

jwfltd.com | stream-measurement.com

JWF (Group) Sustainability Strategy 2025



+



Introduction

At JWF, we recognise that our responsibilities extend beyond solely providing world-leading instrumentation and high-quality service. We are also committed to making a positive and sustainable influence on our employees, customers, communities, and the environment.

In response, we have developed a comprehensive sustainability strategy grounded in the principles of Environmental, Social and Governance (ESG), enabling us to measure our impacts across these key areas.



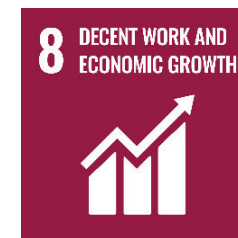
Sustainable Development Goals

To inform our approach to sustainability, we have looked to the UN's Sustainable Development Goals as a base framework.

In September 2015, all UN member states committed to a 15-year agenda aimed at ending poverty, fighting inequality, protecting the environment, and promoting prosperity for all.

Central to this agenda are the 17 sustainable development goals (SDGs), which provide a common language for countries, businesses, and communities to visualise and track their sustainability progress.

We identified eight SDGs that align closely with our core operations, ensuring we contribute meaningfully to global sustainability efforts.



Environmental

Our close ties with various industrial sectors, from oil and gas, energy and chemicals, to pharmaceutical and food and beverage, heighten our awareness of the critical challenges posed by climate change.

We are committed to addressing our environmental impact and have set net zero targets aligned with UN's goal of limiting global warming to no more than 1.5°C.

Not only do we strive to reduce our own negative environmental impact, but we also actively support our clients' sustainability efforts by providing products and services that enable them to measure and visualise their environmental impact and identify inefficiencies.



Accomplishments

- In 2019 we attained ISO 14001 standard for our environmental management system and have continuously renewed this accreditation ever since.
- Introduced a salary sacrifice scheme to help employees make the transition from fuel-burning vehicles to electric vehicles.
- We installed our first EV charging point at our Glasgow office back in 2019 and now have a total of three charging points with capacity to simultaneously charge five vehicles.
- In 2020, we installed solar panels installed at our Glasgow office. Since then, these panels have generated 97,410 kWh of green energy; saving more than 20 tonnes CO₂e from being emitted into the atmosphere.
- Measured Scope 1, Scope 2, and partially Scope 3 emissions, for our Glasgow office during 2023, and published a report detailing the breakdown of our carbon footprint, our net zero targets, and planned actions to reduce emissions.
- In April 2024 we switched to a renewable electricity contract for the supply to our Glasgow office. Now, 100% of the electricity supplied is generated from renewable sources and backed by Renewable Energy Guarantee of Origin (REGO) certificates.
- Installed motion sensor lighting at our Glasgow office, reducing energy wastage from lighting areas of the office not being used.

Goals

- Improve energy efficiency at our Oldham office by evaluating the viability of installing renewable energy sources and motion sensor lighting. This will enable us to reduce our energy consumption and carbon footprint at this location.
- Work with our waste management providers to improve recycling practices across both offices, with the aim to divert 100% of our waste from landfill.
- Engage with our supply chain to assess its carbon footprint and sustainability criteria. This collaboration will help us gain a better understanding of, and ultimately lower, our Scope 3 emissions.
- Continue to develop our team's knowledge on climate-related laws and regulations, carbon literacy, best recycling practices, and efficient resource consumption.

Social

Our greatest asset is our people. Our commitment to social responsibility is reflected in our dedication to fostering a safe, healthy and inclusive workplace where every employee is valued and empowered to reach their full potential. We also actively engage with the communities in which we operate.

Through a combination of established initiatives and ambitious goals we aim to have a positive influence on our employees and communities, ensuring sustainable growth and development.

Accomplishments

- **Attained ISO 45001 standard for our occupational health and safety management system.**
- **We have achieved SafeContractor accreditation, further validating our commitment to strong health and safety standards throughout our business.**
- **Promote health and wellbeing by offering a fully funded health plan to all our employees.**
- **Support positive mental wellbeing amongst our employees by offering access to a confidential and independent counselling service.**
- **Four employees successfully completed an Adult Mental Health – Workplace Responder course, equipping them with the knowledge to understand, manage and address mental health challenges in the workplace.**
- **Launched a dedicated mental health and wellbeing group, which regularly convenes to explore initiatives such as wellbeing walks, coffee mornings and wellness newsletters aimed at promoting awareness and fostering a supportive work environment.**
- **Developed career frameworks to inspire our employees to further their career aspirations, and encourage promote within our business.**
- **Implemented a learning and development plan to support continuous professional development for our employees.**

Goals

- **Implement an enhanced digital system for reporting, tracking and analysing workplace injuries to improve response times and preventative measures.**
- **Continue to attract and develop the local young workforce by increasing the availability, and scope of our apprenticeship opportunities.**
- **Set up a framework for consistently supporting local charities and engaging with volunteering initiatives in our community.**
- **Track progress from our annual employee satisfaction surveys and identify areas for improvement and progress.**



Governance

We understand that strong governance is the cornerstone of a responsible and sustainable business. Through rigorous adherence to ethical practices, robust internal controls, and transparent reporting, we aim to build a resilient business that contributes to a sustainable future with integrity and accountability.

Accomplishments

- We have upskilled members of our team to conduct internal audits structured around ISO standards 9001, 14001, and 45001.
- Implemented an anti-bribery policy to ensure our business dealings are conducted with integrity and fairness.
- Established a whistleblowing policy to provide a secure and confidential channel for our employees to report any unethical or illegal practices.

Goals

- Create a reporting framework, based on widely recognised standards such as Global Reporting Initiative (GRI), International Financial Reporting Standards (IFRS), or Sustainability Accounting Standards Board (SASB) to track and report our sustainability progress.
- Form a staff ESG committee, composed of enthusiastic employees from each department, to drive and promote sustainability across the business.
- Incorporate a section on ESG performance in our annual State of the Nation report, ensuring transparent and accountable communication of our sustainability initiatives



As a business we must strive to continuously evolve and improve, therefore the same must be said about our sustainability strategy.

To that end, the next steps to develop this strategy will be incorporating quantifiable targets and setting clear timelines for each of our stated goals. By doing so, we will have greater oversight regarding our progress and be able to hold ourselves to higher standards of accountability.

Integrating this strategy into our broader business decision-making processes will additionally ensure JWF continues to have a positive and lasting impact on our employees, customers, communities, and environment as we grow.

Ultimately, this strategy marks the launch of our sustainability journey and establishes us as a business dedicated to continuous improvement and setting new industry benchmarks through innovative sustainable practices.



jwfltd.com | stream-measurement.com



85 Seaward Street
Glasgow
Scotland, UK
G41 1HJ

T: +44 141 880 7455

E: sales@jwfltd.com

GLASGOW | OLDHAM

