



Sustainability Report 2024

BEYOND THE SURFACE:

Our environmental achievements and future goals



OUR PURPOSE:

At Stewart Signs, sustainability is not just a responsibility; it’s a core part of who we are and how we operate.

We are committed to reducing our environmental impact, aligning with ESG principles to drive sustainable practices across our operations.

Our dedication to environmental stewardship goes beyond compliance, focusing on measurable improvements in waste reduction, resource efficiency, and carbon footprint reduction

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FOREWORD



Stewart Signs understand the importance of transparency and accountability in demonstrating our commitment to sustainable practices.

That’s why we have chosen to align our reporting with the internationally recognised Global Reporting Initiative (GRI) framework. The GRI provides us with a structured and transparent way to measure, communicate, and continuously improve our environmental, social, and governance (ESG) performance.

This report reflects our efforts to integrate GRI’s guidelines into our operations, providing clear insights into our sustainability practices and how we are contributing to a better future.



Sustainability is at the heart of Stewart Signs. It’s not just about reducing our environmental footprint but about taking meaningful action to positively impact society and uphold strong governance principles.

By following the Global Reporting Initiative (GRI), we ensure that our approach is transparent, measurable, and accountable, allowing us to continuously improve and evolve.

We’ve made great progress in embedding sustainability across every aspect of our business, but we recognise this is an ongoing journey. The path forward will demand even more innovation and collaboration, and I’m confident our team is ready to meet the challenge head-on.”

Gareth Livingstone, Stewart Signs MD



OUR BUSINESS TO DATE

Stewart Signs is proud to serve our clients across multiple sectors including fleet, cruise, rail and graphic media.



60+

Years of expertise



400+

Clients we have worked with in the last two years alone



3+

International markets



5+

Sectors/Industries we serve and operate in



80+

Remarkable people who are here to care and deliver

EXECUTIVE SUMMARY

2024 was a transformative year for Stewart Signs. We have not only continued to build on our commitment to sustainability but have also **reached several key milestones** that reflect our dedication to creating a more sustainable and efficient future.

Building on last year's success, we've further strengthened our commitment to reducing Energy Intensity across the business. Energy Intensity, which measures the kWhrs of electricity used per square metre of vinyl converted, saw **a 13% reduction in 2024** thanks to a continued focus on operational efficiency.

Another major area of progress has been reducing vehicle emissions, a vital part of our shift toward greener business practices. We have successfully **reduced our kg CO2e by 25% in 2024**, a significant leap forward from the previous year.

Further strides were made in reducing CO2 emissions from natural gas use, where we achieved **a 25% reduction** through optimised heating systems management. Our partnership with British Gas continues to play a key role, with **10%** of our gas supply sourced from anaerobic digestion (green gas) and the remaining **90% offset** through certified carbon projects.

We are proud to announce that we have fully transitioned to Zero Carbon Electricity, achieving a **100% reduction in our CO2e emissions**. This milestone marks a significant achievement in our sustainability journey, as we continue to reduce our environmental impact across the business.

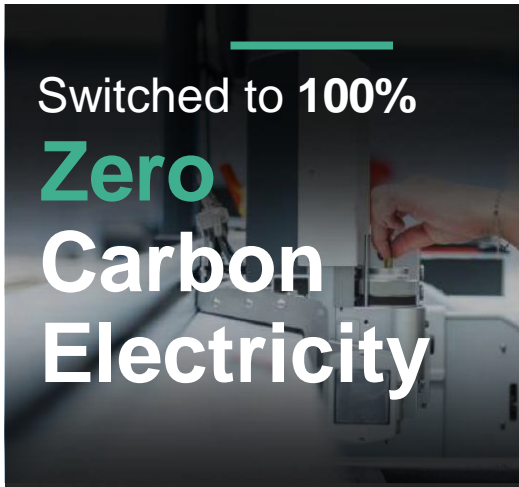
Waste prevention remains a priority, and we made further progress in 2024. Stewart Signs has strengthened its commitment to reducing landfill waste by expanding recycling efforts, with **over 20.8 tons of** waste diverted from landfill this year. We are focused on delivering sustainable solutions that not only support our business but also contribute to global waste reduction initiatives.

Our sustainability strategy goes beyond just meeting goals. We're actively seeking new ways to minimize our impact on the environment, setting the pace for others to follow as we lead the way in developing sustainable practices.

Read on to find out how we are not just **solving the problems** but **driving the change** through our ongoing commitment to protecting the environment.



OUR 2024 HIGHLIGHTS



Switched to 100% **Zero** Carbon Electricity



53% increase in waste recycled



1.81 tonnes of plastic cores recycled



Reduced CO2e emissions intensity by **33%**



Reduced our energy intensity by **13%**



Reduced our **Scope 1 & 2** emissions by **29%**



Increased the amount of PVC Free vinyl converted by **53%**



100 % Reduction in CO2e from Carbon Electricity



3 tonnes of wood recycled as part of local non-profit organisation



92% Of our workforce is full-time



100% of hazardous waste recycled



18% Less diesel purchased

OUR SUSTAINABILITY PROGRESS

TARGET MISSED

REQUIRES ACTION

PROGRESS OR ACHIEVED

NO TARGET

	Impact	2022 Performance	2023 Performance	2024 Performance	Progress
Environmental Impact					
<div><div></div><div>EMISSIONS</div></div>	Vehicle Emissions	82.1 tCO2e	85 tCO2e	66.4 tCO2e	<div></div> Reduced mileage, further progress to electric fleet.
	Diesel	75.02 tCO2e	75.6 tCO2e	62.18 tCO2e	<div></div> Reduced usage and minor increase CO2e per mile
	Petrol	7.16 tCO2e	9.4 tCO2e	4.3 tCO2e	<div></div> Reduced mileage, further progress to all electric
	Electricity used in manufacturing	43.8 tCO2e	11.2 tCO2e	0 tCO2e	<div></div> 100% reduction in CO2e from Zero Carbon Electricity
	Amount of Vinyl Converted	82.7 tonnes / 212.9 tCO2e	95.5 tonnes / 245.96 tCO2e	102 tonnes / 263 tCO2e	<div></div> Energy intensity reduced by 13%, despite a 6.8% increase in usage.
	Water Supply	0.11 tCO2e	0.13 tCO2e	0.11 tCO2e	<div></div> Proportionate to the number of employees

OUR SUSTAINABILITY PROGRESS

SOCIAL
IMPACT


Local Communities

We have continued working towards a range of positive impacts in this area, to ensure that we are fully engaged in our local community and really making a difference. This included a local food bank donation campaign.

In terms of employment, this includes developing an active Apprenticeship Programme and offering paid internships to students, helping them gain experience in the workplace. We are also working with local schools, colleges, and employment advisory bodies, to provide work experience and workplace tours.

In terms of the local community, we are actively seeking volunteering opportunities to be announced soon.



	IMPACT	PROGRESS
 COMMUNITY	Support young people with work experience opportunities	<div></div> We will continue to grow our Apprenticeship Programme.
	Support local community through recycling	<div></div> Continue to support the not-for-profit social enterprise Southampton Wood Recycling Project with wood that can be reused and repurposed.
	Support local charities:	<div></div> Continue to support a great local charity with FOC vehicle wraps for SUV's and promotional items.
	Hampshire and Isle of Wight Air Ambulance Final Straw Foundation	<div></div> Continue to support a second local charity with a FOC educational trailer wrap and local beach and river clean ups.

OUR SUSTAINABILITY PROGRESS

SOCIAL
IMPACT

Occupational Health & Safety

It is our policy to manage our operations in such a way to ensure, so far as is reasonably practicable, the health, safety and welfare of all our employees and other persons likely to be affected by our operations, including clients, sub-contractors, visitors and members of the general public.

Our commitment to health and safety ranks equally with the company’s other aims and objectives. As a responsible employer, Stewart Signs will endeavour to honour its legal obligations, the requirements of the Health and Safety at Work Act 1974 and associated Regulations. In addition, we offer a selective range of health protection measurements and training, which are fully described in Stewart Signs Limited: Health & Safety Policy.

The Management of Health and Safety at Work Regulations 1999 require that risk assessments are carried out for all work activities to remove or reduce the risks to an acceptable level. These will be supplemented by Safe Systems of Work where applicable.


Departmental Managers have the prime responsibility to undertake risk assessments; however, the Health and Safety Officer and, if required, the Health and Safety Consultant, will give advice and assistance in appropriate cases.

In line with statutory requirements, Stewart Signs have implemented an occupational health and safety management system that covers all our employees and our sub-contractors. All contextual information to understand how the data has been compiled can be found in our Health & Safety Policy.

Stewart Signs has always considered fostering our employees' physical and mental health and well-being as one of our corporate priorities.

As such, we have extensive health protection and promotion measures, which enable us to record accidents and ensure the safety of our workplace.

2023 Sustainable Development Goal (SDG3) Good Health and Well-Being:

 2024 HEALTH & SAFETY	Fatalities	0
	Major injuries	0
	Minor injuries	5
	Dangerous occurrences	0

OUR SCOPE 1 & 2 CO₂e

CO₂e, or carbon dioxide equivalent, is a standard unit for measuring carbon footprints.

The idea is to express the impact of each different greenhouse gas in terms of the amount of CO₂ that would create the same amount of warming. That way, a carbon footprint consisting of lots of different greenhouse gases can be expressed as a single number.

Our CO₂e emissions intensity **reduced by 33.4%** in 2024.

The GHG emissions intensity is calculated as:

Total

CO₂ emissions measured for Scope 1 & 2

Total

square metres of vinyl converted.

By using this factor, we will be able to measure the effectiveness of improvements made that are not influenced by planned growth in years to come.

Scope 1	Source	2022	2023	2024
Natural Gas	Fuel for heating buildings	53.3 tCO ₂ e	45.1 tCO ₂ e	34.1 tCO ₂ e
Diesel	Fuel for installation & sales vehicles	75.02 tCO ₂ e	75.6 tCO ₂ e	62.2 tCO ₂ e
Petrol	Fuel for installation & sales vehicles	7 tCO ₂ e	9.4 tCO ₂ e	4.3 tCO ₂ e
	Total	135.4 tCO ₂ e	130.0 tCO ₂ e	100.5 tCO ₂ e

Scope 2	Source	2022	2023	2024
Electricity	Power for machinery and facilities	43.1 tCO ₂ e	11.2 tCO ₂ e	0 tCO ₂ e

Scope 1 & 2 Combined Total	2022	2023	2024
	178.6 tCO ₂ e	141.3 tCO ₂ e	100.5 tCO ₂ e

Square metres of vinyl converted	2022	2023	2024
	298,287	344,481	367,895

OUR ESG GOALS

Environmental

A further 15% reduction in Scope 1 & 2 emission by the end of 2025
Reducing Petrol / Diesel usage by 50% by 2030 and 100% by 2035
By 2027 ensure key suppliers can provide sustainability audits
Continue to work with our suppliers on developing and testing full circular produce lines.

Social

By 2028 Have developed a formal community investment strategy
Expand long-term partnerships with education providers to build talent pipelines.

Governance

Offer ESG governance training to all senior team members.
Ensure our business model is resilient to future ESG regulation and market shifts..

ACKNOWLEDGEMENTS

THE GLOBAL REPORTING INITIATIVE (GRI)

GRI (Global Reporting Initiative) is an independent, international organisation that helps businesses and other organisations take responsibility for their impacts, by providing them with a global common language to communicate those impacts. GRI works with businesses, investors, policymakers, civil society, labour organisations and other experts to develop the GRI Standards and promote their use by organisations around the world.

Used by more than 10,000 organisations in over 100 countries, the Standards are advancing the practice of sustainability reporting, and enabling organisations and their stakeholders to take action that creates economic, environmental and social benefits for everyone.

- **GRI is the global standard setter for impact reporting**
- **GRI follows an independent multi-stakeholder process**
- **GRI maintains the world’s most comprehensive sustainability reporting standards**
- **GRI Standards are available FREE as a public good.**

STEWART SIGNS AND THE GLOBAL REPORTING INITIATIVE (GRI)

GRI Standards are helping us to understand our impact on the economy, environment, and society - including those on human rights. This is designed to increase our accountability and enhance our transparency and our contribution to sustainable development.

The Standards are a modular system of three standards, which are used together: Universal Standards, Sector Standards, and Topic Standards. These Standards provide a benchmark to measure our performance, help guide us in how to improve across all standards and are regularly reviewed independently by GRI, to ensure best practice.

We have used GRI Standards to prepare our third Sustainability Report (2024) in accordance with the Standards, and to disclose information transparently for our business, shareholders, staff, clients, suppliers, stakeholders, and the wider community. We understand that this is a journey and that we have many improvements yet to make and we will update our report annually, so we can measure the improvements we hope to make, report these transparently, and drive further change for good.



(From L-R) Professor Ven Tauringana: PhD, M.Acc, MIEMA, CEnv, FHEA, CGA, AIBZ HoD & Prof-Accounting & Sustainability at University of Southampton.
Gareth Livingstone: Managing Director at Stewart Signs Limited (right).

UNIVERSITY OF SOUTHAMPTON

We would again like to acknowledge the support of the University of Southampton Business School, particularly **Professor Ven Tauringana**, Head of Department of Accounting and Chair in Accounting and Sustainability, in the compilation of our 2024 GRI Report.

The Department of Accounting, part of **Southampton Business School, University of Southampton**, is a world leader in helping small and medium-sized enterprises (SMEs), and charities produce sustainability reports following GRI sustainability reporting standards.



Find out more: <https://www.globalreporting.org/>