

### Section 172(1) of the Companies Act 2006

Corporate Governance for Large companies within Workdry International Limited provides a framework for the company to not only demonstrate how the Board makes decisions for the long term success of the company and its stakeholders, but also has regard to how the Board ensures the Company complies with the requirements of Section 172 of the Companies Act 2016.

During 2019 key decisions taken by the Board included:

#### - **Appointment of new CEO and business leadership roles**

Chris Garrett, the previous Group CEO, made a decision to step back from a full time position within the business. Also, within the Group's Siltbuster businesses that were acquired in 2018, Richard Coulton the Managing Director and founder, also decided to leave the business. This resulted in the Board reviewing both the Board and senior management structures required to successfully deliver the strategic aims in the years ahead. It was pleasing to be able to appoint those roles from within the organisation, enabling further development for employees within the business units and providing consistency of culture, knowledge and key stakeholder relationships, which has demonstrated successful growth over the preceding years.

#### - **Decision to develop the Chandlers Ford site**

The Selwood business has operated from the Chandlers Ford site since 1947 and it is both the Group head office and an operation location for several of the business activities. It is an ageing site and has requires significant investment to modernise the facility to sustain both efficient operations and growth. The Board had considered a number of different options regarding location and development strategies, concluding that the long term home of the Chandlers Ford site was in line with strategy and remained the most suitable location for the employee base and meeting customer needs. Further, the Directors ensured that the neighbours, council and staff were engaged with prior to the finalisation of planning and invited to visit the business to see and talk through the proposals. The Directors have also considered the environmental and wider community impact of the development and will work with its partners to ensure the project is delivered with attention to these areas.

#### - **Mental Wellness**

Following discussion within Board meetings, the Directors approved an ongoing focus on mental wellness in 2019, which saw the business introduce the Able Futures free employee helpline, promoted mental health awareness week in May 2019 and carried out absence roadshows across the business focussing on discussing mental health education such as giving information relevant to the industry and encouraging them to share experiences, feelings and actions. The business is also in the process of appointing mental health first aiders and will provide training to them and all people

managers to help identify and support mental health issues. The Board have also committed to identify and improve areas that may be causes of mental health issues across the workforce both within the work environment and other areas affecting people such as financial wellbeing, sleep, physical activity and loneliness.

In addition, the Directors introduced a new enhanced risk management process, focussing on the principal risks and uncertainties at strategic level. This process will help to further enhance the corporate governance principles in the business and allow further engagement with its customers, suppliers and employees.

Throughout 2020, the Board will continue to review and challenge how the company can improve engagement with its employees and stakeholders.

**On behalf of the board**

R A Brown

**Director**

Date: 26th February 2020