

CORPORATE SOCIAL RESPONSIBILITY REPORT

2025



CONTENTS



1 INTRODUCTION

| | |
|------------------------|----|
| A message from our CEO | 02 |
| ECS at a glance | 03 |

2 ENVIRONMENT

| | |
|------------------------|----|
| Achievements in 2025 | 05 |
| Opportunities for 2026 | 06 |

3 GOVERNANCE & SOCIAL RESPONSIBILITY

| | |
|------------------------|----|
| Achievements in 2025 | 08 |
| Opportunities for 2026 | 09 |

4 WORKPLACE & TEAM MEMBERS

| | |
|------------------------|----|
| Achievements in 2025 | 11 |
| Opportunities for 2026 | 12 |

5 COMMUNITY ENGAGEMENT

| | |
|------------------------|----|
| Achievements in 2025 | 14 |
| Opportunities for 2026 | 15 |

A close-up, artistic photograph of a car's taillight. The taillight is illuminated with a vibrant red light, creating a strong glow. The lens of the taillight features a prominent checkered or grid-like pattern, which is highlighted by the red light. The background is dark and out of focus, emphasizing the texture and color of the taillight. The word "INTRODUCTION" is overlaid in white, bold, sans-serif capital letters across the center of the image.

INTRODUCTION

A MESSAGE FROM OUR CEO



As ECS marks 30 years of continuous growth we remain firmly rooted in the values that shaped the business from the beginning. What started as a small, family-run organisation that has evolved into a global partner for some of the automotive industry's most recognisable brands. Throughout that journey, one thing has stayed constant: our belief that long-term success must be built on responsibility, integrity, and care for the world around us.

Today, as a more diverse and modern organisation, we are ready to deepen our commitment to Corporate Social Responsibility. CSR is not an initiative that sits alongside our business; it is fundamental to how we operate. Our approach is grounded in ethical business practice, environmental stewardship, and prioritising the health, safety, and wellbeing of our colleagues across all regions.

In 2025, we accelerated this ambition. We continue to strengthen our partnership with the Trees for Life Foundation and embed environmentally conscious behaviours into our operations - from energy efficiency to responsible waste management. At the same time, we are investing in new ways of working that enhance transparency, sustainability, and have a positive impact across our global footprint.

As we expand, we recognise the responsibility that comes with scale. We are committed to continuous improvement, setting clearer standards, and embedding a sustainability mindset in every decision, every project, and every service we deliver. This report outlines our progress and our plans beyond 2026, but more importantly, it reflects our commitment to building a business that contributes meaningfully to a more sustainable future.

ECS has always been about people, values, and doing the right thing. As we look ahead, those principles will guide us as we grow - ensuring we protect the planet, support our communities, and create long-term value for the next generation.

- Andrew Mellor
CEO, The ECS Group

ECS AT A GLANCE

The ECS Group is a multinational organisation comprising five companies, founded in the UK, where our head office is located. We pride ourselves on providing an always premium service, working closely with our clients to ensure we are much more than just a business partner, we are an extension of their team. Working together to achieve common objectives whilst providing innovative improvements.

FIVE PRINCIPLES

1. Premium quality, always.
2. Embrace innovation.
3. Communicate clearly & transparently.
4. Deliver what we say, when we say it.
5. Be proud to be ECS.

STRATEGIC OBJECTIVES

- Strong employee and customer satisfaction.
- Increased development of innovative products.
- Accelerate sustainability.
- Drive financial strength.
- Maintain our 'low risk' business credit status.
- Increase market share.
- Accelerate business growth.

2020 - 2025

Setting the Standard is our tagline, and we apply that simple ethos to every employee we hire and through every service we offer. Innovation and flexibility are a significant part of our identity, and we take pride in having our own in-house development team. Our approach is to appreciate the full-picture and be an invested partner, helping clients improve their networks, over simply performing isolated services without care of how to support the bigger objective.

Our ambition is to be OEM's global partner of choice; to assist and support them in strengthening their retailers, protecting their brand, and maintaining their competitiveness, whilst identifying and supporting opportunities for improvement.

A close-up photograph of a person planting a young tree. The person is wearing blue jeans and white sneakers with pink laces. They are using a silver shovel to hold a mound of dark brown soil. A thin, green sapling with small leaves is being planted in a hole in the ground. The background shows a grassy area with some fallen leaves.

ENVIRONMENT



As an organisation, we prioritise conducting business ethically and with social accountability. We are proactive in protecting the environment and ensuring the health and safety of our employees. Our actions have a ripple effect beyond ourselves, and as responsible members of the corporate community, we regularly evaluate these impacts to make informed and responsible choices for the long-term.

TRAVEL REDUCTION

In 2025 our team continued to utilise online tools such as Microsoft Teams (as part of Office 365) as the primary method of communication, to reduce carbon emissions from air and ground travel. Wherever possible, we opt for conference calls over face-to-face meetings helping us reduce greenhouse gas emissions and travel-related costs. Additionally, online collaboration minimises the need for printed materials, further contributing to lower energy consumption and a more sustainable way of working.

ENERGY CONSERVATION

Within our office locations we are keen to ensure we are responsible with our energy management and have made several improvements to ensure company activities offset energy consumption as much as possible.

All ECS staff work on energy-efficient laptops instead of desktop computers, cutting electricity use by nearly 90% while also giving our team the flexibility to work more freely and collaboratively, wherever they are.

ISO 14001

As mentioned in previous CSR reports, achieving our ISO 14001 accreditation is a great way to show our team, our customers, and other stakeholders that we are serious about doing the right thing when it comes to the environment. It's already had a positive impact, helping us become more efficient, reduce waste, and feel more confident that we're on the right track. Going forward, we'll keep building on this and look for more ways to improve as part of our wider sustainability goals.

AIR QUALITY

To further improve air quality in our offices, we've continued to use indoor plants, which help reduce airborne pollutants and increase humidity, both of which can contribute to lowering dust levels. We also maintain a clutter-free environment, as excessive clutter can accumulate dust and increase the need for additional cleaning.

ELECTRIC CAR SCHEME

In 2025, we introduced an Electric Car Scheme to support sustainability and employee wellbeing. The scheme allows eligible staff to access electric vehicles through a cost-effective salary sacrifice arrangement. Due to the sacrifice being taken before tax and national insurance, employees can make significant savings while helping reduce the organisation's carbon footprint.

The scheme aims to make greener commuting more accessible, encouraging the shift to electric vehicles, supporting cleaner air and long-term sustainable practices across ECS and the wider community.

CYCLE TO WORK SCHEME

Alongside the recent roll out of the Electric Car Scheme, ECS are considering introducing a Cycle to Work scheme which promotes healthier, more sustainable commuting habits while supporting employee wellbeing. By enabling staff to obtain bicycles and equipment through tax-efficient salary sacrifice, ECS can continue to strengthen their environmental impact, encourage active travel, and enhance overall workplace engagement.

RENEWAL OF OUR ISO 14001 CERTIFICATION

ECS are due to renew our ISO 14001 certification in early 2026. This renewal will further demonstrate our dedication to reducing environmental impact, strengthening sustainable practices, and continually improving our environmental performance.

COFFEE GROUNDS RECYCLING

As part of our continued commitment to reducing waste and improving our environmental performance, we plan to expand our recycling initiatives to include the recycling of coffee grounds. By capturing and repurposing this frequently discarded resource, we aim to minimise landfill waste and support more sustainable waste management practices.

TREES FOR LIFE

Since 2019 we have partnered with Trees for Life, re-wilding the Glen Affric area in the Scottish Highlands. The trees are planted to mirror the natural look of a wild forest, with species such as birch, rowan, Scots pine and aspen. The area has special significance for ECS as it is the area that our founder Allan Montearth hails from, and in 2025 we reached a grand total of over 2,000 trees planted, with each tree donated relative to the work done for clients.

A woman with curly hair, wearing a brown blazer over a light blue shirt, is smiling broadly and shaking hands with a man in a dark suit and glasses. They are in a professional setting, likely a meeting or conference. The background is softly blurred, showing other people and a laptop on a table.

GOVERNANCE & SOCIAL RESPONSIBILITY

GOVERNANCE & SOCIAL RESPONSIBILITY

ACHIEVEMENTS FOR 2025



HEALTH & SAFETY TRAINING

As part of our commitment to maintaining a safe, responsible, and compliant working environment, we have strengthened our approach to Health and Safety training across the organisation. By ensuring all employees receive up-to-date, comprehensive online training, we are equipping our workforce with the knowledge and practical awareness needed to prevent accidents, reduce risk, and promote safer day-to-day working practices.

This investment supports our goal of fostering the safest and most legally compliant workforce possible, while reinforcing our broader responsibility to protect our people, our operations, and the community.

ISO 27001:2022

As part of our continued commitment to maintaining the highest standards of security and operational resilience, ECS is proud to have achieved ISO 27001:2022 certification. This internationally recognised standard demonstrates that we have robust, independently verified controls in place to protect the confidentiality, integrity, and availability of our information assets.

Achieving this certification reflects our proactive approach to identifying, managing, and mitigating IT and information security risks across the organisation. It also validates the strength of our business continuity and incident-response processes, ensuring we are well-prepared to safeguard our people, our clients, and our operations in the event of disruption.

DEDICATED CSR COMMITTEE

To strengthen our commitment to Corporate Social Responsibility (CSR), we have established a dedicated CSR Committee comprising five employees representing all areas of the business. We have implemented quarterly meetings to review our progress and identify new opportunities, ensuring we remain aligned with our objectives and continually enhance our practices. As a result of these ongoing reviews, we have successfully achieved more of our CSR goals and advanced several key initiatives.

GOVERNANCE & SOCIAL RESPONSIBILITY

OPPORTUNITIES FOR 2026

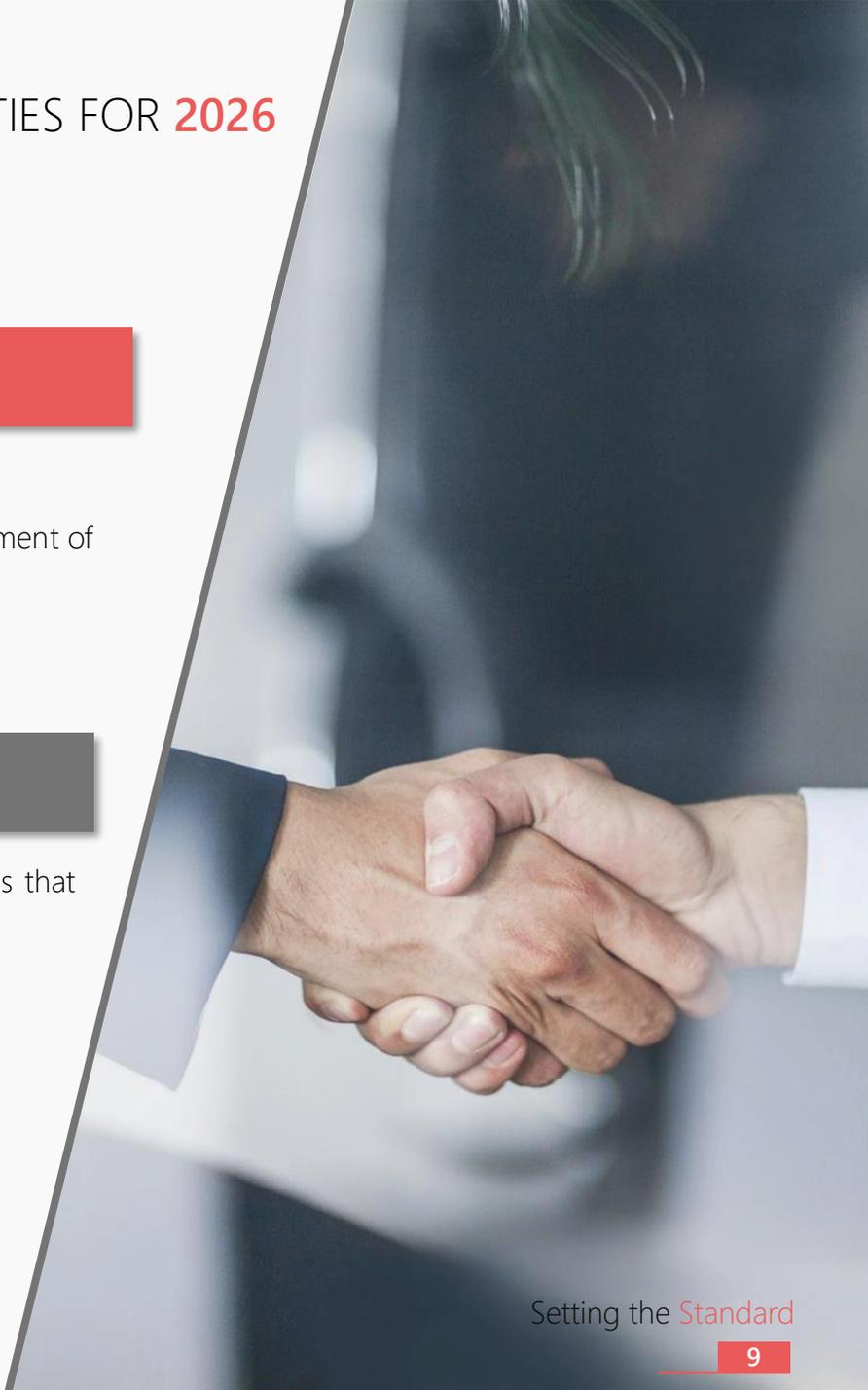
ETHICS TRAINING

In the coming year, we plan to roll out a structured Ethics Training Programme.

Introducing Ethics Training reflects our belief that strong governance is not only a compliance requirement but a core element of sustainable business. It reinforces our commitment to fostering a culture where doing the right thing is central to how we operate, how we support each other, and how we deliver value to our stakeholders.

ADDITIONAL ISOS

In addition to the ISO certifications currently held by ECS, we will undertake a review in 2026 of further ISO standards that align with our strategic direction and long-term objectives.



WORKPLACE & TEAM MEMBERS



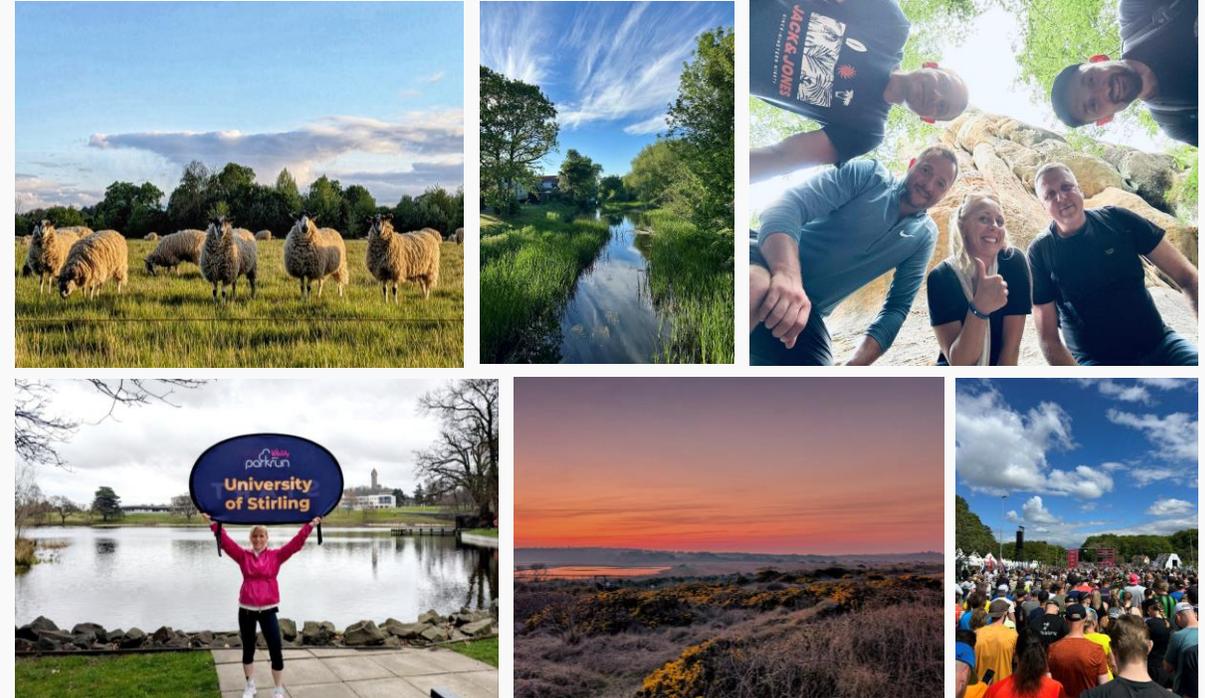
WORKPLACE & TEAM MEMBERS

ACHIEVEMENTS FOR 2025



STEPS CHALLENGE

As part of our commitment to employee wellbeing, we launched the ECS Steps Challenge to encourage healthier habits and strengthen connections across the business. The impact was clear early on, with many participants noting improved mental wellbeing and significantly increasing their daily step counts. Across 11 teams, we achieved an impressive 71,490,058 steps over six months—equivalent to 1,363 marathons or 1.44 laps around the world. Colleagues embraced movement in their daily routines, from lunchtime walks to commuting on foot, and even taking part in organised runs. The friendly competition kept motivation high throughout. The challenge has been widely praised, with many hoping it becomes an annual event. Beyond boosting physical activity, it helped build lasting, healthier habits that extend well beyond the workplace.



WESTFIELD HEALTH

We have enhanced our employee benefits package by introducing a range of new wellbeing-focused initiatives, including discounted gym memberships, comprehensive health screenings, and additional wellness-oriented perks. This is all through Westfield health. These developments reflect our ongoing commitment to supporting the health and wellbeing of our employees, both in the workplace and beyond.

UDEMY TRAINING

At ECS we continue to provide our employees with unlimited access to Udemy, a globally recognised online learning and teaching platform. With a vast library of over 250,000 courses and a community of 73 million students, Udemy offers a diverse range of subjects, from technical and business skills to personal development and creative pursuits. We strongly encourage our employees to take full advantage of this resource to continuously expand their knowledge, enhance their professional expertise, and pursue personal growth, fostering a culture of lifelong learning within our organisation.

WORKPLACE & TEAM MEMBERS

OPPORTUNITIES FOR 2026

EMPLOYER OF CHOICE

ECS is committed to becoming a preferred choice for top talent and to reinforcing our standing as a diverse and inclusive employer. We continuously invest in opportunities that enable our people to join, develop, and excel within our organisation. Our strategic objective is to be recognised as a leading employer in our area by 2030.

LONG SERVICE AWARDS

At our 2025 Conference, we proudly presented long service awards to recognise the dedication and loyalty of our employees. Looking ahead to 2026, our aim is to introduce a formalised process that ensures we continue to acknowledge and celebrate the ongoing commitment of our staff.



A large concrete bridge with multiple pillars over a body of water, with the text "COMMUNITY ENGAGEMENT" overlaid in white. The bridge is a multi-span concrete structure with several tall, cylindrical concrete pillars supporting the deck. The bridge spans across a body of water, and the pillars are reflected in the calm water below. The background shows a line of trees and some buildings under a clear blue sky. The text "COMMUNITY ENGAGEMENT" is centered horizontally across the middle of the image in a bold, white, sans-serif font with a slight drop shadow.

COMMUNITY ENGAGEMENT

CHARITY DONATIONS

As part of our ongoing commitment to making a meaningful impact in our communities, we dedicated last year to amplifying our efforts to give back. It was fantastic to see so many colleagues enthusiastically getting involved in a wide range of charitable activities.

In April, our team rallied together to support Emmaus Colchester's Operation Easter, in partnership with Reed, by donating Easter eggs. This initiative provides easter treats to low-income families and vulnerable children.

We also embraced the challenge of two Race for Life events. Seven members of our Ipswich head office took on the 10k Race for Life, raising an incredible £1,555 for a truly worthy cause. Meanwhile, two members of our audit team tackled the Chelmsford 5k Muddy Run in 25-degree heat, contributing more than £300 in support.

Furthermore, two colleagues from our Milton Keynes team participated in the Midnight Moo, supporting Willen Hospice, a local charity that provides essential end-of-life care. Their dedication helped raise an impressive £500.

Towards the latter part of the year, in September, we hosted a Macmillan Coffee Morning for all the companies within our office building, in collaboration with Sarah's Coffee Shop, which is also based on-site. The event was a great success, raising over £300 in support of Macmillan Cancer Support.

We're extremely proud of how our teams came together to support their local communities. This spirit of generosity and engagement is something we're excited to continue building on in the years ahead.



LOCAL HIRING

As responsible employers, ECS prioritise hiring locally where possible to directly contribute to the local economies. ECS are keen to strongly support the communities in which we do business.

COMMUNITY ENGAGEMENT

OPPORTUNITIES FOR 2026

FURTHER CHARITY DONATIONS

Throughout 2026, we plan to uphold our commitment to supporting a range of charitable organisations by taking part in various fundraising events and different donations.

VOLUNTEER PROGRAMME

Our aim for 2026 is to explore opportunities to give our teams volunteer days with local charities, strengthening our community engagement and providing meaningful ways for employees to contribute.

LOCAL CHARITY WORK

In 2026, we aim to increase our support for local charities, helping us give back to the communities in which we operate. This commitment also includes creating more opportunities for our regional employees out in the field to get involved.



Thank you for
your time.



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Setting the **Standard**