



2026

Corporate Social Responsibility

Bott Ltd



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Introduction

At Bott Ltd, we aim to create efficient and productive work and living spaces that bring value to business, people, and environment by embedding sustainability at the heart of the organisation and decision making at every level.

Corporate Social Responsibility (CSR) is about understanding our business's impact on the wider world in which we operate and considering how we can use this impact in a positive way.

Our employees depend on our business. Customers, suppliers and the local community are all affected by our business and what we do. Our products, and the way in which we make them, also have an impact on the environment. Building a long-term sustainable business is crucial to our future success.

We are committed to tackling the issues that matter to our employees, customers, suppliers and society at large.

Our CSR strategy is built upon the United Nations (UN) Sustainable Development Goals (SDGs). They define global priorities and goals for sustainable development until 2030 and aim to mobilise global efforts to achieve a common set of goals and targets. We have identified seven goals that are particularly relevant to our business activities that focuses on the planet, the wellbeing of our people, and our product offering.

bott. mastering space and time.

Actively shaping working environments. Optimising spaces and processes. Enabling companies and people to reach their full potential. With our expertise, we transform every workplace into a place where space and time become real success factors.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



bott designs, develops, manufactures, and supplies high quality professional workplace solutions that add value to businesses by making their daily work easier and improving efficiency and productivity. By embracing new innovative ideas, materials and business models, bott develops smart product ranges for a changing world and reduces its impact on the environment.

Our Focus

- Optimise existing products and processes to use as little material as possible to realise the product and minimise waste.
- Investigate alternative materials and designs that reduce the carbon footprint without compromising on quality and functionality of products.
- Extend the life of existing products by giving them a second life. Refurbishment and resale.
- Investigate and implement closed loop recycling at the end of the products life.

8 DECENT WORK AND ECONOMIC GROWTH



Responsible Consumption and Production

We deeply respect the world that we live in and work hard to ensure we operate with the highest levels of environmental kindness. We ask the same of our supply chain, so that we can bring to market a portfolio of products and services that offer quality, value for money and, most importantly, ecological and ethical sustainability.

Our suppliers are carefully selected for their own standards of corporate conduct and, wherever possible, we opt for the most local source. We have authored a robust Code of Conduct manual for suppliers to ensure that the full bott principles are mirrored at all stages of the procurement cycle. This ensures that we have no conflict minerals within the supply chain; we do not indirectly support armed groups or human rights violations; give no tolerance to human trafficking or corporate bribery; can ensure that all direct and indirect supplies operate with the highest of financial integrity; and we comply in all cases with national and international trade compliance and control. These, among many other conduct topics, form the backbone of our supplier relations.

The raw materials we choose are - wherever possible - from outlets which offer a high recycled content or is from sustainable sources. Steel is sourced from UK mills which use recycled steel and iron in the input streams. Timber is sourced from suppliers who use sustainable forests (FSC certified). Chemicals are chosen for their proven minimal impact. Powder paint is free from carcinogens and heavy metals. Any over-sprayed powder within our paint plant is recycled in-house and re-used. Any cardboard used in packaging is specified as T2 with a high content of recycled paper. Complex nesting software is used to ensure our designs fit cleverly within sheets of metal, ensuring we can cut as many templates as possible from each layer. Constantly striving to minimise waste and scrappage is forefront, protecting the environment and offering efficiency and affordability.

Decent Work and Economic Growth

- Code of Conduct including key principles on integrity and ethical business conduct.
- Code of Conduct for suppliers, including compliance with human rights standards.
- Reporting options, e.g., in the event of human rights violations.

Industry, Innovation and Infrastructure

- Products have a long service life and a 10-year extended guarantee thanks to outstanding product quality.
- ISO 9001 certification (quality management systems).

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



**7 AFFORDABLE AND
CLEAN ENERGY**

As a company, we take a proactive approach to reducing our environmental impact and are committed to protecting our natural resources. We have invested heavily in becoming ISO 14001 compliant and in green technologies across our UK sites, such as electric company vehicles, rainwater harvesting, energy efficiency, intelligent lighting, and solar power. Bott Ltd is registered to and meets the requirements of the internationally recognised Environmental Management Standard - ISO 14001:2015 by NQA.

Our Focus

- Optimise processes and operations to minimise energy and water use and reduce waste.
- Pledge to use 100% renewable energy by 2050.
- Work with suppliers to measure and reduce indirect Scope 3.
- Carbon offsetting of unavoidable emissions.

**13 CLIMATE
ACTION****Affordable and Clean Energy**

- Installation of photo-voltaic solar arrays to reduce carbon-based energy dependency.
- Recycled rainwater is used for the toilet flush systems and various production processes.
- ISO 14001 certification (environmental management systems).

Climate Action

- Environmentally compatible packaging material with a high proportion of recycled content.

3 GOOD HEALTH AND WELL-BEING



We are ISO 45001:2018 Occupational Health & Safety Management System (OHSMS) compliant, this ensures we protect the health, safety and wellbeing of our employees, visitors and anyone affected by our activities.

Our UK manufacturing facility in Bude, Cornwall, is one of the largest employers in the region and we are proud to maintain a positive impact on the local community through a variety of support initiatives.

5 GENDER EQUALITY



Our Focus

- Attract new talent and retain skill with an engaging company culture.
- Further develop individual training and development for bott staff through the bott Academy.
- Partnership with local schools, universities, and job centre.
- Raise awareness of bott within the local community.
- Build strategic partnerships with charities by holding charity days across the business to support UK charities.
- Donate to and volunteer with causes committed to supporting local communities.
- Enhance our onboarding due diligence by including questions and/or expectations about practices and policies in relation to, for example, workforce and supply chain diversity.

Good Health and Well-being

- Occupational health management (including ergonomics advice and sports courses).
- Other social and fringe benefits for employees such as free company restaurants (at selected locations) and company pension schemes.
- ISO 45001 certification (occupational health and safety management systems).
- GP24 Service that provides free virtual GP access to our employees.
- Qualified mental health first aiders.
- 'Time to Talk' days.

Gender Equality

- Be an equal opportunities employer and offer fair compensation and benefits.
- Equal pay.
- Although we already have gender representation at all levels, we always look to promote greater diversity, representation, and anti-discrimination practices across the business.
- The diversity and representation of our workforce reflects the communities in which we operate, for example, we recruit via a platform which is available to everyone, mitigating bias in our recruitment process, and ensuring all employees can make a meaningful contribution throughout every level and in every department of our company.
- Flexible working schedules.
- Family leave.
- Transparent recruitment.
- We have built and will continue to maintain a safe, inclusive, fun, and spirited workplace and a culture of empathy and tolerance.
- Salary reviews and promotions are objective and fair, so that any biases we may have can be mitigated.

Greenhouse gas emissions data (scopes 1, 2 and 3) was captured for 2022 and is used as a baseline for measuring our environmental performance.

Total Emissions by Scope

Scope	2022 (t CO ₂ e)	Percentage
1	887	6.2%
2	352	2.5%
3	12,974	91.3%
Total	14,213	100.0%

Table 1: Greenhouse gas emissions by scope.

Total Emissions by Source

Source	2022 (t CO ₂ e)	Percentage
Capital Goods	199	1.4%
Business Services	284	2.0%
End of Life and Waste	355	2.5%
Commuting and Travel	640	4.5%
Packaging	768	5.4%
Energy	1,606	11.3%
Freight	2,331	16.4%
Materials	8,030	56.5%
Total	14,213	100.0%

Table 2: Greenhouse gas emissions by source.

Emissions Reduction Roadmap

Using methodology from the Science Based Targets initiative (SBTi), Bott Ltd commits to reduce Scopes 1, 2 & 3 emissions 90% by 2050 from a 2022 base year.

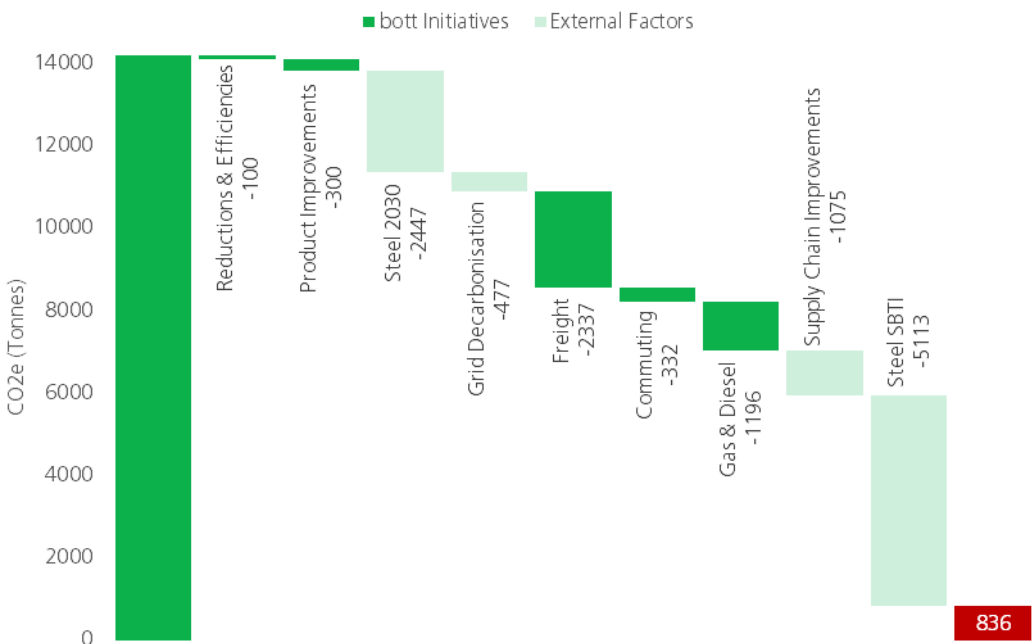


Chart 1: Roadmap outlining the plan to reduce emissions.

Progress in 2025

In 2025 we have invested around £126k in sustainability, saving 112,850 kWh per year or 26.3 t CO₂e.

Projects in 2025 reduced the electricity (grid) consumption by around 6%	Description	Saving (Per Year)
	Additional 35 kWp solar array increasing the total to 95 kWp.	18,068 kWh
	Replaced an air compressor with a more efficient offering.	46,200 kWh
	Replaced display screen equipment for a more energy efficient offering at all sites.	3,128 kWh
	Reduced air pressure at the production facility by introducing a schedule for the compressors.	25,947 kWh
	Replaced the motor drive on the paint line with a variable frequency drive (VFD).	19,507 kWh

Table 3: Savings calculated from 2024 data.

Previous Progress

Projects from 2025 saved 42% more energy compared to projects from 2024	Description	Year	Saving (Per Year)
	Additional ceiling insulation added to all office spaces.	2024	
	Installed an occupancy sensor in the grinding booth to control LEV and lighting at the production facility.	2024	16,764 kWh
	Additional EV chargers installed at the Ashby and Bude sites.	2024	
	Refurbished and replaced components in the compressed air system at the production facility to reduce leaks and improve efficiency.	2024	48,606 kWh
	Switch it off campaign.	2024	
	New decal printer reduces the amount of ink consumed.	2023	
	New fibre laser machine installed with superior sheet metal utilisation compared to a punch press.	2022	
	New product range - bott vario3 reduces fuel consumption by using lighter materials.	2021	
	Reduced plastic usage compared to 2016.	2020	50%
	New electric vehicle charging points installed in the production facility car park.	2020	
	All internal lights upgraded to LED at Bude, 75% at Ashby.	2020	
	50 kWp solar PV array installed.	2015	
	Replaced a panel bending machine that ran at 45 kWh with one that runs at 12 kWh.	2014	73%
	Replaced two punch press machines running at up to 28 kWh with one machine running at 6 kWh.	2012	78%
	10 kWp solar PV array installed.	2010	

Table 4: Savings made from previous projects.

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Our ambitions have been stated in good faith and are not intended to be legally binding.

We reserve the right to correct errors and make changes.

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