

Governance Environmental Social

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Environmental, Social & Governance (ESG)
Impact Report

2025

ais-interiors.com

AIS is a global partner shaping places built for momentum. We combine strategy, design, and construction to help organisations navigate growth and complexity with clarity and confidence.

Sustainability sits at the core of our approach, informing how we design, deliver, and build spaces that create lasting value for our clients, communities, and the environment.

This report represents our commitment to our people, our planet, our practices, and outlines the actions we are taking to build a more sustainable future for our business, our clients, and our communities.

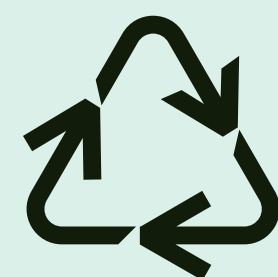


1. Introduction & Our ESG Commitment

This report sets out our Environmental, Social and Governance (ESG) performance for the year of 2025.

It is aligned of the requirements of Public Procurement Policy Notes (PPNs) issued by the Cabinet Office, which require suppliers of public sector bodies to demonstrate a credible and measurable commitment to social value, environmental sustainability, and ethical governance.

Our activities span four key pillars:



Environmental sustainability; including waste management, green building certifications and responsible construction



Social value; including education, skills, charitable fundraising, and community engagement



Health & wellbeing; supporting both our workforce and the wider community



Governance & compliance; maintaining high standards of ethics, procurement, and quality management



Statkraft, London

2. Alignment to Public Procurement Policy Notes (PPNs)

The following table summarises how our activities in 2025 align to the key PPNs relevant to public sector procurement.

These notes set minimum requirements and best practice expectations for suppliers, and our performance demonstrates consistent commitment across all applicable themes.

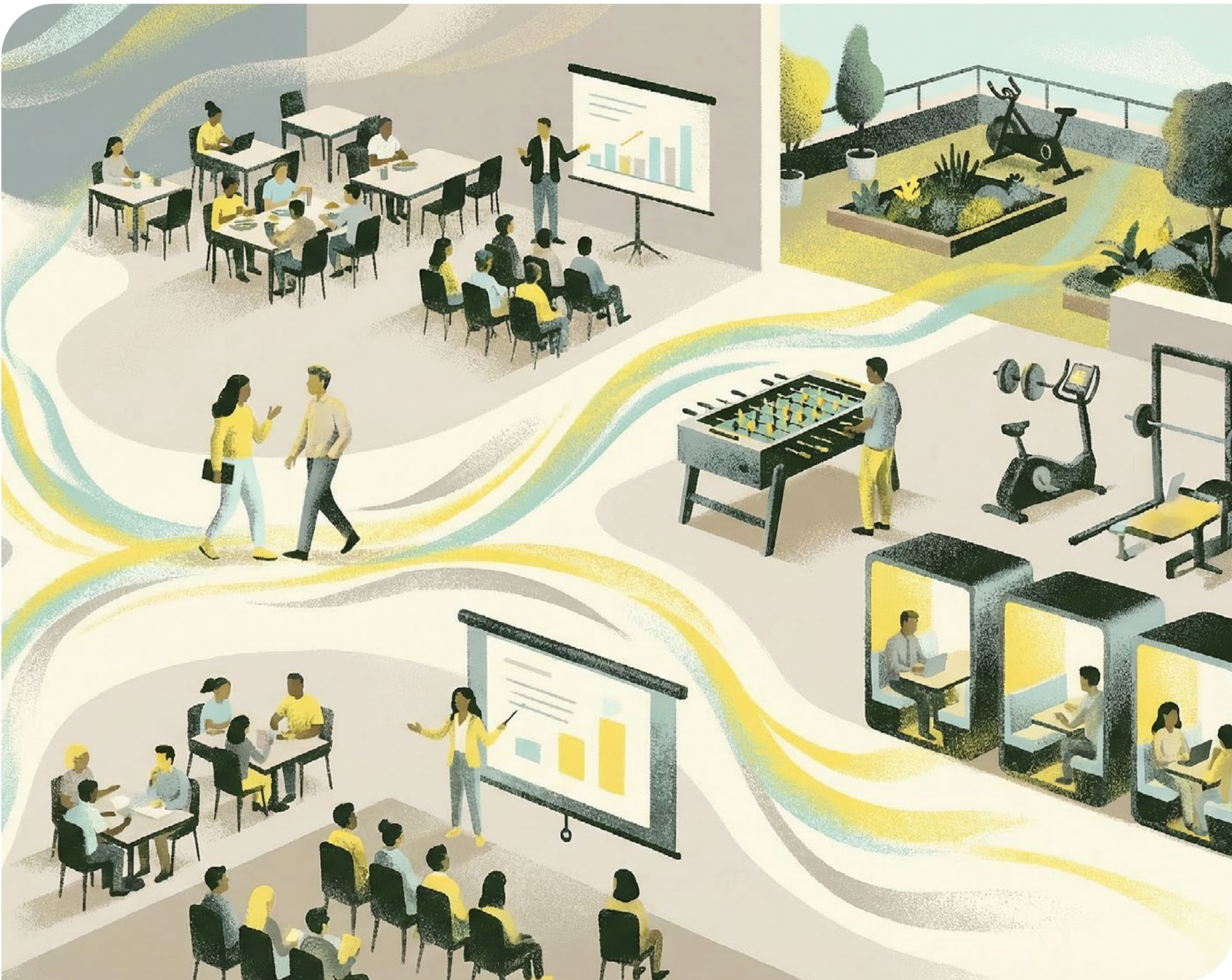
Public Procurement Policy Notes	Policy Focus	Our 2025 Activities & Alignment
PPN 06/20	Social Value in Procurement	We undertook multiple activities including education outreach (Reddam House workshops, careers fairs), charitable fundraising (£20,641 raised across 10+ initiatives), community engagement and employee volunteering.
PPN 02/23	Tackling Modern Slavery	Ethical supply chain management maintained across all projects. Subcontractor engagement evidenced through Considerate Constructors Scheme participation.
PPN 06/21	Taking Account of Carbon Reduction	NABERS compliance achieved across a number of key projects. SKA Gold standard on projects demonstrating carbon and resource-efficient fit-out practices.
PPN 07/20	Local Growth & Inclusive Economies	Work experience provided to across our SHE, Furniture and Commercial teams, as well as careers day workshops and careers fair attendance.
PPN 05/21	Wellbeing & Mental Health	Employee wellbeing initiatives are encouraged and supported, including London-to-Amsterdam cycle (230km) for Mates in Mind raising mental health awareness.
PPN 08/21	Disability & Inclusion	Careers activities targeted at young people across state schools in Berkshire and London, supporting inclusive pipeline development.



3. Environmental Performance

3.1 independently verified data (diversion from landfill)

Our waste performance in 2025 reflects our continued commitment to responsible construction and fit-out practices. Across all projects, we achieved an annual average waste diversion from landfill rate of 97%, substantially exceeding the industry benchmark and demonstrating our commitment to circular economy principles.



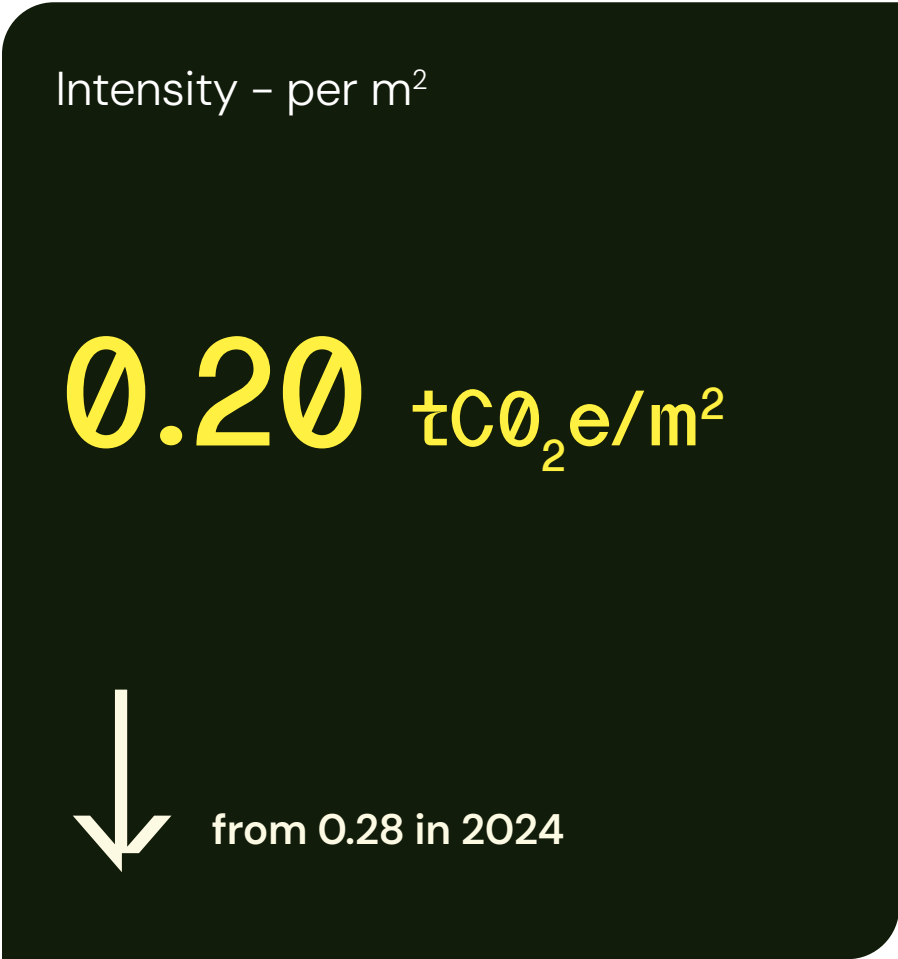
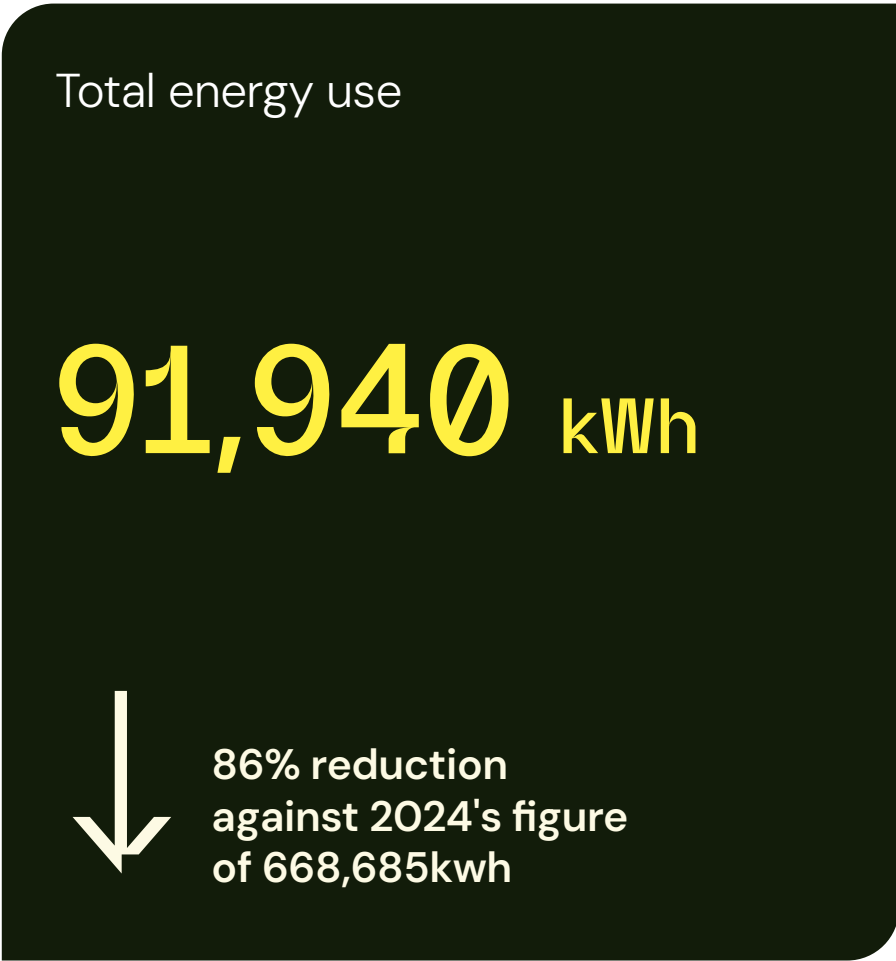
3.2 Green Building Certifications & Sustainable Fit-Out

Below are a selection of our key achievements across various accreditations and projects, which demonstrate our commitment to not only sustainability but raising standards across the industry.

Project	Certification	Significance
Revolut	NABERS Compliance	National Australian Built Environment Rating System (NABERS) measures operational energy efficiency of buildings, reflecting a world-class standard for energy performance.
AMEX JJ Mack	WELL Enabled Workspace	International WELL Building Standard certification, assessing the impact of the built environment on human health and wellbeing through air, water, light, nourishment, fitness, comfort and mind.
Canada Life	SKA Gold	RICS SKA Rating is a sustainability assessment method for fit-out projects. Gold is the highest tier, evidencing best-practice sustainable procurement, waste reduction and energy efficiency.
Project Daisy	CCS Score: 44/45 — Excellent	Considerate Constructors Scheme Excellent rating. A score of 44/45 places this project in the very top tier nationally for considerate, respectful and well-managed construction.

3. Environmental Performance

3.3 Carbon Emissions Analysis



3.4 Key Performance Metrics at a Glance

Metric	2025	2024	Change
Total gross CO ₂ e (mandatory + voluntary)	89.4 tCO ₂ e	130.1 tCO ₂ e	↓ 31%
Total energy consumption	91,940 kWh	668,685 kWh*	↓ 86%*
Scope 2 – electricity (location-based)	10.54 tCO ₂ e	14.52 tCO ₂ e	↓ 27%
Scope 3 – grey fleet (mandatory)	6.92 tCO ₂ e	108.42 tCO ₂ e*	↓ 94%*
Scope 3 – flights & rail (voluntary)	70.06 tCO ₂ e	N/A†	New 2025
Scope 3 – gas (voluntary)	0.72 tCO ₂ e	6.75 tCO ₂ e	↓ 89%
Scope 3 – waste (voluntary)	0.04 tCO ₂ e	0.43 tCO ₂ e	↓ 91%
Intensity – tCO ₂ e per m ²	0.20	0.28	↓ 29%
Intensity – tCO ₂ e per employee	0.76	1.15	↓ 34%
Electricity consumption (kWh)	59,563 kWh	75,101 kWh	↓ 21%
Employees (average)	118 FTE	113 FTE	+4%

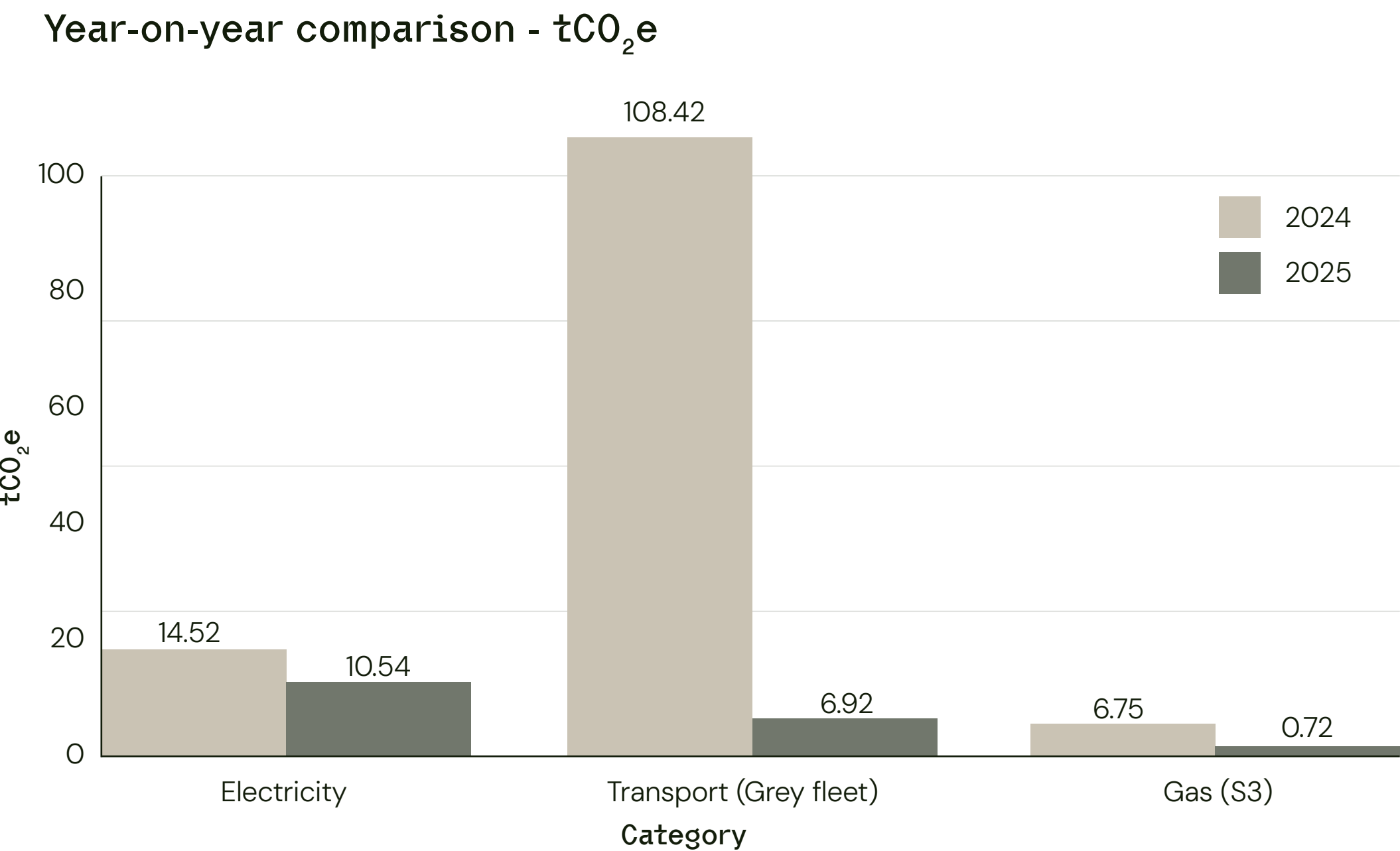
* 2024 transport figure included all modes (car, taxi, rail, flights). 2025 separates mandatory grey fleet from voluntary travel. 2024 energy adjusted to AIS floor share only. † Flights and rail were included in the 2024 transport total; separated as voluntary reporting in 2025.

3. Environmental Performance

3.4 Year-on-Year Comparison — tCO₂e

The year-on-year reduction in transport emissions is partly attributable to an improvement in our reporting methodology.

In 2024, all business travel was reported using car-equivalent emissions, whereas in 2025 grey fleet travel (mandatory reporting) has been separated from other business travel (reported voluntarily). This provides a more accurate representation of our transport emissions and improves the quality of our reporting. Alongside this methodological improvement, electricity-related emissions decreased by 27% compared with the previous year.



3.5 Energy Consumption Breakdown — 2025

Total energy consumption of 91,940 kWh is split across:

Electricity	(64.8%)
Grey Fleet Transport Fuel	(30.9%)
Scope 3 Gas	(4.3%)



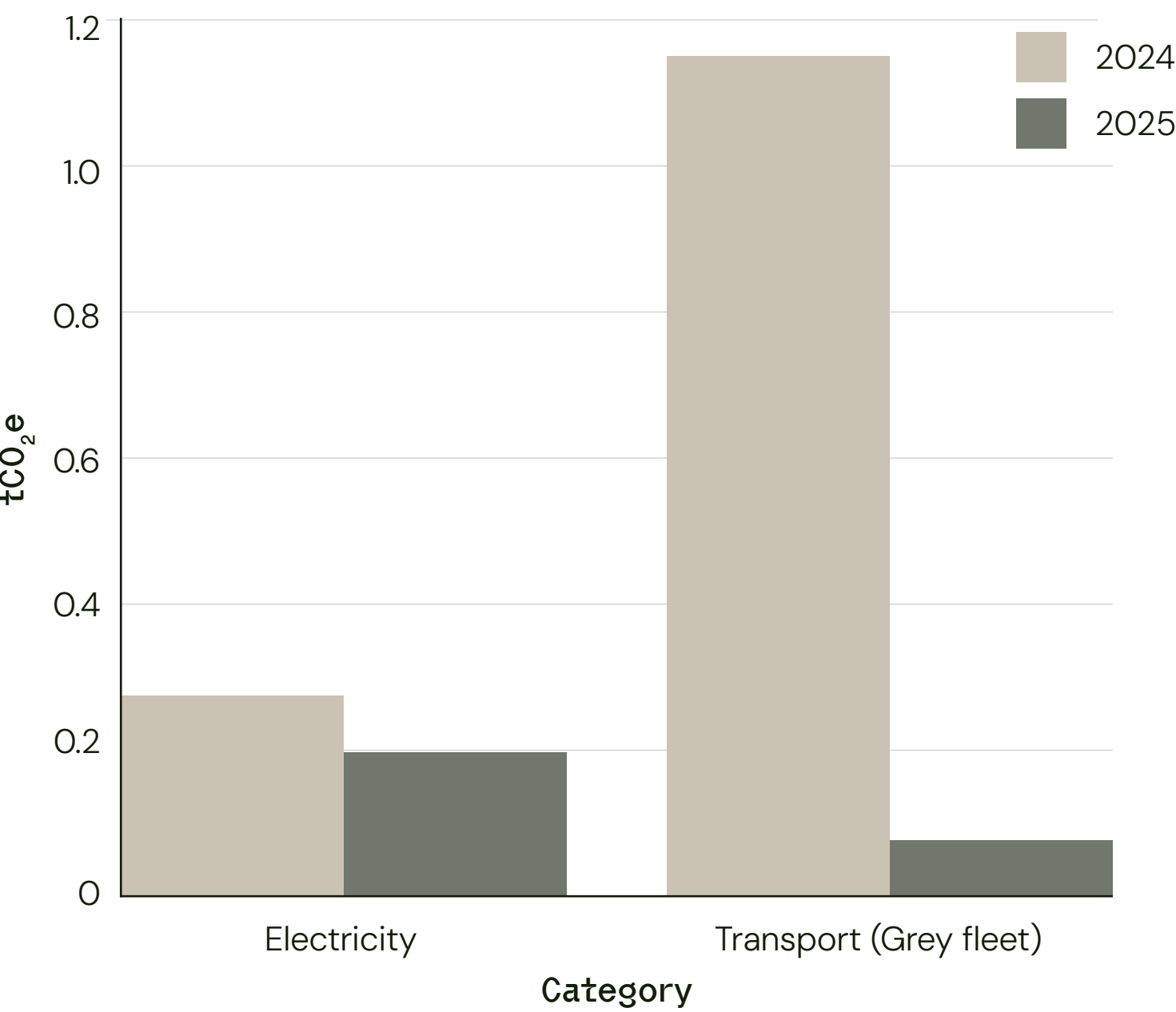
3. Environmental Performance

3.6 Intensity Ratios 2024 vs 2025

Both intensity metrics show meaningful improvement. Emissions per employee fell from 1.15 to 0.76 tCO₂e (↓34%), and emissions per m² fell from 0.28 to 0.20 (↓29%). These ratios are the most meaningful year-on-year comparators given the methodology changes in energy data.

Intensity ratios - 2024 vs 2025

tCO₂e per m² and per employee



3.7. Alignment to Public Procurement Policy Notes 006 - Social Value Model Themes

PPN 06/20 requires suppliers to public sector bodies to demonstrate social value across five themes. The table below maps AIS's 2025 performance to each theme.

Theme	Focus area	AIS 2025 evidence
Theme 1	Covid & economic recovery	118 employees maintained across UK operations. New premises investment in 2026 will support supply chain activity through fit-out procurement.
Theme 2	Tackling inequality	Carbon Neutral PAS 2060 certified. Project Zero carbon management plan focuses on Scope 3 embodied carbon in fit-out projects, reducing environmental burden for building occupants.
Theme 3	Wellbeing	WELL-enabled workspaces delivered for clients. ISO 14001 certified EMS. LED and PIR-controlled lighting in all offices. Energy efficient appliances and switch-off policy in operation.
Theme 4	Net zero & nature	Total gross CO ₂ e reduced to 89.4 tCO ₂ e (↓31%). Electricity emissions ↓27%. Intensity per employee ↓34%. New premises to include smart energy metering and environmental monitoring.
Theme 5	Innovative & effective	Sub-metered electricity data introduced improving accuracy. Perk platform used for granular travel data. SECR independently verified by Chartered Environmentalist. Lansdowne Warwick Sustainability Consultancy.

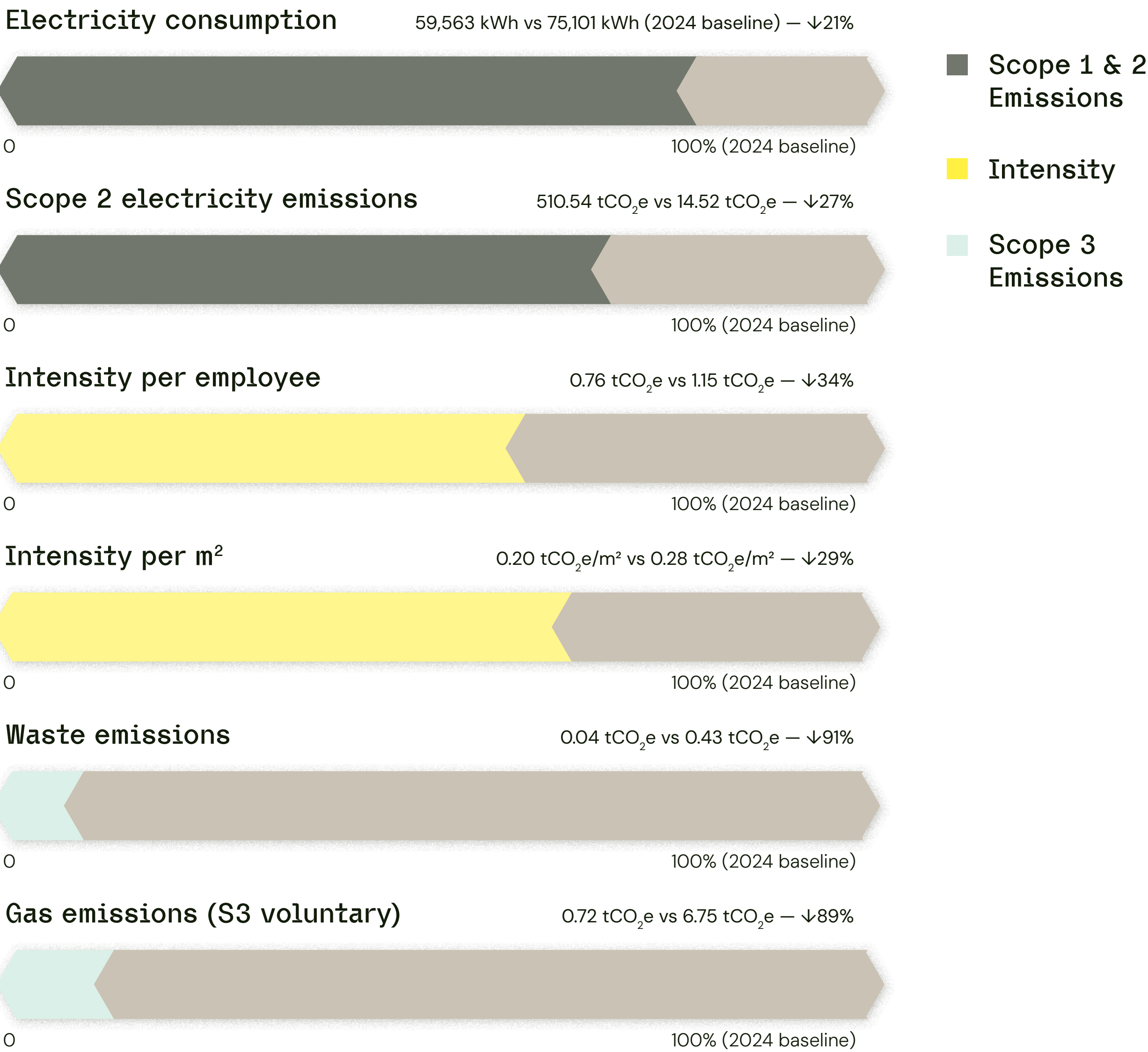
3. Environmental Performance

3.8 Progress Against Reduction Targets

The following shows year-on-year improvement across key metrics. Bars represent 2025 performance as a proportion of the 2024 baseline. A shorter bar indicates a greater reduction.



Braze, London



4. Social Value

Social value sits at the heart of our business strategy. In 2025, our people undertook a wide range of activities that delivered measurable benefits to communities, charitable organisations, and the next generation of construction professionals.

Social value is embedded throughout our business and project delivery, shaping the way we support people, communities and the environment.

In 2025, we delivered a range of initiatives aligned with the Social Value Model (PPN 002), creating meaningful and measurable impact through skills development, employment opportunities, community engagement, responsible procurement and environmental stewardship.



4. Social Value

4.1 Progress against the Social Value Model

Five Missions	Kickstart Economic Growth	Make Britain a Clean Energy Superpower	Take Back Our Streets	Break Down Barriers to Opportunity	Build an NHS Fit for the Future
Policy Outcomes	• Modern Slavery • Skills for Growth • Resilient, innovative and flexible supply chains	• Sustainable procurement practices	• Community action	• Employment and training • Creating a pipeline of opportunities	• Increasing productivity through physical and mental wellbeing
How AIS have implemented/delivered the outcomes	Promoted fair employment, inclusion and ethical employment practices across our operations and supply chain. AIS embedded Equality, Diversity and Inclusion (EDI) principles throughout our recruitment, project delivery and supply chain engagement, supported by Right to Work checks, Modern Slavery compliance and responsible employment practices. We worked closely with subcontractors and delivery partners to promote ethical standards across our projects, supported by initiatives such as Considerate Constructors Scheme participation and ongoing engagement with our supply chain.	Integrated sustainability and responsible practices into design and build delivery. Sustainability was embedded throughout our project approach, from early design decisions through to construction delivery. AIS supported clients in achieving sustainable workplace outcomes through carbon reduction measures, responsible material selection, resource efficiency, waste minimisation and circular economy principles. This included achieving NABERS compliance on key projects, delivering SKA Gold standard fit-outs, and prioritising the reuse, repurposing and donation of furniture and workplace assets wherever possible.	Supported community needs through practical action and volunteering. Beyond fundraising, AIS contributed directly to local communities through initiatives such as the City Harvest Food Collection, donating approximately 18kg of non-perishable food (equivalent to 43 meals) to support Londoners experiencing food insecurity. Additional activities, including the Tour De Paternoster static cycling challenge supporting Future Dreams, Sense and Cancer Research, and the Lord Mayor's Appeal abseil from The Leadenhall Building, demonstrated our commitment to supporting important causes through employee-led initiatives.	Created opportunities that supported inclusive growth and social mobility. AIS delivered careers engagement through school workshops, careers fairs, mentoring and work experience opportunities, helping young people understand the range of career pathways available within design, construction, furniture and workplace services. These initiatives supported PPN 07/20 – Local Growth & Inclusive Economies and PPN 08/21 – Disability and Inclusion by encouraging wider participation and improving access to industry opportunities.	Promoted employee wellbeing and mental health awareness. AIS supported wellbeing through employee engagement initiatives, flexible working practices, wellbeing campaigns and Mental Health First Aider support. Our teams participated in activities such as the London to Amsterdam Cycle Challenge, where 18 AIS employees and subcontractors cycled 230km to raise awareness and funds for Mates in Mind. We also incorporated inclusive workplace design principles into our projects, recognising the role that well-designed environments play in supporting employee wellbeing.
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4. Social Value

4.1 Progress against the Social Value Model

Five Missions	Kickstart Economic Growth	Make Britain a Clean Energy Superpower	Take Back Our Streets	Break Down Barriers to Opportunity	Build an NHS Fit for the Future
How AIS have implemented/delivered the outcomes	Invested in skills development, employability and future talent pathways. AIS supported lifelong learning and career development through work experience placements across our SHE, Furniture and Commercial teams, alongside careers workshops, careers fairs and education outreach programmes. We partnered with schools, colleges and training providers, including outreach activities with state schools in Berkshire and London, helping to create opportunities for young people and support a more inclusive pipeline into the design and construction industry.	Supported responsible procurement and local economic value creation. AIS worked collaboratively with SMEs, specialist subcontractors, social enterprises and local suppliers to strengthen responsible procurement practices and support inclusive economic growth. Through our supply chain relationships, we promoted collaboration, innovation and opportunities for local businesses while considering social and environmental impacts throughout the project lifecycle.			
	Supported local communities through charitable fundraising, volunteering and community engagement. AIS employees and project partners actively participated in a range of fundraising and community initiatives, raising £20,641 across more than 10 charitable activities. These included the Dragon Boat Challenge with a twelve-person team of AIS employees and subcontractors supporting CRASH Charity, the Giro d'Italia Cycle Challenge from Venice to Lake Como in support of Macmillan Cancer Support, and the Big Half Marathon supporting Campaign Against Living Miserably (CALM). These activities strengthened team engagement while contributing positively to causes aligned with our people and communities.	Addressed modern slavery risks through responsible supply chain management. AIS maintained a proactive approach to tackling modern slavery by embedding ethical sourcing practices, supplier engagement and compliance requirements across our projects. We worked with our supply chain partners to promote transparency, responsible labour practices and alignment with the requirements of PPN 02/23 – Tackling Modern Slavery.			

4. Social Value

4.2 Education, Skills & Employability

We are committed to investing in the talent pipeline and supporting young people to consider careers in construction and the built environment.

- Work Experience – we welcomed students into our London HQ to undertake work experience with our Commercial, SHE and Furniture teams, offering them gaining insight into the functions of a leading fit-out contractor.
- Design Workshops – we delivered two separate full day workshops to secondary school leavers and sixth formers running interactive design sessions to inspire the next generation.
- Careers Fairs – held at sixth form colleges, giving valuable insight into what the world of design and build might look like

Total Charitable Funds
Raised in 2025

£20,641.00

Inspired Education Group

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ALS delivered interior décor workshops to some of our year 7, 8 and 9 students at Reddam House Berkshire, as part of our Careers Week 2025. The team were brimming with ideas and creativity and inspired the students to make their own mood boards based on a pretend client brief. The students enjoyed having an opportunity to use their design, creativity, and practical skills.

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Kate Allum

Reddam House

4. Social Value

4.3 Charitable Fundraising & Community Engagement

Our people demonstrated exceptional commitment to charitable causes in 2025, collectively raising £20,641 for a range of charities. The table below summarises some of our stand-out activities and events:



Activity	Policy Focus	Cause/Charity
Dragon Boat Challenge – twelve person team comprised of AIS employees and subcontractors	Fundraising Challenge	CRASH Charity (Construction industry charity supporting hospices)
Giro d'Italia Cycle Challenge (Venice to Lake Como, 3 days)	Endurance Sport Challenge	Macmillan Cancer Support
Six employees undertook the Big Half Marathon	Running	CALM (Campaign Against Living Miserably)
Tour De Paternoster saw eleven of the team taking part in a static cycle in aid of charity, right in the heart of St Pauls	Cycling Challenge	Future Dreams, Sense and Cancer Research (breast cancer support charity)
Two employees abseiled 215m from 47th floor of the Leadenhall Building	Fundraising Event	Lord Mayor's Appeal
London to Amsterdam Cycle – Eighteen AIS employees and subcontractors cycled 230km	Major Endurance Challenge	Mates in Mind (mental health in the workplace)
Bake Sale	Workplace Fundraising	Macmillan Cancer Support
City Harvest Food Collection ~18kg non-perishable food donated (43 meals)	Community Support	City Harvest (supporting Londoners facing poverty)

5. Mental Health and Physical Wellbeing

We recognise that mental health and physical wellbeing are critical issues in the construction sector. In 2025, we actively supported a range of initiatives that directly address these themes, both within our workforce and the wider industry.

Mates in Mind

London to Amsterdam Cycle (230km)

18 employees and subcontractors undertook a significant multi-day cycling challenge, raising funds for Mates in Mind, a charitable programme working to improve and promote positive mental health across the construction sector. The inclusion of subcontractors in this initiative reflects our commitment to extending social value through our supply chain.



Mental Health TBTs

Supporting mental health is fundamental to creating a safe, healthy and productive workplace. As part of our ongoing commitment, we deliver regular Mental Health Toolbox Talks across our projects and offices, covering topics such as stress management, anxiety, depression, fatigue, resilience, and recognising the signs that someone may be struggling.

These sessions provide practical guidance on maintaining positive mental wellbeing, encourage open and honest conversations, and signpost colleagues to the support available, including our Mental Health First Aiders. By embedding mental health awareness into our day-to-day operations, we help reduce stigma, encourage early intervention, and foster a culture where everyone feels supported, valued and able to thrive.

The Construction Industry DragonBoat Challenge

In 22 May 2025, AIS and our contractor partners took part in the Construction Industry Dragon Boat Challenge, raising funds for the crash charity. The event brought our teams together, strengthened relationships across our supply chain and supported a charity dedicated to transforming spaces for people experiencing homelessness.



Awareness Campaigns

We provides structured mechanisms to identify, manage and mitigate workplace stress, supporting employees in maintaining good mental health and facilitating a safe and timely return to full wellbeing where required. This approach is underpinned by our policies and supported through Mental Health First Aid training available to our employees.

Together, these measures ensure that potential stressors are proactively identified, assessed and managed, while promoting a workplace culture that prioritises health, openness and early intervention.

6. Governance, Quality & Responsible Procurement

01 Leadership and Accountability

Our Senior Leadership Team provides strategic oversight of our ESG commitments, ensuring sustainability is embedded into business decisions, project delivery and long-term planning. Clear responsibilities and accountability help drive positive outcomes across the organisation.

02 Policies and Standards

Our governance framework is supported by a comprehensive suite of policies, including our ESG, Health & Safety, Environmental, Equality, Diversity & Inclusion, Modern Slavery and Information Security policies. These provide a consistent approach to ethical, compliant and responsible business practices.

03 Risk, Compliance and Assurance

We proactively identify, assess and manage risks to protect our people, projects and business. Through regular audits, compliance monitoring and robust management systems, we ensure legislative requirements and industry best practice are consistently maintained.

Management System Certifications



04 Performance Monitoring

We monitor our ESG performance through measurable objectives, key performance indicators (KPIs) and regular management reviews. This enables us to track progress, identify opportunities for improvement and make informed decisions based on reliable data.

05 Transparency and Reporting

We are committed to open and transparent communication with our clients, employees, supply chain partners and wider stakeholders. Our ESG reporting provides a clear account of our performance, progress and priorities, demonstrating our commitment to responsible business practices.

06 Continuous Improvement

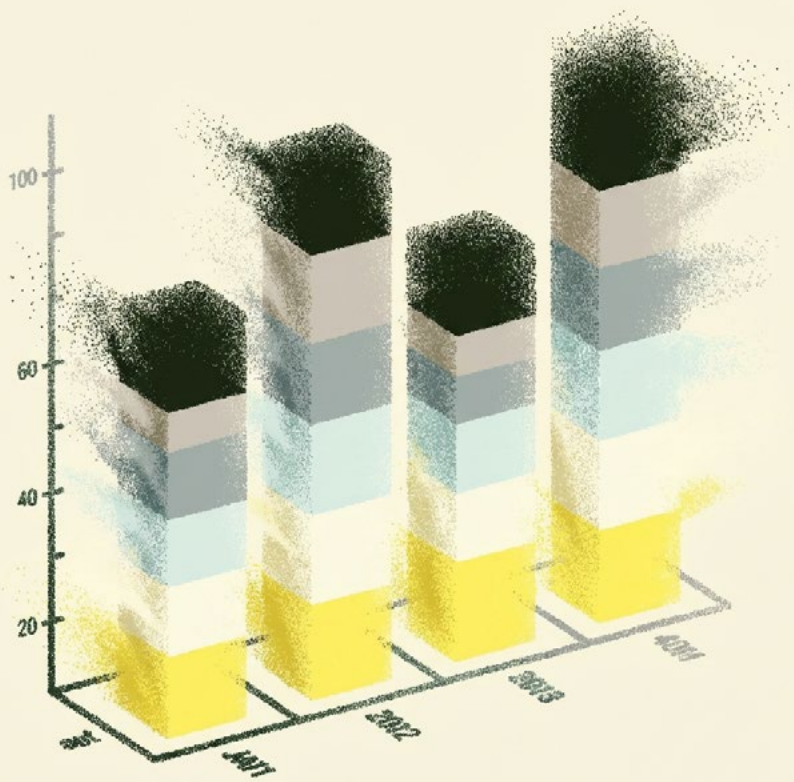
We continually review our policies, processes and performance to drive improvement across our business. By learning from feedback, embracing innovation and responding to changing stakeholder expectations, we strengthen our governance and deliver sustainable long-term value.

Memberships & Accreditations



Governance at a Glance

- ✓ Board of Directors Oversight
- ✓ Annual Policy Reviews
- ✓ Internal Audits
- ✓ Supply Chain Due Diligence
- ✓ Risk Management



7. ESG Impact Report 2025

Summary & Looking Ahead

Our commitment to Public Procurement Policy Notes (PPN) means that ESG is not a reporting exercise at AIS, it is embedded into the way we design, deliver and complete every project. Through this approach, we focus on creating meaningful and measurable value for our clients, communities, supply chain partners and the environment.

Environmentally, 2025 marked continued progress in strengthening our approach to sustainability and carbon management. We enhanced our understanding of emissions across our operations and supply chain, while embedding sustainable practices throughout our design and build process. Through initiatives including carbon reduction measures, responsible sourcing, resource efficiency and circular economy principles, we continue to support clients in delivering more sustainable workplaces. Reducing our environmental impact remains a key priority, and we are progressing towards our long-term commitment to achieving Net Zero by 2050. In 2026, we will continue to improve the measurement of our Scope 1, 2 and 3 emissions and identify further opportunities to reduce carbon across our projects and operations.

Socially, we continued to create positive outcomes for our people, communities and future workforce. We strengthened our social value delivery through education outreach, careers workshops, work experience placements and engagement with schools and colleges, helping to support the next generation of construction professionals. Our teams also contributed to a wide range of charitable and community initiatives, raising over £20,000 for important causes while supporting wellbeing, inclusion and community resilience. We remain committed to creating inclusive opportunities, supporting employee development and building strong relationships with the communities in which we operate.

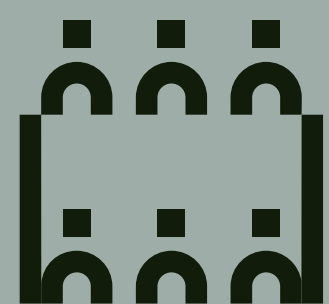
From a **governance** perspective, we maintained high standards across our business operations, project delivery and supply chain management. Our approach is underpinned by robust policies, ethical business practices, responsible procurement and a commitment to compliance with PPN requirements. We continued to promote responsible employment practices, modern slavery prevention, health and safety excellence and transparent engagement with our supply chain partners, ensuring that strong governance remains central to the way we deliver projects.

As we move into 2026, AIS will continue to build on this progress by strengthening our ESG framework, improving measurement and reporting, and delivering sustainable, responsible and high-quality environments for our clients and communities.



7. ESG Impact Report 2025

In 2026, we will build on these foundations by:



Expanding our education and employability programme to reach more schools and colleges.



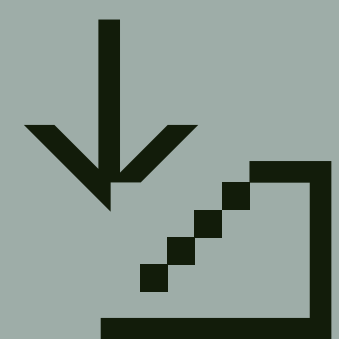
Embedding WELL, NABERS and SKA standards into early-stage design and procurement discussions.



Enhancing supply chain engagement in social value, sustainability and carbon reduction activities.



Increasing the number of projects registered with the Considerate Constructors Scheme.



Strengthening carbon measurement and reduction initiatives across Scope 1, 2 and 3 emissions.



Continuing to align our operations with our long-term Net Zero 2050 commitment.

Thank you



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