Momentum

Instore

More than a Manifesto

Purpose

To create measurable, responsible impact through the work we deliver — supporting our clients to achieve their sustainability goals while holding ourselves to the same standards.
We believe doing the right thing isn't an initiative, it's the baseline.

Vision

A business where sustainability is embedded in every decision — from how we operate to how we support our clients — driving long-term environmental and social progress across every project we touch.

Intentions

Embed, not overlay – sustainability is part of every brief, not an afterthought
Lead with action – prioritise doing over stating
Be transparent – share progress, challenges, and learnings openly
Partner with purpose – support clients in delivering meaningful change, not just meeting targets
Continuously improve – evolve as standards, expectations, and opportunities grow

People

Our people are at the centre of everything we do. Creating a positive, inclusive, and supportive environment isn't a separate initiative — it's fundamental to how we operate, grow, and deliver for our clients.

We are committed to building a culture where individuals feel valued, supported, and empowered to succeed. From wellbeing and development to diversity and opportunity, we continue to evolve the way we support our teams — ensuring our approach is not only meaningful, but measurable.

Our manifesto is intentionally aligned with the United Nation's 17 Sustainable Development Goals (SDG's), striving for a better future for us and our planet. Through our people and culture initiatives, we contribute to the following SDG's.



Our Ethos

At Momentum, we're more than a company, we're a community. Our people are at the heart of everything we do, driving innovation, collaboration, and growth across every project.
We thrive on connection, fuel bold ideas, and champion creativity, all while supporting each other to reach our full potential.

People | Relationships | Trailblazers

People

Momentum Instore is people. It starts with us, every single one of us, we work hard and recognise that every person contributes to our success in their own way. We lift each other up and celebrate the unique strengths each personality brings to the table.
We're bold, we're committed, and we're proud of our work. We champion fresh ideas, value different perspectives, and create a culture that's always evolving with people at the heart of it all.

Relationships

If people are one half of the Momentum magic, then our connections are the other. We believe teamwork is everything, it's how we build a culture of empathy, understanding and support.
Growth is part of how we do things. Whether we're solving challenges side by side or helping each other grow personally and professionally, we know we're stronger together.
Because Momentum isn't just a name, it's how we work, together.

Trailblazers

We're all about blazing new trails, being bold, shaking things up and moving fast.We mix know-how with fresh thinking to create solutions that make a difference.
Sustainability? It's not just talk, we're making sure what we do today helps build a better tomorrow. We back it up with action, finding smarter, more responsible ways to deliver for our clients without compromise. Becasue for us, progress isn't just what we achieve - it's how we achieve it.

Employee Engagement and Culture

Engagement at Momentum means everyone feels valued and recognised for what they bring. We create an environment where people are supported to grow, succeed, and share in collective success.

Our engagement is reflected in:



Recognising individual contributions



Learning and improving together



Celebrating success



Supporting each other to deliver results

Our culture is shaped by everyone, it is collective and people-driven, not ‘top-down’. Each person brings their own perspective, experience, and energy, contributing to a dynamic and constantly evolving environment. Our culture shows up in everyday behaviours - supporting each other, respecting boundaries, sharing ideas and continiously learning to improve how we work.

We foster a collaborative culture built on mutual support, shared learning, and a collective focus on delivering strong outcomes. Communication is open and responsible, ensuring clarity and respect for different working patterns. Decisions are guided by business needs, shaped by feedback, and strengthened through collaboration.

We actively listen through confidential surveys, suggestion channels and open dialogue ensuring feedback is captured, reviewed and translated into meaningful action. We take suggestions anonymously through our confidential inbox and regular surveys.

Diversity, Equality and Inclusion

We're committed to prioviding equal opportunities for all. It's our policy to ensure that no job applicant or employee recieves less favourable treatments on any grounds. Promotion and training decisions are made without regard to race, nationality, ethnic or national origin, colour, sex, age, marital status, religion or belief, sexual orientation or disability and is based solely on merit.

We strive to create an environment where everyone feels valued, supported and able to be the best version of themselves.

We treat each other with professionalism and respect, recognising the value of different perspectives and experiences.

We are committed to building an inclusive culture where opportunities are accesible to all and diverse voices are heard.

We aim to incorporate diversity initiatives into our strategic business plans and to take a leadership role in the industry by fostering a diverse workforce and business culture that is inclusive and promotes mutual respect; by maximising every individual's full potential at work and in life using best practices for the benefit of all our employees, clients, suppliers and/or stakeholders.

Anti-Slavery

Momentum Instore operates a zero-tolerance approach to Modern Slavery and we are dedicated to ensuring it has no place in our business or supply chain. Modern Slavery is a crime as well as a fundamental breach of human rights and may present in different ways such as slavery, servitude, forced and compulsory labour and human trafficking. This policy applies to all who work or provide services for Momentum Instore in any capacity, including (but not limited to) Directors, employees at all levels, temporary workers, volunteers, interns, sub-contractors, and suppliers.

We're proud to be a Disability Confident Employer. For us, it's not just an accreditation, it's a commitment to making our workplace genuinely accessible and inclusive. We're always working to remove barriers in how we recruit, offer the right adjustments where needed, and create an environment where everyone has the support and opportunity to grow.

disability confident EMPLOYER

Momentum Wellness Team

Our wellness team was created with one goal in mind, to put the wellbeing of our permanent employees at the heart of everything we do. Whether it's offering a listening ear or rolling out meaningful initiatives, the team is there to support you in any way you need, because from time to time we all need a little extra care.

Momentum Wellness Team Suggestion Inbox

This is an anonymous suggestion inbox, all suggestions are reviewed by the team and some suggestions that have been pushed forward as a result are:

Enhanced maternity pay
Review of unpaid holiday allowance
Improvements to the way in which expenses are claimed
Quarterly gift cards for field team members to buy a drink/snack whilst working
Social events and activities

Why Our People Choose to Be Part of the Momentum Wellness Team

Our Wellness Team is shaped by people who genuinely care about others. Many choose to be involved because they want to help colleagues help themselves — offering support, sharing experiences, and creating space for open, honest conversation.
For some, it's about making sure mental health is recognised, prioritised, and spoken about in the workplace. For others, it comes from personal experience — understanding first-hand the value of having a support network, and wanting to be that presence for someone else.
There's a shared desire to look out for one another, to foster a culture that puts people first, and to make sure no one ever feels alone or unheard. Whether it's lending an ear, being available for a chat, or simply offering a safe, confidential space to talk, every member plays a part in building a more supportive working environment.
Above all, it's about making a difference — to individuals, to teams, and to the culture we're creating across Momentum.

Momentum Wellness Team

Momentum Wellness Team

Initiatives

Fundraising for Charity

We follow a democratic process for our chosen charity. Staff are invited to nominate a charity, the details and reasons for nomination are shared with the whole business and each person has the opportunity to vote for their chosen charity. The charity with the most votes then becomes our chosen charity for that calendar year.

2024

We had 2 charities: East Cheshire Hospice: £1468.56 raised and Manchester Children's Burns Camp: £1975.31 raised (£3,443.87 total raised)

2025

Cancer Research UK: £2,126.75 raised

2026

Rainbows Hospice for Children and Young People: £329.35 and counting

Momentum Movers

This wellbeing group was set up by MWT in 2024 with our Going for Gold Challenge which was to walk, 1066 miles from 8th August to 8th September. The premise was to encourage people to get moving, go outside, walk rather than use the car, enjoy the outdoors to benefit not just mental health but physical health too. Since then Momentum Movers has gone from strength to strength and undertaken a number of challenges.

Going for Gold

1,066 miles target, distance completed: 1,532.5 miles

Walk 30 miles in September (30 miles individually)

Target 270 miles, distance completed: 812.11 miles

Walk Away the Winter Blues: Wellness Initiative to combat the Winter Blues

Target 8,480 miles, distance completed: 11,721.09 miles

Winter Challenge: Walk 12,912 miles between January and April

(same distances as the number of stores we visit in the same period)

Distance completed: 14,541.25 miles

Health & Safety

We are committed to creating safe, healthy environments for everyone we work with — from our employees to our clients and partners.

Safety at Momentum is a shared responsibility. We encourage everyone to take an active role in maintaining high standards, not only by following best practice, but by looking out for one another and speaking up when something doesn't feel right.

Appropriate training, equipment, and protective clothing are provided to support safe working, and we deliver core training through our online Improve platform, ensuring consistent access to essential knowledge across the business. Where specialist training is required — including SPA, FLT, PASMA and IPAF — we work with trusted external providers to ensure the right level of expertise and accreditation.

When operating as a Principal Contractor, we take additional responsibility for site leadership. All Site Managers and Site Leads are trained to a standard tailored to the realities of our work. We developed an in-house programme to better reflect our on-site activity. This includes both safety and product-specific training, ensuring our teams are fully prepared for the environments they work in.

We record all incidents and accidents as a vital part of how we manage health and safety. By monitoring what happens and carrying out further investigation where needed, we build a clear picture of patterns, causes and risk areas — whether linked to specific activities, environments or equipment. This helps us assess whether controls are effective and where improvements are needed.

We also hold the following certifications; SafeContractor, ISO 14001, ISO 9001, and Avetta.

Avetta

SafeContractor APPROVED

ISO 14001

ISO 9001:2015

Learning and Development

More Momentum: Pathway to Development

In 2024 we created a structured development journey aligned with career growth, providing opportunities for development in many different roles and business areas, at all levels. These courses included L2 Warehouse Operative, L3 Team Leader, L4 Project Management, and L5 Operations Manager. Underpinned by our Apprenticeship Levy, it allows us to put training and development opportunities at the forefront of individual development providing access to a wide range of people as we can. This has proved extremely successful with 10% of our workforce undertaking apprenticeship levy funded training.

Improve Online E-courses

We provide accessible learning, supporting personal and professional development. Or online e-learning platform contains a wide range of courses covering mandatory training such as Health & Safety, IT Awareness and people-related subjects to personal goal related opportunities.

Mentorships

We run an ongoing Emerging Leaders mentorship programme where our future leaders benefit from a structured six-month development framework operated in line with CMI Level 5 Leadership and Management principles. This includes regular buddying sessions with members of the board and senior leadership team to provide practical advice and coaching alongside the course modules. Our lead for the programme is trained to CMI Level 7 Diploma in Leadership, Coaching and Mentorship. Candidates will finish the course by leading an actual business improvement project while still receiving mentorship support to allow them to demonstrate their learnings in a genuine real-world environment. Alongside the programme, members of our Board of Directors offer one-to-one coaching to anyone looking to grow, this means we’re able to offer support at every stage of a career at Momentum.

Staff Reporting

Gender Pay Gap

Momentum Instore support the UK government's leadership in gender equality, and the requirement for companies to publish their data.
We are committed to ensuring our people are treated equally at work, across all levels and locations. This includes making sure they have the same opportunities for recognition, reward and career development, irrespective of gender, age, race, religion, belief, sexual orientation or disability. After all, we wouldn't be where we are without our brilliant diverse teams.
We've worked hard with our leadership teams to provide consistency and transparency within our pay decision-making process, to ensure decisions are made based on market data and role performance and we are confident that we have equal pay.
As you'll see from our results in this report, we do have a slight gender pay gap, however this gap is not a pay equality issue as we pay our employees and workers according to their role and not their gender. Our findings show that our gender pay gap is due to the structure of our organisation and the unequal distribution of men and women across the company. For example, like many companies, men occupy more of our senior manager roles with larger salaries and bonus potential. In addition to this, the majority of the people included in our calculations are intermittent workers whose pay is an hourly rate fixed by our clients (lowest paid roles) and occupied mostly by men. Understanding the gender pay gap drives us to do more and we are committed to improving the gender balance of our employees and workers.
We remain committed to attracting and retaining the very best talent to the business and ensuring gender is never a factor in decisions and will continue to have a culture that values the fantastic contribution that both men and women make to our business. We will use the figures from the gender pay gap in line with our recruitment and progression planning procedures to ensure that action is taken to reduce gaps going forwards in line with our aim for everyone at our company to build and sustain a successful career with us.
I confirm the gender pay gap data contained in this report for Momentum Instore is accurate as of the snapshot date 5 April 2025.
Rob Gleave | Chairman

Gender Pay Gap 2025 Statistics

Difference in Mean Pay - 0.69%
Difference in Median Pay - -3.26%

Difference in Bonus Payout
Men who recieved a bonus - 2.85%
Women who recieved a bonus - 1.20%

Quartile Ranges - % of employees according to quartile bands

Upper Quartile
54% male
46% female

Upper Middle Quartile
65% male
35% female

Lower Middle Quartile
71% male
29% female

Lower Quartile
71% male
29% female

All Momentum Instore
65% male
35% female

Staff Retention

We're proud of the number of colleagues who build their long-term career with us, reflecting the strength of our culture and opportunities. Our average length of service is 16 years and our longest serving employee is 41 years. 23% of all employees have worked for us for more than 10 years and 7% have worked for us for more than 20 years.

Women in Leadership Roles

Whilst the board of directors is 100% male, 59% of the senior leaders in our business are female.

Awards & Rewards



Monthly Business Updates

Each month we hold a company wide business update, a chance to spotlight and celebrate the hard work of all employees at Momentum Instore. As a people-first business we understand the importance of championing the dedication of our employees. We share internal and external feedback for teams, projects, and individuals who've gone above and beyond.



Annual Awards

Each year, before we all break for Christmas, we hold our annual awards, where we celebrate individuals who have made a real impact throughout the year. Some of the awards include; Trailblazer, Hero in a Supporting Role, Outstanding Contribution, Project of the Year, Leadership, and Employee of the Year.



Employee of the Month

These are held monthly at the business updates to celebrate our outstanding employees, performance, commitment and positive contribution within the team. Voted for by their peers, it is a true reflection of hard work and going above and beyond.



Alan Beck Award

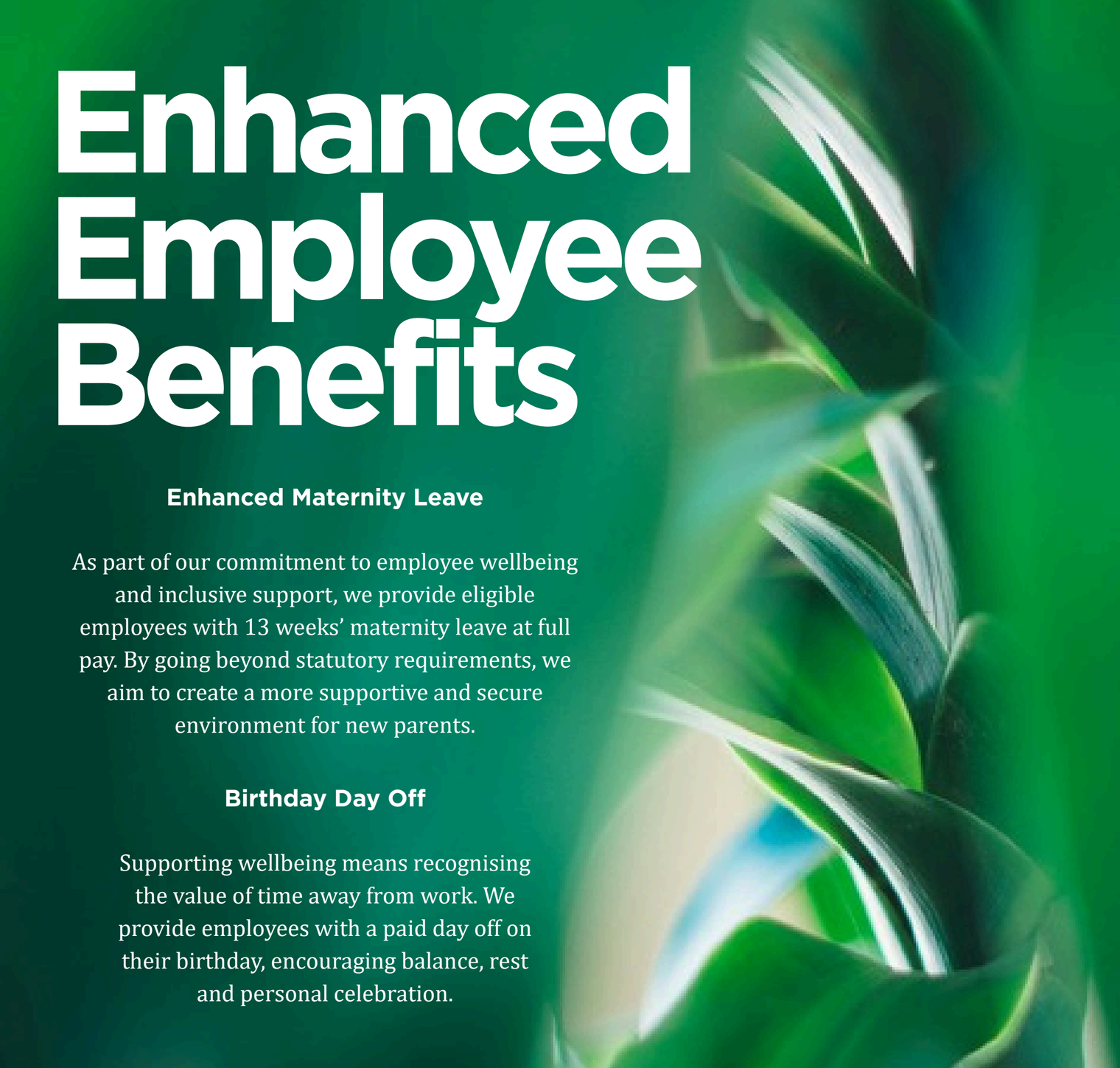
At the end of each year we have an annual award known as the Alan Beck Award. This award was created in loving memory of our late friend and colleague, Alan Beck. The award was designed to reflect what Alan stood for, he was extremely dedicated to his role within the installations team, helping anyone and everyone and remained loyal to Momentum Instore for 25 years!



Long Service Awards

From 5 years, a bottle of champagne and a £200 night away, through to 20 years and beyond and a mini break worth up to £1,000 we make sure committment doesn't go unnoticed. Because loyalty deserves more than just a thank you, it deserves a proper celebration.

Enhanced Employee Benefits



Enhanced Maternity Leave

As part of our commitment to employee wellbeing and inclusive support, we provide eligible employees with 13 weeks' maternity leave at full pay. By going beyond statutory requirements, we aim to create a more supportive and secure environment for new parents.

Birthday Day Off

Supporting wellbeing means recognising the value of time away from work. We provide employees with a paid day off on their birthday, encouraging balance, rest and personal celebration.

Company Sick Pay

We understand that peace of mind is important that's why we offer enhanced Company Sick Pay (CSP) to provide reassurance when its needed most. It reflects our commitment to supporting wellbeing - ensuing our people can focus on recovery without worrying about their finance.

Ehanced Paternity Pay

Our enhanced paternity pay supports reflects our commitment to family life, supporting new parents - giving them the time and financial support they need to be present during those important early moments.

Flexible Working

Flexibility plays a key role in supporting wellbeing and inclusion. We enable employees to shape their working day around personal commitments, helping to create a more balanced, productive and sustainable way of working.

Enahnced Annual Leave Allowance

Rest and recovery are essential to long-term wellbeing. We offer an enhanced annual leave allowance that increases with length of service, rewarding commitment while encouraging a healthier, more sustainable balance. Entitlement extends up to 28 days and is applied pro rata for part-time employees.

Onboarding and Induction

Setting People Up to Succeed

We believe a great experience starts before day one!
Our onboarding process is designed to be personalised, welcoming, structured and supportive - giving every new colleague the tools, information and connections they need to feel confident in their new role right from the outset.

It's not just about joining the business, it's about feeling part of it, right from the start.



Personalised invitation to induction

a bespoke invitation with the new starter's individual plan for their first week.



Getting to know you

Is about seeing our people as more than their job titles. We want to learn what they're passionate about and share that with the wider business. Building this common ground before day one helps spark genuine conversations and creates real bonds from the start.



Buddy support

a go-to person from day one and beyond



Structured probationary period

Regular check-ins to support development, answer questions and ensure a smooth transition

Aftermarket & Customers

Sustainability at Momentum is driven by action — and defined by our Aftermarket capability. As a unique offer in the industry, we help clients move beyond disposal-led thinking to unlock value through reuse, repurposing and responsible recycling. By combining innovation, operational expertise and robust ESG reporting, we provide practical solutions that reduce waste, cut carbon and support more sustainable retail environments — backed by tangible outcomes, not just intent.

Our initiatives are intentionally aligned with the United Nations 17 Sustainable Development Goals, striving for a better future for us and our planet. Through our people and culture initiatives, we contribute to the following SDG's.



The Aftermarket Story

2019

A global beauty brand challenged us to provide a sustainable end-of-life solution that ensured waste-free delivery of remerchandising programmes.

2020

-Took on a 40,000 sq ft facility at Cotton Way, Loughborough
-Integrated new team
-Fitted new bin location racking and mezzanine floor
-On-boarded Coty account - 100 pallets and 800 pick locations
-Transferred Google account and RBS from Dunstable depot
-First PPD deliveries for Tesco
-First year PPD June-December 3173 spares orders shipped

2021

-Transferred BP project collation from Dunstable
-Racked out the main warehouse -
-Extended into 6B building – additional 6’000 square feet
-On-boarded Coty Lux – 140 pallets

2022

-On-boarded L'Oréal account pulled from 3 different suppliers – 296 pallets and 970 locations
-Started closed loop journey
-On-boarded catalyst tags and 3PL – 150 pallets
-Set up kitting line and started collations for Willson and Brown
-On-boarded Reakiro B2C business
-All lighting at Unit 10 upgraded to LED, motion activated in low use areas

2023

-Invested in our external POP up and racking configuration at Weldon Road, generating circa additional 300 pallet spaces.
-On-boarded Samsung account (250 pallets)
-Set up secure vault and racked out upstairs mezzanine
-Installed and updated our security systems
-Opened new Unit 2 building – Weldon Road
-Racked out new building
-Erected a pop-up building in the yard
-All lighting at Unit 2 upgraded to LED, motion activated in low use areas

2024

-Invested in new mezzanine spaces across both Loughborough sites to generate an additional 800 pallet spaces.
-Completed Boots Rebalance and Waterloo project
-On boarded L'Oréal Lux account
-2 EV 22KW charging points were added at Unit 10
-Additional cameras added to Unit 10 totalling 25, monitored 24/7 with recording back up, all secured areas protected by key cards with logs kept of all access, high security areas protected by 2 door entry
-Extra sensors fitted for additional protection around the building
-Entrances to the secure area are locked down at night by shutters
-Installation of a PVC full access heating curtain
-Added 4 mezzanines across 2 sites

2025

Aftermarket turned five! We opened the doors to our Loughborough facility to celebrate the fifth birthday of Aftermarket. Five years of pushing boundaries and blazing trails, an achievement we were immensly proud of.

One of a Kind Facility

Aftermarket isn’t something that was built overnight — it’s been shaped, expanded and refined year after year to become something genuinely unique.

Growth has been intentional at every stage, with infrastructure, space and expertise expanding in line with client needs.

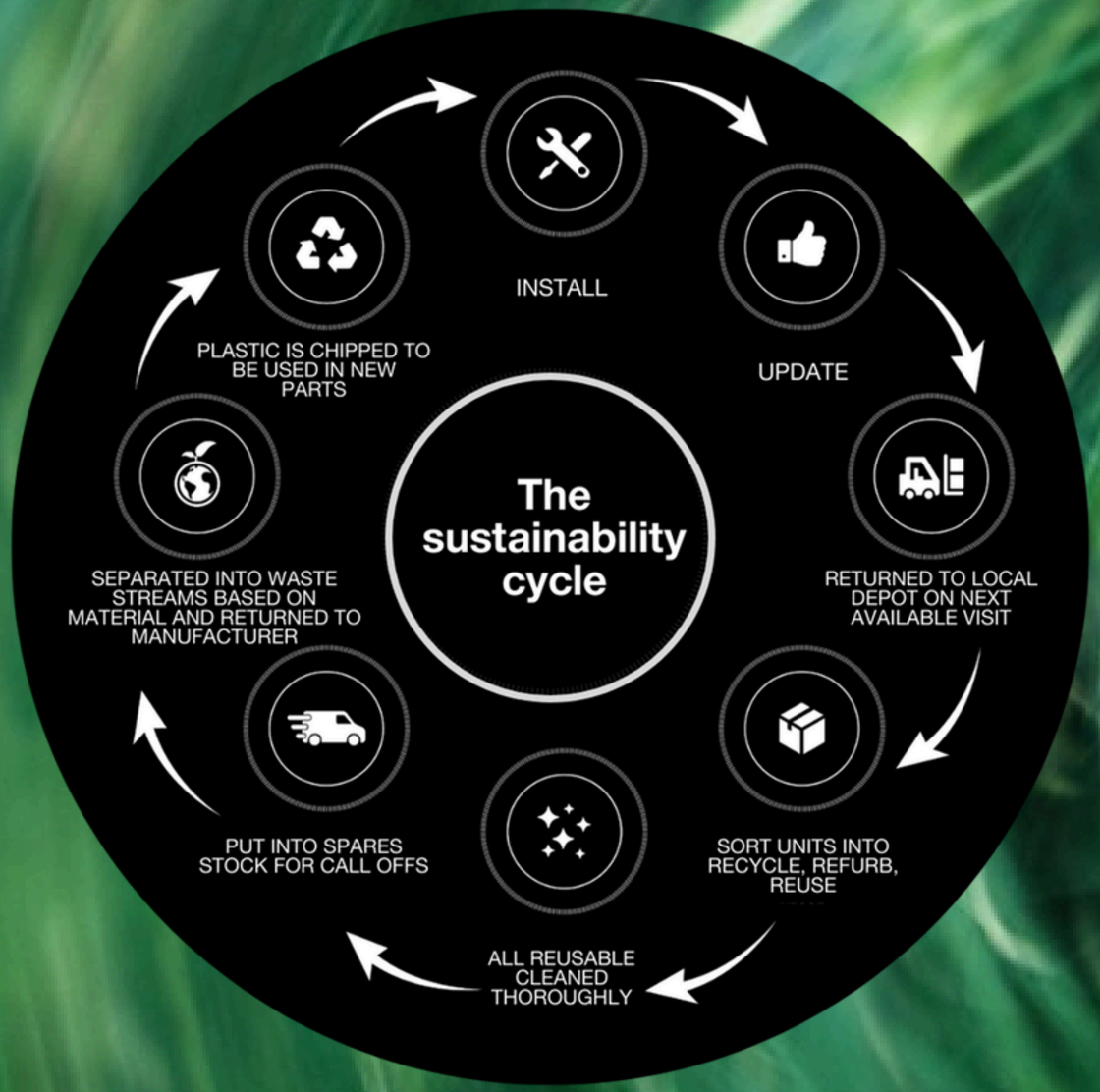
Today, layered capabilities span remerchandising, spares distribution, secure storage and fulfilment, all working seamlessly together within purpose-built environments.

Ongoing investment and a clear focus on sustainability have helped shape a more efficient, future-facing operation.

Five years on, it’s not just a facility — it’s a smarter, more connected way of working.

We pride ourselves on our waste free beauty process and in leading the industry in enhacing the lifespan of cosmetics parts.

Closed Loop



Our closed loop solution allows for parts returned from stores to be sorted for reuse, refurbishment or recycling and then careful categorisation allows us to refurbish more parts cost-effectivley, typically reducing costs by two-thirds compared to new parts.

Reuse

Parts that can be reused go back into the loop as spares for Aftermarket.

Refurbish

Parts needing refurbishment are sent to our repair shop and then used as spares.

Recycle

Parts beyond repair are sorted into relevant waste streams for responsible recycling or returned to the manufacturer.

We are proud to be trailblazers in this unique, sustainable and cost-effective process.

Sustainability

We are dedicated to sustainability and have partnered with Samsung and Global Beauty Brands on various initiatives aimed at reducing environmental impact and fostering responsible practices. Our key areas of focus include:

End-of-Life Stock Management

We salvage usable parts and recycle non-reusable materials, minimising waste and recovering valuable resources. Parts used to repair displays vary from entire wall bays to TVs, display security and perspex logo letters or for Beauty refurbished and reused as spares for stores or to bring tired full stands back to life for reinstallation.

Refurbishment Initiatives

In collaboration with Samsung, L'Oréal and Coty, our refurbishment programme extends the life of retail fixtures, delivering cost-effective solutions while reducing reliance on new materials. By repairing, upgrading and reconfiguring existing assets, we minimise waste, cut carbon impact and maintain high visual standards in-store—without starting from scratch.

Reuse Programmes

We encourage the reuse of retail components, working with Samsung to maximise the potential of existing assets. Last year 15,711 devices were shipped and processed to be graded and then resold into other markets and maximising the lifespan of the retail devices.

Sustainability Reporting

We have a reporting system to track the impact of our initiatives, providing insights into the environmental benefits achieved and showcasing our commitment to sustainability. 23% of parts recommended in quarter one will be processed through recycling vendors. Through these efforts, we support Samsung's sustainability goals and contribute to a greener future. Data captured through Insite underpins this service and gives clear performance data that clients use to demonstrate physical sustainability initiatives in practice.

For major cosmetics brands, we deliver efficient reverse logistics programmes as part of our work in store.
This means we can recover reusable equipment to either clean, refurbishand return to stock or (working closely with L'Oréal and Array) segregate relevant parts and return them to Poland for repurposing into ground plastic to be reused by Array as part of the next order for L'Oréal.

Recover & Reuse

Catalyst

We manage a closed-loop security tag recovery and reuse programme for major retailers including Tesco and Sainsbury's, helping to reduce waste while keeping valuable assets within the supply chain.

Collection

Security tags are collected from stores and distribution streams following product purchase and returned to our specialist facility in Loughborough.

Reset

Our dedicated team sorts, inspects and manually resets each tag using specialist magnetic equipment, preparing them for reuse.

Redistribution

Reset tags are re-boxed and dispatched to distillers, where they are applied to new bottles before returning to retail.

In 2025 we

Processed 11.5+ million security tags

Recovered and reset tags for multiple reuse cycles

Supported a closed-loop supply chain across Tesco and Sainsbury's

This large-scale aftermarket operation demonstrates Momentum's expertise in reverse logistics, refurbishment and asset recovery, extending the life of security tags while reducing the need for new replacements.

L'Oréal

We partnered with L'Oréal back in 2018 with the aim of reducing waste across their retail installations and create a closed loop process to help them to reach their sustainability goals.

Reuse

We salvage parts and return them to stock, making them available for brands and retailer's future requirements.

Repurpose

The segregation of various materials into different waste streams allows them to be repurposed into new commodities.

Recycle

We responsibly dispose of the remaining material that cannot be repurposed, achieving zero waste to landfill.

2025 saw the addition to our services through our partnership with a new supplier who provides waste stream segregation support and better data reporting.

In 2025 we

Reused 45,731 cassettes

Returned 42,723kg of cassettes to the manufacturer for repurposing

Responsibly recycled 129,263kg of materials

Since the launch of our sustainability partnership, we have recyclyed 218 tonnes of materials responsibly.

Refurbish & Repurpose

We prioritise refurbishment and updates over full replacements, extending asset life and reducing material impact.

Our refurbishment activity is driven by a clear principle: retain what works and only replace what's necessary. Across key client programmes, this means carefully stripping back fixtures, recovering usable components, and reworking existing assets.

Rather than approaching projects as one-off installs, we treat them as part of a longer lifecycle—where fixtures are continually adapted, upgraded and extended.

In practice, this results in a significant shift away from full rebuilds. The majority of activity now sits within refurbishment and updates, allowing us to reduce material demand, minimise waste, and deliver solutions that are both cost-efficient and environmentally responsible.

In the 2025-2026 financial year we delivered the following refurbs

147 units for Coty
86 units for L'Oreal
15 units for Revlon
14 units for Array

Recycling

End Of Life Device Processing

We lead the end of life process for both live and dummy devices for Samsung.
We identify what should be processed, managing pick and pack, and coordinating delivery to recycling partners.

In 2024 15,711 devices were distributed for end of life processing with the aim of resale.

In 2025 we recycled 18,907 devices, 8,361 parts and 36,404 dummy devices. This diverted

2,207kg of plastic
13,272kg of metal
1,639kg of cardboard

all from landfill.

All Beauty Recycling for 2025

Salvaged quantity
4,574
Array return
7,635 kg

Total weight responsibly recycled
108,630 kg

Artwork
431 kg

Fascias
21,904 kg

Cardboard
3,095 kg

Metal
9,058 kg

General waste
39,408 kg

Plastic
6,227 kg

Wood
28,587 kg

Insite & Data

We’re committed to reducing our impact on the planet through smarter choices, responsible resource use and continuous improvement. From reducing waste and reusing materials to measuring and lowering our carbon footprint, sustainability is built into how we work — helping us create a more responsible future for our people, our clients and the planet.



Sustainability dashboard

Our sustainability approach is built around responsible business practices, from reducing our environmental impact and strengthening our supply chain to supporting our people and maintaining high ethical standards.

RESPONSIBLE SOURCING
Our Sustainable Procurement Policy and Supplier Code of Conduct set clear environmental, social and ethical standards for our supply chain.

ENVIRONMENTAL MANAGEMENT
Our ISO 14001 certification supports our approach to managing environmental impact, reducing waste and improving resource efficiency.

PEOPLE & ETHICS
We promote responsible working practices through our policies on human rights, modern slavery, health & safety, equality and business ethics.

CONTINUOUS IMPROVEMENT
We assess our suppliers, monitor sustainability performance and continue to strengthen our approach through measurable targets and annual review.

100% of strategic suppliers targeted for Supplier Code of Conduct acceptance within 12 months.

Citation ISO Certification — Quality management — ISO 9001: 2015 — REGISTERED
Certificate No:365222021

Citation ISO Certification — Environmental management — ISO 14001: 2015 — REGISTERED
Certificate No:365212021

SME Climate Hub COMMITTED 2026

Ecologi

We partner with Ecologi to take meaningful, measurable climate action, supporting a portfolio of verified projects that reduce carbon emissions, restore ecosystems and contribute to a more sustainable future.

Through this partnership we are supporting the following UN SDG's; no poverty, good health and well-being, quality education, clean water and sanitation, affordable and clean energy, industry innovation and infrastructure, responsible consumption and production, climate action and life on land. We support these goals through projects such as improving access to non-formal education in Pakistan and watershed restoration in Guatemala.



Ecologi 2026 (Jan-June)

Reforestation
Native tree planting
8,217

Deforestation prevention (Co2 tonnes)
203.39

Greenhouse gas capture (CO2 tonnes)
9.21

Community based
Funded fuel efficient cookstoves in Uganda

Total trees planted through our partnership with Ecologi

90,398

Ecovadis

We’re proud to be an EcoVadis member, holding ourselves to globally recognised standards in sustainability, ethics, and responsible business practice.

EcoVadis is one of the world’s most trusted sustainability ratings platforms, assessing organisations across four key areas: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement. Our participation gives us a clear, independent benchmark of our performance, while helping identify where we can do more.

For us, this isn’t about accreditation alone—it’s about accountability. EcoVadis provides a framework that challenges us to continually improve, embedding responsible practices throughout our operations and supply chain. It ensures we’re not just setting intentions, but demonstrating real, measurable progress.

Through ongoing assessment and transparency, we’re strengthening our commitment to doing business the right way—supporting our people, our partners, and the wider communities we work in.



Measuring our carbon footprint

Measuring our impact. Improving what comes next.

June 2026

262,000
kWh
Total energy consumption

11%
Renewable energy
of total energy

2,403.94
tCO_2e
Carbon offset

Waste & Recovery

♻️ 159 tonnes recovered | 159 tonnes non-hazardous waste | 0 tonnes hazardous waste

Scope 1, 2 & 3 emissions currently being evaluated. Data reported June 2026. Sources: utility data, energy supplier, Ecologi and Enva dashboards.

Our Next 5 Years

Reduce our footprint
Lower carbon, reduce waste and increase reuse and recycling.

Build a circular future
Expand Aftermarket and give retail assets a longer life.

Work smarter
Use Insite, data and technology to deliver better outcomes for our clients.

Invest in our people
Support wellbeing, development, inclusion and community.

By 2030

Less waste. Lower carbon. Smarter solutions. Stronger people. Measurable results.

