



Steel Dynamics Group[®]
Family of Companies

**Environmental,
Social and
Governance**
REPORT
2025-26



Introduction

The philosophy of all businesses in the Steel Dynamics Group has been to achieve affordable, consistent growth using our expertise in metal processing and depth of product portfolio, coupled with continual investment in manufacturing excellence with unrivalled logistics.

In order to succeed, the Group believe that we must meet high standards of corporate behaviour. The Steel Dynamics Group recognise our Corporate and Social Responsibility, and believe the long-term future of the business is best served by respecting the interests of all stakeholders including customers, suppliers, employees and the wider community.

We follow a continuous improvement programme to better our local environment and support advancements in socio-economic issues. It is our director's responsibility to develop and implement the company's Social Responsibility and Environmental Policies by identifying goals and setting annual targets which are then monitored and reviewed.



Ian Griffiths
Chief Executive Officer

ENVIRONMENT SOCIAL GOVERNANCE

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About Us

The Steel Dynamics Group Family of Companies consists of three businesses, offering our customers instant access to a comprehensive inventory of non-ferrous metal product lines. The group strategy is to deliver profitable growth by leveraging our businesses in to emerging markets in the UK and worldwide. We operate a best practice regime, which means continuous improvement in processes and sustainable manufacturing, quality standards,

customer service and new technologies. This consistent investment allows us to review the cost base to be lean, efficient and competitive. With recent acquisitions, new premises, investments in capital equipment and significant stock holding in stainless steel, aluminium, copper, bronze and brass, it's a great time to talk to the group about what we can do for you.



The UK's leading Stainless Steel stockholder and processor, supplying a range of mainstream Stainless Steel profiles to the most demanding high integrity applications on the planet.

Head office in Blackburn, Lancashire with 8 facilities and 178,000 sq. ft. of manufacturing space.
www.steel-dynamics.co.uk



A reputable manufacturer and stockholder of cold drawn stainless steel and nickel alloy bars, as well as being the largest stockholder of 1.4003 stainless steel.

38,000 sq. ft. distribution centre in Burntwood with the Tollpoint 57,000 sq. ft. manufacturing site.
www.offshorestainless.com



Specialists in stainless steel, aluminium, brass, bronze, copper and nickel alloys, all held in stock and processed to customer requirements in our cutting and polishing centres.

Sales and distribution centres in the West Midlands, Blackburn, Dorset and Bristol.
www.ppbornmoremetals.co.uk



CORE VALUES



Let's work together to build a brighter, more sustainable future

Multi-Million Pound Investments

These multi-million pound investments support the Steel Dynamics Group's aggressive growth strategy, and we will continue to re-invest profits back into the business to make it as easy as possible for customers to deal with the four group businesses.

With product improvements, streamlined manufacturing processes, sustainable solutions and service enhancements which contribute to the ongoing commercial success of the business.

UN Sustainable Development Goals (SDGs)

The UN Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet and ensure that by 2030 all people enjoy peace and prosperity.

The 17 SDGs are integrated—they recognise that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability. The creativity, knowhow, technology and financial resources from all of society is necessary to achieve the SDGs in every context.

In 2024, we integrated these internationally recognised targets into our sustainability strategy, initially focusing on the most relevant 5 of the 17 SDG's as strategic business goals that we have committed to as a priority:

Strategic Goals

- 
CLIMATE ACTION
 Take urgent action to combat climate change and its impacts
 - To achieve Netzero carbon status by 2045 – well in advance of global government targets
 - To improve the efficiency of our fleet of vehicles and increase backloads to remove carbon emissions from the supply chain.
- 
DECENT WORK AND ECONOMIC GROWTH
 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
 - To promote sustainable economic growth, with high standards of corporate responsibility and good working standards for all.
 - To continue to invest over in capital expenditure, infrastructure and new equipment to secure the long term position of the company and employees.
- 
RESPONSIBLE CONSUMPTION AND PRODUCTION
 Ensure sustainable consumption and production patterns.
 - To drive the highest levels of product quality, using the latest technology and high-grade sustainable materials that minimise any environmental impact.
 - To become a leader in responsible manufacturing, prioritising waste management and source separation with 100% recycling of metal scrap.
- 
REDUCED INEQUALITIES
 Reduce inequality within and among countries
 - To promote a culture of inclusion, regardless of age, disability, gender, race, religion, sexual orientation, opinions and everyone's values. .
 - To create new opportunities, promoting wellbeing and reducing inequalities within our local business areas.
- 
PARTNERSHIP FOR THE GOALS
 Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development.
 - We prioritise minimising waste generation and maximising recycling as core principles of our environmental policy and sustainable metal processing approach.
 - Any waste produced is fully recycled, ensuring that we contribute to a global circular economy



We aim to build on these goals, incorporating more SDGs into our sustainable strategy over time, however for now we have categorised the remaining 12 SDGs as goals that have a direct impact and an indirect impact on our business activities – see details below:

Direct Impact

- 
NO POVERTY
 End poverty in all its forms everywhere.
- 
AFFORDABLE AND CLEAN ENERGY
 Ensure access to affordable, reliable, sustainable and modern energy for all.
- 
GOOD HEALTH AND WELL-BEING
 Ensure healthy lives and promote wellbeing for all at all ages.
- 
INDUSTRY, INNOVATION AND INFRASTRUCTURE
 Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.
- 
QUALITY EDUCATION
 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
- 
SUSTAINABLE CITIES AND COMMUNITIES
 Make cities and human settlements inclusive, safe, resilient and sustainable.
- 
GENDER EQUALITY
 Achieve gender equality and empower all women and girls.
- 
LIFE ON LAND
 Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

Indirect Impact

- 
ZERO HUNGER
 End hunger, achieve food security and improved nutrition and promote sustainable agriculture.
- 
LIFE BELOW WATER
 Conserve and sustainably use the oceans, seas and marine resources for sustainable development.
- 
CLEAN WATER AND SANITATION
 Ensure availability and sustainable management of water and sanitation for all.
- 
PEACE, JUSTICE AND STRONG INSTITUTIONS
 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Certifications

Quality is everything here at the Steel Dynamics Group.

We work long and hard sourcing quality metals from trusted, reputable suppliers - so you don't have to. All material is issued with test certificates and supplied to the latest British and EU standards. From receipt of material to delivery, we maintain full traceability and compliance. We also have high standards, and with that in mind, you'll be pleased to know that we have a number of industry recognised accreditations that demonstrate our commitment to excellence.



- ✓ ISO 45001 accredited – health and safety
- ✓ ISO 14001 accredited – environmental management
- ✓ ISO 9001 accredited – quality management
- ✓ AS 9100 accredited – aerospace quality management
- ✓ ISO 19443 accredited – quality management for the nuclear energy sector

In fact, Steel Dynamics is the world's first **ISO 19443** accredited metal service centre, demonstrating to our customers our ability to consistently provide products and services with an expert level of attention to detail, for the highest integrity applications.



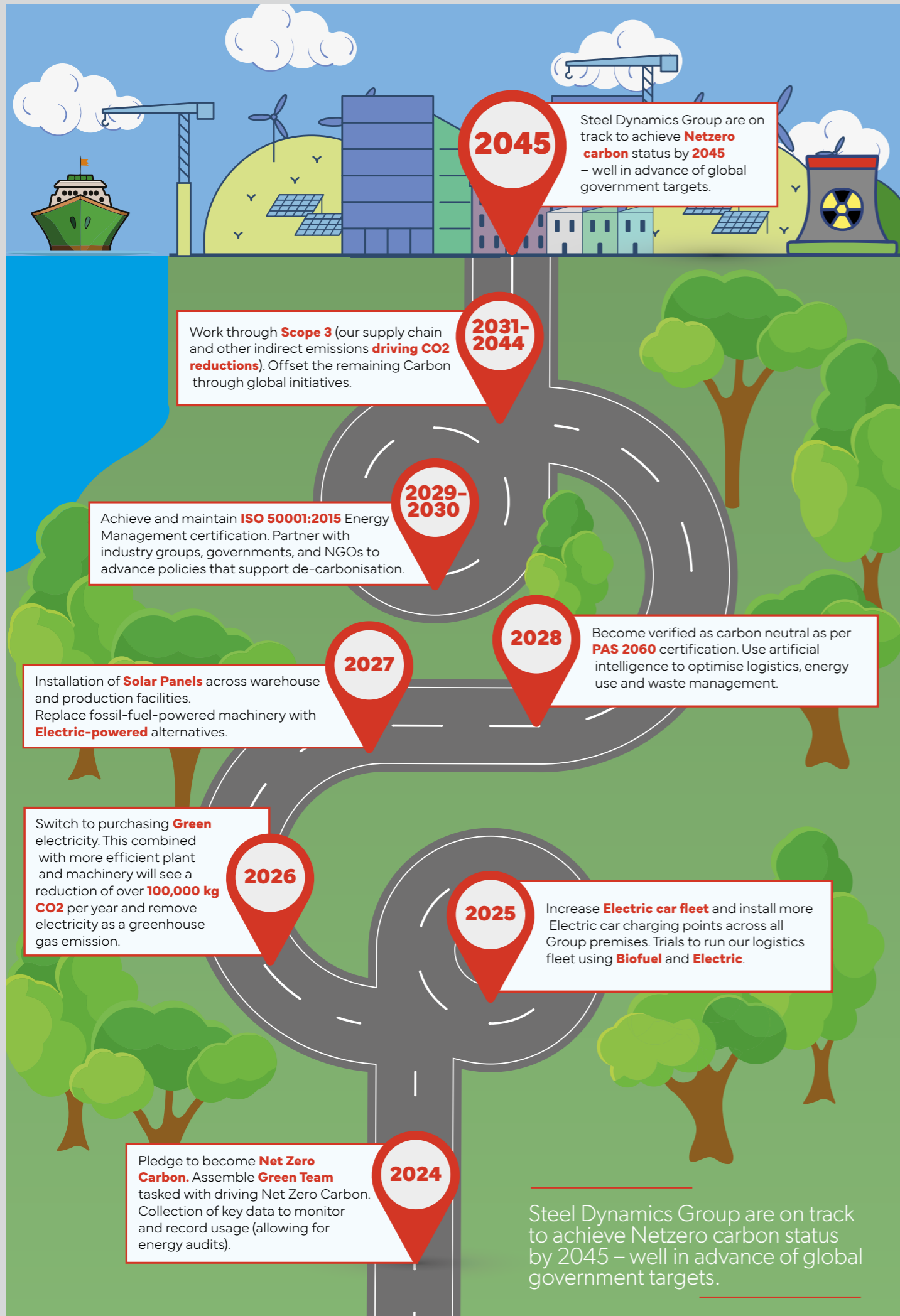
Cyber Essentials is a government-backed, industry supported scheme designed to help businesses protect themselves against common online threats. Our Cyber Essentials Plus certificate is a proactive step towards safeguarding our IT infrastructure and demonstrating to customers and partners that we take cyber security seriously and we have the necessary protections in place against the most common cyber attacks.



Looking towards the future With over 40 years of industry experience

Across all the Steel Dynamics Group businesses, we're also members of a number of industry groups and associations which provide a platform for connecting with other professionals, potential new business opportunities and collaborating with partners. Being part of a reputable association also adds credibility to our businesses and signals commitment to professional standards and ethics.









Environmental 4

To improve Steel Dynamics Group environmental performance last year, the four businesses in the Group partnered with Positive Planet, who specialise in helping businesses simplify their pathways to net zero. Positive Planet measure, report on and help businesses to reduce their business carbon emissions quickly, easily and accurately. They then utilise the GHG protocol to calculate their carbon footprint, and report against all major frameworks.

After this data has been received, analysed and monitored regularly, they accurately input initiatives to reduce energy consumption and run the businesses efficiently. This is in addition to developing a roadmap of initiatives to help offset the energy needed to run their businesses, with a goal to becoming a Carbon NetZero business by 2045.

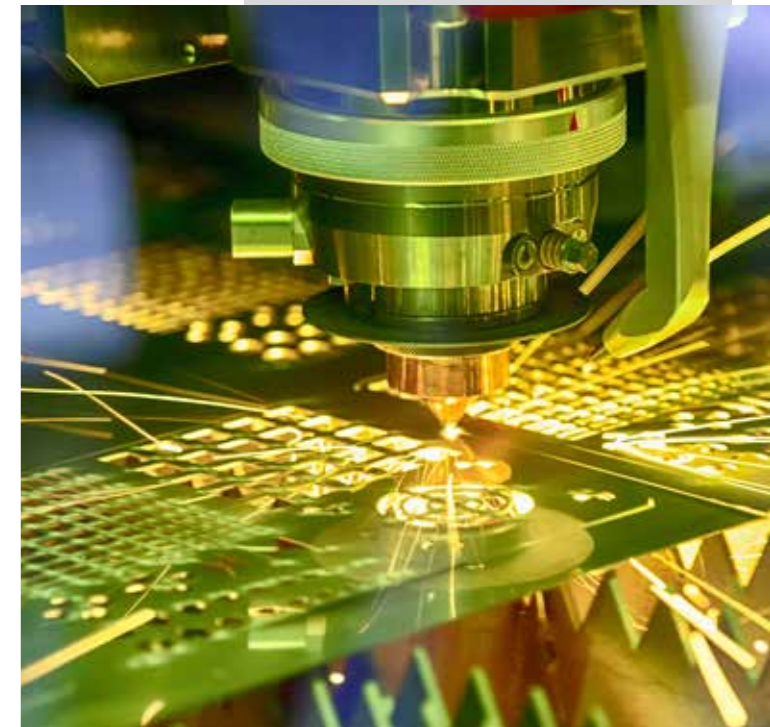
They analysed our performance and benchmarked us against the worldwide Metals Industry on four main categories:

-  Environmental
-  Labour and Human Rights
-  Ethics
-  Sustainable Procurement

We're also taking steps towards compliance with the EU's Carbon Border Adjustment Mechanism (CBAM) to ensure sustainable and responsible exports to Europe.

Factors such as project specifications, structural requirements and cutting constraints are assessed to determine the most efficient use of metal plate, sheet and bars, thereby significantly reducing waste. The Steel Dynamics group offer customers instant access to a comprehensive inventory of non-ferrous metal product lines.

Within the last 3 years, each company in the Steel Dynamics Group has new premises and manufacturing facilities, record machinery investments and state-of-the-art processing equipment, all with a focus on sustainable UK manufacturing and ensuring machinery and facilities are energy efficient.



Energy Savings



The Steel Dynamics Group recognises that it has a responsibility to help protect the environment wherever it has an opportunity to do so, to be a responsible neighbour, and to provide a comfortable environment for its employees to work in.

We're committed to advancing our sustainability efforts by enhancing energy efficiency across our operations.

Waterjet Cutting

We can carry out waterjet cutting on Stainless Steel grades up to 200mm in thickness, which is considered environmentally friendly because it typically produces little to no hazardous waste. The cutting process uses water and abrasive, and the water can be recycled, making it a cleaner and more sustainable option compared to some other cutting methods. All our waterjet cutting machines operate with 100% eco-efficiency, meaning we can sustainably support our customers with the most environmentally friendly processing equipment.



Waterjet cutting on stainless steel grades up to 200mm in thickness

Waterjet cutting machines that operate with 100% eco-efficiency



LED lighting

Another key initiative is the replacement of traditional lighting with state-of-the-art LED fixtures, which significantly reduce energy consumption and increase the lifespan of our lighting systems. Additionally, we have implemented motion sensors and automated controls, ensuring that lights are only active when needed, thereby further minimising energy waste.

Emission control

We have installed advanced air filtration and dust collection systems to significantly reduce particulate emissions, ensuring cleaner air for our communities. Additionally, the adoption of low-NOx burners and cutting-edge technologies enables us to lower greenhouse gas emissions, aligning with our commitment to combat climate change. To ensure ongoing environmental responsibility, we are implementing continuous monitoring systems for emissions and effluents, providing real-time data for proactive management.

In-house recycling



PAPER/CARDBOARD ALL CARD AND PAPER OFFICE WASTE	PLASTICS/GLASS ALL OFFICE, FOOD AND BEVERAGES
METAL ALL SCRAP METALS SEGREGATED	GENERAL WASTE ALL OTHER WASTE WITHOUT SEGREGATION

We're also committed to minimising waste. Where it cannot be minimized, we re-use or recycle as much waste as possible. Throughout our operating site, there are recycling points for paper/cardboard, plastics, tins and glass, and this initiative has more than doubled the volume of recycled waste sorted. Last year we recycled a massive 175 tonnes of cardboard, 60 tonnes of plastics and 35 tonnes of tins and glass - all of which are improvements on the previous year.



Operational efficiency

We are upgrading our facilities with high-efficiency motors and drives, which offer superior performance while consuming less energy. In conjunction with these upgrades, we are implementing variable frequency drives (VFDs) to precisely control motor speeds according to real-time demands. This dynamic approach not only enhances the efficiency of our processes but also reduces energy consumption and lowers operational costs.



These upgrades not only contribute to our goal of reducing our carbon footprint but also lead to substantial cost savings in energy expenses. Through these measures, the Steel Dynamics Group of businesses are taking significant steps towards a more sustainable and energy-efficient future.

Steel Dynamics Group also encourage our employee's use of reusable bottles (which are supplied to all employees free of charge)

Social Values

The Steel Dynamics Group work to create new opportunities, promoting wellbeing and reducing inequalities within our local areas, ensuring our employees achieve their potential. We participate in Community Projects and support the development of young people through our Apprenticeship Schemes and Training opportunities. We are also committed to our local community with most of our employees coming from the local area.

Equality

Steel Dynamics Group are committed to fairness, equality of opportunity and diversity in all its employment practices, policies and procedures. We try to work in a friendly environment, both in the context of our work and in our own communities. We continually review our recruitment and retention strategies to ensure they focus on attracting the best talent into key areas.

Health & safety

At Steel Dynamics Group, safety is not just a priority - it is a core value embedded in every aspect of our business. We also recognise that our greatest asset is our people. This fundamental belief drives our steadfast focus on health and safety, ensuring that every employee, contractor and visitor is protected within our operations.

Employee Health and Safety is always a primary concern and remains centric to everything we do. Our ISO45001 Health and Safety certificate demonstrates our commitment to providing and maintaining a safe and healthy workplace by ensuring that work equipment is safe and that a safe system of work is provided for all our employees.

83% of staff from West Midlands

97.5% of staff from within 25 miles

60% within 10 miles



It's everyone's responsibility, no shortcuts, no compromise, no one gets injured, and everyone goes home safe everyday



Health & safety training

Our approach to Health & Safety is comprehensive and proactive. We invest in cutting-edge technology, rigorous training programs, and continuous improvement initiatives to foster a culture where safety is paramount. By adhering to the highest industry standards and regulatory requirements, we strive not only to prevent accidents and injuries but also to promote overall wellbeing and productivity.

We have a team of employees who have successfully completed the Mental Health First Aid Certification course which equips them with the knowledge to identify those who require mental health support and the confidence to help employees where required.



Health & safety culture

Our commitment to Health & Safety is rooted in a deep understanding of regulatory standards, industry best practices and cutting-edge technology. Within Steel Dynamics Group, we work with our customers and suppliers alike to put Health & Safety at the forefront of everything we do. Our onsite work services include risk assessments, safety training, method statements, lifting procedures and emergency preparedness.



23.75%
Are not
White British

40%
Middle or Senior
Female Management

83%
Of Employees are
from the Local Area

6 YRS
Average Length
of Service

Driven by a passion for excellence and a dedication to continuous improvement, we partner with stakeholders to develop product solutions that mitigate risks, foster a culture of safety, and achieve sustainable outcomes for all stakeholders.



Investing in people

Across the Steel Dynamics Group, our Human Resources team plays a pivotal role in cultivating an exceptional company culture that values each employee's contribution and fosters a supportive, collaborative environment. Every new starter at each business receives comprehensive HR training on their first day, ensuring they feel welcomed and equipped with the knowledge they need to thrive.

This commitment to thorough onboarding reflects our dedication to making Steel Dynamics Group an excellent place to work. Our focus on continuous development, employee wellbeing and open communication creates a workplace where innovation and teamwork flourish.

Training



We are committed to offering training and development to all employees. It is planned that the systematic range of training opportunities offered will provide employees with the necessary knowledge, skills and aptitude relevant to their work and to meet the required company's quality and efficiency targets.

We have continued to invest in safety training resulting in safety representatives achieving IOSH certification, first aid and fire marshal certificates, banksman training, and more employees have achieved certification to drive forklifts & PPTs.

All employees have received training in working in noisy environments, manual handling & lifting techniques, and there have been sessions on health & safety culture to continue all the work we have done on safety awareness.

Apprenticeships

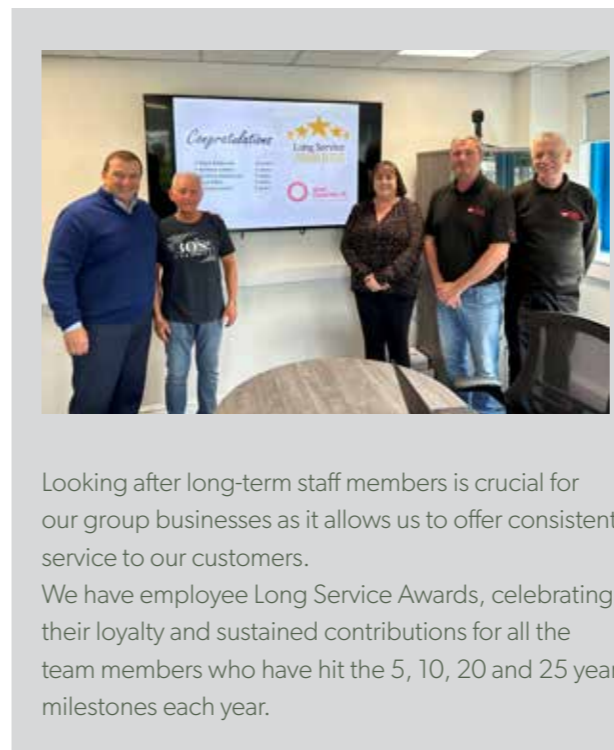
We're committed to promoting and encouraging apprentices across a number of business functions, offering training in the most up to date technology, supported with a hands-on mentoring approach which encourages innovation and unlocks talent potential for the future.

In previous years, we have trained and later employed apprentices in roles such as CAD Engineering, CNC Machining and Sales Support, with degree level and college level apprentices currently working across our business functions with opportunities in an ever wider range of roles:

- ✓ Sales Apprentice completing a BEng (Hons) Engineering Design degree at Burnley College University Courses (BCUC)
- ✓ Sales/CAD Apprentice completing a Chartered Manager degree at BCUC, awarding body is Buckinghamshire New University
- ✓ X2 Manufacturing & Engineering Apprentices in Design and Machining at Burnley College

One of the key strategies that has proven successful for our apprentices is to avoid micro-managing them, and instead give them the freedom to explore and figure things out for themselves.

We also work with local colleges for placement days within the Steel Dynamics Group of companies that are designed to provide an invaluable insight into the business, at a time when students are making life-changing decisions about their futures. These placements help to give hands on, industry leading experience, which is something that enhances the college's curriculum.



Looking after long-term staff members is crucial for our group businesses as it allows us to offer consistent service to our customers. We have employee Long Service Awards, celebrating their loyalty and sustained contributions for all the team members who have hit the 5, 10, 20 and 25 year milestones each year.

Employee awards

In addition, Steel Dynamics Group fosters a culture of excellence through its 'Above and Beyond' awards, where the Employee of the Month is acknowledged for outstanding performance and exceptional efforts that go beyond the call of duty. These initiatives not only boost morale but also reinforce the company's appreciation for the invaluable role each employee plays in our ongoing achievements.

Our commitment to employees growth, development and wellbeing not only benefits the individuals but also contributes to the growth and success of the company as a whole.

We follow a continuous improvement programme to better our local environment and support advancements in socio-economic issues. It is our director's responsibility to develop the company's Social Responsibility and Environmental Policies by identifying goals and setting annual targets which are then implemented across the business, and regularly monitored and reviewed.



Health & wellbeing

At Steel Dynamics Group, we understand the positive impact that healthy and engaged employees make to the success of the business. Our employees are our most important asset and looking after them is critical for our business to thrive.



These employees from Steel Dynamics, Bornmore Metals, Offshore Stainless Supplies and P&P Non-Ferrous attended a Biological Wellbeing Workshop at our head office site in Blackburn towards the end of last year with Mark and Zoe from Adapt & Evolve.

Westfield benefits

We operate a Westfield Health Cash Plan which we have just renewed for another year. Westfield Health allows Steel Dynamics Group employees to claim back the cost of regular health appointments and treatment, like the dentist and optician.

Additionally, policy holders are starting to use a wider variety of available benefits, including chiropody, physiotherapy, Doctor line and Kids Cover, whereby the benefit allowance is shared with children.

We're also continuing to support our employees for another year with Westfield Rewards – which offers our employees savings on food, clothes, wellbeing discounts (gyms, healthy eating) and even insurance, which has been more essential than ever with costs of everyday items rising.



Mental health

We have a team of employees across the Steel Dynamics Group who have successfully completed the Mental Health First Aid Certification course which equips them with the knowledge to identify those who require mental health support and the confidence to help employees where required.

Biological wellbeing is different to all the traditional stress reduction courses people may have heard about or attended as it is about prevention and early intervention. Early intervention reduces time lost through absence, and increases productivity as individuals are better able to look after themselves, their colleagues and indeed their families.



We have seen a staggering 62% increase in claims during 2023/24 and the number of policy holders has increased from 62 in 2022/23 to 119 in 2023/24. So we're delighted to be extending our Westfield Health Plan for another year to help support our employee's health and wellbeing.



Financial support

We recognise the importance of supporting our employees, especially during challenging economic times. In response to the record-high inflation in 2023, we introduced cost of living payments as a benefit to help ease the financial burden on our team members.

This initiative demonstrated our commitment to the wellbeing of our workforce, ensuring they could maintain their standard of living despite rising prices, reinforcing our reputation as a caring and responsible employer.

The group also offer an interest-free loan scheme for their employees in times of hardship. Recognising the importance of supporting its workforce beyond the workplace, Steel Dynamics Group ensures that employees facing financial difficulties have access to financial assistance without the burden of high interest rates, fostering a supportive environment where employees can navigate personal challenges with greater security and peace of mind.

We have also installed Bicycle Racks at our New Premises and installed Electrical Vehicle Charging Points.



Keeping fit

We are committed to promoting sustainable and healthy lifestyle choices among our employees.

One of our key initiatives is actively encouraging our team members to cycle to work. We have implemented several measures to support this, including providing secure bicycle racks at our new premises, along with on-site showers and changing facilities to ensure a convenient and comfortable experience for our cyclists. Additionally, we offer incentives such as cycle-to-work schemes and organise regular bike maintenance workshops.

Every Wednesday, members of the Steel Dynamics and Bornmore Metals teams get together for some friendly competition on the local football pitch. It's not just about the game - it's about coming together, staying active and having fun outside the office. And yes, some of us are proudly sporting our branded water bottles, staying hydrated in style.



Here's to teamwork, fitness and a bit of friendly rivalry!

Charity Work

The Steel Dynamics Group of Companies have a Charity Committee whose remit is to raise awareness and raise money for our chosen beneficiaries. The charity committee includes employees from all four group businesses with at least one representative from each location who is the chosen voice of their work colleagues.

2024 Charities

Our Charity Committee is working with local charities Claire House Children's Hospice and The British Heart Foundation with exciting and challenging inter-group fundraising activities, as well as volunteering activities.



Claire House Children's Hospice

helps seriously and terminally ill children live life to the full by creating wonderful experiences and bringing back a sense of normality to family life.

British Heart Foundation

The British Heart Foundation are dedicated to funding research, raising awareness and providing support for the prevention and treatment of heart and circulatory diseases across the UK.



The Local community

Over the last two festive seasons, the Steel Dynamics Group businesses have supported our local food banks in Blackburn, Walsall and Burntwood by donating over 100 boxes of food, along with an additional donation of nappies, baby food etc, to those in need.

So instead of sending out fancy gifts to customers as presents, we have allocated that money (plus staff donations and charity funds raised throughout the year) to much better use by donating essential food parcels to people in our local area, engaging with local communities to improve people's lives.



We're also continuing to support our employees for another year with Westfield Rewards – which offers our employees savings on food, clothes, wellbeing discounts (gyms, healthy eating) and even insurance, which has been more essential than ever with costs of everyday items rising.



Each year the Steel Dynamics Group of companies also come together for our very own BAKE-OFF competition to support Macmillan Cancer Support and help raise vital funds for people living with cancer, with our staff either baking their own luscious cakes or faking it and buying some delicious treats—all while supporting an incredible cause. The teams enjoy the cake donations, sample some sweet treats and generously part with their money to directly support Macmillan's incredible work in supporting people affected by cancer.

Through our recruitment, selection policies and procedures we aim to eliminate barriers and encourage applicants from all sections of the community by:

- ✓ We will look to increase the representation of disadvantaged, minority groups and people with disabilities within our workforce.
- ✓ Interviewing all applicants with disabilities who meet the essential criteria of the post.
- ✓ Ensuring recruitment and selection procedures are fair and equitable.
- ✓ Only considering applicants for jobs based on their relevant experience, skills and abilities.



We also have a work experience programme which actively encourages work experience placements in the business, and we're aware that these placements are an important aspect of supporting skill development for students in the local area. We have a HR procedure for all work experience placements to ensure we all understand the requirements and HR will also maintain a placement tracker for all students that complete an on-site placement.

Game on!

For any parents who have young children, the pandemic has been a tough time for the young ones stuck indoors for so long. So through our charity committee here at the Steel Dynamics we decided to support local children's sports teams with shirt sponsorship and supplying sports equipment to help kids have fun with their friends and get active.

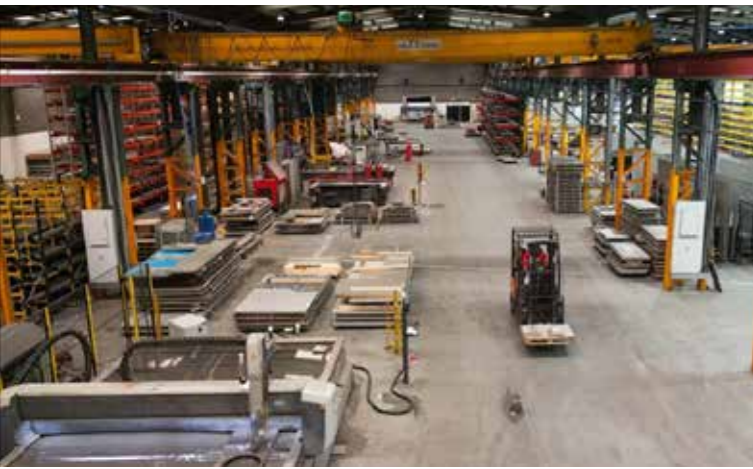


Steel Dynamics have been supporting Unicorn Athletic Junior Football Club. We believe in the power of sports to bring people together and promote teamwork. That's why we're committed to giving back to the communities in which we operate, and we're proud to support these young athletes as they build confidence, stay healthy and enjoy the beautiful game.

Sustainable manufacturing

The Steel Dynamics Group Family of Companies consists of four businesses, relentlessly working together to reduce our customer's costs, enabling UK manufacturing to flourish.

Our dedication to continually invest in the latest technology means we have a broader offering of added value processing, finishing and inspection than any other metal service centre in Europe.



We have a committed workforce that enables us to deliver some of the quickest lead times the industry has to offer with over 95% of orders fulfilled 'on time in full'. Our strategic mill partners deliver into us, we then turn that into smaller orders with over 50% being processed and delivered within 3 days from point of order.

Nesting Software

At Steel Dynamics, we eliminate duplication and waste by using the most efficient processing and nesting systems, utilising as much of the Stainless Steel plate as possible to reduce manufacturing processes, reduce cycle times and reduce costs for our customers.

Our CAD team analyse the Steel plate requirements for various projects. They assess factors such as project specifications, structural requirements and cutting constraints to determine the most efficient use of the Steel plates, thereby significantly reducing waste. What waste we do produce is fully recycled.



Across the Steel Dynamics Group:

- ✓ The largest stainless steel stockholding and processing facility in the UK
- ✓ Over £15M+ invested in inventory and 34 added value processing machines
- ✓ The World's largest stockholding of 1.4003 stainless steel sheet and plate
- ✓ The UK's only Norsok D59 super duplex approved manufacturer
- ✓ The widest range of non-ferrous bar products available from any single supplier in the UK
- ✓ The only stainless steel processing facility in the UK accredited to ISO 19443

Testing

In today's modern manufacturing landscape, quality, safety and efficiency are non-negotiables. That's why at the Steel Dynamics Group of companies, we take pride in our comprehensive range of testing equipment, designed to guarantee first-rate standards in every aspect of steel production.

FARO Laser Tracker:

Our FARO VantageE sets the standard in workflow productivity management for metrology applications. A high-performance laser tracker that maximises productivity and slashes inspection cycle times by 50-75%.



Green steel

Stainless Steel is 100% recyclable and made from more than 85% recycled material. Steel that we process is also commonly used in industries focused on environmental sustainability, such as renewable energy, water treatment, waste management and the nuclear sector.

Green Steel represents a significant advancement in the Stainless Steel industry, offering a product that combines high-quality Stainless Steel with a greatly reduced carbon footprint. Green Steel is not just a product, but a movement towards a more sustainable future in steel manufacturing, aligning with the goals of companies and consumers who prioritise environmental responsibility.

At Steel Dynamics Group, sustainable manufacturing is at the heart of our operations. We are committed to creating high-quality products while minimizing our environmental impact through innovative practices and advanced technologies. By continuously investing in our facilities, machinery and eco-friendly processes, we ensure that our manufacturing activities contribute to a sustainable future.

Lean duplex

Our Lean Duplex Stainless Steel offers a compelling alternative to traditional Stainless Steels. The lean designation indicates a reduced alloying content, particularly in nickel, while still offering excellent corrosion resistance, strength, weldability and cost-effectiveness, making it a versatile choice for various industrial and engineering applications. It is also 100% recyclable and made from more than 85% recycled material.

Whether it's for industrial applications or structural components, Lean Duplex delivers reliable performance in a number of challenging environments.

Digital Calipers:

Precision measurement tools widely used in various industries, including steel processing, to measure internal and external dimensions, depths, and steps of objects with high accuracy.



PMI Testing Guns:

Positive Material Identification (PMI) is integral to our Quality Management System. PMI eliminates incorrect materials being used and also ensures no counterfeit or suspect materials enter our supply chain.



FARO Arm:

This portable coordinate measuring machine (CMM) allows for easy verification of product quality through 3D inspections, tool certifications, CAD comparison, dimensional analysis, reverse engineering, and more.



Metal recycling

1

We are proud to be at the forefront of sustainable manufacturing, particularly in the realm of metal recycling. The metal recycling market is crucial for conserving natural resources, reducing energy consumption and lowering greenhouse gas emissions.

Metals such as Stainless Steel are not only made from recycled materials but are also 100% recyclable, making them a vital component of the circular economy. Our commitment to recycling these materials ensures that we contribute significantly to environmental sustainability while delivering high-quality products to our customers.

Across the Steel Dynamics Group, our philosophy has always been centred around achieving affordable, consistent growth through our expertise in metal processing and our extensive product portfolio. This growth has been made possible through continuous investment in cutting-edge manufacturing facilities and state-of-the-art processing equipment, all while maintaining a steadfast focus on sustainable UK manufacturing.

100% Recycling of Metal Scrap



At the Steel Dynamics Group, we ensure that all metal scrap is sorted by alloy in dedicated containers, which are then collected by our trusted recycling partners. This meticulous process guarantees that any waste produced is fully recycled, reinforcing our contribution to a circular economy.

By recycling metal scrap, we not only conserve raw materials but also significantly reduce the energy required to produce new metal, leading to lower carbon emissions and a smaller environmental footprint.



Waste management excellence

Waste management excellence is a core principle of our environmental policy and sustainable metal processing approach. Across all our sites, we prioritise minimising waste generation and maximising recycling.

As we continue to invest in our facilities and refine our processes, we remain focused on achieving sustainable growth and leading the way in the metal processing industry.

Manufacturing waste to landfill = Zero

Steel Dynamics Group's dedication to metal recycling and sustainable practices demonstrates our unwavering commitment to environmental responsibility. Through our efforts, we not only support the circular economy but also provide our customers with top-quality, eco-friendly products.



Our commitment to these principles ensures that we maintain high standards of environmental stewardship while continuing to innovate and grow. By implementing advanced recycling techniques and continuously improving our processes, we strive to set industry benchmarks for sustainable manufacturing.

Supply Chain 12

In today's interconnected global economy, the significance of environmental sustainability and corporate responsibility cannot be overstated. Steel Dynamics Group is at the forefront of integrating these principles into every facet of our operations, from sourcing raw materials to delivering high-quality steel products. By partnering with EU-certified mills, we ensure that our supply chain is not only efficient and reliable but also aligned with the highest standards of environmental and corporate responsibility.

Our volumes have grown year on year and this has led to a very stable, cost effective and reliable local supply chain.

In order to protect our supply chain and achieve client expectation Steel Dynamics Group dual source critical raw materials and components, which maintain a reliable supply chain during peaks, low stocks and other supply chain challenges.

We only stock premium quality materials from the most leading and reputable European mills. Rest assured, all plate materials are fully certified and come with full traceability reports and mill test certificates, available as standard. Our approach is multi-faceted.



We source steel from EU-certified mills, ensuring top-quality materials

Beyond compliance

Steel Dynamics Group aim to develop relationships with customers and suppliers built on shared trust and communal responsibility. We have committed to ensure that all our suppliers have good business ethics and meet the standards we hold in high esteem. We also have a zero tolerance approach to any form of modern slavery, forced labour and human trafficking in our supply chain.

We operate the following policies that assist our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations including in our supply chain.

• Whistleblowing Policy:

We encourage all our employees, to report any concerns relating to unlawful conduct, malpractice, dangers to the public or the environment, and any other matter of a serious nature. Our policy includes specific guidance for employees on how to recognise signs of abuse, including slavery, human trafficking, forced labour and how to respond to and escalate any concerns.

• Business Ethics Policy:

Our policy sets out the core values which we expect to be observed throughout the company. Our Supplier Code of Ethical Conduct details the values we expect from our external suppliers.

• Supplier Policy:

Suppliers are required to declare that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour. Furthermore, we expect our suppliers to provide relevant supporting evidence to justify their statements.

We have systems in place to:

- ✓ Identify and assess potential risk areas
- ✓ Mitigate the risk of slavery and human trafficking occurring
- ✓ Monitor potential risk areas

The Steel Dynamics Group of Companies Modern Slavery Annual Statements are published on the individual company websites, alongside our policies for Health & Safety, Quality, Environmental, Mineral Conflict and Russia Conflict Statements.

Our Induction Programme and Employee Handbook familiarise all employees with these policies and procedures and directs them to the National Modern Slavery Helpline to report any concerns they may have. Alternatively, incidents can be reported directly to our HR Manager or Purchasing Manager for investigation.

Any report and findings are sent to the Board of Directors to action. This could involve re-training our supplier on modern slavery or alternatively contract termination. No incidents have been reported to date.

We maintain a culture of transparency and accountability. Regular audits, third-party assessments and open communication channels ensure that we remain accountable to our stakeholders and continuously improve our practices.

Our commitment to innovation, community engagement and environmental stewardship sets us apart as a leader in sustainable steel processing. Together with our partners, employees and communities, we are building a future where business success goes hand in hand with social and environmental responsibility.



Customer Service

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At the Steel Dynamics Group, we believe in building long-standing relationships with customers, and our aim is simple: to increase the overall value of service and parts we process for you.

That's why we've developed our Total Service Concept (TSC), specifically designed with our customer's needs in mind. It is a structured, systematic approach that guarantees to streamline your supply chain by removing cost, waste and inefficiencies.



Total Service Concept

Hinkley Point C

Hinkley Point C is one of the most expensive construction projects in the world, with estimated costs exceeding £46 billion, but Steel Dynamics were responsible for delivering significant cost and material reductions specific projects at Hinkley Point C, reducing manufacturing processes and cycle times, and thereby reducing waste. By utilising our in-house capabilities and one-touch solutions, Steel Dynamics were able to save the client time and money, managing the cost of quality to point of use.

A true understanding and review of our customer's production processes meant we could provide tailored solutions that offer a better return on metal processing investment. With this customer engagement, we were able to eliminate duplication and waste by using the most efficient processing and nesting systems, with efficiency savings including the price reduced from €407,000 to €322,000 with an 18% material reduction and 4 weeks removed from supply chain.



Our TSC has been designed to help manage your metal requirements from material procurement right through to delivery. Here's how we do it:

- ✓ **Material Sourcing:** We source steel from EU-certified mills only, ensuring top-quality materials.
- ✓ **Cost Reduction:** Increasing customer yield and reducing scrap, to increase your bottom line profitability.
- ✓ **Partnership:** Mutually beneficial business partnership that allows you to focus on your core competences.
- ✓ **Efficiency:** We eliminate duplication and waste by using the most efficient processing and nesting systems.
- ✓ **Value:** We deliver the highest value of cut parts with no charge until the point of use, de-risking projects.



Sellafield element can racks

The storage racks for spent nuclear fuel needed to meet stringent regulatory requirements for safety, durability and environmental protection. The Hybrid 2 63 element can rack design (8 tonne, 6 metre high racks to hold 63 cans of spent nuclear fuel) represented a significant advancement in storage capacity and efficiency, enabling Sellafield to safely store all spent Advanced Gas-cooled Reactor (AGR) fuel without the need for new facilities.

Originally some of the parts were designed to be machined from sawn cut rectangular blanks, with a yield of 28 parts per stainless steel plate. As metal processing experts, Steel Dynamics applied our 'Total Service Concept' approach aimed at reducing manufacturing processes and cycle times to add value from point of manufacture to the point of use. The outcome was to use our waterjet cutting expertise and innovative nesting software to produce 43 parts per sheet, which is a huge 53% yield increase and substantial project cost savings



Over 5,000 tonnes in stock



We also stock over 5,000 tonnes of stainless steel sheet and plate, and we cut this on some of the largest, most accurate laser machines in Europe. This combination allows us to turn customer jobs around quickly and accurately, providing tailored solutions that offer a better return on the metal processing investment.

Market sectors 14

Our products play a vital role in advancing industries that are pivotal to the global transition towards sustainable energy. By supplying high-quality steel to sectors such as nuclear power, hydrogen, fusion, and renewables, we are actively contributing to the development of cleaner, more sustainable power solutions.

Across the Steel Dynamics Group of companies, our environmental and corporate responsibility initiatives underpin our operations and support critical market sectors. We also understand that the quality of our products and the integrity of our operations have far-reaching impacts on the industries we supply.



- ✓ Stainless and Carbon Steel facilities so no cross-contamination
- ✓ Employees are Suitably Qualified Experienced Personnel (SQEP) compliant
- ✓ Conducting regular in-house ferroxile testing
- ✓ Maintaining a strong PMI material testing program

These investments not only bolster our production capacity but also underscore our commitment to ensuring nuclear-grade excellence across all our operations. It also demonstrates our commitment to Health & Safety and Quality, and provides all our customers with complete reassurance – not just in nuclear, but in every market sector - that all our materials meet the highest possible standards, representing the very best in class of process and products.

Hydrogen Energy

Hydrogen is a versatile energy carrier with the potential to decarbonise various sectors, including transportation and industry. We provide steel solutions for hydrogen production, storage and distribution infrastructure. Our materials are designed to withstand the unique challenges posed by hydrogen, ensuring durability and reliability.



Renewable Energy

Renewable energy sources such as wind, solar, and hydro are cornerstones of a sustainable energy future. Our steel products are integral to the construction and maintenance of renewable energy infrastructure. From wind turbine towers to solar panel frames, our materials are engineered for strength, longevity and environmental compatibility.



Fusion Energy

Fusion energy represents the frontier of sustainable power. Although still in the developmental stage, fusion has the potential to provide virtually limitless clean energy. We collaborate with leading research institutions and companies to supply specialised steel for fusion reactors, contributing to groundbreaking advancements in this field.



Nuclear energy

Steel Dynamics are the world's first ISO 19443 accredited metal service centre. ISO 19443 is a quality management standard that applies the principles of the international standard for quality, ISO 9001, to the nuclear sector. It can be used by businesses within the entire nuclear supply chain for any equipment, product or service important to nuclear safety.

With nuclear power playing a crucial role in achieving net-zero emissions and reducing greenhouse gases, we're proud to be a leading supplier in the nation's commitment to clean and reliable energy sources. Steel Dynamics Group has been at the forefront of the nuclear sector, supplying critical stainless and carbon steel materials to power plants and nuclear applications.

We provide metals of the highest European origin quality to ensure both new build and decommissioned materials are contained effectively and safely. But our contribution to the nuclear renaissance isn't limited to our quality materials and safety standards, we've also made strategic investments in expanding our infrastructure and systems to support the nuclear industry's growing demands.



Steel Dynamics Group is more than a supplier of high-quality steel; we are a partner in the global transition to sustainable and environmentally responsible power supplies. By supporting critical industries such as nuclear power, hydrogen, fusion and renewables, we are playing a pivotal role in shaping a cleaner, greener future.

Greener transportation



The Steel Dynamics Group is committed to reducing our environmental impact and continually improving the environmental performance of our fleet of vehicles. Our transport and delivery services are designed not only to ensure efficiency and reliability but also to align with the highest standards of environmental stewardship.

We operate and maintain our own private fleet of 12 delivery vehicles covering the UK, with fuel efficient Euro 6 category HGV vehicles with an additional tank for AdBlue additive that results in low emissions. We have also taken significant strides towards a greener future by investing in an electric fleet of cars.

We have saved over 38 tonnes of CO2 from our back loading processes



Transport logistics

Our logistics software package is used to plan delivery routes ensuring the most efficient delivery route is calculated between deliveries, saving over 23,600 miles in the last year. Our state-of-the-art Warehouse Management System automatically categorises metal orders by size. Smaller loads can then be delivered to the customer using our fleet of smaller vehicles, reducing the number of trucks on the road, saving on fuel usage as well as equipment wear and tear.



Electric Vehicle (EV) Fleet

Our fleet of electric cars is used for a variety of purposes, from daily commuting by our employees and management team to servicing the local areas with smaller product deliveries. These EVs produce zero emissions, significantly reducing our carbon footprint compared to traditional gasoline-powered vehicles.

To support our EV initiative, we have installed free charging points at all our Group company head offices. This not only encourages our employees to switch to electric vehicles but also promotes a culture of sustainability within the businesses.



Electric Combi-Lift Trucks

Within our distribution centres, we employ electric combi-lift trucks. These electric combi-lifts produce zero emissions at the point of use, reducing greenhouse gas emissions and improving air quality compared to our old propane gas trucks, helping to create a more comfortable working environment for our employees.

They have a longer life span offering significant savings on fuel costs, don't require as much maintenance and their long-life capabilities make them good value and easy to work with.

Distribution Centres

Known for our quality products and reliable service, with such diverse multi-metal stockholding facilities, a fleet of vehicles and products spanning several sites and comprising over 150,000 square feet, we are well positioned to service our customers wherever they are. In 2023, with the inauguration of a state-of-the-art Stainless facility plus additional sites in Bristol and Dorset, we are better placed to support our existing and new customers with localised servicing.



Delivery incentives

To help us reduce our CO2 emission targets, we have looked into how we could incentivise drivers to eco-drive better. Our drivers receive a fuel bonus for driving the vehicle in a way that conserves fuel, minimising waste and pollution. When idle, our drivers are instructed to shut off their trucks to save fuel usage and reduce greenhouse gases. All of which is monitored by our Transport team to see our carbon output weekly.

New technology

It is imperative that our vehicles maintain high quality standards and we must continue to invest in futureproof technology. We are constantly exploring and integrating new advancements such as electric heavy-duty trucks, and solutions that provide real-time tracking and efficient fleet management. We are also actively investing in gas bio-fuel units and alternative-fuel vehicles to further reduce our dependence on fossil fuels.

Our plans for the future

25/26

The Steel Dynamics Group are committed to not only meeting current environmental and social standards, but also setting new ones. Our employees, customers and communities have shaped our culture, and we believe that together we can create a better world.

ACHIEVE CARBON NEUTRALITY ACROSS ALL OPERATIONS BY 2026 (AS PAS 2060)



PROVIDE THE BEST POSSIBLE ENVIRONMENT FOR OCCUPANTS OF OUR FACILITIES, WHILE SIMULTANEOUSLY MAXIMISING ENERGY PERFORMANCE

BE A LEADER IN RESPONSIBLE MANUFACTURING



RAISE £25K+ FOR CHARITY IN 2025/26

SUPPORT THE COUNTRY'S ENERGY TRANSITION EFFORTS AS A LEADING SUPPLIER TO NUCLEAR, HYDROGEN, FUSION AND RENEWABLES



EXPLORE WASTE-TO-ENERGY TECHNOLOGIES TO MAXIMISE RE-USE OF MATERIALS



ADD ANOTHER 8 ELECTRIC CAR CHARGING POINTS



INCREASE BACKLOADS TO REMOVE AN ADDITIONAL 50 TONNES OF CO₂ FROM THE SUPPLY CHAIN

INCREASE DIVERSITY AT ALL LEVELS ACROSS ALL GROUP BUSINESSES



SUPPORT MORE LOCAL COMMUNITY PROJECTS FOCUSING ON EDUCATION, HEALTH AND ENVIRONMENTAL CONSERVATION

PROVIDE MINIMUM OF 10 APPRENTICESHIPS



By setting and achieving these ESG goals, Steel Dynamics Group can not only meet current environmental and social standards but also establish itself as a leader in sustainability, driving positive impacts for the environment, society and governance practices.



Head Office & Steel Processing

Unit 8,
Walker Industrial Park,
Blackburn,
Lancashire,
BB1 2QE

+44 (0)1204 368600
sales@steel-dynamics.co.uk
www.steel-dynamics.co.uk

Carbon Steel Shop

Unit 1,
Walker Industrial Park,
Blackburn,
Lancashire,
BB1 2QE



Head Office & Distribution Centre

Unit 12, Paget Way,
Burntwood Business Park,
Burntwood,
Staffordshire,
WS7 3FS

+44 (0)1922 414003
sales@offshorestainless.co.uk
www.offshorestainless.com

Manufacturing Facility

Toll Point,
Lichfield Road,
Brownhills,
Walsall,
WS8 6JZ



Brierley Hill Branch

Unit 2 & 2A, Albion Works,
Moor Street,
Brierley Hill,
West Midlands,
DY5 3SZ

+44 (0)1384 868080
sales@ppbornmoremetals.co.uk

Blackburn Branch

Unit 8,
Walker Industrial Park,
Blackburn,
Lancashire,
BB1 2QE

Tel: +44 (0)161 797 6955
blackburn@ppbornmoremetals.co.uk

3LC Dorset Branch

Units 306-308, Old Farm Barn Road,
Woolsbridge Industrial Park,
Three Legged Cross,
Wimborne, Dorset,
BH21 6SP

Tel: +44 (0)1202 823346
dorset@ppbornmoremetals.co.uk
www.ppbornmoremetals.co.uk

Bristol Branch

Unit B,
Myrtle Farm Industrial Estate,
Siston Hill, Warmley,
Bristol,
BS30 5LU

Tel: +44 (0)1174 528913
bristol@ppbornmoremetals.co.uk