



CORPORATE SOCIAL RESPONSIBILITY

We, at Renishaw, seek excellence in every aspect of our business and are committed to managing our business in a responsible manner. We recognise we have a responsibility to our employees, the communities and the environment within which we operate. We recognise that our operations, products and sourcing have both direct and indirect environmental impacts. We believe by minimising our environmental impacts and operating in an ethical and sustainable manner we are able to minimise risks in our supply chain, and be a force for good within our communities. We regard legal compliance to be the minimum standard of operation throughout all of our global operations. To further the excellent work we have been undertaking in these areas, we have recently appointed a Corporate Social Responsibility Manager who will coordinate all the CSR activities across the globe and enable us to continue to be recognised collectively and individually as leaders and contributors in our field and all the communities within which we operate.



Ben Taylor

CEng, FIMechE
Assistant Chief Executive

This year has been a successful year, both in business and from a CSR perspective, with record numbers of apprentices and graduates working with us. We have been awarded the Carbon Trust Standard, donated more time and money than ever to local and national charities and community groups, reduced our waste going to landfill, significantly expanded our locations around the world, managed a minimal increase of our energy usage and begun the process of developing a new waste management plan to ensure we are minimising our waste. We aim to develop a formal CSR strategy over the next few months with associated targets. We believe that as a responsible business we should be as transparent as possible and as such we will be reporting on our progress against our targets. This year will be a year of putting many systems and methodologies into place, and formalising best practice across the Group to ensure we are best placed to meet our targets.

PEOPLE

DIVERSITY

Renishaw is an equal opportunities employer, operating a strict non-discrimination policy. We offer an environment that actively promotes innovation and progress within which individual talents can flourish. As can be seen by Figure 1 we have a diverse mix of ages and gender. Proper consideration is given to applications for employment from disabled people who are employed, where suitable, for appropriate vacancies. Opportunities are given to employees who become disabled to continue in their employment or to be trained for other positions.

(See Fig 1. below right)

STAFF RETENTION

At Renishaw we have promoted an excellent working atmosphere that encourages our employees to stay with us. Our UK staff turnover rate at 3.2% is almost half the UK manufacturing industry national average, and is continuing to trend downwards.

(See Fig. 2. below right)

We recognise the hard work and dedication of our employees by offering on-site gyms, flexible working for the majority of UK employees allowing a better work life balance, subsidised restaurants at the most populous UK locations and a high-quality crèche at our facility in Pune, India. Our UK employees volunteer to run a sports and social club which offers discounted events and tickets for employees and their families. A group performance bonus programme is available to all qualifying staff members.

82

Record number of apprentices in training

94

Record summer placement intake

55

Apprentices have obtained Bachelor of Engineering degrees over the past 10 years

COMMUNICATION AND PARTICIPATION

In the Gloucestershire locations, close to their respective birthdays, staff members are invited to attend a communications meeting at which Board members are present. These meetings provide staff with information about developments within the Group and give them the opportunity to ask any questions of the Board in an open discussion forum. A copy of the presentation and responses to questions raised at these meetings are made available to all worldwide staff via the Group's intranet. Following the announcement of half year and annual financial results, all staff in Gloucestershire (and other key sites via videoconference) are also invited to attend a series of presentations given by the Assistant Chief Executive.

A worldwide staff newsletter "Probity" is published every two months, with contributions encouraged from across the Group. Printed copies are produced for manufacturing areas and distributed to pensioners in the Renishaw UK pension scheme. Throughout the year other company updates and items felt to be of interest to employees are regularly communicated via email.

The Company encourages business participation through direct employee feedback, either to immediate supervisors or Board members. Employee work forums exist and representatives liaise with management on employee matters. Annual individual appraisals are also held across the Group which give employees a formal opportunity to feed back their thoughts about the Group, including a survey that enables us to measure employee satisfaction on a range of issues.

A suggestion scheme exists with awards for the best ideas received, plus an inventors' award scheme for individuals who are named as inventors on patent applications that are subsequently granted.

TRAINING AND DEVELOPMENT

The maintenance of a highly skilled workforce is essential to the future of the business and the directors place great emphasis on the continuation of the Company's approved training policy. During the year examples of expenditure on staff training include £290,000 on apprenticeships and £450,000 on centrally administered cross-departmental training. Overall, this amounts to a 94% increase in our training budget from last year.

A strength of the Company throughout its history has been the encouragement of young talent, with an apprenticeship scheme started in 1979 and sponsored student scheme in 1984. During this summer, some 94 students (2012 80) entered Renishaw for paid placements – 60 summer placements, 30 one-year industrial placements and four pre-university placements – amongst which the most promising students will be given financial incentives to maintain a relationship with the Company into the future. There are 71 craft and technical apprentices currently in training (2012 51) and 40 new starters confirmed for September 2013. A further 55 recent graduates also started with Renishaw this summer (2012 40).



1 Renishaw manufacturing sites were chosen for a location shoot by leading photographer Martin Parr, as part of a project to portray modern manufacturing. This will culminate in an exhibition next year at MShed, Bristol



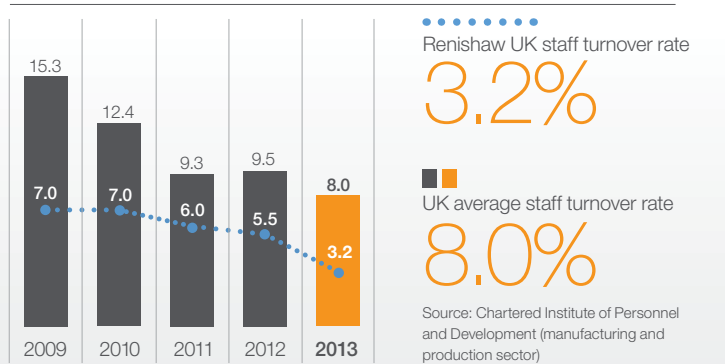
2 Ollie Counsell, a 2nd year Renishaw apprentice, was named Apprentices' Apprentice of the Year by attendees of Gloucestershire Engineering Training (image courtesy Gloucestershire Media)

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FIG. 1. UK EMPLOYEES MIX

	2011	2012	2013
UK staff aged < 25	13.3%	13.5%	13.7%
Staff aged 25 - 49	66.3%	64.5%	64.6%
UK staff aged 50+	20.4%	22.0%	21.7%
Female	23.7%	23.7%	22.6%
Male	76.3%	76.3%	77.4%

FIG. 2. UK STAFF TURNOVER %



Performance

PROVIDING GLOBAL SUPPORT

MARKETPLACE

The Renishaw mission: Renishaw will design, manufacture and supply metrology systems of the highest quality and reliability to enable customers worldwide to carry out dimensional measurements to traceable standards.

Our product offerings will enhance quality and productivity, and we will strive for total customer satisfaction through superior customer service. Our aim is to provide leading-edge technology by encouraging innovation to address our customers' needs.

To ensure we can achieve this mission we have reflected our global customer base with a significant global presence of locations, with new offices, service centres and manufacturing facilities being acquired and opened year-on-year. In this reporting year we have opened or extended sites in South Wales, York, Ireland and China.

RENISHAW LOCATIONS

16

UK AND IRELAND

22

FAR EAST

18

CONTINENTAL EUROPE

9

AMERICAS

8

REST OF WORLD

THE FEATURED OFFICES ARE EXAMPLES OF OUR GLOBAL REACH

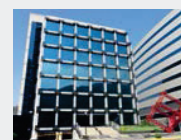
MISSISSAUGA, CANADA



HOFFMAN ESTATES, USA



SAN PEDRO GARZA GARCÍA, MEXICO



SÃO PAULO, BRAZIL



BARCELONA, SPAIN

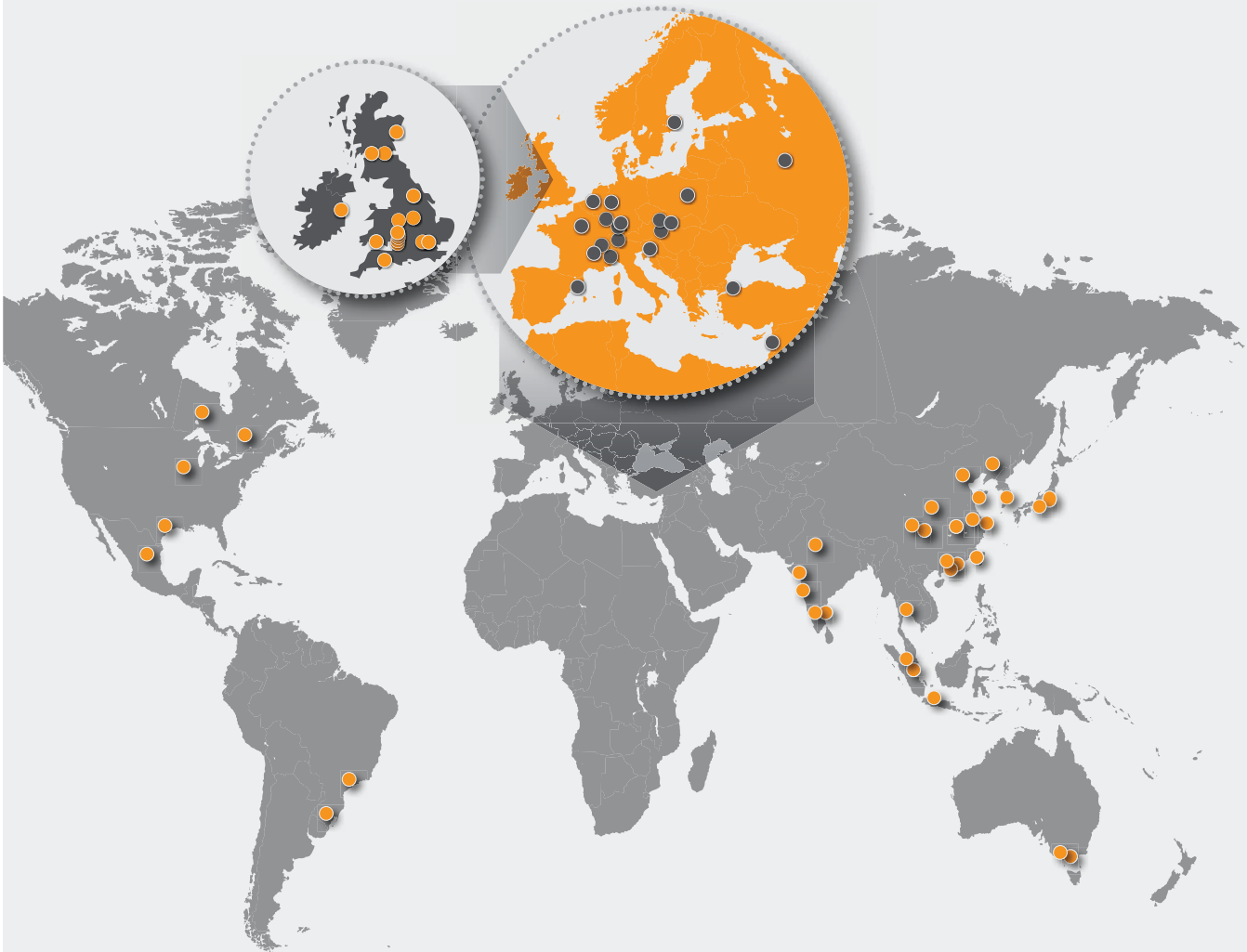


NEW MILLS, UK



NUMBER OF CUSTOMERS SERVICED

18,999



PLIEZHAUSEN,
GERMANY



JÄRFÄLLA,
SWEDEN



PUNE,
INDIA



BEIJING,
CHINA



HONG KONG,
CHINA



TOKYO,
JAPAN



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COMMUNITY

Renishaw is one of the largest employers in the west of England and we recognise the positive role that we can play through our ongoing relationships with the local community, businesses, schools and sports organisations. With the recognised national shortage in the UK of skilled engineers and scientists, we also continue to communicate a positive story about the role of science, engineering and manufacturing in enhancing the lives of the general populace and the attractions of a career within these sectors.

Throughout the year we therefore host tour groups and give talks to a range of organisations including schools, universities, business clubs and societies, such as Rotary, Probus and U3A. We also offer the use of our facilities to business groups and in the past year we have hosted the international conference of ISTMA (the International Special Tooling and Machining Association) and Business West, Gloucestershire's special roundtable discussion with HM Treasury for regional businesses.

We actively support the business community regionally, nationally and internationally, through membership of trade associations such as the UK's Manufacturing Technologies Association and Germany's VDW, as well as local chambers of trade and business networking groups. We impart our knowledge and business expertise in areas as diverse as exporting, human resource management and IT systems, through participation in roundtable discussions and business conferences, and also sponsoring award programmes.

In the past year, for example, we have sponsored and helped judge Gloucestershire Business of the Year awards, Stroud Life awards, Gloucestershire Apprentice of the Year awards and the Bristol Post business awards. Senior managers, including Group Engineering Director, Geoff McFarland, have given conference presentations about additive manufacturing, whilst in June 2013, Rhydian Pountney, General Manager ROW sales, won the Ambassador Award at the South West International Trade Awards, recognising his contribution to various events promoting export trade and his membership of the Advanced Engineering Sector Advisory Board of the UK Government's Trade & Investment body (UKTI) and the UKTI/FCO (Foreign & Commonwealth Office) Overseas Business Risk – Joint Advisory Group.

During the year we sponsored and actively contributed to numerous festivals, including Stroud International Textiles, where seminars explored the increasing influence of textiles within engineering and science, and the Cheltenham Design Festival, where we sponsored a session that looked at the design challenges faced by large scale power generation projects. We also supported the Nibley Music Festival, where "The Renishaw Stage" provides a platform for young acts in the early stage of their careers, and the Wychwood Music Festival at Cheltenham racecourse in Gloucestershire.

We are continuing to build our relationship with local and professional sports clubs in areas where we have operations, including English Premiership League football club Swansea City FC, which led to two of

their first team players visiting our Miskin factory. In Gloucestershire we are a sponsor of Dursley Rugby Club with which many of our staff and their families are connected, and we also continue to forge close links with Gloucester Rugby Club, which plays in the English Premiership League, sponsoring the club's England international player Ben Morgan and the Young Player of the Year award, which is voted on by our Gloucestershire staff.

Bristol International Balloon Fiesta is Europe's largest ballooning event and we continue to be a member of its corporate 100 Club which funds the fiesta to keep it a free entry event for visitors. During the year we also started a three-year sponsorship of a hot air balloon which flies at events across the west region of England, helping to raise the Company's profile and funds for local charities. The inaugural launch took place from Gloucester Rugby Club's stadium in July 2012, with Ben Morgan on board.

A key reason why we decided to work with Exclusive Ballooning, the operators of the Renishaw balloon, was that they are believed to be the UK's only company licensed to take passengers in wheelchairs. One such user was Nigel Holland, who has Charcot-Marie-Tooth disease, also known as hereditary motor and sensory neuropathy, which causes wastage of the muscles in the lower part of the arms and legs. Nigel appeared on national TV after setting himself a target of 50 things to do before he was 50, one of which was to fly in a hot air balloon (see www.the50list.co.uk). His experiences, including the flight, appear in a book about his exploits published in March 2013.



- 1 Left to right Ben Taylor (Renishaw), Ben Morgan and Chris Pockett (Renishaw)
- 2 Renishaw balloon launch at Gloucester Rugby Club
- 3 Swansea FC visit Miskin



Nigel Holland achieves one of his 50-List after completing a wheelchair flight in the Renishaw balloon

CHARITY

Over 20 years ago, the Company created the Renishaw Charities Committee (RCC) to distribute funds to support charitable and voluntary organisations, and to support the individual charitable efforts of staff through a match-funding scheme. The RCC is made up of staff representatives from the Company's main Gloucestershire sites and has a particular focus to assist organisations that help enrich the lives of children and adults, from toddler groups and sports clubs, through to organisations that support the disabled and the bereaved. A separate fund is also administered by the RCC, which donates monies to aid the victims of global disasters.

During the year the RCC (www.renishaw.com/charity) made donations to around 170 individual organisations totalling over £83,000. Beneficiaries were diverse in nature including scout and brownie groups, schools, infant playgroups, meningitis and cancer research organisations, carers support groups, air ambulance groups, youth football clubs for boys and girls, food banks, organisations providing transport for senior citizen and disabled groups and hospice care organisations.

The Company and the RCC recognises that large numbers of Renishaw employees assist charitable organisations and therefore encourages such activities through match-funding programmes, both for individual and collective fundraising efforts. In the latter case, the RCC fully matches funds raised by staff for the national initiatives Children in Need, Movember, Comic Relief and Wear it Pink. Employee communications from the Company and the RCC's intranet pages also include details of charities seeking support for fundraising activities or in need of trustees, and promotional posters for fundraising events are distributed to company noticeboards.

During the year, significant donations of £2,000 or greater were made by the RCC to eight organisations. This included a £5,000 donation to the National Star College, based near Cheltenham, Gloucestershire, which is an excellent specialist college that works with children who have physical, sensory or learning difficulties to enable them to prepare for the best that adult life can offer. A £2,000 donation was also made towards a skate park being developed by the Stonehouse Youth Partnership.



WOODCHESTER ROCKS!

Staff across Renishaw's UK sites raised money for Children in Need, which was match funded by the RCC, raising a total of £6,900

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EDUCATION

The Company has a fundamental aim to nurture the next generation of engineers and scientists and during the past 12 months has taken steps to accelerate engagement with the educational sector. One in five young people will need to become an engineer if the UK has any chance of addressing the severe skill shortages. Our Education Liaison Executive has continued to strengthen our links with local colleges, schools, universities and science, technology engineering and maths (STEM) enrichment organisations across the nation. The aims are to encourage STEM teaching and out-of-school clubs, to raise the profile of Renishaw as a potential employer and to ensure that we attract the most talented individuals.

The Company also continued its policy of opening its doors to visits from primary schools, secondary schools and universities from the UK and overseas. This year, one-week work experience placements were given to over 73 students under the age of 18, as well as four students spending a gap year

with us before they take up their university place. We have supported the GFirst Local Enterprise Partnership initiative "Challenge 2013" to work with over 2,500 school children in 40 Gloucestershire primary schools. Renishaw was one of six engineering companies that partnered with six primary schools to work with the pupils in a one day workshop to introduce computer programming. The pupils learned some basic coding and then used this knowledge to program a robot they had devised from a construction kit. The best team of three pupils were then invited to Renishaw and presented with a certificate and a gift.

We have provided many talks to schools to encourage their pupils to take STEM subjects. One issue in the UK is that only 6% of the engineering workforce is made up of women, so we try and encourage more to think about a career in engineering. One example of this is Caroline Hughes, one of our graduates, who gave talks during the year to two girls schools, Monmouth Girls School and Badminton School, on her journey to becoming an engineer and what she

did on a day-to-day basis. She received some very positive feedback and changed the preconceptions of many of the girls on how exciting a career in engineering would be.

This year we have invited schools to come to our New Mills site to have an opportunity to take apart some everyday equipment such as mobile phones, printers and cameras to see how they have been made. These "Technology Teardowns" have always been very popular with our new graduates and summer placements and this year we decided to extend this to secondary schools. At the time of writing we have had four local schools attend and the pupils enjoyed the opportunity to find out how something they use frequently was designed, with experienced engineers on hand to explain the design and engineering aspects. They all go away with a much better idea of what an engineer does.

We have contributed 50% funding to convert a transit van into a mobile laboratory for Rednock School.



- 1 Rednock School science teacher Ben Hall with students and the new mobile laboratory
- 2 Welsh students visit Miskin
- 3 UK Chancellor of the Exchequer, George Osborne, meets Renishaw apprentice, Jasmine Shellard at Gloucestershire Engineering Training



Aged just 25, Lucy Ackland has gone through an exciting journey as she has progressed from a young 16-year-old engineering apprentice at Renishaw, to her current role as a Process Engineering Project Manager.

When at The King's School in Gloucester, Lucy was expected to achieve excellent grades at GCSE and chose, despite opposition, to apply for an engineering apprenticeship. Lucy

has achieved so much during her nine years at Renishaw. She was sponsored to undergo NVQ training and a BTEC National Certificate as part of her apprenticeship. She has since gone on to be sponsored to complete a Foundation degree in Mechatronic Engineering and completed her Bachelor in Engineering degree with 1st class honours. Lucy recommends this route through education to everyone, especially girls considering their next stages in education. She believes in it so much she also finds time to be a Young Engineers Ambassador, a STEM Ambassador, a Big Bang Fair Judge for school STEM projects, and a Big Bang Fair Moderator. She also runs a local engineering after school club. Lucy illustrates the value that Renishaw, puts on the development of our staff and the way in which we encourage our staff to give back to the community through educational links.



See more at www.renishaw.com

This helps the school with its outreach work to feeder primary schools, as well as being an important resource for the school. The mobile laboratory will raise the profile and popularity of science in the school and wider community, and allow residential field trips to have a vital resource to bring learning to life. It is hoped that this will also improve the uptake of GCSE triple sciences and, in turn, the uptake of A-level Physics.

We sponsor numerous activities that aim to inspire young engineers, such as the Brunel Institute's "Young Brunels" initiative, where every year, 12 children are selected to join a five-year scheme to mentor them towards a career in science and engineering. Further events include the "Careering Around" initiative organised by the Cheltenham Science Festival, and the Engineering Education Scheme Wales. As part of the latter event, two of our young graduates mentored projects at Monmouth School and Chepstow School, with the former project winning the award for "Best Application" and was entered as a finalist at the national Big Bang UK Scientists and Engineers Fair held in London in 2013.

For our stand at The Big Bang Fair, one of our software engineers designed a Lego maze that was mounted on one of our Equator machines. Using a joystick, young people (and sometimes their parents!) attempted to complete the maze in the quickest time possible. A prize was awarded each day for the fastest. We had over 2,000 people play the game and we were able to showcase Renishaw, and raise our profile to a large audience of people.

We will also be attending the Big Bang Cymru in the summer as we wish to work more closely with Welsh schools to encourage them to consider Renishaw as we develop our Miskin site. We started this process with two education days in October 2012 held at our new Miskin factory. Over 650 school, college and university students were able to see our machine shop in action, as well as all our products in one of the largest exhibition stands that we have ever set up.

We have attended many school careers evenings in schools in Gloucestershire and South Wales as well as the "Skills Fest" held at Gloucester Rugby's Kingsholm stadium. These activities and all the work we have done with schools this year have contributed to the receipt

of over double the amount of applications for our apprenticeships from the previous year.

Greenpower is a national organisation dedicated to inspiring future engineers. They run competitions for primary and secondary schools to design, build and race battery powered cars. Last September Renishaw sponsored the Western Regional Heats at the Castle Combe Circuit in Wiltshire. In May 2013 we were pleased to host Greenpower's "Goblin" class regional event for primary school pupils in Bristol and Bath, who raced their battery powered vehicles around a car park at our New Mills headquarters. It is great to see so many young people engaging in engineering and seeing the sense of achievement they have from taking part in the races and being part of a racing team.

We launched the Renishaw Engineering Experience in conjunction with Young Engineers this year. This is a nationwide competition with the winners able to experience a week visiting engineering companies culminating with a day at Renishaw. Previous winners have been encouraged to study engineering at university – again we see this as a way



CORPORATE SOCIAL RESPONSIBILITY CONTINUED

to enthuse more young people to consider careers in STEM-related subjects.

We also attended the Gloucester Motor Show for the second year. This show attracts family visitors and they enjoy attending our stand and taking part in the activities available as well as learning about the Company and the career opportunities that we have.

We have been working with universities to ensure that we get the best talent for our business. This summer we had over 60 students from a wide range of universities join us and those that do well will be offered a bursary. We are also taking 30 students on an industrial year before they return to university for their last year of study. Again they may be offered sponsorship and encouragement to join our highly successful graduate programme.

We attended more career fairs than ever this year, gave talks on employability to students and had several universities visit us for lectures and tours. We have attended several poster days at universities, to see the student final year projects and to find potential future talent.

We are a sponsor of a Postgraduate Research Symposium at Imperial College, London, where we help judge and award prizes for the best projects.

Within Renishaw we also run our own Applications Academy which offers a varied training curriculum from "Face-to-Face Communications" and "Report Writing", to the "Fundamentals of Manufacturing" and "CNC

programming". During the year 94 staff from across the Group benefitted from Academy training, plus many more who made use of e-learning programmes available as part of our new learning management system (LMS) in which we have made a significant investment. The LMS software is used for the administration, documentation, tracking and reporting of training programmes, classroom and online events, e-learning programmes and training content.

THE ENVIRONMENT

Renishaw takes its responsibilities for the environment seriously and continues to make further investments to improve its performance in relation to energy consumption, water usage, emissions and disposal of waste materials. The Company continues to monitor and control its energy consumption, as previously reported, with an additional emphasis upon expanding its data collection scope and accuracy.

ENERGY

In the UK, installation of half-hourly metering for electricity consumption is ongoing, with a target of HHM (for gas, electricity and water) at all of our UK sites within the next financial year, giving us the ability to identify opportunities for reduced consumption. Investments have also continued to be made in our monitoring equipment to identify specific peaks in electricity usage, quantify reductions and make continuous improvements across various sites. Additionally, recent investments are allowing us to monitor gas and water usage at our main UK sites, allowing these energy streams to be similarly reduced.

The refurbishment of our Miskin site is nearing completion and has thus far included a £100,000 investment in very high standard Pilkington energiKare™ triple glazed low-emissivity glass windows with Krypton gas filling, to achieve a U-value of just 0.9. A new building in York for our product line MDL has been built to the highest standards of the Building Research Establishment's Environmental Assessment Method (BREEAM), a rating system which is recognised nationally and internationally as the most robust and rigorous method for assessing the environmental performance of buildings.

As Renishaw consumed more than 6 megawatts of electricity in 2008, we are bound by UK legislation to comply with the CRC Energy Efficiency Scheme (formerly known as the Carbon Reduction Commitment) and have registered accordingly. To recognise the progress made in recent years by monitoring usage and reducing our CO₂ emissions, we have recently been awarded the Carbon Trust Standard.

EMISSIONS (FIG. 1)

Unless otherwise stated, the analysis in Figure 1 includes the Group's global operations for the 12-month period 1st June 2012 to 31st May 2013.

Our carbon footprint has been restated for last year in order to account for significant changes to the conversion factors provided by the UK Department of Environment, Food and Rural Affairs, the calculation methods used and the expansion of scope of data capture for company reporting purposes.

FIG. 1. GREENHOUSE GAS (GHG) EMISSIONS

CO₂/ TONNES

SCOPE 1

Gas consumption	1,467.01
Owned transport	1,443.57
Generator diesel	24.91
Heating oil	61.45
Out of scope (bio fuel blend)	37.42
Total scope 1	2,996.94

SCOPE 2

Purchased electricity	13,456.36
Total scope 2	13,456.36

SCOPE 3

Business travel	6,837.43
Product distribution*	3,545.49
Raw metal purchase*	4,020.35
Post communications*	500.13
Transmission and distribution	1,412.21
WTT total	3,022.83
Out of scope (bio fuel blend)	12.18
Total significant scope 3	19,338.44

*UK only

The measurement of the overall impact of carbon emissions within the Group is very complex given the geography and scope of operations and in some cases estimates have been made for some markets where data is not readily available.

Our total recorded carbon footprint has increased by 16% from the previous reporting period (2012 30,745 tonnes CO₂e; 2013 35,791 tonnes CO₂e).

This increase is due to three significant changes, a 16% increase in gas usage, a 12% increase in electricity usage and a 241% increase in business travel. As we invest for the future by expanding our sites, including this year in China, York and Miskin, South Wales, it is understandable that our energy consumption will increase as a result.

As the Renishaw Group continues to develop globally, more business travel will be undertaken as a consequence. Travel for internal business requirements is minimised by providing web conferencing facilities and putting in place a rigorous approval system to ensure the travel is essential. As part of our budget controls we mandate economy travel as standard for short and medium haul flights, which in turn ensures our carbon impact is kept to a minimum.

Although not included within these standard Government measures, we continue to recognise that there is a significant impact caused by staff driving to our Gloucestershire sites. There is very limited public transportation serving these sites and therefore we actively encourage car sharing through lift-share notices in communal areas,

by hosting a specific area on the Company intranet and through the circulation of regular emails that remind staff of the benefits of car sharing. We also provide showers, lockers and secure bike storage areas for any members of staff who want to cycle into work.

WASTE MANAGEMENT (FIG. 2)

Renishaw has continued to analyse waste streams and strives to increase recycling and reduce amounts sent to landfill, notably paper, cardboard, plastic cups, toner cartridges and batteries. Analysis of the waste streams at the significant UK sites shows a 27% decrease in waste to landfill. Although our total waste from our significant UK waste producing sites has increased by 51% over the past four reporting periods, our waste to landfill has decreased by 5.6% in the same period. It is also worth noting that during this time the Company has gone through significant expansion and manufacturing has increased considerably as has the number of sites to be considered. Also, through this time, much renovation and expansion of sites has been undertaken, which significantly contributes to our waste production.

Reduction of waste at source is seen as a key contributor to overall waste reduction. Continuing efforts are being made to distribute both technical and sales documentation in electronic format and we no longer distribute user guides to our customers for our encoder products, as up-to-date guides are available through a special support website. Regular marketing communications with customers in our main markets are now solely by email, and our employee newsletter "Probity"



Collection point for waste metal produced from machining processes at the New Mills site

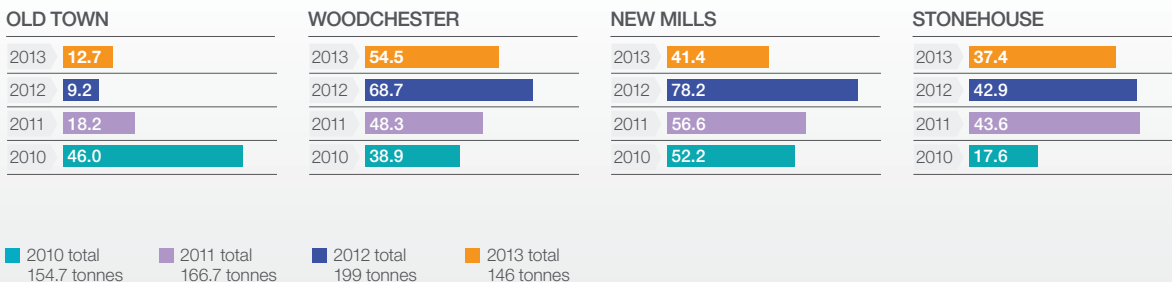


CARBON TRUST STANDARD

Renishaw plc has been certified to the Carbon Trust Standard. The award, earned every two years, recognises the work undertaken by the Company across all operations and is independent confirmation that Renishaw plc has genuinely measured, managed and reduced its carbon emissions

FIG. 2. LANDFILL TOTALS (DATA FOR SIGNIFICANT UK WASTE PRODUCING SITES)

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CHARITY

During the year the Renishaw Charities Committee made donations to 170 individual organisations

Analysis of the waste streams at the significant UK sites shows a **27% decrease in waste to landfill**. Although our total waste from our significant UK waste producing sites has increased by 51% over the past four reporting periods, our waste to landfill has decreased by 5.6% in the same period.

WASTE MANAGEMENT (FIG. 2) CONTINUED

is primarily distributed electronically, with a small quantity printed for manufacturing sites. In the UK, Renishaw staff no longer receive hard copy pay slips but can access these electronically.

Commercial documentation, such as invoices and acknowledgements, is also available through a “paperless” facility, with customers encouraged to accept this form of transaction.

Although only one of the Group’s products currently falls within the scope of the requirements of the European Directive 2002/95/EC on the Restriction of the use of Hazardous Substances (RoHS), all new position encoder products and the majority of legacy encoder products are now RoHS compliant. We are continuing to develop and implement processes for other metrology products to ensure that they will meet the extended scope of the directive which will be implemented in 2017, whilst achieving several earlier dates for healthcare products.

We are continuing to work hard to meet the requirements of the European Directive on the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and to date no “substances of very high concern” (SVHC) have been identified in our products at a level requiring any action. To co-ordinate our activities with regard to compliance with both RoHS and REACH directives, we have a dedicated project manager who manages risk assessments and information gathering from suppliers.

HEALTH AND SAFETY

Renishaw has a corporate health and safety management system that is supported by its corporate health and safety policy. As our employees are essential to our business we record all injuries from the smallest of paper cuts to the most serious of incidents. This allows us to highlight any areas of our business where injuries may occur and take appropriate action.

HEALTH AND SAFETY STATISTICS

0.049	accidents per person
16%	decrease in accidents
69%	of all accidents are very minor injuries
100+	H&S inductions
650	H&S training sessions

The total number of accidents for the period was 161 against a headcount of 3,235. This equates to an accident ratio of 0.05 accidents per person and is 16% down on the same period the year before, despite an 8% increase in staffing levels. The vast majority of these accidents are minor cuts accounting for 111 (69%) of all accidents during the period. Training continues to take place in order to reduce this statistic further.

REPORTABLE ACCIDENTS

There was one accident that was reportable under RIDDOR in which an employee removed a bag from a waste bin and pulled muscles in her back. This resulted in a total of 205 hrs (32.5 days) absence.

Following a reportable accident at Renishaw’s Stone site in February 2012 Renishaw was investigated by the UK Health and Safety Executive (HSE) resulting in legal proceedings for a breach of health and safety legislation relating to the handling of dangerous substances and a subsequent £7,000 fine plus costs. This was the first such prosecution in Renishaw’s history and we worked closely with the HSE to introduce all required changes to internal procedures.

OCCUPATIONAL HEALTH

Renishaw has had no work-related ill-health or diseases reported in this year.

Health monitoring in the form of lung function testing (anodising staff), hearing testing (for those in higher noise level areas) and eye testing (for VDU users and some manufacturing staff) has been established for several years and is ongoing.

Health support for UK staff is offered in the form of subsidised UK health monitoring (blood pressure, diabetes, cholesterol, and BMI). To date more than 400 employees have taken advantage of this at our Gloucestershire sites and the intention is to roll this out across the UK.

INCIDENTS/NEAR MISSES

A new electronic system of reporting and collating incidents/near misses was introduced over the period and has resulted in a total of 57 recorded occurrences.