Staytite

"Locking In Our Commitment."

Sustainability Report 2025

Our Progress Towards Responsible Growth



Driving Change: Staytite's Sustainability Journey and Carbon Footprint 2024

Staytite House, Coronation Road
High Wycombe, HP123RP

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1. Sustainability at Staytite



1.1 LETTER FROM THE OWNER

" As a family-owned business, my ambition is simple: to ensure Staytite thrives not just today, but for generations to come. Sustainability is therefore not an optional initiative, it is central to our resilience, growth, and long-term success. We are committed to making a positive impact while keeping both our people and our planet at the heart of every decision we make.

Sustainability has always been deeply important to me personally. For more than a decade, I have powered my home with renewable energy, driven electric vehicles, and eliminated fossil fuels from my daily life. Today, I am proud to bring that same commitment into our business strategy, embedding responsible practices across our operations and supply chain.

This report represents an important milestone, the beginning of a structured journey to measure our impact, strengthen accountability, and drive meaningful progress. My hope is that in another decade we will look back with pride at how far we have come and the difference we have made together."

Andrew Black

1.2 OUR APPROACH TO SUSTAINABILITY

At Staytite Ltd, we recognise our responsibility to the environment, to society, and to future generations. Sustainability is embedded within our decision-making processes, operational activities, and long-term strategic planning. This framework guides us in reducing environmental impact, maintaining strong ethical standards, and contributing positively to the communities in which we operate.

Transparency is fundamental to building trust and driving improvement. This sustainability report provides a clear overview of our initiatives, performance data, and priorities, enabling stakeholders to understand both our progress and the areas where we continue to develop.

We believe meaningful change can only be achieved through collaboration. To ensure company-wide engagement, we have established dedicated Environmental, Social and Governance (ESG) working groups. These cross-functional teams meet regularly to review performance, identify opportunities, and help shape our sustainability roadmap.

This report is organised into the following key areas to provide a comprehensive overview of our sustainability performance and commitments:

- **Governance, Ethics & Compliance** – Ensuring responsible and lawful business practices
- **Employees** – Supporting a safe, inclusive and positive workplace
- **Environment** – Reducing our environmental footprint
- **Health & Safety** – Protecting the wellbeing of our people
- **Product Responsibility** – Promoting sustainable manufacturing and distribution
- **Supply Chain** – Working collaboratively to improve supplier sustainability
- **Community Support** – Contributing time, resources and expertise to local initiatives

1.3 STAKEHOLDER ENGAGEMENT

Engaging with our stakeholders enables us to understand expectations, identify risks, and prioritise actions that create long-term value for both our business and society.

Key stakeholders and our approach to engagement and collaboration

Stakeholder	Who They Are	How We Engage	Purpose
Community	Local residents, charities, and partner organisations	Volunteering, community events, biodiversity projects, donations	Support local wellbeing and environmental improvement
Customers	Clients across multiple industries	Regular communication, collaborative projects, exhibitions, sustainability discussions	Deliver value and align with customer sustainability goals
Employees	Staff across two sites	Team meetings, feedback sessions, social initiatives, development reviews	Build an engaged, supported and motivated workforce
Suppliers	Supply chain partners	Sustainability questionnaires, performance reviews, ongoing dialogue	Strengthen responsible sourcing and shared standards

2. Company Profile

2.1 CORPORATE OVERVIEW

Staytite is a family-owned business that was established in 1978, offering advice with the latest technology and innovations within the fastener industry. At Staytite, our expert engineering knowledge is integral to what we can offer to our customers, which is why we have successful relations with clients in the automotive, rail, aerospace, hand tool, white goods, healthcare technologies, electronics, and telecommunications industries.

With a product range of more than 4,000 high quality fasteners, we distribute leading brands such as Barb Nuts, Carp Nuts, Flanged Screws, Flanged Nuts, Hardlock Nuts, SEMS Screws and Staytite Nuts.

Our technical team has the experience to ensure the appropriate fastener is used as well as offer advice on the application of those fasteners. Trading nationally from High Wycombe and Annesley, with distribution centres Worldwide, enables us to respond to our customer's needs wherever they are located.

Mission Statement

"To increase market share and decrease price sensitivity through building trust. Unusual processes and unique business needs are all accommodated in our 'ease of doing business'. First class customer service is expected in every situation, be courteous and professional."

Vision Statement

"Staytite is committed to becoming a leader in sustainable and ethical business practices. Through effecting change within our own supply chain, our stakeholders and our local community, we strive to make the world a greater, more sustainable place for both now and the future."

3. Governance, Ethics and Compliance

3.1 CORPORATE GOVERNANCE

Our core values have helped to define Staytite as a market leader and continue to shape each of us in our business relationships with one another, our customers, suppliers, competitors, and the communities in which we live and operate. Each of us is expected to demonstrate these key beliefs in our work.

Managers are expected to lead by example. They are expected to drive a culture of integrity. Managers are responsible for promoting open and honest two-way communications. They must be positive activists and role models who show respect and consideration for each of our employees. Managers must diligently look for indications that unethical conduct has occurred and report it in a timely manner.

At Staytite, we have strong values that form the foundation of our business strategy. Focusing on supplier and customer relations, our core values are:

- **Integrity:** Knowing and doing what is right even when it is difficult.
- **Resolution:** Resolve problems by completing all tasks. Drive it forward, achieve the task, highlight any unfinished parts. Do not ignore or pass problems on.
- **Innovation:** Innovate by trying new ways of doing things and improving every day. Offer solutions and do what you say you will, keep customers and colleagues informed.
- **Customer Service:** Demonstrate empathy for everyone. Build effective relationships.
- **Teamwork:** Communicate, communicate and communicate.

3.2 ETHICS AND COMPLIANCE

At Staytite, we're committed to doing business the right way, upholding the law, following regulations, and always acting with integrity. This policy sets out the framework that guides our actions, ensuring that everyone we work with, employees, suppliers, and customers understand their responsibilities when it comes to ethical business practices.

Our dedicated ethics and compliance team helps us stay on track by keeping a close eye on regulations, enforcing internal policies, and promoting a culture of openness, trust, and fairness. Through regular training, clear communication, and ongoing audits, we give our people the tools and knowledge to make the right decisions in line with our values.

We expect everyone, employees, suppliers, and customers to read and follow this policy. We have zero tolerance for misconduct or unethical behaviour and will act quickly and appropriately if any breaches occur.

By working together, we can maintain a business built on trust and respect, one that protects our reputation, strengthens relationships, and reflects the values that make Staytite who we are.

3.2.1 Code of Ethics

Extracted from our employee handbook, Staytite's commitment to ethics are:

- Integrity is one of the company's core values
- To set and lead by example. In any business practice, honesty and integrity are of the highest importance
- To have an open-door policy and welcome suggestions and concerns from all employees, suppliers, or customers. This creates a psychological environment that will allow employees to feel comfortable discussing any issues, aiming to avoid confrontation, and will serve to alert Directors to concerns within the company
- to hold paramount the safety, health, and welfare of the public in the performance of the company's professional duties, including the awareness of stress management
- to provide a suitable physical environment for employees to carry out their work
- to collaborate with and support partners in carrying out the company's mission and in line with the company's ethics policy
- to build professional reputations on the merit of our capabilities and refrain from competing unfairly with others
- not to engage in any business practice or process or with any entity, including potential customers, that does not match the Company's ethical standards

3.2.2 Anti-bribery and corruption

At Staytite, we are committed to conducting business honestly, fairly, and with integrity. We have a zero-tolerance approach to bribery and corruption and are dedicated to maintaining the highest ethical standards in all our business dealings, wherever we operate.

We comply with all relevant anti-bribery and corruption laws, including the UK Bribery Act 2010, whether we're working at home or abroad. To back this commitment, we have clear systems and controls in place to prevent, detect, and address any form of bribery or corruption.

For more details on how we uphold these standards, please refer to our Anti-Bribery and Corruption Policy in our handbook.

3.2.3 Awards & Recognitions

Our commitment to quality, sustainability, and responsible business practices has been recognised by independent organisations. These recognitions validate our governance, ethical standards, and operational excellence, demonstrating that Staytite meets high standards across environmental, social, and governance criteria.



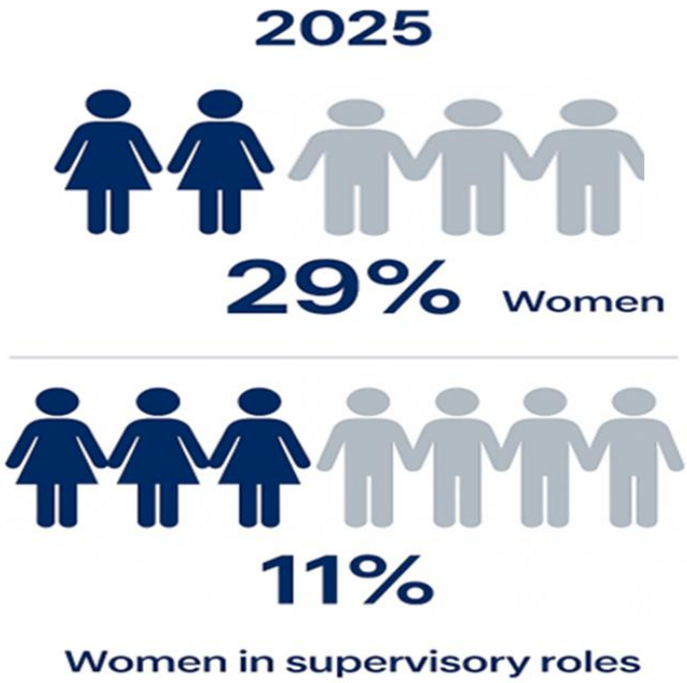
Industry accreditations validating our performance in governance, sustainability, and ethical business practices.

4. Employees

4.1 DIVERSITY, EQUITY AND INCLUSION

Diversity, equity and inclusion form an integral part of Staytite's ESG strategy and support our objective of building a resilient, innovative, and responsible business. We believe diverse teams enhance decision-making, strengthen collaboration, and contribute to sustainable long-term performance.

In 2025, women comprised 29% of our workforce, with 11% holding supervisory positions or above. While this demonstrates progress within a traditionally male-dominated sector, increasing representation at senior management level remains a priority. We continue to embed inclusive recruitment, development, and progression practices to support long-term improvement.



Gender representation in 2025, highlighting women's participation across the workforce and leadership roles.

Celebrating Cultural Diversity – World Culture Day

During 2025, Staytite hosted World Culture Day across its High Wycombe and Annesley locations, celebrating the 12 cultures represented within our workforce. Employees shared food, traditions, and cultural experiences, creating opportunities for cross-cultural learning and strengthening employee connection and wellbeing.
The initiative supported our ESG objectives by fostering an inclusive culture where employees feel valued, respected, and empowered to contribute fully.



Celebrating diversity, culture, and unity — Staytite comes together to honour the world's rich traditions

4.2 EMPLOYEE BENEFITS

At Staytite, our people are central to our long-term success and sustainability ambitions. We are committed to creating a supportive, inclusive, and rewarding workplace by offering a comprehensive benefits package designed to promote financial security, health, wellbeing, and long-term career satisfaction.

Life Assurance

Staytite provides a Life Assurance scheme to offer financial protection and peace of mind to employees and their families. The scheme provides a lump-sum payment equivalent to 2.5 times an employee's basic annual salary in the event of death while in service.

All employees aged between 18 and 65 are automatically enrolled following three months of continuous employment. This benefit ensures that employees' loved ones receive meaningful financial support during difficult circumstances, reflecting our duty of care beyond the workplace.

Healthcare Support – Medicash

As part of our ongoing investment in employee wellbeing, Staytite offers access to a Medicash healthcare plan for all employees who have successfully completed their probation period.

The scheme provides practical and accessible support across a wide range of everyday healthcare needs, including dental and optical care, physiotherapy, and GP consultations. In addition to financial assistance, Medicash promotes both physical and mental wellbeing through preventative health resources and wellbeing services.

By introducing this benefit, Staytite reinforces its commitment to supporting employees holistically — recognising that healthier, supported individuals contribute to a stronger and more resilient organisation.

Pension Scheme

Staytite is committed to supporting employees' long-term financial wellbeing. Our pension scheme exceeds statutory minimum requirements, helping employees build greater financial security for retirement.

Employees contribute 5% of their annual salary, which is fully matched by Staytite, resulting in a combined annual contribution of 10% paid into each employee's pension fund. This reflects our belief in investing not only in today's workforce but also in their future stability and independence.

Birthday Holiday

We recognise the importance of celebrating life's special moments. Every Staytite employee receives an extra day of holiday to mark their birthday each year. If the day falls on a weekend, a nearby weekday is allocated instead, giving employees dedicated time to celebrate in a way that matters most to them.

Long-Term Service Awards

We value loyalty, dedication, and the experience gained through long-term employment. Staytite recognises employee commitment through a structured Long-Service Award programme designed to celebrate career milestones and reward continued contribution:

- 5 years' service: 1 extra day of holiday
- 10 years' service: 2 extra days of holiday
- 15 years' service: 3 extra days of holiday
- 20 years' service: £1,000 recognition bonus

These awards reflect our appreciation for employees who play a lasting role in shaping Staytite's success and culture.

4.3 WORK-LIFE BALANCE

At Staytite, employee wellbeing is fundamental to building a sustainable and high-performing business. We recognise that achieving a healthy balance between professional responsibilities and personal life is essential for both individual fulfilment and organisational success.

To support this, we offer flexible working arrangements, generous annual leave provisions, and early finishes on Fridays, enabling employees to better manage personal commitments while maintaining productivity. Our people-first management approach encourages open communication, trust, and flexibility, supported by policies outlined in the Company Handbook.

By fostering an environment where employees feel valued, supported, and empowered both inside and outside the workplace, Staytite aims to cultivate a motivated, engaged, and resilient workforce. This balanced approach not only enhances employee satisfaction but also strengthens our ability to innovate, grow responsibly, and deliver long-term sustainable value.

4.4 EMPLOYEE TRAINING AND AWARENESS

During 2024, the company remained committed to employee development and continuous improvement through a comprehensive training programme delivered across the organisation. A total of 793.5 hours of training were completed, supporting employees in enhancing their professional skills, regulatory knowledge, and operational competencies. The training programme also incorporated environmental awareness initiatives, helping employees better understand sustainability principles, environmental responsibilities, and the importance of reducing operational impacts. These combined efforts contributed to improved performance, strengthened compliance, and the development of a knowledgeable and responsible workforce aligned with the company's strategic and environmental objectives.

As the financial year for 2025 has not yet concluded, total training hours for 2025 are still being compiled and therefore are not reported currently.

Our First Apprenticeship *(Karina Mikolajczak)*



I am currently working towards completing my Level 3 Business Administrator apprenticeship. The course has been extremely helpful in developing both my professional skills and widening my knowledge on how businesses operate. Being able to apply what I learn in my studies directly to my role has made the experience much more meaningful. I have improved my communication, organisation, and IT skills through daily tasks and training sessions. Overall, the apprenticeship has helped me grow professionally and prepared me for greater responsibility in the future.

Karina Mikolajczak

5 Health, Safety and Wellbeing

At Staytite, the health, safety, and wellbeing of our people remain fundamental to how we operate. We are committed to maintaining the highest standards across health, safety, quality, and environmental performance, ensuring that every activity is carried out responsibly and safely.

We actively work to create a workplace where risks are managed effectively, hazards are minimised, and employees feel confident that their wellbeing is prioritised. All applicable health, safety, and environmental legislation is fully complied with, forming the foundation of our operational practices.

In line with the Health and Safety at Work Act 1974, both Staytite and its employees share a duty of care. Every individual is responsible for taking reasonable steps to protect their own health and safety, as well as that of colleagues, contractors, and anyone affected by workplace activities.

Achieving a safe working environment requires collective commitment. Through collaboration, awareness, and continuous improvement, we encourage all employees to actively contribute to maintaining a safe, compliant, and environmentally responsible workplace.

5.1 ROLES AND RESPONSIBILITIES

Health and safety leadership is embedded throughout Staytite, with clear accountability at every level of the organisation. Ensuring a safe and healthy working environment is a shared responsibility, supported by defined roles and structured oversight.

Directors / Senior Management

Directors retain overall responsibility and accountability for health, safety, and wellbeing within Staytite. They will:

- Ensure compliance with all relevant health, safety, and environmental legislation.
- Provide adequate resources, training, supervision, and equipment to maintain safe operations.
- Approve and review health and safety policies and performance objectives.
- Monitor health and safety performance through regular review of incidents, audits, and key metrics.
- Promote a positive safety culture and lead by example.

Managers

Managers are responsible for implementing health and safety arrangements within their areas of control. They will:

- Conduct and review risk assessments and implement appropriate control measures.
- Develop and maintain safe systems of work.
- Ensure employees are trained, competent, and appropriately supervised.
- Investigate accidents, incidents, and near misses, implementing corrective actions.
- Monitor workplace conditions and address hazards promptly.
- Encourage open reporting of health and safety concerns.

Supervisors / Team Leaders

Supervisors are responsible for the day-to-day management of health and safety. They will:

- Ensure safe working practices are always followed.
- Carry out routine checks and inspections within their areas.
- Provide task-specific instruction and guidance.
- Challenge unsafe behavior and reinforce safe standards.
- Escalate unresolved risks or concerns to management.

Employees

Under Section 7 of the Health and Safety at Work etc. Act 1974, all employees have a legal duty to:

- Take reasonable care of their own health and safety and that of others.
- Cooperate with Staytite to enable compliance with legal obligations.
- Follow safe systems of work, procedures, and training provided.

- Use equipment and personal protective equipment correctly.
- Report hazards, unsafe conditions, incidents, or near misses promptly.

Contractors and Visitors

All contractors and visitors must comply with Staytite's health and safety rules and site procedures. Managers are responsible for ensuring contractors are competent and that risks arising from their activities are properly controlled.

5.2 INTERNAL COMMUNICATION

At Staytite, effective communication is the foundation of a strong health and safety culture. We actively encourage open dialogue, shared responsibility, and transparent information flow to ensure every employee feels informed, supported, and empowered to raise concerns.

Consultation and Engagement
Staytite is committed to consulting employees on matters affecting their health and safety. This includes:

- Sharing information on risks, control measures, and changes to processes
- Involving employees in risk assessments and procedural development where appropriate
- Encouraging feedback on safety improvements
- Supporting safety representatives were appointed

Employees are encouraged to raise concerns without fear of reprisal, and all reports will be taken seriously and acted upon appropriately.

Communication Channels
Health and safety information is communicated through:

- Team briefings and toolbox talks
- Internal newsletter with updates
- Safety alerts and noticeboards
- Email communications and internal updates
- Training sessions and refresher courses
- Incident and near-miss feedback reports

Significant findings from risk assessments, accident investigations, and safety reviews will be shared with relevant employees to promote learning and continuous improvement.

Reporting and Feedback

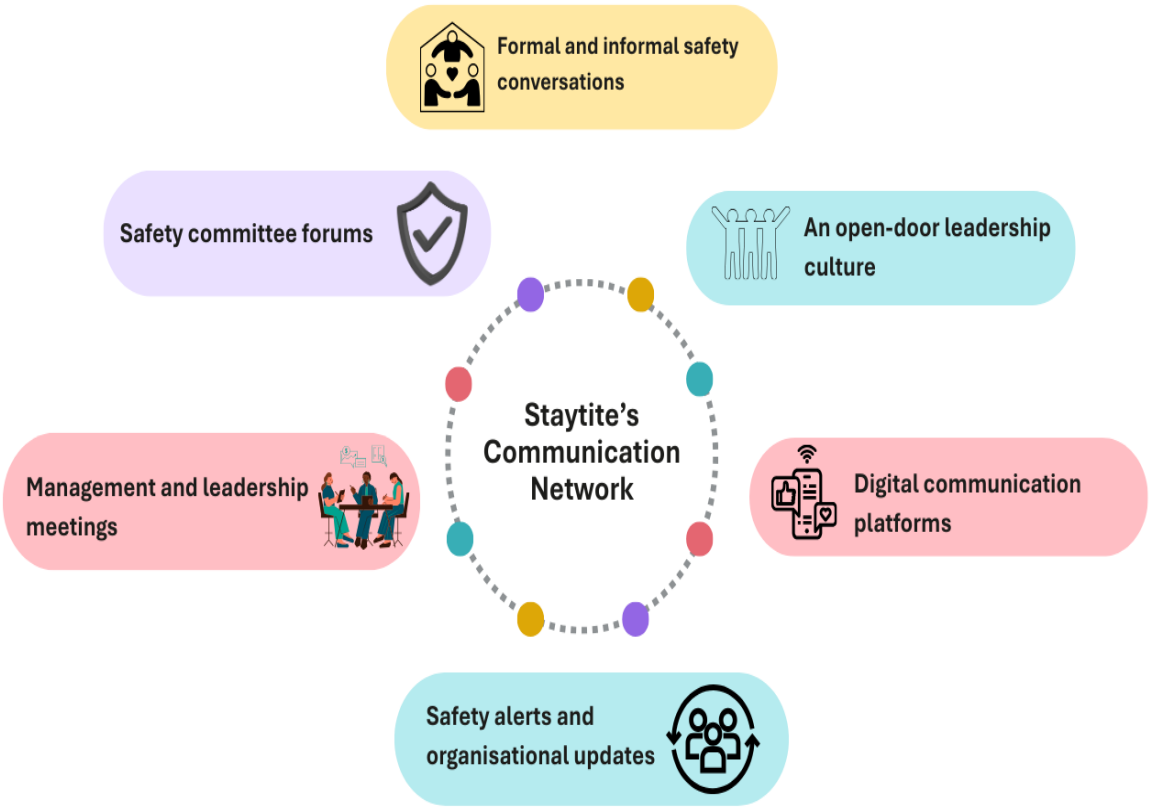
All employees are encouraged to report:

- Hazards and unsafe conditions
- Near misses and accidents
- Suggestions for improvements in safety

Reports will be recorded, investigated where necessary, and followed by appropriate corrective actions. Lessons learned will be communicated to prevent recurrence.

How We Stay Connected

We use a combination of structured and informal communication channels to ensure information is accessible and engagement remains high across all teams.



By encouraging active dialogue and knowledge sharing, we create a workplace environment that:

- ➢ Promotes inclusivity, fairness, and psychological safety
- ➢ Empowers employees to speak openly and confidently
- ➢ Enables clear communication flowing upward, downward, and across departments

5.3 SAFETY MANAGEMENT ARRANGEMENTS

Key Safety Focus Areas

Our safety framework covers:

- Occupational risk assessment and management
- Workplace facilities and employee welfare
- Emergency preparedness and response
- Monitoring, auditing, and continuous review
- Management of contractors, visitors, and third parties
- Safe business travel practices
- Training, competence, and professional development
- First Aid provision and trained Fire Marshals

Further guidance and operational details are available within our Employee Handbook and Health & Safety Policy Statements.

5.4 HEALTH & SAFETY PERFORMANCE OVERVIEW – 2025

Staytite's Health and Safety Program aligns with UK legislation and recognised best practices, ensuring safety considerations are embedded across all business activities. Our focus during 2025 has been on strengthening proactive risk management, enhancing employee engagement, and improving awareness through training and communication initiatives.

How We Measure Performance

We monitor performance through:

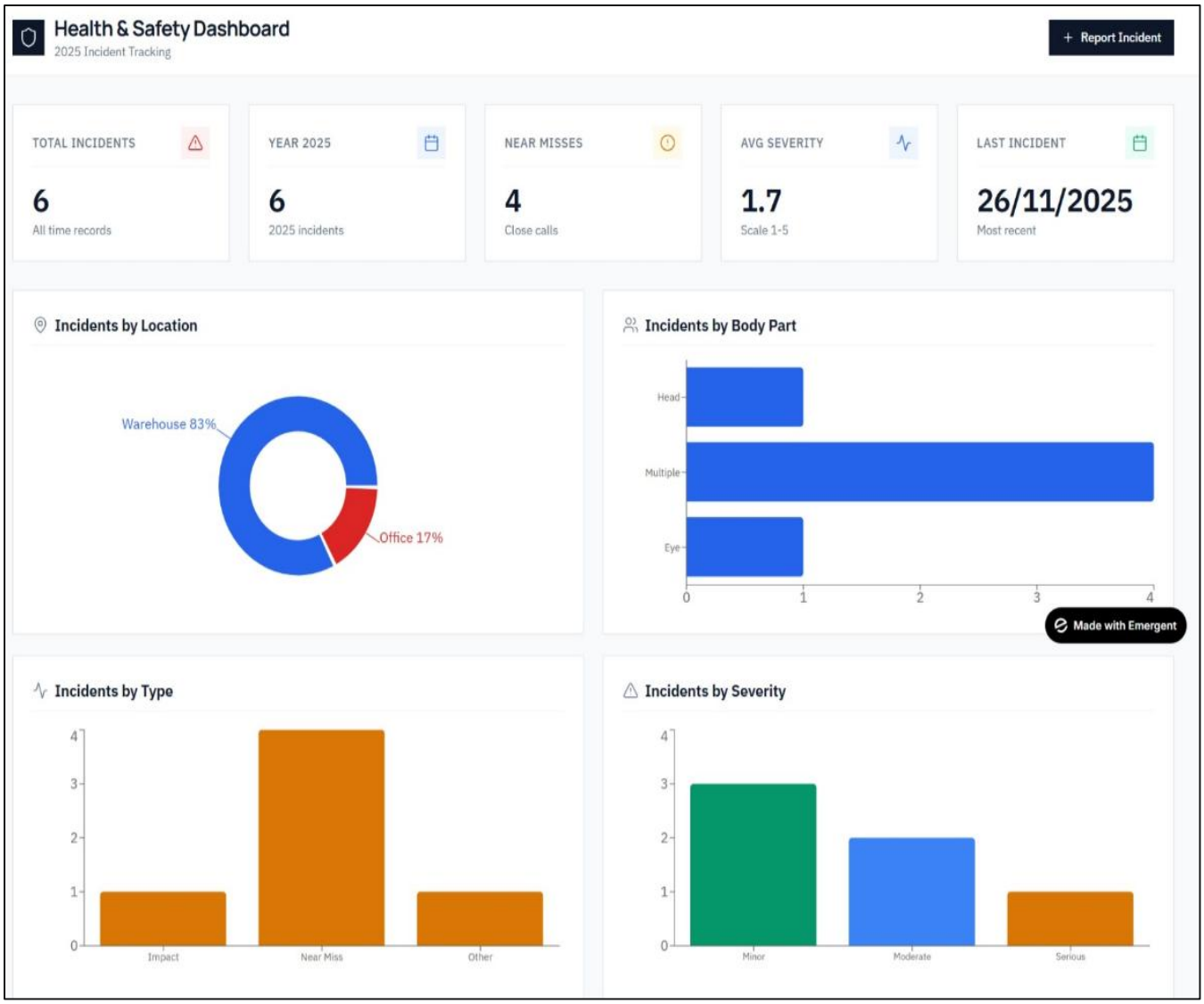
- Workplace observations and inspections
- Employee consultations and engagement
- Incident reporting and analysis
- Feedback from employees' day-to-day experiences

By actively listening to our workforce, we gain valuable insight that helps us prevent incidents, improve working conditions, and continuously enhance our safety performance.

2025 Health & Safety Performance

- Workplace Injuries: 6
- Lost Time Incidents: 0
- Fatalities: 0

These results demonstrate our ongoing commitment to maintaining a safe, healthy, and supportive working environment for everyone at Staytite.



Incident Log

DATE	LOCATION	BODY PART	INCIDENT TYPE	SEVERITY	DESCRIPTION	ACTIONS
26/11/2025	Office	Multiple	Near Miss	Moderate (2)	Trip hazard. Left rubbish on the floor.	
17/07/2025	Warehouse	Eye	Other	Minor (1)	Particle in Pete's eye. Cleaned with eye wash.	
16/04/2025	Warehouse	Multiple	Near Miss	Serious (3)	Pallet in racking had a box that had become com-	
12/02/2025	Warehouse	Multiple	Minor	Minor (1)	Banding left on floor. Picked up and placed in bin.	
23/01/2025	Warehouse	Head	Impact	Moderate (2)	Chris hit his head on the racking while putting stock away.	
15/01/2025	Warehouse	Multiple	Near Miss	Minor (1)	Pallet left unattended and placed on its end ready to fall.	

Company safety Incident log for 2025, showing recorded incidents by date, location, type, and severity

6 Product Responsibility

6.1 QUALITY MANAGEMENT

At Staytite, we are committed to delivering the highest level of service to our customers, continuously enhancing our products, services, and processes to improve customer satisfaction. To support this commitment, we adhere to a code of conduct that governs all our interactions, both internally and externally. A comprehensive outline of this code can be found in our Quality Management Policy.

Staytite operates a Quality Management System that is fully compliant with the requirements of ISO 9001, ISO 14001, ISO 45001, and RISQS. The company's directors and managers are dedicated to ensuring adherence to these standards, with a focus on continuous improvement in their effectiveness. It is also important to note that Staytite does not engage in manufacturing, so any information related to manufacturing or R&D is not applicable to this report. However, we actively seek partnerships with manufacturers who share our commitment to sustainability and responsible business practices.

6.2 MATERIAL USE

As a company specialising in the distribution of fasteners, our involvement with hazardous substances is limited. However, when handling materials such as glues and solvents, we adhere strictly to our health and safety policy, which aligns with internationally recognised COSHH guidelines. In 2024, for example, we responsibly disposed of any hazardous waste through a specialist waste management carrier. We ensure the use of appropriate safety equipment, secure storage, and closely monitor expiry dates to minimise any risk to our employees during handling.

The primary materials we handle are metals, all of which undergo rigorous quality inspections during both goods in and goods out processes. While we are currently unable to provide specific details on the recycled content of the products we source, we are actively collaborating with our purchasing team and engaging with suppliers to gain a clearer understanding of the sustainability of the materials we purchase. We are also focused on finding suppliers who are committed to reducing carbon emissions.

In line with the Carbon Border Adjustment Mechanism (CBAM), we are in the process of reporting our suppliers' overall carbon emissions, a project that is ongoing.

Regarding waste management, Staytite operates a cardboard baler on-site to facilitate the efficient recycling of unwanted cardboard, along with designated bins for Dried Mix Waste and

General Waste. We also encourage the reuse of cardboard boxes to further reduce waste. Given the nature of our business, which involves distributing thousands of small parts essential to manufacturing processes, plastic bags remain necessary to ensure product protection and accurate quantities. However, we exclusively use plastic bags containing at least 30% recyclable content, sourced from suppliers who provide a certificate of conformity. In addition, we are exploring alternative delivery methods with the goal of eliminating the need for both plastic bags and cardboard boxes entirely—an initiative we are actively working on.

6.3 SMARTER LOGISTICS AND PACKAGING

Reducing Emissions Through Smarter Logistics

As part of our commitment to reducing day-to-day carbon emissions, we have recently installed vehicle tracking systems across our company fleet. This technology will enable us to evaluate the efficiency of our delivery operations, including the frequency of deliveries to each customer and the routes taken. With this data, we aim to develop a carbon reduction strategy focused on optimising delivery schedules and streamlining routes. We also plan to engage directly with our customers to explore opportunities for more efficient and environmentally conscious delivery arrangements.

Looking ahead, the introduction of electric vehicles remains a high-priority objective. While current financial constraints make immediate investment unfeasible, we are committed to reviewing the viability of electric vans on an annual basis, assessing both cost and the potential impact on our carbon footprint.

Sustainable Packaging Developments

We are actively working towards transitioning all our packaging to 100% sustainable materials. While recyclable cardboard boxes have long been a part of our packaging approach, previous reliance on plastic bags, tape, and strapping limited the overall sustainability of our packaging solutions.

We have already made meaningful progress by looking into replacing plastic strapping with a recyclable paper-based alternative that offers comparable strength and durability. Additionally, we trialled paper tape as a replacement for plastic tape and successfully completed the full transition in September 2025. Efforts are also underway to identify fully recyclable plastic bag alternatives. however, due to the strength requirements of our small yet critical components, this remains a work in progress.

In parallel, we are trialling the use of reusable tote boxes and other sustainable transit solutions as part of a broader initiative to eliminate plastic bags and unnecessary packaging altogether.

6.4 PRODUCT END OF LIFE

As a distributor of fasteners to high-performance sectors such as rail, aerospace, and automotive, our products are designed with durability and longevity in mind. As a result, determining a typical product end-of-life is challenging and largely outside of our direct control. However, we recognise the importance of supporting our customers beyond the point of sale. To that end, we aim to raise awareness about appropriate end-of-life practices and promote responsible disposal and recycling methods. Given that the majority of our products are made from metal, they are inherently recyclable. We continue to engage with our customers to provide guidance and information where possible, helping them make informed decisions about recycling and sustainable disposal.

7 Supply Chain

7.1 SUPPLIER MANAGEMENT

Effective supplier selection and ongoing performance monitoring are critical to Staytite's ability to meet—and exceed—our customers' expectations. We manage our supply chain on a risk-based approach and compliance. We continuously assess all supplier performance, placing particular focus on our key suppliers. As part of our standards, we require that all suppliers:

- Comply with the Modern Slavery Act 2015
- Operate in accordance with the Bribery Act 2010
- Commit to fair and timely payment practices with their own suppliers; We encourage our suppliers to become accredited by the Good Business Charter.
- Maintain and follow a Corporate Social Responsibility (CSR) policy.
- Uphold clear and consistent communication within their own supply chains.
- Progress through the company's internal approval process
- KPI's (on-time delivery, quality performance, corrective action effectiveness)

These expectations form the foundation of our supplier relationships and reflect our commitment to responsible, ethical, and transparent business practices.

7.2 GREENING THE SUPPLY CHAIN

As a company operating within an extended and complex supply chain, we understand the positive ripple effect that sustainability-driven actions can have, benefitting not only our customers but also our suppliers. To support this, we developed a supplier sustainability survey targeted at our top-performing vendors. This will provide insight into their sustainability initiatives and help identify those who are aligned with our environmental values.

Our goal is to strengthen partnerships with suppliers who demonstrate strong sustainability practices, allowing us to collaborate more closely and drive greater environmental impact throughout the supply chain.

For prospective suppliers, our current assessment process already includes key questions related to environmental responsibility. Soon, we plan to integrate the sustainability survey into our standard supplier evaluation framework, enabling us to consider sustainability performance as a core factor when selecting new partners.

These polices are all in our Quality Management System.

7.3 CUSTOMERS

As we continue to grow our customer base across international markets, we understand the importance of providing a seamless and accessible online purchasing experience. To support this, we are making ongoing improvements to our website, offering intuitive tools that assist customers with product research and ordering. Alongside this, Staytite remains committed to delivering exceptional customer service, with a dedicated sales team on hand to support our clients with any enquiries or specific needs.

In line with our commitment to sustainable business practices, we have recently updated the Sustainability section of our website. This page now showcases the proactive steps we're taking to reduce our environmental impact and encourages greater transparency and collaboration across the supply chain.

In recent months, we've taken a more proactive approach in engaging with our customers to explore collaborative sustainability solutions. Through dedicated meetings and open discussions, we've identified several practical initiatives aimed at reducing carbon emissions and improving efficiency throughout the supply chain. Some of these ideas are already being trialled, with promising early results. We believe these conversations are vital to uncovering new opportunities for sustainable innovation and building stronger, more environmentally conscious partnerships.

To evaluate our performance and customer perception, we regularly produce survey-based reports, including visual tools such as spider graphs, to assess key areas of our service,

including sustainability. These insights give us a clear picture of where we're performing well and highlight areas for improvement, ensuring we stay aligned with our customers' expectations and values.

7.4 STAYTITE INTELLIGENT BOLTS: SUSTAINABLE MONITORING

Staytite Intelligent Bolts enable remote monitoring of clamp force, automatically alerting engineers if preload levels fall below defined limits. This shifts maintenance from routine inspections to condition-based intervention, reducing unnecessary site visits, material use, and transport-related emissions.

Unlike traditional rail bolts, which are often replaced after removal due to corrosion or thread wear that affects torque accuracy and clamp performance, Intelligent Bolts are calibrated to a specific preload and designed for reuse, improving reliability while lowering material consumption and lifecycle waste.

The system also supports sustainability through durable design and responsible materials. Protective packaging is made from HDPE containing 50% post-consumer recycled content, reducing reliance on new plastic while remaining reusable and recyclable.

Additionally, the bolts use a Geomet® 321 zinc-aluminium flake coating that provides strong corrosion resistance with lower zinc usage than conventional galvanised finishes. Together, reuse capability, corrosion protection, and real-time monitoring extend asset life, reduce replacement frequency and waste, and improve safety through continuous visibility of bolt load performance.



Intelligent bolts delivering real-time load monitoring for safer and more efficient maintenance

8 Environment

8.1 ENVIRONMENTAL OBJECTIVES (SET 2025) BASED ON 2024 BASELINE PERFORMANCE

Our 2025 environmental targets have been set using our 2024 performance data as a baseline. This ensures our objectives are measurable, realistic and aligned with our long-term net zero strategy.

8.2 CARBON FOOTPRINT AND NET ZERO STRATEGY

Building a robust Carbon Baseline

As a company operating across international supply chains, we recognise that understanding our carbon footprint is fundamental to responsible growth. Accurate measurement enables informed decision-making, targeted reduction strategies and long-term resilience.

In partnership with Climate Essentials and Ideagen we completed a comprehensive carbon footprint assessment for both sites, covering Scope 1 and Scope 2 emissions, alongside an expanded Scope 3 assessment.

In 2024, we strengthened our reporting boundary by including Scope 3, Purchased Goods and Services for the first time, calculated using a spend-based methodology. This provides a structured and transparent baseline from which future reductions can be measured. While spend-based calculations provide a useful starting point, they are less accurate than activity based or supplier-specific data. Therefore, our objective is to transition toward more detailed, supplier-engaged reporting.

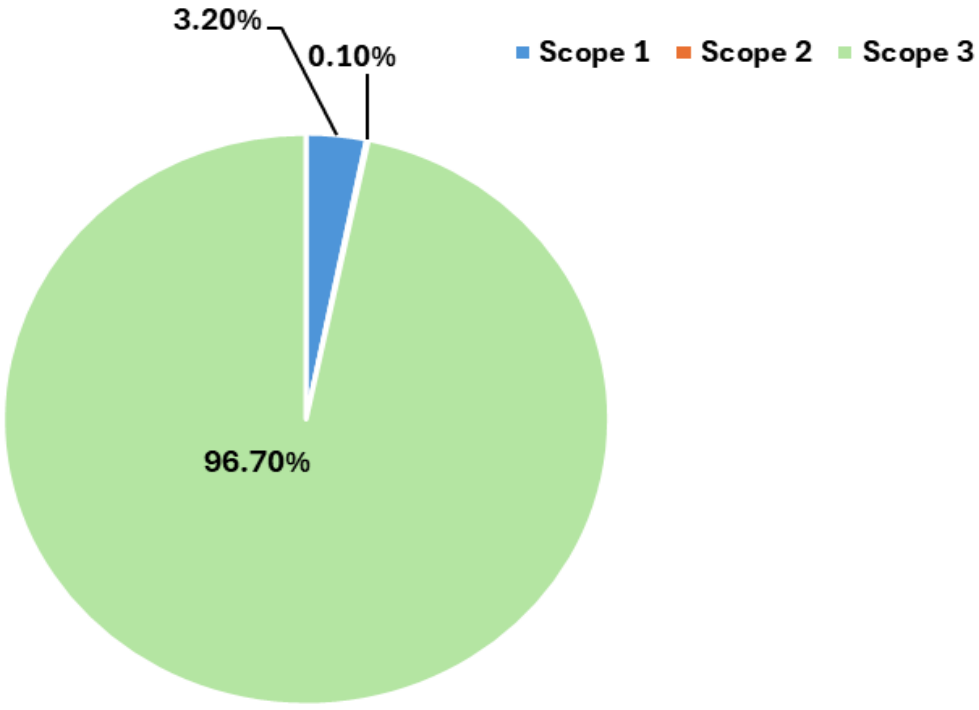
As a result of this expanded scope, Staytite' s total emissions for 2024 are 1,954 tCO2e. This figure reflects a more complete assessment of our value chain rather than an increase in operational emissions. 2024 will serve as our formal baseline year for future Scope 3 reporting and reduction tracking.

8.3 OUR GREENHOUSE GAS EMISSIONS

The 2024 emissions profile highlights that Staytite's greenhouse gas footprint is predominantly driven by value-chain activities. As illustrated in the chart, Scope 3 emissions account for 96.7% of total emissions, while Scope 1 emissions contribute 3.2% and Scope 2 emissions represent just 0.1% of the overall total. This distribution reflects Staytite's relatively low direct operational emissions and demonstrates the impact of expanding emissions reporting to include a broader and more detailed assessment of indirect activities across the business.



Carbon footprint comparison: tracking progress and measuring impact between 2023 and 2024.



Percentage Contribution of Scope 1, 2 and 3 Emissions – 2024 Analysis

Emissions Summary

Annual greenhouse gas emissions (tCO_2e) comparison for FY2023 and FY2024

Emissions (tCO_2e)	FY2023	FY2024
Scope 1	15.4	63.3
Scope 2	0.0	1.6
Scope 3	162.8	1,889.0
Total	**178.2**	**1,954.0**

Scope 1 Emissions

Scope 1 emissions — direct GHG emissions from sources owned or controlled by Staytite, increased from 15.4 tCO_2e in FY2023 to 63.3 tCO_2e in FY2024.

This increase was primarily driven by:

- Improved identification and tracking of fuel consumption sources previously not fully captured in the baseline year.
- More comprehensive reporting of company controlled operational activities.
- Enhanced internal data collection procedures implemented during FY2024.

The increase therefore reflects greater reporting completeness and methodological maturity, rather than a substantial rise in operational emissions intensity.

Scope 2 Emissions

Scope 2 emissions increased slightly from 0.0 tCO_2e in FY2023 to 1.6 tCO_2e in FY2024.

This increase reflects enhanced reporting accuracy and expanded emissions coverage, following the inclusion of electricity consumption associated with EV passenger vehicles, which was not captured within the FY2023 baseline inventory.

The inclusion of EV charging emissions represents a positive development in Staytite's emissions accounting, demonstrating continued progress in transitioning towards lower-carbon transport solutions.

Scope 3 Emissions

Scope 3 emissions — indirect emissions occurring across Staytite's value chain accounted for most emissions in FY2024 at 1,889 tCO_2e, compared with 162.8 tCO_2e in FY2023.

The significant increase does not represent a comparable rise in actual emissions but instead results from a substantial improvement in Scope 3 accounting methodology and data coverage.

During FY2024, Staytite:

- Expanded Scope 3 reporting boundaries
- Introduced more detailed category-level data collection
- Incorporated additional value-chain activities that were previously excluded
- Improved alignment with GHG Protocol Scope 3 reporting guidance

As a result, FY2024 represents the organisation's first comprehensive Scope 3 inventory.

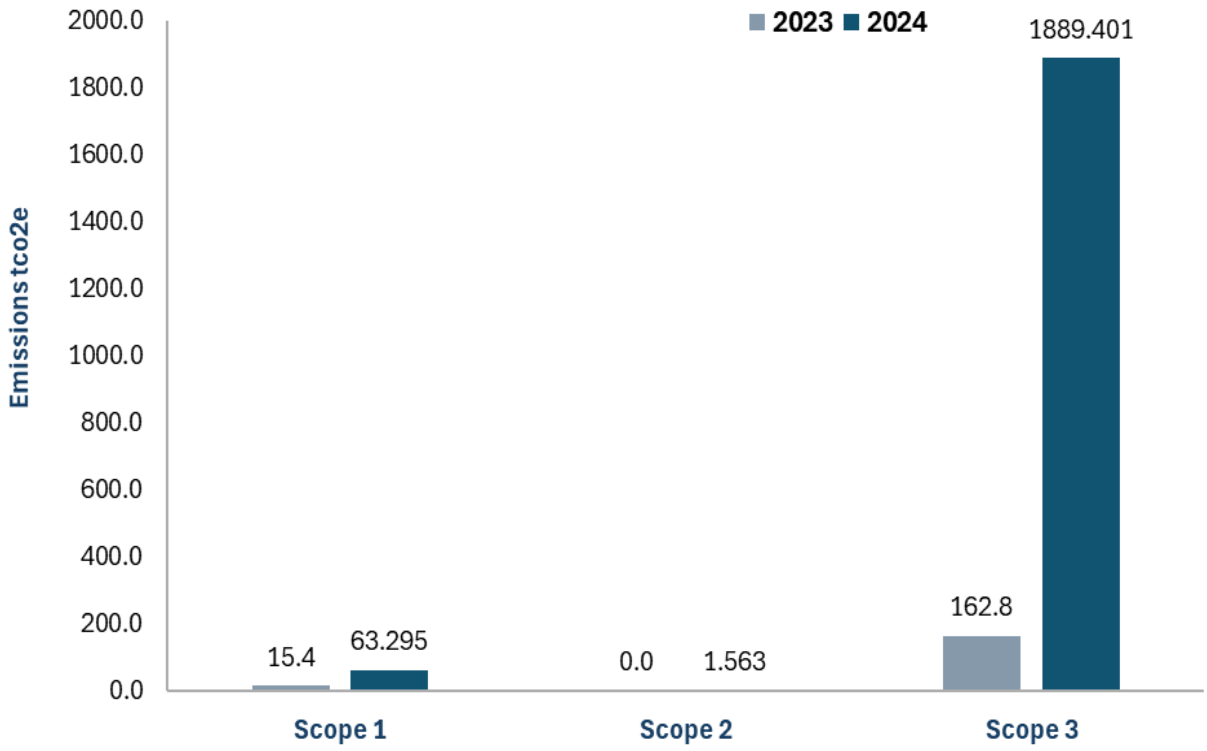
Purchased Goods and Services

The largest contribution to Scope 3 emissions arises from purchased goods and services, accounting for approximately 1,388.7 tCO_2e.

Due to limited availability of supplier-specific emissions data, emissions were calculated using a spend-based methodology, whereby:

- Financial expenditure data was mapped to environmentally extended emission factors.
- Industry-average emission intensities were applied in accordance with accepted carbon accounting practices.

This approach was selected as an interim solution until supplier-specific emissions data becomes available. Spend-based calculations typically produce higher estimated emissions because they rely on conservative sector averages; therefore, future refinements may lead to recalculations as data quality improves.



Staytite Emissions by Scope: 2023 vs 2024

8.4 GREENHOUSE GAS EMISSIONS AND CARBON INTENSITY (FY24/25)

For FY24/25, Staytite's total greenhouse gas emissions across Scope 1, Scope 2 (market-based), and relevant upstream Scope 3 categories were 1,954 tCO_2e, providing a clear view of our overall carbon footprint.

While absolute emissions show the scale of our environmental impact, it is equally important to understand emissions in relation to business activity. Based on a turnover of £10.6 million in FY24/25, Staytite's emissions intensity was 0.184 kg CO_2e per £ of revenue. This means that for every £1 spent with Staytite, approximately 0.184 kg CO_2e is attributable across our Scope 1, Scope 2 (market-based), and relevant upstream Scope 3 emissions.

From Measurement to Reduction

While spend-based data provides a valuable starting point, we recognise that improving data accuracy is essential to driving meaningful decarbonisation. Our focus will therefore shift from estimation to engagement.

We will begin structured engagement with our top 20 suppliers, prioritising those with the greatest emissions impact.

Our objective is to:

- Obtain primary emissions data
- Encourage supplier carbon reduction commitments
- Increase visibility of downstream and product-related emissions
- Transition progressively towards activity-based reporting

This marks the next phase of our carbon journey, moving beyond measurement towards collaborative supply chain reduction.

Sustainable Travel and Employee Commuting

In April 2025, Staytite launched a formal Travel Plan in collaboration with Buckinghamshire Council, supported by PJA. The purpose of the initiative was to better understand employee commuting patterns and identify practical opportunities to reduce transport-related environmental impact particularly Scope 3 emissions associated with employee travel.

Through internal surveys and open discussions, we explored alternative commuting options including:

- Walking
- Cycling
- Car sharing
- Public transport

The response across the business has been extremely positive, with colleagues actively engaging in conversations and making practical adjustments to their daily travel routines. As a result of this structured approach, Staytite achieved Bronze Accreditation through Modeshift STARS, recognising our commitment to smarter and more sustainable travel planning.

To celebrate early progress and encourage continued participation, four team members who adopted greener commuting methods were awarded £50 vouchers. These small incentives reinforce a wider message: sustainable change is achievable when people feel supported and recognised.



Celebrating greener journeys: rewarding team members who are helping drive sustainable change

Governance & Net Zero Commitment

Following completion of our carbon baseline, Staytite formally joined the SME Climate Hub, committing to reduce our emissions by 50% by 2030. We support this commitment with technical expertise from Climate Essentials and Ideagen, alongside a strong governance framework that embeds carbon management into our risk, compliance, and operational decision-making.

Our approach prioritises direct emissions reduction across operations and supply chain activities. While high quality offsetting solutions may play a role in the future, our immediate focus remains on reducing emissions at source through measurable, structural change.

Overview of Emission Reduction Strategies Prioritizing Direct, Measurable Actions Across Operations and Supply Chain

Year	Target	Key Actions	Progress
2024	Waste reduction	Enhanced warehouse recycling facilities; identified alternative waste disposal methods	Completed
	Energy consumption reduction	Installed solar panels; improved insulation and heat retention; installed motion sensors; began transition to renewable energy suppliers	Completed
	Paper use reduction	Increased digital documentation; improved document management systems	Completed
	Recycling improvement	Invested in improved recycling systems and enhanced pallet/material recycling processes	Completed
2025	Implement Green Procurement across supply chain	Establish supplier sustainability criteria; engage suppliers on environmental performance; priorities sustainable sourcing	In Progress
	Introduce electric vehicle fleet (minimum 1 electric van)	Procure electric van; monitor emissions and fuel savings	Planned
	Reduce Scope 3 emissions by **20%** from 2024 baseline	Engage suppliers to provide actual emissions data to replace spend-based calculations, encourage adoption of renewable energy, and integrate emissions performance into green procurement practices.	Planned
	Additional landfill waste reduction (**5%**)	Ongoing waste monitoring and packaging optimisation	Planned
	Improve energy efficiency (**additional 5% reduction**)	Energy performance monitoring and operational efficiency improvements	Planned

8.5 ENVIRONMENTAL PERFORMANCE

Conserving Water, Reducing Impact

Water is a precious resource, and reducing consumption is a key part of Staytite's sustainability strategy. In November 2024, we connected WhiffAway Group at a sustainability event at Buckinghamshire New University. WhiffAway manufactures innovative waterless urinals—offering a practical way to save water, cut energy use, and reduce environmental impact compared with traditional systems.

Staytite has implemented WhiffAway solutions across our High Wycombe facilities, including:

- Waterless urinals
- Hand driers
- Enviroflush systems

The results speak for themselves:

- 💧 177,390 litres of water saved annually
- ♻️ 81.6 kg CO_2e reduction
- 📉 ROI achieved in under 10 months

At Staytite, sustainability isn't just about big initiatives, it's about smart, practical choices that deliver measurable results.

Renewable Energy Initiative

As part of Staytite's ongoing commitment to sustainability and reducing environmental impact, we have installed solar panels at our High Wycombe site. This system generates clean, renewable energy on-site, significantly reducing our reliance on grid electricity and helping lower our carbon emissions.

The installation supports our broader energy efficiency strategy by harnessing solar power to meet a portion of our operational energy needs, demonstrating our commitment to innovative, environmentally responsible practices. By investing in renewable energy infrastructure, Staytite is actively contributing to a greener future while also setting an example within our industry for responsible innovation, sustainable growth, and long-term environmental stewardship.

9 Social Impact and Community Engagement

9.1 OUR APPROACH

At Staytite, we believe that being a responsible business extends beyond our operations and into the communities in which we live and work. Supporting local and national causes is part of who we are as a family-owned business committed to long-term positive impact in the area where we live.

Over the past year, we have continued to support charities and community initiatives through financial donations, volunteering, and practical contributions. By working together as a team, we demonstrate that every action, even though small, can create meaningful and lasting change.

In 2025, we have integrated our Social Value reporting into our wider Sustainability Report to better demonstrate how environmental, social and governance commitments work together to create long-term value.

9.2 CONTRIBUTION OVERVIEW

From 2023 to 2025 Staytite supported a range of community initiatives through:

- **Parcels and Goods Donations:** Providing essential items to vulnerable individuals and families.
- **Monetary Contributions:** Supporting healthcare initiatives, awareness campaigns, and local sporting and community projects.
- **Employee Volunteering and Practical Support** – Contributing time, skills and resources to community-based activities and environmental enhancement projects.

These contributions reflect our commitment to delivering social value alongside commercial success.

9.3 STAYTITE'S SUPPORT FOR LOCAL AND NATIONAL CHARITIES

Measuring Our Impact

To ensure transparency and accountability, we maintain an Input, Output and Impact Register. This framework allows us to track:

- **Inputs** – Financial contributions, employee time, goods and resources donated
- **Outputs** – Activities delivered, number of beneficiaries reached, projects supported
- **Outcomes and Impact** – The longer term social and community benefits generated.

By monitoring and reviewing this data annually, we strengthen our ability to demonstrate tangible community outcomes and ensure our support remains meaningful, targeted and aligned with our values.

Community Charity	*Date and Location*	*Inputs - Resources Contributed*	*Outputs- Activities & Immediate Results*	*Impacts- Outcomes & Community Benefit*	*Target for 2026*
Biodiversity Project	May 2025 - HP12 3RP	Mini Wildflower Meadow on a strip of land in front of the building. Working with two other local companies and Chiltern Rangers, an NGO to co-ordinate and lead this project. Chiltern Rangers provided all tools and plants, including native wildflowers that is suitable for our chalk soil.	With the help of Cressex Bid, BAP Pharma and Staytite volunteers, we came together to plant over 100 wildflowers in a 425 m2 strip of land. Signage was also added explaining the project The volunteers who gave up their time learnt about local biodiversity and how to work on an environmental project within the community. This project has led to positive feedback via LinkedIn for all the companies involved. The total number of hours volunteered for stage one of the project was 16 hours.	Planting a range of wildflowers and seeds increases pollinators such as birds, bees and butterflies. The hedgerow, which will be planted later in the year, will provide a shelter for the birds during their nesting season and reduce noise. The hedgerow is a long-term project and will take a while to see results. This may discourage some in the community as immediate results will not be spontaneous. However, by working with a local NGO like Chiltern Rangers and local businesses, this strengthens ties within the community and offers corporate social responsibility outcomes with Staytite building a green reputation and employee satisfaction.	To involve local schools with this biodiversity project. This will be an ongoing project for 2026 and beyond.
Culture day	May 2025 - HP12 3RP and NG150DP	Social Impact Team organised a World Culture Day BBQ that required planning and organisation between both sites. Team members were allocated tasks regarding setup, decorations, music, promoting the event and organising a prize. A budget had to be set for the food and drink, and the staff encouraged to bring in culturally diverse dishes to enhance the sharing experience.	45 people joined the BBQ which was a fantastic turnout and there were 12 nationalities s represented demonstrating the diverse culture within Staytite. The immediate impact fostered communal dining, music and dancing. A culture quiz wrapped up the event adding fun and an educational element. The event provided pictures, videos for internal communication and LinkedIn which captured the essence of the day.	By organising this event we raised awareness and appreciation of our diverse backgrounds within Staytite. This enjoyable event helped to foster relations between departments and boosted morale and positivity. This event also demonstrates our commitment to supporting our CSR and DEI goals. From a sustainable point of view we used pallets for seating and tables, encouraged plant-base contributions and minimised waste, further aligning with our environmentally responsible goals.	To make this a yearly occurance and to keep promoting diversity in our office.

Community Charity	*Date and Location*	*Inputs - Resources Contributed*	*Outputs- Activities & Immediate Results*	*Impacts- Outcomes & Community Benefit*	*Target for 2026*
Wycombe Women's Aid	Dec 2023 - Dec 2025 HP11 9HP	Charitable gifts of bedding, household equipment, toiletries, toys, and children's clothing (23 large boxes, 2 sacks of toys and 3 bags) to assist women and children suffering the effects of domestic violence within our community. The charity provides emergency accommodation and counselling.	Staytite staff were more aware of issues within the community when distributing the gifts. Within a broad scope families and children were able to access emergency and counselling services which enabled the charity to provide critical resources and support for those impacted by domestic violence.	Improved access to safe living conditions and practical support for vulnerable women and children escaping domestic abuse, contributing to increased stability and dignity.	Will support Christmas 2026
One Can Trust	Dec 2023- Dec 2025 HP13 6EE	Between Dec 2023 and Dec 2024, Staytite donated approximately 70 kg of non-perishable food items (7 large boxes) to support local individuals and families in the High Wycombe area. In 2025, the company continued its support with around 55 kg of non-perishable food donations (6 large boxes) for the same community.	In 2024, Staytite's donations helped contribute to over 816 emergency food parcels distributed to individuals and families experiencing food insecurity. In 2025, our contributions supported wider donations reaching more than 624 people, with food parcels valued at £81K, strengthening the foodbank's operations, including its local café supporting families	Supported the reduction of short-term food poverty within the local community and strengthened partnership between local businesses and charitable food networks.	Will continue to support in 2026 with a guest talk from One Can to promote this charity even further.
Wycombe Homeless Connection	Dec 2023 - Dec 2025 HP13 6RF	Between Dec 2023 and Dec 2024 donations of outdoor clothing, toiletries, non-perishable food and a £25 monetary donation to the Night Shelter. In 2025, the company continued its support with around 5 large boxes) and a £50 monetary donation to the Night Shelter.	Increased community awareness about homelessness with the help of social media and encouraged other local companies to raise money for this important charity.	Strengthened collaboration between businesses and local charities, setting an example for other organisations to support community needs. Improved living conditions for homeless individuals by providing essentials and emergency support. Reduced social isolation for individuals experiencing homelessness by connecting them with services and support networks.	Will continue to support in 2026 with a guest talk from Wycombe Homeless to promote this charity and understand homelessness. Hoping to engage in a community event.
High Wycombe Shopmobility	April 2024 – Dec 2025 HP11 2BZ	Each year, £100 monetary donations to High Wycombe Shopmobility support the organisation's mission of providing mobility equipment and related services to individuals with temporary or permanent mobility challenges.	Maintenance, repair, or acquisition of mobility scooters, wheelchairs, and other mobility aids to ensure that members can maintain their social inclusion and independence within our community.	Increased opportunities for individuals with mobility challenges to engage with the community and local businesses. Greater independence and mobility for users, enabling them to participate in daily activities like shopping or socialising.	As a friend of Shopmobility we are looking to see how we can support in the future.

Community Charity	*Date and Location*	*Inputs - Resources Contributed*	*Outputs- Activities & Immediate Results*	*Impacts- Outcomes & Community Benefit*	*Target for 2026*
Maidenhead United Football Club Juniors	August 2024 – SL6 3AX	Donation of £198 to the local football club for them to purchase goalposts. A colleague volunteered his time to be the football manager for a youth team.	Having better equipment enhances training for regular practice sessions and skill development. The equipment is mobile allowing more freedom to practice, encouraging more young players to join and stay engaged with the team. The team can also play more community events with local teams.	The main impact is youth development which promotes physical fitness, teamwork, and discipline among players. Furthermore, this builds confidence and a sense of achievement for under-15 team members. Coupled with the community links with Staytite as our colleague is the Football Manager the tie between Staytite and the Team has been forged.	One time donation
IcollectClothes on behalf of Cherry Trees	December 2024 - RM18 7HH	Contributions of pre-owned clothing from individuals with Staytite. We donated approx. 50kgs of pre-owned clothing. Icollect commits to pay £200 per tonne of clothing to a nominated charity that we support. This is Cherry Trees based in Surry offering respite for children and their parents with complex disabilities.	Reused and recycled clothing can be collected and either redistributed to those in need, sold in a charity shop or recycled into new products, thus reducing environmental waste. Direct support to the nominated charity.	The social impact is that by recycling clothing provides support to the families of disabled children. Strengthens ties between the charity and Staytite. Environmentally, reduces waste but also highlights sustainable initiatives and promotes more awareness of waste and recycling which reduces carbon emissions. Overall, the charity benefits economically by receiving a financial donation.	
Litter Picking	May 2024 - HP12 3RP	Team-Up to Clean up Cressex Business Park High Wycombe. Volunteering 30 minutes to clean up a specific section of the business park in partnership with other local companies and BID committee.	14 people volunteered from Staytite to clean the streets and community alleyways. 12 bags of rubbish was collected and even a baby Blue Tit was rescued. Over 1056 impressions on LinkedIn posts promoting environmental awareness	Cleaner public spaces improve the local environment, reduce pollution, and enhance the area's aesthetic appeal. Involvement in meaningful activities like litter picking fosters pride and satisfaction in making a difference within Staytite. In the long-term, this promotes a culture of environmental responsibility and awareness.	Continued litter picking with other local companies and the BID committee throughout 2026
South Bucks Hospice	August 2024 - HP13 6GR	A monetary donation of £52 from a sponsored event held at Staytite. South Bucks Hospice is a vital charity that provides compassionate care and support to patients with life-limiting or life-threatening conditions, as well as their families and carers.	Funding is used to assist with the operational needs including staffing, facilities, and operational needs of the hospice.	Our donation was part of larger fundraising initiatives that enhance the quality of life for patients. Families benefit from counselling, advice, and respite care reducing stress and emotional burdens.	More fundraising events are planned in 2025.

Community Charity	*Date and Location*	*Inputs - Resources Contributed*	*Outputs- Activities & Immediate Results*	*Impacts- Outcomes & Community Benefit*	*Target for 2026*
Implementation of WhiffAway water-saving solutions	July 2025 - HP12 3RP	Investment in waterless urinals, hand driers, Enviroflush systems; coordination with WhiffAway Group and Senior Management. Co-ordination of site visits and installation services.	Waterless urinals, hand driers, and Enviroflush systems installed across High Wycombe facilities	177,390 litres water saved annually; 81.6 kg CO_2e reduction; ROI achieved in under 10 months; more sustainable sanitation facilities	Continuing to monitor this impact
Wellness Walks	Jan- Dec 2024 HP12 3RP	Wellness Walks promoting mental health and physical exercise organised by BID committee within Chairborough Nature Reserve.	10 Staytite employees on average enjoyed 4 walks throughout 2024. This resulted in improved physical activity and social engagement amongst the team but also collaborating with other local companies.	Wellness walks contribute to better physical and mental health, reducing stress and boosting morale. Shared activities strengthen employee bonds and foster collaboration.	Ongoing walks for 2026
Giraffe Conservation Foundation	01/09/2025 - Kenya	£100 financial contribution in remembrance of a team member. Staytite supported this initiative as this contribution is sent directly to a specialist wildlife conversation charity.	This contribution is towards field research, education monitoring and funding of wild giraffe population.	This helps protect vulnerable giraffes' species from extinction and supports biodiversity in Africa. We can track the actual giraffe we sponsored and is a positive memory of our colleague.	One off donation
Travel Plan	June 2025- HP12 3RP	The launch of Staytite's official Travel Plan marks an important step in reducing the environmental impact of commuting while encouraging employees to adopt more sustainable travel habits. Developed in collaboration with Buckinghamshire Council and supported by PJA consultancy, the plan aligns with the county's Local Transport Plan 4 (LTP4) and aims to cut single-occupancy car journeys through practical initiatives such as walking, cycling, public transport, and car sharing.	Key inputs included extensive staff engagement through surveys and discussions, strategic partnerships, and data-driven analysis of current commuting patterns. These efforts have already resulted in tangible outputs, including the creation of a comprehensive Travel Plan, the achievement of a Modeshift Approved Travel Plan Accreditation, and the establishment of a clear goal to reach Bronze Modeshift STARS status within the first year.	The impact of this initiative extends beyond Staytite's operations. Environmentally, it contributes to reducing carbon emissions and improving local air quality. Socially, it promotes healthier lifestyles and strengthens collective responsibility for sustainability across the workforce. Economically, it supports Buckinghamshire's ambition for a thriving yet environmentally responsible economy, while reinforcing Staytite's reputation as a proactive and committed organisation driving positive change.	To achieve Bronze Modeshift STARS status within our first year.

National Charity	*Date and Location*	*Inputs- Resources Contributed*	*Outputs- Activities & Immediate Results*	*Impacts- Outcomes & Community Benefit*	*Target for 2026*
Macmillan Coffee Morning	Sept 2024-Sept 2025 - SE1 9HZ	In 2024, Staytite donated £155 to support cancer patients and their families through fundraising activities including cakes, sweets, and staff engagement events, with resources and promotional support provided by Macmillan Cancer Support. The event was also shared on social media to promote the charity's work. In 2025, Staytite continued its support with a £100 donation, again fundraising through staff-led activities and raising awareness of Macmillan's services.	In 2024, funds raised during the event engaged 45 team members, increasing awareness of the challenges faced by people living with cancer and encouraging open discussions and shared experiences within the company. In 2025, the event again involved 45 employees, raising both funds and awareness while sparking meaningful conversations that helped colleagues connect on a personal level.	Supported the provision of specialist nursing care and practical support services for individuals and families affected by cancer across the UK.	Further fundraising anticipated in 2026 with a possible Bake-Off Competition
Wear it Pink for Breast Cancer	Oct 23-Oct 24 -Oct 25- EC3N 1DY	Between Oct 2023 to Oct 2024, Staytite donated £335 to support breast cancer research and care through a 'Wear It Pink' fundraising day that engaged employees in activities throughout the day, with results shared on social media to raise awareness of the charity. In 2025, Staytite continued its support with a £130 donation, again hosting a 'Wear It Pink' event to encourage participation and promote awareness."	The whole company came together to raise funds and increase awareness of breast cancer, learning more about prevention and the importance of regular self-checks	Supported the provision of specialist nursing care and practical support services for individuals and families affected by cancer across the UK.	Donation down in 2025 but hoping to get a guest speaker in for 2026
Poppy Appeal for Royal British Legion	Nov 2024 - SE1 1AA	Fundraising event by crocheting poppies as an act of Remembrance by a colleague's family member. This goodwill and creativity of individuals highlighted the engagement of our employees and families within the community in supporting this initiative. Promoting our efforts on LinkedIn enhances our brand.	£153 was raised and donated to the Royal British Legion. Over 80 poppies were sold which acted as a symbolic awareness and appreciation for the service and sacrifice of our Armed Forces, Veterans, and their families both past and present.	Provides life-long support to serving and ex-services personnel and their families. Strengthened ties within the company as demonstrated how creative outside members can be in raising funds. Educated younger generations on the symbolic nature of the Poppy. Furthermore, the crocheted poppy can be worn every year and is therefore sustainable.	
Movember	Nov 2024 - EC1P 1EF	Donations of £111 by team members, family, and friends to raise awareness. Three male colleagues grew a moustache throughout November to raise awareness of men's mental health. The time spent in promoting this cause within their network, again awareness was raised through social media. Campaign materials provided by Movember which helped to educate staff and friends.	Three colleagues raised our awareness and started conversations around men's health issues, in prostate, testicular cancer and mental health. The campaign raised £111 with over 650 impressions on our website and brought a positive commitment to workplace culture.	Financial support for Men's health contributed to the Movember Foundation to support research, awareness campaigns, and support services for men's health. Encouraged men to prioritise their health and seek help for mental health issues. The team bonded over their participation in this campaign and supported Movember's Mission of reducing premature deaths among men by addressing key health issues.	

National Charity	*Date and Location*	*Inputs- Resources Contributed*	*Outputs- Activities & Immediate Results*	*Impacts- Outcomes & Community Benefit*	*Target for 2026*
British Heart Foundation	May 2025 - NW1 7AW	£100 donation in memory of a contract worker	This donation helps fund cardiovascular research and lifesaving equipment. Promoted employee awareness of heart health	Supports development of improved treatments and early diagnosis. Contribute to better heart health outcomes in UK communities.	For the moment a one-off donation





Coming together for Breast Cancer Awareness — raising funds, having fun, and strengthening our team spirit



Last Christmas, the Staytite team came together to spread joy and support our local community in need

9.4 LOOKING AHEAD TO 2026

In 2026, Staytite aims to further strengthen its community engagement by deepening partnerships with the charities we currently support, while exploring opportunities to collaborate with additional local organisations where we can make a meaningful difference. We will continue to provide financial contributions, practical donations and employee volunteering support; while enhancing the way we measure and report our social impact.

Our focus remains on delivering consistent, targeted support that aligns with our values as a family-owned business and contributes to resilient, thriving local communities.

9.5 WASTE AND CIRCULAR ECONOMY

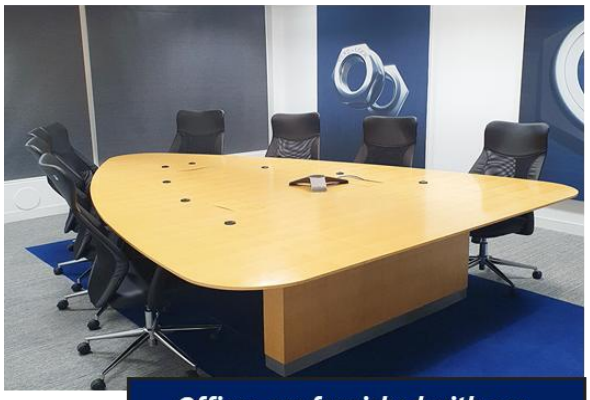
Reducing waste and embedding circular economy principles into our operations remains a key focus area for Staytite. We are continually reviewing how materials flow through our business and identifying opportunities to reuse, repurpose, and reduce wherever possible.

One example of this is our shredded paper. Rather than sending it for disposal or standard recycling, we partner with a local animal shelter that repurposes it as bedding for animal enclosures. This simple but effective initiative extends the lifecycle of our waste material while supporting a valued community organisation.

We are also addressing the accumulation of wooden pallets at the rear of our warehouse. We are currently working with a local business that repurposes used pallets within their own operations and has offered to collect ours free of charge. This ensures materials remain in circulation and avoids unnecessary waste.

In addition, during recent office improvements, we made a conscious decision to purchase high quality second-hand office furniture rather than buying new. By sourcing pre-owned desks, storage units, and meeting room furniture, we significantly reduced the embodied carbon associated with manufacturing new products, prevented usable items from entering the waste stream, and demonstrated that sustainable choices can also be cost-effective. This approach supports circular economy principles by extending product lifecycles and reducing demand for virgin materials.

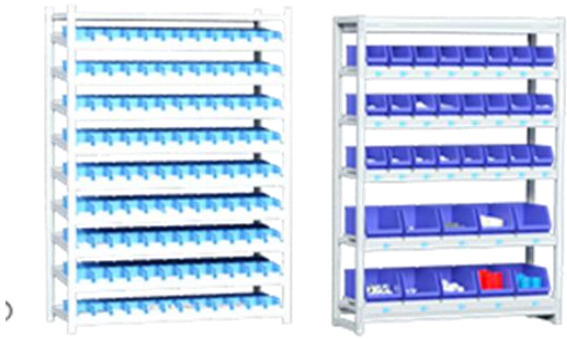
Initiatives such as these demonstrate our practical commitment to minimising waste, lowering environmental impact, and strengthening relationships within our local community, all while embedding circular thinking into everyday decision-making.



Offices are furnished with eco-friendly, recycled desks and chairs from local suppliers where possible.



Staytite provides sustainable kitting solutions for manufacturers, featuring kit boxes that our envoy collects, refills, and returns—helping to reduce waste and streamline operations.



Products such as smart racking, vending machines, and Intelligent Bolts allow remote monitoring, saving on unnecessary site visits



Shredded paper is donated to animal shelters to provide bedding. Surplus pallets are collected reused or donated locally.

Supporting circular economy principles through practical waste reduction and reuse initiatives

9.6 SUSTAINABILITY CLUB AND ENGAGEMENT WITH LOCAL COMPANIES

Launched in 2024 and originally spearheaded by Staytite, the Sustainability Breakfast Club was created to bring together local businesses with a shared ambition: to exchange ideas, share best practice, and collaborate on meaningful sustainability initiatives.

The informal breakfast setting encourages open dialogue around topics such as waste reduction, energy efficiency, employee wellbeing, carbon reduction strategies, and joint community projects, including local clean-up events and broader environmental initiatives.

The club also hosts guest speakers who provide valuable insights and practical guidance, helping to inspire new ideas and continuous improvement across participating organisations.

What began as a Staytite led initiative has now evolved into a quarterly event delivered in partnership with the local Business Improvement District (BID) committee, ensuring its continuity and expanding its reach.

Through the Sustainability Breakfast Club, Staytite has strengthened relationships within the local business community, encouraged collective action, and reinforced its role as a proactive leader in driving positive environmental and social change.

9.7 EMPLOYEE VOLUNTEERING

As part of our ongoing commitment to enhancing our social impact, we have established a dedicated 'Social' group within the business, working alongside our existing Environmental and Governance (ESG) groups. This group is responsible for identifying and coordinating volunteering opportunities that reflect both community need and employee interest.

To date, our team has supported local litter-picking initiatives, helping to maintain and improve the areas surrounding our site. While this has been a positive starting point, we are committed to broadening our volunteering portfolio in the coming year.

During 2025, employees contributed **a total of 225 volunteering hours**, demonstrating strong engagement and commitment to supporting the local community. Through regular meetings and employee engagement, we are gaining valuable insight into the types of activities that resonate most strongly with our team. This ensures that our volunteering programme is both personally meaningful for employees and socially impactful for the community.

We are now developing a more structured volunteering framework that will enable us to:

- Track volunteering hours annually
- Increase employee participation rates
- Expand the diversity of supported causes
- Align volunteering with both community needs and employee passions

This initiative reflects a key ESG principle: empowering employees to contribute to sustainable development beyond their main roles.



Employees supporting local litter-picking initiatives to help maintain the surrounding community

9.8 BIODIVERSITY AND HABITAT ENHANCEMENT INITIATIVE

In 2025, our employee volunteering programme expanded to include a biodiversity enhancement project on Staytite-owned land. What began as a simple idea, to make better use of our green space, has evolved into a practical initiative aimed at increasing local biodiversity and supporting native wildlife.

With the involvement of our team, we began transforming part of our grounds into a developing wild meadow area. This shift away from traditional maintained grassland is designed to:

- Increase plant diversity
- Improve habitat quality
- Support pollinators and local insect populations
- Enhance ecosystem resilience

Employees have also built and installed bird boxes and constructed planters specifically selected to attract pollinators such as bees and butterflies. These hands-on activities have

provided a tangible way for staff to engage directly with environmental improvement, moving sustainability from policy into practice.

This is just the beginning. We are confident that by the time we publish our next report, we will be able to demonstrate an even wider range of community initiatives reflecting, the growing enthusiasm and commitment of our people to making a genuine and lasting difference.



Staytite employees rolling up their sleeves to turn green spaces into vibrant habitats, boosting biodiversity and supporting local wildlife



From plain grass to a thriving wild meadow—our team's hard work is bringing biodiversity and wildlife back to life



Turning creativity into habitat—our team crafted beautiful bird houses to support local wildlife

10 Sustainability Reporting

10.1 REPORTING FRAMEWORKS

As a small and medium-sized enterprise (SME), Staytite is not formally required to comply with specific sustainability reporting frameworks. However, as part of our ambition to become a sustainability leader within our sector, we recognise the importance of structured, transparent, and credible reporting practices.

To support this ambition, this report has been developed with reference to the Global Reporting Initiative (GRI) standards. While we do not yet fully align with the GRI framework, its principles have informed how we measure, manage, and communicate performance across key Environmental, Social, and Governance (ESG) topics. Although primarily designed for larger organisations, the GRI standards provide a valuable structure that enables us to present our sustainability progress in a clear, consistent, and meaningful way.

Aligning with recognised reporting principles strengthens our commitment to accountability, data integrity, and continuous improvement. It also helps us better understand our impacts, identify areas for development, and embed sustainability considerations into everyday decision-making.

Alongside GRI guidance, we use the United Nations Sustainable Development Goals (SDGs) as a strategic reference point for our long-term impact. The SDGs offer a globally recognised framework for sustainable development across industries and regions. While not all 17 goals directly relate to our operations, we focus on those where Staytite can make the most meaningful and measurable contribution.

In our first sustainability report, based on 2022 data, Staytite identified eight SDGs where we believed we could have an influence. Following a more detailed assessment of relevance, impact, and organisational capability, we have refined our approach to focus on six SDGs where our actions can deliver tangible and measurable outcomes.

This refinement reflects a more focused and impact-driven sustainability strategy, ensuring that our resources, expertise, and initiatives are directed where they can create the greatest positive value. By concentrating on a smaller number of priority SDGs, we are better positioned to set clear objectives, monitor performance, and demonstrate measurable progress over time. This targeted approach strengthens the credibility of our reporting and reinforces our commitment to delivering meaningful, long-term contributions to sustainable development.

10.2 ALIGNMENT WITH THE UN SUSTAINABLE DEVELOPMENT GOALS

At Staytite, we align our sustainability strategy with the United Nations Sustainable Development Goals to help drive positive environmental and social impact. These goals provide a practical framework for guiding responsible business practices and supporting the communities and environments in which we operate.

Through our policies, operations, and community initiatives, we actively contribute to the following SDGs:

SDG 1: No Poverty

We are committed to providing fair wages, stable employment, and safe working conditions, helping to promote financial security and reduce inequality within our workforce and local economy.

SDG 2: Zero Hunger

Staytite supports local food security initiatives and community programmes that improve access to nutritious food for individuals and families in need. Through partnerships and charitable contributions, we aim to play a practical role in strengthening community support networks and reducing food insecurity.

SDG 3: Good Health and Well-being

We prioritise the physical and mental wellbeing of our employees through health-focused initiatives, wellbeing resources, and a supportive and inclusive workplace culture. By fostering open communication and promoting work-life balance, we strive to create an environment where individuals feel valued, safe, and empowered to perform at their best.

SDG 4: Quality Education

Continuous investment in training and professional development encourages lifelong learning, enhances skills, and creates opportunities for career progression across our organisation. We also collaborate with external training providers and industry bodies to ensure our workforce remains adaptable, skilled, and future-ready.

SDG 13: Climate Action

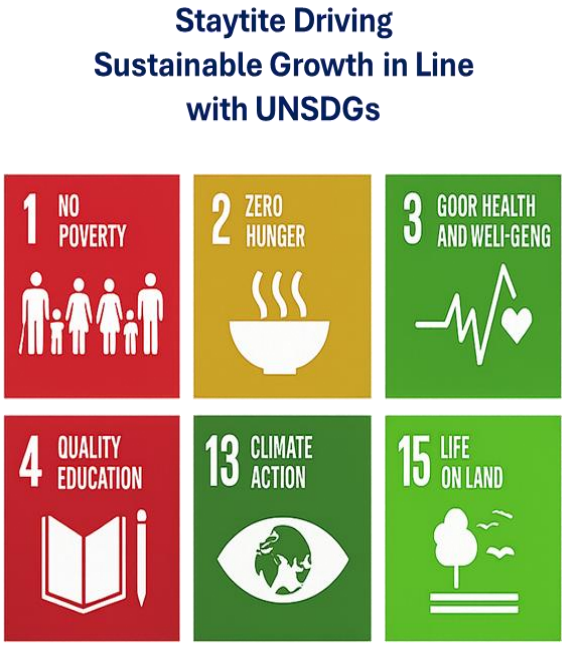
We are taking measurable steps to reduce our environmental footprint through waste reduction initiatives, carbon monitoring, improved resource efficiency, and exploration of lower-emission transport and delivery solutions. By setting clear targets and regularly reviewing our

environmental performance, we aim to drive continuous improvement in our climate-related actions.

SDG 15: Life on Land – Supporting Local Biodiversity

Staytite is committed to protecting and enhancing local biodiversity. We support initiatives that promote healthy ecosystems around our operational sites, including responsible land management, habitat enhancement, and engagement with local environmental and community projects. By encouraging biodiversity-friendly practices, we aim to contribute to the preservation of local wildlife and the resilience of natural ecosystems. We will continue to assess our land use impacts and identify opportunities to further integrate nature-positive practices into our operations and supply chain.





Staytite's six priority UN Sustainable Development Goals (SDGs) reflect the areas where we can deliver the most meaningful and measurable positive impact


Fastening innovation with responsibility for a
greener future!