

SUSTAINABILITY REPORT 2023

A New Direction

Glossary



A global organisation
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Message from our CEO

Here at SAS International, we recognise that our journey towards sustainability is an ongoing one. We remain steadfast in our commitment to seek new ways to reduce our environmental impact, support our communities, and inspire positive change within our industry.

We take immense pride in the significant progress we've achieved, not only in addressing current needs but also in harmonising our efforts with global sustainability objectives to secure a brighter and enduring future for generations to come. Crucially, this journey towards sustainability is also a path towards enhanced profitability, demonstrating that environmental responsibility and economic success can go hand-in-hand.

Our support for sustainability is not merely a moral stance; it's a strategic business decision. By reducing greenhouse gas emissions and investing in renewable energy solutions, such as the solar PV system at our South Wales manufacturing plant, we position ourselves to thrive in a world where sustainability is increasingly prized.

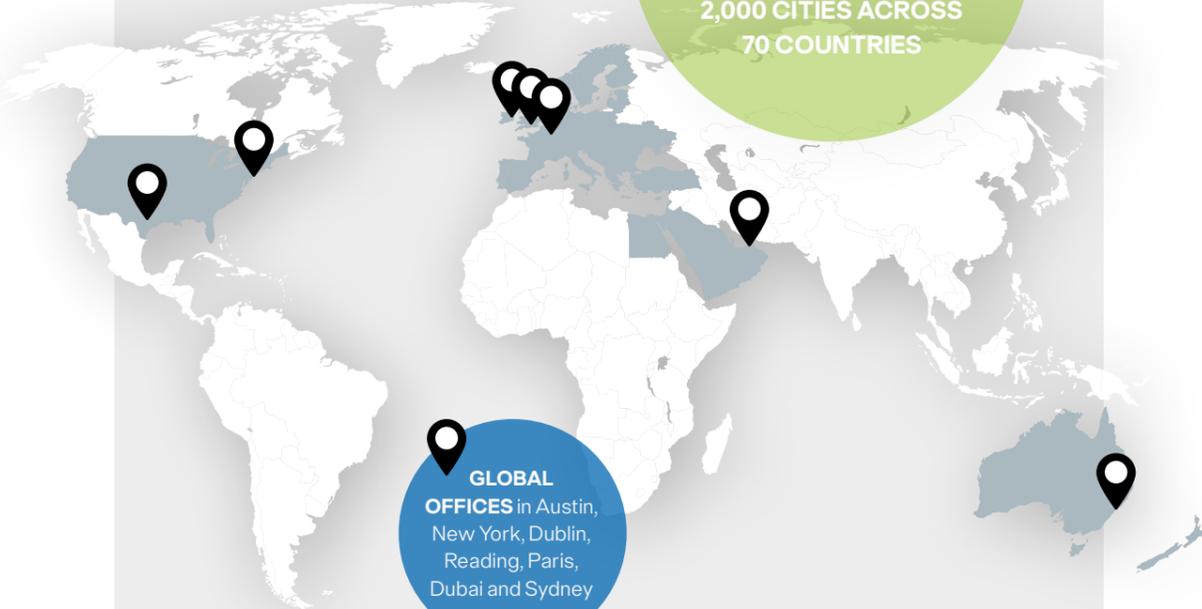
Sustainability is not just a responsibility; it's a commitment to creating a prosperous and sustainable future. It's not just about "doing good"; it's about doing well. With your unwavering support and our tireless dedication, we are poised to make even greater strides toward global sustainability and profitability in the years to come.

Alyn Gammon, CEO





SINCE 2010,
WE HAVE DELIVERED
INSPIRING AND LONG-
LASTING PRODUCTS
TO MORE THAN
2,000 CITIES ACROSS
70 COUNTRIES



GLOBAL OFFICES in Austin, 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.



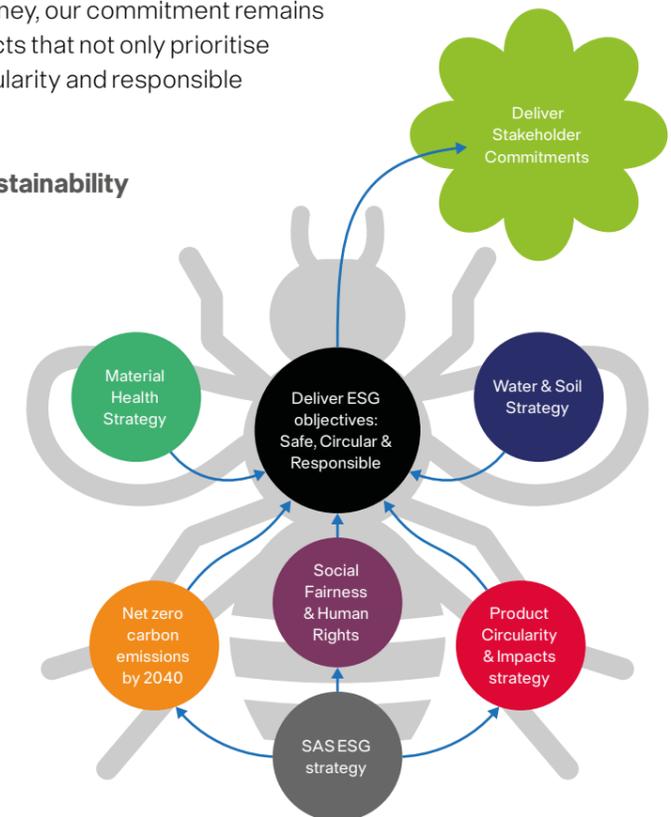
A new direction for the SAS International Sustainability Strategy



In early 2023, we happily achieved Cradle to Cradle certified Bronze to version 4 for more than 70% of our ceiling products. This is a significant milestone that reflects our sincere dedication to crafting products that not only serve their purpose well but also prioritize sustainability. We believe in going beyond the basics and continuously striving for innovation with a focus on environmental responsibility.

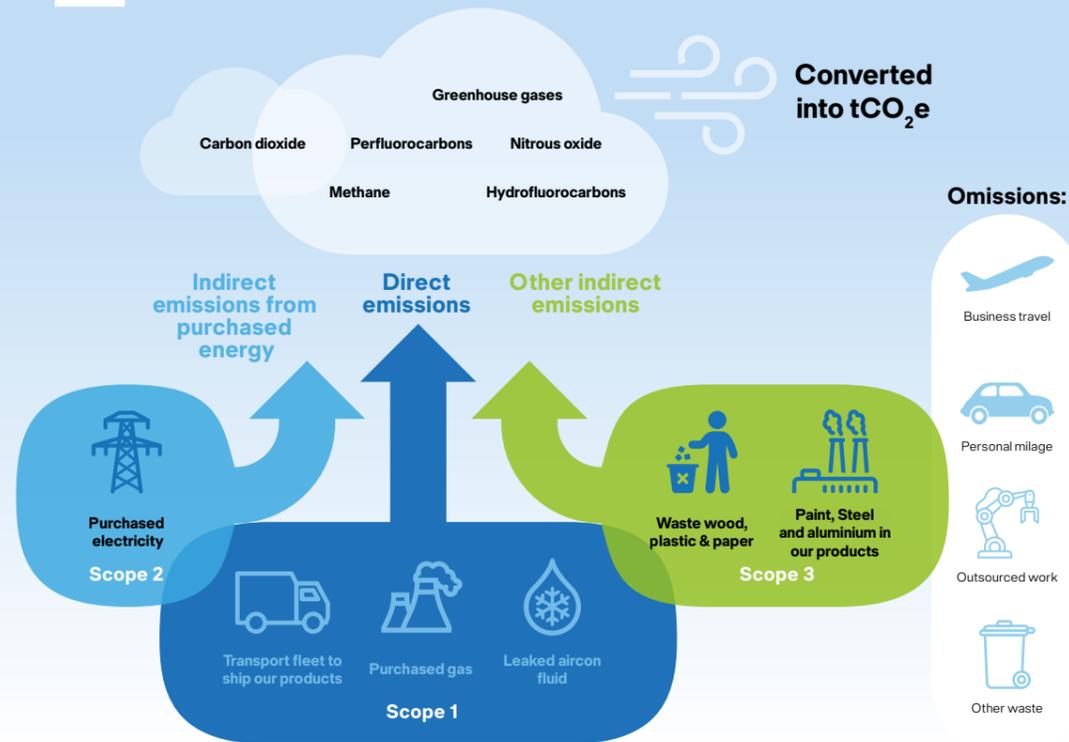
The Cradle to Cradle certified principles have become the foundations for our ESG (Environmental, Social, and Governance) journey for the next decade. Our strategies are tailored to actively uphold commitments in critical areas like product circularity, material health, social fairness, climate change, and water and soil stewardship, with the goal of achieving Cradle to Cradle certified Silver by 2026. Throughout this ongoing journey, our commitment remains steadfast in delivering products that not only prioritise safety but also embrace circularity and responsible manufacturing.

Matt Branigan, Head of Sustainability





Net Zero Carbon Strategy



| tCO ₂ e | Scope 1 | Scope 2 | Scope 3 | Total |
|--------------------|---------|---------|---------|--------|
| 2022 | 3,768 | 1,252 | 56,608 | 61,628 |
| 2023 | 3,506 | 1,172 | 24,264 | 28,942 |

WHY HAVE OUR 2022 FIGURES CHANGED SINCE LAST YEAR? Through better tracking and national guidance on GHG emissions figures, our reported figures from 2022 have increased but the reporting from 2023 show significant improvements.

LOOKING AHEAD –
We expect to reduce Scopes 1 and 2 to zero and Scope 3 by 50% before 2040.

STRATEGY FOR REDUCING OUR SCOPE 3. The reduction to Scope 3 in 2023 was due to the large volume purchase of steel in 2022. We expect a further reduction in this figure in 2024, with the introduction of SAS Horizon and our Take-Back initiative.

Saving 240 tonnes of CO₂



IMPACT OF NEW SOLAR PV SYSTEM AND OTHER INITIATIVES

Our first solar photovoltaic system was completed in early 2023 and has significantly reduced our energy usage at our manufacturing facility in Bridgend, South Wales. The system is already ahead of its annual generation targets in 2023/24 and will save over 240 tonnes of CO₂ annually.

We have also delivered several other initiatives to further reduce our energy use and emissions including machinery and equipment upgrades.

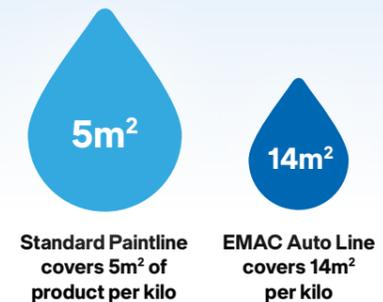
OPERATIONAL PLANNING

Improved paint line usage tracking has allowed the business to switch off the system for longer during production downtime. Through better planning and utilisation, we are able to reduce the number of hours the line is operational whilst maintaining the same production volume.

THE EMAC AUTO LINE

The concept for the Emac Autoline was first discussed in 2017 and given the go-ahead by the late founder, Eddie McElhinney, in 2021. Through this line, the product is not touched by a human hand until it reaches the acoustic infill assembly stage. By employing advanced manufacturing techniques, the line consumes less electricity, gas, and polyester powder coat paint compared to traditional assembly methods. Notably, the line goes a step further by recycling heat from ovens to power pre-treatment heaters, creating a holistic approach to minimising energy wastage.

Paint Usage Comparison



PAINT STRIPPING AND CLEANING

New innovations and improvements around our regular paint lines have also reduced our environmental impact. In Maybole, we have partnered with a new business providing fluidized bed technology to remove paint off our paint line instruments like jigs and hooks. In addition to eliminating this stream of gas consumption, we are also reducing our contaminants to the air.



Product Circularity and Environmental Impact



TAKE-BACK PROJECTS

An integral part of our circularity strategy is in the return and processing of our products when buildings go through refurbishment or demolition. Since launching our Take-Back scheme in November, we have been involved in several pilot projects including:

- Taking pre-loved tiles and repurposing them into other products.
- Helping clients to sort, clean and return tiles for reuse.
- Setting up new quality controls identifying damaged tiles to responsibly recycle.

Our innovative design and the durability of metal provides us with right foundations to make decades of ceiling products fit for another 50 years. If you have a refurb project containing pre-loved suspended ceilings please email recycle@sasint.co.uk

"In 2023, the FIS launched a reuse initiative. The aim of the project is to pilot the use of storage to enable the reuse of suspended metal ceiling tiles and luminaires. The initiative started with a small group of individuals and is now seeing involvement from all parts of the industry, from contractors, architects to manufacturers. In particular, the participation of manufacturers has been incredibly well received by the group as they are seen as an important piece of the jigsaw to move towards a more sustainable and resource efficient industry. SAS's work on the identification, disassembly and packaging of their products shows leadership and will be essential to support the reuse market."

Flavie Lowres,
Sustainability Champion,
Finishes & Interior Sector



A-MAZE RANGE

In 2023, SAS maintained our partnership with WeForest and contributed to the restoration of more than 32,910m² of land in the Atlantic Forest biome. We took positive steps by using waste generated during the manufacturing of our A-Maze products to fund donations for this project.



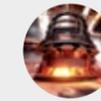
SAS HORIZON

To meet net zero carbon goals, the entire construction sector supply chain needs to lower emissions and ultimately become fully circular. With this objective in mind, we launched the SAS Horizon products program, a transformational project lowering the embodied carbon of a fast-growing range of SAS products.

HOW IS IT REDUCED?



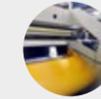
Manufacturing with renewable energy



Electric Arc Furnace and over 90% recycled content steel

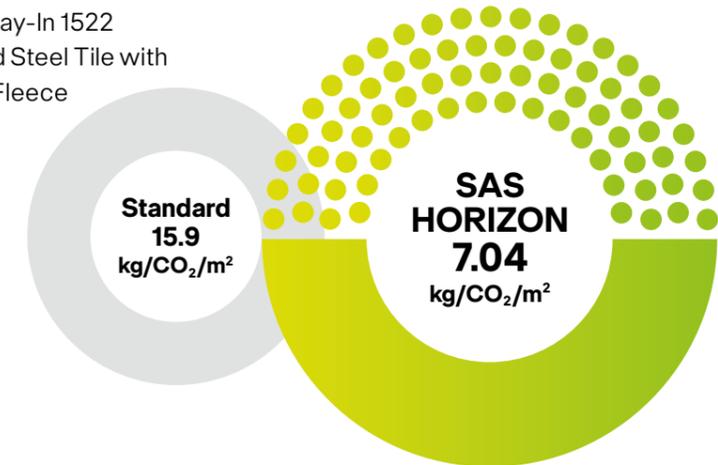


Low waste design processes and sustainable packaging



Improved machinery and operations in our Bridgend and Maybole factories

SAS330 Lay-In 1522 Perforated Steel Tile with Acoustic Fleece



| SAS HORIZON ILLUSTRATION | | Standard Steel kg/CO ₂ /m ² | HORIZON Steel kg/CO ₂ /m ² | Carbon Reduction* |
|--------------------------|-----------------|---|--|-------------------|
| SAS150 | Plain | 15.1 | 6.57 | 57% |
| SAS150 | 1522 Perforated | 13.2 | 6.1 | 54% |
| SAS200 | Plain | 18.4 | 7.81 | 58% |
| SAS200 | 1522 Perforated | 15.9 | 7.04 | 56% |
| SAS330 | Plain | 18.4 | 7.81 | 58% |
| SAS330 | 1522 Perforated | 15.9 | 7.04 | 56% |
| C-Profile | 100mm | 6.14 | 3.27 | 47% |
| C-Profile | 50mm | 4.13 | 2.67 | 35% |
| SAS500 | 1522 Perforated | 17 | 8.12 | 52% |
| SAS600 | 1522 Perforated | 13.5 | 6.24 | 54% |

* Currently unverified. Calculated in accordance with EN 15804:2012+A2:2019 and BRE 2021 Product Category Rules (PN 514 Rev 3.0)



Material Health

SAS International's recent achievement of Cradle-to-Cradle Material Health Certification Version 4 underscores the company's firm commitment to responsibly sourcing materials that are safe and support product quality. The delivery of this certificate requires us to work closely with our value chain to fully investigate and verify our materials.

SAS Cradle to Cradle certified products contain none of the following:

- PVC
- PFAS
- Antimicrobials
- BPA
- Flame retardants
- Carcinogens
- Mutagens
- Reproductive toxins

This aligns with the regulations of: REACH, RoHS, The Stockholm Convention, and California Prop 65.

Our certified products also contribute to many industry and global initiatives. These include:

Red List Free
Covering 19 of 19 chemical classes

LEED
5 – 7 points

WELL
1 – 5 points

greenstar
Good / Best

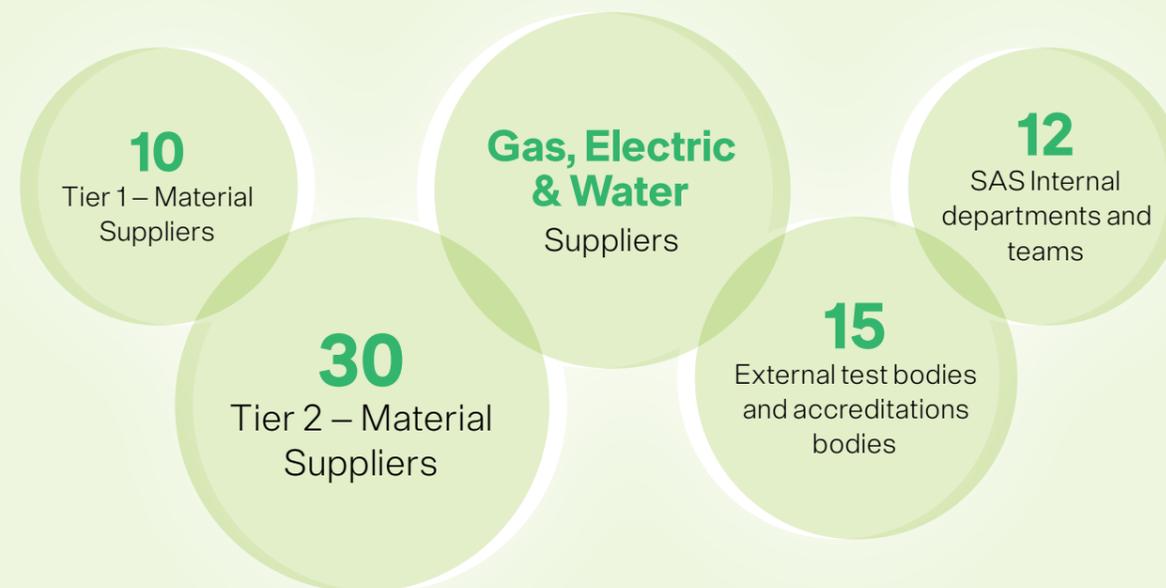
ARCHITECTS DECLARE
6 – 10 pledges

mindful MATERIALS
CMF
5 of 5 buckets

SUSTAINABLE DEVELOPMENT GOALS
11 – 17 goals

STAKEHOLDER ENGAGEMENT

To become Cradle to Cradle certified, we have worked with our committed value chain including:



ADDITIONAL BENEFITS OF SAS PRODUCTS INCLUDE:

- Design for disassembly
- Cleanable and reusable
- Volatile Organic Compound emission level A+ (very low)
- Factories operating to ISO 14001 Environmental management systems and ISO 9001 Quality management systems standards
- Global Green Tag certification

FIRE RATINGS:

- UK & Europe - Up to A1 to BS EN 13501-1
- USA - Class A to UL723/ASTME84
- Canada - Flame spread 0-25, Smoke Development 0 – 450 to CAN/ULC S102 REV1
- Oceania - Classification: Group 1 to AS ISO 9705 -2003





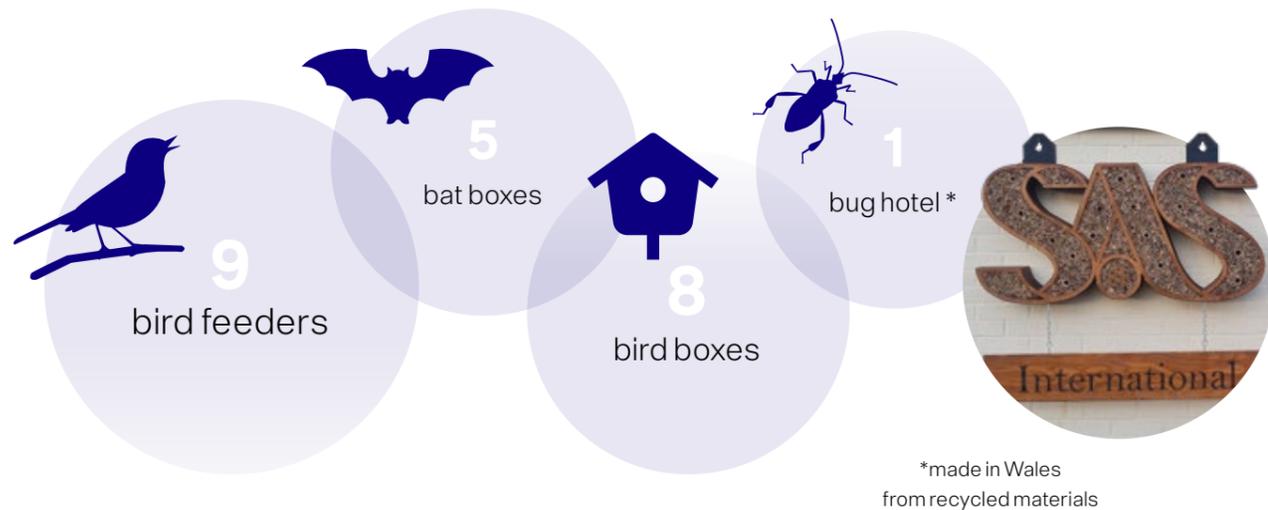
Water and Soil Stewardship

WATER USE AND PROTECTION

Our Maybole manufacturing plant has successfully obtained a grant from Scottish Enterprise towards upgrading our system for producing demineralised water. Installation of a Reverse Osmosis system will remove the requirement for hazardous chemicals and the associated carbon emissions with transportation and packaging.

BIODIVERSITY PROJECTS

We have continued to improve impact on the local wildlife in and around our manufacturing facilities with further biodiversity projects including the installation of:



PROTECTING OUR BEES

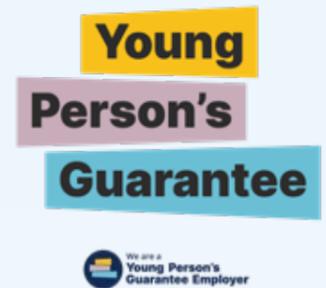
In May, a bee colony that was residing near our Bridgend factory had to be relocated to a new spot for which we called on the expertise of a members of the Bridgend Beekeepers. Bees are vital to the ecosystem through the pollination of native and food-producing plants and trees. SAS International paid for the colony to have a new hive under the care of a local beekeeper and honey producer known as Raw Welsh Honey.

www.rawwelshhoney.co.uk



Social Fairness and Equality

- Living Wage Employer
- Apprenticeships - **7**
- Training Courses - **23**
- Higher Education qualifications - **3**
- Lunch of New Human Rights Policy in 2024
- ISO 45001 Occupational Health and Safety for all SAS manufacturing plants.



YOUNG PERSON GUARANTEE EMPLOYER, SCOTLAND

Maybole became a recognised Young Person Guarantee employer. The Young Person's Guarantee brings together employers, partners, and young people with an aim to connect 16 to 24-year-olds in Scotland to an opportunity. This could be a job, work experience, apprenticeship, further or higher education, training, or volunteering.



DIG DEEPER, ENGLAND

SAS entered three teams to the Dig Deeper Race held in the Peak District of England. Organised by Paul Hargreaves, Construction Director at Lipton Rogers Developments, Jeremy Edwards, Director with Arup, and Gavin Anderson. This adventurous, multi-activity race is in aid of the Anthony Nolan and 353 charities.



SEND COMMUNITY SPACE, WALES

Bridgend volunteers, John Durston, Jack Tallis, Ellis Darks, Andrew Chalmers and Joshua Evans, helped out by redecorating local community rooms. The first room is now a calming space complete with bean bags and ceiling hoists for individuals with complex needs, and wheelchair users. The second room known as the “Touch Trust” is where trained staff provide a variety of multi-sensory activities. These sessions help individuals connect on a deeper level through music, gentle massage, breathing techniques, dancing, and relaxation.



CHARITIES SUPPORTED IN 2023

- Berkshire Women’s Aid
- West Berkshire Food Bank
 - Readibus
- MacMillan Cancer Support
- The Royal Brition Legion
 - Room Sixty
 - Splice Charity

SURGE EVENT, UAE

Surge for Water is a global charity with the mission of investing in communities to improve water, sanitation, hygiene and menstrual health. SAS International is a proud sponsor of their annual Gala dinner in Dubai which raises funds for community driven and women-led project in Uganda, Haiti, Indonesia and the Philippines.





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