

**Anthony
Collins**

Environment 10.8



Certified



Corporation

Environment

What we said we would do

We said we would take bold steps to advance our environmental commitments. This included measuring our scope 3 emissions and drafting a comprehensive carbon net-zero plan, creating an Environmentally Preferable Purchasing Policy (EPP), and actively monitoring water usage and waste production. We committed to rolling out advanced sustainability measurement software, Ecometrica, to improve data accuracy and transparency, and to achieving SBTi (Science Based Targets Initiative) certification to ensure our targets are science-led. Alongside these actions, we pledged to strengthen engagement with our supply chain to support carbon reduction efforts and drive collective progress toward our 2030 net-zero goal.

What we've achieved over the last 12 months

While some objectives remain in progress, we've taken meaningful steps forward:

- For the first time, we have measured and shared a broader spectrum of Scope 3 emissions – including expenditure – with our consultants, and our draft net-zero plan is on track for publication in January 2026.
- We've embedded sustainability questions into our supplier onboarding process, partially fulfilling our EPP commitment, and begun monitoring water usage and waste where data is accessible.
- Our partnership with Inteb continues to guide our roadmap, and SBTi certification has been included in our Board reporting.
- Although we have not yet published environmental targets or rolled out Ecometrica software, these remain priorities for the next cycle. Similarly, our forest-positive plan will be revisited alongside the SBTi strategy.



Reimagining our office space for sustainability and collaboration

As part of our commitment to environmental responsibility and operational excellence, we pledged to ensure that our physical spaces reflect the same sustainability principles that guide our business. This meant not only reducing our carbon footprint in our flagship office in Birmingham, but also creating work environments that support collaboration, flexibility, and well-being.

Birmingham refurbishment

Our flagship office underwent a major transformation, moving from EPC class E to A, reducing unnecessary floor space and improving energy performance through smart technology and sustainable design.

Manchester – Ship Canal House (September 2025)

We relocated to a modern, collaborative office designed for hybrid working. The new space achieved an EPC B rating, significantly improving energy efficiency. Upgraded air-conditioning systems reduce energy consumption, lower carbon emissions, and create a healthier indoor climate.

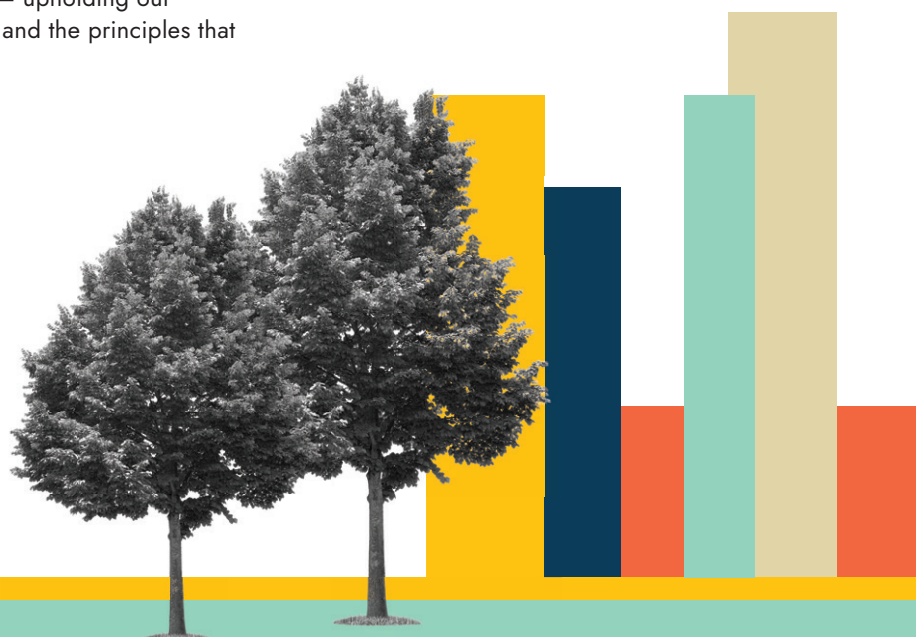
Impact

- Better management of our estate footprint.
- Reduced energy consumption and operational costs.
- Enhanced employee experience through modern, collaborative spaces.
- Tangible progress toward our 2030 net-zero goal.

What we're planning next

Our progress reflects both the complexity of environmental transformation and our determination to deliver on our promises. By building robust data foundations and strengthening supplier engagement, we are laying the groundwork for ambitious targets and transparent reporting. The next phase will focus on publishing our environmental performance, finalising the net-zero plan, and accelerating technology adoption to track and reduce impact. These actions will ensure we continue to move from intent to measurable impact – upholding our commitment to sustainability and the principles that define us as a B Corp.

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