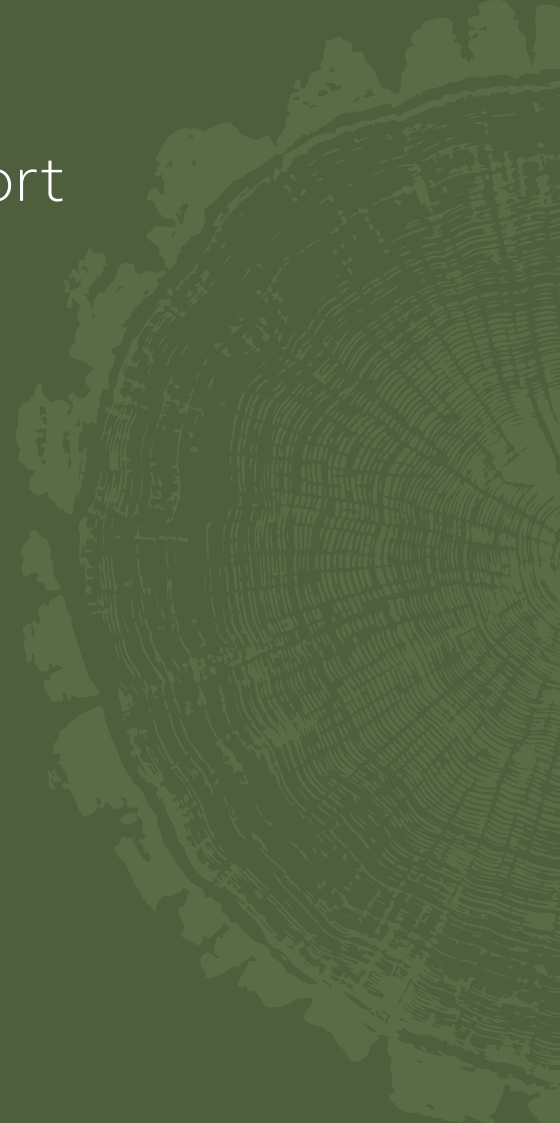


Sustainability Report 2025



BISLEY

03 Introduction

- About Bisley
- The Bisley Group
- Our Values
- A Year in Review - 2025
- Governance
- Achieving our SDGs
- The Well-being of Future Generations (Wales) Act

12 People

- Our People
- Our Customers
- Society and Community

25 Environment

- Net-zero Journey
- Energy Consumption and Improvements
- Water Consumption
- Waste and Circularity
- Sustainable Design and Procurement

36 Disclosure

- Climate Risks and Opportunities
- Accreditations and Compliance
- Disclosure
- Policies



BISLEY

Bisley.
 Made for you.
 Made for life.

Established over 90 years ago, Bisley designs and manufactures furniture using high-quality materials to create long-lasting solutions that support the way people live and work.

From humble beginnings in 1931 producing car body components, the business moved into workplace furniture in the 1940s. Today, we manufacture more than 15,000 items each week from our factory in Newport, South Wales, exporting to over 50 countries worldwide. This heritage continues to shape how we operate, combining manufacturing expertise with ongoing investment in materials, technology, and innovation.

Our products are trusted by banking institutions, law firms, universities, event companies, and organisations across a wide range of sectors, supporting diverse environments with hard-wearing, adaptable solutions.

“Made for Life” is more than a statement of durability. It reflects our approach to sustainable design, creating products that remain relevant over time. By prioritising longevity and flexibility, we reduce the need for replacement and support a more circular model.

The Bisley Group

The Bisley Group represents a broader, more integrated approach to how we design, manufacture, and deliver our products and services.

In response to changing customer needs, environmental priorities, and new ways of working, we have expanded beyond traditional product-led manufacturing into a more diverse, multi-channel and service-led offering. This includes the development of BeSmart alongside our growing presence across home, workplace, and specialist sectors.

Bringing together our brands and capabilities enables us to deliver more flexible, sustainable, and future-focused solutions, while maintaining the quality and reliability that define Bisley.

It also strengthens our ability to deliver across the full floorplate, combining storage, furniture, and smart solutions to support more cohesive, considered environments. Through made-to-order solutions tailored to each space, we support the long-term use of functional, timeless furniture.



BISLEY Shop



BISLEY Direct



BeSmart®



BISLEY *Bespoke*



THOMAS
MONTGOMERY

Our Values

Our values underpin how we think, design, and operate as a business. They guide how we support our people, deliver for our customers, and grow responsibly.

Integrity	Built on trust, honesty, and long-term commitment.	Transparency sits at the core of how we operate, from sourcing materials through to delivering finished products. Our Environmental Product Declarations (EPDs) and independently audited accreditations provide clear, reliable information to support informed decision-making. Internally, integrity is reflected through accountability and consistency, ensuring that standards and expectations are understood across the business. Maintaining this approach remains essential as we expand into new markets, products, and services.
Pioneering	Innovating through thoughtful, leading-edge design.	Ongoing investment in research, development, and technology ensures we remain at the forefront of furniture manufacturing. The introduction of BeSmart reflects a shift towards more intelligent, service-led solutions, extending product life through technology. This approach supports more adaptable, future-ready environments while enabling us to diversify our offering, combining materials, services, and technology to respond to changing market needs.
Sustainability	Investing responsibly for lasting environmental and social impact.	Sustainability is embedded across our operations, from responsible sourcing and efficient manufacturing to reuse and circularity. Designing products that are made to last remains central to reducing environmental impact. We continue to build knowledge across the business and work closely with customers and partners to extend product lifecycles, reduce waste, and support a more efficient long-term growth model.
Creativity	Innovation drives continuous improvement.	We actively explore new ideas, materials, and approaches to design, while respecting the integrity of our core products. Collaborations and product development allow us to reimagine existing designs and create new opportunities across both workplace and home environments. This mindset fosters a culture of curiosity and progression, enabling us to expand our ranges and evolve our offering in response to how people live and work.
Connected	Strengthening loyalty through meaningful relationships.	Strong, open relationships with customers, partners, and employees are central to how we operate. Through a combination of digital tools and direct engagement, we provide accessible, responsive communication that supports different ways of working. Staying connected allows us to better understand changing needs, strengthen partnerships, and support the continued development of our products and services.

A Year in Review - 2025

2025 marked a pivotal year of progress and transition for Bisley, as the business continued to evolve into the more integrated Bisley Group. This shift reflects a move beyond traditional product-led manufacturing towards a more connected, service-led offering, combining physical products with digital capability and consultancy-led solutions.

This evolution is supported by a continued focus on transparency and data-led decision-making. Our portfolio of Environmental Product Declarations (EPDs) and Health Product Declarations (HPDs), alongside ongoing product testing, ensures customers have access to clear, verified information to support specification and procurement. This approach extends across our digital platforms, where the Bisley Shop maintained a 4.7 out of 5 Feefo rating and Gold Trusted Service Award, reflecting a consistent focus on customer experience across both B2B and e-commerce channels.

From printing on steel for the first time to securing our largest project to date, 2025 was a defining year for the business. A key moment was a record-breaking project win — a multi-million pound, three-year FF&E contract for the University of Sussex, delivered via Balfour Beatty. Supporting a £200 million development, the project demonstrates our ability to deliver at scale across complex environments while reinforcing the strength of our UK manufacturing. This momentum was reflected in a number of industry accolades.

We were awarded the Ideal Home Award for Best Bedroom Storage for our Rowan collection, alongside the Outstanding Contribution to Manufacturing Award at the Made in Wales Awards, recognising our long-term impact on UK manufacturing.





Innovation remained central throughout the year. A key milestone was the introduction of BeSmart®, our consultancy-led smart locker service. As a fast-growing area of the business, it represents a shift towards more integrated, service-led solutions, enabling software-led updates that extend product lifespan and support more flexible, future-focused environments.

Our collaboration with RISOTTO Studio marked the first time Bisley has printed directly onto steel, combining bold graphic design with our core product ranges. The collection launched at Clerkenwell Design Week and sold out in full, before extending into a wider studio installation in early 2026.

We continued to connect with customers and partners through a series of industry events, including Workspace Design Show in London and Amsterdam, London Design Festival, Clerkenwell Design Week, and the Lyreco Convention. These platforms allow us to showcase our evolving offer while reinforcing a more circular approach through the reuse of products and materials across multiple activations.

As the business continues to evolve, sustainability remains central to how we operate. During the year, we achieved an 8% reduction in electricity consumption and a 16% reduction in average monthly water usage, driven by targeted efficiency improvements across our operations. We also maintained zero waste to landfill across key materials including wood, cardboard, plastic, steel, and general waste, supported by effective segregation and recycling partnerships.

While we recorded a temporary increase in Scope 1 emissions, this reflects operational changes, including a greater proportion of made-to-order production and increased use of our own delivery fleet. As the scale and complexity of our projects continues to grow, progress is not always linear.



However, we remain focused on long-term reduction strategies, including the electrification of paint plants and the development of a comprehensive Scope 3 emissions profile.

Alongside emissions reduction, circularity remains a key priority. Through partnerships with organisations such as British Heart Foundation, Clearabee, and Waste to Wonder, we continue to extend the lifecycle of our products through reuse, refurbishment, and redistribution. In 2025, 100% of furniture donated through Waste to Wonder was reused, supporting charitable initiatives globally while diverting waste from landfill.

Beyond our operations, we continue to invest in wider environmental and social impact. Through our partnership with Treeapp, we supported the planting of 2,185 trees across Haiti, Peru, and

Ethiopia, contributing to biodiversity restoration and community-led initiatives.

As an employee-owned business, this impact is shared across the organisation, supported by long-term employee commitment — with 59% of the workforce having contributed for over a decade — and a strong culture of shared responsibility.

Across the business, we continued to prioritise equality, diversity, and well-being, with initiatives including International Women’s Day, International Men’s Day, Pride Month, and workplace well-being campaigns. These moments remain an important part of how we support our people and strengthen our culture.



Clerkenwell Design Week



Rowan collection

Highlights of the Year...

54.1% reduction of scope 1 and 2 emissions since 2018.

100% of wood, steel, packaging and general waste diverted from landfill.

2,185 trees planted through partnership with Treeapp.

100% of the electricity we use is backed by renewable sources.

59% of staff have worked at Bisley for **10** years or longer.

Bisley Shop rated **4.7** out of **5** on Feefo.

5,290kg combined weight collected over 2025 with Waste to Wonder, equating to **12,293kg** Carbon saved.

Contributing to **17** SDGs



1	5	9	12	15	17	19
2	6					
		10	13			
3	7			16	18	
		11	14			
4	8					



Governance

Bisley's strategy is developed with input from the Board of Executives and agreed by the Board of Directors. Ultimate responsibility for performance, governance, and adherence to ethical standards sits with our Chief Executive Officer, Richard Costin.

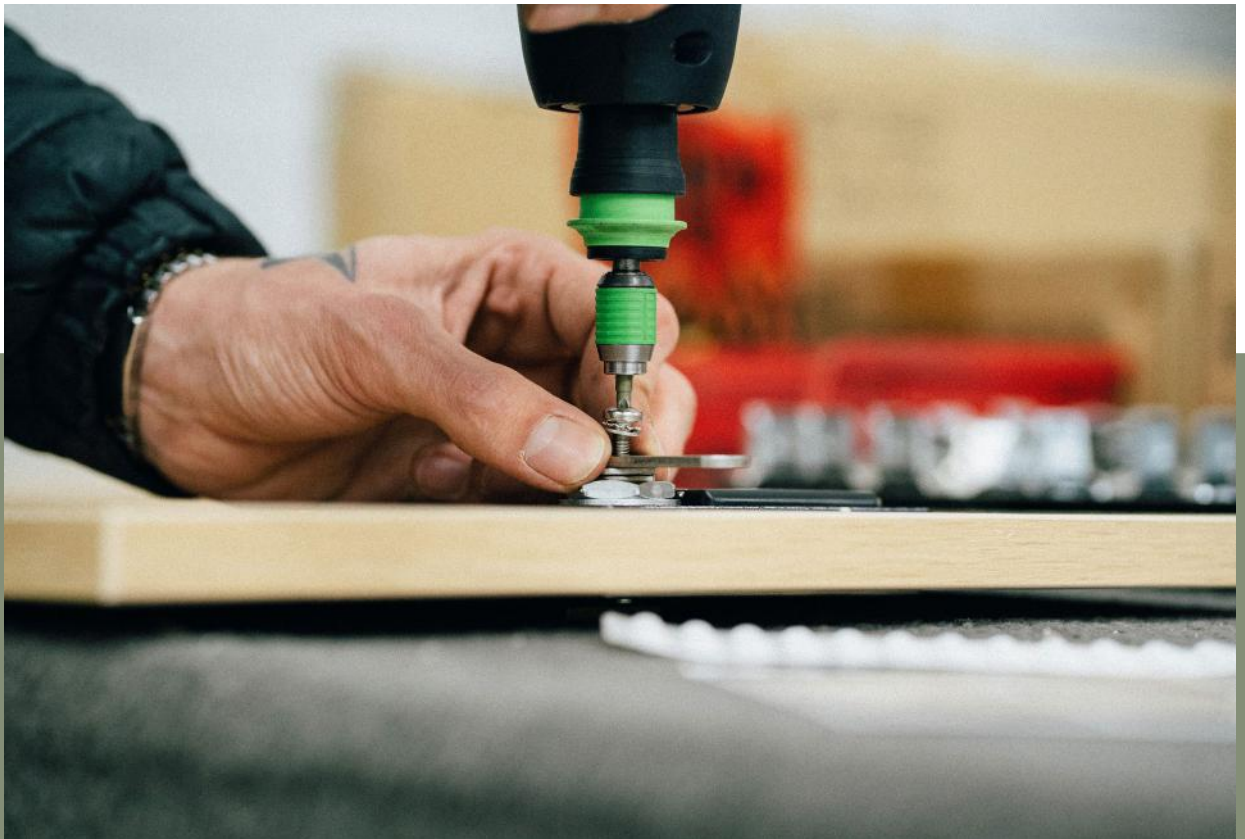
Sustainability is embedded across all areas of our operations and is considered within both strategic decision-making and day-to-day activity. Achieving our targets relies on engagement at every level of the organisation.

Department heads are responsible for ensuring their teams understand company procedures, performance targets, and how their roles contribute to the wider business objectives. Progress is monitored regularly, with reporting independently verified

to ensure accuracy, compliance, and the maintenance of key certifications.

As an employee-owned business, with the Employee Ownership Trust holding a 58% share, there is a strong culture of shared responsibility. Employees are actively encouraged to contribute ideas and feedback to support continuous improvement.

This is supported through quarterly Works Council meetings, where updates are shared, questions can be raised, and opportunities for development are discussed across the business.



Achieving our Sustainable Development Goals

We continue to review and refine our business model to ensure our growth aligns with the Sustainable Development Goals (SDGs). Our aim is to embed sustainability across every aspect of our operations, from responsible sourcing through to minimising environmental impact across production and delivery.

This year, we have contributed to all 17 SDGs, with varying levels of impact. Throughout the report, SDG icons highlight how Bisley aligns with and supports these global goals, providing a clear visual representation of our commitments and progress.



The United Nation's Sustainable Development Goals

The Well-being of Future Generations (Wales) Act

We use the Well-being of Future Generations (Wales) Act 2015 as a guiding framework for our decision-making, ensuring a long-term approach across our operations.

It supports us in balancing social, environmental, and economic considerations, helping us to make responsible choices that contribute to a more sustainable future for both current and future generations.

Our People



Our people are central to delivering our sustainability goals. A responsible business is defined not only by its environmental impact, but by how it prioritises the health, safety, inclusion, and development of its workforce.

By investing in our people, we strengthen the resilience of our organisation and support long-term value for both employees and wider society.

Supporting employee mental health

World Mental Health Day, held annually on 10 October, provides an opportunity to raise awareness and encourage open conversations around mental health. Each year focuses on a specific theme, with this year highlighting the importance of accessible mental health support and ensuring individuals know where to turn when they need it.

To support this, we published a dedicated article, *Take Action for World Mental Health Day*, sharing practical guidance and resources to encourage open dialogue and raise awareness across the business. The article was also communicated internally, ensuring all employees had access to the information and were encouraged to engage with the topic.

Alongside this, our dedicated well-being team continues to provide ongoing support through signposting mental health resources, delivering training and workshops, and organising initiatives that promote both mental and financial well-being. We provided a suicide prevention course, delivered by bigmoose. The session provided attendees with the skills to recognise and support those who may be struggling with their mental health. This is further supported by 7 trained Mental Health First Aiders across the business, providing an additional layer of accessible, peer-to-peer support for employees.

Employees also have access to a dedicated well-being email address, offering a confidential and accessible point of contact for support, feedback, or suggestions at any time.

Inclusivity and engagement

Inclusivity remains a key focus across the business, supported through initiatives that encourage participation, storytelling, and open conversation.

International Women's Day and International Men's Day, held in March and November respectively, were marked through campaigns on our Viva Engage platform, alongside wider content shared across our digital channels.

For International Women's Day, colleagues were invited to share stories about the women who inspire them. These ranged from personal reflections to experiences of working in traditionally male-dominated environments, creating a series of authentic, employee-led stories that encouraged open dialogue and highlighted the diversity of experiences across the business.

International Men's Day centred on recognition, awareness, and positive role models. Content explored themes including mental health, equality, and the role men play in supporting inclusive workplaces, supported by a dedicated article on our website.

Pride Month in June was delivered through a programme of activity communicated via Viva Engage, on-site materials, and digital channels. This included a Pride quiz, an unconscious bias training session hosted by Cerys Presents, and a fundraising cupcake and bracelet sale, with proceeds donated to Stonewall.

Alongside this, we launched a collection of limited-edition Pride-inspired MultiDrawers on the Bisley Shop, with £10 from each sale also donated to Stonewall, a UK-based charity supporting LGBTQ+ rights.

Together, these initiatives created meaningful opportunities for employees to engage, learn, and contribute, while reinforcing our commitment to inclusion across the business.



Gender pay gap

Mean	7%
Median	18.8%



Developing our people

Developing our people remains central to building a skilled, confident, and resilient workforce. Through a range of workshops, training programmes, and professional development opportunities, we support employees in strengthening both existing and new skill sets.

During the year, colleagues across the business completed a Project Leadership course delivered by Palladium Training and Consultancy, equipping them with practical tools to plan effectively and manage project expectations with greater confidence.

We also secured funding from the Welsh Government to deliver dedicated Health and Safety training through the Institution of Occupational Safety and Health (IOSH). This programme supported managers and supervisors in maintaining best practice, strengthening compliance, and reinforcing a strong culture of safety across the business. Wider training activity included:

- 223 employees completed Manual Handling training
- 49 completed Forklift training
- 31 completed Confined Space training
- 28 completed Chemical Handling training
- 27 completed Pedestrian Pallet Truck training
- 23 completed Provision and Use of Work Equipment Regulations (PUWER) training
- 21 completed Crane and Slings training
- 1 completed a NEBOSH General Certificate course

Alongside Health and Safety training, we continued to invest in sustainability-focused development. This included:

- 1 completed an ISO 14001 Lead Auditor course
- 1 completed FSC Chain of Custody training
- 2 undertaking a Level 5 Environmental Management course
- 3 completed the Foundation in Environmental Management course

Staff benefits

We offer a range of benefits designed to support the financial, physical, and overall well-being of our employees. These include:

- Employee Ownership Trust (applicable after one year's service)
- Life assurance
- Access to private healthcare
- Cycle to Work scheme
- Long service awards
- Company pension
- Company savings scheme
- Electric Car Scheme via salary sacrifice

Our focus on employee well-being is reflected in strong retention and long service across the business. 59% of employees have a length of service of 10 years or more, 34% have over 20 years' service, and 23% have over 25 years.

We continue to encourage feedback from all levels of the organisation to strengthen engagement and support well-being across the business. Quarterly Works Council meetings provide a platform for employees to share feedback, raise ideas, and contribute to improvements across both operations and workplace culture.





Our Customers

As Bisley continues to evolve, so too does how our customers engage with us. The transition to The Bisley Group reflects a more connected and integrated approach, bringing together our product ranges, services, and digital platforms to create a more seamless experience.

Across both workplace and home environments, we continue to strengthen how we support our customers, whether through large-scale project delivery, e-commerce platforms, or consultancy-led services. This joined-up approach allows us to respond more effectively to changing needs while maintaining the quality and reliability that define Bisley, while also supporting more sustainable, long-term outcomes

Customer Experience

Our B2B offering continues to evolve, supporting customers across a wide range of sectors through both physical and relationship-led touchpoints.

We've continued to invest in our physical spaces, with showrooms across the UK and Ireland regularly upgraded to reflect new product launches and installations. Throughout the year, these spaces have been activated through a range of events, including popular darts events, Singo Bingo, and RIBA Nerdworking gatherings, providing valuable opportunities for networking and relationship building.

Our showrooms remain an important part of how we engage with customers, allowing them to interact directly with our products, understand their application within different environments, and experience the quality and craftsmanship first-hand. This hands-on approach enables us to better understand specific project requirements and tailor solutions more effectively, supported by an open feedback loop.

Across a wide range of sectors, we have successfully supported architectural and workplace design projects where compliance and sustainability outcomes are critical. Our products are supported by independently verified certifications and environmental data that enables our clients to contribute towards achieving credits under leading sustainability rating systems, including LEED, WELL and BREEAM.



Case Study: Tropical Fruit Warehouse, London

At the Tropical Fruit Warehouse, our furniture formed part of a carefully considered workplace environment designed to meet both aesthetic and performance requirements. The project achieved LEED Platinum certification, WELL Gold certification, and compliance with Ireland's Nearly Zero Energy Building (NZEB) standards, demonstrating how durable, well-designed furniture can contribute positively to long-term environmental and wellbeing performance within commercial spaces.



Case Study: University of Sussex, Brighton

As part of our largest project to date, Bisley secured a multi-million pound, three-year FF&E contract for the University of Sussex, delivered via Balfour Beatty. Supporting a large-scale, multi-space development, our furniture contributed towards meeting BREEAM criteria across student accommodation, social spaces, and shared environments. The project highlights our ability to deliver at scale while supporting sustainability targets within complex schemes.

BeSmart®

BeSmart represents a new way for our B2B customers to interact with our products, combining physical storage with intelligent technology to deliver flexible, future-ready solutions.

Already implemented across corporate workplaces, event spaces, and leisure environments, BeSmart has demonstrated its ability to adapt to different sectors and user needs. By enabling software-led updates rather than full product replacement, it supports a more sustainable approach by extending product lifecycles and reducing waste.

Case Study: Immersive Exhibitions, London

Over the past year, BeSmart has been successfully deployed across a number of high-profile immersive exhibitions in London, including Tutankhamun, Titanic, Minecraft, and Pompeii.

Developed through an ongoing relationship with customers in this sector, the service supports high-footfall environments with a seamless and reliable user experience. Units are reused and re-deployed from exhibition to exhibition, creating a flexible rental model that maximises product lifespan while reducing waste. This approach supports both operational efficiency for organisers and a more circular and sustainable way of working.



E-commerce

Our e-commerce platforms continue to play an important role in how customers interact with Bisley, offering a direct and accessible route to our product ranges.

Over the past year, we have invested in strengthening the performance of the Bisley Shop, including upgrading the hosting infrastructure to support increased demand and ensure a smooth user experience. This has allowed us to continue to serve our growing customer base while maintaining high standards of service.

Subscribers to our Bisley e-commerce sites received more benefits than any other year, including exclusive promotions such as early access to Black Friday discounts ahead of non-subscribers. They were also introduced to newly launched products before anyone else, alongside receiving exclusive offers.

One of the standout achievements of the year was maintained the Gold Trusted Service Award from Feefo for the Bisley Shop, with a rating of 4.7 out of 5 for the 2025 calendar year. This recognition reflects the dedication and consistency of our teams in delivering a high standard of service across our e-commerce platforms.

Examples of reviews received are as follows:



“Excellent service, excellent product.

I received excellent customer service from Bisley.

Prior to ordering, I sent an email asking about available colours and I received a quick and friendly response. It wasn't necessary to speak to anyone after placing my order as received good information on update emails. So all went very smoothly. Thank you.”

“A quality product, delivered on time and sure to last for years.

They keep you well informed throughout the process, and keep to their promised schedules. My new drawers are a quality product - basically hand-made to order - bought to replace a much older set. Very pleased with the quality and finish. They are sure to be in use for many years to come.”

Totally happy!

I was kept well informed of all the stages of preparation of my order, and I am totally delighted with the two Series 12 multidrawers I received! The Berry colour is fabulous, the drawers are beautiful and high quality - very well made, opening smoothly, All in all, well worth the expense!”

Great product, great service with a smile !

As always easy to order on web site!, Great men on lorry who deliver to your door! Take away the packing too. I have always had great service. I would recommend them to everyone who is looking for office draws?.. Great product, great colours! Go take a look for yourself!?...

“Perfect from start to finish. If only all companies were like this!

The service from Bisley was exemplary. I was kept up to date on the progress of the build throughout. The delivery company they use was the best I've experienced too. A quality outfit from the ordering process to delivery. The guys even offered to put the cupboard in the right room for me.”

“Pale pink drawer unit and filing cabinet

Good quality with excellent paint finish and smooth running drawers. We are very pleased with both our drawer unit and filing cabinet. The sample colours we requested before purchase were really helpful. Delivery was efficient and easy. Highly recommend.”





As part of our wider digital development, the Bisley Dealer Portal was introduced as a standalone platform, separate from the Bisley Direct website, to provide a more streamlined and tailored experience for trade customers. This separation allows each platform to better serve its specific audience, improving usability, speeding up processes, and giving dealers enhanced access to product ranges, lead times, and order tracking at any time. We launched the portal with a select number of existing customers to test its functionality, and following valuable feedback, introduced additional developments to improve the process further, creating a more efficient and responsive digital experience.

Looking ahead, we will continue to enhance the user experience of our digital platforms, alongside expanding installation services for e-commerce customers and introducing additional subscriber benefits. Customer feedback will remain central to shaping and improving the overall journey.

Transparency

We maintain a comprehensive portfolio of product documentation to clearly communicate our sustainability credentials. This includes 16 Environmental Product Declarations (EPDs), 14 Health Product Declarations (HPDs), and product testing for Volatile Organic Compounds (VOC).

These documents provide clear, verified data to support informed decision-making and are widely used across tender processes and project specifications, ensuring information is accessible, consistent, and readily available.

We continue to prioritise transparency by improving how this information is presented and accessed, making it easier for customers and partners to navigate, understand, and apply across their projects.

As part of this, we are continuing to improve the user experience of our digital platforms, making sustainability data and product information easier to access and navigate.



Society and Community



bigmoose

We partnered with bigmoose, a mental health charity providing fast and accessible therapy services. As part of this partnership, we supported the Ultra Fun Run, helping to raise awareness of mental health. The event saw 6,069 participants, each representing a life lost to suicide in England and Wales, highlighting the importance of accessible support services.

The fun run is proudly accredited by SheRACES, an organisation dedicated to making races more inclusive for women by working to remove the barriers that can stop them from competing.

The charity also delivered a suicide prevention training course, providing attendees with the key skills required to recognise and support anyone who may be struggling with their mental health.



British Heart Foundation

Bisley has been working with the British Heart Foundation for several years. Together, we offer a free furniture collection service to customers, supporting our journey towards a more circular business. Our partnership continues to grow as we also donate furniture we're unable to reuse, allowing

it to be resold to help fund life-saving research.

To date, we have raised £5,850 with British Heart Foundation which demonstrates our commitment to supporting more than just the circular economy, but impactful initiatives which work to support individuals in need of life-changing support.

WasteSavers

We continue to work closely with WasteSavers, a local charity whose aim is to increase recycling across the region.

WasteSavers supply jobs to the local community through waste collection and recycling, and have done since 1998. They have set up repair cafes and refuse shops in Newport, saving needless material from

ending up in landfill. At Bisley, we have been actively working on improving our separation of recycling on-site through clearer labelling and more recycling sites, providing more options for employees separate from time of disposal. This has led to significant improvements of recycling sent to WasteSavers.





Macmillan Coffee Morning

The Macmillan Coffee Morning is a staple in Bisley's annual calendar. There are more than 3 million people in the UK living with cancer, with some of our employees directly affected. The donations that we raise at this event makes a difference,

helping Macmillan to continue their services, so people can find their best way through, from the moment they're diagnosed right through to treatment and beyond.

The Salvation Army's Christmas Toy Appeal

To support disadvantaged, local children at Christmastime, we supported The Salvation Army. Over the years, the charity has supported millions of children and young people by giving them presents, generously

donated by the public, for Christmas. The Appeal was hugely successful, with many local families benefiting from the team's generosity.



Community engagement and education

We are committed to engaging with our local community and supporting early awareness of career opportunities.

In partnership with Careers Wales, Emma Davies, Communications Executive, delivered sessions to five groups of students at a local primary school, introducing them to Bisley and its global reach.

The session explored the scale of our Newport site and our international presence, using relatable comparisons such as 10 football pitches or 82 Star Wars Millennium Falcons to bring this to life. Students were also introduced to the countries where our furniture is used, alongside an interactive flags quiz, encouraging engagement and curiosity throughout.

Social enterprises

We support a range of social enterprises as part of our wider approach to creating positive social and environmental impact.

Through these partnerships, we contribute to initiatives that support individuals facing barriers to employment, including homelessness, as well as projects focused on waste reduction, reforestation, and community development. This includes work that empowers farmers, increases participation in local economies, and supports access to education globally.

By working with social enterprises in this way, we are able to extend our impact beyond our immediate operations, supporting initiatives that deliver meaningful change across both local and global communities.



Other Courses:

- We donated a TMG Circle Chair to the Showcase charity auction in Summer 2025 with an RRP value of circa £1,500 (depending on spec chosen).
- We donated £250 vouchers for the Bisley Shop to both TFP and Wagstaff for their Christmas 2024 charity events.
- Lliswerry FC's first team match sponsorship - proposed through a Bisley employee.



Treeapp

Treeapp is a B Corp-certified platform that enables individuals and businesses to plant trees globally, directly advancing multiple UN Sustainable Development Goals (SDGs). Through this partnership, we are able to support initiatives that deliver environmental and social impact at a scale beyond our direct operations.

In 2025, we supported the planting of 2,185 trees, contributing to projects across Haiti, Peru, and Ethiopia. These initiatives combine environmental restoration with community-led impact, supporting biodiversity, local economies, and climate resilience.

Looking ahead, we are expanding this partnership further, with paint sample orders set to trigger a Treeapp donation, embedding this initiative more directly into our customer journey.



Ethiopia

Ethiopia has experienced a significant decline in forest coverage, with only around 14% remaining. Home to diverse plant species and 31 native mammals, these ecosystems are vital. Projects focus on restoration while supporting local communities through employment opportunities, including female-led initiatives that contribute to both environmental and social development.

Mangrove ecosystems in Haiti are under increasing threat, despite playing a critical role in protecting coastal communities from storm surges and erosion, while supporting rich biodiversity. Treeapp's projects focus on restoring these environments to safeguard both habitats and local communities.



Haiti



Peru

Peru is home to approximately 10% of the world's plant species and is one of the world's 17 'megadiverse' countries. Projects here focus on restoring ecosystems impacted by deforestation and illegal activity, supporting biodiversity and helping to stabilise local environments and livelihoods.

In addition to these regions, our support extends to projects in countries including Brazil, Burundi, Madagascar, and the UK. These initiatives focus on restoring ecosystems, supporting sustainable livelihoods, and improving resilience to environmental challenges.

Our impact so far



2,185 trees
planted

238.2 tonnes CO²

Absorbed by the trees
across their lifetime

22 workdays

Created for local
communities

14574 m²

Land reforested



Environment

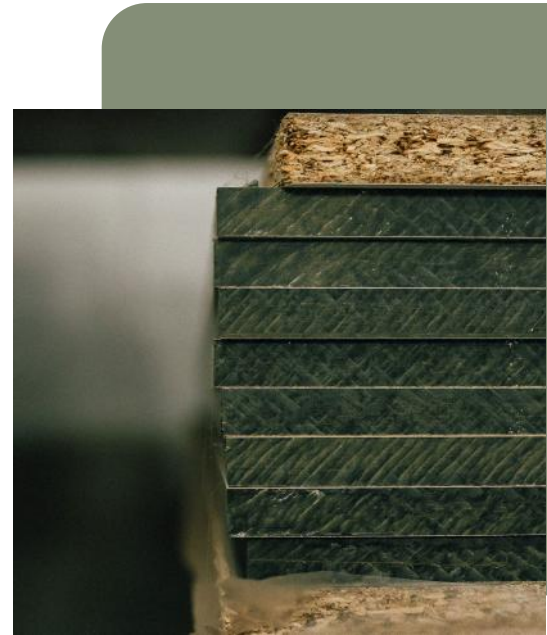


We have continued to make progress on our journey toward net zero, building on the foundations established over the past eight years. Our focus remains on reducing emissions across our operations and supply chain, while identifying further opportunities for improvement, including water management.

In a period of ongoing uncertainty across supply chains, freight, and operational costs, we are taking a measured and responsible approach. While progress may not always be linear, we remain focused on delivering actions that are both impactful and operationally viable.

In the short term, our priority is to achieve measurable year-on-year reductions and expand opportunities for decarbonisation, including the electrification of our paint plants and the development of Scope 3 emissions reporting.

Following a full Scope 3 analysis, our longer-term focus will shift towards addressing residual emissions as part of our transition to net zero.



2018 - 2026

Scope 1 and 2 emissions reduced by 54.1% from baseline.

2030

Reduce operational emissions (Scope 1 and 2) over the next 5 years to reach the target of 60% by 2030 against the baseline.

2040

Reduce operational emissions (Scope 1 and 2) by 70% by 2040 against the baseline.

2050

Achieve net zero emissions covering Scope 1, 2, and 3 by 2050. This comprehensive target includes all direct, indirect, and value chain emissions.



Introduction

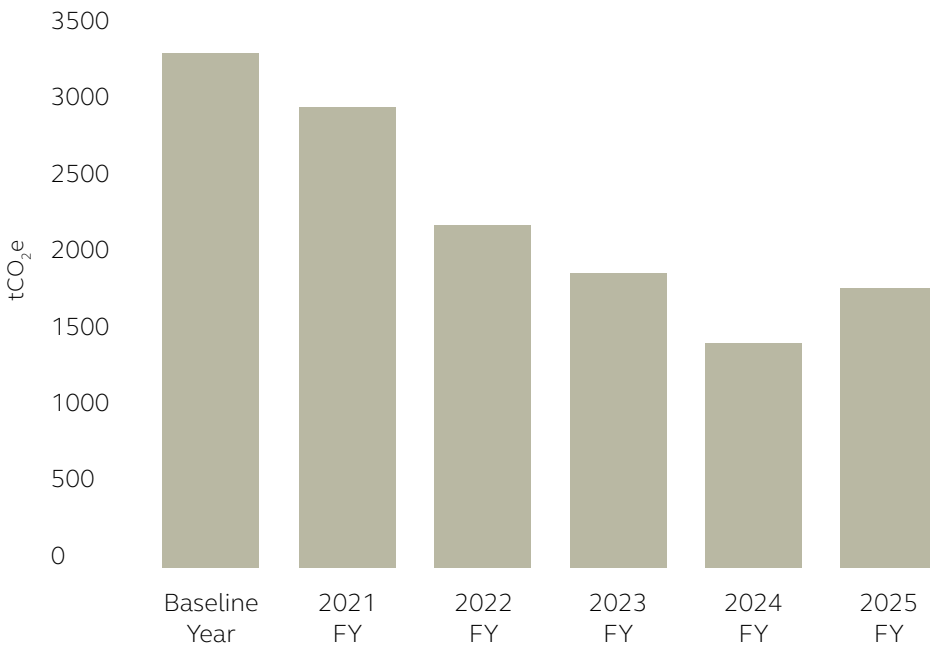
This year, we recorded an increase of 23.65% compared to 2024. This is largely due to changes in our operational model, including an increase in made-to-order production, resulting in greater operational downtime, and a higher proportion of deliveries carried out by our own vehicles. As a result, more energy usage has been captured under Scope 1, where it was previously attributed to Scope 3.

Despite this, we have maintained a fully electric forklift fleet, eliminated propane usage, almost entirely phased out petroleum, and installed on-site electric vehicle charging to support our electric company cars.

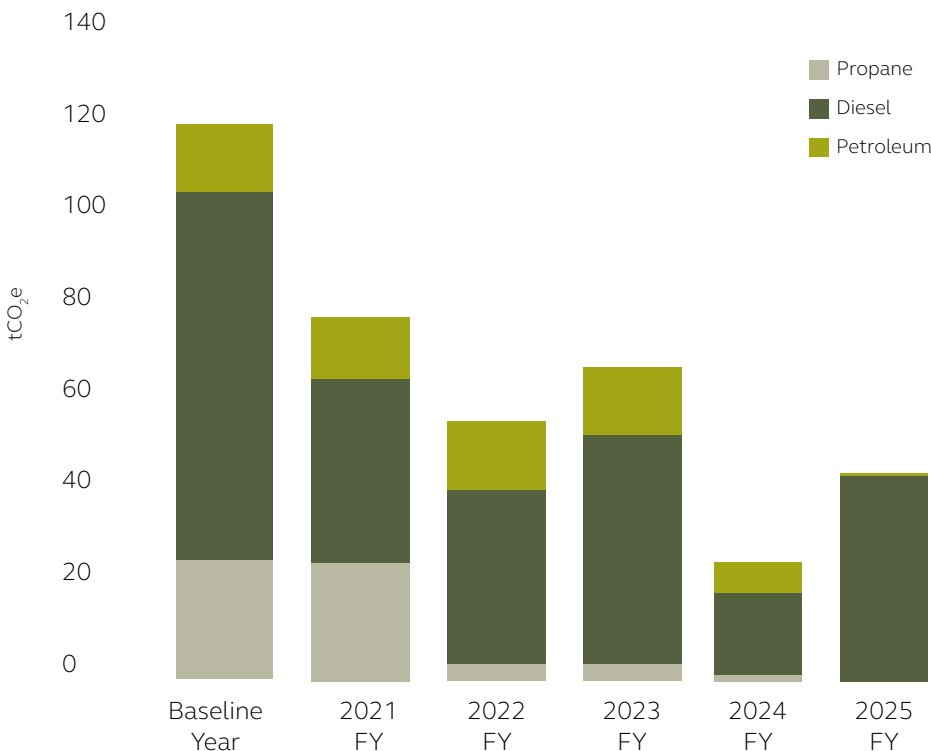
As part of our long-term strategy, we are exploring the electrification of our paint plants, replacing gas systems with electric alternatives to support a transition towards renewably powered operations.

Scope 1

Natural gas



Scope 1 Transport - Propane, Diesel and Petroleum

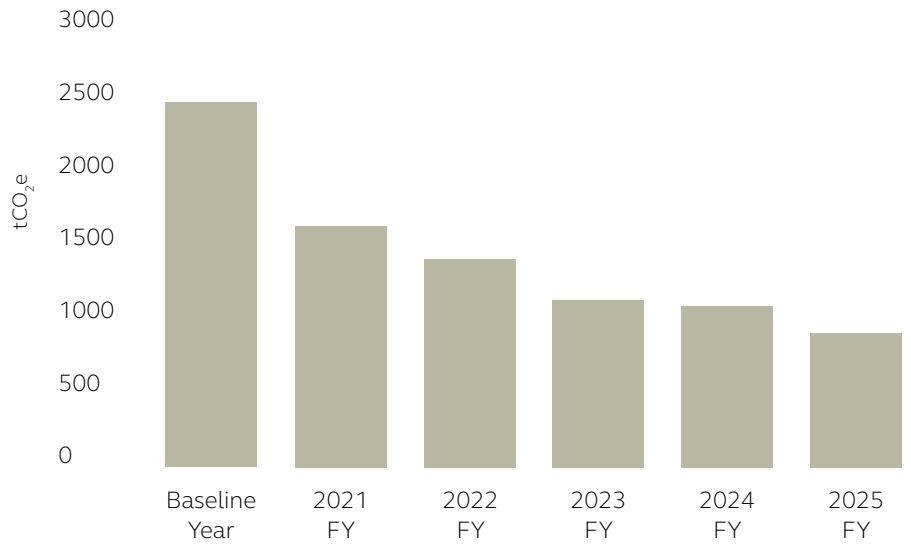


Scope 2

Our market-based electricity emissions have remained at zero since 2019, supported by sourcing 100% renewable electricity backed by Renewable Energy Guarantees of Origin (REGO) certificates. To reflect operational performance more accurately, we report on location-based electricity emissions.

We achieved an 8% reduction in location-based electricity usage, driven by improved monitoring and streamlined operations using half-hourly data. This will continue to support further optimisation.

Grid electricity

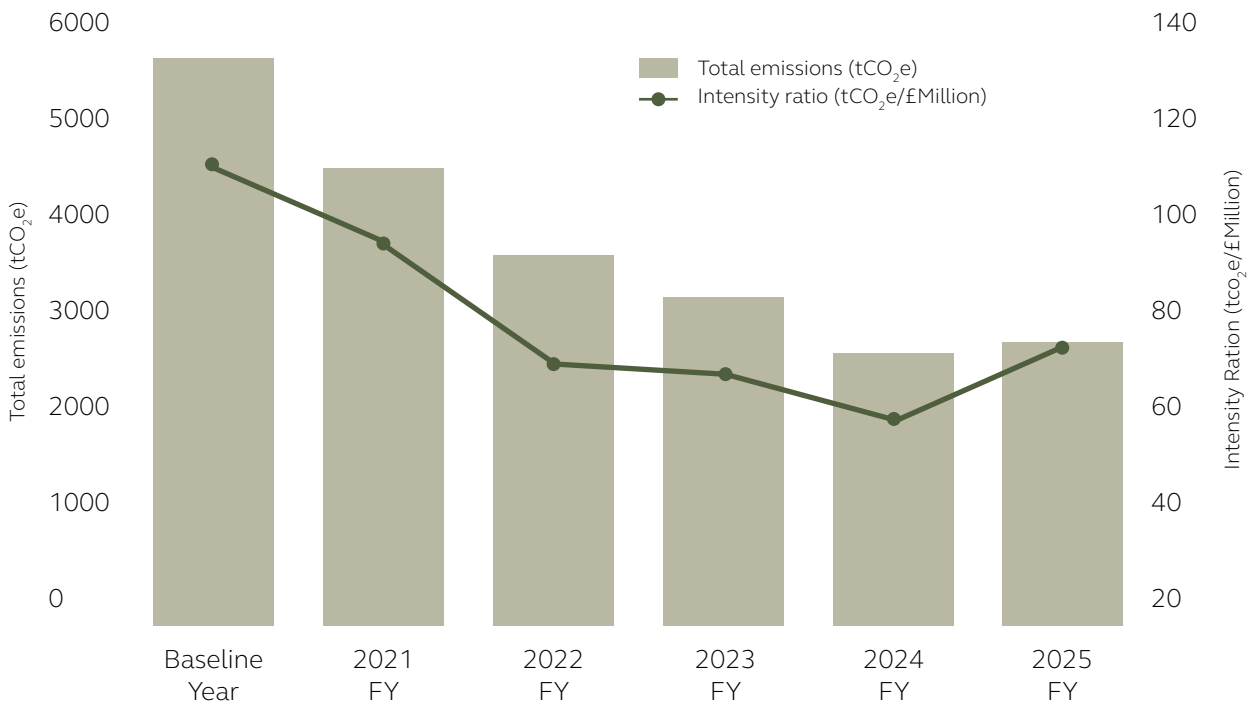


Scope 1 and 2 emissions with intensity ratio

Our energy intensity ratio increased by 21% this year. As this metric is calculated based on emissions per million pounds of turnover, a temporary reduction in revenue can result in an increase, even where operational emissions remain stable or improve.

As a made-to-order manufacturer, we continue to produce high-quality products aligned to customer demand, avoiding overproduction and reducing waste. This approach remains central to our production model.

Emissions and intensity ratio over time



Scope 3

Scope 3 emissions can account for up to 90% of a business's total footprint, and we recognise that there is still significant progress to be made.

We plan to begin capturing Scope 3 data later this year, starting with key categories before expanding to a full analysis. This phased approach will allow us to build a comprehensive emissions profile while maintaining data quality.

Preparatory work includes establishing carbon reporting with freight carriers, alongside plans to capture emissions from employee commuting and business travel.

Energy Consumption and Improvements



In 2025, we continued to invest in operational improvements to increase energy efficiency, with consideration of future ESOS requirements.

Following the consolidation and closure of two powder paint plants, we achieved energy savings through the decommissioning of 4 470KW oven burners, a 245KW infrared panel, 4 11KW pretreatment pumps, and 2 37KW after-filter motors.

The relocation of our woodwork section included LED lighting and an Ambirad heating system, alongside a dust extraction system powered via an inverter/variable frequency drive. Between

1 August 2024 and 31 July 2025, this resulted in an energy saving of 176,224 kWh, equivalent to 88.1 metric tonnes.

We also installed the Arena Comet fluidised sand cleaner, reducing cycle time from three hours to 1.5 hours while using less energy.

New office areas are supported by air source heat pumps and improved insulation.

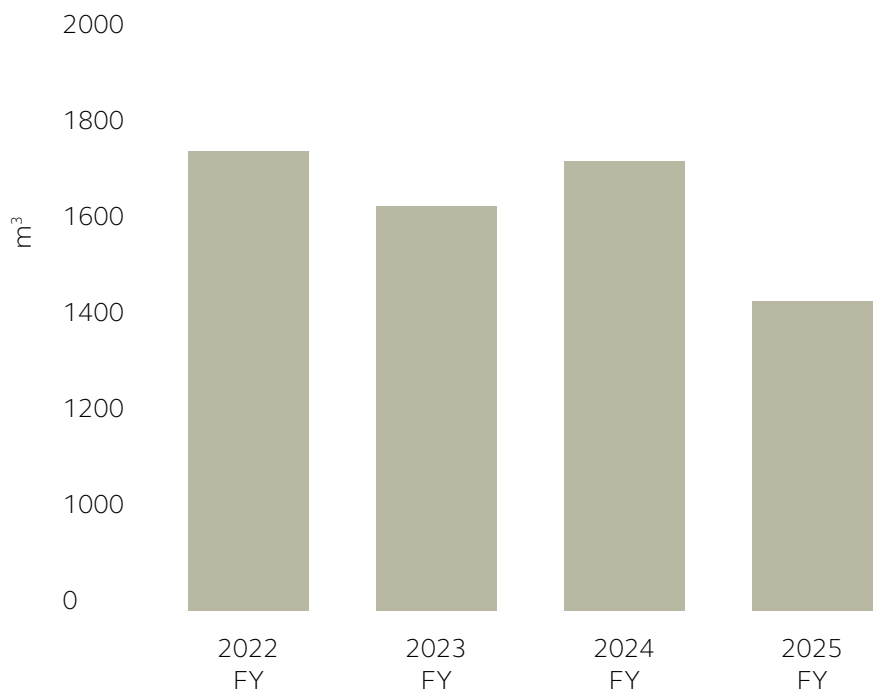
An independent energy monitoring service continues to monitor energy consumption at half-hourly intervals, enabling us to identify peak demand and optimise usage.



Water Consumption

We are happy to report that our average monthly water usage decreased by 16% in 2025. This reflects the positive impact of our ongoing efficiency measures. We are actively exploring further water-saving opportunities to continue building on this progress, such as through rainwater harvesting. Some of our previous efforts have included introducing automatic taps and low-flush systems to help reduce consumption.

Average monthly usage (Newport site)





Waste and Circularity



Packaging

We assessed the impact of our packing further downstream to determine what improvements could be made and we have adjusted our e-commerce packaging as a result. This new packaging has improved packing time by 50% and uses plastic with a higher recycled content and more durable cardboard.

With these improvements, the likelihood of damage to products during transit and subsequent returns has decreased, resulting in lower Scope 1 and Scope 3 emissions. Through using less material without compromising the protection of our products, we can enhance the customer experience by removing waste at the point of delivery, as well as reducing our environmental footprint.

Packaging we receive

To improve the efficiency of our in-house recycling methods, we have been compacting both our cardboard and plastic waste and increasing the size of the skips that we use. The combination of these methods has meant that the frequency of waste removal from the site has decreased, lowering Scope 3 emissions.

We also recognised that rather than sending pallets to be recycled, we could establish a reuse system with our suppliers. Now, we return pallets for reuse and repair any damages they sustain to extend their lifecycle. The energy that would have gone into recycling the material is conserved, and we have better aligned ourselves with the waste hierarchy.

Amount recycled in 2025

Cardboard

59,170kg

Plastic

5,580kg





Colour samples

We provide customers with the opportunity to test how our colourways will look in their home or workspace. Colour samples can be ordered on the same material as the final product, helping minimise unnecessary returns and associated carbon emissions. We are also in the process of introducing a direct link between sample orders and planting with Treeapp, aiming to strengthen the overall sustainability of this process.

Recycling our waste

We continue to strengthen recycling practices across the business. Through our partnership with Waste Savers, plastic bottles and cans are collected and processed to support the local community.

Metals and wood from manufacturing and used furniture are recycled, and facilities are provided for smaller items such as batteries and ink cartridges.

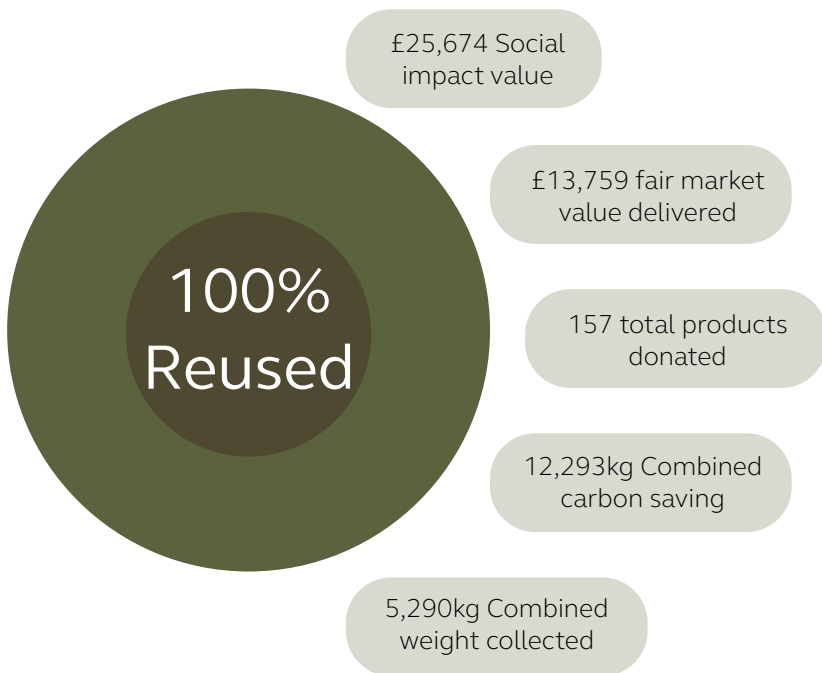
As a result, we divert 100% of wood, cardboard, plastic, steel, and general waste from landfill.

Here is a breakdown of our recycling statistics for 2025:



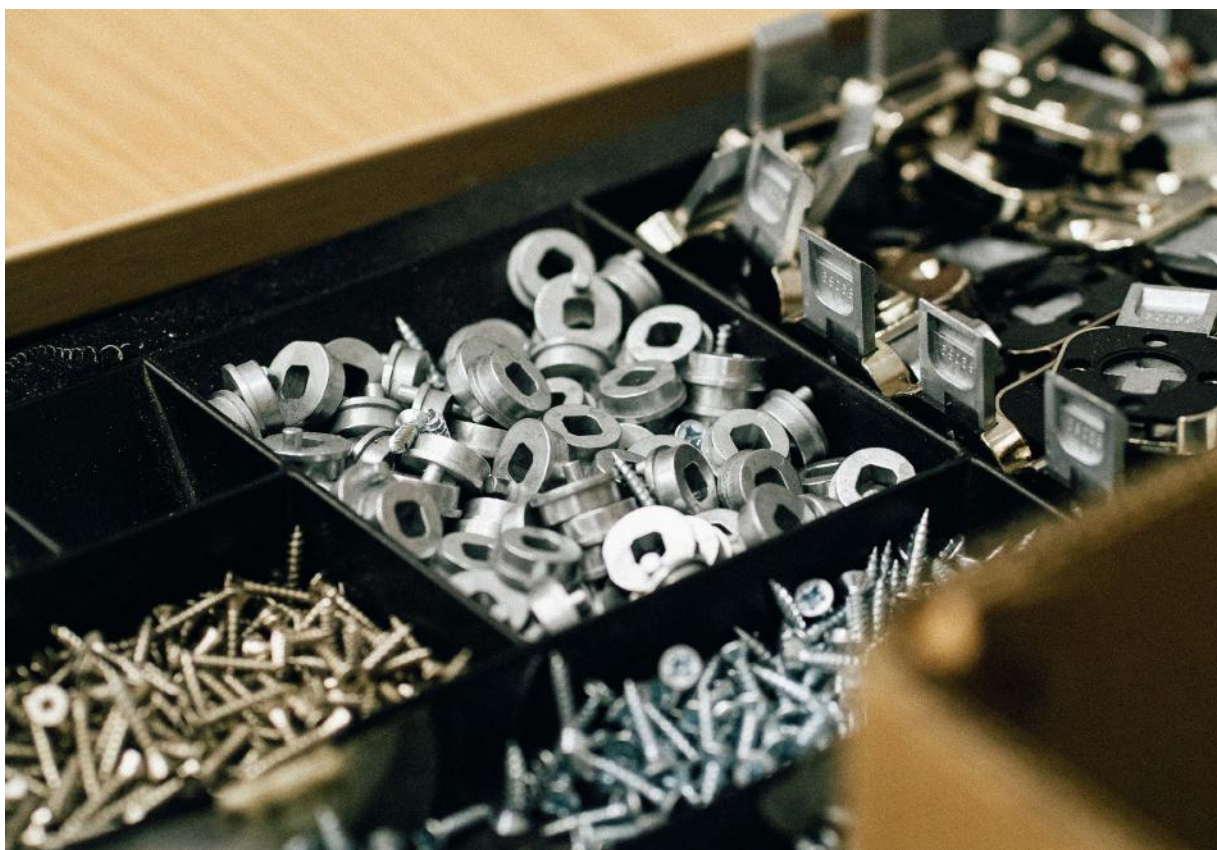
Circularity and reuse

We support circularity through established reuse pathways, working with organisations such as British Heart Foundation, Clearabee, and Waste to Wonder. These partnerships enable products to be refurbished, redistributed, or repurposed at the end of their initial use phase, extending lifecycle and reducing waste.



Waste to Wonder

Through working with Waste to Wonder, 100% of the furniture we helped to donate has supported 2 projects in Ghana and 1 in Senegal in 2025. They work to make the circular economy go further, creating measurable social impact across the world, all whilst diverting unnecessary waste from landfill.

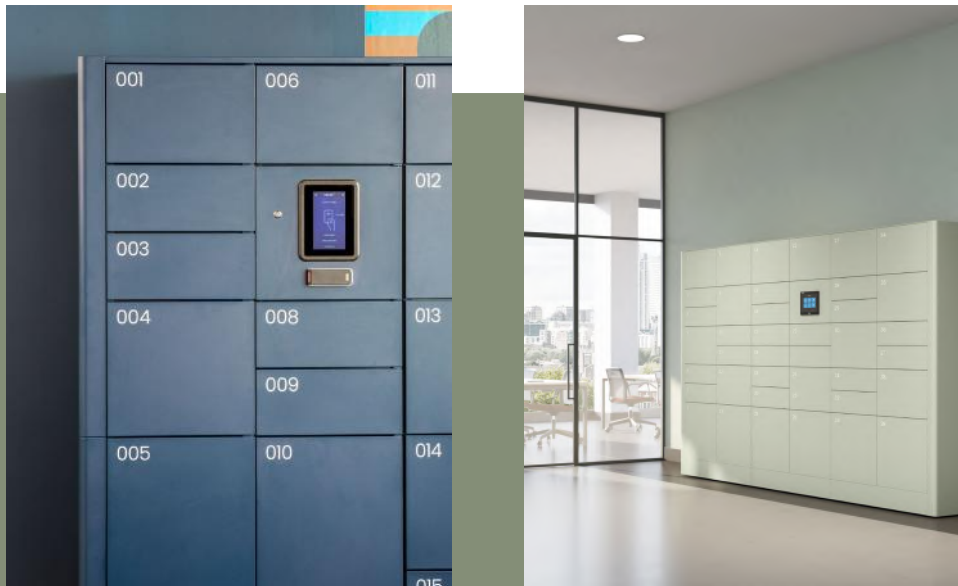


Product circularity and lifecycle

Product longevity remains central to Bisley's design approach. Our furniture is built to be durable, repairable, and adaptable, supporting extended use and reducing the need for replacement.

The introduction of BeSmart marks a step forward in how we approach product circularity. By integrating digital technology into our products, functionality can be updated through software rather than requiring full replacement, extending product lifespan and enabling adaptation over time.

This is particularly effective in high-use and temporary environments, such as immersive exhibitions, where products are redeployed, reconfigured, and reused across locations. A similar approach is applied internally, with products and materials from trade shows and events reused across multiple activations.



Our products are designed to support a full lifecycle approach:

- Designed for disassembly using standard tools.
- Replacement parts available to extend product life.
- Packaging tailored to reduce excess material.
- Steel and wood offcuts diverted from landfill.
- FSC Chain of Custody certification for responsible timber sourcing.
- 16 externally verified Environmental Product Declarations (EPDs).

All products are tested to relevant BS EN standards to ensure long-term strength, stability, and durability.

Our design and procurement process supports this approach, ensuring sustainability is considered from initial concept through to final production.

Sustainable Design and Procurement



Here's a look at the key stages of our design and procurement process - from where we source our materials to how our products are expertly designed in-house.

This process outlines the core structure we follow, with a focus on its sustainable aspects. While specific steps may vary depending on the project, this represents our overall approach.

Stage one	Idea creation or collaboration	Headed up by our new product development team with input from a variety of sources. Ideas for new products, or amendments to existing designs, are welcomed from staff and customers and prioritised through market research and how any development would meet the overarching strategy.
Stage two	Design development	Our design process builds in recyclability. All products are manufactured to enable them to be disassembled with simple tools to make them easier to recycle. There is a high level of modularity in our products that also makes refurbishment an option to continue their life cycle. Our approach to eco-design incorporates system and functional innovation, and adapts as necessary to changes in our industry and markets.
Stage three	Procurement	Bisley operates a sustainable procurement policy. Our suppliers are required to maintain effective policies and procedures to manage their environmental impact. We utilise local suppliers wherever feasible. Many of our raw materials are manufactured in the UK, as is our packaging and many of our internal components. The local proximity of our supply chain ensures we produce a lower carbon footprint, while generating economic and social value at a local level.
Stage four	Testing	We will often test our products to various standards, including : - Testing for Volatile Organic Compounds (VOCs) with the stability and strength testing Products are tested both internally and externally to ensure our products meet the BS EN standards and continue to maintain their performance long after they leave our site. BS EN 14073 Part 2 (Safety) BS EN 14073 Part 3 (Stability and strength) BS EN 14074 (Strength and durability of moving parts)

Testing also extends to packaging and delivery with sample items sent out to review i) robustness and suitability of packaging ii) delivery service iii) clarity of any instructions provided.

Climate Risks and Opportunity

Governing bodies and legislations alike, rely on scientific indicators to suggest what action is required to lessen the impact of human consumption and its impacts on the environment. At Bisley, we take every opportunity to adhere to best practice, aligning ourselves as early as possible with legislative requirements.

CCL (Climate Change Levy)

Bisley has been a member of the voluntary Climate Change Agreement for a number of years. This has allowed our company to review and set targets for reducing our emissions within a dedicated timeframe. CCL rates are increasing, leading to increased energy costs, furthering the need for more efficient and energy saving machinery within our operations. The opportunities lie within the future CCA (Climate Change Agreement) scheme, offering a structured pathway to large reductions in the company's energy and carbon targets.

Carbon Tax (CBAM)

The EU has now introduced the EU Carbon Border Adjustment Mechanism (CBAM) to heavily tax certain materials being imported into the EU. The UK is following suit and many countries on a global level will be implementing this in the next 5 to 10 years.

The carbon associated with our products (embedded carbon) may become subject to tax depending on what taxes are introduced by which countries. Currently, we do not fall under the bracket to pay further fees.

Product regulations

As expected, product regulation is constantly evolving within the manufacturing industry. We continue to keep an eye on moving trends and regulations to ensure we are both compliant and ahead of the curve.

Extended producer responsibility (EPR)

In compliance with EPR legislation, we submit packaging data biannually through our compliance scheme. In 2025, the Recyclability Assessment Methodology (RAM) was introduced for large organisations, enforcing a division of materials according to their recyclability. Since H2 of 2025, we have successfully begun our submission of EPR data using the RAM methodology.

Sustainable products

Transparency is extremely important to us. We're proud to be a British manufacturer and are continuously welcoming the move to manufacturing more sustainable products that are competitively priced.

We continue to assess our suppliers and understand what they are doing to ensure the raw materials and components for our products are of the highest standard.

EU Deforestation-free Regulation (EUDR)

EU Deforestation Regulations (EUDR) have been delayed until December 2026. While Bisley is not considered 'operators' under EUDR legislation and therefore not obligated to submit due diligence statements to the EU Traces system, we recognise that our upstream and downstream suppliers and buyers do. To support them, we continue to prepare by gathering statements from our suppliers and ensuring we have a cohesive approach to transferring EUDR information.

Disclosure

We want to ensure the facts and figures are easily visible for us to be as transparent as possible. This disclosure section of the report shows how we are operating and moving forward as a more sustainable manufacturer.

Energy Management - Calendar Year

Electricity usage - Newport Site (2025 CY)	4,760,532 kWh
Gas usage (2025 CY)	8,819,189 kWh
Percentage grid electricity	100%
Percentage renewable	100%

Chemical management

Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products.

Bisley Furniture Limited/FC Brown (Steel Equipment) Limited, does not directly import or formulate any of the chemicals covered by REACH regulations and are classified as a downstream user. All chemicals and preparation used during the production of Bisley products are in accordance with instructions for use set out by chemical or substance suppliers. Bisley has no registration obligations under REACH as we are a manufacturer of articles/products with no intended or foreseeable release and therefore the requirements of REACH regulations do not apply to Bisley products.

Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards.

All our products that are sent to the USA or Canada are compliant with the current TSCA VI VOC emissions standards.

Product life cycle - Environmental Impacts

Description of efforts to manage product lifecycle impacts and meet demand for sustainable products.

1. Design is easy to disassemble.
2. Parts available to buy if any are damaged.
3. Packaging is varied depending on need-reducing excess packaging.
4. Cardboard machine cuts packaging to size
5. All steel and wood offcuts are diverted from landfill
6. Our FSC CoC certificate ensures that wood used in our products is responsibly sourced.

Accreditations and Compliance

Accreditations



Partnerships



Memberships



Weight of end-of-life material recovered.

Our 16 EPDs are externally verified and are fully transparent about the materials, sourcing, water and energy use. They are available to anyone interested in the life cycle of our products.

We engage with the charities Waste to Wonder and British Heart Foundation to offer options for reuse when our products reach end-of-life. This way, we know that our products are being sold to customers who can maximize their lifecycle, should they wish.

Percentage of recovered materials recycled.

Over 2025, Waste to Wonder collected a combined weight of 12,293kg.

We actively donate furniture that we can't refurbish or reuse ourselves to British Heart Foundation.

Wood supply chain management

Total weight of wood fibre materials purchased.

2,447 tonnes

Percentage by standard - sheet wood.

99.5% FSC
0.5% PEFC

We only purchase sheet wood from suppliers that are accredited to FSC® or PEFC standards as it enables us to purchase wood that supports responsible forestry.

Activity metric

Annual production.

Steel = 6,472 tonnes
Wood = 2,447 tonnes

Area of manufacturing facilities.

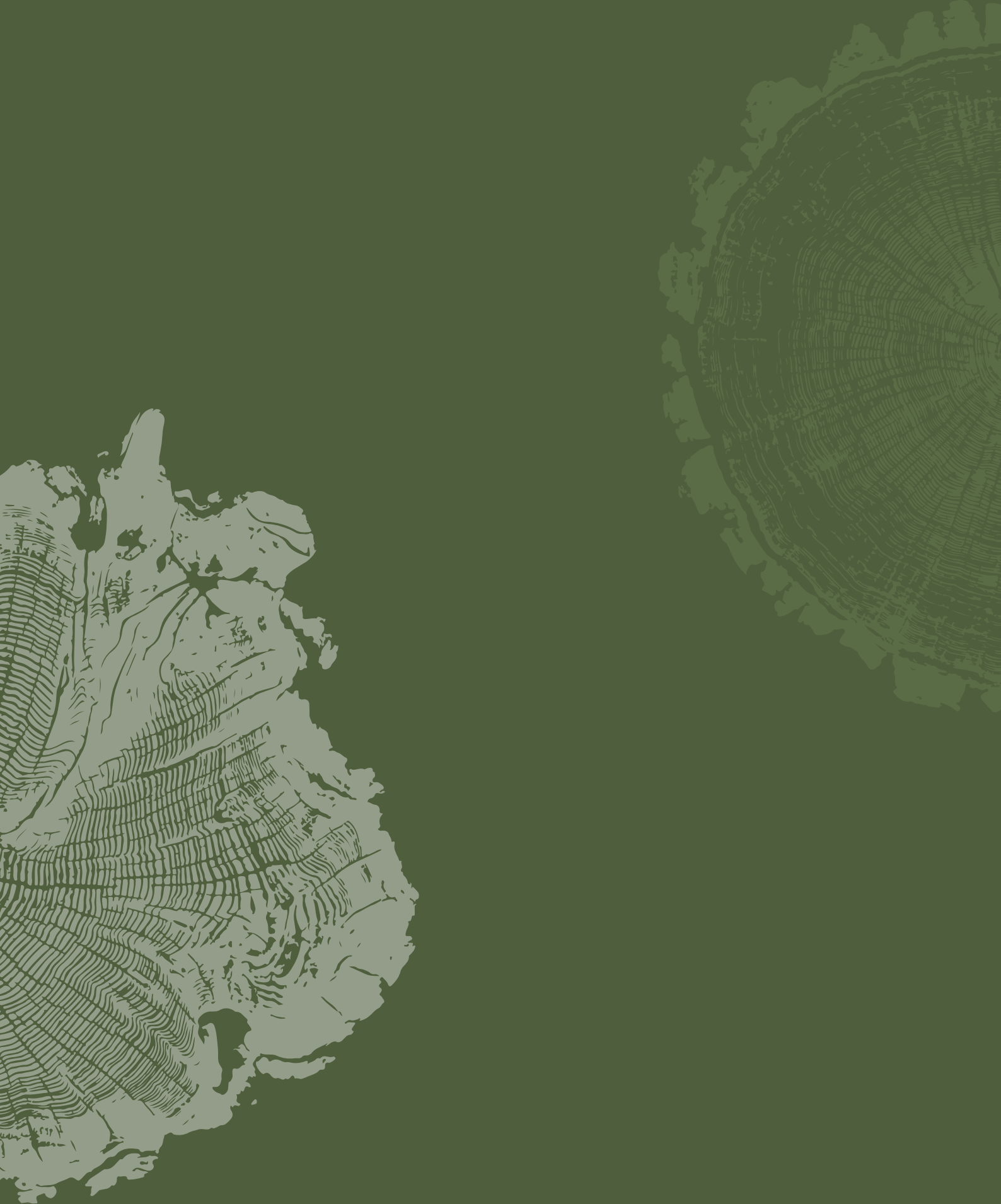
36,166m²

Our Policies

- [Sustainability Policy](#)
- [Sustainable procurement policy](#)
- [Sustainable work from home policy](#)
- [Sustainable printing policy](#)
- [Supplier code of conduct](#)
- [Modern slavery policy](#)
- [Equality and diversity policy](#)
- [Environmental policy](#)
- [Corporate and social responsibility policy](#)
- [Anti-bribery policy](#)
- [Health and safety policy](#)
- [Whistleblowing policy](#)







BISLEY