



# IMPACT REPORT 2024

FOR HANDS. FOR LIFE.



# CONTENT

|           |                                  |
|-----------|----------------------------------|
| <b>01</b> | <b>OVERVIEW</b>                  |
| <b>23</b> | <b>ENVIRONMENTAL PERFORMANCE</b> |
| <b>37</b> | <b>SOCIAL WELFARE</b>            |
| <b>56</b> | <b>GOOD GOVERNANCE</b>           |
| <b>65</b> | <b>PRODUCT EXCELLENCE</b>        |
| <b>68</b> | <b>FORWARD THINKING</b>          |



## FOR HANDS. FOR LIFE.

Traffi is recognised as **the leader in hand-protection**, specialising in cut-resistant quality protection.

As the pioneers of the innovative 3 Colour TraffiSystem, our primary goal lies in setting the industry standard by prioritising customer satisfaction, and consistently delivering products that offer exceptional quality.

Our commitment to sustainability lies at the core of our operations and shapes our vision for the future. We are currently on an ongoing journey toward reach new standards of sustainability, with each new chapter building upon our legacy. Through this report and through our actions, we aim to share best practices, provide measurable evidence of our sustainability efforts, and in turn assist our clients to achieve their own corporate sustainability objectives.

## OUR VISION

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

## MISSION

We're on a mission to accelerate the journey to **zero hand injuries in the workplace.**

## CORE BENEFIT

**Forever Care.**

## OUR VALUES



### TRUSTED

The principle on which we've built the brand, through people, products, and compliance.



### PIONEERING

To innovate and leverage technology to deliver a world-class customer experience, and add more value that our customers deserve.



### COLLABORATIVE

The bridge between material capabilities and customer needs, and enabling the 'end to end' community devoted to elevating hand safety.



# ABOUT US

## A GLOBAL COMMUNITY

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

**5**  
GLOBAL  
LOCATIONS

**26**  
PARTNERS

**157**  
CUSTOMERS  
WORLDWIDE

## 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 Nicaragua 1  
Pomezia 00071 (Rm)  
Italy



### USA OFFICE & WAREHOUSE

31435 Stephenson Hwy,  
Madison Heights, MI 48071  
USA



### CANADA WAREHOUSE

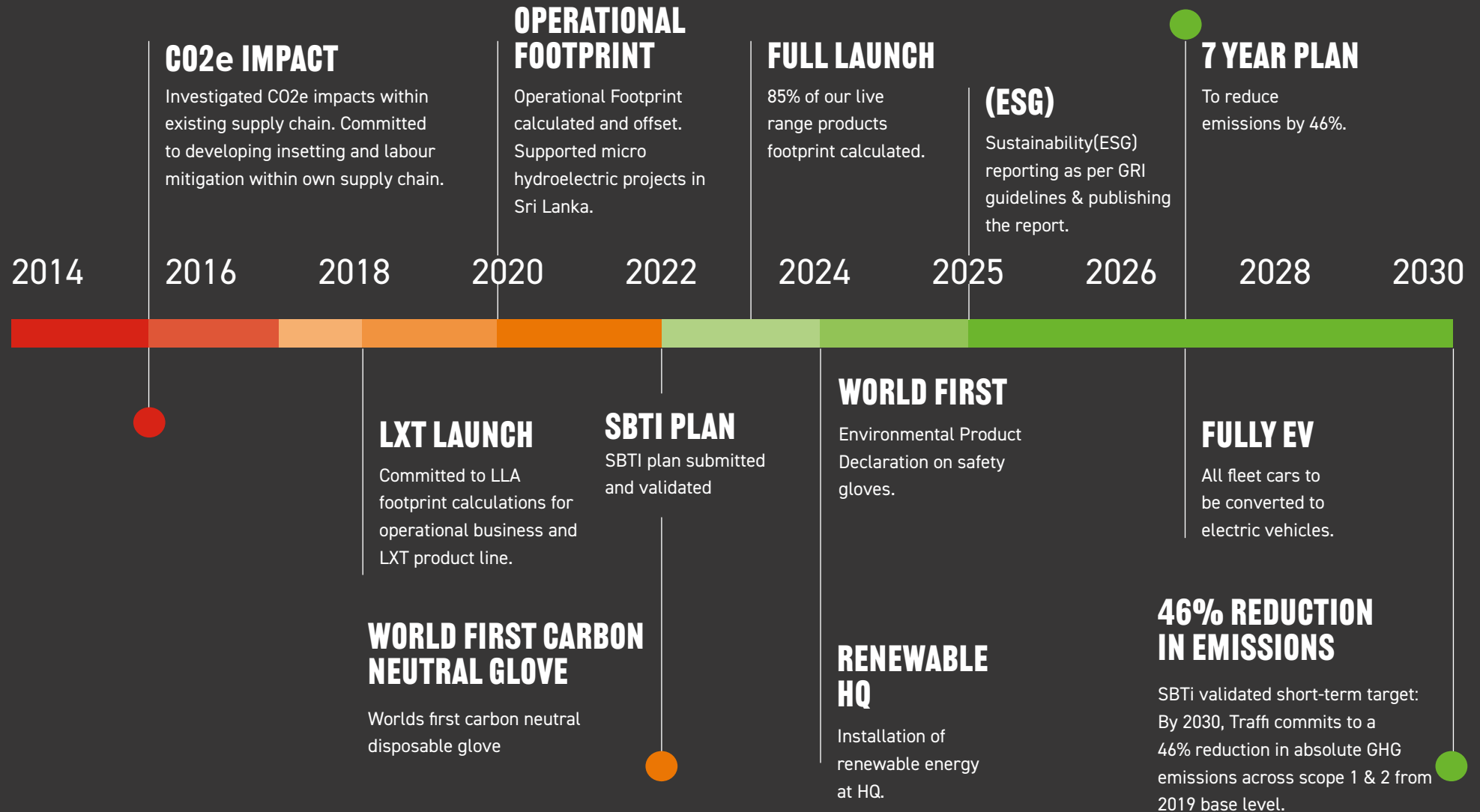
155 Snow Blvd  
Concord ON L4K 4N9  
Canada



# ABOUT US

## 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.





# ABOUT US

## COLLABORATING FOR SUSTAINABLE DEVELOPMENT

Together with our partners and customers, we're currently directly and indirectly contributing towards 12 of the 17 UN Sustainable Development Goals - thereby cementing our commitment towards holistic development across our area of influence.



### PROVIDING NUTRITIONAL SUPPORT TO VULNERABLE GROUPS

Supporting the delivery of nutritious meals and food packages to individuals affected by humanitarian crises, while also supporting the homeless and marginalised communities.



### INCREASING ACCESS TO HEALTH AND RAISING AWARENESS

Organising health camps within supply chains, while collaborating with charitable organisations to improve access to essential health services, and raising awareness on mental health care.



### SHARING KNOWLEDGE AND SKILLS TO PROMOTE SUSTAINABLE DEVELOPMENT

Conducting sustainability awareness programmes across schools, in addition to partnering with 'Early Bird Learning' to promote topics on healthy eating, teamwork and overcoming differences and resilience.



### RELYING ON CLEAN, RENEWABLE ENERGY SOURCES

In addition to relying on 100% renewable energy to operate our head office and warehouse, we are currently pursuing cleaner transport solutions. We prioritise partnering with a range of suppliers who utilise renewable energy such as solar power and biomass energy.



### PROMOTING RESPONSIBLE WATER MANAGEMENT AND CONSUMPTION

We encourage responsible water consumption within our premises, while partnering with suppliers who implement sustainable water management practices, such as rainwater harvesting and effective wastewater treatment.



### NURTURING SAFE WORKING CONDITIONS, AND OPPORTUNITIES FOR GROWTH

While creating employment opportunities within our operations and supply chain, we promote economic development by fostering safe, inclusive, and equitable working conditions, and enhance workplace safety through our innovative products and solutions.



### DRIVING SUSTAINABLE INNOVATION ACROSS INDUSTRIES

As a leader in sustainable hand protection solutions, we collaborate with global partners to manufacture and deliver innovative, eco-friendly products and packaging, thereby building industry resilience across diverse sectors.



### SUPPORTING COMMUNITY RESILIENCE AND DISASTER PREPAREDNESS

We partner with a range of organisations to provide voluntary aid and essential financial support to those affected by natural disasters or humanitarian crises.



### ENSURING SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS

Our Life Extending Technology (LXT) washable and reusable gloves are designed to reduce landfill waste, and we promote responsible resource consumption across our operations and supply chain.



### TAKING URGENT ACTION TO COMBAT CLIMATE CHANGE

We achieved carbon neutrality in 2020, having reduced our emissions by over 40% since 2019. Through our commitment to the Science Based Targets Initiative (SBTi), we have committed towards a 46% reduction by 2030, taking responsibility for our environmental impact through measurable actions.



### ENGAGING IN REFORESTATION AND ECOSYSTEM RESTORATION

We've planted 113,000 trees across 620 acres in Sri Lanka, and also sponsored reforestation efforts along the Maskeli Oya riverbanks, thereby contributing towards enhancing water quality, reducing human-animal conflict, and engaging in habitat restoration.



### ENGAGING IN REFORESTATION AND ECOSYSTEM RESTORATION

We believe that achieving sustainable development requires global collaboration. Our sustainability journey is built on caring for both people and planet, and on far-reaching partnerships that create a long-term positive impact on the world we share.



**ADRIAN JAMES | CEO**

### EMPOWERING SAFER WORKPLACES

**At Traffi, we remain focused on “our mission to protect the hands” that create and maintain our world. Over the past year, we’ve made 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, but 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 future that is safer, fairer, and more sustainable.**



# PERFORMANCE HIGHLIGHTS

## ENVIRONMENTAL HIGHLIGHTS

**85%**

Of our gloves are 'cradle to grave' certified

**2.5%↓**

Average reduction of carbon footprint per product

**15%**

Products with recycled materials from the total product range

**100%**

Of our energy originates from renewable energy sources

**15% ↓**

Change in consumption of general waste

**ZERO**

Waste to landfill

**100%**

Recyclable paper packaging used

**~30%**

Recycled content in other nonpaper packaging materials

**25% ↓**

Water footprint of suppliers

**2**

Reforestation & Renewable energy projects supported

**20 MN LITRES**

Of rainwater collected annually by suppliers

**85%**

Of staff trained on sustainability topics

# PERFORMANCE HIGHLIGHTS

## SOCIAL HIGHLIGHTS

**~400**

Customers

**~60**

Products offered

**ZERO**

Instances of data or  
cybersecurity breaches

**90%**

Employee retention rate

**41%**

Of employees received training

**4.2 YEARS**

Average tenure

**43%**

Of new recruits were female

**10**

Standards and  
certifications maintained

**7**

CSR volunteers

**30%**

Increased job opportunities

**ZERO**

Instances of non-compliance  
with regulations and standards

**100%**

Of our suppliers completed  
the SEDEX audit



# OPERATING CONTEXT

## A GROWING, EVOLVING MARKET

The global glove industry experienced significant growth in 2024 and is projected to grow further in the years ahead, driven by a heightened awareness of safety and hygiene, regulatory mandates, and growing industrial demand.

### MARKET SIZE AND GROWTH

**GDP 8.72 BN**

Approximate size of the industrial glove market (2024)

**6.75% - 11.9%**

Projected Compound Annual Growth Rate of the industrial glove industry (2025-2033)

The global glove industry is estimated to be valued at GBP 37.54 billion in 2024. The market is projected to grow at a CAGR of 6.2% from 2024 to 2030, reaching an estimated USD 66.5 billion by the end of the forecast period.

Notably, the industrial gloves segment is expected to see steady growth, driven by increasing demand across key sectors such as manufacturing, construction, and automotive, where safety and protective equipment are crucial.

### REGIONAL INSIGHTS



#### NORTH AMERICA

Led the market in 2024, accounting for approximately 37% of the global share.

**KEY DRIVERS:** Strict safety regulations and high demand across various industries.



#### ASIA PACIFIC

Expected to witness rapid growth in the near future.

**KEY DRIVERS:** Increasing safety standards and a surge in industrial activities.



#### EUROPE

Anticipated to experience moderate growth in the future.

**KEY DRIVERS:** Advancements in workplace safety standards and environmental regulations.

# OPERATING CONTEXT CONT'D

## 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



Adoption of eco-friendly practices including biodegradability, carbon footprint reduction and plastic waste reduction is a growing trend, as consumers, governments, and businesses advocate for more sustainable solutions.



Due to their superior chemical resistance and lack of allergens compared to latex gloves, there is currently a growing demand for nitrile gloves.



A growing demand for specialised gloves, with features such as cut resistance, puncture resistance, and chemical protection, particularly amid an intensely competitive landscape.



Governments worldwide are implementing stringent safety standards, mandating the use of protective gear across various industries facing high-risk conditions.



Supply chain disruptions and challenges persist, arising from raw material shortages and geopolitical tensions.



An increased focus on responsible and ethical sourcing, supported by social well-being and regulatory compliance.

### OUR RESPONSE

#### PRODUCT INNOVATION

PAGES 65-67

#### ENVIRONMENTAL IMPACT MANAGEMENT

PAGES 23-36

#### QUALITY AND COMPLIANCE

PAGES 43-44

#### SOCIAL WELFARE

PAGES 37-55

# 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                                                 | LEVEL OF INFLUENCE                                                                    | LEVEL OF INTEREST                                                                     | ENGAGEMENT MECHANISMS                                                                                                                                                                                                                                                                                                                                    |
|---------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| CUSTOMERS                       | <ul style="list-style-type: none"> <li>Product Quality and Safety</li> <li>Sustainability and Ethical Sourcing</li> <li>Supply Chain Transparency</li> </ul>                                                        | Pages 43-44<br>Pages 49-50<br>Pages 49                   |    |    | <ul style="list-style-type: none"> <li>Customer surveys and feedback</li> <li>Customer complaints analysis</li> <li>Customer reviews and social listening</li> <li>Monitoring customer retention and loyalty</li> <li>Continuous quality improvement</li> <li>Proactive customer support via multiple channels (phone, email, live chat, etc)</li> </ul> |
| REGULATORS                      | <ul style="list-style-type: none"> <li>Regulatory Compliance</li> <li>Labour Rights and Safety Standards</li> <li>Product Safety and Sustainability</li> </ul>                                                      | Pages 56-63<br>Pages 47-48<br>Pages 43-44                |    |    | <ul style="list-style-type: none"> <li>Membership of SATRA, BSIF &amp; BSI</li> <li>Registered safety supplier ongoing annual audits.</li> </ul>                                                                                                                                                                                                         |
| SUPPLIERS AND BUSINESS PARTNERS | <ul style="list-style-type: none"> <li>Fair Business Practices</li> <li>Regulatory Compliance and Certifications</li> <li>Sustainability and Ethical Sourcing</li> <li>Social Development and Well-being</li> </ul> | Pages 56-57<br>Pages 56-63<br>Pages 49-50<br>Pages 38-39 |    |    | <ul style="list-style-type: none"> <li>SMETA audits</li> <li>Sustainability self assessment monitoring</li> <li>Sustainability awareness programmes</li> <li>Health camps at manufacturing sites</li> <li>Green scorecard</li> </ul>                                                                                                                     |
| EMPLOYEES                       | <ul style="list-style-type: none"> <li>Training and Development</li> <li>Job Satisfaction</li> <li>Ethical Practices and Policies</li> </ul>                                                                        | Pages 45-46<br>Pages 46<br>Pages 48                      |  |  | <ul style="list-style-type: none"> <li>Training Programmes,</li> <li>Code of Conduct</li> <li>Structured Succession Planning,</li> <li>HR System,</li> <li>Monthly ENPS System to gather feedback,</li> <li>Whistleblower Policy</li> </ul>                                                                                                              |
| COMMUNITIES                     | <ul style="list-style-type: none"> <li>Environmental Impact</li> <li>Employment and Local Development</li> <li>Corporate Social Responsibility</li> </ul>                                                           | Pages 24-36<br>Pages 38-39<br>Pages 38-39                |  |  | <ul style="list-style-type: none"> <li>CSR Programmes</li> </ul>                                                                                                                                                                                                                                                                                         |

HIGH

MODERATE

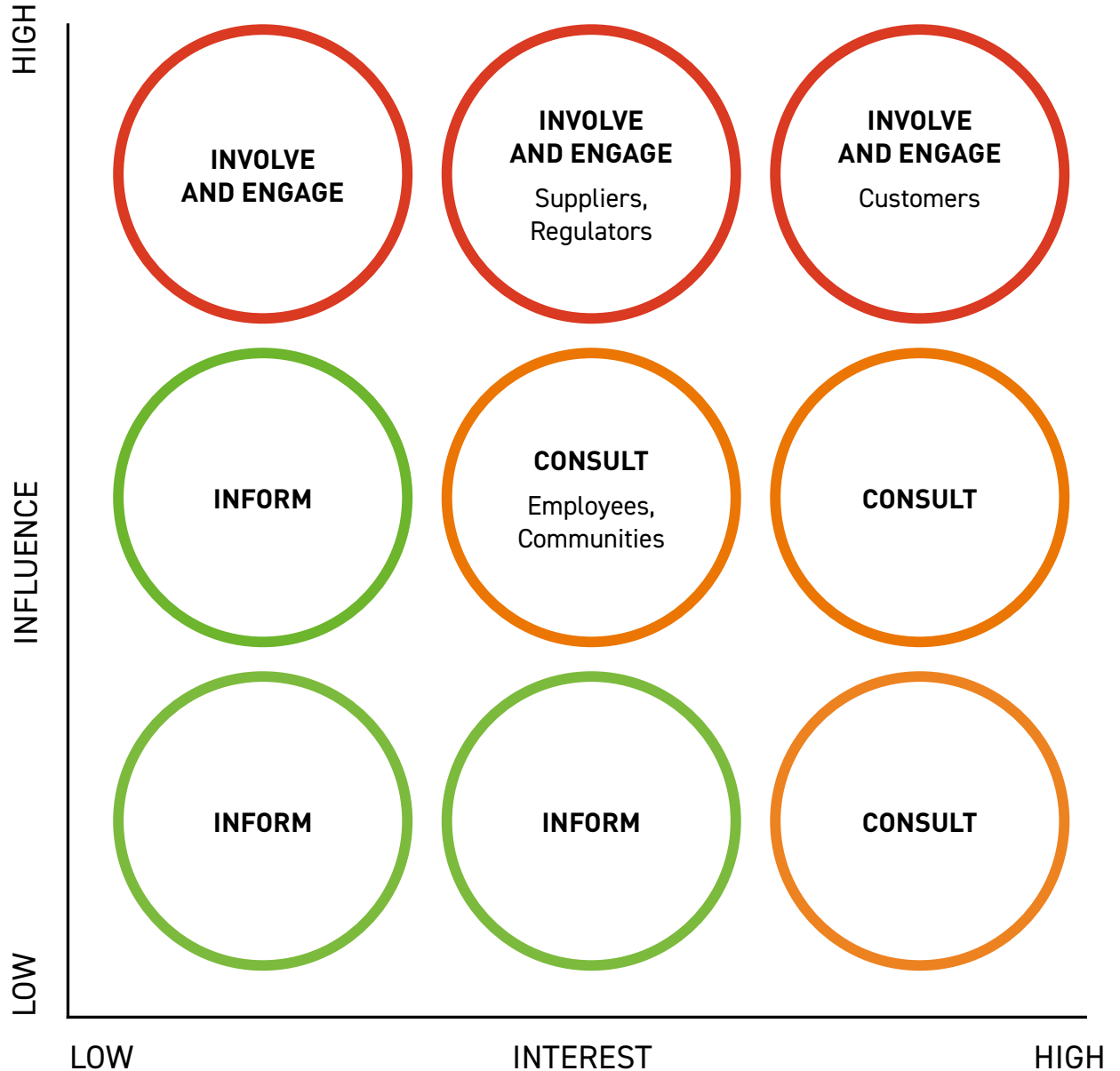
LOW



# STAKEHOLDER ENGAGEMENT CONT'D

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.

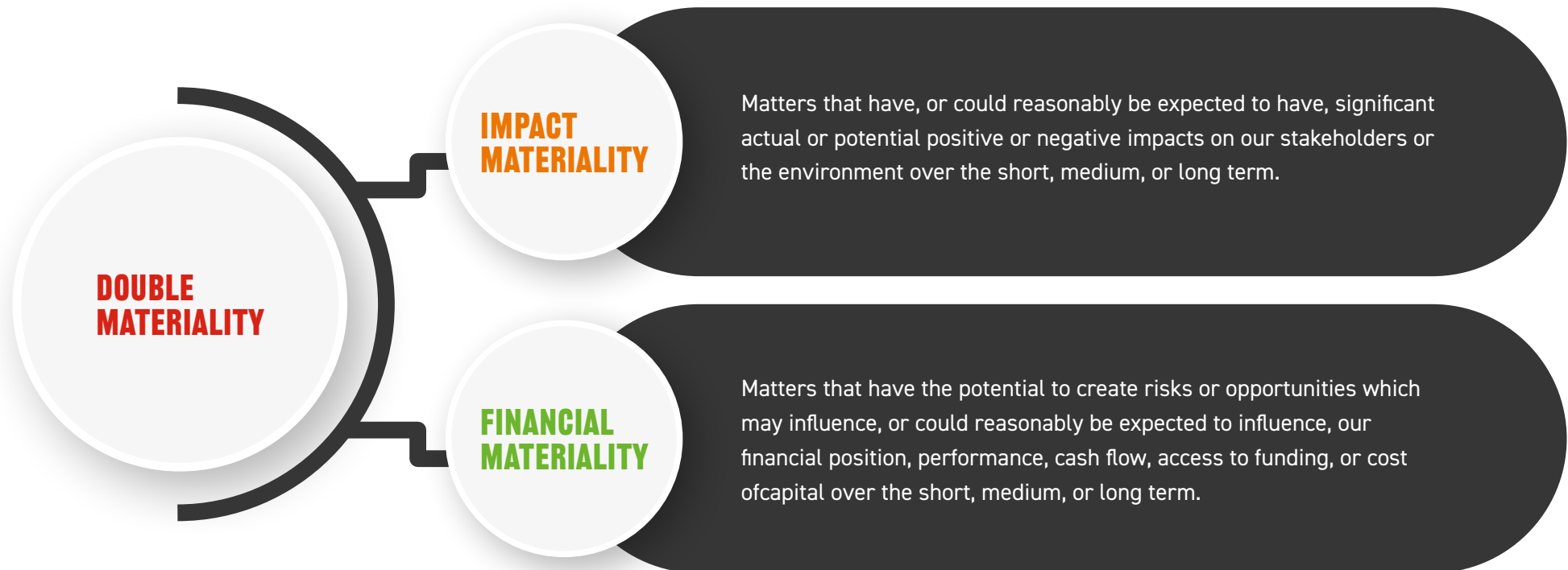


# MATERIALITY ASSESSMENT

## 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 CONT'D

## 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 CONT'D

## 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                                                     | IMPACT ON BUSINESS                                                                         | KEY AREAS COVERED                                                                                                                                                                                                                                                                                    | OUR RESPONSE                                                                                                                                                                                                                                                                                          | IMPACTED STAKEHOLDERS                       | RELEVANT SDGS                                                                                                                                                                                                                                                     | GRI STANDARDS               |
|---|-------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| 1 | ECONOMIC PERFORMANCE                      | The expectation of financial stability and an impactful distribution of value. | Strengthen stakeholder confidence and enables business continuity.                         | <ul style="list-style-type: none"> <li>Consistent financial performance</li> <li>Responsible distribution of capital</li> </ul>                                                                                                                                                                      | <b>Sustainable Growth Strategy</b> <ul style="list-style-type: none"> <li>Operational efficiency project</li> <li>Local economic development</li> <li>Digital transformation</li> <li>Risk-responsive investments</li> </ul> (Pages 56-60)                                                            | Employees, Community, Regulators            |                                                                                             | GRI 201-1                   |
| 2 | CORPORATE GOVERNANCE, COMPLIANCE & ETHICS | A focus on ethical business conduct.                                           | Avoids penalties, enhances credibility, and attracts responsible investors.                | <ul style="list-style-type: none"> <li>Board oversight</li> <li>Anti-corruption</li> <li>Regulatory compliance</li> </ul>                                                                                                                                                                            | <b>Governance Framework Development</b> <ul style="list-style-type: none"> <li>Policy and documentation integrity</li> <li>Board oversight and transparency</li> <li>Compliance risk management</li> <li>Ethics and integrity training</li> <li>Internal controls and audits</li> </ul> (Pages 56-63) | Regulators, Suppliers and Business Partners |                                                                                                                                                                                | GRI 205, 206, 207, 415      |
| 3 | LABOUR PRACTICES & HUMAN RIGHTS           | Expectation of fair treatment, justice, and protection of human rights.        | Ensures license to operate, access to markets, and mitigates reputational risks.           | <ul style="list-style-type: none"> <li>Child Labour &amp; Forced Labour Prevention.</li> <li>Occupational Health &amp; Safety (OHS).</li> <li>Supply Chain Human Rights Due Diligence</li> <li>Training &amp; Capacity Building</li> <li>Alignment with local and international standards</li> </ul> | <b>Social Welfare</b> <ul style="list-style-type: none"> <li>A Safe, Empowered Workforce</li> <li>A Transparent and Responsible Supply Chain</li> </ul> (Pages 38-54)                                                                                                                                 | Suppliers, Employees                        |    | GRI 401, 402, 408, 409, 411 |
| 4 | DIVERSITY, EQUITY & INCLUSION (DEI)       | A value for inclusive workplaces and equal opportunity.                        | Enables access to broader talent pools, enhances innovation, and meets buyer ESG criteria. | <ul style="list-style-type: none"> <li>Equity in hiring, pay, and promotion.</li> <li>Inclusive culture and belonging.</li> <li>Representation and workforce diversity.</li> </ul>                                                                                                                   | <b>Social Welfare</b> <ul style="list-style-type: none"> <li>A Safe, Empowered Workforce</li> </ul> (Pages 38-54)                                                                                                                                                                                     | Employees                                   |                                                                                         | GRI 405, 406                |

HIGH

MODERATE

LOW



# MATERIALITY ASSESSMENT CONT'D

## 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                                                                                               | IMPACT ON BUSINESS                                                                                  | KEY AREAS COVERED                                                                                                                                                                                                                                                             | OUR RESPONSE                                                                                                                                                                                                                                                                                                                                               | IMPACTED STAKEHOLDERS              | RELEVANT SDGs                                                                                                                                                                                                                                                                                                                                                                                                                                | GRI STANDARDS               |
|---|----------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| 5 | OCCUPATIONAL HEALTH & SAFETY                       | Employees and regulators prioritise safe working environments.                                                           | Enhances business continuity, reduces insurance cost, and minimises legal exposure.                 | <ul style="list-style-type: none"> <li>Workplace safety protocols</li> <li>Injury prevention</li> <li>Wellness programs</li> <li>Emergency preparedness &amp; crisis management</li> </ul>                                                                                    | <b>Social Welfare</b> <ul style="list-style-type: none"> <li>A Safe, Empowered Workforces (Pages 38-54)</li> </ul>                                                                                                                                                                                                                                         | Employees                          |                                                                                                                                                                                                                                                                        | GRI 403                     |
| 6 | EMPLOYEE ENGAGEMENT & DEVELOPMENT                  | Expectation of career development and fair recognition.                                                                  | Improves productivity, morale, and retention, thereby improving business continuity.                | <ul style="list-style-type: none"> <li>Training and workforce engagement</li> <li>Career advancement</li> <li>Employee satisfaction</li> </ul>                                                                                                                                | <b>Social Welfare</b> <ul style="list-style-type: none"> <li>A Safe, Empowered Workforce</li> <li>Child Labour &amp; Forced Labour Prevention</li> <li>Occupational Health &amp; Safety (OHS).</li> <li>Supply Chain Human Rights Due Diligence</li> <li>Training &amp; CapacityBuilding. Alignmentwith local &amp; International (Pages 38-54)</li> </ul> | Employees                          |                                                                                                                                                                                                                                                                        | GRI 404, 401                |
| 7 | ENVIRONMENTAL STEWARDSHIP                          | A rising preference for sustainable products and a greater affinity for organisations that actively manage their impact. | Benefits from lower operating costs, better compliance, and a stronger brand image.                 | <ul style="list-style-type: none"> <li>Energy consumption and efficiency</li> <li>Water use and conservation</li> <li>Emissions reduction</li> <li>Waste management</li> <li>Biodiversity andecosystem protection</li> <li>Environmental compliance and reporting.</li> </ul> | <b>Environmental Performance</b><br>(Pages 24-36)                                                                                                                                                                                                                                                                                                          | Customers, Community, Supply Chain |      | GRI 302, 303, 304, 305, 306 |
| 8 | SUSTAINABLE SOURCING & SUPPLY CHAIN RESPONSIBILITY | Concerns about upstream labour and environmental practices.                                                              | Maintaining ethical supply chains to meet regulations and certifications, and to avoid disruptions. | <ul style="list-style-type: none"> <li>Environmental sustainability in procurement.</li> <li>Supply chain traceability and transparency.</li> <li>Supply chain resilience and risk management.</li> </ul>                                                                     | <b>Environmental Performance</b> <ul style="list-style-type: none"> <li>A Transparent and Responsible Supply Chain (Pages 24-36)</li> </ul>                                                                                                                                                                                                                | Suppliers and Business Partners    |                                                                                                                                                                                                                                                                    | GRI 204, 308, 414           |

HIGH

MODERATE

LOW

# MATERIALITY ASSESSMENT CONT'D

## MATERIALITY ANALYSIS

|    | MATERIAL TOPIC                           | IMPORTANCE TO STAKEHOLDERS                                                                                                    | IMPACT ON BUSINESS                                                                                 | KEY AREAS COVERED                                                                                                                                                         | OUR RESPONSE                                                                                                        | IMPACTED STAKEHOLDERS                      | RELEVANT SDGS                                                                                                                                                           | GRI STANDARDS     |
|----|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|--------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 9  | COMMUNITY ENGAGEMENT & SOCIAL INVESTMENT | The need for a tangible, positive social impact from business operations.                                                     | Enhances its social license and reduces operational risk in local areas, while establishing trust. | <ul style="list-style-type: none"> <li>Local social projects</li> <li>Stakeholder dialogue</li> <li>Philanthropy</li> <li>Employee volunteering and engagement</li> </ul> | <b>Social Welfare</b> <ul style="list-style-type: none"> <li>Safeguarding Communities (Pages 38-54)</li> </ul>      | Community, Suppliers and Business Partners |   | GRI 203, 413      |
| 10 | PRODUCT RESPONSIBILITY                   | The expectation of safe, reliable PPE products.                                                                               | Ensures continued access to high regulation markets and avoids liability.                          | <ul style="list-style-type: none"> <li>Product safety &amp; quality</li> <li>Regulatory compliance</li> <li>Customer health &amp; safety</li> </ul>                       | <b>Social Welfare</b> <ul style="list-style-type: none"> <li>A Customer-centric Philosophy (Pages 38-54)</li> </ul> | Customers                                  |   | GRI 416, 417      |
| 11 | DIGITAL RESPONSIBILITY                   | Increased security, with the expectation of data protection and digital privacy.                                              | Avoids cyber risk, strengthens customer trust, and avoids reputation loss.                         | <ul style="list-style-type: none"> <li>Data privacy</li> <li>Cybersecurity</li> <li>Digital transparency</li> </ul>                                                       | <b>Social Welfare</b> <ul style="list-style-type: none"> <li>A Customer-centric Philosophy (Pages 38-54)</li> </ul> | Customers                                  |   | GRI 418           |
| 12 | CLIMATE CHANGE                           | A focus on climate resilient business models to drive socioeconomic stability and minimise disruption from natural disasters. | Avoids cyber risk, strengthens customer trust, and avoids reputation loss.                         | <ul style="list-style-type: none"> <li>Restoring vital ecosystems</li> <li>Carbon footprint management</li> <li>Emissions and energy consumption management</li> </ul>    | <b>Environmental Performance</b> <ul style="list-style-type: none"> <li>(Pages 24-36)</li> </ul>                    | Community, Customers, Regulators           |                                                                                     | GRI 302, 305, 304 |

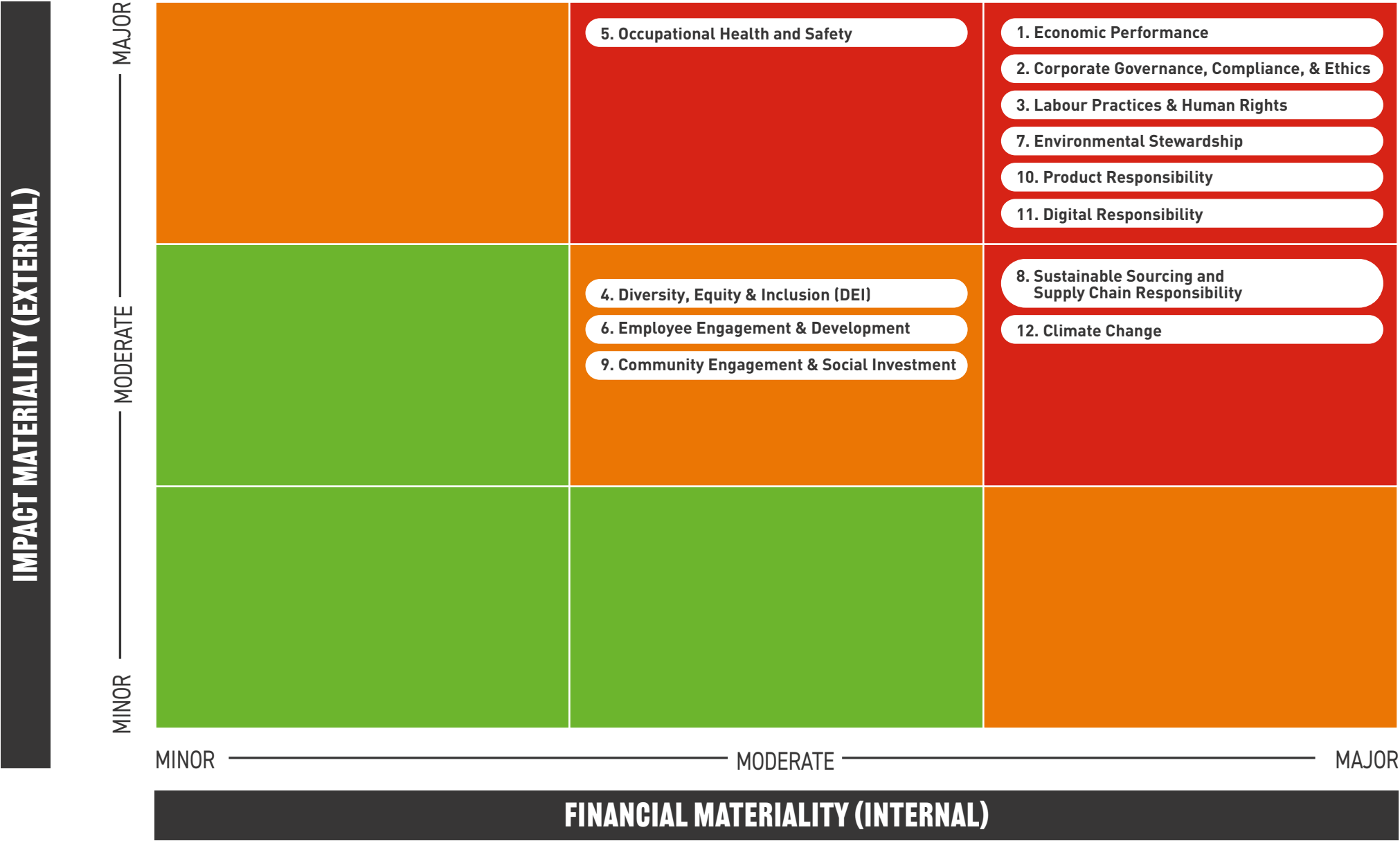
HIGH

MODERATE

LOW

# 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 it's operations.



# SUSTAINABLE DEVELOPMENT STRATEGY

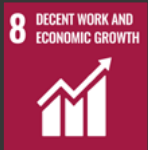
Traffi has been working towards sustainability since 2015 and has built sustainable products, practices and mindsets into our business model to reduce carbon emissions, create supply chain transparency and contribute to our communities. In 2024/25, as the sustainability landscape continues to evolve, 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 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 including, but not limited to –

| SHORT-TERM                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | MEDIUM-TERM                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | LONG-TERM                                                                                                                                                                                                                                                                     |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• Measuring Traffi's full organisational carbon footprint, refreshing and expanding our product carbon footprint, LCAs and EPD database in line with client demand</li><li>• Formalising our status as a great place to work in the UK as well as internationally by refreshing our audits on our supply chain.</li><li>• Expanding our community contributions through codifying and increasing our USP of reducing hand-related safety incidents, investment in our industry's apprentices and contributing to appropriate charity initiatives</li></ul> | <ul style="list-style-type: none"><li>• Reducing Traffi's product impact by increasing the percentage of sustainable materials in our products, reducing the energy and water usage of our manufacturing and reducing the number of gloves to landfill by at least 50%</li><li>• Removing 95% of plastic used in our packaging, with the remaining being comprised of at least 30% recycled materials</li><li>• Ensuring to partner with value chain partners that align with and enable our sustainable values</li></ul> | <ul style="list-style-type: none"><li>• Reaching net zero on scope 1 and 2 and aspiring for the same for scope 3 emissions</li><li>• Continue to evolve our sustainability strategy in line with client need and accredited international sustainability regulation</li></ul> |

SDGS THAT ARE MATERIAL TO US:





# PROGRESS IN 2024

Many of the aforementioned efforts are already in motion, and are being carefully balanced against other operational and macroeconomic challenges, such as rising material costs driven by supply chain disruptions, capacity constraints, supplier adjustments, and regulatory uncertainty. However, as Traffi positions sustainability as a core element of our unique value proposition — particularly through our integral role in enhancing safety on client sites — we are able to prioritise initiatives that deliver the greatest value to our clients. This approach allows us to maintain momentum in our sustainability journey without compromising progress.



## PRODUCT DESIGN AND INNOVATION

In 2024, Traffi strategically expanded its product team to intensify our focus on sustainability and drive continuous product improvement. This evolution reflects our long-term commitment to delivering glove solutions that are not only innovative but also aligned with evolving environmental standards and customer expectations.



## CLIMATE ACTION AND CARBON REDUCTION

Significant progress was made in reducing our carbon footprint across operations and the product lifecycle.

- We successfully assessed the Product Carbon Footprint (PCF) for 85% of our active glove range—certified in accordance with ISO standards.
- Energy efficiency measures were implemented both within our organisation and with manufacturing partners, in line with our Science Based Targets initiative (SBTi) commitments to reduce Scope 1, 2, and 3 emissions.



## ADVANCING CIRCULAR ECONOMY PRINCIPLES

Traffi continued to enhance product sustainability by increasing the use of recycled materials across our glove range.

- Many of our products now contain higher levels of recycled content and carry GRS/RCS certifications.
- We also prioritised design features that improve product durability, recyclability, and material efficiency, advancing our contribution to the circular economy.



## SOCIAL IMPACT AND COMMUNITY ENGAGEMENT

Traffi's sustainability strategy includes a strong social dimension. In 2024, we reinforced our commitment to positively impacting employees, communities, and wider stakeholders by supporting inclusive initiatives, improving workplace wellbeing, and contributing to local community projects.



## SUPPLY CHAIN TRANSPARENCY AND RESPONSIBILITY

Significant progress was made in reducing our carbon footprint across operations and the product lifecycle.

- Our ongoing membership with Sedex and commitment to regular supplier audits ensures that high labor and environmental standards are upheld.
- Collaborative engagement with suppliers remains central to our approach, as we work towards shared sustainability goals.



## RECOGNITION AND PROGRESS

Our efforts were acknowledged with the award of the Ecovadis Gold Medal, a recognition of our leadership in sustainability performance.

# FUTURE OUTLOOK

Looking ahead to 2025, Traffi remains committed to deepening our sustainability impact while responding to the expectations of our diverse stakeholder base. We will continue to evolve our sustainability priorities based on stakeholder input, even as we navigate challenges such as varying client requirements, regulatory developments, and the operational complexities of scaling our business sustainably.

Our focus will be on refining our strategy, enhancing performance across all ESG areas, and ensuring that sustainability remains a cornerstone of both innovation and operational excellence.





# ENVIRONMENTAL PERFORMANCE



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 direct operations
- 49%

Reduction in GHG emissions per kg of product sold
- 125

Acres of land protected
- ZERO

Waste to landfill

Impacted SDGs:

4

QUALITY EDUCATION

6

CLEAN WATER AND SANITATION

7

AFFORDABLE AND CLEAN ENERGY

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

13

CLIMATE ACTION

14

LIFE BELOW WATER

15

LIFE ON LAND

17

PARTNERSHIPS FOR THE GOALS

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.

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

COMPENSATE

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

CALCULATE

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.

VERIFICATION

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

IMPACT MATERIALITY



ENERGY AND EMISSIONS CONT'D

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.

ENERGY CONSUMPTION WITHIN THE ORGANISATION

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

In 2024, we achieved a major milestone by operating our head office and warehouse on 100% renewable electricity, eliminating Scope 2 emissions from our direct operations. This transition supports our wider goal of decarbonising operations while maintaining performance and reliability.



ENERGY EFFICIENCY

Energy-efficient LED lighting has been installed throughout all workspaces, reducing baseline electricity usage and improving overall efficiency.



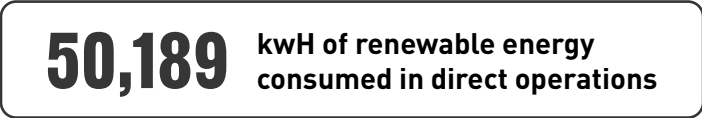
SUSTAINABLE MOBILITY

Our transition to low-emission transport is also underway. We have integrated electric and hybrid vehicles into our company fleet and established on-site EV charging infrastructure, which is available to staff free of charge. These efforts have significantly reduced our reliance on fossil fuels, contributing to lower Scope 1 emissions and encouraging sustainable employee behaviour.



FLEXIBLE WORKING POLICIES

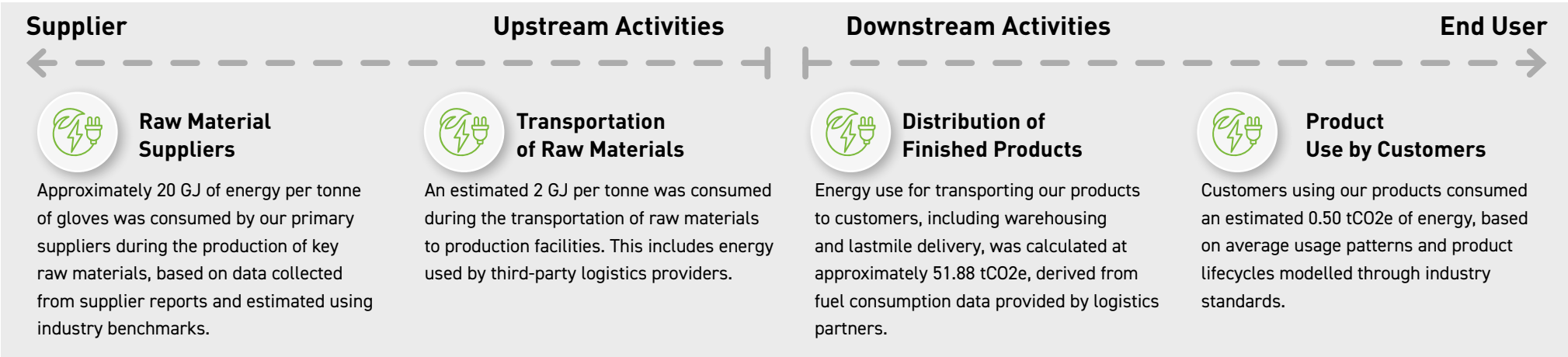
In support of a hybrid and flexible work culture, we also promote remote working options, further reducing commuting-related emissions and contributing to a more resilient, agile workforce.



ENERGY AND EMISSIONS CONT'D

Energy Consumption beyond the Organisation<sup>1</sup>

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.



<sup>1</sup>**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 CONT'D

At Traffi, we focus on inseting as a priority approach to decarbonise our supply chain—ensuring that emissions reductions are achieved where our products are made and sourced, creating long-term, traceable impact. Through carbon inseting, we ensure that our emissions reduction efforts strengthen supply chain resilience, deliver long-term climate benefits, support local communities and ecosystems, and create co-benefits beyond carbon, including biodiversity, water conservation, and cleaner air. These projects also align closely with our Science Based Targets (SBTi) commitment, allowing us to make measurable progress toward our net-zero goals through internal influence rather than external compensation alone.

### UPSTREAM ENERGY CONSUMPTION

#### Biomass-Powered Glove Manufacturing

- One of our principal glove manufacturing partners now uses 100% biomass for heating, replacing fossil fuel-based systems. This biomass is sustainably sourced from our own 17,000-acre rubber plantation in Sri Lanka. This long-term inseting initiative has displaced over 24 million litres of fossil fuel, substantially reducing Scope 3 emissions.

**24 MN** litres of fossil fuel displaced  
**100%** of heating needs fulfilled through biomass energy

#### Reforestation of Degraded Land

- In partnership with the Reforestation of Degraded Land project in Sri Lanka, we've supported the regeneration of 225 hectares within our supply chain region since 2015. This initiative is audited and verified under ISO 14064-2 and adheres to the Verified Carbon Standard, ensuring scientific rigour and credibility.

**225 HECTARES** of land regenerated

#### Sustainable Manufacturing in Pakistan

A new supplier has adopted a sustainable plant model, which includes planting trees and relying on solar energy, thereby directly reducing the energy footprint of the products we source from this facility.

**8,721** trees planted  
**30%** of energy needs addressed through solar power

#### Sustainable Infrastructure Across Suppliers

All major glove suppliers in our network have integrated solar energy systems, closed-loop water reuse and waste minimisation technologies, supporting our wider supply chain inseting strategy.

### DOWNSTREAM ENERGY CONSUMPTION

#### Product Distribution

- To reduce emissions from product transport, we've reduced our reliance on air freight and now partner with providers such as DPD Group, a carbon-neutral delivery company.
- Partnering with logistics companies that track and disclose their carbon footprint enables us to better understand our distribution impact. For instance, in collaboration with one logistics provider, 14.67 tCO<sub>2</sub>e in emissions were avoided in a single reporting period.

#### Customer Use and Product Lifecycle

- In 2020, we introduced the world's first carbon neutral safety glove range (LXT), certified carbon neutral from cradle to gate.
- In 2022, we also launched the TD02, the world's first carbon neutral disposable glove.
- In 2023, we expanded this certification to cover the entire lifecycle (cradle to grave), including usage and disposal.
- We are developing educational content and resources to help customers use our products more efficiently, thus reducing their energy use and emissions.

These initiatives have helped minimise downstream energy usage and related emissions associated with our products.

ENERGY AND EMISSIONS CONT'D

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:

|                                                                                                                                                               |                                                                                                                                                                                                                                                            |                                                                                                                                                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| <div></div> <div>MICRO-HYDRO<br/>PROJECTS IN SRI LANKA</div>                 | <p>We contribute to the development of small-scale, run-of-the-river hydroelectric systems in Hapugastenne and Hulu Ganga. These projects generate clean electricity while minimising environmental disruption and supporting local energy resilience.</p> | <div><div>7 AFFORDABLE AND<br/>CLEAN ENERGY</div><div>9 INDUSTRY, INNOVATION<br/>AND INFRASTRUCTURE</div><div>13 CLIMATE<br/>ACTION</div></div> |
| <div></div> <div>FLOATING SOLAR<br/>INSTALLATIONS IN INDIA</div>             | <p>We support solar energy infrastructure in Telangana and Maharashtra states, which harness renewable power without competing for land use, making them ideal for densely populated regions.</p>                                                          | <div><div>7 AFFORDABLE AND<br/>CLEAN ENERGY</div><div>11 SUSTAINABLE CITIES<br/>AND COMMUNITIES</div><div>13 CLIMATE<br/>ACTION</div></div>     |
| <div></div> <div>REFRIGERANT<br/>GAS REMOVAL IN<br/>RAJASTHAN, INDIA</div> | <p>This project focuses on the destruction of HFC-23, a potent greenhouse gas with a global warming potential thousands of times higher than CO<sub>2</sub> delivering significant climate benefits.</p>                                                   | <div><div>3 GOOD HEALTH<br/>AND WELL-BEING</div><div>13 CLIMATE<br/>ACTION</div></div>                                                          |

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.

## ENERGY AND EMISSIONS CONT'D



### The Maskeliya Oya Project: Supporting the Restoration of a Vital Ecosystem

Traffi is proud to partner with PLANT in 2024, a conservation initiative managed by the Wildlife and Nature Protection Society (WNPS) of Sri Lanka, in sponsoring a key segment of the reforestation project along the Maskeliya Oya — a major tributary of the Kelani River. As part of its sustainability roadmap, Traffi is funding the restoration of a nine-kilometre section of the riverbanks, contributing to a broader initiative aimed at regenerating 50 hectares of new forest. This vital project, located in the Maskeliya Upcot Valley on land released by Hayleys Group's Horana Plantations PLC, will enhance water quality, reduce human-wildlife conflict, and play a critical role in combating climate change.

The initiative will create a continuous forest corridor, with 30-50 feet-wide forest strips being established along both banks of the Maskeliya Oya.

These reforestation efforts will directly benefit the local ecosystem by improving biodiversity, providing wildlife corridors, and supporting sustainable land management practices. Traffi's contribution will fund one of the five project segments, with the entire corridor helping to regenerate critical land at the foothills of the Peak Wilderness Sanctuary, a region renowned for its ecological importance. Through this partnership, Traffi is actively supporting the regeneration of Sri Lanka's forests and contributing to a more sustainable future for the island's unique ecosystems.

The tree planting project, initially set to plant 2,000 trees per year, is progressing ahead of schedule, with a total of 5,250 trees already planted on the Stockholm Estate, part of the broader Maskeliya project. While the original plan aimed for 6,000 trees over three years, we anticipate surpassing this target within the first year. The focus has been on planting a diverse range of montane species to support the regeneration of both new areas and complement existing forest coverage, covering over 400 acres of forest footprint.

**5,250** trees planted to date



ENERGY AND EMISSIONS CONT'D

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

Our GHG inventory for the period April 1, 2023 – March 31, 2024 was conducted by the Climate & Conservation Consortium (CCC) in accordance with the WBCSD/WRI GHG Protocol—the global standard for corporate carbon accounting, as well as the ISO 14064-1 Standard and The ZeroCarbon® Guideline. This assessment is fully compliant with the Carbon Disclosure Project (CDP) and was based on the Operational Control boundary of Traffi Safe Ltd.<sup>2</sup> The inventory covered all relevant emissions categories:

|                                                                                    |                                                        |                                                                                                    |              |       |
|------------------------------------------------------------------------------------|--------------------------------------------------------|----------------------------------------------------------------------------------------------------|--------------|-------|
|   | <b>Category 1</b><br>Direct emissions                  | On-site energy use, company-owned vehicles, and fugitive emissions                                 | 8.35 tCO2e   | 2.2%  |
|   | <b>Category 2</b><br>Indirect energy emissions         | Purchased electricity (net zero due to renewable sourcing)                                         | 3.18 tCO2e   | 0.9%  |
|   | <b>Category 3</b><br>Indirect emissions from logistics | Includes employee commuting, foreign business travel, imports, exports, and third-party deliveries | 360.59 tCO2e | 96.8% |
|  | <b>Category 4</b><br>Other indirect emissions          | Waste disposal and electricity transmission losses                                                 | 0.50 tCO2e   | 0.1%  |
| <b>Total Emissions</b>                                                             |                                                        |                                                                                                    | 357.93 tCO2e | 100%  |

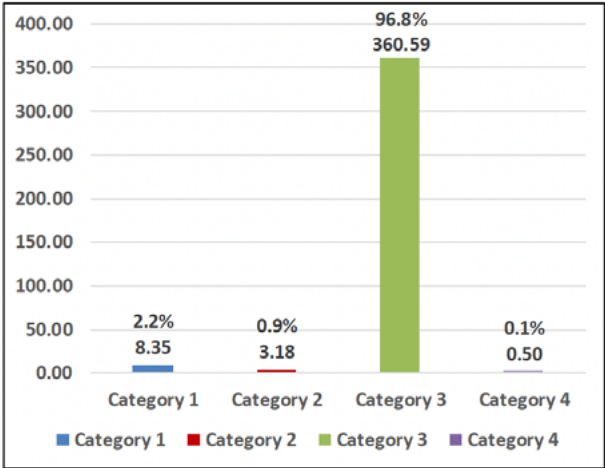


Figure 1: Category-wise GHG Emissions Summary for Traffi Safe Ltd

Science Based Targets Achieved

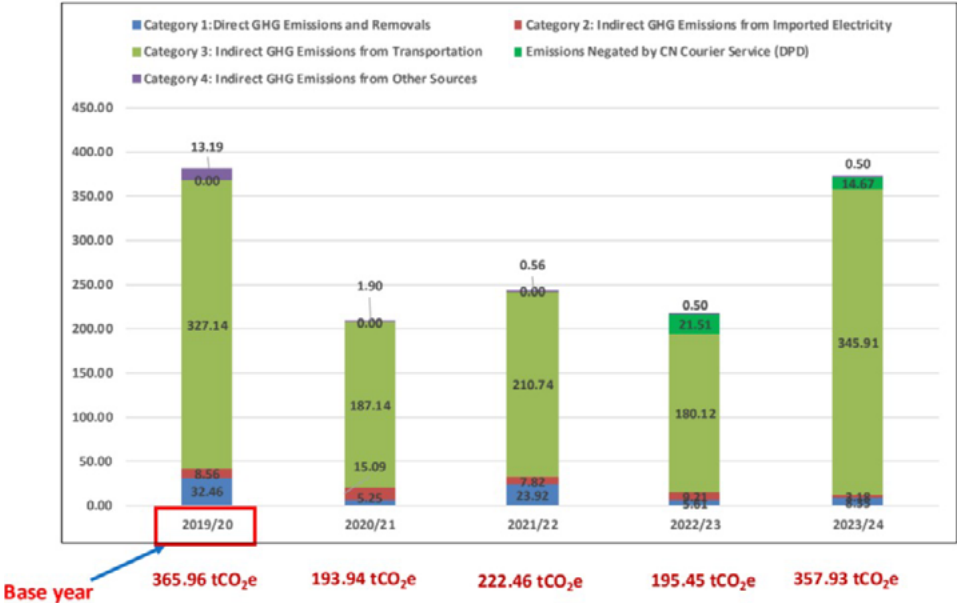


At Traffi, our climate strategy is anchored in our commitment to the Science Based Targets initiative (SBTi), reflecting our alignment with global efforts to limit warming to 1.5°C. We have pledged to reduce our Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 46% by 2030, using 2019 as our base 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, lowemission logistics, and supplier collaboration to drive decarbonisation both within and beyond our operational boundaries.

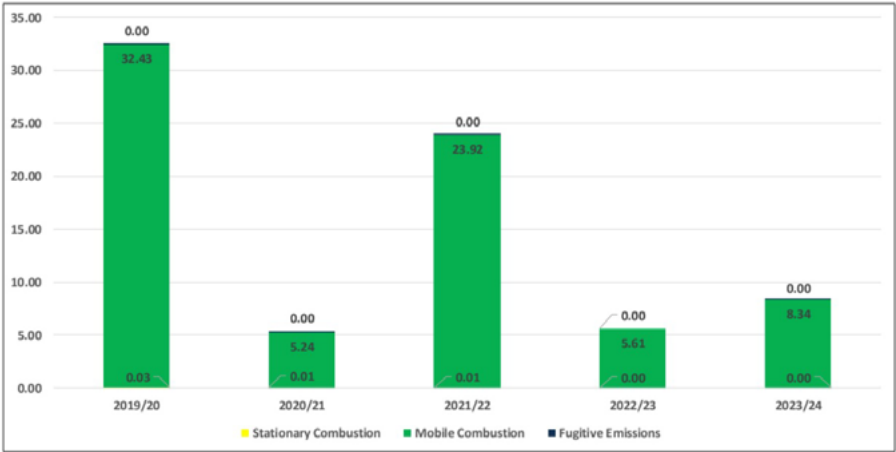
<sup>2</sup> Notably, the outsourced warehouse was excluded from this year’s report due to the cessation of its operations during the assessment period.

Yearly Emissions Breakdown Comparison

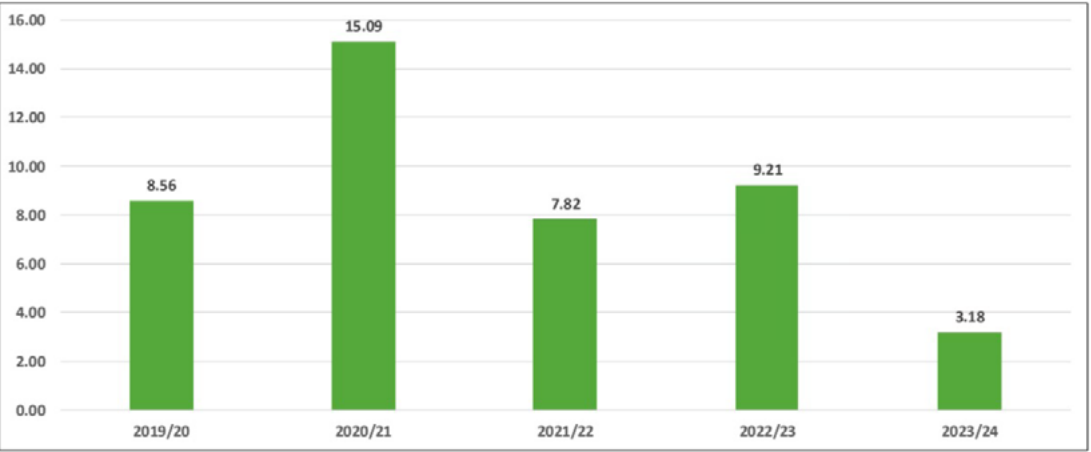


| Year    | Actual Total Emissions/tCO2e |
|---------|------------------------------|
| 2019/20 | 318.35                       |
| 2020/21 | 209.38                       |
| 2021/22 | 243.03                       |
| 2022/23 | 216.96                       |
| 2023/24 | 372.60                       |

Emissions Breakdown of Direct GHG Emissions



Emissions Breakdown of indirect GHG Emissions by Purchased Electricity





After applying all the reduction strategies we offset the remaining avoidable emissions of 357.93 for the reporting year by purchasing an equivalent amount of internationally registered carbon credits.

This achievement has earned Traffi the official status of a ZeroCarbon® Certified Company, confirming that our residual emissions are responsibly and transparently balanced.

357.93 tCO<sub>2</sub>e

Emissions Offset in 2024

KEY HIGHLIGHTS FOR 2024

34%

Reduction in GHG emissions per kg of product sold vs. the base year

49%

reduction in GHG emissions per kg vs. the previous year

77%

reduction in electricity consumption per kg of product sold vs. the base year

69%

reduction in electricity consumption per kg vs. the previous year

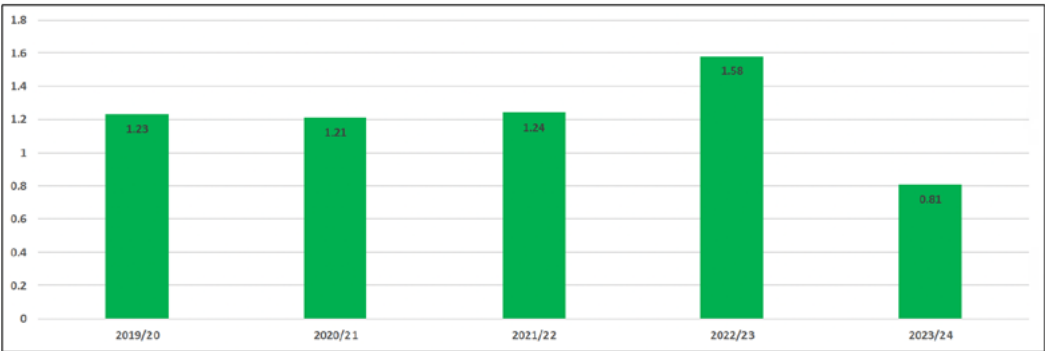


Figure 16: Total GHG Emissions (kgCO<sub>2</sub>e) per kg of product sold

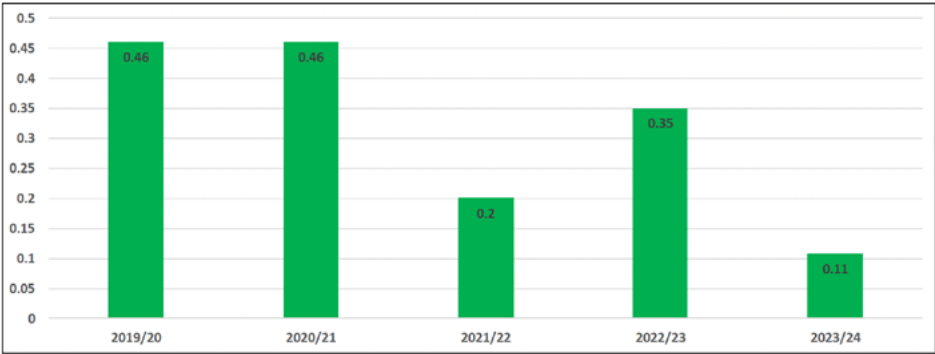


Figure 15: Onsite Electricity consumption (kWh) per kg of product sold

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.

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.

Key Initiatives in 2024

- 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 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.

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.

20 MILLION LITRES  
of rainwater collected annually by suppliers



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.



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 2024, 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

**85%**  
of staff trained on sustainability  
and waste management

**ZERO**  
instances of environmental non-  
compliance, fines, or sanctions



**WASTE AND  
MATERIAL MANAGEMENT CONT'D**

|                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                    |
|------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <b>ZERO WASTE TO LANDFILL</b>                    | <p>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 closed-loop operations.</p>                                                                                     |
|  <b>SUSTAINABLE PACKAGING INITIATIVES</b>         | <p>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.</p>                                          |
|  <b>IMPROVING TRACEABILITY</b>                    | <p>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.</p>                                                                                                       |
|  <b>DIGITAL INVENTORY OPTIMISATION</b>            | <p>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.</p>                                                                                                                                                          |
|  <b>TRAINING, MONITORING &amp; COMPLIANCE</b>   | <p>More than 85% 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.</p> |
|  <b>SUPPLIER ENGAGEMENT &amp; COLLABORATION</b> | <p>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.</p>                                                                                                                                                   |
|  <b>CUSTOMER &amp; PRODUCT LIFECYCLE IMPACT</b> | <p>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.</p>                                                                                                                                                     |



# SOCIAL WELFARE



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



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.

Key focus areas

HEALTH AND WELL-BEING

CRISIS RESPONSE AND SUPPORT

EDUCATION AND AWARENESS

**4 FUNDING/PARTICIPATING PROJECTS RRT DELIVERED OVER 1,000,000 FOOD BOXES AS A WHOLE WHICH TRAFFI IS ALSO CONTRIBUTING.**  
**100% AWARENESS ACROSS COMPLETE SUPPLY CHAIN.**

Impacted SDGs:



Material Topics: 1, 9

Impacted Stakeholders: Communities, Suppliers, Employees, Customers

## HEALTH AND WELL-BEING

### 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

## 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 five 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.

## 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 ecoconscious 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.

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



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



Key focus areas

SERVICE DELIVERY  
AND SATISFACTION

TRANSPARENT ENGAGEMENT  
AND COMMUNICATION

CONTINUOUS IMPROVEMENT  
AND CUSTOMER PROTECTION



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.

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.

COMPLAINT RESOLUTION PLAN

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

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 Board meetings, and discussed during Senior Management Team reviews to prevent recurrence.
- Ongoing improvement is supported by ISO standards, LEAN principles, and regular staff training.

KPIs:

- 1-hour initial response
- 1 working day resolution

## 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.

|                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p><b>Multichannel Customer Support</b></p>              | <p>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.</p> <ul style="list-style-type: none"> <li>• Phone support during business hours</li> <li>• Live chat and chatbot services on our website for real-time assistance</li> <li>• Dedicated account contacts for personalised service</li> <li>• Email support via general and individual staff addresses</li> </ul>                                                                                                                                                              |
|  <p><b>Customer Feedback and Listening Mechanisms</b></p> | <p>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.</p> <ul style="list-style-type: none"> <li>• Post-purchase surveys and questionnaires</li> <li>• Complaint and issue tracking</li> <li>• Customer reviews and testimonials</li> <li>• Social media listening for real-time sentiment monitoring</li> </ul>                                                                                                                                                                |
|  <p><b>Responsible Marketing Practices</b></p>            | <p>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.</p> <p>We can confidently report:</p> <ul style="list-style-type: none"> <li>• Zero incidents of non-compliance with marketing regulations or voluntary codes</li> <li>• No misleading advertising or safety concerns arising from product communication</li> </ul>                                                                                                                                                                                                                                                             |
|  <p><b>Educational and Engagement Tools</b></p>          | <p>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.</p> <ul style="list-style-type: none"> <li>• Sustainability pages and case studies on our website</li> <li>• Blogs and social content that explain product development and sustainability impacts</li> <li>• Impact reporting tools that provide visibility into environmental and social contributions of Traffi products</li> </ul>                                                                                                                                                          |
|  <p><b>Transparent Product Information</b></p>          | <p>We ensure that customers are fully informed about the safety, sustainability, and performance of our products, thereby helping customers make informed choices and builds trust in their integrity.</p> <ul style="list-style-type: none"> <li>• QR codes on glove packaging direct customers to detailed product information, safety guidelines, and usage instructions on our website.</li> <li>• Labelling and marketing disclose key data on: <ul style="list-style-type: none"> <li>• Sourcing and materials (e.g., GRS/RCS-certified content, OEKO-TEX® compliance)</li> <li>• Sustainability ratings and carbon footprint (e.g., PCF data, Ecovadis Gold medal)</li> <li>• Safe use, storage, and disposal instructions</li> </ul> </li> </ul> |

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 plantbased 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.

## 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.

### CONCEPT AND DESIGN

01

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 realworld conditions.

### RESEARCH AND DEVELOPMENT TESTING

02

Our R&D process is built on evidencebased 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.

### PRODUCT AND CERTIFICATION

03

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.

### USE, MAINTENANCE, AND DISPOSAL

04

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.

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.

29 Employees

90% retention rate

4.2 years average tenure

41% of employees trained

Impacted SDGs:



Material Topics: 3, 4, 5, 6

Impacted Stakeholders: Employees, Regulators



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 of 6.9% and 90% retention rate showcase the stability and satisfaction of our workforce.

29

Employees

27

Employees in the UK

2

Employees in Italy

7

New recruits in 2024

70%

of current employees  
are male

30%

of current employees  
are female

57%

of new recruits  
are male

43%

of new recruits  
are female



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 3–5 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.

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 under the BCF pension scheme.
- **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' longterm 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.



## 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.
- **Social Events:** Traffi organises regular social events, such as BBQs 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.



## 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 behavior 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.
- **Mental Health Support:** Traffi offers a dedicated support helpline to help employees address mental health and well-being concerns.





## 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.
- **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.
- **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.
- **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.
- **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.
- **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.
- **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.
- **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.

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 Suppliers

06 Geographic Locations

02 New suppliers

100% of suppliers completed the Sedex compliance audit

Impacted SDGs:



Material Topics: 3, 8

Impacted Stakeholders: Customers, Suppliers, Regulators, Employees

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.

|                                                                                                                 |                                                                                                                                                                                                                                                                                       |
|-----------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br>Raw Material Sourcing      | We prioritise materials that meet recognised environmental and social certifications, such as the Global Recycled Standard (GRS) and Recycled Claim Standard (RCS). Suppliers are selected based on their ability to minimise environmental impact and ensure traceability of origin. |
| <br>Manufacturing              | Our manufacturing partners operate under strict environmental and labour standards, including ISO certification and SEDEX membership. We collaborate to uphold fair labour, ethical practices, minimise waste, and promote workplace safety.                                          |
| <br>Distribution And Logistics | We optimise logistics to reduce carbon emissions through route efficiency, shipment consolidation, and partnerships with eco-conscious carriers, advancing toward a lower-carbon supply chain. We also prioritise local sourcing to reduce emissions and support regional economies.  |
| <br>Product Use               | Our gloves are engineered for durability and performance, empowering users to work safely and sustainably. By extending product life cycles, we reduce the need for frequent replacements, ultimately lowering consumption rates.                                                     |
| <br>End-Of-Life Solutions    | At the end of their usable life, our gloves are managed through recycling programs that align with circular economy principles. We are continuously exploring innovative ways to repurpose materials and minimise landfill waste.                                                     |

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.

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.

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.

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.

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 2024.

100%

of tier 1 suppliers  
were evaluated  
against social  
performance  
criteria in 2024.





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.

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 RISK-BASED 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).

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.

A woman with long, curly brown hair, wearing a blue denim shirt, is sitting at a dark wooden table and smiling warmly at a man. The man, with short brown hair and a beard, is wearing a dark blue long-sleeved shirt and has his hands clasped together. They are in an office environment with large windows in the background, covered with horizontal blinds. On the table, there is a laptop, a smartphone, and a small red notebook. The overall atmosphere is professional yet friendly.

# GOOD GOVERNANCE

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 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**

|                                             |                                                                                                                                                                                                                                                                          |
|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>GOVERNANCE STRUCTURE AND COMPOSITION</b> | 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. |
| <b>BOARD SELECTION AND NOMINATION</b>       | 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.                                                                                                   |
| <b>CHAIR OF THE BOARD</b>                   | The Chair is a non-executive director, ensuring independence and objective oversight, particularly for sustainability and risk.                                                                                                                                          |
| <b>OVERSIGHT OF ESG IMPACTS</b>             | The SLT oversees ESG matters, including materiality, targets, and KPI performance. The Sustainability Department reports quarterly.                                                                                                                                      |
| <b>DELEGATION OF ESG RESPONSIBILITIES</b>   | The Sustainability Department reports to the CEO, with ESG initiatives led by department heads and crossfunctional teams.                                                                                                                                                |
| <b>SUSTAINABILITY REPORTING</b>             | The Board approves all sustainability disclosures. The Audit and Sustainability Committees ensure data integrity and manage external assurance.                                                                                                                          |
| <b>CONFLICT OF INTEREST POLICY</b>          | A formal policy requires annual disclosures and recusal from related decisions. Regular reviews and governance training ensure compliance.                                                                                                                               |
| <b>ESG COMPETENCE OF GOVERNANCE BODIES</b>  | SLT members receive annual ESG training, including onboarding for new members on sustainability strategy and stakeholder priorities.                                                                                                                                     |
| <b>EMBEDDING SUSTAINABILITY COMMITMENTS</b> | ESG policies are embedded in operations, contracts, training, and performance reviews. Compliance is tracked through audits and feedback.                                                                                                                                |
| <b>DIVERSITY AND INCLUSION</b>              | Metrics related to diversity and inclusion are tracked across the workforce. Inclusive hiring and development practices are promoted.                                                                                                                                    |
| <b>REMUNERATION AND ESG LINKAGE</b>         | Executive pay includes variable components tied to ESG KPIs like carbon reduction, ethical sourcing, and wellbeing. Reviewed annually by HR.                                                                                                                             |
| <b>ESG RISK MANAGEMENT</b>                  | ESG risks such as climate, supply chain, and compliance are monitored by the SLT. Mitigation and remediation are reported annually.                                                                                                                                      |
| <b>ETHICS TRAINING</b>                      | 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 CONT'D

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 Gold Medal:** Achieving a Gold Medal from Ecovadis places Traffi among the top 5% 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.



GLOBAL  
CERTIFICATIONS  
AND STANDARDS

**ANSI (American National Standards Institute):** As Traffi continues to expand into global markets, we are pleased to confirm that our products have been tested to meet ANSI standards for the North American market. Compliance with these standards demonstrates that our products meet the relevant safety and performance requirements, giving our North American customers confidence in their quality and reliability.

**Living Wage Foundation:** Traffi is proud to be accredited by the Living Wage Foundation, ensuring that all our employees are paid a fair, living wage. This certification reflects our commitment to treating our workforce with fairness and respect, aligning with our ethical business practices.

**ISO 9001, 14001 & 45001:** Traffi adheres to the internationally recognized ISO standards for quality management (ISO 9001), environmental management (ISO 14001), and occupational health and safety (ISO 45001). These accreditations are a testament to our ongoing commitment to delivering high-quality products, minimizing our environmental impact, and ensuring a safe and healthy workplace.

**ISO 14067 Verified Product Carbon Footprint (PCF):** Traffi is committed to transparency in our environmental impact. Through ISO 14067, we have verified the carbon footprint of our products, ensuring that our calculations are accurate, transparent, and in line with global environmental standards.

**Cyber Essentials:** In an increasingly digital world, data protection is paramount. Traffi's certification under the Cyber Essentials scheme ensures that we have implemented robust cybersecurity measures to safeguard sensitive information and protect against potential digital threats.

**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, eco-friendly 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.

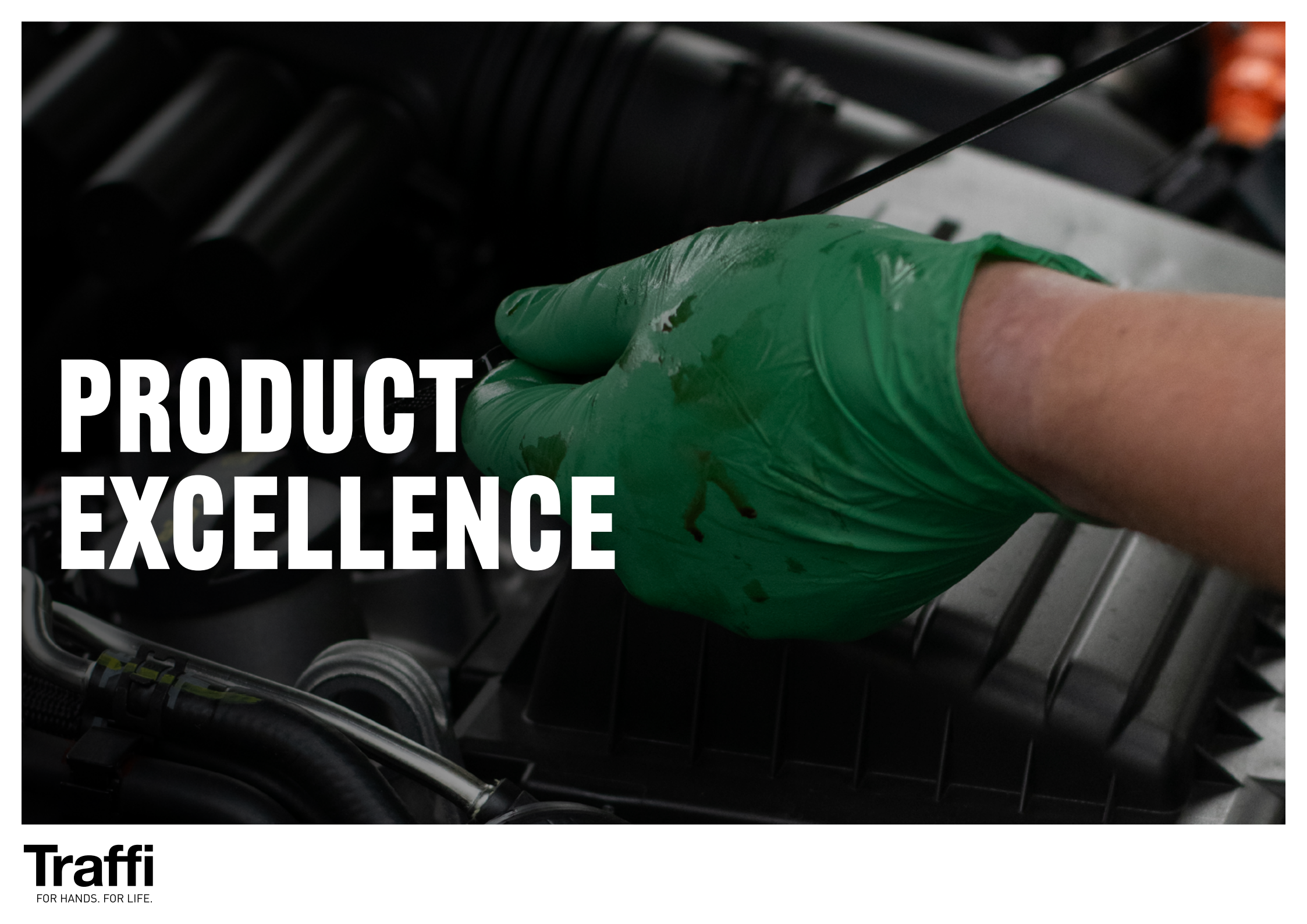






# PROGRESS IN 2024

- Ecovadis Gold Medal: We upgraded from the Bronze to Gold Medal, cementing our position as a leader in sustainability across industries.
- GRS/RCS Certification: Our products now include GRS (Global Recycled Standard) and RCS (Recycled Claim Standard) certified materials, underscoring our commitment to sustainable sourcing and product development.
- Living Wage Accreditation: Achieved formal Living Wage certification for all employees.
- Cyber Essentials Certification: Our digital security measures have been verified, ensuring the integrity of sensitive data and enhancing cybersecurity.
- Oeko-Tex Certification: We received certification for specific product ranges, reinforcing our commitment to sustainable material sourcing.
- Ongoing CE & UKCA Certification: We continue to work diligently to maintain our CE and UKCA certifications in accordance with the PPE Regulation 2016/425.
- SATRA Membership: Traffi was recognised as a Gold Member, further solidifying our commitment to the highest standards in safety, compliance, and product testing.



# PRODUCT EXCELLENCE



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 neutral 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

Our journey toward sustainability began with the development of the LXT glove range – engineered to last significantly longer than traditional alternatives. This extended lifespan means fewer gloves are needed over time, reducing raw material usage, manufacturing emissions, and end-of-life waste.

In 2020, LXT became the world’s first carbon neutral safety glove range, certified from cradle to gate. By 2023, we advanced this further to achieve cradle-to-grave carbon neutrality, incorporating every stage of the product lifecycle, with usage and disposal verified through rigorous Life Cycle Assessments (LCAs).

We continued our commitment in 2022 by launching the TD01, the world’s first carbon neutral disposable glove. TD01 offers a dramatically lower environmental impact – requiring 85% less energy, 3.5x less oil, and biodegrading by 76% within 539 days. With 65% sustainably sourced raw materials, TD01 sets a new benchmark in disposable glove sustainability.



THE WORLD’S FIRST CARBON NEUTRAL  
SAFETY GLOVE RANGE

Certified from cradle-to-grave



THE WORLD’S FIRST CARBON NEUTRAL  
DISPOSABLE GLOVE

Manufactured with Biodegradable additive in Nitrile Rubber and made using 65% sustainably sourced raw materials.

- 85% less energy,
- 3.5x less oil,
- Biodegrades by 76% in 539 days.

REDEFINING PACKAGING FOR A CIRCULAR FUTURE

Recognising the environmental cost of packaging, we've made industry-leading changes to eliminate single-use plastics and embrace circularity:

- 100% recycled and recyclable FSC-certified paper pulp has replaced traditional packaging for core products.
- In 2021, we launched a patented recycled card bellyband wrap, enabling customers to avoid over 500,000 polybags.
- By 2024, all packaging incorporated a minimum of 30% recycled content, with full recyclability as a design requirement.
- We also adopted recyclable outer cartons, recycled-content paper tape, and eliminated plastic strapping without compromising strength.
- For bulk shipping, customers can request shrink-wrap-free pallet netting as a sustainable alternative.

These initiatives collectively reduce our reliance on virgin materials, enhance recyclability, and minimise packaging waste across the supply chain.



JOINED UP THINKING: A SMARTER SUPPLY CHAIN

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







# FORWARD THINKING



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.

## Forward looking statement:

**“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.”**

This report contains forward-looking statements regarding Traffi’s future operations, strategies, goals, and sustainability performance. These statements are based on current expectations, forecasts, and assumptions and are subject to risks and uncertainties that could cause actual results to differ materially. Factors that could impact future performance include shifts in market demand, supply chain constraints, regulatory changes, and broader economic conditions.

While Traffi believes the assumptions upon which these forward-looking statements are based are reasonable, undue reliance should not be placed on such statements. Traffi undertakes no obligation to publicly update or revise forward-looking statements except as required by law.

TraffiSafe Limited has reported the information cited in this GRI content index for the period of Jan 1- Dec 31st 2024, using the GRI standard (GRI 1:Foundation 2021) as a guidance.

## GRI CONTENT INDEX

| GRI STANDARD                           | DISCLOSURE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | GRI STANDARD                                                                                                                                                                                             | DISCLOSURE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 2:<br>General Disclosures 2021     | 2-1 Organizational details<br>2-2 Entities included in the organization's sustainability reporting<br>2-3 Reporting period, frequency and contact point<br>2-6 Activities, value chain and other business relationships<br>2-7 Employees<br>2-8 Workers who are not employees<br>2-9 Governance structure and composition<br>2-11 Chair of the highest governance body<br>2-12 Role of the highest governance body in overseeing the management of impacts<br>2-13 Delegation of responsibility for managing impacts<br>2-14 Role of the highest governance body in sustainability reporting<br>2-18 Evaluation of the performance of the highest governance body<br>2-19 Remuneration policies<br>2-20 Process to determine remuneration<br>2-21 Annual total compensation ratio<br>2-22 Statement on sustainable development strategy<br>2-23 Policy commitments<br>2-24 Embedding policy commitments<br>2-25 Processes to remediate negative impacts<br>2-26 Mechanisms for seeking advice and raising concerns<br>2-27 Compliance with laws and regulations<br>2-28 Membership associations<br>2-29 Approach to stakeholder engagement | GRI 207:<br>Tax 2019<br><br>GRI 301:<br>Materials 2016<br><br>GRI 302:<br>Energy 2016<br><br>GRI 303:<br>Water and Effluents 2018<br><br>GRI 304:<br>Biodiversity 2016<br><br>GRI 305:<br>Emissions 2016 | 207-1 Approach to tax<br>207-2 Tax governance, control, and risk management<br><br>301-1 Materials used by weight or volume<br>301-2 Recycled input materials used<br><br>302-1 Energy consumption within the organization<br>302-2 Energy consumption outside of the organization<br>302-3 Energy intensity<br>302-4 Reduction of energy consumption<br>302-5 Reductions in energy requirements of products and services<br><br>303-1 Interactions with water as a shared resource<br>303-2 Management of water discharge-related impacts<br>303-3 Water withdrawal<br>303-4 Water discharge<br>303-5 Water consumption<br><br>304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas<br>304-2 Significant impacts of activities, products and services on biodiversity<br>304-3 Habitats protected or restored<br><br>305-1 Direct (Scope 1) GHG emissions<br>305-2 Energy indirect (Scope 2) GHG emissions<br>305-3 Other indirect (Scope 3) GHG emissions<br>305-4 GHG emissions intensity 305-5 Reduction of GHG emissions |
| GRI 3:<br>Material Topics 2021         | 3-1 Process to determine material topics<br>3-2 List of material topics<br>3-3 Management of material topics                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | GRI 306:<br>Waste 2020                                                                                                                                                                                   | 306-1 Waste generation and significant waste-related impacts<br>306-2 Management of significant waste-related impacts<br>306-3 Waste generated 306-4 Waste diverted from disposal<br>306-5 Waste directed to disposal                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| GRI 201:<br>Economic Performance 2016  | 201-1 Direct economic value generated and distributed<br>201-2 Financial implications and other risks and opportunities due to climate change<br>201-3 Defined benefit plan obligations and other retirement plans<br>201-4 Financial assistance received from government                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | GRI 308:<br>Supplier Environmental Assessment 2016                                                                                                                                                       | 308-1 New suppliers that were screened using environmental criteria<br>308-2 Negative environmental impacts in the supply chain and actions taken                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| GRI 204:<br>Procurement Practices 2016 | 204-1 Proportion of spending on local suppliers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

## GRI CONTENT INDEX CONT'D

| GRI STANDARD                                     | DISCLOSURE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | GRI STANDARD                                  | DISCLOSURE                                                                                                                                                                                                                                |
|--------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 401:<br>Employment 2016                      | 401-1 New employee hires and employee turnover<br>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees<br>401-3 Parental leave                                                                                                                                                                                                                                                                                                                                                                                                                                                               | GRI 408:<br>Child Labor 2016                  | 408-1 Operations and suppliers at significant risk for incidents of child labor                                                                                                                                                           |
| GRI 402:<br>Labor/Management Relations 2016      | 402-1 Minimum notice periods regarding operational changes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | GRI 409:<br>Forced or Compulsory Labor 2016   | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor                                                                                                                                            |
| GRI 403:<br>Occupational Health and Safety 2018  | 403-1 Occupational health and safety management system<br>403-2 Hazard identification, risk assessment, and incident investigation<br>403-3 Occupational health services<br>403-4 Worker participation, consultation, and communication on occupational health and safety<br>403-5 Worker training on occupational health and safety<br>403-6 Promotion of worker health<br>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships<br>403-8 Workers covered by an occupational health and safety management system<br>403-9 Work-related injuries<br>403-10 Work-related ill health | GRI 411:<br>Rights of Indigenous Peoples 2016 | 411-1 Incidents of violations involving rights of indigenous peoples                                                                                                                                                                      |
| GRI 404:<br>Training and Education 2016          | 404-1 Average hours of training per year per employee<br>404-2 Programs for upgrading employee skills and transition assistance programs<br>404-3 Percentage of employees receiving regular performance and career development reviews                                                                                                                                                                                                                                                                                                                                                                                                           | GRI 413:<br>Local Communities 2016            | 413-1 Operations with local community engagement, impact assessments, and development programs<br>413-2 Operations with significant actual and potential negative impacts on local communities                                            |
| GRI 405:<br>Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | GRI 414:<br>Supplier Social Assessment 2016   | 414-1 New suppliers that were screened using social criteria<br>414-2 Negative social impacts in the supply chain and actions taken                                                                                                       |
| GRI 406:<br>Non-discrimination 2016              | 406-1 Incidents of discrimination and corrective actions taken                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | GRI 415:<br>Public Policy 2016                | 415-1 Political contributions                                                                                                                                                                                                             |
|                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | GRI 416:<br>Customer Health and Safety 2016   | 416-1 Assessment of the health and safety impacts of product and service categories<br>416-2 Incidents of non-compliance concerning the health and safety impacts of products and services                                                |
|                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | GRI 417:<br>Marketing and Labeling 2016       | 417-1 Requirements for product and service information and labeling<br>417-2 Incidents of non-compliance concerning product and service information and labeling<br>417-3 Incidents of non-compliance concerning marketing communications |
|                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | GRI 418:<br>Customer Privacy 2016             | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data                                                                                                                                        |