

# eccles<sup>®</sup>

Intelligent Access & Drainage Solutions™

Environmental,  
Social & Governance







# Eccles a Modern Business with Trusted Family Values

## Intelligent Access and Drainage Solutions

Established in 1955, we are trusted manufacturers of ductile iron and steel access covers, gully gratings, composite covers and innovative drainage systems for distributors and the global civil engineering industry.

We supply the largest and most well-known builders' merchants and we have large stocks ready to go at competitive prices.

For projects that have a bespoke requirement our Special Products Division will design and engineer high quality, innovative solutions to fulfil any individual project need.









## Company Values



**Integrity & Respect**



**Continuous Improvement & Innovation**



**Transparency & Accountability**

**Integrity & Respect** – doing the right things in the right way, always, for the benefit of our customers.

**Continuous Improvement & Innovation** – making positive improvements every day to develop our people, processes and products.

**Transparency & Accountability** – upholding a culture of honesty, accountability and sincerity, delivering on all promises that we make.








# Carbon Zero


Sustainability is important to us, and we know that it is also important for our customers, partners and suppliers too.

We want to leave a positive environmental legacy for future generations and ensure that lasting damage is not done to the planet that we all share.


As such, we are committed to reducing the carbon footprint of all our business operations, with a program of carbon measurement, monitoring and reduction in place.


**We aim to be a carbon zero business by 2050.**


 **Recycled Materials** – 90% of our ductile iron products are made from recycled materials, and are fully recyclable at the end of their service life. These materials are chosen for their efficiency and high-performance; ductile iron is significantly lighter than traditional grey iron and legacy materials - helping reduce distribution and transport costs, whilst decreasing the production of CO<sup>2</sup> and energy consumed and reduction in transport costs.

 **Recycling** – We have implemented a system of recovering scrap metal from end-of-life service and then encourage both builders merchants and end users to return end-of-life products – so they can be re-used as a raw material and re-purposed for the manufacture of new drainage products.

Find out more: [recycling@ecclesproducts.com](mailto:recycling@ecclesproducts.com)

 **Install-Once** – All our access covers and frames are quick and easy to install with minimal disruption to the environment and surrounding area.

 **Product Performance** – Our modern processes of manufacturing ensures our products are strong, durable and long-lasting. They are built to last without the need to waste resource and energy replacing them.

 **Anti-Theft Innovations** – Our Visual Covers range of products are all supplied lockable as standard. Our MaxiGrip+ range is indexed with a 'slave and master' facility providing indexed covers and frames to protect against theft, helping to reduce energy that would be spent producing, transporting and installing replacement parts.





- ✓ **EV Charging** – we have installed two electric charging points on site for staff and customers to use freely. We plan to increase these as we upgrade our fleet in the future.
- ✓ **Waste Disposal** – we have implemented responsible waste disposal with our environmental waste management partners to reduce our onsite waste, currently 82% of our waste is recycled but we have set a targeted 0% waste ending up in landfill by 2028.
- ✓ **Energy** – we have targeted a 20% reduction in gas and electricity usage by 2030.
- ✓ **Ongoing Research & Development** – we work with many technology partners including local universities so we can continue to develop innovative and more sustainable product ranges and help deliver low carbon product enhancements.
- ✓ **Office & Warehouse Procedures** – we have taken steps to minimise our product packaging, recycle office waste, eliminate unnecessary business trips, utilise technology for virtual meetings and use innovation to develop more environmentally-friendly product lines.
- ✓ **Stock** – we hold large stocks of all our popular product lines, and are extremely fast and efficient with our product deliveries. This means that projects get completed sooner with less street closures or public delays, helping reduce congestion and pollution in built-up areas.
- ✓ **Localism** – although we are a global business, we believe it is important to support local business too. As such we have an approved supplier list featuring many advertising, design and print firms from the local area, as well as local partnerships with the nearby university which help drive innovation and support the local economy.








✔ **Protecting Ecosystems** – We supply effective drainage solutions for any project across all sectors: by removing unwanted surface and sub-surface water from impermeable areas, we prevent watercourse systems becoming overloaded which helps negate the devastation that flooding and dangerous storm surges can cause to the local environment.

✔ **Environmental Product Declaration** – The EPD methodology has been developed by the CEN/TC 350 Sustainability of Construction works, which is a standardisation group consisting of industry experts, the committee are undertaking advice from a specialist consultant to assist in the publication EDP for each product.

✔ **Transport** – a standard delivery



**Transport key:**

-  **Ship**  
3124 nautical miles
-  **Rail**  
141 miles
-  **Road**  
26 miles

## Monitoring and Management

✔ **Nominated ESG Leader** – whilst all Eccles' employees are empowered to manage, measure and deliver ESG performance, we have an ESG Committee who meet every quarter and take the lead on this to ensure that standards and compliancy are met.

✔ **Board Meetings** – the senior management team meet bi-annually to review performance against our ESG targets, and to make certain that the company is on track to meet or exceed them.

✔ **A Greener Supply Chain** – our manufacturing, shipping and transport partners, along with all affiliates in the supply chain, are monitored and measured for low carbon figures.







## Social

### A Culture of Safety and Quality

We operate a policy of continuous improvement for the betterment of all our customers, employees, partners and suppliers.

Achieving accreditation to these high standards reinforces our position as a trusted global supplier in drainage and access solutions.







## Certification

We currently hold two of our own BSI Kitemark licenses KM656300 and KM734342. Two License of BSI Standard EN124-2:2015 and EN1433:2006.

This certification confirms our commitment to demonstrating leading levels of consistency, quality and reliability throughout our entire product portfolio.

In addition our range of EN1433 is fully compliant with both the new UK Conformity Assessed (CA) Mark, and Conformité Européenne (CE) Mark.

This investment in certification provides our customers across the globe with the peace of mind that our products have been rigorously tested and certified by the world's leading independent third-party certification bodies.

As a global manufacturer we also work with other recognised certification bodies such as SGS, LRQA, NF, TUV, TL and Lloyds British.





## Testing

Our UK and global testing facilities have a custom-built compression testing machine with verification and calibration of the force measuring system to ISO EN 7500-2:2004 for the testing of our products EN124:2015 and EN1433:2006.

Our digitised test load equipment can apply a load of up to 1500kN (150 tonnes) with a bed size 1000mm x 1000mm, whereby a wide range of products can be tested at our in-house facility on this equipment.

In addition we also have the capability to carry new additional tests in EN124-2 such as pull out and tilt tests in accordance with annex D and annex E of the standard.



## SmartGrip Technology™

To improve road safety we have developed SmartGrip Technology™, an asymmetrical raised pattern top plate for the Eccles range of access covers and frames.

Designed with a high multi-directional micro texture, this controls the contact between the tyre rubber and the surface of the access cover, to improve stability against aquaplaning.

Micro texture refers to the small-scale texture of the top of the raised pattern (which controls contact between the tyre rubber and the surface of the access cover).

Macro texture refers to the large-scale texture of the cover plate as a whole, due to the raised pattern arrangement.







## Health & Safety

✔ **Post-Covid** – we continue to adopt sensible Covid measures, and although we have now relaxed our social distancing rules, we have retained the need for diligence when it comes to personal hygiene, workplace cleanliness and ongoing use of sanitiser stations.

✔ **Workplace Safety** – staff and visitors are expected to wear hi-vis apparel when entering the warehouse and storage areas, which are delineated via floor markings.

✔ **Training** – staff are trained on Manual Handling and H&S Procedures to reduce the risk of accident and to create a safer working environment.

✔ **RIDDOR** –

Year	2019	2020	2021	2022
<b>Riddor</b>	0	0	0	0
<b>Working Time Loss</b>	0	0	0	2

✔ **Continuous Improvement** – employees are encouraged and empowered to step forward with any ideas and suggestions to improve the safety and efficiency of the workplace environment; we have systems in place to capture and act upon information and ideas received.







We are proud supporters of



## Employee Development & Training

✔ **Employee Training** – we host regular Staff Training Days, off-site, to keep the team appraised of the latest company and product developments, providing the necessary knowledge, information and training to upskill the workforce and eliminate any knowledge gaps.

✔ **Flexible Working** – our work procedures are fair and flexible, offering employees the opportunity to better balance the modern demands of work and personal life. Our systems and documents are now Cloud-based to facilitate home working when needed.

✔ **Team Building** – work hard, play hard! We believe social gatherings and fun days are an important aspect of developing a happy and healthy workforce.

✔ **Incentives** – the team have various incentives and bonus schemes to reward productivity.

✔ **Job Satisfaction** – the extremely low staff turnover that we have is indicative of the strong, supportive culture that we have nurtured over the years at Eccles. In fact, we have a staggering 246 years combined experience between us!

✔ **Charity** – the two main charities that we support are Circus Starr, who organise special events for disabled and disadvantaged children, and Water Aid, who improve people's access to clean water, toilets and hygiene in developing countries.

✔ **Equality** – we believe in equal rights for all and we now have a 60%/40% (male/female) gender split in the office.

✔ **Personal Development & Support** – we now have a fully qualified Mental Health First Aider (MHFA) who is trained to support colleagues with any pressures or personal difficulties that may arise.







## Governance

### Anti-Bribery Policy

The Eccles Anti-Bribery Policy establishes controls to ensure compliance with all applicable anti-bribery and corruption regulations, and to ensure that the company's business is conducted in a socially responsible manner.

Bribery is the offering, promising, giving, accepting or soliciting of an advantage as an inducement for action which is illegal or a breach of trust. A bribe is an inducement or reward offered, promised or provided in order to gain any commercial, contractual, regulatory or personal advantage.

It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery.

We will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate.









## Anti-Slavery Policy


At Eccles we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain.


We have taken concrete steps to tackle modern slavery, taking actions to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking.

Eccles operates the following policies for identifying and preventing slavery and human trafficking in our operations:

 **Whistleblowing Policy** – we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.

 **Code of Conduct** – our working culture encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when building customer relationships and managing our supply chain.

 **Purchasing Code** – we have updated our Purchasing Code and supplier contracts to make explicit reference to slavery and human trafficking.

 **Supplier Due Diligence** – we conduct due diligence on all new suppliers and on existing suppliers via on-boarding programmes at regular intervals. This includes:

- Assessing risks in the provision of particular services
- Auditing the suppliers, and their health and safety standards, labour relations and employee contracts
- Requiring improvements to substandard employment practices
- Sanctioning suppliers that fail to improve their performance in line with our requirements

**We require all suppliers to attest that:**

- They don't use any form of forced, compulsory or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment





## Ethical Trade Policy

We abide by the nine base Codes of Ethical Trading Initiative to ensure that the company and its personnel always behave in an ethical manner.

- 1** Employment is freely chosen
- 2** Freedom of association and the right to collective bargaining are respected
- 3** Working conditions are safe and hygienic
- 4** Child labour shall not be used
- 5** Living wages are paid
- 6** Working hours are not excessive
- 7** No discrimination is practiced
- 8** Regular employment is provided
- 9** No harsh or inhumane treatment is allowed







## Accessibility

We are committed to making our website, company literature and promotional channels accessible and inclusive to all people. We endeavour to implement best practice to ensure there are no barriers that prevent interaction with, or understanding of, our service offerings.

### We have processes in place to enable:

- Reporting any accessibility problems with the company website
- Plain English, easy to understand information, no jargon
- Gathering customer feedback and information to help us improve further
- Providing a wider range of inclusive content including videos, PDF documents and visual imagery



## Privacy & Data Protection

- ✔ **Data Control** – whilst all Eccles' employees are empowered to manage, measure and deliver ESG performance, we have a nominated Company Director who takes the lead on this to ensure that standards and compliancy are met.
- ✔ **GDPR** – we are committed to conducting our business in accordance with all applicable data protection laws. We will keep abreast of any updates to this GDPR legislation and will amend our business practices accordingly. This Policy will be reviewed annually.
- ✔ **Anti-Spam** – we want our customers and partners to have access to honest, clear and concise information to enable superior decision-making. We are committed to producing up-to-date, accessible promotional information about our products and services. We pledge to always be honest and accurate when communicating or advising on any aspect of a project from concept to completion and beyond.





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[www.ecclesproducts.com](http://www.ecclesproducts.com)







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