



MORGAN MOTOR COMPANY

# 2024 Annual Sustainability Report

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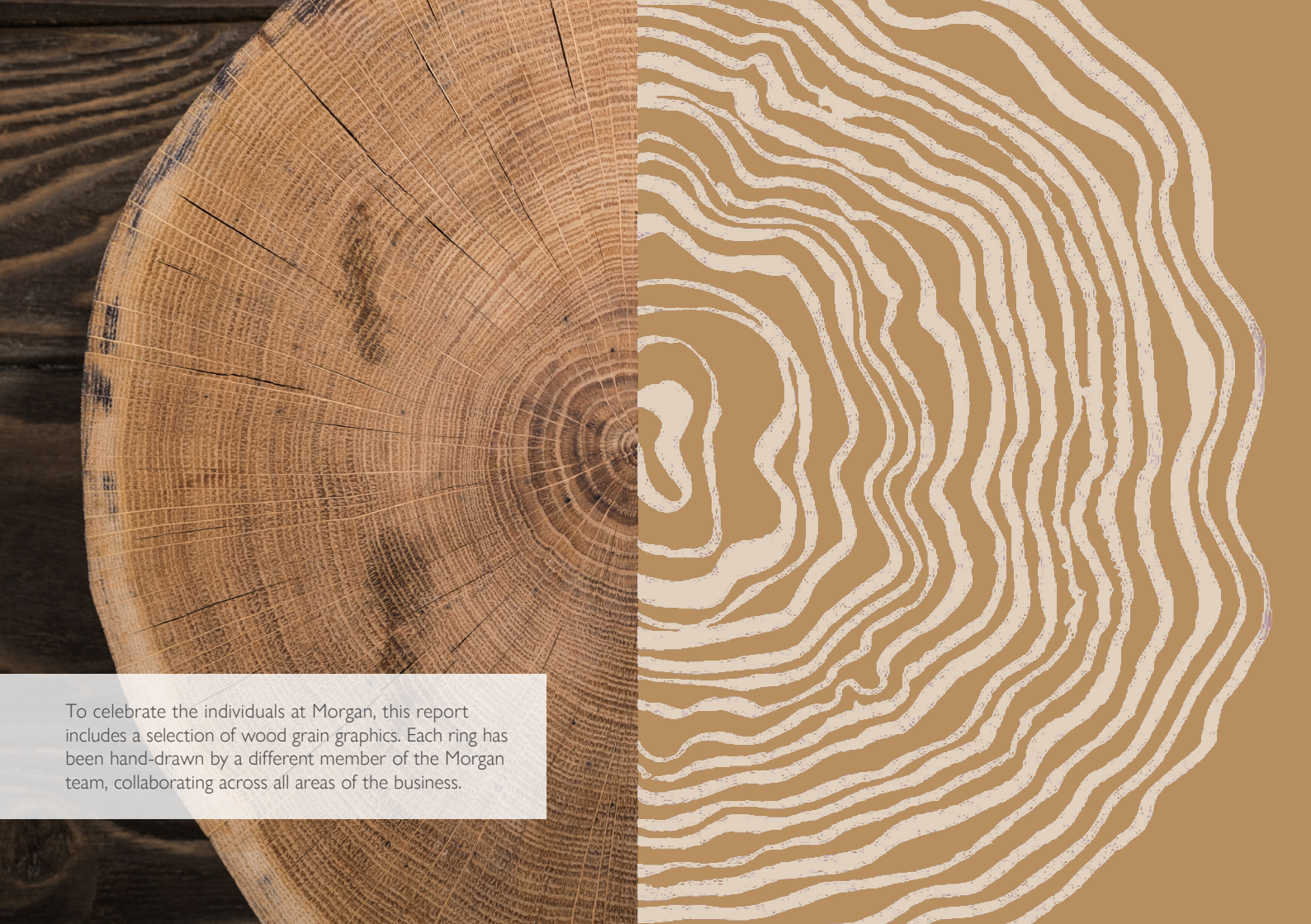


# WELCOME

This report is designed to be transparent and robust in its assessment of our performance. It draws on our commitment to the United Nations (UN) Global Compact and our support of the Global Reporting Initiative (GRI) Sustainability Reporting Standards.

The report evaluates our sustainability approach and performance in the year 1st January 2024 to 31st December 2024.





To celebrate the individuals at Morgan, this report includes a selection of wood grain graphics. Each ring has been hand-drawn by a different member of the Morgan team, collaborating across all areas of the business.

# OUR BUSINESS

Protecting our people and the environment remains at the forefront of our strategy and influences key decisions at every level of our business.



# Built with integrity. Designed for the future.

## Always Driving Joy.

Driving Joy is Morgan's purpose and guiding principle. Our purpose shapes everything we do, from why we handcraft our products, to the experiences we create for customers, and how we care for one another, our community, and the environment.

For Morgan, Driving Joy lies in the creative art of coachbuilding, the thrill of analogue motoring, and the deeply personal journey of ownership. It's also found when we push beyond personal limits and develop our knowledge and skills.

Sustainability is at the heart of our vision for Morgan's future. We are building a company to last another 116-years, with limited impact on the earth. We are creating innovative, elegant, and distinctive cars that last generations, and accompany them with the most immersive experiences in the automotive world. Morgan is more than a car manufacturer.



I'm pleased to welcome you to our 2024 Morgan Annual Sustainability Report. This year, we have been focused on developing new products, culminating in the launch of the new Supersport in March 2025.

Midsummer — which was the result of our collaboration with Pininfarina — has proven a resounding success. The barchetta-style special combines our signature craftsmanship with modern design and technology.

As we think ahead to the future, one of our key objectives is to become the automotive brand synonymous with sustainability. Morgan's lightweight, handcrafted vehicles promote efficiency and longevity of ownership, using natural materials and low-energy manufacturing processes.

Our sustainability strategy is grounded in materiality — focusing on the ESG issues that matter most to our business, our people, and the planet.

This approach ensures that our actions target areas of greatest impact and relevance. Our goal is to be the most sustainable car manufacturer on our planet, supported by initiatives in workforce diversity, charity, inclusion, and electrification programs. Protecting our people and environment is fundamental to the sustainable delivery of Driving Joy.

I'm incredibly proud of our people here at Morgan — they are not just part of the business, they are the business. Through building an inclusive, skilled and future-ready workforce, and an increased focus on continuous improvement, I am confident we will fulfill our ESG strategy defined within this report.



**Matthew Hole** - MANAGING DIRECTOR

## MORGAN'S HISTORY

In 1909, HFS Morgan did not intend to change the world, he simply wanted to drive over the Malvern Hills.

With the invention of a three-wheeled cyclecar, his company quickly grew thanks to Morgan's ingenuity in using motorsport and trialing to put his invention, and his company, on the map.

H.F.S was a pioneer, a trailblazer, and a skilled engineer. The values that he instilled in the company during its formative years are still alive today. Today, the Morgan Motor Company

is the world's oldest independently operating carmaker with uninterrupted production. Based in Malvern, England, Morgan combines timeless design, craftsmanship and modern performance to create coach - built cars that exude elegance and individuality.

The authenticity of Morgan, has remained unchanged for over a century: from design and engineering, to craft and manufacturing, and through to the customer journey and tailoring. Every Morgan is designed and built to be as individual as its owner.

Morgan's red brick factory buildings are home to generations of the finest craft skills. The Pickersleigh Road factory site is built into the foothills of the Malvern Hills, an area of outstanding natural beauty. Every Morgan car makes its way down the natural slope of the hill as it passes through each stage of the manufacturing process. All Morgan cars are expertly crafted using three core elements: ash, aluminium and leather and are designed to work in harmony with these materials. By pushing the boundaries of how coach-building techniques can be applied, every car made is a celebration of traditional manufacture and modern design.



Morgan aims to be the most distinctive, sustainable, and emotionally engaging automotive luxury brand.

Our sustainability strategy is grounded in materiality — focusing on the ESG issues that matter most to our business, our people, and the planet. This approach ensures that our actions target areas of greatest impact and relevance, shaping a path to long-term value and resilience.

## PRODUCT

### UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)



- Innovation
- Product safety and quality
- Supply chain management
- Design for circularity

## PEOPLE



- Employment, training and education
- Occupational health, safety and wellbeing
- Diversity and inclusion
- Purpose and stakeholder governance

## PLANET



- Climate change and vehicle emissions
- Environmental stewardship

## 2024 OVERVIEW

### PRODUCT

**419 cars**  
produced

39% less than in 2023.  
61% of previous years production  
compared to 2023.

### PRODUCT

**Plus Four USA**  
introduction

### PRODUCT

**Midsummer**  
collaboration

### PRODUCT

**Electric XP-1**  
prototype

XP-1 begins the process of preparing  
the business for electrification.

### PEOPLE

**200** employees  
**4** apprentices

### PLANET

**100% renewable**  
**electricity**

### PLANET

**ISO14001**  
certification



MORGAN

# PRODUCT

During 2024 we initiated several projects to develop new products, enhance existing products, and homologate for new markets.



A product's design can significantly impact its ability to be **sustainable** through its **composition**, its **manufacturing process** and its **intended use**.

## USA PLUS FOUR

The Morgan Plus Four is now available in the United States, representing the first four-wheeled Morgan that has been officially available in the market since the early 2000s. Plus Four's introduction to the United States follows a successful homologation program that has taken more than five years.

Proudly continuing the legacy of the company's longest-running nameplate, the latest Plus Four features a unique blend of timeless design, appropriate modern technology and engaging driving dynamics, informed by more than 70 years of evolution.



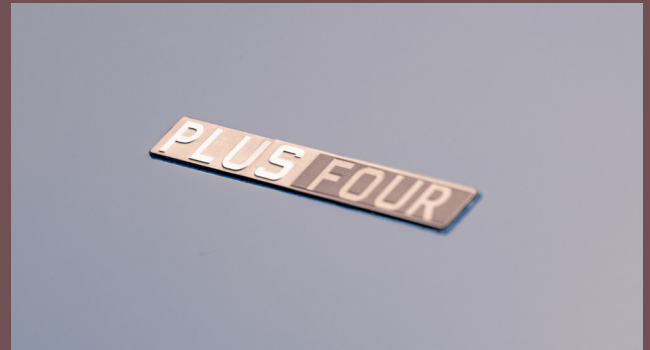


## PLUS FOUR

For the Plus Four, we have developed new lighting packages using cutting edge LED technology, that enhance both usability and safety for Morgan owners. We have also continued our mission to reduce the mass of vehicles, and this year saw the development of future lightweight models.

We have continued to invest in the engineering team. 2024 saw the team trained in the latest Computational Fluid Dynamics and Finite Element Analysis tools. These are enabling the development of more aerodynamically efficient vehicles, and cars that are both safer and more reliable.





## MIDSUMMER

The Morgan Midsummer was Morgan's first-ever exterior form collaboration, created in partnership with Italian design house, Pininfarina. Just 50 barchetta-style sports cars were coach-built, each car hand-finished using traditional techniques passed down through generations.





## ELECTRIFICATION

We will continue in protecting our ethos of building beautifully hand-crafted lightweight vehicles and continue to investigate new materials that enhance the quality and mass of our vehicles. We will also lay the foundations for our first

future production electric vehicle and refine the quality of all the vehicles we make, with the aim of maximising enjoyment for the owners of the cars we build.







We have continued to develop the foundations of our future electrification strategy. Our aim is to deliver greener, lower emission vehicles in the years to come, whilst simultaneously positioning ourselves for compliance in all planned markets.

A state-of-the-art simulation tool chain known internally as MDrivE was developed. This allows accurate prediction of the performance of electric vehicles, across all operating modes and drive cycles. This set of tools will enable Morgan to choose the right technologies for its electric products, and ensure that high-performing, reliable and cost-effective solutions are selected.



## SUSTAINABILITY IN PRODUCT DESIGN

Sustainability sits at the heart  
of our product design process.

Innovation, technology and sustainability feature at the heart of our approach towards the design of new products.

Morgan creates engaging, analogue, and emotional experiences. Therefore, by nature, our products must only delight — the eyes, the senses and the consciousness.

With increasingly environmentally conscientious clients, any implication of harm to the environment can be detrimental to the joy the customer feels

— be it pressure resulting from their personal values or the perception of others.

Our approach to design is to ensure that every function of the vehicle is strictly necessary.

Super 3 provides an example of this philosophy. Nothing on Super 3 is superfluous, many of the components are carrying out multiple jobs, and solving numerous challenges with regards to weight, air flow, structural capability and luggage. This approach limits additional waste, cost, and weight, and is inherently sustainable.

## PURPOSE

Lightweight motoring is a tenet of our brand. Power-to-weight is the typical measure of fun. Every design decision we make considers weight. A lighter vehicle weight leads to increased powertrain efficiency and a reduction in our CO<sub>2</sub>e emissions.







*We create unique motoring experiences that are savoured and generate emotional connections between customer and product.*

The unique ownership experience of a Morgan encourages the longevity of ownership which our brand has become synonymous with. Materials form part of that experience. We seek an authentic and natural impression to our products through design and materials that are typically the primary touch-point, natural materials are traditionally less synthetic and with lower energy invested in the manufacture of them, they feature prominently in our vehicles.

As designers, our purpose is to create joy and excitement in delivering authentic and cherished products with as little negative effect on the environment as possible. We ensure that all our materials are sourced responsibly, while paying attention to their recyclability and recoverability at the end of their lives.

# ALUMINIUM

We work closely with major European suppliers to procure the correct specification of aluminium for each application. The aluminium featured in Morgan chassis is made from majority recycled content, which was on average 61% in 2024.

The body panels for every Morgan car are created using a combination of traditional panel beating and modern superforming techniques. Many panels and chassis sections are laser cut before being bonded to create a light weight and rigid platform, this helps to reduce waste. This process is vital to reducing our aluminium consumption.

Aluminium scrap from the manufacturing process is segregated and recycled through an open-loop system. Due to our production sizes and minimal on-site waste, the opportunities to invest in a closed-loop system are limited. However, we will continue to evaluate its suitability on an ongoing basis.

Our efforts continue to focus on the use of lightweight materials and the application of aerodynamic concepts. Although aluminium production is energy intensive, a lighter and more aerodynamic vehicle contributes to a reduction in CO<sub>2</sub> emissions and a reduced overall environmental impact of the product.

Aluminium will continue to be a staple material in Morgan sports car production, however with the development of various bio-composites coming to market, we have started to investigate their introduction into our vehicles. Their advantages in both performance and environmental impacts are attractive, and, in the future, could help to offset the use of aluminium production in our vehicles.



## ASH WOOD

Ash wood's lightweight, strong and durable characteristics make it an ideal material for body framing and has the added benefit of being a sustainable material.

Introduced in 1936 in the first four-wheeler, the ash frame has become synonymous with Morgan car production. We are the last automotive manufacturer to produce vehicles in this way. Through a process of manipulation and wooden jigs, each frame is entirely formed and assembled by hand, creating the structure to which the aluminium body is applied.





Ash is sourced from our sole supplier in Lincolnshire, where it's felled and sawn before being air dried for between two and three years. Once at the ideal moisture content, the wood is portioned, with only the best cuts being supplied for Morgan car production.

This process is fully traceable and conducted in accordance with UK Forestry Standards on sustainability. We have worked with our supplier to create a transparent timeline for the production of our wood, this will allow us to further celebrate its use, while offering consumer confidence in our diligence when selecting material.

## LEATHER

We work closely with Scottish Leather Group – which includes Bridge of Weir and Muirhead – to ensure our leather interiors are sustainable. Produced as a by-product of the beef and dairy industries, all hides are sourced from farms within the UK and Ireland. This provides us with the assurance that our interiors feature an ethically produced material with exceptional quality.

Scottish Leather Group has invested heavily in energy recovery technology. From a thermal energy plant that uses processed waste as fuel to supply its tannery to its ultra-filtration plant that



treats waste water from the tannery and recycles 40% back into production – with the remainder being treated by Scottish Water before being reintroduced to the local water system with zero impact – Muirhead is ensuring its impact on the environment is lowered.

The outcome of this is a material that produces 8kg of CO<sub>2</sub> per m<sup>2</sup> produced, the lowest published for leather in the world, but exceeds the quality that is attributed to many environmentally friendly leather alternatives.

Scottish Leather Group's operational purpose epitomises the suppliers Morgan will aim to align itself with through its ongoing supply chain reviews.



# QUALITY

The aim of our Quality Department is to ensure that all Morgan sports cars are produced to the highest-quality and exceed the expectations of our customers, driving joy at every opportunity.

This is achieved through engagement with internal and external stakeholders throughout our business. These include:

- The engineers and designers creating future Morgan models.
- The individuals working in our supply chain who manage suppliers to purchase the parts.

- Members of our new product introduction team who are instrumental in ensuring successful transition of new models from engineering to production.
- Our craftspeople who manufacture every car in a repeatable manner, with care and commitment at every stage.

By focusing on these areas and continuously considering new processes and technologies — that not only improve product quality, but also process time, energy consumption and a reduction in waste and rework — we will build a more sustainable company.





## SUPPLY CHAIN

We procure the highest-quality components for assembly into our vehicles, supplied consistently on time and produced in an ethically and environmentally conscious way.

We aim to communicate our expectations around supplier conduct concerning key environment, social and compliance standards in our contractual agreements, with an expectation on them to pass these requirements through their own supply chains.

These requirements are based around the principles of the UN Global Compact, which will help us to turn sustainability issues into robust processes and further advance occupational

health and safety. We aim to only source materials from those meeting these standards. We achieve this through our supplier handbook, an annual supplier questionnaire and regular supplier audits. The supplier handbook clearly communicates how we select and monitor suppliers, as well as how we require them to perform. We expect our suppliers to be as equally passionate about sustainability, ethics and supporting their local communities as we are.

# PEOPLE

Our people are the driving force behind everything we do. Their skills, passion, and curiosity spark the innovation that moves Morgan forward sustainably and responsibly. From visionary designers and expert engineers to the hands-on teams bringing ideas to life, every individual shapes our journey. By attracting and nurturing high performance, championing wellbeing, and creating inclusive spaces to thrive, we're building a future where both people and the planet can flourish.



We're building a workplace where **safety, inclusion,** and **opportunity** are foundational. Our commitment is to create an environment where every person feels **valued, supported,** and **empowered** to grow, so they can thrive and shape the success of our business.

## 2024 PEOPLE OVERVIEW

In 2024, we advanced our strategic focus on people by embedding growth, engagement, and inclusion more deeply across the organisation. We significantly expanded development opportunities, boosting employee training by 49%. Furthermore we introduced more responsive and data-informed engagement practices. Most importantly, we elevated employee voice as a core pillar of our decision-making process, ensuring it is consistently heard, measured, and acted upon. These efforts reflect our ongoing commitment to delivering joy through our people, recognising that their growth and fulfilment are key to our long-term success.





Our ability to deliver joy to hundreds of Morgan owners each year is reliant on the expertise of the world's most skilled coachbuilders. This belief has been fundamental to our proposition for over a century, and so we place a significant emphasis on employee engagement and to providing the necessary support for wellbeing.



*Morgan Motor Company continues to foster a strong culture of trust, connection, and shared purpose. This enduring closeness with our employees and the wider community remains central to how we operate, guide our decisions, shape our culture, and reinforce our commitment to responsible growth.*





## OCCUPATIONAL HEALTH AND SAFETY

The health and safety of everyone that works at Morgan is essential; having a healthy culture with safe operating practices aids the team's wellbeing.

Understanding, eliminating and controlling risks is core to our way of working and to our ongoing commitment to health and safety standards.

By combining thorough risk assessments with open stakeholder communication, we strengthen and elevate the organisation.





The Morgan Hub, our dedicated employee communications platform, plays a vital role in enabling real-time, two-way engagement across the organisation.

It strengthens our ability to surface and respond to key issues swiftly, while identifying patterns that inform ongoing improvements in workplace safety and culture. Beyond communication, the Hub supports the promotion of safe systems of work, reinforces key policies, and serves as a central source of information for all employees.

Moving forward, we are focusing on using digital tools to log safety observations to further drive operational excellence and employee wellbeing.

## ACCIDENT FREQUENCY RATE

We calculate our Accident Frequency Rate (AFR) and benchmark our performance against comparable industries. Month after month, our AFR consistently remains below the UK averages for both the manufacturing and automotive sectors.





## EMPLOYEE WELLBEING

In an industry defined by precision and pace, employee wellbeing is a strategic imperative that drives productivity, resilience, and long-term success. At Morgan, we are deepening our commitment to creating a supportive environment that nurtures physical and mental health, recognising that wellbeing is foundational to fostering a culture of continuous development and innovation.

Looking ahead, we will further integrate wellbeing into our people strategy to unlock greater potential, inspire creativity, and strengthen collaboration. By doing so, we aim to build a thriving workforce equipped to lead sustainable growth and drive transformative innovation.

At Morgan, we view wellbeing not as a standalone initiative, but as a dynamic part of how we operate and grow. From balanced workloads and clear policies to meaningful learning and development pathways, we're embedding wellbeing into daily business practice — making it visible, actionable, and measurable. This approach goes beyond improving morale; it supports a culture where people can do their best work, unlocking higher performance, stronger retention, and consistent product quality. A healthy, supported workforce isn't just good for business, it's essential to building a more resilient and sustainable future for everyone.



## TRAINING AND PERSONAL DEVELOPMENT

We continue to invest in the growth and development of our people, recognising that a skilled and adaptable workforce is essential to our long-term success. By prioritising training and personal development, we empower colleagues to meet evolving challenges, support innovation, and maintain our competitive edge in a rapidly changing industry.





Each employee has access to tailored training, available through our E-Learning platform, hands-on sessions with our experienced senior staff, or external training providers.

In 2024, we delivered an average of 15.7 hours of training per colleague, a significant increase from previous years. This achievement reflects our ongoing commitment to colleague development and to fostering talent from within the organisation.

## APPRENTICESHIPS

We continue to harness the skills of our artisans to foster a distinctive and supportive learning atmosphere for our apprentices. Our structured apprenticeship programme begins with an advance level that can lead to higher and degree apprenticeships.

Spanning up to four years, our programmes are tailored to specific disciplines and combine academic learning with exceptional on-the-job training. Current pathways include engineering, design, and finance, all leading to nationally recognised qualifications.





In 2024, six apprentices successfully completed their programmes, demonstrating strong technical capabilities and a professional attitude that enriches our workplace.

One of these individuals has progressed to a higher-level apprenticeship, further advancing their career within the business.

We also welcomed three new apprentices, marking a renewed phase of growth for our apprenticeship programme in 2024/2025.

Their arrival reflects our continued investment in developing future talent and ensuring the long-term strength of our workforce.

Our apprentices consistently show resilience, curiosity, and dedication.

Their achievements contribute meaningfully to our success, and we remain committed to supporting their development at every stage.

Apprenticeships	2024
New Apprenticeships	3
Existing Apprenticeships	1
Successful completion	6
Work Experience students	53



## WORK EXPERIENCE

Our work experience programme plays a vital role in inspiring the next generation, offering a meaningful introduction to our industry and potential pathways into long-term employment.

We are proud to offer a week-long work experience programme that provides students with a hands-on introduction to our business. Participants rotate through departments such as engineering, design, production, and operations, gaining valuable insight into the range of careers within our industry. This immersive exposure not

only broadens their understanding of the company but also supports informed career decisions.

In 2024, two former work experience students successfully transitioned into our apprenticeship programme, highlighting the positive impact and value of this initiative.

We remain committed to nurturing young talent through accessible and engaging experiences that help shape future careers and strengthen our industry.





## EQUAL OPPORTUNITIES AND GENDER PAY

We operate within a historically male dominated industry and having been operational for over 100 years feel the effects of this in the gender distribution within our business. Building on the improvements in 2023, we welcomed five female colleagues in 2024. By the end of 2024, women represented 15.2% of our workforce, reflecting steady progress from previous years. Continuing on this momentum, our strategic focus is to accelerate the growth of female representation across all levels. We are committed to fostering a diverse and inclusive culture by strengthening partnerships with local universities and stakeholders ensuring a sustainable pipeline of talent that enriches innovation and drives long-term business success.



**2023:** 13% of Employees are Women



**2024:** 15.2% of Employees are Women

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The diagrams above use one wood ring per percent of the employees that are women. Each ring has been hand-drawn by a different member of the Morgan team.

## HR STATEMENT OF INTENT

We are evolving towards a truly people-centric organisation. One where every individual is empowered, valued, and supported to contribute their best. This transformation is driven by bold, inclusive leaders who champion engagement, foster growth, and inspire innovation across all levels of the business.

Our commitment is to create an environment where open dialogue, collaboration, and accountability thrive, enabling us to build a resilient workforce prepared to meet the challenges of today and tomorrow. By putting people at the heart of everything we do, we are shaping a stronger, more agile organisation poised for sustainable success.





# OUR EMPLOYEES

EMPLOYEE DATA (AS OF 31<sup>ST</sup> DEC 2024)

	MMC	MW	SC	TOTAL
Employees	192	7	1	200

FEMALE	MALE	NON-BINARY	TOTAL
32	168	0	200

FULL TIME	PART TIME	TOTAL
187	13	200



Male Employees: 168



Female Employees: 32

The diagrams above use one wood ring per 10 employees. Each ring has been hand-drawn by a different member of the Morgan team. The information on this page excludes zero hour contracts. There are 18 zero hour contracts for Morgan Experience brand ambassadors (Including 17 males and 1 female). MMC: Morgan Motor Company MW: Morgan Works SC: Sports Cars

	FEMALE	MALE	NON-BINARY	TOTAL
Starters	6	23	0	29
Leavers	5	31	0	36

	FULL TIME	PART TIME	0 HRS	TOTAL
Starters	27	1	1	29
Leavers	25	5	6	36

	NON-PRODUCTION	PRODUCTION
Numbers of Employees	96	127



Non-Production: 96



Production: 127

The diagrams above use one wood ring per 10 employees. Each ring has been hand-drawn by a different member of the Morgan team. The information on this page includes all employees, including zero hour contracts.





## HEALTH AND SAFETY

	2024
Fatalities	0
Recordable Work-Related Accidents and Incidents Resulting in Injuries	21
Number of Lost Time Injuries	3
Lost Time Injury Frequency Rate (LTIFR)*	0.93
Hours Worked	428,288

\*Calculated by the total number of lost time injuries multiplied by 200,000 divided by the overall number of hours worked in the reporting period.

# TRAINING AND PERSONAL DEVELOPMENT

	2024
Number of training hours	3190
Number of training hours per employee	15.7

All colleagues complete mandatory training upon joining the company, with annual refreshers delivered in key areas such as health and safety. In 2024, we delivered a total of 3,190 hours of training, highlighting our ongoing commitment to learning and compliance. Professional development continues beyond mandatory sessions, extending through personal development reviews, upskilling opportunities, on-the-job training, mentoring, and the sharing of best practices across teams.







# PLANET

Our aim is to minimise our climate change impacts by reducing carbon emissions at source, pursuing low carbon opportunities relating to our business, and promoting responsible resource management.

We aim to reduce our environmental impacts through **production efficiencies, sustainable sourcing** and **ethical design** across our entire operations.

# COMMITMENT TO CLIMATE CHANGE

At Morgan, we are committed to minimising our impact on climate change through a comprehensive, data-driven approach. Our strategy focuses on four key areas:

1. **Delivering greener, lower-emission vehicles**
2. **Reducing carbon emissions at their source**
3. **Sourcing renewable and low-carbon energy solutions**
4. **Offsetting remaining emissions through nature-based climate solutions**

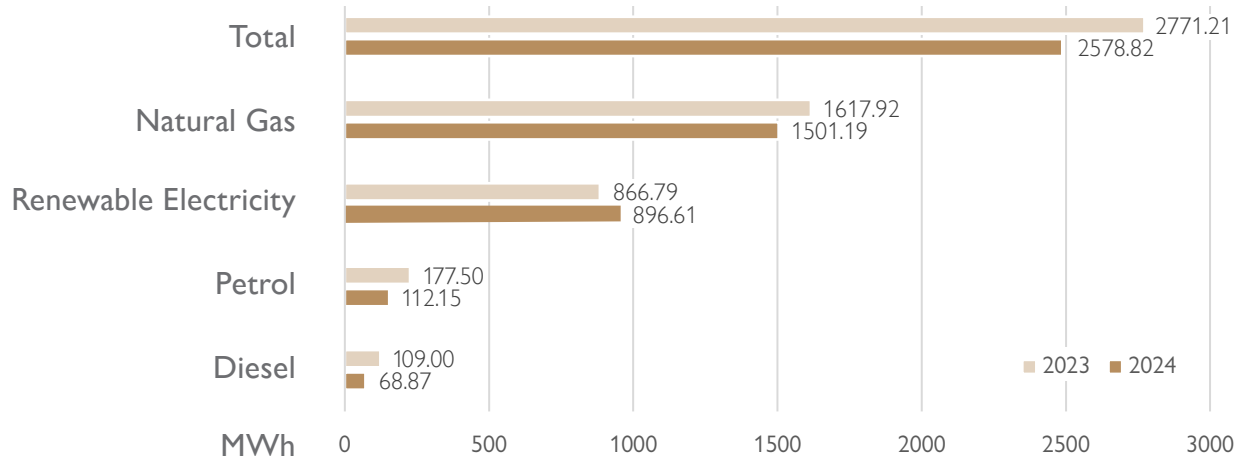
Central to this commitment is the collection and calculation of our Greenhouse Gas (GHG) emissions in alignment with the GHG Protocol.

This fundamental work enables us to track progress, take meaningful steps toward long-term sustainability, and significantly reduce our carbon footprint.

*We are proud to have realised a wealth of positive achievements, and are committed to continuing to minimise our environmental impact in future.*



# ENERGY CONSUMPTION WITHIN ALL SITES UNDER MORGAN CONTROL



	Diesel	Petrol	Renewable Electricity	Natural Gas	Total
2023 (MWh)	109.00	177.50	866.79	1617.92	2771.21
2024 (MWh)	68.87	112.15	896.61	1501.19	2498.82

## SCOPE 1 AND 2 OVERVIEW

Scope 1 & Scope 2 are the two categories used to track and report our greenhouse gas emissions, crucial for measuring and reporting our organisation's carbon footprint.

Utilising our data collection tool, this gives us the opportunity to regularly review the collected information and has enabled a more comprehensive level of investigation leading to more informed decisions.

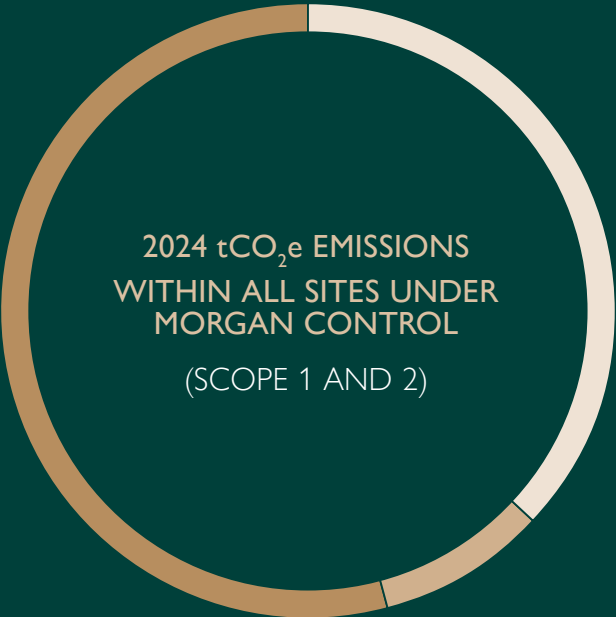
**Scope 1 Emissions:** encompass direct GHG emissions that result from sources that are owned or controlled by the organisation.

**Scope 2 Emissions:** include indirect GHG emissions resulting from the generation of purchased electricity that is consumed by the organisation. These emissions occur outside of the organisation's direct operational control but are associated with the energy it purchases and uses.

**Greenhouse Gas Protocol Website:**

[www.wri.org/initiatives/greenhouse-gas-protocol](http://www.wri.org/initiatives/greenhouse-gas-protocol)

2024 tCO<sub>2</sub>e EMISSIONS  
WITHIN ALL SITES UNDER  
MORGAN CONTROL  
(SCOPE 1 AND 2)



## 2024 tCO<sub>2</sub>e SOURCES OF EMISSIONS

- Electricity .. 37%
- Fuel ..... 9%
- Gas ..... 54%



<b>TOTAL GREENHOUSE GAS EMISSIONS</b>	<b>2023 tCO<sub>2</sub>e</b>	<b>2024 tCO<sub>2</sub>e</b>
<b>GHG emissions under Scope 1</b> (Gas and Vehicle use)	364.1	316.73
<b>GHG emissions under Scope 2</b> (Location-based Electricity)	183.50	185.67
<b>GHG emissions under Scope 2</b> (Market-based Electricity)	2.4	0
<b>Total Gross Scope</b> (Scope 1 & Scope 2 – Market-based)	366.5	316.73

### Location-based Reporting

Calculates emissions using the carbon intensity of our local power grid. This means the emissions depend on the energy mix in the region where we operate. For example, in the UK, the 2024 UK Government GHG Conversion Factors for Company Reporting, published by the Department for Energy Security and Net Zero (DESNZ) (formerly DEFRA) reflects the carbon intensity of the grid, which might include coal, natural gas, nuclear, and renewable energy sources.

### Market-based Reporting

Looks at the specific energy contracts that we have in place. If you've purchased renewable energy through RECs or signed a Power Purchase Agreement (PPA), your emissions will be lower than if you were just using grid electricity. This method highlights how your purchasing decisions like choosing a green energy tariff - can help you reduce your carbon footprint. It uses your electricity supplier's emissions factor rather than the general grid emissions factor.

## TOTAL GREENHOUSE GAS EMISSIONS PER VEHICLE MANUFACTURED

	2023	2024	<%>
Number of vehicles manufactured/Sold	683	419	-63%
Total Scope 1 per vehicle produced	0.534 tCO <sub>2</sub> e	0.756 tCO <sub>2</sub> e	29%
Total Scope 2 per vehicle produced (Location-based)	0.269 tCO <sub>2</sub> e	0.443 tCO <sub>2</sub> e	39%
Total Scope 2 per vehicle produced (Market-based)	0.004 tCO <sub>2</sub> e	0.000 tCO <sub>2</sub> e	0%
Total Gross Scope 1 & Scope 2 per vehicle produced	0.537 tCO <sub>2</sub> e	0.756 tCO <sub>2</sub> e	29%



## GREENHOUSE GAS (GHG) EMISSIONS

**Scope 1** – We have continued the trend of reducing our scope 1 GHG emissions in fuel and gas consumption.

**Scope 2** – We have witnessed a slight increase in our scope 2 GHG emissions due to marginally higher electricity consumption compared to 2023.





## VOLATILE ORGANIC COMPOUNDS (VOCs)

The wellbeing of our employees, visitors and the wider environment is paramount to Morgan Motor Company. With strict environmental management activities, focusing on storage,

use, recording and dedicated waste streams, together with our local government licensing requirements our aim is to minimise the use of and manage VOCs on site.

VOLATILE ORGANIC COMPOUNDS (VOCs)	2024
Vehicles produced per year	419
Solvents used (tonnes)	6.704
*Solvents used per vehicle produced (tonnes)	0.016

\*VOC usage directly correlates to vehicle production



Delivering high-quality products while minimising VOC usage is a core part of our strategy.

Our just-in-time procurement of paints and solvents prevents unnecessary purchases, reducing emissions associated with oversupply and waste.

This approach also lowers our risk of environmental incidents — such as spills, fires, or air pollution — that can arise from storing excessive stock on-site.

## MORGAN'S CARBON OFFSETTING PROGRAMME

As a complement to Morgan's initiatives to manage and reduce absolute greenhouse gas (GHG) emissions, we have been purchasing carbon credits since 2020 to offset our unabated Scope 1 and Scope 2 greenhouse gas emissions. While our primary climate strategy focuses on reducing our absolute carbon emissions over time, the purchase of carbon credits allows us to support climate mitigation projects outside of our value chain.

From the outset, the two projects from which Morgan has purchased carbon credits are:

- **The Great Bear Forest Carbon Project**
- **The Guatemalan Conservation Coast Project**

These two projects were chosen because of their strong credentials on environmental and biodiversity issues as well as their social initiatives.



*This set of images were taken by Morgan's in-house photographer on a visit to the forest which supplies the ash wood used in Morgan vehicles.*

# GREAT BEAR FOREST CARBON PROJECT<sup>1</sup>, CANADA

The Great Bear Rainforest is one of the world's largest remaining, intact rainforests. Stretching across 6.4 million hectares on British Columbia's northern coast, it contributes to carbon absorption on a massive scale. This landscape is home to diverse wildlife, including the rare Spirit Bear. First Nations communities have protected and cared for this rainforest for over 14,000 years. The Great Bear Forest Carbon Projects protect the ecological and cultural integrity of the Great Bear Rainforest and Haida Gwaii. Revenue from these projects funds vital initiatives such

as forestry planning, marine and biodiversity management, and investment in sustainable industries – including renewable energy, tourism, shellfish aquaculture, and non-timber forest products. By purchasing carbon offsets from the Great Bear Forest Carbon Projects, buyers contribute to a globally recognized conservation effort that safeguards ancient forests, upholds Indigenous rights, and supports resilient communities.

<sup>1</sup> The Great Bear Forest Carbon project is registered on the British Columbia Registry under three different projects: Great Bear (South Central Coast) 104000000011319, Great Bear (Haida Gwaii) 104000000011559 and Great Bear (North and Central-Mid Coast) 104000000012798 aims to generate Improved Forest Management and reforestation-based carbon credits.



## GUATEMALAN CONSERVATION COAST PROJECT<sup>2</sup>, CENTRAL AMERICA

The Guatemalan Conservation Coast programme works to address the drivers of deforestation through effective law enforcement, land-use planning, education, economic opportunities, and sustainable agroforestry initiatives. Some of the most important project achievements to date are the protection of 30 threatened tree species including the Baird's tapir and West Indian manatee, the protection of 54,157 hectares of threatened forest in the Mesoamerican Biological Corridor and the creation or support of 487 jobs for indigenous and local communities.

<sup>2</sup> The Guatemalan Conservation Coast project is registered on the Verra registry, REDD+ Project for Caribbean Guatemala: The Conservation Coast 1622, applies Verra's Verified Carbon Standard (VCS Standard v4.3 VM0015) and the Climate, Community and Biodiversity Standards v.3.1, and will generate carbon credits from avoided unplanned deforestation representing c. 22 million tonnes of CO<sub>2</sub>e.

## WASTE MANAGEMENT

We continue to make great progress in the management of waste, with further improvements still expected in 2025



In 2024, almost 100% of waste streams were either recycled or recovered. For another consecutive year, we achieved zero waste to landfill, thanks to an effective partnership with a specialist third-party waste management provider.

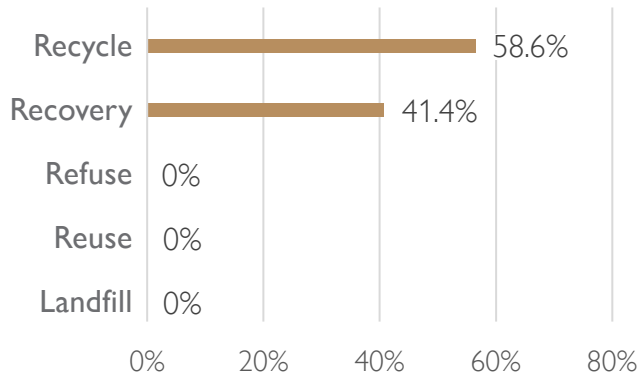
Our action plans for 2025 build on this momentum, reflecting our enhanced understanding of waste management practices and the broader environmental impacts.

This growing knowledge has enabled us to make more strategic, informed decisions that align with our sustainability goals.

Looking ahead, we remain committed to addressing all levels of waste across the business — transforming waste into opportunities for energy recovery and carbon reduction, and supporting our journey to a more circular and sustainable future.



## WASTE REPORTING 2024



TOTAL WASTE COLLECTED: 192.4 Tonnes

**Recycle** – Recycled waste is separated into different material types and sent to manufacturers for processing, to be turned into a new substance or product, like packaging and other goods, therefore reducing the amount of new materials needed.

**Recovery** – Waste that cannot be recycled but has a recovery element. These elements include anaerobic digestion, energy recovery from incineration, gasification, and pyrolysis which produces energy.



*Morgan has discovered a creative use for the surplus ash wood, with the launch of the Morgan x Piston Gin, produced in collaboration with Piston Distillery. It is made using delicate shavings of the wood that is used to form the body-supporting frame on every Morgan.*

## WATER MANAGEMENT

Following on from last year's reduction in water usage, 2024 has seen further reductions in water consumption across the site, this is due to better monitoring and awareness of usage.

Our on-site operations require very little water and consequently we are positioned well below the industry averages.

	2023	2024	%
Water Usage (m <sup>3</sup> )	1718	1160	-0.48%
Water Usage (m <sup>3</sup> ) per vehicle produced	2.49	2.77	0.10%



## ISO 9001 AND 14001 - QUALITY AND ENVIRONMENTAL MANAGEMENT SYSTEMS

The creation of the highest-quality vehicles is rooted in our unwavering commitment to excellence — a principle deeply woven into the fabric of our company.

We are dedicated to meeting all legal obligations and consistently strive to uphold the highest possible standards in everything we do. Our operations are guided by an ISO 9001 certified quality management system, which has brought

significant operational benefits and reinforces our pursuit of continuous improvement.

In 2024, we maintained our ISO 14001 certification, following a structured approach to identify and address aspects of our environmental management system. This reflects our strong commitment to continuous improvement and a robust approach to environmental responsibility.



# APPENDIX 1

Streamlined Energy and Carbon Reporting



Streamlined Energy and Carbon Reporting (SECR) is a regulatory framework and a UK government initiative introduced in 2019.

Morgan is required to report in line with this framework, business energy usage, carbon emissions, and energy efficiency actions are captured within this report.

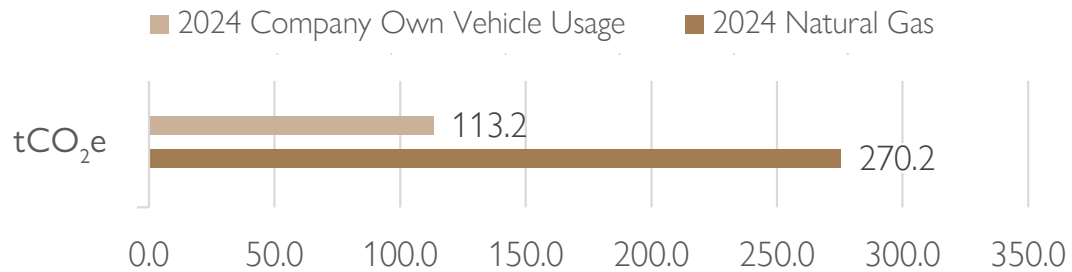
Our goal is to improve our transparency and encourage the business to reduce our environmental impact.

Our established baseline standards were set in the 2022 published report, and have been recorded and further described in this publication covering 2024.

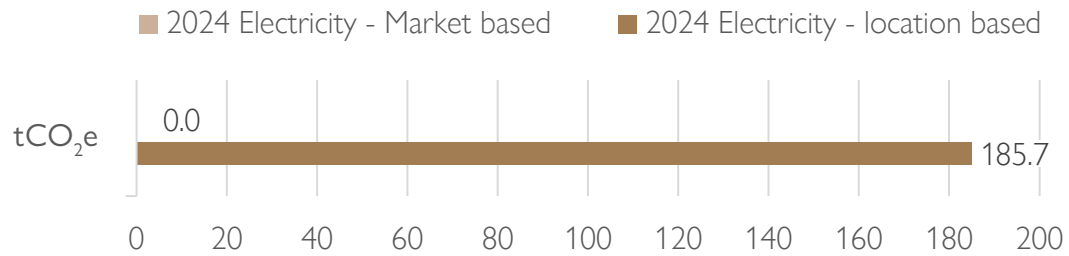




## ENERGY USE SCOPE 1



## ENERGY USE SCOPE 2



## ENERGY USE AND RELATED SCOPE 1 AND 2 EMISSIONS

ENERGY SOURCE	MWh	MWh / Units Produced	KgCO <sub>2</sub> e
Total Electricity	896.6	2.140	
Total Zero Carbon Electricity	896.6	2.140	
Total Gas	1501.19	3.583	
Total Petrol	112.15	0.27	26.463
Total Diesel	68.87	0.16	16.865

Our Streamlined Energy & Carbon Reporting (SECR) reports the details of our energy consumption & carbon emissions for 2024.

Our aim is to keep on improving this year on year by reducing our carbon emissions and achieving our carbon net zero target.



# CARBON EMISSIONS METHODOLOGY SCOPE 1

## Scope 1 – Direct Greenhouse Gas (GHG) Emissions

Direct greenhouse gas emissions come from sources that are owned or controlled by a company. These emissions result from activities where the company directly burns fuel or causes emissions on-site.

Examples include:

- Combustion of natural gas for heating or processes in company buildings.
- Fuel burned in company-owned vehicles, such as cars, vans, or delivery trucks.
- Emissions from company-operated machinery or generators.
- Releases of refrigerants or other gases from equipment (like air conditioners or cooling units).

Scope 1 emissions are considered the most immediate and controllable by the company, since they arise directly from its own operations. They are part of the GHG Protocol, which categorises emissions into:

- Scope 1: Direct emissions
- Scope 2: Indirect emissions from purchased electricity, heat, or steam

All emissions are calculated using the 2024 UK Government GHG Conversion Factors for Company Reporting, published by the Department for Energy Security and Net Zero (DESNZ) (formerly DEFRA).

## CARBON EMISSIONS METHODOLOGY SCOPE 2

### Scope 2 – Indirect greenhouse gas (GHG)

Indirect greenhouse gas emissions arise from the consumption of purchased electricity, steam, heat, and cooling.

These emissions occur during the generation of purchased energy sources burning coal or natural gas to produce electricity for our buildings.

Morgan is working to reduce our Scope 2 emissions by increasing energy efficiency, transitioning to renewable energy sources, and purchasing renewable energy credits (RECs).



## GRI INDEX MATERIAL TOPICS - PRODUCT

MATERIAL TOPIC	DEFINITION
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<b>Product Quality and Safety</b>	Ensuring that products are manufactured at the highest quality which includes consistent consideration of policy and standards. Ensuring the safety of users of Morgan products through design, manufacturing, legislation compliance and customer communication. Managing recalls in a rigorous manner and enabling strong engagement with all stakeholders on safety risks.
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<b>Product Design</b>	Developing products using design principles that enable products to be re-manufactured, rebuilt, re-used or recycled.
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<b>Innovation and Technology</b>	Seeking to constantly improve on quality, safety, efficiency and cost. Embracing more efficient and environmentally friendly technologies.
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## GRI INDEX MATERIAL TOPICS - PRODUCT

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### **Business Ethics**

Ensuring the highest standards of ethics, and integrity by promoting ethical behaviour within operations and business partnerships. Complying with local and national laws and regulations and working against corruption (e.g. bribery, extortion, etc.)

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### **Responsible Supply Chain**

Working across the supply chain to ensure the sustainability of supply, promotion of safe, ethical and sustainable operations and increase transparency and traceability across the supply chain. Reducing and eliminating the negative human and environmental impacts of materials used in products across their life cycles.

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## GRI INDEX MATERIAL TOPICS - PEOPLE

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### **Labour and Human Rights**

Adhering to global human rights principles through our supply chain along with the promoting of health and safety, fair wages and compensation and beneficial working conditions.

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### **Employee Health and Safety**

Promoting safe workplaces for employees and contractors, and operating the business in an open and transparent manner. Providing employee health and wellness programmes as part of an overall culture of the health, safety and wellbeing to employees.

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### **Employee Engagement and Development**

The provision of employee programmes, benefits and development opportunities to attract, engage and retain a productive and talented workforce. Whilst promoting a culture for employees that encourages inclusion and diversity, fosters learning and development, empowers employees and helps attract and retain the best talent.

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### **Community Relations**

Managing relationships with communities in which the company operates, including philanthropy, employee volunteering, support of local economies and two-way dialogue. Strengthening local community groups, and causes, minimising local environmental impacts and contributing to local development through taxes paid and jobs created.

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### **Diversity and Equal Opportunity**

Actively promoting diversity and equality at work can generate significant benefits for both Morgan as an organisation and workers. For example, Morgan can gain access to a larger and more diverse set of potential workers. These benefits also flow through to society in general, as greater equality promotes social stability and supports further economic development.

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# GRI CONTENT INDEX

Morgan Motor Company has reported the information cited in this GRI content index for the period 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024 with reference to the GRI Standards. GRI 1: Foundation 2021.

## GRI 2: General Disclosures 2021

DISCLOSURE	LOCATION
2-1 Organisational details	Our business page (6, 7, 8, 9, 10, 11)
2-2 Entities included in the organisation's sustainability reporting	This report covers the operations of Morgan Motor Company, whereas our audited consolidated financial statements list further entities. These offer only financial significance to the company and so aren't relevant to be included in this report.
2-3 Reporting period, frequency and contact point	Welcome page (2) Morgan's financial reporting is March-March; the decision to not align with this has been taken to maintain continuity with its previous reporting. Any questions about the report should be directed to the company's Sustainability Manager.
2-4 Restatements of information	No restatements of information.
2-5 External assurance	Morgan has decided to not seek external assurance for this year's report.

The content in these pages refers to the group headed by Sports Cars (England) Holding Limited.

2-6 Activities, value chain and other business relationships	Our business pages (6, 8, 9, 10, 11, 12) Supply Chain (40, 41)
2-7 Employees	Employee tables pages (66, 67). All figures are calculated using internal head-count data and of those present at the end of the reporting period (31 <sup>st</sup> December 2024). The information also qualifies, female, male and non-binary with zero-hour staff employees.
2-8 Workers who are not employees	Morgan employs two subcontractors to support the business, a Gardener and a Certified Electrician. Their work is controlled by Morgan.
2-9 Governance structure and composition	Morgan's Board of Directors is comprised of nine members, including Morgan's Managing Director, and four non-executive directors including one female.
2-10 Nomination and selection of the highest governance body	New members for board of directors nominated and selected through democratic election of the board of directors taking into consideration competency and alignment of views to shareholders ambitions.
2-11 Chair of the highest governance body	Chair of the board of directors is not a senior executive at Morgan.
2-12 Role of the highest governance body in overseeing the management of impacts	All significant decision making on operational or financial issues goes through an approval process with the board of directors. All due diligence is achieved at quarterly board of directors through knowledge transfer from senior leadership team at which time the effectiveness of the organisations processes are reviewed.
2-13 Delegation of responsibility for managing impacts	Board of directors delegates responsibility to the senior leadership team who report back to the board of directors at their quarterly meetings and monthly KPI reporting through Managing Director.

2-14 Role of the highest governance body in sustainability reporting	The sustainability report is reviewed and approved by the Managing Director who sits on the board of directors. He or she approves the report.
2-15 Conflicts of interest	Due diligence in appointing new members ensures conflicts of interest are prevented and mitigated however there are no formal processes for ongoing reviews of conflicts of interest.
2-16 Communication of critical concerns	Morgan's whistleblowing and grievance policies enable an unbiased link to the Managing Director and/or Chairman of the board of directors. No critical concerns reported within the reporting period.
2-17 Collective knowledge of the highest governance body	Reliant on members to advance knowledge, skills and experience of sustainable development through their other positions outside of Morgan.
2-18 Evaluation of the performance of the highest governance body	No formal evaluation of the board of directors performance.
2-19 Remuneration policies	Fixed pay, non-performance influenced salary. Eligible roles are invited to participate in the Company Bonus Scheme
2-20 Process to determine remuneration	An Annual Compensation Committee is held by Senior Management.
2-21 Annual total compensation ratio	Morgan has calculated the ratio of the annual total compensation for the highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) of 3.725. This is the first year Morgan has calculated this data so no ratio of the percentage increase is available.
2-22 Statement on sustainable development strategy	Managing Director (Page 7), Our Sustainability Strategy (pages 10, 11, 12).

2-23 Policy commitments	Morgan has a human rights policy that's publicly available on its website. This covers all of Morgan's activities and business relationships and was communicated to and readily available to all its employees.
2-24 Embedding policy commitments	Our policy commitments outline the standards to which we operate and so procedures that meet these standards are adopted, constantly revised and improved through training throughout the organisation.
2-25 Processes to remediate negative impacts	Our grievance policy is self auditing, after an instance of use an audit to assess its effectiveness is to be conducted to highlight any areas of improvement for the policy.
2-26 Mechanisms for seeking advice and raising concerns	Morgan has whistleblowing, grievance and bullying and harassment policies that enable individuals to seek advice and raise concerns about the organisations business conduct.
2-27 Compliance with laws and regulations	Volatile Organic Compounds (VOCs) pages (84, 85), Quality pages (38, 39), Occupational health & safety page (48, 49) Morgan hasn't had any instances of non-compliance with laws and regulations during the reporting period and has had no fines for instances of noncompliance with any laws or regulations.
2-28 Membership associations	Morgan has no significant role in any association or holds a position in the governance body or participates in projects or committees or provides substantive funding beyond routine membership dues.
2-29 Approach to stakeholder engagement	Morgan's main stakeholders are its employees and its shareholders. It invests in consultation with its employees through employee representative groups and collective bargaining groups. It interacts with its shareholders through representation on the board and through individual relationships with Morgan and advice bodies within its shareholders.
2-30 Collective bargaining agreements	Employees are covered by collective bargaining agreements. Working conditions and terms of employment are included within individual employee contracts.

## GRI 3: Material Topics 2021

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3-1 Process to determine material topics	Morgan's material topics were determined through focus groups involving key members of the business to identify areas of most concern and importance to the businesses operations.
3-2 List of material topics	GRI Material Topics page in appendix (Pages 106, 107, 108, 109)
3-3 Management of material topics	This sustainability report describes the potential positive and negative impacts of Morgan's operations and the actions, policies and tracking undertaken to mitigate against those impacts.

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## GRI 201: Economic Performance 2016

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201-1 Direct economic value generated and distributed	Direct economic value generated: £35,528,477; Economic value distributed: £35,449,647; Economic value retained: £78,830
201-2 Financial implications and other risks and opportunities due to climate change	The physical risk of climate change has significant impacts on the automotive industry in terms of influencing decision making in purchasing decisions, this could influence consumers to reduce investment in vehicles. To combat this Morgan must meet the demands of its consumers through the development of more sustainable products.
201-3 Defined benefit plan obligations and other retirement plans	99.5% of employees are enrolled on the company's pension scheme, to which Morgan contributes 5% of their salary.
201-4 Financial assistance received from government	There is no government presence in Morgan's shareholding structure. In 2023 Morgan received £511,382 for research and development grants..

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## GRI 202: Market Presence 2016

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202-1 Ratios of standard entry level wage by gender compared to local minimum wage

Morgan defines its significant locations of operation as both its design and engineering and production facilities in Malvern, Worcestershire. At both sites employees are compensated with wages subject to minimum wage rules, with entry level wages for both men and women.

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202-2 Proportion of senior management hired from the local community

Morgan's definition of senior management is all members of its senior management team (senior management is considered Chief +1 level), and its significant locations of operations are those based at its two sites in Malvern, Worcestershire. Of those, 68% are defined as being local, which itself is defined as within the Worcestershire region.

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## GRI 203: Indirect Economic Impacts 2016

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203-1 Infrastructure investments and services supported

A significant infrastructure investment saw the start of a project to improve our spray-painting facilities, however this activity was stopped due to other economic drivers. This commercial operation saw investment being directed to local communities and economies through the employment of local specialist contractors.

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203-2 Significant indirect economic impacts

No impacts to report for 2024

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## GRI 204: Procurement Practices 2016

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204-1 Proportion of spending on local suppliers

Morgan aims to purchase all goods and materials from UK-based suppliers situated as near to Malvern as possible. This requirement is balanced with the capabilities and value of suppliers.

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## GRI 205: Anti-corruption 2016

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205-1 Operations assessed for risks related to corruption      Morgan's most significant risk related to corruption have been identified in its supply chain and has mitigated itself against this risk through the implementation of its supplier code of conduct as outlined in its supplier handbook.

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205-2 Communication and training about anti-corruption policies and procedures      Morgan has a dedicated Anti-Bribery and Corruption policy issued to employees, and all new starters.

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205-3 Confirmed incidents of corruption and actions taken      No incidents of corruption have been confirmed within the reporting period.

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## GRI 206: Anti-competitive Behaviour 2016

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206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices      No legal actions pending or completed during the reporting period regarding anti-competitive behaviour or violations of anti-trust and monopoly legislation.

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## GRI 207: Tax 2019

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207-1 Approach to tax      Material topics in appendix (Page 107)

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207-2 Tax governance, control, and risk management

Morgan adheres to all UK legislation as outline in requirements by HMRC. The accounts department is accountable for compliance and approach risk through identifying risks through due-diligence of current and future compliance requirements. The effectiveness of this is evaluated on successful compliance of tax audits from PwC and HMRC.

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207-3 Stakeholder engagement and management of concerns related to tax

Morgan fully complies with the tax authorities and adheres to all public policy on tax advocacy. Views and concerns of external stakeholders can be raised through any external communications stream.

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207-4 Country-by-country reporting

All entities are UK based.

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## GRI 301: Materials 2016

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301-1 Materials used by weight or volume

Not currently accounted, but included in Morgan's future requirements forecasts and sustainability strategy.

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301-2 Recycled input materials used

Not currently accounted, but included in Morgan's future requirements forecasts and sustainability strategy.

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301-3 Reclaimed products and their packaging materials

Not currently accounted, but included in Morgan's future requirements forecasts and sustainability strategy.

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## GRI 302: Energy 2016

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302-1 Energy consumption within the organisation

Pages 76, 77, 78, 100, 101, 102

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302-2 Energy consumption outside of the organisation

Pages 76, 77, 78, 100, 101, 102

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302-3 Energy intensity	Morgan has chosen an intensity ratio of Scope 1 & 2 emissions in tonnes of CO <sub>2</sub> e divided per vehicle produced in the reporting period. This includes emissions from energy consumption from within the organisation and from the company's gas consumption, electricity consumption, and any fuels used in vehicle production. It also includes a combination of fuel used and mileage from the use of its experience vehicles.
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302-4 Reduction of energy consumption	Pages 72, 73, 74
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302-5 Reductions in energy requirements of products and services	Pages 72, 73, 74
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## GRI 303: Water and Effluents 2018

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303-1 Interactions with water as a shared resource	Waste management (Pages 90, 91, 92)
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303-2 Management of water discharge-related impacts	Morgan has no current standard on effluent discharge.
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303-3 Water withdrawal	No withdrawals from areas in water stress, all water withdrawals were of freshwater.
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303-5 Water consumption	Page 94
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304-2 Significant impacts of activities, products and services on biodiversity

The use of our manufacturing site poses the biggest risk to native species of birds and small mammals due to movements of people and machinery around the site, these are mitigated by our operating hours.

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304-3 Habitats protected or restored

There are no protected or restored habitats within areas controlled by Morgan.

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304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations

Morgan has not identified any IUCN Red List species or national conservation list species in areas affected by our operations.

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## GRI 304: Biodiversity 2016

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304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

No sites currently operational in protected areas.

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## GRI 305: Emissions 2016

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305-1 Direct (Scope 1) GHG emissions

Pages 80, 81, 82

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305-2 Energy indirect (Scope 2) GHG emissions

Pages 80, 81, 82

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305-3 Other indirect (Scope 3) GHG emissions

Pages N/A

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305-4 GHG emissions intensity	Page 80
305-5 Reduction of GHG emissions	Page 81
305-6 Emissions of ozone-depleting substances (ODS)	Morgan does not use any Group 1 to 9 ozone depleting substances.
305-7 Nitrogen oxides (NOx), sulfur oxides	Scope 1 & 2 Data (Pages 78, 80, 84)
305 - 8 (SOx), and other significant air emissions	Scope 1 & 2 Data (Pages 78, 80, 84)
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Scope 1 & 2 Data (Pages 78, 80, 84)

## GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts	Page 90, 91, 92
306-2 Management of significant waste-related impacts	Page 90, 91, 92
306-3 Waste generated	No significant spills have occurred.
306-4 Waste diverted from disposal	Page 92
306-5 Waste directed to disposal	Page 92

## GRI 308: Supplier Environmental Assessment 2016

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308-1 New suppliers that were screened using environmental criteria      Supply chain (40, 41)

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308-2 Negative environmental impacts in the supply chain and actions taken      Supply chain (40, 41)

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## GRI 401: Employment 2016

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401-1 New employee hires and employee turnover      Page 66

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401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees      Wellbeing page (Pages 52, 53, 54, 55)

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401-3 Parental leave      Employees are eligible for Statutory Parental leave.

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## GRI 402: Labor/Management Relations 2016

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402-1 Minimum notice periods regarding operational changes      Certain long standing production employees have 1 week notice periods, most production and non-production staff have 1 month notices, with certain senior employees having 6 month notice periods.

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## GRI 403: Occupational Health and Safety 2018

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403-1 Occupational health and safety management system

Occupational health and safety pages (46, 47, 48, 49, 50)

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403-2 Hazard identification, risk assessment, and incident investigation

All employees and non-employees are covered under UK law to remove themselves from work situations they believe are dangerous. However all processes for identifying, reporting and the investigation of identified hazards and risks are reported in our management system and are regularly audited and continuously improved where appropriate.

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403-3 Occupational health services

All employees received occupational health services relevant to their roles fulfilled within requirements of UK law.

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403-4 Worker participation, consultation, and communication on occupational health and safety

All employees and non-employees are able to offer reports and suggestions to all Morgan operations, including occupational health and safety management. Joint management-worker Health and Safety committee meets monthly to formulate procedures and evaluate progress.

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403-5 Worker training on occupational health and safety

All workers receive mandatory health and safety training on 'starting' of employment and relevant health and safety training required for them to fulfil their responsibilities safely.

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403-6 Promotion of worker health

All employees are provided with the support from mental health first aiders, optional massages, third party voluntary occupational health clinics, the option to join BUPA private healthcare insurance scheme along with the cycle to work scheme to promote a healthier way of life.

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403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

Morgan prevents any significant occupational health impacts linked to its operations, products and services through risk assessments that are periodically reviewed and updated where necessary.

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403-8 Workers covered by an occupational health and safety management system	All persons on site, employed or not employed are covered by Morgan's health and safety policies.
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403-9 Work-related injuries	Health and safety table (Page 69)
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403-10 Work-related ill health	Health and safety table (Page 69)
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## GRI 404: Training and Education 2016

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404-1 Average hours of training per year per employee	Training and personal development (pages 54, 55, 70)
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404-2 Programs for upgrading employee skills and transition assistance programs	Training and development (pages 56, 57, 58, 59, 60)
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404-3 Percentage of employees receiving regular performance and career development reviews	Morgan supports the personal development of its employees, offers performance reviews, at present we not keep data on the percentage start, in-progress or completed.
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## GRI 405: Diversity and Equal Opportunity 2016

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405-1 Diversity of governance bodies and employees	Employee Data Page (62, 63)
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405-2 Ratio of basic salary and remuneration of women to men	Not reported
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## GRI 406: Non-discrimination 2016

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406-1 Incidents of discrimination and corrective actions taken    There have been no incidents of discrimination.

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## GRI 407: Freedom of Association and Collective Bargaining 2016

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407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk    Suppliers are required to identify critical areas in their supply chain that are considered at risk of infringements of workers rights and ensure processes are in place to mitigate against it. Morgan has the right to access the name, address and contact details of all its suppliers and their supply chains if requested to ensure compliance.

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## GRI 408: Child Labor 2016

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408-1 Operations and suppliers at significant risk for incidents of child labour    Suppliers are required to identify critical areas in their supply chain that are considered at risk of incidents of child labour and ensure processes are in place to mitigate against it. Morgan has the right to access the name, address and contact details of all its suppliers and their supply chains if requested to ensure compliance.

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## GRI 409: Forced or Compulsory Labor 2016

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409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour    Suppliers are required to identify critical areas in their supply chain that are considered at risk of incidents of forced or compulsory labour and ensure processes are in place to mitigate against it. Morgan has the right to access the name, address and contact details of all its suppliers and their supply chains if requested to ensure compliance.

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## GRI 410: Security Practices 2016

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410-1 Security personnel trained in human rights policies or procedures      All security personnel received training in bullying and harassment and equality, diversity and inclusion.

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## GRI 411: Rights of Indigenous Peoples 2016

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411-1 Incidents of violations involving rights of indigenous peoples      No identified incidents of violations involving the rights of indigenous peoples have occurred.

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## GRI 413: Local Communities 2016

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413-1 Operations with local community engagement, impact assessments, and development programs      Morgan has undergone an environmental impact assessment and social impact assessment of it's paint spraying process as part of its local government permit requirements, which has been agreed as acceptable by both parties.

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413-2 Operations with significant actual and potential negative impacts on local communities      Morgan has outlined its paint spraying process as its most significant operation with potentially negative impacts on local communities. Which have been mitigated in line with local government compliance requirements.

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## GRI 414: Supplier Social Assessment 2016

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414-1 New suppliers that were screened using social criteria Suppliers handbook & questionnaire (Pages 41, 39)

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414-2 Negative social impacts in the supply chain and actions taken We closely monitor our suppliers on areas such as harassment, integrity, corruption and anti-slavery. Scoring them through our supplier questionnaire to ensure we align our supply chain with our own core values.

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## GRI 415: Public Policy 2016

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415-1 Political contributions Morgan does not participate in public policy development or lobbying.

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## GRI 416: Customer Health and Safety 2016

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416-1 Assessment of the health and safety impacts of product and service categories Morgan assesses 100% of its products and services for concerns surrounding the health and safety of those using our products and services.

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416-2 Incidents of non-compliance concerning the health and safety impacts of products and services No instances of non-compliance with regulations and/or voluntary codes concerning the health and safety of impacts of products and services within the reporting period.

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## GRI 417: Marketing and Labelling 2016

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417-1 Requirements for product and service information and labelling

All relevant safe use of the product labelling for vehicles present and correct to the specific territories products supplied too.

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417-2 Incidents of non-compliance concerning product and service information and labelling

No incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling.

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417-3 Incidents of non-compliance concerning marketing communications

No incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications.

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## GRI 418: Customer Privacy 2016

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418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

No substantiated complaints received concerning breaches of customer privacy.

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**MORGAN**  
MOTOR COMPANY