
INOVARA
GROUP
SUSTAINABILITY REPORT 2025



DISCLOSURE

STATEMENT

This Sustainability Report has been prepared in accordance with the Basic and Comprehensive Modules of the Voluntary Sustainability Reporting Standard for SMEs (VSME), developed by the European Financial Reporting Advisory Group (EFRAG). The report is based on the VSME reporting template, which provides the framework for data collection and disclosure. Information from the template has been translated and presented in this report to provide a clear, accessible and transparent overview of Inovara’s sustainability performance, policies and initiatives.



CONTENTS

SUSTAINABLE IMPACT

A MESSAGE FROM OUR CEO	03
INOVARA GROUP	05
PRODUCT PORTFOLIO	12
ENVIRONMENTAL IMPACT	19
SOCIAL IMPACT	27
GOVERNANCE	33

A MESSAGE FROM OUR CEO

GUY WILLIAMS

It is with great pride that I write this introduction to the 2025 Sustainability Report for Inovara, which as our first publication of this kind marks a key milestone in our sustainability journey.

We have a common vision with our owners, employees and other stakeholders regarding the importance of sustainable practices and ESG integration and their crucial role in generating long-term value and mitigating risks. With this in mind, we have made significant progresses in integrating ESG considerations into our operations and decision-making processes.

This report gives us the opportunity to provide an update on Inovara's implementation status of our 'ESG in Action' program for the reporting year 2025.

Our stand out achievement for 2025 was being awarded Gold EcoVadis status for our businesses Collingwood and Indigo, both of whom had been awarded Bronze EcoVadis status in 2024.

The achievement of this has driven a new level of engagement and action on sustainability in our business.

We have also become signatories of the UN Global Compact and are using the key pillars of this to guide our sustainability approach.

We seek to protect the environment by preventing or minimising the environmental harm due to our activities and products through appropriate design, manufacturing and distribution and by promoting responsible use and disposal practices with our customers.

We have made good progress against our agreed sustainability targets, for example showing improvement of scope three carbon emissions through improved product efficacy in seven of eight key product categories.

We hope you find this report interesting and enlightening and welcome any feedback on its contents.

I look forward to writing to you in twelve months time to introduce the next edition of this report and tell you about the further initiatives we have completed at that time.



GUY WILLIAMS

Group Chief Executive Officer

"SUSTAINABILITY IS NO LONGER ABOUT DOING LESS HARM. IT'S ABOUT DOING MORE GOOD."

JOSEN ZEITZ

SUSTAINABILITY RATING

Collingwood and Indigo has undergone an independent sustainability assessment by EcoVadis, a recognised sustainability ratings provider. The assessment covers four key areas: Environment, Labour & Human Rights, Ethics and Sustainable Procurement.

GOLD | Top 5%
ecovadis
Sustainability Rating
NOV 2025

COLLINGWOOD LIGHTING

Collingwood achieved an EcoVadis score of 79/100 and was awarded a gold medal in 2025, placing it among the top 5% of companies globally assessed by EcoVadis.

GOLD | Top 5%
ecovadis
Sustainability Rating
NOV 2025

INDIGO LIGHTING

Indigo achieved an EcoVadis score of 83/100 and was awarded a gold medal in 2025, also placing it among the top 5% of companies globally assessed by EcoVadis.



SIMON ALDERSELY

Group Chief Operating Officer

"WE ARE THE GENERATION WITH THE POWER TO CHANGE THE WORLD. LET'S USE THAT POWER TO CREATE A SUSTAINABLE FUTURE FOR ALL."

ISRA HIRSI



INOVARA GROUP

STRENGTH IN NUMBERS

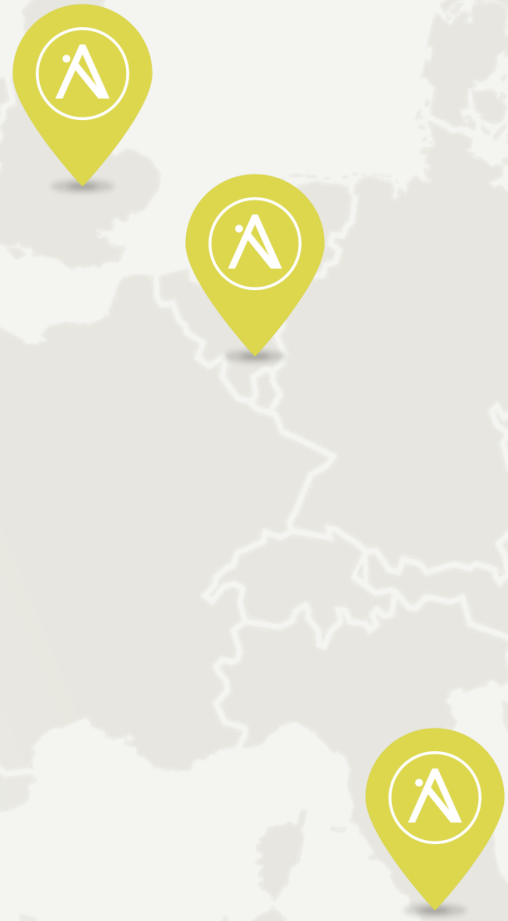
At Inovara Group, we are committed to continuously improving our Environmental, Social and Governance (ESG) performance, embedding sustainability and responsible business practices into everything we do. By reducing our environmental impact, supporting our people and communities, and maintaining strong ethical standards, we aim to create lasting value for our stakeholders.

Our focus is on building a more sustainable, resilient and responsible business that delivers long-term growth while making a positive difference for future generations.

INOVARA GROUP

OUR BRANDS

Inovara Group is the culmination of sustainability-focused and forward-thinking LED lighting brands; industry-recognised and respected brands that deliver cutting edge design and bespoke solutions for the commercial and residential building sector and landscape architecture projects - on a global level. Inovara Group strengthens international reach and product innovation with one unifying aim: To consistently provide innovative and sustainable lighting solutions for our customers.



2021 — COLLINGWOOD LIGHTING

Collingwood Lighting was originally founded 1901 as a textiles company and switched to Lighting 1967, operating directly in the UK and ROI. Collingwood Lighting is a pioneer in the lighting industry, it has specialised in LED technology since 2002 and has been at the forefront of innovation ever since. It's strength is in landscape lighting, alongside providing functional and emergency lighting. Collingwood has a clear commitment to it's customers with innovation, quality and sustainability at the forefront, backed by strong expertise and service levels.

2022 — NOBILE ITALIA

Nobile Italia operates out of Italy and handles international Sales. Nobile Italia was founded in 1966, is Italian based and leads in design and LED technology. For over 60 years, Nobile Italia manufacturers and distributes world-class LED luminaires with a clear market focus on premium quality, supported by excellent service levels and strong R&D capabilities. Its strength lies in LED strip lighting and expands the Groups commercial portfolio.

2023 — INDIGO LIGHTING

Indigo Lighting was originally founded in 1989 and is a leader of lighting innovation, known for its technical expertise and forward-thinking design. It holds a strong market position in France and Belgium, as well as operating in the Netherlands, Denmark, Finland and Germany. It is traditionally known for designer, decorative, architectural and track lighting. Indigo lighting delivers cutting-edge solutions, combining technical excellence and a deep understanding of the evolving needs of its customers.

INOVARA GROUP

AT A GLANCE

With over 125 years experience and a commitment to innovation and sustainable growth, we ensure new businesses that join the Group benefit from our individual brands strengths, leverage expertise and make Inovara Group the lighting partner of choice for our customers, both today and tomorrow.



PRODUCTS & SERVICES

LED Lighting



SIGNIFICANT MARKETS

B2B, Wholesale, UK, Italy, France & Belgium



MAIN RELATIONSHIPS

Key Suppliers, Customers & Distribution Channels

INOVARA GROUP

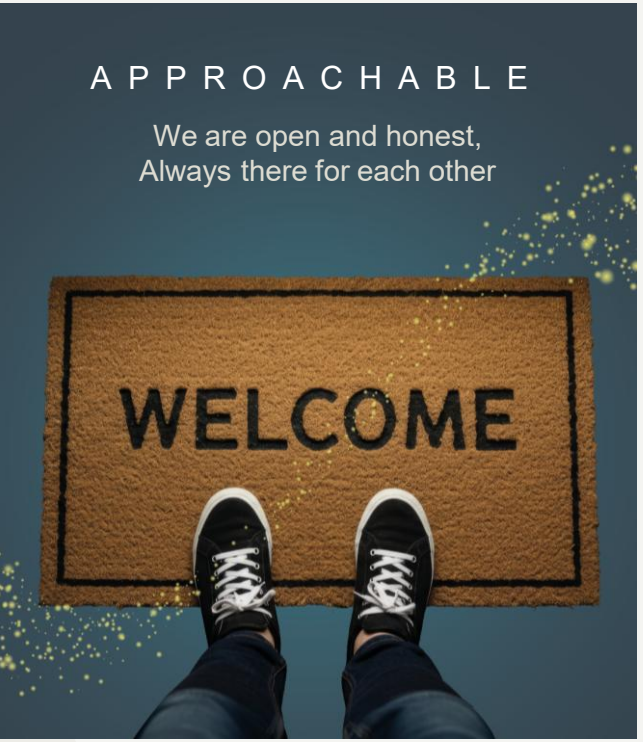
OUR VALUES

Across the Inovara Group, we have clear values, supporting our unified aim to consistently provide innovative and sustainable solutions for our customers, driving our One Team ethos.

Our goal is to be a vibrant and sustainable business, which welcomes all, is safe everyday, and provides exceptional customer service.

APPROACHABLE

We are open and honest,
Always there for each other



COLLABORATIVE

We work together across the group with our customers, suppliers and each other



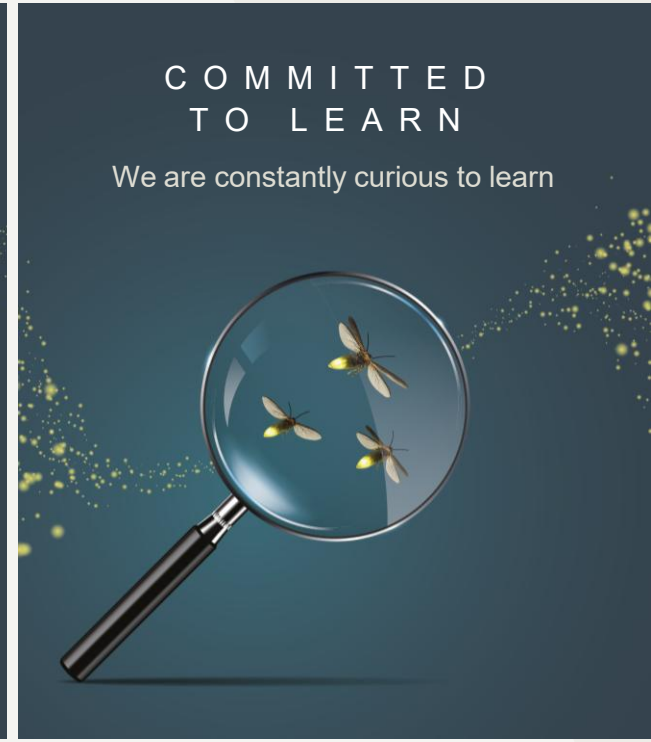
RESULTS DRIVEN

We work together to deliver outstanding results



COMMITTED TO LEARN

We are constantly curious to learn





ESG MISSION

LIGHTING THE FUTURE

At Inovara Group, our ESG ambitions are centred around creating a more sustainable, inclusive and responsibly managed business. Environmentally, we aim to reduce our carbon footprint through initiatives focused on mobile combustion emissions, renewable electricity, operational waste reduction and improved product energy efficiency. Socially, we are committed to supporting our people, promoting equality and diversity, and addressing areas such as the gender pay gap.

Through strong Governance, we aim to uphold ethical business practices, strengthen sustainability standards throughout our upstream supply chain and ensure transparency and accountability in our operations. Together, these commitments support our long-term ambition to deliver responsible growth, measurable progress and lasting value for our stakeholders.

ESG MISSION

OUR AIMS

Our ESG focus is supported by a commitment to good corporate governance and strong foundations for policies, procedures and initiatives which include:

- Responsible Sourcing
- Product Eco Design
- Environmental and Health & Safety
- Company Handbook



Continually reduce our negative environment impact

Support the decarbonisation of energy through reduction of our scope 1, 2 & 3 GHG emissions

Use our commercial relationships to influence change across the whole supply chain



Create a happy and healthy working environment for our colleagues

Protecting the health and safety of our employees, contractors, visitors, customers, suppliers and our neighbours

Support the local communities in which we operate



Be known as an ethical business of the highest standards

Ensure transparent accountability across all of our operations and encourage disclosure

Operate within a secure and compliant environment in all that do

ESG MISSION

SUSTAINABILITY INITIATIVES



MOBILE COMBUSTION EMISSIONS

Reduce direct greenhouse gas emissions from company-owned and controlled vehicles. We aim to improve fleet efficiency by increasing the use of lower-emission vehicles where practical, reducing unnecessary mileage through improved sales travel planning, and optimising customer visit schedules to minimise fuel consumption and associated emissions.



UPSTREAM SUPPLY CHAIN

Increase the proportion of strategic suppliers that are proactively working with us on improving their sustainability performance with signed ESG contractual clauses, strengthening sustainability across our supply chain. By embedding ESG requirements into supplier contracts, we will improve governance and support the management of our wider impacts.

RENEWABLE ELECTRICITY

Use 100% renewable electricity across our operations through a combination of certified renewable electricity procurement and on-site renewable energy generation.



OPERATIONAL WASTE

Reduce the amount of operational waste sent to landfill and minimise the environmental impact of our operations. We will improve waste segregation, increase recycling and recovery, and work closely with our waste management partners to divert waste from landfill.





GENDER PAY GAP

Identify and address any gender pay gap by promoting fair, transparent and equitable pay practices across the business. We regularly review pay, reward, recruitment and career progression processes to support equal opportunities, strengthen talent retention, enhance workforce stability and demonstrate our commitment to an inclusive and equitable workplace.



PRODUCT EFFICACY

Improve the energy efficiency of our lighting products by increasing lumens per watt across our key product categories. This will enable customers to reduce their electricity consumption and associated greenhouse gas emissions during the use of our products and therefore reduce our Scope 3 carbon footprint.



PRODUCT PORTFOLIO

A COMPLETE OFFERING

At Inovara Group, sustainability is at the heart of our product development, delivering innovative and energy-efficient lighting solutions across the Residential, Commercial, Industrial and Landscaping sectors.

Our dedicated in-house Research & Development team oversees the design and development process, ensuring tailored solutions that meet customer needs while prioritising efficiency and environmental responsibility.

By embracing circular economy principles, we focus on designing durable, repairable and longer-lasting products that extend product lifespans, minimise waste and reduce environmental impact, supporting a more sustainable future.

PRODUCT PORTFOLIO

SECTORS

Our product portfolio spans residential, cultural, commercial and industrial lighting solutions for both indoor and outdoor use. Our products can be found in all types of buildings, properties and artfully designed landscaping around the globe.

We offer unwavering commitment to technical and engineering excellence, know-how, service and expertise to support our customers deliver clarity, vision and innovation to their projects.

RESIDENTIAL

COMMERCIAL

INDUSTRIAL

LANDSCAPING



PRODUCT PORTFOLIO

SPECIALISTS IN LIGHTING

We offer a range of sustainable lighting solutions lighting across domestic, commercial, industrial and landscaping applications. From residential houses to retail outlets, art galleries and warehouses, we have incorporated lighting into a diverse range of applications and buildings to improve both aesthetics and environments.


ARCHITECTURAL


DECORATIVE


DOWNLIGHTS


TRACK


STRIP


LINEAR


GU10


SEMI-RECESSED


PANELS


BATTENS

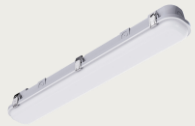

SURFACE


SUSPENDED

BULKHEADS


HIGH BAY


LOW BAY


ANTI-CORROSIVES


BOLLARDS


GROUND LIGHTS


UPLIGHTS


FEATURE LIGHTS


SPIKE LIGHTS


WALL LIGHTS


FLOODLIGHTS


STEP LIGHTS


EM BLADE


EM MAX


EM TWIN SPOT


EM BOX


EM ROUTE


EM BULKHEAD


EM SURFACE


LIGHT CONTROL

PRODUCT PORTFOLIO

PRODUCT DEVELOPMENT

OUR APPROACH

- All products are developed, produced and tested to the latest standards and verified by in-house R&D and accredited labs.
- New Products are developed with input from key stakeholders and personas. Input throughout the development stage is critical for the success.
- Easy to experience, simple to handle and install for the electrician/fitter and easy to use for the end user.
- No longer one product for one application. One product can be used across multiple applications.
- Circular economy principles applied to product development extended the lifespan of products and reducing waste wherever possible.
- Added value pricing and product stack availability for customers across good, better and best product positioning.
- Dedicated site surveys and bespoke service, tailor made to customer's needs
- Dedicated after sales team offering expert advice on commissioning and aftercare support.

RELIABILITY

INSTALLATION

EXPERIENCE

FLEXIBILITY

PRICE

QUALITY ASSURANCE

TECHNICAL DATA

BESPOKE SERVICES

PRODUCT WARRANTIES

DESIGN & PLANNING



ENVIRONMENTAL

CIRCULAR ECONOMY

Inovara applies circular economy principles by extending the lifespan of products and reducing waste wherever possible. For example, bollards are repaired instead of being replaced, and WEEE is collected and recycled at the end of its life.

Many lighting products are designed with replaceable components, including LED drivers, LED light sources, and batteries in emergency packs, allowing individual parts to be replaced rather than discarding the entire fitting.

In addition, products are supplied in recyclable packaging, helping to reduce packaging waste and improve resource efficiency.





CASE STUDY

PRODUCT EFFICACY

Inovara has undertaken detailed carbon footprint mapping to understand the impact of its business and how best to take actions to reduce this. These studies show that 90% of our total end to end carbon footprint results from scope three emissions related to the use of our products.

To help address this we have a broad program to reengineer our products to improve their efficacy. There are many examples in our portfolio where we have done this, including for example our highly successful high bay family, where in 2026 we replaced our popular Springbok Lite product with a new product Flex Bay, which has higher efficacy meaning that the carbon footprint of an average warehouse could be reduced by on average 12 tonnes of CO_2 per year.*

We continue to have a pipeline of developments of new more efficient products to help us and our customers reduce their carbon footprints.

*The product Flex Bay (150 lm/W) replaced Springbok Lite which had an efficacy of 138 lm/W. This means to reach 15000 lm you need 100w for Flex Bay and 109w for Springbok Lite. At this lm output you'd space luminaires by 5m. If you assume 24/7 operation then this is 79kwh per year saving. A kwh creates 126g of CO2 per year on the UK grid. The average UK warehouse is 30,940 sqm. This needs 1,225 high bays at the spacing above. Therefore 79*1,225*0.126 = 12,193kg of CO2 less per year for an average warehouse.



CASE STUDY

PACKAGING

As part of our ongoing commitment to sustainability and continuous improvement, Collingwood have introduced a number of practical improvements to our product packaging, focused on reducing material use, minimising waste and improving operational efficiency.

For our PS650-1100mA product, we have worked closely with our supplier to replace the previous plastic grip-seal bag with a recyclable paper bag. This change removes unnecessary plastic packaging, reducing packaging waste while also minimising the handling required within Collingwood and creating efficiencies across our production processes. The change also contributes to lower packaging costs and supports our wider objective of reducing reliance on single-use plastics.

We have also introduced pre-printed packaging for selected customers products, incorporating the required product information directly onto the boxes rather than applying separate adhesive labels. This reduces the additional materials required for labelling and streamlines the packaging process, while maintaining the information and presentation required by our customer.

The change has been positively received by customers from a sustainability perspective, demonstrating how practical packaging improvements can support both our environmental objectives and our customers' own sustainability priorities.



ENVIRONMENTAL

IMPACT

At Inovara Group, we are committed to minimising our environmental impact, with a clear objective to significantly reduce our carbon footprint by 2030. Our approach focuses on addressing Scope 1, 2 and 3 emissions, taking responsibility for both our direct operations and the wider value chain.

Through the increased adoption of renewable energy sources, improved operational efficiency and responsible sourcing, we aim to drive meaningful environmental progress. This includes using FSC-certified paper and card across our packaging and brochures, supporting responsible forest management and reducing our impact on natural resources.

ENVIRONMENTAL

SCOPE 1, 2 & 3



SCOPE 1

On-site PV Electricity
Gas Consumed
Fleet
Fugitive

SCOPE 2

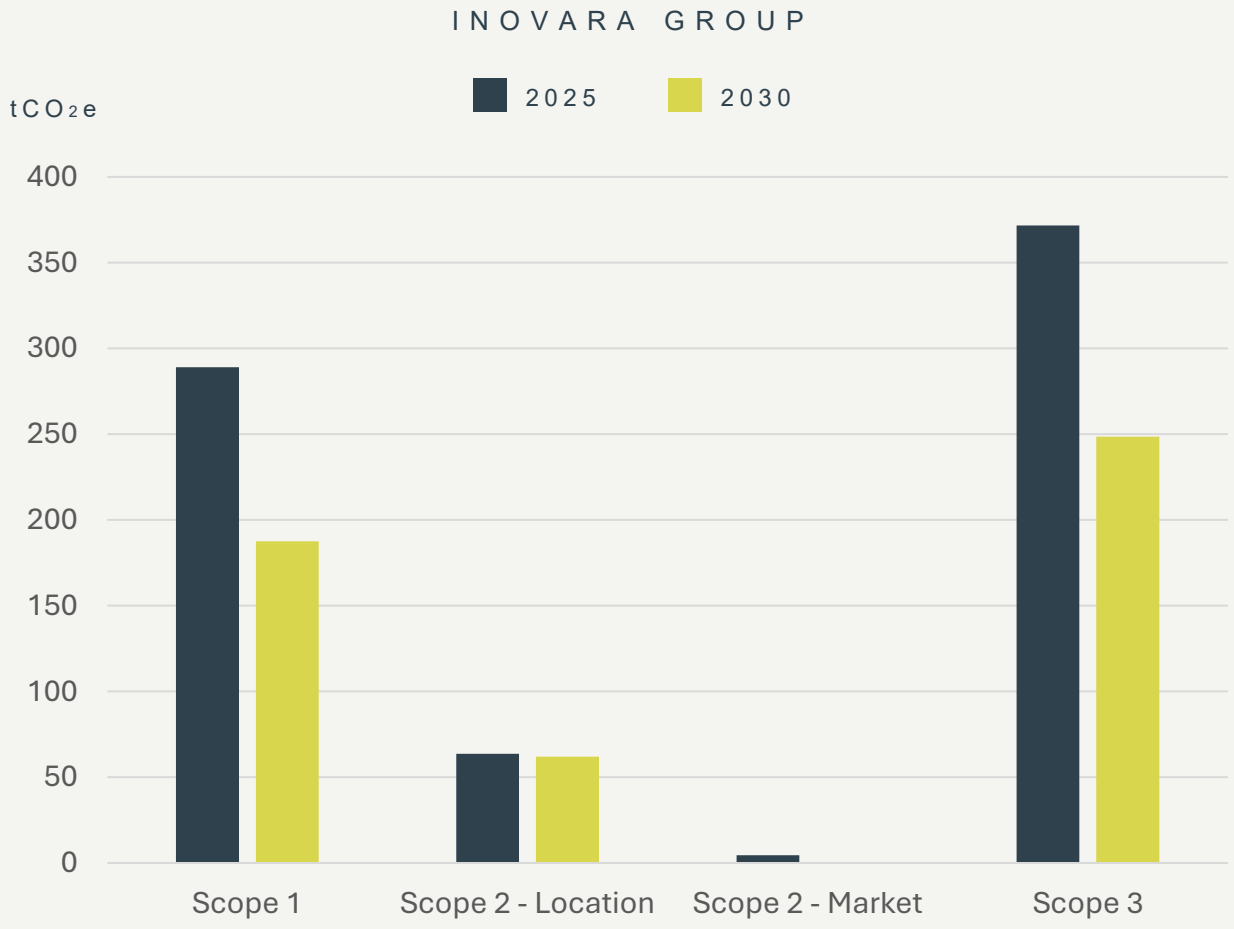
Purchased Electricity

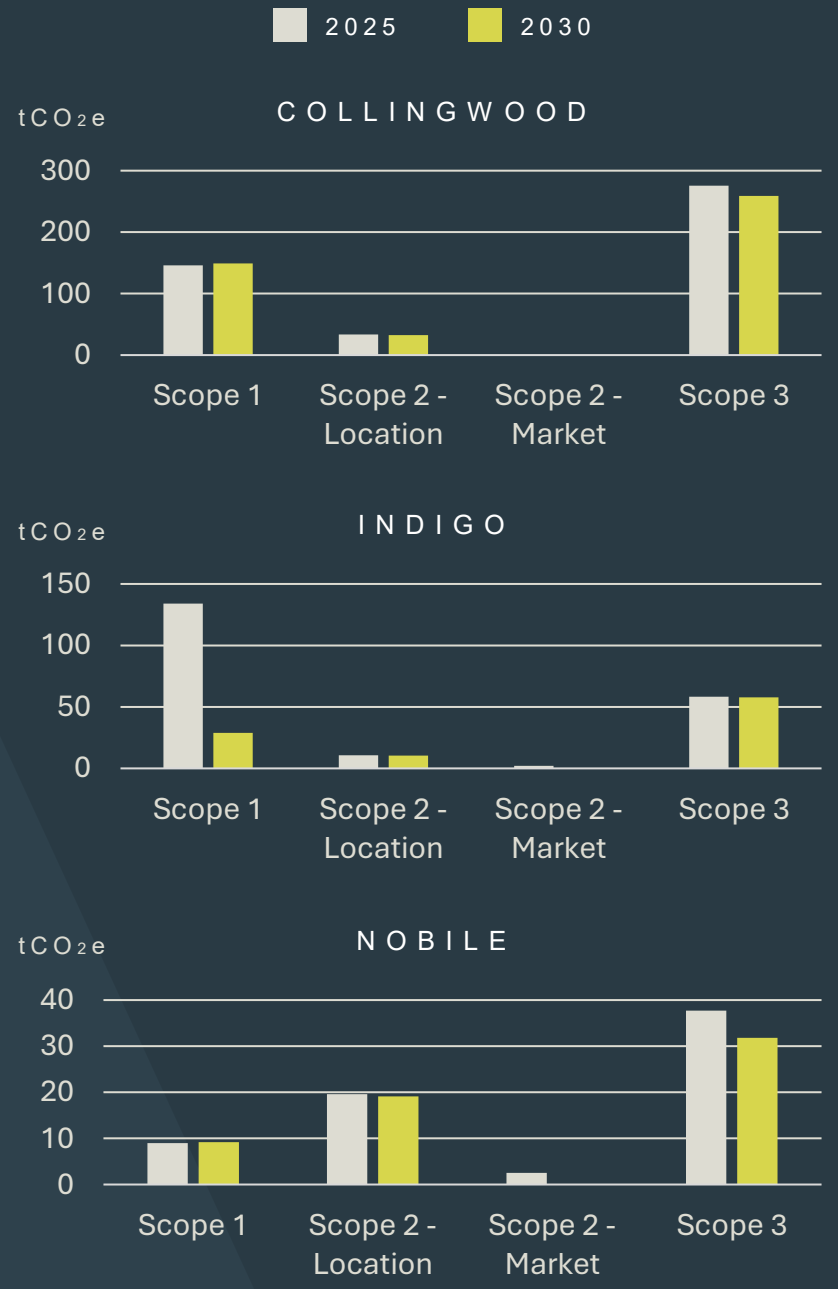
SCOPE 3

Product Manufacture
Product Use
Shipping From Supplier
Distribution
Primary Packaging Waste
Employee Commute
Business Travel

ENVIRONMENTAL

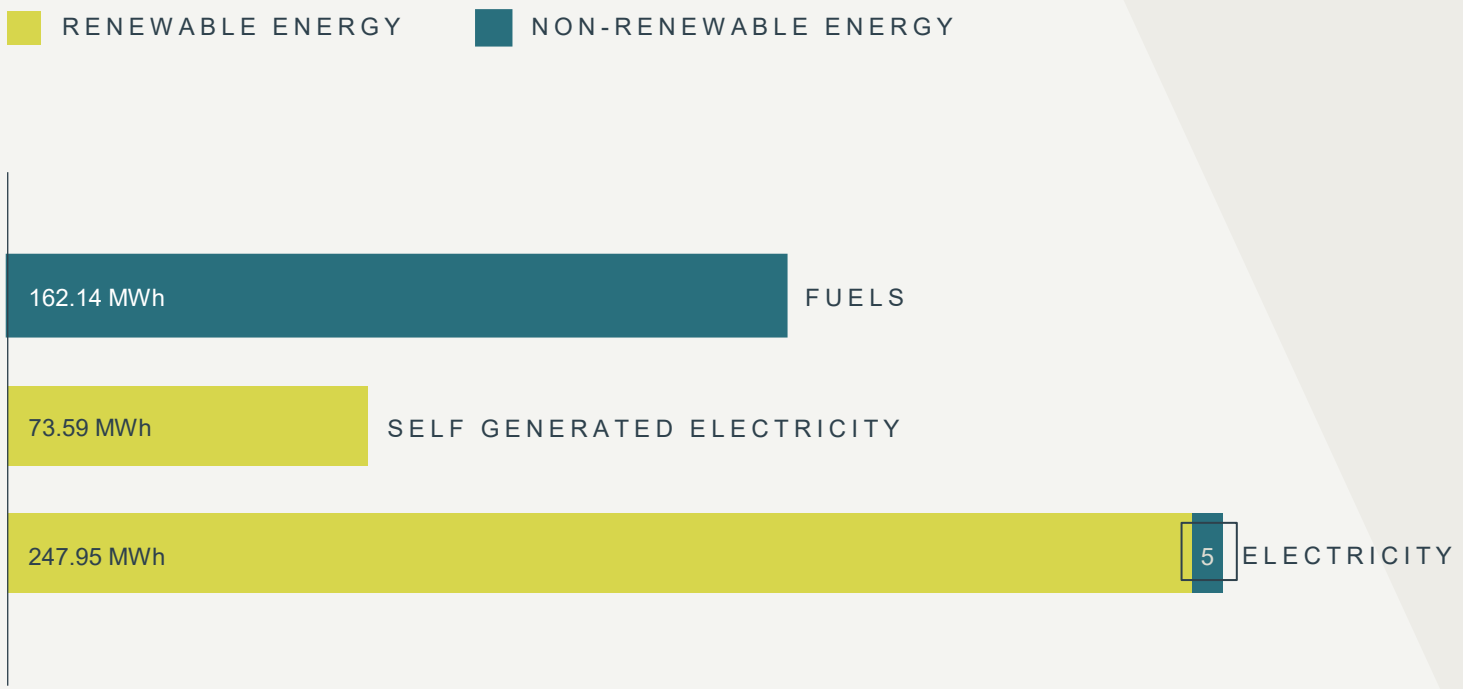
GREEN HOUSE GASSES





ENVIRONMENTAL

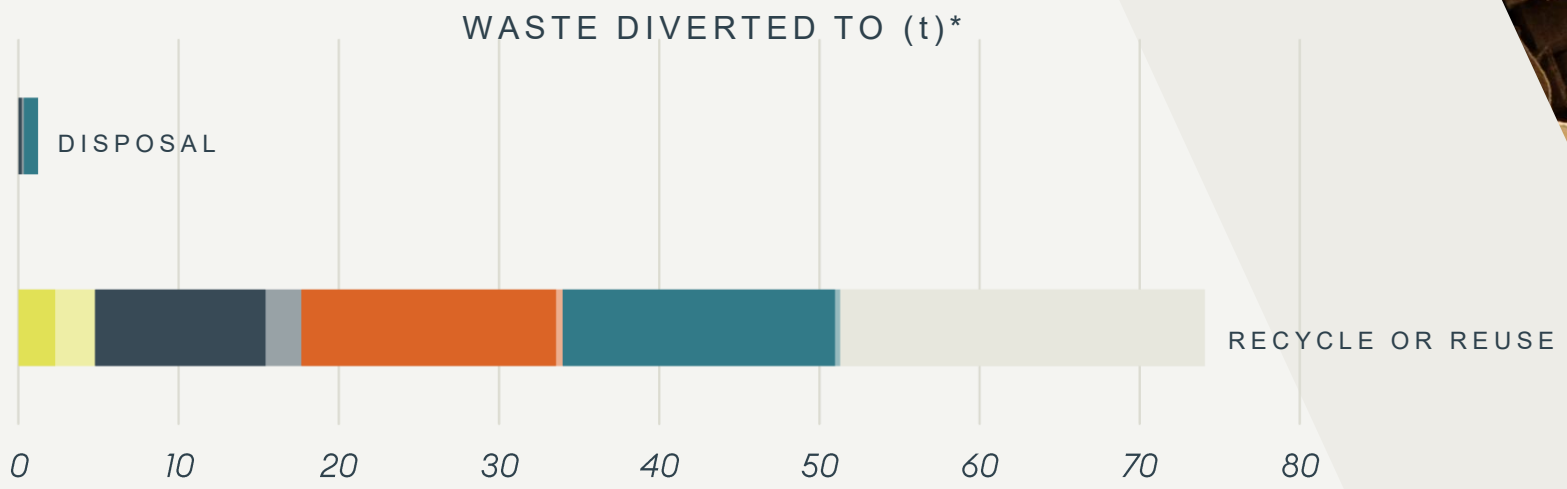
UTILITIES CONSUMPTION





ENVIRONMENTAL

WASTE



- NON-HAZARDOUS PLASTIC PACKAGING
- NON-HAZARDOUS MIXED PACKAGING
- NON-HAZARDOUS DISCARDED EQUIPMENT
- NON-HAZARDOUS COMPONENTS
- NON-HAZARDOUS PAPER & CARDBOARD
- NON-HAZARDOUS BATTERIES & ACCUMULATORS
- NON-HAZARDOUS MIXED MUNICIPAL WASTE
- NON-HAZARDOUS PLASTICS
- NON-HAZARDOUS DISCARDED ELECTRICAL EQUIPMENT



*Collingwood Only Data

ENVIRONMENTAL

F S C

FSC PACKAGING & BROCHURES

As part of our ongoing commitment to sustainability, we are proud to use FSC-certified paper and card in our packaging and brochures. FSC certification ensures that materials are sourced from responsibly managed forests and other approved sources, helping to protect biodiversity, support responsible forestry and safeguard natural resources for future generations. It's another important step towards reducing our environmental impact and making more sustainable choices across our business.

FSC
www.fsc.org
MIX
Paper from responsible sources





CASE STUDY

FOOD WASTE RECYCLING

As part of our commitment to improving resource efficiency and reducing our environmental impact, Collingwood has introduced food waste recycling across its operations. Separating food waste from general waste helps to reduce the volume of waste sent for disposal and supports a more sustainable approach to waste management. This initiative forms part of our wider efforts to minimise waste, increase recycling and make better use of resources generated through our operations.

Our food waste is collected separately and processed through anaerobic digestion, a process that uses naturally occurring microorganisms to break down organic material in the absence of oxygen. This produces biogas, which can be used to generate renewable energy, alongside a nutrient-rich digestate that can be used as a fertiliser on agricultural land. By diverting food waste from general waste streams and recovering valuable resources, we are helping to reduce waste sent for disposal while contributing to the circular economy and supporting the UK’s transition towards more sustainable resource management.



CASE STUDY

TRANSITION TO LOWER-EMISSION FLEET VEHICLES

Our Collingwood site have chosen to introduce plug-in hybrid vehicles into our company fleet, balancing our commitment to reducing Scope 1 greenhouse gas emissions with the overall cost efficiency of fleet operations.

These vehicles allow shorter journeys to be completed using electric power, reducing petrol consumption and associated emissions. Collingwood’s fleet policy encourages employees to prioritise electric driving wherever practical, making full use of the vehicles' electric capability to maximise environmental benefits and reduce running costs.

This supports our ongoing efforts to reduce emissions associated with business travel while improving fleet efficiency and encouraging more sustainable driving practices.



SOCIAL

IMPACT

At Inovara Group, our people are at the heart of our success, and we are committed to creating an inclusive, supportive and empowering workplace where everyone can thrive. We focus on attracting, developing and nurturing talent, fostering a positive culture built on collaboration, engagement and shared values.

By investing in our people, embracing transformation and empowering individuals to drive positive change, we aim to unlock potential, strengthen our organisation and create opportunities for personal and professional growth. Together, we are building a resilient, engaged and future-focused workforce that supports our long-term success.

SOCIAL

OUR PEOPLE

Our people are what makes the Inovara Group, which is why we have a clear vision, clear values and we invest in our people to provide them with the tools they need to excel. Our refreshed People Strategy places a strong focus on developing our people to reach their full potential, optimising our organisational design to enable career mobility, and building sustainable leadership capability. It's about creating an environment where colleagues have the opportunity to shape the business as they grow and progress, actively influencing the future of the company they are part of.

TALENT

We're an employer of choice, attracting the right talent to support our goals. We support continued career development and growth, empowering all colleagues to reach their potential.

CULTURE & ENGAGEMENT

We have a highly engaged, inclusive culture. Our colleagues feel valued, engaged, and empowered to deliver results aligned with our values.

TRANSFORMATION & CHANGE

We have the right organisational structure to deliver our strategy. We empower our people with the mindset and capabilities to navigate change and lead with confidence into the future



STEPH PHILLIPS

Group Chief People Officer

"THE BEST WAY TO PREDICT THE FUTURE IS TO CREATE IT"

PETER DRUCKER

INOVARA GROUP

GLOBAL WORKFORCE

Our global workforce reflects the international reach of Inovara Group, bringing together diverse talent, expertise and experience across our locations to drive collaboration, innovation and continued growth.



100%

GLOBAL



40% WOMEN

60% MALE

0% OTHER NON REPORTED



32%

BELGIUM & FRANCE



33% WOMEN

67% MALE

0% OTHER NON REPORTED



18%

ITALY



50% WOMEN

50% MALE

0% OTHER NON REPORTED



50%

UNITED KINGDOM



41% WOMEN

59% MALE

0% OTHER NON REPORTED

SOCIAL

OUR PEOPLE

EAP

We provide an Employee Assistance Programme (EAP) to support employees' mental health, wellbeing and personal challenges. This helps create a healthier, more supportive workplace where people are able to thrive.

GROUP LIFE ASSURANCE

We provide life assurance to our UK employees to offer employees and their families financial protection and peace of mind, supporting employee wellbeing and security.

MEAL VOUCHERS

We provide our Belgium-based workforce with meal vouchers, supporting employee wellbeing, promoting social inclusion and improving access to nutritious meals.

AWARDS

Our company awards recognise employee achievements and contributions, celebrating success and promoting a positive, motivated and inclusive workplace culture.

SOCIAL EVENTS

We organise company-wide social events, including Christmas parties and summer BBQs as well as company commercial days to strengthen relationships, encourage inclusion and foster a positive workplace culture.

TALENT POLICY

We refreshed our Talent Policy, introducing objectives, annual reviews and succession planning to support employee development, recognise performance and build long-term organisational resilience, as one of the key pillars of our People Strategy.

CHARITY FUNDRAISING

Our colleagues independently raise money for charitable causes, demonstrating community spirit, social responsibility and a commitment to supporting the local and wider community.



SOCIAL

HEALTH & SAFETY







Inovara we believe that:

- We must strive for zero harm to our employees, contractors, visitors, customers and suppliers.
- Every accident is preventable.
- Nothing we do is so important that we cannot take the time to do it safely.
- All aspects of our Health, Safety and Environmental performance must be continuously improved.
- All our people have a responsibility for the health and safety of themselves and others.

* Formula for rate of recordable work-related accidents of employees:

$$\frac{\text{Number of work related accidents in the reporting year}}{\text{Total number of houses in a year by all employees}} \times 200{,}000$$



CASE STUDY

REAL LIVING WAGE

The continued rising cost of living places financial pressure on many people. While the statutory National Living Wage sets a legal minimum, the Real Living Wage is independently calculated based on the actual cost of living. It helps reduce financial pressures on employees, supports their health and wellbeing, promotes greater financial security and recognises the value of the people who contribute to our success.

We want to be an organisation that demonstrates fairness, social responsibility, and a genuine commitment to employee wellbeing. So, as of 2025, we became accredited as a Real Living Wage Employer by the Living Wage Foundation. All of our UK based employees are paid at least the Real Living Wage, and we have committed to reviewing salaries on an ongoing basis to keep this commitment.

Paying the Real Living Wage is more than a commitment to fair pay. It is a strategic investment in people that delivers benefits through improved employee engagement, higher retention, enhanced productivity and better organisational reputation. By becoming a Real Living Wage Employer, we are investing in our people, supporting a fairer and more inclusive society, and demonstrating that our commitment to sustainability extends beyond our environmental impact to the positive difference we can make to our employees.



GOVERNANCE

BEST PRACTICE

At Inovara Group, strong governance is fundamental to achieving our sustainability ambitions and driving responsible, long-term growth. We are committed to embedding ethical business practices, transparency and accountability throughout our operations and wider supply chain.

Through robust policies, responsible sourcing and continuous monitoring of our ESG performance, we aim to ensure sustainability is considered at every level of decision-making.

By strengthening our governance frameworks and collaborating with suppliers and stakeholders, we strive to manage risks, deliver measurable progress and create lasting value for our business, communities and the environment.

GOVERNANCE

COMPANY GOVERNANCE

GDPR

Inovara maintains a Privacy Notice covering the personal data of employees, workers, contractors and other third parties. It outlines the principles governing how personal data is collected, used, stored and protected, together with the measures in place to ensure compliance with applicable data protection legislation, including the UK and EU General Data Protection Regulations (GDPR) and the Data Protection Act 2018.

ANTI-BRIBERY & CORRUPTION

Inovara is committed to conducting its business honestly, ethically and with integrity. We take a zero-tolerance approach to bribery and corruption and expect these principles to be upheld in all business dealings and relationships. During the reporting period, Inovara (Collingwood, Indigo and Nobile) had no convictions or fines relating to violations of anti-bribery or anti-corruption laws.

MODERN SLAVERY

We have a Modern Slavery Policy in place to help prevent modern slavery, human trafficking, forced labour and exploitation within our operations and supply chain. We are committed to upholding ethical labour practices and complying with relevant legislation. No instances of modern slavery were identified or reported during the reporting period.

ANTI-FACILITATION & TAX EVASION

Our Anti-Facilitation and Tax Evasion Policy enables the prevention of tax-related financial crime, ensure compliance with relevant legislation and promote ethical, transparent and responsible business practices. This supports our commitment to good governance and long-term sustainability. By promoting accountability and integrity, we help build trust with our employees, customers, suppliers and wider community.

WHISTLEBLOWING

We are committed to maintaining a culture of openness, honesty and accountability. Our Whistleblowing Policy provides employees and other relevant stakeholders with a confidential mechanism to raise concerns about suspected wrongdoing, unethical behaviour, malpractice or breaches of our policies. All concerns are taken seriously and appropriately investigated, and we do not tolerate victimisation or retaliation against individuals who raise concerns in good faith. During the reporting period, we received no whistleblowing concerns, reflecting the position reported through our established reporting channels. We remain committed to promoting transparency, ethical behaviour and responsible business practices.

INFORMATION SECURITY

We have an Information Security Policy in place to safeguard sensitive information and protect the privacy of our employees, customers and stakeholders. Maintaining strong information security is essential to building trust, reducing business risks and ensuring operational resilience. It supports our commitment to responsible business practices and long-term sustainability by promoting accountability and protecting the information we are entrusted with.



DIARMUID CONIFREY

Group Chief Financial Officer

“SMALL ACTIONS CAN CREATE BIG RIPPLES. EACH ONE OF US HAS THE POWER TO MAKE A DIFFERENCE IN BUILDING A SUSTAINABLE FUTURE.”

XIUHTEZCATL MARTINEZ

GOVERNANCE

SUPPLIER GOVERNANCE

PARTNERS

At Inovara we are committed to conducting our business with integrity, transparency and respect for people and the environment. We recognise that our suppliers and business partners play an important role in achieving our sustainability objectives.

SUPPLIER CODE OF CONDUCT

We expect all suppliers to adhere to our Supplier Code of Conduct, which outlines the fundamental principles and standards that all suppliers, including their subcontractors, are required to uphold across their operations, business relationships with us and wider supply chains. By adhering to this Code, suppliers contribute to a responsible and sustainable supply chain, fostering a positive impact on society and the environment. Through collaboration, we aim to drive continuous improvement and promote ethical and sustainable practices throughout our shared value chain.

LOCAL & NATIONAL LAW

Suppliers are required to comply with all applicable local and national laws, regulations and relevant international conventions relating to their operations and the products and services they provide to Inovara. This includes requirements relating to labour standards, human rights, health and safety, environmental protection, anti-bribery and anti-corruption, fair competition and data protection.

COLLABORATION

By working collaboratively with our suppliers, we aim to encourage continuous improvement and promote ethical, responsible and sustainable practices throughout our supply chain.



NEXT STEPS

ROAD MAP



SCOPE 1 – MOBILE COMBUSTION EMISSIONS

Using 2024 as our baseline, we aim to reduce emissions from company-owned and controlled vehicles by 2% annually through to 2028. We will focus on improving fleet efficiency, reducing unnecessary mileage and optimising sales travel and customer visit schedules to minimise fuel consumption and associated emissions.



SCOPE 2 – RENEWABLE ELECTRICITY

From 2026 we will use 100% renewable electricity across all of our operations through certified renewable electricity procurement and on-site renewable energy generation, supporting our ongoing commitment to reducing the environmental impact of our energy consumption.



GENDER PAY GAP

We aim to eliminate any gender pay gap for equivalent roles by continuing to review pay, reward, recruitment and career progression practices to promote fairness, transparency and equal opportunities across the business.



UPSTREAM SUPPLY CHAIN SUSTAINABILITY

Using 2024 as our baseline, we aim for 100% of our large suppliers to be actively engaged in improving their sustainability performance and to have signed ESG contractual clauses by 2028. This will strengthen our supply chain governance and support the management of our wider Scope 3 impacts.



OPERATIONAL WASTE

Using 2024 as our baseline, we aim to reduce operational waste sent to landfill to 1.3 tonnes by 2028. We will focus on improving waste segregation, increasing recycling and recovery, and working with our waste management partners to minimise waste sent to landfill.



SCOPE 3 - PRODUCT EFFICACY

Using 2024 as our baseline, we aim to improve product efficacy across at least six of our eight key product categories by increasing lumens per watt by 1% year on year through to 2028. This will improve the energy efficiency of our lighting products, helping customers reduce electricity consumption and associated greenhouse gas emissions during product use and therefore reduce our scope 3 carbon footprint.


INOVARA
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