



SUSTAINABILITY PROGRESS REPORT

2026

MEASURED PROGRESS. RESPONSIBLE GROWTH.

This report brings together ARC Regulatory Limited's available environmental, social and governance evidence. Reporting periods differ by dataset and are stated throughout.

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Progress at a glance

ARC Regulatory has strengthened its sustainability management during 2025-26: approved near-term science-based targets provide a clear climate direction, EcoVadis performance improved, responsible procurement controls were formalised, and a cross-functional Sustainability Team was established.

66/100

EcoVadis overall score

69th

EcoVadis percentile

88.77 tCO₂e

2024 carbon footprint

42%

Scope 1 reduction target by
2030

0

Scope 2 emissions to
maintain

53.3%

Women in workforce, May
2025

Source: EcoVadis rating, June 2026; Climate Essentials 2024 dashboard; SBTi target evidence; Diversity Report, 31 May 2025.

About this report

The report is a progress snapshot rather than a comprehensive ESG disclosure. It uses the latest evidence supplied for each topic: calendar-years 2024 - 2026.

All greenhouse-gas figures are presented as reported by Climate Essentials. Benchmark comparisons and real-world equivalents are platform outputs.

Our sustainability approach

- Measure and understand environmental impact using the Climate Essentials carbon-management platform.
- Set and maintain science-based emissions targets, with action focused on Scope 1 and continued measurement of Scope 3.
- Embed social, ethical and environmental expectations in people practices, governance and supplier management.
- Review progress through documented, bi-monthly Sustainability Team meetings and publish progress openly.

Climate action

ARC's 2024 organisational carbon footprint was 88,765.1 kgCO₂e (88.77 tCO₂e), calculated on an operational-control basis for one site.

2024 indicator	Reported result	Platform comparison
Total carbon footprint	88,765.1 kgCO ₂ e	35.7% lower than the platform's average-business benchmark
Carbon intensity per employee	3,698.546 kgCO ₂ e per FTE	58.1% lower than benchmark
Carbon intensity by revenue	0.028 kgCO ₂ e per £ of revenue	96.4% lower than benchmark
Organisational profile	24 FTE; £3.2m revenue; 1 site	Operational-control boundary

Source: Climate Essentials dashboard and business profile for 1 January-31 December 2024.

Approved near-term targets

ARC Regulatory Limited's SBTi near-term targets are recorded as set/approved. The company commits to:

- reduce absolute Scope 1 emissions by 42% by 2030 from a 2024 base year;
- maintain zero Scope 2 emissions through 2030; and
- measure and reduce Scope 3 emissions from a 2024 base year.

Interpreting the footprint

The Climate Essentials dashboard equates the 2024 footprint to approximately 260 return journeys from London to Barcelona, 20 petrol cars driven for one year, or 11 homes powered for one year. These equivalents are illustrative platform comparisons, not additional inventory measures.

Next steps

The immediate focus is to implement Scope 1 reduction measures, continue Scope 3 measurement and reduction, maintain zero Scope 2 emissions, and improve the depth and consistency of annual reporting.

EcoVadis and responsible business



June 2026 assessment

66/100

69th percentile

Bronze Medal - Top 35%

Source: EcoVadis scorecard and Bronze medal supplied by ARC; rating dated June 2026.

Score by theme

Theme	2025 score	2026 score	Change
Environment	61	64	3
Labour & Human Rights	66	69	3
Ethics	62	62	0
Sustainable Procurement	39	62	23
Overall	61	66	5

What supported the improvement

- A Supplier Code of Conduct setting minimum expectations for labour rights, health and safety, environmental responsibility, ethical conduct, data protection and supply-chain due diligence.
- Social and environmental clauses introduced into supplier contracts.
- Increased use of eco-friendly and bio-based materials in the laboratory where feasible.
- Employee development through Lunch & Learn sessions, external training and regular Employee Satisfaction Surveys.
- Cyber Security Risk Assessments to strengthen governance, resilience and responsible business practices.

People, inclusion and development

At 31 May 2025, ARC employed 30 people. Women represented 53.3% of the workforce and men 46.7%.

16

women

14

men

30

employees

Source: ARC Diversity Report - Gender, month ending 31 May 2025.

What the data shows

The available gender data indicates a broadly balanced workforce with a slight female majority. It is a point-in-time headcount measure and does not, on its own, describe representation by seniority, function, pay, contract type or other diversity characteristics.

People initiatives reported during the year

- Lunch & Learn training sessions to support employee development.
- Regular Employee Satisfaction Surveys to strengthen employee engagement.
- A stated priority to improve documentation on career management, development and training.
- A cross-functional Sustainability Team bringing together Human Resources, technology and scientific perspectives.

Responsible procurement and governance

Sustainable Procurement was ARC's largest EcoVadis improvement, rising from 39/100 to 62/100. The company has supported this with clearer supplier standards and contractual expectations.

Area	Minimum expectations in ARC's Supplier Code
Human rights and labour	No forced or child labour; fair wages and working time; dignity, non-discrimination, equal opportunity and freedom of association where lawful.
Health, safety and wellbeing	Effective safety management, hazard controls, training, emergency preparedness and reasonable protection of wellbeing.
Environment	Compliance with environmental law; efforts to measure and reduce emissions, improve efficiency, reduce waste, prevent pollution and use responsible products.
Ethical conduct	Anti-bribery and anti-corruption controls, conflict management, accurate records, fair competition and confidentiality.
Data and information security	Compliance with applicable privacy law, including UK GDPR where relevant; proportionate security controls and prompt breach notification.
Monitoring and remedy	ARC may request evidence and corrective action; serious or repeated failures may lead to suspension, non-renewal or termination.

Governance in practice

- A dedicated Sustainability Team meets bi-monthly.
- Agendas, follow-up actions and minutes are to be documented.
- The team coordinates activity, reviews progress and supports continuous improvement across functions.
- Supplier oversight is intended to be proportionate and risk-based.

Priorities for 2026 and beyond

ARC's next phase is to convert strengthened policies, targets and ratings into repeatable management actions and measurable year-on-year outcomes.

Priority	Planned direction	How progress can be evidenced
Climate action	Implement Scope 1 reduction measures; maintain zero Scope 2; continue Scope 3 measurement and reduction.	Annual footprint by scope and category; activity data; action owners and completion status.
Sustainable procurement	Build on the EcoVadis improvement and apply the Supplier Code through selection and ongoing management.	Supplier acknowledgements, risk reviews, contract clauses, disclosures and corrective-action records.
People and development	Strengthen career-management, development and training documentation and implementation.	Training participation, development plans, survey response and action follow-up.
Information security	Develop monitoring reports, audits and training.	Risk assessments, audit findings, remediation and training completion.
Transparency	Continue publishing sustainability progress.	A consistent annual reporting boundary, methodology, prior-year comparison and source trail.

Management focus

For stronger future comparability, ARC should retain the same carbon boundary and reporting calendar, disclose Scope 1, 2 and 3 totals separately, explain material estimation methods, track target progress from the 2024 base year, and expand workforce metrics only where data quality and privacy controls support responsible publication.