

Who we are

We're a fast growing business with a purpose: we combine chemistry, technology and ingenuity to make high performance wood products that are extremely durable and stable, opening new opportunities for the built environment. By doing so we give the world a choice to build more sustainably.

Our purpose

Changing wood to change the world.

Changing wood is what we do, changing the world is why we do it. We turn fast-growing, sustainably sourced wood into a building material that locks in carbon for decades while also performing to the highest standards.

Our values

1. Be ambitious – the world depends on us
2. Respect and value all stakeholders
3. Be committed to safety, quality and sustainability

Our values are overarching, and underpin our strategy, our purpose, and everything we do.

Our strategic priorities

We have fully aligned our material issues with our overall corporate strategy.

GROW PRODUCT DEMAND

Developing market opportunities to drive revenue growth, for example increasing awareness, desire and purchase intent for our products.

Material issues

- Sustainable & quality products
- Energy & climate change
- Governance, management and advocacy
- Responsible sourcing
- Society & Communities

PRACTISE MANUFACTURING EXCELLENCE

Growing our manufacturing position in Europe and establishing new platforms in key markets to enable and support further growth.

Material issues

- Sustainable & quality products
- Energy & climate change
- Governance, management and advocacy
- Responsible sourcing
- Health and safety
- People and wellbeing
- Ecological footprint

DEVELOP OUR TECHNOLOGY

Developing technology and IP programmes based on evidence and commercial viability.

Material issues

- Sustainable & quality products
- Innovation and technology

BUILD ORGANISATIONAL CAPABILITY

Developing our people and organisational capabilities to enable us to meet our growth objectives.

Material issues

- Governance, management and advocacy
- People and wellbeing
- Fair & ethical conduct

Our approach to sustainability



In 2020 we have renewed and refreshed our focus on the environmental, social and governance issues that affect our business, and that our business affects.

We have established the 10 issues most relevant and important to us as an organization and our stakeholders.

To make sure these issues are core to our ongoing growth, success and overall strategic development, we have aligned the issues to our purpose.

Our approaches to these issues, and performance metrics for FY2020 are detailed overleaf.

Our contribution to the United Nations Sustainable Development Goals ('SDGs')

Our biggest contribution to the SDGs focuses on SDG 9, 11, 12, 13 and 15, as we understand that this is where our business can have the biggest impact:



Aside from our key focus areas, we are also focusing on wider sustainability performance, and are aligning to a larger number of SDGs:



Sustainability strategy roadmap

STAGE 1: EVALUATION AND STRATEGY REFINEMENT

- Improve assessment, monitoring and data management
- Review and, where necessary, set up new formal policies, oversight and workflows
- Initial actions for improvement in each material issue
- Establish baseline statistics and metrics

STAGE 2: IMPACTFUL ACTION AND DATA-LED DIRECTION

- Use improved data to refine action plans & set ambitious, attainable targets
- Implement and support new programmes and initiatives
- Manage and reassess material issues and stakeholder priorities to ensure continued relevance

Material issues and performance summary

Find out more about Accsys' approach to sustainability and ESG in the Sustainability Report

For other information and enquiries:
 Website: www.accsysplc.com
 Investors: ir@accsysplc.com
 General: info@accsysplc.com
 Press: communications@accsysplc.com

Developing our sustainability strategy

In the coming months and years ahead we will build on our current activities and plans, and improve our data monitoring and management throughout the business. Our first sustainability report marks a very positive step forwards, but is not the end goal – it is the beginning of a stage in our growth.

Changing wood...

What we do as a business



Governance management and advocacy



We strive for first-class governance, management and stakeholder relationships to sustain our growing scale.



Health and safety



Our ambition is ultimately for zero harm, which we will achieve through practising continuing health and safety excellence, improved monitoring, raising awareness of our safety policies and strategy, and further work embedding the importance of health and safety in our company culture.



People and wellbeing



We'll ensure the wellbeing of our people through employee engagement, diversity and inclusion, development and talent management, and rewards and recognition.



Fair and ethical conduct



We'll innovate and utilise technology with sustainability and quality as our goals, going above and beyond to make a positive impact on a global scale.



Innovation and technology



We'll uphold our commitment to high ethical standards, ensuring our processes and procedures are strengthened as we continue to grow.



Sustainable and quality products



We'll ensure our products continue to meet high standards of quality and sustainability by achieving accreditations and certifications – while always meeting our customers' needs.



Responsible sourcing



We'll keep sourcing timber responsibly, working with our suppliers to ensure our needs are met and forging new partnerships to ensure the secure supply of sustainable materials.



Energy and climate change



We are committed to monitoring, managing and reducing the overall negative impacts of our operations, while maximising the beneficial impacts of our business and products on the world. Operationally, our key focus is on climate mitigation and adaptation so we are able to deliver on our purpose effectively.



Ecological footprint



We'll work to minimize the ecological impact from our operations, particularly focusing on reducing water and waste, and adopting a circular economy approach to materials use instead of 'take-make-waste'.



Society and communities



We'll create a positive environmental and social impact through a variety of activities aligned with our purpose of "Changing wood to change the world".

0

No fines and non-monetary sanctions from non-compliance with environmental laws and/or regulations in FY2020

1.18

Lost Time Incident Rate (LTIR)

3.92

Total Recordable Incident Rate (TRIR)

27

near misses recorded and actioned

610

safety inductions

21

safety meetings

31

Risk assessments

81%

employee engagement survey response rate

78%

agree or strongly agree that they feel proud to work at Accsys and are treated with respect

€862

spent on average per FTE on training and development

0

Incidents of discrimination

28%

of eligible employees personally invested in Accsys through Employee Share Plan in FY2020

Employee gender by level:

- Overall: 86% male, 14% female
- Managers: 82% male, 18% female
- Non-executive Board members: 66% male, 33% female

100%

of relevant employees (including Board) communicated on anti-corruption policies

93%

completed training on time

100%

of operations assessed for corruption risks (see more information in Annual Report and Accounts Risk Management section)

£0

spent on political campaigns, lobbying or think tanks

100%

of key materials suppliers¹ compliant with our Conduct, Anti-Slavery and Anti-Bribery and Corruption policies

0

cases or incidents of corruption and bribery

0

regulatory fines, sanctions or settlements

Continued and growing focus

on market research and future application research

£1.2m

dedicated investment in research and development

Volume of sales in FY2020:
57,842m³

2025 target:

200,000m³

CO₂e locked in from products sold in FY2020:

54,602.85 tonnes gross

CO₂e displaced / saved (customer sustainability) vs averaged PVC and Aluminium from sales in FY2020:

69,294.72 tonnes net

of our CO₂e cost of production

100% of Accoya® and Tricoya® made from certified sustainable (FSC® or PEFC®) wood sources

100% of key materials suppliers* screened using environmental criteria

100% of key materials suppliers* met with, visited or audited

100% of new supplier wood mills visited in advance of commercial supply

70% of all wood supply mills visited within three years

100% of operations subject to human rights reviews or impact assessments

0 incidents of human rights violations in our supply chain

Total energy intensity (Scope 1 and Scope 2):

88kg CO₂e

per cubic metre of Accoya® produced (including Renewable Energy Credits (RECs)/ carbon offsetting)

55kg CO₂e per £1000 revenue (including RECs/ carbon offsetting)

54,602,848kg CO₂e sequestered in our products²

- 944kg CO₂e stored per cubic metre of Accoya®
- 600kg CO₂e trapped per £1000 revenue

Total gross emissions for Arnhem production facility and London office:

- 8,385.75 tCO₂e

Emissions offset or retired:

- 3,373.04 tCO₂e
- 1,844.52 tCO₂e through voluntary offsetting
- 1,528.52 tCO₂e saved through RECs

65,672 m³ waste water discharged for treatment

0 zero waste to landfill

1,364 tonnes total waste for recycling

28 tonnes total hazardous waste for specialist treatment

Notes:

1. "Key materials suppliers" refers to wood and acetyl/s suppliers who provide ≥1% of that material. The sum of any others comprises less than 2% of our total supply, typically in the case of testing and analysis prior to a commercial relationship.
2. We are currently updating our Life-Cycle Analysis and the data these calculations is based will be updated to reflect the latest standards and methodologies.
3. More data and full notes on GHG emissions in our Annual Report and Financial Statements 2020 on www.accsysplc.com