



Sustainability Report

FY2025



About Us

The Bailey Sustainability Report 2025 marks our commitment to environmental responsibility and sustainable growth. This report captures key sustainability metrics across recycling, carbon footprint, and waste management. Significant achievements this year include exceeding our recycling targets, reducing liquid waste volumes, and maintaining steady carbon emissions benchmarks. While progress has been made, opportunities remain to further improve waste management outcomes and refine our sustainability practices. This document serves as both a reflection of our 2025 performance and a roadmap for improvement in the years to come.



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Scope and Methodology:



The report covers Bailey's operations from June 2024 to July 2025. Key data collected includes recycling statistics, waste disposal volumes, and measured carbon emissions. Performance is benchmarked against industry standards, and analysis focuses on calculated quarterly and annual outputs.

Carbon Footprint Analysis

Minimizing atmospheric carbon emissions is a core pillar of Bailey's sustainability agenda.

Performance in 2025:

- Bailey's operations produced 24,204 tons of CO₂-equivalent emissions, **6.8% better than similar industry benchmarks (average 25,961 tons CO₂/year).**

Key Sources of CO₂ Emissions:

- **Vehicle Fleet:** Contributed 2,014 tons (8% of total footprint).
- **Employee Commute & Air Travel:** Employee commute emitted 173 tons, while air travel emissions were 112 tons.
- **Facilities:** A combined 318 tons were attributed to electricity, natural gas, and waste operation footprints.



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Recycling Metrics

Bailey's commitment to responsible material disposal is reflected in our top-performing recycling initiatives.

Highlights:



Cardboard Recycling: Throughout FY2025, a total of 23,640 pounds of cardboard was recycled, exceeding our 2025 target of 14,000 pounds by 9,640 pounds.



Quarterly Achievements: Both Q1 and Q2 saw quarterly totals surpass the average goal of 3,500 pounds, reinforcing our strong collection and processing systems with external recycling partners.



Year-Over-Year Progress: An improvement over FY2024's total of 21,100 pounds, reflecting ongoing efficiency gains in operational waste handling.



Waste Management

Bailey's waste management strategy in 2025 focused on tracking, controlling, and responsibly disposing of liquid, solid, and hazardous waste streams.

Achievements:

- **Liquid Waste Disposal:** A total of 8,863 gallons were processed in 2025. Q1 outperformed approved thresholds by 394 gallons.
- **Solid Waste Disposal:** Reported totals reached 1,250 pounds, representing controlled handling of non-hazardous materials.
- **Hazardous Waste:** Compliance levels remained steady with no generator status risks identified as of Q1 2025.



VOC Emissions

Volatile organic compounds (VOC) are a key metric in understanding our impact on air quality. At Bailey, we make it a priority to monitor and minimize VOC emissions through controlled processes and regular reviews. In 2025, our VOC output consistently performed well below regulatory and internal limits each quarter. For example, Q1 VOC emissions were 1,893 lbs below the quarterly threshold, demonstrating our operational excellence and environmental responsibility. This sustained performance helps to protect local air quality and affirms Bailey's reputation as an industry leader in responsible manufacturing. We will continue to track VOC output closely and seek further reductions wherever feasible.



Conclusion

Bailey has made commendable strides across key sustainability metrics in FY2025, reflecting our commitment to reducing environmental impact while maintaining operational efficiency. Exceeding recyclable material targets and achieving significant reductions in carbon emissions underscore our potential as a sustainability leader in the hydraulics and electronics sectors. By leveraging these learnings, we are positioned for enhanced performance, enabling us to achieve continuous improvement in FY2026.

Raw Data Highlights (2025):

- **Recycling Summary**
 - Total Cardboard Recycled: 23,640 lbs
 - Average Quarterly Target Achieved
- **Carbon Footprint Summary (tons CO₂/year)**
 - Total Vehicle Fleet Output: 2,014
 - Employee Commute Output Reduced 38% Below Industry
- **Waste Management Key Data**
 - Liquid Waste Quarterly Average Target (4,000 gallons): Exceeded minimal baseline w/annual average variance ~+394 gallons



Bailey remains committed to transparency and innovation as we advance in our sustainability efforts. Together, we pave the way for a cleaner, greener future.

