Environmental Management Roadmap

2025

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Introduction

Advanced Supply Chain Group Limited (ASCG), a Reconomy Group company, is committed to environmental stewardship and responsible operations aligned with Reconomy's sustainability ambitions. As part of our shared vision for a circular, low-carbon economy, we have developed this Environmental Management Roadmap outlining our strategic targets, key initiatives, and continuous improvement efforts.

Purpose

This roadmap consolidates ASCG's environmental commitments under key themes such as energy efficiency, GHG reduction, circularity, and employee advocacy, all designed to support compliance with ISO 14001:2015, legal compliance with legislation and regulations and support Reconomy's Sustainability strategy

Scope

This Environmental Management Roadmap applies to all employees, stakeholders, contractors, partners, customers, contractual workers, and any individuals acting on behalf of Advanced Supply Chain Group Limited (ASCG).

This roadmap covers all ASCG operational, administrative, and strategic activities across the following sites and regions:

Country	Sites Name	Address
United Kingdom	Head Office – Bradford (J26)	Unit 4, Interchange Way, Oakenshaw, Bradford, BD12 7AZ
	ASCG Corby	Hunters Point, Brakey Road, Corby, Northamptonshire, NN17 5JE
	ASCG Sheffield	PLP Smithywood, 6 Cowley Way, Sheffield, S35 1QP
UAE	ASCG International	Al Fattan Plaza, Airport Road, Office 712, Al Garhoud, Dubai, UAE
Germany	ASCG Germany	Herrenpfad-Süd 40, 41334 Nettetal, Deutschland

Objectives

ASCG is committed to achieving the following general environmental objectives:

- **Compliance** with all applicable legal, regulatory, and other obligations related to environmental performance.
- **Prevention of pollution** and minimisation of adverse environmental impacts through effective risk management.
- **Continuous improvement** of the Environmental Management System (EMS) in line with ISO 14001:2015 standards.
- **Integration** of environmental considerations into decision-making processes, operational controls, and procurement.
- **Sustainability awareness and culture** throughout all levels of the organisation and its supply chain.

Integrated Environmental Performance Targets

To translate our objectives into measurable outcomes, ASCG is committed to the following targets, with the respective baseline year being 2022:

Energy Efficiency and Resource Use

- We aim to transition to renewable energy sources, with a goal of sourcing 100% of electricity from solar or wind power at our UK and international sites by 2028, reducing dependency on non-renewable sources

Greenhouse Gas Emissions Scope 1&2 (GHG)

- Cut scope 1, 2 emissions by -33.6% by 2028, through sourcing 100% of electricity from renewable sources and increasing the ratio of alternative fuels within own fleet operations by 50% by 2028 (from baseline of 2024)

Greenhouse Gas Emissions Scope 3 (GHG)

- Cut scope 3 emissions by -44% (per USD value added) by 2028, supported by the evaluation of low-emission fleet technologies and the integration of carbon-reduction strategies into logistics, procurement, and operational planning.

Waste Management and Circularity

- Achieve 100% waste diversion from landfill across all sites by 2028 through staff engagement on the waste hierarchy and ensure 100% of packaging solutions are recyclable

- Ensure waste communications are updated annually to ensure legislative compliance, include employee feedback and reflect on the national languages spoken at site to ensure compliance

- Increase sustainable packaging options within operations by 15% by 2028

Informed and proactive employees

- Organise at least three employee-led environmental activities annually — such as tree plantation drives, local clean-up events, or recycling awareness campaigns — to promote hands-on sustainability and environmental responsibility across all sites.

- ASCG will launch the Net Zero heroes' team to steer environmental campaigns to ensure employees are encouraged to engage in sustainability

- Engage staff with Sustainability training, including modules on waste reduction, energy efficiency and GHG emissions.

Governance and Allocation of Responsibilities

Environmental governance at ASCG is embedded into our organisational structure to ensure accountability and effective execution:
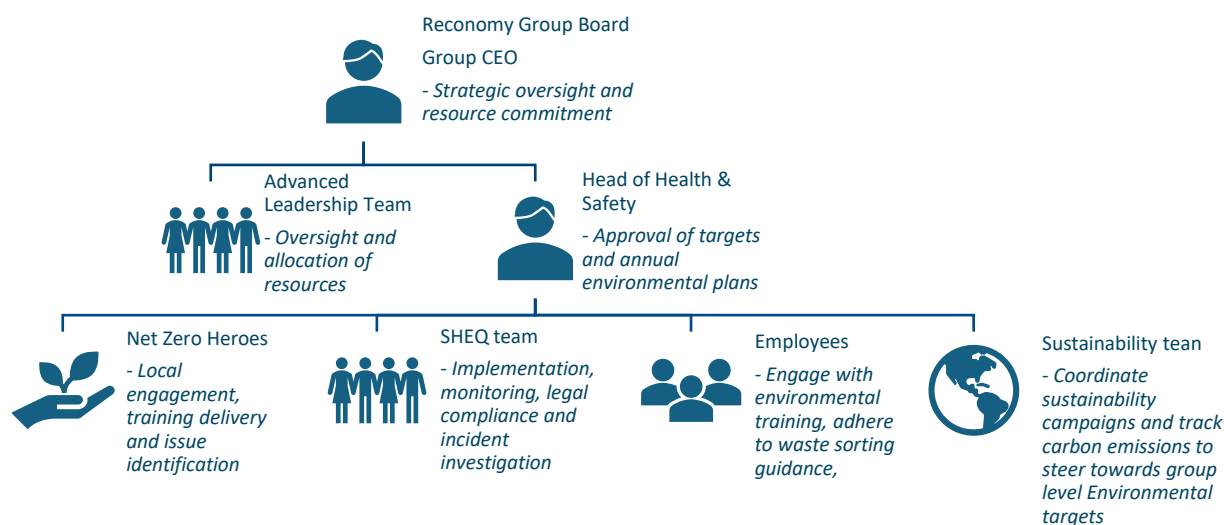

Reconomy Group Board
Group CEO
- Strategic oversight and resource commitment

Advanced Leadership Team
- Oversight and allocation of resources

Head of Health & Safety
- Approval of targets and annual environmental plans

Net Zero Heroes
- Local engagement, training delivery and issue identification

SHEQ team
- Implementation, monitoring, legal compliance and incident investigation

Employees
- Engage with environmental training, adhere to waste sorting guidance,

Sustainability tean
- Coordinate sustainability campaigns and track carbon emissions to steer towards group level Environmental targets

Figure 1 Environmental Management Roadmap Governance structure and responsibilities

Review process

The roadmap will be reviewed on an annual basis by all key stakeholders, including the environmental compliance team, health and safety and engage with feedback from site environmental champions. The roadmap will be reviewed sooner if:

- Changes in operations or environmental legislation

- Environmental incidents or audit findings

- Stakeholder or management feedback

- Changes to Reconomy Group sustainability strategy

The review will evaluate effectiveness, alignment with group strategy, and opportunities for improvement.

Company communication

- This roadmap is published on the company intranet and available to all staff, contractors, and suppliers.
- Training and refresher sessions are delivered to ensure alignment and participation.
- Staff at all levels are encouraged to participate in Net Zero Heroes group

Endorsement

This Environmental Roadmap is endorsed by the Advanced leadership team and reaffirms our responsibility to operate sustainably, reduce our carbon footprint, and help shape a circular economy in alignment with Reconomy Group's sustainability strategy.

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Managing Director

2024 Sustainability objectives, targets and progress

Goal	Objective	Target	2021 (Baseline)	2022	2023	2024	Strategy
Tackling Climate Change	Increase sourcing of renewable energy	100% by 2028

(approved by SBTi) | 0% | 0% | 0% | 69%

(monitored and measured in 2024, not previously done) | Transition all sites to sourcing 100% renewable energy |
| | Greenhouse Gas Emissions: Reduce Scope 1 and 2 GHG emissions | -33.6% Scope 1&2 intensity (GP) by 2028

(approved by SBTi) | 6,953.4 tCO2e | 7,054.14 tCO2e | 6678.596685 tCO2e

(Sites added in Bradford, UK and Nettetal, Germany) | 4,193 tCO2e | Transition to electric fleet, increase alternative fuels within mix, transition from gas to electricity |
| | Greenhouse Gas Emissions: Reduce Scope 3 emissions | -44% Scope 3 emissions (GP) by 2028

(approved by SBTi) | 161882.8224 tCO2e | 161891.4535 tCO2e | 46820.41165 tCO2e

(improved accuracy in measuring CO2e emissions in upstream transport) | 49,874 tCO2e | Prioritise suppliers in upstream transport that offer alternative fuel options, e.g. dual-methanol vehicles |
| | Waste management and circularity | Maintain 100% of waste diverted from landfill | No Data available | No Data Available | 100% diverted from landfill: | 100% diverted from landfill:

Recycled: 3552t

Incinerated: 319.7t

Anaerobic digestion: 4.04t | Transition all sites to sourcing 100% renewable energy |
| | Waste management and circularity | Ensure sustainable packaging options | No Data Available | Cardboard and paper: 1193t | Cardboard and paper: 998t | Cardboard and paper: 605t

Plastic: 72t | Engaging with suppliers to trial sustainable products |

		increase by 15% by 2028		Plastic: 197t	Plastic: 68t		with customers
Driving Social Value	Increase employee volunteering hours	Involve employees in volunteering programme (7.5% volunteering)	No Data Available	No Data Available	No Data Available	42 hours	=1514*0.075 – 113.55 hours is the aim year-on-year 2025: 37.5 hours volunteered (23/05/25)
	Informed proactive employees	Ensure 3 Environmental campaigns and engagement activities rolled out annually	Not available	Not available	Quarterly environmental comms / campaigns	Excess coffee grounds for gardening Switch from colour printing to black & white Quarterly environmental campaigns	Partaking in quarterly awareness campaigns across all Reconomy group brands
	Increase employee sustainability awareness	100% employees by 2028	No data	No data	No data	544 hours	All new employees to undertake sustainability induction training