



UK ELECTRICAL

SUSTAINABILITY STRATEGY & REPORT 2025



BUILDING ON FIRM FOUNDATIONS

When UK Electrical was established in 1995 the dream was to build a company where staff felt valued, that always put people first, and which delivered projects with honesty, flexibility and transparency. We are proud of what we have achieved in the ensuing years, and these social values now form the core of our wider Environmental, Social and Governance (ESG) strategy.

Our work with consultancy Wylde Connections is helping us take the next steps as an ethical and responsible business.

Developing this strategy has opened our eyes to what being sustainable is all about and how to embed its principles throughout our organisation.

It has broadened our knowledge and awareness of the impact that businesses have on people and planet and why it is important that we take account of these across all our business operations.

The added benefits of doing this is that it also helps UK Electrical build resilience and gain a competitive edge.

Like many businesses, we faced increased pressure from customers to report on our ESG credentials. That led us to start gathering data on our GHG (Greenhouse Gas) emissions and begin the process of reducing our carbon footprint. Be it installing solar panels on the roof of our building, minimising trips to site, or introducing electric vehicles, we are making great progress in reducing our negative impacts.

We started our ESG journey in 2023, calculating our baseline emissions for financial year 2021-2022 and setting out clear ESG KPI's for the ensuing years in our first sustainability strategy document published in 2024.

This report highlights the progress we have made and changes we have implemented since then.

This report contains GHG emissions data for financial year 2023-24, and measures our achievements to-date for all ESG KPIs.

Steve Fellows
Managing Director



Debbie Fellows
Operations Director



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WHO WE ARE & WHAT WE STAND FOR

At UK Electrical, we specialise in electrical design and installation for new-build industrial developments.

From our purpose-built premises in Bromsgrove, we manage projects across the whole of the UK

OUR MISSION

Our mission is to deliver innovative energy efficient solutions that meet the evolving needs of our clients, the people that will use the spaces we design, and support the global sustainability agenda so that we can contribute to a world that our team, our children and grandchildren can continue to enjoy.

St Basils community sensory garden created by UKE staff in 2023



KEY SERVICES

- Delivery of the electrical services for the CAT A fit out of large industrial units used for warehousing, distribution, and manufacturing
- CAT B full-fit outs tailored to the occupants' needs



As a family business, we look at success, through the value we deliver, fostering strong relationships, and building trust through our operations and interactions. Our unified, purpose-driven team culture supports our social and environmental responsibilities while achieving our business goals.

OUR SUSTAINABILITY JOURNEY

UK Electrical has grown significantly over the last three decades, evolving from a small electrical contractor to a leader in designing solutions for renowned global brands and some of the biggest names in the UK construction sector. To stay ahead in a changing landscape, we have committed to a holistic sustainability strategy, ensuring we contribute to a safer, fairer, and brighter world while continuing to deliver excellence.

CALCULATING OUR BASELINE EMISSIONS

In 2023 we engaged consultancy Wylde Connections to support us in defining and reporting on baseline carbon emissions.



Our initial audit was carried out by Wylde using the Compare Your Footprint (CYF) carbon calculator for the reporting year from December 1, 2021, to November 30, 2022.

The calculator meets the GHG Protocol, the global standard for calculating corporate GHG emissions and complies with ISO 14064-1:2018.

In 2024 Wylde completed a second audit for reporting year December 1, 2022, to November 30, 2023. Findings from both audits were published in our Sustainability Strategy & Report 2024.

This report focuses on findings from our third audit by Wylde for reporting year December 1, 2023, to November 30, 2024. This audit was carried out using Carbon Alt Delete carbon accounting software. This software represents a significant methodological improvement over the previous calculator.

Whilst we collect data on operational business and project-based emissions as part of our journey toward Net Zero, we recognise focusing solely on this will not solve the environmental challenges we face. Addressing the finite nature of Earth's resources also needs to be part of our approach to responsible production and consumption.

One area where we can have a significant impact as part of our overall strategy is prioritising dematerialisation. This concept refers to "the reduction or elimination of physical materials and resources used in a process, product, or system. In the construction industry, dematerialization aims to optimise resource utilization, minimise waste, and enhance sustainability.

OUR GOALS

As a preferred supplier in a green supply chain initiative, we have been tasked with reducing operational emissions by 10% annually and project emissions by 30% by 2027.



But at UK Electrical we want to go a step further and align with science-based targets for our carbon reduction strategy. This is a big ambition for a business of our size, and one that will require commitment and contribution across various sectors.

OUR CHALLENGES

Challenges remain, especially in controlling supply chain emissions and obtaining activity data from our smaller suppliers, some of whom are sole traders. Additionally, much of the sector lacks sufficient Environmental Product Declarations (EPDs) for accurate conversion factors.

Our project-based emissions are also at the mercy of the size and requirements of each of our builds. As a result, we anticipate that our project-based emissions will continuously fluctuate, as you can see from this year's carbon footprint report.

OUR LEARNING JOURNEY



In 2023 our senior management team completed five in-depth workshops hosted by Wylde Connections. These workshops helped us to define our sustainability goals and identify how UK Electrical can contribute to the Sustainable Development Goals (SDG) by bringing our industry knowledge, skills and expertise to the table.



INDUSTRY RECOGNITION

Our efforts are supported by the most robust policies and industry endorsements:

CONSTRUCTION LINE GOLD & CHAS ELITE



By achieving Construction Line Gold and Chas Elite we have met the required standards for:

Health and safety, environmental management, equality, diversity, modern slavery, anti-bribery & corruption

ECOVADIS PLATINUM



We currently hold Ecovadis Platinum, placing us in the top 1% of performers for sustainability in our sector.

OUR ROADMAP



HOW WE MEASURE SUCCESS

We believe in measuring what we value to drive our sustainability strategy forward, focusing on what matters most to our business, community, and wider societal goals. Our commitment extends to the health of our workforce, the stability of nature, and the climate.

FOSTERING UNITY AND SHARED PURPOSE



As a family business, we prioritise success, relationship building, and trust. Our commitment to a unified, purpose-driven team culture and industry collaborations enhances our efforts in contributing to UNSDGs while achieving our business goals.

We have worked with the same suppliers since opening our doors and have employees who have been with us for over 25 years. So, we do not just say that people matter to our success, we have the track record to prove it.

WOMEN IN THE BUSINESS

In 2024 6 out of our 29 staff were women (21%), which is above the industry average of 12%. Of those six, only one holds industry-recognised technical qualifications.

The electrical trade is the 2nd most underrepresented trade in the construction sector, with only 4,177 registered female electricians in the UK, making up just 1.73% of the sector. As both the energy and construction sector of which we uphold needs to adapt for the needs of the future, it is critical that we upskill as many technicians as possible for a green economy, and getting more females into technical roles has a part to play in that shift.

As an SME, we are committed to challenging this status quo, but we are limited in what we can do if it is not addressed as a sector-wide issue. However, this is what we commit to achieving:

KEY PERFORMANCE INDICATOR	2024	2026 TARGET	2030 TARGET
% Women in the business	23%	24%	30%
% Qualified female technicians in the business	3%	4%	8%

FAIR WAGE

At UKE we offer long-term career opportunities for local people, including recruiting and training up to five apprentices a year, contributing to decent work and economic growth in the region. We pay our apprentices and electricians the highest rate set by the Joint Industry Board (JIB) or the national living wage – whichever is higher.

CULTIVATING COMMUNITY & SOCIAL RESPONSIBILITY



We believe in giving back and building strong relationships with our team, local community, suppliers, clients, and contractors.

We also recognise that climate change threatens fundamental human rights, such as access to clean water, food, health, and housing. We have a responsibility to help prevent climate change's adverse effects through reducing our reliance on fossil fuels from start to finish of our value chain.

Our climate action is a crucial part of our approach to social responsibility:

KEY PERFORMANCE INDICATOR	2024	2026 TARGET	2030 TARGET
Number of climate action initiatives	5	6	8
Total emissions tCO2	1883	29% reduction	50% reduction

GIVING BACK

UK Electrical is a supporter of St Basils youth homelessness charity. The charity supports youngsters between 16 and 25 years old who are at risk of or already homeless. It provides safe accommodation where they can live, learn and grow.

Since 2023 our staff and suppliers have donated over £7,000 to St Basils and our staff have volunteered over 500 hours.

In 2025 our electricians worked free of charge to install the electrical system at the new youth and community centre The Hub in Bromsgrove.

In 2024 UK Electrical were approached by the chairman of community football team Bromsgrove Sporting who were facing imminent closure due to lack of funds. We donated £20,000 to the club in 2024, and volunteered our staff to work at the club to carry out much needed construction & maintenance works

We continue to support the club to-date, with a 3-year commitment to donate £20,000 per year.

KEY PERFORMANCE INDICATOR	2024	2025	2026
Donation £	£22,100	£23,000	£25,000
Volunteer hours	100	100	150

PIONEERING PROGRESS & INNOVATION



We focus on continuous improvement and innovation in everything we do, including reducing our environmental impact on projects

One of our main ways we achieve this is by using Building Information Software (BIM) on 80% of our projects.

By collaborating with all trades on projects using BIM we spot clashes and create a first-time implementation plan which prevents works on site being duplicated, (as often happened previously).

The accuracy of our design in BIM also reduces waste as we procure exact amounts of required materials. By optimising designs early, we can minimise waste and reduce emissions.



CHAMPIONING EXCELLENCE & GROWTH

Success for us extends beyond profit, and we are incredibly proud of our investment in training for our team.

In 2025, our staff received an average of 183 training hours each, totaling 6408 hours across health and safety, environmental sustainability, health and wellbeing, and technical upskilling. We see this time and energy as an investment, not only in developing our people, but in being a sustainable business.



KEY PERFORMANCE INDICATOR	2024	2025	2030 TARGET
Turnover £	£6,500,000	£24,000,000	£30,000,000
Total hours of training	4456	6408	7000

CHAMPIONING SAFETY & WELLBEING



The health and safety of our team is paramount, and we have the track record to prove it.

We had zero Riddor reportable incidents from 2021-2025.

In 2025 our staff worked 80,500 hours and zero hours were lost to injury.

Beyond physical safety, we recognise the need to address mental health in our business.

In 2024 we launched our mental health support initiative. As part of this we have trained 3 mental health first aiders and 3 mental health champions and signed up all our employees to the Lighthouse Charity mental health learning portal.

In 2025 we introduced our occupational health scheme, assessing all our employees and certifying them fit to work.

OUR CARBON FOOTPRINT

The UK construction sector has committed to achieving Net Zero by 2050. UK Electrical wishes to help meet that goal.



As a provider of services for Net Zero buildings in line with the UK Green Building Council, the UK Net Zero Carbon Building Standard and the Royal Institute of Chartered Surveyors (RICS), we have undertaken to measure, reduce and report on the contribution of global heating, pollution and generation of greenhouse gases we emit into the atmosphere to run our business.

Over the past three years, we have gathered data on our emissions and identified the most significant sources of carbon output.

Our goal is now to focus on reducing these emissions in line with science-based targets that aim to keep global temperature rise below 1.5°C above pre-industrial levels.

Our total emissions (operational and project-based):

	2021-22	2022-23	2023-24
tCO2e	390.469	1882.825	592.69

As a signatory to the SME Climate Hub we are committed to:

- Halving our greenhouse gas emissions from our baseline year by 2030, which will require annual reductions of 30%
- Achieving net zero emissions by 2050
- Disclosing our emissions annually



PROGRESS IN SCOPE 1 & 2 EMISSIONS

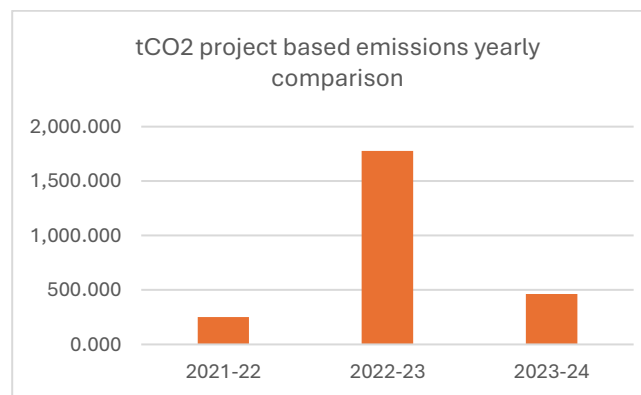
Since 2021 we have significantly reduced our scope 1 & 2 emissions:

- Scope 1: direct emissions from company-owned vehicles and equipment reduced by 52%
- Scope 2: indirect emissions from purchased electricity reduced by 22%

The biggest contributor to our scope 2 reduction is the introduction of solar panels to power our head office at the end of 2024. We expect the reductions to be greater from 2025 onwards.

SCOPE 3 EMISSIONS

Scope 3 emissions accounted for 94.6% of total emissions in 2023/24, with purchased goods and services remaining the dominant category. This reflects the construction-led nature of the business, where embedded carbon in materials, subcontracted works, and upstream transport far outweighs operational energy use.



Over the last three reporting periods, our scope 3 emissions have varied significantly, based on these factors:

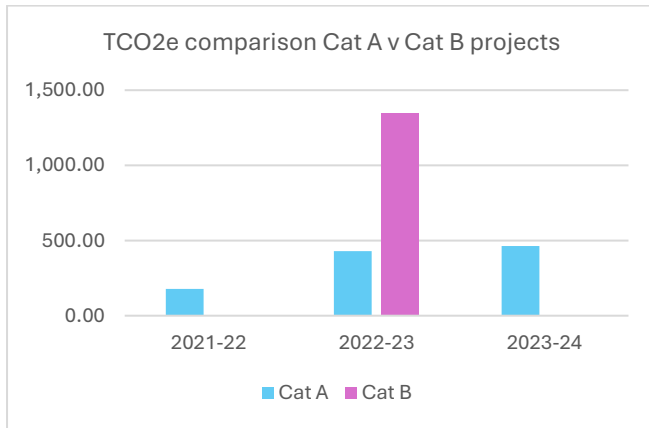
Turnover

While total emissions in 2023-24 were significantly lower than in 2022-23, emissions intensity remains higher than in 2021/22 and only modestly improved on the prior year, due to a significant decrease in turnover in 2024:

	2021-22	2022-23	2023-24
tCO2e per £m turnover	50.97	113.65	97.97

Mix of projects

In financial years 2021-22 and 2023-24, all projects were all cat A (base build). Financial year 2022-23 included a major cat B project (full fit out). Base builds by nature use far less purchased goods & services than fit out, resulting in drastic rise in tCO2e in 2022-23:



Methodological Improvements and Data Transparency

For the 2023-24 reporting year, the company transitioned to Carbon+Alt+Delete carbon accounting software. This represented a significant methodological improvement over the previous calculator, which did not provide visibility of the underlying emission factors.

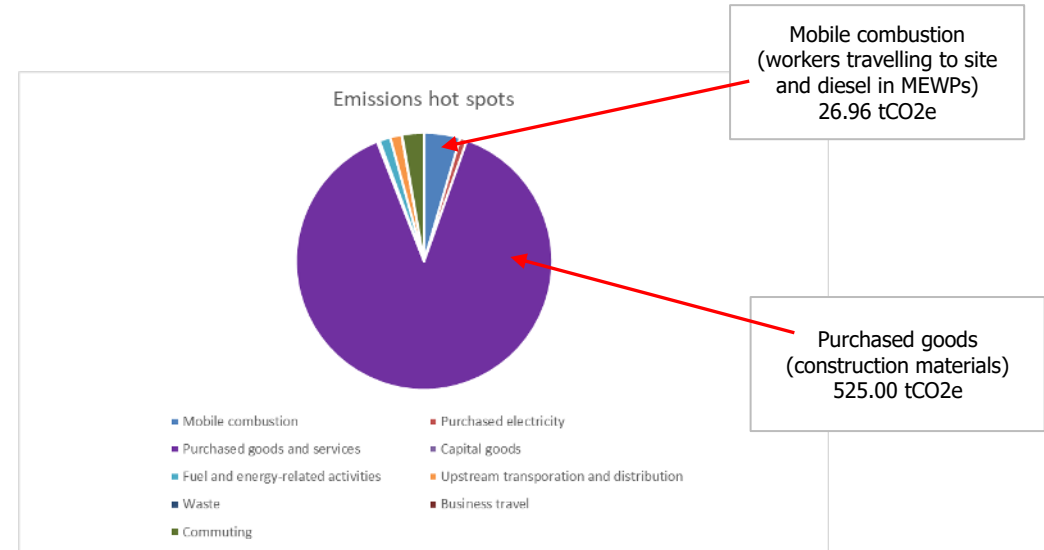
The new platform enables:

- Full transparency of exact emission factors used for each activity
- Greater accountability, with all factors traceable to recognised sources (UK Government GHG Conversion Factors, ecoinvent, Exiobase)
- Improved accuracy, through the ability to select the most appropriate and representative conversion factor rather than relying on generic averages.

In addition, Environmental Product Declarations (EPDs) and Product Environmental Profiles (PEPs) have been used extensively in the 2023-24 inventory. Product-specific data was applied to key electrical components significantly improving the accuracy of Scope 3 purchased goods and services emissions.

OUR EMISSIONS HOT SPOTS

Our 2023-24 data review revealed 2 key categories responsible for the majority of our emissions:



Whilst these emissions remain high, they are considerably lower than 2022-23, when our emissions relating to purchased goods were 1601 tCO2 and mobile combustions was 70.26 tCO2.

INITIATIVES WE HAVE INTRODUCED

As part of our dematerialisation approach, we have been proactively procuring recycled materials wherever possible, such as recycled galvanized steel lamp posts for lights. thereby reducing our carbon footprint compared to virgin materials.

We have also been working closely with our suppliers to encourage them to get EPDs, PEPs and TM65 verification for their products. This has enabled us to make better buying choices, and to reduce the uncertainty factor when calculating emissions.

We have introduced a maximum 2-delivery per week limit on wholesaler deliveries to site.

We have introduced a scheme where wholesalers recycle packaging collected from site.

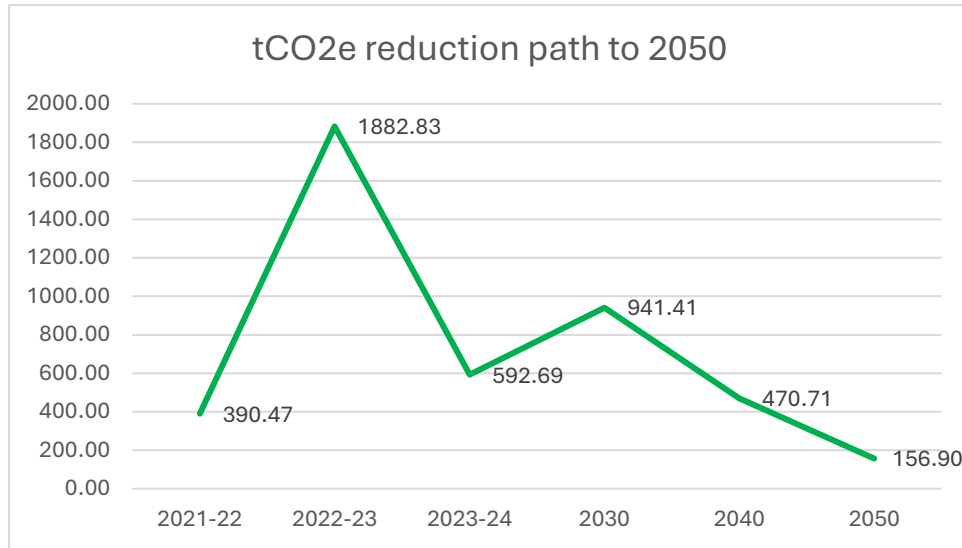
We have introduced 6-seater vans for workers to get to site, thereby reducing no of vehicles / amount of fuel.

We have extended our electric vehicle fleet for workers and increased the number of EV chargers at head office.

NET ZERO TARGETS

UK Electrical Installations has established a clear Net Zero trajectory, with annual reduction targets aligned to its commitment to reduce absolute greenhouse gas (GHG) emissions year-on-year and achieve Net Zero by 2050.

Progress towards these targets must be interpreted in the context of fluctuating business activity, project mix, and turnover, particularly given the carbon-intensive nature of large construction projects.



ORGANISATIONAL BOUNDARIES

The organisational boundaries for this report were set using the operational control approach for consolidation.

Under this approach, the organisation accounts for 100% of the GHG emissions from operations and the value chain over which it has operational control.

This report contains the footprint of the entire organisation: UK Electrical Installations, as well as their construction project sites.

MATERIALITY REVIEW PROCESS

We will conduct a materiality assessment annually to identify the most significant sustainability topics as they evolve. This process will review the topics in our ESG reporting and align them with the SDGs, prioritising those impacted most by our business.

MATERIAL ISSUES



Environmental:

Planetary boundaries
GHG emissions, pollution, air quality
Energy & fuel
Resource availability & material extraction
Waste
Nature

Social:

Employee health & wellbeing
Product design & lifecycle management
Upskilling & training
Community wellbeing
Gender equality and belonging

Governance:

Supply chain & procurement
Legislation & regulatory compliance
Cyber security risks
Leadership, ethical and responsible business
Employee pay

ANALYSIS AND OBSERVATIONS



CLIMATE CHANGE

This is our most important issue. We are working with third parties to measure our GHG emissions and manage our carbon footprint. This involves reducing fuel usage, improving efficiencies, and educating our team and supply chain about climate impacts.



NATURE & BIODIVERSITY LOSS

These are critical issues linked to climate change, freshwater availability, land-use change, and the release of toxic substances like plastics and heavy metals. We aim to reduce our impact on nature by

using fewer materials and increasing the amount of recycled content in our purchases wherever possible.



HEALTH & SAFETY

Ensuring safe and healthy working conditions remains a priority. We continuously refine our risk assessments to maintain a safe environment for all staff. We also address the mental health crisis in the construction sector, supporting our employees accordingly.



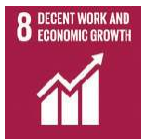
INNOVATION & DEMATERIALISATION

Our BIM software helps us reduce materials in the design phase, where we have the most opportunity to make significant savings. By optimising designs early, we can minimise waste and enhance the sustainability of our projects



REGULATORY CHANGES

We recognise the need to stay abreast of the rapidly changing regulatory landscape in the UK construction sector. Key changes in 2026 include new building standards from the UK Net Zero Carbon Building Standards, and the release of 2027 Bream regulations.



EMPLOYEE DEVELOPMENT

We are continually investing in training to improve our team's understanding of climate risks and industry-specific skills.



CYBER SECURITY

We are Cyber Essentials accredited and our staff receive regular cyber safety training.

EMBEDDING BEST PRACTICE

Sustainability consultancy Wylde Connections is working with UK Electrical to develop and implement a detailed sustainability strategy. Managing Director Denise Taylor reflects on how the partnership is helping embed best practice.

Initially, when the business engaged Wylde, there was a requirement for it to establish its baseline Greenhouse Gas emissions to satisfy the pressures being felt from its customers.

Once we had completed that project, the focus was then shifted to developing their Sustainability Strategy and Action Plan. Every step of the way, the UK Electrical team embraced the process, and always wanted to go the extra mile. It is important to the senior leaders that everything is done right and with the highest integrity.

UK Electrical Installations is a forward-looking and progressive company. When we first met them, it was clear that they were already demonstrating many of the elements of being a responsible and ethical business, which is essentially what sustainability is all about.

The strong culture and values were clear to see and as we got to know the business in more depth, we saw those values actively demonstrated in all the stakeholder relationships.

Most companies pride themselves on good customer and employee relations. What is refreshing with UK Electrical is that the positive approach to relationships extends to its suppliers and other stakeholders. It was therefore no surprise to me that the business also proactively engaged in philanthropic activities by supporting local charities.

To achieve this, emphasis is placed on systems and operations that provide visibility and transparency. Accurate data and information are vital to the leaders so they can truly demonstrate the company's sustainability credentials, and importantly they can communicate these effectively both up and down the supply chains.

This approach gives UK Electrical a solid foundation for achieving good governance, as well as underpinning business resilience. Looking beyond this, all the hard work that the team has put into producing a robust and comprehensive Sustainability Strategy means they will now have a competitive advantage.

I am excited to see the steps that UK Electrical takes next in its sustainability journey, and I have no doubt that the business will continue to have positive impacts on society as well as the environment.



Dr Denise Taylor
Managing Director Wylde Connections Ltd



APPENDIX A – SUSTAINABILITY KPI TRACKER

Reporting Data	2023	2024	2025
Number of hours worked	63800	57500	80500
Number of days lost to work-related injuries, fatalities and ill health	0	0	0
Number of work-related accidents	0	0	2
Average hours of training per employee	190	150.21	171.83
Percentage of women employed in the whole organization	20%	24%	23%
Percentage of employees from a minority and/or vulnerable group in the whole organization	10%	8%	6%
Number of employees trained on health and safety (PERCENTAGE)	100%	100%	100%
Number of employee health and safety risk assessments (PERCENTAGE)	8%	3%	3%
Number of employees with healthcare benefits	0	3	3
Number of performance appraisals		25	28
Number of internal promotions		2	4
Number of child labour, forced labour incidents in the business	0	0	0
Number of reports of discrimination	0	0	0
Number of reports of harassment	0	0	0
Percentage of women in top management		8%	9%
Percentage of targeted suppliers who have signed the supplier code of conduct		100%	100%
Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements		100%	100%
Percentage or number of targeted suppliers covered by a CSR assessment		100%	100%
Percentage or number of targeted suppliers covered by a CSR on-site audit		100%	100%
Percentage or number of all buyers who received training on sustainable procurement		100%	100%
Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building		50%	50%
Total gross Scope 1 GHG emissions	56.52 tCO2e	29.96 tCO2e	tbc
Total gross Scope 2 GHG emissions (market or location based)	6.79 tCO2e	5.33 tCO2e	tbc
Total gross Scope 3 GHG emissions	1820.755 tCO2e	560.40 tCO2e	tbc
Total gross Scope 3 Downstream GHG emissions	0	0	tbc
Total gross Scope 3 Upstream GHG emissions	1820.755 tCO2e	560.40 tCO2e	tbc
Total energy consumption KWH	33293 Kwh	23625 Kwh	tbc
Total renewable energy consumption KWH	0	3.56 Kwh	tbc
Total weight of hazardous waste	0	0	0
Total weight of non-hazardous waste	2539 KG	2539 KG	tbc
Number of employees trained on energy conservation (PERCENTAGE)		100%	100%
Number of customer health and safety complaints		0	0
Percentage of employees trained on ethics		100%	100%
Number of reports related to whistleblower procedure		0	0
Number of confirmed corruption incidents		0	0
Number of confirmed information security incidents		0	0

APPENDIX B – SASB industry standard disclosures

Table 1. Sustainability Disclosure Topics & Metrics				
TOPIC	CODE	METRIC	Response	UNIT
Environmental Impacts of Project Development	IF-EN-160a.1	Number of incidents of non-compliance with environmental permits, standards, and regulations	In 2025 UK Electrical had zero incidents of non-compliance with environmental permits, standards, and regulations.	Number
	IF-EN-160a.2	Discussion of processes to assess and manage environmental risks associated with project design, siting and construction	UK Electrical are electrical subcontractors. Our projects are focused on the installation of electrical services in new build CAT A and CAT B. We manage environmental risks associated with project design, siting, and construction. We conduct environmental assessments and implement mitigation measures to minimise risks. Through our services, we also implement solutions to maximise; energy efficiency, renewable energy, and low-carbon technologies. For additional information on our strategies to manage environmental risks, please see our Sustainability Report.	Discussion and Analysis
Structural Integrity & Safety	IF-EN-250a.1		In 2025 UK Electrical did not incur any costs in defect and safety-related rework costs.	Presentation currency
	IF-EN-250a.2		In 2025 UK Electrical did not incur any monetary losses as a result of legal proceedings associated with defect and safety-related incidents. In 2025 UK Electrical incurred a Total Recordable	Presentation currency
Workforce Health & Safety	IF-EN-320a.1		Incident Rate (TRIR) of zero and a total fatality rate of zero employees (including both direct employees and contract employees).	Rate

Table1.SustainabilityDisclosure Topics&Metrics

TOPIC	CODE	METRIC	Response	Unit
Lifecycle Impacts of Buildings & Infrastructure	IF-EN-410a.1	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	None of our projects, either completed or in progress, qualify for sustainability certification.	Number
	IF-EN-410a.2	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	<p>UK Electrical specialise in electrical installations for CAT A and CAT B new builds. We incorporate the most up-to-date energy efficient systems and consideration in the design and execution of our projects. The buildings on which we work all have an operational Breeam target of Excellent or Outstanding. Our electrical design therefore incorporates the following as standard:</p> <p>Internal lighting designed in accordance with the current edition of the SLL code for lighting and in the spirit of SLL LG3 & LG7.</p> <p>Switching and control of light fittings complies with part L2A of the Building Regulations and SBEM calculations.</p> <p>External lighting in accordance with BS 5489-1:2013 Lighting of roads and public amenity areas and BS EN 12464-2:2014 Light and lighting - Lighting of work places - Part 2: Outdoor work places and with Table 2 and its accompanying notes of the ILP Guidance notes for the reduction of obtrusive light 2011.</p> <p>Metering of all services in line with CIBSE TM39.</p> <p>For additional information, please see our Sustainability Report 2025.</p>	Discussion and Analysis
Climate Impacts of Business Mix	IF-EN-410b.1	Amount of backlog for (1) hydrocarbon-related projects and (2) renewable energy projects	Metric not applicable. UK Electrical is not involved with projects to generate or transmit energy directly.	Presentation currency
	IF-EN-410b.2	Amount of backlog cancellations associated with hydrocarbon-related projects	Metric not applicable. UK Electrical is not involved with projects to generate or transmit energy directly.	Presentation currency
	IF-EN-410b.3	Amount of backlog for non-energy projects associated with climate change mitigation	Metric not applicable. UK Electrical is not involved with projects to generate or transmit energy directly.	Presentation currency

Table 1. Sustainability Disclosure Topics & Metrics				
TOPIC	CODE	METRIC	Response	Unit
Business Ethics	IF-EN-510a.1	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	In 2025 all of UK Electricals projects were within the United Kingdom which ranked in the top 20 in the TICPI.	Number, Presentation currency
	IF-EN-510a.2	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices	In 2025 UK Electrical did not have any monetary losses as a result of legal proceedings associated with charges of bribery or corruption and anti-competitive practices.	Presentation currency
	IF-EN-510a.3	Description of policies and practices for prevention of (1) bribery and corruption, and corruption and anti-competitive practices. We have a supplier (2) anti-competitive behaviour in the project bidding processes.	UK Electrical has policies on Corruption and bribery as well as our employee handbook going into detail about bribery or code-of-conduct and a strict supplier engagement process to ensure fair and ethical treatment with our stakeholders.	Discussion and Analysis

Table 2. Activity Metrics				
Table 2. Activity Metrics	CODE	ACTIVITY METRIC	Response	
	IF-EN-000.A	Number of active projects		6 Number
	IF-EN-000.B	Number of commissioned projects		3 Number
	IF-EN-000.C	Total Backlog		3 Presentation currency