Teconnex

MAKING CONNECTIONS

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

2025



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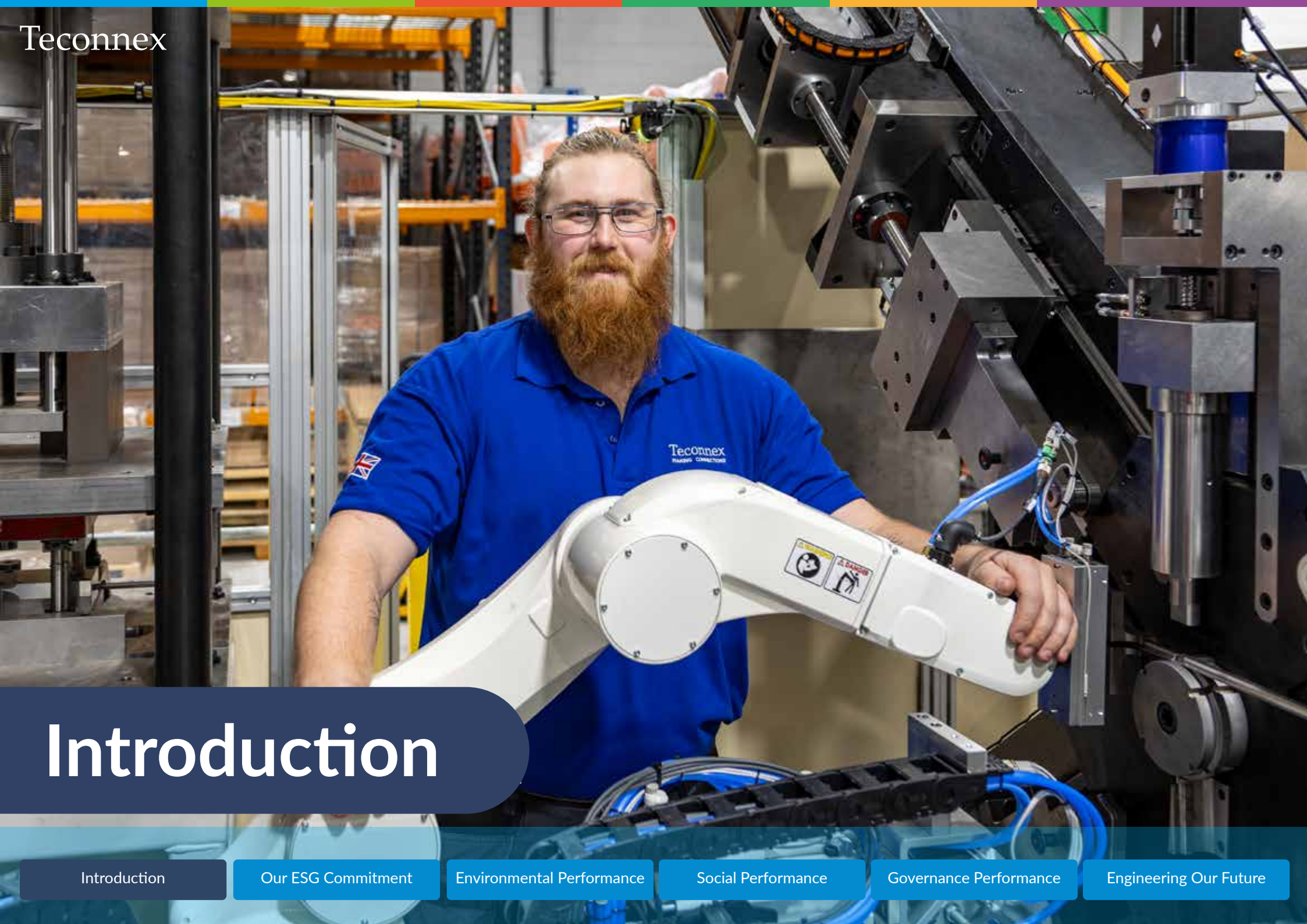
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Introduction

About Us

At Teconnex, we are a global leader in precision-engineered clamping solutions and advanced metal joining technologies. With more than 40 years of expertise, we deliver innovative, high-performance products that support some of the world's most demanding industries, including automotive and aerospace. Driven by a commitment to quality, innovation and continuous improvement, we work closely with our customers to develop cost-effective solutions that deliver long-term value while supporting the transition to more sustainable technologies and manufacturing practices.





Operating across the United Kingdom, Romania, Mexico, India, and China, we combine global reach with local expertise to meet the evolving needs of our customers. Our comprehensive portfolio includes clamping systems and metal joining solutions designed to enhance performance, reliability and efficiency across a wide range of complex applications.

Message From the MD



Chris Marsden
Managing Director

To all valued stakeholders,

At Teconnex our vision is to be the world's leading engineered solutions provider, enabling environmental change, preferred by our customers, and powered by our people. With our mission to connect our customers to a cleaner world, we remain committed to providing innovative, sustainable, and high-quality stainless-steel clamping and expansion joint technology to all our global customers.

Our products continue to be central to our customers' drive to clean the air that we breathe and provide greener, more efficient transport and energy solutions. As our markets evolve, sustainability is becoming increasingly connected to operational excellence, regulatory compliance, commercial decision-making, and long-term competitiveness.

Our ESG initiatives are underpinned by our core values of **Doing the Right Thing, Working as One Team, and Creating Our Future.** These values guide the way we support our employees, customers, suppliers, and wider stakeholders, ensuring that our business continues to grow responsibly and sustainably.

As a business, we are fortunate to operate across a diverse range of geographical locations, where we can positively impact people, cultures, and communities. We recognise the responsibility this brings, and we remain committed to upholding our role as a responsible manufacturing employer.

Our people are the driving force behind our success. Their skills, commitment, and ideas enable us to improve the way we work, innovate across our products and processes, and respond effectively to the changing expectations of our customers and communities.

Our core ESG pillars remain centred around carbon reduction and the creation of an engaging, safe, and inclusive environment for our employees to positively contribute. Recent focus on energy and waste reduction across our manufacturing sites has brought our global teams together to successfully innovate in product, process, and factory design.

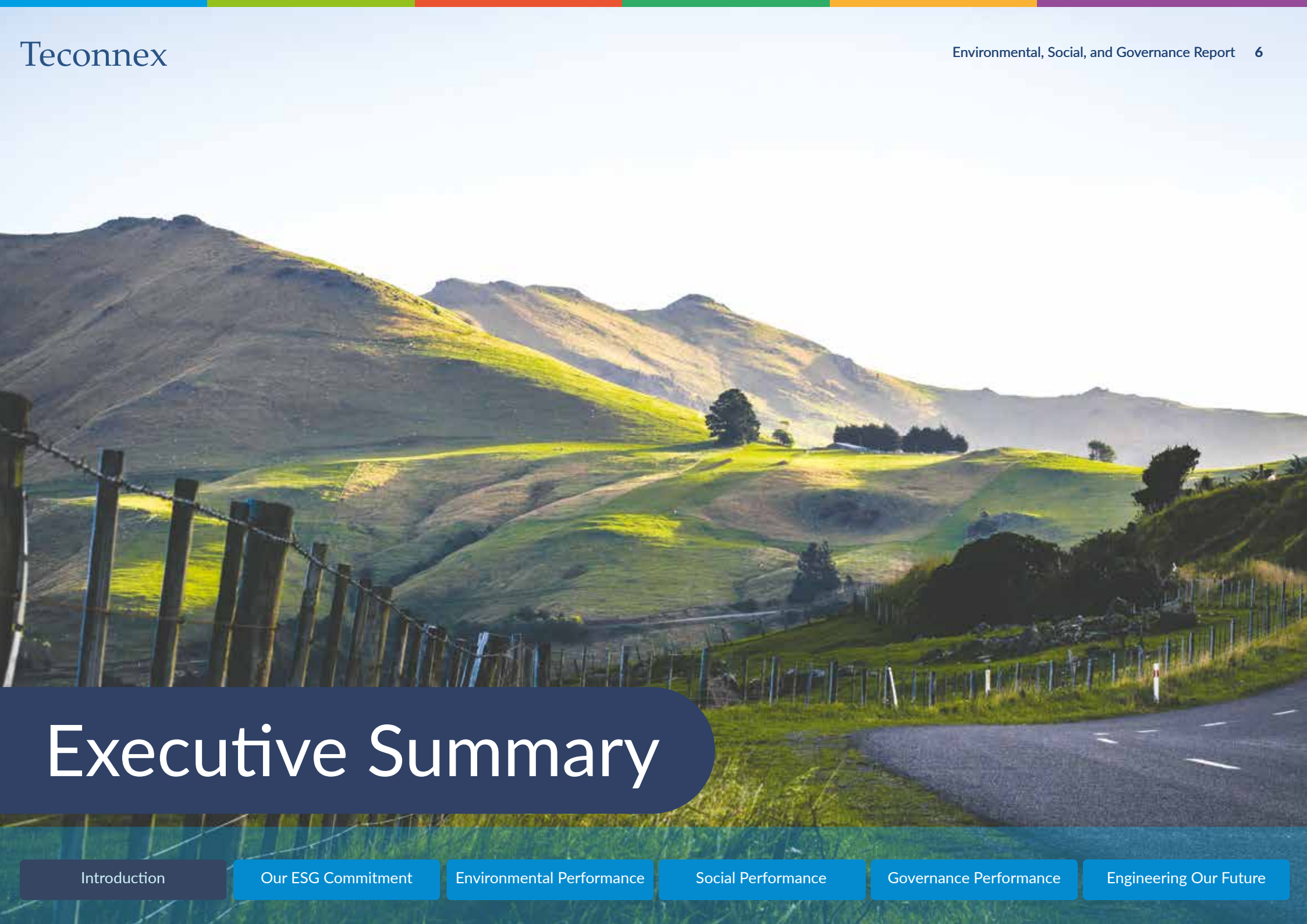
Alongside this, emissions transparency and regulatory readiness are becoming increasingly important areas of focus for the Group. The introduction of the Carbon Border Adjustment Mechanism is a clear example of how carbon performance is now directly linked to business cost, sourcing decisions, pricing, margins, and competitiveness.

Teconnex Europe has made strong progress in this area, achieving CBAM compliance in Romania and being one of the first companies in Romania to secure Authorised CBAM Declarant status. We have adopted the ABX 2.0 platform to support digital import documentation, emissions tracking, and future reporting requirements across Teconnex Europe and the UK. This provides a strong foundation as we continue to prepare for the next phase of CBAM, including the UK's planned implementation from January 2027.

This work reinforces the importance of accurate supplier emissions data, responsible sourcing decisions, and close collaboration across our supply chain. As carbon cost becomes a business cost, we will continue to build the systems, processes, and partnerships required to manage risk, support our customers, and improve our carbon competitiveness.

Our annual business goals remain closely aligned with sustainability targets, cascading through every employee of the business. Our engagement survey continues to support our vision of being powered by our people and acting on their voice. We will constantly look at our practices as a business as we continue to grow into new regions and communities, ensuring we have an eye on improving the environment we live in, providing great employment for our people and their families, and exceeding our customers' expectations in the products and services we supply.





Executive Summary

2025 at a Glance

Progress strengthened - and the data became more complete

During 2025, UK emissions fell and on-site renewable generation increased. Global location-based emissions rose slightly; expanded and more accurate data capture means the year-on-year result is not fully like-for-like.

WHAT THIS MEANS
The 2025 figures provide a stronger baseline for future reduction plans. We will continue improving international data quality while focusing on operational efficiency and renewable generation.

UK EMISSIONS

458.69 tCO_2e

18.91% lower YoY

UK EMISSIONS INTENSITY

24.64 tCO_2e/£m

4.15% higher YoY

GLOBAL EMISSIONS

2,070.04 tCO_2e

1.59% higher YoY

ON-SITE RENEWABLE GENERATION

653.8 MWh

56.6% higher YoY

COMPARABILITY NOTE - Changes in global data coverage and accuracy affect the year-on-year comparison. Methodology and limitations are explained in the reporting scope.

Three Pillars Guide our ESG Priorities

Six priorities organise our work across three connected pillars. Each pillar links business responsibility with evidence that customers, employees and other stakeholders can use.

E Environment

Climate · Resources

2025 FOCUS

Emissions, renewable energy, resource efficiency & environmental management

SDG 12 · SDG 13

S Social

People · Community

2025 FOCUS

Health and safety, skills, wellbeing, engagement and community impact

SDG 3 · SDG 8 · SDG 11

G Governance

Ethics · Compliance

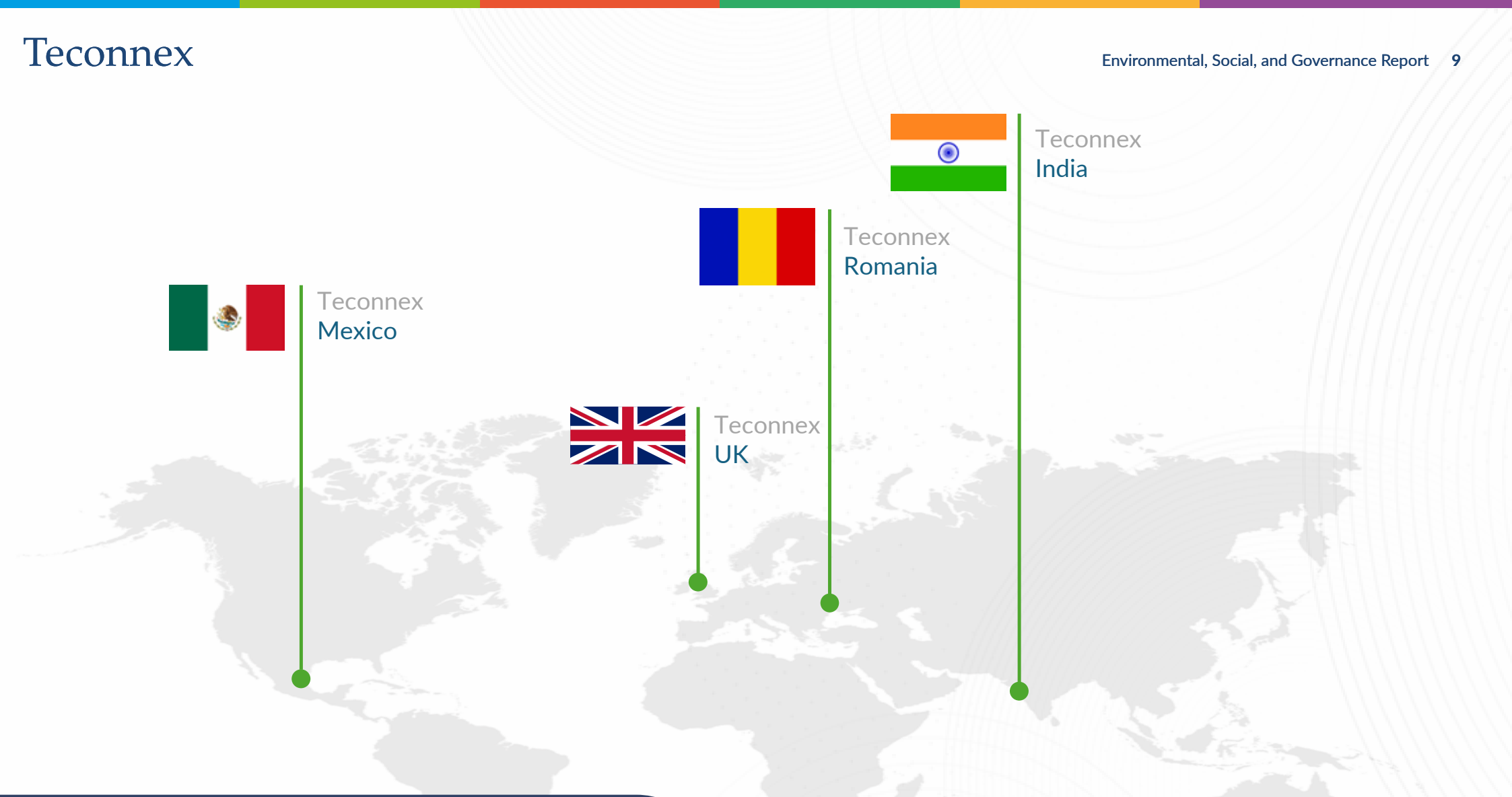
2025 FOCUS

Ethical conduct, risk oversight, policies, reporting and responsible supply chains

Supports all five priority goals

HOW TO USE THIS REPORT

Each section explains our approach, the 2025 evidence available, data limitations and the next priority. A concise evidence index at the end helps customers locate supporting information quickly.



Scope of Report

Our Reporting Boundary

REPORTING PERIOD

1 Jan - 31 Dec

REPORTING ENTITY

Teconnex Ltd

OPERATING COUNTRIES

4

REPORTING CYCLE

Annual

INCLUDED IN THIS REPORT

- Operations in the United Kingdom, Romania, Mexico and India.
- Environmental, workforce, community and governance information.
- Scope 1 and Scope 2 emissions, with selected Scope 3 information where available.
- Performance and initiatives undertaken during the 2025 calendar year.

REPORTING FOUNDATIONS

- United Nations Sustainable Development Goals: 3, 8, 11, 12 and 13.
- UK Streamlined Energy and Carbon Reporting requirements.
- Hexadex Group ESG principles and Teconnex governance arrangements.
- Topic-specific methods and assumptions stated in the relevant sections.

REPORTING FOCUS

United Kingdom · Romania · Mexico · India

Coverage varies by indicator; exclusions and estimates should be stated where they occur.

Data Coverage and Methodology

Data Scope

TOPIC	COVERAGE	POSITION
Energy & Scope 1-2 Emissions	Global Operations	Actual data and estimates where required
Scope 3 Emissions	Selected Categories	Not a complete group inventory
Health, Safety & Workforce	Group Indicators	Coverage stated by measure
Training & Engagement	Four Operating Countries	Annual activity and survey data
Community Impact	Selected Initiatives	Qualitative examples and participation
Governance & Ethics	Group and Site Arrangements	Policies, training and oversight

Methodology and Limitations

- Energy and emissions information is compiled from operational records, supplier information and recognised conversion factors.
- UK energy data is supported by Inspired PLC; this does not constitute external assurance of the full report.
- Global data coverage and consistency continue to improve. Estimates and exclusions are identified in the relevant sections.
- Social and governance coverage varies by indicator. The stated boundary should accompany each material figure.
- The report is published annually and has not been prepared as a claim of full GRI, ESRS or VSME compliance.

Data quality continues to improve through more consistent collection, review and validation controls.



Our ESG Framework & Priorities

Our Guiding Principles

Our Vision

We enable a better world through our Clamps & Joining Systems and new product diversification strategy. Our goal is to be the world's leading engineered solutions provider, creating positive impact across our global operations.

Our Mission

To develop innovative, high-quality solutions that meet the needs of our customers while fostering sustainable growth, ethical governance and social responsibility.

Our Values

At Teconnex, our values guide how we operate, collaborate, and grow. Working as one team, we foster a culture of collaboration and inclusivity. We are committed to doing the right thing, upholding integrity in all we do. Through creating our future, we drive innovation and sustainability for long term success.



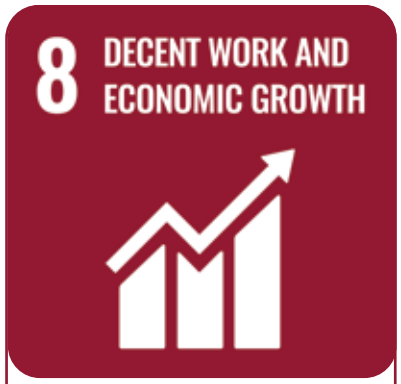
Aligning with the Global Agenda

Teconnex has aligned its ESG strategy with five priority UN Sustainable Development Goals (SDGs) that are most relevant to our operations and stakeholders.

Learn more about the SDGs:
https://www.un.org/sustainabledevelopment/



Promoting the health, safety and well-being of our people and supporting communities.



Creating quality jobs, investing in skills and driving sustainable economic growth.



Supporting resilient communities and contributing to sustainable urban development.



Improving resource efficiency and reducing waste through responsible consumption and production.



Taking action to reduce emissions and build resilience to climate change.

Our Approach in Action

We translate our ESG priorities into measurable goals and initiatives, tracked through our roadmap and reviewed annually. Our approach is informed by:

- Group Strategy - Hexadex & Teconnex
- Global regulations (e.g. SECR)
- Customer expectations
- Operational risk and opportunity

This framework ensures that our ESG journey is **realistic, aligned, and impact driven.**



Ethics & Compliance

Strengthening our Ethical Foundation

At Teconnex, we remain committed to maintaining a strong culture of integrity, accountability, and transparency across all regions. Our global approach to ethics and compliance ensures that employees at every level receive the necessary training to meet regulatory requirements, mitigate risks, and uphold responsible business practices.

In 2025, we delivered 178 training events globally, engaging over 1,000 employees in key compliance areas including business ethics, health and safety, environmental management, and anti-bribery regulations. These sessions support our goal of embedding ethical behaviour into daily operations and decision-making.

Our Ethics Refresher Training saw particularly strong engagement, with consistently high participation rates across the group. Our Company Values Training and we continued to reinforce ethical leadership, with structured programmes delivered in multiple regions to over 600 employees.

TECONNEX SITES AROUND THE WORLD HAVE CONTRIBUTED TO THIS PROGRESS:

Employees across the group participated in targeted sessions on hazardous waste handling, ISO 14001 environmental standards, manual handling, risk assessment, and emergency preparedness.

Governance and compliance topics such as anti-bribery, modern slavery, and whistle-blowing were a core focus.

Ethics training remains a priority, with sessions delivered across all sites to strengthen awareness and application of corporate policies.

Governance Oversight & Risk Management

Strong governance remains a key priority across our operations. Each subsidiary has an established compliance committee that provides oversight of governance matters, monitors compliance requirements and supports the management of potential risks. These committees meet regularly to discuss relevant issues, review existing controls and help ensure our governance arrangements continue to operate effectively.

Effective risk management is embedded within our wider governance approach. Our Corporate Social Responsibility (CSR) Risk Register is reviewed on a periodic basis, enabling emerging risks to be identified, assessed and addressed appropriately. During the reporting period, all subsidiaries, completed their risk register reviews within the required 12-month review cycle.

We continue to develop and strengthen our approach to compliance through the use of a Compliance Management Systems (CMS). Formal systems are currently established in India, Romania, Mexico and the UK, supported by appropriate certification and documentation.





Environmental Performance

Key Metrics

This section presents our FY25 energy and emissions performance for the reporting year 1 January to 31 December 2025, with FY24 comparatives. Unless a chart is explicitly labelled UK, figures cover the group's UK and global operations.

The metrics include total energy consumption, location-based emissions, emissions intensity per £m revenue and on-site renewable electricity generation.

TOTAL ENERGY CONSUMPTION

7.22 kWh

+3.83% vs FY24

Exact FY25 total: 7,222,466 kWh

TOTAL LOCATION BASED EMISSIONS

2,070.04

+1.59 vs FY24

tCO_2e across the reporting boundary

EMISSIONS INTENSITY

24.64

+4.15% vs FY24

tCO_2e per £m revenue: £84.00m FY25

ON-SITE GENERATION

653.8 MWh

+56.59% vs FY24

Exact FY25 total: 653,804 kWh



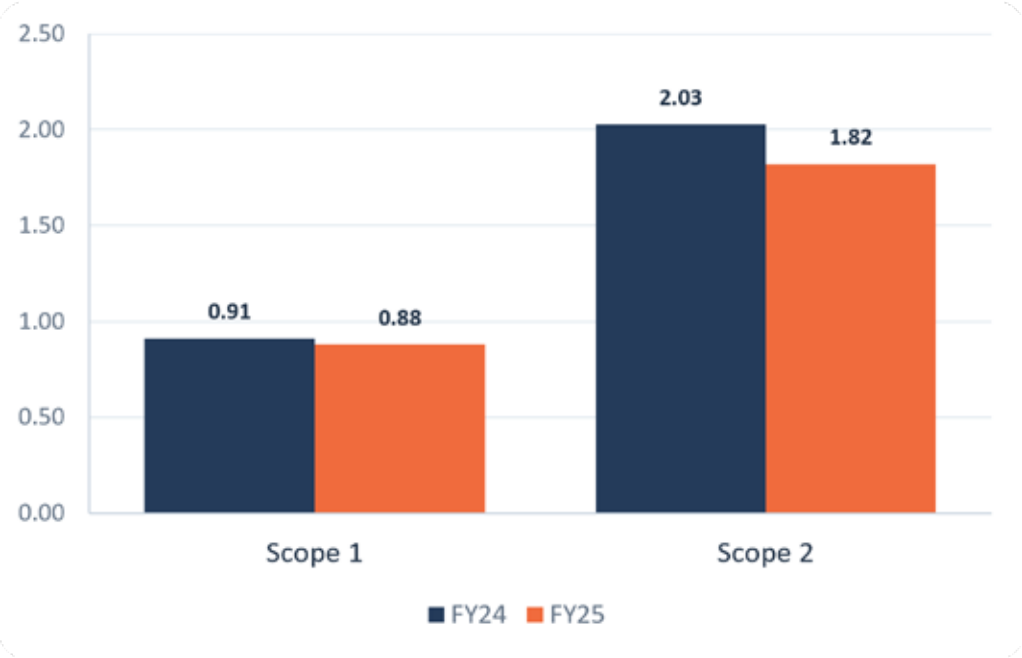
Energy & Emissions

UK Energy Use and Location-Based Emissions

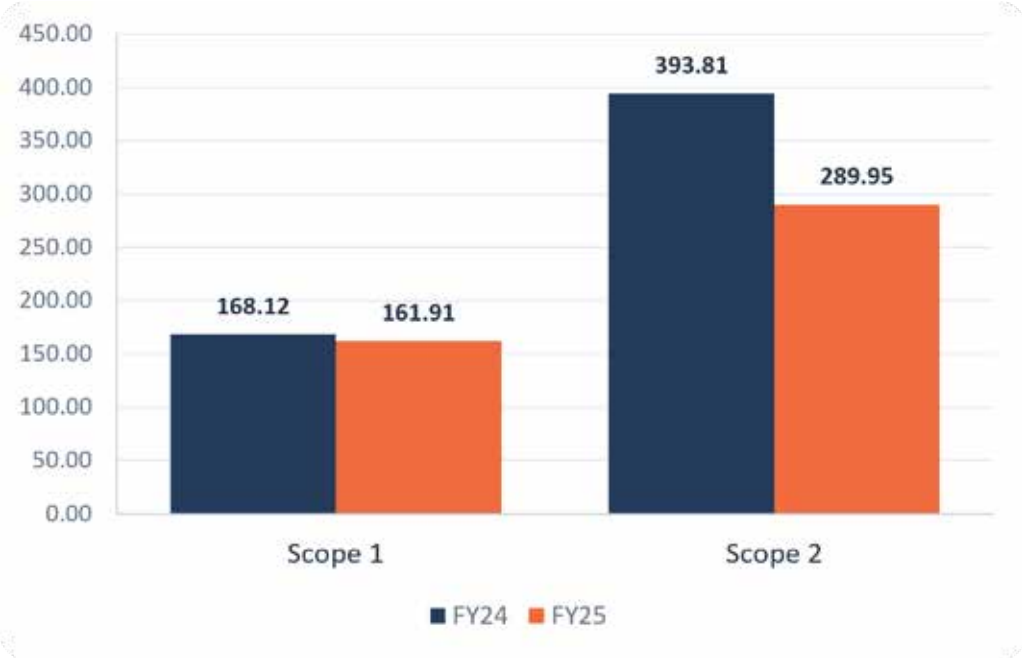
In FY25, UK Scope 1 energy consumption decreased by 3.42%, while Scope 2 consumption reduced by 10.13% compared with FY24. This was reflected in a 3.69% reduction in Scope 1 emissions and a significant 26.37% reduction in Scope 2 emissions on a location-based basis.

Overall, total UK location-based emissions, including reported Scope 3 transport emissions, decreased to 458.69 tCO_2e, representing an 18.91% reduction compared with FY24.

UK consumption (million kWh)



UK location-based emissions (tCO_2e)



UK Onsite Renewable Generation

In FY25, the continued use of on-site solar generation enabled a greater proportion of our electricity requirements to be met through renewable sources. As self-generated electricity carries no associated Scope 2 emissions, this continues to support our carbon reduction strategy and long-term environmental goals.

Alongside renewable energy generation, a range of energy-efficiency initiatives were progressed during FY25. Compressed-air waste was reduced through regular checks, repair tracking and planned shutdowns, helping to minimise unnecessary energy consumption.

End-of-shift and weekend equipment shutdown checks were also introduced to ensure machinery and equipment were not left running when not required. LED lighting and lighting-control upgrades continued across facilities, further improving energy efficiency.

These operational improvements were supported by employee awareness campaigns, encouraging colleagues to take greater responsibility for energy use and adopt more energy-conscious behaviours across the workplace.

CONSUMED ON SITE

183,465 kWh

98.0% of generation

EXPORTED

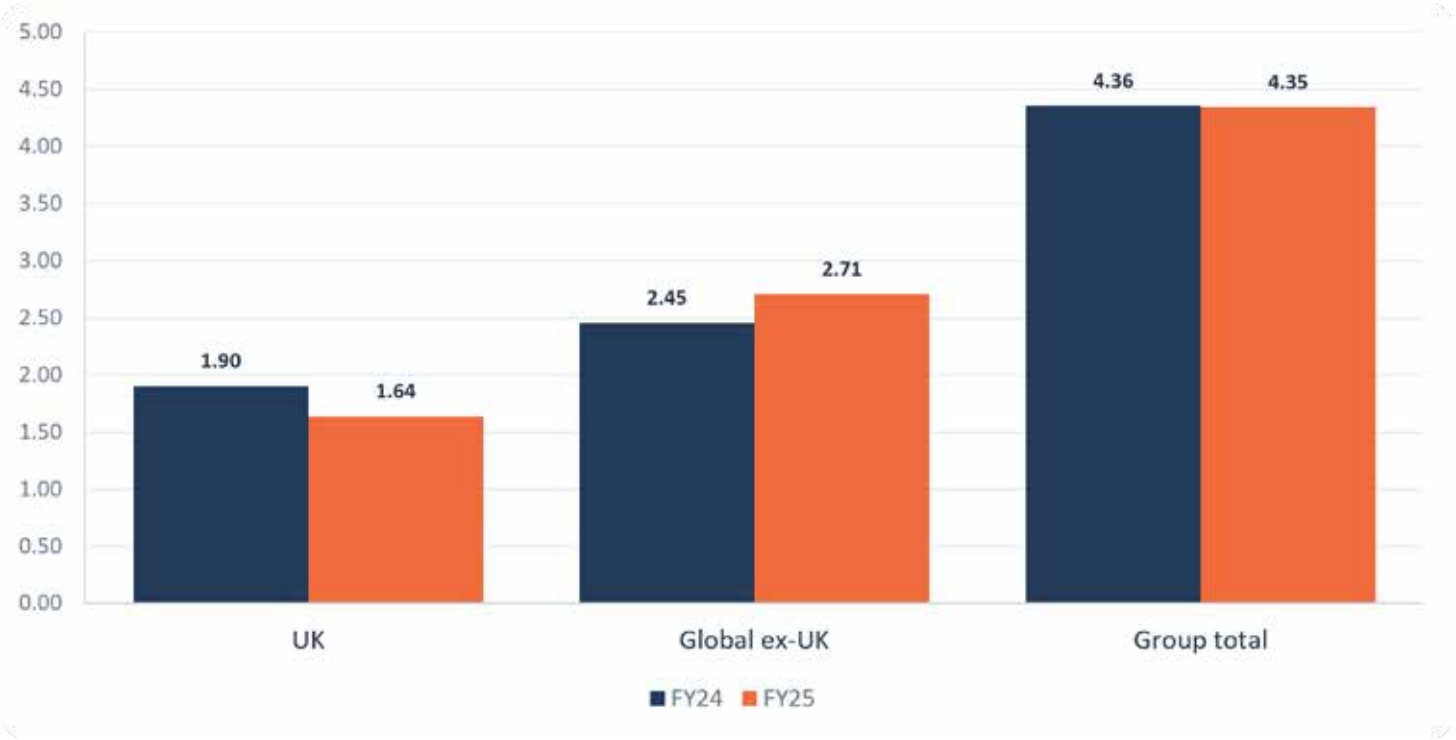
3,763 kWh

2.0% of generation

UK electricity generated on site (MWh)



Grid-Supplied Rose Internationally



UK

1.64m kWh

13.87% lower YoY

GLOBAL EX-UK

2.71m kWh

10.31% higher YoY

GROUP TOTAL

4.35m kWh

0.25% lower YoY

FY25 Efficiency Measures

DELIVERED IN FY25

- Reduced compressed-air waste through routine checks, repair tracking and compressor shutdowns.
- Introduced end-of-shift and weekend shutdown checks for equipment and building energy.
- Continued LED and lighting-control upgrades across facilities.
- Ran employee energy campaigns across operations.
- Installed solar PV at the India site in May 2025.
- Implemented HVAC shutdown routines at the Mexico facility.

PRIORITIES FOR FY26

- Build on employee campaigns and strengthen energy-management capability.
- Establish and train a dedicated energy-audit team in Mexico.
- Run regular reviews of operational practices and building performance.
- Identify, assess and implement further energy-saving opportunities.

These measures combine operational discipline, employee engagement and targeted investment. Their full impact, particularly India's part-year solar installation, will be reflected more fully in future reporting periods.

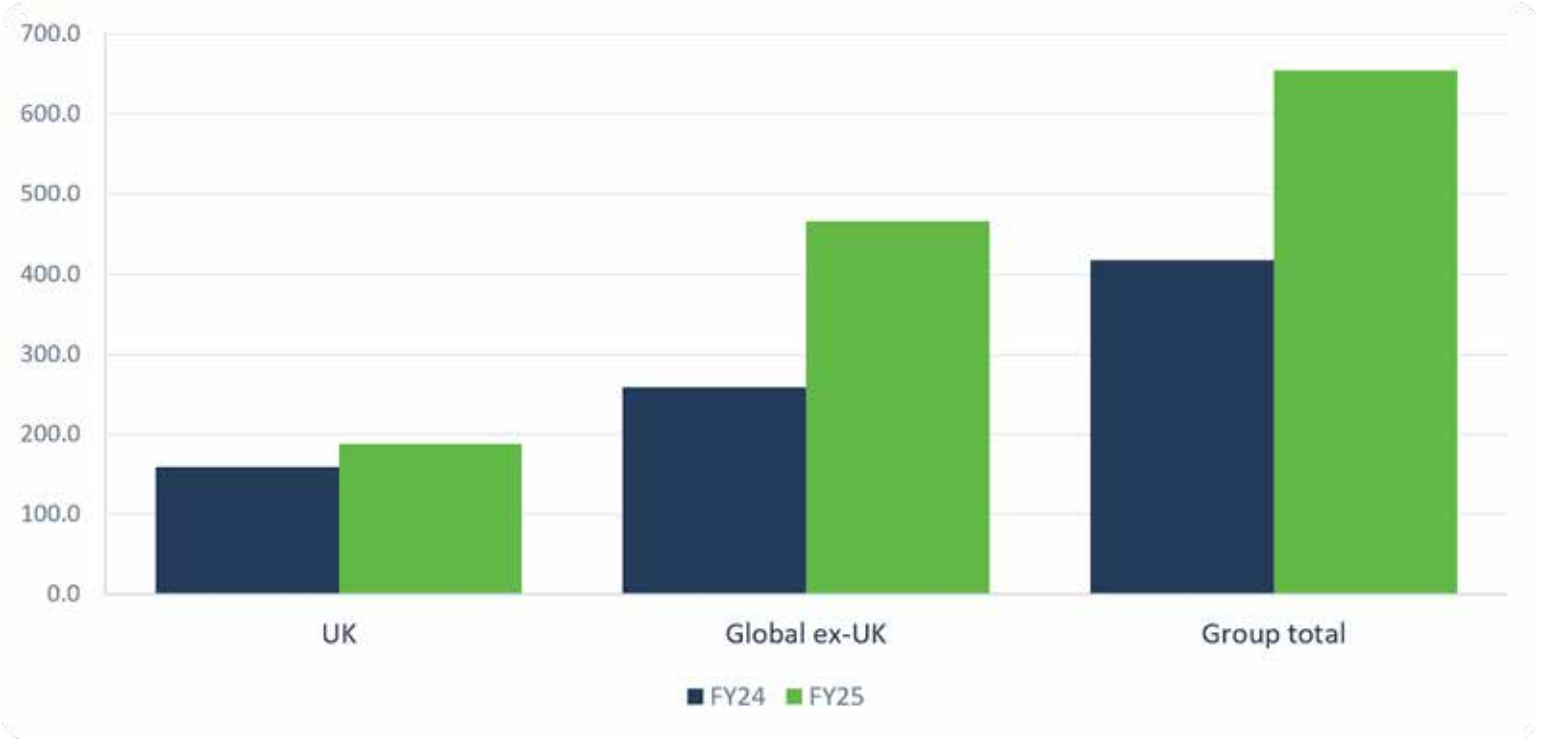


Climate Action

Self Generated Electricity

Total electricity generated on site (MWh)

FY24 → FY25: UK 159.1 → 187.2 | Global ex-UK 258.4 → 466.6 | Group 417.5 → 653.8 MWh



GROUP GENERATION

653,804 kWh

+56.59% vs FY24

Equivalent to 653.8 MWh.

USED ON SITE

650,041 kWh

+69.59% vs FY24

3,763 kWh was exported.

Self Generated Electricity

653.8
MWh generated in FY25

650.0 MWh
Consumed on site

3.8 MWh
Exported



- In FY25, Teconnex generated 653,804 kWh (653.8 MWh) of renewable electricity from on-site solar PV across its operations — 56.59% more than in FY24. Of this total, 650,041 kWh was consumed on site and 3,763 kWh was exported.
- The UK generated 187,228 kWh, while international operations generated 466,576 kWh. Self-generated renewable electricity has zero associated emissions in the FY25 SECR reporting methodology

Environmental Management

Certification across all sites have successfully earned through external audit for ISO 14001, the internationally recognised standard for environmental management systems.

This certification demonstrates our commitment to reducing our environmental impact throughout our group, ensuring compliance with regulations, and continuously improving our environmental performance.

By achieving ISO 14001 certification, we have implemented a robust framework for managing environmental responsibilities, including energy usage, waste management, and resource efficiency.

This milestone reflects our ongoing efforts to promote sustainability and strengthen our environmental governance practices across all operations.





Social & Community Impact


Teconnex
AEROSPACE
AUTO ROLLING
DISPATCH
CERAMEX
WELD SHOP
ENGG CENTER
CMM LAB
INWARD
5S
Don't Forget The Basics
1. SORT
Teconnex
MAKING CONNECTIONS

Our People

Safe and Healthy Work

"Safety First, Always" guides our group ESG approach

Group standards provide common direction, while each site remains responsible for controlling its local risks, maintaining legal compliance and accurately reporting performance.

HOW RESPONSIBILITY WORKS

The Group sets direction, common standards and oversight. Each site manages its local risks, implements controls, closes actions and maintains accurate records and evidence.

LEADERSHIP & ACCOUNTABILITY

01

Group direction · site ownership

Steering review · HSE lead network

RISK PREVENTION

02

Risk assessments · safe systems

Machinery, isolation, lifting, transport & contractors

REPORTING & LEARNING

03

Near misses · investigation

Corrective actions · cross-site learning

ASSURANCE & IMPROVEMENT

04

Group reviews · KPI alignment

Training, competence · ISO 45001 alignment

PRINCIPAL RISKS - Machinery and moving equipment · Energy isolation · Material handling and lifting · Workplace transport · Contractors and maintenance · Fire and emergencies · ergonomics and occupational health

2025 Safety Performance and Priorities

Controlled Performance Panel

INDICATOR	2025 RESULT	PUBLICATION CHECK
Fatalities & High Consequence Injuries	Zero	State employee and contractor scope
Lost-time Injuries & LTIFR	0.21	Across the group, calculation number of lost time incidents/ total hours worked *1,000,000
Recordable Accidents & AFR	4.31	Accidents x200,000 x total man hours worked
Safety Observations & Near Misses	4009	Our focus is to engage with our employees, identify hazards & act on accident prevention
H&S Training Completion	1250 hours	Across the group of sites, excluding inductions
Corrective Actions Completed On Time	[Verified %]	Define due-date and closure rules

Context and Direction

- DATA NOTE - Definitions and working-hours data continued to be standardised during 2025. Trends are shown only where comparable; boundaries are stated by indicator.
- PERFORMANCE CONTEXT - Performance did not improve against all indicators. We strengthened incident review, machinery and isolation controls, site accountability and reporting consistency.
- STRENGTHENED IN 2025 - Group standards, incident reporting, site coordination of investigations, risk-assessment work.
- NEXT PRIORITIES - Safety leadership and behavioural training, positive reporting, fewer lost-time injuries, ISO 45001 development, targeted operational controls.

2027 DIRECTION
95% leadership / behaviour training
+20% positive reporting · -50% LTAs

Safety Capability and Employee Participation

Safety improves when employees help identify risks, speak up and apply learning. Participation is supported through local consultation, clear reporting routes and role-specific competence.

P Participate

Review · Consult

HOW EMPLOYEES CONTRIBUTE

Involvement in risk assessments and workplace reviews · Site HSE representatives or committees · Practical feedback on controls

Local participation supports workable controls

R Report

Observe · Raise

CLEAR REPORTING ROUTES

Safety observations · Hazard and near-miss reporting · Clear escalation routes · Protection for employees raising concerns

Concerns can be raised without retaliation

L Learn

Discuss · Improve

CAPABILITY & RESPONSIBILITY

Toolbox talks · Incident-learning communication · Manager and supervisor responsibilities · Mandatory and role-specific competence

Learning is shared and responsibilities are clear

2025 CASE STUDY

CREATING A MORE CONSISTENT GROUP HSE APPROACH - During 2025, Teconnex continued developing common incident definitions, reporting expectations and cross-site safety learning for the UK, Romania, India and Mexico. This supports consistent Group oversight while sites retain responsibility for risk control and action closure.

Wellbeing and Occupational Health

Accessible, preventative and confidential support

Our approach combines occupational-health controls with mental-health support, prevention and employee-led wellbeing. The focus is early help, appropriate workplace adjustments and practical access to support.

OCCUPATIONAL HEALTH

01

Surveillance · ergonomic risks

Adjustments and referrals support safer work

MENTAL HEALTH SUPPORT

02

MHFA · EAP · external support

Confidential routes to early help

PREVENTION & AWARENESS

03

Campaigns · manager awareness

Resources help people recognise and respond

HEALTHY PARTICIPATION

04

TREKonnex · physical activity

Employee-led initiatives build connection

COVERAGE NOTE - Support routes vary by location. Publish only confirmed, comparable and privacy-safe coverage data; participation information should be aggregated.

Gender Diversity Across our Global Workforce

At Teconnex, we are committed to fostering a diverse and inclusive workplace where individuals of all genders have equal opportunities to excel. Our approach to gender diversity is an integral part of our ESG strategy, ensuring a progressive and supportive work environment across all our global locations.

Teconnex continues to make significant strides in gender diversity within the manufacturing sector. Compared to industry standards, where technical and production roles often see a higher male representation, we are committed to leading positive change.

Our Approach to Gender Diversity

We recognise that a diverse workforce drives innovation and success. To enhance gender diversity across our global operations, Teconnex has implemented the following initiatives:

Inclusive Recruitment Strategies
We actively seek to attract and retain female talent in engineering, operations and leadership roles.

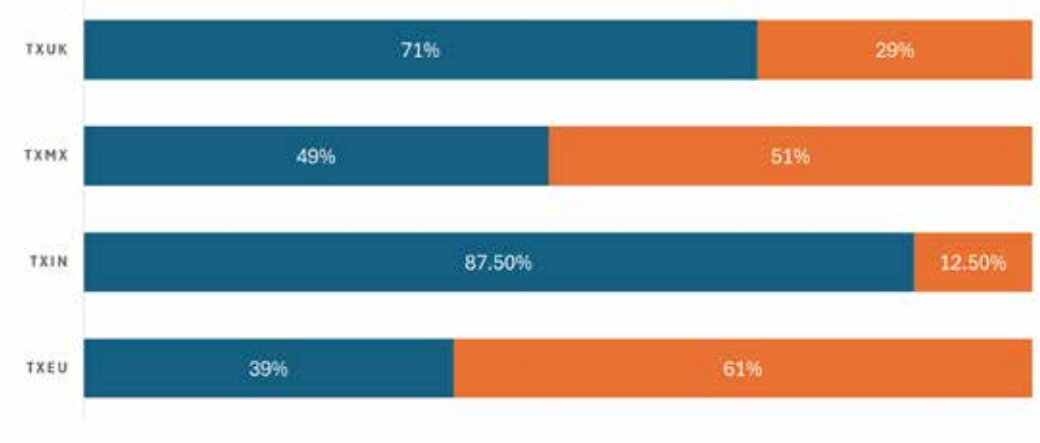
Flexible Workplace Policies
Family friendly policies and flexible working arrangements ensure a supportive environment for all employees.

Diversity & Inclusion Advocacy
Company-wide engagement programmes promote a culture of inclusion and equal opportunity.

Global Workforce Composition

58.6% Male | 41.4% Female

Gender Split By Location



International Women's Day

At Teconnex, we believe in creating an environment where all employees, regardless of gender, are valued, empowered, and given equal opportunities to thrive.

Our International Women's Day celebrations serve as a reminder of our commitment to gender equality and the importance of creating a supportive workplace for women. We actively promote policies and practices that encourage diversity, equity, and inclusion, and we recognise the invaluable contributions that our female colleagues make every day.

By honouring our women employees through initiatives like these celebrations, we aim to foster a culture of respect and equality, where everyone has the opportunity to reach their full potential. This aligns with our core values of doing the right thing, creating our future, and working as one team, ensuring that we build a more inclusive and sustainable organisation for all.



Employee Engagement

Employee Engagement
As part of our People Strategy, we've strengthened the Social and Governance pillars by acting on employee feedback and embedding values-led behaviours throughout the organisation.

In 2025, we ran our bi-annual Engagement Survey to assess engagement following a year of activity focused on culture, communication and values.

Activities delivered in 2025:

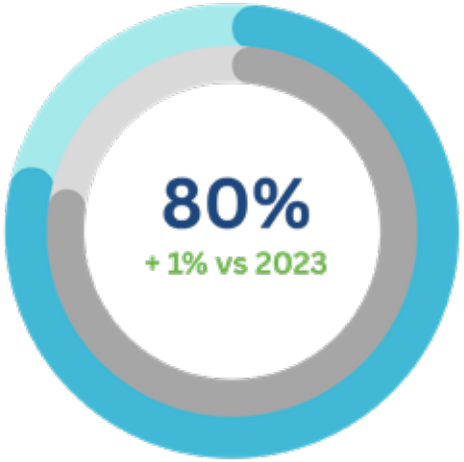
- Launched outbound team building sessions for all employees. (India).
- Held Townhall talks to communicate company performance and what employees can expect in the upcoming months (UK/MX/EU/IN).
- Introduced regular coffee mornings with the site GM to listen to concerns and ideas (Mexico).
- Launched weekly cross-functional discussions to surface and solve issues (Romania).
- Held skip level meetings led by directors to give employees the opportunity to raise any issues and concerns.

These initiatives support the Social element of ESG by building a more inclusive and engaged workplace, and the Governance element by formalising how we make values-aligned decisions.

A Pulse Survey will take place in September 2026. We'll continue responding to employee feedback and strengthening the link between culture, values and sustainable business practice.



Response Rate



Engagement Score



Belief in Action

Being Part of an EOT

Teconnex is part of a majority employee-owned business, meaning the company is owned in trust on behalf of its employees. This structure is an important part of who we are and how we think about the future.

Being part of a majority employee owned means decisions are made with the long-term success of the business and its people in mind, not short-term gains. It supports stability, responsible growth and reinvestment - helping Teconnex remain strong through changing market conditions.

The Employee Ownership Trust also reinforces shared responsibility. When the business performs well, everyone benefits - and when challenges arise, we face them together. This creates a culture of trust, accountability and pride in what we do.







Community

Engaging with Future Talent

Overview 2025
Empowering future generations remains a key focus of Teconnex's social impact strategy. By building strong relationships with educational institutions and local communities, we aim to inspire young people and promote careers within engineering and manufacturing.

Over the past year, our UK subsidiary has actively engaged with local colleges, meeting students who are considering further education through apprenticeships. Through these visits, we showcased the types of products we manufacture and highlighted the wide range of career opportunities available at Teconnex. These interactions, reflected in the accompanying images, provide students with a tangible understanding of our industry and the potential pathways open to them.

In Romania, our team has strengthened its connection with the local community by partnering with a nearby school. By providing essential supplies, we are helping to create a more supportive learning environment, ensuring students have the resources they need to succeed and develop to the best of their ability.

These initiatives play an important role in shaping future talent pipelines, helping to ensure that engineering and manufacturing are recognised as exciting and viable career choices for the next generation.



Our Apprentices

Through our global Learning and Development function, Teconnex continues to actively support early career development through apprenticeships, internships, and graduate programmes across all our locations. We are committed not only to creating opportunities for future talent, but also to ensuring those within our programmes are supported and developed.

Alongside our apprenticeship programmes, we also host interns across our global sites, offering valuable insight into working environment. These placements provide individuals with the opportunity to build practical skills, gain industry experience, and develop professionally, while contributing to our wider business.







In the UK, we currently have 13 apprentices who are progressing well in their roles, supported by structured training, mentorship, and hands-on experience within the business.

Their growth and achievements over the past year highlight the strength of our development approach. Notably, two of our apprentices were recognised at the Keighley and Airedale Business Awards, demonstrating both individual excellence and the quality of support provided by Teconnex.

We Get Involved!

Actions Taken in 2025
At Teconnex, we believe in shared responsibility and community support, values that continue to guide our charitable initiatives across the business.

Over the past year, our teams have delivered a range of successful fundraising and community activities, donating a total of £17,499.51 to charitable causes. Through initiatives including Christmas Jumper Day, the Macmillan Coffee Morning and our support for Cash for Kids, we raised vital funds for several charities, helping them continue their important work and support people in need. These activities also encouraged strong employee engagement across our sites.

In recognition of International Day of Charity, colleagues across our global locations came together to support their local communities. Activities included visiting hospitals, distributing essential food and drink supplies, organising donations for people of all ages, volunteering with local charities, and supporting schools and community organisations.

Alongside fundraising, employees collected and donated essential goods, toys and seasonal items to support those in need. As part of our ongoing commitment, we continued to match employee donations, further increasing the impact of our collective efforts.

Through these initiatives, we continue to foster a strong sense of unity and shared purpose, strengthening our culture while making a positive difference beyond the workplace.









Accountability & ESG Governance

Accountability & Transparency

At Teconnex, our approach to sustainability and social impact is rooted in our core values: **doing the right thing, creating our future, and working as one team.** We believe that our responsibility extends beyond the products we create and the services we provide, encompassing the positive contributions we make to the communities we serve and the environment we all share.

We prioritise accountability and transparency in our ESG approach. We participate in global sustainability assessments to ensure our commitments are measurable. By following industry standards and regulations, we provide clear ESG disclosures. Regular reporting, third- party assessments, and open communication help us track progress, improve, and uphold ethical and sustainable practices.

ISO International Organization for Standardization

Create our future



Do the right thing



Work as one team



Environmental Accountability & Transparency



At Teconnex, we believe that transparent reporting of energy consumption is vital for driving effective climate action. By openly, sharing our current usage of non-renewable electricity usage and our Scope 1 & 2 emissions we:

1. Acknowledge our contribution to global emissions and take responsibility for our operational footprint.
2. Create a clear baseline from which we can measure future improvements and reductions.
3. Support our customers, investors, and partners in understanding our environmental performance and commitment to sustainability.



Engineering Our Future

Looking Ahead - Key ESG Commitments for 2026

Environment



Climate

We actively reduce the environmental impact of our operations whilst supporting a more sustainable supply chain.

We WILL
Continue to apply smart technology in our facilities to preserve energy and reduce CO2 emissions.

We WILL
Work with customers and suppliers to reduce climate impact across the life of our products.



Resources

We protect the environment by reducing waste, lowering emissions, and making choices that safeguard the future of our world.

We WILL
Use materials, water and energy responsibly by minimising waste and designing products for efficiency and longevity.

We WILL
Reduce material waste with innovative tooling solutions, driving down our emissions.

Social



Community

We give back to the communities we're part of, creating positive impact through support, partnerships, and opportunity.

We WILL
Have a greater input into community initiatives with our ESG roadmap at the heart of this.

We WILL
Deliver GROWTH by employing more people in valuable & rewarding work.



People

We create a safe, inclusive, and supportive workplace where everyone can thrive, grow, and feel valued.

We WILL
Reduce accidents by 25% by 2030 whilst focusing on safety behaviours.

We WILL
Continue to offer opportunities for our employees to GROW globally.

Governance



Ethics

We hold ourselves to the highest ethical standards because trust matters.

We WILL
Maintain the EthicsPoint, SKIP and open door forums to LISTEN and ACT on employee and stakeholder concerns.

We WILL
Maintain and develop recruitment and supplier processes abolishing Modern Day Slavery and Bribery and Corruption.



Compliance

We create a governance system and controls providing a governance framework and oversight at senior management level.

We WILL
Continue to develop and improve the governance systems and controls.

We WILL
Continually execute due diligence audits and oversight routines ensuring compliance management system effectiveness.

Glossary of Terms & Definitions

Terms, methodologies, and reporting references used throughout this report.

Key ESG Terms

- **ESG (Environmental, Social, and Governance):** A framework that evaluates a company's impact on the environment, its relationships with people and communities, and its internal leadership and ethical systems.
- **SDGs (Sustainable Development Goals):** 17 global goals set by the United Nations to end poverty, protect the planet, and ensure peace and prosperity by 2030. Teconnex aligns with Goals 3, 8, 11, 12, and 13.
- **Materiality Assessment:** A process to identify which ESG topics are most important to Teconnex and its stakeholders, guiding our strategy and priorities.
- **Scope 1 Emissions:** Direct emissions from owned or controlled sources (e.g. gas, fuel, manufacturing processes).
- **Scope 2 Emissions:** Indirect emissions from purchased electricity, heat, or cooling.
- **Scope 3 Emissions:** All other indirect emissions in the value chain (e.g. transportation, supplier production, product end-of-life).
- SECR (Streamlined Energy and Carbon Reporting): A UK regulation requiring large businesses to report on energy use and carbon emissions.
- **Circular Economy:** A regenerative model of production focused on reducing waste and making the most of resources through reuse, recycling, and redesign.
- **Well-being:** Includes mental, emotional, and physical health support for employees.

Glossary of Terms & Definitions

Data Collection Methodologies

- **Employee & Community Metrics:** Derived from internal HR systems, engagement surveys, and site-level programme reporting.
- **Waste & Resources:** Measured through factory audits, waste management logs, and material flow tracking tools.

Data Collection Methodologies

- **SECR Compliance:** Teconnex is compliant with UK SECR legislation. Our carbon and energy data is reported in line with Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018.
- **Modern Slavery Statement:** Teconnex complies with the UK Modern Slavery Act and has a published statement outlining steps to prevent human trafficking and forced labour in its operations and supply chain.
- **Whistle-blowing:** A confidential reporting system is in place across all sites for employees to report unethical or unsafe practices without retaliation.
- **Policy Alignment:** All policies align with Hexadex Group governance standards and local legal requirements.

Teconnex

WORLD LEADER
IN JOINTING TECHNOLOGIES

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