



spinlock

BE ADVENTURE-PROOF

Certified



Corporation

IMPACT REPORT

August 2024 - August 2025



9963



9963



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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.

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.

We have learnt via the B Corp initiative that every new environmental or social contribution or improvement however small all adds up to build a momentum and a culture with the whole team for positive change.

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



02. EXAMPLES OF OUR JOURNEY TOWARDS ENVIRONMENTAL AND SOCIAL IMPROVEMENT



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



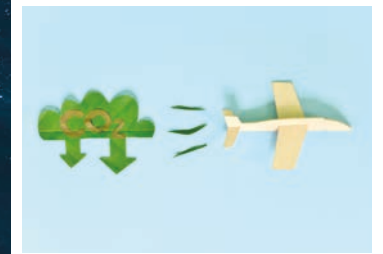
Lifejacket servicing washing machine fitted with microplastics filter.



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.



Lifejacket Carbon Footprint GHG Scope 1 & 2 reported.



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



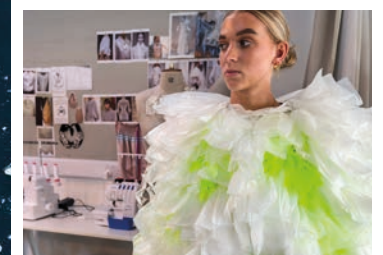
Free to use employee non-fiction library and regular financial and wellbeing talks.



Keert electric cargo bikes deliveries between Head Office and Production.



Energy saving LED lights installed in factory.



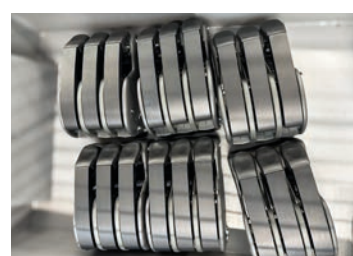
Working with local Fashion Design School to recycle scrap material.



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.



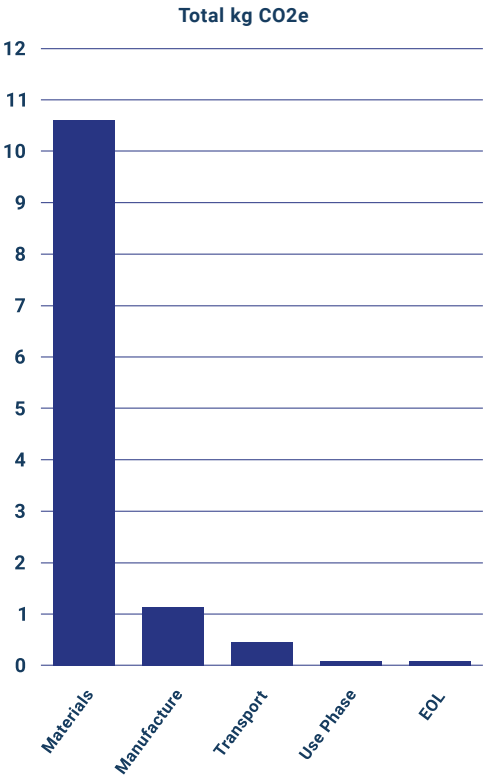
Rescue whistle lanyard replaced by utilising scrap bladder material.



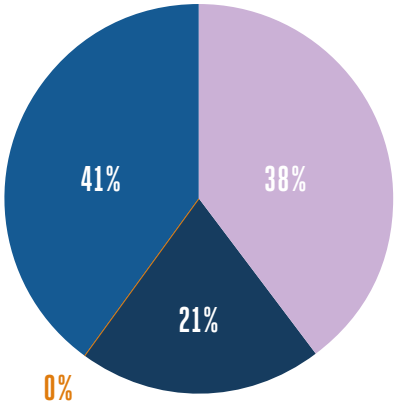
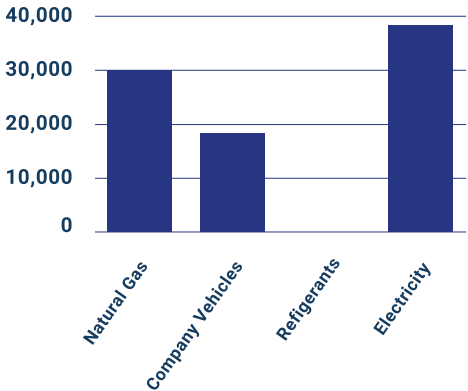
Invested in training of three Mental Health First Aiders to support Team.

02. GHG SCOPE 1 & SCOPE 2 EMISSIONS REPORT

	Total kg CO2e
Materials	10.67
Manufacture	1.05
Transport	0.47
Use Phase	0.025
EOL	0.01
TOTAL	EOL

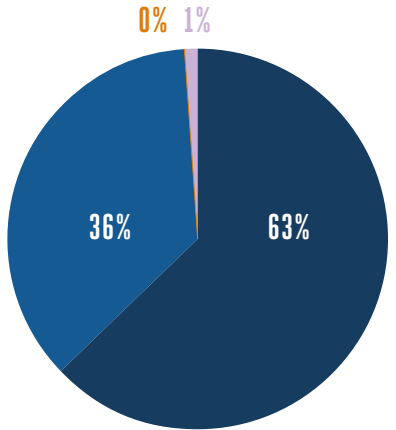
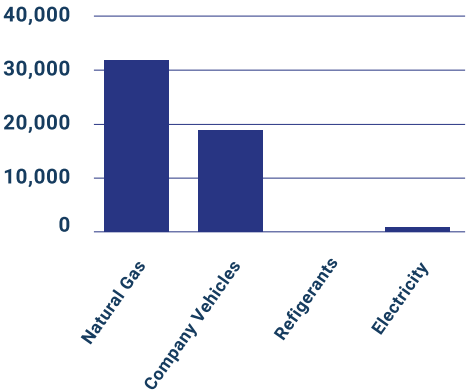


Location Based Total kg CO2e



- Scope 1 Natural Gas
- Scope 1 Company Vehicles
- Scope 1 Refrigerants
- Scope 2 Electricity

Market Based Total kg CO2e

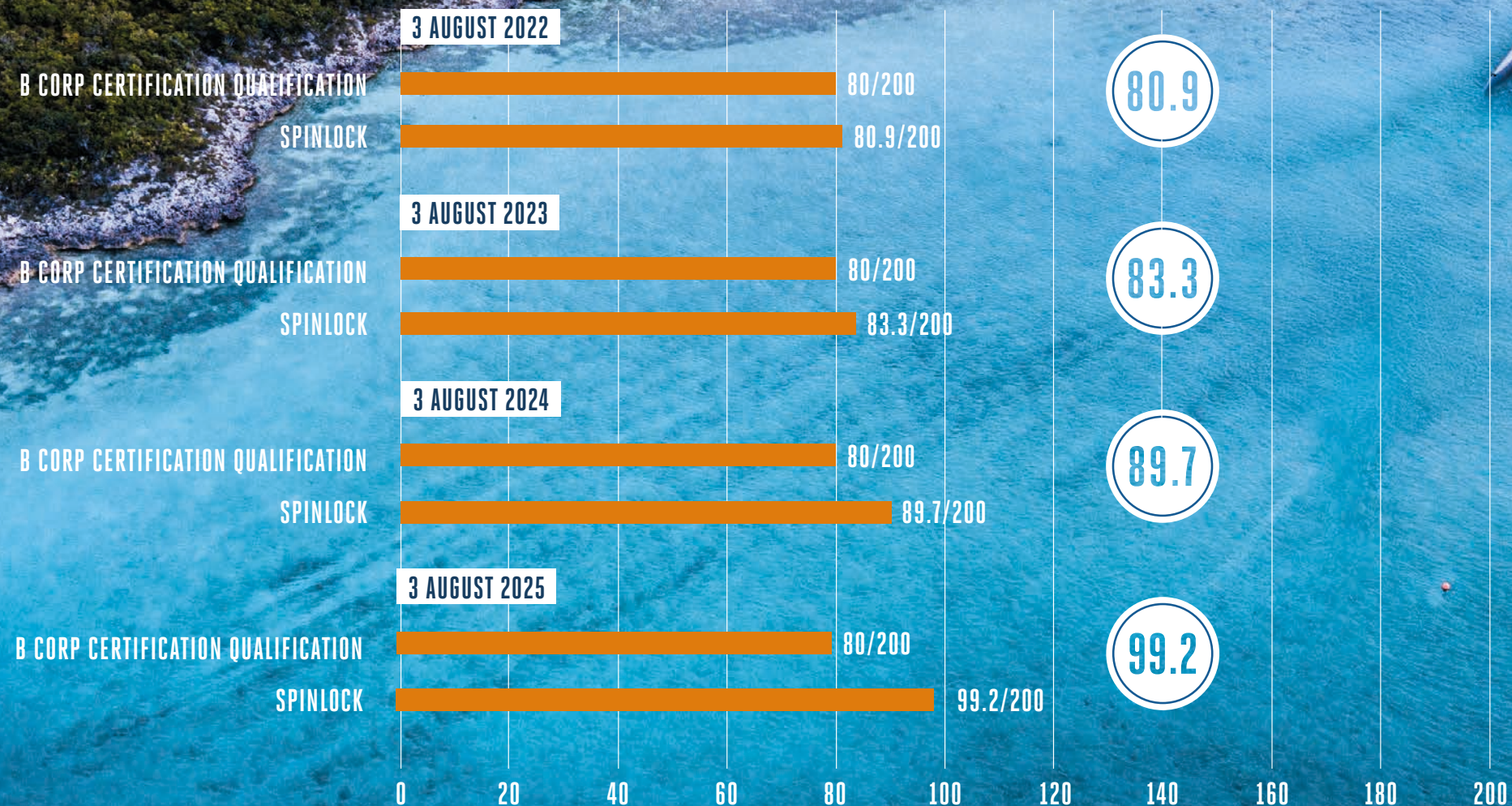


- Scope 1 Natural Gas
- Scope 1 Company Vehicles
- Scope 1 Refrigerants
- Scope 1 Electricity

03. B CORP CERTIFICATION AND IMPROVEMENT SCORES



HOW
HAVE WE
IMPROVED?



03. B CORP CERTIFICATION AND IMPROVEMENT SCORES

GOVERNANCE

Mission & Engagement

3.9/4

Ethics & Transparency

3.9/6

Mission Locked- Impact Business Model

10/10

ENVIRONMENT

Environmental Management

4.3/10

Air & Climate

6.3/15

Water

2.2/8

Land & Life

5.8/12

COMMUNITY

Diversity, Equity, & Inclusion

4.4/10

Civic Engagement & Giving

3.4/8

Economic Impact

3/10

Supply Chain Management

5.1/12

WORKERS

Financial Security

9.1/17

Health, Wellness, & Safety

9.8/10

Career Development

3/3.5

Career Development (Salaried)

2.1/1.5

Engagement & Satisfaction (Salaried)

3.9/3

Engagement & Satisfaction

4/5

CUSTOMERS

Customer Stewardship

4.7/5

Health & Wellness Improvement - Impact Business Model

1.2/5

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Corporation

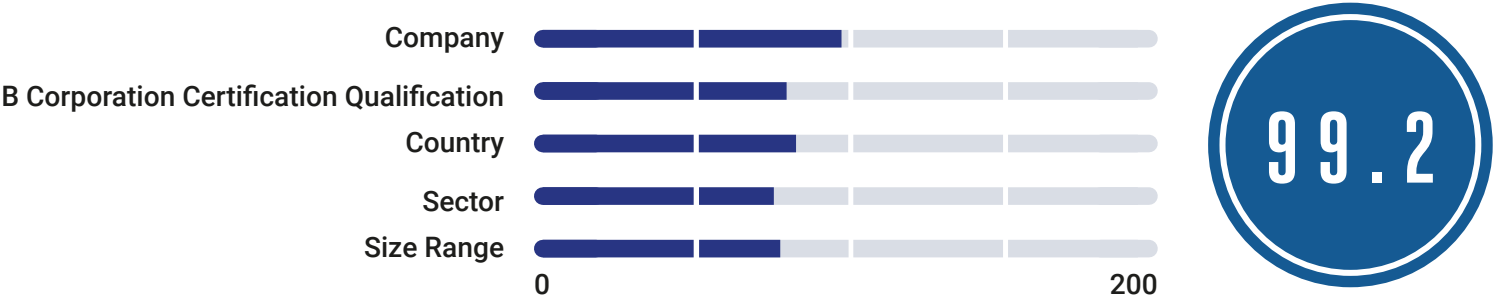
B CORP SCORE BREAKDOWN

3 AUGUST 2025

OVERALL B IMPACT SCORE 3 AUGUST 2025

SPINLOCK LTD

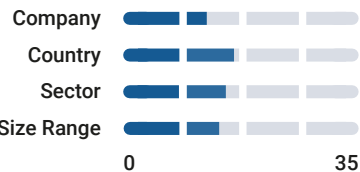
For fiscal year end date: 31 December 2024



CUSTOMERS

Questions Answered 28/28

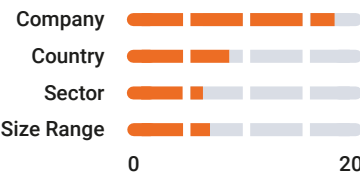
Overall Score 12.1/35



GOVERNANCE

Questions Answered 29/29

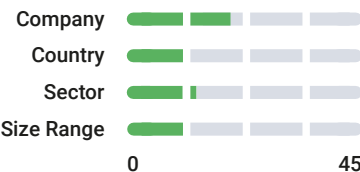
Overall Score 17.9/20



ENVIRONMENT

Questions Answered 67/67

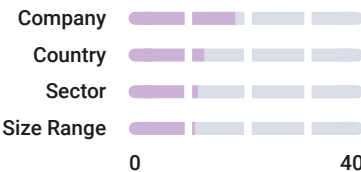
Overall Score 19.6/45



COMMUNITY

Questions Answered 45/45

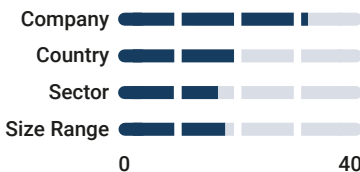
Overall Score 17.8/40



WORKERS

Questions Answered 56/56

Overall Score 31.5/40



04. POSITIVE IMPACT AREAS, PLANS AND PROGRESS

WHAT WE SAID WE'D DO (GOALS):	WHAT WE DID:
Increase number of paid days off	Increased to 36 paid days off. Plus up to 5 sailing days and 4 volunteering days.
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.
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.
% Water returned to table with same quality	100% of water is returned to the water and sewage companies to process.



04. POSITIVE IMPACT AREAS, PLANS AND PROGRESS

WHAT WE SAID WE'D DO (GOALS):	WHAT WE DID:
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 - completed.
Supplementary Health Benefits: • Private dental insurance.	Supplementary Health Benefits - Dentistry included in Cash Health Plan.
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.
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.
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%.
% 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%.
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%.
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.	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.



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

A full-page photograph of three children wearing life jackets and playing on a wooden pier. One boy is jumping in the air, another is standing on the pier, and a third is crawling on the sand in the foreground. The background shows a harbor with boats and a clear blue sky.

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