

The background of the entire page is a dynamic, high-contrast image of welding sparks. The sparks are depicted as numerous thin, bright orange and yellow lines radiating from a central point on the right side, creating a sense of intense heat and movement. The overall color palette is dominated by deep blues and teals, which contrast sharply with the bright, fiery sparks. The text is overlaid on a dark horizontal band in the upper third of the image.

WELDFAST'S
ENVIRONMENTAL, SOCIAL
AND GOVERNANCE (ESG)
COMMITMENTS

WELDFAST
UK

FOREWORD

Weldfast is a leading independent wholesaler of Welding, Cutting, Safety Equipment and Associated Products. We know the value of our customers and we aim to offer the highest quality service and products at the best possible price.

Established from humble beginnings in 2006 by local entrepreneur brothers Nigel and Steve Nixon, Weldfast now operate from its distribution centre in Newcastle- Under-Lyme, Staffordshire.

Weldfast have strong working partnerships with many leading brands including Cebora, Tecmen, Parker and 3M to name just a few and their on-going support is crucial to our business.

We believe that continuous innovation, a focus on quality and a commitment to customer satisfaction will drive Weldfast's success. We want to be the UK's leading importer and distributor of welding machinery and consumables.

Our vision is underpinned by our commitment to our approach to Environmental, Social and Corporate Governance and is demonstrated through our pledge to:

- Deliver sustainability for a better world
- Provide a great place to work
- Operate transparently and responsibly in all that we do.

Robert Bastock, Managing Director

Robert Bastock

ENVIRONMENTAL OBJECTIVES

We want to deliver sustainability for a better world. We aim to minimise our environmental impact and aim to be Net Zero by 2035.

Under our commitment to the United Nations Sustainable Development Goals (SDGs), we have identified two SDGs through which we can make the greatest contribution to the environment:



① Reduce our carbon footprint and impact on the climate

We pledge to comply with all relevant environmental legislation, regulations and codes including Streamlined Energy and Carbon Reporting (SECR).

We already use 100% renewable energy and commit to keep that standard. We intend to achieve appropriate environmental certification at our head office by 2030.

② Reduce our waste and impact on nature and biodiversity

We are keen to minimise our impact on the environment.

We are actively looking at the composition of materials and products we sell and work with our suppliers to have products in our range certified to a certain standard. We also have both a quality and environmental assurance of what we sell to our clients.

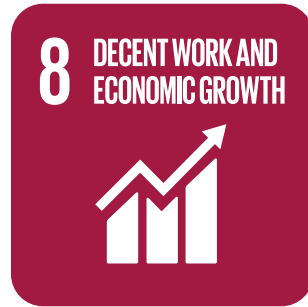
③ Advocate for sustainability

In our commitment to sustainability, we work with our suppliers to ensure that their products include as much recycled material as possible, that they reduce single use plastic and overall consider environmental impact of their products.

We are also looking to educate our employees on how they can act more sustainably both at work and at home.

SOCIAL OBJECTIVES

To maximise our social impact, we are focusing on the following two SDGs where we are confident we can make the greatest contribution.



1 Provide a great place to work for all

We are striving to ensure that Weldfast is a great place to work. Because we care about our employees, their wellbeing and their suggestions, we are setting up an **Employees Voice** group which will enable staff to engage with directors and raise concerns as well as suggestions on a regular basis. We are holding quarterly **town halls** to keep staff informed about business developments as well as giving everyone a chance to ask questions.

We want to ensure a good working environment and will be investing in improving our office facilities as well as team building.

a. Advocating equality, diversity and inclusion (EDI)

We are committed to encouraging equality, diversity, and inclusion among our workforce, and creating a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued. Our commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity, and inclusion policy.

We also want to see these values carried through our supply chains.

b. Promoting health and wellbeing

Health, Safety & Well-being is of the utmost importance. We strongly believe all individuals working for or on behalf of the company have the right to work in a safe and suitable environment, and we are committed to ensuring our site has mitigated all risks.

We promote and encourage a healthier and happier workplace through our Health and Well-being initiatives and Well-being Policy.

We also commit to:

- Roll-out an Employee Assistance Programme by 2026
- Improve the breakout area at head office
- Organise webinars on Mental Health

c. Promote skills development

We want to invest in our employees and ensure they are motivated and encouraged to progress in their current role. We want to help our people develop their expertise and invest in their career development.

We are currently mapping skills in the company with the aim of being able to offer a career development plan.

In the coming years, we also aim to improve on our apprenticeship scheme to encourage young people into employment and find a career path in the welding industry.

② Positively impact our communities

We are starting to raise funds for unprivileged people in the local community, helping with necessities and primary support including mental health.

We encourage our colleagues to raise funds and as a company, support them sharing their fundraising activity with colleagues to expand the reach of their contributions.

We are looking to work with local schools through donation of high-visibility waistcoats to enable children to go to and from school trips. To also supply schools with small size working gloves for children to do some gardening. Additionally, we want to engage with schools to promote different career paths and role models.

GOVERNANCE OBJECTIVES

① Maintain transparency across our business

We are dedicated to upholding ethical business practices in all aspects of our operations. Our employees and stakeholders are expected to adhere to the highest standards of integrity, honesty, and fairness. This includes, but is not limited to, compliance with all applicable laws and regulations, fair competition, and responsible marketing.

Every year, we report on Gender pay gap, Best Company survey and Streamlined Energy and Carbon Reporting (SECR). We also report our waste on a quarterly basis to the Environmental Agency.

② Adopt strong risk management processes

Weldfast is dedicated to mitigating risks related to our operations; this concept expands to activities within our supply chain. We encourage our people to express any concerns they have, and we maintain processes to elevate such concerns to the appropriate level promptly.

Health & Safety is very important to us. We are committed to improving our processes going forward and obtaining ISO certification for Quality Control, Health and Safety and Environment as well as rolling out compliance training across the business.

Weldfast maintains a robust fraud prevention framework designed to safeguard assets, uphold ethical conduct, and reinforce stakeholder trust. Oversight is anchored in clear governance structures, including board level accountability, regular risk assessments, clear and transparent communication to staff and strong internal controls. Mandatory training, transparent reporting channels, and continuous monitoring help ensure that potential misconduct is identified early and addressed decisively.

③ Operate a fair, honest and responsible supply chain and safeguard human rights

Weldfast is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. We operate zero-tolerance towards modern slavery and are committed to acting ethically and responsibly in all our business functions, transpiring to functions and practices within our supply chain.

We encourage a culture of transparency and accountability, and support employees and stakeholders to report any concerns, including unethical behaviour or violations of company policies, without fear of persecution.

Our commitment to anti-bribery is demonstrated through prohibiting the offering, giving, receiving, or soliciting of any bribe, whether in cash or other forms, and emphasises our zero-tolerance stance towards bribery and corruption.

WELDFAST 5-YEAR ROAD MAP TO ESG GOALS

	FY2026	FY2028	FY2030
Report yearly on waste and reduce yoy	✓	✓	✓
Report yearly on SECR	✓	✓	✓
Introduce ISO14001 accreditation	-	✓	✓
Maintain 100% renewable electricity	✓	✓	✓
Introduce certificates to the Global Recycling Standard	-	✓	✓
Best Company survey result – Achieve One To Watch (min. 600) rating by 2030	580	590	OTW
Reduce gender pay gap	17%	15%	10%
Health & well-being programme implemented throughout the business & introduce employee incentives	-	✓	✓
Introduce an apprenticeship scheme	-	✓	✓
Offer Upskilling opportunities, Continuous Professional Development and Management Training Courses as relevant	-	✓	✓
Organise / encourage participation in annual volunteering day	✓	✓	✓
Obtain Quality Management certifications: ISO 9001	✓	✓	✓
Get Health & Safety accreditation	-	✓	✓
Maintain Cyber Essentials accreditation – aim for Cyber Essential Plus	Cyber Essentials	Cyber Essentials	Cyber Essentials Plus

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