



ESG REPORT 2025

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INTRODUCTION





Directors Welcome

As Go Green celebrates 25 years in business, the 2025 reporting year marks another important milestone in our continued commitment to embedding sustainability into our identity. Over the past twelve months, we have continued to strengthen our position as a trusted partner to our value chain by invest in our relationships, sustainability strategy and operational systems.

Our ESG approach is built on a simple principle: to deliver outcomes that exceed what might typically be expected of a business our size. Whether it's through investment in employee wellbeing, support for local communities, responsible supply chain engagement, or the adoption of recognised standards and independent verification, we remain committed to operating with transparency, accountability, and purpose.

During the year, we maintained our core accreditations, while further enhancing our environmental management and reporting capabilities through achieving ISO14064-1 verification for our Greenhouse Gas reporting. This has enabled us to improve the quality and accuracy of our environmental reporting and gain more meaningful insights on our performance towards our Net Zero ambitions.

Social impact continues to sit at the heart of our purpose, with 2025 seeing genuinely meaningful relationships forged with local community organisations, educational settings, and charities, as a result of building social value into our customer and supplier partnerships. Throughout the year, we've continued to invest time and resource into this area, creating strong foundations that will allow us to grow our impact even further in the years ahead.

Alongside our sustainability initiatives, we continued to diversify the business, expanding our service offering and investing in opportunities that support long-term resilience and sustainable growth. These developments position us strongly for the future, while ensuring we continue to deliver value for our customers and stakeholders.

Sabrina Barnett
ESG Director



25 Years of Go Green

The development of Go Green as we know it today, has been shaped by several strategic milestones and business achievements. As Go Green reach this significant milestone, the business remains firmly focused on the future. Building on the foundations established over the past two and a half decades, and continuing to invest our ESG strategy, customer experience, operational resilience, digital innovation, and sustainable growth initiatives.



The establishment of Go Green, laying the foundations for the company's outsourced waste management operations.



Roger Wells, our now Managing Director, was appointed onto the Board of Directors.



We first achieved ISO 9001 & ISO 14001 and have held the certifications consistently since.



The launch of our customer Portal was a significant step in our digital waste reporting.



The company won 3 awards at the Doncaster Chamber of Commerce Awards.



Our first investment in an electric vehicle, which was the start of our transition to a fully electric fleet.



With WasteOnline and GB Waste commencing trading, this was the beginning of our business diversification.



The development and launch of the GROWW Framework embedded social value into our operations.



The company became a PAS 402 Shareholder, to support the advocacy of best practice across the industry.



Expansion of our services outside of the UK saw our division, Go Green Ireland, begin to trade.



25 Year Anniversary

2025 marked a significant milestone for Go Green, celebrating 25 years of operating within the sector. This quarter of a century anniversary was an opportunity to reflect on the company’s continued growth, the evolution of our services, and the long-standing relationships that have supported our success over the past two and a half decades.

Established in 2000, Go Green has evolved from a specialist provider of outsourced waste solutions into a leading UK organisation delivering integrated, compliant, and sustainability-focused waste and consultancy led services, to a diverse customer base. Throughout this journey, the business has consistently adapted to changing regulatory requirements, market expectations, and environmental challenges while maintaining a strong commitment to quality, reliability, innovation, and a passion for our service delivery.

Over the last 25 years, Go Green has continued to strengthen our operational capabilities, diversify our service offering, and invest in systems and technologies that support both customer outcomes and wider sustainability objectives. This continued progression reflects the organisation’s long-term commitment to resilience, adaptability, and continuous improvement.



Sustained Growth

A defining feature of Go Green’s success has been its ability to remain agile and responsive as a growing SME organisation. This flexibility has enabled us to implement strategic initiatives efficiently, respond proactively to regulatory and market changes, and continually enhance its service offering. The development of complementary business divisions, and investment in bespoke digital platforms, have strengthened Go Green’s position within the market and our stakeholder relationships, enabling us to support a broader customer base while maintaining high standards of environmental performance, operational compliance, and service delivery.

Throughout our growth, we are proud to have built strong and long-standing relationships with customers, suppliers, contractors, and stakeholders. These partnerships, combined with a commitment to transparency and collaboration, have played a key role in delivering consistent, high-quality outcomes across all areas of the business. For the last 25 years, it has led to us being recognised as a key provider of waste management in the UK, and more recently, the Republic of Ireland.

Celebrating 25 Years

To mark this milestone, we delivered 25 days of internal, and external, celebrations designed to recognise the contribution of our people and our key customers and suppliers. These events provided an opportunity to reflect on the company’s journey, while acknowledging the dedication and achievements of employees, and reinforcing the strong partnerships that have been instrumental to our success.

Why We Exist

Our mission reflects our dedication to delivering exceptional and compliant waste management services, tailored to the unique needs of each of our customers. As the waste and resource sector continues to evolve, we remain focused on building partnerships with our clients to help them improve operational efficiency, reduce environmental impact and achieve their waste and sustainability objectives, through a bespoke consultancy approach and quality data.

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To be the leader in outsourced waste management solutions and consultancy, utilising innovation and sustainability to develop our bespoke services.”

Our Values

Our approach is built around our six core values that guide our decision making and shape our culture.



Our Brand Values

During 2025, we took the opportunity to strengthen our brand identity through the formalisation, and implementation, of three core brand values that define how Go Green operates, engages, and delivers value across the business.

Compliance. Sustainability. Partnership.

These values were collaboratively developed with our team, drawing on collective experience in operations, customer engagement, environmental management, and supplier relationships. This process ensured the values authentically reflect both the culture of the business and the expectations of our customers, stakeholders, supply chain partners and communities.

Compliance.

Compliance represents our commitment to operating responsibly, ethically, and in line with regulatory requirements. It underpins our existence and ensures we deliver services that meet the highest standards of legal and environmental accountability.

Sustainability.

Sustainability is central to our business model; it guides our approach to resource management, carbon reduction, and community engagement. This value reflects our responsibility to minimise environmental impact while delivering long-term value for our stakeholders.

Partnership.

Partnership reflects our collaborative approach to working with customers, suppliers, and communities to maintain long-standing, strong, transparent relationships. By engaging as a partner, we can deliver tailored solutions and support our clients in achieving their own ESG objectives.

Strengthening Brand Governance

In addition to embedding the values themselves, Go Green strengthened governance of our brand during 2025 by centralising brand management and protection, ensuring our reputation and the reputation of organisations who work in partnership with us, are consistently safeguarded as the business continues to grow and diversify.

Looking ahead, the planned introduction of a network of Brand Ambassadors will further reinforce these standards across the organisation, providing ongoing oversight, training, and continuous improvement in how our brand is represented.



Our brand values are embedded throughout our portfolio.





WasteOnline

5 Year Anniversary

2025 marked a significant milestone for Go Green as the business celebrated the fifth anniversary of our WasteOnline division. Established to diversify Go Green’s service offering, WasteOnline was created to expand access to compliant, responsible waste management solutions for domestic customers and small businesses.

Why WasteOnline

WasteOnline was developed in 2019, and formally launched in 2020, to support customers who fall outside of our traditional Go Green operating model. While our core business has historically focused on large, complex, commercial waste management contracts, smaller businesses and domestic customers lacked flexible, compliant and high-quality services suited to their operational scale and budget. The creation of WasteOnline enables the company to serve this market through an e-commerce platform, offering a flexible, pay-as-you-go approach to waste services, but retaining our key company ethos of delivering an exceptional standard of compliance, environmental responsibility and service quality.

Supporting Small Businesses

Crucially, the division has also created a pathway for smaller organisations to access the same compliant waste services typically delivered through our core business. By engaging with customers early in their lifecycle, WasteOnline has enabled businesses to establish compliant waste practices from the outset. Over time, a number of these customers have grown in scale, transitioning into fully managed Go Green accounts.

30,000
Customers

41,000
Services Provided

Since first launching the division, WasteOnline has undergone significant development, evolving into a comprehensive service platform capable of delivering a wide range of waste management solutions. This now includes skip hire, van collections, hazardous waste disposal, aggregate supply and grab and tipper hire, reflecting both increasing customer demand and Go Green’s ability to engage with customers across a wide range of sectors and business sizes.

Looking ahead, WasteOnline will continue to evolve as a key component of Go Green, with a focus on further enhancing digital capability, expanding service accessibility and strengthening customer retention. We’re proud that WasteOnline contributes to building lasting customer relationships and enables Go Green to support both domestic customers and organisations throughout their growth journey, from start-up and small enterprise through to established commercial operations.



★★★★★ ✓ Verified

Great service with skip order

We ordered a skip from this company and the service was flawless; we weren’t sure on things such as permits and the people we spoke to on the phone were super helpful and walked us through everything so it was all clear. Everything was delivered and collected on time and I was updated with texts and emails along the way. Would recommend and would use them again!



2025 at a Glance

Sustainable Development Goals

In today’s corporate landscape, sustainability is no longer framed as voluntary Corporate Social Responsibility, but as a structured, measurable approach embedded within ESG frameworks.

At Go Green, the United Nations Sustainable Development Goals (SDGs) provide a recognised framework to guide how we deliver long-term value. Our business activities align most closely with five of the 17 SDGs, where we believe we can make the greatest and most measurable impact.



Ensure inclusive and equitable quality education, and promote lifelong learning opportunities for all.

Target 4.4: Technical and Vocational Skills for Employment

By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

We are committed to equipping our people with the skills needed to succeed. Through structured, cross-departmental training delivered throughout the year, we focus on continuous professional development and upskilling across all roles.

We also support future talent pipelines by creating entry routes into the industry, including apprenticeship opportunities that enable young people to gain practical, vocational experience.

Target 4.7: Knowledge and Skills to Promote Sustainable Development

Our educational outreach has been seamlessly integrated within our social value activities through our ReEducate programmes, both through our independent initiatives and where we partner with our key clients to deliver community impact and amplify our reach.

Since the launch of our ReEducate pillar, our programmes have been delivered to over 10,000 students, across 139 school events, empowering young people to take ownership of environmental stewardship, instilling life-long habits of responsible consumption.



Over
10,000
ReEducate pillar programmes delivered

90
Qualifications Achieved in 2025

Sustainable Development Goals



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Target 8.3: Job Creation and the Growth of Micro, Small, & Medium-Sized Enterprises

Go Green’s operational model relies on an extensive network of localised supply chain partners to carry out our waste services, supporting regional economic growth. By developing these partnerships with local business, we ensure that economic value is retained within local communities, while also creating opportunities for smaller businesses to access larger-scale contracts.

Target 8.5: Full Employment, Decent Work, and Equal Pay

Go Green maintains a female-majority workforce, with women representing 56.8% of employees. We have reported transparently on our gender pay gap since 2023, achieving a 9.41% improvement over two years.

We are also a Disability Confident Committed employer, with plans to progress to Level 2 by 2027. Alongside this, our Employee Value Proposition demonstrates our commitment to individual wellbeing and professional development for all individuals who work with us.

Target 8.8: Protecting Labour Rights and Promoting Safe Working Environments

We take a holistic approach to health, safety and wellbeing, covering both our employees and our wider value chain.

Internally, we provide role-specific safety training, including IOSH accreditation for employees working off-site, and safeguarding training for teams engaging with vulnerable groups.

Across our supply chain, we embed ethical labour considerations into our due diligence processes, including modern slavery checks, ensuring that worker welfare is treated with the same importance as environmental and operational performance.



56.8%

Female Workforce

9.41%

Improvement in Pay Gap Performance Since 2023

Sustainable Development Goals



Ensure sustainable consumption and production patterns.

Target 12.2: Sustainable Management and Use of Natural Resources

We are focused on reducing resource use across our operations. This includes the use of a biomass boiler at our headquarters and the transition towards an electric vehicle fleet.

Alongside infrastructure improvements, we maintain a strong culture of environmental responsibility through Environmental Management System and awareness training across the business.

Target 12.5: Substantially Reduce Waste Generation

Beyond recycling, we actively prioritise reuse; in particular, to circular economy opportunities for what would otherwise be processed as waste, especially where we can deliver social value through charitable redistribution.

Our operational metrics maintain exceptionally high levels, achieving in 2025 an average landfill diversion rate of 98.08% across our entire customer portfolio.

Target 12.6: Encourage Companies to Adopt Sustainable Practices and Reporting

As a company we continuously strive to achieve independent, external validation through a portfolio of recognised standards. Most recently, in 2025 we achieved ISO14064-1 verification for our GHG reporting and maintained our Silver Ecovadis rating placing us in the top 15% of all assessed companies globally.

As a Shareholder of the Green Compass PAS 402 Scheme, we play a vital role in promoting our supply chain partners to gain certification against the standards. As a key link between framework providers who have a requirement for PAS certified waste services on projects, and waste facilities who need to adopt the standard, we can influence on raising standards across the sector.

Target 12.7: Promote Sustainable Public Procurement Practices

Sustainability is embedded within our procurement processes with stringent onboarding processes for supply chain partners, ongoing waste facility audits, and active supplier engagement.

This commitment to sustainable procurement is reflected in our most recent Ecovadis score that placed us in the top 2% of assessed companies globally specifically for sustainable procurement operations.



Top
15%

Globally Assessed Silver EcoVadis Rating

Sustainable Development Goals

Through a combination of workforce development, responsible supply chain management, robust reporting, and climate-focused operational planning, Go Green continues to align its activities with the Sustainable Development Goals.

By focusing on the areas where we can have the greatest impact, we are ensuring that as the business grows, it continues to contribute meaningfully to global sustainability priorities.



Take urgent action to combat climate change and its impacts.

Target 13.2: Integrate Climate Change Measures into Policies and Planning

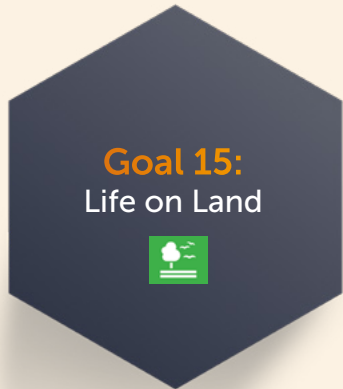
Climate considerations are embedded within our policies and business planning. This includes a dedicated Net Zero Policy and supporting procedures aligned with our decarbonisation roadmap. A key operational milestone has been the transition of our company fleet to electric vehicles.

Demonstrating mature climate governance, we consider and integrate climate risk into our wider risk management processes and have established a cross-functional climate committee to drive continuous improvement.

Target 13.3: Build Knowledge and Capacity to Meet Climate Change

We support our customers with transparent waste data through our online portal, enabling better decision-making and improved environmental performance. Our teams also work closely with customers on-site, providing practical guidance on waste segregation and best practice.

Across our internal teams we deliver training on Environmental Awareness addressing how Go Green operates in line with climate change considerations, alongside personal actions that contribute to climate mitigation.



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.

Target 15.1: Conservation and Sustainable Use of Terrestrial and Freshwater Ecosystems

Our headquarters is located adjacent to the River Torne. To protect this environment, we operate an on-site water treatment plant, installed in 2015, which processes wastewater generated at the facility before safely discharging treated water back into the river. This system reduces reliance on the municipal sewer network and helps minimise environmental impact.

On a commercial level our geotechnical teams identify hazardous materials through soil testing to prevent the mishandling of hazardous materials ensuring contaminated material is disposed of safely while re-using materials where possible.



21
Electric Vehicles



ENVIRONMENTAL

Experts in Waste Services



Since our establishment in 2000, the waste management industry has undergone significant transformation. As environmental awareness, legislation, and customer expectations have evolved, so too has our business. Over the past 25 years, we have continuously adapted our services to meet the changing needs of our customers, extending our approach far beyond traditional waste collection and recycling.

Today, we focus on helping customers better understand their waste streams, identify opportunities for improvement, and implement practical solutions that support both operational efficiency and environmental performance. Through close collaboration with our customer base and supply chain partners, we continually explore innovative ways to improve waste outcomes, increase resource efficiency, and move materials further up the waste hierarchy.

Our purpose extends beyond waste management alone; we actively seek opportunities for direct reuse and resource recovery, helping customers reduce waste generation while creating wider environmental and social value through their projects and operations.

Our year-on-year success is achieved through a combination of industry expertise, robust compliance processes, strong supplier partnerships, and a customer-focused approach. We firmly believe that effective waste management is a critical component of our customer’s sustainability strategies, and we are proud to support organisations in continuously improving their performance against their environmental and waste reduction objectives.

As environmental expectations continue to evolve across both the public and private sectors, our direction remains clear: to harness innovation, sustainability, and collaboration to support the transition towards a more circular, resource-efficient economy.



309,942
Tonnes of Waste Managed

325
Customer Site Audits

77%
Customer Retention

1,634
Supplier Desktop Audits

98%
Diversion from Landfill

93%
Customer Satisfaction Score

Tailoring Solutions

Our approach to how we deliver a successful service is rooted in understanding that no two customers have the same objectives for their environmental performance or waste management, nor do they face the same operational or regulatory challenges. Go Green has worked hard to ensure that rather than offering standardised solutions, we work in partnership with our customers to develop bespoke consultancy support that reflects the realities of their projects and priorities.

Through early engagement, site visits, and detailed project reviews, we take the time to fully understand each customer’s waste streams, cost pressures, compliance risks, and sustainability objectives. This enables us to provide tailored advice that aligns with both immediate project needs and wider environmental ambitions.

This consultative approach ensures that our recommendations are not only compliant and cost-effective, but also implementable in real-world conditions, supporting customers to improve resource efficiency, reduce carbon impact, and meet increasing stakeholder expectations.



Site Waste Management Plans

A key part of our partnership approach has been supporting customers to meet increasingly stringent planning, compliance, and sustainability requirements through the delivery of Site Waste Management Plans (SWMPs) and targeted support aligned with BREEAM objectives. Alongside the documents we produce, our team embed these requirements into operations to ensure a SWMP is practical and actively used by the teams on-site, whilst helping with ongoing monitoring and adaptation.

Using early stage predictions to identify high volume materials allows us to design segregation strategies that take into consideration site layout constraints and project phases. Throughout projects, we maintain our support to adjust container movement frequency, team engagement and segregation effectiveness.

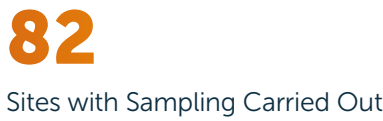
Positioning ourselves as a partner to our clients, Go Green is dedicated to understand each of our client’s objectives, whether that is as a business whole, or at a project level ensuring that the relationships we build with our customers are beyond compliance and duty of care, but a consultancy led approach to aid delivery of best practice throughout their business and evidenced against BREAMM and other frameworks.



Waste Sampling

By working closely with clients on structured waste sampling and analysis, our Earthworks team identifies opportunities to segregate materials effectively and avoid the unnecessary classification of waste into higher cost disposal streams.

This targeted segregation approach helps reduce reliance on more expensive hazardous or landfill options, delivering tangible cost savings. Simultaneously, it supports more sustainable outcomes by ensuring that materials are directed to the most appropriate reuse, recycling, or recovery routes wherever possible. Our assessments often enable non-contaminated soils to be retained and reused on site, reducing both disposal volumes and the carbon impact associated with transportation and new material sourcing.



Committed to Compliance

Maintaining high standards of compliance is fundamental to our purpose and plays a critical role in protecting our customers, supply chain partners, and business from legislative and regulatory risk.

The importance of ensuring that waste is classified, managed, and reported accurately throughout the handling process is unparalleled. To support this, we continue to invest in developing internal compliance capability and maintaining a strong culture of regulatory awareness across the organisation.



Legislation Training

During 2025, all employees involved in compliance-related activities completed European Waste Catalogue (EWC) training, strengthening internal knowledge and supporting consistent decision-making. The training covered the purpose of the European Waste Catalogue, the role of waste classification, and the correct selection and application of waste codes.

By ensuring employees have a strong understanding of waste classification requirements, we reduce the risk of misclassification, support regulatory compliance, and provide customers with confidence that waste is being managed in accordance with applicable legislation and industry best practice. Alongside formal training, legislative updates are regularly communicated throughout the business to ensure employees remain informed of regulatory developments and emerging compliance requirements.

Looking forward into 2026, we plan to renew our teams knowledge on EWC training through an annual refresh training programme, alongside delivering wider environmental legislation training to the full Go Green team ensuring comprehensive knowledge of key waste legislation throughout the business.



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Compliance underpins everything we do as a business. By carrying out training to ensure our teams fully understand the correct application of EWC codes, we are not only meeting our regulatory obligations, but strengthening the quality, consistency and integrity of the decisions we make every day.”

Keely Ward - Compliance Manager

Simpler Recycling

The introduction of Simpler Recycling in March 2025 marked a significant shift in how businesses in England manage recyclable materials and food waste. For many organisations, the change created a need to review existing waste services, understand new segregation requirements and introduce practical solutions that could work across busy, operational environments.

Rather than treating Simpler Recycling as a standalone compliance update, we used it as an opportunity to support better waste management behaviours, improved material separation and stronger environmental performance across customer sites.

Our approach focused on making the legislation practical. Through our Simpler Recycling Guide, account management support and operational knowledge, we helped organisations understand which waste streams were affected, how the requirements applied to their premises and what changes may be needed to remain compliant.

Where changes were required, our teams supported customers with tailored recommendations, including additional containers, revised collection schedules, separate food waste collections and improved segregation points.



To provide more hands-on support, we also carried out additional site visits, giving customers practical advice based on their specific layout, waste streams, space restrictions and operational needs.

A key part of our support has been communication, recognising that successful recycling depends not only on having the right containers in place, but also ensuring that employees understand how and why waste should be separated. Through guidance, bespoke signage, awareness support for site staff and advice from site visits, we helped customers brief their teams, improve day-to-day understanding and embed new behaviours at site level.

Since the launch of Simpler Recycling, our focus has remained on helping customers move beyond basic compliance. By supporting early preparation, practical implementation and ongoing review, we are helping organisations use legislative change as a catalyst for improved recycling performance, reduced contamination and more responsible resource management.

“Legislation such as Simpler Recycling is only effective when it can be translated into clear, practical action at site level. Our role has been to help customers understand their obligations, identify the changes needed within their own operations and implement solutions that support compliance while improving the quality of recycling outcomes.”

Sophie Scott – Compliance Director



Downstream Partnerships

As part of our diversification, in 2025 we established a dedicated Transport and Logistics division, signifying our proactive approach to evolving market demands and our ambition to offer a more comprehensive, end-to-end service to both customers and supply chain partners.

The division has been developed to simplify the onward journey of waste, providing large-scale haulage and disposal solutions to waste management companies and key waste partners. Leveraging over 25 years of sector experience, and an extensive network of trusted supply chain partners, the team manages significant volumes of waste streams including wood, residual waste and plasterboard, ensuring their efficient movement to authorised facilities for further processing or final disposal.

32
Trading Clients

12,521
Tonnes of Materials Managed



Through this model, the division plays an important role in improving operational efficiency across the waste chain, supporting compliance with duty of care obligations, and enabling better visibility of downstream waste pathways.

This capability aligns with our broader supply chain values, which is underpinned by trusted relationships and a long-standing commitment to sustainable waste management practices.

Since its launch, the division has developed a robust network of waste hauliers and disposal outlets, significantly expanding our operational reach and deepening our understanding of the onward waste journey.

As the division continues to grow, our focus will remain on scaling these operations sustainably, strengthening partnerships, improving traceability across waste streams, and ensuring that environmental and compliance standards remain at the core of all activities.

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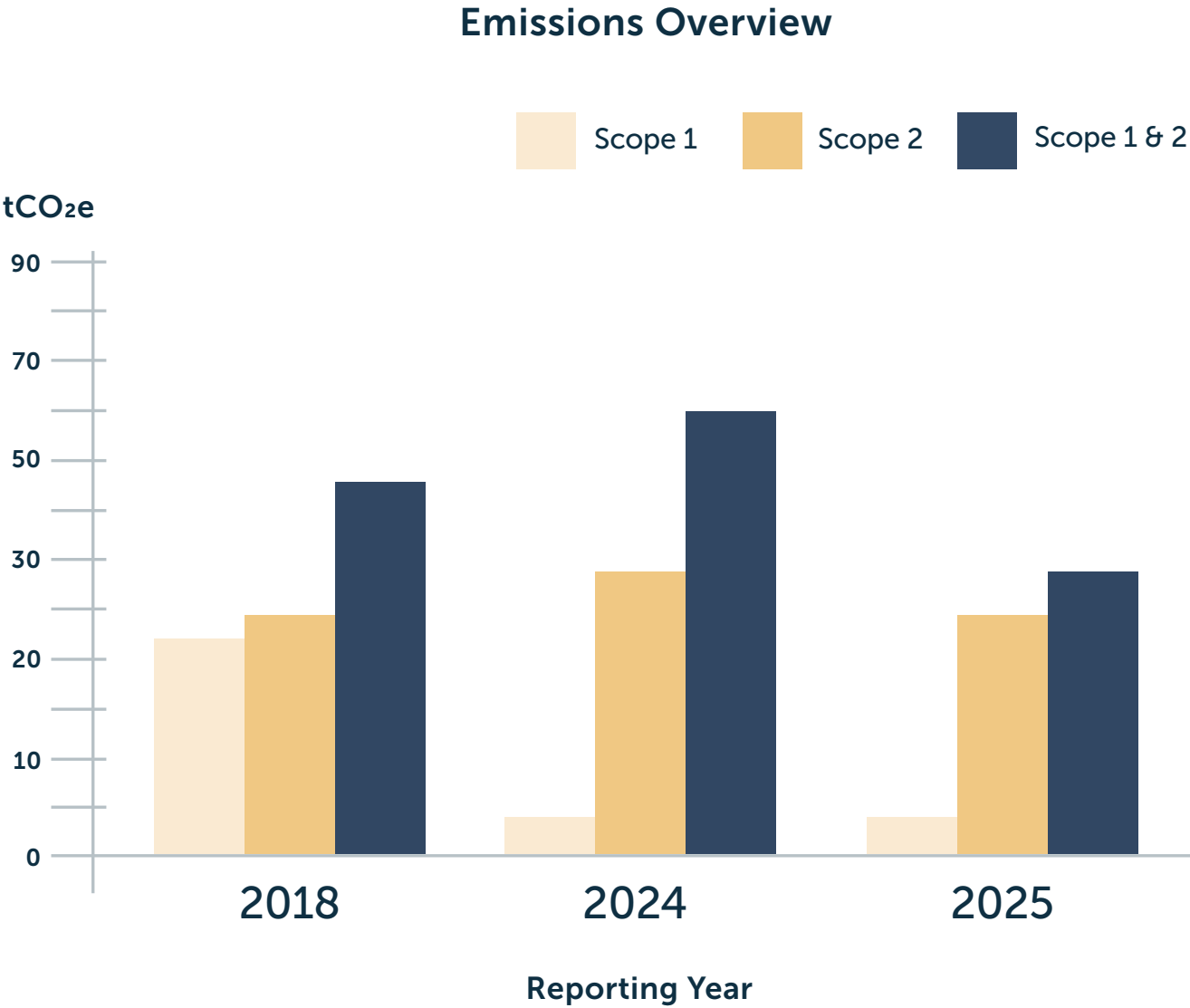
Go Green demonstrates a genuine interest in understanding supplier operations and challenges. This approach helps strengthen partnerships, supports responsible business practices, and enables more informed decision-making across the supply chain.”

Amy McCormack - Commercial Director, ETM Recycling

Carbon Performance

Reducing greenhouse gas (GHG) emissions is a central pillar of our environmental performance and wider ESG strategy; with our clear near-term and Net Zero targets implemented and verified by SBTi in 2023. Our approach is aligned with the principles of the GHG Protocol, ensuring that emissions are consistently measured, reported and managed across Scope 1, Scope 2 and Scope 3 categories.

The following sections provide a detailed analysis of performance across Scope 1, Scope 2 and Scope 3, showcasing progress against our baseline, year-on-year trends, and the key drivers influencing our emissions profile.



- We have committed to:**
- Delivering against our Near-Term reduction target by reducing our Scope 1 and Scope 2 emissions by 50% by 2030.
 - Achieving our Net Zero emissions target, in line with recognised best practice, by reducing emissions by 90% by 2048.
 - Addressing any residual emissions by offsetting our remaining emissions upon reaching our Net Zero objective.
 - Undergoing ISO14064-1 verification on a tri-annual basis to highlight transparency in the organisational boundaries and reporting methodology used to present our emissions performance.

Our Performance in Numbers:

28.42tCO₂e
2025 Combined Scope 1 & 2 Emissions

31.75tCO₂e
2024 Combined Scope 1 & 2 Emissions

46.53tCO₂e
Baseline Combined Scope 1 & 2 Emissions

38.9%
Scope 1 & 2 Reduction from Baseline

10.5%
Scope 1 & 2 Reduction from 2024

85.9%
Scope 1 Reduction from Baseline

11.3%
Scope 2 Reduction from 2024

Zero
Emissions from Diesel Vehicles



Carbon Performance

Our Reductions Summary

Our 2025 carbon performance demonstrates continued progress in reducing operational emissions, particularly across the areas we directly control. Combined Scope 1 and Scope 2 emissions fell to 28.42 tCO₂e in 2025, down from 31.75tCO₂e in 2024 and 46.53tCO₂e in our 2018 baseline year. This means we have reduced direct and energy-related emissions by more than a third since baseline, while also delivering a further year-on-year improvement in 2025.

The most significant long-term improvement of our carbon performance has been in Scope 1 emissions, which reduced from 22.37tCO₂e in 2018, to 3.16tCO₂e in 2025, an overall reduction of 85.9%. Year-on-year, Scope 1 also improved from 3.30tCO₂e in 2024 to 3.16tCO₂e in 2025, a further 4.1% reduction.

Scope 2 emissions reduced from 28.46tCO₂e in 2024 to 25.26tCO₂e in 2025, an 11.3% year-on-year reduction. Compared with the 2018 baseline of 23.62tCO₂e, Scope 2 in 2025 remains 6.9% higher, largely reflecting the company’s increased reliance on electricity to support our now fully electric fleet.

4.1%

Year-on-Year Reduction
in Scope 1 Emissions

11.3%

Year-on-Year Reduction
in Scope 2 Emissions



Scope 1 Performance

The most material improvement against our baseline year has come from Scope 1. In 2018, Scope 1 emissions totalled 22.37tCO₂e, by 2025 this has reduced to 3.16tCO₂e. This reduction has been driven primarily by the elimination of emissions from diesel cars, which accounted for 18.84tCO₂e in 2018, reduced to 0.11tCO₂e in 2024, and fell to zero in 2025.

By 2025, our remaining Scope 1 profile is almost entirely associated with bioenergy which contributes 3.15tCO₂e, while diesel generator emissions were minimal at 0.007tCO₂e. However, it is still included within our inventory to ensure we are delivering completeness of reporting within our organisational boundaries. Biomass-related Scope 1 emissions have also reduced modestly over time, from 3.48tCO₂e in 2018 to 3.17tCO₂e in 2024 and 3.15tCO₂e in 2025, indicating relatively stable performance with a slight downward trend. This has been achieved through consistent analysis of our biomass usage and implementing efficiencies in how and when we use energy.

This means our residual Scope 1 footprint is now both substantially smaller than in the baseline year and far less dependent on liquid fossil fuels. The year-on-year reduction from 3.30tCO₂e in 2024 to 3.16tCO₂e in 2025 shows continued incremental improvement, even from an already low base, which results from a culture throughout our business and environmental management of continuous improvement across all areas.

Carbon Performance

Scope 2 emissions also improved in 2025, reducing from 28.46tCO₂e in 2024 to 25.26tCO₂e, a meaningful year-on-year reduction of 11.3%. While the business is pleased to have invested in electric vehicles, implementation of operational efficiencies combined with lower electricity emissions factor applied in 2025 has supported this reduction.

From a baseline perspective, it is also important to note that the nature of Scope 2 emissions has changed. In 2018, Scope 2 was entirely associated with office electricity, totalling 23.62tCO₂e from 83,434 kWh. By 2025, office electricity emissions had reduced significantly to 9.09tCO₂e, meaning office electricity emissions are now substantially below the baseline level, with a reduction of approximately 61.5% against 2018 and 12.0% year-on-year against 2024. This significant reduction has been a direct result of infrastructure changes throughout our head office, with solar generation onsite contributing a key portion of our electricity usage for our office requirements, supported by efficiencies through equipment use and lighting.



Transitioning to Electric Vehicles

Scope 2 emissions remaining above the 2018 baseline is due to the addition of vehicle charging electricity needs, which did not feature in our baseline year. In 2025, onsite EV charging contributed 7.79tCO₂e and offsite EV charging contributed 8.38tCO₂e, together accounting for over 16tCO₂e of Scope 2 emissions. Though this increases electricity-related emissions in the reporting boundary, it also reflects a broader operational shift away from direct fossil fuel combustion and towards electrified activity. While we recognise this increased demand on electricity is an area we need to address to achieve our near-term reduction targets, the company has been committed to sourcing 100% renewable electricity, mitigating the impact of increased consumption and reinforcing our transition to a lower-carbon operating model.



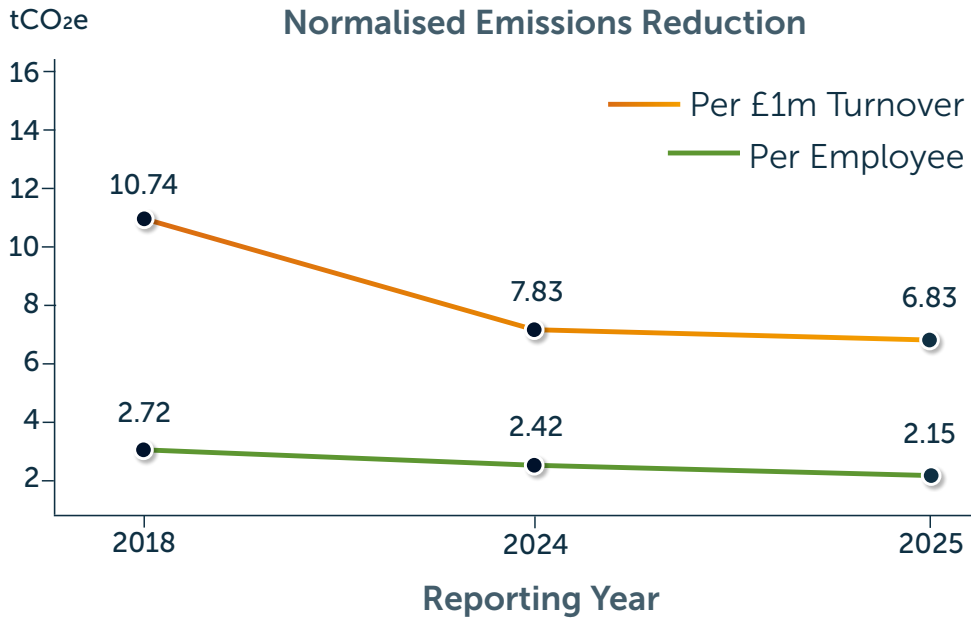
Carbon Performance

Compared to our baseline year, Scope 3 emissions have remained broadly consistent overall, however, the composition of emissions has changed significantly, reflecting business growth and operational maturity.

Employee commuting remains the largest contributor but with improved data quality and methodology. Within our baseline year, we used average data to calculate our employee commuting data, since then we have implemented annual employee commuting surveys to ensure this emission source is quantified using activity-based methodology giving us more qualitative data.

Purchased goods and services and capital goods now represent a substantially larger share of emissions compared to baseline. This shift indicates that the organisation is now operating at a greater scale with more embedded carbon in our supply chain, rather than direct activities alone.

Waste and water emissions remain relatively low and well-controlled across the reporting period.



100%

Renewable Electricity Purchased

7

Scope 3 Emissions Categories

The stabilisation of Scope 3 emissions relative to baseline, suggests that even where absolute emissions remain significant, emissions intensity per activity may be improving.

In line with our science-based targets, our immediate focus remains on the reduction of Scope 1 and Scope 2 emissions, where we have the greatest level of operational control and the most direct ability to drive measurable change.

As these operational emissions reduce, Scope 3 emissions will represent an increasingly material proportion of our total footprint. We recognise that addressing value chain emissions is critical to achieving our Net Zero ambition. Our approach is to build on the strong foundations established through Scope 1 and 2 reductions, before scaling our focus on Scope 3 through enhanced data accuracy, supplier engagement, and targeted reduction initiatives across key categories. Electricity is an area we need to address to achieve our near-term reduction targets, the company has been committed to sourcing 100% renewable electricity, mitigating the impact of increased consumption and reinforcing our transition to a lower-carbon electrified operating model.

Looking Ahead

Our 2025 Scope 1 and 2 data, shows a clear and positive trajectory in the emissions we most directly influence. Scope 1 emissions have fallen very substantially since baseline, driven by the removal of diesel car use from our direct footprint. Scope 2 emissions have improved year-on-year, even as electricity demand has grown to support EV charging and a more electrified operational model.

This is an important indicator of transition progress. While electrification can increase reported Scope 2 emissions in absolute terms, we are certain it represents a positive decarbonisation pathway by replacing higher-emission direct fuel use, evidenced in our data; we have materially reduced Scope 1 emissions, lowered office electricity emissions significantly from baseline, and achieved a year-on-year reduction in total Scope 2.

Looking ahead, the most relevant opportunities for continued improvement in combined Scope 1 and 2 will be to further optimise electricity consumption across office and charging activity, whilst also maximising the benefits of lower-carbon electricity.



SOCIAL

Safe Working

The health and safety of our employees, customers, contractors and wider stakeholders remains a fundamental priority, not only in protecting people, but also in enabling us to deliver safe, reliable and professional services.

During 2025, we continued to develop our health and safety management system to the principles of ISO 45001, the internationally recognised standard for occupational health and safety management. While certification has not yet been achieved, we are actively building our processes and governance arrangements to ensure they align with ISO 45001 requirements and support future certification.

A key element of this progress has been the integration of health and safety targets into our annual business objectives. By establishing clear objectives and accountability measures, we can actively manage health and safety performance and ensure it is deep-rooted within everyday operations rather than treated as a standalone compliance activity.

75

Safety Related Training
Qualifications Achieved

100%

of Offsite Incidents Investigated
within 7 days

During 2025, we achieved our objective of investigating all reported health and safety incidents within seven days of notification. Carrying out investigations swiftly is a critical component of effective health and safety management, enabling us to identify root causes, implement corrective actions, and share lessons learned before issues can reoccur. For our customers, this commitment provides confidence that health and safety concerns are treated seriously, investigated promptly, and used as opportunities to strengthen controls and improve service delivery.

To support clear ownership and accountability for key health and safety activities, investment in employee training and competency development across several health and safety disciplines took precedence throughout the year. 40% of our employees undertook training relevant to their roles, including IOSH qualifications, Fire Marshal training, First Aid certification, and Asbestos Awareness training, ensuring that employees understand their responsibilities, are equipped to identify and manage risks, and can respond effectively when incidents or emergencies arise.

Alongside formal training, we have focused on establishing defined responsibilities within the business, throughout our Health and Safety Committee, and Health and Safety dedicated roles, to strengthen our safety culture and encourage proactive risk management across all areas of the organisation. With already developed structures throughout the business, we are strongly positioned to continue our journey towards ISO 45001 alignment.



“

Practicing and championing high standards of Health and Safety, whether that’s across client sites, supply chain partner locations, or within our Head Office environment, has been instrumental in strengthening its importance throughout the business. I am particularly proud of the team’s prompt response times, their strong awareness, and their willingness to share ideas and experiences to support continuous improvement.”

Elliott Woodcock – Health and Safety Manager

Supporting Employee Wellbeing

Over the past year, we have continued to reinforce our approach to employee wellbeing, focusing on creating a working environment that supports both the physical and mental health of our employees. We recognise that wellbeing needs differ across individuals and life stages, and we remain committed to providing support that is inclusive, accessible, and responsive to those varying needs.

Rather than relying on standalone initiatives, our approach has expanded to focus on building a culture driven by tailored support for various wellbeing needs, and where wellbeing is considered a part of everyday working practices. This is supported by our network of Mental Health First Aiders, who are available across the business to provide guidance and support when needed. Through ongoing employee engagement, we continue to encourage open conversations around wellbeing, ensuring that support remains visible, accessible, and integrated throughout the organisation.

3
Menopause Champions

10
Mental Health First Aiders



Menopause Champions

In 2025, we were proud to establish a network of trained Menopause Champions across the organisation. Following specialist training, these colleagues are equipped to provide guidance, support, and access to resources, helping to raise awareness and foster a more informed and inclusive workplace.

Alongside the introduction of our Menopause Champions, we have continued to increase awareness of the ways in which different wellbeing challenges can affect employees in the workplace. Building on this progress, in 2026 we will expand our employee support network through the introduction of Wellbeing Champions.

These individuals will undertake tailored support roles, creating a broader network of colleagues who can provide guidance and signposting based on a range of life experiences and circumstances. We believe this initiative will further strengthen our inclusive culture and help ensure that all employees feel supported, valued, and empowered to thrive.

“
As a more senior colleague, who has personally navigated the journey of menopause, I proudly embrace the role of Menopause Champion. I’m passionate about creating a space where others feel heard, supported, and informed, whether it’s sharing practical tips, offering reassurance, or simply being a relatable voice. I believe that by opening the conversation, we can empower more women to approach menopause with confidence and clarity.”

Nikki Stewart – Key Account Manager

A Fair & Inclusive Culture

Equality Diversity and Inclusion are recognised as essential to building a strong and forward-thinking business within Go Green. We firmly acknowledge that creating a diverse and inclusive environment not only supports our employee’s wellbeing and engagement but also strengthens collaboration and innovation.

Over the past year, we have put continued focus on embedding inclusive practices across recruitment, people management and workplace culture. This has included the rollout of Inclusive Recruitment training to all managers involved in hiring and people managing responsibilities. Building on our existing Inclusive Recruitment Procedure, this training was designed to support fair and consistent recruitment practices and improve unconscious bias, for our long-standing managers, alongside people who have more recently stepped into hiring roles.

By delivering this as a standard management support tool, and strengthening understanding across our hiring teams, we’re confident this will broaden access to opportunities across the business.

6
FIR Ambassadors

100%
Employees Trained on EDI

Throughout the year, our continued focus on EDI, supported by our FIR Ambassadors, helped ensure we maintained our commitment to accessibility through our Disability Confident Committed recognition. The accreditation reflects our dedication to creating an environment where employees and applicants with disabilities are supported, valued and given every opportunity to thrive in their roles.

Building on our foundation level, Go Green has set an objective to achieve Disability Confident Level 2 within 2026, undergoing a self-assessment to evidence how we:

- Get the right people for our business
- Keep and develop our people

With existing measures in place that evidence both these requirements, and opportunity to embed further measures, we have developed internal actions to ensure we progress our Disability Confident Committed accreditation to Disability Confident Employer over the next twelve months.



Gender Pay Review

At our snapshot date of 5th April 2025, we reported 176 employees across the business, made up of 100 females, representing 56.8% of our workforce. This reflects an increase of 2.0% compared to our 2024 reporting period and demonstrates our continued focus on diverse and inclusive recruitment. It is important to note, however, that as gender pay gap reporting is based on a snapshot in time, specific external factors, such as paid or unpaid leave, can influence the data captured.

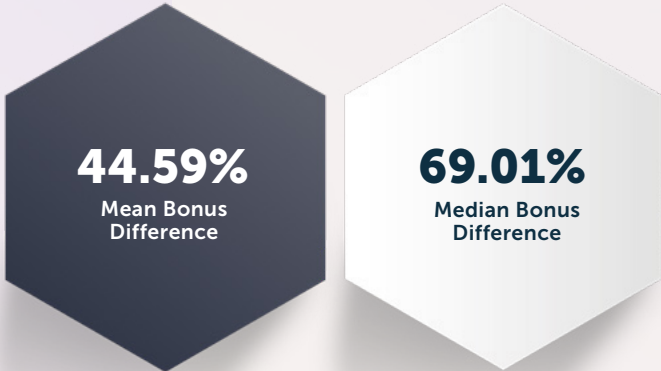
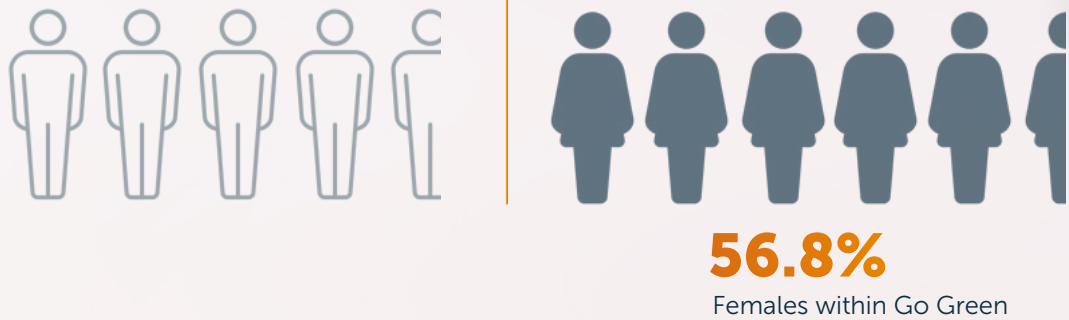
During the reported period, we observed a reduction in the percentage of females in the upper quartile, this is primarily due to several females in senior roles being on maternity leave during the snapshot period and therefore were not included within the pay quartile calculations. Whilst this affects annual reporting figures, we are proud that many of these colleagues have since returned to their role in the business.

3.95%

Improvement in Mean Hourly Pay

4.22%

Improvement in Median Hourly Pay

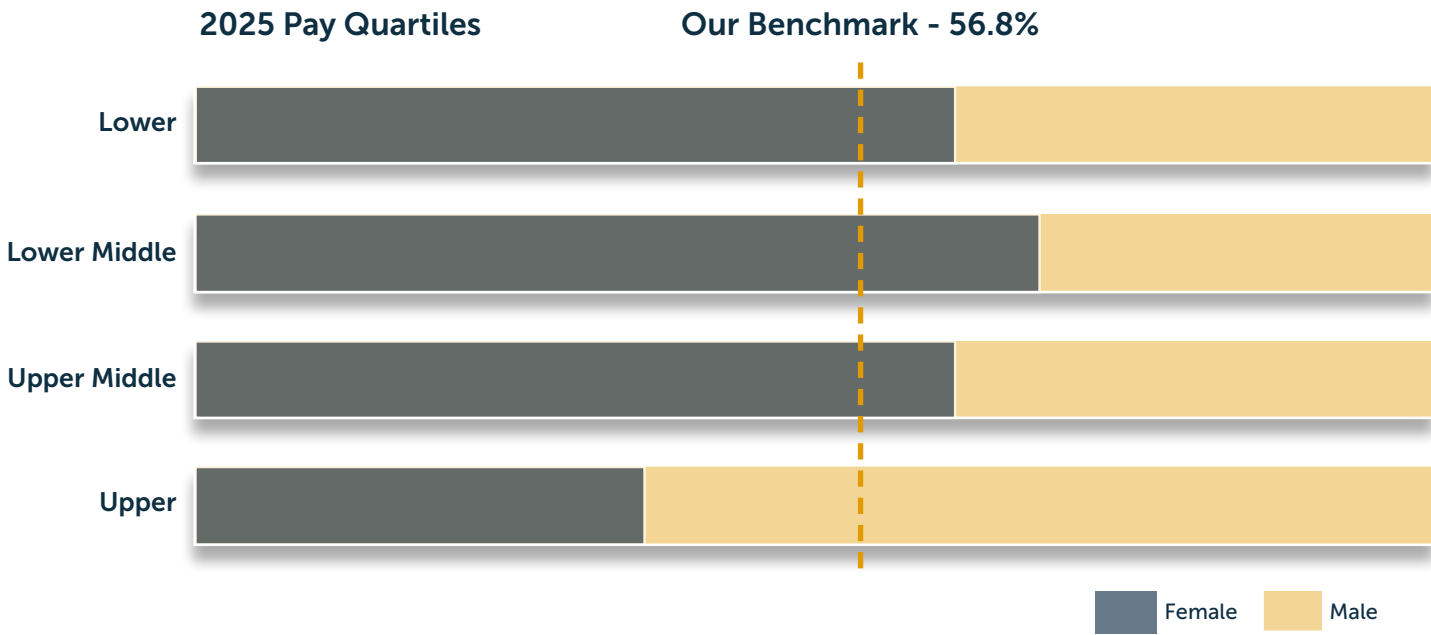


- Remuneration Breakdown
- Go Green is pleased to report that although a gender pay gap remains within our hourly pay data, both our mean and median pay gaps have reduced during the reporting period.
- The mean hourly pay gap reduced from 21.04% in 2024 to 17.45% in 2025, an improvement of 3.59%.
 - The median hourly pay gap reduced from 18.47% in 2024 to 14.25%, an improvement of 4.22%.

These improvements reflect the appointment and progression of female colleagues into senior leadership roles across multiple functions, based on performance and business contribution. We have also seen an increase in female appointments into traditionally higher-paying roles, including Sales and IT, which has positively influenced our overall pay gap figures.

Bonus Pay

While female employees continue to represent a higher proportion of colleagues in receipt of a bonus, our bonus pay reporting shows that the mean bonus gap continues to favour men, primarily driven by the structure of commission-based incentives within the Sales function. Although we have made progress in appointing women into Sales roles, these positions remain predominantly occupied by men.



Our Gender Equality Action Plan

Gender Pay Review

Since first reporting our gender pay gap data in 2023, we have committed to four core objectives to continuously improve our performance and ensure we meet legislative guidance and best practice standards. These objectives underpin our Gender Equality Action Plan and guide our approach year-on-year.



Our people are central to the success of Go Green, and this Gender Pay Gap Report provides an important opportunity to reflect on how we attract, retain and develop talent across the organisation. Over the past year, we have continued to invest in creating a workplace where individuals can build sustainable careers, supported by equitable recruitment practices, targeted development opportunities and flexible working arrangements."

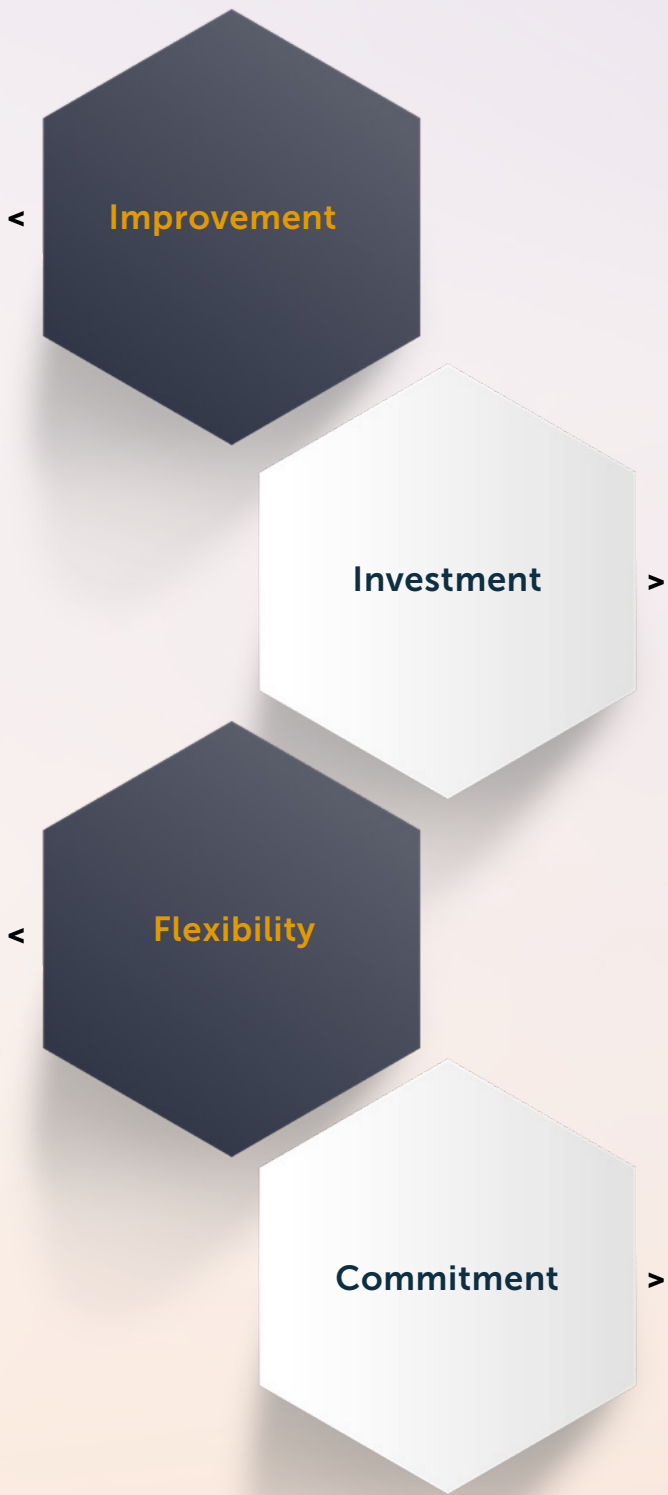
Phoebe Young – People Director

Achieve annual improvements of our results over the next three years across our pay metrics, delivered through strategic training, promotion, and review of remuneration structure.

In 2025, we achieved improvements in both mean and median hourly pay gaps. Moving forward, we will place additional focus on improving equality within bonus payments across the organisation.

Flexibility for new mothers on maternity leave, to make returning to the workplace more accessible; this includes pro-actively being more adaptable to flexible and part time contracts on their return.

Throughout the year, 80% of new mothers returned to the workplace, with 100% of those returning to their original roles, supported by flexible working arrangements such as phased returns and remote working.



Invest in valuable training across our team to improve the opportunity for females to access traditionally higher paying roles; this includes a specific focus on qualifications that are based upon roles within finance.

During 2025, we invested in training across the business, including support for female colleagues undertaking AAT qualifications, leadership and management programmes, and quality and auditor qualifications.

A commitment to annually report on our gender pay gap statistics, despite not being legally obliged to, to show transparency of our performance to both internal and external stakeholders.

Since 2023, we have consistently reported our gender pay performance and will continue to do so. In addition, from 2026, we will expand our reporting to include disability and ethnicity pay gap statistics, further strengthening our commitment to inclusive reporting.

Learning and Development

Developing the competencies of our employees remains a key part of our commitment to delivering high-quality services, while creating opportunities for personal and professional growth. During 2025, we continued to invest in learning and development across the business, ensuring employees have the tools and expertise required to support our customers and contribute to our long-term success.

We were proud to deliver over 3,000 hours of training throughout the year, both internally and through externally supported training modules, representing an investment of £13,402 in professional development courses.

Safeguarding Training

Due to the nature of our social value work and our increased engagement with schools, community groups, charities, and potentially vulnerable individuals, it is essential that our Social Value team understand their safeguarding responsibilities and are equipped to identify, respond to, and escalate concerns appropriately. With this in mind, our Social Value team underwent externally provided safeguarding training within the year.

It is imperative that our community engagement activities are delivered responsibly, professionally, and with the wellbeing of participants at the forefront, and investment in this training is a tool in which we can ensure wellbeing is integrated as part of our social purpose.



90
Qualifications Achieved

Developing Future Talent

Developing future talent also remained a priority, with a strategic approach to upskilling we were able to facilitate employees to undertake a wide range of professional development opportunities, including leadership programmes, quality management training, environmental sustainability qualifications, and role-specific certifications.

During the year, we saw employees progress through apprenticeship programmes and higher-level professional qualifications. Several employees continued their Level 3 Business Administration apprenticeships, whilst a member of our Corporate Content team commenced a Level 7 Senior Leader programme. Meanwhile, our Quality Systems Coordinator successfully completed her Quality Practitioner apprenticeship, giving credence to the oversight of our fundamental ISO management systems. These achievements demonstrate opportunities for career development for employees to grow within the organisation.

£13,402

Investment in Training

3,719

Hours of Training



Delivering Social Impact

Go Green is a delivery partner to a wide range of customers, creating measurable social value through community-based programmes that are inclusive, practical and aligned with wider sustainability goals. Our Social Value team provides dedicated resource to the planning, delivery and reporting of all social value activities, delivered through our GROWW Framework.

Our Social Value team provides dedicated resource for the planning, delivery and reporting of all social value activities implemented through our GROWW Framework.

Driven by these five pillars, our social value is delivered through a practical framework focused on education, employability, community engagement and the circular economy, working in partnership with our customers, supply chain and the communities we serve. Our impact is measured through the TOMs (Themes, Outcomes and Measures) Framework, which helps translate ESG commitments into visible, community-led action, creating meaningful benefits for individuals, local community organisations and charity partners.

Our approach ensures credibility and demonstrates outstanding stakeholder engagement, community impact and alignment between sustainability strategy and real world delivery. Go Green are proud that we have delivered £177,876 of Social Value in 2025, both independently and in partnership with our customers.



Progress Against Commitments





Upskilling Young People

Since establishing our GROWW Framework commitments in 2021, we set a target to reach 10,000 children and young people through our ReEducate pillar by the end of 2026. Through targeted learning around waste streams, sustainability and the principles of reduce, reuse and recycle, our programmes are designed to raise awareness of responsible behaviours while supporting aspiration and employability for participants from KS1 through to KS4.

Through our dedicated Social Value team and continued focus on creating lasting impact, Go Green exceeded its ReEducate pillar target by the close of 2025, one year ahead of schedule. Since 2021, our bespoke educational initiatives have reached 11,356 children and young people across 139 school events, averaging 81 participants per event. Delivered through classroom sessions and assemblies, these programmes have often been combined with community activities, such as local litter picks, to extend learning beyond the school environment.

In 2025, our core ReEducate programmes, Eco Heroes, Eco Influence, Green Careers and CSR, generated £15,609 in social value on behalf of our customers across the UK and through activity within our Head Office communities in South Yorkshire. This brings the total social value generated through ReEducate to £28,933 since the GROWW Framework was established in 2021. Combined with reaching over 11,000 children and young people, this demonstrates the continued scale of our social impact activity, while showing how our programmes are tailored to different settings, age groups and local communities. It also reflects Go Green’s wider ethos of creating positive outcomes through education, upskilling and meaningful community engagement.



“

Thank you for your input in classrooms and our assembly yesterday. The assembly provided our pupils with key information regarding careers as well as sharing the importance of reducing, reusing and recycling. We loved the characters and found your presentation really engaging. We would love to work with you again in the future.”

Mrs Baker - Deputy Headteacher, Jump Primary School



Upskilling Young People

Throughout 2025, Go Green's Social Value team continued to strengthen and expand our ReEducate programmes, to provide improved continuity and progression for participants over time. Following consultation with our long standing customers and educational settings that we work alongside, new sessions were developed to broaden educational impact and respond to the needs of young people seeking routes into employment.

Major developments included the introduction of Green Careers, a programme aimed at students KS3 and above; a new CSR programme for further education students engaged in business futures; and an extended three-hour Eco Influence programme for secondary school students.

Through this expansion, Go Green has further embedded sustainability principles into its programme design, equipping participants with knowledge of waste, the green economy and responsible decision-making, while helping to build the skills and confidence needed to access future training, employment and business opportunities.



Alongside our existing Eco Heroes and Eco Influence programmes for children and young people in Key Stages 1-4, the new programmes support our wider ESG objectives by improving access to learning, increasing awareness of environmental issues, and creating opportunities for individuals and communities to build knowledge and confidence. Our ReEducate programmes demonstrate a structured, measurable approach to delivering social value in partnership with customers and local stakeholders.

Designed to be engaging and interactive, all our ReEducate sessions, are tailored to local projects, creating a meaningful and lasting legacy for children and young people on behalf of, and in partnership with, our customers. This place-based approach supports transparent delivery, stronger stakeholder engagement and more relevant local outcomes, ensuring that our ESG commitments are translated into practical action and measurable benefits for people, communities and the environment.

2
New Programmes
Developed



“

On behalf of our team, I would like to extend our sincere thanks for delivering such an informative and engaging session. We received overwhelmingly positive feedback from our apprentices, who found the experience both valuable and thought-provoking. We truly appreciate the time and effort you invested in supporting their development. We would very much like to continue this collaboration with future cohorts and would welcome the opportunity to discuss this further following our new intake in September.”

Lexie Thomas - Administration and Learning Assistant, AccXel

“

I would definitely recommend Go Green's involvement with local school or educators. the knowledge and awareness they bring to each session they have delivered for us has been an incredibly valuable message to the younger generation, always delivered with passion and confidence around their expertise.”

Abbie Sturla-Manning - Work placement Coordinator, Doncaster College



GOVERNANCE



Managing Risk

As the regulatory, environmental and commercial landscapes continue to evolve, as a company we proactively identify and manage both the risks and opportunities that may impact the business, our stakeholders and the achievement of our long-term sustainability objectives.

Our approach to environmental and social risk management is subject to the same level of oversight and accountability as wider operational and financial risks. This is supported by clear governance and strategic planning processes, helping to ensure that ESG considerations are managed consistently across the business.

The key ESG risks to our business:

Risk	Description	Mitigation
Supply Chain Reliance	Our portfolio of supply chain partners who carry out our waste services are central to our business model. This means that Go Green’s operational and environmental performance is underpinned by that of our suppliers with the potential to expose us to environmental, operational, financial or reputational risk.	The compliance measures we carry out via our dedicated Compliance and Supply Chain teams ensures we minimise this risk as far as reasonably practicable. These teams carry out desktop and visual audits of our entire supply chain to build trusted and transparent relationships. This transparency continues through to our customers, who get full visibility of this audit trail.
Health & Safety	A significant proportion of employees operate off-site, undertaking visits to customer locations and supplier facilities as part of their day-to-day roles. This creates increased exposure to health and safety risks associated with unfamiliar environments, varying site standards, and differing operational practices. Without appropriate controls, this could lead to incidents, impact employee wellbeing, and affect overall business performance.	We mitigate these risks through the delivery of structured and recognised health and safety training, including IOSH Working Safely, ensuring all relevant employees are equipped with the knowledge and awareness required to operate safely in a variety of environments. This includes training on risk identification, safe working practices, and site-specific considerations, supported by ongoing refreshers to maintain high standards of awareness and compliance.
Climate Change	The increasing frequency and severity of adverse weather events, driven by climate change, presents a growing risk to business operations as extreme weather conditions can impact service delivery. This may, in turn, affect supply chain reliability and customer operation continuity.	To strengthen resilience against these risks, we continue to diversify our service offering, reducing reliance on any single operational channel or activity. By expanding the range of services we deliver, we are better positioned to maintain business continuity during periods of disruption, ensuring flexibility in how we support customers and sustain operational performance despite changing environmental conditions.
Talent and Culture	An inability to maintain a clearly defined, purpose-led strategy may impact employee engagement, reduce retention levels, and limit the organisation’s ability to attract and secure high-quality talent in an increasingly competitive market.	We continue to strengthen our employee value proposition through competitive reward packages, employee-led initiatives, and ongoing investment in training and development. A strong EDI culture, supported by engagement surveys and internal committees, ensures we maintain an inclusive, purpose-driven environment that supports both retention and the attraction of new talent.
Sustainability Performance	The business operates within an environment of increasing environmental and social performance expectations, driven by evolving regulation, customer demand, and broader stakeholder scrutiny. Failure to meet these expectations, or to deliver against the objectives we have set as a company, could result in reputational damage, reduced customer confidence, and decreased competitiveness within the market.	The company has implemented a robust and continuously evolving ESG strategy, designed to strengthen performance across environmental, social and governance areas. This includes a clear focus on environmental impact reduction, the delivery of meaningful social value initiatives, and the ongoing development of governance processes. Our approach is further supported by independent third-party verification, providing assurance over the quality, transparency and credibility of our reported performance.

Sustainable Supply Chain

Sustainable procurement at Go Green extends well beyond policy compliance and supplier onboarding. With our supply chain being fundamental to the delivery of our services, procurement is increasingly driven by an evidence-led discipline. While requirements remain underpinned by defined standards, greater emphasis is placed on ongoing due diligence and direct visual engagement as a core mechanism for supply chain assurance.

Visual Assurance

Our Supply Chain and Compliance teams support procurement activities through regular desktop and visual audits of supply chain partners, creating a dual-layered model that combines documentation review with real-world validation. Visual audits are not limited to high-level site visits, but provide structured assessment of waste handling, health and safety controls, on-site infrastructure, and identification and mitigation of modern slavery risks.

This integrated audit model provides assurance that suppliers are not only able to demonstrate compliance on paper but can evidence consistent and effective implementation in a live operational setting, while identifying suppliers delivering best practice, alongside developing relationships that shift away from purely transactional oversight to established, trust-based partnerships.



Procurement Decision Making

The insights gained through audit activity contribute directly to procurement decision-making. A deeper understanding of supplier operations enables more informed selection, ensuring alignment with customer service expectations and performance requirements. This results in a more controlled and responsive supply chain, supporting consistent delivery outcomes for our customers.

Transparency remains a key principle throughout this process. Go Green actively provides customers with visibility over how supply chain assurance is carried out in practice, including access to audit trails, opportunities to observe desktop audit processes, and, where appropriate, participation in supplier facility visits.

By enabling customers to see this process from initial assessment through to on-site verification, we provide a level of openness that supports confidence in both our supply chain oversight and the delivery of their services.



“

Westminster Waste values its partnership with Go Green, which is characterised by transparency, collaboration and a shared commitment to continuous improvement. Our collaboration on social value projects and shared involvement in the PAS 402 framework further demonstrates a commitment to raising standards and delivering positive environmental and societal outcomes together.”

Dominic Moule - Managing Director, Westminster Waste

“

BW Skip Hire Ltd have had a strong working relationship with Go Green for many years which has gone from strength to strength. They have worked hard over the years to strengthen our relationship through regular engagement, visual auditing, and enhanced oversight of our operations, providing greater transparency into supply chain practices, enabling more informed decision-making, supporting continuous improvement, and promoting responsible and sustainable sourcing.”

Claire Fowler - Operations Manager, BWS Waste Management

Understanding our Workforce

Creating a diverse, inclusive and supportive workplace has always been an important part of Go Green’s culture. Since first introducing Equality, Diversity and Inclusion training in 2022, we have continuously strived to improve the understanding of the people that make up Go Green and how best we can make each individual feel respected and valued.

As the business continues to grow, we are committed to ensuring that employees feel represented and enabled to contribute in an environment where equality of opportunity is actively supported. In 2025, to help strengthen this further, we carried out our second company-wide diversity survey, following our initial survey in 2023. The survey encouraged engagement from all employees to aid us in establishing a clearer understanding of the diversity of our workforce.

8
Ethnicities Across our Business

13%
of Employees Disclosed a Disability

47%
of Employees have Flexible Working Arrangements

Disability Awareness

Utilising the information gathered, Go Green’s Senior Leaders were able to identify key trends, areas of strength, and opportunities to enhance further inclusivity across the business. A key metric shows that 13% of our workforce consider themselves to have a disability, impairment, learning difference or long-term condition. In response, Go Green has committed to tailoring our 2026 Equality, Diversity and Inclusion training to focus on disability awareness, reasonable adjustments and how we can better support an inclusive environment as our team continues to grow.

In preparation for evolving regulatory expectations and proposed legislation surrounding Ethnicity Pay Gap reporting, Go Green will introduce mandatory workforce diversity surveys from 2026 onwards. With the intention to transition these surveys into a standard annual reporting process in line with our Gender Pay Gap reporting, this will support more consistent workforce data collection, improve transparency and help us to monitor representation and equality trends over time.



External Recognition

Independent assessment and external verification play an important role in our governance framework, helping to ensure that our policies, processes, and performance are aligned with recognised industry standards and best practice.

As our business continues to grow, we remain committed to benchmarking our operations against externally recognised frameworks that support quality, environmental management, sustainability, and workforce development, to provide assurance that we are committed to continuous improvement and transparent performance management.

During 2025, we further strengthened our external credentials through the achievement of ISO14064-1 certification, enhancing the robustness of our greenhouse gas reporting and carbon management processes.

Our portfolio of external recognitions now includes internationally recognised management system certifications, sustainability assessments, workforce development initiatives, and industry memberships. Together, these demonstrate our commitment to maintaining high standards of governance, environmental stewardship, operational excellence, and social responsibility.

While we are proud of what we have achieved to date, we view this as part of an ongoing journey of improvement, continuously seeking opportunities to strengthen our governance arrangements and further demonstrate our role as a responsible business.

1 ISO 9001

Demonstrates our commitment to maintaining robust quality management processes, continuous improvement, and delivering consistent service excellence to customers.

2 ISO 14001

Provides a framework for managing environmental impacts, supporting compliance, and driving continual environmental improvement.

3 ISO 14064–1

Supports the accurate quantification, and verification of emissions, strengthening the integrity and transparency of our carbon reporting.

4 EcoVadis

Provides an independent assessment of our sustainability performance across environmental, labour and human rights, ethics, and sustainable procurement themes.

5 The 5% Club

Reflects our commitment to investing in skills development, apprenticeships, and creating opportunities for future talent.



6 Disability Confident

Demonstrates our commitment to creating an inclusive workplace where people are given the opportunity to fulfil their potential regardless of disability or health conditions, throughout recruitment processes and for existing employees.

7 Science Based Targets initiative

Confirms that our greenhouse gas reduction targets are aligned with climate science and support global efforts to limit climate change.

8 Supply Chain Sustainability School

Supports the development of sustainability skills, knowledge and best practice across our business and supply chain, helping us deliver environmental and social value whilst upskilling our workforce.

9 Chartered Institution of Waste Management

As members of the leading professional body for the resource and waste management sector, we are committed to promoting professional excellence, industry best practice, and continuous learning across our organisation.

EcoVadis

During 2025, we successfully maintained our EcoVadis Silver rating for the second consecutive year, an assessment that allows us to demonstrate responsible business practices and sustainability performance.

EcoVadis evaluates organisations across a broad range of environmental, human rights, sustainable procurement, ethical and governance criteria. Retaining a Silver rating demonstrates the strength and maturity of our approach in our existing areas, alongside ensuring that sustainability management is maintained as the business has continued to grow and diversify over the last year.

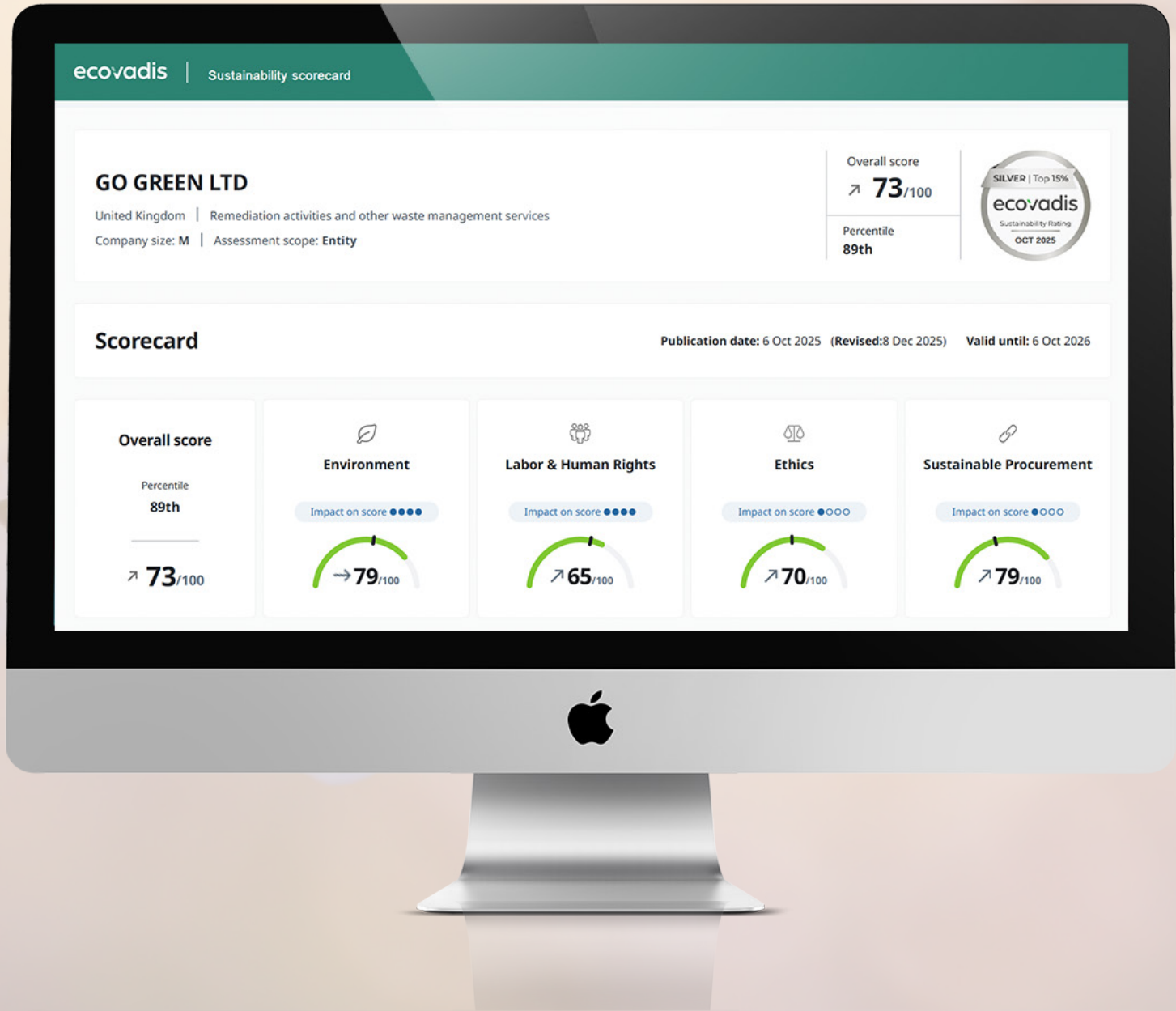


89th

Percentile

21

Areas Maintained or Improved



Continuous Improvement

Importantly, retaining our Silver medal rating provides assurance to key customers, many of whom now place greater emphasis on independently assessed sustainability credentials within procurement and supplier evaluation processes, that as a company we are consistently operating responsibly and maintaining recognised standards of sustainability performance.

Go Green remains focused on further strengthening its ESG performance, with external assessment platforms such as EcoVadis playing an important role in helping us understand our progress, benchmark performance within the industry and measure ourselves against international standards.

Throughout the assessment period, we continued to build upon the foundations established in our first year of achieving recognition, with particular focus on enhancing governance structures and reporting methods across core areas. Since our initial assessment, we have also had the opportunity to review existing practices and identify areas for further development. This has resulted in an improvement of our scoring across multiple metrics whilst seeing tangible benefits of this through the company processes.

Emissions Verification

In 2025, Go Green successfully achieved certification in accordance with the internationally recognised standard ISO14064-1, representing a significant advancement in the company’s environmental reporting and sustainability maturity.

With SBTi verified decarbonisation targets already in place with a baseline reporting year of 2018, gaining verification of our emissions for our 2018 baseline year formalised our starting benchmark from which future emission reduction, operational efficiencies and decarbonisation initiatives can be accurately measured and assessed.

Undergoing this certification also provides us with a clearer and more structured understanding of our emissions profile across our operations and allows us to deliver on our commitment to be transparent and hold accountability across our data.

Go Green are delighted to have achieved a “satisfied with no comments” outcome during the independent verification process. This confirms that the company’s GHG reporting, organisational boundaries, emission sources, supporting data, and quantification methodologies met the requirements of the standard in full, with no corrective actions identified by the BSI assessor.

The verification outcome reflects the quality and consistency of our internal reporting processes as well as the work undertaken to ensure emissions data is accurately recorded and aligned with the requirements of the standards and wider expectations. It also provides customers, stakeholders and supply chain partners with confidence that our environmental reporting is independently assessed in line with the increasing expectations of transparency and governance.



[Click here](#) to read our GHG Report 2018



Achieving ISO 14064-1 verification for the first time represents a fantastic milestone for our company and reflects the strength of the systems and standards we have built over time. From a quality and environmental management perspective, this has been a natural progression from our existing ISO 9001 and ISO 14001 frameworks, allowing us to extend our focus into verified carbon reporting.”

Nadia McLaughlin – Quality Systems Coordinator

Brand Governance

Over the course of 2025, we strengthened the governance behind the Go Green brand, recognising that consistency is not simply a design consideration, but a key part of how we present our business, build trust, and uphold professional standards.

As Go Green continues to grow, a controlled brand presence has become increasingly important across every touchpoint. From customer reports and digital channels to internal documents, each interaction contributes to how customers, partners and colleagues experience Go Green. Our focus, therefore, was to create clearer structure around how our brand is applied, reviewed, and protected.

During August 2025, we delivered Brand Awareness training to all staff, reinforcing that brand protection is a shared responsibility. The training explored identity, positioning, values and experience, helping colleagues understand how everyday actions, documents and conversations shape the wider perception of the business. It also reinforced that our brand is a strategic asset, requiring clarity, consistency, and commitment from everyone at Go Green.

77

Hours of Brand Training Delivered

Brand governance is now reflected through greater oversight of customer-facing materials, improved use of templates and more consistent review of how the brand appears across different channels. By monitoring this more closely, we can identify where improvements are needed and ensure Go Green continues to communicate with professionalism, credibility and authenticity.



“

Branding is about making sure the quality of our work is recognised before, during and after every customer interaction. Our brand is recognised and trusted by our external stakeholders; when everyone understands the part they play maintaining the brand, it helps Go Green stand out with a clear, consistent and credible identity.”

David White – Corporate Creative Lead



IMPACT



Service Impact: Public Sector Procurement

Public sector procurement plays an important role in ensuring that essential services are delivered through transparent, compliant and responsible supply chains. For Go Green, securing a place on public sector frameworks is clear demonstration of both the reliability and versatility of our service offering.

In 2025, Go Green were proud to be successfully awarded places on two major public sector waste management frameworks: NHS North of England Commercial Procurement Collaborative's Total Waste Management Services III Framework, and Commercial Services Group Waste Management Services Framework.



Public Sector Framework Success

The NHS NOE CPC Total Waste Management Services III Framework was designed to provide NHS organisations with a compliant route to market for safe, sustainable and efficient waste management services. Through this process, Go Green were successfully awarded across multiple lots, after demonstrating how compliance, safety and sustainability are embedded throughout our services.

Alongside this, Go Green secured a place on Commercial Services Group's Waste Management Services Framework, managed by Procurement Services on behalf of Kent County Council. The framework covers a full range of waste management services across the public sector, including Emergency Services, Education, Councils and Social Housing, evidencing our ability to provide a comprehensive, multi-stream service solution.

These appointments reflect the strategic growth of Go Green over recent years; by expanding our specialist service areas, strengthening our supply chain, investing in compliance and sustainability, and building a robust social value offer, we have developed the capability to support complex, multi-site public sector requirements across the UK.

Looking ahead, these frameworks will position Go Green to support a broader range of public sector organisations and, through this access, continue to deliver responsible waste management, measurable environmental performance and meaningful social value in the communities where our customers operate.





Service Impact: Contracted Services

Partnership, Performance and Progress

Contracted works require waste management services that can adapt quickly to changing site conditions, fast-moving programmes and operational priorities. For Go Green, supporting customers in these environments demonstrates the strength of our strong supply chain partnerships, dedicated account management structure and ability to deliver reliable services across both planned and reactive works.

Through our partnership with Network Plus, Go Green support a wide range of contracted works across the UK, from national depot networks and emergency callouts to public-facing social housing schemes, repairs, maintenance, refurbishments and legislative upgrade works. This contract highlights our ability to provide responsive, well-coordinated waste services that reduce disruption, improve visibility and support more efficient site delivery.

Case Study: Contracted Works Success

Network Plus appointed Go Green as its nationwide waste management partner following an initial period of ad hoc support across its UK depot network. The three-year national contract covers bins, skips and ad hoc clearances across 92 locations, alongside reactive support to operational sites, including emergency callouts for incidents such as flooding and burst pipes. This contract reflects Go Green’s ability to support complex, multi-site works programmes where reliability, communication and operational control are essential.

Across the contract, Go Green implemented structured account management, proactive site engagement and regular review processes to bring consistency and control to waste service delivery. This included a coordinated mobilisation across 92 locations, supported by a selected network of local suppliers and site visits to key depots to understand operational needs, waste types and capacity requirements.

Looking ahead, this contracted works partnership positions Go Green to continue supporting customers with responsive, compliant and efficient waste management services across complex operational environments. Through better planning, supplier coordination, segregation advice and ongoing performance reviews, we can help customers reduce unnecessary movements, identify cost efficiencies and align day-to-day waste activity with wider environmental and social value objectives.



3
Year National Contract

92
Locations

Partnership Impact: Street Works Protocol

Better Practice on the Ground

Regulatory change plays an important role in shaping how waste materials are classified, recorded and managed across the highways, utilities and infrastructure sectors. For Go Green, supporting customers through these changes is not only about maintaining compliance, but helping operational teams understand what new requirements mean in practice.

In October 2025, the Street Works UK Material Classification Protocol came into effect, replacing the previous RPS 298 and RPS 299 approach for qualifying utility street works. The new protocol introduced a more structured, risk-based approach to classification, with greater focus on evidence, segregation, traceability and compliant movement of excavated materials.



Case Study: Ringway Jacobs

Following the introduction of the new protocol, Go Green worked closely with Ringway Jacobs to support preparations across the Essex Highways contract. While formal training delivery moved into February 2026, the groundwork began in 2025 through support calls, technical discussions and collaborative planning around how the new requirements could be translated into practical site-level guidance.

Both Go Green’s Technical Manager and Senior Key Account Manager for Ringway Jacobs liaised directly with the Ringway Jacobs team to help shape the training content. This ensured the material reflected both the technical requirements of the protocol and the real operational challenges faced by site supervisors and operatives.

The content was developed around the areas that would matter most on the ground, including chain of custody, excavation records, sample pots, storage and transportation, PAK marker and litmus testing, what to look out for during excavation, and the importance of segregating waste streams correctly. The training materials also incorporated practical demonstrations and site sample testing guidance to support clearer understanding and application.

This preparatory work meant that when the training was delivered in 2026, it was already aligned to Ringway Jacobs’ operational needs and focused on building confidence, consistency and best practice across their teams.



“
Ringway Jacobs would like to thank Go Green for their valuable support...
Overall, Go Green’s expertise and collaborative approach have made a positive contribution to improving knowledge, compliance, and best practice across our teams.”

Matt Halls - H&S Business Partner, Ringway Jacobs Ltd



Circular Impact: TSK Re-use Opportunity

Supporting our customers to adopt circular economy principles is a key part of how we deliver long-term value and responsible waste management solutions. By prioritising reuse and extending the lifecycle of materials, alongside driving positive change, we support customers to reduce disposal costs. Embedding circular thinking into our service offering is therefore central to how we drive better outcomes for both our customers and the wider environment.



Delivering Circularity

When TSK Group set out to find a circular economy solution for surplus furniture, Go Green worked with them to turn an operational challenge into a positive community outcome. During a workplace transformation project, TSK identified outdoor furniture that was no longer required but remained in good condition. Rather than allowing the items to be disposed of or recycled unnecessarily, TSK worked with Go Green to find a local organisation that could give the furniture a meaningful second life.

Acting as TSK’s waste partner, Go Green coordinated the end-to-end process, identifying Lane End Primary School as a suitable recipient and supporting the donation of five picnic tables and ten benches.

The furniture has since been repurposed across the school grounds, creating new outdoor seating areas for learning, social interaction and environmental engagement.

To strengthen the educational impact of the initiative, Go Green also delivered our Eco Heroes programme during a follow-up visit, helping students explore circularity, reuse and care for the environment through practical learning and a hands-on litter-picking activity.

The project generated £1,552.37 in measurable social value, combining the value of the circular donation with volunteer engagement and direct educational support. It also demonstrated how Go Green’s brokerage model can go beyond waste management, helping customers turn surplus resources into positive environmental and community outcomes.

£1,552
In Measurable Social Value

15
Items Rehomed

“

Our partnership with Go Green proved invaluable. They connected us with local organisations interested in the benches and tables, and we successfully found a new home for them at Lane End Primary. As we continue to work towards our goal of 100% circularity, we celebrate the progress made and the collective efforts of our team and partners.”

Jamie Richardson - Sustainability Director, The TSK Group Limited

Social Impact: Taylor Woodrow, Workplace in Bloom

Our relationship with Taylor Woodrow covers a vast range of projects and locations, each with their own requirements and objectives. A key priority across these sites, is to integrate social value into the projects to enhance our working partnership. At our Bridgwater site, we partnered with Taylor Woodrow to deliver a creative community engagement initiative, aligned with our ReEducate and OurCommunity framework pillars. The project supported Taylor Woodrow's contribution to VINCI's "Workplace in Bloom" competition by involving SEND students in a practical sustainability challenge linked to waste repurposing, biodiversity and community enhancement.

Go Green delivered a tailored Eco Influence session for 15 students, introducing key themes including the waste hierarchy, landfill limitations, circular economy principles and the value of reusing materials. Students were then challenged to design planters using surplus site materials such as pallets and traffic cones, with structured worksheets helping them develop and present their ideas.

15
SEND Students Supported

38
Volunteering Hours



The winning concepts were later brought to life on the site, transforming an underused space into a more engaging and biodiverse area. This included varying creatively designed planters, turning waste materials into a visible and imaginative installation. The project concluded with an awards event recognising student contributions and strengthening the link between education, industry and environmental action.

The initiative generated £609.48 in measurable social value, while supporting inclusive learning, creativity, confidence and environmental awareness among young people.



“

The competition focuses on transforming our outdoor environments by reusing unwanted recyclable products and creating green spaces to relax and connect with nature. We partnered with Go Green, a waste management company, who kindly donated a various selection [and we] visited the college on 6th June and ran an interactive session where the students came up with brilliant ideas for the competition.”

Faye Cross – Community Engagement Officer, Taylor Woodrow

Social Impact: Wood T&D Donations

In December 2025, Go Green partnered with Wood Transmission & Distribution, now part of the United Infrastructure Group, to deliver a targeted social value initiative at Coppice Academy in Solihull. The project responded to local need, including above-average free school meal eligibility and growing reliance on the school’s informal food bank, ensuring support was both practical and relevant to the school community.

The initiative began following a local needs analysis by Wood T&D, which was shared with Go Green’s Social Value team. From this insight, we were able to coordinate engagement with local schools and identified Coppice Academy as a suitable partner. Together, we provided food donations to support the school’s breakfast club and food bank, alongside a book donation to enhance the school library and encourage reading.

£271

in Social Value

14

Hours of Volunteering



Go Green also invited colleagues to contribute to the donation, with staff support matched by the business to increase the overall impact. The response was immediate, with school staff confirming that some donated breakfast items were already being used by pupils the following morning.

Alongside the donations, Go Green delivered an Eco Heroes session to support the school’s sustainability curriculum and Eco Council activity. The project recorded at least £271.75 in monetised social value, while also delivering wider wellbeing, learning and community benefits that extend beyond the financial measure.

“We were delighted to partner with Go Green on a recent social value initiative near our Lea Marston project... Working with Go Green was seamless and collaborative, they made the process easy and utilised their in-house expertise to ensure the day was as impactful as possible. Their commitment to sustainability and social impact mirrors our own, and that alignment made this partnership particularly rewarding.”

Libby Kerman - Sustainability Lead, Wood Transmission & Distribution

“Thank you so much for your generous food and book donation and the wonderful assembly you did for our children last week. It really is hugely appreciated. I am blown away by the fantastic work that you do for communities, it really is inspiring.”

Mel Green - Head Teacher, Coppice Academy



Earthworks Services

During 2025, Go Green continued to develop its Earthworks department, building on the progress set out in our previous ESG Report and establishing materials management as a key area of strategic growth.

As requirements across the construction, utilities and infrastructure sectors become more complex, demand has grown for reliable aggregate supply, compliant muck-away solutions and clear materials documentation. In response, the department has focused on creating a more structured and technically informed service model, helping customers balance efficiency, regulatory responsibility and environmental performance.

A significant milestone in this journey was Go Green’s appointment to Anglian Water’s Supply of Aggregates and Associated Services framework. Following the submission of our tender response in April 2025, Go Green was appointed in June 2025, marking an important step forward for the department and recognising our ability to deliver essential earthworks services within a major regulated utility environment.



64,374

Tonnes of Aggregate Delivered

100

Testing Reports Completed



193,781

Tonnes of Material Removed



Case Study: Anglian Water Aggregates & Muck-Away Framework

The Anglian Water opportunity allowed Go Green to demonstrate the strength of its Earthworks offer across two core service areas: the supply of quarried and recycled aggregates, and the removal of excavated materials from operational sites.

Structured as a multi-awarded framework for up to five years, the procurement covers aggregate supply, muck-away, haulage and storage across the Anglian Water region. This includes pipeline, asset construction and maintenance activity across a broad operational footprint, spanning East and West supply areas and multiple regional management areas.

Go Green secured appointment to Lot 1 Supply and Lot 2 Muck-Away, strengthening our position in a sector where reliability, documentation, safety and environmental performance are essential.

This progress has helped position Earthworks as an important part of Go Green’s wider service offering, connecting our established waste management expertise with the practical needs of construction and infrastructure customers. Looking ahead, the department will continue to build on this momentum, using stronger systems, technical knowledge and supply chain relationships to deliver responsive, responsible and sustainable solutions from the ground up.

International Expansion

Following the launch of Go Green Ireland and Hire a Skip Online in June 2024, 2025 was an important year in strengthening our presence across the Republic of Ireland. What began as an opportunity to replicate our outsourced waste management model in a new market has developed into a broader scope of growth, supporting over 100 trading customers with responsible waste solutions built around the same principles that underpin our UK operations: compliance, sustainability and partnership.

This progress was reflected in a key milestone when Go Green Ireland was appointed to deliver waste collection, management and recycling services for Abargrove Ltd t/a Events & Hospitality Services across 8 sites nationwide. As our first public sector contract in Ireland, this represented an important step forward for the business, demonstrating the strength of our service model in a formal tender environment.

Alongside this, Hire a Skip Online has enabled us to reach a different part of the market by making skip hire, rubbish removals and skip bags easier to book online. Designed for domestic customers, small businesses and project-based waste needs, the platform provides a simple route to local waste removal services while maintaining a clear focus on responsible disposal and recycling.



Both Irish divisions delivered significant turnover growth during 2025. Go Green Ireland grew strongly as its customer base and service activity expanded seeing an over 300% increase in turnover from our first trading year, while Hire a Skip Online moved from initial launch activity into its first full year of trading. To reflect this revenue growth, we were able to expand our headcount within the division to ensure we continued to deliver the high service we set a standard of, upon entering the market. With further growth projected for 2026, these figures demonstrate the increasing strength of our Irish operations and the opportunity to build a more established presence across the market.



We have been consistently impressed with Go Green’s performance...Their ability to deliver a high-quality service on time and maintain clear, effective communication has greatly contributed to our success and reporting needs. Their reliability and commitment to excellence make them a valued partner in our supply chain.”

Joseph Seery - Environmental & Sustainability Manager, Wills Bros Ltd

Sustainable Growth

Despite ongoing political and economic uncertainty throughout the year, which has continued to influence confidence across the sectors in which we operate, the business has maintained a positive growth trajectory. In 2025, we achieved an overall growth rate of 17%, driven by both the strength of our core service offering and the successful introduction of complementary services and entry into new markets. This balanced approach has enabled us to remain resilient while continuing to evolve in line with customer demand.

Investing in Technology

Throughout the year, we have made significant strides in our investment in technology infrastructure. This progress allows for future innovation, enabling us to streamline processes, improve data integration, and support the continued diversification of our services. As customer requirements become increasingly complex, this investment ensures we are well positioned to respond with agility and insight.

8%

Increase in Employee Headcount

Expanding Our Team

To support our continued growth, we have also invested in our people, increasing headcount by 8% over the reporting period. This has been complemented by a continued focus on training and development, ensuring our team has the skills and knowledge required to meet evolving industry demands. Regular employee engagement surveys have remained a key tool in understanding workforce sentiment, enabling us to maintain a motivated, engaged, and purpose-driven culture as the organisation expands.

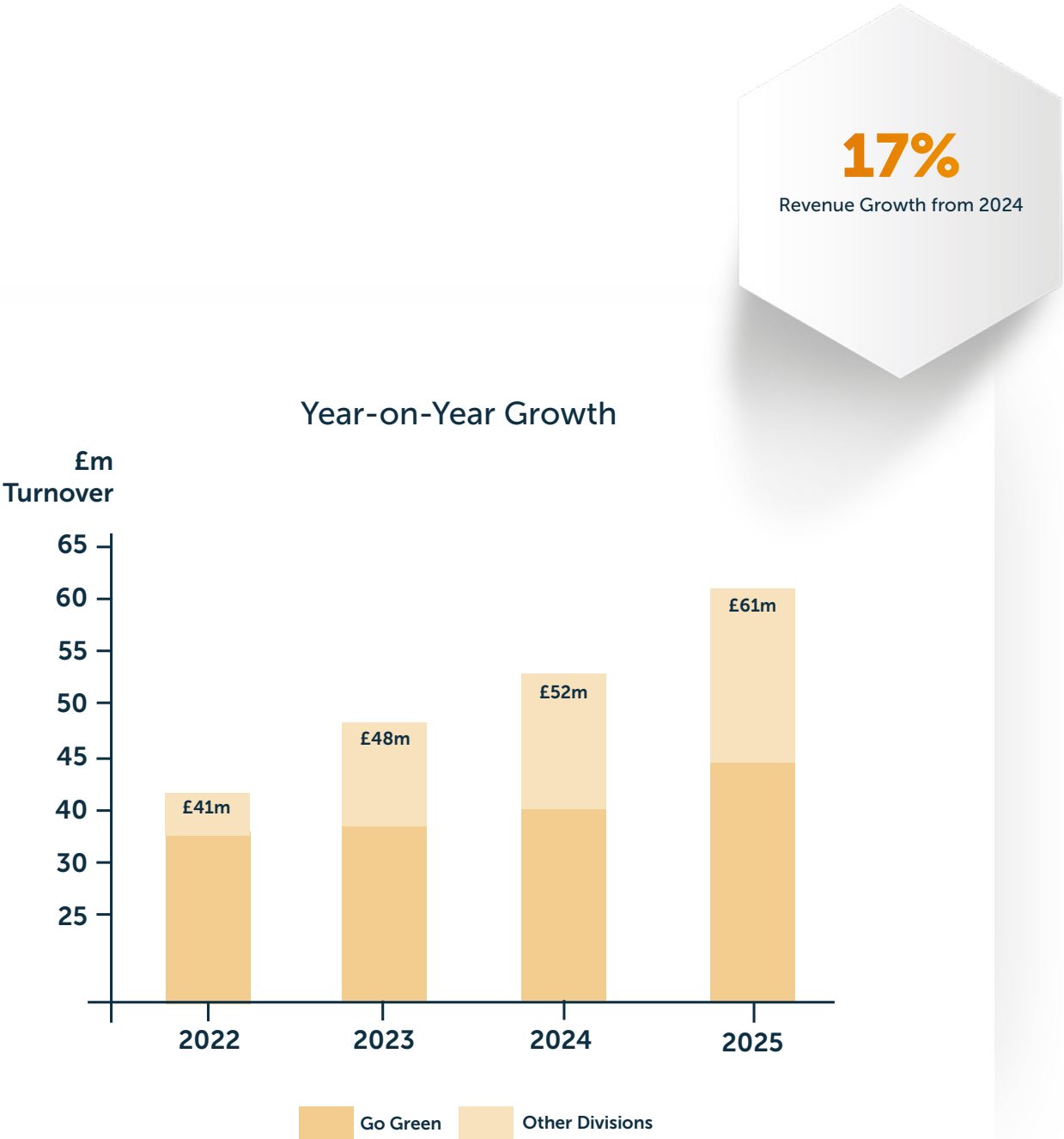
Looking Ahead

Building on the momentum achieved in 2025, our focus for the next year is on further broadening our service offering and continued development of a collaborative supply chain, alongside sustained investment in IT infrastructure. Together, these initiatives will support our ambition to strengthen our position as a leading provider of outsourced waste management and environmental consultancy services, while continuing to deliver sustainable, long-term value for our stakeholders.

“

2025 has been a year of strong, balanced growth for Go Green, with the business achieving revenue growth despite ongoing economic uncertainty. This performance reflects not only the strength of our core offering, but also the success of our continued diversification and expansion into new markets.”

Simon Noble - Finance Director



Closing Statement

As we conclude this year’s report, I am proud to reflect on the progress we have made and the values that continue to guide our business.

Go Green has evolved significantly, in line with the evolution we have seen within the industry. What was once a sector focused primarily on collection and disposal has become a key contributor to sustainability and resource efficiency. Throughout this journey, we have continually adapted our services, strengthened our governance, and sought new ways to create positive environmental and social impact for our customers and communities.

This year, strengthening our industry leadership through our involvement as a PAS 402 shareholder, reinforces our commitment to raising standards, improving transparency, and supporting best practice across the waste and resource management sector. Alongside this, the achievement of new external recognition and progress against our environmental objectives, we are proud of the continued success of the business over the last twelve months.



Reaching 25 years in trading is a significant achievement and reflects the dedication of our people, the trust of our customers, and the strength of our partnerships; recognising that expectations continue to evolve, we welcome the challenge of continually improving our performance.

As we look ahead, our ambition remains clear: to maintain the highest standards of governance and compliance and create lasting positive impact within the communities in which we operate.

Roger Wells - Managing Director





APPENDICES

Carbon Report 2025

