Kyte Powertech
Sustainability Report 2024

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A company of R&S

Stephanie Leonard - Managing Director

A Message From Our Managing Director

Sustainability isn't just part of our strategy; it defines who we are. As guardians of the future, we must integrate responsible practices into every layer of our business, ensuring that today's progress never comes at tomorrow's expense. Our commitment goes beyond compliance; it reflects our duty to our people, our customers, and the planet we all share.

In pursuit of excellence, we recognise the vital role we play in shaping a more resilient and sustainable world. From reducing emissions and improving energy efficiency to embracing circularity and ethical sourcing, we are continuously transforming how we operate. These efforts are not just operational improvements — they are expressions of our values.

Our sustainability actions are built on transparency, innovation, and responsibility. We are proud to contribute to the global transition toward cleaner energy and more sustainable systems. The work we do today lays the foundation for a stronger tomorrow, where high-performance products go hand in hand with low-impact solutions.

As we look ahead, our journey will remain guided by integrity and environmental stewardship. Together, we are building not only trusted transformers but a future-proof organisation that lifts communities, protects resources, and powers a cleaner, more sustainable world.

Thank you for being part of this journey.

-Stephanie Leonard
Managing Director

Who We Are

Founded in 1977 in Cavan, Ireland, Kyte Powertech is one of Europe's most trusted manufacturers of high-performance distribution transformers. With more than 48 years of engineering expertise, the company supports utilities, renewable energy developers, data centres, and industrial customers with reliable, future-ready solutions.

At our 17,500 sqm facility, which produces up to 19,000 transformers annually, Kyte Powertech designs and tests every unit to leading international standards, ensuring long service life, consistent performance, and full compliance across global networks.

Strategically positioned near major grid hubs in Ireland, the UK and Western Europe, the company contributes to the modernisation of power systems, the integration of renewable energy and Europe's transition to low-carbon electricity. Its transformers serve wind and solar projects, battery storage, water utilities and critical infrastructure.

Guided by the values of energy expertise, responsive ingenuity, powerful connections, and customers at our core, Kyte Powertech maintains strong customer partnerships and a transparent, reliable way of working. Its vertically integrated operations provide shorter lead times, flexibility and tailored solutions.

With over 500 skilled employees, the company continues to invest in advanced technologies, including low-loss core materials, digital monitoring, improved thermal performance and innovative insulation systems, supporting energy efficiency and long-term asset reliability.
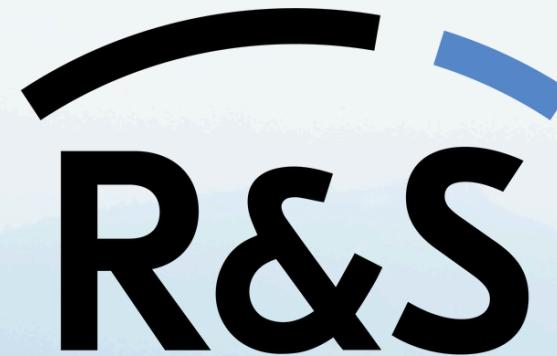
1977

2024

4

Joining The R&S Group

In 2024, Kyte Powertech entered a transformative new era as it officially became part of the R&S Group. This milestone represents far more than a change in ownership, it marks the beginning of a stronger, more connected future for the company. Kyte Powertech now sits at the heart of a wider European power-technology network, supported by a workforce of nearly 500 people.

The existing leadership team, led by Managing Director Stephanie Leonard, continues to guide the company forward, ensuring stability, continuity, and a strong commitment to long-term growth. Joining the R&S Group brings together organisations with deep engineering heritage and shared values. It expands Kyte Powertech's reach across Ireland, the UK, Western Europe, and the Middle East, while unlocking new opportunities for investment, innovation, and access to global expertise.

This partnership strengthens the group's ability to deliver future-ready transformer technologies, support Europe's accelerating renewable-energy transition, and enhance grid resilience during a period of rapid energy-system change.

Our Company In Numbers

48+

Years in operation
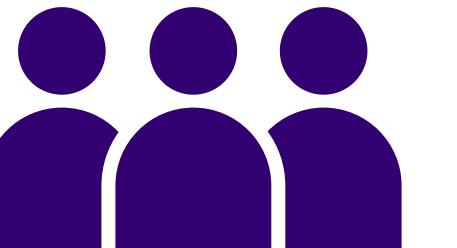
500+

Employees
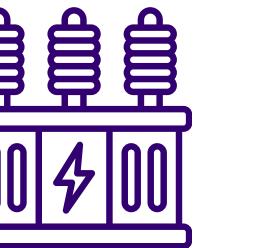
19,000+

Transformers
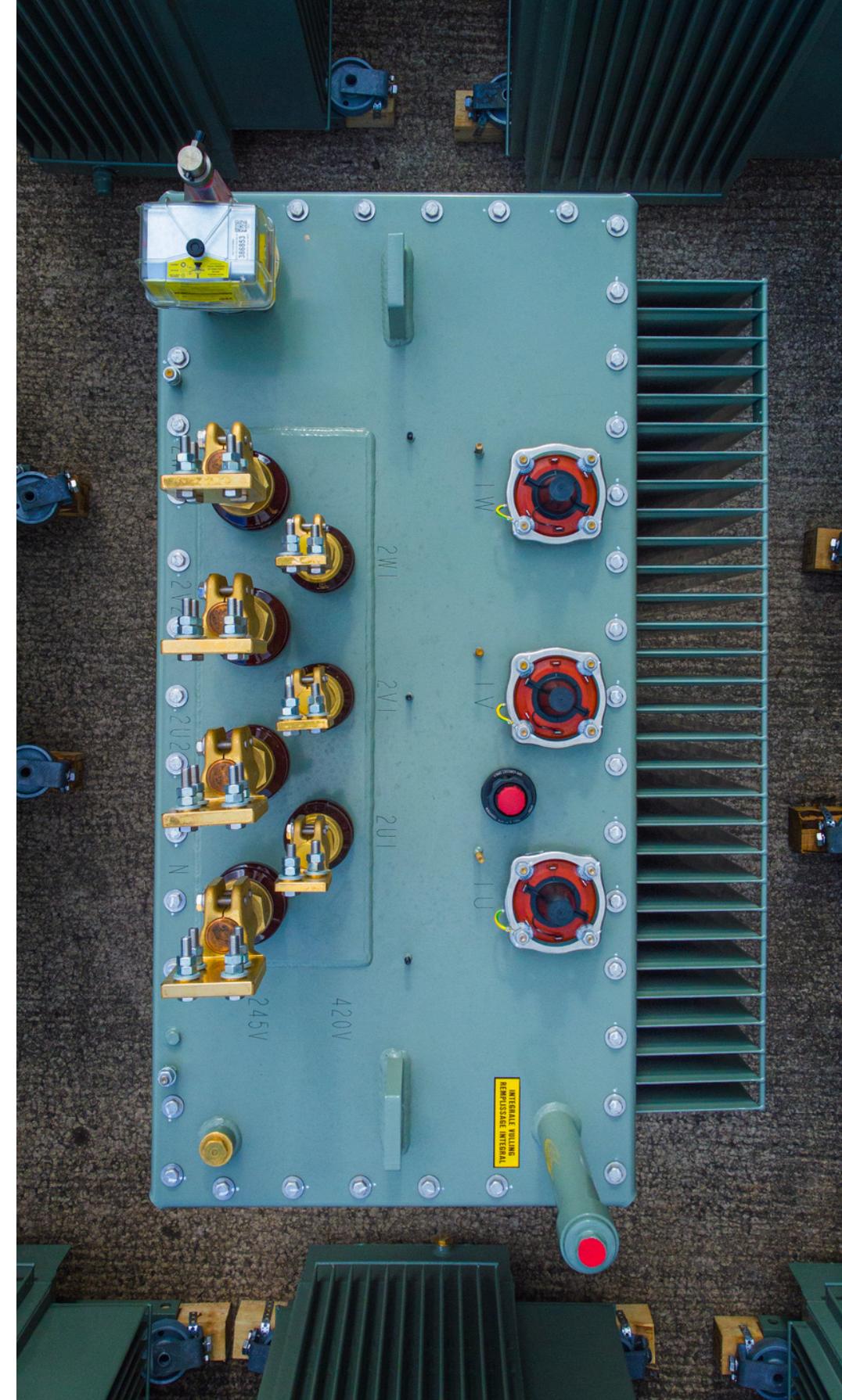
Our Core Values

Energy Expertise
Nearly 50 years of proven expertise in distribution transformer engineering and manufacturing, recognised globally.

Responsive Ingenuity
Dynamic problem-solvers, delivering bespoke solutions through resilient and innovative practices.

Powerful Connections
Integrity, trust, and respect underpin transparent, loyal relationships with our customers, partners, and people.

Customers At Our Core
An absolute focus on customers, combining premium quality, attention to detail, and open, trusted partnerships.

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Sustainability Goals

Sustainability goals are long-term commitments that help organisations reduce environmental impact, strengthen social responsibility, and support resilient growth. Aligned with the UN SDGs, they focus on climate action, efficient resource use, ethical supply chains, community development, and low-carbon technologies. These goals guide organisations in lowering emissions, improving efficiency, promoting fair workplaces, embedding circularity, ensuring ethical governance, and creating positive community impact.

How We Support These Goals
Kyte Powertech advances sustainability through its role in energy infrastructure and responsible manufacturing.
1. Advancing Low-Carbon Energy Systems
 High-efficiency transformers reduce losses and support the integration of renewable energy, enabling cleaner, more reliable networks.
2. Embedding Circularity
 Recyclable metals, low-carbon materials, reusable packaging, and long product lifecycles strengthen responsible production.
3. Strengthening Supply Chains
 Supplier engagement on environmental performance, ethics, and traceability supports responsible sourcing and transparency.
4. Reducing Operational Impact
 Energy management, Lean practices, and continuous optimisation reduce carbon intensity, energy use, and waste.
5. Supporting People and Communities
 Development opportunities, strong safety culture, fair pay, and community partnerships enhance social sustainability.
**6. Driving Innovation**
 R&D and digital monitoring technologies support grid modernisation and resilient, future-ready infrastructure.

Kyte Powertech's SDG Goals

Kyte Powertech aligns its sustainability actions with the UN SDGs most relevant to its operations. The SDGs guide responsible sourcing, manufacturing, employee protection, and support for cleaner, more resilient energy systems across the value chain.

ENVIRONMENT

6 CLEAN WATER AND SANITATION
Kyte Powertech reduces water consumption through system upgrades and rainwater harvesting, achieving a 10% reduction in 2024 and progressing towards a 15% target by 2025.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Promoting material circularity via recycling, product end-of-life instructions, Waste from electrical and electronic equipment (WEEE) tracking, and use of recyclable steel, copper, and aluminum.

7 AFFORDABLE AND CLEAN ENERGY
Enabling energy efficiency through high-performance transformers that support renewable and low-loss electricity networks.

13 CLIMATE ACTION
Reducing carbon emissions through ISO certifications, (Carbon Border Adjustment Mechanism)CBAM compliance, and supply chain engagement for low-carbon metals

SOCIAL

3 GOOD HEALTH AND WELL-BEING
Employee well-being is supported through a strong safety culture, mental-health resources, peer support, and initiatives that promote healthy, balanced lifestyles.

8 DECENT WORK AND ECONOMIC GROWTH
Creating skilled employment in Ireland while ensuring healthy, safe and fair working conditions across operations and supply chains.

5 GENDER EQUALITY
Kyte Powertech promotes workplace gender equality through inclusive recruitment, leadership development for women, gender-ratio monitoring and support programs for returning mothers.

GOVERNANCE

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Continuous innovation in transformer design, low-carbon materials, and production to strengthen resilient energy infrastructure.

17 PARTNERSHIPS FOR THE GOALS
Collaborating with suppliers and customers across Europe to drive ESG transparency and sustainability performance.

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Our Planet

At Kyte Powertech, sustainable design is integral to our transformer engineering. Our design decisions focus on reducing material use, improving energy efficiency, and ensuring every unit supports a circular, low-carbon lifecycle. We prioritise recyclable and low-carbon materials, optimise designs for minimal losses, and ensure all products meet the highest safety and IEC standards.

By integrating digital monitoring features, improving recyclability above 95%, and supporting SF_6-free innovation, the design team helps drive Kyte Powertech's commitment to responsible manufacturing and long-term environmental performance."
— **Dr Thomas Williamson, Head of Design**

Sustainable Design & Our Planet
At Kyte Powertech, sustainable design is central to shaping the future of energy. Every transformer is engineered to deliver high performance while minimising environmental impact across its lifecycle. We use low-loss core technologies, recyclable materials such as steel, copper and aluminium, and advanced monitoring systems that help utilities operate more efficiently. Designing with sustainability in mind ensures each unit supports lower emissions, reduced energy waste and stronger grid resilience.

This focus continues across our operations. Kyte Powertech is reducing its footprint through renewable electricity, on-site solar generation, water-saving measures and waste-optimised production. Packaging improvements, responsible sourcing and ISO-aligned environmental management systems further lower operational impact and support a cleaner, more reliable electricity network.

Sustainable design also extends beyond our factory. Working with suppliers, customers and partners, we promote circularity, transparency and responsible material use. Recycled raw materials, product passports and compliance with initiatives such as CBAM help build a more accountable and future-ready supply chain.

Our planet remains at the centre of this work. Each improvement brings us closer to an energy system that is efficient, resilient and environmentally secure.

Dr Thomas Williamson - Head of Design

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Our Planet

Sustainable Procurement & Responsible Sourcing

At Kyte Powertech, sustainability begins long before manufacturing, with the materials we source and the suppliers we choose. Procurement is a strategic function that shapes how we operate responsibly and efficiently, ensuring that environmental and ethical considerations guide every decision.

Our suppliers are an extension of our commitment to responsible conduct. Partnerships are evaluated not only on cost and quality, but also on environmental performance, labour standards, and transparency. As a result, most raw materials are sourced within Europe, supporting traceability and lower transport emissions. Ongoing dialogue, audits, and performance reviews help strengthen compliance, refine sustainability practices, and meet evolving requirements, such as CBAM and ISO standards.

Responsible sourcing also means ensuring material integrity. Kyte Powertech follows strict EU regulations to confirm that all metals and components are conflict-free, while enhanced data systems under CBAM improve tracking of embedded emissions across our supply chain.

Circularity is equally central to our procurement strategy. By prioritising recycled metals, reducing packaging through REPAK initiatives and supporting end-of-life transformer recovery, we help close the loop.

**Driving Supply Chain Impact & Measurable Improvements**

Kyte Powertech's sustainability impact does not stop at the factory gate; it extends across the global supplier network that shapes the environmental and social footprint of every transformer produced. By embedding clear expectations, transparent reporting systems and continuous improvement frameworks, Kyte Powertech transforms its supply chain into a catalyst for measurable, meaningful change.

The process begins with clear sustainability requirements integrated into supplier onboarding. New suppliers are assessed not only on technical performance but also on environmental integrity, ethical standards, labour conditions and emissions transparency. This sets the tone for a supply chain where responsible behaviour is expected, not optional.

As partnerships develop, Kyte Powertech uses structured evaluation tools, sustainability questionnaires, low-carbon declarations, conflict-free material verification and CBAM-compliant data collection to build an accurate picture of upstream impacts. These insights allow the company to pinpoint hotspots such as energy-intensive materials, identify opportunities to reduce embedded emissions, and collaborate with suppliers on decarbonisation pathways.
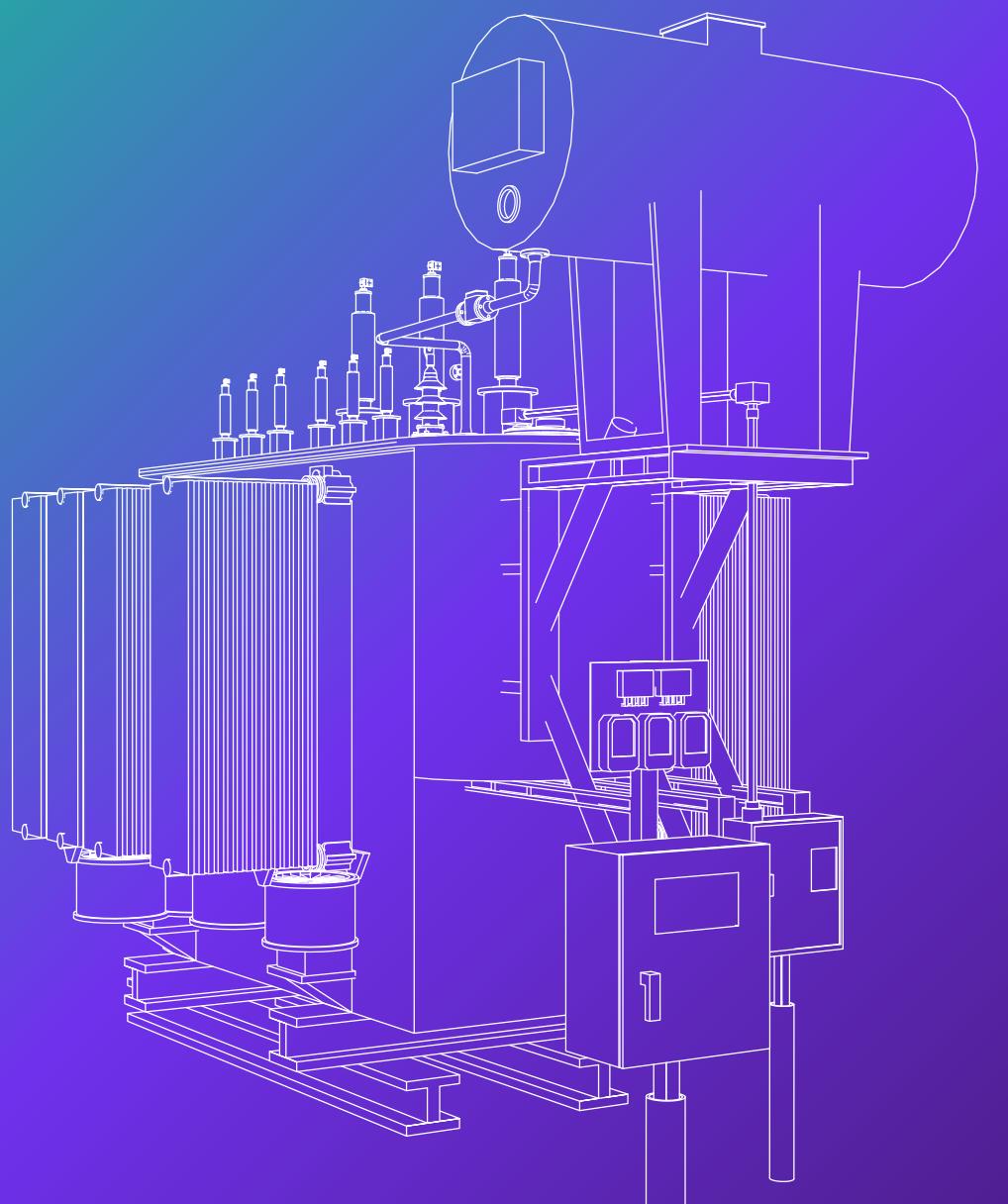
Kyte Powertech has achieved and maintains internationally recognised ISO certifications:

- **ISO 9001** strengthens design governance and product quality.
- **ISO 14001** guides environmental controls and lifecycle impact reduction.
- **ISO 45001** protects the health and safety of manufacturing teams.
- **ISO 50001** enhances energy efficiency across operations.
- **ISO 14064** ensure transparent reporting of emissions and product carbon footprints.

Our Planet

Sustainable Design & Innovation
Sustainability is the foundation of how every Kyte Powertech transformer is conceived and built. From initial design to final assembly, decisions are guided by reducing environmental impact, improving energy performance, and supporting the transition to a low-carbon, circular electricity system. Materials are chosen for recyclability, designs are optimised for efficiency, and manufacturing is refined to minimise waste ensuring each transformer contributes to a cleaner, more resilient grid.

Eco-Friendly & Responsible Materials
Kyte Powertech aims to prioritise the use of recyclable copper, aluminium, and steel, alongside RoHS-compliant insulation and non-hazardous components, where technically and commercially feasible. Where possible, low-carbon metals are sourced from certified suppliers, and packaging is continually reviewed and improved to support reuse and recyclability, embedding sustainability considerations at the early stages of product development.

Engineering for Energy Efficiency
Efficiency drives every design choice. Optimised magnetic steel grades, winding geometry and insulation systems reduce lifetime energy losses, while amorphous cores, improved cooling and compliance with EU EcoDesign standards further lower environmental impact and support a more efficient grid.

Precision Manufacturing Through Robotics
Kyte Powertech's strategy combines automation with human expertise. Robotic winding, stacking and assembly improve precision, reduce scrap, enhance safety and strengthen product quality, demonstrating how innovation advances both sustainability and manufacturing excellence.

Collaboration That Drives Innovation
Partnerships with universities, research bodies and technology developers fuel R&D into next-generation materials, thermal systems, digital monitoring and transformer digital twins. These collaborations help future-proof products for a decentralised, data-driven energy landscape and keep Kyte Powertech at the forefront of sustainable transformer design.

Our Planet

Environmental Management

Environmental protection is central to Kyte Powertech's operations. Our Integrated Pollution Prevention and Control (IPPC) licence, held since 2009 and regulated by the EPA, sets strict requirements for emissions, waste, resource use and site-wide environmental safeguards.

Across the facility, materials are managed carefully, emissions are continuously monitored and waste streams follow structured, EPA-aligned procedures. By improving resource efficiency and tracking key environmental indicators, Kyte Powertech ensures compliance while driving ongoing improvement.

Teams work proactively across water, air, land, waste and energy to minimise impact. Enhanced recycling, reduced hazardous waste and more efficient equipment all support responsible operations that protect both the community and the natural environment.

Air Quality, Land, Waste & Biodiversity

Kyte Powertech uses advanced emissions-control technologies and real-time monitoring to maintain clean air on site and in surrounding areas. Pollution prevention, safe handling of oils and chemicals, and robust waste segregation systems reduce disposal volumes and protect soil and groundwater. Biodiversity considerations guide site maintenance, supporting natural habitats and ecological balance.

Energy Management & ISO 50001 Excellence

Since 2009, Kyte Powertech has operated a robust Energy Management System aligned with ISO 50001, embedding energy efficiency and carbon reduction into how the organisation designs, manufactures, and operates. Energy management is treated as a structured, continuous journey rather than a background activity, shaping both day-to-day decisions and long-term strategy.

Annual, in-depth energy audits identify how electricity and LPG are used across equipment, processes, and supporting systems. These audits provide a clear energy map, highlighting areas of strong performance as well as opportunities where targeted improvements can deliver meaningful energy and carbon savings.

Based on these insights, Kyte Powertech implements Energy Conservation Measures that combine technical upgrades with process optimisation. Investments in high-efficiency manufacturing equipment, LED lighting, and on-site solar generation help reduce grid demand, eliminate avoidable energy waste, and strengthen operational resilience. Each measure is assessed not only for financial payback, but also for its long-term contribution to sustainability and emissions reduction.

These efforts have delivered significant results, including a 74% reduction in absolute CO_2 emissions and an 85% reduction in carbon intensity. Looking ahead, Kyte Powertech continues to explore further decarbonisation opportunities, including renewable fuels such as BioLPG, and the potential use of hydrogen and other low-carbon alternatives, aligned with national climate objectives and the company's long-term net-zero pathway. Employees remain central to this progress, supported by training programmes and cross-functional energy teams that ensure energy awareness and sustainability are embedded into everyday operations.

Our Planet

Energy Consumption By Area 2018-2024

- ● Paint Plant
- ● AAP Ovens
- ● Heating
- ● Compressed Air
- ● Lights
- ● Others
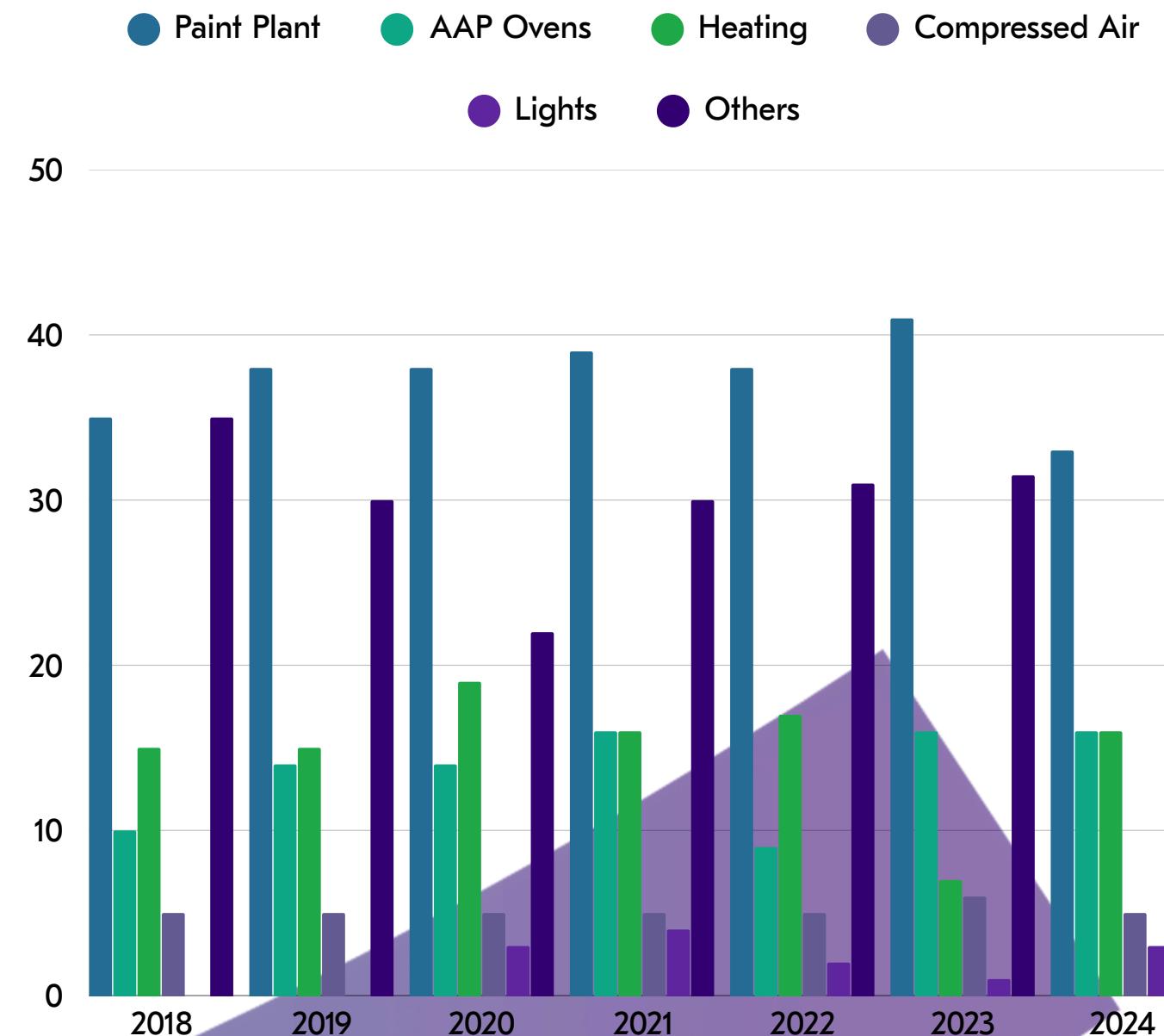
The data shows that the Paint Plant consistently account for the largest share of energy consumption, making them the key areas for efficiency improvements, while categories like compressed air and lighting remain low and stable. Overall, energy use trends fluctuate with production levels and seasonal factors, but improvements in heating and lighting indicate growing operational efficiency over time.

Energy Consumption By Area 2018 - 2024

Energy Usage 2024

Solar Power
14%

Green Electricity from Grid
86%

- ■ Green Electricity from Grid
- ■ Solar Power
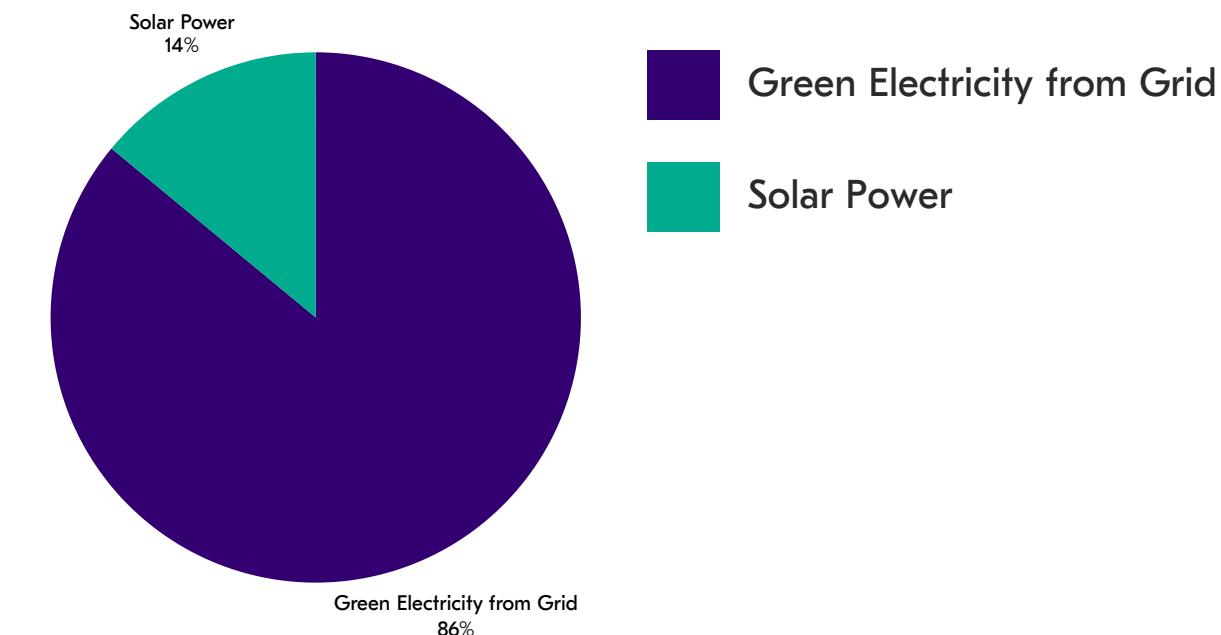
- Total energy consumed amounted to **4,648,062 KWh**, aligning with operational demand and production scale.
- All electricity consumed was sourced from renewable energy, with 86% supplied via certified green electricity purchased from the grid and 14% generated on site through solar installations.

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**Commitment to Waste Minimisation & Sustainable Disposal**

Kyte Powertech approaches waste as both a responsibility and an opportunity. Waste is viewed not just as a by-product of manufacturing, but as a signpost pointing to where systems can be improved. This mindset starts in product design, where engineers work to reduce offcuts and excess material before they even occur. On the factory floor, lean principles, better inventory control, and streamlined workflows help minimise unnecessary waste while improving efficiency.

Once waste is generated, the focus shifts to safe, compliant, and environmentally sound disposal. Materials are segregated clearly, hazardous waste is handled with strict care, and recycling routes are strengthened through partnerships with responsible processors. Regular employee training ensures that everyone understands their role in responsible waste handling.

Kyte Powertech's recent performance reflects this ongoing commitment. Non-hazardous waste recovery has risen significantly due to improved recycling systems, recycled materials consistently exceed 300 tonnes annually, and landfill waste has been reduced to only 20 tonnes which is a meaningful achievement in sustainable operations. Even the slight increase in hazardous waste is a sign of improved reporting accuracy and higher production volumes rather than inefficiency.

Waste Management Data 2019 - 2024
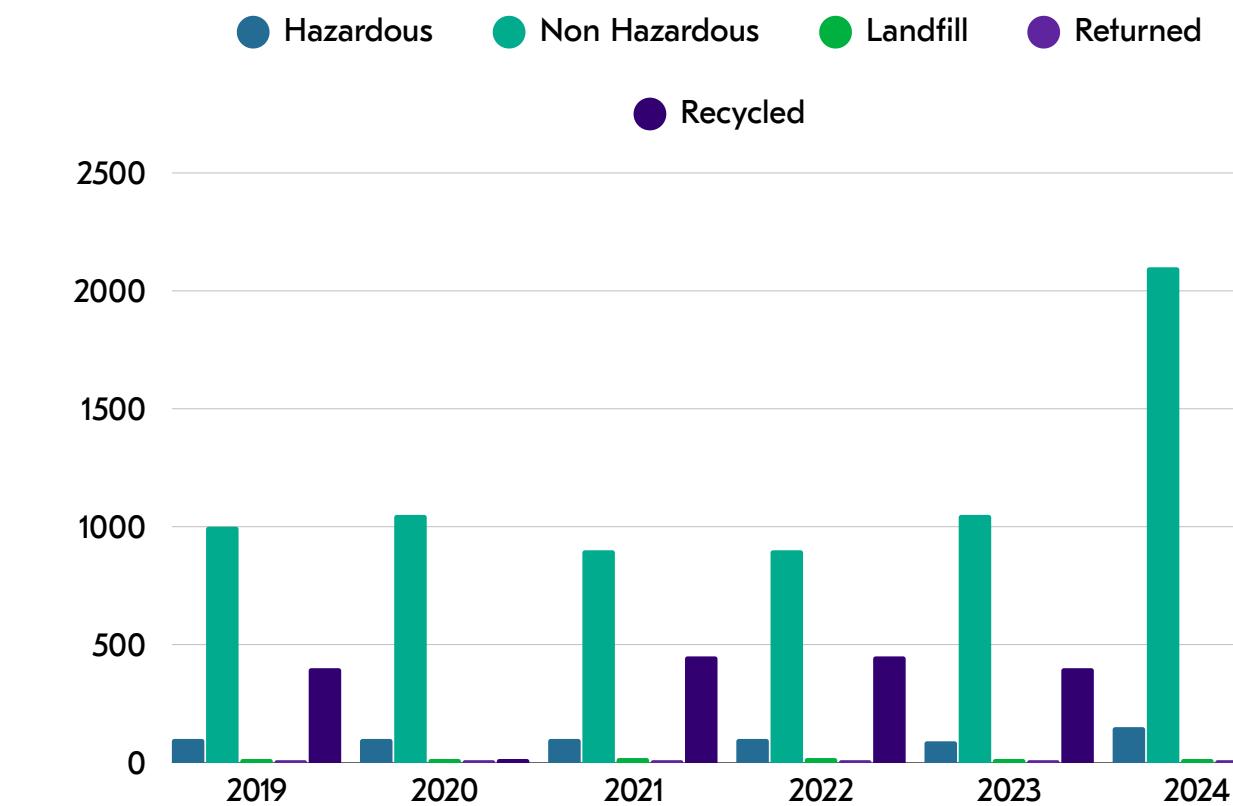
The data indicates that hazardous waste levels remain relatively stable, while non-hazardous waste increased significantly in 2024, likely due to higher production or improved reporting accuracy. Landfill disposal stays very low, and recycling remains a major recovery route, demonstrating strong circularity efforts.

Waste Management Data 2019 - 2024

Our Planet

Greenhouse Gas Management
Kyte Powertech's decarbonisation journey begins with a clear understanding of where emissions arise and how they can be systematically reduced. Carbon management is treated not as a compliance task but as a long-term transformation that improves efficiency, aligns with European climate policy and supports customers' net-zero ambitions. Across Scopes 1, 2 and 3, the company follows a structured, transparent and science-aligned approach to measuring, reducing and reporting emissions.

Scope 1 — Direct Emissions
Operational emissions are reduced through upgraded equipment, improved testing facilities and optimised heating systems that lower on-site energy demand. Preventative maintenance reduces fugitive emissions, while the transition from fossil fuels to BioLPG and other renewable alternatives strengthens direct decarbonisation.

Scope 2 — Purchased Electricity
Electricity-related emissions are addressed through on-site solar generation, certified renewable electricity and continuous efficiency improvements across production equipment, lighting and HVAC systems. ISO 50001 processes reinforce this progress, driving down carbon intensity year after year.

Scope 3 — Value Chain Emissions
Kyte Powertech maps emissions across raw materials, transport, packaging and supplier activities to build a full footprint of its value chain. This insight guides targeted reductions and supports deeper collaboration with suppliers on low-carbon practices.

Collaboration is essential to Kyte Powertech's decarbonisation strategy. The company works closely with suppliers to expand the use of low-carbon steel, copper, aluminium and other metals across its products.

Fossil Fuel Reduction Target
Kyte Powertech has set a clear goal: a 50% reduction in fossil-fuel-related emissions by 2030. Cleaner fuel transitions, process optimisation and the ongoing adoption of low-carbon energy alternatives drive this.

Waste & Recycled Material Targets
Stronger circularity and improved recycling support both resource efficiency and Scope 3 reduction. Two core targets guide this work: a 30% reduction in total waste by 2025 and 60% recycled content in magnetic steel, alongside greater recovery of copper and aluminium.

Carbon-Neutral Operations Goal
Kyte Powertech aims for carbon-neutral operations by 2030, supported by ISO 14064-aligned emissions accounting, independently verified product carbon footprints (ISO 14067) and third-party validation to ensure accuracy.

This roadmap positions Kyte Powertech not only as a transformer manufacturer but as a committed partner in Europe's low-carbon energy transition.
Greenhouse Gas (GHG) Emissions (tCO_2e) 2022-2024

366
Day Period

65,5217
kWh Consumeed

€63,279
In Solar Energy Savings

210,275
Kg CO_2 Avoided

15,020
Equivalent in Trees Planted

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Environmental Policy - Core Commitments
Kyte Powertech's environmental commitments are built on a simple principle: every decision, every process and every product must move the company closer to a cleaner, safer and more resource-efficient future. Guided by ISO 14001, ISO 50001, and our EPA-regulated IPPC licence, we operate with a deep sense of responsibility for the environment and the communities around us.

Our core priorities include lowering energy use and emissions, reducing waste sent to landfill, safeguarding water resources, and ensuring safe handling of all oils and chemicals. These principles frame everything from day-to-day operations to long-term strategic planning.

Water Management and Rainwater Reuse
Water is a critical resource across Kyte Powertech's manufacturing operations, supporting equipment cooling, process cleaning, and general site activities. To manage this responsibly, we track water consumption in real-time across the AAP and MP facilities in Cavan.

In 2023, Kyte Powertech embarked on a comprehensive rainwater harvesting programme, and by 2024 the system was installed. This system capture and store rainwater, redirecting it for non-potable use and reducing reliance on mains water. This initiative is a key step in our broader push toward resource efficiency and environmental stewardship.

Our long-term vision is to continually reduce water intensity across operations through improved process design, equipment upgrades, and expanded reuse systems.

Water Consumption 2022-2024

Pollution Prevention & Chemical Handling
Kyte Powertech takes a proactive and preventative approach to chemical safety and pollution prevention, grounded in strong regulatory compliance and reinforced by robust internal controls. Our IPPC licence provides the regulatory framework, while enhanced internal systems minimise environmental risks at source.

All chemicals on site undergo structured risk assessments supported by up-to-date Safety Data Sheets, ensuring hazards and handling requirements are clearly understood before work begins. Chemicals are stored in controlled, well-ventilated areas with fire-rated cabinets, spill-containment systems, secondary containment for higher-risk materials, and segregation of incompatible substances.

Employees receive regular training in safe chemical handling, appropriate PPE use, and emergency spill response, enabling confident and effective action should an incident occur. Routine inspections, spill-preparedness measures, and well-maintained emergency equipment support day-to-day safety and environmental protection.

Chemical inventories are managed through documented systems, internal audits, and EPA-aligned compliance checks, supporting continuous improvement and effective environmental protection.

Product End-of-Life & Circular Design
Kyte Powertech integrates circularity into the DNA of every transformer. Our design philosophy prioritises materials that can be recovered at end-of-life and systems that support repair, reuse, and recycling.

Our People

Noelle McCreanor, Software Engineer

"To support the next generation, we at Kyte Powertech have arranged several community outreach and education initiatives over the past year. Our staff has engaged with school children of all ages to deliver hands-on learning sessions on engineering, renewable energy, and sustainability. These programmes were designed to inspire curiosity, build confidence, and help young people understand the role they too can play in a low-carbon future. Through the children's projects we had the benefit of witnessing the next generation's enthusiasm and commitment to better homes, community, and our future world through their sustainable projects.

We partnered with community organisations to sponsor sustainability awareness events and participated in regional STEM activities focused on skills development. Kyte Powertech's commitment to responsible citizenship was further recognised through multiple sustainability awards, reflecting the impact of our outreach, education, and community engagement efforts.

By investing in our young learners and supporting community-led sustainability initiatives, Kyte Powertech continues to build meaningful connections and foster long-term positive impact beyond our operations."

— Noelle McCreanor, Software Engineer
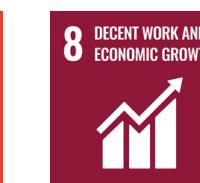
Our People

A Workplace Built on Fairness, Inclusion & Integrity
Kyte Powertech is committed to fairness at every stage of the employee experience. Recruitment and progression follow clear, structured processes, supported by open communication and a culture that values every voice. Respectful behaviour is embedded into daily operations, creating a workplace where people feel recognised and empowered.

Supporting Growth Through Benefits and Development
Employee wellbeing and career development are central to our HR strategy. Competitive compensation, comprehensive benefits, and access to learning pathways including leadership development, technical upskilling and role-specific training enable employees to grow with confidence. Continuous coaching and recognition reinforce long-term opportunity.

**Embedding Equality, Diversity & Inclusion**
Kyte Powertech promotes diversity and equitable treatment through structured hiring, unbiased promotion processes and ongoing awareness initiatives. Training and clear reporting channels support a safe environment, while leadership monitors workforce trends to drive continuous improvement.

Health & Safety — A Non-Negotiable Priority
Safety is safeguarded through risk assessments, toolbox talks, audits and continuous monitoring. Regular training equips employees to work safely, and strong reporting systems ensure issues are addressed early, maintaining a workplace where safety is prioritised at every level.

Ethical Conduct & Responsible Business Practices
Integrity is reinforced through the Kyte Powertech Code of Conduct, anti-slavery measures and thorough supplier due diligence. Transparent procurement ensures all suppliers meet high ethical, social and environmental standards, supporting responsible sourcing across the value chain.
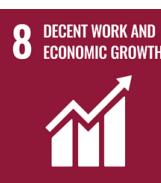
Our People

Fair Pay and Transparency

Accurate and Timely Wage Processing

Kyte Powertech uses structured payroll systems and automated checks to ensure salaries are processed accurately and on time, strengthening employee trust and financial stability.

Commitment to Gender Pay Gap Closure

Kyte Powertech performs annual gender pay audits and applies equal bonus-access procedures to close the gender pay gap and reinforce equality across the organization

Transparency and Fairness

Kyte Powertech openly communicates pay structures, promotion criteria, and reward processes to build trust and ensure employees clearly understand how decisions affecting their careers are made.

Equitable Pay Systems

Kyte Powertech conducts regular salary benchmarking and applies standardised performance evaluations to maintain fairness, consistency, and motivation across all roles.

Above Minimum Wage Earnings

Kyte Powertech reviews national wage trends and adjusts compensation accordingly to ensure employees earn above the minimum wage and are supported in their financial wellbeing.

Equitable Pay Systems

Kyte Powertech uses transparent performance reviews and defined career progression pathways to reward strong contributions and support long-term employee development.

Pay Levels 2022 - 2024

- ● % Staff Paid Above Min / National Living Wage
- ● % Staff Paid Above Real Living Wage
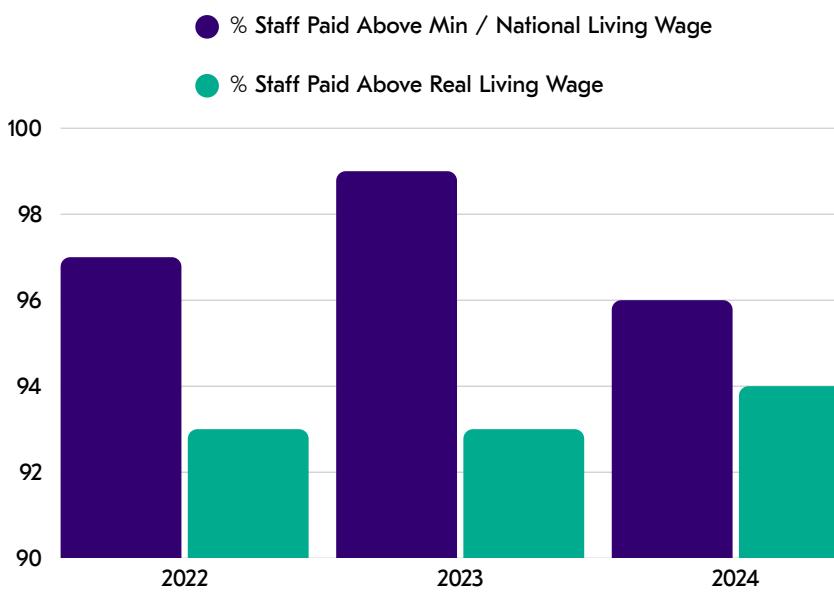
Kyte Powertech continues to demonstrate a strong commitment to fair compensation, with 96—99% of employees consistently paid above the minimum or National Living Wage from 2022 to 2024. During the same period, 93—94% of employees earned above the Real Living Wage, reflecting the company's dedication to ensuring financial well-being and equitable pay across the workforce. These steady trends highlight a robust and responsible remuneration framework.

Pay Level Renumaration 2022-2024

Inclusion, Diversity, and Equal Opportunity

Zero Tolerance Discrimination Policy

Kyte Powertech enforces a strict zero-tolerance policy against discrimination based on race, gender, ethnicity, religion, and ability.

Balanced Workforce Initiatives

Kyte Powertech actively hires women, apprentices, and individuals from diverse ethnic groups to maintain a balanced workforce.

Training & Awareness Programs

Training and awareness initiatives promote collaboration and respect, including English-language classes that support non-national employees' communication and development.

Inclusion Policy For Growth

The company fosters cultural competence and professional growth through its comprehensive Inclusion Policy.

Support For Diverse Groups

Special support is provided for returning mothers, people with disabilities, and young professionals to ensure their success.

Empowering Inclusive Culture

Kyte Powertech's inclusive culture empowers all employees to thrive in their professional roles.

Our People

Equality, Diversity, and Inclusion: A Journey Toward a More Balanced and Representative Workforce

Kyte Powertech's approach to equality and inclusion is defined by intentional action, measurable progress, and a belief that diversity strengthens the organisation.

In 2024, the workforce comprised 81.5% male and 18.5% female. While the industry remains male-dominated, Kyte Powertech is actively addressing this through inclusive hiring, leadership pathways, and transparent career progression to support greater gender balance over time.

Ethnic diversity continues to support the company's growth. Inclusive recruitment and early-career programmes help create a workplace where employees from varied cultural and ethnic backgrounds feel valued. Intergenerational teams further enhance this environment, combining new perspectives with established expertise.

Supporting emerging talent is central to the company's culture. Structured learning, mentorship, and development opportunities equip early-career professionals to grow into future leaders, contributing to a workplace where everyone can participate meaningfully in the organisation's shared progress.

Promotion Rate by Demographic Group 2021-2024

Inclusion and Workforce Diversity: Strengthening the Company Through Representation

Kyte Powertech's commitment to diversity is reflected in its people. The company continues to grow a more inclusive workforce by welcoming women, apprentices, individuals with disabilities, and employees from diverse ethnic backgrounds. In 2024, the recruitment of 99 new employees marked clear progress toward greater representation.

Supporting returning mothers and employees with disabilities remains a priority. Accessible facilities, flexible working arrangements, and reintegration programmes enable employees to manage life transitions without compromising their careers. Cultural awareness and cross-cultural teamwork training further foster an environment where differences are understood, valued, and translated into effective collaboration.

Diversity at Kyte Powertech is recognised as a driver of innovation. Varied perspectives strengthen problem-solving, expand creativity, and accelerate progress, making inclusion a lived reality that shapes the company's culture, performance, and future direction.

Occupational Health and Safety: A Culture of Protection and Continuous Improvement

At Kyte Powertech, health and safety are central to daily operations, supported by a proactive system focused on continuous improvement and employee wellbeing.

Occupational health is embedded through regular exposure assessments covering dust, fumes, gases, vapours, and noise, ensuring compliance with safety limits and protecting employees from workplace risks.

Findings from the exposure assessments are then used to guide upgrades to extraction systems, filtration, and equipment. Routine noise mapping further identifies potential risks early, prompting soundproofing measures, workspace redesign, and enhanced PPE protocols to protect employees across the factory floor.

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

20%
Board representation, female leadership, stable across all years

12.5%
Women accounted for annual promotion
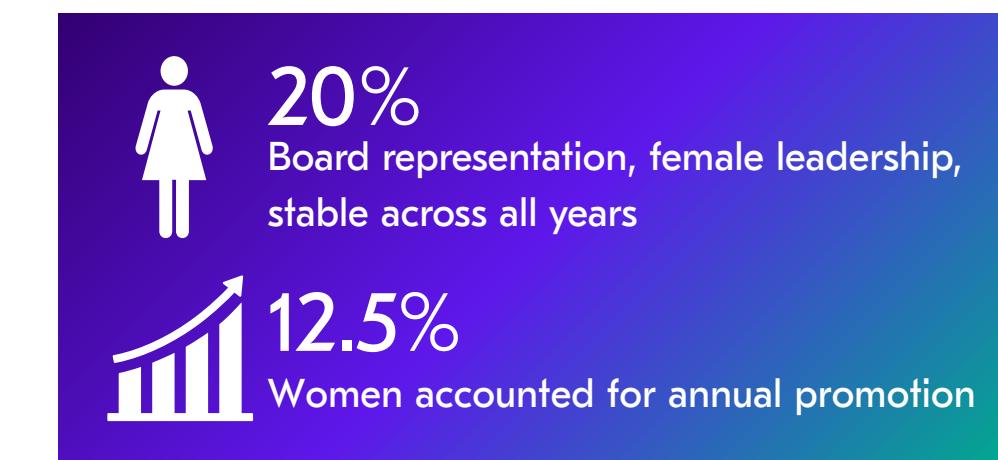
Our People

Human Rights, Ethics & Work-Life Balance
At Kyte Powertech, respect for human dignity underpins the company's operations. Employees are supported by fair, transparent, and responsible employment practices aligned with Irish and international labour laws, ensuring ethical standards across all roles.

This commitment extends throughout the global supply chain. Forced and child labour are strictly prohibited, with the Anti-Slavery Policy setting clear expectations for suppliers and contractors to uphold ethical practices. Fair compensation structures ensure wages meet or exceed legal requirements, alongside a workplace culture that prioritises wellbeing, inclusion, and long-term security.

Work-life balance is actively supported through flexible working arrangements and comprehensive leave options, enabling employees to manage personal, family, and health responsibilities while thriving both professionally and personally.

Employee Wellbeing & Mental Health Initiatives
Wellbeing at Kyte Powertech is guided by the belief that when people feel supported, they perform at their best. This commitment extends beyond compliance and reflects a genuine investment in employees' mental, emotional, and physical health.

Confidential counselling services, one-to-one support, and private mental health resources are available to employees whenever needed. In collaboration with mental health organisations, the company delivers awareness sessions, campaigns, and workshops that encourage openness, help manage stress, and promote mindfulness in an accessible way. Wellbeing is further supported through the Bike to Work scheme, which promotes sustainable commuting and healthier daily routines.
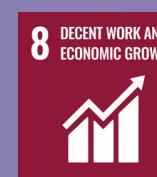
Grievance Management & Ethical Practices
A responsible workplace is one where every voice can be heard. Kyte Powertech strengthens this principle through its transparent Whistleblower and Grievance policy, ensuring that employees feel protected when raising concerns. Reporting channels are confidential, safe, and accessible, empowering individuals to speak up without hesitation.

When issues arise, they are handled through structured, fair, and timely investigations. Clear communication and follow-up ensure that employees know their concerns matter.

Gender Percentage 2020 - 2024

Kyte Powertech's workforce gender balance has remained consistent from 2020 to 2024, with male representation steady at 81—83% and female representation between 17—19%.
While the overall ratio has not shifted significantly, the company continues to focus on initiatives that support increased participation of women in technical and leadership roles.

Our People

Percentage of Substantiated Reports

At Kyte Powertech, trust is built on the belief that every voice matters. The percentage of substantiated reports is more than just a KPI, it reflects how confidently employees can speak up, how transparently issues are handled, and how committed the organisation is to fairness.

To strengthen this metric, Kyte Powertech is reshaping its reporting culture from the ground up. Employees now have clearer, more confidential channels for raising concerns, helping remove the fear or hesitation that sometimes surrounds speaking out. When a report is submitted, trained investigators follow structured, standardised procedures to ensure a fair and unbiased review.

New digital tracking tools provide visibility and accountability throughout the process, while transparent feedback loops keep individuals informed about the progress and outcome of their reports reinforcing respect for employees' contributions.

Behind the scenes, Kyte Powertech analyses trends, identifies root causes, and integrates new learnings into policy updates and training sessions. Recognising employees who demonstrate honesty and integrity helps normalise reporting as a positive and responsible action.

Through these continuous improvements, the company aims to raise credibility, strengthen compliance, and build deeper trust in its ethical and operational systems ensuring that every report is treated with the seriousness and respect it deserves.

Average Retention Rate

A strong retention rate reflects Kyte Powertech's culture, where employees feel valued, supported, and motivated to build their future within the organisation. Retention is driven by listening and meaningful action. Exit interviews are used to understand the reasons behind departures, with insights gathered around recognition, growth opportunities, work experience, and compensation. These findings directly inform targeted improvements.

Employee engagement continues to expand through mentorship, professional development, and leadership training that equips managers to better support their teams. Recognition initiatives and strengthened career pathways further reinforce employee connection and confidence in long-term progression at Kyte Powertech.

Regular benchmarking against industry standards ensures the company remains competitive and aligned with evolving workforce expectations. Through continued investment in people, culture, and leadership, Kyte Powertech is strengthening loyalty, organisational stability, and long-term retention.
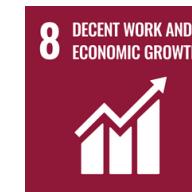
Employee Retention & Tenure Metrics

Staff Retention	Unit	2021	2022	2023	2024
Average employee tenure	No.	11.94	10.76	10.51	10.95
No. of employees with 1 or more years service	No.	424	436	468	422
Percentage of employees with one or more years service	%	87.6	79.85	84.63	85.42

Our People

Job Sharing Policy

Kyte Powertech supports flexible working arrangements through its Job Sharing Policy, which is designed to promote employee wellbeing while maintaining operational continuity and role accountability.

Two structured job-sharing options are available:

- A 2.5 consecutive-day working week, allowing employees to share responsibility for a full-time role while working fixed, consecutive days.
- An alternating working pattern, where employees work three days one week and two days the following week, as agreed between job-share partners.

Both arrangements ensure full role coverage, clear accountability, and continuity of service, while enabling improved work—life balance and flexibility for participating employees.

Leave Policy

Kyte Powertech is committed to supporting employees through different life stages by offering a comprehensive range of statutory and enhanced leave provisions.

- Maternity / Adoptive Leave

Employees are entitled to up to 26 weeks of maternity or adoptive leave. During this period, the company tops up the employee's earnings to 80% of gross regular weekly pay, including shift allowance, while excluding overtime and other ancillary allowances. This enhanced support helps ensure financial stability during extended family leave.

- Paternity Leave

Eligible employees may avail of 2 weeks of paternity leave. During this time, Kyte Powertech tops up the statutory paternity benefit (currently €245 per week) to 80% of gross regular weekly pay, including shift allowance and excluding overtime or additional ancillary earnings.

- Parent's Leave

Employees are entitled to 5 weeks of parent's leave, which may be taken within the first two years of a child's life, or within two years of the placement of a child in the case of adoption. This leave supports early family bonding and caregiving responsibilities.

- Career Break

Kyte Powertech offers employees with a minimum of three years' service the opportunity to apply for a career break of between one and three years. This is an unpaid leave arrangement designed to support long-term personal, educational, or family commitments, while allowing employees the opportunity to return to employment following the agreed break period.

8 DECENT WORK AND ECONOMIC GROWTH

kyte POWERTECH

A company of R&S

Our People

Freedom of Association & Social Dialogue

At Kyte Powertech, employee voice is respected and actively woven into how the organisation operates. The company upholds every worker's right to organise and to engage in collective representation in line with the principles of ILO Conventions 87 and 98. Trade unions are formally recognised for hourly paid employees, supporting structured engagement and collective bargaining where applicable.

All production employees are represented by Services Industrial Professional and Technical Union (SIPTU) and participate in formal mechanisms, including union meetings and the Safety Committee. These forums support shared problem-solving and continuous improvement, helping maintain a workplace rooted in fairness and trust.

The company documents each stage of this engagement including the signed SIPTU Agreement, Safety Committee minutes and Labour Court recommendations, reinforcing transparency, accountability and partnership.

Fair Compensation & Living Wage

Fair pay is a core commitment. In 2024, Kyte Powertech completed a Living Wage Gap Analysis using the IDH Benchmark (Anker Methodology), comparing earnings to the Irish Living Wage of €14.75/hour. The review covered 521 employees: 96% already earn above the benchmark, while the remaining 4% (mainly trainees) earn 94—98% of it. Pay adjustments and revised shift patterns will close this gap by 2025. The full Living Wage Report outlines methodology, data and the corrective action plan.

Collective Bargaining & Representation

Collective bargaining agreements negotiated with SIPTU cover key areas such as health and safety, working conditions, training and development. These agreements ensure structured representation and alignment with national labour legislation and recognised ethical standards.
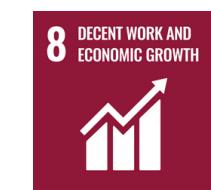
Kyte Powertech's broader fairness commitments are supported by policies, including Equality, Diversity & Inclusion and Dignity at Work, that promote a respectful, inclusive and harassment-free workplace.

8 DECENT WORK AND ECONOMIC GROWTH

Our People

Working Conditions Collective Agreement
Working conditions at Kyte Powertech including wages, hours, leave, and job classifications are set through collective bargaining with SIPTU. The Union Agreement provides clear, mutually agreed terms and ensures transparency in how employment conditions are defined and updated. Ongoing dialogue between management and employee representatives helps maintain fair standards and strengthens workplace practices.

Health & Safety Collective Agreement
Employee safety is supported through a strong partnership between management and elected representatives. Quarterly Safety Committee meetings review risks, incidents, and improvement actions, ensuring safety decisions reflect both regulatory requirements and employee experience. This collaborative approach drives continuous improvement and reinforces confidence in workplace safety.

Career Management & Training Agreement
Career development is shaped jointly by Kyte Powertech and SIPTU representatives. Training pathways, onboarding processes, and development priorities are agreed through structured dialogue, ensuring opportunities are fair, transparent, and accessible from apprentices to experienced technicians. This collaboration supports continuous professional growth across the organisation.

Diversity, Discrimination & Harassment Agreement
Kyte Powertech's Equality, Diversity & Inclusion Policy is developed in consultation with employee representatives and underpins a respectful, inclusive workplace. The agreement ensures concerns related to discrimination or harassment are managed promptly and confidentially, with clear procedures and representative support. This helps maintain a workplace where all employees feel protected, valued, and empowered to speak up.

Pay Ratio 8.3:1
Annual total compensation of the highest paid employee with the median compensation of all employees

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

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Our Business

"Sustainable sourcing is central to Kyte Powertech's commitment to responsible manufacturing. Our procurement team works closely with suppliers across Europe and beyond to ensure that all materials meet strict environmental, ethical, and quality standards. We actively engage with partners to source low-carbon steel, copper, and aluminium, support CBAM compliance, and increase transparency in embedded emissions and material traceability.

Through our Supplier Code of Conduct, sustainability questionnaires, and ongoing due-diligence checks, we ensure alignment with human rights, labour standards, anti-corruption requirements, and responsible supply-chain practices. Our focus on circular procurement also supports recyclability by prioritising durable, recyclable materials and reducing waste at the source.

By strengthening our supplier relationships and embedding sustainability into every sourcing decision, the procurement function plays a key role in advancing Kyte Powertech's ESG goals and supporting a more resilient, transparent, and low-carbon supply chain."

— Damien Morris, Head of Supply Chain Management

Damien Morris, Head of Supply Chain Management

Our Business

Governance, Ethics & Compliance — A Culture Built on Integrity

At Kyte Powertech, governance guides how the company operates each day, with integrity shaping decisions, relationships, and behaviours across the organisation.

Clear ethical standards apply to employees, suppliers, contractors, and partners alike, with expectations grounded in honesty, transparency, and respect. The company's Anti-Bribery and Corruption framework operates on a strict zero-tolerance basis, protecting its reputation and reinforcing trust throughout the value chain.

Strong internal controls support this approach through accurate documentation, audit readiness, and financial discipline, ensuring decisions are traceable, responsible, and aligned with long-term resilience. Conflict-of-interest checks, transparent reporting, and fair competition practices further demonstrate Kyte Powertech's commitment to ethical conduct.

These values extend to digital communication, where employees are encouraged to act professionally and responsibly. Governance at Kyte Powertech continues to evolve with the business, supporting a proactive, principled culture focused on a sustainable future.

Commitment to Data Protection	Safeguarding Intellectual Property	Governance and Ethical Compliance
Kyte Powertech treats data protection as a core responsibility, ensuring personal and sensitive data is handled in line with GDPR and the Data Protection Act 2018. Secure systems, controlled access, and robust processes protect confidentiality and maintain trust for employees, customers, and partners.	Innovation at Kyte Powertech is protected through secure systems, strict internal controls, and ongoing monitoring of product designs, technical documents, and proprietary knowledge. These measures safeguard expertise, preserve competitive advantage, and support long-term resilience in a changing industry.	Ethical conduct at Kyte Powertech is underpinned by clear accountability. Behavioural, policy, and governance concerns are investigated formally and impartially through audits and compliance checks. This approach ensures alignment with legal and internal standards, reinforcing transparency, trust, and a fair workplace culture.

17 PARTNERSHIPS FOR THE GOALS

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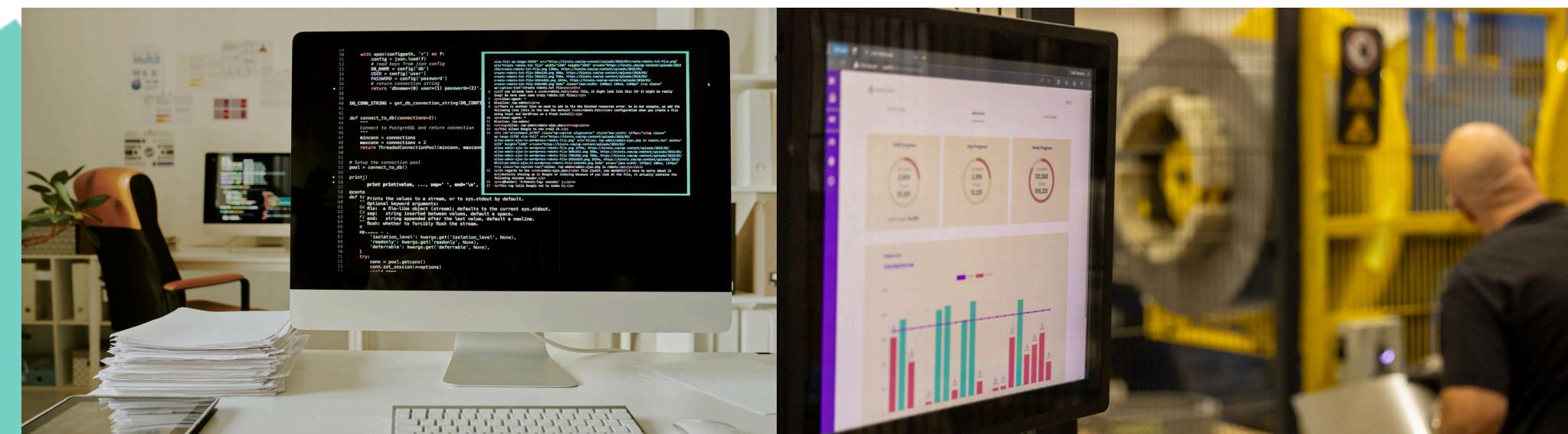
Our Business

Whistle blower Policy	Code of Conduct	Business Responsibility
Kyte Powertech's Whistleblower Policy helps identify and address risks early by providing employees with a safe, confidential, and retaliation-free way to raise concerns. Independent oversight by a non-executive Chairperson ensures fairness, transparency, and trust in the process, enabling issues related to compliance, safety, or conduct to be addressed promptly. By removing fear from reporting, the policy strengthens governance, reduces risk, and promotes a culture of accountability and integrity across the organisation.	Kyte Powertech's Code of Conduct provides a clear framework that protects the company's reputation, operational standards, and long-term sustainability. By setting expectations for honesty, professionalism, and respect, it ensures consistent behaviour across all roles, reducing risk and strengthening relationships with customers, suppliers, and regulators. Consistent corrective action reinforces accountability and supports a high-trust culture that underpins strong business performance and brand credibility.	Kyte Powertech's commitment to responsible business practice supports organisational stability through fair, transparent, and consistent responses to misconduct. Clear disciplinary procedures protect both employees and the company, reinforcing accountability, regulatory compliance, and ethical decision-making at every level. By embedding these principles into daily operations, Kyte Powertech strengthens resilience, trust, and long-term sustainability.

Our Business

Sustainability Dragons Den

Kyte Powertech returned to Dromore Central Primary School for the grand finale of its Sustainability Dragons Den initiative. This program ran over eight weeks and was designed to challenge primary students to think critically about sustainability. During the program, students developed innovative ideas to promote environmental causes and reduce carbon emissions.

The final event involved students presenting their projects to a panel from Kyte Powertech. Each project was evaluated on originality, feasibility, and teamwork, with an emphasis on creativity and practical thinking. Beyond sustainability education, the initiative also focused on developing essential life skills, including critical thinking, problem-solving, and public speaking.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

17 PARTNERSHIPS FOR THE GOALS

Our Business

Kyte Powertech Scholarship in Science, Engineering, and Business

In 2024, Kyte Powertech delivered its Scholarship in Science, Engineering & Business, supporting students through financial assistance, structured mentorship, and paid placement opportunities. The programme aims to remove economic barriers, develop industry-ready skills, and create clear pathways into engineering and business careers. By combining education support with real-world experience, the scholarship strengthens local talent development and long-term workforce sustainability.

The Green Kilometre

Kyte Powertech proudly supports Cavan County Council's Green Kilometre initiative, a community-driven programme that encourages local groups to enhance and care for stretches of public roads. Our employees volunteer throughout the year to maintain a designated kilometre near our facility, carrying out litter collection, light landscaping and biodiversity-friendly upkeep.

This initiative reflects our commitment to environmental stewardship beyond our factory gates helping improve local habitats, strengthen community pride, and protect the natural landscape we share.
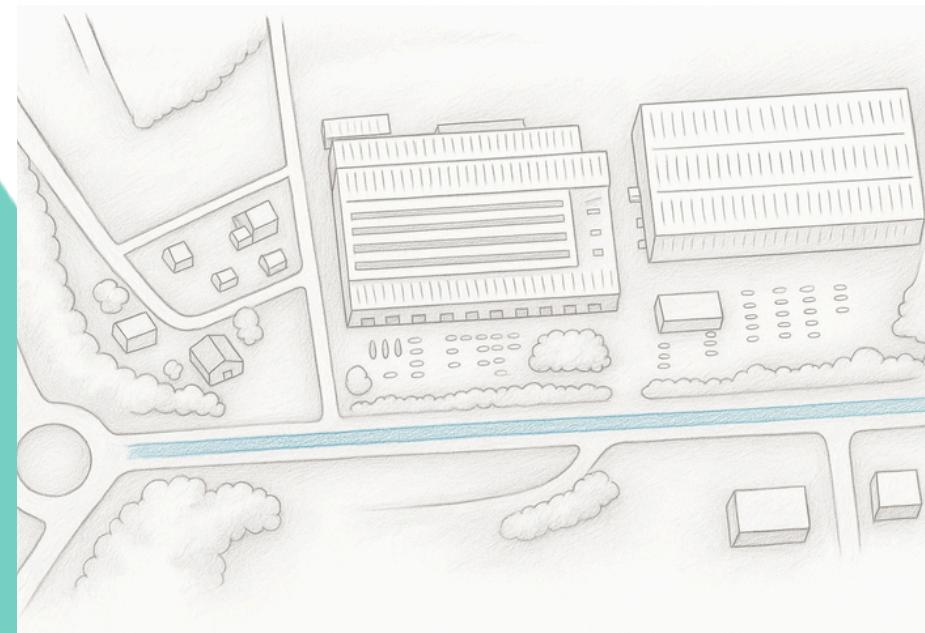
Community Involvement: Tree Planting

Kyte Powertech launched a Community Tree Planting as part of its sustainability and outreach efforts, aligned with Net Zero Week goal. This program was designed to engage local schools and communities in practical environmental action, emphasising the importance of biodiversity and carbon reduction. By directly involving students in tree planting, the initiative aimed to raise awareness and foster a sense of environmental responsibility.

The placement of plaques with the planted trees acknowledge Kyte Powertech's sponsorship, reinforcing the company's commitment to sustainability and community partnership.

Our Business

Cavan GAA All Stars Programme — Community Inclusion Through Sport

In 2024, Kyte Powertech proudly sponsored the Cavan GAA All Stars programme, supporting inclusive sports opportunities for children with special needs. The initiative reached over 80 children across seven hubs in Cavan, supported by more than 100 volunteers, and culminated in a memorable experience at Croke Park. Through this sponsorship, Kyte Powertech helped promote inclusion, confidence, and community engagement, reinforcing its commitment to social impact and equal access to sport.

Kyte Powertech's Scholarships to Cavan Institute

Kyte Powertech partnered with Cavan Institute to support students through a scholarship program aimed at fostering education and career development. The initiative reflects Kyte Powertech's commitment to investing in local talent and strengthening ties with the community.

By providing financial assistance and recognition, the company helps students pursue their academic and professional goals, particularly in fields aligned with innovation and sustainability.

The event took place at Cavan Institute, where scholarship recipients were acknowledged. Students were pictured wearing sports jerseys branded with Kyte Powertech's logo, symbolising the strong collaboration between Kyte Powertech and Cavan Institute. This partnership not only provides financial support but also encourages students to engage with industry leaders, opening pathways for future employment

Our Business

EcoVadis Sustainability Rating: Silver Medal Status
The EcoVadis is not just a competitive award but also a globally recognised sustainability certification. It is issued through one of the world's most trusted platforms for evaluating corporate sustainability, used by more than 130,000 companies across 185 countries. The certification provides a standardised, third-party assessment of a company's sustainability management system across four pillars: Environmental, Labour & Human Rights, Ethics, and Sustainable Procurement.

ISO 14064 Certification
Achieving this certification demonstrates Kyte Powertech's commitment to measuring and reducing emissions in line with international standards. It confirms a structured approach to tracking and managing its carbon footprint, an essential step toward net-zero.

ISO 14064 certification delivers key benefits: it reassures clients and stakeholders that Kyte maintains strong environmental practices, helps improve efficiency and reduce operating costs, ensures compliance with current and future regulations and supports global sustainability efforts by contributing to climate action and environmental protection.

CDP (Carbon Disclosure Project) Score B- Management
Kyte Powertech achieved a CDP B- Management score, reflecting strong progress in environmental governance, emissions reduction, and climate-related risk management. This places us above both the European regional average (C) and the Electrical & Electronic Equipment sector average (C). The score recognises our continuing efforts to lower carbon emissions, enhance resource efficiency, and manage water-related risks across our operations. It also underscores our commitment to supporting customers with low-carbon, energy-efficient transformer solutions.

Our Business

All-Ireland Sustainability Awards 2024 (Belfast)

Kyte Powertech was honoured as a Silver Winner in the Energy Initiative/Project of the Year category at the 2024 All-Ireland Sustainability Awards, which celebrate leading environmental and sustainability practices across Ireland. Held in Belfast, the event recognises organisations of all sizes for strong, long-term sustainability strategies. This achievement places Kyte Powertech among the top Irish manufacturers and enterprises driving the shift to a greener economy through strategic environmental leadership and operational excellence.

SEAI Large Business Award

Kyte Powertech was honoured to be recognised as a finalist in the SEAI Large Business Award category at the Shelbourne Hotel in Dublin. This prestigious national award celebrates organisations demonstrating outstanding leadership in energy efficiency, decarbonisation, and sustainable innovation. While we did not secure the top award, being selected as a finalist highlights our continued progress on our sustainability journey and reinforces our commitment to reducing emissions, improving operational efficiency, and supporting Ireland's transition to a low-carbon economy.

Our Business

SSEN Distribution Sustainability Awards "Low Carbon" Award
This recognition highlights Kyte Powertech's long-standing commitment to reducing its environmental footprint and driving meaningful climate action. Over the past two decades, Kyte Powertech has achieved an exceptional 85% reduction in carbon intensity, a milestone made possible through disciplined implementation of Lean methodologies, continuous process optimisation, and investment in energy-efficient technologies. Kyte Powertech's approach goes beyond operational efficiency.

The company has embedded sustainability into its manufacturing philosophy prioritising low-loss transformer designs, responsible material sourcing, and ongoing improvements in waste and energy management. By aligning product development with international ESG (Environmental, Social, and Governance) standards, Kyte Powertech ensures that every transformer manufactured contributes to lower lifecycle emissions and supports the transition to a cleaner energy system.

Lean Business Ireland Sustainability Award
Kyte Powertech was honoured as the Winner of the Sustainability — Large Enterprise category at the Lean Business Ireland 2024 Awards. This recognition highlights our ongoing leadership in sustainability, continuous improvement, and operational excellence. It reflects the collective efforts of our teams across the organisation who are driving meaningful progress in energy efficiency, waste reduction, and low-carbon innovation.

Environment Metrics

Licence Reports

Report	Frequency	Submission Date
Emissions to atmosphere	Annual	Annual
Emissions to sewer	Quarterly	Apr, Jul, Oct, Jan
Emissions to surface water	Quarterly	Apr, Jul, Oct, Jan
Complaints (as they arise)	Quarterly	Apr, Jul, Oct, Jan
Env objections & targets	Annual	As part of AER
European pollutant release & transfer register	Annual	As part of AER
EMP proposal	Annual	As part of AER
Bund, tank, & pipeline integrity	Every 3 years	As part of AER
ELRA & CRAMP	Every 3 years	As part of AER
CCTV - Pipeline integrity	Every 3 years	As part of AER
Annual environmental report	Annual	Annual (March)

Kyte Powertech maintains full compliance with all EPA licence reporting obligations. Required submissions including emissions monitoring, environmental objectives, ELRA & CRAMP reviews, bund integrity assessments, and the Annual Environmental Report (AER) are completed within the prescribed timelines. Quarterly emissions and complaint submissions ensure continuous monitoring, transparency, and proactive environmental management.

Water Consumption 2022-2024

Year	Water Mains Consumption (m³)	Rainwater Harvested & Reused (m³)	Total Water Use (m³)	% Recycled / Reused
2022	4,855.38	—	4,855.38	0.00%
2023	4,613.68	—	4,613.68	0.00%
2024	3,493.38	398 (AAP & MP)	3,891.38	10.20%

Water use decreased consistently from 2022 to 2024, supported by efficiency measures and, more recently, by rainwater harvesting. In 2024, 398 m³ of rainwater was reused, resulting in 10.20% recycled water and a reduction in total mains water consumption to 3,891 m³. This reflects strong progress toward reducing reliance on municipal water sources.

Environment Metrics

Energy Consumption By Area 2018 - 2024

Area	2018	2019	2020	2021	2022	2023	2024
Paint Plant	35%	37%	37%	38%	36%	40%	33%
AAP Ovens	11%	13%	13%	14%	10%	14%	13%
Heating	15%	15%	18%	14%	16%	8%	13%
Compressed Air	5%	5%	5%	5%	5%	6%	5%
Lights	-	-	3%	4%	2%	2%	3%
Others	34%	30%	24%	25%	29%	30%	33%

Energy consumption patterns across the facility indicate shifting demands in key operational areas:
• Paint Plant consistently represents the largest share of energy use, ranging from 33% to 40%, reflecting its energy-intensive processes.
• AAP Ovens maintain a stable contribution (10%–14%), correlated with production volumes.
• Heating shows variability, peaking during colder years and optimised in warmer or efficiency-improved periods.
• Compressed Air and Lighting remained relatively low contributors, reflecting targeted efficiency initiatives.
• "Others" category fluctuates with ancillary equipment and evolving operational needs.

Waste Management Data 2019 - 2024

Type (in tonnes)	2019	2020	2021	2022	2023	2024
Hazardous	164	159.22	163.01	159.38	138.03	189.39
Non-hazardous	1,007.72	1,061.47	942.59	954.16	1,096.46	2,169.90
Landfill	14.72	22.30	24.42	23.43	18.72	20
Returned	0	0	0.18	396.30	705.88	586.30
Recycled	303.62	64.84	367.08	355.69	307.26	379.36

The waste management table tracks trends in hazardous, non-hazardous, landfill, returned, and recycled materials over a six-year period.
 Key observations:
• Hazardous waste levels remain relatively stable with slight fluctuations, reflecting consistent handling of production-related chemicals.
• Non-hazardous waste shows variability due to changes in production volume and packaging materials, with a notable increase in 2024.
• Landfill waste has significantly decreased overall, supporting Kyte Powertech's commitment to waste minimisation and alignment with circular economy principles.
• Recycled waste continues to rise, indicating strengthened segregation practices, improved recycling partnerships, and increased resource recovery

Environment Metrics

Area-wise chemical usage 2021 - 2024

Area	2021		2022		2023		2024	
E-Coat Bath Treatment	17,839	Kgs	11,694	Kgs	14,539	Kgs	15,362	Kgs
	10	Litres	10	Litres	82	Litres	15	Litres
Pre-Treatment	1,160	Kgs	349	Kgs	916	Kgs	2867	Kgs
	6,613	Litres	12	Litres	8,026.50	Litres	4,080	Litres
	0	lbs	19	lbs	15	lbs	0	lbs
Effluent Treatment	6,000	Litres	5,000	Litres	6,000	Litres	5,000	Litres
Total	18,999	Kgs	12,042	Kgs	15,454	Kgs	18,229	Kgs
	12,623	Litres	5,022	Litres	14,108	Litres	9,095	Litres
	0	lbs	19	lbs	15	lbs	0	lbs

Effluent Quality Monitoring Performance

All monitored parameters including Oils/Fats/Greases, COD, pH, and Mineral Oil demonstrated 100% compliance across 12 samples taken throughout the reporting year. This consistent performance reflects strong operational control, effective wastewater management practices, and full adherence to EPA licence limits.

Air Quality Monitoring - Threshold Level Compliance

Kyte Powertech consistently achieved 100% compliance with all monitored air emissions parameters from 2021 to 2024, including Total Organics as C, Heavy Metals, Hydrogen Chloride, Dioxins & Furans, and PM10.
This sustained performance demonstrates strong process control, effective emissions management systems, and adherence to EPA licence conditions. No exceedances were recorded across the four-year period, reflecting stable and environmentally responsible operations.

Waste Water Testing - Threshold Compliance

Wastewater monitoring between 2021 and 2024 shows high levels of compliance, with most parameters achieving 100% compliance each year.
Minor variations were observed for Total Phosphorus, Oils/Fats/Greases, Zinc, Nickel, and Heavy Metals in certain years, though compliance remained above 92% at all times.
These results indicate robust wastewater treatment performance, continuous operational oversight, and quick corrective action whenever minor deviations occurred.

Environment Metrics

Greenhouse Gas (GHG) Emissions (tCO$_2$e) 2022-2024

Type of Scope	Description	2022	2023	2024
Scope 1	Stationary Emissions	1,416	1,551	1,558
	Mobile Emissions	11	15	18
	Total Scope 1 Emissions	**1,427**	**1,566**	**1,577**
Scope 2	**Total Location-based Emissions**	**1,530**	**1,421**	**1,069**
	Total Market-based Emissions	**476**	**0**	**0**
Scope 3 (upstream)	Purchased Goods & Services	50,445	57,894	72,530
	Fuel & Energy (Not included in S1 & S2)	234	199	201
	Transmission & Distribution losses	153	142	107
	Upstream Transport & Distribution	1,371	1,122	2,384
	Waste Generation in Operations	49	51	31
	Business Travel	31	54	63
	Employee Commute	506	532	570
	Total (rounded) Scope 3 Upstream Emissions	**52,788**	**59,996**	**75,886**
Scope 3 (Downstream)	Use of Sold Products	441,521	532,613	622,011
	End of life treatment of Sold Products	255	319	124
	Total (rounded) Scope 3 Downstream Emissions	**441,776**	**532,932**	**622,135**

Environment Metrics

Relevance of Scopes 1 & 2

Scopes	Type	Relevance
Scope 1	Stationary Emissions	YES
	Mobile Emissions	YES
	Fugitive Emissions	YES (De minimus)
	Process Emissions	NO
Scope 2	Market-based method	YES
	Location-based method	YES

This table identifies which GHG emission categories apply to Kyte Powertech's operations, in line with the GHG Protocol Corporate Standard.

- **Scope 1 emissions** include stationary combustion, mobile combustion, and fugitive emissions. Fugitive emissions remain de minimis, reflecting excellent control of refrigerants and gas losses.
- **Scope 1 process emissions are not relevant,** as the company does not operate processes producing direct GHG emissions beyond fuel combustion.
- **Scope 2 emissions** (both location-based and market-based) apply due to electricity consumption within manufacturing and office facilities.

Relevance of Scope 3

Scope 3 Category	Included
Purchased Goods & Services	YES
Capital Goods	SPEND DEPENDENT
Fuel & Energy Related Activities	YES
Upstream Transportation & Distribution	YES
Waste Generated In Operations	YES
Business Travel	YES
Employee Commuting	YES
Upstream Leased Assets	NO
Downstream Transportation & Distribution	NO
Processing Of Sold Products	NO
Use Of Sold Products	YES
End Of Life Treatment Of Sold Products	YES
Downstream Leased Assets	NO
Franchises	NO
Investments	NO

This table reflects the Scope 3 emission categories relevant to Kyte Powertech under the GHG Protocol Corporate Value Chain Standard. Key contributors such as purchased goods and services, transportation, fuel-related emissions, employee commuting, business travel, and use of sold products are included due to their material impact. Categories with minimal relevance to our operations are excluded, while end-of-life treatment of sold products is retained to ensure full downstream transparency.

Human Capital Metrics

Promotion Rate by Demographic Group 2021-2024

Internal Promotions	Unit	2021	2022	2023	2024
Annual total no. of promotions	No:	10	18	16	23
Annual total no. of internal staff promoted	No:	0	1	4	23
Annual total no. of women promoted	No:	1	2	2	1
Annual total no. of people with ethnicity/race promoted	No:	4	8	4	0
Annual % of internal staff promoted	%	0	0	0	1
Annual % of women promoted	%	0	0	0	0
Annual % of people with ethnicity/race promoted	%	0	0	0	0
% Women at top management level	%	38	38	38	38
% Women within the organisation board	%	20	20	20	20

Internal promotions increased steadily from 2021 to 2024, showing progress in developing internal talent. Promotion rates for women and employees from diverse ethnic backgrounds remain monitored to strengthen equity and representation. Female leadership at the top management level has remained stable at 38%, with 20% representation at board level.

Human Capital Metrics

Gender Pay Gap 2022-2024

Gender Pay Gap	Unit	2022	2023	2024
Unadjusted GPG	%	1.5	5.9	8.3

The unadjusted gender pay gap widened from 1.5% in 2022 to 8.29% in 2024. While influenced by workforce composition and role distribution, this trend highlights the need for continued focus on gender balance across departments and levels.

Pay Level Remuneration 2022-2024

Renumeration	Unit	2022	2023	2024
Pay levels - % staff paid above minimum wage or National Living Wage	%	97	99	96
Pay levels - % of staff paid above real living wage	%	93	93	94

Across all years reviewed, the vast majority of employees were paid above both the minimum wage and the Real Living Wage. This demonstrates Kyte Powertech's commitment to fair remuneration and supporting financial wellbeing for employees.

Breakdown of Employees By Age 2020-2024

Breakdown	Unit	2020	2021	2022	2023	2024
Employees Under 30	No:	27	48	68	67	77
% Employees under 30	%	6.67	11.24	15.15	14.25	15.28
Employees between 30 - 50	No:	243	244	248	271	245
% Employees between 30 - 50	%	60.01	57.14	55.25	57.66	48.21
Employees over 50	No:	134	135	131	132	185
% Employees over 50	%	33.09	31.62	29.19	28.08	36.5

Human Capital Metrics

Health & Safety 2019-2024

Health & Safety KPI	Unit	2019	2020	2021	2022	2023	2024
Hours Worked	Hours	708,422	712,273	775,201	770,287	848,080	907,156
Total No. of work related fatalities	No:	0	0	0	0	0	0
Total No. of HSE reported injuries	No:	4	5	8	12	19	19
Dangerous occurrences	No:	33	31	13	15	4	0
HSA or equivalent improvement notices	No:	0	0	0	0	0	0
HSA or equivalent prohibition notices	No:	0	0	0	0	0	0
HSA or equivalent prosecutions	No:	0	0	0	0	0	0
Total No. days lost due to injury or accidents	No:	159	232	417	261	296	498
Total No. accidents	No:	32	27	46	70	55	65
Lost days	No:	159	232	417	261	296	498
Absenteeism	Rate	3.8	4.3	6.3	5.9	4.2	4.9
Near misses	No:	9	11	4	10	17	6
Incidence of disease related to workers occupation	No:	0	0	1	0	0	0
Injury Frequency Rate	No:	45.17	37.91	59.34	90.87	64.85	49.60
Injury Severity Rate	No:	224	326	538	339	349	548
Injury Incidence Rate	No:	9.47	7.48	12.50	18.08	13.78	1.89
Percentage of workers with adequate health and safety training	%	80	70	70	90	93	96
Average hours of health and safety training per employee	Hours	12	8	8	14	16	16
No: of safety audits performed by management	No:	51	51	51	51	51	51

Human Capital Metrics

Employee Gender data 2020-2024

Description	Unit	2020	2021	2022	2023	2024
No. of employees (based on calendar year)	No:	405	427	449	470	507
Total No. of full-time equivalents in current year	No:	405	427	449	470	507
No. of male employees	No:	333	355	365	384	413
No. of female employees	No:	71	71	83	85	94
No. of non-binary/unknown / undisclosed	No:	-	-	-	-	-
Gender Diversity Ratio	Ratio	7.7:1	5:01	4:01	4.5:1	4.4:1
Gender Diversity Ratio	%	17.7	20	24.6	18.19	18.48

New Employee Hires 2020-2024

Breakdown	Unit	2020	2021	2022	2023	2024
Provide the total no: of new hires	No:	34	52	103	83	99
Provide the total no. of new hires (disabilities)	No:	0	0	0	0	0
Ethnicity/race: White (English, Welsh, Scottish, Northern Irish, Irish, Gypsy or Irish Traveller, Roma, any other White Background)	No:	34	51	101	80	94
Ethnicity/race: Asian or Asian British (India, Pakistani, Bangladeshi, Chinese, any other Asian background)	No:	0	1	2	2	4
Ethnicity/race: Black, Black British, Caribbean or African (Caribbean, African, any other Black, Black British or Caribbean background)	No:	0	0	2	0	1
Ethnicity/race: Mixed or multiple ethnic groups (White and Black Caribbean, White and Black African, White and Asian, any other mixed or multiple ethnic background)	No:	0	0	0	0	0
Ethnicity/race: Another ethnic group (Arab, any other ethnic group)	No:	0	0	0	0	0
Total organic net new hires	No:	27	22	44	29	86
Provide the total no. of new hires (female)	No:	3	7	20	13	13
Provide the total no. of new hires (apprentices)	No:	1	45	1	1	0

Human Capital Metrics

Breakdown of Employees By Ethnicity 2020-2024

Description	Unit	2020	2021	2022	2023	2024
White (English, Welsh, Scottish, Northern Irish, Irish, Gypsy or Irish Traveller, Roma, any other	No:	401	423	443	463	494
	%	99	99	99	99	97
Asian or Asian British (India, Pakistani, Bangladeshi, Chinese, any other Asian background) %	No:	2	2	4	5	10
	%	1	0	1	1	2
Black, Black British, Caribbean or African (Caribbean, African, any other Black, Black British or	No:	2	2	2	3	3
	%	0.50	2.80	0.50	0.64	0.59
Mixed or multiple ethnic groups (White and Black Caribbean, White and Black African, White	No:	0	0	0	0	0
	%	0	0	0	0	0
Another ethnic group (Arab, any other ethnic group) %	No:	0	0	0	0	0
	%	0	0	0	0	0
Ethnicity/Race Diversity Ratio	%	1.00	2.20	1.50	1.60	2.50

Inclusive Hiring & Workforce Reintegration Metrics 2020-2024

Description	Unit	2020	2021	2022	2023	2024
Percentage of disabled persons in the workforce	%	-	0	0.22	0.25	0.20
No. of disabled persons recruited in the reporting year	No:	0	0	0	0	0
Percentage of mothers returning to work recruited in the reporting year	%	-	0	0.97	1.20	0.00

Employee Training Overview 2022-2024

Description	Unit	2022	2023	2024
Total no. of staff trained for the financial year	No:	230	298	642
Total hours of internal training delivered	Hours	18,254	19,246	25,880
Total hours of external training	Hours	7,050	10,546	5,344
Training New Employees	No:	84	83	84
Training Existing Employees	No:	146	215	231

Human Capital Metrics

Occupational Training KPI

Year	Training Compliance Percentage
2019	33%
2023	95%
2024	96%

The 2019 figure (33%) serves as a baseline for tracking progress and measuring improvements over time.

Pay Levels 2022-2024

Remuneration	Unit	2022	2023	2024
Pay levels - percentage of staff paid above minimum wage or National Living Wage	%	97	99	97
Pay levels - percentage of stage paid above Real living Wage	%	93	93	93

From 2022—2024, 97—99% of employees were paid above the minimum or National Living Wage, demonstrating Kyte Powertech's ongoing commitment to fair pay.

Grievances Overview By Year 2021-2024

Grievance	Unit	2021	2022	2023	2024
Total No. of staff grievances in the year	No:	9	13	15	11

Staff grievances increased from 9 to 15 before declining to 11, reflecting active reporting and improved issue resolution.

Anti Bribery & Anti Slavery Training Overview
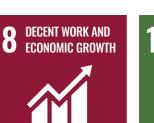
Row Labels	Blue Collar
Anti Bribery	21
Anti Slavery	24

Employee Retention & Tenure Metrics 2021-2024

Staff Retention	Unit	2021	2022	2023	2024
Average employee tenure (no. of years)	No:	11.94	10.76	10.51	10.95
No. of employees with one year or more service	No:	424	436	468	422
Percentage of employees with one year or more service	%	87.6	79.85	84.63	85.42
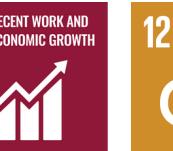
Sustainable Procurement - KPI

Legend:
- 🟡 Initiated
- 🟠 On Track
- 🟢 Completed

Target Name	Comments	Target Date	KPI	Progress	Status	SDGs
Procurement of recycled core magnetic steel	Assessed on performance and sustainability; preference for recycled or low-carbon materials.	2026	Percentage of Magnetic Steel from Sustainable Sources	Assessing supplier potential for lower-carbon core supply.	🟡	12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 13 CLIMATE ACTION / 17 PARTNERSHIPS FOR THE GOALS
Green Purchasing	Green purchasing will be an annual goal and part of new product/machinery approvals.	Yearly	% of New Products and Machinery Purchased with Green Certifications	Kyte Powertech will support suppliers with carbon-reporting awareness sessions during purchasing.	🟡	12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 13 CLIMATE ACTION / 17 PARTNERSHIPS FOR THE GOALS
Timber Products	Kyte Powertech requires all wooden and fibre parts to have an FSC chain of custody certificate.	Depending on document validity	% of Wooden/Fiber Parts Procured with FSC Certification	Supplier survey certificates are available for all the Timber product suppliers.	🟢	8 DECENT WORK AND ECONOMIC GROWTH / 13 CLIMATE ACTION / 17 PARTNERSHIPS FOR THE GOALS
Conflict Mineral Survey	Committed to responsible 3TG sourcing that respects human rights; materials from high-risk areas are permitted only when aligned with international standards.	Yearly	% of 3TG Suppliers Analysed for Compliance with International Standards	Supplier surveys identify 3TGs in raw materials; initial response rate was 68%.	🟢	8 DECENT WORK AND ECONOMIC GROWTH / 13 CLIMATE ACTION / 17 PARTNERSHIPS FOR THE GOALS
Supplier Survey	Supplier assessment is now led at Group level (R&S), ensuring consistent evaluation, including reviews of ISO certifications and key environmental, safety, energy, and modern-slavery policies.	Ongoing (as per group schedule)	% of Suppliers Assessed and Verified under Group R&S Programme	Group R&S now conducts centralised supplier assessments for consistent compliance monitoring.	🟠	12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 13 CLIMATE ACTION / 8 DECENT WORK AND ECONOMIC GROWTH / 17 PARTNERSHIPS FOR THE GOALS

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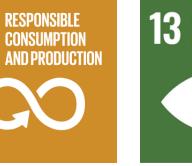
Environmental - KPI

Target Name	Comments	Target Date	KPI	Progress	Status	SDGs
Environmental Incidents	Target to maintain zero environmental incidents/complaints year on year.	Yearly	Zero environmental impacts	0 environmental incidents	●	8 DECENT WORK AND ECONOMIC GROWTH; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION
Environmental Awareness	Reduce impact, ensure compliance, improve efficiency, reduce costs, and increase customer loyalty.	Yearly	% of waste recycled; reduction in carbon emissions	307.267 tonnes waste recycled; 74% reduction in absolute emissions in Scope 1 & 2 categories	●	4 QUALITY EDUCATION; 6 CLEAN WATER AND SANITATION; 8 DECENT WORK AND ECONOMIC GROWTH; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION

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Energy Management - KPI

Legend:
- Initiated
- On Track
- Completed
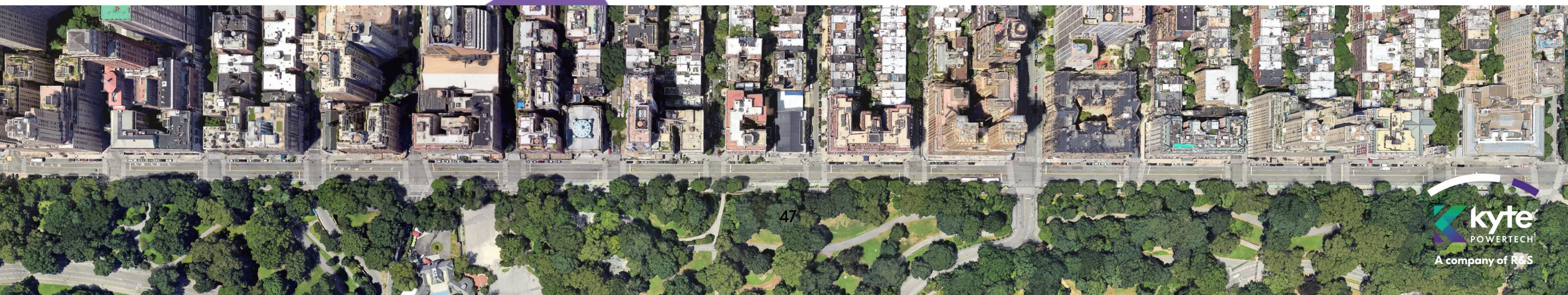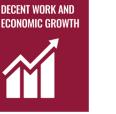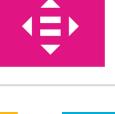
Target Name	Target	Explanation	Target Year	Progress	Status	SDGs
Energy Performance Reduction	Breach thresholds set for each SEU for monitoring	• EUs — Paint Plant Gas and Electric, Small and Large Ovens, and Compressors	Yearly	• 1 Energy Level 4 NCs • 3 Energy Level 3 NCs	Completed	7 AFFORDABLE AND CLEAN ENERGY, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Energy Projects	Targets for Energy Management	• Solar Panels — Energy Generation • Energy saving and capital improvement projects focused on energy efficiency	Yearly	• 14% renewables energy generation • 47% absolute energy consumption reduction • 70% overall EnPI reduction	Completed	7 AFFORDABLE AND CLEAN ENERGY, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Carbon Footprint Reduction/Offset	• Shift to non-fossil fuel solution • Carbon Offsets - 50% reduction in carbon emissions	The factory's significant LPG use for heating and production processes contributes to GHG emissions and air pollution.	2030 (1790 tCO2e)	• Assessment of investment needed for Bio-LPG integration is underway. • Carbon neutrality was achieved in 2023 via green credits; none were purchased in 2024 as long-term decarbonisation plans are reassessed.	Initiated	7 AFFORDABLE AND CLEAN ENERGY, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION
Energy Awareness	• Refresher Training • Onsite Awareness Day	• Introduction of new members to the Energy Team for integration of all departments. • Introduction of an Onsite Energy and Environmental Awareness Day.	Yearly	The annual Sustainability & Energy Awareness Day highlights progress, supported by yearly employee surveys to assess understanding and improvement needs.	Completed	7 AFFORDABLE AND CLEAN ENERGY, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 4 QUALITY EDUCATION, 13 CLIMATE ACTION, 17 PARTNERSHIPS FOR THE GOALS

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Design KPI

Legend:
- Initiated (yellow)
- On Track (orange)
- Completed (green)
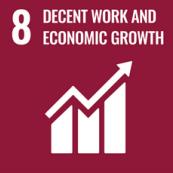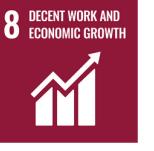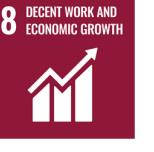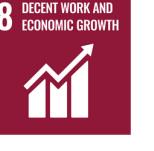
Design Goals	KPI	Progress	Status	SDGs
Recycled Materials	% of recycled materials used	Supplier discussions underway to source lower-carbon, recycled-core materials	Initiated	12 Responsible Consumption and Production; 13 Climate Action; 17 Partnerships for the Goals
Reduction of Critical & Hazardous Materials	% reduction of restricted substances	Identifying critical/hazardous substances per REACH, RoHS, IEC 62474	Initiated	8 Decent Work and Economic Growth; 12 Responsible Consumption and Production; 13 Climate Action
Supplier Sustainability Ratings	Supplier scoring via Group R&S	Assessments now centralised under Group R&S with aligned sustainability ratings	On Track	8 Decent Work and Economic Growth; 12 Responsible Consumption and Production; 13 Climate Action; 17 Partnerships for the Goals
Transformer Efficiency Ratings	Lifecycle sustainability scoring	New in-house software in development to assess full lifecycle & efficiency	On Track	9 Industry, Innovation and Infrastructure; 13 Climate Action
Carbon Emissions Saved	Estimated CO_2 reductions	To be included in EPD & ISO 14067; methodology in development	Initiated	9 Industry, Innovation and Infrastructure; 13 Climate Action
Energy Savings Achieved	Customer lifecycle energy savings	Will form part of EPD & ISO 14067 analysis	Initiated	9 Industry, Innovation and Infrastructure; 13 Climate Action
Product Lifespan Extension	Average operational life vs industry	Lifetime loss and energy-use analysis to be integrated into LCA and EPD	Initiated	9 Industry, Innovation and Infrastructure; 13 Climate Action
Community Engagement	Outreach programmes	Ongoing STEM and sports engagement with local schools/communities	On Track	4 Quality Education; 5 Gender Equality; 10 Reduced Inequalities; 13 Climate Action; 17 Partnerships for the Goals
Employee Sustainability Awareness	Employee engagement survey	Annual Sustainability Day & survey completed	Completed	4 Quality Education; 7 Affordable and Clean Energy; 6 Clean Water and Sanitation; 13 Climate Action; 8 Decent Work and Economic Growth; 12 Responsible Consumption and Production; 17 Partnerships for the Goals

Governance KPI

Initiated
On Track
Completed

Main Topic	Description	KPI	Progress	Status	SDGs
Whistle-blower / Grievances	Protect all individuals from unfair treatment or discrimination as outlined in this policy.	Percentage of Substantiated Reports	• 11 staff grievance cases were registered and resolved. • 100% substantiated reports.	🟢	8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES
Partnership with the Community	Forge partnerships with nearby primary, secondary, and transition-year schools to develop tailored sustainability education programs and community engagement initiatives.	Number of School Partnerships Established	3 primary schools joined the sustainability program, which includes plans for in-person interactive sessions and factory visits.	🟠	4 QUALITY EDUCATION
	Collaborate with nearby schools to develop tailored programs engaging transition-year students (ages 16–17) in sustainability education and community initiatives.	Number of Participating Schools	3 secondary schools in the locality participated in the Kyte Sustainability Programme.	🟠	4 QUALITY EDUCATION
	Participate in or organize community sustainability events to help beautify local parks, rivers, or other natural areas. Encourage employees to volunteer and participate in these events to promote teamwork and community spirit.	Number of Events Organized or Employees Participated In	In 2025, the company aims to significantly increase its participation in events with a strategic focus on expanding involvement in industry conferences, community outreach projects, and sustainability initiatives.	🟠	17 PARTNERSHIPS FOR THE GOALS

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Social KPI

Main Topic	Description	KPI	Progress	Status	SDGs
Equality, Diversity and Inclusion Policy	Ensure all interactions are respectful and conduct Equality Impact Assessments to prevent discrimination.	Supplier discussions underway to source lower-carbon, recycled-core materials	• Ethnicity/Race Diversity Ratio = 2.56 • Gender Diversity Ratio = 8.2:1.8 (M:F)	🟢	
Employee Training	Ensure employees and candidates have access to equal opportunities and fair pay based on merit and skills. Equip leaders to integrate fairness, respect, diversity, and inclusion into company culture and strategy.	Identifying critical/hazardous substances per REACH, RoHS, IEC 62474	96% training compliance rate	🟠	
Health & Safety Policy	Commit to a safe and healthy work environment by enforcing strict safety standards, aiming for zero fatalities and minimal hazards.	Assessments now centralised under Group R&S with aligned sustainability ratings	0 fatal accidents	🟢	
Anti-Slavery / Conflict Mineral / Sustainable Procurement Policy	Commit to anti-slavery by rigorously preventing forced labour, human trafficking, and exploitation in our operations and supply chain.	New in-house software in development to assess full lifecycle & efficiency	Annual anti-slavery training in place (online since 2023). Supplier conflict-mineral response rate: 76% (target 100% by 2026).	🟠	

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ZREW

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Rauscher Stoecklin

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Tesar

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