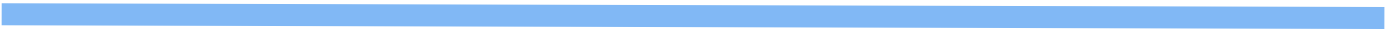


LABMAN



Sustainability Report

2024



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1. Document Control

1.1 Document Information

Version	2024 – 2.0
Issue Date	14 th February 2025
Author	Sean Devereux Sustainability Area Manager, Labman Automation Ltd.

1.2 Document Approval

Josie Kelly
Head of Operations

17/02/2025

X Josie Kelly [w6cgt0]

Signed by: Josie Burton

1.3 Document History

Version	Date	Author	Comments
2024 - 1.0	28 th January 2025	Sean Devereux	First release
2024 - 2.0	14 th February 2025	Sean Devereux	Minor updates following review from Head of Operations

2. Introduction

Labman are proud to share their first Sustainability Report, covering our efforts and progress in 2024. This is an important step in our commitment to a sustainable future and being transparent about our activities.

In this report, we outline the key performance indicators we have tracked in 2023 and 2024. This report will continue to be updated and reviewed in the first quarter of each calendar year.

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

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

2.1 Responsibilities

The following people are responsible for reviewing the information in this document.

Business Area	Responsible Person & Role
Labman's Continual Improvement in Sustainability	Sean Devereux – Sustainability Area Manager
Environmental	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 Report	Josie Kelly – Head of Operations

3. 2024 Summary

- Labman have registered their commitment with the Science Based Targets Initiative (SBTi) to reduce scope 1 and scope 2 GHG emissions by 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's scope 1 carbon intensity reduced from 2023 this year, and scope 2 carbon intensity only saw a minor increase.
- Labman currently generates 11-12% of its power usage using its onsite 75kW solar generation system. Labman plans to increase its solar generation capacity by a further 184kw with the opening of a new building extension in 2025.
- Labman increased it's already enhanced parental leave policies again in 2024.
- Labman introduced a profit share scheme for employees in 2024.
- Continued involvement with initiatives that benefit our staff, the local community and the world!
 - [Supporting men's mental health with Andy's Man Club this November](#)
 - [Partnering on revolutionary IVF technologies](#)
 - [Continued local expansion and creation of jobs](#)
 - [Solar powered pond aeration system installed for our local village](#)
 - [Hosting meetings with local engineering institutes](#)
 - See our [LinkedIn](#) for more

4. Key Performance Indicators

4.1 Environment

Sub-Area	Key performance indicator (KPI)	Unit	2023 (First year tracked)	2024	
			Value	Value	% change from previous year
Energy consumption & GHGs	Total Scope 1 GHG emissions in metric tons CO2e	tCO2e	32.65	32.89	0.74%
	Total Scope 1 'Carbon Intensity' (Total emissions in calendar year per £m turnover in corresponding financial year 1Nov-31Oct)	tCO2e / £m turnover	2.17	2.03	-6.59%
	Total Scope 2 GHG emissions in metric tons CO2e	tCO2e	75.82	82.28	8.51%
	Total Scope 2 'Carbon Intensity' (Total emissions in calendar year per £m turnover in financial year 1Nov-31Oct)	tCO2e / £m turnover	5.05	5.08	0.62%
	Total energy consumption in MWh	MWh	366.16	397.37	8.52%
	Total energy consumption in MWh / £million turnover	MWh / £m turnover	24.37	24.52	0.63%
	Total renewable energy consumption (annual average since installation)	MWh	49.41	49.41	0.00%
	Percentage of annual energy usage from onsite solar generation	%	11.89%	11.06%	-6.98%
Water	Total water consumption	m ³	2,315	2,111	-8.80%
	Total water consumption in calendar year per £m turnover in corresponding financial year 1Nov-31Oct	m ³ / £m turnover	154.06	126.64	-15.43%

4.2 Labour and Human Rights

Sub-Area	Key performance indicator (KPI)	Unit	2023 (First year tracked)	2024	
			Value	Value	% change from previous year
National Living Wage	% of direct employees paid National Living Wage per gov.uk guidelines	%	100%	100%	0.00%
Career Management & Training	Average hours of training provided per employee	Hours per employee per year	58.58	64.09	9.42%
Diversity, Equity and Inclusion	Percentage of women employed in the whole organization*	%	24.63%	18.06%	-26.65%
	Percentage of women in management positions (excluding boards of directors)	%	36.80%	30.80%	-16.30%
	Percentage of women within the organization's board	%	50.00%	60.00%	20.00%
	Percentage of employees from minority and/or vulnerable groups in the whole organization (if applicable)	%	20.90%	17.42%	-16.64%


*For comparison, in the UK in 2023, women represented 15.7% of those working in engineering and technology roles. [Source](#)




4.3 Ethics

Sub-Area	Key performance indicator (KPI)	Unit	2023 (First year tracked)	2024	
			Value	Value	% change from previous year
Corruption	Number of confirmed corruption incidents	-	0	0	0
Responsible Information Management	Number of confirmed information security incidents	-	0	0	0

4.4 Sustainable Procurement

Sub-Area	Key performance indicator (KPI)	Unit	2023 (First year tracked)	2024	
			Value	Value	% change from previous year
Supplier Environmental & Social Practices	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	%	90%	100%	11.11%
	Percentage of top 10 suppliers by spend whose sustainability policies have been reviewed to confirm they align with Labman's principals	%	Not tracked this year	100%	-
	Percentage or number of all buyers who received training on sustainable procurement	%	Not tracked this year	100%	-

 Labman Automation Ltd.
Seamer Hill
Stokesley
TS9 5NQ
UK

 +44 (0)1642-710-580
 mailroom@labman.co.uk
 www.labmanautomation.com

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