DURO




# 2026 ESG

## ENVIRONMENTAL SOCIAL GOVERNANCE

Policies | Actions | Performance

PLATINUM Top 1%
ecovadis
Sustainability Rating
JAN 2026

OUR JOURNEY & INTRODUCTION

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

COMMUNITY

PRODUCT RESPONSIBILITY

GOVERNANCE

OUR PERFORMANCE

FUTURE OUTLOOK


# Our JOURNEY & INTRODUCTION

SUSTAINABILITY STRATEGY



Update from Dave Beaumont

## DURO HEAD OF OPERATIONS

"The past 3 years have opened our eyes as to what we have achieved on our sustainability and ESG journey. Each and every member of staff, new and longstanding, has embraced what we are doing with open arms.

We were truly surprised to receive the silver medal status with EcoVadis back in January of 2025 but with the incredible work our team have done we achieved the unthinkable – A Platinum Medal status in January of 2026. This places us in the top 1% of companies worldwide assessed by EcoVadis. Covering more than 150,000 companies across over 180 countries and 220 industries."

DURO

POWER TOOL ACCESSORIES

CUT IT | DRILL IT | GRIND IT | BREAK IT

BOLT IT | PREP IT | BREAK IT | GRIND IT

MACHINERY & EQUIPMENT

Citation ISO Certification — Quality management — ISO 9001: 2015 — Certificate No:12161/2021

Citation ISO Certification — Environmental management — ISO 14001: 2015 — Certificate No: 18347/2021

Citation ISO Certification — Information security management — ISO 27001: 2022 — Certificate No: 497352025

Citation ISO Certification — Occupational health and safety management — ISO 45001: 2018 — Certificate No:19337/2021

DURO-ECO

ENVIRONMENT + SUSTAINABILITY

PERFORMANCE + INNOVATION

7 EXCLUSIVE MACHINE MANUFACTURING PARTNERS

RED ROOSTER | BATTIPAV MAKE YOUR ITALIAN CUT | TRELAWNY | TOKU | AGP | DAMAS | UK

4 PERFORMANCE LEVELS FOR POWER TOOL ACCESSORIES

ULTRA — TOP LEVEL — MAXIMUM Performance & Output

PLUS — PRO LEVEL — EXCELLENT Performance & Output

STANDARD — STANDARD LEVEL — GREAT Performance & Output

BASE — ENTRY LEVEL — GOOD Performance & Output



## About DURO

Established in 1992, Duro Yokota Ltd. is a leading supplier of synthetic , diamond, carbide, abrasive, and hardened steel power tool accessories as well as pneumatic and electric power tools for cutting, drilling, grinding, tightening and construction industries. Our mission is to innovate sustainably, our vision is to lead the market in responsible business practices, and our core values include integrity, innovation, and community.

## ACCREDITATIONS

- ISO 9001:2015 – Held since 2005
- ISO 14001:2015 – Held since 2011
- ISO 45001:2018 – Held since 2013
- ISO 27001:2022 – Held since 2025
- Ecovadis : Platinum medal – Held since 2026
- Living Wage Employer – Held since 2025

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# Environmental IMPACT

OUR SUSTAINABILITY STRATEGY
TO HELP PROTECT THE WORLD

Our environmental policy focuses on

## MINIMISING OUR ECOLOGICAL FOOTPRINT

through innovation and efficiency.
We aim to achieve carbon neutrality by 2030 and continually improve our sustainability practices.

## IMPLEMENTED

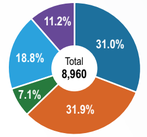
### ENERGY MANAGEMENT

In 2022, we reduced our energy consumption by moving our operations from 2 old energy inefficient buildings into a brand-new state of the art, Eco friendly building which included, amongst other things, rainwater management system, Automatic LED Lighting throughout, EVP's and more. In 2024 the company moved to a 100% green renewable energy supply company. We are committed to implementing improvements wherever possible to help reduce our energy consumption. 2025/26 will see further investment within our warehouse to help minimise heat wastage throughout the winter months. The installation of heavy duty Nylon curtains fitted to the goods in and goods out roller shutter doors will prevent unnecessary heat loss, and more localised energy efficient heating pads are being considered for staff working at the packing stations as well as offering staff heated Gilets and gloves.

## CARBON FOOTPRINT

Carbon offsetting is a project we aim to implement to further help reach our target. Approx. 80% of DURO products are now in fully Eco Friendly packaging, with more to follow.

Reducing our GHG emissions is a mission we have set ourselves and are working towards becoming carbon neutral by 2030.
Our policy with company vehicles is to replace any Petrol / Diesel vehicles with Eco friendly versions. The majority we currently run are either 100% electric or Plug–in Hybrids. Our Carbon footprint is available (Scope 1 & 2) for the first 6 months of 2024, for the year 01/01/2025 to 31/07/2025 and 01/01/26 to 31/10/2026.




**WASTE BREAKDOWN 01/05/25 to 01/05/26**

- Abrasive Discs
- Mixed Packaging
- Mixed Metals
- Wood
- Mixed Municipal Waste






## WASTE Management

- None of the waste we produce on site goes to landfill. We only partner with waste management companies that close loop recycle but with the understanding that any that cannot be recycled is clean combusted which uses this heat to create energy
- The year 01/05/2025 to 01/05/2026 saw the company produce 8.96 Tons of waste, of which 7.96 tons were recycled. The remaining 1ton was sent to clean incineration

# Employee Well-being & DEVELOPMENT

SOCIAL IMPACT

We prioritise our employees health and safety and promote mental health wellbeing. We include health cover through the Westfield Health scheme and 24/7 access to our EAP through BUPA to 100% of our staff. We give free access to fresh fruit and sanitary products and in the spring of 2025 created an outdoor space with picnic benches, to encourage staff to take breaks away from their workspace.

November 2025 saw us gain the Living Wage Employers Accreditation. This shows our commitment in ensuring present and future staff are / will be paid above the government's minimum wage.
https://www.livingwage.org.uk/living-wage-employers

- 30% of staff are trained to use a fork lift truck
- 13% of staff are Emergency at Work first aid trained



**Examples of training bundles are:-**

**External Sales:** Manual Handling, Health & Safety Awareness, Bullying and Harassment in the workplace, GDPR, Information Security, DSE, Lone Working, Modern Slavery, Environmental Awareness.

**Office Staff:** Manual Handling, Environmental Awareness, Health and Safety Awareness, The bribery Act 2010, Bullying & Harassment in the workplace, Fire extinguisher use, GDPR, Information Security, DSE, Modern Slavery, Fire Safety Awareness, Equality Act 2010.

**Warehouse Staff:** Manual Handling, Health & Safety Awareness, The Bribery Act 2010, Ladders and Stepladders, Bullying & Harassment in the workplace, Fire Extinguisher Use, GDPR, Information Security, DSE, Modern Slavery, Fire safety Awareness, Sharps Awareness, Equality Act 2010, PPE.

**Workshop Staff:** Manual Handling, COSHH Awareness, Health & Safety Awareness, RIDDOR, Fire Extinguisher Use, GDPR, Information Security, DSE, Modern Slavery, Fire Safety Awareness, Sharps Awareness, Equality Act 2010.




Citation APPROVED Health & Safety

# Workforce Diversity & INCLUSION

We are proud to support all our employees and are dedicated to creating an inclusive environment for all LGBTQ+ individuals. Our initiatives include providing comprehensive benefits that cover LGBTQ+ needs, offering training on LGBTQ+ issues to all employees, and actively supporting LGBTQ+ organisations and events.

# Community ENGAGEMENT

Wherever possible we use small local businesses for any of our needs. It's within our plans to engage fully with the community around us through jobs, charity, and environmental engagement. In May 2025 we started a regular monthly local litter pick. Our involvement in this has encouraged two neighbouring business to join our team which has helped increase the area spread and pick more litter. As of September 2026, over 495kg of litter has been removed from the local area. We have also engaged with 36 local charities and have donated £9000 to their causes, We are also committed to expand this where and when we are able. Some of the charities that have benefited from these donations are:

Andysmanclub · Ben's Centre Addiction for the Addicted · Bluebell Wood Children's Hospice · The Christie NHS Foundation Trust · City of Sanctuary Sheffield · Thornberry Animal Sanctuary For the neglected we care · Community Integrated Care · Save a Stray · Shiloh Nottingham A place of support · Steel Valley Project · South Yorkshire English Springer Spaniel Rescue

**495KG OF LITTER** **£9000 DONATED**

Our workforce comprises 22.2% female and 77.8% male and while our demographic data highlights areas for growth, we are committed to creating an environment that respects and values the diverse backgrounds and perspectives of all our employees.

We recognise the need to increase gender diversity within our workforce. Our goal is to create targeted recruitment and development programs to attract, retain, and advance more women in our organization. Initiatives include mentorship programs, leadership development for women, and partnerships with organisations that promote gender diversity in the workplace.




We are committed to building a more ethnically diverse workforce. We will implement strategies to reach and recruit talent from a variety of ethnic backgrounds, including expanding our recruitment efforts to diverse communities and institutions. We will also ensure our workplace culture is inclusive and welcoming to all.

LIVING WAGE EMPLOYER

**LIVING WAGE EMPLOYER:** We are one of over 16,000 employers across the UK who have proudly committed to pay a real Living Wage to all our staff. It's higher than the government's 'National Living Wage' and is the only UK wage rate that's calculated independently and based on what it actually costs to live.

**Want to know more?** Visit www.livingwage.org.uk to find out everything you need to know about the rates and how they are calculated.

## Product, Application & End User

# RESPONSIBILITY

- We ensure our products meet the highest safety and quality standards. Our ethical sourcing policy ensures that of our key suppliers adhere to fair labour practices and environmental regulations
- September 2025 saw the launch of the “DURO-ECO” product range. These are carefully selected products that are new or in some cases pre existing within the range, that offer environmental, sustainable and health and safety benefits over others within their category
- Wherever possible, we ensure that all our internal stationary products are sourced as ethically as possible. As of February 2025 we moved entirely onto recycled paper for our general internal printing



Vacuum systems to capture dust creation and prevent harmful substance inhalation

Range of Electric Saws to avoid the use of petrol, creation of fumes and noise pollution






We are actively working to replace all packaging away from plastic to recyclable card. Insisting on recycled and recyclable plastic where necessary

Machine performance that enables huge increases in user time before ELV & EAV levels are reached – massively increasing productivity

SAFETY FIRST

Dust suppression water tanks that work direct with machinery to prevent the creation of dust and prevent harmful substance inhalation





Dust collection ports built into machines to enable dust collection at source

ENVIRONMENT + SUSTAINABILITY

Battery saw blades to work in conjunction with the progression of portable battery saws enabling zero fuel use and reduced noise pollution



vibration control

Low vibration blades and machines to prevent repetitive strain and white finger injuries

Decibel level reducing accessories and machinery to reduce noise pollution levels dramatically

reduced noise

## PLASTIC REDUCTION IN ACTION







OLD




NEW

# CORPORATE
## Governance Structure

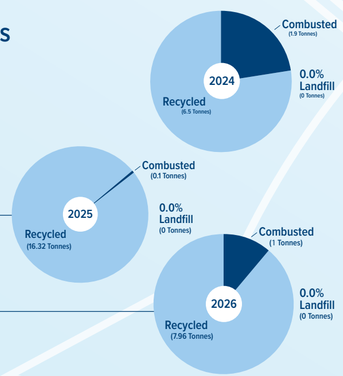
**Our board consists of 4 Directors & 3 shareholders:**
**Paul Morewood** – Managing Director (23 years)
**Scott Devonshire** – Marketing Director (20 years)
**Sean Hunt** – Sales Director (32 years – 4 years as SD)
**Jackie Payne** – Operations & Financial Director (3 Years)

**Senior management includes Head of Accounts, Customer Services & Head of Operations:**
**Sue Fletcher** – Head of Accounts & Customer Services (14 years – 4 years as HoA&CC)
**Dave Beaumont** – Head of Operations (34 years – 11 years as HoO)

## PERFORMANCE METRICS

### Environmental Metrics

| | | | | |
|---|---|---|---|---|
| 2024 | 8710 kWh | 100% Renewable (Electricity) | 31m³ (per Month) | Emissions (Est.) 105 metric tons CO2e (Jan 2024 - June 2024 = 47.2 metric tons CO2e) |
| 2025 | 9635 kWh (Jan 2025 – Sept 2025) | 100% Renewable (Electricity) | 56m³ (per Qtr) | Emissions (Est.) 88 metric tons CO2e (Jan 2025 - Sept 2025 = 51.36 metric tons CO2e) a reduction of 17 metric tons |
| 2026 | 10716 kWh (Jan 2026 – Oct 2026) | 100% Renewable (Electricity) | 31m³ (per Qtr) | Emissions (Est.) 18 metric tons CO2e (Jan 2026 - Sept 2026) |




## Environmental Metrics Results. Baseline 2024 - Target 2026

| ENVIRONMENTAL ISSUE | RESULT | BASELINE |
|---|---|---|
| Waste Reduction | Target 30%. As of Oct2026, Reduction of 26.5% | 2024 volumes |
| Energy Consumption | Target 20%. As of Oct 2026, Reduction of 20.82% | 2024 energy consumption |
| Carbon Emissions (Scope 1 & 2) | Target 25%. As of Oct 2026, Reduction of 82.86% | 2024 emissions |
| Water Usage | As of Oct 2026, No Change | 2024 levels |
| Sustainable Procurement | As of Oct 2026, No Change | Currently At 70% Of 2024 levels |
| Transport Emissions | As of Oct 2026, 80% | Currently At 50% Of 2024 levels |
| Packaging | >85% less plastic incorporated within our product packaging | 2024 Volumes >50% |

** Waste Recycling
– 100% of our waste is recycled

### Social Metrics 2024
- Employee Turnover Rate: 0 Leavers, 1 New (Jan 2024 – June 2024)
- Average Length of Service: 10.42 Years
- Gender Diversity: 13% Female, 87% Male
- Diversity in Leadership: 28.57% Female, 71.43% Male
- Health & Safety Incidents: 1 minor

### Governance Metrics 2024
- Board Composition: 5 members (1 independent)
- Average Tenure: 13.6 Years

### Social Metrics 2025
- Employee Turnover Rate: 0 Leavers, 2 New
- Average Length of Service: 13.17 Years
- Gender Diversity: 13% Female, 87% Male
- Diversity in Leadership: 28.57% Female, 71.43% Male
- Health & Safety Incidents: 1 minor

### Governance Metrics 2025
- Board Composition: 5 members (1 independent)
- Average Tenure: 14 Years

### Social Metrics 2026
- Employee Turnover Rate: 0 Leavers, 3 New (Jan 2026 – Oct 2026)
- Average Length of Service: 12.78 Years
- Gender Diversity: 13% Female, 87% Male
- Diversity in Leadership: 28.57% Female, 71.43% Male
- Health & Safety Incidents: 0

### Governance Metrics 2026
- Board Composition: 5 members (1 independent)
- Average Tenure: 16.4 Years




## Ethical Business PRACTICES

We uphold the highest standards of ethical conduct, with comprehensive anti-corruption and anti-bribery programs in place. Our Code of Ethics is regularly updated and enforced across all operations.

## STAKEHOLDER Engagement

We engage with stakeholders through regular surveys, meetings, and reports. Key concerns raised by stakeholders include sustainability, transparency, and ethical practices, which we address proactively.

## Accreditations

- ISO 9001:2015 – Held since 2005
- ISO 14001:2015 – Held since 2011
- ISO 45001:2018 – Held since 2013
- ISO 27001:2022 – Held since 2025
- Ecovadis : Platinum medal – Held since 2026
- Living Wage Employer – Held since 2025

# FUTURE OUTLOOK

"As we look to the future, we remain committed to advancing our ESG goals. We invite all stakeholders to join us in our journey towards a sustainable and responsible future."


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ENVIRONMENTAL IMPACT
SOCIAL IMPACT
COMMUNITY
PRODUCT RESPONSIBILITY
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FUTURE OUTLOOK

For more information or enquiries about our ESG initiatives, please contact:

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