
SUSTAINABILITY & RESPONSIBILITY GUIDE



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At Aliaxis, we're committed to achieving the highest standards of environmental performance. Whether it's reducing our carbon footprint, looking after our people or playing an active part in our community. Aliaxis continues to strive for real environmental results in everything we do.



BS EN ISO 14001:2004

The international standard that specifies a process for controlling and improving an organisation's environmental performance. ISO 14001 is an internationally accepted standard that sets out how to put in place an effective Environmental Management System (EMS). The standard is designed to address the delicate balance between maintaining profitability and reducing environmental impact.



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This brochure is only available as a PDF to reduce the environmental impact. Please consider whether you need a printed copy before printing.

THE ENVIRONMENT

MATERIALS

We use different types of plastic for the majority of our products, PVCu, Polypropylene (PP), HDPE and ABS.

PVC is used in a wide variety of applications, including windows, flooring, packaging, healthcare (i.e. Blood bags), automotive and for credit cards.

PVC's major benefit is its compatibility with many different kinds of additives, making it a highly versatile polymer. PVC can be plasticised to make it flexible for use in flooring and medical products. Rigid PVC, also known as PVCu (The U stands for "unplasticised") has good impact resistance and is used extensively in building applications such as pipes and fittings for fluid handling. Its compatibility with additives allows for the possible addition of flame retardants although PVC is intrinsically fire retardant because of the presence of chlorine in the polymer matrix. Aliaxis use PVCu for rainwater, soil, waste and underground drainage products.

HDPE is flexible and weatherproof, it has good low temperature toughness (to -60°C) and is easy to process by most methods. It also has good chemical resistance. HDPE is used for commercial drainage systems.

Polypropylene has good chemical and fatigue resistance. It also copes well with high temperatures. Polypropylene is used in waste systems and traps and the dBlue acoustic soil system.

ABS (Acrylonitrile, Butadiene Styrene) is an ideal material wherever a superior surface quality is required. It has a good balance of toughness, strength and temperature resistance coupled with its ease of moulding. ABS is used in waste systems.

PLASTIC FACTS

- Plastics consume only 4% percent of the world's oil as feedstock whereas around 90% is used for heating and transport.
- PVC has a long life span and requires minimal maintenance and hence very limited additional consumption of energy, raw materials and chemicals is necessary to ensure their continued functionality.
- The BRE's Green Guide has given PVCu windows an A rating.
- Plastics are safe, allowing fresh water delivery through the use of durable pipe, and the storage of blood to save and improve people's lives.
- PVC is 100% recyclable. The manufacture of plastics from raw materials requires less energy than for metals and glass. Processing of plastic resin requires lower temperatures.
- PVCu pipelines have a proven life-span of 50 years and a projected life-span of 100 years.



The manufacturer of plastics from raw materials requires less energy than for metals and glass.

THE ENVIRONMENT

ENVIRONMENTAL IMPACT OF PLASTIC PIPE SYSTEMS

teppfa **The European Plastic Pipes and Fittings Association (TEPPFA)** is the trade association representing manufacturers and national associations of plastic pipe systems in Europe. We are actively involved in the promotion of plastic pipe systems for all applications. We want to raise awareness of the value that plastic pipe systems offer for a sustainable future.

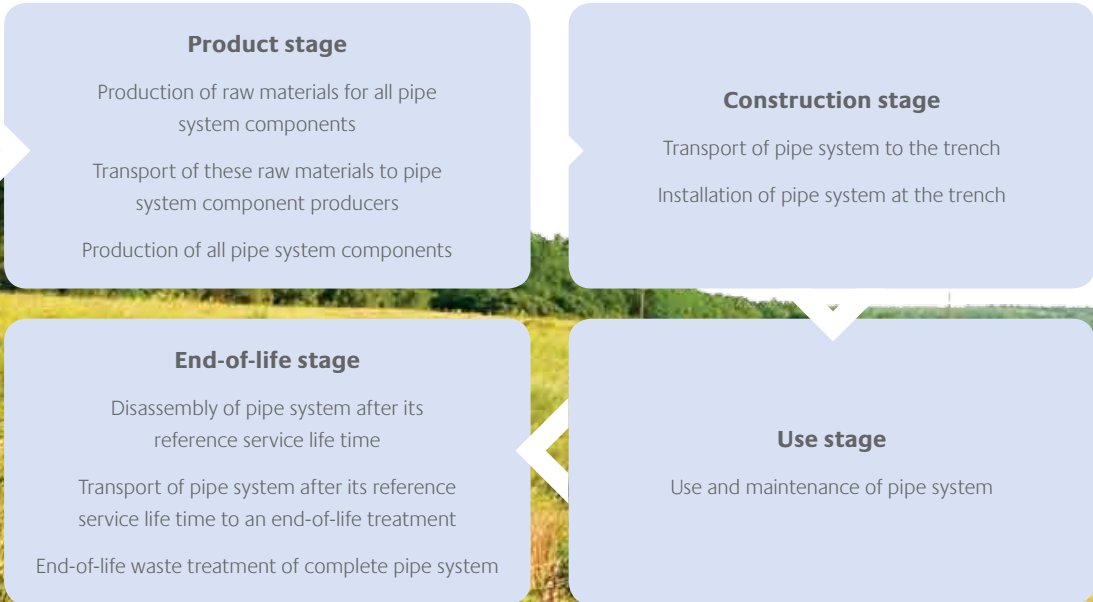
TEPPFA is the voice of the European Plastic Pipes and Fittings Industry.

Life cycle assessments were carried out by the Flemish Institute for Technological Research (VITO) and validated by Denkstatt GmbH (Austria). As well as the actual results of the LCA study an Environmental Product Declaration (EPD) was also produced.

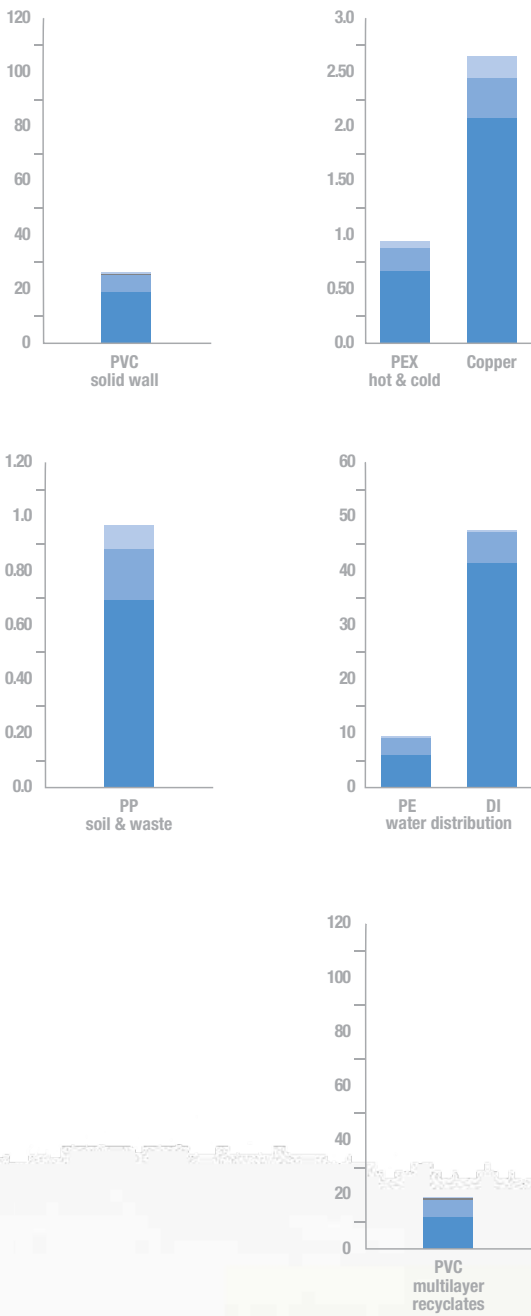
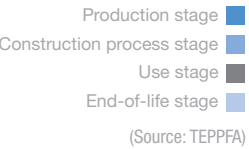
An **Environmental Product Declaration** is a standard way of communicating the output from a life cycle assessment. It enables the user to assess the environmental impact of a pipe system and allows comparisons to be made with alternative products at the system level (trench/building).

For further information, please visit www.teppfa.org

Life cycle assessment is the most recognised method to quantify environmental impacts of products, processes and/or systems. It shows the environmental effects of a product over its entire life cycle including extraction of raw materials, production of materials and the product, construction, use and end-of-life treatment.



COMPARISONS:
IMPACT ON GLOBAL WARMING
(IN KG CO₂ EQUIVALENT)



THE ENVIRONMENT

RECYCLING INITIATIVES



Vinyl Plus is the ten-year Voluntary Commitment of the European PVC industry. It is built on the achievements of the Vinyl 2010 programme and takes the next important steps in tackling the sustainability challenges for PVC. The regional scope of the programme is the EU-27 countries plus Norway and Switzerland. Five key sustainable development challenges have been identified for PVC, together with a set of working principles:

Controlled-Loop Management:

The more efficient use and control of PVC throughout its life cycle

Organochlorine Emissions:

Ensure that persistent organic compounds do not accumulate in nature and that other emissions are reduced

Sustainable Additives:

Review the use of PVC additives and move towards more sustainable additive systems

Sustainable Energy Use:

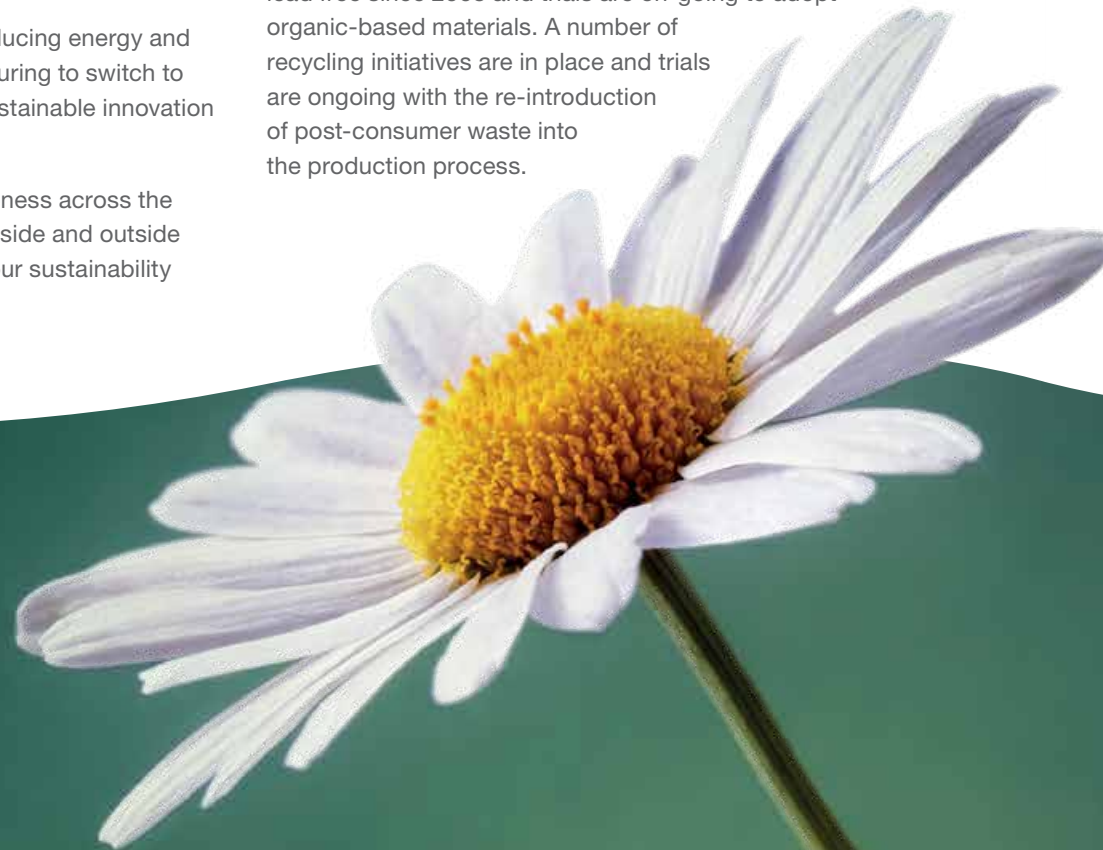
Minimise climate impacts through reducing energy and raw material use, potentially endeavouring to switch to renewable sources and promoting sustainable innovation

Sustainability Awareness:

Continue to build sustainability awareness across the value chain, including stakeholders inside and outside the industry, to accelerate resolving our sustainability challenges.

The Vinyl 2010 voluntary commitment, set up in 2000 established an infrastructure for the collection and recycling of PVC in Europe. Prior to 2000, PVC had been dismissed by many as “unrecyclable”, fit only for landfill. Today, the Recovinyl network supports more than 150 recycling companies across Europe, including the UK, recycling over 260,000 tonnes of post-consumer PVC waste per year. Vinyl plus includes the target of recycling 800,000 tonnes/year of PVC by 2020.

The material formulations used by Aliaxis have been lead free since 2008 and trials are on-going to adopt organic-based materials. A number of recycling initiatives are in place and trials are ongoing with the re-introduction of post-consumer waste into the production process.



Today we send no waste to landfill.

CARBON REDUCTION

We have signed up to the Climate Change Agreement (CCA) a Government initiative which allows energy-intensive businesses to receive up to a 65% discount on The Climate Change Levy (an energy tax) by meeting energy reduction or carbon-saving targets.

- Monitor energy use and reduce by 2.5% per annum
- Use energy for approved activities only

Further improvement measures include working smarter to reduce the Company's carbon footprint:

- Today we send no waste to landfill. We separate and recycle wood, cardboard, metal and plastic packaging. Waste from process start up and shut down is recycled back into the process.
- The more efficient processing of waste production material by using shredding and pulverising processes. This not only saves space but allows the material to be reused, whereas in previous years this material would go to landfill.
- The heating system in our manufacturing plant uses heat recovered from process usage. This heat recovery system reduces the requirement for gas significantly.
- 40% of our forklift truck fleet now runs on LPG fuel, a cleaner burning fuel than diesel especially with respect to carbon particles and NOx gases. This is particularly beneficial for the semi-enclosed environments in the manufacturing areas. The LPG powered trucks are also refuelled from a central reservoir, which makes them as easy as diesel to refuel, an advantage over the older gas-bottle fed trucks. In addition forklift access has been reduced and they are no longer able to enter the manufacturing area. Not only does this decrease emissions but it also makes this area a safer place for employees to move around.
- To help reduce CO₂ emissions and improve employee fitness a cycle to work scheme has been introduced. This allows employees to purchase bicycles at a discounted price.
- We have on-site system of water/oil separation (a by-product of the extrusion process). The system processes 22,000 litres of oil and oil & water mixes per annum reducing consumption and avoiding challenging waste disposal requirements.
- The lighting in our warehouses has been linked to motion-sensor circuits, where the lights automatically switch off when there is no movement in the area for a certain period.
- New LED lights have been installed within logistics and manufacturing and others have been upgraded to detect how much light is present. If it's bright enough without the light being on then the lights will automatically be switched off.

- The introduction of wood-free paper (harvest agricultural waste range) has helped to decrease the impact on the environment and today the Lenham site uses over 90% wood-free paper.
- New recycling bins have been introduced in the offices, manufacturing and logistics. By having four separate bins (paper, cardboard, plastic and general waste) this has helped to promote the segregation of rubbish.
- A dedicated fleet of more than 30 specialist commercial vehicles has been introduced by Aliaxis, to meet with its nationwide operational requirements. Complete with the latest technology, the new transport vehicles are fully in line with strict environmental standards due to the state-of-the-art Euro 6 design. With the new fleet in place, vehicles not only meet the highest safety and environmental standards, but also help us to provide a professional and reliable service for our customers.
- A new 'free air' conditioning unit has been installed to cool the water system. If it is cold outside then the system doesn't switch on and instead draws cool air in from outside.
- Our logistics operation makes use of all opportunities for back-hauling, vehicles from our customers as well as our own are utilised to maximise efficiencies. All vehicles are fitted with a device containing the 'ad blue' additive to neutralise exhaust emissions.

OUR PRODUCTS



ISO 9001 is by far the world’s most established quality framework, currently being used by 1,138,155 (2014) organizations worldwide, and sets the standard not only for quality management systems, but management systems in general. It helps all kinds of organisations to succeed through improved customer satisfaction, staff motivation and continual improvement.

Marley and Hunter hold 13 kitemark licences and 6 BBA certificates, are members of the Plastic Pipes Group of the BPF and have representation on 24 European CEN Committees.



MATERIAL TECHNOLOGY

Formulation improvements to extend the weathering abilities of the product range have been proved possible with the use of modern technology.

The rainwater range features gutters and downpipes which are co-extruded. Co-extrusion is a process by which two different materials are extruded at the same time to make one product. The rainwater range uses a higher specification material to form a capping layer on the outside of the gutter or pipe, with standard material on the inside. This higher specification material is more durable and has a high gloss finish. The material on the inside has 15% post production recycled content.

110mm soil pipe in grey & black is also co-extruded and contains a minimum of 30% post-production recycled material and is manufactured to BS EN 1329.

Underground drainage pipe also has a 10% recycled material content.



OUR PEOPLE

TRAINING AND DEVELOPMENT

Vocational training

A number of exciting and challenging development opportunities are available at Aliaxis, for example, Apprenticeship Training Programmes are offered in order to identify and develop talent throughout the business.

Professional and management development

In addition to the training and learning initiatives, the company also provides ongoing professional and management development for its staff. This consists of ensuring the continuous professional development of individuals, with such support being discussed and agreed via a Performance Review process. For senior managers we have also provided places on training at the Vleric Business School in Belgium to enhance our talent pool.

Utilising vocational qualifications
in order to enhance products
and services provided

HEALTH & SAFETY

The health, safety and wellbeing of our employees is our number one priority. This applies to all areas of the business. The Management team recognises and accepts the responsibility to ensure the health, safety and welfare at work of all employees, so far as is reasonably practicable.

Every accident, near miss and incident, however slight, is a matter of great concern to us and every effort is made to implement and maintain procedures to protect against foreseeable personal harm to all. This includes visitors, contractors and the general public, when they come into contact with the Company or its products.

The Aliaxis Health & Safety policy is accessible to all employees and is available to download from marleydpd.co.uk and hunterplastics.co.uk. This policy is reviewed annually to ensure its continued effectiveness.

Aliaxis provide cultural safety behaviour training to empower our staff, enabling them to assess a situation and act upon it, as required.

BENEFITS

All employees can access the Aliaxis pension scheme to which the Company also contributes. Also available at no cost to Aliaxis employees is the 'Lifestyle' benefits scheme which offers a wide range of discounts that are unavailable in the High Street. They are categorised into 4 distinct areas – travel, health & leisure, food & entertainment and home & motoring.

Aliaxis also offer assistance with Childcare through the provision of vouchers.

The benefits offering is accessed through our interactive online portal. The benefits are regularly reviewed and our offering appeals to all our employees.

EQUAL OPPORTUNITIES

Aliaxis is an equal opportunities employer. It is the Company's policy to treat all employees and job applicants fairly and equally regardless of their gender, sexual orientation, marital status, nationality, religion, age or disability. Furthermore the Company will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds. The Company regularly reviews its policies, procedures and selection criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities and merits. Working to a central framework of competencies, we ensure not only the best practice, but also the best possible opportunities for progression and development for all our staff.

This policy applies to recruitment and selection, terms and conditions of employment including pay, promotion, transfer and every other aspect of employment.

OUR COMMUNITY

INVESTORS IN PEOPLE

Investors in People work with organisations to find out what their performance targets or key priorities are. These then become central to how they work, supporting the business plan and developmental goals through the people working in the organisation.

Aliaxis companies hold the Investors in People standard, and have done so for a number of years. Independent advisors and assessors make an annual visit and conduct face to face interviews with people from across our organisation.

The Investors in People standard is important to our businesses as it demonstrates our commitment to our employees.



INVESTOR IN PEOPLE

LINKS WITH SCHOOLS AND BUSINESSES

The Company undertakes various initiatives with local schools in terms of visits, both to the workplace and into the school, as well as work experience placements. In addition, the Company provides advice, guidance and support as requested by local schools on topics such as CV writing and interviewing skills.

Partner schools and colleges:

- Swadelands School, Lenham, Kent
- Maidstone Grammar School, Maidstone, Kent
- Harrietsham Primary School, Kent

Aliaxis are members of local Business Associations, and value and support links with local suppliers and business. Suppliers, where possible are based locally which is of mutual benefit in terms of partnership building, responsible sourcing and service levels.



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OUR COMMUNITY

CHARITY – CLOSE TO HOME AND ACROSS THE WORLD

Always keen to do our bit, our association with charitable organisations takes many forms, from supporting our employees in their own personal sponsored endeavours to donating goods to a local homeless charity or providing financial support to a national charity providing support to build water supply and sewerage systems for communities in Africa and Asia.



WaterAid's vision is of a world where everyone has access to safe water and sanitation. The international organisation works in 26 countries across Africa,

Asia and the Pacific region to transform lives by improving access to safe water, hygiene and sanitation in some of the world's poorest communities. Over the past 30 years, WaterAid has reached almost 25 million people with safe water and, over 24 million people with improved sanitation.

Aliaxis donate the Christmas card fund to WaterAid every year and organise at least one event a year to support the charity's work.



Coast Along for WaterAid

The Marketing team took part in 'Coast Along for WaterAid', a series of 250 sponsored walks on Saturday 10th September 2011 along the UK coastline. The team received a fantastic level of support and raised over £1000.

Staff from across the company have also raised money for:

- The Prostrate Cancer Charity 'Movember' event
- Breast Cancer Care
- Demelza House
- Macmillan
- Red Nose Day
- Comic Relief
- Kent, Surrey & Sussex Air Ambulance



Emmaus Communities offer homeless people a home, work and the chance to rebuild their lives in a supportive environment. There are currently 21 Communities around the UK and several more in development.

They rely on donations of good quality furniture and household goods from the public, which are sold in Emmaus shops. The newly opened shop in Rochester, Kent, provides a central location for the collection, refurbishment and resale of donated furniture.

The Marley donation of T-shirts, fleeces and woolly hats will be put to good use as clothing for Community members.



The team at **Caring Hands** offer food, clothing, job and accommodation search and support, and provide a vital link between the homeless and vulnerable with numerous local agencies. The centre has its own dedicated GP surgery and counselling suite where visitors can access general medical services and receive help to address their addictions.

Marley also donated clothing items, pens and mugs, providing supplies for centre and to help the outreach team when they go out onto the streets on a Monday evening, providing food and clothes to those in need.

PROJECTS

Aliaxis have donated product free of charge to charities and good causes, this includes:

- Teech who provide sanitary to deprived countries
- William Cleghorn also had products to produce a WOOFYT (musical instrument) played by children at local schools
- Jules Bushell who was supplied product to create a musical organ (pictured below), which was played by children at the Southbank Centre



SUSTAINABILITY AND RESPONSIBILITY

GUIDING PRINCIPLES

- We manage our business with professionalism and integrity
- We are committed to full legal compliance in all that we do
- We aim to provide a safe, fulfilling and rewarding environment for our people
- We benchmark and evaluate what we do to continually improve our value proposition
- We engage with our local and wider community, schools and businesses
- We actively measure and manage the environmental impacts of our operation
- We will actively engage with Government, Industry and within the Aliaxis Group to influence and be informed of the latest legislation, regulations, technology and market trends.



ENVIRONMENTAL POLICY

dhm Plastics Ltd is a leading manufacturer of products for the building and construction industry.

dhm Plastics Ltd is part of the Aliaxis group of companies, internationally recognised as a major global supplier of construction products.

dhm Plastics Ltd manufactures products for Durapipe, Hunter Plastics and Marley Plumbing & Drainage at the Company's head office in Kent, South East England.

dhm Plastics Ltd are certified to BS EN ISO 14001:2004, the worldwide recognised environmental standard.

The Company is actively committed to adopting good sustainable practices; integrating economic, environmental and social matters within the business decision making. In developing its business, products and services, dhm Plastics Ltd will:

- Comply with all relevant environmental legislation, codes of practice and standards relating to quality and the environment.
- Conform to the environmental policy of the Aliaxis Group of companies.
- Continually improve the Company's environmental performance, minimising any pollution risk and adopting best industry practice.
- Regularly review performance and set clear objectives and targets to ensure environmental impacts are managed and reduced.

- Encourage and increase the use of recycled materials where appropriate.
- Take positive action to reduce waste by promoting energy conservation and recycling.
- Ensure that employees of dhm Plastics Ltd have the necessary knowledge, resources and skills to implement the environmental policy of the Company.
- Communicate the Environment Policy of dhm Plastics Ltd to customers and other stakeholders to share in the Company's aim of excellence in environmental management.
- Consider the needs and expectations of all customers and other stakeholders.
- Work with and review our supply chain to ensure compliance with legal requirements and adherence to our policy.
- The Company expects their permanent and temporary employees and contractors to meet and exceed the Company's Environmental requirements.
- To communicate and engage with staff on Environmental matters.

Stan James, Managing Director

Aliaxis are committed to being a responsible company in every aspect of our operations

ALIAxis WORLDWIDE

OUR COMBINED EXPERTISE EQUALS UNRIVALLED SUPPORT.

The Aliaxis Group is a leading global manufacturer and distributor of primarily plastic fluid handling systems used in residential and commercial construction, as well as in industrial and public infrastructure applications.

We leverage our local and global knowledge of the industry, regulations and building habits to provide consistently excellent customer service through our distribution partners to building installers, infrastructure contractors and others. Thanks to the entrepreneurial spirit of its local people, balanced with the strengths, know-how and international reach of the Group, we continue to develop and improve our positions in key building applications throughout the world.

Your Aliaxis sales representative can offer a global product portfolio. We have an experienced Export team that can deal with international projects, ranging from 'Le Méridien Al Aqah Beach Resort' in the United Arab Emirates to the 'Chloride Technical and Trading factory' in China.



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Aliaxis companies