

# TREND TECHNOLOGIES

## Annual ESG Sustainability Report



REPORTING  
YEAR 2022



# The Journey to Sustainability

***trend***  
TECHNOLOGIES



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*Trend Ireland Pollinator Project*



# COMPANY OVERVIEW

Trend Technologies, your local source...globally.



Over 50 years of delivering comprehensive mechanical solutions for customers around the globe.

With ten facilities in nine countries, Trend provides local, regional and global supply chain solutions to our customers around the world.

At Trend Technologies our goal is to be a global leader in the markets we serve, by assembling a team of the finest people, systems, and equipment, in order to provide our customers with the best quality, value and service.

Our core values are aligned to our mission, culture, and policies, which define who we are and provide a framework for the way we carry out our business in a sustainable manner.

# CORE VALUES

We are committed to ensuring that our operations are conducted in a manner that will secure a sustainable future for all – our employees, our business partners and the environment – we recognize that our people are central to this ambition. By working together as a team, we will deliver on this objective.



## Trust

We value the trust others have in us and consistently seek to live up to this.



## Respect

We show respect to our colleagues, customers, suppliers, and the environment.



## Excellence

We strive for excellence in everything we do.



## iNnovation

We deliver innovative solutions to our customers and markets.



## Dependability

Our customers, colleagues and stakeholders can always depend on us.

# ACKNOWLEDGEMENT

During 2022, we lost our founder and CEO Earl Payton. He was an inspirational leader for all at Trend and the success of the company today, is a testament to his ambition and stewardship over the last fifty years.

Earl embodied the core values of Trend, and was committed to growing the business, by working in partnership with management, employees, and business partners alike. For this, he earned the respect of all who had the privilege and pleasure to work with him.

The company now has a global reach of ten facilities in nine countries providing employment and career opportunities for over 3,500 employees.

Earl believed in lifelong learning and in his honor, the company will launch the Earl Edward Payton Scholarship Awards in 2023.



*This first  
sustainability report  
is dedicated to  
the memory of  
Earl Edward Payton.*



*Earl Edward Payton*  
MEMORIAL SCHOLARSHIP

We will always remember Earl and his never-ending efforts to shape Trend into the company we are today. His legacy lives on in the successful operation that he founded over five decades ago and we are committed to ensure his life's ambition continues.

# EXECUTIVE SUMMARY

At Trend Technologies, we recognize the impact of climate change on the planet and believe that the collective action of industry, governments and individuals is essential to reverse this global emergency. Trend understands that, we too, must play our part in this global common effort. In the last two years we have embarked on a process of formalizing our approach to sustainability. This is the first company sustainability report, setting out the strategy, focus areas and key critical metrics. The baseline year used for this report is 2021.

Having conducted this initial assessment, we have developed an understanding of the environmental impact of our operations, as well as gaining insight into our performance in the areas of human rights, health and safety and corporate governance. This baseline assessment will be used to develop goals and targets to direct our global facilities, in seeking opportunities to reduce emissions, environmental impact and improving the well-being of our valued employees.

The first essential step in this journey was the establishment of the ESG steering team, sponsored by Brian Dickstein, President and CEO of Trend Technologies, and headed by Marie O'Toole, Director of Corporate Quality. During 2022 the company recruited an ESG Compliance Officer, Jurga Palubinske, to work with each of the ten facilities on the initial assessment and development tasks.

Two members of the steering team were trained as Sustainability champions and subsequently all site level senior management teams were introduced to the sustainability program and buy in was secured at all levels.

All top-level corporate policies have been updated to document our commitment to sustainability and a separate supplier code of conduct was developed, to cascade our sustainability expectations throughout the supply chain.

With the understanding that aspirations must be followed up with actions to be effective, targeted programs have been developed in each of the three ESG pillars, to deliver the required impact and make change a reality.

Trend is now firmly committed to the sustainability journey and we believe that this strategy will deliver a stronger, more forward-looking company ready to meet the challenges of the future.

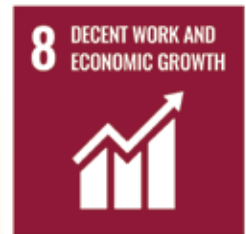
APRIL 2023



# SUSTAINABLE DEVELOPMENT GOALS

Trend Technologies has identified four of the United Nations Sustainable Development Goals, which we support and can have influence over. The selection process was structured and broad ranging, ensuring that each of the three pillars of the sustainability model — **People, Planet and Profitability** — were incorporated into the final selection.

Specific programs are being designed by our teams which will positively impact the four targeted goals: Good Health & Well-being, Quality Education, Decent Work & Economic Growth, and Climate Change. These initiatives, which have been endorsed by senior management, demonstrate our commitment to sustainability and develop our resilience to face the challenges of the future.



## SUSTAINABLE DEVELOPMENT GOALS





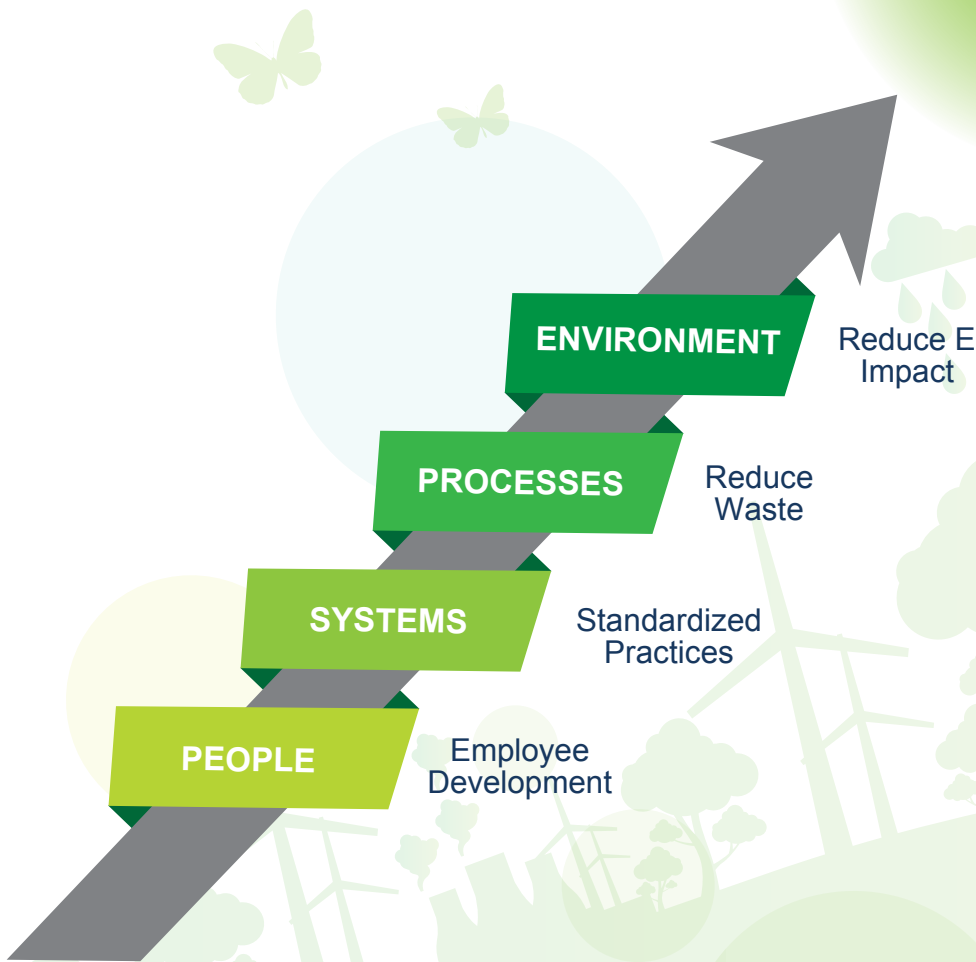
# ESG SUSTAINABILITY STRATEGY

Trend ESG strategy is aligned with the Sustainable Development Goals and is built on two key tenets:

- Compliance to international and local legislation and internal codes of business conduct
- Impact reduction on the environment from targeted programs

Our teams are trained and empowered, to deliver technical advancements in core manufacturing processes across global operations. By the standardisation of systems and sharing of best practices, we can leverage our collective efforts for positive change.

**SUSTAINABILITY**



# ESG HIGHLIGHTS

ENVIRONMENTAL • SOCIAL • GOVERNANCE

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# HIGHLIGHTS FOR 2022: ENVIRONMENTAL

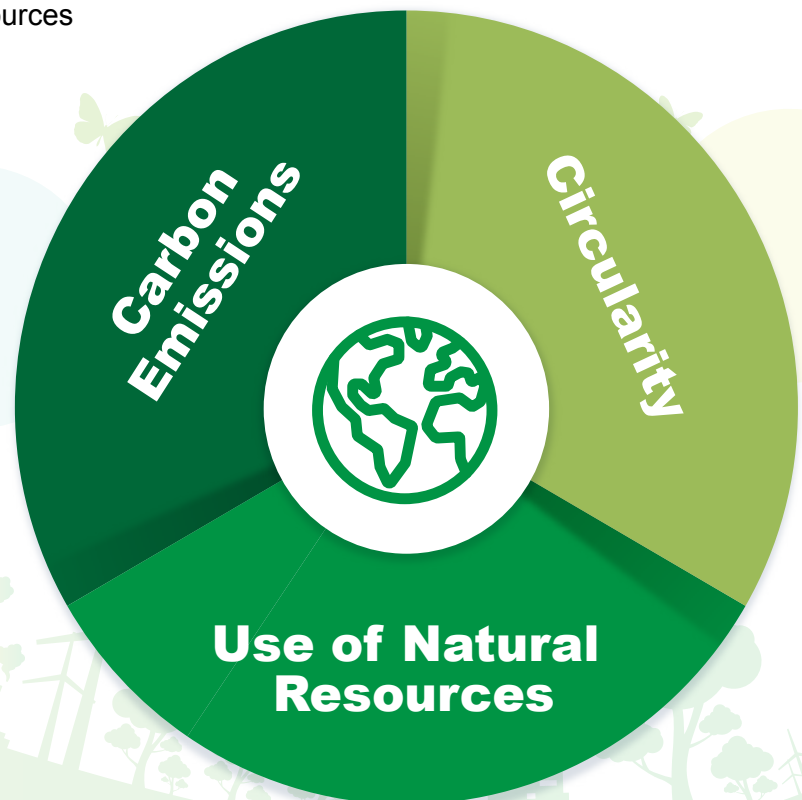
The first pillar of the ESG framework is environmental. As a contract manufacturer, Trend Technologies is a pivotal link in the overall global supply chain. While we do not have design responsibility for the finished products, we play a key role in ensuring that materials and resources used in our operations, are optimized to reduce waste and maximize efficiency.



We ensure that all waste is segregated and managed thus supporting the circular economy principle. Approximately 80% of all non-hazardous waste is sent for recycling and subsequent reuse.

## 2022 HIGH POINTS

- All ten plants certified to ISO 14001
- Development of the framework for capturing and calculating Scope 1 & Scope 2 Emissions
- Scope 1 emissions: 5% reduction compared to 2021
- Scope 2 emissions: 2.3% reduction compared to 2021
- 35% of all energy derived from renewable sources
- Solar panels installed in one facility
- Non hazardous waste recovery increased by 23% compared to 2021
- Membership of Operation Clean Sweep (Plastics facility)
- Tree planting program Trend India
- Pollinator project Trend Ireland
- Switch from LPG to Natural Gas in Trend Mexico



# HIGHLIGHTS FOR 2022: SOCIAL

Our people are central to the success and sustainability of our company. We provide training and development opportunities at all levels within our operations, which contributes to the strong tenure of our workforce. All legislation is complied with in our ten global facilities. Internal codes of conduct based on the RBA (Responsible Business Alliance) have been developed to provide guidance on engagement with our employees, customers, suppliers and stakeholders.



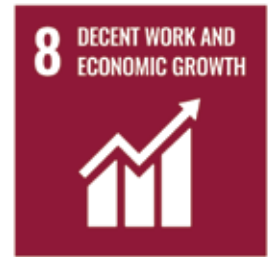
## 2022 HIGH POINTS

- RBA Corporate assessment 85.1% (Low Risk)
- Low employee turnover – 1.5%
- 85% Employees covered by healthcare
- Zero breaches of HR legislation
- 80 Internal promotional opportunities
- 943 employees partook in structured training programs
- 68 Community engagements



# HIGHLIGHTS FOR 2022: GOVERNANCE

Trend Technologies upholds high standards of ethics and integrity in the conduct of our business. We ensure that robust governance practices are applied, and all local and national laws are complied with, throughout our global operations.



## 2022 HIGH POINTS

- Corporate codes of conduct revised with commitment to sustainability
- Supplier code of conduct: 96% acceptance
- All material procured from ethical sources
- Financial risk assessment - A rating (Very low risk)
- All plants tax compliant
- All plants audit compliant
- IT security monitoring (Cyber threat measures)



## NEXT STEPS

Over the last two years, we have formalized our strategy and approach to sustainability by the development of a robust framework to guide us on our journey. We will continue to grow the company and seek opportunities to improve our performance and reduce the impact of operations on the environment. Our people are key to the company's sustainability journey; therefore, we will ensure appropriate access to training and development which meets company objectives and provide an inclusive and equitable workplace focused on employee well-being.

### THE NEXT STEPS IN THIS JOURNEY FOR 2023:

- Set GHG reduction targets based on 2021-22 data
- Construction of new facility in Trend Slovakia - A rated building design
- Tree planting program for Trend Slovakia new facility
- Move from LPG to Natural gas in Trend Malaysia
- Installation of Solar Panels in Trend Singapore
- Launch Earl Edward Payton Scholarship
- Accelerate supplier code of conduct deployment
- Increase measures to secure the integrity of the IT infrastructure and networks
- Develop ISO 45001 framework for certification of selected plants in 2024



A lush field of wildflowers in full bloom. The scene is dominated by tall green grasses and stems. Large, bright red poppies are scattered throughout, some fully open and others as buds. Interspersed among them are numerous blue cornflowers and several white daisies with yellow centers. The background shows a dense line of trees, suggesting a woodland edge. The overall atmosphere is bright and natural.

Ensuring a Future for Our Company,  
Our Team and Our Next Generation

