

# 2025/2026 ESG Highlights

## Employees & community



**5** internships (FY26)

**6** work experience students (FY26)

NMITE University collaboration workshops (Sep 25)



Learning & Career Development Strategy with Learning Lounge, off-site training and tailored e-learning (FY25/ FY26)

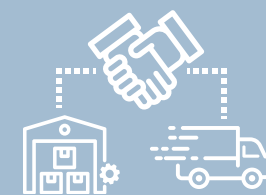


Employee Health Cash Plan (from FY25)



Launch of ETL Cares community engagement initiative with 2025 and 2026 Focus Charity

## Suppliers & Partners



New Supplier On-Boarding Process (launched FY25)



**1418**

product suppliers and general suppliers risk assessed on new Supplier Risk Register (FY25)

**307**

active suppliers sent new Sustainability Survey and Supplier Code of Conduct (Nov 2025)



Audit carried out of Suppliers from **top 20** to check that they have a suitable Supplier Code of Conduct in place. (Jan 2026)



Partner & Rep Agreement Templates updated with compliance clauses (FY25)

## Energy & waste

up to c. **40%**

self-sufficiency from solar energy generated on-site for head office operational buildings (FY24, FY25, FY26)



**60**

Green Travel Scheme participants (FY25, FY26)



**2**

employees on new electric car scheme (FY25/26)

**0.84**

tonnes of plastic recycled separately (FY25)



Life Cycle Assessment tool designed (Feb 2026) for launching in FY27

## Compliance & Training

**4**

New Compliance Policies/ Statements: Corporate Criminal Liability Code of Ethics, Slavery and Human Trafficking Statement (FY25) Artificial Intelligence Policy (FY26), Charity & Fundraising Policy (FY26)

**12**

Compliance training courses launched in "Learning Lounge" including; EDI, Modern Slavery, Anti-Competitive Practices, Preventing Bribery in Business, Code of Ethics (FY25)

**20**

Business Continuity Manuals with launch of new Business Continuity Plan (FY25) and testing scheduled



Monthly mandatory phishing awareness tests introduced to reduce cyber risk for staff (FY26)

All aspects of what we do & how we operate affect our ESG impact

PEOPLE

INDUSTRY NETWORK



PLANET

POLICY