

# 2024/25 Environmental, Governance & Social Report



Wescom Group is proud to support Ecologi's peatland restoration and conservation programme in Indonesia, helping to protect vital carbon rich ecosystems and biodiversity. This initiative plays a critical role in reducing greenhouse gas emissions and supporting long term climate resilience.

# Environmental, Social & Governance 2024-2025

Wescom Group unites a portfolio of trusted global brands delivering safety and survival solutions to harsh environments. These include Wescom Defence (pyrotechnics, training, and detection), Comet, Pains Wessex, and Oroquieta (marine pyrotechnics), sMRT (man overboard systems), ANP Pharma (remote medical supply), Eflare (LED safety beacons), and BCB International (soldier survivability and camouflage). Together, they represent over 150 years of innovation across defence, marine, and emergency sectors.



## A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER - ROSS WILKINSON

At Wescom Group, we believe long term success depends on acting responsibly, protecting the environment, supporting our people, and maintaining high ethical standards.

This year, we've strengthened our ESG approach, from enhanced environmental tracking to expanding our Journey to Zero Harm and ESG aligned supply chains. ESG remains central to how we operate and create lasting value.

## Ross Wilkinson

Chief Executive Officer

## JOURNEY TO

# ZERO HARM

Wescom Group's global Safety Culture Development programme, created in partnership with BB&A, promotes a consistent, leadership driven approach to safety across all sites. Developed with input from behavioural safety experts, it focuses on seven core areas, from risk management to communication, and includes all employees, contractors, and agency staff.

BB&A is supporting Wescom Group in embedding a deeper cultural shift, moving beyond compliance to build a proactive, values led safety culture where leadership accountability and individual responsibility go hand in hand.

- Zero Harm Principles implemented at all sites.
- Safety Leadership workshops running through 2024-2025.
- Accountability Framework ensures senior management drive compliance and culture.
- Bi-monthly safety campaigns target key behaviours and risks.
- Staff feedback actively shapes the programme.



# Our ESG Journey: 2024-2025 Achievements

In 2024, we achieved ESG Excellent in partnership with Sustainable Advantage, reinforcing our commitment to integrating environmental, social, and governance principles into our operations.



## ENVIRONMENTAL



1647tCO<sub>2</sub>e total avoided through projects including:

- Conserving the Amazon (Brazil)
- Peatland restoration (Indonesia)
- Renewable wind energy (Brazil)
- Fuel-efficient cookstoves (Uganda)
- Repairing water boreholes (Eritrea)



Implemented monthly waste tracking for general, recycling, wood, ash, and metal waste.

**100%**

renewable energy is now fully across our Germany site.

Reviewing packaging and supplier data to assess tax obligations and explore compliant alternatives.



**930** tCO<sub>2</sub>e

estimated offset in 2024 from business & employee travel.



Participated in Packaging Waste Extended Producer Responsibility (EPR) reporting.

**501**

total trees funded.



## SOCIAL



**HandsHQ**

was deployed for comprehensive health and safety training.



Rolled out our Employee Engagement Survey across regions and job functions.



**HEALTH HERO**

was introduced - a 24/7 employee mental health and wellbeing support service.



Social events and Employee Awards are held across all Wescom Group sites throughout the year, celebrating team achievements and strengthening connections company wide.

## GOVERNANCE

**18**

new policies supporting safety, compliance, and sustainability have been introduced.



JOURNEY TO

**ZERO HARM**

Implemented Zero Harm Principles, strengthened leadership accountability, and embedded a proactive, values led approach to safety across all sites.

We are increasing transparency and promoting responsible practices throughout our supply chain with...



New Supplier  
ESG Questionnaire



Responsible  
Sourcing Policy



Supplier Code  
of Conduct

# Our Purpose: Survival Solutions You Can Trust

Wescom Group is a global leader in the design, manufacture, and supply of high reliability survival products and technologies. From pyrotechnics and camouflage to medical kits and safety systems, our solutions support marine, military, government, and commercial users in the world's most demanding environments.

## Our Vision

To enhance human safety and survival in the world's harshest and most challenging environments.

## Our Mission

To deliver the highest quality range of survival solutions to our customers, providing users with absolute confidence when they need it most.

## Our Values

We act with integrity, champion safety and innovation, and work collaboratively. We value diversity, support our people, and make sustainable, ethical decisions in everything we do.

## Meet Our ESG Team

Our ESG programme is led by a cross functional team. Working across all Wescom Group entities, the team ensures that ESG principles are embedded into business decisions and daily practices.

Key responsibilities include:

- Driving measurable progress across ESG goals
- Maintaining regulatory compliance and voluntary reporting
- Engaging employees in health, safety, and environmental initiatives
- Ensuring supply chain due diligence
- Reporting transparently to internal and external stakeholders



**Ross Wilkinson**  
Chief Executive Officer



**Matt Oakley**  
Group HSE Director



**Ben Mellors**  
Managing Director



**JP McKnight**  
Group Supply Chain Manager



**Wils Whatley**  
Executive Assistant



**Martina Froberg**  
Head of Purchasing



**Leanne Millar**  
Chief Financial Officer



**David Griffiths**  
Vice President - Defence Sales



**Frances Hunt**  
Head of Defence Marketing



**Tracey Darby**  
Head of People & Culture (Group)