

# Annual Sustainability Report

Sustainability is the responsibility of every individual, every day.

2025



We are committed to sustainable development

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# Executive Summary

## 2024/2025 - a year of progress and foundation building.

The first two of AGM group's companies joined the UN Global Compact in 2021 signalling the start of our progress towards building a sustainable business for the future for both our customers and our employees. Three years later this report details the progress we have made on our Environmental, Social and Governance strategy with full transparency enabling everyone to hold us to account for our impacts as we deliver change at a group level and across the individual companies.

All AGM Group companies are now members of the UN Global Compact under the AGM umbrella ensuring that everything we do towards our sustainability goals applies to all the businesses within the group.

Under the guidance of our Chief Operations Officer we have made significant progress over the past two years in laying the foundations for the development and maintenance of sustainable business practices that will impact our greenhouse gas (GHG's) and carbon emissions.

The results from year 3 of reporting our carbon emissions show a 1.7% reduction year on year (©2025 PlanetMark) due in part to the changes made to our business operations implemented thus far against a commitment to a 13% reduction year on year. Our revised action plan will enable us to continue to further reduce our carbon footprint even though potential acquisitions may necessitate an adjustment to our future carbon reduction targets.

Our purpose is to help people work, live and thrive in ways that are sustainable for our customers, suppliers and the communities in which they and our employees are a part of.

This report is proof positive of the progress we are making towards a sustainable future and our commitment to making it happen.



# Core Values



## IMAGINE IT BETTER

Our customers are the centre of everything we do and deserve the best. We need to stay ahead through being bold and sharing ideas so we always improve and deliver better a experience.



## KEEP IT HUMAN

We are a people to people business. When we know something isn't right, we react and we challenge our processes, so we all have better experiences.



## THROUGH CUSTOMERS' EYES

We are responsible for relocating peoples' lives. The empathy and understanding we have for our customers is how we deliver trust.



## TACKLE IT TOGETHER

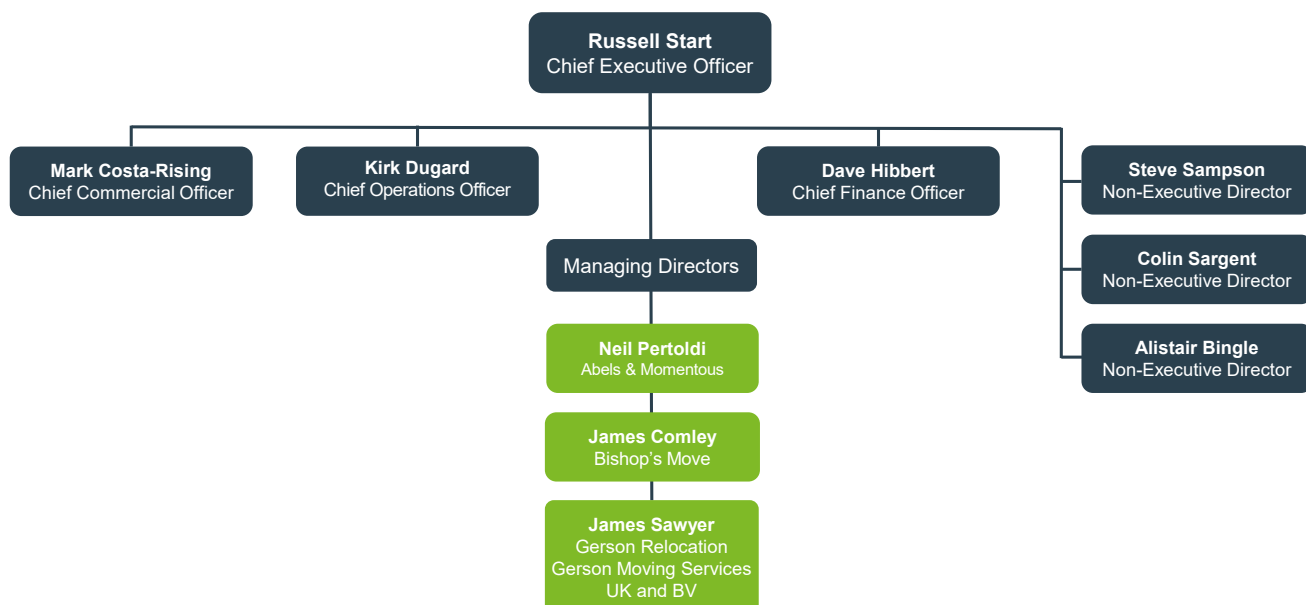
When we put our heads together we're stronger, results are better and we collaborate and retain transparency throughout the organisation.



## LOVE WHAT YOU DO

We are responsible for relocating peoples' lives. The empathy and understanding we have for our customers is how we deliver trust.

# Company Structure

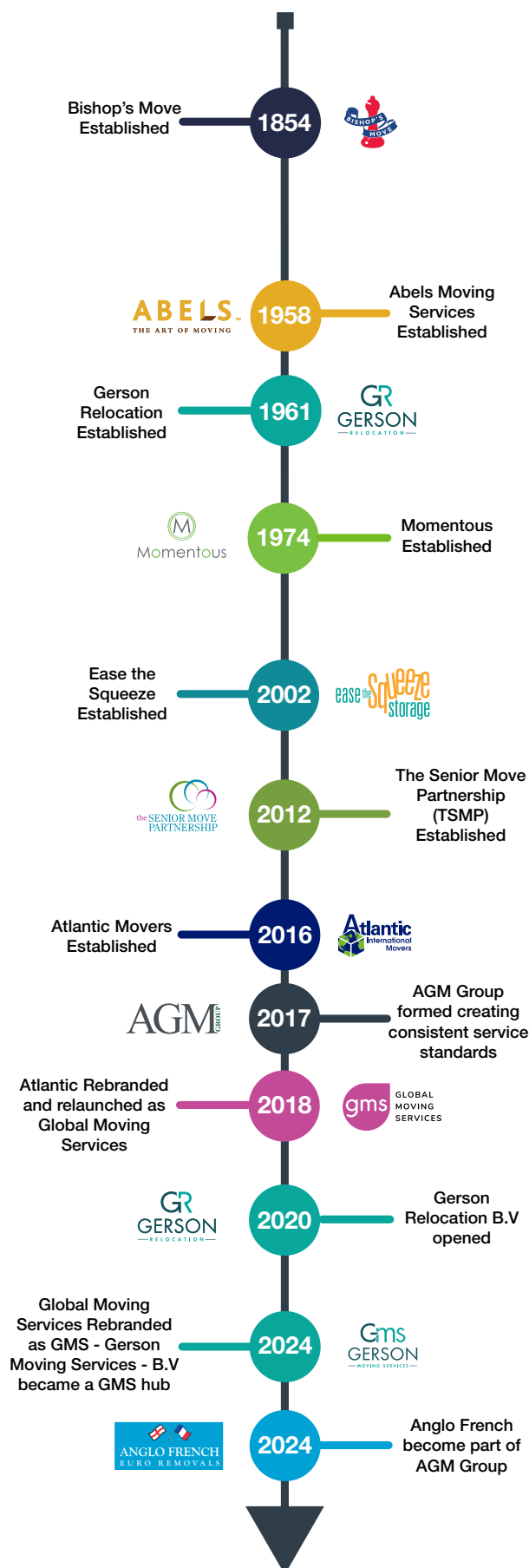


The board of directors are the driving force behind AGM's sustainability initiatives and acknowledge their buy-in is essential to deliver the objectives we have for the businesses.

Each of our Managing Directors are directly responsible for one or more group companies ably assisted by our sustainability champions across the group companies.



# Company Timeline



# ESG Strategy

## Our environmental, social and governance strategy

The impacts of global climate change are evident for all to see and prompts a call to action challenge for every one of us. As an organisation operating in the International arena we understand the challenges and have put in place a strategy with clear commitments for sustainable development going forward.

We are focused on improving and at the same time integrating our standards and principles into our decision making processes which together with our environmental goals are helping us to lead by example for the benefit of our clients, our supply chain and just as importantly, our staff and stakeholders. We will continue to refine and improve our Social Value Policy for the benefit of the business and the local communities in which we operate.

Our commitment to the UN Global Compact has provided us with a strong foundation for us to build upon in the future, aligning our processes to 9 of the 17 UN Sustainable Development Goals and to develop solutions that support a sustainable future for us all.

The carbon reduction strategy we have agreed will accelerate our tCO<sub>2</sub>e reduction in annual emissions, driving us to take a long hard look at everything we do as a business that affects the environment and to develop initiatives to help us improve on what we have achieved to date.





# UN Global Compact SDG's

AGM Group commissions PlanetMark to report the group's annual carbon emissions data to the UK government. The data we provide to PlanetMark is benchmarked against the global Science Based Targets Initiative (SBTi) data to calculate our annual emissions, and to complete the Streamlined Energy Carbon Report (SECR) along with our Carbon Reduction Plan (CRP).

PlanetMark carbon emissions data in 2023/2024 saw AGM group achieve a 21% reduction in its carbon emissions compared to the base year 2022/2023 and a further 1.7% reduction in 2024/2025

In the current reporting year we now align to 9 of the 17 UN SDG's and improvement over the previous year when we aligned to 7 of 17.

We are committed to achieving alignment to all of the SDG's applicable to our industry through a process of continuous improvement year on year.

Our group accreditation to the ISO14001 standard demonstrates our commitment to caring for our environment and our stakeholders in every aspect of our business operations.





# Strategic Partnerships and Accreditations



PlanetMark independently assess, report and help us to address our carbon emissions using SBTi criteria experience.



Ecovadis have independently assessed our processes and actions towards creating a sustainable future and our commitment to the process.



Our partnership with AHT enabled us to reduce our fleet's carbon emissions by almost 70% using their hydrogen carbon cleaning process.



We continuously review our processes to ensure our ongoing compliance with the UNGC commitments to improving climate change.



We have a formal partnership with the World Land Trust to donate a fixed sum for every removal we undertake annually for the planting of trees in WLT managed sites worldwide.

We are also accredited by ISO 9001, 14001, 27001 and 45001



# Key Objectives

**We have prioritised our goals in line with our ongoing commitment towards a sustainable business environment and these include, but are not limited to, the following:-**

- To continue the efforts we have already made towards reducing our carbon footprint.
- The launch of our plastics free packaging materials initiative that will also see all branding removed from our materials and the use of bleach free recycled card for our boxes.
- Actively re-use a minimum of 25% of our boxes during the first 12 months following the plastics free materials launch.
- Expand the hydrogen cleaning of fleet assets across the whole AGM Group to further reduce our Scope 2 emissions by up to 70%.
- Actively encourage employees to engage in further activities to promote stakeholder engagement with our sustainable environmental initiatives.
- To complete the installation of LED lighting at our Head Office to actively reduce our consumption of electricity.
- To continue to monitor and improve the Gender Pay Gap within AGM Group year on year.
- To continue upholding our commitments on Anti-Slavery, Child Labour and anti-bribery and corruption across the whole supply chain.
- Transition to 100% renewable energy across all feasible sites by the end of 2026.



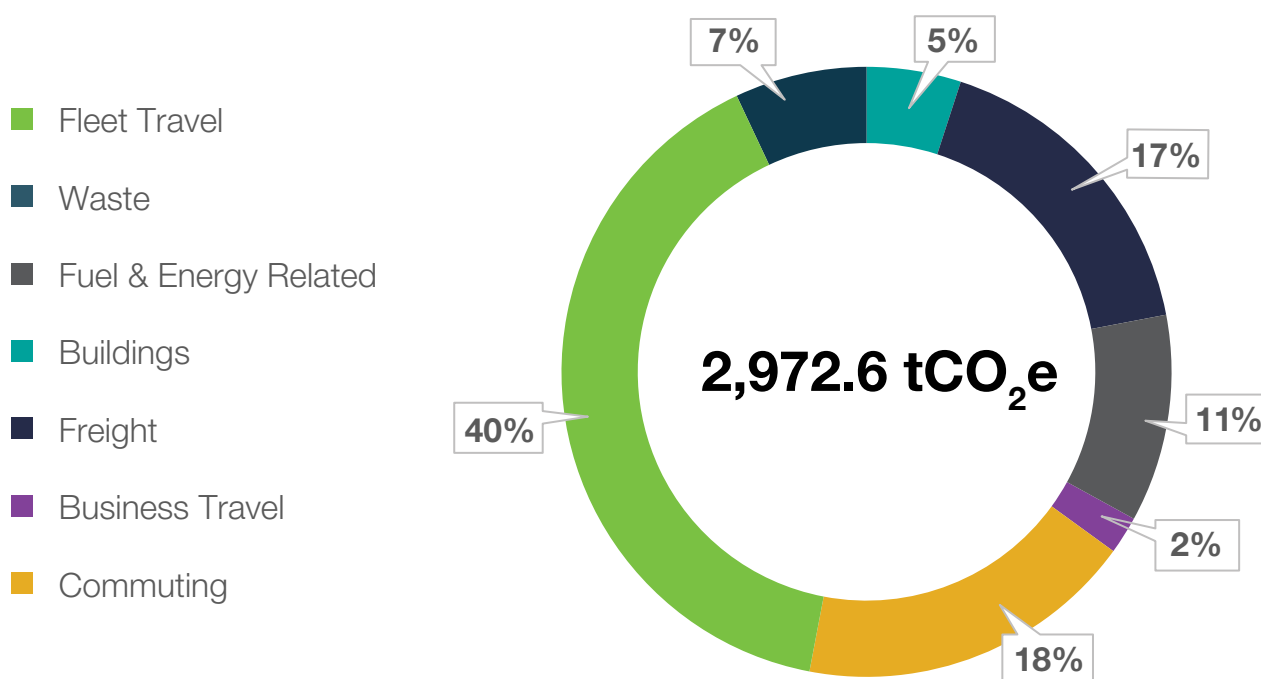


# Emissions Reporting

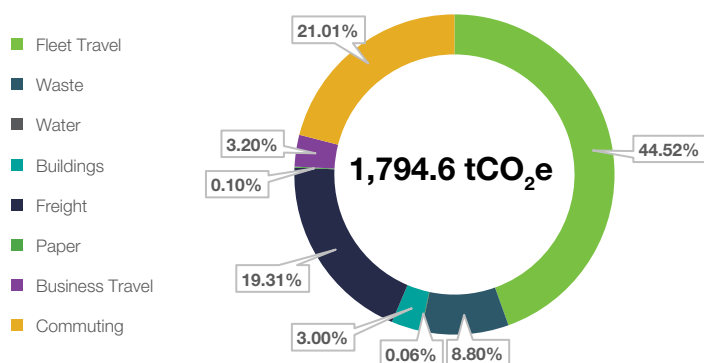
Working in conjunction with our strategic partner, PlanetMark, we have recently completed year three of our carbon emissions data reporting for the financial year July 2024-June 2025 as required under the legal framework of the SECR (Streamlined Energy Carbon Reporting).

The results are summarised below and overall show a lower than expected reduction in carbon emissions year on year of 1.7%, even though the total tCO<sub>2</sub>e figure appears to have increased, due largely to a change in the reporting criteria.

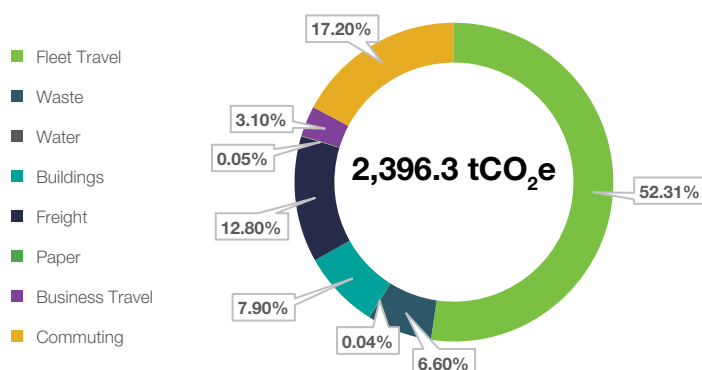
## Emissions by category 2024/2025



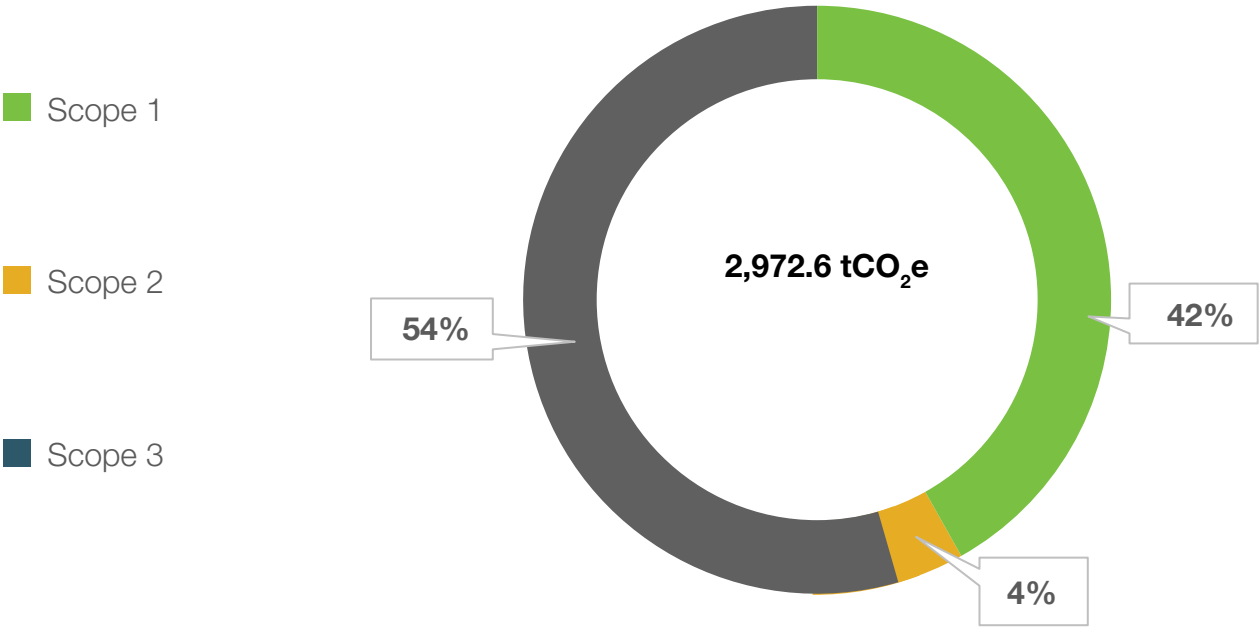
## Emissions by category 2023/2024



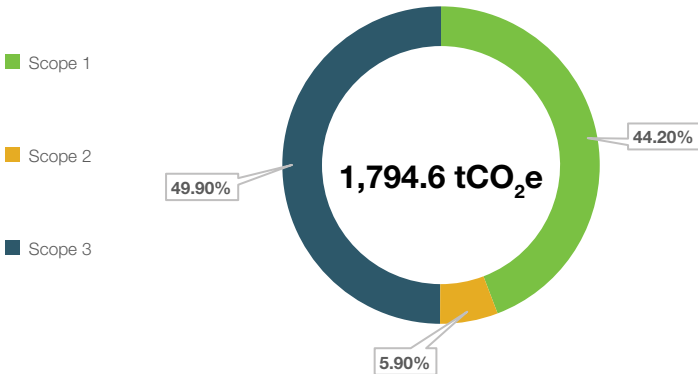
## Emissions by category 2022/2023



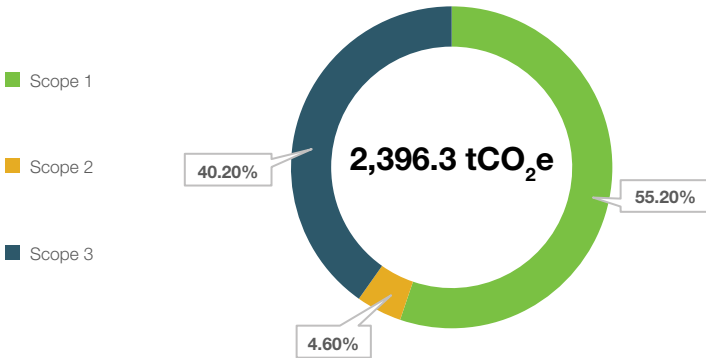
Measured carbon footprint by scope 2024/2025



Measured carbon footprint by scope 2023/2024



Measured carbon footprint by scope 2022/2023



Our Net Zero target date is set for 2040. The reduced carbon emissions are as a direct result of our move to renewable energy consumption, efficiencies in fleet emissions and the installation of LED lighting at our various sites across the UK.

We will continue working with our Scope 3 supply chain to ensure they meet our requirements in all our ESG and sustainability targets and reporting.

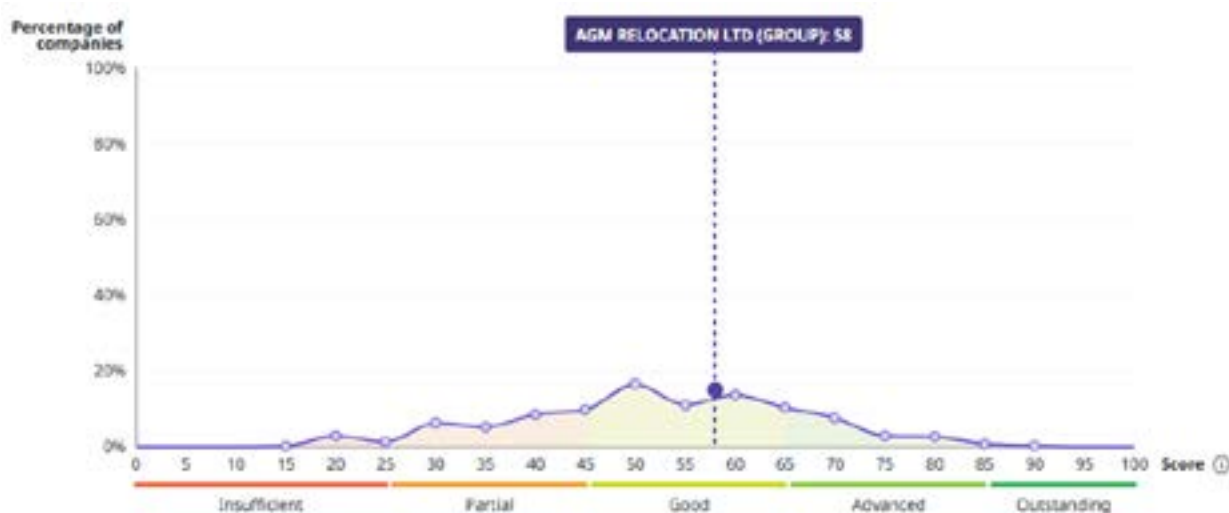




# Sustainability Action Plan

**In the short term our sustainability targets are focused on continuously reviewing our procurement processes to ensure we drive environmental improvements wherever possible.**

- We are launching an in-house project to contact all of our current and historic suppliers globally to have them complete a detailed questionnaire about their current actions on sustainability and their plans for the future. We aim to use their responses to help us create the most sustainable service offering possible in the industry in which we operate.
- The launch of our plastic free packaging materials together with the re-use of our recycled cardboard cartons will make a significant impact on our environmental footprint both in the UK and overseas. Our aim is to re-use 25% of all recycled cartons during the first year of operations and for the percentage to increase year on year.
- We will continue to increase the hydrogen cleaning programme for our vehicle fleets to minimise the impact of their carbon emissions. The savings are significant for our business which uses more than 450,000 litres of diesel each year to fuel our trucks with results showing a 69% reduction in carbon emissions and an overall improvement of 8% in fuel consumption.
- We are committed to paying a living wage to all of our employees throughout the UK and Europe as we firmly believe every employee should be able to earn a salary that allows them to meet their basic needs and to maintain a decent standard of living.
- Every member of staff is allocated two days paid leave per annum to volunteer for a wide variety of charitable, local community and wildlife projects in their local areas to give something back to their local community. Our board were happy to adopt this as a valuable initiative for both staff and their local communities.
- In our first ever submission to EcoVadis in 2024 we were awarded a Committed status finishing in the 64th percentile of businesses globally and we are confident we will improve our overall score during the current audit year. EcoVadis provides a very public demonstration of our commitment to sustainability within the business.



# Conclusion

This report outlines our strategic plan and the practical activity that flows from it throughout our business locations. It is transparent and target driven as you would expect so that our clients, our employees and our suppliers can understand what we are doing and why.

We are genuinely determined to deliver a more sustainable business and a working environment where our employees can see the commitment we are making towards a more sustainable future.

It has taken time to implement the structures necessary to facilitate the changes in our business approach, however, we firmly believe the changes will help drive the business forward.



Kirk Dugard  
**AGM Group COO**  
January 2026

