bottlenecks, and geopolitical tensions. These factors are accelerating supplier diversification strategies and regionalisation of manufacturing networks.
- Increasing focus on ethical supply chain management, including labour rights, fair working conditions, and environmental due diligence. Companies are strengthening ESG-aligned procurement practices supported by third-party certifications, audit schemes, and enhanced regulatory disclosure

OUR RESPONSE

Product Innovation
Pages 78-81

Environmental Impact Management
Pages 24-44

Quality and Compliance
Pages 70-77

Social Welfare
Pages 45-69

OPERATIONAL CONTEXT

STAKEHOLDER ENGAGEMENT

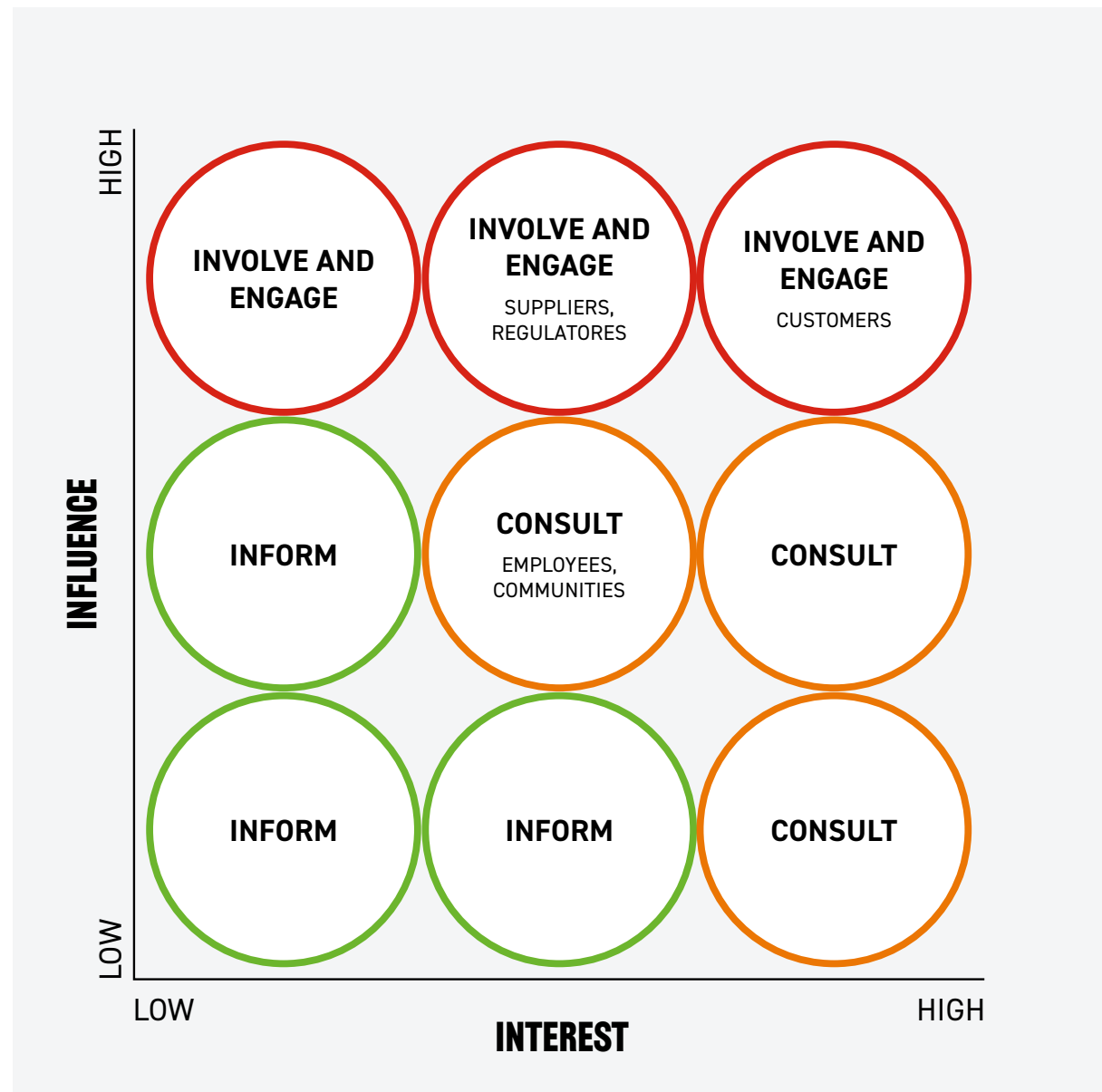
Our stakeholders are vital partners in our journey - therefore we continuously engage with them to address their key concerns, and drive impactful outcomes across our area of influence.

STAKEHOLDER	KEY CONCERNS	RESPONSE	INFLUENCE	INTEREST	ENGAGEMENT MECHANISMS
Customers	Product quality, performance & safety compliance. Product stewardship and lifecycle impacts Ethical sourcing and responsible supply chains Innovation in sustainable PPE solutions	Pages 71 - 81	High	High	Customer audits & site visits. Customer surveys and feedback Customer complaints analysis Customer reviews and social listening Monitoring customer retention and loyalty Continuous quality improvement Proactive customer support via multiple Channels (phone, email, live chat, etc)
Regulators, Certification Bodies & Industry Associations	Regulatory compliance & product conformity. Worker health & safety compliance Environmental compliance obligations. Emerging regulations Product safety & market surveillance	Pages 71 - 77	High	Moderate	Compliance audits & inspections. Certification assessments (SATRA, BSI, ISO) Industry working groups & forums Regulatory consultation Registered safety supplier (RSSS, BSIF)
Suppliers & Business Partners	Fair & Ethical business practices Long term commercial relationships Responsible sourcing & traceability Supplier sustainability expectations Capacity building & continuous improvement	Pages 64 - 69	High	Moderate	Supplier audits (SMETA, Social & Environmental) Code of conduct acknowledgment. Supplier sustainability assessments. Corrective actions & improvement plans.
Employees	Employee health, safety & wellbeing Fair employment practices & working conditions Diversity, equity & inclusion Training, development & career progression Employee engagement & communication	Pages 55 - 63	Low	Moderate	Employee engagement surveys (eNPS). Performance and development reviews Training and competency programmes. Health and wellbeing initiatives Grievance and whistleblowing mechanisms. Internal communication platforms.
Communities	Employment opportunities & local economic development. Environmental impacts (Waste, Emissions, Water use) Social investment & community support.	Pages 25 - 50	Low	Moderate	CSR & community investment programmes. Volunteering initiatives Environmental impact communication & disclosures.

OPERATIONAL CONTEXT

STAKEHOLDER ENGAGEMENT

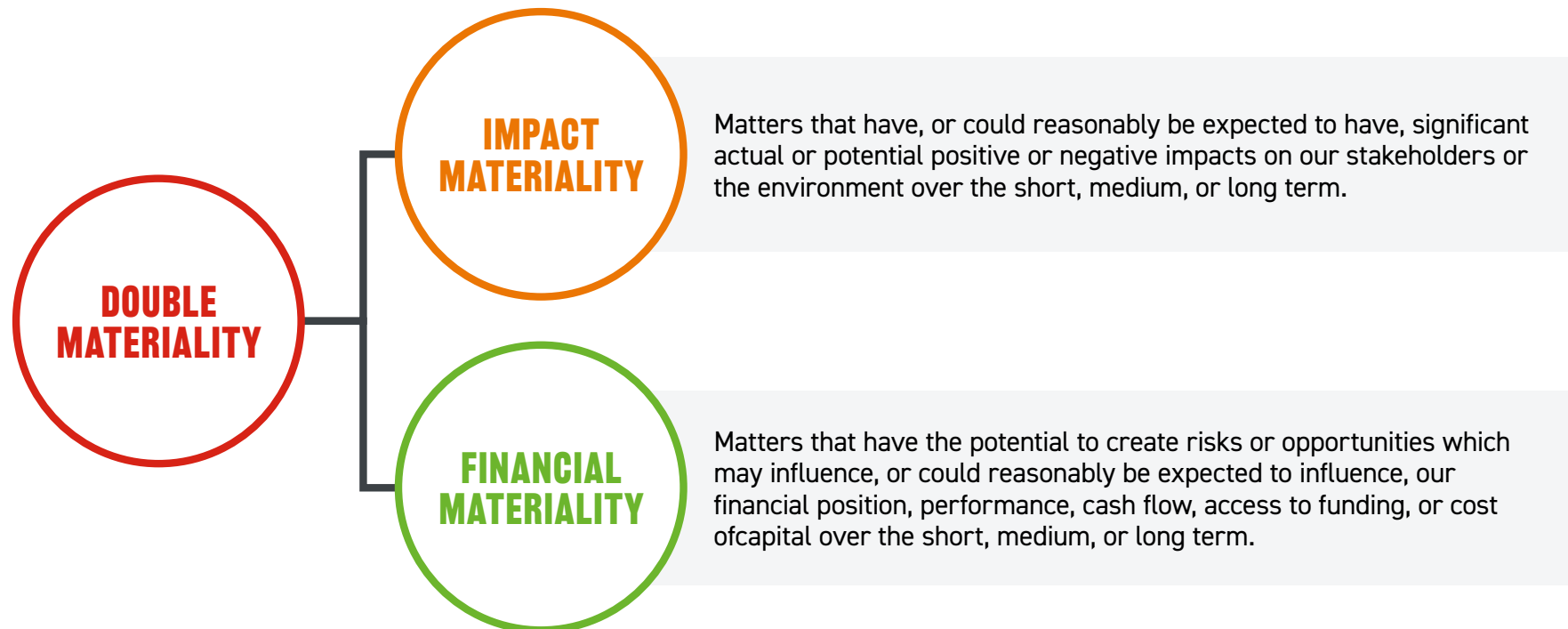
After analysing their needs and concerns, stakeholder mapping is utilised to better understand the key groups that may have an influence or interest in our operations. This enables us to prioritise our actions, manage risks, and align our strategies with stakeholder expectations, ensuring sustainable and responsible business practices.



MATERIALITY ASSESSMENT

BASIS OF DETERMINATION

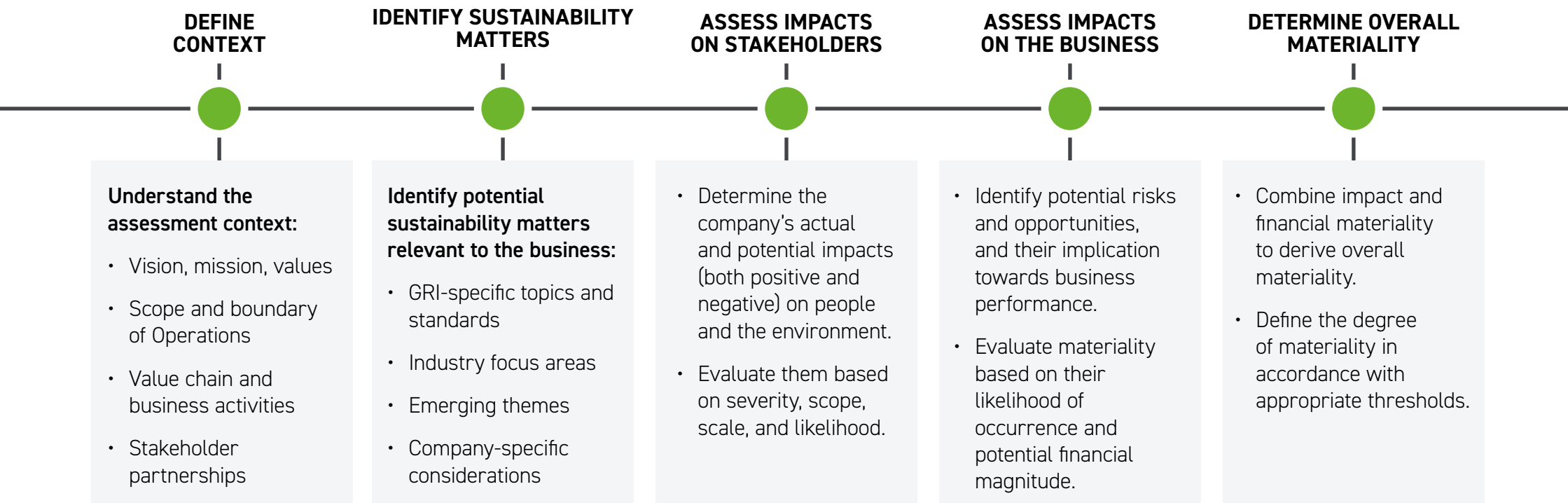
The contents of this report are determined using a materiality assessment, which ensures we prioritise the topics that represent our most significant economic, environmental and social impacts, as well as those that substantially influence the assessments and decisions of our stakeholders. In line with this principle, we adopt a double materiality lens—evaluating both the impact of each topic on our stakeholders and its relevance to our business. This ensures we focus on what truly matters, enabling us to manage key issues effectively and create lasting value across our operations and stakeholder ecosystem.



MATERIALITY ASSESSMENT

MATERIALITY PROCESS

At Traffi, our materiality assessment is guided by a structured approach aligned with the principles of the Global Reporting Initiative (GRI). We identify material topics and their degree of materiality through meaningful stakeholder engagement, a thorough analysis of the external environment, and their alignment with our core values and long-term strategic vision.



MATERIALITY ASSESSMENT

MATERIALITY ANALYSIS

The following table outlines the key material topics identified by Traffi, as well as their degree of impact and area of influence.

MATERIAL TOPIC	IMPORTANCE TO STAKEHOLDERS	IMPORTANCE TO STAKEHOLDERS	KEY AREAS COVERED	OUR RESPONSE	IMPACTED	RELEVANT SDGS	GRI STANDARDS
Economic Performance	HIGH The expectation of financial stability and an impactful distribution of value.	HIGH Strengthen stakeholder confidence and enables business continuity.	<ul style="list-style-type: none"> Consistent financial performance Responsible distribution of capital 	Sustainable Growth Strategy <ul style="list-style-type: none"> Operational efficiency project Local economic development Digital transformation Risk-responsive investments (Pages 64-69)	Stakeholders Employees, Community, Regulators	 	GRI 201-1
Corporate Governance, Compliance & Ethics	HIGH A focus on ethical business conduct.	HIGH Avoids penalties, enhances credibility, and attracts responsible investors.	<ul style="list-style-type: none"> Board oversight Anti-corruption Regulatory compliance 	Governance Framework Development <ul style="list-style-type: none"> Policy and documentation integrity Board oversight and transparency Compliance risk management Ethics and integrity training Internal controls and audits (Pages 71-76)	Regulators, Suppliers and Business Partners		GRI 205, 206, 207, 415
Labour Practices & Human Rights	HIGH Expectation of fair treatment, justice, and protection of human rights.	HIGH Ensures license to operate, access to markets, and mitigates reputational risks.	<ul style="list-style-type: none"> Child Labour & Forced Labour Prevention. Occupational Health & Safety (OHS) Supply Chain Human Rights Due Diligence Training & Capacity Building Alignment with local and international standards 	Social Welfare <ul style="list-style-type: none"> A Safe, Empowered Workforce A Transparent and Responsible Supply Chain (Pages 46-64)	Suppliers, Employees	  	GRI 401, 402, 408, 409, 411
Diversity, Equity & Inclusion (DEI)	MODERATE A value for inclusive workplaces and equal opportunity.	MODERATE Enables access to broader talent pools, enhances innovation, and meets buyer ESG criteria.	<ul style="list-style-type: none"> Equity in hiring, pay, and promotion Inclusive culture and belonging Representation and workforce diversity 	Social Welfare <ul style="list-style-type: none"> A Safe, Empowered Workforce (Pages 46-63)	Employees	 	GRI 405, 406

MATERIALITY ASSESSMENT

MATERIALITY ANALYSIS

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Occupational Health & Safety	HIGH Employees and regulators prioritise safe working environments.	MODERATE Enhances business continuity, reduces insurance cost, and minimises legal exposure.	<ul style="list-style-type: none"> Workplace safety protocols Injury prevention Wellness programs Emergency preparedness & crisis management 	Social Welfare <ul style="list-style-type: none"> A Safe, Empowered Workforces (Pages 46-63) 	Employees	 	GRI 403
Employee Engagement & Development	MODERATE Expectation of career development and fair recognition.	MODERATE Improves productivity, morale, and retention, thereby improving business continuity.	<ul style="list-style-type: none"> Training and workforce engagement Career advancement Employee satisfaction 	Social Welfare <ul style="list-style-type: none"> A Safe, Empowered Workforce Child Labour & Forced Labour Prevention Occupational Health & Safety (OHS). Supply Chain Human Rights Due Diligence Training & CapacityBuilding. Alignmentwith local & International (Pages 46-69) 	Employees	 	GRI 404, 401
Environmental Stewardship	HIGH A rising preference for sustainable products and a greater affinity for organisations that actively manage their impact.	HIGH Benefits from lower operating costs, better compliance, and a stronger brand image.	<ul style="list-style-type: none"> Energy consumption and efficiency Water use and conservation Emissions reduction Waste management Biodiversity andecosystem protection Environmental compliance and reporting. 	Environmental Performance (Pages 25-43)	Customers, Community, Supply Chain	    	GRI 302, 303, 304, 305, 306
Sustainable Sourcing & Supply Chain Responsibility	MODERATE Concerns about upstream labour and environmental practices.	HIGH Maintaining ethical supply chains to meet regulations and certifications, and to avoid disruptions.	<ul style="list-style-type: none"> Environmental sustainability in procurement. Supply chain traceability and transparency. Supply chain resilience and risk management. 	Environmental Performance <ul style="list-style-type: none"> A Transparent and Responsible Supply Chain (Pages 25-43) 	Suppliers and Business Partners	 	GRI 204, 308, 414

MATERIALITY ASSESSMENT

MATERIALITY ANALYSIS

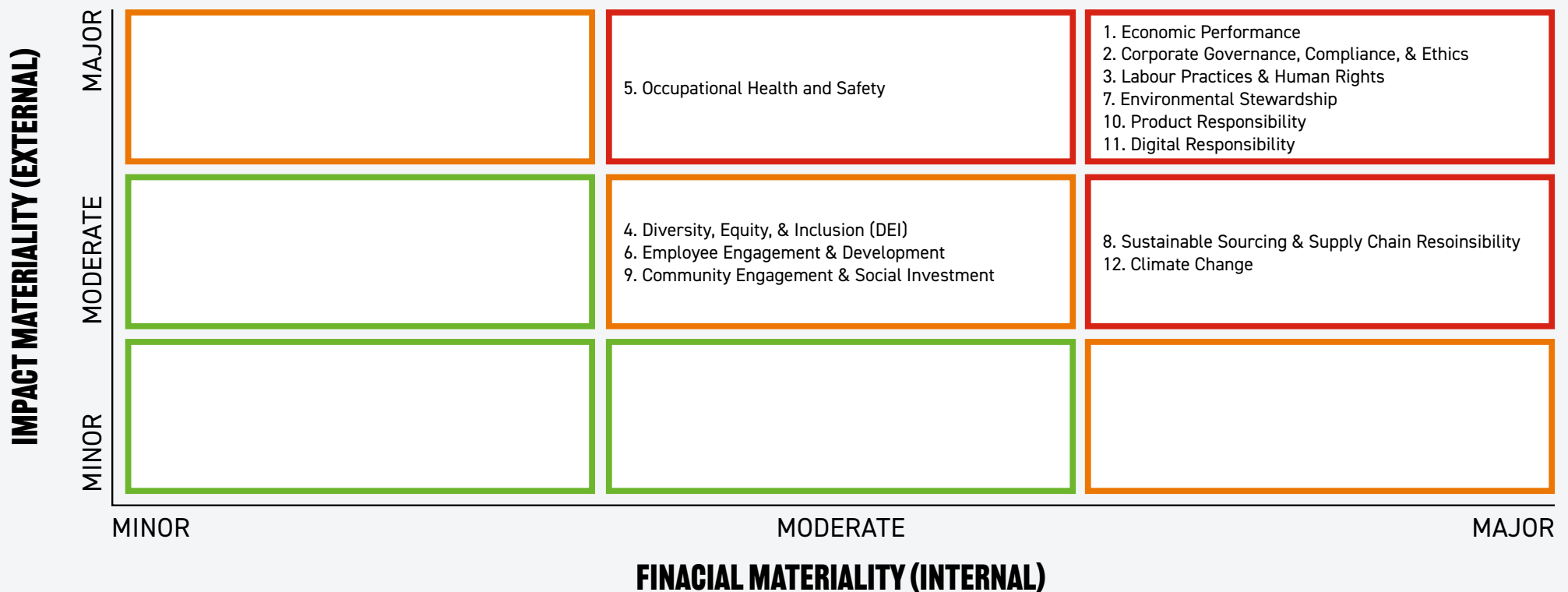
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MATERIAL TOPIC	IMPORTANCE TO STAKEHOLDERS	IMPORTANCE TO STAKEHOLDERS	KEY AREAS COVERED	OUR RESPONSE	IMPACTED	RELEVANT SDGS	GRI STANDARDS
Community Engagement & Social Investment	MODERATE The need for a tangible, positive social impact from business operations.	MODERATE Enhances its social license and reduces operational risk in local areas, while establishing trust.	<ul style="list-style-type: none"> Local social projects Stakeholder dialogue Philanthropy Employee volunteering and engagement 	Social Welfare <ul style="list-style-type: none"> Safeguarding Communities (Pages 46-63) 	Community, Suppliers and Business Partners	 	GRI 203, 413
Product Responsibility	HIGH The expectation of safe, reliable PPE products.	HIGH Ensures continued access to high regulation markets and avoids liability.	<ul style="list-style-type: none"> Product safety & quality Regulatory compliance Customer health & safety 	Social Welfare <ul style="list-style-type: none"> A Customer-centric Philosophy (Pages 46-63) 	Customers	 	GRI 416, 417
Digital Responsibility	HIGH Increased security, with the expectation of data protection and digital privacy.	HIGH Avoids cyber risk, strengthens customer trust, and avoids reputation loss.	<ul style="list-style-type: none"> Data privacy Cybersecurity Digital transparency 	Social Welfare <ul style="list-style-type: none"> A Customer-centric Philosophy (Pages 46-63) 	Customers	 	GRI 418
Climate Change	HIGH A focus on climate resilient business models to drive socioeconomic stability and minimise disruption from natural disasters.	HIGH Avoids cyber risk, strengthens customer trust, and avoids reputation loss.	<ul style="list-style-type: none"> Restoring vital ecosystems Carbon footprint management Emissions and energy consumption management 	Environmental Performance (Pages 25-43)	Community, Customers, Regulators		GRI 302, 305, 304

MATERIALITY ASSESSMENT

MAPPING MATERIAL TOPICS

The matrix below identifies the overall materiality of each identified topic, and represents the degree to which Traffi prioritises each aspect throughout its operations.



SUSTAINABLE DEVELOPMENT STRATEGY

Traffi has been working towards sustainability since 2015 and has built sustainable products, practices and mindsets into our business model to reduce carbon emissions, create supply chain transparency and contribute to our communities.

In 2024/25, as the sustainability landscape continues to evolve, we are pleased to present our first formalised sustainability strategy covering all areas of our impact on the economy, environment and people, aligned with the topics within the UN Sustainable Development Goal framework that are material to us – Good Health and Wellbeing, Decent Work and Economic Growth, Responsible Consumption and Production, Climate Action and Partnership for the Goals.

Sustainable development is essential to Traffi due to demand from stakeholders including end clients, who are expect action and accurate data on sustainability due to their own commitments and regulatory obligations, requests from partners and employees who value working with a sustainably minded business competition from peers who are increasingly taking their first steps into sustainability and the need for risk management for our supply chains and own activities.

Accordingly, we have set 17 formalised goals with short, medium and long-term aspirations.



PROGRESS IN 2025

In 2025, Traffi continues to build on the strong foundations established in previous years, further strengthening its commitment to sustainability, innovation, and responsible growth. While navigating ongoing macroeconomic pressures including raw material volatility, evolving regulatory requirements, and global supply chain uncertainties, Traffi remains focused on delivering value through safer, more sustainable, and higher-performing glove solutions. Sustainability continues to be embedded as a core element of our business strategy, enabling us to prioritise initiatives that create long-term impact for both customers and stakeholders.



PRODUCT DESIGN AND INNOVATION

In 2025, Traffi has further advanced its innovation strategy by deepening the integration of sustainability principles within product development. The focus remains on enhancing performance, durability, and safety while progressively reducing environmental impact across product lines.

This approach reflects our ongoing commitment to delivering glove solutions that align with evolving customer expectations, regulatory standards, and increasing demand for environmentally responsible materials and design improvements.



CLIMATE ACTION AND CARBON REDUCTION

Significant progress continues in 2025 in advancing Traffi's decarbonisation journey across operations and the wider value chain.

- Product Carbon Footprint (PCF) assessments are being further extended for Full life cycle assessments considering all impact categories. World's first Industrial glove EPD has been published for one product.
- Energy efficiency initiatives are continuously being implemented across both internal operations and manufacturing partners, supporting ongoing alignment with Science Based Targets (SBTi)-informed climate goals to reduce Scope 1 & 2 emissions. In addition to that start capturing & calculating all applicable scope 3 emissions to identify the hotspots.



ADVANCING CIRCULAR ECONOMY PRINCIPLES

Traffi continues to progress circular economy integration across product design and material selection in 2025.

- The use of recycled and bio based materials is being further expanded across selected product ranges, with continued alignment to GRS/RCS certification frameworks.
- Design strategies are increasingly focused on improving product longevity, material efficiency, and recyclability, contributing to reduced lifecycle environmental impact.

PROGRESS IN 2025



SOCIAL IMPACT AND COMMUNITY ENGAGEMENT

Traffi continues to strengthen its social sustainability agenda in 2025, reinforcing its commitment to positively impacting employees, communities, and broader stakeholder groups. Key focus areas include employee wellbeing, inclusivity, and engagement, alongside support for initiatives that contribute to social value creation within local communities.

Our approach remains centred on fostering a responsible and inclusive business culture that prioritises people, safety, and long-term social contribution.



SUPPLY CHAIN TRANSPARENCY AND RESPONSIBILITY

In 2025, Traffi continues to enhance supply chain visibility and responsible sourcing practices as a key sustainability priority.

- Ongoing collaboration with Sedex and structured supplier assessment programmes remain central to ensuring compliance with high labour, ethical, and environmental standards.
- Supplier engagement activities are being further strengthened to support shared improvement plans and long-term sustainability alignment.
- Increased emphasis is placed on traceability, risk identification, and proactive supplier development to build a more resilient and responsible supply chain network.



RECOGNITION AND PROGRESS

Traffi's sustainability performance continues to gain external recognition, reinforcing the organisation's ongoing commitment to responsible business practices and continuous improvement. This includes recognition through independent sustainability assessments, reflecting progress in environmental, social, and governance performance.

FUTURE OUTLOOK

RESPONSIBLE WITH PRODUCTS

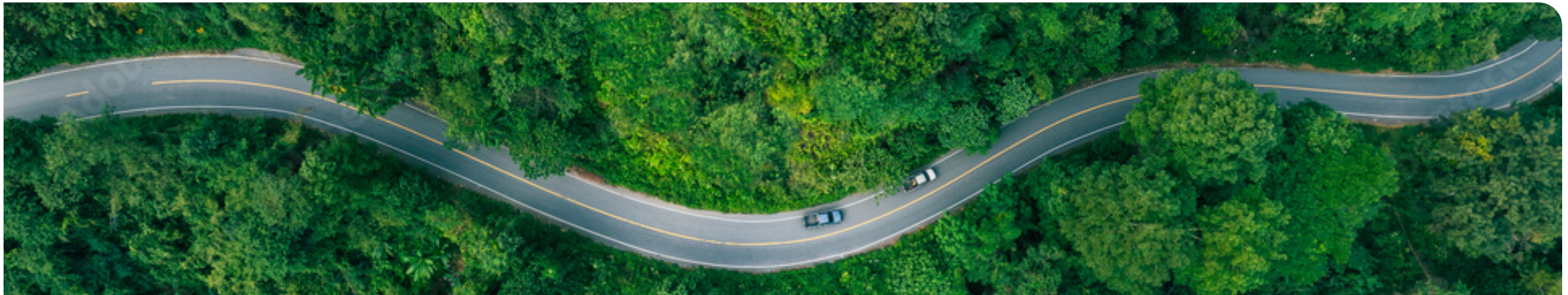
Looking ahead, we will continue to enhance the sustainability profile of our products by increasing the use of responsible and lower-impact materials, improving resource efficiency, and reducing environmental impacts throughout the product lifecycle. Our focus remains on driving innovation that supports customer needs while contributing to our long-term sustainability and Net Zero ambitions.

RESPONSIBLE IN PARTNERSHIPS

We recognize that achieving meaningful sustainability outcomes requires collaboration across our value chain. In the years ahead, we will strengthen engagement with suppliers, customers, and industry partners to promote responsible practices, improve transparency, and advance shared sustainability objectives. Through these partnerships, we aim to create lasting value for both our business and the communities we serve.

RESPONSIBLE FOR PEOPLE

Our people will remain central to our sustainability journey. We are committed to fostering a safe, inclusive, and supportive workplace while investing in employee development and wellbeing. We will also continue to work with our suppliers and partners to uphold responsible business practices, promote human rights, and create opportunities that contribute to sustainable and equitable growth.



ENVIRONMENT

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ENVIRONMENTAL SUSTAINABILITY

Traffi champions environmental sustainability through a holistic strategy encompassing energy use, emissions reduction, water stewardship, and waste management. Our own facilities run entirely on renewable energy, reflecting our firm commitment towards lowering our carbon footprint and promoting eco-friendly practices. By enhancing efficiency, conserving vital resources, and adopting circular economy principles, we strive to drive meaningful environmental progress throughout our value chain and beyond, reinforced by principles of collaboration and continuous innovation.

Key Focus Areas:

ENERGY AND EMISSIONS

WATER CONSUMPTION

WASTE AND MATERIAL MANAGEMENT

100%

Renewable energy consumed in Traffi direct operations

39%

Reduction in scope 1 & 2 emissions

3

Carbon offset projects funded

12

Products introduced with the recycled content

Impacted SDGs:



Material Topics: 2, 7, 8, 10, 12

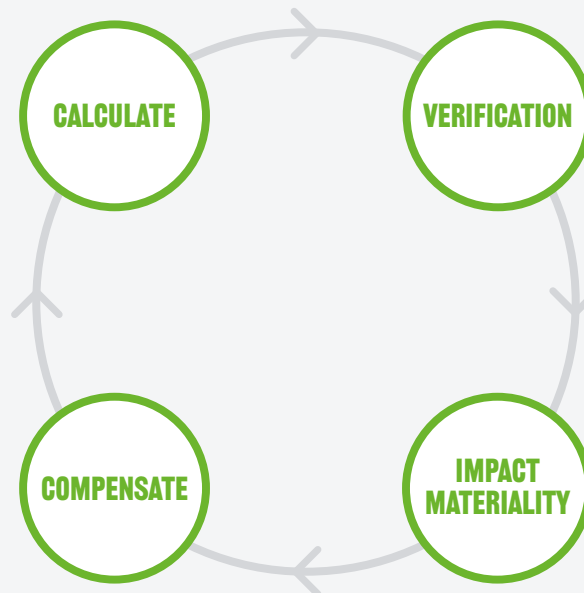
Impacted Stakeholders: Customers, Suppliers, Regulators, Employees, Community

ENERGY AND EMISSIONS

At Traffi, our commitment to climate leadership is reflected in a holistic approach to energy management and emissions reduction across our value chain. As a business dedicated to sustainability and innovation, we actively pursue measurable strategies that reduce our environmental impact while supporting the global transition to a low-carbon economy. Our decarbonisation journey is guided by a robust approach built on four key pillars outlined below. These principles help us measure impact accurately, act decisively, and deliver transparent, verifiable progress toward our climate goals.

We rigorously measure our carbon footprint across Scopes 1, 2, and 3 using the GHG Protocol, ensuring complete visibility of emissions throughout our value chain.

Following the implementation of reduction strategies, we offset our remaining organisational footprint with certified carbon credits, and successfully achieved zero carbon emissions for the reporting year.



All data is independently verified and aligned with international standards, including CDP and carbon neutrality, reinforcing the integrity of our reporting.

We actively reduce emissions through renewable energy adoption, energy efficiency upgrades, low-carbon mobility, and supplier led decarbonisation initiatives.

ENERGY AND EMISSIONS

OPERATIONAL EFFICIENCY AND IMPACT MANAGEMENT

Over the years, we have implemented comprehensive strategies to reduce energy consumption, lower emissions, and promote responsible practices in collaboration with partners and stakeholders.

At Traffi, we take a proactive approach to reducing our carbon footprint by focusing on the sustainability of our day-to-day operations. By transitioning to renewable energy, adopting energy efficient technologies, and promoting low-emission work practices, we are actively minimising both direct and indirect greenhouse gas emissions. These actions align with our broader climate goals and commitment to responsible business operations.

RENEWABLE ENERGY

Building on our transition to 100% renewable electricity at our head office and warehouse, we maintained renewable energy sourcing throughout 2025, helping to minimise Scope 2 emissions associated with our operational energy consumption. We remain committed to increasing the use of renewable energy across our operations and evaluating further opportunities to support our long-term decarbonisation objectives.

SUSTAINABLE MOBILITY

We continued to support lower-emission transportation through the use of electric and hybrid vehicles within our company fleet. Our on-site electric vehicle charging facilities remain available to employees free of charge, encouraging the adoption of cleaner transport options and contributing to the reduction of Scope 1 emissions associated with business operations.

ENERGY EFFICIENCY

Energy efficiency remains a key focus area within our operational strategy. Throughout 2025, we continued to benefit from energy-efficient LED lighting installed across our facilities, supporting lower electricity consumption and improved operational efficiency. We are also exploring additional energy management initiatives to further optimise resource use and reduce our overall energy intensity.

FLEXIBLE WORKING POLICIES

Our flexible and hybrid working practices remain an important component of our sustainability approach. By enabling employees to work remotely where appropriate, we help reduce commuting-related emissions while supporting employee wellbeing, productivity, and a resilient, agile workforce.

100%

Renewable energy consumed in direct operation

55,809 kWh

of renewable energy consumed in direct operations

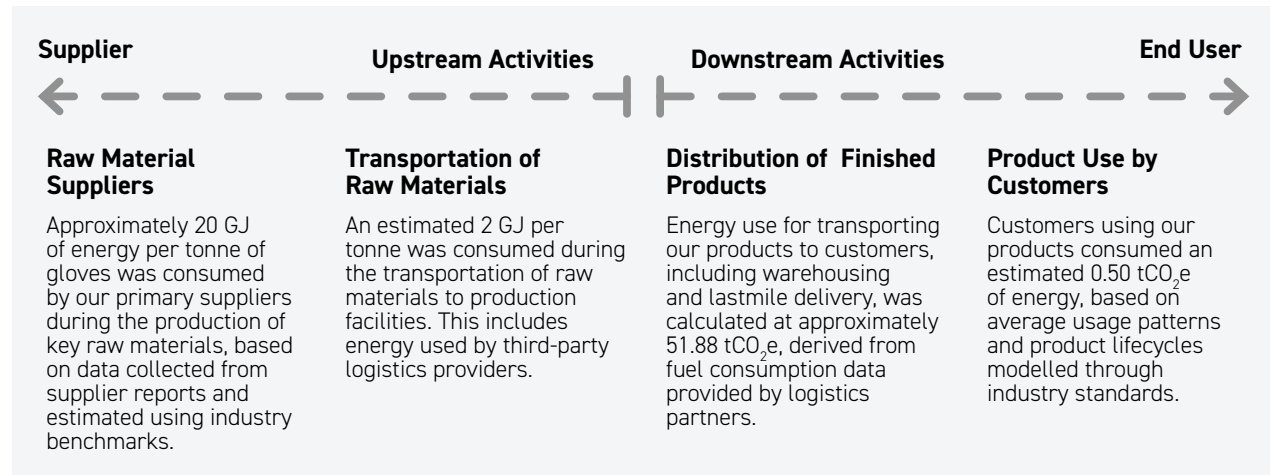
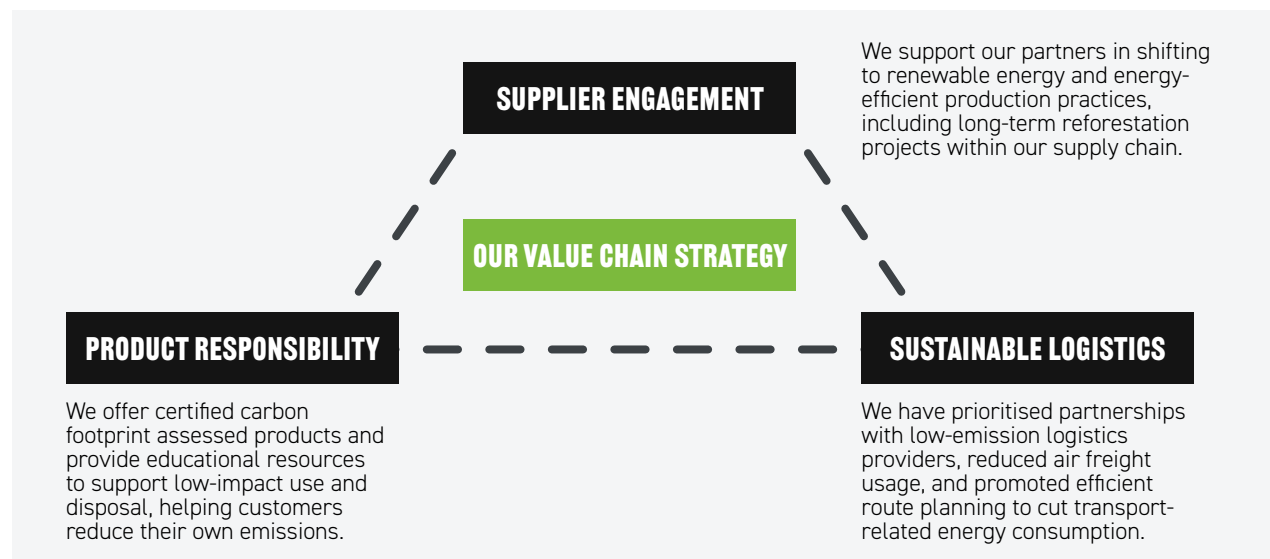
ENERGY AND EMISSIONS

ENERGY CONSUMPTION BEYOND THE ORGANISATION¹

We recognise that our environmental impact extends well beyond our direct operations. From the sourcing of raw materials to the delivery, use, and disposal of our products, energy is consumed at every stage of our value chain. We are committed to understanding, managing, and reducing this indirect energy consumption through supplier engagement, sustainable logistics, and customer education.

At Traffi, we prioritise carbon insetting to address emissions within our value chain, focusing on relevant supply-chain activities and the regions where our products are sourced and manufactured. Our approach considers emissions reduction alongside supply-chain resilience and wider environmental and social outcomes. Where supported by project-specific evidence, initiatives may also contribute to benefits such as biodiversity, water stewardship, ecosystem protection and improved air quality.

¹**Assumptions:** Energy consumption data was collected from suppliers and logistics partners wherever available. Where data gaps existed, estimations were made using proxies and conversion factors from the International Energy Agency (IEA). All energy data was converted to giga joules (GJ) for standardisation. Limitations include the reliance on assumptions for downstream customer energy use due to a lack of direct data.



ENERGY AND EMISSIONS

UPSTREAM ENERGY CONSUMPTION

ENERGY MANAGEMENT (ISO 50001 CERTIFICATION)

A majority of our manufacturing partners are certified to ISO 50001, the internationally recognised Energy Management System standard. This certification demonstrates a structured approach to continuously improve energy performance, reduce energy intensity, and lower associated costs and emissions. Through systematic monitoring and optimisation of energy use, our partners contribute to improved operational efficiency and reduced environmental impact across the value chain.

RENEWABLE ENERGY TRANSITION - BIOMASS HEATING (SRI LANKA)

One of our key manufacturing partners in Sri Lanka operates a 100% biomass-based heating system, fully replacing fossil fuel use. The biomass is sustainably sourced from their 17,000-acre rubber plantation, enabling a circular and insetting-based energy model. This initiative has displaced over 24 million litres of fossil fuel, significantly reducing Scope 3 emissions and supporting long-term decarbonisation of manufacturing operations.

EMISSIONS MONITORING AND COMPLIANCE

All manufacturing partners hold relevant local environmental licences, demonstrating compliance with applicable air emission standards and environmental regulations. Regular emissions monitoring is conducted to track performance and support ongoing reduction of environmental impacts, aligned with national regulatory requirements and broader sustainability objectives.

WASTE MANAGEMENT AND SEGREGATION

We have implemented structured waste management practices across our operations, including a clearly defined waste segregation system for general, recyclable, and hazardous waste streams. This ensures proper handling at source and improves recovery and recycling rates. All waste is managed through a licensed third-party contractor, ensuring compliant and responsible treatment and disposal in line with applicable regulations.

BIODIVERSITY INITIATIVE - TREE PLANTATION (PAKISTAN)

In 2025, one of our manufacturing partners in Pakistan implemented a tree plantation initiative involving the planting of 20,000 trees and plants. This contributes to biodiversity enhancement, carbon sequestration, and local ecosystem restoration, while supporting long-term environmental resilience and climate mitigation efforts.

ENERGY AND EMISSIONS

DOWNSTREAM ENERGY CONSUMPTION

PRODUCT DISTRIBUTION

To further reduce emissions associated with product distribution, Traffi has continued to minimize reliance on air freight and prioritize lower-carbon logistics solutions. We work with logistics partners such as DPD Group, a carbon-neutral delivery provider, to support more sustainable transportation of goods across our supply chain.

In addition, we collaborate with logistics providers that measure and disclose their carbon emissions, enabling greater transparency and improved understanding of distribution-related impacts.

CUSTOMER USE AND PRODUCT LIFECYCLE

Traffi continues to build on its leadership in product-level decarbonization, with goals focused on increasing recycled content and reducing energy, water, waste and carbon, we're intent on making continuous improvements to reduce the impact of our products

In 2025, we have further strengthened our focus on downstream impact reduction by supporting customers with improved product guidance and educational resources aimed at promoting efficient product use, care, and disposal practices. These initiatives help to reduce energy consumption during product use phases, particularly in industrial laundering contexts, and support lower overall lifecycle emissions.

Collectively, these actions contribute to minimising downstream energy use and associated emissions, reinforcing Traffi's commitment to lifecycle-based carbon reduction and continuous improvement across the value chain.

ENERGY AND EMISSIONS

CARBON OFFSETTING PROJECTS

As part of our commitment to achieving net-zero emissions, we actively invest in verified carbon offsetting projects that deliver measurable environmental benefits beyond our direct operations.

Since 2019, we have supported a portfolio of internationally recognised initiatives that align with our sustainability objectives.

All initiatives are third-party verified and contribute to global emissions reductions in line with the UN Sustainable Development Goals (SDGs).

By integrating offsetting into our broader climate strategy, we ensure that any residual emissions we cannot yet eliminate are balanced through credible, impactful projects.

[Read more about Traffi's Climate Action >](#)



ENERGY AND EMISSIONS

CARBON OFFSETTING PROJECTS

VISHNUPRAYAG HYDRO-ELECTRIC PROJECT

Abundant, Clean and Affordable Energy in India

This project is a run-of-the-river hydroelectric system that supplies renewable energy to the Indian grid. By generating clean power, it replaces electricity that would otherwise come from fossil-fuel sources, helping to lower greenhouse gas emissions.

Environment

The project has invested an estimated 15% of the total investment in state-of-the-art socio-environmental mitigation measures.

Community

The project is committed to social well-being and improving regional facilities through the implementation of a new health center, better housing and new schools.

Employment

The project will help increase employment opportunities for local people, providing over 1,500 direct jobs

Development

New revenue streams for local populations are being created through fishing in the project area and the development of agriculture and tourism.

[Learn more >](#)



ENERGY AND EMISSIONS

CARBON OFFSETTING PROJECTS

ENERGISING INDIA WITH SOLAR POWER

Generating Renewable Solar Energy Throughout India

The project aims to support the installation of grid-connected solar power plants in India. This initiative will enhance energy security, diversify the grid's energy sources, and promote sustainable growth in India's electricity generation sector. The primary goal is to increase the country's renewable energy capacity.

Environment

As a renewable source of energy, solar energy reduces the dependence on fossil fuels and conserves natural resources which are on the verge of depletion. The clean energy technology used reduces specific pollutants like SO_x, NO_x, and SPM associated with conventional thermal power generation facilities and does not negatively impact the health of local communities. As a result of its zero emissions, the project activity also helps in avoiding significant amounts of GHG emissions. .

Community

The project has conducted regular local stakeholder engagement meetings and is committed to social well-being through the development of infrastructure in the region, including improved roads and transport links.

Employment

The project will help generate local employment opportunities during the construction and operation phases and as part of this initiative is providing training and tools to local stakeholders, O&M contractors, and employees to help them work more efficiently and effectively. The project developers aim to take an integrated approach to create a supportive environment for everyone involved .

[Learn more >](#)

ENERGY AND EMISSIONS

CARBON OFFSETTING PROJECTS

YUNNAN XISHUANGBANNA IFM PROJECT CHINA

Improving the forest coverage rate and protecting the native ecosystems

The project prevents commercial logging and improves forest management to preserve native ecosystems.

Since the project's implementation in 2012, the commercial harvest of logging is no longer allowed with the forest legal right belonging to the local collective or individual farmers.

The project is expected to generate 2,339,759 million metric tons of CO2 equivalent (tCO2e) over its 19-year crediting period, with an average annual emissions reduction of 116,987 tCO2e.

Environment

Improve forest management conditions and benefit local ecological environments.

Biodiversity

Enrich biodiversity and provide more opportunity for adaptive response to natural challenges.

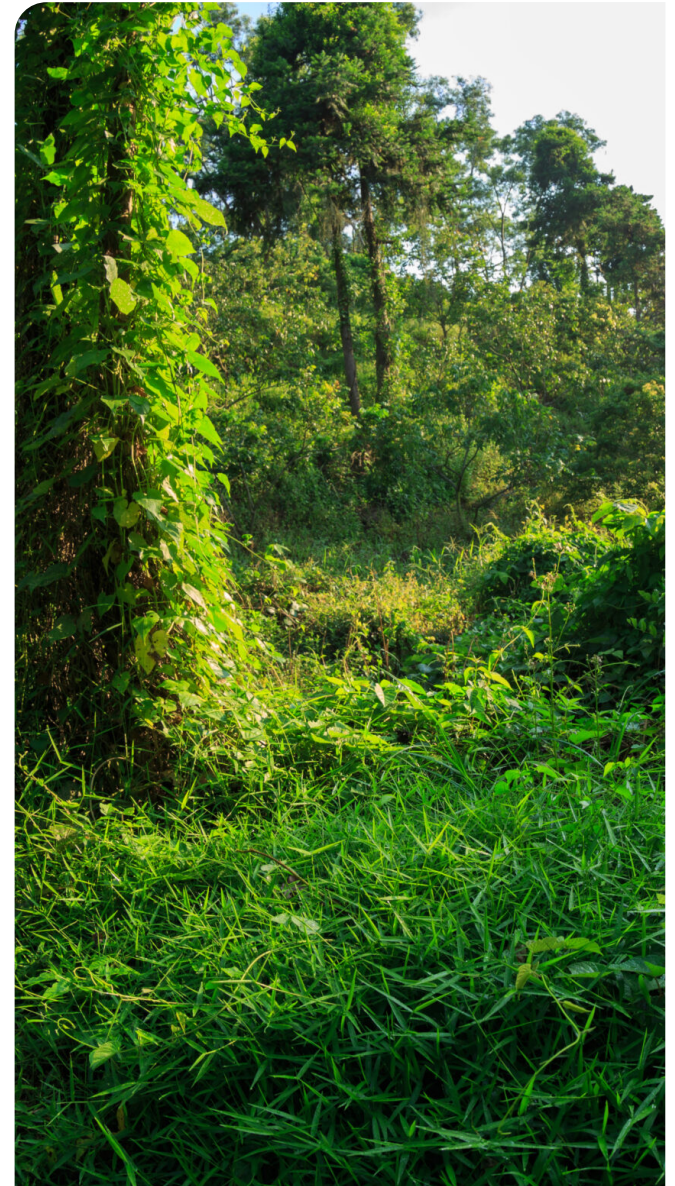
Conditions

Benefit local environmental conditions by producing more oxygen and absorbing more greenhouse gasses.

Employment

Create employment opportunities for the local population through forest management.

[Learn more >](#)



ENERGY AND EMISSIONS

CARBON OFFSETTING PROJECTS

TROPICAL WIND RENEWABLE ENERGY

Powering Renewable Energy to Thailand's Grid

Located in the Thepharak District of Nakhonratchasima Province, this greenfield project is the first wind farm in the area and aims to generate clean electricity through wind energy. The project comprises 30 Wind Turbine Generators each with a capacity of 3.0 MW, amounting to a total power output of 90 megawatts.

Environment

The project will reduce combustion of fossil fuels at existing power plants, resulting in reduced GHG emissions and other pollutants to the environment, with around 162,898 tCO2 saved per year.

Employment

The project promotes inclusive and sustainable economic growth by providing additional jobs created in the region for the building, operation and maintenance of the wind turbines.

Development

The project is building better regional infrastructure and fosters innovation and investment in the region

[Learn more >](#)



ENERGY AND EMISSIONS

CARBON OFFSETTING PROJECTS

RENEWABLE WIND PROJECT IN ANDHRA PRADESH

Delivering Clean Energy and Supporting Regional Development Through Wind Power in India

This project involves the installation and operation of 24 wind turbines, totalling 30 MW of installed capacity, in the Anantapur District of Andhra Pradesh. The clean electricity generated by the wind farm is supplied directly to the regional grid, replacing power that would otherwise come from fossil fuel-based generation.

Environment

The wind farm reduces reliance on fossil fuels and avoids the release of approximately 96,794 tonnes of CO₂e annually. In addition to carbon reductions, the project avoids other harmful pollutants such as sulphur oxides (SO₂), nitrogen oxides (NO₂), and suspended particulate matter (SPM), improving local air quality. As a non-extractive, clean energy project, it conserves India's natural resources and contributes to long-term environmental sustainability.

Community

The project supports social development in the surrounding area by creating employment opportunities and improving local infrastructure. Roads built for turbine access benefit rural connectivity, and improved power availability can stimulate local commerce and services. The initiative also raises awareness of renewable energy solutions, encouraging local participation and long-term community engagement.

Climate Action

By replacing fossil fuel-generated electricity with wind power, the project reduces greenhouse gas emissions at scale—preventing nearly one million tonnes of CO₂e over a ten-year period. It directly contributes to India's renewable energy targets and supports global efforts to accelerate the transition to net zero. The project's successful operation provides a replicable model for other developers in the region and helps normalise investment in wind infrastructure.

[Learn more >](#)

ENERGY AND EMISSIONS



MONITORING CLIMATE PROGRESS

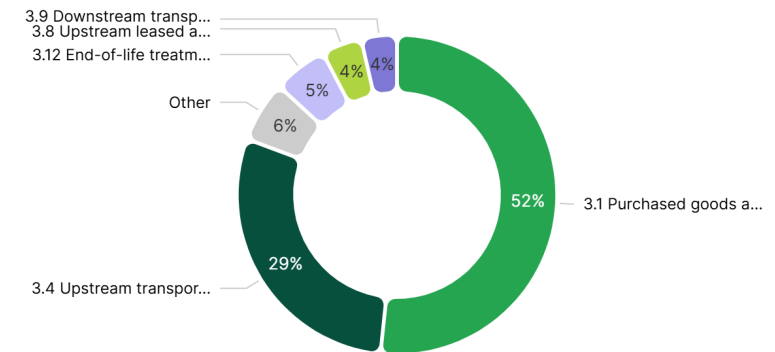
At Traffi, monitoring our progress on climate action is central to our sustainability strategy. We follow a rigorous framework to track, validate, and improve our greenhouse gas (GHG) performance across all operational areas. This ensures our commitment to the Science Based Targets initiative (SBTi) is measurable, transparent, and aligned with global best practices.

GHG ASSESSMENT

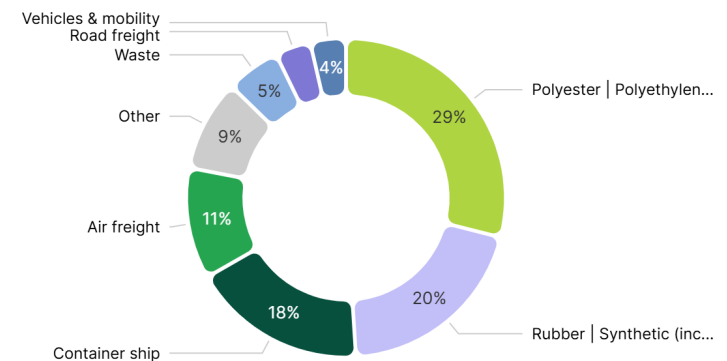
Traffi's greenhouse gas (GHG) inventory for the period 1 January 2025 to 31 December 2025 was developed through in-house data collection and calculation using the Greenly carbon accounting platform, in accordance with the GHG Protocol GWP 100. The inventory encompasses all relevant and applicable emissions sources within Scope 1, Scope 2, and Scope 3, providing a complete representation of the organisation's operational and value chain emissions.

To enhance confidence in the reported emissions data, the GHG inventory was subject to independent third-party verification in accordance with ISO 14064-3:2019 – Greenhouse Gases – Part 3: Specification with Guidance for the Verification and Validation of Greenhouse Gas Statements.

Emissions (tCO₂e) by GHG Category



Emissions (tCO₂e) by Subcategory



ENERGY AND EMISSIONS



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SCIENCE BASED TARGETS ACHIEVED AT TRAFFI

Our climate strategy is anchored in our commitment to the Science Based Targets initiative (SBTi), reflecting our alignment with global efforts to limit warming to 1.5°C. We have pledged to reduce our Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 46% by 2030, using 2019 as our base year. In parallel, we are actively measuring and working to reduce our Scope 3 emissions across the value chain.

We are proud to have already achieved our near-term SBTi targets for Scope 1 and 2, demonstrating credible and measurable progress towards our long-term net-zero ambitions. Our approach integrates energy efficiency, renewable energy adoption, low emission logistics, and supplier collaboration to drive decarbonisation both within and beyond our operational boundaries.



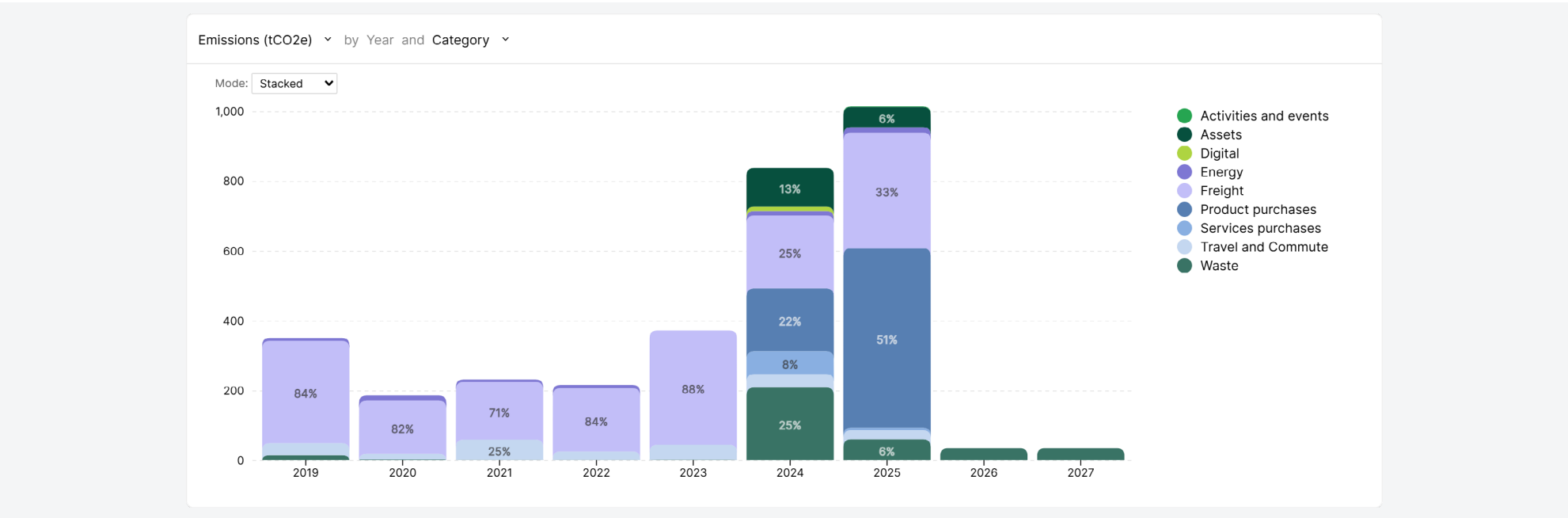
ENERGY AND EMISSIONS

GHG REPORTING PERIOD AND BASE YEAR

The organisation's base year for greenhouse gas (GHG) emissions reporting is 2019. From the base year through the 2023 reporting cycle, GHG assessments were conducted annually based on a reporting period spanning March to April. To align GHG reporting with the organisation's financial and sustainability reporting cycles, the reporting period was revised in 2024 to a calendar-year basis (1 January to 31 December).

As a result, the 2024 GHG inventory covers the period from 1 January 2024 to 31 December 2024, and subsequent inventories, including the 2025 GHG inventory, will continue to be prepared on a calendar-year basis. This change affects the reporting period only and does not alter the organisation's established 2019 base year or the underlying methodology used for calculating and reporting GHG emissions.

To maintain transparency and comparability, any significant impacts of the reporting-period change on emissions trends and year-on-year comparisons have been considered during the analysis and interpretation of GHG performance data.



ENERGY AND EMISSIONS

After applying all the reduction strategies we offset the remaining avoidable emissions of 1010 tons for the reporting year by purchasing an equivalent amount of internationally registered carbon credits. This achievement has earned Traffi the official status of a Carbon Neutrality Certified Company, confirming that our residual emissions are responsibly and transparently balanced.

KEY HIGHLIGHTS FOR 2025

Emissions

1.01K

tCO₂e

Emissions per employee

33.8

tCO₂e/employee

Emissions per revenue

81.1

tCO₂e/revenue (M)

Share of activity-based

98%

of total emissions



WATER CONSUMPTION

We recognise water as a vital natural resource and are committed to responsible water management across our operations and supply chain. While our direct water usage is limited due to the nature of our business (primarily warehousing and distribution), we understand that sustainable water stewardship is essential for reducing environmental impact, safeguarding local ecosystems, and supporting long-term business resilience. During the year under review, we advanced our water strategy by partnering with new suppliers that integrate rainwater harvesting systems, expanding engagement to promote water stewardship across the supply chain, and enhancing employee awareness around responsible water use.

KEY INITIATIVES IN 2025

- Water metering to track usage and identify reduction opportunities
- Preventive maintenance of pipelines to minimise leaks
- Regulatory compliance with local wastewater discharge and treatment standards
- Regular monitoring of water withdrawal and discharge volumes
- Launched employee awareness campaigns to encourage responsible water consumption



WATER CONSUMPTION

WATER CONSUMPTION WITHIN THE ORGANISATION

Our operations rely exclusively on municipal water sources, with usage confined to sanitation, facility cleaning, and occasional landscaping. We do not rely on industrial water processes, and therefore, our water consumption remains minimal. All domestic wastewater is discharged through regulated municipal systems, and as we do not engage with hazardous materials there is no discharge of untreated effluents; therefore the risk of water contamination is negligible.

WATER CONSUMPTION BEYOND THE ORGANISATION

We work closely with our suppliers around the globe, encouraging sustainable water practices aligned with circular economy principles and climate resilience goals. Key initiatives include:



RAINWATER HARVESTING

Our suppliers collect over 20 million litres of rainwater annually using rooftop catchments. This water is filtered, stored in underground reservoirs, and reused in production, significantly reducing reliance on freshwater sources.

20 MILLION LITRES

of rainwater collected annually by suppliers



WASTEWATER TREATMENT AND REUSE

Wastewater from production undergoes multi-stage treatment – primary sedimentation, biological processing, and tertiary disinfection and pH balancing – before being reused. This closed-loop system has enabled a 25% reduction in supplier water footprints and contributed to flood mitigation in monsoon-prone areas.

25%

reduction in supplier water footprints

WASTE AND MATERIAL MANAGEMENT

At Traffi, our waste and materials strategy is designed to minimise environmental harm, support circular resource use, and promote responsible consumption throughout our operations and supply chain. We manage a range of materials and waste types generated across our operations, primarily within warehousing, and office areas. The organisation does not generate any hazardous waste.

TYPES OF WASTE



GENERAL WASTE

Office waste, packaging, and non-recyclables.



FOOD WASTE

Biodegradable foods.



RECYCLABLES

Office waste, packaging, and recyclables.



ELECTRONIC WASTE

Obsolete IT equipment and machinery components.

KEY ACTIONS AND ACHIEVEMENTS OF THE ORGANISATION

We are committed to managing materials and waste responsibly across our operations and supply chain, guided by the 3R principles (Reduce, Reuse, Recycle). In 2025, we accelerated our efforts to reduce environmental impact, improve material efficiency, and increase value recovery across the product lifecycle.

ZERO Waste to landfill

100% Recyclable paper packaging for core products

30% Recycled content in remaining non-paper materials

100% Of staff trained on sustainability and waste management

ZERO Instances of environmental non-compliance, fines, or sanctions

WASTE AND MATERIAL MANAGEMENT

ZERO WASTE TO LANDFILL

We achieved our organisational goal of sending zero waste to landfill by ensuring that all waste generated across our facilities is either recycled, reused, or disposed of through certified waste management providers – representing a major milestone in our journey toward closedloop operations.

SUSTAINABLE PACKAGING INITIATIVES

We redesigned our product packaging to prioritise circularity – introducing 100% recyclable paper packaging for core products and incorporating at least 30% recycled content in all remaining non-paper materials. This initiative not only reduced our dependence on virgin materials but also significantly improved end-of-life recyclability.

IMPROVING TRACEABILITY

In collaboration with our suppliers, we secured GRS (Global Recycled Standard) and RCS (Recycled Claim Standard) certification for selected product lines. These certifications affirm our commitment to traceability, transparency, and sustainable sourcing across the value chain.

DIGITAL INVENTORY OPTIMISATION

To reduce waste linked to stock expiration and over-ordering, we implemented a digital stock and procurement system. This has improved planning accuracy, reduced obsolete inventory, and supported resource-efficient operations.

TRAINING, MONITORING & COMPLIANCE

100% of our staff have now completed sustainability and waste training modules, reinforcing best practices in segregation, reduction, and compliance. We maintain a comprehensive Waste Management Register to monitor waste generation and identify opportunities for reduction. All actions are aligned with EU and UK waste compliance and packaging producer responsibilities.

SUPPLIER ENGAGEMENT & COLLABORATION

We strengthened supplier relationships by co-developing waste-reduction and sustainable material strategies. These collaborations are helping embed circular economy thinking deeper into our sourcing and product development processes.

CUSTOMER & PRODUCT LIFECYCLE IMPACT

Extended life of the products incorporating washing cycles have enhance customer satisfaction and brand perception. These efforts also ensure better alignment with circular economy principles in PPE lifecycle planning and disposal.

SOCIAL

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SAFEGUARDING COMMUNITIES

GRI: 203-1, 203-2, 413-1, 201-1, 102-12, 102-13



Key Focus Areas:

HEALTH AND WELLBEING

CRISIS RESPONSE AND SUPPORT

EDUCATION AND AWARENESS

At Traffi, we are committed to creating lasting, positive impact beyond our business. Through partnerships with organisations like The Grace Trust and the Rapid Relief Team (RRT), we support vital humanitarian, health, and education initiatives. We also invest in sustainability awareness, health camps, and tree planting across our supply chain strengthening communities and promoting resilience where it matters most.

**TRAFFI HAS SUPPORTED RRT SEND OVER
1,000,000 FOOD BOXES TO THOSE IN NEED.**

Impacted SDGs:



Material Topics: 1, 9

Impacted Stakeholders: Customers, Suppliers, Regulators, Employees, Community

SAFEGUARDING COMMUNITIES

CRISIS RESPONSE AND SUPPORT

Partnership with the Rapid Relief Team (RRT)

Traffi proudly sponsors the Rapid Relief Team (RRT) through monthly donations and volunteer involvement – with nine of our own employees actively serving as RRT volunteers. RRT is a global humanitarian organisation that responds to natural disasters, humanitarian emergencies, and local community needs. Their ability to rapidly mobilise resources makes a meaningful difference when crisis strikes.

Areas we support:

- RRT Food Boxes: Launched in 2019, this initiative provides ready-to-go meal kits to the homeless, displaced, and vulnerable individuals. Assembled by volunteers, these boxes offer immediate relief where it's needed most.
- Early Bird Learning Program: Targeted at primary school children, this program promotes healthy eating, teamwork, resilience, and inclusion through fun, engaging content led by the RRT mascot, Cookie the Kookaburra.
- Construction Community Connect: In partnership with the Lighthouse Construction Industry Charity, this program supports mental health in the construction sector through onsite awareness events and access to professional support services.

Beneficiaries

These efforts are targeted towards those in need, including, but not limited to:

- Support given to emergency services
- Food boxes delivered to Ukraine & Poland,
- Food boxes and care kits to the homeless,
- Early Starter packs to school children.

SAFEGUARDING COMMUNITIES

EDUCATION AND AWARENESS

Strengthening Knowledge and Awareness

Beyond charitable partnerships, Traffi is also actively engaged in sustainability and health driven initiatives across its supply chain and the communities it touches.

Areas we support:

- Sustainability Awareness Campaigns within supply chain networks to promote eco-conscious practices and responsible production.
- Health Camps organised for workers and local communities, offering access to basic medical services, screenings, and wellness education.
- Tree Planting Efforts in areas surrounding our supply chain facilities, helping to restore green cover, enhance biodiversity, and raise climate awareness in rural and industrial regions.

HEALTH AND WELLBEING

Supporting the Grace Trust

Traffi is a committed supporter of The Grace Trust, a UK-based grant-making charity that has been operating for nearly 50 years. Entirely volunteer-run, The Grace Trust provides financial support to over 450 charitable organisations across a broad range of causes.

Areas we support:

- Children's Christian education
- Poverty relief
- Global Gospel outreach
- Aid for the ill, elderly, and infirm
- Emergency disaster relief

WALKING FOR WELLBEING AND COMMUNITY IMPACT

In July 2025, Traffi brought colleagues together through a month-long Step Challenge, combining health and wellbeing with our commitment to supporting the communities around us.

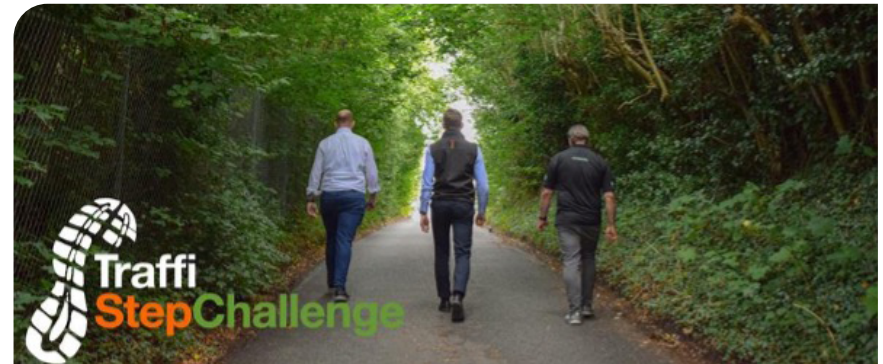
The initiative encouraged employees to be active throughout the month while raising funds for three charities supporting important social causes:

- **Maggie's Cancer Care** – supporting people living with cancer and those caring for them.
- **Alton Infants School** – supporting education within our local community.
- **Lighthouse Construction Charity** – supporting the mental health and wellbeing of construction workers.

Our team set an ambitious collective target of **6.3 million steps**, equivalent to an average of 7,000 steps per person per day, including weekends. Alongside the activity challenge, we aimed to raise **£1,000**, with donations shared equally between the three organisations

Employees tracked their progress throughout July using a step-counting app, allowing the team to see our collective progress and celebrate individual contributions. Regular updates and recognition helped maintain engagement throughout the campaign and encouraged colleagues to keep moving towards our shared goals which we could be achieved.

The campaign provided an opportunity to connect **employee wellbeing, community involvement and charitable giving** in one initiative. By encouraging physical activity while raising awareness and funds for causes that matter to our colleagues and local communities, the Step Challenge demonstrated how small individual actions can contribute to a wider collective impact.



6.3

Million steps

£1,000

Fundraising target

3

Community causes

1

Team challenge

SAFEGUARDING COMMUNITIES THROUGH DISASTER RELIEF

SUPPORTING RECOVERY, REBUILDING, AND SAFER WORK FOLLOWING HURRICANE MELISSA

At Traffi, safeguarding people extends beyond the workplace. In times of crisis, access to appropriate personal protective equipment can play an important role in helping communities carry out essential recovery and rebuilding activities safely.

Following Hurricane Melissa in Jamaica, TraffiSafe LLC donated 2,830 pairs of work gloves to support relief and rebuilding efforts across affected communities. Working with Caribbean Exporters and the local charity High Hopes Foundation, the gloves were distributed over a two-week period to organisations, workers, volunteers and residents involved in the recovery effort.



The donation supported a range of organisations undertaking critical activities across the affected areas, including:

- **National Solid Waste Management Authority (NSWMA)** – supporting teams involved in clearing hurricane debris and restoring affected communities.
- **Jamaica Defence Force** – providing gloves to outposts in St. Elizabeth, Westmoreland and St. James, where personnel were involved in clearing debris and restoring damaged homes.
- **Office of Disaster Preparedness and Emergency Management (ODPEM)** – supporting teams coordinating humanitarian assistance and recovery initiatives.
- **Jamaica Constabulary Force, Black River** – supporting officers involved in assisting affected communities and recovery activities.
- **Black River Hospital** – providing hand protection for workers and volunteers involved in the reconstruction of the hurricane-affected facility.
- **Local residents** – ensuring that individuals working to repair their homes and properties also had access to work gloves.

This contribution demonstrates how our products can support people beyond their intended everyday working environments, particularly when communities face challenging conditions and require additional support to recover.

By providing essential hand protection to organisations, workers, volunteers and residents directly involved in rebuilding, we helped support safer participation in the recovery process.

A CUSTOMER-CENTRIC PHILOSOPHY

GRI: 2-25 to 2-27, 3-3, 416-1, 416-2, 417-1 to 417-3, 418-1



Key Focus Areas:

SERVICE DELIVERY AND SATISFACTION

**TRANSPARENT ENGAGEMENT
AND COMMUNICATION**

**CONTINUOUS IMPROVEMENT
AND CUSTOMER PROTECTION**

At Traffi, customer management is grounded in trust, responsiveness, and a relentless drive for continuous improvement. We place our customers at the heart of every decision - from innovative product development and uncompromising quality standards to proactive service and after sales support. Our approach is not only about meeting expectations but exceeding them through dependable performance, lasting value, and forward-thinking solutions. This commitment is reflected in our structured systems for feedback collection, complaint resolution, and service performance monitoring, all designed to deliver a seamless, high-quality customer experience that reinforces confidence in the Traffi brand.

Impacted SDGs:



Material Topics: 10, 11

Impacted Stakeholders: Customers, Suppliers, Regulators, Employees

A CUSTOMER-CENTRIC PHILOSOPHY

SERVICE DELIVERY AND SATISFACTION

Customer satisfaction is a cornerstone of Traffi's business philosophy. We recognise that our long-term success relies on building trust, delivering consistently high-quality service, and creating value for our customers at every stage of their experience. Our commitment is reflected in our ambitious Net Promoter Score (NPS) target of 72+, which we pursue through a combination of proactive engagement, quick resolution of concerns, and a feedback-driven improvement strategy. Traffi's customer satisfaction strategy is structured and proactive, aiming to build long-term relationships through exceptional service and timely issue resolution.

CUSTOMER COMPLAINT MANAGEMENT

To address complaints effectively, Traffi follows a structured 4-Step Complaint Policy. Its aim is to resolve all complaints within 1 working day, or at minimum, take immediate corrective actions to avoid disruption to the customer. We also empower our Customer Services Team to take proactive action (including emergency deliveries) without needing further approvals.

Registering a complaint

Customers can report issues via phone, email, in person, or in writing.

Internal complaint response

All complaints are acknowledged within 1 hour, and key details are logged in the CRM.

Complaint resolution plan

A case manager is assigned to manage or escalate the issue, develop a resolution plan, and confirm customer satisfaction.

Execution and follow-up

The plan is implemented promptly, the resolution is reviewed and approved by the Customer Services Manager, and outcomes are reported to senior leadership.

OVERSIGHT AND CONTINUOUS IMPROVEMENT

- The Customer Service Manager retains overall accountability for complaint resolution, working closely with the Operations Manager and Compliance Team to strengthen internal processes and prevent repeat issues.
- Complaints are formally recorded, reviewed in monthly Team meetings, and discussed during Senior Management Team reviews to prevent recurrence.
- Ongoing improvement is supported by ISO standards, LEAN principles, and regular staff training.

A CUSTOMER-CENTRIC PHILOSOPHY

TRANSPARENT ENGAGEMENT AND COMMUNICATION

At Traffi, we believe that meaningful customer relationships are built through open communication, proactive engagement, and complete transparency. Our aim is to ensure that every customer feels informed, supported, and valued throughout their journey with us, from product selection to aftercare.

MULTICHANNEL CUSTOMER SUPPORT

We offer customers a variety of ways to reach us, ensuring convenience and accessibility. These channels are monitored regularly to ensure fast and effective responses, reinforced by our internal service standard aiming to respond to all complaints within 1 hour.

- Phone support during business hours
- Live chat and chatbot services on our website for real-time assistance
- Dedicated account contacts for personalised service
- Email support via general and individual staff addresses

CUSTOMER FEEDBACK AND LISTENING MECHANISMS

We regularly seek feedback through multiple formats to understand customer satisfaction, product performance, and areas for improvement. Data obtained via these mechanisms are transmitted directly to our service and product teams for analysis and action, forming a vital part of our continuous improvement strategy.

- Post-purchase surveys and questionnaires
- Complaint and issue tracking
- Customer reviews and testimonials
- Social media listening for real-time sentiment monitoring
- Email support via general and individual staff addresses

RESPONSIBLE MARKETING PRACTICES

We adhere strictly to all relevant regulations and voluntary codes related to product marketing and labelling. Our messaging is designed to be accurate, ethical, and focused on real value - not exaggerated claims. We can confidently report:

- Zero incidents of non-compliance with marketing regulations or voluntary codes
- No misleading advertising or safety concerns arising from product communication

A CUSTOMER-CENTRIC PHILOSOPHY

TRANSPARENT ENGAGEMENT AND COMMUNICATION

EDUCATIONAL AND ENGAGEMENT TOOLS

To deepen customer engagement and awareness, we offer a range of information across diverse platforms. These tools both foster transparency and create opportunities for customers to align their own sustainability goals with our product offerings.

- Sustainability pages and case studies on our website
- Blogs and social content that explain product development and sustainability impacts
- Impact reporting tools that provide visibility into environmental and social contributions of Traffi products

TRANSPARENT PRODUCT INFORMATION

We ensure that customers are fully informed about the safety, sustainability & performance of our products, thereby helping customers make informed choices and builds trust in their integrity.

- QR codes on glove packaging direct customers to detailed product information, safety guidelines, and usage instructions on our website.
- Labelling and marketing disclose key data on:
- Sourcing and materials (e.g., GRS/RCS-certified content, OEKO-TEX® compliance)
- Sustainability ratings and carbon footprint (e.g., PCF data, Ecovadis Gold medal)
- Safe use, storage, and disposal instructions

A CUSTOMER-CENTRIC PHILOSOPHY

CONTINUOUS IMPROVEMENT AND CUSTOMER PROTECTION

At Traffi, safeguarding customer trust is a vital aspect of our commitment to upholding the highest standards of service excellence. We recognise that delivering a consistently high-quality experience requires meeting today's standards, while anticipating tomorrow's expectations. To this end, we've embedded rigorous quality assurance, customer-driven innovation, and strong data protection practices across our entire operation.

QUALITY ASSURANCE AND CERTIFICATIONS

- Adhering to Quality Standards: All Traffi products are manufactured in accordance with the ISO 9001:2015 quality management system, both at our own facilities and through our certified supply chain partners.
- Continuous Assessment: We conduct incoming inspections on every shipment received at our warehouse, verifying compliance and ensuring that only products meeting our exacting standards reach the customer.

This commitment to quality ensures that no non-compliant or defective gloves are released into the market, reinforcing product integrity and brand trust

FEEDBACK-DRIVEN INNOVATION

Customer insights are a key driver of our product evolution. We actively gather and analyse feedback from:

- Complaint data and service interactions
- End-user product trials
- Industry-specific needs and safety trends

This information is used to refine product design, improve durability and comfort, and introduce new features or ranges, such as plant based materials, biodegradable options, or expanded sizing

STAFF DEVELOPMENT AND PROCESS REVIEWS

To uphold our high standards, Traffi continuously invests in staff training and operational improvement. This includes:

- Regular compliance training for all customer-facing and operations staff
- Ongoing process audits to identify inefficiencies or recurring risks
- Collaboration with the Compliance and Operations teams to refine systems and avoid future issues

Any complaint logged is reviewed for its root cause, and improvements are implemented to prevent recurrence – turning each issue into a learning opportunity

DATA PRIVACY AND CYBERSECURITY

For us, trust extends beyond product quality, and includes the responsible management of customer information. Traffi is fully compliant with the General Data Protection Regulation (GDPR) and is certified under the UK Cyber Essentials scheme. A comprehensive set of data protection measures is in place, including:

- Secure data storage and strict access controls
- Encrypted payment processing systems
- Regular employee training on data protection and handling protocols
- Transparent privacy policies and clear customer consent procedures

We are pleased to report that no data breaches or substantiated privacy complaints were recorded during the reporting period.

A CUSTOMER-CENTRIC PHILOSOPHY

LIFECYCLE PRODUCT SAFETY

Health and safety are embedded into every phase of product development through a comprehensive lifecycle-based approach. This ensures that our gloves meet the highest standards of protection for the user, while also addressing long-term environmental and safety considerations.

1. CONCEPT AND DESIGN

The product lifecycle begins with careful planning and risk assessment. During the concept and design phase, our teams evaluate:

- **Ergonomic performance**, ensuring that gloves support natural hand movements and reduce strain during prolonged use.
- **Material selection**, avoiding harmful substances and prioritising skin-safe components.
- **Hazard analysis**, identifying potential risks such as chemical exposure, abrasion, and cut injuries, depending on the glove's intended application.

Design decisions are guided by the dual goals of user safety and comfort, laying the foundation for reliable performance in real world conditions.

2. RESEARCH AND DEVELOPMENT TESTING

Our R&D process is built on evidence based innovation. Each prototype is evidence-based:

- **Mechanical and chemical performance testing**, including resistance to abrasion, cut, puncture, & tear.
- **Breathability and flexibility** analysis, to enhance wearer comfort without compromising protection.
- **End-user trials**, where gloves are tested in simulated or actual working environments to evaluate practical performance, durability, and ease of use.

This stage allows us to fine-tune product attributes to meet specific industry demands - whether for construction, automotive, food handling, or general industrial use.

3. PRODUCT AND CERTIFICATION

Traffi's gloves are manufactured under strict quality controls in facilities certified to the ISO 9001:2015 standard. Key quality and safety practices during this stage include:

- **AQL (Acceptable Quality Limit)** testing to detect manufacturing defects.
- **Compliance with global safety standards**, EN 374 for chemical protection, EN 388, ANSI/ISEA for mechanical protection.
- **Third-party certification** and testing from notified bodies, ensuring transparency and credibility in product claims.

These steps confirm that every glove meets regulatory requirements and performs as intended under demanding conditions.

4. USE, MAINTENANCE, AND DISPOSAL

Safety doesn't end at manufacturing. Traffi supports customers throughout the glove's use phase with:

- **Clear user instructions**, including safety markings and correct application guidance.
- **Education on glove care** and lifespan, helping users avoid premature wear or misuse.
- **Incorporation of recyclable or biodegradable materials** in selected product lines, reducing environmental impact after disposal.
- **Disposal guidance** based on material composition to ensure responsible end-of-life handling, aligning with sustainability goals and customer environmental commitments.

EMPOWERING EMPLOYEES



GRI: 401-2, 402-1, 403-1, 2, 5, 6, 7, 8, 404-2, 404-3, 405-1, 406-1, 407-1, 408-1, 409-1, 205-1, 418-1

Key Focus Areas:

- WORKPLACE DIVERSITY AND INCLUSION
- WELFARE, DEVELOPMENT, AND ENGAGEMENT
- HEALTH, SAFETY, AND ETHICAL CONDUCT

Traffi’s integrated approach to employee welfare, development, engagement, and health and safety ensures that we create an environment where employees are supported, valued, and empowered to thrive. Our commitment to diversity, continuous learning, and ethical conduct shapes a culture of trust and excellence. By providing opportunities for growth and fostering a safe, inclusive, and engaging workplace, we ensure both the well-being of our employees and the long-term success of the company, and nurture a future in which all stakeholders can achieve their goals

35	Employees
90%	Retention Rate
4.2	Years average tenure

Impacted SDGs:



Material Topics: 1, 9

Impacted Stakeholders: Customers, Suppliers, Regulators, Employees, Community

EMPOWERING EMPLOYEES

WORKPLACE DIVERSITY AND INCLUSION

At Traffi, we embrace diversity as a key driver of creativity, problem-solving, and innovation. Our commitment to diversity ensures that all employees feel valued, respected, and empowered to contribute their unique perspectives. Our recruitment process aims to increase gender diversity, and we are actively working on improving this balance at all levels. The low turnover rate and 90% retention rate showcase the stability and satisfaction of our workforce.

35

Employees

32

Employees in the UK

3

Employees in Italy

3

New recruits in 2025

64%

of current employees are male

36%

of current employees are female



EMPOWERING EMPLOYEES

WORKPLACE DIVERSITY AND INCLUSION

We are committed to making all people-related decisions based on an individual's skills, abilities, performance, behaviour, and our business needs. In line with the Equality Act 2010, we do not tolerate discrimination—direct or indirect—on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, sexual orientation, sex, or religion or belief. No incidents of discrimination were reported during the year.

EQUALITY AND DIVERSITY POLICY

We have established a clearly defined Equality and Diversity Policy, which is set out in the Employee Handbook, and given to all employees at the start of their journey with us. Upon joining, employees are informed of this policy, and that they are obligated to comply with its requirements and promote fairness in the workplace.

"As an equal opportunities employer we actively support human rights, all equality legislation and promote diversity and inclusion throughout the company. Our ethos is to respect and value people's differences, and to help everyone achieve more at work as well as in their personal lives so that they feel proud of who they are and of the part they play in our success.

Each employee has the right to be valued, respected and work in an environment which is free from discrimination or harassment and every employee must adhere to these principles. Any form of discrimination, abuse or harassment will result in disciplinary action being taken, including dismissal for serious cases."

TRANSPARENT AND INCLUSIVE RECRUITMENT

We prioritise internal talent and follow a transparent, merit-based recruitment process to attract individuals with the right skills and capabilities. We do not discriminate based on age, gender, race, sexual orientation, or any other aspect. All vacancies are first reviewed for internal candidates. When external recruitment is required, the process is approved by the Senior Leadership Team (SLT). We work closely with recruitment partners, conduct 2–3 virtual interviews, and invite shortlisted candidates for a face-to-face interview. Successful applicants are then extended a formal offer of employment.

FLEXIBLE WORKING POLICIES

We support hybrid and flexible working arrangements to help employees balance their work and personal lives. As part of our inclusive approach, we also recognise the importance of cultural and religious events in the lives of our employees. Wherever possible, we endeavour to accommodate annual leave requests to support participation in such events. We are also committed to providing reasonable support in the workplace—such as times for prayer, meditation, or fasting—and encourage open dialogue with line managers to ensure individual needs are respected and supported.

EMPOWERING EMPLOYEES

WELFARE, DEVELOPMENT, AND ENGAGEMENT

At Traffi, we recognise that the success of our business is closely tied to the well-being, growth, and engagement of our employees. By fostering a supportive environment, we ensure that each individual has the opportunity to thrive.

Employee Welfare

We prioritise the well-being of our employees by offering comprehensive benefits and flexible support systems:

- **Remuneration:** Our approach to employee remuneration is aligned with industry standards and best practices, ensuring fairness and competitiveness across all roles. While we do not publish average remuneration figures due to confidentiality, we are proud to be accredited by the Living Wage Foundation—demonstrating our commitment to ensuring all employees earn a wage that reflects the true cost of living.
- **Sick Leave:** Employees are entitled to Statutory Sick Pay (SSP), with additional Company Sick Pay available after the probationary period.
- **Pension Scheme:** We offer a competitive pension scheme with 4% employer contribution and 5% employee contribution.
- **Flexible Leave:** Maternity, Paternity, Adoption Leave, and support for working parents, including leave for IVF appointments and antenatal care, are offered to help employees manage significant life events.

Employee Training And Development

Our training framework includes induction programmes for new hires, job-specific training— including health and safety – and longer-term development planning for high-potential individuals. All training is tracked through individual records and regularly reviewed to ensure it remains aligned with business needs.

- **Training Investment:** We continuously invest in training programmes to ensure upskilling and knowledge development within the workforce. Embodying this commitment, we invested £9,000 in 2024, enabling 12 employees to complete 3-day development courses to enhance their skills.
- **Performance Management:** As at July, 100% of our employees receive regular performance and career development reviews. The reviews are conducted monthly and quarterly to ensure that feedback is continuous and promotes a culture of ongoing improvement.
- **Succession Planning:** Clear career progression pathways are in place to support employees' long term career aspirations.
- **Learning Culture:** Employees are encouraged to pursue training opportunities that align with both their personal and professional goals. Where appropriate, the company may sponsor external educational courses if the subject matter directly benefits the employee's role or career progression within the business. Employees should first seek approval from their line manager.

The Traffi Telesales Training Program was conducted for new recruits during the year, with a focus on supporting employee skill development by enhancing communication, objection handling, active listening, and strategic sales planning. The programme is conducted by an in-house coach who offers one-to-one support. Through a mix of videos, presentations, and role plays, it builds confidence, emotional intelligence, and adaptability. The programme also encouraged personal ownership through exercises like crafting a "Traffi Story," while fostering practical skills in prospecting and client engagement – ultimately equipping employees for real-world telesales success.

EMPOWERING EMPLOYEES

EMPLOYEE ENGAGEMENT

Engagement is central to the culture at Traffi. We strive to ensure that employees feel heard, valued, and motivated:

Employee Recognition: The Employee of the Month program, driven by the Spin to Win survey, celebrates individual and team contributions, encouraging a culture of appreciation

Feedback Channels: We gather employee feedback through regular engagement surveys, including the Employee Net Promoter Score (ENPS), to continuously improve and adapt our practices. We are conducting the Red chair feedback sessions across the business to create an open culture of giving & receiving feedback, and to help employees improve by being aware of strengths & weaknesses.

Social Events: Traffi organises regular social events, such as teambuilding and team lunches, to strengthen relationships and build a collaborative environment. These events help foster open communication, while ensuring we uphold high standards of professionalism in social settings.

Involvement in Decision-Making: We are committed to fostering an open and inclusive environment where employee voices are heard and respected. While strategic decisions are led by the Senior Leadership Team (SLT), employees are consulted and involved where appropriate to ensure transparency and alignment. A minimum notice period of one month is provided to inform employees of any significant changes to the organisation's structure or strategic direction, enabling time for understanding, adaptation, and feedback..



EMPOWERING EMPLOYEES

HEALTH, SAFETY, AND ETHICAL CONDUCT

At Traffi, we are dedicated to upholding the highest standards of health and safety, ensuring that our employees work in a safe and supportive environment. Ethical behaviour is also fundamental to our operations, and we have robust policies and practices in place to foster a culture of integrity, transparency, and compliance across our various functions.

Health and Safety

We consider health and safety to be the utmost priority, and take tangible steps to ensure our workplace meets and exceeds industry standards, in addition to safeguarding employees at every stage through proactive and reactive strategies:

- **ISO 45001 Compliance:** We adhere to the ISO 45001 health and safety management system, which includes regular risk assessments, safety training, and audits.
- **Employee Insurance:** Our employers' liability insurance provides coverage in the event of workplace injuries or fatalities, subject to the terms of the policy and only if negligence is determined.
- **Safety Training:** All employees, particularly those in high-risk roles, are regularly trained to ensure safe practices are followed across the company. Well trained Fire marshals, and first aiders are in the team.
- **Mental Health Support:** Traffi offers a dedicated support helpline to help employees address mental health and well-being concerns.



EMPOWERING EMPLOYEES

ETHICAL CONDUCT

At Traffi, we are committed to upholding the highest standards of ethical conduct, transparency, and accountability in everything we do. Our policies are designed to protect our people, ensure legal compliance, and strengthen the integrity of our operations.

CODE OF CONDUCT / EMPLOYEE HANDBOOK:

Our Code of Conduct sets out clear expectations for behaviour, covering areas such as antibribery, discrimination, harassment, and professional integrity. It serves as a comprehensive guide to maintaining a respectful and inclusive workplace.

CHILD LABOUR, FORCED LABOUR, AND ANTI-COMPETITIVE BEHAVIOUR:

We have established policies to prevent and address child labour and forced labour, supported by a zero tolerance principles and clear controls. Our wider compliance policies also address critical areas such as anti-bribery and corruption, and anti-competitive behaviour—ensuring we operate with integrity and transparency at all times. There were no instances of child labour or forced labour across our workforce during the year.

GRIEVANCE HANDLING:

We are committed to resolving workplace concerns fairly and transparently. Employees are encouraged to raise grievances informally with their line manager in the first instance. If a matter cannot be resolved informally, a formal written grievance can be submitted. A structured process, including the right to be accompanied and appeal, ensures that all concerns are heard and addressed appropriately.

DATA PROTECTION:

We are fully committed to protecting the privacy and personal data of all employees in line with applicable data protection laws. Personal information is collected and processed lawfully, stored securely, and only retained as necessary. Employees are informed of their rights and responsibilities, and appropriate safeguards and training are in place to ensure compliance. There were no substantiated complaints regarding breaches of employee privacy reported during the year.

WHISTLEBLOWER PROTECTION:

Employees are encouraged to speak up about any concerns relating to unethical, unsafe, or unlawful conduct. Our Whistleblowing Policy ensures full confidentiality and protection from retaliation for those who report in good faith.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING:

While we do not currently operate under collective bargaining agreements, we fully respect employees' rights to freedom of association and open communication.

ANTI-HARASSMENT AND BULLYING:

We maintain a zero-tolerance approach to harassment, bullying, and victimisation, in or outside the workplace. All employees are expected to uphold a culture of dignity and respect. Any form of unwanted conduct that undermines an individual's wellbeing is taken seriously, with clear procedures in place for reporting, investigating, and addressing complaints confidentially and without fear of retaliation.

ETHICAL CONDUCT AND ANTI-BRIBERY POLICY:

We are committed to upholding the highest standards of integrity, fairness, and professionalism in all our business dealings. Bribery — whether in the form of gifts, hospitality, donations, or incentives — is strictly prohibited, and any such offers must be reported to a manager. All commercial activity, including purchasing and commissioning, must be conducted transparently, ensuring no undue advantage is given or received. These principles apply to all employees, suppliers, and partners across every market in which we operate. No incidents of bribery and corruption were reported during the year.

TRANSPARENT & RESPONSIBLE SUPPLY CHAIN

GRI: 204-1, 308-1, 308-2, 407-1, 408-1, 414-1, 414-2



Key Focus Areas:

RESPONSIBLE, ETHICAL SOURCING
SUPPLIER ENGAGEMENT AND COMMUNICATION
CONTINUOUS IMPROVEMENT AND COLLABORATION

We recognise that our impact extends beyond our operations and into the global supply chain. That's why we are committed to fostering responsible sourcing, ethical labour practices, and environmental stewardship across every stage of our value chain. Our partnerships are built on trust, transparency, and shared values that prioritise human rights, fair labour, and sustainable development. All suppliers are required to comply with Traffi's Supplier Code of Conduct, which sets out expectations for legal compliance, labour standards, environmental performance, and business ethics. Our approach integrates routine supplier assessments, transparent audits, and long-term collaboration to drive continuous improvement.

10 Product Suppliers

3 New Suppliers

6 Geographical Locations

100% of tier 1 suppliers are SEDEX/SMETA compliant

Impacted SDGs:


Material Topics: 3, 8

Impacted Stakeholders: Customers, Suppliers, Regulators, Employees

TRANSPARENT & RESPONSIBLE SUPPLY CHAIN

RESPONSIBLE, ETHICAL SOURCING

At Traffi, sustainability is embedded throughout our entire value chain – from raw material sourcing to end-of-life solutions. We prioritise responsible sourcing practices that uphold environmental stewardship, social responsibility, and strong governance principles at every stage. This value chain approach reflects Traffi's dedication to transforming challenges into opportunities, ensuring our operations align with both environmental and social goals.



SUSTAINABLE MATERIALS

We prioritise certified materials, including GRS- and RCS-certified inputs, to support responsible sourcing, supply chain traceability, and reduced environmental impact.



ETHICAL MANUFACTURING

We work with manufacturing partners that uphold recognised environmental and labour standards, including ISO certifications and Sedex membership, promoting ethical, safe, and responsible operations.



LOW-CARBON LOGISTICS

We seek to reduce transportation emissions through route optimisation, shipment consolidation, and collaboration with environmentally responsible logistics providers, while prioritising local sourcing where feasible.



PRODUCT DURABILITY

Our gloves are designed for durability and performance, extending product life and reducing material consumption and waste associated with frequent replacement.



CIRCULARITY AND END-OF-LIFE MANAGEMENT

We support circular economy principles by exploring recycling, material recovery, and reuse opportunities to minimise waste and reduce landfill disposal at end of life.

TRANSPARENT & RESPONSIBLE SUPPLY CHAIN

SUPPLIER CODE OF CONDUCT - SOCIAL IMPACTS

Human Rights & Labour Practices

All forms of modern slavery are strictly prohibited, including forced labour, debt bondage, child labour, and human trafficking. Suppliers must ensure:

- Employment is voluntary and legally compliant.
- Workers receive contracts in a language they understand.
- No retention of identity documents.
- No recruitment fees are charged to workers.

Suppliers are expected to comply with all applicable laws on working hours, wages, overtime compensation, and rest periods, including adherence to ILO Convention No.14 on weekly rest.

Health and Safety

All workplaces must ensure:

- Clean, safe, and healthy conditions.
- Access to potable water and sanitary facilities.
- Adequate fire safety and ventilation.
- Health and safety measures extend to worker housing, where provided.

Data Privacy and Confidentiality

Suppliers are required to comply with applicable data protection laws and implement robust systems to manage personal and confidential data responsibly. This includes:

- Employment is voluntary and legally compliant.
- Workers receive contracts in a language they understand.
- No retention of identity documents.
- No recruitment fees are charged to workers.

Anti-Bribery and Corruption

A strict zero-tolerance policy on bribery, facilitation payments, and kickbacks is enforced. All supplier dealings with Traffi must be at arm's length and commercially fair.

Conflict Minerals

Suppliers must identify and eliminate the use of conflict minerals from their products, with a focus on traceability and corrective action if non-compliant sources are discovered.

TRANSPARENT & RESPONSIBLE SUPPLY CHAIN

SUPPLIER CODE OF CONDUCT - ENVIRONMENTAL IMPACTS

ENVIRONMENTAL COMPLIANCE

Suppliers must fully comply with all applicable environmental laws, regulations, and standards. In addition, they are required to establish effective environmental management systems to identify, monitor, and eliminate potential environmental hazards associated with their operations.

CLIMATE ACTION

Traffi also expects suppliers to actively support national and global climate protection goals through the products and services they provide. This includes:

- Supplying relevant data on environmental and climate performance
- Integrating climate considerations into their operations
- Setting internal climate-related targets (e.g., emissions reduction, energy efficiency)
- Demonstrating progress toward achieving those goals

100% of tier 1 suppliers were evaluated against environmental performance criteria in 2025

100% of tier 1 suppliers were evaluated against social performance criteria in 2025



TRANSPARENT & RESPONSIBLE SUPPLY CHAIN

SUPPLIER ENGAGEMENT AND COMMUNICATION

Traffi fosters a culture of high-trust, transparent relationships with all suppliers. Open, effective communication is essential to ensuring our standards are understood, implemented, and continuously improved throughout the supply chain. We adopt a variety of structured channels to ensure timely, accessible, and confidential communication with our suppliers and their workers. These mechanisms support onboarding, training, compliance reporting, and ongoing dialogue.

SUPPLIER ONBOARDING & CODE DISSEMINATION

- All direct suppliers receive and must formally acknowledge Traffi's Supplier Code of Conduct upon entering a commercial agreement.
- Suppliers must not only implement the Code within their own operations but also communicate and monitor compliance across their own supply networks.
- Traffi provides interpretative guidance, including training sessions, templates, and implementation support on request.

DIRECT REPORTING

- All direct suppliers receive and must formally acknowledge Traffi's Supplier Code of Conduct upon entering a commercial agreement.
- Suppliers must not only implement the Code within their own operations but also communicate and monitor compliance across their own supply networks.
- Traffi provides interpretative guidance, including training sessions, templates, and implementation support on request.

SUPPLIER-SIDE GRIEVANCE MECHANISMS

- Traffi requires all suppliers to maintain internal confidential whistleblowing channels, accessible to workers at all times and available in their native language.
- Workers must be informed of these channels during induction and throughout their employment via posters, handbooks, and training.

COMMUNICATION AND TRANSPARENCY

- Suppliers must disclose any actual or potential conflicts of interest, legal investigations, or breaches related to the Code of Conduct.

TRANSPARENT & RESPONSIBLE SUPPLY CHAIN

CONTINUOUS IMPROVEMENT AND COLLABORATION

At Traffi, we view supplier compliance as an ongoing journey of improvement. Through regular audits, transparent reporting, and collaborative engagement, we help suppliers strengthen their performance over time. Our goal is to foster resilient partnerships that go beyond compliance – embedding sustainability, ethical conduct, and accountability as an integral component of everyday business practices.

AUDITING AND RISKBASED ASSESSMENTS

All direct suppliers are required to undergo third-party audits at least every two years using SEDEX Members Ethical Trade Audits (SMETA) under the 4-pillar methodology or equivalent certifications (SA8000, BSCI). In addition to that, 3rd party audits are carried out covering Technical & Environmental criteria.

Traffi reserves the right to conduct compliance checks and site visits, with or without prior notice.

CORRECTIVE ACTION PLANS

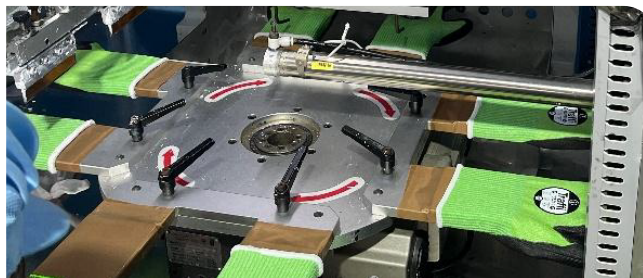
Where non-compliances are identified, suppliers must develop corrective action plans in line with local laws and international standards. CAPs must include clear remediation steps and timelines. Follow-up audits are required to verify compliance.

SUPPLIER SUPPORT AND TRAINING

Traffi is committed to helping suppliers improve performance. This includes providing guidance, sharing expectations clearly, and offering opportunities for supplier feedback during monitoring and review cycles.

REMEDIATION AND TERMINATION

In cases of repeated or unresolved non-compliance, Traffi may suspend or terminate the supplier relationship in accordance with contractual terms.



GOVERNANCE

IN THIS SECTION

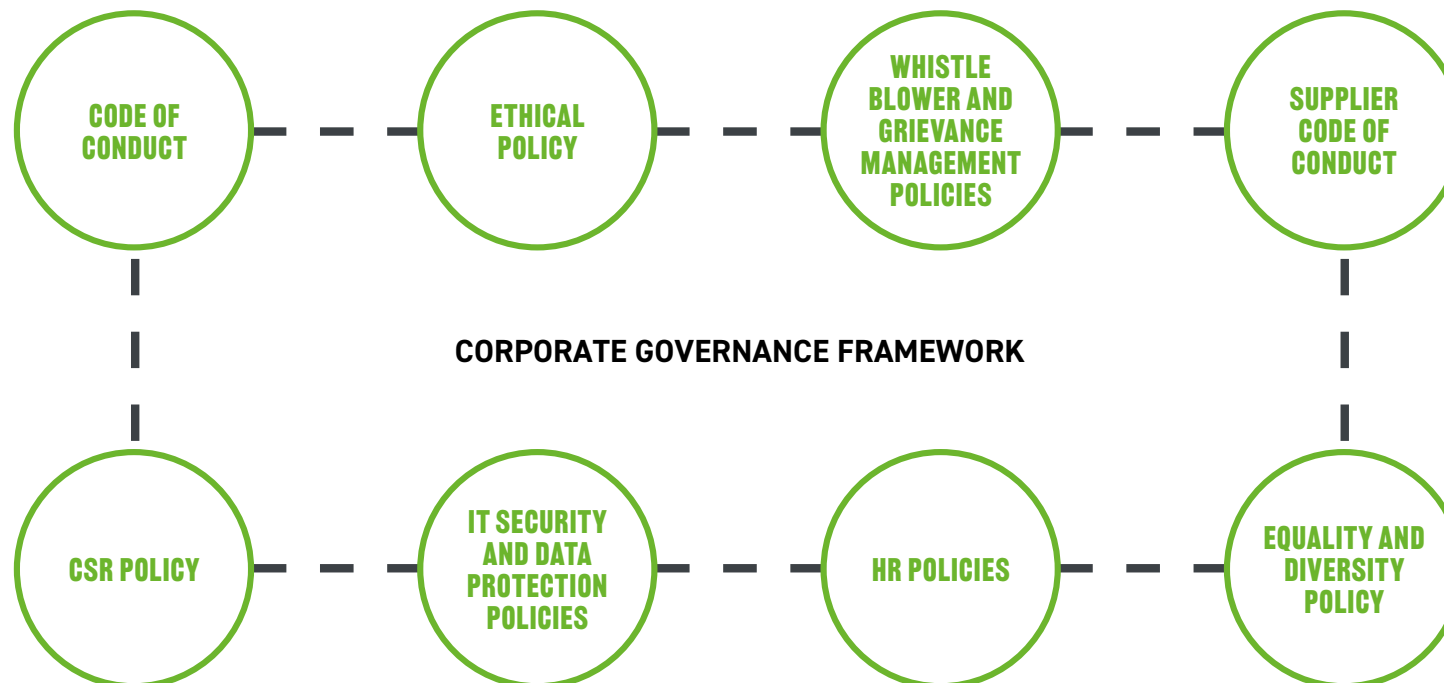
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GOVERNANCE AND COMPLIANCE

Here at Traffi, we believe that good governance extends beyond regulatory compliance, and serves as a driver of business integrity, stakeholder confidence, and long-term resilience. Our approach integrates ethical conduct, compliance, transparent leadership, and third-party verification to ensure alignment with global best practices. Our commitment stems from our vision and mission, which is inculcated into every area of our operations.

CORPORATE GOVERNANCE FRAMEWORK

Our governance structure supports effective oversight of sustainability-related and business-related risks and opportunities. The Board of Directors is responsible for setting strategic direction, monitoring performance, and ensuring robust risk management practices and sustainability matters are embedded within board-level discussions, with clearly defined responsibilities delegated to senior leadership.



CORPORATE GOVERNANCE

Ethical Business Conduct

Our business is built on a culture of transparency, fairness, and accountability. This is reinforced by our Ethical Policy, which sets out clear expectations for all employees, managers, suppliers, and partners regarding professional standards and behaviour.

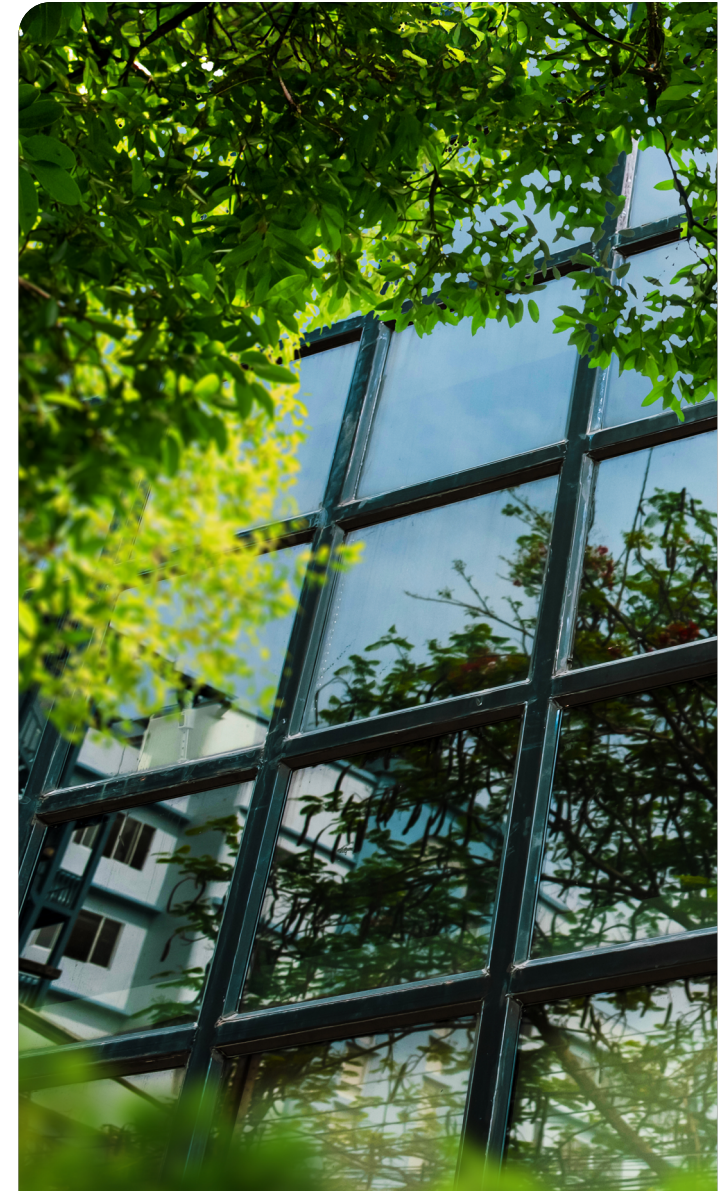
- **Gifts & Hospitality:** Traffi maintains clear policies on gifts, hospitality, and bribery prevention. All non-business gratuities or hospitality received by employees must be transparently declared to the Head of Finance & Strategy to ensure accountability and integrity in all stakeholder relationships.
- **Bribery Prevention:** We undertake a zero-tolerance approach to bribery. Any form of bribery – whether financial or in-kind – is strictly prohibited across all levels of the organisation and throughout our value chain. Any such offers must be reported and escalated immediately through the appropriate channels. Non-compliance with this policy may result in disciplinary action, up to and including dismissal.

These policies are clearly communicated to employees upon induction, and outlined within the company's Code of Conduct.

Procurement And Commissioning Integrity

We are committed to upholding the highest ethical standards throughout our procurement, commissioning, and tendering processes. We ensure that all interactions with suppliers are conducted with objectivity, fairness, and impartiality, reflecting our dedication to transparency and responsible business practices.

To maintain the integrity of our bidding processes, employees are prohibited from providing any assistance, support, or preferential treatment to external parties during the tendering process, unless specifically authorised by the Managing Director. This ensures that all suppliers are treated equitably and that the selection process remains transparent and competitive.



BOARD GOVERNANCE AND POLICY MANAGEMENT

GOVERNANCE STRUCTURE AND COMPOSITION	The Board and SLT include executive and non-executive members with diverse expertise in sustainability, operations, risk, and finance. ESG matters are overseen by the CFO and Head of Sustainability. Composition reflects balance in gender, independence, and tenure.
BOARD SELECTION AND NOMINATION	Members are nominated based on ethical leadership and PPE industry expertise, with a focus on diversity, independence, and alignment with Traffi's long-term strategy.
CHAIR OF THE BOARD	The Chair is a non-executive director, ensuring independence and objective oversight, particularly for sustainability and risk
OVERSIGHT OF ESG IMPACTS	The SLT oversees ESG matters, including materiality, targets, and KPI performance. The Sustainability Department reports quarterly.
DELEGATION OF ESG RESPONSIBILITIES	The Sustainability Department reports to the CEO, with ESG initiatives led by department heads and cross functional teams.
SUSTAINABILITY REPORTING	The Board approves all sustainability disclosures. The Audit and Sustainability Committees ensure data integrity and manage external assurance.
CONFLICT OF INTEREST POLICY	A formal policy requires annual disclosures and recusal from related decisions. Regular reviews and governance training ensure compliance.
ESG COMPETENCE OF GOVERNANCE BODIES	SLT members receive annual ESG training, including onboarding for new members on sustainability strategy and stakeholder priorities.
EMBEDDING SUSTAINABILITY COMMITMENTS	ESG policies are embedded in operations, contracts, training, and performance reviews. Compliance is tracked through audits and feedback.
DIVERSITY AND INCLUSION	Metrics related to diversity and inclusion are tracked across the workforce. Inclusive hiring and development practices are promoted.
REMUNERATION AND ESG LINKAGE	Executive pay includes variable components tied to ESG KPIs like carbon reduction, ethical sourcing, and wellbeing. Reviewed annually by HR.
ESG RISK MANAGEMENT	ESG risks such as climate, supply chain, and compliance are monitored by the SLT. Mitigation and remediation are reported annually.
ETHICS TRAINING	Annual, role-specific ethics training covers anti-corruption, data privacy, and sourcing. Completion is tracked and refreshed for high-risk roles.

BOARD GOVERNANCE AND POLICY MANAGEMENT

We foster a culture of transparency and accountability, where employees and stakeholders are encouraged to raise concerns about potential misconduct or unethical practices without fear of retaliation. We believe that open communication is essential to maintaining trust and integrity in our business operations. Our policies provide secure and confidential channels for reporting concerns, ranging from legal violations to environmental or health and safety issues. By addressing critical concerns promptly and effectively, we aim to continuously improve our practices and uphold the highest standards of ethics and compliance across the organisation.

PUBLIC INTEREST DISCLOSURES

We are dedicated to fostering a speak-up culture through our Whistleblowing Policy, which empowers employees and stakeholders to raise concerns about any malpractice in a safe and confidential manner. Our policy covers a wide range of issues, including but not limited to:

- Criminal offences (e.g., fraud, bribery)
- Breach of legal obligations
- Environmental harm
- Health and safety violations
- Cover-ups or misconduct

We guarantee that whistleblowers will be protected from any form of retaliation and may raise concerns anonymously or confidentially. All reports are treated with discretion and are investigated promptly, with appropriate feedback provided when legally and ethically possible.

GRIEVANCE HANDLING

We have a comprehensive grievance handling process in place, designed to ensure that every concern is properly addressed. This structured process allows individuals the right to be accompanied during meetings and to appeal decisions, ensuring that all issues are heard and resolved fairly and in a timely manner.

A COMMITMENT TO COMPLIANCE AND QUALITY STANDARDS

We are dedicated to maintaining the highest standards of ethical conduct and compliance with all applicable laws and regulations. Our commitment to compliance is critical to fostering trust with stakeholders, safeguarding our reputation, and ensuring the long-term success of our organisation.

REGULATORY COMPLIANCE

We operate in full alignment with local, national, and international regulations governing our business. This includes compliance with labour laws, environmental regulations, health and safety standards, and data protection legislation. Our governance framework ensures that we actively monitor and comply with the ever-evolving regulatory landscape in all jurisdictions where we do business. In the reporting period, Traffi did not incur any significant fines or penalties related to noncompliance with laws or regulations.

TAX COMPLIANCE

Traffi is committed to transparent tax practices and ensures compliance with all tax laws in the jurisdictions where we operate. We believe in contributing positively to the communities in which we do business by fulfilling our tax obligations and adhering to the principle of fairness in our tax reporting.

ACCREDITATIONS AND QUALITY STANDARDS

At Traffi, we recognise that personal protective equipment (PPE) is a critical investment in workplace safety. It directly impacts the well-being of individuals, ensuring they return home safely after each working day. As such, it is our priority to ensure that all PPE products meet the highest standards of safety and performance. Our commitment to safety extends beyond meeting regulatory requirements; it is an integral part of our operational philosophy and our responsibility to those who rely on our products.

CERTIFICATES AND ACCREDITATIONS

The certifications and accreditations we have earned are a reflection of our commitment to product safety, ethical business practices, and sustainability. Each one represents a comprehensive, multi-step process of testing, auditing, and verification, ensuring that we adhere to the most stringent industry standards. We have deliberately chosen to pursue certifications that provide tangible value to our customers, offering confidence in terms of safety, sustainability, and ethical integrity of our products.

COMMITMENT TO SUSTAINABILITY

SBTi (Science Based Targets initiative): Sustainability is embedded into our core operations through the Science- Based Targets initiative. By aligning our goals with scientifically validated climate targets, we are transforming our sustainability aspirations into concrete actions that deliver measurable, positive outcomes for the environment.

Ecovadis Silver Medal: Achieving a Silver Medal from Ecovadis places Traffi among the top 15% of companies assessed for sustainability practices. This recognition underscores our performance in four key areas: Environment, Ethics, Labour & Human Rights, and Sustainable Procurement. We remain focused on maintaining this status and are committed towards implementing continuous improvements in the years ahead..



STRATEGIC PARTNERSHIPS AND INDUSTRY ENGAGEMENT

BSIF (British Safety Industry Federation): Our membership with BSIF demonstrates that our products undergo thorough third-party audits to verify that they meet the highest safety standards. This independent endorsement ensures that our customers receive products that are rigorously tested and compliant with relevant safety regulations.

SATRA Technology: As a member of SATRA, a globally recognised research and testing organisation, Traffi gains access to cutting-edge resources for the continuous improvement of our product range. This partnership ensures that we remain at the forefront of safety and technological advancements in PPE.

Sedex (Supplier Ethical Data Exchange): Through Sedex membership, Traffi is committed to maintaining transparency and promoting ethical business practices throughout our supply chain. We prioritise accountability at all levels, ensuring that our customers can trust the origins and ethical standards of the products they purchase.



CERTIFICATES AND ACCREDITATIONS

GLOBAL CERTIFICATIONS & STANDARDS

ANSI: With Traffi gloves becoming available in more and more markets globally, it makes sense to strive for accreditations which users and purchasers will understand in other countries. The American Nation Standards Institute provides a different but comparable set of tests to Europe's EN standards, so ANSI categorisation helps us to translate the TraffiSystem to North American consumers.

Living Wage: We pay all employees a real living wage, as independently confirmed by the Living Wage Foundation. We offer value to customers and believe that this should be reflected in the value we give our people – a fair day's work deserves a fair day's pay.

ISO 9001, 14001 & 45001: As a company, Traffi adheres to ISO standards for quality management (ISO 9001), environmental management (ISO 14001), and occupational health and safety (ISO 45001). These accreditations reflect our commitment to delivering excellence, sustainability, and a safe working environment.

ISO 14067 Verified Product Carbon Footprint (PCF): We take carbon accountability seriously. Our products have been independently verified under ISO 14067, ensuring our carbon footprint calculations are accurate and transparent.

Cyber Essentials: Cybersecurity is an integral part of modern business. Traffi is certified under the Cyber Essentials scheme, ensuring that we protect sensitive data and maintain robust digital security measures.

Oeko-Tex Certification: Our Oeko-Tex certification guarantees that our products are free from harmful substances, ensuring both user safety and environmental sustainability. By using materials that meet Oeko-Tex standards, we demonstrate our commitment to producing safe, ecofriendly products.

CE and UKCA Certification: All Traffi gloves meet the stringent CE and UKCA certification requirements set out under the PPE Regulation 2016/425. These certifications demonstrate that our products comply with rigorous standards, applicable in the European Union (CE) and the United Kingdom (UKCA), specifically relating to end-user health and safety. Certification involves comprehensive third-party testing to assess product durability, material safety, and protective performance. This process ensures that every glove we produce meets or exceeds the legal and technical requirements necessary for safe use in high-risk environments.

ISCC Licence: We are an ISCC-licensed company, demonstrating our commitment to supporting sustainable and traceable supply chains through the use of ISCC-certified materials

GRS/RCS certification: Products certified to the recycled claim standard blended (RCS Blended) contain between 5-95% certified recycled content. We are certified to the GRS, which certifies recycled material from the source to final product. Certified by Control Union CB-CUC-1371833



PRODUCT EXCELLENCE



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SUSTAINABILITY THROUGH INNOVATION

At Traffi, our commitment to sustainability is built into the very fabric of our product development and business strategy. Through technological innovation, responsible packaging, and an integrated supply chain philosophy, we continue to lead the hand protection industry with purpose and integrity. With a legacy of industry firsts – from carbon footprint asessed, third party verified reusable and disposable gloves to fully recyclable packaging – Traffi continues to lead the way in sustainable hand protection. Our approach is wholly focused on creating solutions that regenerate value for our customers, our communities, and the planet.

PRODUCT INNOVATION FOR LONG-TERM IMPACT

LIFE EXTENDING TECHNOLOGY



Extended wear life - triple-wrapped core yarn technology enhances durability while maintaining a soft, comfortable feel

Resistance to dirt and water - helps gloves stay cleaner for longer and maintain performance

Reinforced thumb crotch - extra strength where wear and tear commonly occurs

Natural odour control - plant-based antibacterial treatment helps keep hands feeling fresher throughout the working day.

Touchscreen compatible - use touchscreen devices without having to remove your gloves



We are certified to the GRS, which certifies recycled material from the source to final product.
 Certified by Control Union CB-CUC-1371833

Traffi
 FOR HANDS. FOR LIFE.

SUSTAINABILITY THROUGH INNOVATION

PRODUCT INNOVATION FOR LONG-TERM IMPACT

LOWER IMPACT MATERIALS

At Traffi, we take responsibility with products very seriously. For us, being responsible with our products means more than end-of-life solutions - it starts at the source.

We're focused on reducing environmental impact through smarter design, material choices and manufacturing processes.

Product Carbon Footprint reductions in 2025 include:

- TG1050 – 59%
- TG1010 – 55%
- TG1010 – 44%
- TG6240 – 21%
- TG1360 – 17%
- TG1240 – 15%
- TG5240 – 10%
- TG3240 – 5%

RESPONSIBLE LEATHER INNOVATION

Traffi's welding range is built with longevity at the forefront. Reinforced thumb area, double layer stitching, natural durable leather, and ergonomic fit that conforms to the hand eliminating additional pressure points to reduce wear.



Eco-Friendly Tanning - Chromium VI-free and compliant with the Manufacturing Restricted Substances List (MRSL), protecting workers and the environment.

Responsible Sourcing - Leather Working Group (LWG) certified leather.

Certified and Transparent - Produced in compliance with STeP by OEKO-TEX and EUDR regulation ensuring responsible processing, reduced water use, and safer supply chains.

PRODUCT PACKAGING

REDEFINING PACKAGING FOR A CIRCULAR FUTURE

Recognising the environmental impact of packaging, we are actively redesigning our solutions to reduce waste, eliminate unnecessary plastics, and support a more circular economy. Our ambition is clear: **to move away from plastic wherever viable, replacing it with renewable, recycled, and fully recyclable alternatives without compromising product protection, quality, or customer requirements.**

JOINED-UP THINKING: A SMARTER SUPPLY CHAIN

Our Joined Up Thinking initiative integrates environmental and social responsibility into every stage of production. It ensures that our products are not only economically viable but also ethically sourced, safe for workers, and beneficial to local communities.

These initiatives collectively reduce our dependence on virgin and plastic-based materials, improve recyclability, and minimise packaging waste throughout the supply chain.

- 100% recycled and recyclable FSC-certified paper pulp has replaced traditional plastic packaging for our core product ranges.
- In 2021, we launched a patented recycled-card bellyband wrap, enabling customers to avoid the use of more than 1,000,000 single-use polybags.
- By 2024, all packaging incorporated a minimum of 30% recycled content, with full recyclability embedded as a fundamental design requirement.
- We adopted recyclable outer cartons, recycled-content paper tape, and eliminated plastic strapping while maintaining packaging strength and performance.
- For bulk shipments, customers can opt for shrink-wrap-free pallet netting as a more sustainable alternative.
- We continue to review and remove plastic components wherever feasible, prioritising renewable, recycled, and recyclable materials to support our long-term ambition of plastic reduction and circularity.





FORWARD THINKING

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FORWARD THINKING STATEMENT

At Traffi, we are driven by a strong sense of responsibility and transparency, underpinned by verifiable evidence of our carbon footprint reductions. Through meticulous research, innovative product development, and leading-edge manufacturing practices, we have successfully implemented strategies and technologies that minimise greenhouse gas emissions at every stage of the glove lifecycle from raw material sourcing to production, distribution, and end-of-life solutions.

Looking ahead, we are committed to expanding these efforts by investing in new materials, refining our manufacturing efficiency, and increasing the proportion of recycled and responsibly sourced inputs in our products. Our goal is to consistently exceed industry standards, set new benchmarks for sustainable glove manufacturing, and inspire meaningful change across our sector.

We recognise that our customers expect both exceptional performance and environmental responsibility. That is why all Traffi gloves are designed to deliver the highest standards of comfort, durability, and protection while enabling users to make environmentally conscious choices in their daily work. By providing clear, evidence-based proof of our carbon footprint reductions, we aim to educate, inspire, and lead by example showing that sustainability and product excellence can go hand in hand.

Our vision for the future is one where net zero carbon footprint gloves become the industry norm rather than the exception. We believe this can only be achieved through the power of collective action. By fostering partnerships with suppliers, customers, industry peers, and communities, we seek to accelerate the adoption of sustainable practices, create shared value, and deliver lasting positive impact for both people and planet.

While we are confident in our direction, we acknowledge that future outcomes may be influenced by evolving technologies, market conditions, and regulatory landscapes. Nonetheless, our commitment to transparency, innovation, and collaborative action will remain steadfast as we work towards a greener, more sustainable future for generations to come.



GRI CONTENT INDEX

TraffiSafe Limited has reported the information cited in this GRI content index for the period of Jan 1- Dec 31st 2025, using the GRI standard (GRI 1:Foundation 2021) as a guidance.

GRI STANDARD	DISCLOSURE
GRI 2: General Disclosures 2021	2-1 Organizational details 2-2 Entities included in the organization's sustainability reporting 2-3 Reporting period, frequency and contact point 2-6 Activities, value chain and other business relationships 2-7 Employees 2-8 Workers who are not employees 2-9 Governance structure and composition 2-11 Chair of the highest governance body 2-12 Role of the highest governance body in overseeing the management of impacts 2-13 Delegation of responsibility for managing impacts 2-14 Role of the highest governance body in sustainability reporting 2-18 Evaluation of the performance of the highest governance body 2-19 Remuneration policies 2-20 Process to determine remuneration 2-21 Annual total compensation ratio 2-22 Statement on sustainable development strategy 2-23 Policy commitments 2-24 Embedding policy commitments 2-25 Processes to remediate negative impacts 2-26 Mechanisms for seeking advice and raising concerns 2-27 Compliance with laws and regulations 2-28 Membership associations 2-29 Approach to stakeholder engagement
GRI 3: Material Topics 2021	3-1 Process to determine material topics 3-2 List of material topics 3-3 Management of material topics

GRI STANDARD	DISCLOSURE
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed 201-2 Financial implications and other risks and opportunities due to climate change 201-3 Defined benefit plan obligations and other retirement plans 201-4 Financial assistance received from government
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers
GRI 207: Tax 2019	207-1 Approach to tax 207-2 Tax governance, control, and risk management
GRI 301: Materials 2016	301-1 Materials used by weight or volume 301-2 Recycled input materials used
GRI 302: Energy 2016	302-1 Energy consumption within the organization 302-2 Energy consumption outside of the organization 302-3 Energy intensity 302-4 Reduction of energy consumption 302-5 Reductions in energy requirements of products and services
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource 303-2 Management of water discharge-related impacts 303-3 Water withdrawal 303-4 Water discharge 303-5 Water consumption

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas 304-2 Significant impacts of activities, products and services on biodiversity 304-3 Habitats protected or restored
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity 305-5 Reduction of GHG emissions
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts 306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken
GRI 401: Employment 2016	401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes

GRI STANDARD	DISCLOSURE
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-8 Workers covered by an occupational health and safety management system 403-9 Work-related injuries 403-10 Work-related ill health
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs 404-3 Percentage of employees receiving regular performance and career development reviews
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs 413-2 Operations with significant actual and potential negative impacts on local communities
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken
GRI 415: Public Policy 2016	415-1 Political contributions
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling 417-2 Incidents of non-compliance concerning product and service information and labeling 417-3 Incidents of non-compliance concerning marketing communications
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data