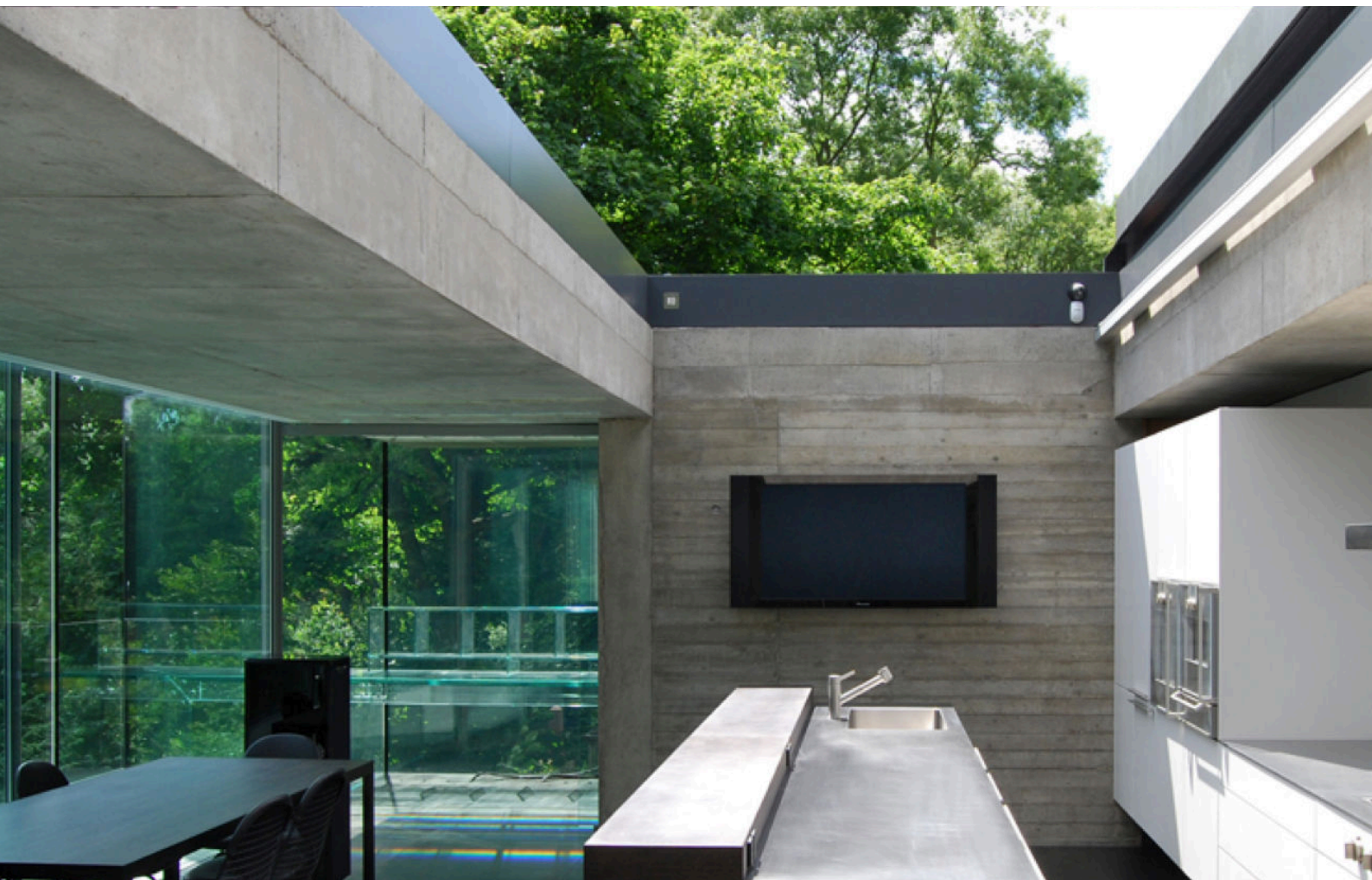


ESG Report

Environmental, Social & Governance Update





2024 marked Glazing Vision's 30th year in business, this milestone not only serves as a testament to our commitment to quality and strong craftsmanship but it also presented us with an opportunity to reaffirm our dedication to Environmental, Social, and Governance (ESG). We were joined by our Founder, Hugh, for a day to commemorate 30 years of Glazing Vision.



As I walk around the factory today it is a credit to Jon and the team that it is so well kept and organised, and feels like a family.

Hugh Callacher, Founder of Glazing Vision

Over the past three decades, we have embraced sustainability, invested in our people, and fostered relationships with our community and stakeholders that are still strong to this day.

In our 2024 annual ESG update, we are excited to share the progress that we have made this year to embrace ESG as a company to better the future of the next generation of young people, reduce our impact on the environment, and more.

Environmental Update



As a manufacturer with ISO 14001 accreditation, we have sustainability in mind throughout every process conducted under our roof in rural Norfolk and our international operations, taking steps to minimise our impact on the environment.

Our ISO 14001 accreditation, in conjunction with our ISO 9001 accreditation for quality, supports our commitment to fulfil customers' expectations whilst growing as a business without compromising resources for future generations.

We believe that this sustainability ethos needs to be ingrained into the minds of every staff member to allow us to meet our environmental goals, therefore we are implementing environmental training into the induction process of all new staff members as well as instilling this ethos in current staff members, regardless of their department.

We are continuously seeking new ways to reduce waste and energy usage throughout the business, including installing an expansive array of solar panels, switching to LED lighting and this year, turning our focus to water management.

Our dedicated QHSE (Quality, Health, Safety, and Environment) team are looking to implement new techniques that reduce the water usage when cleaning our rooflight profiles, this change is projected to save around nine cubic meters of water a month.

As well as implementing new techniques to reduce our environmental impact, we are also continuing our efforts from previous years.

2023 saw the company-wide removal of single-use plastics, this practice has continued with re-usable alternatives being sought which eliminates the need for 160,000 individual pieces of plastic annually.



Our rooflights are built for longevity and have an average life expectancy of at least 20 years in non-corrosive environments - When it eventually reaches the end of its lifecycle, 98% of its components (100% for a Flushglaze unit) are recyclable meaning consumers can dispose of their rooflight considerately.

In addition to the recyclability of our rooflights, we are pleased that our standard range of rooflight products are wrapped using recyclable packaging allowing minimal materials to go to landfill.

A sustainability journey is never complete, therefore we are continuously looking at ways to mitigate our environmental impact in conjunction with our stakeholders, suppliers and customers.

Social Update

This year saw us continue our work with University Technical College (UTCN), a local engineering college, through a number of projects. In March, we collaborated with UTCN and The Gatsby Foundation partaking in the Foundation's video aimed to highlight the importance of employer engagement and the benefits that it can reap for not only the employer, but the young person too.

We have collaborated with UTCN on other occasions this year too; Welcoming students for work experience in numerous different departments to allow them to gain 'On The Job' experience which can be applied in the classroom or in their future career endeavors.

We are pleased to be collaborating with UTCN for their Find Your Future project for the third year - This year, students have been tasked with designing a new sukkah rooflight (A rooflight that can be opened manually during the Jewish festival of Sukkot without the use of electricity)

The project specifically focuses on the transition between an electric and manual operable rooflight, the designed units should boast our ethos of 'minimal framework' to create a clear opening with sky only views.

We can not wait to see the ideas they come up with as we have received some very imaginative ideas in past years.





Our engagements with the engineering college are as recent as last week, with Managing Director Jon and Marketing Executive Kayleigh attending the UTCN Careers Fair to inspire the next generation of the workforce, they had some great conversations with dedicated students and hoped that the students walked away from their stall feeling inspired with what they can do after they leave the college after hearing success stories of apprentices at Glazing Vision.

We are lucky to have a number of hardworking apprentices at Glazing Vision who are always eager to learn and apply their college learnings to their day to day tasks to better the business.

We are incredibly proud of the achievements of all of our apprentices, it is a privilege to watch them grow as they accrue more experience and get stuck in to day to day operations. We are especially proud that Will Hitchings was named as City College Norwich's Engineering Apprentice of The Year 2024 as testament to his hard work both in and out of the classroom.

In addition to our community engagement with UTCN, we are proud to have continued our charitable endeavors for another year and we recognise that we have some very generous team members who will go to great lengths to raise money for worthwhile causes such as Technical Specification Manager, Kim Stevenson, who ran her first ever half marathon in March raising money for Macmillan Cancer Support in memory of her close friend who she sadly lost to cancer.

This year also sees the launch of our first ever Glazing Vision Gift Appeal, collecting gifts for children of all ages for The Salvation Army, allowing children who may not have otherwise received presents to receive a present and enjoy the magic of Christmas like every child should.

Governance Update



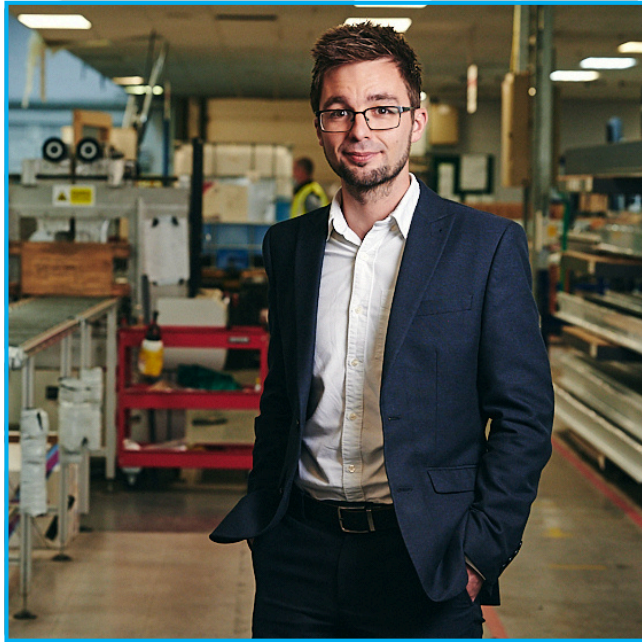
As a member of The Rooflight Association, we aim to drive the rooflight industry forward whilst always putting our valued customers first. Glazing Vision are proud to shape the rooflight with our extensive expertise, with Jon Shooter (Managing Director) and Jeremy Dunn (Compliance Director) sitting on The Rooflight Association board.

We strive to uphold the highest standards of quality, providing every customer with a rooflight they can benefit from for many years to come therefore we operate to stringent standards, and we are proud to have been awarded Constructionline Platinum this year after our policies on quality management, equal opportunities and environmental management were thoroughly examined - Adding Constructionline Platinum to our accreditations reinforces to our customers that we trade ethically in addition to treating our staff and suppliers well.

Part of our commitment to the rooflight industry is to never stop evolving to meet our customer's needs, to this end we launched the Glazing Vision SkyDoor 2 earlier this year featuring superior operating mechanisms which allows the rooflight to be manufactured to larger sizes and be side-hung.

This has been a transformative year for Glazing Vision and it was a privilege to celebrate our 30 year anniversary surrounded by hardworking, talented individuals all working towards the same unified goals.

We have made some important changes within our Board of Directors which will only accelerate our journey for the next thirty years and beyond.



We are saddened to bid farewell to Craig Pollard as he steps down from his role of Group Financial Director. His dedication since joining us in 2018 has been second to none; Navigating the COVID-19 pandemic, the 2020 factory flood and a Management Buy Out.

We thank him for his continued hard work throughout the last six years and wish him luck in wherever his career takes him next.

Taking on the role as Group Financial Director is Andy Rochford, and there could not be a better person to appoint, as Andy was Glazing Vision's Financial Director before becoming the Managing Director of Glazing Renovations, therefore this previous knowledge of our finances and industry experience from the installation side of the business will stand him in good stead to take Glazing Vision into its next chapter and beyond.



After 23 years working as Technical Director, Jeremy Dunn is stepping into a new role as Compliance Director, a strong presence to lead the QHSE (Quality, Health, Safety & Environment) team. With his extensive knowledge of the glazing industry, especially rooflights, Jeremy will be a driving force in our strive for impeccable quality working closely alongside Quality Manager, Giles Lillistone.



Taking on the role of Technical Director is James Botwright.

With over 16 years in the business undertaking roles from Director of Engineering to Operations Director, James has a breadth of knowledge and we are confident that he will thrive in this new role.

James will also head up our New Product Development (NPD) team.

Looking forward to the future, we are excited to see the new heights that Glazing Vision will reach. At the helm of this growth will be Ben Rumbelow who has been with the business for 15 years heading up the Sales & Marketing departments, he will be taking on the role of Commercial Director effective January 1st 2025.

Looking To The Next 30 Years...



As we reflect on our progress in the last three decades, we look ahead to what the next 30 years will entail - As we look forward, our focus remains on our Environmental, Social, and Governance initiatives.

We are grateful for the support of everyone who has been a part of this journey for the last 30 years.



I don't just want to own a company that manufactures the best glass skylights, I want to create something extraordinary, that is a beacon of quality/passion and a commitment to development. We do things the right way, not because we are obliged to, but because we want to be exceptional.

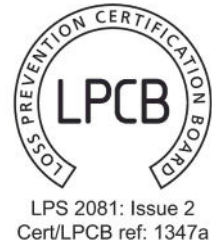
Jon Shooter, Managing Director of Glazing Vision

We look forward to working closely with the architectural community to bring their rooflight visions to life for many more years to come.

Glazing Vision always encourages clients to do their due diligence and to come and visit our factory in Diss, Norfolk - Our doors are always open.

Accredited. Trusted. Proven.

Rooflights & Roof Windows*



*Accreditations apply to varying products

Company Processes



Human Resources

