

OUR SUSTAINABILITY STRATEGY

PLANET



We are committed to minimising the environmental impact of our operations, products and services wherever possible. We are working to improve our business and suppliers in a way that supports the future of our planet and local communities.

Key areas and commitments



CLIMATE CHANGE AND EMISSIONS



CIRCULAR ECONOMY



SOCIAL AND COMMUNITY ENGAGEMENT

RELEVANT SDGs



CLIMATE CHANGE AND EMISSIONS



Our ambition: A sustainable business, reducing our impact on the environment



Our environmental goals:

1
Net zero by 2040

2
Reduce energy use at our sites

3
Increase proportion of electricity from renewable sources

4
Minimise toxic emissions

Making progress in improving our energy efficiency and reducing carbon emissions is important for our customers, staff and stakeholders. At this stage, our initiatives are delivered within our brands and include action in the following key areas:

Managing environmental performance

Our individual brands track and monitor their environmental impacts. The main vehicles for compliance and improvement across sites are our environmental management systems. Eight of our businesses, covering 76% of turnover, are certified to the Environmental Management ISO 14001 standard and our businesses report regularly on any environmental issues that arise. Amongst other issues, our ISO 14001 certified management system includes our handling of waste and hazardous materials. The Group has not had any environmental fines in the last 12 months (2023: none).

ISO 14001 COVERAGE

76%

Energy management and greenhouse gas emissions

Climate change is one of the biggest challenges of our time and the transition to a low carbon economy has the potential to significantly impact our business, as well as our clients and suppliers. We aim to minimise our impact on climate change by reducing our carbon emissions across all operations. We engaged with external advisors, CEN-ESG, to undertake a review of our carbon management practices in each of our brands. The findings of this review helped us determine the carbon hotspots in our operations and develop brand-level carbon reduction roadmaps, which supported the development of a Group Net Zero Transition Plan and emissions reductions in line with our reduction targets.



OUR SUSTAINABILITY STRATEGY

PLANET CONTINUED

CLIMATE CHANGE AND EMISSIONS (CONTINUED)

Energy efficiency initiatives

We have a range of initiatives underway across the Group to reduce our carbon footprint and energy consumption. Below are some examples across the Group from the year:

- Croydex has upgraded all but one of its company cars to electric vehicles and implemented a cycle to work scheme to incentivise employees to cycle to work as well as reducing commuting emissions.
- Fifteen of Merlyn's fleet have been converted to either hybrid or electric vehicles.
- VADO has fitted two electric car charging points at their Cheddar site and, in the last year, increased the proportion of its fleet that is electric from 18% to 50%.
- Triton has replaced their air conditioning units with more efficient dual heat and cool units, installed four electric vehicle charging points and upgraded 50% of emergency lighting to LED.
- Abode has installed two new air conditioning units and increased the number of hybrid or electric vehicles in its fleet.
- Norcros South Africa has fitted LED lighting at its new store in Rustenburg, phased out old, inefficient air conditioning units, and TAL specifically has improved their manufacturing equipment's overall efficiency to 75%, using less energy to produce the same amount of adhesive.

Absolute market-based scope 1 and 2 emissions decreased 9% and absolute energy consumption decreased 11% year on year, making us well on track for our scope 1 and 2 emissions target. This is, in part, due to load shedding issues in South Africa that have restricted manufacturing at Johnson Tiles South Africa, as well as the implementation of the energy efficiency measures discussed above. The Group's UK brands' scope 1 and 2 emissions have decreased year on year by 16%, which is principally due to Johnson Tiles UK moving from two kilns to one for tile manufacturing, which has resulted in reduced gas consumption. Absolute scope 3 emissions have increased 6% year on year, principally due to an increase in category 11 emissions from a change in mix in products sold, as well as an increase in the carbon intensity of the UK electricity grid factor used to calculate category 11 emissions. Overall scope 1, 2 and 3 market-based emissions have increased 4%.

We report our emissions and energy intensity as tonnes CO₂e/£m revenue and kWh/£m revenue. Emissions intensity has remained the same this year, whilst energy intensity has decreased 3%.

Carbon emissions

The tables on page 77 have been prepared for the reporting period of 1 April 2023 to 31 March 2024 (referred to throughout this section as 2024) using the reporting period of 1 April 2022 to 31 March 2023 for comparison (referred to as 2023). We report on all of the material emission sources in line with an operational control approach method, as required in Part 7 under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 and under the UK's Streamlined Energy and Carbon Reporting (SECR) requirements.

Greenhouse gas (GHG) emissions are in CO₂e, including GHGs in addition to carbon dioxide and include our Group office and all brands. Scope 1 and 2 data has been calculated from monthly measured data (e.g. fuel and electricity use) using the appropriate conversion factors in accordance with the principles and requirements of the World Resources Institute (WRI) GHG Protocol: A Corporate Accounting and Reporting Standard (revised version) and Environmental Reporting Guidelines: Including Streamlined Energy and Carbon Reporting requirements (March 2019). To calculate scope 1 emissions, DEFRA 2023 emissions factors have been used. Scope 2 emissions have been calculated using both a location-based and market-based approach, utilising DEFRA 2023, IEA 2023 or Association of Issuing Bodies (AIB) 2022 residual factors where appropriate. We have also factored in situations where sites produce their own renewable electricity or purchase electricity supported by contractual instruments, such as Renewable Energy Guarantee Origin (REGO).

We are reporting our scope 3 emissions with guidance from the GHG Protocol Corporate Value Chain (scope 3) Accounting and Reporting Standard and the GHG Protocol Technical Guidance for Calculating Scope 3 Emissions, as required.

In line with the Greenhouse Gas Protocol, we continue to review our reporting in light of any changes in business structure, calculation methodology and the accuracy or availability of data. Due to recognised inherent uncertainties in calculating scope 3, we have adopted a continuous improvement approach. We will continue to review our processes and disclose any restatements in a timely and transparent manner.

	2024			2023		
	UK	Global (exc. UK)	Group total	UK	Global (exc. UK)	Group total
GHG emissions (tCO₂e)						
Total scope 1 (tCO₂e)	11,701	29,664	41,365	13,898	32,253	46,151
Scope 2 location-based (tCO ₂ e)	3,035	21,589	24,624	3,424	22,885	26,309
Scope 2 market-based (tCO ₂ e)	238	21,565	21,803	256	22,872	23,128
Total scope 1 & 2 location-based (tCO₂e)	14,736	51,253	65,989	17,322	55,138	72,460
Total scope 1 & 2 market-based (tCO₂e)	11,939	51,229	63,168	14,154	55,125	69,279
Upstream scope 3 (tCO ₂ e)	–	–	216,489	–	–	245,478
Downstream scope 3 (tCO ₂ e)	–	–	631,381	–	–	557,741
Total scope 3 (tCO₂e)	–	–	847,870	–	–	803,219
Total scope 1, 2 & 3 location-based (tCO₂e)	–	–	913,859	–	–	875,679
Total scope 1, 2 & 3 market-based (tCO₂e)	–	–	911,038	–	–	872,498
Scope 1 & 2 GHG emissions intensity ratio (per Group turnover) £m	–	–	162	–	–	162
Energy consumption (kWh)						
Total renewable fuels consumption (kWh)	–	–	–	–	–	–
Diesel	4,606,615	3,707,776	8,314,391	4,401,649	4,190,959	8,592,608
Petrol	738,614	187,318	925,932	940,479	158,429	1,098,908
Lubricants	125	–	125	–	–	–
Fuel oil	12,847	–	12,847	289,511	–	289,511
Natural gas	56,333,911	156,646,259	212,980,170	71,142,461	170,474,133	241,616,594
LPG	471,592	–	471,592	520,201	–	520,201
Total non-renewable fuels consumption (kWh)	62,163,704	160,541,353	222,705,057	77,294,301	174,823,521	252,117,822
Total fuels consumption (kWh)	62,163,704	160,541,353	222,705,057	77,294,301	174,823,521	252,117,822
Consumption of purchased or acquired electricity renewable	14,049,635	85,234	14,134,869	16,474,873	52,629	16,527,502
Consumption of self-generated non-fuel renewable energy (solar)	69,061	–	69,061	36,788	–	36,788
Consumption of purchased or acquired electricity non-renewable	660,194	24,026,661	24,686,855	1,188,498	25,565,331	26,753,829
Total electricity consumption (kWh)	14,778,890	24,111,895	38,890,785	17,700,159	25,617,960	43,318,119
Total renewable energy consumption (kWh)	14,118,696	85,234	14,203,930	16,511,661	52,629	16,564,290
Total non-renewable energy consumption (kWh)	62,823,898	184,568,014	247,391,912	78,482,800	200,388,851	278,871,651
Total energy consumption (kWh)	76,942,594	184,653,248	261,595,842	94,994,461	200,441,480	295,435,941
% renewable electricity from total electricity	96%	0%	37%	93%	0%	38%
% grid electricity from total electricity	100%	100%	100%	100%	100%	100%
Energy intensity ratio (per Group turnover) £m	–	–	669,557	–	–	692,374

OUR SUSTAINABILITY STRATEGY

PLANET CONTINUED

CLIMATE CHANGE AND EMISSIONS (CONTINUED)



Scope 3 emissions

Our scope 3 emissions have been calculated using the same methodology as last year, whilst also incorporating more granular data to improve the accuracy of calculations. Our evaluation confirmed, again, that our value chain emissions are significantly greater than our operational carbon footprint, with our scope 3 emissions accounting for 93% of our total emissions.

We calculated all applicable scope 3 categories for our carbon footprint, with five categories not applicable to our business. The calculation of emissions for our key scope 3 sources includes:

- **Use of sold products** – we calculate the lifetime energy use for representative products of our key product ranges using our annual sales volume, average power use per product and estimated hours in use over life. Emissions factors for our key sales regions are applied to this data.
- **Purchased goods and services** – we use purchase data by quantity or number of raw materials or components and apply life cycle assessment based emissions factors directly against our purchase data or against representative raw materials within each component category. Spend-based analysis is used for any services. We include no primary data from suppliers.
- **Upstream transportation and distribution** – all inbound, intra-Group and outbound logistics the Group pays for are mapped against the transportation mode, weight and distance travelled to calculate emissions on a wheel-to-well basis.

Category	Status	2024 tCO ₂ e	2023 tCO ₂ e
1. Purchased goods and services	Relevant, calculated	178,333	200,971
2. Capital goods	Relevant, calculated	1,510	1,502
3. Fuel and energy-related activities	Relevant, calculated	13,040	16,587
4. Upstream transportation and distribution	Relevant, calculated	19,019	22,168
5. Waste generated in operations	Relevant, calculated	180	264
6. Business travel	Relevant, calculated	2,207	1,661
7. Employee commuting	Relevant, calculated	2,200	2,306
8. Upstream leased assets	Not relevant, not applicable	–	17
Upstream emissions		216,489	245,478
9. Downstream transportation and distribution	Relevant, calculated	6,564	7,747
10. Processing of sold products	Not relevant, not applicable	–	–
11. Use of sold products	Relevant, calculated	623,116	548,553
12. End-of-life treatment of sold products	Relevant, calculated	1,701	1,440
13. Downstream leased assets	Not relevant, not applicable	–	–
14. Franchises	Not relevant, not applicable	–	–
15. Investments	Not relevant, not applicable	–	–
Downstream emissions		631,381	557,741
Total scope 3		847,870	803,219

OUR SUSTAINABILITY STRATEGY

PLANET CONTINUED

OUR EMISSIONS TARGETS AND NET ZERO PLAN

Recognising the urgent need to address climate change and reduce greenhouse gas emissions, we have developed ambitious net zero targets and a high-level decarbonisation pathway to manage our value chain emissions going forward. This aligns with our strategy of using ESG to drive our competitive advantage.

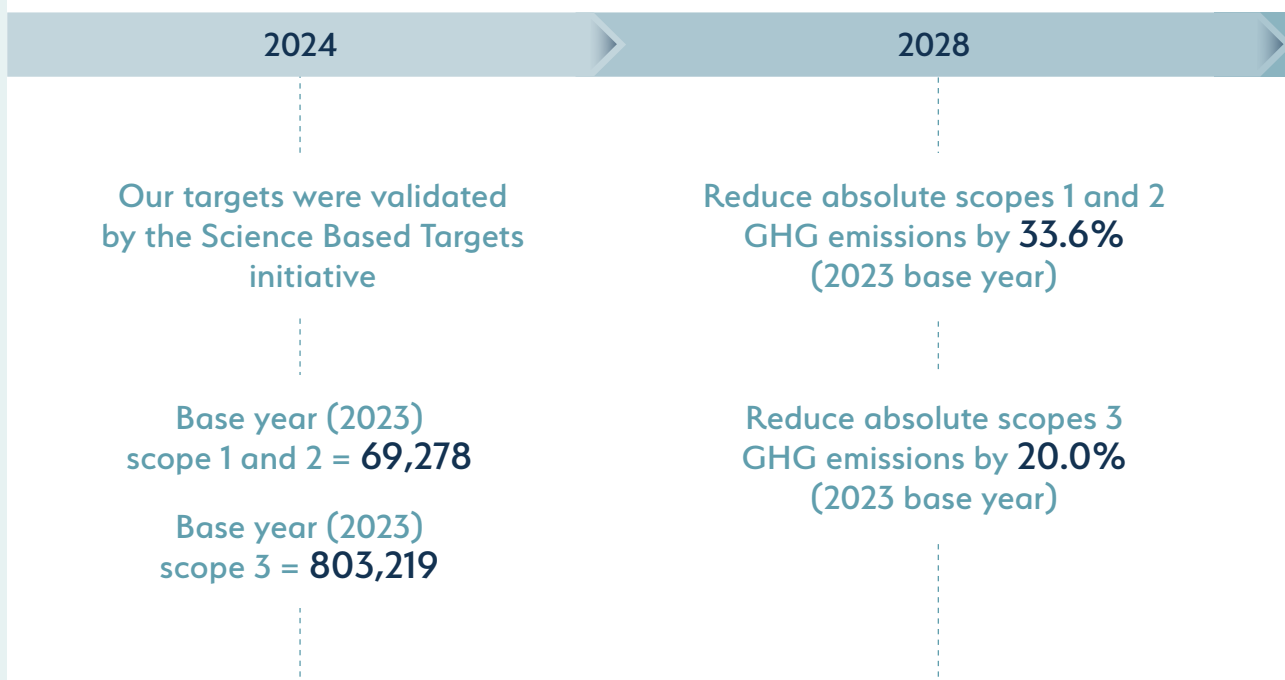
Targets

We have set science-based targets across scopes 1, 2 and 3, which affirm our long-term commitment to net zero by 2040, and we have introduced interim targets for 2028. Our targets were validated by the Science Based Targets Initiative (SBTi) in January 2024 and they provide a path for significant reduction in our emissions by 2028 and beyond.

By 2028, we have set the following targets:

- Reduce absolute scopes 1 and 2 GHG emissions by 33.6% (2023 base year)
- Reduce absolute scope 3 GHG emissions by 20.0% (2023 base year)

By 2040, our target is to reach net zero GHG emissions across the value chain.



Business model implications

As the UK and Ireland's number one bathroom products group and a leading supplier of bathroom and kitchen products in our geographical markets, our business model already integrates certain emissions-reduction activities and products with sustainable attributes, and we will be increasing our focus on these areas to align our business and our products with a net zero world.

In developing our near-term decarbonisation plan for scope 1 and 2, we assumed no material changes in our business model, locations or asset footprint or value chain impacts. Our belief is that we can make the necessary emissions reduction to our operations within a business-as-usual environment, utilising typical replacement cycles or initiatives that do not incur material capital expenditure or operational disruption. Beyond our near-term target date of 2028, we are reliant on the development of new technologies to reduce operational emissions to zero, in particular in the production of ceramic tiles (where we manufacture tiles in South Africa). In order to meet our emissions reduction targets, we will need to transition to lower carbon intensive fuels for our kilns, such as biogas, hydrogen or electricity. Technologies utilising these fuels are under development or not currently commercially available and, in the meantime, we will focus on improving the efficiency of the firing process.

Our near-term targets for scope 3 emissions are also not predicated on any major shift in strategy. We anticipate taking steps to move our product portfolio towards the incorporation of lower embedded carbon materials and to improved operating efficiency in use. This year, we have started to develop a Sustainable Products Framework that enables us to classify our products against their sustainability attributes. This methodology will allow us to monitor and shift our revenue exposure to sustainable products over time.

Whilst we will need to increase and improve our supply chain engagement, we already engage with many of our suppliers to determine the embodied carbon for certain raw materials and work together to "design out" carbon products and processes. We will continue to roll out this approach to an increased number of suppliers.

We are committed to identifying and actioning every available opportunity to achieve our targets. We created a high-level net zero plan that would take us to our near-term and long-term net zero 2040 target based on our full value chain carbon footprint for 2023. Our top-down Group targets were then translated into targets for each of our brands, incorporating the particular emissions exposures and drivers of the brands. Our brands have responded by assessing and collating bottom-up initiatives for scopes 1, 2 and 3 emissions reduction. These initiatives are recorded centrally and provide a register of planned milestones by brand, which are tracked quarterly at the ESG Forum.

2040

NET ZERO GHG
EMISSIONS
ACROSS THE
VALUE CHAIN



OUR SUSTAINABILITY STRATEGY

PLANET CONTINUED

CLIMATE CHANGE AND EMISSIONS (CONTINUED)

Our plan – scope 1 and 2 emissions

Scope 1

The majority of our scope 1 emissions relate to natural gas used in the kilns of our tile manufacturing businesses in both UK and South Africa. In the near-term we are focusing on operational improvements such as heat recovery systems and retrofitting energy efficient burners to kilns. In the UK, we have also recently consolidated to one kiln to fire our tiles, which results in less energy used in the production process. At the start of the financial year ending March 2025, we announced the sale of Johnson Tiles UK, which will lead to a significant reduction in the Group’s scope 1 emissions in 2025 as Johnson Tiles UK currently accounts for around 24% of our scope 1 emissions.

Additionally, we are planning to decarbonise our vehicle fleet by replacing traditional internal combustion engine vehicles with electric or hybrid vehicles. Several of our brands have already increased the number of electric vehicles in their fleet and installed electric vehicle chargers on their sites. Triton, Merlyn and Grant Westfield have each set targets to make their entire fleets electric.

In the longer term, we will monitor technology development around kiln technologies such as electric, biogas or hydrogen kilns for our Johnson Tiles South Africa

manufacturing facility. The Group will continue to support and contribute towards similar initiatives to provide us with options on transiting our kilns away from natural gas in the longer term.

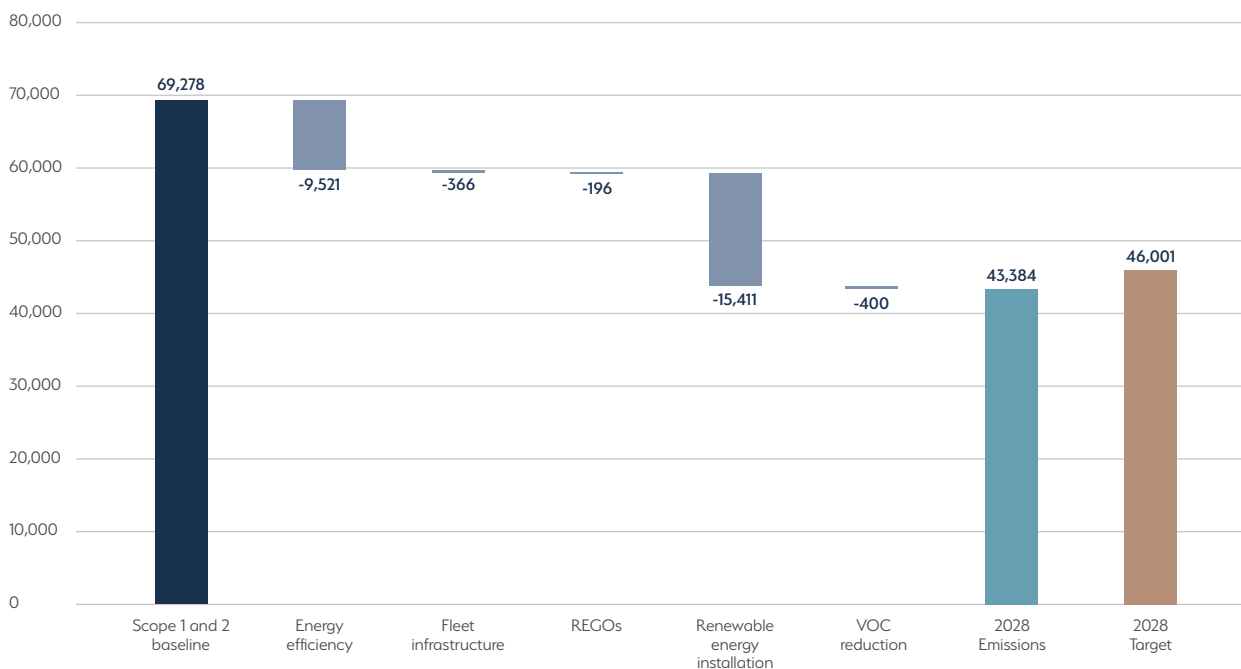
Scope 2

The most significant reduction in our scope 2 emissions will come from switching to renewable electricity supply, either through on-site renewables (e.g. rooftop solar installation at our main South African production site, and possibly Tile Africa and House of Plumbing sites) or securing purchased renewable electricity supply. The renewable energy market in South Africa is less mature than the UK market and therefore there is less availability, so we expect the transition to be slower for our South African brands.

We also expect grid decarbonisation to play a significant role in meeting our scope 2 targets, especially in the long term – although, again, we expect the UK grid to decarbonise faster than the South African grid. We will also investigate the use of Energy Attribution Certificates (e.g. RECs and REGOs) to reduce our market-based scope 2 emissions, although these are not central to us reaching our near-term targets.

Scope 1 and 2 planned reductions

Tonnes CO₂e



Our plan – scope 3

Purchased goods and services account for 21% of our total emissions footprint and represent the embedded carbon within the raw materials and purchased items we procure. In the near term, we are looking to design products that are more easily recyclable and have lower embedded carbon, whilst also engaging with our suppliers to provide materials with a lower carbon impact.

Given our products' use-phase emissions exposure, the single biggest factor in our ability to hit our near-term scope 3 target and net zero by 2040 target is the pace of decarbonisation of grids globally, especially in the UK, which is our main market. We cannot directly influence the pace of grid decarbonisation and rely on governments to implement appropriate policies to achieve this. That said, we are encouraged by the forecasts in the UK's Future Energy Scenarios, which see effective decarbonisation of the UK electricity grid by 2035 in three of the four modelled outcomes.

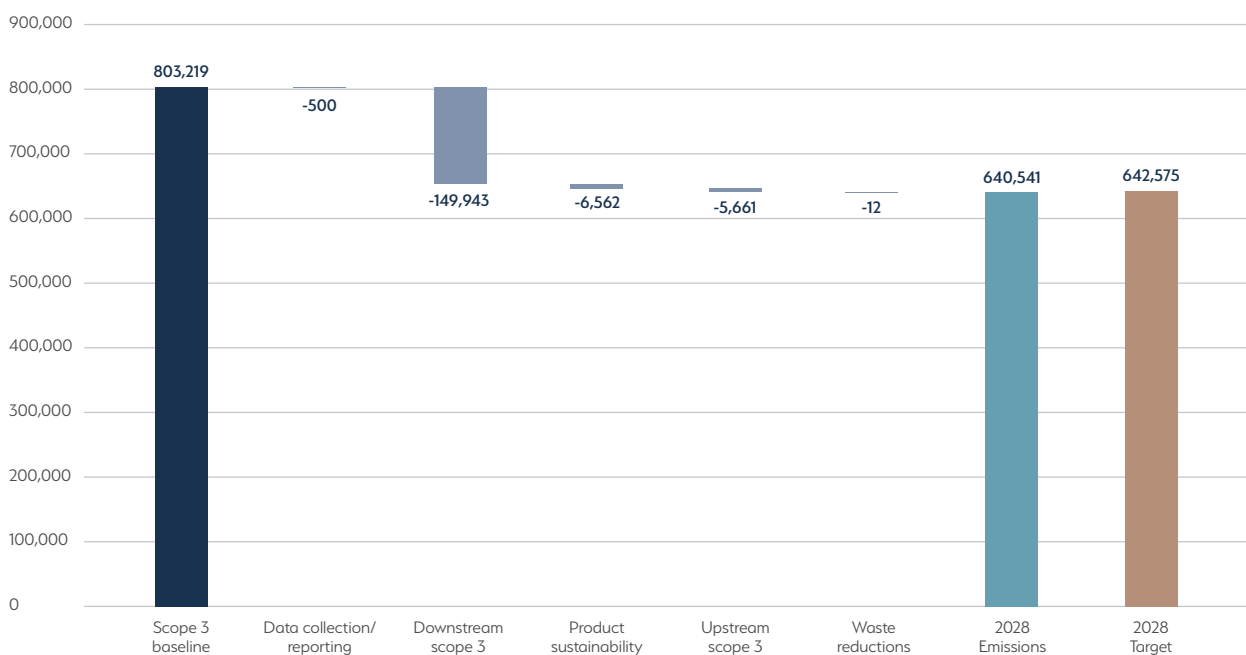
Our other main focus of scope 3 emissions reduction is product innovation and supplier collaboration. Through product innovation, and in collaboration with our suppliers, we can influence emissions not only in their use-phase, but also in embedded emissions in our purchased goods and

end of life. By investigating alternative materials, such as recycled material or raw materials that have acceptable technical qualities with lower carbon emissions, reducing the weight or number of components in our products and increasing the overall use-phase efficiency of our products, we can reduce both the upstream and downstream impacts of our product range, including the associated packaging. We are also looking into use-phase optimisation of certain products, such as Triton's electric showers, by designing and manufacturing showering products to reduce the carbon footprint during use.

Most of our products are shipped by sea or by road. We are reviewing how we package and ship our products to look for opportunities for reducing the overall emissions footprint associated with logistics. We have factored in conservative assumptions on the decarbonisation of global transportation, which will drive the decarbonisation of logistics, business travel and employee commuting.

Scope 3 planned reductions

Tonnes CO₂e



OUR SUSTAINABILITY STRATEGY

PLANET CONTINUED

CLIMATE CHANGE AND EMISSIONS (CONTINUED)

Air emissions management

Air emissions are an important part of Johnson Tiles UK and South Africa’s tile manufacturing process. This will no longer be a factor in the UK following the disposal of Johnson Tiles UK in May 2024.

Air emissions originate principally from our kilns and dryers, and we have implemented methods to control our emissions such as wet scrubbers and baghouse filters. Air emissions are monitored internally, as well as all process emissions being monitored and verified by a third party on an annual basis to ensure our measurement methods are in compliance with our operating permits. Johnson Tiles South Africa also undergoes an Annual Emissions License audit to demonstrate that its processes and applications are operated in accordance with South

African air quality regulations and to reduce any potential negative impacts on community health and the wider environment.

Ceramic tile manufacture produces less toxic emissions than other building materials. Both our South African and UK brands have consistently met the targets required for our permits in particulate matter and hydrogen fluoride measured for our kilns and spray dryers. These are monitored and independently measured at least annually. Johnson Tiles UK operates at around 10–20% of its target limit. This demonstrates our track record of meeting toxic emissions targets and we aim to maintain our levels of particulate matter and hydrogen fluoride below legal limits.



CIRCULAR ECONOMY



Our ambition: Make the most efficient use of material resources across our Group

- Minimise waste to landfill and increase recycled waste
- Reduce water use at our sites
- Operate at or work towards Environmental Management standard ISO 14001

We understand how rising demands on natural resources pose an increasing threat to economic growth and environmental stability. Across the Group, we aim to utilise resources as efficiently as possible to design out waste and extend product lifetimes.

Although we are at the start of our circular economy journey, we are starting to embed decisions that impact circularity into the way we operate and design our products. For example, Triton subscribes to the Distributor Takeback Scheme, which facilitates return of product from direct purchasers, to avoid Waste Electrical and Electronic Equipment (WEEE) ending up in the household waste stream. Abode's products are also all specifically designed to be serviceable rather than replaceable.

Case Study

Triton's recycled plastic

Triton identified that a significant proportion of their scope 3 category 1 carbon emissions are linked to plastic used within their products, and ABS (a type of engineering plastic used in consumer products) in particular.

After researching alternatives, they decided to change to using 50% recycled content ABS within the backplate, a key component of their showers, as it was one of the largest contributors to the ABS carbon footprint. Trials were undertaken on products manufactured in black finish, given this was likely to be the most tolerant to potential changes with the aesthetic properties of the material due to the recycled content.

Following successful trials, this has now been implemented across all appropriate models and it is anticipated this change will help reduce Triton's carbon footprint by around 12–15 tonnes CO₂e during the coming year. Research into an appropriate white recycled ABS material is accelerating at pace, which would have a far greater impact on footprint reduction – estimated at potentially 120+ tonnes CO₂e per year.

Triton's ambitions don't stop there. As part of the remit of Triton's newly-implemented circularity department, investigations to utilise plastic material recovered from returned products directly into new products (as recycled content) are also underway. This would be a great step toward achieving true circular economy in action when implemented.



OUR SUSTAINABILITY STRATEGY

PLANET CONTINUED

CIRCULAR ECONOMY (CONTINUED)

Water

Water efficiency is an increasingly important issue for us. This includes, where possible, reducing the amount of water we use in all our operations and designing products that help our customers reduce the amount of water used for their domestic or commercial purposes. For example, Triton has implemented a continued program of total preventative maintenance to prevent water loss, including inspection of welfare facilities and pipework throughout the site and the installation of shut-off valves on the central heating system to detect and prevent leaks.

Water withdrawal

Water withdrawn (m ³)	2024	2023
UK	34,677	46,054
SA	143,762	149,212
Total	178,439	195,266
Intensity ratio m³ per £m revenue	456.7	457.6

Water consumption

Water consumption (m ³)	2024	2023
UK	28,247	37,623
SA	115,963	98,242
Total	144,210	135,865
Intensity ratio m³ per £m revenue	369.1	318.4

The tables above outline water withdrawal and consumption for all of our brands. Both our UK water withdrawal and consumption have decreased 25% year on year, which reflects our efforts to use water more efficiently. The Group's overall water withdrawal has reduced 9%, whilst water consumption has increased 6%.

Waste management

Reducing packaging and increasing the amount of recycling are important goals for all our brands from an operational, commercial and environmental perspective. Various initiatives aimed at reducing waste sent to landfill and encouraging recycling are in place such as on-site segregated recycling bins. Waste is also monitored through biannual ISO 14001 audits, which helps our certified brands minimise their hazardous and non-hazardous waste generation.

We encourage our brands to procure packaging that is made from recycled materials or can easily be recycled. As a Group, 40% of packaging that has been used is from recycled materials.

Case Study

Norcros South Africa recycling initiatives

Norcros South Africa has reduced their skip waste disposal costs by 32% in 2024 by recycling all possible plastics cardboard and paper. Broken tiles have also been sold instead of going straight to landfill, which has also reduced waste to skips. In addition, all Tile Africa stores were trained and are required to recycle any possible recyclable materials such as plastics, cardboard or paper.

Waste generation

Waste generation (tonnes)	2024	2023
Hazardous waste	6	21
Non-hazardous waste	12,691	15,635
Total waste	12,697	15,656

Waste treatment and disposal

Waste treatment/disposal (tonnes)	2024	2023
Hazardous waste recycled	3	1
Hazardous waste incinerated	2	0.18
Hazardous waste sent to landfill	1	20
Non-hazardous waste recycled	2,927	3,149
Non-hazardous waste incinerated	50	122
Non-hazardous waste sent to landfill	9,714	12,364
Total waste recycled	2,930	3,150
Total waste incinerated	52	122
Total waste sent to landfill	9,715	12,384
Total waste non-recycled	9,767	12,506
Total waste	12,697	15,656

The tables above outline waste generation and treatment across all of our brands. Total waste generated has decreased 19% year on year, which is a result of the Group's lower manufacturing output across both South Africa and UK brands.

SOCIAL AND COMMUNITY ENGAGEMENT



Our ambition: To engage and support the communities in which we work



Community partnerships

Our commitment to the society in which we operate is deep. All our brands have programs of social engagement, including many charitable activities, and will have a positive impact on the local communities in which they operate. We empower our businesses to support local charities and community projects, and provide local employment. Given our decentralised structure, brands within the Group are encouraged to become involved in and support local initiatives where possible. The Executive Management of the Group supports this commitment to our society and reviews each brand's activities monthly.



OUR SUSTAINABILITY STRATEGY

PLANET CONTINUED

SOCIAL AND COMMUNITY ENGAGEMENT

COMMUNITY ENGAGEMENT CASE STUDIES

VADO

VADO actively supported the local community by creating a reverse advent calendar initiative for a nearby food bank. Through this effort, the team contributed essential items daily throughout the festive period, providing meaningful support to those in need within our community. This initiative reflects VADO's commitment to making a positive impact beyond the business operations, embodying values of compassion and community engagement.

Triton

Triton work with the Canal & River Trust to help clean up their local canal; in 2024, Triton completed three cleanups. In one visit, the team rode on a barge to catch any litter they could find in the water along the way. Along with many bottles, cans and wrappers, the team also managed to retrieve a discarded mattress and sofa, eventually filling a whole truck of waste.



Norcros South Africa

Norcros South Africa has partnered with the Department of Education to build toilet facilities for schools in rural areas who have previously relied on unsafe and unsanitary pit latrines. When a school is chosen, we provide the materials, construction labour and ongoing maintenance. Over the course of the partnership to date, over 1,200 students have benefited as four facilities were completed and major renovations were done on an additional four schools.



Abode

Abode's charity partner is Bluebell Wood Children's Hospice, which offers support and palliative care to families who have a child or young adult with a shortened life expectancy and complex medical needs. Through various fundraising events such as coffee mornings, sponsored runs and raffles, Abode has donated more than £3,000 to the charity.



House of Plumbing

House of Plumbing – Members of the Women in Plumbing program are on a mission to help end period poverty whilst educating high schoolers about trade qualifications and apprenticeships. The team has donated over 3,000 sanitary pads across six schools. The Women in Plumbing program aims to create opportunities for women in a male-dominated field whilst encouraging existing parties to accommodate women financially, systematically and in the working environment.



Croydex

Croydex support the Rainy Day Trust, a charity supporting the home improvement workforce and their families in times of need. For the last two years, Croydex has taken part in the Mad March Million challenge, where teams work together to raise funds and complete one million steps in the month of March. Along with other fundraising initiatives, Croydex has donated over £2,000 to the Trust over the past two years.

Tile Africa

Tile Africa participates in the Youth Employment Services Program, offering meaningful job opportunities to young people for a period of 12 months in order to gain meaningful work experience that can assist them in the quest for employment. In the first three years of the program, 200 young people were employed and 49 have taken on permanent employment following completion of the program.