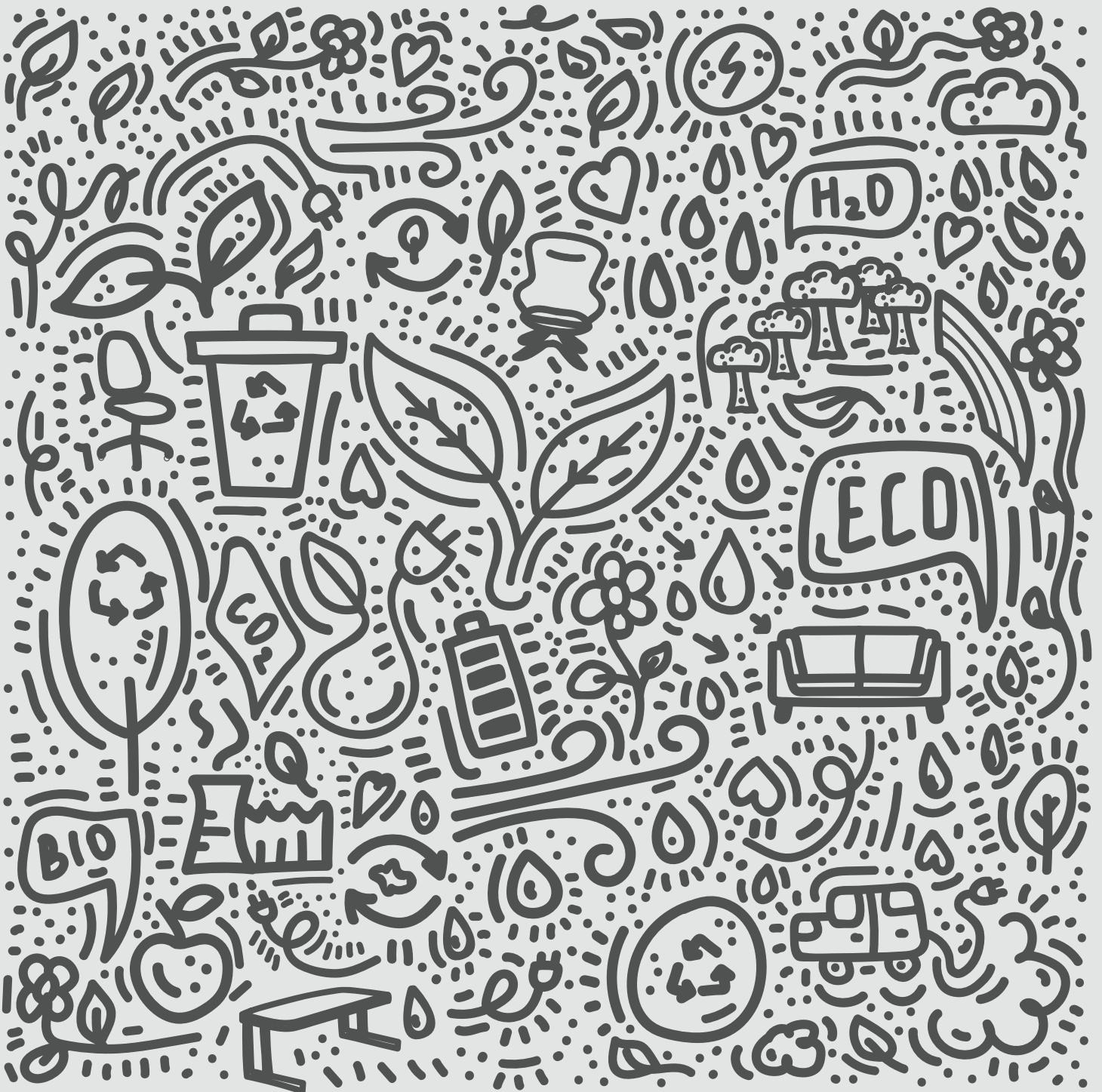


CSR 2022

The logo for 'dams' features the word 'dams' in a bold, red, lowercase sans-serif font. To the right of the text is a square icon divided into four smaller squares. The top-left square is white, the top-right square is blue, the bottom-left square is red, and the bottom-right square is white.

Corporate & Social Responsibility report



Introduction

The philosophy of Dams for over 50 years has been to achieve affordable, consistent growth using our expertise in product innovation, depth of product range, coupled with continual investment in manufacturing excellence with unrivalled logistics.

In order to succeed, we believe that we must meet high standards of corporate behaviour. Dams recognises its Corporate and Social Responsibility and believes 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.

Dams 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.



Chris Scott, Managing Director



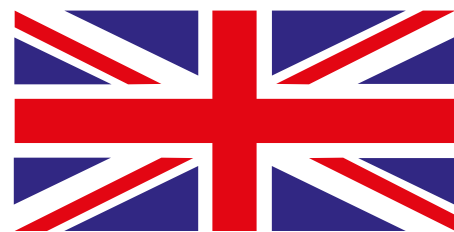
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- 1 - Accreditations and certifications
- 2 - Environmental (Fighting climate change)
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Looking towards the future

WITH OVER 50 YEARS OF INDUSTRY EXPERIENCE

We work exceptionally hard here at Dams to ensure that we're doing the right things, in the right way. Dams have high standards, and with that in mind, you'll be pleased to know that we have a number of industry recognised accreditations and certifications that demonstrate our commitment to excellence.



1 Accreditations & certifications

When Dams opened our new upholstery factory in 2019, which brought all our manufacturing and assembly together on one large site in Knowsley, Liverpool, Dams made a strategic decision to upgrade our quality management and environmental management systems to the latest ISO standards.



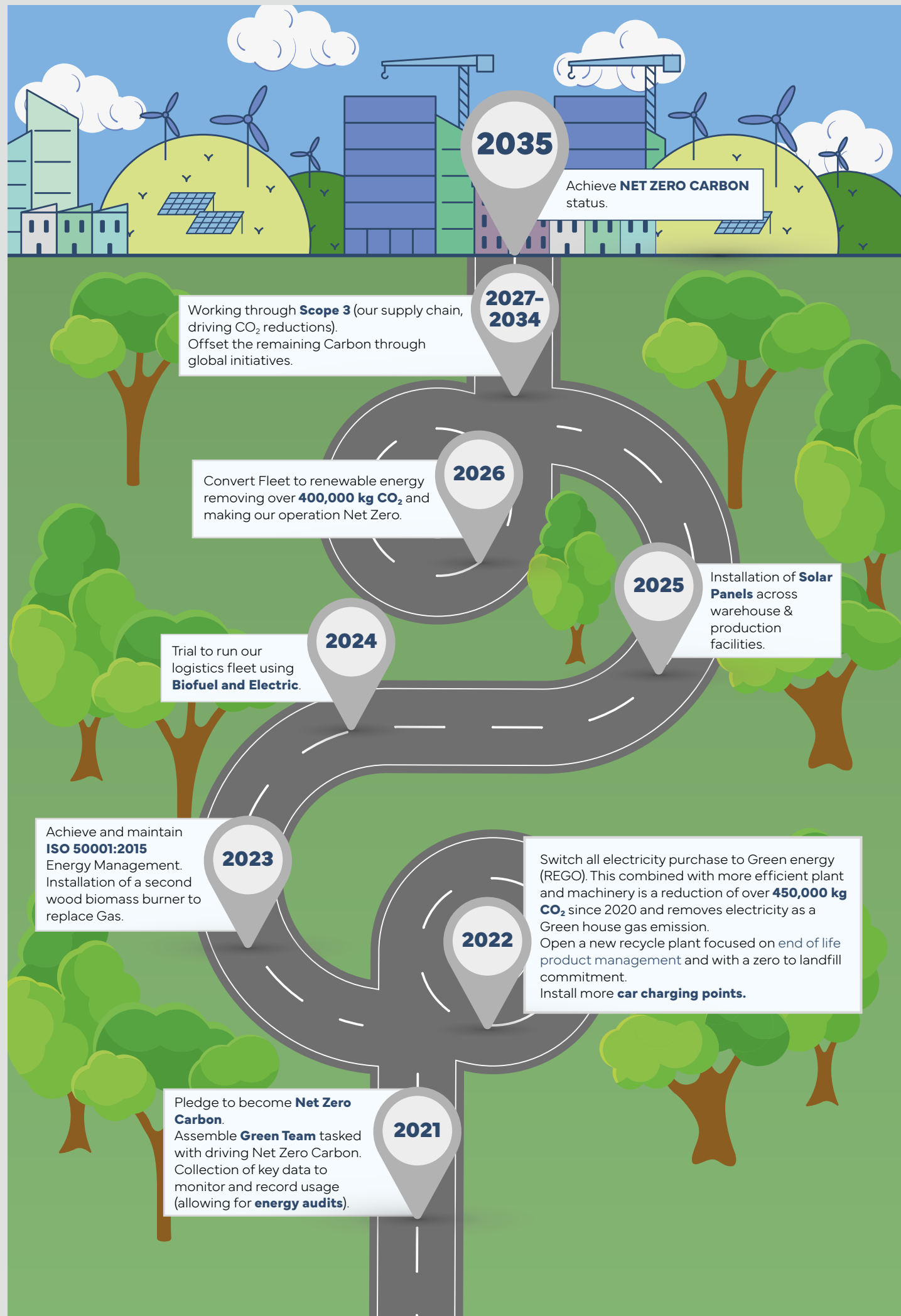
FSC® certified products available on request



Quality comes in many parts and at Dams we test and certify our products with the industry leading organisations such as FIRA and SATRA. Products tested to British and European standards provide additional peace of mind for customers that furniture purchased from Dams will not only offer a robust solution, but will also stand the test of time.

Dams are delighted to have been awarded the ISO9001:2015 certification, which is an internationally recognised standard that ensures our products and services meet the needs of customers through an effective quality management system.

We are full members of the Furniture Industry Sustainability Programme (FISP), hold certification to ISO 14001:2015 Environmental Management Systems (EMS) and have systems in place to meet and exceed the guidelines laid out in the UK Government Greening Commitments 2021 to 2025.



Environmental

(Fighting climate change)

2

To improve Dam's environmental performance last year, we engaged with EcoVadis, the world's most trusted provider of business sustainability ratings, intelligence, and collaborative performance improvement tools for global supply chains. EcoVadis's easy to use and actionable sustainability scorecards provide detailed insight into environmental, social, and ethical risks across 200 purchasing strategies and 160 countries.

They analysed our performance and benchmarked us against the worldwide Furniture Industry on 4 main categories:

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

In July 2021, we were awarded a Silver Sustainability Rating and are using their report and analysis to improve our sustainability factors across all areas of the business.

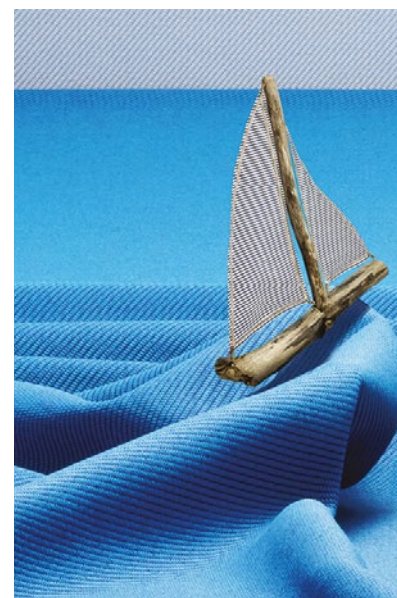
During the latter part of 2021, we partnered with Businesswise Solutions to install many monitoring devices across the business to gather data and establish our high energy uses for equipment and look for anomalous energy usage. This data is monitored regularly and we are inputting initiatives to reduce our energy consumption and run our business efficiently.

Dams are on track to achieve Netzero carbon status by 2035 – well in advance of global government targets.

We set out all design briefs to maximise the use of recycled content and the potential for 100% recyclability as per principles of ISO/TE 14062:2002. Dams purchase FSC certified timber-based products which ensures product is only sourced from managed, sustainable, and legal forests.

We select materials that have high sustainable environmental credentials and can be recycled at the end of life. As an example, one of our fabric manufacturers 'Camira' have introduced a new range of Sustainable Fabrics which we are promoting:

- Oceanic: made 100% Polyester from Land and Sea Waste. (50% Recycled Plastic Bottles from the Ocean and 50% Recycled Bottles from the Land)





Energy Savings

Dams 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.

Since 2018, we have reduced our consumption of electricity and gas by over 20%.

Environmental upgrades

One of the measures we've recently improved is our dust & fume collection system in our manufacturing facility by applying technology and controls from our partners Ecogate. Air quality, electricity use, noise levels – all of them are improved. The direct savings in electricity that result from the installation of our Ecogate system improves the lives of our customers, the performance of the businesses, and the health of our planet.

In the past year we have also invested heavily in safety including major upgrades to fire alarms & smoke detection systems, machine upgrades to include new guarding & electronic safety devices, and more frequent checks of our mobile plant & work equipment resulting in repairs & maintenance.

We've overseen a 25% reduction in CO₂ in our manufacturing operations since 2019



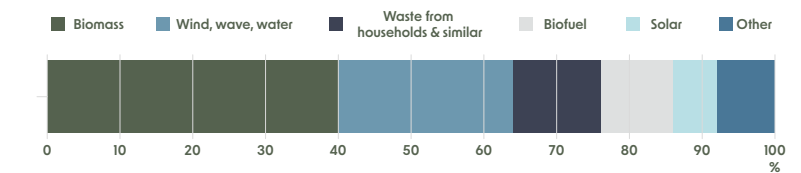
Biomass boiler

We operate a Biomass boiler to incinerate waste timber and wood dust. This energy recovery solution means Dams can heat our 200,000 sq. ft. factory and offices and are using our waste to reduce demand for oil and gas. As a result of these boilers Dams are part of the of the RHI (Renewable Heat Incentive) Scheme.

Any remaining wood waste is collected by Wood Recycling Company Bodens and transported to their re-processing site in Manchester which is then recycled into Animal Bedding, Pet Products, or Biomass Wood Fuel ensuring no wood waste is sent to landfill.

Almost 40% of energy consumption from renewable and waste sources is from biomass

Energy consumption from renewable and waste sources, by source, UK, 2017



Source: Office for National Statistics - UK Environmental Accounts: 2019

1,167,937 kWh energy produced in the biomass

In-house recycling



We're committed to minimising waste and then reusing or recycling as much waste as possible. Throughout our operating site, there are recycling points for paper/cardboard, metal, wood, plastics, and much more, and this initiative has more than doubled the volume of recycled waste sorted.

Last year we recycled a massive 150 tonnes of cardboard, 50 tonnes of plastics and 50 tonnes of metal - all of which are improvements on the previous year.

GENERAL WASTE Glass & plastics Food packaging Coloured polythene/ Plastic	PAPER/CARD Cardboard (non food) All paper	CLEAR POLYTHENE All types of clear polythene (no bottles, food wrapping)	FOAM All waste foam	EDGING TAPE & SWarf All edging tape & swarf
EMPTY GLUE BOTTLES Glue bottles only	AEROSOLS All empty aerosol cans	HARD PLASTICS Hard plastics (Seating)	WOOD Frame section wood waste	METAL All waste metal items

Social Values4

Dams work to create new opportunities, promoting wellbeing and reducing inequalities within our local area of Merseyside 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.

97.5% of staff from the local community.

Dams 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.



Apprenticeships

We are members of Knowsley Chamber of Commerce and have trained 3 Apprentices over the last two years in Modern Upholstery within our Upholstery Department and Electrical Apprenticeships within our Factory in association with the North Lancashire Training Group (Investors in People Accredited and Disability Confident) and Riverside College in Widnes & Runcorn. Currently we are looking to fill the following apprenticeship roles:

- **Modern Upholstery**
- **Sewing Machinists**
- **HGV Drivers**
- **Warehouse Operatives**

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.



Equality

Dams 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. Our recruitment materials, sources and practices are structured to avoid any bias within the recruitment process.



OVER A QUARTER OF MIDDLE OR SENIOR MANAGEMENT TEAM ARE WOMEN

Health & safety

We have continued to invest in safety training including 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.



5 Health and wellbeing

(Employee benefits)

We are members of Smart Go Merseyside (part of a National Service to help employers encourage low carbon transport by providing offers on buses, trains, electric vehicles, gyms and more) which demonstrates our commitment to our local environment.

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

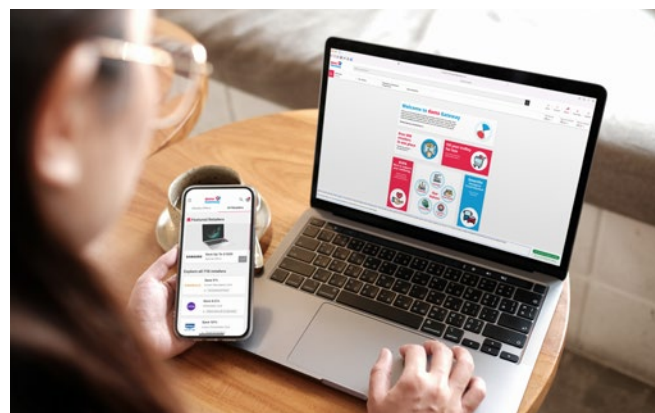
We offer an Employee Assistance Programme – Care First BUPA (Mental Health Support Helpline) which provides a counselling support service for any personal, work or family issues. Our provider Care First is open 24 hours a day, 7 days per week.

We also operate a Simply Health Cash Plan – Simply Health allows employees to claim back the cost of regular health appointments and treatment, like the dentist and optician. They can also claim back the cost of less frequent healthcare, such as a visit to a chiropodist or a physiotherapist.

We have also introduced Dams Gateway App which offers our employees savings on food, clothes, utility bills and even insurance.

Mental health

Often mental health is not visible, but just because we don't see it, it doesn't mean it's non-existent. At Dams we understand the positive impact that healthy and engaged employees make to the success of the business. Our HR Department have successfully completed the Mental Health First Aid Certification course which will equip them with the knowledge to identify those who require mental health support and the confidence to help Dams employees where required.



100% OF DAMS EMPLOYEES ARE PROVIDED WITH HEALTHCARE BENEFITS

Charity Work

Dams have a Charity Committee whose remit it is to develop and implement the company's CSR policy and monitor its effectiveness, its impact, as well as raise money for our chosen beneficiaries. The charity committee includes employees of different levels with one representative from each department who is the chosen voice of their work colleagues.

In addition to the company's charitable work, Dams also understand that the company has a responsibility to the local area and constantly strives to find new ways to engage with local communities to improve people's lives. One such partnership is with the Centre 63 Youth & Community centre in Knowsley, Merseyside. Dams have been supplying Centre 63 with chairs, sofas, desks, cupboards, and other furniture, which they up-cycle and either sell on to provide funds to run Centre 63 or donate to the local community.



Recently we have supported local charities such as, The Big Help Project and O.L.L.Y children's charity to set up new office and breakout areas but we want to do more. If you are a charity, school, non-profit organisation or a start-up and need help with furnishing, please get in touch with one of the team at donations@dams.com

Merseyside Dogs Home

Dams have been supporting Merseyside Dogs Home, making and donating dog beds, designed and manufactured in-house, and providing supplies such as dog food, toys and cleaning equipment to help in the day-to-day running of the dogs home.



stars stars stars stars **Schedule of events** stars stars stars stars

MINI EGG GUESS 14 th April	BAKE SALE 27 th April	WIRRAL WALK 22 nd May
FOOD COLLECTION 30 th June - 2 nd July	LIVERPOOL > CHESTER RIDE 3 rd July	ZIP WIRE 16 th July
GOLF DAY 8 th September	FIRE WALK 16 th September	SKY DIVE 26 th September
TOY DONATIONS 1 st - 30 th November	CHRISTMAS JUMPER DAY 9 th December	PLUS MORE TO COME OVER THE YEAR ...

Get Involved!
For any more information or to register your interest email your name and department to charity@dams.com
Let's all get together and help raise money for some great causes!

Our chosen charities

2022 Charities

Our Charity Committee is working with Claire House Children's Hospice and The Big Help Project in 2022 with exciting and challenging fund raising 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.



The Big Help Project

(Knowsley Food Bank) is a multi-award winning national charity with clear aims; to feed the hungry and work with people who are in poverty to help them overcome crisis to create opportunities for a better future.



To celebrate our 50th anniversary, we set ourselves a challenge to raise £50,000 for charity over 12 months. Dams not only smashed through their £50,000 target but managed to raise a grand total of £61,336 for their chosen charities – Alder Hey Children's Hospital and the British Heart Foundation.



Furniture recycling

As part of our sustainability programme we have been involved in recycling, repurposing, and donating office furniture for many years

Office Furniture Recycling Solutions (OFRS) is our internal recycling and re-manufacturing department. One of the services offered to our business partners is the removal and disposal of redundant furniture to ensure products don't end up at landfill sites. We offers customers the opportunity to coordinate with our furniture and delivery services so unwanted office furniture is removed and brought back to our premises.

Donating

For furniture still in a reasonable condition or requiring minimal fixing and re-work, we will donate in the local community, supporting local charities, schools, non-profit organisations and start-ups with free office furniture for them to use.

Re-purposing

For furniture in need a bit of work, but too good to dispose of, we have a team of skilled furniture makers who specialise in updating and re-working the product for it to be re-used, possibly modernising the product and changing the aesthetic.

Recycling

For furniture beyond repair, we will break down the product and recycle the various materials. Office furniture is typically made up of wooden panels, metals fixings, plastics, fabrics and foams, all of which can be recycled supporting a circular economy.



We also work with Homeserve to repair and clean our soft seating products on site where possible to limit parts being sent to landfill.

Furniture upcycling



There are a number of innovative and aesthetically pleasing methods to incorporate sustainable furniture materials throughout the workplace. One of the most popular being upcycling. Otherwise known as creative re-use, this involves transforming waste or unwanted objects into a product of higher quality and environmental value. The end result is often a bespoke piece of furniture, which adds both character and a personal touch to the office space.

Preventing any products from going to land fill reduces a business's carbon emissions and with more companies taking a more sustainable approach to office refurbishment we are experiencing increased demand for our recycling solutions.

Although recycling furniture comes at a cost, it avoids the negative impacts associated with landfills.



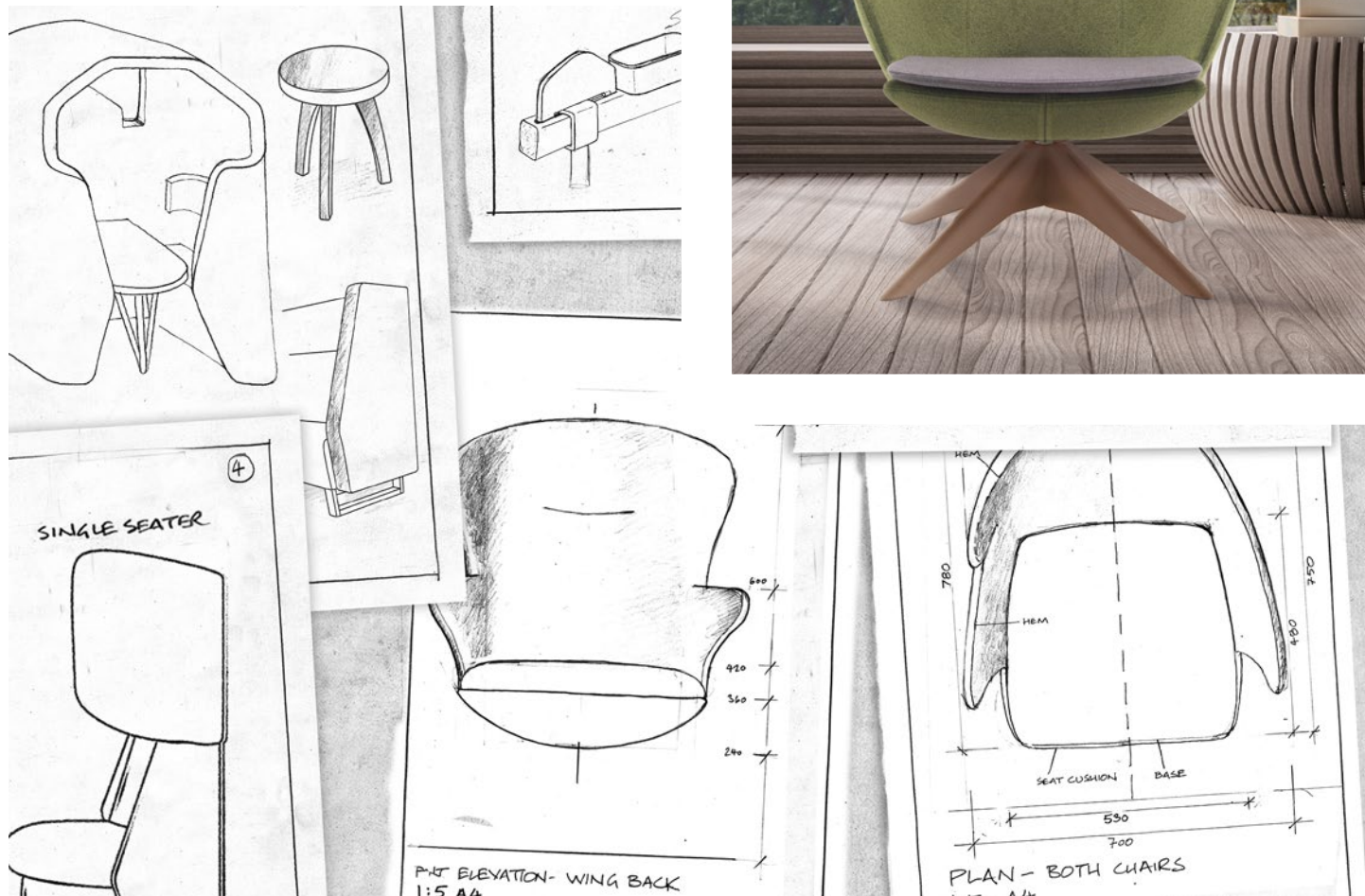
Over 5,200 items prevented from going to landfill in 2021

Sustainable **product design**

At Dams we design and make intelligent products that are manufactured to meet real needs of the office furniture industry, and whose life span is appropriate to their use. We are committed to bringing our clients unique product offerings that are sought after for their compelling design, superior quality, and exceptional value. Our key industry knowledge and experience drives the highest levels of product quality, using the latest technology and high-grade sustainable materials.

We work in collaboration with our customers to design new products, manufacturing prototypes, evaluating and assessing before testing in-house. We ensure all products are fit for purpose, contain materials that minimise any environmental impact and comply with UK and European Quality Furniture Standards.

Our R&D Product Designers maintain current knowledge of the latest sustainable initiatives by accessing articles such as: Mix Interiors; Roundtable Articles and Trends (Collaboration, Sustainability, Flexibility, Smart Tech and Wellbeing), Research Portals, White Papers, Attending and Exhibiting at Office Furniture Exhibitions (Workspace and Clerkenwell Design Week).



We are members of FIRA (Furniture Industry Research Association) and CFAS (Commercial Furniture Advisory Service) which gives us up-to-date knowledge and details on new product innovations within the furniture industry. We also get regular product updates from our Supply Chain on their latest design and environmental initiatives which helps us share best practice.



From product inception through to manufacture Dams work to a cradle-to-grave philosophy.

Our underside tops are multi drilled to enable their use across differing leg frames from desktops to table tops. This extends the life of a product.

Our Products are manufactured and assembled using simple hand tools which will allow the products to be dis-assembled easily and reconfigured where necessary.

We hold FSC Chain of Custody (INT-COC-002123) which can lead to credit awards for BREEAM Fit-out and Refurbishment Projects.



The mark of responsible forestry
FSC® certified products available on request

MANUFACTURING WASTE TO LANDFILL = ZERO

Product **life cycle**



Dams after sales team has a dedicated parts and service department to extend the useful life of our products. There is no reason that a chair should go to a landfill simply because a castor breaks, or a desk should go to the tip because one of the feet has snapped due to some unforeseen incident.

We design our products with components that are recyclable whenever possible and easy to replace when there's wear and tear to fix or aesthetic updates to make, and for recycling at the end of their life cycle.

**£4.8M spend
with local
suppliers
(<50miles) in
2021**

Supply Chain 9

Dams have long standing relationships with our raw materials, componentry and finished goods suppliers. 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 Dams dual source critical raw materials, components and finished goods which maintain a reliable supply chain during peaks, low stocks and other supply chain issues.

We work with leading UK industry partners on steel, fabrics and task seating components and are committed to and responsible for the continual improvement of our environmental performance. We carry our regular reviews of our Supply Chain to ensure that they have maintained their Environmental ISO Certifications; and ensure we share best practice.

Dams 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. Dams 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**

Dams recognise that sourcing products locally can play a great part in reducing our company's carbon footprint. To that end we are always looking for UK based component suppliers. This provides work for people who contribute towards the UK's economy and considerably reduces our carbon footprint through greatly reduced transport requirements.

Dams Anti-Slavery Policy and Modern Slavery Annual Statement is published online (verified for compliance by The Business and Human Rights Resource Centre on behalf of The Home Office). 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 (0800 0121 700).

Alternatively, incidents can be reported directly to our HR Manager or Purchasing Manager for investigation. Any report and findings are sent to our Managing Director to action. This could involve re-training our supplier on Modern Slavery or alternatively contract termination. No incidents have been reported to date.



Sustainable manufacturing

Dams UK manufacturing operations are made up of a wood mill and upholstery factory. We cut, edge, and finish all our MFC products, design the steelwork and upholster our own seating ranges at our state of art production facility.

The business has invested heavily over the last 3 years in its production facilities and manufacturing machinery. We opened a new upholstery facility in 2019 at a cost of £4.5 million and have also invested over £2.5 million into new machinery, which has given us greater efficiencies and quality of product.

As our turnover increases, we benefit from economies of scale within both our distribution network and from increased purchasing power within our supply chain. We have a over £5m Finished Stock holding covering over 9,500 product lines and a national delivery network already servicing over £51m turnover of office furniture and soft seating business.

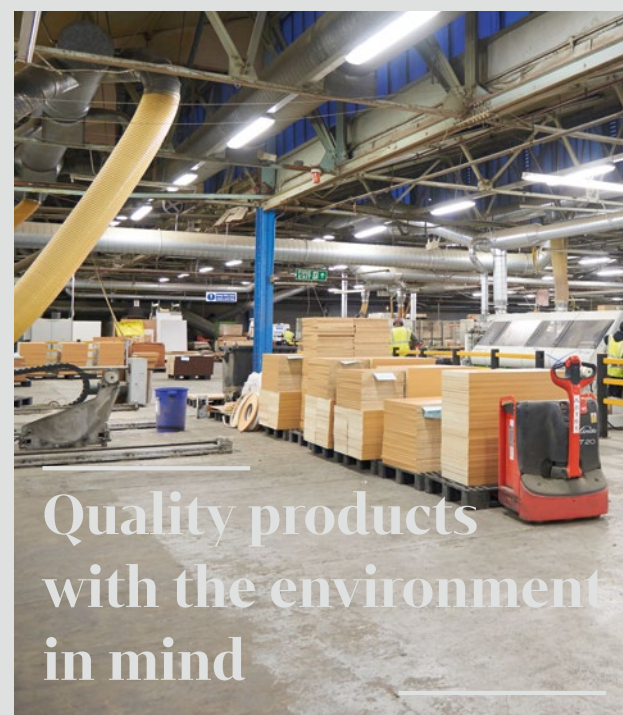
When Dams Furniture obtained ISO 9001: 2015 in August 2019 it demonstrated to our UKAS & ASI Accredited Certification Body a high degree of compliance and a committed approach to driving business improvements and product innovation using our Quality Management System.



IN 2019 WE WERE AWARDED MANUFACTURER OF THE YEAR

At Dams we drive our business towards quality of manufactured product lines to ensure Zero defects. We design and manufacture all products to the latest British and European Standards and ensure our product ranges are FIRA/SATRA tested for Safety, Strength and Durability.

- **All the foam used by Dams has also passed the rigorous Crib 5 test, which refers to material or furniture that's been tested to pass UK Fire Regulations, also known as the cigarette and match test.**
- **We now only use water based adhesives in our manufacturing processes, being low in VOC content, safer and more environmentally friendly**
- **We have also entirely eliminated the use of CFCs and HCFCs in all our manufacturing processes to protect the ozone layer.**



Quality products
with the environment
in mind

Continued investment

Dams Furniture is a UK manufacturer of Office Furniture and Soft Seating products. We have invested over £7m in the last five years in efficient production systems and machinery to support our UK quality manufacturing operations.

We have recently installed:

- A Pathfinder Fabric CNC machine with advanced cutting technology which increases the quality of the finish cut prior to upholstery.
- Combination Edge Bander which edges multiple sides of our wood panels simultaneously.
- Homag Angular Panel Saw which cuts panels lengthwise and crosswise fully automatically delivering a high level of precision in continuous operation.
- In addition to this, in January 2022 we added a new 60,000 square foot extension to our warehouse and distribution centre which gives us an additional 5,000 pallet locations plus a dedicated goods in area.



Packaging

The Cardboard we use for packaging is 100% reusable with an 84% recycled content.

We operate a sustainable approach to Waste Packaging and are compliant with The Packaging Waste Regulations through our membership of Recycle-Pak. Returned packaging is assessed when it arrives back at the Factory, marked Green for Re-Use or Red for Recycling which ensures we get maximum use from our packaging.

We re-use cardboard attached to off-cuts of MFC as Corner Protection for our Desktops, Storage and Boardroom Tables.

We are an Upper Tier EA Waste Carrier, our Licence Reg. No: CBDU82920. This enables us to collect, move and repurpose or recycle product from our clients.



Reduced carbon footprint

By using green design elements, offices can be transformed into healthy spaces. One trend we have seen gaining traction is the introduction of biophilic design. Being indoors for most of the working day, we need to increase our connectivity to the natural environment. Greener workspaces increase the levels of comfort and relaxation, and can be used both internally and externally to make significant energy savings.

Environmentally friendly

Greener offices have the capacity to improve thought processing, problem-solving, and decision-making abilities of employees and this is where greener workspaces have the advantage. Research suggests that green-certified office buildings experience reduced absenteeism, decreasing instances of illness by 8-10%, which is important for overall productivity and will potentially save a lot of money for the company.

Employee Wellbeing

By providing a more pleasant work environment for employees, businesses can increase staff morale and satisfaction levels. When employees feel more comfortable in the office, they tend to be less irritable, less distracted, more likely to be able to maintain concentration for prolonged periods of time, and therefore, more likely to produce better results.

Sustainable materials

It's important to stress that sustainable design isn't limited to preserving natural resources; it is also concerned with enhancing the wellbeing of employees. Several companies have adopted this new way of providing a healthy and happy work environment for their employees and are reaping the benefits. To sum it up, a sustainable workplace design saves energy, saves money, saves the planet, and makes people happier, healthier, and more productive.

Sustainable workplace design

For decades now, companies have embraced the opportunity to furnish their offices to reflect corporate culture and facilitate more productive working practices. Regular furniture replacement has had numerous drivers – design trends; opportunities to maximise space utilisation; new ‘ways of working’; corporate re-structuring. This appetite for change does, however, have a significantly negative impact on the environment.

In the business world, sustainability has become a key component in corporate development, with more and more companies becoming willing to work with commercial interior designers to create greener, more sustainable environments. Creating a workspace that is multi-functional and efficient, but also applying innovative methods to save energy, cut waste and increasing the wellbeing of employees, making them feel comfortable in the workspace and improving the quality of their lives.



Greener 12 Transportation

Dams are committed to reducing our environmental impact and continually improving the environmental performance of our fleet of vehicles.

We operate and maintain our own private fleet of delivery vans and trucks covering the UK, in addition to using third party couriers services and haulage suppliers where appropriate. Fuel efficient Euro 6 category Renault HGV vehicles are used with an additional tank for AdBlue additive that results in with low emissions.

Dams also receive monthly Opt-fuel figures on our Drivers performance. This will enable us to comply with the proposed Clean Air Zones being implemented throughout the UK in 2022.

Delivery scheduling

Our state-of-the-art Warehouse Management System automatically categorises office furniture orders by size. Smaller loads can then be delivered to the customer using our fleet of smaller vehicles more suited to urban routes than larger vehicles, so customers can be assured of the environmental validity of the products manufactured and supplied by Dams.

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.

Transport logistics

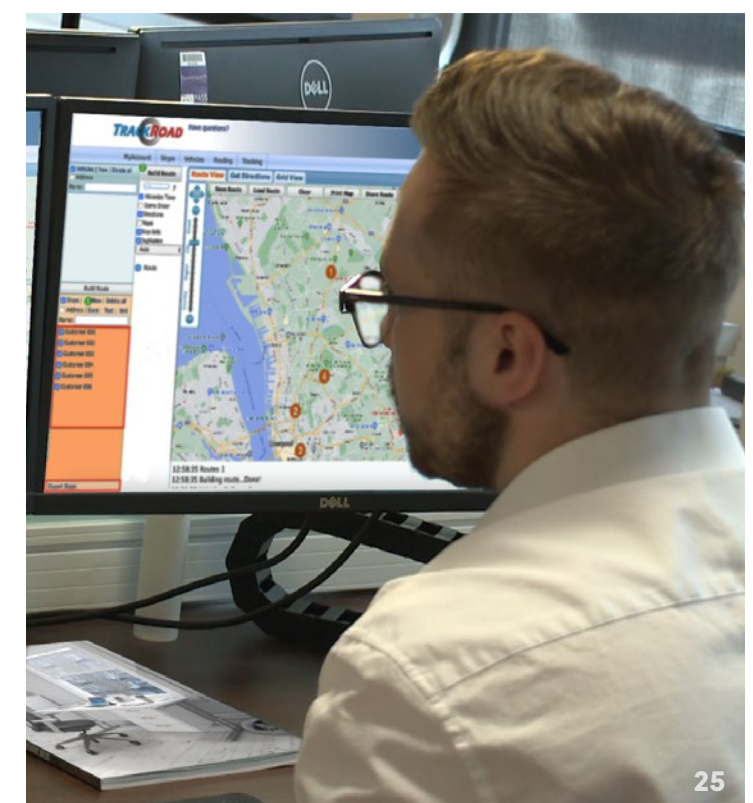
Our TrackRoad logistics software package is used to plan delivery routes ensuring the most efficient delivery route is calculated between deliveries. We've looked into how we can group deliveries into smaller postcodes areas, consolidating destinations to use the maximum amount of truck space available, reducing the number of trucks on the road, saving on fuel usage as well as equipment wear and tear.

Efficiency savings

Dams ship direct to our customers and end-users, so we eliminate multiple stops and go directly to the final destination, reducing the number of trucks on the road, fuel usage, and wear and tear. The use of bunker fuel sites has led to significant savings, and we are actively investing in gas bio-fuel units and alternative-fuel vehicles to further reduce our dependence on fossil fuels.

New technology

It is imperative that our vehicles maintain high quality standards and we must continue to invest in futureproof technology. Over the last 2 years, various company vehicles have been replaced with electric and hybrid cars, powered through connection to electrical charging points installed at our head office site. For our head office employees, we also encourage the use of alternative means of transport and car sharing as appropriate.



Having a positive impact in the local community

Dams in the community

Dams work with HMP Academies Programme at HMP (G4S) Altcourse Prison, Liverpool to support offenders to enable them to improve their work and life skills. The prison has 4 dedicated workshop which manufacture fabricated steel components for us. The 40 inmates are undertaking formal NVQ qualifications and gaining valuable work experience that helps reduce re-offending rates. We are committed to ensuring that we provide equality of opportunity to all in employment.

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

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

As part of our Sustainable Initiatives we have also partnered with a local registered charity Bulky Bobs, part of the FRC Group. We have supplied them with over 1.6 tonnes of redundant rolls of fabric to their workshops which they use to recover furniture which they then sell on to the local community. Their workshops are staffed by volunteers, interns, placements and students.



13

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 Dams 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.

Football is a massive part of people's lives in Merseyside, and in 2021, Dams became the proud sponsors of Junior Football Teams Penlake Storm, South Liverpool, Warner Athletic and Heswall Junior Colts, helping us to give back to our local community. This year, we have invested further in grass roots football, becoming the main sponsor and supplying complete football kits for Kirkby Town Junior Football Club for their three teams - the under 14's Cobras, the under 12's Phoenix, and the under 9's Warriors.



Our plans for the future

22/23

Dams Furniture 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.

**OBTAIN
ISO50001
IN 2023**



Provide the best possible environment for occupants of our facilities, while simultaneously maximising energy performance



Installation of solar panels at our manufacturing facilities



**INCREASED
UPCYCLING
SCALE OF
OPERATIONS**



**RAISE
£10K+ FOR
CHARITY IN
2022/23**



**INCREASE
SPONSORSHIP
OF LOCAL
GRASSROOTS
SPORTS TEAMS**



**DOUBLE
ELECTRIC
CAR
CHARGING
POINTS**



**BE A LEADER IN
RESPONSIBLE
MANUFACTURING**

Increase backloads to remove an additional 50 tonnes of CO₂ from the supply chain



Improve the efficiency of our fleet of vehicles by driver education and monitoring of their performance with a target of >80% for individual's Eco scores



Provide minimum of 5 apprenticeships





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