

Advanced Supply Chain Group Sustainability Roadmap (2021-2028)

Annual Update August 2025



Revision No.1

Introduction

Advanced Supply Chain Group, recognises its role in promoting sustainable development influencing positive environmental impact. To achieve this, we strive to surpass the basic requirements of information disclosure and regulatory compliance by embracing sustainable practices. By doing so, we aim to benefit not only to our employees, customers, suppliers, investors, partners, and shareholders but also contribute towards the betterment of society.

As part of Reconomy's sustainability strategy, a materiality assessment was conducted in 2022 to identify the business's key sustainability priorities. Guided by the outcomes of this assessment, the ASCG Sustainability roadmap has been developed, monitored, and reported in alignment with the Global Reporting Initiative (GRI) Universal Standards 2021, ensuring a consistent, transparent, and structured approach to tracking sustainability performance.

The following were highlighted as material topics:

Environmental (E)

- Emissions
- Energy
- Water
- Biodiversity
- Waste
- Certifications

Social (S)

- Employment
- Human Rights
- Gender Equality
- Health & Safety
- Corporate Social Responsibility
- Certifications

Governance (G)

- Board Diversity
- Ethical Practices
- Customer Health and Safety
- Value Chain
- Certifications

Responsibilities

The responsibility of ensuring progress towards the KPIs are monitored and updated monthly sits with the Sustainability assistant, responsibility for ensuring the Advanced Leadership team are updated on a quarterly basis sits with the head of Procurement and Sustainability. Monthly meetings will be conducted to engage key stakeholders across all departments, including health and safety, human resources, procurement, commercial and sustainability. Quarterly business updates ensure that the departments are aligned and working towards the overall Sustainability KPIs 2021-2028.

Location

Below locations were covered to collect the data and prepare the ESG KPI roadmap up to 2028.

Country	Sites Name	Address
United Kingdom	Head Office – Bradford (J26)	Unit 4, Interchange Way, Oakenshaw, Bradford, BD12 7AZ
	ASCG Corby (Site 1)	Units 1-3, Eismann Way, Corby, Northamptonshire, NN17 5ZB
	ASCG Corby (Site 2)	Hunters Point, Brakey Road, Corby, Northamptonshire, NN17 5JE
	ASCG Sheffield	PLP Smithywood, 6 Cowley Way, Sheffield, S35 1QP
UAE	ASCG International	Al Fattan Plaza, Airport Road, Office 712, Al Garhoud, Dubai, UAE

ASCG Germany data not currently included in KPI roadmap

Period of review

The Key Performance Indicators (KPIs) outlined in this document will undergo systematic reviews on a monthly and quarterly basis. These reviews are intended to facilitate timely adjustments and uphold our dedication to achieve our set targets.

During these reviews, the cumulative progress against the KPIs will be meticulously evaluated, and subsequent statuses will be updated accordingly. This structured review process is designed to provide a comprehensive understanding of our progress and identify areas requiring focused attention or adjustment.

The current review cycle is synchronised with the review cycle of Reconomy, with a period of review from 2021-2025, and the next consultation phase set in June 2025 to update the targets for the 2025-2030 period. By adhering to this approach, we ensure a consistent and detailed assessment of our progress towards predefined objectives, enabling us to evaluate progress annually and adjust where necessary.

Guidelines Followed

1) Materiality Assessment

To ensure Reconomy was focussed on the material sustainability issues that mattered most to stakeholders a materiality assessment was carried out in 2022. In Q4 2024, as part of a materiality review process and to commence compliance with the Corporate Sustainability Reporting Directive (CSRD) a double materiality assessment was undertaken, you can read more about the process in the Reconomy 2024 Annual [Sustainability report](#) (p.26-28).

The Global Reporting Initiative (GRI) framework was used to guide and disclose progress against material topics. Adhering to the GRI Standards to offer a clear, consistent, and comparative overview of sustainability performance, facilitate informed stakeholder engagement and underscoring our commitment to make a tangible, positive impact on both the planet and our communities.

2) Science-Based-Target-Initiative

Advanced Supply Chain, as a part of Reconomy, verify all carbon emissions to ISO14064 standard to accurately track and publish progression towards the Science-Based-Targets. Reconomy's near-term-targets were approved on the 8th of December 2023, classifying all scope 1, 2 and 3 target ambitions in line with the 1.5 °C trajectory. This commits Advanced Supply Chain Group, a Reconomy business, to achieve the following reductions targets by 2028 from a 2021 baseline. Adhering to the SBTi demonstrates ASCG commitment to the near-term net zero targets.

The following targets are approved and validated by the SBTi:

- Reconomy commits to reduce absolute scope 1 and 2 GHG emissions 33.6% by 2028 from a 2021 base year
- Reconomy commits to increase active annual sourcing of renewable electricity from 86% in 2021 to 100% in 2028
- Reconomy commits to reduce scope 3 GHG emissions 44% per USD value added by 2028 from a 2021 base year



Material targets relevant to Advanced Supply Chain Group

GRI Standard	Indicator	Description
GRI 305: Emissions	305-1, 305-2, 305-3, 305-4, 305-5	Tracks Scope 1, Scope 2, Scope 3 GHG emissions, GHG emissions intensity, and reduction targets.
GRI 302: Energy	302-1, 302-4	Captures energy consumption, reductions achieved, and renewable energy usage.
GRI 306: Waste	306-2, 306-4	Tracks total waste generated, waste diverted from landfills, and waste recovered.
GRI 301: Materials	301-2, 301-3	Measures the use of recycled materials, reporting on end-of-life treatment, and customer returns.
GRI 417: Marketing and Labelling	417-1	Tracks customer participation in company-led re-use programs.

Social KPIs in accordance to GRI

GRI Standard	Indicator	Description
GRI 408: Child Labor	408-1	Tracks incidents and risks of child labour across operations and suppliers.
GRI 409: Forced Labor	409-1	Tracks incidents and risks of forced labour across operations and suppliers.
GRI 401: Employment	401-1, 401-2	Measures turnover rate, new hires, and employee benefits coverage.
GRI 404: Training and Education	404-1, 404-2, 404-3	Tracks total training hours, training hours per employee, career management programs, and performance reviews.
GRI 405: Diversity and Equal Opportunity	405-1, 405-2	Tracks workforce diversity, gender balance, representation of minorities, and gender pay equality.

GRI 403: Occupational Health and Safety	403-1, 403-2, 403-5	Tracks health and safety committee representation, injuries, lost time incidents, and health & safety training.
GRI 412: Human Rights Assessments	412-1, 412-2	Tracks human rights impact assessments and training provided on human rights policies.
GRI 406: Non-discrimination	406-1	Tracks reported cases of discrimination and corrective actions taken.
GRI 413: Local Communities	413-1, 413-2	Tracks social initiatives and incidents of non-compliance with working condition principles.

Governance KPIs in accordance to GRI:

GRI Standard	Indicator	Description
GRI 205: Anti-Corruption	205-1, 205-2, 205-3	Tracks operations assessed for corruption risks, anti-corruption training, and reported incidents of corruption and bribery.
GRI 418: Customer Privacy	418-1	Tracks complaints, confirmed incidents, and trading partners' due diligence on information security.
GRI 308: Supplier Environmental Assessment	308-1, 308-2	Tracks suppliers evaluated for ESG performance and integration of sustainability clauses in contracts.
GRI 414: Supplier Social Assessment	414-1, 414-2	Tracks CSR reporting, assessments, non-conformities, and corrective actions among suppliers.
GRI 307: Environmental Compliance	307-1	Tracks complaints on violations of collective bargaining agreements and audits for business ethics compliance.
GRI 404: Training and Education	404-1	Tracks workforce training on business ethics issues and employee feedback on training sessions.

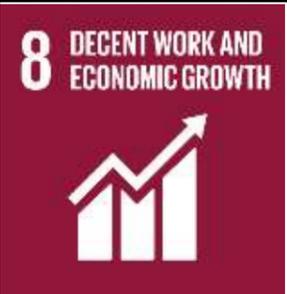
ENVIRONMENTAL							
ESG Area	Target	2021 Baseline	2022 Performance	2023 Performance	2024 Performance	2028 Target Progress	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Reduce Scope 1 (tCO2e) emissions by 33.6% from 2021 baseline by 2028	Scope 1 emissions (tCO2e)				Scope 1 GHG (tCO2e) 33.6% Reduction Target	
		6329.36	6430.14	5760.91	4190		
	Reduce Scope 2 (tCO2e) emissions by 33.6% from 2021 baseline by 2028	Scope 2 emissions (tCO2e) (location-based)		Scope 2 emissions (tCO2e) (market-based)		Scope 2 GHG (tCO2e) 33.6% Reduction Target	
		685.4	624.1	40.99	3		
	Reduce Scope 3 emissions by 44% (per USD value added)	Scope 3 emissions (tCO2e)				Scope 3 GHG (tCO2e) Reduction Target -44%	
		161,236.45	161247.31	46820.411	49,874		
	Reduce Scope 3 emissions by 44% (per USD value added)	Scope 3 upstream emissions (tCO2e)				Scope 3 Upstream GHG Emission (tCO2e) -44%	
		156160.79	156160.81	41361.25826	45,928		
	GHG Emission Intensity	Total Gross Profit (Million)				GHG Emission Intensity (Scope 3) -44%	
		41	47	42	31		
GHG Emission Intensity							
3953.14		3342.9	1014.59	1608.83			
74.3% decrease 2021-2023					+58.6 increase 2023-204		

ENVIRONMENTAL								
ESG Area	Target	2021 Baseline	2022 Performance	2023 Performance	2024 Performance	2028 Target Progress	UN - SDGs	
Environmental Risk Assessment & Environmental Complaints	100% of operational sites assessed on specific environmental risks	Percentage of operational sites assessed on environmental risks				100%	100% of operational sites assessed on specific environmental risks	
		100%	100%	100%	100%			
	Maintain 0 complaints through operational consistency	Number of environmental complaints				0	Environmental Complaints 0	
		0	0	0	0			
Energy	100% renewable electricity consumption (market-based)	Total electricity consumption (in kWh)				4,327,473.28	Electricity Intensity -20%	
		3,216,985	3,216,985	4,314,183.06	4,327,473.28			
		Total renewable electricity consumption (%)(market-based)				97%	Total renewable energy consumption target (in kWh) 100%	
		0%	0%	69%	97%			
		Renewable electricity consumption (in kWh)				4197649.078	Total renewable energy consumption target (in kWh) 100%	
0	0	2,976,786.311	4197649.078					

ENVIRONMENTAL								
ESG Area	Target	2021 Baseline	2022 Performance	2023 Performance	2024 Performance	2028 Target Progress	UN - SDGs	
Waste Generation	Reduce Waste Generation	Total Waste Generated in Tonnes					Total Waste Generated (in Metric Tonnes)	
		No Data	No Data	3,830	3,876	-15%		
		Total Waste generated and handled for customers in Tonnes					Total customer packaging waste (in tonnes)	
		No data	No data	No data	3376.04			
		Total Hazardous Waste Generation in Tonnes					Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	
		No data	No data	No data	4.131	-10%		
		Total Non-Hazardous Waste Generation in Tonnes					Total non-Hazardous Waste Generation (in Metric Tonnes)	
		No data	No data	3,830	3871.85	-10%		
		Percent of waste from company operations diverted from landfill					% of total waste from company operations diverted from landfills	
		No data	No data	100 %	100 %	100 %		
Total Waste Recycled in a Year in Tonnes					Total Waste recycled in a year (in Tonnes)			
No data	No data	3,404	3552.211	+25%				

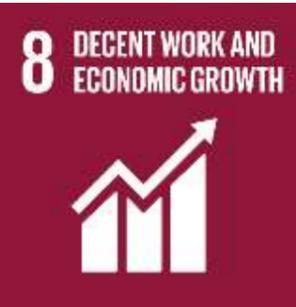
ENVIRONMENTAL								
ESG Area	Target	2021 Baseline	2022 Performance	2023 Performance	2024 Performance	2028 Target Progress	UN - SDGs	
Waste Generation	Reduce Waste Generation	Total Waste Incinerated in a Year in Tonnes				319.8	Total Waste incinerated in a year (in Tonnes) -10%	
		No Data	No Data	426				
Environmental Certificate	Certifications	Percentage of operational sites with an environmental certification, such as ISO 14001				100%	Percentage of operational sites with an environmental certification, such as ISO 14001 100%	
		No data	100%	100%				
		Percentage of operational sites with carbon certification, such as ISO14064				100%	Percentage of operational sites with an environmental certification, such as ISO 14064 100%	
		No data	No data	100%				
	Conduct quarterly environmental awareness campaigns	Number of awareness campaigns held annually				4	Conduct quarterly environmental awareness campaigns	
		No data	No data	4				
Conduct training sessions with high-risk suppliers, customers and internal stakeholders	Number of ESG training sessions conducted with suppliers, customers and internal stakeholders				0	Conduct training sessions with high-risk suppliers, customers and internal stakeholders +25%		
	0	0	0					

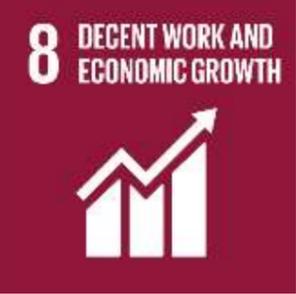
ENVIRONMENTAL								
ESG Area	Target	2021 Baseline	2022 Performance	2023 Performance	2024 Performance	2028 Target Progress	UN - SDGs	
Training	100% of buyers trained on sustainable procurement	Percent pf buyers trained on sustainable procurement				20%	Percentage of buyers trained on sustainable procurement 100%	
		0%	0%	20%				
	100% of staff to undertake Sustainability training modules annually (3hr benchmark)	Percent of staff trained on sustainability (3hr benchmark)				544 (86%)	100% staff to undertake Sustainability training modules annually	
		No data	No data	No data				

SOCIAL						
ESG Area	Target	2022 Baseline	2023 Performance	2024 Performance	2028 Target	UN - SDGs
Employment	0 Instances of Child Labour in the Supply Chain	Child Labour (%)			Child Labour (%)	
		0	0	0	0	
	0 Instances of Forced Labour within the Supply Chain	Forced Labour (%)			Force Labour (%)	
		0	0	0	0	
	0 Instances of Human Trafficking within the Supply Chain	Human Trafficking (%)			Human Trafficking (%)	
		0	0	0	0	
Employment	Maintain an attrition ratio of under 5% annually	Attrition Ratio (%)			Attrition Ratio (%)	
		No data	No data	2.63%	<5%	
	Maintain or reduce the pay ratio between the highest-paid individual and the median employee to 7%	Pay ratio between the highest-paid person and the median employee (%)			Pay ratio between the highest-paid person and the median employee (%)	
	No data	7.91%	5.99%	≤7%		
Health & Safety Incidents / Accidents	Reduce Lost Time Injury frequency (LTI)	Lost time injury (LTI) frequency rate for direct workforce			Lost time injury (LTI) frequency rate for direct workforce	
		No data	Bradford – 1.24 Sheffield – 0.72 Hunters Point – 0 Eismann Way – 0	Bradford – 0.3 Sheffield – 0.09 Hunters Point – 0.22 Eismann Way – 0	0.00	
	Reduce Total Injuries	Total Injury Count			Total injuries	
	No data	80	99	-25%		

SOCIAL						
ESG Area	Target	2022 Baseline	2023 Performance	2024 Performance	2028 Target	UN - SDGs
Health & Safety Incidents / Accidents	Reduce Total Accidents	Total Accidents			Total accidents -25%	3 GOOD HEALTH AND WELL-BEING 
		No data	70	90		
	Reduce number of colleagues recorded as work-related ill health	Number of colleagues recorded as work-related ill health			Number of colleagues recorded as work-related ill health -25%	
		No data	21	29		
		Total hours recorded as work-related ill health			Total hours recorded as work-related ill health -25%	
	100% of operational sites to conduct operational employee health & safety risk assessment	Percent of operational sites an employee health & safety risk assessment has been conducted			Percent of operational sites an employee health & safety risk assessment has been conducted 100%	
100%		100%	100%			
Labour and Human Rights	Maintain 0 complaints reported on Child Labour / Human Trafficking	Complaints reported on Child Labour / Human Trafficking			Complaints reported on Child Labour / Human Trafficking 0	8 DECENT WORK AND ECONOMIC GROWTH 
		0	0	0		
	Maintain 0 complaints reported on Discrimination by Suppliers	Complaints reported on Discrimination by Suppliers			Complaints reported on Discrimination by Suppliers 0	
		0	0	0		
	Maintain 0 complaints reported on Discrimination by Customers	Complaints reported on Discrimination by Customers			Complaints reported on Discrimination by Customers 0	
		0	0	0		

SOCIAL						
ESG Area	Target	2022 Baseline	2023 Performance	2024 Performance	2028 Target	UN - SDGs
Labour and Human Rights	100% of operational sites assessed for human rights risks	Percent of operational sites assessed for human rights risks			Percent of operational sites assessed for human rights risks 100%	8 DECENT WORK AND ECONOMIC GROWTH
		100 %	100 %	100 %		
Social Dialogue	100% total workforce represented by voluntarily elected voice forum committee	Total workforce represented by voluntarily elected voice forum committee (in %)			Total workforce represented by voluntarily elected voice forum committee (in %) 100%	
		100%	100%	100%		
	100% of the total workforce across all locations represented in formal joint management-worker health & safety committees	Percent of the total workforce across all locations represented in formal joint management-worker health & safety committees			Percent of the total workforce across all locations represented in formal joint management-worker health & safety committees 100%	
		No data	No data	100%		
100% of operational sites with formal grievance or feedback mechanisms	Percent of operational sites with formal grievance or feedback mechanisms			Percent of operational sites with formal grievance or feedback mechanisms 100%		
	100%	100%	100%			
Gender equality	50:50 Gender balance at Executive level	Gender balance at Executive level(Women to Men %)			Gender balance at Executive level(Women to Men %) 50:50	5 GENDER EQUALITY
		No data	50:50	50:50		
	50:50 Gender balance at Top / Key Manager level	Gender balance at Top / Key Manager level (Women to Men %)			Gender balance at Top / Key Manager level (Women to Men %) 50:50	
46.7:53.3		38:62	50:50			

SOCIAL						
ESG Area	Target	2022 Baseline	2023 Performance	2024 Performance	2028 Target	UN - SDGs
Gender Equality	50:50 Gender balance of Employees	Gender balance of Employees (Women to Men %)			Gender balance of Employees (Women to Men %)	
		46:54	44.7:55.3	47.1:52.9	50:50	
	Median gender pay gap 0%	Median gender pay gap (in favour of men)			Median gender pay gap	
		11%	10.15%	6.91%	0%	
	Average gender pay gap 0%	Average gender pay gap (in favour of men)			Average gender pay gap	
		12%	9.26%	0.68%	0%	
Training	Increase total hours spent training (Business ethics)	Total hours spent training (Business ethics)			Total hours spent training (Business ethics)	
		No data	49	51.5	+50%	
Working Conditions		Number of Hours Worked (Manhours)			No target	
		No data	2687872	2446286.5		
	100% of warehouses and offices assessed	Percent of warehouses and offices assessed			Percent of your plants and offices that were assessed	
		100%	100%	100%	100%	

SOCIAL						
ESG Area	Target	2022 Baseline	2023 Performance	2024 Performance	2028 Target	UN - SDGs
Working Conditions	Maintain 0 incidents of non-potable drinking water identification	Incident of non-potable drinking water identification			Incident of non-potable drinking water identification	
		0	0	0	0	
	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles			Incident of non-compliance of working conditions principles	
		No data	0	0	0	
Certification	100% percentage of operational facilities that are certified ISO 45001	Percentage of operational facilities that are certified ISO 45001(%)			Percentage of operational facilities that are certified ISO 45001 (%)	
		0	0	0	100	
	SMETA Membership at all operational sites	SMETA Membership (%)			SMETA Membership	
		0%	0%	40%	100%	

GOVERNANCE						
ESG Area	Target	2022 Baseline	2023 Performance	2024 Performance	2028 Target	UN - SDGs
Anti-Corruption & Bribery	0 of Complaints reported on Corruption & Bribery	Number of Complaints Reported on Corruption & Bribery			Complaints reported on Corruption & Bribery	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
		0	0	0	0	
	100 Percent of Trading Partners Covered by Due Diligence on Corruption	Trading Partners Covered by Due Diligence on Corruption (%)			Percentage of Trading Partners Covered by Due Diligence on Corruption (%)	
		100%	100%	100%	100%	
Information Management	Percentage of operational sites certified with Cyber essentials certificate	Percentage of operational sites certified with Cyber essentials certificate			Percentage of operational sites certified with Cyber essentials certificate	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
		No data available	0%	100%	100%	
	0 Data breach incidents	Number of Data Breach Incidents			Data Breach Incidents:	
		No data available	No data available	No data available	0	
	Percentage of Trading Partners Covered by Due Diligence on Information Security (%)	Percentage of Trading Partners Covered by Due Diligence on Information Security			Percentage of Trading Partners Covered by Due Diligence on Information Security (%)	
		No data available	No data available	5-10%	100%	
Data Retention Compliance:	Data Retention Compliance (%)			Data Retention Compliance:		
	No data available	No data available	100%	100%		
Value Chain	Increase Total SME Spend	Total SME Spend (in £)			Total SME Spend (£) +£	17 PARTNERSHIPS FOR THE GOALS
		£17,600,000	£32,420,239	£42,400,915		
		Total SME (in %)			Total SME spend (in %)	
		45.83%	46.41%	57.41%	+%	

GOVERNANCE							
ESG Area	Target	2022 Baseline	2023 Performance	2024 Performance	2028 Target	UN - SDGs	
Value Chain	Suppliers scored in ethical/environmental risk matrix (in %)	Suppliers scored in ethical/environmental risk matrix (in %)			Suppliers scored in ethical/environmental risk matrix (in %)	50 %	17 PARTNERSHIPS FOR THE GOALS 
		No data	No data	32%			
	Tier 1 suppliers evaluated for ESG reporting (on-site) in %	Tier 1 suppliers evaluated for ESG reporting (on-site)			Tier 1 suppliers evaluated for ESG reporting (on-site) in %	50%	
		No data	No data	0%			
	Supplier charter communicated with suppliers (in %)	Supplier charter communicated with suppliers (in %)			Suppliers in Agreement with company's Supplier Charter (in %)	100 %	
		No data	No data	100%			
	100% of all operational sites undertaken internal ethical, environmental and governance audit	Percent of operational sites undertaking internal risk assessment			Percent of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	100 %	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 
		100%	100 %	100 %			
	Number of whistleblower reports received	Number of whistleblower reports received			No Target		
		No data	No data	2			

Endorsement

Annual progress updates will be shared with internal and external stakeholders to promote transparency, ensure accountability, and support continuous advancement toward the established targets.

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Managing Director