

2025 ESG Highlights

Employees & community



5 internships
6 work experience students

 NMITE University collaboration workshops



Learning & Career Development Strategy with Learning Lounge, off-site training and tailored e-learning

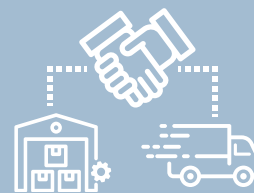


New Employee Health Cash Plan (FY25)



Launch of **ETL Cares** community engagement initiative with 2025 Focus Charity

Suppliers & Partners



New Supplier On-Boarding Process



1418

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




307

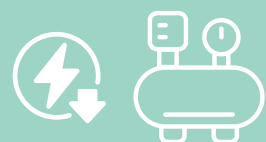
active suppliers sent **new Sustainability Survey** and **Supplier Code of Conduct** (Nov 2025)



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)



Energy efficiency increasing at Headquarters with continued **savings of up to 54%** on key equipment through energy monitoring



57

 Green Travel Scheme participants (42% up!) (FY25)



2

employees on new electric car scheme (FY25)

0.84

 tonnes of plastic recycled separately (FY25)

Compliance & Training

3



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

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

PEOPLE

INDUSTRY NETWORK

PLANET

POLICY

