



Sustainability Report

2025





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Welcome message from Keith Lawrence, Managing Director

At Advanced Supply Chain, sustainability is increasingly embedded in how we operate, support our customers and plan for the future.

As the logistics sector responds to challenges including climate change, resource scarcity, evolving regulations and changing customer expectations, we recognise our responsibility to reduce environmental impacts, strengthen our supply chain and create positive outcomes for people and communities.

During 2025, we made strong progress against our sustainability strategy. We maintained over 99.8% renewable electricity across our operations, reduced Scope 1 and 2 emissions by 819 tCO₂e year-on-year, trialled lower-carbon fuels across our fleet and achieved 100% diversion of operational waste from landfill. We also strengthened responsible procurement practices, continued investing in our people and achieved external recognition through EcoVadis Silver and other recognised standards.

While we are proud of this progress, we know there is more to do. Many of our most significant impacts sit beyond our direct operations, and we continue to work with suppliers, customers and partners to reduce emissions, increase circularity and drive sustainable change across the value chain.

Our focus remains clear. Through our five strategic priorities: Enabling Circularity, Taking Climate Action, Empowering People, Responsible Procurement and Ethical Business, we are building a more sustainable and resilient business while supporting our customers on their own sustainability journeys.

The progress outlined in this report reflects the commitment of our colleagues, customers and partners, and I would like to thank everyone who contributed to these achievements. Together, we are building a stronger, more sustainable future.



Keith Lawrence

Managing Director, Advanced Supply Chain

About Advanced Supply Chain

Advanced Supply Chain (ASC) is a leading logistics and supply chain partner, helping businesses navigate the demands of an increasingly connected and omnichannel world.

Through expert people, innovative technology and tailored logistics solutions, we support customers across the retail and consumer sectors to improve performance, enhance customer experience and create long-term value.

Our proprietary technology platform provides real-time visibility across supply chain operations, helping customers make informed decisions and respond quickly to changing demands. Combined with our operational expertise, this enables agile, scalable and customer-focused solutions.

As expectations of supply chains continue to evolve, businesses are increasingly expected to reduce environmental impacts, operate responsibly and deliver positive social outcomes. At ASC, we recognise that sustainability and operational excellence go hand in hand in building resilient, future-ready supply chains.

Through our sustainability strategy, we focus on reducing our environmental footprint, enabling circularity, supporting our people and strengthening responsible procurement. By embedding sustainability into decision-making and operations, we create long-term value for our customers, colleagues, communities and the environment.

OUR MISSION

To be the leading partner for businesses navigating the complexities of an omnichannel world- driven by innovation, agility and deep consumer insight. We deliver tailored solutions through cutting-edge technology, expert talent and strategic tools that create lasting competitive advantage for our customers.



Our Sustainability Focus

We are committed to building a more sustainable supply chain by reducing our environmental impact, enabling circular solutions, investing in our people and operating responsibly across our business and supply chain.

REPORTING SCOPE

This report covers ASC's sustainability performance for the period **1 January 2025 to 31 December 2025** and includes all operational ASC sites. Unless otherwise stated, performance data and disclosures relate to activities under ASC's operational control during the reporting period. Any site-specific examples or case studies are clearly identified within the report. This report should be read alongside Reconomy's Sustainability Report, which provides information on the Group's wider sustainability strategy, governance and disclosures.



Taking Climate Action

Reducing emissions and supporting the transition to lower-carbon operations.

Outcome: Lower emissions, healthier planet.



Enabling Circularity

Keeping products and materials in use for longer through reuse, repair, resale and recycling solutions.

Outcome: Less waste, more value retained.



Empowering People

Creating a safe, inclusive and supportive workplace where people can thrive.

Outcome: Stronger people, stronger communities.



Responsible Procurement

Working with suppliers to promote responsible sourcing and sustainable supply chains.

Outcome: Responsible choices, resilient supply chains.



Ethical Business

Operating with integrity, transparency and accountability in everything we do.

Outcome: Trusted relationships, sustainable growth.

Supporting Our Strategy

Our strategic priorities are supported by four core enablers that help us deliver meaningful and lasting impact across our business and supply chain.

Data & Insights

Driving transparency, measurement and informed decision-making.

Governance

Embedding accountability, ethical business practices and responsible decision-making.

Partnerships

Working collaboratively with customers, suppliers and partners to create positive impact.

Innovation

Continuously improving our services and solutions to support a more sustainable future.

Our sustainability priorities continue to evolve in response to customer needs, industry developments, emerging regulation and collaboration across Reconomy.

THE UN SUSTAINABLE DEVELOPMENT GOALS

As a Reconomy Brand, ASC's sustainability strategy is aligned with Reconomy's approach to supporting the United Nations Sustainable Development Goals (SDGs).

our greatest opportunity to create positive impact lies through **SDG 12 – Responsible Consumption** and Production and **SDG 13 – Climate Action**, reflecting the circular economy solutions we deliver for our customers and our commitment to reducing environmental impact across our operations.

Alongside these priority goals, our strategic priorities also contribute to **SDG 3 – Good Health and Well-being**, **SDG 5 – Gender Equality**, and **SDG 8 – Decent Work and Economic Growth**, through our investment in our people, inclusive workplace, responsible procurement practices and long-term sustainable business growth.

The SDGs shown below represent the areas where ASC can make the greatest contribution through our operations, partnerships and customer solutions, supporting the wider ambitions of the Reconomy group.



Creating Value for our Customers

How This Creates Value For Our Customers

Our sustainability strategy is designed to help customers build smarter, more resilient and more responsible supply chains — combining operational efficiency with measurable environmental and social impact.



Lower Carbon Supply Chains

We help reduce emissions across transport and operations through cleaner fuels, modal shift, optimisation and more efficient network design



Customer value:

Reduced Scope 3 emissions and support for climate targets and reporting commitments.



Supporting Your Circular Goals

Our reverse logistics, reuse and recycling solutions help extend product life, reduce waste and keep materials in use for longer.



Customer value:

Practical circular solutions that improve resource efficiency and demonstrate measurable impact.



Data & Insight You Can Use

We provide transparent reporting and actionable sustainability data to help customers monitor performance and support ESG reporting requirements.



Customer value:

Trusted insights that make reporting simpler and decision-making smarter.



Stronger Risk Management

Through responsible procurement, supplier standards and governance frameworks, we help build resilient and reliable supply chains.



Customer value:

Reduced operational risk and greater confidence in supply chain compliance and continuity.



Social Impact That Matters

Our reverse logistics, reuse and recycling solutions help extend product life, reduce waste and keep materials in use for longer.



Customer value:

Partnership with a business that values ethical operations, inclusion and community impact.



A Partner You Can Trust

Through continuous improvement, collaboration and recognised certifications, we're committed to delivering responsible, future-ready supply chain solutions.



Customer value:

Trusted long-term partner helping you achieve your environmental and social goals.

Delivering measurable sustainability impact across every stage of the supply chain.

Our Strategic Priorities: Progress and Ambition

Taking Climate Action	Enabling Circularity	Empowering People	Responsible Procurement	Ethical Business
2025 PROGRESS 99.8% Renewable Electricity 52.3% Scope 1&2 reduction since 2021 ➡ HVO trial completed 2030 AMBITION ➡ Transition bulk fuel purchases to HVO ➡ Expand renewable energy generation ➡ Complete biodiversity assessments and improve plans ➡ Introduce customer biofuel contribution options	2025 PROGRESS 100% Operational waste diverted from landfill 4,079 Tonnes recycled ➡ Progress towards circular packaging targets 2030 AMBITION ➡ 100% WEEE circularity ➡ Expand reuse, repair and resale pathways ➡ Improve office recycling performance ➡ Support customer recyclability outcomes	2025 PROGRESS 1941 training hours delivered Of which: ➡ 1551 hours on mandatory modules ➡ 315 hours on development training delivered in person ➡ 68 hours on option e-learning modules ➡ 7 hours of department specific e-learning modules ➡ 135 volunteering hours 2030 AMBITION 600 annual volunteering hours 100% training compliance ➡ Continued investment in wellbeing, inclusion and development	2025 PROGRESS 41.7% Spend with SMEs & VCSEs 50% Key supplier SAQ completion 54.17% Key suppliers acknowledge Reconomy Supplier Charter 2030 AMBITION ➡ Maintain Sedex membership ➡ Strengthen supplier engagement ➡ Embed sustainable sourcing principles ➡ Increase local and diverse supplier participation	2025 PROGRESS ➡ EcoVadis Silver ➡ SMETA programme launched ➡ Business ethics and cyber security training delivered 2030 AMBITION ➡ Strengthen governance and accountability ➡ Enhance ESG transparency and reporting ➡ Maintain robust compliance and ethical standards ➡ Continue improving cyber security and data protection



Taking Climate Action

Supporting the transition to a lower-carbon future

Climate change is reshaping supply chains and increasing expectations on businesses to reduce emissions and operate more sustainably.

At ASC, climate action is about more than reducing environmental impact. It helps build a resilient business, improve efficiency and support our customers in the transition to a lower-carbon future.

Our Role

We move products every day

Our operations connect businesses, customers and communities across complex supply chains.

We influence environmental impact

The decisions we make around transport, energy and operations can help reduce emissions and improve efficiency.

We support our customers' goals

As sustainability expectations continue to grow, we help customers navigate change and build more responsible supply chains.

Taking Climate Action

HOW WE CREATE IMPACT

Renewable Energy

Reducing operational emissions through renewable electricity and smarter energy management.

Lower-Carbon Transport

Exploring alternative fuels and transport solutions that support decarbonisation.

Operational Efficiency

Using technology, data and continuous improvement to reduce waste and improve performance.

A SHARED JOURNEY

Collaboration with customers, suppliers and partners is essential to reducing emissions and accelerating progress across the supply chain.

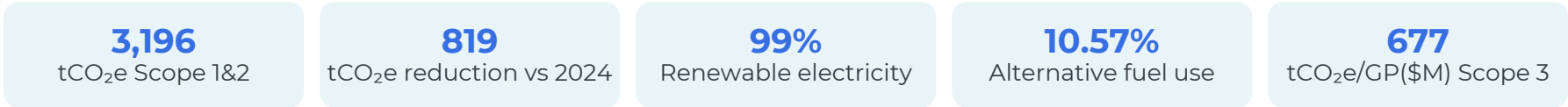
CLIMATE ACTION PERFORMANCE

We are committed to reducing greenhouse gas emissions across our operations and supply chain, supporting the transition to a lower-carbon future while helping our customers reduce the environmental impact of their supply chains. We measure and report greenhouse gas emissions in accordance with the **GHG Protocol**, with our carbon footprint independently verified to **ISO 14064** standards. Further details are available in our Carbon Verification Certificate.



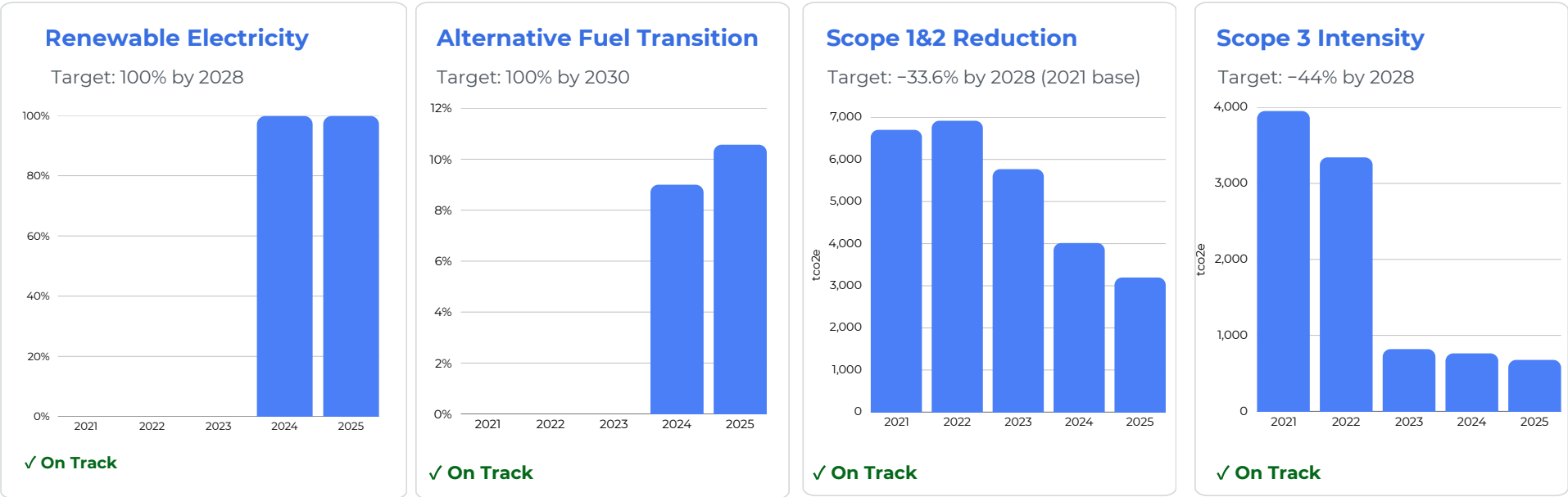
Taking Climate Action

OUR PERFORMANCE IN 2025



✓ All our climate targets are on track

PROGRESS TOWARDS OUR TARGETS



*The same standards and tools have been used. The methodology for carbon emissions continues to be improved by moving away from spend to supplier data. This has resulted in a significant reduction in Scope 3 emissions particularly for upstream transportation

Taking Climate Action

2025 HIGHLIGHTS

Renewable Energy	Alternative Fuels	Emissions Reduction	Science-Based Targets
99.8% of electricity purchased across ASC operations was sourced from renewable electricity contracts.	Alternative fuel use increased to 10.57% of fleet fuel purchases as we advance our transition to lower-carbon transport solutions.	Scope 1 & 2 emissions reduced to 3,196 tCO ₂ e, a reduction of 819 tCO ₂ e compared with 2024.	We continue to align our climate strategy with the Science Based Targets initiative (SBTi) and a 1.5°C trajectory

LOOKING AHEAD TO 2030

- ➡ Transition 100% of fuel sourcing to lower-carbon alternatives
- ➡ Maintain 100% renewable electricity across our operations
- ➡ Continue reducing Scope 1, 2 and 3 emissions in line with our science-based targets
- ➡ Support customers in building lower-carbon supply chains

Climate action is embedded in our strategy, operations and culture. Together, we are building a lower-carbon future for our business, our customers and our planet.



Enabling Circularity



Keeping products and materials in use for longer.

Traditional supply chains have typically followed a linear model of take, make and dispose. As resources become more constrained, businesses must rethink how products and materials are managed throughout their lifecycle.

At ASC, we believe circularity is about creating more value from the resources already in use. By reducing waste, extending product life and supporting resource recovery, we can help build more resilient and sustainable supply chains.

WHY IT MATTERS

Resources are finite

Keeping products and materials in use for longer helps reduce the need for virgin resources and minimises waste

Regulation is evolving

New legislation is encouraging businesses to take greater responsibility for products throughout their lifecycle.

Customers expect more

Consumers increasingly expect businesses to reduce waste and provide more sustainable options.

Enabling Circularity

HOW WE SUPPORT CIRCULARITY

Returns & Product Recovery

Helping products find their next best use through reuse, repair, refurbishment and recovery.

Circular Solutions

Supporting customers with practical circular pathways that reduce waste and extend product life.

Resource Efficiency

Reducing waste and maximising the value of materials across our operations.

A MORE CIRCULAR FUTURE

Creating a circular economy requires collaboration across the supply chain. Working with customers, suppliers and partners helps keep products and materials in use for longer while reducing waste and environmental impact.

By applying circular principles and the waste hierarchy, we are reducing waste, maximising resource value and supporting a more resource-efficient future.

Our goal: 100% of operational waste reused, recovered or recycled.

Our goal: 100% of operational waste is re-used, recovered or recycled.

Enabling Circularity

OUR PERFORMANCE IN 2025



✓ All our circular economy targets are on track

RECYCLED PACKAGING

Target: in 2025, of the packaging purchased 6% contained recycled content (to best available supplier data), aim by 2030 is to increase this to 15% through customer engagement and improved operations



Measurement method: Recycled-content data provided by suppliers; expressed as a percentage of total packaging purchased by tonnage

Enabling Circularity

2025 HIGHLIGHTS

100% waste diversion from landfill	4,079 tonnes recycled	Resources kept in use	Circular packaging baseline set
All operational waste was either recycled, recovered or re-used in 2025.	Our recycling volume increased by 15% compared to 2024.	264 tonnes of waste was recovered through energy recovery.	Baseline established for recycled and reusable packaging in 2025.

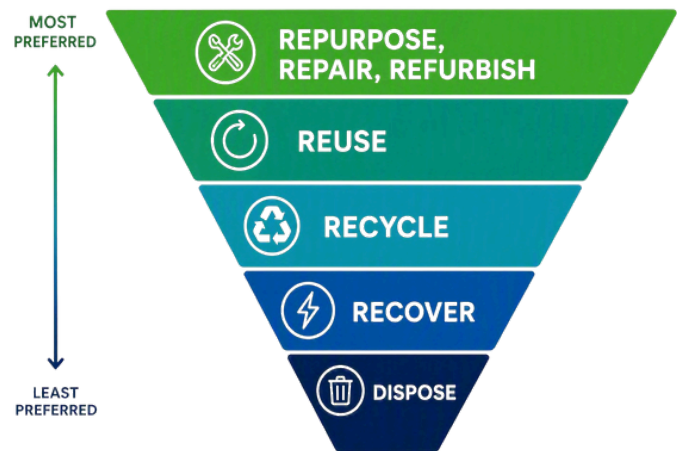
OUR APPROACH

We apply the waste hierarchy to our operations and supply chain

This approach helps us minimise waste, conserve resources and reduce environmental impact.

Circularity is at the heart of how we operate.

Together, we are creating a more resource-efficient and regenerative future





Empowering People

Creating a workplace where people can thrive

People are at the heart of everything we do.

By creating a safe, inclusive and supportive workplace, we help our colleagues develop, thrive and make a positive impact in our business and communities.

Investing in our people helps build a resilient, high-performing organisation.

WHY IT MATTERS

Our people drive our success

The expertise, commitment and innovation of our colleagues enable us to deliver exceptional service to our customers every day.

Wellbeing supports performance

Creating a safe and supportive environment helps people thrive both professionally and personally.

Diverse teams create stronger outcomes

Different perspectives, experiences and ideas help us build a more inclusive workplace and a stronger business.

Empowering People

How We Support Our People

Health, Safety & Wellbeing

Creating an environment where people feel safe, supported and able to perform at their best through robust health and safety practices, wellbeing initiatives and colleague support programmes.

Learning & Development

Providing opportunities for colleagues to develop new skills, grow their careers and reach their potential through training, development and continuous learning.

Communities & Inclusion

Supporting diversity, inclusion and community engagement to create positive impact within our workplace and the communities where we operate.

Our Culture

We are committed to creating a workplace where every colleague feels valued, respected and supported to succeed.



Empowering People

Our 2025 Focus

- ➡ Supporting colleague wellbeing through accessible wellbeing programmes and resources
- ➡ Investing in learning and development opportunities across ASC
- ➡ Promoting an inclusive workplace where everyone can thrive
- ➡ Encouraging community engagement and volunteering activities
- ➡ Maintaining a strong focus on health, safety and colleague wellbeing

Empowering People to Thrive

Our people are at the heart of everything we do.

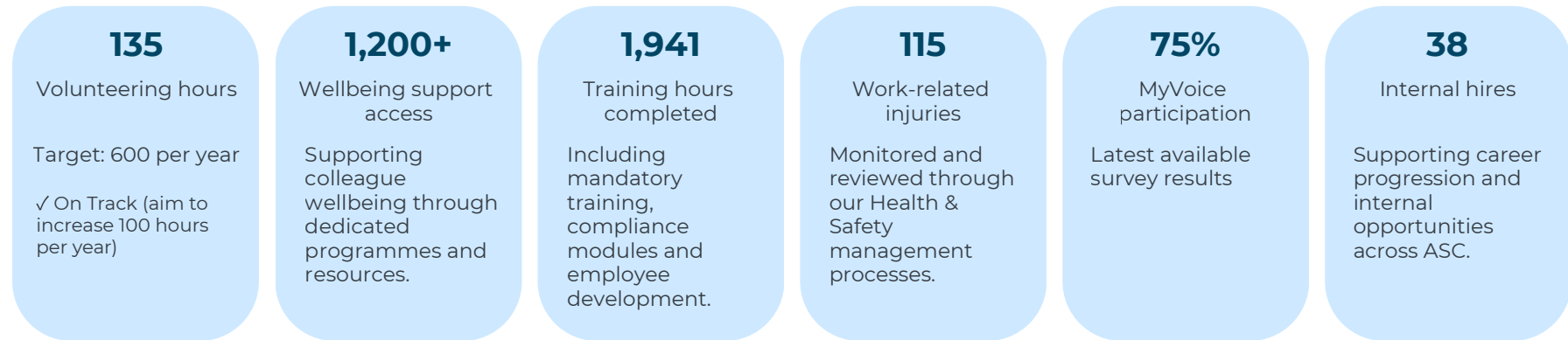
We are building a safe, inclusive and supportive workplace where everyone can thrive, develop new skills and make a positive impact in our communities.

We invest in our people's wellbeing, safety, development and communities to create lasting value for all.



Empowering People

OUR PERFORMANCE IN 2025



Our Progress in 2025

Health & Safety	Wellbeing	Learning & Development	Diversity, Equity & Inclusion
Keeping our people safe Work-related injuries 115 Lost time injuries 10 Work related sickness 26 Site risk assessments completed 100% Maintaining a strong focus on creating safe working environments across our operations.	Supporting our people 1,200+ Colleagues have access to wellbeing support programmes and resources. Supporting colleague wellbeing through a range of initiatives designed to help our people thrive both inside and outside of work.	Investing in our people Total trainings 1941 Development & masterclasses 315 Hours Covering topics such as engagement, communication, leadership and difficult conversations Covering mandatory e-learning modules 1551 hours Completion rate 72.97%	Building an inclusive workplace Female board representation 25% Female management representation: 42.06%

Empowering People

2025 HIGHLIGHTS

Giving back	Wellbeing first	Learning and growth	Internal opportunities
135 volunteering hours contributed by our people to support local communities and good causes.	Over 1,200 colleagues have access to wellbeing support programmes and resources.	1941 training hours completed, with 315 hours dedicated to development and masterclasses, helping employees build skills and grow their careers.	38 colleagues took the next step in their career journey through an internal move in 2025.

Our Commitment

We are committed to:

- ➡ Prioritising the health, safety and wellbeing of our people
- ➡ Building an inclusive and diverse workplace
- ➡ Investing in learning, development and internal career progression
- ➡ Empowering our people to make a positive impact in their communities





Responsible Procurement

Building resilient and responsible supply chains

Our supply chain plays a vital role in delivering sustainable outcomes for our business, customers and communities.

We work with suppliers who share our commitment to responsible environmental, social and ethical practices. Through collaboration and transparency, we are building resilient supply chains that create long-term value.

WHY IT MATTERS

Responsible sourcing creates lasting value

Working with suppliers who share our commitment to sustainability helps reduce risk, improve resilience and create positive environmental and social outcomes.

Collaboration drives continuous improvement

By engaging with suppliers and encouraging shared learning, we can strengthen performance across our supply chain.

Sustainable supply chains support long-term success

Responsible procurement enables us to respond to changing customer expectations, evolving legislation and future sustainability challenges.

Responsible Procurement

How We Embed Ethical Business

Sustainable Sourcing

Embedding environmental, social and ethical considerations into procurement decisions wherever possible.

Supplier Engagement

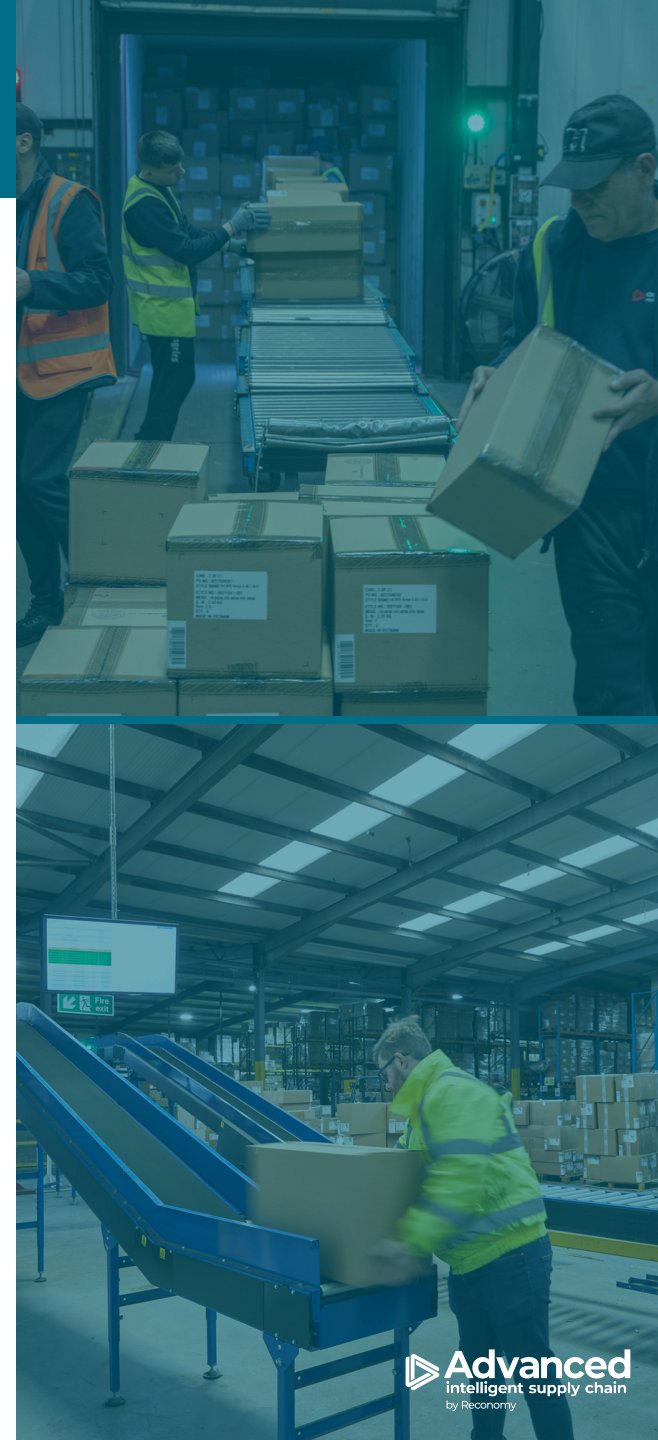
Working collaboratively with key suppliers to improve transparency, share best practice and encourage continuous improvement.

Local & Diverse Supply Chains

Supporting local businesses, SMEs and VCSEs to help build resilient supply chains and create positive economic impact within the communities where we operate.

OUR APPROACH

Strong supplier relationships are built on trust, collaboration and shared responsibility. By embedding sustainability into procurement and working closely with suppliers, we are strengthening supply chain resilience and supporting responsible business growth.



Responsible Procurement

OUR PERFORMANCE IN 2025

41.70%

Spend with
SMEs & VCSEs

Supporting local
economies through
responsible sourcing.

80%

Site-based spend
within a 50-mile radius

Prioritising local
suppliers where
appropriate to
strengthen resilient
supply chains.

Target: Maintain local
sourcing as our
operations continue to
grow.

50%

Key suppliers
completed
sustainability self-
assessments

Supporting greater
supplier transparency
and continuous
improvement.

✓ On Track

54.17%

Key suppliers
acknowledged
the Reconomy
Supplier Charter
and Reconomy
Code of Conduct

Embedding shared
sustainability
expectations across
our supply chain.

✓ On Track

80%

Procurement team
training completed

With development of
additional training
prioritized for 2026.

✓ On Track

Building stronger supplier relationships through collaboration, transparency and responsible sourcing.

Responsible Procurement

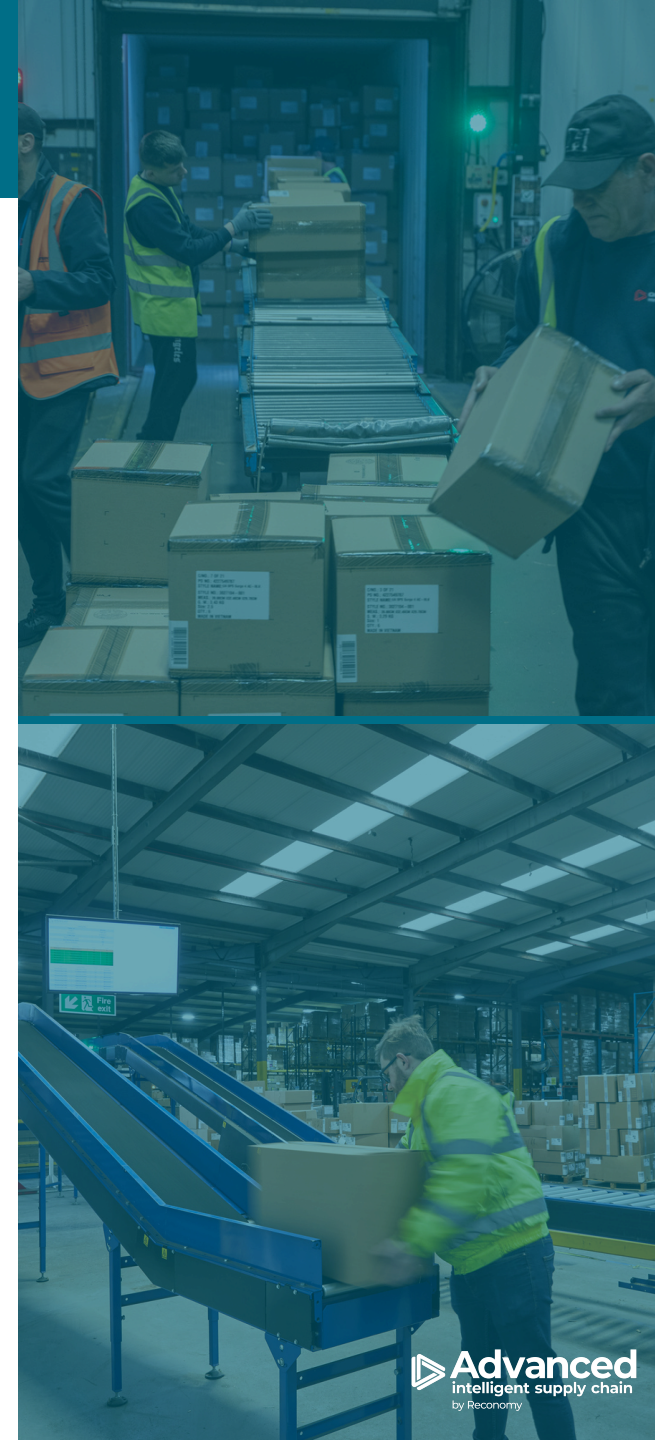
2025 HIGHLIGHTS

Supporting local businesses	Strengthening supplier engagement	Learning and growth	Building resilient supply chains
41.70% of procurement spend directed to SMEs and VCSEs.	Half of our key suppliers completed sustainability self-assessments during 2025, with continued engagement planned.	80% of the procurement team completed sustainable procurement training.	Continued focus on local sourcing and responsible supplier partnerships to support long-term resilience.

Looking Ahead

We are committed to:

- ➡ Embedding sustainability into procurement decisions
- ➡ Strengthening engagement with key suppliers
- ➡ Supporting local businesses and diverse supply chains
- ➡ Building procurement capability through continuous learning
- ➡ Creating resilient supply chains through collaboration and responsible sourcing



Ethical Business

Operating with integrity and accountability

Trust is fundamental to how we do business.

We are committed to operating responsibly, ethically and transparently across our organisation. Through strong governance, effective risk management and a culture of accountability, we work to maintain the confidence of our customers, colleagues, suppliers and wider stakeholders.

As our business grows, we continue to strengthen the systems, controls and reporting processes that support responsible decision-making and long-term sustainable growth.

WHY IT MATTERS

Trust enables long-term success

Strong governance and ethical business practices help us build lasting relationships with customers, suppliers and stakeholders.

Transparency drives accountability

Clear reporting and robust controls support informed decision-making and responsible business conduct.

Responsible businesses are resilient businesses

Managing risk effectively helps us protect our people, our customers and our reputation.

Ethical Business

How We Embed Ethical Business

Governance & Compliance

Embedding clear policies, accountability and oversight to support responsible business practices across ASC.

Business Ethics

Promoting integrity through ethical decision-making, compliance training and responsible conduct.

Cyber Security & Data Protection

Protecting information, systems and stakeholders through robust security controls and data management practices.

OUR APPROACH

We are committed to maintaining high standards of governance, compliance and transparency across our operations.

By continually strengthening our controls, reporting processes and ethical business practices, we support sustainable growth and build trust with our stakeholders.

Operating with Integrity and Accountability

Strong governance, ethical business practices and effective risk management are essential to building trust and creating long-term value.

We are committed to operating responsibly, transparently and in compliance with applicable laws, regulations and industry standards.



Ethical Business

OUR PERFORMANCE IN 2025 Creating a culture of accountability, transparency and responsible business practices.



Our Progress in 2025

Governance & Compliance	Cyber Security	Data Protection	Anti-Bribery & Corruption
Embedding strong governance and accountability across our operations. EcoVadis Rating: Silver Money laundering cases 0 Supporting effective governance, risk management and responsible decision-making.	Protecting our systems and information. Cyber Essentials certification coverage 100% Maintaining robust cyber security controls across ASC.	Managing information responsibly. Data retention non-compliances 0 Supporting compliance with data protection requirements and responsible information management.	Maintaining high standards of business conduct. Anti-Bribery & Corruption training completion: 72.09% Anti-Bribery & Corruption training hours: 107 Promoting ethical behaviour and compliance across our organisation.

Ethical Business

2025 HIGHLIGHTS

Strengthening governance

Maintained robust governance processes and responsible business practices across ASC.

Building ethical awareness

732 hours of business ethics training delivered to support responsible decision-making.

Modern Slavery Training
190 hours of training completed, making 74.96% coverage.

Protecting information

Zero data retention non-compliances recorded during 2025.

Our Commitment

We are committed to:

- ➡ Operating with integrity, transparency and accountability
- ➡ Maintaining strong governance and compliance standards
- ➡ Protecting information through robust cyber security and data protection practices
- ➡ Promoting ethical decision-making across our business
- ➡ Continuously strengthening our reporting and risk management processes



Independent Recognition

Building trust through recognised standards and external verification

We work with leading organisations and internationally recognised standards to strengthen our environmental, social and governance performance. These memberships, certifications and assessments help provide transparency, accountability and confidence for our customers, colleagues and stakeholders.

ESG PERFORMANCE

EcoVadis Silver

Awarded EcoVadis Silver, achieving a score of 78/100 and placing Advanced Supply Chain among the top-performing organisations assessed globally.

- ✓ Independent ESG assessment
- ✓ Evaluates environmental, labour & human rights, ethics and procurement practices
- ✓ Recognised globally by customers and procurement teams

CDP Climate Disclosure

Received a CDP B rating for climate disclosure and environmental performance.

- ✓ Global benchmark for environmental transparency
- ✓ Demonstrates robust climate reporting and governance
- ✓ Supports customer and investor confidence

CDP Supplier Engagement Leader

Received a CDP Supplier Engagement Leader A rating, placing us among organisations recognised for best practice in supplier engagement on climate-related issues.

- ✓ Strengthens transparency and accountability across the value chain
- ✓ Validates our approach to working with suppliers to reduce emissions
- ✓ Helps drive collective climate action beyond our direct operations

CLIMATE & ENVIRONMENTAL MANAGEMENT

ISO 14001

Certified Environmental Management System.

- ✓ Structured environmental management
- ✓ Continuous improvement framework
- ✓ Supports regulatory compliance and risk management

Science Based Targets initiative (SBTi)

ASC contributes to Reconomy's Science Based Targets, which have been approved by the Science Based Targets initiative (SBTi) and are aligned with a 1.5°C pathway.

- ✓ Aligns climate ambitions with climate science
- ✓ Supports long-term decarbonisation planning

United Nations Global Compact (UNGC)

Participant in the UN Global Compact.

- ✓ Commitment to universal principles covering:
 - Human Rights
 - Labour
 - Environment
 - Anti-corruption



Certificate Number 11788
ISO 9001, ISO 14001, ISO 45001



United Nations
Global Compact



Independent Recognition

Responsible Supply Chains

Sedex Supplier Plus

Supporting responsible and ethical supply chain management through Sedex membership and supplier engagement.

- ✓ Promotes transparency across supply chains
- ✓ Supports ethical sourcing and supplier collaboration

Disability Confident Committed

Demonstrating our commitment to creating an inclusive workplace and supporting diverse talent.

- ✓ Committed to inclusive recruitment and retention
- ✓ Creating opportunities for disabled people
- ✓ Building a fair and inclusive culture

QUALITY, SAFETY & OPERATIONAL EXCELLENCE

ISO 9001

Certified Quality Management System

- ✓ Consistent quality management
- ✓ Customer focus
- ✓ Continuous improvement

ISO 45001

Certified Occupational Health & Safety Management System.

- ✓ Health and safety leadership
- ✓ Risk reduction
- ✓ Safer workplaces

At a glance:

EcoVadis
Silver
78/100

CDP
A Rating for
Supplier
Engagement
leader

CDP
B Rating for
Management
level
engagement
with climate
change risk

ISO 14001
Certified

ISO 9001
Certified

ISO 45001
Certified

**Disability
Confident
Committed**

**UN Global
Compact
Member**

SBTi
Validated

**Sedex Supplier
Plus
Member**

*Applicable to 100% of all operational sites

These achievements reflect our ongoing commitment to high standards, continuous improvement and creating long-term value for people, customers and the planet.

Together, we engage and collaborate with our suppliers to drive sustainable outcomes together.

Sustainability in Action

Delivering practical improvements across our operations

Small changes can create significant environmental benefits. Across our operations, colleagues continue to identify opportunities to reduce waste, improve efficiency and lower emissions. The examples below demonstrate how sustainability is embedded into day-to-day decision-making across ASC.

Clean Truck Loading Initiative

Reducing single-use plastic in transit

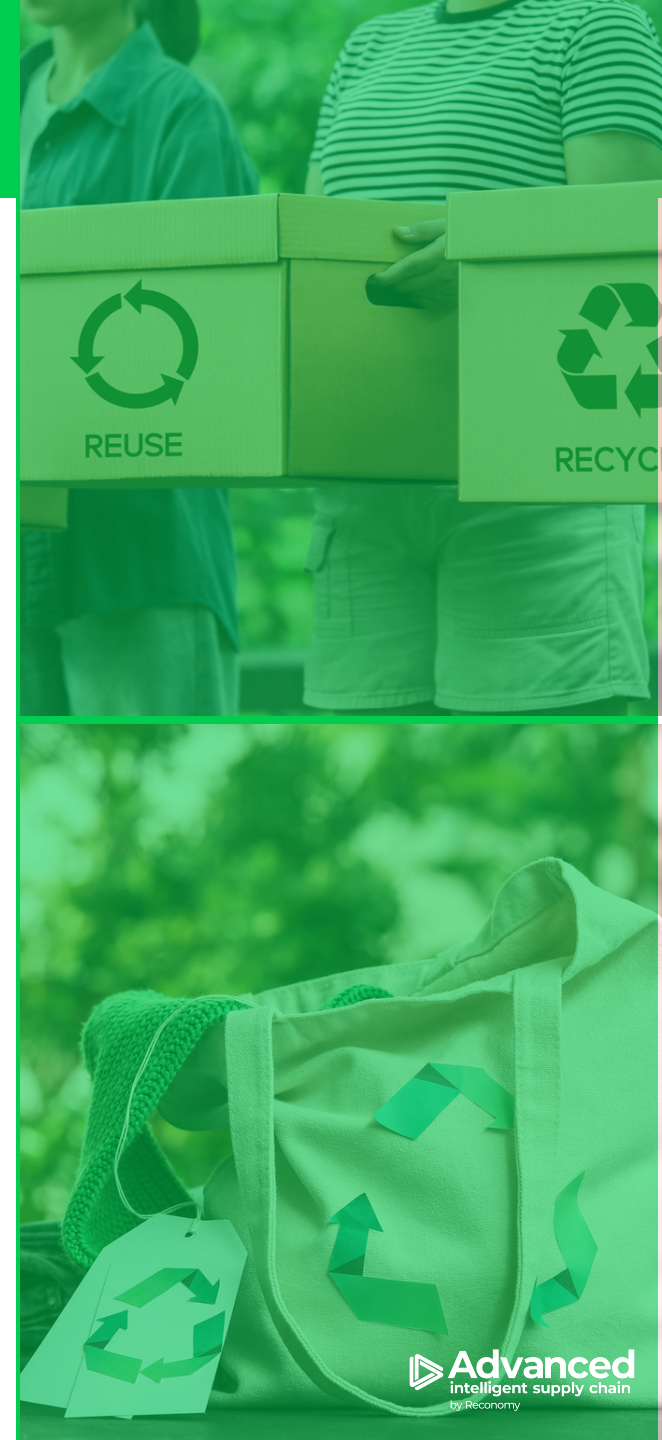
Traditionally, hanging garments were protected during transportation using individual plastic shrouds. By reviewing loading processes and introducing protective paper lining within trailers, ASC successfully removed the need for single-use plastic garment covers while maintaining product protection throughout transit.

Based on average trailer loading profiles and a representative year's operational data, the initiative significantly reduced plastic packaging requirements and the associated emissions from packaging production and disposal. Actual savings may vary depending on product mix, garment types and loading configurations.

Impact

- ✓ **96%** reduction in plastic packaging-related emissions in 2025 (using UK DEFRA EF)
- ✓ Approximately **1.07 tCO₂e** avoided per truck through reduced plastic production
- ✓ Reduced waste generation and end-of-life disposal impacts

This initiative demonstrates how operational process improvements can significantly reduce material consumption and associated carbon emissions.



Sustainability in Action

Smarter Loading, Fewer Journeys

Maximising transport efficiency

Two operational initiatives were introduced to increase vehicle utilisation and reduce unnecessary transport emissions.

Free Pallet Loading enables more products to be transported per vehicle by reducing pallet usage where appropriate.

Innovative Trailer Design increases hanging garment capacity through redesigned trailer configurations.

Impact

- ✓ Up to **40%** reduction in transport journeys through pallet-free loading
- ✓ The new trailer design implemented in 2022 allows for an average of **23%** greater trailer capacity for hanging units.
- ✓ Lower fuel consumption and transport-related emissions

These projects highlight how operational efficiency and sustainability often go hand-in-hand, delivering benefits for both customers and the environment.

Colleague-Led Sustainability Initiatives

Turning everyday ideas into positive impact

- Sustainability is driven not only through large-scale projects, but also through the ideas and engagement of our colleagues.
- The Rehome a Plant initiative was launched after colleagues identified that healthy plants were entering the waste stream during site operations. Working collaboratively with customers, a new process was introduced allowing plants to be taken home and given a second life.
- Alongside this, sites introduced a Single-Use Plastic Reduction Programme, replacing plastic milk bottles with reusable glass alternatives.

Impact

- ✓ **54** plants rehomed since launch
- ✓ Positive wellbeing benefits for colleagues
- ✓ **72%** reduction in 2025 emissions associated with milk bottle usage at Bradford and Sheffield sites (using UK DEFRA EF)
- ✓ Increased awareness of reuse-first behaviours across operations

These initiatives demonstrate how colleague engagement can drive meaningful sustainability improvements while strengthening workplace culture.

Look Ahead: Building a more sustainable future together

2025 has been a year of continued progress across our sustainability strategy. From reducing emissions and diverting waste from landfill to strengthening responsible procurement, operating with integrity and investing in our people, we have taken practical steps to create long-term value for our customers, colleagues and communities.

While challenges across supply chains continue to evolve, we remain focused on driving continuous improvement and delivering meaningful progress.

As we look ahead, our focus remains clear:

Enabling Circularity

Supporting customers to keep products and materials in use for longer.

Taking Climate Action

Reducing emissions and supporting lower-carbon supply chains.

Empowering People

Creating opportunities for our colleagues to thrive and make a positive impact.

Responsible Procurement

Building resilient and sustainable supply chains through responsible sourcing and supplier collaboration.

Ethical Business

Operating with integrity, transparency and accountability while strengthening governance and responsible business practices

Together with our colleagues, customers, suppliers and partners, we will continue to create positive environmental and social impact while supporting a more sustainable future.



Governance Disclosures

Reporting Boundary and Governance

Advanced Supply Chain Group Limited ("Advanced") is a wholly owned entity of Reconomy ("Reconomy"). For the purposes of this GRI Content Index and associated disclosures, references to "group" relate to Reconomy central sustainability and indicate governance, oversight, policies, strategies, or processes that are established and managed at Reconomy level. Reconomy provides strategic direction, sustainability governance, and oversight for the Group's sustainability agenda, including the development of sustainability-related policies, commitments, targets, and management frameworks.

Advanced implements and operates in alignment with the sustainability strategy, policies, and governance framework established by Reconomy. Unless otherwise stated, disclosures, performance data, metrics, and activities presented in this report relate specifically to Advanced Supply Chain Group Limited as the reporting entity.

Where a disclosure is identified as applicable to "group", responsibility for the relevant governance, decision-making, or management approach resides with Reconomy. Where no reference to group is made, the disclosure relates to Advanced Supply Chain Group Limited and its operations.

GRI Index

Advanced Supply Chain Group Limited has reported the information cited in this GRI content index for the period starting January 1st, 2025 and ending December 31st, 2025 with reference to the GRI Standards.

GRI 2: General Disclosures FY2025

ASC 2025 GRI Content Index		FY2025	FY2024	FY2023
GRI 2 - General Disclosures				
2-1 Organizational details				
GRI 2-1	Organizational details	Advanced Supply Chain Group Ltd is a wholly owned subsidiary of Reconomy		
	Legal name of the organization	Advanced Supply Chain Group Limited		
	Nature of ownership and legal form	Private		
	Location of headquarters	Bradford, United Kingdom		
	List countries of operation	United Kingdom, Germany, Dubai		
2-2 Entities included in the organization's sustainability reporting				
GRI 2-2	Entities included in the organization's sustainability reporting			
	Entities included in the organizations sustainability reporting	Advanced Supply Chain Group Limited		

ASC 2025 GRI Content Index		FY2025	FY2024	FY2023
2-3 Reporting period, frequency and contact point				
GRI 2-3	Reporting period, frequency and contact point	Annual, 12-months		
	Reporting period-Start Date	2025-01-01		
	Reporting period-End Date	2025-12-31		
	Publication date of the reported information	2026-08-25		
	If sustainability reporting period does not align with financial reporting period, explain the reason here	Aligns		
	Contact point for questions regarding the report	sustainability@advancedsupplychain.com		
	Reporting cycle	Annual		
	Changes in the list of material topic and topic boundaries	-		
	Changes in the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable)	-		
2-4 Restatements of information				
GRI 2-4	Restatements of information			
	Restatements of information	The group Finance Director and group Sustainability Director have overall responsibility and manage the relationship with external audit organisations.		
2-5 External assurance				
GRI 2-5	External assurance	Annual financial accounts are externally audited in addition to the organisations Scope 1, 2 and 3 carbon emissions are also audited annually and certified to ISO14064		
	Description of the organization's current practice with regard to seeking external assurance for the report	No current plans to assure report externally		
	Description of the relationship between the organization and the assurance provider	Our 2025 emissions were independently verified by Interface-NRM, an ISO14064-1 accredited verification and certification body.		
	Description of the highest governance body or senior executives involved in seeking external assurance for the organization's sustainability report	The group Finance Director and group Sustainability Director have overall responsibility and manage the relationship with external audit organisations.		
	Description of what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process	The GHG inventory was verified to a limited level of assurance, in compliance with the ISO14064-3:2019 standard.		
2-6 Activities, value chain and other business relationships				
GRI 2-6	Activities, value chain and other business relationships			
	Description of the organization's activities	Retail returns management		
	Sector in which the company is active	Returns, logistics and warehousing		
	List of stakeholder groups	Stakeholder groups identified are: Customers, Investor (owner), Supply Chain Partners, Employees, Government and Regulators, Communities, Trade Bodies, and NGOs.		

ASC 2025 GRI Content Index		FY2025	FY2024	FY2023
	Description of the organization's supply chain, such as its main elements as they relate to the organization's activities, primary brands, products, and services.	Refer to page 4		
	Significant changes to the organization and its supply chain	No significant changes		
2-7 Employees				
GRI 2-7	Employees			
	Total number of employees (Average headcount)	1426	1575	
	Total female employees (RES7 TOMS)	593	764	
	Total male employees	640	881	
	Total knowledge based workers	559		
	Percentage of female employees	41.58 %	48.51%	
	Percentage of male employees	44.88 %	55.94%	
	Percentage of local employees	58.91%		
	Region (RC)	United Kingdom, Germany, Dubai		
	Describe significant fluctuations in the number of employees during the reporting period and between reporting periods	Seasonal work between peak periods in retail		
2-8 Workers who are not employees				
GRI 2-8	Workers who are not employees			
	Percentage of workers who are not employees and whose work is controlled by the organization	6.3%	3.17%	
	Describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods	Seasonal work between peak periods in retail		
2-9 Governance structure and composition				
GRI 2-9	Governance structure and composition			
	Number of female employees on the Board	1	2	
	Percentage of female employees on the board	25%	50%	
	Number of board members who are LGBTQ / part of under-represented groups	0		
	Percentage of board members that are LGBTQ/ part of under represented groups	0		
	Number of members of visible minorities on the Board	0		
	Percentage of members of visible minorities on the Board	0		
2-11 Chair of the highest governance body				
GRI 2-11	Chair of the highest governance body			
	Chair of the highest governance body	Guy Wakeley, Chief Executive, guy.wakeley@reconomy.com		
2-27 Compliance with laws and regulations				
GRI 2-27	Compliance with laws and regulations			
	Total number of instances of non-compliance associated with the environment	0		
	Total number of non-monetary sanctions	0		
	Total number of instances for which fines were incurred	0		
	Total monetary value of significant fines	0		

ASC 2025 GRI Content Index

FY2025

FY2024

FY2023

2-28 Membership associations

GRI 2-28	Memberships associations	Group CDP, Science-Based Target initiative, UN Global Compact, UK Business & Biodiversity Forum (UKBBF), EcoVadis, Ellen MacArthur Foundation, SECR (Streamlined Energy & Carbon Reporting), SEDEX.		
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GRI 3 - Material Topics

3-1 Process to determine material topics

GRI 3-1	Process to determine material topics			
	Defining report content and topic boundaries	In 2024, group undertook a double materiality assessment to understand what matters most and this along with an assessment of the most relevant SDG's has influenced the Sustainability Strategy, policies, objectives, targets and KPIs		

3-2 List of material topics

GRI 3-2	List of material topics			
	List of material topics	Climate adaptation, resource use and the circular economy, Our own workforce, Workers in the value chain, Consumers and end users, Business conduct		

GRI 204 - Procurement Practices

204-1 Proportion of spending on local suppliers				
GRI 204-1	Proportion of spending on SMEs	41.66%	57.41%	
	£ Total Spend	71526193	73,862,348.00	
	Definition used for 'SME'	Definition		
	Total number of supplier visits (all supplier visits recorded for any reason)	3	0	
	Number of suppliers audited (on site or desk top documented audit)	3	0	
	Number of suppliers assessed for sustainability (could be on site, remote or self-assessment)	13	0	
	Number of suppliers targeted for sustainability (number of suppliers identified by risk level for a sustainability assessment)	24	0	
	Number of targeted suppliers that have gone through a sustainability assessment	13	0	
	Number of targeted suppliers that have gone through a sustainability on-site audit	1	0	
	Percentage of suppliers targeted for sustainability that have been assessed	54.17%	0	
	Number of targeted suppliers	24	20	
	Number of suppliers with contracts that include clauses on environment, labour, and human rights requirements.	4	0	
	Percentage of suppliers with contracts that include clauses on environment, labour, and human rights requirements.	16.67%	0.00%	

ASC 2025 GRI Content Index		FY2025	FY2024	FY2023
	Number of targeted suppliers	24	20	
	Number of suppliers that signed sustainable procurement charter/supplier code of conduct	13	3	
	Percentage of suppliers that signed sustainable procurement charter/supplier code of conduct	54.17%	15.00%	
GRI 205 - Anti-corruption				
205-1 Operations assessed for risks related to corruption				
GRI 205-1	Operations assessed for risks related to corruption			
	Percentage of operations assessed for risks related to corruption	100% of operations covered by a risk register		
	Significant risks related to corruption identified through the risk assessment	Geographical risk, sectoral risk and use of business partners		
205-2 Communication and training about anti-corruption policies and procedures				
GRI 205-2	Communication and training about anti-corruption policies and procedures			
	Communicated to	All (100%) governance body members and employees receive communication on our Code of Conduct and other Anti-bribery and corruption materials as appropriate to their role and function, and all (100%) receive regular mandatory training annually on ABC. All suppliers receive information on our expectations to ensure awareness and understanding of Anti-bribery and corruption requirements		
	Region	All Regions		
	Total number that the organization's anti-corruption policies and procedures have been communicated to	100%		
	% of employees that accepted the anti-corruption and bribery policy	14.24%		
	Do you have an anti-corruption training?	Yes		
	Is this training given to parts the supply chain?	No		
	How often is such training provided?	Annually		
	What is the content of the training?	Anti-Bribery and Corruption		
	Who received the training?	Knowledge based workers		
	For this group, where does the training take place?	E-Learning		
	For this group, what percent of the current group received the training?	72.09%		
205-3 Confirmed incidents of corruption and actions taken				
GRI 205-3	Confirmed incidents of corruption and actions taken			
	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	0	0
	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	0
	Number of public legal cases regarding corruption brought against the organization or its employees during the reporting period	0	0	0
	Total number of confirmed incidents of corruption	0	0	0

ASC 2025 GRI Content Index

FY2025

FY2024

FY2023

Nature of confirmed incidents of corruption

-

GRI 302 - Energy

GRI 302-1 Energy consumption within the organization

Total energy consumed within the organisation (kWh)

18793834.00

21377548.15

27,997,727.10

Gas

1,881,058

1,850,653.12

2,796,011.08

Electricity

4284005.50

4,300,294.00

4,314,183.06

Transport Fuels

12628770.15

15,226,601.03

20,887,532.96

Total non-renewable energy consumed

13295752.40

17084499.15

23,683,544.04

%

70.75%

79.92%

84.59%

Total renewable energy consumed

5498081.60

4293049.00

4,314,183.06

%

29.25%

20.08%

15.41%

Standards, methodologies, assumptions, and/or calculation tools used

99.8% Renewable Electricity, 10.57% renewable fuels

Total energy produced that is renewable

0

0

0

Percentage of total energy produced that is renewable

0

0

0

302-3 Energy intensity

GRI 302-3

Energy intensity

Energy intensity (kWh/\$ annual gross profit)

0.44

0.53

0.53

302-4 Reduction of energy consumption

GRI 302-4

Reduction of energy consumption

Total amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives

Refer to HVO page & refer to renewable electricity page (backed by REGOs)

Types of energy included in the reductions

Transport Fuel, Purchased Electricity

GRI 303 - Water and Effluents

GRI 303-5 Water Consumption

GRI 303-5

Water consumption (litres)

Total water consumption

19,477,000

13,162,802

14,130,000

Total water consumption from all areas with water stress

0

0

Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact

-

GRI 305 - Emissions

305-1 Direct (Scope 1) GHG emissions

GRI 305-1

Direct (Scope 1) GHG emissions

Total direct (Scope 1) GHG emissions

3193 tCO2e

4012 tCO2e

5761 tCO2e

Biogenic CO2 emissions (outside of scopes)

HVO 311.78 tCO2e

Biodiesel 151.9 tCO2e

Gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all

CO2e

Base year for the calculation, if applicable, including: the rationale for choosing it, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions

Base year 2021

ASC 2025 GRI Content Index

FY2025

FY2024

FY2023

Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source

ISO14064 carbon management system uses the most relevant country based emission factors.

Consolidation approach for emissions

Direct emissions/Supplier-based.

Standards, methodologies, assumptions, and/or calculation tools used

-

305-2 Energy indirect (Scope 2) GHG emissions

GRI 305-2

Energy indirect (Scope 2) GHG emissions

Energy indirect (Scope 2) GHG Emissions (location-based)

851 tCO2e

936 tCO2e

902 tCO2e

Energy indirect (Scope 2) GHG emissions (market-based)

3 tCO2e

3 tCO2e

8 tCO2e

Energy indirect (Scope 2) GHG Emissions (location-based)

-

Gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all

CO2e

Base year for the calculation, if applicable, including: the rationale for choosing it, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions

Base year 2021

Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source

ISO14064 carbon management system uses the most relevant country based emission factors.

Consolidation approach for emissions

Market-based

Standards, methodologies, assumptions, and/or calculation tools used

We report in both market and location based but use market based to take account of the renewable energy purchased

305-3 Other indirect (Scope 3) GHG emissions

GRI 305-3

Other indirect (Scope 3) GHG emissions

Total indirect (Scope 3) GHG emissions

28458 tCO2e

30505 tCO2e

42613 tCO2e

Gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all

CO2e

Other indirect (Scope 3) GHG emissions categories and activities included in the calculation

-

Biogenic emissions

0

Base year for the calculation, if applicable, including: the rationale for choosing it, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions

2021

Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source

-

Consolidation approach for emissions

Direct emissions/Supplier-based.

Standards, methodologies, assumptions, and/or calculation tools used

-

305-4 GHG emissions intensity

GRI 305-4

GHG emissions intensity

Scope 1 and 2 GHG emissions intensity (tCO2e/\$ annual gross profit)

76.02

100.38

110.94

Scope 3 emissions intensity ratio (tCO2e/\$ annual gross profit)

677.31

763

819

Scope 1, 2 and 3 emissions intensity ratio (tCO2e/\$ annual gross profit)

753.33

863

930.42

ASC 2025 GRI Content Index

FY2025

FY2024

FY2023

Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).

Scope 3 reduction target is an intensity target

Gases included in the calculation, whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all

CO₂e

GRI 306 - Waste

306-1 Waste generation and significant waste-related impacts

GRI 306-1

Waste generation and significant waste-related impacts

Waste generation and management of significant waste-related impacts

We continue to reduce and manage the waste generated across our operations in alignment with the waste hierarchy. By ensuring effective segregation we achieve high reuse and recycling rates.

306-2 Management of significant waste-related impacts

GRI 306-2

Management of significant waste-related impacts

Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated

Refer to Page 16

The processes used to collect and monitor waste-related data

Waste Transfer Notes & Certificate of destructions where applicable

306-3 Waste generated

GRI 306-3

Waste generated

Total waste generated (hazardous and non-hazardous waste)

4,343.20 t

3,875.98 t

3830 t

Type of waste (RG)

Plastic, Paper & Cardboard, Mixed-Office-Waste, Food Waste, WEEE Waste

Quantity of waste by type (RG)

-

306-4 Waste diverted from disposal

GRI 306-4

Waste diverted from disposal

Waste recovered (Incineration and WTE)

264.20 t

319.72 t

426 t

%

6.08%

8.25%

11.10%

Waste recycled

4,078.98 t

3,552.21 t

3404 t

%

93.92%

91.65%

88.90%

Hazardous - IT Equipment Recycled

0.23 t

4.13 t

0 t

%

0.01%

0.11%

0%

Waste reused

0.00 t

0.00 t

0.00 t

%

0%

0%

0%

Total weight of waste diverted from disposal

4,343.20 t

3,875.98 t

3830 t

Percentage of total waste diverted from disposal

100%

100%

100%

Type of waste (RG)

-

Weight of waste disposed using the method selected above (RC)

Tonne

306-5 Waste directed to disposal

GRI 306-5

306-5 Waste directed to disposal

Waste directed to disposal (landfill)

0.00 t

0.00 t

0.00 t

Type of disposal method (RG)

Recycled, Incineration (with energy recovery)

Type of waste (RG)

Plastic, Paper & Cardboard, Mixed-Office-Waste, Food Waste, WEEE Waste

ASC 2025 GRI Content Index

FY2025

FY2024

FY2023

Weight of waste disposed using the method selected above (RC)

-

GRI 401 - Employment

401-1 New employee hires and employee turnover

GRI 401-1	New employee hires		
	Total number of employee hires	79.00	614
	Rate of new employee	5.54%	38.98%
	Total number of internal promotions (internal mobility)	38	

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		
	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Paid leave, Life Insurance, Pensions/ Retirement provision, Employee Help Line, Healthcare, Parental leave	

GRI 403 - Occupational Health and Safety

403-1 Occupational health and safety management system

GRI 403-1	Occupational health and safety management system		
	Employee Health and Safety - General Narrative	Advanced Supply Chain places significant value on our health and safety duties under the Health and Safety at Work act. 1974, the Management of Health and Safety Regulations 1999 and accompanying protective legislation, and our Chief Executive, Keith Lawrence, recognises that he has a responsibility to ensure that all reasonable precautions are taken to provide and maintain working conditions which are safe, healthy and comply with all statutory requirements and codes of practice	
	Employee Health and Safety - Our performance	Refer to Page 21	
	Has the organization implemented an occupational health and safety management system?	Yes, ISO45001 rolled out in Q1 2026 covering 100% operational sites as part of H&S Management System	

403-6 Promotion of worker health

GRI 403-6	Promotion of worker health		
	Description of workers' access to non-occupational medical and healthcare services, and the scope of access provided	1200 members of staff receiving access to at least 12 months to comprehensive wellbeing programmes	858 members of staff receiving access to at least 12 months to comprehensive wellbeing programmes
	Description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs	Refer to Page 21	
	Description of any partnerships to increase access to healthcare	-	
	Disclose how the organization maintains the confidentiality of workers' personal health-related information and how the organization ensures that workers' personal health-related information and their participation in any services or programs is not used for any favorable or unfavorable treatment of workers	-	

403-9 Work-related injuries

GRI 403-9	Work-related injuries		
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ASC 2025 GRI Content Index

FY2025

FY2024

FY2023

Total number of hours worked by all employees

2667614

3086761

Description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered

Our entire Health and Safety (H&S) management system is reviewed continuously and during our annual H&S audit, or more often if there is an incident, a change in legislation or change in practice. Any changes are communicated to all employees and suppliers. Any incidents or legislative / practice changes that may require alterations or improvements to our H&S system and discussed and reviewed at our bi-annual H&S Forum meetings.

Total number of work-related fatalities

0.00

0

Rate of fatalities as a result of work-related injury

0.00

0

-

-

Total Injuries

115

129

Frequency Rate

4.31

4.18

Total Accidents

99

114

Frequency

3.71

3.69

Number of recordable work related injuries

7

8

Frequency rate

0.26

0.26

Lost Time

10

6

Frequency Rate

0.37

0.19

Near Miss

8614

10945

Frequency Rate

322.91

354.58

Explanation

-

GRI 404 - Training and Education

404-1 Average hours of training per year per employee

GRI 404-1

Total number of training hours delivered;

1941.00

Mandatory assigned modules training hours (E-Learning)

1551.00

Additional optional and department specific training (E-Learning)

75.00

In-person master classes (training & development strategy)

315.00

Average hours of training per year per employment category

All Employees (average annual headcount)

123.47

Knowledge based workers (compliance required)

328.21

GRI 405 - Diversity and Equal Opportunity

405-1 Diversity of governance bodies and employees

GRI 405-1

Diversity of governance bodies and employees

Percentage of female employees on the board

25%

50%

Percentage of female employees

41.58 %

48.51%

Percentage of male employees

44.88 %

55.94%

Percentage of female employees in management

42.06 %

46.23%

Percentage of male employees in management

57.94 %

53.77%

Percentage of employees under the age of 30

17.91%

23.11%

ASC 2025 GRI Content Index		FY2025	FY2024	FY2023
	Percentage of employees between the ages of 30 and 50	59.64%	59.30%	
	Percentage of employees over the age of 50	22.2%	32.95%	
405-2 Ratio of basic salary and remuneration of women to men				
GRI 405-2	Ratio of basic salary and remuneration of women to men			
	Ratio of basic salary and remuneration of women to men (RC)	Mean Unadjusted Gender Pay Gap 7.69%	Mean Unadjusted Gender Pay Gap 0.68%	
		Median Unadjusted Gender Pay Gap 4.72%	Median Unadjusted Gender Pay Gap 6.91%	
		Median Average Bonus 18.93%		
	Definition of significant locations of operation	-		
GRI 413 - Local Communities				
413-1 Operations with local community engagement, impact assessments, and development programs				
GRI 413-1	Operations with local community engagement, impact assessments, and development programs			
	Percentage of operations with local community engagement, impact assessments, and/or development programs	Community engagement program operated at all sites		
	Volunteering, Donations & Fundraising			
	Amount £ fundraised by our employees	6,984.00 GBP	14,753.00 GBP	
	Number of people employed that volunteered	14	-	
	Number of days volunteered	13.00 d	-	
	Number of hours	135 h	42 h	
	Amount £ donated to charity and in kind (in equipment and resources)	6,474.00 GBP	3,760.66 GBP	
	Donations or in-kind contributions to local community projects (£ & materials)	2,700.00 GBP	0.00 GBP	
	Equipment or resources donated to VCSEs (£ equivalent value)	0.00 GBP	5,000.00 GBP	

Thank you

Our progress would not be possible without the dedication of our colleagues, customers, suppliers and partners.

Together, we are building a stronger, more sustainable future.

Get in touch:

For further information about our sustainability strategy, performance or initiatives:

Email: sustainability@advancedsupplychain.com

Website: advancedsupplychain.com

