Corporate Social Responsibility & Sustainability Report

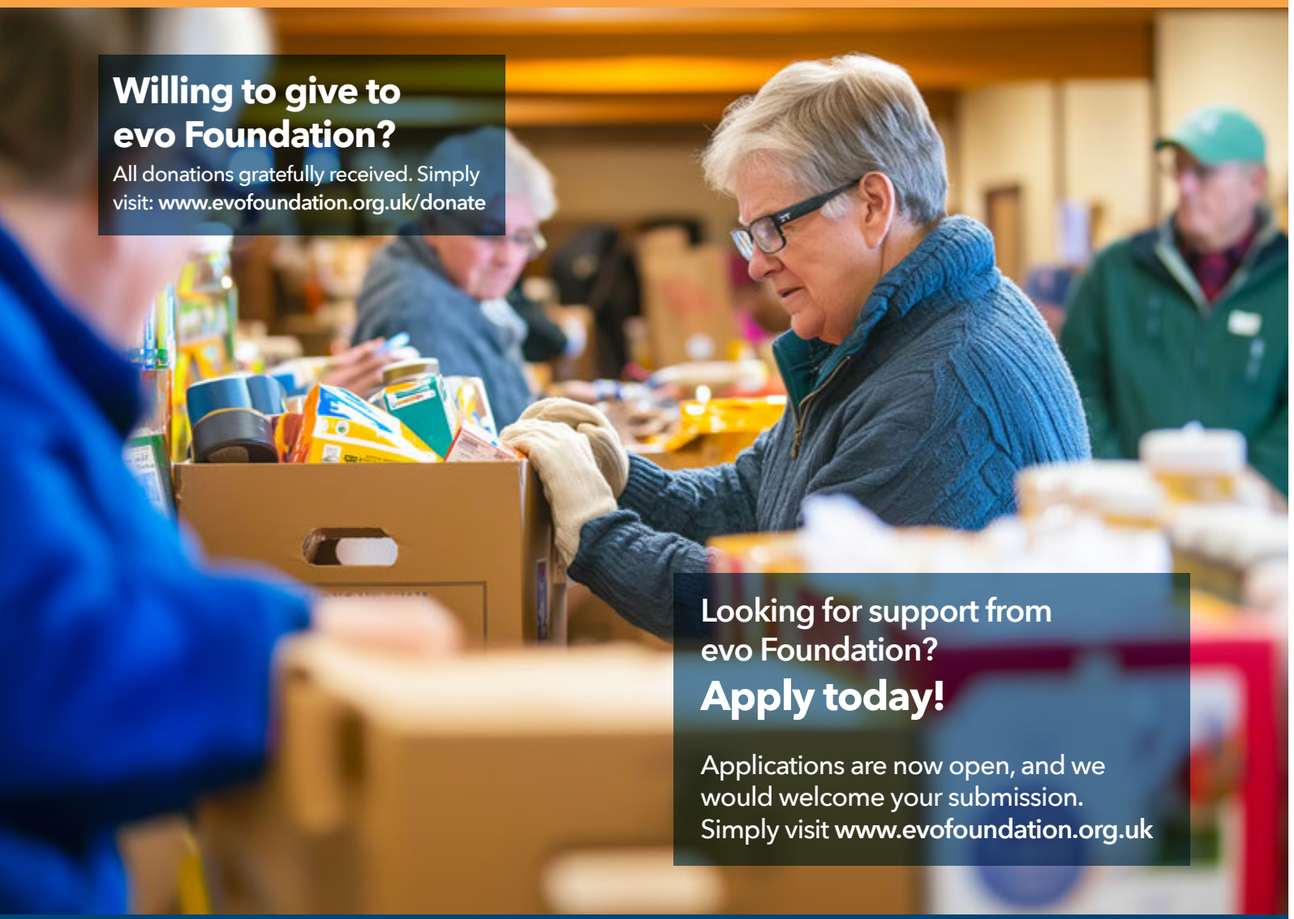


VOW WHOLESALE · Banner · evo trading · truline · COMPLETE · premvan

Making a Difference in Our Local Communities

We were founded in 2023, with the aim of furthering education and tackling poverty.

We know those are some big challenges to solve. That's why the **evo** Foundation is committed to developing a sustainable framework to support people in our local communities, and the wider business supplies industry, through small donations and strategic partnerships.



evo Foundation is registered and regulated by the Charity Commission for England & Wales. Charity no 1204458.

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Andrew Gale, **evo** CEO



2025 has been an exciting and challenging year. In March we completed the Management Buyout which allowed for the exit of Endless LLP, our long-time Private Equity backers.

From Day 1 as Chief Executive the goal was to materially transform the trading results of **evo** *and to enable this outcome.*

Over the last two years as CEO, EBITDA has doubled, with record results delivered in both FY23 and FY24, which has now enabled an exit for Endless to be delivered.

Taking the company into our own hands has allowed us to offer our colleagues the chance to own a part of the business, and I was pleased to see hundreds of our colleagues taking up this opportunity in the two rounds of share offerings in 2025.

We continue to drive change, both through expanding our product offerings and our routes to market, with encouraging growth in our facilities supplies, emerging categories and eCommerce business.

Towards the end of the year we became aware that there were serious issues with Exertis Supplies following their acquisition – and I'm very glad that we were able to step in to acquire the stock and trade of the company before it went under, saving jobs and ensuring a fair outcome and payment plan for suppliers.

From a governance point of view, we have further strengthened the **evo** *Board through the appointment of two new non-executive directors, alongside appointing long-time Premvan Director, Dominic De Luca, to become the* **evo** *Chairman, bringing additional experience and insight to our trading board.*

evo *Foundation continues to go from strength to strength, and it is heartening to see so many colleagues getting stuck in, having some fun, and raising lots of money to support causes which are close to all our hearts.*

Our evolution CSR strategy continues to drive positive momentum within the business, despite the challenges of growing a business in difficult economic conditions. Opportunities to continuously improve our responsible procurement agenda come alongside our diversification and own label strategies, supported by a team who are bought into doing things the right way, every time.

Our ecovadis results continue to improve, and we have been recognised at the BOSS and Green Business awards for our commitment to sustainability and CSR.

evo Evolution

Built around 4 key pillars, supported by good governance through the CSR Steering Committee, Evolution continues to underpin our sustainability activity.

Our Environment

Working together with employees and stakeholders to reduce environmental impacts and inspire collective action to safeguard natural resources and protect the planet for future generations.

Our People

Providing the right working conditions to ensure wellbeing and engagement is underpinned by a culture of safety, optimised career planning, and access to the right training and development.

Our Community

Working to bring about the maximum positive impact and social value through evo Foundation and strategic partnerships across our communities.

Our Supply Chain

Ensuring sustainable and ethical procurement through partnership and due diligence, bringing innovation in product and a robust supplier base.

Governance and CSR Steering Committee

Activities related to each Evolution pillar are supported by our values, good governance, compliance and regular board level reviews

Reporting Frameworks

Sustainable Accounting Standards Board

evo reaffirms its commitment to transparency and accountability across all business operations. We are pleased to present our second Corporate Social Responsibility and Sustainability Report, addressing materially relevant topics for our industry sector and prepared with continued reference to the Sustainable Accounting Standards Board (SASB) metrics and topics.

SASB standards support companies in disclosing relevant sustainability information to investors and in identifying sustainability related risks and opportunities most likely to influence an entity's cash flows, access to finance and cost of capital over the short, medium or long term, as well as the disclosure topics and metrics most valuable to investors.

A refreshed Materiality Assessment has been undertaken across the following industry sectors:

- Multiline and Specialty Retailers & Distributors
- Road Transportation

Reporting reflects key areas including energy management, data security, labour practices, employee engagement, diversity and inclusion and responsible procurement, while extending further to encompass areas outlined in the CSR Charters and our ongoing work with the evo Foundation. Our objective is to provide a comprehensive and transparent overview of sustainable development throughout 2025, building on the reporting from prior years.

Data Compilation Methodology
Data is summarised for **evo** Group and presented per business channel in the Annex. Data in this report is sourced and compliled by the CSR Team, supplemented by external data such as energy consumption and carbon emissions. We remain committed to enhancing our reporting year on year, and any limitations have been identified within the narrative to ensure sustainability progress is communicated in a transparent and responsible manner.



Julie Hadley
Director of CSR
and Sustainability

"The Sustainable Accounting Standards Board (SASB) metrics are an excellent start point to frame our reporting, enabling our investors and Board to understand our sustainability progress, enhancing confidence and transparency."

SASB® STANDARDS
Now part of IFRS Foundation

Sustainable Development Goals

Adopted by the United Nations in 2015, the UN Sustainable Development Goals were a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.

At **evo**, we recognise that our decisions and actions affect outcomes across the sustainability pillars and that the development of the business must balance social, economic and environmental sustainability, which is why we began to weave the goals throughout our policies, planning and reporting.

In our 2025 reporting there is greater emphasis on progress and actions taken towards each goal.



12. Responsible Consumption and Production - Sustainable consumption and production can also contribute substantially to poverty alleviation and the transition towards low-carbon and green economies.

13. Climate Action - Understanding our carbon emissions as an organisation, aligning to SBTi targets and providing climate literacy to employees underpins our approach to climate action.

17. Partnerships for the Goals - Establishing partnerships with charities, customers, suppliers and stakeholders is essential to delivery of the SDGs. We are committed to establishing charitable partnerships for evo Foundation and to delivery of sustainability and social value through our networks.

UNSDG Actions & Progress

UNSDG	Goal	Actions and performance	Page ref.
1 NO POVERTY	End poverty in all its forms everywhere	**evo** foundation raised just under £82,000 in 2025 to help tackle poverty.	55
3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for all at all ages	**evo** offers an Employee Assistance Programme, TELUS Health provides several health and wellbeing benefits including counselling. Employee benefits include company sick pay, opt-in medical scheme, opt-in dental scheme, eye care cover, family leave care boxes and flexible working.	37
4 QUALITY EDUCATION	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	**evo** foundation offers grants of up to £1000 to support young people in further education, as well as a £10,000 annual grant for **evo** Families. **evo** funded 20 apprenticeships for employees. **evo** employees received on average 4.5 hours of learning.	37, 44, 56
8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Hundreds of **evo** Employees now own shares in the business following the Management Buyout in early 2025. Hundreds of Suppliers use **evo** Channels as a route to market, benefitting from our operations and infrastucture. ISO 45001 Health & Safety, and ISO 9001 Quality management systems are operated on our sites, protecting employees with good practice and ensuring customer satisfaction, with only 4 non-conformances raised via external audit in 2025.	116
10 REDUCED INEQUALITIES	Reduce inequality within and among countries	Publish data showing pay gaps between male and female employees. **evo** is a Disability Confident employer. 30% of our employees are female.	41, 42
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	Zero waste to landfill and 65% rate recycling from our operations. Over 6,000 products with a 'sustainable' choice attribute.	26, 94
13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	**evo** Carbon emissions reduced by 44% and 25,953 tCO2e since the base year of 2021. Renewable energy contracts in place from September 2025 to reduce market-based emissions. Climate Fresk sessions and sustainability communication to educate employees on climate change. Committed to zero products shipped by air and maximising fill rates when shipping by sea container. Committed to SBTi aligned targets in 2026. ISO14001 Certified Environmental Management Systems in operation at our 6 Distribution Centres, with only 1 non-conformance raised via external audit in 2025.	17, 18, 24, 31, 110
15 LIFE ON LAND	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification and reverse land degradation and halt biodiversity loss	Reducing unnecessary single use plastics from our operations though work with suppliers. Working with suppliers to ensure EU Deforestation Regulation Compliance progress.	29
17 PARTNERSHIPS FOR THE GOALS	Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development	**evo** is a longstanding Member of BOSS Environmental Committee - our industry body. Carbonology, an SME, provides Green House Gas Reporting and a calculation method working to ISO14064. Waste contractors, Casepack, Oceala and Biffa provide us with waste management and recycling solutions. **evo** works with hundreds of suppliers, many of which have EcoVadis medals for their sustainability performance.	17, 26, 82

Julie Hadley,
evo Director of CSR & Sustainability



"As the 'evolution' sustainability strategy continues to mature, so too does the scope and impact of our activities. In recent years, increasing stakeholder expectations, evolving legislation, and the growing disclosure requirements on carbon reporting, ESG performance and responsible supply chain management have continued to shape our priorities. Year on year, the CSR Team focus on driving incremental improvement and change, to support our customers and in the belief that sustainability is at the heart of good business.

There were some real highlights in 2025: collecting the BOSS Sustainable Leadership Award on behalf of **evo**, *was an unexpected pleasure.. It was so good to see our progress in sustainability recognised for the first time. Secondly, becoming a Climate Fresk Facilitator was a personal development highlight, but delivering the first session and seeing the impact of increasing climate literacy for that group of employees was a really pivotal moment and incredibly rewarding. Finally, seeing Banner achieve a Gold ecovadis medal and Complete achieve Silver was also a great moment in terms of external recognition for sustainability.*

I look forward to delivering more 'on the ground' sustainability, meaning more climate literacy for employees, the launch of our Sustainability Champions network to drive engagement at all levels, and the delivery of the Sustainable Product Data project.

Yet again, It has been a privilege to contribute to **evo***'s sustainability journey and I look forward to seeing our ambitions continue to develop and take shape in 2026 and beyond."*

Unrivalled scale and reach



At **evo** we connect world-leading suppliers with their customers through multi-channel routes to market. We've got marketing, logistics, distribution, sales and procurement covered.

We buy. We stock. We sell. We ship.

As the UK and Ireland's leading distributor of business and people supplies, we have a stock holding of over £35 Million, delivering 30,000 products to over 24,000 customers (excluding e-Trading), the majority via our own fleet, offering UK nationwide next day delivery coverage.

With locations and employees across the UK and Ireland, we bring together expertise in Group Functions to serve the six Channels, ensuring everything from recruitment to IT infrastructure is led and implemented with a holistic approach.

evo People

evo Facilities

evo I.T.

evo CSR

evo Finance

evo Operations

evo Logistics

evo Product Management

evo Group Marketing

VOW WHOLESALE

The UK's leading wholesale partner for business products and facilities supplies

Banner

leading supplier of workplace solutions

evo etrading

One of the largest B2B & B2C online e-Trading platforms

COMPLETE
Your business needs, covered

Business supplies provider, specialising in consolidation

premvan

Experts in goods not for resale and major manufacturer of till rolls

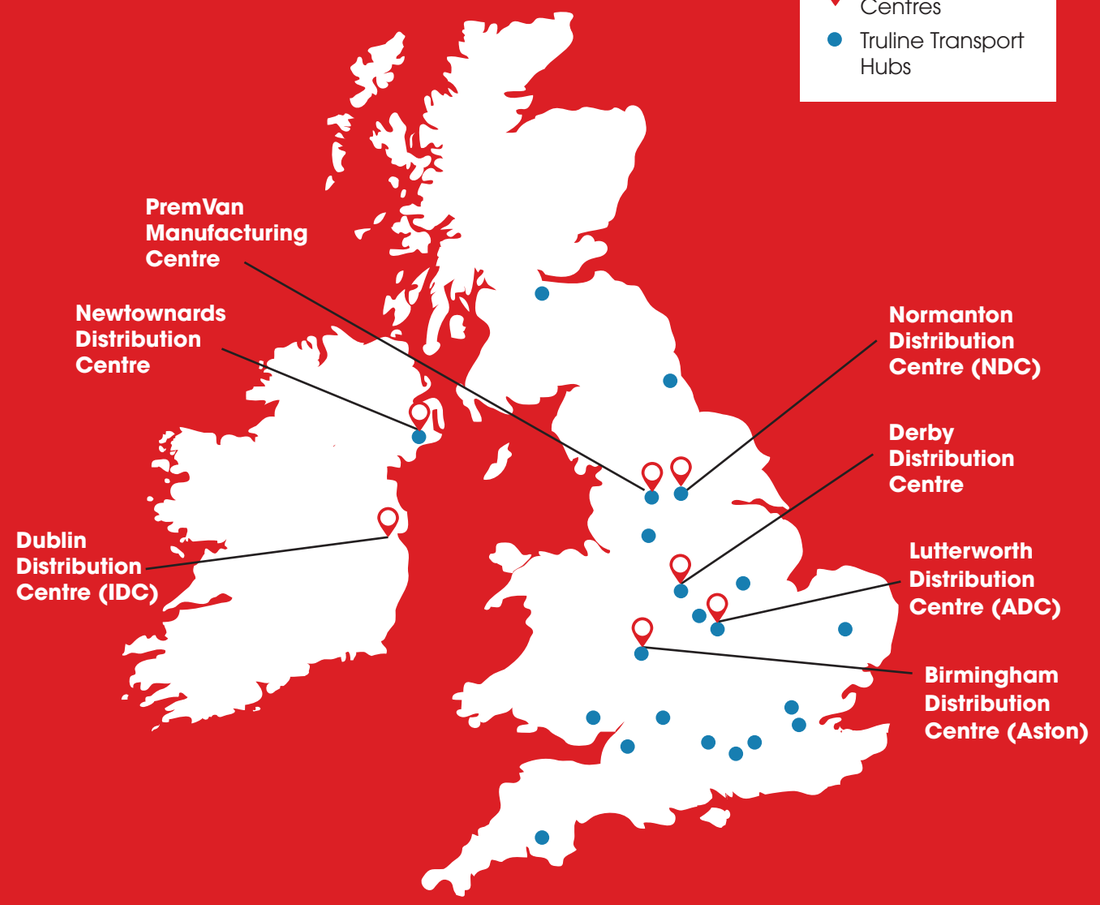
truline

evo logistics platform, delivering over 12m parcels per annum

evo Logistics Network

Key

- Distribution Centres
- Truline Transport Hubs



Truline: Northern Ireland/ Republic of Ireland
- Newtownards

Truline: North West
- Droylsden

Truline: North East/Scotland
- Newbridge
- Birtley
- Normanton

Truline: Midlands
- Gilmorton Rd, Lutterworth
- Magna Park, Lutterworth
- Grantham
- Derby
- Aston, Birmingham

Truline: South Central
- Basingstoke
- Guildford
- Barking
- Hemel Hempstead
- Newmarket

Truline: South East
- Guildford
- Gatwick
- Barking

Truline: South West
- Plymouth
- Taff's Well
- Avonmouth
- Swindon

evo Estate

The **evo** estate is strategically located across England, Ireland, Scotland, Wales and Northern Ireland.

evo
Head Office - Normanton

7
Distribution Centres

20
Truline Hubs

Offices in London, Cardiff, Derby and Norwich

670,000
Square Feet of Warehouse Real Estate

24-Hour Operation from Sunday to Friday Evening

Our Environment

evo continues to take account of the challenges and risks associated with climate change and the potential impacts to our business, customers and supply chain. We are committed to mitigating those risks as our understanding develops, while creating positive environmental and social outcomes for our stakeholders.

In recent years, we have significantly strengthened our approach to measuring, managing, and reducing our environmental footprint. Enhanced carbon emissions reporting has enabled us to identify priority areas for improvement and establish targets across the organisation. This structured approach supports informed decision making, encourages proactive dialogue, and positions us to lead responsibly within our sector.

Our evolving sustainability strategy fosters collaboration across our operations, employees, supply chain partners, and customers. By working together, we aim to drive continuous improvement and inspire collective action to safeguard natural resources and protect the environment for future generations.







Between 2024 and 2025, evo Group's GHG emissions have reduced by 2,334 tCO2e from 34,789 tCO2e to 32,455 tCO2e.
A significant 6.7 % decrease.

tCO2e = tonnes of carbon dioxide equivalent



Carbon Emissions

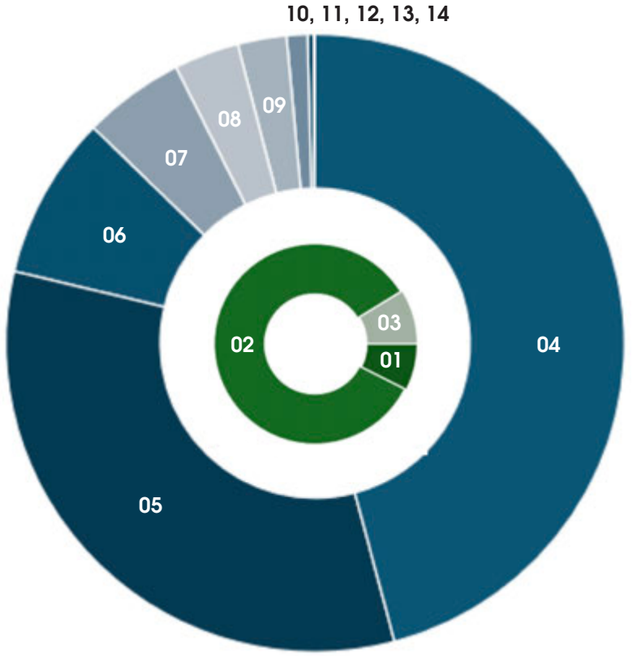
evo's carbon reporting serves as a central mechanism for environmental accounting across all our business activities. By monitoring performance at site and activity level, we are able to report emissions at both Group and individual business levels. This enhanced visibility enables us to identify and prioritise targeted decarbonisation initiatives across all emissions scopes, while also supporting customer requirements for transparent disclosure across relevant sustainability reporting platforms.

Carbolology® have supported us in this activity since our 2021 baseline calculation, guiding us through year on year improvement and providing the calculation methodology against ISO14064-3 standard. A full GHG Report is available separately.

In 2025 we are pleased to report a reduction of 6.7% in the evo Group footprint versus 2024, a significant 2,334 tonnes decrease.

In 2026 we intend to submit our SBTi aligned targets, with the majority of the work already carried out.

In 2025 evo Group's emissions footprint totals 32,455 tonnes across 3 scopes, with Scope 1 (direct) and 2 (indirect) accounting for 26% of emissions and Scope 3 (indirect) accounting for 74%.



Scope 1		
01	Stationary combustion	622 tCO2e
02	Mobile combustion	6,978 tCO2e
Scope 2		
03	Purchased electricity	733 tCO2e
Scope 3		
04	Upstream transportation	11,064 tCO2e
05	Purchased goods and services (for internal use)	7,927 tCO2e
06	Well to Tank (WTT)	2,063 tCO2e
07	Downstream transportation	820 tCO2e
08	Commuting	1,278 tCO2e
09	Homeworking	615 tCO2e
10	Business travel	262 tCO2e
11	Electricity transmission	77 tCO2e
12	Waste	9 tCO2e
13	Wastewater	3 tCO2e
14	Water supply	2 tCO2e

Scope 3 calculation and double counting up and down the supply chain remains a concern, but is likely to improve as guidelines become clearer and companies are able to better define boundaries around their emissions.

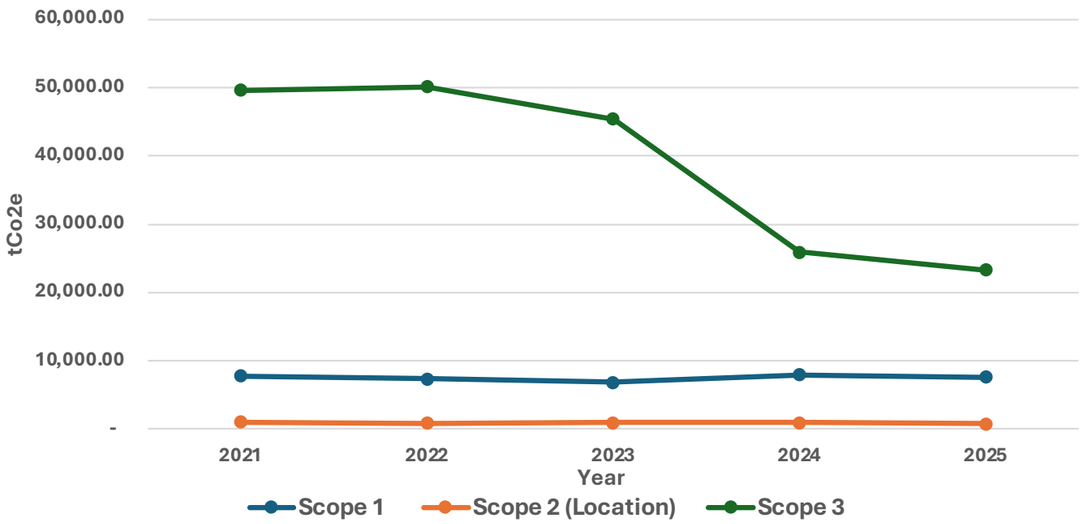
Emissions Reduction Progress

	2021	2022	2023	2024	2025
Total emissions (tCo2e) Location based	58,408	58,353	53,212	34,789	32,455

- **Scope 1** emissions on transport decreased, due to significant investment in fuel efficient vehicles and optimisation of routes for deliveries over the year.
- **Scope 2** purchased electricity emissions also decreased. This decrease reflects our positive progress with the energy efficient practices on sites throughout the years, such as LED lights and voltage optimisation at ADC.
- **Scope 3** emissions reduced as a combination of:
    - Lower total weight of goods purchased
    - Fewer goods travelling the longest distances
    - Reducing business travel by promoting virtual meeting technology and the use of public transport where possible
    - In 2025, Hazel 4D, provider of all secondary packaging for customer orders, provided Life Cycle Analyses and carbon emissions, enabling us to shift to granular data calculation.

Like many large organisations, **evo**'s biggest challenge is calculating emissions associated with purchased goods and services. As the maturity of emissions reporting varies significantly across industries, we are working to move away from spend-based methodologies and instead focus on more granular, activity-based data to improve the accuracy of our emissions calculations.

evo emissions per scope from 2021 to 2025



Since the baseline year of 2021, evo Group's emissions have decreased by 44% and 25,953 tonnes, meaning we are currently ahead of target for Net Zero by 2050.



evo avoided 53 tCO2e of CO2e through backhauling activity in 2025

Truline

Truline, our in-house transport fleet, connects customers with **evo** Group's business channels through a trusted, reliable delivery network. By consolidating the deliveries of over 60,000 product lines, we reduce road miles and carbon emissions for our customers while ensuring a seamless customer experience from 20 final mile delivery hubs.

Truline delivers added value through early-morning and direct-to-desk deliveries, secure handling of sensitive items and tailored logistics solutions designed around each customer's needs. Our drivers remain at the forefront of relationships with our customer base in an increasingly diverse range of workplace locations.

Efficiency and value for money is at the heart of our operation, linking heavily to sustainability and the largest part of **evo**'s directly controlled emissions.

Truline at a glance

Operational Efficiency

Runs 24-hours a day from Sunday to Friday evening

Next day delivery as standard

Optimised Fleet & Hub Locations

20 Truline hubs located based on the

geographical concentration of customers.

445 fully-trained drivers.

75 Heavy Goods Vehicles.

372 Light Commercial Vehicles including 22 Electric Vehicles.

Scalability and Growth

12,687,370 parcels delivered by Truline in 2025, averaging 51,000 dispatches per day.

Enhanced Customer Satisfaction

Regular drivers with site knowledge build relationships with our expansive customer base across the business channels.

Fuel Efficiency

Driving down litres per mile though regular fleet refreshes with the latest engines and designed for performance, reduces averaged carbon emissions per order.

Fleet Productivity

Our HGVs deliver 1,600 pallets per evening to our final mile hubs, providing an opportunity for backhauling and factors into our averaged CO2 per order.

Compliance with Regulations

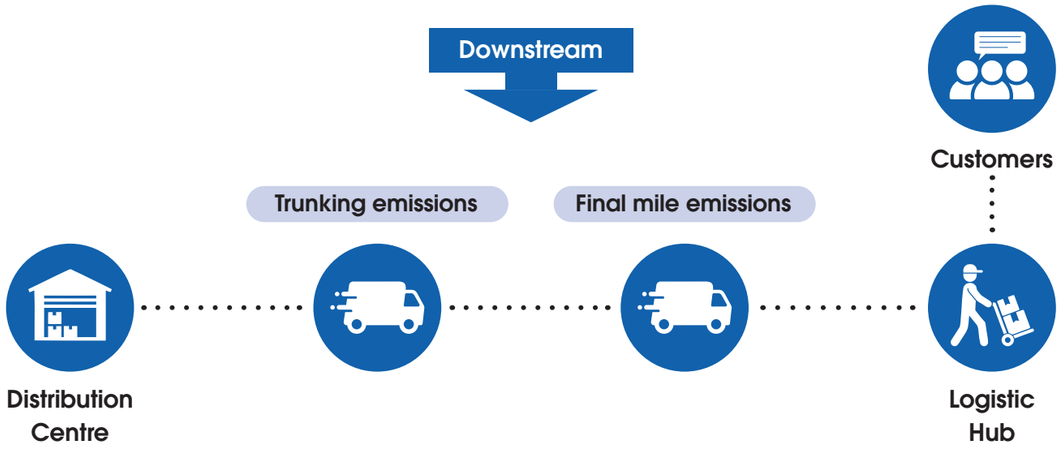
Pre and post vehicle checks dally by drivers.

Environmental Benefits

With 42 fewer vehicles in 2025, Truline delivered 3% more parcels, travelled 360,000 additional miles and used 74,000 litres of fuel, reducing CO2 by 269 tonnes - a 4% reduction.

Pathway to decarbonisation

Truline deliveries are the largest proportion of **evo**'s Scope 1 emissions. We monitor our average emissions which include the internal movements of goods, providing a transparent view of our downstream transport emissions. The final mile deliveries, from hub to customer accounts for around 25% of the mileage covered and fuel consumed.



HGVs
The 45-strong HGV fleet have the latest fuel-efficient diesel technology and were introduced to the fleet in 2024. These vehicles are delivering 20% fuel savings versus the previous vehicles and therefore reducing CO2 emissions per mile travelled.

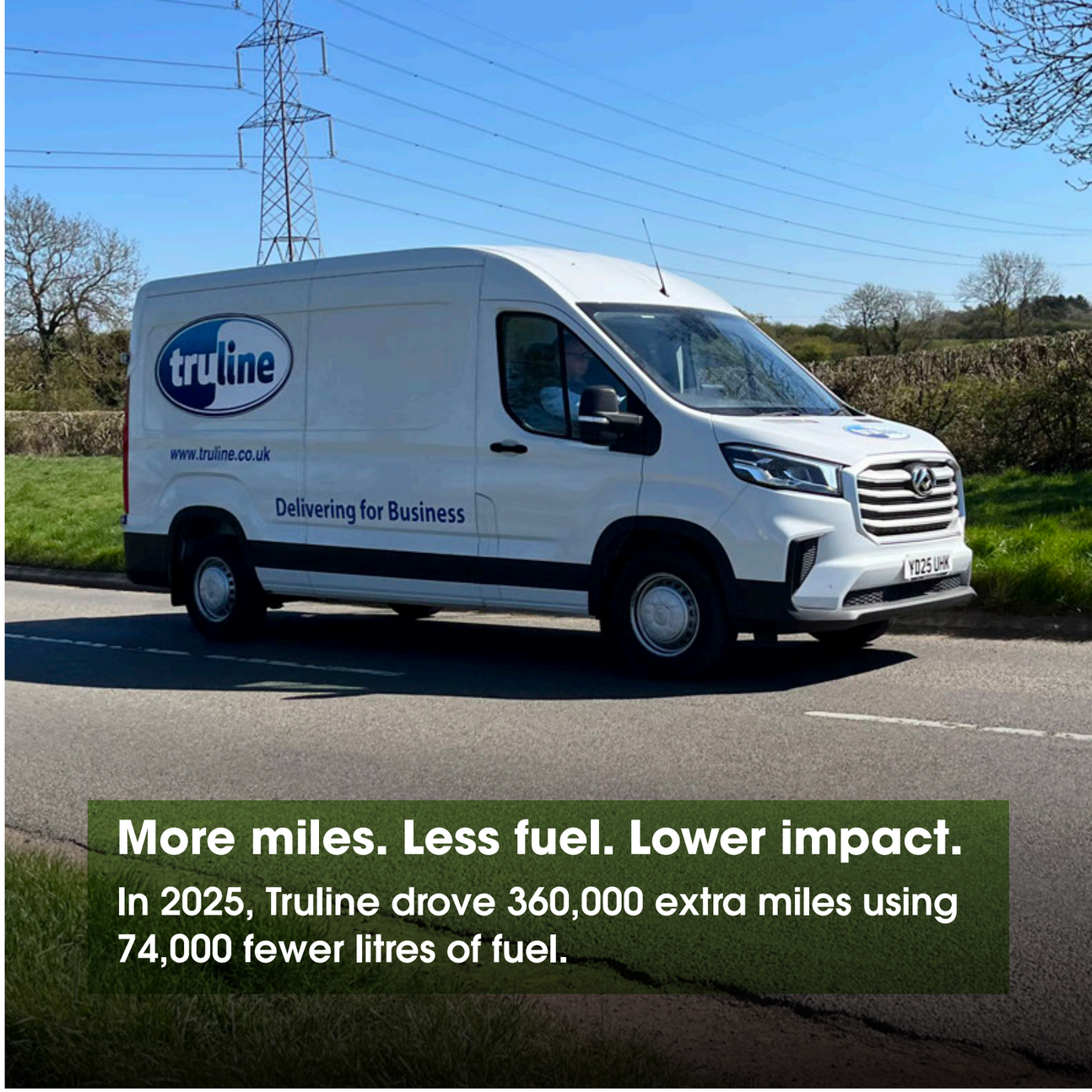
- 13 DAF New Generation FTG XF, 44 tonne tractor units
- 33 new 7.5 tonne, 12 tonne and 18 tonne diesel trucks

Light Commercial vans
evo's Electric Vehicle fleet remains at 22 and will be renewed when further final mile fleet are due for replacement. Currently the vehicles serve London and Birmingham.

Route optimisation
Our Transport Management System (TMS) contains a dynamic routing module that automatically schedules the most efficient route for each order. This enables us to minimise both CO2 emissions and the volume of fuel utilised.

Truline's priorities continue to be the provision of a highly efficient and cost-effective delivery fleet. With constant changes to customer requirements, we continue to invest in the best vehicles and locations while being committed to reducing the carbon emissions associated with Truline's fleet.

- Increase collaboration with suppliers on backhauling opportunities, to reduce empty vehicle journeys, improve vehicle utilisation, and eliminate unnecessary trips.
- Continuously monitor transport performance and optimise delivery routes to maximise efficiency and minimise emissions across the fleet.
- Build on existing logistics partnerships to improve operational efficiency, reduce fuel consumption, and lower carbon emissions throughout the value chain.



More miles. Less fuel. Lower impact.

In 2025, Truline drove 360,000 extra miles using 74,000 fewer litres of fuel.







40% of our sites procure
100% certified renewable energy

Energy Efficiency

Energy efficiency remains a key priority for **evo**. By actively managing and reducing energy use, **evo** aims to lower operational costs while minimising its carbon footprint and support broader sustainability objectives.

Energy is used across our operations to power and light all buildings, with our two largest Distribution Centres, ADC and NDC, representing the most energy-intensive sites. These facilities vary in size and operational requirements, and all utilise manual handling equipment, including forklift trucks, which require dedicated battery-charging areas. At ADC, additional automated systems support restocking activities, and conveyor infrastructure is used to transport boxed orders throughout the facility.

We identify opportunities to limit waste, reduce use and cost wherever possible by our Facilities Managers and Maintenance Teams carefully monitoring energy consumption, supported by regular energy management audits. The switch to certified renewable energy on major sites will see a significant shift in market-based energy emissions for Scope 2 in 2026.

Key energy reduction activities to date

2022
- NDC & ADC LED lighting rollout
- Energy saving campaign for employees

2023
- PremVan warehouse installed warm air system and new slitting machine for paper rolls

2024
- NDC redundant conveyor boxing kit removal
- In June 2024, a voltage optimisation exercise was carried out at ADC, reducing energy flow from 240 to 220 volts

2025
- From September 2025, 40% of sites procure 100% certified renewable energy, including ADC, NDC and the 3 other distribution centres

Ongoing energy reduction from electricity on major sites due to cumulative measures over the years.

ADC	1,729,455 kWh	1,781,239 kWh	1,493,436 kWh
			12.1% decrease
NDC	1,212,020 kWh	1,090,773 kWh	1,036,385 kWh
			14.5% decrease

Monitoring energy efficiency across our operations to identify improvement opportunities.

Reviewing separate metering for all electrical circuits to detect and reduce energy wastage.

Assessing new warehouse LED lighting with presence detection and variable timers.

Evaluating plant and equipment controls across NDC to improve efficiency.

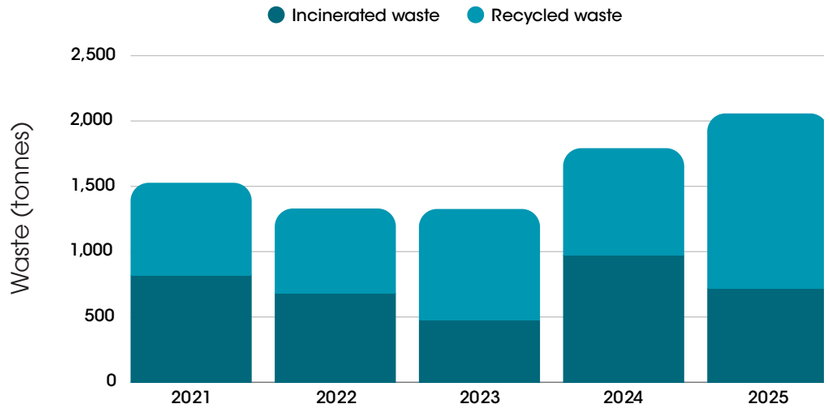
Reviewing proposals for solar power installation at ADC.

Waste Management

Due to the expansion of **evo**'s business activities and product diversification, overall waste increased in 2025 compared with 2024. Despite this increase, we continue to recycle a greater proportion of waste than is sent for energy recovery through incineration.

The 3 main waste streams remain:

- Cardboard packaging and shrink wrap from supplier goods and intercompany movements
- End of life and damaged product returns
- General waste from our offices, catering and warehouse cleaning.



evo operate a zero to landfill system to manage the waste and focus on achieving the most favourable outcome possible against the DEFRA Waste Hierarchy.

For Banner, Complete and PremVan, the process of breaking down supplied goods into smaller unit quantities for customer consolidation inevitably generates packaging waste, primarily cardboard and shrink wrap. To minimise environmental impact, all recyclable materials are segregated and baled for recycling. Residual general waste is managed through energy recovery processes, where it is incinerated off site to generate energy, supporting a more sustainable waste management approach.

Staff buy packs at NDC and ADC have reduced damaged products going to waste streams.

Pallets, pallet toppers and pallet collars are the most reused items for transporting goods from Distribution Centres to hubs. c50% of pallets leaving ADC and NDC are constructed using pallet collars saving 4 meters of shrink wrap each time it's used. Intercompany transfers of pallets between warehouses reduce the need to purchase new pallets. In 2025, 6,100 damaged pallets are repaired and reused, helping to reduce waste.

evo have recycling bin stations enabling easy separation of waste through posters, outlining clear housekeeping rules ensure that waste is segregated and managed correctly.







Recycling

65%

of waste produced and committed to zero waste to landfill at our Distribution Centres



Operational Packaging

evo is committed to reducing the environmental impacts of packaging we use to ship orders within our network and onto our customers. The majority of our customers receive orders in cardboard boxes, sized to the order.

In 2025, we tendered and consolidated for our secondary packaging supplies, now used in all distribution centres. The sustainable benefits are demonstrated throughout the secondary packaging process.

Plastic bubble pouches replaced with paper alternatives saving 30,000 plastic units per annum going to customers

Plastic tape replaced by recyclable, gummed paper tape saving 3,000 rolls of unnecessary plastics each year

Biofill chips protect print items in transit, offering plastic free, sturdy protection, made from renewable plant starch

Coreless films provided for pallet wrapping, eliminating 1,144kg of waste cardboard annually

Packaging boxes are 70% recycled content

100% of packaging boxes are certified to a well known forestry standard.

All boxes are right-sized to the order

Hazel 4D, our packaging supplier, continues to drive packaging innovation and collaborate on sustainable improvements to our secondary packaging. With Life Cycle Assessments (LCAs) available across its product range, we used this data to identify opportunities to further reduce our carbon footprint and deliver greater sustainability benefits for customers.

Environmental Stewardship



Water

Water is used at a domestic level at **evo** sites, for handwashing, toilet flushing and drinking. Although our water footprint is minimal compared to our other footprints as a business, we are committed to monitoring and reducing water consumption on an ongoing basis.

At NDC, waterless urinals have been trialled by Facilities, and 30 units have now been fitted. These products have savings of 105kg CO_2e with 100,000 litres per urinal each year. For NDC alone, this reduces impacts by 3 tCO_2e and 3,000,000 litres of water per year. These waterless urinals are being installed in 12 other **evo** sites.



Air Quality

Truline, **evo**'s dedicated delivery fleet, has 447 vehicles located at strategic sites. They deliver to VOW, Banner and Complete customers, benefitting from the geographical concentration of the customer base and maximising efficiency. 95% of that fleet relies on diesel fuel which has a localised negative effect on air quality from emissions of sulphur oxides (SOx), Nitrogen oxides (NOx) and particulate matter (PM), alongside carbon dioxide. We continue to monitor our performance in this area.

Employee Engagement

Environmental Literacy

Raising awareness of Climate Change and it's impacts is a key part of embedding sustainability into our functioning at **evo**. In November 2025, we launched the first of our Climate Fresk climate literacy workshops, starting with the Buying Team. Rooted in science, this was an opportunity for employees to learn about the magnitude of climate change, whilst interacting with their peers to identify opportunities to make a difference in their work and personal lives.





> "The session was incredibly eye-opening. I had no idea about all of the interconnecting causes and consequences of climate change, and it's given me a lot to think about! Definitely a session I'd recommend to my colleagues, and I've taken away a few actions for my own life too.."

Sustainability Quarterly News Letter



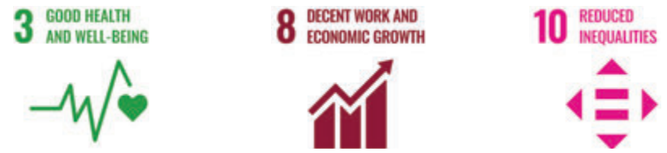
Our People

At **evo** we believe our people are fundamental to our success. A motivated and engaged workforce creates a rewarding working environment and helps deliver outstanding service to our customers. As a result, we are dedicated to continually developing and improving the employee experience.

The Management Buyout completed in early 2025 has provided **evo** with the opportunity to drive meaningful cultural change, with employees now holding a significant proportion of shares in the business. This shared ownership approach gives our colleagues a genuine stake in the organisation's long-term success and future growth.

Supporting wellbeing and engagement through safe working practices, career progression opportunities, and ongoing training and development is central to our approach.

Equally important is our commitment to creating a culture of respect, support and understanding, ensuring we continue to attract and retain the right talent.



Our Workforce

Over 1,900 employees proudly represent **evo** across the UK and Ireland. They carry with them a wealth of knowledge, experience and creativity which we hope to enhance and develop during their time with us. **evo** brings together a real diversity of people executing a wide variety of roles.



Pickers



Packers



Data Analysts



Delivery Drivers



Sales People



IT Infrastructure Experts



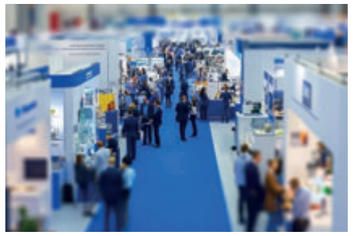
Marketing Specialists



Facilities Managers



Health & Safety Advisors



Buyers



Bid Writers



Designers

Leanne Gregg, People Director



*Our people are at the heart of **evo**'s success, and we are committed to fostering a safe, supportive, and inclusive culture where colleagues can thrive.*

*2025 was a transformative year for the business. Following the successful Management Buyout, employees now hold a significant shareholding in **evo**, giving them a genuine stake in our long-term success and creating a strong foundation for meaningful cultural change.*

Investing in our people remains a key priority. During the year, we expanded learning and development opportunities across the business, with more than 20 colleagues undertaking fully funded apprenticeships through a combination of upskilling existing employees and welcoming new apprentices. We also enhanced our People Manager development programme and launched the KnowBe4 learning platform, providing accessible training on topics including cyber security, modern slavery, and anti-corruption.

*Attracting, developing, and retaining talent continues to be critical as **evo** evolves. We are particularly proud of the loyalty and experience within our workforce. In 2025, we introduced a 'Wall of Fame' at our Normanton Head Office to recognise long-serving colleagues, including eight employees who have each dedicated more than 40 years of service to the business, representing a remarkable 320 years of collective knowledge and experience.*

Building on our ongoing benefits review, we introduced a new voluntary Dental Scheme and a Family Leave Care Box to better support employees and their families during important life moments.

We believe that every colleague should have a voice. The launch of our Employee Satisfaction Survey at the end of the year marked an important step in strengthening engagement, and we look forward to using the feedback to shape our priorities and actions for 2026.

*As People Director, I am proud of the foundations we have laid during this pivotal year. With initiatives such as our enhanced pension contributions, and a review of our car allowance scheme planned for 2026, we remain focused on creating an environment where our people can develop, succeed and help drive **evo**'s future growth.*



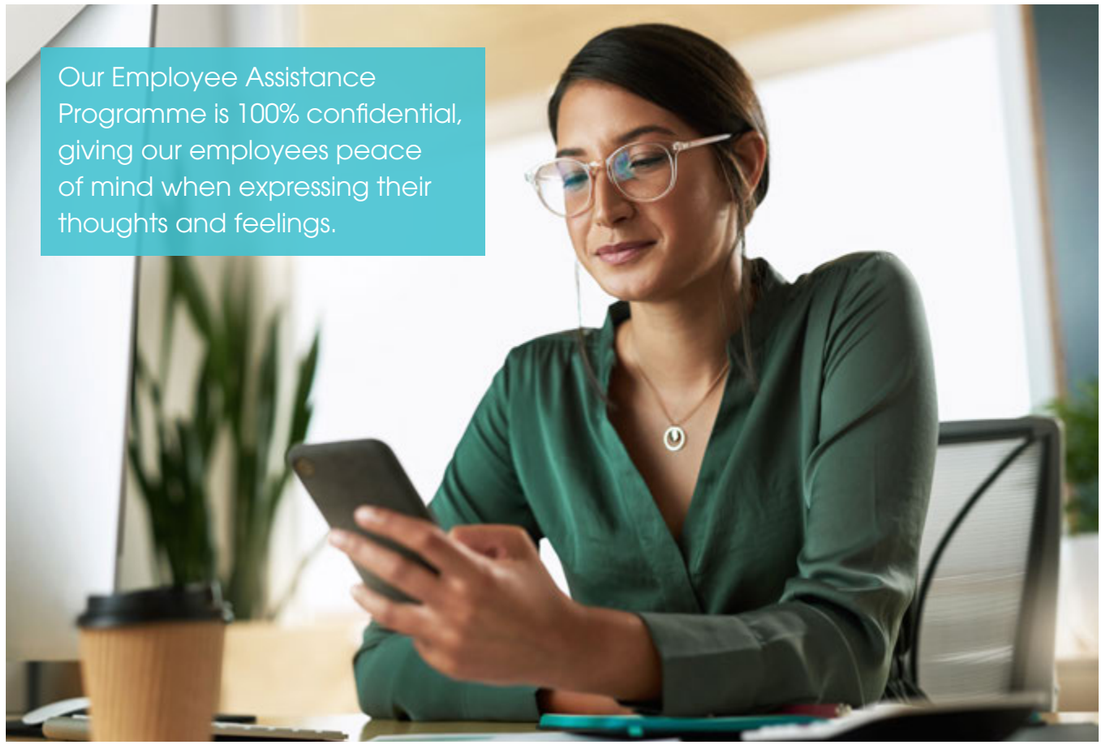
Employee Benefits

1 In 4 people will experience a mental health problem of some kind each year in England, according to mental health charity Mind. evo recognises this and are keen to ensure that our employees have the relevant support readily available to them.

Our Employee Assistance Programme, TELUS Health, is a fantastic resource for employees and their family members who may be suffering with poor mental health.

Benefits include:

- Access to a Mental Health Toolkit including articles, podcasts, wellbeing tips and support guides on understanding mental health challenges.
- 24/7 telephone hotline (open to family members)
- Face to face counselling
- Legal advice
- Option to invite up to 5 family members



> *Being a manager is so much more than managing a workload, it is about leading, supporting and mentoring your team, both within and outside of work. Knowing that I can offer my team the TELUS service, helps me as a manager as it ensures that I am directing my team to an expert in this field that will be able to offer the specialist guidance that stretches further than the support I can offer.*
>
> **Louis Dobson, evo** Group Stock Manager

Employee Benefits



Remuneration
Our ambition is to pay 100% of our employees the Real Living Wage (above legal minimum) on an ongoing basis and we are committed to reviewing 100% of employee salaries annually against Real Living Wage rates*. We are bound by law to pay national minimum wage to employees under 21 and the National Living wage for employees 21 and over.



Company Sick Pay
Once an employee successfully completes their probationary period, the company offers full pay during periods of illness for a duration that increases with length of service.



Contributory Pension
The company standard pension is 3% employer (increasing to 4% in 2026), and 5% employee contribution with the opportunity to increase contributions and to opt into a salary sacrifice scheme.



Pension Financial Advisor
Professional financial advice on pension planning, helping make informed decisions about your retirement savings.



Annual Leave
An enhanced annual leave package for all employees, over the statutory minimum entitlement. A discretionary scheme the company runs that increases employees holiday entitlement as their length of service increases. An opportunity to purchase up to 5 additional days annual leave at the beginning of the holiday year (subject to local agreements).



Flexible Working Policy
We understand the importance of work-life balance for our employees and that circumstances can change, requiring a change in working pattern. As such, **evo** offers a flexible working policy.



Employee Assistance Programme
Through our EAP TELUS Health, there is an offering of confidential support services, a 24/7 telephone hotline, counselling, debt specialists, legal advice and information, as well as a perks scheme including discounts, offers and cashback.

*Increases to salaries remain dependent on business performance and affordability at the time of review and unfortunately not all employees will receive Real Living Wage every year



Opt-in Medical Scheme
All employees have access to an opt-in Medical Scheme, Westfield Health, that offers health and wellness plans that cover a range of medical treatments and services.



Opt-In Dental Scheme
All employees have access to an opt-in Dental Care Scheme via Unum, with single, couples and family cover available.



Eyecare Cover
Employees are entitled to claim back up to £30 for an eye test, and up to £50 towards the cost of glasses (for VDU or driving use only).



Childcare vouchers
Pre-existing Computershare users can continue to utilise their childcare vouchers whilst employed at **evo**.



Ogilvie Car Lease Discounts
Through our offering with Ogilvie, employees have access to reduced rates on car leases, run via a salary sacrifice scheme.



Discounted Staff Purchases
Exclusive discounts on company products, available in person in the four Staff Shops, and online via the Staples Staff Shop.



Family Leave Care Box
New parents receive a monthly care package containing items such as nappies, chocolates and everyday essentials to support them in this new stage of life.



Charity Volunteering Days
The company offers one paid day off to volunteer for a charity of choice, and one paid day off to support the evo Foundation charity.



*"Working with diverse teams brings new perspectives every day and it was one of the reasons I wanted to return to evo after some time out of the industry. **It's empowering to see women in leadership roles** throughout the business, up to Board level."*

Laura Hodges
evo & Product Marketing Director

Diversity & Inclusion

Diversity and inclusion are critical for positive interpersonal culture and employee well-being, contributing to the organisation's success. At **evo**, we recognise and embrace diversity and inclusion at all levels of the organisation. We believe that a diverse and inclusive workplace fosters creativity, innovation, and productivity, leading to better decision-making and problem-solving.

30% of our employees are female and we are proud that 33% of our Senior Leadership roles are held by women.

evo Female Leadership on Trading Board



Ashley Burke
Sales Managing Director Ireland – Group Trading Board

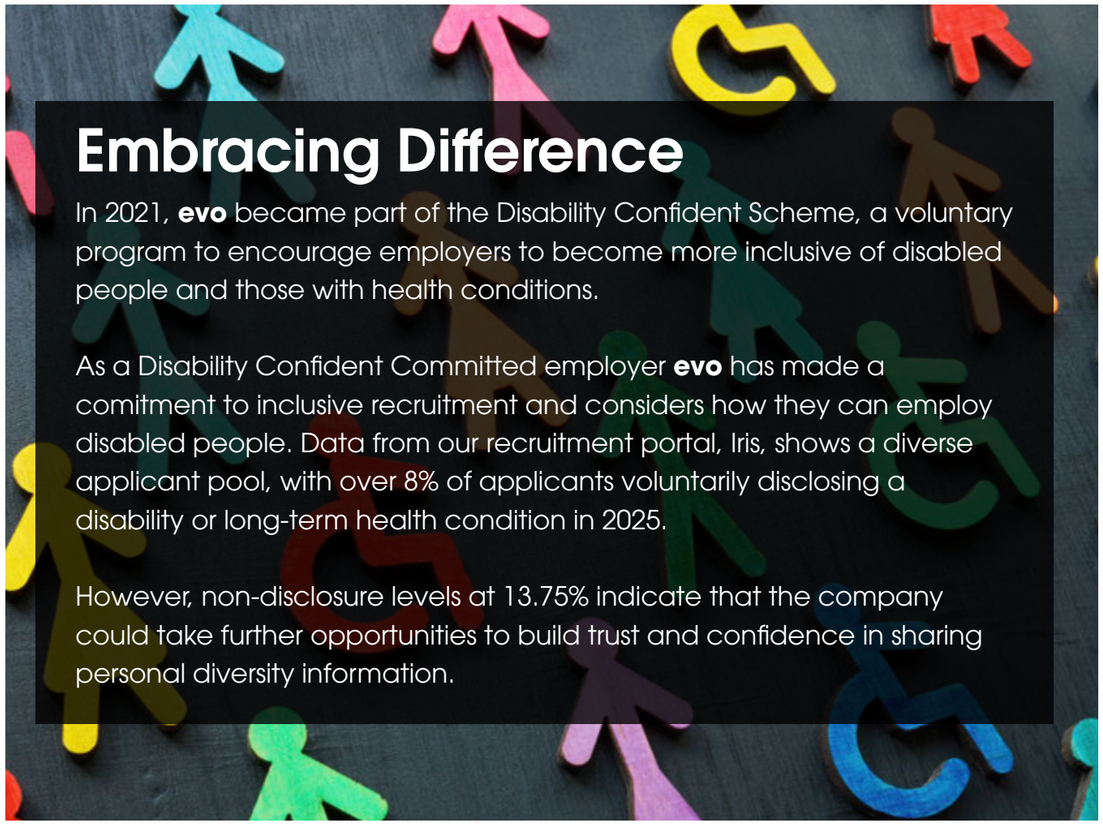


Leanne Gregg
Group People Director – Group Trading Board

*"At **evo**, we have zero tolerance towards any form of discrimination. Whether intentional or accidental, we ensure that all employees are treated with respect and dignity, regardless of their gender, race, religion, age, or sexual orientation. Our goal is to create a work environment that is safe, supportive, and inclusive for all employees."*

Millie Easton, Senior HR Partner

Gender Pay Gap
evo is committed to the principle of equal opportunities and equal treatment for all employees. In line with the Government's commitment to tackle gender inequality, we publish data showing the pay gap between our male and female employees across the businesses, where required.



Embracing Difference

In 2021, **evo** became part of the Disability Confident Scheme, a voluntary program to encourage employers to become more inclusive of disabled people and those with health conditions.

As a Disability Confident Committed employer **evo** has made a comitment to inclusive recruitment and considers how they can employ disabled people. Data from our recruitment portal, Iris, shows a diverse applicant pool, with over 8% of applicants voluntarily disclosing a disability or long-term health condition in 2025.

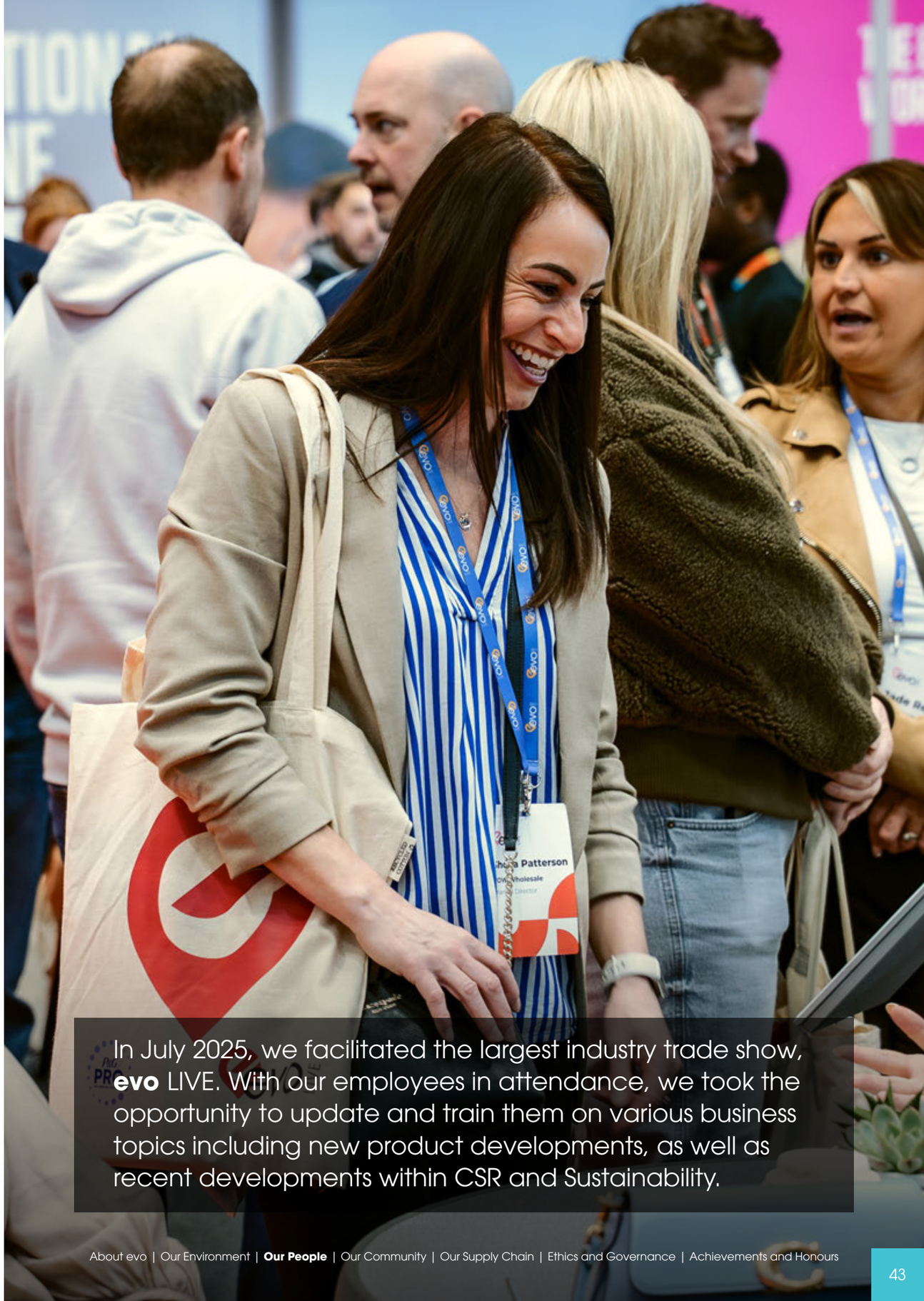
However, non-disclosure levels at 13.75% indicate that the company could take further opportunities to build trust and confidence in sharing personal diversity information.



Diversity Days

Each year we celebrate and promote a culture of inclusion and diversity through several successful companywide campaigns, including Mental Health Awareness week, Pride, International Women's Day and Black History Month.

We are committed towards improving our approach towards diversity and inclusion with Management Training courses to support business leaders to create the right culture.



In July 2025, we facilitated the largest industry trade show, **evo** LIVE. With our employees in attendance, we took the opportunity to update and train them on various business topics including new product developments, as well as recent developments within CSR and Sustainability.

Employee Development

At **evo**, we understand the importance of continuous learning and development for our employees to keep up with the industry's ever-changing landscape. Supporting this, in 2026 we will launch a refreshed Appraisal Programme, tied to new company values and competency framework.

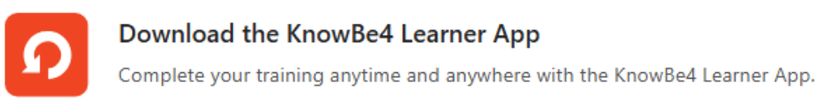
In Person Training

Our new Training and Development facility at NDC was put to good use across the year with Management Training sessions delivered by the People Team, upskilling our people managers in key policies and topics that impact workplace culture. Sessions covered:

- **Equality, Diversity and Inclusion**
- **Conflict Managment and Grievance**
- **Sickness Absence**
- **Anti Bullying & Harassment**
- **Conduct Management**
- **Flexible Working**
- **Performance Management**

Virtual Learning

Employees have access to the online training platform, KnowB4, as both a mobile app and web-based platform.



The rollout enables all employeesto access training, no matter whether their job is desk based, on the road or in operations - which is key to keeping everyone up to date on everything from cyber security to modern slavery. On-the-job training in operations is provided on site through trained specialists.

Skills and Practical Training

evo is committed to ensuring the safety of every person working in operations and distribution. Every year 100% of employees in Truline and our distribution centres receive some form of practical training suited to their role and environment.

Training covers a wide variety of topics, including first aid, food allergens, road traffic laws, spill kit use, noise pollution, pallet racking inspection and manual handling. There are also regular Tool Box Talks refreshing knowledge and keeping skills up to date.

In Truline, employees average 5.6 hours of training per employee with 3,592 hours undertaken in total in 2025.

Learn while you earn

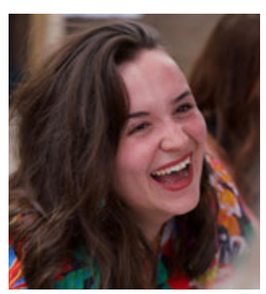
Having invested in apprenticeship opportunities for our employees, there are hundreds of different courses available at various levels, no matter what stage in their career. With over 20 live apprenticeships currently ongoing, we offer study time whilst at work, ensuring that our employees maintain the ideal work-life balance.

New Apprenticeships

Several new apprentices joined **evo**, working across the various functions including Georgia Clarke, People Advisor and Kyla Holden, Multichannel Marketing Apprentice. Both took up the opportunity to work in roles that develop skills in their chosen career, alongside their studies.



Georgia Clarke
People Practice, CIPD Level 4
HR Support Apprenticeship Level 3



Kyla Holden
Multi Channel Marketing, Level 4

"I am currently undertaking a Level 4 Marketing Executive Apprenticeship at Complete, which I started in September 2025. I wanted to gain deeper knowledge within the industry and hands-on experience in a corporate setting.

"This experience has helped me develop both professionally and creatively, while building a strong understanding of marketing within a fast-moving, multi-service business."
- Kyla Holden

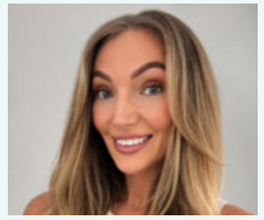
Seven employees completed their apprenticeships in 2025:



Toby Lumb
Ecommerce
Data Analyst, Level 4



Rebecca Brook
Inventory
Senior Leader, Level 7



Natalie Griffiths
HR
People Professional, Level 5

William Turner
Transport
Safety, Health & Environment Technician, Level 3

Aimee Jones
VOW Customer Experience
Customer Service, Level 2

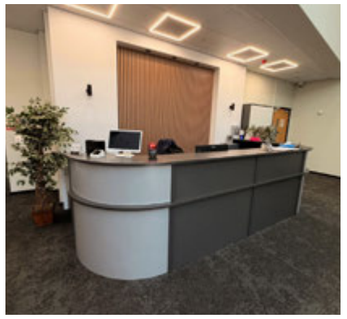
Rachel Leveday-Sims
HR
People Professional, Level 5

Danica Thomson-Smith
Payroll
Payroll Administrator Level 3

Enhancing Employee Workspaces

In 2024 **evo** began a programme of upgrading workspaces starting at NDC, including a Training and Development Hub, revamped offices and a shop. In 2025, work commenced on refurbishing and reopening the canteen, which offers a range of freshly made goods and created two new jobs. Later in the year, attention switched to ADC where work began on the reception and shop area. Work is planned to continue in 2026 on the Board Room and washrooms in the Distribution Centre.







In 2024, **evo** opened up four shops across major sites, including NDC, ADC, Bradford and Derby. The shops continue to offer many essential everyday goods at subsided prices to support staff with continued cost of living increases, saving employees up to £1,000 per year vs supermarket prices.

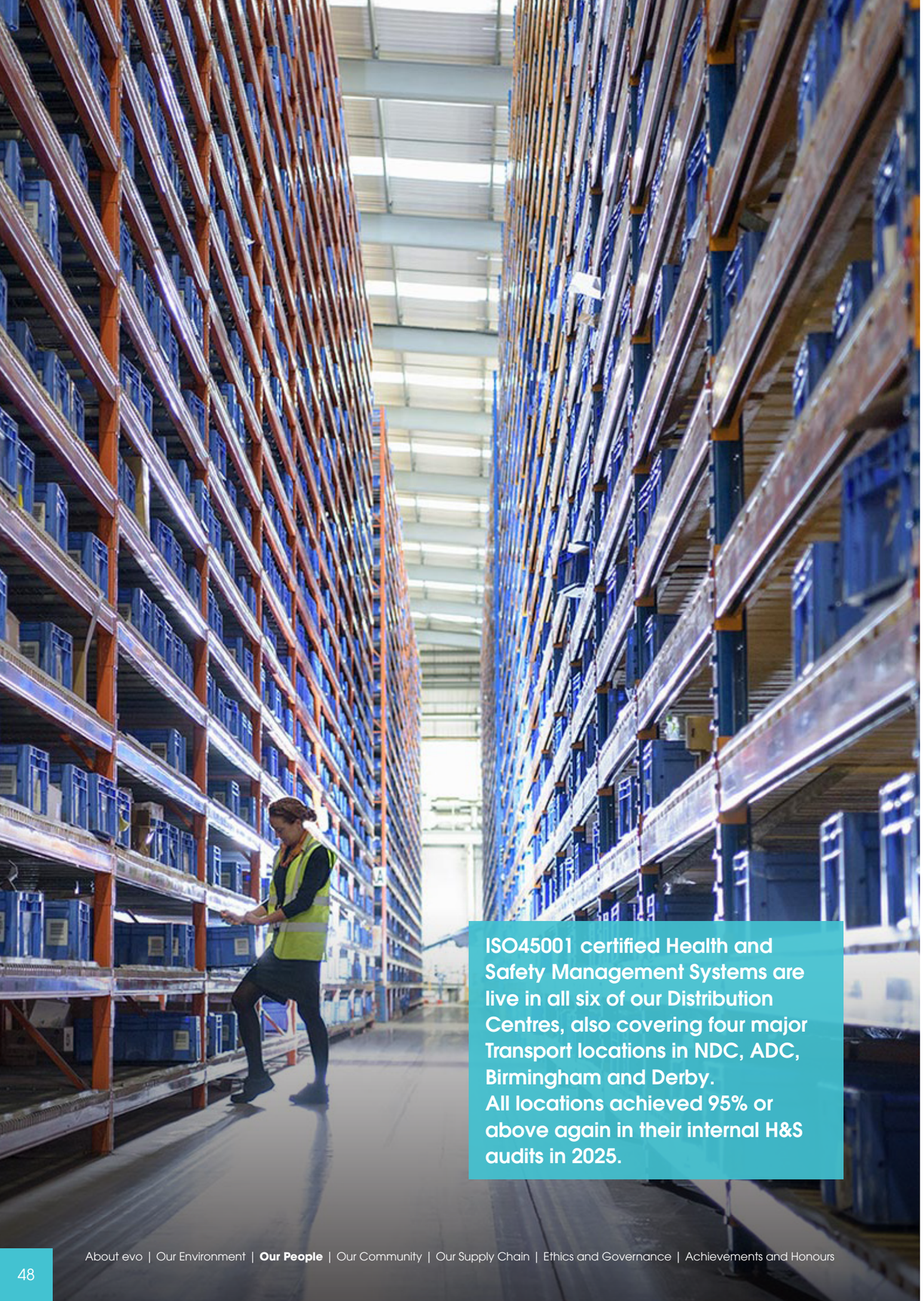
In 2025, staff shop at NDC was expanded, offering a wider range of goods for employees and visitors, whilst showcasing some of the vast range of products we offer.



NDC Boardroom
Having refurbished our boardroom and invested in the latest technology, we have created a professional meeting space that overall has cut costs and reduced carbon emissions by eliminating employees having to drive off-site for a room fit for purpose.



As a priority, we refurnished an unused area of the building and repurposed as a Training and Development Hub. Throughout 2025, our People team have a suite of training programmes to roll out with our employees and being able to undertake sessions within this inviting space, allows for further engagement and creativity. Furthermore, the space has been offered to local business for use, in return we kindly ask them to provide an optional donation to the evo Foundation.



ISO45001 certified Health and Safety Management Systems are live in all six of our Distribution Centres, also covering four major Transport locations in NDC, ADC, Birmingham and Derby.
All locations achieved 95% or above again in their internal H&S audits in 2025.

Health and Safety

The Health & Safety of our employees is priority. With just over 1,000 employees working in operational distribution centres and on the road delivering orders for Truline, we're conscious of the risks they face daily, which is why we take proactive measures to prevent workplace accidents and promote a culture of safety through extensive training and the support of H&S professionals.

Monthly Health & Safety Committee meetings are led by local management teams, supported by the Group QHSE Manager and a team of 5 QHSE trained specialists. Audits are carried out regularly by the team, across all operational sites including Truline hubs.

evo has invested in a full time QHSE team, with six individuals trained to National Examination Board level in Occupational Safety & Health (NEBOSH) with two having reached the challenging Diploma level:

Employee	Job Role
Stacey Bailey	Group QHSE Manager
Cheryl Upton	Group QHSE Advisor
Leanne Bennett	NDC QHSE Manager
Sabrina Ward	ADC QHSE Manager
Aaron Doyle	Truline QHSE Manager
Will Turner	Truline QHSE Advisor

evo has multiple QHSE representatives across the business providing valuable support in day-to-day QHSE activities and employee engagement.

147 First Aiders

168 Fire Wardens

9 Managers trained in Level 2, Institute of Occupational Safety and Health (IOSH)

77 Manual Handling Qualified Trainers

41 Mental Health First Aiders

97 trained in Spill Response

Compliance Corner, the QHSE newsletter is circulated quarterly by this team, to keep all employees up to speed on developments in Health Safety and Environment.



Aaron Doyle, Truline's Fleet QHSE Manager, delivered the first of four new defibrillators to our Truline sites, starting in Droylsden, followed by Swindon, Barking, and Basingstoke.

This investment reflects our ongoing commitment to creating a safe and supportive environment for everyone at Truline.

Our Community

At **evo**, we believe that businesses have an important role to play in strengthening the communities they serve. Through both evo Foundation and the activities delivered across our channels, we are committed to creating positive social impact, supporting local causes, and helping individuals and communities to thrive.

evo Foundation
Our charitable foundation provides a focused approach to delivering long-term social impact. Guided by a vision to create a society where everyone has access to quality education and the necessary resources to lead a life of opportunity, the foundation works to foster positive change through education support and poverty prevention initiatives. Through collaboration with our colleagues, customers, suppliers, and community partners, we are able to extend our reach and support programmes that help individuals overcome barriers and build brighter futures.

Community impact through our channels
Alongside the work of evo Foundation, our business channels play an active role in supporting the communities in which they operate. Colleagues are encouraged to participate in volunteering opportunities and community initiatives that reflect local needs and causes close to their hearts. From fundraising activities and donating stock, to volunteering and supporting local organisations, our teams are helping to make a positive difference, in ways they choose. These efforts not only benefit local communities but also strengthen colleague engagement and reinforce our commitment to being a responsible and community-focused business.



Volunteering and Donations



Uniform Donation to Leeds Baby Bank
Leanne Bennet, evo QHSE Manager, was delighted to hand over a donation of decorated uniforms for volunteers at Leeds Baby Bank. The Bank was set up to plug the gap in essential items offered by food banks for families with young children, such as; formula, baby food, nappies, soaps, sanitary products for mum and wipes. The logoed uniform donation from evo enables volunteers to raise awareness of Leeds Baby Bank and creates a sense of team cohesion.



Bridgnorth Food Bank Christmas Gift Wrap and food collection day
evo employee Julie Hadley volunteered at her local Food Bank in the run up to Christmas. Working alongside an army of regular volunteers, she helped to prepare fresh food donations on collection day and sort incoming storable stocks for the following weeks. The afternoon was spent gift-wrapping presents donated from across schools and organisations in the town, for children of needy families.



Rainbow Junktion Community Cafe and Food Bank, Leeds
Rosie Johnson, **evo** employee, volunteered at a local Community Cafe and Food Bank in Leeds. Rainbow Junktion aims to avoid food waste and support communities by intercepting food that would otherwise be thrown away by local organisations, and turn it into meals and food packages for those in need in the community. Rosie's day involved helping to prepare and cook meals, taking food orders, and organising stock be distributed.

£16,000 worth of product donated nationally
In 2025, stock donations valued at £16,000 were provided to support charities and community organisations across the UK, helping to deliver positive social impact for vulnerable groups. Donations included toys and classroom stationery for Paces in Sheffield, which supports children with cerebral palsy, household items for homeless charities in Leeds and Wakefield, and stationery for the evo People Team's Christmas shoebox appeal. Additional support was provided to schools, churches and community groups, including creative learning materials for schools in the local area and assistance for children attending holiday clubs. The largest contribution supported special educational needs schools in Northern Ireland, helping to fund specialist resources for neuro-inclusive units and children with autism. Through these donations, surplus stock was redirected to organisations making a meaningful difference in communities nationwide, extending the lifespan of products while supporting people most in need.

As part of our commitment to social value, we offer all employees the opportunity to take two paid days off each year to participate in community service activities with one day dedicated to evo Foundation. This initiative enables employees to choose how they wish to contribute both to charitable causes close to their hearts and to the work of evo Foundation.

ABOUT evo FOUNDATION

evo Foundation was founded in 2023, with the aim of furthering education and tackling poverty. We know those are some big challenges to solve.

That's why evo Foundation is committed to developing a sustainable framework to support people in our local communities, and the wider business supplies industry, through small donations and strategic partnerships.



Fundraising Totals

Since the Foundation was established in 2023, we have raised over **£170k** to support our mission to support our local communities



How our supporters

directly impact lives in local communities

Since 2023, we have donated over £91,000 to both individuals and charity organisations.

Not only do we provide direct financial support to individuals, we partner with some incredible charities and grassroots organisations, offering vital services including **food parcels, vouchers,** and **guidance on house and legal support.**

£91K
DONATED SINCE 2023

84

84 Individual education grants awarded to students

Direct financial awards to support individuals in crisis

5

5 Foodbanks supported across UK & ROI

Partnership with Normanton Uniform Exchange, which supports hundreds of families each month by providing access to free second-hand school uniforms in the heart of the community.

Partnership with Alice Charity, an organisation that delivers early intervention support to families who are struggling, helping to prevent issues from escalating and providing timely, practical assistance.

Partnership with The Gateway Community Centre, who are focused on poverty prevention and education, offering vital services including food parcels, vouchers, and guidance on housing and legal support.

Sponsors of BOSS Federation's Leaders of the Future Program, encouraging young professionals to strive.

Who we support

How we support our communities



TARGETED SUPPORT

Our direct grant programme allows individuals to apply for monetary support at any time. These one-off payments of up to £1,000 are designed to alleviate a short-term need, helping people to get back on their feet after bereavement, illness, or other significant life events.



EDUCATION GRANTS

First launched in 2024, our annual education grant programme has awarded nearly £20,000 worth of small grants to young people entering post-16 education. Whether it's transport costs, purchasing a laptop for university, or support with living costs in the first few challenging months away from home, we firmly believe that financial barriers shouldn't hold anyone back from pursuing their education.



PARTNERING FOR SUCCESS

Alongside our donations to individuals, we also regularly partner with other non-profit grassroots organisations who are better placed than we are to support the individual needs of our community.
Visit www.evofoundation.org.uk/who-we-support to find out more about our partner organisations.

Our
Community Partners

Alongside our donations to individuals, we also regularly partner with other non-profit grassroots organisations who are better placed than we are to support the individual needs of our community.

These partnerships allow us to tap in to existing networks and get support to the people who really need it, while supporting vital community infrastructure.



Community **Partners**
Normanton





Hundreds of local families are benefiting from support provided by evo Foundation through its partnership with two vital community initiatives in Normanton: The Well Project and the Normanton School Uniform Exchange.

evo Foundation has made regular donations to the Normanton Food Bank, operated by The Well Project, and has also provided funding to the Normanton School Uniform Exchange to help families manage the rising cost of living.

Based at Haw Hill Park in Normanton, The Well Project is a community-centred charity providing a wide range of services and activities for residents of all ages.

Supported by around 50 volunteers, The Well Project offers much more than emergency food provision. The charity provides financial guidance, support for people experiencing isolation, access to essential wellbeing products, and youth services.

Alongside its support for The Well Project, evo Foundation has also donated £1,200 to the Normanton School Uniform Exchange, a volunteer-led initiative providing free, high-quality school uniforms to local families.

The service helps reduce financial pressure on households while also preventing reusable clothing from being sent to landfill.

The environmental impact has been significant, with more than two tonnes of textile waste diverted from landfill while helping families save an estimated £200 or more on school clothing costs.

Community **Partners**
Bradford





Through our partnership with The Gateway Centre in Ravenscliffe, Bradford, evo Foundation is supporting a community hub that provides practical, educational and wellbeing support to local people of all ages.

The Gateway Centre, operated by Ravenscliffe Community Association, helps individuals and families navigate a range of challenges, from financial hardship and social isolation to barriers to education and employment. Its programme includes family and children's activities, homework and GCSE support, SEND services, financial and benefits advice, employment guidance, wellbeing initiatives and social groups for older residents.

By providing a welcoming space where people can access advice, develop skills, build relationships and find practical support, The Gateway Centre is helping to strengthen the resilience and wellbeing of the local community.

The partnership reflects evo Foundation's commitment to supporting organisations that are rooted in their communities and tackling the underlying causes of poverty, while creating opportunities for individuals and families to thrive.





Community **Partners**
Sheffield



Strong Minds Together is one of the newest community organisations to receive support from the evo Foundation, with a £500 donation helping them continue their work with local children and young people.

Originally launched seven years ago as a men's support group, Strong Minds Together expanded its work two years later to launch a youth club, creating a safe, welcoming and inclusive space for children and young people in the local community.

Today, the youth club supports more than 50 children every week, providing a completely free service where young people can meet, socialise, have fun and access positive opportunities and support.

The team at Strong Minds Together said:

"We are extremely grateful for this generous £500 donation. This support will make a real difference to our youth club, helping us to continue providing a free community service for local children and young people. Every donation helps us to keep our doors open and ensure that our youth club remains accessible to everyone."

Community **Partners**
Ireland



The evo Foundation has donated €2,000 to LauraLynn, Ireland's Children's Hospice, following a successful fundraising initiative organised by VOW Ireland.

The donation forms part of the €10,000 raised during the evo Foundation's first fundraising event in Ireland, a GAA Blitz held in April 2024. The Foundation has pledged that all funds raised through its Irish activities will be invested back into charities and community organisations across Ireland.

The event's success has enabled evo Foundation to support LauraLynn, a charity that provides specialist palliative and supportive care services for children with life-limiting conditions and their families throughout Ireland.

Since opening in 2011, LauraLynn has supported more than 680 children and their families, providing a range of vital services including nursing care, symptom management, therapeutic support, short-break stays, end-of-life care, bereavement support, and practical and emotional assistance for parents, siblings and wider family members.

Community **Partners**
Halifax

The evo Foundation has awarded a £500 grant to The Old Library in Skircoat Green, Halifax, helping the volunteer-run charity purchase new books for local residents and strengthen its role as a vital community space.

For generations, The Old Library has been at the heart of the local community, providing a welcoming place where people of all ages can read, learn, meet others and spend time together. Open to everyone and free to use, the library offers far more than books, serving as a hub for connection, conversation and inclusion.

As the library approaches its centenary in 2026, the funding from **evo** Foundation will enable the charity to expand its collection and provide even more opportunities for people across Halifax to enjoy the benefits of reading.

The support comes at a time when community spaces are increasingly important. The Old Library remains one of the few places in the area where anyone can walk in, sit down and feel welcome, without any expectation to spend money.

Helen Verity, Trustee of The Old Library, said:

"We are a small library with a huge heart. Every single person who walks through our doors matters to us, and this extraordinarily generous grant from the evo Foundation means we can put exciting new books into the hands of our readers, young and old. We cannot thank them enough."





Fundraising

Our donations and grants are 100% generated via volunteer fundraising activities.

We're proud of what we have achieved so far, and this wouldn't have been possible without incredible fundraisers. Whether they're facing their fears, challenging their limits or simply having some fun, every donation goes towards supporting our local communities.



Q1 2025

£4.5k

VOW Whiteout Activities

As part of VOW's annual Whiteout trip, additional fundraising activities raised over £4.5k for evo Foundation



£5k+

Complete Q1 Activities

Thanks to some brave souls over at Complete for taking part in a charity skydive and other activities in Q1



Q2 2025

£18k+

VOW Wholesale Summits Ben Nevis
Led by Adrian Butler and Martin Weedall, an intrepid group of senior leaders at VOW Wholesale scaled the mighty Ben Nevis in June, raising over £18k for evo Foundation. They were faced with perilous conditions at the summit, with snow, rain and temperatures of -9°C, yet they still managed to make it up and down in 6 hours and 42 minutes!

£1,200

VOW CX Team Power Through 10km Per Day in May
Whether by bike, foot, or paw-power, our VOW CX team covered 10km each and every day in May – even when they were on their holidays! They raised over £1,200.

€7,500

VOW Ireland Triumphed in the GAA Blitz
Back by popular demand, The GAA Blitz, raised an outstanding €7.5k in April as VOW stepped onto the pitch once again in support of evo Foundation.

£3,000

Premvan Had Fun in the Sun in June
A day of community, fun, and, fundraising – bringing in over £3k. Delicious food and drinks, live music, and plenty to keep the kids entertained, including bouncy castles, face painting and more!

£2,300

Complete Tackle Mam Tor Hike
Complete's Print Team and Midlands Sales Team hiked the stunning Mam Tor and Great Ridge in the Peak District in May, raising over £2,300

Q3 2025

£3,100

Premvan Challenges
In September, intrepid teams from Premvan took on the Yorkshire three peaks, a 500 mile team distance challenge and an epic 15 mile walk from Bingley to Leeds. Together, the Admin Angels, Prem Claimers and Peak-y Blinders braved typical Yorkshire weather challenges to raise over £3k for evo Foundation.



£2,600+

evo IT Wipeout Raised
The **evo** IT Team took on the enormous floating obstacle course at Sheffield Cable Waterski and Aqua Park to raise money for evo Foundation! Six brave souls slid, splashed, and plunged their way through icy waters, high climbs, and slippery obstacles – with some even conquering their fears along the way.



Q4 2025

£10k

Banner Hunted 2025

14 teams took part in the 2025 Banner Hunted Challenge, covering over 250 miles between them! Their mission was to find and decipher clues along a set route, whilst avoiding being caught by the 'hunters'.



£2,600+

42 Stadiums in 24 Hours. Challenge Completed!

Gordon Profit and Mark Sives completed their 42 in 24 Challenge in an astonishing 23 hours and 12 minutes in December.

From a 4:45am start to the very final stadium stop, the pair covered countless miles across Scotland, all in support of two brilliant causes: B Heard Charity and evo Foundation.

Across the two intense days on the road, Gordon and Mark pushed through early starts, long drives and minimal rest, documenting their journey along the way and sharing updates that kept supporters cheering them on at every stage.

GET *INVOLVED*

We're always looking for more volunteers to fundraise for the Foundation. Whether you're thinking about walking up a mountain, jumping out of a plane, or baking up a storm, we'd love to hear from you.

Visit ***evofoundation.org.uk/fundraising-guide*** to download your Fundraising Guide.

MAKE A DONATION

Scan the QR Code or visit justgiving.com/evo-foundation to make a donation.

CONTACT US

evofoundation.org.uk

contact@evofoundation.org.uk

Our Supply Chain

At **evo**, we connect suppliers with customers through our buying, distribution, marketing and sales platforms. From sourcing and storing products to fulfilment and delivery, we are committed to providing efficient, reliable and sustainable solutions.

Our supply chain spans hundreds of suppliers, from global brands and distributors to own-label manufacturers, sourcing products from around the world. As a significant contributor to our economic, social and environmental impacts, it remains central to our sustainability strategy.

As we continue to expand our product range and strengthen our e-Trading and multichannel capabilities, we remain focused on responsible sourcing, robust due diligence and maintaining high ethical standards across our supply chain.

Today, we offer more than 30,000 products sourced from suppliers across the globe. We continually review and refine our range to deliver the quality, value, compliance and sustainability our customers expect.

Our products are processed, consolidated and distributed through an advanced multi-site logistics network, serving more than 24,000 customers. Given the scale and complexity of our supply chain, we recognise the opportunity and responsibility to drive positive social and environmental outcomes.

We are committed to operating a responsible, accessible and trusted partner network, delivering simplicity, speed, efficiency and flexibility while conducting business safely, legally and ethically.



Our Supply Chain in Numbers



50+ Members of our Product Management team

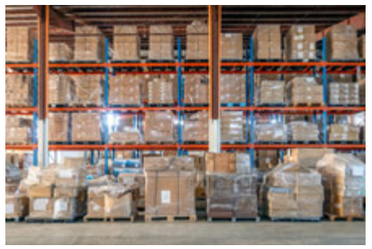


550 Brand Suppliers



220 Own Label Manufacturers

12 Own Label Brands



30,000 Stocked Products



14 Main Product Categories

6,000+ Sustainable Choice products in Master Range



Channel and category specific catalogues produced

5 Routes to Market



24,000 Customers

John White
Buying Director



"Our approach to Buying is based on having meaningful targets and reporting, delivered through a highly capable, skilled and knowledgeable team. Working in partnership with the right suppliers is key to ensuring we manage social and environmental risks in the Supply Chain, as legislative, economic and political landscapes change continuously, along with customer requirements.

Having joined evo in late 2025, my focus for 2026 will be:

Suppliers: Working in partnership with our suppliers driving joint solutions to common challenges and opportunities, ensuring alignment on the right range (branded and own label) to drive future growth and meet customer needs. We will also partner with suppliers to drive innovation, everyday low cost efficiencies, labour, human rights and product compliance aspects of supply chain risk management.

Buyers: Enhancing our procurement capability in Own Label and Emerging Markets through the recruitment of specialist Sourcing Managers and a new Senior Compliance Manager role. Training for the whole team on social, environmental and compliance aspects of Buying and Procurement ensuring we have an upskilled team so we are the best in the industry.

Sales: Working closely with Channel Managing Directors to optimise product ranges that meet evolving customer needs and drive satisfaction. By connecting suppliers and sales teams, we will increase awareness of new products, emerging trends, market opportunities and legislative changes, while strengthening product expertise with a particular focus on sustainability. This will be delivered through targeted supplier-led training sessions and channel webinars, creating greater value and opportunities for both customers and suppliers.

Product: Ensuring product ranges are innovative and fit for purpose with a full review and classification of 'good, better, best and sustainable' in every category. This enables us to support customers to meet their procurement needs by expanding the range of sustainable choice products and introducing People Positive products.

Carbon Reduction: Working with Inventory to reduce carbon emissions and optimise road miles through our flexible logistics network.

Procurement is at the heart of what we do at **evo**. It carries the greatest environmental and social risk footprint within the business and therefore affords the Product Management Team a great opportunity to deliver sustainable change. I very much look forward to all we can achieve together as a business and supplier partner in 2026."

Our Commitment to Responsible and Sustainable Procurement

To ensure our spending is responsible and sustainable, evo is committed to:

1. Transitioning our approach in line with the principles set out in ISO 202400 Sustainable Procurement Standard. This standard was created to add social value and adopt best procurement practice, taking account of:

Human Rights	Labour Practices	Environment	Consumer Interest	Fair Operating Practice	Legal & Regulatory Obligations

Alongside price, quality, reliability and value for money.

2. Alignment to **evo**'s sustainability goals including Net Zero by 2045 and themes/targets outlined in the Supply Chain pillar of the 'Evolution' Corporate Social Responsibility Strategy, Carbon Reduction Plan and Greenhouse Gas Report.

3. Expanding product selection on criteria that demonstrates improved performance in any of the following areas:

   a) use of recycled materials or sustainably managed raw material

   b) efficient/improved manufacture process (certified)

   c) design for easy end of life recycling and circular economy

   d) lower energy consumption in use of the product (where applicable)

   e) reduced/replaced single use plastic product and packaging

   f) manufacture within the UK

   g) embodied carbon emissions per product or certified carbon neutral

   h) ethical and labour rights improvements (certified)

4. Acting as an advocate for Responsible Consumption, promoting an increasing range of sustainable goods and services to customers, enabling them to reduce the negative environmental impacts of purchasing.

5. Assigning responsibility for the Responsible Purchasing Policy and the associated governance to named responsible individual(s) and provide the Trading Board with an overview of progress.

6. Allocating time and resource to training those responsible for procurement to ensure effective implementation of the Policy and supporting governance with particular emphasis on encouraging continuous improvement.

7. Measuring and monitoring the application of the Policy and processes through regular supplier assessment, supply chain mapping, risk assessment and reporting of key performance indicators.

8. Working with our suppliers when human rights or environmental risks or issues are identified and taking preventive and remedial actions.

9. Reserving the right to conduct audits and assessments of environmental, social and ethical processes of our key suppliers utilising **evo** or external resources as appropriate.

10. Reviewing and where necessary revising our policy, governance and processes on an annual basis to ensure they remain fit for purpose.

Together with our suppliers and customers, we are building a more sustainable future.

Our Purpose in Action

Through responsible procurement, strong partnerships and continuous improvement, we create value for our business, our customers, our communities and our planet.

Investing in our future responsibly

evo spends approximately £350 million annually on the procurement of goods and services for resale and for internal use. Our opportunity is to make that spend as sustainable and responsible as possible.

Our alignment

Net Zero by 2045

Supply Chain pillar of the 'Evolution' CSR Strategy

Carbon Reduction Plan

Greenhouse Gas Report

Due Diligence

The 50+ strong **evo** Product Management Team works centrally, sourcing and managing product for the master range, available for sale across all **evo** businesses, whilst other product is sourced specific to a channel. The team combine hundreds of years of experience in negotiation, category management, product management, tendering, product marketing and sourcing. Supported by governance and due diligence mechanisms, their knowledge of suppliers and territories will be further strengthened in 2026 through the newly appointed Compliance Manager.

Sourcing and Onboarding
In 2025, 10,179 new products were added to the Master Range, excluding customer and channel specific items. All products are subject to the same onboarding requirements, covering operational needs, legal compliance, country of origin, environmental performance and value for money.

During the year, 119 suppliers completed our onboarding process. Suppliers are required to provide legal and compliance information, sign our Supplier Code of Conduct, disclose relevant Modern Slavery Act requirements and statements, provide relevant ISO certifications, including ISO 14001 and ISO 45001, and confirm participation in Sedex or other labour and human rights disclosure platforms. We also capture supplier characteristics, including SME status.

All newly onboarded suppliers and products are reviewed and approved through a fortnightly governance process overseen by the Buying Director.

Terms and Conditions of Purchase
All suppliers must comply with our Terms and Conditions of Purchase, which include environmental, ethical and social responsibility requirements. These are publicly available on our company websites.

Supply Chain Mapping and Risk Assessment
Supply chain mapping provides oversight of supplier locations, sourcing regions, product volumes and sales value, helping assess supply chain resilience and potential risks.

In 2024, we enhanced this process by incorporating Modern Slavery Risk and Corruption Perceptions Index data to support risk evaluation and mitigation activities.

In 2026, we will strengthen deforestation risk assessment through the implementation of Osapiens' EUDR module, improving due diligence and traceability for products within the seven EUDR-regulated commodity categories.

Supplier Audits and Capacity Building
Own label manufacturers in risk countries are required to provide copies of their Labour & Human Rights audits regularly. All corrective action plans are logged and reviewed by our overseas agent.

"On occasion, when sourcing new products via new suppliers, we uncover things that raise risks which cannot be mitigated, so we stop and begin again. Combining experience and due diligence are key to reducing risks of all kinds in the Supply Chain, especially with Own Label range development'. **Stuart Bleese, evo Group Product Management Director.**

Our priorities for 2026 include:
- Implementing the Osapiens EUDR module.
- Enhancing supplier due diligence and risk assessment.
- Increasing supply chain transparency beyond Tier 1 suppliers where possible.
- Expanding supplier performance monitoring and improvement programmes.
- Strengthening supplier engagement and capacity-building initiatives.
- Reviewing onboarding requirements to align with emerging legislation and best practice.



Supplier Sustainability Assessment

In 2025, the **evo** Supplier Sustainability Questionnaire was sent to our Top 100 Suppliers and received 60 responses, accounting for 65% of our spend. Our aim is to gauge compliance, innovation and approach to sustainability across the supply base.

In 2026, the questionnaire will become mandatory for all suppliers with Terms.

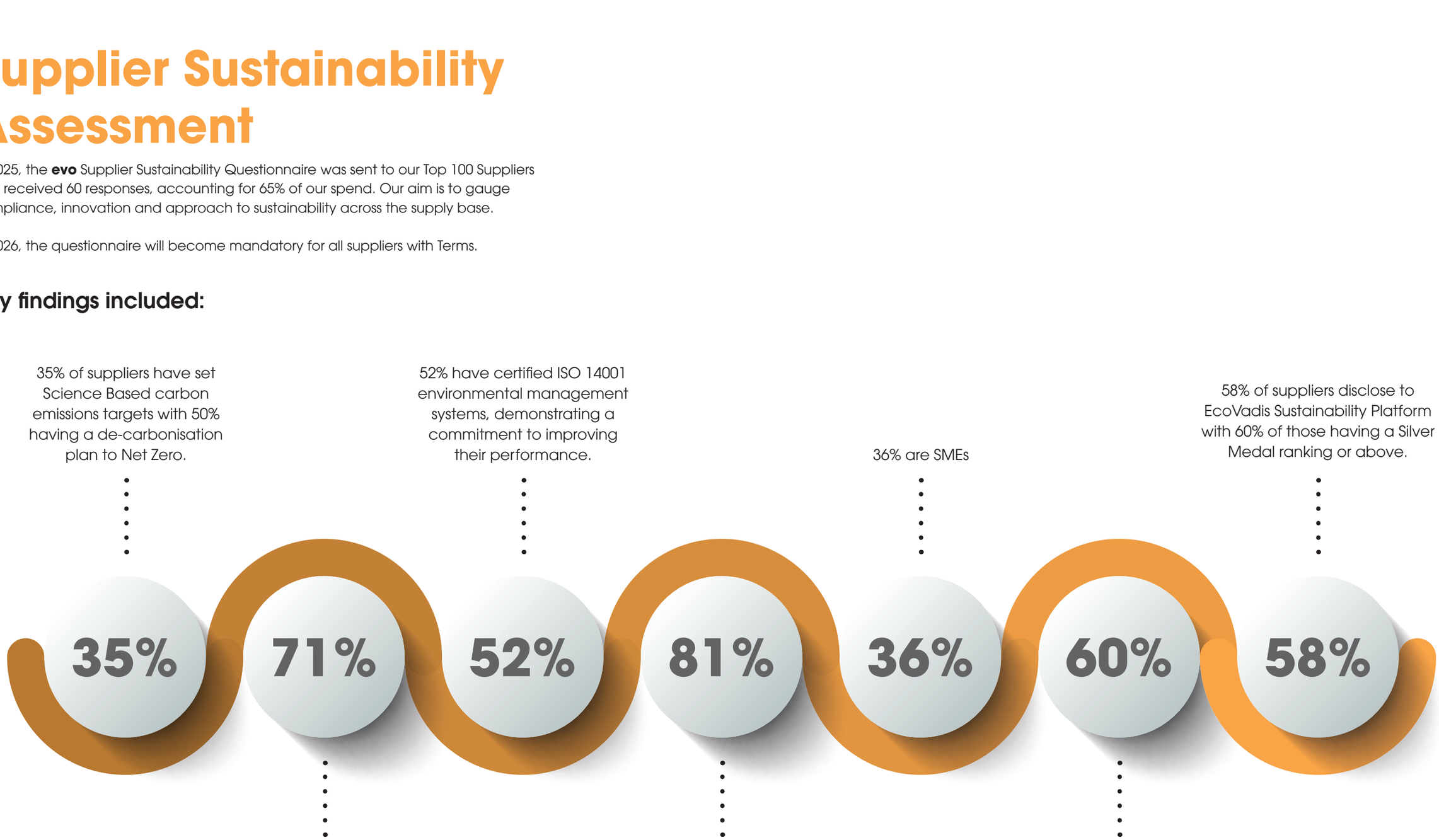
Key findings included:

35% of suppliers have set Science Based carbon emissions targets with 50% having a de-carbonisation plan to Net Zero.

52% have certified ISO 14001 environmental management systems, demonstrating a commitment to improving their performance.

36% are SMEs

58% of suppliers disclose to EcoVadis Sustainability Platform with 60% of those having a Silver Medal ranking or above.



71% have a Diversity and Inclusion policy that is being integrated into their business with a further 23% considering.

81% of Suppliers pay Living Wage to their employees

60% consider themselves relevant organisations under the UK Modern Slavery Act and have MS Statements. 5% came across problems in their last MS assessment on which they were able to work with suppliers.

Sustainability at the Heart of Our Industry-Leading Exhibition

evo Live is a major event in the industry calendar, bringing together employees and customers from across the group and wider industry to meet with our top suppliers. Going from strength to strength, the event has recently relocated to Manchester Central, providing an invaluable opportunity to understand new and emerging products and network extensively.

The event features seminars and keynote speakers with topics covering career enhancing skills and life inspiration, such as:

- **Wellbeing**
- **Communications**
- **Psychology coach**
- **International keynote speaker**
- **Wavelength CSR**

Suppliers are encouraged to showcase sustainable product and packaging, ensuring not to bring along unnecessary plastic for samples at evo LIVE. As part of the suppliers' stands, **evo** encourages the display of EcoVadis ratings to demonstrate their commitment to sustainability and as a mark of the achievement.

Of 102 suppliers in 2026, 65 displayed their EcoVadis rating, with 7 at Platinum, 9 at Gold, 12 at Silver, 23 at Bronze and 14 Committed.







Sustainability is a key consideration for **evo** LIVE, with Manchester Central aligning with our event agenda. Hospitality during the event is locally staffed and food locally sourced with a range of dietary options. Waste is closely managed and the venue is located a short walk from train stations.

"Great show on such a large scale, all the suppliers I've spoken to are very happy with the event."

"Good supplier and customer networking. I thought it was a fantastic event, very professional and polished - well done all!"





Manchester Central Sustainability Strategy

- We will ensure sustainability is at the forefront of all business activities.
- We are committed to supporting and developing our neighboring communities, encouraging positive community relations and supporting local projects.
- To become an employer of local people from within the Greater Manchester region.
- We will maintain a robust waste management system – minimising our waste and diverting from landfill.
- Manchester Central is committed to carbon reduction across all areas of activity and will commit to eliminating and/or reducing emissions across all three scopes.

Spotlight on Key Suppliers

Fellowes

Embedding Sustainability Across Products, Packaging and Operations

Sustainability is increasingly embedded into the way Fellowes designs products, sources materials and manages its operations. Over the last three years, the company has demonstrated measurable progress, achieving an EcoVadis Silver rating in 2026 with 72 points, placing Fellowes among the top 15% of assessed companies, compared with a Bronze rating and 58 points in 2024.

A key focus has been reducing environmental impact through packaging innovation. Fellowes has transitioned major product ranges, including:

- Stapling, punching and laminating products, to 100% paper-based packaging.
- 90% of its ergonomic solutions are now supplied in fully recyclable, plastic-free packaging.
- Removing EPS foam from business machine packaging.
- Increasing the use of materials certified to a well known forestry standard across its product portfolio.

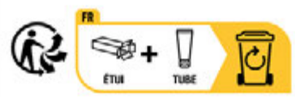
The organisation continues to support a circular economy approach by incorporating recycled content into products and packaging. Selected storage solutions now contain up to 95% post-consumer recycled plastic, while recycled content is being increased across laminating pouches and binding covers. Fellowes is also designing products for easier disassembly, repair and recycling, helping extend product life and reduce waste.

Alongside product improvements, Fellowes has taken action to reduce and offset its carbon footprint, including offsetting 100% of its European Scope 1 and Scope 2 emissions, equivalent to approximately 900 tonnes of CO_2e annually. These initiatives contribute not only to climate action but also support biodiversity and local communities. Through continued innovation, third-party certification and sustainable product development, Fellowes is demonstrating its commitment to creating lasting environmental and social value.



Post-Consumer Recycled Plastics

Using up to 95% post-consumer recycled plastic on storage solutions



Driving 360 circular economy – improving recycling rates

Meeting France, Italy and Spain recycling legislations on packaging to build consumer awareness and developing good behaviors



Plastic Free Packaging

100% paper-based packaging used on Stapling & Punching range and latest Saturn Laminators clearly showing direction of travel

Spotlight on Key Suppliers

NORTHWOOD

Driving Circular Economy Innovation and Carbon Reduction

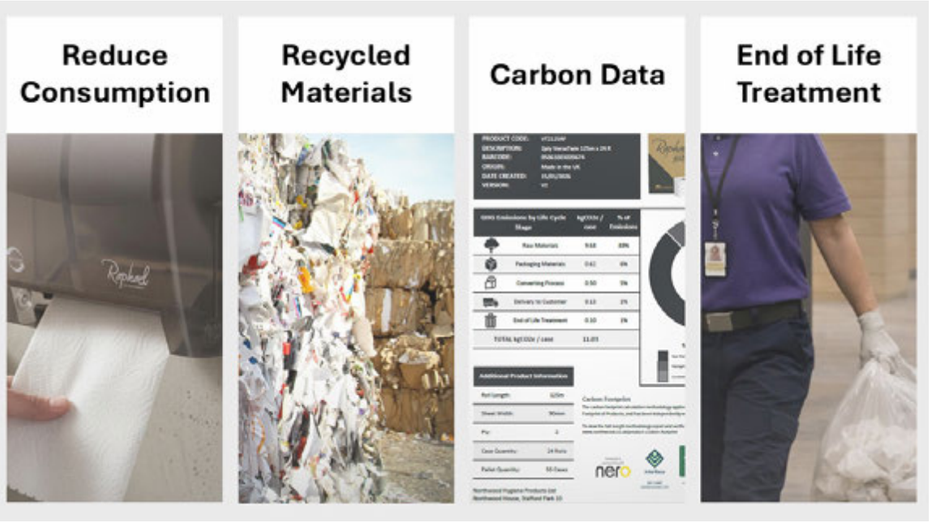
Embedding sustainability throughout its operations, products and supply chain through a combination of carbon reduction, resource efficiency and circular economy initiatives, UK Midlands based Northwood is continually improving. The company has invested significantly in measuring and reducing its environmental impact, supported by internationally recognised standards including ISO 14064 for organisational carbon foot-printing and ISO 14067 for product carbon footprint assessments.

This robust approach has enabled Northwood to achieve a 9% reduction in product carbon emissions compared with 2024, while providing customers with transparent, independently verified carbon data to support their own sustainability goals.

A key example of Northwood's sustainable innovation is the Raphael Dispensing System, which has been designed to reduce paper consumption, minimise waste and improve hygiene standards. By helping customers use only the paper required, the system supports both environmental and operational efficiencies. Similarly, the Portable Centrefeed Dispenser delivers consumption reductions and waste minimisation while offering a cost-effective hygiene solution for workplaces.

Northwood is also leading the way in circular economy solutions through its Green Loop hand towel recycling programme. The closed-loop recycling system collects used paper hand towels, recycles the fibre and reintroduces it into the manufacturing process. This approach can reduce greenhouse gas emissions by up to 38% compared with landfill and incineration disposal routes, while keeping valuable materials in circulation and reducing waste sent to disposal.

Underpinning these initiatives is Northwood's commitment to responsible sourcing, recycled materials and continuous improvement, supported by a range of recognised certifications including FSC, EcoVadis, ISO 14001, ISO 9001 and SMETA. Together, these actions demonstrate Northwood's commitment to providing sustainable solutions that deliver environmental benefits for both the business and its customers.



Member of the **evo** Product Management Team, along with Julie Hadley, **evo** CSR and Social Value Director, visited the Northwood production facility to learnabout their innovative approach to embedding sustainability in their manufacturing processes.

"The sustainability geek in me came away filled with enthusiasm about Northwood's amazing circularity story and their brilliant work on the product carbon footprints. Fantastic progress that supports customers to calculate part of their PG&S and Scope 3 carbon emissions."

Julie Hadley

Working with Customers

evo companies sell across the Business-to-Business, wholesale and contract space with expanding sales in the Business to Consumer market via e-Trading. Our customers vary from family resellers of products where we offer a warehouse and wheels service, to large public and private sector organisations.

Our aim is to support customers to meet their day-to-day business needs, offering consolidated deliveries and all the benefits that entails, from reducing processing cost to reducing packaging on parcels and numbers of vehicles delivering to sites.

Committed to supporting customers through:

Driving down low value orders

Consolidating deliveries

Driving down delivery miles

Provide financial method carbon emissions reporting

Introducing circular solution relationships

Offer 'sustainable alternatives' such as plastic free product or packaging

Deliver presentations and host webinars on sustainability based on customer need where we have experience

Reducing packaging

Offering progressive new product ranges



Supporting those customers in higher education to meet their goals of easing period poverty, we have worked extensively with customers, driving the expansion of our product range to include period products. Sustainability of period products, especially in Banner, has been a huge focus since 2024.

Conscious that the production, printing, packaging and transportation of our catalogue has an impact on the environment, we take the following steps to produce our catalogue:

- Select a UK printer, ensuring limited road miles and carbon footprint
- Use a highly responsible printer accredited to ISO9001 and ISO14001
- Reduce the size of our catalogue saving approximately 6 tonnes of paper (equivalent to over 3,700kg of CO_2 emissions)
- Use paper that is PEFC chain of custody certified

In addition, Banner's catalogue is packaged in recyclable cardboard boxes, avoiding any plastic wrap.

Progressive Product Range

evo offers over 30,000 product lines at any given time, including the Sustainable Choice range, which highlights products designed with sustainability in mind. Since 2024 the group has continued to diversify product ranges to meet workplace needs and continue to offer consolidation solutions.



Made from recycled PET, this den supports sustainability goals, while its sound-absorbing panels tame noise in busy learning and community spaces, creating calmer places to focus, play and thrive.

Furniture

Since 2024, **evo** has successfully and continuously expanded our furniture supplier base by more than 80 suppliers. Reducing road miles and carbon emissions is key to many of our customers, meaning those suppliers, such as Dams, Edit Office and Spaceright, that manufacture product in the UK are a highly sustainable choice.

This has allowed us to better serve our customers with not only their niche business requirements but further support their CSR and sustainability goals.

Catering to an array of verticals throughout the group, our new furniture offering allows **evo** to be the procurement partner of choice, when enhancing our customer's workspaces.

Our enhanced range of ergonomic and modular furniture can help promote user wellbeing, enabling employees to stay productive and engaged in work with accessible and flexible solutions.

Workwear

31% of respondents during a recent survey expressed that they have had to adjust their behaviour because of the PPE they use. Including, skipping break times to finish tasks quicker to reduce the time spent in ill-fitting PPE.

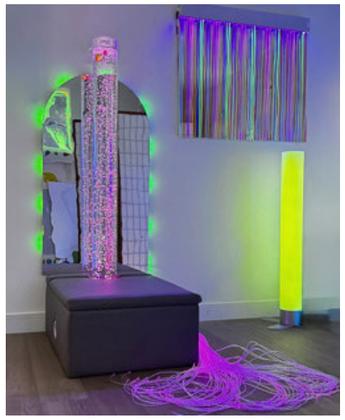


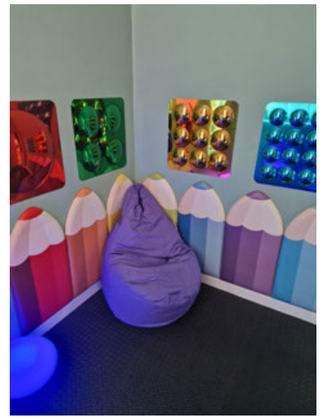
evo has continued to expand its workwear ranges, working with Arco, Beeswift and Portwest, to name a few. One key demographic we were keen to accommodate was women within various workplaces. According to the Office for National Statistics, 15% of people working in the Construction industry in 2026 are women, with workwear starting to reflect that need in designs to reflect body shape and size difference, maternity, menopause and religion.

Alongside the inclusivity angle on workwear, sustainability is also a key area. Many ranges of product are now designed for end of life, use recycled content and are working towards certification such as OEKO-TEX® standard 100 label, meaning every component is tested for harmful substances.

Special Educational Needs and Disability Products

In 2025 we tripled our range of SEND related products, to help buyers across all settings create inclusive environments. This expanded range supports individuals with Special Educational Needs and Disabilities (SEND), helping everyone within their environment to feel supported and thrive.















Period Products

Approximately 200,000 tonnes of waste in just one year is driven from single use Period Products.

evo listed Period Products into our range January 2023, with a keen emphasis being sustainable products. With most traditional Period Products being made from 90% plastic, our channels actively encourage their customers to select reusable Period Products, to not only mitigate use of plastic but also reduce raw material consumption, harmful chemicals, and reduced volumes of packaging. Our stainable products listed include:

- Organic Cotton Pads
- Reusable Pads
- Period Pants
- Menstrual Cups
- Organic Cotton Tampons

People Positive

In 2026, we're introducing People Positive, a new icon that will help colleagues and customers quickly identify products designed to support people with a wide range of physical, emotional and intellectual needs.

What is People Positive?

People Positive is a simple way of highlighting products that can help individuals with diverse needs, including those related to neurodiversity, mental health, sensory and cognitive requirements, and mobility or accessibility challenges.

Products carrying the icon may support areas such as:

- **Autism, ADHD, Dyslexia and other neurodiverse conditions**
- **Anxiety, depression and mental wellbeing**
- **Hearing loss, visual impairments and cognitive challenges**
- **Mobility impairments and accessibility needs**
- **Dementia and acquired brain injuries**
- **Sensory processing and concentration support**

We will make these products easier to identify through the use of the icon and help customers create more inclusive and supportive environments for their colleagues, visitors and communities.

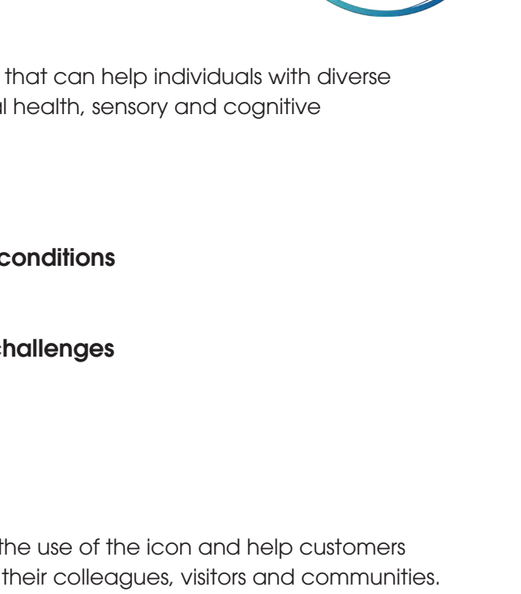
Why People Positive?

The name People Positive was chosen because it focuses on people first. It recognises that everyone has unique strengths, needs and experiences, while using positive and empowering language that avoids labelling or singling anyone out. It also reflects a growing demand for products that support inclusion, wellbeing and accessibility, helping customers make informed purchasing decisions with confidence.

The Story Behind the Dandelion

The icon features a dandelion, a symbol of resilience, hope, healing and perseverance. Dandelions thrive in all kinds of environments, often flourishing where other plants struggle. Their ability to adapt and grow in challenging conditions makes them a powerful symbol of overcoming adversity and achieving potential.

In some parts of the world, including Australia, the dandelion is also used as a symbol of ADHD, representing resilience, adaptability and the idea that what may be seen as different can also be a source of strength.



"People Positive is growing out of our learning on SEND products and work with suppliers who really understand the complexity and range of special and additional needs. The new icon reflects our commitment to creating more inclusive workplaces and making it easier for everyone to access products that can support them in their day-to-day lives."

Gilly Blackburn, Procurement Framework Director, evo Group

Sustainable Product Range

evo is committed to helping customers make more responsible procurement choices by increasing the range of sustainable products available to them. Our Sustainable Choice icons, unique to the **evo** customer base, make it easier to identify products that meet responsible procurement needs at a glance. Products carrying an icon are confirmed by suppliers to hold one of 27 recognised third-party sustainability certifications, providing customers with a clear and consistent basis for making more sustainable and ethical choices. Products that contain more than 50% recycled content and are readily recyclable at the end of their life can also qualify as a Sustainable Choice.

Data is at the heart of our Sustainable Choice range. By using independently recognised certifications and supplier-verified information, our approach is based on evidence rather than subjective assessment. This gives customers greater confidence in the sustainability credentials of the products they choose, while recognising the innovation and investment of our manufacturers and suppliers in developing products, materials and processes that deliver improved environmental and ethical outcomes.



"At this point we would like to thank our supplier community for their innovation and work to bring new sustainable solutions to market.

"Our Master Content and Sustainability Team have been working with them to review the data available and expand the range of attributes contributing to Sustainable Choice Range to ensure all parties benefit.

"We are particularly impressed by those who are also working on Product Carbon Footprints, as this supports Customer Scope 3 emissions reductions and we look forward to seeing this develop over the next five years."

Julie Hadley, evo CSR & Social Value Director

Our role goes beyond identifying more sustainable products; we want to support customers to turn better choices into measurable action.

Through Optimisa™, we can report on the proportion of customer purchases across the Sustainable Choice and standard product ranges, identifying opportunities to switch to more sustainable alternatives and make progress against their Responsible Procurement spend targets.

We continue to review the information collected from suppliers to ensure the data remains robust, relevant and aligned with evolving customer needs.

SUSTAINABLE CHOICE

To receive one of our in-house sustainable choice icons, unique to the evo customer base, products are confirmed by suppliers to hold one of 27 recognised third-party sustainability certifications, providing customers with a clear and consistent basis for making more sustainable and ethical choices. Products that contain more than 50% recycled content and are easily recyclable at the end of their life can also qualify as a Sustainable Choice.

Own Label Brands

Across our own label brands, we are evolving and strengthening our ranges to deliver the right product, at the right quality and the right cost. We are amalgamating, expanding and reviewing aspects of product development to ensure customers have a clear choice of good and better products, balancing performance, value for money and sustainability.

In 2026, we are introducing a dedicated Own Label Development Team, bringing specialist expertise to embed sustainability further into our product decisions. From product design, materials and packaging to sourcing, manufacturing locations and compliance, the team will identify opportunities to make more responsible choices. This includes increasing local sourcing, reducing road miles and reviewing packaging and manufacturing options, while maintaining the quality, availability and value our customers expect.

Through this approach, where the team identify sustainable product option gaps in branded ranges, they plug them with our own. This is building sustainability into the development of our own label brands, giving customers more informed product choices that meet their needs at the right price point, while creating opportunities to reduce environmental impact across the product lifecycle.

5 Star - Multi-category brand

5 Star is expanding beyond its core categories into premises, technology and furniture, significantly increasing customer choice and range depth. Alongside continued investment in trusted essentials, the brand is reviewing products, looking at packaging, value for money and sustainability, meeting the evolving needs of today's professional landscape.

MyCafé - Catering

MyCafé is expanding its sustainable product offering through a wider range of Rainforest Alliance Certified tea and coffee, alongside products made closer to home. From sparkling water bottles containing 30% recycled material to expanding UK-manufactured product ranges and biodegradable and compostable cups, we are increasing choice while supporting more sustainable solutions across our range.

In 2026, we will introduce a dedicated Own Label Development Team, bringing specialist expertise to embed sustainability further into our product decisions.



2Work - Cleaning & facilities

2Work continues to strengthen its sustainability credentials, with 55% of the range manufactured in the UK. New BioTech and Bamboo ranges offer additional sustainability credentials, while all 2Work jumbo and blue rolls are made in the UK from 100% recycled paper. Our first aid kits and refills have also been improved, with cases made from recycled materials and contents supplied in plastic-free packaging.

Q-Connect - Multi-category brand

evo Group is a joint shareholder of Interaction, the owner of Q-Connect, and the licensee for the UK and Ireland. Q-Connect has undergone a major change in approach that culminated in launching the Q-Conscious programme. The Q-Conscious programme focusses on 7 UN Sustainable Development Goals (4, 5, 8, 12-15). Interaction has backed up these commitments by joining Amfori to provide BSCI social audits, and provide factories with a BEPI environmental assessment tool that encourages factories to produce in a more environmentally friendly way.



More than
400 Q-Connect toners
have moved to plastic-free packaging since 2024

Circular Solutions for Customers

Implementing circular economy solutions is fundamental to building a more sustainable, resilient, and resource-efficient economy in the UK.

Through close collaboration with suppliers, **evo** can help customers transition from traditional linear consumption models to circular practices that prioritise reuse, refurbishment, recycling, and waste reduction. By working together to develop innovative products, take-back schemes, and end-of-life solutions, suppliers and **evo** can extend product lifecycles, reduce environmental impact, and maximise resource value.

This collaborative approach not only supports the UK's Net Zero and waste reduction ambitions but also strengthens supply chain resilience, drives innovation, and delivers lasting environmental and economic benefits for customers.

Current offerings include:

- **Batteries recycling**
- **Toner recycling service**
- **Upholstery service to recover chairs**
- **Furniture upcycling and recycling scheme**
- **Envirowear sustainable workwear**
- **Remanufactured toner range**
- **Workwear Recycling**

Each channel to market offers a simple and free toner cartridge recycling scheme to customers. Simple to administer, the schemes involve ordering a box and requesting collection when full. Both schemes aim to avoid waste to landfill by either reusing or recycling the products which are returned.

B-respectful toner cartridges

From 472 customer sites requesting a recycling box, 42,228 units were returned for recycling.

45% were recycled and 55% were reused.

Q-Connect ink and toner cartridges

From 255 customer sites with toner box collection points, 32,899 units were returned after use.

49% were recycled and 51% were reused.



Sustainable Solutions

Our sales people constantly work to solve customer problems with sustainable solutions. They provide holistic, end-to-end solutions, as well as arranging simple collections and recycling when providing new product.

Washbowl Recycling for Salisbury District Hospital in partnership with supplier, SYR.

Salisbury District Hospital worked with Banner to launch an amnesty on collecting old washbowls in order to issue new ones across the hospital estate. The amnesty supported implementation of an Infection Prevention Control project ensuring NHS England cleaning standards are met. Our supplier, SYR, who offer a large range of sustainable cleaning products, collected the old washbowls and recycled them in their factory.



Banner Furniture Recycling Scheme.

Banner worked with Coggin Sustainable Office Solutions in collaboration with Flexiform for National Oceanography.

On a mission to divert office furniture from landfill and repurpose it, this project delivered the following:

- **631 items of office furniture diverted from landfill**
- **76, 923 kg CO2e avoided through furniture reuse and material recycling**
- **13,019 kg of material separated and processed for recycling**

Materials were directed into appropriate waste streams including direct recycling, biomass fuel, and energy-from-waste, ensuring zero landfill disposal, proving that zero-landfill furniture clearance is achievable at scale.



Tree Planting with Complete.

Committed to supporting more sustainable ways of working alongside their customers, Complete are rewarding account growth while making a positive impact to the environment.

For every £5,000 increase in account spend, Complete will plant 5 trees on behalf of the customer.

In 2025, 85 trees were planted as a result of the scheme, in addition to 567m squared of land reforested. 1 workday created for local communities.

Customers receive confirmation of their contribution, including a certificate, helping them track and share their sustainability efforts.

Safety, Compliance and Quality

With an ever-expanding product range comes the challenge of ensuring that products comply with legislation for our Irish and UK customer base. Specialist product and category managers ensure that products are not only the right quality for our customers but also compliant with new and existing legislation and standards, ranging from plastic tax requirements to biocides.

We aim to keep our customers informed and reassured about compliance matters and upcoming regulatory changes through clear communications, producing regular statements.

Safety Data Sheets

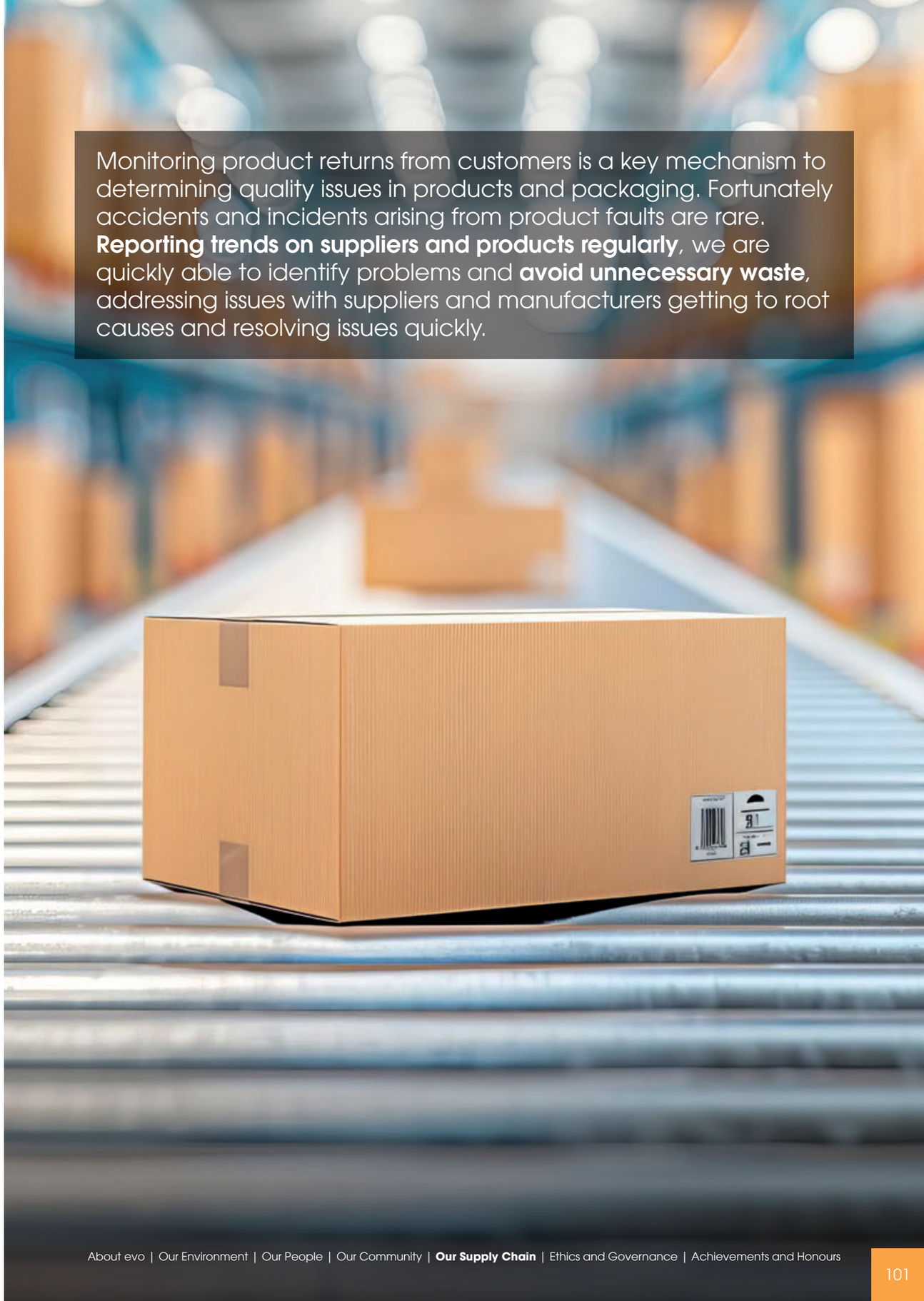
In 2025, 5305 products across various categories were classified as requiring a Safety Data Sheet (SDS). These hazardous items, which typically include cleaning products, inks, toners, and certain office supplies, are carefully managed from the point of product setup. SDS sheets are collected and made available to customers through our website and via the Customer Experience team, while our Operations team use them to ensure that these products are stored and shipped safely. Special attention is given to liquids, (such as cleaning products) to prevent spills and mitigate health and safety risks to both our employees and customers.

Recalling product

Recalling product on behalf of suppliers, OEMs and own brands is rare. There has not been an incident of product recall from 2023 through to the end of 2025, but our processes enable us to quarantine stock in our Distribution Centres and readily identify customers for notification of issues if necessary.

Product Safety

Compliance with legislation, quality of product and the safety of our customers remains at the forefront of our sourcing process. With ever-expanding ranges of product, we are conscious that risk could be increased, which is why our data attributes for product are regularly reviewed. Customers who experience accidents or incidents related to the usage of any of the products we supply are able to contact our Customer Experience teams to report their issues and gain advice.



Monitoring product returns from customers is a key mechanism to determining quality issues in products and packaging. Fortunately accidents and incidents arising from product faults are rare. **Reporting trends on suppliers and products regularly**, we are quickly able to identify problems and **avoid unnecessary waste**, addressing issues with suppliers and manufacturers getting to root causes and resolving issues quickly.

Ethics and Governance



evo's board of directors has adopted a comprehensive set of corporate governance policies to guide the management team in implementing effective governance practices. These policies cover key areas such as Anti-Bribery and Corruption, Anti-Competition, Conflict of Interest, Money Laundering, Information Security and Whistleblowing. Regular reviews are conducted by the Company Secretary to ensure these policies remain relevant with legislation and aligned with **evo**'s needs.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Corporate Governance

To promote understanding and compliance, **evo** has established multiple communication channels for stakeholders to access and engage with these policies, starting at induction. These efforts strengthen the governance framework, fostering accountability and responsible conduct across the organisation. Policies are issued at **evo** level and applicable to all businesses in in the **evo** group, assuring fair and equitable treatment of employees and security for the business.



A circle of continuous improvement is applied to ensure good governance and ethical business practice.

In 2025, **evo** invested in the KnowB4 Training platform to support a number of governance areas and all employees, whether working remotely as drivers, in operations or desk based. Nine information security training modules were pushed out forcompletion, to ensure an understanding of all elements of data security.

Furthermore, policy reminders are now sent to employees via IRIS People Management System, requiring electronic acknowledgement of the policy content. This process is referenced in each policy and recorded via IRIS People Management System at induction and whenever policies are updated or refreshers are required.

Anti-Bribery and Corruption Policy

evo upholds the highest ethical standards with a zero-tolerance Anti-bribery and Anti-corruption policy, prohibiting any form of bribery by employees, affiliates, or suppliers. **No incidents of corruption or bribery were reported from 2023 to 2025 inclusive within our own organisation.**

Whistleblowing Policy

evo promotes transparency and accountability through its Whistleblower Policy, allowing stakeholders to report concerns about unethical behaviour or policy violations across all subject areas without fear of retaliation. All reports are confidentially reviewed, ensuring necessary action. **There were zero reports under the Whistleblowing Policy in 2023, 2024 or 2025.**

Quality Policy

The **evo** Quality Policy outlines the company's commitment to delivering high-quality products and services through continual improvement and compliance with ISO 9001 standards. It emphasises meeting customer expectations, adhering to relevant legislation and ensuring all colleagues follow quality responsibilities. The policy includes regular reviews, audits, and communication to maintain high standards of service and product delivery.

Competition Policy

The **evo** Competition Policy ensures compliance with competition laws, prohibiting practices like price fixing and bid rigging. It promotes fair business conduct and encourages reporting concerns without fear of retaliation.

Information Security Policy

The Information Security Policy ensures the protection of all company information and data against breaches, failures, and interruptions. It complies with BS/IEC 27001: 2013 standards and emphasises confidentiality, integrity, and availability. The policy is regularly reviewed and improved, with specific objectives and controls in place. Given our predominantly B2B sales model, personal data held within systems is limited. **There were zero breaches of data during 2023, 2024 and 2025.**

Conflict of Interest Policy

A Conflict of Interest occurs when someone's personal interests conflict with their responsibility to act in the lawful best interests of the business. Introduced in 2024, this policy assists with the process of declaring interests and enabling the businesses to manage them, given the complex relationships across our industry sector.

Anti-Money Laundering Policy

The Anti-Money Laundering Policy outlines how the Business and its staff will manage money laundering risks, through supporting Risk Assessment processes; apply 'Know Your Payer' (KYC) principles and comply with the relevant legislation.

Achievements and Honours

Receiving external feedback and continuously improving our performance, based on external standards, guidelines and award frameworks, is key to growing our business at **evo**. Ranging from the certified ISO Management Systems that underpin Health & Safety, Quality and Environment throughout our operations; reporting to external sustainability platforms through to winning industry awards, we are proud of the external recognition that **evo** receives.

8 DECENT WORK AND ECONOMIC GROWTH

ISO Certifications

In our commitment to sustainable business practices, we continue to uphold rigorous standards through our investment in a dedicated QHSE Team and their ongoing work to drive continuous improvement. Our integrated management system underpins business as usual across Health & Safety, Environment and Quality, and is certified to internationally recognised ISO standards by the British Standards Institution (BSI) at our major operational sites. Through our annual audit programme, we consistently receive positive feedback on our performance and progress, with non-conformances being rare. This reflects the maturity of our management systems, our strong culture of compliance, and our commitment to maintaining the highest operational standards.

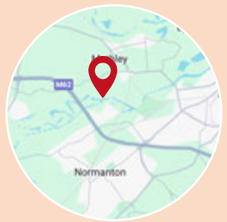
All of the following operational sites and our registered Head Office are certified to the following standards:

ISO 14001: Environmental Management System and one non-conformance raised in 2025

ISO 45001: Health & Safety Management System and 3 non-conformances raised in 2025

ISO 9001: Quality Management System and 1 non-conformance raised in 2025

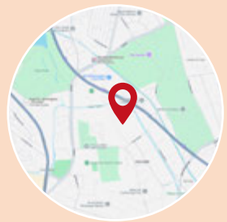
ISO 27001: Information Security Management System (Normanton Distribution Centre Only)



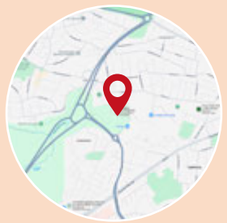
evo Group Head Office and Normanton Distribution Centre (Banner)
Newland House, Tuscany Park, Wakefield, WF6 2TZ



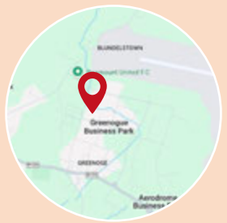
Arrow Distribution Centre (VOW)
Harrier Parkway, Magna Park
Lutterworth, LE17 4XT



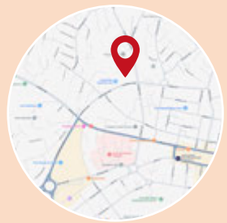
Birmingham (Aston) Distribution Centre (Complete)
Units G, H1 & H2 Nexus Point, Elliot Way, Halford Industrial Estate, Birmingham, B6 7AP



Derby Distribution Centre (Complete)
Units 1A, 1B & 2B, Kingsway Park Close, Kingsway Industrial Park, Mackworth, Derby, DE22 3FT



Ireland Distribution Centre (VOW & Banner Ireland)
Greenogue Business Park, Rathcoole County Dublin, EIRE



Newtownards Distribution Centre (Banner)
16a Crawfordsburn Road, Newtownards, Co Down, BT23 4EA, Northern Ireland

All six of our Distribution Centres have certified management systems for **ISO 14001**, **45001** and **9001**. NDC is certified to **ISO 27001**.



Sustainability Platforms

Measuring today,
improving Tomorrow.

evo continues to embed sustainability into its business, relationships and future growth. We disclose to a range of recognised sustainability platforms to measure our progress, identify opportunities for improvement and to provide greater transparency to our customers, suppliers and stakeholders.

Our Commitment

evo businesses take pride in their strong track record on external reporting platforms, a key aspect of our commitment to supply chain due diligence. By leveraging these platforms, we not only validate and showcase our sustainability efforts to stakeholders but also gain valuable insights to align with best practices and industry benchmarks. Our CSR team actively utilises feedback and guidance from these globally recognised frameworks to drive transparency, ensure accountability and foster continuous improvement throughout every facet of our operations.

Why we use sustainability platforms

Measure
our performance against global standards

Identify
opportunities to improve

Drive
positive impact across our value chain

Demonstrate
transparency and accountability to our stakeholders

These platforms and partnerships help us to build a more sustainable business for our people, our communities and our planet.

EcoVadis

EcoVadis is a leading platform that assesses companies on their ESG practices. It evaluates sustainability performance across 21 criteria in the pillars of Environment, Ethics, Labour & Human Rights and Sustainable Procurement, helping businesses identify improvement areas and enhance transparency. Three **evo** businesses currently disclose to EcoVadis and we are striving to improve our scores in the knowledge that this helps to drive sustainability action across **evo**. 2025 saw significant improvements in scores across the **evo** companies as follows:

Our independently assessed results

Banner

GOLD | Top 5% ecovadis Sustainability Rating MAR 2026

83/100
97th PERCENTILE

Proud to be in the top 5% of companies assessed globally, recognising Banner's strong ESG performance across Environment, Ethics, Labour & Human Rights, Sustainable Development and more.

VOW WHOLESALE

SILVER | Top 15% ecovadis Sustainability Rating MAR 2026

75/100
90th PERCENTILE

A Silver rating places VOW Wholesale in the top 10% of companies assessed, reflecting strong management systems and continued progress on ESG priorities.

COMPLETE
Your business needs, covered

GOLD | Top 5% ecovadis Sustainability Rating APR 2026

83/100
97th PERCENTILE

Reflecting strong management systems and continued progress on ESG priorities, Complete's Silver rating puts them in the top 10% of companies assessed.

(See Annex for links to ecovadis recognition pages)

The platforms we use and how they support our goals

ecovadis	**EcoVadis**	Benchmark our sustainability performance against recognised ESG criteria for over 250 customers across our channels
CDP	**Carbon Disclosure Project**	Measure and disclose our environmental impact for key Banner customers
Sedex	**Sedex**	Evidence responsible sourcing and supply chain practices for customers across our channels
	Supplier Registration	Report sustainability including Modern Slavery Assessment for public sector customers
	Net Positive Futures	Report and plan improvements for customers in higher and further education sector.

Awards and Recognition

We're proud to showcase some of the many nominations and successful awards for **evo** businesses across the last year:



BOSS Federation awarded **evo** with the Sustainable Leadership Award 2025 acknowledging progress in their sustainability journey.



VOW Wholesale achieved **Wholesaler of the year** award by the BOSS Federation.



Complete received a **Certified Sustainable Print Award**.



Banner was shortlisted for the **Commitment to Carbon Reduction & Sustainability Award** at Crescent Purchasing Consortium (CPC)



Premvan receive award for **Member of the Year** at Cedabonds Awards.



Complete was shortlisted as a finalist in the **Best Use of Marketing** category at the Merton Best Business Awards 2025



Banner obtains the **HP Amplify Impact 5-Star Recognition** 2025-2026



Banner is a Finalist at the GO Awards in the **Social Value - Other Companies** Category.

People Awards

evo are proud of our employees and how they continue to represent us and themselves. Just a selection of their successes are highlighted here:





Andrew Gale, **evo** CEO, received the 'Business Leader of the Year' award at the European Office Product Awards (EOPA) in Amsterdam.



Finlay Aston, Account Manager, Complete was shortlisted for Young Business Person of the Year at the Cardiff Business Awards 2025



Andrew Gale, **evo** CEO, won Business Leader of the Year Award, along with Julie Hadley, CSR Director, who won Professional of the Year Award and Amy Mettam, Banner Corporate Marketing Manger, who won Rising Star Award.

BOSS Federation also awarded Rashid Quershi, Business Development Manager, and Sarah Whale, Customer Liaison Manager, from VOW Wholesale unsung Hero Awards. Sally Beach, Head of Bid Management, at Banner also was awarded an unsung Hero Award.









ANNEX

Materiality

Reporting within this annex and **evo** Group Sustainability report are based on the pillars of the Evolution Corporate Responsibility & Sustainability Strategy:



The sectors in which we operate are wholesale, B2B contract sales and online retail (no physical retail stores are present), and our operations involve warehousing, distribution and transport.

In consideration of material relevance for sustainable practice across our group we have considered:

- Feedback and requirements of Sustainability Frameworks and Standards including:
    - SASB (Sustainability Accounting Standards Board) for:
        - Multiline and Specialty Retailers & Distributors v:2023-12
        - Road Transportation v:2023-12
    - EcoVadis
    - Carbon Disclosure Project (CDP)
    - United Nations Sustainable Development Goals (UNSDGs)
    - ISO14001 Environmental Management System on Significant Aspects identification and applicable legislative register
    - ISO20400 Responsible Procurement Guidance
- Company risks and risk management processes as informed by the regulatory and legislative landscape.
- Stakeholder requirements across a wide range of customers in public and private sector from large corporates to micro-businesses, our investors and suppliers.

ENVIRONMENT

Greenhouse Gas Emissions

Gross Global Scope 1 Greenhouse Gas Emissions

SASB reference: TR-RO-110a.1

Scope 1 emissions in tCO2e (Tonnes of carbon dioxide equivalent)					
	2021	**2022**	**2023**	**2024**	**2025**
Banner	323	228	58	37	45
VOW*	491	352	455	523	324
Complete	-	-	28	29	106
Truline	6,918	6,753	6,312	7,337	7,074
Premvan	14	13	14	14	51
Total	**7, 745**	**7,437**	**6,866**	**7,939**	**7,600**

*VOW figures include VOW Ireland.

Scope 1 Emissions Reduction Targets

Emissions reduction targets at the group level are based on a 2021 baseline year. **evo** Group are working with external partners to understand how we will align to SBTi target criteria for near-term and long-term targets having committed to SBTi in 2024. It is our intention to set intensity targets per million of turnover to allow for group growth, and to commit to SBTi aligned reduction targets as follows, anticipated validation in 2026.

- Reduce emissions from delivery fleet by 4.2% each year in line with SBTi near term targeting
- Reduce emissions from gas by 5% each year with gas phased out across the business by 2037

SASB reference: TR-RO-110a.2: Transport (Truline)

Long- and Short-Term Emissions Reduction Strategy

1. **Emissions Reduction Targets**:
    - **Base Year**: 2021, with Scope 1 emissions of 6213.30 tCO2e.
    - **Reduction Target**: A 4.2% year-on-year linear reduction from 2024 to 2034, aligning with the Science-Based Targets initiative (SBTi) for a 1.5˚C pathway, resulting in a cumulative 43.34% reduction.
    - **Fleet Transition**:
        - 50% electric vehicle (EV) final mile fleet by 2035.
        - 100% EV or alternative fuel fleet by 2045.

2. **Mechanisms for Achieving Targets**:
    - Strategic simplification of operations (2024/2025), including:
        - Site consolidation.
        - Merging activities.
        - Insourcing third-party arrangements.
    - **Network Optimisation Phase** in Q1 2025.

3. **Key Focus Areas**:
    - Prioritising emissions reduction in the HGV and trunking fleet.
    - Continuing investment in final-mile fleet EV replacement to meet customer visibility expectations.

Activities and Investments

1. **Fleet Investments**:
    - £2.6 million over 5 years to replace tractor units, achieving a 25% saving (e.g. adopting DAF and Renault T vehicles with aerodynamic improvements and next-gen engines).
    - £3.2 million investment to upgrade HGVs, transitioning to Iveco 7.2t Daily, reducing emissions by 30% and improving fuel efficiency by 3–6 mpg per vehicle.

2. **Technology and Operational Enhancements**:
    - **Route and Load Optimisation**:
        - Optimisation projects to refine delivery strategies and customer buying behaviours.
    - **Driver Training**:
        - Specialised coaching to maximise EV efficiency and address driving styles that impact emissions (e.g. harsh braking, idling).
    - **Geotab Monitoring**:
        - Monitoring driver behaviour to reduce carbon-intensive practices.
3. **Risks and Limitations**:
    - Challenges with biodiesel/alternative fuel costs and availability.
    - Geographic variability in business demand.
    - Payload and range limitations of EVs for long-haul routes.

Scope of Strategies and Alignment

1. **Scope**:
    - Focus on transportation emissions, with intensity performance metrics allowing for business growth:
        - Emissions per turnover.
        - Emissions per order.
        - Emissions per mile.
    - Reduction strategies vary by fleet type (HGVs vs. final-mile fleet) and geographic business needs.
2. **Regulatory Alignment**:
    - Strategies to align with initiatives, emissions zones such as ULEZ, and SBTi for carbon reduction (whole group strategy).

Ongoing and Completed Activities

- Fleet modernisation completed through 2024, with ongoing emissions reductions achieved in 2025 from:
    - Optimisation and consultant-led reviews.
    - Expanded collaboration with vehicle manufacturers.
    - Reduction of delivery fleet by 50 vehicles
- Transition to alternatively fuelled vehicles remains a consideration for decarbonisation.

Scope 1 Fuels Consumed – Gas for heating and Diesel for vehicles

SASB reference: TR-RO-110a.3.

Fuels Consumed – Gas for Heating and Diesel for Vehicles							
	Metrics	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**
Banner	Total Fuel Consumed (Gas for heating)	GJ	6,345	4,495	1,138	689	886
		MWh	1,763	1,249	316	191	246
	Natural Gas %		100	100	100	100	100
	Renewable %		0	0	0	0	0
VOW*	Total Fuel Consumed (Gas for heating)	GJ	9,642	6,950	8,811	7,660	6,376
		MWh	2,678	1,931	2,447	2,128	1,771
	Natural Gas %		100	100	100	100	100
	Renewable%		0	0	0	0	0
Complete	Total Fuel Consumed (Gas for heating)	GJ	-		560	771	2,080
		MWh	-		155	214	578
	Natural Gas %		-		100	100	100
	Renewable		-		0	0	0
Truline	Total Fuel Consumed (Gas and Diesel)	GJ	109,314	104,362	97,672	104,447	104,826
		MWh	30,365	28,990	27,131	29,013	29,119
	Natural Gas %		100	100	100	100	100
	Renewable %		0	0	0	0	0
Premvan	Total Fuel Consumed (Gas)	GJ	266	266	266	382	996
		MWh	74	74	74	106	277
	Natural Gas %		100	100	100	100	100
	Renewable %		0	0	0	0	0
Total evo	**Total Gas Consumed**	**GJ**	**125,568**	**116,072**	**108,445**	**113,979**	**115,164**
		MWh	**34,378**	**32,169**	**30,113**	**31,661**	**31,990**
	Natural Gas %		**100**	**100**	**100**	**100**	**100**
	Renewable %		**0**	**0**	**0**	**0**	**0**

*VOW figures include VOW Ireland

Gross Global Scope 2 Greenhouse Gas Emissions

Scope 2 Emissions in tCO2e (Tonnes of carbon dioxide equivalent)										
	2021		2022		2023		2024		2025	
	Location 100% renewable	Market	Location	Market 100% renewable	Location	Market 43% renewable	Location	Market 43% renewable	Location	Market 43% renewable
Banner	324	0	274	0	269	132	231	331	194	239
VOW*	555	0	451	0	464	232	488	698	338	414
Complete	-	-	-	-	92	67	98	141	90	133
Truline	144	0	128	0	73	33	70	101	89	129
Premvan	31	0	29	0	31	16	30	42	22	40
Total evo	**1,054**		**881**		**929**	**479**	**918**	**1,313**	**733**	**955**

*VOW figures include VOW Ireland

Scope 2 Emissions Reduction Targets

Emissions reduction targets at the group level are based on a 2021 baseline year as follows:

- Reduce emissions from electricity by 12% each year
- Zero leaks from HVAC systems (achieved from 2021 to 2025)

Energy Consumption (Electricity)

SASB reference: CG-MR-130a.1

	Metrics	Unit	2021	2022	2023	2024	2025
Banner	Total Energy Consumed	GJ	6,439	5,996	4,676	3,947	3,951
		MWh	1,789	1,665	1,299	1,096	1,098
	Grid Electricity %		100	100	100	100	100
	Renewable energy contract (market-based) %		100	100	43	43	43/100**
VOW*	Total Energy Consumed	GJ	9,012	8,400	8,153	4,490	6,870
		MWh	2,503	2,333	2,265	1,247	1,908
	Grid Electricity %		100	100	100	100	100
	Renewable energy %		100	100	43	43	43/100**
Complete	Total Energy Consumed	GJ	-	-	1,602	1,709	1,826
		MWh			445	475	507
	Grid Electricity %		-	-	100	100	100
	Renewable energy %		-	-	43	43	43/100**
Truline	Total Energy Consumed	GJ	1,484	1,479	1,263	1,248	1,805
		MWh	412	411	351	347	501
	Grid Electricity %		100	100	100	100	100
	Renewable energy %		100	100	43	43	43/100**
Premvan	Total Energy Consumed	GJ	17,468	16,408	16,227	15,906	455
		MWh	4,852	4,558	4,508	4,418	126
	Grid Electricity %		100	100	100	100	100
	Renewable energy %		100	100	43	43	43
Total evo	**Total Energy Consumed**	**GJ**	**17,468**	**16,408**	**16,227**	**15,906**	**14,907**
		MWh	**4,852**	**4,558**	**4,508**	**4,418**	**4,141**
	Grid Electricity %		**100**	**100**	**100**	**100**	**100**
	Renewable energy %		**100**	**100**	**43**	**43**	**43/100****

*VOW figures include VOW Ireland

**100% renewable energy contract was procured from September 2025 at a total of 12 sites, including the highest consuming sites within each channel. Remaining sites still procure 43% renewable enerrgy.

Scope 2 GHG emissions in tCO2e (Tonnes of carbon dioxide equivalent)										
	2021		2022		2023		2024		2025	
	Location 100% renewable	Market	Location	Market 100% renewable	Location	Market 43% renewable	Location	Market 43% renewable	Location	Market* 43% / 100% renewable
Banner	324	0	274	0	269	132	231	331	194	239
VOW	555	0	451	0	464	232	488	698	338	414
Complete	-	-	-	-	92	67	98	141	90	133
Truline	144	0	128	0	73	33	70	101	89	129
Premvan	31	0	29	0	31	16	30	42	22	40
Total evo	**1,054**		**881**		**929**	**479**	**918**	**1,313**	**733**	**955**

*All sites used a 43% renewable contract until September 2025. 12 of our sites shifted to 100% renewable REGO certified energy electricity supplies from September 2025.

Total Scope 3 Greenhouse Gas Emissions

Scope 3 Summary (tco2e)					
	2021	2022	2023	2024	2025
Banner	18,261	17,289	16,190	7,741	9,921
VOW*	28,014	28,679	26,656	15,709	16,605
Complete	-	-	4,413	3,378	2,944
Truline	8,437	9,581	3,637	3,382	2,717
Premvan	101	64	123	754	265
Total evo	**49, 293**	**50,029**	**45,320**	**25,931**	**24,124**

*VOW figures include VOW Ireland

Total Gross Scope 3 Downstream Greenhouse Gas Emissions

Scope 3 Summary (tco2e)					
	2021	2022	2023	2024	2025
Banner	2,796	2,801	2,400	2,579	2,624
VOW**	3,417	3,424	2,584	3,575	4,141
Complete	-	-	-	1,092	1,033
Total evo	**6,213**	**6,226**	**6,153**	**7,246**	**7,798**

** VOW Ireland excluded from downstream calculation at present - 3rd party carrier

Total Gross Scope 3 Upstream Greenhouse Gas Emissions

Scope 3 Summary (tco2e)					
	2021	2022	2023	2024	2025
Banner	7,616	4,978	7,703	1,488	3,920
VOW*	11,727	10,026	14,831	6,898	6,439
Complete	-	-	-	470	529
Total evo	**19,343**	**15,004**	**22,564**	**8,854**	**10,888**

*VOW figures include VOW Ireland

- Reduce emissions from grey fleet by 5% each year
- Reduce emissions from upstream transportation by 3% each year
- Zero waste to landfill from Distribution Centres (achieved 2021 - 2025)
- Reduce emissions from commuting by 8% each year
- Reduce emissions from purchased goods and services by 8% each year

Water Consumption

Water consumed (metres^3)					
	2021	2022	2023	2024	2025
Banner	26, 184	34,107	14,156	9,208	13,462
VOW*	9,326	6,255	7,231	3,926	2,753
Complete	-	-	503	583	401
Truline	4,866	3,716	1,134	1,344	1,633
Total evo	**40,376**	**44,078**	**23,024**	**15,061**	**18,249**

*VOW figures include VOW Ireland

Waste Management

Total incinerated waste and recycled / recovered waste (tonnes)						
		2021	2022	2023	2024	2025
Banner	Total waste incinerated	148	697	392	314	460
	Total waste recovered or recycled	110	425	268	176	331
	% of recovered or recycled waste	74	60	68	56	71
VOW*	Total waste incinerated	990	339	793	1,235	1,263
	Total waste recovered or recycled	548	201	627	628	868
	% of recovered or recycled waste	55	59	79	51	69
Complete	Total waste incinerated	-	-	141	165	252
	Total waste recovered or recycled	-	-	-	49	97
	% of recovered or recycled waste	-	-	-	29	63
Premvan	Total waste incinerated				77	82
	Total waste recovered or recycled	-	-	-	40	46
	% of recovered or recycled waste	-	-	-	51	56
Truline	Total waste incinerated	689	294	**	**	**
	Total waste recovered or recycled	52	20	**	**	**
	% of recovered or recycled waste	8	7			

*VOW figures include VOW Ireland
**Recycled waste from Truline sites now returned to ADC (Vow) and NDC (Banner)
Recovered and recycled wastes are segregated within operations and bailed for recycling. Recovered and recycled wastes include cardboard, polythene, paper and wood.

Hazardous waste (tonnes)					
	2021	2022	2023	2024	2025
Banner	0	0	7.2	1.2	1.6
VOW*	0	0	0	0	0
Complete	0	0	0	0	0.075
Truline	0	0	0	0	0
Premvan	0	0	0	0	0
Total evo	**0**	**0**	**7.2**	**1.2**	**1.7**

*VOW figures include VOW Ireland

Strategies to reduce the environmental impact of packaging

SASB reference: CG-MR-410a.3 - see Environment - Waste Management and Operational Packaging (page 26-29)

Spills

SASB reference: TR-RO-540a.3

	Metric	2021	2022	2023	2024	2025
Banner	Number of spills and release to the environment	0	0	0	0	0
VOW*		0	0	0	0	0
Complete		0	0	0	0	0
Premvan		0	0	0	0	0
Truline		0	0	0	0	0
Banner	Aggregate volume of spills and release to the environment	0	0	0	0	0
VOW*		0	0	0	0	0
Complete		0	0	0	0	0
Premvan		0	0	0	0	0
Truline		0	0	0	0	0

*VOW figures include VOW Ireland

People

Health and Safety

KPI/Measure	Year	VOW	VOW Ireland	Banner	Complete	Premvan	Truline	evo group functions*
Percentage of all operational sites for which an employee health & safety risk assessment has been conducted	**2023**	100	100	100	100	100	100	100
	2024	100	100	100	100	100	100	100
	2025	100	100	100	100	100	100	100
Lost time injury (LTI) frequency rate for direct employees: LTI (number of days lost x 1,000,000/Hours worked)	**2023**	1.9	0	4.1	0	0	5.4	0
	2024	3.03	8.2	2.8	1.6	0	13.8	0
	2025	4.24	17.54	3.09	0	0	8.75	0
Lost time injury (LTI) severity rate for direct employees: LTI (number of days lost x 1,000/Hours worked)	**2023**	0.03	0	0.01	0	0	0.12	0
	2024	0.052	0.04	0.02	0.08	0	0.04	0
	2025	0.28	0.14	0.1	0	0	0.21	0
Number of work related accidents (injury plus damages)	**2023**	27	29	56	13	2	35	0
	2024	25	18	45	11	4	56	0
	2025	35	12	47	8	2	50	2
Number of days lost to injuries, fatalities and ill health	**2023**	31	0	13	0	0	166	0
	2024	52	5	18	5	0	634	0
	2025	204	2	2	0	0	300	0
Fatality rate: SASB reference: TR-RO-320a.1 - for direct employees & contract employees	**2023**	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0

*evo group functions include all employees who work directly for evo group and not within the other channels

Road Accidents and Safety Management in Truline

Metric	Truline	
Number of road accidents and incidents **SASB reference: TR-RO-540a.1**	**2023**	391
	2024	525
	2025	549
Total recorded Incident Rate (TRIR) for direct employees for contract employees* **SASB reference: TR-RO-320a.1** All disclosed rates shall be calculated as: (statistic count × 200,000) / total number of hours worked by all employees in the year reported	**2023**	5.44
	2024	9.79
	2025	8.66

* Not applicable

Description of approach to managing short-term and long-term driver health risks in Truline

SASB reference: TR-RO-320a.3

Truline employs drivers for two primary tasks:

1. Long-distance drivers: Involved in driving trailers to Distribution Hubs across the UK and Northern Ireland.
2. Multi-drop delivery drivers: Responsible for active delivery of packages to multiple locations on a "job-and-finish" basis.

Each type of role presents unique health risks based on the nature of the work.

Short-Term Risks and Mitigation Efforts

1. Short-Term Risks Identified:
    - Slips, trips, and falls: Particularly common for multi-drop delivery drivers who navigate various terrains and handle packages.
    - Musculoskeletal injuries (lifting/RSI): Arising from manual handling of packages.
    - Stress: Due to tight schedules and physical demands of multi-drop deliveries.
2. Mitigation Measures:
    - Risk Assessments (RAs):
      Comprehensive risk assessments are conducted for all roles and tasks. This includes role-specific hazards, such as those faced by night-shift workers or multi-drop drivers.
    - Health and Safety Training: Drivers receive regular training on manual handling, proper lifting techniques, and workplace ergonomics to reduce physical injuries.
    - Compliance with Legislation:
        - HGV drivers operate under EU driving hours and tachograph regulations.
        - LCV drivers comply with UK driving hours legislation.
        - Monitoring is conducted via vehicle telematics and time sheets to ensure adherence.

Long-Term Risks and Mitigation Efforts

1. Long-Term Risks Identified:
    - Fatigue and Sleep Deprivation: Particularly prevalent for nightshift and long-distance drivers.
    - Obesity and Related Diseases: Due to sedentary nature of driving.
    - Hypertension and Stress: Associated with the demanding schedules and irregular hours.
    - Mental Health Challenges: Resulting from isolation and irregular work-life balance.
2. Mitigation Measures:
    - Night Worker Health Assessments:
      Drivers working between 11 PM and 5 AM are required to complete health assessment documents. This helps gauge whether abnormal hours are impacting their health, enabling early intervention.
    - Monitoring and Data Collection:
        - A running spreadsheet tracks injuries and hours lost, allowing for continuous monitoring and trend analysis.
        - Vehicle telematics provide insights into driving patterns and potential fatigue risks.
    - Health and Wellness Programs:
      All employees have access to TELUS Health Employee Assistance programme, offering many support services. Regular health checks and monitoring cycles for drivers are in place.

Legislative Compliance

Truline complies with all relevant jurisdictional laws and recommendations to ensure driver safety:

- EU Driving Hours Regulations for HGV drivers, monitored via tachographs.
- UK Driving Hours Legislation for LCV drivers, monitored via telematics and time sheets.
- Efforts to address fatigue management through scheduling and adherence to hours-of-service laws.

Labour and Human Rights

Remuneration & Turnover

KPI/Measure	Year	VOW	VOW Ireland	Banner	Complete	evo group level function
Percentage of internal employees covered by living wage benchmarking analysis*	**2024**	100	100	100	100	100
	2025	100	100	100	100	100
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees (percentage)	**2024**	600		466	500	-
	2025	652	485	530	454	676
Average hourly wage - SASB reference: CG-MR-310a	**2024**	£14.52	-	£14.60	£16.14	-
	2025	£14.95	€19.94	£15.43	£16.57	£21.56
Percentage of distribution centre employees earning minimum wage - SASB reference: CG-MR-310a	**2024**	32.97		20	23	-
	2025	58	3	49	40	0
Voluntary and involuntary turnover rate for Distribution Centres employees by percentage- SASB reference: CG-MR-310a.2	**2024**	1.60		2.93	3.03	-
	2025	13	7	19	31	17

*Benchmarking is carried out for employees against Real Living Wage Foundation's rates, which are higher than the UK Government's National Living Wage or Minimum Wage. All employees are paid at least the minimum wage for their age group according to regional variations within the UK and Ireland. Agency staff are not included within the benchmark as this information is not available.

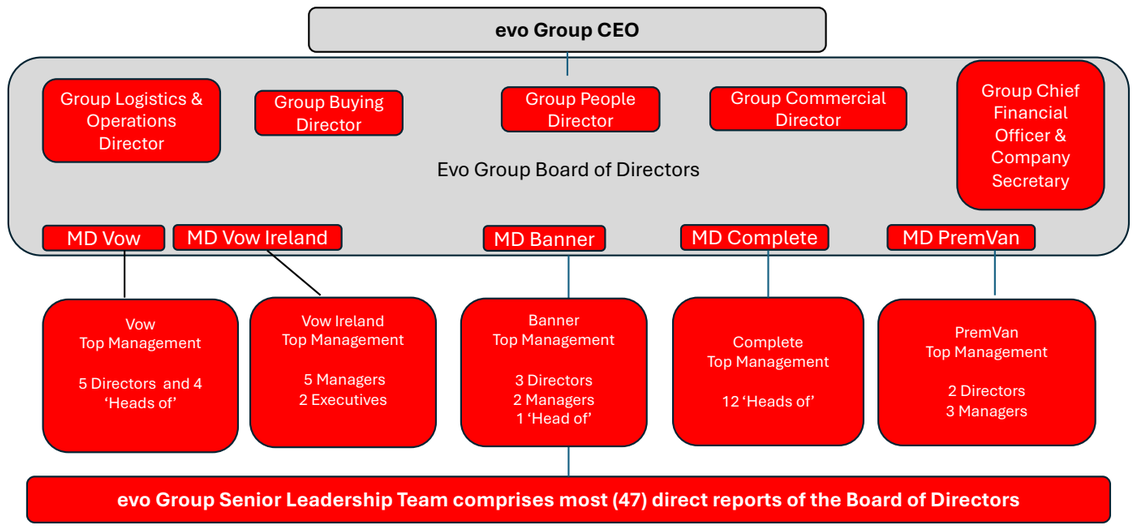
Training and Development

KPI/Measure		VOW	VOW Ireland	Banner	Complete	Truline	evo group level function
Percentage of the total workforce across all locations who received career or skills-related training	**2024**	100	100	100	100	100	100
	2025	100	100	100	100	100	100
Percentage of the total workforce across all locations who received training on diversity, discrimination, and/or harassment	**2024**	0	0	1.06	0	-	-
	2025	2.12	0	1.6	0.41	0.32	4.55
Average hours of training provided per employee	**2024**	18.5					
	2025	5.9	0.2	2.07	6.4	5.6	9.6

Legal & Human Rights

KPI/Measure	Year	VOW Ireland	VOW	Banner	Complete
Total amount of monetary losses as result of legal proceedings associated with labour law violation - SASB reference: CG-MR-310a.3	**2023**	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Percentage of all operational sites that have been subject to human rights reviews or human rights impact assessments	**2023**	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Percentage of employees covered by a Joint Consultive Committee (Social Dialogue)	**2023**	0	0	37	0
	2024	0	0	38	0
	2025	0	0	40	0

evo Group Organogram 2025



This organogram is included to provide clarity on company structure and definitions of roles for Diversity Reporting in Workforce Diversity & Inclusion.

Workforce Diversity and Inclusion

SASB reference: CG-MR-330a.1

Business Channel	Metric	Gender Representation (%) 2024	Gender Representation (%) 2025	Diversity Representation (%) 2024	Diversity Representation (%) 2025
Banner	Executive Management (MD)	100% female	100% female	Data not reportable	
	Non-Executive Management (SLT)	50% female 50% male	50% female 50% male		
VOW	Executive Management (MD)	50% female 50% male	50% female 50% male		
	Non-Executive Management (SLT)	62.5% female, 38.5% female	50% female 50% male		
Complete	Executive Management (MD)	100% male	100% male		
	Non-Executive Management (SLT)	58% female 42% male	28.5% female 71.5% male		
Truline	Executive Management (MD)	100% male	100% male		
	Non-Executive Management (SLT)	100% male	15.3% female 84.7% male		
Premvan	Executive Management (MD)	100% male	100% male		
	Non-Executive Management (SLT)	40% female, 60% male	50% female 50% male		

KPI/Measure	Year	VOW	VOW Ireland	Banner	Complete	evo group level function
Percentage of women within the evo Group Board of Directors	2023	30				
	2024	27				
	2025	21				
Percentage of women within evo Group's Senior Leadership team	2023	42				
	2024	32				
	2025	33				
Percentage of women employed in the whole organisation	2023	25	-	50	43	-
	2024	24	-	51	40	33
	2025	40	32	51	38	55
Percentage of women in top management postions	2023	37	-	20	-	-
	2024	62.5	-	50	58	-
	2025	48	60	52	34	52
Percentage of women within the organisation's board - only includes channel Managing Directors	2023	0	100	100	-	-
	2024	0	100	100	0	-
	2025	0	100	100	0	16
Average unadjusted gender pay gap (%)	2023	-6	n/a	-7.1	-	n/a
	2024	-5.4	n/a	-2.9	*	n/a
	2025	4	n/a	9	2	n/a
Percentage of employees from minority and/or vulnerable groups in the whole organisation	2023	1	-	1.05	0.5	-
	2024	0		26	0	-
	2025	14	1	10	10	16
Percentage of employees from minority and/or vulnerable groups in the top executive positions (excluding board of directors)	2023	0	0	0	0	0
	2024	0		0	0	0
	2025	0	0	0	0	0
Number identified discriminiation or harrassment incidents or corrective actions	2023	0	0	0	0	0
	2024	0		0	0	0
	2025	0	0	1	0	0

*No Gender Paygap report was required for Complete in 2024

Supply Chain

Supplier Due Diligence

KPI/Measure	Year	VOW	VOW Ireland	Banner	Complete
Percentage of targeted suppliers that have signed the sustainable procurement charter/supplier code of conduct	2023	81		80	66
	2024	72		86	77
	2025	80		86.1	87
Percentage of targeted suppliers (newly onboarded each year) with contracts that include clauses on environmental, labour, and human rights requirements	2023	100	100	100	100
	2024	100	100	100	100
	2025	100	100	100	100
Percentage of targeted (top 100) suppliers that have gone through a Supplier Sustainability assessment	2023	99		98	51
	2024	100		98	58
	2025	90	52	58	28
Percentage of Direct evo suppliers (targeted) that have gone through a Social & Labour Rights on-site audit	2023	86	-	86	86
	2024	89	-	89	89
	2025	74	-	74	74
Percentage of Direct evo suppliers (targeted) that have Social & Labour Rights audits that remained valid through the year	2023	86	-	86	86
	2024	91	-	91	91
	2025	80	-	80	80
Percentage of targeted suppliers (Top 100) with a Net Zero target	2023	Not reportable			
	2024	28	32	33	27
	2025	40	38	21	56
Modern Slavery and Child Labour allegations raised	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

Product

KPI/Measure	Year	VOW	Banner	Complete
Revenue from products 3rd party certified to environmental or social sustainabilility standards - **SASB reference: CG-MR-410a.1**	2023	£64,793,926	£57,458,765	£51, 643,105
	2024	£65,020,746	£48,311,258	£21,470,640
	2025	£51,545,228	£33,240,542	-
Number of products listed with a 'sustainable choice' icon	2023	-	3,873	-
	2024	3,243	2,342	3,243
	2025	5,408	3,310	5,406

Sustainable Choice (formerly Green Choice) products extracted from catalogue pagination each year

Processes to assess and manage risks or hazards associated with chemicals in product

SASB reference: CG-MR-410a.2

1. Identification and Assessment of Chemicals

- Chemical Inventory Management:
    - We maintain a comprehensive inventory of all products through our warehouse management system.
    - We regularly review Safety Data Sheets (SDS) for each product to understand potential hazards and make them available to employees in order to safely handle, pick, and deal with spills if they arise.

- Risk Assessment Protocols:
    - We conduct regular assessments to identify hazardous chemical products – usually cleaning products sold to our customers and assess their ADR (Agreement concerning the International Carriage of Dangerous Goods by Road) impacts. (e.g. flammability, toxicity, environmental harm).
    - Evaluate risks during storage, handling, and potential spillage or accidents and transportation, especially ADR.

2. Regulatory Compliance

- We ensure all products comply with applicable regulations, such as:
    - REACH (Registration, Evaluation, Authorisation, and Restriction of Chemicals) in the EU.
    - GHS (Globally Harmonised System of Classification and Labelling of Chemicals).

- We monitor updates to chemical regulations through our Legislative Register Process aligned to ISO14001 and ISO45001 and adjust practices accordingly.

3. Risk Management Processes

- Storage and Handling Protocols:
    - We store chemical products in appropriate conditions and locations (e.g. temperature, ventilation, away from food products) to minimize risk.

- Worker Safety Measures:
    - We provide adequate training to employees on chemical handling and hazard recognition.
    - We provide access to SDS Sheets
    - We ensure the availability of personal protective equipment (PPE), such as gloves, goggles and masks

- Spill Response and Mitigation:
    - We establish and train staff on spill response plans
    - We equip the warehouse with spill kits and containment tools, with full details of locations of those kits and a list of all spill trained employees

4. Hazard Communication

We ensure that the products we source from suppliers comply with legislative requirements meaning:

- Products are clearly labelled with hazard classifications, using standardised symbols where applicable.
- Provide accessible SDS documentation for all employees.
- Risks are communicated transparently to customers through product labelling, online product descriptions and online SDS sheets which are updated and verified regularly.

5. Monitoring and Continuous Improvement

- We perform routine audits of chemical storage and handling practices as part of internal and external audits.
- We regularly review and update risk assessments based on sourcing of new product lines, regulatory changes, or incidents.
- We gather feedback from employees on the effectiveness of safety protocols and refine as needed throughout H&S Committee Meetings and Employee Engagement.
- Each business has a product recall process, which is triggered by the manufacturer or suppliers should they advise of a batch safety issue.
- Returns of product and the reason for return is monitored through Merchandising and Buying Team regularly to ensure that any trends of returns on safety or faults are identified and acted on accordingly.

6. Engagement with Suppliers and Stakeholders

- Contract terms and conditions require that suppliers provide the correct life cycle information, SDS sheets and dosing information to ensure the safe use of products by our customers.
- Customers are able to report complaints and issues with product safety and any incident/accident arising from product faults to Customer Experience teams, who escalate according to our process.

Product Recalls and Customer Health & Safety

KPI/Measure	Year	VOW	VOW Ireland	Banner	Complete
Number of product recalls	**2023**	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Number of customer H&S incidents notified	**2023**	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

Procurement Training

KPI/Measure	Year	VOW	VOW Ireland	Banner	Complete
Percentage of buyers (GFR) across all locations who have received training on sustainable procurement	**2023**	100	100	100	100
	2024	100	100	100	100
	2025	0	0	0	0
Percentage of buyers receiving Modern Slavery Policy Training	**2023**	100	100	100	100
	2024	100	100	100	100
	2025	0	0	0	0

Circular Economy Services

Number of recycled products				
		2023	**2024**	**2025**
Banner - B Respectful Toner Recycling	Number of Banner customer sites taking up recycling service	561	207	472
	Total number of units returned	65,070	55,386	42,228
	Percentage of units recycled Percentage of units reused	47 53	46 54	45 55
VOW - Q Connect Toner Recycling	Number of VOW customer sites taking up recycling service	273	102	255
	Total number of units returned	44,656	41,558	32,899
	Percentage of units recycled Percentage of units reused	49 51	49 51	49 51

Ethics and Governance

KPI/Measure	Year	VOW	VOW Ireland	Banner	Complete	evo group level function
Percentage of total employees trained on business ethics issues	**2023**	-	-	-	-	-
	2024	0.3	-	18.3	6.3	-
	2025	-	-	44	-	-
Number of reports related to whistleblowing procedure	**2023**	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Number of confirmed corruption incidents	**2023**	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Percentage of all operational sites with certified anti-corruption management system	**2023**	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0

SASB reference: CG-MR-230a.2

Information Security Asset Risk Management (Risk Assessment and Risk Treatment)

The company has implemented a risk assessment methodology that:

- Can produce comparable and reproducible results.
- Identify criteria for accepting risks and identify the levels of risk.
- Develop a Risk Treatment Plan to bring all identified risks to an acceptable level.
- Manage specific risks through an action management process.
- Demonstrate risk-based thinking regarding the quality of service provision for operational process control.

Risk Management Process

Risk Assessment is managed by the Information Security Officer who shall carry out using the following process to ensure consistency:

1. Consider all identified information assets, business processes and environmental factors and work with asset owners to compile a Risk Register.
2. Assign functional owners to each risk (normally the asset owner).
3. With the management team and risk owners, identify combinations of threats and vulnerabilities relating to the environment, business process or information asset, and then identify the impacts on confidentiality, integrity, availability.
4. Ensure the impacts take into account the business, legal or contractual obligations that the company has.
5. The assessment shall then assess the frequency of the threat and likelihood of the risk occurring combined with the impact of the risk being realised.
6. A combination of the impact and likelihood of the security failure provides a level of the risk in scoring.
7. Each risk shall be assessed in order of risk level score looking at the level of controls already in place.
8. The above Risk management process shall take place within the PRISM compliance platform, which enables the definition of risk scoring criteria and associated actions, links to control objectives within the SoA and has the ability to record and assign risk treatment tasks or activities in order to ensure that risks are mitigated.
9. The PRISM compliance platform is intuitive and easy to use and does not require any additional process steps to support this Risk Management process.

Risk Assessment and Risk Treatment

The Risk Assessment and Treatment Plan identify the actions, resources, responsibilities and priorities that evo will take to manage its quality, environmental and information security risks.

The Risk Assessment and Treatment Plan also lists the specific ISO 27001 Control Objectives and Controls that have been selected as the basis for how the Company's Business Management System will be implemented and operated.

The effectiveness of the selected Control Objectives and Controls will be measured in accordance with the Key Performance Indicators described in Section 6.2.

The actions and controls that evo implements and operates to manage risks can be summarised under the following 3 broad headings:

- **Operating Procedures –** The Operating Policies and Procedures defined as part of this BMS document the day-to-day working practices that will be adhered to in order to:
    - Satisfy the selected Control Objectives established for Quality, Environmental and Information Security.
    - Reduce risks identified in evo processes and procedures.
    - Ensures intended outcomes are achieved.
- **Roles and responsibilities –** A representative has been appointed to hold overall responsibility for ensuring that the ISMS is implemented, operated, monitored, maintained and improved in accordance with the Information Systems Management System requirements of the ISO 9001, 14001 and 27001 standards.
    - All staff will be responsible for complying with the defined Operating Procedures, Company Policies, Standards and Guidelines.
- **Staff training and awareness –** The Operating Procedures mentioned above include procedures to ensure that all staff members (including contractors and temporary staff) are aware of their obligations and responsibilities to comply with the Company's Information Security Policy.

KPI/Measure	Year	VOW	VOW Ireland	Banner	Complete	Premvan	Truline
Number of confirmed information security incidents	**2023**	0	0	0	0	0	0
	2024	0	0	0	0	0	0
	2025	0	0	0	0	0	0
Number of data breaches - SASB reference: CG-MR-230a.2	**2023**	0	0	0	0	0	0
	2024	0	0	0	0	0	0
	2025	0	0	0	0	0	0
Percentage of personal data breaches - SASB reference: CG-MR-230a.2	**2023**	0	0	0	0	0	0
	2024	0	0	0	0	0	0
	2025	0	0	0	0	0	0
Number of customers affected - SASB reference: CG-MR-230a.2	**2023**	0	0	0	0	0	0
	2024	0	0	0	0	0	0
	2025	0	0	0	0	0	0

Coverage of ISO certified operational sites*

KPI/Measure	Year	Banner	VOW	VOW Ireland	Complete
Percentage of operational sites covered by ISO 27001	**2023**	50 (NDC)	0	0	50
	2024	50 (NDC)	0	0	50
	2025	50 (NDC)	0	0	50
Percentage of operational sites covered by ISO 45001	**2023**	100 (NDC & Newtonards)	100	100	50
	2024	100 (NDC & Newtonards)	100	100	50
	2025	100 (NDC & Newtonards)	100	100	50
Percentage of operational sites covered by ISO 14001	**2023**	50 (NDC)	100	100	50
	2024	50 (NDC)	100	100	50
	2025	50 (NDC)	100	100	50
Percentage of operational sites covered by ISO 9001	**2023**	100 (NDC & Newtonards)	100	100	50
	2024	100 (NDC & Newtonards)	100	100	50
	2025	100 (NDC & Newtonards)	100	100	50

*Operational sites refer to warehouse and distribution centres for each channel. Refer to the ISO Certifications page in Achievements and Honours.

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