

## **Directors' report** *(continued)*

### **Employees**

In common with the other companies in the Gore group, the unique company culture involves a high degree of employee participation.

The Company operates the following schemes for the benefit of its employees:

- (a) Share ownership plan in which all employees with one year's service participate.
- (b) Permanent health, medical and dental insurance for all employees, together with an occupational health provision and stress counselling service.
- (c) Contributory defined benefit pension scheme with benefits related to final salary. Following an extensive consultation period, the defined benefit pension scheme closed the future accrual on 30 June 2018. The company subsequently introduced a defined contribution scheme for all employees.
- (d) Periodical profit shares based upon group performance applicable to all employees.

### **Disabled employees**

In considering applications for employment from disabled people in the UK, the company seeks to ensure that full and fair consideration is given to the abilities and aptitudes of the applicant against the requirements of the job for which he or she has applied. Employees who become unable to carry out the job for which they are employed are given individual consideration. Depending on the nature, severity and duration of the disability, individuals may be considered for alternative work, including re-training if necessary.

Training, career development and promotion opportunities are available to all employees on the basis of individual aptitude and abilities, and the business requirements of the organisation. Disabled employees may be eligible for special training if there is a particular individual need.

### **Environment**

The Company is committed to achieving a positive economic and societal impact while being environmentally responsible. This focus on sustainability is directly aligned with the Company's long-established values, culture and commitment to employees, customers and communities. The Company carefully considers the effects of our products and operations on the environment, as well as on the health and well-being of people. The company continues to improve its environmental impact through focus on sustainability, power consumption and waste reduction. Manufacturing locations are certified to ISO14001 environmental standards.

### **Streamlined Energy and Carbon Reporting**

The Company has elected the exemption for any jurisdictions that do not need to report compliance with the Streamlined Energy and Carbon Reporting and therefore is only reporting on the UK subsidiary.

W.L. Gore & Associates (U.K.) Limited's greenhouse gas emissions, reportable under SECR in 2020/21 were 382 tonnes CO<sub>2</sub>e (tCO<sub>2</sub>e). An intensity ratio of 6.21 tCO<sub>2</sub>e per £m of revenue has been calculated to enable year-on-year comparison against the normalised revenue. These include the emissions required to be disclosed by legislation, i.e. those associated with UK electricity and natural gas consumption and with business travel in company vehicles and grey fleet (private employee vehicles when used in company business), plus those which are encouraged to be reported voluntarily as best practice, i.e. electricity transmission and distribution related emissions. The 2021 emissions figure for purchased electricity above (and used throughout) reflects our investment in a zero-carbon electricity tariff at all our sites. In the terms of the Greenhouse Gas Protocol, this is called 'market-based' reporting - as opposed to 'location-based' reporting. Location-based reporting does not take into account the electricity supply contracts a company has and instead uses a national carbon emissions factor for electricity. Following the location-based methodology (which, under SECR, is required to be reported alongside voluntary market-based figures), our 2020-21 emissions from electricity were 408 tCO<sub>2</sub>e (including transmission and distribution losses), giving total emissions of 746 tCO<sub>2</sub>e and an intensity of 12.12 tCO<sub>2</sub>e per £m of revenue. Investment in green tariffs has thus saved 364 tCO<sub>2</sub>e.

## Directors' report (continued)

### Greenhouse Gas Emissions

Table 1: Greenhouse Gas Emissions by source and year (tCO<sub>2</sub>e) (location based)

Emissions source	2020/2021	2019/2020	% share	Change YoY
Fuel combustion: Natural gas	285	297	38.2%	-4.0%
Fuel combustion: Transport	53	118	7.2%	-54.6%
Purchased electricity	408	522	54.6%	-21.9%
Total emissions (tCO <sub>2</sub> e)	747	937	100%	-20.3%
Revenue	61.6	69.3		-10.7%
Intensity: (tCO <sub>2</sub> e per £m)	12.12	13.57		-10.7%

### Energy Consumption

The energy consumption for reporting period for W.L. Gore & Associates (U.K.) Limited is 3,372,690 kWh for the financial year 1 April 2020 to 31 March 2021.

Table 2: energy consumption by Fuel (kWh)

Category	2020/2021	2019/2020	% Share	Change YoY
Fuel combustion: natural gas	1,550,674	1,617,863	46.0%	-4.2%
Transport fuel	211,108	432,754	6.2%	-51.2%
Site electricity	1,610,908	1,882,008	47.8%	-14.4%
<b>Total</b>	<b>3,372,690</b>	<b>3,932,625</b>	<b>100.0%</b>	<b>-14.2%</b>

### Boundary, Methodology and Exclusions

An 'operational control' approach has been used to define the Greenhouse Gas emissions boundary. This approach captures emissions associated with the operation of the building of W.L. Gore & Associates (U.K.) Limited and company-owned and grey fleet transport. This information was collected and reported in line with the methodology set out in the UK Government's Environmental Reporting Guidelines, 2019. Emissions have been calculated using the latest conversion factors provided by the UK Government. There are no material omissions from the mandatory reporting scope. The reporting period is April 2020 to March 2021, as per the financial accounts. Carbon emission factor used were the current edition at the financial year end date: UK Government GHG Conversion Factors for Company Reporting – 2020.

### Energy Efficiency

In the period covered by the SECR Report W.L. Gore & Associates (U.K.) Limited have carried out the following energy efficiency actions across the business.

- Plans put in place to complete ESOS phase III assessment

### Charitable and political contributions

During the year there were no political contributions (2020: nil). Charitable donations were £20,896 in the year (2020: £19,832).