HG & CO
AN INDEPENDENT FAMILY COMPANY

Corporate Social Responsibility Statement 2025/26

HG&Co Ltd is a forward-looking, sustainable independent family business.

Across the business, we work with small independents through to leading global organisations. Through our extensive experience and knowledge, we have gained a reputation as experts in our industry. This enables us to ensure we deliver a personal service of the highest quality to all our customers. Kimia, Burlington, and Symposium are all trading names of HG&Co Ltd.

This statement covers April 2025-March 2026.

Our commitment to sustainability

As a family business, we are always thinking about the future and taking a long-term view. For us, this means striving to enhance the sustainability of our products, while reducing the impact of our operations on the environment.

We are B Corp certified and Ecovadis (Bronze) accredited , meeting the highest standards of social and environmental performance, and we are committed to reducing the impact of our operations on the environment.

This commitment is reflected in our Articles of Association, which we've updated to make our business legally required to consider the impact of our decisions on people, customers, suppliers, community and the planet.

We also provide the opportunity for HG&Co employees to build their understanding of sustainability, with education, training and procedures to address issues that are material to our business. These are embedded into everyone's roles and responsibilities, and our performance review program includes social and environmental objectives and metrics, instilling a sense of responsibility and agency across all our teams.

Our people

Our employees are core to the longevity of HG&Co. Both listening and meaningfully involving them in the decision making is vital. Feedback can be communicated through our annual employees survey, feedback forms, Communication Group and our regular Town Hall and Company talks.

We are values-led and driven by opportunity, ownership and boldness. Our values are underpinned by decency which forms the foundation of our business and guides everything we do. Our monthly Values Recognition Scheme rewards colleagues who demonstrate our values in their day-to-day work.

Human Rights and Ethical

Human rights considerations are integrated into both internal processes and supplier relationships. Internally, policies such as whistleblowing and grievance procedures provide mechanisms for employees to raise concerns confidentially and without fear of retaliation.

We operate to high level of ethical standards and are a member of Sedex (ZC 1061910). In February 2025, we were audited against the latest version 7.0 successfully with 5 minor preventative actions which have been followed up and completed.

We continue to prioritise a framework and culture to keep our people safe and ensure we are compliant with legislation.

Suppliers

HG&Co is committed to ensuring a high standard of ethical and environmental trade practices. We strongly believe that all businesses have a responsibility to protect and respect human rights. Our Ethical Trade Policy ensures those who work with us to produce and deliver our products are not being exploited or exposed to unsafe working conditions. This policy also helps us to manage and work to minimise environmental impacts across the whole value chain.

Community

We engage with the community by supporting local communities and causes, and partnering with selected charities to help restore local resources and improve the lives of those who are less able, vulnerable or experiencing hardship. We also provide industry-wide support: we're members of relevant trade organisations and deliver regular training and workshops to improve the overall education of these sectors.

Environment

We recognise that most material environmental impacts arise from energy use, emissions, water consumption, and waste generated through manufacturing and distribution activities. Therefore, we focus on building a consistent, data-led understanding of these areas as a foundation for reduction and control.

Current environmental reporting covers Scope 1 and Scope 2 emissions, alongside selected Scope 3 categories (notably waste) Coverage of wider Scope 3 categories (e.g. purchased goods, upstream logistics, and distribution) is not yet complete and represents a priority area for development.

One of our most important goals is to be a low carbon company. We have implemented an action plan, aiming to reduce our operational scope 1-3 carbon emissions by 3% year-on-year. We're also working towards reducing our landfill use significantly, with at least 90% of waste diverted from landfill, leading to zero waste to landfill by 2050.

In support of our vision, we will work vigorously to achieve a high standard of environmental performance, limiting its negative impacts and seeking opportunities in every decision to drive environmental sustainability.

SECR Reporting

The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 require large unquoted groups that have consumed more than 40,000 kilowatt-hours (kWh) of energy in the reporting period to include energy and carbon information.

HG&Co's greenhouse gas emissions and energy consumption are as follows:

Indicator	**Apr 2022 - Mar 2023**	**Apr 2023 - Mar 2024**	**Apr 2024 – Mar 2025**	**Apr 2025 – Mar 2026**	**% Change**
Scope 1 (tCO2e)	104	37	24	17	<29% 25-26 <84% 23-26
Scope 2 location based (tCO2e)	189	177	174	139	<20% 25-26 <27% 23-26
Scope 2 market based (tCO2e)	1	1	1	1	
Scope 1 and 2 locations based (tCO2e)	293	215	199	156	<22% 25-26 <47% 23-26
Energy consumption (MWh)	1,430	868	1185	1065	<10% 25-26 <26% 23-26

Intensity location based (tCO2e/ revenue (£))	293/50.6m= 5.79 tCO2e/rev	215/44.7m= 4.81 tCO2e/rev	199/44.7m= 4.45 tCO2e/rev	156/40m= 3.90 tCO2e/rev	<22% 25-26 <47% 23-26

Calculation methodology:

- Monthly electricity and natural gas data was collected alongside ad-hoc unmetered fuel consumption within our facilities. Emissions were calculated using UK Government GHG Conversion Factors for Company Reporting which were also used to normalise consumption to kWh. All-natural gas and fuel emissions were allocated to Scope 1 and electricity emissions were allocated to Scope 2 within this analysis. Further to this, electricity supplies confirmed to be 100% renewable reported 0 Scope 2 emissions on a market basis.
- Refrigerant leakage data was collected based on the quantity topped up by engineers. These Scope 1 emissions were then calculated using the relevant UK Government GHG Conversion Factors for Company Reporting.
- Vehicle fleet data was collected from monthly distance reports. Scope 1 emissions were then calculated using UK Government GHG Conversion Factors for Company Reporting which were also used to normalise distance to kWh.

- Our intensity figures were calculated as total Scope 1 emissions plus total location-based Scope 2 emissions divided by million revenue.