



A MOMENT OF SCIENCE, FOR OUR PLANET.

Sustainability Report 2025



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Introduction

Introducing our 2025 sustainability report

Includes an overview of SLS, highlights from the year, and messages from our Managing Director and Sustainability Manager.

01

A message from our

Managing Director



The past year has been one of turning ambition into measurable progress. We laid the foundations through our investment in our new home at Fairham, and this returned significant environmental, social and operational benefits that will continue to deliver in future years. I am delighted to share that we have not only achieved our near-term Scope 1 and Scope 2 carbon reduction targets but exceeded them, placing us firmly on course to meet our longer-term sustainability ambitions. Whilst reducing our own environmental impact remains a key priority, sustainability at SLS extends far beyond our own operations. Throughout the year, we have continued to support our customers in reducing waste, increasing the amount of plastic recycled through our Plastic to Purpose scheme by 21%. This collaborative approach reinforces our belief that meaningful progress is achieved by working together across our industry.

Equally important is the investment we continue to make in our people and the communities in which we operate. I am particularly pleased to see our employee satisfaction score increase by more than 12% to 8.52 out of 10, reflecting our commitment to creating an engaging and supportive workplace where colleagues can thrive. Through our volunteer day allowance, our teams also contributed 224 hours to community initiatives, while our financial and product donations supported a wide range of charitable organisations, helping to advance many of the United Nations Sustainable Development Goals.

This year has also marked an important milestone in our sustainability journey with the development of our new Sustainable Laboratories Strategy. More than a roadmap, this strategy establishes a clear framework for how we will embed sustainability into every aspect of our business, supported by measurable targets through to 2030. It provides the focus, accountability and direction required to ensure sustainability remains central to every decision we make as we continue to grow. While I am proud of what we have achieved, we recognise that sustainability is a continuous journey rather than a destination. The progress highlighted throughout this report has only been possible because of the dedication of our colleagues, the collaboration of our customers and suppliers, and the shared commitment of everyone connected with SLS. Together, we are building a more sustainable future for our business, our industry and the communities we serve.

Thank you for taking the time to read our 2025 Sustainability Report. I trust that it demonstrates not only the progress we have made, but also our determination to continue delivering meaningful, measurable change in the years ahead.

Kind Regards,

Ian Roulstone

Ian Roulstone
SLS Group Managing Director

Highlights

We are pleased with many of our achievements this year, below are some of the key highlights

We recycled 31 tonnes of lab plastic from our customers

under the Plastic to Purpose scheme, up from 26 tonnes in 2024

224

hours were spent giving back to our communities

We achieved a
49.5%

reduction in Scope 1 and 2 emissions, exceeding our 2025 targets



We contributed
£18,861
in social value



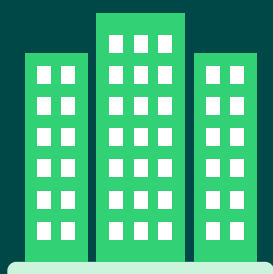
We restored 100m² of wildflower meadow



We planted

2926
trees





Company Overview

SLS is a distributor of high-quality laboratory equipment, consumables, and services to research institutions, clinical laboratories, universities, and industrial laboratories such as food and beverage, pharmaceuticals, and biotech.

We have a varied product offering which enables us to meet customer demands through a tailored, flexible, and reliable service.



Products & Services

Our product range includes cutting-edge laboratory equipment, chemicals, glassware, and research tools that enable advancements in various scientific fields from world-leading manufacturers.



Operational Locations

We operate across the UK, Ireland, and East Africa with our primary distribution centre based in Nottingham, with localised offices in Scotland, Yorkshire, Dublin, and Lisburn to serve our broad customer base.

Our Sustainability Journey

At SLS we:

- 1 Embrace our moral responsibility to pursue improvement and take action to do the best we can for the planet and our people.
- 2 Accept the sustainability challenges within the laboratory market and recognise that progress is not always linear.
- 3 Prioritise proactivity in reducing emissions across our value chain and transparency about our environmental and social impact.



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In our fourth sustainability report, we present a comprehensive overview of our environmental and social performance over the past year, highlighting key initiatives and strategic activities. Recognising the importance of data-driven sustainability, we have intensified our efforts to gather more robust and comprehensive data to better understand and communicate our progress.

This report reflects our ongoing dedication to advancing our sustainability goals with greater clarity and accountability.

A message from our Sustainability Manager

Throughout 2025, SLS has made considerable progress in sustainability. From improving our EcoVadis score to supporting customers to recycle laboratory waste, we are making huge efforts to investigate every area of the business and help make it more sustainable.

This year's sustainability report announces our new sustainability strategy, which will help provide direction in our sustainability journey over the next few years. Not only are we setting measurable targets, but we're also meeting them. We have achieved our first near-term carbon reduction target in 2025, setting us on track for our mid-term 2030 targets.

We're proud to have achieved so much in 2025, and look forward to what next year brings!



Kind regards,
Sarah Tobin
Sarah Tobin
Sustainability Manager

Governance Structure for Sustainability

Our Sustainability Manager oversees the integration of sustainability into our business operations. This position engages frequently with the management team and board of directors to ensure that sustainability considerations are embedded in our decision-making processes. We continue to operate with sustainability at the core of our strategic, board-level objectives.



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Other roles with embedded sustainability responsibilities include:

- Marketing Director
- Procurement Director
- Supply Chain Manager
- Quality and Compliance Manager
- Sales Director
- Marketing Manager
- Operations Director
- Facilities Manager
- Operations Manager, UK & Ireland

We take a proactive approach to engaging with stakeholders, including customers, employees, suppliers, and local communities, to understand their concerns and expectations related to sustainability.

The Board of Directors

Our Board of Directors provides strategic leadership and guidance for the business, ensuring our long-term objectives are delivered responsibly and sustainably.



Ian Roulstone
SLS Group Managing Director



Bruce Mowbray
SLS Operations Director



Meggin Shevill
SLS Customer Service Director



Joshua Chapman
SLS Group Marketing Director



Julie Roberts
SLS Procurement Director

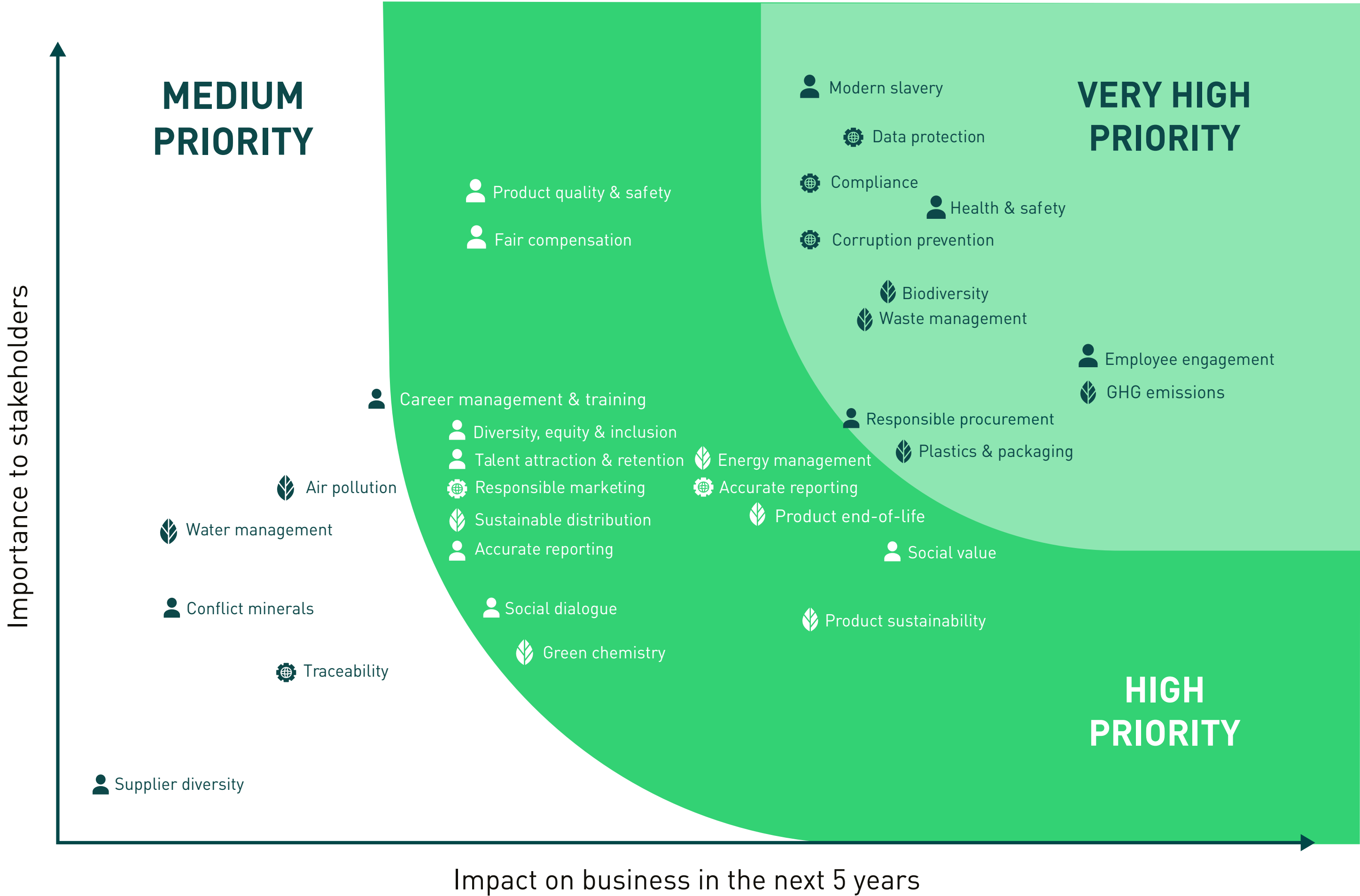


Bob McLaughlin
SLS Sales Director



Neil Bewell
SLS Group Financial Director

Materiality Assessment



In 2022, SLS conducted a materiality assessment to identify strategic and reporting priorities within the context of environmental, social, and governance (ESG) issues. Over 30 ESG topics were researched and identified as issues of material importance to SLS and its stakeholders within the next decade.

The list was also reflective of the latest global risk report, relevant certifications, frameworks, and standardisation organisations, alongside current and emerging ESG legislation.

An internal risk assessment was then carried out for each of these topics to assess potential impact on the business up to 2027. Stakeholder groups including staff, local council representatives and customers were invited to rank these issues by level of importance to them, their role, or their organisation.

The materiality assessment results enable us to identify key issues ranked by priority and therefore embed these priorities into decision-making processes across the business.

To ensure we are continuously up to date with stakeholder priorities, the materiality assessment will be repeated, and the associated risks reassessed in 2027.

Accreditations & Awards

EcoVadis

We are proud to have **improved our score from 75 to 77 in 2025**, placing us in the top 7% of all businesses rated by EcoVadis.



Disability Confident Scheme

Disability Confident is creating a movement of change, encouraging employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people.

ISO 9001 & 14001

We are **ISO 9001 and 14001 certified**, meaning we maintain high standards in quality and environmental management.



The Living Wage

As a people-focused organisation, we are proud to be Living Wage certified, meaning all SLS staff are paid at least the Real Living Wage.



Lab Innovations Award with Eppendorf

Nominated by SLS, Eppendorf Biobased Pipette Tips Won Sustainable Innovation Award at Lab Awards 2025



Our Sustainable Laboratories Strategy

We are excited to announce our new **Sustainable Laboratories Strategy**, consisting of measurable targets to help provide direction on our sustainability journey.

Our targets in each section will help us stay on track with our sustainability priorities. We have already started to work towards these targets and are looking forward to sharing our progress.

Each pillar of our sustainability strategy supports four key Sustainable Development Goals (SDGs). The SDGs are 17 goals created by the United Nations and set to be achieved by 2030. They cover many different areas of importance, from no poverty and gender equality, to life on land and climate action.

We are proud to support these goals in our own strategy to 2030.



Our Customers

Collaborating with our customers to make labs more sustainable

We are committed to a sustainable business model, promoting products that help make laboratories better for the planet.

02

Sustainable Development Goals Alignment



Our Customers | Targets



Starting in 2026, we will **share Product Carbon Footprints (PCF) or Life Cycle Assessments (LCA) on our website** where available



In 2027, we will **create a brochure of sustainable products**



Every year from 2026, we will **provide dedicated sustainability training for our sales team** to best support our customers' needs



We will **measure the carbon footprint associated with our top 5 own-label products** by 2028



We aim to **increase the number of customers using our Plastic to Purpose scheme by 50%** by 2027 from a 2025 baseline



By 2030, we aim to **have more sustainable options for 60% of our product categories**



Customer Engagement



We strive to build long-term relationships with our customers and **aim to deliver excellent industry-leading customer service**



Our teams are **always happy to discuss customers' sustainability goals** and gain insight into how SLS can support with these



We strive to provide customers with **sufficient information to help them make well-informed decisions around product sustainability**



Product Sustainability

We take pride in the transparency embodied by our sustainability attribute scheme. We collect primary product-level data from suppliers for 5 different life cycle stages relating to raw materials, manufacturing, packaging and distribution, use, and disposal. This data-driven approach enables us to highlight features of products that support our customers on their sustainability journeys.

A product receives an award if it meets one or more of the criteria under that life cycle.



In 2025, on average almost a **quarter of customer spend** was on products with sustainability attributes



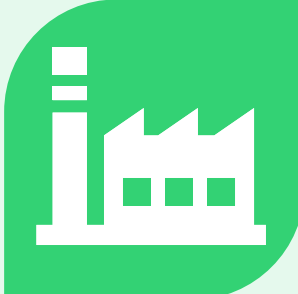
Click or scan QR code to head to our sustainability page to learn more about our attributes

SUSTAINABLE RAW MATERIALS AWARD



- Made using more than 80% recycled or renewable material
- Made using material with a reduced environmental impact, e.g. a refrigerant with a low Global Warming Potential (GWP) Designed to reduce the use of raw materials
- Animal free — avoids use of animals in production
- Product is either totally refurbished or with parts from used equipment

SUSTAINABLE PRODUCT MANUFACTURING AWARD



- Made in a facility which runs on more than 90% renewable energy
- Measures were in place during the manufacture of this product to reduce energy consumption, generate less waste, or reduce water usage
- Aligns with the principles of green chemistry

SUSTAINABLE PACKAGING & DISTRIBUTION AWARD



- Manufactured in the UK or Ireland
- Country of origin has an Environmental Performance Index (EPI) greater than 60
- Plastic-free packaging
- Reduces the need for packaging
- Packaging return scheme offered for this product
- Product feature increases volume of products in one transport journey, e.g., flat packed

SUSTAINABLE USE AWARD



- Product contributes to a reduced energy consumption or reduced water consumption
- Product reduces or replaces the need for consumables
- Built to last – minimum 5-year warranty, and spare parts/servicing available
- Product Carbon Footprint (PCF) or Life Cycle Assessment (LCA) available

SUSTAINABLE DISPOSAL AWARD



- Product is recyclable (excludes packaging), a recycling or repurposing scheme is offered for this product
- A feature of this product enhances its biodegradability

Our sustainability attributes align to the following principles:

Specific to individual products

Evidence-based using primary data from our suppliers

Aim to include as much information as possible about the entire product life cycle

Plastic to Purpose Scheme

Due to the linear nature of many laboratory products, waste is a key problem in the industry. We recognise our responsibility to take our customers' potential waste into consideration.

In this scheme, our customers' waste is recycled and turned into a variety of useful products such as retail food baskets, street furniture, building materials, and roadside kerbs.

Our Plastic to Purpose initiative **makes it easy to recycle** previously hard-to-recycle lab plastic.

We offer this service **to customers free of charge** on a case-by-case basis.

We helped customers recycle

31,610kg

of lab plastic

21%

increase from
2024



For more information, contact
plastic2purpose@scientific-labs.com

More Sustainable Product Offerings

SLS offers a variety of products that can support our customers on their sustainability journeys. On this page are just a few of our favourites.

Posted monthly on our socials, the Spotlight on Sustainability is a way of highlighting products that have been awarded one or more of SLS sustainability attributes.



iWash



Econix Bio-bins

These bins allow for up to a **91% reduction in carbon footprint** ✓✓

Calculate your own CO₂e savings [here](#).

SPOTLIGHT ON SUSTAINABILITY

Qkine Growth Factors



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Eppendorf Tubes® BioBased 5.0mL

Eppendorf conducted a cradle-to-gate Life Cycle Assessment. Calculate your own CO₂e savings [here](#). Save up to 0.33kg CO₂e per tube when choosing bio-based.



Our Planet

We are committed to reducing our impact on the environment and promoting positive environmental outcomes.

03

Sustainable Development Goals Alignment



Our Planet | Targets

OUR PLANET | SLS SUSTAINABILITY REPORT 2025



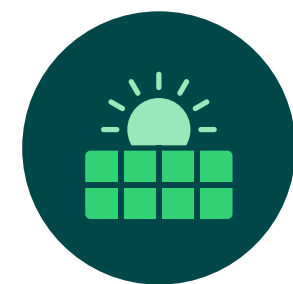
We aim to **be net zero by 2045**



By the end of 2026, we will **support at least one biodiversity project**



By 2030, we will **reduce absolute Scope 1 and 2 emissions by 50%, and Scope 3 emissions by 43%** from 2020 and 2022 baselines, respectively



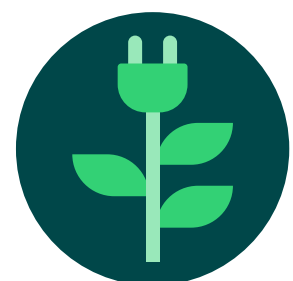
SLS will **operate on 100% renewable electricity** and gas by 2030



In 2026, we will **develop an increasingly detailed carbon reduction plan** outlining our approach to net zero



By 2030, **all SLS-owned cars will be electric or hybrid**

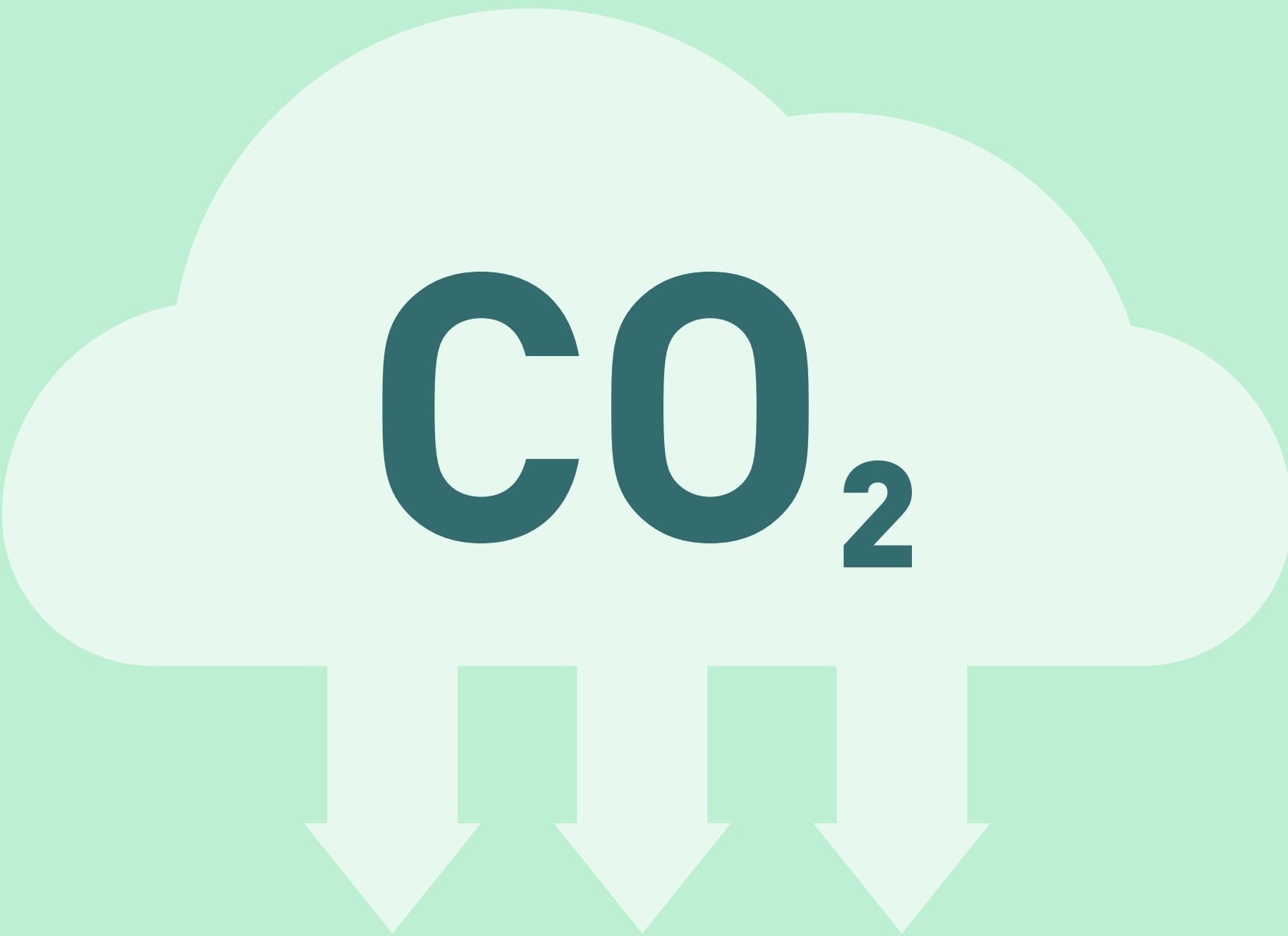


By the end of 2028, we aim to **reduce our energy consumption by 10%** from a 2025 baseline



We will **plant 15,000 trees** by 2030

Carbon Reduction Plan



In 2023, we published a carbon reduction plan and have adopted the following greenhouse gas reduction targets as part of a progressive plan to achieve net-zero emissions by 2045.

01

Overall net-zero target:
SLS commits to **reach net-zero greenhouse gas emissions across the entire value chain by 2045^{1 2}**

02

Near-term target | COMPLETED
SLS commits to reduce absolute Scope 1 and 2 emissions by 20% and 30% respectively by 2025¹

03

Mid-term target:
By 2030, SLS commits to reduce absolute Scope 1 and 2 emissions by 50% by 2030¹, and to reduce absolute Scope 3 emissions by 43%²

04

Long-term target:
SLS commits to reduce absolute total emissions across all scopes by 90% by 2045^{1 2}

¹ Scope 1 & 2 baseline year: 2020 ² Scope 3 baseline year: 2022 **20**

Carbon Footprint

Category	2024 tCO2e	2025 tCO2e	Calculation method
Total Scope 1	64.33	84.70	Activity-based
Total Scope 2 (location based)	20.3	45.03	Activity-based
Total Scope 2 (market-based)	0.14	0.20	Activity-based
Scope 3			
Cat. 1 Purchased goods and services	43479.99	41559.19	Hybrid, supplemented by spend
Cat. 2 Capital goods	536.84	274.49	Spend-based
Cat. 3 FERA	15.76	5.18	Average-based
Cat. 4 Upstream transport	599.78	1299.15	Hybrid, supplemented by spend
Cat. 5 Waste	0.48	0.56	Activity-based
Cat. 6 Business travel	135.25	257.30	Spend-based
Cat. 7 Employee commuting	87.70	190.23	Distance-based
Cat. 8 Upstream leased assets	N/A	N/A	-
Cat. 9 Downstream transportation	Insufficient data	2552.200	Spend-based
Cat. 10 Processing of sold products	N/A	N/A	-
Cat. 11 Use of sold products	Insufficient data	Insufficient data	-
Cat. 12 End of life treatment of sold products	Insufficient data	Insufficient data	-
Cat. 13. Downstream leased assets	N/A	N/A	-
Cat. 14 Franchises	N/A	N/A	-
Cat. 15 Investments	N/A	N/A	-
Total Scope 3	44855.80	46138.287	
Total market-based emissions	44920.27	46223.19	

We are extremely proud to have **exceeded our 2025 Scope 1 and 2 targets**. We are continuously looking for ways to improve and meet our next targets. Some of the below actions have supported our success in achieving our near-term targets:



of SLS-owned cars are hybrid or electric

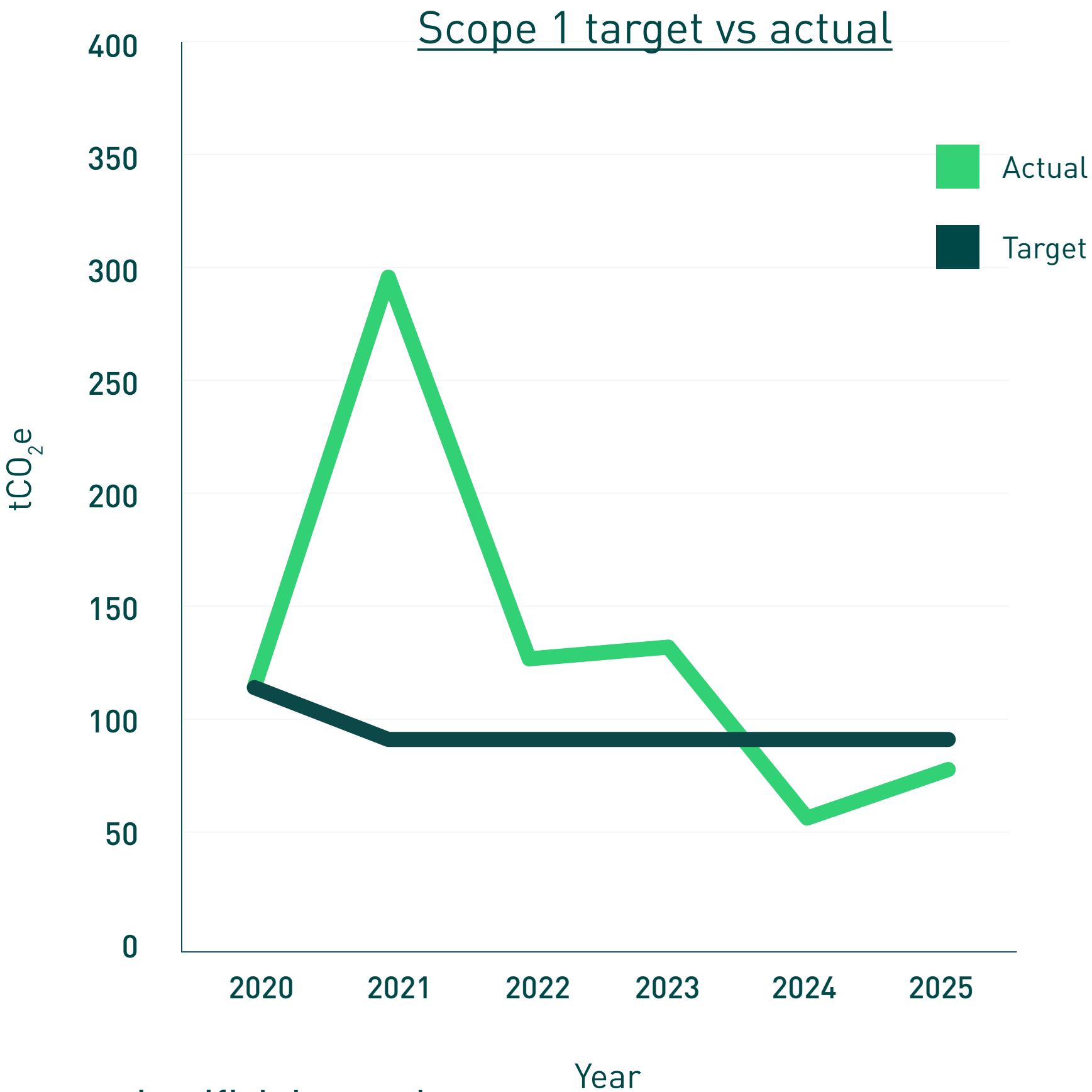


of our global electricity usage is renewable

Our National Distribution Centre is **solar-powered** and **gas-free**

Scope 1 Analysis

Overall, we have achieved a **31% reduction** in Scope 1 emissions since 2020.



Gas Consumption

We have **decreased our gas usage by 90%** since 2020

This is mainly **due to our new National Distribution Centre**, which runs only on electricity.

Company Cars and Vans

We have seen an increase in mileage across company-owned cars and vans in 2025. This will be a key area of focus in 2026 and future years and **we will investigate how we can limit the carbon impact of the emissions associated with our owned fleet.**

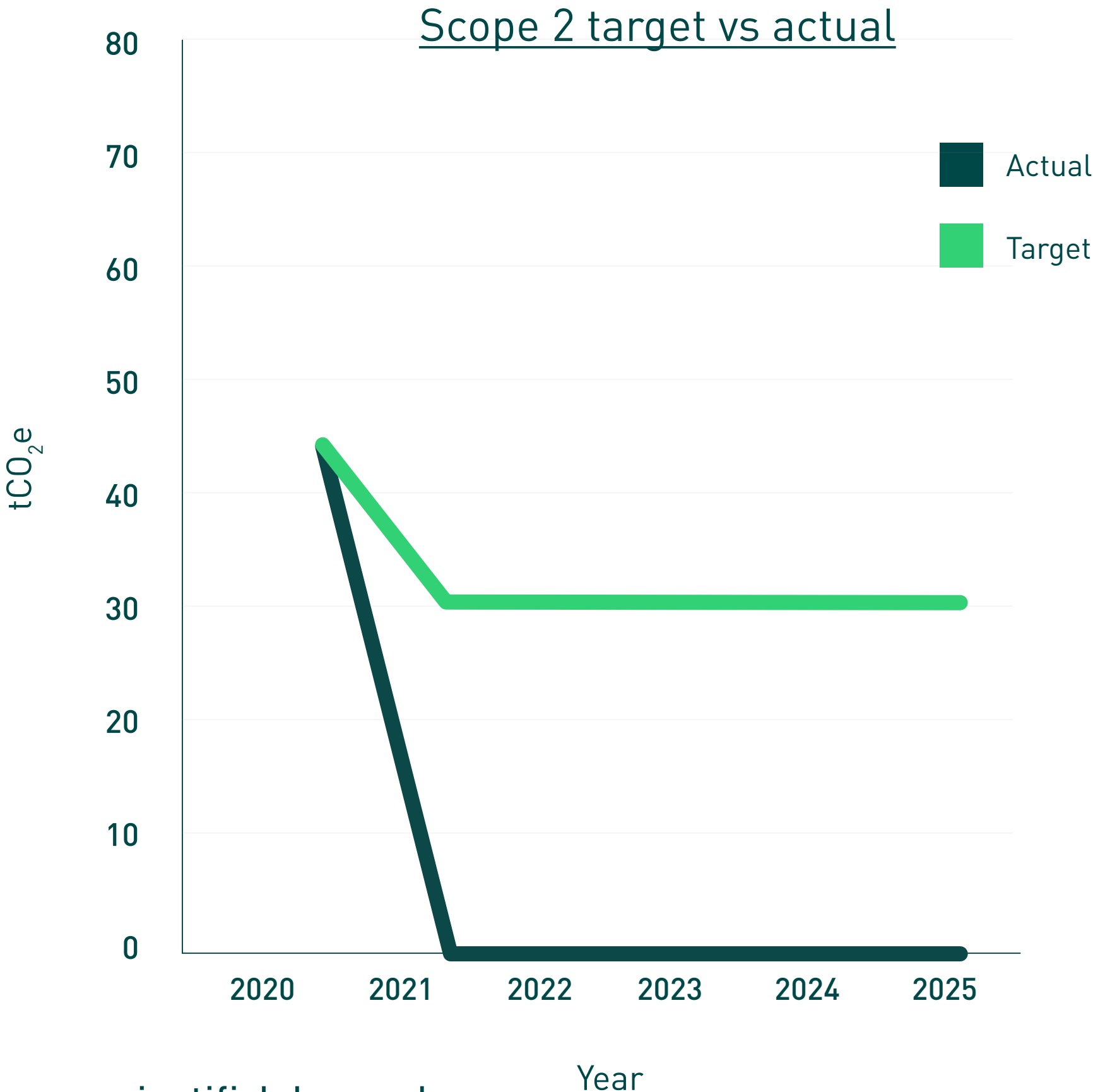
Since 2022, we have increased the proportion of low-emission vehicles in our fleet.

75%
of our company cars
are hybrid or electric

100%
is our target for 2030

Scope 2 Analysis

We have achieved almost **100% reduction** in Scope 2 market-based emissions since 2020.



Electricity Consumption

As a result of relocation to a new facility for our National Distribution Centre (NDC), Fairham, we have eliminated gas and have therefore seen an increase in our electricity consumption. Although we can explain this increase, we are **investigating ways in which we can make reductions in our electricity consumption.**

In Fairham, our electricity consumption in 2025 was

334,000 kWh

44.6%

of which was self-generated through our on-site solar panels.

99.7%

of our total consumption was self-generated, or sourced in a renewable electricity contract from the grid. **By 2030, we aim for 100% of electricity to be renewable.**

Scope 3 Analysis



Our Scope 3 emissions have remained about the same over the past three years while we improve our data availability and obtain a more accurate picture of our emissions.

Since 2022, our carbon calculation methodologies have improved to account for more available data. Most notably, our methodology for calculating Scope 3 Category 1: Purchased Goods and Services has transitioned from only a spend-based approach to a hybrid approach with primary data supplemented by spend data.

We will continue to work with our supply chain to reduce the carbon footprint of the products we buy and aim to decouple our emissions from economic growth by moving away from a spend-based approach. Our product-specific emissions targets will help us maintain a clear focus on this goal. Our emission hotspot continues to be Purchased Goods and Services. We have also seen an increase in emissions in upstream transport and business travel, on which we will place particular attention going forwards.

Upstream Transport



In partnership with one of our couriers, we measure and offset all of the carbon emissions involved in the transportation of goods from SLS to the customer.

In 2025, we offset

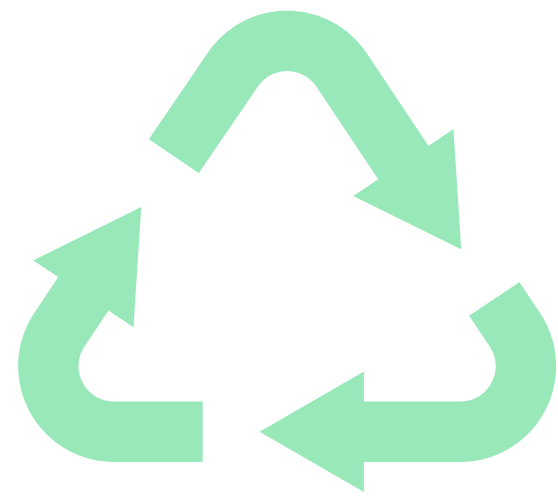
86.76 tCO₂e

in partnership with our courier provider.

Warehouse

We are constantly looking for ways to improve our sustainability and efficiency in distribution:

Packaging



We reuse supplier packaging while maintaining product quality and avoid purchasing plastic packaging wherever possible. **All plastic packaging purchased by SLS contains at least 30% recycled plastic.** Only chilled and frozen items use polystyrene. All packaging arriving to our site that cannot be reused is compacted, baled, and recycled using a local recycling partner.

This will be a key area of focus for SLS moving forwards, in both our own operations and with suppliers to progress towards an overall packaging reduction in our value chain.

Vehicles



Our warehouse vehicles are electric, minimising pollution and emissions from warehouse transportation. In 2025, **SLS ROI purchased SLS' first refurbished electric forklift truck**, reducing emissions associated with buying brand-new transportation.

These small changes in our purchasing decisions help take us further along our journey to net zero by 2045.



Staff Uniforms

In the warehouse, our staff wear uniforms. New uniforms are made from 100% recycled polyester. Claims made by the supplier have been reviewed and verified externally.

Each product comes with a product passport, showing exactly where it was manufactured and where the raw materials were extracted. This helps create transparency within our supply chain.

Fairham

Our new state-of-the-art National Distribution Centre came online in 2023, with the full migration completed in 2024. The new site is just three miles from our previous location, helping to lessen the environmental impact of the move and make the transition as seamless as possible.



Ordering processing times have decreased to just

15 mins



We generate our own electricity with rooftop solar panels, with excess energy fed back to the grid



Capacity has risen to

2,500

orders per day — a threefold increase

We've optimised our range of

600,000 products

from world-leading brands, to ensure the right products are available when you need them

The SLS National Distribution Centre building has been designed with sustainability at the forefront, with a **BREEAM** rating of 'Excellent'. Sustainable transport options have been incorporated including, 12 EV charging stations, a bike shelter to hold 20 bikes, as well as being just a few minutes' walk from the local tram stop.



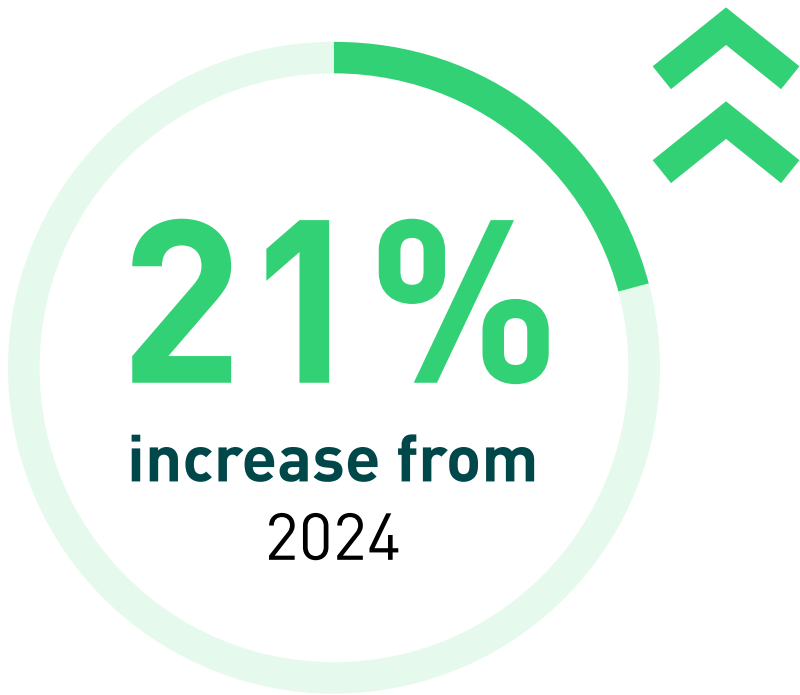
Further sustainable features include greater energy conservation that comes from modern buildings, and operating exclusively on electricity, with solar panels fitted to the roof.

Please refer to the electricity production section of this report for metrics on the self-generated energy attributed to the building's solar panels.

Waste



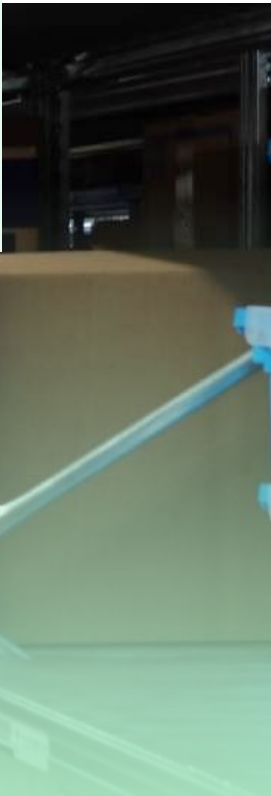
In 2025, almost
80%
of our waste
was recycled



The remainder was diverted from landfill through our dedicated waste-to-energy supplier. We have been identifying ways to actively reduce our waste through exploring donation opportunities when products are near expiry date.

These products mainly include PPE such as coveralls and gloves. In many cases, while a product is past its expiry date, there are many ways they can still be used, for example in classroom settings or to protect clothing from paint.

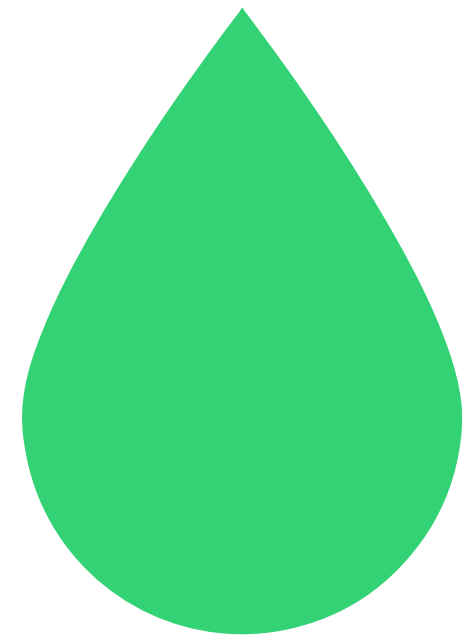
In 2025, we donated almost **£10,000 worth of products** which was near expiry or had expired



Throughout our offices and in the warehouse in our National Distribution Centre, we encourage our staff to correctly segregate waste with labelled containers for recycling.

We use a compactor to maximise the amount of waste our provider collects in 1 trip, reducing carbon emissions associated with waste.

Water



We are pleased to have decreased our water consumption by

586m³ 

from 2024 to 2025.

As part of our new facility's BREEAM building certification, we have a building management system in place, which enables us to set the daily usage rate for water. If this is exceeded, an alarm goes off. In each area with a water outlet, the systems are fitted with an electronic valves which, When the sensor picks up movement, the light turns on. The lights will turn off if no movement has been detected for a set amount of time. Also fitted to the building is a leak detection system which will mitigate the risk of water leaks in future.



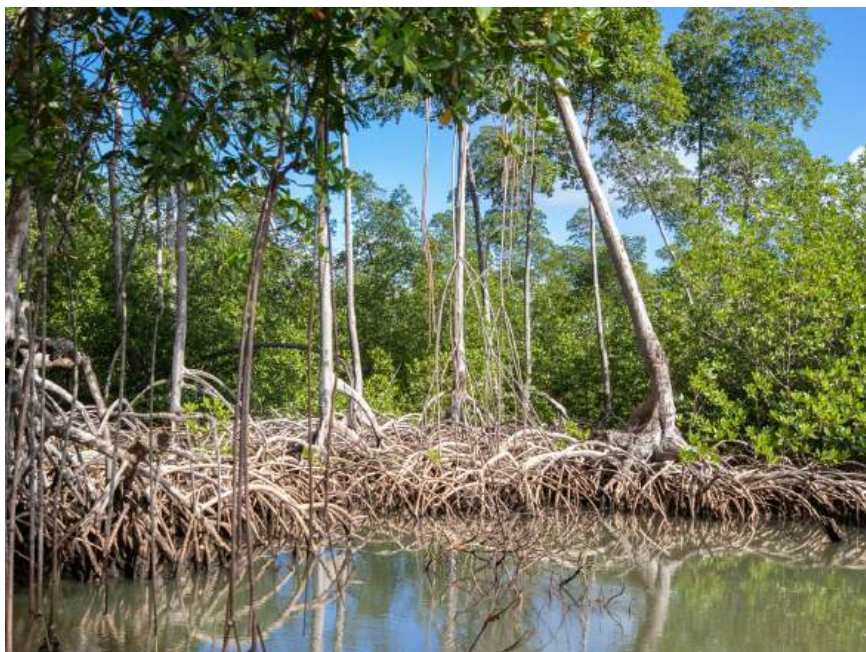
Nature and Biodiversity

Although our company has little direct impact on nature and biodiversity, we recognise its importance in the climate crisis. Our physical brochures are produced on FSC certified paper and we request information regarding biodiversity from our top 90% spend suppliers.

In 2025, we helped to fund:



100m² of wildflower meadow



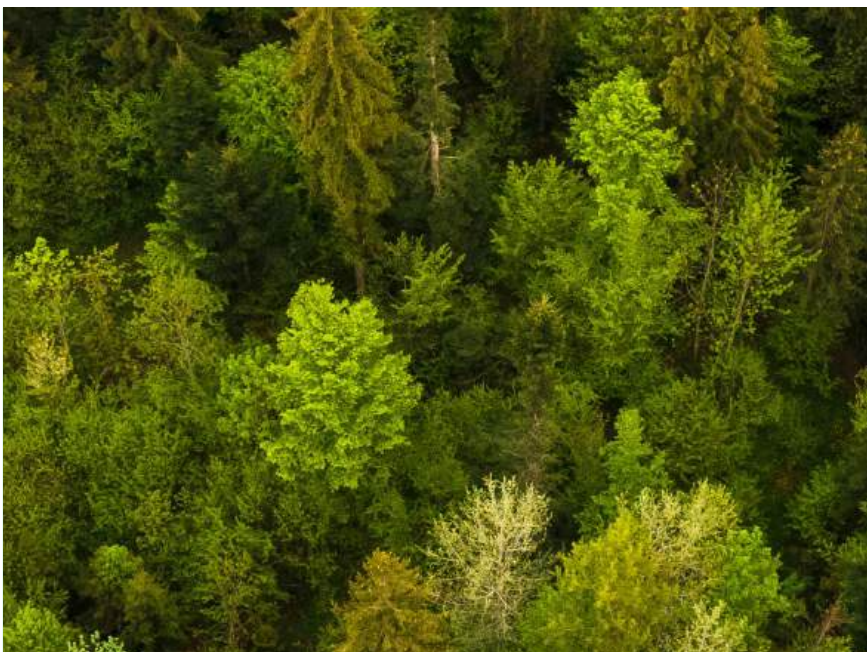
A blue carbon removal project



Derbyshire Wildlife Trust’s Middleton Moor



A National Trust pass giveaway



Planting of 2,926 native trees

Our Workforce

Promoting wellbeing, inclusivity and diversity in our workforce.

SLS are a people-focused business with a key focus on staff wellbeing, health and safety, inclusivity, and diversity.

Sustainable Development Goals Alignment



04

Our Workforce | Targets



By the end of 2026, we will **train 3 staff in mental health first aid**



By 2030, we aim to **increase our near miss reporting by 20%** from a 2025 baseline to help **maintain our 0 work-related accident rate**



In 2026 we will **conduct a staff survey on Diversity, Equity, and Inclusion (DEI)** to ensure we are as inclusive as possible



By 2030, we aim for a **10% increase in average training hours per employee** to support continued professional development from a 2025 baseline



In 2027 we will **hold neurodiversity training for all managers** to enhance skills in collaborating with different working styles



In 2028, we will **identify opportunities for further promoting equality** through a pay gap audit



Economic Growth

In 2025, our turnover was

£86 million

We made

42

organic net
new hires



We are proud to be
an Accredited Living
Wage Employer.

Employee Engagement and Satisfaction



As a people-focused organisation, we are committed to continually engaging with our staff to improve general satisfaction. **Our directors operate an open-door policy, meaning any member of staff can speak to a director on a 1:1 basis.** All staff are encouraged to engage with the Board of Directors to foster social dialogue.

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We use the online platform **WorkVivo** to drive employee communication and collaboration. With many staff working remotely or hybrid, this tool provides new levels of engagement in the workplace, enabling teams to continue to communicate quickly, foster knowledge exchange, and preserve our work ethic and culture.



Annual Staff Survey



This is a **fantastic result** and a clear reflection of the commitment, collaboration, and care our staff bring to their work every day.

As a people-focused organisation, we are extremely proud to have achieved our highest overall satisfaction score to date, and a significant increase from 7.57 in 2024.

The survey asked two questions:

1. How happy are you at SLS?

2. What changes or improvements would you like to see?

The survey identified several strengths that make SLS a great place to work:

- Supportive teams and leadership
- Work environment and flexibility
- Career development
- Positive company culture
- Staff engagement and social connection

The survey identified some areas of improvement, for example wellbeing and benefits. **We have listened to this feedback and will be introducing an Employee Assistance Programme in 2026 to support staff wellbeing.**

Staff Health and Wellbeing



All staff are entitled to a free flu jab voucher each year, protecting them from viruses.

80 members of staff used this employee benefit in 2025



Our home working arrangements allow staff to enjoy an improved work-life balance.



3 members of staff will be trained in mental health first aid in 2026

Employee Awards

Our SLS Summer Awards evening is an opportunity to celebrate employees' achievements across all departments. Employees are invited to put their colleagues forward for a multitude of internal awards, offering a democratic approach to celebration and business-wide recognition.



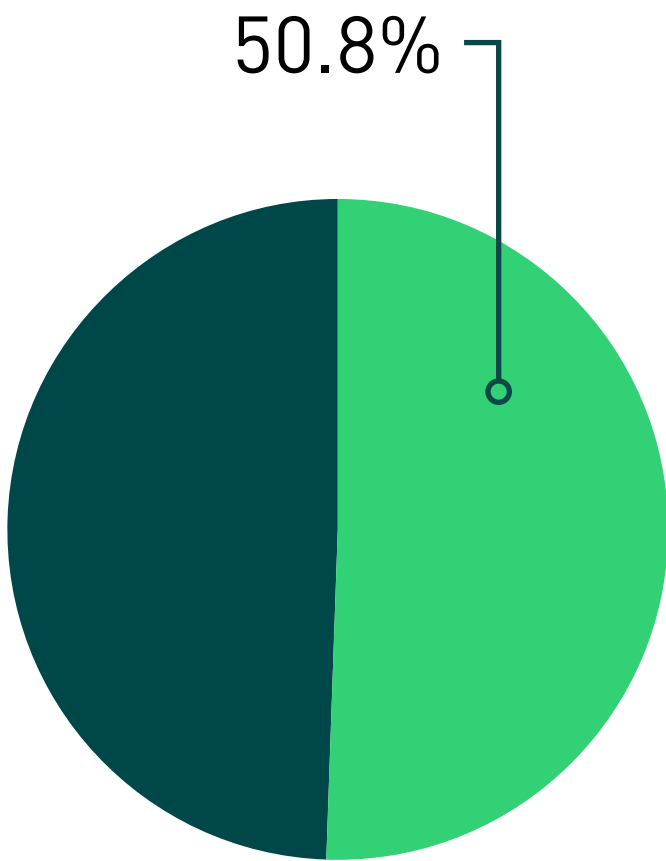
- | | |
|---|--|
| Customer Services Nottingham Excellence Award
WINNER: Aimee McCaughey | Business Support Excellence Award
WINNER: Danny Potter |
| Customer Services Administrative & SLS Select Education Excellence Award
WINNER: Lauren Allcock | Key Accounts Excellence Award
WINNER: Susan Van Der Westhuyzen |
| Business Intelligence & Pricing, Quotes & Tenders Award
WINNER: Tracey Herod | Finance & Accounts Excellence Award
WINNER: Neil Foster |
| Export & International Excellence Award
WINNER: Barbara Martin | Procurement Excellence Award
WINNER: Sarah Bawden |
| Northern Ireland, Scotland & Sparks Excellence Award
WINNER: Amanda Somerville | Marketing Excellence Award
WINNER: Alex Dita |
| Operations Excellence Award
WINNER: Connor Prideaux | Best Newcomer of the Year Award
WINNER: Sami Heppell |
| Paul Smith Team of the Year Award
WINNERS: Operations - Drivers, Goods In, Pick & Pack | The Golden Smile Award
WINNER: Siu Yu Ho |
| | The Extra Mile Award
WINNER: Aimee McCaughey |

Diversity, Equity, and Inclusion

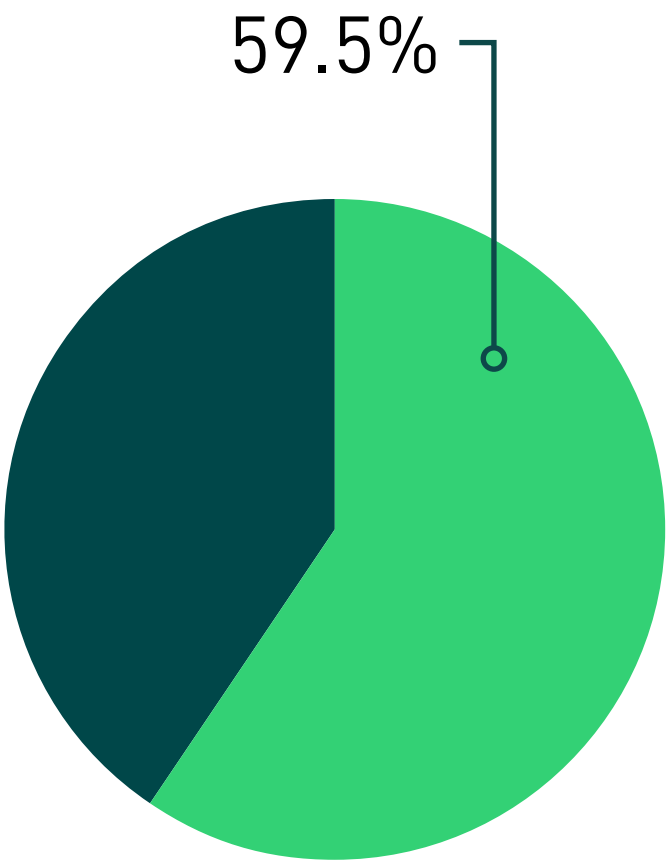
We are committed to making our job postings visible and accessible to all. On each posting, we bring attention to our equal opportunities policy to demonstrate our commitment to Diversity, Equity, and Inclusion.

SLS continues to be committed to fostering a culture of diversity, equity, and inclusion that embraces the unique perspectives and backgrounds of our employees, partners, and stakeholders.

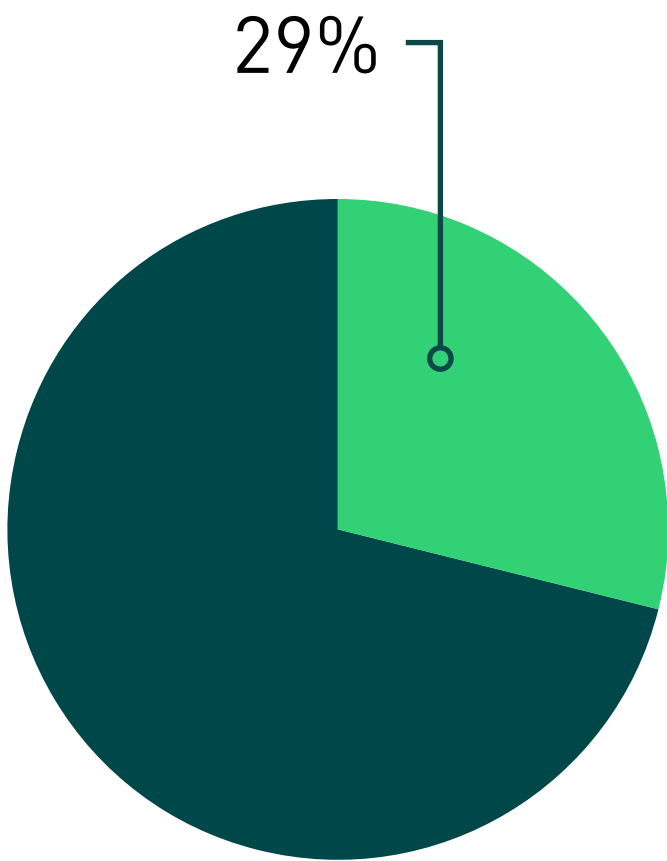
We firmly believe that a diverse and inclusive workforce drives innovation, enhances collaboration, and strengthens our ability to address the complex challenges of our industry.



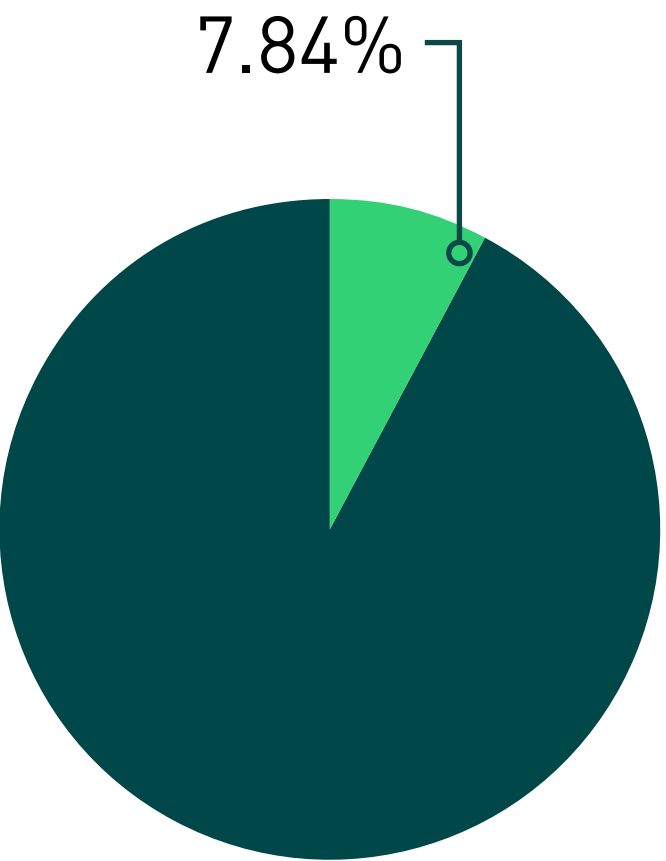
Women in leadership



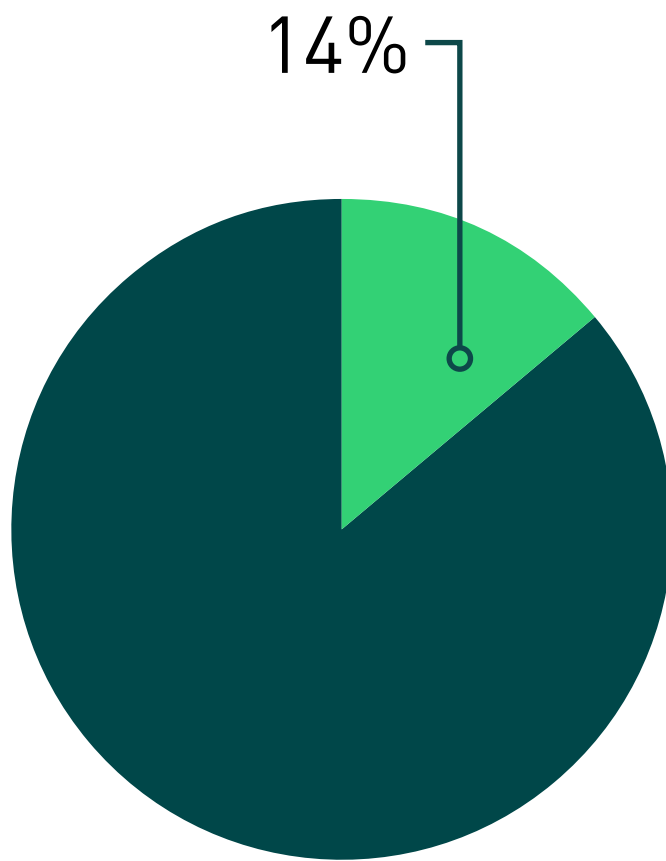
Women in the whole organisation



Women on the Board of Directors



Ethnic minorities in leadership



Ethnic minorities in the whole organisation

New Starters

We are flexible in our approach to inductions and our HR department works closely with line managers to develop a tailored induction for each individual and role. This includes cross-departmental engagement, company training, and a plan of action for on-the-job training.

This is diarised with line managers and new starters with

4-, 8-, and 12- week reviews (and more if required).

Alongside this induction process, all new employees are invited to join the first part of the next board meeting so that they can meet all our directors personally and ask any questions they may have.

“...the most welcoming and supportive induction I have ever had”
“everyone is so friendly!”



Hybrid Working

In 2025, we continued to support our staff with the hybrid working model and reviewed how we can improve working conditions for our staff to achieve a healthy work-life balance.

Display Screen Equipment assessments have been conducted to ensure that all home setups meet legislative and health and safety requirements, and the company has invested in providing the necessary furniture and IT equipment to employees.

Real Living Wage

We take our social responsibility very seriously. We believe in investing in people, and are also aware of the rising cost of living. We choose to go beyond the government minimum or even the National Living Wage to ensure our staff are always paid a wage that covers the cost of living. As such, **SLS has been a real Living Wage Employer since May 2021, accredited by the Living Wage Foundation.** This includes 100% of employees, contractors, and agency workers. For example, we employ contracted cleaners and ensure they are employed at the real Living Wage.

The real Living Wage is the only wage rate calculated based on the true cost of living; it applies to all workers 18 and over, and is independently calculated and updated annually each November.



Employee Training and Development

Mandatory training courses and subsequent assessments on the iHasco platform include:

MANUAL HANDLING ✓	FIRE AWARENESS ✓	EQUALITY, DIVERSITY, AND INCLUSION ✓
GDPR UK ✓	CYBER SECURITY AWARENESS ✓	ENVIRONMENTAL AWARENESS ✓
HEALTH AND SAFETY ESSENTIALS ✓	MENOPAUSE AWARENESS ✓	DISPLAY SCREEN EQUIPMENT ✓
MODERN SLAVERY ✓	MENTAL HEALTH AWARENESS ✓	SEXUAL HARRASSMENT AWARENESS ✓

1278 training courses were completed by SLS employees

Annually, this equates to an average of 5.5 hours

We look to expand these wherever necessary to ensure staff receive the learning and development required to progress personally, and to support a positive work environment and growing business.

Our Communities

Supporting and engaging with our communities.

We are committed to engaging with communities and generating social value.

Sustainable Development Goals Alignment



05



Our Communities | Targets



In 2026, we aim to **complete 230 hours of social value contributions** to communities



By 2028, we will **provide 8 days' worth of work experience** or training across SLS



By the end of 2026, we will **run 4 corporate volunteering days** to positively impact our communities



Each year up to 2030, we aim to **donate more than £1,000 worth of product** to local charities



By the end of 2027 we will **visit 25 schools and universities to provide sustainability talks** or advice about careers in STEM



Social Value

We are proud to support various charities and NGOs each year.

In our National Distribution Centre, we contribute two-fold to social value by providing a donation box for Rainbows Hospice for Children and Young People, through helping staff reduce their waste and supporting a local charity

Instead of sending Christmas cards to customers, suppliers and staff, we make a donation to Rainbows Hospice for Children and Young People

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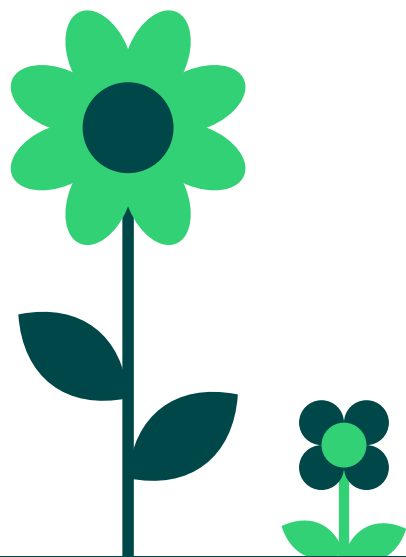
Donated

£7,829

worth of product throughout the year, both avoiding unnecessary waste and supporting charities with much needed items



We made **donations to foodbanks across the UK**, including Loughborough Area Foodbank, Hessle and Anlaby Foodbank, and local community foodbanks in Lisburn and Newhouse



We Donated gloves, bug pots, and flower identification sheets to Phoenix Children's Charity



We wore green for Mental Health Awareness Week and held a bake sale as part of a fundraiser for Mental Health Foundation

We ran a giveaway of a National Trust Pass for World Mental Health Day

We donated €250 to Liberty Soup Run from our Dublin office

For pride month, we donated

£250

to Stonewell – a charity doing incredible work for equality and inclusion

We raised a total of

£635

for Rainbows Hospice for Children and Young People

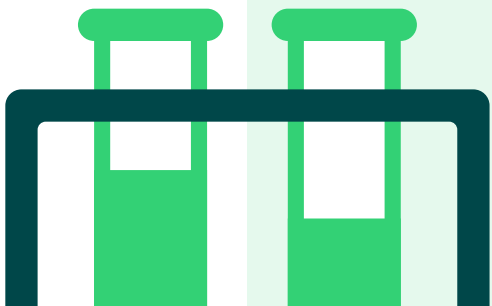
We Raised

£515

for Downright Special, a charity supporting families and children with Down syndrome across Hull and the East Riding of Yorkshire.



We Donated a range of science lab items to Hardwick House School



Staff Volunteering

We recognise our responsibility to build long-lasting relationships with our communities and are proud to give all staff members a paid volunteer day each year to support their local charities.

We raised and donated

£2,500+

to charities with various causes

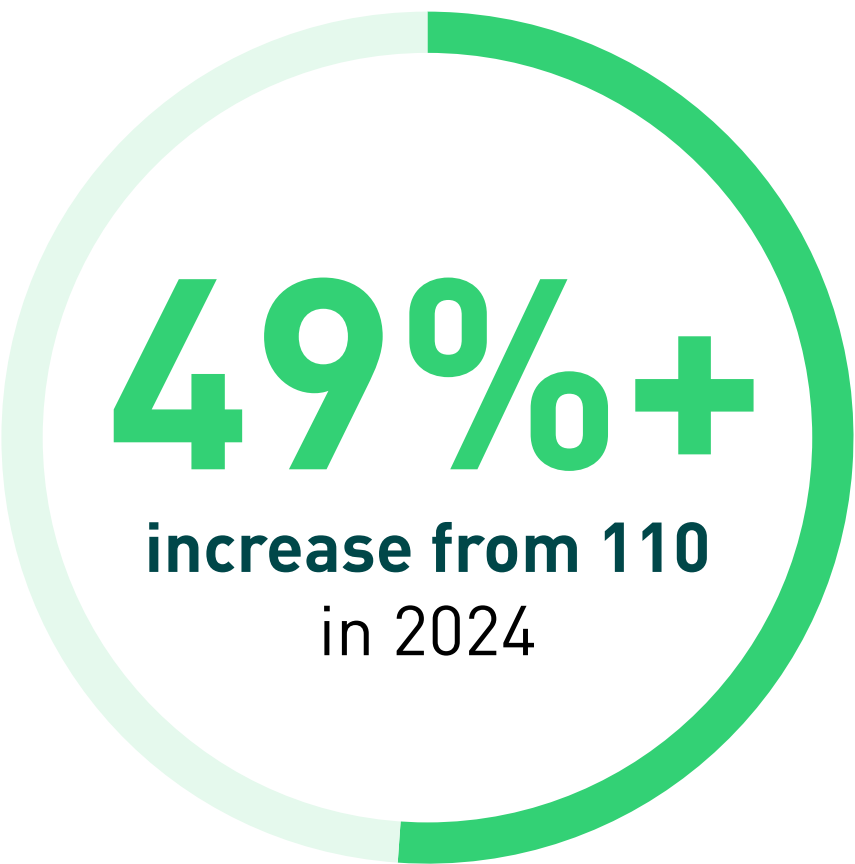
Including:

- A children’s hospice
- Wildlife rescue centers
- Foodbanks
- Nature conservation charities

Our staff contributed

224

hours back to the community through volunteering



Our volunteer days contributed to **8 of the United Nations’ Sustainable Development Goals (SDGs)** including:



Staff Volunteering (Continued)

Here are just a few causes our staff volunteered for in 2025:

Emmanuel House

Cooking meals for the homeless Winter Shelter. There was also enormous generosity from teams opting to split the cost of the ingredients as personal contributions.

Community Roots

A community garden dedicated to cultivating a welcoming and inclusive space where people of all ages and backgrounds can come together to grow, learn, and connect.

Car Fest

Volunteering on the Access Team to support disabled customers with all aspects of their Festival Experience. Car Fest itself is a festival that donates all profits to children's charities such as Children in Need, Ellen MacArthur Cancer Trust, and The Rainbow Trust.

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Sponsoring Jaguars WBC

We are proud sponsors of Jaguars WBC, a wheelchair basketball club founded in 1995, of which one of our very own colleagues is a member. The Jaguars have a wide range of players from GB Paralympians to people who have only recently started playing.

Jaguars WBC is a wheelchair basketball club based in Newark, Nottingham. The club has teams in 4 of the 5 major divisions in the UK, catering for all levels of play, from a Premiership team who compete at the highest level to a 4th team who compete in the Inspire A Generation league. All players in the club benefit hugely from the camaraderie of the club - we are a family, a Team. For some it is the best thing they have to get over their disabilities or issues, for others, it is a safe space.



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A message from our IT Network & Infrastructure Engineer

‘Game days [...] cost us an absolute fortune. SLS help us with some of that cost. It means that we can offer more games to more of our club members and get even the lowest members playing.

Part of having a disability can be that you’ve also got that mental stigma whereby you don’t want to go and socially interact with people because people don’t feel normal. We try and foster a much wider feeling of community at Jags and that really helps build that feeling of family is absolutely fantastic and SLS helps us with that’



Quoted from

Simon West

Simon West
IT Network & Infrastructure Engineer

Watch the full interview here:
<https://www.youtube.com/watch?v=9xYaFz-yTZc&t=24s>

Community Engagement

8 members of the SLS
Kenya team took part in a

10k
fun run

as part of the 2025
Standard Chartered
Nairobi Marathon.



The marathon was driving **positive change**:

Raising KES

40 million

for the Futuremarkers
initiative

Planting

100,000+

tree seedlings with
Nairobi County

Ensuring

100%

waste recycling



We hosted a webinar
on Career Pathways for
Technicians with the Royal
Society of Chemistry.



We supported pipette
training delivery
to undergraduate
students at the
University of Exeter.

Our Supply Chain

Integrating sustainability into our supply chain.

Sustainable procurement and supply chains are core to our sustainability approach. We aim to continuously engage with our supply chain to reduce our negative impacts and increase our positive impacts.

Sustainable Development Goals Alignment



06



Our Supply Chain | Targets



In 2026, we will **integrate sustainability into buyer performance**



We target **90% of our suppliers having a carbon reduction plan** by 2027



We will **train all procurement staff on sustainable procurement** every year



We aim to **audit 100% of suppliers** based in high-risk countries and industries by 2028



We will **conduct a living wage analysis on our top 90% suppliers** by spend in 2026



By 2030, we will ensure **90% of suppliers (by spend) have policies on biodiversity, DEI, and CSR**



By 2027, we will ensure **all wood-derived products are FSC certified**



Supplier Onboarding

To ensure high standards across our supply chain, all suppliers are required to complete our onboarding questionnaire, which addresses key topics such as DEI, conflict minerals, net zero, and ISO standards.

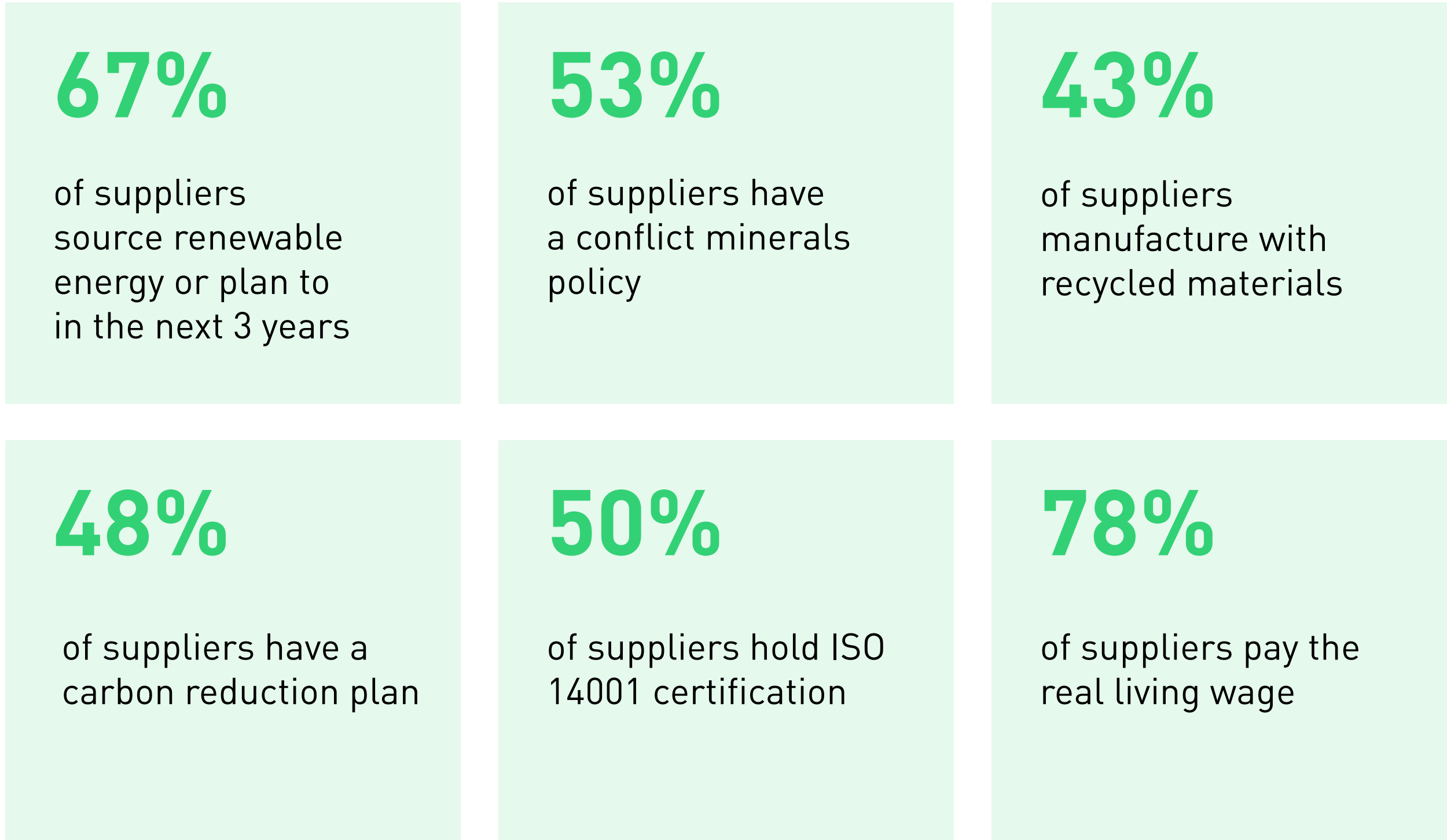
Suppliers are required to read and sign our code of conduct, which binds all suppliers to key behaviours and principles that are important to SLS.



Supplier Engagement

We are committed to ensuring our supply chain is aligned with our core values. This includes a variety of due diligence practices throughout the supplier life cycle.

We also send an annual questionnaire to our top 90% of suppliers by spend, requesting more granular data around important sustainability topics. This approach is enabling us to benchmark where our supply chain currently is with respect to key sustainability issues for SLS, with the aim of educating and nurturing suppliers, and tracking progress over time.



Conclusion

Overall, we are extremely proud to have achieved our 2025 carbon reduction targets and are looking ahead to identifying ways to achieve our 2030 targets.

We have made great improvements to our environmental impact through the transition to our new national distribution centre. Our move demonstrates our long-term commitment to sustainability – almost half of our energy is self-generated by solar panels, and we have facilitated low-carbon commuting by installing bicycle shelters and EV charging points. We are also extremely proud to have been placed in the top 15% of 89,000 businesses rated by EcoVadis.

Our 5-year sustainability strategy will help us deliver against our targets and provide clear focus areas. We will further our reporting in these areas to demonstrate our commitment to transparency and continuous improvement.



Appendix

Data tables, reporting principles, and external framework alignment.

07



Reporting Principles

We want our sustainability reports to provide sufficient information to enable readers to make informed assessments and decisions about SLS' impact and its contribution to sustainable development.

SLS' confirms that the information presented in this report is correct, as complete as possible, and sufficiently detailed to allow an assessment of SLS' impact during the reporting period. We aim to report information in an unbiased way and provide a fair representation of our negative and positive impacts. We have strived to ensure that the information presented is as accurate as possible and easy to understand. We have selected and compiled information to enable an analysis of changes in our impact over time.



External Framework Alignment

SLS recognises that sustainability is a business imperative; we want to develop impactful strategies that deliver results and long-term value for not just the company, but also the rest of society and the environment.

We are proud to be members of the UN Global Compact, working together with other organisations that share our commitment to accelerating progress and delivering change.

WE SUPPORT



APPENDIX | SLS SUSTAINABILITY REPORT 2025

**WE SUPPORT THE MISSION OF THE
UNITED NATIONS GLOBAL COMPACT
TO MOBILIZE A GLOBAL MOVEMENT
OF SUSTAINABLE COMPANIES AND
STAKEHOLDERS TO CREATE THE
WORLD WE WANT.**

#UnitingBusiness



Data Tables

Carbon Footprint (tCO2e)

Category	2020	2021	2022	2023	2024	2025
Total Scope 1	123	308	133.17	138.32	64.33	84.70
Total Scope 2 (location based)	45	40	34.365	37.16	20.3	45.03
Total Scope 2 (market-based)	45	0	0	0.14	0.14	0.20
Scope 3						
Purchased goods and services			77052	43480	43479.99	41559.181
Capital goods			96	1463.94	536.84	274.485
FERA			33.25	5.4	15.760	5.176
Upstream transport			434	367.83	599.780	1299.154
Waste			90	0.28	0.480	0.560
Business travel			202	188.78	135.250	257.301
Employee commuting			212.5	68.9	87.700	190.229
Upstream leased assets			N/A	N/A	N/A	N/A
Downstream transportation			Insufficient data	Insufficient data	Insufficient data	2552.200
Processing of sold products			N/A	N/A	N/A	N/A
Use of sold products			Insufficient data	Insufficient data	Insufficient data	Insufficient data
EOL of sold products			Insufficient data	Insufficient data	Insufficient data	Insufficient data
Downstream leased assets			N/A	N/A	N/A	N/A
Franchises			N/A	N/A	N/A	N/A
Total Scope 3			79207.00	45575.62	44855.80	46138.287
Total market-based emissions			79,340.17	45,714.08	44920.27	46223.19



Total market-based emissions 2025
46223.19 (tCO2e)

Data Tables (Continued)

Gas consumption (kWh)

2021	2022	2023	2024	2025
-	197,259	178,157	100,581	19,838

Water consumption (m³)

2021	2022	2023	2024	2025
396	431	925	1090	504

Electricity consumption (kWh)

2021	2022	2023	2024	2025
-	177,620	169,505	109,525	323,006

Total hours worked

2021	2022	2023	2024	2025
-	-	451,418	466,498.5	465,172.5

Training courses completed

2021	2022	2023	2024	2025
-	-	1205	1278	1278

Staff Satisfaction rating*

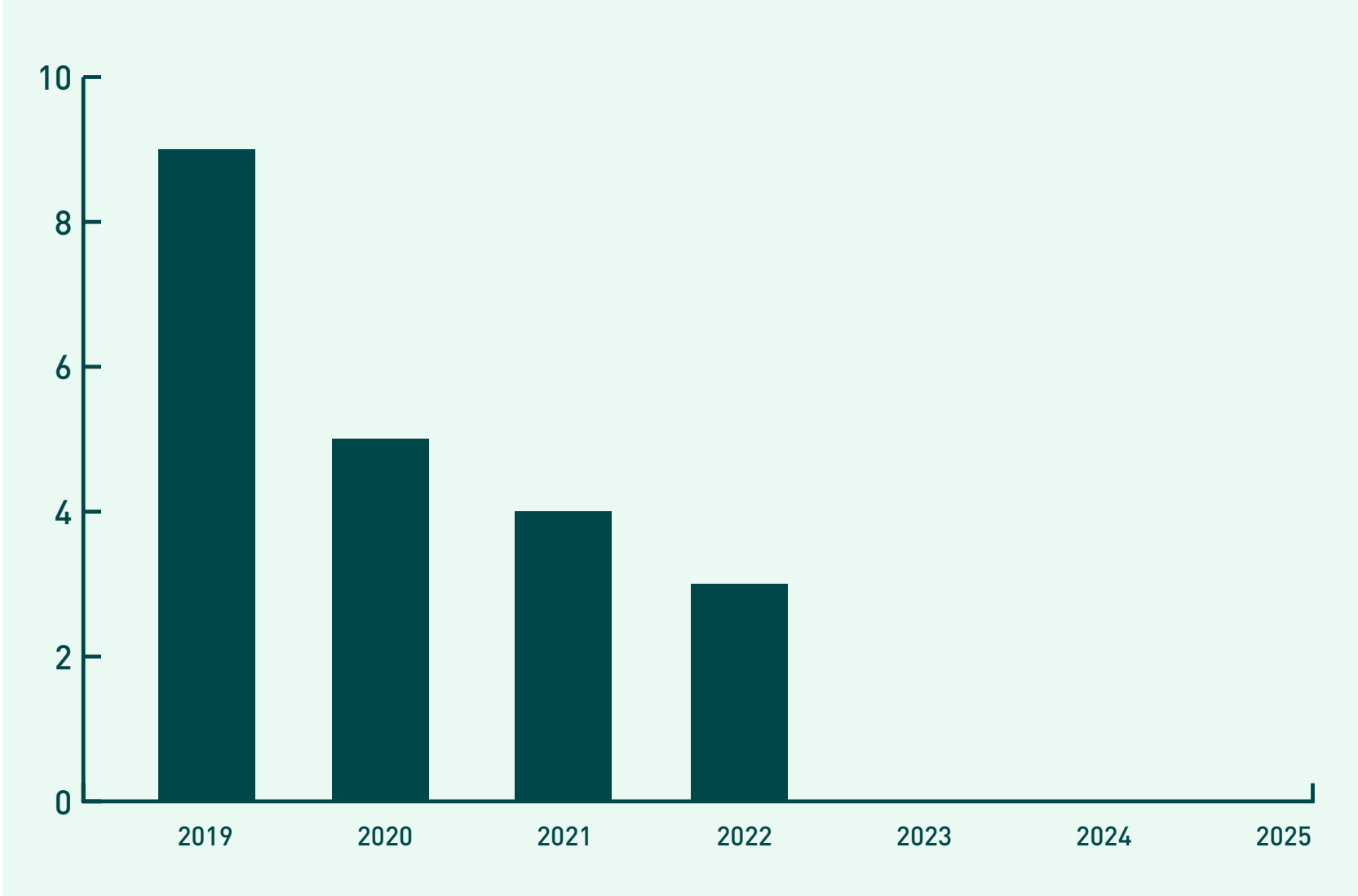
2021	2022	2023	2024	2025
8.0	8.15	8.34	7.57	8.52

* on average year on year

Waste (tonnes)

2025	
Hazardous	1.29
Recycled	80.286
General waste	18.740
Total non-hazardous waste	98.76
Total overall waste	101.19

Annual LTI rate



2025
LTI: 0
Number of work-related accidents: 7
Number of work-related ill health cases: 0



THANKS TO
EVERYONE AT SLS
FOR SUCH A
GREAT YEAR

