

The Roe Group Ltd – Sustainability Report 2024.

Compiled by R.Bell – Group Coordinator – Dated 10/06/2025.

Roe Bros and Co now operate from 3 depots in the UK based at Peterborough (including Head Office), Warrington and Edinburgh.

The Roe Group Ltd – Peterborough brought in 37462 mt of steel stock (excluding mesh fabric) through 2024 – with stock coming from 5 different steel mills worldwide – the depot delivered 36926 mt on its own fleet and outside haulage – to produce this the depot used 345217 kwh of electricity and 214000 diesel fuel.

## SECTION 2 – SUSTAINABILITY MANAGEMENT.

2.1 – The Roe Group Ltd Sustainability Policy Statement was reviewed at a Board meeting on the 9th January 2024 and signed off by the Roe Group Chairman – Mr. John Roe and contains the 7 key elements laid out in 2.1.1.

2.1.2 – The Board committed to the four main Sustainability principles of inclusivity, integrity, stewardship and transparency.

INCLUDING ALSO ONLY TO PURCHASE STEEL STOCK FROM STEEL MILLS HOLDING CARES SUSTAINABILITY CERTIFICATION / BES 6001 / EQUIVALENT EVIDENCE OF COMPLIANCE TO PLANET, PEOPLE, PROFIT.

Thus negating the need to carry out Human Rights Due Diligence – whilst maintaining the Roe Group ethical and responsible sourcing policy requirements.

This in turn has been forced upon the group by the uncertainty of the future of Celsa Steel.

2.1.3. Richard Bell – Roe Group Company Director and Group Coordinator has the responsibility to implement the Sustainability Policy and report back to the Board at least annually.

2.2 Stakeholder Identification, engagement and ongoing management – the Stakeholder Matrix was reviewed in January 2024 and The Group has received no adverse communication from any of the listed parties – however the main source of communication is by means of Supplier Questionnaire which are sent to the Group Coordinator and completed – 7 no of these were completed through 2024 and they consist of requests for ISO certification and Insurance details. By completing these questionnaires we are able to gauge the changing requirements of our customer base and plan to react to satisfy new requirements.

## 2.3 Assessing risks and Opportunities

The Roe Group has carried out PESTLE and SWOT analysis and also looked at the issues of People, Planet and Profit to compile the Groups Business Continuity Plan.

The Compliance People hold our OHS and Environmental compliance registers and these are updated as new information is released with notification being sent by email to the Group Coordinator.

## 2.4 Monitoring performance and setting objectives

The Roe Group have reset objectives due to the ongoing covid issue for 2024 and the action plan is as follows:-

These can be viewed on the Roe Group website.

## 2.5 Resource Allocation and competence building

The Board have appointed R.Bell to implement The Roe Groups Sustainability Policy and at this time sufficient resources are available to maintain the system.

Further development needs of employees have been addressed through 2024.

## 2.6 Achieving progress and review.

2.6.1 – A Management review has been carried out and the report is on file.

2.6.2 The Maturity Matrix has been completed and will be posted on the website.

## 2.7 Building confidence through transparency.

The Roe Group will post all relevant information on the website making it available to all stakeholders – should any stakeholders require anything further they are able to send an email directly to the Group Coordinator from the website.

## 2.8 Product Stewardship and Traceability.

A carbon footprint calculation was calculated by Cares in 2020 and remains relevant.

The Roe Group also produce an SECR for its accounting responsibilities.

Full traceability of steel stock is maintained throughout the process by means of Goods received notes and cast sheets which are held in paper form for 12 years.

## 2.9 Ethical business practices

The Roe Group has published an ethical and responsible sourcing policy which is available from the website and Customer Service requirements are controlled as part of The Roe Group Quality Management System.

## 3.2 Primary Material Use, Materials Efficiency, Recyclability and Recycled Content.

The Roe Group purchased from 5 different steel mills through 2024 – all were Cares approved and held certification to ISO9001 as a minimum – 100% of the incoming steel stock came from the EAF route containing 98% recycled content.

The Roe Group purchase its stock material from Cares Approved sources and in line with our Sustainability Principles and we have continued to ensure that the percentage of steel mills with Sustainability Accreditation remains at 100% through 2024 and into 2025.

## 3.3 Energy and water use.

Energy Intensity – the Roe Group is aware that electricity is a main contributory factor to Global Warming and as such have begun a project with Centreco to ensure that we only source our energy from Renewable sources.

Water use is purely for domestic purposes only – toilets and kitchen facilities – water is not part of our production process.

## 3.4 Biodiversity and Ecotoxicity

Covered in part by the accreditation to BS EN ISO 14001.

### 3.4.1 Biodiversity

### 3.4.2 Ecotoxicity

### 3.4.3 Protected sites – we are very close to Flag fen a bronze age

## 3.5 Global Warming Potential and Greenhouse Gas Emissions

Measured by Cares in 2020.

### 3.6 Transport Impacts.

The Roe Group monitor and minimise Transport by ensuring that we directly employ and train our drivers who check and monitor their vehicles on a daily and report any defects that are rectified as soon as possible to ensure the fleet is operating correctly – new vehicle purchases include the latest Euro spec engines and Adblue is available on site for all vehicles.

Transport loads are optimised and routes planned so that the driver is not under pressure to speed and all vehicles are fitted with trackers.

### 3.7 Waste, Recycling, By-product Management, Emissions and Releases.

The Roe Group at Peterborough is accredited to BS En ISO 14001 – which covers both 3.7 and 3.8.

The last audit was 02/04/2024 and we received no non-conformances.

## 4.0 – SOCIAL.

4.1 The Roe Group employ all of our staff and operatives directly and they have a full induction on their first day where all duties and policies are issued and explained and the company handbook is issued and signed for.

The Roe Group adheres to all national standards in terms of Human Rights, Wage Policy, Modern Slavery, Gender Equality, Freedom of Association and has a grievance procedure as outlined in our Employee Handbook.

### 4.2 – Safe and Healthy Working Conditions.

The Roe Group is accredited to BS EN ISO 45001 – which covers sections 4.2 and 4.3 and 4.5.

The Roe Group LTIFR FOR 2024 was 11.2

The last audit was 04/04/2024 and we received no non-conformances.

### 4.4 Community relations and Community Initiatives.

The Roe Group have joined up with a Peterborough based company called 'Investors in the Environment' (formerly PECT) who organise tree planting, litter picking events in the local area.

## 5.0 ECONOMIC.

The Roe Group wherever it is feasibly possible purchase from the local economy and employ operatives from the general Peterborough area.

### 5.3 Innovation

The Roe Group is primarily paper-based but have invested in a workflow programme which helps in controlling the traceability aspect of the incoming steel.

We have also embarked on a project with Cares to digitise the source information for a local rail project to aid in the transparency of our steel stock.

### 5.4 Fair treatment of Suppliers

The Roe Group is accredited to Bs EN ISO 9001 which covers the issue of supplier complaints.

The Roe Group have not received any supplier complaints for 2024.

### 5.6 Financial transparency

The latest externally audited accounts are available from Companies House.