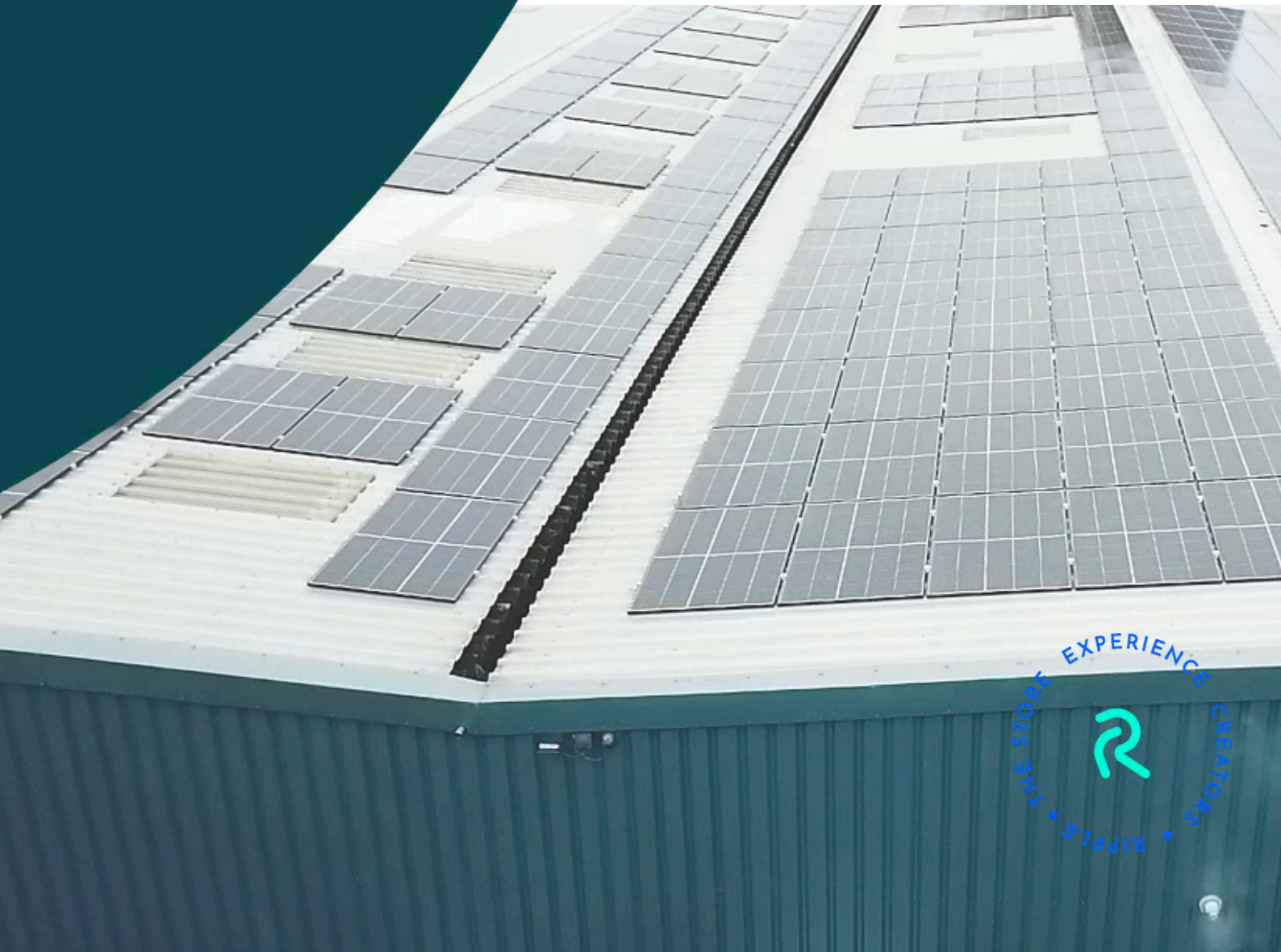


2026

# Ripple Group Sustainability & CSR Report



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# Introduction

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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.



Harnessing  
Sunshine for  
Energy with **391**  
**Photovoltaic**  
**Solar Panels**  
Installed

# Message from our Managing 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*





PLATINUM

Top 1%

ecovadis

Sustainability Rating

MAR 2026

# 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

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Reduce  
emissions  
where  
possible

Best practice  
logistics and  
procurement

Engaging our  
stakeholders on  
the importance of  
environmental  
awareness

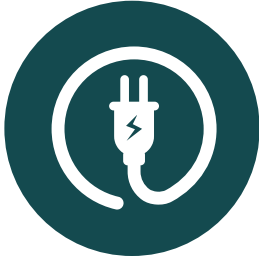
Engaging our  
stakeholders on  
the importance  
of selecting  
environmentally  
responsible  
materials

Participation in  
activities with  
communities that  
promote industry  
standard CSR  
initiatives

# Sustainability Milestones

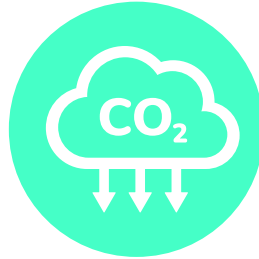
6

Based on Scope 1 & 2 Emissions, 2017 - 2025



**60%**

reduction in  
electricity usage and  
reliance on the grid



**63%**

reduction in CO2  
emissions



**>15%**

of our waste is now  
recycled



**50+%**

of our suppliers are  
based within a 50-  
mile radius



**PLATINUM**

EcoVadis Platinum  
Awarded in 2026



**ISO14001**

Environmental  
Management accreditation  
achieved in 2025



**90%**

reduction in total  
carbon output from  
our business vehicle  
fleet

# EcoVadis Platinum

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We partnered with EcoVadis to help measure our journey to Net Zero. After several years at Gold level, Ripple has now reached Platinum status, placing it in the top 1% of companies assessed globally. This is scored across environment, labour, HR, ethics, and sustainable procurement, and is reassessed 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

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Our commercial director champions our Sustainability journey and is certified in Low Carbon Skills: Journey to Net Zero. Ripple is partnered with the 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

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In 2025, we received our SafeContractor accreditation for the 4th year running following an audit of our health & 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

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.





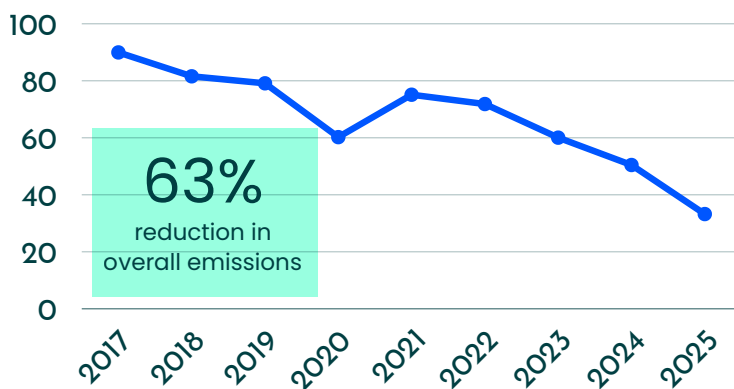
# Emissions Reduction and Measurement

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## Carbon Emissions 2017–2025

Based on Scope 1 & 2 emissions.

Reduction from 89.93 tonnes to 33.22 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 2025 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

Definitions 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.*

In line with our commitment to sustainability, we have been measuring our Scope 1 and 2 emissions over the past nine years 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 carbon footprint (Deloitte, 2024). Since 2023, we have begun recording and measuring relevant upstream Scope 3 data.

In 2023, we reported **122.5 tonnes of CO<sub>2</sub>e** from Scope 3 activities. By 2025, this had decreased to **76.19 tonnes of CO<sub>2</sub>e** across the categories we are currently able to measure, including machinery, business travel, and vehicles.

These figures do not yet reflect the full upstream lifecycle of our products, particularly at the end-of-life stage, where visibility remains limited. We are actively working to address this by engaging with suppliers and partners to improve data quality and close existing gaps.

We aim to develop a Scope 3 reporting process that is robust and meaningful, not simply a tick-box exercise. As our approach evolves, we will 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

2023

2022

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



2024

- **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
- Briquette machine installed to compress biomass waste and turns this into fuel to feed the wood burner and heat the factory.





● 2025

- Ripple Group's entire car fleet becomes **all-electric**
- Triple ISO accreditation, including **ISO9001 Quality, ISO14001 Environmental** and **ISO45001 Health & Safety**
- Pointing of buildings – to improve energy efficiency, **stop air leakage** and **heat loss**.
- Additional Extraction installed to improve the air quality.
- Water survey carried out and **all leaks repaired** to reduce waste water, **reducing water usage**.

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● 2025



- **IIP Platinum**, a testament to our commitment to fostering a positive and **empowering workplace culture**.

2026



- **Awarded EcoVadis Platinum** a rare combination of accreditations: **EcoVadis Platinum** and **triple UKAS ISO certification**.



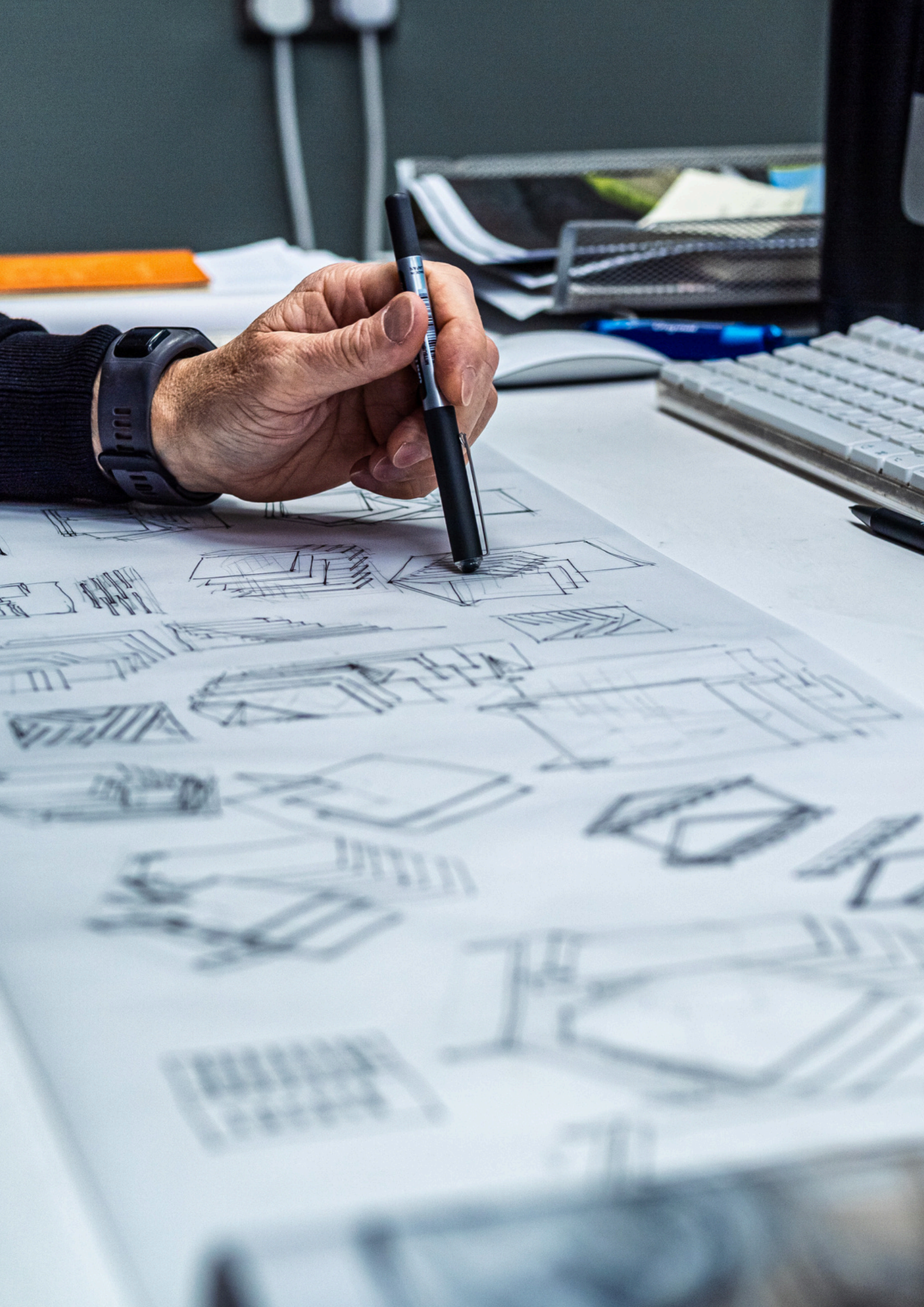
# Where We're Going

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## Environmental Action Plan

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- 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
- Provide regular training to employees on energy efficiency, waste reduction and minimising water usage.
- Prioritise the use of renewable energy to power our operations.
- Reduce water consumption wherever possible in our operations.
- Monitor and record our carbon usage to track progress towards reduction targets.



# Stakeholder Engagement

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## 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.

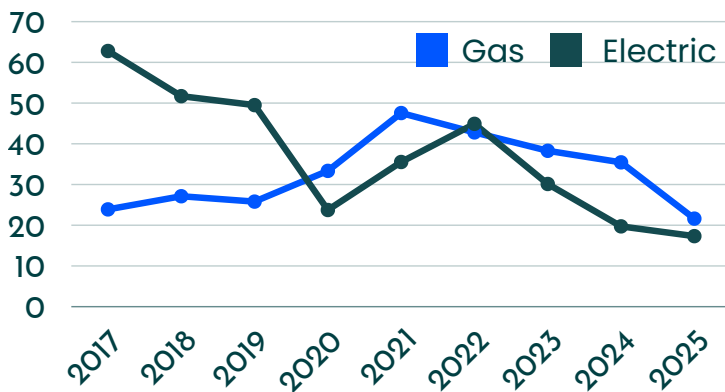
Much of what we design and manufacture at Ripple would be considered permanent, whether a standalone display or a complete retail or showroom space. The material palette and manufacturing processes naturally determine the environmental impact, so we need to be both considerate and selective. It is important 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 2017–2025

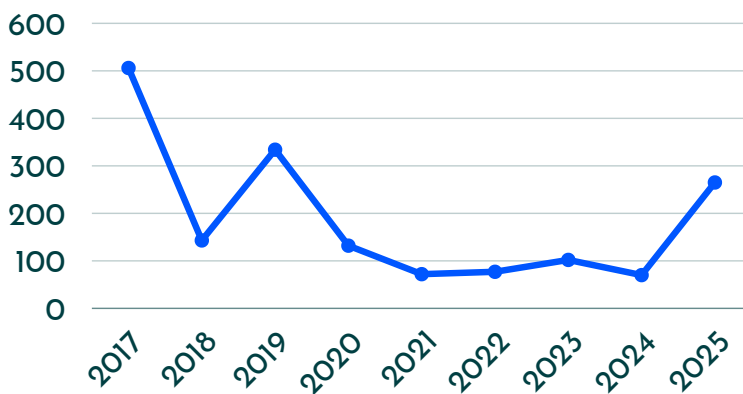
Measured in tonnes of CO2 Annually



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 2017–2025

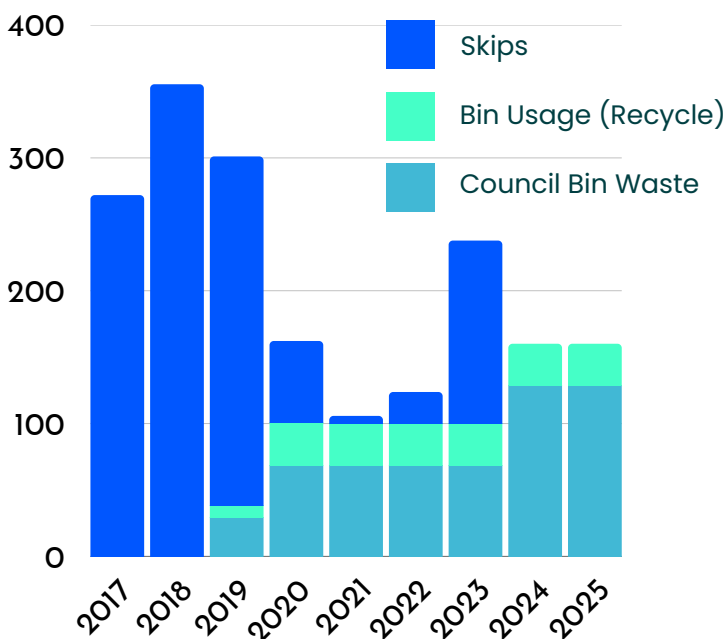
Measured in Cubic Meters



Our **water usage increased in 2025** due to an external pipe leak identified near the water meter during our annual water survey. This has since been repaired. Despite this, our long-term water consumption remains significantly lower than 2017 levels, thanks to ongoing efficiencies across our waterworks, regular surveys, leak repairs and raising awareness internally regarding water preservation.

## Waste Management 2017–2025

Measured Tonnes



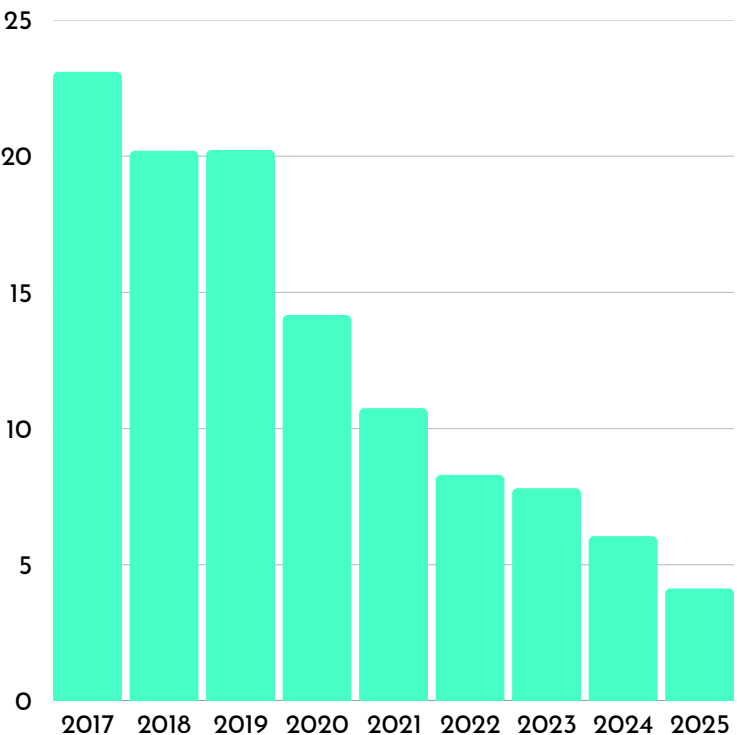
We have increased optimisation within manufacturing to reduce waste, introduced additional internal communication highlighting the importance of recycling, and our inside experts encourage the use of alternative materials as well as propose more permanent, flexible commercial fittings for our clients. 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.

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 2017-2025

Measured in Tonnes of CO2



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**



## 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 & and 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 also raise money each year through Christmas Jumper Day, bringing the team together to support charitable causes during the festive season.



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 2025, we invested 499 hours in additional training vs 363 in 2023. This contributes to a 37.4% 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.***

# Conclusion

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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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