

Sircle Annual ESG Report

July 2025



Contents

- Introduction
- Snapshot
- Environmental Initiatives
- Social Responsibility
- Governance and Compliance
- Next Steps
- Get in Touch



Introduction

At Sircle, our commitment to sustainability, social responsibility, and ethical governance is embedded in everything we do. Guided by our core values—Open, Focus, Agile, and Care – we take deliberate steps to reduce our environmental footprint and promote inclusive, fair, and supportive workplace practices.

We prioritise diversity, fair pay, employee well-being, and transparency in how we operate. Through continuous improvement and a client-focused approach, we aim to create meaningful, lasting impact not only for our projects, but for our employees, clients, and the wider community.

This report sets out the progress we have made to date towards our targets and shows how we are:

- Actively reducing our own impact on the environment on our path to reach net zero by 2040.
- Demonstrating our commitment to a safe and healthy workplace.
- Certifying our compliance with ESG standards.

The report also summarises what we plan to do next and how you can get involved.

Everyone has a role to play and even the smallest actions from each of us will create meaningful impact not just internally, but for our customers, our communities and the planet.

Julia Kemp
Managing Director

Snapshot

Our ESG progress in the last 12 months:

 Environmental	100%	90%	18%	2040	3 out of 3
	electric or hybrid company fleet	reduction in paper usage	reduction in gas and electricity consumption	our Net Zero target year	waste collectors committed to zero waste to landfill
 Social	30%	100%	0%	4	All staff
	women in directors roles	departments represented in H&S meetings	RIDDOR reportable workplace incidents	number of charities contributed to	have access to a Mental Health Champion
 Governance	100%	3.9	300+	£3,160,220	
	staff & UK contractors paid the Real Living Wage or more	score in GALLUP Q12 employee engagement survey	hours of H&S and cyber security training by staff	delivered in Social Value (using MeasureUp Social Value calculator)	
	100%	4	35+	5	100%
	departments represented in management review meetings	ISO certifications achieved	guidance policies providing clear direction for all staff	years of having RICS status	suppliers, contractors, and sub-contractors subjected to vetting process

Environmental Initiatives

Meeting Sircle’s environmental objectives:

- Promote environmental awareness amongst all stakeholders.
- Minimise our operational impact on the environment and the local community.
- Prevent pollution, reduce waste and promote recycling where possible.
- Reduce our Carbon Footprint.
- Maintain our Environmental Management System to BS EN ISO 14001:2015 standard.

Driving Energy Use and Efficiency:

- Renewable energy: explored 100% renewable energy suppliers with the aim of migration in July 2025.
- Energy Savings: Achieved a 5.72% reduction in 2022–2023 and an 18.8% reduction in 2023–2024 through hybrid working, LED lighting, cloud-based IT, and virtual meetings.

Carbon Footprint Reduction:

- Developed a Carbon Reduction Plan to support Net Zero by 2040.
- Began evaluating external platforms for annual emissions tracking.

Waste Reduction:

- Encouraged staff to reduce, reuse, and recycle.
- Partnered with zero-waste-to-landfill service providers.
- Reduced paper usage by 90% through digital tools like iPads.
- Promoted recycling, reusable cups, and repurposed packaging.
- Adopted long-life, low-maintenance P50 fire extinguishers.
- Introduced 100% recyclable SIM cards and transitioned to eSIMs.
- Extended the lifespan of electronic equipment through upgrades.

Greenhouse Gas Emissions:

- Transitioned to a 100% electric, hybrid, or PHEV vehicle fleet.
- Extended vehicle leases to maximise lifecycle efficiency.





Social Responsibility

In the last 12 months, we strengthened our practices and pursued enhancements across the whole spectrum of Social Value.

Equal Employment Opportunities

- Clear Equal Opportunities Policy and development pathways.
- Safeguards against discrimination and harassment.
- Annual Equality Training via LearningNest.

Employment Law Compliance

- Ongoing HR consultancy for advice, policy review and support.
- Annually updated HR Handbook.

Employee Benefits

- Continuous training including life skills, such as driving awareness, stress management.
- Health initiatives: Cyclescheme, private medical insurance, LionHeart partnership.
- Regular engagement surveys and open-door policy.
- Flexible & hybrid working and leave trading.

Fair Pay & Living Wage Certification

- Fair remuneration policy with employee consultation.
- Certified by the Living Wage Foundation.

Health & Safety

- ISO 45001:2018 certified safe environment.
- Active H&S Committee with staff engagement.
- Ongoing H&S consultancy support.
- Updated H&S policies and continuous training.
- Zero RIDDOR-reportable incidents.
- Proactive safety measures and audits.

Supply Chain Responsibility

Consultant registration ensuring due diligence on Regulatory and H&S compliance, quality and ethics.

Community Engagement

Work experience with local institutions.

Support for charities, including:

SAMARITANS

LionHeart

CANCER RESEARCH UK

Alzheimer's Society

Governance and Compliance

We demonstrate accountability through corporate policies, transparent communication, and ongoing dialogue with stakeholders. In 2024, we advanced and consolidated practices such as:

Corporate Governance

- Monthly Meetings: Our Board, Management, and Departmental meetings ensure strategic oversight, operational alignment, and progress tracking.
- Certifications and Compliance: Platforms like BAB Activ and RESET Compliance Services streamline our regulatory adherence.
- Legal Standing: Sircle maintains a clean record, with no investigations, charges, or prosecutions related to criminal, financial, or governance transgressions.

Accounting Integrity & Transparency

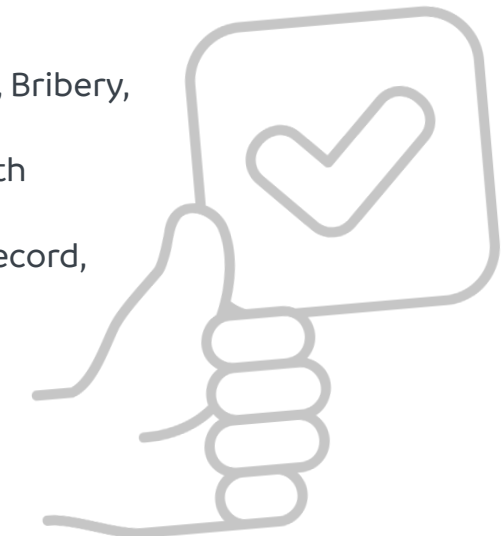
- Public Financial Data: Available via Companies House.
- Regular Reporting: We prepare monthly financial reports for the board and shareholders and provide companywide updates on our performance and governance through various channels.

Ethical & Responsible Business Practices

- Accreditation and Policies: Sircle has internal policies on Anti-Corruption, Bribery, Whistleblowing, equal opportunities, and more.
- Consultant Vetting: A robust registration process ensures compliance with ethical standards, including screening for international sanctions.
- As an RICS registered company, Sircle maintains procedures to identify, record, and manage potential Conflicts of Interest, with regular reviews.

Risk Management

- Integrated Approach: Risk management is embedded within our business systems and certifications to proactively identify and address risks.



Governance and Compliance (cont.)

Compliance

- ISO Certifications:
 - ISO 9001: Quality Management.
 - ISO 14001: Environmental Management.
 - ISO 27001: Information Security.
 - ISO 45001: Occupational Health and Safety.
- RICS Accreditation: Ensures ethical service delivery and regular staff training on RICS Rules of Conduct, Ethics and Whistleblowing, Conflict of Interest Avoidance, and Bribery and Money Laundering.
- Ensuring cybersecurity. Certified under CyberEssentials and CyberEssentials Plus.
- Additional Memberships: Includes SafeContractor SSIP (Safety Schemes in Procurement), ConstructionLine, and the Fire Protection Association.
- Living Wage Employer. We are committed to fair pay by voluntarily paying all our employees at or above the real Living Wage, a rate based on the cost of living. This reflects our dedication to decent work, tackling in-work poverty, and creating a fairer, more responsible workplace.

Next Steps

Building on the progress outlined in our Environmental, Social, and Governance (ESG) initiatives, Sircle has identified the following next steps to further enhance our impact and performance:

Step 1: Refine our ESG Objectives & KPIs

We will:

- Identify initiatives Sircle can support and strategies to encourage staff to take ownership of ESG goals.
- Conduct an objective assessment to identify areas for improvement and growth.
- Set measurable ESG objectives and Key Performance Indicators (KPIs).

Step 2: Explore ESG Validation Platforms

We aim to engage with recognised platforms that:

- Provide external validation of our environmental and sustainability efforts.
- Enable us to articulate and evidence the Social Value we deliver to clients.
- Support transparency and accountability in our governance practices.

Examples include:

- Ecologi – Integrates with Xero to validate carbon footprint data.
- Sundry – A carbon accounting platform for tracking greenhouse gas emissions.
- Supply Chain Sustainability School – Offers free training and resources to support sustainability goals.
- Whatimpact connects businesses with charities to co-develop Social Value initiatives, supporting community engagement, volunteering, donations, and supply chain collaboration, essential for frameworks and tenders requiring demonstrable social value.

Step 3: Improved Communications

We will improve our communication of our ESG efforts through:

- Involving staff on ESG initiatives including ownership of ESG goals.
- Our website, annual ESG reports, and Carbon Reduction Plans.
- External engagement with clients, suppliers, and partners.
- Active marketing of our ESG initiatives to raise awareness and demonstrate progress.

Get in Touch

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