



BUILDING A SUSTAINABLE FUTURE TOGETHER

TECHNAL UK
Responsible Sourcing



By  Hydro

↗ **Windows** ↗ **Doors** ↗ **Facades** ↗ **Sliders**



BUILDING A SUSTAINABLE FUTURE

WITH TECHNICAL UK & IRE

At TECHNICAL UK & IRE, responsible sourcing isn't just a commitment, it's the way we do business. We're part of the global Hydro Group, pushing boundaries in decarbonisation and ethical innovation.

INTRODUCTION

Responsible Sourcing is now a defining issue in the construction sector. Clients, main contractors, architects, and fabricators are all expected to demonstrate that materials and products are procured in ways that protect the environment, respect human rights, and support ethical business practices. With stricter regulations, green building certifications, and rising stakeholder expectations, the ability to evidence responsible sourcing is increasingly critical for winning and delivering projects.

As part of Hydro, a global leader in low-carbon aluminium and renewable energy, TECHNICAL UK & IRE integrates responsible sourcing across its supply chain, product development, and customer offer. This document sets out how responsible sourcing is addressed at three levels: Hydro (the global group), Hydro Building Systems and TECHNICAL UK & IRE (the local market).

This includes our approach to:

- Governance & Ethical Standards
- Risk Management & Due Diligence
- Certifications & Traceability
- Environmental Responsibility & Circularity
- Social Responsibility & Labour Practices
- Transparency & Continuous Improvement

GOVERNANCE & ETHICAL STANDARDS

Governance is the backbone of responsible sourcing. Clear policies, transparent processes, and strong ethical standards ensure that materials are sourced responsibly, workers' rights are respected, and corruption is avoided.

COMPLIANCE AND INTEGRITY

Hydro makes a firm commitment to conduct business in full compliance with all applicable laws and regulations worldwide, guided by the principle that acting with integrity isn't optional - it's "The Hydro Way". Corruption is expressly prohibited in both the private and public sectors as part of this core value.

SUPPLIER CODE OF CONDUCT & RESPONSIBLE SOURCING

Hydro expects all suppliers and business associates to fully align with its Supplier Code of Conduct. Key expectations include adherence to:

- Environmental Standards
- Human Rights Protection
- Anti-corruption Rules
- Safe and Fair Working Conditions

These requirements are anchored in global norms such as the UN Global Compact, UN Guiding Principles on Business and Human Rights, and the OECD Due Diligence Guidance.

Additionally, Hydro engages with suppliers through risk identification, mitigation, and ongoing development, ensuring implementation via audits, feedback, and supplier capacity-building programmes.

INTEGRATED HUMAN RIGHTS COMMITMENT

Hydro integrates human rights protection into the very fabric of its governance. Upholding and promoting internationally recognised human rights is a fundamental obligation, shaping corporate operations and risk assessment frameworks across diverse geographies and contexts.

RISK MANAGEMENT & DUE DILIGENCE

Supply chains in the construction industry are complex. Responsible sourcing requires systemic risk assessment to avoid environmental harm, human rights abuses, and reputational damage.

NORSK HYDRO (GLOBAL)

OECD-ALIGNED THREE-STEP FRAMEWORK

Hydro's entire approach to responsible sourcing is grounded in the OECD Due Diligence Guidance for Responsible Business Conduct. This framework ensures systemic identification and management of risks across the supply chain.

RISK MAPPING AND SUPPLIER QUALIFICATION

Before entering into any agreement, Hydro conducts a rigorous qualification process for all suppliers. This includes risk mapping related to business practices, human rights, working conditions, and environmental performance. If potential concerns arise during mapping, a deeper review is carried out before contracts are finalised.

CONTINUOUS RISK MONITORING

Hydro doesn't stop at initial screening. It continuously assesses and monitors risks associated with its suppliers, ensuring emerging or evolving issues are captured and managed.

CLEAR EXPECTATIONS AND ENFORCEABLE STANDARDS

Suppliers entering into contracts must adhere to Hydro's Supplier Code of Conduct, which is embedded in contractual clauses. This code is anchored in international norms, including the International Labour Organisation (ILO) core conventions.

CONFLICT MINERALS DUE DILIGENCE

Hydro extends its due diligence to include the responsible sourcing of minerals. Suppliers must follow the OECD guidance for minerals from conflict-affected or high-risk areas and work with Hydro to ensure a conflict-free supply chain.

SUSTAINABILITY AUDITS

For suppliers deemed high-risk, Hydro requires sustainability audits or reviews before contracts are signed - and periodically thereafter - covering compliance with the Supplier Code of Conduct. Suppliers with valid ASI Performance Standard certification may be exempted from follow-up reviews.

NON-COMPLIANCE REMEDIATION PROCESS

If non-compliance is detected, Hydro engages the supplier in dialogue and establishes an action plan, which includes corrective measures, monitoring, and follow-up. For corruption-related breaches, Hydro involves its Global Compliance function.

CERTIFICATION & TRACEABILITY

Third-party certifications and traceability are essential to demonstrate responsible sourcing in construction projects. They provide independently verified assurance to architects, contractors, and end-clients.

NORSK HYDRO (GLOBAL)

SUSTAINABILITY REPORTING AND STANDARDS COMPLIANCE

Hydro's sustainability reporting has been rooted in "The Hydro Way" since 2004 and is guided by globally recognised frameworks including:

- EU Corporate Sustainability Reporting Directive (CSRD)
- European Sustainability Reporting Standards (ESRS)
- GRI Standards
- UN Global Compact
- International Council on Mining and Metals (ICMM) Principles
- UN Guiding Principles on Business and Human Rights

These standards underpin Hydro's integrated and transparent approach to ESG reporting.

THIRD-PARTY CERTIFICATIONS AND VALIDATION

Hydro has its low-carbon and recycled aluminium products certified by reputable external bodies such as DNV-GL, ensuring impartial verification of sustainability claims.

PHYSICAL TRACEABILITY AND TRANSPARENCY

Hydro emphasises physical traceability by tracking the actual materials, rather than financial certificates. This enables accurate carbon footprinting, distinguishing between sources like post-consumer versus pre-consumer scrap aluminium.

ASI CERTIFICATION AND PARTNER BENEFITS

Through its Hydro Extrusions Partner programme, customer gain access to extrusions produced at sites certified under the ASI Performance Standard and Chain of Custody Standard. This covers the entire aluminium value chain from mining to downstream use.

These partners also receive:

- Average CO² footprint data per delivery site
- Information on country of origin for aluminium supplied
- Recycled content breakdowns, including pre- vs. post-consumer scrap shares

ENVIRONMENTAL RESPONSIBILITY

The built environment accounts for around 40% of global carbon emissions. Reducing the environmental impact of materials is therefore critical. Responsible sourcing must prioritise low-carbon production, end-of-life recycling, and circular economy principles.

NORSK HYDRO (GLOBAL) CLIMATE STRATEGY & NET-ZERO AMBITIONS

NET-ZERO HYDRO

Hydro is committed to decarbonising its value chain from mine to components.

Targets include:

- 30% reduction in site emissions by 2030 compared to 2018
- Achieve net-zero company-wide emissions by 2050 at the latest

NET-ZERO PRODUCTS

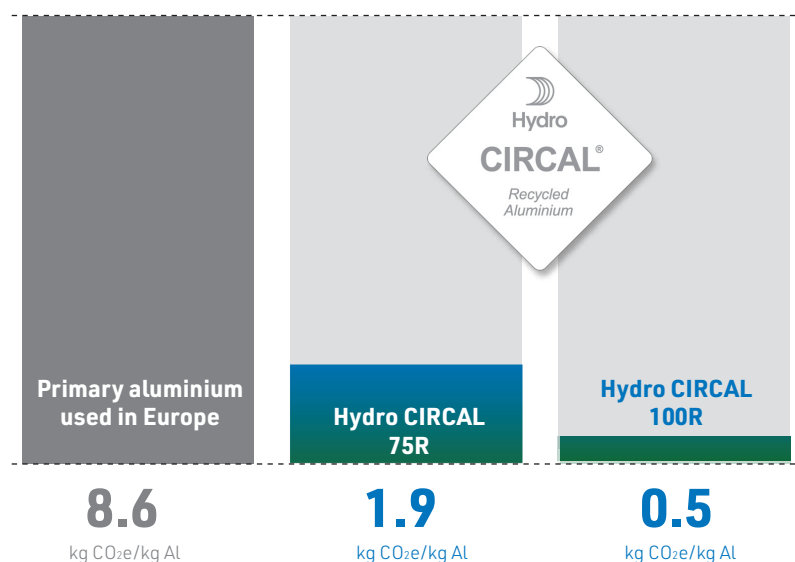
Hydro is developing net-zero aluminium, enabling customers to lower their carbon footprint.

Key strategies to achieve this include:

- Expansion in post-consumer aluminium recycling
- Innovation in primary aluminium production such as carbon capture and storage
- Hydro's proprietary HalZero technology

TECHNAL UK & IRE

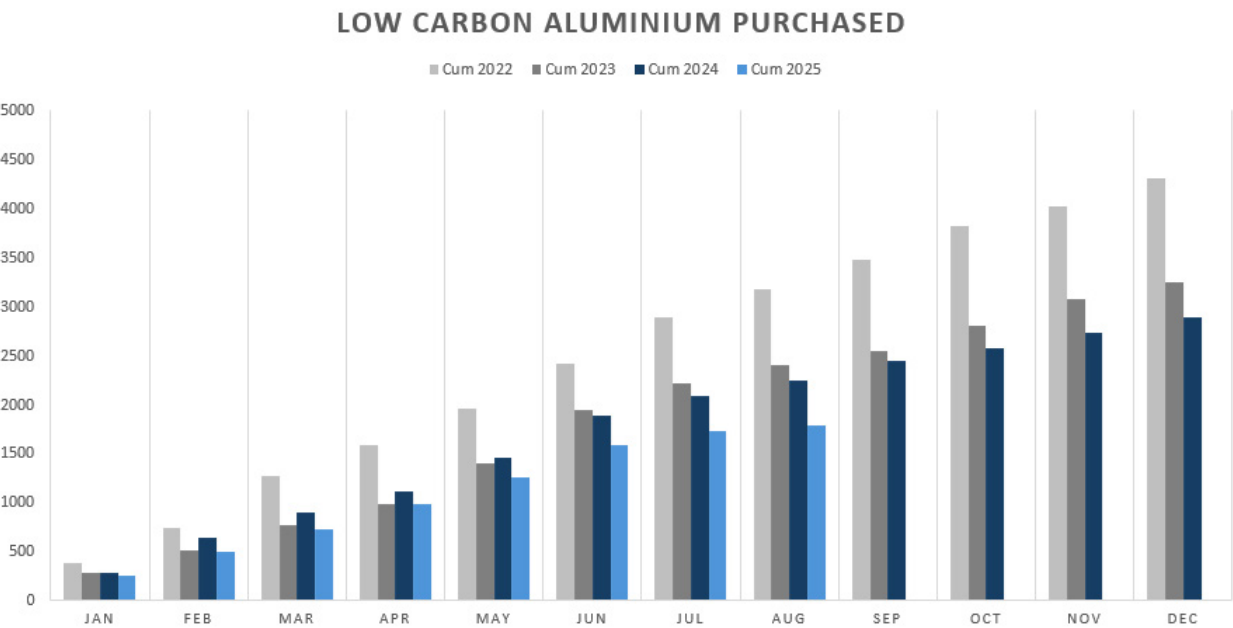
For TECHNAL UK and Ireland, environmental responsibility means reducing carbon emissions across the lifecycle of our products, while embedding circularity into every stage of product design. From sourcing to end-of-life, TECHNAL ensures its solutions contribute to decarbonisation and sustainable construction.



LOW-CARBON ALUMINIUM

At the core of our environmental strategy is the use of Hydro CIRCAL[®], an alloy made with a minimum of 75% recycled post-consumer aluminium. This drastically reduces the carbon footprint of our facades, windows, and doors - cutting emissions by at least 85% when compared to the global average for primary aluminium production. By providing our products in Hydro CIRCAL[®] as standard, we help our clients and fabricators meet demanding sustainability standards while conserving natural resources.

TECHNAL demonstrates its strong commitment to the environment in all areas: by using recycled and low-carbon materials, with a product design that is adapted to a circular economy, and produced within a responsible supply chain. In addition, these statements are certified by external organisations to ensure maximum transparency.



OUR CERTIFICATIONS



Tental 60 has been certified Cradle to Cradle silver.



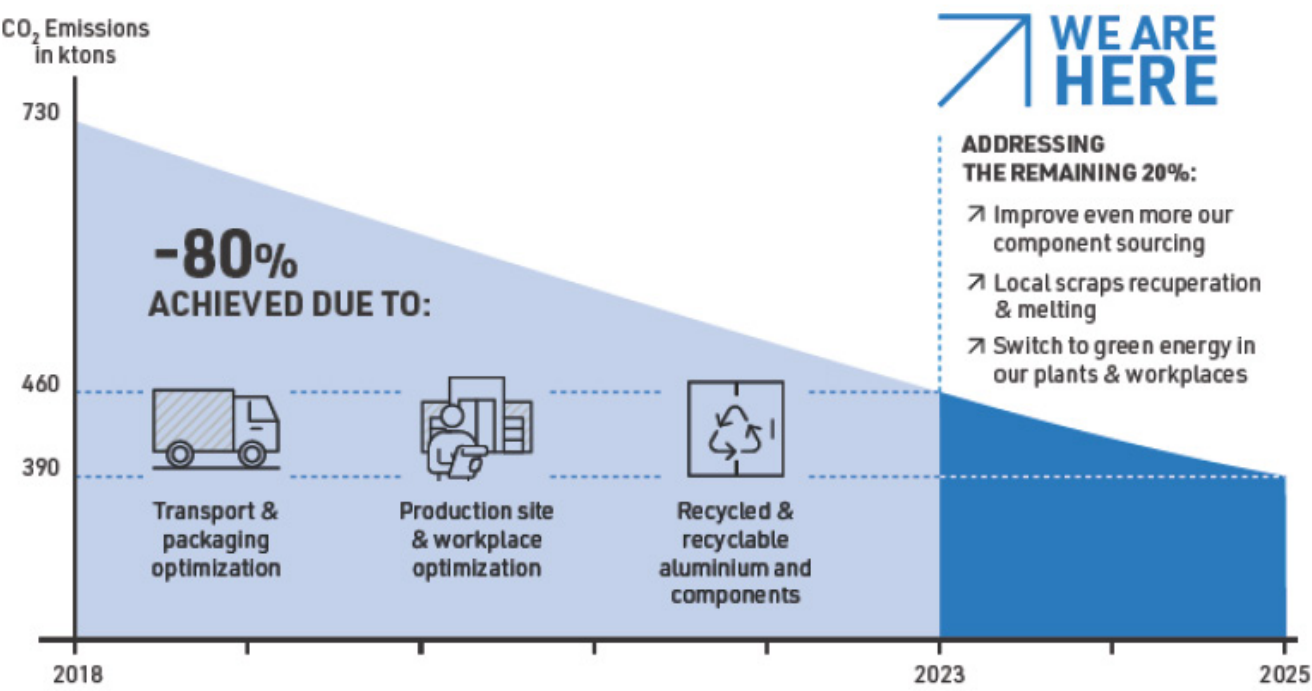
100% of our extrusion plants are ASI Performance Standard Certified.



Thanks to TechDesign, it's possible to generate a dynamic EPD according specified dimensions, applications any type of glazing.



TARGET 2025 VS 2018: CO2 COMPANY EMISSIONS HALVED



PROTECTING THE PLANET THROUGH PURPOSEFUL ACTION

➤ **TECHNAL UK:** Committed to climate, nature, and circularity.

At TECHNAL UK, our environmental mission goes beyond compliance. It's about real change. Real impact. As part of the Hydro Group, we're redefining how the aluminium industry can shape a fairer society and a circular economy.

We're facing up to global challenges like biodiversity loss, climate changes, and resource scarcity and meeting them head-on. With a strategy rooted in action.

MINIMISING IMPACT, MAXIMISING RESPONSIBILITY.

From raw materials to finished profiles, our environmental approach is holistic. We reduce our footprint by managing our impact on biodiversity, improving resource efficiency, and tackling waste.

By continuously refining how we do business, we're working to protect water, support ecosystems, and fight climate change. Our operations are becoming cleaner, smarter and greener - because they have to be.

DRIVING DOWN EMISSIONS, TOGETHER.

— We aim to reduce greenhouse gas emissions by 30% by 2030. It's ambitious but necessary. Greener sourcing, renewable energy, cutting-edge processes - every move we make is a step toward decarbonisation.

Lightweight, strong, and endlessly recyclable, aluminium is essential for sustainable construction. And with our innovative production methods, it's becoming part of the solution.

CLIMATE STRATEGY, OUR PILLARS FOR A GREENER FUTURE.

We're not just reacting. We're building our climate strategy based on four bold commitments:

1. Become a net-zero company
2. Deliver near-zero carbon aluminium to our customers
3. Promote circularity with products that contain at least 75% recycled content and are 95% recyclable
4. Collaborate across the industry to reuse and recycle old materials into new solutions

NET ZERO AND BEYOND.

Our journey is mapped:

- 10% reduction in CO² impact by 2025
- 30% reduction in CO² impact by 2030
- Net-zero by 2050 - or sooner.

Through Hydro's groundbreaking innovations, we're producing profiles from 100% post-consumer recycled aluminium. Hydro CIRCAL 100R sets the global benchmark with a footprint of just 0.5kg CO²e per kg of aluminium.

OUR PATH TO A CERTIFIED CIRCULAR ECONOMY

Less waste. More future.

Smart material choices now make a better world tomorrow.

With TECHNAL UK, you're building with purpose, clarity, and long-term value.

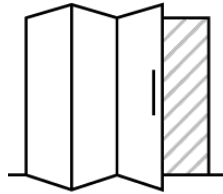
CERTIFIED MATERIALS



We use aluminium with a low CO2 footprint, made using at least 75% post-consumer scrap. This lowers the CO2 emissions by around 85% when compared with primary aluminium produced in Europe and is independently verified by DNV-GL.

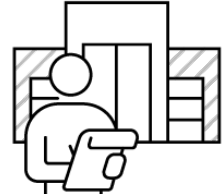
It's not just a process.
It's a promise.

CERTIFIED PRODUCTS



Our products are designed to embrace circularity. With Cradle to Cradle certification, we assess and improve materials for environmental and human health. Production in our plants is also addressed, reducing emissions even during transportation.

CERTIFIED PROJECTS



Whether you're aiming for LEED, BREEAM, WELL, or VERDE credentials, TECHNAL products support your goals.

We provide all the certification and documentation needed - from ISO to project-specific EPD's - to help you meet the toughest sustainability benchmarks.



EFFICIENCY IN MOTION. SUSTAINABILITY IN ACTION.

Every journey matters. Every emission counts. At TECHNAL UK, we've transformed the way we move goods and manage logistics.

CLEANER DELIVERIES. LOWER EMISSIONS.

Partnering with White's Logistics, we use smarter routes ensuring that no vehicle is left half-full.

From June 2020, we stopped using our own fleet and moved to the third party who have been able to increase efficiency when planning routes. This reduces impact on the environment for deliveries to sites and our customers.



ENERGY USE AND WATER EFFICIENCY

Reducing our on and offsite energy use is an important part of our ongoing efforts to reduce our impact on the environment and CO2 emissions. Onsite in the UK, our energy reduction programme tackles gas and electricity use head-on:

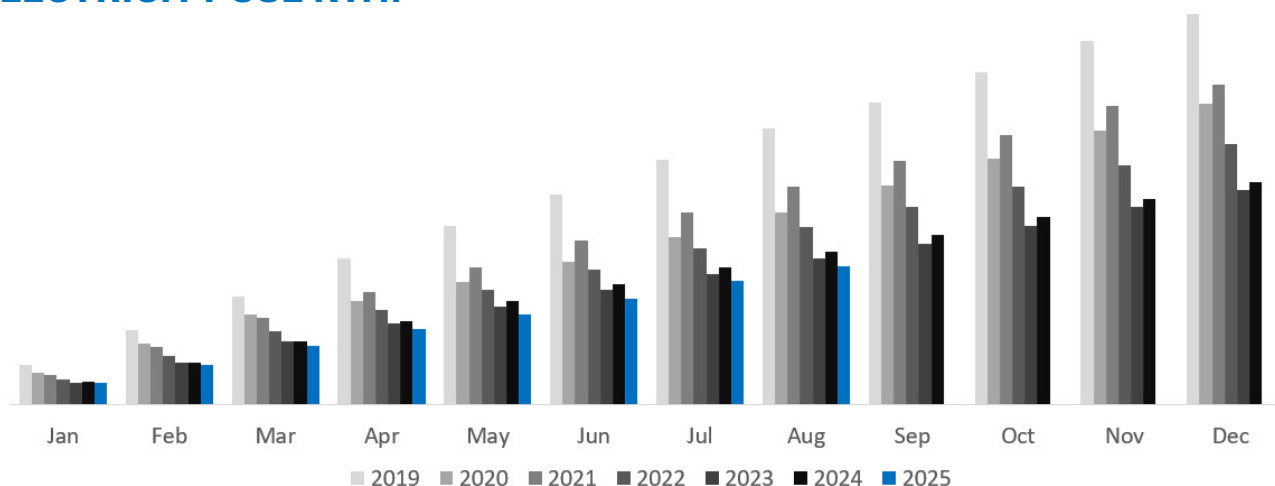
- Smart compressor systems
- LED warehouse lighting
- Only buying energy efficient machinery
- Automatic printer shutoffs

We may not operate in water-stressed zones, but we still do our part:

- Water-saving dishwashers and taps
- Low-flush toilets
- Urinal water misers
- Continuous monitoring and awareness campaigns

Even during COVID-19, when our water use rose, our focus remained - efficiency and stewardship.

ELECTRICITY USE KWh

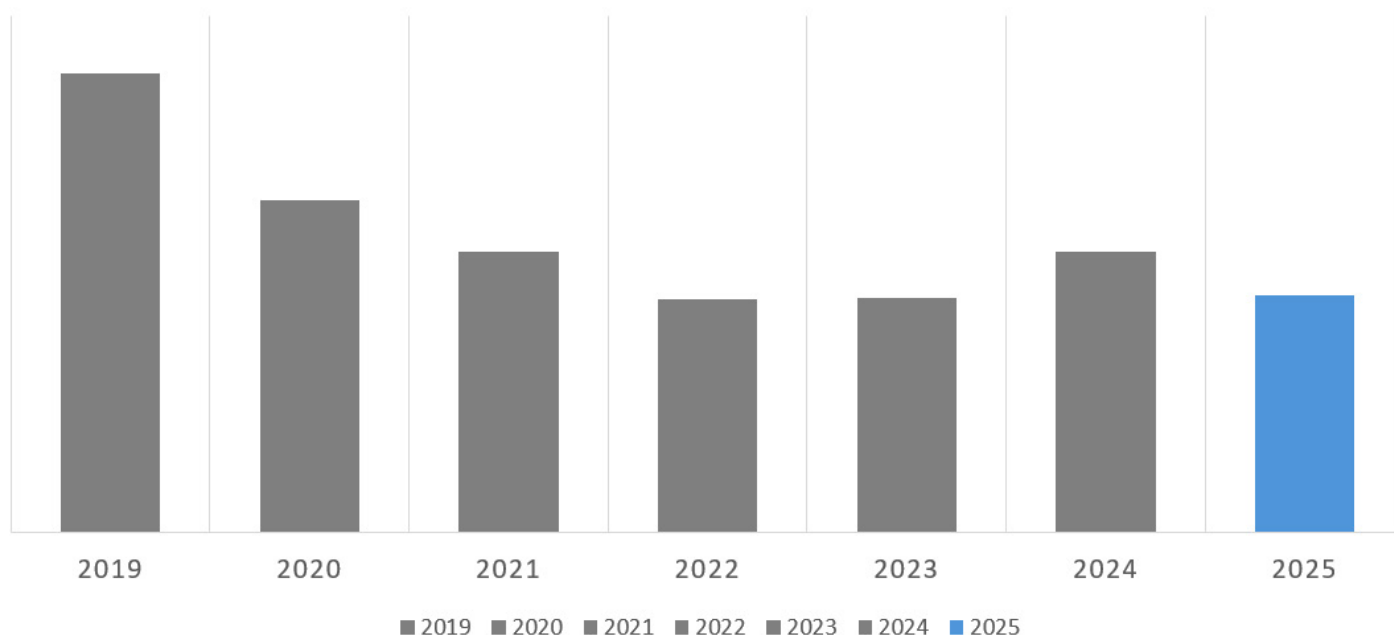


WASTE MANAGEMENT. ZERO TO LANDFILL

Waste is a by-product of the aluminium production process and is generated at all stages of the value chain. Our waste management strategy focuses on the mitigation hierarchy by finding ways to avoid, minimise and recycle our waste rather than sending it to landfill.

Our waste management system at Tewkesbury and Wakefield use services who take a zero waste to landfill approach in their operations. Waste is collected and sorted at these third-party facilities that sort, recycle, and use items that aren't able to be recycle to produce electricity. Any air pollution created by this process is cleaned before using an air pollution control system before being released back into the atmosphere.

TONNES WASTE



PACKAGING

We take a continuous improvement approach with our packaging and make choices to help our suppliers and customers become more sustainable by making changes to our packaging.

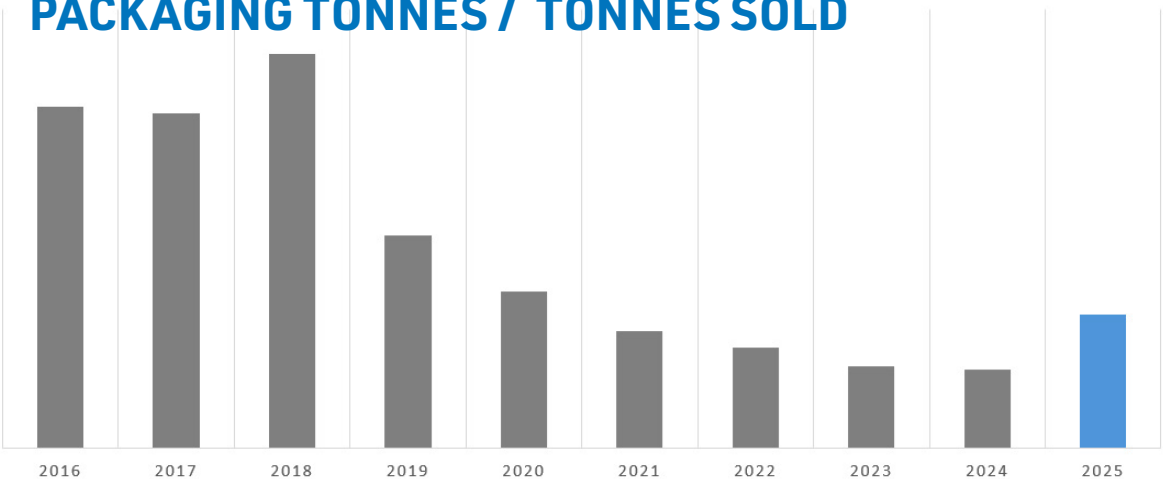
Where possible, we use reusable metal stillages for our goods which are sturdy and can be used many times before eventually being recycled. These stillages are sent back to us by suppliers and customers for us to re-use time and time again. Additionally, by improving the way we package our stillages, we have saved an estimated 15 tonnes of cardboard use each year.

We work with our suppliers to reduce the amount of single use plastic in our supply chain and to replace this with biodegradable materials like recycled paper. By undertaking this method, an estimated 40,000 plastic bags have been saved each year so far.

We consistently look at new ways of packaging our deliveries and investigate new environmentally friendly materials for use. When we are not able to completely remove certain types of packaging like the cardboard to line stillages, and the plastic to wrap them, we strive to use completely biodegradable materials instead. This method is chosen because if a material is accidentally sent to landfill by a third party, it can still degrade over a reasonable amount of time without causing harm to the environment.,

Since the introduction of reusable packaging in 2020, the purchase of new packaging material has consistently reduced every year.

PACKAGING TONNES / TONNES SOLD



SOCIAL RESPONSIBILITY

Responsible sourcing goes beyond environmental issues - it also requires protecting people. This means ensuring fair labour practices and contributing positively to communities across the supply chain.

NORSK HYDRO (GLOBAL) HUMAN RIGHTS & JUST TRANSITION

COMMITMENT TO HUMAN RIGHTS

Hydro respects the human rights of everyone affected by its operations including employees, contractors, suppliers, communities, and more - all guided by global frameworks like the International Bill of Human Rights and ILO core labour standards.

RISK-BASED DUE DILIGENCE

Hydro integrates human rights assessments into its enterprise risk management. It conducts impact assessments and develops mitigation plans where risks are most significant.

MODERN SLAVERY AND GOVERNANCE

Hydro's Human Rights Policy has been updated through multi-stakeholder consultations and is embedded across HR, supply chain, HSE, and risk systems, and is reinforced by both the Board of Directors and executive leadership.

GRIEVANCE & REMEDIATION

The company provides grievance mechanisms for affected individuals and encourages reporting of concerns in good faith, with protections against retaliations.

JUST TRANSITION & EDUCATION

Hydro supports a socially inclusive shift to a low-carbon economy, upskilling workers and promoting decent job creation across its value chain.

VALUE CHAIN RESPONSIBILITY

Transparency and traceability are central to Hydro's social responsibility in sourcing, helping to ensure that upstream and downstream impacts are managed fairly.



NORSK HYDRO (GLOBAL)

DIVERSITY, INCLUSION & BELONGING

INCLUSIVE CULTURE

Hydro's commitment to diversity and inclusion is anchored in the company foundational values of Care, Courage, and Collaboration. We believe that diversity, inclusion, and belonging arise when people bring their full, authentic selves to work, and when every voice and perspective is invited to contribute. Rather than treating diversity as a narrow demographic checklist, Hydro adopts a broader definition, encompassing not just characteristics like gender, ethnicity, age, or sexual orientation, but also education, work experience, language, and economic background. This richer understanding is intended to deepen the organisation's capacity to see new ideas, approach challenges from multiple angles, and remain adaptive in complex environments.

STRATEGY, ACCOUNTABILITY & MEASUREMENT

To translate vision into practice, Hydro has built its diversity and inclusion objectives into its business strategy. The company collects data from multiple sources to identify gaps, variations, or areas needing improvement. Leaders and employees share responsibility for creating inclusive environments. Hydro also runs internal training, such as online courses in diversity, inclusion, and belonging, to raise awareness and build capability in its workforce. Furthermore, Hydro conducts employee surveys with a focus on diversity, inclusion and belonging, using the insights to shape policy, refine actions, and hold the organisation accountable.

NORSK HYDRO (GLOBAL)

DIVERSITY, INCLUSION & BELONGING

MENTORSHIP & COMMUNITY INTEGRATION

Hydro extends inclusion beyond the walls of the company. One example is a mentorship programme in its headquarters in Oslo, where employees volunteer to be paired with immigrants via the "Samen Om En Jobb" (Together for a Job) initiative. This seeks to align people with skills and aspirations that may otherwise be underutilised - benefitting individuals while enriching Hydro's talent and perspectives. This external engagement underscores Hydro's belief that supporting societal inclusion, and connecting it to business practices, strengthens both communities and the company.

LISTENING, FEEDBACK & BELONGING

Hydro recognised that inclusion cannot be commanded, it must be cultivated. To that end, the company invites employees to share their personal experiences, opinions, and challenges through surveys, working groups, and dialogue. This feedback loop ensures that policy and practice evolve in response to real needs and lived realities.

The company also monitors how employees perceive belonging, whether they feel their contributions matter, whether they are listened to, and whether they see paths for progression. Inclusion and belonging are thus defined not just by representation but by experience.

PEOPLE FIRST, ALWAYS.

At TECHNAL , we believe that sustainability isn't just about the environment. It's about people. About fairness. About communities that thrive. From the factory to the boardroom, we're shaping a future where everyone belongs and every voice matters.

DIVERSITY, INCLUSION & BELONGING

At TECHNAL, when it comes to diversity, inclusion and belonging, our long-term goal is to be a mirror of our society. To achieve our ambition of creating an inclusive workplace environment, we have a strong action plan organised by our dedicated DIB working group to screen our practices, increase internal awareness, and train our HR Teams and Leaders.

We also have two gender based goals. We aim to have 50% of our new hires as female by 2030, and to reach 27% female employees during the same year. Our focus for this is in the Operations and Sales Team where gender diversity is weakest in the Building and Construction Industry.

To facilitate this, an internal Women's Network is led by local representatives with the wider network involving colleagues from around the world. This aims to take feedback from female colleagues across the business and to ensure that all women have an understanding environment to speak up about the concerns that they may have when working within the company.

So far, we have implemented a number of initiatives following feedback from these sessions. These include free period products available to employees and visitors in female bathrooms, female and maternity fit clothing for the Operations, flexible working policy to enable those who require support with work-life balance to maintain their career, and improvements to our parental leave to ensure equality and support is increased for secondary caregivers.

PEOPLE AND DEVELOPMENT

TECHNAL UK and Ireland employs over 100 people with most based at our Tewkesbury and Wakefield sites. Although most of our employees live locally, we employ a truly global and diverse workforce with employees who have relocated to the area to develop their careers.

Our people are the core of our business with many choosing to stay with TECHNAL for much of their working life. Our aim is always to develop and promote from within wherever we can, with progression from a responsibility, supervisory, technical, and educational perspective formally reviewed as part of a goal setting, review, evaluation, and calibration cycle annually.

In the last year alone, we have delivered over 430 hours of training via our internal system. We have also delivered many further hours of "on the job" training and internally and externally delivered course based training for specific roles. These include CIPD, Building Safety, Accountancy (AAT), Facade Engineering, First Aid, Fire Marshall, Leadership and Management, IPAF, and many more.

All employees joining the business are given an induction focused on Health & Safety, Sustainability, Human Rights, Corporate Responsibility, and Corporate Ethics. Further role specific training and formal qualifications continue employee's development.

PRIDE, PROGRESS, AND GLOBAL DIVERSITY

Across TECHNAL, diversity includes nationality, age, sexuality, and experience. Our global workforce spans 61 nationalities - and growing.

In the UK, we embrace talent from near and far. New arrivals. Lifelong locals. Apprentices. Trainees. Every voice adds strength.

We don't just celebrate Pride. We live it. We listen. We recognise struggle. And we build understanding - because inclusivity isn't seasonal.

OCCUPATIONAL HEALTH & SAFETY (HSE)

NORSK HYDRO (GLOBAL)

In responsible sourcing, protecting worker across the value chain is as important as environmental or ethical standards. Safe and healthy workplaces safeguard people, ensure compliance, and reinforce trust in sustainable supply chains.

HUMAN LIFE FIRST

Hydro places human life above all else, making health and safety a non-negotiable priority. Every employee, contractor, and visitor is expected to return home safe and healthy. This commitment is rooted in international frameworks such as the ILO, OECD, and WHO, ensuring global best practices underpin all activities.

COMPREHENSIVE HSE MANAGEMENT

All Hydro sites operate under robust health, safety, and environmental management systems certified to international standards. These systems are supported by digital tools for incident management, risk assessments, and internal audits. Hydro's goal is ambitious but clear, zero injuries and zero occupational illnesses across its operations.

OCCUPATIONAL HEALTH

Hydro also focuses on preventing ill-health by addressing both physical and psychosocial risks. This includes controlling hazardous substances, reducing workplace noise, improving ergonomics to avoid musculoskeletal issues, and implementing global well-being programmes. A dedicated health team works to ensure employees and contractors are supported at every level, with attention given to mental health and psychosocial safety.

SAFETY PERFORMANCE

Safety culture at Hydro is built on proactive risk management, leadership accountability, and workforce engagement. High-risk incidents are investigated in depth, with root causes identified and corrective measures implemented. Fatality prevention procedures are in place across seven critical risk areas, including fall protection, energy isolation, mobile equipment, overhead cranes, confined spaces, molten metal, and contractor management.

EMERGENCY AND SECURITY PREPAREDNESS

Hydro maintains comprehensive emergency response and crisis management systems covering health, environment, assets and reputation. Security practices follow the Voluntary Principles on Security and Human Rights and ISO 18788 standards. Regular training, including for personnel who frequently travel, ensures employees are prepared to manage risks effectively while safeguarding both people and communities.

COMMUNITY DEVELOPMENT

NORSK HYDRO (GLOBAL)

Hydro integrates community development into its purpose and business strategy, recognising that the company's success is tied to the prosperity of the communities where it operates. Through dialogue, partnerships, and targeted initiatives, Hydro supports education, economic growth, and the strengthening of local institutions as part of its responsible sourcing approach.

STAKEHOLDER DIALOGUE

Hydro actively engages with stakeholders, including employees, suppliers, and local communities, to understand their perspectives and priorities. These dialogues help identify needs, shape social initiatives, and provide channels for communities to raise concerns. This approach builds trust and ensures that Hydro's sourcing activities reflect local realities and expectations.

EDUCATION

Hydro invests in education to build long-term capacity within communities. In regions with strong institutions, this includes STEM programmes, apprenticeships, and research collaborations with universities. In areas with weaker infrastructure, Hydro supports primary education through teacher training and school programmes to improve their quality. Education ensures that communities benefit from economic opportunities linked to responsible sourcing.

ECONOMIC GROWTH

Hydro promotes economic development by expanding access to decent work. Initiatives focus on entrepreneurship, local job creation, and supplier development. Examples include the Embarca entrepreneurship programme, agricultural development projects, and supplier training in Brazil. These efforts empower communities to participate in and benefit from Hydro's supply chain.

STRENGTHENING INSTITUTIONS

Hydro supports strong, resilient local institutions as a foundation for sustainable development. Projects like the Sustainable Barcarena Initiative in Brazil build independent platforms for collaboration between businesses, civil society, and government. By empowering local organisations through capacity building and training, Hydro fosters stability and community resilience in regions connected to its operations.

UNICEF UPSHIFT

Through partnerships like UNICEF UPSHIFT, Hydro helps young people, particularly from vulnerable groups, develop entrepreneurial and life skills. By equipping youth with tools for participation in local economies, Hydro contributes to inclusive growth while supporting responsible value chains.

WEBUILDING PARTNERSHIP

Hydro also collaborates with WEBuilding, an NGO focused on sustainable school construction in developing regions. This partnership reflects Hydro's commitment to improving education and community infrastructure while ensuring that its support aligns with responsible sourcing values such as environmental responsibility and local empowerment.

TRANSPARENCY & CONTINUOUS IMPROVEMENT

Transparency and continuous improvement are foundational to credible responsible sourcing. They reflect an ongoing commitment to disclose performance, learn from experience, and to evolve practices over time. For Hydro, being open about challenges and progress, and holding ourselves and suppliers accountable, builds trust with stakeholders and ensures that responsible sourcing is not static, but ever advancing.

SUSTAINABILITY, REPORTING, AND ACCOUNTABILITY

Hydro's sustainability reporting is central to its transparency efforts. Its public reporting aims to providing stakeholders, including clients, investors, regulators, and communities, with insight into its environmental, social, and governance (ESG) performance. The reports draw on established frameworks such as the EU Corporate Sustainability Reporting Directive (CSRD), ESRS, GRI Standards, the UN Global Compact, and the ICM principles. Through this integrated approach, Hydro discloses both its opportunities and the challenges it faces in sustainable development.

LEGAL AND REGULATORY TRANSPARENCY

Within Europe, Hydro is subject to legal obligations such as the Norwegian Transparency Act. Under this law, larger enterprises must publically report on their efforts to ensure respect for human rights and decent working conditions, including within their supply chain. Hydro's sustainability statement in its Annual Report serves as its legally required disclosure under the Act, and certain subsidiaries are required to publish separate statements detailing their due diligence.

SUPPLIER ENGAGEMENT AND PERFORMANCE DIALOGUE

Transparency with suppliers isn't just about demanding compliance, it also means ongoing engagement, review and shared development. Hydro works with its >30,000 suppliers to communicate expectations, conduct audits or reviews, and support corrective action plans. By promoting ASI certification adoption and collaborating with external stakeholders (for instance, labour unions or industry groups), Hydro promotes a culture of learning and continuous raising of standards.

CONTINUOUS IMPROVEMENT THROUGH DATA AND VERIFICATION

True transparency requires that data be credible and verifiable. Hydro engages in life-cycle assessments (LCAs), develops Environmental Product Declaration (EPDs), and subjects its performance data to third-party verification. For example, in its North American extrusion business, Hydro produced detailed, site-level EPDs for 50 product configurations, with verification for UL Solutions, making it one of the first extrusion companies to provide that level of granularity. That effort demonstrates both transparency and the drive to improve based on real measurements.

COMPLIANCE SYSTEMS AND WHISTLEBLOWING

Transparency must also include systems for detecting non-compliance and enabling accountability. Hydro maintains a robust compliance system to ensure that individuals acting on its behalf adhere to laws, regulations, and internal standards. As part of that, it offers a confidential AlertLine (operated by an independent third party), for reporting concerns anonymously, and ensures that such reports are escalated to internal audit and investigations. This helps to identify weaknesses, remedy faults, and maintain trust.

CONCLUSION

Responsible Sourcing at TECHNAL UK & Ireland is underpinned by Hydro's global policies, proven certifications, and commitment to circularity. For clients, main contractors, architects, and fabricators, this means access to aluminium building systems that are ethically sourced, environmentally responsible, socially conscious, and fully traceable.

By embedding responsible sourcing throughout our operations, TECHNAL UK & Ireland not only meets current sustainability requirements but also helps shape a lower-carbon, more responsible construction industry for the future.



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