



Environmental, Social, and Governance (ESG)

Annual Report: 2025-26

ANABAS®



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Executive Summary

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Executive Summary

Introduction

Facilities Management (FM) continues to sit at the heart of our approach to operational efficiency, cost-effectiveness and sustainability. As in previous years, we remain committed to aligning our FM practices with strong Environmental, Social and Governance (ESG) principles. While our strategic direction has remained consistent, this year's report reflects how we have continued to build on solid foundations already in place. Our focus has been on maintaining progress, strengthening established practices and ensuring our operations remain resilient and responsive to the evolving expectations of our clients, colleagues and stakeholders. This report highlights our ongoing ESG journey, demonstrating steady advancement and a sustained commitment to responsible and sustainable practices.

Environmental Stewardship

Environmental stewardship continues to be a core focus of Anabas' ESG Strategy, with sustained action taken to reduce environmental impact across our operations and client sites. During 2025/26, we maintained a strong emphasis on energy efficiency, emissions monitoring and responsible resource management, supported by the use of 100% renewable electricity at our Business Support Centre and ongoing tracking of Scope 1, 2 and 3 emissions. We continued to strengthen waste management practices through improved segregation, enhanced data accuracy and the introduction of targeted recycling initiatives at both head office and client locations.

These actions were complemented by employee environmental awareness training, supply chain engagement and alignment with the Science Based Targets initiative (SBTi), reinforcing our commitment to transparent reporting, continuous improvement and collaborative environmental performance. Through practical, measurable initiatives and close partnership with clients and suppliers, Anabas remains focused on supporting the transition to more sustainable and resilient facilities management operations.

Social Responsibility

Social responsibility remains central to Anabas' ESG approach, underpinned by a strong focus on employee wellbeing, inclusion, safety and community engagement. During 2025/26, we continued to invest in the health and wellbeing of our people through enhanced mental health support, flexible working practices, comprehensive employee benefits and ongoing development opportunities. Our commitment to creating safe, supportive and inclusive workplaces is reinforced by robust health and safety management, targeted training programmes and proactive engagement with colleagues at all levels. Alongside this we strengthened our social impact through community initiatives and charitable activities led by site-based teams, fostering a culture of compassion, collaboration and shared purpose.

Through responsible procurement, partnerships with social enterprises and a clear commitment to labour and human rights across our operations and supply chain. We continue to deliver meaningful social value while supporting the long-term resilience of our workforce and the communities in which we operate.

Governance And Compliance

We continue to strengthen our governance framework by maintaining robust risk management practices and continually enhancing our compliance monitoring processes. Our adherence to industry regulations and standards remains unwavering, supported by ongoing internal and external audits that promote transparency and accountability throughout the business.

We also sustain a strong focus on stakeholder engagement, providing regular updates on our ESG activities to ensure clarity and trust in how we operate. Any compliance matters identified are promptly addressed, reinforcing our commitment to ethical conduct, responsible decision-making and sound governance at every level of the organisation.

Innovation and Future Outlook

Innovation continues to play a vital role in how Anabs strengthens service delivery, enhances sustainability and prepares for the evolving expectations of clients and stakeholders. During 2025/26, we continue to invest in technology-enabled solutions that support smarter facilities management, including improved data analytics, digital platforms and system enhancements that drive efficiency, transparency and informed decision-making.

These innovations enable more proactive management of risk, resources and performance across our operations, while supporting improved environmental and social outcomes. Looking ahead, our focus remains on leveraging innovation to embed ESG principles further into everyday operations, strengthen collaboration with clients and suppliers and build resilient, future-ready services. Through continuous improvement, targeted investment and a commitment to adapting to industry change, Anabas is well positioned to respond to emerging challenges and opportunities while delivering long-term sustainable value.



Environmental Metrics & Initiatives

Environmental Metrics and Initiatives

Waste Reduction Commitment: We remain committed to reducing the amount of waste generated within our operations and we continue to work closely with our clients to support their environmental objectives, including effective waste management. This year, we strengthened our approach by introducing a weighing process for all the refuse and recycling at the BSC, enabling more accurate reporting and helping us track progress more effectively. In addition, we have implemented a dedicated food waste bin, ensuring food waste is separated and disposed of responsibly, further supporting our efforts to minimise environmental impact.

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 support our ongoing commitment to the Science-Based Targets Initiative (SBTi), we continue to take a structured and strategic approach to reducing carbon emissions. This approach remains aligned with our organisational mission and supports continued progress towards our environmental objectives, reinforcing our commitment to environmental responsibility and a more sustainable and resilient future.

Objectives and Key Actions

Objective: To engage with an external specialist in SBTi reporting to further develop our knowledge and expertise for measuring Scope 3 emissions.

Key Actions

Employee Commuting Data: Continued outreach to employees to gather their Scope 3 emissions data relating to employee commuting.

Business Travel: Analyse business travel to assess its contribution to Scope 3 emissions.

Supply Chain Engagement: Continued outreach to our supply chain partners to gather their Scope 3 emissions data.

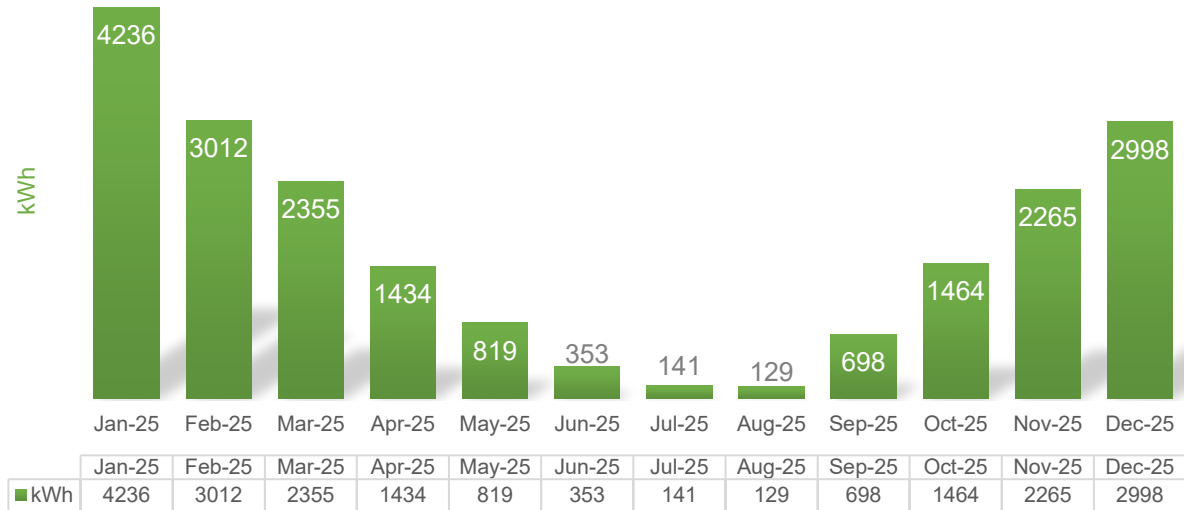
By implementing these actions, we are continuing to take significant steps towards reducing our environmental impact and supporting our SBTi commitment. This proactive approach not only aligns with our mission but also ensures we are continuously working towards our vision of a sustainable future.

a. Energy Management

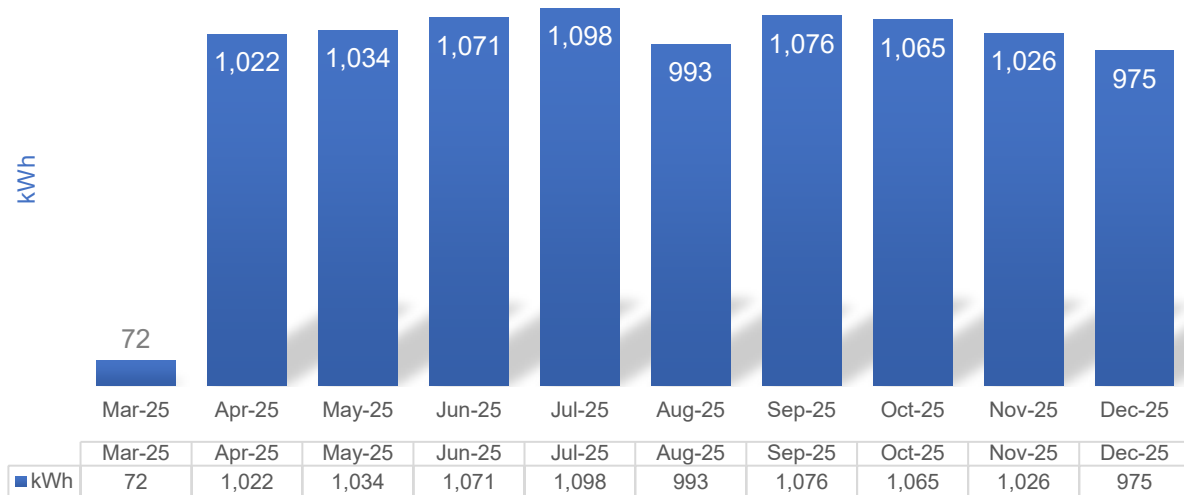
Area	Description	Initiatives	Action	Metrics	Progress
Energy Efficiency	Continue promoting energy efficient technology at Client sites.	Employee training and randomly selecting sites for energy-efficient audits.	Support our clients to implement energy-efficient technologies.	Energy consumption per square foot (kWh/sq. ft); % reduction in energy consumption	Further support 2 clients during 2026 with energy savings initiatives.

Head Office Gas and Electricity Consumption

Gas Usage - 2025



Electricity Usage - 2025



*Electricity usage only available from March due to change in Supplier.

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, Scope 2 and Scope 3 emissions, which include direct greenhouse gas emissions from sources under our operational control.

In 2025, we continued to collect 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, 2025):

3.64 tCO₂e (tonnes of carbon dioxide equivalent)

As with last year, 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 – 2025):

5.37 tCO₂e

Total Scope 1 Emissions (2025):

9.01 tCO₂e

Our Scope 3 indirect Emissions consist of Purchased Goods and Services, Waste Generated in Operations, Business Travel and Employee Commuting.

Reported Scope 3 Emissions:

84.40 tCO₂e

This total represents our direct greenhouse gas emissions for the year and demonstrates our ongoing commitment to strengthening emissions monitoring and transparency. We continue to enhance our data collection across all sites to support more comprehensive environmental reporting and to inform the development of future reduction strategies.

Carbon reduction performance – year-on-year position (2025 vs 2024)

Scope 1 & 2 – measured performance

Anabas' 2025 carbon performance shows a significant year-on-year reduction in Scope 1 and Scope 2 emissions, supported by reduced energy consumption and changes in operational footprint.

- > Total energy consumption fell from 185,622 kWh in 2024 to 82,165 kWh in 2025, representing a reduction of approximately 56%.
- > Scope 1 emissions reduced from c.45.38 tCO₂e in 2024 to 9.01 tCO₂e in 2025, driven primarily by a reduction in fuel consumption for owned transport.
- > Scope 2 emissions reduced to 3.64 tCO₂e in 2025, reflecting lower electricity demand and continued use of renewable electricity tariffs at head office locations.

Overall, gross Scope 1 and 2 emissions fell from 45.38 tCO₂e in 2024 to 12.65 tCO₂e in 2025, demonstrating meaningful progress against our operational carbon baseline.

We continue to demonstrate our commitment to environmental responsibility and transparent reporting by monitoring and reporting our Scope 1, Scope 2 and Scope 3 emissions, which cover the direct greenhouse gas emissions generated from sources under our operational control.

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 2026	To continue 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 2027. BSC recycle waste to % to increase to 60% by 2027.
Hazardous Waste Management	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 2026 with water savings initiatives.

CSR Initiatives

As part of our ongoing commitment to supporting local communities and delivering positive social impact, colleagues based at 'Client Site' organised an Easter Egg Appeal in support of the SMILE charity. The initiative aimed to provide Easter treats for children living in poverty across London and Essex, helping to bring some seasonal enjoyment to families experiencing financial hardship.




The appeal was coordinated by the on-site team, who encouraged participation from both Anabas colleagues and client staff at the location. The team managed to collect an impressive 145 donations of Easter treats which were then distributed to the charity to support their wider community outreach efforts. This initiative demonstrates our commitment to community engagement at a site level and reflects the positive role our teams play in supporting charitable causes aligned to social wellbeing.

Environmental Initiatives:

At one of our 'Client Sites' Anabas partnered with the client and building landlord to deliver a comprehensive waste and recycling strategy aligned to the clients ESG objectives. The initiative addressed challenges around inconsistent waste infrastructure, unclear signage and high contamination rates by redesigning waste streams, improving accessibility through centralised recycling hubs and introducing clear colour-coded signage and consumables. Working collaboratively with cleaning, facilities management, catering teams and the landlord the strategy expanded the range of recyclable materials available on site and ensured all viable waste streams were appropriately captured and managed.

The resulting solution delivers a zero-to-landfill, low-contamination approach supported by staff engagement, targeted training and ongoing communication. Behavioural change was reinforced through campus-wide awareness campaigns, collaboration with the client's Green Team and the introduction of dedicated waste champions to promote best practice. The initiative has improved recycling performance, reduced waste contamination and strengthened environmental awareness across the campus, demonstrating how effective stakeholder engagement and practical design can drive sustainable outcomes at client sites.

Target Setting

		
Anabas (UK2) Limited commits to reduce absolute Scope 1 and Scope 2 GHG emissions 33.6% by 2028 from a 2021 base year.	Anabas (UK2) Limited commits to continue annually sourcing 100% renewable electricity through 2028.	Anabas (UK2) Limited commits to reduce scope 3 GHG emissions from business travel by 51.6% per unit of value added (£ Revenue) by 2030 from a 2022 base year.

Initiatives to Support GHG Reductions

In 2025, Anabas continued to reduce and control greenhouse gas emissions through the use of 100% renewable electricity at its Head Office, ongoing monitoring of gas and vehicle emissions, improved waste management practices and strengthened environmental awareness across the business. Enhanced emissions data collection and reporting, including Scope 3 screening and supplier engagement, further supported transparency and informed future reduction initiatives.

Social Enterprise & Sustainable Procurement

During 2025/26, the Procurement Team has continued to strengthen Anabas' commitment to ethical, sustainable and socially responsible purchasing, ensuring alignment with our broader CSR and ESG objectives. Our strategy remains centred on responsible sourcing, supplier engagement, social value creation and carbon-conscious supply chain management.

Expanded Partnerships with Social Enterprises



The team has continued to deepen engagement with multiple UK-based social enterprises, building on the success of our initial partnerships. Of particular note is the continuing collaboration with Hey Girls, whose work to eradicate period poverty aligns directly with Anabas' social impact priorities. Their "buy one, donate one" model continues to deliver tangible community benefits, ensuring that every product purchased for client sites results in a donation to an individual in need.

Beyond Hey Girls, Anabas has maintained and strengthened long-standing partnerships with several other impactful social enterprises—including Change Please, COPE Ltd, WildHearts, Fruitful Office, Flawsome Brands, and Social Supermarket. Each contributes differently to societal and environmental wellbeing: from supporting people experiencing homelessness into employment (Change Please), to funding global youth development programmes (WildHearts), to reducing food waste through upcycled produce (Flawsome Brands).

Notably, Change Please achieved national recognition this year by winning Social Enterprise of the Year at the UK Social Enterprise Awards, underlining the scale and credibility of the organisations represented within the Anabas Preferred Supplier List. Their win reflects the collective strength of the social enterprise ecosystem Anabas is helping to support.

This broadened and more strategic engagement reflects not only a commitment to responsible procurement but also direct alignment with client expectations around social value, diversity and community investment. By continuing to integrate social enterprises into everyday purchasing activity, Anabas demonstrates a tangible and measurable contribution to wider societal objectives while enhancing resilience and diversity within the supply chain.

Engagement with Key Suppliers

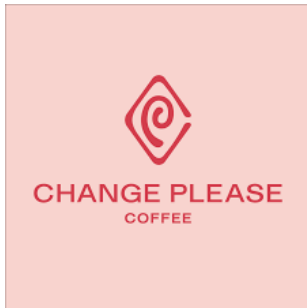
Throughout 2025/26, Anabas strengthened its commitment to sustainable procurement through enhanced collaboration with its two primary cleaning and hygiene partners Bunzl Cleaning & Hygiene Supplies and Summit Hygiene. Both suppliers have played a central role in advancing environmental performance, innovation and value generation across Anabas' operations.

Bunzl continued to lead on sustainability innovation, sharing their "Building a Greener Tomorrow – Together" update, which reinforced environmental priorities across their product range. They further supported Anabas with the promotion of Unger Smart & Sustainable Cleaning Tools, designed to reduce chemical usage and extend product life, contributing to lower environmental impact. A major step forward was the adoption of LoopBox, a closed-loop recycling model for 5L OdorBac Tec4 containers made from 100% recycled plastic, helping minimise single-use packaging and support circularity within cleaning operations.

Bunzl also facilitated exposure to industry-wide innovation through their Innov8 Sustainability Shows, showcasing chemical-free consumables, robotics and eco-friendly cleaning hardware.

Summit Hygiene likewise advanced Anabas' ESG goals by introducing a carbon-footprint reduction model demonstrating how optimising delivery frequency can materially reduce CO₂e emissions at site level. They also expanded availability of environmentally conscious cleaning products, including Saniscale and Eco Natural Flow, providing safer, lower-impact alternatives for high-usage sites.

Together, these suppliers have contributed meaningfully to Anabas' environmental objectives through product innovation, waste-reduction initiatives, improved sustainable alternatives and strengthened commercial value, reinforcing the company's ongoing progress in responsible procurement.





Social Metrics & Initiatives

Social Metrics and Initiatives

Employee Wellbeing

Anabas has a mental health first aid team, this is in addition to the company Employee Assistance Programme, and has been formed to:

- > Promote mental health awareness.
- > To foster a supportive and caring environment.
- > Early intervention – when signs of distress are identified early on our mental health first aiders can provide support before a situation escalates.
- > Creating a supportive environment – staff know there are colleagues trained to help, creating a sense of safety and support.
- > 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.
- > Access internal company Mental Health First Aiders, AVIVA Square Health EAP (available to employees and their direct family members) – this includes Virtual GP, Annual Health Checks, Bereavement Counselling, nutrition advice and legal advice.
- > Pension is auto-enrol at 5%EE and 3%ER for those who are eligible.
- > Provide statutory holidays and sick pay,
- > Recognition & Reward schemes (Small Decencies, BeBrilliant, Star of the Month),
- > Life Assurance Benefit – 1 x salary for all employees (unless TUPE and different).
- > Cycle to Work scheme to encourage the use of alternative travel opportunities, other than cars, buses and trains.

Community Engagement



Social Impact Initiative:

Stand by Benny fundraising campaign

Overview

In Q1 2026 our Darlington Head Office team came together to support the Stand By Benny campaign – a cause close to our hearts as it aims to fund specialist overseas treatment for a nephew of one of our colleagues, following a relapse of neuroblastoma. The family's mission was to raise £393,000 to secure this vital care and our team were proud to play a part in their efforts.

To mark Benny's 5th Birthday in February, the team hosted a celebratory office bake sale filled with sweet and savoury treats and raised an impressive £315 for the campaign.

In addition, several colleagues laced up their walking boots and took on the Guisborough Three Peaks Challenge – a scenic but demanding 10km circular route through the North York Moors National Park, covering Roseberry Topping, Hanging Stone and Highcliff Nab. Their participation not only boosted fundraising but also demonstrated the strong sense of community and compassion within the Anabas team.

Objective

Fundraising Target: **£5,000**

Participation and Engagement

Engagement was fantastic with over 20 colleagues actively taking part in the Stand By Benny fundraising walk. This level of participation truly demonstrates the strength of our team spirit and our collective commitment to supporting a cause close to one of our colleagues.

Impact and Outcomes

The Stand by Benny fundraising efforts had a meaningful impact across both our organisation and the supported family. With so many colleagues participating in the fundraising activities, the campaign strengthened team cohesion and showcased our culture of compassion and collective action.

Our activities not only raised vital funds toward Benny’s specialist treatment but also heightened awareness of childhood cancer within our workforce. The campaign created a shared sense of purpose, encouraged employee engagement and demonstrated the positive influence our teams can have when rallying behind a cause that truly matters.

Diversity and Inclusion

Anabas employs over 760 people in the United Kingdom

- > 50% of the total employees are female.
- > 30% of the Anabas Senior Leadership Team are female.
- > 33% of our Operational Management Team are female.
- > 66% of our Board members are female.
- > 65% of our employees took part in our Employee Engagement Survey, with an 88% engagement score.
- > 55% of employees directly employed by Anabas receive the Living Wage foundation rate or above.
- > 67% 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.
- > 16 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.
- > 205 thank you badges issued to staff by colleagues.
- > £8,335 has been awarded to staff under the Small Decencies Award scheme.

Targets

TARGET	2025	TARGET
Employee engagement survey response rate	65%	80%
Women in management roles	41%	50%
Number of staff on client contracts on Living Wage Foundation Rate or above	55%	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.

Wellbeing and Engagement

Supporting the health and wellbeing 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 continues to be translated to support effective communication with colleagues who have limited English language skills.
- > The “My Anabas” intranet remains the central platform for employees to access information, updates and business news.
- > All core company policies, processes and guidance continue to be hosted on the intranet, ensuring transparent and consistent access for all employees.
- > The Learning & Development team maintains regular site visits, supporting ongoing training, development and awareness-raising across the workforce.



Governance Metrics & Initiatives

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Governance Metrics and Initiatives

Ethical conduct, ethics and compliance:

At Anabas ethical trading and responsible business practices continue to underpin the way we operate. We remain committed to ensuring that all products and services are sourced and delivered in a manner that respects human rights, prioritises worker safety and promotes fair treatment throughout our supply chain. Our governance framework is built on transparency, accountability and ethical decision-making, supported by clear responsibilities and strong oversight mechanisms to identify risks and safeguard stakeholder interests.

Risk Management

Our risk management approach remains closely aligned with our sustainability objectives. By maintaining proactive governance practices, monitoring key performance indicators and embedding continuous improvement across our operations, we work to anticipate potential risks and respond effectively. This approach helps us protect stakeholder confidence while supporting long-term, sustainable value creation.

Training and Development

- > Our appraisal system, introduced in 2024, continues to be used to identify individual development needs and support career progression discussions across the business.
- > We continue to deliver an Environmental Awareness e-learning programme to raise awareness of environmental issues among our workforce and support the reduction of energy waste at both the Business Support Centre (BSC) and client sites.
- > HR bite-size training sessions continue to run throughout the year, covering the core skills and knowledge required by managers to effectively perform their roles.
- > In addition to structured programmes, ad-hoc training remains available where specific needs are identified, with both Learning & Development and HR creating tailored content as required.
- > Anabas continues to offer a wide range of apprenticeships across multiple levels, including Facilities Management and Security roles, supporting skills development and long-term career pathways.
- > We work with a number of external training providers to deliver specialist courses and qualifications, including IOSH, Legionella Awareness, Food Hygiene and IWFM 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.

In addition to the above we also have an in-house training calendar, hosted on our LMS, which offers a blended learning approach, including both virtual and classroom-based sessions. This allows us to be inclusive of the different roles across the business and sessions are also delivered at different times of the day to support varying working patterns.

Examples of sessions delivered through the training calendar include:

- > Shaping Your Success – focusing on reflecting on past achievements and identifying goals and development priorities for the year ahead.
- > The Art of Receiving Feedback – understanding the value of feedback and how to receive and use it constructively.
- > Restrictive Thinking – recognising limiting beliefs and learning strategies to overcome them.
- > Managing Conflict – building confidence in addressing and resolving workplace conflict.
- > Interview Skills – supporting employees to prepare for and succeed in internal career opportunities.
- > Resilience and Adaptability – helping individuals build confidence in navigating change and maintaining a positive mindset.
- > Circle of Influence (Well-being) – focusing on areas individuals can control and influence to support well-being and productivity.
- > Emotional Intelligence – developing greater self-awareness, empathy and effective communication.
- > Stress Busters – practical techniques to manage stress and maintain personal well-being.

These initiatives support continuous learning and employee well-being, contributing positively to engagement, satisfaction and retention across the organisation.

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, we continue to have regular conversations with managers and team members regarding apprenticeship opportunities and development pathways.

We have also invited training providers to attend sites to speak directly with employees about available apprenticeships and qualifications.



Health & Safety

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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.

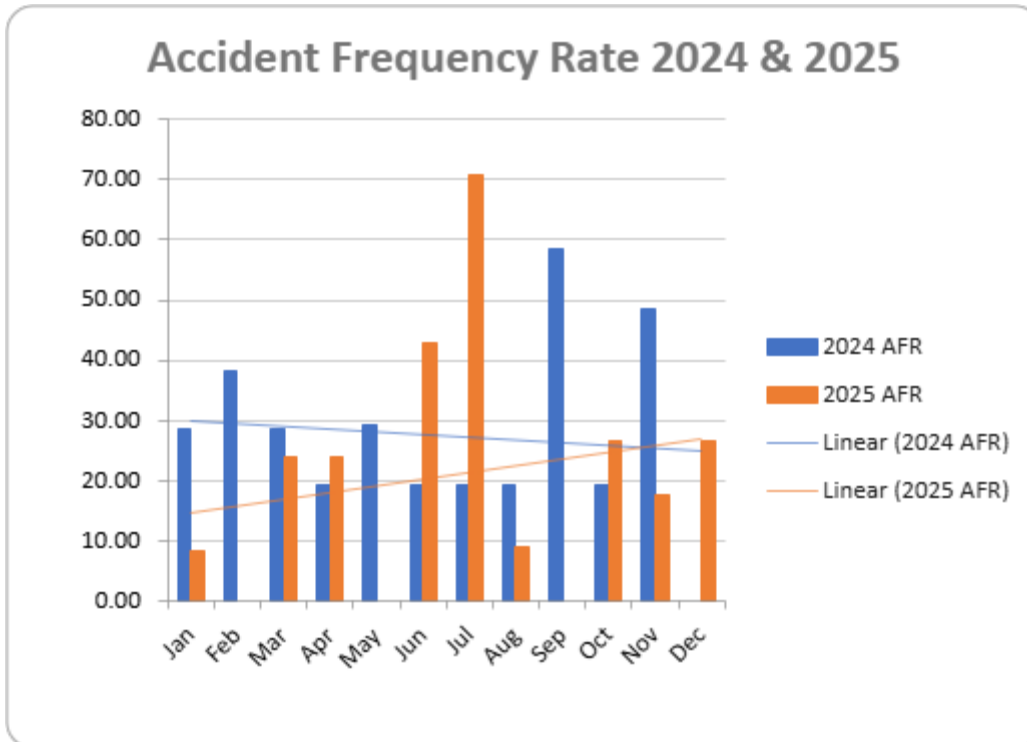
In 2025–26, Anabas enhanced its Safety Management System by strengthening proactive safety behaviours, increasing site-level engagement and improving reporting accuracy across all contracts. Our health & safety culture continues to mature, supported by improved leadership visibility, strengthened contractor controls and enhanced wellbeing considerations in line with ISO 45001:2018 requirements.

- > 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.
- > All employees now complete mandatory annual H&S refresher training, with additional modules introduced in 2025 including: Dynamic Risk Assessment, Slips/Trips/Falls Prevention, Working at Height Awareness and Incident Reporting via Assure.
- > We have introduced a new competency verification programme for high-risk roles, ensuring all staff have documented evidence of competence aligned to industry best practice.
- > Risk assessments were fully reviewed in 2025 and aligned with the updated corporate Risk Assessment Standard. Sites now complete quarterly risk reviews through Assure, ensuring controls remain effective and up to date.
We report work-related accidents in accordance with the Reporting of Injuries, Diseases and Dangerous Occurrence Regulations (RIDDOR).
- > RIDDOR events reduced by 66% in 2025. All reportable events were investigated using the revised root-cause analysis framework introduced in Q2 2025.
- > Corrective actions from RIDDOR investigations are now tracked through Assure, improving close-out rates and visibility.

Accident Performance

The graph below shows the accident frequency rate for 2025. Following on from the success of 2024, for the second year running Anabas has continued to record a **25% reduction** in accident frequency, exceeding the 2025 target by 15%.

The 25% reduction in accident frequency was achieved through increased hazard reporting (a rise of 32%), greater SLT visibility, targeted toolbox talks, improved manual-handling training and proactive close-out of safety actions.



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 helped reduce accident frequency rate by 25% for the second year running.
- > 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 organization. TBTs have been translated into the 5 main languages in the business.
- > 2025 internal audits achieved an average compliance score of 94%, with recurring themes addressed via targeted safety improvement plans.

Targets and Objectives

We will continue to reduce and mitigate the risk of accidents and incidents, so far as is reasonably practicable. Performance is monitored through Hazard Observations recorded in Assure, our health and safety management system.

We remain committed to the reporting and investigation of all accidents, incidents and safety observations. This is monitored through accident and incident statistics captured within Board Reports and Assure.

We will continue to ensure the ongoing improvement and development of our Safety Management System in line with the PDCA (Plan, Do, Check, Act) framework. Effectiveness is measured through internal audits, management reviews and project improvement workshops.

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

Psychosocial Risk & Wellbeing

In 2025 we formally incorporated psychosocial risk into our Safety Management System, aligning with ISO 45001:2018 clause 6.1.2. We introduced stress-risk assessments, wellbeing support pathways and enhanced Mental Health First Aider engagement across contracts.

INCIDENT MANAGEMENT



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

RISK MANAGEMENT



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

AUDITS & INSPECTIONS



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

ENVIRONMENT



We monitor your performance and audit your environmental management system.

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.

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Strategic Goals & Commitments

Strategic Goals & Commitments

As part of our long-term ESG strategy, we remain focused on embedding responsible, ethical and sustainable practices throughout our operations. Our strategic priorities emphasise continuous improvement, meaningful stakeholder engagement and the delivery of high-quality services that create lasting value.

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.

Anabas Core Values



We're there for
each other



Always looking to
improve what we do



We **deliver** our
promises



We make our
customers **smile**



External Audits and Certifications

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External Audits & Certifications

Advancing Standards and Sustainability

We remain committed to upholding the highest standards in quality, sustainability and responsible business practices. As part of this ongoing commitment, we continue to maintain and build upon our internationally recognised certifications and rating, ensuring that our operations consistently align with industry best practice and evolving expectations.

ISO Certifications

During the week commencing 9th February 2026, Anabas successfully completed its ISO audit for the year. This achievement demonstrates the continued strength of our integrated management systems and our commitment to maintaining high standards across all areas of our operations.

We continue to uphold a comprehensive suite of ISO certifications, reflecting our dedication to quality, environmental stewardship, occupational health & safety and information security:

- > ISO 9001:2015 – Quality Management
- > ISO 14001:2015 – Environmental Management
- > ISO 45001:2018 – Occupational Health & Safety
- > ISO 27001:2022 – Information Security Management

These certifications reaffirm our focus on operational excellence, responsible business practices and safeguarding the wellbeing of our people, clients and stakeholders.

EcoVadis Silver Recognition

We are proud to continue holding the EcoVadis Silver Medal, placing us among the top-performing companies assessed globally. This recognition reaffirms our strong performance across the four key assessment areas:

- > Environment
- > Labour & Human Rights
- > Ethics
- > Sustainable Procurement



Maintaining the Silver Medal highlights our ongoing commitment to embedding sustainability within our operations and our continued focus on strengthening our corporate social responsibility practices year on year.

Through our ongoing commitment to ESG principles, we contribute to a more sustainable future, strengthen our social responsibility efforts and ensure ethical governance remains central to how we operate.



Energy Efficiency and Compliance: ESOS Phase 3 Submission

In line with our commitment to energy efficiency and regulatory compliance, in 2025 Anabas 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 marked another step forward in our sustainability journey, reinforcing our dedication to continuous improvement in energy performance and environmental responsibility and this is something that we are continuing to monitor on an ongoing basis.

As part of our ongoing commitment to robust supplier assurance and governance, Anabas has once again successfully completed the Hellios Financial Qualification System (FSQS) assessment for 2026. This external verification process ensures that we continue to meet the rigorous standard required by our client base and maintain best practise across key areas including compliance, sustainability and risk management. We are pleased to confirm that our renewed FSQS certification was awarded on Friday 6th February 2026, further demonstrating our dedication to transparency, accountability and continuous improvement within our supply chain and operational practices. This accreditation underpins our wider ESG commitments and supports our client's assurance requirements.



Conclusion

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Conclusion

Continuing Our ESG Journey

In conclusion, Anabas continues to strengthen its commitment to sustainability and responsible business practice, demonstrated through meaningful progress across our Environmental, Social and Governance (ESG) priorities. Our maintained ISO certifications across quality, environmental management, health and safety and information security reflect the robustness of our systems and our dedication to high operational standards. Likewise, our EcoVadis Silver Medal achieved in 2025 and alignment with the Science Based Targets initiative (SBTi) underscore our ongoing focus on measurable, long-term impact and accountability.

During this reporting year, we once again successfully concluded the Hellios assessment, reinforcing the transparency and ethical integrity of our supply chain and further strengthening the assurance we provide to clients and stakeholders.

Our ESG strategy remains rooted in driving meaningful, enduring progress—not simply meeting compliance obligations. Every milestone achieved this year represents a further step toward building an organisation that is resilient, responsible and aligned with the expectations of our people, our clients and the wider industry.

Looking ahead, we remain committed to continuous improvement, innovation, and collaboration. By engaging proactively with our stakeholders and championing responsible practice across our operations, we will continue to raise standards and contribute positively to the communities and industries we serve.

We extend our appreciation to our employees, clients, partners, and communities for their continued support. Together, we move forward with confidence, purpose, and an unwavering commitment to shaping a sustainable future.



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