

Hadfield Services Ltd

Environmental, Social, and Governance (ESG) Report 2024

Introduction

At Hadfield Services Ltd (HSL), we are committed to advancing sustainable practices, fostering social responsibility, and ensuring robust governance to deliver long-term value for all our stakeholders. This ESG report highlights our efforts and progress in 2024 as we continue to integrate these principles into our business operations.

Environmental Initiatives

1. Recycling and Waste Management

- Recycled all waste wire, turning waste into opportunities.
- Cardboard packaging is fully recycled to minimise landfill impact.

2. Energy Efficiency and Innovation

- CAP Rig: Improved programming efficiency from 30 minutes per unit to 4 units in 6.5 minutes, significantly reducing energy consumption.
- Utilised precision heat tools that use the exact power required for each task, minimising energy waste.

3. Responsible Sourcing

- Materials sourced from approved suppliers, including RS, Digi-Key, and Mouser, ensuring quality and

sustainable procurement practices.

4. ISO 14001 Certification Goal

- In the process of implementing a robust Environmental Management System to achieve certification by early 2025.

Social Responsibility

1. Employee Development and Well-being

- Provided onsite training programs, including AS610/620 Train the Trainer certification, to enhance workforce skills and career growth.

- Fostered a supportive workplace prioritising employee well-being and work-life balance.

2. Community Engagement

- Actively engaged in local community initiatives, supporting educational and professional development opportunities.

3. Diversity and Inclusion

- Committed to hiring from diverse backgrounds and creating an inclusive workplace where every voice matters.

Governance Practices

1. Ethical Standards and Compliance

- Maintained strict adherence to industry regulations and ethical practices across all operations.

2. Transparency and Accountability

- Continued use of robust reporting and tracking systems to ensure transparency in all projects and initiatives.

3. Stakeholder Engagement

- Fostered open communication with stakeholders to align business practices with shared values and goals.

Looking Ahead

In 2024 and beyond, HSL remains dedicated to enhancing our ESG practices. By driving sustainable innovation, empowering our workforce, and maintaining strong governance, we aim to build a better future for our company, our community, and the planet.

Conclusion

Hadfield Services Ltd is proud to share our 2024 ESG Report, reflecting our commitment to sustainability, responsibility, and excellence. Together with our employees, partners, and customers, we strive to create a positive impact and uphold the highest standards in everything we do.