

An abstract graphic in the background consisting of a network of thin grey lines connecting various colored circular nodes. The nodes are in shades of red, orange, and light blue, scattered across the page.

Protecting People, Property and Planet.

ESG Impact Report 2025

Alpine.
GROUP



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Message from our Group CEO.



Claire Owens,
Chief Executive Officer

Over the past year, we have taken significant steps not only to grow our business but to deepen our commitment to Environmental, Social and Governance excellence across everything we do.

A landmark moment in our journey came in October 2024, with the acquisition of DAS Fire, a business which specialises in Data Centre fire detection and suppression. This move brings together two highly respected teams with shared values, complementary expertise, and a united vision for the future of fire safety. It marks more than just growth, it reflects our belief that we can do more, and do better, together.

With this integration, we are expanding our ability to deliver best-in-class expertise while aligning our ESG practices. From reducing our environmental footprint and improving safety through use of vehicle telematics, to fostering a culture focused on wellbeing, to an increased focus on supply chain sustainability; we are building a more resilient, responsible, and future-focused organisation.

Our group values are threaded through this report, demonstrating that our ESG strategy is not a standalone initiative: it is embedded in how we operate, how we innovate, and how we serve our clients and communities. We are proud of the progress we have made this year, but we also recognise the responsibility we carry as leaders in our industry, reflected in our ongoing commitment to the Alpine Fire Campaign. This report outlines our progress, with a view to the future in our commitments for the coming year.

I want to thank our teams across Alpine Group for their dedication, professionalism and shared commitment to positive impact. Together, we are making an effort to shape safer and more sustainable places to work.

Claire Owens, Chief Executive Officer

At Alpine, our mission has always been clear: **Protecting People, Property and Planet**, providing fire detection & suppression systems through expert technical capabilities, delivered with integrity.



Introduction.

This ESG Impact Report highlights the progress we have made in embedding environmental sustainability, social responsibility and effective governance across our business. 2024 was a landmark year for us, marked by the acquisition of DAS Fire, a leading provider of fire protection solutions, specialising in data centres and critical infrastructure.



This acquisition brought together the complementary strengths of both businesses under Alpine Group. Alpine Fire has long focused on high-performance fire suppression systems in highly automated, complex environments, while DAS Fire adds deep expertise in fire detection, alarm, and suppression systems for critical assets in data centres. As a group, we are able to deliver safer, more resilient, and more sustainable fire protection solutions across a wider range of sectors.

Our ESG journey is centred on making a tangible positive impact. Through initiatives such as the Alpine Fire Campaign, supplier engagement programmes and the adoption of low-carbon and resource-efficient technologies, we are helping our clients protect people, property and infrastructure, while reducing environmental impact. This report provides insight into our progress, challenges and the steps we are taking to continue building a responsible, sustainable and resilient business, supported by robust governance systems.



Assessed to ISO 9001
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Environmental.

Environmental.

Both Alpine and DAS maintain the ISO 14001 environmental management certification, overseen by our Health, Safety, Environment and Quality (HSEQ) Manager, who takes overall responsibility for environmental management. Environmental awareness is integrated into staff induction and toolbox talks on site and is also extended to contractors. Additionally, our incoming Sustainability and ESG Lead will develop further environmental training to complement our existing work.



In 2024, DAS transitioned all office lighting to LEDs.

Reducing environmental impact

Electricity Consumption	kWh
Non-Renewable	284,424
Renewable	74,611

During FY25, we continued to make our offices and operations more energy efficient. At Alpine, we installed automated lighting systems that respond to occupancy, while the electricity contract for Alpine House is now 100% renewable. Across our office buildings, no appliances are left running overnight: lights are controlled by PIR sensors and HVAC units switch off automatically outside working hours. Additionally, the planned move to a new Reading head office will enable DAS employees to commute by public transport, helping to reduce associated commuting emissions.

We are making a continued effort to improve how we manage the resources we use. At Alpine, water consumption is tracked as part of our environmental monitoring and DAS has now adopted this as a target. We have also requested enhanced waste data from Veolia for Alpine offices, allowing us greater oversight of our waste disposal.



Two electric vehicle chargers are planned at the new DAS Reading office to support our energy transition.



During the year, we sent zero waste to landfill from Alpine offices.

Alpine waste management continues to be supplied by Veolia, and we plan to collect more granular waste and water data from DAS invoices next year. This will allow us to more accurately capture their associated emissions impact within our annual Net Zero report, as well as set more informed reduction targets. We remain compliant with Simpler Recycling legislation, with clear signage and training for waste disposal at our own sites. We are proud that all waste from Alpine office sites is diverted from landfill, with residual waste sent for energy recovery.

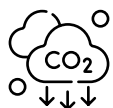
Environmental management at client sites.

PFAS chemicals were historically found in firefighting foams in the UK, but their use is being phased out. Due to their environmental persistence and health impacts, effective containment and compliant management of PFAS is essential. On client sites, PFAS foam unit removal projects are carried out strictly in line with regulations: we carry out testing prior to collection, while safe disposal is managed by our clients.

Our Head of HSEQ is leading the development of new waste recycling campaigns on client sites. This includes the introduction of additional skips to separate waste more effectively, with wooden pallets already segregated, collected and sent for recycling at select client sites. We have also worked closely with a supplier to reduce the amount of packaging sent to site for the delivery of sprinkler heads.

Greenhouse Gas emissions and climate change.

According to the Intergovernmental Panel on Climate Change (IPCC)*, limiting global warming to 1.5 degrees is crucial to averting the worst impacts of climate change. We remain committed to playing our part to address this global challenge calculating our full Scope 1, 2 and 3 Greenhouse Gas (GHG) emissions for the third-year running. Given this was the first year DAS was part of our business, we wanted to provide a full and consistent picture of our combined group emissions since our 2023 baseline year. We therefore 're-baselined' our group emissions inventory and emissions reduction glidepath to include DAS, in line with GHG Protocol guidance. This provides a full picture of Alpine Group emissions, enabling us to consistently track progress against our reduction glidepath going forward.



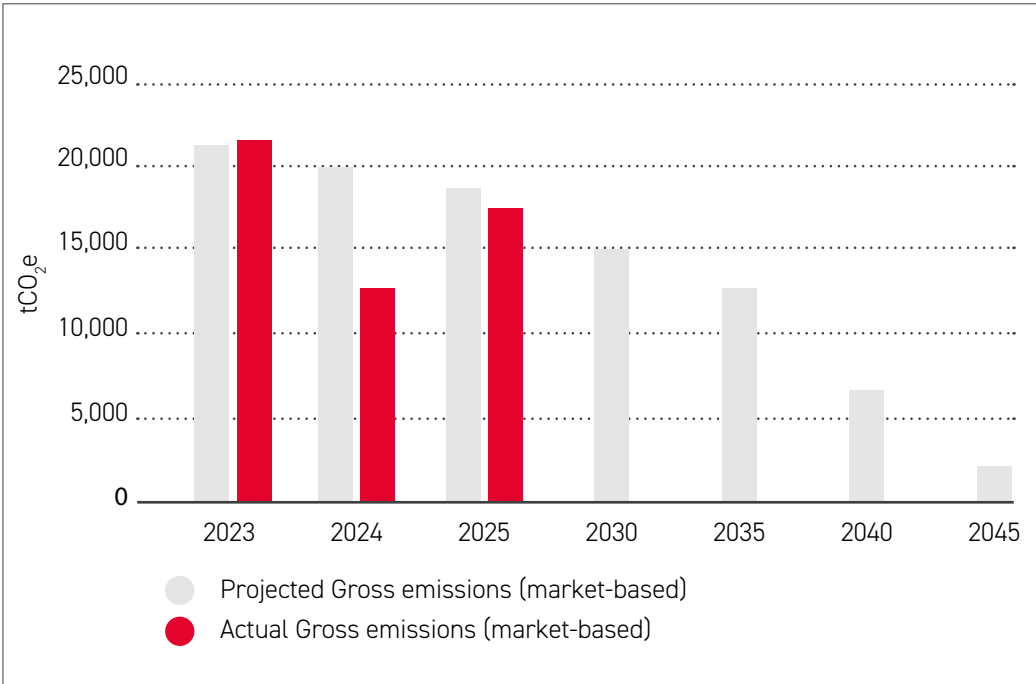
Since our baseline year, the Alpine Group has reduced its overall carbon emissions by 11%.



*Source: <https://www.ipcc.ch/sr15/>

Alpine Group: progress against our Net Zero glidepath:

Blue is estimated based on the reduction projections in our reduction glidepath; red is the actual reported emissions:

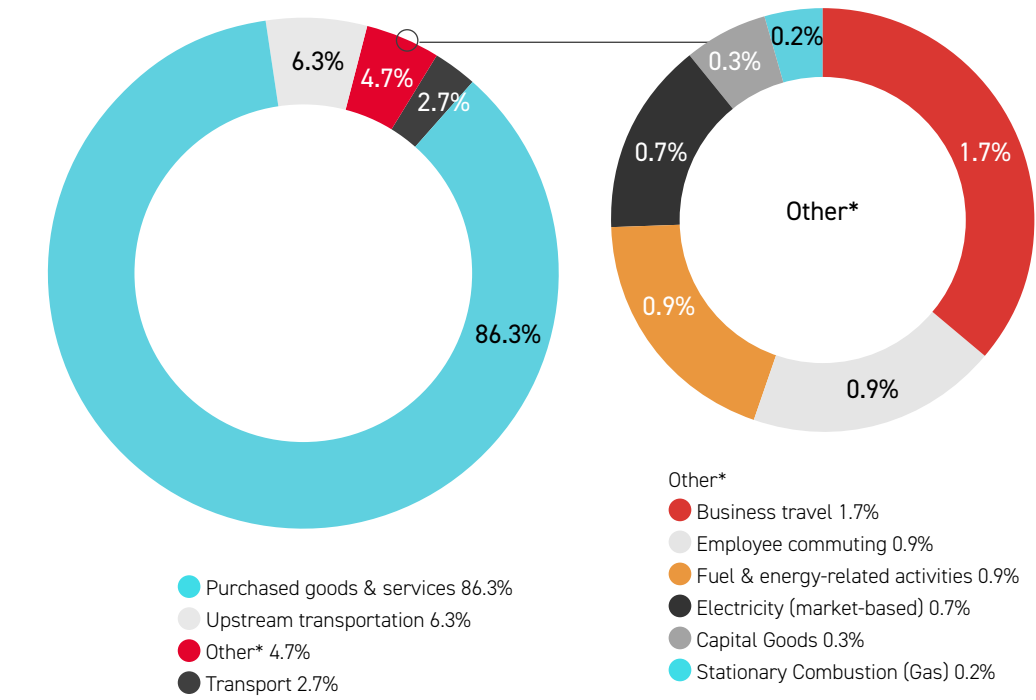


Our carbon reduction glidepath commits us to cutting total emissions by 92% by 2045, in line with the UK's national target for 2050.

The reduction in group emissions between 2023 and 2025 is primarily driven by a reduction in Scope 3 Category 1 emissions from our purchased goods and services. This is our single largest emissions source, comprising 86% of our overall emissions. Reductions in this category are the result of reduced spend on goods and services, and a reduction in the emissions factors as our supply chain becomes less carbon-intensive.

Encouragingly, we have seen a significant reduction in our GHG emissions intensity in 2025 compared to the 2023 baseline year.

Breakdown of FY25 GHG emissions sources:



Emissions intensity is a key indicator of efforts to decarbonise our operations and value chain.

GHG Emissions intensity	FY 2023	FY 2024	FY 2025	% Change FY 2025 vs. FY 2023
tCO ₂ e per employee	216.47	109.77	103.75	-52.1%
tCO ₂ e per million £ turnover	345.47	230.32	199.69	-42.2%

Addressing supply chain emissions.

Given the majority of our GHG emissions arise from the goods and services we purchase from our suppliers, we are clear on the need to bring our suppliers with us on our emissions reduction journey. In April 2025, we hosted our first supplier sustainability event, which brought together 80 delegates, including key partners such as Shawston International, Hire Safe Solutions, CST Industries UK, and Victaulic. The event provided a platform to share Alpine Group's sustainability vision, discuss regulatory developments such as the PFAS foam phase-out, and explore collaborative opportunities for adopting lower-impact and more efficient practices across the sector.

The next phase of our emissions reduction programme will focus on further collaboration with suppliers to measure and reduce value chain emissions. We will do this by sharing our emissions reduction targets and initiatives, assessing supplier reduction targets, and learning from our suppliers where they are more advanced in their emissions reduction journey. We will also look to our suppliers to provide us with enhanced emissions data, including embodied emissions in products we purchase via TM65 data or Environmental Product Declarations. We will also work with suppliers via specialised software, to gather more detailed product-level emissions data, to improve reporting and drive reductions in emissions from purchased goods and services. This will also assist us in providing project-specific emissions information to our clients, assisting them in their carbon reporting and reduction requirements.



Reducing fleet emissions.

Across the group, our employee vehicle schemes support lower-carbon transport options. This includes company cars, car allowances, and a cycle-to-work scheme available to all eligible employees. We are working towards a harmonised employee vehicle scheme across the group in the coming year. To make active travel more accessible, shower facilities are available at Alpine, and we plan to roll these out for DAS employees.

The inclusion of DAS added four company vehicles to the group fleet which now consists of:

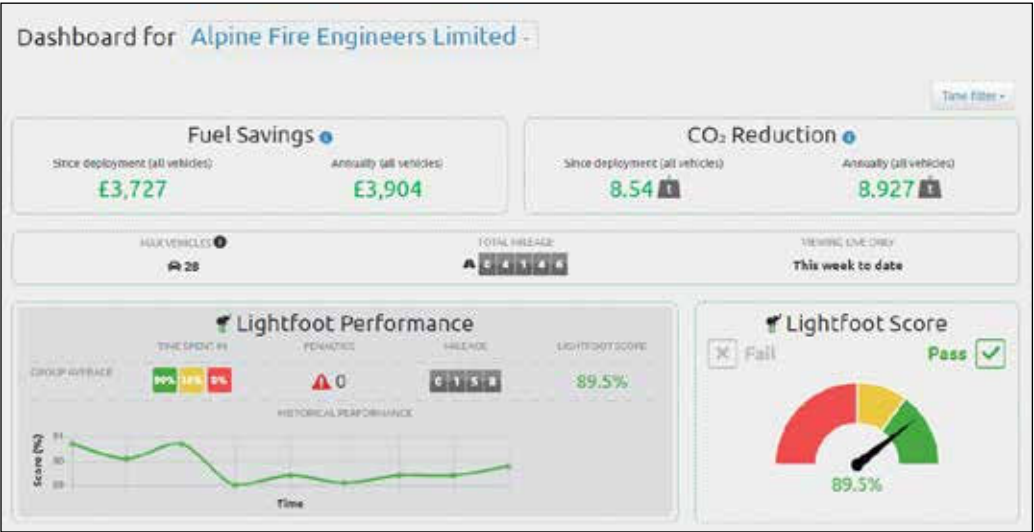
- 2 petrol cars
- 29 diesel vans
- 16 battery electric cars
- 16 hybrid cars

All cars will be transitioned to either battery electric or hybrid vehicles during FY2026. Currently, our van fleet is comprised of entirely diesel vans, due to restrictions around long lead times and limited charging infrastructure, which have prevented the transition. However, we are already planning ahead. The renewal of our fleet is scheduled for 2028, at which point we plan to move to electric alternatives if charging infrastructure and usage patterns support this. This transition forms part of our wider commitment to reducing our emissions and supporting the shift to low-carbon transport across the business.

Safe and fuel-efficient driving.

Our fleet improvements have continued to deliver results. Lightfoot telematics and dashcams are now installed across Alpine's full fleet of service vans, helping to improve driver performance and fuel efficiency, as well as safety. Since the implementation, we have reduced our carbon footprint by 8.54 tonnes of CO₂e so far, with an annualised reduction of almost nine tonnes, based on more than 41,000 miles travelled. DAS will align with Alpine's telematics system, including the use of Lightfoot and dashcams before the end of FY2026.

Lightfoot provides real-time in-cab feedback and data analytics, helping our drivers maintain safe and fuel-efficient driving behaviours. Our average Lightfoot score stands at 89.5%, with drivers spending 90% of their time in the optimal driving band. None were flagged for poor performance, showing how committed our team is to responsible driving.





Update on the Alpine Fire Campaign.

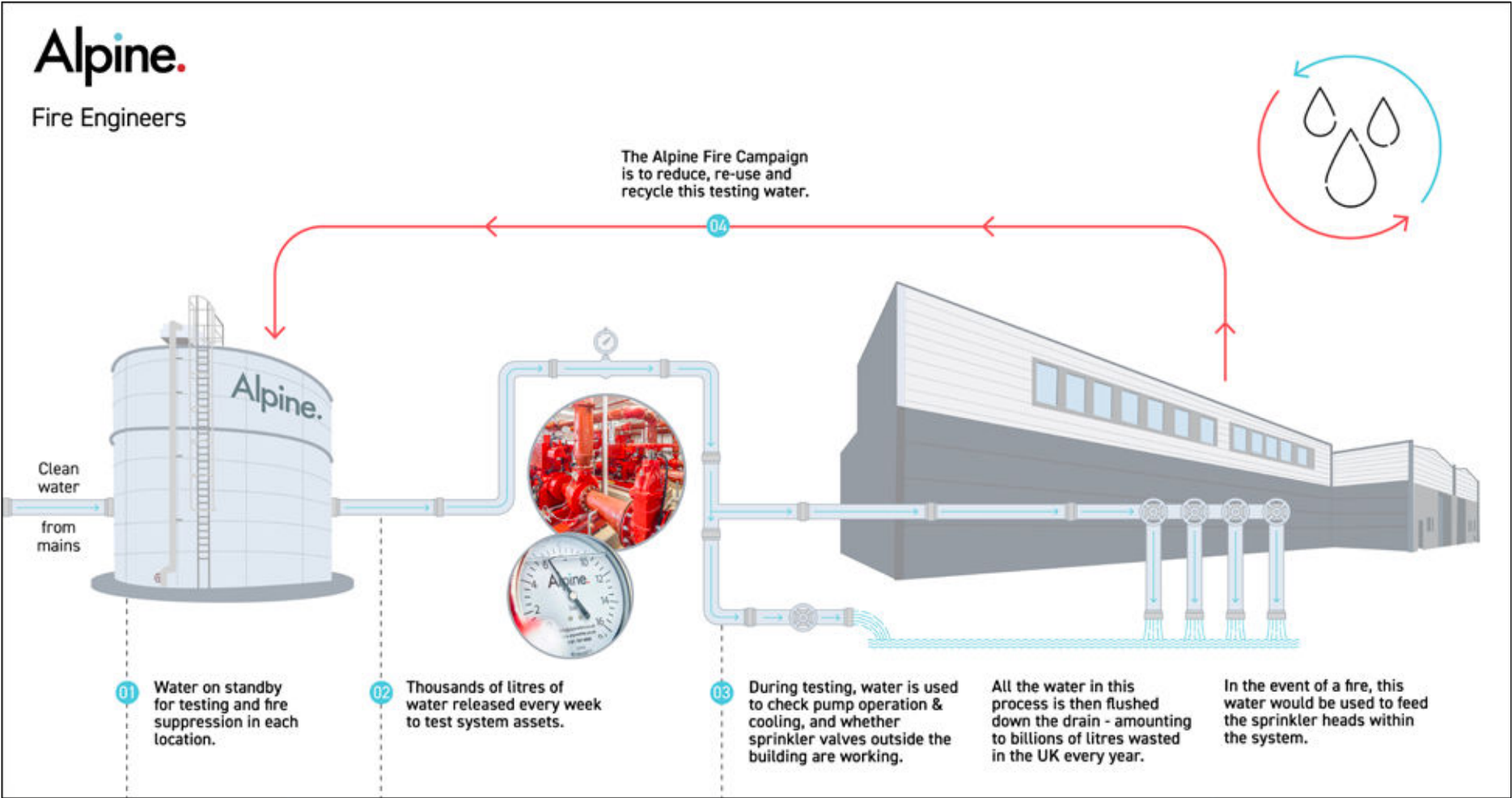
The Alpine Fire Campaign now spans Alpine Group (including DAS). This campaign seeks to drive change across the fire suppression industry, establishing best practices that minimise water use by prioritising reduction, reuse, and recycling during system testing. This includes amending a requirement for building regulations to integrate water reuse into system design.

We have completed a first trial with a key customer and are in the process of collecting data to evidence water savings created. A second trial is planned for 2026. We are also working to obtain third-party verification of findings from water companies, working with them in a steering group led by former MP, George Eustice.

Our water-saving system design is now offered as standard in all tender documents. As digital metering becomes more widely available, we anticipate growing adoption supported by data that evidences savings.



Alpine's water-saving system design.





Social.

People-Focused



Respect for people, their community, health and safety and the development of our employees.



Our core values underpin the work we do, beginning with our commitment to the health, safety and wellbeing of our employees, and building a culture of respect and inclusivity.

Health & Safety

Health and Safety continues to be the core focus of our operations, as we work to protect both people and property. This is supported by ISO 45001 certification across the group, alongside a culture of continuous improvement. All employees receive health and safety induction training and ongoing training, with 1,416 hours of training across Alpine alone in FY2025. Group-wide tracking of training hours is planned as part of continued group integration.

Our subcontractors are a key partner in successful project delivery on client sites. In addition to the on-site supervisors responsible for Health and Safety, the HSEQ team and Directors conduct site inspections to ensure safety and quality standards are maintained. Accreditations including Achilles, CHAS, SafeContractor, Avetta, and

SSIP assess and certify our commitment to maintaining the highest standards of health and safety, ensuring that all contractors working on client sites are competent, compliant, and operate in accordance with best practice and legal requirements.

We are proud to report that there were no RIDDOR reports during the year, and we continue to target a year-on-year reduction in our accident frequency rate, alongside 100% completion of mandatory Health and Safety training.



Employee Wellbeing

To carry out their roles effectively, it is crucial that our people are well, happy and able to maintain a healthy balance between work and personal life.

Our Wellbeing Team, first established in 2018, continues to play a central role in promoting a healthy and positive workplace culture. Over the past year, we have offered 24/7 healthcare advice, run monthly campaigns through our Occupational Health and Safety (OHAS) programme, and platformed our Events Hub to strengthen community spirit.

This is supported by a team of trained Mental Health First Aiders, a comprehensive health cash plan, and Employee Assistance Programme (EAP), ensuring employees have access to support via a range of channels. Our HSEQ team also run monthly wellbeing campaigns, raising awareness on a specific wellbeing topic each month-from staying healthy in the winter months to healthy eating campaigns.

We measure the effectiveness of our wellbeing provisions through anonymised monitoring of EAP usage, as well as internal reports to identify employees with unused leave who may be at risk of burnout. Our Employee Engagement Survey provides further wellbeing indicators: In the latest survey, 92% of employees stated that Alpine is focused on their wellbeing, while 93%

indicated they feel happy and safe with their working environment. Additionally, we monitor employee turnover and absenteeism data monthly as a proxy indicator of wellbeing levels, and plan to introduce more detailed exit interviews to gain further insights from colleagues leaving the business.

**Alpine Group: Sickness
Absence rate of 0.9%, below
half the average rate in the UK
which is 2*.**

Another measure of organisational stability is retention and average tenure (Length of Service) of employees. Long length of service is a positive indicator of stable and positive work environment.

**So far in the calendar year
2025, our retention rate has
remained above 90% across
the Alpine Group.**

* <https://www.statista.com/statistics/290246/uk-sickness-absence-rate-by-sector/>

Our commitment to employee wellbeing was recognised in The Sunday Times Best Places to Work 2024. This recognition celebrates exceptional employers across the UK who demonstrate leading performance in employee experience and wellbeing. The survey highlights organisations that foster inclusive, supportive, and positive workplace cultures where people can thrive.

**Our experienced leadership
team have an average
length of service of seven
years among Directors and
six years among Managers,
reflecting stability and long-
term commitment within the
organisation.**



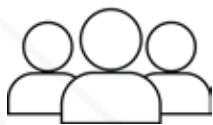
**THE SUNDAY TIMES
Best Places
to Work 2024**

Maintaining work-life balance

We recognise that flexibility helps our people balance their responsibilities. Our hybrid working model reduces commuting time and supports a healthy work-life balance. Alpine Group also offers flexible start and finish times, which DAS has embraced since joining the group in October 2024. Our Flexible Working Policy enables employees to request further working pattern adjustments to accommodate personal commitments.

Additionally, we provide enhanced maternity and paternity leave entitlements for employees with one year of service. Holiday entitlement increases incrementally, increasing by one day with every completed year of service up to a maximum of 28 days. We plan to increase this maximum entitlement to 30 days during the coming year.

Teamwork



We believe in teamwork and collaboration to support each other and our stakeholders.

Employee engagement

We are proud of the positive employee engagement levels across both businesses. The group-wide employee engagement survey in November 2024, run by the organisation behind the Sunday Times Great Places to Work Awards, achieved an Employee Net Promoter Score of 75. While a positive result, next year, we are aiming to increase the response rate from this year's 61% to gain a broader data set from the whole group.

To further strengthen employee engagement and collaboration, we have introduced Microsoft Viva Engage as a digital collaboration platform, helping to connect our teams across different sites and roles.

We hosted our inaugural Employee Recognition Awards in June 2024 during our summer conference at Wellbeing Farm, highlighting outstanding contributions from employees embodying our 7 core values. Following the success of the event, we plan to make this an annual occurrence going forward.



Our employee engagement survey indicated an average engagement score of 89%. 15% above industry average.

Expertise



Our sector expertise, professionalism and commitment to quality.

“At Alpine, success is measured not just by our projects but by the personal and professional growth of our team.”

- Group CEO, Claire Owens



Learning and Development

The expertise and talent of our people are central to delivering the high- quality service our clients expect. We continue to invest in professional and leadership development, as well as training that reinforces our company values, with multiple training programmes set to be launched by the end of 2025.

Every new starter follows a comprehensive training plan and meets monthly with their line manager to discuss progress and training needs, alongside annual performance reviews. Training compliance is tracked through our Learning Management System.

We provide both internal and external training opportunities through “Train the Trainer” sessions and sponsored external training courses. This is supplemented by internal development support networks, with an established mentoring and buddy system, and regular Service Engineer ‘huddles’.

In our November 2024 engagement survey, 87% of employees agreed they had the information and training they needed to perform well.



Alpine’s trainee programme offers an entry into engineering through structured training and mentorship for candidates from non-engineering backgrounds, delivered by Alpine’s experienced team. During National Apprenticeship Week 2025, we took the opportunity to share inspiring trainee stories.

Our Academy will be relaunched in October 2025 as the EDGE Programme, delivering ILM Level 3 accredited courses to a new cohort of employees in FY2025.

Our managers and candidates continue to be assessed through a nine-box grid to identify progression potential and training needs. Manager development will be further augmented through the LEAD First Programme, and HR for Non-HR Managers training, launching in late 2025, which will provide a consistent group-wide approach to management training.

ESG considerations are embedded in employee training and development. Core ESG topics are covered on induction, with additional programmes planned, including DE&I training through the LEAD First Programme which incorporates HR training for non-HR managers.



1,416

Total number of training hours delivered in the reporting period*.



£109,120

Total spend on Learning and Development*.

* Figures provided are for Alpine only. Measurement for DAS has started and will be reported in the next report

Humility



We are modest, courteous and recognise the value in everyone.

Diversity, Equity & Inclusion (DE&I)

We are committed to building an inclusive, supportive, and high-performing workplace that respects and recognises the value of every team member.

Our Equal Opportunities and Equality, Diversity and Inclusion policies outline our commitment to upholding fair and equitable treatment, led by our senior leadership team. Our People Director acts as the DE&I champion within our ESG Committee, and diversity and inclusion topics remain standing agenda items at board meetings. To further promote education and awareness amongst senior leadership, we will be rolling out formalised training for both hiring and line managers by the end of 2025.

Understanding the employee groups, we represent is crucial to inform meaningful initiatives. In September 2025, we will begin collating demographic data through our 'Being Me' survey for existing employees, alongside redesigned onboarding documents for new starters. These will capture ethnicity, religion, sexual orientation, gender at birth, gender identity, disability and caring responsibilities. We will use this information to shape a formal, structured, and evidence-based DE&I strategy for the group.



There are 9 nationalities represented across the Alpine Group.

The Alpine Group workforce showed the following gender distribution at the end of FY2025:

Employee Group	Male	Female
Total full time employees	217	
Overall	81%	19%
Senior Management	83%	17%
Board	86%	14%

Consistent remuneration based on each employee's role, skills and experience is a key feature of pay fairness, supporting an equitable workplace. Building on existing annual pay fairness assessments and six-monthly benchmarking we will progress key people-focused projects as part of our group integration. These will include:

- A job evaluation project to assess the relative value of roles across the group to ensure consistency, transparency, and equity.
- An updated grading framework, alongside salary benchmarking for roles to support fair and competitive compensation.

Customer Service



We differentiate ourselves by our ongoing commitment to the customer experience.

Maintaining our positive NPS is a priority for the group as continued evidence of commitment to customer service.



Managing Customer Feedback

Since the acquisition, DAS' approach to customer feedback has been aligned with Alpine's ongoing customer feedback programme. Our group customer service team now tracks feedback from customers regarding communication, service experience, overall satisfaction, and customer Net Promoter Score (NPS). Our structured processes to gather, analyse and act on customer feedback help to drive continuous improvement across our services, aligned with Alpine and DAS ISO 9001 accreditations.

We also survey customers to understand the importance of ESG topics at a project level.

While we have not received feedback on this yet, it provides a clear channel for clients to help shape how we integrate sustainability and responsible business practices into our work.

DAS received an NPS score of +86 during its acquisition in October 2024 and Alpine stands at +76.

Community engagement

Our people-focused approach extends beyond the business into local communities and charitable causes, delivering measurable social value, while providing employees with a sense of purpose beyond their day-job.

Our Employee Volunteering Policy, now including DAS, offers every employee 15 hours of volunteering time each year (approximately 2 days per employee). Launched in October 2024, the programme had already recorded at least 24.5 hours of employee volunteering by March 2025.

We will continue to track volunteering hours alongside monetary donations in the coming year to better quantify our community impact.

Our Charity Partners

Alpine has supported Two Brews, a charity working to address homelessness in Manchester, since 2022, raising over £12,000 to date.

DAS has chosen to partner with Launchpad, a homelessness prevention charity that provides housing, support, and life skills services to vulnerable people in Reading. Team volunteering days and fundraising events supporting the charity are planned to start in FY2026.

We are planning our biggest challenge yet for FY26: The Alpine Group Challenge Day will bring together Alpine and DAS teams to complete either a 13.5 kilometre, half marathon, or full marathon across the Peak District.

During FY25 Alpine employees supported:

The Prologis 100 event, through cycling and hiking challenges which collectively raised over £50,000 for LandAid Molly Olly's & Vasculitis UK



Save the Children's Christmas Jumper Day



Supported Wear It Pink Day, in support of Breast Cancer Now



Supporting Two Brews by raising money for storage units

Two Brews



Governance.

Integrity



We have integrity in what we do and the way that we do it.

Accreditations & certifications

Both Alpine and DAS hold the **Loss Prevention Certification Board (LPCB) Level 4 accreditation**, certifying us to design and install the most complex fire suppression systems. This demonstrates the highest level of technical competence, regulatory compliance, and quality assurance in the industry.

Our approach is further supported by **ISO 9001, 14001, and 45001** certifications, promoting continuous improvement in our management of quality, environmental impact, and occupational health and safety.



Assessed to ISO 9001
Cert/LCPB ref. 283



Assessed to ISO 14001
Cert/LCPB ref. 283



Assessed to ISO 45001
Cert/LCPB ref. 283

Accreditations & associations

We maintain a range of additional accreditations, certifications, and industry memberships that reflect our commitment to quality, safety, and service excellence.

Alpine



DAS



Alpine Group's governance model emphasises technical excellence, regulatory compliance, quality and continuous improvement, all delivered with integrity.

Business ethics

We are committed to upholding the highest standards of legal and ethical conduct across the group. We maintain a comprehensive suite of policies covering Anti-Bribery & Corruption, Ethical Trading, Anti-Tax Evasion, Whistleblowing, and Data Protection and GDPR.

As part of our ISO 9001 certification, company policies are version controlled, reviewed and updated when required. Material amendments are clearly communicated to employees, supported by necessary training in relation to core policies.

Risk Management

Alpine Group have a robust governance structure to safeguard the business against potential risks. Company risk registers are maintained to address key operational and ESG risks. This is supported by Business Continuity Plans across the group, with specific Disaster Recovery Plans for IT assets.

Since the acquisition, Alpine and DAS have integrated IT systems and uphold robust group cybersecurity measures. Employees receive regular information and training on cybersecurity and phishing prevention, with ongoing monitoring of emergent cybersecurity threats.

Data Protection Policies are reinforced through regular employee training, supplemented by an Artificial Intelligence Use Policy. For additional external assurance, we purchase cyber insurance coverage, and we are scheduled to upgrade Alpine's Cyber Essentials Certification to Cyber Essentials Plus across the group in FY26.

Supply chain management

Our suppliers are key partners to ensure product and service quality, mitigate third-party risk, and support our ESG objectives. Overseen by our centralised procurement function, Alpine Group is committed to collaborating with supply chain partners to maintain compliance, uphold quality standards and enhance ESG performance.

Supplier assessment begins during onboarding through the Supplier Onboarding Questionnaire, which now includes tiering based on ESG compliance. Suppliers are then reviewed annually as part of contract renewal.

ESG assessment criteria includes adherence to our terms and conditions, holding key policies covering Health & Safety, Modern Slavery and Human Trafficking, Environmental Awareness, Sustainability, and Ethical Trading Policies, as well as certifications and risk assessments.

Critical components, such as sprinkler heads, are sourced through approved suppliers with the necessary quality accreditations, while pre-fabricated products, including pipework, are purchased under our specified standards.

Those meeting all ESG requirements are designated as Tier 1 suppliers, while those meeting only contractual terms and conditions are designated as Tier 2 suppliers. A tiered approach allows us to identify areas for improvement and prioritise engagement with suppliers who are most aligned with our sustainability goals.

We plan to make further enhancements to our procurement practices in the coming year, including the expansion of our supplier questionnaire, alongside the introduction of a Supplier Code of Conduct, and integration of responsible sourcing criteria into our Procurement Policy. The updated supplier questionnaire will include requests for more detailed disclosures on key topics, including GHG emissions reporting and product carbon disclosures.

Alpine and DAS maintain Modern Slavery Statements and internal controls to mitigate risks within operations, including right-to-work checks performed on employees, and

supplier declarations are required within the Supplier Onboarding Questionnaire.

Biannual reviews of our suppliers are conducted to assess compliance, quality and performance. To ensure transparency and progression, we maintain an improvement log that tracks each supplier's progress against operational expectations. It is planned that these reviews will take place quarterly, with an expanded focus on ESG topics.

ESG Governance

The Alpine Group ESG agenda is the responsibility of the Business Development & Group Marketing Director, who also sits as a Board Director. Multiple consolidated group ESG metrics are reported to the board monthly, including Health and Safety data, and key HR metrics, such as employee turnover, absenteeism, gender split and e-Learning compliance.

We plan to introduce a dedicated Sustainability and ESG Lead within the business to oversee and continue to push forward strategic ESG projects within the business. A formal Terms of Reference will be established for the ESG Committee to support this role, with key function leads represented, including HR, Commercial, Operations and Finance functions.



UN Sustainable Development Goals – Communicating progress

The 17 Sustainable Development Goals (SDGs) were established by the United Nations in 2015 as a call to action to address a set of interconnected global challenges, such as poverty, inequality, climate change, environmental degradation, peace, and justice. By aligning our ESG initiatives with the SDGs and their accompanying indicators, we can demonstrate our positive impacts on stakeholders and contribute to this important global initiative.

SDG	Target	Our progress
 6 CLEAN WATER AND SANITATION	Ensure availability and sustainable management of water and sanitation for all Target 6.4: By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity Indicator 6.4.1: Change in water-use efficiency over time	The Alpine Fire Campaign now spans Alpine Group (including DAS). The campaign aims to lead the way and change best practice for fire suppression system design and delivery, to reduce, reuse and recycle water used in testing fire suppression systems. A first trial with a key customer is complete, and data to evidence water savings is being gathered, with a second trial planned to quantify water-use efficiency improvements. Our water-saving system design is now offered as standard in all tender documents, and as digital metering becomes more common, we expect to see growing adoption, supported by data to demonstrate savings.
 8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all	Alongside annual pay fairness reviews and biannual benchmarking, we are advancing key people-focused initiatives as part of our group integration. These include a job evaluation project to ensure consistency, transparency, and equity across roles, and the introduction of an updated grading framework with refreshed salary benchmarks to support fair compensation based on role, experience and skills, regardless of gender or other protected characteristics. Alpine's trainee programme provides a pathway into engineering for individuals from non-engineering backgrounds, offering structured training and mentorship from Alpine's experienced team.
 11 SUSTAINABLE CITIES AND COMMUNITIES	Make cities and human settlements inclusive, safe, resilient and sustainable	Alpine Group helps businesses improve their buildings' resilience and safety through advanced fire detection, alarm and suppression systems. Our products and services help ensure buildings comply with fire regulations and safety standards. By reducing the risk of fire-related damage and enabling faster and safer responses, we help make the built environment more resilient to emergencies, support sustainable urban development, and protect the safety of people and first responders.
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	We focus on efficient material use, recycling of system components, and minimisation of waste in installation and maintenance activities. Our procurement and design principles emphasise durability and reduced material intensity. This lowers the lifecycle environmental impacts of our products and services, for example, our wet pipe systems are designed to last for 25 years. We are also leading new waste recycling initiatives on client sites, including the introduction of skips for improved waste separation. Wooden pallets are already being recycled at selected sites, and we have partnered with a supplier to reduce packaging for sprinkler head deliveries.
 13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts Target 13.2: Integrate climate change measures into national policies, strategies and planning Indicator 13.2.2: Total greenhouse gas emissions per year	We have calculated our full Scope 1, 2 and 3 Greenhouse Gas (GHG) emissions for the third year. Total gross market-based emissions for FY25 were 17,093 tCO₂e. Since our baseline year, Alpine Group has reduced its overall carbon emissions by 11%.



Alpine House, Hollins Brook Park,
Bury, BL9 8RN
Office: 0161 791 4500

Working in partnership with



An intelligent approach to energy, waste & sustainability

Waterloo House, 207 Waterloo Rd, London, SE1 8XD

info@sustainable-advantage.com
0203 544 2030

