

Annual ESG Report

Environmental, Social & Governance
Report 2024/25



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Chief Executive's statement

Clients and colleagues – I'm delighted to share Adare SEC's ESG report for the fiscal year 2025, ending 31st March.

This is the first such report to appear post-acquisition, and there is fantastic progress contained within. Once our integration process is complete, our focus will be on presenting group-wide ESG reporting. This will typically be shared at the end of February, in line with Mail Metrics' financial year timelines.

The recent acquisition and expansion brings with it an increased potential to impact the environment and the communities in which we work. In that respect, our ESG priorities have never been more important, and we want to ensure that they continue to make a positive difference. We are committed to ensuring our targets are impactful, up-to-date and diligently monitored to enable us to continue reducing our greenhouse gas emissions, to nurture our staff and to contribute to the communities in which we work and to wider society as a whole.

This report provides us with the opportunity to publish our progress over the past 12 months and allows us to clearly define our objectives, visibly demonstrating our continued commitment to tangible change.

It is important that we always seek external validation and benchmarking of our progress, and we were delighted to retain our prestigious EcoVadis Gold rating in 2024, improving upon our overall score

from the previous year. This award places us in the top 5% of more than 130,000 appraised companies and is testament to how seriously we take our sustainable responsibility.

Last year, we also aligned our Strategy to The UN 17 Sustainable Development Goals and will now look to set a new SBTi goal of an 90% reduction by 2030. I am pleased to report that we reduced our CO2 emissions by 39% against our FY2023/24 figures. This figure demonstrates an impressive 85% reduction against our 2019 baseline – a result for the whole business to be proud of.

Social initiatives continue to be a priority, and over the past year we have continued to promote and support our 'Day to Make a Difference' charity campaign, affording colleagues the opportunity to give a working day to a charity of their choosing. We were also extremely proud to announce the Motor Neurone Disease Association (MNDA) as our nominated 2024/25 charity, which saw several high-profile activities rolled out across the business and over £14,000 collectively raised.

I hope you find this report informative and that it serves as a clear record of our ESG progress and intent. I look forward to sharing further progress in due course.

Warm regards

Nick Keegan
CEO

“
We were delighted to retain our prestigious EcoVadis Gold rating in 2024 and improve upon our overall score from the previous year.”



Highlights and progress



CO₂ Reduction
Against baseline (2019).
39% reduction against 2023



EcoVadis Gold
With improved overall score



Charity of the Year
Over £14,000 raised for the MNDA

**Against baseline (2019)*



Scope 3 Emissions*
Reporting our Scope 3 data



Environmentally friendly cleaning products
Introduced across all sites



ESG Training
All staff to take part in ESG training

Our values



OUR FOOTPRINT
Environmental sustainability
Continue to reduce our environmental impact and carbon footprint



OUR SUPPLY
Sustainable procurement
Promote responsible supply chain sustainability



OUR PEOPLE
Human resource and culture
Nurture a diverse, inclusive and safe environment for colleagues



OUR PRACTICES
Governance and policy
Ensure values and ethics set at Board level are reflected in everything we do



OUR COMMUNITY
Social value and initiatives
Seek to drive positive social change in the communities in which we work

Our ESG Focus Group

The Adare SEC ESG Focus Group, chaired by the Director of Marketing and Communications, Pat Kelly, is responsible for setting ESG targets, approving strategy initiatives and driving cross-functional alignment around our ESG pillars throughout the business.

The Group is comprised of experienced colleagues who have a wealth of understanding of our business processes and wider influencing landscapes. The Group also works alongside a number of third-party stakeholders who are key to generating our statistics and reportable data.



Our footprint

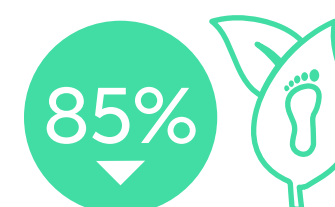
Emissions

Our annual carbon accounting covers all material emissions and is independently reviewed by our external partner Carbon Quota. Through our team's dedication we are constantly working to collect the most accurate and reliable data and minimise the environmental impact of our operation through a framework which is underpinned by our wider values. Our environmental strategy looks to monitor and reduce the impact our daily activities have on both our immediate and wider environments.

As a priority, we aim to deliver products and solutions that are designed and supplied with environmental impact in mind and our objective is for our business to function with a holistic view, making necessary and flexible changes that are fit for the future and ultimately reduce our emissions.

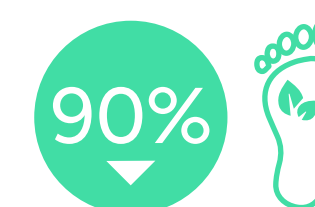
This year, we have a renewed focus on our carbon footprint, which continues to allow us to put our reduction plan into effective practice. In FY25 we are pleased to report a 85% reduction in our carbon-based emissions against our baseline and a 39% reduction against FY2023/24. We are also pleased to report that we will now set a new objective and will work towards a 90% overall reduction by 2030.

Being aware of the environmental performance of both existing and new partners is a key pillar in our approach, and we recognise that sustainable asset management not only needs to be in line with our commitment to responsible procurement, but also looks to provide long-term efficiencies and a decreased expenditure that can improve our overall business performance. With this in mind, we are proud to now actively gather and report on all of our Scope 3 emissions.



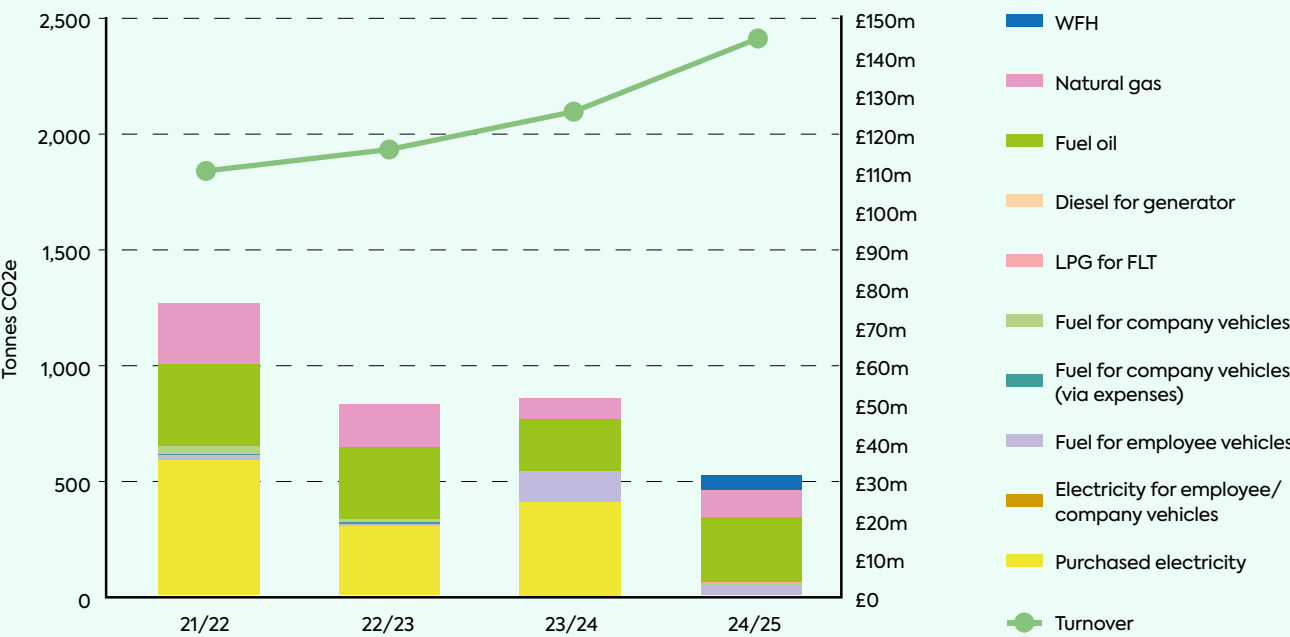
Our carbon-based emissions reduction in FY25*

*Against baseline (2019)



Overall Carbon reduction objective for 2030

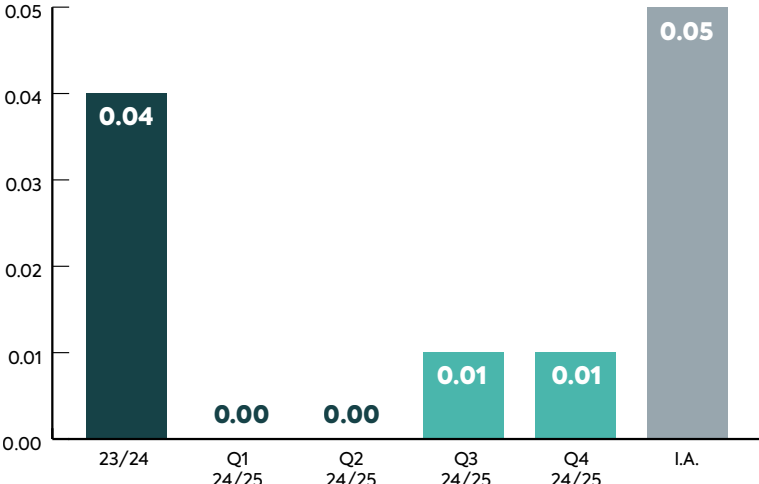
Market based CO₂ reduction



Our market-based emissions fell in 24/25, driven by lower fuel use and a shift to 100% renewable electricity across all sites.

This reduction occurred despite increases from natural gas, fuel oil, and the introduction of home working data, showing a continued downward trend as data coverage expands and revenue grows.

Tonnes of CO₂e per m² of building



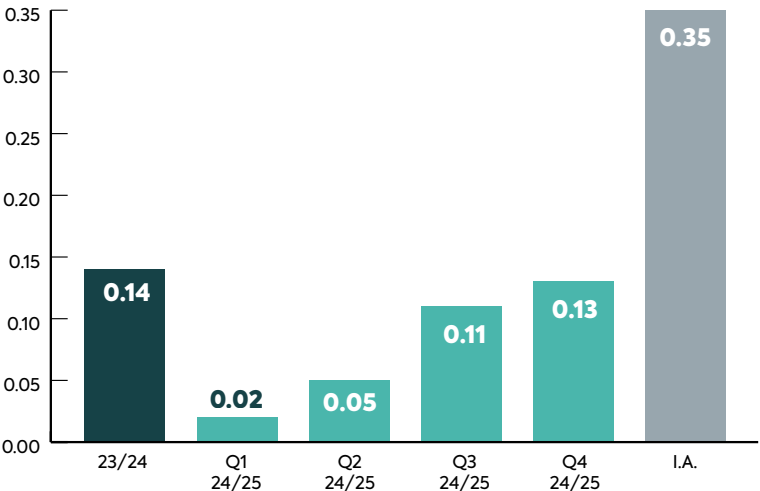
When analysed through the market-based approach, the intensity of our carbon emissions per tonne of substrates purchased decreased from 23/24 to Q1 24/25, remained low through Q2 and Q3, and rose slightly in Q4, yet still performed well below the industry average.

A similar pattern is seen in the emissions per £ million turnover, per m2 of building, and per full-time employee, all of which remained significantly below industry benchmarks throughout the year.

With the complete 2024/25 data now available, it's evident that there has been a significant reduction in CO₂e intensity relative to both building area and FTE ratios. While the reductions for tonnes of substrates purchased and turnover are more modest, they still show a positive downward trend.

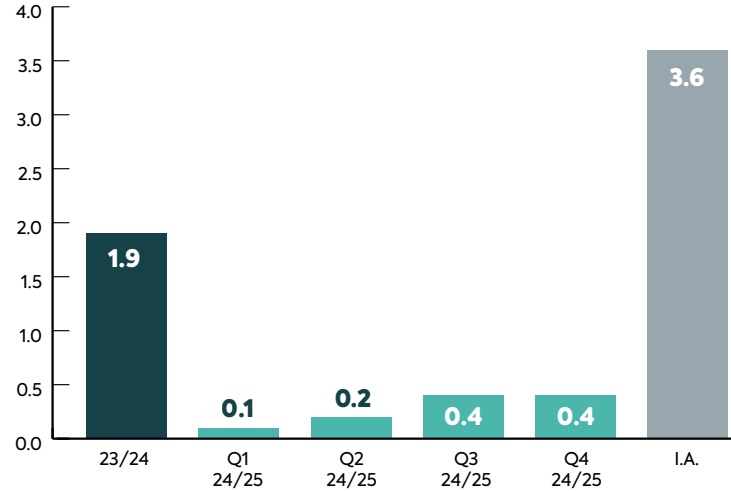
Overall, the improvements across all four metrics highlight our ongoing commitment to sustainability.

Tonnes of CO₂e per tonne of substrates purchased



Intensity ratios serve as 'key performance indicators' for carbon efficiency, allowing us to monitor improvements over time. Carbon intensity is determined by dividing the total CO₂e emissions by the relevant business metric quantity.

Tonnes of CO₂e per FTE





Scope 3

Scope 3 encompasses indirect emissions across the entirety of our supply chain, such as upstream transportation, purchased goods, subcontracted activities, waste disposal, and use of some digital services, as well as energy used at home for the purposes of work.

As a large-scale provider of print and digital products and solutions, Scope 3 emissions represent a substantial portion of our overall footprint. It is therefore vital that we collaborate with suppliers and clients to influence reductions in both upstream and downstream emissions. In doing so, we are driving collective climate action and creating greater value for all our stakeholders.

Scope 1 emissions represent our direct greenhouse gas (GHG) emissions from sources we own or control. These emissions are generated from on-site activities such as fuel combustion, vehicle usage and industrial processes. Scope 2 covers indirect GHG emissions from the generation of purchased electricity, heat, or steam. Scope 1 and 2 emissions were calculated using a global office survey data covering over 95 percent of our operations and were estimated based on available data for the remaining areas. We follow the Scope 2 market-based accounting approach to account for our purchase of renewable electricity, but also report location-based emissions.

SBTi

In light of us reaching our 80% target early we will now be updating our SBTi target to 90%. We have submitted our Scope 1 and 2 emissions comparable to our 2019 base year and we also re-submitted our 2050 net zero ambition and augmented our science-based target approach to align with SBTi’s latest guidance, officially committing to further evolve our Scope 3 validation. In 2024/25 we are pleased to report a 85% reduction in our carbon emissions against our baseline and an improvement of 39% comparable to last year’s figures.



**Against baseline (2019)
Our Scope 3 emissions are calculated accurately and to the best of our ability.*

Supply Chain Management

The need to consider Environmental, Social and Governance protocols in our supply chain management has become increasingly evident in recent years, with our colleagues and stakeholders demanding greater transparency and responsibility.

Sustainability considerations are paramount throughout the management of Adare SEC’s supply chain, and they impact everything from the products we buy to the companies we choose to engage with. With this in mind, it is a priority for us to regularly evaluate existing and new vendors for sustainable performance in line with our own values and ethical practices.

Over the past year, we have worked to develop and roll out an enhanced supplier agreement which highlights our corporate social responsibility and ESG expectations to our key vendors. This process allows us to address social, economic and environmental considerations with our stakeholders, and fully understand and effectively manage potential risks. It also means we are able to gain trust and confidence, and also raise awareness of best practice in sustainable procurement across our business throughout our trading landscape.

Integrating ESG into our supply chain processes allows us to assess ESG risks and opportunities across areas including supplier accreditations, sustainability reporting, the use of environmentally friendly materials and processes, the fair treatment of workers, social value and the following of ethical business practices.



Enhanced supplier agreement introduced in 2024 highlighting our CSR and ESG expectations to key vendors

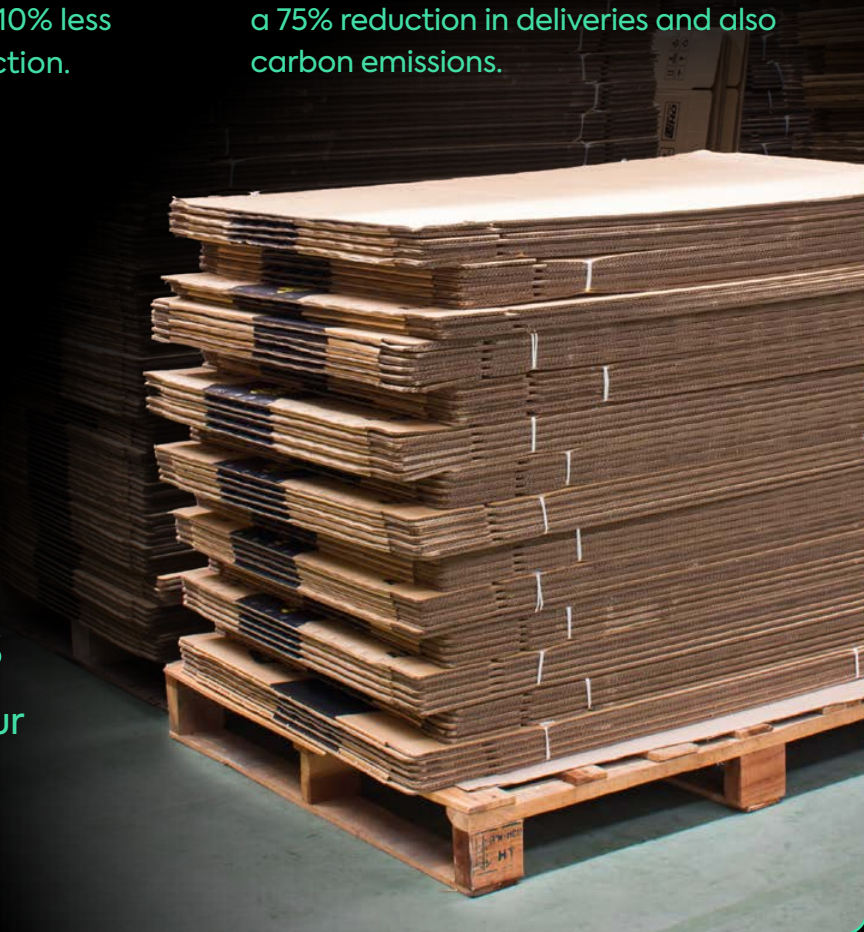
Procurement case study

This year, our team have worked hard to make positive changes across our procurement landscape.

One such initiative is the introduction of a significant change to the cardboard boxes that we use for one of our large contracts, with design alterations meaning that the new box now contains c.10% less cardboard in its construction.

The latest flat “pop-up” construction means that we no longer transport fresh air around the country.

The annual quantity of this contract is c.450,000 boxes and, with the new box being significantly smaller than its predecessor, it means that we are able to fit almost four times the amount onto a single pallet leading to a 75% reduction in deliveries and also carbon emissions.



Reduction in deliveries by fitting almost four times more onto a single pallet

Supply Chain Initiative - HVO

HVO or hydrogenated/ hydrotreated vegetable oil is a renewable fuel that is helping businesses make their vehicles and operations more environmentally friendly. This cleaner fuel can lead to reduced emissions of up to 90%.

One of our largest logistics partners has recently launched a Fuel Carbon Calculator through which our customers can establish the number of litres of fuel used to transport their mail and then

calculate the amount of CO2 that could be saved by using HVO rather than diesel.

All UK businesses have a legal responsibility to lower their footprint, and we explore every opportunity to make a positive difference for our business and for our clients.



Fuel Carbon Calculator launched to calculate CO2 savings by using HVO



Our Charity Partner



Our chosen corporate charity partner for FY25 was the **Motor Neurone Disease Association (MND)**, which does so much important work to fund research, improve care and provide support for people with MND, their families and carers. Now that the Adare SEC financial year has come to a close, we are proud to reveal that we have collectively raised over £14,000 for this incredibly worthy cause.

Because of partnerships like ours, the MND Association was able to offer £2.2 million in support grants in 2024, which helped 2,602 people access essential equipment, home adaptations, and care. Some of these grants go towards communication aids and voice banking, and, with communication key to our vision as a business, this link feels particularly personal and special.

We undertook a number of initiatives in support of MND, including our hugely celebrated Get smART! fundraiser. Famous names of stage, screen, sport, the arts and more were invited to design an envelope, and all envelope artworks were auctioned online to frenzied bidding.

We also introduced KMs for a Cause, which challenged Adare SEC colleagues to log their everyday activities such as walking, cycling, housekeeping and swimming in order to virtually 'travel' over 13,000km to India and back. Our teams also hosted company-wide quizzes, which were very well received, and these activities have enabled us to raise both awareness and funds, and have allowed us to pay tribute to Adare SEC colleagues who have been personally affected by the disease.

“The MND Association is extremely grateful for everything the team at Adare SEC has done to support our work over the past year. The money raised will help us to improve care and support for many more people living with MND, their carers and families, while investing in key research projects which give us the greatest hope for the future. On behalf of the whole MND community, thank you.”

Richard Parris, Corporate Partnerships Development Manager, MND Association



Day to Make a Difference

Volunteering empowers our colleagues, builds skills and develops confidence while also making a positive impact on society. Our Day to Make a Difference initiative enables our colleagues to take one paid day per year to volunteer and support worthwhile causes of their choice.

Throughout the year, over 200 hours have been volunteered through this initiative to causes such as air ambulance charities,



Left to right: Holly Powell, Pat Kelly, Andrew Herd, Ella Ward, Christian Dickson, Amelia Melliush

CPR training schools, food banks, animal shelters and training for other sponsored events such as marathons and bike rides. We are proud to champion colleagues who are keen to make a difference – whether in their local communities, nationwide or globally.



200 hours volunteered through 'Day to Make a Difference'



Second to left: Jason Shaw, Account Director



Get smART!

Our Get smART! campaign saw over 60 celebrity-designed envelopes go up for online auction over a ten day period. As the clock ticked down on the final day, a bidding frenzy erupted, with items changing hands by the second.

The most sought-after items generated hundreds of pounds each, and every lot received at least one bid. Envelopes created by The Fast Show's Charlie Higson went for huge sums, as did a signed shirt from Jurgen Klopp. Football fans also got behind the envelope creations of Bukayo Saka and Georgia Stanway, with the end result totalling a fantastic £10,592 for the MND Association.



£10,592 raised in celebrity auction for the MND Association



Our People

Our team of 450+ colleagues is the heartbeat of our business.

Our vision for our people is to create an inclusive and engaging environment where everyone can perform at their best, develop and fulfil their potential.

In FY25, we strengthened our commitment to people and culture through the development of our refreshed people strategy which ensures that we have the breadth of skills and the diversity of backgrounds and experiences we need

to tackle our clients’ most significant challenges. This includes continuing to advance our recruiting practices to focus on potential, as well as the creation of a culture that encourages continual self-improvement upskilling.

We continue to evolve the ways in which we help colleagues manage their health, well-being and professional development. Through our internal EDI strategy, policies, and programmes promoting diversity and inclusion, we seek to create an environment where all colleagues feel safe and supported.



Strengthened commitment to our people with refreshed people strategy in FY25

Adare SEC Spirit

The Adare SEC Spirit is a set of values that guides the way we perform as a business. Individually, the implementation of each of these values works to improve business performance. But taken together, these values create our spirit, the way we want to operate as a business – the compass steering our customer-centric focus.

For our business, customer-first is not merely a buzz-phrase. Rather, it describes the way we must all work as individuals, a mindset that is truly embedded to inspire our choices and guide our day-to-day actions. It is our customer-first commitment that focuses our innovation, ensuring we align products and solutions to client roadmaps.



Over 100 nominations

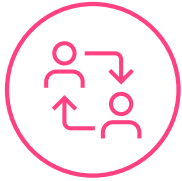
Throughout the year, we give each of our Adare SEC Spirit Values a bi-monthly focus. Colleagues are asked to nominate individuals who exemplified the value for that period. The Values Champion receives a £50 voucher and an extra day of annual leave for the year. The sheer number of nominations received for every Value serves to demonstrate the wealth of professional excellence that exists within the business.



We are Authentic



We are Customer-First



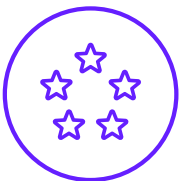
We are Collaborative



We are Communicative



We are Continuously Improving



We are Quality



We are People Focused



We are Sustainable

Employee Engagement

Creating a high-performing and motivated team is critical for our long-term success. To ensure we are meeting the needs of our people we have regular check-ins to assess ongoing levels of fulfilment and productive communication.

In September 2024, we conducted our second Employee Engagement survey which invited colleagues to answer questions on a range of topics, including their understanding of strategic goals, environmental ambitions, benefits and rewards, and more. The responses provide valuable insights which help to steer business process improvements.

We received a 70% response rate this year and also received more than 1,000 comments, which is testament to the trust our colleagues have in sharing their views. Overall, our engagement score showed positive responses and provided a great insight into areas of potential development and spaces where improvements are still to be made.

In response to our current findings, we will continue to invest in our people and identify ways to evolve our communication and feedback approach.


We will continue to adapt and develop our surveys to enable us to extract the most honest and constructive feedback. We will also encourage managers to check in with their teams more regularly and ensure these opportunities are used as productively as possible to gain additional insight.


We hope that these actions will strengthen our listening approach and ensure we continue to meet the needs of our people quickly and effectively.

Employee Engagement survey highlights and strategy

 **70% survey response rate**

 **Over 1,000 comments**

 **Investing in our people**
identifying ways to evolve our communication

 **Developing our surveys**
We will pursue the most honest and constructive feedback

Colleague Communication

Colleagues receive regular messaging from our CEO, HR Director and our Communications Director. Additionally, our Senior Leadership Team makes it a priority to implement effective engagement throughout their area of operation, and department leaders and managers are equipped with up-to-date business information that is circulated accordingly.

In 2023, we launched our new internal communications strategy. This plan aimed to deliver a more effective and consistent way of communicating with our colleagues across the business. We have successfully implemented a regular series of communications which includes ‘Colleague Connect’ – our quarterly roundup magazine, ‘At a Glance’ – our monthly business snap-shot , and our ‘Lunch and Learn’ series – which delivers learning sessions for colleagues as well as the chance to catch up with members of different teams. These sessions have seen a collective attendance of **over 1,000** colleagues to date.

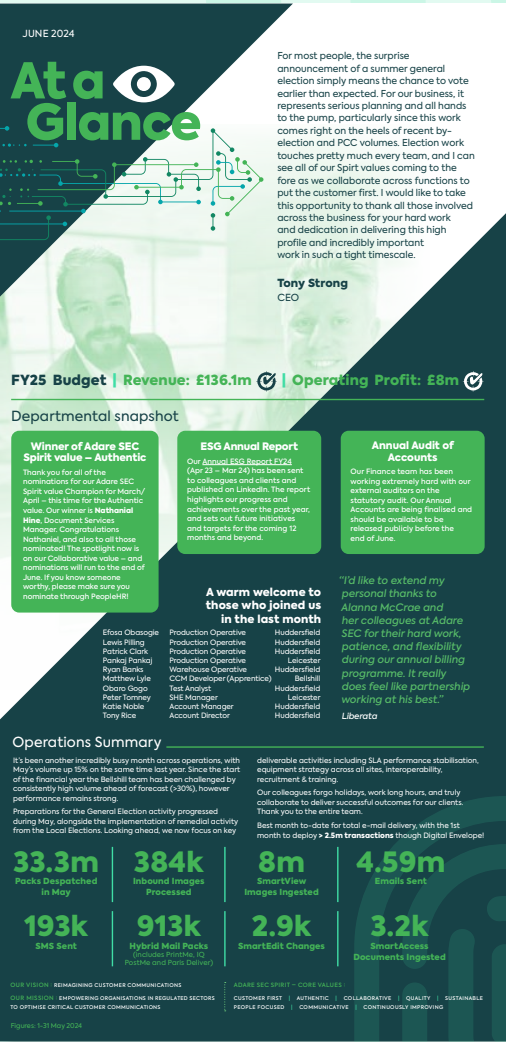


Keeping our colleagues up to date

A year on from the launch, a Pulse survey was sent to all colleagues which invited honest response around our internal communications. We were extremely pleased with the feedback, with most colleagues feeling that they were more in touch with what was happening across the organisation.

“Our Senior Leadership Team make it a priority to implement effective engagement throughout their area of operation.”

Pat Kelly
Director of Marketing & Communications



Menopause Café

At Adare SEC, we recognise that supporting employees through all stages of life is critical to fostering an inclusive and equitable workplace.

Menopause, a natural and significant life transition for many, has long been under-discussed in professional environments. By creating a safe, respectful space for open conversation about menopause, we not only support the wellbeing of our employees but also contribute to a culture of understanding and empathy.

This is particularly important in breaking down stigma, allowing those experiencing menopausal symptoms to seek the support they need without fear of judgment or professional disadvantage. Encouraging dialogue about menopause is an essential part of our commitment to gender equality and employee wellbeing.

With this in mind, we launched our Menopause Café initiative, an inclusive and safe space for colleagues across all our sites. The sessions run monthly and aim to give everyone the opportunity to share their experiences in an informative and supportive environment. By acknowledging and addressing these challenges openly, we help retain experienced talent, boost engagement and strengthen our position as a supportive, forward-thinking employer.



Menopause Café initiative launch

An inclusive and safe space for colleagues across all our sites.

Our Practices

The Board, led by CEO Nick Keegan, provides strategic direction and oversight of our ESG programmes and disclosures, including our environmental sustainability strategy, our social responsibility programme and our compliance agendas.

Our ESG Focus Group then plans and actions any direction it receives, and acts upon all appropriate recommendations. It approves the ESG strategy, key policies, initiatives, and new ESG targets, and reviews progress against our goals. Nick Keegan oversees and approves the content of our annual ESG Report.

Our ESG Focus Group consists of senior colleagues across several areas of the business including People, Risk, Communications, Compliance, Finance and Client Development. It is chaired by Pat Kelly who serves as Director of Marketing and Communications. The ESG Focus Group oversees implementation of our ESG programmes and initiatives and monitors progress against them.

In 2024/25, the group met bi-monthly to review progress against our ESG priorities and to discuss future plans and targets which included areas such as our Scope 3 priorities, CO₂ emission levels and benchmarking initiative such as the UN 17 Sustainability Goals.

UN 17 Goals

The UN Sustainable Development Goals (SDGs) provide a global framework for achieving a better and more sustainable future for us all.

Through our operations, client services and support functions, we are contributing in varying degrees to a number of the 17 SDGs, with the highlighted sections representing the areas where we feel we have the greatest capacity for impact and action.

Our key goals for impact and action



Good health and well-being



Clean energy



Gender equality



Sustainable communities

The UN's 17 Sustainable Development Goals

 <p>1 NO POVERTY</p>	 <p>2 NO HUNGER</p>	 <p>3 GOOD HEALTH</p>	 <p>4 QUALITY EDUCATION</p>	 <p>5 GENDER EQUALITY</p>	 <p>6 CLEAN WATER AND SANITATION</p>
 <p>7 RENEWABLE ENERGY</p>	 <p>8 GOOD JOBS AND ECONOMIC GROWTH</p>	 <p>9 INNOVATION AND INFRASTRUCTURE</p>	 <p>10 REDUCED INEQUALITIES</p>	 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	 <p>12 RESPONSIBLE CONSUMPTION</p>
 <p>13 CLIMATE ACTION</p>	 <p>14 LIFE BELOW WATER</p>	 <p>15 LIFE ON LAND</p>	 <p>16 PEACE AND JUSTICE</p>	 <p>17 PARTNERSHIPS FOR THE GOALS</p>	 <p>THE GLOBAL GOALS For Sustainable Development</p>

Gender Pay Gap

We have been reporting our Gender Pay Gap since 2018. The Gender Pay Gap is the difference in earnings between all men and all women who work in an organisation. It relates specifically to the percentage difference between the mean or average hourly earnings of men and women and the difference between the median or mid-point salary for men and women.

At Adare SEC, we’re committed to creating an inclusive and diverse workforce. We aim to make sure people are treated equally at work, across all levels and locations, and we value the contribution that everyone makes for us.

Mean and Median Gender Pay Gap

- Our average or mean gender pay gap for 2024 is **12.5%**. This has decreased from our average Gender Pay Gap for 2023 which was 16.6%.
- Our median or midpoint or median Gender Pay Gap is **14.6%**. This has decreased from our mid-point Gender Pay Gap for 2023 which was **17.2%**
- The percentage of male employees in Adare SEC receiving a bonus is **6.0%**
- The percentage of female employees in Adare SEC receiving a bonus is **8.1%**

Description	Male	Female
The percentage split between male and female employees whose standard rate places them above the upper quartile*	77%	23%
The percentage split between male and female employees whose standard hourly rate places them above the median but at or below the upper quartile*	71%	29%
The percentage split between male and female employees whose standard hourly rate places them above the lower quartile* but at or below the median	61%	39%
The percentage split between male and female employees whose standard hourly rate places them at or below the lower quartile*	53%	47%

What we are doing

We are pleased that our Gender Pay Gap is closing since our first reported figure in 2018 which was **19.7%**. However, we recognise there is more work to be done. Things we are doing:

We conduct an annual Pay Audit and Review – which means we:

- Regularly review salaries across all levels to identify discrepancies between male and female employees in similar roles
- Analyse factors influencing pay differences (e.g., tenure, experience, performance)

We are transparent with our salaries because we recognise that salary secrecy is a discriminatory practice that perpetuates pay gaps—hitting women and candidates from minority groups the hardest.

We will champion Equal Pay Policies & Transparency by doing the following:

- Publish salary ranges for job postings to reduce the risk of gender-based pay negotiations leading to disparities
- Encourage open discussions on pay to foster transparency and trust

Bias-Free Recruitment & Promotion Processes, meaning we:

- Use structured interviews and consistent assessment criteria to ensure fair hiring decisions
- Ensure women have equal access to leadership training and career progression opportunities

We continue to support Flexible Working and improve our Family polices including:

- Promote flexible working arrangements (e.g. remote work, part-time roles) to support parents and caregivers.
- Ensure equal parental leave policies to reduce career interruptions for women.
- Enhanced maternity pay



Our average or mean gender pay gap for 2024 is **12.5%**.

This has decreased from our average Gender Pay Gap for 2023 which was **16.6%**

Race at Work Charter

We have recently become a signatory of the Business in the Community Race at Work Charter. We know that ethnic minorities still face significant disparities in employment and progression, and that is something we are working to change.

The Charter comprises seven calls to action for leaders and organisations across all sectors. We have signed up to taking practical steps to ensure our workplace is tackling barriers that Black, Asian, mixed race and other ethnically diverse groups face in recruitment and progression and that our business is representative of British society today.



Real Living Wage Employer

We are pleased to be a Real Living Wage Employer. The Real Living Wage is the only UK wage rate based on the cost of living. It is voluntarily paid by Adare SEC and another 14,000 UK businesses who believe colleagues deserve a wage which meets everyday needs.

In 2023, the Adare SEC Leadership Team took the unanimous decision to ensure all members of staff were paid more than the National Minimum Wage by guaranteeing they were paid the Real Living Wage, we continue to make this commitment.

This decision was not only welcomed by our colleagues, but also the companies we undertake business with.



Compliance and standards

Regulatory compliance is the process of complying with applicable laws, regulations, policies and procedures, standards, and the other rules issued by governments and regulatory bodies.

This requires us to implement strict measures, policies, and processes to ensure we remain fully compliant across our whole operation.

Given that we work across a number of highly regulated sectors, including financial services and information technology, we are often required to engage with complex regulations and compliance frameworks. Additionally, due to the increasingly complex and evolving

nature of cybercrime, a number of these areas are also at significant risk of cyber breaches, meaning that an extra level of safeguarding is essential.

We maintain an extensive suite of business certifications that play a key role in helping us enhance our systems/processes, improve customer and colleague satisfaction, and ensure that a safe and secure working environment is maintained.

Each year, we undergo audits conducted by our appointed certification bodies – BSI, SGS, Cyber Smart and Adsigio. In FY 2024/25 we successfully completed 19 audits to demonstrate our ongoing compliance with these standards.



EcoVadis

In 2024 Adare SEC was awarded an EcoVadis Gold rating for the third year in a row. We improved on our overall score from 2023, and the new ranking places Adare SEC amongst the top 5% of businesses rated by the world's largest sustainability assessor. This score places us in the top 1% of our competitors.



Training

We support every colleague through our training programmes which are structured to accommodate our sustainability goals and drive ESG action and awareness.

The programmes capture the nuance and complexities of mandatory compliance to ensure that all colleagues have the relevant capabilities and are provided with the information they need to perform their roles as effectively and mindfully as possible.

Upon joining Adare SEC, all new starters are required to understand and adhere to

our code and policies and participate in our onboarding schedule, through which they learn about our Adare SEC Spirit company values.

All of our colleagues are periodically required to participate in Professional Standards and Risk training. They are also required to maintain knowledge of company documents and policies. Some of the areas covered in our annual training plan include anti-corruption, information security, workplace conduct, environmental sustainability, and human rights. In addition to company-wide training, colleagues receive additional learning opportunities tailored to their departments and roles.

Over the past 12 months our colleague development plan has seen us complete over 5,000 hours of training across the business. This figure comprises management development, customer relationship, accounting and machine and operating training, as well as time accrued via our apprenticeship scheme.

Adare SEC strongly supports accessible routes to work and career development. With this in mind, we are proud to continue to advance our apprenticeship programme.

In 2024/25 Adare SEC has supported eight active apprenticeships in the following areas:

- **Senior leader**, Level: 7
- **Network engineer**, Level: 4
- **Chartered manager (degree)**, Level: 6
- **Safety, health and environment technician**, Level: 3
- **Cyber security technologist**, Level: 4
- **Senior leader**, Level: 7
- **Accountancy or taxation professional**, Level: 7
- **Operations or departmental manager**, Level: 5.



5,000 hours of training completed

across the business in the last 12 months with colleague development plan

ESG Training

In 2025 we will launch our company-wide ESG training programme which will see all colleagues complete a specific standalone Environmental, Social and Governance module. Additionally, our Senior Leadership Team and Board will participate in advanced learning through the Supply Chain Sustainability School where they will cover topics such as modern slavery, CO₂ reduction, working in the community and more.

Apprenticeship story

Apprenticeships cover a vast range of areas, including administration, leadership & management, health and safety, finance, and IT. Across our business, colleagues at all levels are developing their careers through apprenticeships, gaining valuable knowledge while contributing to our success.

One of our current apprentices, Lauren Cronin, had this to say about why she has chosen this route:

“I chose an apprenticeship as it allows me to gain practical experience in the industry alongside learning. This gives me a greater understanding of the concepts I am taught on my course, as I have real examples to apply my knowledge to. It has also helped me develop soft skills, such as problem-solving, critical thinking, and teamwork.

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learning”

Lauren Cronin, Apprentice



“Doing an apprenticeship has also provided me with lots of support, as I have both my colleagues and my tutors to assist me. Completing my Level 6 apprenticeship has enabled me to progress to Level 8, which will further improve the depth of my knowledge. This knowledge can then be applied to my role in the workplace.

“Managing the demands of the apprenticeship alongside work can be difficult, as it is a busy role, but I make sure to set aside some time each week to work on tasks. A lot of time and effort goes into gathering evidence for submissions, but it is worth it to gain the qualification at the end.

“I would definitely recommend an apprenticeship to anyone looking to improve their current skills and develop new ones.”

Speak to us today about our ESG Strategy

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