

Environmental, Social & Governance (ESG) Statement



Our Commitment

WCS Group are committed to responsible, ethical and sustainable business practices and consider the impact we have on our people, our customers, the local communities in which we work as well as the world's resources. We aim to maximise our long-term positive contribution to society and its resources, whilst minimising any adverse impacts our business may have. To demonstrate this commitment, we have embedded these core principles into our Company Values: respect, integrity, accountability and reliability. We have also aligned our approach to ESG with the relevant United Nations sustainability goals, ensuring we are actively supporting both the UK and the world in making a better future.

This commitment applies to every brand, business, operation, team and person within the WCS Group.

Good health and wellbeing

- We aim to provide a safe and healthy environment for our people to work in and will provide support and systems to promote well-being and healthy minds
- We are committed to blending chemicals in a controlled way to prevent unplanned releases
- We are committed to supporting our customers in the identification and elimination or control of health hazards associated with water and air handling systems in buildings

In practice: All our division as accredited to SafeContractor, with the majority also certified to ISO45001 (or transitioning from OHSAS18001). We have established mental health first aiders throughout the business.



Clean water and sanitation

- We are dedicated to supporting our customers in improving their water quality
- We aim to provide practical and effective solutions for the management of wastewater and effluent treatment to reduce the proportion of untreated wastewater created by our customers

In practice: We are members of the Legionella Control Association. We publish free publicly available advice on how to achieve water safety and efficiency.



Decent work and economic growth

- We aim to ensure we have the right workforce available with the right skills and support to deliver a safe and responsible service
- We will strive to only use supply partners that are committed to similar values as our own, including the eradication of forced labour, ending modern slavery and child labour
- We aim to develop future talent within our company and the wider community through schemes such as apprenticeships and support of continued professional development
- Our governance processes and frameworks are designed to ensure a sustainable business and that our products and services meet relevant legal requirements, industry standards and practices

In practice: During 2020 we increased our workforce from c800 to over 1,200.



Innovation & infrastructure

- We are committed to working with business partners to identify, implement and promote new technologies to improve water hygiene, maximise water efficiencies as well as improving the quality of water effluent and reducing the risk of asbestos
- We aim to develop solutions and actively engage and support our customers in upgrades and retrofits to improve water-use efficiency, helping them to adopt environmentally sound technologies and industrial processes

In practice: We promote the use technologies that offer a safer and less hazardous solution to water treatment, such as Genox



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Equality, diversity and inclusion

- We believe in treating everyone fairly, from our employees to anyone else who is affected by our operations and services
- We seek to prevent discrimination, actively promoting equal opportunities and inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

In practice: One of our 4 Company values is that of respect, We have an active LGBTQ+ Committee



Responsible Consumption and Production

- We seek to avoid creating waste, where this is not possible, we will reuse as much as we are able. When waste is generated, we aim for zero waste to landfill.
- We will aim to assess the impacts of products that we supply across their whole life cycle to minimise risks to sustainable production and consumption
- We are committed to the management of the chemicals we produce throughout their life cycle, including the provision of suitable information to our customers, to minimize their adverse impacts on human health and the environment
- We are committed to including sustainability key performance indicators in our management information and reporting to ensure oversight and action where required
- We are dedicated to supporting our customers in increasing their water-use efficiency

In practice: We were one of the very first UK specialist chemical manufacturers to achieve ISO9001 and all our divisions are now certified to this standard.



Tackling climate change

We are committed to helping to mitigate climate change, we aim to do this through:

- Monitoring our fleet's fuel consumption as well as the driving behaviour of our staff, seeking to improve our use of this resource and reduce emissions.
- Actively managing the energy consumption within our offices, constantly looking for improvements and efficiencies.

In practice: The majority of our divisions are certified to ISO14001. We now use certified renewable electricity at our sites on which we have control of this utility.



Sound corporate governance

- We are committed to operating an effective, accountable and transparent company at all levels
- We actively encourage our people to report any concerns with the way in which the company is being run or any relationships with or service given by suppliers
- We will seek to comply with all applicable laws in the UK, which is our main place of business, and any other territories in which we may operate

In practice: We have dedicated team for staff to directly raise concerns or opportunities for improvements.



Partnerships for a better future

- We will share best practice with business customers, our suppliers and others in our industry, building partnerships which can, together, make a difference.

In practice: We are the UK's No.1 water treatment specialist and still provide service to our very first customer who has trusted us since 1988.



A handwritten signature in black ink, appearing to read 'Phil Greenwood'.

Phil Greenwood, Chief Executive Officer
18 November 2020