



UN Sustainable Development Goals

Volex is committed to its long term ambition of becoming a more sustainable, responsible and trusted business. Volex supports the United Nations ('UN') Sustainable Development Goals ('SDGs') to “end poverty, protect the planet and ensure prosperity for all”.

SDGs provide us with an important framework as a global manufacturer with which we can align business growth with long term societal and environmental priorities. By integrating SDGs into our strategy, we can focus the efforts of our global workforce to improve resource efficiency, reduce waste and lower emissions, directly supporting goals such as responsible consumption and climate action. This not only helps us to meet regulatory expectations, but also strengthens our resilience against supply chain disruptions and resource scarcity. By publicly committing to align with specific SDGs, we can refine our disclosures building trust with our stakeholders as they increasingly value sustainability. As a global manufacturer, the SDGs act as a universal language, enabling collaboration across borders and industries. Ultimately, they help us to balance profitability with purpose, ensuring the Company remains competitive while contributing positively to global development.

The table below shows our long term ambitions in each area of our sustainability model. These are aligned to the UN SDGs and this is set out on page 32.

E	A Sustainable Business	Delivering year-on-year improvements in energy efficiency across our operations Using our resources efficiently, maximising recycling rates across our operations to eliminate waste to landfill Increasing our use of low-carbon energy sources to decarbonise our operations
S	A Responsible Business	Ensuring all our employees are safe, healthy and engaged while at work Ensuring an inclusive culture that values diversity Ensuring we pay fair compensation to our employees through our provision of stable employment Ensuring a culture of learning and development for all employees to grow and progress within our business
G	A Trusted Business	Delivering products and services to our customers that provide their power and connectivity needs, helping to power life and supporting the move to a greener economy Operating our business ethically and with integrity, ensuring a robust code of conduct and Group policy framework are understood and embraced by all our employees





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continued

Goal 3: Good health and wellbeing



Volex's activities

We are committed to ensuring all our workers experience safe working conditions. Our health and safety policy and underpinning programmes systematically reduce risk from workplace hazards. We actively promote employee health awareness programmes and our factory-based colleagues have access to on-site independent medical resources. Our health programmes range from mental health awareness, general health and wellbeing checks, cancer awareness, anti-smoking and education around ergonomics and postural safety.

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Goal 4: Quality education



Volex's activities

We invest extensively in employee training, delivered both through on-the-job and off-the-job activities. Many of our sites provide apprenticeships or equivalent development programmes for individuals who have recently left school or university. Our sites are encouraged to partner with local schools and technical institutes, and by promoting education in STEM subjects locally, they help us to build a pipeline of future talent supporting our needs for a skilled workforce to support our growth ambitions.

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Goal 5: Gender equality



Volex's activities

Over 57% of our global workforce is female and, at some of our sites, the percentage is as high as 83%. We have strict policies to ensure equality of opportunity and pay irrespective of gender, we endeavour to promote women into supervisory, managerial and leadership roles as these opportunities emerge and we enforce zero-tolerance policies on harassment. Our goal is to operate an inclusive workplace and to foster a culture that supports us to achieve a broader social impact.

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Goal 7: Affordable and clean energy



Volex's activities

We are transitioning to renewable energy sources through the installation of on-site solar. We directly procure low-carbon energy at several of our sites and have used I-RECs to accelerate our emission reduction efforts. All sites focus on improving the energy efficiency in production processes, and investing in energy-efficient technologies such as LED technology for our lighting systems.

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Goal 8: Decent work and economic growth



Volex's activities

We believe that we provide fair and competitive wages in the locations in which we operate and we evaluate ourselves through our ability to retain and motivate our workforce. Ensuring that we have safe working conditions is our priority. We work hard to ensure that we have effective channels to gain feedback from our employees on the impact of our improvement efforts. All employees have opportunities for personal development, learning and career advancement. We recognise the importance of providing meaningful and stable employment to the employees, their families and the communities in which we operate. By promoting diversity and inclusion in the workplace, we believe we can contribute to a more equitable economy.

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Goal 9: Industry, innovation and infrastructure



Volex's activities

Around the world, our engineers are developing innovative solutions to meet the challenges of electrification and the move to a low-carbon economy. By working collaboratively with our customers and suppliers, we improve the resilience and sustainability of the value chain of which we are a part. As we drive continuous improvement and automation into our plants, our colleagues learn new skills and through this, we enhance the resilience of our industry.

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Goal 10: Reduced inequalities



Volex's activities

As a global manufacturer, we are sensitive to the fact that inequality and social disadvantage presents in different forms. As a manufacturer we know that every site has to be treated individually with inequality and diversity challenges informed by the local context. By promoting inclusive hiring practices locally, we improve access to individuals from marginalised groups and we work to ensure we provide fair wages across all levels of the organisation.

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Goal 13: Climate action



Volex's activities

We recognise the urgent need to address climate change and transition to a more sustainable world. In line with the Paris Agreement, we have commenced our transition to become a business with net-zero emissions. With our successful growth we have been able to decouple increases in scope 1 and 2 emissions from our revenue growth. We work hard to minimise our use of resources and to ensure maximum levels of recyclability across all of our sites.

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