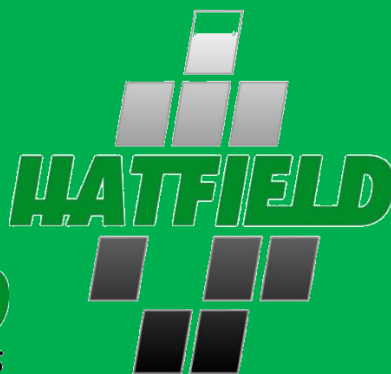




Corporate Sustainability Report: 2024

HATFIELD
SITE SERVICES




HATFIELD
ENERGY

Plasterboard recycling offers strong ESG benefits and is aligned with UK waste regulations, sustainability goals, and industry best practices.

Environmentally, it reduces reliance on landfill—a critical issue since the UK banned plasterboard co-disposal in landfills in 2009. Recycling helps divert construction waste, cuts carbon emissions, and reduces the need for virgin gypsum extraction, supporting the UK's net zero and circular economy targets.

Socially, it promotes local employment in the recycling and waste management sectors, contributes to healthier communities by avoiding landfill pollution, and enhances the social licence to operate for construction firms. It also supports the commitments many UK firms have made under the Construction Sector Deal and Build Back Greener agenda.

Ultimately, it reflects best practice in sustainable construction and responsible resource management across the UK built environment sector.

Our state of the art, award winning plasterboard recycling facility is one of the largest of its kind in Europe. Our patented technology allows complete recovery of over 2,000 tonnes of waste plasterboard each week.

Today, the only commercially viable end route for plasterboard and high sulphate waste streams, is recycling through proven sustainable routes.

At Roy Hatfield Group, we aim to foster a culture of continuous improvement and innovation throughout the business which has been recognised over the years and resulted in several awards, including the **Queens Enterprise Award** for Innovation in Recycling.



Content

1. Vision

2. Our Environment

3. Our People

4. Our Community & Stakeholders

Vision

Our vision is to be a leader in bulk materials recovery, recycling and trade, providing high-quality services and actively contributing to the UK's circular economy.

We strive to reduce waste, conserve natural resources, and lower our carbon footprint through efficient recycling processes and operational excellence.

Our aim is to achieve clear and definite standards of ethical behaviour throughout all areas of business.

We recognise that we must integrate our business values with operations to meet the expectations of our stakeholders. They include customers, employees, investors, suppliers, the community and the environment.



Our Environment

We are strongly committed to the UK's circular economy, materials recovery is at the very heart of the business's goals and objectives. Maximising operational efficiency is both beneficial for the business's sustainability and that of the global environment.

We strive to improve our efficiency, which will be achieved through improving monitoring and reporting, staff and stakeholder training and awareness campaigns, adopting continuous improvement initiatives, introducing innovations, optimising processes, effective procurement and developing a culture of environmental responsibility within the organisation and throughout the supply chain.

Our commitment is defined by monitoring & targeting ...

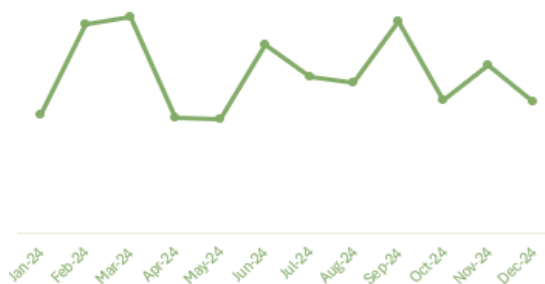
1. Reducing and optimising our relative energy consumption.
2. Materials Recovery / Recycling Rates.
3. Greenhouse Gas (GHG) Emissions (Scope 1 & 2).
4. Air Quality.
5. Supply Chain & stakeholder development.
6. Training & culture.
7. Sustaining standards and our accreditation.

Through the implementation of behavioural change, improved monitoring and control, process optimisation and via direct investment, we aim to reduce relative energy consumption of our materials recovery facility in Rotherham.

We are committed to working and collaborating with businesses which seek to improve their sustainability, adopt ethical business practices, and care for people and planet. We will continue to improve our vendor selection processes and collaborate with our supplier and partners to increase awareness and share best practices.



Scope 1 & 2 Emissions



Relative Energy

Our People

We treat all individuals fairly and create an inclusive environment. We respect human and labour rights standards, through our commitment to the principles of the Universal Declaration of Human Rights and all local laws where we do business.

We are committed to an inclusive workplace environment free from acts of discrimination and harassment and strive to make all employment decisions based on fairness and equality.

We have a zero-tolerance approach to all forms of modern slavery, we recognise all individuals' right to water, freedom of association, equal pay and privacy.

The Company has a clear commitment to safeguarding, which is overseen by a dedicated safeguarding officer. They promote and implement the Safeguarding Policy, ensuring that it is reviewed regularly and acted upon

We are committed to protecting the health, safety and well-being of those work directly and indirectly for us. We will endeavour to maintain a working environment and culture which is supportive, respectful and promotes positive well-being.

Roy Hatfield Group has a zero-tolerance policy towards bribery and corruption.

Our commitment is defined by ...

- Delivering a minimum number of training hours per employee per year.
- Increasing the number female staff members.
- Maintaining a Lost time injury (LTI) frequency rate of zero.
- Zero days lost to work-related injuries, fatalities and ill health.
- Maintaining our already low annual staff turnover.
- Zero corruption or information security incidents in any calendar year.
- To continue our levels of training and professional development for our people.



Our Community & Stakeholders

At Roy Hatfield we are committed to operating responsibly and sustainably, recognising that our success is intrinsically linked to the wellbeing of the communities we serve and the stakeholders we engage with. As a recycling business, we understand our unique role in reducing construction waste, supporting circular economy practices, and fostering environmental stewardship.

We aim to create lasting positive impact by working transparently and collaboratively with local communities, suppliers, regulators, and industry partners. Through education, open communication, and inclusive participation, we strive to raise awareness of sustainable waste management, create local employment opportunities, and ensure ethical, environmentally sound operations across our value chain.

By integrating social and environmental responsibility into every aspect of our business, we are not only reducing landfill waste but also helping build resilient communities and a more circular economy. Our commitment is guided by accountability, measurable impact, and continuous improvement—ensuring that we remain a trusted partner to all those we serve.

Our commitment is defined by targeting ...

- Creating awareness about the environmental benefits of plasterboard recycling.
- Supporting community initiatives that promote sustainable construction and waste reduction.
- Providing employment and training opportunities for local residents.
- We will engage with our stakeholders including suppliers, contractors, regulators, and customers with transparency and integrity.
- Upholding ethical business conduct and promoting sustainable practices across our supply chain.
- Maintain our support for local, regional, national and international social causes.

