

Delivering our ESG Strategy

Progress towards our
Environmental, Social and
Governance objectives

July 2025



Newable



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Supporting Ambition, Powering Growth

At Newable, our purpose is simple: to power business growth. Since our founding in July 1982, we've been dedicated to enabling ambitious businesses to grow, and thrive.

For over 40 years, we've supported businesses across the UK – driven by a commitment to sustainable growth and a desire to create lasting positive impact. Whether we're acquiring new ventures or investing in our people, every decision reflects a balance of commercial ambition and responsible action.

Our ESG (Environmental, Social, and Governance) Strategy is central to how we operate, with three guiding priorities:

- Drive inclusive economic growth
- Deliver sustainability for a better future
- Operate transparently and responsibly in all that we do

In this, our fifth ESG report, we share the progress we've made across Newable and outline the steps we're taking to push further. Every achievement reflects the collective effort of our teams and our ongoing mission to build a better future for business.

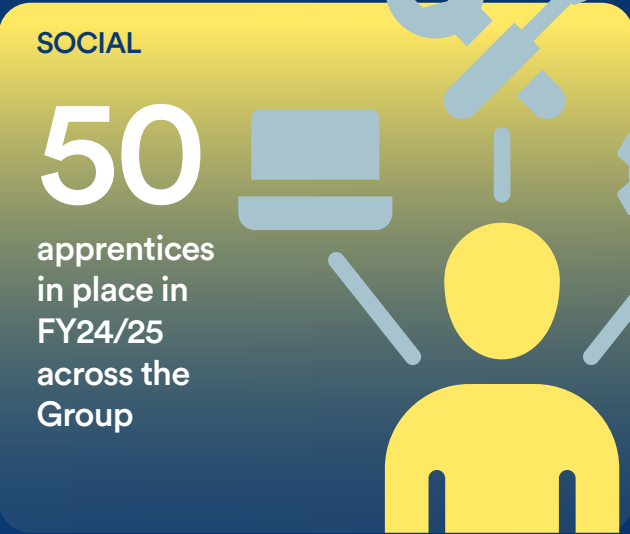
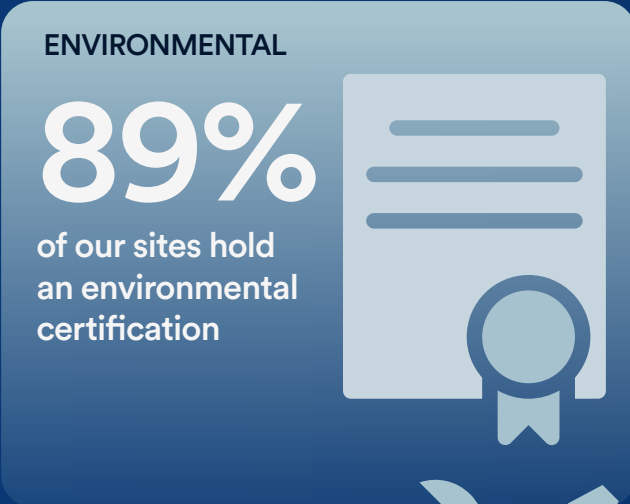
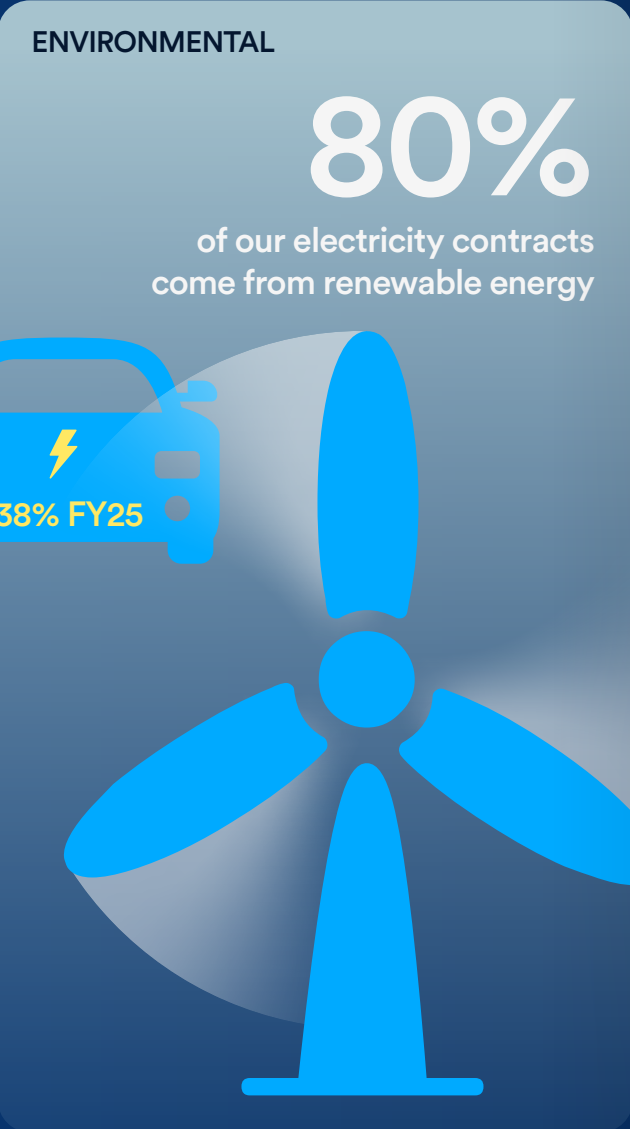
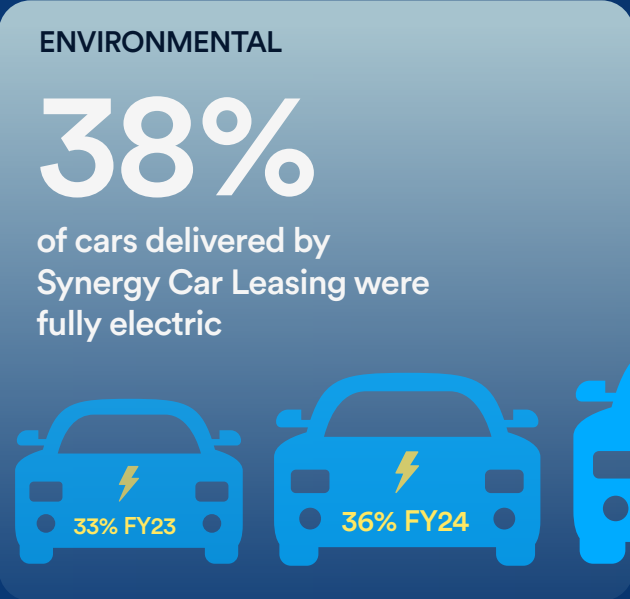
Discover more at newable.co.uk/our-commitment-to-esg or get in touch at ESG@newable.co.uk.

Warm regards,

A handwritten signature in white ink, appearing to be "Chris Manson".

Chris Manson, Newable CEO

Highlights from FY25





Environmental

Our commitment

To deliver sustainability for a better future

Our environmental objectives

- Objective **1** Optimise inputs Objective **2** Reduce outputs Objective **3** Advocate for sustainability

We must reduce our environmental impact and tackle climate change for the benefit of our clients, our company, and the planet. Everyone must play their part in this, and as a trusted adviser to companies, it is our responsibility to ensure the growth that we deliver is sustainable.

We have identified key areas where we can significantly contribute to environmental sustainability and minimise our environmental footprint, we have established ambitious targets and continuously review our policies and practices to ensure consistency across all the Newable Group.



CMS's Move to a New Facility: A Step Towards Growth and Sustainability

As part of our commitment to optimising our inputs and enhancing sustainability, CMS, part of the Newable Group, has embarked on an exciting journey by relocating to a new, state-of-the-art facility. This move not only addresses their growing space needs but also aligns with their environmental objectives by incorporating advanced energy-efficient technologies and fostering a culture of continuous improvement and innovation.

Why Move to a New Facility?

Space Constraints: The previous facility could no longer comfortably accommodate the growing number of staff.

Talent Development: To address recruitment and retention challenges, CMS is developing an onsite training academy, necessitating the move to a larger facility.

Enhanced Efficiency and Sustainability

The new building is designed to be more efficient than the old one. It features state-of-the-art heating solutions that incorporate renewable technology and heat reclamation through heat pumps. The ventilation system recycles air, and the building has a warm roof to maintain comfortable temperatures year-round.

Training Facility and Equipment

CMS has worked with trusted suppliers to ensure the new training facility is equipped with industry leading, efficient technology. Importantly the equipment is in operation providing environmental solutions for the new offices too.

The new training facility includes a Hybrid Gas / Heat Pump installation from BAXI, part of the BDR Thermea Group, Mitsubishi AC and Heat Pumps throughout, Myson underfloor heating, Belimo energy and control valves and VES heat recovery AHU ventilation systems.

All systems installed and maintained by CMS's own teams. CMS plans to lead on manufacturer training programs in the new facility upskilling their own expert engineers as in house trainers.

Commitment to Energy Solutions

CMS is dedicated to presenting the best energy options to clients, balancing cost and efficiency. It offers tailored solutions and pricing, ensuring clients receive the most suitable and environmentally friendly options.

Benefits for Employees and Culture

The new location will bring all employees under one roof, fostering camaraderie and a stronger community. The area offers pleasant surroundings for lunchtime walks and social activities, aligning with CMS's five-year plan to focus on people.

Environmental Focus for the Next Year

CMS aims to reduce carbon and energy output per employee by implementing various measures. They will focus on van efficiency, continuously updating their fleet to ensure the most efficient vehicles with optimal servicing and tires.

Long-Term Optimisation Goals

Over the next 5-10 years, CMS plans to:

- Continue utilising renewable energy.
- Stay ahead of technological advancements.
- Proactively align with industry trends and policies to offer cutting-edge solutions.

This move marks a significant step for CMS in enhancing its operational efficiency, sustainability, and employee well-being, positioning them for future growth and success.





NewFlex Sites Receive Green Mark Certification

In 2024/25, NewFlex, the workspace division of the Newable Group, has expanded its portfolio by an additional 600,000 square feet. As part of its commitment to environmental, social, and governance (ESG) principles, NewFlex strives to make a positive impact in all areas of its operations. Understanding the growing importance of sustainable office spaces to its customers, NewFlex collaborates with them to foster a more environmentally responsible future. By building an ecosystem focused on collective action, NewFlex helps reduce overall environmental impact.

As part of its Net Zero journey, NewFlex is dedicated to monitoring resource usage and achieving a year-on-year reduction in both inputs and outputs for fully operational sites and by 2035 aims to transition to 100% renewable energy. In 2024/25, NewFlex introduced a tailored Environmental Management System (EMS) for all its sites and established an

environmental leadership team. This team includes three general managers serving as environmental champions, inspiring colleagues by promoting sustainable practices and supporting the business in its mission to achieve Net Zero carbon emissions. Additionally, NewFlex has enhanced its recycling and food waste collection stations to align with new 'Simpler Recycling' legislation.

Since Autumn 2024, all General Managers have worked toward Green Mark site accreditation, resulting in all 26 NewFlex locations being successfully certified at either Level 1 or Level 2.

As NewFlex continues to grow across the UK, it remains committed to selecting new sites designed with sustainability in mind. These locations prioritise optimised energy consumption to minimise carbon impact and enhance efficiency. Over the next financial year, NewFlex will launch a new site that meets BREEAM standards—a benchmark it intends to uphold for future developments wherever possible. BREEAM provides a structured approach to evaluating the sustainability of buildings, ensuring projects meet environmental goals while delivering long-term optimal performance.

What is Green Mark Accreditation?

Green Mark is a proven three-step green accreditation scheme which helps to develop a fully documented Environmental Management System (EMS). Level 1 helps businesses identify opportunities, at Level 2 they begin to develop and enact action plans, and at Level 3 businesses have a full set of practical processes and guidelines which will help them push for continuous environmental improvement. Green Mark aims to help businesses reduce their environmental impact with a clear, certification process, using an online EMS to provide a foundation that helps companies deliver their environmental policy.

GREEN MARK

NewFlex Environmental Champions



Shannon Bibby



Chanel Cornelius



Navin Silwal



Samantha Stretton

“It is more important than ever for organisations to keep the environment as a key focus and value. Achieving Greenmark certification for NewFlex is a significant step in our ESG goals; further cementing our desire to look after our environment.”

SAMANTHA STRETTON, HEAD OF H&S COMPLIANCE

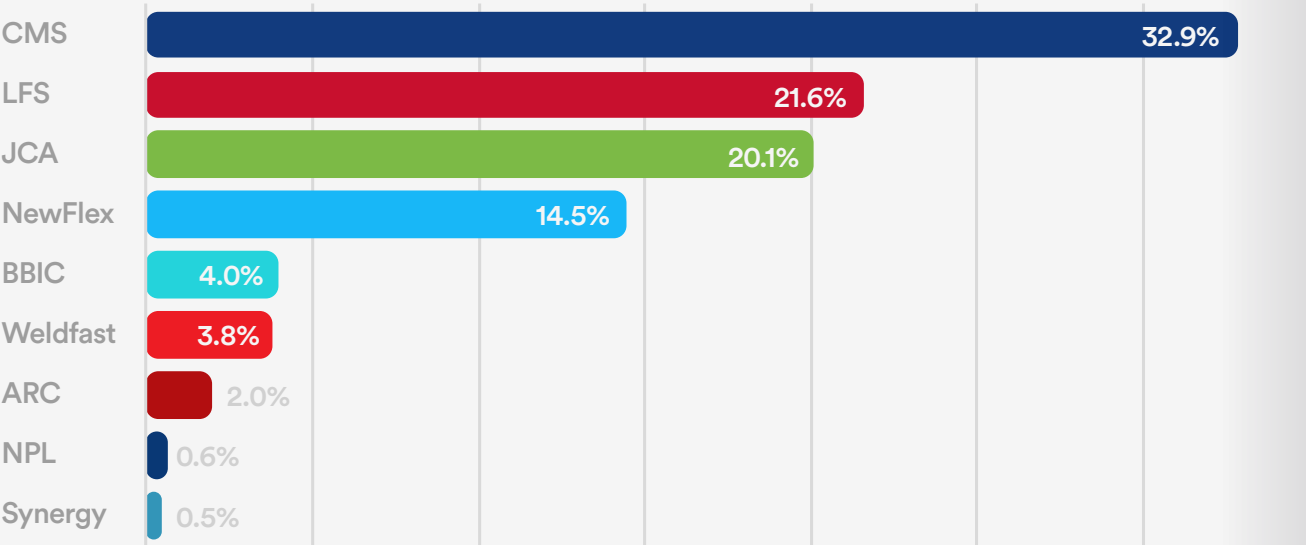
Energy & Carbon Report 2024/25

This is Newable Group’s 5th annual carbon footprint report and a key element, our data accuracy, has improved steadily over that time. Readers should note that as the size of the Group fluctuates, carbon and energy numbers also change.

Newable Group’s total energy consumption for financial year 2024-25 was 22,818 MWh of energy, which resulted in 4,857 tCO2e of location-based¹ carbon emissions. These figures represent a significant increase of 25% in energy consumption and a 25% rise in carbon emissions, compared with the previous reporting year. However, by purchasing green tariffs, those carbon emissions associated with *the company’s electricity consumption decreased by 12%*, resulting in the total market-based² carbon emissions of Newable being 4,256 tCO2e.

Carbon impact by business

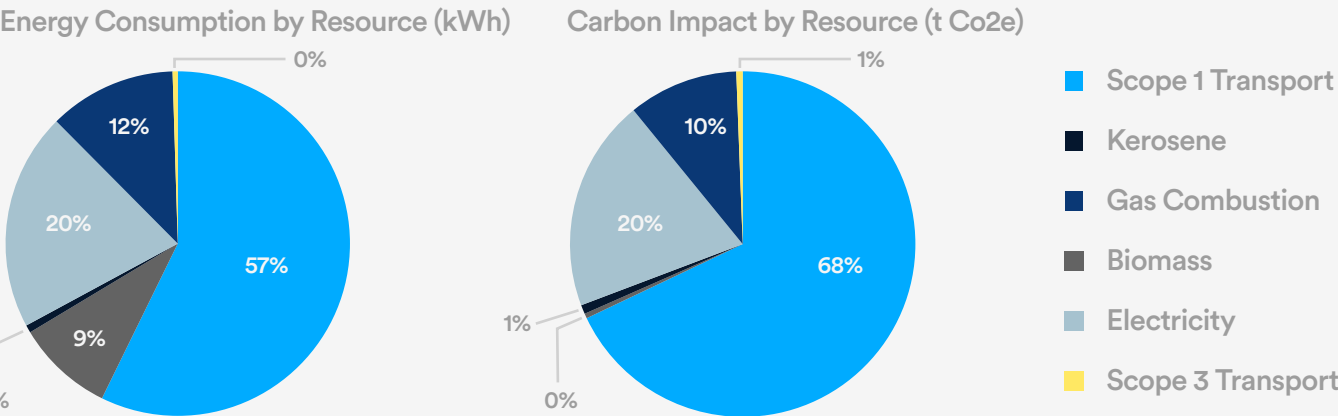
Location-based Carbon Impact of Newable Group by Business



In FY25-25, CMS was the largest contributor, accounting for 32.9% of the Group’s total carbon emissions, mainly due to the large amount of transport fuel used by its fleet of 230+ vans. This is also the case for London Fire Solutions (LFS), at 21.6% and 70+ vehicles, and at JC Atkinson (JCA) with 20.1% of the carbon emissions and nearly 30 vehicles. Newflex contributed significantly to the overall emissions across its 12 leased sites which this report covers, including kerosene used at its Reading office.

¹ Location-based reporting calculates emissions based on the average emission intensity of the power grid a company is physically connected to. When not specified in the text, carbon emissions relate to location-based carbon emissions.
² Market-based reporting reflects emissions from the specific electricity a company purchases. It takes into account RECs, REGOs, or other energy contracts.

Energy consumption and emissions by resource



Scope 1 Transport Fuel was the biggest energy type consumed - 13,064,400 kWh (57% of the Group’s total energy consumption), accounting for 3,300 tCO2e (68% of the Group’s total carbon emissions). This was driven by relatively large fleet and transport fuel consumption at CMS, LFS and JCA, producing a combined 3,184 tCO2e of carbon emissions, 96.5% of the Group’s Scope 1 Transport Fuel’s total. Overall, Scope 1 Transport Energy Consumption and Carbon Emissions have gone up by 29% on the previous year.

The broad transport energy consumed by CMS increased slightly (7%) having expanded its fleet by 41% more vehicles to match business growth. Throughout FY24-25, CMS has equipped all vans with trackers to monitor engine idling and combat inefficient fuel usage – something reflected in the numbers above. Van drivers also undertook courses and compared driving best practices, encouraging better driving behaviours and fuel usage. LFS’ significant increase in transport was mainly due to incomplete data provided in previous year but also by an increase in its van fleet of 17%, and an operations and orders increase leading to wider geographical coverage of the business activities. Finally, JCA’s transport related energy consumption and related carbon impact have decreased by 14% based on previous year. This is due to part of their fleet moving to hybrid or electric vehicles.

Electricity represented 20% of the total energy consumption and 20% of the total carbon emissions. This is followed by gas combustion with 12% of

the total energy consumption and 10% of the total carbon impact. Despite accounting for 9% of Newable Group’s energy consumption, biomass used by JCA contributed 0% of the carbon emissions due to it being much less used compared with other combustion fuels like natural gas.

Throughout the year, we also implemented some of the recommendations made as part of our Energy Savings Opportunity Scheme (ESOS) audit.

Continuous monitoring and investment into Newable Group’s vehicles is important. We want to ensure our fleet is as efficient/recent as possible to mitigate the related carbon impact of our operations. Working with Synergy Car Leasing, CMS and LFS have ensured all new vehicles were the most energy efficient and as recent as possible. The companies will keep working together to identify further upgrades to their fleet such as considering moving to hybrid vans.

Carbon Roadmap

We have been working with all businesses to develop tailored carbon roadmaps in order to achieve Net Zero by 2035. This requires different approaches in different parts of the Group - from upgrading fleets to investing in more energy efficient buildings including switching to green tariffs. We recognise that there are several steps that our businesses must take but have identified those and are working together to meet our target.

For more information, see our full Streamlined Energy and Carbon Report at newable.co.uk



ARC's Waste Management Challenge

ARC Building Solutions, a Newable Group Company, have been sending zero waste to landfill for the past 5 years. However, they have been working to reduce the amount of waste that goes to incineration and have therefore implemented a number of initiatives to both reduce waste and improve waste management.

ARC has implemented several innovative waste management strategies aimed to reduce overall waste output and enhancing recycling efforts. ARC remains committed to achieving zero waste to landfill, reduce waste sent to incineration and seeks to explore new and innovative waste management strategies in 2025 and beyond.



Crisp and Biscuit Packets Recycling

After noticing the amount of domestic waste incurred by foil lined plastic food wrappers from crisp and biscuit packets, ARC began an internal collections trial to identify how employees would respond to implementing a separate recycling area for these items. Following the success of this trial, ARC invested in the appropriate recycling facilities for canteen areas, to facilitate future recycling of this waste.

Stationery Recycling

While reviewing plastic free alternatives to office stationery during their Plastic Free July campaign, ARC recognised that the most sustainable stationary options for them weren't necessarily free from plastic as other options could encourage deforestation and/or incur higher emissions. As eliminating these items was not a viable option, ARC implemented a stationary recycling bin to prevent reusable materials found in stationary waste from being destroyed through incineration.

Plastic Cup Reduction

Inspired by ARC's Plastic Free July campaign, ARC is aiming to encourage employees away from using disposable plastic cups & bottles by supplying a designated storage cabinet in their production area, where employees can store reusable bottles while at work.

Food waste recycling

In July 2024, ARC introduced food waste bins to redirect food waste away from incineration and into anaerobic digestion plants, helping to create renewable energy in the form of biogas. ARC implemented this as they felt it was the most responsible method of disposing of this waste and because it would help employees prepare for upcoming legal requirements in 2025. Additionally, some food waste is separated to be used as fox food by a member of their team who is passionate about caring for foxes and other wildlife situated in their local area.

Battery Recycling

ARC receives free battery recycling boxes from Valpak which allows staff to safely recycle old batteries from home and work.

Pallet Return Scheme

ARC has implemented a pallet return system with customers, ensuring the efficient reuse of pallets. The total number of pallets returned is being tracked.

Rigid Plastic Recycling

Following a visit last year to EWC, ARC's recycling plant, HDPE strapping waste and hard plastics are now segregated into bags. These materials are returned with bulk recycling on the lorry that delivers pallets, ensuring efficient recycling.

PPE & Uniform Recycling

ARC securely shreds its used PPE and uniforms, repurposing them for the textile industry. The textile bin is collected quarterly, ensuring these materials are recycled and given a new life.

Employee Education

All employees attend an environmental workshop which covers waste management best practices, understanding the different waste streams at ARC, the importance of recycling, legal requirements for transferring waste, and upcoming legislative changes with potential fines for non-compliance.



Empowering ESG-Focused SMEs: Newable's Commitment to Sustainable Growth

We are dedicated to fostering sustainable growth and helping businesses that support environmental, social, and governance (ESG) principles. In this article we highlight, in two case studies, the impactful work of our Newable Advice team assisting ESG-focused small and medium-sized enterprises (SMEs). Through our diverse range of services, we have empowered these businesses to thrive while making a positive difference in their communities and beyond.

Case Study

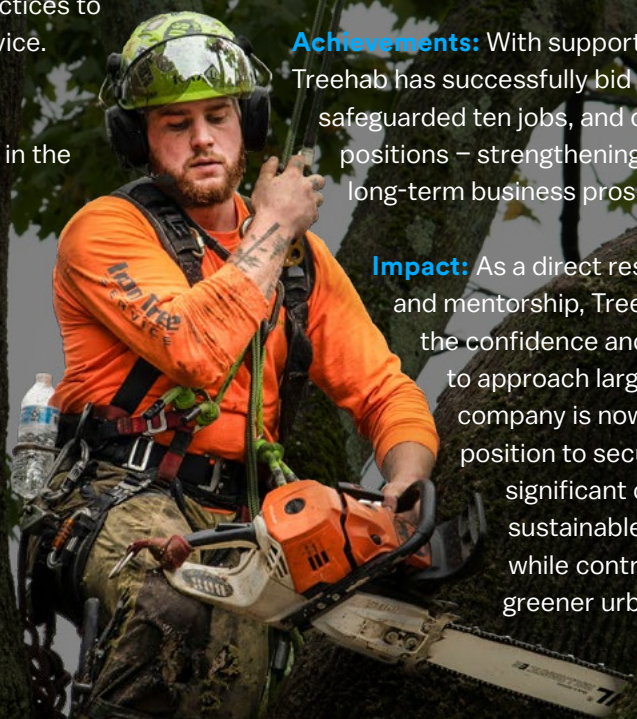
The Business: Treehab Arboricultural Contractors delivers expert tree care and management services across London, catering to both residential and commercial properties. Their certified arborists focus on environmental preservation, safety, and landscape enhancement, using advanced equipment and industry best practices to ensure high-quality, efficient service. With a strong customer-focused approach, they have established themselves as a reliable provider in the arboricultural sector.

Support Provided: Many SMEs face challenges when applying for tenders, often feeling overwhelmed by the complexity of applications and the volume of competition. In 2024, Treehab's founder, Harry Spencer, received dedicated support from Newable and expert business adviser Natalia Gruzina to overcome these obstacles. Through tailored

one-to-one sessions, Harry gained critical insights into the tendering process, including strategies to stand out, navigating complex questions, and structuring winning bids. Additionally, he attended 'How to Tender' masterclasses and the Camden Procurement Club event, where he engaged with local councils to better understand their purchasing behaviour.

Achievements: With support from Newable, Treehab has successfully bid on several tenders, safeguarded ten jobs, and created four new positions – strengthening both workforce and long-term business prospects.

Impact: As a direct result of the training and mentorship, Treehab have developed the confidence and skills necessary to approach larger buyers. The company is now in a stronger position to secure contracts with significant organisations, ensuring sustainable business growth while contributing to London's greener urban spaces.



Case Study: Advancing Sustainable Solutions through Newable Advice

Project Overview: The Open London project, delivered by Newable on behalf of the Greater London Authority and funded by the UK Government through the UK Shared Prosperity Fund, aims to address socio-economic, health, and environmental challenges across London. By aligning resident insights with the needs of local authorities and businesses, the project supports 90 London SMEs or social enterprises in scaling their innovations through an intensive Accelerator Programme.

The Business: Isometric Outcomes creates sustainable products for the housing sector that tackle climate change and benefit consumers in a simple way.

Support Provided: In November 2023, Isometric Outcomes was awarded a place on the Open London Accelerator Programme. Their founder, Alain Alban, attended a series of workshops and received 1-2-1 support from specialist adviser Abrar Jawaid, Innovation & Growth Specialist Team Manager. This support helped Alain refine his marketing strategies, value proposition, and business model.

Achievements: The company had the opportunity to pitch before a panel and was one of six winners, receiving a £2,500 grant and the chance to pitch to large organisations and London Borough Councils at a dedicated Meet the Innovator event. This exposure led to ongoing collaborations with borough council representatives.

Impact: Since joining the programme, Isometric Outcomes has accelerated its journey to market and is now at the pilot testing stage. The company is testing its solutions in real environments and researching pilot trial partners, with a commercial launch expected in 6-12 months. Their device offers an 18% reduction in energy use and CO2 emissions per shower, equating to an average annual saving of £60 and a reduction of 96kg CO2e per household.

“The grant was very welcome and has resulted in much-needed software that has helped with product/solution refinement.”

ALAIN ALBAN, ISOMETRIC OUTCOMES



ABRAR JAWAID,
INNOVATION & GROWTH
SPECIALIST TEAM MANAGER



LFS: Enhancing Biodiversity Through Tree Planting

London Fire Solutions, a Newable company, is dedicated to limiting its environmental impact and protecting the climate. LFS has set ambitious targets to reduce its environmental footprint, rigorously examining policies and practices to ensure it leads the way for itself and its clients on this journey. Decisions at LFS are driven by a focus on doing the right thing, positively impacting and protecting people and communities.

One of LFS's key initiatives is to plant a tree for each door manufactured, launched in 2024. This initiative is part of a broader strategy to offset the environmental impact of sourcing timber from around the world, which must meet stringent quality standards for fire resistance. To ensure sustainability, LFS procures FSC-accredited timber as standard and has committed to donating £1 for every door produced, contributing to planting a tree and therefore, offsetting some of the impact of their production.

In the first year of the scheme, LFS planted 334 trees. Building on this success, the company has already contributed a further 463 trees this year and is on track to plant an additional 1,500 trees. This initiative not only helps offset LFS's carbon footprint but also enhances biodiversity and supports ecosystems.

As part of quality assurance work with suppliers in 2024, LFS partnered with Forest Carbon for its tree planting scheme. Forest Carbon is a leader in developing woodland creation and peatland-restoration projects for carbon capture and ecosystem services.

Over the past 15 years, Forest Carbon has helped create 275 new woodlands, planting 13 million trees, which will sequester 3 million tonnes of CO₂e.

LFS believes that everyone must play their part in the fight against climate change and takes its responsibility seriously, ensuring that its growth is sustainable and that it contributes positively to the environment. Through its tree planting scheme, LFS is not only offsetting its environmental impact but also enhancing biodiversity and supporting the health of the planet for future generations.



Fire
Solutions &
Maintenance



334

Trees planted
in year one

463

Trees planted
so far in 2025

1,500

Additional trees will
be planted in 2025



Newable's Commitment to Sustainability: Volunteering Days

Newable is committed to giving back to the community and fostering a culture of social responsibility. To support this, Newable allocate 28 volunteering hours per year to every employee, encouraging them to contribute to causes they are passionate about. In 2024, Newable organised two impactful volunteering days: a beach clean-up and a visit to Recorra's Material Recovery Facility. These initiatives not only allowed our employees to make a tangible difference in their communities but also reinforced Newable's commitment to environmental sustainability and community engagement.

Newable Employees Participate in Beach Cleans

In September 2024, a dedicated group of Newable employees cleaned a beach at Gabriel's Wharf in London. The team walked along the Thames, picking up any rubbish found. The team collected 24.9kg of waste: shoes, bones and all kinds of plastics (polystyrene, bottles caps, wrappings).

This initiative not only contributed to keeping London's river clean but also provided an opportunity for team bonding and collaboration outside the office.

In addition to the beach clean at Gabriel's Wharf, another group of Newable employees took part in a beach clean at Hill Head. Their experience was surprisingly and happily disappointing, as they managed to collect only one full bag of rubbish between ten of them during an hour and a half of walking. It seems they picked one of the cleanest beaches!

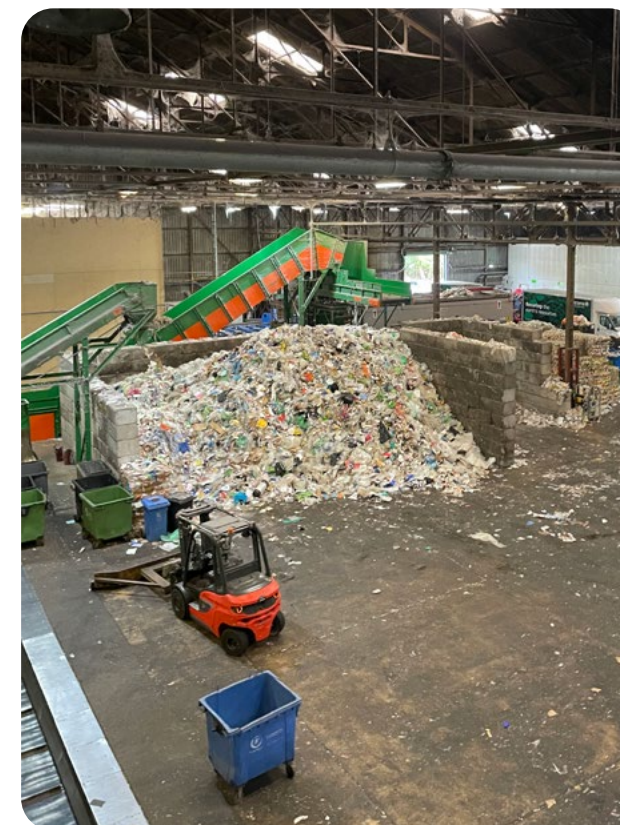


Newable Employees Visit Recorra's Material Recovery Facility

In November 2024, a group of Newable employees visited Recorra's Material Recovery Facility. This eye-opening tour provided a behind-the-scenes look at the journey household rubbish takes once collected by truck and sent for recycling.

Employees gained insights into the intricate processes involved in sorting, bulking and processing recyclable materials, and the innovative technologies Recorra employs to ensure maximum efficiency and sustainability. It was fascinating to witness how our everyday actions can significantly impact the environment.

The visit also highlighted several ways staff can enhance recycling efforts, both at home and in the workplace. From better sorting practices to reducing contamination in recycling bins, employees left with practical tips and a renewed commitment to sustainability.





JC Atkinson's Investment in Oasis Coffins

In October 2024, JC Atkinson, part of Newable, acquired Oasis Coffins, a leading manufacturer of sustainable coffins. This strategic move aligns with Newable's environmental objective to advocate for sustainability.

Oasis Coffins: A Sustainable Vision

Oasis Coffins is based in north-west Bangladesh, surrounded by villages, rice fields, and natural resources like bamboo and jute. Founded over 12 years ago by David How and his wife, Preeti How, the company recognised the potential of using local materials in economically disadvantaged communities. These natural fibres – bamboo, banana leaves, jute, and water hyacinth – are often underutilised. By adding value through product design and market access, Oasis Coffins has created well-paid jobs, helping the community economically while leveraging its natural resources in a sustainable way.

The Acquisition: A New Chapter for Oasis Coffins

The acquisition by JC Atkinson brings stability and growth opportunities to Oasis Coffins. JC Atkinson's expertise and market presence, particularly in the UK, will allow Oasis to expand into new markets and continue growing locally. This means increased employment and a deeper impact in the community. For JC Atkinson, acquiring Oasis Coffins is a strategic move that expands its market presence and strengthens its capabilities. It enables JC Atkinson to enter new segments, leverage synergies between both companies, and offer a more comprehensive product range.

Innovative and Sustainable Products

Oasis Coffins specialises in making coffins from natural materials like willow, seagrass, bamboo,



The JC Atkinson & Oasis Team. David How (left), and Greg Cranfield (second from right).

jute, water hyacinth, and banana leaf. Oasis also manufacture matching urns and continually innovate – such as a flat-packed jute coffin, which offers easy assembly and efficient transport. This eco-friendly, biodegradable product is ethically sourced through fair-trade partnerships, reducing environmental impact through materials and efficient design.

Future Prospects

Post-acquisition, the future looks promising for JC Atkinson and Oasis Coffins. By combining forces, they will be able to innovate faster and meet a broader spectrum of customer needs. They are focused on operational efficiencies, growing their market share, and developing new sustainable products. Together, they aim to become leaders in eco-friendly funeral products while continuing to prioritise fair trade principles and environmental sustainability.

Oasis Coffins

Oasis Coffins commitment to sustainability:

- Develop bamboo planting strategy
- Measure water and electricity consumption and develop measurable reduction goals
- Measure plastic and metal consumption and develop reduction strategy
- Measure timber waste and develop goals for circularity
- Design and implement ETP for natural dye area
- Calculate and confirm carbon footprint of key products
- Implement and promote monthly litter picks, sponsor additional external litter bins and develop small garden areas around building



JC Atkinson



Social

Our commitment

To support our staff and to contribute to inclusive economic growth

Our social objectives

Objective

1 Drive inclusive economic growth

Objective

2 Provide a great place to work for all our people

Objective

3 Positively impact our communities

Newable collaborates with UK businesses to accelerate their growth, helping them start and scale their ventures, access new markets, develop innovative products, and establish new premises – all contributing to economic prosperity. Newable's recruitment policies are designed to attract top talent, and Newable offers training and development opportunities to foster satisfying and fulfilling careers.

Over the next pages, read how Newable has been delivering on these commitments throughout FY25.



Empowering Small Female and Disabled-owned Businesses Through The Inclusive Growth London Programme

One of our key ESG objectives is to foster inclusive economic growth through tailored business support services. We are committed to empowering all entrepreneurs, particularly those from underrepresented groups, to thrive and succeed. Our Inclusive Growth London programme embodied this commitment by providing bespoke support to female-owned and disabled-owned small businesses, helping them overcome barriers and reach their full potential.

The programme focused on micro and small businesses based or trading in Camden, Hackney, Tower Hamlets, and Westminster that demonstrate growth potential. It provided access to vital resources and extensive networks essential for scaling up. Our team of dedicated business advisers understood the untapped potential within these entrepreneurs and delivered the tools, mentorship, and strategic guidance needed to unlock new opportunities.

Expanding Opportunities Through Dedicated Support

Since the start of the programme in July 2024, our team of specialist advisers actively supported 166 businesses of which 97% were female-owned businesses, 27% disabled-owned with 21% identifying as both, providing them with tailored resources to help them thrive. By prioritising engagement with those underrepresented groups, the initiative contributed to reshape the business landscape to better reflect the diversity of our communities.

Through this programme, a total of 355 hours of one-on-one sessions with a dedicated adviser were delivered as well as 244 hours of workshops on topics including:

- Taking the fear out of finance
- Pricing strategies to boost prices
- Making sure cash flow is healthy
- Boost your confidence to elevate your business
- Enhance negotiation skills for success
- Stress management for small business owners
- Enhance your business through sustainable practices
- Elevate your value proposition
- Grow your start up through social media

Businesses that benefited from this support adopted new approaches, refined their vision, and even pivoted their business offerings. Throughout the duration of the programme, participants were also taken on a visit to Hackney-based company Batch Ltd with the aim of learning about their growth journey over the last several years, including barriers they faced and how these were addressed.

Feedback from participants was overwhelmingly positive, with 97% satisfaction for events and 98% satisfaction for one-to-one support. The programme's success is further evidenced by the publication of 21 case studies showcasing the diversity and depth of impact across sectors.

Stanimira Velikova, Founder of NouraWell, shares her experiences of being a participant on the programme.

“My experience with the Inclusive Growth London programme has been incredibly valuable. I attended the ‘Boost Your Confidence to Elevate Your Business’ peer-to-peer workshop, in addition to benefiting from bespoke advice from my specialist adviser Hardeep Samra, who provided me with clarity on my business strategy.”

“The support helped me consider key aspects such as marketing strategies, data insights and overall business decision-making. The mix of in-person and virtual support made the experience flexible and accessible, equipping me with the practical knowledge that has strengthened my confidence as a business owner and helped me refine my approach to growth.”

“Before joining the Inclusive Growth London programme, I struggled with defining a clear business strategy and understanding how to effectively position my services. Through the workshop and coaching calls with Hardeep, I gained practical insights into marketing strategies, leveraging data for decision-making and structuring my business for growth. The programme has not only provided clarity but also given me the confidence to make strategic decisions with a stronger foundation.”

Entrepreneurship can be isolating, especially for women operating in underserved sectors or those for whom English is not their first language. Through a hands-on approach that extends beyond business objectives, the programme has made a tangible difference in the confidence and success of these women. Many have gone on to join other Newable initiatives, achieving remarkable progress in a short space of time.

The guidance of a business adviser can be invaluable in helping entrepreneurs navigate complex growth decisions. Without such tailored support, many businesses might develop at a much slower pace. By recognising the specific needs of female and disabled entrepreneurs, Inclusive Growth London offered personalised support that went beyond conventional business assistance. As a result of the support provided, participating businesses created 13 jobs and increased their Gross Value Added by £236,880.

Inclusive Growth London hasn't just been about driving economic growth — it has also been about fostering a supportive community where diverse entrepreneurs can flourish. This initiative played a key role in reducing financial disparities and promoting fairness and representation, where everyone has the opportunity to contribute to and benefit from progress.

To find out more visit newable.co.uk/advice

RIFAT JAN,
INNOVATION AND GROWTH
SPECIALIST TEAM MANAGER

NewFlex: Pioneering Inclusive Economic Growth Through Innovative Workspaces

Over the past year, NewFlex, Newable's workspace division, has made significant strides in expanding its network of environmentally sustainable workspaces and supporting new customers, contributing to our ESG objectives.

Supporting our SME Clients

From April 2024 to February 2025, NewFlex welcomed 345 new SME customers. This influx of new clients highlights the growing demand for flexible and innovative workspace solutions.

Expansion of Sustainable Offices

NewFlex has been focused in FY25 on strategic office openings in key locations with the right environmental credentials that SME clients are looking for. These new offices are strategically located to cater to the diverse needs of businesses across various regions.

Each of these locations is designed to offer state-of-the-art facilities and a conducive environment for businesses to flourish. NewFlex is on a mission to not only support economic growth but also to foster inclusivity by providing accessible and flexible workspace solutions to a broader audience.

NewFlex's achievements over the past year are a testament to its dedication to driving inclusive economic growth. Through NewFlex's business support services, it continues to empower businesses, create opportunities, and contribute to a sustainable future.

The Quad ONE Lexicon Bracknell

The Quad ONE Lexicon

Serendipity Labs Bristol Aztec West

Serendipity Labs Inspiration at Work.

Flex@Tide Bankside London

Flex@TIDE

The Quad ONE Station Hill Reading

The Quad ONE Station Hill



Our Commitment to Being One of the 'Best Companies'

Employee Wellbeing: A Core Value at Newable

Hybrid Working Arrangements: Newable helps work-life balance through structured hybrid working arrangements, determined at the team level to best support collaboration and productivity. Each team follows an agreed approach that balances collective efficiency and operational success with individual needs.

Mental Health Days: Each employee receives one well-being day annually to recharge and focus on well-being, helping to maintain a healthy work-life balance.

Mental Health Employee Resource Group: The Mental Health Employee Resource Group meets bi-monthly to discuss mental health topics, share experiences, and improve workplace culture, fostering a supportive community.

Well-being Score: In 2024, Newable's Well-being score was 5.09 on the Best Companies scale, which ranges from 1 to 7, with 1 being strongly negative and 7 being strongly positive. A score of 4 represents a neutral response. This score reflects Newable's work to maintain a healthy and supportive work environment.

Professional Development: Empowering Growth

Fuelling Ambition Inside Initiative: The 'Fuelling Ambition Inside' initiative offers workshops to help employees develop new skills, gain industry insights, and connect with peers, promoting personal and professional growth.

Enhanced Continuous Professional Development (CPD) Journal: Newable has enhanced its CPD journal to align development goals with personal aspirations and organisational objectives through meaningful conversations between employees and managers.

Training Budget for Continuous Learning: Each employee receives a £500 annual budget for training courses, supporting their pursuit of external learning opportunities and reinforcing Newable's commitment to professional development.

Inclusive Environment: A Great Place to Work

United Newable Employee Resource Group (ERG): The United Newable ERG promotes cultural diversity and inclusion, encouraging employees to share their stories and fostering a sense of belonging and community. This group actively works to improve cultural awareness and inclusion within the organisation.

Community Engagement: Making a Difference Beyond the Workplace

Volunteering Hours for Employees: Employees are given 28 hours annually to engage in community service, supporting causes they are passionate about and making a tangible impact.

Organised Volunteer Events: Newable organise group volunteer events to foster teamwork and camaraderie while benefiting the community, strengthening bonds among employees.

Empowering Individual Initiatives: Newable encourages employees to organise their own volunteering activities, allowing them to pursue causes that resonate personally.

Fundraising and Match-Funding: Newable Partnership Limited supports employee fundraising efforts through match-funding, doubling the impact of their charitable activities and motivating engagement in community service.



We are proud to share our FY25 achievements in the Best Companies lists, reflecting our ongoing commitment to creating a positive and inclusive workplace.

2★

Newable Partnership Ltd earned a two-star rating for exceptional staff engagement

41st

in the Top 50 Best Companies to Work For in London

29th

in the Top 35 Best Companies to Work For in the Financial Services Sector

See our latest best companies results:
b.co.uk/companies/newable



Mental Health Well-being Initiatives Across the Group

Continually striving to ensure that Newable is a great place to work, the Group promotes and encourages a healthier and happier workplace through various initiatives. These provide mental health and well-being support to all staff. Here is a snapshot of activities across Newable Group in the past months.

LFS

LFS takes its responsibility for staff mental health seriously, with over 5% of the workforce training mental health first aiders. They offer an employee assistance programme and regularly hold well-being workshops alongside coaching to improve the resiliency of their staff.

Synergy

Following the launch of its ESG strategy in December 2024, Synergy conducted a Stress Bucket Survey to understand employees' stresses and reliefs. The survey provided insights into workplace well-being, reinforcing support for colleagues. Synergy now has three trained First Aid Responders and plans to designate one as a Mental Health First Aider.

NewFlex

NewFlex staff were reminded of the importance of mental health alongside physical health and were encouraged to take lunch breaks, stay connected with colleagues, and use the Employee Assistance Programme for confidential support.

LFS

By partnering with a Community Interest Company Happihub, LFS offer all of their staff access to Happicare. This is an AI driven, construction specific, 24/7 support service.

JCA

In March 2025, JCA trained three employees as Mental Health First Aiders using Highfield qualifications. The interactive seven-hour session covered mental health disorders and support strategies.

Jan 2024 → Apr 2024 → May 2024 → Jun 2024 → Oct 2024 → Nov 2024 → Dec 2024 → Jan 2025 → Feb 2025 → Mar 2025

Newable

Newable prioritises both physical and mental health, fostering a supportive environment. In January 2024, Newable launched Employee Resource Groups, including one focused on Mental Health.

Newable

The ERG organised activities during Mental Health Awareness Week, including mindfulness exercises, a step challenge, and a 'Wear it Green' day to promote well-being and workplace support.

Newable

In April, Newable held a Mental Health training course for managers, covering responsibilities, boundaries, listening skills, stress assessments, wellness plans, toolkits, and guidance on supporting colleagues.

Newable

To mark World Mental Health Day on 10th October, the Newable Mental Health ERG hosted a Tea and Talk break with homemade cakes, open conversations, and myth-busting discussions to promote awareness and support.

NewFlex

NewFlex regularly posted intranet announcements to promote mental well-being. In January, it shared "10 Ways To Look After Your Mental Health," covering key habits like staying active, eating well, seeking support, and maintaining social connections.

ARC

ARC's ESG coordinator, Kate Ellerton, led mental health initiatives during National Self-Care Week in November 2024. ARC promoted physical activity with posters on well-being and held a 15,000-step challenge, won by Product Designer, Ryan Brown, who received a £50 JD Sports voucher.

CMS

On 6th February 2025, CMS marked Time to Talk Day by encouraging open conversations about mental health. Chris Malone shared his personal journey, demonstrating the importance of seeking support and breaking the stigma.

ARC

On 17th February 2025, ARC held a Kindness Bingo competition, with the New Product Development department named the kindest. ARC supports employee well-being through initiatives like a cash plan, monthly Occupational Health Nurse visits, the Wisdom App for health tracking, and a Discount and Well-being hub.

Meet Kate Ellerton, ESG Coordinator at ARC

In this interview, Kate Ellerton, the ESG Coordinator at ARC, a Newable Group company, shares valuable insights into her role, the challenges and opportunities she faces, and the initiatives she has spearheaded. Her dedication to sustainability and her innovative approach to embedding ESG practices within ARC are an inspiration. Read on to learn more about Kate's journey and the significant strides ARC is making in the realm of environmental, social, and governance (ESG) practices.

Can you describe your role at ARC and what your main responsibilities are as an ESG Coordinator & Expert?

As the ESG Coordinator at ARC, I collaborate with my manager to develop ARC's ESG strategy, ensuring alignment with industry standards, regulations, and best practices. My role involves driving the day-to-day functions that support our strategy's implementation. This includes managing ESG initiatives such as our ESG champions group, developing and delivering related training, monitoring our Scope 1 & 2 emissions, identifying and implementing reduction activities, and collaborating internally and externally to embed ESG practices across our functions, particularly within new product development and our supply chain.

How did you come across the course/apprenticeship you are currently undertaking?

Our external ESG adviser encouraged my manager to consider the Sustainability Business Specialist Level 7 Apprenticeship. While researching this course, she discovered the Level 4 Apprenticeship in Corporate Responsibility & Sustainability. Recognising the need for a dedicated ESG employee to drive the strategy forward, she decided that if the right candidate lacked the appropriate qualification but demonstrated a clear passion for sustainability, ARC would support them through on-the-job training and enrolment in this apprenticeship. This is how I began my journey at ARC.

What has been your biggest takeaway from the course/apprenticeship so far?

My biggest takeaway has been the techniques and skills related to employee engagement. By sharing ideas and best practices with other learners, speakers, and my coach, I learned how to effectively engage employees. For example, our ESG champions group meetings became more engaging when held as an employee forum with open-ended questions rather than a standard presentation. This approach encouraged employees to vocalise their thoughts and opinions, leading to further improvements in our monthly environmental and social campaigns.

What do you love the most about your role and why?

I love the ability to enact real change by reducing ARC's environmental impacts and improving social wellbeing within ARC and our community. The variety in my duties keeps the role interesting and exciting, as no two days are the same. Whether presenting training, policy writing, data calculating, or content creating, the constant learning curve makes the job fulfilling. Seeing the positive impacts of our ESG efforts over time is something we all take pride in at ARC.

Where do you see the biggest challenge for ESG at ARC?

Embedding a culture where ESG is an everyday consideration by all employees is challenging and takes time to cultivate. This challenge extends to our external functions, particularly in engaging

suppliers with due diligence procedures and encouraging them to calculate and monitor their own emissions.

Where do you see the biggest opportunity for ESG at ARC?

Introducing ESG practices at this stage gives ARC the potential to become an SME market leader in ESG. One way we are demonstrating this is by working towards introducing Environmental Product Declarations (EPDs) for all our product ranges. Although challenging due to costs, this investment will benefit our customers by providing detailed environmental product information, supporting house-builders in accurately calculating carbon emissions and environmental impacts associated with their projects. We are also working closely with house builders to identify areas for improvement, particularly within the retrofit market.

What challenges have you faced since taking up your role at ARC, and how did you overcome them?

Time management has been my biggest challenge. With so much to do, it can be difficult to focus on one task at a time. Developing our ESG strategy and creating a GANTT chart to map out our annual targets has helped us set realistic goals and work towards them in a structured manner.

How do you stay updated with the latest trends and regulations in ESG?

Keeping up with rapid developments in ESG best practices and legislative requirements can be challenging. I stay updated by continually horizon scanning to understand the latest ESG trends and researching market leaders' trajectories. At ARC, we use a compliance register to track applicable legislation and upcoming changes, ensuring we remain well-informed.

Can you share a specific project or initiative at ARC that you are particularly proud of?

I am most proud of developing and implementing ARC's Employer Supported Volunteering Programme. This

programme provides each employee with one paid working day per year to volunteer with a registered charity of their choice. Through this initiative, we aim to increase our positive impact on employee wellbeing, our community, and the environment.





Social Mobility at Newable

Improving social mobility in the UK is not only good for individuals but also good for the economy. Studies show that boosting mobility could increase GDP by £39 billion annually. Furthermore, diverse organisations often outperform less diverse ones in terms of innovation, customer understanding, and employee satisfaction.

Understanding Social Mobility

- **Socioeconomic Status** refers to an individual's current access to resources and professional standing.
- **Socioeconomic Background** relates to parents' profession, education, and income during an individual's childhood.
- **Social Mobility** is the ability to improve one's social and economic position relative to their upbringing.

Newable recognises the importance of social mobility, and in FY25 launched its Social Mobility project. The project was executed in four phases:

1. Kick-off and internal research
2. Social mobility workshop
3. Workforce data collection
4. Data analysis and reporting

Out of 177 total employees within Newable Partnership Ltd, 119 responded to the survey, surpassing the required sample size of 107 for statistical confidence.

Key Findings

- **School Type:** 80% of Newable employees attended state schools, aligning well with national trends and well exceeding the average for the professional and financial services sector.
- **Free School Meals:** 24% of state-educated employees at Newable received free school meals, equal to the national average, indicating a solid representation from economically disadvantaged backgrounds.

- **Parental Occupation:** 45% of employees come from professional or managerial backgrounds. Meanwhile, 20% each are from intermediate and working-class origins, with 15% classified as 'Other.' This is comparable to industry benchmarks but offers room for improvement against national averages.
- **Education Levels:** Most employees have higher education qualifications, with a notable 32% being the first in their family to attend university, a strong indicator of upward social mobility.

Data Insights

The socioeconomic diversity of Newable's workforce closely aligns with industry standards in professional and financial services. The data reveals positive movement in hiring first-generation graduates and individuals from less advantaged backgrounds.

Looking Forward

The results outlined above were showcased to our employees in a Town Hall, where the establishment of a Social Mobility ERG (Employee Resource Group) was announced. The ERG is led by Gavin Holland, Director of Business Systems and Data and Deputised by Michael Salmon, Head of Performance, Innovation and International.

Gavin and Michael, alongside the Social Mobility ERG members, will be driving the group's vision and activities, with the support of HR, the Social Values team and Rob Thompson (CFO) as the Executive Sponsor.



“Social Mobility has always been a passion of mine, having witnessed and experienced both the negative impacts of poor social mobility and the potential impact of positive mobility. I look forward to working with Michael and the wider ERG team to drive this initiative forward in FY26 and beyond.”

GAVIN HOLLAND,
DIRECTOR OF BUSINESS SYSTEMS AND DATA, NEWABLE



Career Development at Newable with Fuelling Ambition Inside

Fuelling Ambition Inside is Newable's employee-led initiative designed to break barriers and help individuals realise their career potential. This initiative is a cornerstone of our commitment to fostering professional growth and development within our organisation. Since its launch in 2018, Fuelling Ambition Inside has focused on providing development workshops and matching mentees with internal mentors.

Expanding Mentoring Opportunities

Mentoring is a vital component of Fuelling Ambition Inside. Newable is proud to offer opportunities for employees to be matched with internal mentors.

- **Become a Mentor:** We encourage experienced colleagues to share their knowledge and support the development of others.
- **Get a Mentor:** If an employee is seeking guidance to advance their career, Newable will aim to connect them with a mentor who can provide the support they need.

We asked Ciara Fitzgerald about being a Fuelling Ambition mentor

What motivated you to become a mentor?

Becoming a mentor was driven by a desire to give back and support the growth of others. Having benefited from mentoring myself over the years, I wanted to share my knowledge and experience to help others navigate their career paths and achieve their goals. The opportunity to make a positive impact on someone's professional journey is really motivating.

Can you describe your overall experience mentoring another employee?

My overall experience mentoring another employee has been incredibly rewarding. It has allowed me to build meaningful relationships, understand different perspectives, and witness the growth and development of my mentees. The process of guiding and supporting someone through their challenges and successes has been enriching.

How has being a mentor contributed to your own personal and professional development?

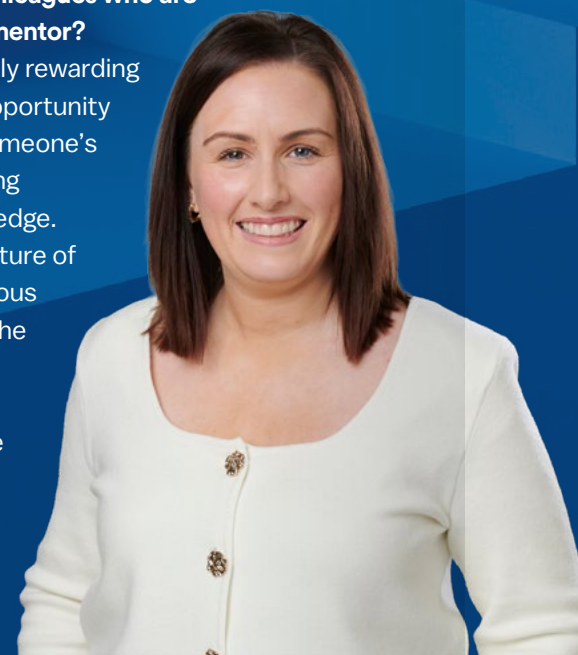
Being a mentor has significantly contributed to my personal and professional development. It has enhanced my communication skills, as well as my ability to provide constructive feedback. Mentoring has also encouraged me to stay updated with best practices, fostering continuous learning and growth.

What aspects of the mentoring relationship did you find most rewarding?

The most rewarding aspects of the mentoring relationship include seeing the mentee's progress and achievements. The gratitude and appreciation expressed by mentees are also deeply fulfilling. Furthermore, the mutual learning and exchange of ideas have been incredibly enriching, as I have gained new insights and perspectives from my mentees.

What would you say to colleagues who are considering becoming a mentor?

I would say that it is a highly rewarding experience. It offers an opportunity to make a difference in someone's career while also enhancing your own skills and knowledge. Mentoring promotes a culture of collaboration and continuous learning, benefiting both the mentor and the mentee. If you have the chance to mentor, I highly encourage you to take it on and embrace the journey.



Introducing a 6-Month Programme of Workshops

- 1 Effective Mentoring Skills:** Equip mentors with skills to create effective mentoring partnerships.
- 2 Time Management:** Build self-awareness, establish priorities, and develop resilience.
- 3 The Growth Mindset:** Understand and cultivate a Growth Mindset for personal development.
- 4 Working with Emotional Intelligence:** Increase emotional intelligence to enhance performance.
- 5 Managing Your Personal Impact:** Improve personal effectiveness and manage self-sabotaging behaviours.
- 6 Your Presentation Toolkit:** Enhance presentation skills for engaging and impactful delivery.

We asked Temi Koleowo about the Fuelling Ambition workshops

Which workshops did you attend, and what motivated you to participate in them?

I attended the Effective Mentoring Skills, Growth Mindset, Working with Emotional Intelligence, and Managing Personal Impact workshops. My motivation for participating was to align with my 2025 personal development objectives, enhance my professional skills, and improve my ability to work with colleagues and support clients effectively.

How have these workshops impacted your professional development?

These workshops have significantly enhanced my self-awareness and my ability to positively work alongside others. They have helped me strengthen my interactions with colleagues and clients by refining my emotional intelligence, and overall professional presence.

Can you share any specific examples where the workshop content has helped you overcome a challenge or achieve a goal?

The Effective Mentoring Skills workshop gave me the knowledge and confidence to explore mentoring more actively. As a result, the insights from the workshop helped me establish clear goals with my mentor and a structured approach

Fuelling Ambition Inside



to making the most of the mentoring relationship. The Working with Emotional Intelligence workshop was particularly impactful. It made me more aware of how my behaviours and habits influence how others perceive me. By applying these insights, I've improved my interactions, ensuring they are more intentional and constructive.

What did you enjoy most about the workshops?

I enjoyed the interactive nature of the sessions and the opportunity to learn from both the facilitators and fellow participants. The real-world experiences and perspectives shared during discussions made the learning process more relatable and practical.

How do you think participating in these workshops can benefit others in the organisation?

These workshops serve as valuable refreshers that everyone should revisit every 18-24 months. While the concepts may not always be new, the fresh perspectives offered by the facilitators and attendees can change how we apply them in our professional lives. They encourage continuous improvement and self-reflection which enhance workplace culture and service output.



Race Equality Week 2025: Newable's Commitment to Inclusion

In February, Newable signed up to the Race Equality Week campaign, participating in a 5-Day Challenge to improve awareness of a diverse range of challenges faced by ethnic minorities. The campaign was spearheaded internally by Carolene Thompson, one of our Innovation and Growth Specialists and the leader of United Newable Employee Resource Group (ERG).

As part of Race Equality Week, employees were invited to partake in the 5-Day Challenge, a series of short, impactful activities designed to champion best practices in diversity and inclusion. Each challenge took less than 10 minutes to complete and covered essential themes such as:

- Intersectionality
- Recognising Privilege
- Inclusive Language
- Code Switching
- The Big Promise

Throughout the week, all Newable employees received daily challenges that encouraged reflection and action on these important topics. To promote open conversations and deeper learning, Carolene also hosted open discussion forums at 4pm each day, providing a platform for employees to share their thoughts, experiences, and insights on each theme.

Carolene's leadership and commitment to Race Equality Matters have been instrumental in driving these initiatives.



“Back in February this year, as part of Race Equality Week 2025, Newable took part in our first ever 5-Day Challenge. Throughout the week over 40 staff members participated in a series of open discussions designed to exchange thought, dialogue, and best practice in continuing to foster an inclusive workplace environment.

Following the success of the 5-Day Challenge we have been asked if we can re-run it again later in the year, which we are now planning to deliver during Black History Month, so that staff who couldn't participate back in February will have a second chance to do so.”

CAROLENE THOMPSON,
INNOVATION AND GROWTH
SPECIALIST





Employee Fundraising Initiatives

Throughout the year, many dedicated team members have taken part in various fundraising activities, demonstrating their commitment to supporting important causes and making a difference in the lives of others. Here are a few of these inspiring individuals with summaries of their fundraising stories. From participating in charity runs to organising community events, their efforts exemplify the spirit of giving and the positive impact achievable together.

Nghia Tran's Mission to Support Education in Thai Nguyen

Nghia Tran, one of the Innovation and Growth Specialists in the Advice team, has embarked on a fundraising initiative to support students in her hometown in Thai Nguyen Province, Vietnam. Born in a small, impoverished village, Nghia always considered herself fortunate to receive an education that paved the way for a better life. However, in September 2024, the devastating impact of Typhoon Yagi, which caused heavy floods and landslides, deeply affected her home village, leaving families without homes, belongings, and sources of income.

Motivated by the desire to help, Nghia focused on aiding students to ensure they could continue their education despite the disaster. She raised £4,000 and selected four local schools, including those she attended, that were heavily affected by the typhoon. During her emotional trip back to Vietnam in mid-October, Nghia spent time with teachers, students, and families, listening to their stories and understanding their needs.

Fifty students were chosen to receive support, covering school fees, health and medical insurance, and other essential school-related expenses. In special cases, specific requests from families, such as new crops, monthly rice portions, and

even two piglets, were met to help them rebuild their lives. Nghia's interactions with the students and teachers were deeply moving, particularly with two siblings who had been living alone after losing their parents.

Additionally, Nghia provided monthly rice supplies to some students from extremely poor families and donated 400 books and magazines to three schools, hoping to foster a love of reading among the children. Nghia hopes to raise more money in the future to buy books for more schools, encouraging children in disadvantaged areas of Vietnam to access educational resources and develop a love of reading.

Nghia's initiative has not only provided much-needed support but also inspired hope and resilience in her community.



Michael Hofman's Volunteer Work with Emmaus and CRISIS

Michael Hofman, Group Financial Controller, has been volunteering with Emmaus SLC, a homeless charity based in South London, for about a year and he was appointed a trustee in March 2024. Emmaus SLC supports individuals working their way out of homelessness by providing meaningful work and a stable home. Michael's dedication to Emmaus opened the door for him to volunteer with CRISIS at Christmas, an opportunity he eagerly embraced.

During his volunteering day, Michael worked the second shift from 3 pm to 11 pm at one of the London hotels hired by CRISIS to provide temporary shelter for homeless people during the colder season. His tasks varied hourly and included roles

such as security guard, making tea and coffee, assisting homeless guests with practical and administrative tasks, playing chess, and engaging in conversations with guests. His role was all about ensuring the homeless guests felt welcomed and supported.

Michael found the experience incredibly rewarding and described it as an eye-opener. He appreciates Newable's supportive approach to volunteering, which allows him to balance his professional responsibilities with his commitment to charitable work.



Peter Hall: A Decade of Dedication to Charity and Community

Peter Hall, one of our Innovation and Growth Specialists in the Advice division, has been fundraising since 2014 when he and his then business partner organised a golf day for the children's charity Dreamflight, initially raising about £1,400. Encouraged by the positive response, they have continued to run three events annually since 2015.

In January 2018, the sudden death of a close friend motivated Peter to support SADS UK, a charity focused on preventing premature sudden cardiac death. To date, Peter and his team have raised

over £26,000 and placed six defibrillators in the community.

In 2024, Peter expanded his efforts to include fundraising for Breast Cancer Now, adding a fourth event to their calendar. Peter raised an impressive total of £2,125 last year, which is being split between SADS UK and Breast Cancer Now. Newable also contributed an additional £500 to both charities, bringing the total raised to just over £2,600.

The funds raised had a profound impact, enabling the placement of yet another defibrillator in the community and supporting vital research and assistance for those battling breast cancer.



Baseline Survey on our Bangladesh Business Oasis

Oasis, part of the JCA Group, makes ethical products for the funeral industry worldwide. Based in North-West Bangladesh, an area with a history of chronic poverty, Oasis recently ran a Baseline Survey to understand the practical needs of staff and their families. This shed light on key social and financial challenges in the workforce, showing how employment at Oasis influences livelihoods, well-being, and financial security.

Employment at Oasis: A Positive Impact

Overall, a large majority of employees report a sense of pride to work at Oasis, reinforcing the organisation's positive workplace culture. In an area historically blighted with chronic poverty, they say that employment at Oasis has significantly enhanced financial capacity, with 7 in 10 employees able to afford their children's education, 4 in 10 able to save money, and 1 in 8 able to build a house. The survey revealed key trends in financial stability, health, and overall quality of life among employees. Below are some findings, and Oasis' response:

Financial Pressure & Loan Dependence

Many employees struggle with financial insecurity. Often, pressure from society to keep up appearances for weddings, death ceremonies, religious festivals etc. mean that people spend beyond their means and rely on high-interest money lenders to tide them over. This leads to a life burdened by loans. Lack of knowledge about budgeting and financial planning means that people can find themselves trapped. Those who feel their income is insufficient tend to rely more on loans than others. Women face greater financial vulnerability than men, with 1 in 4 female staff saying they have no ability to repay their loans, compared to 1 in 13 male staff. More than half of all staff with loans admitted they had minimal or no ability to repay.

Response: Oasis is currently designing a training program to help staff understand some basics of financial management which will be delivered later this year. Staff are encouraged to take loans from NGOs and banks and warned against high-interest moneylenders (loan sharks). There is also staff insurance in place which will pay out in the event of injury or death.

Quality of Life & Mental Health

The survey found 64% of staff fully enjoy their lives, while 19% struggle to do so despite receiving support from loved ones. Female staff and employees with loans were more likely to report poorer mental health, suggesting a link between financial insecurity and emotional well-being.

Response: Oasis is growing a forward-looking culture by establishing professional development goals and a 12-month mentoring programme for key staff. It also plans to upgrade the February annual picnic day to include staff awards, As part of its Fair-Trade commitment the company celebrates 5 key "impact days" each year, which are: International Women's Day, World Environment Day, World Fair Trade Day, World Bamboo Day and Anti-Child Labour Day. Staff can access face to face "listening" sessions within the factory setting at lunch times, and if more specialist support is needed they are encouraged to access a well-staffed professional mental health facility about 40 minutes from the factory unit.

Household Decision-Making

Generally, the men in the workforce tend to lead in household decisions in comparison to their female counterparts. However, because most of our employees live in joint families, most of the decisions are made by the most senior male members of the family (elder brothers, fathers, uncles). It is not uncommon to see our male staff often relying on the decisions of older men in the family.

Response: Oasis is planning training/awareness-raising sessions on confidence and decision-making involvement in the domestic setting. Women staff reported how their confidence had significantly increased in the workplace in recent years, and they want to apply this at home with their families too.

Health & Well-being

While most employees reported good health and access to healthcare, more than 1 in 5 men and nearly 1 in 4 women expressed some concerns about poor or very poor healthcare access. Going to the 'kobiraj' or local village traditional healer is the first port of call when people need medical help. Eventually, a well-trained doctor is sought by which time often, the stage of illness is much more severe.

Response: Oasis workers are now able to use the health clinic in the Export Processing Zone (EPZ) for free. In the month of August 2025, a local trusted Hospital will send trainers to lead seminars on good health practices and to share information to help them access appropriate medical help rather than traditional unsafe health practices.

Buying Land for the family

Buying land is an important goal for many but fewer than 1 in 10 said they had confidence in being financially able to do this.

Response: This is important for the long-term financial well-being of families. As the country develops land prices increase, and it becomes more difficult for families to secure land for their homes and future needs. Each month, alongside personal contributions from salaries, the company also makes contributions to the formal workers' Provident Fund (a long-term company savings fund). Staff can borrow interest free against their total contributions for a limited range of financial needs, which includes land purchase and construction. In early June we visited a production worker's home for the Eid celebration and were delighted to see first-hand how he has been able to construct a steel and concrete multi-room home for his family.

Looking Forward

Oasis were Fair-Trade audited and successfully recertified in March 2025. The Fair-Trade report highlighted that Oasis is a very well run, professional factory and said workers enjoyed employment there and felt part of Oasis and its activities. The company seeks to be transparent and inclusive and has a clear social mission integrated into its commercial activities.

The Fair-Trade certificate and report is important for those buying funeral products and underlines Oasis's commitment to dignified work for all. Oasis seeks to keep improving and further embed its philosophy, delivering greater efficiency and impact in every way - for the company, employees, customers, and the wider community.



PREETI HOW, HOSTESS FARZANA AKTER, HER SON FARDAUS ISLAM, PRODUCTION STAFF MEMBER FAZLUL HAQUE, AND DAVID HOW – GATHERED DURING AN EID CELEBRATION AND A SPECIAL FAMILY CEREMONY IN THE VILLAGE HOME.



Supporting Charitable Causes Across Newable

Newable is proud to highlight the remarkable efforts across the Group in supporting various charitable causes and community initiatives. From participating in challenging physical events to forging meaningful partnerships, these endeavours reflect Newable's commitment to social responsibility and community engagement. Below are some inspiring stories of how Newable teams have made a positive impact:

CMS Team Participation in Pretty Muddy Race for Life

Members of Commercial Maintenance Services UK Limited demonstrated their commitment to social responsibility by participating in the Pretty Muddy Race for Life. This event, aimed at raising funds for cancer research, showcased the team's dedication to supporting a vital cause. The team faced a series of muddy obstacles, including crawling under nets and sliding down mud-soaked slopes, with unwavering enthusiasm and determination. Their collective effort and camaraderie were evident as they navigated the course, supporting each other through every challenge. The team proudly raised £1,298 for this cause!



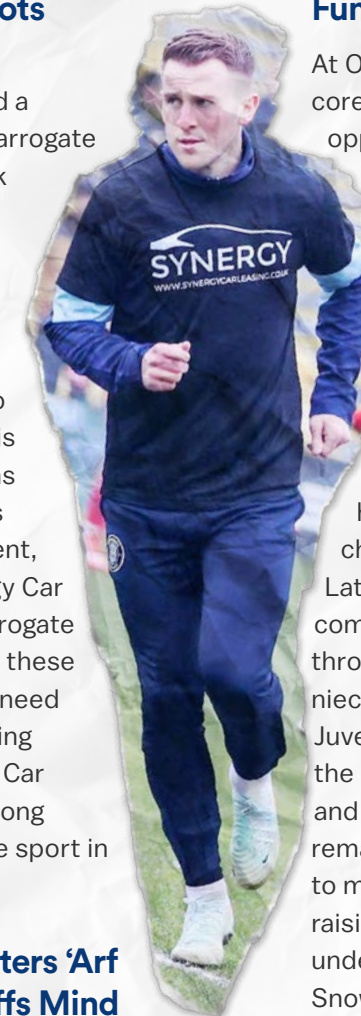
ARC Building Solutions Conquers the Yorkshire Three Peaks

A team from ARC Building Solutions recently undertook the challenge of the Yorkshire Three Peaks in support of CRASH, the Construction Industry's Charity. This demanding trek, covering the peaks of Pen-y-ghent, Whernside, and Ingleborough, is a true test of endurance and teamwork. The team embarked on their journey with a clear goal: to complete the 24-mile route within 12 hours. Completing the Yorkshire Three Peaks in under 12 hours is no small feat. It required not only physical stamina but also mental fortitude and teamwork. Through their fundraising efforts, ARC raised an impressive £378 via their JustGiving page. Demonstrating their commitment to the cause, ARC then doubled this amount, bringing their total donation to £756.



Synergy Partners with Harrogate Town AFC to Support Grassroots Football

Synergy Car Leasing has forged a meaningful partnership with Harrogate Town AFC to support their Kick Back Scheme. This initiative is dedicated to nurturing junior grassroots football across the local area, providing young athletes with the resources and opportunities they need to thrive. The Kick Back Scheme is an important initiative that aims to support junior football clubs by providing essential equipment, coaching, and facilities. Synergy Car Leasing's partnership with Harrogate Town AFC will help ensure that these clubs have the resources they need to develop and grow. By investing in grassroots football, Synergy Car Leasing is helping to build a strong foundation for the future of the sport in the local area.



Weldfast Team Runs Potters 'Arf Marathon' for North Staffs Mind

On 29th September 2024, two members of Weldfast took on the challenge of the Potters Arf Marathon to raise funds for North Staffs Mind. This organisation provides crucial support to adults, children, and young people across North Staffordshire who are affected by mental health issues. The Weldfast team members trained diligently for the marathon, demonstrating their commitment to both the physical challenge and the cause they were supporting. Their preparation involved regular training sessions, balancing their professional responsibilities with the demands of marathon training. The Potters Arf Marathon, known for its challenging course, was a true test of endurance and resilience. The Weldfast runners tackled the 13.1-mile route with unwavering determination, motivated by the knowledge that their efforts were contributing to a significant cause.

Officio Supports Evelyne's Inspiring Fundraising Effort

At Officio, giving back to the community is a core value, and recently, they had a wonderful opportunity to support meaningful causes through their colleagues' involvement in charitable initiatives. One such moment of generosity came in August 2024 when Officio won a team lunch from one of their office providers. Instead of enjoying the lunch, they made a thoughtful decision to ask if the cost of the lunch could be donated to Charlie's Wings charity. In response, the provider kindly donated £100, helping to support the incredible work the charity does for children and families in need. Later, in December 2024, Officio continued their commitment to supporting impactful causes through their colleague, Faye Hollinsworth. Faye's niece, Evelyne, was diagnosed with Polyarticular Juvenile Idiopathic Arthritis two years ago. Despite the significant challenges posed by the condition and its treatment, Evelyne has demonstrated remarkable strength and resilience. Determined to make a difference, Evelyne set her sights on raising funds for Birmingham Children's Hospital by undertaking the formidable challenge of climbing Snowdon. With determination and incredible perseverance, Evelyne successfully completed the climb. In recognition of Evelyne's inspiring efforts and the exceptional care provided by Birmingham Children's Hospital, Officio chose to support her fundraising initiative with a donation of £500. Their contribution will help further the hospital's invaluable work and support Evelyne's mission to give back to the place that has cared for her so well.





Governance

Our commitment

To operate transparently and responsibly in all that we do

Our governance objectives

Objective **1** Maintain transparency across our business.

Objective **2** Operate a fair, honest and responsible supply chain and safeguard human rights.

Objective **3** Manage responsibly future risks and opportunities.

Newable is dedicated to upholding the highest standards of corporate governance. The Group Board ensures that Newable had the necessary structure, strategy, and personnel to maintain effective, visible, and transparent governance.

This commitment encompasses not only transparency within the business but also operating a fair, honest, and responsible supply chain that safeguards human rights while responsibly managing future risks and opportunities. Newable believes that its robust approach to corporate governance is integral to its identity, supports its performance, ensures longevity, and delivers greater value to its customers.

Newable's governance efforts reflect its commitment to ethical and responsible business practices that drive positive impact across its operations.

Newable Group Strengthens ESG Commitment Across All Companies

Newable Group continues to advance its Environmental, Social, and Governance (ESG) commitments, with all Group companies now developing their own ESG strategies and reports, supported by Newable's ESG team. This initiative reflects a unified approach to responsible business practices and sustainable growth across the Group while ensuring every business has a dedicated approach to their objectives.



ARC is dedicated to championing safety, people, and the planet in all aspects of its operations. ARC recognises the importance of being part of the solution to a safer and more sustainable future and has proactively implemented initiatives and systems to uphold sustainable best practices wherever feasible.

A core principle of ARC's approach is ensuring that its people are supported and encouraged to grow, fostering a workplace where transparency and integrity guide decision-making. ARC is committed to embedding ESG considerations into its business strategy and daily operations, reinforcing its focus on delivering real, long-term value to all stakeholders.

By instilling a culture of sustainability at all levels—both internally and across its supply chain—ARC aims to minimise its environmental footprint while playing a key role in shaping a more sustainable future.

“By fostering a workplace where everyone feels valued, we’re not just helping build safer homes, we’re creating a better culture. As we continue on this journey, I’m confident that ARC will raise the bar and continue to lead by example.”

NEIL WEEKS, CEO



In October 2024, Synergy launched its inaugural ESG strategy, marking a significant milestone in its journey toward creating lasting impact. A strong emphasis has been placed on mental health and well-being, with the introduction of Mental Health First Responders to support employees. Additionally, Synergy remains dedicated to community involvement, with initiatives such as its Christmas appeal for Leeds Children's Charity 'and sponsoring Harrogate Town Football Club's grassroots initiative, reinforcing its commitment to social responsibility.

Further demonstrating its dedication to workplace excellence, Synergy has earned a 2-Star Best Companies accreditation for the second year in a row, underscoring its commitment to fostering a supportive and high-performing work environment.

“This strategy reflects our commitment to being a responsible organisation with shared values.”

WILL VOISEY, MANAGING DIRECTOR



NewFlex's comprehensive ESG strategy reinforces its dedication to inclusive economic growth, sustainability, and transparent governance.

NewFlex's commitment extends beyond the physical space. It provides comprehensive support to businesses occupying its premises with access to advice, innovation support and finance. It is committed to ensuring its spaces provide inspiration to its customers. In some of their locations, they offer reduced fees for social enterprises.

NewFlex also actively work on fostering a sense of community within their workspaces. Their teams create opportunities for businesses to engage

“By integrating these principles into its operations, NewFlex aims to create a positive impact across all aspects of its business, ensuring that sustainability, ethical leadership, and responsible decision-making remain at the core of its corporate strategy.

STEVE JUDE, CEO

with each other through community events, giving customers the opportunity to network and engage with other businesses. NewFlex believe it can deliver real change both within the organisation but also within the thousands of businesses it works with each year.





JC Atkinson

At JC Atkinson and Son Ltd (JCA), sustainability is at the heart of everything it does. For over 80 years, JCA has proudly maintained a reputation for producing high-quality products but recognise the critical importance of going beyond compliance and actively contributing to a sustainable future.

JCA's Environmental, Social and Governance strategy reflects its deep commitment to responsible business practices and long-term value creation. Through its ESG strategy, it has formalised its efforts to innovate sustainably, uphold strong ethical standards, and collaborate with stakeholders to make a positive impact on the world around it.

“I am proud to champion this strategy and to ensure that we remain accountable, transparent, and dedicated to delivering our commitments. We are confident that by embedding ESG principles into our core operations, JC Atkinson will not only secure its place as a sustainable industry leader but also contribute meaningfully to a more resilient and equitable future.”

GREG CRANFIELD, MANAGING DIRECTOR



“CMS is committed to being the UK's leading provider of specialist facilities maintenance and core building services. Recognised as experts in delivering effective, innovative, and sustainable solutions, CMS embraces ESG principles in every aspect of its operations.

Committed to the highest standards of corporate governance and guided by its core values – Responsiveness, Integrity, Care, Expertise – CMS remains dedicated to fostering a workplace that prioritises transparency, fairness, and continuous improvement.

The company genuinely cares for colleagues, clients, and the communities it serves, ensuring that integrity and professionalism drive its decision-making process.

CMS's ESG Strategy has a particular emphasis on its' Social objective as they offer training and development opportunities to provide satisfying and fulfilling careers. Mindful of what they can do and the impact they have on the communities they operate in, CMS wants to ensure they create a social legacy.”

NIC SMITH, MANAGING DIRECTOR



As a UK market leader in passive fire protection, LFS provides a comprehensive 'one-stop' service, encompassing surveying, manufacturing, installation, certification, and maintenance of fire doors, screens, and other fire-stopping solutions. At the heart of LFS's business is a singular mission: Protecting Lives.

LFS values everyone it works with – clients, customers, contractors, residents, and its own staff – ensuring that every interaction is grounded in integrity, respect, and responsibility. The company is committed to delivering its services properly, honestly, and professionally, reinforcing its core belief that every decision must positively impact and protect people and communities.

LFS's ESG Strategy is built around sustainability, respect, and community impact. It aims to provide environmentally responsible products and services while minimising waste, fostering a positive workplace culture where employees feel valued, and upholding ethical treatment of clients and customers.

LFS is committed to charitable engagement, meaningful local contributions, and creating job opportunities, particularly in underserved areas. At its core, LFS prioritises transparency and responsible business practices to drive economic and social progress.

“LFS is committed to the highest standards and have the structure, strategy and people to deliver effective, visible and transparent Corporate Governance.”

JIM HANNON, MANAGING DIRECTOR

Newable Group Gender and Ethnic Pay Gap Report

Each year, Newable Group reports on Gender and Ethnic Pay Gaps across its subsidiaries, alongside a review of the measures in place to address any disparities. This ongoing effort reflects Newable’s proactive and transparent approach to fostering stronger relationships with both staff and stakeholders, and aligns with our core principles of diversity, inclusion, and equality. 2025 marks the third year of this important reporting initiative.

The Gender Pay Gap measures the average difference in pay between all men and all women within an organisation. It does not refer to individuals performing the same role – equal pay for equal work has been legally mandated since 1970. The same principle applies to the Ethnic Pay Gap, which measures average pay differences between ethnic minority and non-minority employees.

2025 Progress Summary

- Newable continues to collaborate with our businesses to support the career progression of women and individuals from ethnic minority backgrounds.
- **ARC** has strengthened its position by further reducing an already reversed Gender Pay Gap (from -0.75% in 2024 to -1.97% in 2025). ARC also closed its Ethnic Pay Gap completely (from 2.54% to 0%).
 - **Synergy** maintains its position with very minimal reported pay gaps.
 - **CMS** saw a slight increase in its Gender Pay Gap, rising from 31.34% to 32.40%, highlighting an area that requires renewed focus. However, its Ethnic Pay Gap improved from -15.69% to -10.50%
 - **JCA** reported an increase in its Gender Pay Gap from 16.17% to 24.17%, and is unable to

- report any Ethnic Pay Gap data due to a lack of representation from ethnic minority employees.
- **LFS** made strong progress, reducing its Gender Pay Gap from 37.5% to 20.0%, and narrowing the Ethnic Pay Gap significantly from 31.25% to 17.14%.
 - **NewFlex** showed marked improvement with its Gender Pay Gap shrinking from 28.57% to 11.94%, and turning a small positive Ethnic Pay Gap (6.25%) into a slightly reversed one (-1.33%).
 - **Weldfast** shows a significant improvement in the Gender Pay Gap, reducing the gap from 19.22% to 7.7%.
 - **Officio** has made strides by hiring employees from ethnic minority backgrounds and is working towards closing its Ethnic Pay Gap.

Commitment to Diversity and Inclusion

Diversity and Inclusion remain central to how Newable recruits and promotes talent across its businesses. Our commitment is reflected in a range of best-practice initiatives, which we will continue to embed across the business:

- Flexible working and family-friendly policies
- Robust diversity and inclusion strategy, including inclusive recruitment practices
- Transparent tracking of candidate potential and success rates
- Adoption of the Rooney Rule
- Internal mentoring and career progression programmes
- Ongoing unconscious bias training
- Proud signatories of the Race at Work Charter

Through the continued implementation of these initiatives and a data-driven focus on improvement, Newable Group remains committed to closing pay gaps and fostering an equitable workplace for all employees.

	2024 Gender Pay Gap			2025 Gender Pay Gap			2024 Ethnic Pay Gap			2025 Ethnic Pay Gap		
			Movement									
	-0.75%	-1.97%	-1.22%				2.54%	0.00%	-2.54%			
	31.34%	32.40%	1.06%				-15.69%	-10.50%	5.19%			
	16.17%	24.17%	8.00%									
	37.50%	20.00%	-17.50%				31.25%	17.14%	-14.11%			
	28.57%	11.94%	-16.63%				6.25%	-1.33%	-7.58%			
	13.52%	17.59%	4.07%				0.00%	0.00%	0.00%			
	11.16%	-7.69%	-18.85%				31.43%	10.71%	-20.72%			
	-1.18%	-0.04%	1.14%				-4.52%	0.00%	4.52%			
	19.22%	-7.70%	-26.92%									



Promoting Fairness and Inclusion in Supply Chains

Newable is committed to operating a fair, honest, and responsible supply chain that safeguards human rights. As part of this objective, Newable Advice strives to create opportunities for diverse businesses while supporting ethical procurement practices. One of the key programmes driving this mission is the Inclusive Supply Chain (ISC) programme, designed to empower small and underrepresented businesses through strategic engagement, procurement education, and sustainability initiatives.

Driving Business Growth and Inclusion

The ISC programme has played a crucial role in supporting London-based businesses through personalised one-on-one guidance from Procurement Advisers, structured workshops, and university student placements via London Southbank University. By the time the programme concluded on 31st March 2025, it had engaged 448 businesses and provided direct support to 301.

Throughout its duration, the programme delivered 1,538 hours of individual mentoring and 957 hours of specialised training via workshops, Procurement Club events, and Meet the Buyer events – all receiving 100% positive feedback. The businesses involved created 19 new jobs and safeguarded 30 existing positions. Additionally, 30 student consultancy projects were completed in collaboration with London Southbank University. The programme achieved a total contract value of £3.4 million, surpassing the initial target of £2 million by 170%.

By fostering close collaboration with buyers, including councils and partnerships such as South London Partnership and Local London, the ISC initiative successfully helped businesses secure 33 new contracts. The programme's tailored matching system was instrumental in securing these contracts, highlighting the effectiveness of strategic procurement approaches.

Advancing Equity, Diversity, and Inclusion

A cornerstone of Newable's mission is ensuring that the supply chain is inclusive and reflective of the diverse business landscape. As of March 2025, Newable Advice team had overachieved in its goal of supporting 120 BAME-led businesses (169, a 54%), overachieved the disabled business target of 5% by achieving a 12.5% (38 versus a target of 15), and met the target for women-owned business 49% (147 out of 150).

The programme's commitment to inclusivity is evident in its impact: 84% of the 33 contracts secured were won by businesses from diverse backgrounds, exceeding the original target of 70%. This underscores how critical Newable Advice support is in enabling entrepreneurs from disadvantaged groups to thrive.

Addressing Sustainability and Climate Change

Beyond business inclusion, the ISC programme aligns with Newable Advice's broader ESG commitment by contributing to the Mayor's Net Zero by 2030 goal. Newable Advice helped 100 SMEs develop bespoke decarbonisation plans, ensuring that sustainability remains integral to procurement processes. Through tailored workshops and one-on-one support, we educate

businesses on the importance of environmental policies and decarbonisation strategies—key elements in tender applications.

Additionally, by encouraging local procurement practices among buyers, particularly London Councils, the programme actively reduces environmental impact by promoting sustainable sourcing. Businesses are also supported in making informed decisions about energy consumption, product sourcing, and financial sustainability, reinforcing climate-conscious business models.

Commitment to Future Growth

The ISC programme continues to refine its approach, focusing on specific industries like MedTech and construction to maximise impact and create meaningful opportunities for diverse enterprises.

By embedding fairness, inclusivity, and sustainability into supply chain operations, Newable Advice's ISC programme exemplifies our commitment to ethical procurement and social responsibility. Moving forward, Newable Advice will continue expanding opportunities for businesses, fostering a resilient and inclusive economy, and championing sustainable practices in supply chain management.





NewFlex's Commitment to a Sustainable Supply Chain

Newable's dedication to a fair, honest, and responsible supply chain is reflected in the innovative workspace solutions driven by its workspace division, NewFlex.

At locations such as The Quad ONE Station Hill, and potentially Flex@Tide, NewFlex is working with external partners to provide sustainable and flexible furnishing options. These solutions embrace a circular model — shifting away from the conventional practice of buying, using, and discarding furniture. Instead, they focus on extending the lifecycle of each item and significantly reducing waste.

In practice, when workspace requirements change — for instance, shifting from 10 desks to 8 desks and a sofa — excess items are retrieved, refurbished, and provided to another client. This ensures optimal resource use while keeping unnecessary waste to a minimum.

By enabling these innovative furnishing strategies, NewFlex is not only providing high-quality, adaptable furniture solutions but also actively contributing to a more sustainable future.

These partnerships align perfectly with Newable's ESG objectives, demonstrating our commitment to responsible supply chain management and environmental stewardship.



The
Quad
ONE Station Hill



JC Atkinson's Fair, Honest and Responsible Supply Chain

As part of its commitment to operate fair, honest and responsible supply chains, JCA chooses suppliers that have a similar ethos and can help to be responsible businesses themselves.

Supply Chain Enhancements

JCA has been at the forefront of green growth in the funeral industry, implementing sustainable energy features to minimise environmental impact and develop more environmentally friendly products. Throughout FY24-25, JCA has enhanced its supply chain verification further to ensure that its suppliers are aligned with JCA's vision of sustainability.

As part of due diligence, JCA now uses a detailed supplier verification questionnaire and is in the process of onboarding its entire supply chain. JCA's Health, Safety and Compliance Officer Kirsty Campbell carries out yearly reviews to ensure that the information held on their suppliers is up to date and aligns with JCA's ethos. This in turn helps the company with its own accreditations such as ISO 14001, FSC and Greener Global Funeral Awards.

In addition, for key suppliers holding FSC accreditation and for waste contractors, Kirsty annually reviews permits and licenses in line with EUDR and FSC regulations. Kirsty follows an audit plan, requesting further due diligence assurance when needed including risk assessments specific to work undertaken for JCA, and evidence that the supply chain undergoes regular audits of systems and processes.

Some of JCA Suppliers Today

In 2009, the UK premier woollen mill, **AW Hainsworth**, joined forces with JCA to develop

and launch a world first patented woollen coffin. The woollen coffins branded as Natural Legacy, addressed the movement towards eco-friendly alternatives, having a true green lineage and fully sustainable components.

In 2017, JCA partnered with **Musgrove Willows** to promote and sell coffins made exclusively from willow grown on the Musgrove family's farm on the Somerset Levels, now the only area in the UK where commercial willow growing survives. Everything is grown and woven on site and all aspects of producing the coffin from the willow to the lining are undertaken in-house to ensure the highest quality product, meaning full control.

In October 2024, JCA acquired **Oasis Coffins**, a leading manufacturer of beautiful, leading-edge, ethical products for the funeral industry based in North West Bangladesh. This strategic move aligns with Newable's environmental objective to advocate for sustainability.

In 2025, JCA partnered with **Loop Living Cocoon™** bringing to market a sustainable mushroom coffin for which it has exclusivity in the UK. Grown from local mushroom species and upcycled hemp fibres, this innovative high-tech organic Dutch design is 100% natural. It will biodegrade within 45 days, leaving the earth enriched and nature thriving. The Loop Living Cocoon™ is tested and verified by the Funeral Furnishing Manufacturers' Association (FFMA) for the UK.



JC Atkinson

A Brief History of JC Atkinson

JC Atkinson and Sons, a three-generation family-owned business, was founded and became the leading independent manufacturer of coffins, caskets, and funeral-related products in the UK.



1936



JCA transitioned to producing ready-made coffins, constructing them entirely from solid wood.

1960s

Achieved Forest Stewardship Council® (FSC) certification, ensuring coffins were made from ethically sourced wood and eliminating rainforest mahogany timbers.



1995



Expanded product offerings, relying more on its supply chain to provide diverse options such as Willow, Seagrass, and American Caskets.

2000s

2020

Became part of the Newable Group

Newable

2021

Collaborated with Climate Action North to support environmental initiatives and launched a plastic-free range to help customers make informed choices.



2010



Entered the renewable energy market, supplying biomass pellets and winning 'Best Creative Business' at the North-East Business Awards.

2008

Recognised by The Sunday Times 'Best Green Company' Award and became a Carbon Trust Standard Bearer for reducing CO₂ emissions annually.



2002



Constructed a new purpose-built factory in Sedling Road, Washington incorporating environmental features such as: 200kW waste wood Biomass heating system; 100kW solar photovoltaic system, rainwater harvesting for flushing toilets and cleaning vehicles; and water-based lacquers, cutting VOC footprint by 77%.



LFS: Leading the Way in Health & Safety Excellence

London Fire Solutions (LFS), a Newable company, prides itself on their commitment to health and safety, which is integral to its business operations. This dedication to maintaining the highest standards is reflected in the numerous accreditations the company holds, each serving as a testament to its practices and the importance placed on safety and quality.

bmtrada

Core Accreditations with BM Trada

BM Trada is at the heart of LFS's accreditation process, providing essential certifications that underpin its operations. The company's fire door manufacturing process relies heavily on the Q-Mark and UKCA accreditations from BM Trada, ensuring that products meet stringent performance standards. Additionally, BM Trada certifies the competence of LFS's installers and the quality of its door maintenance works, conducting annual audits of the factory and installation operations to maintain these high standards.



CHAS Elite and Constructionline Gold

To meet the Safety Schemes in Procurement (SSIP), PAS 91, and the Common Assessment Standards, LFS holds CHAS Elite membership. This prestigious accreditation is preferred by major organisations such as HS2, Balfour Beatty, Bouygues UK, Costain, and Derwent London. Similarly, the company's Constructionline Gold membership aligns with these standards, allowing LFS to pre-qualify for projects with clients like Wates Group.



FIRAS and BM Trada

LFS's install certification is further enhanced by the FIRAS scheme, which complements the product certification provided by BM Trada. This dual certification approach ensures comprehensive coverage of the company's works, reinforcing its commitment to quality and safety.

firas



Sustainable Practices with FSC

Sustainability is another cornerstone of LFS's operations. The Forestry Stewardship Council (FSC) certification guarantees that the company's timber products come from sustainable sources. LFS maintains a chain of custody number on all documentation, ensuring a transparent audit trail from source to installation. This certification is also subject to an annual audit, reinforcing the company's dedication to environmental responsibility.

Additional Accreditations

Recently, LFS added Achilles Silver Membership, which functions similarly to CHAS and Constructionline but at a slightly lower level. The company also holds the three mainstream ISO accreditations (9001, 14001, and 45001) through Interface NRM, which also provides its FSC certification. These ISO standards govern LFS's quality control, environmental processes, and health and safety processes, respectively. The company's integrated management system aligns these standards, allowing for streamlined processes that cover all requirements.

Industry Memberships

LFS's memberships with various industry bodies demonstrate its commitment to the sector. These memberships fund research and training development, provide access to technical guides, discounted training courses, and visibility on contractor registers. LFS is proud to be a member of:

- Chartered Institute of Building Companies
- Architectural and Specialist Door Manufacturers Association
- Association for Specialist Fire Protection
- Guild of Architectural Ironmongers
- Fire Protection Association

By holding these accreditations and memberships, LFS not only showcases its dedication to health and safety but also ensures that it remains at the forefront of industry standards, driving it to deliver the highest quality products and services to its clients.

Comprehensive List of Accreditations

-  BM Trada Q Mark
-  CHAS Elite
-  Constructionline Gold
-  FIRAS
-  FSC
-  Achilles Silver
-  ISO 9001
-  ISO 14001
-  ISO 45001
-  ICO Registered

JAMES THORP,
HEALTH & SAFETY / COMPLIANCE MANAGER



Why Compliance Training is Crucial for Managing Future Risks and Opportunities

Newable's commitment to governance is reflected in the Group's effective management of future risks and opportunities. One of the key components of this strategy is a comprehensive compliance training programme. This article explores the importance of compliance training and how it supports governance goals.

The Importance of Compliance Training

Compliance training is essential for several reasons. It helps ensure that the Group adheres to laws, rules, and regulations, thereby enhancing operations, improving the quality of care, and reducing overall costs. More importantly, compliance training acts as a risk management control, helping staff avoid issues that could lead to non-compliance, damage business reputation, impact efficiency and consistency, and harm workplace culture.

Compliance Training Programme

Newable runs several core annual compliance training modules on critical topics such as Anti-Bribery, Whistleblowing, Health and Safety, GDPR, and Cyber Security. These modules are designed to keep staff informed and prepared to handle various compliance-related challenges.

Industry-Specific Training

In addition to the core modules, some of the Group companies require specialised training to meet industry standards and lead the way in their respective fields.

CMS

CMS (pictured left) ensures that its commercial gas engineers undergo relevant industry training, including ACS, PASMA, IPAF, and UKATA Asbestos training. CMS prioritises safety and fairness, consistently upholding the highest standards through certifications such as ISO45001, ISO9001, ISO14001, GasSafe, SSIP, NECIC, F-Gas, ELITE, CHAS Elite, Constructionline Gold Member, Health & Safety Acclaim, Building Engineering Services Association (BESA), Alcumus SafeContractor, and BAFE. Membership of trade and industry bodies like the Institute of Workplace and Facilities Management, ICO, and Emitwise, along with participation in IGEM's large business forum, ensure CMS stay informed of the latest advancements.

LFS

Safety is at the heart of everything LFS does. They provide comprehensive training for site-based operatives on topics such as asbestos, fire safety, and fire door installation. LFS is committed to the highest health and safety standards, holding numerous certifications, including BM Trada Q Mark, FDIS, Bluesky, CHAS Elite, Constructionline Gold, FIRAS, Achilles Silver, ISO45001, ISO9001, ISO14001, and ICO Registration. The affiliations with leading construction industry bodies further reinforce LFS's dedication to safety and compliance.

ARC

ARC Building Solutions (pictured right) is dedicated to delivering expert advice, technical support, and industry-leading fire protection solutions. Team

members recently achieved qualifications from The Institution of Fire Engineers (IFE) in Passive Fire Protection, demonstrating a deep understanding of fire protection principles, materials, and installation techniques. ARC's commitment to compliance is further showcased by its nominations for several industry awards, including the Fire and Security Matters Awards, Building Awards, ASFP awards, and Construction News Awards.

OJ Health & Safety

OJ Health & Safety provides a wide range of compliance programmes, helping companies focus on their day-to-day operations while mitigating risks. Its services include asbestos surveys, fire risk assessments, Health & Safety training, and First Aider training. OJ operates as part of OSHCR, IOSH, Safety Shield Risk Management System, and Highfield Certified, ensuring it delivers practical and transparent safety solutions.

Compliance training is a cornerstone of governance strategy at Newable. By equipping staff with the knowledge and skills to navigate complex regulatory landscapes, Newable not only ensures compliance but also fosters a culture of safety, efficiency, and excellence. This proactive approach to managing future risks and opportunities positions Newable to thrive in an ever-evolving business environment.



Managing Risks & Opportunities –

An Interview with Chris Manson, Newable CEO

Managing Risks

Why has Newable chosen to focus on the B2B SME market?

Newable has identified the UK B2B SME market as a vast, under-served opportunity. There are 5.6 million UK SMEs, therefore we only need a small fraction of these to meet Newable's criteria for investment. We are looking for established B2B companies with growth potential in the regulated products or services sectors. These businesses often fall below the radar of private equity or venture capital due to their smaller size, typically with EBITDA between £1–3 million. This segment therefore lacks institutional support, creating a niche where Newable can operate with a greater potential for growth. The market's scale and the company's tailored approach to supporting these businesses make it fertile ground for strategic growth and strong returns.

How does Newable reduce risks when building its portfolio in a variety of sectors?

To mitigate both sector-specific and investment risk, we've implemented a structured 'Buy-Grow-Realise' strategy. Each acquisition undergoes rigorous multi-layered due diligence, assessing legal, financial, operational, and ESG factors. Post-acquisition a dedicated Growth Team then works across the portfolio, providing investment, operational support, and expertise in areas including HR, ESG, Marketing, Finance and Technology. This shared-service model creates consistency in execution while allowing tailored support per company.

What steps do you take to protect investments from market crashes or industry challenges?

Newable protects its investments by maintaining flexibility in its exit strategy. Unlike typical private

equity, we have no fixed hold period and can choose to refinance instead of sell, enabling us to ride out any potential market downturns. This allows us to extract value from our businesses without exiting at undesirable times.

Additionally, Newable's focus on operational improvements, international expansion, and automation increases business resilience. Each company works on tailored growth plans and risk management mitigation with the Growth Team. This adaptive, long-term mindset ensures investments remain viable through economic cycles and unforeseen industry headwinds, with the option to then realise value at the optimal moment.

How do you make sure your investments are diverse enough to stay safe but still make good returns?

Newable balances risk and return by diversifying across both product and service-based B2B businesses in multiple sectors. While the companies within our portfolio are all SMEs, the range of industries and business models creates a buffer against sector-specific volatility.

Investment selection is guided by consistent criteria: recurring revenue, defensible market positions, and scalability. After acquisition, Newable enhances business performance through interventions like bolt-on acquisitions, capital expenditure on process improvements, systems upgrades, and international market entry. This approach creates multiple layers of value, improving EBITDA multiples while managing downside risk through diversification and operational improvements.

Opportunity & Strategy

How did Newable get to the current size?

We've always been steadfast in our mission to support UK SMEs. This has always given us a clear vision and trajectory for our business. Newable's growth since 2016 has been driven by a strategic pivot from legacy property holdings to a more dynamic investment approach in regulated growth-oriented B2B SMEs. I joined Newable in 2016 and set an ambitious goal to triple in size over five years, which we exceeded by quadrupling over that period.

This success led to a management and employee buyout in 2023, reinforcing our belief in the model. The company has since scaled to 10 businesses and £151 million in annual revenue, with a clear plan to reach £350 million by FY29.

What do you look for when choosing new companies to invest in?

We look for established B2B businesses with strong fundamentals and clear growth potential. The ideal targets have EBITDA between £1–3 million, recurring revenue models, and operate in regulated sectors that create barriers to entry. Preference is given to founder- or family-owned businesses where there's an opportunity to retain and support existing leadership.

What makes Newable distinctive is its horizontal value-creation capability; we don't take over the operations of the business but we do aim to support management with expert support and targeted interventions in finance, HR, marketing, ESG and systems. This partnership model, combined with multiple arbitrage between acquisition and exit, is core to our strategy.

Why do businesses choose Newable?

Businesses choose Newable because of our flexible, founder-friendly approach. Unlike traditional private equity, we don't enforce rigid deal structures. We are flexible to suit the particular circumstances of each business. Our teams offer tailored support that allows management to focus on the parts they

are best at – product and sales – whilst confident in the knowledge of full support from Newable's Growth Team.

I find that founders appreciate our cultural alignment and our track record of delivering on promises. We're also committed to creating a positive impact across all that we do and we outline this both internally and externally in our ESG strategy through a clear commitment to people and culture, the environment and sound governance. This has helped us build a strong reputation and made us a trusted buyer for SME owners.

How does Newable grow businesses and deliver value?

Newable accelerates growth in our portfolio companies through targeted investment, operational expertise, and strategic access to new markets. Post-acquisition, the Growth Team deploys capital into automation, new facilities, bolt-on M&A, and ERP/CRM systems to increase efficiency and margins. At the same time, the team strengthens senior leadership, digital marketing, HR structures, and ESG practices. Finally, it enables access to opportunities such as international expansion, public sector contracts, and improved funding terms. This strategy of Investment, Expertise, Access delivers both top-line growth and valuation uplift, allowing Newable to realise significant returns over time.



Looking forward

Newable is committed to effective Environmental, Social and Corporate Governance in support of its own efforts to deliver inclusive and sustainable growth and as the means by which it can positively influence others to participate in the opportunities, and share in the benefits, of acting responsibly.

Our goals are both ambitious and realistic, and we are confident that we have the energy and the resources as well as the support of our clients, partners and suppliers to deliver meaningful change.

To that end, we are committed to the following in the period up to and including March 2026.

Social

- To identify and develop inclusive initiatives as part of Newable's D&I programme to help reduce Gender and Ethnic Pay Gaps across the Group
- To encourage maximum participation in the Best Companies survey and for each subsidiary to achieve a minimum engagement score of 'Ones to Watch'
- To educate staff on the importance of introducing a social mobility policy for Newable and to encourage staff to participate in the Social Mobility Index survey
- To relaunch our Continuous Professional Development programme – Fuelling Ambition, with better training and mentoring opportunities
- To increase the number of employees utilising their volunteering hours

Environmental

- To ensure 90+% of all our offices achieve appropriate environmental certification in their business, including ISO 14001 for Newable Partnership Limited
- To reduce by 10% year-on-year Net Zero of greenhouse gas emissions per employee across the Group
- To achieve 85% of all energy to be from renewable sources
- To reduce further our single use plastic purchasing across the Group
- To review all sites to minimise waste going to landfill

Governance

- To continue reporting under SECR and Gender and Ethnic Pay Gaps and comply with UK Sustainability Reporting Standards
- To continue to work with suppliers to mitigate associated risks
- To ensure all staff complete relevant compliance training (including Health & Safety, and Data Protection)
- To work with subsidiaries on getting certified with the relevant cyber accreditation

Newable

An employee-owned company