

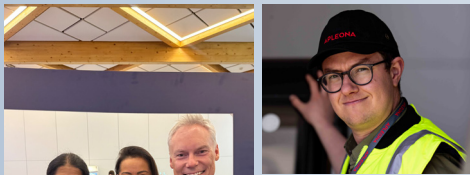


Apleona UK

Sustainability Highlights 2025



Who Are We?



With over 40 years of expertise, we are part of a global organisation delivering hard and soft facilities management services across Scotland, England and Wales. For this 2025 report, data from JCW, Corrighenda and Morrison Facilities Services is not included as their integration is still in progress.

Our UK business structure is outlined below.

APLEONA UK

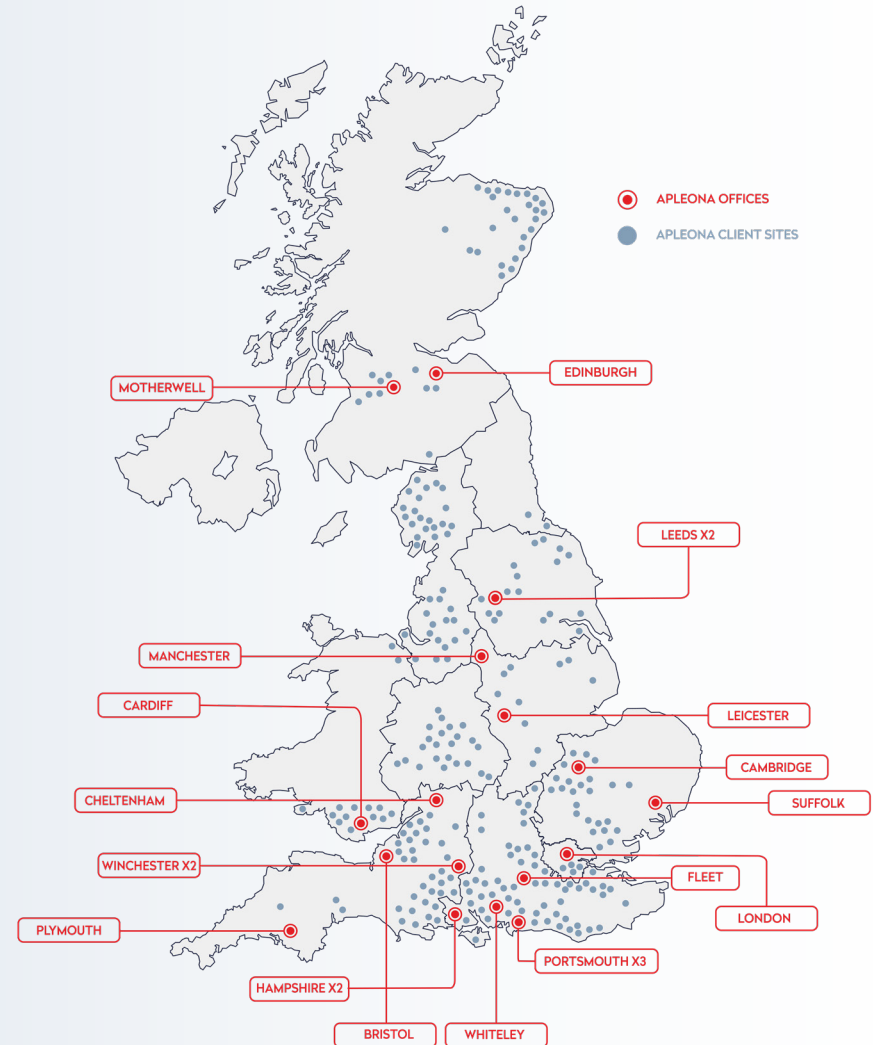


43,000
employees in 34 countries

2,000
employees in the UK

11,000
managed sites in the UK

180+
customers



Additional information can be found in the Sustainability Report of the wider Apleona Group on their website: www.apleona.com/en/about-apleona/responsibility/

You can also head to our UK website uk.apleona.com where you can download our Carbon Reduction Plan, Gender Pay Gap data and Modern Slavery Statement.

Welcome from our Managing Director Adrian Connor



“We know our clients’ buildings better than anyone, and we use that insight - paired with our engineering expertise and proven ability to deliver - to drive real, measurable decarbonisation.

Our focus is clear: maximise CO₂ reduction for every investment we make together. ”

2025 has been another landmark year for sustainability and a reminder of why our efforts matter. As the built environment continues to contribute a significant share of global carbon emissions, our role in helping clients decarbonise, cut waste and operate more efficient buildings has never been more important.

Here at Apleona UK, we have made strong progress. We reduced our carbon footprint by 24% since 2024 and delivered over 2,548 MWh of energy savings for our clients. We also continued to drive award winning waste improvements and supported 63 apprentices, strengthening the skills, talent and diversity of our growing workforce.

These achievements come at a time when our business has been expanding through new contract

mobilisations and acquisitions. Despite this growth and change, the commitment and passion of our people have remained unwavering.

I hope you enjoy this year’s Sustainability Report, and I look forward to another year of working together to deliver meaningful, measurable progress towards a more sustainable future.

Adrian Connor
Managing Director, Apleona UK



Please find our rating [here](#)



2025 Year in Review



- ✓ Reduced CO_{2e} emissions per turnover by 5%
- ✓ Deliver 1,000 MWh energy savings for our clients
- ✓ Energy Champions to complete 40 Energy Audits
- ✓ A third of our fleet to be hybrid or fully electric
- ✓ Deliver improvements in segregation of recyclables at client sites
- ✓ Use telematics to drive fuel efficiency improvements in our fleet



- ✗ Real Living Wage paid to all staff where Apleona controls salary
- ✓ Support 10 new apprenticeship cohorts
- ✓ Promote staff training (13 hours of training per employee)
- ✓ All head chefs and catering managers to complete a UN-approved course in food waste preparation
- ✓ Launch new training on Modern Slavery
- ✓ Track our spend with SMEs and supply chain partners classified as diverse



- ✗ LTIFR to be at or below 2.5
- ✓ Increase the number of near miss hazards reported by 50%. *We achieved 99.14%.*
- ✓ Support well-being through our catering services with 70% of our catering sites to have kitchen gardens
- ✓ Support healthy eating by delivering cooking classes in local schools to enhance cooking skills of additional 100 school children
- ✓ Continue fundraising for Maggie's to reach £10k
- ✓ Promote staff volunteering through company-wide initiatives



We reduced our carbon footprint by **24%** since 2024



We supported **63** apprentices



Over **£16k** raised for our charity partner, Maggie's



72% of our managerial vacancies were filled internally



We delivered **2,548 MWh** energy savings to our customers



Our employees completed **18,834** training hours

Support the Goals in 2026



- > Reduce CO_{2e} emissions from our offices by 5%
- > Deliver 2,000 MWh energy savings for our clients
- > Energy Champions to complete 50 Energy Audits
- > Increase the proportion of electrified fleet for newly acquired Morrisons FS
- > Generate 'Decarbonisation Pathways' for 10 client buildings
- > Invest in our client buildings to optimise energy consumption
- > Deliver improvements in segregation of recyclables at client sites



- > Real Living Wage paid to all staff where Apleona controls salary
- > Support 10 new apprenticeship cohorts
- > Promote staff training (13 hours of training per employee)
- > Employ 10 new staff who are ex-forces or identify with a disability
- > Increase our engagement and spend with diverse-led businesses
- > Conduct 10 Modern Slavery Self-assessments in supply chain
- > Launch carbon literacy project for our catering team



- > LTIFR to be at or below 2.4
- > Increase the number of near miss hazards reported by 10%
- Support healthy eating by delivering cooking classes in local schools to enhance cooking skills of additional 50 school children
- > Support community kitchen Reffetorio
- > Launch internal wellbeing programme

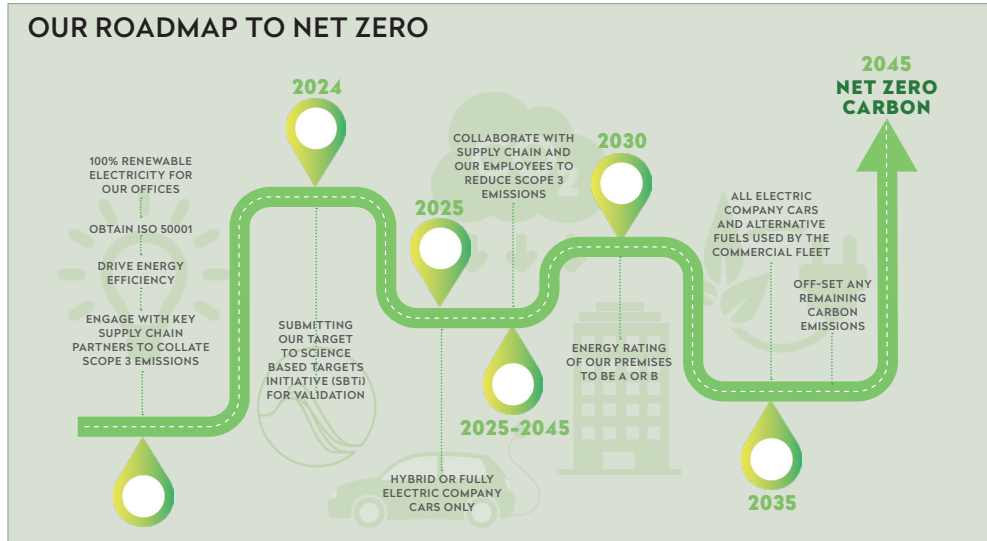
We evaluated the Sustainable Development Goals to identify those that are most relevant to our business activities and our stakeholders, prioritising a subset of three on which we focus our efforts:



Climate Action

We are fully committed to reducing our carbon footprint, following our plan to Net Zero Carbon by 2045 and supporting the targets set and validated by SBTi.

Full detail is published annually in our Carbon Reduction Plan on our website: uk.apleona.com



33%

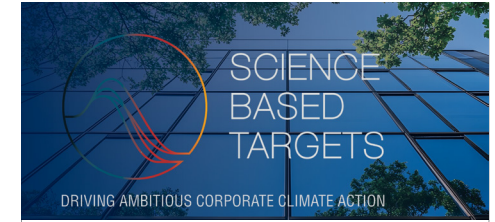
of Apleona's fleet is electrified. We only operate hybrid or electric company cars

We purchase 100% renewable electricity

24% reduction in our carbon footprint since 2024

Apleona UK's carbon emissions figures may differ slightly from Apleona Group's consolidated reporting due to methodological differences and additional Scope 3 sources. We will continue to streamline our reporting while reducing all significant sources of carbon emissions.

We have appointed our Subject-Matter-Expert, **Elliott Cunningham** for Energy to provide a central resource and support for energy efficiency, EPCs and compliance.



WE'RE PART OF THE SBTi

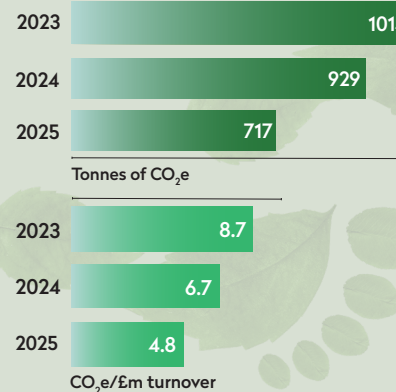
As a Group we aim to reduce Scope 1 and 2 by 54.6% and Scope 3 by 61.1% per million Euro value added, by 2033.



GREEN APPLE AWARD WIN

We received Gold status in the Green Apple Environment Awards for our environmental achievements with pharmaceutical client Bristol Myers Squibb (BMS).

OUR CARBON FOOTPRINT (market based)



Most of our carbon emissions arise from the use of our commercial fleet. Scope 3 emissions cover business travel in employee-owned vehicles, by rail and air.

In addition, JCW's carbon footprint in 2025 was 1474 tonnes of CO₂e and 42 Tonnes of CO₂e/£m turnover. JCW's fleet consists mainly of diesel vehicles, which we plan to upgrade as vehicle leases expire.

CASE STUDY: GREEN PARK

Our analytics tool linked up with the BMS was installed at one of the buildings at Green Park in Reading. The system highlighted operational improvements, significant cost savings and areas requiring further optimisation.

The plant running time was reduced by 60%, meaning 36 hours of unnecessary plant running time was avoided. The adjustments in operational hours of the FCUs provided savings of £85.5k per annum.



Plant run hours reduced by **60%** **£85.5k** projected annual savings

UPSKILLING OUR ENGINEERS

We continue to upskill our engineers through our Energy Champions Group and on-site support.



SUSTAINABLE SOLUTIONS

We are deploying innovative solutions for buildings to enhance their energy efficiency, comfort and overall sustainability. Our digital tools assist us to develop Decarbonisation Pathways, automate energy and water usage monitoring and optimise energy usage of key assets in the buildings by highlighting issues such as out-of-hours use, override operations, conflicting valves, sequencing problems, setpoint errors, high fan speeds, and equipment faults.



We delivered **2,548 MWh** energy savings to our customers

We have **20** Energy Champions



7 client buildings have our building analytics system, **Apleona Insights** installed



50 free energy audits completed by our Energy Champions



GREEN REAL ESTATE PROGRAMME



Our Programme represents our energy management offering to our clients. Our full energy management offering and case-studies are available [here](#).



CASE STUDY: GIVUDAN ASHFORD - TURNING WASTE INTO VALUE

Apleona transformed waste management at Givudan Ashford by redesigning systems and adding on site expertise.

A working group launched in January 2025 re-engineered the entire system, replacing 33 wheelie bins with four clearly labelled FELs - **saving £17,000 a year** and increasing waste recycling. By correcting mislabelled packaging and diverting clean materials into recycling streams, and by sending metal drums for reconditioning, the site unlocked **£28,000 in savings**.

Additional measures included improved hazardous waste loading, which cut collections by half, **saving £22,000**,

avoiding 10,000 miles, and **preventing 13 tonnes of CO₂e annually**.

A new baler has produced 28 high quality soft plastic bales so far, turning shrink wrap into a commodity.

Inside the factory, new bins for PPE, toothpaste tubes, crisp packets and batteries have expanded recycling to niche waste streams.

Early savings funded a **Recycling Ambassador**, now key to operating the baler and maintaining segregation standards.



Decent Work & Economic Growth

Our teams are our biggest asset. We embrace diversity and prioritise the development of our employees.

LEADERSHIP CONFERENCE

We held a conference for 100 of our current and future leaders. It provided an excellent opportunity for in-person connection and collaboration as we shared our vision for the future.



CASE STUDY: STEM FAIR

Apleona proudly participated in the STEM (Science, Technology, Engineering, and Maths) Fair at our client, Colworth Park, inspiring and engaging with over 140 students from secondary school to university level. Our talented Electrical Engineering Apprentice, Fraser Harley, shared his inspiring apprenticeship journey and demonstrated the motor unit he built to students, emphasising the exciting career opportunities in engineering and facilities management.



13.5
training hours
per employee



18,834
training hours
in total



72%
new managerial
jobs filled
internally

549
colleagues
completed
EDI training



£78k
spend on
external courses



Over half of our UK
Leadership Team
are women

A third of our UK
Management
Board are women



APPRENTICESHIPS

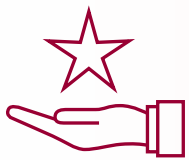
We are proud to support **63** employees across Apleona UK who are currently enrolled in an apprenticeship scheme, ranging from engineering, facilities management, payroll, marketing, project management and more.



9%
of our supply chain spend is with diverse businesses



(owned by disabled, LGBTQ+, disabled, veteran, female or ethnic minorities)

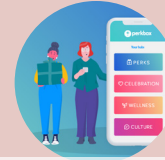


64
Gold Extra Mile Awards resulting in an extra day off



EMPLOYEE BENEFITS

We offer a range of staff benefits from Perkbox, Aviva Well-being, Refer a Friend



Employee discounts via Perkbox



Earn extra annual leave with the Go the Extra Mile scheme



Free access to WeCare, an employee assistance programme



Earn bonuses through our Sales Lead Scheme



Gain access to the MyStrength app



Send and receive virtual Thank-you's through our company portal



Look after your health with Aviva Well-being and Digital GP apps



Read and feature in our employee magazine



Give us your views in our bi-annual Employee Engagement survey



Earn bonuses by referring a friend for job vacancies



Get cycling discounts through our Cycle to Work scheme



Receive employee recognition via Apleona All-Stars



Receive an extra day off for milestone birthdays



Receive support from our Mental Health First Aiders



Invitations to regular employee forums and town hall calls



Good Health & Wellbeing

We believe that a strong health and safety culture, running through all levels of the operation, is key to a successful business. It is and does remain our priority.

CHARITY ENDEAVOURS

We are proud to support our partner charity Maggie's, a cancer support charity. From bake sales and ultramarathons to abseiling London's buildings, Hyrox competitions, and golf days, we've participated in a wide range of events to raise money and awareness for Maggie's.



HEALTH AND SAFETY

At Apleona, prioritising Health and Safety is fundamental to our operations, ensuring that our employees can perform their duties securely and return home safely each day.

Health and Safety is not only about preventing accidents. As the year closes, many people face added pressures, fatigue, and stress. We are focusing on both physical safety and mental wellbeing to ensure everyone finishes the year healthy, supported, and safe.

Our proactive approach includes

- > A quarterly Safety Focus
- > Webinar Fridays
- > Managers Workshops
- > Safety Stand-downs
- > Toolbox Talks,
- > Directors Safety Walks
- > Training and communication

Our Technical Solutions team participated in a Charity Football Tournament, raising funds for the British Heart Foundation. It was a fun and engaging team day out, making a positive impact while enjoying some friendly competition.



355

near misses reported in 2025

LTIFR

APLEONA

2.64

Decreased from 3.02 in 2024

LTIFR

APLEONA

Technical Solutions

2.29

Increased from 2.2 in 2024



HERB GARDENS

All of our catering sites feature kitchen gardens that supply fresh herbs for meal preparation.

MENTAL HEALTH FIRST AIDERS

Apleona has **8** trained Mental Health Advocates, there to help signpost and assist fellow employees who may be struggling with their mental health.



CASE STUDY: WELL ACCREDITATION FOR 280 BISHOPSGATE

Apleona has maintained **WELL Platinum compliance** since 2023. The FM team ensures building systems consistently meet WELL performance requirements by following defined procedures and submitting evidence each quarter.

Compliance focuses on the Air, Water and Thermal Comfort concepts, with annual air testing, quarterly inspections of AHU filters and coils by Apleona's engineers and ongoing thermal comfort checks to ensure temperature and humidity remain within WELL criteria.



KITCHEN TAKEOVER

We have partnered with Refettorio Felix where we take part in Kitchen Takeovers. This drop-in centre and community kitchen is dedicated to serving vulnerable individuals, providing them with not just meals, but a sense of belonging.

Our talented team create a delicious three-course meal, showcasing zero-waste cooking by thoughtfully using ingredients to their fullest potential. Lunch is served to those in need of a warm meal, welcoming everyone without judgement - whether they are facing homelessness, loneliness, substance abuse, or mental health challenges.



£16k

raised for our charity partner, Maggie's



Aqualibra at Moreton and Chester has saved over

49,000

plastic bottles in 2025

110 school children engaged to promote healthy eating and cooking in our Adopt a School Programme



2 days

volunteering leave is entitled to each Apleona employee





We value your feedback.
Please email katerina.robinson@apleona.com with your thoughts.



uk.apleona.com