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SIMON FRY

Chairman



Foreword

Caring for the environment has been part of my family's values for generations. My grandfather helped establish Gibraltar Point Nature Reserve, and my father supported further conservation efforts there by directly using profits from the business to develop the Fenland Lagoon. That legacy shaped my own approach to business, minimising environmental impact wherever possible. Micronclean was the first laundry to achieve BS 7750 (now ISO 14001) in 1997, and we've managed our sites with biodiversity in mind. Now, my children carry that same passion, including my daughter Lottie, who will soon be working for six months with the Mauritian Wildlife Foundation to protect endangered species such as the Echo Parakeet.

Environmental responsibility remains central to our family and business. While laundry is inherently circular, it is energy intensive. To meet the challenge, we've begun pioneering the use of heat pump technology to replace traditional high-temperature dryers, starting with a prototype machine we call "Frankenstein". This innovation puts us on track to create the world's first carbon-zero industrial cleanroom laundry.

In 2023, we moved to 100% renewable electricity and installed 200 kW of solar panels in Louth. Subsequently we have turned our focus to fleet decarbonisation through HVO fuel. But we are taking care to ensure it's 100% waste oil-derived, avoiding the environmental harm linked to palm oil.

Single-use plastics in cleanroom products and packaging remain a major challenge. Our R&D team is working to reduce, recycle and replace these materials where possible.

I will continue to focus resources on continually improving the environmental performance of Micronclean's products and services.






SOPHIE HARRIS

QSHE & HR Director



Strategy, Summary & Goals

Our Microngreen Environment and Sustainability Strategy stands on three pillars:




-  Protect **our climate** by reducing our carbon emissions.
-  Adopt a **circular economy** for products and packaging.
-  Support **people and communities** to thrive.

This strategy reflects the commitment of our owners, the Fry Family, and aligns closely with our SKIEs values: Stewardship, Knowledge, Innovation and Excellence.



Summary of 2024

In 2024 we achieved all or our major objectives:

AREA	2024 Objective	2024 Outcome	Status
 Our Climate	15% reduction in scope 1 & 2 compared to 2021	15% reduction	Achieved
 Our Circular Economy	5% waste hierarchy reduction	7% waste hierarchy reduction	Achieved
 Our People & Communities	Develop a measure for social value	Developed & beginning to measure	Achieved

Our Goals

However our goal remains the same to be the most sustainable specialist textiles and cleanroom consumable business on the planet and 2024 is just a small but significant step on this journey.

Microngreen Ambition	To be the most sustainable specialist textile and cleanroom consumable business on the planet.
Long-term Target	Net zero by 2045

ROBERT PARKER

Managing Director



Introduction

Microngreen has become a core part of our business since its launch over two years ago. As one of our key strategic objectives, it now shapes everyday decisions across the company.

The appointment of a QSHE & HR Director and Senior Environmental Officer has brought clear focus and energy, helping to drive action and embed sustainability into all areas of the business. This second Microngreen report reflects the progress made and shows that by measuring outcomes, we are achieving real results, exceeding emissions targets and launching new sustainability projects.

2024 in Perspective

Change remains constant. Our Microngreen initiative continues to act as a catalyst, supported by dedicated teams across the business. Over the last year, we've exited the Industrial PPE market and closed a laundry site, allowing us to focus on cleanroom contamination control.

Past projects, like the Louth solar panels, are now delivering results, and new ones, such as switching to HVO fuel, are underway. Packaging has also improved with the shift to brown boxes, increasing the ability to recycle our cardboard.

Our people remain at the heart of our progress. From core long-serving staff who have built careers in the business to new starters, engagement remains strong both within and outside the business. Highlights this year include the CLEAN awards with the theme Plastic Not Funtastic, earning us a Green Apple Gold award, and our sponsorship of Louth Infinity Inclusive FC, which is a team for children and young people aged 5–16 with physical and learning disabilities.

Microngreen continues to power our change agenda. While the progress is encouraging, future success will require ongoing focus and commitment to continue to deliver.

Sustainable Development Goals

The United Nations Sustainable Development Goals guide reflection and action on the most pressing challenges and opportunities facing humanity and the natural world. Whilst we will deliver against a number of the goals we have selected five where Microngreen will deliver the greatest benefit.

OUR CLIMATE

ECONOMY

INDUSTRY, INNOVATION AND INFRASTRUCTURE

New Campus to be carbon neutral and flagship for sustainability with the application of the 3Is at all our sites including Micronclean India.

BIOSPHERE

CLIMATE ACTION

Setting our pathway to zero for our carbon emissions per unit and supply chain emissions with a 50% reduction of our direct emissions by the end of 2027.



CREATING OUR CIRCULAR ECONOMY

ECONOMY

RESPONSIBLE CONSUMPTION AND PRODUCTION

Build our circular economy; reducing water consumption, reusing and recycling packaging, eliminating waste to landfill.



OUR PEOPLE & COMMUNITIES

ECONOMY

GOOD HEALTH AND WELL-BEING

Commitment to healthy lives and promotion of wellbeing for all at all levels of the business through policy and empowerment of our people.

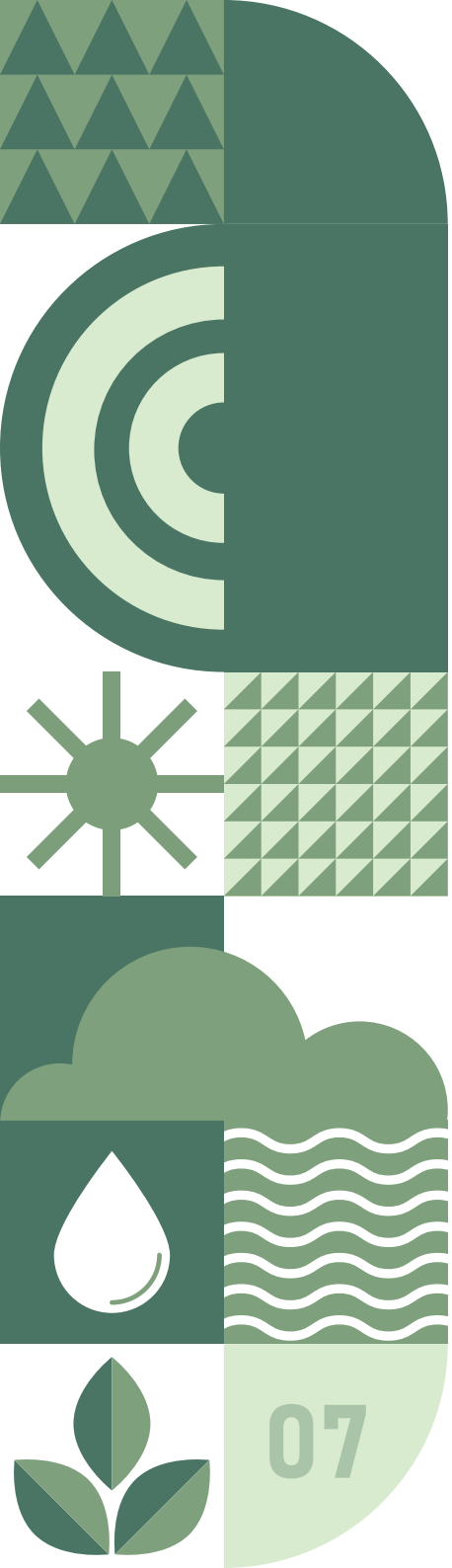
BIOSPHERE

PARTNERSHIPS FOR THE GOALS

Working in partnership to deliver initiatives to bring positive impact to our local communities and to deliver against SDGs 3, 9, 12 and 13.



SUSTAINABLE DEVELOPMENT **GOALS**



OUR CLIMATE

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GREG COCHRAN

Director

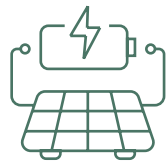


Our Climate

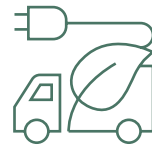
Under the Our Climate pillar of the Microngreen initiative, we are committed to reducing our direct carbon emissions by 50% by 2027.

We are proud to report that, since launching the initiative in 2023, we have already achieved a 15% reduction in direct emissions compared to our 2021 baseline. This progress keeps us firmly on track to meet our phased targets and demonstrates what is possible when focused action is taken.

Our carbon reductions to date have been driven by several key initiatives, including:



Installation of a solar PV system at our Louth facility



Deployment of electric vehicles across our commercial and company fleets



Procurement of REGO-certified renewable electricity



Ongoing energy efficiency improvements across our operations

Sustainable procurement continues to be a core element of our strategy. In 2024, we renewed our contract for REGO-certified electricity, securing lower emissions factors for the years ahead. Looking forward, we will introduce low-emission fuels into our logistics fleet in 2025, helping us reach our interim goal of a 25% reduction in emissions by year-end.

We are also investing in the future through our carbon-zero Campus laundry project. This R&D work is identifying technologies and process improvements that can be adopted across our existing operations. These findings are helping shape our long-term capital investment strategy, ensuring future upgrades support both operational performance and sustainability.

While there is still work to do, we are encouraged by our progress. As we continue to challenge assumptions and explore new possibilities, we are uncovering innovative, practical solutions that will help us reach our climate goals.

Our Climate

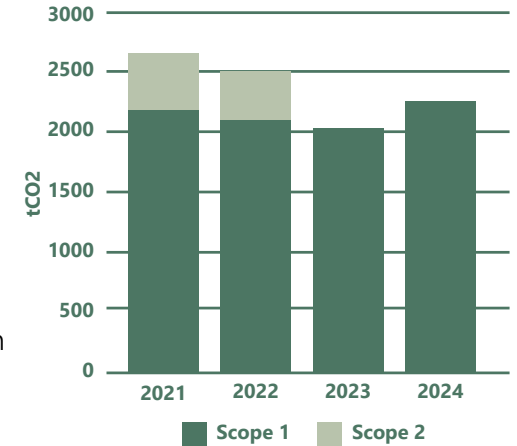
Carbon Emissions

Micronclean continues to make progress toward our goal of a 50% reduction in Scope 1 and 2 emissions by 2027. In 2024, our focus was on improving carbon data collection and finalising a reduction programme aligned with our 2045 net zero ambition.

Despite a slight rise in Scope 1 emissions, driven by increased transport needs from a growing customer base we remain on track, having achieved a 15% net reduction since our 2021 baseline. The closure of our Grantham site in late 2024 will require us to review and re-baseline our emissions to ensure accurate future reporting.

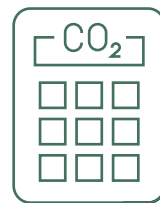
In 2025, our major priority has been decarbonising our fleet through the introduction of hydrotreated vegetable oil (HVO), a renewable biofuel that can reduce transport emissions by up to 90%. We are starting to see the reductions achieved from this introduction and will have a full year of data to report on in our next annual report.

The Scope 2 emissions reported for 2020 and 2021 originated from electricity generation and have been negated through our ongoing REGO-certified electricity supply contracts.



For more detail on our Energy Use and Carbon Emission data please refer to the Our Footprint section at the end of this report.

Scope 3 Emissions



With a robust Scope 1 and 2 programme in place, we have begun work to understand our Scope 3 emissions, which represent the majority of our carbon footprint.

In 2024, we collected data across five key categories: upstream and downstream

transport, operational waste, business travel, and employee commuting. We are actively supporting the Textile Service Association (TSA) development of GLARE, a laundry-specific carbon tool, which we aim to begin using in 2025 to enhance our Scope 3 reporting.

Energy Use



Since 2021, Micronclean has reduced its overall energy use by nearly 5%, through targeted efficiency measures.

In 2024, our Louth site implemented daily energy monitoring, which quickly identified inefficiencies, saving over 100,000 kWh in just one year.

We also launched quarterly energy boards across sites to create tailored energy reduction roadmaps. These boards have identified priority projects for implementation in 2025.

Our Climate

Renewable Energy

We've renewed our procurement of 100% REGO-certified renewable electricity through March 2026, ensuring that our Scope 2 emissions remain at zero.

In addition, our rooftop solar panels at Louth completed their first full year of operation, generating 20% of the site's electricity (approx 200,000 kWh), a major step forward in our clean energy transition. The carbon saving from this alone was 44 tonnes of CO₂, or the same as driving a car at 40mpg for 275,000 miles.

ISO 50001 Recertification

In late 2024, Micronclean successfully recertified to ISO 50001 across all sites, reaffirming our commitment to the continual improvement of our energy management systems and sustainability performance.

GREEN ENERGY CERTIFICATE

MICRONCLEAN LIMITED



ENERGY

This is to certify that all sites listed on the following page(s), where Yü Energy is the registered supplier, are supplied with 100% REGO certified green energy from renewable sources.

MPAN	Supply Address	Contract Start Date	Contract End Date
1023465959076	Unit 3 Royston Road, Baldock, Hertfordshire, SG7 6XL	01/04/2024	31/03/2026
1160001072882	Manorcrest House Holly Road, Skegness, Lincolnshire, PE25 3AX	01/04/2024	31/03/2026
1170000338167	Unit 5 Holly Road, Skegness, Lincolnshire, PE25 3AX	01/04/2024	31/03/2026
1170000338130	Unit 2 Holly Road, Skegness, Lincolnshire, PE25 3AX	01/04/2024	31/03/2026
1170001444256	Unit 8 Holly Road, Skegness, Lincolnshire, PE25 3TE	01/04/2024	31/03/2026
2390000024258	Lincoln way, Louth, LN11 0LS	01/04/2024	31/03/2026
1100039239470	Ellesmere Business Park, Swinbridge Road, Grantham, Lincolnshire, NG31 7XT	01/04/2024	31/03/2026
1100039653930	Roman Bank, Skegness, Lincolnshire, PE25 1SQ	01/04/2024	31/03/2026
1100039653940	Roman Bank, Skegness, Lincolnshire, PE25 1SQ	01/04/2024	31/03/2026
2300001131130	Lincoln way, Louth, LN11 0LS	01/04/2024	31/03/2026




Certificate of Registration

ENERGY MANAGEMENT SYSTEM - ISO 50001:2018

This is to certify that:

Micronclean Limited
Roman Bank
Skegness
PE25 1SQ
United Kingdom

ENMS 637139

and operates an Energy Management System which complies with the requirements of ISO 50001:2018 for the following scope:

The energy management system in relation to the provision of a garment rental and laundering service to specialised industries including food, manufacturing, biomedical and other cleanroom sectors. The manufacture and supply of consumables. Utilising gas for steam raising activities, electrical energy to drive processes and consumption of fuel for delivery of products and services.

For and on behalf of BSI:



Matt Page, Senior Vice President, EMEA Assurance

Original Registration Date: 2015-11-30
Latest Revision Date: 2024-12-03

Effective Date: 2024-11-30
Expiry Date: 2027-11-29

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...making excellence a habit.™

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OUR CIRCULAR ECONOMY

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MICHELLE SIMPSON
Product Director

Our Circular Economy

In Product Management, we set the course for each business unit and shape annual plans that bring our strategy and SKIEs values to life. By listening closely to the market, we make sure the customer's voice is always at the heart of what we do. Integral to this is our Microngreen sustainability program. Microngreen shapes our strategies, strengthens our market position and reinforces our leadership in sustainability. In 2024, this commitment was demonstrated through a number of key highlights alongside continued progress in other areas.

-  Our Louth team delivered a major step forward by transitioning from blue to clear plastic garment packaging, a change that significantly improves recyclability. The full details of this project are outlined later in this section, and its impact was recognised externally by one of our largest customers with a major award for environmental leadership.
-  We also awarded a new waste management contract in 2024. This was more than a procurement exercise; it was a strategic move to better understand and improve our environmental footprint.
-  We recognise the wider challenge of reducing single-use plastics. Cleanroom environments bring unique constraints, and our R&D team is committed to identifying practical, sustainable alternatives.

In developing a truly circular economy, there is no one single quick fix, but by taking a phased, strategic approach and developing true partnerships, we are steadily improving, without compromising the high standards our customers expect.

Our Circular Economy

Clear Plastic at Louth

In 2024, the team at Louth achieved a significant sustainability milestone by switching from blue to clear plastic film for garment packaging. This change, months in development and driven by collaborative efforts across Louth Operations, Quality, Engineering, Sales, and On-site Services, offers multiple benefits:

- Improved recyclability – clear plastic is accepted in a wider range of recycling systems.
- Enhanced product quality.
- Operational efficiencies.

This achievement was recognised externally with a Gold Eco Award from one of our largest customers, who acknowledged the positive environmental impact and alignment with their own sustainability goals.

"Changing from blue to clear plastic is great for the environment and our customers," said Tom Brough, Associate Operations Director.

"This supports our Microngreen goals and makes recycling easier," Kirstie Hunter, Senior Environmental Advisor.

While this change marks a key step forward, we continue to evaluate opportunities to reduce, reuse, and recycle materials across our product portfolio.



Our Circular Economy

Waste Management

In 2024, Micronclean appointed Ellgia as our sole waste management contractor across all sites. Operating from six depots across the East of England, Ellgia brings a strong commitment to zero waste to landfill, along with full visibility and traceability of our waste streams.

Since launching the contract in June:

58% of waste is now being segregated into recycling.

7% We've shifted an estimated 7% of total waste up the hierarchy, from landfill or incineration to recycling.

This enhanced transparency enables site-specific waste analysis and supports more effective engagement with teams to minimise waste and improve segregation.




As a result in 2025, we launched a textile recycling programme to divert all end-of-life garments from landfill. We look forward to presenting the results of this in our next annual report and collaborating with our customers to help improve their waste streams.



Our Circular Economy

Alternative Plastic Research

Our R&D team continues to evaluate more sustainable packaging solutions. In 2024, they completed a research project exploring alternatives to single-use plastic bags used for consumable and rental products. The study examined:

-  Recycled and bio-based plastics.
-  Reusable options.
-  Compatibility with cleanroom requirements.

While immediate alternatives remain limited, the report outlined short-term opportunities and flagged emerging materials for future adoption.

R&D Projects with Environmental Benefit

Our R&D pipeline remains focused on enhancing circularity and sustainability across our product range. Every new project now includes an assessment of environmental impacts, ensuring we continue to embed sustainability into our innovation process. The key projects from last year include:

Paper Box Optimisation

A review of our cleanroom paper cartons found we could add two additional reams per box giving us a 20% increase in capacity and reducing long-term packaging use.

Disposable Socks

While we promote reusable garments and socks because of their environmental benefits, there are some instances in which our customers require disposable options. In the case of disposable socks, we identified a supplier that enabled a 16% reduction in product weight, cutting down on waste without compromising performance.



Our Circular Economy

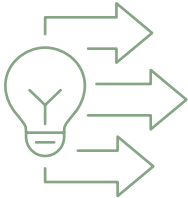
Lincolnshire Circular Economy Framework

Micronclean remains committed to supporting local circular economy initiatives.

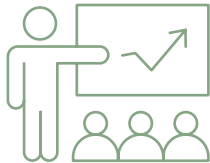
In 2024, we contributed to the development of the Lincolnshire Circular Economy Framework, led by the Greater Lincolnshire Local Enterprise Partnership (GLLEP).



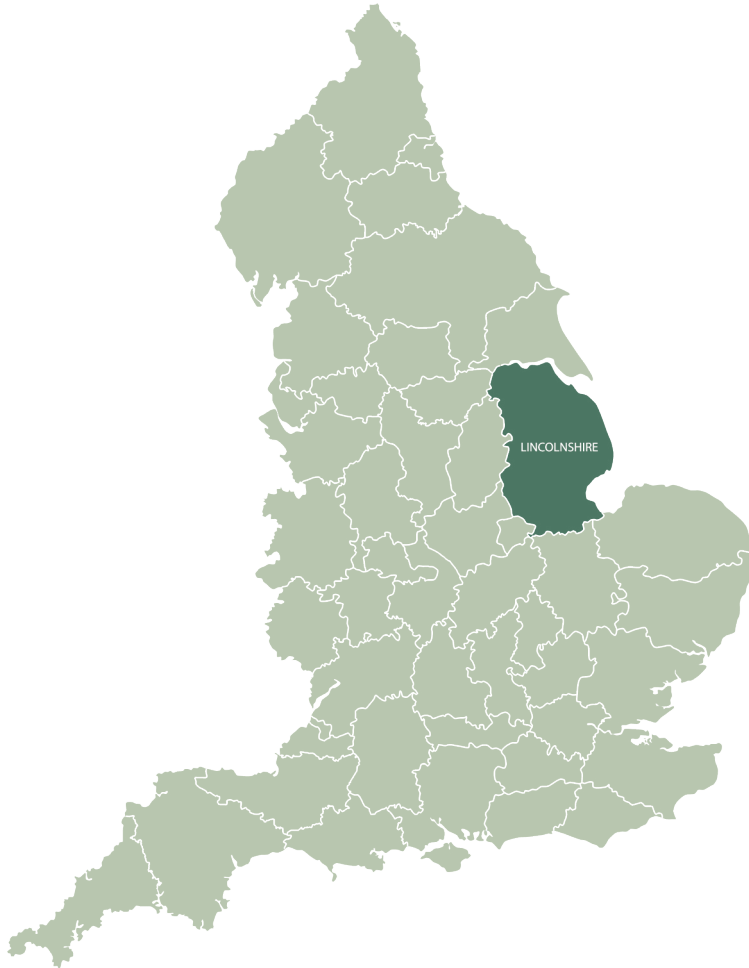
Participating in research into local circular practices.

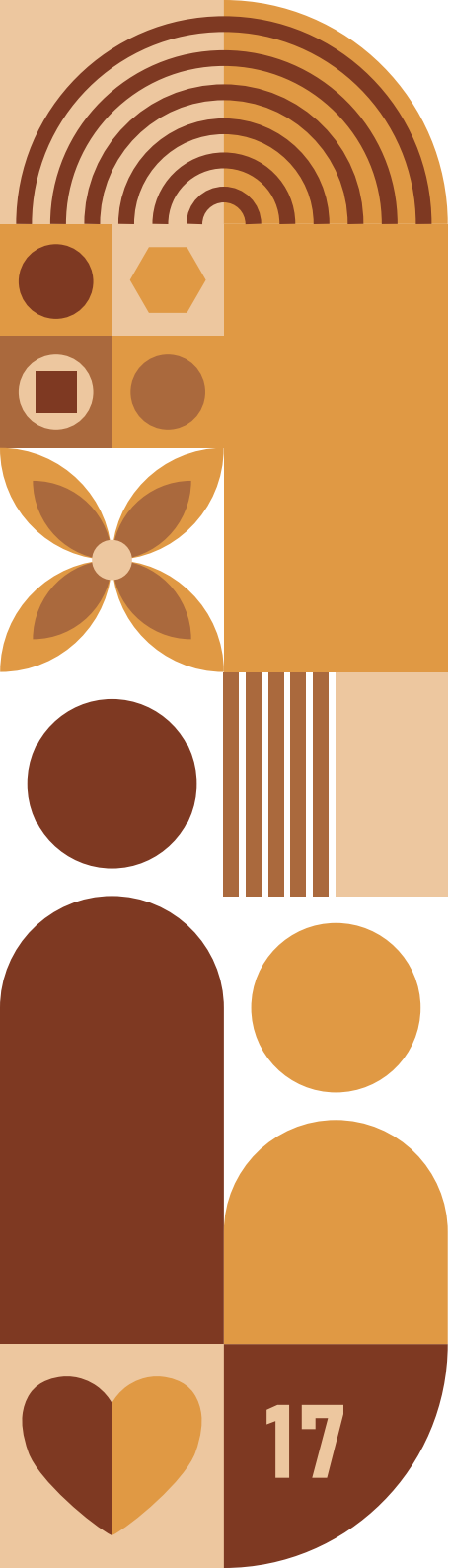


Sharing insight into our own strategies.



Engaging in workshops to help shape a regional approach to circularity.





OUR PEOPLE & COMMUNITIES

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SARAH MERTON

HR Manager



Our People & Communities

2024 has been another inspiring year for Microngreen and once again, none of our achievements would be possible without our people and communities. Microngreen continues to strengthen its roots, shaping how we think, act and grow together.

-  We developed Micronclean's first ever Social Value Measure comprised of the actions a company should take to impact and improve our local community. In 2025, we will start to measure this metric and look for opportunities for improvement.
-  The SKIEs Council brought several long-held goals to life, creating artistic photo boards at all sites, launching greener ways for employees to support local charities and streamlining the Stars in the SKIEs nominations.
-  The 6th Micronclean Family Fun Day saw record attendance, raising over £1,780.26 for Lincolnshire Wildlife Trust and Skegness Lifeboats, rounded to £1,000 each by the SKIEs Council.
-  Our Mental Health and Wellbeing Team expanded with more trained Mental Health First Aiders, running awareness events like World Relaxation Day, a festive campaign around loneliness, and fun, thoughtful initiatives like workplace messages through a "You've Got Mail" holiday campaign.
-  We've also made great strides in addressing Modern Slavery, with training from Stronger Together and the formation of a governance group setting long-term strategic goals.
-  A new 'Managing People Effectively' internal training programme was created in 2024 and has started to roll out in 2025, covering Modern Slavery, Equality Diversity and Inclusion (EDI), neurodiversity and menopause, ensuring our team leaders who have day-to-day contact with our staff are empowered to positively influence daily work life.
-  2024 marked the launch of our EDI Committee, born from a hugely popular presence at the first East Coast Pride in Skegness. With fresh energy and growing membership, they've developed a future-focused strategy prioritising training, awareness and expert collaboration.

I look forward to seeing all these efforts continue to grow and enrich our people and communities.








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Our People & Communities

Measuring Social Value

At Micronclean, we believe that business success isn't just measured in financial term, it's about the positive impact we create for people, communities and the environment. That's what social value means to us.

For us, social value comes to life in many ways, including:

-  Sourcing products locally to support nearby businesses.
-  Sourcing products sustainably to protect the environment for future generations.
-  Offering training and career opportunities to help people grow and thrive.
-  Delivering equal opportunities.
-  Embracing a diverse workforce and valuing and nurturing differences.
-  Supporting mental health & wellbeing initiatives.
-  Volunteering our time and expertise to strengthen our communities.

Measuring this impact isn't always simple. Social value can't always be captured in numbers, but it can be tracked through frameworks that benchmark performance. To make sure we stay accountable, Micronclean has developed its own social value measure, rooted in recognised standards but tailored to reflect what matters most to our people, our customers, and our communities.

Because for us, social value isn't a side project. It's at the heart of how we work and who we are. Every choice we make is a chance to build a stronger, fairer, and more sustainable future.

Our People & Communities

CLEAN Award

In July, we piloted the CLEAN Award in partnership with Lincolnshire Wildlife Trust and Greater Lincolnshire LEP. The initiative brought together Year 10 students to explore the connection between business, plastic use, and climate impact. Activities included a Skegness beach clean-up and a Micronclean site tour, ending with a Hackathon for sustainable product ideas. The project won the Gold National Green Apple Award for Science, Technology & Aerospace – Partnership Category, and the project has continued its success in 2025.

"This is a fantastic result for the whole team involved in putting together the 2024 Clean Award Challenge. I would like to thank everyone for all their hard work in putting the challenge together, including our partners at the Lincolnshire Wildlife Trust and Greater Lincolnshire LEP, alongside all our staff at Micronclean. The next stage for all of us is to continue to make the Clean Challenge even bigger and even better in the coming years."

Sophie Harris, QSHE & HR Director at Micronclean



Our People & Communities

Pride

Micronclean proudly supported the first East Coast Pride in Skegness as a Company Sponsor. Our team hosted a lively stand on the Grand Parade with giveaways, garment try-ons, and temporary tattoos. Plans for 2025 are already in motion.



Modern Slavery

The new Modern Slavery Group has set a strategic direction for eradicating modern slavery risks across our business and supply chain. Following training with Stronger Together, the group is now developing a 5-year plan.

Breast Cancer Awareness

In October, our Women's Network supported Breast Cancer UK through bake sales, the sale of breast cancer pink ribbons, and pink mob caps across sites, raising over £300.

Better Business Act

Micronclean signed the Better Business Act in 2024, committing to ethical and sustainable practices that value people and planet equally. This aligns with the launch of our Ethical and Sustainable Trade Policy which is available from our website.

Our People & Communities

Family Fun Day

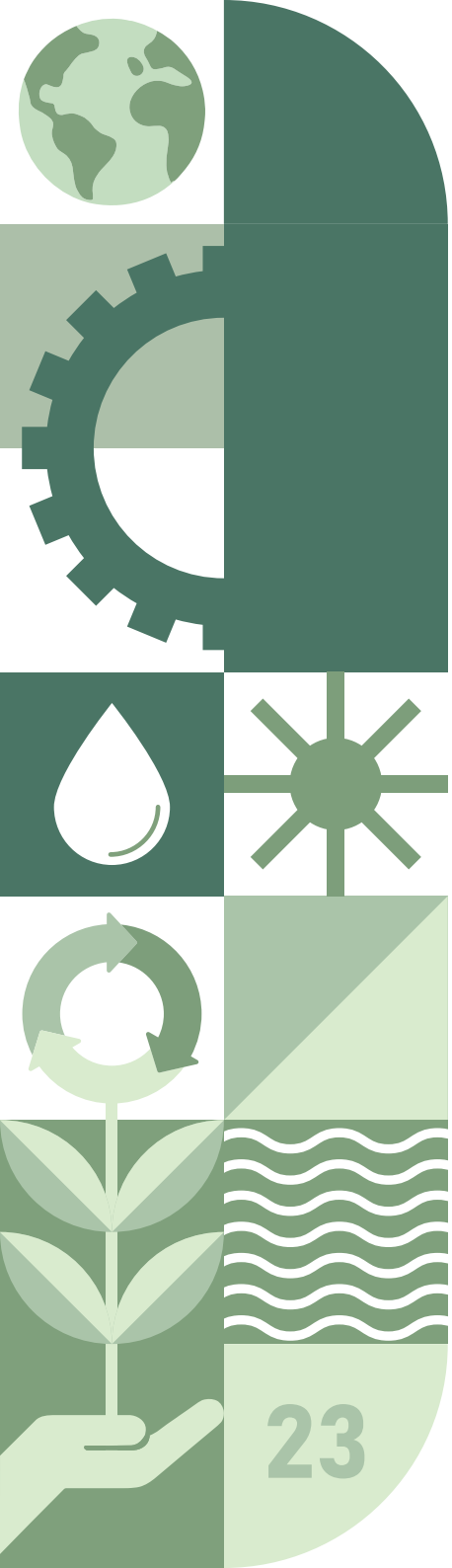
Our 6th Annual Family Fun Day was attended by a record breaking 560 employees and their family and friends for a day with a wide range of activities, raising £1,000 each for Lincolnshire Wildlife Trust and RNLI Skegness.



Careers

We continue to support career development in our communities, attending school fairs, hosting talks, offering student placements, and welcoming visitors through TSA's Open Laundry Week and East Lindsey's Upskill Programme, with tours of our manufacturing facilities.





OUR FUTURE

24 The Future

The Future

In 2024, we made strong progress on our sustainability journey. But if we are to achieve our ultimate ambition, to become the most sustainable specialist textile and cleanroom consumables business in the world, we must keep pushing forward and setting new goals.

That's why in 2025, we are setting clear targets, supported by key initiatives across our three core areas:

Our Climate

We are committing to a further 10% reduction in carbon emissions, driven by:

- Introducing HVO fuel across our transport fleet.
- Strengthening our Scope 3 carbon accounting to improve transparency and impact.

Circular Economy

We are targeting a 5% reduction in waste within the waste hierarchy, alongside stronger textile recycling, through:

- Rolling out a dedicated textile recycling system.
- Reviewing and optimising water use in our laundries.
- Expanding the use of recycled plastics coupled with an increased focus removing plastics from our operations.

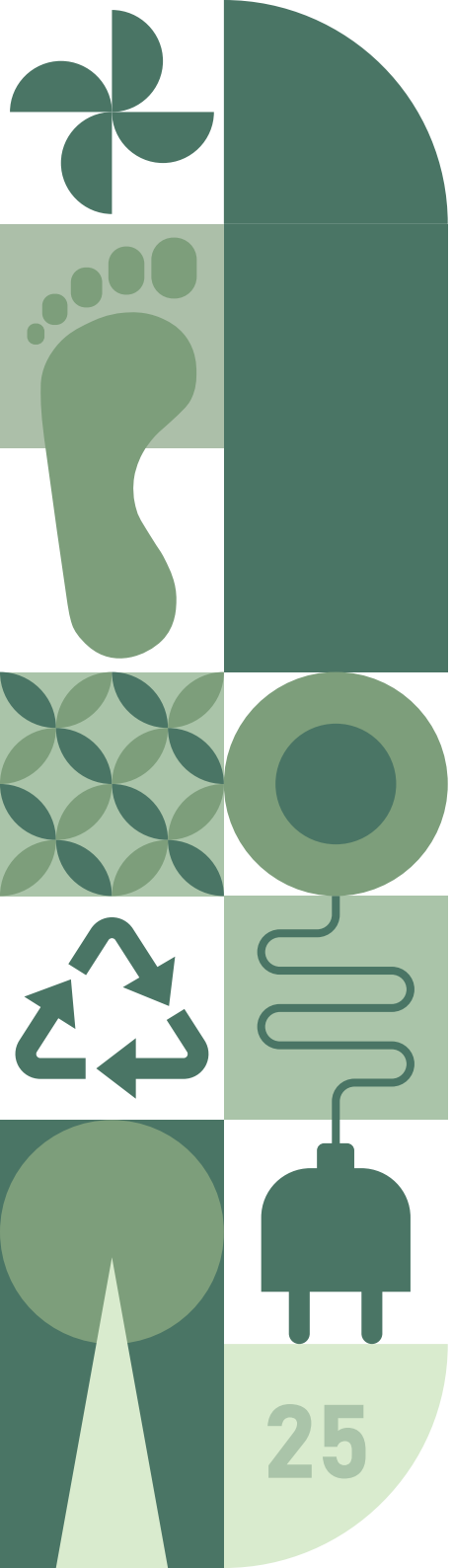
Our People & Communities

We are committed to enhancing our social value, safety, and wellbeing, including:

- Hosting internal Social Value workshops.
- Relaunching the Clean Awards to celebrate excellence.
- Expanding initiatives led by our EDI committee.
- Continuing to strengthen our Health & Safety culture.

These commitments will keep us moving steadily toward our long-term vision, creating meaningful impact for our people, our customers and the planet.




At the same time, trust and transparency will remain central to everything we do. By backing our progress with robust data and clear reporting, we'll ensure accountability to all stakeholders as we continue our Microngreen journey through 2025 and beyond.






OUR FOOTPRINT

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Energy Use and Emissions

ENERGY USE (kWh)		2021 <small>(baseline)</small>	2022	2023	2024
	Electricity	2,235,726	2,158,055	2,246,794	1,872,743
	Renewables Generated	-	-	58,847	202,594
	Gas	8,073,125	7,749,171	7,181,144	7,738,076
TOTAL ENERGY USE (kWh)		10,308,851	9,907,226	9,486,785	9,813,413

EMISSIONS (tCO ₂ e)		2021 <small>(baseline)</small>	2022	2023	2024
Scope 1	 Gas	1,479	1,415	1,436	1,568
	 Transport	703	702	598	700
Scope 2	 Electricity	475	417	0	0
GROSS Scope 1 and 2		2,657	2,534	2,034	2,269
Carbon per employee (t)		6.1	5.8	4.6	5.2
Carbon per £m (t)		60.4	57.6	46.2	51.6
Carbon per scan (kg/scan)		0.32	0.31	0.24	0.26
Carbon per tonne production (t)		0.82	0.77	0.62	0.69
Scope 1 and 2 Target Overall Reduction (%)		-	-	5%	15%
Reduction (t)		-	122	500	235
% Reduction (YoY)		-	5%	20%	-9%
% Cumulative Reduction		-	5%	23%	15%

- We are well on the way to achieving our target of a 50% reduction in scope 1 and 2 emissions by 2027.
- In 2024 increased gas usage at our Grantham site and an increase to the gas conversion factor for carbon emissions contributed to the increase shown above.
- Although there was an increase in emissions for 2024 compared to 2023, we still met our target for 2024 with a 15% reduction compared to 2021.

Water Use and Waste

WATER USE (m ³)	2022	2023	2024
 Grantham	13,801	14,539	13,855
 Louth	21,428	15,218	17,122
 Roman Bank	35,418	35,873	39,055
TOTAL WATER USE (m³)	70,647	65,630	70,032

- This is the first year we have included water usage in our report.
- Historically we have always monitored water usage across all our sites, however there is still much to do to increase efficiency.
- In 2024 mains water usage increased at our Louth and Roman Bank sites as our borehole was impacted by iron.
- In 2025 we will install a new iron filter to improve water quality.

WASTE (t)	2024 June-Dec
 General	45.2
 Recycling	63.89
TOTAL	109
% Recycled	59%

- This is the first year we have included waste usage in our report.
- We improved our recycling by 7% compared to 2023.
- In 2025 we are introducing textile recycling, which should continue to improve this figure going forward.

Dataset

Description	Value/figure (2024)
Total number of working hours	316565
Number of days lost to work-related injuries and ill health	125
Number of work-related accidents	146
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	5.5:1
Average number of training hours per employee	1.5 hours
Percentage of women employed in the whole organisation	49%
Percentage of women at top management level	48%
Percentage of women within the organisation's board	30%
Average unadjusted gender pay gap	17%
Number of identified discrimination or harassment incidents or corrective actions	0
Number of employees trained on health and safety issues	456
Number of days lost to absenteeism (sickness etc)	3861
Number of injuries	94
Number of employees paid above minimum wage	415
Number of employees with a performance review	143
Total number of training hours	656
Number of internal promotions	3
Number of discrimination cases	0
Number of harassment cases	0
Number of child labour incidents	0
Number of forced labour incidents	0
Number of human trafficking reports	0
(1) Voluntary turnover rate for employees	13%
(2) involuntary turnover rate for employees	11%
Number of employees by: (1) full-time and part-time,	FT:230. PT:185
Number of employees by: (2) temporary, and	7
Number of employees by: (3) contract	0
Employee hours worked, percentage billable	Worked hours above (unpaid breaks already taken off)

Description	Value/figure (2024)
Scope 1 emissions	2269 tCO2e
Scope 2 emissions	0 tCO2e
Scope 3 emissions	N/A
Downstream scope 3 emissions	N/A
Upstream scope 3 emissions	N/A
Total gross annual revenue	£50884462
Total energy consumption	9813413 kWh
Total renewable energy consumption	202594 kWh
Total water consumption	70032m3
Total amount of water recycled and reused	N/A
Total weight of air pollutants	N/A
Total weight of hazardous waste	N/A
Total weight of non-hazardous waste	156.3 tonnes
Total weight of waste recovered	N/A
Number of employees trained on energy efficiency	0
Carbon offsetting / tree planting	N/A
Number of employees trained on saving water	0
Amount of waste recycled	63.9 tonnes
Number of employees trained on recycling	0
Amount of paper used	N/A
Amount of used products collected	N/A
Amount of used products recycled	N/A
Percentage of targeted suppliers who have signed the supplier code of conduct	0
Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	0
Percentage or number of targeted suppliers covered by a sustainability assessment	0
Percentage or number of targeted suppliers covered by a sustainability on-site audit	0
Percentage or number of all buyers who received training on sustainable procurement	0
Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	0
Percentage of employees trained on business ethics	1%
Number of reports related to whistleblower procedure	0
Number of confirmed corruption incidents	0



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