

ESG IMPACT REPORT 2023

WESTERN GLOBAL[®] 
Response ready fuel solutions





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2024 AND BEYOND

ABOUT WESTERN GLOBAL

Western Global has been in business for over 60 years, and is recognized as the global leader in environmentally secure fuel storage for temporary power and mobile refueling applications. We provide mission critical fuel storage solutions for the most demanding off-grid environments including construction, fleet fueling, power generation, live events and emergency back-up. Our international, blue-chip customer base trusts us to provide efficient services and premium products that enable cross-purpose functionality.

Ever striving to push the envelope and remain ahead of the industry in terms of products offered, we are constantly working to improve the design of our transportable and stationary tanks, to ensure we are always providing market leading solutions to meet our customers' fuelling needs. Western Global products enable our customers to save time, money, minimise environmental risks and adopt clean liquid fuels.

THE SECTORS WE SERVE:



CONSTRUCTION/
INFRASTRUCTURE
DEVELOPMENT



FACILITIES
MANAGEMENT



EMERGENCY
RESPONSE



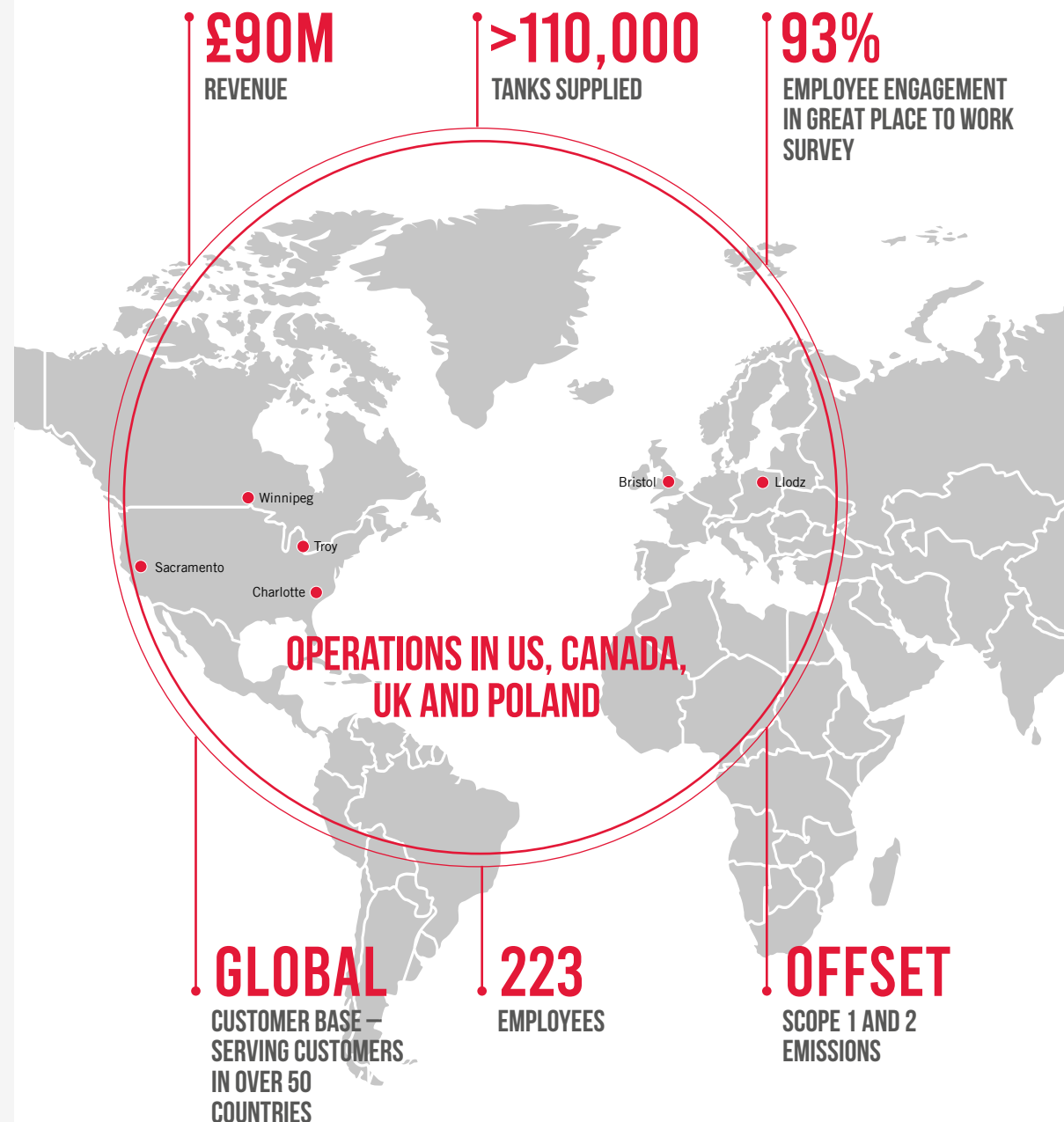
ENTERTAINMENT
AND EVENTS



GOVERNMENT



INDUSTRIAL
BACK-UP



INTRODUCTION FROM CLEM CONNOR, CEO



I am pleased to present to you Western Global's 2023 ESG Impact Report. This report marks the second year that Western Global has produced an Impact Report and I'm proud to highlight our progress on sustainability and demonstrate our commitment to conducting our business as a responsible corporate citizenship.

Sustainability is a core priority for Western Global and we are passionate about the wellbeing and development of our people, providing our customers with products that enable change and contributing in a positive way towards society. We not just keeping pace with the ever-changing sustainability landscape but are also working to exceed expectations.

At Western Global, we are dedicated to providing compliance-led fuel storage for diesel, gasoline/petrol, and clean liquid fuels. Our products assist customers in hard-to-decarbonize industries by enabling them to switch to clean liquid fuels such as

HVO and adopt the latest jobsite equipment that often requires Diesel Exhaust Fluid (DEF). Our fuel storage tanks boast a double-walled design, minimizing the risk of fuel leakage, and are certified as HVO ready, enabling customers to reduce emissions by up to 90%.

In addition to the change our products enable, I am especially proud of our internal achievements over the last year – from being awarded 'Great Place to Work' certification in all the regions we operate to offsetting our Scope 1 and 2 emissions for the second year running, and from developing a new strategy to support the communities in which we operate to our waste reduction initiatives.

I invite you to read this report and learn more about our sustainability efforts to make a positive impact.

Clem Connor, CEO



OUR CORPORATE VALUES ARE BUILT ON:



TEAMWORK



INTEGRITY



OPENNESS



PASSION



CELEBRATING
SUCCESS



SECTORS WE SERVE:



GOVERNMENT



ENTERTAINMENT
AND EVENTS



EMERGENCY
RESPONSE



FACILITIES
MANAGEMENT



INDUSTRIAL
BACKUP



CONSTRUCTION,
INFRASTRUCTURE AND
DEVELOPMENT

HIGHLIGHTS FROM THE LAST YEAR

Below are just a few of the initiatives we have undertaken throughout the past year of which we are proud.

**Great
Place
To
Work®**

**RE-AWARDED 'GREAT
PLACE TO WORK'**

accreditation in UK, USA
and Canada

**INTRODUCED
REFRESHED
CYBER SECURITY
TRAINING**

- further enhancing
our data security



**SUPPORTED
NEW PARENTS
WITH ENHANCED
PARENTAL
LEAVE POLICY**



**REDUCED WASTE BY
C.3,300LBS PER ANNUM**

through supplier waste reduction
initiative

**DEVELOPED NEW
TRAINING PROGRAMME**

- supporting employee progression



**PROVIDED UNCONSCIOUS BIAS
TRAINING FOR MANAGERS
ACROSS THE COMPANY**



**DEVELOPED A NEW
CHARITY STRATEGY**

supporting employees with
fundraising and enabling
volunteering



**OFFSET SCOPE 1
AND 2 EMISSIONS**



**WE'VE NOW SUPPLIED
OVER 110,000
ENVIRONMENTALLY**

secure fuel tanks to customers



**UNDERTOOK
OVER
750 HOURS**

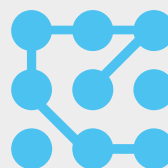
of annual
compliance training



**LAUNCHED NEW DIESEL
EXHAUST FLUID (DEF) PRODUCT**

to support customers in reducing
emissions

**INTRODUCED
A SUPPLIER
COMPLIANCE
FRAMEWORK**



**RECEIVED FIRST
'GREAT PLACE TO WORK'**
accreditation in Poland





ENABLING CHANGE

ENABLING CHANGE

SUMMARY OF WESTERN GLOBAL'S 2023 ENVIRONMENTAL ACHIEVEMENTS:

At Western Global, it is important to us that our products are designed to be environmentally secure and minimise environmental risks for our customers. Our products also enable customers to switch to clean liquid fuels such as HVO (thanks to us certifying our products as suitable for HVO in 2022) and enable the adoption of the latest jobsite equipment, that often requires Diesel Exhaust Fluid (DEF). In addition to our product offering, it is equally important that we, ourselves, operate in an environmentally conscious manner.

Over the past year, we have taken strides in ensuring environmental impacts are considered as part of our day to day business – from developing new products that enable our customers to reduce emissions, to working with suppliers on waste reduction to gaining more access to waste and energy data to enable analysis. Our work has seen us take steps to maintain and improve the environmental credentials of our business, gain a better understanding of our energy and waste consumption, deepen our relationships with our supply chain and much more.

3,300LBS
REDUCTION IN WASTE

from waste reduction
initiative with key supplier

**DEVELOPED METHODOLOGY
FOR CALCULATION OF
SCOPE 3 EMISSIONS**

– enabling better understanding
of emissions

**LAUNCH OF NEW DIESEL
EXHAUST FLUID (DEF)
product to support customers in
REDUCING EMISSIONS**

**OFFSET SCOPE 1 & 2
EMISSIONS**

for second year running

**ENERGY AWARENESS
AND WASTE
REDUCTION TRAINING**

conducted across the company

**REDUCED PAPER USAGE BY
50,000**

sheets per annum through development
of paperless workshop in USA

ENVIRONMENTAL AND ECONOMIC BENEFITS OF OUR PRODUCTS



Our products are used in a variety of locations across a wide range of industries – from disaster relief locations to film sets to large infrastructure sites. Each location presents a unique set of fuel storage challenges and we need to ensure that our products are able to withstand anything the environment or a challenging jobsite can throw at them.

Our in-house team of engineers create premium products that ensure reliable and safe fuel storage which, in turn, serves to protect fuel, protect biodiversity in the areas of operation and minimise any downtime for the customer. Using a Western Global tank enables cost savings opportunities through bulk fuel purchasing, while providing peace of mind in relation to environmental risks.

Environmental benefits

- All of our fuel storage tanks boast a double-walled design, minimising the risk of fuel leakage
- All our fuel tanks are certified as HVO ready – enabling customers to reduce emissions by up to 90%

Economic benefits

- Tanks range from 119 gallons to 18,000 gallons in size, allowing customers to enjoy bulk storage solutions – reducing the need for fuel drops and minimising downtime
- Our transportable tanks offer our clients mobility, reducing the need for multiple tanks across a jobsite
- The lockable design minimises the risk of fuel theft
- The bunded nature of the tanks minimise the risk of any leaks or spills, reducing the job site clean-up costs associated with leaks or spills

WE ARE PROUD THAT OUR TANKS ARE DESIGNED FOR OPERABILITY IN CHALLENGING JOBSITE & EXTREME ENVIRONMENTS

ALL OF OUR FUEL TANKS ARE SUITABLE FOR HVO, ALLOWING OUR CUSTOMERS TO EMBRACE NEXT GENERATION OF CLEAN LIQUID FUELS

THE DOUBLE-WALLED DESIGN OF OUR TANKS PROVIDES AN ENVIRONMENTALLY SECURE WAY TO STORE & TRANSPORT FUEL

WESTERN GLOBAL TANKS OVER WET HOSING

An alternative to wet hosing, having a Western Global fuel tank at a site reduces the number of times fuel trucks are required to visit sites. On average, a tank reduces fuel truck visits from once a day to once a week, which in turn:

- Reduces fuel transport emissions
- Minimises health and safety risks
- Removes downtime and shut-down risk by reducing the need to wait for fuel deliveries

TELEMATICS – ENABLING MORE EFFICIENT FUEL MANAGEMENT

Fuel management systems (FMS) enable customers to create operational efficiencies across their fuel usage, enhance security of supply and track key data points, including emissions data.

Over the last couple of years, we have seen a large increase in the number of customers adopting telematics/fuel management systems for a variety of reasons and we estimate telematics systems can now be found on about half of our products, with this figure continually increasing.

The core benefits of telematics/FMS solutions for customers are:

**TRACKING
OF FUEL
CONSUMPTION**



**ENABLE THE CALCULATION
AND MONITORING OF**



**CARBON
EMISSIONS**

**HELP DETER
FUEL TANK THEFT**



**FROM
JOB SITES**

**ENABLING
EFFICIENCY
IMPROVEMENTS**



– from reducing fuel deliveries to enabling more data led purchasing decisions



**ASSIST IN
DOCUMENTING
CLEAN FUEL / HVO USAGE**

which can be relevant for subsidies and tax credits



“The fuel management system on Western tanks allows us to plan deliveries and it also makes sure that we’re sending the right amount of fuel each time. All this reduces the number of miles driven for every litre delivered and it makes sure that everything that we take is delivered, so we’re not driving around with fuel left onboard”

Mike Derome, Head of Fuel – Speedy Services

DEF SOLUTIONS - SUPPORTING A REDUCTION IN EMISSIONS FOR DIESEL EQUIPMENT

Diesel Exhaust Fluid (DEF) is a deionised water and refined urea solution that is injected into the exhaust systems of diesel engines. The latest generation of offroad diesel equipment, such as generators and excavators, often require the use of DEF to meet emissions standards. The incorporation of DEF with diesel in equipment and vehicles reduces the amount of emissions produced by diesel engines.

In 2023, Western Global launched its DEF product range, that supports customers in reducing emissions in hard to decarbonise sectors with a compelling case for diesel fuel usage. Our DEF products compliment our traditional fuel and other liquid storage product ranges.

The Western Global DEF product range includes:



500L - DEFCUBE

A double-walled portable DEF tank that provides 110% containment for diesel exhaust fluid.



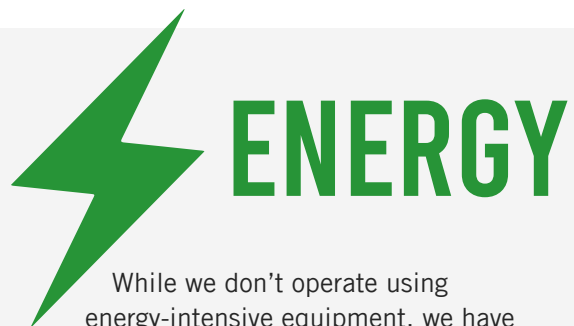
2200L - DEFCUBE

All the same great features as the 500L DEFCUBE, with a larger 2200L capacity.

HOW DOES DEF WORK?

When added to a diesel exhaust system, DEF interacts with Nitrogen Oxide (NOx) emissions and converts those harmful emissions into non-harmful nitrogen and water emissions in a process known as selective catalytic reduction (SCR). DEF is widely believed to reduce hazardous NOx emissions by up to 90% and hydro-carbon and carbon monoxide emissions by 50%-90%.





ENERGY

While we don't operate using energy-intensive equipment, we have spent more time over the past year monitoring and understanding our energy consumption a bit better. Thanks to our increased attention, energy usage that was disproportionate or out of sync throughout the company was flagged and action was quickly taken to rectify the issues.

Better understanding our energy consumption data is an initiative that has been implemented throughout our UK and US sites. Energy consumption data is collated from energy provider data and invoicing. Later in the year, when our current Canadian facility is moved to its new site, energy management will fall under Western Global's control, and we will put the same energy monitoring practices in place.

Access to green / renewable energy varies in each of the regions in which we operate. Currently, regions where we are able to source renewable energy, we do.



WASTE

Due to the varying standards and availability of services found throughout the regions in which we operate, our waste management practices are varied. We make an effort to reduce waste consumption throughout all of our regions and separate our waste into various waste streams at the sites who's waste service providers are able to process waste streams appropriately.

In terms of the life cycle of our tanks, around 85% to 90% of our tanks sold are steel. They are robust, built to last and when they have reached the end of their life, can be recycled.

PAPER FREE WORKSHOPS



This past year, we began to implement our Paper Free Workshop initiative in the USA. Instead of having paper based processes within our US workshops we have adopted a digital system which will eliminate paper usage within our workshops – reducing paper usage by an estimated 50,000 sheets per annum.

WASTE REDUCTION — A SUPPLIER JOURNEY

Great Plains Industries (GPI) is a leading US manufacture of pumping solutions. Historically, we would receive a standard product package from GPI, which included items that were not required by Western Global. Western Global identified this as a waste reduction opportunity and worked with GPI to repackage products that are delivered to us.

As a result of this initiative, we removed around:

1LB OF WASTE FROM EACH PRODUCT PACKAGE,

which from April 2023 to March 2024 has resulted in

ELIMINATING 3,300LBS OF WASTE.





CARBON

We first reported our Scope 1, 2 and Scope 3 GHG in our 2022 Impact Report. Since this report we have continued to invest in understanding our Scope 3 emissions. In 2023, working with our ESG consultant, Sustainable Advantage, we established a methodology to enable WG to capture its core upstream Scope 3 emissions. This will allow us to better understand our emissions across our operations and supply chain. Calculating our emissions year-on-year further allows us to monitor our emissions and work to reduce emissions, where possible.

2023 GHG EMISSIONS

1 January 2023 – 31 December 2023

SCOPE 1 GHG EMISSIONS – 513 TCO₂E

SCOPE 2 GHG EMISSIONS – 106 TCO₂E

SCOPE 3 GHG EMISSIONS – 2,198 TCO₂E

Note: There are 15 different categories companies can include when calculating their Scope 3 GHG emissions. Categories included in calculations are dependent upon business activity. For our reported 2023 Scope 3 emissions, we have included the following categories: 5. Waste generated in operations, 6. Business travel and 7. Employee commuting.

While continuously working to reduce Scope 1 and 2 GHG emissions through behavioural change and business practice adjustments, carbon offsets present an opportunity to support the journey to a lower carbon economy.

This year, we offset our Scope 1 and 2 emissions, 620 tCO₂e, to once again become a carbon neutral company.

620 tonnes of carbon offset is equivalent to:



**31,000
TREES PLANTED**

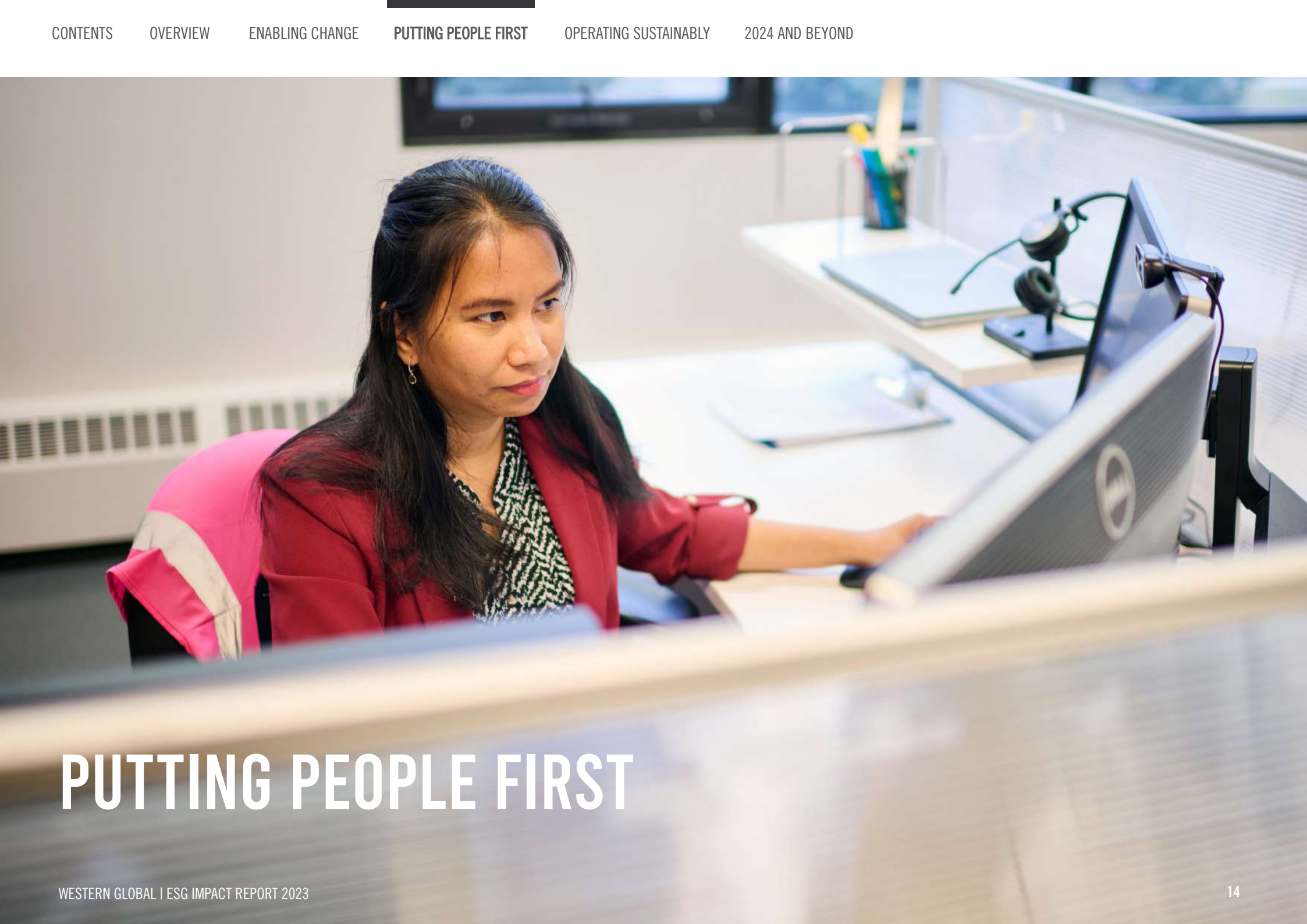


**124
HOT AIR BALLONS
FILLED**



**2,255,201
DIESEL CAR MILES**



A woman with long dark hair, wearing a red blazer over a black and white patterned top, is seated at a desk in an office. She is looking at a computer monitor. The desk has a laptop, a headset, and some papers. The office has a modern, clean aesthetic with a glass partition in the foreground.

PUTTING PEOPLE FIRST



PUTTING PEOPLE FIRST

Our People, our Customers and our Communities

A successful business is one that realises it operates within a vast and complicated network much larger than itself. Operating in a way that respects all elements of the network (employees, customers and community) facilitates fluid business practices. At Western Global our people are at the heart of our business – from our employees, to fostering relationships with customers and engaging with the communities we operate in – we put people first in all areas of our business.

SUMMARY OF WESTERN GLOBAL'S 2023 SOCIAL ACHIEVEMENTS:

19 INTERNAL
PROMOTIONS

**RECEIVED FIRST
GREAT PLACE
TO WORK**
accreditation in Poland

**SUPPORTING
NEW PARENTS**
with enhanced Parental Leave Policy

**RE-AWARDED
GREAT PLACE
TO WORK**
accreditation in UK, USA & Canada

**FOCUSED ON
DEVELOPMENT**
– through design of new training
programmes across the company



WORKFORCE DEVELOPMENT

We value our dedicated employees across the globe and want to help them continuously grow and learn in a professional capacity. We strive to do this by improving their skillset and providing encouragement, so they can succeed and achieve their goals.

“At Western Global, our aim is to work towards strengthening our learning culture... Teamwork and personal capability are what has made Western Global the global leader in fuel storage.”

Clem Connor – CEO Western Global

DEVELOPMENTS IN TRAINING

Throughout the past year, we have worked to improve the training we offer to our employees.

Managerial development training – One of the focus areas has been developing a management training programme to ensure the future leaders of our business are provided with the tools required to grow. We saw this as a key development opportunity as the managerial team is continuously growing and it was integral to our future success to ensure we provided all with a shared language and experience.

Managerial unconscious bias training – In our effort to continuously promote and support diversity within the company, we have established an unconscious bias training programme. Presented by an external provider, we have initially offered the training to managers heavily involved in the recruitment process. We plan to extend training to all managers in the future.

Unconscious bias training includes:

- Informative training structure
- Virtual sessions
- Breakout sessions to encourage discussion



READYMAKER PROGRAMME

Western Global has a training program for all employees that is based on our unique training framework – The ReadyMaker Recipe Book. The framework is broken down into three sections and revolves around providing employees training on compliance, training on skills specific to individual roles within the company and training for personal development.

Compliance – This is mandatory training employees are required to complete. Training may vary slightly dependent on the region in which an employee works but it will be reviewed and refreshed on an annual basis.

Individual Role – This training is centred on ensuring employees have the knowledge and skills required to complete their individual roles within the company. Training is provided via a mix of internal and external sources.

Personal Development – This training is focused on personal development and is specific and bespoke to each employee within Western Global. Personal development goals are decided upon by employees and their managers. Training can range from courses and projects to coaching sessions.

ReadyMaker Awards

One way we recognise and honour the commitment and dedication of our staff is through our ReadyMaker Awards programme.

EMPLOYEES THAT GO 'ABOVE AND BEYOND'

are nominated by fellow employees



ONE NORTH AMERICAN & ONE EUROPEAN
**AWARD WINNER ARE
RECOGNISED MONTHLY**



WINNERS RECEIVE A
**TROPHY AND
A FINANCIAL
INCENTIVE**



ONCE A YEAR, ALL MONTHLY AWARD WINNERS ARE
ENTERED INTO A POOL, WITH ONE RECOGNISED AS
THE READY MAKER OF THE YEAR

The winner receives two paid flights and accommodation for two to a location that hosts a Western Global site

VALUING OUR PEOPLE

A strong and successful business depends on the quality of its employees. We understand that creating a positive, comfortable working environment is not only the right thing to do, but it is imperative to maintain employee retention and smooth business operations. We pay all of our employees above minimum wage, awarded 19 internal promotions throughout the past year and strive to provide strong wellbeing offerings to our employees.

WESTERN GLOBAL AIMS TO:

1. Prioritise health across the team, ensuring everyone has the opportunity to thrive and succeed
2. Encourage open dialogue about mental health, making it a normal and non-taboo topic
3. Ensure focus is on overall wellbeing rather than isolated “wellbeing activities”

Topics discussed during webinars include stress, financial wellbeing and mental health.



Wellbeing offerings include:



Financial wellbeing sessions



Emergency financial assistance (when required)



Flexible work opportunities



Fruit and snacks in the office



Generous holiday allowance



Team building activities



Access to mental health first aiders



Enhanced maternity and paternity leave

During 2023, we created a guide outlining each of the wellbeing offerings we provide to employees. We launched this to all staff in one of our regular update sessions and have made it easily accessible for all employees. This overview serves as a consolidated way for employees to view and understand the benefits and services available to them.

Wellbeing Webinars

We produce bi-monthly webinars open to all employees that provide information on wellbeing and facilitate discussion on a multiplicity of wellbeing topics. Often, external speakers are invited to share expertise and best-practice guidance. In order to guarantee webinars are beneficial to our employees, we held a series of focus groups asking our people what topics they deemed most relevant to their personal and professional lives.

DIVERSITY, EQUITY AND INCLUSION (DE&I)

Providing a supportive and accepting workplace environment encourages employees to feel comfortable, be themselves and thrive both personally and professionally. We take great pains to ensure a constant standard of respect and inclusivity permeates our sites.

Over the course of the past year, we have had zero incidents and / or complaints pertaining to discrimination within the organisation.

Diversity stats:

- 25% employees are female – up from 19% in 2020
- 18% Managerial-level employees are female
- Employ people from over 16 nationalities across the company

HEALTH AND SAFETY

Health and Safety is non-negotiable throughout all of our operations across all regions. All of our employees receive appropriate Health and Safety training and we have Health and Safety committees in place to promote a safety first culture. All health and / or safety incidents are reported, monitored and reported to the board on a monthly basis. To ensure Western Global is a safe place to work we continuously review our practices and invest in our health and safety processes.



Women of Western

We are thrilled that our Women of Western programme has been in operation for a full year. The programme is an internal group open to all women within Western Global.

The group is a forum where women are able to share ideas, information, discuss personal and professional challenges/ highlights and plans for the future. External speakers are brought in to discuss topics specific to women and the group is responsible for hosting events for the wider Western Global community.

An example of events held was our 2023 International Women's Day event – the group hosted an internal event for all female employees within our company. The event culminated in an external female business leaders panel discussion.

EMPLOYEE ENGAGEMENT

We feel it is imperative to always have a finger on the pulse of our workforce. 360-degree communication is required if a company hopes to operate at an optimum level.



FOCUS GROUPS

HR managers run focus groups in different regions to gain an understanding of initiatives employees might want implemented or changes they would like to see the company make.



CEO UPDATE CALLS

Over the past year, we held fortnightly, company-wide update calls to share updates with employees – these calls

were led by our CEO and covered the full spectrum of updates across the company. To ensure we keep moving forward with employee engagement, this past year, we also decided it was time to share even more company information and have been looking at updating our messaging strategy across the company – which includes additional communication at both a local and global level.

ENGAGEMENT SURVEYS

We conduct internal employee engagement surveys throughout the year and conduct one external employee survey annually.



- ONE annual employee survey conducted through Great Places to Work
- THREE pulse surveys that vary in subject depending on relevant and timely company activity

This year, we certified as a Great Places to Work company in all of the countries in which we operate. We were re-accredited in UK, USA and Canada and achieved our first accreditation in Poland.



2023 GREAT PLACE TO WORK SURVEY HIGHLIGHTS:



93% RESPONSE RATE



95% EMPLOYEE SATISFACTION RATE



CERTIFIED IN ALL LOCATIONS



OPERATING SUSTAINABLY



OPERATING SUSTAINABLY

At Western Global, we understand the importance of strong corporate standards and governance. We are proud of the way we hold ourselves accountable to our company's corporate standards, which we have embedded through best practices, policies / procedures and training. Operating in line with best practice standards requires an unwavering culture of dedication and commitment.

SUMMARY OF WESTERN GLOBAL'S 2023 GOVERNANCE ACHIEVEMENTS:

INTRODUCED

REFRESHED CYBER SECURITY TRAINING

– further enhancing our data security

DEVELOPED NEW

CHARITY & COMMUNITY ENGAGEMENT STRATEGY

INVESTED IN AN UPDATED

HEALTH & SAFETY REGIME IN THE USA

– including setting up health
and safety committees

UPDATED WHISTLEBLOWING

POLICY

– supporting a culture of openness
and accountability

INTRODUCED NEW AUDIT

FRAMEWORK

for fabrication partners

CONDUCTED OVER

750 HOURS

of compliance training

OUR SUPPLY CHAIN

The success of Western Global depends heavily on the quality of products and the strength of our relationships throughout our supply chain. The organisation's supplier partnerships are vital components of the business strategy, informing its approach to management and growth.

Fostering partnerships that are mutually beneficial and aligned with our Corporate Values is a priority for Western Global. It is essential to us that suppliers adhere to best practices to ensure accountability, transparency, and ultimately, compliance throughout the supply chain.



At Western Global, we have always actively managed our key supply partners through regular site visits from Western Global representatives. Within the past year, we have formalised this process by introducing an audit requirement. We now require our key suppliers to complete a questionnaire consisting of around 60 questions that touch upon the most pressing social, legal compliance and environmental topics such as health and safety, modern slavery, and carbon emissions. This questionnaire acts as a formalised self-audit for our fabricators – which is backed up by an in person audit by a Western Global representative.

We require our key supplier partners to adhere to a Supplier Charter that articulates the expectations and requirements for engagement.

OUR SUPPLIER CHARTER COVER THE FOLLOWING CORE AREAS:



**HEALTH &
SAFETY**



SUSTAINABILITY



**SOCIAL
RESPONSIBILITY**



**GOVERNANCE & RISK
MANAGEMENT**



**QUALITY
MANAGEMENT**

Before we agree to work with a new key supplier partner, we undertake a screening process. Only with those that meet our acceptable threshold do we agree to conduct business with.

GIVING BACK TO OUR COMMUNITIES

Over the course of the past year, we have been actively formalising our charity and community engagement strategy. Our approach is structured into three tiers, complimented by additional ad hoc initiatives.

CHARITY STRATEGY

Company Level

We are committed to creating a company-wide scheme to support immediate response to disasters, such as hurricanes and wildfires. To execute this, we are looking to collaborate with organisations such as the Red Cross. This will involve direct donations to these organisations, which could be in the form of Western Global products should the need arise.

Employee Level

We have introduced an “Employee Volunteer Day.” This initiative provides each employee with one paid day off per year to volunteer at a local charity of their choice.

Employees independently raising money for charity will have their final amount matched by Western up to the value of £250.

Local Level

We believe in taking a localised approach to charity efforts, with each office location taking ownership of its own initiatives. To facilitate this, there will be a “Charity Champion” at each location, supported by HR. The Charity Champion will organise two local charity events each year to promote community engagement and raise our profile locally, encouraging everyone to participate and contribute encouraging engagement with local communities.

We will also continue to promote ad-hoc charity events run locally by each site throughout the year, such as World Charity Day, Christmas Jumper Day, Shoebox Appeal, Breast Cancer Awareness, Macmillan coffee morning, etc. These events have been successful in the past and can continue to make a positive impact.

Western Global will match the total money raised by employees at local level.



LOCAL CHARITY WORK

Below are a few examples of the localised charity projects to which we contributed throughout the year.

Greening of Detroit Project

Greening of Detroit is a community-led initiative in the inner city of Detroit, Michigan, that works to create a more beautiful community and instil a sense of pride within residents. A group of employees from our Detroit site volunteered an afternoon of their time to plant trees within the city.

Yate School Project

Engineers from our Yate site partnered with a local school. The engineers travelled to the school and spoke to students enrolled in STEM and engineering courses about their experiences as professional engineers.

Canadian Facility Fundraising Event

Employees at our Canadian site held a barbecue to raise money and food donations for a local foodbank.



POLICIES & PROCEDURES

Maintaining a comprehensive suite of policies, both at a company and regional level, allows Western Global to operate in a streamlined, professional manner while ensuring we adhere to all regional legislation and regulations.

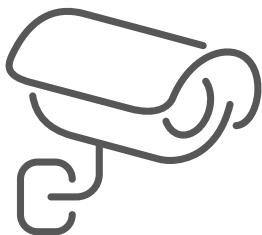
We take a thoughtful approach to managing our policies and we update policies when we see a need. All of our policies are available to employees at all times and employees receive training as part of their induction.

Over the course of the year, we have reviewed a number of policies and adopted several key new policies/ procedures, those set out below.

CYBER INCIDENT RESPONSE

In the constantly evolving world of cyber security we have invested in ensuring we have a

robust security framework. Over the past 12 months this has included bolstering training on cyber security and formalising our incident response and testing plans – further protecting our systems and data.



PARENTAL LEAVE

Our new Parental Leave policy provides enhanced maternity and paternity leave.



WHISTLEBLOWING

Our updated policy reflects the growing nature of Western Global's business and cements a culture of openness and transparency. This policy provides numerous options for employees to any raise concerns without fear of recourse



or retaliation. and promotes a culture of accountability and integrity.



UN SUSTAINABLE DEVELOPMENT GOALS

In 2021, Western Global identified eight of the UN Sustainable Development Goals that we see as being most material to the work that we do. We use these goals to define and categorise our activities so we can play our part in creating a fairer and better world. The Sustainable Development Goals (SDGs) are a set of seventeen interlinked goals, guiding businesses, governments, civil society, and the public to tackle the biggest issues facing modern society. We have selected the SDGs where we are positioned to have the most significant impact.

The UN's SDGs have increasingly entered business parlance since 2015 and are now a central part of the environment in which businesses operate. Companies have the unique opportunity to embrace the SDG agenda and recognise it as a driver of strategy, innovation, and investment decisions. Doing so makes business sense and will give a business an edge over its competitors. Western Global will continue to monitor our alignment with the UN SDGs and use as a cornerstone of our ESG agenda. Our impact across SDG goals is outlined on the next page.



ALIGNING TO THE SUSTAINABLE DEVELOPMENT GOALS

We continue to adhere to eight of the UN Sustainable Development Goals (UN SDGs) to both increase the positive impact we have as a company and to decrease our negative impact.



GOOD HEALTH AND WELLBEING

Ensure healthy lives and promote wellbeing for all at all ages

- Reaccredited as a 'Great Place to Work' in the UK, USA and Canada
- Accredited as a 'Great Place to Work' for the first time in Poland
- Provide strong wellbeing offerings to employees
- Provide enhanced maternity and paternity leave.
- Health and Safety policies and training in place



GENDER EQUALITY

Achieve gender equality and empower all women and girls

- Supported an entire year of Women of Western initiatives
- Conducting D&I training across the company
- Introduced updated parental leave policy



DECENT WORK AND ECONOMIC GROWTH

Promote inclusive and sustainable economic growth, employment and decent work for all

- Western Global has an apprenticeship scheme in place, supporting young people in the workplace
- We value diversity within our workforce, and offer all our staff opportunities for progression, training and career advancement
- Western Global accommodates those who require additional training and support

AFFORDABLE AND CLEAN ENERGY



Ensure access to affordable, reliable, sustainable and modern energy

- Western Global is a global leader in traditional and clean fuel storage, providing clients with environmentally fuel storage
- Western Global's tanks enable the delivery and storage of fuel to remote and disaster-impacted areas



**SUSTAINABLE
DEVELOPMENT
GOALS**

ALIGNING TO THE SUSTAINABLE DEVELOPMENT GOALS (CONTINUED)



CLIMATE ACTION

Take urgent action to combat climate change and its impacts

- Our secure fuel tanks help to protect biodiversity on jobsites by minimising the risk of spills and / or leaks that can occur with other fuel storage solutions
- A number of our charitable initiatives throughout the year involved environmental initiatives



INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

- Fuel tanks and other products support sustainable infrastructure development enabling hard to decarbonise industries to adopt clean liquid fuel alternatives
- Western Global is always working to innovate our product line to product the most secure, convenient and environmentally-friendly fuel storage solutions for customers



RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production

- Understanding energy consumption allows Western Global to take action where consumption is not sustainable and reduce consumption throughout operations
- Paper-free initiatives enable Western Global to reduce waste consumption
- Calculating GHG carbon emissions assists Western Global in understanding its impact and allows the company to monitor progress year-on-year
- Our new supplier framework aids us in ensuring our supply chain is operating in a socially responsible manner

PARTNERSHIPS FOR THE GOALS



Revitalise the global partnership for sustainable development

- Our products allow the transport and storage of fuel in remote areas of the world, often supporting disaster response efforts



**SUSTAINABLE
DEVELOPMENT
GOALS**

2024 AND BEYOND



2024 AND BEYOND

As we conclude our 2023 ESG Impact report, we at Western Global would like to reaffirm our commitment to conducting our business in a responsible and sustainable manner. We are proud of the progress we have made in 2023, from being awarded 'Great Place to Work' certification in all the regions we operate, to offsetting our Scope 1 and 2 emissions for the second year running, and from developing a new strategy to support the communities we operate in.

Looking ahead to 2024 and beyond, we will continue to build on the developments we have achieved and strive to exceed expectations in all areas of ESG. We will continue to work towards strengthening our learning culture, promoting diversity and inclusion, and ensuring that our products and operations have a positive impact on the environment and society.

We would like to thank our employees, customers, and stakeholders for their support and look forward to continuing our journey towards a more sustainable future together.



