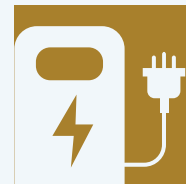
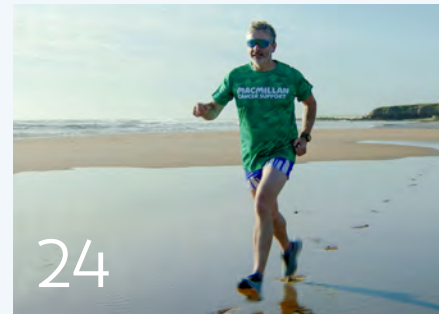




Our pathway to a
Brighter Future

Contents

- 03 Introduction**
Messages from leadership team | Highlights from the year
Purpose, Goals and Values | Our Sustainability & Social Value Strategy
- 10 Protect the World**
Measuring our climate impact | Moving towards net-zero
Rethinking energy use | Managing waste
Driving progress across our Supply Chain | Supporting our customers
Our future focus
- 19 Nurture our People**
Putting people first | Unlocking potential
Prioritising health & safety | Our future focus
- 24 Enhance Communities**
Supporting a culture of caring | Connecting with a cause
Educating for excellence | Our commitment to the community
Our future focus
- 31 Good Governance**
Steering us in the right direction | Creating impact for the industry
Our future focus
- 35 Looking Ahead**
- 36 Appendices**
Glossary | Our In-House brands | SSV metrics | FY25 Carbon Footprint



About this report

This report shares our sustainability & social value progress through the period **1 May 2024 to 30 April 2025**. Following a company restructure in May 2024, CEF Limited (UK) now includes the In-House Manufacturing and Distribution divisions (in house suppliers to the CEF branch network). We refer to our collective progress as 'CEF', except where stated explicitly as specific business units.

Verifying our progress

A number of metrics have been independently assured by **Jacobs U.K. Limited**. This assurance was undertaken in accordance with the International Auditing and Assurance Standards Board's ISAE 3000. Metrics on which this assurance has taken place are identified with this symbol:



See [here](#) for more information.

Maintaining a forward pace

We've come a long way since launching our Sustainability & Social Value (SSV) strategy in 2022. Three years later, we continue to improve our understanding, focus our efforts on the most impactful issues, and connect with more stakeholders along the way. Our recent company restructure, which brought more brands under the CEF umbrella, has only strengthened our potential, allowing us to inspire more people in all that we do.

Our SSV mission remains clear – to **create opportunities and improve lives** – and our progress is testament to this. We are close to having our SBTi net-zero targets validated, a milestone in our Protect the World theme. For our people, we launched a new Health & Safety Management platform to make sure we keep all our team members safe. And we continue to show that every act of kindness matters, with CEF Cares.

While we are proud of our progress, we know there's much more to come. This report outlines our successes, as well as our focus areas for the future. To keep us on track, we've developed our governance practices and sought new ways to embed SSV into our business. We also take guidance from recognised frameworks and have mapped our activity against the global Sustainable Development Goals (SDGs), highlighting the most relevant goals within each section to reference the external sustainability landscape.



We welcome you to join CEF along this journey and encourage you to get involved wherever you can.

Chris Ashworth
CEO, City Electrical Factors Ltd (CEF)

A MESSAGE FROM ROBIN TILLING

Building on our successes



This past year, we have taken significant steps to embed our SSV Strategy into everyday activities. Our team members across the UK have been the driving force behind this progress, turning our strategy into measurable action and meaningful change.

This report highlights the on-the-ground results we've achieved. We are proud to share a number of key milestones, including an **82% reduction** in our scope 2 emissions, and alignment across our supply chain, with **71% of our supplier spend** now with EcoVadis-rated companies.

Beyond the numbers, our team members have continued to make a difference. We're changing lives, collectively raising **over £340,000** for our charity partners and continuing to support **31 apprentices** in their development.

We know our journey is ongoing, but we're excited by the impact we're making for CEF, our industry and the wider communities in which we trade.

Thank you for your continued support.

Robin Tilling

COO, City Electrical Factors Ltd (CEF)

Highlights from the year

31
apprentices ✓
are completing or have **concluded**
their **qualification** with CEF



71%
of supplier spend ✓
is with **EcoVadis** rated companies



45
policies
assessed and updated
to **improve governance**
across the business

Over 80
partners
joined our **Supplier Event** to learn about
CEF's Sustainability &
Social Value Strategy



200+
new starters
joined the business




40
supplier partners ✓
assessed through
an in person site
Sustainability & Social Value
audit



More than
£340k
raised for our charity partners,
including **Macmillan** and
Electrical Industries Charity (EIC)



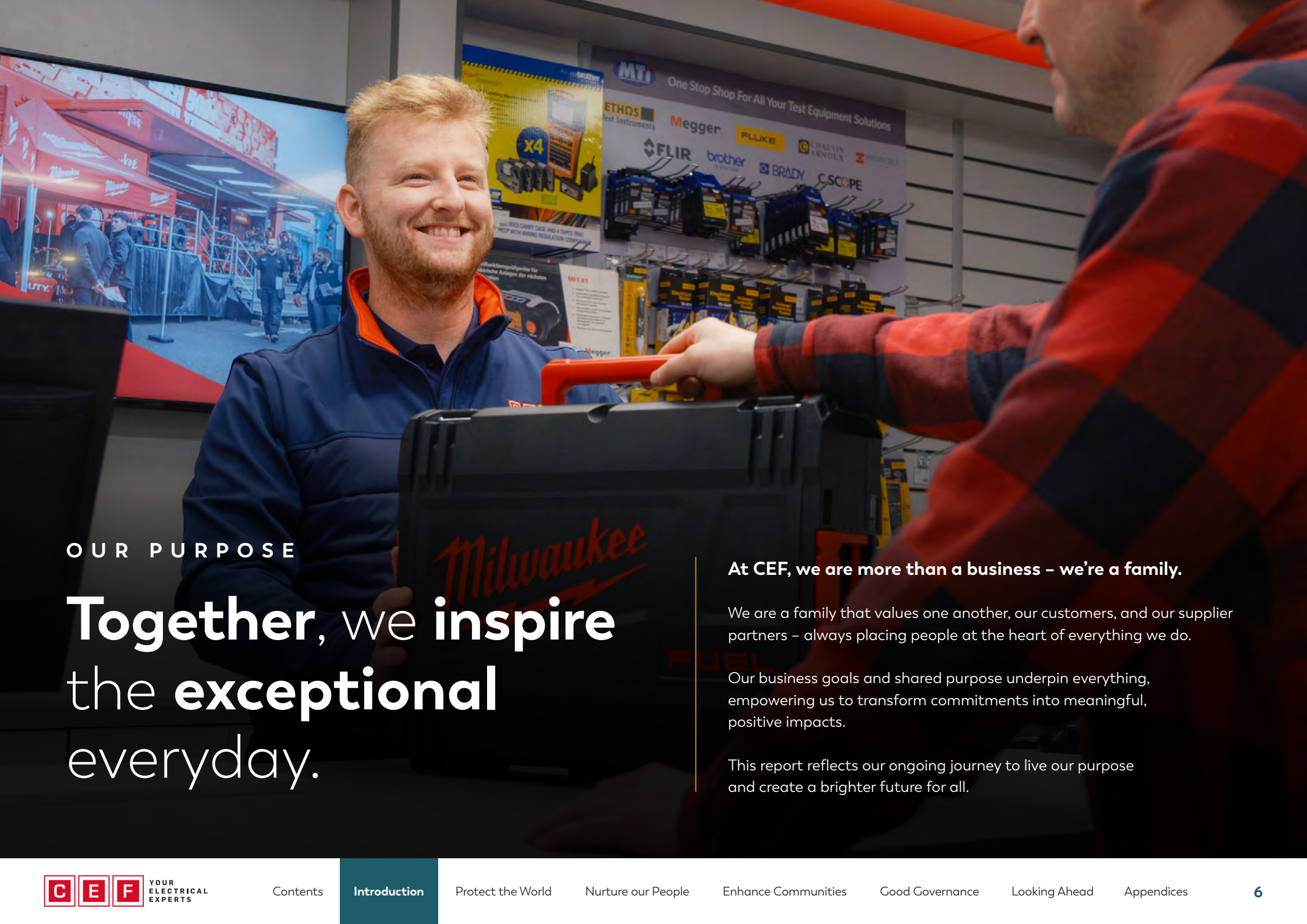
74%
of all CEF cars ✓
are **hybrid or electric**



EcoVadis Silver Medal
achieved
A step towards our
Going for Gold target



82%
reduction
in **scope 2**
emissions from our
FY23 baseline



OUR PURPOSE

Together, we inspire the exceptional everyday.

At CEF, we are more than a business – we're a family.

We are a family that values one another, our customers, and our supplier partners – always placing people at the heart of everything we do.

Our business goals and shared purpose underpin everything, empowering us to transform commitments into meaningful, positive impacts.

This report reflects our ongoing journey to live our purpose and create a brighter future for all.



Our Goals



People first

We foster an inclusive, caring and rewarding culture where people can truly thrive – **feeling valued, supported and inspired**. We're incredibly proud of our track record of developing our team members and taking them on a journey – from their first day in electrical wholesaling to becoming leaders of our business and industry.



Outstanding customer experiences

By working hand-in-hand with our customers, communities and supplier partners we aim to **strengthen our relationships**. We challenge ourselves to deliver smarter solutions, greater value and stronger support. In everything we do, we remain committed to going above and beyond for our customers and the communities we serve.



Driving growth

We're driving growth with purpose. From **investing in innovation** to leading the charge in **renewables**, we're helping the industry move forward.



Force for good

We're committed to doing the right thing for our people, our planet and our communities. Ultimately, ensuring we continue our sustainability & social value mission - 'to create opportunities and improve lives'.

Our Values

Our values shape how we work together and guide how we deliver on our purpose and goals.

They underpin a culture of care, reminding us to value one another, act with integrity, remain humble and honest while staying passionately curious – always seeking better ways to improve and make a difference in everything we do.



We are a caring family

We care about our team members, as friends, as a community and as one team. We value each other, our customers, and our supplier partners.



We are humble and honest

We are humble and act with integrity, always holding ourselves to the highest standards. We support each other, our customers, and our supplier partners.



We are passionately curious

We're always learning, asking questions, and looking for ways to do things better. By staying open-minded and working together, we find practical solutions that help each other, our customers and our supplier partners move forward.

How we're **inspiring change**

As the UK's leading multi-channel electrical distributor, we connect supplier partners with electricians, contractors, and a wider range of industry professionals, supporting the transition to sustainable energy solutions.

Our In-House manufacturing and distribution businesses make us a vital link across the trade, helping to drive innovation and progress beyond a traditional distributor.

Founded in 1951, our family-owned business has grown globally with a strong supplier network. Our experience, our expertise extends through In-House manufacturing and on-site support, fostering collaboration across the industry.

300+
leading brands

390+
branches

4,100+
team members

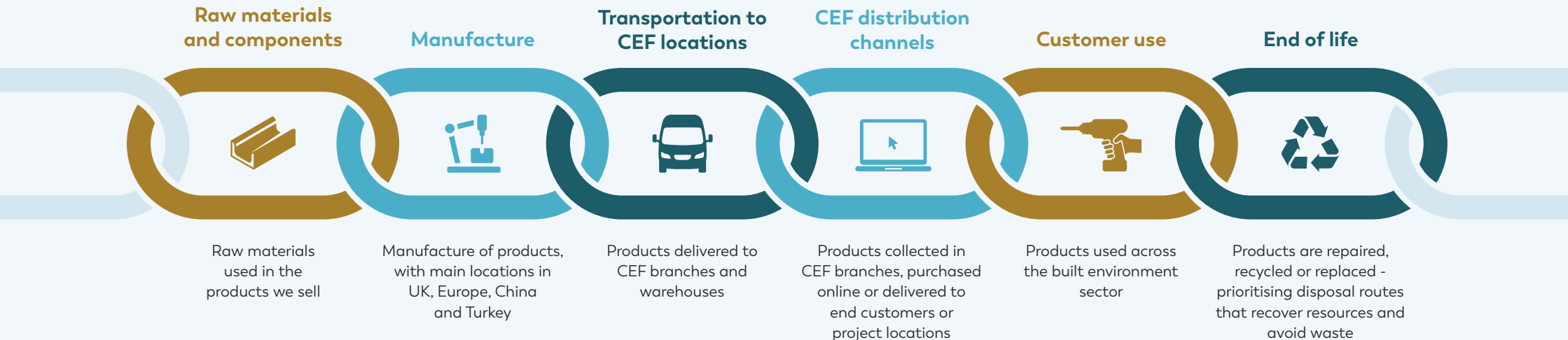
44,000+
products online

3
easy ways to shop

21
In-House brands

See the full list of our In-House brands [here](#).

Our **value chain**



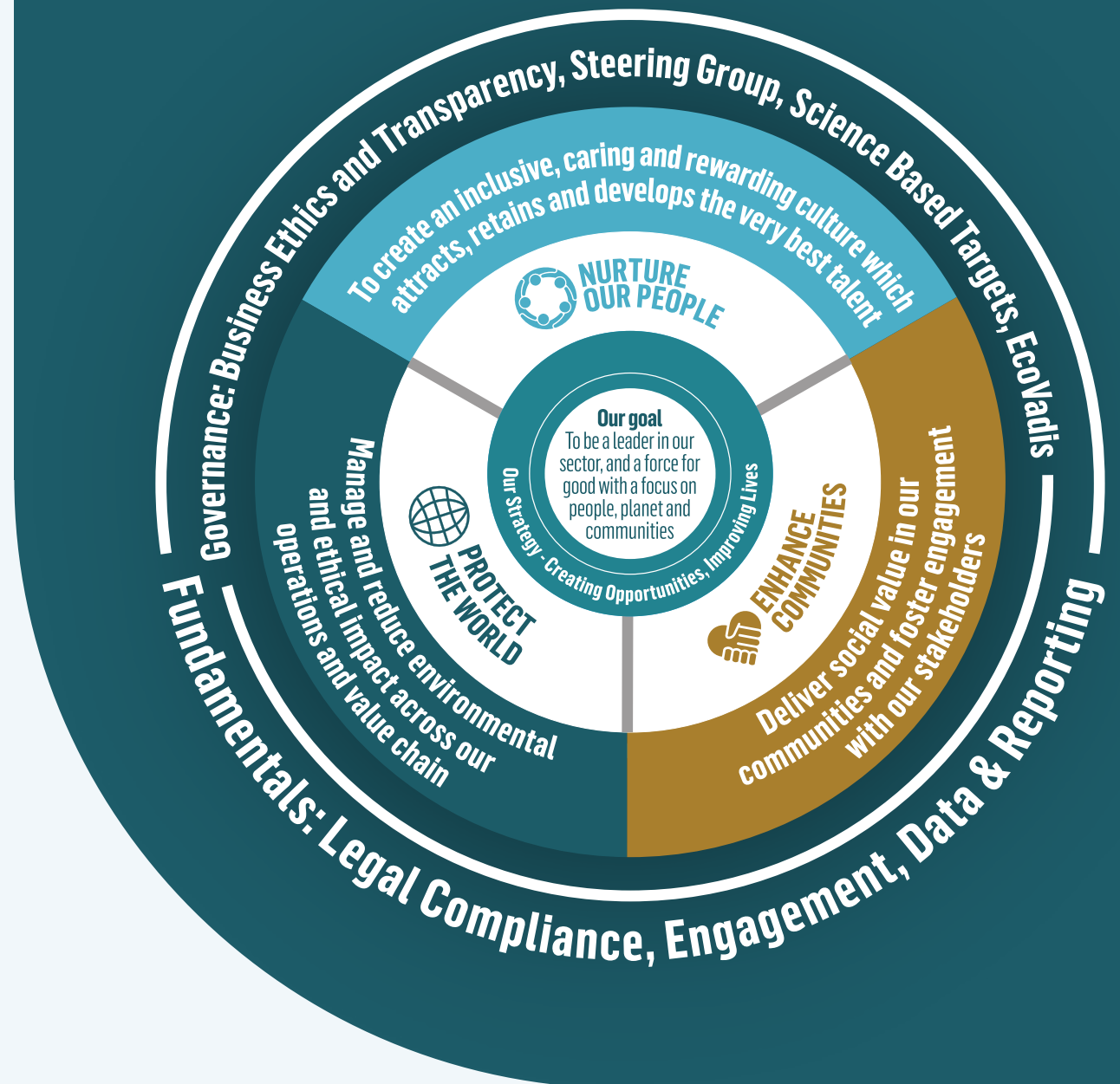
Our Sustainability & Social Value Strategy

Our Sustainability & Social Value (SSV) strategy is the compass that guides us towards our mission – to create opportunities and improve lives.

Our SSV strategy is brought to life by the entire CEF family: our team members, customers, supplier partners, and the communities we serve.

Reassessing what's most important

In January 2025, we collaborated with our sustainability partner, Seismic, to review our strategy and identify changes from our initial assessment in 2023. This ensures we remain focused on the most important environmental, social and governance issues, which are reflected upon throughout this report.



PROTECT THE WORLD

To manage and reduce our **environmental and ethical impacts** across our operations and value chain

How we're progressing towards our targets

TARGETS

80% of supplier partners by spend are EcoVadis-rated

63% reduction in scope 1 & 2 emissions by 2033 versus a FY23 baseline

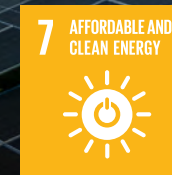
63% reduction in scope 3 emissions by 2033 versus a FY23 baseline

PROGRESS

We're making great progress – 71% of supplier spend is with EcoVadis rated companies ✓

On track. Scope 1 emissions are down 24% and scope 2 emissions have reduced by over 82%

More to be done. Our scope 3 emissions have increased 8% from FY23 due to higher sales; however our carbon intensity per £ million of revenue has reduced by 2%



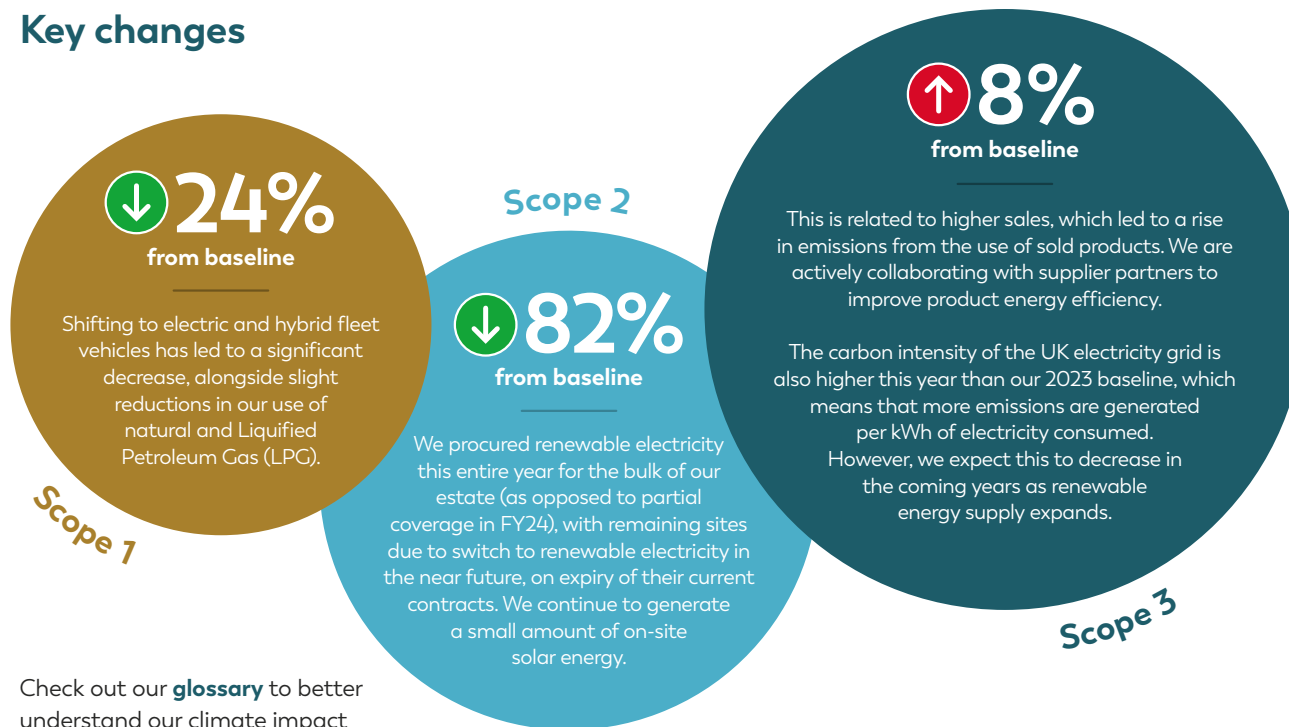
Measuring our climate impact

This marks the third year of calculating our scope 1, 2 and 3 carbon emissions, in line with the Greenhouse Gas Protocol. While there's more to be done, we're developing the skills, tools and partnerships necessary for accelerating change across our operations and value chain.

Following the business restructure, we re-baselined our carbon footprint to include our In-House manufacturing and distribution businesses. As part of this, we also adjusted our methodology to improve accuracy going forward.

Scope 3 emissions, primarily from the use of sold products, account for over 99% of our carbon footprint. Because of this, we continue to focus on reducing the environmental impact of our products, and educating customers on efficiency and low carbon alternatives.

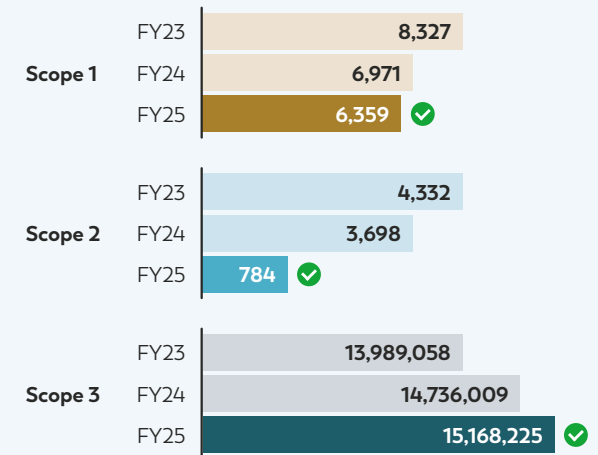
Key changes



Check out our [glossary](#) to better understand our climate impact

Our 2024-25 carbon footprint

We partner with [Inspired Energy](#) to calculate our carbon emissions, which have also been third party assured.



15.18
 total footprint (mtCO_{2e})

↑ 8% from FY23

12,678
 carbon intensity (tCO_{2e} per £ million revenue)

↓ 2% from FY23

See the full breakdown of our carbon footprint [here](#).

Moving towards **net-zero**

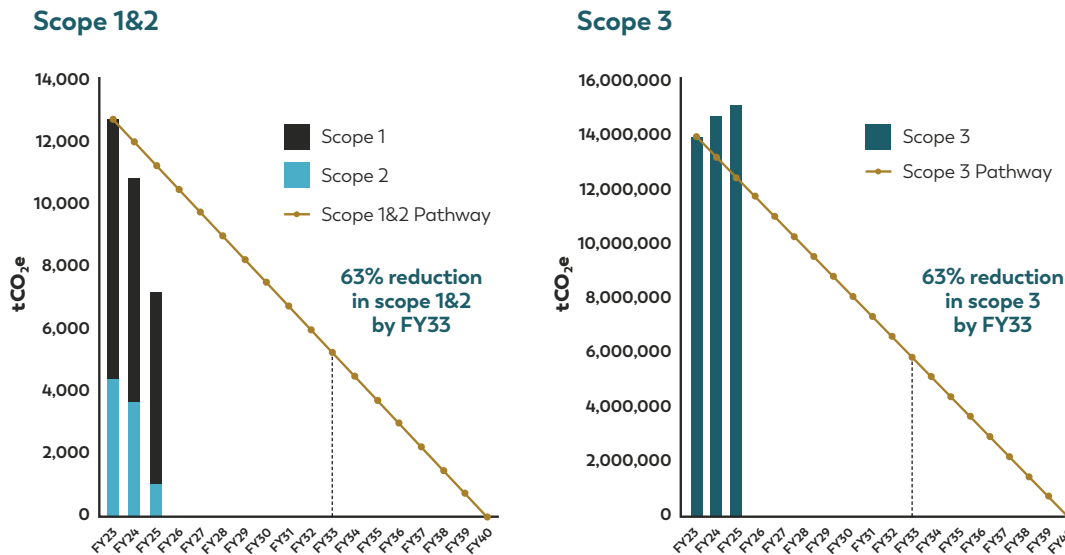
We've set bold ambitions to address our climate impact, including:

- 63% reduction in Scopes 1, 2 and 3 by 2033
- Net-zero by 2040

It is our aim to have near and long-term net-zero targets validated by the **Science Based Targets** initiative (SBTi) **by Q1 2026**.

Find out more about our carbon reduction plan [here](#).

Our net-zero pathway



“CEF’s journey to net-zero is a core part of how we **Protect the World.**”

By committing to have our carbon reduction targets validated by the SBTi, we’re taking a significant step forward for climate action – and holding ourselves accountable for driving carbon reduction across our value chain.”

Paul Thomas

Head of Environmental Sustainability,
CEF



Rethinking energy use

Energy consumption remains a priority issue for us.

We're actively reducing our environmental impact by monitoring energy use across our facilities and fleet, and by engaging with supplier partners to improve product efficiency.

Compared to 2023, we've seen:

 **8%**

decrease in total energy consumption

in our vehicle fleet and built estate

80%

of our electricity now comes from renewable sources

Up from just 2% in FY23 

Our energy reductions initiatives include:



Streamlining operating hours at our Centaur cable management facility, reducing idle time for manufacturing equipment



Upgrading branch lighting to **LED**

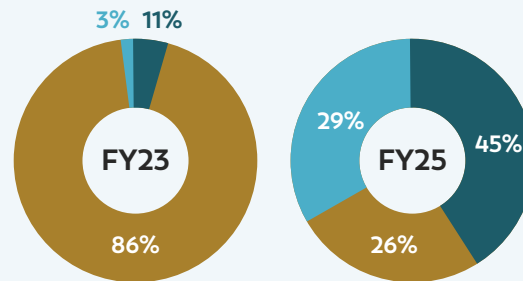


Auditing our progress with frameworks such as the **Energy Saving Opportunity Scheme (ESOS)**, to identify opportunities for improvement

Electrifying our fleet

With a fleet of nearly 1,700 vehicles, we have a significant opportunity to reduce our carbon footprint by expanding the number of electric and hybrid vehicles.

74% of company cars are now electric or hybrid - a 60% increase since FY23 



 Petrol & Diesel  Electric  Hybrid



Intelligent Charging Systems (ICS), an In-House CEF brand, has been driving electrification by installing over 8,800 EV chargers across the UK – powering 70 million miles of journeys.

Managing **waste**

With up to 200,000 different products sold and distributed each year, we're targeting resource use and packaging as a key environmental issue.

Reducing materials in products and packaging

Across our In-House manufacturing and distribution businesses, we're innovating to decrease our use of virgin materials and find alternatives for plastic.



Our in-house manufacturing team has **reduced plastic packaging by 85%** since 2018, including recently at **M2**, the removal of trays, windows and films.



We're purchasing **graded or used cardboard boxes** and extending the lifespan of our resources through re-use schemes.



Within our In-House Distribution business, we're also driving plastic reduction by avoiding internal plastic bags, banding and blister packs – **using 31% less plastic** than in FY23.



We continue to minimise plastic in products. For instance, **Wrexham Mineral Cables** has transitioned to a **copper solution that is 100% recyclable**, removing the need for plastics, polymers, resins or tapes.



We've created **Packaging Guidelines** for In-House and third-party supplier partners, outlining sustainability expectations for material use, recycling and other design elements.



We're committed to doing even more for circularity, aligning with industry standards. **Tamilite**, was the first lighting manufacturer in the UK to **achieve TM66 certified status** for 30 product ranges.



We've partnered with ROSI and Waste Experts to offer a **UK wide solar panel recycling service**, recovering up to **95% of photovoltaics (PV) modules**.

Our FY25 **waste management data**

We continue to partner with **Waste Experts** to **reduce waste to landfill and maximise recycling**.

We continue to focus on streamlining resource use to minimise waste volumes. We are also expanding our communication and training efforts with the aim of improving recycling rates in the coming year.

Landfill

69 tonnes

Energy from Waste

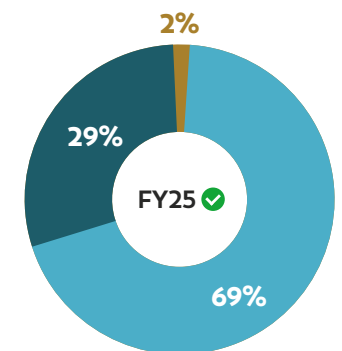
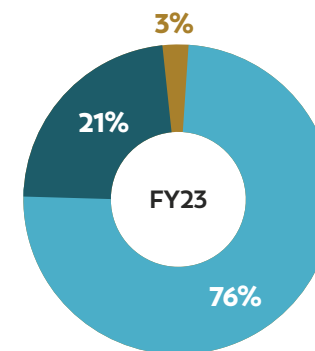
977 tonnes

Recycled

2,357 tonnes

Total Waste

3,403 tonnes



Landfill



Energy from Waste



Recycled

Driving progress across our Supply Chain

Our extensive network of supplier partners is central to how we create a better tomorrow. Since 2022, we've leveraged the EcoVadis framework to assess the performance of supplier partners, evaluating environmental impact, labour and human rights practices, ethics, and sustainable procurement.

In FY25, the company restructure led to a significant change in our supply chain. Bringing the in-house businesses under CEF Ltd meant that 87 supplier partners moved from Tier 2 to Tier 1, significantly increasing the number that we directly engage with. This transition has adversely affected our total spend with EcoVadis rated suppliers.

As a result, we haven't achieved our 80% target – but we are closing the gap and we're confident in our ambition for FY26.

71%
supplier spend ✓
with EcoVadis-rated businesses

220+
supplier partners ✓
are EcoVadis rated

+115% from FY24

ecovadis

Alongside our EcoVadis programme, we support our supplier partners through various initiatives



On-site SSV audits

As part of our due diligence process for in-house businesses, we developed an audit protocol for assessing supplier partners' performance across environmental and ethical topics. Having an on-site presence at overseas supplier sites represents a significant evolution of our supply chain governance.

40
supplier partners
assessed via an
on-site audit ✓



Targeted support

We developed a bespoke engagement plan for supplier partners based on their sustainability maturity, to ensure that we're offering the right level of support. This helps us provide targeted guidance on their EcoVadis improvement plan.

Going forward, we're exploring how collaborative sessions could add further value to the support we offer to our supplier partners.



2024 Supplier Event

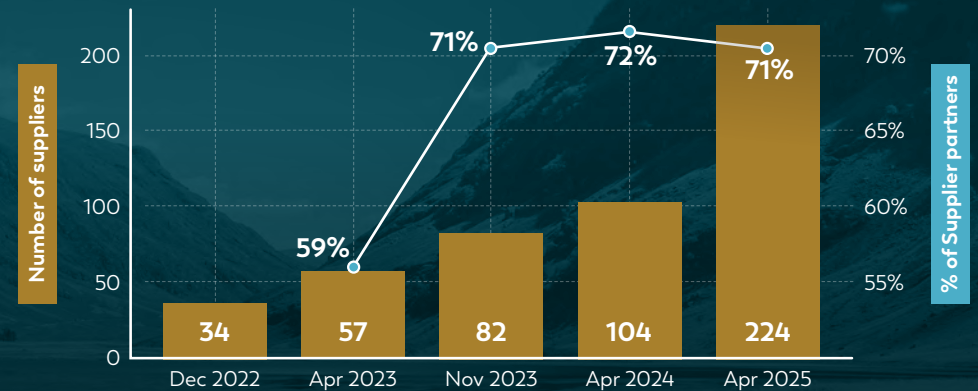
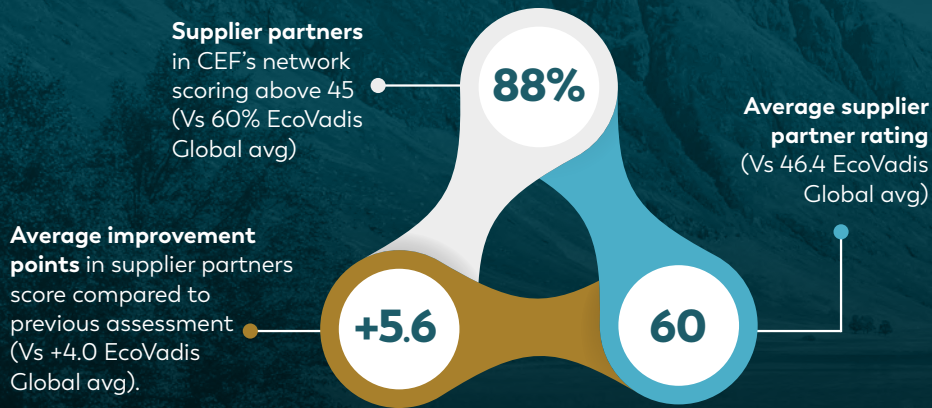
In November 2024, we brought together **80+ of CEF's largest supplier partners** to connect in-person. The main focus of this event was our SSV strategy, where we shared insights into CEF's mission and the integral role that our supplier partners play in this journey.



Sharing external expertise and webinars

We continue to promote educational resources, such as the **Supply Chain Sustainability School** and **EcoVadis Academy**, to improve awareness and build capability. We also co-hosted a webinar with **BEAMA**, focusing on product-level carbon management.

What does this mean for our **supplier partners**?



Impacted by the addition of a further 87 Tier 1 supplier partners as a result of the company restructure.

"The first EcoVadis assessment was challenging as we were just beginning our ESG journey, however it **helped us to see areas we needed to focus on**. CEF have shared their experiences and learnings and, having this type of open dialogue, **allows us to improve** our ESG actions in ways that are not only important to us but also to our customers."

Shannon Hepworth
Compliance and H&S Officer,
Bell Lighting



"CEF's support through the EcoVadis process has been excellent. With guidance and space to connect with others, CEF's encouragement has kept the momentum going and assured us that we're heading in the right direction. Being able to demonstrate progress through EcoVadis has been a **real advantage for conversations with our customers**."

John Mowthorpe
Managing Director,
Armeg



"Completing the EcoVadis assessment was insightful, helping us to **identify strengths and areas for improvement** and deepening my understanding of sustainability. CEF supported the journey with clear guidance and resources"


Susan Hughes-Coleman
Project Manager,
LED Group (Robus)



"By using EcoVadis as an external framework, we can provide **targeted support to each supplier partner**, wherever they are on their sustainability journey, and accelerate progress across our industry.

Although we haven't yet reached our 80% target, we continue to drive the importance of this programme with our supplier network – and it's clear that those involved are seeing the benefits."

Nathalie Ritchie
Head of Sustainable Supply Chain and Social Value, CEF



"CEF were our **catalyst for change** by introducing us to EcoVadis initially. They have continued to drive our progress forward by regularly updating our sustainability knowledge through training and development opportunities."

Wayne Rathbone
Director, Finelite



Supporting our customers

To accelerate our customers' understanding, we provide targeted support and education to help them achieve their sustainability goals.



Upskilling with City & Guilds

CEF's solar photovoltaic (PV) training programme is designed to empower our team members and customers with renewable energy skills.

In 2025, we developed a City & Guilds-approved training course, for CEF customers. With our mobile workshop, we upskilled over 40 professionals on how to install and maintain solar PV systems. The course enables individuals to gain **MCS certification** and go on to support more homeowners on the transition to renewable energy.

Beyond this City & Guilds course, our CEF team has delivered solar training to **over 500 professionals.**

"The skills gained from completing the course have **improved my confidence** in designing, installing and pricing solar projects – I would fully **recommend this training** to others."



Tim Freestone
Talk Electrics Limited

Electrifying progress for our customers

We're excited to collaborate with Inspired PLC on a multi-year project for a national supermarket chain, providing and installing PV systems across 82 stores.

Through this project, we are helping the retailer accelerate progress towards their carbon reduction goals. By leveraging our supplier network and expertise in logistics, we're focused on improving efficiencies and minimising the environmental footprint.

What we're working on:

- Coordinating safe and timely deliveries across the UK.
- Grouping products together to reduce unnecessary transport and associated carbon emissions.

"We continue to seek new opportunities to **support our customers** environmental progress. One of our ongoing commitments is to **optimise packaging across CEF's in-house businesses**, looking for alternative ways to reduce the amount of waste we produce downstream"



Richard Wharrad

Head of SSV & Compliance for In-House Manufacturing, CEF

Our future focus

We're setting ourselves
ambitious commitments for FY26



Achieve 80%
of supplier
spend with
EcoVadis-rated
supplier partners

Accelerate progress
towards our
near-term
net-zero target

A **63% reduction** in
scopes 1, 2 and 3 by 2033

Validate near
and long-term
net-zero targets

With the **Science Based**
Targets Initiative (SBTi)

NURTURE OUR PEOPLE

Create an **inclusive, caring and rewarding culture** which attracts, retains and develops the very best talent

How we're progressing towards our targets

TARGETS

All Branch Managers complete their **MyPath conversations** and attend **learning modules** to support their development

Introduce a **new health & safety management system**

Start our journey towards **ISO 45001 certification for health & safety**

PROGRESS

Priorities changed. We have shifted our approach to team member upskilling, by focusing on specific training for our sales teams. While we haven't expanded MyPath, we've evolved other learning resources such as our Focus Programme

Achieved. Launched in July 2024, making it easier to access, navigate and promote safe practices

On track. We have committed to achieving ISO45001. In FY26, we will complete a gap analysis to determine what actions are needed to certify



Putting **people first**

At CEF, we know that our people are our greatest asset. Our People, Culture & Talent team have developed a variety of initiatives to enable a culture of care, supporting both wellbeing and development at work.

A Brighter Beginning

May 2024 saw the launch of a new onboarding process. This 90 day programme covers the various steps and initiatives that new starters will experience when first joining CEF.

Over 200 new starters
attended our first series of **Welcome Days**

MySavings

We continue to look for new ways to improve our team members' wellbeing, including their financial health. In May 2024, we rolled out MySavings – an online discount and cashback platform – to over 3,800 team members, with **52% of team members** ✓ signing up in the first year.

So far our teams have
saved over £19,500

Collaborating for sales success

We celebrated the second year of our Focus programme, a comprehensive 15 month course that provides sales teams with the knowledge and tools to succeed.

69 team members
have been **upskilled** ✓

Collaborating for sales success

In FY25, we supported **31 team members** ✓ with apprenticeships (including some to completion).

Our ambition is to be the go-to destination for anyone seeking apprenticeships, something that we'll be focusing on when we redesign the programme in FY26.

Our ambition: to be the go-to
destination for apprenticeships

31
apprentices ✓

69
Focus trainees ✓

93%
of apprentices
that **completed their certification** in FY25 have secured permanent roles at CEF

Unlocking potential



For many young people, the workplace can be incredibly difficult. That's why we've developed partnerships to help individuals feel supported and valued, by offering work placements at our CEF sites.

Since 2007, we've been partnering with YMCA to help young people build confidence and life skills, opening the door to job opportunities and future success.

In 2024, we expanded our impact by working with Stride Yorkshire, a specialist organisation that supports individuals with learning and social disabilities along their journey to independence.

Through these partnerships, we provide young people with job placements at our Doncaster in-house distribution site. In FY25, we welcomed 6 individuals for work experience – with three people going on to gain full-time employment.

Over **120** work placements through our YMCA partnership since 2007

Adam's story

“The day CEF offered me a full-time job was one of the **best days of my life**. I'm in a much better place with my mental health than I have been in the last few years.”



Adam Parkin
Warehouse Operative,
CEFCO Doncaster

“We're proud to see the **positive impact** of our partnership with Stride, and the difference it's making for people like Adam, who joined our team in February 2024.

Diagnosed with autism as a child, Adam has previously struggled with school and work. But with Stride's support and the opportunities at CEF, **he's now thriving** as a Warehouse Operative – and joins his father in the CEF family.”



Gino Oakman
Head of SSV & Compliance for
In-House Distribution, CEF

“Stride Yorkshire provides **tailored coaching** that empowers people to thrive at work and in life. Through this support, Adam was able to build confidence, develop coping strategies, and secure his role with CEF. He is now **one of the team's top performers**, regularly leading in productivity— an achievement made possible by both Stride's guidance and CEF's supportive environment. Stories like Adam's show the real value of **creating inclusive workplaces** where neurodivergent talent can shine.”



Jake Rusby
Independence Coach / Employer
Engagement, Stride Yorkshire

Prioritising health & safety

Safety continues to be a top priority. Our dedicated Health & Safety (H&S) team is responsible for monitoring, reviewing and promoting safety across CEF.

In July 2024, we introduced a **new Health & Safety management system** to simplify how we access, navigate and promote a positive safety culture. This system contains information on safe working across our facilities and equipment, practical guides and safety handbooks.

We've also developed a robust baseline for our safety metrics, across all CEF businesses. This means that going forward, we'll have more accurate data to benchmark our progress and drive improvements.

How we're advancing safety for all

Across the business, we've implemented new initiatives to improve safe behaviours:



Embedded risk assessment

We adopted risk-based processes for internal H&S programmes to drive improvements and prioritise.



Joining team meetings

The H&S team attend CEF team meetings across the business, engaging team members at all levels and in different business functions.



Targeting new team members

We provide specific training for new managers on their role in maintaining a safe and healthy working environment.

“For us, safety is a continuous journey, not a destination. Our **new H&S system** is a core part of this journey, providing us with the tools and insights that we need to **create a safer workplace for everyone** – and moving us closer to achieving ISO 45001 certification.”



Chris Beasley
Health & Safety
Manager, CEF

1.911

Lost Time Injury (LTI) Frequency

LTIs per million hours worked ✓

0.029

Lost Time Injury (LTI) Severity

Lost workdays per thousand hours worked ✓

Our future focus

We're setting ourselves **ambitious commitments** for FY26



Achieve ISO 45001 certification

Further demonstrating our leading commitment to health, safety and wellbeing

Further strengthen health & safety collaboration across the CEF Group in the UK

Sharing best practice and continuously improving the way we work

Launch 'Light Up Learning'

Implementing our new **online learning experience** for In-House businesses, targeting personal and professional growth

ENHANCE COMMUNITIES

To deliver **social value in our communities and foster engagement** with stakeholders

How we're progressing towards our targets

TARGETS

Give back to local communities, raising £1 million for Macmillan Cancer Support by the end of FY26

Support our customers' social value efforts, making a lasting impact on topics that matter to the communities in which our contracts or projects are being delivered

PROGRESS

On track. We're almost 80% towards our £1 million target, raising £208,000 for Macmillan in FY25 alone

Achieved. We supported numerous customers with social impact initiatives, including Clarion Housing Group and LiveWest



Supporting a culture of caring



We believe every act of kindness makes a difference, whether our teams are volunteering for local charities or we're establishing long-term partnerships.

For over 75 years, CEF has operated as a family-run business that cares first and foremost for the people we interact with every day. This legacy of caring guides all we do.

In 2016, CEF Cares was established to bring our charitable and volunteering activities under one roof. It connects all teams, helping us measure and celebrate the collective good we're creating in the community.

“With each act of kindness – be it charitable fundraising, community engagement or environmental stewardship – we strengthen our relationships with our customers, team members, supplier partners and communities, ultimately ensuring we continue our mission to create opportunities and improve lives.”



Andrew Moseley
Commercial Director, CEF

“”

Within CEF Cares, we've established four pillars – helping us focus our efforts on key partnerships that align with our values and create a positive impact.

Through this approach, CEF Cares supports initiatives that strengthen communities and empower individuals to thrive.

Charity

Supporting charities with direct contributions of money, aid, and products.



Community

Adding value to the communities where we live and work.

Education

Driving social mobility by enhancing industry-specific skills and bridging talent gaps.



Sustainability

Delivering on our environmental and ethical ambitions through our Protect the World theme.

Connecting with a cause

We're more than a business; we are part of the wider community.

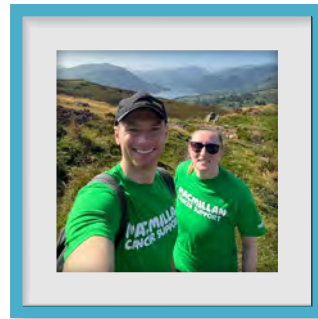
We believe it's our responsibility to support those who support us, which is why our team members are empowered to invest time and energy into local charities and worthwhile causes.

Our FY25 impact includes:



£30,000
raised for Macmillan

Two regional football tournaments held



£10,000
raised for Macmillan

Sponsored walk around the Ullswater Way, Lake District



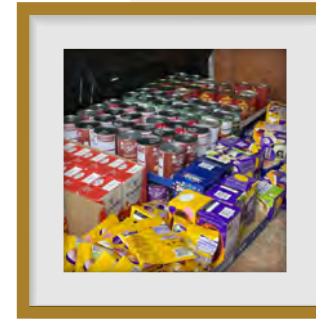
£20,000
raised for the EIC

Completed a trek up Mt Kilimanjaro



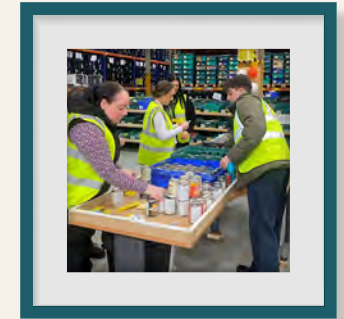
Eco Area built for the children

£2,300 donated to Bessacarr Primary School in Doncaster



2,000+
meals given

Donated £1,780 to Redditch & Telford Food Banks



300kg
donated

Food & health products donated to Trussel Trust

Our charity partners

As a business, we have **two chosen charity partners** that we support on an ongoing basis. Through these long-term partnerships, we build greater connections and make a bigger difference to more people.



Macmillan Cancer Support

Since 2017, we've been supporting Macmillan and the incredible work they do for individuals affected by cancer. This year's fundraising takes us closer to our £1 million goal (a five-year target from FY20). We're just under 80% achieved, and we're not stopping any time soon.

Our FY25 total:
£208,000+

Electrical Industries Charity (EIC)

The EIC is dedicated to supporting the electrical sector, and charity – with a purpose directly linked to CEF. EIC provides a helping hand to electrical and energy professionals, across the industry.

Our FY25 total:
£95,000+

In addition to our charity partnerships, our CEF teams raised **more than £37,000** for local causes and initiatives in FY25.

Educating for excellence



At CEF, we dedicate time to training others, making the industry a more skilled and safer place.

TechTalks

We've completed our fourth series of Tech Talks where electrical experts Darren Staniforth and Dave Austin shared the latest on innovation and regulatory changes in our industry. In FY25, we delivered 21 Tech Talks to over **2,600 attendees**.

9,180+
CPD hours awarded



Safe Isolate

We have been delivering Safe Isolate talks in person and online to support industry-wide collaboration, raise awareness and encourage electricians to put safety precautions in place. The campaign has seen a 31% reduction in related deaths between 2021 – 2022 (Source: Super Rod Survey)

1,200+ Safe Isolate CPD certificates issued



Doing more with CPD

CEF brands, **Tamlite** and **Installation Materials Division (IMD)**, have produced multiple training courses for upskilling team members, contractors and consumers on various electrical topics – including a module on circular economy for luminaires.

170 CPD hours completed through Tamlite and IMD

How we're advancing safety for all

To empower the next generation of our industry, our team has been **visiting local community colleges to upskill students and donate equipment**. These sessions focus on sharing our expertise and educating students on the technical skills they need to succeed in our sector.

7 college visits



Wrexham Mineral Cables donated materials to South Staffordshire College and training to Walsall College, Weston College and Boston College



CEFCO brands **F4P** and **MCG** donated products to the Grimsby College Institute



MTi Regional Sales Manager, **John Ballance** attended the Hopwood College Techfest 24



A Division Bristol Group Regional Sales Manager, **Adam Carrington** attended a fantastic trade day at Hopwood College

Our commitment to the community

We deliver **nationwide impact with a local focus**. We do this by connecting with the communities where we live and work, collaborating with our customers, and leveraging our supplier partner network to amplify our efforts.

113 individual social value activities and events supported



Volunteering with WellChild



In April 2025, eight CEF volunteers completed a two-day project with WellChild, transforming the garden of 17-year-old Maddie and her family in Barnsley.

Maddie, who lives with a neurodevelopmental disorder and sensory overload, now enjoys a safe and calming outdoor space. The team's effort has given her a secure, sensory-friendly garden to enjoy, making a genuine difference to her and her family's lives.



A spotlight to prevent knife crime

CEF brands, **Tamlite** and **Fusion Luminaires**, provided lighting to illuminate the Knife Angel sculpture at Sandwell Council House, Oldbury.

Created from over 100,000 surrendered knives and blades, the Knife Angel was constructed in October 2024. It serves as a reminder of the impact of knife crime, and hopes to inspire communities to work together to combat violence.



Supporting safety at Purbeck Youth Club

Tony Willets, Account Manager at our Poole branch, partnered with customer Paul Wolloff, Electranet Solutions Ltd, to create a safer environment for employees and young people at **Purbeck Youth Club**, in Wareham.

They performed testing on all portable appliances and carried out essential maintenance on existing CCTV cameras. Additionally, thanks to a donation from CEF Poole, they installed a new CCTV camera, enhancing the security and peace of mind for everyone using the facility.

Together with CEF customer Clarion Housing Group, we're forging a path to safer spaces and brighter futures for residents.

Through Clarion Futures, Clarion's charitable foundation, we invested £38,000 into the redevelopment of the Eastside Youth and Community Centre in Tower Hamlets. This funding will provide a dedicated Health Suite — a safe, private space designed to give young people access to essential health services.

We contributed a further £44,000+ to support Clarion Futures' Community Grants Programme. This investment helped launch programmes that foster resilience, enhance wellbeing, and open doors for Clarion residents.



“Through CEF’s support, Clarion Futures has been able to deliver projects that have not only provided essential services, but have also **inspired hope, created opportunities and strengthened the fabric of our communities.**”



Shelley Hathaway-Batt
Head of Strategic Partnerships and Projects
Clarion Futures



“We work closely with LiveWest, **supplying electrical materials** right across their housing stock. Part of our social value commitment within this contract is to **help local initiatives**. I am proud that CEF could contribute to this great cause, enabling young people to get back on their feet within a safe environment.”



Colin Bramley
Category Manager for Social Housing
and Merchant Relationships, CEF



In April 2025, we collaborated with **LiveWest**, a CEF customer, to provide a **new kitchen hub** for the young residents at Torbay Foyer, Torquay. Torbay Foyer provides a safe place for individuals to explore independence, with access to ongoing guidance and support. We provided essential materials to ensure the kitchen could meet the needs of residents.

Find out more [here](#)



By continuing our partnership with **WildHearts**, a certified B Corp and our office stationery supplier, we're not just supporting good business – we're going one step further and driving social impact. WildHearts directs **100% of its profits towards social impact programmes**, helping people through education, employability skills, menstrual health management and microfinance.

Through this partnership, we've helped **over 3,000 people**, including **664 individuals** in FY25 alone.

Our future focus

We're setting ourselves **ambitious commitments** for FY26



Publish and communicate volunteering guidelines

Making it easier for our employees to get involved, and formalising how we track progress

Develop social value reporting framework

Defining and implementing a clear reporting strategy for CEF's social impact, aligning with our CEF Cares pillars

Deliver on our commitment to raise £1 million for Macmillan

With many exciting activities and events already planned by our team members

GOOD GOVERNANCE

We believe that the fundamentals of business ethics and transparency are **essential to achieving our goals.**

Our governance strategy embeds sustainability internally and allows us to extend our impact beyond CEF and into our sector.

“Good governance is the bedrock of any responsible and successful business. By getting the foundations right, we’re **setting ourselves up for future growth** and continuing to inspire positive change across our industry.”



Linda Hanley
Chief Financial Officer, CEF

“ ”



Steering us in the right direction

Our strategic direction is governed by the SSV Steering Group. The group is accountable for setting and implementing our SSV strategy: from defining targets and addressing risks, to providing expertise and ensuring the wider business is involved in decision-making.

In FY25, we made a **number of improvements** to our governance processes:



Defining leadership responsibilities

In September 2024, we updated our SSV Policy to include specific responsibilities of our CEO and Senior Leadership Team for driving progress.



Strengthening our business-wide approach

With the company restructure, we've taken the opportunity to assess opportunities to further consolidate and standardise processes and best practice across the CEF Group.



Revising our policies

We completed a business-wide review of CEF policies, to ensure that each document is relevant and up-to-date. In total, we assessed and revised **45 policies**.



Streamlined reporting

We've centralised our approach to reporting on **sustainability performance**, now incorporating all CEF businesses – as opposed to monitoring our efforts separately. This includes our EcoVadis certification.

Our Governance Model



3 Steering Group meetings

15 stakeholders involved

Creating impact for the industry

We are committed to being a leader in our sector. And this means using our expertise and network to develop industry awareness and empower positive change.

We actively engage with a number of industry associations, through which we promote and champion sustainability.

This includes:



Est. 1914

At the end of 2024, we engaged with our supply chain to help develop the EDATA platform, which looks to **expand transparency** around product level sustainability data. We're also helping supplier partners who are not EDA members capture similar data to ensure their businesses are represented. Through EDATA, we'll have a **better understanding of the holistic impact** of our industry – and can better coordinate collective action.

Improving transparency with global standards

We continue to align with international standards for sustainability by disclosing our progress annually and benchmarking our efforts.



EcoVadis – Silver Medal

Putting CEF in the **top 15%** of companies assessed



SBTi

We're on track to have our **net-zero targets validated** by Q1 2026



CDP – B Score

Assessing our efforts towards **climate action**, with our first disclosure to CDP



Verifying KPIs

Obtaining third party assurance on **20+ key SSV metrics**, in line with ISAE 3000



Our future focus

We're setting ourselves **ambitious commitments** for FY26



Achieve EcoVadis Gold

Improving our
EcoVadis score in our
next certification cycle

Maintain CDP 'B' score

Retaining our score and
implementing the necessary
actions to improve this
in the future

Expand our data assurance

Include additional
metrics in our third party
data assurance

Review our SSV scope

Assess how our SSV
strategy can be evolved
e.g. to include our
Irish business

Looking Ahead

As we look forward to FY26, our ambition is clear: to continue mobilising action and making measureable progress.

We know there's much more to be done, which is why we're setting ambitions to create greater impact:



PROTECT THE WORLD

Achieve 80% of supplier spend with EcoVadis-rated supplier partners

Accelerate progress towards our near-term net-zero target
A 63% reduction in scopes 1, 2 and 3 by 2033

Validate near and long-term net-zero targets with the Science Based Targets Initiative (SBTi)



NURTURE OUR PEOPLE

Achieve ISO 45001 certification further demonstrating our leading commitment to health, safety and wellbeing

Expand the new Health & Safety Management System across Europe and Australia, sharing best practice across CEF

Launch 'Light Up Learning'
- implementing our new online learning experience for In-House businesses, targeting personal and professional growth



ENHANCE COMMUNITIES

Publish and communicate volunteering guidelines, making it easier for our employees to get involved, and formalising how we track progress

Develop a social value reporting framework
- defining and implementing a clear reporting strategy for CEF's social impact, aligning with our CEF Cares pillars

Deliver on our commitment to raise £1 million for Macmillan
- with many exciting activities and events already planned by our team members



GOOD GOVERNANCE

Achieve EcoVadis Gold, improving our EcoVadis score in our next certification cycle

Maintain CDP 'B' score, retaining our score and implementing the necessary actions to improve this in the future

Expand our data assurance - include additional metrics in our third party data assurance

Reviewing our SSV scope
- assess how our SSV strategy can be evolved e.g. to include our Irish business

Glossary

Information on some of the terminology used in this report.

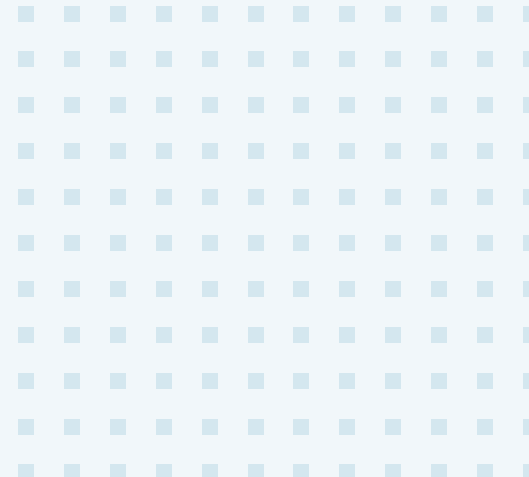
Scope 1, 2 and 3 emissions are a way of categorising the different kinds of emissions we create in our own operations and our wider value chain.

Scope 1 covers emissions from sources we control directly, like our vehicle fleet.

Scope 2 covers indirect emissions from the generation of purchased energy from our utility provider.

Scope 3 covers all indirect emissions (not included in scope 2) that cover the entire value chain of our company. This is usually the most significant source of emissions and includes aspects such as purchased goods and services, and energy used through in the products we sell.

tCO₂e stands for tonnes of carbon dioxide equivalent, a term used to describe the total amount of greenhouse gases (GHGs) emitted into the atmosphere. It allows for GHGs to be compared on a like for like basis, which helps in understanding and managing their collective impact on global warming and climate change.



Our In-House brands



SSV metrics

Subject to assurance from Jacobs U.K Limited

KPI name	KPI Definition	Unit of Measure	FY23 Baseline Data	FY25 Data
Loss Time Injury (LTI) Frequency	A measure of how often work-related injuries occur that result in time lost from work. Calculation = No of lost time incidents x 1000000/average hours worked	Number	0.771	1.911
Loss Time Injury (LTI) Severity	A measure of the average severity of lost time injuries in terms of how many days are lost per injury. Calculation = No of lost days due to injury x 1000/average hours worked	Number	0.020	0.029
% of employees MySavings scheme engagement	Total number of CEF employees registeted with the CEF My Savings scheme as a proportion of total CEF employees	%	0 - My savings not launched	52
Apprentices	Total number of apprentices employed	Number	KPI not measured	31
Management Trainees	Total number of individuals on the CEF 'Focus' programme	Number	KPI not measured	69
GHG Scope 1	Total corporate scope 1 emissions	tCO2e	8,327	6,359
GHG Scope 2 (market based)	Total corporate scope 2 emissions	tCO2e	4,332	784
GHG Scope 3	Total corporate scope 3 emissions (all categories)	tCO2e	13,989,058	15,168,225
Total Carbon Footprint	Sum of scope 1,2 and 3 emissions	tCO2e	14,001,718	15,175,367
Electricity Consumption	Total electricity consumption (grid and onsite generation)	MWh	15,197	15,870
Gas Consumption	Total natural gas consumption	MWh	3,780	3,761
Transport Fuels	Total fuels used for transport by CEF car and van fleet - diesel, petrol and electricity	MWh	30,073	25,907
Other Fuels Consumption	Total all other fuels other than electricity, gas and transport. This includes, in FY25 propane and LPG	MWh	85	116
Total Energy Consumption	Total consumption of electricity, gas, transport and other fuels	MWh	49,135	45,654
Renewable Energy Consumption	Total electricity consumption from renewable sources (onsite generation, supplier renewable fuel mix or REGO backed)	MWh	244	12,862
% of total waste from company operations diverted from landfills	Company waste disposed of in a manner that is not landfill	%	97	98%
% Electric cars in fleet	Total number of battery electric cars leased in company car fleet	%	3	45
% Hybrid cars in fleet	Total number of hybrid electric cars leased in company car fleet	%	11	29
% suppliers by spend EcoVadis rated	% suppliers as a proportion of total CEF spend that are rated by EcoVadis	%	72	71
Number of suppliers EcoVadis rated	# CEF suppliers that are rated by EcoVadis	Number	104	224
Number of supplier partners that have a net zero strategy in line with SBTi (data from Ecovadis)	# supplier partners that have a net zero strategy in line with SBTi (this is determined by those that report in EcoVadis that they are 'Part of the Science Based Targets Initiative') and verified by checking the SBTi website for this with validated or committed net zero targets	Number	13	21
Key 3rd Party Suppliers Audited on-Site	# supplier sites who have evidenced a 3rd party sustainability audit - either conducted by Eleclmport or a recognised 3rd party audit protocol like SMETA	Number	0	40

Jacobs U.K. Limited ('Jacobs') was engaged to provide independent limited assurance of selected sustainability data, as published in this Financial Year 2025 Sustainability & Social Value Impact Report. The assurance was undertaken in accordance with the International Auditing and Assurance Standards Board's ISAE 3000 (Revised).

The assurance methodology reflected the risk of material misstatements, and a sample approach was used to evaluate the reliability and accuracy of the selected metrics. The data were assessed using criteria developed by CEF.

The Jacobs assurance statement details the scope and methodology in full, as well as the assurance conclusion.

The Assurance Statement can be found on CEF's website [here](#).

Appendix

Our FY25 Carbon Footprint

	Greenhouse Gas Emissions		Comparison to FY23 Baseline Year	Change		Explanation
	TCO2e	%	TCO2e	TCO2e	%	
Scope 1	6,359	0.04%	8,327	-1,968	-24%	A decrease in the mileage of petrol and diesel company vehicles led to a reduction in emissions
Natural Gas	688	0.005%	743			
Transportation (excluding grey fleet)	5,647	0.04%	7,539			
Other Fuels	24	0.0002%	46			
Scope 2 (location based)	3,343	0.02%	2,944	399	14%	Increase in grid supplied electricity consumption and an increase in the carbon intensity of the grid versus the baseline year
Scope 2 (market based)	784	0.01%	4,332	-3,548	-82%	Procurement of renewable energy for the full financial year has reduced market-based emissions
Scope 3	15,168,225	99.94%	13,989,058	1,179,167	8%	
1. Purchased Goods & Services	325,680	2.10%	409,449	-83,769	-20%	
2. Capital Goods	6,691	0.04%	17,324	-10,633	-61%	
3. Fuel-related Emissions	2,599	0.02%	3,004	-405	-13%	The decrease in scope 1 transport for petrol and diesel vehicles caused a reduction in emissions.
4. Upstream Transportation and Distribution	4,607	0.03%	5,938	-1,331	-22%	The government spend based conversion factor for transportation and distribution has decreased due to the shift to lower emission transport.
5. Waste Generated in Operation	81	0.001%	144	-63	-44%	Although waste tonnage increased by 10.7% in FY25, new DESNZ conversion factors for combustion and open-loop recycling were released which attributed significantly less emissions to these disposal methods than previous versions, hence the drop in CEF emissions.
6. Business Travel	963	0.01%	798	165	21%	Increased air travel and business travel in grey fleet caused emissions to increase
7. Employee Commuting	4,299	0.03%	3,855	444	12%	Increase in full-time employees caused emissions to increase.
8. Upstream Leased Assets	N/A		366	0	N/A	All properties now have actual consumption available so category 8 is no longer applicable. This data is captured under Scope 2.
9. Downstream Transportation and Distribution	N/A		NA			
10. Processing of Sold Products	N/A		NA			
11. Use of Sold Products	14,746,434	97.2%	13,452,090	1,294,344	10%	Number of products sold in FY25 increased by 2%. As a result, the estimated kWh consumption used across WEEE products was higher. Additionally, the DESNZ electricity conversion factor (kWh/tCO ₂ e) increased by 7% versus the baseline year.
12. End-of-life Treatment of Sold Products	76,871	0.5%	96,091	-19,220	-20%	Decline in weight of products put on the market
13. Downstream Leased Assets	N/A		NA			
14. Franchises	N/A		NA			
15. Investments	N/A		NA			
Total emissions (location-based)	15,177,926	100%	13,940,211	1,237,715	9%	
Total emissions (market-based)	15,175,367		13,941,910	1,233,457	9%	