LABMAN

Sustainability Report

2025/2026

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1. Introduction

Labman are proud to share their Sustainability Report, covering our efforts and progress in 2025. 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 2025. 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/

1.1 Responsibilities

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

Business Area	Responsible Person & Role
Labman's Continual Improvement in Sustainability	Craig Baker – QHSE Advisor Sean Devereux – Sustainability Area Manager
Environmental	Craig Baker – QHSE Advisor Sean Devereux – Sustainability Area Manager
Labour & Human Rights	Sarah Kettlewell-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 Sean Devereux – Sustainability Area Manager

2. 2025 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 & scope 2 carbon intensity reduced from 2024 this year.

- Labman headquarters currently generates around 12% of its annual power usage from its onsite solar power generation.

- Labman increased our solar generating capacity from 75kW to 260kW in 2025/6.

- Continued involvement with initiatives that benefit our staff, the local community and the world!

    - We were delighted to welcome the brilliant girls from Stokesley Brownies and Guides to Labman
    - Imagine testing over half a million drug combinations for a single patient's complex cancer tumour, using fruit flies
    - At Labman, we're incredibly proud of our growing apprenticeship programme
    - We're proud to celebrate the brilliant women across Labman.
    - We're officially ISO 27001 certified!
    - We're doing this to support #ANDYSMANCLUB, a brilliant charity that runs free support groups for men across the UK
    - What a great day at the Made in Yorkshire Expo
    - We were proud to have a stand at our local agricultural show here in Stokesley.
    - Hands on Heart: Lunch & Learn at Labman!
    - Raising funds for an incredible local charity that provides specialist care and support for babies, infants and their families.
    - Labman's employee-run allotments are bursting with produce thanks to the hard work of our green-fingered team
    - We're delighted to share that Labman has been recognised as a Gold Employer
    - At Labman, our people come first!
    - We're proud of the amazing women in our team
    - We're truly honoured and humbled to have received both the 'Tech for Good' award and 'Business of the Year' at the Tees Business Tees Tech Awards 2025
    - Proud to host REMAP, a fantastic charity that designs and makes custom equipment to help disabled people achieve greater independence and quality of life.
    - Two Labman technologies have recently been recognised by the European Commission's Innovation Radar!
    - Labman were delighted to host a group of PhD students from the University of York yesterday as part of a research programme named ALBERT.
    - Labman is delighted to be sponsoring the Cleveland Institution of Engineers latest event, focusing on net zero,
    - See our LinkedIn for more

3. Key Performance Indicators

3.1 Environment

			2023 (First year tracked)		2024		2025	
Sub-Area	**Key performance indicator (KPI)**	**Unit**	**Value**		**Value**	**Change**	**Value**	**Change**
Energy consumption & GHGs	Total Scope 1 GHG emissions (onsite emissions) in metric tons CO2e	tCO2e	32.65		32.89	0.74%	37.80	14.92%
	Total Scope 1 'Carbon Intensity' (Total onsite emissions in calendar year per £m turnover in corresponding financial year 1Nov-31Oct)	tCO2e / £m turnover	2.17		2.03	-6.59%	1.70	-16.11%
	Total Scope 2 GHG emissions (purchased power) in metric tons CO2e	tCO2e	75.82		82.29	8.52%	80.54	-2.12%
	Total Scope 2 'Carbon Intensity' (Total emissions (purchased power) in calendar year per £m turnover in financial year 1Nov-31Oct)	tCO2e / £m turnover	5.05		5.08	0.63%	3.63	-28.56%
	Total energy consumption in MWh	MWh	415.57		446.78	7.51%	522.50	16.95%
	Total energy consumption in MWh / £million turnover	MWh / £m turnover	27.66		27.57	-0.31%	23.54	-14.64%
	Total renewable energy consumption (*2023 & 24 data averaged based on available data)*	MWh	49.41		49.41	0.00%	67.48	36.56%
	Percentage of annual energy usage from solar generation.	%	11.89%		11.06%	-6.98%	12.91%	16.77%
Water	Total water consumption	m³	2,315		2,111	-8.80%	2,919	38.26%
	Total water consumption in calendar year per £m turnover in corresponding financial year 1Nov-31Oct	m³ / £m turnover	154.06		130.29	-15.43%	131.49	0.92%

3.2 Labour and Human Rights

			2023 (First year tracked)		2024			2025	
Sub-Area	**Key performance indicator (KPI)**	**Unit**	**Value**		**Value**	**Change**		**Value**	**Change**
National Living Wage	% of direct employees paid National Living Wage per gov.uk guidelines	%	100%		100%	0.00%		100%	0.00%
Career Management & Training	Average hours of training provided per employee	Hours per employee per year	58.58		64.09	9.42%		84.27	31.48%
Diversity, Equity and Inclusion	Percentage of women employed in the whole organization	%	24.63%		18.06%	-26.65%		20.49%	13.41%
	Percentage of women in management positions (excluding boards of directors)	%	36.80%		30.80%	-16.30%		32.26%	4.73%
	Percentage of women within the organization's board	%	50.00%		60.00%	20.00%		60.00%	0.00%
	Percentage of employees from minority and/or vulnerable groups in the whole organization (if applicable)	%	20.90%		17.42%	-16.64%		33.17%	90.42%

**For comparison, in the UK in 2025, women represented 16.9% of those working in engineering and technology roles. Source*

3.3 Ethics

			2023 (First year tracked)		2024			2025	
Sub-Area	**Key performance indicator (KPI)**	**Unit**	**Value**		**Value**	**Change**		**Value**	**Change**
Corruption	Number of confirmed corruption incidents	-	0		0	0		0	0
Responsible Information Management	Number of confirmed information security incidents	-	0		0	0		0	0

3.4 Sustainable Procurement

			2023 (First year tracked)		2024			2025	
Sub-Area	**Key performance indicator (KPI)**	**Unit**	**Value**		**Value**	**Change**		**Value**	**Change**
Supplier Environmental & Social Practices	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	%	90%		100%	11.11%		100%	0.00%
	Percentage of top 10 suppliers whose sustainability policies have been reviewed to confirm they align with Labman's principals.	%	Not tracked this year		100%	-		100%	0.00%
	Percentage or number of all buyers who received training on sustainable procurement	%	Not tracked this year		100%	-		100%	0.00%

4. Document Control

4.1 Document Information

Version	2025/2026
Date	13th April 2026
Authors	Sean Devereux - Sustainability Area Manager Craig Baker - QHSE Advisor

4.2 Document Approval

Sean Devereux Sustainability Area Manager	Josie Kelly Head of Operations
X Sean Devereux [u4hy45]	X Josie Kelly [xQKVdp]
Signed by: sdevereux@labman.co.uk	Signed by: jkelly@labman.co.uk

4.3 Document History

Version	Date	Author	Comments
2024/2025	14th February 2025	Sean Devereux	First release
2025/2026	13th April 2026	Sean Devereux Craig Baker	2025 data and updates

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