



CSR REPORT

Financial Year Ending 2025

Foreword from our CEO

2-22 Statement on sustainable development strategy



Over the past twelve months, Scolmore Group has continued to strengthen its position as a market leader in the UK electrical accessories sector, despite a challenging economic backdrop. Our focus has remained firmly on expanding market share, driving revenue growth, and embedding sustainability at the core of our business strategy.

As a responsible and forward-thinking organisation, we recognise the importance of having a positive impact on the people we work with, the environment we operate in, and the communities we serve. Our commitment to sustainable development has evolved significantly over the past year, with several key milestones achieved:

- **EcoVadis Recognition:** We maintained our Bronze EcoVadis medal, with an improved score compared to our 2022 and 2023 assessments, reflecting our ongoing efforts in environmental and social responsibility.
- **Supply Chain Sustainability School:** We are now proud Gold members, leveraging this resource to deepen our understanding of sustainability within the built environment, inform our strategic direction, and stay ahead of regulatory trends.
- **Carbon Footprint Measurement:** We have begun measuring our full carbon footprint and are in the process of formalising our Net Zero strategy, with a commitment to achieving Net Zero emissions by 2050.
- **UN Global Compact Membership:** In May 2025, we joined the United Nations Global Compact, aligning our operations with ten universally accepted principles in the areas of human rights, labour, environment, and anti-corruption, and supporting the UN Sustainable Development Goals (SDGs).

These initiatives reflect our dedication to promoting environmentally and socially fair practices throughout our supply chain and product sourcing. We continue to build strong relationships with suppliers, customers, consultants, installers, and local communities, ensuring our solutions are not only high-quality but also responsibly delivered.

Scolmore Group remains committed to being a significant force in the industry while upholding the highest standards of corporate and social responsibility.



Gary Mordue, CEO

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An introduction to the Scolmore Group

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1989

Year of Inception

£121m

FYE 2025 Turnover

14,000+

Stocked SKUs

391

UK Employees

66/100

Nov 2024 EcoVadis score

Scolmore Group, a British family-run business, is one of the UK's leading suppliers of electrical accessories, lighting, home automation, security and cable accessory products. From its headquarters in Tamworth, the Group is well positioned to design, develop, manufacture and distribute its product range nationally and internationally. The company is committed to harnessing the very latest technologies and developing superior performing, competitively priced products which allow installation projects to be completed safely, quickly and easily.

Our Product Development Team are constantly tracking market trends, industry regulations and standards so that we continue to increase our product range to meet the ever-changing needs of our customers, while always considering the lifecycle of our products and their environmental impact throughout the design process.

The Scolmore Group revolves around people, customers and the strong relationships built and maintained through consistent high levels of service and delivery. Our people are the heart of our organisation, and we are committed to providing a supportive and inclusive environment that fosters growth, creativity and collaboration.

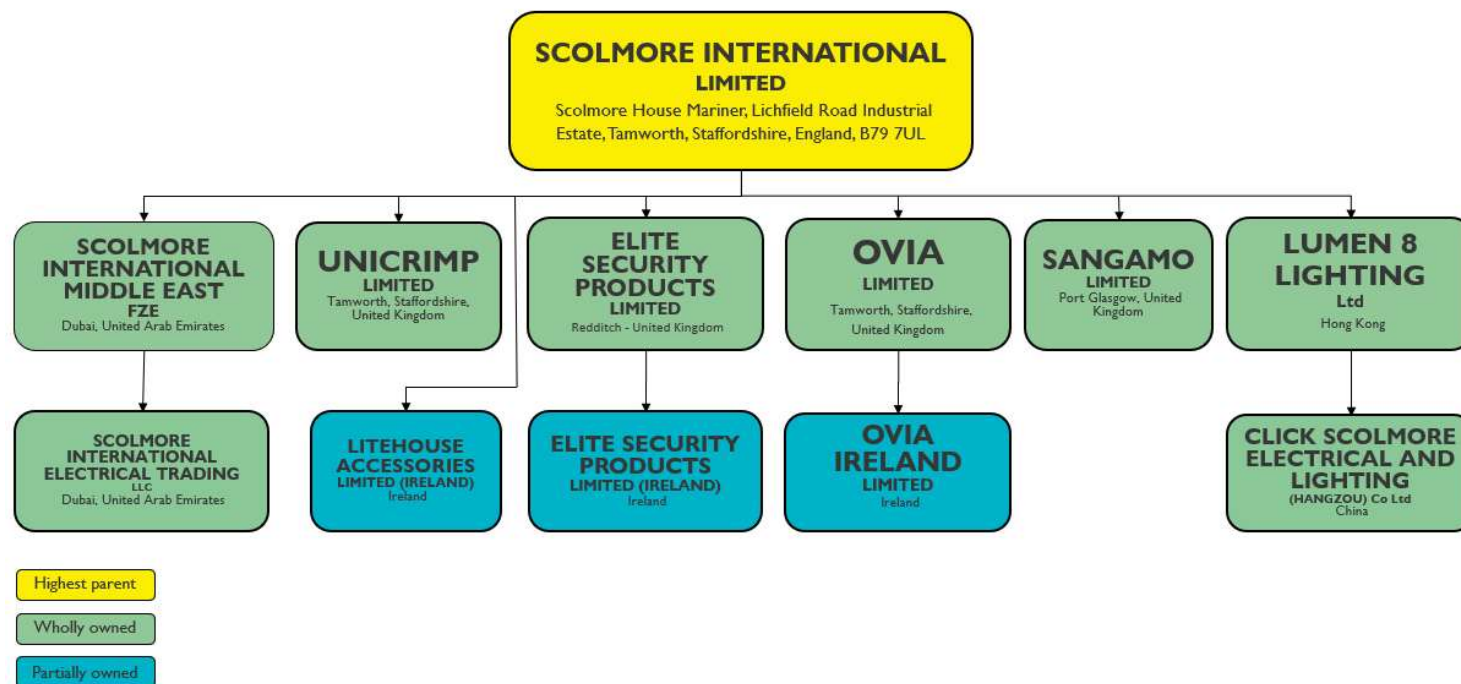


Our History





Group Structure



This Sustainability Report has been compiled using information relating to all processes, products, activities, and employees of Scolmore International (highest parent of the Scolmore Group) as well as its UK based, wholly owned, subsidiary companies (Ovia, Unicrimp, Elite Security Products – ESP and Sangamo), unless otherwise clearly specified.

The data in this report covers the period 1st May 2024 to 30th April 2025, which is referred to as “Financial Year Ending 2025” or “FYE 2025” throughout this report.

The Group at a Glance



Established in 1989, Scolmore International designs, develops, and manufactures an ever-expanding range of innovative, energy-efficient and time saving electrical accessories and lighting solutions for domestic and commercial projects. The Company's well-known Click and Click-Smart brands are trusted for their superior performance, reliability and cost-efficiency, as well as their timesaving and safety qualities.



The Ovia brand of lighting solutions has been further developed to meet the growing opportunities that the lighting industry offers. Our aim, quite simply, is to bring to market – on the back of extensive research with customers and contractors – a range of Ovia lighting products that will provide contractors with the quickest and easiest to install lighting solutions that will save them time and money on a project and that they can source through the reliable wholesale channel.



Part of the Scolmore Group of companies since 2011, ESP offers a comprehensive range of electronic security and fire detection products to meet the requirements of installers and contractors. The range comprises CCTV, Access Control, Fire Protection, Emergency Lighting, and the Essentials collection, which includes a range of external area protection systems. The Sangamo range of specialist time switches and heating controls was added to the ESP product portfolio in 2018.



Sangamo was founded in 1921 under the name British Sangamo, as the UK subsidiary of the Sangamo Electric Co. Sangamo has been manufacturing time switches from our Scottish premises for over 65 years. We offer a wide range of time switches and heating controls for the domestic, commercial, and industrial sectors. The Company has been part of the Scolmore Group since 2018, and whilst the Company operates independently, Sangamo benefits from the expertise, knowledge and support of the Scolmore Group and continues to create strong growth within its product categories.



Unicrimp became part of the Scolmore Group in 2014, bringing to the electrical contracting industry a comprehensive range of cable accessory products that complement Scolmore's current wiring accessories and lighting portfolios. The Q-crimp branded range of products includes cable ties, cable crimp terminals, PVC tape, copper tube terminals, cable clips, and brass and nylon glands – providing everything required to harness cable between the consumer unit and the end accessory.



Scolmore Middle East is located in the heart of Dubai in the Business Bay area. It comprises office as well as warehousing facilities. The company employs a number of sales managers, office and admin support staff. The warehouse facility of Scolmore Middle East, operating as Scolmore International Middle East Free Zone Establishment (FZE) is located about 10 miles outside of Dubai in the Free Zone area. From this prime location, Scolmore Middle East can stock and distribute its comprehensive range of products more quickly to its customers.

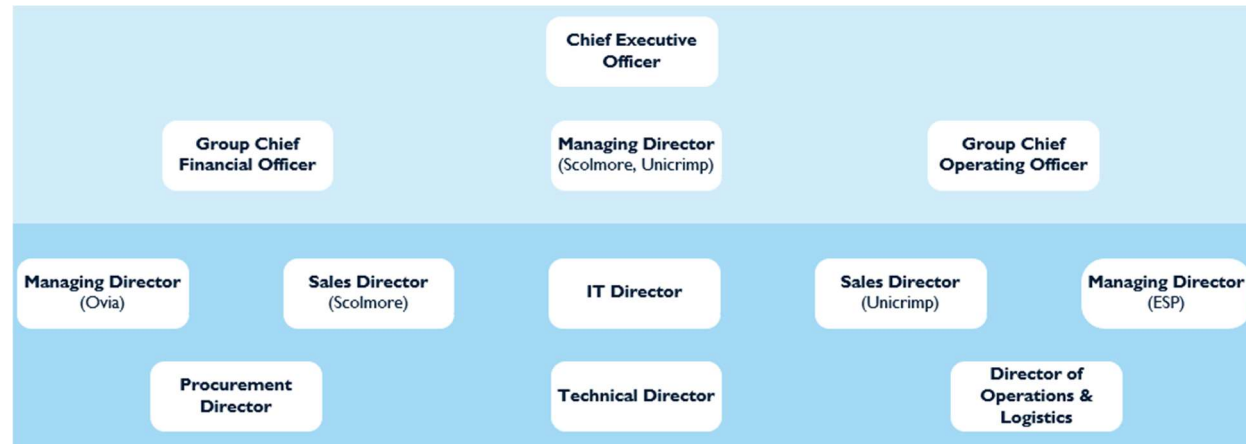


Governance Structure

The below diagram shows the principal organisation structure of Scolmore Group. Our Board of Directors consists of 12 members (11 men and 1 woman), all of whom have been appointed by our CEO. They all occupy their roles on a full-time basis, employed by the company and 9, including our CEO, are statutory executive directors. Our Board of Directors is made up of leaders from across the business areas, chaired by our CEO, who meet bi-monthly to discuss and share insights regarding the business' strategic plan with regards to its progress and any future developments. Following input and advice from our Group Legal & Compliance Manager monthly, developments regarding compliance and sustainability, including performance metrics, reported whistleblowing, conflicts of interest, corruption incidents, environmental risks and impacts, and any other regulatory breaches, are covered and discussed within the Board meetings. Similarly, our Head of HR offers input and advice on any issues surrounding our people.

The Strategic Management Team (SMT) meets on a quarterly basis and discusses issues relating to Sustainable Development, Emerging Trends, KPIs, Internal and External issues, Customer and market trends and satisfaction and any new projects or challenges. Feedback from the quarterly SMT is considered at Board level for follow-up actions and strategy adjustments as required.

Scolmore has adopted an integrated Quality and Environmental management system which is ISO 9001:2015 and ISO 14001:2015 accredited and third party verified by NQA (UKAS certified). Our Health and Safety management system - driven since Q4 by a professionally trained Facilities HSE Manager - is also in line with the ISO 45001:2018 standard, however is not formally accredited.



Our Core Values

Our core values define us as a Group, and how as individuals we conduct ourselves. They provide clear guidelines on how we can achieve the highest standards in all areas and create a cultural cradle for future growth and sustainable development.



UNITED

We are **UNITED** in bringing together our values, ideals and goals to create a positive environment for our workforce

INNOVATION

We believe in innovation and actively encourage our employees to think creatively

UPSKILL

We believe in our People. We invest in training and personal development across all areas of our business. We provide opportunities for progression

NURTURE

We nurture our people and the relationships we have with our customers ~~in order to~~ develop mutually beneficial and respectful partnerships

QUALITY

We operate in a dynamic, ever-changing market. Quality is essential across every area of our business, including service levels and products

EXCELLENCE

We aspire to be excellent in all disciplines by listening to our stakeholders and formulating sustainable plans

Sustainable Development: UN Global Compact

Although confirmed in May 2025, just after the Financial Year closed, we are pleased to confirm **we have joined the United Nations Global Compact** — a voluntary initiative for the development, implementation and disclosure of responsible business practices. The UN Global Compact is a call to companies everywhere to align their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption, and act in support of Sustainable Development Goals (SDGs).

Aligning with the Sustainable Development Goals

As part of embedding the **Ten Principles of the United Nations Global Compact**, we are incorporating the **Sustainable Development Goals (SDGs)** throughout this FYE 2025 CSR Report, by relating our actions to those Goals where we are having an impact. Scolmore recognises that commitments are not enough without action, so during the next financial year, we will be embedding targets and reporting impact against the goals, contributing to positive change.

The below table maps the SDGs aligned with our materiality assessment outputs, along with the specific targets. Details of our impact are listed in each chapter against relevant SDGs.

Goal	Target	Impact	Goal	Target	Impact	Goal	Target	Impact
	1.1	Business Ethics, supplier audits, Charitable donations, Living Wage		8.1, 8.2, 8.3, 8.5, 8.6, 8.7, 8.8	Supply Chain, Business Ethics, Training in colleges, Learning & Development, Social Value		13.1, 13.3	Environmentally Sustainable Products, Our Environmental Impact
	2.1	Charitable donations, Living Wage		9.2, 9.5	Environmentally sustainable products, working with suppliers		15.3	Supplier social audits, Environmentally Sustainable Products, Our Environmental Impact
	3.8	Health & Safety, employee wellbeing, environmental impact,		10.2, 10.3, 10.4	Training in colleges, Our People, Training & Development		16.3, 16.5, 16.7, 16.b	Ethical Business Practices, Our Supply Chain
	4.3, 4.5, 4.7	Employee training & development, delivering training in colleges		11.4, 11.6	Our Environmental Impact			
	5.1, 5.5, 5.c	Training in colleges, Diversity & Inclusion policies		12.2, 12.4, 12.5, 12.6, 12.7	Environmentally Sustainable Products, Our Suppliers, Our Environmental Impact			

Sustainability at Scolmore

2-22 Statement on sustainable development strategy

Research led by Will Steffen in 2004 published 24 graphs, 12 socio-economic and 12 Earth system trends from 1750 to the present day. Since the 1950s, the “Great Acceleration” has shown dramatic increases in the world population, energy use, water use and so on, which have led to an increase in greenhouse gases, global surface temperatures, ocean acidification and many other negative consequences. This resulted in an economy with an ability to innovate but fundamentally unsustainable, sending the Earth into the Anthropocene, where humans have a substantial impact on the planet (CISL:2015, updated 2017).

Businesses have a substantial responsibility and opportunity to drive sustainability practices and meet “*the needs of the present without compromising the ability of future generations to meet their own needs*” (United Nations Brundtland Commission, 1987).

Since 2022, we have used EcoVadis to assess our progress. In November 2024, we were awarded with a Bronze medal, increasing our score year-on-year, striving more to make the world a better and fairer place for our suppliers, staff, customers and the local community.

Given the maturity level of our sustainability journey, which focus equally on the economic, environmental and social pillars, we have now embedded Social Development Goals (SDGs) in different actions and initiatives which are measured and analysed against set targets.



Bronze EcoVadis Medal
with increased score



Carbon Emission Inventory
across all 3 scopes
completed



Gold member of the Supply
Chain Sustainability School



Social Audit Programme
covering key suppliers



Double Materiality Assessment

3-1 Process to determine material topics

3-2 List of material topics

3-3 Management of material topics

Society's expectations have grown around sustainability issues and as a result, companies are now reporting on both their impact on the world and how sustainability topics affect their own finances (GRI:2024). After conducting a formal Double Materiality Assessment (DMA) to determine which sustainability topics are 'material' to its own operations, Scolmore has issued the current report *in accordance to GRI 2021*. According to the GRI (2021), material topics “*represent the organization's most significant impacts on the economy, environment, and people, including impacts on their human rights.*” This activity enables us to get an overview of our financial risks, understand our stakeholders' priorities and respond to the public in relation to our impact on society.

The scalability and interoperability with Global standards of the GRI initiative was our chosen option, as it allows stakeholders to compare our performance with other companies worldwide. The DMA methodology adopted is therefore aligned with GRI as it suits the specific circumstances related to our business.

Defining our Stakeholders

As a starting point, we mapped out the Group's activities, products and services, geographical locations and current business relationships to identify relevant stakeholders. As a result, our DMA incorporates inputs from Scolmore's leadership, Integrated Management System (IMS), staff, customers and suppliers as well as considerations related to the regulatory landscape.

Defining our Material Topics

Desktop research, including Artificial Intelligence and EFRAG's European sustainability reporting standards (ESRS) list, generated the first inventory of potential topics that could be material to Scolmore. As a result, 122 topics were identified after the initially 313 potential topics were narrowed down by removing duplicates and non-material topics. These were then correlated with the business' risk register (or Internal and External Issues document aligned with Clause 4, ISO 9001:2015 and 14001:2015 standards). A score matrix was used to assess and prioritise risks by evaluating their likelihood of occurrence and potential of impact, enhanced with the addition of a financial risk coefficient based on impact scale and remediability.

The following 4 categories are the result of the activity of grouping and risk-assessing the above topics. To gather input across different stakeholders with different levels of sustainability-related knowledge, overly technical language was purposely avoided and a broad in scope definition was preserved. The breadth of the topics has enabled us to better incorporate and combine inputs from suppliers and customers without adding additional topics and sub-topics. This has enhanced the DMA's accessibility to all relevant decision makers.

Environmental Issues	Workforce	Business Partners	Ethical Values
• Climate Change and Carbon Emissions • The environmental impact of our products • The efficient use of resources within our operations • Managing our waste and recycling • The availability of raw materials for our products	• Equality, Diversity & Inclusion within our employees • Working Conditions (pay, benefits, wellbeing) • Opportunities for training & development • Employee Health & Safety • Recruiting & Retaining staff	• Customer Satisfaction & Service • Product quality & safety • Working with customers & suppliers towards a better world • Market stability & growth opportunities • Visibility and Traceability of our Supply Chain	• Business Integrity & Transparency • Business and People Confidentiality • Culture of Respect • Our Business' Public Image & Reputation • Contributing Positively to Society

Gathering inputs from Stakeholders

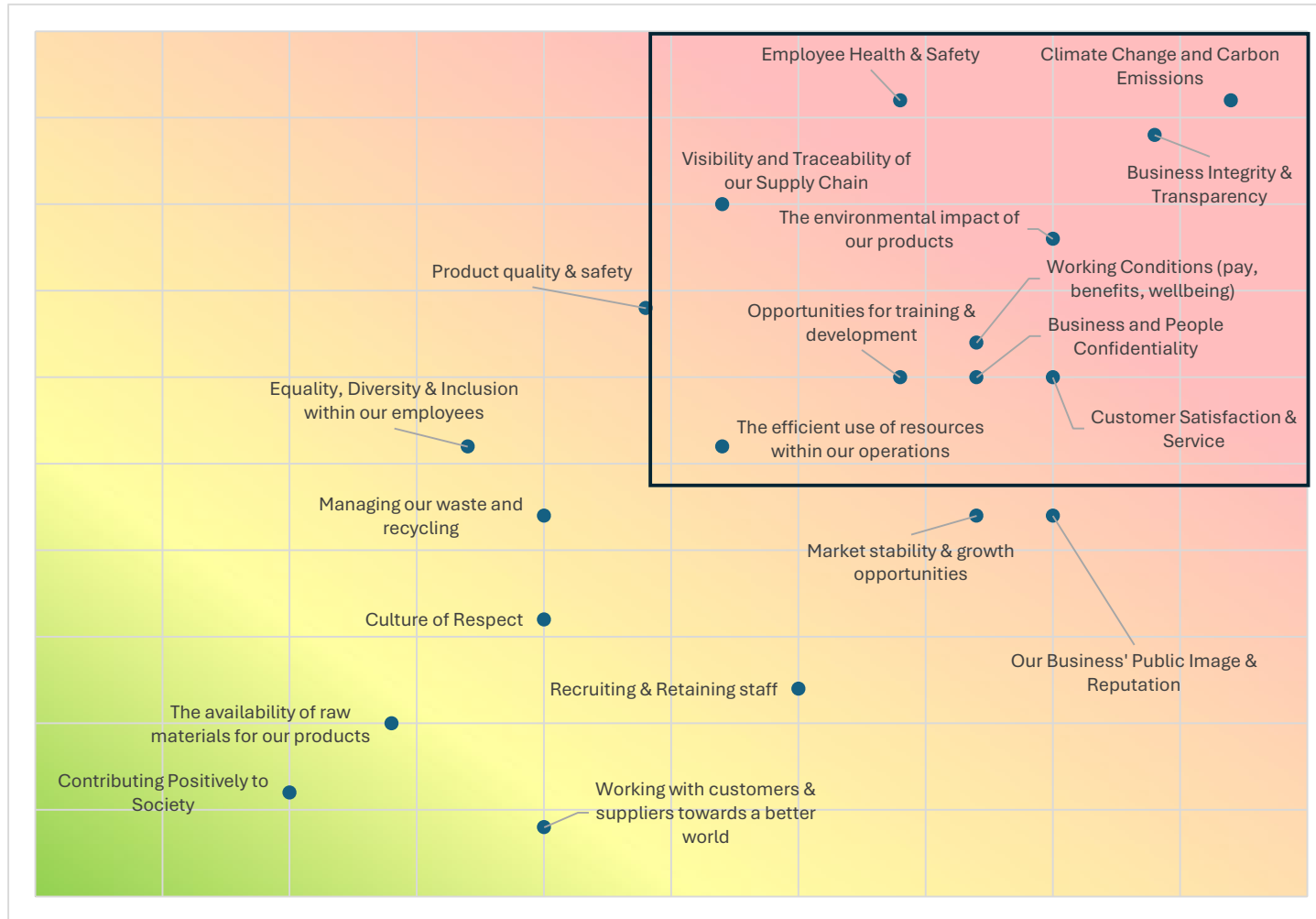
Staff: A staff survey was launched and was completed by 23% of our UK workforce. Staff were asked to rank the above topics in the order in which they believe the business should address them as well as their opinion on the potential financial risk of non-addressing them at all. The results were combined to form an overall input for the staff.

Leadership: Issues brought up during management reviews conducted in the previous 12 months were analysed and categorised. The impact was scored according to the frequency mentioned and impact recorded.

Customers: ESG enquiries received from Customers in the previous 3 years were classified and grouped under our list of topics. They were scored according to the frequency in which they were mentioned.

Suppliers: Strategic suppliers were identified upon application of the Pareto rule. Their sustainability reports, websites and press articles were researched, and topics identified were categorised under our final topics and scored according to the frequency in which they were mentioned.

Double Materiality Matrix



To compile the Double Materiality Matrix, the research undertaken against all the topics were ranked 1 to 5 for each stakeholder group. The scores were combined to give an overall Financial and Impact materiality score.

With a view to prioritising our attention, Scolmore considers the topics in the black box as a priority to its business. Further explanation and actions taken against the topics are stated throughout this CSR Report.

Engaging with our Stakeholders

2-6 Activities, value chain and other business relationships

2-29 Approach to stakeholder engagement

Scolmore is a business built around people, whether they work for us, supply us or buy from us. Each different stakeholder has different requirements and expectations from their experience with us. As a result, we have identified five key stakeholder groups who exert the greatest influence over Scolmore's operations in different ways. It is therefore only natural for us to maintain an open dialogue with them, as shown below.

Employees

- Posts on the company Intranet
- Annual appraisals, discussing performance and career development
- Cross-departmental Health & Safety committee
- Employee engagement survey

Regulators

- Providing correct and transparent reporting to financial regulators
- Providing necessary environmental data to Government agencies
- Keeping informed with industry laws and guidelines

Suppliers

- Regular contact from Technical and Procurement teams
- Factory and Social audits to assess quality of our products and adherence to our Supplier Code of Conduct
- Supplier agreements including ESG criteria

Customers

- Customer Services staff and Sales Managers engaging daily with customers to discuss their business requirements
- Joint customer visits to Scolmore sites, along with installers, consultants and builders

Installers

- Visits from Sales Team to update on products and services
- Attend industry and customer trade shows
- Contribute to trade press on regulation updates
- Social Media updates about our business and our products

Supply Chain Sustainability School

Set up in 2012, the Supply Chain Sustainability School is an award-winning free virtual learning platform, which aims to upskill those working within the built environment sector regarding sustainability.

Scolmore signed up as a member in March 2024. Following engagement with the School's online learning pathways, attending various webinars, summits and conferences, Scolmore is now a **Gold member of the School**. The resources within the School, in conjunction with other tools available to the Group, have helped with upskilling our sustainability champions on general as well as specific construction industry related issues. The webinars have inspired our sustainability strategy and journey by giving us a look-ahead to better understand the market and its regulatory trends. You can find out more on how the School has impacted on Scolmore by reading our case study [here](#).



Working with Key Contractors via the Supply Chain Sustainability School

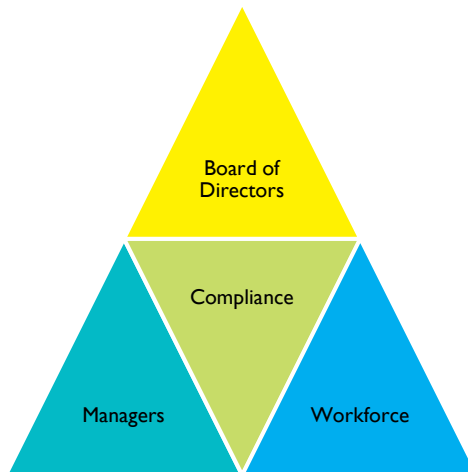
In September 2024, Scolmore Group was delighted to announce that it has successfully completed Briggs & Forrester's Bronze, Silver and Gold pathways, as well as the Modern Slavery pathway through the Supply Chain Sustainability School.

A key element of our overall strategy involves working closely with customers and suppliers to enable these partner companies to meet their own long-term net zero and social responsibility project ambitions.

Business Ethics & Compliance

2-16 Communication of critical concerns
 2-23 Policy commitments
 2-24 Embedding policy commitments
 2-25 Processes to remediate negative impacts
 2-26 Mechanisms for seeking advice and raising concerns

205-1 Operations assessed for risks related to corruption
 205-2 Communication and training about anti-corruption policies and procedures
 205-3 Confirmed incidents of corruption and actions taken
 2-27 Compliance with laws and regulations
 3-3 Management of material topics



Integrated Management System (ISO 9001 & ISO 14001)

Scolmore Group believes that a good management system is based on a holistic approach as well as on the simplification of practices around the business. For this reason,

Compliance sits at the core of Scolmore Group's operations. Its dedicated Legal & Compliance Team, together with the areas implied within its title, also focuses on System Quality, Internal Auditing and Sustainability.

Inspired by ISO 19011:2018, our Legal & Compliance Team advocate the internal control function by following the below principles:

- Integrity
- Fair presentation
- Due professional care
- Confidentiality
- Independence
- Evidence-based approach
- Risk-based approach

Scolmore encourages departments, and particularly business process managers, to record processes in a way suitable to the activity, area, resources and knowledge involved. Processes need to be aligned to achieve the intended outcomes, as well as to guarantee business continuity and consistency.

Our **ISO 9001:2015** and **ISO 14001:2015** have been integrated and operate together,

with plans to fully integrate Sangamo during the next financial year. To monitor our effectiveness, we had our annual external surveillance audit in February 2025, which identified no Non-Conformities (NCs).

Furthermore, in line with clause 9.2, we have a programme of Internal Audits to ensure the management system has been effectively implemented and is maintained. 12 internal



audits were carried out across the business from 1st May 2024 until 30th April 2025. These identified 24 Opportunities for Improvement, 20 Minor Non-Conformities and 0 Major Non-Conformities, all of which have been proactively addressed.

Management reviews are performed at set intervals by the Strategic Management Team (SMT) and the Board of Directors. The SMT meeting format is ISO-inspired, focusing on the PDCA (Plan, Do, Check, Act) methodology of Continual Improvement.

These meetings take place as a round table discussion and are attended by a selection of Directors from across the business to support the SMT. Actions arising from these meetings are implemented throughout the business. All Strategic Managers are encouraged to provide updates on 'Sustainable Commitment in Action' to showcase initiatives implemented in their department. Cascading the mission of sustainability drives innovation and creativity in all areas of the business.

Code of Ethics

At Scolmore, integrity is essential to our business. Since June 2023, our core values and the high ethical standards which inspire our employees, business partners and all other

stakeholders are reflected in our Code of Ethics (CoE).

The CoE applies to our workforce, which includes all individuals who work for us and for any of our operative companies, anywhere in the world: full-time or part-time employees, temporary workers, contract workers, officers as well as the members of the Group Board of Directors.

We also expect our business partners (i.e. customers as well as stock and service suppliers, distributors, and joint venture partners) to act with integrity and in compliance with the principles highlighted in our CoE.

Individual accountability

We expect all our workforce to be familiar with and adhere to our CoE and its related policies and procedures. We reinforce this requirement through training and awareness campaigns throughout the year.

Managers have additional responsibilities in ensuring compliance. They must:

- Ensure effective implementation of this CoE in the daily operations,
- Set a tone of integrity in the objectives and operations of their teams, ensuring that their teams understand the CoE,

- Discuss and promote adherence to the principles and rules set out in the CoE with their teams and business partners,
- Actively listen to the concerns of their team members, providing support and encouraging any violations of the CoE to be reported,
- Request the Legal & Compliance department's advice when in doubt and escalate any concerns,
- Lead by example.

Anti-bribery & anti-corruption policies

Following the Anti-bribery and Corruption (ABC) Risk Assessment, that was carried out across the entire business in July 2023, the Anti-bribery policy, in place since 2010, has been re-styled and aligned with the current size and complexity of the business towards the end of 2024.

To support the policy implementation, the Legal & Compliance team created and delivered a bespoke programme of training via Microsoft Teams aimed at all staff potentially exposed to bribery and corruption risks. An anti-corruption toolbox available on the ScolmoreHub intranet has been introduced.

All new staff are required to complete an online training course at onboarding stage. In

line with previous years, no cases of bribery or corruption were reported in the Financial Year Ending 2025.

Modern Slavery

We have a zero-tolerance approach to slavery and human trafficking. The supply chains of large organisations, such as Scolmore, can be often complex with many tiers. Even so, businesses can take a number of steps in order to mitigate the risk of their products or services being made by slaves or forced labour.

At Scolmore:

- We engage only with reputable working agencies
- We are strongly committed to conducting our business in a lawful and ethical manner
- We engage only with business partners committed to the same principles.
- We regularly assess our supply chain directly as well as through independent auditors.

Data Protection

Scolmore Group aims to ensure that all personal data related to staff, clients, directors, visitors and other individuals, is

collected, stored and processed in accordance with the UK General Data Protection Regulation (UK GDPR), incorporated into UK Data Protection Law under the provisions of the Data Protection Act 2018 (DPA 2018).

We are registered as a data controller with the ICO and will renew this registration annually or as otherwise legally required. Our DPO, Matthew Keeffe of Keeffe and Associates Ltd, is contactable via email, dpo@scolmore.com or via telephone on 01942 554081.

The Group is annually externally audited. Policies and processes were confirmed as “Green” in the latest auditor’s RAG assessment. Observations for improvement were actioned accordingly.

All staff and Board members are provided with data protection training as part of their induction. Further refresher training is undertaken periodically thereafter.

Although awarded after the reporting period, the business completed the assessment process to be awarded its Cyber Essentials certificate during FYE 2025 and the certificate was awarded in May 2025.

Reporting a concern



We are committed to conducting our business with honesty and integrity and we expect all employees to maintain high standards, however we recognise the risk

of things going wrong from time to time.

If one of our employees or external stakeholders has a concern, they can email compliance@scolmore.com directly. In Q4 of FYE 2025 an additional reporting channel via an [online form](#) has been introduced to enable internal and external stakeholders to report anonymously.

We actively encourage staff to report all known and suspected cases of wrongdoing in line with our Whistleblowing policy. All genuine reports of potential misconducts are investigated in an appropriate manner that maximises confidentiality.

For the financial year ending 2025, no cases of Whistleblowing were reported.

Raising awareness of Ethics & Compliance

World Standards Day

On Monday 14th October 2024, Scolmore marked World Standards Day which celebrates the importance of Standards to create a “*shared vision for a better world*”.

Scolmore demonstrated its support on LinkedIn, by sharing our first FYE 2024 CSR Report, our CSR website and advocated the importance of holding ISO 9001:2015 and ISO 14001:2015 certifications.

Anti-Slavery Day

On Friday 18th October 2024, we took the opportunity to update and inform staff about Modern Slavery. The Legal & Compliance Team launched an internal communication to highlight the extent and impact of Modern Slavery.

From the communication, employees learned how Modern Slavery is defined and how it happens in modern society and close by. A recent case study was also shared with employees, so they could understand how modern slavery can go undetected and the impact it had on those affected.

Sharing our credentials

As the world moves towards a more sustainable future, the Group is seeing an increase in requests to view our credentials.

Liaising with our in-house design team, we launched a [CSR website](#) across the Group companies, giving staff, customers, specifiers and the general public access to our certificates, data and policies as needed.

Copies of our Corporate Information Pack can be requested by contacting our [Legal & Compliance Team](#)

Mandatory Training

As part of a new employee's induction, all employees must complete online training, covering a wide range of topics including GDPR, Anti-Bribery, Environment, Health & Safety and so on.

At the end of FYE 2025, 85.09% of all staff had completed their mandatory training in Compliance and 89.52% of all staff had completed mandatory training in cybersecurity.

Promoting Compliance

With the launch of the ScolmoreHub (our intranet platform) in June 2024, we have created a comprehensive set of resources for all our staff, including relevant policies, procedures and key information.

The ScolmoreHub has greatly improved record management, interdepartmental collaboration and accessibility of information.

Staff have now ease of access to educational information about various compliance and sustainability topics. Toolboxes for frequently used resources have been introduced for anti-bribery, people management, international trade, Health & Safety and other areas of interest.

Staff Inductions

With Scolmore continuing to recruit more staff, induction programmes are becoming more formalised and involve more departments. Especially with the expansion of our external sales team through the growth of the *Elucian* brand, new salespeople have been given a comprehensive overview in Compliance and Sustainability, ensuring they effectively and correctly convey the Group's message to our customer base.

Customer Satisfaction

89.9%

Monthly average
orders placed online

95%

Customers rated
our service as
“Excellent”

99.6%

Orders dispatched
accurately

3-3 Management of material topics

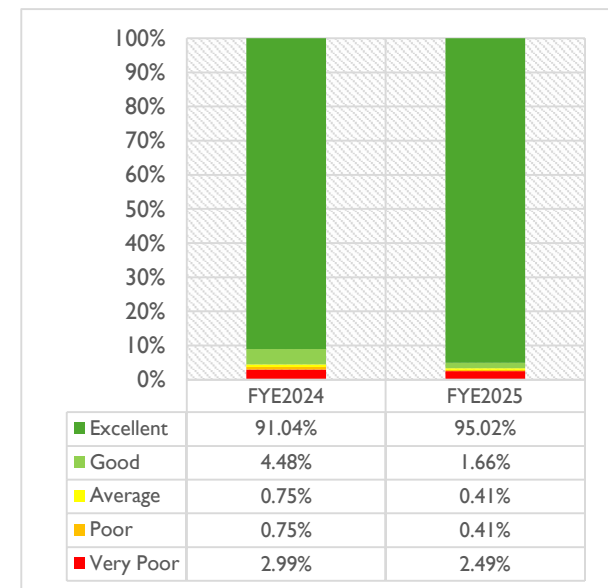
Since Scolmore International’s inception in 1989, the customer experience has been at the heart of our business. We welcome the opportunity to engage with our customers and installers, both virtually and face-to-face. We sell directly to a network of electrical wholesalers. In the average month over FYE 2025, 89.9% of customer orders were placed online.

Now in its second year, outbound emails from our Customer Services Teams across the Group feature a smiley-face signature, encouraging customers to rate our service. When customers click on one of their faces, they are directed to an online form to leave their name, contact details, the company they work for and their feedback. This data is collated monthly and is analysed by our Head of Customer Services and her management team to identify any areas where we are under-performing and implement any appropriate corrective actions.

At Scolmore, we consider ratings of ‘Excellent’ and ‘Good’ to mean that our customers are satisfied with our service level. Where we are rated either ‘Average’, ‘Poor’ or ‘Bad’, our Customer Services Management team engages directly with the customers who left those ratings to further understand how we can resolve their concerns and prevent any reoccurrence.

National Customer Services Week

Scolmore Group’s Customer Services Team celebrated National Customer Service Week from 7th to 11th October 2024. Established by The Institute of Customer Service, this week allowed our team to reflect on how we serve our customers, recognise the team’s achievements and show our commitment to service excellence. Events during the week included a topic each day to encourage discussion on service best practice and a Customer Service quiz for the team. During the week, customers and staff were invited to vote for excellent service online, through email footers and the ScolmoreHub, our company intranet, to vote for customer-facing employees who gave them the best customer service whilst interacting with Scolmore.

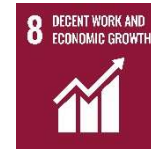


Products with sustainable credentials

3-3 Management of material topics

302-5 Reductions in energy requirements of products and services

Under our own brands, we offer a range of products for which design and development are considered, controlled, monitored and reviewed within the Product Development Team. For new designs and for significant design changes, we ensure the translation of customers' needs and requirements into detailed design outputs, which address performance, reliability, maintainability, testability, and safety issues, as well as regulatory and statutory requirements.



Circular Lighting Design

We are dedicated to a circular economy, implementing sustainable practices in our Ovia Inceptor products to meet TM66 report standards. Our commitment involves designing for disassembly, recycling materials, and responsible sourcing to minimise waste and maximise resource efficiency.



Our Inceptor range aligns with the 1.5-2.5 score “Substantial Circularity Performance” range of the TM66 Circularity Report. These products have been meticulously designed and manufactured to prioritise sustainability and circularity, ensuring they meet stringent environmental standards without compromising on quality or performance.

Espire - Sustainable Design

In February 2025, ESP - an established and highly respected player in the UK fire protection and security industry - launched *Espire*.



Sustainability is key in the design for the *Espire* product range. The alarms are designed to have an operational life of 10 years, avoiding the need for frequent replacement. The packaging is all 100% recyclable; fixing screws provided in a paper envelope. Instead of plastic, a cardboard slip is used to prevent test buttons from activating during transport, or alarms with raised test buttons have a circular cardboard collar. The protective dust cover is made from recyclable LDPE 4 plastic.

Unicrimp: Products from recycled materials

Unicrimp updated their *Trade Tubs* in 2024 so that the tub itself is made from 30% recycled material. Comprising a variety of essential fixings and clips, the tubs are resealable, reducing the risk of cable fixings from getting lost or becoming waste or litter on site. After the product has been used, the tub can be recycled, reused by the contractor for storage or as a bucket.



Unicrimp's range of rubble sacks is made from 100% recycled materials, without compromising on the strength required to do the job.

Product Packaging

Since 2022, Scolmore has been reviewing its product packaging across the Group to reduce the amount of single-use plastic. Between September 2024 and April 2025, Scolmore has avoided **10.8 tonnes of single-use plastic** from entering the supply chain from its Metal Clad, GridPro and Aquip ranges. This is in addition to product ranges that have been previously redesigned and new products that have had recyclable packaging since their launch.

As a further measure, together with introducing QR codes replacing paper instructions and specifications, we removed any lamination from cardboard, introduced paper bags for screws and ensured that our suppliers are using paper tape and labels for the boxes.



Product Safety

Scolmore are constantly tracking market trends, building regulations and approval standards so our product range evolves to meet the ever-changing needs of customers. Scolmore offers guarantees of up to 30 years, demonstrating our confidence in our product design and quality. All required compliance documentation for our products is available on each product website. Contractors have the additional assurance that all Scolmore BS1363 products – in particular socket outlets – are third party approved and bear the BSI Kitemark logo. We have held this certification for over 25 years – a clear demonstration of the company's commitment to adhering to the highest standards of quality and safety of the products it supplies to the professional electrical market.

We have policies and procedures in place which ensure that products with quality problems or safety risks can be effectively recalled from the market. In FYE 2025, there was only one product recall across the whole of the Group's product ranges.

Our Supply Chain

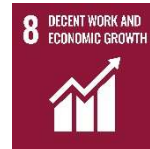
2-6 Activities, value chain and other business relationships

2-25 Processes to remediate negative impacts

3-3 Management of material topics

413-1 Operations with local community engagement, impact assessments, and development programs

414-2 Negative social impacts in the supply chain and actions taken



Scolmore Group is committed to conducting its business responsibly and in alignment with universal standards and supports the OECD Guidelines for Multinational Enterprises.

In May 2024 we enhanced our Sustainable Procurement Policy, incorporating the Code of Ethics as well as aligning with the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. This means that Scolmore's business must always be carried out in a transparent and sustainable way. We have a zero-tolerance approach to any form of unethical and illegal behaviour and expect all our Business Partners to embrace the same values as outlined in the Scolmore Supplier Code of Conduct as well as in the Scolmore Code of Ethics. Our Suppliers are key strategic business partners to us and are fundamental to our success. As a result, Procurement, Purchasing & Supply Chain, Product Development, Technical & Quality and Compliance departments are continually engaging with our suppliers to keep them up to date with our plans from both a technical product and business strategy perspective.

Scolmore is committed to working with Suppliers who meet recognised Quality and Environmental standards. 80% of our key Suppliers comply with ISO 9001:2015 for Quality Management, and we actively support and encourage them in working towards ISO 14001:2015 for Environmental Management. To date, 42% of our product suppliers are accredited ISO 14001:2015.

We are currently reviewing our trading agreements to reinforce our strong commitment to anti-bribery, anti-slavery, and the prevention of human trafficking.

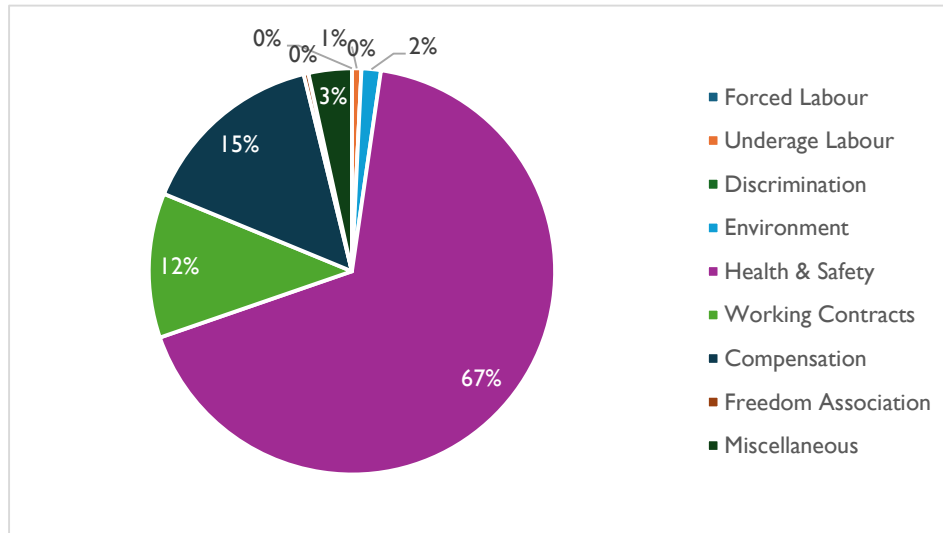
Manufacturer Social Audits

Since May 2024, 31 social audits have been carried out by third-party accredited auditors on our manufacturing plants. Any non-conformities arising from these audits are being categorised according to the Ethical Base Initiative (ETI) Base Codes.

- Forced Labour
- Underage Labour
- Discrimination

- Environment
- Working Contracts
- Health and Safety

- Compensation
- Freedom Association
- Miscellaneous



Manufacturer Due Diligence

Understanding our Manufacturing Partners is key to helping Scolmore address legal and commercial risks. Since July 2024, a more systematic Know-Your-Customer (KYC) approach has been introduced to manage trade compliance and reputational risk more effectively, particularly with reference to anti-money laundering (AML), anti-bribery and corruption (ABAC), sanctions risk and political exposure, as well as ESG-risk investigations.

New manufacturing partners are required to complete a comprehensive questionnaire, encompassing environment, business ethics, health and safety and so on. Working with manufacturing partners to gather this information exerts Scolmore's influence to improve sustainability across its supply chain.

Following a non-conformity, our Compliance and Procurement teams work directly with the manufacturing plant to drive resolution at root cause. In total, 85% of the non-conformities raised from the inception of the third-party audit programme until 30th April 2025 were addressed and closed through collaboration with our manufacturing partners.

Conflict Minerals

In politically unstable areas, the minerals trade can be used to finance armed groups, fuel human rights abuses, such as forced labour, and support corruption and money laundering. These so-called 'conflict minerals' such as tin, tungsten, tantalum and gold, also referred to as 3TG, are crucial in the components of many electrical products and have applications in aerospace, automotive, medical and other sectors. Furthermore, these risks are associated with a variety of metals and minerals that extend beyond the 3TG, for instance, cobalt, lithium and mica to name a few, which are particularly relevant in the manufacture of batteries and battery components.

Scolmore supports the efforts of human rights organisations to end violence and atrocities associated with the trade in conflict minerals. We are committed to ethical practices and seek to keep our supply chain and products free from conflict minerals and other unethically produced materials. Following a revision to our policy in January 2025, we are engaging with our manufacturing partners since March 2025 to re-confirm that their minerals are ethically sourced. Up to the end of April 2025, 19.1% have re-confirmed their supply chains contain ethically sourced minerals. Our Procurement team continue to work with the remaining partners to ensure compliance.

Working with Suppliers with Environmental Initiatives

Since June 2024, Scolmore Group has partnered with Fruitful Office, a Social Enterprise which sources fruit from local suppliers and markets to ensure the freshness of the product while helping the local economy. Fruitful Office work with the charity Ripple Africa to plant one fruit tree for every basket or box sold. This helps to mitigate the effects of global warming and deforestation, whilst providing an income support to local communities in Malawi, Africa. While delivering fresh fruit to our offices every fortnight, helping us encourage our staff to follow a healthy diet, Fruitful Office planted **161** fruit trees on Scolmore's behalf up until 30th April 2025.



As a key recruitment partner, Scolmore works with Oakley Recruitment. For every person we hire through them, a tree is planted on our behalf. Oakley Recruitment work with Ecologi, who have planted trees across Mozambique, Tanzania, Madagascar, Kenya, Uganda and Ethiopia. Over this year, **13** trees have been planted on Scolmore's behalf.

Better Pathways: Suppliers promoting access to work for vulnerable people

Over the past nine years, *Better Pathways*, a social enterprise, has been among our suppliers. *Better Pathways'* mission is to *help and support people with mental health challenges, learning difficulties and learning disabilities through broad-based vocational activities within social enterprises, so that they can build the confidence to begin their employment journey.*



Better Pathways operates three social enterprises that support beneficiaries to move towards employment where this is an aspiration, or towards further training and supported volunteering. The social enterprises offered by *Better Pathways* include *Better Packing* (packing and fulfilment services), *Better Signage* (printing and signage services) and *Better Woodwork* (a woodwork workshop). Their individualised support and employability programmes help participants develop the skills and confidence they need to build their employment journey. Over the last 3 years, they have supported more than 350 participants with employability skills and over 650 people with health-related interventions and support inclusive of mental health.



Through Better Pathways, we support inclusive sourcing by entrusting vulnerable people to package some products, ready for dispatch to our customers. *Better Packing*, participants gain hands-on experience in assembling and packing within a production environment which helps participants to develop practical skills and build confidence. This initiative not only aids in their journey toward employment but also contributes to their overall well-being.

Over the next year, we are planning to deepen our partnership with Better Pathways to bolster the charity in its growth plans to support even more vulnerable people.

Our Environmental Impact

3-3 Management of material topics
302-1 Energy consumption within the organization
302-4 Reduction of energy consumption
305-1 Direct (Scope 1) GHG emissions
305-2 Energy indirect (Scope 2) GHG emissions
305-3 Other indirect (Scope 3) GHG emissions

102-8 GHG emissions intensity
305-4 GHG emissions intensity
305-5 Reduction of GHG emissions
306-1 Waste generation and significant waste-related impacts

306-2 Management of significant waste-related impacts
306-3 Waste generated
306-4 Waste diverted from disposal
306-5 Waste directed to disposal



Scolmore operates with respect and care for the environment. We aim at preventing pollution and reducing our carbon footprint contribute towards a decarbonised economy, without compromising the Health & Safety of our staff, contractors, customers or the public.

We comply with our legal and regulatory obligations as well as with any other requirement we deem relevant to our business. We continually review our environmental performance to implement solutions aimed at reducing the significant environmental impacts of our operations and activities. Scolmore Group (with the exclusion of Sangamo, who is currently working towards it) holds ISO 14001: 2015 accreditation for its Environmental Management System, which sits on the Quality Management System (accredited ISO 9001: 2015).

We educate our staff to consider our products and business processes from a life-cycle perspective. We encourage them to identify problems, to make suggestions for improvement, without compromising on the product quality and customer or user experience.

Our Carbon Footprint

During this year, Scolmore has calculated its full carbon footprint, Scopes 1, 2 and 3 according to the Greenhouse Gas Protocol for its UK and UAE Operations for both FYE 2024 and 2025.

FYE 2024 (01.05.2023-30.04.2024) was selected as the baseline, as it represents the most accurate position of our



	FYE 2024 tCO ₂ (e)		FYE 2025 tCO ₂ (e)	
Scope 1	502.48	0.57%	434.49	0.62%
Scope 2	247.10	0.28%	258.68	0.38%
Scope 3	87,411.80	99.15%	68,279.04	99.00%
Total	88,161.38		68,972.21	
Intensity/£m	734.13		566.74	
Intensity/employee	250		176.4	

operations and is not overly affected by the Covid-19 pandemic. 9 out of 15 Scope 3 categories were considered applicable to the Scolmore's UK operations and calculated. As a result of our baseline work, we are planning to reach Net Zero by 2050. The carbon reduction strategy, which is currently being defined, will be cascaded down in different areas via the introduction of S.M.A.R.T. objectives.

Scolmore's carbon footprint has been independently calculated and validated by TEAM (Energy Auditing Agency Ltd.).

Scope 1 (Direct Emissions) & Scope 2 (Indirect Emissions)

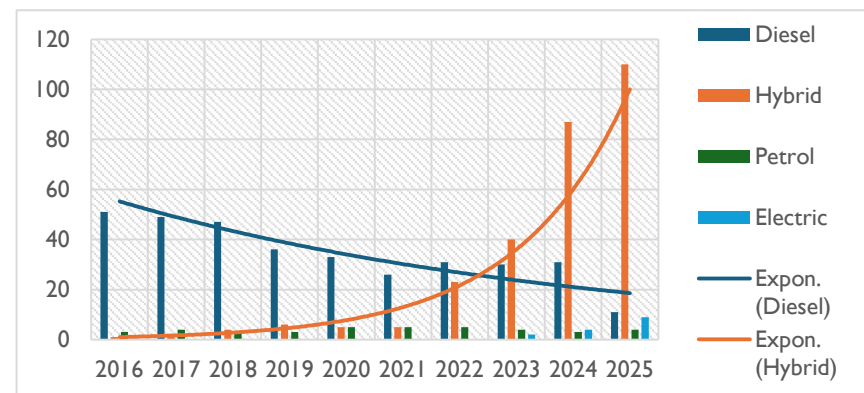
Scolmore's Scope 1 emissions come from natural gas as well as diesel and petrol for the company's fleet of vehicles, whereas Scope 2 encompasses purchased electricity. The data for Scopes 1 and 2 is based on information from energy bills and smart meters. Natural Gas use was recorded during the Base Year (FYE 2024), because of heating use in buildings in Tamworth, Redditch and Port Glasgow. Natural Gas use totalled 1,490,476 kWh in the Base Year, which equated to 273 tCO₂(e). During June 2025, Sangamo moved out of its Port Glasgow site to more modern premises for its manufacturing facilities and distribution centre, eliminating Sangamo's requirement for natural gas. Natural gas reduced to 989.702 kWh, resulting in 181 tCO₂(e).

	FYE 2024	FYE 2025
Gas (kWh)	1,490,476	989,702.44
Intensity/£m	12,411.41	8,132.34
Intensity/employee	4,105.99	2,590.84
Electricity (kWh)	1,168,297	1,202,159.92
Intensity/£m	9,728.58	9,878.10
Intensity/employee	3,218.45	3,147.02

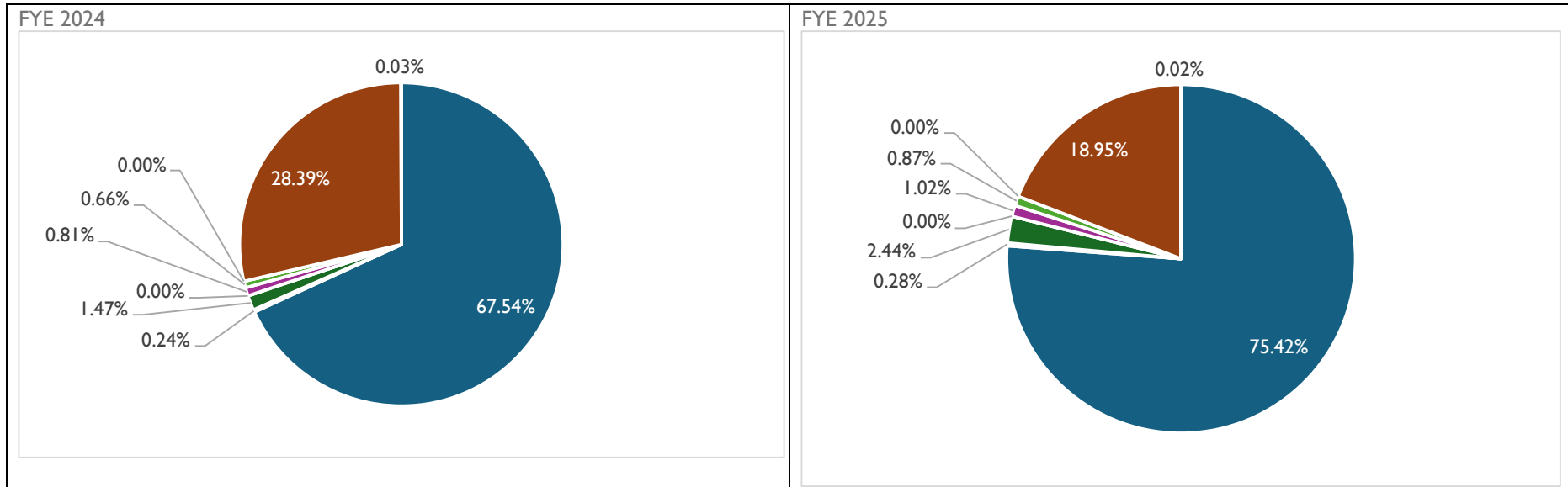
Total Electricity use in FYE 2024 was 1,168,297 kWh which equated to 247 tCO₂(e). During FYE 2024, Scolmore has continued to purchase 100% renewable energy and will enter into new contracts providing 100% renewable electricity with Renewable Energy Guarantees of Origin (REGO) certification. In FYE 2025, moving away from gas has increased electricity usage to 1,202,160 kWh, which equated to 259 tCO₂(e). Looking ahead, we are actively exploring solar energy solutions and plan to begin installations at our Tamworth headquarters and warehouse facilities by the end of 2025. Our Ovia site at Mercia Park is already served by an active solar PV installation where at least 25% of the energy is self-generated.

Our Car Fleet

The electrification of our car fleet is a key environmental performance indicator. The number of miles travelled by company-owned vehicles excluding battery electric and employee-owned vehicles increased from 1,517,171 miles in FYE 2024 to 1,819,581 miles in FYE2025, causing an increase of carbon from 230 tCO₂(e), excluding miles from Battery Electric vehicle and miles from employee-owned vehicles, to 253.5 tCO₂(e). With an expanding external sales team, the overall UK fleet has expanded to 135 vehicles. 88% of these vehicles are either electric or hybrid. Our FYE 2024 fleet contained 125 vehicles, of which 72.8% were hybrid or electric. Our Facilities Team is continuing this trajectory by replacing outstanding petrol and diesel cars with more eco-friendly alternatives.



Scope 3: (Indirect Emissions)



Scope 3 Category		FYE 2024 tCO ₂ (e)	FYE 2025 tCO ₂ (e)	Scope 3 Category		FYE 2024 tCO ₂ (e)	FYE 2025 tCO ₂ (e)
■	Purchased Goods and Services	59,539.84	52,015.90	■	Employee Commuting	583.74	598.34
■	Fuel and Energy-Related Activities	214.71	193.80	■	Downstream Transport & Distribution	1.59	0.87
■	Upstream Transport & Distribution	1,298.35	1,681.79	■	Use of Sold Products	25,027.57	13,072.90
■	Waste	3.12	1.01	■	End of Life Treatment of Sold Products	28.12	11.81
■	Business Travel	714.76	702.66				

Purchased Goods and Services

The overarching trend for the Group's Scope 3 is that most emissions come from the Purchased Goods and Services category. To calculate the baseline and FYE 2025 emissions, spend data was used. This category includes purchases that could be categorised as Capital Goods due to reporting limitations from our current enterprise software. In this category, Scolmore did record a 12.64% reduction in emissions, despite an increase in spend. This is due to a change in the mix of products procured.

We recognise that to achieve our Net Zero 2050 target, supplier engagement will be key. Most products are manufactured in the Far East in China and India, who have national Net Zero targets of 2060 and 2070 respectively. Engagement work with our suppliers aimed at joint carbon reductions in operations, product manufacturing and material sourcing is ongoing.

Upstream Transport & Distribution

Upstream Transport and Distribution (Upstream T&D) consists of inbound and outbound shipments of products. The emissions in this category consider the weight, distance, transport type and number of deliveries for the products and Scolmore has seen a 29.53% increase in emissions in this category.

We collaborate closely with our suppliers to optimise container layouts and consolidate purchase orders, aiming to maximise container capacity and minimise unnecessary transport emissions. Refined emission data collection related to both sea shipping and air freight operations is currently being implemented to improve trend analysis.

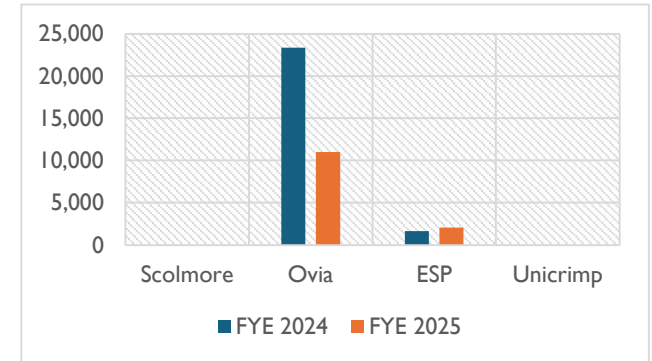
We collaborate with freight forwarders that have clear environmental targets throughout their end-to-end operations. For example, our primary freight forwarder for inbound freight is committed to reducing CO₂ emissions from mobile equipment by 20% by the end of 2025 via electric forklifts. They also align with leading environmental standards such as the GLEC Framework, EN16258, the GHG Protocol, and ISO 14083.

For our outbound freight operations, our pallet carrier has been certified as Carbon Neutral by Carbon Neutral Britain. They offset their carbon emissions by investing in carbon offsetting programmes upfront for each financial quarter, so deliveries are offset in real time as a proactive measure to minimise our environmental impact.

Use of Sold Products

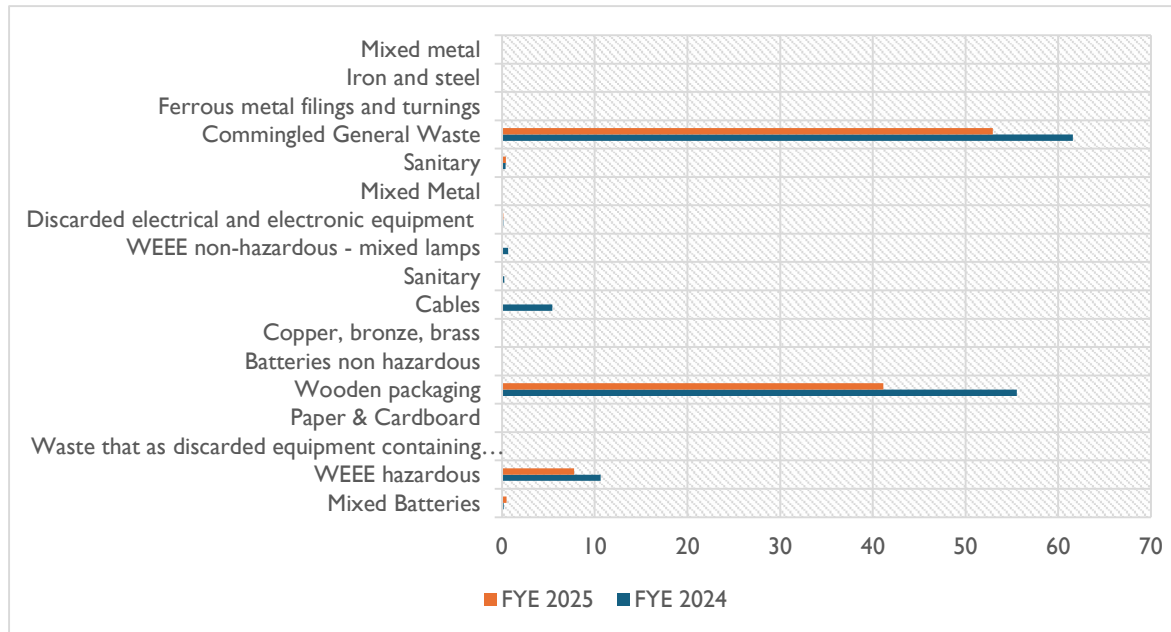
The emissions from the use of sold products are significant, totalling 25,028 tCO₂(e) in FYE 2024, but reduced to 13,072.85 tCO₂(e) in FYE2025 due to the change in demand. This category represents the emissions generated during the operational life of the products, indicating a substantial impact on our overall carbon footprint. Most of these emissions come from products that consume electricity through their operational life – namely from Ovia and ESP, however both ESP and Ovia's ranges contain products that have environmental credentials.

To tackle this category, we are exploring solutions and tools which would allow more data accuracy and consequent analysis.



Waste

During FYE 2025, Scolmore Group has reduced its waste from 134.96 tonnes in FYE 2024 to 103.02 tonnes in FYE 2025. Only 1% (0.68 tonnes) of Scolmore Group's waste generated in our UK sites went to landfill. Only 8.36 tonnes of the total waste was hazardous.



Scolmore adheres to the RoHS and REACH directives. All products we supply conform to the Directive (EU) 2015/863 amendment of the RoHS Directive 2011/65/EU, RoHS-Recast, Article 4 (1) as well as UK RoHS and do not contain any of the 10 Hazardous substances above the specified limits. They do not contain any SVHCs included on the Candidate List in concentrations above 0.1 % (w/w) and are compliant with Annex XVII restrictions.

Scolmore encourages the responsible disposal of its products and is a member of the WEEE Producer Compliance Scheme, registration number WEEHF0466RR.

Environmental Sustainability in our Operations

At Scolmore, we do all we can to improve our environmental sustainability across the business.

Packaging in our Operations

In the aim of reducing the amount of plastic we place on the market, we are reviewing our products and transport packaging. For goods dispatched from our operations, we source our outer box and tube cardboard from a certified PAS 2060 Carbon Neutral supplier, offsetting all Scope 1, 2, and 3 emissions. The cardboard is responsibly sourced and is accredited by the FSC (number C156174) and all ink printed on the boxes is water-based.



We use eco-friendly paper tape to seal the boxes and cushioning made from on-site recycled and shredded cardboard to protect the products. When pillows cannot be avoided, we use an alternative 100% recycled polymer pillow packing solution which is 80% recyclable.

Workwear worn by our warehouse employees is made from recycled and sustainable fabrics with end-of-life recycling credentials.

Celebrating the outdoors: Wellbeing Garden at ESP

At our ESP site in Redditch, employees have worked together to create and maintain a People Wellbeing Garden. Located on an industrial park, staff at ESP wanted to make the most of the limited green space available to have somewhere outdoors to spend their breaks.

Even though the garden is designed to be a wellbeing space, the garden also promotes biodiversity and encourages the staff to get together to develop and maintain the garden. The garden has been designed to attract local wildlife, such as birds, bees and butterflies.



Transitioning to a paperless office

In a traditionally paper-intensive area of the business, our accounts team are working hard to transition towards paperless processes. While looking into software solutions which will modernise processes across the business and reduce the paper burden, our credit control team have been transitioning our customers over to electronic invoices and credit notes, which are either sent via EDI or via email instead of by post.

The expenses and company credit card processes have been overhauled, reducing the need for printed claim forms and hard copies of receipts. A new digital platform enables credit card holders to quickly submit their claims electronically, which also speeds up the processing time within our accounts team.

New 'Net Zero ready' state-of-the-art warehouse facility for Ovia

Owing to continued expansion, Ovia has moved its warehouse and distribution centre from its original site in Tamworth to brand new, increased-capacity premises in Swandicote. The new 51,000sq ft site not only accommodates an increased number of products but plays a pivotal role in helping us achieve our sustainability goals.

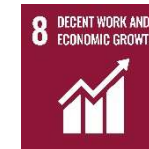
The whole Mercia Park development has been built at Net Zero carbon in construction, and the Ovia unit is Net Zero ready, BREEAM Excellent and EPC A rated. The new premises also benefit from solar panels and 10 active EV parking spaces, with passive infrastructure in place for a further 32 EVs and storage for up to 12 bicycles.



Social Value

3-3 Management of material topics

413-1 Operations with local community engagement, impact assessments, and development programs



£20,521

Donated by Scolmore

£9,846

Raised by staff for
charity

Giving back to society and making a positive contribution to our community is a cause close to our hearts. Over the last financial year, Scolmore Group has donated **£19,750** to Staffordshire County Council's Family Hub to provide supermarket vouchers to families and individuals they support. Family hubs are a network of physical spaces that bring together different services for families, to make it easier to provide the support. The vouchers provided were split amongst different organisations and local initiatives like Food and Hygiene Banks, Family Services, Disability Services and Tamworth Boxing Club.

Aside from donating financially to Staffordshire County Council's Family Hub, we support charitable events close to our workforce's heart.

We will set up an internal committee to increase our support and make a real difference, including collaborations with other businesses that may be able to offer a different service or skill so that we tackle some bigger projects.

Donating Toys: Orchard Children's Nursing & Palliative Care

Scolmore Group donated **£771.38** worth of toys to Orchard Children's Nursing & Palliative Care who held a festive event for the families they look after. This event allowed all children and young people undergoing treatment the opportunity to see Father Christmas in a safe environment. We responded to their Toy Appeal, so each child received a gift, helping to create magical memories for children and their families.

The Orchard Service, based in Worcestershire, looks after children up to 18 years old with long term complex health care needs including life limiting and life threatening conditions. They also support children and families who have been given a palliative diagnosis.



Supporting Men's Mental Health: Andy's Man Club

We have partnered with Andy's Man Club, the mental health group who hold nationwide support groups every Monday night to help men who are struggling with mental health challenges and to fight the stigma in the trade about men's mental health. We work with Andy's Man Club to create online videos that are shared with our social media followers, making them available and accessible to those working within the electrical industry.

Staff-led charitable initiatives

Here are some initiatives we supported last year that were suggested by our staff.

Friends of Isaac's Food Bank: Easter Egg Appeal

Created in 2020 by nine-year old Isaac Winfield from a pop-up greenhouse, Friends of Isaac has expanded to five foodbanks serving Redditch, where our ESP office is based. In 2023, Friends of Isaac distributed 5,000 food parcels to those in need in the local community and aims to end food insecurity in the town of Redditch and beyond.

In April 2025, Friends of Isaac launched an appeal to make sure every child in the local area had an Easter egg. ESP readily responded to the call and the staff collected **120 Easter Eggs**.



The Electrical Industries Charity: Scaling Kilimanjaro

Audra Fellows, one of our Sales Managers, reached the summit of Mount Kilimanjaro, as part of the Electrical Industries Charity Event. She raised **£8,619** for the EIC, who assist thousands within the electrical sector facing financial hardship, health issues, or needing mental health support.



Save the Children: Christmas Jumper Day

In December we came together for a cause that truly matters. Scolmore took part in Christmas Jumper Day to raise money for Save the Children. We raised **£253**, which supports children around the world to grow up in a better situation than they are currently in.



Supporting the local community: Pamper Hampers



As in previous years, we collaborated with a neighbouring company, in supporting a local initiative to collect unused, unwanted unopened make up and toiletries, suitable for both men and women. *Pamper hampers* were then donated around the local area to charities who support people in need. Not

only does this prevent unwanted toiletries going to waste, but recipients also get a wellbeing boost around Christmas time. Hampers have been donated to organisations such as The Women's refugee, Lichfield Pathways, Home Start, Tamworth Cancer Centre, Tamworth Pantry & St Giles Hospice, Changes Tamworth and Tamworth CIC.

MacMillan Coffee Morning & Wear it Pink

In September 2024, a MacMillan Coffee Morning was held at our Head Office. In total, we raised **£424.29** to help towards specialist health care, information, and financial support to people affected by cancer. A baking competition was organised, and our employees wore green on the day to show their support.

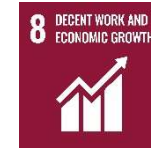


In October 2024, we held a series of events for Breast Cancer Awareness Week. These events included a colouring competition, tombola, lucky dip, masquerade parade and finally, 'Wear it Pink' day, including a bra decoration competition. While raising awareness about breast cancer, we also raised **£549.76** for Breast Cancer Now.

Training the next Generation of Electricians



The Electrical Industry in the UK needs to play its part in transitioning into a sustainable world and decarbonising the built environment. A 2020 study by ElectricalDirect reported that 25% of clients are more eco-conscious than before, but four in five electricians lack confidence talking about sustainability (Electrical Times:2022). In April 2025, the Electrical Contractors' Association warned that a projected shortfall of 15,000 electricians over the next five years puts the UK's decarbonisation goals in jeopardy (Electrical Review:2025). The May 2025 report from JTL *Powering the Future: Securing a Skilled Electrical Workforce to Deliver Growth* reports that the number of qualified electricians could fall by 32% by 2038 unless urgent action is taken (JTL:2025). As a responsible manufacturer within the industry, training the next generation of electricians is a strategic pillar of our business.



Scolmore Group attributes its market-leading position to sustained reinvestment in the wider electrical industry. Our Technical Engagement Team connects with apprentices, college students, consultants, specifiers and electrical contractors to advise and educate them on the right solutions and products to meet the ever-changing regulations and technical requirements of the industry. They also develop and present training content at industry events, as well as across Scolmore's social media channels, including the SGTV YouTube channel.



58

College visits

c.2500

Students trained

10

SkilleLECTRIC events

4.5t

Stock donated for training (tonnes)

2

Employer training events

3

Pre-16s career events

174

CPD sessions delivered

We are very proud to support the industry at the grass roots, through various initiatives that educate and train new and upcoming electricians. Between 1st May 2024 and 30th April 2025, our Technical Engagement Team visited 58 colleges up and down the country, an average of 5 per month, delivering sessions to approximately 2500 students. We have delivered training from product-related information, 174 CPD modules covering the latest in industry regulations. We have also offered training sessions to 100 students participating in pre-16 careers events.

Furthering our outreach, Scolmore is actively developing partnerships and relationships with training providers. The Technical Engagement team attended 2 Skills for Wales events, supporting 10 apprentices and 9 college staff members with CPD training. An Education and Training Foundation event was also attended, supporting 9 colleges, 22 college staff members with approximately 200kg worth of recycled stock donations, with which apprentices can practise.

SkillELECTRIC 2024

Since 2018, Scolmore has been an official delivery partner for the SkillELECTRIC 2024 competition. Organised by National Electrotechnical Training (NET) and run in conjunction with WorldSkills UK, the competition searches for the UK's best young electrician.

The competition is designed to promote and showcase high standards and skills across the electrotechnical industry. Scolmore Group provided the competition with a range of products including consumer units, sockets and switch accessories, and lighting controls. Contestants were also able to get hands-on with smart lighting and controls through wiring and operating Scolmore's ClickSmart+ system, which allowed them to witness how future installations may look and the capabilities of smart systems. Scolmore's Technical Engagement Engineer was a part of the judging panel, attending 10 events and supporting 130 apprentices. At the SkillELECTRIC events, we have delivered 10 CPD sessions at each event for the staff. Scolmore has already been announced as an official delivery partner of the 2025 competition.

Health, Safety and Wellbeing

11

Days of Lost Time

1

RIDDOR
Reportable
Accident

49

Fire Marshals

41

First Aiders

3-3 Management of material topics

403-1 Occupational health and safety management system

403-2 Hazard identification, risk assessment, and incident investigation

403-5 Worker training on occupational health and safety

403-8 Workers covered by an occupational health and safety management system

403-9 Work-related injuries

403-10 Work-related ill health

403-4 Worker participation, consultation, and communication on occupational health and safety

403-3 Occupational health services

403-6 Promotion of worker health

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

3 GOOD HEALTH
AND WELL-BEING



The Health & Safety of our employees is always at the heart of our business. It is our commitment to uphold all that is reasonably practicable, to establish healthy and safe working conditions for all employees, contractors and visitors using or accessing Scolmore facilities worldwide.

We conform to the standards required by the UK Health and Safety at Work Act 1974 as well as any other statutory or more stringent requirements which relate to the business' activities. Our workforce receives information, training, instructions and guidance to address H&S concerns and prevent H&S risks. We continually monitor the effectiveness of our Health & Safety Policy and revise it as necessary. Over the last financial year, all recorded incidents and accidents were thoroughly internally investigated, and measures were implemented to avoid them reoccurring.

Scolmore Group works with an accredited and qualified Health & Safety practitioner who would perform inspections and audits on a bi-weekly basis. Warehousing and office sites are inspected daily, to ensure they are as safe as possible and adhere to legal guidelines.

Our Health and Safety management system is not accredited, but in compliance with the ISO 45001:2018 standard and it covers all of our UK operations, including all employees and any temporary agency workers. Since Q4, our H&S management system is led by our professionally trained Facilities HSE Manager.

Health & Safety Committee

Our Health & Safety committee, made up of employees from different departments and levels of management, along with an accredited and qualified Health & Safety practitioner meets monthly. Each member of the committee is tasked with raising any issues or opportunities for improvement with the wider committee, to ensure that the Scolmore Group sites are as safe as possible and increase awareness of Health & Safety around the business.

Health & Safety Training

As soon as employees start their journey with us, they are introduced to Health & Safety. As a part of the induction process, all employees must complete mandatory training on our LMS platform which cover a variety of Health & Safety topics, including manual handling. A specific LMS course was launched in March 2025 about Pedestrian Safety in the Warehouse, ensuring all employees understand the need to keep to marked walkways and how to exit the warehouse safely in case of an emergency.

Further Health & Safety training is provided depending on the job requirements.

Upskilling our Workforce: Toolbox Talks



Our warehouse operation has been identified as having the higher risk of a Health & Safety incident. With this in mind, the Warehouse Management Team hold regular *Toolbox Talks* across the Group's operations teams. *Toolbox Talks* aim to increase awareness and understanding of key Health & Safety aspects to safe working on site. The topics discussed include Manual Handling, Forklift Safety, Ladder usage and so on.



Employee wellbeing

At the top of Scolmore's agenda is the health and wellbeing of all its employees. We have measures in place to prevent and manage risks to employees' wellbeing and offer a benefits package and initiatives to support all employees across the Group. We conducted an employee engagement survey in March 2025, with 71% of the UK workforce responding. Within the survey, questions were asked to gain our employees' insights about their wellbeing and the results are summarised on the right.

Corporate Healthcare: Paycare

All employees who have successfully completed their probation are entered into a health cash plan through *Paycare*. We firmly believe that prevention is better than cure, so we offer a plan to ensure all individuals can enjoy the best possible health. Via the *Paycare* website, employees can claim cashback on everyday healthcare treatments, such as dentistry or a visit to the opticians.

In total during FYE 2025, employees have claimed back £45,024.00. In our March 2025 staff engagement survey, 49% of employees have used *Paycare*'s services, with 65% of those making at least one claim. *Paycare* offers benefits to staff, such as access to online health and medical advice, mental health counsellors as well as discount vouchers.

Promoting Healthy Eating: Fruitful Office

Partnering with Fruitful Office, Scolmore Group provides bimonthly fruit baskets to its Tamworth and Redditch office and warehouse sites. According to Fruitful Office's own research, 81% of staff thought having fresh fruit available had "improved their quality of life at work", 70% of staff started eating more fruit and 45% of staff were eating fewer unhealthy snacks.

Employee Mental Health

From 13th to 19th May 2024, Scolmore held events to support Mental Health Week. The theme was *movement*, so information was shared with employees about elevating their mental wellbeing with physical exercise, such as sharing some lunchtime walking routes.



On the back of Mental Health Week, Scolmore held a recruitment campaign to train Mental Health First Aiders (MHFA). MHFAs were enrolled on a 2-day course to obtain Level 2 in Mental Health First Aid. The course equipped them with the knowledge to recognise the signs and symptoms of mental and emotional health and confidently start a conversation with an individual who may need support in a non-judgemental way and guide the individual towards the correct support and help needed.

61%

Employees satisfied with work/life balance

81%

Employees consider workload manageable

91%

Employees consider workplace safe

21

Mental Health First Aiders

Our People

391

UK-based employees

36%

UK-based female Employees

5.52yrs

Average Length of Service (UK)

14.46%

UK Attrition Rate

2-7 Employees
2-8 Workers who are not employees
2-20 Process to determine remuneration
2-21 Annual total Compensation Ratio

3-3 Management of material topics
405-1 Diversity of governance bodies and employees
405-2 Ratio of basic salary and remuneration of women to men
401-1 New employee hires and employee turnover

We actively seek to create and maintain a working environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, gender, sexual orientation, age, disability, religion or beliefs. We firmly oppose all forms of discrimination, remove unfair and discriminatory practices within the business and encourage full contribution from our diverse community.

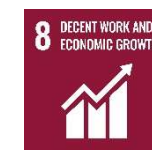
Providing a stimulating and supporting working environment enables our staff to fulfil their personal potential and creativity. Such an environment cannot exist where any member of staff is not treated with dignity and respect, free from harassment, bullying, victimisation, intimidation, aggression or coercion.

During the People Management and Leadership Training Programme held between September 2024 and June 2025, over 70 managers were specifically trained in managing lawfully; avoiding discriminatory practices as well as managing unconscious bias, while promoting the advantages of working in a diverse environment.

The reporting in this section covers our UK operations and subsidiaries, with reported data showing a snapshot of our workforce on 30th April 2025.

Workforce Profile

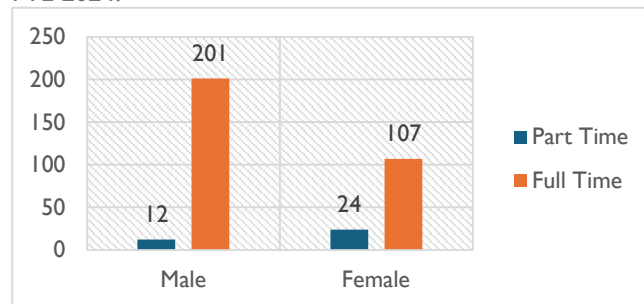
On 30th April 2025, Scolmore Group had 391 employees across the UK Group and 45 temporary agency workers in our UK warehouse operation who are not directly employed by us. None of our employees are on non-guaranteed hours contracts. With the business continuing to expand, our headcount increased to include 98 new employees into the business during this financial year. These new hires make up 26.75% of the average headcount this financial year.



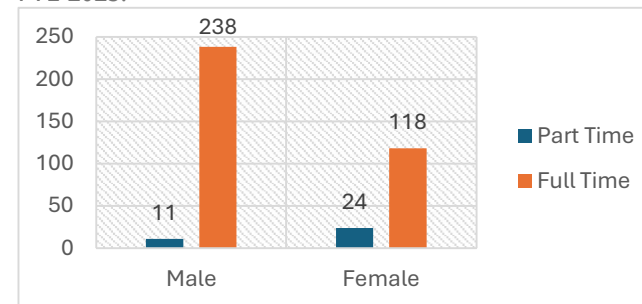
Part Time & Full Time workers

Scolmore defines a full-time employee as someone working 37.5 hours per week or more.

FYE 2024:



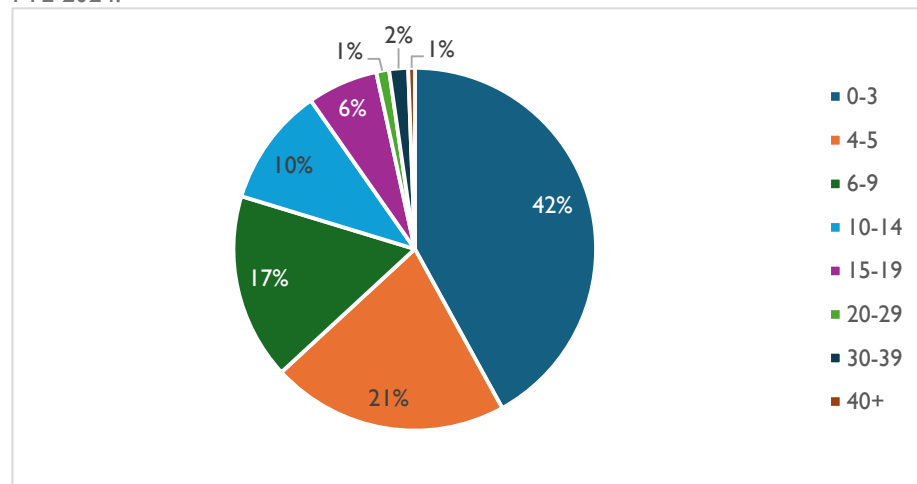
FYE 2025:



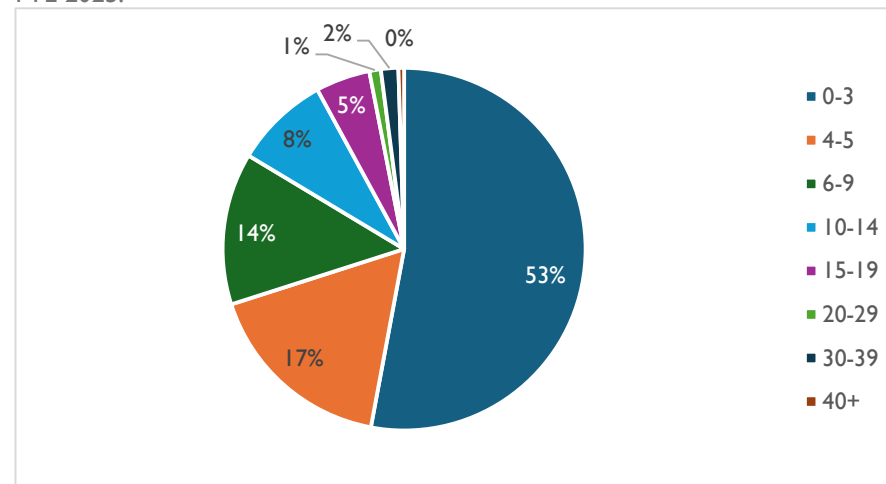
Employee Length of Service

The below pie charts compare Financial Years Ending 2024 and 2025. Owing to recruitment and the expanding headcount, 52.94% of our employees have 3 years or less service, compared with 42% in FYE 2024. The average level of service in the UK Group is 5.52 years, compared with 6.33 years in 2024.

FYE 2024:



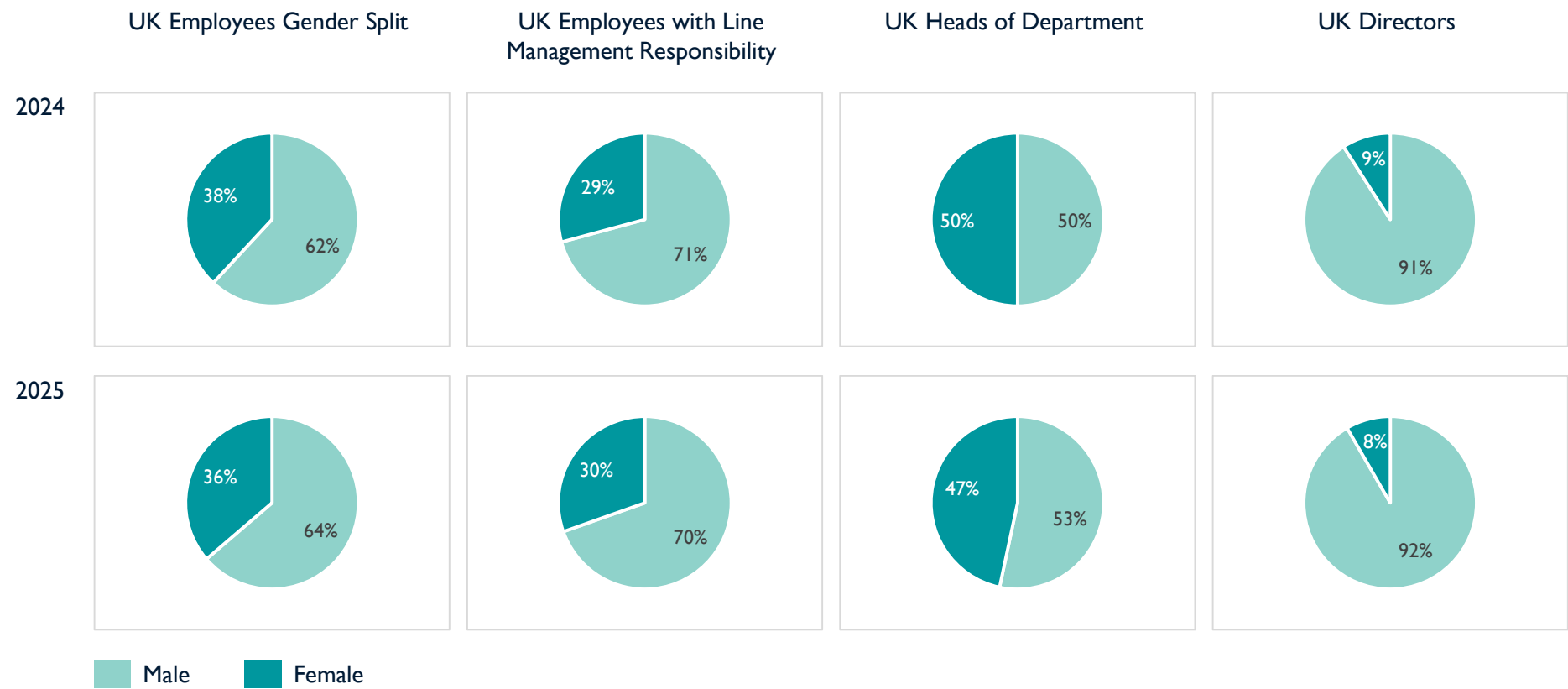
FYE 2025:



Diversity & Inclusion

All employees should contribute to a working environment where we show respect and understanding for one another’s differences. As part of a new starter’s induction, we include a mandatory course about Diversity & Inclusion and how to put it into practice in the workplace.

The data shown below relates to a snapshot of our employees as of 30th April 2025 across the UK Group. Although all graphs show a male-dominant split, it is important to contextualise this within the electrical industry. In March 2024, research by metals4U stated that electricians have the second-lowest representation of women in construction roles in the UK, with only 1.7%.



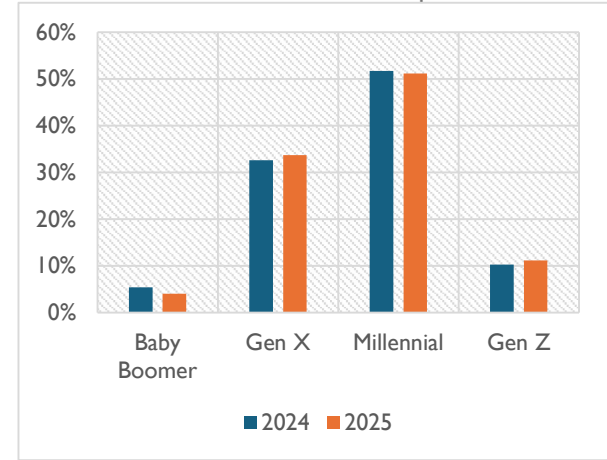
Nationality

Looking further into our workplace profile at nationalities, the majority of our workforce identify themselves as British. This is due to the nationality breakdown of the local area, where according to the 2021 census, 93.5% of the local population identified themselves as either English or British.

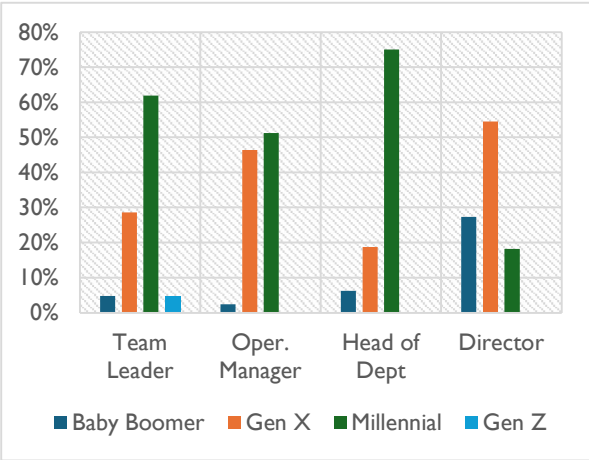
	2024	2025		2024	2025
British National Overseas	0.00%	1.01%	Lithuanian	0.29%	0.51%
British	77.71%	77.22%	Maltese	0.00%	0.00%
Chinese	1.43%	2.28%	Nigerian	0.29%	0.51%
Czech	0.57%	0.51%	Not declared	1.71%	0.00%
Dutch	0.00%	0.25%	Polish	4.57%	3.80%
English	1.71%	2.28%	Romanian	6.57%	5.57%
Hungarian	0.00%	0.00%	Russian	0.29%	0.25%
Indian	0.29%	0.51%	Scottish	1.43%	1.27%
Irish	0.86%	1.01%	Slovakian	0.29%	0.25%
Italian	0.29%	0.25%	Sri-Lankan	0.29%	0.00%
Latvian	1.14%	1.01%	Welsh	0.29%	0.25%

Generational Mix

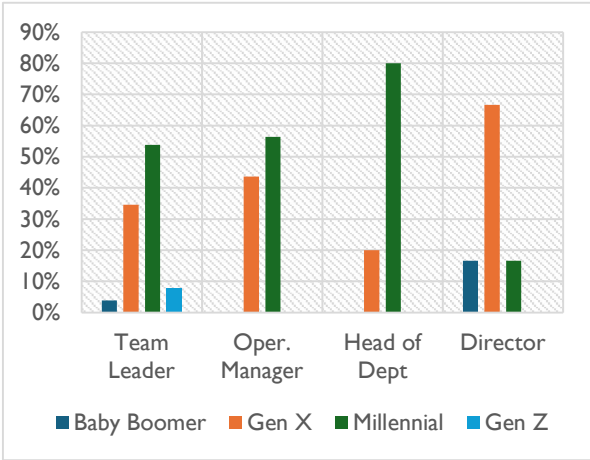
FYE 2024 and 2025 Workforce Comparison



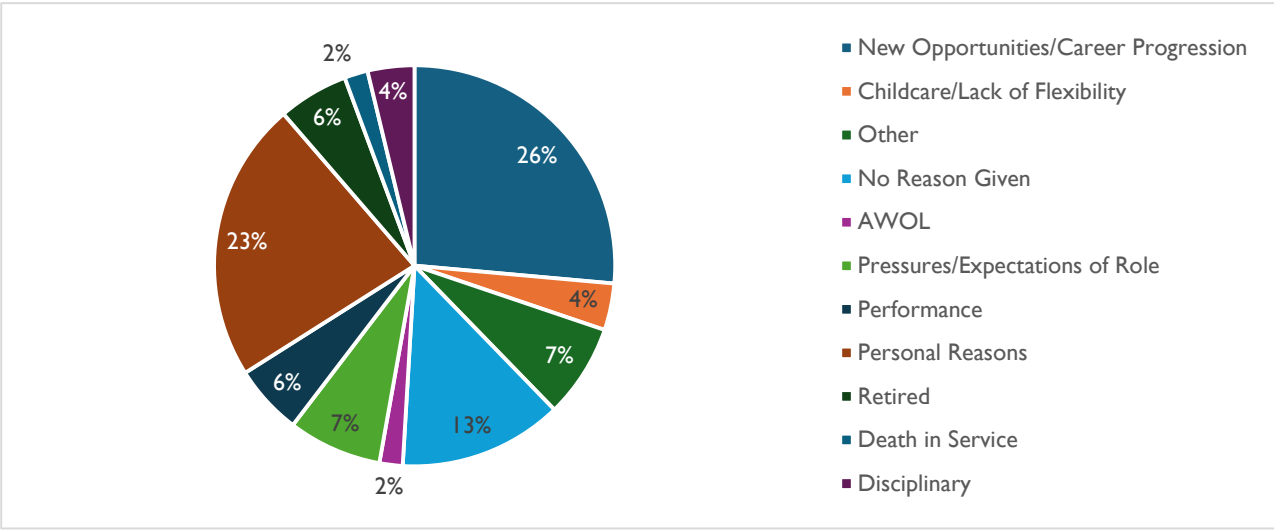
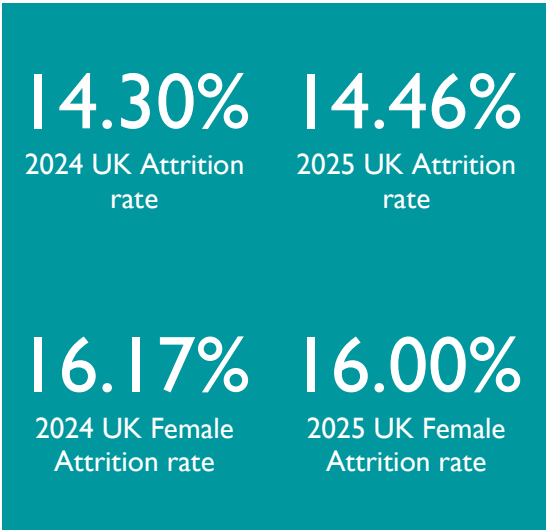
FYE 2024



FYE 2025

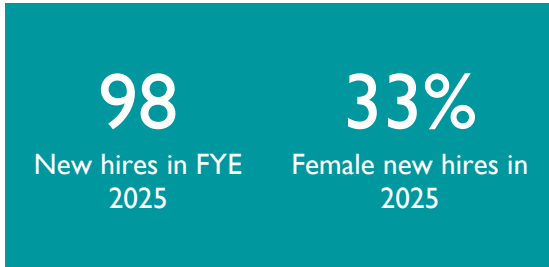


Staff Turnover



New hires

Owing to strong financial growth, Scolmore Group has continued its recruitment activity with 98 new employees joining the business in the FYE 2025. Employees starting in the Group have a comprehensive induction plan, with training provided via our LMS (Learning Management Platform) and in-person with their managers and colleagues. All new employees follow a supported probation period with frequent and open dialogue with their line managers with objectives set.



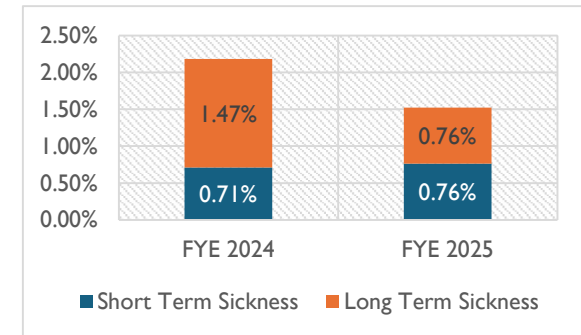
Employee Remuneration

We pay at least the UK National Living Wage, meet all legal requirements on wages and provide any legally or contractually required benefits. Pay practices are regularly reviewed to align pay with an annual cost of living increase, as well as with performance, experience, and skills required for every position. For Scolmore, fair pay contributes to our business success by balancing market competitiveness and affordability based on a total reward approach.

Sick leave in the workplace

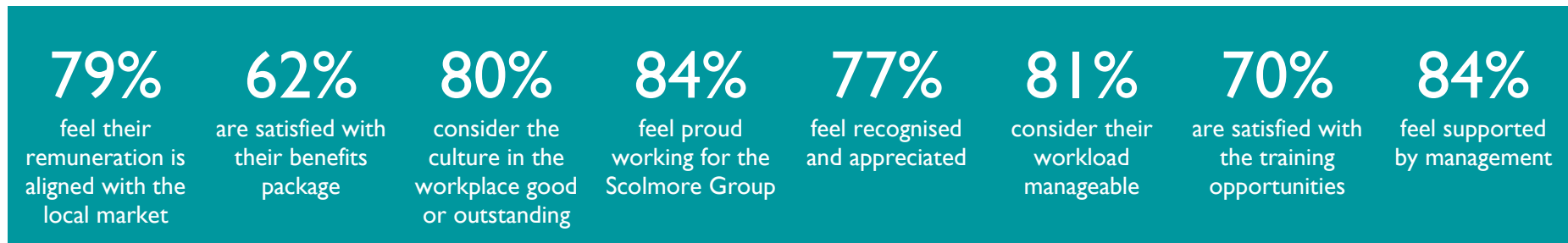
Scolmore has high attendance standards defined in our Sickness and Absence Policy which also empathetically recognises the importance of supporting our employees through any periods of absence and their subsequent return to work. Through implementing this policy, we are well positioned to identify any potentially unsafe work practices, any issues affecting morale and any other underlying problems that our employees may be facing.

The graph on the right indicates the percentage of time lost on available working days (excluding annual leave) through long- and short-term sickness. Sickness is considered as 'long term' if it exceeds 5 working days. The slight increase in short term sickness recorded in 2025 is balanced out by a decreased long-term sickness as per the graph on the right.

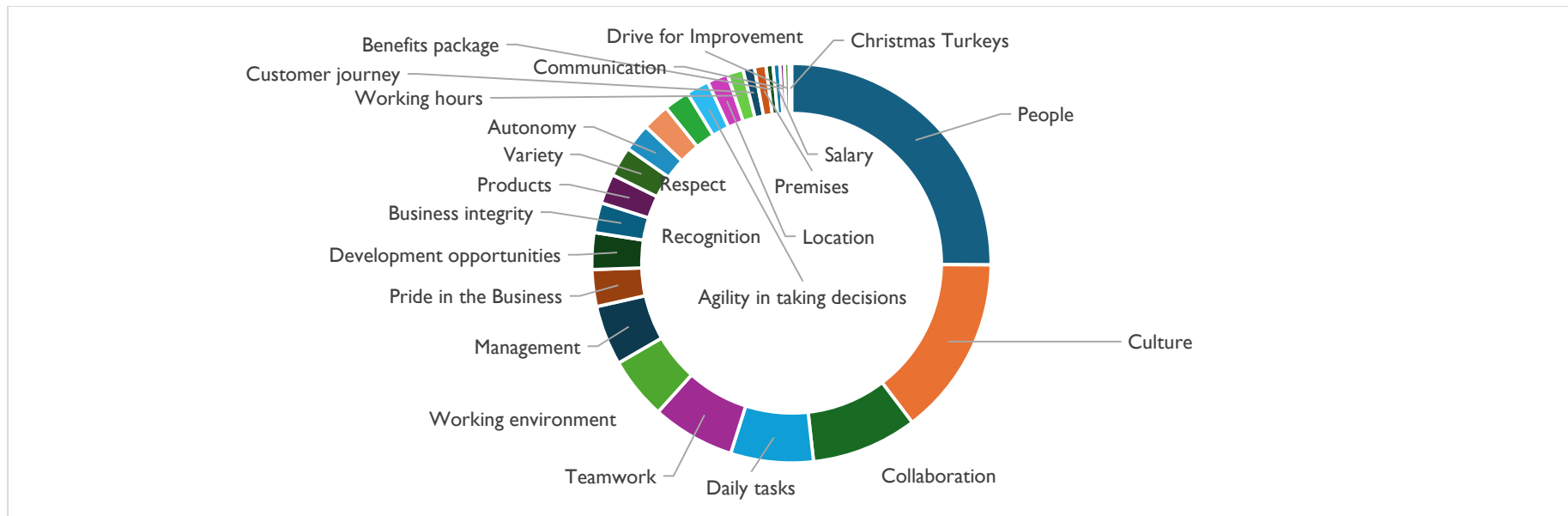


Employee Engagement Survey

From 3rd to 17th March 2025, Scolmore launched an anonymous Employee Engagement Survey, giving employees the opportunity to share their thoughts, experiences, and suggestions openly and honestly. 71% of the UK workforce completed the survey, across all departments from sales, operations, procurement and so on. The Board of Directors published the results via the Scolmore Hub, acknowledging our employees' feedback. Below you can see some highlights:



In our employees' words, they enjoy working for Scolmore because...



ScolmoreHub – our company Intranet

Monday 10th June 2024 saw the launch of our new company intranet, the ScolmoreHub, a one-stop hub for employees to find everything they need. The ScolmoreHub facilitates access to a variety of information, documents and useful links from HR, Company policies, Company news, internal vacancies, IT support and so on. The ScolmoreHub is set as all employees' web browser default, providing instant access to essential resources.

Current employees were given short in-person and virtual training sessions to show the hub and how to use it. Similar training has been introduced at induction stage for newcomers. One key benefit to introducing the ScolmoreHub is that management and maintenance can be cascaded around the business, with individual departments responsible for their own pages and content, keeping the site dynamic and up to date. Records can be stringently managed, and version controlled. This way, all employees have access to the latest version being the single version of the truth. New employees into the business use the ScolmoreHub to get better acquainted with colleagues and how departments around the business function.

The ScolmoreHub is instrumental in:

- improving employee communication and raising awareness of various topics relevant to the business
- supporting charitable company-wide events, such as Breast Cancer Awareness week
- promoting the collection of donations for the Pamper Hampers, as well as for promoting recreational activities around Christmas
- providing a platform for departments to simplify their processes

Learning & Development

12

2025 UK Internal
Horizontal moves

25

2025 UK Internal
Promotions

2-17 Collective knowledge of the highest governance body

3-3 Management of material topics

404-1 Average hours of training per year per employee

404-2 Programs for upgrading employee skills and transition assistance programs

404-3 Percentage of employees receiving regular performance and career development reviews



Upskilling our workforce is part of our core values. As the business keeps on growing, we need the right people in the right roles to drive this growth. Opportunities to work towards career goals is offered to all employees willing to seize them, regardless of gender, race, disability, religion or belief, sexual orientation, age, pregnancy and maternity, gender identity or expression (including transgender status), or marriage or civil partnership status.

Annual Appraisals

The business operates a structured performance and development programme. Employees have regular one-to-one meetings with their line managers throughout the year to review progress, address concerns, and receive ongoing support. In addition, a formal annual appraisal takes place in Q1 of each calendar year, where performance is reviewed, development goals are set in line with business objectives, and salary or remuneration can be discussed to ensure alignment with responsibilities and contributions.

Career Progression

As 'upskilling' and 'nurturing' employees are a part of our core values, developing our employees is embedded in our culture. At Scolmore, career development does not necessarily mean moving vertically to a more senior position within the business, but it could mean gaining new skills to better perform in an employee's current role or moving horizontally to a different area of the business. Over FYE 2025, we recorded 12 internal horizontal moves and 25 internal promotions to more senior roles within the business. Internal vacancies are advertised to all employees via the ScolmoreHub.

Career Planning within Scolmore is centred around the employee, starting with an initial discussion or self-assessment around the employee's own personal strengths, weaknesses, skills, interests, and to determine which job opportunities would be suitable. How the business could support the employee also features as a part of this discussion which is followed by an agreed, actionable plan.

Training Hours

Our business operates a Learning Management System (LMS), which is available to all staff as soon as they start their Scolmore journey. A new starter's induction will include online courses ranging from information about the business, to a brief product overview, to compliance mandatory training.

The data below shows training completed between 1st May 2024 and 31st April 2025 by different employee groups across the Organisation. Most training is carried out using the LMS platform, however owing to improved reporting, we are starting to include face-to-face training in our figures.

The significant difference between the average hours' training per male and female employee reflects the gender split of our workforce.



People Management and Leadership Training Programme

From September 2024, Scolmore worked with an expert consultant to deliver a **People Management and Leadership Training Programme**. The course was rolled out to over 70 managers and team leaders to equip them with the knowledge and skills to confidently manage their people, their team's performance, and their team's wellbeing. All participants took part in 10 one-day workshops. Participants learnt how to effectively manage their teams within the context of employment legislation and Company policies and procedures, including absence management, behaviour and conduct issues, formal investigations, and flexible working requests.

In addition to this, participants learnt practical tools to effectively manage their teams and proactively deal with all levels of performance, resolve conflict and issues in a timely and constructive manner, manage change and enhance their recruitment skills.

Workshops were held in groups with fellow people managers, in a risk-free environment where ideas and experiences could be openly shared.

Key Data

Environmental Data	2024	2025	2024-25 Change
Energy Consumption			
Natural Gas (kWh)	1,490,476	989,702.40	-500,773.60
Natural Gas Intensity Ratio per £m turnover (kWh)	12,411.41	8132.34	-4,279.07
Natural Gas Intensity Ratio per employee (kWh)	4,105.99	9878.1	+5,772.11
Purchased Electricity (kWh)	1,168,297	1,202,160	+33,863
Purchased Electricity Intensity Ratio per £m turnover (kWh)	9,728.58	9,878.10	+149.52
Purchased Electricity Intensity Ratio per employee (kWh)	3,218.45	3,147.02	-71.43
GHG emissions (metric tonnes CO₂(e))			
Scope 1 GHG emissions (Direct emissions from facilities and mobile sources) (tCO₂(e))	502.48	434.49	-67.99
GHG emissions from Natural Gas combustion in facilities (tCO ₂ (e))	272.65	181.02	-91.63
Emissions from Hydro-Fluoro-Carbon (HFC) refrigerants in facilities (tCO ₂ (e))	0	0	0
Emissions from fuel combustion in car fleet (tCO ₂ (e))	229.82	253.47	+23.65
Scope 2 GHG emissions (location based) (Indirect emissions from purchased electricity) (tCO₂(e))	247.1	258.68	+11.58
Scope 2 GHG emissions (market based) (Indirect emissions from purchased electricity) (tCO ₂ (e))	0	230.98	+230.98
Scope 2 GHG emissions (market based – REGO certified) (Indirect emissions from purchased electricity) (tCO ₂ (e))	0	27.70	+27.70
Scope 3 GHG emissions (Indirect emissions) (tCO₂(e))	87,411.80	68,279.05	-19,132.75
Emissions from Purchased Goods and Services (tCO ₂ (e))	59,539.84	52,015.92	-7,523.92
Emissions from Fuel and Energy-related Activities (FERA) (tCO ₂ (e))	214.71	193.80	-20.91
Emissions from Upstream Transportation and Distribution (tCO ₂ (e))	1,298.35	1,681.79	+383.44
Emissions from Waste (tCO ₂ (e))	3.12	1.01	-2.11
Emissions from Business Travel (tCO ₂ (e))	714.76	702.66	-12.10
Emissions from Employee Commuting (tCO ₂ (e))	583.74	598.34	+14.6
Emissions from Downstream Transportation and Distribution (tCO ₂ (e))	1.59	0.87	-0.72
Emissions from Use of Sold Products (tCO ₂ (e))	25,027.57	13,072.85	-11,954.72

	2024	2025	2024-25 Change
Emissions from End of Life Treatment of Sold Products (tCO ₂ (e))	28.12	11.81	-16.31
Emissions intensity per £m turnover (tCO ₂ (e))	734.13	566.74	-167.39
Emissions intensity per employee (tCO ₂ (e))	250	176.40	-73.60
Water Consumption (m3)*	5,334	3,579	-1,755
Total Waste (metric tonnes)	134.96	103.03	-32
Total Hazardous Waste (t)	10.84	8.36	-2.48
Mixed Batteries (t)	0.186	0.486	+0.3
WEEE hazardous (t)	10.656	7.7881	-2.87
Waste that as discarded equipment containing chlorofluorocarbons (t)	0	0.081	+0.08
Total Non-Hazardous Waste (t)	124.12	94.67	-29.45
Paper & Cardboard (t)	0	0	0.00
Wooden packaging (t)	55.54	41.14	-14.40
Batteries non hazardous (t)	0.105	0	-0.11
Copper, bronze, brass (t)	0.0015	0	0.00
Cables (t)	5.4407	0.0001	-5.44
Sanitary (t)	0.2422	0.0126	-0.23
WEEE non-hazardous - mixed lamps (t)	0.668	0	-0.67
Discarded electrical and electronic equipment (t)	0.137	0.1455	+0.01
Mixed Metal (t)	0.0005	0	0.00
Sanitary (t)	0.3882	0.4266	+0.04
Commingled General Waste (t)	61.597	52.941	-8.66
Ferrous metal filings and turnings (t)	0	0.0002	+0
Iron and steel (t)	0	0.0004	+0
Mixed metal (t)	0	0.0001	+0

* When collating the water data, Sangamo and Ovia both changed premises during FYE 2025, so we do not yet have bills measuring the full consumption. For ESP, we noted discrepancies with the data from the utility providers. We are working to improve on reporting over the next year.

People Data

	2020	2021	2022	2023	2024	2025	2024-25 Change
Employment (UK)*							
Number of employees, year end (30th April)	238	251	303	307	344	391	+47
Number of full-time employees, year end (30th April)	213	222	266	265	308	356	+48
Number of part-time employees, year end (30th April)	25	29	37	42	36	35	-1
Number of new employee hires	70	79	121	71	84	98	+14
Rate of new employee hires %	29%	31%	40%	23%	24%	25%	1%
Female share of new hires %	43%	46%	47%	46%	30%	33%	3%
Total number of leavers	35	58	70	68	47	53	+6
Total attrition rate %	16%	25%	25%	22%	14%	14%	0%
Total female attrition rate %	19%	23%	29%	24%	16%	16%	0%
Average length of service (in years)	8.42	9.26	7.54	7.31	6.33	5.52	-0.81
Diversity & Inclusion (UK)*							
Share of women within workforce % (average headcount)	37%	39%	40%	41%	30%	38%	8%
Share of female line managers, year end (30th April) %	29%	27%	30%	29%	29%	30%	1%
Share of female Heads of Department, year end (30th April) %	45%	43%	53%	47%	50%	47%	-3%
Share of female Directors, year end (30th April) %	14%	8%	8%	9%	9%	8%	-1%
Number of nationalities within line managers, year end (30th April)	3	3	4	5	6	8	+2
Number of nationalities within Heads of Department, year end (30th April)	1	1	2	2	2	2	0
Number of nationalities on the Board of Directors, year end (30th April)	1	1	1	2	2	2	0
Line managers from outside the UK**, year end (30th April) %	9%	9%	8%	10%	10%	10%	0%
Heads of Department from outside the UK**, year end (30th April) %	0%	0%	7%	7%	6%	7%	1%
Directors from outside the UK**, year end (30th April) %	0%	0%	0%	9%	9%	8%	-1%
Average age of employee, year end (30th April)	48	49	48	49	47	47	0%
Average age of Head of Departments, year end (30th April)	44	43	44	45	44	44	0%
Average age of Directors, year end (30th April)	61	58	51	61	51	58	+7
Training & Education (UK)***							
Average number of training hours per employee					5.86	26.6	+20.74

	2020	2021	2022	2023	2024	2025	2024-25 Change
Average hours training per female employee					4.78	19.86	+15.08
Employee Mobility (UK)							
Vertical, by year end (30th April)			8	16	7	25	+18
Horizontal, by year end (30th April)			1	9	14	12	-2
Occupational Health & Safety (UK)							
RIDDOR Reportable Incidents	0	0	0	0	0	0	0
RIDDOR Reportable accidents	0	0	0	0	0	1	+1
Non-Reportable Incident (no injuries to people)	9	7	0	0	10	13	+3
Non-Reportable Accident (injuries to people)	12	3	5	4	7	14	+7
Near Misses (no damage or injury)	5	0	0	0	4	16	+12
LTI (Lost Time due to Injury) - Number of Events	0	0	1	0	1	1	0
LTI (Lost Time due to Injury) - Number of Days	0	0	2	0	1	11	+10
Severity Rate (ASR) (Total number of days lost due to injuries / total hours worked company- wide) x 1,000	0	0	0.0003	0	0.0001	0.0013	+0
Frequency Rate (AFR) (Total number of lost time injuries events / total hours worked company- wide) x 100,000	0	0	0.3176	0	0.0137	0.0122	0

* The company is restating its workforce data due to implementing new reporting processes since March 2025. It is possible there are some minor discrepancies in the data, since our HR Management Platform cannot report retrospectively. The data for previous financial years 2020 to 2024 inclusive was compiled in March 2025 based on employee start and end dates and the latest information present against the employee record. Information such job roles and hierarchy are based against the latest information present in the data. Moving forward, internal reporting is being completed monthly, giving a more accurate representation.

** For employees who identify their nationality as “outside the UK”, we exclude those who have stated their nationality as either British, Scottish, English or Welsh.

*** Training Data for FYE 2024 was based solely on courses completed on our LMS (Learning Management System). Due to system upgrades, we only had 10 months of data on which to base our calculation. For FYE 2025, the business has taken some steps to improve its reporting, by including training data from other areas around the business. FYE 2025's data includes compliance training delivered online, health and safety training and a management training course delivered to line managers. Work will continue in the next financial year to improve our reporting further.

Ethics & Compliance Data

	2020	2021	2022	2023	2024	2025	224-25 Change
Total number of confirmed ethical incidents	0	0	1	0	0	2	+2
Number of reports related to Corruption incidents	0	0	0	0	0	0	0
Number of undeclared Conflicts of Interest	0	0	0	0	0	0	0
Number of Unfair Competition incidents	0	0	0	0	0	0	0
Number of Bullying, Harassment, Sexual Harassment and Victimization incidents	0	0	1	0	0	0	0
Number of Human Rights Violations incidents	0	0	0	0	0	0	0
Number of Intellectual Property Violation incidents	0	0	0	0	0	0	0
Number of Information Security incidents reported to ICO	0	0	0	0	0	0	0
Number of International Trade Compliance incidents	0	0	0	0	0	1	+1
Number of reports related to Whistleblowing Procedure	0	0	0	0	0	1	+1
Working with Suppliers	0	0	0	0	0	0	0
Number of Investigations by Ethics and Compliance Office	0	0	0	0	0	0	0
Number of allegations substantiated with 'cause found' after investigation	0	0	0	0	0	0	0
Supplier audits and assessments							
% of Suppliers who have signed the Code of Conduct						44.87%	
% of Suppliers ISO 14001 certified						80.26%	
% of Suppliers ISO 9001 certified						42.11%	
% of Suppliers ISO 45001 certified						11.84%	
% of Suppliers undergone due diligence checks						100%	
Number of Non-conformities raised during third-party social audits					19	261	+242
% of Non-conformities closed					100%	85%	-15%
% of buyers who have been trained in Sustainable Procurement*						72%	+72%

*Sustainable Procurement training includes courses in GDPR, Environment, Anti-bribery and Modern Slavery

About this report

2-1 Organizational details

2-3 Reporting period, frequency and contact point

This report is Scolmore Group's second CSR Report. It summarises Scolmore's Sustainability journey and achievements during our financial year from 1st May 2024 until 30th April 2025 (Financial Year Ending 2025, or FYE 2025).

Scolmore Group has reported the information cited in this GRI content index for the period 1st May 2024 to 30th April 2025 in accordance to the GRI Standards.

Our ambition is to publish the next report in November 2026. Please address any questions and enquiries about this report to sustainability@scolmore.com, telephone +44 (0) 1827 63454

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Restatements of Information

2-4 Restatements of Information

Carbon Footprint: In preparation for this report, Scolmore has calculated its complete carbon footprint across all 3 scopes for both FYE 2024 (baseline) and FYE 2025. The new measurements for FYE 2024 supersede those stated in last year's report.

Use of Single-use plastic in our products: The company previously declared that it had saved 80 tonnes of single-use plastic in FYE 2024. Whilst compiling the FYE 2025 data, this was noticed as incorrect due to an internal communication error and has been disregarded. The data presented in our current FYE 2025 CSR Report is correct for this financial year.

Workforce Data: Due to new reporting processes since March 2025, it became apparent that we only have reportable data for our UK businesses and it is possible there are some minor discrepancies in the data, since our HR Management Platform cannot report retrospectively. The data for previous financial years 2020 to 2024 inclusive was compiled in March 2025 based on employee start and end dates and the latest information present against the employee record. Information such as job roles and hierarchy are based against the latest information present in the data. Moving forward, internal reporting is being completed monthly, giving a more accurate representation.

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Auditor's Limited Assurance Report

2-5 External assurance

Auditor's Limited Assurance Report on Scolmore (International) Limited's Sustainability Report and statement regarding the Statutory Sustainability Report

To Scolmore (International) Limited – company number 02513009

Introduction

We have been engaged by the Board of Directors of Scolmore (International) Limited to undertake a limited assurance engagement of their CSR Report for the year to 30 April 2025. Scolmore (International) Limited has defined the scope of the CSR Report on page 57 in this document, the Statutory Sustainability Report covers pages 1–66.

Responsibilities of the Board of Directors and the Executive Management

The Board of Directors and the Executive Management are responsible for the preparation of the CSR Report including the Statutory Sustainability Report in accordance with applicable criteria and the Companies Act 2006. The criteria are defined on page 57 in the CSR Report and are part of the Sustainability Reporting Guidelines published by GRI (The Global Reporting Initiative). These guidelines are applicable to the Sustainability pursuant to the requirements to report with references, as well as the accounting and calculation principles that the Company has developed. This responsibility also includes the internal control relevant to the preparation of a CSR Report that is free from material misstatements, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express a conclusion on the CSR Report based on the limited assurance procedures we have performed and to express an opinion regarding the Statutory Sustainability Report. Our responsibility is limited to the historical information reported and thus does not include future-oriented information.

We conducted our limited assurance engagement in accordance with ISAE (UK) 3000 Assurance engagements other than audits or reviews of financial information. A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of the CSR Report and applying analytical and other limited assurance procedures. Our examination regarding the Statutory Sustainability Report has been conducted in accordance with ISSA 5000 International standard on sustainability assurance, general requirements for sustainability assurance engagements. A limited assurance engagement and an examination according to ISAE (UK) 3000 and ISSA 5000 is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in the UK.

The firm applies International Standard on Quality Management (UK) 1 and International Standard on Quality Management (UK) 2, which

requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We are independent of Scolmore (International) Limited in accordance with professional ethics for accountants in the UK and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

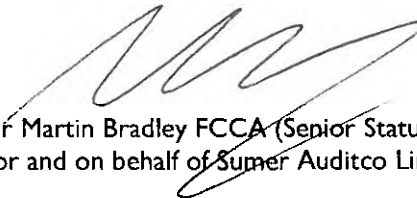
The limited assurance procedures performed and the examination according to ISAE (UK) 3000 and ISSA 5000 do not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. The conclusion based on a limited assurance engagement and an examination according to ISAE (UK) 3000 and ISSA 5000 does not provide the same level of assurance as a conclusion based on an audit.

Our procedures are based on the criteria defined by the Board of Directors and the Executive Management as described above. We consider these criteria suitable for the preparation of the CSR Report.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our conclusions below.

Conclusions

Based on the limited assurance procedures performed, nothing has come to our attention that causes us to believe that the CSR Report for Scolmore (international) Limited is not prepared, in all material respects, in accordance with the criteria defined by the Board of Directors and the Executive Management.



Mr Martin Bradley FCCA (Senior Statutory Auditor)
For and on behalf of Super Auditco Limited, Statutory Auditors

Chartered Accountants
The Beehive Building
Beehive Ring Road
Gatwick
Crawley
RH6 0PA
Date: 10th November 2025

GRI Content Index

GRI Standard/Other Source	Disclosure	Location (Page)	Omissions
GRI 2: General Disclosures 2021	2-1 Organizational details	4, 57	
	2-2 Entities included in the organization's sustainability reporting	6	
	2-3 Reporting period, frequency and contact point	57	
	2-4 Restatements of information	58	
	2-5 External assurance	59	
	2-6 Activities, value chain and other business relationships	4, 6, 7, 15, 24-26	
	2-7 Employees	42-43	
	2-8 Workers who are not employees	42	
	2-9 Governance structure and composition	8	
	2-10 Nomination and selection of the highest governance body	8	
	2-11 Chair of the highest governance body	8	
	2-12 Role of the highest governance body in overseeing the management of impacts	8	
	2-13 Delegation of responsibility for managing impacts	8	
	2-14 Role of the highest governance body in sustainability reporting	8	
	2-15 Conflicts of interest	8	
	2-16 Communication of critical concerns	8	
	2-17 Collective knowledge of the highest governance body	8	
	2-18 Evaluation of the performance of the highest governance body	8	
	2-19 Remuneration policies		Confidentiality constraints
	2-20 Process to determine remuneration	47	
	2-21 Annual total compensation ratio		Information unavailable/incomplete
	2-22 Statement on sustainable development strategy	2, 11	
	2-23 Policy commitments	18-19	
	2-24 Embedding policy commitments	18-20	
	2-25 Processes to remediate negative impacts	19, 24-25	
	2-26 Mechanisms for seeking advice and raising concerns	19	
	2-27 Compliance with laws and regulations	17-20	
	2-28 Membership associations		Not applicable

	2-29 Approach to stakeholder engagement	15	
	2-30 Collective bargaining agreements		Not applicable
	2-30 Collective bargaining agreements		Not applicable
Material Topics 2021	3-1 Process to determine material topics	12	
	3-2 List of material topics	12	
	3-3 Management of material topics	Stated throughout report	
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss		Not applicable
	101-2 Management of biodiversity impacts		Not applicable
	101-3 Access and benefit-sharing		Not applicable
	101-4 Identification of biodiversity impacts		Not applicable
	101-5 Locations with biodiversity impacts		Not applicable
	101-6 Direct drivers of biodiversity loss		Not applicable
	101-7 Changes to the state of biodiversity		Not applicable
	101-8 Ecosystem services		Not applicable
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation		Information unavailable/incomplete
	102-2 Climate change adaptation plan		Information unavailable/incomplete
	102-3 Just transition		Information unavailable/incomplete
	102-4 GHG emissions reduction targets and progress		Information unavailable/incomplete
	102-5 Scope 1 GHG emissions		Reported under 302-x
	102-6 Scope 2 GHG emissions		Reported under 302-x
	102-7 Scope 3 GHG emissions		Reported under 302-x
	102-8 GHG emissions intensity		Reported under 302-x
	102-9 GHG removals in the value chain		Information unavailable/incomplete
	102-10 Carbon credits		Information unavailable/incomplete
GRI 103: Energy 2025	103-1 Energy policies and commitments		Information unavailable/incomplete
	103-2 Energy consumption and self-generation within the organization	27	
	103-3 Upstream and downstream energy consumption		Information unavailable/incomplete
	103-4 Energy intensity	28	
	103-5 Reduction in energy consumption		Information unavailable/incomplete
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Filed accounts on Companies House	
	201-2 Financial implications and other risks and opportunities due to climate change		Confidentiality constraints
	201-3 Defined benefit plan obligations and other retirement plans		Confidentiality constraints
	201-4 Financial assistance received from government		Not applicable

GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		Information unavailable/incomplete
	202-2 Proportion of senior management hired from the local community		Information unavailable/incomplete
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		Information unavailable/incomplete
	203-2 Significant indirect economic impacts		Information unavailable/incomplete
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		Information unavailable/incomplete
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	18-19	
	205-2 Communication and training about anti-corruption policies and procedures		Information unavailable/incomplete
	205-3 Confirmed incidents of corruption and actions taken	19, 56	
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	56	
GRI 207: Tax 2019	207-1 Approach to tax		Information unavailable/incomplete
	207-2 Tax governance, control, and risk management		Information unavailable/incomplete
	207-3 Stakeholder engagement and management of concerns related to tax		Information unavailable/incomplete
	207-4 Country-by-country reporting		Information unavailable/incomplete
GRI 301: Materials 2016	301-1 Materials used by weight or volume		Information unavailable/incomplete
	301-2 Recycled input materials used		Information unavailable/incomplete
	301-3 Reclaimed products and their packaging materials		Information unavailable/incomplete
GRI 302: Energy 2016	302-1 Energy consumption within the organization	27	
	302-2 Energy consumption outside of the organization		Information unavailable/incomplete
	302-3 Energy intensity	28	
	302-4 Reduction of energy consumption		Information unavailable/incomplete
	302-5 Reductions in energy requirements of products and services	22	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		Information unavailable/incomplete
	303-2 Management of water discharge-related impacts		Information unavailable/incomplete
	303-3 Water withdrawal		Information unavailable/incomplete
	303-4 Water discharge		Information unavailable/incomplete
	303-5 Water consumption	53	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Not applicable
	304-2 Significant impacts of activities, products and services on biodiversity		Not applicable
	304-3 Habitats protected or restored		Not applicable
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		Not applicable
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	27	
	305-2 Energy indirect (Scope 2) GHG emissions	27	

	305-3 Other indirect (Scope 3) GHG emissions	27	
	305-4 GHG emissions intensity	27	
	305-5 Reduction of GHG emissions	27	Information unavailable/incomplete
	305-6 Emissions of ozone-depleting substances (ODS)		Information unavailable/incomplete
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Information unavailable/incomplete
GRI 306: Effluents and Waste 2016	306-3 Significant spills		Not applicable
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	31	
	306-2 Management of significant waste-related impacts	31-32	
	306-3 Waste generated	31	
	306-4 Waste diverted from disposal	31	
	306-5 Waste directed to disposal	31	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		Information unavailable/incomplete
	308-2 Negative environmental impacts in the supply chain and actions taken		Information unavailable/incomplete
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	46	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		Information unavailable/incomplete
	401-3 Parental leave		Information unavailable/incomplete
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes		Information unavailable/incomplete
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	39	
	403-2 Hazard identification, risk assessment, and incident investigation	39-40	
	403-3 Occupational health services	39-40	
	403-4 Worker participation, consultation, and communication on occupational health and safety	39-40	
	403-5 Worker training on occupational health and safety	40	
	403-6 Promotion of worker health	41	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Information unavailable/incomplete
	403-8 Workers covered by an occupational health and safety management system	39	
	403-9 Work-related injuries	39, 56	Information partially available
	403-10 Work-related ill health	39, 56	Information partially available
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	51	
	404-2 Programs for upgrading employee skills and transition assistance programs	51	
	404-3 Percentage of employees receiving regular performance and career development reviews	50	

GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	44	Information partially available
	405-2 Ratio of basic salary and remuneration of women to men		Information unavailable/incomplete
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		Information unavailable/incomplete
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Not applicable
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		Information unavailable/incomplete
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		Information unavailable/incomplete
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		Information unavailable/incomplete
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		Information unavailable/incomplete
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		Information unavailable/incomplete
	413-2 Operations with significant actual and potential negative impacts on local communities		Information unavailable/incomplete
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	24-25	Information unavailable/incomplete
	414-2 Negative social impacts in the supply chain and actions taken		
GRI 415: Public Policy 2016	415-1 Political contributions		Not applicable
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		Information unavailable/incomplete
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		Information unavailable/incomplete
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		Information unavailable/incomplete
	417-2 Incidents of non-compliance concerning product and service information and labeling		Information unavailable/incomplete
	417-3 Incidents of non-compliance concerning marketing communications		Information unavailable/incomplete
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	56	

Reasons for Omissions:

- Disclosures marked “Not applicable” are not considered as material for the Scolmore Group;
- Disclosures marked “Information unavailable/incomplete” are potentially material topics, however we do not have all of the data available that can be published according to the GRI requirements;
- Disclosures marked “Confidentiality Constraints” are material topics where the data is considered confidential or personal.
- Disclosures marked “Information partially Available” are material topics where we only have some of the data available to satisfy the GRI requirements.



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