

hammer Sustainability Report

2025-2026



All data correct as of 1 March 2026

Powering our sustainable commitments

- Our core responsibilities offering

Environmental management

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Environmental management

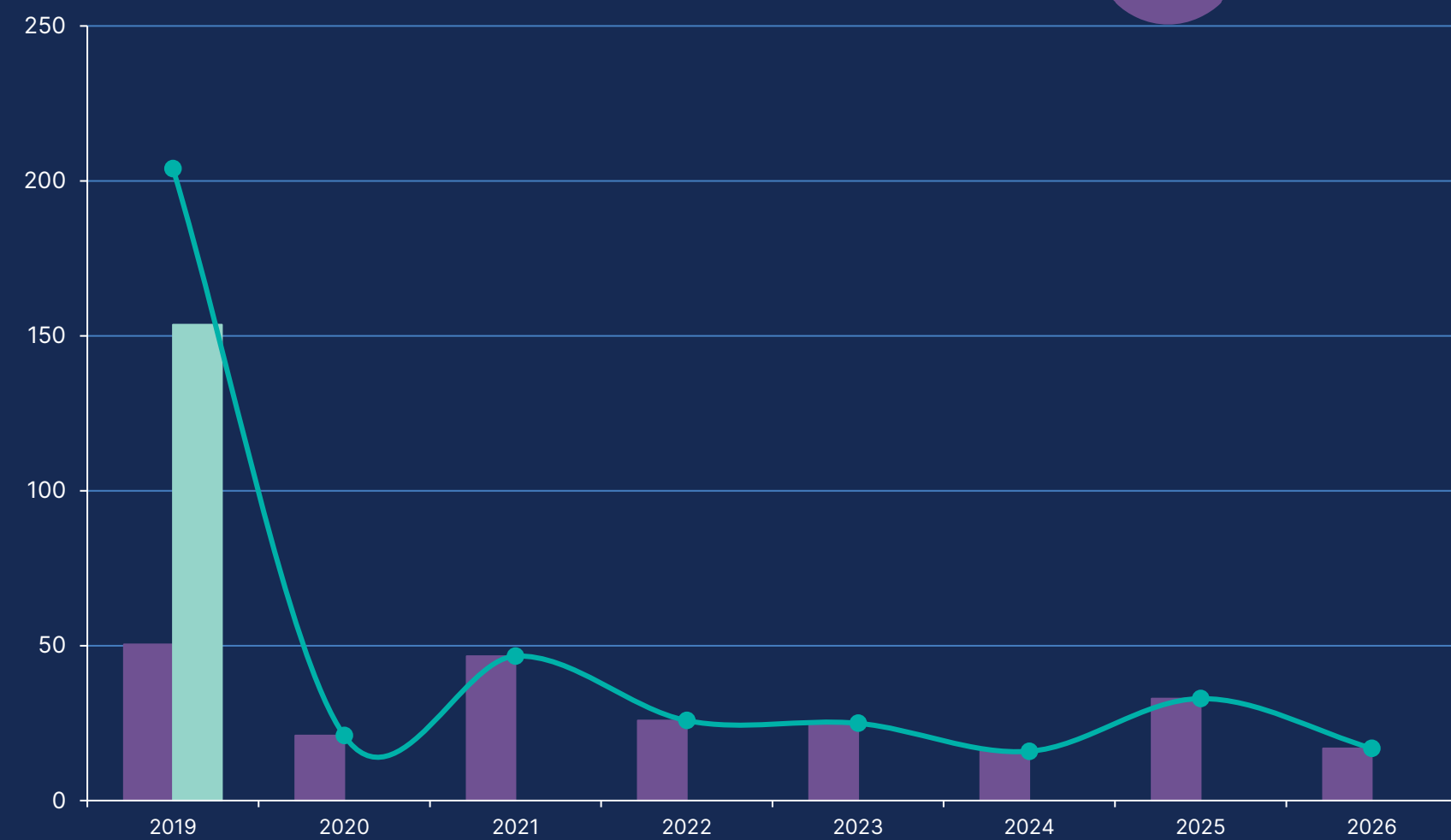
Prioritising the planet

- GHG Scope 1 & 2 targets and achievements
- Energy consumption
- Waste management
- Maintain 14001 certification



50% Carbon target achieved

Our target was to reduce our Scope 1&2 GHG carbon emissions by 50% by 2030. We achieved that target in 2020.

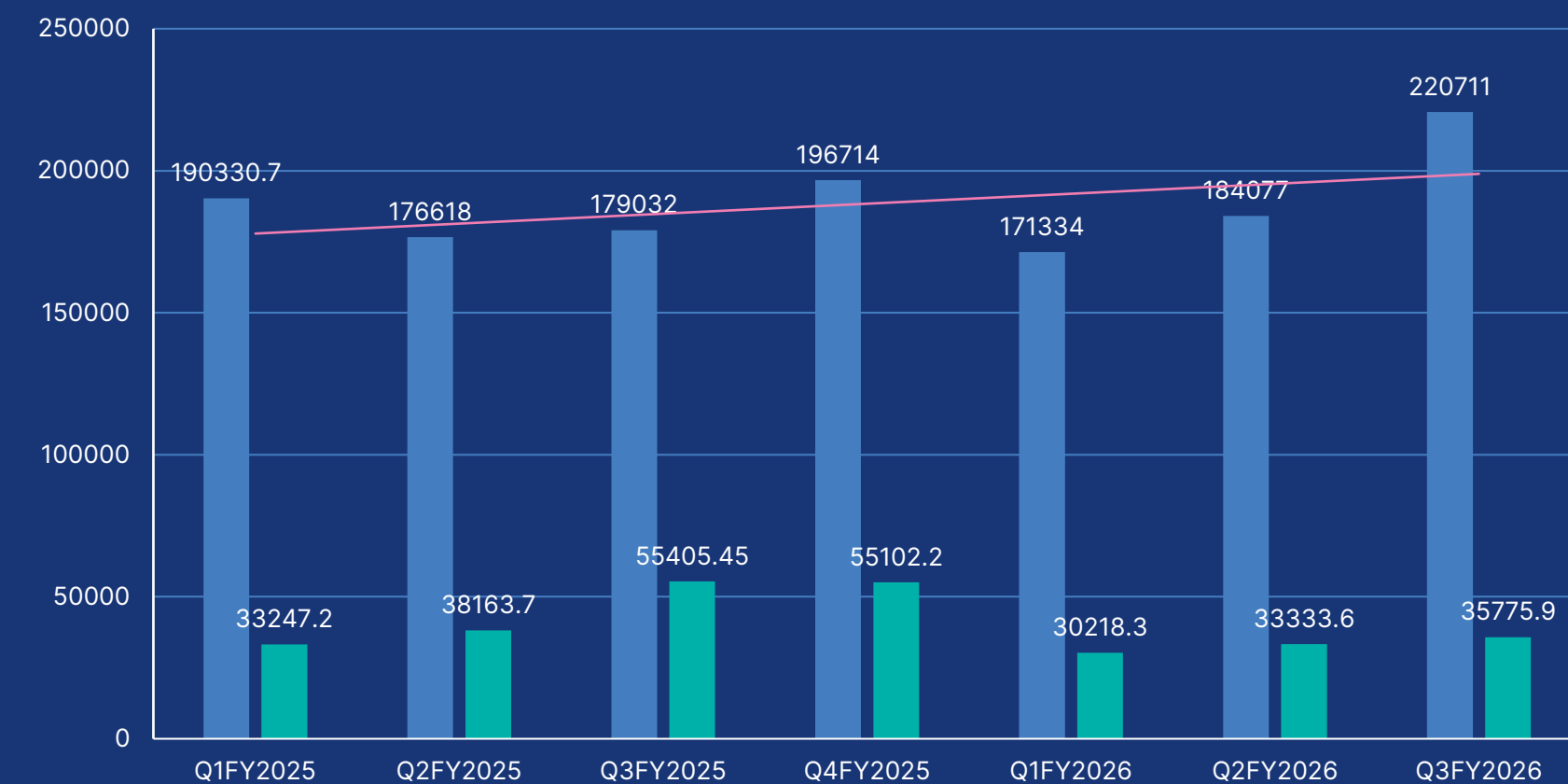


- Scope 1 (tCO2e)
- Scope 2 (tCO2e)
- Total scope 1+2 (tCO2e)



Energy

We track our year-on-year energy consumption and only use certified green electricity – we do not use gas, only electricity to fuel our sites.



- Ashwood – Basingstoke office KWh
- Hammer – Basingstoke KWh

1 Stewart Road
Basingstoke
RG24 8NF

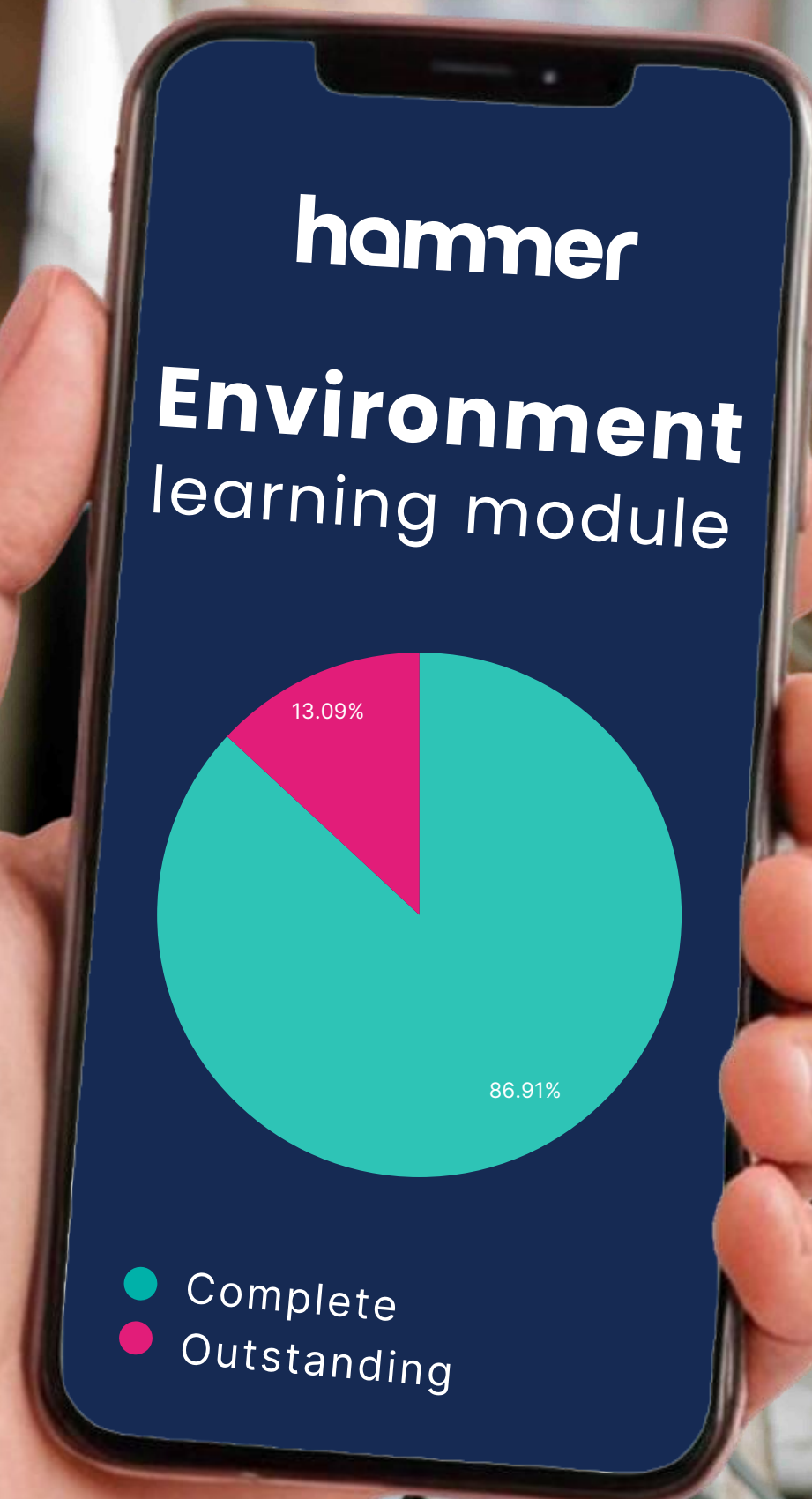
Energy rating

A+

Under 0	A+	-4 A+ Net zero CO2
0-25	A	
26-50	B	
51-75	C	
76-100	D	
101-125	E	
126-150	F	
Over 150	G	

Valid until
20 June 2033

Certificate number
8317-4599-2875-0714-5035

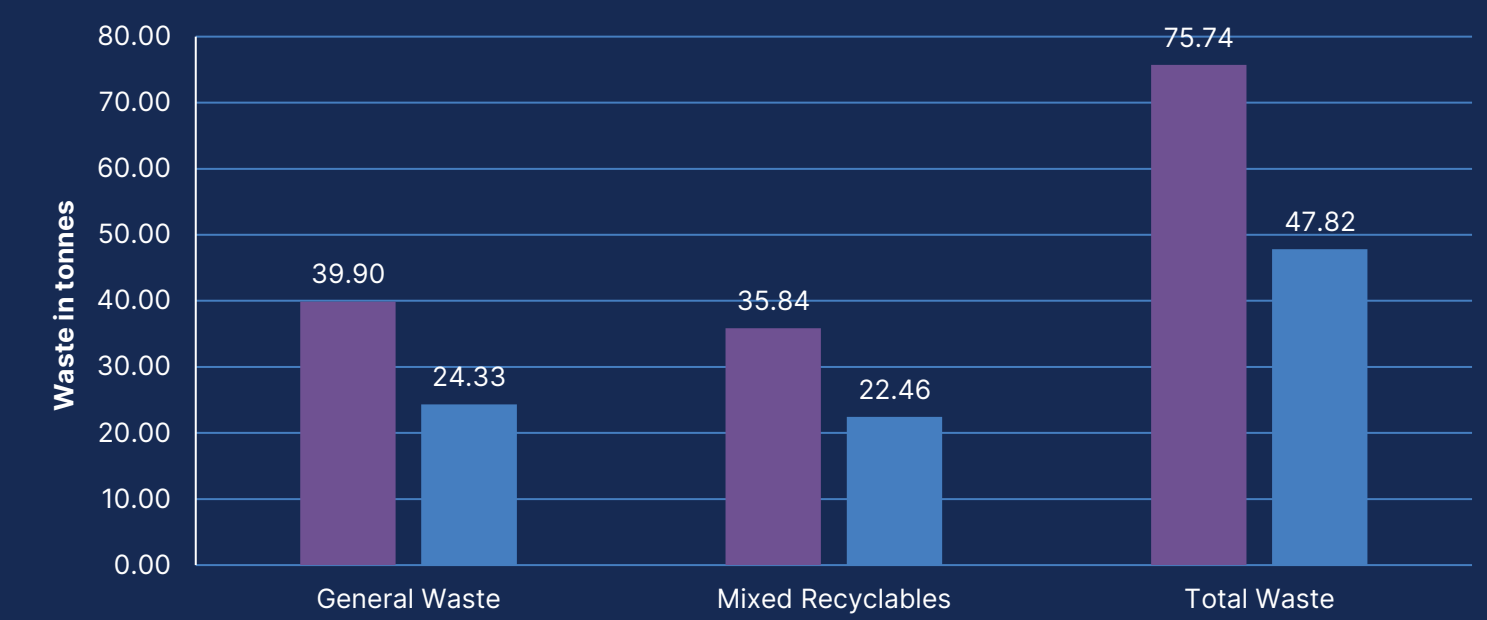


We hold BS EN ISO 14001 certification and won the CRN Best Sustainability Project/Initiative of the Year 2025.

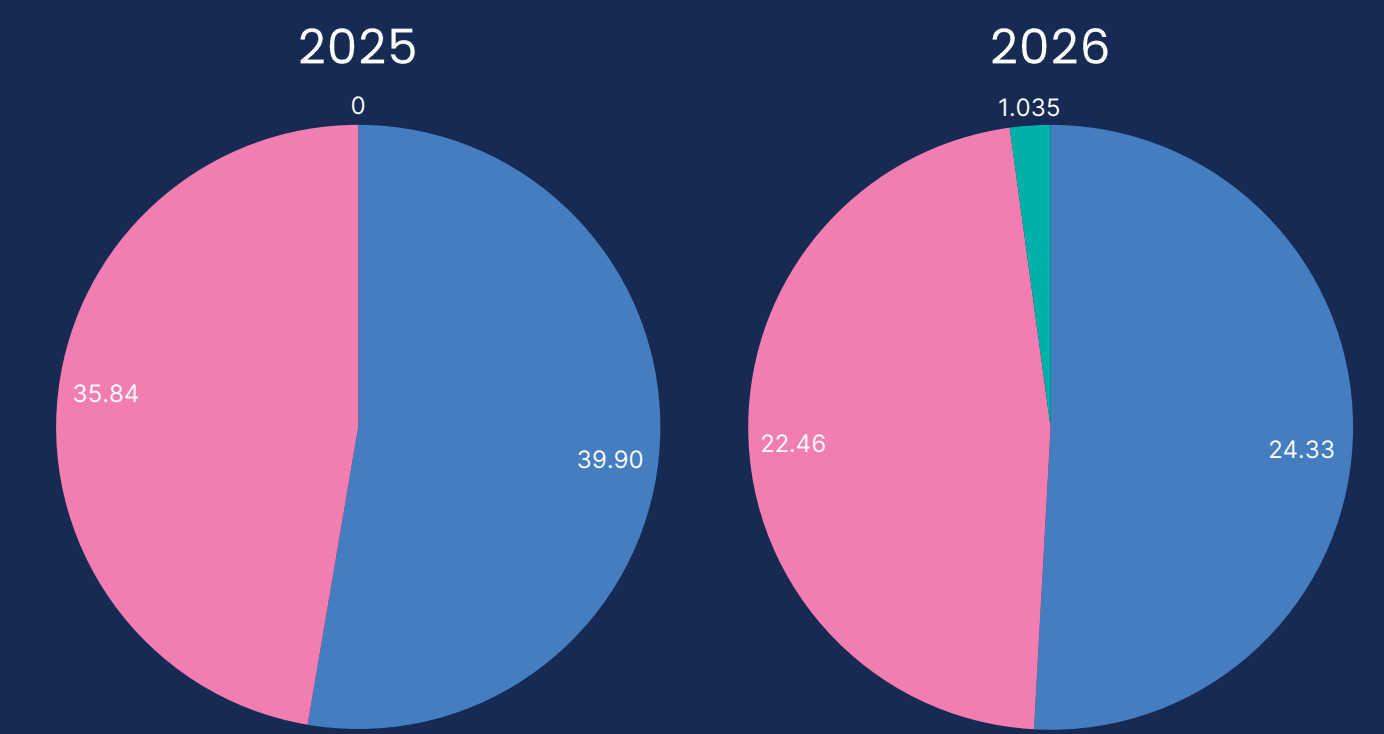


Waste

We track our waste by stream year on year and aim to reduce it annually by at least 5%.



● FY2025
● FY2026

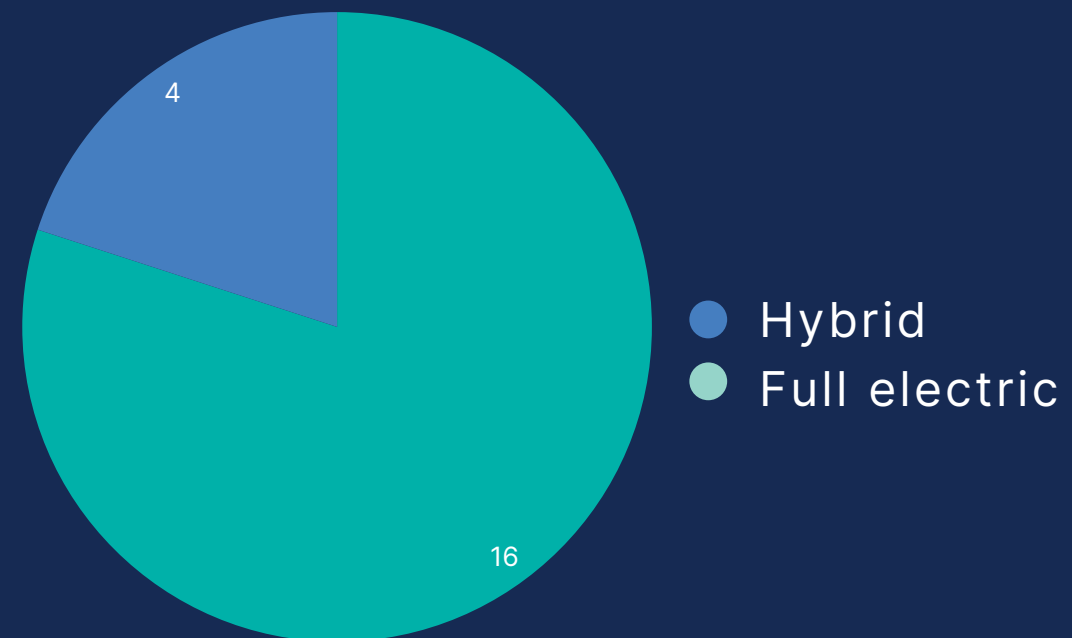
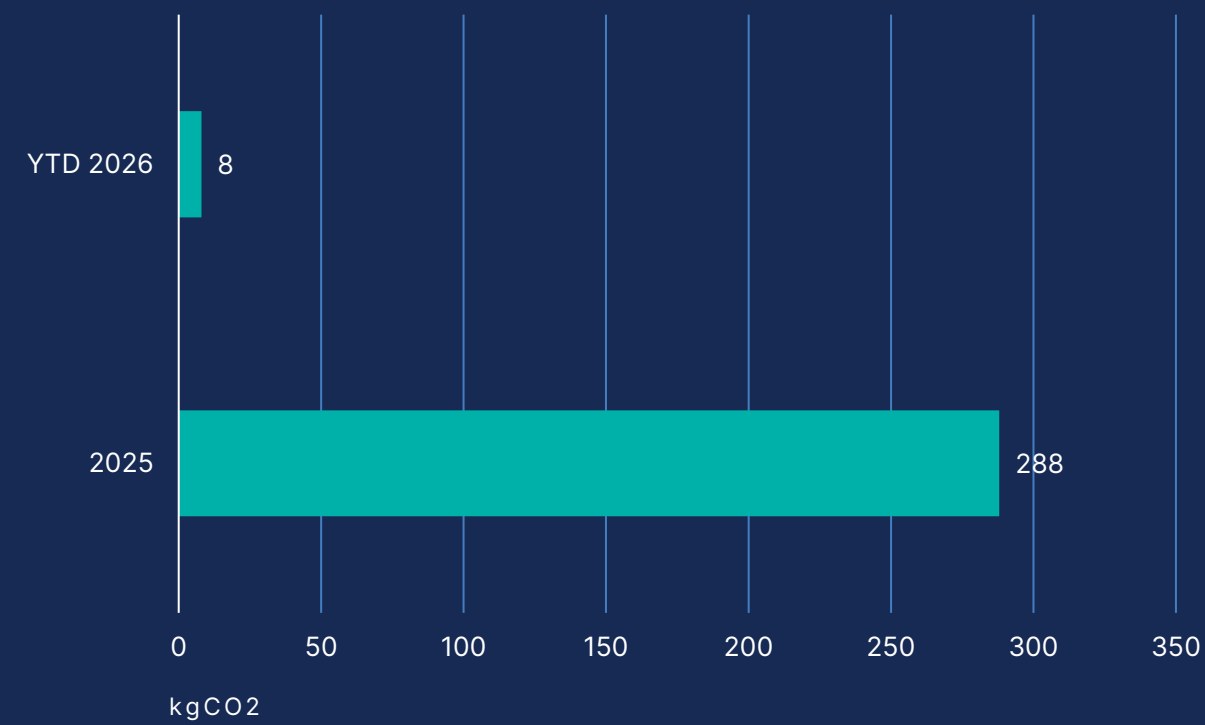


● General waste
● Mixed recyclables
● Food waste

Food waste tracking began in 2026; no prior data is available.

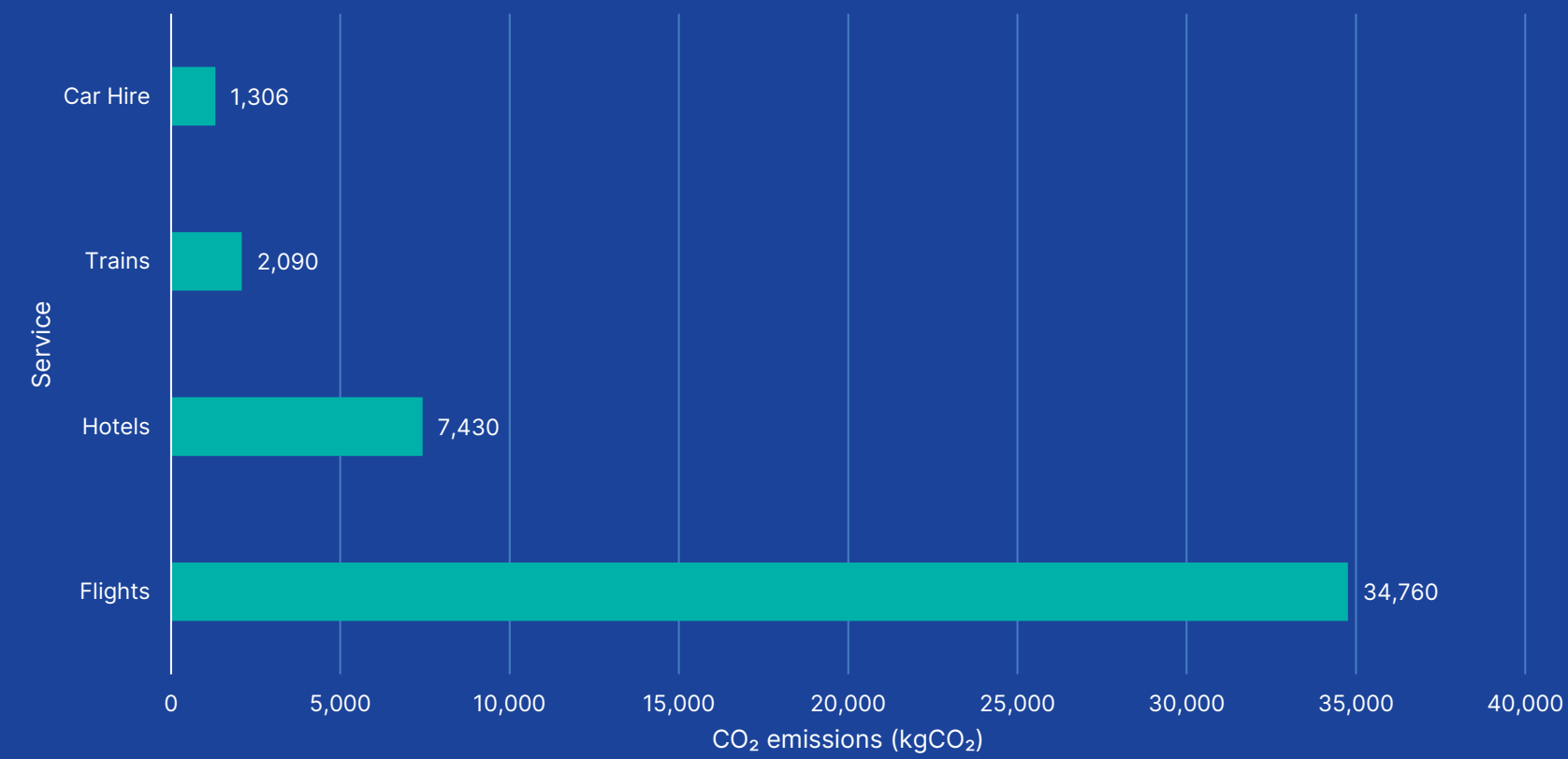
Domestic travel

We have a green company car policy where we only provide fully electric or hybrid company cars.



International travel

We monitor the carbon impact of our international travel and, from 1 April 2026, will offset all emissions associated with it.



Ethics

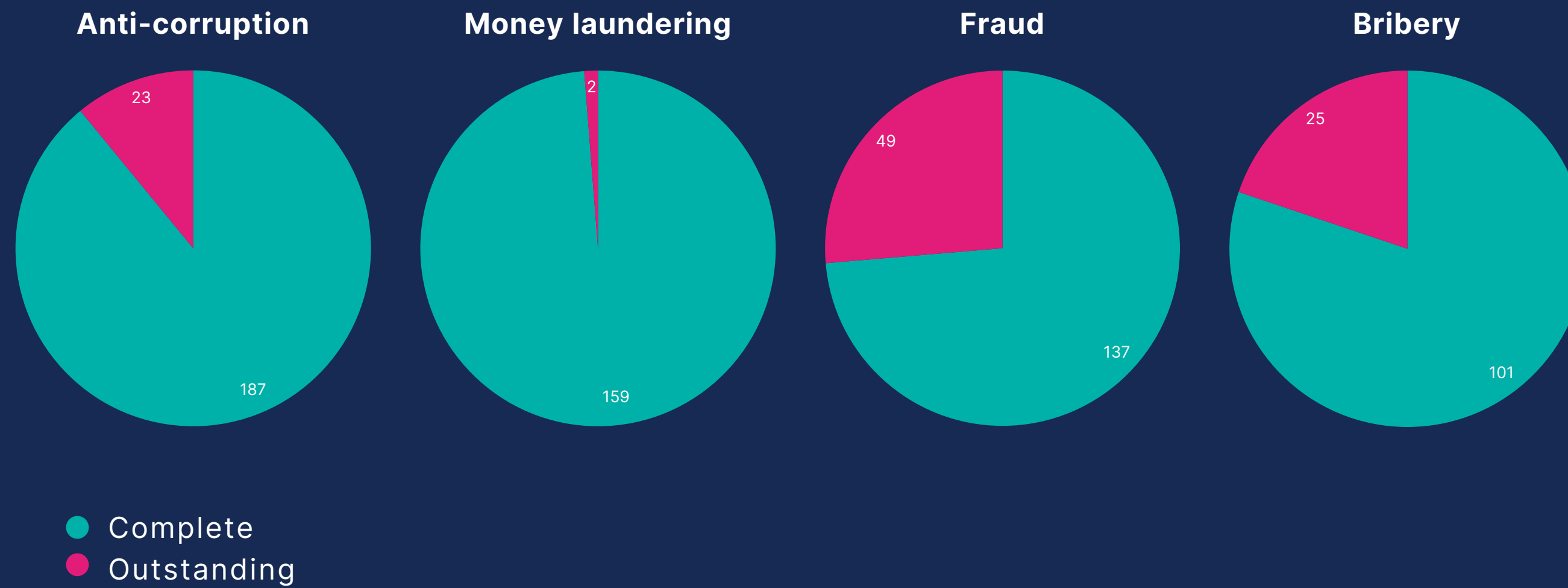
Doing the right thing

- Anti-corruption and bribery
- Fraud and money laundering
- IT security and keeping data safe
- Whistleblowing



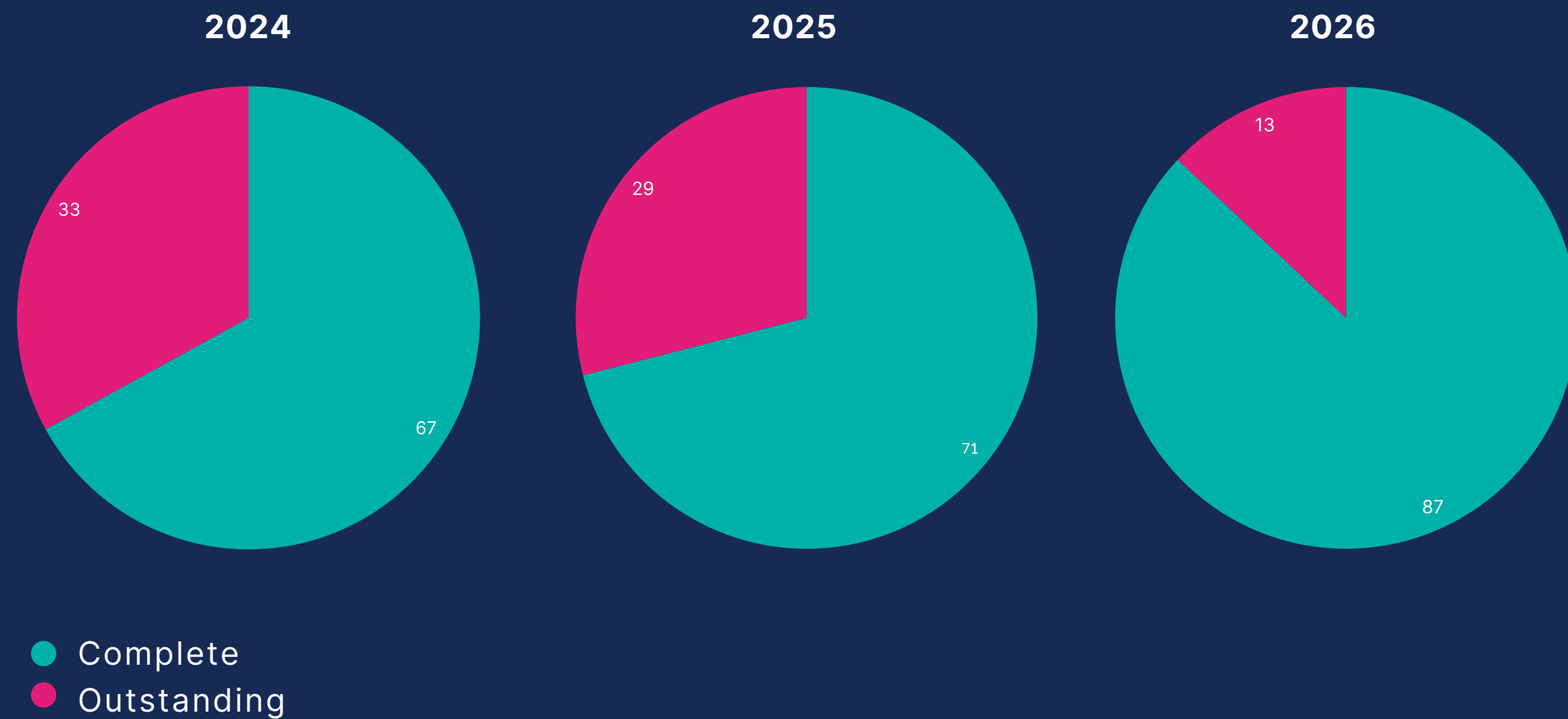
Compliance training

We want to equip our colleagues with the skills and knowledge to be able to spot corruption, bribery and fraud through our thorough learning programme.



Data Security

Data security is what we do so it should come as no surprise that we have had no breaches. This is achieved through our robust training regime.



ZERO

Trade compliance issues



No reportable data breaches this financial year, with only one low-risk, non-reportable incident.

ZERO

Our whistleblowing service has received zero contact since we opened it in 2017

ESG

ALL of our suppliers are vetted for their ESG performance annually



IT Security Certification

We hold BS EN ISO 27001.



Labour and human rights

Keeping our people safe

- Keeping our people safe
- Health and safety
- Working conditions
- Human rights
- Equality



Health and safety

ZERO

Lost time accidents
in last **3 YEARS**

ZERO

use of emergency procedures
(fire/spillages etc) in last
3 YEARS



**ROSPA Gold award winners
2024 (awarded 2025)**

**We hold
BS EN ISO
45001**



Working conditions

Minimum wage

Code of conduct

All policies

All of our company policies are available for staff to download and review on our internal HR hub.



hammer


3rd March - National Employee Appreciation Day
Built by people.
Thank you to every colleague whose dedication, collaboration and energy...

Colleagues

ZERO
Grievances – None
Bullying – None
Tribunals – None

 **240+**
Employees

 **2.17 : 1**
Male to female ratio

6 Six referrals to early intervention with MetLife since June 2025


 **20.20%**
of colleagues with healthcare package

ZERO ethics related disciplinarys
ZERO ethics related tribunals

11
promotions

94%
retention



Immigration charter



UK Visas
& Immigration

“We are pleased to inform you that we have granted your application to become a licensed sponsor under the Skilled Worker immigration route, and you have been given an A rating.”

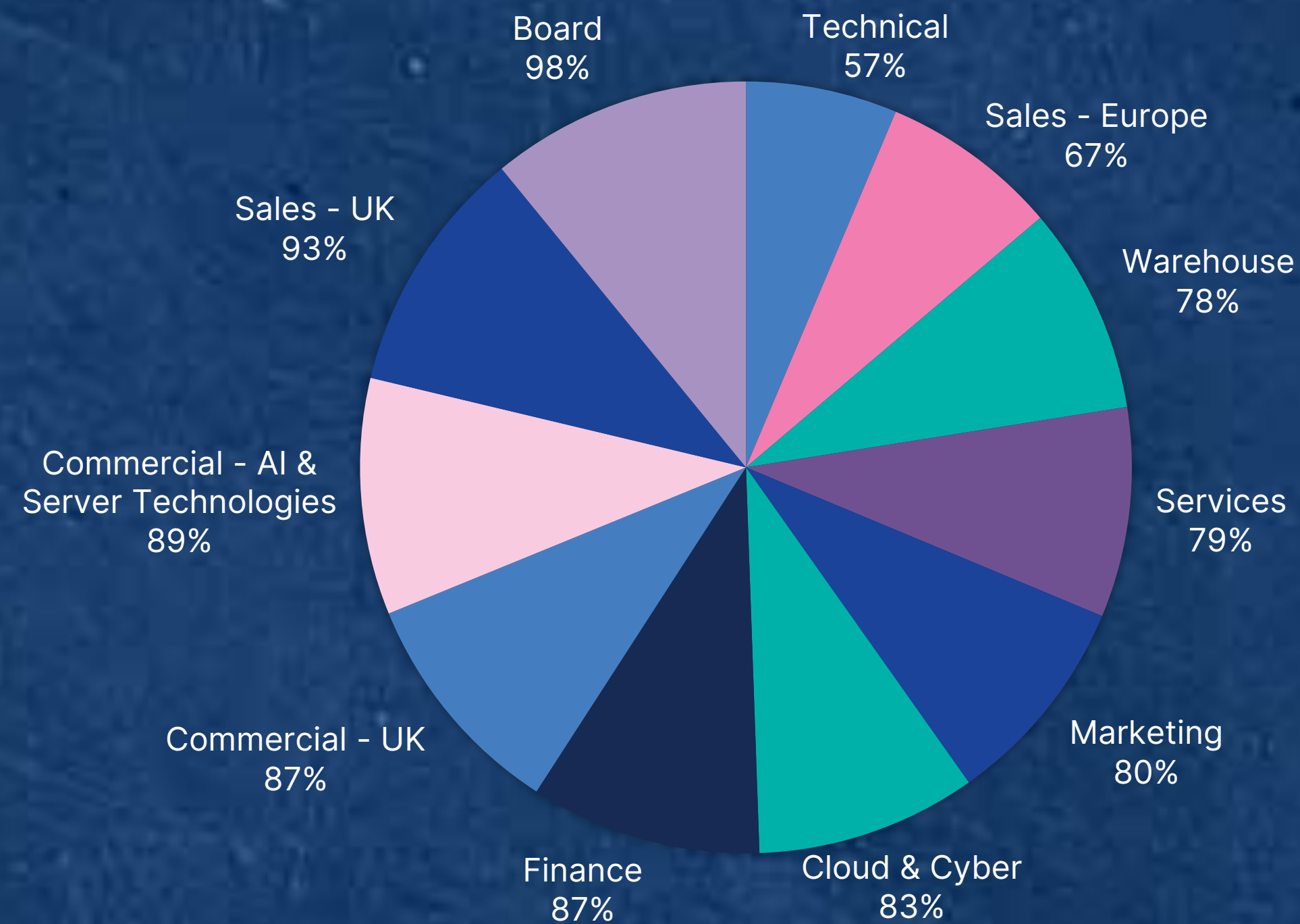


Engagement

Each year, we run an internal survey to understand how we're performing as a company. It's completely anonymous, and we find it extremely valuable for gauging how our staff are feeling, as well as identifying the areas where we can improve.

83%
Engagement score this year

4%
Increase on last year



Top 5

- 95% I know how the work I do helps this company to achieve its aims +3%
- 94% My manager treats me fairly and with respect +1%
- 94% My manager cares about my wellbeing +2%
- 94% I understand the aims of this company +7%
- 93% I have the freedom I need to get on with my job +2%

Bottom 5

- 67% My rewards are linked to my performance and contribution -7%
- 64% I believe action will be taken as a result of this survey -7%
- 64% Communications are good between different teams +8%
- 58% This company is transforming its practices to become more environmentally sustainable -3%
- 56% My career development aspirations at this company are being met -9%

Sustainable procurement

Buying and trading for the future

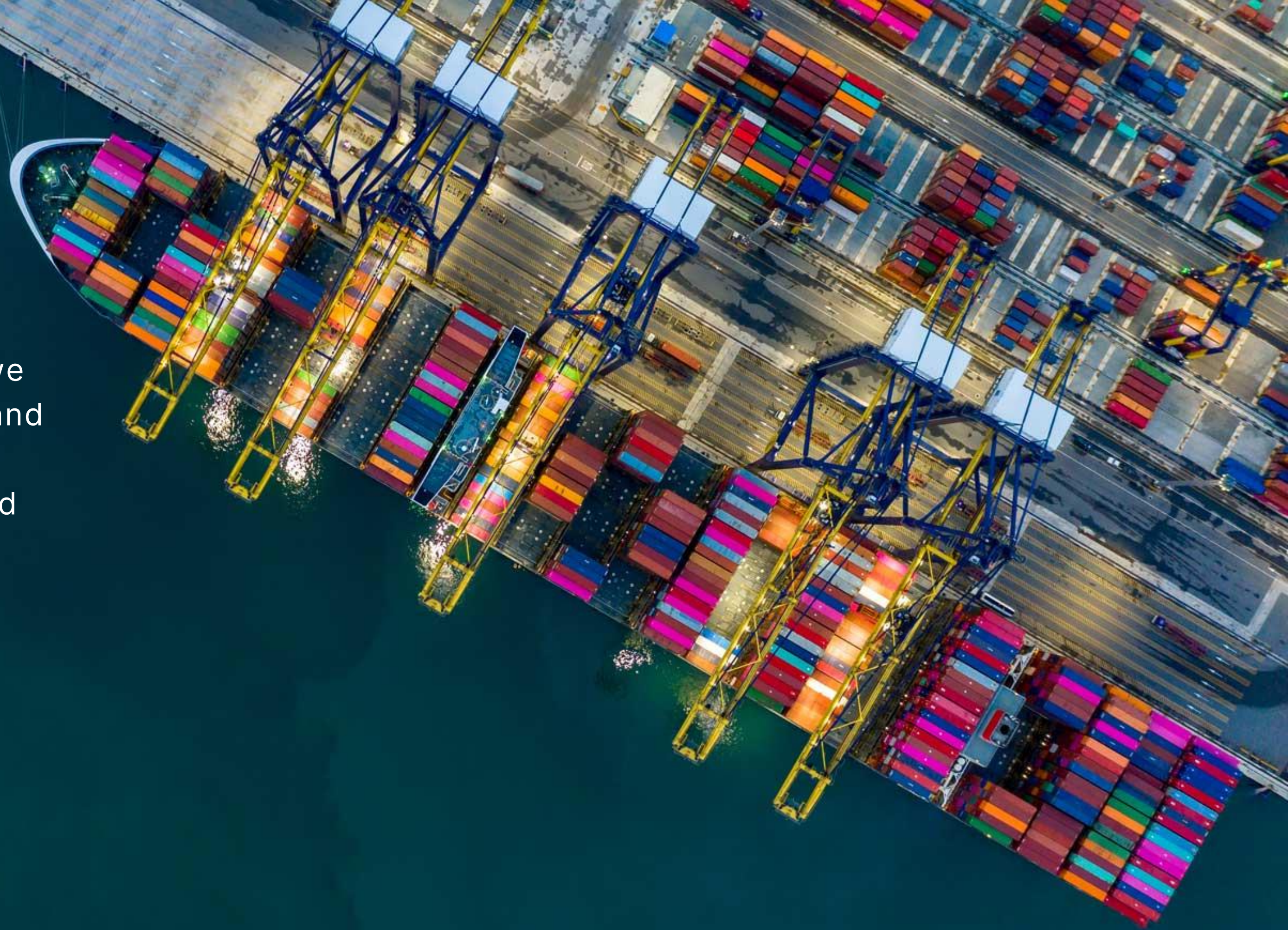
- Supplier code of practice
- Supplier assessment
- Supply chain audits





The integrity of our supply chain is fundamental to the way we operate. All suppliers receive our Supplier Code of Conduct and are required to complete a supplier pre-qualification questionnaire, which assesses their Environmental, Social and Governance (ESG) practices in detail.

In the 2026–2027 financial year, we are strengthening our approach by introducing a comprehensive supply chain audit programme. Further updates will be provided in due course. We prioritise sustainability considerations alongside commercial factors in our procurement processes.



We buy based on sustainability, not just price



We have had no supply chain ethics issues



We audit our supply chain and will measure and set % target completion in fy27

hammer
Thank you

