

2025

# Sustainability Report

Outlining the steps taken to becoming a more sustainable business

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As an office-based recruitment agency, MPI Limited (MPI) has a relatively low impact on the environment, however it is committed to adopting more sustainable ways of working wherever possible.

## MISSION

To increase the effectiveness of MPI's customers by providing high quality, value for money and innovative services.

MPI conducts its business in a socially and environmentally responsible and ethical manner and is committed at every level to ensuring that health and safety is never compromised by the services it provides.

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# Letter to MPI's Sustainability Stakeholders



## QUALITY AND SUSTAINABILITY DIRECTOR

**Adam Webb**

This second annual sustainability statement builds on the foundations laid in the inaugural report, highlighting the progress that MPI has made over the past year.

MPI continued to make steady and measurable improvement against its sustainability commitments during 2025, building on the structured approach established in previous years. While the carbon emissions results may not immediately reflect this progress, this is primarily due to the adoption of an updated carbon calculation methodology incorporating well-to-tank (WTT) data. Despite this change, MPI still maintained its trajectory towards net zero.

Waste management practices remained robust, with a continued commitment to landfill diversion and ongoing reductions in resource consumption, particularly in relation to paper use.

While the scale of MPI's direct environmental impact remains relatively limited, the organisation continues to demonstrate that a structured, consistent and responsible approach can deliver meaningful outcomes. The focus remains on maintaining this momentum and ensuring that the 2035 net zero target is achieved in a credible and sustainable manner.

Beyond environmental performance, MPI continued to deliver social value through its employees, communities and supply chain. Employee wellbeing, fair pay and engagement remained key priorities, supported by structured programmes and accessible support mechanisms. Community engagement also remained strong, with ongoing charitable contributions, volunteering and partnerships with local organisations.

We attained a Silver Medal in the EcoVadis assessment this year and were honoured with winning the Tackle Social Inequality Award for SMEs organised by a global leader of integrated rail systems.

Our partnerships with social enterprise companies expanded, notably launching an initiative with JUST ONE Tree whereby for every candidate we place, we plant a tree, supporting verified reforestation projects in regions severely affected by deforestation and 3% of all contributions fund marine regeneration, supporting pioneering kelp restoration. In total, 1175 trees were planted in 2025.

Governance arrangements remained effective throughout the year, with all relevant certifications maintained and no reported environmental, ethical or compliance breaches. Risk management, business continuity and cyber security controls continued to be reviewed and strengthened to ensure operational resilience.

As we look ahead, we remain committed to continuous improvement, ensuring that every step we take not only drives business success but also contributes positively to the environment and society.

# Background

In 2019, MPI’s leadership team formally committed to progressing towards net zero emissions. This commitment was driven by a recognition of the organisation’s responsibility to reduce its environmental impact and to remain aligned with the sustainability expectations of its clients and stakeholders.

At that time, MPI’s environmental management approach lacked structure. While policies and practices were in place, there was no defined baseline, no measurable targets and no overarching framework to guide performance or improvement.

A review identified key gaps, including limited understanding of emissions, absence of formal objectives, low employee engagement in sustainability and inadequate waste management processes.

To address this, MPI undertook a comprehensive emissions assessment and systems gap analysis. This established a baseline footprint covering Scope 1, Scope 2 and relevant Scope 3 emissions. A serviced office in Bristol, occupied by one employee was incorporated into the calculation in 2025, taking the baseline to 77.16tCO2e.

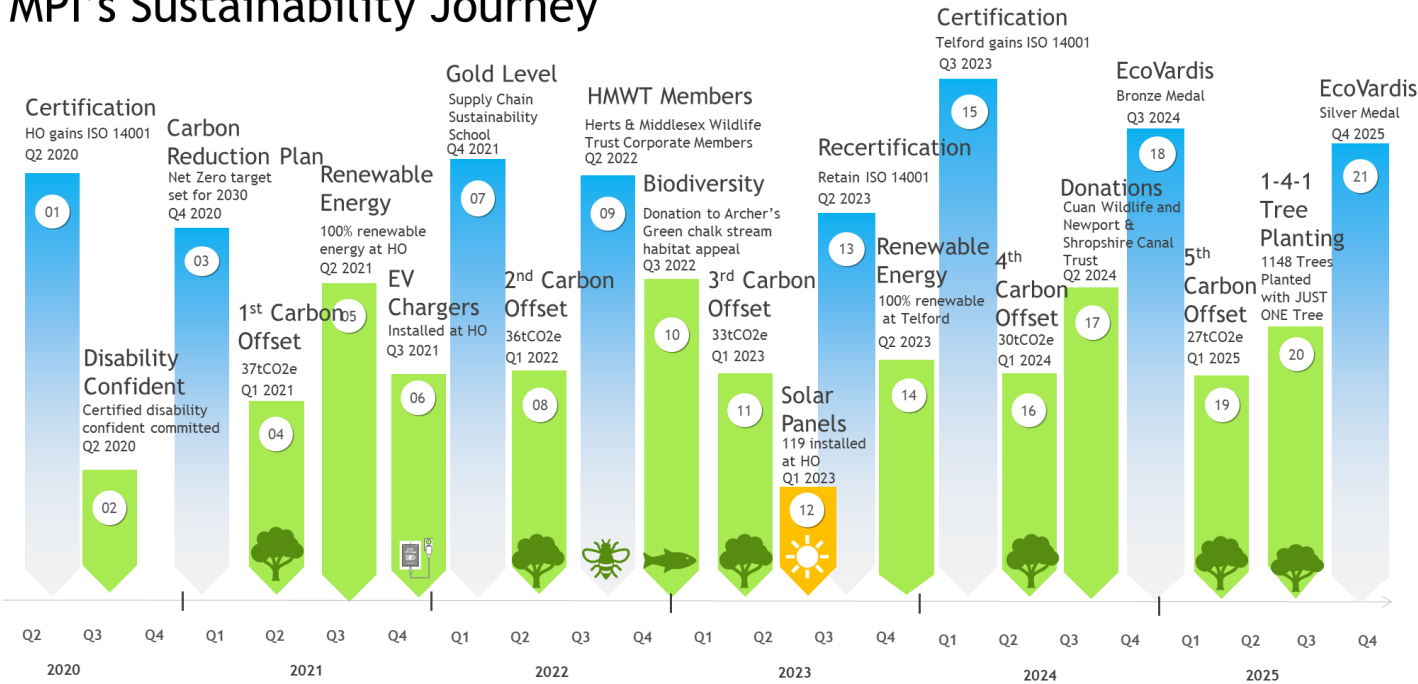
Since making the commitment to reduce MPI’s environmental impact, a formal environmental management system and sustainability actions have been embedded into MPI’s operations and delivered measurable reductions in its environmental impact.

A net zero target of 2030 was subsequently set and extended to 2035 to accommodate 2 additional offices that have been added, supported by a defined strategy and a structured programme.

This report outlines the progress made during 2025 and provides a transparent account of the organisation’s environmental, social and economic performance.

MPI’s sustainability journey and achievements from 2019 to 2025 is summarised below:

## MPI’s Sustainability Journey



The following sections provide a comprehensive overview of the continued progress made by MPI, reflecting the impacts its operations have had on economic, environmental and social factors.

# OBJECTIVES AND RESULTS

## Objectives and Results

MPI's Sustainability Strategic Plan remains the central framework guiding its sustainability activities. Developed to align operational practices with long-term objectives, it brings together environmental, social and governance priorities into a single, structured approach. The plan is actively maintained.

Strategic objectives are reviewed annually, while delivery actions are updated throughout the year to reflect performance, risks and opportunities.

As MPI progresses towards its 2035 net zero target, three long-term objectives continue to underpin its approach:

- Maintain sustainable growth through resilient and responsible business practices
- Reduce greenhouse gas emissions across all operations
- Maximise social value through employees, communities and supply chain engagement.

## Basis for Selecting the 2025 Objectives

For 2025, MPI maintained a clear focus on 7 priority areas aligned to the principles of profit, planet and people:

- Sustain the Business
- Reduce Greenhouse Gas Emissions
- Minimise Waste
- Protect Natural Resources
- Protect Biodiversity
- Improve People's Lives
- Support Local Communities

These priorities ensure a balanced approach to financial performance, environmental responsibility and social impact. Objectives were set for each priority area and the results of the actions taken are outlined below:

### **PRIORITY 1 SUSTAIN THE BUSINESS (PROFITS)**

**OBJECTIVE 1 Achieve a company net profit of  $\geq$ £60k in 2025.**

**OUTCOME:** £63k net profit achieved in 2025.

### **PRIORITY 2: REDUCE GREENHOUSE GAS EMISSIONS (PLANET)**

**OBJECTIVE 2 Reduce carbon emissions (Scope 1 & 2) by 6% from the baseline to 25tCO<sub>2</sub>e by the end of 2025 to remain on track with becoming net zero by 2035.**

**OUTCOME:** The Scope 1 and 2 emissions total was a 42.14% increase due to including WTT within the calculations.

**OBJECTIVE 3 Reduce Scope 3 carbon emissions by 5% from the 2024 figure by the end of 2025.**

**OUTCOME:** Emissions were 403% higher than 2024's scope 3 emissions due to the inclusion of WTT within the calculation and an increase in business travel because of developing opportunities overseas.

**OBJECTIVE 4 Offset the CO<sub>2</sub>e created in 2024 through a recognised carbon offsetting project.**

**OUTCOME:** 27t carbon offset in January 2025 through Carbon Footprint Limited's tree buddying scheme and verified carbon reduction projects.

### **PRIORITY 3: MINIMISE WASTE (PLANET)**

**OBJECTIVE 5 Reduce waste (kg per employee) by 5% in 2025 where robust data is available.**

**OUTCOME:** Total waste reduced by 1.39% year-on-year.

**OBJECTIVE 6 Establish food waste segregation and collection to meet Simpler Recycling regulations.**

**OUTCOME:** Food waste collection agreement in place since Jan 25.

**PRIORITY 4: PROTECT NATURAL RESOURCES (PLANET)**

**OBJECTIVE 7: Limit depletion of natural resources in 2025 by being more resource efficient and reducing purchased paper consumption by 1%.**

**OUTCOME:** Paper consumption fell by 2.09% in 2025.

**OBJECTIVE 8 Purchase paper only from sustainable sources in 2025.**

**OUTCOME:** All paper that was purchased came from sustainable sources.

**OBJECTIVE 9 No accidental spillages of contaminants to water or land in 2024.**

**OUTCOME:** No accidental spillages were recorded in 2024.

**PRIORITY 5: PROTECT LOCAL BIODIVERSITY (PLANET)**

**OBJECTIVE 9 Renew corporate membership to Herts & Middlesex Wildlife Trust in 2025.**

**OUTCOME:** Memberships renewed with HMWT and S&NCT, plus a donation was made to Cuan in 2025.

**PRIORITY 6: IMPROVE PEOPLE'S LIVES (PEOPLE)**

**OBJECTIVE 10 Provide a safe working environment, free from harm that results in zero accidents in the workplace in 2025.**

**OUTCOME:** No accidents were recorded in 2025.

**OBJECTIVE 11 Ensure fair pay to all employees by paying a minimum of the National Living Wage in 2025.**

**OUTCOME:** All employees and assigned temporary workers were paid remuneration at least the National Living Wage in 2025.

**OBJECTIVE 12 Share company profits with all employees in 2025.**

**OUTCOME:** All employees were on the company profit share scheme in 2025.

**OBJECTIVE 13 Provide a programme of workplace health and wellbeing activities to employees in 2025.**

**OUTCOME:** A programme of workplace health and wellbeing activities took place including giving all employees access to the Bravo Employee Assistance Programme, BUPA medical insurance (after a qualifying period), fresh fruit provided by Fruitful Office, Need to Talk QR codes on PPE, Baton of Hope Suicide Pledge and access to 7 trained internal mental health advisors.

Various employee social and team building activities also took place throughout the period including cuppa & catchup, staff summer party and Big Green Week.

**OBJECTIVE 14 Provide sustainability education and engagement activities to all employees throughout 2025 to encourage good practices throughout the business.**

**OUTCOME:** Sustainability education and engagement activities were provided to all employees via environmental and sustainability bulletins covering energy saving week, carbon reduction updates, Big Green Week, modern slavery, Earth Day, 1-4-1 tree planting scheme and sustainable procurement. Workshops and events that combined a series of educational activities with community support took place in the Big Green Week, along with one sustainability training workshop.

**OBJECTIVE 15 Provide all employees opportunities to put forward sustainability ideas in 2025.**

**OUTCOME:** The opportunity for employees to put forward sustainability ideas, was provided via an established suggestion scheme, reviews and training feedback. EDI policy added to website. Recite Me accessibility tool on website too. MPI is Disability confident committed and a Living wage employer.

**OBJECTIVE 16 Actively promote diversity and inclusion in MPI in 2025.**

**OUTCOME:** MPI actively promoted diversity and inclusion throughout 2025 in social media posts, stakeholder interactions and its recruitment activities.

**OBJECTIVE 17 Ensure core suppliers are ethical, are taking action to reduce their impact on the environment and have taken steps to eradicate forced and child labour from the supply chain in 2025.**

**OUTCOME:** Evidence of core suppliers' ethical policies, certificates and practices were sought. Introduced a requirement for suppliers to have to sign and accept to abide by MPI's ethical and modern slavery policies.

**OBJECTIVE 18 Identify and support at least 1 new local community project in 2025.**

**OUTCOME:** Continued sponsor of Lads Speak Out football team and partnered with JUST ONE Tree in June.

**OBJECTIVE 19 Inspire the next generation by engaging young people in MPI through apprenticeships and by giving career advice in schools in 2025.**

**OUTCOME:** 3 apprentices in MPI in 2025.

**OBJECTIVE 20 Zero complaints received about noise, waste or any breaches of legislation in 2024, from neighbours, customers, suppliers, regulators or any other interested party.**

**OUTCOME:** No environmental complaints were received in 2025.

## A Year of Sustainability

During 2025, MPI continued to strengthen its sustainability performance through targeted initiatives and improved operational controls.

Efforts remained focused on carbon reduction, efficient resource use, waste minimisation and employee engagement. Progress was supported by increased data accuracy, greater employee participation and continued investment in sustainable practices.

### Carbon Reduction

MPI now measures its emissions against the established baseline of 77.16 tCO<sub>2</sub>e after including its Bristol branch, which is serviced office occupied by a single employee. Direct metering is not available for the serviced office, however the building's electricity is from renewable sources, so no Scope 2 emissions have been added to the baseline. An estimate of 0.10 tCO<sub>2</sub>e was added to the baseline for the natural gas that is used, based on the room size, heating schedule, frequency of use and typical output of a serviced-office environment.

Scope 1 and 2 emissions are managed through energy efficiency measures and renewable energy procurement. Scope 3 emissions, primarily from business travel, are addressed through improved planning and reduced reliance on higher-emission transport modes.

Total CO<sub>2</sub> emissions equated to 49.00 tCO<sub>2</sub>e in 2025, an increase of 83.80% from the previous year. This was made up of the following:

**Scope 1** 33.53 tCO<sub>2</sub>e

**Scope 2** 0 tCO<sub>2</sub>e

**Scope 3** 15.47 tCO<sub>2</sub>e.

The greatest increase came from including well-to-tank (WTT) greenhouse gas emissions in the calculation covering emissions caused during the production, transportation and distribution of fuel, adding to Scope 1 company car emissions and Scope 3 business travel. The inclusion of WTT emissions from 2025 onwards provides transparency and commitment to comprehensive carbon accounting, despite the significant increase this created in reported emissions.

This increase was also partly due to increased business development activities undertaken to bolster a downturn in sales and the inclusion of the Bristol office emissions.

63.64% of long-term lease and company owned vehicles were electric/hybrid, compared to 58.33% the previous year.

To continue progress to achieving net zero, we have adopted the following carbon reduction targets.

**Next 4yrs to 2030:** Target of 60% carbon reduction from the baseline to 30tCO<sub>2</sub>e.

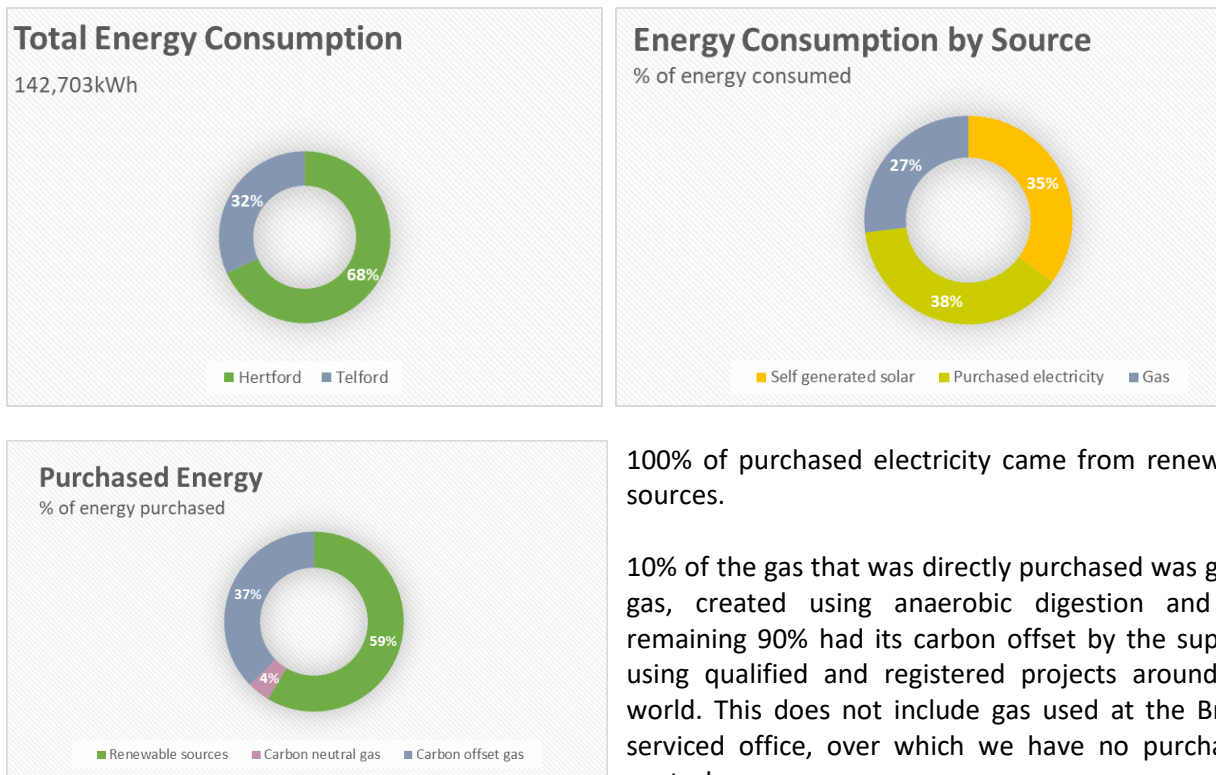
**Period to 2035:** Target of 100% carbon reduction to Net Zero.

## Energy

Energy consumption is actively monitored across all metered locations, with a focus on efficiency and increasing the proportion of renewable and self-generated energy.

Total energy consumption for the year was 142,703kWh, down by 5.80% on 2024. Energy consumption fell at head office by 0.56% and reduced at Telford by 15.28%. Head office consumed 68% of total energy. Purchased electricity is the main source of energy, making up 38% of the total, however self-generated electricity from solar panels was close, making up 35% of the total. Head office is now 51.54% energy self-sufficient.

MPI continues to prioritise renewable electricity and is exploring further opportunities to improve energy performance and resilience.



## Waste

Waste management practices continue to improve, supported by better data, clearer processes and increased awareness across the workforce. Last year, the total waste generated by MPI was 3.9879t, a reduction of 1.39% compared to 2024, which was 3.8922t. Waste per employee was 71kg.

Food waste segregation and collection was implemented in line with the Simpler Recycling regulations.

MPI maintains its commitment to diverting all waste from landfill and continues to seek opportunities to reduce overall waste generation. 100% of waste was diverted from landfill.

## Natural Resources

Reducing reliance on natural resources remains a priority, particularly in relation to paper consumption. All paper continues to be sourced from certified sustainable suppliers, reinforcing responsible practices.

There was a 2.09% reduction in paper used in 2025, meaning that 83% of paper has been removed from MPI's processes since the environmental management system was established, dropping significantly from a total of 435 reams used in 2019 to just 75 reams.

## Biodiversity and Conservation

MPI continues to support biodiversity through a combination of carbon offsetting and direct engagement with environmental initiatives.

MPI offset for the 49tCO<sub>2</sub>e residual carbon from 2025 using VCS and Gold Standard certified carbon reduction programmes across the world that focus on carbon avoidance and renewable energy generation. These projects include the Huizhou Landfill Gas Power Generation Phase III and IV Project that captures landfill gas, which is predominantly methane and uses it to generate electricity and the Loi Hai 2 Wind Farm Project, an onshore wind power plant located in Vietnam.

Partnerships with conservation organisations and local initiatives remain an important component of the organisation's environmental approach. MPI continued as a member of Herts and Middlesex Wildlife Trust and Shropshire and Newport Canals Trust, as well as donated to the Cuan Wildlife for a second year.

In June, MPI joined JUST ONE Tree, a non-profit initiative removing CO<sub>2</sub> from the atmosphere and reversing biodiversity loss through global reforestation and established its 1-4-1 tree planting programme, whereby £1 is donated for every individual that MPI assigns.

JUST ONE Tree ensure that a minimum of 1 tree is planted in areas severely affected by deforestation to maximise the effect on reducing global warming and are committed to restoring the entire ecosystem by planting on land and in the oceans and help to provide agricultural education and sustainable incomes to local communities too. Last year's donation meant that a minimum of 1148 trees were planted through the 1-4-1 programme.

## Environmental Compliance

No environmental incidents or complaints were recorded in 2025 and all applicable environmental legislation and requirements were met.

## Certifications and Awards

MPI maintained its key certifications and continued to perform strongly in external assessments.

Gold level membership to the Supply Chain Sustainability School continued throughout 2025.

MPI passed its second-year surveillance audit for ISO 14001 certification in April. The auditor noted that the audit demonstrated a high level of environmental performance, a strong commitment to sustainability and a mature and well-integrated system. No non-conformities or observations were raised and continued certification was recommended.

MPI was awarded the Tackle Social Inequality Award for SMEs in May at Alstom's inaugural CSR awards, for its internal training scheme and sponsoring apprenticeships with clients.

In May, MPI achieved a total score of 78.40 in JOSCAR's ESG review, maintaining its position in the top 10%.

In October, MPI improved its EcoVadis assessment score, attaining a Silver Medal in recognition of its sustainability achievements.

## Social Value

MPI remains committed to creating positive impact through the actions it takes for its employees, assigned temporary workers, the communities in which it operates and the clients in which it works with.

Employee wellbeing, fair pay and development opportunities continued to be prioritised in 2025, sustainability and ethical procurement was further developed and customer support and engagement enhanced.

MPI maintained its accredited National Living Wage Employer status, being certified by the Living Wage Foundation and all employees were fairly paid in 2025, receiving at least the National Living Wage. Company profit was shared with all employees.

### Employees

The average monthly number of employees including directors during 2025 was 55. The breakdown of employees by role, gender and age was:

	% Women	% Men	<30	30-50	>50
<b>Total employees</b>	72%	28%	25%	41%	34%
<b>Directors</b>	25%	75%	0%	40%	60%
<b>Managers</b>	54%	46%	10%	70%	20%
<b>Team leaders</b>	67%	33%	0	0	100%
<b>Other Roles</b>	84%	16%	30%	40%	30%



MPI actively promoted its approach to diversity and inclusion throughout 2025, remained Disability Confident Committed and using Recite Me on its website empowering users to personalise their experience, offering a barrier-free experience to a wider audience, including candidates that have disabilities, learning difficulties, visual impairments, or speak English as a second language.

### Employee Engagement

The culture for environmental responsibility in MPI is such that it is spread across the company by champions, who assist the Sustainability Director with engagement initiatives, monitoring adherence to the environmental management system and internal communications.

MPI’s Big Green Week Campaign was planned and managed by the environmental champions and held for the 4<sup>th</sup> year in June, to raise environmental awareness, engage employees in community activities and help further develop sustainability knowledge.

The annual community clean up took place, tips and workshops, individuals were given plant seeds to grow and share in keeping with the Let’s Swap for Good theme.

Each month, the Cuppa & Catchup events took place, which intended to bring together individuals from different departments in the business to build stronger teams and significantly enhance communication and collaboration within the business.

A new annual review was introduced companywide, providing a 2-way discussion to review performance, career discussion and planning, expectations and objectives.

### Assignees

In 2025, MPI assigned suitably qualified and experienced personnel to 3608 contracts throughout the UK, achieving an 89.48% fulfilment rate against vacancies entered onto its recruitment workflow platform, 28.62% up on 2024 where 2805 placements were made.

## Learning and Development

All employees received regular updates on best practice throughout the year including 7 environmental and sustainability briefings covering Energy Saving Week, Earth Day, carbon reduction, sustainability progress, Big Green Week, modern slavery, sustainable procurement and 1-4-1 tree planting.

MPI continued to take steps to sustain its future railway workforce, through its Recruit, Train, Deploy programme. 15 trainees and apprentices completed their learning and development programmes last year.

1 individual joined MPI in 2025 and received an overview of the environmental management system, sustainability and modern slavery through a tailored onboarding workshop.

## Health, Safety and Wellbeing

MPI is proud to have signed the Baton of Hope Workplace Pledge, committing to continually creating a workplace where mental health is prioritised, stigma is broken, and support is always available. The Baton of Hope is doing incredible work to spark vital conversations around mental health and suicide prevention.

To make support even more accessible, we incorporated mental health resources into our everyday workwear. QR codes printed on our PPE link directly to mental health support services, allowing team members to reach out discreetly and easily, whenever they need help.

This simple innovation helps break down barriers and reinforces the message that no one has to face difficulties alone. At MPI, we're proud to lead with compassion and to keep wellbeing at the heart of what we do.

7 trained mental health first aiders were available to all employees. These individuals provide confidential support and guidance, helping to signpost the right services when needed.

## Modern Slavery

MPI did not receive any reports of instances of modern slavery in 2025 and published its modern slavery statement in June. All employees were briefed and reminded of the policy, practices and procedures (<https://www.mpi.ltd.uk/modern-slavery>). All employees have access to dedicated channels through which they may voice concerns through local and central reporting mechanisms.

## Community Engagement

MPI continued to support local communities through donations, volunteering and partnerships and over 20% of employees again gave spare time to charities, environmental groups and coaching junior sports clubs during the year.

In addition to the regular community activities that take place in MPI, such as the Big Green Week litter pick, the following were supported:

- Renewed Hertfordshire and Middlesex Wildlife Trust bronze corporate membership
- Donated to Cuan Wildlife Rescue Centre for sick and injured animals and birds
- Renewed corporate membership to Shropshire & Newport Canals Trust, supporting the restoration of the canal back to navigation
- Kits were sponsored for the Lads Speak Out fundraiser football team, that is increasing awareness about men's mental health.
- Tree planting took place East of England by carbon offsetting through Carbon Footprint UK's tree buddying scheme.
- The 1-4-1 tree planting programme was set up with the social enterprise, JUST ONE Tree, whereby £1 is now donated for every individual that MPI assigns.

## Charity Donations

MPI donated a total of £5110.45 to 13 charities and local causes in 2025.

### Customer Engagement

Customer satisfaction remains consistently high, with feedback indicating that services meet or exceed expectations. 100% of the client contacts who replied to the annual survey were satisfied, with 74% of them being very satisfied. We also had 100% of clients confirm we had met or exceeded their expectations on their key priorities. No complaints were received in 2025.

Environmental and sustainability reporting to clients increased, reflecting a growing demand for robust data as clients sought to support their own targets and compliance requirements.

### Supply Chain

MPI procured products and services from 3 social enterprises in 2025, these being WildHearts for office supplies, fruit from Fruitful Office and tree planting from JUST ONE Tree.

Suppliers continued to be assessed against environmental, ethical and quality standards. A new sustainable procurement policy was developed and annual checks for compliance with quality, environmental, ethical and social requirements were carried out. Compliance certifications were monitored throughout the year.

MPI’s Anti-Fraud, Bribery, Money Laundering and Corruption Policy was issued to all new suppliers in 2025.

### Supplier Performance

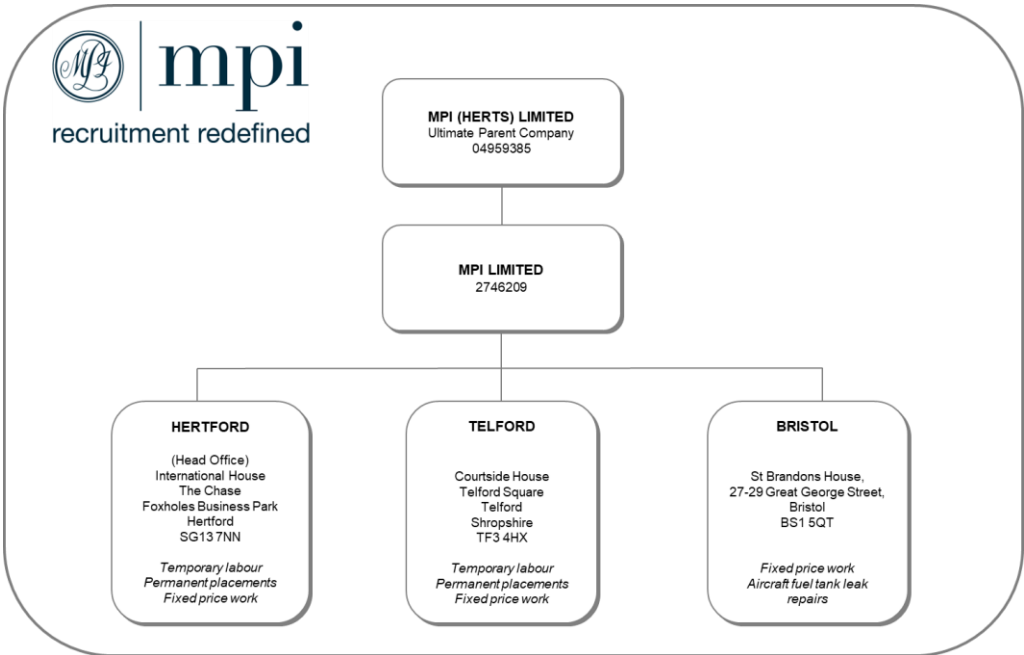
No performance issues were recorded regarding the products or services that MPI received from its suppliers and none were removed from the preferred supplier list.

### Governance

MPI Limited is a private limited company, formed in 1992, tracing its roots back to 1962 and operating from 3 UK locations, these being Hertford, Telford and Bristol.

Throughout the year, MPI continued to operate within a strong governance framework, ensuring transparency, ethical conduct and effective risk management. All policies and procedures remained in place and effective throughout 2025, with no reported breaches.

MPI’s continued to have 4 shareholders and no one shareholding exceeded 50%. Shareholders require 75% shareholder written agreement before any policy, business or financial changes are made.



MPI maintained a flat organisational structure throughout the year and the average monthly number of employees in the business, including the directors, was 55.

## Quality

ISO 9001 and AS9100 certifications were upheld, along with RISQS (Rail Industry Supplier Qualification Scheme) and JOSCAR (Joint Supply Chain Accreditation Register) accreditations. Internal audits were carried out covering systems, procedures, off-site projects and locations.

## Cyber Risk Prevention

MPI's ICT system was independently tested to assess whether MPI's defences were satisfactory against commodity based cyber-attack assessed and Cyber Essentials certification was attained.

## Business Conduct and Ethics

Compliance to new legislation was upheld and risk assessments were undertaken throughout the year covering fire prevention, disaster recovery, business continuity, information security and offices.

Effective business conduct and ethics policies remained in place in 2025 and no actual or potential violations were reported.

Business continuity and succession planning was carried out that reviewed and tested the disaster recovery plan to ensure resilience to any unplanned disruption IT attack or other unplanned interruption and a roadmap for keeping business operations running.

No reports were received through MPI's whistleblowing procedure.

LOOKING AHEAD

# Looking Ahead

## Pathway to Net Zero 2035

MPI remains committed to achieving net zero emissions by 2035. The most significant gains have already been achieved through initial system implementation and early-stage efficiencies and while carbon emissions appear to have increased, this is due to the change in reporting to include well-to-tank data in the carbon calculations. Progress to date has been strong, however the remaining reductions will require sustained effort and a more refined approach. The next phase will therefore require a more targeted and disciplined method, with greater emphasis on data accuracy and behavioural change. The pathway to 2035 will be characterised by:

- Continued emissions reduction across all operational areas
- Ongoing shift of the company car fleet towards low and zero emission vehicles
- Increased focus on indirect emissions and supply chain impacts
- Ongoing investment in efficiency and low carbon solutions
- Responsible use of carbon offsetting for residual emissions only.

Regular reviews will be undertaken to ensure that progress remains on track and that the strategy continues to reflect best practice and emerging requirements.

## Key Focus Areas for 2026

The focus for 2026 is on maintaining momentum while strengthening the quality, consistency and impact of its sustainability activities.

### 1. Carbon Reduction and Net Zero Alignment

MPI will continue to prioritise the reduction of greenhouse gas emissions across all scopes. Particular attention will be given to further reducing Scope 1 emissions associated with company vehicles and Scope 3 emissions linked to business travel. This will include:

- Continued transition towards low and zero emission vehicles
- Review of travel to reduce unnecessary journeys and promote lower carbon alternatives
- Improved tracking and analysis of emissions data.

### 2. Energy Efficiency and Consumption Management

Energy consumption will remain under close review, with a focus on improving efficiency across all offices. Key actions will include:

- Identifying opportunities to reduce energy demand through operational improvements
- Maximising the use of self-generated energy
- Consideration will also be given to further reducing reliance on gas and increasing the proportion of renewable energy used across the business.

### 3. Waste Reduction and Resource Efficiency

Building on the progress made in previous years, MPI will aim to further reduce waste generation and improve resource efficiency. This will involve:

- Identifying opportunities to reduce waste at source
- Continuing to promote responsible recycling, segregation and disposal practices
- A continued focus on reducing paper consumption and embedding digital-first processes across the organisation.

### 4. Strengthening Data and Reporting

As sustainability reporting expectations continue to evolve, MPI will place increased emphasis on the robustness and transparency of its data to ensure that reported performance is credible, consistent and capable of withstanding detailed review. This will include:

- Enhancing data collection processes across all sustainability metrics
- Improving audit trails to support external verification and client scrutiny
- Aligning reporting practices more closely with client requirements, where applicable.

## 5. Employee Engagement and Culture

Employee engagement remains a critical factor in delivering sustainability outcomes. In 2026, MPI will continue to build awareness and encourage participation across the workforce. Planned activities include:

- Targeted sustainability communications and campaigns
- Providing opportunities for employees to contribute ideas and initiatives
- Continued training and awareness programmes
- Championing the Sustainability Strategy to make it tangible to all demographics within the business.

## 6. Supply Chain and Responsible Procurement

MPI will continue to strengthen its approach to supply chain sustainability, recognising the indirect impact of its procurement activities. Focus areas will include:

- Increasing engagement with key suppliers on environmental and ethical performance
- Ensuring continued compliance with modern slavery and ethical sourcing requirements
- Encouraging suppliers to demonstrate measurable sustainability improvements
- Identifying and integrating social enterprise organisations within the supply chain to deliver measurable social value.

## 7. Social Value and Community Impact

MPI will maintain its commitment to delivering social value through community engagement, charitable activities and support for employee wellbeing and will seek to:

- Expand its support for local community initiatives
- Increase employee participation in volunteering and charitable activities
- Continue promoting diversity, inclusion and fair employment practices.

## 8. Certification and Continuous Improvement

MPI will maintain its existing certifications to ensure consistency compliance, credibility and alignment with recognised best practise standards. Planned activities include:

- Achieve ISO 14001 recertification, ensuring continued compliance with environmental management standards
- Expand our ISO 14001 certification to include the Bristol office, reinforcing our structured approach to environmental management across a broader operational footprint
- Plan and prepare the introduction of Science-Based Targets.