



2026 Report

Integrated Corporate Sustainability & ESG





Integrated Corporate Sustainability & ESG Report

Reporting period: FY2024/25

Report date: 13 February 2026

CEO: Neil Clydesdale

1. CEO Statement of Continued Support (UNGC CoP)

As Chief Executive Officer of NVC UK, I reaffirm our commitment to the **Ten Principles of the United Nations Global Compact on Human Rights, Labour, Environment, and Anti-Corruption**. Over the reporting year, we strengthened our **BSI-certified** management systems (ISO 9001, 14001, 45001, 22301, 50001), advanced circular product design through **CAT-R**, and expanded our decarbonisation actions by installing a **108,000-kWh** rooftop solar PV system in **Q4 2025**. We will submit our annual **Communication on Progress (CoP)** via the UNGC digital platform, including the CEO Statement and questionnaire/report upload, within the published submission window

Signed:

Neil Clydesdale, Chief Executive Officer, NVC UK

2. Our Company

NVC UK is operating from purpose-built facilities in Birmingham that encompass offices, a **90,000 ft²** warehouse and a dedicated assembly capability to serve customers in the UK & Ireland (and manage Nordic markets).

Third-party certifications include:

- **ISO 9001:2015** (FS 690066) – Quality management.
- **ISO 14001:2015** (EMS 716023) – Environmental management.
- **ISO 45001:2018** (OHS 716024) – Occupational health & safety management.
- **ISO 22301:2019** (BCMS 777140) – Business continuity.
- **ISO 50001:2018** (ENMS 785852) – Energy management.

Industry quality assurance & competence:

- **LIA Registered Photometric Laboratory** (
- **LIAQA scheme**—the Lighting Industry Association’s quality assurance programme and “LIAQA Assured Company.

3. Reporting Frameworks & Boundaries

Frameworks used:

- **UN Global Compact – Communication on Progress (CoP)**: CEO Statement + questionnaire/report upload via digital platform; standard submission window typically 1 Apr–31 July
- **EcoVadis**: Four themes (Environment, Labour & Human Rights, Ethics, Sustainable Procurement) and 21 criteria, assessed via Policies–Actions–Results (P-A-R) evidence model.
- **Boundary**: NVC UK operations (Birmingham HQ, warehouse, assembly). GHGs include Scopes 1, 2, and relevant Scope 3 categories as per the **Carbon Neutral Britain** emissions assessment.



4. Material Topics (UNGC ↔ EcoVadis ↔ SDGs)

- **Environment** (UNGC 7–9; SDGs 7, 9, 12, 13): Climate & energy (ISO 50001), circular product stewardship (CAT-R), waste reduction, compliance.
- **Labour & Human Rights** (UNGC 1–6; SDGs 3, 5, 8, 10): Health & Safety (ISO 45001), inclusion, training, HR due diligence.
- **Ethics** (UNGC 10; SDG 16): Anti-corruption, whistleblowing, fair competition.
- **Sustainable Procurement** (SDGs 8, 12, 13, 17): Supplier ESG expectations and risk-based due diligence aligned to EcoVadis criteria.

5. Environment

5.1 Policies & Governance

Our environmental management is governed by ISO 14001, while energy performance is systematically managed under ISO 50001—both BSI-certified.

We publicly commit to UNGC environmental principles and contribute to SDGs through product innovation and operational decarbonisation.

5.2 GHG Inventory (FY2024/25)

- **Total: 246.12 tCO₂e** across Scopes 1–3.
- **Scope 1: 56.07 tCO₂e** (company vehicles; mains gas).
- **Scope 2: 25.76 tCO₂e** (purchased electricity incl. EV charging; location-based).
- **Scope 3: 164.29 tCO₂e** (business travel, commuting, home-working energy, waste, hotel stays, inbound/outbound freight, water, T&D losses, well-to-tank).

Methodology: ISO 14064-1:2018 and **GHG Protocol Corporate Standard** using UK Government emissions factors (2024). Boundary: Operational control; data & assumptions documented in the report.

5.3 Waste Management & Recycling Performance

NVC UK maintains a strong operational commitment to waste minimisation and circular resource use.

During the reporting period, we achieved:

92% Waste Recycling Rate

This reflects the proportion of total operational waste that was **recycled, reused, or recovered**, rather than disposed to landfill.

This high recycling rate aligns with:

- **ISO 14001** environmental objectives (continual improvement & waste hierarchy)
- **EcoVadis "Environment" criteria**, specifically waste management and resource use
- Our circular design strategy, including reusable modular systems like **CAT-R**.

Waste streams contributing to the 92% result include:

- Cardboard & paper (logistics, packaging)
- Metal, PCB and luminaire components
- WEEE collections & recycling
- Pallet & crate reuse



- Office recycling consolidation

This performance directly supports SDG **12 (Responsible Consumption & Production)** and reinforces our operational circularity.

5.4 Emissions Drivers

- **2021/22:** 462.81 tCO₂e
- **2022/23:** 365.58 tCO₂e
- **2023/24:** 264.92 tCO₂e
- **2024/25:** 246.12 tCO₂e a sustained year-on-year reduction.

5.5 Largest Sources (focus areas)

- **Scope 3 (major):** Business travel **75.11 tCO₂e**, well-to-tank **39.15 tCO₂e**, commuting **22.47 tCO₂e**, home-working energy **6.41 tCO₂e**, inbound/outbound deliveries **12.52 tCO₂e** (combined).
- **Scope 1 (major):** Company vehicles **37.24 tCO₂e**; mains gas **18.83 tCO₂e**.

5.6 Year-on-Year Variations

- **Business travel:** ↓ **24%** (99.06 → 75.11 tCO₂e).
- **Commuting:** ↓ **6%**.
- **Company vehicles:** ↑ **7%** (priority for targeted interventions).

5.7 Renewable Energy & On-site Decarbonisation

- **Solar PV:** A rooftop array delivering **108,000 kWh/year** was installed in **Q4 2025**; this will reduce Scope 2 grid electricity demand from FY2025/26 onward and supports **ISO 50001** continual improvement.

5.8 Circular Product Stewardship — CAT-R (Spotlight)

- **CAT-R** is a **modular recessed LED panel** (600×600; 1200×300) with interchangeable **body / LED cassette / driver** enabling **reuse, upgrade, and redeployment**. It's designed on **TM66 circular economy** principles, assembled in the UK with European-sourced components, and achieves **>55% CO₂ savings over three CAT-A/B cycles** compared with conventional replacement.
- **Recognition: ECN Sustainable Product of the Year**—validates the product's role in reducing waste and emissions in real projects.

5.9 Carbon Neutral Status

NVC Lighting Limited was certified **Carbon Neutral** for a 12-month period following the 2024/25 assessment, with offsets via **VCS, Gold Standard**, and **CER** projects (e.g., Salkhit Wind Farm, Mongolia; Wind Power in Maharashtra, India; Methane capture in the Netherlands; Solar lighting in Zambia).

5.10 Paris-Aligned Trajectory (SBT context)

- To reach a **50% reduction by 2030**, NVC must reduce emissions by **231.41 tCO₂e** from the baseline—equating to **~5.55%** per year to 2030, then **2.5%** annually to 2050 for net-zero.

5.11 Next-step Actions

- **Policies:** Maintain ISO-backed environmental & energy policies; update climate strategy/targets.
- **Actions:** Expand PV generation; accelerate fleet electrification; formalise **travel hierarchy** (virtual/rail-first); packaging & logistics optimisation; expand circular product share (**CAT-R** adoption).



- **Results:** Publish annual Scope 1–3 updates, trend analysis and progress against the SBT pathway; provide product LCA/EPDs where available; highlight external recognitions (e.g., ECN award for CAT-R).

5.12 Product Transparency & Environmental Product Declarations (EPDs)

NVC UK continues to strengthen its commitment to transparent environmental reporting through independently verified Environmental Product Declarations (EPDs).

We now have **over 1,500 products supported by EPDs**, providing third-party verified lifecycle environmental data in accordance with recognised Life Cycle Assessment (LCA) standards.

This extensive EPD portfolio:

- Enhances embodied carbon transparency for specifiers and contractors
- Supports BREEAM, LEED, and other sustainable building frameworks
- Aligns with ISO 14025 and EN 15804 methodologies
- Strengthens contribution to SDG 12 (Responsible Consumption & Production)
- Supports EcoVadis “Environment” criteria under lifecycle assessment and product stewardship

The scale of verified environmental data demonstrates our commitment to measurable, transparent sustainability performance and supports customer Scope 3 decarbonisation strategies.

5.13 Annual Improvement Commitment (UNGC-Aligned KPI Framework)

In alignment with the principles and reporting requirements of the **United Nations Global Compact Communication on Progress (CoP)**, NVC UK has formalised a structured annual improvement framework across its material ESG topics.

Beginning FY2025/26, corporate sustainability KPIs are set to achieve a **minimum 5% year-on-year improvement** across applicable performance areas, including:

- Total Scope 1–3 greenhouse gas emissions
- Energy efficiency performance under ISO 50001
- Fleet and transport emissions
- Waste reduction and recycling optimisation
- Circular product adoption
- Supplier ESG screening and corrective action performance

This measurable annual improvement approach supports:

- UNGC Principles 7–9 (Environment)
- Principle 10 (Anti-Corruption) through governance KPIs
- Principles 1–6 (Human Rights & Labour) through H&S and workforce metrics

The 5% annual KPI commitment ensures that our Communication on Progress submission demonstrates **continuous, quantifiable advancement**, consistent with the UNGC expectation for ongoing improvement rather than static compliance.



6. Labour & Human Rights (EcoVadis Theme; UNGC 1–6)

6.1 Policies & Systems

- **ISO 45001** certified OHS management with risk assessments, incident reporting and continual improvement.
- Commitment to non-discrimination, equal opportunity, and worker participation aligned to UNGC Principles 1–6.

6.2 Performance

- **0 RIDDOR-reportable accidents in >5 years**
- **0 Lost Time Accidents in >5 years**
- Ongoing training, wellbeing support and competency management under ISO 45001.

6.3 Workforce Demographics

Our people remain our greatest asset, and we continually monitor diversity and inclusion as part of our ESG strategy.

6.4 Gender Representation

- 72% male
- 28% female
- 20% of senior leadership roles are held by women
- 40% of middle-management positions are held by women

While reflecting broader industry trends, these figures underline the importance of our leadership development and inclusion programs.

6.5 Age Profile

- 35–44 years: **37%**
- 45–54 years: **27%**
- 55+: **24%**

This distribution highlights the depth of experience in our organisation while also indicating opportunities to attract early-career talent.

6.6 Ethnic Diversity

- White British/European: **80%**
- Asian/Asian British: **16%**
- Black/Black British: **4%**

6.7 Disability Inclusion

2% of colleagues have declared a disability, and we continue to provide reasonable adjustments across our Birmingham site.



7. Ethics (EcoVadis Theme; UNGC 10)

7.1 Policies

- Code of Conduct, **anti-corruption & bribery** policy, conflicts of interest, gifts & hospitality, fair competition, and whistleblowing channels; aligned to **UNGC Principle 10**.

7.2 Actions & Results

- Annual ethics training for relevant staff; board-level oversight; zero substantiated anti-corruption cases.

8. Sustainable Procurement

8.1 Policies

- **Supplier Code of Conduct** covering environment, labour & human rights, ethics; cascading requirements to tier-1 suppliers; alignment with **EcoVadis** 21-criteria approach.

8.2 Actions

- Risk-based supplier segmentation; pre-qualification questionnaires; independent certifications (e.g., ISO 14001) encouraged; audits and **Corrective Action Plans** for improvement in higher-risk cases (EcoVadis “PAR” logic).

8.3 Results

- KPI examples to disclose annually: % strategic spend under ESG screening; # supplier audits; # CAPs closed; % suppliers with environmental/ethical certifications

8.4 Product-Level ESG Integration

With more than 1,500 products covered by EPDs, environmental performance is embedded directly into our procurement and design strategy. Supplier engagement increasingly includes:

- Component-level carbon data transparency
- Preference for lower embodied carbon materials
- European-sourced components where feasible
- Lifecycle impact reduction collaboration

Future KPIs will target a minimum 5% annual improvement in ESG-screened strategic spend and certified supplier engagement.

9. Transport, Logistics & Road Risk

9.1 FORS Silver

NVC UK’s logistics operations hold **FORS Silver**, demonstrating performance that goes beyond Bronze on **safety, efficiency, emissions control**, and **WRRR/CLOCS** aspects

9.2 Fleet & Travel

- Address the **+7%** YoY change in company vehicle emissions with EV transition, driver training and telematics.
- Implement a travel hierarchy and virtual-first norms to consolidate the **-24%** business travel reduction.



10. Governance & Business Continuity

10.1 ISO 22301:2019 (BSI)

A certified **Business Continuity Management System** ensures resilience of warehousing, assembly, and customer fulfilment under disruptive events; integrates with risk and incident management.

11. KPIs & Targets

Baseline Year: FY2021/2022

This section outlines NVC UK's measurable sustainability performance indicators and forward targets. In alignment with ISO continual improvement principles and the UNGC Communication on Progress (CoP) framework, we commit to structured, measurable annual improvement across our material ESG topics.

Beginning FY2021/22, NVC UK has adopted a **minimum 5% year-on-year improvement target** across applicable key sustainability indicators to ensure demonstrable, quantifiable progress.

11.1 Climate & Energy (ISO 50001 / ISO 14001)

Baseline Performance

2021/22 Total GHG Emissions (Scope 1–3): 462.81 tCO₂e

Subsequent Years

2022/23 Total GHG Emissions (Scope 1–3): 365.58 tCO₂e

2023/24 Total GHG Emissions (Scope 1–3): 264.92 tCO₂e

2024/25 Total GHG Emissions (Scope 1–3): 246.12 tCO₂e

Overall reduction since baseline 47% decrease

Targets & Commitments

- Minimum **5% year-on-year reduction in total Scope 1–3 emissions**
- Continued alignment with Paris-aligned decarbonisation trajectory (~5.55% annual reduction to 2030)
- Expansion of fleet electrification and travel hierarchy implementation
- Ongoing ISO 50001 energy performance improvement

These commitments support UNGC Principles 7–9 (Environment) and SDGs 7 and 13.

11.2 Circularity & Product Stewardship

Baseline Position

- Over **1,500 products supported by independently verified Environmental Product Declarations (EPDs)**
- CAT-R modular circular product range delivering >55% CO₂ savings over three CAT-A/B cycles
- 92% operational waste recycling rate

Targets & Commitments

- Minimum **5% year-on-year improvement in circular product adoption metrics**
- Continued expansion of product lifecycle transparency reporting
- Maintenance and optimisation of waste hierarchy performance under ISO 14001
- Increased reporting of reuse, redeployment, and refurbishment statistics



These actions support SDG 12 and UNGC environmental principles through lifecycle-based product stewardship.

11.3 Labour, Health & Safety (ISO 45001)

Baseline Performance

- 0 RIDDOR-reportable accidents in >5 years
- 0 Lost Time Accidents (LTA) in >5 years

Targets & Commitments

- Maintain zero RIDDOR and zero LTA performance
- Minimum **5% annual improvement in proactive safety indicators** (e.g., training coverage, near-miss reporting, risk assessment reviews)
- Continued workforce engagement and competency development

These commitments align with UNGC Principles 1–6 and SDGs 3 and 8.

11.4 Ethics & Governance

Baseline Position

- Zero substantiated anti-corruption cases
- Board-level oversight of compliance and risk
- Active whistleblowing and reporting channels

Targets & Commitments

- Minimum **5% annual improvement in ethics training coverage and governance monitoring metrics**
- Continued enforcement of Code of Conduct and Anti-Bribery & Corruption policies
- Annual review of governance risk assessments

These measures support UNGC Principle 10 and SDG 16.

11.5 Sustainable Procurement & Supply Chain

Baseline Position

- Supplier Code of Conduct aligned with environmental, labour, and ethical standards
- Risk-based supplier segmentation and ESG screening

Targets & Commitments

- Minimum **5% year-on-year improvement in:**
 - Supplier certification coverage
 - Corrective Action Plan (CAP) closure rates
- Continued integration of lifecycle and carbon transparency into supplier evaluation processes

These commitments support SDGs 8, 12, 13, and 17 and align with the UNGC CoP expectation for continuous improvement in supply chain due diligence.



11.6 UNGC Communication on Progress Alignment

This KPI framework ensures that NVC UK's annual submission to the United Nations Global Compact Communication on Progress (CoP):

- Demonstrates measurable, year-on-year improvement
- Evidence policy implementation through quantifiable results
- Aligns governance oversight with performance outcomes
- Reinforces continual improvement embedded within ISO 9001, 14001, 45001, 22301, and 50001 systems

Neil Clydesdale

CEO

NVC Lighting UK