

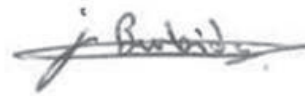
The Archwood effect

Sustainability Report
2025



We want to continue to do our small part in having a positive impact on the environment and our community.

“We have made great progress on our Net Zero journey, reducing our Scope 1 & 2 carbon footprint by 73% versus our baseline year. This is a fantastic achievement but there is still much more work to be done. We have prepared this report to update on our journey so far and what we will be focusing on in the coming years”



JOSH BURBIDGE

Managing Director



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OVERVIEW

Our values - the key areas where we can improve our business

Archwood Group is a family owned, professionally-run leading manufacturer of timber products with two trading brands: Richard Burbidge, a manufacturer and supplier of stairparts, decking accessories and decorative mouldings, and Atkinson & Kirby, a supplier of premium hardwood flooring. Established in 1867, we have been passionate about the design, manufacture and supply of timber products over 150 years. We feel privileged to work with this incredible natural resource every day and will always champion and support sustainable timber sourcing and production.

At Archwood, we focus on doing business the right way, championing environmental excellence, being a responsible & empowering employer, leading product & service innovation in our industry and being customer centric in everything that we do. We are a business that cares. We care about the quality of our products, we care about the environment, we care about our people and we care about our community. We are customer centric. We do business the right way and want to ensure the profitable growth of our customers, suppliers and ourselves by providing the best sustainable timber solutions, whilst taking and influencing meaningful action, to deliver social and environmental benefit.



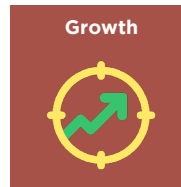
Reputation

Be customer focused and trustworthy. We support our customers by being reliable and committed to the quality and innovation of our products and services.



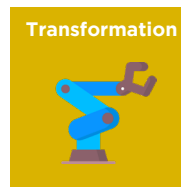
Responsibility

Be ethically and environmentally conscious. We ensure the health & safety of our stakeholders, caring about people and the future of the planet.



Growth

Be a company that continually delivers returns to all stakeholders. We will drive efficiencies to reduce our costs and drive sales to boost our profits.



Transformation

Be a leader in our field by continually investing to enhance our business performance. We will improve overall productivity, communications and online interactions throughout the whole group.



Evolution

Be a flexible and agile business, with a can-do attitude. We are a team and we will support each other to reach our goals.



OVERVIEW

Commitment - we want our business to be environmentally friendly, sustainable and net zero.

As part of Archwood Groups ongoing commitment to sustainability, the business joined the United Nations Race to Zero campaign in November 2021. Race to Zero is the UN-backed global campaign rallying businesses to take rigorous and immediate action to halve global emissions by 2030 and deliver a healthier, fairer zero carbon world.

As part of our Net Zero pledge we have committed to:

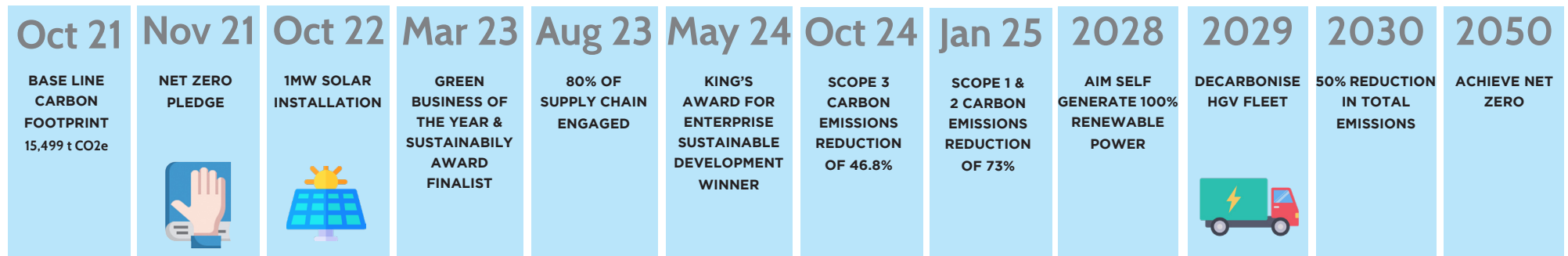
- * Halve our greenhouse gas emissions by 2030
- * Achieve Net Zero emissions before 2050
- * Disclose our progress on a yearly basis

As a business, it is critical that we measure our own impact on the environment. Working with Planet Mark, who support us with measuring and validating our carbon footprint, we have created a clear picture of all our environmental impacts. This has allowed us to develop a carbon reduction plan, identifying ways to take rigorous and immediate action to halve our carbon footprint by 2030 and achieve Net Zero by no later than 2050.

We believe that every business has a responsibility to drive change and that together, it will be these changes that have the potential to have a big impact globally. At Archwood we pledge to make our contribution towards a more sustainable future by committing to achieve Net Zero by no later than 2050. We have written this report to share our progress to date and to ensure that we continue to deliver on our promise to give our customers the most eco-friendly and sustainable selection of timber products.



TIME LINE TO NET ZERO



2020

2025

2030 2035 2040 2045 2050

OVERVIEW

Our baseline carbon footprint

Having confirmed our baseline carbon footprint for our financial year ending September 2021 we have proceeded to take action to reduce our emissions.

The extent of our carbon footprint assessment includes full Scope 1 & 2 emissions impact and the emissions impact included in the below Scope 3 categories.

Our Scope 3 carbon footprint assessment represents 95% of total spend which includes the emissions impact of all factored goods and timber raw material suppliers, including the upstream and downstream transportation of all timber and timer products.

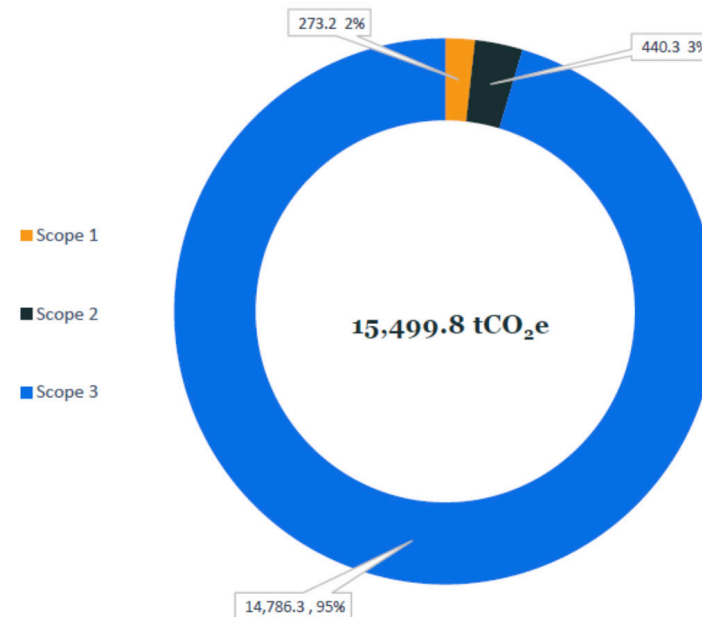
We will share our progress to date within this report.

Baseline Carbon Footprint – FY 2020/21

Total carbon footprint.

Scope	Category	Emissions (tCO ₂ e)	Proportion of total footprint
Scope 1	N/A	273.2	1.8%
Scope 2	Location-based	440.3	2.8%
	Market-based	610.4	
Scope 3	1. Purchased goods and services	5,491.4	35.4%
	2. Capital goods	N/A	N/A
	3. Fuel and energy related activities	39.1	0.3%
	4. Upstream transportation and distribution	8,921.2	57.6%
	5. Waste	37.0	0.2%
	6. Business travel	15.5	0.1%
	7. Employee commuting	N/A	N/A
	8. Upstream leased assets	N/A	N/A
	9. Downstream transportation and distribution	282.2	1.8%
	10. Processing of sold products	N/A	N/A
	11. Use of sold products	N/A	N/A
	12. End-of-life treatment of sold products	N/A	N/A
	13. Downstream leased assets	N/A	N/A
	14. Franchises	N/A	N/A
	15. Investments	N/A	N/A
	Total scope 3	14,786.3	95.4%
Total scope 1,2,&3 (location-based)		15,499.8	
Total scope 1,2,&3 (market-based)		15,669.9	

Total scope 1, 2, and 3 carbon footprint for year ending 2021, tCO₂e



All rows and tables are rounded to one decimal place. This may lead to slight discrepancies in totals within the report.



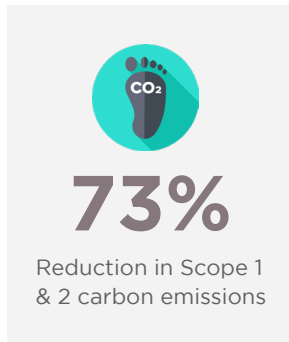
OUR PROGRESS

Making a difference - our carbon footprint

We have made great progress on our Net Zero journey and over the last 4 years we have reduced our Scope 1 & 2 carbon footprint by 73%.

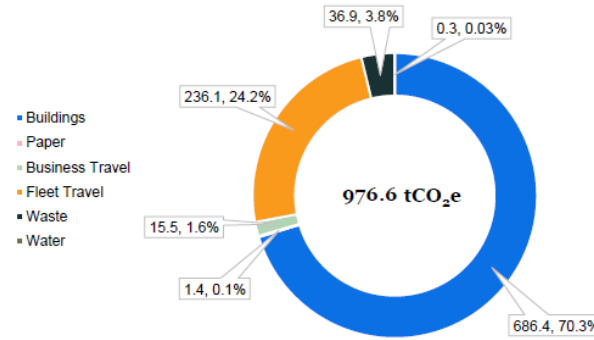
This has largely been achieved by focusing on energy and the emissions impact of our site's operation. Notably, the installation of a 1MW Solar PV system generating 40-50% of our energy requirement, switching to 100% renewable energy for the remainder of our requirement, upgrading our FLT fleet to zero emissions trucks, reviewing site layout, extraction and machine efficiency have contributed significantly to the total reduction to date.

This year we achieved Planet Mark certification for the fifth consecutive year. Working with Planet Mark ensures that we have a clear picture of all our environmental impacts and ensures transparency by having independent measurement and verification of our carbon emissions.

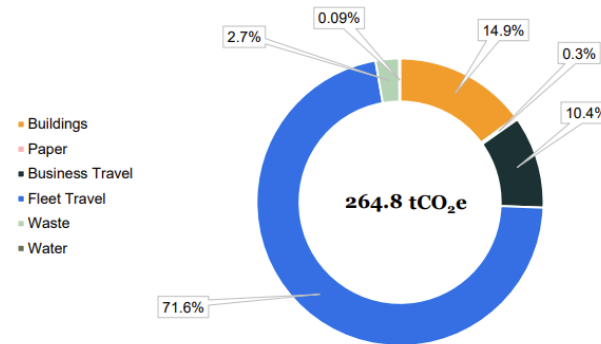
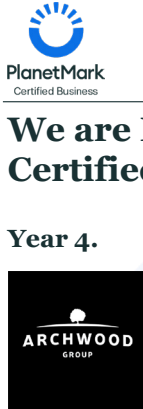


73%
Reduction in Scope 1 & 2 carbon emissions

Carbon footprint by emission source for year ending 2021, tCO₂e



Carbon footprint by emission source for year ending 2024, tCO₂e

We are Planet Mark Certified

Year 4.

This is to certify that Archwood Limited has achieved the Planet Mark by reporting its carbon footprint and engaging its stakeholders.

Valid to: 31 December 2025

Measure
-18.3% Absolute carbon reduction Market-based Scope 1 and 2.
-23.5% Carbon reduction per employee Market-based Scope 1 and 2.

Market-based
264.8 tCO₂e Measured carbon footprint.
2.4 tCO₂e Measured carbon footprint per employee.

Location-based
485.1 tCO₂e Measured carbon footprint.
4.4 tCO₂e Measured carbon footprint per employee.

We are committed to reducing our carbon emissions yearly so that together we can all halt climate change.

Reporting Boundary: Chrk and Livingston Sites
Emission Sources: Electricity, LPG, Transmission and Distribution Losses, Business Travel, Fleet Travel, Homeworking (not included in total footprint), Paper, Waste, Water
Reporting Period: 01 Oct 2023 to 30 Sep 2024

Engage
110 FTE employees. We engage our employees and wider stakeholders to unlock their talent and knowledge to drive year on year progress in sustainability.

Communicate
9 Sustainable Development Goals. We recognise that transparent communication is essential for transformational change, and we quantitatively contribute to 3 SDGs.

planetmark.com | The Planet Mark | theplanetmark



OUR PROGRESS

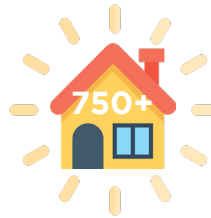
Making a difference - energy

We recently passed 3 years since the commissioning of 2,600 solar panels at our North Wales factory. The installation has been a fantastic success story and is a great example of how businesses can reduce their carbon footprint whilst reducing energy costs. Our system since switch on has exceeded the expected generation and generates circa 40% of our annual power requirement. To date, the system has saved 2,260 tonnes of CO2 emissions, the equivalent of planting 1,250 trees whilst we have also exported over 800,000 kwh of clean renewable energy back into the national grid.

As part of our commitment to being powered by 100% renewable energy, we have continued our Power Purchase Agreement (PPA) as part of a consortium with our energy partner Sustainable Energy First (SE First). Advancing on 3 years of 100% REGO sustainable energy supply, we have committed to a long-term agreement that will see a supply of renewable energy from a variety of independent solar, wind, hydro sources up and down the UK. This will see a further source of deep green energy as part of our journey towards Net Zero and will support new renewable energy infrastructure as part of the UK's clean green energy transition.



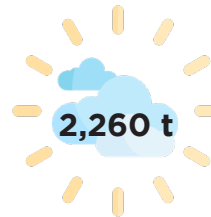
Our solar panels have generated more than 2,250,000 kwh since they were installed 3 years ago



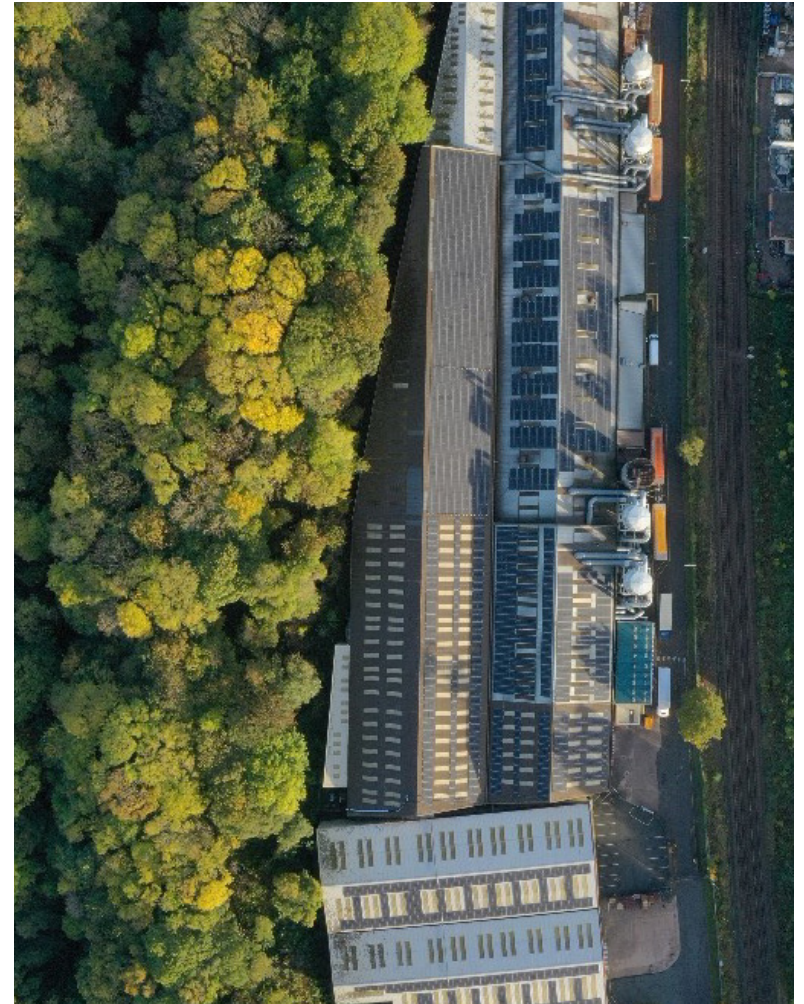
Enough to power more than 750 homes for a year



Equivalent to planting 1,250 trees



Saving 2,260 tonnes of carbon emissions



OUR PROGRESS

Making a difference - supply chain & sustainable timber

SUPPLY CHAIN



In 2023, we reached a major milestone in our sustainability journey by significantly strengthening our supplier engagement programme. We held meetings with 15 key global suppliers, representing 80% of our total company spend. These sessions focused on sharing our annual sustainability report and communicating policy changes that directly affect suppliers. This work marked an important step in aligning our supply chain with our sustainability goals and ensuring our reduction targets are understood and embedded across all supplier relationships. As Scope 3 emissions remain the most significant part of our footprint, working collaboratively with our partners will continue to be essential in driving meaningful progress.

TIMBER SUPPLIERS

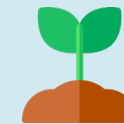


We have continued to prioritise supplier engagement, supporting partners in developing their own documented carbon reduction plans and communicating expectations clearly across our supply chain. Our Operations team has recently travelled to a number of our long-standing and trusted suppliers. We were delighted to see first-hand the significant sustainability progress made within the supply chain, including major investments in onsite renewable energy, the use of rail freight to transport logs between mills, and strong waste recovery and recycling systems. The commitment to responsible operations is both inspiring and fully aligned with our own sustainability ambitions.



SUSTAINABLE TIMBER

98% OF THE TIMBER WE USE IS FSC OR PEFC CERTIFIED



OUR PROGRESS

Making a difference - transportation & distribution

TRANSPORTATION

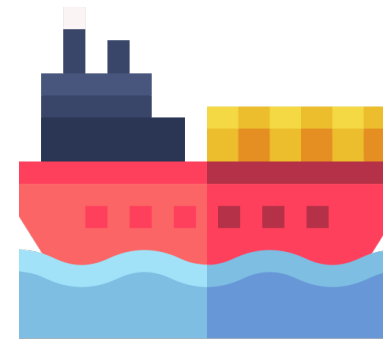


We have committed to decarbonise our HGV fleet by 2030 and this is something we will actively pursue over the coming years. Over the last few years, we have undertaken a HGV drivers training programme to ensure driving behaviours are as fuel efficient as possible. The recent addition of a 22kwh fast charger will support the replacement of our diesel-powered vans to electric whilst we assess our current HGV fleet with a view to decarbonising through HVO fuelling.



Our Fork Lift Truck fleet has been renewed and consolidated from 30 diesel or LPG powered trucks to a total of 20 new trucks, of which 19 are zero emissions electric trucks with one remaining diesel powered truck. This has significantly reduced emissions whilst making our factory and storage facilities a cleaner and quieter working environment.

DISTRIBUTION PARTNERS



Our global distribution partners are accelerating their net zero targets and expanding their scope to cover all emissions. They are working towards a 50% reduction in emission per container by 2030 and achieve Net Zero by 2040.



Accelerated net zero target to 2040

OUR PROGRESS

Making a difference - commuting, waste & recycling

COMMUTING & EV INFRASTRUCTURE



This year, we have continued to expand the number of free-to-use EV charging points by installing two 7kWh fast chargers at our Livingston site. This is in addition to the twelve free-to-use EV chargers at our HQ car park in Chirk.

Our salary sacrifice scheme in partnership with Octopus Electric Vehicles has proven popular. As a result, over 15% of our workforce has now adopted full electric or hybrid vehicles with a further 2 full electric vehicles being delivered in 2026.

WASTE & RECYCLING



100% of our wood waste is recycled and repurposed into material for animal bedding, cat litter and panel board. This also fuels our sites boilers providing hot water and heating in the winter months.

We have successfully reduced our waste by 40% over the last 3 years, totalling 96 tonnes – equivalent to four full bin wagons!



We've reduced our office and factory waste by 40% over the last 3 years



That's 96 tonnes or the equivalent to 4 bin lorries



And none of our waste goes to landfill



OUR PEOPLE

Making a difference - supporting our community

COMMUNITY

Local Support and Engagement



Throughout the year we have continued to support a number of local schools, groups and community organisations. We donated materials to a local primary school after their roof was destroyed, helping them get key areas back up and running. We also provided new vegetable beds to another school, which the children are now using to grow their own produce (See picture below). In addition, Neil Williams has supported several school projects, including building raised planters for Ysgol y Waun and assisting another school with creating an outdoor summer classroom.

SCHOOL ENGAGEMENT

Mock Interviews and Work Experience



We strengthened our relationships with local schools and colleges by supporting mock interview sessions and work placements. Mock interviews were held with Ysgol Morgan Llwyd, giving students practical experience and feedback. We also provided an engineering work placement for Coleg Cambria in April. These activities form part of our ongoing commitment to helping young people build confidence and gain insight into the world of work.

CHARITY EVENTS

Fundraising and Employee Activities



Our employees continued to take part in a variety of fundraising activities. Last year's Easter treasure map raised £120.00, and this year the activity returned with strong support. We are currently running a pool competition, and a "Guess the baby" fundraising challenge has also been launched. Employees voted for our new Charity of the Year, which is Cancer Research UK, and our first fundraiser for the charity is already under way. Earlier in the year, a local grassroots football team supported by Paul Morris raised just under £1,000, and we donated a prize to help their efforts.

COMMUNITY INITIATIVES

Volunteering and Local Projects



Our team members continue to make a positive impact locally. Neil Williams has ongoing projects supporting schools and community spaces, including bespoke handmade planters and timber structures. These contributions help encourage outdoor learning and wellbeing activities for young people. We also maintain strong connections with the local council and community groups, offering support where possible.

WELLBEING

Employee Activities and Active Challenges



Our walking challenge is currently underway, encouraging colleagues across the business to improve physical health and stay connected with one another. These initiatives form part of our wider wellbeing approach and continue to be well received.



OUR PEOPLE

Making a difference - investors in people

COMMUNITY

Retaining our IIP Wellbeing
Gold Accreditation



We're really pleased to share that Archwood has once again retained our Gold accreditation in the Investors in People "We invest in wellbeing" framework. This is a fantastic result and shows just how much effort has gone into creating a workplace where people feel supported, valued and able to thrive both in and out of work.

The IIP wellbeing framework looks at how organisations lead, support and continuously improve wellbeing. Keeping hold of Gold means our people, our culture and the way we work all reflect a genuine commitment to wellbeing—not just on paper, but in everyday practice.

This year's assessment was tougher due to stronger expectations around leadership behaviours, evidence of impact and how wellbeing is built into culture and decision-making. The fact that we still achieved Gold is something everyone should be proud of.

A big thank you to everyone who took part in the survey, focus groups and conversations along the way. Your honesty and input made all the difference.

OUR PLANET

Making a difference - celebrating our success

Over the past 12 months, we have proudly reflected on a truly special milestone in our company's history: receiving the King's Award for Enterprise in Sustainable Development 2024.

The award was originally presented on 22 November 2024, when the Lord-Lieutenant of Clwyd, Henry George Fetherstonhaugh OBE, visited our headquarters in Chirk, North Wales, to formally bestow this prestigious honour. The ceremony brought together local dignitaries, including the mayor and councillors, who joined us in celebrating our long-standing commitment to sustainability.

A year on, we remain immensely proud to have been the only Welsh business recognised in this category. This achievement continues to stand as a defining moment in the legacy of our fifth-generation family business, reinforcing our dedication to sustainable development and inspiring the work we do today.

To read our feature article in the official Kings Award for Enterprise Magazine click here. <https://online.flippingbook.com/view/184192856/117/>



Archwood Group Presented with King's Award for Enterprise in Sustainable Development 2024. Richard Burbridge 354 subscribers





“We want to do our part in having a positive impact on the environment and our community. Each and every one of us plays an important role in our sustainability commitments.”

Josh Burbidge





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