

Sustainability Report 2026

Our contribution to
sustainable development



Contents

- ◆ Foreword
- ◆ Our Vision & Values
- ◆ The United Nations Sustainable Development Goals
 - ◆ Good Health and Well-being
 - ◆ Quality Education
 - ◆ Decent Work and Economic Growth
 - ◆ Climate Action
 - ◆ Life On Land
 - ◆ Reduced Inequalities
 - ◆ Responsible Consumption and Production
 - ◆ Sustainable Cities and Communities
 - ◆ Industry, Innovation and Infrastructure
 - ◆ Affordable and Clean Energy
- ◆ Partnerships



Foreword

“When Emtec was founded over 20 years ago, we knew that there would be challenges with regards to how we could achieve our planned growth targets without any detrimental impact to both our immediate and the overall environment. Concerns regarding the impact of human activity on our planet were already commonplace and we were also fully aware of our duty as a business to contribute to the sustainable development of our communities and society as a whole.

We are now in a position where we have an understanding of the many ongoing sustainability challenges facing our industry and society. Armed with this knowledge, we have implemented business practices which enable us to function in a responsible manner. We have introduced policies, procedures and educated our teams, as well as quantifying various metrics which have allowed us to establish our performance against the previous baseline.

We continue to analyse performance against our targets and implement further sustainability strategies. This allows us to tailor our actions to provide maximum benefit to our environment and communities. Operating in this manner will enable continued and sustainable business growth, while delivering an industry-leading service to our partners.”

Scott Stevenson

Director
Emtec Group

Our Vision & Values

The Emtec vision is to be a customer-driven, people-focused, sustainable business, which strives to deliver measurable value to all involved.

Emtec Values:



Excellence – Get it right first time



Motivated – Making it happen



Teamwork – We stand together



Efficient – Turning ideas into action



Customer-focused – Customers at the heart of everything we do



The United Nations Sustainable Development Goals

In 1992, in Rio de Janeiro, United Nations (UN) member nations adopted Agenda 21. This action plan was designed to direct countries' resources to projects and policies which would improve both human well-being and the health of the environment. Over the following years, these original pledges were adapted and expanded to better reflect the challenges being faced by UN members.

This process culminated in New York in 2015, with the adoption of the 17 UN Sustainable Development Goals (SDGs). The SDGs offer a pathway to a healthy, educated, egalitarian and prosperous planet by 2030. UN members have already pledged their support for the goals and, now more than ever, businesses need to use their influence and standing in society to drive progress towards the goals. Emtec use the SDGs to guide our actions, and this report uses them as a framework to report on our ongoing contribution to sustainable development.

The logo for the Sustainable Development Goals (SDGs) features the words "SUSTAINABLE DEVELOPMENT GOALS" in a bold, blue, sans-serif font. The word "GOALS" is significantly larger than "SUSTAINABLE DEVELOPMENT". The letter "O" in "GOALS" is replaced by a circular icon composed of 17 colored segments, each representing one of the 17 SDGs. The background of the logo consists of several light gray, diamond-shaped geometric shapes arranged in a pattern.



Excellence

For Emtec to be the Partner of Choice, we must learn, develop and innovate every single day. A strong foundation of health, safety and well-being must be maintained to allow this continual improvement. These factors combine to form the outcomes described in SDGs 3 and 4.

The industry in which we operate is not without health and safety hazards, therefore controlling and mitigating against the risks is of paramount importance. This is why we remain committed to the highest standards of health, safety and well-being.

Against the backdrop of rising prevalence of mental health conditions such as anxiety and depression, we have an employee assistance and wellbeing portal. This gives all our employees and immediate families access to a suite of resources which support their mental and physical well-being. These include money management advice, well-being events, podcasts and access to a confidential helpline.

We are proud of our positive culture, supported by robust internal procedures, regular audits / inspections and continual improvement initiatives. We had 3 RIDDOR accidents in 2025 but at the same time, our Accident Frequency Rate (AFR) remains within the parameters of our targets / benchmarking of the industry and our peers.

We are also third-party accredited to ISO 45001, 14001 and 9001. The business has achieved the RoSPA President's Award in support of that culture. Judges are looking for evidence that a company has not only developed policies and procedures but backs this up with evidence to demonstrate effective implementation.

We believe in Safety by Choice, Not by Chance!



Our impact in 2025

Non-RIDDOR accidents

15

Previous year: 23

RIDDORs

3

Previous year: 1

Accident frequency rate

0.29

Previous year: 0.08

RoSPA President's Award for continuous health & safety excellence over the previous

14 years



Excellence

As a leading contractor in the building services sector, we depend on quality education to develop and upskill our workforce. Ensuring our employees have undertaken all necessary training enables us to serve our customers to the highest possible standard, exceeding their expectations and delivering outstanding projects.

Ensuring that all our employees are provided with opportunities for education and training is pivotal to the advancement of our business and industry as a whole. This ongoing development also equips our people with the skills and knowledge to progress and thrive throughout their career.

Some of our employees join the business as apprentices. These apprenticeships offer a route into the industry, as well as a clear progression pathway. Skills are developed through a combination of academic and practical training, with numerous opportunities to learn from our experienced operatives.

The need for professional growth does not cease at the end of an apprenticeship, our experienced employees also benefit from access to a wealth of general and industry-specific training. This varies from trade-specific qualifications, to general workplace topics, such as equal opportunities, modern slavery, sexual harassment and mental health.

The company is committed to promoting from within and supporting internal career progression. This includes development pathways for apprentices, enabling them to achieve full qualification and progress into skilled and senior roles, alongside progression opportunities across office-based functions. This reflects a consistent approach to recognising talent and enabling career development across both operational and corporate areas of the business.

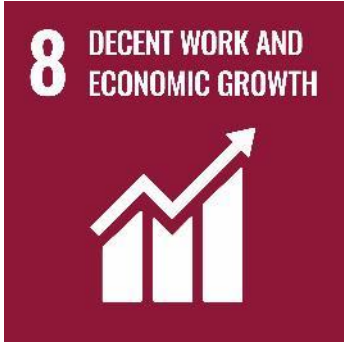


Our impact in 2025

Apprentices hired
10
Previous year: 12

Graduates hired
2
Previous year: 1

Trainees
16
Previous year: 6



Motivated

Our people are ready and prepared to tackle any economic and climate challenges we are faced with. This passion and drive ensures that we continue to operate in a manner which prevents unethical practices, and maximises our positive environmental impact, allowing us to contribute to SDGs 8 and 13.

In the face of ever-increasing cyber-threats, training and preparedness are crucial. We regularly maintain and test our incident response plan which has worked well when called upon, mitigating a potentially serious incident quickly and efficiently with no risk to company data. Training, particularly for those with leadership roles or significant levels of purchasing authority is crucial and compliance with our training program has been effective. We have retained our Cyber Essentials accreditation for a second year and are currently working towards ISO 27001 certification to further advance our overall security posture.

Our ability to provide our people with rewarding and productive employment has never been so important. We have been able to grow the business considerably in recent years, allowing us to offer numerous and varied job opportunities. Providing employees with an opportunity to have their voices heard is an integral part of establishing good working relations. We make use of employee surveys to identify where we can make changes. An online suggestion box is also available to all employees, this allows our people to share their ideas 24/7, 365 days a year.

Engaging with specialist external bodies allows us to develop employment best-practices which we have implemented within our organisation. Emtec have been a signatory of the Scottish Business Pledge since 2015, evidencing our commitment to fairness, equality, opportunity and innovation. Tackling exploitation and modern slavery in our own organisation and supply chain is a core responsibility. This is why we are partnered with Scotland Against Modern Slavery, whose aim is to eliminate modern slavery in all forms.



Our impact in 2025

Information security incidents
1

Child or forced labour and human trafficking incidents
0

Fraud incidents
0

Business ethics incidents
0

Corruption incidents
0



Motivated

Climate action in business is of the utmost importance, especially for companies that rely heavily on mobile operations, such as ours. By adopting greener modes of transportation, we can significantly reduce our carbon footprint and contribute to mitigating the adverse impacts of climate change.

By encouraging our supply chain to align with our sustainability initiatives, we create a ripple effect that amplifies the positive impact of our actions throughout the business ecosystem. Embracing climate action is not just a moral imperative, but a strategic decision that strengthens our business and fosters a more sustainable future for all.

Our planet continues to warm due to unabated carbon emissions. This warming is leading to increased incidence of natural disasters, rising sea levels, and catastrophic changes to ecosystems. Urgent action is required to avoid the most serious climate impacts.

In line with the Science-Based Targets Initiative, we set emissions targets which align with the Paris Agreement goal to limit global warming to 1.5°C above pre-industrial levels. These targets informed our 2030 climate action strategy, with our net zero target of 2040 ensuring that we accelerate global progress towards the UN 2050 net zero target.

Emtec were one of the first organisations to engage with the Scottish Business Climate Collaboration. This organisation was formed by a group of corporates and environmental bodies, with the aim of aiding Scottish businesses in the fight against climate change.



Our impact in
2025

Net Zero emissions
from our owned
buildings
2030

Net Zero emissions
throughout our
entire business
2040

Reduction in Carbon
Intensity vs.
baseline
32%



Teamwork

Emtec's success is built upon the commitment and work of our people. We consistently foster a culture in where everyone is valued and allowed to express their whole self every day. Underpinning this culture is the belief that equality is paramount to achieving prosperity for both ourselves and all other life on earth, as is described in SDGs 15 and 10.

The continued degradation of the natural environment is triggering a global biodiversity crisis. Currently only half of UK pre-industrial biodiversity remains intact. Researchers consider that 90% of biodiversity should be maintained to prevent tipping into ecological meltdown. All individuals and organisations will need to play a part to help restore this lost natural capital.

To ensure that biodiversity awareness and action remain embedded within our organisation, we've had various periods of "focus" dedicated to sustainability. Various initiatives, activities and training were introduced throughout these months. This intense focus on the issue helped to ensure that all our people are aware of their power to enact positive change.

The first sustainability focus kicked-off with Emtec volunteers planting a native wildflower garden at our head office. These wildflowers and grasses will boost the local biodiversity, in addition to providing a year-round food source for keystone species such as urban pollinators, as well as providing a habitat for other animals.

Protecting the environment is the responsibility of all Emtec employees. In addition to our own internal systems of controls, we follow external best practice when managing our environmental impact. We are accredited to ISO 14001:Environmental Management, an internationally recognised standard of environmental excellence. We have also achieved accreditations to EcoVadis and Constructionline's Social Value, which recognise effective environmental, social and governance practice.



Our impact in 2025

Reportable Environmental incidents

0

Previous year: 0

Species of native grasses and wildflowers planted at our head office

27

10 REDUCED INEQUALITIES



Teamwork

Since securing our Sponsor Licence in 2025, visa sponsorship has become an important part of how we approach hiring at Emtec. It gives us access to a much wider talent pool, which is key for some of the more specialist roles where the UK market is small and we're not always seeing the right level of experience locally.

It's not just about filling roles though. It helps us build stronger, more diverse teams and bring in different skills and perspectives across the business. We're also seeing high levels of commitment and retention from those we sponsor, with people genuinely looking to build long-term careers with us. Overall, it's a practical, strategic tool that supports both immediate hiring needs and longer-term business growth.

The company is committed to promoting from within and supporting internal career progression. This includes development pathways for apprentices, enabling them to achieve full qualification and progress into skilled and senior roles, alongside progression opportunities across office-based functions. This reflects a consistent approach to recognising talent and enabling career development across both operational and corporate areas of the business.

Promoting equality enhances our performance by fostering a collaborative and respectful environment, leading to higher levels of employee engagement and productivity. Embracing diverse perspectives and experiences sparks creativity and innovative solutions, positioning us competitively in our industry. We continue to tackle income inequality in the UK through our commitment to paying the living wage. This means that our employees are paid an amount that is enough to live on, as opposed to the legal minimum. This commitment is recognised by our Living Wage Foundation accreditation. We also conduct regular pay audits to identify and rectify any discrepancies, ensuring our employees receive fair and equitable compensation for their work.



Our impact in 2025

Total employees
485

Visa Sponsorships
4

Equality, diversity and inclusion incidents

0
Previous year: 0

Percentage of women employed in the whole organisation
17%

Number of employees promoted
37

Living Wage accredited since
2015



Efficient

By extracting the maximum benefit from the resources we use, we can limit our detrimental environmental impact while also contributing to the sustainable development of our communities. Our commitment to efficiency, accountability and transparency drives us towards the targets of SDGs 12 and 11.

Overexploitation and mismanagement of natural resources are the root cause of the triple planetary crises of climate change, biodiversity loss, and pollution. These crises can be averted, in part, by following responsible practices in all stages of resource usage, from extraction to disposal.

Consumption of one group of finite resources must be significantly reduced, fossil fuels. To drive this reduction through the UK electricity market, Emtec have switched our head-office supply to a 100% renewable tariff. In addition, we have committed to moving to 100% renewable tariffs at all our locations when contract renewals are due.

A Carbon Reduction Plan has been published in accordance with PPN 006. Emissions are reported and recorded in accordance with the reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting. Carbon intensity is down 32% from our 2019 baseline figures.

We have engaged in circular practices to give waste renewed life, as part of a new product. Our own waste has been converted into various products for sale, including compost, steel cans and railway sleepers. Our Emtec jackets are made from recycled plastic bottles, leading to reduced waste, energy-usage and resource consumption.



Our impact in 2025

Scope 1 & 2 emissions per £m of turnover

12.6 tonnes of CO₂ equivalent

Previous year: 12.3

Scope 1 & 2 emissions from our owned buildings

30.79 tCO₂e

Previous year: 28.03



Efficient

Emtec believe in the power of giving back. That's why we are committed to creating a positive impact in the communities we serve. Our journey in charity and community engagement is testament to our core values and our commitment to making the world a better place.

Discourse regarding environmentally-friendly practices often focuses on global issues, such as fossil fuel use. However, many recent studies and publications have focused on the need for local communities to become more sustainable and resilient. This shift was accelerated by the COVID-19 pandemic, which led to a much sharper focus on the places and people which we interact with daily.

In addition to our environmental benefits, we are constantly striving to create social value through our community initiatives and events. Emtec Charity was formed in 2017, and has supported numerous charities, community organisations and local institutions. An example of this is our participation in the "Kilwalk" where 22 colleagues walked 23 miles from Glasgow Green to Balloch in support of our chosen charities. We are also regular supporters of the foodbanks in our local communities.

We can also create added value through our purchasing decisions. By supporting these community interest companies, we are helping them reach their environmental and social objectives as well as contributing to the long-term sustainability of our communities.



Our impact in 2025

Electricity supplied by our electric vehicle chargers
21,186 kWh

Emissions avoided through use of our electric vehicle chargers
~15 tCO₂e

Total amount donated to charity through Emtec Charity initiatives
£90,486



Customer-focused

To build strong business relationships with our customers, Emtec strive to exceed expectations and provide a service which is tailored to the task. We do this by leveraging the expertise within the Group, and by making use of pioneering methods and technology. In doing so, we make a positive contribution to the objectives set out by SDGs 9 and 7.

Industry has the scope and power to offer a significant contribution to the achievement of local and global development goals. However, for communities and economies to innovate, we must embrace new technologies and processes and employ them in a manner which supports sustainable industrialisation.

By utilising off-site manufacturing, we have been able to exert greater control over manufacture and assembly. This has led to emissions savings due to reduced travel to sites, as well as presenting additional opportunities for waste reduction and reuse. Our initial off-site facility was a great success, so we recently moved to a new location with double the capacity. The figures presented on this page represent expected savings, as calculated by industry experts.

Given the rapidly evolving nature of our sector, it is important to share best-practice between industry leaders. That is why we are members of the Supply Chain Sustainability School, a community of organisations which operate within the built environment sector. The school allows us to collaborate with peers and access training resources to upskill our people.

Like all businesses we are faced with the challenge of Artificial Intelligence (AI) impacting on almost everything we do. From drafting e-mails to analyzing data, AI is increasingly becoming an essential tool for our business. We recognize AI is here to help, not to replace that human decision making.



Our impact in 2025

Reduction in weld time through in-house welding and lean methods
30%

Reduction in down time through off-site manufacturing
50%

Reduction in waste production through efficient material ordering
12%



Customer-focused

Having our own energy division within the business has allowed us to enhance our understanding of renewable technology and not just offset our carbon usage but also ensure we generate electricity at source. We have also assessed how we manage our principal contractor role in delivering solar farms.

We feel that true, clean, affordable energy is energy generated and offset at source and we will continue to utilise the development of solar, battery and heat technologies as we move the business, and the country, towards net zero. Energy supply accounts for approximately 20% of the UK's total carbon emissions, which highlights the scale of the potential emissions savings to be made from switching to clean energy. In addition to emissions savings, investment in renewables brings increased energy security and reduced costs, due to the domestic and infinite nature of the source.

The ten electric vehicle (EV) charging points at our Tannochside head office have made a positive contribution to local air quality, by accelerating the uptake of EVs and reducing the number of combustion engine vehicles on the roads. This is a critical issue, with 99% of the world's urban population currently breathing polluted air.

Emtec Energy have installed a solar photovoltaic (PV) array at Emtec head office. This technology has allowed us to significantly reduce our electricity-related carbon footprint. Following the success of the initial array we have expanded its capacity, allowing us to generate roughly triple as much renewable electricity annually. Furthermore, we continually assess our half-hourly energy data at our head office, ensuring we run the building more efficiently during peak solar generation periods.



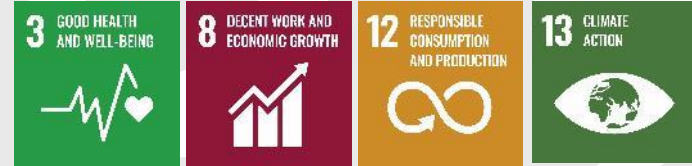
Our impact in 2025

Total solar PV capacity installed by Emtec Energy
80 MW

Total renewable electricity generated at our headquarters
271,646 kWh

Total emissions avoided through renewable electricity generation at our headquarters
~69.3 tCO₂e

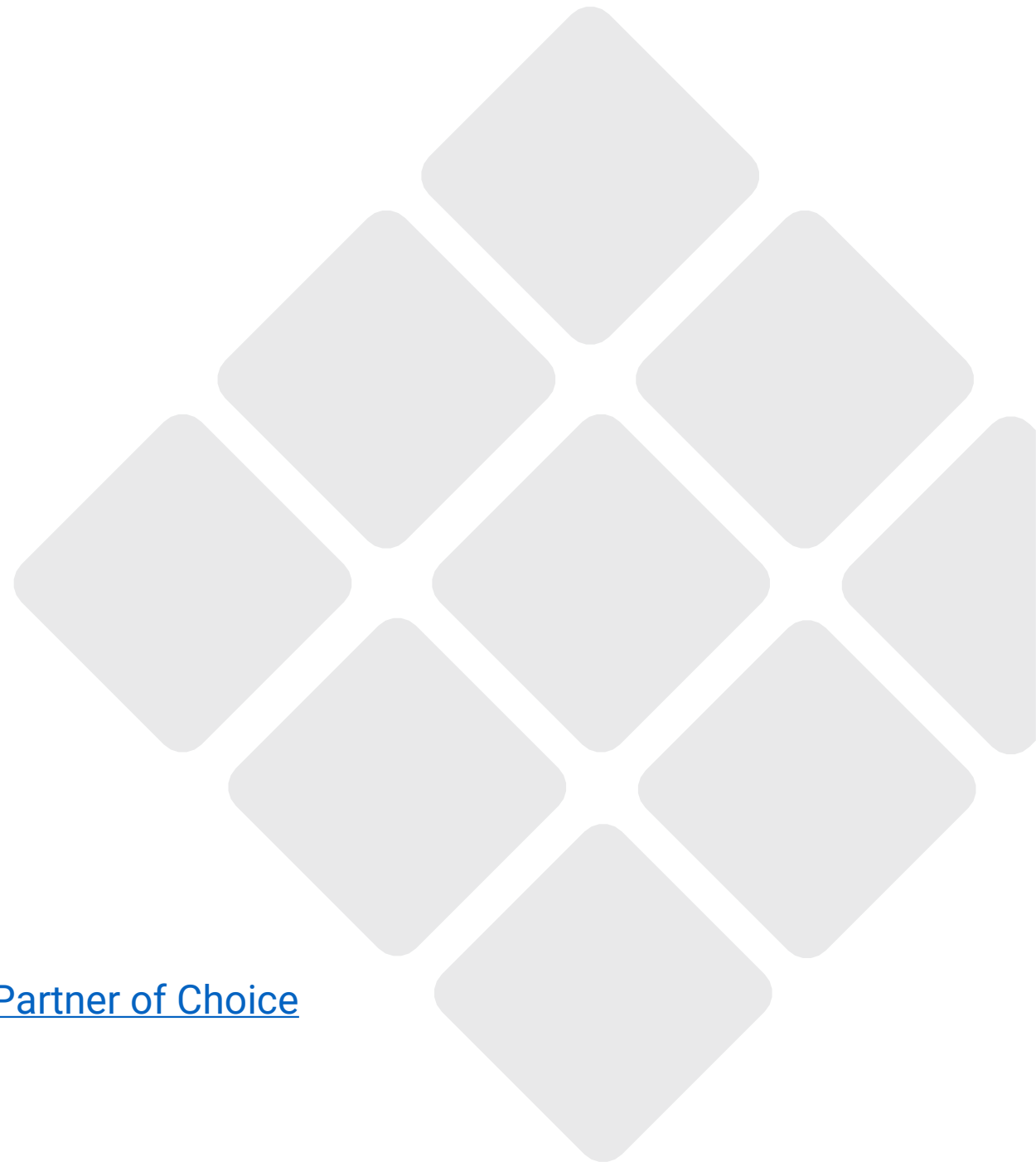
Partnerships





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