

Environmental, Social, and Governance (ESG)



Annual Report: 2024-25



Contents

Executive Summary	4
Environmental Metrics & Initiatives	6
Social Metrics & Initiatives	13
Governance Metrics & Initiatives	17
Health & Safety	20
Strategic Goals & Commitments	23
External Audits & Certifications	25
Conclusion	27



Executive Summary

Introduction

Facilities Management (FM) remains at the core of our strategy for operational efficiency, cost-effectiveness, and sustainability. This report underscores the progress we have made in aligning our FM practices with Environmental, Social, and Governance (ESG) principles.

Over the past year, we have not only strengthened our commitment to sustainability but also implemented enhanced strategies that ensure our practices contribute to a better world. This report highlights our journey toward fulfilling ESG objectives, building on the foundations set last year, while responding to emerging challenges and opportunities.

Environmental Stewardship

Over the past year, we have made significant strides in enhancing our environmental stewardship. In addition to the energy-efficient technologies and waste reduction initiatives established, we have expanded our use of renewable energy sources, reducing our carbon footprint. Our ongoing energy audit programme has identified new opportunities to optimize energy consumption, and we have taken proactive steps to implement energy-saving measures across all facilities.

Furthermore, our sustainable procurement practices have been revised to include more eco-friendly products, ensuring that our supply chain contributes positively to environmental goals. Continuous monitoring and the adoption of green certifications have strengthened our environmental performance, demonstrating our unwavering commitment to sustainability.

Social Responsibility

This year, we further cemented our commitment to social responsibility by integrating a more robust approach to employee well-being and community engagement. We introduced wellness initiatives, including mental health support programmes and flexible work arrangements, to enhance the well-being of our employees. Our safety standards have been elevated through the implementation of advanced safety technologies, ensuring a safer workplace for all.

Moreover, our community outreach efforts have expanded, with a focus on local partnerships, education, and social programmes that make a tangible impact on the communities where we operate.

These initiatives reflect our continued dedication to fostering an inclusive, supportive, and socially responsible environment.

Governance And Compliance

We have strengthened our governance framework this year by incorporating more comprehensive risk management practices and enhancing our compliance monitoring systems. We continue to adhere to all industry regulations and standards, conducting internal and external audits to ensure transparency and accountability.

Furthermore, we have increased stakeholder engagement through regular reporting on our ESG initiatives, ensuring that our operations meet the highest ethical standards. Any compliance issues identified have been swiftly addressed, reinforcing our commitment to sound governance and ethical conduct across all levels of the organisation.

Innovation And Future Outlook

Innovation has been a key theme in our progress this year. Our continued investment in cutting-edge technologies has resulted in more efficient facilities management processes, from predictive maintenance powered by data analytics to smart building technologies that optimise resource usage. Looking ahead, we are focused on further leveraging these technologies to drive sustainability and operational efficiency.

We are also exploring new partnerships and collaborations that will allow us to stay at the forefront of the evolving FM landscape and further embed ESG principles into every aspect of our work. As we look to the future, we are committed to continuous improvement, sustainability, and adaptability in our facilities management practices.



Environmental Metrics & Initiatives

Environmental Metrics & Initiatives

Waste Reduction Commitment

We continue to commit to reducing the amount of waste generated within our operations. By working with our clients, we aim to support their environmental targets, including effective waste management.

Employee Education

We continue to educate employees on Environmental Awareness via an e-learning programme. This initiative helps raise awareness of environmental matters among our staff and supports the reduction of energy waste at both the BSC and our client sites.

To further support our commitment to the Science-Based Targets Initiative (SBTi), we have undertaken some key actions aimed at reducing carbon emissions. This strategic approach ensures alignment with our mission and continuous progress towards our vision of environmental responsibility, fostering a more sustainable and resilient future.

Objectives and Key Actions

Objective: To build and utilize toolkits for measuring Scope 3 emissions as identified in our GHG Scope 3 Screening document.

Key Actions

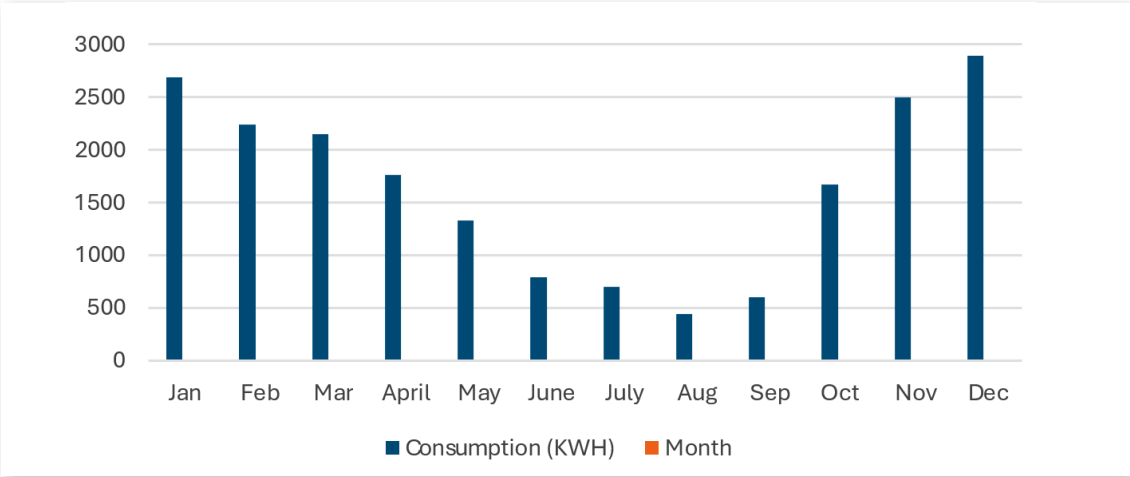
1	Employee Commuting Data: Issued data to better understand the impact of employee commuting on Scope 3 emissions.
2	Business Mileage: Analysed business mileage from claims to assess its contribution to Scope 3 emissions.
3	Supply Chain Engagement: Planned outreach to our supply chain partners to gather their Scope 3 emissions data.

By implementing these actions, we are taking significant steps towards reducing our environmental impact and supporting our SBTi commitment. This proactive approach not only aligns with our mission but also ensures we are continuously working towards our vision of a sustainable future.

a) Energy Management

Area	Description	Initiatives	Action	Metrics	Progress
Energy Efficiency	Continue promoting energy efficient technology at Client sites.	Employee training and randomly selecting sites for energy-efficient audits.	Support our clients to implement energy-efficient technologies.	Energy consumption per square foot (kWh/sq. ft); % reduction in energy consumption	Further support 2 clients during 2025 with energy savings initiatives.

2024 Gas Consumption Data



Environmental Impact: Scope 1 Emissions from Gas Usage at Head Office

As part of our ongoing commitment to environmental responsibility and transparent reporting, we continue to monitor and report our Scope 1 emissions, which include direct greenhouse gas emissions from sources under our operational control. In 2024, we collected data on natural gas usage at our head office, supplied by Valda Energy. As the gas is combusted on-site for heating and falls under our operational control, the associated emissions are classified as Scope 1.

Reported Scope 1 Emissions (Gas Usage – Head Office, 2024):

3.61 tCO₂e (tonnes of carbon dioxide equivalent)

We also accounted for emissions from our company-owned and operated vehicles, which are another key source of direct emissions.

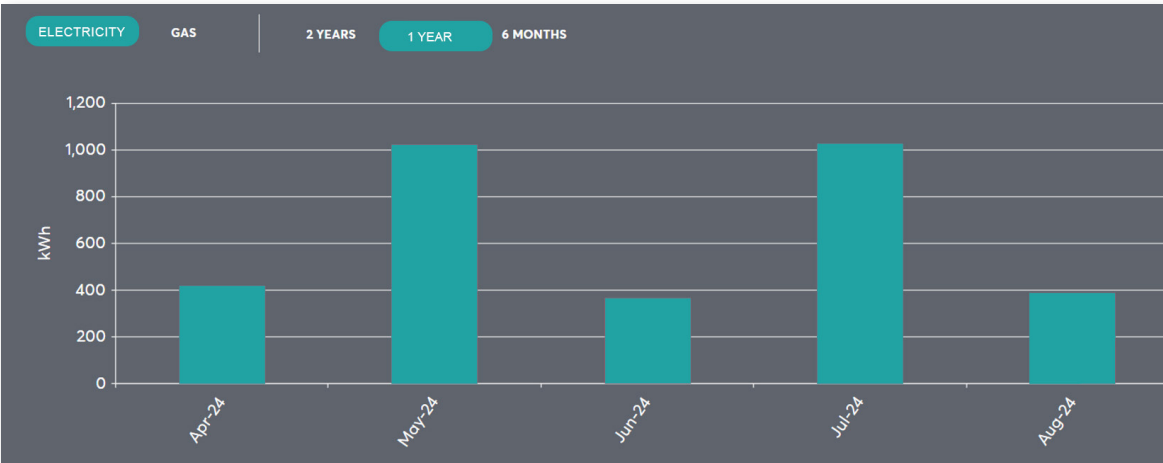
Reported Scope 1 Emissions (Vehicle Usage – 2024):

41.77 tCO₂e

Total Scope 1 Emissions (2024): 45.38 tCO₂e

This total represents our direct greenhouse gas emissions for the year and reflects our commitment to improving emissions tracking and transparency. We are actively working to expand our data collection across all sites to support more comprehensive environmental reporting and inform future reduction strategies.

Our Business Support Centre (Head Office) in Darlington is powered by an entirely renewable source tariff for electricity.





b) Waste Management

Area	Description	Initiatives	Action	Metrics	Progress
Waste Reduction	Planning for Waste Reduction Strategies in 2024	To develop employee training on waste reduction	Separate workplace waste into recyclables, food waste, and non-recyclables as required by the new recycling regulations effective March 31, 2025. Implement recycling programs with licensed waste carriers, set up recycling stations, and engage employees through training and awareness campaigns. Regular audits and reporting will ensure compliance.	Reduction in waste generated	Aim for 20% reduction in overall waste generation by 2026. BSC recycle waste to % to increase to 60% by 2026
Hazardous Waste	Proper handling and disposal of hazardous waste	Hazardous waste awareness training for employees		Number of incidents of improper disposal	Aim for zero instances of improper hazardous waste disposal.



c) Water Management

Area	Description	Initiatives	Action	Metrics	Progress
Water Efficiency measures	Maintaining usage of water-efficient fixtures	To continue promoting installations of smart meters at Client sites	Regular assessment by site leads	Water consumption (m3); percentage reduction in water usage	Further support 2 clients during 2025 with water savings initiatives.

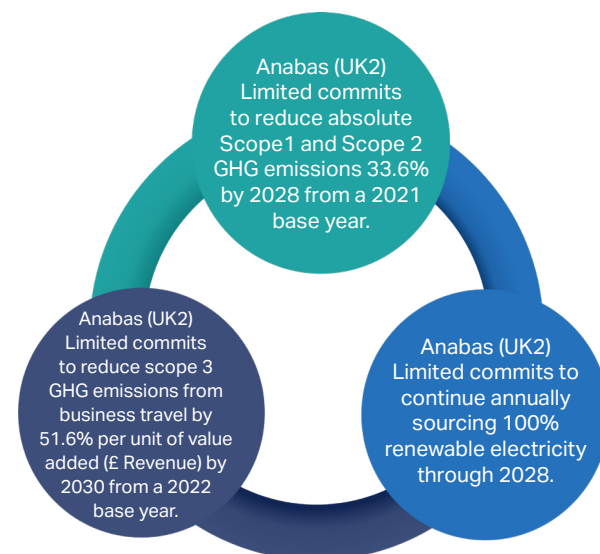
Site Initiatives

Site 1

The “How Green is Your Campus” event provided an opportunity for key functions of the Client site to showcase their green initiatives and promote sustainable engagement within the campus. The event featured presentations from various departments, each highlighting their contributions to sustainability

1	Introduction to Sustainability Initiatives: The event began with an overview of the organization’s commitment to environmental responsibility and engagement.
2	Architectural Team’s Presentation: The team discussed the sustainable fit-out of the client’s building, focusing on BREEAM initiatives and adapting existing structures to meet green standards.
3	IT Department’s Digital Sustainability: The IT department showcased their efforts to reduce the environmental impact of technology and promote eco-friendly practices.
4	Facilities Team’s Strategies: The facilities team shared their approaches to maintaining a sustainable campus, including energy-efficient operations and green building management.
5	Waste Segregation and Recycling: An informative video emphasized the importance of waste segregation and active participation in recycling programs.
6	Sustainable Food Offerings: Attendees enjoyed local and eco-friendly canapés while learning about the benefits of environmentally responsible food sources.
7	Discussion on Individual Engagement: The event concluded with a discussion on how individuals can engage with sustainability initiatives on campus, fostering a culture of environmental stewardship.

Target Setting



Initiatives to Support GHG Reductions

Anabas Launches New Employee Electric Car Scheme

As part of our ongoing commitment to sustainability and reducing our carbon footprint, Anabas is excited to announce the launch of our new employee electric car scheme. This initiative is designed to provide our employees with an affordable and environmentally friendly transportation option, aligning with our ESG goals and promoting a greener future.



Overview of the Scheme

The Electric Car Scheme allows employees to lease a brand-new electric car through a salary sacrifice arrangement, similar to the Cycle to Work scheme.

By participating in this scheme, employees can save between 30-60% on the monthly cost of an electric car lease. The package includes the lease car, servicing and maintenance, and a home charge point with installation, making it a convenient and cost-effective option for our staff.

Benefits of the Scheme

Cost Savings: Employees can enjoy significant savings on the cost of leasing an electric car, thanks to the salary sacrifice arrangement.

Environmental Impact: By choosing electric cars, employees contribute to reducing greenhouse gas emissions and promoting cleaner air.

Convenience: The scheme offers an all-inclusive package, including servicing, maintenance, and a home charge point, ensuring a hassle-free experience for participants.

Flexibility: The scheme also provides options for “used” electric cars, offering even greater savings for employees.

Implementation and Future Plans

The Electric Car Scheme is initially being rolled out to the Senior Leadership Team (SLT) members as a pilot program. Following the successful trial, we plan to extend the scheme to all employees on a phased basis. This initiative is one of our key ESG target actions and reflects our commitment to providing sustainable and innovative benefits to our staff.

How to Participate

Employees interested in the scheme can review options via the Quote Tool, discover more through the Employee Handbook, or reach out directly to the dedicated EV Specialist Team. An email invitation with Anabas-specific offers will be sent to eligible employees.

The launch of the Electric Car Scheme is a significant step towards achieving our sustainability goals and supporting our employees in making greener choices. We are proud to offer this innovative benefit and look forward to seeing the positive impact it will have on our environment and our community.

Sustainable Procurement

The Procurement Team has made significant progress in advancing sustainability initiatives by actively engaging with social enterprises across multiple sites. This approach supports under-represented businesses and aligns with the company’s broader Corporate Social Responsibility (CSR) and Environmental, Social, and Governance (ESG) objectives.

As part of this commitment, the team has recently partnered with Hey Girls, a multi-award-winning social enterprise focused on eradicating period poverty. Through this partnership, period products can now be sourced for client sites with a dual benefit: providing high-quality, sustainable menstrual care products while contributing directly to Hey Girls’ “buy one, donate one” model.

This ensures that for every product purchased, another is donated to someone in need across the UK, helping to combat period poverty in schools, shelters, and communities. This initiative reflects both the company’s social values and its dedication to inclusive, responsible procurement.

The team has also participated in key industry events, including the Bunzl CHS Innovation Day and the Summit Hygiene Demonstration Day, both of which showcased sustainable innovations within the cleaning and hygiene sector.

Notably, they have promoted the Kimberly-Clark Professional™ RightCycle™ Programme, an initiative designed to divert waste from landfills by transforming used hand towels into new tissue products. This programme requires no upfront investment or additional labour, making it both practical and impactful.

In addition, the team has collaborated with Bunzl Cleaning and Hygiene Supplies to explore their Thrive product range, which includes solutions like DRAINZAP, SCALEZAP, and SCALEZAP 360 Foam. These products utilise specialised microorganisms to break down waste at the source, offering fast, safe, and effective results—often within hours and without the need for manual scrubbing.

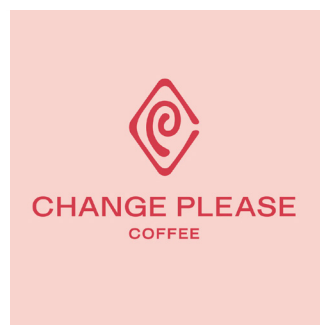
Their non-corrosive, eco-friendly formulas make them suitable for regular use and ideal for deep cleans or rapid turnovers. Other offerings in the Thrive range, such as URIZAP, SLUDGEZAP, and FOGZAP, further support efficient and sustainable facilities management.

Additionally, Summit Hygiene has introduced environmentally conscious products such as Saniscale and Eco Natural Flow, which are specifically designed to reduce ecological impact while maintaining exceptional standards of cleanliness and hygiene—reinforcing our ongoing commitment to sustainability.



Social Enterprises

Anabas utilises social enterprises to promote social impact and support communities. By partnering with social enterprises, Anabas aims to enhance its corporate social responsibility efforts, contribute to positive societal change, and support businesses that prioritise social and environmental goals. This approach aligns with Anabas's values of promoting equality, diversity, and ethical business practices.



Change Please CIC



COPE Ltd



Wild Hearts Ltd



Fruitful Office Ltd



Social Supermarket Ltd



Flawsome Brands Ltd



Hey Girls Ltd



Shetland



Social Metrics & Initiatives

Employee Well-being

We have an internal mental health first aid team, this is in addition to the company Employee Assistance programme, which supports:

Promotion of mental health awareness.

To foster a supportive and caring environment - staff know there are colleagues trained to help, creating a sense of safety and support.

Early intervention – when signs of distress are identified early on our mental health first aiders can provide support before a situation escalates.

Increase presenteeism – having a nurturing work environment so staff see their workplace as a support and safe place to be when they may be struggling with other areas of their lives.

In addition to this we invest in keeping our employee's safe and well:

Pension is auto-enrol at 5%EE and 3%ER for those who are eligible.

Through our AIVA EAP employees and their families can access to a range of benefits - including Virtual GP appointments, annual health assessments, discounted gym memberships, cancer support, counselling sessions (6 per annum), nutritional advice and guidance.

Provide statutory holidays and sick pay.

Return to Work meetings following a period of sickness absence, reviewing and implementing reasonable adjustments where possible.

Recognition & Reward schemes (Small Decencies, BeBrilliant Awards, Star of the Month).

Life Assurance Benefit – 1 x salary for all employees (unless TUPE; this would align with their contractual entitlement).

Cycle to Work scheme to encourage the use of alternative travel opportunities, other than cars, buses, and trains.



Support for employees who are affected by restructure and redundancy situations – interview support, CV review, internal and external job search support.

Where we have employees of whom English is their second language, we provide support including – translation of literature, and interpreters for formal meetings.

Community Engagement



Social Impact Initiative:
Dementia UK Charity Walk
Challenge

Overview

In February 2025, Anabas launched a grassroots social impact initiative led by the Helpdesk team and several dedicated colleagues. The challenge was simple yet powerful: walk 1.5 kilometres every working day to raise funds for Dementia UK, a charity providing specialist dementia support for families.

Objective

Goal: Promote employee well-being and community engagement through daily physical activity.

Fundraising Target: £400 for Dementia UK.

Participation and Engagement

The initiative was met with overwhelming enthusiasm. Team members consistently submitted their daily walks, demonstrating commitment and unity.

The challenge quickly gained momentum across the organization, inspiring others to contribute and support the cause.



Impact and Outcomes

Initial Fundraising Goal: £400

Revised Targets: Increased progressively to £500, then £800

Final Amount Raised: £2,210

Participation: Helpdesk team and wider Anabas colleagues

Community Engagement: Raised awareness for Dementia UK and inspired broader participation

This achievement not only exceeded expectations but may also represent a new fundraising record for Anabas.

It highlights the power of collective action and the positive social impact that can be achieved through employee-led initiatives.

The Dementia UK Charity Walk Challenge exemplifies Anabas' commitment to social responsibility, employee well-being, and community support.

It stands as a testament to what can be accomplished when purpose-driven individuals come together for a meaningful cause.

TARGET	2024	TARGET
Anabas donations to charity	£200	£2000
Employee led charitable donation projects	£2210	£2000

Diversity and Inclusion

Anabas employs over 790 people in the United Kingdom.

	48% of the total employees are female.
	23% of the Anabas Senior Leadership Team are female.
	44% of our Operational Management Team are female.
	66% of our Board members are female.
	74% of our employees took part in our Employee Engagement Survey, with an 88% engagement score.
	90% of employees directly employed by Anabas receive the Living Wage foundation rate or above.
	68.42% of staff eligible are part of the auto-enrolment pension scheme. This is provided by NOW pensions.
	We continue to develop and deliver both online and face-to-face training in areas such as health and safety, employment law, and management skills to ensure our employees are safe and competent.
	1 staff member has completed an Apprenticeship programme as part of their personal development.
	20 staff are currently engaged in Apprenticeship programmes as part of their personal development.
	100% of employees are enrolled onto the company Life Assurance scheme through AVIVA.
	61 thank you badges issued to staff by colleagues.
	£1,310 has been awarded to staff under the Small Decencies Award scheme.

Targets

TARGET	2024	TARGET
Employee engagement survey response rate	74%	80%
Women in management roles	44%	50%
Number of staff on client contracts on Living Wage Foundation Rate or above	90%	90%

Labour And Human Rights

Our People and Culture

At Anabas, our people are at the heart of everything we do. We believe that an engaged, healthy, and supported workforce is essential to achieving our business objectives. We are committed to fostering a diverse and inclusive workplace where every individual is treated fairly, with dignity, and with equal respect.

Well-being and Engagement

Supporting the health and well-being of our employees remains a top priority. Through targeted initiatives and a culture of care, we aim to ensure that every team member feels valued, empowered, and able to thrive both personally and professionally.

Human Rights Commitment

Respect for human rights is a fundamental principle that underpins our operations. Anabas maintains a zero-tolerance policy toward any form of forced labour or exploitation. We are committed to preventing and addressing human rights violations across all areas of our business and supply chain.

Ongoing Accountability

Through measurable initiatives, transparent reporting, and a commitment to continuous improvement, Anabas is dedicated to building a workplace where dignity, respect, and fairness are embedded in our everyday practices. Our ESG efforts reflect our long-term dedication to responsible and ethical business conduct.

Stakeholder Engagement and Communication

Key company documentation is translated to improve communications to staff who have limited English language skills.

"My Anabas" Intranet to enable all staff to access information and news on the business.

Hosting all company policy, process, and documentation on the Intranet so ALL staff can access it.

The Learning & Development Team also conducts regular site visits, aiming to train & develop the employees in raising awareness.

Talking team's run forum to discuss various specialisms, which includes well-being, Equality & Diversity, Health & Safety, Sustainability, and Corporate Responsibility.

The team comes together once per month to discuss ideas that are then presented to our SLT which will turn into projects once approved.

IT Room for Great Ayton Scouts



Anabas supported the transformation of the Great Ayton Scouts' Hut by donating IT equipment to create a new technology room. This space enhances digital access and provides a quiet area for study and personal development.

The initiative was led by Danielle Cutler, an Anabas employee and Scout Leader, reflecting our commitment to empowering youth and supporting local communities through employee-led action.



Governance Metrics & Initiatives

Ethical Conduct, Ethics and Compliance

At Anabas, ethical trading and responsible business practices remain foundational to our operations. We are committed to ensuring that all products and services are sourced and delivered in ways that respect human rights, promote worker safety, and uphold fair treatment across our supply chain.

Our governance framework is anchored in transparency, accountability, and ethical decision-making. We maintain clear lines of responsibility and implement robust oversight mechanisms to mitigate risks and protect stakeholder interests.

Risk Management

Our approach to risk management is closely aligned with our sustainability goals. Through proactive governance practices, adherence to key performance metrics, and a culture of continuous improvement, we aim to anticipate and address potential challenges. This ensures we maintain stakeholder trust and contribute to long-term value creation.

Training And Development

New appraisal system launched in 2024 to identify development needs and career progression ambition.

An environmental Awareness e-learning programme has been launched to raise awareness of environmental matters among our staff and help support the reduction of energy waste at both the BSC and our client sites.

Anabas also has HR bite-size training that run throughout the year, which includes all skills that the managers need to perform their duties.

We can also accommodate ad-hoc training, and both L&D and HR create content for adhoc training.

On top of that, Anabas offers a wide range of apprenticeships at all levels in FM, Security.

We have various providers to supply us with specific training courses. Examples

- IOSH
- Legionella Food Hygiene
- IWFM as they offer short courses and apprenticeships -

GRI-Aligned

Our Training and Development initiatives support our ESG strategy and align with the **Global Reporting Initiative (GRI) Standards**, particularly in the Social and Governance dimensions.

Social Responsibility (Aligned with GRI 401, 403, 404, 405)

Equality, Diversity, and Inclusion (EDI) E-Learning

GRI 405: Diversity and Equal Opportunity

This programme promotes inclusivity and equal opportunity, fostering a workplace that values diversity and combats discrimination.

Internal Development Programme

GRI 404: Training and Education

Our 2025-launched programme enhances employee skills and well-being through:

- Resilience and Adaptability
- Circle of Influence (Well-being)
- Emotional Intelligence
- Stress Busters

These initiatives support continuous learning and mental health, contributing to employee satisfaction and retention.



Well-being Focus

GRI 403: Occupational Health and Safety

Programmes like “Stress Busters” and “Circle of Influence” contribute to a safer, healthier work environment.

Governance (Aligned with GRI 205, 418)

Anti-Bribery and Corruption Training

GRI 205: Anti-corruption

This mandatory training reinforces our zero-tolerance policy on corruption and unethical conduct.

Data Protection E-Learning

GRI 418: Customer Privacy

Employees are trained to handle data responsibly, ensuring compliance with privacy laws and protecting stakeholder information.

As part of our commitment to employee development, the L&D team successfully hosted an **Apprenticeship Fair for Managers** on **13th February 2025**, during Apprenticeship Week.

The event provided valuable insights into how apprenticeship programmes can support team growth and capability building across the organisation.

Key topics covered included

How Apprenticeships Work: A clear overview of the enrolment process and key steps.

Understanding Apprenticeships: The structure of apprenticeships, balancing practical work with learning.

Breaks in Learning: How these are managed and the support available to apprentices.

20% Off-the-Job Learning: Practical guidance on fulfilling this requirement effectively.

L&D also welcomed participation from several Apprenticeship Training Providers, who showcased programmes aligned with our organisational needs and shared insights into how apprenticeships can benefit both individuals and teams.

This initiative reinforced our focus on developing internal talent and equipping managers with the knowledge to support apprenticeship opportunities within their teams.



Health & Safety



Health and Safety

Our goal is to ensure a healthy and safe environment for everyone. Our people are expected to manage all aspects of our business safely. Our safety statement and objectives are reviewed annually for the business.

Our people are trained and competent to work safely.

We effectively communicate, across all levels, health & safety matters. Health & Safety is everyone's responsibility.

We have effective procedures in place to manage risk.

Ensure our staff return home safe and well at the end of their working day.

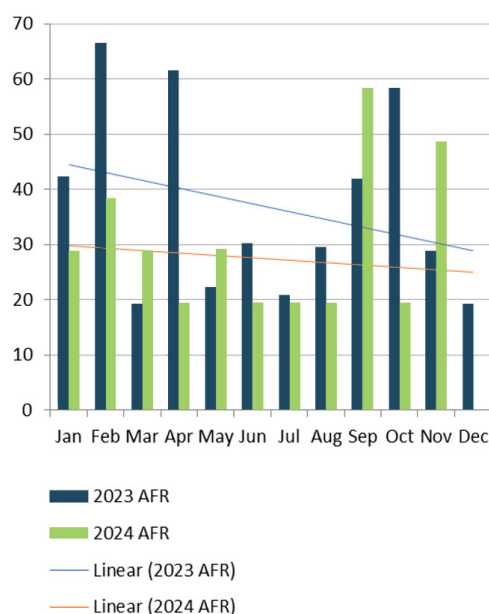
We report work-related accidents in accordance with the Reporting of Injuries, Diseases and Dangerous Occurrence Regulations (RIDDOR).

Accident Performance

The graph below shows the accident frequency rate for 2024. The linear line shows the overall trend for the year and a steady decrease in the frequency of accidents over the year.

Anabas recorded a 25% reduction in accident frequency rate from 2023, exceeding the 2024 target by 15%.

Accident frequency rate for 2023 & 2024



Initiatives

Introduction of Contractor Induction, General Access Permit and Permit to Work systems on Assure

Leadership safety tours carried out by all members of the SLT.

MyAnabas was set up as company Intranet page, providing easy access to guidance, advice and many other forms of information.

Hazard spotting promoted across the business to improve culture and reduce accidents/incidents. This has help reduce accident frequency rate by 25%

Simply Safety is an operational delivery safety document to provide concise information to site-based teams on what they need to know and where to save records.

The Toolbox Talk program was established and a running order in place to ensure consistency across the organisation. TBTs have been translated into the 5 main languages in the business.

The new internal auditing program completed that reviews H&S, Environmental, Quality and Compliance. The average score was 94%. This was a new auditing regime for 2024 and continues into 2025.

Targets and Objectives

We will reduce and mitigate the risk of accidents and incidents as far as reasonably practicable. This is measured by Hazard Observations recorded in Assure (Health and Safety Software).

We are committed to reporting and investigating all accidents, incidents, and safety observations. This is measured by Accident and Incident statistics found in Board Reports and Assure (Health and Safety Software).

We will ensure that continual improvement and development of the Safety Management System is in line with the PDCA (Plan, Do, Check, Act) process. This is measured by Internal Audits, Management Review and Project Improvement workshops.

We will reduce Accident Frequency Rates by 10% on the previous year.

Incident Management

We capture and investigate incidents, learn from your data and prevent reoccurrences.

Risk Management

We monitor your performance and audit your environmental management system.

Audits and Inspections

We manage risk proactively across your organisation. We empower a safer workforce.

Environment

We audit and inspect your safety processes to ensure they are effective.

Manage Contractors

We induct contractors to your specific site safety requirements and issue any access permits they require. All to ensure safer contractors and safer workplaces.

ANABAS®





Strategic Goals & Commitments

Strategic Goals & Commitments

As part of our long-term ESG strategy, we are committed to embedding responsible, ethical, and sustainable practices across all areas of our operations.

Our strategic goals reflect our dedication to continuous improvement, stakeholder engagement, and delivering value through high-quality service.

Our Core Commitments

Legal Compliance

We are fully committed to meeting all legal and regulatory requirements in every aspect of our business operations.

Safe and Fulfilling Work Environment

We aim to provide a workplace that is safe, clean, and fulfilling, supporting the well-being and professional development of our people.

Equality and Inclusion

We uphold the principles of our Equal Opportunities Policy, ensuring fairness, respect, and inclusion for all employees.

Community Engagement

We actively support and encourage our employees to participate in local community organisations and initiatives. We also continue to build partnerships with community groups to strengthen our social impact.

Environmental Collaboration

We seek opportunities to help our clients improve their environmental performance and encourage our suppliers and contractors to adopt responsible business practices.

Performance Monitoring and Improvement

We are committed to benchmarking, monitoring, and evaluating our Corporate Social Responsibility (CSR) performance to drive continuous improvement.

Service Excellence

Our goal is to deliver high-quality facilities services to corporate office occupiers who value a premium service experience.





External Audits & Certifications

Advancing Standards and Sustainability

As part of our ongoing strategy to uphold the highest standards in quality, sustainability, and responsible business practices, we continue to pursue and maintain internationally recognised certifications and ratings.

ISO Certifications

This year, 2025, we successfully achieved certification in ISO 27001:2022, aligning with the latest standard for information security management. This reflects our proactive approach to data protection and risk management in an increasingly digital environment.


We also continue to maintain a comprehensive suite of ISO certifications:

ISO 9001:2015	Quality Management
ISO 14001:2015	Environmental Management
ISO 45001:2018	Occupational Health and Safety
ISO 27001:2022	Information Security Management

These certifications demonstrate our commitment to operational excellence, environmental responsibility, and the health and safety of our people.

EcoVadis Silver Recognition

We are proud to have been awarded the EcoVadis Silver Medal, placing us among the top-performing companies assessed globally. This recognition reflects our strong performance across four key areas:

	Environment
	Labor & Human Rights
	Ethics
	Sustainable Procurement

The Silver Medal highlights our ongoing efforts to integrate sustainability into our operations and our commitment to continuous improvement in corporate social responsibility.

By upholding the principles of ESG, we contribute to a sustainable future, promote social responsibility, and adhere to ethical governance practices.



Energy Efficiency and Compliance: ESOS Phase 3 Submission

In line with our commitment to energy efficiency and regulatory compliance, **Anabas has successfully completed and submitted its ESOS Phase 3 report** to the Environment Agency, meeting the requirements of the **Energy Savings Opportunity Scheme (ESOS)**.

The assessment was independently conducted by **CD & Associates**, who provided a comprehensive **ESOS Energy Assessment Report**. The findings from this audit have played a key role in shaping our environmental objectives and identifying opportunities for energy savings across our operations. This submission marks another step forward in our sustainability journey, reinforcing our dedication to continuous improvement in energy performance and environmental responsibility.

In addition, **Anabas has also successfully completed the HeliOS assessment**, further demonstrating our commitment to transparency, ethical sourcing, and robust supplier assurance. This achievement reinforces our position as a trusted and responsible partner within our industry.



Conclusion



Continuing Our ESG Journey

In conclusion, Anabas proudly reaffirms its commitment to sustainability and responsible business practices, as demonstrated through our continued progress in Environmental, Social, and Governance (ESG) initiatives.

From maintaining internationally recognised ISO certifications in quality, environmental management, health and safety, and information security, to achieving the EcoVadis Silver Medal, and aligning with the Science Based Targets initiative (SBTi), our actions reflect a deep-rooted dedication to long-term impact and accountability.

This year, we also successfully completed our ESOS Phase 3 submission, identifying key opportunities for energy efficiency improvements across our operations. Additionally, our successful completion of the Hellios assessment further reinforces our commitment to transparency, ethical sourcing, and supplier assurance.

Our ESG journey is not simply about meeting compliance requirements—it is a strategic commitment to embedding ESG principles into the heart of our operations.

Each milestone represents a step forward in building a more resilient, ethical, and sustainable organisation.

As we look ahead, our focus remains on continuous improvement, innovation, and collaboration. We will continue to raise the bar, engage with our stakeholders, and drive meaningful change across our industry.

We extend our sincere thanks to our employees, clients, partners, and wider community for their ongoing support and contributions. Together, we move confidently toward a future where responsible practices define our success.



ANABAS[®]
Experience is Everything