

SUSTAINABILITY REPORT 2024/25

Rethink, Redesign, Reinvent

Glossary



A global organisation

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A Sustainable Future Forged from the Timeless Benefits of Metal

At SAS International, our commitment to sustainability is rooted in the very material that defines us, metal.

For over 50 years, we have harnessed the inherent strength, durability, and recyclability of metal to create design solutions that endure. Our metal ceilings, built to last 40 years or more, exemplify our dedication to long-term performance, reducing the need for frequent replacements and minimising environmental impact across their lifespan.

As our company has grown, so has our commitment to sustainable practices. Today, we integrate sustainability into every phase of our operations, from design and sourcing to production and installation. Metal's adaptability and resilience enable us to create flexible designs that seamlessly fit both contemporary and traditional spaces. By trialling refurbishing and reuse services via our rECCover program, we extend the lifecycle of our products, allowing them to be reconfigured and reinstalled rather than replaced. This approach not only reduces waste but also significantly reduces environmental impacts, lowers carbon emissions, and conserves raw materials.

We are proud to be a Cradle to Cradle certified manufacturer, a standard that reflects our dedication to responsible sourcing, material health, and social fairness. In line with our commitment to continuous improvement, we have set an ambitious objective for 2026; to achieve Cradle to Cradle Silver recertification. This goal underscores our resolve to enhance the sustainability of our materials and processes, further minimising our environmental impact.

Our legacy of working with metal continues to inspire us as we expand our sustainability initiatives, guided by a vision to benefit both present and future generations. SAS International's metal products are more than just innovative designs, they are a long-term investment in a sustainable future. They embody our commitment to resilient, forward-thinking solutions that are safe, responsible, and circular, meeting the demands of a rapidly changing world.

Alyn Gammon, CEO





SINCE 1969,
WE HAVE DELIVERED
INSPIRING AND LONG-
LASTING PRODUCTS
TO MORE THAN
2,000 CITIES ACROSS
70 COUNTRIES

**GLOBAL
OFFICES** in
New York, Dublin,
Reading, Paris,
Dubai and
Sydney

SAS International

We are a family-owned business with some 800 employees, operating internationally. We are based in the UK with our global headquarters located in Reading, England and our ceiling production sites in Bridgend, South Wales and Maybole, Scotland.

We design, develop and engineer innovative products in close partnership with architects, project developers and property owners. You have probably encountered our ceilings in workplaces, airports, train stations, universities, schools and health clinics around the world. They meet the highest aesthetic standards while helping to create an atmosphere that supports occupant wellbeing.



Our aim for 2025-2026 to be Cradle to Cradle certified Silver

As SAS International advances its sustainability journey, we are committed to achieving Cradle to Cradle Certified® Version 4.1 Silver Level in 2026. This accreditation marks a significant milestone, motivating us to enhance transparency, adopt safer materials, and reduce our environmental impact.

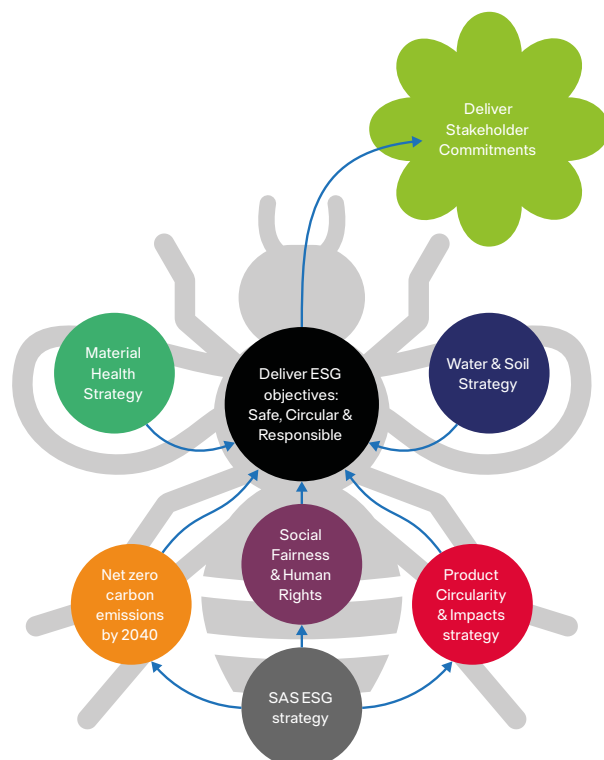
Key Objectives for Cradle Certified Silver Level:

- Clean Air & Climate Protection: Continue to invest in emissions reduction and energy efficiency initiatives to lower overall emissions and exceed required greenhouse gas and air quality standards.
- Product Circularity: Implement design enhancements to improve product recyclability and ensure materials circulate safely within a circular economy, increasing recycled and renewable content.
- Water and Soil Stewardship: Strengthen practices to enhance water efficiency, improve water quality, and engage in local biodiversity projects.
- Material Health: Replace chemicals of concern to meet material health requirements and increase transparency in sourcing.
- Social Fairness: Implement our Human Rights Policy and enhance supply chain standards to promote ethical practices and respect for human rights throughout our value chain.

Matt Branigan, Head of Sustainability

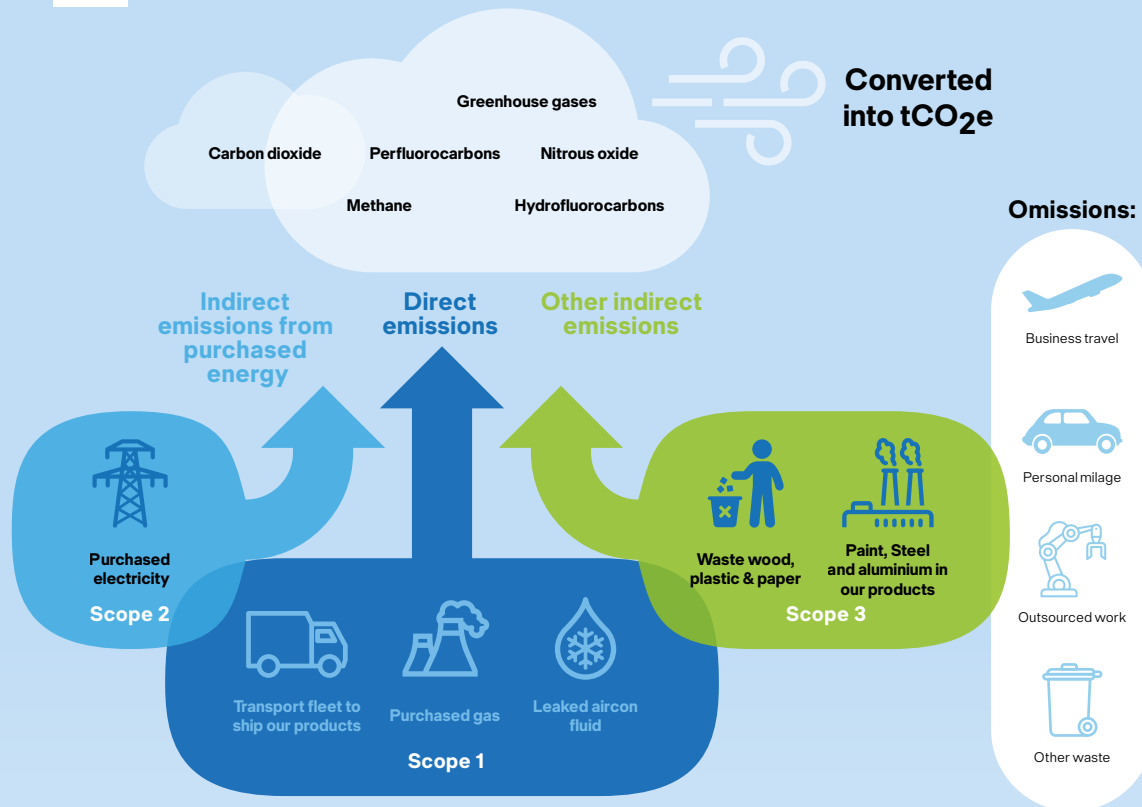


SAS have been Cradle to Cradle certified Bronze across the majority of products and all Bridgend manufacturing processes since 2023.





Net Zero Carbon Strategy



tCO ₂ e	Scope 1	Scope 2	Scope 3	Total
2023	3,506	1,172	24,264	28,942
2024	4,563	1,163	20,490	26,216

* Forecasted emissions aim

SUMMARY

The overall 10% reduction in emissions is attributed to less purchased metal and the purchasing of low embodied carbon SAS Horizon steel. The increase in Scope 1 emissions was caused by switching from leased HGVs to a company-owned fleet.

LOOKING AHEAD

We now expect to be 'net zero' in operational carbon emissions by 2040.

STRATEGY FOR 2025-2026

With the installation of more PV and new rainwater harvesting systems, we expect our total emissions to decrease next year. This will also be impacted with the increase in specifications for SAS Horizon steel and the addition of aluminium to the low embodied carbon programme.



SOLAR PV PROGRESS IN 2024

Following the successful completion of PV Solar panels on Unit 1 in 2023, our renewable energy capacity has increased with an extended Solar PV system on Unit 2 at our Bridgend facility. Along with insulation, roof upgrades and a renewed main distribution board, SAS will save approximately 74 tonnes of CO₂ annually, with the new solar panels generating 30% of the building's yearly electricity consumption.

DATA IS KEY

The new sub-metering system at our Bridgend plants enhances our manufacturing operations by providing critical insights into energy usage. With real-time energy data from each manufacturing process and machine, newly installed sub-meters will allow us greater insight of our energy usage on an hourly basis and allow us to make

informed decision on where to invest or change behaviours to reduce our energy usage and emissions.

2025 - LOOKING AHEAD

We are in the final stages of planning for a Solar PV system at our Maybole plant in Scotland. Our goal is to install a 1200 kW solar PV system, both roof and ground-mounted, along with a 600kW battery storage system. This system design has the potential to meet the full electrical requirements of the Maybole plant!





THE JOURNEY

2021

- Development of Sustainability Strategy and plan
- Aspirational Objectives and Targets set
- Started Cradle to Cradle certified V4 certification



2023

- Achieved Cradle to Cradle certified version 4.0 Bronze Level
- Completed our first Solar PV project at our Bridgend Plant
- Started reporting our Scope 3 Emissions
- Launched SAS Horizon – low embodied carbon products program

52.7%
embodied carbon
reduction across
10 products



2022

- Published our first Sustainability report with Scope 1 and 2 emissions
- Started on-site energy generation and energy-saving projects
- Introduction of sustainable travel strategy including purchase of electric pool cars
- Ecology and biodiversity projects introduced to all SAS sites

2024

- Launched SAS TexTiles - SAS's first product fully designed for 100% reuse
- Completed our second Solar PV project at our Bridgend Plant
- Three pilot projects completed through the reCOVer program
- Water consumption monitored via automatic meter reading at all UK sites

5
bat boxes

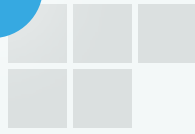
9
bird feeders

1
bee hive

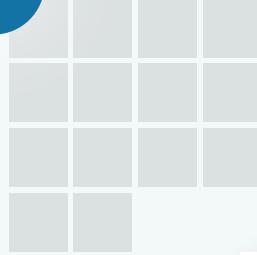
Paint Usage Improvement in 2023



Standard Paintline covers 5m² of product per kilo



EMAC Auto Line covers 14m² of product per kilo



2025

- Implement New Human Rights Policy and Process
- Delivery of Solar PV and battery storage system at Maybole
- Introduction of 'Chemical Free' pre-paint treatment at all production sites
- Rainwater harvesting and water saving measures at Bridgend

2029

- Achieve Gold level for Cradle to Cradle version 4.1

2040

- Reduce all operational emissions to 'Net Zero' for Scopes 1, 2 and 3

2040

2026

- Achieve Silver level for Cradle to Cradle version 4.1

2030

- 60% reduction in manufacturing waste from UK plants
- 100% of product design to incorporate circularity design strategy
- 100% of supply chain vetted in line with Human Rights Policy and Due Diligence process
- 80% reduction in embodied carbon (Global Warming Potential) of all SAS products



Product Circularity and Environmental Impact

**2025
LOOKING
AHEAD**

NEW EPDS

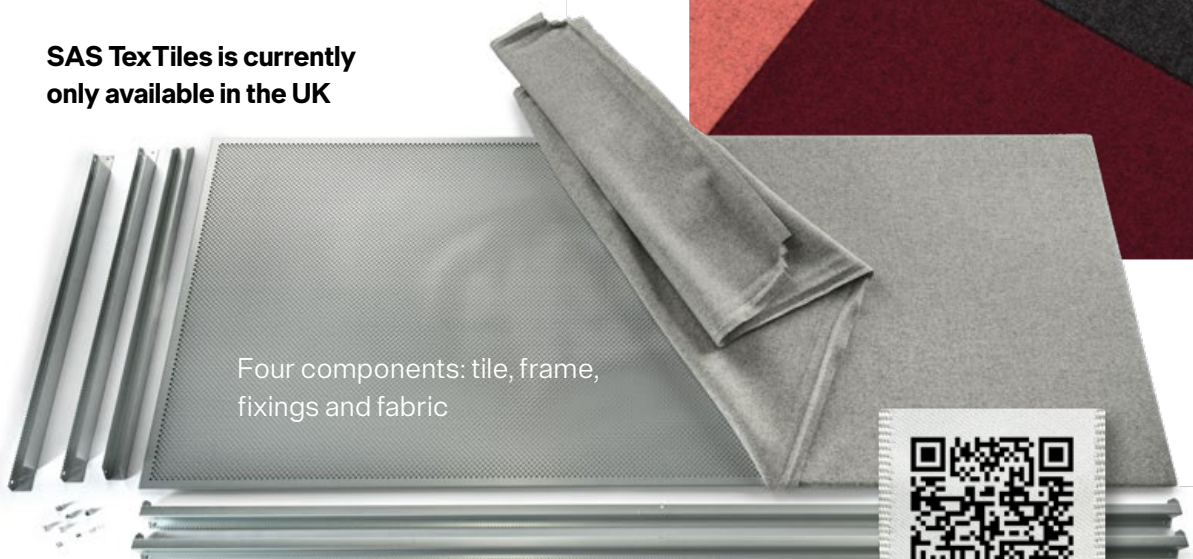
We are excited to announce the release of our new SAS Horizon Steel and Aluminium Environmental Product Declarations (EPDs), which provide third-party verification of our low embodied carbon products. The verified EPDs affirm our commitment to sustainability and transparency, demonstrating that our innovative materials and production processes meet rigorous environmental standards and contribute to reducing overall carbon footprints in construction.

SAS TEXTILES

Our first product fully 'designed for circularity' features just four components and is made from 100% reusable or renewable materials. Partnering with Camira, SAS Textiles consists of wool fabric, fixings, and an SAS Horizon tile and frame. This innovative design not only simplifies reuse, but also embodies our commitment to sustainability, enabling circularity that minimises waste and maximises resource efficiency.

To strengthen transparency and accountability, we are aiming to introduce a material circularity reporting system that tracks and documents the lifecycle of materials within our production processes. This system will measure metrics such as the percentage of recycled and repurposed content, waste diversion rates, and the carbon impact of circular materials.

**SAS Textiles is currently
only available in the UK**



Four components: tile, frame, fixings and fabric



Visit the
SAS Textiles
webpage

SAS RECOVER UK

Three pilot projects were started in London as part of our new SAS rECOver initiative. Including closed-loop product return and take-back for product repurposing, these projects mark the start of our reuse and circularity journey in the UK.



Case Study

Project: Refurbishment at
1 Hanover Street
Location: London, UK
Product: SAS130 Lay-In ceiling tiles
Quantity: 8,000m²
Raw Material: 38 tonnes*
CO₂ Recovered: 107.6 tonnes

*equivalent to 45.6 tonnes of raw material





Material Health

HEALTH PRODUCT DECLARATIONS

We are also able to offer Health Product Declarations (HPD's) to offer transparent, comprehensive information on the health impacts of materials in our products.

This approach not only empowers customers and stakeholders to make informed choices but also reinforces our commitment to responsible material sourcing and safer product design.

ELECTRIC ARC RECYCLING

Since May, our waste steel has been recycled at one of the UK's largest steel electric arc furnaces. Located in South

Wales, this partnership significantly reduces the transportation and recycling emissions of our metal waste.

ON-SITE NITROGEN PRODUCTION

Nitrogen, used by machinery lasers, was previously brought to our factory sites by tankers. Now with the installation of a Nitrocube, this useful gas can be made on-site entirely removing road travel, distribution, and transportation emissions.

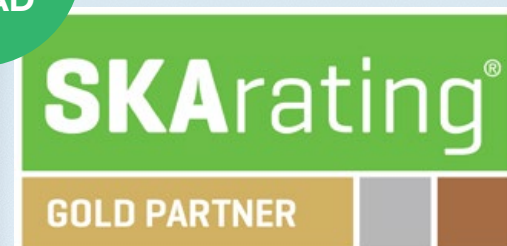


SAS is now a Gold partner of the SKArating and aims to become a SKA accredited product provider. Previously administered by RICS, the sustainability assessment tool measures the environmental impact of British interior fit-outs and refurbishments across commercial offices, retail, restaurants, and higher education. With circularity and carbon reduction at the forefront of our industry, SAS will support SKA by sharing knowledge, endorse collaboration and set standards to add value for all stakeholders.

"The forward thinking and system change related solutions being developed by the team at SAS are an example of those urgently needed for a sustainable future. We're delighted with this partnership and hope it enables many in the market and industry to benefit from the outputs."

Elina Grigoriou, Chair, SKArating Board

**2025
LOOKING
AHEAD**





Water and Soil Stewardship

CHEMICAL-FREE PRE-TREATMENT

An innovative Reverse Osmosis system had been installed on the Maybole paintline where high-purity water is required for the final rinse of our products. It works by pushing water at pressure through a semi-permeable membrane, resulting in high-purity water. By switching to reverse osmosis, we have removed the requirement for harsh cleaning chemicals and significantly improved the quality of our wastewater effluent. In 2025, this water treatment system will also be implemented in Bridgend.

ENHANCED WATER MONITORING

Automatic Meter Reading (AMR) systems have been installed across all SAS sites in the UK. This allows us to collect real-time data on water consumption and flow, facilitating centralized data analysis and troubleshooting. Our total water usage will also be integrated into our GHG inventory to calculate related emissions.

SURPLUS AND UNUSABLE WOOD

In addition to the bat and bird boxes of 2023, the Bridgend community have come up with many novel ways of reusing and repurposing unusable wood. Projects include hedgehog houses, Easter Egg Decorations, and School Woodwork Projects at Coleg Cymunedol Y Dderwen.



**2025
LOOKING
AHEAD**

RAINWATER HARVESTING

We will introduce a pilot rainwater harvesting system at our Bridgend facility to support water use in the paint pre-treatment process. This initiative aims to reduce our reliance on mains water by capturing and reusing rainwater, further lowering our environmental footprint. The success of this pilot will help us assess its feasibility and effectiveness, setting the stage for expanding rainwater harvesting systems across our other sites in the future.





Social Fairness and Equality

- Living Wage Employer, UK
- Young Person's Guarantee, Scotland
- Apprenticeships **9**
- Training Courses **30**
- Higher Education **2**

NEW HUMAN RIGHTS PROCESSES

In 2024, we have focused on developing a comprehensive Human Rights Policy and associated processes, which will be

ready for implementation in 2025. This initiative lays down the foundation for a robust framework that ensures the protection of human rights across our operations and supply chains. Key areas of focus for 2025 include: alignment with global standards, employee and supplier training, and improved reporting and accountability.

LIVING WAGE EMPLOYER

SAS employs 800 staff globally and is an accredited Living Wage Employer.

This means that we pay higher than the national minimum wage and based on the cost of living.



Charity and Community Events

DINOSAUR WALK, WALES **1**

SAS is proud to support Trever McGarrigle and the Volunteer Beach Clean Group, dedicated to preserving local beaches. Recently, the group raised £1,700 through a fun, dinosaur-themed

sponsored walk covering 18.5 miles. This effort not only promotes environmental conservation but also supports Ty-Hafan Children's Hospice in Barry, South Wales.

COMMUNITY PROJECTS IN SCOTLAND

SAS Maybole have been raising funds for three local charities including Young Lives Vs Cancer and Andys Man Club. Over £900 was raised for Whiteleys Retreat who offer free respite breaks for



children and their families with cancer or illness.

DIG DEEPER, UK ②

Three teams of SAS staff from Bridgend and Reading took part in the Dig Deeper Adventure Race for the Anthony Nolan and 353 charities. Team 'SAS Trailblazers' won the Over 150 Age Group and Open Men's categories. This annual event is hosted by Lipton Rogers Developments LLP and Stanhope PLC raising over £450,000 for charity since its inception.

BERKSHIRE COMMUNITY FUND, ENGLAND

The Reading office's nominated charity is Berkshire Community Fund which is a charity that works across Berkshire to raise, then distribute, money directly to vital local causes. They ensure that any form of philanthropy, whether from an individual or an organisation, brings greatest benefit to those most in need in the local communities. Fundraising events in 2024 included, food bank donations, football matches, a toy drive, Christmas Fair, and a Summer Games Evening.

UK-WIDE BLOOD AND PLASMA DONATIONS ③

In May, SAS worked in partnership with the National Blood Services across England, Wales and Scotland to highlight the importance of blood and plasma

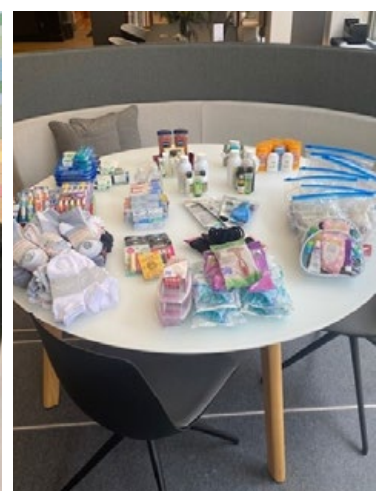
donations. Reading had 11 plasma and 1 blood registrations, Truline systems had 5 registrations, and Maybole 3 blood registrations; in total saving more than 60 lives.

SUPPORTING WOMEN IN BOSTON, USA ④

In collaboration with Illuminate, Ritz Associates, and Spinneybeck, Sales Representative Laurie Barton hosted a collection event in May to benefit the homeless women of Rosie's Place in Boston. With the generosity of interior designers from Gensler, HOK, SGA, and MDS, the team donated 81 pairs of socks, 70 toothbrushes, 70 razors, 42 dental floss packs, 191 hair ties, shampoo, soaps, and many other necessities. In addition, the group arranged beautiful flower bouquets designed to empower and bring joy to those staying at the centre.

DUBLIN MARATHON, IRELAND

Dublin warehouse supervisor, Dean Pearson, raised €1,500 by running the Dublin Marathon in aid of Aurora New Dawn, a female-led charity dedicated to ending violence against women and children, and hidden violence. Since 2011, Aurora New Dawn has offered safety, support, advocacy, and empowerment to survivors of domestic abuse, sexual violence and stalking. Dean completed the challenge in 4 hours and 23 minutes!





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