



# SUSTAINABILITY REPORT

[WWW.ELCOM.COM](http://WWW.ELCOM.COM)

2025

# EXECUTIVE SUMMARY

Elcom Systems Limited is a leading provider of cloud-based procurement technology and spend management solutions, committed to sustainability as part of its core business operations.

This report outlines our Environmental, Social and Governance (ESG) practices, drawing from our environmental policy, Net-Zero commitments, and ethical standards.

As a company focused on simplifying supply chains for clients across sectors like government, healthcare and education, we integrate sustainability into our technology and operations to reduce environmental impact, promote social responsibility and uphold strong governance.

Our goal is to achieve Net Zero emissions ideally by 2030, or latest by 2035, aligning with the UK's national targets for 2050.

This report covers our progress as of July 2025, based on ongoing initiatives and tools like our CarbonWise solution.

# COMPANY OVERVIEW

Elcom Systems Limited, registered in England and Wales (Company Number 02838561), specialises in eProcurement, purchase-to-pay systems, inventory management and data analytics.

Founded on pioneering cloud technology in partnership with MIT, we process over £10 billion in transactions and serve more than 120,000 clients worldwide. Our solutions help organisations optimise supply chains, reduce costs and enhance transparency.

Offices are located in the UK (London, Glasgow, Birmingham & Liverpool) and USA (Boston).

Sustainability is embedded in our mission to make procurement smarter and more connected. We adapt our technology to client needs while emphasising practices that minimise environmental harm and promote ethical operations.



**WILLIAM LOCK**  
CEO

# ENVIRONMENTAL RESPONSIBILITY

Elcom is dedicated to reducing our carbon footprint and supporting the transition to a low-carbon economy. We recognise the importance of business action in achieving the UK's Net Zero goals by 2050 and have committed to aligning with these ambitions.



ACHIEVE  
NET ZERO  
BY  
2030

## NET ZERO COMMITMENT & PLAN

**Target:** Achieve Net Zero emissions by 2030 (ideally) or 2035 at the latest. This plan includes strategies for further emission reductions, progress measurement and target achievement.

**Renewable Energy Usage:** Our UK offices operate 100% renewable energy and are accelerating toward this goal through efficient energy.

**Resource Efficiency:** We implement strategies to optimise energy, water, equipment, furniture and materials usage across global operations, focusing on reducing natural resource consumption and waste.

## TOP 5 ACTIONS TO TACKLE CLIMATE EMERGENCY

Elcom prioritizes the following key actions to cut emissions and build a greener environment:

- 1 Adopting sustainable business practices to minimise supply chain emissions.
- 2 Enhancing energy efficiency in offices and operations.
- 3 Promoting waste reduction and recycling.
- 4 Encouraging low-carbon travel and remote work.
- 5 Integrating carbon tracking into our procurement tools for clients.

# CARBON REDUCTION PLAN

In compliance with Procurement Policy Note (PPN) 06/21, we have published a Carbon Reduction Plan. This includes baseline emissions assessments, current reporting and reduction projects. Our plan emphasises measuring Scope 1, 2, and 3 emissions and implementing initiatives like energy-efficient technologies and supplier engagement.

# INNOVATIONS FOR SUSTAINABILITY

We offer CarbonWise, a tool that helps organisations calculate emissions, create compliant carbon action plans and monitor progress. This supports public sector bidding requirements (e.g., NHS contracts over £5 million) and promotes broader sustainability. No specific emission metrics are publicly detailed in this report, but we track progress annually against baselines, with reductions focused on operational efficiency and renewable transitions.

# SOCIAL RESPONSIBILITY



Elcom is committed to ethical practices, community engagement and fair treatment across our value chain.

# MODERN SLAVERY STATEMENT

We comply with the Modern Slavery Act 2015, ensuring no slavery, trafficking, forced labour or servitude in our operations or supply chains. Key policies include:

- Suppliers must adhere to high ethical standards, provide fair contracts and treat employees with dignity.
- We conduct due diligence on supply chains, focusing on high-risk sectors like IT and manufacturing.
- Employees are free to choose employment and leave upon reasonable notice.

# COMMUNITY AND EMPLOYEE INITIATIVES

**Fundraising and Projects:** Initiatives like the Julian Cobbledick Fundraiser support community causes. We have participated in European projects for social impact.

**Workforce Empowerment:** Our core values - Passion, Innovation & Agility, Empowerment, Collaboration and Integrity - guide employee development. We offer diverse roles across global offices and promote inclusive hiring.

**Client Impact:** Our solutions enhance social value in sectors like healthcare (e.g., Integrated Care Systems) and education, improving efficiency for public good.



We aim to build stronger relationships with stakeholders by demonstrating responsibility, including paying living wages and supporting low-paid workers through collective efforts.

## GOVERNANCE

Strong governance underpins our sustainability efforts, ensuring transparency, compliance and ethical decision-making.

## REGULATORY COMPLIANCE

We adhere to data privacy (GDPR via Privacy and Cookie Policies) and use technologies like reCAPTCHA for secure operations.

## RISK MANAGEMENT AND ETHICS

- Our reputation for fairness is central, with policies against unethical practices.
- Board oversight ensures alignment with sustainability goals, with regular reviews of Net Zero progress.

## TRANSPARENCY AND REPORTING

We report on ESG through our Carbon Reduction Plan and website disclosures. Future reports will include more detailed metrics as we advance toward Net Zero.

# TARGETS, METRICS AND PROGRESS

Category 	Target 	Progress (as of 2025) 
Net Zero Emissions	2030 (ideal) / 2035 (latest)	Plan in development; UK offices at 100% renewable; US accelerating.
Renewable Energy	100% across all offices	Achieved in UK; ongoing in US
Emission Reductions	Align with UK 2050 goals	Baseline established per PPN 06/21; annual tracking via CarbonWise.
Waste Reduction	Reduce natural resource use	Strategies implemented; metrics tracked internally.
Social Compliance	Zero modern slavery incidents	Full adherence to Act

## CONCLUSION AND FUTURE COMMITMENTS

Elcom Systems Limited is proactive in sustainability, leveraging our procurement expertise to drive positive change for ourselves and clients. By aiming to be Net Zero by 2030 and promoting ethical practices, we contribute to a sustainable future.

Future efforts will focus on expanding metrics, enhancing supplier sustainability and innovating tools like CarbonWise. We invite stakeholders to engage with us on this journey.

For more details, visit our website or contact us at [info@elcom.com](mailto:info@elcom.com)

