



Our environmental stewardship and journey to net-zero carbon.

Our Sustainability Strategy





Our History

Non Standard Socket Screw Limited was established in 1971 by its CEO Alan White. Initially a distributor, the company rapidly began to invest in manufacturing to ensure it was able to supply the quality and service for which the company has since become synonymous.

Ably assisted by Production Director James Winterburn (Unbrako) and Quality Director John Varley (Ex. GKN), the company then diversified its manufacturing to include hot forging, CNC milling, thread rolling and grinding. This diversity, coupled with in-house heat treatment, enabled Non-Standard Socket Screw Limited to control all manufacturing processes ensuring quality and complete traceability from raw material to finished product.

- From its inception, three core principles have been embedded in the ethos of the company.
- Quality of Product.
- Quality of Service.
- Quality of Staff.

These principles have enabled the company to continue to expand, making consistent investment in the latest industry technologies, ensuring its customers can continue to benefit from the company's founding ideals into the future.

Currently employing over 90 staff, the company is able to offer next day delivery of their stock range throughout the UK.

Our customer base is many and varied across the automotive, aerospace, defense and offshore oil sectors with daily shipments sent to customers throughout Europe and beyond.



NET ZERO

Defining Net Zero

‘Carbon emissions’ is the term used to describe the seven main Greenhouse Gases (GHGs) responsible for global warming. It is commonly expressed as CO₂e (carbon dioxide equivalent), based on the global warming potential over 100 years of GHGs such as methane and nitrous oxide in relation to carbon dioxide.

Achieving net zero means that our total annual GHG emissions would be equal to, or less than, the emissions it can actively remove from the environment. Thus, through a combination of emissions reduction and emissions removal measures, net zero is achieved over a given timeframe.

Setting Science based targets

Science-based reduction targets for GHG emissions need to be in line with the latest climate science to meet the goals of the Paris Agreement. The Agreement limits global warming to less than a 2°C increase on preindustrial levels, but there is common agreement that it is better to aim for limiting warming to below 1.5°C.

The Science-based Targets Initiative (SBTi) recently launched the world’s first Corporate Net Zero Standard for corporate net zero target setting, in line with climate science to limit warming to below a rise of 1.5°C. The SBTi advises that most companies will require deep decarbonisation of 90-95% to reach net zero under the Standard.



WE ARE COMMITTED TO ALIGNING OUR NET ZERO STRATEGY WITH THE SBTi NET ZERO STANDARD, FOCUSING ON:

Accelerated, extensive emission cuts: Accelerated and extensive reduction in emissions across Scopes 1 and 2, including mapping all relevant categories of Scope 3, thus covering our entire value chain emissions.

Short-term and long-term goals: Setting short-term and long-term science-based targets, making rapid emissions cuts in the next five to ten years, and by 2050 producing close to zero emissions and neutralising any residual emissions that are impossible to eliminate by credible offsetting or ‘carbon removal’ measures.

Achieving net zero on Scope 1 and 2 emissions: Once Scope 1 and 2 emissions have been decarbonised, all efforts will reduce Scope 3 emissions throughout the entire value chain. Efforts will go into researching, training, and implementing net zero projects for Scope 3.

Beyond the value chain: The SBTi recommends that companies go further by investing outside their science-based targets to help mitigate climate change elsewhere. Companies should follow the mitigation hierarchy, committing to reducing their value chain emissions before investing in mitigating emissions outside those chains.

Net Zero Target:

We will be developing our net-zero carbon strategy in 2024 to decarbonise our entire operation as soon as we have completed the final stage of the Carbon Footprinting exercise. The goals and targets will be based on Science Based Targets and initiatives and aligned with selected Sustainable Development Goals (SDGs).

In order to align with the Paris Climate Agreement to limit global warming to a 1.5°C increase on pre-industrial levels, we are setting Science-Based Targets (SBT) of a 100% reduction in Scope 1 & 2 emissions by 2050 and a 90% reduction in Scope 3 by 2055. The proceeding years to 2050 will see a further commitment to a 100% reduction.

With an increasing emphasis on sustainable business operations set against increasingly stringent regulations on the horizon, we have developed a net zero strategy and Implementation Plan. This will ensure the future sustainability of the business, add further value for clients, and help deliver the lasting change our planet and society need.

This document outlines our high-level carbon reduction plan, outlines our short and long-term targets, and explains how they will be achieved.



Establishing the Baseline

Making meaningful comparisons of emissions data over time is an integral part of any GHG report that aims to be credible, transparent and useful. Every company will need to undergo a benchmarking assessment. This will provide a baseline from which to provide accurate data that will be used in various tools to monitor energy consumption effectively.

The agreed baseline reporting year for establishing the company's greenhouse gas emissions footprint was the 2022 production year.

The GHG Protocol is the most widely used international accounting tool for government and business leaders to understand, quantify, and manage greenhouse gas emissions.

One must identify which activities are responsible for releasing GHG emissions into the atmosphere. The most widely accepted approach is to identify and categorise emissions-releasing activities into three groups (known as scopes). The three scopes are:

Scope 1 (Direct emissions): Activities owned or controlled by your organisation that release emissions into the atmosphere. They are direct emissions. Examples of scope 1 emissions include emissions from combustion in owned or controlled boilers, furnaces, vehicles and emissions from chemical production in owned or controlled process equipment.

Scope 2 (Energy indirect): Emissions are released into the atmosphere and are associated with your consumption of purchased electricity, heat, steam, and cooling. These are indirect emissions that are a consequence of your organisation's activities but which occur at sources you do not own or control.

Scope 3 (Other indirect): Emissions that are a consequence of your actions, which occur at sources which you do not own or control and which are not classed as scope 2 emissions. Examples of scope 3 emissions are business travel by means not owned or controlled by your organisation, waste disposal, or purchased materials or fuels.

A message from, Melvin White, Director

At Non Standard Socket Screw, our mission extends beyond producing high-quality steel screws; it encompasses our unwavering commitment to sustainability and environmental stewardship. As a leader in the industry, we understand the responsibility that comes with our role, and we are dedicated to ensuring that our operations positively impact both the environment and the communities we serve.

We recognise that steel production and manufacturing have traditionally posed sustainability challenges. However, we are actively transforming our processes to minimise our environmental footprint. From reducing energy consumption in our production lines to sourcing materials responsibly, every step we take is designed to align with our core values of efficiency, innovation, and sustainability.

Our investments in advanced technologies are helping us achieve greater efficiency in material usage and energy conservation, significantly reducing waste and emissions. Additionally, our recycling initiatives ensure that our materials are given a new life, supporting the circular economy and reducing our reliance on virgin resources.

Sustainability is not just a goal for us, it is a guiding principle that shapes our decision-making process and drives us towards continuous improvement. We are proud of our strides, but we are also aware that there is always more to do. That is why we remain committed to setting ambitious sustainability targets and holding ourselves accountable to the highest standards.

Thank you for your continued trust in Non Standard Socket Screw Together, we can build a future where quality, innovation, and sustainability go hand in hand.

Who we are

Non Standard Socket Screw are a major stockist & manufacturer of high quality fasteners. Setting standards since our establishment in 1971 we have the capacity to supply a unique range of products, from prototype to special to standard. Initially a distributor, the company rapidly began to invest in manufacturing to ensure it could supply the quality and service for which it has since become synonymous.

Our manufacturing plant, with an operational tenure of 45 years, has been meticulously engineered to deliver superior-grade special fasteners and custom-turned components, precisely matching our clientele's stringent specifications. The facility boasts an array of advanced machinery, including Double Blow Hot Forging Presses and Multi Axis CNC Turning and Milling apparatus. Complementing this, we have Centreless Grinding and Thread Rolling machines for a comprehensive manufacturing process.

Additionally, our on-site atmosphere controlled heat treatment, ensuring complete command over the entire process, from raw material to the production of the final product. This enables us to uphold the highest standards of quality and maintain exhaustive batch traceability.

In terms of material selection, we can produce parts using diverse alloys and several distinct materials such as stainless steel, brass, duplex, titanium, and other exotic materials, furthering the range and flexibility of our manufacturing capacity.





Sustainability

NSSS is fully committed to reducing its environmental impact across the group and is currently working towards implementing the ISO 14001 standard, in order that their environmental management system can be professionally assessed and certified.

The company takes its green credentials very seriously and has already pledged to eradicate all single-use plastic cups and to install energy-efficient LED lighting across all of its sites by the end of 2019. Further wide-ranging measures are being considered for future implementation.



Inclusion and Diversity

Our commitment to diversity and inclusion is not just a moral imperative but is central to our company's success and growth.

By harnessing diverse perspectives and creating an inclusive environment, we aim to drive innovation, enhance employee satisfaction, and meet the evolving needs of our clients and the broader community.



Environmental Policy

Our relationship with the environment forms an essential part of our business ethos at Non Standard Socket Screw Limited.

We understand that a healthy environment not only benefits us but the broader community and future generations. With this in mind, we're making genuine strides to reduce our environmental footprint.

Our Business' Ethical and Moral Responsibility

Business ethics concerns every step of our decarbonisation journey. To see a change in the manufacturing world, we must take active steps to reduce our impact without compromising our ethical values.

There are three core principles have been embedded in the ethos of our company:

- Quality of Product.
- Quality of Service.
- Quality of Staff.

You cannot have either of these without addressing the 12 ethical principles that we integrate into our business: Honesty, Fairness, Leadership, Integrity, Compassion, Respect, Responsibility, Loyalty, Law-abiding, Transparency, and Environmental Concerns. These are at the heart of everything we do at Non Standard Socket Screw Limited.

Maintaining human rights within our company is one of the key ethical pillars on which we build our policies. We do all we can to ensure we are never in breach of this and that our suppliers follow similar policies and practices. Holding our supply line responsible for maintaining their own ethical and moral responsibility ensures that the materials we receive are ethically and responsibly sourced.

Non Standard Socket Screw Limited maintains a firm belief that everyone deserves the right to be treated equally and fairly. In our recruitment process, we ensure we follow all guidelines and regulations set by The Equal Opportunities and Equality Act, continue throughout employment, and give all our employees equal opportunities and fair pay.

Taking a firm stance against climate change and meeting the targets set by government and industry standards are paramount in our operations. Financial investment in sustainable technologies is at the forefront of our future proposed business development, and we are taking steps to identify and reduce non-productive energy consumption where possible.





Integration of our Energy Policy

We are currently in the process of developing our energy policy to be integrated into our business model.

We understand that one of the key ways to reduce our impact is to utilise energy both efficiently and responsibly and make a public statement on our stance to decarbonise our operations through energy efficiency.

Energy and Sustainability Policy

Non Standard Socket Screw Ltd is dedicated to advancing environmental sustainability through a comprehensive energy policy designed to mitigate our operational impact on the environment and secure a more sustainable future. This commitment is underscored by our dedication to significantly diminish our carbon footprint by optimising our energy utilisation.

Our Pledges:

1. **Adherence to Regulatory Standards:** Non Standard Socket Screw Ltd will uphold all pertinent energy legislations and carbon abatement regulations, ensuring that we operate in alignment with established environmental guidelines.
2. **Dynamic Operational Analysis:** We will conduct regular assessments of our operations to gain insights into fluctuations in energy consumption, thereby enabling us to make informed decisions and chart a path towards enhanced efficiency.
3. **Continuous Improvement:** Our dedication to perpetual advancement will drive us to continually identify innovative opportunities to reduce energy consumption and shrink our carbon footprint.
4. **Technology-Driven Efficiency:** We are committed to adopting energy-efficient technologies whenever feasible, leveraging their potential to optimise our operations and amplify our sustainable practices.
5. **Empowered Workforce:** Through comprehensive education and training, we will empower our employees to cultivate energy-efficient habits and champion environmentally conscious practices.
6. **Promotion of Renewable Technologies:** We will actively integrate renewable energy technologies into our energy supply mix, advocating for a diversified and eco-friendly energy portfolio.
7. **Integration into Decision-Making:** Energy efficiency will be a cornerstone of our decision-making processes, ensuring sustainability is at the heart of our operational strategies.
8. **Ambitious Goals:** Non Standard Socket Screw Ltd will establish measurable energy efficiency objectives and carbon reduction targets, encompassing supply chain impact reduction and enhancing overall performance.
9. **Rigorous Controls:** We will implement stringent operational controls that are subject to regular audits, reviews, and updates, guaranteeing that our energy practices remain aligned with our goals.
10. **Transparent Communication:** Our Energy Policy will be annually updated and effectively communicated across all levels of our organisation, fostering a shared commitment to our sustainability mission.
11. **Openness to the Public:** This Energy Policy will be readily available to all stakeholders, ensuring transparency and accountability in our efforts towards sustainable energy practices.

Melvin White



Taking Action Against Climate Change



Environmental Policy

Our relationship with the environment forms an essential part of our business ethos at Non Standard Socket Screw Limited. We understand that a healthy environment not only benefits us but the broader community and future generations. With this in mind, we're making genuine strides to reduce our environmental footprint.

Management Structure

Our approach to the environment is systematic, aligning with the BS EN ISO 14001:2015 guidelines. This structure guides us in making steady improvements, from reducing pollutants to bettering our overall environmental performance.

Our Pledge

Here's what we promise:

1. Regulations: We'll always meet UK legal and regulatory requirements. When possible, we'll do our best to go beyond.
2. Decision-making: Environmental considerations play a key role in our business choices.
3. Team Awareness: We are nurturing a company culture where every team member is aware of our environmental goals and is equipped with the knowledge to contribute positively.
4. Energy Use: We are keen on optimising our energy use to be more efficient.
5. Resource Mindfulness: The concepts of Reduce, Re-use, and Recycle are not just buzzwords for us; they inform our daily operations. We keep an eye out for fresh ways to implement these principles.
6. Waste Handling: We've partnered with licensed organisations to manage our waste, ensuring a minimal impact on the environment.

Shared Duty

Every department in Non-Standard Socket Screw Limited shares in the responsibility of this policy.

We believe that with consistent effort, we can contribute quietly but effectively to a greener future.

Current GHG footprint

The energy audit results for Scope 1 and 2 emissions have been used to generate our baseline emissions footprint for 2022. Using the Carbon Footprinting Accounting and Reporting (CFAR) tool from Pro Enviro, we have calculated our emissions from our baseline year of 2022:

| Emission Type | Scope 1 | Scope 2 | Scope 3 |
|---------------|---------|---------|---------|
| 2022 | 165.02 | 87.1 | 59.6 |
| 2023 | 173 | 73.84 | 56.72 |
| 2024 | 156.82 | 75.53 | 55.43 |

This includes emissions from:

Scope 1:
Fuels - Gaseous fuels - Natural gas
Delivery vehicles - Vans - Average (up to 3.5 tonnes)

Scope 2:
UK electricity - Electricity generated - Electricity: UK

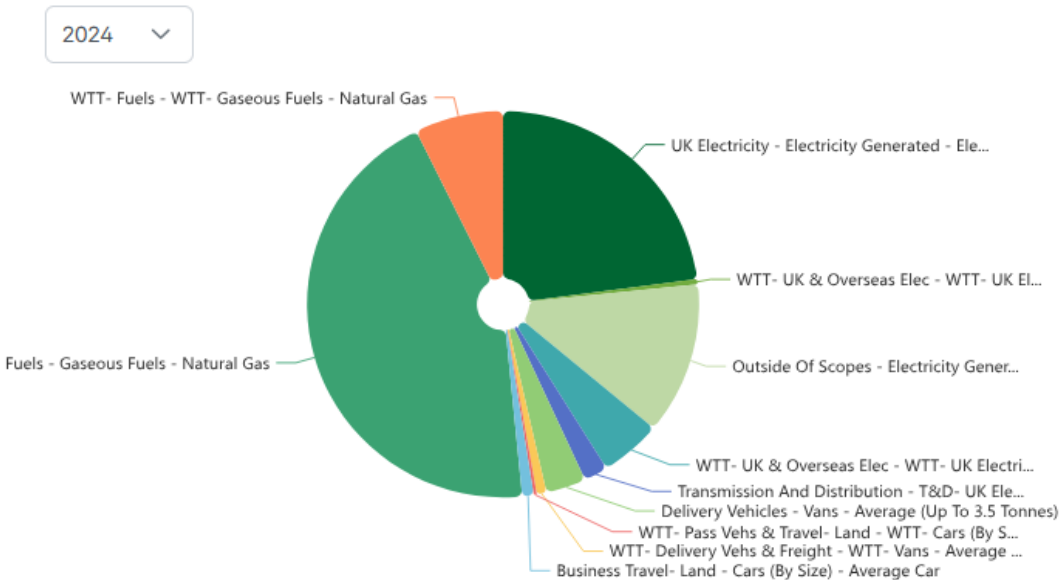
The Scope 3:
WTT- fuels - WTT- gaseous fuels - Natural gas
WTT- delivery vehs & freight - WTT- vans - Average (up to 3.5 tonnes)
Transmission and distribution - T&D- UK electricity - Electricity: UK
WTT- UK & overseas elec - WTT- UK electricity (generation) - Electricity: UK
WTT- UK & overseas elec - WTT- UK electricity (T&D) - Electricity: UK
Business travel- land - Cars (by size) - Average car
WTT- pass vehs & travel- land - WTT- cars (by size) - Average car

CO2e By emissions scope and year

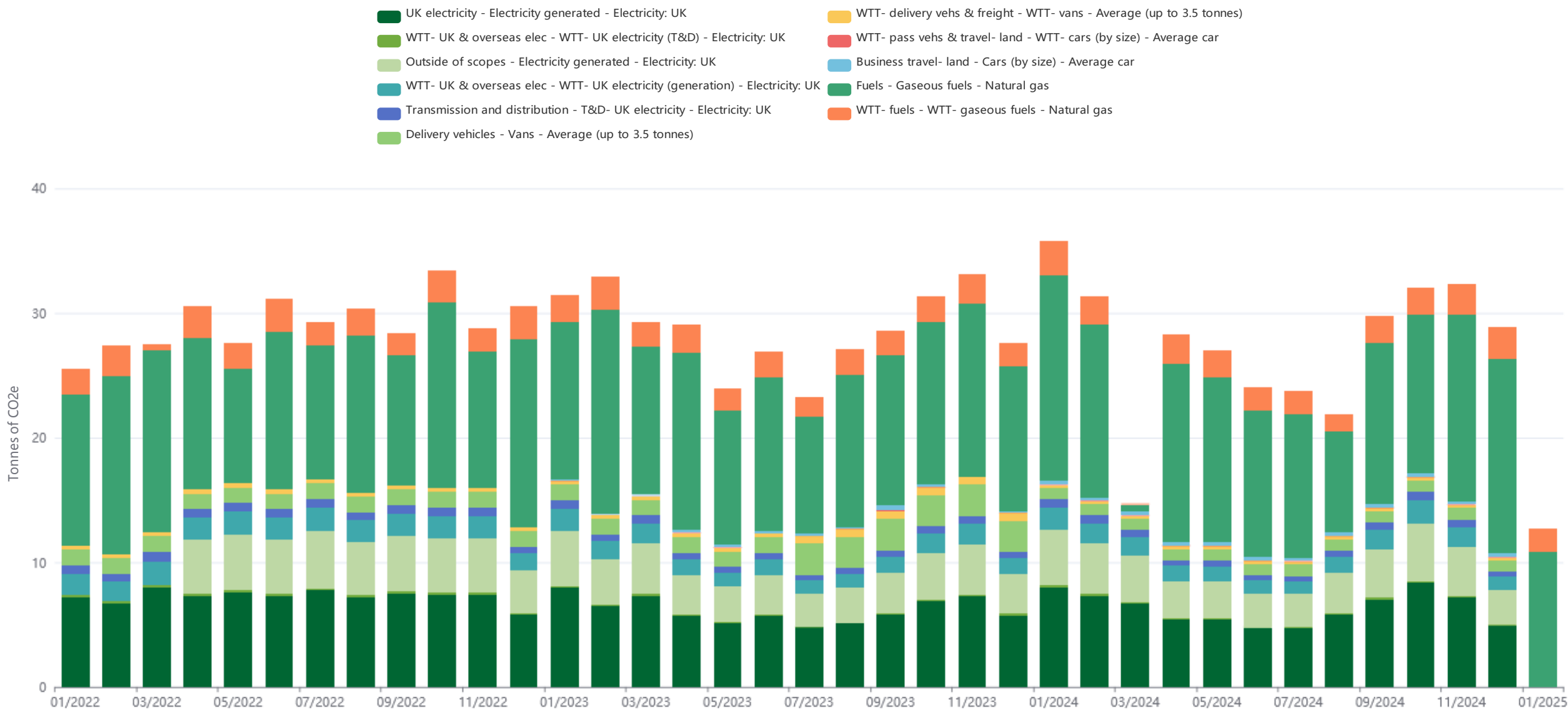
Non Standard Socket Screw Ltd



Breakdown of CO2e (tonnes) by emissions source



Monthly Emissions by Type



Data Gaps

Scope 1 and 2 inventories are now complete. Scope 3 is a lengthy process and we have only just begun collecting the data required to map our complete Scope 3.

Emission Reduction Plan

We have enlisted the assistance of Pro Enviro, who are specialist energy, process optimisation and carbon emissions reduction consultants who have been involved in the delivery of innovative solutions to decarbonise the energy intensive sectors of the UK economy throughout the last 30 years.

We are committed to the development of a comprehensive net-zero carbon strategy that is uniquely tailored to our production and needs that we will be implementing over the next 8 years to align ourselves with the Paris Agreement of limiting global warming to below 1.5°C.

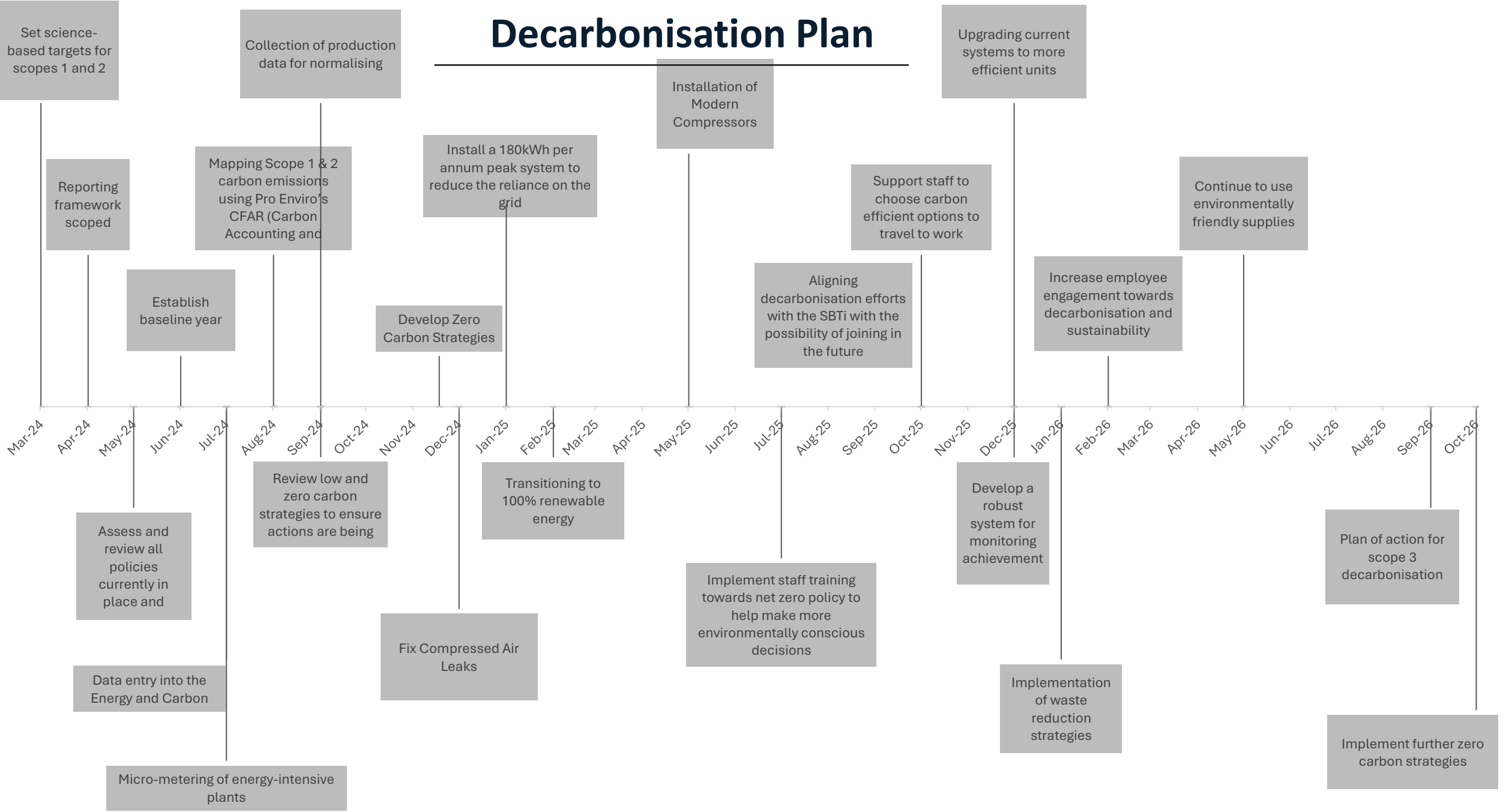
Emissions Target



Decarbonisation Plan

| Policy and Strategy | Reporting and Data | Scope 1 and 2 Emission Reduction | Scope 3 Emission Reduction |
|--|---|--|---|
| <ul style="list-style-type: none"> Set science-based targets for scopes 1 and 2 Assess and review all policies currently in place and ensure current policies align with our net zero plan Commit to SBT set by Pro Enviro Introduce UN Sustainable Development Goals into our core company policies | <ul style="list-style-type: none"> Reporting framework scoped Mapping Scope 1 & 2 carbon emissions using Pro Enviro's CFAR (Carbon Accounting and Reporting) tool | <ul style="list-style-type: none"> Establish baseline year Carbon footprinting of manufacturing operations Micro-metering of energy-intensive plants Fix Compressed Air Leaks Installation of LED Lighting Transitioning to 100% renewable energy | <ul style="list-style-type: none"> Map carbon emissions from supply chain Begin Scope 3 emissions calculated using Pro Enviro's CFAR (Carbon Accounting and Reporting) tool Continue to use environmentally friendly supplies |
| <ul style="list-style-type: none"> Target of decarbonisation set to 2050 Develop a robust system for monitoring achievement Implement staff training regarding net zero policy changes Invest in sustainable technologies throughout our operations. | <ul style="list-style-type: none"> Track and report emissions annually and calculate emissions savings Review low and zero carbon strategies to ensure actions are being taken Develop Zero Carbon Strategies for each site to report consumption data | <ul style="list-style-type: none"> Collection of production data for normalising Data entry into the Energy and Carbon Portal (ECP) Switching most company vans to EVs Install a 180kWh per annum peak system to reduce the reliance on the grid Installation of Modern Compressors | <ul style="list-style-type: none"> Communicate with supply chain Scope 3 emission reductions Complete Scope 3 benchmark Establish supply chain emissions reporting process Choose suppliers with the lowest carbon footprint Utilising sustainable packaging materials and eco-friendly transportation methods |
| <ul style="list-style-type: none"> Raising awareness of climate change challenge with the supply chain / Scope 3 Introducing UN Sustainable Development Goals into our core company policies Developing and moving towards embedding ISO50001 by 2024- 2025 | <ul style="list-style-type: none"> Collection and Collation of Scope 3 Reductions Aligning decarbonisation efforts with the SBTi with the possibility of joining in the future | <ul style="list-style-type: none"> Implement staff training towards net zero policy to help make more environmentally conscious decisions Support staff to choose carbon efficient options to travel to work Upgrading current systems to more efficient units | <ul style="list-style-type: none"> Plan of action for scope 3 decarbonisation Establish supplier emission reduction commitments Complete the collection of Scope 3 data Implementation of waste reduction strategies |
| <ul style="list-style-type: none"> Achieve decarbonisation of scopes 1&2 by 2050 Increase employee engagement towards decarbonisation and sustainability | <ul style="list-style-type: none"> Engaging external auditors to embed ISO50001 | <ul style="list-style-type: none"> Implement further zero carbon strategies | <ul style="list-style-type: none"> Extend supplier engagement programs & embed it into contracts Supplier emissions review annually and revised strategy for future |

Decarbonisation Plan





**United
Nations**

Department of Economic and Social Affairs
Sustainable Development

Non Standard Socket Screw Limited

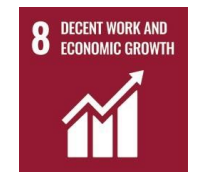
Making the SDGs a REALITY



SUSTAINABLE DEVELOPMENT GOALS

The Division for Sustainable Development Goals (DSDG) in the United Nations Department of Economic and Social Affairs (UNDESA) acts as the Secretariat for the SDGs, providing substantive support and capacity-building for the goals and their related thematic issues, including water, energy, climate, oceans, urbanisation, transport, science and technology, the Global Sustainable Development Report (GSDR), partnerships and Small Island Developing States. DSDG plays a vital role in evaluating the UN systemwide implementation of the 2030 Agenda and in advocacy and outreach activities relating to the SDGs.

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. The 17 Sustainable Development Goals (SDGs) are at its heart, an urgent call for action by all developed and developing countries in a global partnership. They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth, all while tackling climate change and working to preserve our oceans and forests.



Our Key Sustainable Development Goals

As part of our commitment to fulfilling the Key Sustainable Development Goals (SDGs), we have integrated as many of these goals as possible into our business structure. While some align more naturally with our operations, our support for each goal is deliberate and systematic, with particular emphasis on key goals central to our mission.

We extensively utilise science-based initiatives, such as macro and micro-level data analysis, to achieve our objectives in reducing energy consumption. This aligns with Goal 9 of the UNSDGs, and we plan to further enhance our efforts by installing an advanced Monitoring and Targeting (aM&T) system in the near future.

We have partnered with organizations like Pro Enviro to address areas of non-productive energy consumption, where energy was being used without generating productive output. Through micro-metering our energy-intensive operations, we have taken targeted actions to eliminate inefficiencies, ensuring compliance with Goal 12 by promoting efficient energy use. Additionally, we have adopted circular economy practices to minimize waste generated by our on-site processes.

To promote equity within our workforce, we ensure that all staff receive fair compensation, exceeding the National Minimum Wage. We also implement diversity and inclusion initiatives, fostering a workplace where equal opportunities and fair treatment are prioritized. This commitment helps us achieve SDGs 1, 5, 8, and 10.

Our dedication to Goal 3, Good Health and Well-being, is reflected in our comprehensive health and safety training for staff. We approach health and safety with sensible risk management, adhering to all relevant legislation, codes of practice, and other health and safety standards.



Our Key Sustainable Development Goals

To take active steps in reducing our carbon emissions, we are in the process of transitioning to 100% renewable energy sources. This demonstrates our commitment to clean and sustainable energy practices. In addition, we are currently reviewing and assessing the potential of installing a solar PV system at our main operation site.

This aligns with tiles 7, 13 and 15. We pledge to support initiatives that protect natural habitats, promote sustainable land management, and foster community engagement in conservation efforts. By working collaboratively with governments, organisations, and local communities, we aim to create a sustainable and resilient environment where both people and nature can coexist and prosper.

