



# **BUILDING A SUSTAINABLE FUTURE TOGETHER**

**TECHNAL UK & IRELAND**  
Responsible Sourcing



**TECHNAL®**

By  Hydro

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



# BUILDING A SUSTAINABLE FUTURE

## WITH TECHNAL UK & IRELAND

Responsible Sourcing is now a key requirement across the construction industry. Clients, architects, contractors and fabricators increasingly need clear evidence that the products they specify are manufactured, sourced and delivered responsibly.

At TECHNAL UK and Ireland, responsible sourcing extends across the entire lifecycle of our aluminium systems. From material sourcing and supplier management to product design, manufacturing, recycling and end-of-life recovery, our approach is built on transparency, accountability and continuous improvement.

By combining low-carbon aluminium, verified environmental data and traceable supply chains, we help customers meet project sustainability objectives while reducing embodied carbon and supporting circular construction principles.

As part of Hydro Building Systems, TECHNAL UK and Ireland benefits from globally recognised standards, certifications and responsible sourcing practices that provide confidence throughout the supply chain.

This document outlines our approach to:

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

## RESPONSIBLE SOURCING AT A GLANCE

Low-carbon aluminium

Circular product design

Supply chain traceability

Independent certification

Responsible procurement

Reduced embodied carbon

TECHNAL UK & Ireland combines responsible sourcing, circularity and independently verified environmental data to help customers deliver lower-carbon buildings.

# GOVERNANCE & ETHICAL STANDARDS

Responsible sourcing starts with clear expectations, strong governance and accountability throughout the supply chain. At TECHNICAL UK & Ireland, our approach is guided by Hydro's governance framework and supported by internationally recognised principles for responsible business conduct.

As part of Hydro Building Systems, we are committed to ensuring that environmental, social and ethical considerations are embedded within our sourcing decisions, supplier relationships and day-to-day operations. This supports Hydro's wider ambition to contribute to a Just and Green Transition by promoting responsible production, transparency and sustainable value creation throughout the value chain.

## COMPLIANCE AND BUSINESS INTEGRITY

We expect high standards of integrity across our business and supply chain. Hydro's Code of Conduct provides a common framework for ethical business practices, compliance with applicable laws and regulations, and the prevention of bribery, corruption and other forms of misconduct. These principles support responsible decision-making at every stage of the procurement process.

## RESPONSIBLE SUPPLIER RELATIONSHIPS

The suppliers we work with play an important role in delivering responsible sourcing outcomes. Hydro's supplier Code of Conduct establishes clear expectations covering environmental performance, human rights, labour standards, health and safety, and ethical business practices.

These requirements are aligned with internationally recognised frameworks including the UN Global Compact, the UN Guiding Principles on Business and Human Rights and OECD Due Diligence Guidance.

## TRANSPARENCY & ACCOUNTABILITY

Responsible sourcing requires ongoing engagement throughout the value chain. Through supplier qualification, risk assessment, traceability and continuous performance reviews, Hydro works to improve transparency, strengthen responsible business practices and support long-term sustainability improvements across its supply chain. This enables TECHNICAL UK & Ireland to offer products supported by robust governance, verified sustainability credentials and a transparent supply chain.

## RESPECT FOR HUMAN RIGHTS

Respect for human rights is a fundamental part of Hydro's governance framework and informs decision-making across operations and supply chains. Through risk-based due diligence, supplier engagement and ongoing monitoring, Hydro works to identify, prevent and mitigate potential human rights impacts while promoting fair working conditions and responsible business practices throughout the value chain.

### BUSINESS INTEGRITY

Guided by Hydro's Code of Conduct

### SUPPLIER STANDARDS

Clear requirements for responsible business practices

### DUE DILIGENCE

Risk-based assessment and ongoing monitoring

### TRANSPARENCY

Traceability and accountability throughout the supply chain

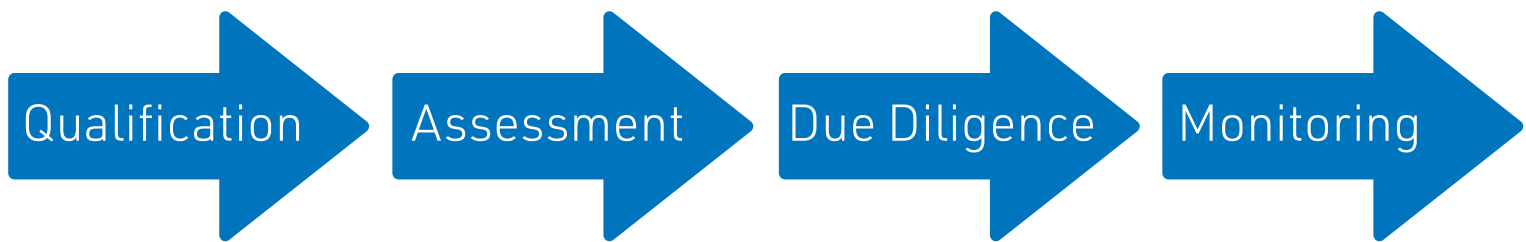
### HUMAN RIGHTS

Commitment to fair and responsible working practices

# RISK MANAGEMENT & DUE DILIGENCE

Responsible sourcing requires more than clear policies. It depends on understanding where risks exist within the supply chain and taking appropriate action to address them.

At TECHNICAL UK and Ireland, our approach is supported by Hydro's risk-based due diligence framework, which aligns with OECD Due Diligence Guidance for Responsible Business Conduct. This helps ensure environmental, social, human rights and governance risks are considered throughout the supply chain.



## SUPPLIER QUALIFICATION

Before a supplier is approved, Hydro carries out a qualification process designed to identify potential risks and assess alignment with responsible sourcing requirements. This may include evaluation of environmental management, labour practices, health and safety performance, business ethics and human rights considerations.

## RISK-BASED APPROACH

Not all supply chain risks are the same. Hydro applies a risk-based approach that prioritises suppliers, materials and regions where the potential environmental, social or governance impacts are greatest. Additional due diligence measures may be applied where higher risks are identified.

## HUMAN RIGHTS DUE DILIGENCE

Respect for human rights forms an important part of Hydro's due diligence process. Assessments consider issues such as working conditions, forced labour, child labour, discrimination and worker welfare. By incorporating human rights into supply chain assessments, Hydro works to identify and mitigate risks before they become issues.

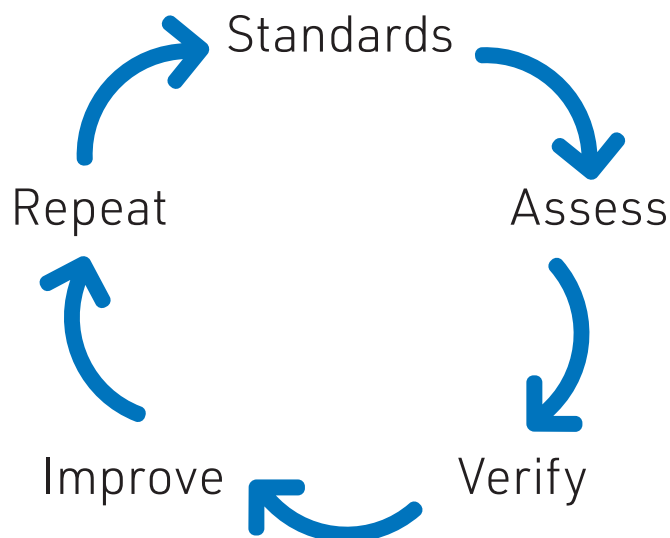
## TRANSPARENCY AND TRACEABILITY

Increasing transparency throughout the value chain helps strengthen responsible sourcing outcomes. Through supplier assessments, sustainability data and material traceability, Hydro is working to provide greater visibility of environmental and social performance across the supply chain.

# SUPPLIER ENGAGEMENT & CONTINUOUS IMPROVEMENT

Responsible sourcing is an ongoing process. Once risks have been identified, Hydro works with suppliers to strengthen performance, address concerns and improve standards across the supply chain.

Through supplier engagement, audits, training and performance reviews, responsible sourcing becomes a part of continuous improvement rather than a one-time assessment.



## SUPPLIER CODE OF CONDUCT

Hydro's Supplier Code of Conduct sets clear expectations for suppliers across environmental responsibility, labour standards, human rights, health and safety and ethical business conduct. These requirements form an important part of supplier agreements and responsible sourcing activities.

## CORRECTIVE ACTION AND IMPROVEMENT

Where appropriate, suppliers may be subject to audits, reviews or additional assessments to verify compliance with responsible sourcing requirements. Independent certifications, such as ASI certification, can also help demonstrate alignment with recognised sustainability standards.

## AUDITS AND VERIFICATION

When opportunities for improvement are identified, Hydro works collaboratively with suppliers to develop action plans, implement corrective measures and monitor progress. This approach supports long-term improvements while strengthening supply chain resilience and accountability.

## BUILDING A MORE RESPONSIBLE SUPPLY CHAIN

Hydro's approach focuses on transparency, traceability and collaboration across the value chain. By working with suppliers, customers and industry stakeholders, the company aims to raise standards, support decarbonisation and improve sustainability performance throughout the aluminium value chain.

# CERTIFICATION & TRACEABILITY

As sustainability requirements become more demanding, independently verified data and third-party verification play an important role in product specification. Certification and traceability help provide confidence that environmental claims are supported by transparent, verifiable information.

At TECHNAL UK and Ireland, our responsible sourcing approach is supported by recognised standards, independently verified product data and Hydro's commitment to transparency throughout the aluminium value chain.

## INDEPENDENT VERIFICATION

Third-party verification provides assurance that environmental and sustainability claims have been independently assessed. Hydro's low-carbon and recycled aluminium are supported by external verification, helping customers make informed decisions based on credible and transparent data.

## RECOGNISED CERTIFICATION

TECHNAL systems benefit from certifications and standards that support responsible sourcing, transparency and sustainability performance throughout the value chain. These include Aluminium Stewardship Initiative (ASI) certification, Environmental Product Declarations (EPDs) and product-specific certifications.

## VERIFIED ENVIRONMENTAL DATA

Access to reliable environmental data is increasingly important for project teams assessing embodied carbon. Through independently verified Environmental Product Declarations, TECHNAL provides transparent information on product performance, supporting whole-life carbon assessments and project sustainability targets.

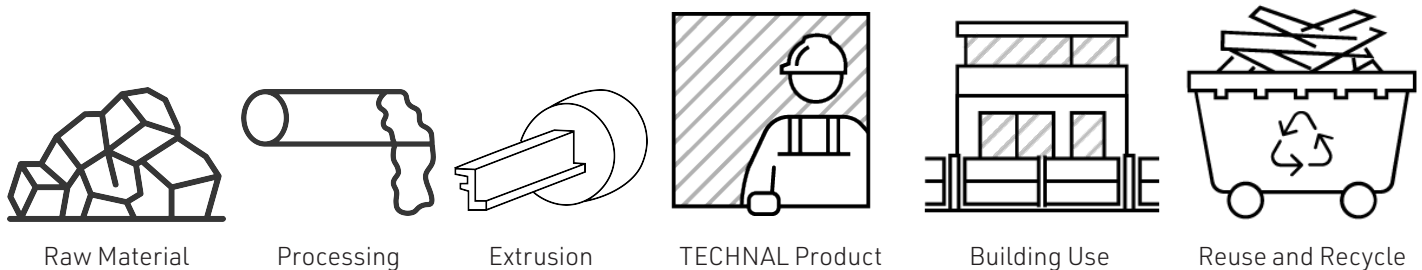
# TRANSPARENCY THROUGH REPORTING

Hydro's sustainability reporting is aligned with internationally recognised frameworks and provides transparency across environmental, social and governance performance. This commitment to disclosure and accountability helps strengthen confidence in responsible sourcing claims and sustainability performance throughout the supply chain.

# TRACEABILITY & TRANSPARENCY

Transparency is a fundamental part of responsible sourcing. Increasingly, project teams require more than sustainability claims. They require access to verified data that demonstrates where materials come from, how they are produced and what environmental impacts they carry.

Through Hydro's traceability systems and sustainability data, TECHNAL UK and Ireland provides greater visibility across the value chain, helping customers make informed decisions and support responsible construction principles.



## PHYSICAL TRACEABILITY

Hydro's approach is based on physical traceability, tracking actual material flows through the value chain rather than relying solely on certificate-based systems. This provides greater confidence in recycled content declarations, carbon footprint calculations and material origin information.

## RECYCLED CONTENT TRANSPARENCY

Understanding the source of recycled material is an important part of responsible specification. Hydro provides information on recycled content and distinguishes between pre-consumer and post-consumer material, supporting accurate sustainability assessments and greater transparency.

## PRODUCT SUSTAINABILITY DATA

Customers increasingly require robust sustainability information to measure embodied carbon and support environmental reporting requirements. Through verified carbon footprint data, EPDs and supporting documentation, TECHNAL helps project teams access the information needed to assess environmental performance.

## SUPPORTING CIRCULAR CONSTRUCTION

Traceability also supports circular construction principles. Understanding the origin, content and environmental profile of a material creates greater opportunity for reuse, recycling and material recovery at the end of a building's life, helping to keep valuable resources in use for longer.

# BUILDING WITH LOWER IMPACT

The construction sector faces increasing pressure to reduce its environmental impact, particularly through the reduction of embodied carbon and the responsible use of resources.

At TECHNICAL UK and Ireland, environmental responsibility extends beyond the products we manufacture. Through Hydro's sustainability strategy, we support a more circular approach to construction by reducing emissions, increasing recycled content, recovering end-of-life aluminium facade products and promoting responsible resource management throughout the aluminium value chain.

## CLIMATE

## CIRCULARITY

## NATURE

## RESPONSIBLE PRODUCTION

### CLIMATE ACTION

Hydro is committed to reducing emissions across its operations and value chain, with targets to reduce Scope 1 and 2 emissions by 30% by 2030 and achieve net-zero emissions by 2050 or earlier. In parallel, Hydro is working to reduce upstream supply chain emissions and increase the availability of lower-carbon aluminium solutions.

### ADVANCING CIRCULARITY

Aluminium can be recycled repeatedly without losing its properties. Hydro continues to increase its post-consumer recycling capacity and develop new technologies that keep materials in use for longer, helping reduce the need for virgin raw materials and supporting circular construction practices.

### NATURE AND RESPONSIBLE RESOURCE MANAGEMENT

Hydro's sustainability strategy also includes commitments to biodiversity, resource efficiency and responsible land management. By integrating environmental considerations throughout the value chain, Hydro aims to contribute to a lower-impact and more resource-efficient future.

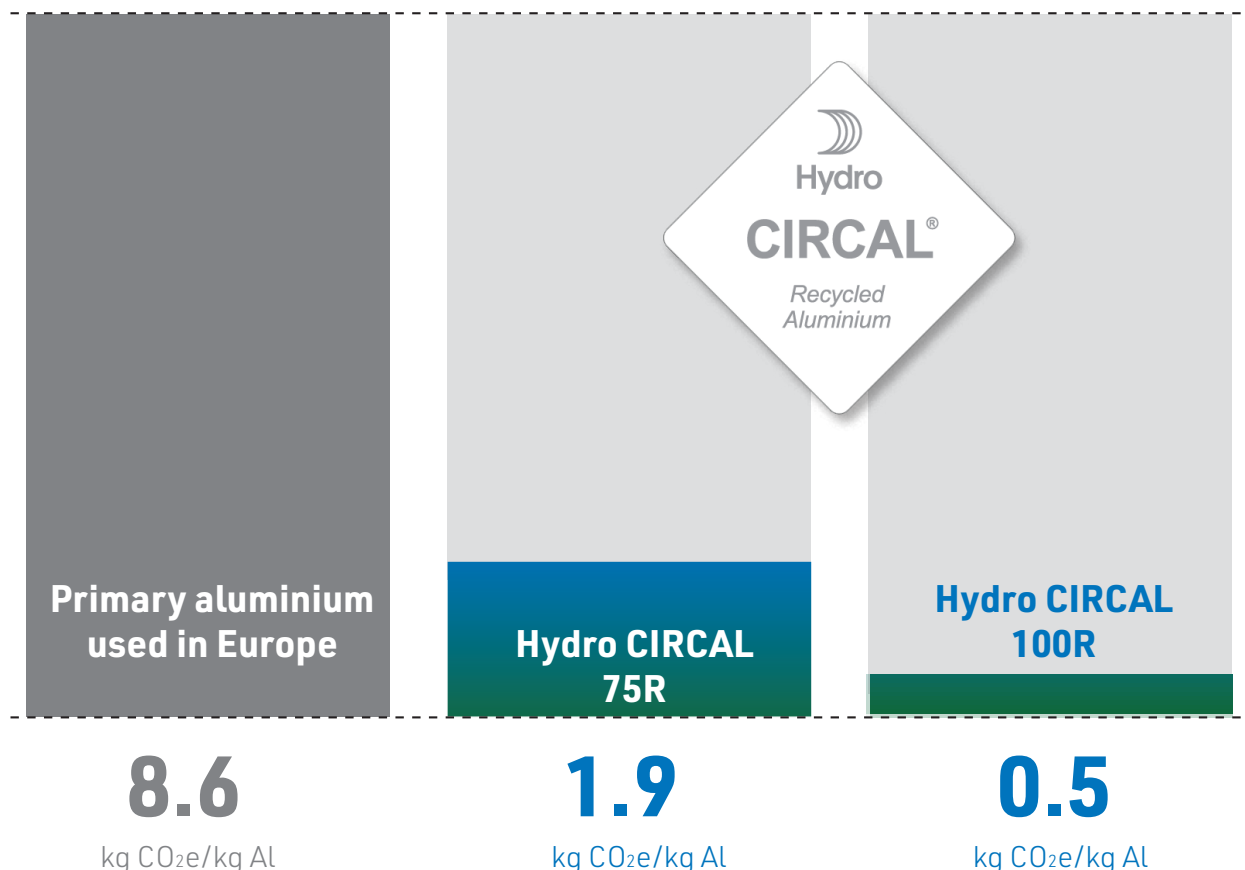
Lower-carbon materials, increased recycling and responsible production are helping transform the way aluminium is used within the built environment.

# LOW-CARBON ALUMINIUM

## REDUCING EMBODIED CARBON

As operational emissions from buildings continue to reduce, embodied carbon is becoming a more important part of project sustainability assessments.

At TECHNAL UK and Ireland, low-carbon aluminium plays a central role in reducing the environmental impact of our systems. By using recycled aluminium from end-of-life products, we help lower emissions without any detriment to the quality or availability of our products.



### HYDRO CIRCAL® 75R

TECHNAL systems are supplied as standard in Hydro CIRCAL® 75R, a premium recycled aluminium containing a minimum of 75% post-consumer scrap. Sourced from end-of-life windows, doors, facades and other aluminium building systems, Hydro CIRCAL® 75R has a carbon footprint of just 1.9kg CO<sub>2</sub>e per kilogram of aluminium.

### HYDRO CIRCAL® 100R

Hydro has further advanced aluminium recycling through Hydro CIRCAL® 100R, produced from 100% post-consumer scrap. With a carbon footprint of 0.5kg CO<sub>2</sub>e per kilogram of aluminium, it demonstrates the potential of circular materials to significantly reduce embodied carbon within the built environment.

## VERIFIED PERFORMANCE

Both Hydro CIRCAL® products are supported by independently verified environmental data, providing customers with transparent data on recycled content and carbon footprint to support project sustainability objectives.

# CIRCULAR CONSTRUCTION IN PRACTICE

The construction industry is increasingly focused on reducing embodied carbon, minimising waste and making better use of existing resources. Circular construction plays an important role in achieving these goals by keeping materials in use for longer and ensuring valuable materials remain in circulation at the end of a building's life.

At TECHNAL UK and Ireland, circularity extends beyond the use of recycled aluminium. We work with clients, contractors, facade specialists and project teams to facilitate the recovery, segregation and recycling of post-consumer aluminium, helping to create a direct route from existing buildings back into the production of new architectural systems.

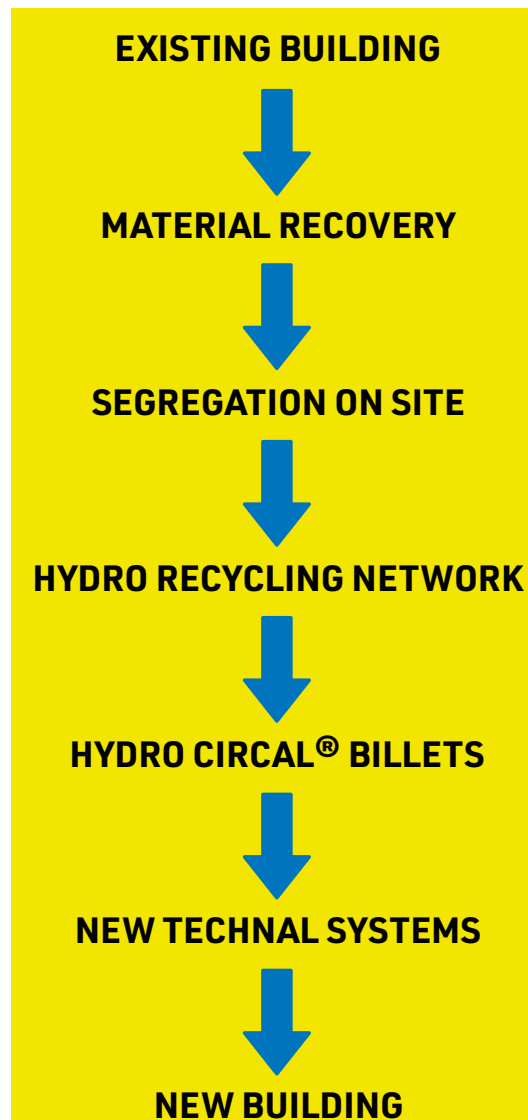
By combining low-carbon aluminium, long-life system design and material recovery initiatives, we support a more resource-efficient approach to construction while helping customers reduce embodied carbon.

## DESIGNING FOR LONGEVITY

Durable, adaptable systems designed to support long building lifecycles and reduce resource consumption.

## RECYCLED MATERIALS THAT STAY IN USE

Hydro CIRCAL® 75R is supplied as standard and contains a minimum of 75% recycled post-consumer aluminium, helping reduce embodied carbon.



## SUPPORTING MATERIAL RECOVERY

TECHNAL UK and Ireland works with project teams to recover and segregate post-consumer aluminium for recycling.

## FROM BUILDING TO BUILDING

Recovered aluminium is returned to Hydro's recycling network and transformed into new Hydro CIRCAL® billets for future construction projects.

## CIRCULARITY AT TECHNAL UK AND IRELAND

- Hydro CIRCAL® 75R supplied as standard
- Minimum 75% recycled post-consumer aluminium
- Support for post-consumer scrap collection
- Material segregation and recovery guidance
- Reintegration into Hydro's recycling network
- Production of new Hydro CIRCAL® billets from recycled material
- Long-life aluminium window, door and facade systems
- 95% recyclable at end-of-life
- Support for refurbishment and retrofit projects
- Transparent project-specific EPDs and environmental data
- Reduced embodied carbon through recycled content



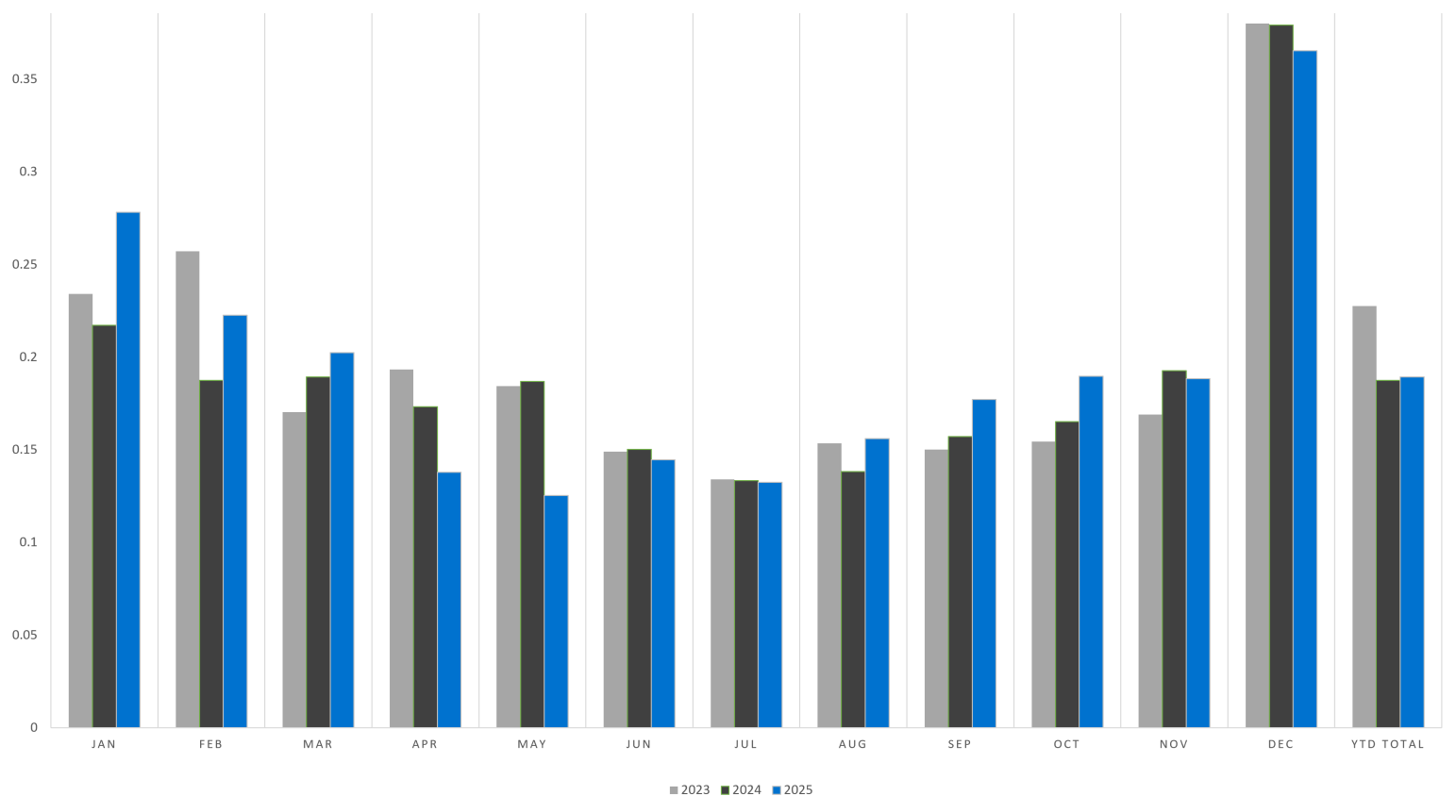
# PERFORMANCE IN PRACTICE

Reducing embodied carbon requires more than innovation in materials. It also depends on continuous improvement across manufacturing and operational processes.

At TECHNAL UK and Ireland, we monitor the carbon intensity of the products sold from our UK and Ireland operations as our commitment to responsible sourcing, resource efficiency and lower-carbon construction.

## CO2 PER TONNE OF OUTPUT

This metric measures the carbon emissions with each tonne of product sold from our UK and Ireland sites. Tracking performance over time helps identify opportunities for improvement and demonstrates progress towards reducing the carbon impact of our operations.



**MONITORING CARBON INTENSITY HELPS ENSURE THAT PROGRESS TOWARDS LOWER-CARBON CONSTRUCTION IS SUPPORTED BY MEASURABLE IMPROVEMENTS ACROSS MATERIALS AND OPERATIONS.**

# RESOURCE EFFICIENCY & WASTE MANAGEMENT

Responsible sourcing extends beyond the products we supply. It also includes how resources are managed across our operations and how we minimise environmental impact throughout our UK and Ireland sites.

At TECHNAL UK & Ireland, we focus on reducing waste, improving material utilisation and maximising recycling across our sites. Through effective environmental management and responsible waste handling, we support a more efficient use of resources while contributing to Hydro's wider circularity objectives.

## ZERO WASTE TO LANDFILL

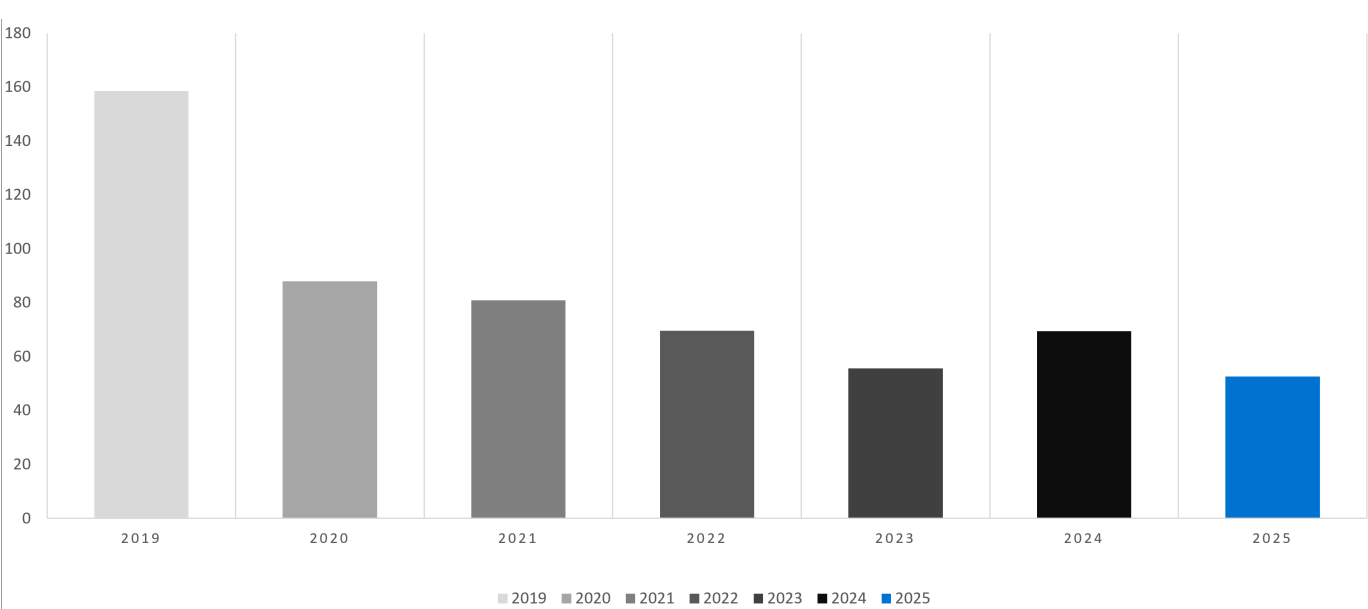
All TECHNAL UK and Ireland sites now operate as Zero Waste to Landfill, ensuring waste generated through our operations is diverted from landfill through recycling, recovery and other approved treatment routes rather than disposal to landfill.

This approach helps preserve valuable resources and supports our commitment to responsible environmental management.

## WASTE PERFORMANCE

Monitoring waste generation helps us understand operational performance and identify opportunities to improve efficiency across our sites.

## TONNES WASTE GENERATED PER YEAR



Annual waste generation across TECHNAL UK and Ireland operations.

**BY COMBINING RESPONSIBLE WASTE MANAGEMENT WITH SUPPORT FOR ALUMINIUM RECOVERY AND RECYCLING, TECHNAL UK AND IRELAND HELPS KEEP MATERIALS IN USE AND CONTRIBUTES TO A MORE CIRCULAR CONSTRUCTION INDUSTRY.**

# PACKAGING AND MATERIAL EFFICIENCY

Efficient use of materials is an important part of reducing environmental impact across our operations. Alongside waste reduction initiatives, TECHNAL UK and Ireland continues to review packaging materials, procurement practices and product protection requirements to identify opportunities to reduce material consumption while maintaining product quality throughout the supply chain.

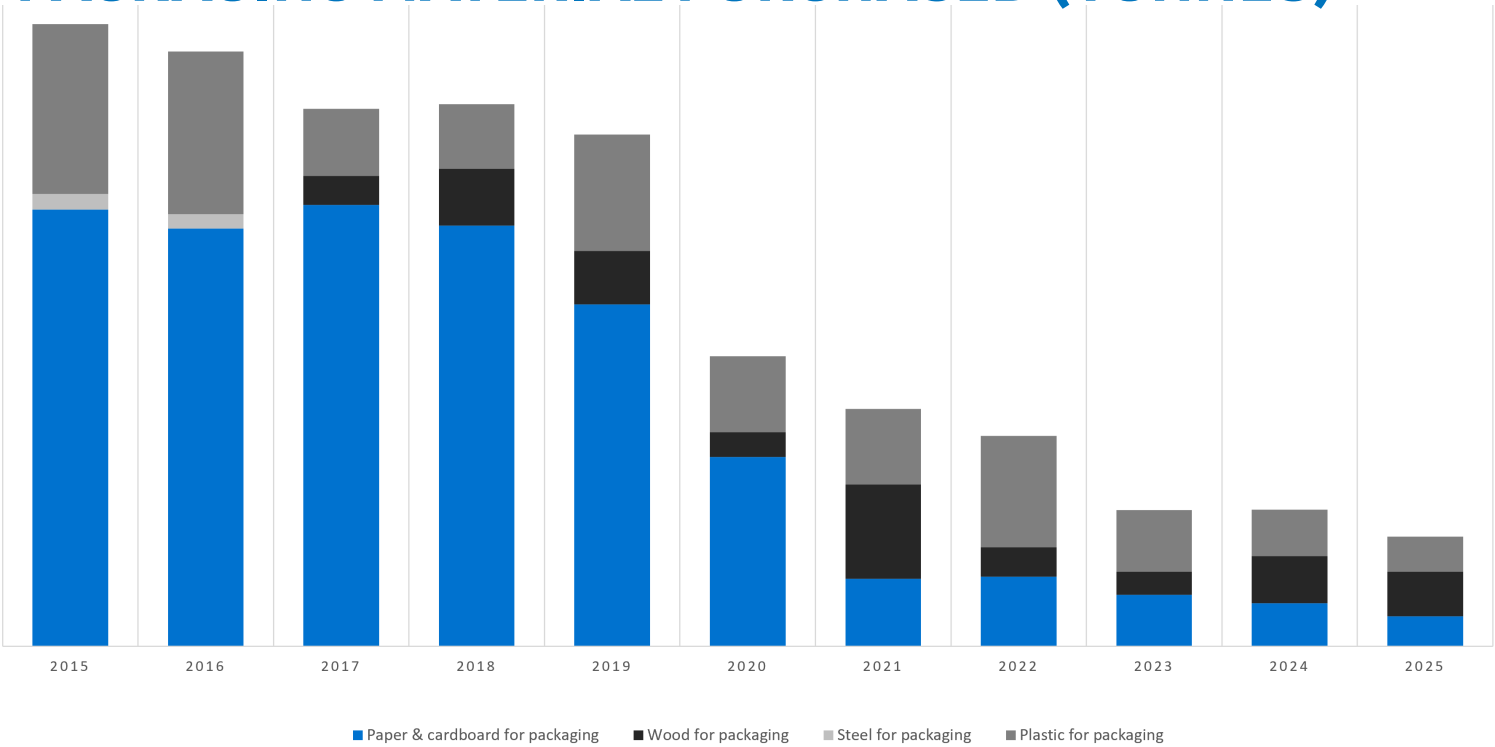
## RESPONSIBLE PACKAGING

Packaging plays a critical role in protecting products during storage, transportation and installation. Our focus is on using materials efficiently, reducing unnecessary packaging and increasing the use of reusable packaging solutions across our operations.

Where product requirements allow, reusable packaging solutions help reduce material consumption, minimise waste and support a more efficient use of resources throughout the supply chain.

Regular reviews ensure packaging remains fit for purpose while identifying opportunities to improve environmental performance.

## PACKAGING MATERIAL PURCHASED (TONNES)



Packaging material purchased across UK and Ireland operations.

**MONITORING PACKAGING CONSUMPTION HELPS IDENTIFY TRENDS, IMPROVE PROCUREMENT DECISIONS AND TARGET OPPORTUNITIES TO REDUCE MATERIAL CONSUMPTION ACROSS OUR SITES.**

# ENERGY PERFORMANCE

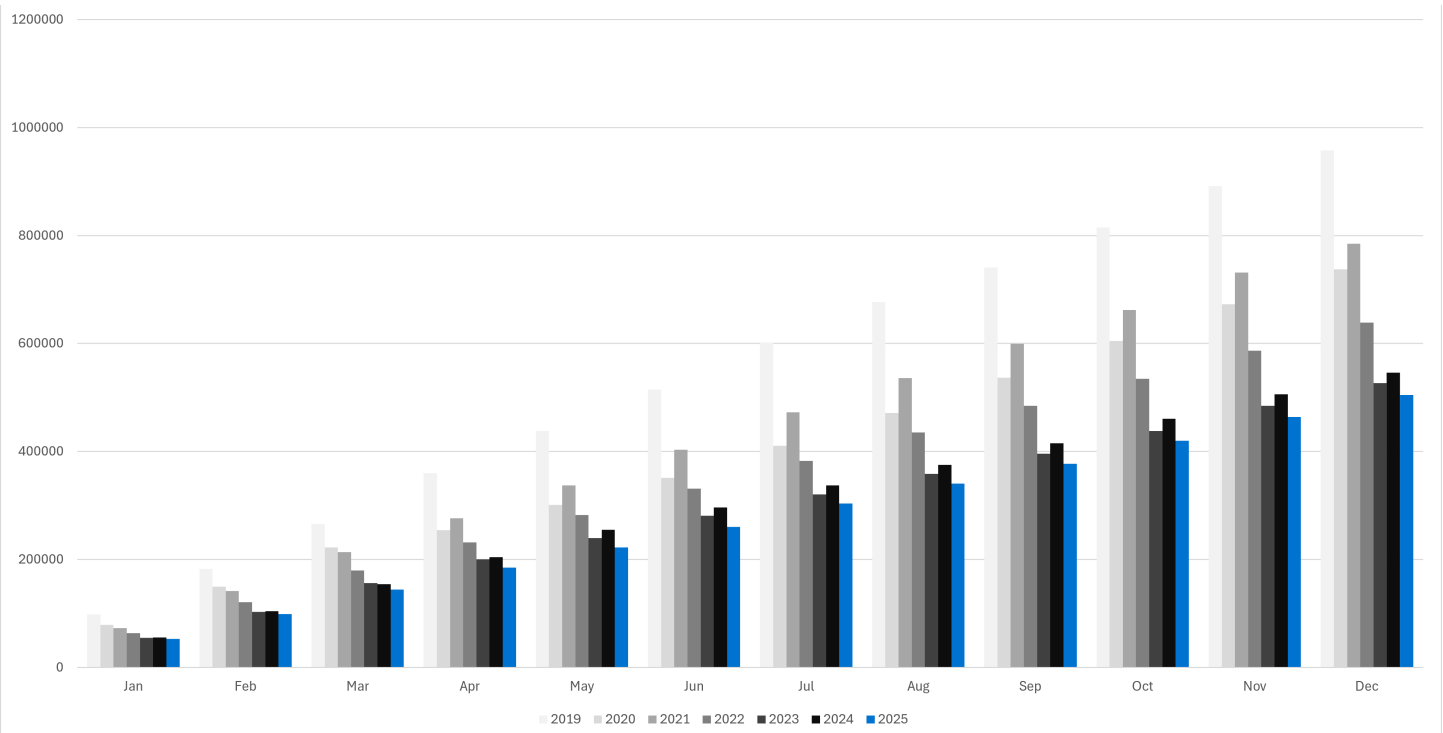
Efficient energy management is an important part of operating responsibly and maintaining efficient manufacturing and distribution activities across the UK and Ireland.

At TECHNAL UK & Ireland, we monitor electricity use and review resource consumption to identify opportunities for improvement. Site-based initiatives and operational controls help support efficient day-to-day operations while maintaining product quality and service levels.

## ELECTRICITY USE

Monitoring electricity consumption provides a clear picture of how energy is used across our operations and helps track the effectiveness of efficiency measures over time.

### ELECTRICITY USE KWh



Electricity consumption across TECHNAL UK & Ireland operations.

## ENERGY MANAGEMENT

Electricity use is reviewed regularly to identify trends and opportunities for improvement. Site teams monitor performance and implement practical measures that support efficient manufacturing, warehousing and office environments.

Initiatives include:

- Equipment upgrades
- Improved operational controls
- Process optimisation
- Site performance reviews
- Monitoring and targeting energy consumption

## WATER MANAGEMENT

Water consumption is monitored as part of our wider environmental management approach.

Across our sites, measures have been introduced to reduce unnecessary usage and improve efficiency, including:

- Water-saving fittings
- Leak detection and prevention
- Consumption monitoring
- Improved operational controls



# SOCIAL RESPONSIBILITY

## SUPPORTING PEOPLE, COMMUNITIES AND RESPONSIBLE BUSINESS PRACTICES

At TECHNICAL UK and Ireland, responsible sourcing extends beyond environmental performance and includes how we support the people who work within our business and throughout our supply chain.

As part of Hydro Building Systems, our approach is aligned with Hydro's commitment to a Just and Green Transition, recognising that long-term success depends on supporting people, developing skills and maintaining responsible business practices across the value chain.

### A RESPONSIBLE EMPLOYER

Creating a workplace built on fairness, respect and opportunity is fundamental to how we operate.

TECHNICAL UK and Ireland is committed to responsible employment practices that support recruitment, development and retention across the business. This includes providing opportunities for career development, promoting equal opportunity and maintaining clear expectations for professional conduct.

### A JUST TRANSITION

The transition to a lower-carbon economy is changing the way businesses operate and the skills required across the construction industry.

For TECHNICAL UK and Ireland, a Just Transition means supporting employees through change by investing in skills, encouraging development and making sure our ambitions create opportunities for current and future employees.

### OUR APPROACH

- Fair employment practices
- Skills development
- Employee engagement
- Professional growth
- Responsible business conduct

**SUPPORTING A LOWER-CARBON FUTURE REQUIRES INVESTMENT IN PEOPLE AS WELL PRODUCTS, PROCESSES AND TECHNOLOGY.**

# HUMAN RIGHTS & WELLBEING

Respect for people is a fundamental element of responsible sourcing and responsible business conduct.

Through Hydro's governance framework and due diligence processes, human rights considerations are integrated into decision-making across operations and supply chain.

## HUMAN RIGHTS

Hydro's approach is aligned with internationally recognised frameworks including the UN Guiding Principles on Business and Human Rights and OECD Due Diligence Guidance.

These principles help identify, prevent and address potential risks relating to labour conditions, worker welfare and responsible business conduct throughout the value chain.

## HEALTH, SAFETY & WELLBEING

Maintaining a safe working environment remains a priority across all TECHNICAL UK & Ireland operations.

Alongside established health and safety procedures, we recognise the importance of supporting employee wellbeing and creating a workplace where individuals feel supported to perform their roles effectively.

This includes promoting open communication, encouraging a positive working environment and providing access to support where needed.

## PEOPLE & PERFORMANCE

A successful business relies on an engaged and capable workforce.

By supporting employee wellbeing, maintaining high standards of safety and creating a positive working environment, TECHNICAL UK & Ireland aims to provide the conditions that enable people to contribute and develop over the long term.

### PEOPLE AT THE CENTRE

- Respect for human rights
- Safe working environments
- Employee wellbeing
- Fair treatment
- Positive workplace culture

**RESPONSIBLE BUSINESS PRACTICES HELP ENSURE POSITIVE OUTCOMES FOR BOTH THE PEOPLE WHO WORK WITHIN OUR ORGANISATION AND THOSE CONNECTED TO OUR WIDER SUPPLY CHAIN.**

# DIVERSITY, INCLUSION AND BELONGING

A diverse workforce brings different perspectives, experiences and ideas that help strengthen decision-making, collaboration and innovation.

At TECHNAL UK & Ireland, we are committed to creating a workplace where people feel respected, valued and able to contribute fully. Our approach aligns with Hydro's Diversity, Inclusion and Belonging strategy, which recognises that diversity extends beyond visible characteristics to include different backgrounds, experiences, education, skills and ways of thinking.

We believe that an inclusive workplace is one where every individual has the opportunity to develop, contribute and succeed.

## OUR DIB STRATEGY

Our Diversity, Inclusion and Belonging strategy is built around three key areas.

### REPRESENTATION

Working towards a workforce that better reflects the communities, customers and industries we serve.

### AWARENESS

Increasing understanding and encouraging inclusive behaviours through communication, leadership engagement and ongoing learning opportunities.

### ACCOUNTABILITY

Measuring progress, like listening to employee feedback and reviewing policies and practices to identify areas for improvement.

## GENDER REPRESENTATION

### 2030 TARGETS

♀ 50% of new hires

♀ 27% female employees

Our focus is particularly on operational and sales functions, where increasing representation can help create a more balanced and inclusive workforce.

## DIB IN ACTION

- Dedicated DIB Working Group
- Employee-led Women's Network
- Inclusive recruitment goals
- Flexible working arrangements
- Enhanced parental leave support
- Employee feedback and engagement

## EMPLOYEE NETWORKS AND INITIATIVES

Employee feedback helps shape workplace improvements across the business. Recent initiatives include:

- Enhanced parental leave provisions
- Flexible working arrangements
- Female and maternity-fit workwear
- Free period products across our sites

These measures support a more inclusive working environment and help remove barriers for employees at different stages of their careers.

**CREATING A WORKPLACE WHERE PEOPLE FEEL VALUED, RESPECTED AND ABLE TO CONTRIBUTE FULLY HELPS BUILD A STRONGER BUSINESS, WITH BETTER OUTCOMES FOR OUR CUSTOMERS AND A MORE INCLUSIVE FUTURE FOR THE CONSTRUCTION INDUSTRY.**

# LEARNING AND DEVELOPMENT

Developing skills, knowledge and capability is essential to supporting individual career growth and the long-term success of the business.

At TECHNAL UK and Ireland, we are committed to providing employees with opportunities to develop professionally throughout their careers. Through structured training, professional qualifications, knowledge sharing and on-the-job learning, we support employees in building new skills and preparing for future opportunities.

As part of Hydro Building Systems, our approach aligns with Hydro's broader commitment to developing talent, supporting lifelong learning and building the skills needed for a changing construction industry.

## INVESTING IN PEOPLE

Our people are at the centre of our business, and many employees choose to build long-term careers with TECHNAL UK and Ireland.

Where possible, we aim to develop and promote from within, supporting progression across technical, operational, commercial and leadership roles.

Annual performance and development reviews provide opportunities for employees and managers to discuss objectives, skills development and future career aspirations.

## LEARNING THROUGH EXPERIENCE

Development takes many forms. Alongside formal training, employees gain experience through day-to-day responsibilities, mentoring, project work and collaboration across teams.

This combination of structured learning and practical experience helps employees strengthen existing skills while developing new capabilities.

## LEARNING AND DEVELOPMENT IN ACTION

- Internal and external training programmes
- Professional qualifications
- Leadership development
- Technical skills development
- On-the-job learning
- Career progression opportunities
- Annual performance and development reviews

## TRAINING DATA

100+ employees across the UK & Ireland

430+ hours of formal training attended

Internal and external development programmes

## PROFESSIONAL DEVELOPMENT

Training and development opportunities are available across a broad range of disciplines and may include:

- Leadership and management
- Technical and engineering development
- Building Safety
- CIPD qualifications
- Accountancy (AAT)
- First Aid
- Fire Marshal training
- IPAF and operational training
- Role-specific professional development

All employees also receive induction training covering health and safety, sustainability, human rights, corporate responsibility and ethical business conduct.

# HEALTH, SAFETY AND WELLBEING

Protecting the health, safety and wellbeing of employees, contractors and visitors is a priority across all TECHNAL UK & Ireland operations.

As part of Hydro Building Systems, our approach is aligned with Hydro's commitment to preventing harm through effective risk management, workforce engagement and strong operational controls. The objective is simple: everyone should return home safe and healthy every day.

## SAFETY CULTURE

At TECHNAL UK and Ireland, health and safety is integrated into day-to-day activities across our offices, warehouses and operational sites. Employees are encouraged to identify hazards, report concerns and contribute to a culture where safety remains a core consideration in decision-making.

## RISK MANAGEMENT

Across our operations, risk assessments, workplace inspections and safe systems of work help identify potential hazards and ensure appropriate controls are in place. Lessons learned from incidents, near misses and observations are reviewed to support ongoing improvements and strengthen operational performance.

## HEALTH & WELLBEING

Alongside physical safety, we recognise the importance of wellbeing and seek to provide an environment where employees feel supported and able to perform at their best. This includes promoting open communication, encouraging positive workplace practices and providing access to support where required.

## CONTINUOUS IMPROVEMENT

Regular audits, performance monitoring, training and employee involvement help ensure that health and safety remains a focus across our operations. By reviewing performance and identifying opportunities for improvement, we continue to strengthen our approach and support safer workplaces.

## HEALTH, SAFETY & WELLBEING IN ACTION

- Risk assessments and safe systems of work
- Employee health and safety training
- Incident and near-miss reporting
- Workplace inspections and audits
- Wellbeing support initiatives
- Continuous performance modelling

## HSE PERFORMANCE

- 27 WOC (Walk, Observe, Communicate) carried out per month (avg)
- 32 Peer 2 Peer safety assessments carried out each month (avg)
- 99 Workplace Inspections completed in 2025

**A SAFE WORKPLACE DEPENDS ON PARTICIPATION, AWARENESS AND CONTINUAL IMPROVEMENT. BY EMBEDDING HEALTH AND SAFETY INTO EVERYDAY ACTIVITIES, TECHNAL UK AND IRELAND WORKS TO SUPPORT THE WELLBEING OF EMPLOYEES, CONTRACTORS AND VISITORS ACROSS ITS OPERATIONS.**

# SUPPORTING COMMUNITIES

Creating positive outcomes extends beyond our own operations. As part of Hydro Building Systems, TECHNICAL UK & Ireland supports an approach to community investment that focuses on education, skills development and strengthening the communities connected to our business.

Hydro's social ambition is to improve lives and livelihoods where it operates. This includes investing in education, supporting future skills development and contributing to positive local development through partnerships and community engagement.

## EDUCATION & SKILLS

Hydro has committed to supporting education and skills development for 500,000 people by 2030 through training, apprenticeships and community programmes.

At TECHNICAL UK & Ireland, this is reflected through apprenticeships, work-based learning and support for developing future talent within the construction industry.

## SUPPORTING LOCAL COMMUNITIES

Hydro's approach to community development is built on active engagement, stakeholder dialogue and understanding local needs. By working with communities, educational institutions and industry partners, Hydro aims to create long-term value beyond its operations.

Across the UK and Ireland, TECHNICAL supports local employment, skills development and the wider construction industry through knowledge-sharing, training and engagement activities that promote professional development and industry best practice.

## MAKING A POSITIVE IMPACT

Whether through education, employment opportunities or skills development, the focus is on creating lasting value for people and communities.

This approach reflects a simple principle: successful businesses depend on successful communities. By supporting learning, developing talent and investing in future skills, we can help strengthen the industries and communities in which we operate.

## COMMUNITY IMPACT IN ACTION

- Supporting education and skills development
- Apprenticeship and training opportunities
- Local employment across the UK and Ireland
- Industry engagement and knowledge sharing
- Community focused partnerships

**SUPPORTING EDUCATION, SKILLS AND LOCAL DEVELOPMENT HELPS CREATE OPPORTUNITIES AND STRENGTHENS THE COMMUNITIES AND INDUSTRIES CONNECTED TO OUR BUSINESS.**

# TRANSPARENCY AND REPORTING

Access to reliable sustainability information is increasingly important for architects, contractors, developers and building owners.

At TECHNICAL UK and Ireland, customers have access to independently verified product information that supports embodied carbon assessments, sustainability reporting and responsible specification decisions. This approach is supported by Hydro's commitment to transparency and disclosure across environmental, social and governance (ESG) performance.

## ENVIRONMENTAL PRODUCT DECLARATIONS

Environmental Product Declarations (EPDs) provide independently verified lifecycle data to help project teams understand the environmental impact of products and materials.

Alongside standard product EPDs, project-specific assessments can be produced using actual project quantities and system specifications. This enables teams to calculate the environmental impact of aluminium systems on a project basis, supporting embodied carbon assessments, sustainability reporting and certification requirements.

## SUPPORTING CUSTOMER REPORTING

Sustainability data is increasingly required throughout the construction process.

Product documentation, environmental data and disclosure information help customers respond to project reporting requirements and support sustainability assessments with consistent, verified information.

## ESG REPORTING

Hydro publishes sustainability information covering environmental, social and governance (ESG) performance, providing visibility of progress, priorities and performance across the business. These disclosures support transparency for customers, investors and other stakeholders.

## PREPARING FOR FUTURE REQUIREMENTS

Reporting expectations continue to evolve, with greater emphasis on environmental data, carbon reporting and supply chain accountability.

TECHNICAL UK & Ireland continues to support these requirements through access to verified sustainability information and alignment with Hydro's wider reporting framework.

## REPORTING IN ACTION

- Environmental Product Declarations (EPDS)
- Project-specific environmental impact assessments
- Product carbon footprint information
- Independently verified sustainability data
- ESG reporting and disclosure

**RELIABLE DATA AND TRANSPARENT REPORTING HELP CUSTOMERS MAKE INFORMED DECISIONS AND BETTER UNDERSTAND THE ENVIRONMENTAL IMPACT OF THEIR PROJECTS.**

# CONTINUOUS IMPROVEMENT

Responsible sourcing is an ongoing process. As expectations across the construction sector continue to evolve, TECHNICAL UK and Ireland remains focused on improving environmental performance, strengthening transparency and supporting more sustainable outcomes for our customers.

Our approach is supported by Hydro's ambition to contribute to a just and green transition through responsible production, circular solutions and the development of lower-carbon aluminium. Hydro's sustainability ambitions are centred around climate action, circularity, nature, social responsibility and transparency.

## OUR PRIORITIES

### LOWER EMBODIED CARBON

Continue supporting projects through the use of low-carbon and recycled aluminium solutions, including Hydro CIRCAL® and increased use of post-consumer scrap.

### CIRCULAR CONSTRUCTION

Expand support for material recovery initiatives that enable post-consumer aluminium from existing buildings to be recovered and reintroduced into Hydro's recycling network.

### TRANSPARENCY

Provide customers with access to verified sustainability information that supports embodied carbon assessments, project reporting and informed specification decisions.

### RESPONSIBLE OPERATIONS

Continue improving efficiency across UK and Ireland operations through responsible management of energy, materials, packaging and waste. This includes maintaining Zero Waste to Landfill.

## IMPROVEMENT IN ACTION

- Low-carbon aluminium solutions
- Post-consumer material recovery
- Product transparency and reporting
- Resource efficiency initiatives
- Responsible supply chain practices
- Ongoing operational improvements

**CONTINUOUS IMPROVEMENT HELPS ENSURE RESPONSIBLE SOURCING REMAINS ALIGNED WITH THE CHANGING NEEDS OF CUSTOMERS, PROJECTS AND THE WIDER CONSTRUCTION INDUSTRY.**

# OUR COMMITMENT

The built environment has a significant role to play in addressing environmental and social change. As demand grows for lower-carbon buildings and greater supply chain transparency, collaboration across the value chain becomes increasingly important.

TECHNAL UK and Ireland will continue working with customers, suppliers and industry partners to support responsible sourcing, reducing embodied carbon and advance circular construction practices.

As part of Hydro Building Systems, we support Hydro's long-term sustainability ambitions, including:

- Net-zero aluminium by 2050 or earlier
- Increased post-consumer recycling capacity and circular material flows
- Contributing to a nature-positive future and responsible resource management
- Greater transparency and traceability of sustainability data
- Supporting education, skills development and a just transition



At TECHNAL UK and Ireland, we remain committed to:

- Supporting responsible sourcing throughout the supply chain
- Increasing circularity within construction projects
- Providing independently verified sustainability information
- Reducing the environmental impact of our operations
- Supporting employees, customers and communities

**THROUGH RESPONSIBLE SOURCING, CIRCULAR CONSTRUCTION AND TRANSPARENT ENVIRONMENTAL DATA, TECHNAL UK AND IRELAND IS HELPING CUSTOMERS MAKE INFORMED CHOICES AND CONTRIBUTE TO A MORE SUSTAINABLE BUILT ENVIRONMENT.**

# LOOKING FORWARD

Thank you for taking the time to explore our approach to responsible sourcing.

The progress outlines throughout this document reflects the commitment of our employees, customers, suppliers and industry partners. Whether improving operational performance, supporting circular construction or increasing transparency, meaningful progress is achieved through collaboration.

As the construction industry continues to evolve, so too will the expectations placed on materials, buildings and supply chains. We recognise that there is always more to do, and we remain committed to listening, learning and improving.

At TECHNAL UK and Ireland, we are proud to be part of a business that is helping to shape a more resource-efficient and lower-carbon future. Supported by Hydro's long-term sustainability ambitions, we will continue to work with our customers and partners to develop practical solutions that deliver lasting value for buildings, people and communities.

## A SHARED JOURNEY

The transition to a more sustainable built environment cannot be achieved by any one organisation alone.

It relies on collaboration across the entire value chain, from product manufacturers and supply chain partners to architects, contractors, developers and building owners. By working together, we can help create buildings that use resources more efficiently, support circularity and provide long-term value for future generations.

## THANK YOU

For further information about TECHNAL UK and Ireland, our sustainability initiatives or responsible sourcing approach, contact us at [info.uk@hydro.com](mailto:info.uk@hydro.com) or visit: [www.technal.co.uk](http://www.technal.co.uk)

**WE BELIEVE RESPONSIBLE SOURCING IS NOT A DESTINATION, BUT A RESPONSIBILITY. THROUGH COLLABORATION, INNOVATION AND CONTINUOUS IMPROVEMENT, TECHNAL UK AND IRELAND WILL CONTINUE TO SUPPORT A MORE SUSTAINABLE BUILT ENVIRONMENT FOR THE FUTURE.**



IMAGINE WHAT'S NEXT

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