



SUMILLION

ESG REPORT FY26

The UK's Most Sustainable IT Reseller

We innovate with cutting-edge solutions for future-proof technology.





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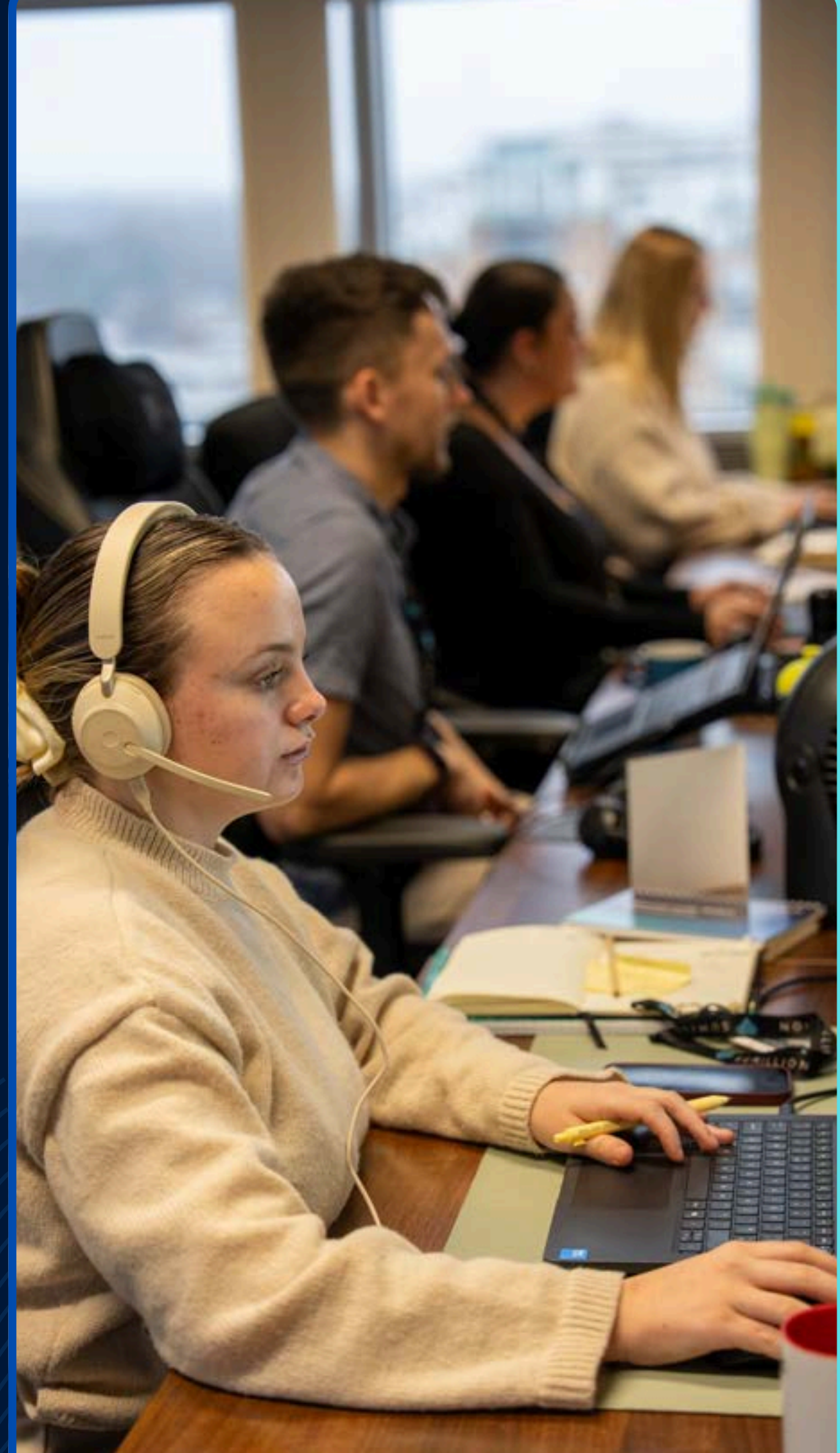
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Who We Are

Founded in 2016, Sumillion is a total IT solutions provider based in Hampshire. Sumillion offer a comprehensive portfolio spanning hardware, software, and services, underpinned by a strong commitment to sustainability and charitable giving.

Our business philosophy is centered on our customers needs. We take the time to understand each client's environment and infrastructure in detail, enabling us to deliver tailored, effective solutions. With broad expertise across all sectors, we provide trusted technical guidance, ongoing support, and continuous assistance to help organisations grow and operate more efficiently.

Sumillion is dedicated not only to the success of our business and our people, but also to making a positive impact on the wider community and the environment. We actively assess and reduce our environmental footprint, and as the UK's most sustainable IT reseller, we support our customers in achieving their own sustainability objectives.

On average, customers give their Sumillion account management team a 94% satisfaction rate.

We also place great importance on fostering a positive workplace culture, with employee wellbeing and happiness at the heart of everything we do.

[Read Our Mission Statement](#)



“

Long before sustainability became a boardroom priority, we believed technology could be a force for good. It's rewarding to see so many customers now making sustainability part of their strategy and creating meaningful impact through the choices they make.

”

- David Manners, CEO



About this Report

This report outlines Sumillion's approach to environmental, social, and governance (ESG) matters, including our key impacts, actions, and performance for the period July 2025 to June 2026.

Prepared with reference to the GRI Standards, this report provides a structured and transparent overview of our sustainability activities, including relevant policies, initiatives, and measurable outcomes. A GRI content index is included to map disclosures where applicable.

The report is PPN compliant and covers all UK operations under Sumillion Limited, using an operational control approach, and includes:

- Scope 1 emissions from company-owned sources
- Scope 2 emissions from purchased electricity (market-based and location-based)
- Relevant Scope 3 emissions, including purchased goods and services, business travel, employee commuting, transportation and distribution, and operational waste

Downstream Scope 3 emissions (including the use and end-of-life treatment of sold products) are not yet fully quantified due to limited visibility over customer usage and disposal.

Sumillion is working to improve data availability and expand reporting coverage in future cycles.

Greenhouse gas emissions have been independently calculated and reviewed by Positive Planet Eco Technology Ltd, in line with the GHG Protocol and UK Government emission factors, supporting the accuracy and integrity of the data disclosed.

Data has been sourced from internal records, supplier information, and third-party inputs. Where primary data is unavailable, estimates have been applied in line with recognised methodologies. Sumillion views ESG reporting as a key tool for accountability and remains committed to strengthening disclosures as our sustainability practices continue to evolve.



Year In Review

FY 2026 was a year of significant progress, as sustainability continued to be our key focus.

We strengthened our carbon measurement approach, giving us a clearer baseline to drive future reductions.

Alongside this, we continued to champion circular IT, helping customers extend device lifecycles and reduce waste through our ITAD and refurbishment services.

This year also marked an important milestone for the business as we moved into our new office, providing a modern space that enhances collaboration, supports our growing team, and reflects the continued evolution of Sumillion.

Our corporate social impact saw success with our charity partners, delivering projects including clean water and community initiatives, delivering meaningful benefits beyond our core business. Internally, we remained focused on creating a positive, inclusive workplace that allows our employees to thrive.

Sumillion was honoured with the King's Award for Enterprise in Sustainability, the highest recognition of sustainability for business. This recognition reflects the collective effort across our business to drive meaningful, lasting impact. We achieved a number of industry awards and certifications, as highlighted in the following page.

While proud of what we've achieved, we remain focused on what comes next – building on this momentum to deliver even greater impact for our customers, communities, and the environment.



Partnerships, Frameworks & Recognitions

Sumillion was honoured to receive the King's Award for Enterprise in Sustainable Development, recognising our commitment to delivering measurable environmental and social impact through our operations, circular IT solutions, and ESG strategy.

Sumillion is ranked within the top 15% of organisations globally by EcoVadis, with particularly strong performance in the Environment theme, where we rank in the top 1% within our industry.

- Kings Award for Enterprise in Sustainability
- Ecovadis Silver Rated
- Positive Planet Partner
- Achilles Silver+ Partner
- IT Solutions Provider of the Year
- Sustainability Champion - Reseller
- Distinction in Sustainability
- Client Satisfaction Excellence Award
- Best Sustainability Reseller 2025
- Technology Reseller of the Year
- Pioneering Legend
- CSR Focused IT Company of the Year
- SME Social Excellence Awards
- Best Tech Sustainability Consultancy



2.0 Environment

2.0 Environment



Sustainability has always been central to Sumillion's purpose. We are committed to driving positive change and reducing environmental impact across our operations.

Against a backdrop of growing global challenges, including climate change and the depletion of natural resources, we recognise that meaningful progress requires collective action. As a business, we acknowledge our responsibility to contribute to sustainable development. We therefore focus not only on minimising our own impact, but also on raising awareness and encouraging responsible practices among our employees and customers.

In line with the United Nations Sustainable Development Goals, Sumillion dedicate special focus to the above –

2.1 Environmental Impact



Scope 1 Direct emissions

Direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.



Scope 2 Indirect emissions

indirect greenhouse gas emissions that result from the generator of purchased electricity, steam or other forms of energy consumed by a company.



Scope 3 Indirect emissions

All other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

Sumillion work with third party, Positive Planet to measure our environmental impact. Sumillion's greenhouse gas emissions data (Scope 1, 2 and relevant Scope 3 categories) has been independently calculated and reviewed by Positive Planet Eco Technology Ltd in accordance with the GHG Protocol Corporate Standard. In 2024, Sumillion became the first organisation to achieve Positive Planet Gold certification, and we have successfully maintained this standard into 2025.

Our reporting is aligned with the principles of the Greenhouse Gas Protocol – Corporate Accounting and Reporting Standard, using emissions factors published by the UK Government to ensure accuracy, consistency, and transparency.

2.1 Environmental Impact



Purchased Goods & Services

As a reseller, the majority of our upstream emissions originate from the products we source and supply. To meaningfully reduce this impact, we are taking a strategic, multi-layered approach that focuses on responsible procurement and empowering customers to make lower-carbon choices. Our actions include:

- Prioritising suppliers with lower-carbon manufacturing processes
- Promoting refurbished IT equipment, which can have less than half the carbon footprint of new devices
- Promoting lower carbon footprint devices when buying new is required
- Encouraging customers to choose durable and repairable products

2.1.1 Environmental Impact



Current Reporting Period: 01.07.2025 - 30.06.2026

EMISSIONS

- Scope 1
- Scope 2
- Scope 3

Scope 3 includes

Purchased Goods & Services (for operations only),
Capital Goods, Fuel & Energy Related Activities,
Business Travel, Upstream Transportation & Distribution,
Downstream Transportation & Distribution,
Employee Commuting & Homeworking,
Operational Waste & Water, Leased Assets
(Upstream & Downstream) (none)
and Franchises & Investments (none).

TOTAL (TONNES CO2E)

Scope 1: 0.0

Scope 2: Market Based: 9.0
Location Based: 5.6

Scope 3: 291.6

Total
Market-based: 306.1
Location-based: 297.2

2.1.1 Environmental Impact

Progress

Emissions	Total Carbon Footprint (tonnes CO2e)		% Change	Emissions	Carbon intensity metric		% Change
	Baseline year: 01.07.2023-30.06.2024	Current period: 01.07.2025-30.06.2026			Baseline year: 1.07.2023-30.06.2024	Current period: 01.07.2025-30.06.2026	
Scope 1	0.9	0.0	-100%	Employees (tCO2e per FTE)	4.3	7.9	+84%
Scope 2	Market Based: 25.7 Location Based: 14.8	Market Based: 9.0 Location Based: 5.6	-65%				
Scope 3	114.9	291.6	+130%	Revenue (kgCO2e per £)		15.4	N/A
Total emissions	Market Based: 133.2 Location Based: 122.2	Market Based: 306.1 Location Based:: 297.2	+130% +143%				

Despite relocating to a larger office and growing our team, we have successfully reduced the emissions under our direct control. By removing company vehicles and improving operational practices, Scope 1 emissions were eliminated and Scope 2 emissions reduced by 65%. The increase in Scope 3 emissions reflects increased business activity and procurement as the company has grown, and we are actively reviewing our practices and supply chain to identify further opportunities to reduce these emissions. Our carbon intensity metrics are calculated based upon 38 FTE.

2.1.1.1 Scope Three Emissions Upstream

Upstream activities include commuting, business travel, transportation from suppliers, and purchased goods & services.

Our total Scope 3 total upstream emissions are 291.6 tCO₂e - emissions for the reporting period are broken down as follows (in tonnes CO₂e):



Emissions	Total (tonnes CO ₂ e)
Purchased Goods & Services	132.7
Capital Goods	60.1
Fuel & Energy Related Activities	5.4
Transportation & Distribution	0.0
Operational Waste	0.1
Business Travel	71.6
Employee Commuting & Home Working	21.7
Leased Assets	0.0

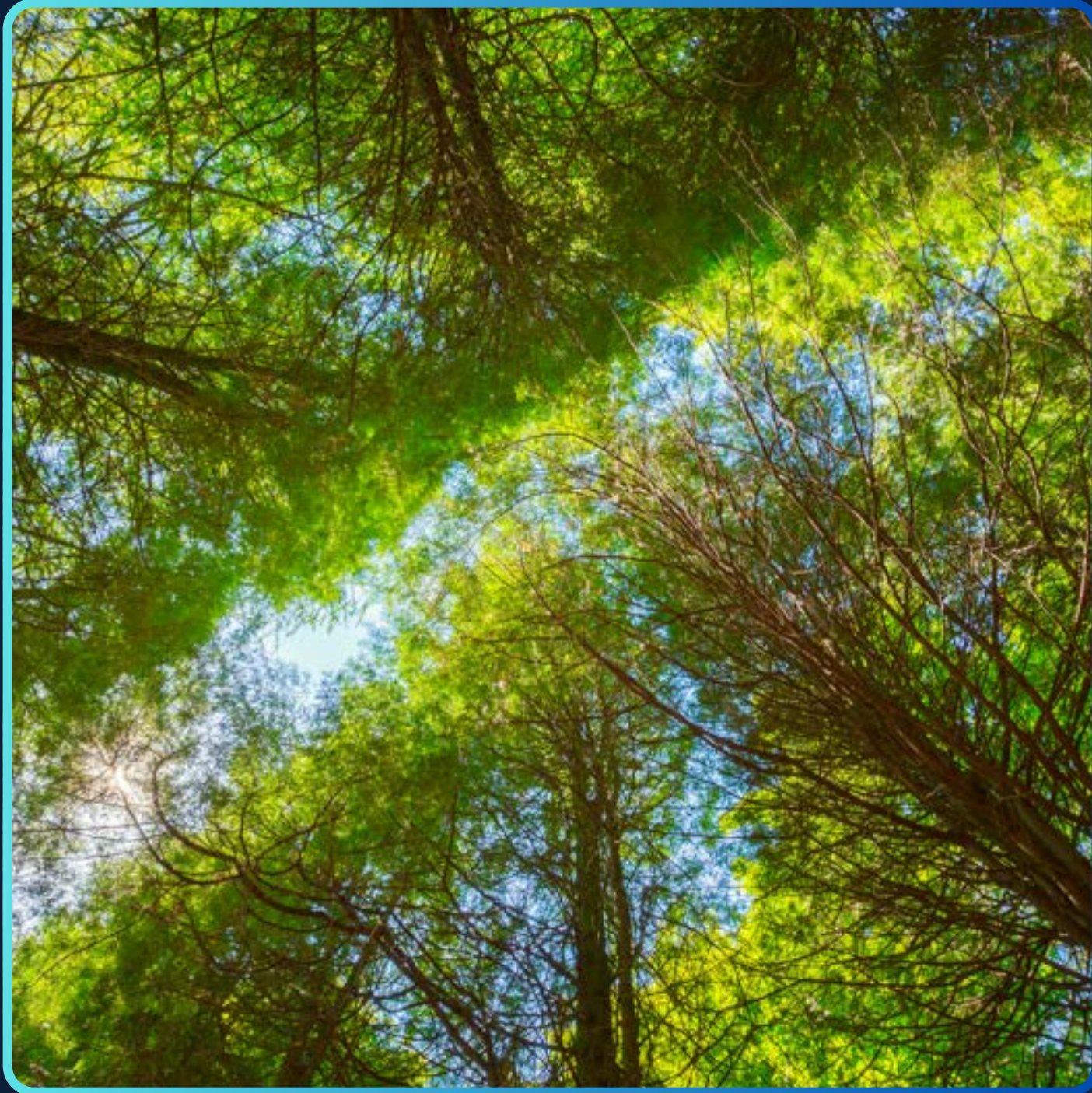
2.1.1.1 Environmental Impact

Purchased Goods & Services

Purchased goods and services remain one of our most significant sources of Scope 3 emissions. Emissions in this category increased during the reporting period due to continued business growth, increased operational activity, and expenditure associated with our relocation to a larger office. The move required additional procurement of goods and services to support our expanding workforce and operations. We continue to review purchasing decisions, engage with suppliers, and identify opportunities to reduce emissions across our supply chain while supporting sustainable business growth.



2.1.1.1 Environmental Impact



Capital Goods

Emissions from capital goods reflect investments in long-term assets that support business operations. Emissions increased during the reporting period due to expenditure associated with our office relocation, including office infrastructure, equipment, and furnishings required to support our growing workforce. While these emissions are linked to a one-off period of business development, we remain committed to considering environmental impacts when making capital investment decisions and prioritising durable, efficient, and responsibly sourced assets where possible.



2.1.1.1 Environmental Impact

Fuel & Energy Related Activities

These emissions are associated with the upstream impacts of the energy consumed across our operations. This remains a relatively small emissions source, reflecting our ongoing focus on energy efficiency through the use of energy-efficient devices, LED lighting, occupancy sensors, and staff awareness initiatives. We continue to monitor energy consumption and review opportunities to further reduce energy-related emissions.

2.1.1.1 Environmental Impact



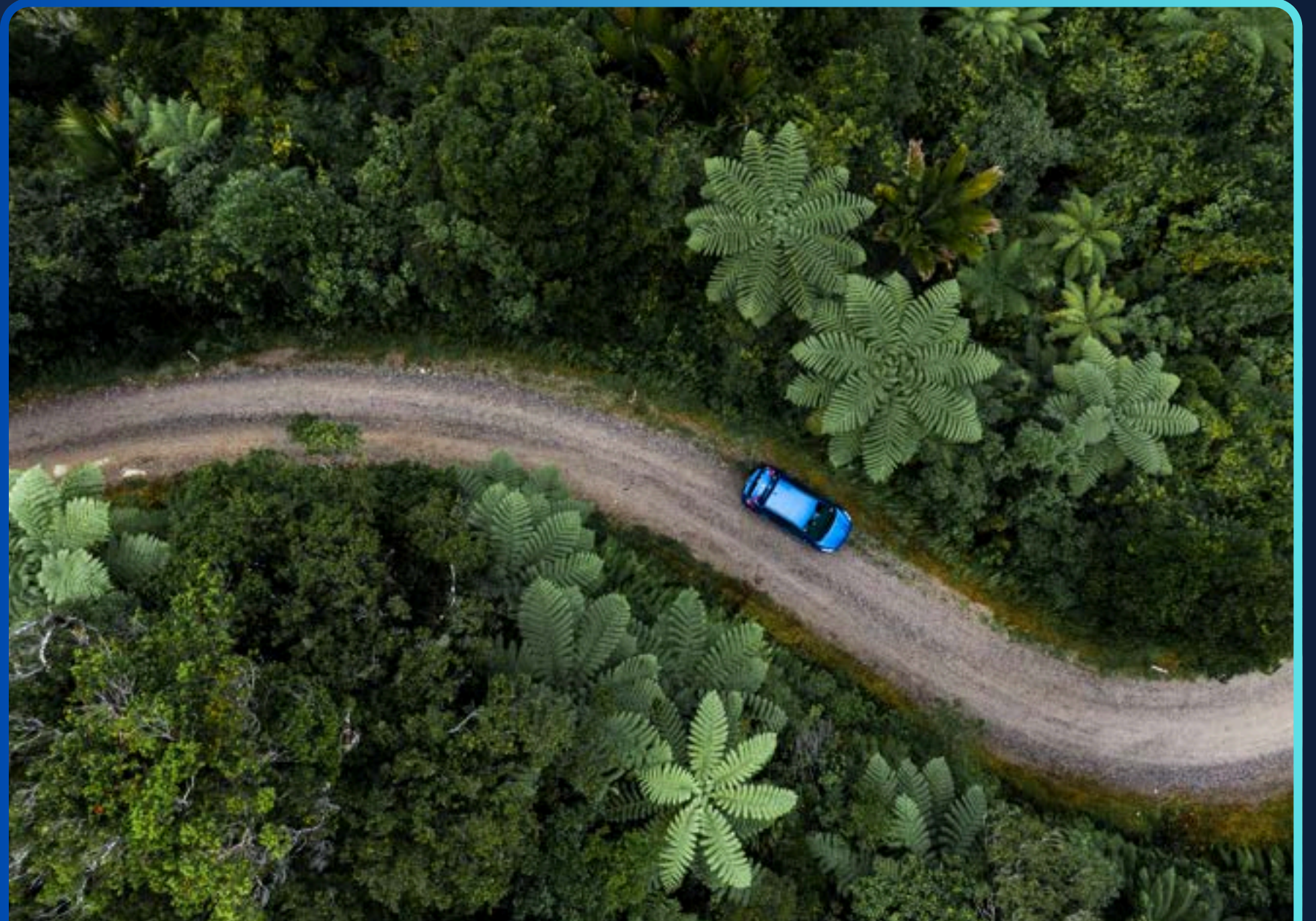
Operational Waste

Operational waste remains a very small source of emissions within our footprint. We continue to minimise waste through enhanced recycling programmes, responsible waste management practices, and staff awareness initiatives focused on waste segregation and reduction. We regularly review opportunities to further reduce waste generation and improve resource efficiency across our operations.

2.1.1.1 Environmental Impact

Business Travel

Business travel emissions increased during the reporting period as business growth led to higher levels of customer engagement and operational travel. While some travel remains necessary to support service delivery and business development, we continue to minimise emissions through hybrid working, virtual collaboration tools, and a travel hierarchy that prioritises lower-carbon transport options wherever practical. Residual emissions are offset through verified carbon reduction projects.



2.1.1.1 Environmental Impact

Employee Commuting & Home Working

Emissions from employee commuting increased during the reporting period, reflecting increased staff numbers and associated travel activity. We continue to support flexible and hybrid working arrangements and encourage lower-carbon travel options, including walking, cycling, and public transport. Our office location also supports more sustainable commuting choices, being situated within a short walking distance of both the train and bus stations. We continue to review opportunities to reduce emissions associated with employee travel while maintaining employee wellbeing and operational effectiveness

Leased Assets

Currently, we have no emissions reported under this category as we do not lease any of our equipment.



2.1.1.2 Scope Three Emissions: Downstream

As a reseller, Sumillion does not manufacture products and therefore has limited direct control over downstream Scope 3 emissions (Categories 9–15). However, we recognise that emissions associated with the use of sold products (Category 11) and end-of-life treatment (Category 12) are the most relevant to our operations.

While full quantification of downstream emissions is currently constrained by limited visibility over customer usage patterns and end-of-life treatment of products, Sumillion follows GHG Protocol Scope 3 guidance and is working with partners to improve data availability in future reporting cycles.

Despite these limitations, we actively influence downstream outcomes through the promotion of circular economy principles, including reuse, refurbishment, repair, and responsible end-of-life management. We prioritise reuse over recycling wherever possible, extending product lifecycles and reducing demand for new manufacturing. For assets that have reached end of life, we offer WEEE-compliant, zero-landfill IT Asset Disposal (ITAD) services through accredited partners.



2.1.1.2 Scope Three Emissions: Downstream

We actively influence downstream outcomes through WEEE-compliant recycling, zero-landfill ITAD partnerships, and the promotion of reuse and refurbishment. Sumillion prioritises reuse over recycling, extending product lifecycles and reducing the need for new manufacturing. For devices that do require disposal, we recommend our zero-landfill IT Asset Disposal services. As of FY 25-26, we have completed 30 ITAD projects, including the processing of 1,025 laptops for reuse/recycling, contributing to reduced end-of-life emissions across our value chain - see section '2.3 Circular Impact Metrics' for more.

As of FY25-26, we have completed 30 ITAD projects, processing 1,025 laptops through our ITAD programme. Through our Green Partnership Programme and customer engagement activities, we continue to encourage sustainable asset management and maximise opportunities for reuse before recycling. These activities contribute to reducing downstream environmental impacts across our value chain (see Section 2.3 Circular Impact Metrics).

Looking ahead, Sumillion is committed to developing a methodology to quantify downstream Scope 3 emissions, with an initial focus on Categories 11 and 12, and aims to incorporate estimated downstream emissions reporting in future disclosures.



2.1.2 Additional Reporting Metrics

This section provides a summary of our environmental metrics for the reporting year. The data reflects our usage and waste management practices within our leased building.

Energy Consumption:

During the reporting period, Sumillion relocated to a multi-occupancy office. Shared occupancy enables building resources such as heating, cooling, lighting and communal facilities to be utilised more efficiently across multiple organisations. This reduces the risk of underused office space and supports a more efficient use of existing infrastructure.

As part of this arrangement, electricity, heating and other utilities are provided through a landlord-managed service and individual utility consumption data is not available at tenant level.

Where direct consumption data is unavailable, Sumillion uses recognised estimation methodologies based on occupied floor area, building characteristics and industry energy benchmarks to calculate its environmental impact. These calculations are incorporated into our wider carbon footprint assessment and support consistent annual reporting in line with accepted carbon accounting practices.

Alongside our office operations, we continue to focus on the areas where we can have the greatest influence. This includes selecting energy-efficient devices, extending hardware lifecycles through refurbishment and reuse, supporting circular economy initiatives, reducing unnecessary equipment deployment and offsetting emissions associated with cloud services. Sustainability remains central to Sumillion's business model. As reporting standards evolve and additional building data becomes available, we will continue to enhance the accuracy and transparency of our environmental disclosures.





2.1.2 Additional Reporting Metrics

Waste Management:

General Waste: 7,500 Litres

Recycling: 2,500 Litres

Waste data is reviewed regularly to monitor progress against reduction goals. We have implemented recycling schemes and further employee training on waste sorting and reduction and introduced policies for sustainable waste handling as per our Environmental Policy.

Water

Water consumption is not separately metered within our shared office building and is therefore not currently available for reporting. However, water use is expected to remain low due to the nature of our operations and the water-efficient facilities within the building, including low-flush sanitary systems. We continue to promote responsible resource use through employee training, and will explore opportunities to improve data availability and monitoring in future reporting periods.

2.1.3 Reducing Our Environmental Impact

Every year, we commit to a carbon analysis to measure our businesses environmental impact. From there, we work internally to improve to become more efficient and sustainable.

- 100% plant-based offices and events
- Cycle to work scheme
- Incentivised travel to work scheme, awarding those who walk, cycle, carpool or take public transport
- Prioritising digital communication and the travel hierarchy
- Liaising with our key suppliers to reduce packaging and emissions
- Reducing our energy consumption
- Carbon offsetting
- Environmental management systems (ISO 9001 and 14001)
- Electrical waste recycling
- Internal use of refurbished and remanufactured IT equipment
- Internal use of refillable and eco-friendly products
- Zero landfill recycling for electrical waste
- Battery recycling schemes
- Collection of used coffee grounds for composting
- Staff sustainability training



Sumillion completed a materiality assessment to identify key ESG priorities, strengthening our focus on carbon neutrality, circular practices, ethical procurement, and social impact.

We also have numerous policies, practises and standard operating procedures in place, designed to reduce our environmental impact. See our Environmental Policy for further targets.

2.1.4 Internal Waste Reduction

We are committed to reducing our environmental footprint through responsible waste management practices. Our approach is guided by the principles of reduce, reuse, and recycle, and is embedded across all areas of our operations.

We actively minimise material use by promoting digital alternatives to paper, prioritising sustainable procurement, and encouraging energy and water conservation. Employees are expected to use only what is necessary and to switch off equipment when not in use.





2.1.4 Internal Waste Reduction

To support our sustainability goals, we have implemented the following in-office initiatives:

- A designated electrical waste box for safe disposal of electronics and accessories to be recycled by one of our Zero Landfill ITAD partners
- A dedicated area for used batteries, which are collected and taken for recycling
- A coffee grounds collection bin, with all used grounds repurposed for composting for staff use
- Digital first working to minimise printing and paper usage
- A food waste bin for onsite food waste

2.1.4 Internal Waste Reduction

As part of our commitment to sustainability, we prioritise the use of refillable and eco-friendly products across our internal operations. All cleaning supplies, hand soaps, and dishwashing liquids are sourced from environmentally responsible brands and are dispensed from refillable containers to minimise plastic waste. This initiative not only reduces our environmental impact but also supports our broader goals of promoting circular resource use and reducing single-use packaging within the workplace.

We also support circular economy initiatives such as remanufactured laptops, zero-landfill IT asset disposal, and refurbished carbon-neutral devices from leading brands. Our offices are fully plant-based, and we promote low-carbon travel options. These efforts are part of our broader sustainability strategy, which includes ISO 14001 accreditation and full Scope 1, 2, and 3 carbon reporting.

Waste data is reviewed regularly to monitor progress against reduction goals, and we continue to embed sustainability into performance management and procurement policies.



2.2 Our Goals



Sumillion are committed to achieving Net Zero by 2045

This goal is in line with the latest science-based targets (SBTs). These are the greenhouse gas reduction goals set by organisations that align with the scale of reduction required by the Paris Agreement, to limit global temperature increases to 1.5°C from preindustrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.



Our near-term targets:

- Reduce scope 1 and 2 emissions to zero by 2030
- Reduce Scope 3 emissions by 42% by 2030



Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2045
- Neutralise any residual emissions using verified carbon offsets.



Our Commitments

Continue to donate 10% of our profits each year to charity at minimum

Reduce plastic packaging by 50% within our supply chain by 2035 with a baseline year of 2025

Continue to provide waste and recycling training to staff for general waste, recycling and electronic waste

Continue to prioritise digital solution over paper-based systems to eliminate unnecessary waste

Continue to champion reusable products over single use

Continue to use environmentally friendly cleaning products

Increase carbon offsetting adoption with our customers by 10% by 2030

Increase employee involvement in sustainability action and awareness

Continue to dispose of all electrical goods with WEEE certified zero landfill partner



Our Commitments

Continue our work with customers to reduce their carbon footprint by continuing to facilitate sustainable solutions through providing the tools for minimising the carbon footprint of their IT infrastructure

Continue our work with clients to offset their IT emissions through verified schemes

Commit to developing and finding new ways to decarbonise our clients IT estate

Ensure environmental advocacy is represented in 100% of our public events and webinars

Discuss IT asset disposal (electrical waste recycling) with 100% of customers each year

Following our relocation to a multi-occupancy office tenant-level energy and water consumption data is no longer available as utilities are managed by the landlord. As a result, our previous energy and water reduction targets have been retired as we are unable to accurately measure performance against them.

We remain committed to reducing our environmental impact and will continue to monitor estimated emissions where possible, while focusing on initiatives within our direct influence.

See our [Carbon Reduction Plan](#) for further information.



2.3 Raising Awareness through Circular Initiatives

At Sumillion, we believe that reducing environmental impact extends beyond our own operations. We work collaboratively with customers, suppliers and partners to encourage more sustainable technology choices, reduce electronic waste and support a lower-carbon IT sector.

Through our environmental services, we help organisations adopt circular economy principles by extending product lifecycles, maximising resource efficiency and reducing the demand for new manufacturing. Our approach focuses on keeping products and materials in use for as long as possible through reuse, refurbishment, responsible recycling and sustainable technology management.

Our key circular initiatives include IT Asset Disposal (ITAD), carbon offsetting, circular devices and the Green Partnership Programme. Together, these services help customers reduce the environmental impact of their IT estates while supporting wider sustainability objectives.

The effectiveness and uptake of these initiatives are monitored through our annual Environmental Services & Advocacy Metrics reporting process. Performance is reviewed annually to assess environmental impact, customer engagement and opportunities for continual improvement. Detailed performance data is reported separately within our Environmental Services & Advocacy Metrics report.



2.3.1 IT Asset Disposal

One of our key focuses is to reduce electronic waste. Domestic e-waste is the fastest growing waste stream, and we know that the amount of technology being used in a commercial setting is rising fast.

When discarded improperly, electronic waste can pose detrimental impacts to the environment and human health. Heavy metals and toxins from components of devices seep into soil, waterways and the air when burned and can cause several lasting health issues.

We dedicate ourselves to playing the best role we can in reducing the amount of waste sent to landfill by working only with dedicated Zero Landfill and WEEE compliant providers internally and for our clients. Our partners will always look to reuse and recycle the equipment as a first priority and the equipment recycled is fully traceable.

Performance Monitoring

Sumillion monitor the environmental impact of our IT Asset Disposal services through annual Environmental Services & Advocacy Metrics reporting. This includes the tracking of ITAD project activity, device processing volumes, circular technology adoption, carbon offsetting, and customer sustainability engagement. Performance is reviewed annually to assess progress and identify opportunities for continuous improvement. Detailed performance data is reported separately within our Environmental Services & Advocacy Metrics report.





2.3.2 Carbon Offsetting

Through our trusted partner, Sumillion facilitates access to verified carbon offset projects, enabling customers to compensate for unavoidable emissions associated with their IT estate. Carbon offsetting is intended to complement, not replace, efforts to reduce emissions at source, and forms part of a broader strategy focused on energy efficiency, circular economy initiatives and responsible technology management.

Our award-winning service is available across hardware, software and services, providing customers with a practical route to support their own sustainability objectives. Customers receive certification of offsets purchased and access to a free carbon dashboard, enabling transparent monitoring and communication of environmental impact.

In addition to offsetting, we help customers better understand the emissions associated with their technology choices. Through our reporting tools and advisory services, including environmental impact reporting for Microsoft 365 environments, we support more informed decision-making and encourage long-term carbon reduction.

Performance Monitoring

The effectiveness and uptake of our carbon offsetting services are monitored through our annual Environmental Services & Advocacy Metrics reporting process. This includes the tracking of customer participation, emissions offset and wider sustainability engagement activities. Performance is reviewed annually to assess progress, identify opportunities for improvement and support the continual development of our environmental services programme. Detailed performance data is reported separately within our Environmental Services & Advocacy Metrics report.

2.3.3 Green Partnership

The Sumillion Green Partnership Programme is a tiered sustainability initiative designed to recognise and support customers that align with our environmental and ethical values. Through Bronze, Silver and Gold partnership levels, the programme encourages the adoption of sustainable IT practices, including circular economy solutions, responsible IT asset disposal, carbon offsetting, and low-carbon technology choices.

By providing a structured framework for engagement, the programme helps customers improve their environmental performance while extending the impact of sustainability initiatives beyond Sumillion's own operations. It promotes greater awareness of sustainable technology practices, supports the uptake of circular solutions, and strengthens collaboration across our customer community.

Performance Monitoring

The effectiveness of the Green Partnership Programme is monitored through our annual Environmental Services & Advocacy Metrics reporting process. Customer participation, engagement levels and progression across partnership tiers are reviewed annually to assess programme effectiveness and identify opportunities for continual improvement. Detailed performance data is reported separately within our Environmental Services & Advocacy Metrics report.



2.3.3 Green Partnership



In partnership with



TO LIVE IN
H.O.P.E



At its core, the Green Partnership Club reflects Sumillion’s commitment to sustainability, ethical sourcing, and community impact. The programme is underpinned by the Sumillion’s pledge to donate 10% of its profits annually to charitable and environmental causes, including clean water projects in Ghana and the Green School Programme.



2.3.3 Green Partnership

The Green Partnership Club is not just about recognition; it's a vehicle for long-term environmental and social impact. Through partnerships with organisations like To Live In H.O.P.E and the Ghana Education Service, Sumillion supports reforestation, climate education, and nutrition programmes for school children.



2.3.4 Sumillion's Sustainability Team



In 2023, Sumillion established an internal Green Team consisting of employees from various roles, united by the common objective of enhancing workplace sustainability.

The team convenes regularly to exchange ideas and develop future strategies aimed at reducing our carbon footprint. They continually seek opportunities for increased sustainability and share tips and initiatives to promote an eco-friendly workforce.

Additionally, Sumillion's Sustainability Team organizes projects and volunteer days, including campaigns and litter collection, and provides support and training to other staff members.

	THOMAS MANNERS Vice President		KAYLA HANNINGTON Account Manager		JOHN ROSE Director		EMELIA LINEHAN Public Sector BDE
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3.0 Social

3.1 Diversity and Inclusion

At Sumillion, we believe that diversity is a strength and inclusion is a responsibility. Our Diversity & Inclusion Policy reflects our commitment to fostering a workplace where every individual is respected, valued, and empowered, and we actively promote equality of opportunity across all protected characteristics.

We recognise that diverse backgrounds, cultures, and experiences bring fresh perspectives that drive innovation and improve decision-making. Our leadership team is dedicated to embedding inclusive practices throughout the organisation, from recruitment and training to performance management and career progression.



3.1 Diversity and Inclusion

To support this, we provide equality and diversity training to all staff, and we've implemented anonymous workplace diversity surveys to better understand and improve representation across our teams. We also participate in external initiatives such as the Disability Confident Employer scheme to ensure our practices align with national standards and best practices.

Our inclusive culture enhances employee morale, reduces turnover, and fosters collaboration. By valuing each employee's unique contributions, we continue to build a respectful and productive work environment that reflects the communities we serve.



3.1 Diversity and Inclusion

We are committed to fostering a fair, inclusive and equitable workplace where all employees are rewarded based on their skills, experience and contribution. We ensure equal pay for equivalent roles regardless of gender or ethnicity and promote equality of opportunity across all areas of the business.

Although we are not legally required to do so due to our company size, Sumillion voluntarily publishes an annual Gender Pay Gap Report as part of our commitment to transparency and continuous improvement. Our latest review identified a gender pay gap of -10.70%, indicating that female employees earn more on average than male employees across the organisation. Any variance identified is primarily influenced by the distribution of employees across roles and seniority levels, rather than differences in pay for equivalent work.

Performance Monitoring

Diversity and inclusion performance is reviewed annually through workforce monitoring and our Gender Pay Gap Review process. This helps us assess progress, identify areas for improvement and ensure our people practices continue to support a fair, inclusive and equitable workplace. Detailed diversity and pay gap reporting is published separately within our Gender Pay Gap Analysis report.

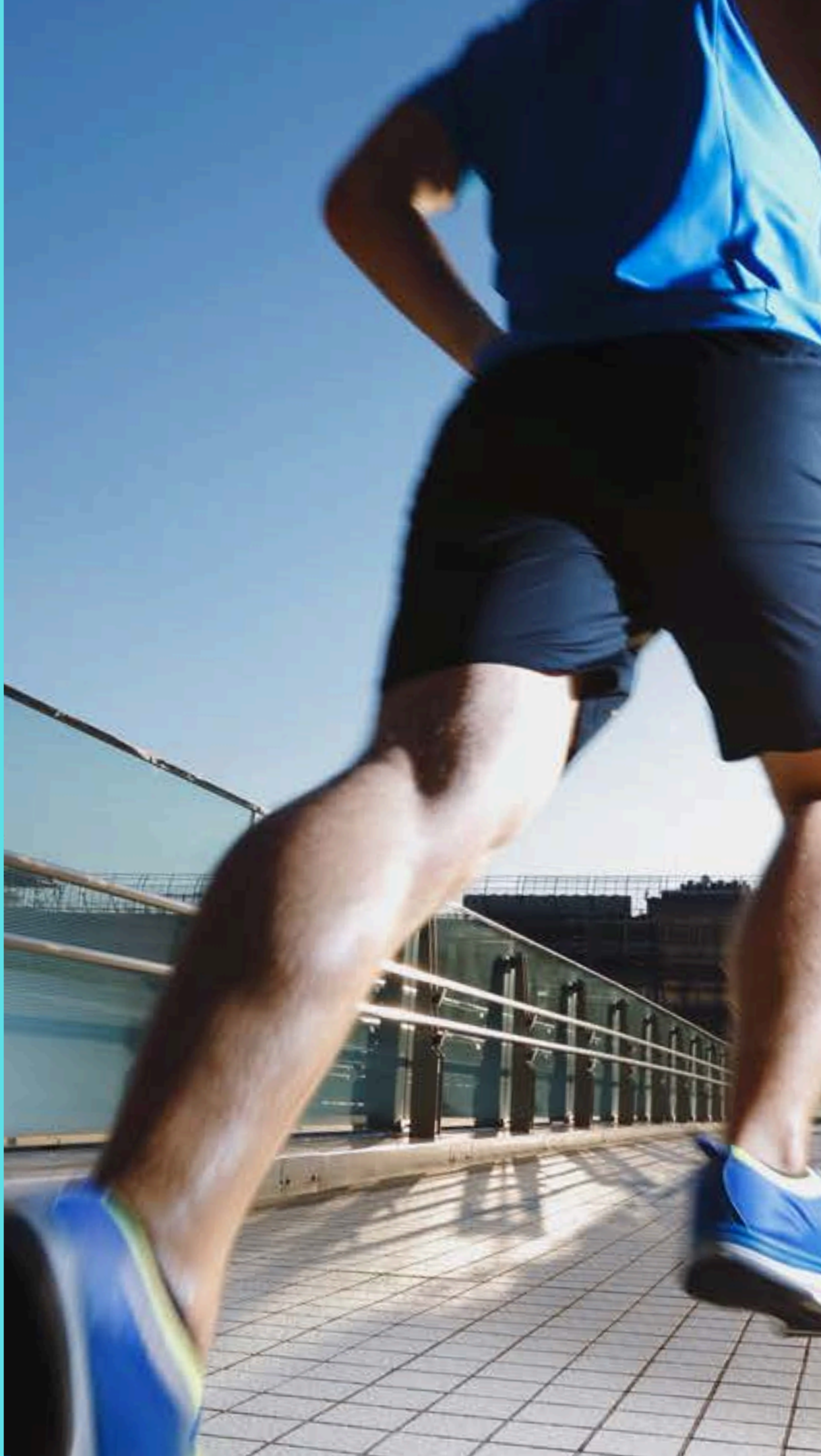


3.2 Employee Wellbeing and Facilities

Employee wellbeing is a cornerstone of our ESG strategy and a reflection of our belief that a thriving team is essential to a thriving business. Our company's ethos strongly reflects the choices we make, how we present ourselves, and the staff we employ.

We are proud to offer a comprehensive and forward-thinking suite of benefits that support the physical, mental, and social wellbeing of our team. These initiatives are designed to foster a workplace where people feel energised, supported, and empowered to thrive.





3.2 Employee Wellbeing and Facilities

We encourage movement and healthy habits through 3 additional hours a week to be used as either a late start, or a long lunch break dedicated to physical activity or personal wellbeing. Every employee receives a free Fitbit, helping them track their progress and stay motivated. Our onsite yoga and meditation room offers a tranquil space for stretching, mindfulness, and relaxation, while quiet working areas provide calm environments for focused work.

3.2 Employee Wellbeing and Facilities

Mental health is supported through private healthcare via Vitality, which includes five free therapy sessions, and Headspace access, giving employees tools for meditation, stress relief, and mental clarity. We have also implemented an anonymous inbox for reporting concerns, ensuring every voice can be heard safely and confidentially.

As well as providing nourishing snacks, drinks and vitamins, our Wellbeing Manager leads monthly challenges that promote social connection, physical activity, and mental resilience, with prizes awarded to winners to keep engagement high. These challenges foster camaraderie and a sense of shared purpose across the organisation.

Through our partner café, Vemillion, our employees have access to up to £100 month in free food, drinks and snacks.



3.2.1 Employee Health and Development

Sumillion is committed to providing a safe, healthy and supportive working environment for all employees. As an office-based organisation, health and safety considerations focus on workstation ergonomics, wellbeing, risk management and maintaining a safe workplace. Employees receive relevant information and support, whilst regular reviews help ensure compliance with applicable health and safety requirements.

At Sumillion, employee development begins with ensuring everyone has the knowledge and awareness needed to work safely, ethically and inclusively. To support this, 100% of employees complete annual training on key internal policies and workplace topics, including health and safety, diversity and inclusion, and information security. This mandatory training helps promote a safe, respectful and responsible working environment while ensuring employees understand their roles in supporting our commitments across ESG topics.

Beyond mandatory training, we encourage continuous professional development and provide employees with opportunities to expand their knowledge, skills and industry expertise. Training and development activities include professional qualifications, technical certifications, role-specific learning, industry webinars and sustainability education. Employees are supported in pursuing development opportunities that enhance both individual career progression and organisational capability.



3.3 Community & Charity

EVERY YEAR, SUMILLION DONATE 10% OF OUR PROFITS BEFORE TAX TO CHARITY

We believe that success means building a business that empowers our customers, employees, and the wider community. We aim to add meaningful value to people's lives by giving back to our world and the communities we serve and implore our staff to do the same, with 2 weeks volunteering leave.

We also take part in an annual fundraiser such as the NUTS challenge to raise additional projects for charities and local Sumillion led litter picks.



3.3.1 To Live in H.O.P.E



Health.Opportunity.Peace.Education

As part of our commitment to social responsibility, Sumillion is proud to support clean water initiatives that are transforming lives in some of Ghana's most underserved communities. Our clean water projects are designed to deliver lasting impact by providing sustainable access to safe, clean drinking water, an essential human right that too many still live without.

Sumillion's clean water initiatives have provided over 85,000 people in Ghana with ongoing access to safe, clean drinking water, a number that continues to grow. Our efforts focus on supporting the most vulnerable communities, where water sources are often polluted, difficult to reach, and shared with livestock.

3.3.1 Volunteering - Ghana Trip

Each year, Sumillion volunteers visit Ghana to reconnect with To Live in H.O.P.E. and see the continued progress of the projects we support.

It was an important opportunity to catch up on how initiatives have developed over time, including clean water access and wider community support. Seeing this progress firsthand reinforced the value of ongoing investment and partnership, and the real difference these projects are making.

Spending time with the TLIH team allowed us to strengthen our relationship, better understand current priorities, and explore how we can continue to support their work in a meaningful way.

The visit was a strong reminder that our social impact is not just about funding, but about long-term commitment, accountability, and staying connected to the communities we aim to support.

We remain committed to continuing this journey with TLIH and building on the progress already achieved.



3.3.1 To Live in H.O.P.E

We've funded clean water access in areas including:

- Akim Kotoko Abodom – Eastern Region
- Bansa on Lake Bosomtwe
- Manpong, Bayiri Bong
- Effdiase Dadoire



Sumillion's clean water initiatives have provided over

85,000 People access to clean drinking water

a number that continues to grow. Our efforts focus on supporting the most vulnerable communities, where water sources are often polluted, difficult to reach, and shared with livestock.



3.3.1.1 Green School Programme

Through partnerships with organisations such as To Live In HOPE and the Ghana Education Service, we support initiatives that combine environmental stewardship with educational enrichment.



3.3.1.1 Green School Programme

Our projects include:

Reforestation

Actioned through our tree planting projects that provide shade for outdoor learning, improve local biodiversity, and offer food sources for school communities.

Climate Education

Provided to children, teaching them the importance of sustainability and environmental responsibility, helping to cultivate a generation of climate-conscious citizens.

Nutrition Support

In the form of fruit tree planting through the programme, contributing to local nutrition efforts and reinforcing the connection between environmental health and human wellbeing.



3.3.1.1 Green School Programme

These efforts not only promote sustainability but also enhance wellbeing and learning outcomes for students in underserved regions.

Through integrating environmental action with education and community development, the Green School Programme exemplifies our belief that business can be a powerful force for good. This project also aligns with the UN Sustainable Development Goals, particularly Goal 4 (Quality Education) and Goal 13 (Climate Action).





4.0 Governance



4.0 Governance

Sumillion maintain the highest standards of ethical conduct, transparency, and accountability across all areas of the business. Strong governance practices underpin our ESG strategy and ensure that sustainability, compliance, and ethical behaviour are embedded into decision-making processes.

Responsibility for ESG and ethical governance sits with senior leadership, with regular reviews conducted to monitor performance, assess risks, and drive continuous improvement across our operations and wider value chain.



4.1 Policies & Ethical Standards

Strong governance and ethical business practices are fundamental to how Sumillion operates. Our governance framework is supported by a suite of policies and procedures covering business ethics, anti-harassment and discrimination, whistleblowing, modern slavery, health and safety, data protection, recruitment and responsible procurement practices across our supply chain.

All policies are reviewed annually and communicated to employees through onboarding and mandatory annual training programmes. This ensures employees understand their responsibilities and helps embed ethical, compliant and responsible business practices throughout the organisation

During FY26, 100% of employees completed annual training covering key workplace and ethical topics, including business ethics, diversity and inclusion, health and safety, information security and modern slavery awareness.

Our ethical and governance framework is supported by a suite of policies and procedures, including:

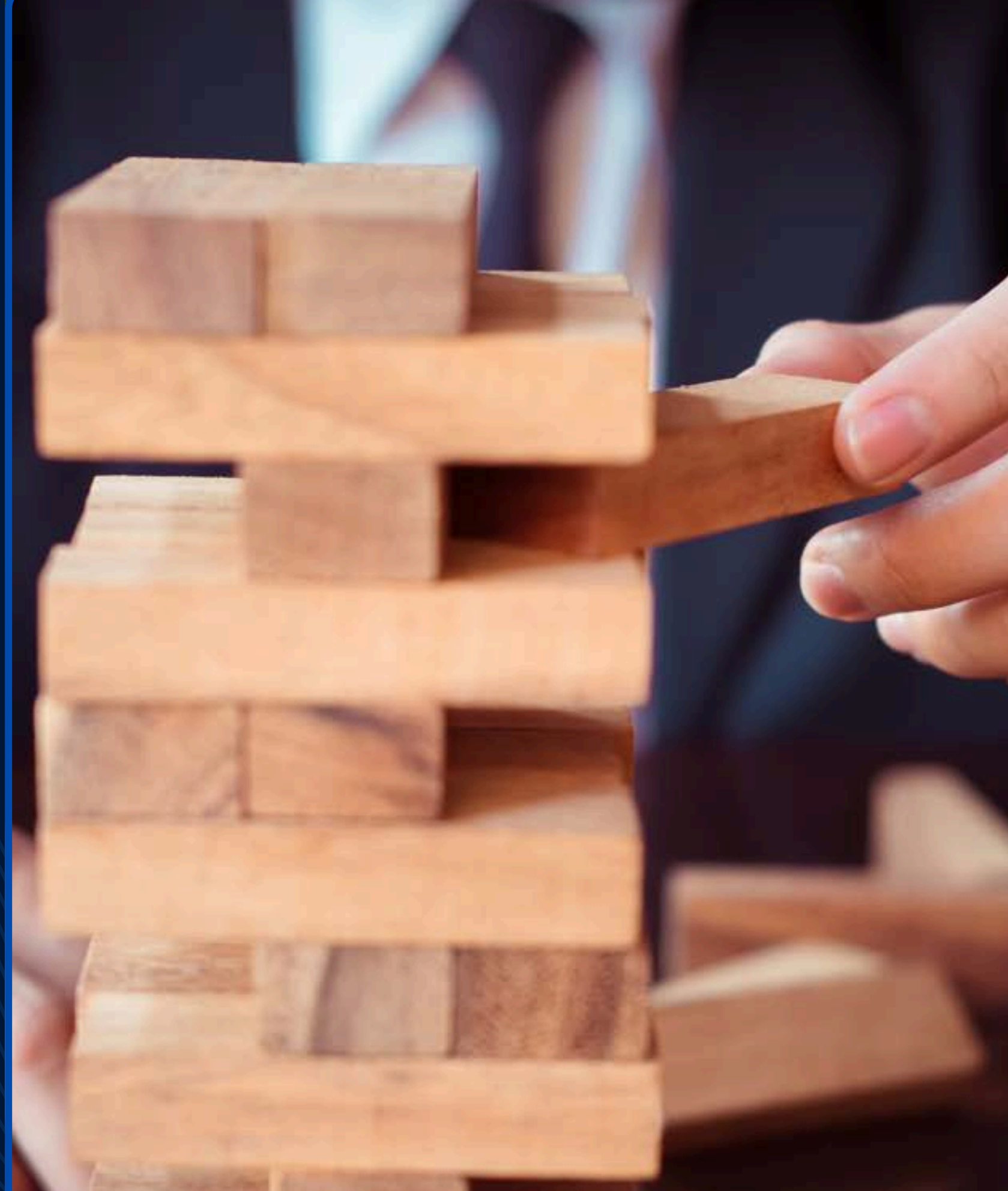
- Code of Business Conduct
- Business Ethics Policy
- Whistleblowing Policy
- Modern Slavery Policy
- Equality & Diversity Policy
- Anti-Bullying & Harassment Policy
- Health & Safety Policy
- Data Retention Policy
- Recruitment Policy
- Sustainable Procurement Policy

4.2 Risk Management & Compliance

We proactively manage ESG-related risks through structured processes and due diligence. Our Sustainable Procurement policy ensures ethical sourcing and accountability. We also maintain compliance with ISO 1400, ISO 9001 and the Crown Commercial Services framework standards, supported by internal audits.

To ensure the confidentiality, integrity and availability of information assets, including data, systems and networks, we have several data protection policies and confidentiality agreements in place to ensure the highest level of protection for our data.

We have achieved and are compliant with Cyber Essentials certification, and our practises are fully in line with GDPR requirements.





Supplier Engagement

In FY2026, we strengthened our approach to supplier engagement, moving beyond supplier selection to actively encouraging improved environmental and ethical performance across our supply chain.

Our Supplier Code of Conduct sets clear expectations for responsible business practices, including environmental management, emissions reduction, transparency of ESG data and ethical conduct. We use this framework to support constructive dialogue with suppliers and encourage continuous improvement.

Supplier sustainability performance is reviewed periodically through our supplier assessment process, helping us identify opportunities to address environmental impacts, improve transparency and strengthen collaboration across the value chain. This enables us to focus engagement efforts where they can deliver the greatest positive impact.

We continue to work closely with suppliers on initiatives such as reducing packaging, improving emissions visibility and increasing the availability of sustainable technology solutions. Through this collaborative approach, we aim to drive measurable progress across our supply chain while supporting our wider sustainability objectives.

Performance Monitoring

Supplier engagement activity and sustainability performance are monitored through our Supplier Risk Assessment. Progress is reviewed annually to identify emerging risks, track improvement opportunities and support continual enhancement of supply chain sustainability practices.

4.3 Transparency and Reporting

At Sumillion, we voluntarily disclose key metrics including:

- Gender Pay Gap Analysis
- Carbon Reduction Plan

We achieved third-party certifications such as Ecovadis Silver to validate our performance and governance integrity, as well as our compliance with standards such as ISO 14001, ISO 9001 and Cyber Essentials.

Our Greenhouse Gas reporting is conducted annually through third party, Positive Planet.



GRI Index Table

This report has been prepared with reference to the GRI Standards. The GRI Content Index below identifies where relevant disclosures are addressed within this report and, where applicable, where additional supporting information is provided in separate Sumillion documents.

GRI Standard	Topic	Location	GRI Standard	Topic	Location
GRI 2	General Disclosures	About This Report: Page 5	GRI 403	Occupational Health & Safety	Employee Health and Development - Page 46; Health and Safety Policy; Social Dialogue Register
GRI 302	Energy	Additional Reporting Metrics: Page 23			
GRI 305	Emissions	Environmental Impact: Pages 11 - 20	GRI 404	Training and Education	Additional Reporting Metric - Page 24; Reducing Our Environmental Impact - Page 25; Diversity and Inclusion - Page 40-41; Employee Health and Development - Page 46; Internal Training Summary
GRI 305-5	Reduction of Emissions	Reducing Environmental Impact - Page 25; Our Goals - Page 29 30			
GRI 306	Waste	Additional Reporting Metrics - Page 24; Internal Waste Reduction - Page 26-28	GRI 405	Diversity and Equal Opportunity	Diversity and Inclusion - Pages 41-42 Green School Programme - Pages 51-53 Internal Diversity Report
GRI 308	Supplier Environmental Assessment	Supplier Engagement - Page 57; Supplier Risk Assessment	GRI 413	Local Communities	Community and Charity - Pages 47 Carbon Advocacy



SUMILLION

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