active.
WORKPLACE GROUP

CARBON CALCULATIONS 2025

DESIGN & BUILD
FACILITIES MANAGEMENT
RELOCATIONS & CLEARANCE
FURNITURE

Scope 1	**Direct emissions:** Activities owned or controlled by AWG that release emissions straight into the atmosphere. They are direct emissions. Examples of scope 1 emissions include emissions from combustion in owned or controlled boilers, furnaces, vehicles; emissions from chemical production in owned or controlled process equipment
Scope 2	**Energy indirect**: Emissions being released into the atmosphere associated with our consumption of purchased electricity, heat, steam and cooling. These are indirect emissions that are a consequence of AWG's activities but which occur at sources we do not own or control.
Scope 3	**Other indirect:** Emissions that are a consequence of our actions, which occur at sources which we do not own or control and which are not classed as scope 2 emissions. Examples of scope 3 emissions are business travel by means not owned or controlled by AWG, waste disposal, or purchased materials or fuels.

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MATERIALITY MATRIX

		Stakeholders									
Issue	Why It's Material	Clients	Management	Employees	Suppliers	Community & Charity	Weighting	Focus Areas/Metrics	Policy Availabilty	Sustainability Report Inclusion	Future Focus Areas
Worker Health & Safety	Construction and refurbishment sites pose	8	9.5	9.5	9	6	8.4	Injury Incidence, safety training hours	✓	Labour Metrics	
Diversity & Inclusion	Proper reflection of societal diversity, reduction of GroupThink, Removal of	8	8	8	4	4	6.4	Gender representation, EDI policy, Inclusive working practices, Employee Satisfaction Survey	✓	Labour Metrics	Wider minority monitoring when workforce expands
Data Security	Protection of information on clients, staff and confidential information	7	7	7	7	7	7	Cyber Security Awareness and Training, Data Protection Policies	✓	Labour Metrics	
Water Management	Minimise bills and better for the environment	7	9	9	4	4	6.6	Intenal Water Useage & Treatment		Scope 3	Project Carbon Reports
Sustainable Sourcing	Supply chain ethics and low-carbon materials increasingly demanded	8	8.5	4	9	4	6.7	Supplied Materials Options, Sustainable Supplier Preference	✓		Market Research
Energy Efficiency	Minimises energy bills and better for the environment	4	9.5	9.5	4	4	6.2	Fleet fuel consumption, Employee Commuting, Energy Useage Stats, Renewable energy	✓	Scope 1, Scope 2, Scope 3	Solar Energy Use
Embodied Carbon & Materials	Construction and fit-out involve high carbon materials (steel, concrete,	9	9	5	7	5	7	Recycled/reused materials,supplier certifications	✓	Scope 3	Environmental Product Alternatives
Employee Satisfaction & Wellbeing	Reduces turnover, increases productivity	7	9.5	10	5	6.5	7.6	Employee Satisfaction Questionnaire, Mental Health First Aid Training, Bullying & Harassment Policy	✓	Labour Metrics	
Energy Efficiency in Projects	Clients expect improved operational performance and low energy bills	9	8.5	3	8	4	6.5	Sustainable Supplier Preference, Travel Policy, Fleet Vehicle Fuel	✓		Average energy efficiency rating (EPC, LEED, BREEAM, Project Carbon Reports,
Circular Economy	Refurbishment generates large quantities of unwanted but serviceable furniture and	9	9	4	4	9.5	7.1	Record of materials saved from landfill, Active redistribution of unwanted items		Social Impact	
Sustainable Careers	Reduced staffing costs, Business Continuity, Client	8	9.5	9.5	7	8	8.4	Apprenticeships, Staff Retention, Client Satisfaction Surveys		Labour Metrics	
Ethics & Compliance	Client experience, Brand Reputation, Accreditation	9	9	9	7.5	4	7.7	Workplace Policies, ISO14001, SafeContractor, Ecovadis, SBTI, CHAS, ConstructionLine,	✓		
Waste Management	Demolition and refurbishment generate	9	8	5	5	5	6.4	Waste Monitoring		Scope 3	Project Carbon Reports

TOTALS INCLUDING SUPPLY CHAIN

SCOPE	Energy Source	Units	June 24- May 25 Tonnes CO2e	% of Total Emissions Location based
	Refrigerant	kg	0.00	0.000%
	Fleet vehicles	Litres of fuel	39.57	1.589%
SCOPE 1 TOTAL			**39.57**	
Scope 2 - Location based	**Electricity - Location Based**	kWh	4.37	0.175%
SCOPE 2 TOTAL			**4.37**	
	Water use - Consumption	Litres	0.32	0.013%
	Water use - Treatment	Litres	0.24	0.010%
	Transmission and distribution	kWh	9.74	0.391%
	Waste - Active Waste	Tonnes	0.16	0.006%
	Waste - Client's Waste	Tonnes	1.42	0.057%
	Waste - WEEE	Tonnes	0.04	0.002%
	Purchased Goods & Services	£	2371.12	95.189%
	Business travel - Private vehicles	Miles	16.42	0.659%
	Business travel - Public Transport	km	1.80	0.072%
	Commuting	Miles	38.18	1.533%
	Homeworking	Hours	7.60	0.305%
SCOPE 3 TOTAL			**2447.04**	
TOTAL			**2490.98**	

TOTALS EXCLUDING SUPPLY CHAIN

SCOPE	Energy Source	Units	From 01/06/2023 - 31/05/2024 Tonnes CO2e	% of Total Emissions
Scope 1	Refrigerant	kg	0.00	0%
Scope 1	Fleet vehicles	Litres of fuel	39.57	33%
SCOPE 1 SUBTOTAL			**39.57**	**33%**
Scope 2 - Location based	Electricity - Location Based	kWh	4.37	2%
SCOPE 2 SUBTOTAL			**4.37**	**3.647%**
Scope 3	Water use - Consumption	Litres	0.32	0.263%
Scope 3	Water use - Treatment	Litres	0.24	0.204%
Scope 3	Transmission and distribution	kWh	9.74	8.125%
Scope 3	Waste - Active Waste	Tonnes	0.16	0.134%
Scope 3	Waste - Client's Waste	Tonnes	1.42	1.181%
Scope 3	Waste - WEEE	Tonnes	0.04	0.031%
Scope 3	Business travel - Private vehicles	Miles	16.42	13.696%
Scope 3	Business travel -Public Transport	km	1.80	1.501%
	Commuting	Miles	38.18	31.859%
	Homeworking	Hours	7.60	6.343%
SCOPE 3 SUBTOTAL (- SUPPLY CHAIN)			**75.91**	**63%**
TOTAL			**119.85**	

SCOPE 1

Carbon Emissions Source	Month	Unit of Invoice	Actual Volume Usedb KG	Conversion Code	Conversion Factor	kg CO2e	Tonnes CO2e
Refrigerant	June 24-May 25	kg	0	RF410A	1924	0	0
		kg	0	HFC-32	677	0	0
TOTAL						0	0

Carbon emissions source	Start date	Actual Volume Used	Unit	Fuel type	Conversion Factor (kg CO2e)	kg CO2e	Tonnes CO2e
Fleet vehicles	June 24-May 25	14,856	Litres	Diesel	2.57082	38192.10192	38.1921019
		666.00	Litres	Petrol	2.06916	1378.06056	1.37806056
TOTAL						39570.16248	39.5701625

TOTAL SCOPE 1	39.57016248

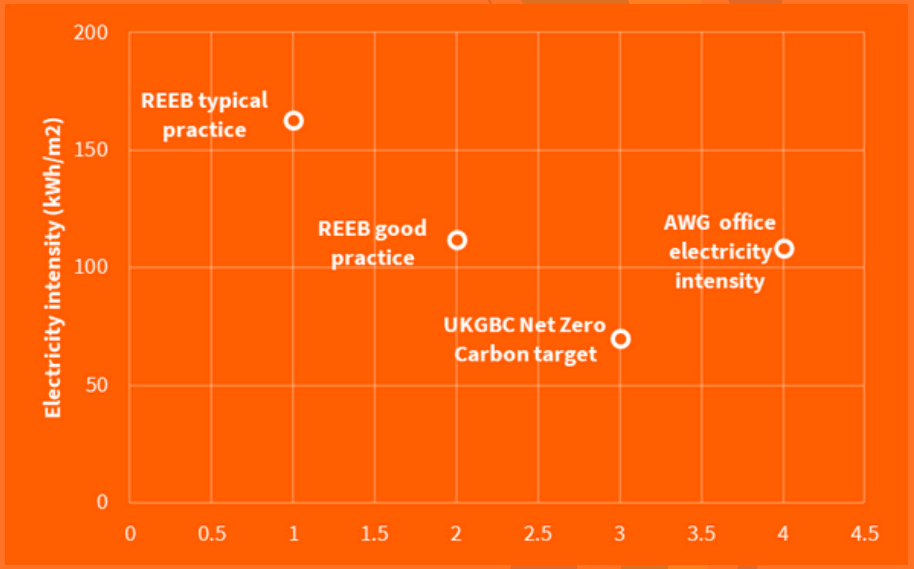
Source of carbon	Tonnes of CO2e
Refrigerant	0.0
Fleet vehicles	39.6

SCOPE 2

Carbon Emissions Source	Month	Unit of Invoice	Actual Volume Used*	Estimated Volume Used	Location Based Conversion Factor (kg CO2e per kWh)	Market Based Conversion Factor** (kg CO2e per kWh)	kg CO2e Location Based	kg CO2e Market Based	Location Based Tonnes CO2e	Market Based Tonnes CO2e
Electricity	Jun-24	kWh		1,640	0.177	0	290.28	0	0.29	0.00
	Jul-24	kWh		1,700	0.177	0	300.9	0	0.30	0.00
	Aug-24	kWh		1,761	0.177	0	311.697	0	0.31	0.00
	Sep-24	kWh		1,969	0.177	0	348.513	0	0.35	0.00
	Oct-24	kWh		1,678	0.177	0	297.006	0	0.30	0.00
	Nov-24	kWh		2,108	0.177	0	373.116	0	0.37	0.00
	Dec-24	kWh		2,606	0.177	0	461.262	0	0.46	0.00
	Jan-25	kWh		2,215	0.177	0	392.055	0	0.39	0.00
	Feb-25	kWh		2929	0.177	0	518.433	0	0.52	0.00
	Mar-25	kWh		2,498	0.177	0	442.146	0	0.44	0.00
	Apr-25	kWh		1,784	0.177	0	315.768	0	0.32	0.00
	May-25	kWh		1,804	0.177	0	319.308	0	0.32	0.00
TOTAL SCOPE 2				**24,692.00**			**4,370.48**		**4.37**	**0.00**

Benchmark calculations

Total energy use, office + warehouse (kWh)	24,692.00
Office floor area (ft2)	2000
Office floor area (m2)	185.81
Warehouse floor area (ft2)	8000
Warehouse floor area (m2)	743.22
Typical warehouse energy consumption (kWh/m2/year)	6.1
Estimated annual warehouse energy consumption (kWh	4,533.67
Estimated annual office energy consumption (kWh)	20,158.33
Office energy intensity (kWh/m2)	108.49



SCOPE 3

Carbon Emissions Source	Month	Unit of Invoice	Volume Used	Conversion Factor	kg CO2e	Tonnes CO2e
Water use - Consumption	Jun-24	Cubic Metres	64	0.1913	12.243	0.012
	Jul-24	Cubic Metres	114	0.1913	21.808	0.022
	Aug-24	Cubic Metres	234.43	0.1913	44.846	0.045
	Sep-24	Cubic Metres	117	0.1913	22.382	0.022
	Oct-24	Cubic Metres	74	0.1913	14.156	0.014
	Nov-24	Cubic Metres	156	0.1913	29.843	0.030
	Dec-24	Cubic Metres	439	0.1913	83.981	0.084
	Jan-25	Cubic Metres	-93	0.1913	-17.791	-0.018
	Feb-25	Cubic Metres	205	0.1913	39.217	0.039
	Mar-25	Cubic Metres	109	0.1913	20.852	0.021
	Apr-25	Cubic Metres	60	0.1913	11.478	0.011
	May-25	Cubic Metres	171.02	0.1913	32.716	0.033
TOTAL			1650.45		315.731	0.316

Carbon Emissions Source	Date	Unit of Invoice	Volume Used	Conversion Factor	kg CO2e	Tonnes CO2e
Water use - Water treatment	Jun-24	Cubic Metres	60.8	0.17088	10.390	0.010
	Jul-24	Cubic Metres	108.3	0.17088	18.506	0.019
	Aug-24	Cubic Metres	141.27	0.17088	24.140	0.024
	Sep-24	Cubic Metres	111.15	0.17088	18.993	0.019
	Oct-24	Cubic Metres	70.43	0.17088	12.035	0.012
	Nov-24	Cubic Metres	148.2	0.17088	25.324	0.025
	Dec-24	Cubic Metres	416.55	0.17088	71.180	0.071
	Jan-25	Cubic Metres	-88.35	0.17088	-15.097	-0.015
	Feb-25	Cubic Metres	193.95	0.17088	33.142	0.033
	Mar-25	Cubic Metres	103.55	0.17088	17.695	0.018
	Apr-25	Cubic Metres	57	0.17088	9.740	0.010
	May-25	Cubic Metres	108.98	0.17088	18.623	0.019
TOTAL			1431.83		244.671	0.245

SCOPE 3 CONTD.

Carbon Emissions Source	Date	Unit of Invoice	Volume Used	Conversion Factor	kg CO2e	Tonnes CO2e
Transmission and distribution						
WTT Electric	Jun 24- May 25	Total Annual kWh	24692	0.01853	457.543	0.458
WTT Petrol	Jun 24- May 25	Total Annual Litres	666	0.55	366.300	0.366
WTT Diesel	Jun 24- May 25	Total Annual Litres	14,856	0.6	8,913.600	8.914
TOTAL					9,737.443	9.737

Carbon Emissions Source	Unit of Invoice	Volume Used	Conversion Factor	kg CO2e	Tonnes CO2e
Active Waste - General Commercial	Tonnes	32.9	4.68568	154.159	0.154
Active Waste - Plasterboard/Gypsum	Tonnes	1.38	4.68568	6.466	0.006
Client Waste - Construction & Demolition	Tonnes	149.79	1.00835	151.041	0.151
Client Waste - Mixed Metals	Tonnes	106.51	1.00835	107.402	0.107
Client Waste - Plasterboard/Gypsum	Tonnes	18.36	4.68568	86.029	0.086
Client Waste - Wood	Tonnes	46.81	4.68568	219.337	0.219
Client Waste - General Commercial	Tonnes	132.82	6.41061	851.457	0.851
Hazardous Waste	Tonnes	0	5.9416	0.000	0.000
Waste - WEEE	Tonnes	4.18	8.98311	37.549	0.038
TOTAL				1,613.440	1.613

SCOPE 3 CONTD.

Carbon emissions source	Mileage	Unit	Driver's name	Car type	Fuel type	Car Size	Conversion Factor (kg CO2e per mi	kg CO2e	Tonnes CO2e
Business travel - Private vehicles used for business	10265	miles	BM	BMW 5	Diesel	Large Diesel	0.33808	3,470.391	3.470
	3363	miles	SB	BMW X3	Hybrid Diesel	Large Diesel	0.33808	1,136.963	1.137
	4728	miles	SC	Hyundai Tuscon	Diesel	Large Diesel	0.33808	1,598.442	1.598
	3840	miles	AP	Porsche Macan GTS	Petrol	Large Petrol	0.43175	1,657.920	1.658
	4110	miles	JT	VW Tiguan	Petrol	Large Petrol	0.43175	1,774.493	1.774
	1348	miles	JF	Suzuki Vitara	Petrol	Large Petrol	0.43175	581.999	0.582
	1651	miles	JS	Volvo	Petrol	Large Petrol	0.43175	712.819	0.713
	146	miles	SB	Mazda	Diesel	Medium Diesel	0.27639	40.353	0.040
	6120	miles	DP	BMW 320D	Diesel	Medium Diesel	0.27639	1,691.507	1.692
	135	miles	JP	Audi SQ5	Diesel	Medium Diesel	0.27639	37.313	0.037
	935	miles	RJ	Mercedes-Benz GLA	Diesel	Medium Diesel	0.27639	258.425	0.258
	874	miles	DB	Ford	Petrol	Medium Petrol	0.28121	245.778	0.246
	3447	miles	GK	Mercedes-Benz	Petrol	Medium Petrol	0.28121	969.331	0.969
	354	miles	ChT	Kia Picanto GT	Petrol	Mini Petrol	0.23027	81.516	0.082
	415	miles	HH	Peugot 107	Petrol	Mini Petrol	0.23027	95.562	0.096
	1424	miles	MW	Smart car (for 2)	Petrol	Mini Petrol	0.23027	327.904	0.328
	1835	miles	PD	VW Transporter	Diesel	MPV Diesel	0.29085	533.710	0.534
	35	miles	OSF	Vauxhall Corsa	Diesel	Small Diesel	0.23078	8.077	0.008
	1003	miles	LP	Seat Ibiza	Petrol	Small Petrol	0.23027	230.961	0.231
	3691	miles	JV	Ford Mondeo	Diesel	Upper Medium Diesel	0.26063	961.985	0.962
TOTAL								16,415.448	16.415

Carbon Emissions Source	Unit	Distance	Conversion Factor	kg CO2e	Tonnes CO2e
Business travel - National rail	kilometres	47488	0.03546	1683.913842	1.68
Business travel - Taxi		270	0.20806	56.26596782	0.06
Business travel - Underground		2103	0.0278	58.46052414	0.06
TOTAL				1,798.64	1.80

SCOPE 3 CONTD.

Carbon Emissions Source	Unit	Distance Miles		Conversion Factor	kg CO2e	Tonnes CO2e
COMMUTING Car - petrol	miles	36096		0.28121	10,150.56	10.15
COMMUTING Car - diesel	miles	101426		0.27639	28,033.13	28.03
COMMUTING Bus	miles	0		0.174549016	-	-
COMMUTING Train	miles	0		0.057067196	-	-
COMMUTING Electric car	miles	11938		0	-	-
COMMUTING TOTAL					38,183.69	38.18

Carbon Emissions Source	Period	Unit of measurement	Actual total working hours	Estimated total homeworking hours	Conversion Factor	kg CO2e	Tonnes CO2e
Homeworking energy	FY24/25	per FTE Working Hour		22777	0.33378	7602.481385	7.6024814
TOTAL						7602.481385	7.6024814

Carbon Emissions Source	Total Spend 24-25	KG CO2e	Tonnes CO2e
Purchased goods & services - TOTAL	7,643,048.50	2,371,124.09	2,371

Source of carbon	Tonnes of CO2e	% Total
Water use	0.56	0.02
Waste	1.61	0.07
Business travel	18.21	0.74
Purchased goods & services	2,371.12	96.90
WTT & Distribution	9.737	0.40
Commuting	38.18	
Homeworking	7.60	
	2,439.43	98.13

ODS & NOX

Source	Refrigerant/Agent	Units Used 24-25	Notes
Office HVAC System	R-32	0	Not an ODS. Not reportable under GRI 305-6
Office HVAC System	R 401-A	0	Not an ODS. Not reportable under GRI 305-6

Vehicle Type	Fuel Type	NOx Rate	Miles	NOx Total
Private Use Car	Diesel	0.00060452	31253	30.40543846
Private Use Car	Petrol	0.00008933	18460	2.65472198
Fleet Van	Diesel	0.00125732	594240	1202.421108
Fleet Van	Petrol	0.00013486	23310	5.05911228

1240.54038 KG Nox

COMMUTE

Name	24/25	Days in Of	Vehicle Type	Single Jou	Daily Jou	Weekly Jc	Annual Miles Commu	KGCO2	
S CL	Yes	2	Car - Electric	17	34	68	3196	0	0
SB	Yes	3	Car - Hybrid	31	62	186	8742	0	0
NR	Yes	5	Car - Petrol	10	20	100	4700	0.28121	1321.687
SG	Yes	5	Car - Petrol	8	16	80	3760	0.28121	1057.35
JT	Yes	3	Car - Petrol	57	114	342	16074	0.28121	4520.17
LP	Yes	2	Car - Petrol	10	20	40	1880	0.28121	528.6748
DM	Yes	5	Car - Petrol	5.6	11.2	56	2632	0.28121	740.1447
AP	Yes	2	Car - Petrol	16	32	64	3008	0.28121	845.8797
MB	Yes	5	Car - Petrol	6.6	13.2	66	3102	0.28121	872.3134
OSF	Yes	5	Car - Petrol	2	4	20	940	0.28121	264.3374
PH	No	1	Car Diesel	65	130	130	6110	0.27639	1688.743
JV	No	1	Car Diesel	43	86	86	4042	0.27639	1117.168
Antonio	No	2	Car Diesel	5	10	20	940	0.27639	259.8066
TE	Yes	5	Car Diesel	7	14	70	3290	0.27639	909.3231
Dmoore	Yes	1	Car Diesel	125	250	250	11750	0.27639	3247.583
CT	Yes	1	Car Diesel	134	268	268	12596	0.27639	3481.408
MB	Yes	1	Car Diesel	18	36	36	1692	0.27639	467.6519
SC	Yes	3	Car Diesel	65	130	390	18330	0.27639	5066.229
DP	Yes	3	Car Diesel	20	40	120	5640	0.27639	1558.84
PD	Yes	3	Car Diesel	15	30	90	4230	0.27639	1169.13
JP	Yes	4	Car Diesel	49	98	392	18424	0.27639	5092.209
AL	Yes	1	Car Diesel	132	264	264	12408	0.27639	3429.447
JF	Yes	0.75	Car Diesel	28	56	42	1974	0.27639	545.5939
HH	Yes	5	Car Share/Walk or	20	40	200	9400	0	0
ChT	Yes	5	Car Share/Walk or	20	40	200	9400	0	0
DMc	Yes	0	N/A	0	0	0	0	0	0

WASTE

Client Waste from Skip Services

Source	Tonnes	KG	EWC	Conversion Factor	kg CO2e	Tonnes CO2	Category	
FCC	43.59	43590	20 03 01	4.68568	204.2487912	0.204248791	Commercial Waste	Client
Crapper	3.36	3360	17 90 4	1.00835	3.388056	0.003388056	Construction/Demolition	Client
European Metal Recycling	28.36	28362.63889	20 01 40	1.00835	28.59946692	0.028599467	Metals	Client
A1	4.9	4900	17 04 07	1.00835	4.940915	0.004940915	Mixed Metals	Client
Cory	84.568	84568	20 03 01	4.68568	396.2585862	0.396258586	Mixed Waste	Client
Hawes	22.82	22820	19 12 12	4.68568	106.9272176	0.106927218	Commercial Waste	Client
WasteBox	66.41	66410	19 12 12	4.68568	311.1760088	0.311176009	Commercial Waste	Client
WasteBox	146.43	146430	17 90 4	1.00835	147.6526905	0.147652691	Construction/Demolition	Client
WasteBox	73.25	73250	17 04 07	1.00835	73.8616375	0.073861638	Metals	Client
WasteBox	18.36	18360		4.68568	86.0290848	0.086029085	Plasterboard/Gypsum	Client
WasteBox	46.81	46810		4.68568	219.3366808	0.219336681	Wood	Client

WEEE

Description	Quantity	weight per item	KG of WASTE	Tonnes	Conversion Fa	KGCO2
Base Units	13	7	91	0.091	8.98311	0.81746301
Printers	13	15	195	0.195	8.98311	1.75170645
TFT Monitors	33	4	132	0.132	8.98311	1.18577052
Televisions	4	25	100	0.1	8.98311	0.898311
Laptops	1	2	2	0.002	8.98311	0.01796622
Fridges	9	40	360	0.36	8.98311	3.2339196
Pallets of Mixed WEEE	6	300	1800	1.8	8.98311	16.169598
Cages of Mixed WEEE	5	300	1500	1.5	8.98311	13.474665
			4180	4.18		37.5493998

Warehouse Skips Select Environmental

Waste in KG	Waste Weight in Tonnes	GHG Conversion Fac	KGCO2e	Tonnes CO2e	
32908	32.908	4.68568	154.196357	0.154196357	General Commercial

Source	Tonnes	KG	Material	Conversion Factor	kg CO2e	Tonnes CO2	Category
SelectaSkip (WasteBox)	1.38		17 08 02	4.68568	6.4662384	0.006466238	Plasterboard/Gypsum

SASB

SASB Topic			Code	Response
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Metric tons (t) CO_2-e, Percentage (%)	EM-MM-110a.1	Direct Emissions (Scope 1) and Indirect Emissions (Scope 2) are reported in metric tonnes within this report
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Metric tons (t) EM	EM-MM-120a.1	NOX emissions are reported from Fleet Vehicle and Private Business Mileage
Energy Management	1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ),Percentage (%)	EM-MM-130a.1	Included in this report. Active consumes 100% renewable electricity in its office and warehouse.
Water Management	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High	Thousand cubic meters (m^3), Percentage (%)	EM-MM-140a.1	Included in this report in Scope 2 Emissions
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Number	EM-MM-140a.2	Not Applicable
Waste and Hazardous Materials Management	Total weight of tailings waste, percentage recycled	Metric tons (t),Percentage (%)	EM-MM-150a.1	Detailed Reporting under Scope 3 Emissions
	Total weight of mineral processing waste, percentage recycled	Metric tons (t), Percentage (%)	150a 2	Not Applicable
	Number of tailings impoundments, broken down by MSHA hazard potential	Number	150 a3	Not Applicable
Biodiversity Impacts	Description of environmental management policies and practices for active sites	N/A	EM-MM- 160a.1	Not Applicable
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Percentage (%)	EM-MM-210b.1	Reported under community relations and social impact section in Sustainability Report
Security, Human Rights	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Percentage (%)	EM-MM-210A.1	Active reports on Labour and Human Rights KPIs as appropriate for the size and nature of the business.
Labor Relations	Percentage of active workforce covered under collective bargaining agreements.	Percentage (%)	EM-MM-310a.1	Not Applicable. Active's workforce is independent of any trade union.
	Number and duration of strikes and lockouts	Number, Days	EM-MM-310a.2	Not Applicable
Workforce Health & Safety	1) MSHA all-incidence rate (2) fatality rate (3) near miss frequency rate (NMFR) (4) Average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Rate	EM-MM-320a.1	Active reports on incidents of workforce health and safety and operates a continuous process of awareness and training for both employees and contractors. Training Hours are full reported.
Business Ethics & Transparency	Description of management system for prevention of corruption and bribery throughout the value chain	N/A	EM-MM-510a.1	Active takes a holistic approach which also incorporates various policies and codes that guide us in the prevention of corruption and bribery throughout the value chain.
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Metric tonnes (t) saleable	EM-MM-510a.2	Not Applicable
Activity Metric	Total number of employees	Number	EM-MM-000.B	Active reports on employee and subcontractors used numbers within this report.

LABOUR KPIS

	Metric	Base Line 2023-24	2024/25	Target	Notes
Employee Engagement	**Total Employees**	30	36		Active is in a period of rapid growth and headcount is expected to rise significantly year on year.
	Turnover Rate	40%	51%	<50%	Tracks retention to signal workplace satisfaction or issues.
	Average Tenure	6.70%	5.30%	>4	Longer tenure indicates employee engagement
	Training Hours per Employee	6.23	3.28%	>4	Including H&S, DEI Cyber Security &Anti Bribery
	Accidents & Injuries RIDDOR Reportable	1	0	0	Higher rates of Accidents and injuries highlight increased need for Health & Safety training
	Minor Accidents/Injuries non-reportable	2	0	0	
	Absenteeism Rate	<1%	<1%	< 5%	Can signal health or morale issues
Reward	**Living Wage Coverage**	100%	100%	100%	Excludes current Apprentices which are salaried at legislated minimum wage
Diversity KPIs	**Gender**	46% Women	42% Women	>33%	Measure gender, age distribution and ethnic diversity/ For monitiring purposes only - No target set
	Average Age	45	45		Age distribution indicates sustainable recruitment and business longevity
	19-30	17%	16%		
	31-40	14%	13%		
	41-50	20%	22%		
	51-60	29%	33%		
	61+	20%	16%		
	Minority Representation	<5%	<5%		
Apprenticeships	**Number of Apprentice Roles**	3	5		Sustainable Careers and support for local employment
	Graduated	0	3		
	Moved On	1	2	0	
Safe Working Practices	**Total Required**		76		
	Total Trained		80		Comprehensive Training in H&S, Site Safety, Asbestos, working at height etc.
	Total Outstanding		5	0	

EMPLOYEE SATISFACTION SURVEY

		Result
Good Performance	I am able to work without bullying or discrimination	4.7
	I have access to everything I need to do my job	4.61
	I have no plans to leave the company	4.35
	Active is a great place to work	4.3
	My manager takes time for me	4.26
	Active cares about my personal development	4.22
	I feel valued at Active	4.09
	Active provides a good renumeration package	4.04
Areas for Improvement	My workload is reasonable	3.91
	I feel included & informed by other areas of the business	3.61

FOR MORE INFORMATION:

2025

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DESIGN & BUILD
FACILITIES MANAGEMENT
RELOCATIONS & CLEARANCE
FURNITURE