

spinlock

BE ADVENTURE-PROOF

Certified



Corporation

IMPACT REPORT

August 2025 - August 2026



Contents

- 01. Leadership letter
- 02. Examples of our journey towards environmental and social improvement
- 03. GHG Scope 1, 2 & 3 Emissions Report
- 04. B Corp certification and improvement scores
- 05. Positive impact areas, plans and progress



01. LEADERSHIP LETTER

Spinlock is an independent and innovative company, widely recognised as a leader in design, manufacturing and marketing adventure proof equipment within the marine industry. Based in Cowes, UK, the 'Home of Yachting' Spinlock has been evolving and growing for over thirty years. Our products are in use in ocean, coastal and inland waterways environments around the world enabling leisure adventures to be pursued and professional commercial roles to be fulfilled. The company has three marine product categories: PROTECT; rope holding and control hardware, CONTROL; personal safety products and protective equipment and lastly SENSE; data monitoring equipment.

We are committed to our environmental, social responsibilities and continual improvement. As part of this journey, we were the first marine manufacturer to sign up to the New Plastics Economy Global Commitment (Ellen MacArthur Foundation) in October 2018. We achieved B Corp Status in August 2022, recertified in 2025 and ISO 14001 certified Environmental Management System in July 2024. Since our last report we have completed our first full scope 1, scope 2 and scope 3 Greenhouse Gas Emissions assessment, giving us a much clearer understanding of our environment impacts across our operations and supply chain. We have also strengthened our product development process by introducing environmental impact assessments and material selection criteria to help guide future product decisions.

Employee wellbeing is of our highest importance and we want employees to be the best they can be by providing a safe and supportive working environment with appropriate training. Each year employees have the opportunity to volunteer for one day every three months at a charity or community group of their choice. We also spend 0.30% of turnover with selected charities each year through donations and product funding.

Our products are built to last in demanding conditions and serviceable to extend their useable lifetime. The supply chain is regularly evaluated for its environmental and social performance, our shipping methods prioritise road or sea and our products only include retail packaging if required.

Chris Hill (Chief Executive/Owner) and
Caroline Senior (Operations Director/Owner)



02. EXAMPLES OF OUR JOURNEY TOWARDS ENVIRONMENTAL AND SOCIAL IMPROVEMENT



Enhanced employee Cash Health Plan with increased cover in the three highest claimed benefit categories, including dental care.



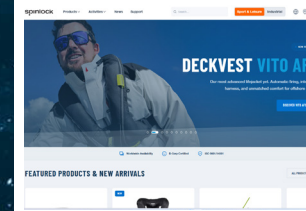
New Head Office insulated to latest standards, new windows and LED lighting to reduce energy consumption.



Lifejacket servicing washing machine fitted with microplastics filter.



Paid volunteer leave to support local environmental or social charities or community groups.



Spinlock reduced its website CO₂ emissions by cutting down on unnecessary data processing.



Introduced an environmental material selection policy requiring environmental considerations during product design.



Identified & classified the material composition of components across our product range to support environmental decision making & future reporting.



CONTROL range is serviced with spares for 20 plus years and interchangeable upgrades.



Free to use employee non-fiction library and regular financial and wellbeing talks.



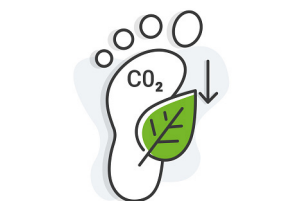
Keert electric cargo bikes deliveries between Head Office and Production.



Energy saving LED lights installed in factory.



Working with local Fashion Design School to recycle scrap material.



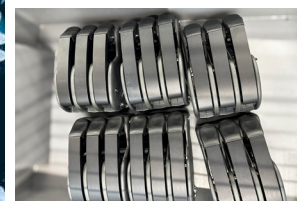
Completed our first full scope 1, 2 & 3 Greenhouse Gas Emissions assessment to establish our carbon footprint across operations and supply chain.



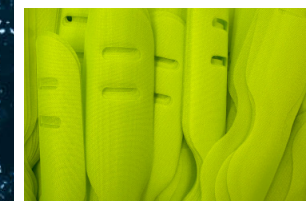
Achieved ISO 14001 Environmental Management System Certification in 2024.



Charity support through donations and product funding of 0.30% of turnover.



Orders default to no retail packaging unless specified.



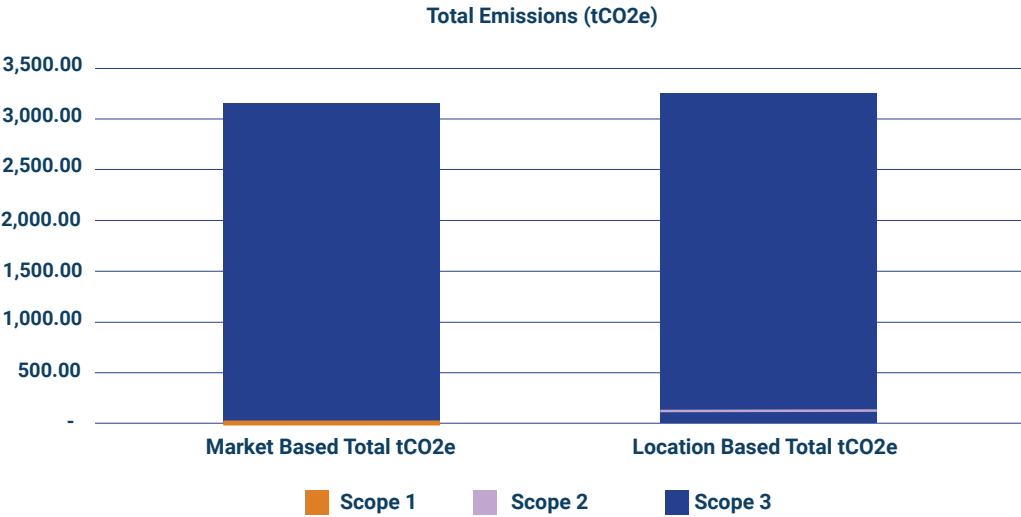
Rescue whistle lanyard replaced by utilising scrap bladder material.



Invested in training of three Mental Health First Aiders to support Team.

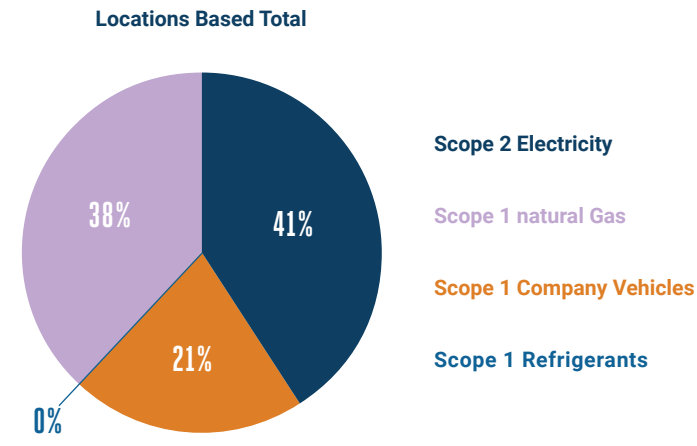
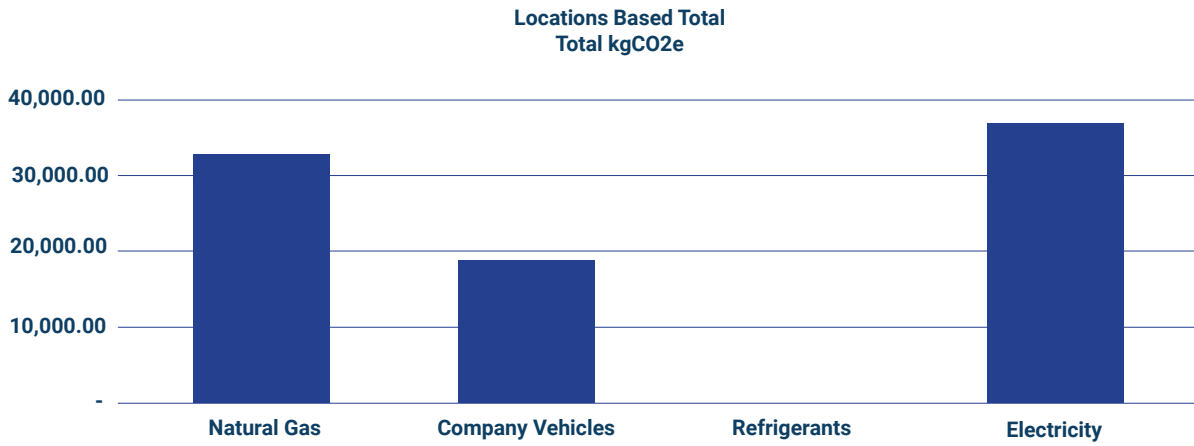
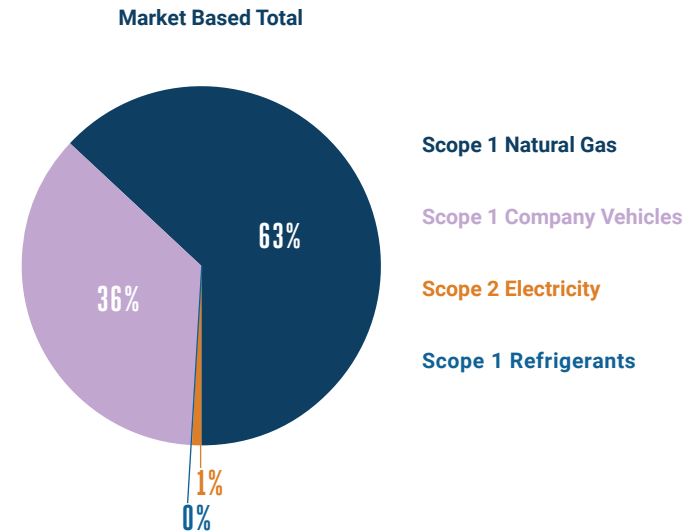
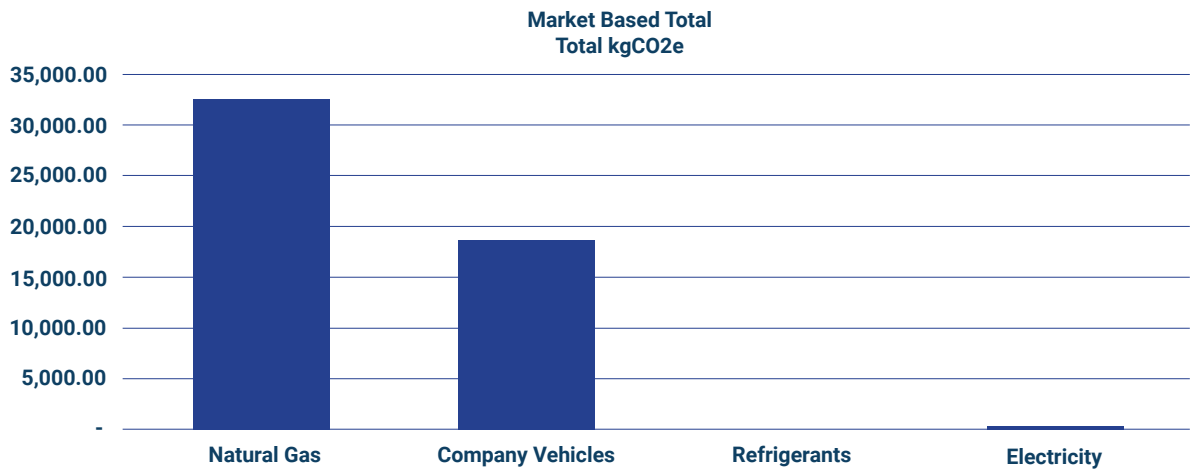
03. GHG SCOPE 1, 2 & 3 EMISSIONS REPORT

Scope	Market Based Total tCO2e	Location Based Total tCO2e
Scope 1	51.54	51.54
Scope 2	0.41	36.35
Scope 3	3,119.90	3,119.90
Total	3,171.	3,207.79



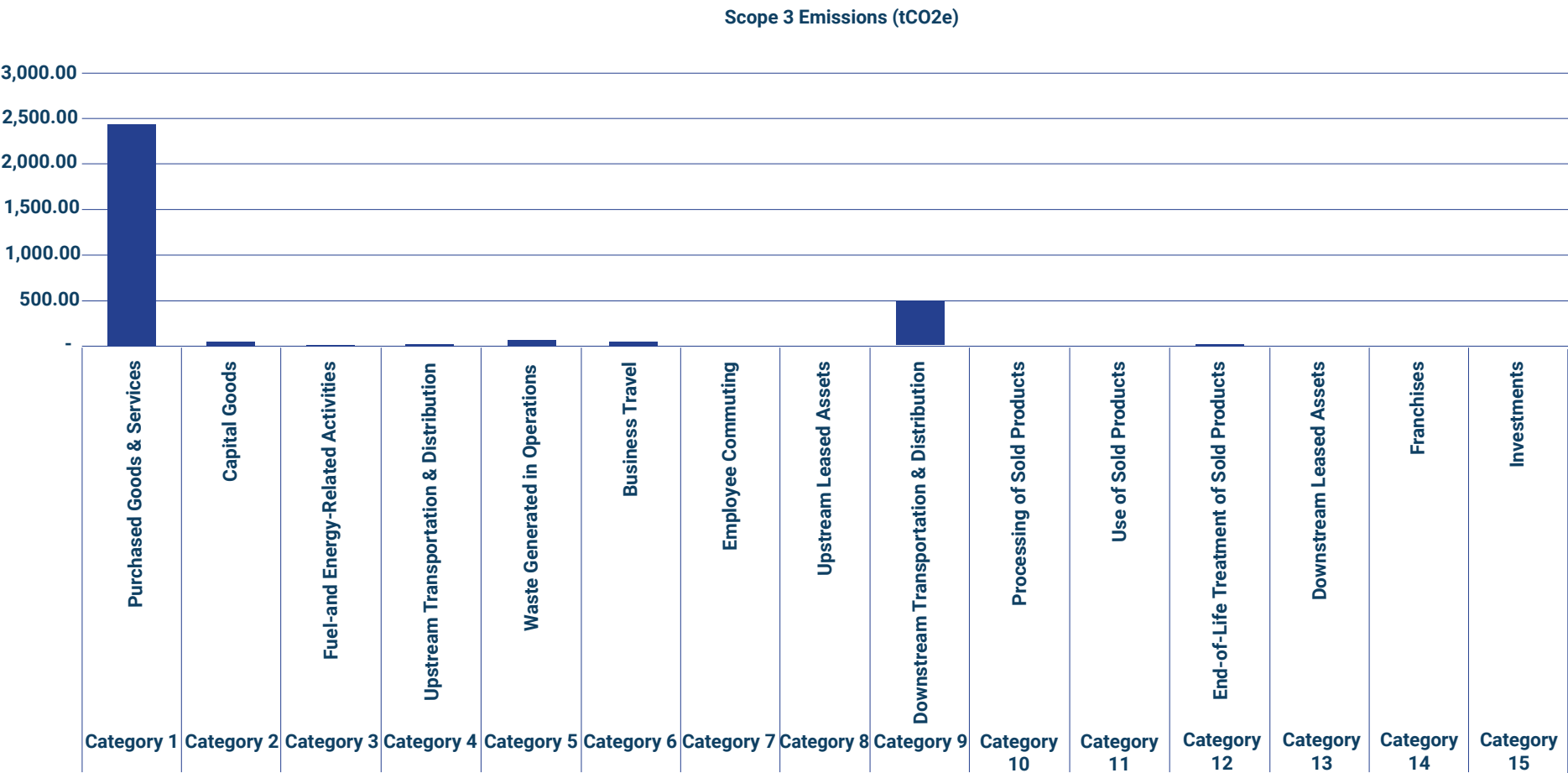
2027/8 B Impact Assessment update is currently underway. Verified scores will be included once the reassessment is completed.

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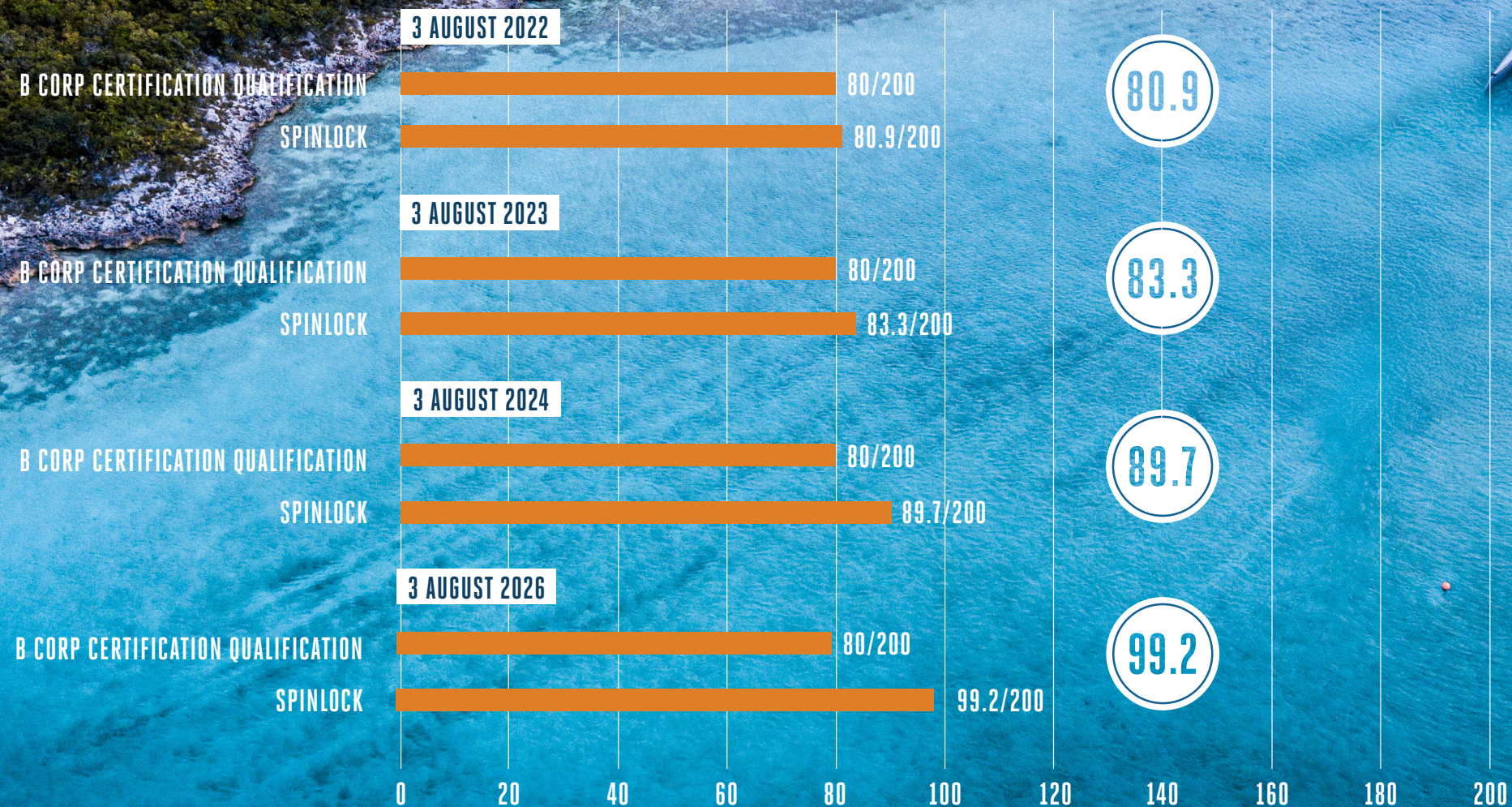
Based on product carbon footprint.

2027/8 B Impact Assessment update is currently underway. Verified scores will be included once the reassessment is completed.

04. B CORP CERTIFICATION AND IMPROVEMENT SCORES



HOW
HAVE WE
IMPROVED?



04. B CORP CERTIFICATION AND IMPROVEMENT SCORES

GOVERNANCE

Mission & Engagement



Ethics & Transparency



Mission Locked- Impact Business Model



ENVIRONMENT

Environmental Management



Air & Climate



Water



Land & Life



COMMUNITY

Diversity, Equity, & Inclusion



Civic Engagement & Giving



Economic Impact



Supply Chain Management



CUSTOMERS

Customer Stewardship



Health & Wellness Improvement - Impact Business Model



WORKERS

Financial Security



Health, Wellness, & Safety



Career Development



Career Development (Salaried)



Engagement & Satisfaction (Salaried)



Engagement & Satisfaction



Certified



Corporation

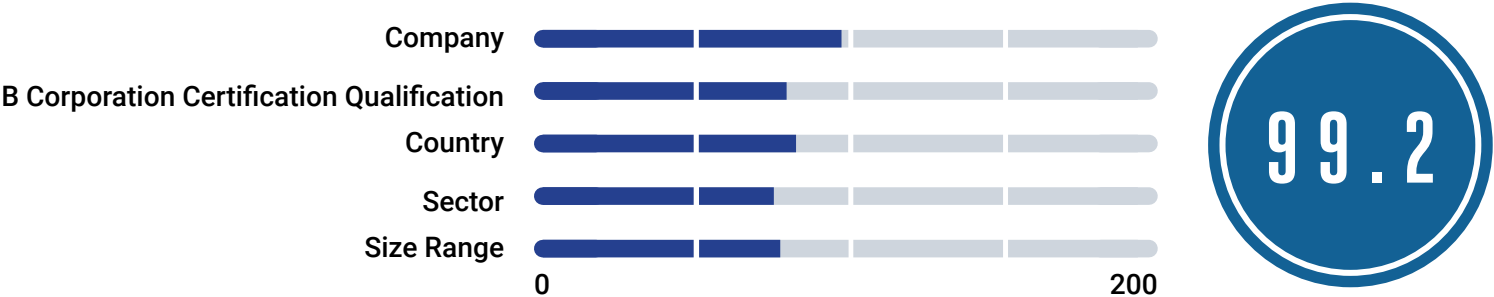
B CORP SCORE BREAKDOWN

3 AUGUST 2026

OVERALL B IMPACT SCORE 3 AUGUST 2026

SPINLOCK LTD

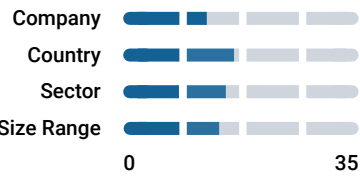
For fiscal year end date: 31 December 2025



CUSTOMERS

Questions Answered 28/28

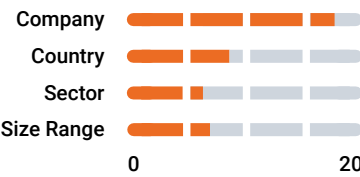
Overall Score 12.1/35



GOVERNANCE

Questions Answered 29/29

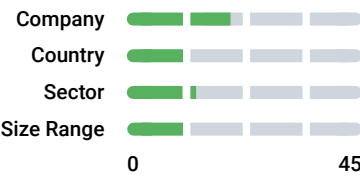
Overall Score 17.9/20



ENVIRONMENT

Questions Answered 67/67

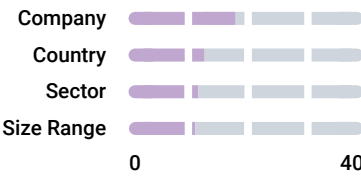
Overall Score 19.6/45



COMMUNITY

Questions Answered 45/45

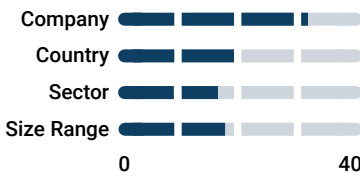
Overall Score 17.8/40



WORKERS

Questions Answered 56/56

Overall Score 31.5/40



05. POSITIVE IMPACT AREAS, PLANS AND PROGRESS

	WHAT WE SAID WE'D DO (GOALS):	PROGRESS:
1.	Impact Reporting: • We set public targets and share progress to those targets. • We present information in a formal report that allows comparison to previous time periods. • Reporting information / structure is based on a comprehensive third party standard (B Impact Assessment).	Impact Reporting - published updated.
2.	Measure organisational greenhouse gas emissions.	Completed our first scope 3 GHG emissions assessment to establish a company wide carbon baseline.
3.	Supplementary Health Benefits: • Private dental insurance.	Expanded the cash health Plan by increasing cover for the highest claimed benefit categories, including dental treatment. Providing greater financial support for employees everyday healthcare costs.
4.	External Professional Development Participation: • Increase percentage of full-time workers that have participated in external professional development or lifelong learning opportunities in the past fiscal year to 25 – 49%.	External Professional Development Participation achieved - 79% in 2024
5.	Energy Use Reductions: • Increase conservation and efficiency improvements that lead to energy savings for our facilities to 1-4%. • Recycling heated air from welding process to heat other areas of Production. • ESG Training to employees. • Increase skills-based training to advance core job responsibilities to 25 – 49%.	Energy Use Reduction - continued with employee education including Energy Efficiency Training. Added sensor lighting and installed thermal blinds at HQ to reduce energy use/loss. Installed system to recycle heated air from welding process to redistribute and heat other areas.
6.	Skills-Based Training Participation: • Increase skills-based training to advance core job responsibilities to 25 – 49%.	Skills-based Training Participation - Every employee completes a minimum of 40 hours per year on the job training to increase skills.
7.	Cross-Job Skills Training Participation: • Increase skills-based training on cross-job functions beyond regular responsibilities (e.g. public speaking training, management training for non-managers) to 25 – 49%.	Cross Job Skills Training - every employee is given time annually to complete cross job training with uptake over 50%.

05. POSITIVE IMPACT AREAS, PLANS AND PROGRESS

	WHAT WE SAID WE'D DO (GOALS):	PROGRESS:
8.	% of Employees Volunteer Service: • Increase percentage of employees that took paid time off for volunteer service last year to 25 – 49%.	Percentage of employees volunteer service - we extended volunteer leave to cover out of hours to encourage participation 25-49%.
9.	Volunteer Service Per Capita: • Increase the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period to 0.6-1% of time.	Percentage of employees volunteer service - we extended volunteer leave to cover out of hours to encourage participation 25-49%.
10.	Increase number of paid days off	Increased to 36 paid days off. Plus up to 5 sailing days and 4 volunteering days.
11.	Measure sourcing % of COGS from local suppliers	Determined that 10 – 19% was spent with suppliers located within 200 miles of where the end product was used during the last fiscal year.
12.	Environmentally certified products	This is a complex goal due to the demanding marine environment the products have to operate within. We have introduced an Environmental Impact Report for new products that are being developed. This is the first step towards this long term goal.
13.	Material traceability • Improve visibility and reputability.	Improved through recording in our ERP system at component level. We are looking to expand our BOM with materials.
14.	Product Environmental Performance to be considered	• Now embedded within engineering change process. • Environmental training provided to product development team. • Increased use of supplier environmental information during sourcing. • Product environmental performance included earlier in design reviews.

05. POSITIVE IMPACT AREAS, PLANS AND PROGRESS

	NEW GOALS:	PROGRESS:
1.	Collaborate with customers and industry partners to improve sustainability across the marine sector	Initial discussions.
2.	Strengthen supplier partnerships around ethical and environmental performance	Developed supplier performance reporting.
3.	Achieve recertification under the new B Corp standards	In Progress.
4.	Fair Work	• Continue paying above the Real Living Wage, expand wellbeing initiatives and increase internal training opportunities. • Offering an additional two Mental Health Firstaiders.
5.	JEDI	• Review recruitment processes to improve diversity and ensure equal opportunity across all roles. • Promote diversity through training and education and supportive culture.
6.	Human Rights	• Extend supplier due diligence to cover 100% of strategic suppliers and strengthen ethical sourcing audits. • Provide grievance mechanism.
7.	Climate Action	• Reduce scope 1 & 2 emissions by 15% by 2030, establish a baseline for scope 3 emissions, and transition to renewable energy where practical. • Review climate risks for business and property and develop a resilience plan.
8.	Environmental Stewardship	• We have reduced packaging waste, increased recycled and recyclable materials, improved product longevity and repairability, and further reduced manufacturing waste sent to landfill. • We have gathered component material data to allow improved resource efficiency.
9.	Government Affairs	Continue working with marine industry groups to improve safety and sustainability standards and openly communicate advocacy activities.



OUR FRONT COVER

BARBA

Barba is a sailing platform dedicated to Arctic marine conservation and scientific research.

Spinlock has proudly supported Barba for the past 10 years, providing essential products and resources for their vessels and crew, helping them continue their incredible adventures and research.

Having sailed thousands of nautical miles across the Arctic, the project contributes to crucial research on climate change, microplastic pollution, and marine ecosystems. Through expeditions and collaborations with scientists, Barba raises awareness of the urgent need to protect our oceans and address the environmental challenges our planet faces.

www.barba.no



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