

Sustainability Strategy

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Contents

Pages

3-4 Our responsibility to the built environment

5-6 Our journey so far

7-8 Our achievements

9-10 Our vision

11-26 Our Strategic Commitments

Transforming our climate impact

Building a team for the future

Creating resilient roofscapes

Enhancing our communities

27-28 Advancing our mission

29-30 2030 goals and progress

A letter from the Managing Director



As we reflect on our strongest year to date of dedicated efforts towards sustainability, I am immensely proud of the progress we have made towards our planet and communities. We have achieved this through our vision to **improve the roofscape and transform the world above our heads.**

By using our knowledge, experience, technical creativity and advanced system portfolio we continue to drive forward our mission to revolutionise the way flat roofs are designed, specified, installed, used and maintained. We are releasing the full potential of flat roofs, improving building durability, whilst positively impacting our climate and benefiting the communities that surround them.

We are realising this vision and mission by taking strong steps along our Sustainability Pathway. We have undertaken extensive research to find the best assessment tools, invested in carbon emission experts to guide us, and have embedded our sustainability commitments into our entire business strategy.

One of our most meaningful milestones is becoming a Certified B Corporation. This is a demonstration of how our climate pledges, our charitable giving, our team, our supply chain and our customers are part of one holistic drive towards making our business a force for good.

Our company's vision is bold, and we are putting social and environmental impact at the core of everything we do, because we know that creating a better built environment starts with us.

Looking ahead, we will continue to push the boundaries of what is possible, seek out more sustainable and innovative ways to waterproof better, and pioneer flat roofs that benefit the generations to come.

Phillip Wilcox-Moore

Managing Director of Axter Limited

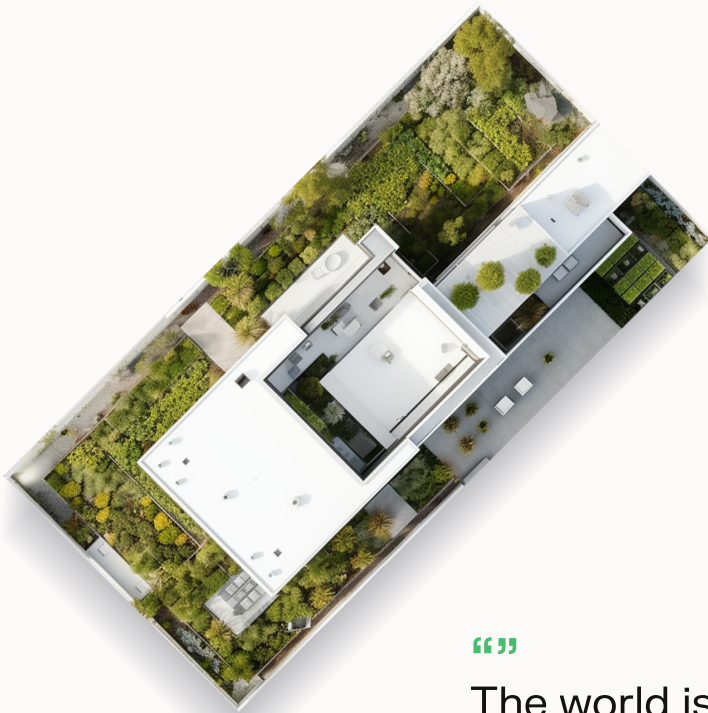
Our responsibility to the built environment

Buildings are currently responsible for 39% of global energy-related carbon emissions, with 28% of that total from operational emissions, i.e. from energy needed to heat, cool and power buildings. These operational CO2 emissions have reached an all-time high of around 10 GtCO2, an approximate 5% increase from 2020.*

Meanwhile, the world is on track to construct 2.5 trillion square feet of new developments between now and 2060 – the equivalent of adding another Paris to the planet every 5 days.**

The built environment is striving to address the environmental crisis head-on, making sustainability a driving force in shaping the future of construction.





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The world is on track to construct 2.5 trillion square feet of new developments between now and 2060



All stakeholders in the construction industry are embracing the challenge of creating spaces that not only meet the needs of the present but also contribute to a more sustainable and resilient future for generations to come.

At Axter we are innovating flat roofing systems that help lower the carbon emissions of the buildings they protect. Our roofs can not only lower the operational energy needs of a building but also increase resilience to extreme weather events caused by climate change, such as heatwaves and urban flooding. Our extensive, intensive and biodiverse green roof systems go even further, reducing the urban heat island effect, improving air quality, mitigating biodiversity loss and lost habitat regeneration.***

The climate crisis poses a real threat to the future of us and our planet. As a business, we understand that we have an important role to play in addressing this threat, reducing our environmental impact and using all of the tools at our disposal to make positive change.

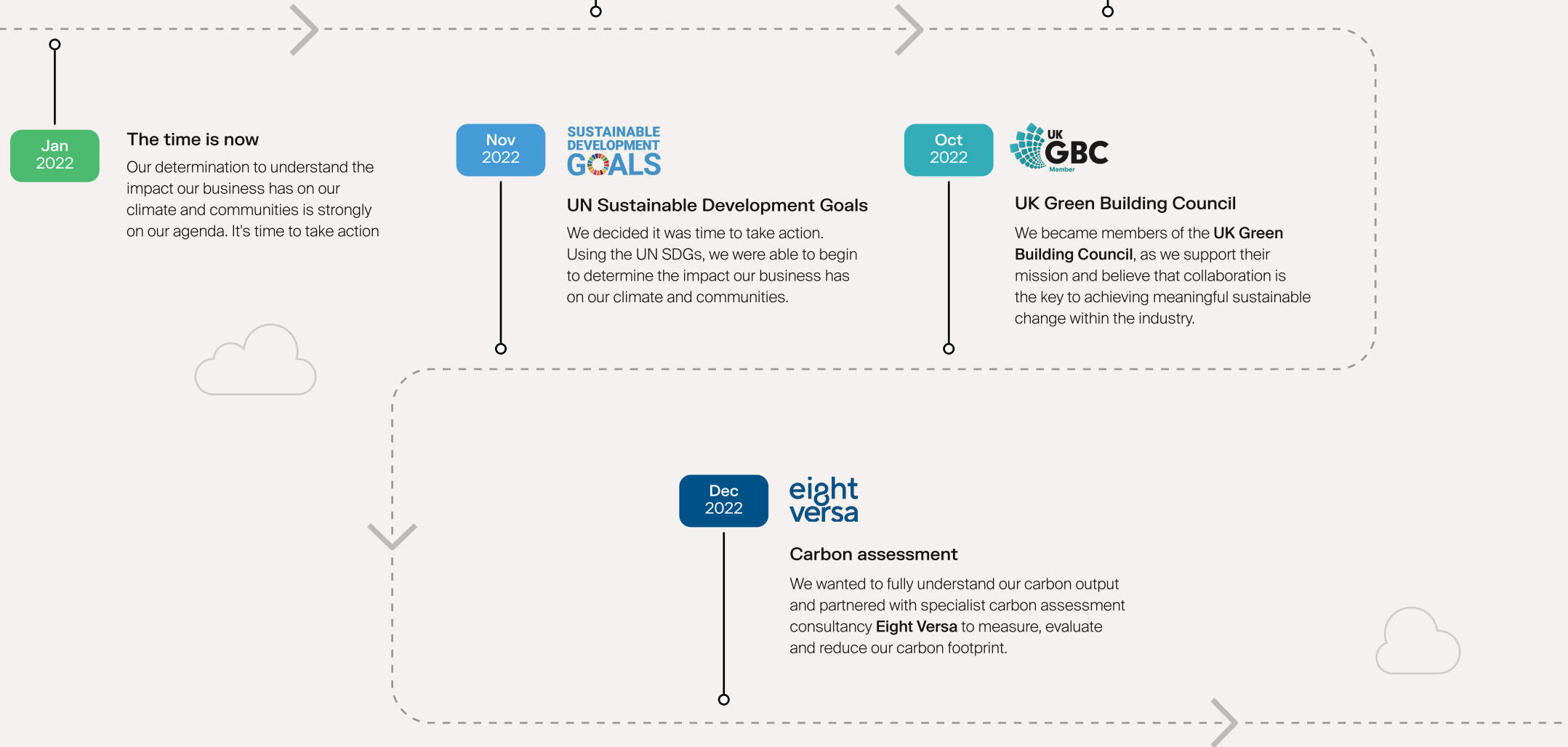
We also believe in the power of working together with industry and government. Collaboration is the key to achieving meaningful sustainable change within the built environment.

**World Green Building Council*

***UN Environment, Global Status Report 2017*

****Biodiverse green roofs*

Our journey so far



Dec
2023

Carbon Literacy
Project

All employees complete Carbon Literacy training

We have partnered with Hattrick training who have delivered the Net Zero Carbon Literacy Masterclass to all our employees.

Jan
2024

The Suffolk Mind Schools programme starts

We supported the local mental health charity, Suffolk Mind, to deliver a newly launched children's mental health programme to six schools across the Shotley Peninsular.

March
2024

We are a Silver accredited Carbon Literate Organisation

We have been accredited as a Silver Carbon Literate Organisation, proving our commitment to engage positively with our communities and encourage a Carbon Literate workforce. We are continuing our journey towards Gold and Platinum accreditation.



Sept
2023

NCS Carbon Measured Certificate

After 9 months of data collection, analysis and benchmarking we received our Natural Carbon Solutions Carbon Measured certificate.

April
2023

We've submitted our B Impact Assessment

After 6 months of research, analysis and eye opening exploration into our business impact, we submitted our B Impact Assessment.

August
2024



Axter UK is a Certified B Corporation™

After over a year of hard work and dedication, Axter UK has officially become a Certified B Corp. We're excited to be joining a global community of businesses committed to positively impact people, communities and the planet and we're on a mission to continuously improve our impact.

Feb
2023



Measuring our carbon emissions

We delve deep into our carbon emissions. Splitting our assessment out into three core areas and assessing Scope 1,2, and 3.

Jan
2023

Charity partners

We donated over £45,000 to our chosen charities in 2023 and we plan to give more in 2024.

Our achievements



Axter UK is a Certified B Corporation™

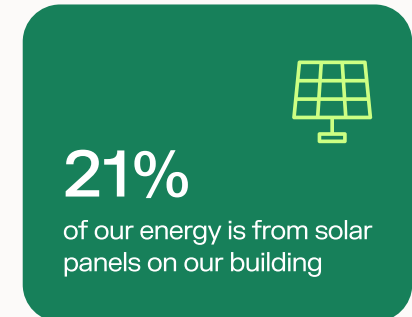
B Corporation is a global movement driving an inclusive, regenerative economy by using business as a force for good.

Achieving B Corp certification galvanises our commitment to impactful change for people and planet. Through its rigorous assessment and required transparency, it empowers us to measure and enhance our sustainable performance across our entire value chain.

We are proud to be a Certified B Corp, which holds us to a high social and environmental standard and reinforces our drive for positive change in the built environment sector.



Measured our Carbon Footprint across Scope 1, 2 and 3 and set a baseline year for reducing our emissions



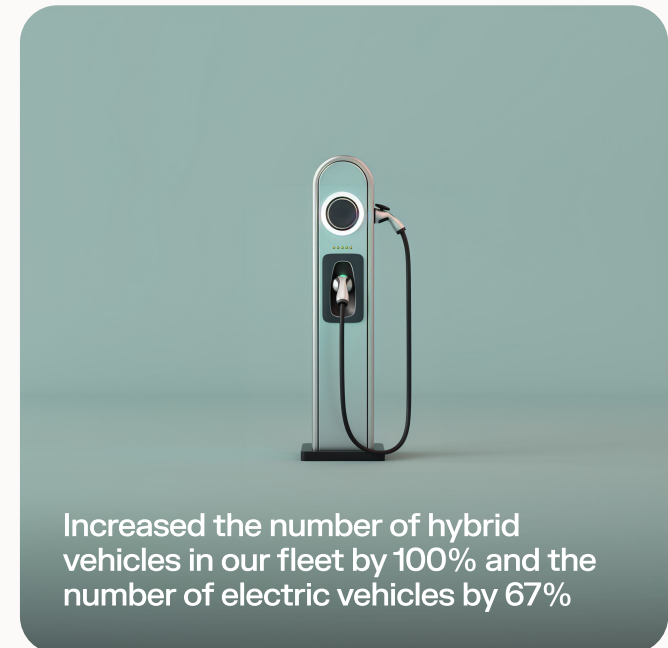
21%

of our energy is from solar panels on our building



£45,000

donated to our charity partners



Increased the number of hybrid vehicles in our fleet by 100% and the number of electric vehicles by 67%



Started tracking and measuring the environmental impact of our roofing systems



175

volunteer hours donated to charity



Implemented a new environmental policy and corporate travel policy, and began our roadmap to improve our employee development and compensation structure



All employees undertook Carbon Literacy Training



Began to implement a new supplier engagement programme to better monitor social and environmental risks and opportunities

 Best Employers
Eastern Region
GOLD 2023

Won Best Employers Eastern Region Awards 2023



Our vision is to Revolutionise the Roofscape and transform the world above our heads

At Axter, we are revolutionising the way flat roofs are designed, installed, used and maintained. We always seek out more sustainable and innovative ways to waterproof better, making flat roofs that benefit our climate and communities.

By utilising our knowledge, creativity and advanced system portfolio we know we can make our ambitions a reality. We plan to achieve this vision through the comprehensive strategy designed and built over the last 12 months. We will be guided by our four strategic pillars and recognise the importance of engaging our team and all key stakeholders on our journey.

Committed to accelerating the UN Sustainable Development Goals

In 2015, all United Nations member states committed to the Sustainable Development Goals (SDGs) in a global effort to pursue peace and prosperity. The SDGs are a set of 17 objectives designed to achieve a sustainable and equitable future for all citizens by 2030.

The goals address key issues such as human rights, gender equality, poverty and climate action. They demand collaborative action from all nations, emphasising our interconnected roles and the critical need to address the world's most pressing social and environmental challenges.

At Axter, we recognise the important role businesses play in accelerating the SDGs and have indicated the goals we contribute to in each of our four sustainability commitments.



Our strategic commitments

01

Transforming our climate impact

As a business, we understand that we have an important role to play in addressing the effects of the climate crisis.

Our commitment to reducing our environmental impact is a top priority as we strive to make positive changes in our industry and strive to achieve Net Zero.

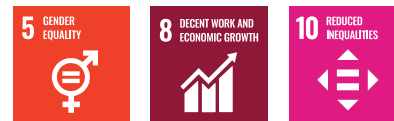


02

Building a team for the future

Our people are our biggest asset, and they are crucial to our vision of building a better tomorrow.

We're committed to empowering our talented team with continuous development, a strong culture of wellbeing and a mandate to ensure equitable representation and opportunity for all.



03

Creating resilient roofscapes

As the world adapts to the effects of the climate crisis, we are committed to leveraging our services and products in a way that supports this important transition.

We're dedicated to providing solutions that are energy efficient and enhance natural biodiversity efforts with measurable impact and longevity at their core.



04

Enriching our communities

Our communities are key to the success of our sustainability strategy, from our suppliers, to our customers, neighbours and industry peers.

We're passionate about sharing our knowledge, resources, and goals to promote safety, equity and sustainable values for all.



01

Transforming our climate impact



The Climate Emergency must be a priority for all businesses so that we can collectively help limit the rise in global temperature to **no more than 1.5°C** and ensure we maintain a liveable future for all.

In 2023, we formalised our commitment to climate action by partnering with experts to measure our carbon impact, plot a pathway for future environmental performance and set science-based reduction targets.

The resulting data published in our Carbon Footprint Report was third-party certified by Natural Carbon Solutions (NCS) and who employed their holistic Footprinting methodology. Understanding our carbon footprint allows us to develop a long-term strategy for reducing our total emissions as we embark on our Net Zero journey.

Discover more in our [Carbon Footprint Report](#) found on axter.co.uk

Goals Covered



Axter has committed to become Net Zero by 2040



As we develop a comprehensive Net Zero commitment, transparency and integrity guide our actions and decisions.

By acknowledging that our actions and decisions have an impact on our planet, we have measured our Greenhouse Gas Emissions for 2022 and established a baseline year. From this year forward, Axter will openly report on its climate impact every year and communicate on progress and challenges.

Our strategy is founded on the principle of first minimising our carbon emissions, actively seeking opportunities to reduce our emissions across all aspects of our operations and through our value chain. Then, as a last resort reserved for those emissions that cannot yet be eliminated through mitigation methods, we will use suitable offsetting schemes to compensate for these emissions.

When offsetting is necessary, we will prioritise verified projects that align with our values, benefitting local communities.

Our 2030 goals



Our climate goals are in line with the Science Based Targets Initiative that provide a clear plan for organisations to meet the goals of the Paris Agreement.

Net Zero Carbon Emissions Journey

- **Measure and reduce our baseline 2022 emissions** by 73% by 2030 in our own operation's (Scope 1 & 2) emissions
- **Measure and reduce our indirect emissions** (Scope 3) emissions by 50%
- **Publish our Carbon Reduction Plan** and our annual carbon footprint

Environmental Management System

- **Axter commercial sites to become ISO 14001 certified***

Net Zero Carbon Emissions Journey

- **Reduce waste in Axter operations**
- **Measure and reduce water consumption** throughout our own operations

**All company manufacturing sites have successfully achieved ISO 14001 certification*

Our Net Zero journey

At Axter, we work hard to ensure our systems and products meet the latest standards. The efficiency and longevity of all our systems are supported by the best independent accreditation and market leading guarantees, allowing our customers to make an informed choice when selecting our flat roofing systems.

2024

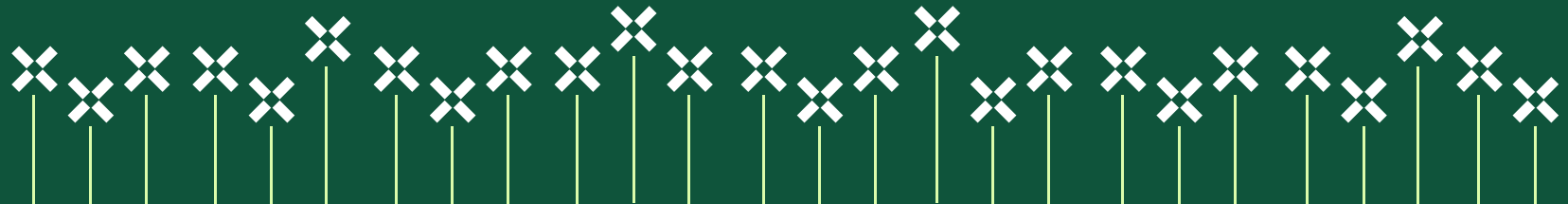
Work with **Eight Versa** to consistently improve reporting data, which will give us a better overview of product-related emissions

2025

Create a **carbon compensation policy** and plan that looks beyond planting trees and invests in carefully selected local environmental projects that make an impact

2024

Current fleet of cars is 100% hybrid or electric



2025

Own operations are using
over 50% renewable energy



2027

Reduce Scope 1 & 2 emissions by 73%
by switching all company owned cars to
fully electric vehicles to reduce mobility-
related emissions

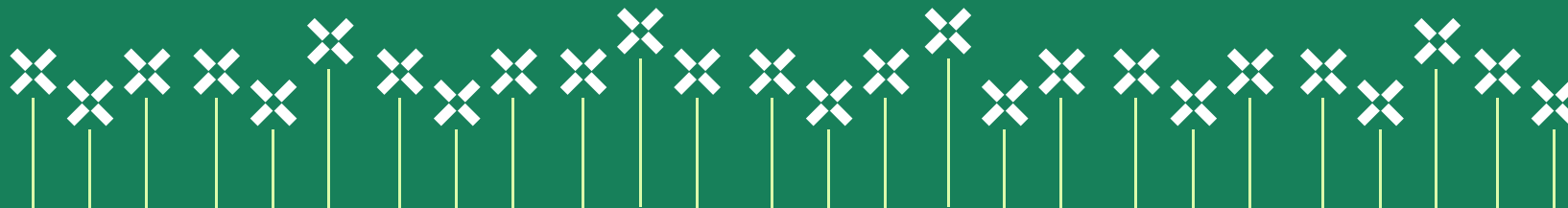
2040

Achieve Net Zero

2030

Reduce Scope 3

emissions (our indirect emissions) by
50% by engaging with our suppliers
to reduce their operational carbon
emissions. We will work with suppliers
to improve the environmental impact
of the transportation and distribution
of products supplied to Axter.



02

Building a team for the future



At the heart of Axter is a team of ambitious, creative professionals committed to sustainability; bringing bold ideas to the forefront of our business about how we can make a difference to the planet and our communities.

Being supported by an embedded set of core principles, values, collaboration, service, respect and integrity, gives our team space to bring fresh thinking and ideas to all our projects.

Starting from a place of curiosity, we are constantly seeking out more sustainable and innovative ways to waterproof better and create flat roofs that benefit our climate and communities.

The Axter team stands out as a vibrant and collaborative group of knowledgeable, creative, dedicated individuals, all working towards a collective vision: to improve the roovescape and transform the world above our heads.

Goals Covered



Our commitment



At Axter, our team's well-being is our key priority. We strive to enhance it through empowerment, transparency and belonging.

People who identify as women make up 40% of our team (across managerial and non-managerial roles) and as our team continues to grow, we are constantly working to improve our flexibility and wellbeing programs for all.

At Axter, everyone has equal rights and growth opportunities, regardless of race, ethnicity, culture, religion, spirituality, sex, gender, sexuality, disability, age or other lived experiences. We're all in this together.

“ ”

We continue to provide our team with strong support, development and flexible working to build a thriving workplace that is motivated to deliver our mission.

Our 2030 goals



Team Growth & Transparency

- **Implement a clear compensation structure** and salary band transparency
- **Build out an enhanced Diversity, Equity and Inclusion Program**, directly upskilling teams in line with clearly defined progression requirements

Diversity, Equity and Inclusion (DEI)

- **Champion a diverse workforce** where everyone is provided with the opportunity to succeed

Wellbeing

- **Prioritise Health & Safety** education
- Complete **Annual Employee Engagement Survey**
- Increase **employee volunteer days**
- Build a **robust mental health support plan**

03

Creating resilient roofscapes



One of the biggest environmental hotspots globally is the operational emissions from buildings; the energy needed to heat, cool and power the buildings we inhabit.

At Axter, we are always innovating to ensure flat roofs are being utilised to their full potential. Whether it's increasing biodiverse habitats, generating renewable electricity or creating social spaces - the possibilities are endless.

We know our products have the potential to support climate change mitigation and adaptation. This is why we're committed to reducing waste and increasing the use of responsible materials in our offering, whilst simultaneously increasing our contribution to renewable energy, reducing urban flooding and increasing biodiversity. Through our work and strategic commitments, we want Axter to help buildings become more resilient to the damaging effects of the climate crisis.

Goals Covered



Our commitments



The efficacy and longevity of all our flat roof systems are backed up by accredited third party certification bodies and market leading system guarantees.

A testament to the performance of our green roof systems is recognition from The Building Research Establishment Environmental Assessment Method (BREEAM), awarding one credit automatically under sub-sections LE 03 Mitigating Ecological Impact, LE 04 Enhancing Site Ecology, LE 05 Long Term Impact on Biodiversity and SUR1 Surface Water Management.



Our 2030 goals



Better Roofs for Better Buildings

- Increase the area (m2) of Green Roof installations to be minimum 15% of the total flat roof area installed by Axter
- Increase the area (m2) of Solar PV roof installations to be minimum 15% of the total flat roof area installed by Axter
- Increase the area (m2) of Blue Roof installations to be minimum 15% of the total flat roof area installed by Axter

Material & Product Innovation

- Increase the amount of recycled raw materials used in our flat roof solutions
- Design and specify circular roofing systems - Reinforced Bitumen Membrane (RBM) flat roofing systems that are demountable at end of life and removed for reuse and recycling
- Innovate waterproofing systems and installation equipment to reduce the environmental impact (energy consumption) of our systems during the construction phase of our flat roof solutions

Product Longevity & Quality

- Establish product specific Environmental Product Declarations (EPD) for all flat roofing systems manufactured within the organisation
- Axter commercial sites to become ISO 9001 certified*

**All company manufacturing sites have successfully achieved ISO 9001 certification*



Delivering quality, protection and resilience

Axter are recognised throughout the industry for our comprehensive system portfolio, market-leading product quality and technical expertise.

Quality Management is a top priority for our business. Since 1996 our manufacturing facilities have been certified as conforming to international Quality Control Standards, and are certified to the exacting ISO 9001 quality management standard.

Where appropriate all Axter roofing system components are CE and UKCA accredited in accordance with the relevant harmonised Standard, indicating compliance with health, safety, and environmental protection standards.

We provide reliable flat roofing systems that are backed up by long term comprehensive guarantees. We're extremely proud of our 40+ years in the industry and have built our reputation on quality and service.

Industry Associations and Certifications

We believe in the power of coming together to create positive change within the industry. We contribute to working groups, achieve certifications, and partner with leading industry bodies, trade associations and organisations to ensure industry standards are met. We are driving for change across all areas of our business.



International Organisation for Standardisation (ISO)



ISO brings together experts to develop international standards that act as a benchmark for companies to ensure the safety, quality and environmental management of their products.

Being part of the IKO Group means that our established manufacturing heritage not only has expert capabilities in waterproofing research and technology, but is also ISO Certified in Quality and Environmental Management.

- ISO 9001 2015: Quality Management Certificate
- ISO 14001 2015: Environmental Management Certificate



Our Wilotekt-Plus system has received the Code for Construction Product Information (CCPI) verification, demonstrating our commitment to reliability, safety, and compliance.

As the construction industry adapts to a new and improved building safety regime set out in the Building Safety Act, the CCPI is playing a pivotal role in driving change and setting the highest standards in how product information is managed and communicated by the construction product manufacturing industry. The CCPI offers independent and robust verification, ensuring that product information is clear, accurate, up-to-date, and unambiguous.

04

Enriching our communities



Our communities are at the centre of our business. From our suppliers, to our customers, neighbours and industry peers, we're dedicated to sharing our knowledge, resources, and goals to promote safety, equity, and sustainable values for all.

We know that we can achieve more, together. We recognise the importance of engaging all our stakeholders on our journey, so we can we amplify our positive impact on people and planet.

From suppliers to contractors, our communities to our customers, we are committed to creating long-lasting partnerships that value commitment, collaboration and creating a more sustainable future.

Goals Covered



Our commitment



Enriching the thriving communities outside the organisation in which we operate is immensely important to improving our impact.

We are committed to working collaboratively with our local community, understanding their needs, and connecting on initiatives that contribute to the betterment of the community. Through our supply chain partners, we champion transparent, open communication that enhances knowledge and champions change, building true partnerships based on shared values.

By actively involving and supporting the people in our vicinity, we aspire to build resilient, thriving communities that are integral to the fabric of our sustainable business practices.

“ ”

Through our supply chain partners, we champion transparent, open communication

Our 2030 goals



Inspire and Enhance our Supplier Community

- All suppliers to have **completed annual audits**
- **Develop system component Supplier Code of Conduct**
- Influence partners to **reduce packaging and plastic usage**
- Inspire and educate system component suppliers to **become ISO 14001 certified**
- Improve transparency by **implementing BES 6001 Framework Standard for Responsible Sourcing (FSRS)**

Improving Accredited Contractor Standards

- **Empower Accredited Contractors** by improving operative education and upskilling programs
- **Educate contractors** on reducing waste and material disposal post installation

Community and Civic Engagement

- **Commit to donate a minimum of 1% of pre-tax profit per year** to charitable causes
- **Increase usable flat roof space** to enhance community wellbeing and sustainable cities

Our commitment to giving back

We believe all businesses have a responsibility to support the planet and local communities. We care about our impact on the world and want to do all we can to create positive change. That's why we've partnered with six climate and community charities.

Additionally, we empower our team to support the charities that they're passionate about too. Every year, Axter provides each team member with £100 to donate to a local charity or climate action group of their choice.



Climate Partners



Suffolk Wildlife Trust

Suffolk Wildlife Trust is the county's nature charity, dedicated wholly to safeguarding Suffolk's wildlife and countryside.



Rewilding Britain

Rewilding Britain aims to tackle the climate emergency and extinction crisis, reconnect people with the natural world and to help communities thrive.



Wildfowl & Wetlands Trust

WWT is an international wildfowl and wetland conservation charity in the United Kingdom.

Community Partners



Suffolk Mind

Suffolk Mind aims to make Suffolk the best place in the world for talking about and taking care of mental health.



Emmaus Suffolk

Emmaus Suffolk is a charity working with vulnerable, socially isolated people and those at risk of homelessness across the county.



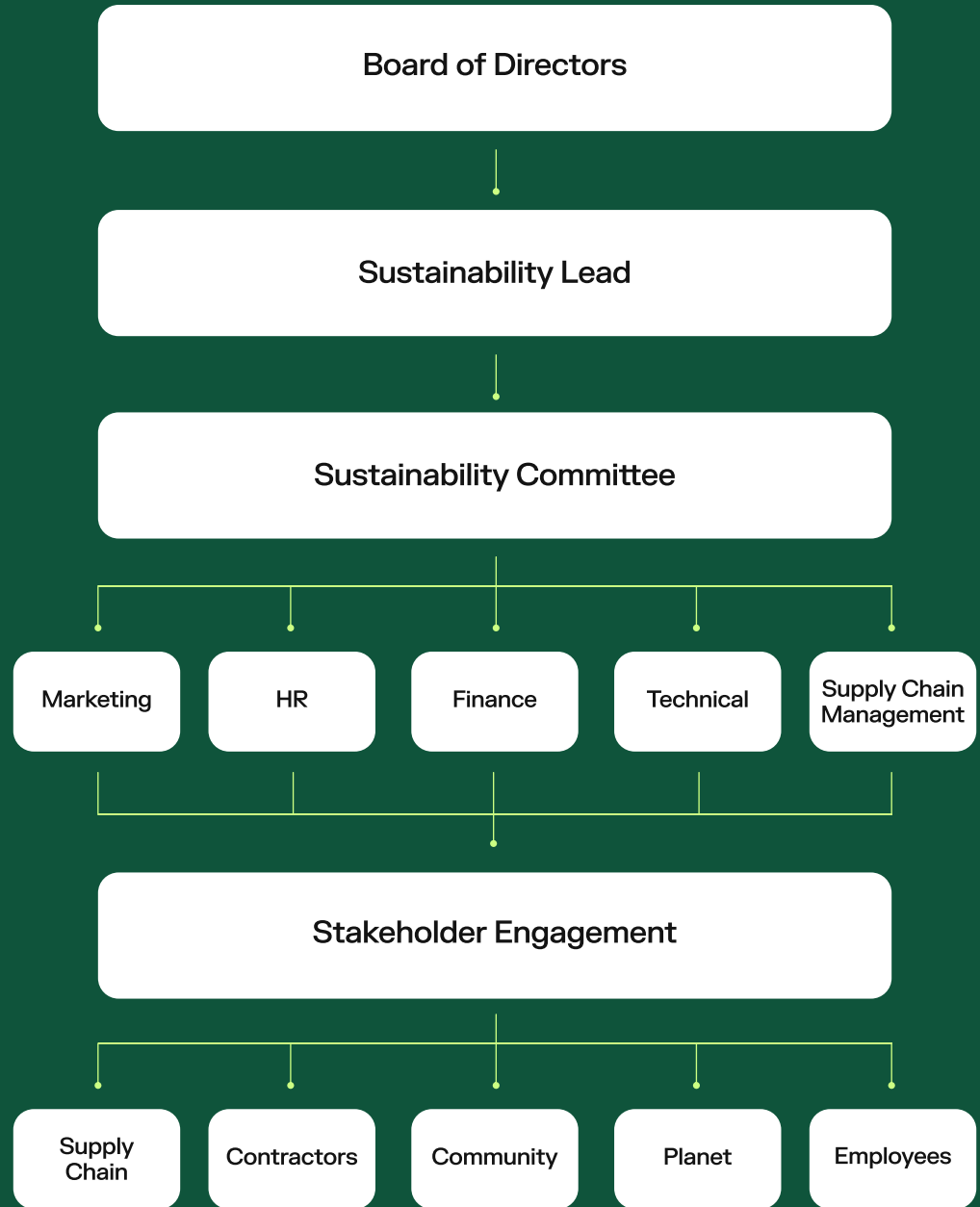
Suffolk Community Foundation

Suffolk Community Foundation is the largest grantmaker to the voluntary sector in Suffolk.

Advancing our mission

At Axter Ltd, we prioritise effective governance, ethics, and transparency as vital components of our company values and practices. These elements ensure that our organisation delivers positive impact to people, planet and profit.

We believe it's everyone's responsibility at Axter Ltd to uphold our core values and mission. This section outlines the structure that will guide us in fulfilling this responsibility.



We are dedicated to being transparent about our sustainability efforts. Regular reporting will be conducted, providing our stakeholders with clear insights into our progress, challenges, and achievements. This will include both qualitative and quantitative data to demonstrate the impact of our sustainability initiatives. We will regularly review and manage sustainability risks by integrating it into the existing risk management processes.

Our governance structure will be flexible and adaptive, allowing for continuous improvement. We will conduct regular reviews and updates to ensure that our sustainability strategy stays aligned with evolving business priorities, industry standards, and goals.

Our commitment to sustainability is embedded into Axter's mission and values and we will continuously work to create a culture where sustainability is considered in every aspect of our organisation.



Board of Directors

The Board oversees the development and implementation of the sustainability strategy, ensuring alignment with the organisation's long-term goals. It approves key sustainability policies, reviews performance, and ensures the integration of sustainability risks into overall risk management.

Sustainability Lead

The Sustainability Lead is responsible for leading the sustainability strategy, coordinating efforts across departments, and reporting progress to the Board and stakeholders. The Sustainability Lead ensures that sustainability considerations are integrated into day-to-day operations and strategic planning.

Sustainability Committee

A dedicated Sustainability Committee oversees the development, implementation, and monitoring of the sustainability strategy. The committee is comprised of representatives from key areas of the business, ensuring a holistic and cross-functional approach to our mission and objectives.

Stakeholder Engagement

Engaging stakeholders is a fundamental aspect of our sustainability strategy. We actively seek input from internal and external stakeholders to inform our decision-making processes and enhance the quality of our sustainability progress.

2030 Goals & progress

Impact Area	Target Year	Goal	Status
01 Transforming our climate impact	2025	Develop a carbon compensation plan to offset any carbon emissions that cannot be reduced	Starting in 2024
01 Transforming our climate impact	2026	Axter commercial sites to become ISO 14001 certified* <i>*All company manufacturing sites have successfully achieved ISO 14001 certification</i>	Starting in 2024
01 Transforming our climate impact	2027	Transition to 100% electric vehicles	In progress
01 Transforming our climate impact	2030	Reduce our GHG emissions by 73% by 2030 in our own operations (Scope 1 & 2)	In progress
01 Transforming our climate impact	2030	Measure and reduce our indirect (Scope 3) GHG emissions by 50%	In progress
02 Building teams for the future	2024	Implement annual Employee Engagement Survey	In progress
02 Building teams for the future	2025	Develop and implement a new people strategy with clear compensation structure and salary band transparency	In progress
02 Building teams for the future	2025	Build a robust mental health support plan for employees	In progress
02 Building teams for the future	2026	Build out an Enhanced Learning and Development Programme, directly upskilling teams in line with clearly defined progression requirements	On going
02 Building teams for the future	2026	Develop Diversity, Equity and Inclusion strategy to create a workplace everyone is provided the opportunity to succeed	Starting in 2025

Impact Area	Target Year	Goal	Status	
03	Creating resilient roofscapes	2026	Axter commercial sites to become ISO 9001 certified* <i>*All company manufacturing sites have successfully achieved ISO 9001 certification</i>	Starting in 2024
03	Creating resilient roofscapes	2030	Reduce Plastic packaging in our repacking and delivery to sites	Starting in 2025
03	Creating resilient roofscapes	2030	Increase the percentage of (m2) of Renewable Energy Roof solutions (Solar PV) to 15%, Green Roof solutions to 15% and Blue Roof solutions to 15%, of total Axter roof space installed each year	Starting in 2024
03	Creating resilient roofscapes	2030	Increase the amount of recycled raw materials used in our flat roof solutions	In progress
03	Creating resilient roofscapes	2030	Design and specify circular roofing systems - Reinforced Bitumen Membrane (RBM) flat roofing systems that are demountable at end of life and removed for reuse and recycling	Starting in 2025
03	Creating resilient roofscapes	2030	Innovate waterproofing systems and installation equipment to reduce the environmental impact (energy consumption) of our systems during the construction phase of our flat roof solutions	Starting in 2025
03	Creating resilient roofscapes	2030	Establish product specific Environmental Product Declarations (EPD) for all flat roofing systems manufactured within the organisation	Starting in 2025
04	Enriching our communities	2024	Develop a system component Supplier Code of Conduct and make 100% of suppliers accountable to the code of conduct	Achieved
04	Enriching our communities	2024	Commit to donate a minimum of 1% of pre-tax profit per year to charitable causes in line with our commitment to climate and our local community	Achieved
04	Enriching our communities	2025	Increase system component supplier engagement through annual supplier audits and quarterly engagement sessions	In progress
04	Enriching our communities	2027	Inspire and educate system component suppliers to implement an Environmental Management System and become ISO 14001 certified	In progress
04	Enriching our communities	2030	Work with (upstream) suppliers to reduce packaging for product shipment, specifically non recyclable and non recycled plastic packaging	In progress
04	Enriching our communities	2030	Empower Axter accredited contractors by improving operative education and upskilling programmes to maintain high-quality installation and industry and regulatory compliance	In progress



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