



ESG Report 2024



Airedale Group

A message from our managing director

At Airedale Group, our role in the chemical manufacturing and distribution industry comes with significant responsibility—not only to ensure the safe and reliable handling of materials, but also to operate in a way that protects our people, our communities, and the environment. Our Environmental, Social, and Governance (ESG) strategy is central to how we do business and how we build for the future.

This ESG report outlines the progress we've made over the past year as we work to embed sustainability, integrity, and accountability throughout our operations. It reflects our firm belief that long-term business resilience goes hand-in-hand with environmental leadership, social value, and strong governance.

A major milestone in our sustainability journey is our commitment to achieving net zero greenhouse gas emissions by 2045. This pledge represents a significant undertaking for our organisation, and it guides the improvements we are making across our operations—from energy efficiency and emissions tracking to cleaner transport and responsible sourcing.

Our employees are at the core of our success. We are proud to invest in their safety, well-being, and professional development, fostering an inclusive and empowered workplace where everyone can thrive. We continue to enhance site-level practices, upgrade training programmes, and improve working conditions to ensure a safe, healthy, and respectful environment.



Equally important is our connection to the local community. Our site is more than a workplace—it is part of the fabric of the local area. We are committed to building strong, positive relationships through community engagement, local partnerships, and direct support for social and environmental initiatives.

At our main site, we've implemented targeted operational improvements to reduce environmental risks and enhance efficiency, including better containment systems, upgraded infrastructure, and more sustainable waste management practices. Safety and compliance remain at the heart of our operations, reinforced by a culture of continuous improvement.

While we are proud of the progress we've made, we recognise that ESG is an ongoing journey. We remain committed to transparency, collaboration, and measurable action—so that we not only meet our goals, but also contribute to a more sustainable and equitable future for all.

Thank you for joining us on this path and being part of a better future for us all!

Richard

What we do is important...

At Airedale Group, much of our work helps industries which are essential to the smooth-running of everyday life and wellbeing and make a genuine and tangible contribution to society.

Agriculture

We supply the agricultural industry with a range of chemicals which support the growth of crops and nurturing of livestock. From phosphates to phosphonates, our products are key in the manufacture of fertilisers which encourage healthy and abundant crops, with some specifically formulated to combat our changing climate and extreme weather events. They are frequently used to promote good health in cattle and other animals with chemicals like potassium and phosphorus among others used in the manufacture of animal feeds, for example, preventing manganese deficiency, boosting reproductive health and increasing bone strength.



Water treatment

Supporting the country's water utilities network is a major part of our output and many of our chemicals are used in the treatment of wastewater and in ensuring our water is of drinking quality. Our extensive range of water treatment chemicals are used in each step of the water treatment process, including disinfection, the removal of unwanted odours and organic material, as a water softener as well as aiding flocculation and plumbsolvency prevention. Some of these chemicals not only help provide clean water but can also decompose harmlessly into oxygen and water.

Personal care

Personal care products, such as soap, shampoo, cleansers and toothpaste which allow people to carry out basic hygiene practices are where many of our Life Science products are applied. Surfactants, emulsifiers and preservatives are just some of the chemicals used to produce items essential to human health and wellbeing.





Pharmaceuticals

Some of the most important products we supply are used to create effective pharmaceuticals, essential to maintaining health and treating illnesses. Many of our Life Science products are used in the production of medications and carry out roles such as distributing chemicals around the body, suspending ingredients in liquid medicines and binding them in tablets.

Disinfectants in healthcare

Our customers manufacture disinfection products which are used in healthcare settings, providing crucial sanitisation to help prevent the spread of illness and disease among the sick and vulnerable. Our products provide highly effective disinfection which is paramount in the healthcare industry but are also safe to use around patients. Peracetic acid, for example, provides unrivalled disinfection but can be easily rinsed from surfaces leaving no residue and breaking down into harmless and organic components when washed away.



Food preservatives

In a time when the world is trying to cut down on food wastage, our preservatives can help prolong shelf life and reduce food waste.

Nutritional ingredients

We also supply health-boosting supplements such as probiotics and collagen, used to improve health of the body and mind.





What ESG means to Airedale Group

Airedale Group has built its reputation on the service it provides and the relationships it has nurtured for more than five decades. This stems from a deep sense of care for our employees, our customers and suppliers, our communities and our natural environment.

Our programme of community engagement which includes environmental schemes to encourage local wildlife, recycling or reusing all waste from site and maintaining our local waterways, has been award-winning with accolades from the Chemical Business Association and the Chemical Industries Association among others.

Our customers are also important to us and form a major part of our 'social' responsibilities. We show this by delivering the best customer service we can, providing dedicated account managers to each customer and going the extra mile to help achieve our customers' business objectives. Our 2024 customer service survey reflected this, with a 100% positive response to questions about our products, service, delivery, staff and technical expertise.*



In 2022 we worked with an environmental services consultancy to establish the starting point of our ESG journey and formalised our baseline greenhouse gas emissions status.

We set our net zero target as 2045, five years ahead of many of our peers. While we acknowledge this is ambitious, we are primarily focused on demonstrating year-on-year reductions in our environmental impact and intend to carry on our work of the last 50 years and continue our care for our people and our planet.

*100% of all respondents answered 'excellent' or 'good' to all questions.

E is for Environment

The element of ESG which holds businesses accountable for their impact on the environment, both locally and globally. It asks them to consider the effect its operations and supply chain can have on the natural world.

S is for Social

ESG is also concerned with a business' relationship with people, including employees, customers, neighbours and other stakeholders against the backdrop of changing political and cultural values ensuring they maintain decent and principled connections.

G is for Governance

The creation and implementation of policies by decision-making groups such as board members and senior managers which reflects the business' responsibilities and commitment to the successful implementation of the ESG strategy.





Where we began our ESG journey

In 2023 we carried out workshops with our staff to discover what ESG themes they believed were of the most importance to our business using the list below.

Environment		Social		Governance	
E1	Building standards	S1	Accessibility	G1	Ethics and transparency
E2	Carbon emissions and energy consumption	S2	Corporate training and education	G2	Management systems
E3	Energy efficiency systems	S3	Employment	G3	Mission and engagement
E4	Environmental management, resilience and education	S4	Health and safety	G4	Partnerships
E5	Land and biodiversity	S5	Health and wellbeing	G5	Policy and risk management
E6	Waste and material circularity	S6	Local community	G6	Procurement practices
E7	Water	S7	Customers	G7	Economic performance

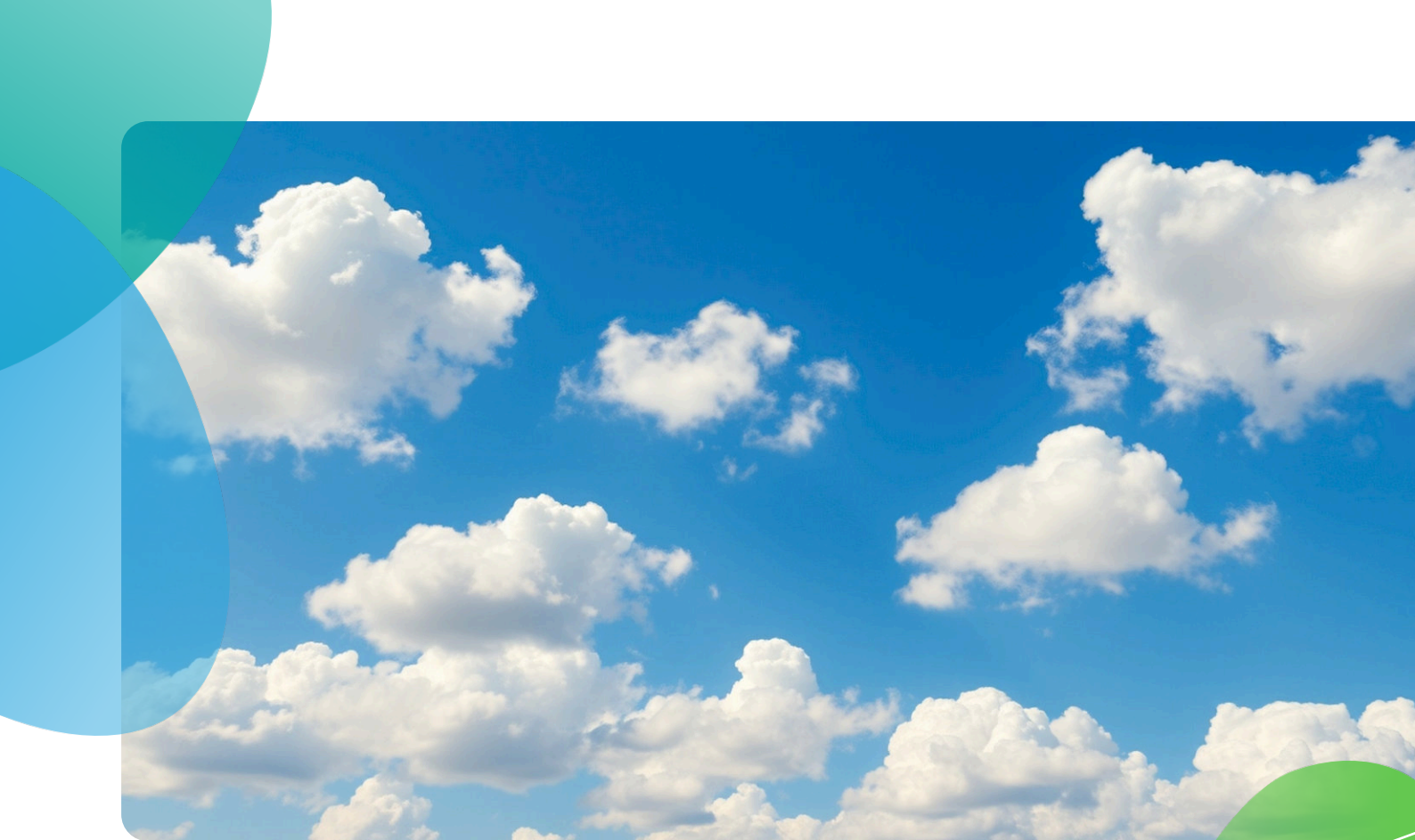
We approached each theme by addressing our impact and influence of each.

The outcome of these workshops was that nine of the themes were identified as being the most important to our staff and our business and we were able to create a starting point for our ESG actions as illustrated in the table below:

Tier 1		Tier 2		Tier 3		Tier 4	
S4	Health and safety	S6	Local community	E4	Environmental management, resilience and education	G3	Mission and engagement
E2	Carbon emissions and energy consumption	S7	Customers	G5	Policy and risk management	S1	Accessibility
S3	Employment	E3	Energy efficiency systems	S2	Corporate training and education	E1	Building standards
S5	Health and wellbeing	G7	Economic performance	G2	Management systems	E5	Land and biodiversity
		E6	Waste and material circularity	G1	Ethics and transparency		
				G6	Procurement practices		
				E7	Water		
				G4	Partnerships		

A corporate level assessment was then carried out to score the themes, benchmarking our progress to date. This assessment was developed utilising indicators from frameworks and benchmarks including GRI, CDP, SASB, TCFD, SDGs, B Corp, UN Global Compact and other relevant standards. The scoring criteria has been incorporated into our ongoing ESG action plan.

1	2	3	4	5
“Omitting”	“Considering”	“Beginning”	“Succeeding”	“Leading”



Our path to net zero



Our key target is to reach net zero by 2045

Each year our progress is assessed and evaluated to provide us with an update on where we are on that journey, and what our interim objectives are as we move towards 2045 with the aim of succeeding in year-on-year reductions.

Summary of GHG emissions results

Scope 1	2,078.46	2,357.82	3.55%	13.44%
Scope 2	74.71	172.78	0.26%	131.27%
Scope 3	117,482.93	63,794.84	96.18%	-45.70%
TOTAL	119,636.10	66,325.44	100.00%	-44.56%

From our baseline data taken in 2022, we can see that overall emissions have already been reduced by 44.5%

What have we done so far?



Environmental

Solar panels on the roofs of our warehouse and production buildings now generate **3300kwh/month**, around **30%** of electricity used on site.

We operate a **zero waste** to landfill policy which ensures no waste leaves our site destined for landfill. Everything is either re-used or recycled.

IBCs are re-used as many times as possible, usually lasting between two and three years. Once they have reached the end of their working life, they are recycled, including the valves, lids and metal fittings, and gain a new lease of life.

A **20-metre** deep bore hole has been installed which has reduced the use of mains water in our operations by more than **80%**.

We are committed to **annual reviews of climate related risks** as part of our responsibilities as a COMAH site under Climate Change Adaptation (CCA) guidance and our assessments into environmental management systems in line with the recommendations of the Taskforce on Climate-Related Financial Disclosures (TCFD) and ISSB standards. As a consequence of climate change and the **2°C** increase in the global temperature, we are making provisions on site including for the risk of flooding, extreme high and low temperatures, storms and excessive rainwater as part of our **ISO14001 certification**.



Airedale Group volunteers with the Aire Rivers Trust to support its work to connect people, places and wildlife, maintain the waterways in the Aire Valley to encourage wildlife, use of the area and prevent flooding.



40

volunteers

30

metres of hedge laid

1000m²

of grass cut

220

hours

122

metres of hedgerow trimmed

1

tonne of rubbish collected

30

metres of railings painted

174

metres of footpath maintained

30m²

of scrub cleared

300

tree guards removed

A voltage optimisation unit has been installed into the production switchroom which has reduced electricity usage by an average of **8%**.

Inverters have been installed on transfer pumps and scrubber fan units which allows them to run at a reduced power outage.

Upgraded lagging on steam transfer mains has led to reduced heat loss, so less gas is used to generate power.

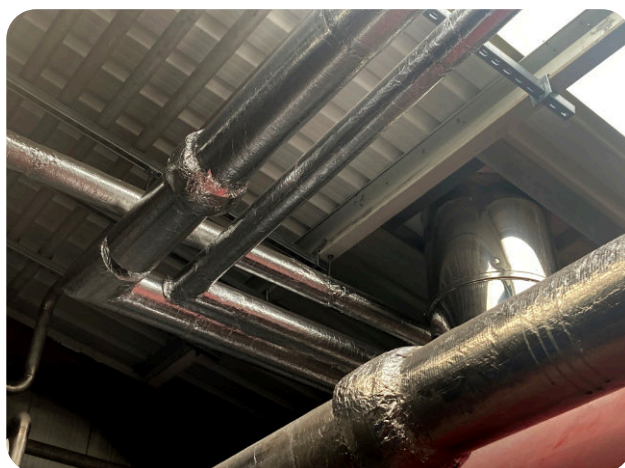
The effluent water treatment plant has received a **new roof** and **steam heater**, reducing heat loss and using less gas to generate steam.

Steam usage has also been reduced with the introduction of a new **IBC hotbox**.

A **leak detection audit** has been carried out in the compressed air network to reduce electricity used to create wasted air.

LED lighting has been fitted in four warehouses and in main office buildings to reduce electricity use.

Hardstanding areas in the yard have been replaced with new concrete and an **upgraded drainage network** to further enhance our protection of our waterways.



All bulk tank farm bunds have been **refurbished** and **relined** with chemically resistant resin coating and relined as an extra layer of security, preventing any chemical leaks.

CCTV in our drains now monitors how effective the improvements are.

We are a proud member of the **Roundtable on Sustainable Palm Oil (RSPO)** the leading sustainability organisation that catalyses international collaboration to transform the future of palm oil.

We have been awarded an **EcoVadis bronze medal** in recognition of our sustainability achievements.





Social

In 2024, our community donations totalled **£50,000**. These included:

- STEM-related books for the local primary school.
- **£10,000** to One In A Million to support young people in the area break the cycle of deprivation. More specifically, to run the charity's local hub, sponsor four children in their programme and fund a youth worker qualification for one of its young volunteers.
- Continued **rollout of defibrillators** with a total of six now operational in our area, as well as many more that we maintain by providing batteries and pads as needed.
- **£24,000** was pledged to Sue Ryder Manorlands hospice to provide a family room where patients and loved ones could spend the nights together in their final days.

Investment was made into a **state-of-the-art CRM system**, which provides extensive support and information for our sales team and our customers. For example, it was utilised to share important news about updates to important international regulations to all customers to ensure they were following the most recent guidelines.

A new **Safety Data Sheet** software and distribution system has been introduced to keep data up to date and provide information on handling and storing of chemicals and emergency procedures for customers and also ensure a consistent method of communication. This automated system sends regulatory updates and is easily auditable by external standards agencies.

Our dedicated compliance team increased by **50%** in 2024, reflecting the importance placed on ensuring total peace of mind that we and our customers are following the most up-to-date practices.



Governance



We have a suite of policies in place to ensure our staff feel seen, heard and valued. This includes our Diversity and Inclusion Policy which has been in place since August 2024. We also have a neurodiversity policy in place which sets out our commitment to neurodiverse staff and visitors.

With these and other policies we have implemented, we are fostering an inclusive culture which supports all staff and clearly sets out what an individual can expect from the company, including appropriate language, fair recruitment processes and career progression opportunities.

We currently have 129 employees which breakdown as follows:

81%

male

5

under 25

19%

female

21

25-35

More than

50%

of females are in management positions

37

36-45

30

46-55

86%

full time

36

56 and over

9.3%

part time

11

been here less than a year

4.7%

other

24

been here 1-3 years

118

British/English (91%)

11

other (9%)

94

been here 3 years or more

Jobs are released to all platforms including the **Job Centre** as well as on our own **LinkedIn** page and internally to invite as broad a spectrum of applicants as possible.

Apprenticeships are available when appropriate. We have had six apprentices join the Airedale Group team across maintenance, marketing, health and safety, accounting and operations.

Currently, two members of staff have completed **Mental Health First Aid Courses** and are available to signpost any staff who may be experiencing mental health issues.

We have a **Domestic Abuse Champion** on site who provides a safe and confidential space for anyone who needs somebody to talk to or advice on where to find further help.

Our **Employee Assistance Programme** allows us to empower, support and connect employees, offering professional and high-quality resources, including **24/7** access to mental health help.

A **company pension scheme** where the business contributes towards employees' monthly contributions help provide a more stable financial situation for staff on their retirement.

A dedicated **ESG committee** was formed to drive and evaluate new and existing ESG-related activity with the ultimate objective to achieve net zero by 2045. The committee meets quarterly and consists of members of staff from throughout the company with representation from procurement, transport, operations, health and safety, human resources and marketing.

We have created the new role of **ESG Manager**, which oversees, manages and reports on ESG initiatives across the business and who is dedicated to reducing our environmental impact, year on year.





We have been awarded the **Cyber Essentials Certificate of Assurance** acknowledging that our IT systems are defended from commodity-based cyber attacks, protecting not just our information, but that of our customers and suppliers.

Monthly scans are made of our external attack surface and dark web monitoring for possible leaked credentials. We have an **external threat intelligence team** that tracks real-time malicious activity to notify us as soon as possible, if they believe we could be negatively impacted.

Data on GHG emissions are now disclosed to the public via annual **ESG reports**, currently covering scope 1 and 2 emissions.

New ways of reporting near misses have increased reporting by over **200%** and have contributed significantly to a safer workplace with potential incidents being highlighted and actioned before they become a safety issue. These reports are circulated on a weekly basis and actioned in weekly meetings attended by regulatory, operations quality and technical teams.

Directors join regular **'walkrounds'** of site with members of the operations and health and safety teams to make observations, identify any opportunities to increase safety, enhance efficiency, demonstrate leadership, engage with staff across the site, boost motivation and encourage positive behaviour.

A **site security audit** was carried out which identified a number of opportunities to increase safety and security of the site. These will be actioned throughout 2025.

We are members of the **Chemical Business Association's Responsible Care Programme**, the chemical industry's mark of commitment to continual improvement in health, safety, security and environmental performance.





We are working towards the ten principles set out in the UN Global Compact statement which cover the themes of human rights, labour, environment and anti-corruption:

1. Businesses should support and respect the protection of internationally proclaimed human rights
2. Make sure that they are not complicit in human rights abuses
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
4. The elimination of all forms of forced and compulsory labour
5. The effective abolition of child labour
6. The elimination of discrimination in respect of employment and occupation
7. Businesses should support a precautionary approach to environmental challenges
8. Undertake initiatives to promote greater environmental responsibility
9. Encourage the development and diffusion of environmentally friendly technologies
10. Businesses should work against corruption in all its forms, including extortion and bribery





Our future plans

Our journey continues into 2025 and beyond and we have many ongoing projects which will see our net zero ambitions progress throughout the coming years.

Projects currently underway include:

Environmental

Investment into more **solar panels** to generate the maximum amount of energy possible on-site and link these to a battery storage system to optimise generated energy.

Establish an **air monitoring** policy to measure air quality and any pollution caused by our operations.

Investigate methods of **rainwater capture** to harvest rainwater before reaching soakaway systems and processing it for re-use in our operations.



We will be taking delivery of our first **electric forklift trucks** into the fleet. We expect to save around £25,000 on gas costs and solar panels will be used to charge the trucks during weekends, giving us further savings and fully utilising our renewable energy facilities. It will also provide a reduction in noise which will benefit our neighbours. They also release no emissions.

Source a **green tariff energy supply**.

Research more **sustainable procurement** practices that reduce the impact of the supply chain of goods brought in and out of the business.



Social

Engage with staff to develop and promote social health, **wellbeing** and stress relief initiatives.

Policies relating to **maternity, paternity and carer leave** are continuously being reviewed and aligned with government regulations.

Commit to regularly reviewing **pay levels** to maintain equal pay across comparable roles throughout the business.

Formalise an approach to **promotion** and subsidy of educational opportunities and formal training for employees.

Monitor staff satisfaction, using the **2025 stress survey** as a benchmark to measure progress and implement any relevant changes.

Consider a **programme of engagement** with our local communities and neighbourhood policing teams to minimise the risk of crimes committed in the vicinity of our sites.

We will be working towards gaining **ISO45001** by **2026**.





Governance

Assess our **key products** to understand the carbon emissions associated with the full product lifecycle to inform any actions which can be undertaken to reduce that impact and explore more environmentally-friendly alternatives.

Undertake a **person-based workplace assessment** to understand how we can create a working environment that promotes physical and mental wellbeing and productivity as part of ISO45001 certification.

We will implement further improvements following our **site security audit** to ensure a safe and secure site.

Put into place a **system to encourage two-way communication** with customers, encouraging feedback on our operations to better understand how we can meet their needs and continue to deliver the highest standards of customer service.

Develop and implement a policy to outline the company's approach to **tax and prevention of fraud**.

Evaluate the **economic impact** of the business and its activities on the surrounding communities.

Create a **code of ethics** which combines the company's core values and internal culture and encourages feedback on how to further instill these values throughout the business, eliminating any behaviours which do not align with the code of ethics.

Increase the **quality department** with the addition of another apprentice.

Implement changes as identified in the stress survey.



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