
EVOLVE
Impact Report FY26



It’s in the name...

We’re always evolving as a business, trying to improve in all areas.

The last couple of years have been a period of healthy transformation for our business. We’ve established a new shareholding structure and seen an evolution within our team—bidding farewell to colleagues moving on to new ventures and welcoming exceptional new members to help drive us forward.

Over this period of growth and continued learning, the missions of our two operating businesses became closely aligned. To operate leaner and smarter, we made the decision to retire Anode as a standalone entity and consolidate our efforts under one unified roof.

While our structure has changed, our dedication hasn't wavered. We are a tight team that works incredibly well together, passionate about engineering a better future and committed to doing things the right way. As we like to say, it’s all in the details!

To give you a complete picture of our journey, this report covers our performance for FY26 alongside our FY25 figures.

We hope you find these insights useful and look forward to any conversations or feedback they inspire.

Matt Hill - Managing Director

Five years reporting... One direction.

As with last year's report, we feel it's important to share what we mean when we talk about emissions and scopes

Scope 1:
The carbon emissions a company makes directly

Scope 2:
The carbon emissions a company makes indirectly

Scope 3:
All emissions the company are indirectly responsible for, up and down the value chain, in order to conduct their business operations [1]

CO2e:
There are more gases than just CO2 that contribute to global warming.
For comparison purposes, gases are converted to their equivalent amount of CO2 based on their global warming potential (GWP) [2]

The Unit 51 Ltd group has used certified carbon credits to offset all emissions identified in this report



If we don't know where we are, we can't know where we're going.

Impact reporting is not about pretending we've solved everything. It's about understanding what our engineering business consumes, what it creates, where our biggest impacts sit, and what we can do next.

39 tonnes offset through Ecologi

For this report, the reporting boundary is Unit 51 Ltd at group level under financial control. The FY2026 figures are drawn from the supplied Master Emissions dataset and supporting operational information.

We have again chosen to offset the emissions calculated in this report through Ecologi with certified carbon credits. We do this to increase our positive impact and to contribute to climate solutions through collective action.

Our Mission Remains:

Engineer a sustainable future



Scopes 1 and 2

Our Scope 1 and Scope 2 emissions are zero!

Our Scope 1 and Scope 2 emissions, the emissions most within an organisations control, are unchanged from last year, and remain at zero! This is due to the choices we have made when it comes to our vehicles, our electricity supply, and how we heat and cool our premises.



We remain with no fossil fueled vehicles within the business



We purchase 100% renewable electricity, with renewable energy guarantee of origin (REGO) certificates



We use air source heat pumps to both heat and cool our premises



We do not use diesel generators or any other sources of energy, which emit carbon in use

Continuous Improvement

Since our last report, we've noticed an increasing interest from our customers in how sustainable our business operations are. We welcome this interest and the challenge it brings. It's great to be able to share ideas, experiences and progress throughout our industry.

We've been working hard to make our business processes more efficient, looking at the entire journey from initial customer engagement through to final project delivery. By identifying and reducing waste at each stage, we can do more with less — less time, fewer resources and less unnecessary rework.

We've been developing our own in-house automation tools to speed up quotations, reduce errors and minimise rework. We're also embracing AI and other emerging technologies to help drive improvements across the business. This has encouraged us to take some of our established processes apart, question why we do things the way we do, and rebuild them in better ways.

As we change and progress, we're also challenging ourselves to expect more and recognise that there is always room to improve. Small, continuous improvements can make a significant difference when viewed over a 12-month period.

Importantly, we're beginning to see the impact of these improvements beyond our internal processes. Through our customer feedback cycle, we can see that changes happening behind the scenes — in our systems, processes and business structure — are improving the experience our customers receive.

QSL ISO QUALITY SERVICES LTD. BS EN ISO

ISO 9001 Quality Management Certification

QSL ISO QUALITY SERVICES LTD. BS EN ISO

ISO 14001 Environmental Management Certification

"Small daily improvements over time lead to stunning results."

Robin Sharma

Energy

- Less electricity.
- Cleaner grid.
- Better scheduling.

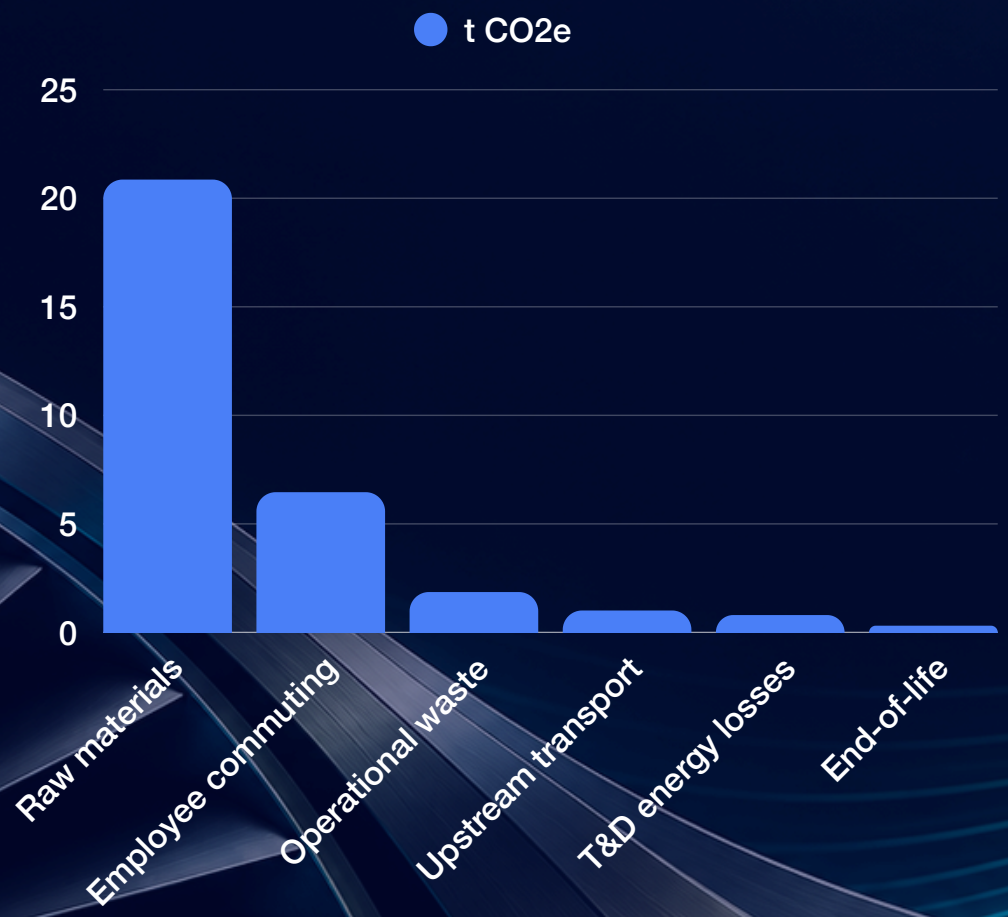
Our market-based Scope 2 figure remains zero because the supplied methodology uses 100% renewable electricity under REGO tariffs. Location-based reporting still gives us a useful view of what the UK grid mix means for the electricity we consume.

Our consumption is a multi-year low across the five-year dataset, despite increasing our output. This is due to increased effciencies throughout the business meaning we're able do do more with less. We hope to continue this improvment trend wherever possible.



Year	Electricity use (kWh)	Location based emissions (t CO2e)
FY22	61,726	13.11
FY23	54,637	10.57
FY24	52,666	10.91
FY25	44,882	9.29
FY26	43,761	7.75

Materials matter



20.86 tonnes CO_2e

Scope 3 Category 1 — purchased goods

Total emmissions

Metric	FY22	FY23	FY24	FY25	FY26
Market-based emissions	23.21 t	30.03 t	25.01 t	20.27 t	31.30 t
Location-based emissions	36.31 t	40.59 t	35.92 t	29.57 t	39.05 t
Electricity use	61,726 kWh	54,637 kWh	52,666 kWh	44,882 kWh	43,761 kWh

Our emmissions have grown as we grow as a business and increase our output, however our efficiency is increasing. More product, less energy and lower emmisions per project.

Waste

As our production has grown, so has the volume of raw material we use — and inevitably, the amount of material that becomes waste.

In FY26, we produced around twice as many parts as the previous year, and our total raw material waste also approximately doubled. While the headline figures have increased, the important measure for us is the relationship between the two: we have maintained our material efficiency while significantly increasing production.

This gives us a useful baseline for the future. Rather than simply focusing on reducing the total amount of waste, we can focus on reducing the amount of waste generated per part as we continue to grow.

Our goal isn't to eliminate waste completely. It's to understand where it comes from, reduce it wherever we can, and keep valuable materials in use for as long as possible.

Year	Impact	Operational approach
FY2025	0.91 t CO_2e	3424 Parts Manufactured Metal swarf recycled locally
FY2026	1.86 t CO_2e	6055 Parts manufactured Metal swarf segregation & 100% recycling locally

**includes scrap/incorrect parts and machine setters*

What's next?

We've recently changed our contract for removal of manufacturing waste and are putting greater emphasis on seperating material types where possible.

We are also in the process of investing in swarf compactors, to help with segregation and the route to recycling becomes much more efficient.

Transportation of product

A small impact. An opportunity to improve.

In FY2026, the transportation of finished products to our customers generated an estimated **1.01 tonnes of CO_2e.**

We see this as a relatively small part of our overall impact, but that doesn't mean it should be overlooked. Understanding where these emissions come from gives us opportunities to make better decisions as we grow — from how we consolidate deliveries to which carriers we use.

What we can influence

Delivery routes • carrier selection • consolidation • delivery frequency • lower-emission vehicles • better logistics data

Team Focus

Employee commuting

Our people have to get to work, and for many of us that means driving. In FY26, employee commuting generated an estimated **6.46 tonnes of CO_2e.**

Rather than treating this as a problem we can simply eliminate, we want to understand it and look for practical ways to reduce its impact — whether that's sharing journeys, choosing lower-emission vehicles, cycling, walking or using public transport where practical.

Salary Sacrifice Schemes

We offer an employee salary sacrifice for electric vehicles through Octopus and a cycle to work scheme through Green Commute Initiative



Apprenticeships

We continue to offer engineering apprenticeships through the Engineering Trust, and Open University



Footprint overview

Category	FY2026	Comment
Scope 1	0.00 t	Direct emissions
Scope 2 — market	0.00 t	100% renewable electricity under REGO tariffs
Scope 3 — purchased goods	20.86 t	Largest reported category
Scope 3 — commuting	6.46 t	Full-team commuting tracked
Scope 3 — waste	1.86 t	Metal swarf segregation / recycling
Scope 3 — transport	1.01 t	Distance-based tracking
Scope 3 — T&D losses	0.80 t	Electricity transmission & distribution
Scope 3 — end-of-life	0.31 t	Estimated customer-component EOL footprint

Location-based total: 39.05 tonnes CO_2e.
Market-based total: 31.30 tonnes CO_2e.

We have decided to again to fully offset our location-based footprint via Ecologi accredited carbon credits.

That's all for now.

We're not finished. That's the point.

Thanks for taking the time to read this. We don't claim to have it all figured out, and we believe a true impact report is about transparency, not just minimizing our numbers. It’s a tool to help us understand where we stand, where we fall short, and what we need to do next.

We’d love to hear from you—reach out and let's continue moving forward, together.

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References

[1] https://www2.deloitte.com/uk/en/focus/climate-change/zero-in-on-scope-1-2-and-3-emissions.html
[2] https://www.inspirecleanenergy.com/blog/clean-energy-101/what-is-co2e
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