



# Aferian plc

## Environmental, Social & Governance Statement

2025

[www.aferian.com](http://www.aferian.com)



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# Executive Summary

Aferian's 2025 ESG Report reflects our commitment to integrating Environmental, Social, and Governance priorities into our business strategy and day-to-day operations. Guided by the principle of Ikigai - a "reason for being" - we aim to create sustainable long-term value for all stakeholders. This year's statement introduces a streamlined, metric-focused structure, enabling clearer impact reporting and easier year-on-year comparison.



# Our ESG Pillars

At Aferian, Environmental, Social, and Governance (ESG) priorities are deeply embedded in how we operate. Inspired by the Japanese principle of Ikigai - a reason for being - our ESG vision focuses on aligning purpose, sustainability, and innovation to drive long-term value for our stakeholders.

## 生き甲斐 - 'IKIGAI'

Ikigai (pronounced ick-ee-guy) is a Japanese concept that means “a reason for being” and refers to having a meaningful direction or purpose in life, constituting the sense of one’s life being made worthwhile.

## Environmental Stewardship

**Net-Zero Commitment:** Aligned with the Science-Based Targets initiative (SBTi), we’re on track to reduce our Scope 1 and 2 emissions by 2030 and continue to map Scope 3 emissions across our value chain.

**Sustainable Design:** Our Amino device lifecycle management avoided over 2.5 metric tonnes of e-waste through upcycling and remote diagnostics. 24i has migrated to shared cloud infrastructure, lowering energy consumption.

**Plastic-Free Packaging:** All product packaging is now 100% recyclable, with material reductions in weight and volume to minimize logistics emissions.

## Social Responsibility

**Workforce Diversity:** As of FY2025, women represent 34% of our global workforce, a continued improvement from the previous year. Notably, 40% of executive leadership roles are now held by women reflecting our sustained commitment to cultivating an inclusive leadership pipeline across Aferian, Amino, and 24i.

**Talent Development:** We conduct biannual talent development reviews across the business, led by our senior leadership teams. These reviews use the 9-box grid framework to assess employees based on their performance and potential.



This structured approach allows us to:

- Identify high-potential talent and align them with bespoke development plans.
- Build succession pipelines to ensure future readiness for critical roles.
- Support underperformers with targeted performance plans to help them meet expectations and grow in their roles.

Employee Wellbeing: We continue to promote employee well-being through our Global Wellness Initiative, focusing on the mental, physical, and financial health of our workforce.

Our efforts include:

- Flexible work policies that support work-life integration.
- Engagement campaigns that keep well-being at the forefront of our culture.
- Learning platform resources that offer curated content across all pillars of well-being, from stress management courses to chair yoga and other accessible physical activities.

These resources are complemented by proactive encouragement to integrate well-being practices into everyday work life.

## Governance & Ethics

Strong Ethical Backbone: 100% of our Tier 1 suppliers meet the Responsible Business Alliance (RBA) Code of Conduct, verified through regular audits.

Cyber Resilience: Zero reported data breaches or privacy violations in FY2024. Our Product & Data Security Committee oversees compliance and proactive threat monitoring.

Board Oversight: An active ESG Steering Committee guides our cross-functional initiatives, ensuring accountability, transparency, and strategic alignment with ESG frameworks like SBTi.



# ESG Strategy & UN SDG Mapping

We align our ESG initiatives with 3 of the 17 UN Sustainable Development Goals (SDGs) to help change our world. These goals have been nominated by the staff and executives from across the Aferian group of companies, as being the ones that they felt most passionate about, and wished to pledge their allegiance to

Focus Area	2024 Progress	2025 Goal
Gender Equality (SDG 5)	29% women in leadership	Reach 33%
Packaging & Waste (SDG 12)	100% recyclable	Maintain
GHG Emissions (SDG 13)	SBTi* Targets in place	Baseline & Report

\*SBTi – Science-based Targets initiative





# ESG Initiatives & Impact Highlights

Instead of narrating by SDG, we now consolidate impact stories into thematic focus areas:

## Sustainable Operations

Amino's device management software extends product life and reduces environmental waste. Customers report 20–30% fewer device replacements due to proactive remote monitoring.

24i's Cloud Migration of client deployments cut infrastructure energy use by ~40% across key customers in 2024.

## Inclusive Innovation

Recognition & Voice: We are proud to have been awarded the Hive Employee Voice Certification for 2025, recognizing our ongoing efforts to:

- Foster a culture of open communication.
- Prioritise employee experience and engagement.
- Demonstrate leadership that truly listens and acts on employee feedback.
- Engage employees not only for surveys but also for continuous peer recognition.

## Leadership for Women

In line with our commitment to inclusive leadership, we enrolled one of our senior leaders into the Rise Women in Broadcast C-Suite programme; a premier leadership development experience facilitated by Birdsoup.

This programme helps women:

- Strengthen impactful communication.
- Navigate executive demands.
- Master stakeholder management.
- Accelerate their journey into or within the C-suite.

We are excited that more participants from our organisation are already registered for the next cohort.

## Gender Equality Dialogue

This International Women's Day, we hosted a virtual panel discussion themed "Accelerate Action". Female leaders from across Aferian, Amino, and 24i shared personal stories, practical strategies, and collective insights on:

- Breaking down barriers.
- Driving progress for gender equality.
- Creating inclusive workplace cultures.

The session served as a platform to inspire actionable change across all levels of the organisation.



Community & Ethical Impact

Our 1% pledge toward People, Product, and Profit has funded STEM education programs, local charity initiatives, and pro bono consulting.

Supplier ESG compliance was maintained at 100%, driven by annual audits and realignment to our updated ESG Code of Conduct.

	UK		RoW		Total	
	FY24	FY23	FY24	FY23	FY24	FY23
Energy use (kwh)						
Electricity	158	7,178	133,420	413,045	133,578	420,223
Gas	17	2,614	7,221	33,416	7,238	36,030
Transport fuel	-	-	-	-	-	-
GHG emissions (CO2e tonnes)						
Electricity	0.0	1.7	27.6	96.3	27.7	98.0
Gas	0.0	0.6	1.5	7.8	1.5	8.4
Transport fuel	-	-	-	-	-	-
Intensity ratio - average number of employees	67	48	67	225	133	273
Total GHG emission per employee (CO2e kg)	0,5	47,6	436.8	461.7	218.7	389.0
Energy efficiency action taken	We have further reduced our office occupancy		We have further reduced our office occupancy		We are working to produce an environmental strategy that includes specific and measurable goals to reduce the environmental impact of our business	
Methodology used	TM46 benchmarking has been used to estimate energy consumption		Data, where available, has been collected and reported. Where not available, a reasonable approximation has been used to estimate energy usage			