



Impact Report | 2024



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About us

Dulas' forty-year history has seen the company pioneer innovative uses of solar, hydro and wind energy in the UK and across the globe. Our projects have taken us from Austria to Zambia in a bid to provide real solutions to the humanitarian sector, the public and commercial sector and to everything in-between.

Founded in 1982 within the Centre for Alternative Technology (CAT) in Mid Wales, UK, Dulas has been at the forefront of the renewables industry, creating innovations that are still leading the field today.

Over the years, we have applied our expertise to developing the world's first mass produced solar powered vaccine refrigerators, operating lamps, and blood banks, providing enhanced medical care to the developing world through the use of renewable energy.

In 1988, while continuing to expand our range of wind, hydro and solar energy systems and solutions, we became an independent, employee-owned co-operative.

In 2020, we acquired Polestar Cooling, the manufacturer of our solar-powered vaccine refrigerators. This was followed in 2024 by the acquisition of LMS, a UK-based cooled incubator manufacturer. This facilitated the introduction of a new medical range to our offerings and the establishment of our new divisions: Dulas Life Sciences and Dulas Renewables.

Today, the Dulas Group employs a total of 91 staff members across our locations in the UK.

Since 1982 Dulas has been a pioneer of clean energy technology and global health solutions.



Dulas staff outside our headquarters in Machynlleth, Wales. We also have an office in Inverness, Scotland, and a factory in Bognor Regis, England.

A message from our EMD



“While SMEs in the UK have no legal requirement to publicly report on Net Zero, we understand how important it is for us all to play our part.”

Ruth Chapman, Executive Managing Director

Over the course of 2024, Dulas has grown, and our business has undergone an inspiring period of change. We acquired LMS, a key UK cooled incubator manufacturer, and introduced the new Dulas divisions: Dulas Life Sciences, and Dulas Renewables.

These acquisitions and divisions have meant significant growth in our offering as a business and have helped strengthen our position in the medical refrigeration and bio-scientific markets. Our Renewables division has maintained our strong position as a leader in renewable energy services and has developed two new products: the DuraSource remote power system and a containerised EV charger with battery storage for grid constrained areas.

As we grow, we continue to face new challenges around our impact and in this period of growth we have also seen an increase in our carbon emissions. We manufacture and sell products that are made from a wide range of globally sourced materials and components, and we export them all over the world. Our UK-based sitework is often situated in remote locations with challenging terrain, resulting in long journeys in off-road vehicles. Halving our greenhouse gas emissions by 2030, as we pledged back in 2022, will be no mean feat. But we remain determined to get there.

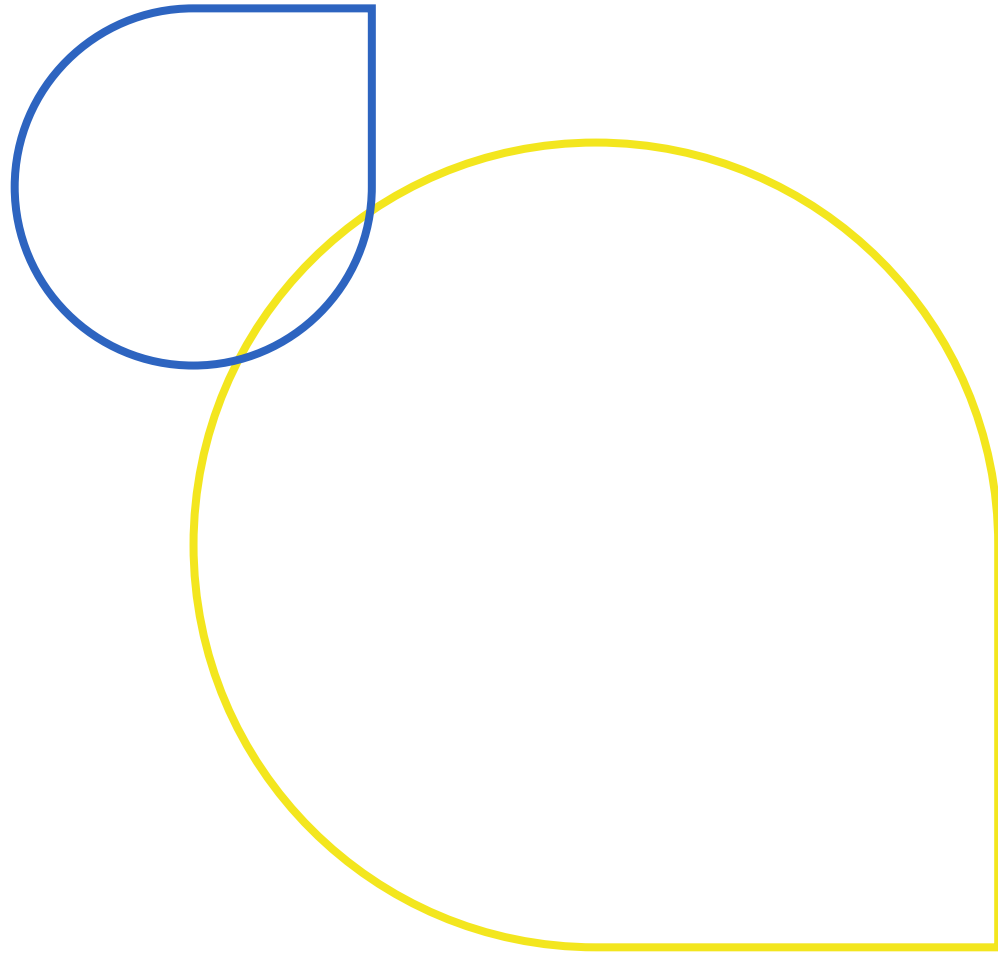
As an SME, we can take action and drive our organisation forward in a way that large corporations cannot. While SMEs in the UK have no legal requirement to publicly

report on Net Zero, we understand how important it is for us all to play our part. Reporting keeps us accountable and provides us with a framework to measure our progress.

We are always looking to innovate and do better, including our pledge to reach Net Zero by 2050. We have made lots of positive steps forward whilst pursuing our growth strategy including investing in R&D for our new products to make these more sustainable. We are dedicated to our investment in reducing emissions, and are focused on bringing these down to meet our commitments through the UN Race to Zero.

A handwritten signature in black ink, appearing to read 'R Chapman'.

May 2025



Social impact

At Dulas, we support our team with their physical, financial and mental health at work. We also know the importance of giving our colleagues the flexibility to grow and develop in their careers, and to contribute to the causes close to their hearts. We do all of this because when our team thrives, our impact grows.



Inclusion

Dulas is a worker owned, and governed, co-operative. This brings unique commitment, equality and loyalty throughout our business. Employees become eligible to be a Member following 18 calendar months of continuous employment with the Company. As Members of a co-operative, we have a say – we vote for our directors and we decide what projects to take on. This model allows us to focus on long-term impact rather than short-term gains, ensuring that our work in renewable energy and life sciences stays aligned with our values.

Health and wellbeing

To support our employees, we offer a range of healthcare benefits, including private medical insurance, wellness programmes and mental health support. We offer all employees an enhanced set of wellbeing

tools and engagement features to support employee wellbeing. These resources are designed to help our staff maintain a balanced and healthy lifestyle, whether through preventative care, professional guidance, or access to the tools needed to stay well.

Financial wellbeing

We are committed to ensuring fair and competitive salaries for our employees. While we are not formally registered as a Living Wage employer, we take great care to ensure that all of our employees are paid above the living wage. We also continuously monitor salary levels against external market standards to maintain fairness and competitiveness.

Training and development

We are keen to support the personal development of all our staff, and this is done through



Some Dulas staff at Carbon literacy training day.

routine or specialist job-related training including regular refresher toolbox talks to consolidate skills. This year, as part of our Net Zero Action Plan, we made a wider commitment to ongoing upskilling to enable us all to contribute to reducing the company's emissions. A third of us took part in a full day of 'Carbon Literacy®' training. 'Carbon Literacy®' is defined as "an awareness of the carbon

costs and impacts of everyday activities and the ability and motivation to reduce emissions, on an individual, community and organisational basis." The training, delivered in person at the Centre for Alternative Technology (CAT), located just a few miles from our head office, gave us the opportunity to review what we have achieved so far and develop new solutions to take us

on the next phase of our journey. This was an inspirational day that helped us create actions that will contribute meaningfully to reducing the company's carbon footprint.



“I’m really enjoying my apprenticeship as a Project Manager at Dulas, working on tubular mast projects. It’s an incredible experience alongside my Construction Management degree, allowing me to apply my studies directly to real-world projects.”

Eiry Lewis, Degree Apprentice

Interns and apprentices

This year, we welcomed our second Degree Apprentice to the head office in Machynlleth. Eiry is doing a degree in construction management at Wrexham University, alongside getting first-hand work experience at Dulas as part of the Wind Monitoring team. She joins our other Degree Apprentice, who is studying low carbon energy, efficiency and sustainability whilst working in our Consultancy team.

This degree apprenticeship allows students to graduate debt-free, as there are no fees for students studying as part of the degree apprenticeship programme.

We also employ a manufacturing engineering Degree Apprentice at our factory in Bognor Regis. In addition, we supported two 8-week summer internships at our factory for students from the University of Sussex.

Work-life balance

To ensure everyone has the flexibility they need, we offer flexible working options, for example adjusted hours, remote work days and compressed schedules. Additionally, our hybrid working approach allows teams to blend office collaboration with the convenience of working remotely, giving individuals the freedom to tailor their work style while

maintaining strong connections with colleagues.

Employee recognition

Employee recognition is an effective way to show employees that their hard work doesn’t go unnoticed. At Dulas, we encourage staff to nominate colleagues to our Employee Recognition Scheme twice a year. The Employee Representative Group (currently made up of three staff members) then grade the nominations, and the leading nominee receives a £200 reward. This is a great way to show our appreciation for each other, helping to maintain a positive and collaborative work culture.

Health & Safety

Dulas ensures industry leading levels of health, safety and welfare for our staff and all stakeholders. Successfully and consistently achieving this on remote and challenging sites has always been one of our key USPs.

Our dedicated full-time HSQE Manager ensures that our projects are delivered with the high level of health and safety performance and compliance expected from our clients.



“Scoring 100% in the Achilles UVDB audit for the second year in a row is an impressive achievement for a company of our size, and a testament to our values here at Dulas. Robust management systems and employee buy-in have been key to achieving this level of excellence across H&S, Environment, Quality and Social responsibility. ”

Allen Taylor, HSQE Manager

Full marks in Achilles UVDB audit

Our robust and pragmatic approach is embedded in our co-operative culture, with staff buy-in being key to our success in this field. This is reflected in our Achilles UVDB (Utilities Vendor Database) score of 100% in all categories for the last two years. Following a UVDB-verified audit from Achilles, the global supply chain risk management expert, Dulas received 100% across all assessed areas, including health and safety, environment, quality, and corporate social responsibility.

The Achilles Audit encompasses a comprehensive examination of a supplier’s documented policies and processes. Auditors conduct additional checks to verify

adherence to these policies and processes using a scoring model.

The audit program functions as a mechanism for pre-qualifying suppliers in the Achilles UVDB. Undergoing the audit demonstrates Dulas’ adherence to relevant standards for the services, works, and goods we provide. As an Achilles UVDB supplier, those buying products or services from Dulas are assured that we have met the necessary pre-qualification levels, streamlining the procurement process, and ensuring a high standard of competence and reliability.

By scoring 100% in this audit, Dulas has shown commitment to industry standards and excellence across various operational facets.



Mountain Rescue, communal allotment gardening and cycling with disabled people – these are just some of the diverse volunteering activities we took part in this year.



Volunteering

A large number of our staff members volunteer within the local community. For a number of years, we have offered staff flexible work hours to allow for emergency response for those who volunteer with the Mountain Rescue and RNLI teams. In 2022 we started trialling a paid volunteer day for staff, and in 2023 we made the volunteer day a permanent benefit to our employees. This year, Dulas staff spent a combined 70 hours paid volunteer time.

Charitable giving

Each year, we dedicate a portion of our profits to charitable causes, supporting both international and national organisations, as well as initiatives in our local communities. All staff members are invited to suggest and vote for the causes we support. This year, we donated £4,000 to various charities and local causes. We also donated a vaccine refrigerator to a health clinic in Uganda (see page 11 for more information).

Case study

Volunteering in the community: Dulas' work with BDCR

At Dulas, we are proud to be involved with our local community as one of the largest employers in the area. As well as giving each of our team members time off to volunteer for a cause that they are passionate about, many of our team members are also involved in a range of local initiatives, including the Bro Dyfi Community Renewables scheme.

Bro Dyfi Community Renewables (BDCR) is a community owned renewable energy co-operative with two wind turbines, based in Dulas' hometown of Machynlleth in Mid-Wales. As well as providing

renewable energy to the local grid, BDCR has a community energy fund, which means when the scheme is profiting, local people do too. Using funds from selling energy back to the grid, BDCR is helping a variety of local initiatives, including refurbishment of local village halls, Machynlleth Community Hub, and other community support projects.

Recently, BDCR also installed a solar PV farm, which can be seen alongside the two wind turbines on top of the hill from Dulas HQ, with plans to connect the solar farm to the Centre for Alternative

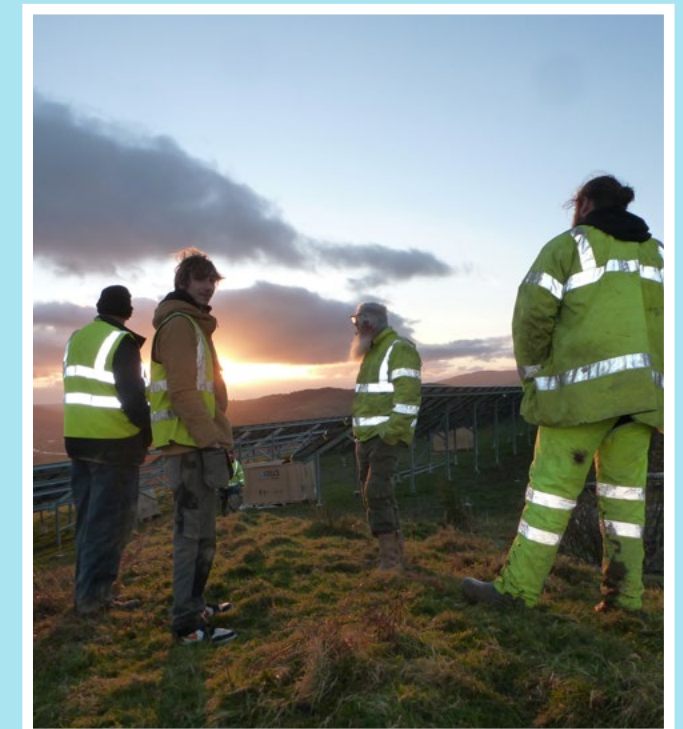
Technology, situated in the valley below.

Two of our planning consultants at Dulas were contracted to support the planning application for the solar farm, making it considerably easier for BDCR to progress the project. Drawing on the Dulas team's years of knowledge and experience in this area helped to save time and reduce costs for the small community group.

In addition, five Dulas team members volunteered with BDCR once planning had been approved and it was time to install the

solar panels, including one of our apprentices, who found it incredibly valuable to get some hands-on experience with solar PV projects away from the office!

Dulas' work with BDCR is ongoing, and we're proud that our team are part of an organisation that does so much great work to support our local community, as well as providing clean energy to the Dyfi Valley area.



Volunteers enjoying the sunset after helping to install the solar array at the BDCR solar PV farm near Machynlleth.

Case study

Dulas donates life-saving cold chain equipment



Zion Clinic, Uganda

Zion Clinic is a primarily volunteer-run medical clinic in Muturu Village in rural eastern Uganda. The clinic offers vital basic healthcare, maternity care, malaria treatment, specialist support for children with albinism, a wide range of medical testing and more. The Dulas team was approached by volunteers at Zion Clinic, who had been fundraising to purchase a vaccine refrigerator for the local community.

There was no access to immunisation for 3200 children

under the age of 15 in the area, and local people, including pregnant women, were faced with a 12km walk along rough, steep terrain to reach the nearest vaccination centre.

Dulas made the decision to donate a VC150SDD refrigerator to Zion Clinic free of charge, through our charitable fund. We also offered support to ensure that the fridge made its way through the strict Ugandan customs policy safely and efficiently, with all the relevant documentation included.

The biggest challenge by far for the project was transporting the refrigerator safely to Muturu village. This is a particularly remote area, and the roads and paths in this area are unsuitable for larger vehicles.

From the airport, the refrigerator was driven five hours to the nearest village, before using two trucks to navigate as far as possible along steep mountain terrain. Once the trucks could go no further, a group of villagers carried the equipment on foot the last 1.5km to Zion Clinic.

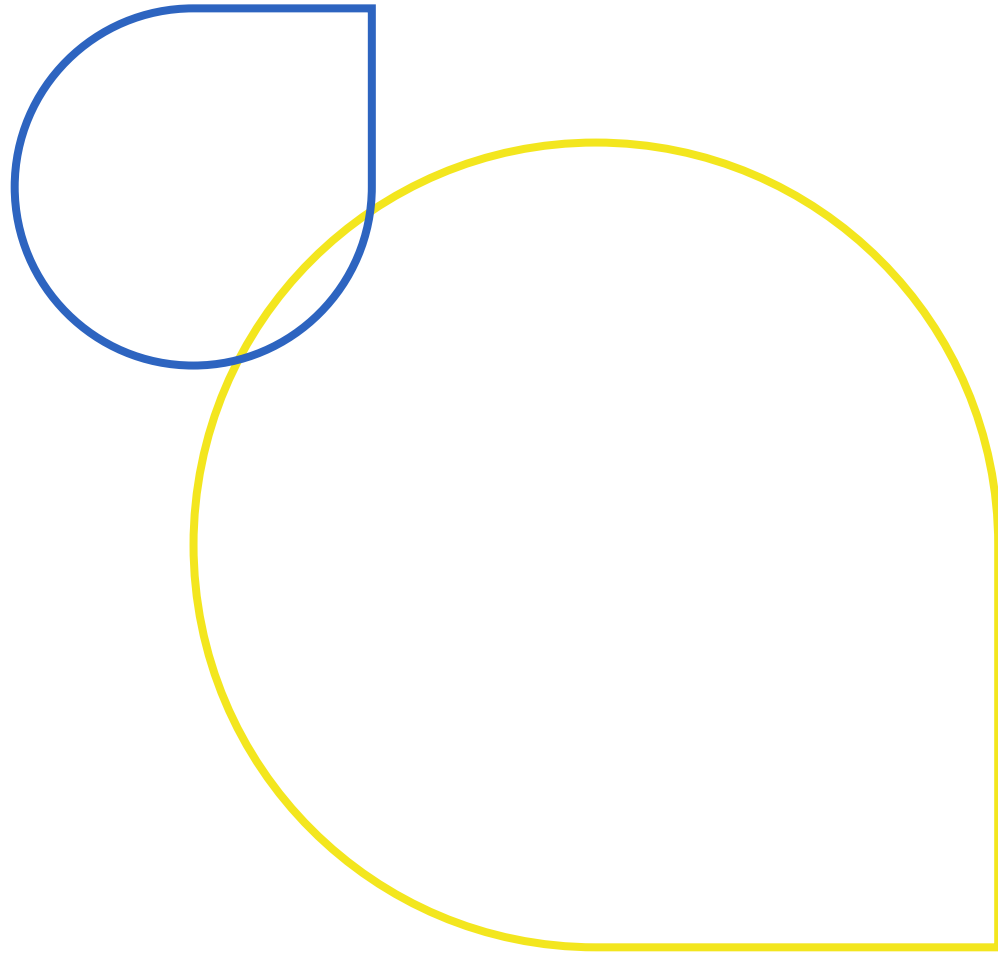


Only three weeks after the arrival of the Dulas refrigerator, Zion Clinic was accredited by the local health board and the first vaccinations were rolled out to the community. The combined

“We want to say thanks to Dulas for donating this refrigerator to us. We can now start immunisation services because of your effort with providing us with this donation. This will enhance the quality of life of our children.”

Dr. Peter Wanzala, Medical Director

fridge freezer model also means that the team at Zion Clinic can deliver temperature-controlled medicines and vaccinations to those who wouldn't be able to make it to the clinic themselves.



Environmental impact

In 2022, Dulas joined the [UN Race to Zero campaign](#) and committed to take immediate action to reduce carbon emissions. Our [Net Zero Action Plan](#) sets the course for change and carbon reduction within our own organisation and across our supply chain.





The team at Polestar Cooling.

Reporting our progress

The Dulas Group

Although we have been publicly reporting Dulas' carbon emissions since 2021, this is the first year that we will also report for our manufacturing facility Polestar Cooling.

We acquired the specialist UK manufacturer of our solar vaccine fridges, Polestar Cooling, back in 2020. Based in Bognor Regis, Polestar Cooling is overseen by the Dulas Board but operates as

an independent company. As well as making Dulas' vaccine fridges, Polestar Cooling designs and manufactures bespoke precision temperature-controlled fridges, freezers and incubators for medical and scientific markets. For 2024, we are reporting on Dulas and Polestar Cooling's carbon emissions separately, with the view of bringing the reporting together as a Dulas Group carbon inventory from 2025.

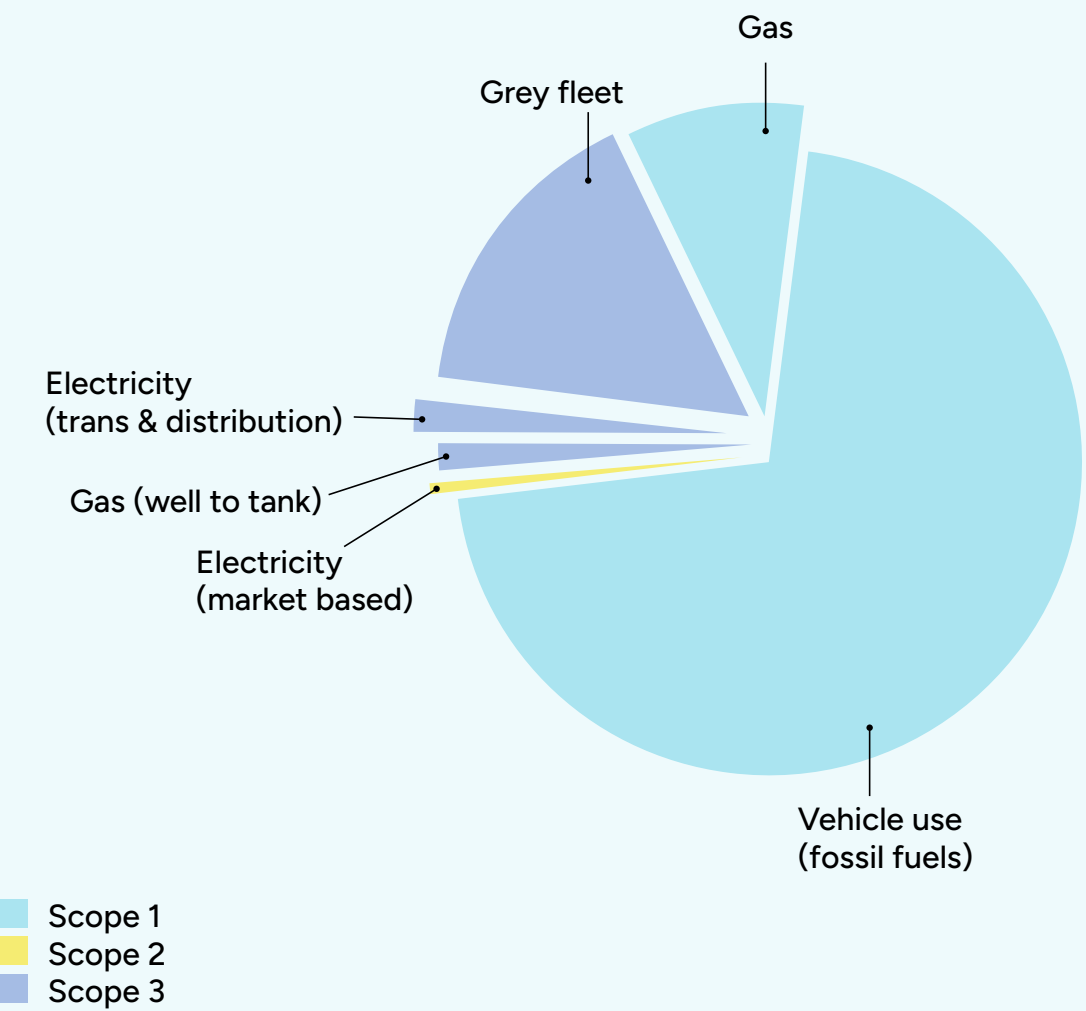
Our carbon emissions

Dulas Ltd

Overall emissions have gone up, reversing the positive downward trend over the past three years.

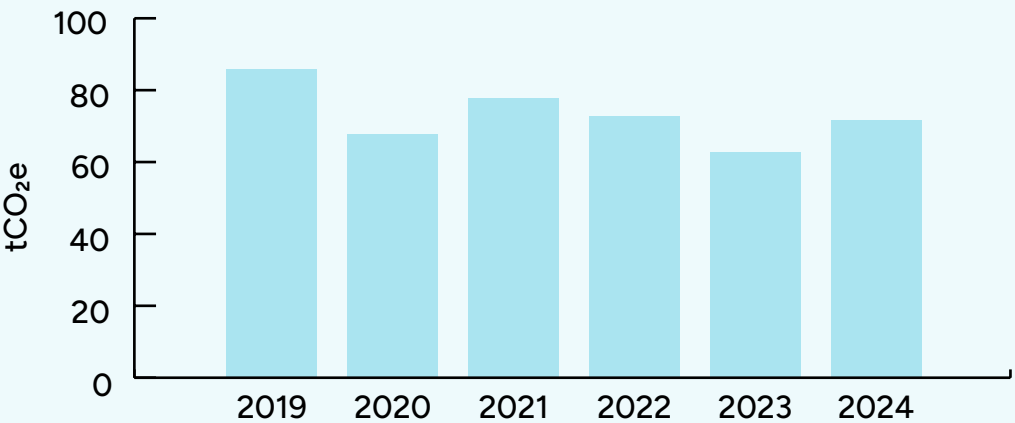
Vehicle use is still the biggest cause of carbon emissions – in fact they have increased to the highest level since we started calculating our emissions in 2019.

Carbon emissions (tCO₂e) by category

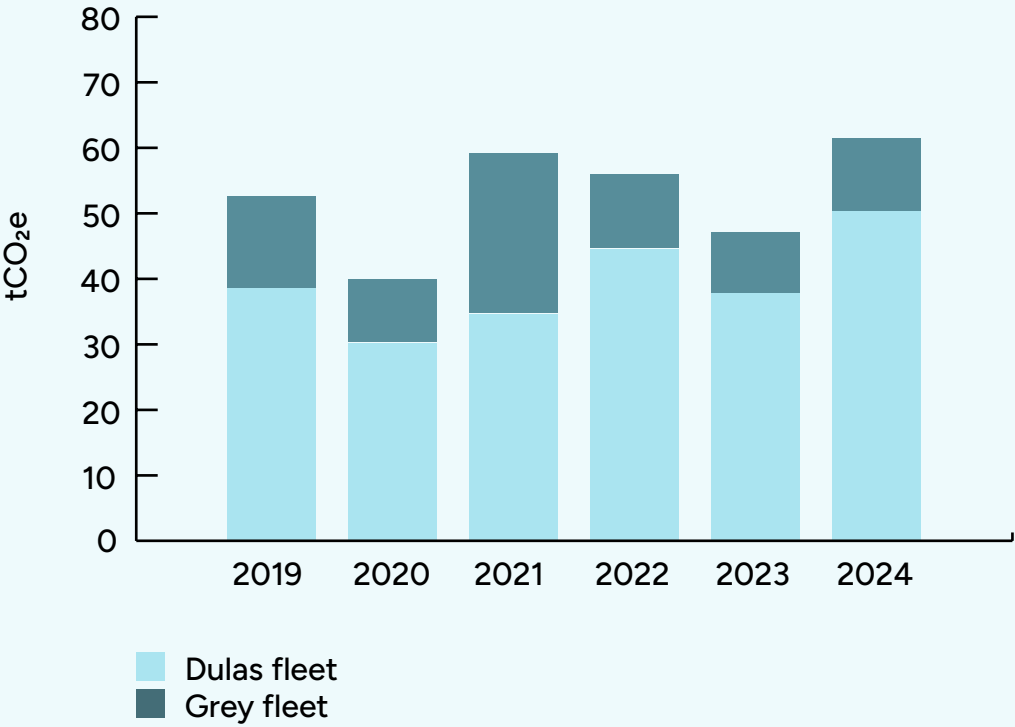


Our calculations are aligned with the GHG Protocol. For more detail, see next page.

Total emissions, Dulas Ltd



Vehicle transport emissions, Dulas Ltd



Our calculations are aligned with the GHG Protocol, and include Scope 1 and Scope 2 plus grey fleet emissions (use of employee owned vehicles on business).

We set our baseline year as 2019 and measure our progress against this.



We have committed to:

- Halve our greenhouse gas emissions before 2030
- Achieve net zero before 2050
- Disclose our progress on a yearly basis

The numbers, Dulas Ltd

Scope	Emissions type	Baseline 2019	2020	2021	2022	2023	2024
		Emissions (tCO ₂ e)	Emissions (tCO ₂ e)	Emissions (tCO ₂ e)	Emissions (tCO ₂ e)	Emissions (tCO ₂ e)	Emissions (tCO ₂ e)
Scope 1	Gas	13.57	9.56	10.55	10.76	10.38	6.60
	Vehicle use – fossil fuels	38.45	30.17	34.56	44.49	37.72	50.21
	Total Scope 1	52.02	39.73	45.11	55.25	48.10	56.81
Scope 2	Electricity (market based)	15.68	13.44	2.53	2.30	2.46	0.41
	Total Scope 2	15.68	13.44	2.53	2.30	2.46	0.41
Scope 3	Gas (well to tank)	1.77	1.24	1.81	1.83	1.71	1.09
	Electricity (Trans & Distribution)	1.38	1.17	1.03	0.98	1.18	1.12
	Grey fleet	14.03	9.66	24.42	11.35	9.37	11.16
	Total Scope 3	17.18	12.97	27.26	14.16	12.26	13.37
Gross total emissions		84.88	66.14	74.9	71.71	62.82	70.59

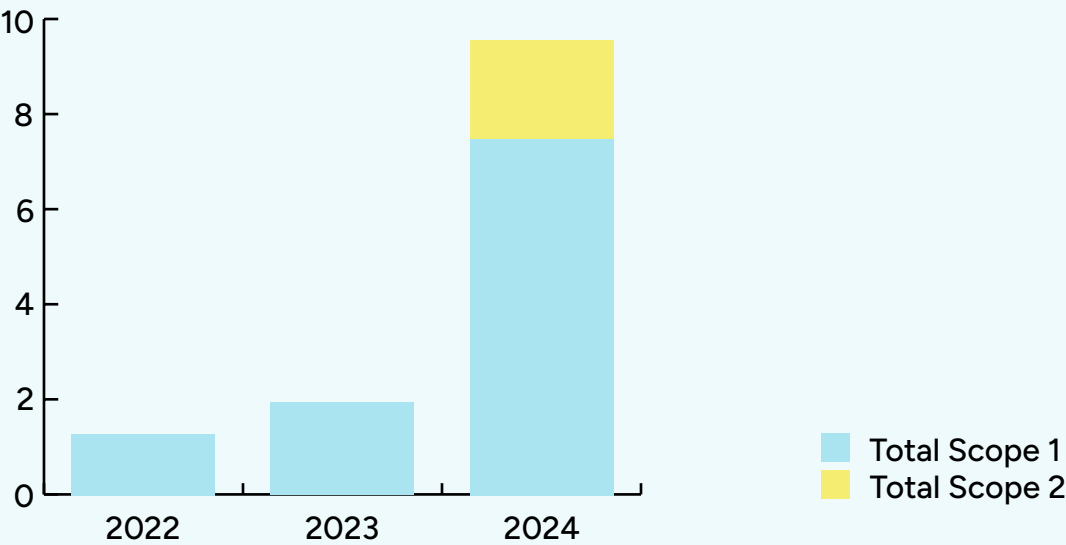
Our carbon emissions

Polestar Cooling

Starting this year, we have calculated our carbon inventory for Scope 1 and Scope 2 back to 2022. We will therefore consider 2022 our baseline year.

The factory is running on a 100% renewable tariff and has no gas usage. However, overall emissions have gone up through 2024 mainly due to expanded vehicle use by our new commercial team, who frequently travel to support customers nationwide.

Carbon emissions (tCO₂e) by category



The numbers

Scope	Emissions type	2022 Emissions (tCO ₂ e)	2023 Emissions (tCO ₂ e)	2024 Emissions (tCO ₂ e)
Scope 1	Gas	0.00	0.00	0.00
	Vehicle use – fossil fuels	1.28	1.94	7.47
	Total Scope 1	1.28	1.94	7.47
Scope 2	Electricity (market based)	0.00	0.00	2.06
	Total Scope 2	0.00	0.00	2.06
Gross total emissions		1.28	1.94	9.54

Reducing our emissions

Commuting

As part of our work on starting to understand our Scope 3 emissions, we conducted our first staff commuting survey so that we could calculate the carbon impact of commuting.

Our main office is based in Machynlleth, Wales. Although Dulas HQ is situated right next to the railway station, there are limited public transport options for many of our staff that live in more remote areas.

We wanted to understand the factors that influence our staff's decisions on how they travel to work, and what Dulas could do to help staff choose lower carbon commutes. Everyone got involved in generating and developing ideas as a result of the commuter survey, while a brand new postcode plot revealed increased opportunities for car-sharing.

July 2024 saw the launch of Dulas' 'Guide to greener commuting' which pulls together ideas and guidance on how we can work together to reduce the carbon impact of commuting.

With the launch of this new guide, Dulas introduced a 'Guaranteed lift home scheme' to increase confidence in commuting by car-sharing or public transport. The scheme ensures that car-sharing staff (both drivers and passengers) or team members using public transport for their commute can get home in the event of a home or family emergency, illness or a sudden change in work schedules.

Challenges to progress

Transport

Transport emissions from Dulas' company fleet are up – mainly due to an increase in site work for our Wind Monitoring division. We rely heavily on diesel 4x4s



'Find your perfect car-share partner'. Map from the Machynlleth office, encouraging staff to discuss car-sharing.

for accessing rugged remote terrain. We are keeping our eye on the evolving market for suitable low carbon 4x4 all-terrain vehicles so that we are ready to act when they become available – developing our vehicle replacement timeline to meet our pledge to convert to a zero emission fleet by 2030.

Any vehicle purchase now has to include a carbon impact

assessment in the business case. We have been using mapping to plot work sites and public chargepoint infrastructure to evaluate feasibility of switching to electric for remote site work in the future.

Buildings

Emissions from energy use in buildings are down – this is primarily due to the closure of our Stirling office. This was a managed

office where we could not switch to a green energy tariff.

We are still evaluating options for the switch from gas for our Machynlleth office. Plans to increase solar PV on the Machynlleth office have been delayed to combine them with the necessary roof refurbishment scheduled for next year.

Case study

Life cycle analysis of a solar vaccine fridge

At Dulas, we are always looking ahead and investigating new developments that can help to improve our sustainability efforts. Whilst we strive to reduce our environmental impact, we need to continue optimising our raw material choices and manufacturing processes and make it easier to safely dispose of our products at the end of their life.

Our engineers are currently developing the new range of #NextGenerationRefrigerators, with the aim to reduce the carbon footprint of our vaccine

refrigerators, considering both the environmental impacts of the materials and components and improving the options at end-of-life.

We had already started work on investigating the embedded carbon of one of our solar direct drive vaccine (SDD) refrigerators, when we were given the opportunity to support the University of Sussex with a practical project for their third-year engineering students.

As part of the 'Sustainability in Engineering' module, students

were given the opportunity to gain real-life industrial experience by exploring the sustainability of Dulas' SDD refrigerators. The students studied how the vaccine refrigerators are manufactured in order to propose options for reducing the range's carbon footprint. They considered:

- The environmental impacts of materials
- The environmental impact of different components
- Our manufacturing processes
- End-of-life options

To start the project, the entire student cohort was taken on a tour of the manufacturing facilities where Dulas' SDD refrigerators are made. This was followed by a lecture by our Sustainability Project Manager at the University's Falmer campus.

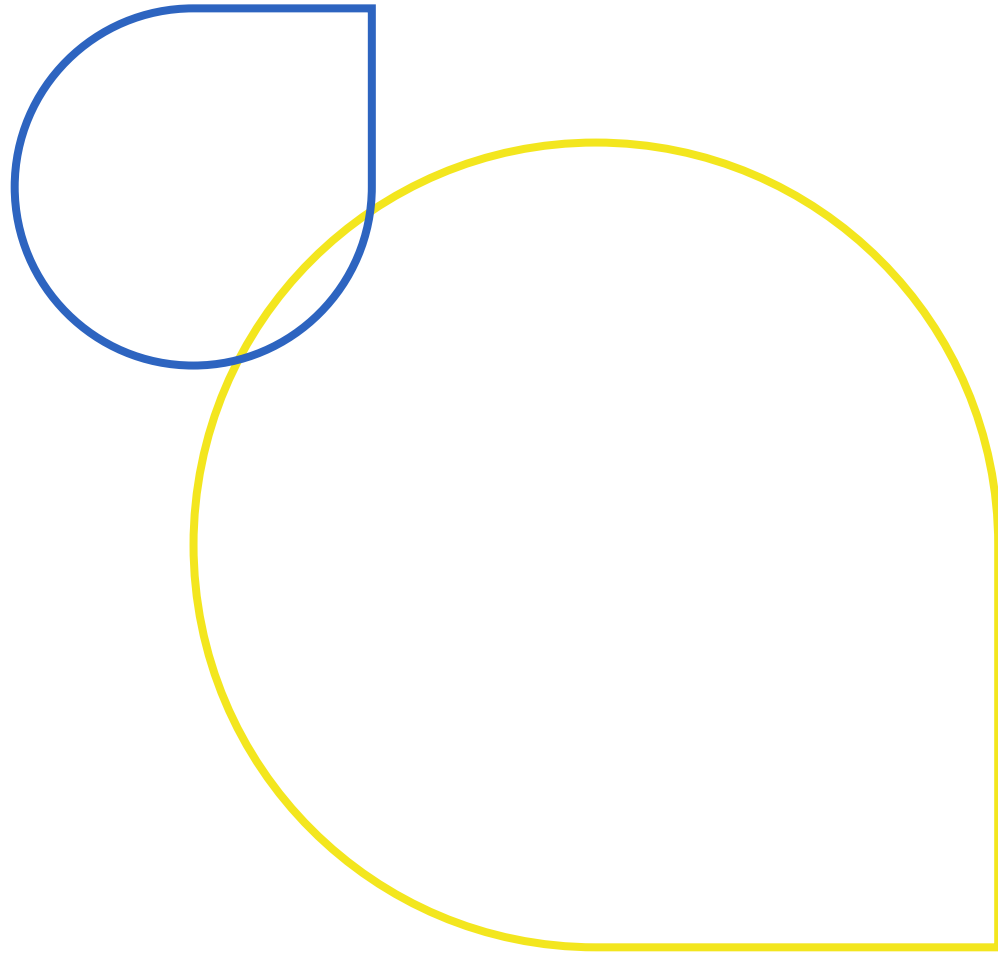
One group of students impressed us by developing a bespoke Lifecycle Analysis (LCA) model for us, which led to a summer internship for one of the students, to further refine this analysis.

This study gave Dulas an environmental profile of our SDD

refrigerators, including a 'score list' with environmental effects, showing us the most significant environmental problems or hotspots caused by our product, and at which stage in the life cycle these problems are caused.

The LCA contributes to highlighting opportunities for improving the environmental friendliness of a product, including the exploration of the impact of different materials and manufacturing processes.

The collaboration with the University of Sussex is ongoing.



UN Global Compact

The UN Global Compact provides Dulas and organisations like us with a framework for development and progress in our work. Through our work, we support the ambitions of the UN Global Compact both in the UK and in our work internationally, and are incredibly proud to champion the Sustainable Development Goals in our impact reporting.



UN Global Compact and the SDGs

Our progress: Building a fairer world

Since 2010, Dulas has been a participant of the UN Global Compact. This is our pledge to do business responsibly and provides us with a framework to play our part in combatting major global challenges including climate change, gender inequality, poverty, and poor labour conditions.

The UN Global Compact is the world's largest global corporate sustainability initiative and brings together businesses across the world to advance the UN Sustainable Development Goals (SDGs). The 17 SDGs represent aspirational targets for organisations to work towards, helping to create the world we all want to live and work in.

In the UK, participant organisations are brought

together by the UN Global Compact Network UK to proactively help and support each other to promote sustainable business practices.

In 2024 our EMD, Ruth Chapman, was appointed as a Trustee of the UN Global Compact Network UK, voted on by UN Global Compact Network UK members. In this role, she is leading the charge and supporting sustainable development and business practices in organisations all over the UK, including the progression of the SDGs.

In this section of our impact report, we look at how Dulas has contributed towards advancing the SDGs over the past year, powered by our commitment to ethical business practices.



"I'm honoured to be appointed as a Trustee of the UN Global Compact Network UK and look forward to playing a part in supporting the organisation to achieve its ambitions."

The UN Global Compact Network UK's work is fantastic in helping companies to make progress towards embedding the Sustainable Development Goals, inspiring action for organisations, and ultimately making business a force for good."

Ruth Chapman, Executive Managing Director

Communication on progress

Governance

Dulas was founded as a co-operative – and over 40 years later, we’re still proudly owned by our employees. That means every decision we make is driven by our people, our customers, and our mission to create a more sustainable future.

Our Executive Managing Director and the Board of Directors provide strategic oversight and support for embedding the pursuit of the Sustainable Development Goals into our business practices. As a co-operative, our Articles of Association clearly set out our values and principles which include ‘encouraging democratic participation by all Members in the affairs of Dulas, and fostering and promoting ‘Co-operative Values

and Principles’ in our own affairs and in commerce and industry generally’. This means that all members have the right to vote on key business decisions. The UN recognises the impact of co-operatives globally in addressing economic, social, and environmental challenges and has designated 2025 as ‘UN International Year of Co-operatives’.

Human rights & labour

The support for labour rights and decent work are set out in our Articles of Association. These commit us ‘to ensure sustainable and rewarding employment for employees, promoting and developing working practices which combat discrimination against people on grounds of

gender, race, age, sexual identity, disability, class or religion and to assist people in need by any means whatsoever.’

In 2024, we introduced two new policies to strengthen our commitment to ensuring a safe and respectful working environment for everyone (‘Sexual harassment’ policy and ‘Third party harassment’ policy).

We further enhanced our family-friendly work practices through an improved package of benefits including:

- More flexibility around when paternity leave can be taken, with the timeframe extended to 52 weeks.

- The right to request flexible work regardless of length of service.
 - A new ‘Carers leave’ policy which gives one week of paid leave each year to support responsibilities as a carer.
- We launched new supplier assessment and due diligence procedures to strengthen our understanding of risks in our supply chain, particularly around the environment, human and labour rights.
- ## Anti-corruption
- The senior management team continues to monitor business interactions to ensure that ethical business practices are maintained.

Equality

The composition of the Dulas Board is 40% female and 60% male.

12% of women hold managerial positions.

Our gender pay gap is 0%.

Communication on progress

Environment

Dulas’ Net Zero Action Plan sets out our Net Zero goals and our carbon emission reduction trajectory. Through our ISO 14001 Environmental Management Framework, our progress towards these targets is monitored through internal and external auditing.

For 2024, one of the company performance objectives was focused on actively engaging staff with our progress towards Net Zero. Staff were asked to demonstrate how they had contributed to the company’s Net Zero ambition of reducing emissions by 30% (from baseline) by the end of 2024.

In response to this challenge, staff actively implemented changes to reduce their impact, for example through choosing public transport, car sharing or the company EV for more trips.

Our plans to reduce fossil fuel consumption are set out on page 17 above.

CASE STUDY: SDGs in Action Focus on Supplier Engagement

We recognise that we can make a direct impact in promoting human rights, fair labour practices, environmental progress, and anti-corruption policies through our supply chain.

In 2024, we have introduced new procedures on sustainable and ethical procurement which include risk-based reviews of suppliers to strengthen verification of fair labour practices and ethical credentials.

Our new supplier evaluation and assessment procedures

will help us embed responsible consumption in our operations. As part of our commitment to ‘Race to Zero’, we also want to engage with our suppliers to understand their environmental commitments. We are asking suppliers whether they have targets to reach Net Zero and their actions and progress to date. All staff with procurement responsibilities underwent training on how to implement the new procedures in practice.

Selection of solar PV panel supplier

We have identified the purchasing of solar PV panels

as an activity where the risk related to human rights and labour may be particularly high and for this reason we take a full due diligence risk assessment approach.

We actively seek out manufacturers who have sustainability and ethical standards and certifications, and we ensure our values as a company align with those of our suppliers, taking note of where production facilities exist while also understanding other markets the manufacturers operate in.



Looking forward:

Our plans and priorities for 2025

2024 was an incredibly exciting year for Dulas, and we saw a large amount of change and growth. Looking ahead, we're excited to continue our journey, and to keep progressing against our business, SDG, and net zero goals.

Sustainable Development Goals

We are committed to renewing our focus on the UN's Sustainable Development Goals, with a particular focus on:

- Good health and well-being
- Affordable and clean energy
- Responsible Consumption and production



The work of Dulas' Life Sciences division focuses on supporting good health and wellbeing all over the world, from facilitating scientific and medical innovation to providing lifesaving medicine and vaccinations.

that last with as small an impact as possible.

UN International Year of Co-operatives

The UN has designated 2025 as 'UN International Year of Co-operatives', with the theme "Co-operatives build a better world". At Dulas, our co-operative structure is hugely important to us, as it drives us forward and helps us grow in directions that are beneficial to our business, to our people, and to the environment. We're proud to be a co-operative and are keen to play our part in addressing some of the world's biggest economic, social, and environmental challenges.

Policies and Partnerships

We know that our supply chain is one of the areas we can make the biggest impact, so we will be

focusing on supplier engagement, working with our supply chain to strengthen our commitments to net zero. We're also aiming to develop a Sustainable Procurement Policy that will guide our supply chain in the future.

We are continuing our collaboration with University of Sussex, supporting their 'Sustainability in Engineering' course and offering a 'Product Sustainability Internship' to students at the Polestar Cooling factory.

This year, we are also working towards an EcoVadis scorecard rating, giving us and our customers even more transparency on how we operate as a sustainable business.



In our Renewables division, promoting affordable and clean energy is one of our biggest drivers. We work with energy providers, landowners, local governments, and communities to help secure clean, local energy from renewable sources, while protecting our wildlife and local ecosystems.

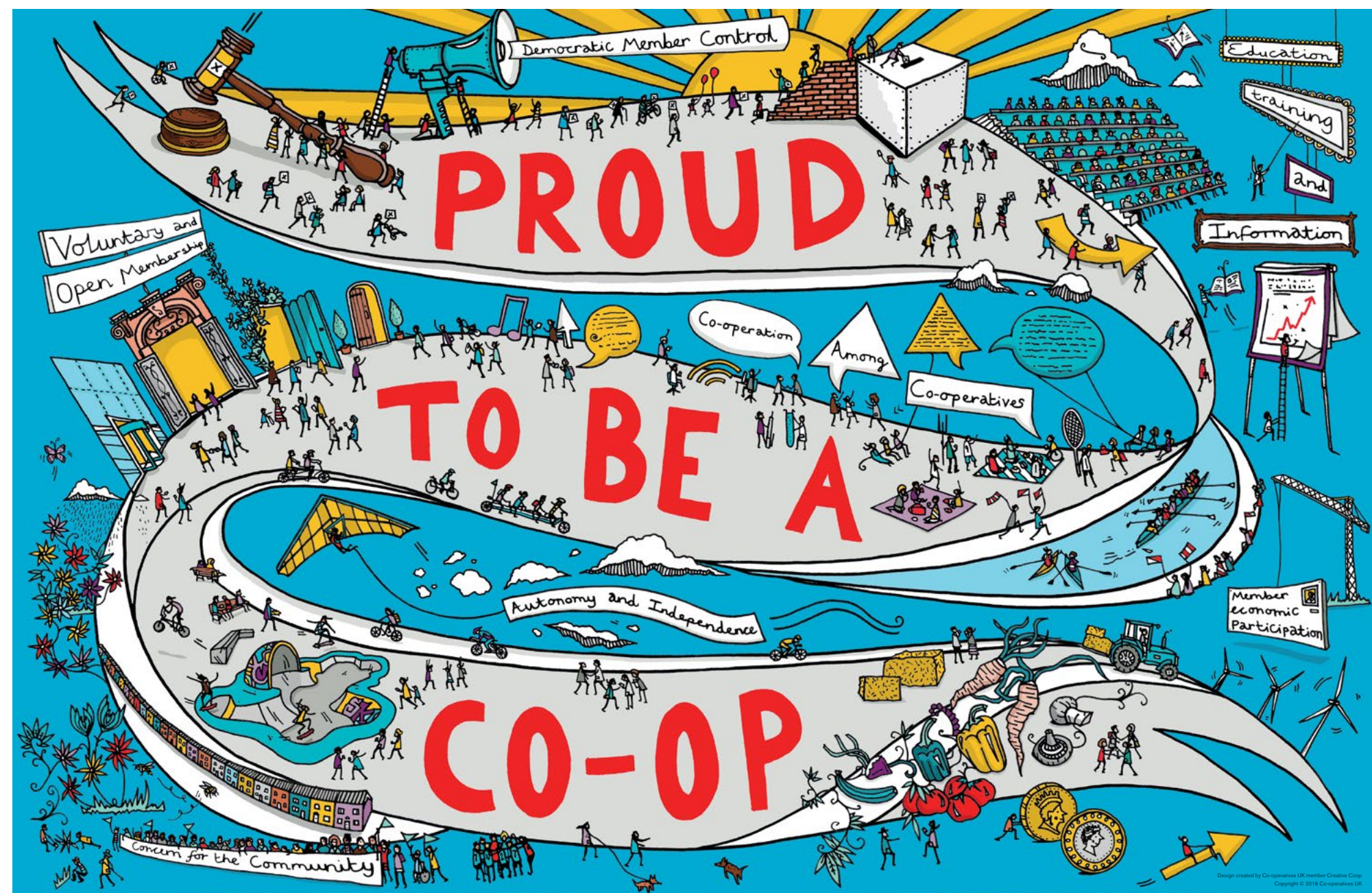
At our manufacturing facility Polestar Cooling, we will continue to examine the impact of our manufacturing processes, and work to operate in a more sustainable way, building products





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