



RESPONSIBLE
BUSINESS
REPORT
2024/2025

Engineering Skills, Building Communities

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With Us

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www.adiltd.co.uk 

 Engineering a
better future



We are adi Group



At adi Group, we believe engineering is about more than delivering projects it's about creating a lasting, positive impact for people, communities, and the planet. Our commitment to sustainable engineering shapes everything we do, ensuring our solutions meet the needs of today while protecting the future for generations to come.

We take great pride in developing the next generation of engineers. Our journey starts with our Pre-Apprenticeship Programme, designed to open doors for young people and introduce them to the world of engineering. From there, our dedicated Apprentice Academy and structured apprenticeship programmes provide aspiring talent with the skills, experience, and support they need to excel in a rapidly evolving industry. Watching our apprentices grow into confident, capable professionals is one of our greatest achievements.

Our responsibility also extends far beyond our own operations. Volunteering and community engagement are at the heart of our culture, from mentoring young people to contributing our time and expertise to local projects. These efforts strengthen the communities where we live and work, and help create meaningful, lasting change.

Our people remain the driving force behind our success. Their dedication, creativity, and passion ensure we continue to deliver innovative, high-quality engineering and construction solutions across a wide range of sectors.

This report reflects our progress across our five responsible business commitments

- Our people
- Our community
- Our supply chain
- Our environment
- Diversity & inclusion

Together, these guide our mission: to deliver exceptional engineering while building a better, more sustainable future for all.





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Responsible Business Highlights

People

Employee Benefits offering a Healthcare Cash Plan including an Employee Assistance Programme, Cycle To Work scheme and high street discounts for employees.

88% response rate in annual Best Companies survey from employees across the Group.

11% of employees are full-time apprentices exceeding our commitment to The 5% Club to having 5% our workforce as apprentices within five years.



Community

Over £62,000 raised in 2024 for the Birmingham Children's Hospital

Over £32,500 raised by employees on awareness days and fundraising

11 pupils enrolled on adi Group's Pre Apprenticeship Scheme

113 Volunteering days achieved in the launch to our new volunteering programme



Diversity & Inclusion

40% of employees are 50 years of age or older.

Employees made up of 20 different nationalities.

12% of our workforce are women

19% of the adi Board are female employees

11% of our female employees are in executive positions



Responsible Business Highlights

Environmental

- A Commitment through our climate change policy to achieve Net Zero by 2045, with certain goals for 2030 and 2040
- A commitment to electrify at least 50% of new vehicles by 2035 with 100% by 2040



Supply Chain

Modern Day Slavery Pledge to not support or work with any business who are knowingly involved in modern-day slavery, human trafficking or have any affiliations with such practices.

All new suppliers have signed up to our Ethical Purchasing Policy



Awards

- RoSPA Gold Medal Award
- Eco Vadis Gold Award
- 5% Club Platinum Award

Best Companies 2* Accreditation

- Top 100 Best Companies to Work for in the West Midlands
- Top 5 Best Companies to Work for in Construction & Engineering
- Top 50 companies to work for in the West Midlands



CEO Statement

Our work is more than engineering – it's shaping futures!

We are pleased to present our Responsible Business Report for 2024/2025, a reflection of the progress we have made and the values that continue to guide us. At adi Group, we recognise that our success is inseparable from the well-being of our planet, our people, and the communities we serve. This report is not just an account of what we have achieved, but a reaffirmation of our commitment to sustainability, ethical practice, and meaningful social impact.

Over the past year, we have taken significant steps to align our operations more closely with our core values:

- **Sustainable Practices:** We have continued to prioritise environmentally responsible actions across our supply chain, reducing our carbon intensity per person by 0.48%.
- **Community Engagement:** Our volunteering and community development efforts have grown, with increased employee participation and more projects delivering positive change locally.
- **Diversity & Inclusion:** We have strengthened our inclusive workplace culture, increasing diversity in leadership and embedding policies that support equity for all.
- **Ethical Governance:** We have reinforced our approach to transparency, accountability, and integrity, ensuring these principles run through every level of our organisation.

Looking ahead, we are determined to build on this momentum:

- **Carbon Neutrality by 2045:** In line with the Paris Agreement's 1.5°C target, we are committed to reaching carbon neutrality by 2045 through continuous emissions reduction, greater energy efficiency, and investment in renewable solutions.
- **Continuous Improvement:** We will embrace innovation and best practice to strengthen our responsible business commitments in sustainability, community engagement, and ethical leadership.
- **Collaboration:** We know the greatest challenges can only be solved together. We will deepen our partnerships with stakeholders, customers, and communities to create shared value.
- **Measurable Impact:** Transparency remains at the heart of our approach, and we will continue refining our metrics so that our environmental, social, and governance performance is clear, accountable, and measurable.



This journey is ongoing, and there will always be more we can do. We remain committed to listening, learning, and evolving so we can rise to new challenges and opportunities.

I want to thank our employees, partners, customers, and communities for your trust, collaboration, and belief in our shared mission. Together, we can create a more sustainable, equitable, and thriving future for generations to come.

Paul Smith

Chief Executive Officer



Our Approach to Responsible Business

The UN Sustainable development goals address our approach to responsible business strategy and is delivered by the Board of Directors and implemented by our Responsible Business Committee. The aim is to achieve an ethical and consistent approach to responsible business activities conducted across the Group, embedding these values as we continue to grow in the market. Our main focus areas are - People, Diversity & Inclusion, Community, Supply Chain, and the Environment. Our approach is underpinned by the United Nations Sustainable Development Goals and the global challenges we face, including those related to poverty, inequality, climate, environmental degradation, prosperity, and peace and justice. In September 2015, the General Assembly adopted the 2030 Agenda for Sustainable Development that includes 17 Sustainable Development Goals (SDGs). Building on the principle of “leaving no one behind”, the new Agenda emphasises a holistic approach to achieving sustainable development for all.

Our Focus Groups

Managing Director & Operational Charter formation

made up of teams featuring board members and senior managers from across the Group to create a set of values and principles the entire Group should abide by in commercial and operational activities.

Stirling Champions & Continuous Improvement

A continuous improvement (CI) group made of employees from across all divisions who embody the key company values and cascade CI initiatives and suggestions back into their division area.

Health & Safety Committee

We have a steering committee on Health & Safety issues and focus groups on particular topics. The H&S committee is made up of a variety of internal stakeholders, from members of the board to health and safety representatives from a range of Group divisions that meets quarterly. The chair of this committee also represents the Responsible Business Committee, where best practice methods are identified and embedded within the organisation’s activities.

Responsible Business Committee

Our committee members, led by our CEO, meet quarterly to develop and implement the Responsible Business agenda. Each committee member has the responsibility to make an impact in a key area of our Responsible Business agenda.





Responsible Business **Committee**



Alan Lusty
Chairman



Ellie Brady
Group HR Manager



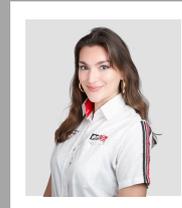
Suzanne Burton
Responsible Business Manager



Roy Cumberworth
Group QHSE & IT Director



John Eggington
Group Procurement Manager



Mila Wrzyszc
Diversity & Inclusion Champion



Lynne Potter
Group Environmental Manager





Our Values



- 1 Be proud of everything we do
- 2 Promote responsible business and the wellbeing of our employees.
- 3 Work together as one great team
- 4 Champion innovation and creativity
- 5 Take ownership and accountability for our actions
- 6 Respect and practice diversity, providing equal opportunities
- 7 Inspire one another
- 8 Breed leadership success
- 9 Adopt sustainable business practices
- 10 Support and value our local communities



Responsible Business Goals 2025



1. EDI (Equity, Diversity & Inclusion) Optimisation

- **Workforce Diversity:** Improve representation across all levels, with clear KPIs.
- **Inclusive Culture:** Conduct regular EDI training and ensure inclusive hiring practices.
- **Accessibility & Support:** Implement mentorship programs for underrepresented employees.



2. Upskilling

- **Employee Growth:** Provide access to training in leadership, digital skills, apprenticeship and pre-apprenticeship program.
- **Technical & Vocational Training:** Offer industry-relevant certifications.
- **Career Progression:** Develop clear pathways for internal growth opportunities.



3. Good Health & Wellbeing

- **Employee Benefits Programme:** Enhance benefits to support employees' physical, mental, and financial wellbeing.
- **Mental Health Volunteers:** Establish a network of trained employees to provide mental health support and guidance.
- **Wellbeing Wednesday:** Introduce a monthly initiative where healthy food is provided to employees, promoting better nutrition and overall wellbeing.



4. Community Impact through Fundraising & Volunteering

- **Employee Participation:** Target 150 volunteering days in 2025.
- **Volunteering Initiatives:**
 - Environmental: Tree planting, recycling drives, clean-ups.
 - Social: Feeding the homeless via shelters/food banks.
 - Local Charities: Staff volunteering time & skills.
- **Skill-Based (Pro Bono):** Use employee expertise (engineering, sustainability, HR) to support charities.
- **Mentoring:** Support the Apprenticeship Academy with MDs and mentors to strengthen relationships and initiatives.
- **Recognition:** Reward programs for active contributors.
- **Charity Partnerships:** BCH & Kings Norton Boys School – education, sustainability, community development.
- **Annual Fundraising Events:** Dragon Boat Race, Sports Day, Football Tournament, Management Awayday, Christmas Activity.



5. Community Partnerships

- **Long-Term Collaborations:** Establish partnerships with schools and community centres.
- **STEM & Apprenticeship Programs:** Support young talent through educational initiatives.





Our People

Our ambition is to become an organisation that people aspire to work for. We cultivate an inclusive culture that supports employees to reach their potential and also gives them a voice to shape the future of our organisation.

Our People includes several key areas of focus:

Learning and Development

Apprentice Academy

Internal Communications

Employee Feedback

Wellbeing

Health and Safety

Employees

Over 770

Regional Locations

11

RoSPA

Gold Medal Award

Eco Vadis

Gold

5% Club

Platinum





Our People

At adi, we firmly believe that our people are the driving force behind our success. We recognise that our employees are our most valuable asset, and their health, happiness, and fulfilment are paramount. They are not just employees; they are valued members of our family.

We are dedicated to building a workplace culture that promotes physical, mental, and emotional well-being. This includes providing access to resources and support systems that empower employees to thrive personally and professionally.

Through initiatives such as wellness programs, flexible work arrangements, professional development opportunities, and open communication channels, we aim to create an environment where every employee feels valued, respected, and supported.

We understand the importance of work-life balance and strive to create policies and practices that enable our employees to maintain harmony between their professional and personal lives.

Our commitment to employee wellbeing extends beyond the workplace. We actively engage with our communities to support initiatives that promote health, education, and social welfare, ensuring our impact is felt far beyond the organisation.

By prioritising employee wellbeing as a core component of our RB strategy, we not only enhance the lives of our employees but also contribute to the sustainable success of our business and the betterment of society as a whole.





Wellbeing

The health and well-being of our employees are of paramount importance. We prioritise our team members' physical and mental health by offering wellness programs, health benefits, and resources that support their overall well-being.

Every employee in adi has access to:

- **MediCash**, giving employees access to medical financial support whether that be an optician's appointment, dental treatment, NHS prescription charges, therapies or diagnostic consultations.
- **Employee assistance programme** and support for legal and financial information as well as counselling, and support in areas related to stress debt crisis and addiction.
- **PitStop**, offering savings on food shopping, holidays, cinema tickets, gym memberships to name just a few.
- **Wellbeing centre**, giving virtual exercise classes, quick and easy recipes, financial wellbeing, meditation sessions and providing mental health and wellbeing advice

In 2024 we have trained 10 of our employees in Mental Health First aid alongside our Mental Health champion we have strengthened our support to our employees.

Recognition and Appreciation

We believe in celebrating the achievements and contributions of our employees. Recognising their hard work and dedication not only boosts morale but also reinforces our belief that each individual plays a crucial role in our success.

Nurturing a Culture of Care

At adi, we take great pride in nurturing a culture that places the welfare, development, and happiness of our people at the centre of everything we do. We believe that a supportive and inclusive workplace, built on respect, collaboration, and open communication, allows our employees to thrive both personally and professionally.

When our people feel valued and empowered, they are able to unlock their full potential, bringing fresh ideas, energy, and dedication that drive the success of our business. We are committed to creating an environment where every individual has the opportunity to learn, grow, and make a meaningful contribution.

Together, we strive to build not just a workplace, but a thriving community one where wellbeing, growth, and shared success are celebrated. Because at the end of the day, our people are far more than just part of our business – they are the heart and soul that keeps us strong and moving forward.





Diversity & Inclusion

At adi Group we believe that it is important to be representative of, and reflect all aspects of diversity in the communities we work in. We know that diversity & inclusion adds value and cultural richness to our business, and we are looking at implementing initiatives to encourage and promote diversity and inclusion and are committed to building an inclusive company where everybody can be themselves and can achieve their potential.

Our Diversity & Inclusion includes several key areas of focus:



Increasing Awareness

Increase awareness of diversity and inclusion issues, such as celebrating cultural heritage months, promoting mental health awareness, and addressing topics like gender equity and LGBTQ+ inclusion.

12%
of our workforce are women

11%
of our female employees are in executive positions



Data Collation

Allowing our business further insights that can drive impactful change, Track progress and accountability, improve our recruitment and retention and improve our culture

19%
of the adi Board are women

40%
of employees are 50 years of age or older



Culture & Environment

Promoting a workplace culture where every individual feels valued, respected, and included, regardless of their background.

Our workforce is made up of
20
different nationalities.



Education

Provide regular, ongoing education on topics such as unconscious bias, cultural competency, allyship, and inclusive leadership

17%
from a minority and/or vulnerable group at top management level



Diversity & Inclusion

Our ambition is to create a workplace that is truly diverse and inclusive. To achieve this, we are building a culture that welcomes and embraces different perspectives and experiences. Our Board and Managers play a vital role in setting the tone from the top, ensuring diversity and inclusion are central to how we work.

We know there is more to do to reflect the communities we serve.

To support this, we have:



Appointed a Diversity and Inclusion Champion.



Added Diversity and Inclusion to our responsible business strategy.

We are committed to:



Providing equal opportunities at every level.



Creating an environment where people feel valued and respected.



Tracking our progress and holding ourselves accountable.



Raising awareness

Together, we will keep diversity and inclusion at the heart of who we are.

Meet some of our team

Karina Kapina

In my role, I get the chance to work with all 17 divisions at adi, and I see every day how diverse and welcoming our teams are. With people from so many different backgrounds and walks of life, there's always something new to learn, and what makes it even better is how willing everyone is to share their knowledge. That's why diversity and inclusion are so important – they bring in new ideas, different skills and fresh perspectives, helping us work better together and keep growing as a business.



Alastair Murphy

Building an inclusive and diverse team is essential because it helps create role models that people of all backgrounds can relate to and aspire towards. Without relevant role models, occupations can lack a sense of belonging or even seem hostile to some.

adi Kings Norton is full of talented and passionate people from all walks of life, across different positions and businesses within the group. I'm proud to be part of an inclusive work environment that shows adi's commitment to putting ideas into action and mirrors their commitment to supporting all elements of the journey to employment.

Everyone should have equal opportunity to pursue a career in the field of their choice and a diverse work force helps us to understand and prevent the perpetuation of historical barriers to the workplace.



Anas Al-Sadi

As Lean Manufacturing & Design Operation Director at adi, I lead a team of 55 talented individuals representing 18 different nationalities. This rich diversity is a cornerstone of our success—it brings a wide range of perspectives, problem-solving approaches, and cultural insights that strengthen our operations. Inclusion is not just a value at adi; it's embedded in how we collaborate, innovate, and continuously improve. By creating an environment where every team member feels respected and empowered, we unlock the full potential of our workforce and drive meaningful results across the business.





Our People

Learning & Development

Ensuring our employees have the right skills and continue to develop in their careers within adi Group is important to our business. Our growth and expansion can only be supported by providing staff with opportunities to develop their skills to support our business objectives.

Keeping abreast with the latest technological advancements in engineering is also vital to our business success from industry 4.0 through to updated regulations and legislations. It allows us to be more agile and react quickly to evolving industry changes.

To help facilitate ongoing upskilling, learning, and sharing, employees and divisions across the Group have undertaken a range of professional development activities. This includes CPD qualifications, networking events, and industry seminars on topics such as projects, engineering, administration, management, and technology.

At the division level, our Environmental division has been awarded an external accreditation to offer City & Guilds training for the 'Role of the Responsible Person for Legionella Management'.

With increased numbers of external audits, sites are under increased pressure to show that their employees have adequate competencies in certain key areas. Not only must they demonstrate a good understanding of current legislation, but they also have to be able to show compliance with the application. This is as a result of recent changes that can now not only impose significant fines for legislative breaches but impose custodial sentences. The adi Environmental program helps individuals upskill in these areas and ultimately mitigate the risks associated with legionella.

Case Studies: Meet our employees

Teairy Hodge - Purchasing Apprentice

I chose an apprenticeship as I wanted to gain real-world experience while continuously learning and developing a professional mindset. University can be a great opportunity for some, but I personally preferred the idea of earning and learning. It felt like a more direct route into a career. What attracted me to adi was their strong reputation in engineering and innovation as well as their commitment to invest in apprenticeships. They value their young talent and offer a clear path for progression. I've received a lot of support throughout my apprenticeship, having access to my mentor, regular check-ins with my manager and structured training tailored to my role in the procurement department. They are always willing to help and that's what made a huge difference. One of the skills I'm most proud of is my confidence in a professional manner, whether that is speaking to suppliers, engineers or presenting ideas in meetings within the team. The responsibility handed to me in this apprenticeship has given me a real-life sense of ownership. Adi has helped me grow personally as I've learned to work in a fast-paced environment and adapt quickly. Personally, I've become more organised and better at problem solving which are skills I now use in and out of work. Knowing I've contributed to real life projects and made a difference is the most rewarding part of my journey, being trusted with the responsibility and receiving positive feedback is a huge motivator as well as rewarding.



My Advice for anyone would be to go for it, be open to learning, don't feel afraid to ask questions and take every opportunity when you can. If you are motivated and willing to learn, an apprenticeship at ADI can open a lot of doors for your future career.



Our People

Apprentice Academy

adi Group has taken on 16 new apprentices as part of its latest recruitment drive in 2024. Taking overall apprenticeship numbers to over 50, the new contingent will be developing skills in electrical and mechanical engineering, as well as accounts and business administration.

adi have a continued investment into the apprentice academy the partnership of the adi mentoring programme to support our apprentices outside of their skilled roles and supporting them with their business approach, drive ambition and succeed beyond their potential.

Offering individuals valuable experience, industry exposure, and professional development is a key driver for the adi apprentice academy. But also knowing that we as a business are preparing individuals for a career and inspiring them to achieve things, they didn't think were possible is what ultimately our goal is.

Apprentices

The Group formalised its commitment to Apprentices back in 2014 with the launch of our Apprentice Academy. Aimed at providing our apprentices with a more formalised programme – as well as additional opportunities to build soft skills and network with fellow apprentices - the Academy continues to provide apprentices of all ages with the support needed to flourish and progress in engineering careers.

Apprenticeships are offered in all areas of the adi Group including our automation, automotive services, compressor services, facilities engineering, electrical, process pipework, mechanical engineering divisions, and within our Head Office functions.

Over 50 Apprentices are currently part of our academy at various stages of their apprenticeship qualifications. On joining us our Apprentices are assigned with a mentor in their division providing support and guidance throughout the duration of the apprenticeship.

Apprentices undertake annual away days focused on leadership, management, and developing soft skills such as team building, project management, and communication skills.



In 2024, we proudly received the Platinum 5% Club Award, recognising our ongoing commitment to developing early careers talent. This prestigious accolade is awarded to organisations that have achieved Gold membership for three consecutive years and have at least 10% of their workforce engaged in 'earn and learn' schemes.

Shaping the Engineers of Tomorrow

Mentoring at adi Group

At adi Group, apprenticeships are more than just a pathway into engineering — they're a chance to build confidence, resilience, and lifelong skills. Two mentors, James Jennings of adi Electrical and Garry Long of adi Mechanical, are at the heart of this journey, helping the next generation of engineers discover their potential.

Both know first-hand the power of mentoring. Garry began his career as an apprentice himself, supported by a strong mentor and manager. "Having gone through an apprentice training program and benefitting from good mentoring, I've always tried to support young people," he explains. His passion for development extends beyond the workplace too, having served as a school governor.

James's journey is similar. "I was inspired by the mentors who guided me throughout my career. Their support, both personally and professionally, gave me confidence and direction," he says. "I wanted to give that same opportunity to the next generation."

Supporting apprentices day to day

For both Garry and James, mentoring is about far more than teaching technical skills. It's about instilling confidence, building resilience, and ensuring apprentices feel supported.

"It's a case of offering support and guidance, tuition and feedback, while also looking out for their wellbeing," says Garry. James adds, "I make sure to pass on praise when apprentices are recognised, help with problem-solving, and reassure them they're not alone. From day one, I want them to feel part of the team."

The qualities they consider most important in a mentor are similar too: patience, good communication, approachability, and flexibility. With apprentices of different ages and backgrounds, adapting to individual needs is essential.

Everyday achievements and standout moments

While James recalls proudly watching his first apprentice, Tyler Gal, grow into a confident leader on a major project, Garry takes joy in the small, steady successes. "Just this week three of our apprentices gained further welding certifications. It's those everyday steps forward that really show their growth," he says.

Both mentors encourage apprentices to grow professionally and personally by setting goals, creating opportunities, and opening doors to additional qualifications — from forklift licenses to major project responsibilities. These experiences not only build workplace skills but also strengthen independence and self-belief.

Overcoming challenges

Apprentices often face hurdles, from transitioning out of school into an industrial setting to juggling college work with hands-on training. Garry remembers how daunting the machines and equipment can seem at first. "We try to give a broad range of skills suited to their experience, which develops confidence," he explains. James agrees: "It's okay not to know everything straight away. I share my own apprentice experiences so they know they're not alone."

Wider impact and the future of mentoring

The influence of mentoring extends far beyond the workplace. Garry is closely involved in adi Mechanical's pre-apprenticeship program, which introduces engineering to school-age learners. "We've seen how this makes a big difference for young people with aspirations of becoming engineers," he says.

James highlights inclusivity within adi Electrical, ensuring every apprentice feels respected and valued regardless of background. "Everyone deserves the same opportunities to learn, grow, and succeed."

Looking ahead, both mentors believe apprenticeships must be recognised as a strong alternative to university. Garry hopes they will become more closely integrated with schools, while James is focused on helping apprentices carry forward the same skills and enthusiasm they've gained to mentor others in the future.

Passing it on

When asked what they hope apprentices take away, both men answer with passion. Garry wants them to leave with "a rewarding career and a desire to pass on their skills and enthusiasm." James echoes that sentiment: "Resilience, teamwork, and self-belief — qualities that will carry them through work and life."

At adi Electrical and adi Mechanical, mentors like James Jennings and Garry Long are proving that with the right guidance, apprenticeships can do more than shape engineers — they can shape futures.



Garry Long
adi Mechanical



James Jennings
adi Electrical



Our People

Communications & Employee Feedback

Internal Communications

The Group continues to develop its internal communication platforms to cater to a multi-generational and remote workforce across regional and client sites in the UK.

Current methods of communication across the Group include;

- Quarterly Health and Safety Committee meetings
- Quarterly Main Board meetings
- Monthly divisional meetings
- Employee conferences
- Annual senior management away day
- Apprentice summer camp
- Weekly CEO e-Newsletter
- Quarterly company magazine
- Group app
- Collaboration software packages such as Smartsheet and Trello
- adi Group Pit Stop – employee benefits & well-being hub
- Ask adi - employee tool to ask questions or submit suggestions to CEO, COO, HR or their MD

We aim to continue to look at ways of improving communications across the Group as well as investing in the appropriate technologies to enable us to reach our employees via a range of different channels.

Employee Surveys

Starting in 2017, adi Group invited employees to feedback annually on how we're doing and where we can improve by completing the Best Companies B-Heard Survey. The survey is completely anonymous allowing employees to share their view on what's going well and let us know where we can improve.

The survey comprises a set of 70 questions covering areas such as management and leadership, personal growth, wellbeing, line management, teams, fair deal, and giving something back.

All feedback captured is cascaded via Group and Divisional channels to employees. Continuous improvement plans are then developed by each division in response to the feedback. Employees will be invited to complete the survey each year so that we have a clear benchmark for performance and insights into any areas of the business that needs improvements.



Wellbeing, Benefits & Recognition

Employee Wellbeing & Benefits

In 2018, following employee feedback via the Best Companies B-Heard Survey, we launched our employee wellbeing and benefits programme. This included a reward programme providing employee discounts to gyms, high street stores and day trips as well as a new cycle to work scheme. In addition, we launched a Healthcare Cash Plan and Employee Assistance Programme with BHSF. Uptake to all schemes has been encouraging and we will look to further develop our rewards and benefits programme to ensure it continues to deliver value to our employees.

In 2023 we also announced that all employees a volunteer day to allow them 1 day with full pay to support the local community on a volunteering activity or event.

Employee Recognition

The Group continues to recognise its unsung heroes via its annual employee awards programme. Launched in 2014, all nominations made are from colleagues across the Group in six awards categories as well as recognising our long service award winners. Some 91 employees have received awards and 85 long servers have been recognised for 15, 20 and 25 years of service since the programme launched.



Our People

Protecting Our Workforce

At adi Group, creating a safe and ethical work environment isn't just part of our mission it's at the heart of everything we do. We are deeply committed to protecting our people and everyone who interacts with our operations. Ensuring that every individual returns home safely at the end of each day is not just a goal, it's our top priority.

Our Approach

Driven by adi Group's mission, we believe our employees are the experts when it comes to understanding workplace risks. Their insight is vital to shaping effective health and safety decisions. By working collaboratively across all levels and divisions, we build a culture of safety together creating a stronger, safer adi Group for everyone.

Staff Health & Safety Training

Throughout adi Group, we're committed to ensuring that every employee and contractor has the skills, knowledge, and support they need to work safely and effectively. We understand that true safety starts with competence and that means making sure everyone is fully prepared for their role and protected from risks linked to our operations. Through careful selection, proactive management, and ongoing training and development, we work to prevent exposure and build a safer, stronger workforce.

Managing Contractors

At adi Group, we understand that contractor performance has a direct impact on the health and safety of our employees, customers, and others who interact with our business. Poor practices not only pose serious risks they also reflect poorly on our entire organisation.

That's why health and safety are embedded into every stage of our contractor selection process. We ensure all relevant H&S information is clearly communicated, require contractors to provide their own safety documentation, and review this thoroughly as part of our evaluation.

We've established clear, documented procedures to ensure every contractor is carefully selected, managed effectively, and continuously monitored to maintain high standards throughout the partnership.



Engaging Our Workforce In H&S

Our mission is to deepen everyone's commitment to maintaining a safe and healthy workplace every day. To support this, we empower safety representatives across all divisions and sites to engage actively with their teams. These representatives receive thorough awareness training to equip them with a clear understanding of their crucial roles and responsibilities.

A key focus of their training is the significant impact they have in encouraging positive safety behaviors among their colleagues and acting as a vital bridge between staff and management on health and welfare issues. Furthermore, we promote health and safety across the entire Group through our ongoing Think Safe, Work Safe, Home Safe initiative. This campaign is designed to increase awareness, drive engagement, and ensure all employees are familiar with the systems and procedures available for reporting concerns and safeguarding wellbeing. Our efforts are further supported by the regular distribution of Toolbox Talks and QHSE Alerts from the Group Health and Safety Team.

External Recognition

Our RoSPA Award in 2025 gave us the Gold Medal for 6 successive years of Gold Awards

2025 Priorities

- Strive for Zero Harm by reducing Lost Time Workplace Accidents to 0
- Retain our prestigious RoSPA Gold Medal Award and aim even higher by working towards the coveted Medal of Honor
- Sustain our commitment to the 5% Club, supporting skills development through apprenticeships and training
- Improve on our 2-Star Accreditation in the Best Companies programme, strengthening our reputation as a top employer
- Enhance employee wellbeing by refining and boosting engagement in our benefits and wellbeing initiatives
- Ensure mental health support is available through fully trained Mental Health First Aiders across the business
- Expand our recognition programme, celebrating more of our people and their contributions
- Grow our ISO45001 footprint by adding more group companies to our accredited health and safety management system



Our Community

Employees at adi Group play a key role in working with and supporting the communities in which we operate.

Our mission is to contribute positively to our local communities and those affected by our operations to secure a sustainable future for all- whether it's via volunteering and fundraising initiatives or through school and industry partnerships.

Our employees work tirelessly to inspire careers in engineering from an early age and in doing so we have received recognition from the Prime Minister, Chancellor, Mayor of West Midlands and the CBI.

Fundraising & Volunteering

Giving back to the community is at the heart of what we do here at adi Group. We provide opportunities for our employees to work alongside charities and community groups to fundraise and volunteer in local communities.

Our Approach

Employees at adi Group believe in making a positive impact in the local community. Whether it's involved in Group-wide team activities or employees individually fundraising for a charity close to their hearts, the Group actively supports and encourages these endeavours.

The good causes we support in our community benefit from funds raised by employees and hours volunteered. In turn, our staff develop soft skills from teambuilding through to project management by supporting our fundraising and volunteering initiatives.

Employees at the Group also have the chance to be recognized for their fundraising and volunteering work in our peer-nominated annual employee awards.

Charity Partnerships

In 2024, we continued our valued partnership with Birmingham Children's Hospital and reached a major milestone of £100,000 raised in total since our collaboration began. During the year alone, adi raised over £62,000 for the hospital, alongside donating volunteering hours towards environmental improvements and gardening projects on site.

We are especially proud that some of our fundraising supported the completion of the IMRI machine project, a state-of-the-art advancement that will have an enormous impact on the medical care available to children.

Looking ahead, adi remains committed to supporting Birmingham Children's Hospital through fundraising, sponsorship, volunteering, and pro bono initiatives as we continue striving to make a lasting positive impact.

Other Charities & Good Causes

We also support numerous other charities of all sizes regionally and nationally with activities and initiatives. Other causes supported include Breast Cancer Now, Macmillan, The Samaritans, Save the Children, Birmingham Children's Trust and the Christmas Lunch Project.



Over **£79,000**
Raised for UK Charities

Over **4000**
People reached through education programmes

Over **£1000**
raised through Awareness days

Over **1000**
Volunteering hours



Case Studies

adi Football Tournament

For the second year running, adi successfully hosted a five-a-side charity football tournament, bringing together over 22 teams made up of local suppliers, partners, and customers. The event was strongly supported by adi employees and volunteers, who ensured its smooth running and lively atmosphere. Thanks to the enthusiasm and generosity of all involved, the tournament raised an impressive **£10,000** in support of Birmingham Children’s Hospital. The initiative not only strengthened team spirit, collaboration, and engagement, but also highlighted adi’s commitment to giving back to the community through meaningful charitable causes



adi Management Team Raise £12,000

At our Senior Management Awayday, we combined team building with fundraising through the Life is a Rollercoaster challenge. Working in 10 teams, colleagues collaborated to design and build sections of the ultimate adi roller coaster, with each successful piece unlocking a £1,000 donation to Birmingham Children’s Hospital. The challenge not only encouraged collaboration and creativity but also helped raise £10,000, with a further £2,000 bonus achieved when the group came together as one team bringing the total to an incredible £12,000 in support of the charity’s vital work.



Midland Langer Seva Society - Summer Holiday Project

In Summer 2024, adi volunteered to support a holiday project for disadvantaged children in the local community. Running from 29th July-8th August, the programme offered a variety of activities including sports camps, arts and crafts, and trips to the zoo and safari park. With up to five volunteers needed each day, a total of 28 adi employees gave their time to ensure the children had safe, fun, and enriching experiences. The initiative not only created lasting memories for the young participants but also demonstrated adi’s ongoing commitment to volunteering and making a positive impact in the community.





Inspiring Future Engineers

Showcasing the engineering sector to the next generation in our community alongside partners and via home grown initiatives is vital to the future of our industry.

Our Approach

The engineering, construction, and manufacturing sectors continue to suffer from skills shortages and an outdated perception of engineering which is leading to fewer young people pursuing engineering as a career.

Whilst work from the Government's Year Of Engineering Campaign as well as industry initiatives such as This Is Engineering and Tomorrows Engineers are helping to change this perception, there is still work to be done. According to Engineering UK, 203,000 people with Level 3+ engineering skills will be required every year to meet demand through to 2024, but there is an annual shortfall of up to 59,000 engineering graduates and technicians needed to fill core engineering roles.

In response to this, adi Group works in the local community via a range of initiatives that enable us to reach schools, teachers, students of all ages, and parents. Our approach is to help challenge and overcome stereotypes and showcase the modern world of engineering. We do this by engaging in various events, careers days at local schools, by holding workshops, and by providing opportunities for young people to gain experience.

Pre-Apprentice Programme

Inspiring the Next Generation of adi Group Employees

In conjunction with BITC (Business in the Community) and our partner school King Edwards VI Kings Norton Boys School, we have pioneered a "hands on" pre – apprenticeship programme aimed at 14 -16 year olds focusing on gaining the core hands on skills in electrical and mechanical engineering to inspire tomorrow's engineers.

Modules include sheet metal fabrication, electrical installation, panel building and MIG welding. Students will use specialist tools and see demonstrations of specialist processes.

The students learn a multitude of skills which compliment their GCSE curriculum and will also help to facilitate progression onto full time apprenticeships. We also ensure they are equipped with improved and transferable skills such as communication, teamwork and problem solving.

The students, aged 14-16, spend one afternoon a week during term time, across two years, plying their skills for a chance to earn a future career in engineering and an Engineering and Learning accredited qualification.

If successful, the youngsters will receive the opportunity to move onto our Apprenticeship Academy, with a full-time apprenticeship potentially paving the way for a highly successful career in engineering.





Our Supply Chain

We recognise that achieving our supply chain goals requires a collaborative approach to sustainable procurement. Our aim is to build a shared commitment with our suppliers.

Our procurement practices are guided by our Ethical Purchasing Policy, through which we demonstrate that:

- We expect all members of our supply chain to uphold the principles of our Ethical Purchasing Policy and comply with all current legislation.
- We conduct business with integrity and mutual trust, recognising that trust is essential for protecting the reputation and success of our Group, our clients, and our partners.
- We actively promote diversity, equality, inclusion, fairness, and safety across our supply chain. As part of our tendering and supplier selection process, we provide opportunities to women-owned, minority-owned, and socially responsible businesses, ensuring they are considered alongside traditional suppliers.
- We strive to be seen as an attractive customer of choice, one that suppliers actively want to work with.
- We are committed to increasing the number of women-owned and minority/vulnerable group-owned businesses within our supply chain.

The Role of the Procurement Team

The Procurement Team aim to support the Group by:

- Working with internal and external stakeholders to embed company values across all supply chain activities.
- Delivering best value for money solutions, balancing competitive pricing with sustainable profitability and growth for our suppliers.
- Managing risk to ensure compliance with policies and procedures, protecting the reputation of both the Group and our clients.
- We closely monitor material cost volatility and share insights with our Project Teams and Clients at the earliest opportunity. This proactive, transparent approach helps us navigate the challenges of the global marketplace.

ALL NEW

suppliers signed up to our Ethical Purchasing Policy

Eco Vadis GOLD

Accreditation achieved

IMPROVED INDUCTION

and on-boarding for procurement team members



Our Supply Chain

Continuous Improvement & Sustainability

We continuously analyse supply chain performance alongside our business forecasts to identify opportunities for collaboration, relationship development, and commercial improvement.

We have simplified our Supplier Onboarding Process through a self-built web portal. This system automates not only initial onboarding but also the monitoring of supplier policies, accreditations, and insurance expiry dates. Automatic reminders are sent directly to suppliers, significantly reducing risk and improving data integrity in our Supplier Relationship System.

Additionally, we are engaging major suppliers in open discussions on sustainability to foster collaboration, share best practices, and encourage innovation.



Accreditations

The adi Group is accredited to EcoVadis, achieving Platinum Standard in 2020 after our first assessment in 2015. EcoVadis evaluates over 40,000 suppliers worldwide, rating environmental, labour, ethical, and sustainable procurement practices. Their methodology is based on leading CSR standards, including the Global Reporting Initiative, the UN Global Compact, and ISO 26000. More than 300 multinational organisations use EcoVadis to reduce risk and drive innovation in sustainable procurement.

Case Study

In the past year, we partnered with a Not-for-Profit Organisation to provide cleaning services and consumables at our Head Office and a regional office in Birmingham. The success of this initiative has encouraged us to explore additional service offerings and to expand opportunities for similar organisations within our supply chain.

Education

New buyers and administrative staff must review and sign off their understanding of all procurement-related policies before formal training begins. Each new team member receives a New Buyer Introductory Pack, which includes:

- adi Purchasing Procedures
- adi Ethical Purchasing Policy
- adi Supplier Onboarding Procedure

Once reviewed and signed off, system training is provided, and the individual is assigned Buyer status. This ensures all team members understand their roles, responsibilities, and the expectations of the business and our supply chain.

2026 Priorities

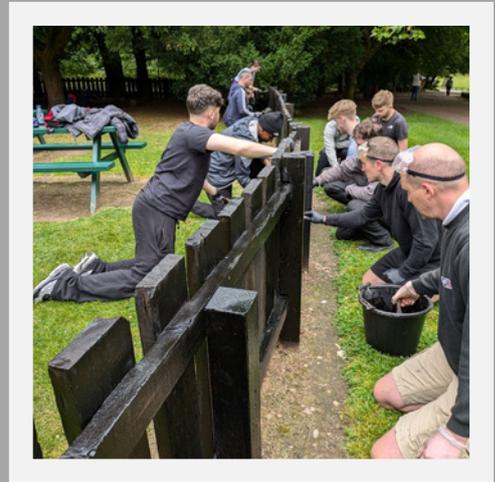
By 2026, our objectives are to:

Further develop local supply chains around regional offices and project sites to reduce environmental impact while supporting local economies and small businesses.

- Map our supply chain to demonstrate:
 - Percentage of targeted suppliers who have signed our Supplier Code of Conduct.
 - Percentage of targeted suppliers with contracts containing environmental, labour, and human rights clauses.
 - Percentage or number of targeted suppliers covered by CSR assessments and on-site audits.
 - Percentage of buyers trained in sustainable procurement.
 - Percentage of suppliers engaged in corrective actions or capacity building following audits.

The Supply Chain & Our Environment

We encourage Procurement and Project Teams to request environmentally friendly solutions in supplier tenders for major projects. Preference will be given to suppliers that can demonstrate reduced environmental impact.



Our Environment

Our Commitment to a Greener Tomorrow

At adi Group, building a greener, more sustainable future isn't just a goal it's a core part of who we are. We're fully committed to reducing the environmental impact of our operations and playing an active role in tackling climate change.

Across the Group, we're working hard to lower our CO₂ emissions, cut down waste, reduce utility consumption, and shrink our overall carbon footprint. But we don't stop at our own front door we also partner closely with our clients to help them achieve their own environmental and sustainability ambitions.

We recognise that climate change doesn't just affect our business or our stakeholders it affects everyone, including generations to come. That's why we're constantly looking for smarter, more sustainable ways to operate, innovate, and make a real difference.

In line with the UK's net-zero strategy and the guidance of the Climate Change Act 2008, we've taken clear steps throughout 2023/24 to align our activities with the nation's net-zero ambitions. From leadership to frontline teams, every one of us at adi Group is committed to being part of the solution — because the path to net-zero is a shared journey, and every action counts.

Adapting for a Net-Zero Future

At adi Group, we know that adaptation is essential. Reaching net zero isn't just a target it's a transformation. To get there, we're rethinking the way we work, the way we collaborate, and the way we innovate.

Here's how we're turning ambition into action:

Thinking Differently – Business as usual is no longer an option. We're challenging norms and embracing fresh thinking to create real change.

Collaborating Smarter – From our suppliers to our partners, we're working together to source and deliver more sustainable solutions.

Designing Low-Carbon Futures – We're embedding carbon-conscious thinking into everything we create, because cutting emissions at the source is the most powerful tool we have against climate change.

Engaging Across the Board – Whether it's apprentice-led projects or cutting-edge innovations, we're empowering our teams to develop solutions that actively reduce our carbon footprint.

Adapting What We Do – Sustainability isn't an add-on — it's being built into every service, solution, and system we offer.

Involving Everyone – From frontline staff to stakeholders across the adi Group, everyone has a role to play. Together, we're driving the change needed to reach net zero.

Net zero isn't a distant goal — it's a path we're on now, with purpose, passion, and a clear plan for impact.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



6 CLEAN WATER AND SANITATION



14 LIFE BELOW WATER



7 AFFORDABLE AND CLEAN ENERGY



15 LIFE ON LAND



11 SUSTAINABLE CITIES AND COMMUNITIES



13 CLIMATE ACTION





Our Environment

Driving Change: Our Journey Toward Carbon Neutrality with BP Target Neutral

Since 2015, we've proudly partnered with BP Target Neutral on our mission to drive down emissions and become a carbon neutral organisation. Through this initiative, we're not only reducing our carbon footprint but also actively offsetting it – making every mile we drive more sustainable.

Here's how it works: every time a vehicle in our company or grey fleet refuels using a BP Fuel & Charge Card at a BP service station, the emissions from that fuel purchase are calculated and offset. This means our entire fleet is effectively driving carbon neutral – helping us reduce environmental impact without compromising our mobility.

So far, we've offset more than 12, 300 tonnes of CO₂e – a milestone we're proud of. But the impact doesn't stop there. Our participation also supports global carbon offset projects that deliver lasting benefits: expanding access to clean energy, improving healthcare, supporting education, and creating jobs in communities around the world.

Together with BP, we're proving that sustainable travel isn't just possible – it's powerful.

Projects sponsored by BP include :



Boomitra Grassland Restoration – Mexico Boomitra's Improved Grasslands Management Project is a nature-based carbon removal project located on 1.6 million acres of privately held and community lands (ejidos) in northern Mexico's Chihuahua and Sonoran deserts. The project acts to reverse land degradation and restore ranches to their native state, working with private landowners and communities to implement rotational grazing and water conservation practices using carbon finance.



Titas Gas Methane Leak Reduction – Bangladesh - The project implements advanced Leak Detection and Repair (LDAR) procedures on the risers which bring up gas from underground pipes. This reduces the release of methane, a highly potent greenhouse gas; lowers the risk of accidents and pollution from gas leaks; and improves the availability of gas for cooking.

Year	Emissions Offset Via BP Target Neutral CO ₂ e	Year	Emissions Offset Via BP Target Neutral CO ₂ e
2015	1179	2020	1226
2016	1138	2021	1591
2017	1462	2022	1472
2018	915	2023	1652
2019	956	2024	1673



2024 Highlights

Our Priorities for 2025

- Maintain risk management practices through our ISO 9001, ISO 45001, and ISO 14001 management systems.
- Continue investing in new technologies to drive efficiencies, such as further reducing paperwork.
- Implement and continuously enhance employee awareness programs.
- Commit to setting Science Based Targets via SBTi
- Collaborate with utility providers to transition to and increase the use of renewable energy sources.
- Maintain collaboration with our partners to support and advance energy reduction initiatives.
- Include adi Life Sciences Limited within the scope of ISO 14001 and ISO 45001 certifications.
- Gather Scope 3 emissions data and collaborate with suppliers to identify and implement reduction strategies.

- We proudly continued our partnership with the BP Target Neutral Program, reinforcing our dedication to carbon reduction and sustainable practices.
- Zero interventions from the Environment Agency and no environmental spillages a strong testament to our proactive environmental management.
- Actively encouraged greener commuting through the Cycle to Work scheme, offering employees a tax-efficient way to stay healthy and reduce emissions.
- Promoted the Octopus Electric Vehicle Scheme, supporting our team in making the switch to cleaner, more sustainable transport.
- Streamlined waste management by consolidating collections across our offices under a single provider, B&M Waste.
- Reduce business travel by encouraging the use of teleconferencing tools such as Zoom and Teams.
- Hybrid working model offering employees flexible work arrangements.

	2020	2021	2022	2023	2024
No of Employees	641	650	670	770	780
Scope 2 - Electricity Usage/ Employee	Increased by 29.42%	Increased by 5.40%	Reduced by 3.3%	Increased by 1.91%	Reduced by 9.89%
Scope 2 - Gas Usage/ Employee	Increased by 6.05%	Increased by 30.05%	Reduced by 27.78%	Reduced by 5.62%	Reduced by 9.77%
Scope 1 - Fuel / Employee	Reduced by 13.76%	Reduced by 6.2%	Reduced by 11.187%	Reduced by 5.29%	Increased by 2.35%
Total Carbon Footprint Calculated (Tonnes CO ₂ e) calculated via Self Assessment using (www.carbonfootprint.com)	1489.56	1418.8	1466.69	1607.5	1614.18
Carbon Intensity (tonnes CO ₂ e / Employees) (B / A)	2.37	2.18	2.19	2.08	2.07
Carbon Intensity / Employee Change	No Change	Reduced by 2.1%	Increased by 0.46%	Reduced by 5.29%	Reduced by 0.48%



Our Targets – Reduce Scope 1, 2, 3 emissions

- 25% by 2030
- 50% by 2035
- 75% by 2040
- 100% by 2045

Our current Baseline is : 2022



Our Environment

adi Go Green Campaign

In line with our commitment to meet ambitious carbon emission reduction targets, the adi Group proudly launched the Go Green Campaign—a comprehensive series of initiatives designed to inspire and empower our workforce to embrace more sustainable ways of working.

This campaign challenges traditional habits and encourages everyone within the organization to rethink daily practices by adopting greener alternatives. At its core, the campaign reinforces our core message: small, individual actions collectively make a significant impact. Whether it's reducing energy consumption, minimizing waste, or improving recycling efforts, every step counts toward lowering our carbon footprint and reducing landfill contributions.

Our approach is grounded in practicality and inclusivity. We focus on clearly communicating simple, actionable steps that employees at all levels can take—both in the office and remotely—to support our environmental goals. From promoting digital workflows to cutting down single-use plastics and encouraging sustainable commuting options, the campaign highlights easy changes that seamlessly integrate into daily routines.

By fostering awareness, engagement, and a shared sense of responsibility, the adi Go Green Campaign not only supports our sustainability targets but also cultivates a culture of environmental stewardship throughout the entire adi Group.



Case Study: Kings Norton Clean up

Overview

Last week, we proudly took part in a Community Clean Up organised by the Kings Norton Business Centre estate team. The event brought together colleagues and local businesses with a shared goal: to make the estate cleaner, greener, and more welcoming for everyone.

Participation

The clean-up saw a fantastic turnout, with team members giving up their lunch break to join in. Armed with gloves, litter pickers, and plenty of energy, volunteers collected multiple bags of waste from around the estate.

Impact

- Dozens of bags of rubbish cleared from shared spaces
- Immediate improvement in the appearance of the estate
- Positive contribution to sustainability and community pride

Takeaway

This initiative showed the power of collective action. By taking just a short break from our usual routines, we made a meaningful difference to the environment around us. We're proud to be part of a community that values teamwork, responsibility, and care for the local area.

Next Steps

We look forward to supporting more community-led projects and encouraging others to get involved in making Kings Norton Business Centre an even better place to work and visit.



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Copies of our Corporate Social Responsibility reports can be downloaded from our website at www.adiltd.co.uk/rb where you can also find further details on our approach to responsible business and our achievements made to date.

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