

BUILDING A SUSTAINABLE FUTURE -

CIRCULAR ECONOMY

A core element of sustainability at **REARO** is working in closed cycles. We source our wood from sustainable forests, and we give valuable resources many lives. At the end of their useful life, most of our products are also recycled. This allows the cycle to continue.

We hold ISO 14001:2015 certification

71% of our products can be materially recycled after use







baseline emissions reduction by 2038.



of our factory waste is recycled.



tonnes of timber waste recycled annually.

SUSTAINABILITY PARTNERS

REARO works with its partners to create a sustainable, closed-loop recycling system. **Dow Group** help us track, monitor and reuse all our waste, using bio-mass and other waste to generate power, and minimise landfill, while wood-based material is reprocessed by **Timberpak**, themselves part of an international cradle-to-cradle wood-based product manufacturer.











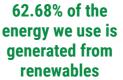


Scottish Enterprise advise us on energy transtition and reporting, allowing us to innovate and scale, while we partner with **TreeApp** to create local jobs, reduce pollution and plant carbon-trapping trees worldwide. Our collaboration with our partners is a key component of our sustainability strategy, emphasising responsible waste management and the reuse of materials.

REARO TODAY...

RESPONSIBLE PRODUCTION

Electricity and heat are generated from waste residues that we cannot reuse. **REARO** takes its responsibility for climate protection seriously and is committed to the Net Zero target by 2045. To achieve this, we continually invest in renewable energy in our ISO 14001 accredited manufacturing facility.





Our delivery fleet is used to 89% of load capacity





trees planted in the UK with our partners.

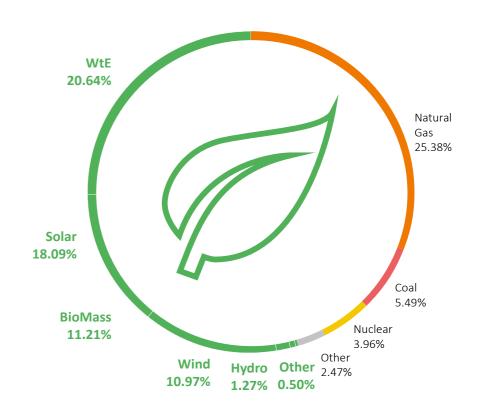


kilograms of CO₂ absorbed annually.



of the wood used in our wood-based materials comes from recycling.

HOW OUR **POWER** IS SOURCED



PART OF A **GROWING COMMUNITY** -

PEOPLE FIRST

REARO isn't just a family-run business; it's a family affair. Second-generation employees work alongside some of the original team, creating a unique, close-knit atmosphere. For over 30 years, our Glasgow headquarters has been a local cornerstone, nurturing talent and giving back to the community. We're passionate about passing on our expertise, mentoring the next generation through apprenticeships and school partnerships.

Second-generation employees work alongside some of the original team



We mentor the next generation through apprenticeships and school partnerships

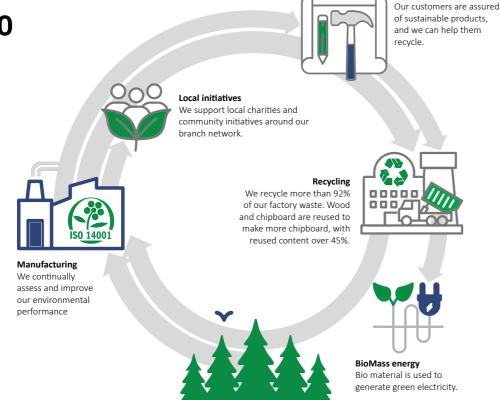








THE **REARO**CIRCULAR ECONOMY



Sustainable forests

All of our wood is sourced from sustainable forests. We only buy timber from certified

REARO TODAY...

COMMUNITY FOCUSSED

REARO is not just about surfaces; we're about community. Our support for local sports teams runs deep, kicking off with long-standing partnerships with Scottish Premiership team St. Mirren FC and West of Scotland league stalwarts Neilston FC. From sponsorship to helping with new building projects, we're committed to fostering relationships within our local communities.

We support local foodbanks from each of our branches



We help First Steps
Future Training
empower individuals
to gain skills











REARO demonstrates its commitment to the communities in which it works by being a major sponsor of foodbanks and seasonal toy banks in the local communities we serve. **REARO** partners with **First Steps Future Training**, a Glasgow-based employment charity, to provide work opportunities for under-privileged young people, aiding hundreds in finding a future since 2013.









REARO is known for its craftsmanship, but it is our commitment to inclusivity that truly sets us apart. We enabled our employees to learn British Sign Language (BSL) to accommodate a deaf colleague, earning praise from a sign interpreter. We offer paid driving lessons to our apprentices, encouraging independence and confidence. **REARO** is a company that values craftsmanship, community, and inclusivity.



...AND **REARO** TOMORROW.

OUR STRATEGIC GOALS

At **REARO**, we have always believe our responsibility extends far beyond the products we create. We're deeply committed to sustainable practices that positively impact our production, our dedicated employees, and the wider community. Our approach is driven by a clear, company-wide sustainability strategy, directly inspired by the UN's 17 Sustainable Development Goals, which we've distilled into five strategic priorities that guide our actions. We believe in open communication, sharing our objectives, the measures we're taking, and the progress we achieve with complete transparency. Sustainability isn't just about ticking boxes; it's about building a legacy, managing our business with a genuine consideration for the generations that will follow. We see it as our duty, and our privilege, to create a future we can all be proud of.



Closed cycles are at the heart of our business model.



People are the most valuable part of our family business.



Step by step, we are reducing our carbon impact.



We continually assess the sources of the energy we use.



We are committed to using clean and environmentally friendly technologies.

n in

CLIMATE POSITIVE

OUR COMMITMENT

We aim to reach Net Zero emissions by 2045 across our entire business and value chain to help tackle climate change.

OUR GOALS

By 2038

55% reduction in baseline emissions from our production facilities.

By 2045

Achieve Net Zero emissions for our entire business and value chain.

NATURE POSITIVE

OUR COMMITMENT

We aim to champion sustainable practices and harness innovation to protect forests and environmental diversity.

OUR GOALS

By 2026

Ensure all wood-based products we use are sourced from sustainable forests.

By 2030

Achieve our factory waste recycling and reuse

By 2045

Ensure our supply chain partners are committed to achieving our shared goals

OUR COMMITMENT TO NET ZERO

REARO is committed to reducing its climate-impacting greenhouse gas emissions. **REARO** is committed to reaching its Net Zero target by 2045.

- We are committed to achieving Net Zero by balancing our produced emissions with those removed from the atmosphere.
- Our focus is on direct emission reduction within our value chain, not on external offsetting.
- We are implementing an ambitious, forward-thinking climate strategy to minimise our carbon footprint.
- We aim to achieve Net Zero emissions by 2045 through consistent and progressive reductions.
- We conduct regular, detailed Corporate Carbon Footprint analyses with our partners to monitor and drive our objectives.
- This analysis encompasses direct emissions from production, as well as indirect emissions from purchased energy and the entire value chain.
- We will engage with industry leading bodies to ensure our Carbon Reduction Plan complies with PPN 06/21.
- We have established clear milestones to guide our Net Zero journey, and are actively implementing them.

Scope 1

Reduction by 80% in direct emisssions by 2045.



Scope 2

Reduction by 80% in indirect emisssions by 2045.

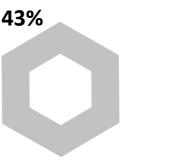


Scope 3

Reduction by 80% in indirect upstream and downstream emisssions by 2045.







Direct emissions from our production

Direct release of emissions in our factory and our fleet.

We will reduce our Scope 1 emissions by at least 80% by 2045 (from 2024 base above).



Indirect emissions from purchased energy

Indirect release of climateimpacting emissions through purchased electricity.

We will reduce our Scope 2 emissions by at least 80% by 2045 (from 2024 base above).



Indirect upstream and downstream emissions

Indirect release of climateimpacting emissions in our upstream and downstream value chain.

We will reduce our Scope 3 emissions by at least 80% by 2045 (from 2024 base above).

THE **REARO** MANAGEMENT SYSTEM

REARO's integrated management system, structured on ISO 9001:2015, streamlines operations for continuous improvement and rigorous adherence to standards. Through unified processes and specialised procedures, it consolidates management systems, while annual context analyses identify and mitigate risks. The system incorporates the requirements of various standards and guided documents to regulate all work procedures.







ISO 45001:2018
Occupational Health and Safety
Certificate No. HS1330

ABOUT **REAR®**











REARO is a leading UK manufacturer and supplier of high-quality surface solutions for both commercial and domestic markets. Born in rugged Shetland, and with over 30 years of experience, we offer a wide range of products, including our flagship Selkie Board shower panels, kitchen worktops and splashbacks, wall linings, washrooms and toilet cubicles, solid surface wash troughs, and integrated panel systems. Serving everyone from healthcare and education to leisure and retail, **REARO** is the trusted choice for architects, designers, and homeowners seeking quality and style.









