

OUR ESG STRATEGY: TWO YEARS ON

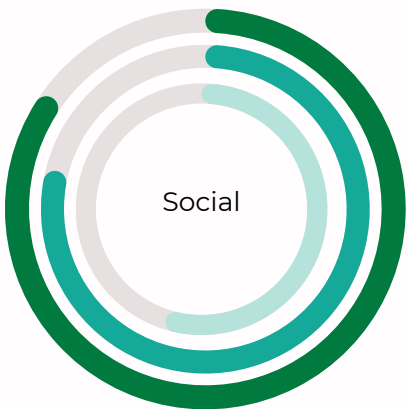
Two years have passed since we first introduced our Environmental, Social, and Governance (ESG) working group. We have made significant strides in our journey towards sustainability and responsible business practices and we are excited to share our continued progress with you.

COMPANY PERFORMANCE

BGF annually analyse and score our ESG practices, these scores are benchmarked against other SME's across their portfolio and offers us insights into areas where we can enhance our practices.



We increased our percentage score by **14%** from our 2022/3 score. This is a massive **127%** improvement from our 2021 score.

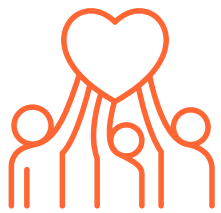


We continued to build on our social value strategy and as a result we increased our score once again, since 2020 our score has increased by **55%**



Our score remained consistent at **89%** We aim to increase these scores further in 2025, by enhancing our policies and procedures around this.

We are now a ‘Leader’ in all three areas that we are scored against, not only within the BGF Portfolio, but in the wider sector. This ‘*demonstrates a strong alignment with leading practice in policies such as Business Conduct, Data Protection, and Employee Health and Safety mirroring or exceeding sector norms.*’



Charity & Sponsorship

£15,000

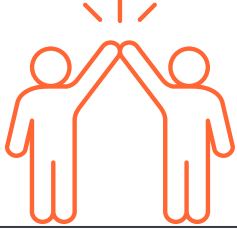
in 2024



Diversity

19%

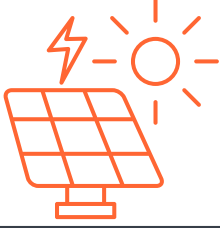
of our employees are women
(Feb 2025)



Volunteering

100 hours

in 2024



Solar Powered Welfare Units

100%



7.69% TOTAL CARBON REDUCTION

We are delighted that our carbon footprint progression in 2024 was a reduction of **7.69%** reduction, and we continue to offset the carbon we do use including supporting Time4Tree global tree planting project in Kent.

GOVERNANCE



- In 2024 we achieved new accreditation across the business including:
- **BAFE SP203-1** for the design, installation and commissioning of Fire Detection and Alarm Systems
 - **BAFE SP207** for the design, installation and commissioning of Evacuation Alert Systems.

NATIONAL LITERACY TRUST CAMPAIGN

We funded the National Literacy Trusts Words for Work: Dream Big. which brings together schools and local businesses to support primary aged pupils to develop their oracy skills, raise aspirations and challenge stereotypes.

The programme was delivered to 87 children at a local primary school in Hastings. 7 volunteers from Triangle attended a bespoke engagement session which included 3 different activities:

- A fire-safety introduction
- A Q&A with business volunteers: in small groups, the children spent time with every volunteer to ask them prep-prepared questions about their job.
- A book-sharing activity where the volunteers read a careers-related book to the children

