Annual Sustainability Report and Dashboard 2025-2026



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Climate change is no longer a future challenge. Its effects are already being felt across the communities Seetec is part of, influencing health, wellbeing, infrastructure, opportunity and resilience. Our responsibility to understand our operational impact, act on the evidence and be transparent about our progress becomes more pressing each day. This report reflects the practical steps we are taking towards that goal, from reducing emissions and waste to embedding sustainability into the way we operate and make decisions.

Being employee-owned means we think differently about success at Seetec. We are intentionally socially centred to create long-term value. That perspective informs every decision we make, the services we deliver, and our commitment to a meaningful legacy wherever we work.

Our accelerated activity to achieve carbon neutrality by 2030 reflects that commitment. During 2025-26, we took significant steps forward, including offsetting more than 250 tonnes of carbon through our partnership with Carbon Neutral Britain, maintaining our ISO 14001 certification, strengthening sustainability considerations across our supply chain, and continuing to reduce waste sent to landfill. We also invested in initiatives that support more sustainable ways of working and encouraged environmental volunteering across the Group.

Our employee owners demand that future generations inherit places and communities that are stronger, more sustainable and more prosperous because we were part of them.

“The true measure of our success is whether future generations inherit stronger communities because of the choices we make today.”

John Baumback
Group Chief Executive Officer

Our Environmental Highlights

Previous Years

Replaced electrical fittings and systems within our premises with more energy efficient options.

Maximised the use of collaborative working using online platforms such as Share Point.

Reviewed all waste streams, to increase reuse and recycling and reduce waste to landfill.

ISO14001 certification renewal audit by BSI (first obtained in 2012).

Embraced various flexible working models to reduce the need for business travel.

Significantly reduced the number of vehicles owned and operated by the business.

2025 - 2026

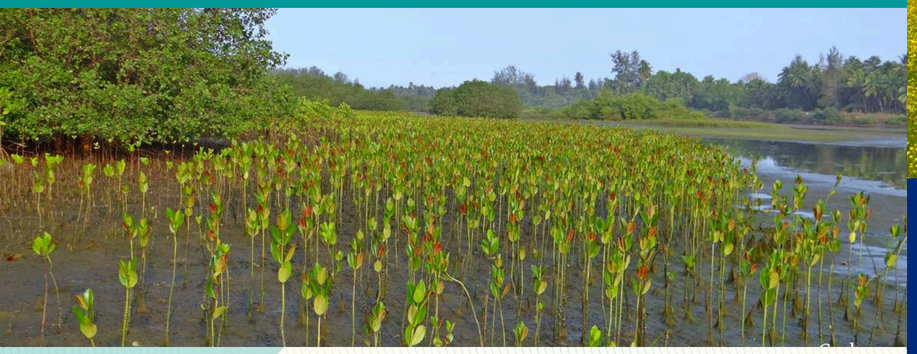
Worked with Carbon Neutral Britain to offset 250 tonnes of Carbon, which is one of the milestones to becoming a Carbon neutral business by 2030.

Several departments in the commercial function have collaborated to ensure the procurement of goods and services have been environmentally sustainable and cost effective.

Maintained ISO14001 certification at Hockley head office and the operational hub at Birkenhead.

Carbon Offsetting

We have partnered with Carbon Neutral Britain to offset some of our Carbon emissions, working towards our Carbon neutral goal for 2030! We have purchased Carbon credits from their Woodland Fund.







The Woodland fund supports 3-5 nature based reforestation projects in developing regions across the world. This includes projects with significant positive impacts on wildlife and ecology, in critical biodiversity hotspots. In addition to the international projects, up to 10% of the Woodland fund portfolio is also spent on Climate Action Projects here in the UK.

We are proud that our elected portfolio supports a wide range of projects, including; forest creation, Mangrove restoration, hay meadow restoration and wilding, sea grass recovery and protection, wind power, river basin conservation and reforestation and community forest programmes and education. We look forward to continuing our work with CNB!

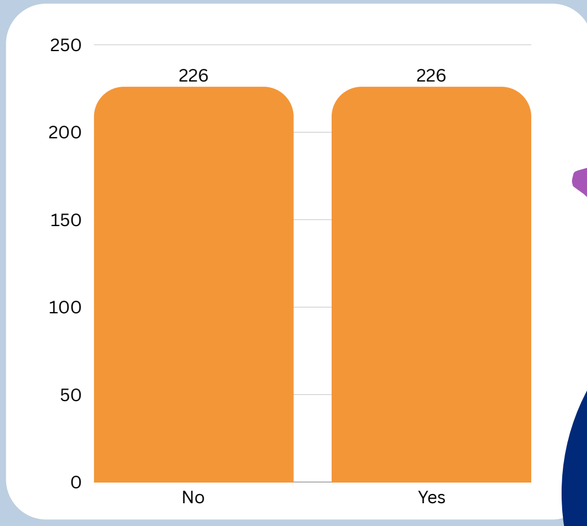


Seetec commuting and travel survey 2026

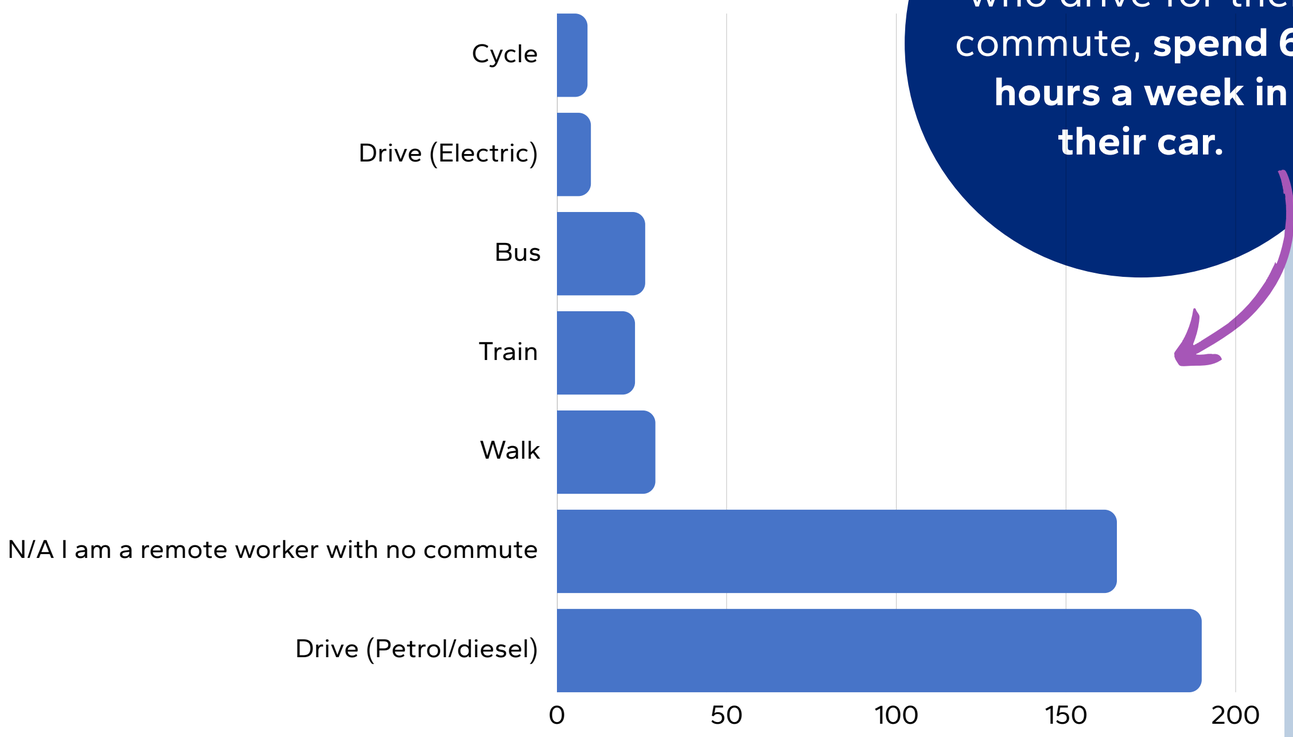
452 colleagues completed our survey (this is a reduction to last year's response).

56% of those colleagues, do not commute or drive to work.

44% Therefore, 44% drive to commute to work and only **5%** drive electric vehicles.



We asked collagues 'do you travel for business', and the results show a **50/50** split!



40% of colleagues who drive for their commute, **spend 6+ hours a week in their car.**

We asked the 50% of colleagues that travel for business if in the last 12 months, they have travelled more than 5 hours in one day

Travel Data

A key environmental aim for Seetec is to reduce the amount of carbon we are releasing into the atmosphere. The infographic below shows our carbon output for travel over the last three years. This highlights areas we can focus on to reduce the overall carbon output.

Business Travel

0.03 — Train

0.4 — Car

0.13 — Electric

The estimated carbon emissions for different modes of transport (KgCo2e/m)*

Seetec miles travelled 2023-24

625,459

1,388,023

5.2%

8.7%

Seetec miles travelled 2024-25

470,659

1,371,145

8.7%

4.1%

Seetec miles travelled 2025-26

481,715

1,306,923

27%

2.4%

Equivalent to **14 tonnes** of Co2

Equivalent to **419 tonnes** of Co2

Percentage of car miles travelled by using low or no emission vehicles

Percentage of miles travelled by car sharing.

Colleagues' own vehicles for work related travel = Grey Fleet

*(KgCo2e/m) = kilograms of carbon dioxide per mile travelled.

Travel Targets

Increase



Increase the percentage of journeys where car sharing takes place.

(During 2025-26 the percentage of journeys with car sharing as a proportion of total car journeys went down to 3.4%).

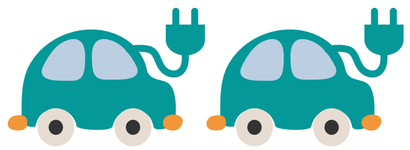
Cycling to work is a carbon-neutral travel option. Our goal is to increase participation in the Cycle to Work scheme while retaining current members, following a decrease in enrolment.





Increase Seetec fleet percentage of vehicles that are Euro 6 or LEV (60%).

Increase of car miles driven using low or no emission vehicles (grey fleet).



Colleagues' own vehicles for work related travel = Grey Fleet

Reduce



Reduce the percentage of total miles travelled by cars.

1,306,923

Total miles travelled

Volunteering

Number of hours that colleagues have spent on environmental volunteering opportunities.

2022 - 2023*	2023 - 2024*	2024 - 2025*	2025 - 2026**
255	405	184	106

Target

To increase the number of hours spent volunteering on environmental projects.



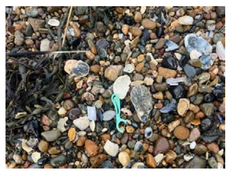
*2022 - 2024 Volunteering Working Group promoted and assisted with volunteering opportunities. This WG was not active in 2025 or 2026.



Kristina, Josephine, Beverly, Katherine, Sam and Monica used their volunteering hours to complete a beach clean with Suez. They used buckets to segregate the material they found, into general waste and recycling, nothing went to landfill that day and they recycled everything they could. What a team effort!



Michelle Wintrip volunteered for the Parish Council in North Devon, walking a network of public footpaths with her dog, reporting back any maintenance or access issues. This allows the council to target their funds for repairs.





Emma Turner volunteered on a very windy October day at Newborough Beach, Anglesey, conducting a beach clean. Emma says it was really satisfying being able to recycle the rubbish found, knowing it wasn't going to end up in the sea. Also that it is such a perk at Seetec and she thinks more colleagues should utilise this opportunity to get a bit of fresh air, a change of scenery whilst benefiting our communities and the planet. We couldn't agree more!!





Five specialist WorkFit coaches from Seetec's WorkFit team (Charlotte, Chris, Leah, Esme and Teresa) volunteered at a community beach clean at Mount Batten on 10th June, supporting a coastal clean-up initiative led by Plymouth Sound National Marine Park Rangers and volunteers. The event not only provided an opportunity to make a positive environmental impact but also enabled the team to connect with the local community and enjoy the wellbeing benefits of spending time by the sea.



8.5%

The overall amount of volunteering across Seetec (including SESI) is 164 days. Therefore environmental makes up 8.5% of the days taken.

We are keen for this to increase over the next year and we will be promoting this to colleagues

**Dates for volunteering are 1/8/25-31/7/26 - this will be ammended to align with the finanical year in 26-27.

Supply Chain

Our environmental supply chain performance has increased greatly in the last two years. Our aim for the upcoming year is to increase this further. The data below came from EMS Survey conducted by our Supply Chain Management Team.*

***22 out of 29 suppliers answered the survey, these answers are based off the 22 replies**

	2023 - 24	2024 - 25	2025 - 26
Percentage of our supply chain partners who have submitted a response to the EMS Survey.	30%	86%	76%
Percentage of our supply chain partners who have documented and published their environmental commitments.	7%	55%	55%
Percentage of our supply chain partners who operate low or zero emission vehicles, or do not use vehicles to deliver the contract.	7%	9%	87%
Percentage of our supply chain partners who have recognised environmental certifications, and awards.	9.6%	36%	32%

Resources

Seetec is committed to ensuring our resource initiatives are sustainable and as environmentally friendly as far as reasonably practicable. The data below is from UK & IE, provided by the Estates & Facilities Team and the Quality & Compliance Team.

	2022 - 23	2023 - 24	2024 - 25	2025 - 26	Targets
Total number of pages printed on Seetec devices.	2,710,441	2,317,668	2,178,050	5,062,825	Our target is to reduce the number of pages printed.
Weight of paper purchased. (per employee) KgE.	3.2	5.4	5.9	6.1	Our target is to reduce the amount of paper purchased.
Weight of paper recycled* (per employee) KgE. (Includes paper from third party sources)	12	12.1	9.5	10.2	The weight of paper recycled should be more than the weight of paper purchased.
Percentage of paper recycled* compared to paper purchased. (Includes paper from third party sources)	275%	123.7%	61%	167%	To continue to have a percentage greater than zero.

Recycling

Seetec is comitted to reducing our waste output and increasing the amount of waste recycled. We have recycling bins within our offices to encourage staff to segregate their waste. We are also mindful of this when working with contractors/suppliers.

Percentage of waste that is unable to be recycled or processed.

2022 - 23	2023 - 24	2024 - 25	2025 - 26
13%	7%	5%	0%

Targets

Reduce the percentage of waste that can not be processed or recycled.

We want to increase percentage of Seetec spend across suppliers who are committed to elimination of non recyclable packaging (NRP).

Waste, electrical and electronic equipment (WEEE).

Seetec split WEEE waste into two separate categories, items with data and items that do not hold data. Seetec use two approved contractors to collect these two waste streams. The contractors operate under the principle that items are to be reused or their component parts recycled.

Sustainability and procurement

The procurement team have included sustainability requirements for suppliers of goods and services as part of the procurement process.

These suppliers have made an obligation that their goods and services will be provided with no NRP's.

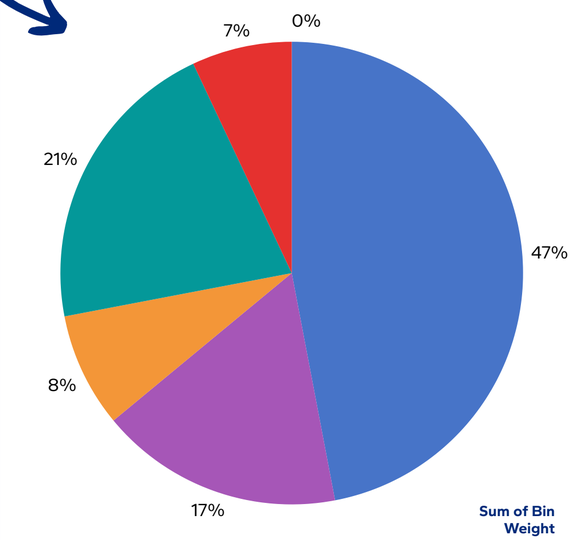
Seetec Group:

- Dell - I.T equipment: £475,400
- Amazon: £152,603
- ASL - printer copiers: £28,843

Pluss CiC manufacturing:

- Snuggle down - £102,622

Waste Categories and Treatments

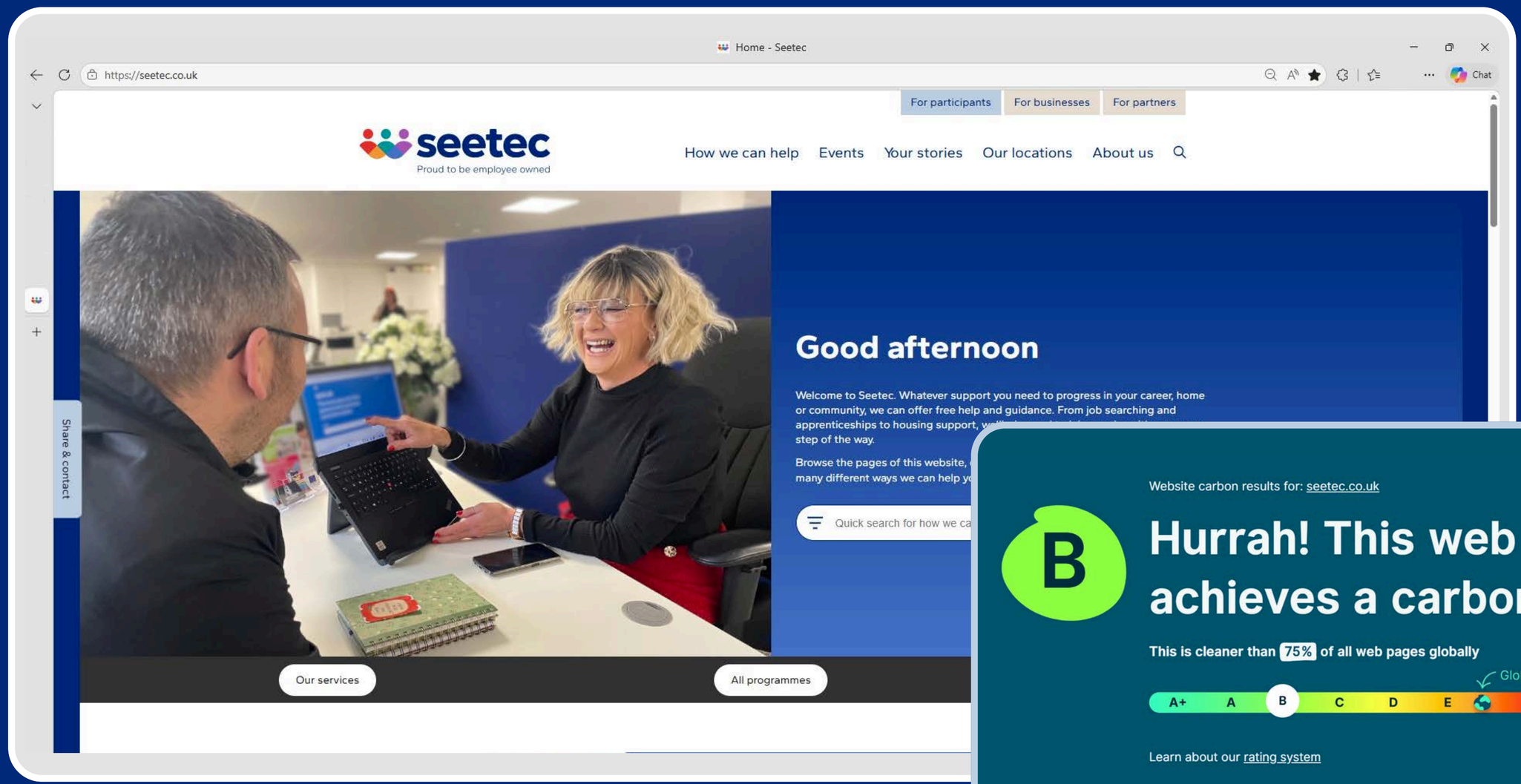


Sum of Bin Weight	
Confidential Waste Paper - IC Material Recycling Facility	4.06
Dry Mixed Recycling - IC Material Recycling Facility	1.457
Food Processing Waste - IC Anaerobic Digestion	0.591
General Non-Hazardous Waste - IC Energy From Waste	1.821
Mixed Packaging Glass - IC Material Recycling Facility	0.68
Landfill Material Recycling Facility	0

Our Web Page

The internet consumes electricity, due to data centres, transmission networks and the connections to the billions of devices that we use every day. This electricity use, produces carbon emissions.

Seetec's website, both the way it is hosted and maintained, has maintained a B graded carbon rating.



Carbon Data

2025 - 2026 carbon footprint - **564 TONNES**

(This figure is the CO2 emissions in metric tonnes, minus any definable carbon that has been offset).

Sub measure	target	2020 - 21	2021 - 22	2022 - 23	2023 - 24	2024 - 25	2025 - 26	Annual Result	5 Year Result	Current Status Carbon Footprint
tCO2e - CO2 emissions measured in metric tonnes.	Reduce CO2 emissions year on year	2026	2027	857	801	790	815	3.20%	-59.80%	564.08
tCO2e/£m - CO2 emissions measured in metric tonnes with an intensity ratio of estimated turnover to the nearest million.	Reduce CO2 emissions year on year (using the intensity ratio).	14.7	13	6.7	9.1	9.5	9.7	2.10%	-25.40%	
Annual confirmation from the Crown Publication Service of a compliant submission.	Compliant Submission June annually.	YES	YES	YES	YES	YES	YES	COMPLIANT		
Percentage of sites under Seetec control with Renewable Energy contracts.	Increase then maintain the percentage of sites on Renewable Energy contracts.	80%	80%	90%	100%	100%	28%	Seetec have had to redefine the question and therefore the data for this section.		
Number of Gas utilities under Seetec Control.	Decrease the number of Gas utilities under Seetec Control.	19	17	17	15	15	14	-6.70%	-17.60%	
Number of Carbon Offsetting projects.	Increase the number of projects.	0	0	1	1	4	3	-1	3	
Definable carbon reduction in Tonnes.	Increase the definable carbon offset.	0	0	0.05	0.08	3.08	250.92	247.84	250.92	

Seetec have a contract in the UK for blended energy provision - part renewable and part fossil fuel. In previous years the blend was as much as 80% renewable energy, but did cover 100% of locations.

Energy providers are increasingly meeting the demand for exclusively renewable energy contracts, and therefore the renewable energy available for blended contracts has reduced to less than 30%.

The Estates Team have already negotiated new exclusively renewable energy contracts with our supplier in the republic of Ireland.

Seetec have a contract in the UK for blended energy provision - part renewable and part fossil fuel. In previous years the blend was as much as 80% renewable energy, but did cover 100% of locations.

The road to carbon neutrality

Our goal is to become carbon neutral by 2030. We are aiming to do this by reducing our overall carbon output and also offsetting our carbon through a partnership with Carbon Neutral Britain.

		Reported Data				Current year	Estimated Targets Annual Milestones on the way to Carbon Neutral			
Measure	**Target**	**2021 - 22**	**2022 - 23**	**2023 - 24**	**2024 - 25**	**2025 - 26**	**2026 - 27**	**2027 - 28**	**2028 - 29**	**2029 - 30**
CARBON OUTPUT **tCO2e = CO2 emissions measured in metric tonnes.**	**Reduce CO2 emissions year on year**	**2027**	**857**	**801**	**790**	**815**	**750**	**700**	**650**	**500**
OFFSETTING **tCO2 = Carbon offsetting measured in metric tonnes.**	**Increase the definable carbon offset.**	**0**	**0.05**	**0.08**	**3.08**	**250.92**	**300**	**350**	**450**	**500**
CARBON FOOTPRINT - **Road to Carbon Neutral** **Emissions measured in tCO2e less the Carbon Offset tCO2**	**Reduce the Carbon Footprint**	**2027**	**856.95**	**800.92**	**786.92**	**564.08**	**450**	**350**	**200**	**0**

Although Seetec did not meet its target to further reduce carbon output during 2025–2026, the significant increase in carbon offsetting has ensured that, for the fifth consecutive year, Seetec has reduced the organisation's carbon footprint.

Measures introduced for 2026–2027 are expected to keep Seetec on track to achieve **carbon neutrality by 2030.**

As an employee-owned business, Seetec will be proactively identifying and reporting on carbon emissions across its value chain. This will include emissions linked to goods and services purchased from third-party providers, as well as emissions generated by waste contractors through the transport and processing of waste.

This positive approach reflects Seetec's values and helps ensure the organisation is well prepared to meet future statutory and contractual obligations.

Conclusion

Thank you for taking the time to read our environmental report.

We understand there is still work to be done as we work towards our carbon neutral goal for 2030.

Our aim is to update and publish this document on an annual basis, if you have any questions or feedback, please email **SHE@seetec.co.uk**

