



Sustainability report 2025

A close-up photograph of pink, daisy-like flowers growing in tall, thin grass. The background is a soft, out-of-focus blue sky. The overall mood is serene and natural.

OUR JOURNEY SO FAR

At ACS Group, we are deeply committed to
our environmental responsibilities.

We recognise that meaningful change requires collective action, with businesses playing a crucial role.

We strive to minimise our environmental footprint and are dedicated to reducing our carbon emissions. Sustainability is integral to our operations; we actively engage with our customers and collaborate closely with our supply chain to maintain our position at the forefront of environmental stewardship in our industry.

Our path to Net Zero started in 2019 with our baseline reporting and the creation of ambitious sustainability goals for our business, alongside a commitment to £250k of investment in sustainable initiatives. By being transparent about our progress, we aim to showcase our unwavering commitment and dedication to becoming a truly sustainable business.

We have aspirations to achieve Net Zero in our Scope 1 and 2 emissions by 2028 and scope 3 by 2035.

SUCCESSES & STRUGGLES



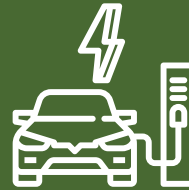
£250k invested

Over the past five years, ACS Group has invested £250,000 in sustainability initiatives. This includes the installation of solar panels generating 149,000 kWh of clean energy over the last three years, electric vehicle charging ports, reactive office lighting, and dedicated sustainability resources. These efforts are supported by our sustainability accreditations, reflecting our ongoing commitment to environmental responsibility.



Solar Panel Installation

In 2022, ACS Group took a significant step towards Net Zero by installing 220 solar panels on the roof of our main office. Despite the challenge posed by the British weather, these panels have successfully generated 149,000 kWh of electricity over the past 3 years. The initiative not only reduces our reliance on non-renewable energy sources but also demonstrates our commitment to environmental responsibility and innovation.



Electric Car Implementation

In 2024, ACS Group achieved a significant milestone in our sustainability journey by successfully implementing a company-wide electric vehicle policy. This initiative has led to the complete transition of our fleet to electric vehicles, reducing our scope 1 emissions and contributing to cleaner air quality. Our employees have embraced this change, recognising the positive impact on both the environment and the company's long-term sustainability goals. This achievement underscores ACS Group's dedication to innovative solutions that drive sustainable practices.

SUCCESSSES & STRUGGLES

Over the past few years, ACS Group has intensified its efforts to promote sustainability within our supply chain.

By actively gathering feedback from our customer base, we have helped manufacturers better understand and meet environmental requirements. This collaborative approach allows us to share valuable data and introduce greener product ranges to our customers as soon as they become available.

The IT industry has made notable progress in addressing sustainability, with growing interest in refurbished hardware, responsible asset disposal, and initiatives aimed at extending the lifespan of technology – all of which play a crucial role in reducing electronic waste. However, despite these positive developments, there is still work to be done. Many new IT products entering the market continue to face challenges in meeting higher sustainability standards, particularly in areas such as energy efficiency, recyclability, and the ethical sourcing of materials. As sustainability becomes an increasingly important consideration for customers and stakeholders alike, there is a clear opportunity for the industry to innovate further and strengthen its environmental credentials.

As a key intermediary in our supply chain, we are dedicated to driving suppliers towards adopting greener processes and expanding their range of environmentally-friendly products. We highly value feedback from all sectors of the supply chain, as it ensures our industry is actively safeguarding the environment.

EMISSIONS & GOALS FOR 2024

ACS Group has historically verified its carbon emissions under the PAS 2060 standard, achieving carbon neutrality through a combination of emissions reductions and offsetting. However, with the retirement of PAS 2060 and the introduction of the BSI Net Zero Pathway, ACS has transitioned to a more rigorous and forward-looking framework based on ISO-14064-1



ACS Group total emissions 2024 | 433.94t Co2e

- 65% Upstream Transport & Distribution
- 8% Purchased Goods
- <0% Water/Waste Water
- 1% Waste
- 1% Mobile Combustion
- 7% Electricity
- 13% Business Commuting
- 3% Business Travel
- <0% Hotel Stays
- 1% WTT Transmission & Distribution losses
- <0% Public Transport
- 1% Homeworking

Why ACS Re-Baselined Its Emissions

As part of this transition, ACS re-baselined its carbon footprint for the most recent verification cycle. This decision was driven by several key factors:

1. ISO-14064-1 Requirements

The ISO-14064-1 standard mandates a comprehensive and accurate baseline that includes all relevant emissions scopes—Scopes 1, 2, and significant Scope 3 sources. Unlike PAS 2060, which allowed more flexibility in offsetting, ISO-14064-1 requires that reduction targets be set against a verified and credible baseline. This ensures that future improvements are measurable and meaningful

2. Alignment with Net Zero Goals

The BSI Net Zero Pathway prioritises actual emissions reductions over offsetting. It includes annual audits and a structured verification process that culminates in the issuance of a Net Zero Verified Mark of Trust. To meet these standards, ACS needed to ensure its baseline reflected current operations and emissions sources accurately.

3. Organisational Changes and Data Improvements

Over the past year, ACS has made operational changes and improved its data collection processes. These updates necessitated a fresh baseline to ensure that the verification reflects the most current and relevant data

4. Tender and Stakeholder Expectations

With sustainability now forming a significant portion of tender criteria—up to 30% in some cases—ACS recognised the importance of demonstrating a robust and transparent approach to emissions verification

OUR GOALS

1. Net Zero by
2035
2. Net Zero Scope 1 & 2 by
2028
3. Empowering Bradford:
2025
4. Supporting our Customers
2025



GOAL 1

Net Zero by 2035

The background of the slide is a composite image. On the left side, there is a lush green forest with dense foliage, growing on a dark, rocky cliff face. The right side of the image is a bright, overcast sky with several small, dark silhouettes of birds in flight. The text is overlaid on the sky portion.

ADJUSTING OUR COURSE:
**NET ZERO BY
2035**

Revising Our Net Zero Target: A Commitment to Transparency

Since setting our original Net Zero target for 2030, we have made significant strides in reducing our environmental impact and embedding sustainable practices across our operations. However, after a thorough review of our progress and the challenges we face, we have revised our Net Zero target to 2035.

As a stockless reseller, ACS Group operates within a complex and interdependent supply chain. Our ability to reduce emissions is closely tied to the pace at which our suppliers can implement sustainable practices and technologies. We rely solely on our supply chain partners to stock and deliver the products we sell, and until they transition to fully electric fleets, a significant portion of our emissions will remain outside our direct control. Despite our proactive engagement and collaboration with partners, supply chain constraints – including limited availability of low-carbon alternatives and delays in supplier transitions – have made it clear that achieving Net Zero by 2030 is no longer feasible without compromising the integrity of our operations or the quality of service we provide.

By adjusting our target to 2035, we are aligning our ambitions with the realities of our operational model. This revised timeline allows us to continue pushing for meaningful change while maintaining transparency and accountability. It also gives us the opportunity to work more closely with our supply chain partners to drive collective progress toward a more sustainable future.

We remain fully committed to achieving Net Zero and will continue to report on our progress with honesty and clarity. Our revised target reflects not a retreat from our goals, but a reaffirmation of our responsibility to pursue them in a way that is both ambitious and achievable.



Goal 2

Net zero scope 1 & 2 emissions by 2028

NET ZERO

SCOPE 1 & 2 EMISSIONS BY 2028

At ACS Group, we are proud to be leading the way in environmental responsibility with a firm commitment to **achieving Net Zero Scope 1 and 2 emissions by 2028**

To address these, we've taken decisive action:

Transition to an all-electric fleet:

ACS Group have removed all fossil-fuel vehicles in favour of a fully electric fleet, significantly reducing our scope 1 emissions.

Verified renewable energy:

Since 2018, 100% of the electricity we purchase has come from verified renewable sources, ensuring our operations are powered cleanly and responsibly.

Smart Building Energy Controls:

To optimise energy efficiency, all screens, air conditioning, heating, and lighting systems within the building operate on scheduled timers, while reactive lighting ensures that unoccupied rooms consume zero energy

On-site solar generation:

On-site solar generation: We've installed 220 solar panels at our head office, enabling us to generate a substantial portion of our own clean energy and further reduce our reliance on the grid.

These initiatives are part of a broader, integrated approach to sustainability that reflects our belief in a long-term, measurable impact. Our approach includes investing in clean technologies and responsible energy sourcing to not only reduce our carbon footprint but also drive lasting environmental progress.

**We're helping to build
a more sustainable
future for all**



Goal 3

Empowering Bradford



BRADFORD 2025

UK City of Culture

SUPPORTING BRADFORD CITY OF CULTURE

As a proud sponsor of Bradford City of Culture, ACS Group is deeply committed to celebrating and uplifting the vibrant communities that surround us. Our impact extends beyond financial support. We work closely with local businesses, schools, and community organisations to make our local area more sustainable and green. Whether that is volunteering, knowledge sharing or working in partnership.

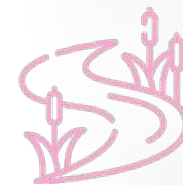
Some of the projects we have done locally are:



Spending a day at a local country park to help them clear Balsam. By doing this it helps restore habitats for native plants which support a wider range of insects and animals.



In collaboration with Bradford College students, we transformed part of our outdoor space into a greener, more inviting habitat that supports local wildlife. Through their involvement, students gained valuable hands-on experience in environmental stewardship while developing practical business and project management skills that will support their future careers.



Volunteering with Aire Valley River Trust to clear a local river area, boosting wildlife, biodiversity, and natural habitat restoration.

A photograph showing two people, a man and a woman, working on a green wall. The man is pointing at the wall, and the woman is looking at it. They are both wearing light-colored shirts. The background is a green wall with some plants growing on it.

ECO-ACTION TEAM

At ACS Group, sustainability isn't just a goal—it's a shared responsibility. That's why we've created the Eco-Action Team, a passionate group of colleagues dedicated to driving positive environmental change both within our business and in the communities we serve. They exist to spark ideas, lead initiatives, and implement impactful projects that help ACS Group operate more sustainably. From reducing our carbon footprint and cutting waste, to promoting greener practices, the team is at the heart of our environmental efforts. We empower our staff to adopt sustainable habits beyond the workplace through regular training, practical resources, and engaging initiatives that encourage environmentally conscious choices in their everyday lives.

A photograph showing a group of people sitting around a long table in a meeting room. They are all looking towards the front of the room, where a presentation is being displayed on a screen. The room has large windows and a modern interior.

NETWORKING GROUPS

ACS Group host sustainability peer sessions in partnership with the West Yorkshire Combined Authority at our head office in Baildon. These sessions brought together businesses of all sizes at different stages of their sustainability journey. These sessions are designed by WYCA to help businesses utilise support available and create a network around the Bradford area.



Goal 4

Empowering Customers

EMPOWERING OUR CUSTOMERS

From supporting clients in reporting their Scope 3 emissions through tailored reporting strategies, to delivering comprehensive interior projects designed with sustainability at their core. ACS Group empowers stakeholders across all levels of the organisation to achieve their Environmental, Social, and Governance (ESG) objectives.

**HERE'S HOW EVERY
DIVISION PLAYS
THEIR PART**





HELPING BUSINESSES SUCCEED SUSTAINABLY

At ACS Office, we make it easy for businesses to stay equipped and productive. With a comprehensive range of products and services, we're your trusted source for everything from stationery and workwear to facilities management essentials.

Green office supplies

We've overhauled our 'Green List', shifting from supplier-led selections to internal research. Now featuring 900 rigorously vetted office products, our list reflects ACS Office's higher standards for environmental responsibility.

Removing all single use plastics

We have identified a list of single-use plastic items and by working closely with our suppliers we have removed these from our catalogue and replaced them with more environmentally-friendly alternatives. Although legislation is currently only in place in Scotland, ACS Office wanted to ensure all single-use plastics were removed from catalogues prior to the legislation being released across England and Wales.

Environmental account reviews

As part of ACS Office's sustainability commitment, every customer now receives an Environmental Account Review; an in-depth analysis of procurement practices that highlights opportunities for greener choices. This review also opens dialogue around sustainability goals, enabling us to co-create tailored plans for lasting environmental impact



Bring your sustainable workplace to life

A division built to bring design and sustainability together.

With various avenues to support a positive environmental impact our team is dedicated to incorporating sustainable practices and materials.

Offering sustainable solutions from creating biophilic walls to supplying bespoke furniture upholstered in oceanic fabric (incorporating plastic waste collected from the ocean), our team offer the highest quality of environmentally friendly products.

Our Sustainable Materials

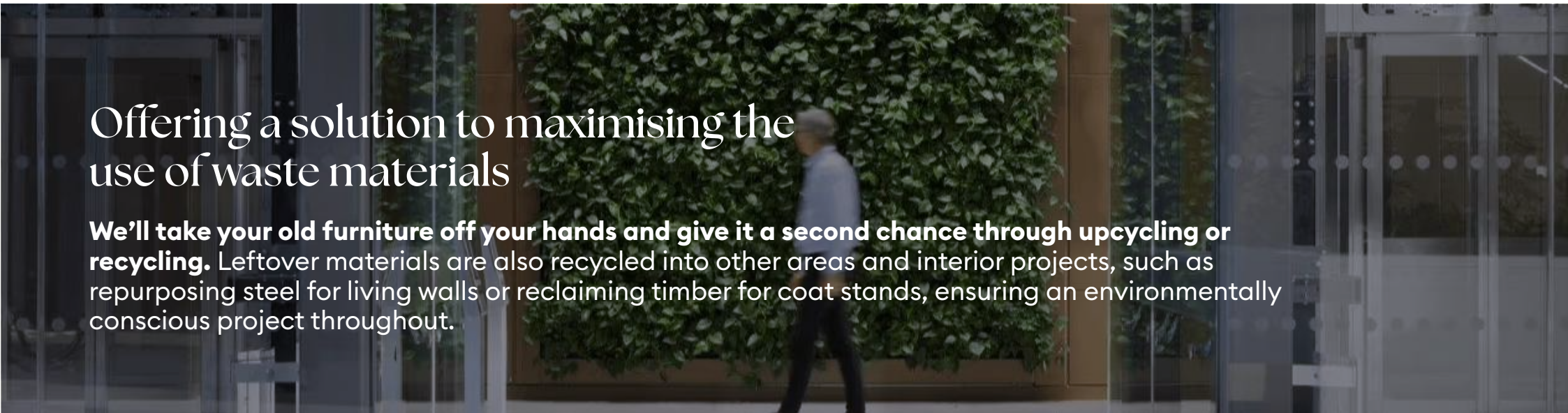
Our dedication to sustainability is highlighted through our vast product selection including flooring that's manufactured from 94-98% natural raw materials to carpet tiles containing 75% recycled content.

Building Strong, Sustainable Supply Chains

By having a close collaboration with suppliers, we can ensure they meet our high standards for quality, durability, and eco-friendliness throughout any project. By adopting a strong partnership, we also ensure that our supplier's policies align with our personal commitment to reducing our environmental impact.

Offering a solution to maximising the use of waste materials

We'll take your old furniture off your hands and give it a second chance through upcycling or recycling. Leftover materials are also recycled into other areas and interior projects, such as repurposing steel for living walls or reclaiming timber for coat stands, ensuring an environmentally conscious project throughout.



Powering success with **cutting-edge sustainable IT solutions**

We acknowledge that as a business and an IT specialised division, IT manufacturing contributes considerably to global warming.

We offer numerous solutions to help our customers reduce their footprint through lifecycle services:



**Refurbished
products**



**Sustainable IT
asset disposal**



**Repairs and
upgrades**

Each solution is a small step towards making a big impact. Not only do all of our lifecycle services reduce electronic waste but each has a cost-effective value achieving economic savings and positive environmental impact.

ADISA ACCREDITED

**Taking our responsibility to the next level and partnering with
ADISA-accredited providers**

This ensures that any IT devices that are no longer in use are handled with the highest standards of security and environmental responsibility when going through the ITAD (IT Asset Disposal) process.

Not only does this reduce electronic waste and contributes towards a more sustainable future but protects businesses from data breaches, safeguarding sensitive information.



PRINT WITH *Confidence*

**Fast, professional-quality,
sustainable print when you
need it most**

Make a lasting impression, sustainably

Choosing sustainable merchandise shows your customers that your brand cares about quality, responsibility, and the future. It builds trust, sets you apart, and reflects a commitment to doing business the right way.

With over 150 recycled promotional products to choose from



Vegetable-based inks

Vegetable-based inks are used throughout our printing processes. These inks are derived from renewable resources and have a lower environmental impact compared to traditional petroleum-based inks.

Zero Waste Printing

We aim to support a circular economy and reduce landfill use. To achieve this, all production waste generated during our printing processes is recycled responsibly.

Sustainable Sourcing

We partner with suppliers who hold environmental accreditations. By doing this, we ensure that our entire supply chain adheres to high sustainability standards.

Sustainable Paper

Our printing services use paper stock certified by the Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC). These certifications guarantee that the paper comes from responsibly managed forests.



An aerial photograph of a dense green forest. A large, stylized recycling symbol (three chasing arrows forming a triangle) has been cut out of the forest floor, revealing a clear blue sky in the center. The symbol is positioned on the left side of the image. The right side of the image is a soft, out-of-focus continuation of the forest canopy.

DRIVING CIRCULARITY THROUGH COMMUNITY RECYCLING INITIATIVES

At ACS Group, we believe sustainability starts with action, and that includes making recycling accessible, impactful, and community-driven. Our head office is home to a growing network of recycling points designed to reduce waste and promote responsible disposal, both for our customers and the wider community.



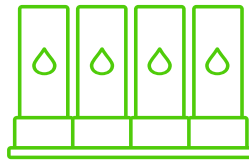
Clothing Bank

A cornerstone of our community engagement is our partnership with The Clothing Bank, a Yorkshire-based charity. As the Clothing Banks largest drop-off point, our site supports the collection of pre-loved clothing, helping to reduce textile waste while supporting families in need across the region.



Battery Recycling

ACS Group serves as a convenient battery recycling drop-off point for both the public, our staff and our customers. Supporting local sustainability efforts and helping organisations meet their environmental goals.



Toner Recycling

ACS Group provides a toner recycling service for our customers, helping them responsibly dispose of used cartridges while supporting their sustainability objectives.



Terracycle

ACS Group hosts multiple TerraCycle recycling points at our head office, offering staff, customers, and the local community a convenient way to recycle hard-to-recycle items. Such as, crisp packets, detergent bottles and wax wrapping.

These initiatives reflect our commitment to building a circular economy

A community that values resources, empowers communities, and protects the planet.

CELEBRATING OUR SUSTAINABILITY ACHIEVEMENTS

At ACS, sustainability is a core part of who we are. We're proud to be recognised both within our industry and across our local community for the positive impact we're making. These accolades reflect the dedication of our team and our ongoing efforts to lead by example in creating a more sustainable future.

Over the last few years we have been honoured with the following awards and nominations:

WINNER

Sustainability Excellence Award

Bradford Means Business Awards 2023

Recognising our outstanding leadership and innovation in sustainable business practices.

WINNER

Environment Award

Raising the Bar Awards 2024

West and North Yorkshire Chamber of Commerce
Celebrating our environmental initiatives and contributions to our regional community.

FINALIST

Supplier Excellence Award

Business IQ awards 2025

Recognising innovation in sustainable business practices.

FINALIST

European Office Products Sustainability Award

EOPA 2024

A prestigious nomination highlighting our commitment to sustainability on a European stage within the industry.

FINALIST

Boss Awards Sustainability Award

Boss 2023

BOSS Awards nomination in the Sustainability category, recognising our ongoing commitment to responsible and environmentally conscious business practices.

TOM TAYLOR

Driving Sustainability Leadership at ACS Group

As part of our commitment to becoming a sustainability leader in our industry, ACS Group made a strategic decision in 2021 to invest in dedicated internal expertise.

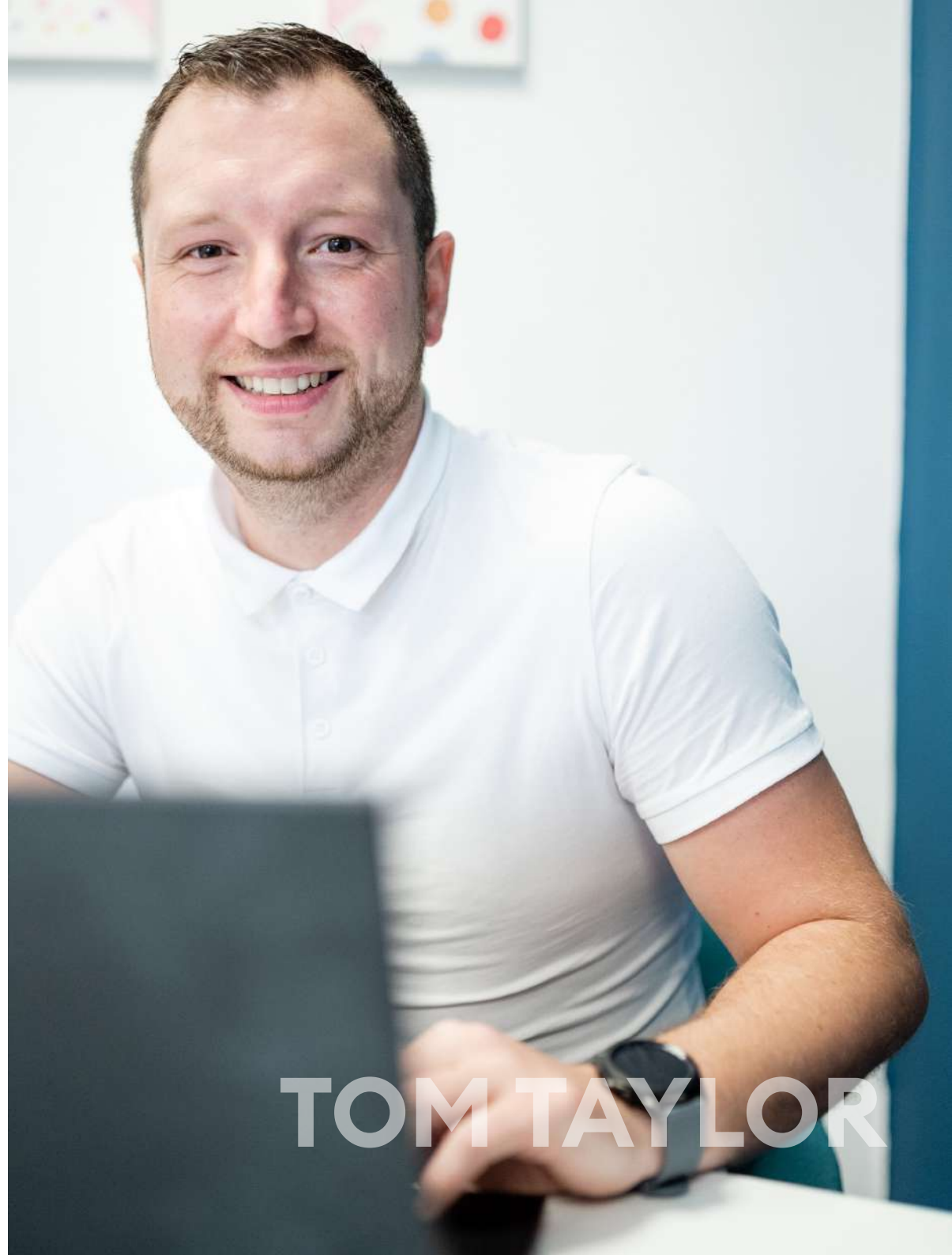
This led to the appointment of a full-time Sustainability Manager, Tom Taylor, who brings 12 years of industry experience and a strong commitment to advancing sustainable practices.

To further strengthen our capabilities, Tom completed the Business Sustainability Management course at the University of Cambridge Institute for Sustainability Leadership; an internationally recognised institution at the forefront of sustainability education. This programme has equipped him with advanced knowledge and practical tools to embed sustainability into core business operations.




UNIVERSITY OF
CAMBRIDGE

By combining this academic foundation with his deep understanding of our sector and passion for sustainability, Tom is uniquely positioned to lead meaningful change across ACS group. **His role ensures that sustainability remains a central focus as we continue to grow and evolve as a business.**



TOM TAYLOR



“The greatest threat to our planet is the belief that someone else will save it.”

Robert Swan