

CONNECTING THE WORLD RESPONSIBLY

ESG REPORT 2024

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INTRODUCTION

As the UK's largest and fastest-growing privately-owned logistics and global trade management provider, Uniserve delivers expertise, value and reliability across its operations. Founded in 1984 by Iain Liddell, Uniserve has grown from a single venture into a trusted partner for leading businesses worldwide.

In 2024, we advanced sustainability from principle to practice, embedding greener logistics into our core operations. As a proud participant in the UN's Race to Zero campaign, we remain steadfast on the path to achieving net-zero emissions by 2050. This report captures the progress we've made: the innovations we've introduced, the efficiencies we've driven, and the environmental and social milestones we've reached.

Through strategic investments in decarbonisation initiatives, operational enhancements, and stakeholder engagement we continue to align our actions with the demands of today while safeguarding a resilient future for all.

Welcome to Uniserve's Sustainability Report: where experience meets ambition, and innovation drives impact.

THE UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS...

We continue to reference the United Nations' Sustainable Development Goals (SDGs) throughout this report. Adopted in 2015, the 17 SDGs represent a global call to end poverty, protect the planet, and ensure peace and prosperity for all by 2030. While they are universal in scope, each business has a responsibility to assess which goals are most relevant to its operations and impacts.

Since last year, Uniserve has undertaken a review of the SDGs to identify the areas where business activities, partnerships, and innovation can make the greatest contribution. This refinement has enabled us to align our sustainability strategy more closely with the goals that are most material to our sector and stakeholders, while also supporting broader societal and environmental progress.

Although the SDGs are more thematic than ESG factors, they continue to provide us with a valuable framework to connect our ESG commitments with global priorities, and to demonstrate how our actions contribute to shared outcomes.



FOREWORD



I'm excited to share the steps we've taken to strengthen sustainability across every part of our business. For us, success isn't just about financial growth, it's about making sure that growth happens in balance with our planet and the communities around us.

While we strive to lower our environmental impact, our approach goes far beyond this. We see sustainability as creating shared value, where economic progress works hand in hand with social responsibility and environmental care. From cutting carbon emissions by moving to renewable energy sources and reducing waste, to improving the livelihoods of people in our supply chain, we aim to set the standard for positive, lasting change.

This year, we've made meaningful progress in line with the United Nations'

Sustainable Development Goals (SDGs). We've reduced greenhouse gas emissions across all scopes and are firmly on track toward our Net Zero by 2050 target. Just as importantly, we've continued to invest in diversity, equity, and inclusion while maintaining high health and safety standards across the business, because building a sustainable future means supporting people as much as the planet.

While we're proud of what we've achieved so far, we know the work doesn't stop here. Sustainability is a journey that depends collaboration across industries, governments, and communities. Together, we can build a more sustainable and fair future for generations to come.

Thank you for joining us on this journey.



GARY COBBING
CHIEF OPERATING OFFICER
AT UNISERVE

ENVIRONMENTAL

Materiality assessment
Sustainability model
Carbon emissions
Emissions reductions targets
Our completed projects and ongoing measures
Introduction of HVO fuel
Powering FMDC with Solar Brilliance
Ecovadis Sustainability assessment
Sustainable Aviation Fuel (SAF) Commitment

MATERIALITY ASSESSMENT

At Uniserve, understanding the most critical issues that impact our business, stakeholders, and the planet is essential to advancing our sustainability strategy. By carrying out a materiality assessment we have been able to identify and prioritise the environmental, social, and governance (ESG) topics most relevant to our internal and external stakeholders. This exercise allows us to ensure that our efforts are focused where they will have the greatest positive impact. It allows us to build a stronger, more responsible business one that meets the needs of today while safeguarding the future.

Through our most recent materiality assessment, we have identified key focus areas that will shape our sustainability strategy moving forward. These include diversity and inclusion, employee health and wellbeing, ethical behaviour, and reducing carbon emissions. As the global context changes, we are committed to regularly reviewing and updating our materiality assessment to remain responsive to emerging risks and opportunities. By doing so, we position ourselves not only to manage risks but also to drive meaningful change where it matters most.

If you work with Uniserve, and would like to participate in our next assessment please contact sustainability@ugroup.co.uk

Figure 1.1 - Materiality Assessment: Average Priority Score by Factor, on a scale of 1-10. (1 being the lowest, 10 being the highest). Total Responses 307 (Board 3, Customers 3, Employees 285, Senior Management 16). We will look to repeat this exercise periodically and expand the numbers and types of stakeholders we include. If you work with Uniserve, and would like to participate in our next assessment please contact sustainability@ugroup.co.uk

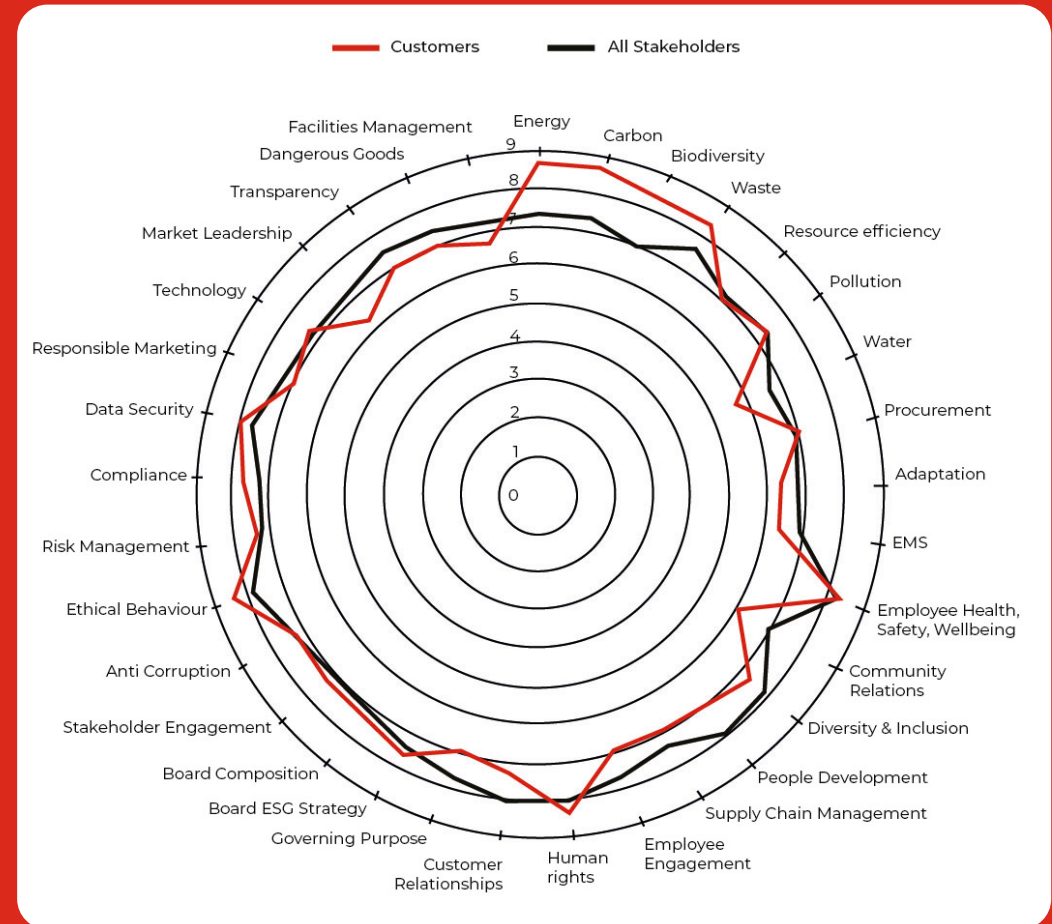
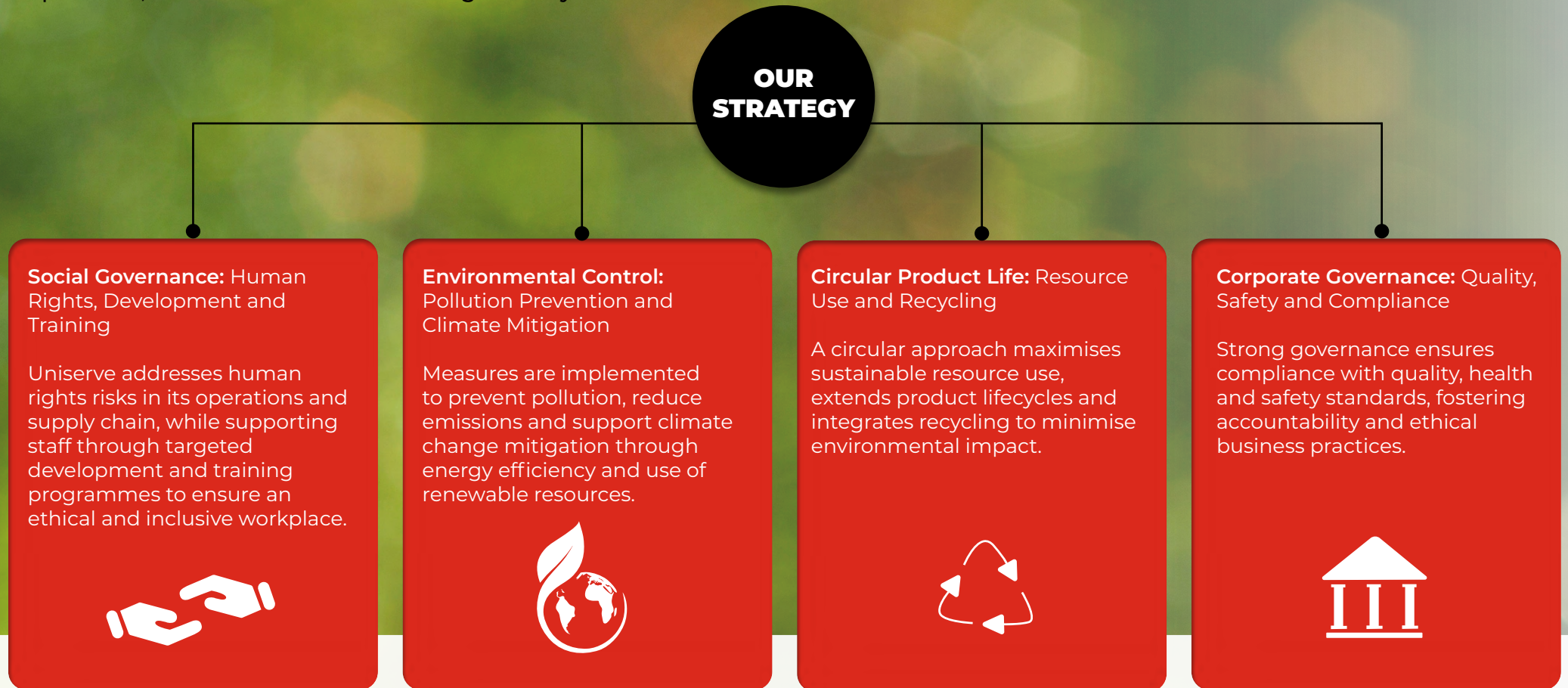


Figure 1.1

SUSTAINABILITY MODEL

Uniserve have developed a sustainability model to support the views of key stakeholders ascertained through the materiality assessment exercise, without compromising the overall business values. The sustainability model presents a broad view of the organisation's aspirations, and focuses on the following four key areas:



These key areas enable us to form mitigation strategies for any potential environmental and social risks that have been identified. Our sustainability model has helped us to build trust with key stakeholders and build resilience as an organisation by promoting systems that can adapt to changes, whether in the economy, environment, or society.

CARBON EMISSIONS

A total of 21,564 tCO₂e of gross emissions were produced in 2024 across all scopes, as seen in the pie chart below. However, during this period Uniserve procured 98% renewable electricity across all sites. Accounting for the avoided emissions from purchasing renewable electricity, the total emissions can be reduced to 20,726 tCO₂e.

Figure 1.2

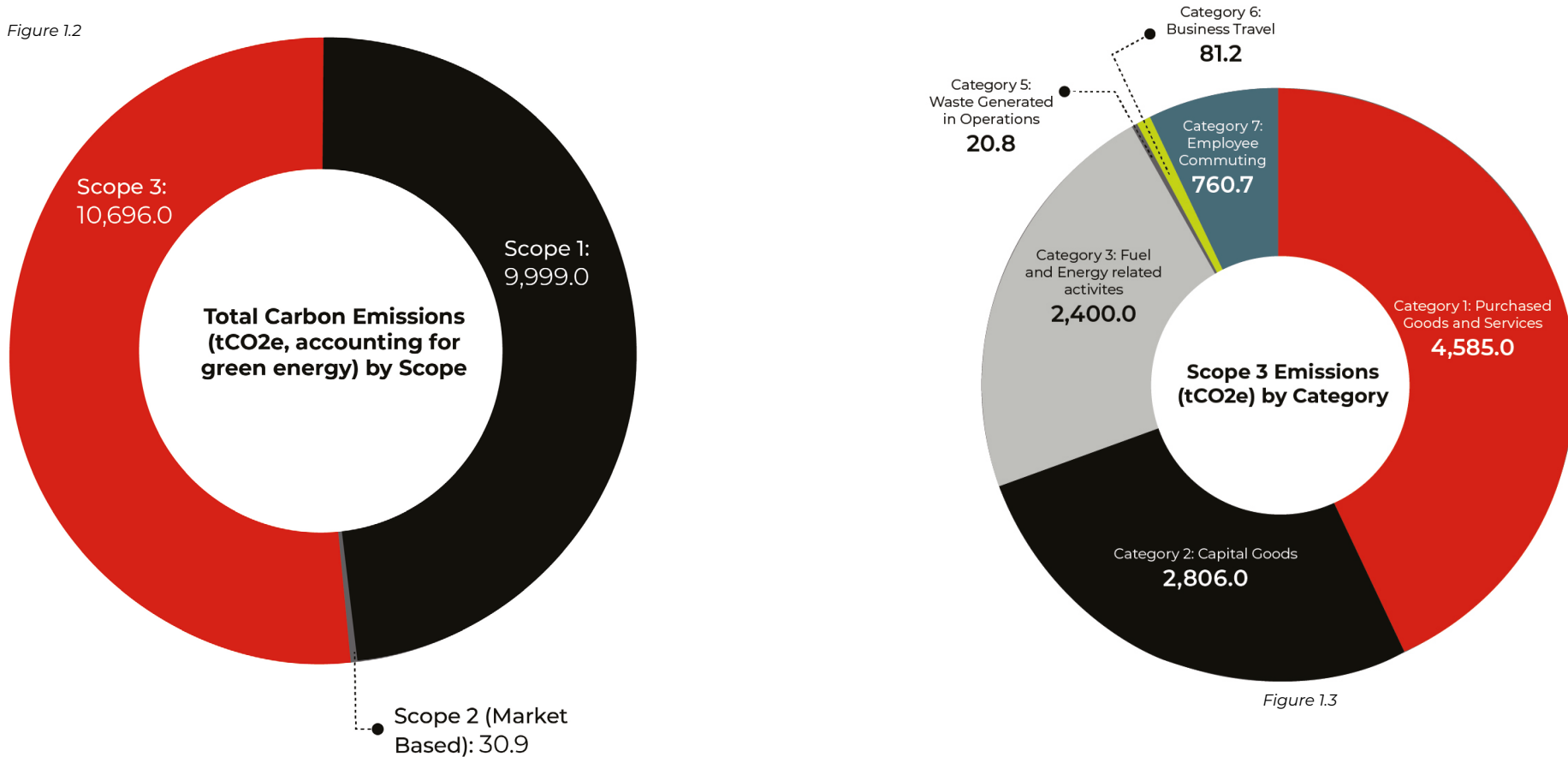


Figure 1.3

Figure 1.2 - Scope 1 emissions, also known as direct emissions, are emitted directly from Uniserve's operations. Scope 2 emissions are from electricity consumption across sites and the company EV fleet. Relevant scope 3 categories are associated with indirect emissions in the supply chain.



EMISSIONS REDUCTIONS TARGETS

We currently focus our reductions targets on the Scope 1, 2 and 3 categories included in PPN 06 2021. For Scope 3, the included categories are:

- **Business travel**
- **Employee commuting**
- **Waste generated in operations**
- **Upstream transportation and distribution**
- **Downstream transportation and distribution**

In 2024, we reduced fossil fuel usage, cutting our Scope 1 emissions by 5%, to stay within our projected reductions trajectory. Our Scope 2 emissions dropped by 30%, thanks to the 'go live' of our FMDC solar panel array, with energy efficiency efforts also contributing. Additionally, we increased the percentage of purchased green energy to 98%, leading to significantly lower market-based Scope 2 emissions.

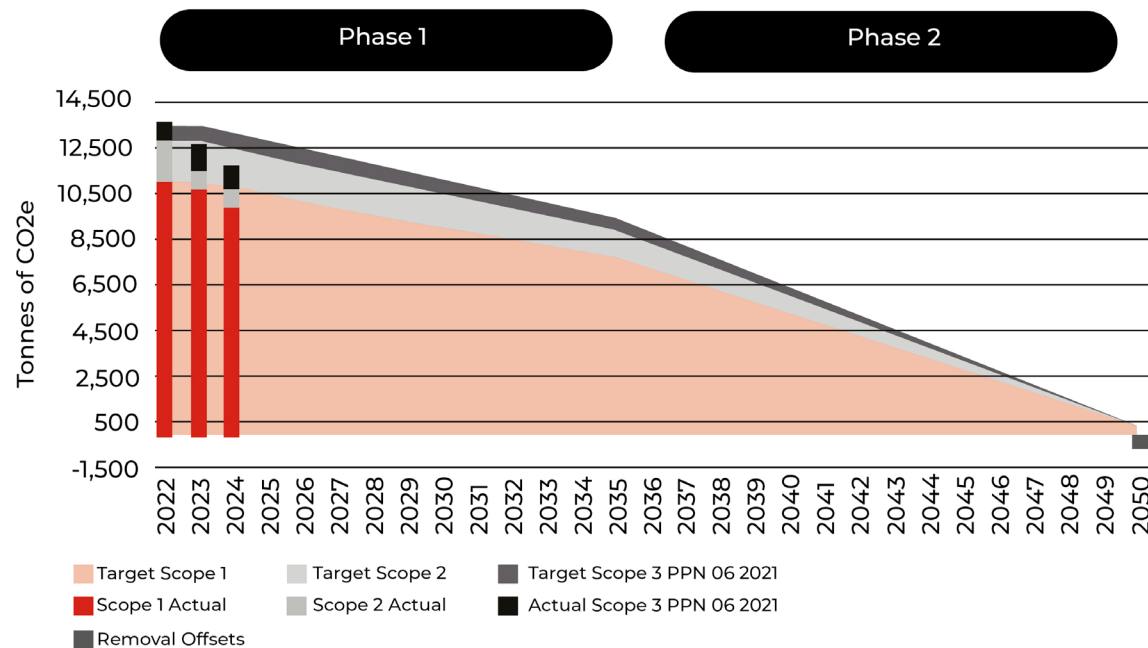


Figure 1.4 Target graph for Scope 1, 2 (location based) and 5 Categories of Scope 3. Phase 1: 2.5% annual reduction; Phase 2: 6.33% annual reduction; Starting in 2024; Phase 1 to 2035; Phase 2 to 2050; 30% reduction by 2035; 95% reduction by 2050. This to meet the requirements of PPN 06 2021 (Net Zero by 2050).

OUR COMPLETED PROJECTS AND ONGOING MEASURES

- The 'go-live' of **5,500 solar panels** on Felixstowe Mega Distribution Centre which allowed us to use **494,304kWh of renewable energy** generated on site.
- The commission of an LNG tank at our Chepstow site, due to start servicing **LNG powered HGVs** in early 2025.
- A transition to **100% electric or hybrid company vehicles**.
- An increase in the percentage of **green energy** purchased from 88% in 2023 to **98% in 2024**.
- An ongoing switch to **LED lighting** at point of replacement across **all sites**.
- We now offer **HVO (Hydrogenated Vegetable Oil)** as an **alternative to Diesel** to selected clients; IKEA contract uses 100% HVO transport.
- **ESOS Phase 3 compliance**.



WASTE GENERATION

At Uniserve, we aim to minimise our environmental impact through effective waste management and partnerships with certified waste management providers. In line with our sustainability strategy, we focus on waste reduction, recycling, and proper segregation to ensure sustainable disposal practices. Waste generation is a key KPI used to support our ISO 14001 accreditation, allowing us to track and improve our waste diversion rates.

Total waste generated in operations for 2024 was 629 tonnes, that's 150t less than in 2023!

Of this, 95% was recycled or diverted from landfill, avoiding 305t CO₂e that would have been produced through landfill disposal.

DISPOSAL METHOD	TOTAL TONNES
Landfill	32.6
Recycling/ Diversion	596.841



INTRODUCTION OF ALTERNATIVE FUELS

Uniserve has taken a significant step towards sustainability by introducing HVO (Hydrotreated Vegetable Oil) tanks on-site at its Tilbury and South Kirkby facilities.

This eco-friendly initiative aims to cater to the evolving needs of a new customer, providing a green solution for final mile deliveries. HVO, a renewable diesel alternative, is derived from sustainable sources such as vegetable oils and animal fats. Unlike conventional diesel, HVO offers a cleaner burning fuel option with significantly lower greenhouse gas emissions, making it a preferable choice for environmentally conscious businesses.

Commissioned in late 2024, Uniserve has started to significantly reduce the carbon footprint of its transportation activities, particularly in urban areas where air quality is a growing concern. By replacing 51,224 litres of diesel with HVO in 2024, Uniserve avoided 127t CO₂e entering the atmosphere!

Looking forward to 2025, Uniserve will be taking delivery of a fleet of Bio-LNG powered vehicles. Bio-LNG is a non-fossil fuel produced from organic waste and offers a 95% reduction in CO₂ emissions compared to diesel.



ECOVADIS SUSTAINABILITY ASSESSMENT

SILVER | Top 15%

ecovadis

Sustainability Rating

MAR 2024

NET ZERO

8 DECENT WORK AND ECONOMIC GROWTH



Uniserve have been awarded the Ecovadis Silver rating for our commitment to sustainable business practices. Ecovadis is a global organization that assesses and rates companies on their sustainability performance based on a range of criteria, including environmental, social, and ethical practices.

This Silver rating places us in the top 15% of companies evaluated by Ecovadis and demonstrates our strong commitment to sustainability and corporate social responsibility. It also acknowledges our efforts to reduce environmental impact, promote ethical practices, and contribute to the communities in which we operate.

Our sustainability efforts include initiatives to reduce carbon emissions, minimise waste, and promote sustainable supply chain practices. We have also implemented a range of social and ethical policies.

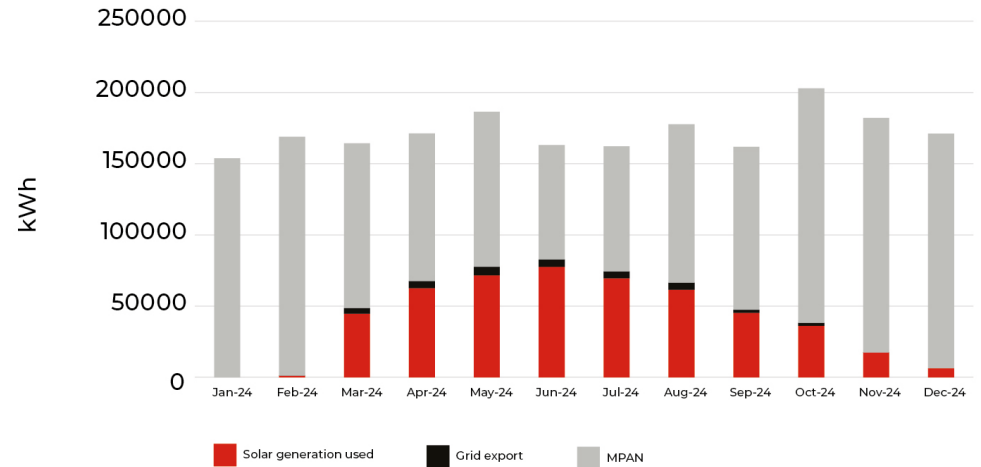
The Ecovadis rating system evaluates companies on various sustainability criteria, such as environmental management, labour and human rights practices, ethics, and sustainable procurement. The ratings are based on a thorough assessment of a company's policies, procedures, performance data, and external stakeholder feedback.

POWERING FMDC WITH SOLAR BRILLIANCE

Uniserve has partnered with Solar Solutions and Eden Sustainable, leading experts in renewable energy solutions, to implement the solar panel installation, which commenced in June 2023 and went live in February 2024.

The photovoltaic panels have been strategically positioned across the FMDC's vast rooftop to ensure we're producing a remarkable output of clean, renewable energy. Across 2024, the solar panels produced over 500,000kWh of energy. This means that at their peak performance in June, almost 50% of energy consumption was produced on site.

CONSUMPTION BREAKDOWN AT FMDC



SUSTAINABLE AVIATION FUEL (SAF) COMMITMENT

In 2024, Uniserve strengthened its commitment to reducing supply chain emissions by participating in the Air France KLM Martinair Cargo Sustainable Aviation Fuel (SAF) Programme. Through this initiative, Uniserve contributed to the procurement of SAF produced from renewable feedstocks such as used cooking oil and animal fats, achieving an 85.56% reduction in lifecycle CO₂ emissions compared with conventional fossil kerosene.

As part of our participation:

- **12.50 metric tonnes of SAF** were purchased on Uniserve's behalf.
- This delivered a **reduction of 41.88 metric tonnes of CO₂ emissions**, specifically addressing Scope 3 (Categories 4 and 9) emissions.
- These results were independently verified by a third-party auditor, ensuring accuracy and credibility.

All SAF supplied under the programme meets internationally recognised sustainability certifications (ISCC EU, ISCC+, and RSB) and complies with the EU Renewable Energy Directive II. Importantly, SAF used in the programme excludes palm oil and any feedstocks competing with food or animal production.

By investing in SAF, Uniserve is actively supporting the decarbonisation of global aviation and demonstrating leadership in sustainable logistics. This initiative highlights our ongoing commitment to reducing the environmental impact of our operations and collaborating with partners to accelerate the transition to low-carbon transport solutions.

The full report can be found here:
<https://uniserve.co.uk/sustainability/>





PEOPLE

Professional Development
Health & Safety
Health & Wellbeing
40 years of Logistics Excellence
Community
ESG survey

uniserve
EST 1984

Providing employees with training opportunities not only strengthens their skills but also improves productivity, adaptability, and innovation within the workplace. The group encompasses Supply Chain Academy, which as well as serving the industry, is used as a programmed in-house resource. In addition, Uniserve works with training providers across the UK to enable employee access to a range of apprenticeship and degree programmes.

This year saw **20% growth** from last year in terms of time spent **upskilling**; employees engaged in a total of **8,292 hours** across a range of qualifications including:

- Level 3 Supply Chain Procurement Practitioner Apprenticeship
- Level 5 Leadership & Operations Manager Apprenticeship
- Level 6 Supply Chain Leadership Professional Degree

Online training programmes were utilised by 503 employees who spent a total of **2,655 hours** carrying out training on ESG topics such as Modern Slavery; Equality, Diversity & Inclusion; and Disability Awareness & Inclusion. Employees also benefitted from CIPD and AAT professional courses, ESOL courses to upskill current levels of English, and IT training.

Over the year, **27% of male employees and 23% of female employees** took part in the Career Development Review process.

Working in partnership with Thurrock Adult Community College, colleagues have been enrolled onto the ESOL training course. We're proud to be supporting staff who have English as their second language to upskill and reduce language barriers at work.

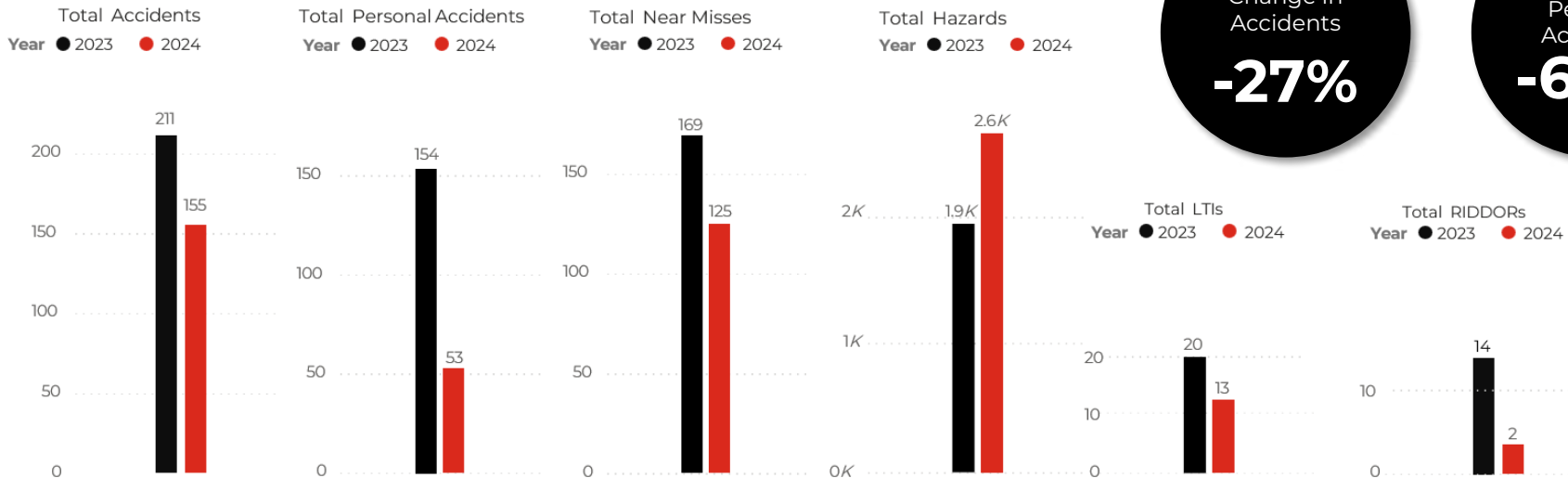


HEALTH AND SAFETY

Uniserve has a dedicated health and safety team responsible for ensuring a safe working environment by identifying potential hazards, assessing risks, and implementing preventive measures. We ensure compliance with safety regulations and provide safety training for employees on proper equipment use, material handling, and emergency procedures. In collaboration with the wider operational teams, we develop and update health and safety policies, and aim to foster a culture of safety embedded firmly within the workforce.

Over the past 12 months, increased engagement between the senior management, SHEQ team, operational managers, and shop floor colleagues has strengthened the safety culture across all sites. This has led to more safety discussions and increased hazard reporting, reflecting a proactive approach to risk management. These efforts have directly contributed to fewer accidents, including reductions in personal accidents, LTIs, and RIDDOR incidents. This progress highlights the collective commitment to fostering a safer workplace through consistent communication and engagement.

All Sites Summary



Executive Summary:

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Percentage
Change in
LTIs

-35%

Percentage
Change in
RIDDORs

-86%



At Uniserve, safety is a core responsibility that reflects our commitment to the health and well-being of everyone in the business. Our top priority is creating a safe work environment where people can do their jobs without risking their health.

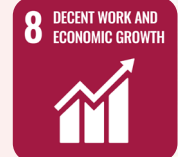
Our safety management system helps us stay ahead of potential risks. Through regular inspections, hazard spotting, and ongoing training, we've built a proactive safety culture that prevents accidents, reduces time lost to injury, and supports productivity. When people feel safe, they're more focused, engaged, and motivated.

A big part of our approach is encouraging openness and shared accountability. Safety is not just the responsibility of the SHEQ team, it's a collective duty across all our operations. We empower staff to report issues and take part in safety conversations, helping build trust and a culture where everyone looks out for each other.

Ultimately, good safety management protects our people, supports efficiency, and keeps us compliant. It's an ongoing effort that requires constant attention and a willingness to adapt. But more than that, it reflects our values as an organisation and our genuine care for the people who make Uniserve what it is."



CHRIS CHADWICK
Group Head of SHEQ at
Uniserve



HEALTH AND WELLBEING

Mental Health First Aid Training

As part of Uniserve Group's ongoing commitment to the health, safety and wellbeing of our people, we continued to strengthen our focus on mental health awareness and support during 2024.

Throughout the year, sixteen colleagues from across the business successfully completed the **Mental Health First Aider (MHFA)** training, delivered by **MHFA England®**. The two-day programme provided participants with the knowledge and practical skills to identify, understand and assist individuals who may be experiencing mental health challenges.

The training focused on recognising early signs of mental ill health, promoting self-awareness, and building confidence to offer initial support and guidance to colleagues in need. By developing these capabilities internally, Uniserve is fostering a more open, empathetic and resilient workplace culture.

We extend our appreciation to **Bronwyn R** for her expertise and leadership in delivering the programme, and to MHFA England® for providing a comprehensive and impactful course.

This initiative reinforces Uniserve Group's commitment to integrating mental health within our broader health and safety strategy, recognising that the wellbeing of our employees is fundamental to sustainable performance and long-term organisational success.



3 GOOD HEALTH AND WELL-BEING





40 YEARS OF LOGISTICS EXCELLENCE

Throughout June, our teams came together across four Family Fun Days up and down the country in a celebration of community, connection, and fun. From games and food stalls to local vendors and smiling families, the events were a wonderful reflection of who we are as a workplace. But beyond the fun, events like these also contribute to something bigger;

- By giving employees and their families a chance to unwind, connect, and enjoy a day away from work pressures, the event supported mental and **emotional well-being**. A healthy work-life balance is key to long-term happiness and productivity.
- We proudly partnered with local vendors, helping small businesses thrive while enriching our events with unique, community-driven experiences. It's one way we contribute to **decent work and sustainable economic growth**.
- The event was open to all employees and their families, regardless of background or role, reflecting our commitment to **equality and inclusivity**.



COMMUNITY

GROUP CHARITY COMMITTEE

Uniserve proudly supports local charities and schools with visits and career talks. Whether through financial contributions, in-kind donations, or volunteer efforts, our Group is an active participant in bettering the lives of those in need. We have established a Group Charity Committee, with employee representation throughout the Group, and the committee's ultimate role is to review donation request applications and to then collectively select/vote for the successful submissions.

Uniserve is a long-term supporter of Great Ormond Street, Little Havens and Antenatal Results & Choices (ARC).

Charities supported include:

- Thurrock Foodbank
- Havens Hospices
- Great Ormond Street Hospital (GOSH)
- Antenatal Results & Choices
- Diabetes UK
- Friends of Essex & London Homeless
- YMCA
- The Hope Centre
- The Scotty Elliott Cup
- Cure Leukaemia
- KIND
- Cystic Fibrosis Trust
- Addie Brady Foundation
- Treetops Learning Community
- Aching Arms
- Crohn's & Colitis UK

Great Ormond Street Hospital (GOSH)

As a proud supporter of Great Ormond Street hospital we are delighted to provide backing for The Children's Cancer Centre which commenced development in 2024. Construction is expected to begin in 2025.

Havens Hospices

A number of colleagues from across the group took part in the Race4Business charity run in Essex to help raise further funds for the charity.

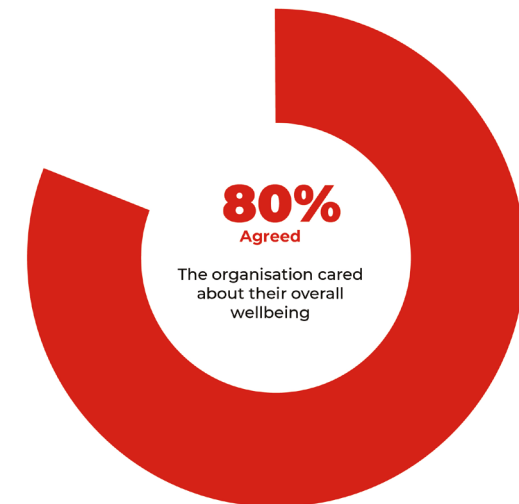
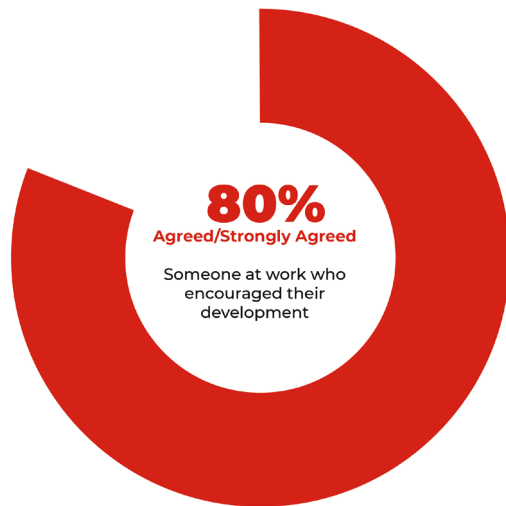


11 SUSTAINABLE CITIES AND COMMUNITIES



Carrying out a regular employee engagement survey provides us with valuable insights into job satisfaction, morale, and areas for improvement. We have been able to identify issues and target solutions effectively to boost productivity and foster better communication between employees and management.

We're proud to give our employees the opportunity voice their opinions and we view the engagement survey as an opportunity to strengthen a culture in which feedback is valued. Together we can work towards a more motivated, engaged, and productive workforce.



Based on 311 respondents; 52% male, 47% female, <1% did not say



CORPORATE GOVERNANCE & INTEGRITY

Diversity and Inclusion

Labour, Human Rights and Ethical behaviour

Cybersecurity and ISO 27001

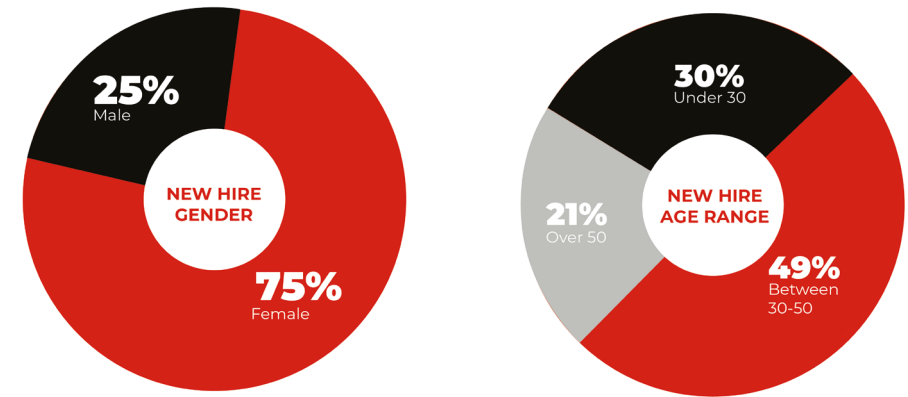
What's next for Uniserve?

About the report



DIVERSITY & INCLUSION

In 2024, Uniserve Ltd had an 845-person strong workforce proudly representing 36 different nationalities. The age and gender breakdown of new starters can be seen below:

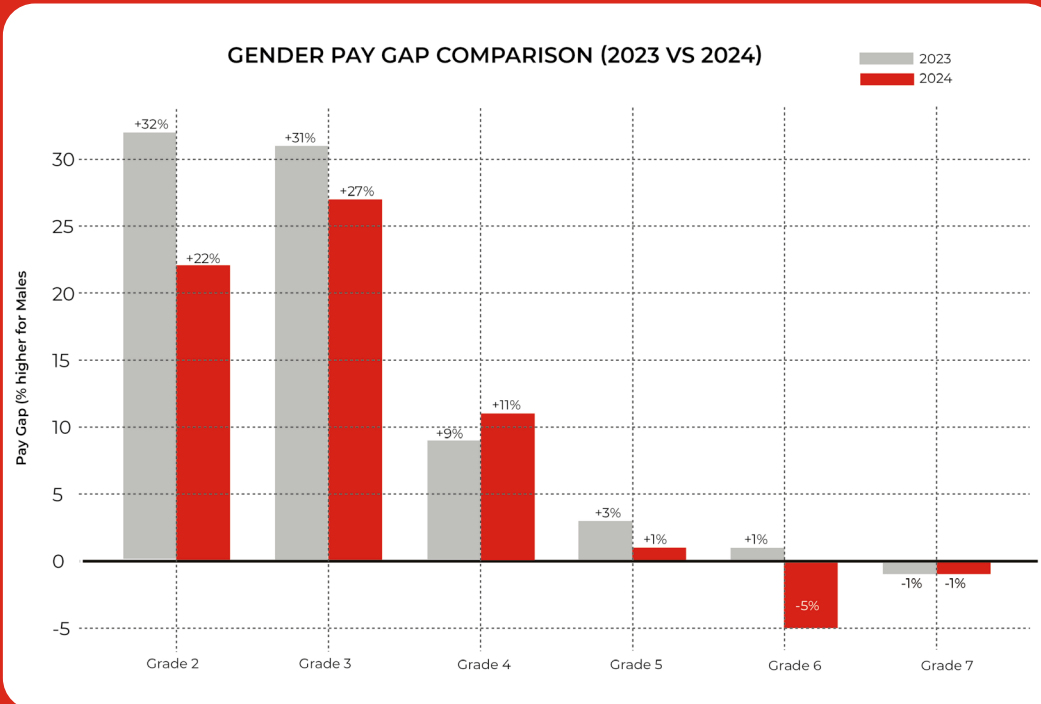


Diversity and inclusion are fundamental pillars of our Environmental, Social, and Governance (ESG) strategy. We recognise that fostering a diverse workforce and inclusive culture is not only a moral necessity but also a key driver of resilience and long-term success. By embracing individuals from different backgrounds, experiences, and perspectives, we are better equipped to solve challenges and meet the needs of our diverse stakeholders.

Our commitment to diversity and inclusion at Uniserve ensures that everyone has equal opportunities to thrive and contributes to creating a more sustainable future for both our company and the communities we support. At our significant locations of operation:

- **9.1%** of the workforce is comprised of people from minority ethnic groups, an increase from 2023.
- **29%** of all employees are female, **71%** are male.

The gender pay gap closed across four grades, as shown below:



We believe in fair compensation for employees and are committed to reviewing apprentice rates and annual changes to the minimum wage. To help us support a more equitable society and contribute to the well-being of our employees, roles all carry the age 21 minimum rate and none are variable, most are paid higher.

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



LABOUR, HUMAN RIGHTS & ETHICAL BEHAVIOUR

Uniserve encourages all individuals to raise any concerns that they may have about the conduct of others in the business or the way in which the business is run. A whistleblower policy is in place which sets out the way in which individuals may raise any

concerns that they have and how those concerns will be dealt with. Communication of our Employee Assistance Programme is regularly sent out and we also reserve the support of CIPD Inform and ACAS to support employees or managers where appropriate.

Employees, including those working on a full time, part time and temporary basis, can benefit from:



Annual Bonus



Annual Pay Review



Referral Scheme



Enhanced Holiday



Employee Assistance



Competitive Pay



Cycle to work scheme



Group Life Policy



Pension Scheme



Flu Jabs



Free On-site Parking



Company Loans



Career Development



Electric Plug-in



Eye Care Vouchers



Apprenticeship Scheme



Private Health Care



During the reporting year, the Company recorded no confirmed incidents of corruption. The Company continues to maintain robust compliance procedures, including mandatory anti-bribery training, risk assessments, and a confidential whistleblowing hotline.

Confirmed incidents of corruption and actions taken

- Total number of confirmed incidents of corruption: 0
- Number of employees dismissed or disciplined for corruption: 0
- Number of contracts with business partners terminated/not renewed due to corruption: 0
- Public legal cases regarding corruption against the company or its employees: 0



Simon George, Group IT Director at Uniserve, said:

This recertification is a major achievement for everyone in Group IT. Thanks to the team's dedication, our systems are not only optimised for performance, ensuring we can provide safe, reliable, and exceptional service to our employees, clients and partners. I'd also like to extend my thanks to our Group SHEQ team who have supported us in achieving our latest certification."



CYBERSECURITY AND ISO 27001

We're proud to have recently been recertified to the new ISO 27001 standard, underscoring the security, quality, and reliability of our IT support solutions, infrastructure, and line of business applications for the Uniserve Group globally.

At Uniserve, we place great importance on maintaining and continually improving these standards to ensure the highest level of service, trust, and security for our customers.

ISO 27001 is the internationally recognized standard for establishing, implementing, maintaining, and continually improving an information security management system (ISMS). It provides a structured framework for managing sensitive company and customer data, covering areas such as risk assessment, access controls, incident response, and compliance with legal and regulatory requirements.

Having an ISMS in place helps organizations protect against data

breaches, cyber threats, and operational disruptions, while also building trust with customers, investors, and regulators. It demonstrates a commitment to safeguarding information, reduces the risk of financial and reputational damage, and supports continuous improvement in security practices.

As part of our cyber security measures, we also make sure to teach our employees about the important part they play in keeping emails secure and protecting personal information. Employees spent **1,488 hours** completing **training courses** around anti-bribery, cyber security awareness and GDPR in 2024.

Substantiated complaints concerning breaches of customer privacy and losses of customer data

- Complaints from external parties: 0
- Complaints from regulatory bodies: 0
- Identified leaks, thefts, or losses of customer data: 0

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



WHAT'S NEXT FOR UNISERVE?

Our planned carbon reduction projects

Our planned carbon reduction projects are aimed at mitigating environmental impact and contributing to a more sustainable future. These initiatives focus on reducing greenhouse gas emissions through an achievable combination of energy efficiency improvements, renewable energy adoption, and culture changes across Uniserve sites. By implementing these projects, we aim to meet our carbon reduction targets, comply with environmental regulations, and promote corporate social responsibility. Some of our projects include:

- **Implementing a formal supplier code of conduct to cover ESG topics such as environmental and social expectations**
- **The introduction of energy champions across sites**
- **The introduction of HVO as a more sustainable fuel alternative**
- **Expansion of solar panels across sites**
- **Move away from gas powered forklifts**
- **Compliance with ESOS Phase 4**
- **Working closely with Beyondly to continue along our carbon reduction trajectory**



ABOUT THE REPORT

The 2024 Uniserve Sustainability Report outlines the company's goals and progress in environmental sustainability, social initiatives, and governance performance. This document reflects Uniserve's activities and initiatives throughout 2024, and the company plans to continue issuing annual sustainability reports. Reporting is based on the Global Reporting Initiative (GRI) Sustainability Reporting Standards: Core option. 'Significant locations of operation' refers to all Uniserve sites in the UK.

An improved methodology has been used this year for the calculation of Scope 3 emissions, figures for 2023 have been recalculated accordingly and may differ to previously published reports.



Environmental



Social



Governance



Email
info@ugroup.co.uk



Web
uniserve.co.uk