

## WWRD United Kingdom, Ltd

### Report to the Board on Corporate Responsibility Issues FY 2014

The following report sets out the key progress against targets in the areas of employee, community, environmental and marketplace initiatives for the financial year ending 31 March 2014. Unless stated otherwise, this report covers 100% of our operations.

#### Workplace Report:

##### 1. Health and Safety:

Reduction of global accident rates and associated KPIs:

	Incident Rate (IR)	Lost Time Percentage (LTP)	Lost Time Incident Rate (LTIR)	RIDDOR Rate (RR)
FY10 Actual	2.5700	0.0490	0.4230	0.2340
FY11 Actual	1.8510	0.0860	0.4210	0.2520
FY12 Actual	2.0640	0.0550	0.4160	0.3300
FY13 Actual	1.2230	0.0090	0.1910	0.1340
FY14 Actual	1.3340	0.0029	0.1353	0.0580
FY15 Target	1.2006 (10% reduction)	0.0026 (10% reduction)	0.0907 (33% reduction)	0.0389 (33% reduction)

##### 2. Organisation-wide learning and development uptake:

134 employees participated in work related training ranging from noise awareness to a marketing qualification.

The average cost of this training per head is £46.00

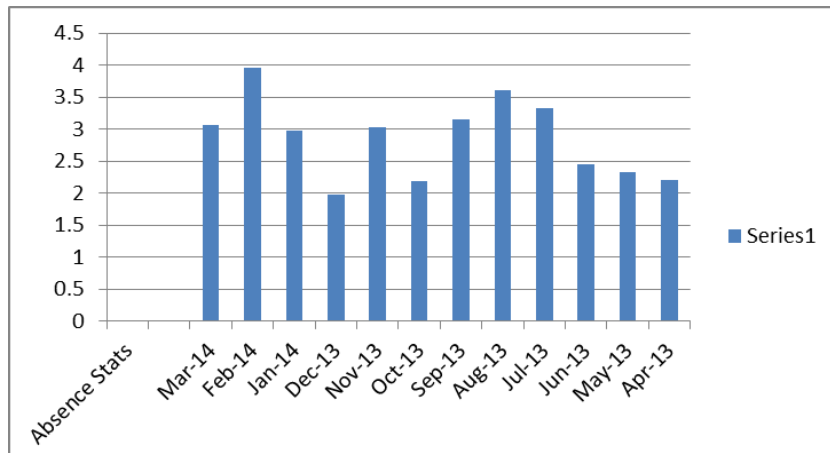
##### 3. Employee profile:

As an example of our monitoring process, we report the following results for three recruits during the month of July 2013:

	Recruit 1	Recruit 2	Recruit 3
Age	30 - 34	35 - 39	40 - 44
Sexual Orientation	Heterosexual	Heterosexual	Heterosexual
Gender	Male	Male	Female
Ethnic Origin	White British	White British	White British
Nationality	British	British	British
Religious Beliefs	Christian	Christian	Prefer not to say
Disability	None	None	None

#### 4. Absence rates:

Absenteeism is measured within the manufacturing and warehouse operations. The annual average total equates to 2.85%.



## Community Report

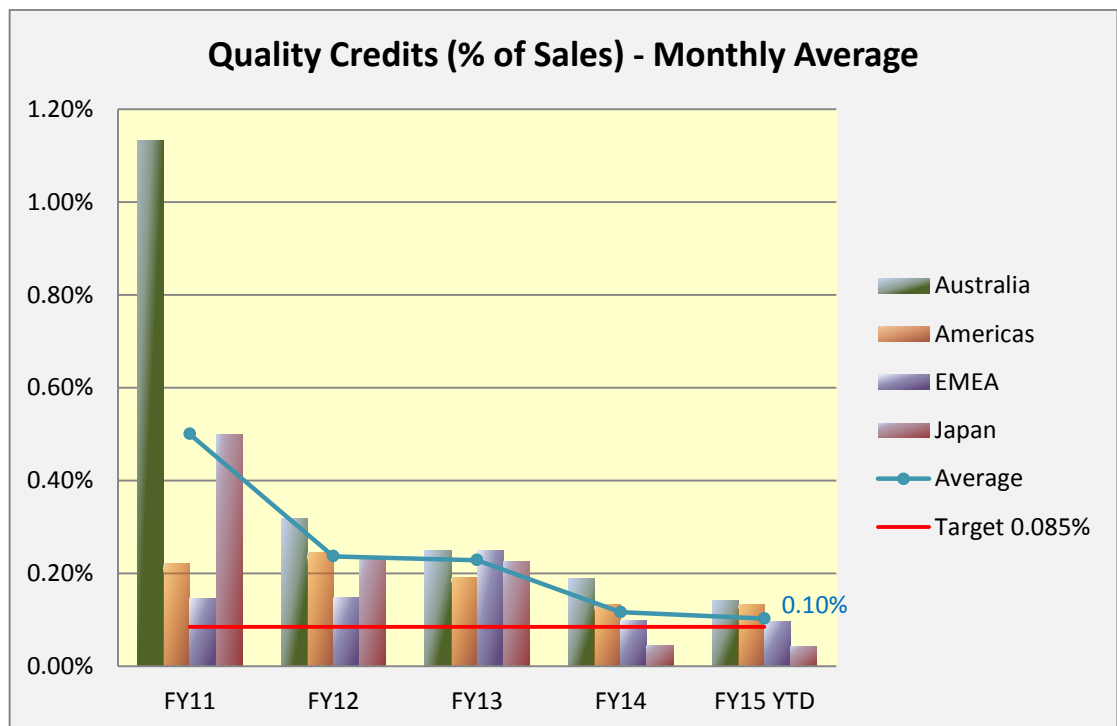
Community Strategy - Monitoring Report						
Reporting Period - April 2013 to March 2014						
COMMUNITY ACTIVITY	Date Range	Support Description	Internal Stakeholder people/time		External Stakeholder revision date	One Off or Repeat
<b>Charitable Giving</b>						
Douglas Macmillan 5K Road Race	Apr-13	Provide safe venue, marshalling, facilities for the 5K road race runners	6 people	18 hours	Apr-13	Repeat programme
Barlaston Village Show	Sep-13	Manufacture and inscribe trophies. Present awards	4 people	20 hours	Oct-13	Repeat programme
RAFA Memorial Wreath	Jul-13	Commemorating an American Airforce pilot whose aeroplane crashed on land where one of our distribution buildings now stands	2 people	3 hours	Jul-13	Repeat programme
Company Ware Sale	Aug-13	Orgainising the collection, display and sale of company ware in aid of various charities.	8 people	12 hours	n/a	One off but can be repeated if excess ware opportunity arises
<b>Community Investment</b>						
Churchyard Restoration	Apr-13	Restoration of churchyard and the areas surrounding the old tombstones	3 people	15 hours	Apr-13	One off
Meadow & Woodland Walks	April to August	Created, laid (and now maintain) meadow & woodland safe walkways around the estate and fishing lakes	4 people	40 hours	n/a	One off
Provision of sporting facilities	April to March	Provison and upkeep of sporting facilities to include pavillion, football fields, cricket pitch, bowling green and bowling hut, fishing lakes.	up to 6 people	varying hours up to 4 per week	(Committee discussions ongoing)	Repeat programme
<b>Commercial Intiatives</b>						
Staffordshire Wildlife Trust	April to March	Working with the Trust to maintain Ancient Oak woodlands on the Estate	up to 6 people	varying hours up to 4 per week	(Committee discussions ongoing)	Repeat programme
Stone Music Festival	Jun-13	Provide a safe venue for the event, give organisation & management support. Provide printed materials & funding	up to 4 people	40 hours	(Committee discussions ongoing)	Repeat programme
Lassalia Developing World Project	the relationship starts in October 2013 for the event July/August 2014	Support a local student volunteer to spend 5 weeks on the Lassilian project in either Tanzania or Kenya	1 person	7 hours	post project september 2014	potential repeat programme
Andrew Edwards - Sculptor	April to March	Provide studio space for Andrew inside the factory to enable him sculpt and create in a perfect environment	2 people	20 hours	continuous revision and new project discussions	Repeat programme

## Environmental Report

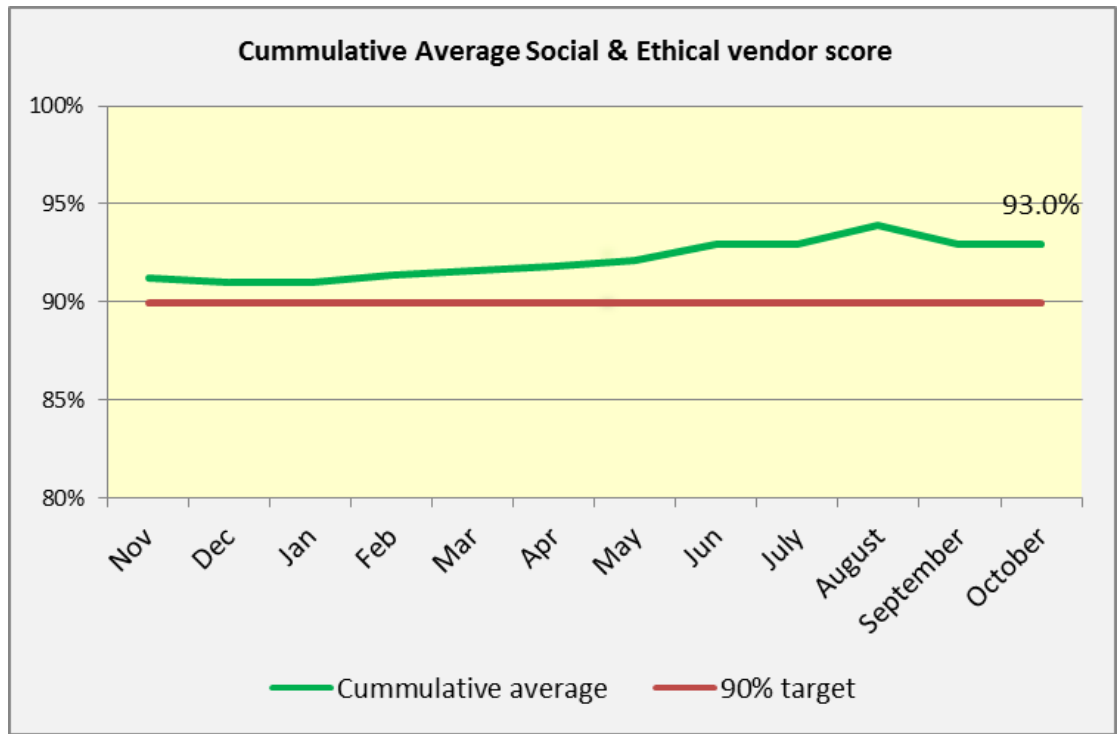
1. Measurement and monitoring of greenhouse gas emissions:
  - Emissions for year ending 30 09 13 were 18,408 tonnes of CO2 per tonne of product. This compares to a measurement of 19,421 tonnes of CO2 per tonne of product for the year ended 30 09 12.
2. Measurement and monitoring of tonnes of waste generated and % of waste recycled:
  - Year ending 31 12 13: 1341.03 tonnes of waste generated of which 90.5% recycled.
  - Year ending 31 12 12: 1362.88 tonnes of waste generated of which 84.83% recycled.
3. Measurement and monitoring of water usage:
  - FY14: 13,684 CU metres
  - FY13: 12,205 CU metres
  - FY12: 15,805 CU metres
  - FY11: 38,188 CU Metres

## Marketplace Report

1. Reduction of quality credits to 0.085% of sales



2. Progress to achieve a minimum of 90% compliance score for supplier Social & Ethical Compliance



3. Progress to standardise all barcode data & barcode code label formats globally.

- Scheduled launch for all outsourced product Oct 2014. Roll out to all home-sourced facilities by April 2015

4. Supplier payment terms:

- Standard payment terms: 30-60 days
- Average actual supplier payment days: 30-60
- Contract payments made on time: 90-100 %