

Ripple Group Sustainability & CSR Report

2025



RIPPLE
THE STORE EXPERIENCE CREATORS

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Introduction

Ripple Group, both a retail design agency and full-scale manufacturing facility, offers value in delivering bespoke design solutions that engage shoppers, boost profits and reflect brand values. With over 40 years of experience in the industry, Ripple's values are deeply rooted in integrity and respect via a people-first approach, propositioning each project to deliver exceptional results.

Over the past 5 years, becoming a more sustainable and environmentally responsible business has been a key priority. So much so, Carbon reduction is part of Ripple's forecasting orbit, which projects investments based on KPIs for the next three years. Making this an interdependent element of objectives, including bonuses, Ripple's directors have fostered engagement from the team and incentivised the implementation of sustainable practices.

Transitioning away from embedded practices that have been established by decades of industrial development is no easy task, yet we are continually identifying and implementing ways to reduce our impact.



In 2024 we
installed 66
additional poly-
voltaic **solar
panels** across
Ripple Group's
site, totalling 391.

Message from our Director

"Having responsibility for design and a multi-disciplined manufacturing facility means that we're frequently challenged with the question of how to balance sustainability and profitability. These can often seem like a dichotomy, but they can be harmonious.

At Ripple, we have continued to invest in sustainability and minimise the impact on the planet. This is an area where we have evidence of the benefits that doing so can have on commercial success."

David Wolfenden
Founder & Director of Ripple





GOLD | Top 5%

ecovadis

Sustainability Rating

OCT 2024

Sustainability Goals and Progress

Ripple is committed to the mission of reducing carbon emissions while upholding social and economic responsibility. Our mission is rooted in the three pillars of sustainability, which emphasise the harmonious coexistence of financial prosperity, environmental stewardship, and societal well-being.

Key Steps Taken



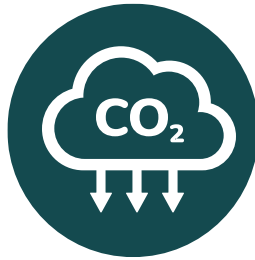
Sustainability Milestones

Based on Scope 1 & 2 Emissions, 2017 - 2024



80%

reduction in water
usage



>45%

reduction in CO2
emissions



>15%

of our waste is now
recycled



50+%

of our suppliers are
based within a 50-
mile radius



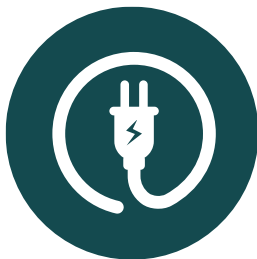
GOLD

re-accreditation
received in 2024



70%

reduction in total
carbon output from
our business vehicle
fleet



>50%

reduction in
electricity usage and
reliance on the grid

EcoVadis Gold

We partnered with EcoVadis to help measure our journey to Net Zero. We achieved Gold accreditation in 2022-2025, putting us in the top 5% of companies assessed within our industry for sustainable achievements. This is scored on environment, labour, HR, ethics, and sustainable procurement and is re-assessed every year. As a result, our clients can be assured that they are partnering with an organisation deeply committed to sustainable practices and long-term responsibility.

JTNZ Training

Two team members are now certified in Low Carbon Skills: Journey to Net Zero. Ripple is partnered with Greater Manchester Business Growth Hub, which provided the course.

Skills developed in the course enabled us to build a strategic action plan to reduce our carbon footprint and make commercially viable decisions to reduce costs, minimise risk and capitalise on green initiatives.

This course is also CPD-certified by IEMA (Institute of Environmental Management and Assessment).

SafeContractor

In 2024, we received our SafeContractor accreditation for the 3rd year running following an audit of our health & and safety, equal opportunities, diversity and environmental practices. This certification is widely recognised in the retail industry for compliance with safe workplaces and safe practices.

Our SafeContractor certification ensures we adhere to environmental obligations and meet social values through suppliers. This commitment to responsible procurement practices enhances the security and resilience of our supply chain, further benefiting our clients and stakeholders by ensuring the reliability and sustainability of our operations.



Hannah Wolfenden Low Carbon Skills: Level 3 accredited



Chloe Simms Low Carbon Skills: Certified

ISO

In 2025, Ripple Group (Ripple and RED Manufacturing) achieved Triple ISO Certification, formalising our approach to delivering consistently high standards across quality, sustainability and safety.

We are now certified to:

- **ISO 9001 – Quality Management**
- **ISO 14001 – Environmental Management**
- **ISO 45001 – Occupational Health & Safety**

For our partners and clients, this means greater confidence in how we work:

- Projects run smoothly because our systems are structured, documented, and continuously improving.
- Environmental responsibilities are taken seriously, with waste, materials, and energy use all carefully monitored and reduced. Our team and wider stakeholders
- stay safe because health and safety are core to how we operate on and off- site.

The accreditation process involved every part of our business, embedding better systems without slowing us down or stifling creativity.

Through having ISO Certifications, we're building tighter, more reliable systems that support our team and reduce risk as we grow. As well as this, they give our clients and partners confidence that we're working to clear, independently audited standards.



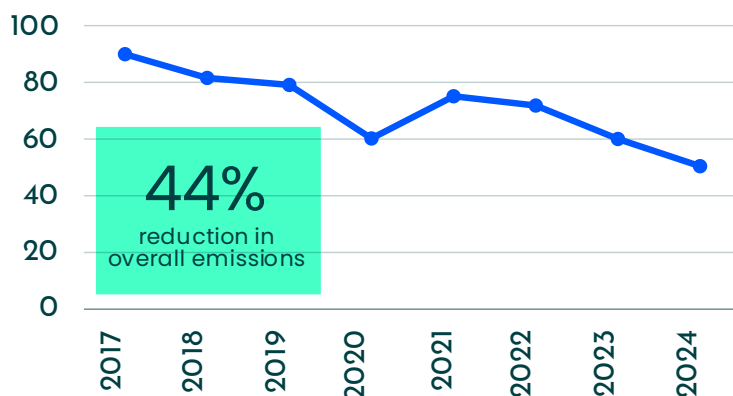


Emissions Reduction and Measurement

Carbon Emissions 2017–2024

Based on Scope 1 & 2 emissions.

Reduction from 89.93 tonnes to 50.43 tonnes.



Industry-standard calculation tools provided by the Growth Hub have enabled us to calculate our emissions. We have been gathering data since 2017 and have been able to benchmark our historical figures against 2024 scope baselines to give the most accurate representation of reductions. The figures include measures from all activities that we can measure that produce emissions. These figures are based on scope 1 and 2 emissions.

Scopes Explained

Definition sourced from National Grid, 2023

Scope 1 Scope 1 covers emissions from sources that an organisation owns or controls directly – for example, from burning fuel in our fleet of vehicles (if they're not electrically powered). **Scope 2** Scope 2 are emissions that a company causes indirectly and come from where the energy it purchases and uses is produced. For example, the emissions caused when generating the electricity that we use in our buildings would fall into this category. **Scope 3** Scope 3 encompasses emissions that are not produced by the company itself and are not the result of activities from assets owned or controlled by them, but by those that it's indirectly responsible for up and down its value chain. An example of this is when we buy, use and dispose of products from suppliers. Scope 3 emissions include all sources not within the scope 1 and 2 boundaries.

Process Optimisation



We invested £170,000.00 in our new Biesse Rover. A CNC Nesting Machine with a larger bed, it enables us to use largest format timber sheets, improving the optimisation of cuts so there is less wastage and we can next more components per run through the SWOOD software.

Reuse and Recovery



In 2024, we purchased 2 new Talbott Biomass Wood burners as a low carbon renewable heating solution. We hand-feed all our waste wood and this in turn provides heat throughout the factory through ducting. To optimise the wood burners, we also purchased a briquette dust extractor system to capture all fine wood and dust for compacting into briquettes. The briquettes are then also used in the wood burners providing a clean heat source for the factory.

In our commitment to sustainability, we've been diligently measuring our Scope 1 and 2 emissions to ensure transparency and accountability. We also recognise the importance of Scope 3 emissions (those outside our direct control), which can account for up to 70% of a business's total footprint (Deloitte, 2023). In 2023, we recorded **122.50 tonnes CO₂e** from Scope 3 activities. In 2024, this dropped to **78.37 tonnes CO₂e**, based on the categories we're currently able to measure — including purchased goods, business travel, and transport.

These figures don't yet capture the full lifecycle of our products, particularly their end-of-life stage, where we have limited visibility. We're working to improve this by engaging suppliers and partners to strengthen data quality and close the gaps.

Our goal is to build a Scope 3 reporting process that's meaningful, not just a tick-box exercise. As it evolves, we'll continue to report transparently and share our progress.

Sustainability Journey



- Objective set to turn our vehicle fleet fully hybrid
- EVs Installation of 3 electric vehicle charge points
- First **hybrid** car added to company fleet

2018



- Installation of **Motion Sensor lighting**, reducing electricity consumption when not in use

2021

2017

- All fluorescent and incandescent light sources were replaced with **LEDs**, saving up to 40,000 kW of electricity per year
- 30,000 Sq ft eco-friendly **insulated over-roof** installed, which improved our building EPC rating from 124 to 64
- Reduced our reliance on the electricity grid by approximately 50,000 kW per year after the installation of **185 poly-voltaic solar panels**
- **Addition of two electric forklifts to our manufacturing facility**

2020

- Segregated all waste using dedicated recycling bins, **reducing our waste to landfill by over 75%**
- Introduced our first **all-electric car** to our fleet, seeing a reduction of fuel emissions for one vehicle by 70%
- Video Call Meetings with clients were introduced, resulting in a **25% reduction in fleet mileage**





- Installation of two new **wood burners**, which heat our shop floor with our wood waste, **reducing our gas usage by over 50%**
- Invested in **42 kW storage batteries** for our solar PV which have projected savings of up to 15,000 kW of electricity per year
- Water survey and leak repairs
- Air pressure loss survey and repairs
- Installation of **140 additional poly- voltaic solar panels**, which generate 56,000 kW per year
- 5000 Sq ft eco-friendly **insulated over-roof** installed on our logistics warehouse to reduce heat loss
- Updated electricity contract to new Green contract - provider now supplies our power with **100% renewable electricity**
- We decided to specify more **water- based** paints, moving away from solvent-based paints for cleaner air and reduced VOCs

202
3

202
2

- Replacement of all office windows and external doors to combat draughts and insulate the building
- **Awarded EcoVadis Gold**



202
4

- Solar generation for machine shop - an additional 66 PV panels added making a total combined generation of around 120,000 kW per annum of which approximately 20% is exported to the grid
- **Re-awarded EcoVadis Gold**

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5

- Ripple Group's entire car fleet becomes **all-electric**

Triple ISO accreditation, including **ISO9001 Quality**,

ISO14001 Environmental

and **ISO45001 Health & Safety**

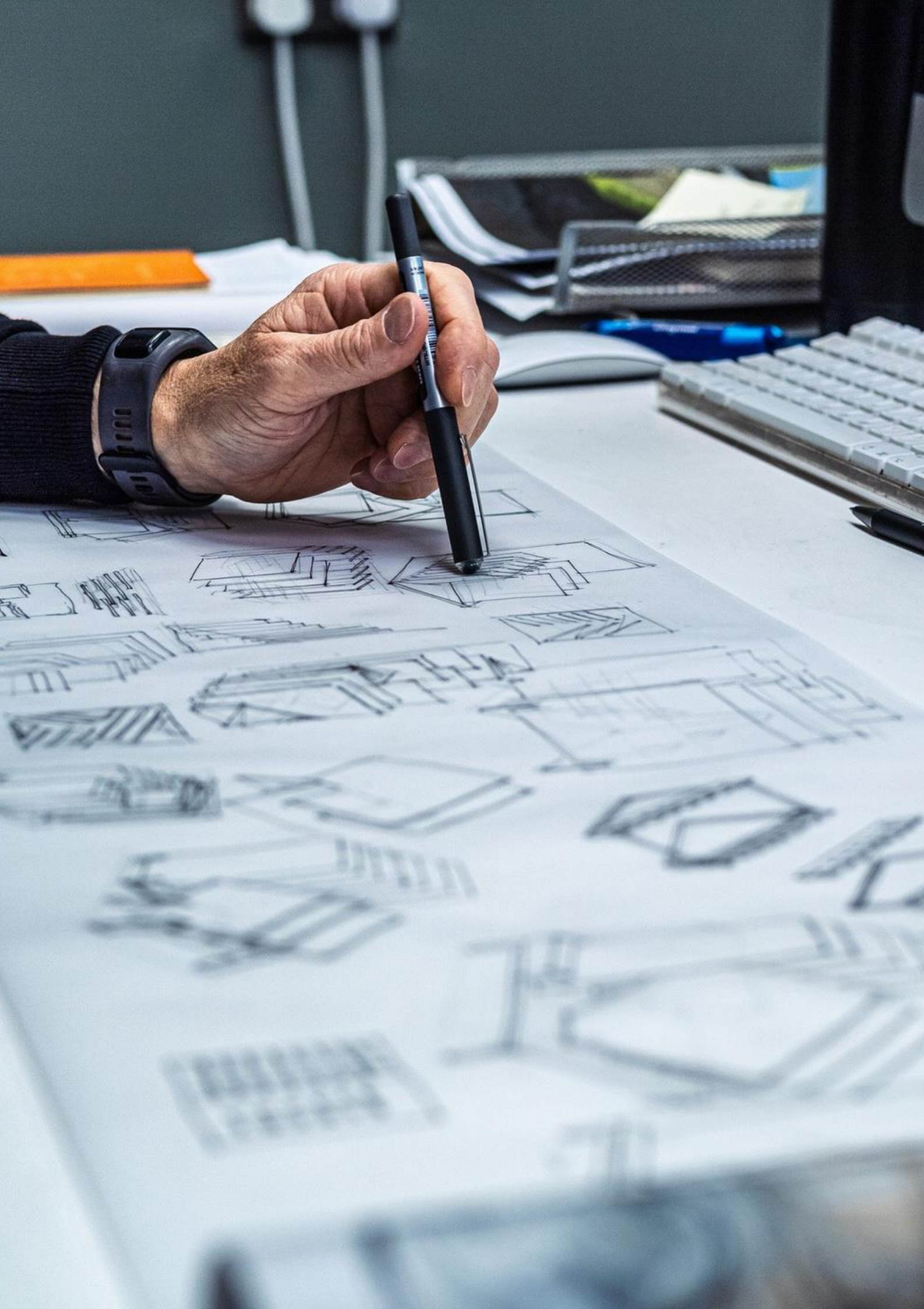




Where We're Going

Environmental Action Plan

MINIMISE WASTE OF ALL SHEET MATERIALS THROUGH DESIGN AND CNC
OPTIMISATION SOFTWARE RECYCLE ALL METALS, PLASTICS, GLASS AND
PACKAGING MATERIALS KEEP WASTE FOR LANDFILL TO AN ABSOLUTE
MINIMUM MINIMISE TIMBER WASTE MINIMISE PACKAGING AND SPECIFY
RECYCLABLE MATERIALS UTILISE WASTE TIMBER AND MDF TO HEAT THE
FACTORY PROCURE THE MOST ECO-FRIENDLY PAINTS AND APPLIED FINISH
PRODUCTS REPLACE LIGHTING AND OTHER FITTINGS AND APPLIANCES
WITH THE LOWEST CONSUMPTION ITEMS AVAILABLE THAT ARE FIT FOR
PURPOSE REDUCE ELECTRIC AND GAS CONSUMPTION THROUGH
RESPONSIBLE MANAGEMENT PAINT WASTAGE – ALL WASTE PAINT IS TO BE
REMOVED FOR RECYCLING AND THE PRODUCTION OF THINNERS FOCUS ON
THE “WHOLE LIFE” OF PRODUCTS WE PRODUCE, MINIMISING MATERIAL
USAGE AND VALUE ENGINEERING AND AIMING TO FUTURE-PROOF BY
MAKING COMMON COMPONENTS REUSABLE AND WHERE POSSIBLE,
RECYCLABLE AT THE END OF A PRODUCT’S LIFE REDUCE WATER
CONSUMPTION AND AIR POLLUTION



Stakeholder Engagement

Sustainable Design and Materials

As a creative business, we have ultimate responsibility for the materials, finishes and manufacturing methods we deploy.

From establishing our customers' requirements, one of the first considerations is the life cycle of the product or environment being designed, which will, of course, influence the execution. For instance, a tactical piece of point-of-purchase material by its nature will usually be for short-term use, where the starting point may be to consider recycled and/or recyclable materials, preferably light in weight to minimise environmental impact at every point of its journey.

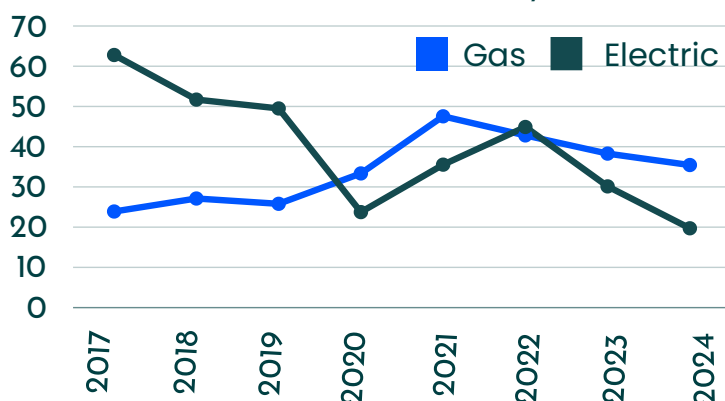
Much of what we design and manufacture at Ripple would be considered permanent, whether a standalone display or a complete retail or showroom space. The material palette and manufacturing processes naturally determine the environmental impact, so we need to be both considerate and selective. It is important to share our aspirations to future-proof with the client, by extending the usable life, which is typically mutually agreeable both commercially and ethically. The solution will need structural and surface integrity for longevity, and we frequently could consider its ongoing use, often achieved by creating something that is 'chameleon' as it adapts to being reformed and refreshed to keep up to date with changes demanded within its location. Keeping a fresh appearance, which is a critical factor in most retail and showroom environments.

Production

How we produce our bespoke retail products is critical to environmental considerations. We have invested heavily in reducing our impact by streamlining production methods, ensuring efficiencies across the shop floor and investing in new plant machinery. We apply the 3 R principles to production, continuously aiming to reduce, reuse and recycle where we can.

Energy Use 2017–2024

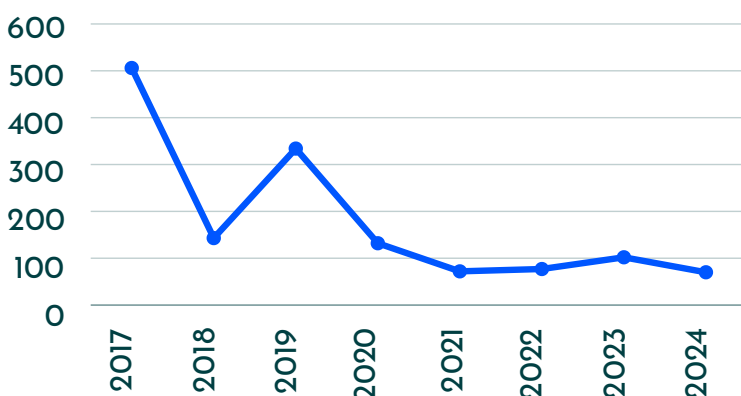
Measured in tonnes of CO₂ Annually



We have significantly reduced our reliance on the grid over the years. In January 2024, we installed an additional 66 PV solar panels, bringing our total to 391, which are expected to generate 120,000kW per annum. This, multiplied by a new **Green electricity** contract which collectively supplies our power with 100% renewable electricity, will further reduce our CO₂ emissions. Our two wood burners, which heat our manufacturing shop floor with our wood waste, have reduced our CO₂ emissions directly related to gas usage by almost half since pre-installation.

Water Usage 2017–2024

Measured in Cubic Meters

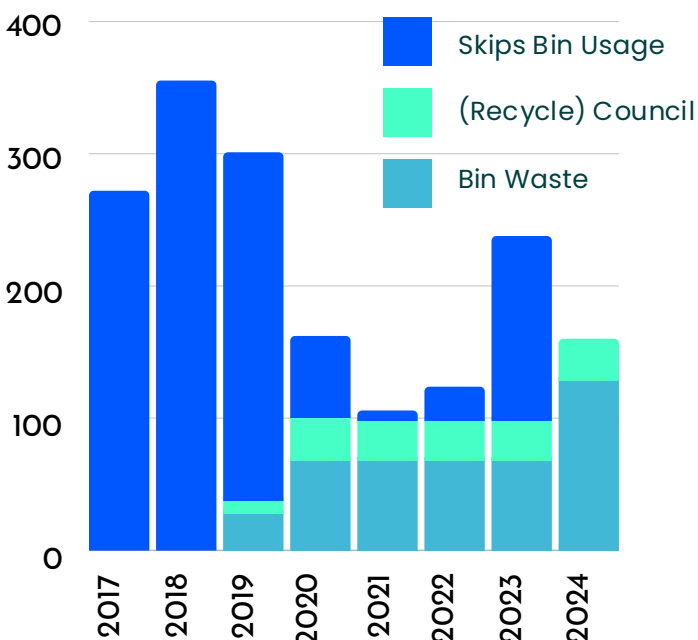


Our **water usage has decreased by 80%** since 2017. This has come from ensuring efficiencies across our waterworks, completing water surveys, conducting leak repairs and raising awareness internally regarding water preservation.

We have increased optimisation within manufacturing introduced communication importance of recycling.

Waste Management 2017–2024

Measured Tonnes



experts encourage the use of alternative materials as well as propose more permanent, flexible commercial fittings for our clients. As a result of these tactics, **we now recycle over 15% of our waste**. Our reliance on skips to manage our waste disposal has reduced since we initiated our JTNZ initiative. In 2023, we had to dispose of our waste efficiently from our own internal revamp, which unfortunately increased our skip usage. We have successfully removed the use of skips in 2024.

Logistics

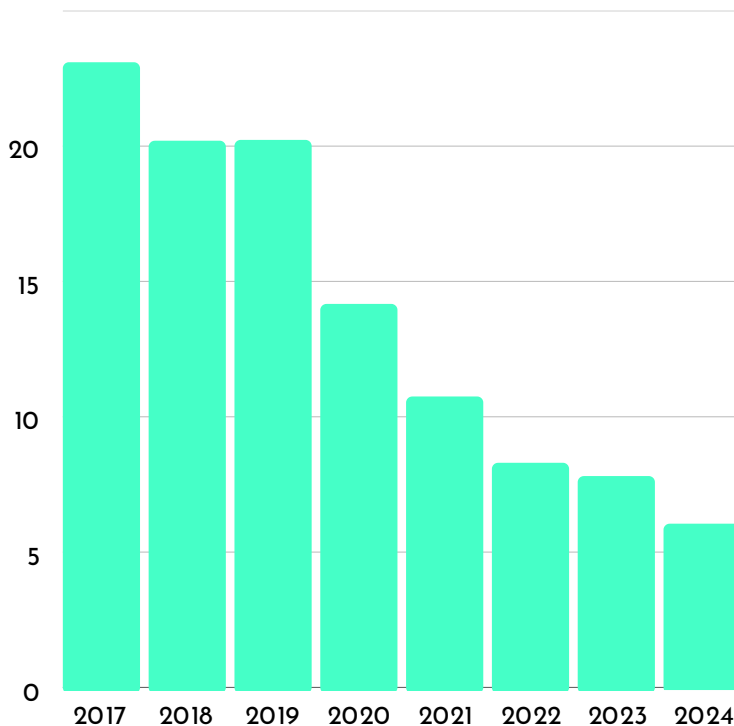
We realise the importance of managing our fleet and our distribution network to ensure we're employing strategies to reduce our carbon footprint. Our first hybrid vehicle was introduced to our fleet in 2018. In 2020, we introduced our first all-electric vehicle and saw a reduction of fuel emissions for that vehicle by 70%. Realising the benefits these vehicles bring to the environment, within 4 years we have made the switch, with all of our business vehicle fleet becoming all-electric.

CO2 Emissions from Business Car

Fleet 2017–2024

Measured in Tonnes of CO2

25



Initiatives put in place to reduce our vehicle emissions:

- Monitor driver emissions
- Aim to do video calling with clients who are further away now that this is a more accepted means of client communication
- Maintaining relationships with local suppliers – 50%+ of our suppliers are based within a 50-mile radius of our site
- Removed increasingly dormant vehicles from our fleet
- Reduced our dependence on hired vehicles
- Switched to all-electric vehicles

INVESTORS
IN PEOPLE



At Ripple Developments
(incl. Ripple Engineering)

We invest in people Platinum

A part of our community since 2000

Ripple
Group Ltd



CSR

Economic Sustainability



Our Operations Director, Matthew Wolfenden, joined the Oldham Economy Board. As long-standing members of the Oldham business community, we're proud to be able to shape the strategic vision for the local economy. Matthew aims to contribute valuable recommendations for sustainable growth for both current and future generations.

The development of the local economy is embedded in our practices, with over 50% of our suppliers being based within a 50-mile radius. And it's not just local; projects we have completed have made their way to Europe, the USA and Canada, showcasing the global impact that can stem when you have the right resources behind you.

Business Investments

Ripple Group has invested over £500,000 in the last 3 years in the two businesses under the Group.

Investments include sustainable initiatives, training and development and plant and machinery upgrades and additions, to name a few. Making these investments allows us to contribute to economic growth, and as we scale the business against projected growth, we aim to fuel job creation, support the local economy and foster innovation.

Investments in employee development and community engagement will be covered in the following sections.



We are a member of Made In Britain and have the official marque, which is designed to bring together and promote British Manufacturing. To be members, we provide proof of ethics, how we reward people, health & safety documents and plans for continued efforts to become more sustainable.

Community Engagement

Local Community

Each year we sponsor the Saddleworth Village Olympics, providing 7 manufactured rings to represent each of the villages. These are used in the Opening and Closing ceremonies, with over 1000 children from the local area parading.

The Olympics offer young people the opportunity to try new sports, meet new friends and engage in healthy competition.

We're always proud to support an event that encourages strong community engagement and relations.

Local Charity Support

For many years, we have supported Dr Kershaw's Hospice by sponsoring their annual fundraising diary. This amazing charity cares for those with life-limiting illnesses in the Oldham area.



We have had multiple work-experience students join the team over the last 5 years in design and manufacturing. At Ripple, we understand the importance of providing valuable learning opportunities for aspiring individuals.

Our current relationship with Saddleworth School will see 2 work experience students gain practical experience within the design and/or manufacturing field every summer. We also provide placements to students from Oldham College and the wider Greater Manchester area.

Two team members attended a careers day at Saddleworth School to speak with prospective GCSE students about the world of work and the best steps to take in preparation for their upcoming career decisions.

St. James Church

We use the local church grounds as a green space for our team and donate to their summer and winter fairs annually.

Commitment to Employees

Recruitment and Retention

New business development has been a key priority for us in the last few years. We're constantly striving to expand the business and deliver the best to our clients. With our business growth objectives, a key focus has been on new business and new lead generation. To achieve this, we have invested significantly in sales and marketing resources.

With such a diverse range of skill sets within the business, we must regularly identify and implement training for continual improvements and enhance our knowledge base. Requirements are identified in our quarterly one-to-ones, appraisals and annual 360 questionnaires and have been logged since 2017.

In 2024, we invested 363 hours in additional training vs 297 in 2023. This contributes to a 19.2% increase YoY and is growing. This has fostered a culture of continuous improvement. This demonstrates our commitment to the growth and well-being of our team.

Ripple recruits using local agencies that understand the values of the business, resulting in over 90% of our workforce being from the Greater Manchester area.



IIP is an accreditation body that assists organisations in improving their employee management practices. They provide a framework and criteria for increasing employee engagement and well-being, which leads to improved business outcomes.

We partnered with IIP over 10 years ago and received our first Platinum accreditation in 2022, and were re-accredited with this accolade again in 2025. This was a massive achievement as only 7% of businesses can accomplish it.

Our commitment to employee engagement and well-being earned us a coveted spot on the final shortlist for the renowned Employer of the Year award at the IIP Awards 2023. Being in the top ten in our category (Employer of the Year Platinum 2-49) out of more than 50,000 organisations accredited globally is a testament to our dedication to building a workplace that empowers, inspires, and develops a sense of belonging among our employees.

Profit Sharing Scheme

Ripple has a robust and transparent profit-sharing scheme that is determined by business success. This was implemented to demonstrate our commitment to fostering a fair, inclusive and rewarding workplace culture.

This impacts:

- Employee Wellbeing
- Inclusivity and Engagement
- Fairness and Equity Aligned
- incentives with company success Improved
- performance

Quarterly Bonus Scheme

Quarterly bonuses are KPI driven, as a result of individual achievements and departmental success. Each team is set their own individualised goals, relative to the work they complete to make target reaching equitably fair.

At the end of each year, the bonus pot is split equally between every employee, regardless of position.

Percentage of recycled input material out of total materials consumed	0%
Scope 1 emissions	35.38 tCO ₂ e
Scope 2 emissions	15.05 tCO ₂ e
Scope 3 emissions	78.37 tCO ₂ e
Upstream scope 3 emissions	78.37 tCO ₂ e
Total gross revenue	4.7 Mill EUR
Total energy consumption	237937 kWh
Total renewable energy consumption	45375070 kWh
Total water consumption	72 m ³
Total amount of water recycled and reused	72 m ³
Total weight of hazardous waste	0.23 t
Total weight of non-hazardous waste	186.08 t
Total weight of waste recovered	186.31 t
Percentage of recycled input material out of total materials consumed	42%
Number of employees trained on energy efficiency	27
Number of employees trained on minimising air/noise pollution	29
Amount of waste recycled	31.2t
Number of employees trained on recycling	29
Amount of paper used	330kg
Number of product recalls	0
Number of customer injuries relating to company's products	0
Amount of used products collected	0
Amount of used products recycled	0
Number of product recalls	0
Number of customer injuries relating to products	0

LABOUR DATA 2024

Number of hours worked	50922
Number of days lost to work-related injuries, fatalities and ill health	14
Number of work-related accidents	5
Average hours of training per employee	12.5
Percentage of women employed in the whole organization	28%
Percentage of employees from a minority or vulnerable group in the whole organization	31%
Number of employee injuries	5
Number of employees trained on health and safety	29
Number of employees with healthcare	28
Number of overtime hours worked	92.25hrs
Number of performance appraisals	29
Number of internal promotions	0
Number of child labour incidents	0
Number of forced labour incidents	0
Number of human trafficking incidents	0
Number of reports of discrimination	0
Number of reports of harassment	0

BUSINESS ETHICS DATA 2024

Percentage of employees trained on business ethics	27%
Number of reports related to whistleblower procedure	0
Number of confirmed corruption incidents	0
Number of confirmed information security incidents	0

SUSTAINABLE PROCUREMENT DATA 2024

Is there any tin, tantalum, tungsten, or gold remaining in the product that your company manufactures, subcontracts, or sells?	No
Percentage of targeted suppliers who have signed the supplier code of conduct	0%
Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	0%
Percentage or number of targeted suppliers covered by a sustainability assessment	0%
Percentage or number of targeted suppliers covered by a sustainability on-site audit	0%
Percentage or number of all buyers who received training on sustainable procurement	0%
Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	0%
Percentage of recycled wood and wood-based products or materials	0%
Percentage of certified wood and wood-based products or materials	100%

SUSTAINABLE PROCUREMENT DATA

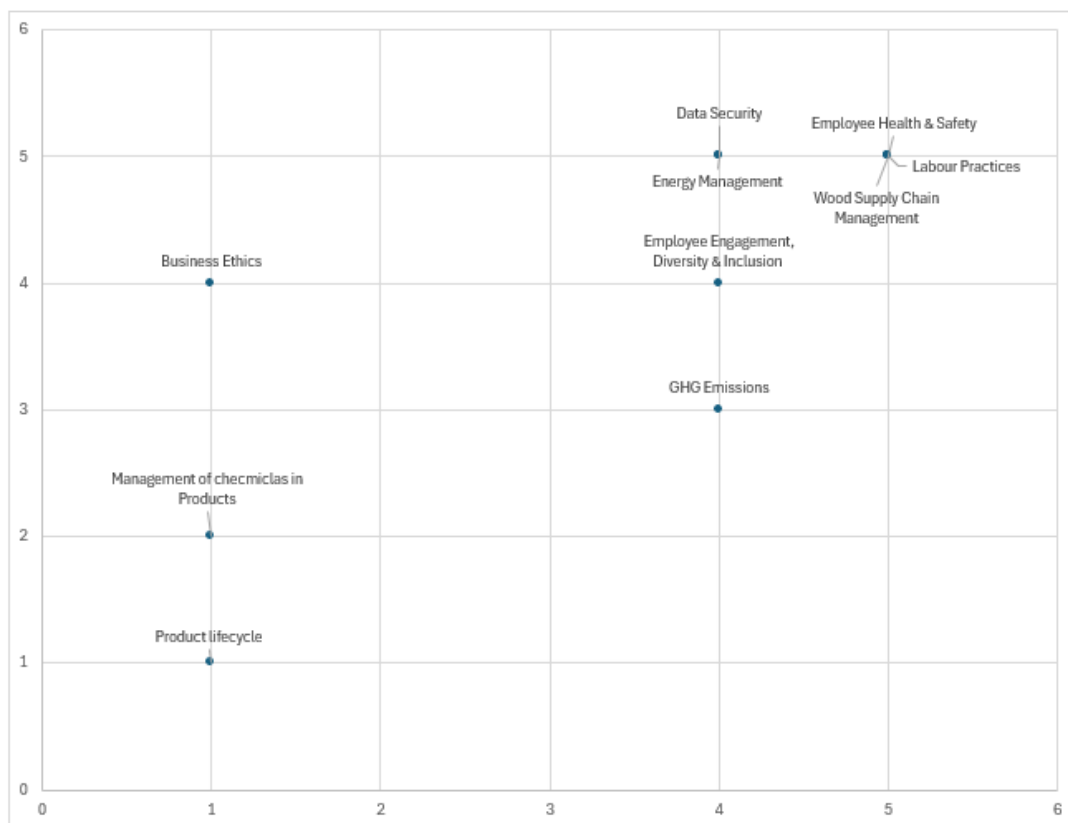
2024

Code	SASB 2024	Unit	Data
CG-BF-130a.1	Total energy consumed	kWh	237937kWh
CG-BF-130a.2	percentage grid electricity and	%	71647kWh
CG-BF-130a.3	percentage renewable	%	45375.7kWh
CG-BF-250a.1	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	text	There are no hazardous substances in our all products
CG-BF-250a.2	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	%	0
CG-BF-410a.1	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	text	Our products are permanent so they do not have an end of life plan.
CG-BF-430a.1	(1) Total weight of wood fibre materials purchased, (2) percentage from third-party certified forestlands, (3) percentage by standard and (4) percentage certified to other wood fibre standards, (5) percentage by standard	Tonnes t, %	45t - 100% FSC certified
CG-BF-000.A	Annual Production	Production shall be disclosed in typical units tracked by the entity such as number of units, weight or square metres.	28,563 units
CG-BF-000.B	Area of Manufacturing facilities	sq m	2,415 sq meters

Double Materiality

		Impact materiality	Financial materiality
Environment	Energy Management	4	5
	GHG Emissions	4	3
	Product lifecycle	1	1
	Management of checmiclas in Products	1	2
Social Capital	Data Security	4	5
Human Capital	Labour Practices	5	5
	Employee Health & Safety	5	5
	Employee Engagement, Diversity & Inclusion	4	4
Business Model and Innovation	Wood Supply Chain Management	5	5
Leadership and Governance	Business Ethics	1	4

Double materiality helps a business understand sustainability from two perspectives: how environmental, social and governance (ESG) issues affect the company's financial performance, and how the company's activities impact society and the environment. By assessing both financial risk and outward impact, a business can identify the issues that are genuinely most significant to its operations and stakeholders. This approach supports better risk management, more informed decision-making and clearer prioritisation of actions. For sustainability reporting, double materiality strengthens transparency, credibility and alignment with regulatory and stakeholder expectations.



Conclusion

Our journey towards profitable and sustainable manufacturing is ongoing; however, by regularly assessing progress, analysing data, and identifying areas for improvement, we can adapt strategies essential to staying at the forefront of sustainable design and manufacturing.

This is an area where we have evidence of how the benefits of doing so can result in commercial success.





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