

Annual Sustainability Report 2025



ICD Europe is a Sheffield-based supplier of high-purity metals and specialist alloys. We support sectors such as aerospace, medical, automotive, and energy with materials sourced and processed to the highest standards. By combining global reach with local expertise, we help customers meet demanding specifications while embedding environmental and social responsibility in everything we do.

Contents

Managerial Greeting	4
Building a Resilient and Responsible Future	6
Sustainability is Our Focus	8
Our Environmental Approach	10
Our Social Approach	14
Our Governance Approach	16
Measuring Our Impact Upon Society	18
ICD Europe Ltd ESG Rating 2025	22
Materiality Assessment & our Selected Material Topics	24
ESG + GRI: Sustainability Reporting Based on Evidence	26

Managerial Greeting

At ICD Europe, sustainability is not a separate initiative, it is central to how we operate, how we grow, and how we serve our stakeholders. As we look back on the past years, we are proud of the progress we have made and the foundations we continue to strengthen to ensure a resilient, responsible, and future-ready business.

We recognise that the world around us is changing. Climate change, resource scarcity, and growing social expectations demand that businesses like ours step up, not only with words but through action. We welcome this responsibility.

Sustainability is more than a compliance requirement or a trend; it is a powerful lens through which we make decisions, from our sourcing practices and energy use, to how we treat people, support communities, and build long-term partnerships.

Conducting business with integrity, accountability, and care has always been part of our DNA. We see sustainability as an extension of that commitment. It influences the materials we offer, the innovations we pursue, and the culture we nurture. In 2024, we set our first carbon baseline, made strong progress on workplace safety, and expanded our community support across Sheffield.

We continue to invest in sustainable technologies, circular economy models, and skills development, believing that a more inclusive and environmentally conscious future is also a more prosperous one for everyone.

This report reflects our journey so far, our achievements, our challenges, and the lessons we are learning along the way. We are grateful to our employees, customers, partners, and communities who walk this path with us. Together, we are shaping a business that does not just aim to succeed today but creates value for generations to come.

Thank you for being part of this journey.

“

This report reflects our journey so far, our achievements, our challenges, and the lessons we are learning along the way.

— Wayne Hawkes
Managing Director

2024 highlights:
carbon baseline set,
workplace safety
strengthened, and
community support
expanded.



Building a Resilient and Responsible Future

We treat sustainability as part of our identity. It runs through everything we do, from the way we source metals and alloys to the way we manage energy, waste, and supply chains. It is not a bolt-on policy but the foundation for how we operate, grow, and serve our customers around the world.

Our responsibilities start with the environment. With ISO 14001 certification, we manage resources carefully and continually improve how we reduce emissions, cut waste, and use energy efficiently. In 2024 we published our first Carbon Reduction Plan under PPN 06/21, setting out a clear pathway to net zero by 2050. This includes a 33 percent reduction in Scope 1 and 2 emissions by 2035, a 66 percent cut by 2045, and full elimination by 2050, alongside at least a 50 percent reduction in Scope 3 intensity.

We are already making progress with renewable energy generation, solar installations, smart building systems, recycling initiatives, and supplier sustainability audits.

In 2024, we also diverted 100% of our waste from landfill and ensured that more than 65% of our supply volume came from recycled scrap materials, reinforcing our commitment to circularity.

We also know sustainability is about people. We are accredited to ISO 45001, which guides our approach to health, safety, and well-being across the organisation. We provide training, career development, and safe working conditions, supported by clear risk assessments and preventive measures. Our focus on workplace safety delivered a 50% reduction in injuries with zero fatalities reported, underlining our commitment to protecting our teams.

We encourage flexibility and inclusion, and we listen to our employees so that our workplace reflects their needs as well as the demands of our industry. With an employee retention rate of 89% and average pay levels 44% above the UK minimum wage, we show that looking after people is central to long-term resilience.

Beyond our operations, we make an effort to be active in the communities where we live. We support charities such as Sheffield Children's Hospital, Weston Park Cancer Charity, Reuben's Retreat, and Ashgate Hospice, and contribute to schools and community projects in our region. We also sponsor local sports teams and young athletes, helping them grow in their fields. These activities reflect our belief that businesses should give back to the communities that support them.

We are equally active in shaping the future of our sector. Through initiatives such as the "Revert Revolution" presentations at the EICF Conference and CMF Net Zero Forum, and our upcoming talk at the UK Metals Expo, we highlight the role of recycled metals in creating a circular economy.

By promoting the use of revert materials, we show how sustainability can increase resilience and reduce impact across global supply chains. For us, sustainability is not just about compliance or meeting customer expectations. It is about setting a standard of integrity and responsibility that makes us a trusted partner now and in the future.

By embedding environmental care, social value, and ethical governance into our decisions, we are building a business that creates positive impact for people, industries, and the planet — today and for generations to come.



Sustainability is Our Focus

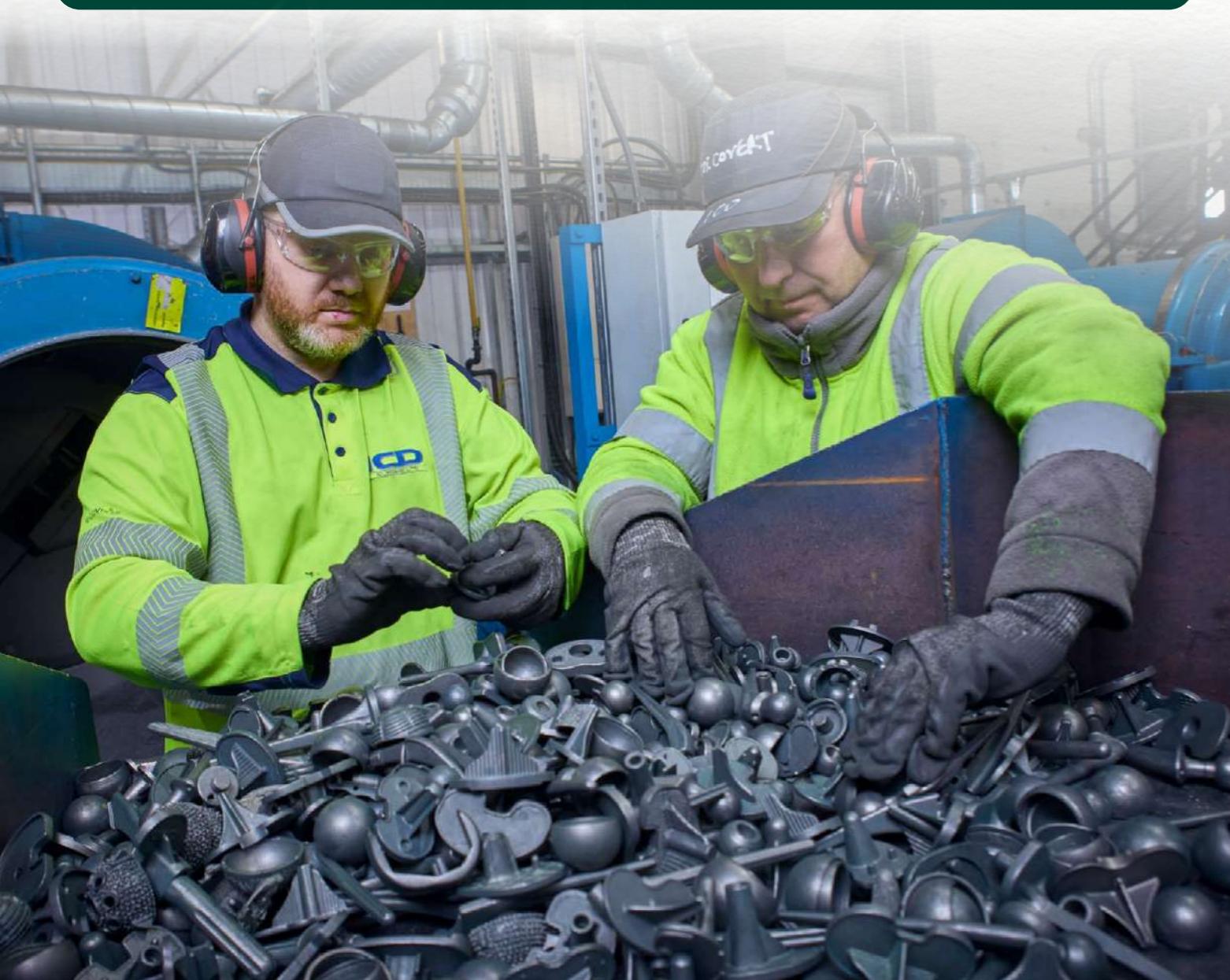
We approach sustainability as a commitment to balance our impact on the environment, support the people we work with, and uphold strong governance in everything we do. It is part of how we run our business every day, not an add-on.

On the environmental side, we have set a clear path to net zero by 2050, supported by ISO 14001 certification and our 2024 Carbon Reduction Plan. We are already taking steps through renewable energy generation, energy-efficient systems, and responsible waste management.

For our people, sustainability means creating a safe, inclusive, and supportive workplace. Guided by ISO 45001, we provide training and career development, protect health and safety, and promote well-being across the company.

Governance underpins this work. Our ISO 9001 certification reflects the way we manage quality and accountability, while our EcoVadis assessment shows our progress in responsible procurement, ethics, and human rights.

This balance of environment, social responsibility, and governance is what makes our approach to sustainability complete. It ensures we deliver value today while preparing responsibly for the future.



In 2024, we diverted 100% of our waste from landfill and ensured that more than 65% of our supply came from recycled scrap materials. These actions strengthen our commitment to circularity and resource efficiency, reducing environmental impact while building resilience across our supply chains.



We achieved a 50% reduction in workplace injuries with zero fatalities, supported by ISO 45001 and a strong culture of prevention. Alongside safety, we continue to invest in training, development, and community partnerships that create positive impact for people inside and outside our organisation.



Our EcoVadis Silver Medal places us in the top 15% of companies globally for ESG performance. This recognition reflects our commitment to strong governance, covering ethics, anti-corruption, and supplier accountability, ensuring that trust and transparency guide how we operate.

By turning our commitments into action, we are building a business that balances environmental care, social value, and strong governance. This approach strengthens trust today and ensures resilience for the future.



Our Environmental Approach

We measure and manage our emissions across all operations, recording 105.92 tCO₂e in 2024. This year serves as our official baseline and provides a transparent starting point for tracking future progress. Our 2024 results equated to 2.00 tCO₂e per employee and 0.77 tCO₂e per £100,000 revenue.

With ISO 14001 certification, we focus on renewable energy, recycling, efficiency upgrades, and smart systems to lower our footprint. In 2024, 27.7% of the electricity we used came from renewable sources, supporting our transition to cleaner energy. We are already making progress through solar generation, recycling initiatives, and supplier sustainability audits.

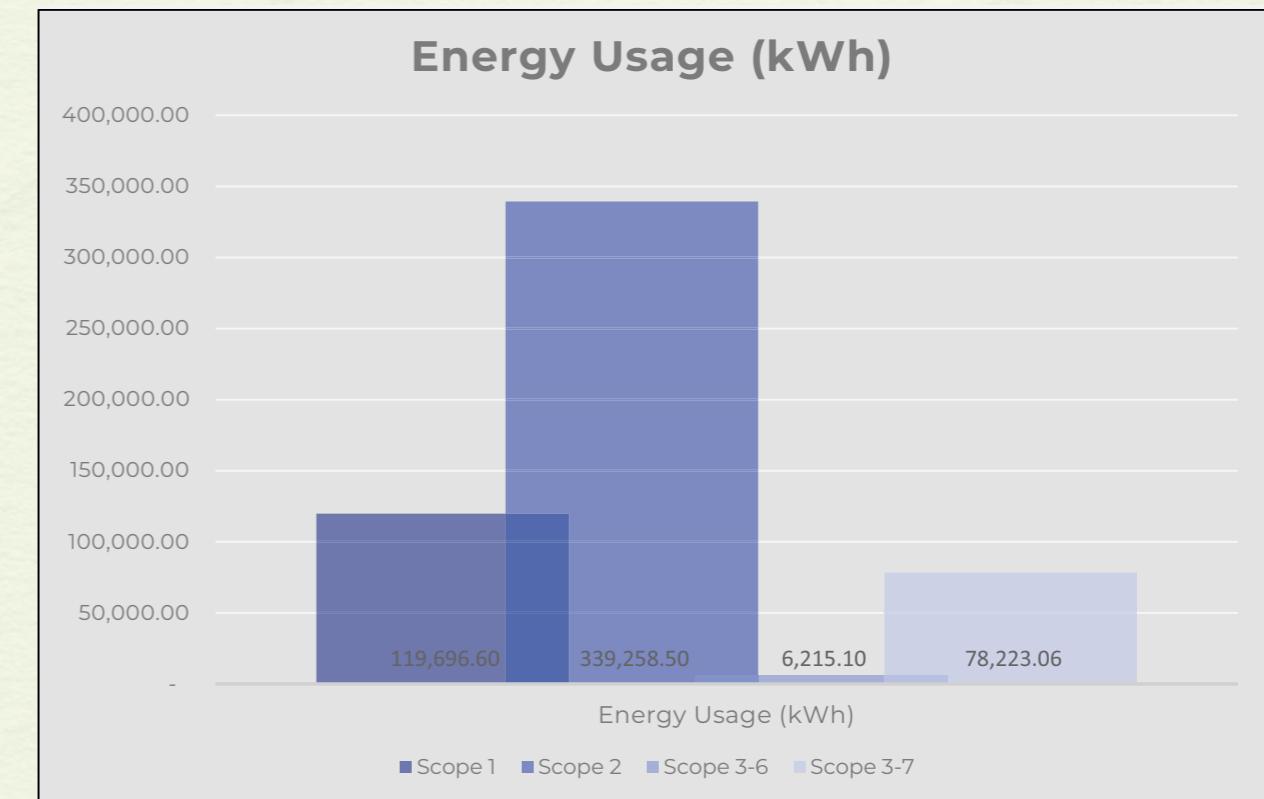
These actions are not only reducing our footprint today but also protecting resources, strengthening resilience, and building a more sustainable metals supply chain for the future.



Scope 3

29.52

*The total GHG emissions (tCO₂e) associated from Scope 1, Scope 2 and Scope 3





We manage the materials we source and supply with care, recognising their impact on both the environment and our industry. Under GRI 301, we report on how metals and alloys are used responsibly, with a strong focus on recycling and the circular use of resources.

Much of our activity centres on “revert” — high-value alloys that are recovered, processed, and returned into production instead of being lost as waste. In 2024, this approach ensured that over 65% of our supply came from recycled scrap materials, while 100% of our operational waste was diverted from landfill.

Our ISO 14001 certification underpins this approach, ensuring that we reduce waste, use energy efficiently, and embed sustainability into daily operations. Beyond compliance, we are investing in systems and practices that protect resources, strengthen supply chain resilience, and support long-term environmental improvement.

Through this commitment, we contribute directly to SDG 12: Responsible Consumption and Production, helping to advance more sustainable use of the world's finite materials.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Our environmental approach is directly linked to the United Nations Sustainable Development Goal 12: Responsible Consumption and Production.

Through GRI 301, we demonstrate how we use and manage materials responsibly, with a clear focus on recycling and the circular use of metals. In 2024, more than 65% of our supply came from recycled scrap and all of our operational waste was diverted from landfill. By promoting the recovery and reuse of high-value alloys, we reduce waste, conserve resources, and strengthen supply chain resilience.

This commitment ensures that our operations contribute to a more sustainable economy, where critical materials are kept in circulation and environmental impact is reduced.



Our Social Approach

Creating Positive Social Impact

Health and safety come first. With ISO 45001 certification, we maintain rigorous standards that protect our teams across all operations. Regular training, risk assessments, and well-being initiatives ensure that our workplace is safe, supportive, and inclusive. In 2024, we achieved a 50% reduction in workplace injuries with zero fatalities, reflecting the strength of this commitment.

We also invest in people's growth. Under GRI 404, we report on career development and training opportunities that help employees build skills and progress in their careers. With an employee retention rate of 89% and average pay levels 44% above the UK minimum wage, we show that looking after our people is central to resilience and long-term success.

Beyond the workplace, we support our communities. We contribute to charities such as Sheffield Children's Hospital, Weston Park Cancer Charity, Reuben's Retreat, and Ashgate Hospice, while also sponsoring youth sports and supporting schools. These partnerships reflect our belief in giving back and creating positive impact where we live and work.



Our social commitments directly support the United Nations Sustainable Development Goals.

Through SDG 3 (Good Health and Well-being), we advance employee safety and well-being, guided by ISO 45001 and our focus on safe working practices.

Through SDG 4 (Quality Education), we support continuous learning and training for our employees, and extend this commitment to our communities by engaging with schools and supporting skills development.

These contributions ensure that our social impact goes beyond compliance, creating value for our people, partners, and communities.





Our Governance Approach

Upholding Excellence Through Accountability

We hold ourselves accountable to the highest standards of governance. For us, this means operating with integrity, being transparent in our reporting, and ensuring that responsibility runs through every decision we make.

We maintain internationally recognised certifications, including ISO 9001 for quality management, ISO 14001 for environmental management, and ISO 45001 for health and safety.

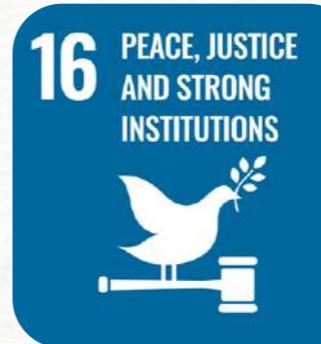
Our certifications were renewed in 2024 and remain valid until 2027, confirming that our management systems are independently verified against global standards. These frameworks guide our processes and provide assurance to customers, regulators, and partners.

Our governance policies cover anti-corruption, fraud prevention, conflict of interest, and information security. These policies are backed by training, whistleblowing procedures, and incident response systems that give stakeholders confidence in how we operate.

Transparency is central to our approach. We publish emissions data through SECR and PPN 06/21 disclosures, and we report on our wider ESG performance through EcoVadis, where we scored 72/100 in March 2025, earning a Silver Medal and placing in the top 15% of companies globally.

Good governance is not just about compliance. It is about building trust, reinforcing accountability, and ensuring that our business remains resilient and responsible for the long term.

Our Standards of Excellence



Our governance commitments align with the United Nations Sustainable Development Goal 16: Peace, Justice and Strong Institutions.

By reporting against GRI 205, we demonstrate how we act against corruption and uphold integrity across our operations. Our policies cover fraud prevention, conflict of interest, and information security, supported by clear procedures for whistleblowing and incident response. This framework ensures that employees, customers, and partners can trust the way we handle sensitive matters.

We reinforce these commitments through independent verification. With ISO 9001 certification and a Silver EcoVadis rating, our systems for quality, ethics, and accountability are regularly assessed against international standards. In 2025, our EcoVadis rating of 72/100 confirmed the strength of our governance policies, recognising our progress in responsible procurement and ethical business conduct.

In this way, our contribution to SDG 16 is direct and measurable: preventing malpractice, safeguarding information, and creating a culture where accountability strengthens both trust and long-term resilience.



**SUSTAINABLE
DEVELOPMENT
GOALS**

We Contribute to Global Goals Through Measurable ESG Actions

We track our ESG progress using GRI disclosures, aligning with the UN SDGs to measure our global impact across Environment, Social, and Governance.

ENVIRONMENT SDG 12

Through GRI 301 we report on how we manage materials responsibly, focusing on recycling and circular use of metals. By reducing waste and promoting revert, we conserve resources and strengthen supply chain resilience.

SOCIAL SDG 3, 4

With ISO 45001 and GRI 403, we prioritise employee health, safety, and well-being. GRI 404 guides our commitment to training and education, ensuring continuous development for our teams while supporting schools and community initiatives.

GOVERNANCE SDG 16

GRI 205 underpins our anti-corruption framework. Supported by ISO 9001 and EcoVadis recognition, our policies on ethics, information security, and transparency reinforce accountability and build trust across our operations.

The UN SDG's provide a shared blueprint for peace, prosperity, and sustainability for people and the planet.



We're Adhering to the Principles of the IFC to Measure our Impact

A growing number of investors are incorporating impact investments into their portfolios, adopting the SDGs and other goals as a reference point.

PROJECT OUTCOMES AND MARKET CREATION

The International Finance Corporation (IFC), part of the World Bank Group, contributes to the SDGs through two pathways, namely: project outcomes and market creation. IFC measures and reports on project outcomes, including the direct impact on stakeholders (including customers, suppliers, government, and the community), the indirect and induced effects on the economy (value added, employment, etc.), and environment and social impacts.

As part of its mandate, the IFC seeks to create markets through several ways: by demonstrating successful innovative business models that can be replicated; by stimulating competitiveness through efficiency gains, cost and/or price reductions, and new market entrants; by improving business regulatory frameworks to enable the development and growth of a vibrant private sector in a sustainable manner; and by building capacity and skills that open new market opportunities.

The IFC Operating Principles for Impact Management establish a common discipline around the management of investments for impact, and promote transparency and credibility by requiring annual disclosures of impact management processes with periodic independent verification. These principles are supported by the IFC's Joint Impact Indicators, which are a harmonised set of indicators for key impact themes—climate, gender, and job creation—used by a wide range of impact investors.

The IFC & SDG alignment

The graphic below represents an overview of IFC's approach to support the achievement of the SDGs.
(source: IFC, 2023)

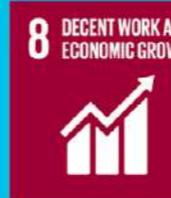
WORLD BANK GROUP TWIN GOALS



IFC has two overarching goals:

Ending extreme poverty by 2030, and boosting shared prosperity.

IFC CROSS-SECTOR IMPACTS



Across sectors and regions, IFC seeks to promote:

- Employment creation and economic growth
- Gender equality
- Environmental and social sustainability
- Climate change adaption and mitigation
- Partnership with private investors to mobilize new sources of finance
- Sustainable cities and communities

IFC SECTOR IMPACTS



Promote Investments Services and Advisory Services for strategic sectors including:

- Infrastructure
- Financial inclusion
- Agriculture
- Health and education

ICD Europe Ltd Management ESG Rating 2025

Our comprehensive sustainability reporting has been completed in accordance with the Global Reporting Institute (GRI). This is the leading global framework most closely aligned with the UN SDGs.

CERTIFICATION

This is to certify that in May 2025, ICD Europe Ltd was assessed to the strict criteria of the Global Reporting Institute (GRI) ESG framework, Comprehensive Reporting Model. The assessment was completed by Greentown Traffic Management, an independent third party.

ICD Europe Ltd achieved a score of 74 (A) on Environment, 72 (A) on Social, and 76 (A) on Governance resulting in an overall score of 74, which normalises to a rating of "A".

A "A" score on the overall ESG scale indicates very good relative ESG performance and an above-average degree of transparency in reporting material ESG data publicly and privately.

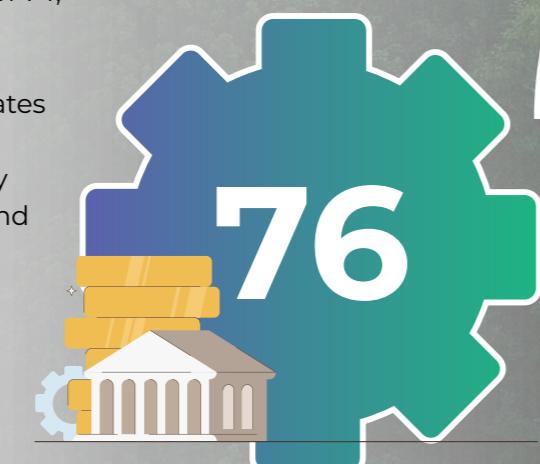
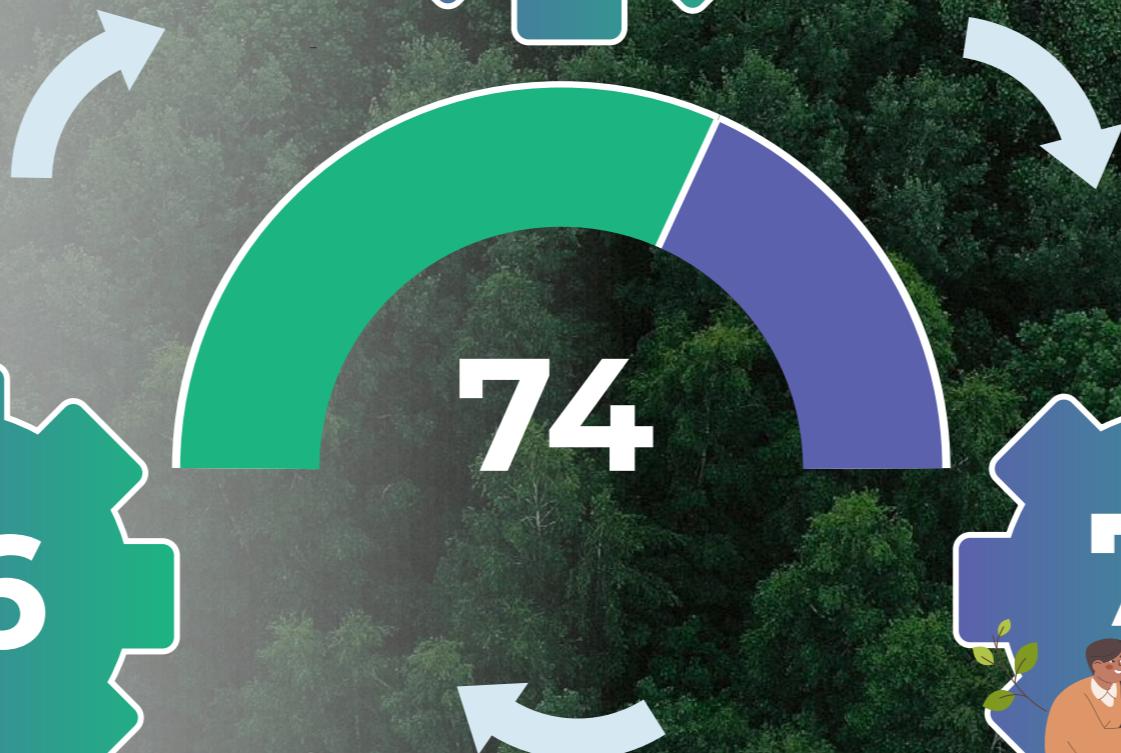


Humperdinck Jackman
Managing Director

We are proud to present our inaugural sustainability report. This report features our activities in enhancing our progress to deliver against the three pillars of ESG.

The three pillars of ESG relate to every specific organisation. We endorse this approach because it enables both our customers and our supply chain to understand the ethics and integrity of our enterprise, as well as our openness and transparency.

Environment



Governance

Social

Please note that, as this is our inaugural (benchmark) report, not all data was available. We will be updating our reporting annually in line with our financial year.

Materiality Assessment & our Selected Material Topics

OUR Material Topics

- GRI 205: Anti-corruption
- GRI 301: Materials
- GRI 403: Occupational Health and Safety
- GRI 404: Training and Education

Dual materiality positions
stakeholder
opinions as a critical
concern.

Our stakeholder engagement polled diverse groups on four ESG topics, assessing their importance to stakeholders and to the organisation. The materiality assessment revealed a strong focus on good governance, highlighted by the emphasis on human resource themes.

1. Research and landscape assessment: We focused especially on how ESG affects UK SMEs and to understand the range of sustainability issues on which SMEs and small Enterprise firms currently report. We also assessed global economic and ESG trends and standards.

2. Stakeholder mapping and engagement: We surveyed stakeholder opinions and priorities, starting by defining our stakeholder universe and engagement, and we conducted several various internal and external interviews to gather feedback on key ESG topics.

3. Topic analysis and prioritisation: Our emphasis was upon putting the interests of our stakeholders first. We prioritised our ESG topics by applying the GRI approach to materiality. We added topics we consider important for reflecting our economic, environmental, and social impacts, as well as those which might influence our stakeholders.

ICD Europe, Employees, Materiality Assessment



• Governance

• Environment

• Social

GRI 205: Anti-Corruption

Our Management Approach Anti-corruption

Please describe why the anti-corruption management approach is a relevant concern to the organisation's operations?

ICDE operates in sectors where compliance is non-negotiable. To uphold this standard, anti-corruption management is a critical part of how we do business. It ensures that we meet the requirements of international laws such as the UK Bribery Act and the US Foreign Corrupt Practices Act. Since we are involved in global supply chains and international trade, we face a variety of regulatory environments. This means we must be proactive in preventing corruption to avoid legal risks, fines, or sanctions that could directly impact our operations and leadership.

Beyond legal compliance, maintaining integrity is essential to protecting our reputation. Corruption undermines our credibility and damages the trust we've built with our customers, suppliers, and partners. In industries like aerospace, medical, and high-value materials, that trust is fundamental. By committing to anti-corruption practices, we safeguard our status as a trusted supplier something that is crucial for securing new contracts and sustaining long-term business relationships.

We also recognise the financial and operational risks associated with corruption. It can lead to fraud, inflated costs, and poor decision-making, which in turn can disrupt our supply chain, affect the quality of our services, or destabilise our operations. By actively managing these risks, we protect the continuity of our business and ensure long-term financial sustainability.

At ICDE, we are committed to fostering a culture of integrity. Our anti-corruption controls promote transparency, accountability, and ethical behavior across all levels of the organisation. They help align our team with shared values and ensure that decisions are made in the best interests of the company and our stakeholders not for personal gain.

Finally, because we operate in international markets and source critical materials, it's vital that we maintain integrity throughout our supply chain. Corruption risks can emerge in procurement, customs, logistics, and contracting. By enforcing robust anti-corruption measures, we protect ourselves from exposure to unethical practices and ensure our operations remain compliant, transparent, and responsible at every step.

GRI 301: Materials

Our Management Materials

Why is the topic (materials) integral to the organisation's operations?

For ICD Europe, material management is a material topic because it is fundamental to the organisation's core business sourcing, processing, and supplying high performance metals and alloys to critical sectors such as aerospace, medical, and energy. The company's operations rely heavily on the availability, quality, and ethical sourcing of specialist materials. Effective material management ensures consistency of supply, supports compliance with stringent industry regulations, and aligns with customer expectations for traceability and responsible sourcing.

In addition, responsible materials management is integral to ICD Europe's sustainability commitments. It supports environmental goals through waste reduction, increased use of recycled materials, and minimisation of the company's ecological footprint. It also helps manage social and ethical risks, such as conflict minerals and modern slavery, while maintaining compliance with international standards like ISO 14001 and the EcoVadis framework.

Please describe the scope of how the topic(materials) impacts the organisation.

Materials management at ICD Europe covers all of the company's global operations and product lines. We source processed metals and alloys from trusted suppliers and further process them to meet customer-specific requirements, including aerospace and medical standards such as VAR equivalent processing. The scope includes materials for aerospace, medical, energy, and industrial sectors, and applies to all sites, products, and services provided by ICD Europe.

Materials management also involves inventory control, recycling, ethical sourcing, and quality assurance to ensure compliance with industry standards, customer expectations, and environmental and social responsibility commitments.

GRI 403: Occupational Health and Safety

Our Management Approach to Occupational Health and Safety

Please describe why occupational health and safety is integral to the organisation's operations?

Occupational Health and Safety is not just a compliance obligation for ICD Europe Ltd, it is a core component of ethical operations, risk management, and responsible business practice that underpins the company's ability to operate safely, sustainably, and successfully.

Please provide a statement of the purpose of the organisation regarding its occupational health and safety.

At ICD Europe Ltd, we are committed to the continuous improvement of our Health and Safety, Environmental, and Quality performance. Our purpose is to protect the wellbeing of our employees, contractors, visitors, and the wider community by maintaining safe and healthy working conditions at all times.

We aim for excellence in all our activities and have developed an Integrated Management System (IMS), certified to ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018. This system enables us to:

Consistently meet and exceed legal, regulatory, and customer requirements related to occupational health and safety.

Proactively identify, assess, and control health and safety risks across all areas of our operations.

Foster a positive safety culture where all employees are engaged, responsible, and empowered to act safely and report concerns.

Provide ongoing training and resources to ensure that safety is embedded into our daily operations and decision-making processes.

Support the physical and mental wellbeing of our team, recognising that health and safety is integral to the success and sustainability of our business.

GRI 404: Training and Education

Our Management Approach to Training and Education

Please describe why training is integral to the organisation.

Training and development are fundamental to achieving our strategic objectives, including staff retention, continuous improvement, and long-term business sustainability. We recognise that personal and professional growth is a key driver of employee satisfaction and loyalty. By investing in regular training, we empower our employees to enhance their skills and competencies, making them more confident and capable in their roles, access clear development pathways, supporting career progression within the organisation, stay engaged and motivated, knowing they are valued and supported in their professional growth.

This approach directly supports some of our goals of retaining skilled and experienced staff, reducing turnover, and building a committed workforce that contributes to our long-term success.

The safety of our employees is non-negotiable and regular training provides employees with the knowledge and practical skills to identify hazards, follow safe systems of work to prevent incidents. It promotes situational awareness and reinforces the importance of compliance with health and safety regulations.

A safe working environment, underpinned by robust training, fosters employee confidence, satisfaction, and loyalty.

Safety training encourages employees to take ownership of their own safety and the safety of their colleagues.

This proactive culture supports our broader organisational goals of continuous improvement, operational excellence, and staff well-being.

Does the company's commitment to training management approach exceed legal and regulatory standards and is not limited to meeting regulatory and legal compliance?

ICD Europe's training management approach is proactive, strategic, and focused on long-term organisational capability building, not just regulatory compliance. It is designed to enhance employee engagement, promote ethical conduct, support sustainability goals, and drive business excellence.

Auditor's Statement



FIND OUT MORE



SCAN ME

INTERPRETING THIS REPORT

The matters raised in this report are only those that came to our attention during the course of our review and are not necessarily a comprehensive statement of all the weaknesses that exist or all the improvements that might be made.

Recommendations for improvements should be assessed by you, the stakeholder, for their full impact before they are implemented. This report, or our work, should not be taken as a substitute for management's responsibilities for the application of sound commercial practices.

We emphasise that the responsibility for a sound system of internal controls rests with management, and our work should not be relied upon to identify all strengths and weaknesses that may exist. Neither should our work be relied upon to identify all circumstances of fraud or irregularity, should there be any.

This report is supplied with the understanding that it is solely for the use of the persons to whom it is addressed and for the purposes set out herein. Our work has been undertaken solely to prepare this report and to state those matters that we have agreed.

To the fullest extent permitted by law, 8build will accept no responsibility or liability in respect of this report to any other party and shall not be liable for any loss, damage, or expense of whatsoever nature which is caused by any person's reliance on representations in this report.

We have no responsibility to update this report for events and circumstances occurring after the date of this report.

8build is a limited liability company registered in England and Wales no. 10218501 of the registered address Shrawley House, Shrawley, Worcestershire, WR6 6TG, United Kingdom.

Appendices

Unit 7-15 Vantage Park,
Coborn Avenue,
Sheffield,
S9 1DA,
United Kingdom

T: +44 (0) 1709 918 120

www.icdeurope.com

