



TURNSTYLE
DESIGNS

MADE IN ENGLAND

IMPACT REPORT | 2026

Certified



Corporation

A WORD FROM OUR MANAGING DIRECTOR

Our first year as a B Corp is complete and it's true what they say; 'the work that goes into getting certified is only the beginning of the journey'.

The brilliant thing about the B Corp programme is that it forces you to look at what you can do next to improve and ultimately become a better business. With the new standards now in place this statement only grows truer.

We've been looking at what the next certification journey is going to look like and what we need to do ensure we are not only maintaining but improving each time. One of the most powerful tools that has come to light is how important having a dialogue with our employees is. We've put in place a new employee committee to help give a more formalised voice to everyone and the suggestions that have come through are fantastic. It's allowed us to implement new benefits and processes that mean something to people rather than just look at it from a top down perspective.

This feedback process formed a key part of building the specification and design for our new factory which will complete this year. We wanted to ensure that we were including features that would really improve everyone's daily working life as well as the efficiency and performance of the building itself.

It's been a strong year and everyone at Turnstyle should be very proud of what they've achieved.

Read the report to explore our progress and our lessons learned, and as always, we welcome your feedback.



Oscar Roberts

OUR PURPOSE

We design and craft beautiful, enduring architectural hardware in North Devon, using our success to support local conservation and our community.

Turnstyle Designs was founded in 1992 with a vision to introduce progressive design, processes, and new materials, while preserving time-honoured British craftsmanship.

This focus on progress and preservation has remained central to our story.

As our business has grown, so too has our environmental impact. And in the mid-2010s our founder, Steve Roberts, began the process of establishing Turnstyle as an industry-leading example of responsibility. In 2024 his son and new MD, Oscar, brought the project to fruition, with Turnstyle Designs becoming the first hardware manufacturer globally to achieve B Corp certification.

Today, more than ever, our pioneering spirit pushes us to build on this legacy, setting new standards of responsibility for ourselves and our industry.



HARDWARE HANDMADE IN THE HEART OF NORTH DEVON

Established in 1992, at a time when door hardware was considered primarily functional and lacked any real innovation, Turnstyle Designs was created with a vision to introduce progressive design, processes, and new materials, while preserving time-honoured, British craftsmanship.

Founded by Steve and Christina Roberts, the business was initially a two-person startup, run from a 16th century Devon farmhouse. As the business grew, so too did the talent. And by 2002, we were a company of six, operating from a purpose-built factory.

Today, Turnstyle Designs is considered one of the foremost producers of design-led door hardware in the world, exporting to over 50 countries. To ensure the highest standards of quality control and craftsmanship, every piece is made to order – processed and created in-house by our 60-strong workforce of artisans and dedicated support team. We remain privately owned, with Steve and Christina's eldest son, Oscar, leading the business since 2023.

With our new factory currently under construction, 2026 is a landmark year for Turnstyle Designs. Twice the size and flooded with natural light, the responsibly-designed space is a reflection of where we are and where we're going, representing an exciting new phase of growth for our Devon-based family business.



TIMELINE

-
- 2016 — Charity fund and journey to make the business more responsible began.
 - 2017 — Plastic packaging removed. Replaced with recycled card and paper. Uniforms switched to organic cotton.
 - 2018 — 99% of plastic removed from production. Business run on 100% renewable energy, 50% from its own solar.
 - 2019 — Zero waste to landfill achieved. Bike to work scheme started.
 - 2021 — Raised charity commitment to 2% of annual turnover.
 - 2023 — Launched our staff volunteer programme.
 - 2024 — Became a certified B Corp.
 - 2025 — Began implementation of our wool packaging solution.
 - 2026 — Further roll out of wool packaging solution. Building started on our new factory.

OUR 2025 IMPACT HIGHLIGHTS



Wool packaging

Tested and implemented stage one of our innovative new wool packaging solution.



Swatch box

Designed and launched our new fully recycled and recyclable swatch box.



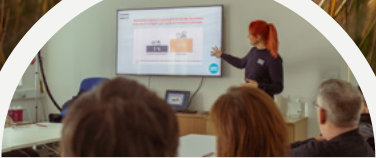
No lacquer

Pledged not to use lacquer or ceramic coatings on any of our products.



New building

Started building our new 20,000sq/ft factory, designed to meet modern sustainability standards.



Fast fashion workshops

Ran workshops with Earth Action and North Devon Hospice, for all staff to learn about sustainability in fashion.



Volunteer programme expansion

Clocked up 104 hours of employer-supported volunteering with local charities.



Local carbon offsetting

Further developed our plan to set up a truly local carbon offsetting programme.



119 products re-worked

Refurbished 119 products, refreshing the aesthetic while preserving the core hardware after years of use.



Trade stand award

Our Decorex exhibition stand won Better Stands Gold, for our "exceptional commitment to sustainability."



Employee Forum launched

Launched a quarterly feedback forum for staff to contribute to continuous improvement in the business.



WE EXIST TO UPHOLD THREE ENDURING PRINCIPLES: CRAFTSMANSHIP. CONSERVATION. COMMUNITY.

Together, these guide our decisions and underpin our purpose.

We exist not only to make beautifully crafted products, but to do so in a way that protects what matters and contributes meaningfully to the community around us.

OUR COMMITMENT TO CRAFTSMANSHIP

Craftsmanship underpins our belief in enduring design. We do not subscribe to a culture of disposability. Instead, we create hardware that is made to last, both technically and aesthetically.

Each product is engineered with close attention to proportion, material performance and tactile quality, ensuring it functions beautifully and develops character over time.

Our workshop is where precision meets tradition. Skilled makers – many trained in-house – combine time-honoured techniques with carefully considered, pioneering approaches. This balance allows us to innovate while preserving the integrity of the craft.

Craft is also about responsibility. It informs how we select materials, how we support our team, and how we contribute to the community around us. We invest in training, encourage the sharing of knowledge, and foster a culture where skill, curiosity and pride in workmanship are valued.

In every detail, from stitching leather to hand-finishing brass, our commitment remains the same. To create pieces that are thoughtful, honest and enduring.

MATERIALS

Our products are only as good as the materials we start with.



Brass is infinitely recyclable without diminishing its key properties.



Our leather is sourced only from European cows that are a byproduct of the meat industry so their hides would otherwise go to waste. It is naturally tanned using vegetable dyes. There is no Chromium in our leathers.



The acids we use to patinate our brass are neutralised after use, returning them to water.



Our signature Amalfine™ material is made up for around 80% byproducts such as marble and bronze dust left over from manufacturing.

SUPPLY CHAIN

Made in England is written into the DNA of Turnstyle Designs. It is part of our logo and something we are immensely proud of. With the wealth of talent that abounds in the UK, why would we go anywhere else to make a product of this quality?

Over 60% of our supply chain is within the UK and the balance is in Europe. This helps us to maintain a lower footprint rather than shipping products from the far side of the globe. We do not use air freight when receiving goods from suppliers.



CASE STUDY: WHY WE DON'T USE LACQUER

In the highly aesthetic world of interior design, the promise of a flawless, long-lasting finish has a glossy allure. But lacquer and clear coatings are, in effect, plastic sprays applied to the surface of metal. While they may look pristine on day one, they sit between the end user and the material itself, creating a synthetic barrier which chips and flakes.

As lacquer breaks down over time, it sheds microplastics. These microscopic particles contribute to a wider environmental problem that we believe designers and manufacturers have a responsibility to reduce, not worsen.

So, while it remains common practice across our industry, we have historically only used lacquer on a small number of our custom pieces. And this year, despite increasing pressure to adopt lacquered finishes more widely, we made the decision to formally remove them from our offering altogether.

Moving forward, we will not apply lacquer to any new orders.

It's a clear step — one that reflects our commitment to lower-impact finishes and making decisions that align with our long-term environmental goals, even when they run counter to industry norms.



CASE STUDY: RETHINKING PACKAGING FROM THE GROUND UP

We've long believed that better design must start with better materials. That belief resonated strongly when we encountered Woola – a company turning waste into a meaningful solution.

Each year in Europe, as much as 200,000 tonnes of sheep's wool goes unused because it isn't suited to the textile industry and is often burned, buried, or otherwise discarded.

At the same time, protective packaging has become almost entirely dependent on single-use plastics derived from fossil fuels. Those plastics, while functional, have a heavy environmental cost – persisting for centuries in landfills and ecosystems. Wool is a naturally high-tech fibre with inherent protective qualities – elasticity, water repellency, thermal resistance and biodegradability, making it well suited for safely cushioning fragile items without relying on petroleum-based materials.

Working with farmers, Woola turns waste wool into packaging that can be reused, repurposed and, at end of life, returned to the earth, reducing waste at both ends of the supply chain. This approach reflects the kind of pragmatic, systems-level thinking we champion at Turnstyle – recognising that materials matter not just for what they are, but for how they move through our economy.

While our existing solution wasn't broken, that didn't mean it couldn't be improved. We collaborated with Woola to develop an exclusive packaging solution, the first of its kind in our industry: tailor-made hardware sleeves with no fixings, crafted entirely from waste wool. We are currently phasing out our recycled tissue paper inner packaging in place of the pioneering new solution.



CASE STUDY: A CONSCIOUSLY DESIGNED SWATCH BOX

The industry standard for swatch box inserts is virgin plastic foam: lightweight, protective but entirely fossil fuel-derived. It wasn't a solution which aligned with our values or our responsibility to design more consciously.

Instead, we worked closely with specialist suppliers to develop an alternative insert machined from solid cork block. Cork offers a rare combination of performance and regeneration. When a cork oak is carefully harvested, the tree is not felled; it continues to grow, drawing down carbon dioxide from the atmosphere to regenerate its bark. Remarkably, regularly harvested cork oaks can absorb significantly more CO2 over their lifetime than those left unharvested, which means cork harvesting actively contributes to carbon capture.

The cork block itself is produced by heating and compressing cork granules, activating the material's own natural resins. No added glues are required. The result is a durable, machinable block that provides the protection of foam while remaining renewable, recyclable and biodegradable – a circular alternative to plastic.

The outer box and swatch cards are produced using recycled and recyclable card, ensuring the entire solution has been considered as a system rather than as individual components. The sustainable solution is often the most beautiful too.



OUR COMMITMENT TO CONSERVATION BEGINS LOCALLY.

We are proud to live and work in a landscape defined by coastline, countryside and close community. That proximity brings responsibility. The health of our natural environment and the strength of the communities around us are not separate from our business, they are part of it.

Our commitment to conservation begins locally. We support environmental initiatives that protect and restore habitats, improve biodiversity and safeguard the landscapes and waters that define our region. Through financial contributions, practical volunteering and long-term partnerships, we aim to play an active role in protecting the places we depend on.

Community is equally central to how we operate. We contribute a percentage of our annual turnover to local charities, with a focus on environmental causes and mental health and social wellbeing organisations. Alongside this, our staff volunteer programme enables our team to dedicate time and skills to projects that create meaningful impact on the ground.

We believe conservation and community are interconnected. Thriving environments support thriving people, and resilient communities are better placed to care for their surroundings. Our role is to contribute thoughtfully, consistently and with purpose, investing in the long term health of both.



NORTH DEVON - OUR HOME AND INSPIRATION

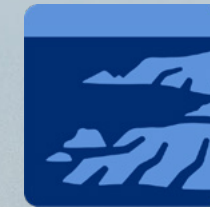
Living and working in a landscape so closely tied to land and sea makes the impact of human activity tangible. It is not abstract, it is visible in our estuaries, fields and beaches.

Over 90 percent of our team live locally. That connection shapes how we think and act as a business and has led to a focused programme supporting environmental initiatives and social aid organisations, investing our time, skills and resources back into the community that sustains us.

We're fortunate to live and work in North Devon, a designated UNESCO Biosphere Reserve. Our coastline is protected as an Area of Outstanding Natural Beauty (AONB) and recognised as the North Devon World Surfing Reserve, alongside globally known breaks such as Malibu, Santa Cruz and Australia's Gold Coast.



WAVES FOR ALL FOREVER™



**North Devon
Coast
National
Landscape**



OUR NEW FACTORY - THE NEXT CHAPTER OF GROWTH

After 25 years at our current site, we marked a major milestone this year, starting construction on a new 20,000 sq/ft factory, more than twice the size of our current site.

When building this space we knew our first point of call had to be our team. We ran a survey and feedback event to learn as much as possible about what we could improve on.

Wherever possible, we worked with local partners, appointing Devon Contractors to deliver the build and local architects, Peregrine Mears.

Sustainability is central to the design of the new factory. The building will be powered by on-site solar panels and renewable energy, while high-performance insulation and thermally efficient construction materials will help reduce energy demand. Natural ventilation and opening roof vents will regulate temperature during warmer months, reducing reliance on mechanical cooling, while targeted workstation heating will provide efficient warmth in winter.

There is strong emphasis on comfort, space for departments to expand, and natural light. Large windows and translucent panels will allow daylight to reach deep into production and office areas, reducing reliance on artificial lighting while creating a healthier working environment.

The new site provides the space and flexibility needed for Turnstyle Designs to continue growing, reinforcing our position as a modern manufacturing success story for Devon.



IMPROVING THE STAFF EXPERIENCE

As well as developing our products, processes and packaging in line with our responsibility commitments, we are always looking for ways to improve the employee experience and enhance our staff's understanding of our business values. To this end, we have delivered a number of employee-centred initiatives in the past year...

Employee Forum

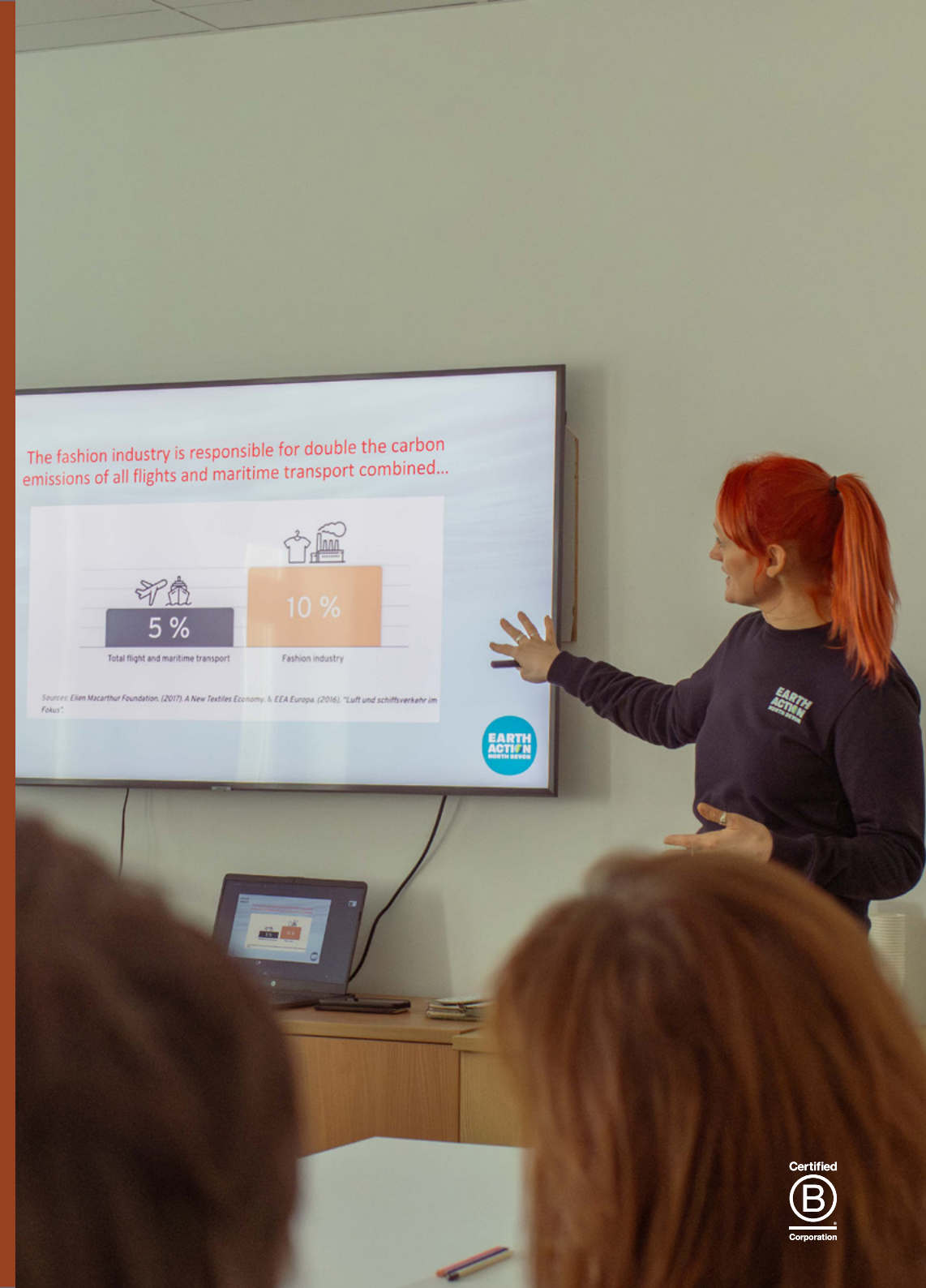
We launched a forum, consisting of four representatives from across the business who meet quarterly to present colleagues' feedback to the management team for consideration. This provides an additional route of communication, to contribute to the continuous improvement activities within the business.

Mental health first aid training

Two of our team members undertook training to become qualified Mental Health First Aiders (MHFAiders). The training equipped them with the knowledge and skills to spot the signs of someone experiencing poor mental health, be confident to start a conversation, and signpost them to appropriate support.

Fast Fashion training day

Every member of staff attended an Earth Action North Devon workshop on sustainable fashion, followed by a tour of the North Devon Hospice shop warehouse, to learn about the environmental impact of clothing production and the lifecycle of our unwanted clothes and household items.



WORKING WITH LOCAL CHARITIES

We donate 2% of our annual turnover to local charities.

We have donated to local mental health and social support charities since 2016. And in 2019 we took the 1% for the Planet pledge to donate 1% of our annual turnover to local environmental charities. In 2022, we consolidated these commitments and increased investment, formally committing to donating 2% of turnover to local causes:

- 1.25% supports environmental causes
- 0.75% supports mental health and social wellbeing organisations

We want these investments to feel inclusive and meaningful to our people, so once a year we give a couple of our team members a dedicated sum to donate to the charities of their choice.



NEW CHARITIES WE'RE SUPPORTING

MAN DOWN - Funded the Barnstaple branch

A peer support charity focused on improving men's mental health across the South West, Man down provides safe, informal spaces where men can talk openly about their struggles without judgement.

Through regular in person groups and online sessions, Man Down offers free support to men experiencing anxiety, depression, isolation or suicidal thoughts. The charity is built on lived experience and aims to break stigma, encourage conversation and ensure no man feels he has to face mental health challenges alone.



Encompass

Helping you find your way

ENCOMPASS SW - Supported the establishment of a new woman's centre for North Devon

A North Devon based charity supporting individuals and families affected by domestic abuse.

The organisation provides confidential advice, practical support and advocacy for those experiencing abuse, helping people to access safe accommodation, legal guidance and emotional support. Encompass works closely with local agencies to ensure those at risk are protected and empowered to rebuild their lives safely and independently.

MOOR TREES - Funded a project on Dartmoor national park

A Devon based charity dedicated to restoring native woodland across Dartmoor and surrounding areas.

The charity grows local provenance broadleaf trees from seeds collected in the region, nurturing them in community tree nurseries before planting them to create and regenerate resilient woodlands. Alongside habitat restoration, Moor Trees engages volunteers and local communities in practical conservation work, helping to strengthen biodiversity, improve carbon capture and reconnect people with the landscape.

turnstyledesigns.com

moor trees
— creating native woodland —



LONGSTANDING ENVIRONMENTAL CHARITY PARTNERS



**Devon
Wildlife Trust**

Nature is in trouble and Devon Wildlife Trust's mission stems from the need for urgent change and the belief that, if enough people care and act, they can bring nature back and do it on a grand scale.

PLASTIC
FREE

Plastic Free North Devon is a grassroots community organisation that aims to inspire North Devon residents, tourists and businesses to drastically reduce their consumption of single-use plastic, remove it from the environment and dispose of it properly.

**REWILDING
BRITAIN**



Rewilding Britain is the first and only country-wide organisation in Britain focusing on rewilding and the amazing benefits it can bring for people, nature and climate. Guided by the best scientific evidence and technical expertise, Rewilding Britain use real life experiences and stories to support and inform their approach.



**South West
Coast Path**

For almost half a century SWCP have been championing the South West Coast Path to make it one of the world's greatest trails. Since its designation as a National Trail in 1973, they have been working to establish, improve and protect the 630 mile route to make peoples experience on the path the best it can be.



**SURFERS
AGAINST
SEWAGE**

From a handful of activists to a nationwide movement, over the last 30 years Surfers Against Sewage has grown into one of the UK's most successful marine conservation and campaigning charities. And they are still growing.



**The
Rivers
Trust**

The Rivers Trust is an umbrella organisation for 65 Rivers Trust members in the UK and Ireland. They are river and catchment conservation experts with a wealth of data and expertise at their fingertips.

LONGSTANDING SOCIAL SUPPORT CHARITY PARTNERS



Clarity is a registered charity which offers therapeutic counselling, group support and group therapy to anyone experiencing mental health or emotional issues. Their counselling services are delivered by qualified counsellors or final year counselling students led by the Head of Therapy who has over 20 years' experience.



North Devon Hospice provides outstanding care and support to the members of our dispersed and rural community impacted by a life limiting illness. The dedicated hospice staff work with both palliative care patients and their families in their homes as well as across two hospice sites.



Harbour Community Bideford began to promote social inclusion for the public benefit in the Bideford area of Torridge. To relieve the needs of at risk people who are socially excluded and to assist them to integrate into society.



Young Devon's Supported Housing service supports young people at risk of homelessness; placing them in safe accommodation, from shared, fully-staffed houses, to semi-independent apartments with floating support, and helping them develop the skills needed to live independently in the future.



The Wave Project work with young people who are referred from across the all of Devon by running sessions on both the North and South coast. Current beach locations for Surf Therapy are Bigbury, Croyde, Goodrington, Sidmouth and Westward Ho!

CHARITY CASE STUDY: SUPPORTING THE CROYDE OCEAN TRIATHLON

As part of our ongoing volunteer work, we were proud to support the Croyde Ocean Triathlon, run by Earth Action North Devon.

For the event, medal lanyards were created using fabric reclaimed from disused camping tents collected after local gatherings. Rather than allowing this material to go to waste, we repurposed it into something practical for race day.

Claire, from our skilled leathering team, generously gave her time to cut and sew each lanyard by hand. The finished lanyards were then paired with wooden and metal medals, creating a simple, low-impact alternative that reflected the values of the event and the landscape it celebrates.



VOLUNTEERING

Now in its third year, our staff volunteer programme was designed to strengthen the support we provide to charities and community organisations in North Devon.

The programme delivers three clear benefits.

SUPPORT

Charities gain additional hands on help to move their projects forward. Practical initiatives such as rerouting sections of the South West Coast Path rely on physical support, and we are proud to contribute our time where it's needed.

LEARNING

Our team have the opportunity to spend time with their boots on the ground, seeing firsthand the impact these organisations make and gaining a deeper understanding of the challenges they face.

CONNECTION WITH NATURE

Time spent in green and blue spaces has real value. We are fortunate to have access to coast, countryside and open water on our doorstep and believe it is important to make the most of it.

The volunteer programme gives our team time to support local causes, while building a deeper understanding of the communities and environments we are part of.

The response from our team has been overwhelmingly positive, with many taking part in inspiring and hands on projects.



2025 VOLUNTEERING IN NUMBERS

104
HOURS
of dedicated
volunteer time

19
STAFF
from Turnstyle
Designs

17
CHARITIES
supported during
FY25



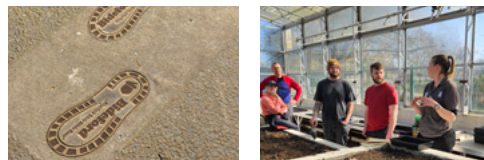


VOLUNTEERING CASE STUDY: WILDFLOWER VERGE CONSERVATION DAY

The grass verges in the nearby market town of Bideford are managed by Torridge District Council, who are working to transform them into thriving wildflower habitats that support local biodiversity and create a healthier environment for pollinators.

Last year, members of the Turnstyle team joined the council for a volunteer conservation day focused on preparing these verges for planting. Led by council team members Mike and Rose, the group set to work raking and scarifying the large grass verge surrounding a car park. This process removes dead grass and debris, helping to rejuvenate the soil and create better conditions for wildflower saplings to grow.

Working alongside council staff and other volunteers, the team cleared cuttings and debris while also removing litter from the area, to help restore the space.



After completing the verge work, the team visited nearby community greenhouses. Here, volunteers helped sow wildflower seeds, which will later be planted once established. The team also assisted with preparing vegetable planters, with produce from these beds donated to local food banks. The greenhouses further support school and community projects, helping to raise awareness of conservation and the local environment.

Projects like this help create essential habitats for bees, butterflies and other wildlife. Over time, the verge will support species such as Yellow Rattle, Oxeye Daisy and Knapweed, contributing to a more balanced and resilient local ecosystem.

“ Spending the day with Torridge District Council was both rewarding and insightful. Seeing the results of the work and knowing what it will support in the spring made the effort worthwhile. We also helped sow seeds and prepare vegetable beds that will provide produce for the local food bank. ”

Conor, US Sales Team, Turnstyle Designs

Read more: [click here](#) for the full blog



VOLUNTEERING CASE STUDY: BUILDING BAT BOXES WITH THE NATIONAL TRUST

At an old coach house beside a gently flowing stream in the scenic valley of Peppercombe, just a short drive from the Turnstyle Designs factory, two members of our team joined a National Trust volunteer group for a day of conservation work supporting the local bat population.

Following severe storms that have impacted the area, protecting bats in the region has become increasingly important. Harsh weather can disrupt their ability to forage, roost and breed, making the availability of safe habitats essential. In response, National Trust Ranger Greg Wilson and Volunteer Manager Sophie McCormick organised a workshop to build bat boxes for installation throughout Peppercombe.

Following a demonstration, volunteers were provided with tools and set to work. Representing Turnstyle Designs were Oscar, our Managing Director, and Jacob from our Assembly Team, who helped cut donated timber into sections for the boxes.



Bat boxes are narrow, enclosed structures with a small entrance and a textured interior that allows bats to cling. Once completed, they are installed in carefully selected locations that provide warmth in summer while remaining sheltered in winter.

There are 18 species of bat in the UK, 17 of which breed here. Most will use boxes like these for shelter or breeding. While some populations are recovering, others remain under threat, making conservation work like this vital.

The day also included repairing gate posts along nearby public access paths and a beach clean at Peppercombe Beach, helping to maintain this stretch of the North Devon coastline.

“ We had a fantastic morning with the National Trust. It highlighted not only the important work carried out by volunteers, but also the opportunity for communities to come together and support projects like this. ”
Oscar Roberts, Managing Director, Turnstyle Designs

Read more: [click here](#) for the full blog

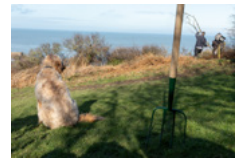
Friends -of- Hillsborough

VOLUNTEERING CASE STUDY: CONTINUED SUPPORT FOR LOCAL NATURE RESERVE

Hillsborough Common is a nature reserve overlooking the coastline in the nearby seaside town of Ilfracombe, with more than three miles of pathways enjoyed by both residents and visitors. Following a productive volunteer day in 2024, members of the Turnstyle team rejoined the volunteer group, Friends of Hillsborough, to support with maintenance.

Led by volunteer group leader Bob Schick, the task for the day focused on clearing bracken, brambles and overgrown foliage along sections of the paths. This work is essential for maintaining safe public access while supporting the health of the environment. Removing invasive growth creates space for wildflowers such as foxgloves and wild orchids, while improving habitats for bees, insects and other wildlife.

Representing Turnstyle Designs were Jarrah, our Engineering Manager, and Claire from the Leathering team. Working alongside other volunteers, they spent the morning cutting back vegetation and clearing paths, revealing features that had been hidden beneath the growth, including a historic stone wall.



Work like this is particularly important ahead of bird nesting season, which runs from February to August, when activities such as tree cutting and strimming are restricted to protect wildlife.

Volunteer groups such as Friends of Hillsborough play an important role in preserving the area and are currently working to secure funding for future conservation projects, including the restoration of a Victorian house and picnic area.

With continued support, projects like these help ensure Hillsborough Common remains a valued space for both the local community and visitors.

“It was a fantastic day spent with like-minded people who all had one goal: to help the local environment. These staff volunteer days are important for both the planet and people, and I really enjoy taking part.”

Claire, Turnstyle Designs, Leathering team

Read more: [click here](#) for the full blog

Looking forward - with the new standards for B Corp 2.1 now in place we're taking time to reflect and refine our strategy. Our goal is to define and set clear, measurable targets so we can track our progress.

Follow our B-Corp journey:

 Instagram

 LinkedIn

 Pinterest

Turnstyle Designs
Baron Way
Roundswell Business Park
Barnstaple
North Devon
EX31 3TB

turnstyledesigns.com

