

Safety, Environmental and Sustainability Committee report



“ Our stakeholders want verifiable assurances from their suppliers on a broad range of environmental, social and governance-related matters. Our Committee works to sharpen the Group's focus on these important issues, ensuring the appropriate information feeds into the Board.”

Jeffrey Jackson
Chair of the Safety,
Environmental and
Sustainability Committee

Key Highlights

- Top 10 percentile rating with Ecovadis
- C rated with CDP
- Recognised by Time Magazine in their “World's Best Companies - Sustainable Growth” 2024 list
- 39% improvement in emissions intensity (scope 1 and 2) since 2019
- Material scope 3 emission categories identified and reported on
- Submission of decarbonisation targets for validation by SBTi
- 66% increase in the use of renewables
- 7% improvement in water use intensity
- 40% reduction in lost-time accidents within our recently acquired Murat Ticaret locations
- Independently certified product carbon footprint methodology
- Extent, ambition and progress of the Company's response to the climate agenda in order to ensure compliance with our obligations under the Paris Agreement
- Monitoring of the Company's progress against its climate-related goals, targets and metrics
- Current performance and trend information for non-climate-related sustainability performance indicators in the areas of health, safety, environment, human rights, modern slavery, diversity and inclusion and other labour-related areas across the Group
- Effectiveness of the Group's specific and tailored policies and systems to control health, safety, environmental and labour-related risks
- Emerging ESG and climate-related trends and international standards
- Financial implications (including costs and benefits) of any decision of the Committee

Key responsibilities

The responsibilities of the Committee are to ensure that the Board has an understanding and oversight of the:

- Materiality of sustainability-related risks to the business
- Impact of climate-related risks to the business over the short, medium and long term

I am pleased to report on the work of the Safety, Environmental and Sustainability Committee. This Committee, established in 2019, aims to improve the Board's oversight of issues relating to health and safety and the wider environmental performance of the Group. In 2021, the Committee's scope was expanded to provide oversight to the broader topic of sustainability and the Committee was renamed accordingly.

As a Committee, our aim is to sharpen the Group's focus on these important issues and to provide an effective channel for relevant information to feed into the Board. Volex wants to ensure it adheres to best practices wherever possible and provide a safe and productive working environment for our employees. Increasingly, our customers want verifiable assurances from their suppliers and business partners on a broad range of environmental, social and governance-related matters.

During the year, we have improved our external disclosures, gaining a top ten percentile rating with Ecovadis. We achieved a C rating for both our Climate and Water disclosures within the CDP disclosure process for 2024. We continue to develop our Supplemental Sustainability Disclosure Report to provide a greater level of granular insight into our sustainability disclosures.

We have gained further recognition of our progress from Time Magazine and we were ranked 115th in their inaugural World's Best Companies – Sustainable Growth listing in 2024.

The Committee is responsible for ensuring that the Board is kept up to date with emerging ESG and climate trends and relevant international standards. The Committee also ensures that the Board receives the necessary information to enable it to assess the likely, material impacts of climate and sustainability-related developments to enable the Board to assess the potential risks and opportunities to our strategy and to the short, medium and long term performance of the Company. The Committee is also responsible for ensuring that the financial implications (including costs and benefits) of any decision made by the Committee are fully considered so as to balance the needs of all stakeholders.

How the Committee spent its time

- / Reviewing the safety performance across the Group especially in light of our recent acquisition of the Murat Ticaret organisation
- / Reviewing the progress of our post-acquisition integration activities
- / Reviewing the TCFD findings and recommendations
- / Discussing the Group's decarbonisation and net zero ambitions in preparation for the submission of targets for validation by the SBTi

As with the other Board Committees, the Safety, Environmental and Sustainability Committee reports its findings to the full Board, identifying any matters on which it considers that action, or improvement, is needed and makes recommendations on the steps to be taken. The Committee shall consist of at least two members, including one independent Non-Executive Director of the Board. As such, 50% of the current Committee is independent (myself).

Composition of the Safety, Environmental and Sustainability Committee

The members of the Safety, Environmental and Sustainability Committee are:

Committee member	Date of appointment
Jeffrey Jackson (Chair)	15 October 2019
Lord Rothschild	15 October 2019

Meetings and activities

The Committee met formally twice (November and March) during FY2025 and received regular updates on the Group's health and safety performance from the Group HR Director. This is in line with our intention that the Committee will meet, at least, annually.

The main activities undertaken by the Committee during the year were:

- / To review the approach being taken to improve performance in the areas of health, safety, environment and labour related risks
- / To review our progress in reducing lost time accidents within our recently acquired Murat Ticaret business
- / To monitor the use of renewable energy, including direct procurement of green energy, investments in on-site solar and, within Türkiye, the procurement of renewable energy certificates
- / To monitor the Company's progress towards developing our decarbonisation goals as we prepared to submit these for validation by the SBTi

A primary focus for the Committee this year has been to continue to monitor the Company's progress to establish minimum standards for safety within the recently acquired Murat Ticaret organisation. During the due diligence process, it was identified that the performance standards within this target business for safety and environmental management were significantly behind those seen in the Volex business.

With the acquisition completed, our management team continue to work hard to introduce the Volex safety standards to our new colleagues across all of our new manufacturing facilities. We have focused on tackling the fundamental weaknesses in their health and safety and environmental management systems and reducing risk levels so that we can ensure that their incident rates improve rapidly. In parallel, a great deal of effort has been undertaken to deploy our environmental policies and our sustainability reporting system across our new sites.

The integration of our newly acquired business has been the main improvement priority for our management team since the acquisition completed.

On behalf of the Safety, Environmental and Sustainability Committee



Jeffrey Jackson
Chair of the Safety,
Environmental and
Sustainability Committee

25 June 2025