ABER Group Environmental, social & governance report

July 2025

Introduction

While this is the first ABER Group ESG Report, Environmental, Social & Governance considerations have long been central to our business, and are central to our Guiding Purpose, Ethos & Values, Code of Ethics and Governance model. We will update this report annually to confirm our continued ESG commitment to our internal and external stakeholders.

Towards the end of 2024, we decided that the Good Business Charter aligned well with our Guiding Purpose, and Ethos & Values, and that it would be a good way of formalising our ESG commitments. We held reviews across a number of departments to ensure that we had appropriate measures to meet the expectations of the Good business Charter across our business, and we successfully achieved accreditation in Jan 2025. The following pages are centred around the ten key criteria identified by the Good Business Charter, and detail how ABER Group has put policies and processes in place to meet these commitments.

In parallel, and as a further commitment to positively impact our stakeholders, we have been working towards gaining B Corp certification. We completed and submitted our application for B Corp in April 2025, so are waiting for the assessment process to get underway, but would target to become B Corp certified before the end of the year.



Matt Lee
ABER Group CEO

Environmental responsibility

The ABER Instruments Environmental Group was formed in 2019 to track and offset the carbon emissions generated by our business each year. Since then, the group has broadened its focus to include a range of projects aimed at reducing our overall environmental impact and making our business and operations more sustainable.

Through a combination of solar panels on our buildings and 100% of our energy coming from renewable sources, ABER Instruments is now Carbon neutral for Scope 1 & 2 Emissions. We also calculate and offset for Scope 3 emissions due to business travel, and are in the process of addressing the Scope 3 emissions due to the upstream and downstream activities for all Aber Group subsidiaries. We have committed to pull this together onto an ABER Group Net Zero plan by the end of 2025.

As the manufacturing site, Aber Instruments is accredited to ISO14001, and therefore has a management system in place that ensures that we meet all aspects of the standard. We have clearly defined Objectives and Key Performance Indicators in place for energy consumption, waste production and carbon emissions, which are reviewed regularly by the business to drive improvements.

Fairer hours and contracts

ABER Instruments is an Employee Owned organisation, with 100% of our employees becoming owners and shareholders, after successful completion of probation. All employees have contracts with clearly defined and mutually agreed hours.

Employee well-being

Our Guiding Purpose and Ethos & Values documents confirm our responsibility to our employees, which is formalised by a range of clear and transparent policies that have been put in place to support and encourage employee well-being, including Sickness, Maternity, Shared Parental leave, Bullying and Harassment, and Modern Slavery.

We have also put a flexible working policy in place which is applicable to 100% of employees. This policy sets out ABER Instruments commitment to providing a working environment that supports work / life balance for our employees, including flexitime, and flexible working patterns.

To further support the well-being of our employee owners and their families, everyone has access to a comprehensive employee assistance package, including mental health and medical support.

Employee representation

Employee Representation is enshrined into the ABER Group governance structures and articles through the ABER Group Employee Senedd, and the Employee Councils of all company subsidiaries. Employee Council members are elected by the workforce, and act as a voice to the Group and Company directors on behalf of all employees, as well as handling the annual Employee Ownership survey, reviewing business strategy and monitoring progress, and reviewing the companhttps://drive.google.com/drive/homey accounts.

Real living wage

ABER Instruments Ltd is accredited by the Living Wage Foundation as a Living Wage Employer, committed to paying a wage based on the cost of living to all UK employees

Equality, diversity and inclusion

At ABER, we value the diverse cultures, perspectives, and experiences of our employees. We are committed to recruiting, developing, and retaining the most talented individuals, regardless of background, and maximising their potential.

Led by our Ethos & Values and our Guiding Purpose, we believe a diverse and inclusive workplace fosters innovation and enables us to deliver exceptional products and services. We strive to create a respectful and equitable environment for all, in line with the Equality Act 2010, and actively challenge unlawful discrimination.

We are dedicated to removing barriers to opportunity through training, development, promotion, and career planning, empowering our leaders and employees to champion diversity and inclusion in all aspects of their work. Our aim is for our company to be representative of all sections of society and for our stakeholders and our employees to feel respected and be able to give their best.

The ABER Instruments EDI policy outlines our approach to equality, diversity and inclusion, and is fully supported by ABER's leaders and the employee council. As one of the enhancements we have made to our procedures through the Good Business Charter, we have started to collect EDI data from our employees, and the results and actions from this will be included into future ESG reports.

Commitment to customers

The ABER code of ethics requires that we seek to provide our customers with products and services which meet or exceed their requirements, to respond quickly to changing customer demand and continuously to seek to improve product quality, value and delivery times. We have defined Objectives and Key Performance Indicators around customer satisfaction, and have put systems in place over the last year to gather that feedback. This information will be regularly reported to the board, and actions put in place to address any issues

Prompt payment to suppliers

ABER Instruments carries out payment runs at the end of the month, in which we aim to pay 100% of all undisputed and valid invoices received 5 or more days prior to the payment run. Invoices received after that date will be paid in the next payment run.

Pay fair tax

ABER records all business transactions accurately, prudently and transparently in compliance with its accounting standards and utilises appropriate internal controls to ensure that the reported results are accurate. In line with our Code of Ethics, ABER Group is committed to the highest standards of ethical conduct in everything that we do, therefore we commit to paying fair taxes in line with our results, and do not engage in tax avoidance.

Ethical sourcing

As a responsible company, ABER Instruments want to ensure that all partners involved in the full lifecycle of our products are aligned to our Ethos and Values. In support of this we gather information on the ESG actions in place at our suppliers as part of the initial supplier selection process and during ongoing evaluation. We have a zero tolerance approach to Corruption, Modern Slavery, Human Trafficking and use of Child labour, and this expectation extends to our supliers.

Community

The ABER Group is committed to forming meaningful, long term relationships within the communities that we operate, giving back to the people and place that have built and supported ABER throughout our journey and will continue to be there as we grow. We are working to advance opportunities for the youth and young people, improving wellbeing & unlocking the potential of individuals, their network and the wider community.

Charity

As a part of ABER's commitment to create opportunities, security and prosperity for the people we work with, our community and the region, today and for future generations ABER has a charity group designed to supply funding for people in need locally. It is one way for us to extend our commitment beyond our business, distributing a portion of our profits to worthy causes in our local area. Each half year, 1% of our ABER Group profits are added to the Charity Fund which is available for any employee to request funding to support a worthy cause within a 50 mile radius of any ABER employee.

Health & Safety

The wellbeing of our employees is of prime importance to ABER Group. To support this, ABER uses a consultancy called Citation to manage our Health & Safety process. We use Atlas, Citation's H&S platform, to roll out all Health & Safety staff related training and logging of records. We also use Atlas to create and distribute our Risk and COSHH assessments for electronic acknowledgement by employees. Our H&S Handbook and Policy are reviewed and updated annually. They are displayed in all our buildings and can be accessed easily via Atlas.

As part of our service agreement with Citation they carry out an annual on-site Health & Safety audit to ensure that our facilities meet all applicable regulations and reflect industry best practise. We also carry out Monthly site walks to identify any potential issues that arise.

Through a combination of Audits and continuous improvement actions, our H&S procedures and practices continue to grow and improve year on year, which is reflected in positive audit results and the number of non-conformances reducing considerably.