



Planet People Process

April 2022

Introduction

At Marley, we believe that everyone has a responsibility to leave this world a better place than when they came into it.

Now, more than ever, all of us are looking for security, safety and simplicity. Questioning what we have, what we do, how we do it and where our products come from.

We are aware that everything we do has an impact. An impact on our environment, our customers and employees, the community and the planet.

Marley have been taking positive action and important strides for decades and will continue to do so for decades to come.

We continue to reduce our effect on the environment by minimising the carbon impact of our actions and have set ambitious targets to drive our decisions and create a roadmap to support the UK's Net Zero targets.

We are simultaneously taking a proactive role in the well-being of all those around us by ensuring the welfare of our people and contributing positively to the wider community.

We have made considerable progress in recent years and have ambitious plans for the future. Both internally, through innovation and education, and externally through collaborations and partnerships, enabling our customers in making more sustainable and responsible choices.

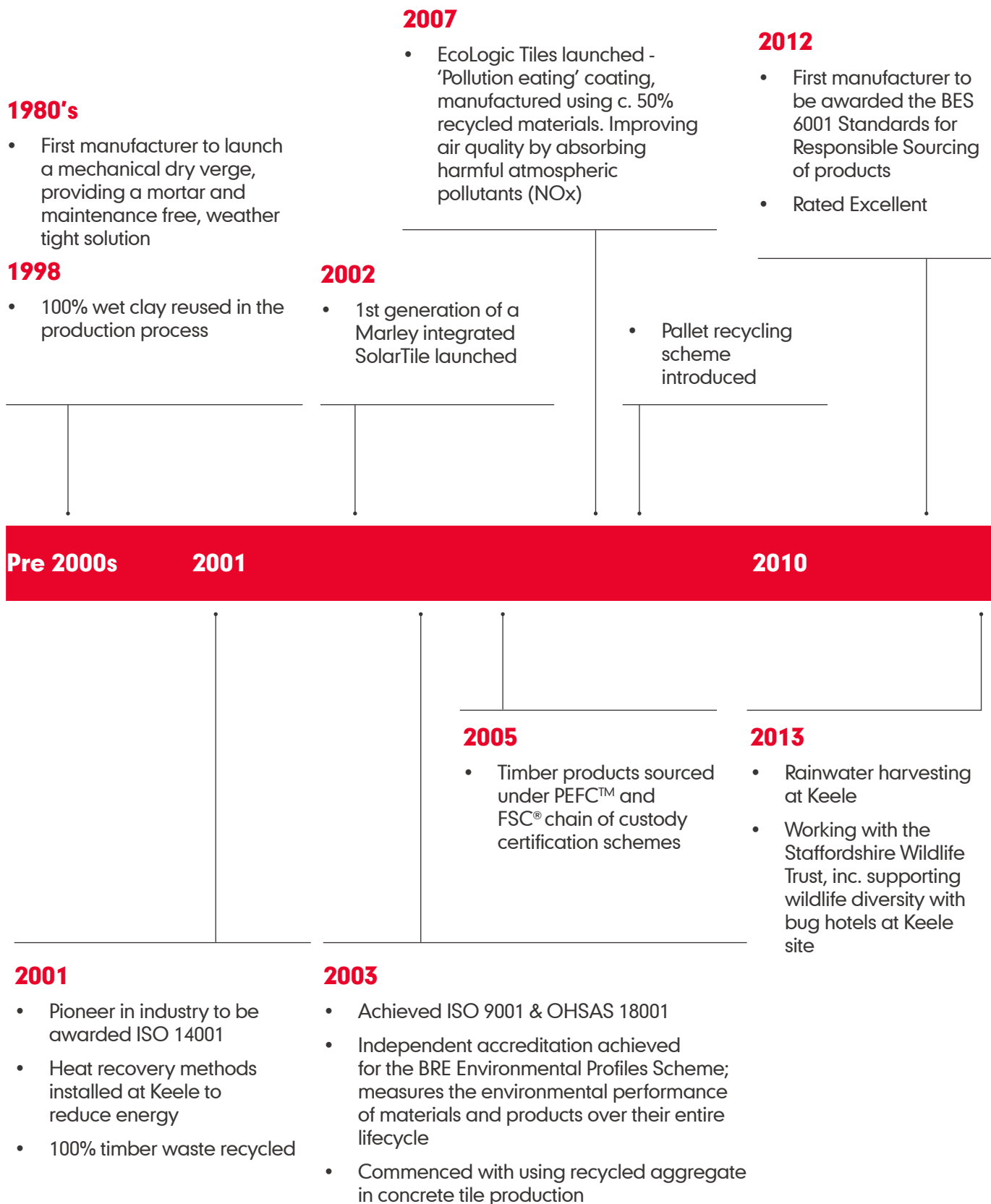
Please take a look at how we are engaging with our stakeholders and taking action against climate change, reducing natural resource use, improving biodiversity, ultimately contributing to a more sustainable future.



David Speakman, CEO
April 2022



A solid foundation



2018

- All concrete and timber attain 100% waste diverted from landfill

2021

- Launch of the Marley SolarTile®, a fully integrated roof solar system
- Launch of innovative new Roof Defence, providing a roof-level fire barrier between party walls and compartmentalised roof spaces

2020

- Achieved 100% recycling of paint washings in concrete tiles and clay tiles

2016

2019

2021

2016

- Limestone introduced as low carbon alternative to cement

2019

- Electric car charging stations added at key sites for employees & visitors
- 100% of concrete waste is recycled and reused in production

2021

- Move to 100% sourcing of electricity from renewable sources
- Achieved ISO 45001



Planet

Marley is committed to maintaining a sustainable environment and minimising the impact of its operations across the value chain.

100%

**Renewable electricity
used across all
manufacturing sites**

-28%

**Carbon Emissions intensity
ratio tCO₂e per £m
turnover 2021 vs. 2019**

78%

**Commitment to match
the government's
climate change target
of 78% emissions
reduction by 2035**



Energy Management

We aim to achieve a year-on-year reduction in carbon emissions from our 2019 baseline and match the Government's ambitious climate change targets by 2035.

Focusing on raw materials, manufacturing energy and transport will enable us to target the most impact in the reduction of our carbon footprint, and are the focus of our activity.

In 2021, Marley's carbon emissions intensity ratio (tCO₂e per £m) reduced by 28%.

Today 100% of our electricity at all of our manufacturing sites comes from renewable energy sources and all our fleet vehicles are to Euro 6 specifications - meeting the latest and most stringent emissions standards which limit the exhaust of harmful pollutants and improve fuel economy.

In conjunction with raw material suppliers and our contract haulier, the business has set strict targets to ensure that transport impacts are minimised at every level. We responsibly source raw materials locally where possible and always in line with Responsible Sourcing Standard BES 6001, as a part of the lifecycle of our products. This, in combination with effective route planning and continued improvement in maximum optimisation of vehicle loads, have achieved a reduction in CO₂ emissions each year.

Energy performance is tracked for changes and improvements across all our activities and sites. All manufacturing locations have sub metering to track consumption per production line, taking data at regular half-hourly intervals and clearly showing where to focus and implement energy reduction improvements. We also have Energy Champions on each of our sites. They review our energy consumption and identify areas for improvement on an on-going basis, which are then incorporated into energy projects. This helps us very effectively drive behavioural change and target specific opportunities for energy efficiency improvements.

To influence and support our employees to reduce their CO₂ impact, when travelling to and from work, we have implemented a Cycle to Work Scheme and we have also introduced electric car charging points across our sites, which are free to use. The number of charging points will be increased over time to accommodate for the volume of electric vehicles (EV's) in use by our staff and to support our employees financially in their switch from diesel and petrol vehicles to EV's.





Waste Management

At Marley, we recognise that the ideal solution is not to produce any waste at all.

We consistently achieve 100% recycling of production waste and the amount of overall waste diverted from landfill has increased to 100%.

We recycle 100% of our concrete tiles' production waste back into the product as a recycled crushed aggregate replacement and 100% of our unfired clay waste is introduced back into the clay tile production process. This minimises the waste and maximises the use of the raw material. Most production waste is reprocessed and fed back into the production cycle, with whatever remains diverted and recycled for other uses, such as a sub-base for road construction.

Any material which is deemed as scrap is 100% externally recycled. In 2020 alone, 1,857 tonnes of timber was externally recycled.

For non-production waste, the business employs waste management companies providing a recovery service locally to each of our factory locations. An important element of this service includes data reporting which shows site by site progress as well as the overall group performance.

We also maintain close relationships with suppliers of raw materials to continually identify opportunities for improvements to reduce the waste volumes generated and increase recycling / re-use options. This supports the reduction of unusable material, optimises the volume of raw material purchased and also has a positive effect on product consistency, quality and long-term durability.

A strict quality agreement is in place with our clay supplier which ensures high levels of material consistency and reduces waste. Each clay heap is tested before use on the factory to ensure the material is constructed in line with our agreed specifications. Along the same lines, a purchasing timber specification is in place with all timber suppliers.

We also operate a pallet recycling scheme for our customers, extending the life of pallets in circulation.

100%

- 100% timber waste material recycled offsite
- 100% of wet clay reused in production
- 100% of concrete paint washings recycled
- 100% of concrete tile waste recycled in production







Water Management

We have continued our successful reduction and management of water usage in 2020 across all our factories, with ongoing assessment of all of their individual processes to explore all options, specific to their locations.

Water consumption across all Marley sites has reduced by 27%, with water use per tonne of production decreasing to 0.09 m³.

In fact 21.3 % of our water use today comes from rainwater harvesting and using bore hole water.

A number of our production sites have already succeeded in introducing innovative ways of recycling wastewater, feeding it back into the production process – creating a closed cycle for Sustainable Homes, supporting specifiers of our products. Our clay tile factory at Keele already collects, stores and efficiently deploys rainwater, reducing demand on mains supplies and our overall water intensity. In addition, 100% of any wastewater generated from cleaning production lines is reused across our concrete sites.

Two of our concrete sites also use bore hole water for processing and dust suppression, further reducing our impact on mains water.

100%

**re-use of waste water
from cleaning production
lines**

27%

**reduction in water
consumption**

over 21%

**of water used from
rainwater harvesting
and bore holes**

We are aware that everything we do has an impact. An impact on our environment, our customers and employees, the community and the planet. We are taking positive action and important strides now and for decades to come.

Biodiversity

We invest and support the local biodiversity on and around all our sites.

Since 2013 we have been working with the Staffordshire Wildlife Trust supporting wildlife diversity and have constructed bug hotels, erected bat boxes and protected conditions to support local newt populations at our quarry. We work with local people and landowners to encourage engagement with nature and partner with charities who look after local wild places, supporting and promoting campaign initiatives such as protecting wildlife, including Red Squirrels, Black Grouse and Golden Eagles.

We also look to make a contribution on a larger scale and for every solar panel we sell, we support the planting of a tree through our FusionForest initiative. This supports the long-term rehabilitation of natural ecosystems by teaming up with local experts such as Trees for Life, who revitalise wild forests in Scotland and the Eden Reforestation Project who operate in Nepal, Mozambique, Haiti, Madagascar and Indonesia. The charity employs local people to help reduce poverty and ensure that trees survive to maturity.



Image courtesy of Trees for Life

Restoring healthy forests in the UK

Supporting international charities to employ local people to manage future forests for the long-term

Creating rich habitats for protected wildlife

Over 100,000 trees planted with charities across the world each year



People

All of us at Marley feel we have a duty of care and share in our culture and commitment of making responsible and lasting positive contributions to our people, community, customers and partners.

3.9 LTA per 1m hours worked

Longstanding roofing installer safety campaign improving awareness of working outdoors

One central compliance platform to manage controlled documents, audits, records, assets and training



Health and Safety

Health and safety have been a priority for many years at Marley and we operate under the highest standards for quality, environment, and occupational health and safety.

All of our manufacturing sites are independently certified to ISO 45001, the international standard for occupational health and safety management.

We have a dedicated health and safety team who hold, as a minimum, NEBOSH National General Certificates in Occupational Health and they are also trained along with our production managers on the IOSH Managing Safely courses. Our sales teams have all attained the CSCS Construction Skills Certification Scheme, so they are fully aware of any of the risks and hazards when visiting customers.

Taking care of those who use our products is really important to us. Our 'Safe in the Sun' campaign has been running for 17 years targeting roofing installers, with the aim of raising awareness of healthcare issues that arise from being exposed to the sun during the working day. Our campaign has always tried to strike the right balance between hitting home a hard message and positively encouraging customers to take action to protect themselves.

We also have a winter safety campaign that has helped to raise awareness of the dangers of ice, snow and wind and how roofers can keep themselves safe and warm during the colder months.

At Marley we realise that not every day is a good day and we support our people with an assistance program that gives access to confidential support, covering diverse issues including financial, mental and physical well-being.

We care and have always prioritised good health and regard mental health as being as important as physical health and safety, both with our customers and also our employees.

We prioritise safety training and education for all our staff and partner with industry bodies to further continued learning and support improving standards and practices in our industry.

All training is captured in the EHSQ (Environment, Health, Safety, Quality) management system which was introduced and implemented throughout 2019. This system also supports our continuation for legal and standard compliance and provides one platform for the management of controlled documents, audits, records, assets and training.





Diversity and Equality

Marley has a zero tolerance policy toward inequality and discrimination of any kind.

We want to be a driving force in the industry and invest in supporting the next generation.

We make sure there is no harassment, bullying or discrimination against anyone who works for us or with us.

We strive to create an environment that gives people the freedom to work, play, create and grow and give people the chance to be the best they can be.

Marley's mean gender pay gap is 7.2%, significantly better than the UK's average and the sector average.



Employee Wellbeing

As our teams develop, so does our organisation and our focus on being responsible and caring.

We have a duty of care to support our people and we work with MetLife to provide an assistance programme that gives access to confidential support and resources, covering diverse issues including financial, mental and physical well-being. As a result, there is an ever-greater emphasis on mentoring and support at Marley.

The ongoing training of employees, and in particular, the understanding and delivery of our environmental objectives are amongst the highest priorities for Marley.

Personal development is also a critical part of keeping up-to-date with the latest innovations, techniques and standards. We support our employees through training and professional qualifications, with 11 employees currently working through part time studies.

The company's policy is to ensure that every employee, as a minimum, receives appropriate training to ensure adoption and commitment to all our ESG standards and objectives as well as to ISO 9001, ISO 14001, ISO 45001 and BES 6001 standards and management systems.

As well as supporting the existing workforce, all new employees receive a comprehensive, formal induction process that introduces them to various aspects of the business and its commitments to minimising environmental and social impact.



7.2 %

mean gender pay gap

10 year

average length of
service – people who
come to Marley like to
stay here



Community Engagement

We believe it is crucial that we all play an active role in investing in our local communities and to work directly with them.

We make time to support stakeholders from community projects, schools, colleges, and charities in the regions around our business locations. We support their causes, initiatives and fundraising efforts and help them achieve their aims. Examples of our support for local communities include our Staffordshire Wildlife Trust membership, charity marathon runs, local charity events and regular dress down days in the office for a range of local charities.

By constructively working with several universities and colleges across the UK, we also provide future architects and architectural technicians with blended learning, training and support combined with real-world insights into manufacturing.

We also support colleges with the donation of free materials, which are used for developing practical skills as part of vocational training courses, supporting future industry professionals.

In addition, we support local work experience and student placements, operate apprentice schemes covering engineering and manufacturing roles and actively sponsor industry awards to champion the sector and those rising stars within it.

**Working with
universities and colleges
across the UK**

**Local work experience
schemes**

**Supporting and working
directly with local
charities and community
initiatives**







Knowledge and training

As part of our service and to provide peace of mind for our customers, we undertake a wide range of RIBA accredited CPD seminars providing knowledge and insight into a diverse range of industry products, systems and techniques.

We also have an online training program supporting colleagues remotely through live sessions or through our dedicated digital training courses, particularly aimed to our distribution partners.

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RIBA accredited CPD seminars

Dedicated digital training courses

Supporting colleges and universities with training and free materials







Process

We care about how we do business and are guided by a dedicated set of beliefs, policies and procedures that engage with our stakeholders, giving us a clear direction that ensures fairness and transparency in all we do.

U.K.'s first dry fix roof systems

U.K.'s first fully integrated solar roof system covered by our 15 year full roof warranty

Groundbreaking EcoLogic tile absorbs harmful NOx pollutants

Innovative Roof Defence product helps to prevent the spread of fire in roofs

Innovation

For close to a century, Marley has been tackling some of the key challenges of the day, taking pride in setting the standards for our industry and demonstrating that through expertise and innovation, we have continued to be world leaders in our industry.

Since launching the U.K.'s first dry fix roof systems back in 1975, developing our groundbreaking EcoLogic tile in 2007 (which absorbs harmful NOx pollutants), to introducing the U.K.'s first fully integrated solar roof system in 2019, we continue to focus on developing building materials that proactively create a cleaner, more sustainable climate.

In 2002 Marley launched the first generation of our integrated solar tile and 2020 saw the launch of the Marley SolarTile® with solar PV integrated using Viridian Solar's technology. The average solar installation (3.5 kWp) will save around 1.3-1.6 tonnes of CO₂ per year. Currently over 26,500,000 kW-hours of renewable energy is generated every year. Our solar panels attain carbon neutrality 3 years after installation and are covered by our 15 year full roof warranty. In 2021, solar panels delivered by Marley Group were fitted to more than 19,000 homes.

We firmly believe that Solar PV has a long-term role to play in supporting the UK to hit its net-zero emissions target by 2050, which is why we acquired Viridian Solar Ltd to further enhance our roofing portfolio in this area and to support our customers in their own journey of carbon reduction.

We believe that exceptional roof design is the sum of all its parts, meaning that each and every roof component must deliver the highest quality and superb durability. Marley JB Red is the only UK factory graded roof batten with BBA certification, aimed to give peace of mind and reassurance on the roof for installers.

At the start of 2021 we also launched our new roof defence product to help prevent the spread of fire in roofs.

We will continue to have initiatives in place which look to utilise developing technology in innovative ways and work with others to gain information and stimulate open communication at every stage of our supply chain.





Responsible sourcing

We maintain close relationships with all our suppliers of raw materials to continually identify opportunities for improvement in reducing any waste volumes generated and increase recycling and re-use options.

We responsibly source raw materials locally where possible and always in line with BES 6001 standards, encompassing the complete lifecycle of our products. All of our timber is sourced from managed forests under the FSC® and PEFC™ chain of custody certification schemes, and Marley has been classified as a 'Responsible Timber Purchaser' by the Timber Trade Federation (TFF).







Responsible operating

We transparently report on the efficient and effective progress we make towards being the best corporate citizens.

All our sites are certified compliant with ISO 14001, 45001, 9001 and BES 6001.

Marley was in fact the first manufacturer to be awarded the BES 6001 standard for responsible sourcing of products

In conjunction with raw material suppliers and our contract haulier, the business has set strict targets to ensure that transport impacts are minimised at every level.

Our key transport haulier has successfully implemented systems for their vehicle fleet. These systems are extremely effective in identifying and improving driving standards. The results of driver performance are disclosed and published on a weekly basis, which has resulted in a significant improvement to driving standards and fuel efficiency.

We continually identify opportunities for improvement to reduce the waste volumes generated and increase recycling / re-use options and divert 100% waste away from landfill.

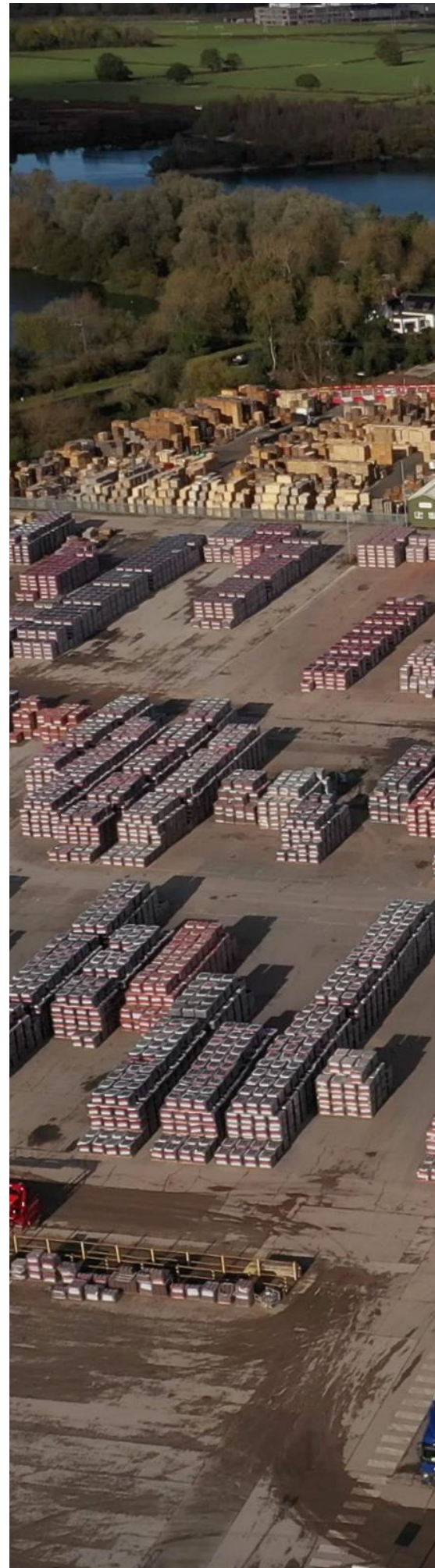
As an industry pioneer, in 2001, Marley was awarded ISO 14001: Environmental Certification.

In 2003 we achieved ISO 9001 and OHSAS 18001 and independent accreditation for the BRE Profiles Scheme for material lifecycle and environmental performance and ISO 45001 across sites by 2021.

**Formal comprehensive
induction process
introducing everyone to
the business
and its environmental
and social goals.**

100%

- of concrete tile waste recycled in production
- timber waste material recycled offsite







Overview

-28% **Carbon**

Emissions intensity ratio
tCO₂e per £m turnover
2021 vs. 2019

100% **Waste**

Recycling of production waste

7.2% **Equality**

Mean gender pay gap

3.9 **Safety**

LTA per 1m hours worked

>100k **Environment**

**Trees planted with charities
across the world every year**

10 year **Commitment**

Average length of service

Planet

- Aim to achieve year-on-year carbon emission reduction...
- ... to achieve a 78% reduction in carbon emissions or carbon offsetting by 2035
- 100% renewable electricity used across all manufacturing sites
- Solar panels installed generate over 26,500,000 kW-hours of renewable energy each year
- Members of the Staffordshire Wildlife Trust, with initiatives for bats, bugs & newts

People

- Zero tolerance for inequality and discrimination
- Attract and develop an inclusive, diverse, engaged and healthy workforce
- Working with MetLife to support employees' physical, mental and financial wellbeing
- Long running 'Safe in the sun' and 'winter safety' campaigns for the roofing industry
- Ensure that every colleague goes home safely at the end of the day
- Be a positive contributor to local communities

Process

- Operate under the highest standards for quality, environment, occupational health & safety, and responsible sourcing
- ISO 14001, 45001, 9001 and BES 6001 certification compliance at all sites
- Divert 100% of waste away from landfill & 100% recycling of paint washings
- Innovator of dry fix, ventilation & fire protection for roof safety

Continue to follow us on our journey at marley.co.uk



