

LABMAN



Sustainability Policy

2025/2026



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1. Introduction

At Labman, we are committed to reducing our impact on the environment and promoting sustainability throughout our operations. As part of this, Labman have created this policy document to inform its stakeholders of its commitment to the following key areas of sustainability:

- Environment
 - Energy & GHGs
 - Water
 - Materials, Chemicals & Waste
 - Environmental Impact of Labman's Products
 - Customer Health and Safety
 - Noise

- Labour & Human Rights
 - Employee Wellbeing (H&S, Working Conditions, Social Dialogue and Career Management)
 - Human Rights (Child Labour, Force Labour, Human Trafficking)
 - Diversity, Discrimination & Harassment

- Ethics
 - Anti-Corruption & Fair Competition
 - Responsible Information Management

- Sustainable Procurement

The latest version of this policy can be found on Labman's website:

<https://www.labmanautomation.com/sustainability/>

1.1 Scope

The scope of this policy covers all Labman's operations and sites, detailed below.

Labman's Head Quarters

- North Yorkshire, UK.
- ~205 employees at the end of 2025.
- Base for all design, manufacturing and testing of Labman's products.
- Base for all administrative and business support activities.



Satellite Offices

- Liverpool and Jealott's Hill, UK
- < 5 employees each
- Base for the support & development of systems local to each site.

The environmental impact associated with satellite office operations, such as power consumption, water usage, and recycling, fall outside the scope of this policy, as these offices are situated within the premises of other companies. However, sustainability policies concerning labour and human rights, business ethics, and supply chain management remain applicable to satellite office locations under this policy.

1.2 Responsibilities

The following people are responsible for reviewing the policies in this document, and ensuring they are followed in their relevant business areas.

Business Area	Responsible Person & Role
Labman’s Continual Improvement in Sustainability	Craig Baker – QHSE Advisor Sean Devereux – Sustainability Area Manager
Environmental	Craig Baker – QHSE Advisor Sean Devereux – Sustainability Area Manager
Labour & Human Rights	Sarah Bright – HR Area Manager
Ethics	Ian Riley – Managing Director
Sustainable Procurement	Suzanne Knowles – Procurement Area Manager
Approval of Sustainability Policy	Josie Kelly – Head of Operations Sean Devereux – Sustainability Area Manager

1.3 Timeline for Policy Review

This policy is reviewed and updated by the sustainability area manager once per year. It is reviewed by the people in the previous section before being published on [our website](#).

Last reviewed on the issue date of this document, see section 6.1.

1.4 Results

Labman’s key sustainability KPIs can be seen in the Sustainability Report on [our website](#).

2. Environmental Policy

2.1 Labman's Operations

2.1.1 Energy & Green House Gasses

2.1.1.1 Labman's Impact

Energy and refrigeration gases used in Labman's operations and products in the field result in the emission of greenhouse gases (GHGs). Outlined below are the measures, objectives, and targets established to monitor and mitigate these emissions.

2.1.1.2 Current Measures

- Labman have registered their commitment with the Science Based Targets Initiative (SBTi) to reduce scope 1 and scope 2 GHG emissions 42% by 2030 from a 2023 base year, and to measure and reduce its scope 3 emissions. The targets covering greenhouse gas emissions from company operations (scopes 1 and 2) are consistent with reductions required to keep warming to 1.5°C.
- Labman headquarters currently generates around 12% of its annual power usage from its onsite solar power generation.
- Labman increased their solar generating capacity from 75kW to 260kW in 2025/6.
- Labman purchases energy from EDF, the largest generator of zero-carbon energy in the UK.
- Labman have developed their own building management system that uses feedback from 100s of sensors to keep their head quarter's heating, ventilation and cooling running as efficiently as possible.
- Labman have several energy saving reminders in place for staff (e.g. turning off lights and computer screens at the end of the day).
- Our servers and IT equipment are periodically audited to find new power efficiency savings. A significant energy saving was recently made by removing several redundant high powered network switches.
- Labman use a digital system to gather data on energy sourcing and usage.
 - This is used to monitor the proportion of generated solar energy vs. purchased energy.
 - Some high energy equipment (e.g. air compressor) is monitored through this to give visibility on what equipment uses what proportion of our energy to help us identify issues & improve (e.g. identifying an air leak in our compressor leading to higher-than-average energy usage).

2.1.1.3 Objectives & Targets

Labman aim to reduce their energy usage and GHG emissions, per unit of business output, year on year. Labman aim to do this by:

- continuing to use an energy supplier for our HQ with relatively high zero-carbon energy sourcing.
- continuing to implement new technologies and processes to reduce energy usage & GHG emissions.
- setting a plan to achieve scope 1 and 2 emissions reduction in 2026.
- measure scope 3 emissions in 2026.
- scoring and disclosing carbon data through the Carbon Disclosure Project (CPD) in 2026.

2.1.2 Water

2.1.2.1 Labman's Impact

Labman's headquarters consumes and releases water due to its number of staff, ongoing manufacturing operations, and routine product testing.

2.1.2.2 Current Measures

- Reducing water usage of sinks:
 - >90% use tap aerators to reduce water usage.
 - ~50% use motion sensing to reduce water usage.
- All dishwashers are by default set to 'eco'.
- Labman's internal incident procedure covers environmental incidents that lead to pollutants being emitted to water.
- Labman have a bulk liquid waste procedure for correctly disposing of liquid waste from projects and manufacturing, to prevent it being emitted into local water systems.

2.1.2.3 Objectives & Targets

Labman aim to:

- reduce its water usage per unit of business output year-on-year.
- continue equipping any new sinks added to the factory with tap aerators and motion sensing to reduce water usage from hand washing and kitchen usage.
- ensure the systems we make, that require water for testing, reuse water where possible.
- have zero hazardous chemical waste discharged from the building into onsite or local water treatment systems.
- report any environmental incidents that occur through our incident procedure.

2.1.3 Materials, Chemicals & Waste

2.1.3.1 Labman's Impact

Labman produces hazardous & non-hazardous waste due to:

- the number of people working in its headquarters.
- its manufacturing activities.
- end-of-life products that it recycles.
- chemicals that are required for its operations and the development and testing of its products.

2.1.3.2 Current Measures

- Labman have initiatives in place to reduce the amount of waste produced by its operations such as an engineering component reuse store, donation schemes, and procedures for efficient use of material offcuts in its workshop.
- For materials that Labman can't reuse, dedicated waste streams are in place for 26 different waste categories (various metals, office recycling, glass, engineering plastics etc.). All of these waste streams are handled by 3rd party registered waste carrier companies.
- Labman have chemical disposal procedures to ensure harmful chemicals are not emitted into the local environment or water systems.

2.1.3.3 Objectives & Targets

Labman's two high level objectives regarding material and chemical usage and waste are:

- to reduce the amount of waste that leaves the factory by reducing, reusing and recycling inside Labman as much as possible.
- to continue to increase the number of dedicated waste streams we have to ensure all waste material and chemicals that must leave Labman, are dealt with as sustainably as possible.

2.1.4 Noise Emissions

Labman aims to minimise noise emissions from our operations and reduce disruption to the local community. Equipment is maintained and activities are managed to keep noise levels as low as reasonably practicable, with higher-noise work limited to normal operating hours where possible. We aim to comply with applicable noise legislation.

Where planned activities or events are expected to generate increased noise, outside of our regular operations, we always communicate with neighbouring properties in advance and take reasonable steps to mitigate our impact.

As the business grows, we will continue to review and implement further measures to reduce noise emissions.

2.2 Sustainability of Labman's Products

2.2.1 Environmental Impacts of Labman's Products

2.2.1.1 Labman's Impact

Labman's robotic systems typically go on to be used for 10-20 years in the field. Labman have identified the largest impact areas of our products as the following:

- Energy usage
- Water usage
- Single-use plastic usage
- Travel for international service visits
- End of life disposal

2.2.1.2 Current Measures

Labman's systems are designed to use:

- cleanable, reusable containers where possible.
- energy efficient equipment such as LED lighting.
- recirculating water systems.

Objectives are set to encourage further adoption of sustainable design practices during the design process & through encouraging different customer behaviour. International travel requirements are batched into single trips where possible to reduce cost and carbon footprint.

End-of-life products:

- Labman's typical custom robotic systems are classed as 'permanent installations' and are therefore not counted towards WEEE production. Labman do however, offer to assist with collection & recycling for these types of systems. Customers are made aware of this at install and it is explained in the system's manual. In some cases, where robots are smaller or proximal to Labman, this service can be carried out free of charge to encourage companies to use the service.
- Labman's serial production products (non-permanent installations) are counted towards our WEEE production. Labman also offer to assist with collection and recycling for these systems too.

2.2.1.3 Objectives & Targets

Labman aims to implement new environmental criteria to its design review process, to reduce the environmental impact of systems whilst they are still in the design stage. Examples of the new criteria we aim to add:

- Ensure the most efficient electrical equipment is selected where possible. E.g. A+ rated efficiency PC monitors, PCs, fridges; lower power LEDs.
- Can heated/chilled areas of the system be insulated more to reduce energy consumption.
- Can reusable, washable stainless steel consumables be used instead of single use plastics?
- Can any of the system's materials of construction be switched for sustainable alternatives? E.g. thin recyclable stainless steel covers as opposed to non-recyclable composite chemistry worktop materials?
- Implement further guidance on service visit batching to ensure annual services for geographically proximal systems are carried out in the same visit where possible.

Labman also aim to implement schemes to improve how our customers use our systems. Examples include:

- Ensuring customers know how to safely power down/power up their systems and encouraging them to shut them down at night and weekends, if not running.
- Encouraging customers to opt for reusable consumables at the design stage, as opposed to single use plastics (pots, syringes, pipetting equipment etc.).
- Encouraging customers to opt for recirculating water systems where possible, as opposed to using fresh water.

2.2.2 Customer Health and Safety

2.2.2.1 Labman's Impact

Labman design, manufacture and install heavy machinery that requires frequent human interaction. If designed, installed or used incorrectly, these systems can be dangerous to their users.

2.2.2.2 Current Measures

- All Labman's systems are designed, manufactured and tested to the standards, directives and regulations relative to their function and location.
- Systems are self-certified, marked with the appropriate symbol, and signed off by a director, before leaving the factory (e.g. UKCA, CE, ATEX).
- Ergonomics:
 - System design reviews have a section focussing on ergonomic design.
 - Customers sign off the system design before manufacture to ensure the ergonomic factors are in line with their requirements.
 - Customers are welcomed to visit the system mid-build to assess ergonomics whilst changes can still easily be made.
 - Inspection and final check of the system's ergonomics & safety aspects by the customer at the factory and site acceptance stages of the system manufacture.
 - User training following installation.

2.2.2.3 Objectives & Targets

Labman's systems are fully compliant with relevant standards and regulations. Customer health and safety is already of top priority, therefore no objectives or targets are set for the immediate future.

3. Labour & Human Rights Policies

3.1 Employee Wellbeing Policy

3.1.1 Health and Safety Principles

Effective management and control of risk

Labman has identified hazards and carried out risk assessments to maintain safe and healthy working conditions whilst also preventing accidents and cases of work-related ill health. Particular attention is paid to areas relevant to Labman's work in manufacturing laboratory machinery, such as noise exposure, working with machinery safely, and COSHH handling.

All employees are provided with the equipment, information, instructions, training, and supervision as is necessary for their role.

Providing assurance

Labman complies with all legal and other requirements including those for specific industries. We take a transparent approach to reporting and investigating any accident, incident, near miss that may occur. All employees contribute to regular monitoring through internal audits, reviews, and evaluations on all aspects of our business including safety inspections of all machinery used onsite.

Lead and engage with others to improve workplace health and safety

Where necessary Labman ensures consultation and participation with employees on matters relating to health safety, sharing knowledge through open communications. All staff are empowered and are encouraged to stop work where they feel safety is compromised.

Taking preventative action

Labman performs workspace ergonomic evaluations for every employee to mitigate the health effects associated with incorrect posture and repetitive strain. All equipment required to mitigate this is provided free of charge. Potential causes for concern with regards to health and safety can be reported through our intranet system by anyone at any time. All concerns are addressed weekly by senior management and fed back on.

Ensuring the physical and mental health of our staff

Labman recognises the importance of fostering both physical and mental well-being among our staff. We believe that a supportive and healthy work environment is fundamental for overall employee wellness. To encourage physical activity and social engagement, we offer a variety of onsite facilities including a gym, squash court, well-being groups, allotments, climbing wall, e-bikes, and more.

In addition to these resources, Labman provides private healthcare to all employees, ensuring access to comprehensive medical support and advice whenever needed. For mental health, Labman hosts the private practice of a counsellor and psychotherapist onsite, which staff can access free of charge. We also have a qualified mental health first aider available for situations where immediate professional assistance cannot be booked. This holistic approach supports both the physical and mental health of our team, promoting a positive and resilient workforce.

3.1.2 Working Conditions Principles

Two-way communication between staff and management

Labman conduct twice yearly one-on-one appraisal meetings with all staff members to provide feedback to them on their performance, as well as giving them an opportunity to feedback on how the business runs and their satisfaction with their work-life. An open feedback system is also available on our intranet platform that allows any staff member to make a suggestion (anonymously if requested) about Labman's operations. All feedback items are reviewed weekly by directors or senior management and are responded to.

Flexible working and out of hours working

To accommodate varying personal needs Labman offer flexible working where feasible. Employees discuss their preferred work schedules with their supervisors, aiming to find a balance that suits their needs and their team's. This flexibility promotes productivity and job satisfaction.

Where out of hours working is required for travel, or to get a project over the line, Labman operates a system of 'catch up days' that are arranged with a line manager and follow a simple & lenient set of rules. Subsistence during out of hours working is fully funded by Labman.

Living Wage

Labman review the wages of all of their direct employees annually and ensure that all meet the UK's national living wage guidelines.

Family-Friendly Policies

Labman recognise the importance of work-life balance and family commitments. As such, Labman have specific policies for Maternity, Paternity, Shared Parental Leave, Adoption and more. The policies are regularly checked to ensure they align with governmental requirements. Labman enhanced their maternity and paternity policies even further in 2024 to grant further paid leave to that already offered.

Fun!

A positive and enjoyable workplace improves our employee's moral, job satisfaction and general physical and mental wellbeing. This is why Labman invest heavily into onsite resources such as our E-bikes, a climbing wall, pool tables, squash court, pottery shed, allotments, work parties and much more.

3.1.3 Social Dialogue Principles

Labman has a culture of open and easy communication. Anyone at Labman is encouraged to communicate with anyone else, be it a director or a member of the strategic leadership team, and they can do so easily in person or via an instant message. Our open plan office layout further promotes this and employees are told in their induction that if they have an issue, whether it be on their project, or personally, that they can discuss this with anyone. As standard, Labman employees take a one-hour lunch break to facilitate cross communication across different levels of seniority and disciplines. This leads to new ideas and solving of problems.

Following each round of twice yearly one-on-one appraisal meetings, a director feeds back common concerns and planned mitigations to them to the whole company, as well as updates on company financial performance and future plans.

3.1.4 Career Management & Training Principles

Hiring Processes

Labman is committed to providing equal employment opportunities to all individuals without regard to race, colour, religion, gender, national origin, age, disability, or any other protected status.

Our fair recruitment process aims to attract, select, and hire the most qualified candidates based on their skills, experience, and potential.

Staff Development

Twice yearly performance appraisals provide an opportunity for employees and their appraiser to discuss achievements, set goals, and identify areas for improvement, with the aim of developing their professional growth.

A team leader (mentor) programme at Labman facilitates the transfer of knowledge, skills, and insights from experienced employees to those seeking guidance, further promoting their professional development.

Labman have structured, intranet based training and skills tracking systems available to all staff that help them enhance and track specific competencies.

Labman actively encourage and want to support staff throughout their career including paid for access to external further education/training subject to approval by a manager. This can include BTECs, HNCs, Degrees, professional training, practical courses and much more.

Labman supports employees in achieving professional recognition and development through participation in IET (Institution of Engineering and Technology) chartership programme, as a STEM ambassador, or other relevant programme's based on their job role.

3.2 Human Rights Policy

3.2.1 Principles Relating to Child Labour, Forced Labour & Human Trafficking

Labman are opposed to the use of child labour, forced labour, or human trafficking in any form, both within their own operations and within their supply chain.

Labman will not employ individuals below the legal working age as determined by the UK regulations and international conventions. Labman will not be associated with human trafficking or the exploitation of individuals for forced labour or commercial purposes.

Labman conduct audits on their key suppliers and check for policies on child labour, forced labour and human trafficking.

In instances where a customer or supplier has been identified (via audit, or publicly) as partaking in child labour, forced labour or human trafficking, our involvement with them will be reviewed potentially resulting in us ceasing our partnership with them.

3.2.2 Principles Relating to Diversity, Discrimination & Harassment

Labman value and celebrate diversity in all forms, including but not limited to race, ethnicity, gender, sexual orientation, age, disability, religion, and socioeconomic status. Labman is committed to creating an environment where everyone feels respected and included. As such:

- Labman do not tolerate any discriminatory behaviour, actions, comments or decisions related to hiring, promotion, compensation, or any other aspect of employment.
- Labman do not tolerate any harassment, whether verbal, physical, or visual. This includes offensive jokes, slurs, unwelcome interactions, intimidation or any behaviour that creates an intimidating, hostile, or offensive environment.

Labman have a dedicated grievance procedure whereby acts of discrimination or harassment can be reported. All reported incidents of discriminatory behaviour or harassment are thoroughly investigated to determine the appropriate course of action. In cases where the severity of the incident warrants it, Labman will not hesitate to take necessary actions, including permanent dismissal or involvement of law enforcement.

3.2.3 Principles Relating to the right to freedom of association and collective bargaining

Labman is committed to upholding internationally recognised human rights principles, including the right to freedom of association and collective bargaining.

We ensure that all employees are free to join, or refrain from joining, trade unions or worker organisations without fear of discrimination, retaliation, or disadvantage. Labman respects the lawful activities of employee representatives and supports open, good-faith dialogue between employees and management.

Where collective bargaining processes are initiated, we commit to engaging constructively, transparently, and in compliance with all applicable labour regulations.

This commitment forms part of our broader Human Rights and Working Conditions framework and supports our alignment with responsible business conduct expectations across our value chain.

4. Ethics Policies

4.1 Anti-Corruption & Fair Competition Policy

- Labman has a zero-tolerance approach to any form of unethical or corrupt behaviour, including but not limited to **bribery, fraud, money laundering, conflict of interest or unfair competitive practices**. Labman do not condone, support, or engage in such activities, and expect the same from all individuals and entities associated with us. Our commitment to combating corruption and bribery is fundamental to the reputation, sustainability, and success of Labman.
- Labman follow all relevant laws and regulations where required.
- Labman have anti-corruption guidelines listed in their internal knowledge sharing platform. These guidelines are read by all new employees, and all employees are notified of any updates to the guidelines. Reading of these updates is enforced.
- All reported incidents are thoroughly investigated to determine the appropriate course of action. In cases where the severity of the incident warrants it, Labman will not hesitate to take necessary actions, including permanent dismissal, and, if applicable, involvement of law enforcement authorities.

4.2 Responsible Business Engagement

Labman Automation's are committed to conducting business in an ethical and responsible manner. All employees, directors, consultants, and third parties acting on behalf of Labman must ensure that sales, partnerships, and project activities align with the company's values and protect its reputation and long-term sustainability. Labman does not pursue opportunities with industries, organisations, or countries that may conflict with its ethical standards. Potentially sensitive opportunities must be escalated to the senior leadership team and are reviewed before any commitment is made, considering factors such as alignment with company values, reputational risk, legal and regulatory compliance, and impact on stakeholders.

Certain industries and geographies require particular scrutiny, including weapons and defence development, tobacco-related activities, and organisations or jurisdictions subject to sanctions or human-rights concerns. Distributors, resellers, and other partners are prohibited from selling Labman equipment into such areas without prior written approval, and breaches may result in termination of the relationship. All employees and partners are expected to raise concerns where appropriate, while the senior leadership team is responsible for oversight, enforcement, and ensuring the policy is reviewed annually to remain effective and aligned with evolving ethical standards and regulations.

4.3 Responsible Information Management Policy

4.3.1 Principles

Data Security and Access Control

Labman is certified to ISO 27001 (Information security, cybersecurity and privacy protection) and thus, is committed to safeguarding all data within its operations, whether stored on-site or in the cloud. We ensure stringent measures for data control, security, and recoverability through comprehensive backup strategies.

Staff Access & Usage Rules

Labman's staff are entrusted with maintaining confidentiality and adhering to non-disclosure agreements. Any copying of sensitive data onto personal devices is prohibited, with files stored locally only for the duration of their required use. Bulk copying of data from servers to personal devices is strictly prohibited. Additionally, staff are forbidden from storing company data on personal devices and must not share usernames or passwords.

Data Storage & Retention

All company data is stored in our secure server infrastructure. Access permissions follow the principle of least privilege, granting only the necessary access based on roles. User access is managed centrally through Active Directory, and data is regularly backed up to mitigate potential loss. Project data is retained for support purposes for a minimum of 20 years. Upon request, specific customer data may be deleted.

Virus Protection and Data Breaches

Labman maintains a strong defence against viruses. All network-connected PCs must have up-to-date virus protection. This requirement extends to personal laptops used for work and project PCs connected to the Labman network. Suspected or detected viruses are reported to the IT Team promptly. In the event of a data breach, we will take prompt action to rectify the situation. Breaches will be thoroughly assessed and recorded, with appropriate measures taken based on the severity. Our quarterly security reviews ensure ongoing vigilance, addressing vulnerabilities and maintaining the integrity of our systems.

Staff Data Rights

- Labman's data policy aligns with the applicable laws, ensuring that staff members are afforded due protections.
- Labman are Registered with the Information Commissioner's Office (No: ZA563533).
- Labman only collects and retains staff data that is directly relevant to the purposes for which it is intended. This means we avoid retaining irrelevant or unnecessary details, such as ethnicity or religion. Personal information is also only ever accessed by individuals who are authorised to and have a reason.
- Labman's employees or ex-employees may request a copy, or deletion of their held personal information and Labman will endeavour to satisfy these requests as promptly as possible. Practical considerations may sometimes require Labman to retain certain records to adhere to legal obligations and operational necessities; such instances will be communicated and discussed with concerned individual.
- Labman use CCTV in their headquarters for crime prevention and employee safety. These recordings may serve as vital evidence or training tools.
- Issues with any staff data policy can be reported to a member of Labman's Senior Leadership Team.

Non-Compliance

Labman staff are inducted on Labman's data security guidelines when they join, and all staff are aware that failure to comply with the guidelines will result in disciplinary action.

5. Sustainable Procurement Policy

Labman are committed to fostering sustainable procurement practices as part of our dedication to contributing positively to society and the environment. To do so, all relevant suppliers are evaluated via our supplier evaluation form. Suppliers who are found to fall short are evaluated and, in some cases, blacklisted by Labman. Aside from general information, our form requests information on the following criteria:

- Environment – Suppliers are expected to demonstrate their commitment to environmental responsibility through the use of an environmental management system (e.g. ISO 14001).
- Health and Safety – We ask suppliers for evidence of their commitment to the health and safety of their employees, customers, and communities ideally backed up by an accreditation (ISO 45001).
- Ethical Trading – We ask for evidence of suppliers complying with ethical trading practices, which includes treating their employees fairly, upholding human rights, and refraining from engaging in exploitative or unethical practices throughout their supply chains.
- General Data Protection Regulation (GDPR) - Suppliers handling any personal data on our behalf must comply with the General Data Protection Regulation and ensure the highest standards of data privacy and security.
- Insurance – Our suppliers must provide evidence of appropriate insurance coverage to protect against potential risks and liabilities arising from their products, services, or operations.
- Quality – Our suppliers should have robust quality management systems in place, ensuring that their products or services meet the highest quality standards and adhere to any relevant industry certifications.

6. Document Control

6.1 Document Information

Issue Date	20 th March 2026
Author	Sean Devereux Sustainability Area Manager, Labman Automation Ltd.

6.2 Document Approval

Sean Devereux
Sustainability Area
Manager

23/03/2026

X Sean Devereux [uZnNhv]

Signed by: sdevereux@labman.co.uk

Josie Kelly
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20/03/2026




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6.3 Document History

Version	Date	Author	Comments
2023	28 th Aug 2023	Sean Devereux	First version for 2023
2024	14 th Feb 2025	Sean Devereux	2024 updates
2025	20 th Mar 2026	Sean Devereux	2025 updates: <ul style="list-style-type: none">• Updated introduction• Added business engagement policy.• Updated GHG objectives with plan to measure scope 3 emissions in 2026 and submit to CDP.• Data security policy update to mention ISO 27001 certificate.

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