



celerity

Sustainability Report

2025/2026

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Report Overview and Company Context

A Message From Our CEO

Craig Aston
CEO, Celerity Ltd



I am delighted to present Celerity Ltd.'s first annual Sustainability Report, marking a significant milestone in our journey toward a more sustainable, responsible future. This report provides our first comprehensive view of the environmental, social and governance issues most relevant to our business and helps establish a baseline from which we can continue to improve.

Putting this report together taught us something worth sitting with: more than two-thirds of Celerity's carbon footprint comes from what we buy, not how we operate. This is exactly why raising the bar with our suppliers is a real priority for us, not a footnote.

We're publishing this as an honest first attempt, including the parts we haven't got right yet, because that's the only way we'll keep improving. Thank you for your continued trust and support, and we look forward to sharing our progress with you next year.

Purpose and Scope of the Report



Report Purpose: Communicates our sustainability vision, evidence-based ESG performance, and future priorities for continuous improvement.



Report Scope: Focuses on UK IT operations with hybrid working, emphasising energy use, emissions, and data quality challenges.



ESG Pillars: Covers environmental, social, and governance aspects including energy, employee wellbeing, and ethical business practices.



Practical Initiatives: Highlights hybrid working, electric vehicle schemes, and employee engagement linking policies to actions.



Reporting Standards & Approach Prepared with reference to the Voluntary Sustainability Reporting Standard for SMEs (VSME), Basic Module, for 1 January – 31 December 2025.



Executive Summary



01 Key Highlights (2025)

Net Zero target: 2050.
622.1 tCO₂e (Scope 3).
eNPS 60, 69% participation.
EV scheme: 42t CO₂e saved.
EcoVadis: 66/100.



02 Key Considerations

Impact is primarily Scope 3, across our value chain. Emissions may grow in absolute terms as we grow, so cutting carbon intensity matters most.



03 Focus for 2026

Enhancing Scope 3 reporting.
Sustainable procurement.
Diversity & inclusion data.
Employee engagement.

Company Profile



Company Overview: Operating in tech and communications, we generated £40.8 million revenue with about 100 staff in 2025, across 4 UK offices: Manchester, Kirkham, Sunderland and Chester.



Business Model Focus: A knowledge-intensive model offering managed IT, cloud, and security services relying on third-party infrastructure.



Sustainability and Emissions: Scope 3 emissions dominate due to leased infrastructure, emphasising supplier engagement and ESG collaboration.



Operating Context and Values: Remote work supports wellbeing and emission reduction; company values focus on integrity and balanced reporting.

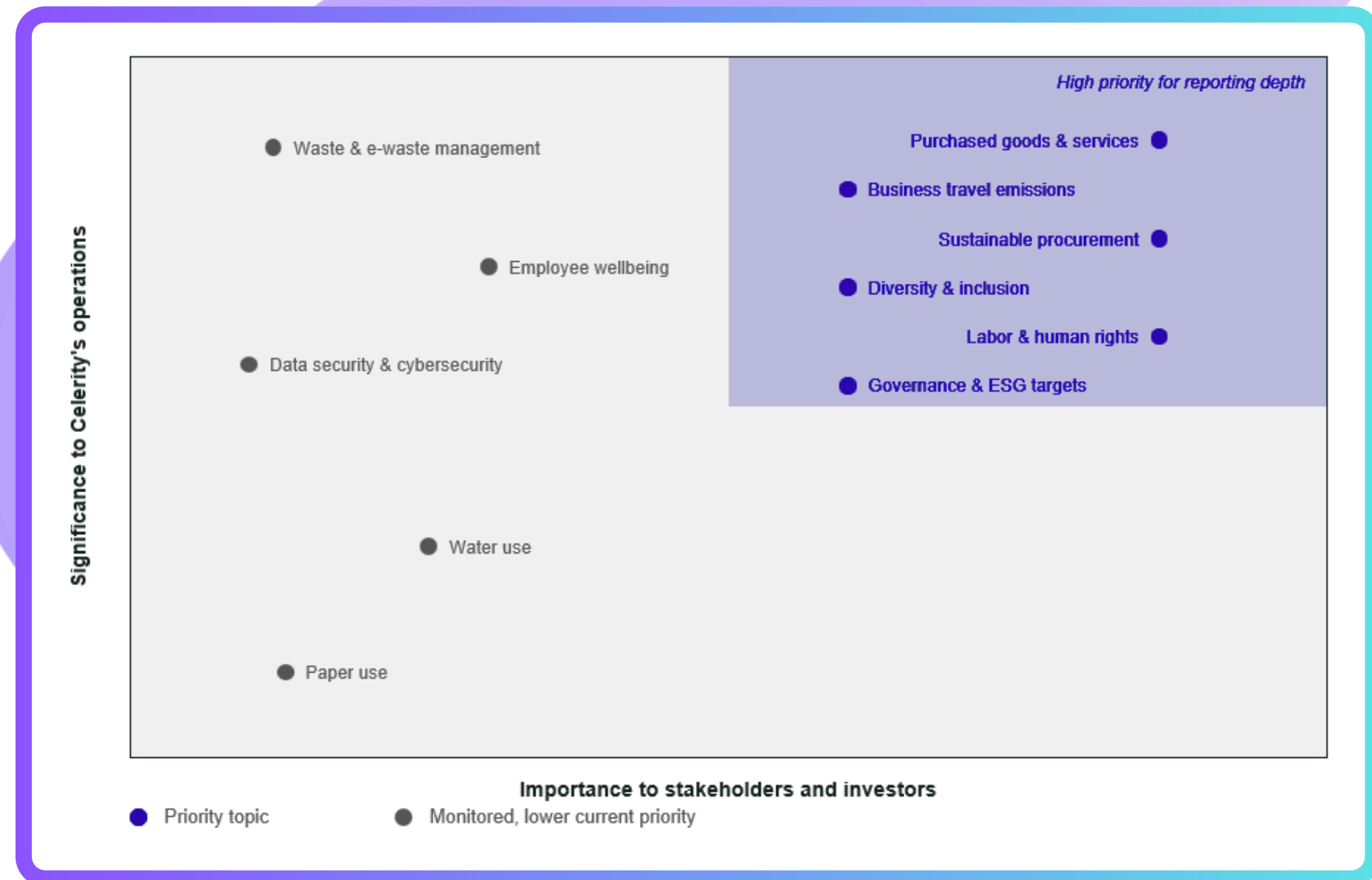


Materiality Assessment

We have identified the ESG topics most relevant to our business based on:

- The nature of our operations as an IT and services provider
- Feedback from our investor's independent ESG review process
- Our annual EcoVadis sustainability assessment
- Internal risk assessments, including our Environmental Aspects and Impacts Register

We assess materiality by combining our internal environmental risk scoring with external stakeholder feedback, plotting each topic by its significance to our operations against its importance to stakeholders and investors.



Environmental Performance and Impact



Environmental Impact

As a services-based organisation operating from leased offices, our direct emissions are minimal. The majority of our environmental impact arises from our value chain, particularly purchased goods and services, business travel, and employee commuting.

In 2025, our total emissions were 622.1 tCO₂e, entirely within Scope 3. This reflects both the nature of our business model and improvements in data accuracy and coverage.

We recognise that as our business grows, emissions may increase in absolute terms. Our focus is therefore on reducing carbon intensity and improving the quality and granularity of our emissions data over time.

Energy Consumption and GHG Emissions

Energy consumption is estimated using UK office energy intensity benchmarks applied to floor area for our leased offices, and standard homeworking energy factors based on the published EcoAct Homeworking Emissions methodology for home-based staff.

Resulting emissions are calculated using a Carbon Footprint Calculator, applying Greenhouse Gas Protocol Scope 1, 2 and 3 categorisation.

Metric (2025)	Value	Notes
Total Energy Consumption	333,292 kWh	Energy consumption estimated using office energy intensity benchmarks and standard homeworking energy factors.
Scope 1 Emissions	0	Included in Scope 3 due to leased offices
Scope 2 Emissions	0	Utilities purchased by landlords
Scope 3 Emissions	622.1 tCO2e	Dominated by supply chain and travel



Scope 3 Emissions Breakdown

Aspect	Value
Purchased goods and services	437.6 tCO ₂ e
Business travel	91.6 tCO ₂ e
Homeworking and office energy	70.8 tCO ₂ e
Employee commuting	22.1 tCO ₂ e

Resource Efficiency



Waste Management and Recycling

In 2025, nearly all reported waste was reused or recycled, demonstrating strong electronic waste and confidential shredding processes.

Water Use Challenges

Water consumption is not directly tracked due to shared leased spaces, but initiatives encourage reduced water use and efficiency behaviours.

IT Asset Resource Efficiency

A high percentage of our IT equipment is reused/recycled whether that is through repurposing, electrical waste collection or reselling old equipment to employees and donating the money to our Charity of the Year.

Decarbonisation Strategy and Environmental Targets



Long-Term Net Zero Commitment

Committed to achieving Net Zero emissions by 2050, in line with Science Based Targets initiatives (SBTi) methodology.



Short-Term Reduction Targets

We have near-term SBTi-approved targets alongside goals to improve resource efficiency and reduce travel emissions.



Supporting Green Initiatives

Electric vehicle leasing, cycle-to-work, hybrid working, and remote meetings reduce carbon footprint significantly.



Future Focus Areas

Enhancing Scope 3 data, supplier engagement, and renewable energy transparency in leased offices.

Social Responsibility and People

People and Culture

As a people-led organisation, our success is driven by the engagement, health, safety, wellbeing and development of our employees.

We are committed to creating a positive and inclusive working environment, supported by strong engagement, competitive benefits, and opportunities for professional growth.

Our focus is on maintaining high levels of employee satisfaction while continuing to strengthen diversity, inclusion, and skills development across the business.



Employee Wellbeing and Development

Employee Engagement and Feedback

High engagement with a 69% survey response and positive eNPS of 60 reflect strong employee trust and experience.

Health, Safety, and Wellbeing

No work-related injuries reported due to effective policies, assistance programs, and regular training initiatives.

Professional Development

Investment in training, mentoring, and development roadmaps supports individual growth and organisational capability.

Fair Remuneration Practices

Commitment to paying Real Living Wage ensures financial wellbeing and promotes fairness and inclusion.



DEI and Community Engagement

Inclusive Policies and Fair Hiring

Celerity implements inclusive policies and fair hiring practices to promote equal opportunity across all demographics.

Community Environmental Engagement

Celerity supports social and environmental causes through our volunteer-led Social Values Committee, who organise events such as beach cleans, food bank donation collections and sporting events for charity, amongst many other initiatives.

Broader Social Initiatives

Celerity supports social initiatives aligned with its values, promoting meaningful and proportionate community engagement. We are in the process of implementing a Women in Tech group to support and empower women within the organisation.



Governance, Ethics and Supply Chain

Governance, Ethics and Risk Management

Governance and Oversight

Responsibility for ESG is shared across the business:

- Board / Senior Leadership: Oversight of strategy and risk
- Compliance Function: ESG reporting, policies, and data management
- HR Function: Social and workforce-related initiatives
- Social Values Committee: Employee engagement and community initiatives

Ethical Business Practices

Ethics are reinforced by codes of conduct, Anti-Harassment and Bullying policy, Anti-Slavery and Human Trafficking Statement, GDPR-aligned data protection, and compliance training.

Risk Management and Climate Consideration

Climate change risks are integrated into risk management. We address supply chain, reputational, and physical risks alongside sustainability opportunities. ESG risks, including climate-related risks, are integrated into our wider risk management processes.



Supply Chain Sustainability



Scope 3 Emissions Impact

Scope 3 emissions from purchased goods, transportation, and third-party providers significantly affect overall carbon footprint.

ESG Integration in Procurement

Celerity is in the process of implementing a policy to support responsible procurement, which integrates ESG factors into supplier due diligence. We are also an EcoVadis member, completing annual ESG assessments.

Vendor Risk Assessment

Risk assessments will include data security, ethical conduct, and compliance to ensure trust and resilience in third-party IT services.

Certifications and Compliance



We maintain robust governance and compliance frameworks, supported by internationally recognised certifications including ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 27001 (Information Security), alongside Cyber Essentials Plus accreditation.

We are working towards ISO 42001 (Artificial Intelligence) and ISO 20000 (Service Management).

These certifications demonstrate our commitment to quality, environmental responsibility, data security, and continuous improvement through independently audited standards.

All certifications are independently audited and maintained through regular review cycles.

Performance Measurement and Future Outlook

Key Performance Indicators

01



Environmental

- **Carbon Intensity (tCO₂e per employee)** – reduction of 20% from 2023 baseline
- **Scope 3 Emissions** – improved data accuracy and year-on-year reduction initiatives
- **Energy Consumption per Employee** – targeted reduction of 2–3% annually
- **Waste Management** – maintaining high recycling rate

02



Social

- **Employee Engagement (eNPS)** – maintain strong engagement levels
- **Survey Participation** – sustain high response rates
- **Diversity Metrics** – introduce tracking and reporting
- **Training & Development** – increase employee participation in learning programmes

03



Governance

- **ESG Data Coverage** – improve completeness and accuracy of reporting
- **Supplier Engagement** – increase ESG oversight in procurement processes
- **Policy Compliance & Training** – maintain completion of required training

A group of people, including men and women, are gathered in a meeting room. They are looking at two whiteboards that have various notes and diagrams on them. The room has large windows with sheer curtains in the background. The overall atmosphere is professional and collaborative.

Future Outlook

As we continue to develop our ESG approach, our focus for 2026 will be on strengthening the quality and depth of our data, particularly in relation to Scope 3 emissions, diversity metrics and sustainable procurement.

Key priorities include:

- Improving Scope 3 data accuracy and supplier engagement
- Developing a sustainable procurement framework
- Introducing diversity monitoring and reporting
- Increasing employee engagement in sustainability initiatives

We recognise that our ESG journey is ongoing and will continue to evolve alongside our business and stakeholder expectations, while supporting long-term sustainable growth.