



OMNI FACILITIES MANAGEMENT SUSTAINABILITY REPORT



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ABOUT THIS REPORT

1.1 Purpose of the Report

This Sustainability report presents the environmental, social, and governance (ESG) performance of Omni Facilities Management for the reporting period 1 January 2025 – 31 December 2025. The report aims to provide transparent and balanced information on the organisation's sustainability approach, key impacts, management practices, and performance outcomes.

The report has been prepared to support engagement with stakeholders, including clients, employees, suppliers, and business partners, and to demonstrate the organisation's commitment to responsible business practices and continuous improvement.

1.2 Reporting Scope and Boundary

This report covers the operations of Omni Facilities Management over which the organisation has operational control, in line with the Global Reporting Initiative (GRI) Standards.

The organisation operates primarily within hotel environments, where utilities such as energy and water are largely owned, managed, and metered by hotel operators. As a result:

Environmental data reported in this document focuses on areas directly controlled by the organisation, including head office operations and the vehicle fleet.

Environmental impacts associated with hotel infrastructure are discussed qualitatively, where relevant, with clear explanations of data limitations.

Unless otherwise stated, the information presented relates to employees of the organisation and excludes workers employed directly by hotel operators or other third parties.

This Sustainability Report relates to Omni Facilities Management Limited and covers activities under its operational control. References to 'Omni Group' initiatives are provided for contextual transparency only. EcoVadis evidence, performance data, and scoring apply solely to Omni Facilities Management Limited unless explicitly stated otherwise.

1.3 Reporting Period, Frequency, and Contact Point

(GRI 2-3)



Reporting period and frequency

This Sustainability Report covers the period from 1 January 2025 to 31 December 2025 and is published on an annual basis.



Alignment with financial reporting

Omni Facilities Management Limited's financial reporting period also runs from 1 January to 31 December, aligning with the sustainability reporting period. As a result, there are no differences between the periods covered by the financial and sustainability reports.



Publication date

This Sustainability Report was published in January 2026.



Contact point

For questions regarding this Sustainability Report or its contents, please contact:

ESG Team

Omni Facilities Management Limited
11 Beavor Lane
London, W6 9AR
United Kingdom
Email: info@omnifm.com

1.4 Standards and Frameworks Applied

This Sustainability Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards, including:

- GRI 2: General Disclosures 2021

- GRI 3: Material Topics 2021
- Selected GRI Topic Standards covering Energy, Water, Emissions, Waste, Anti-corruption, Supplier Environmental Assessment, Occupational Health and Safety, and Training and Education.

The report applies a combination of current and previously issued GRI Topic Standards, in line with their respective effective dates.

The organisation operates an environmental management system certified to **ISO 14001**, which provides a structured framework for identifying, managing, and monitoring environmental impacts, ensuring legal compliance, and supporting continual improvement across areas under the organisation’s operational control. The environmental management system applies across the organisation’s operations and service delivery activities and covers 100% of employees.

This Sustainability Report also supports the organisation’s EcoVadis sustainability assessment by addressing the four EcoVadis themes of Environment, Labor & Human Rights, Ethics, and Sustainable Procurement within a single integrated report.

1.5 Restatements of Information

(GRI 2-4)

This is the organisation’s **first Sustainability Report**.
No restatements of previously reported information have been made.



ORGANISATIONAL DETAILS AND REPORTING ENTITIES

2.1 Organisational Details

(GRI 2-1)

Organisation name: Omni Facilities Management Limited

Nature of ownership and legal form: Private limited company

Primary activities: Facilities management services, including housekeeping and related support services, primarily delivered within hotel environments.

Head office location:

11 Beavor Lane
London, W6 9AR
United Kingdom

Countries of operation: United Kingdom

Omni Facilities Management Limited operates within client premises, primarily hotels, delivering services through on-site teams while maintaining a centrally managed head office function. The organisation's operating model means that certain infrastructure, including utilities such as energy and water at hotel locations, is managed by third parties.

2.2 Entities Included in the Organisation's Sustainability Reporting

(GRI 2-6)

This Sustainability Report covers Omni Facilities Management Limited and includes all operations over which the organisation has operational control during the reporting period from 1 January 2025 to 31 December 2025.

The report includes

Head office operations in the United Kingdom

Operational activities delivered by employees at client hotel locations

The report excludes:

Entities not under the organisation's operational control

Hotel infrastructure, utilities, and building management systems owned and operated by third parties

Workers employed directly by hotel operators or other external service providers

There have been no changes to the entities included in the organisation's sustainability reporting during the reporting period.

2.3 Activities, Value Chain and Other Business Relationships

(GRI 2-6)

Organisation name: Omni Facilities Management Limited

Nature of ownership and legal form: Private limited company

a. Sector(s) in which the organisation is active

Omni Facilities Management Limited operates in the facilities management sector, providing integrated support services across the hospitality, commercial, and residential markets within the United Kingdom.

b. Value chain

i. Activities, products, services, and markets served

Omni Facilities Management Limited (trading as Omni FM) delivers a range of integrated facilities management services, including cleaning, housekeeping, property support, and technology-enabled facilities management solutions.

The organisation's primary market is the United Kingdom, where services are delivered predominantly within hotel environments, as well as commercial buildings and residential property operations.

Services are provided through on-site operational teams, supported by centrally managed functions such as governance, procurement, human resources, and sustainability management.

ii. Supply chain

The organisation's supply chain primarily consists of:

Service-related consumables, such as cleaning materials, chemicals, and equipment;

Facilities management technologies and systems; and

Workforce recruitment and training services.

Suppliers are predominantly UK-based and are expected to comply with applicable labour, health and safety, and sustainability standards, in line with the organisation's supplier policies and procedures.

iii. Downstream entities and their activities

Downstream, Omni FM's services are delivered directly to client organisations operating in the hospitality, commercial, and residential property sectors. Clients use these services to support safe, efficient, and high-quality workplace and guest environments.

The organisation operates within client-owned premises and does not own or control building infrastructure, utilities, or fixed assets at client sites.

c. Other relevant business relationships

The organisation maintains key business relationships with:



Collaboration with clients is integral to the co-development of service standards, operational improvements, and continuous improvement initiatives.

d. Significant changes

During the reporting period, there were no significant changes to Omni FM's sectors of operation, value chain activities, supply chain structure, or downstream business relationships compared to the previous reporting period.

2.4 Employees

(GRI 2-7)

As of 31 December 2025, Omni Facilities Management Limited employed a total of 3,506 employees.

The workforce is primarily UK-based and largely operational, delivering facilities management services within client premises, predominantly hotel environments.

A smaller proportion of employees are based at the organisation's **head office**, supporting operational delivery through functions such as management, human

resources, procurement, finance, and sustainability.

The majority of employees are engaged in frontline operational roles, including cleaning, housekeeping, and property support services. Employment arrangements are aligned with UK employment legislation and applicable labour standards.

Workforce information reported in this Sustainability Report relates to **employees of Omni Facilities Management Limited only**, unless otherwise stated.

2.5 Workers Who Are Not Employees

(GRI 2-8)

In addition to its direct workforce, Omni Facilities Management Limited operates within client-owned premises, primarily hotels, where other workers may be present on site.

These workers include:

Employees of hotel operators or property owners, and

Other third-party contractors engaged directly by clients.

These individuals are not employed by Omni Facilities Management Limited and are therefore excluded from the organisation's workforce data, including employee headcount, occupational health and safety statistics, and training metrics reported in this Sustainability Report.

Where agency workers or temporary labour are engaged to support operational requirements, they are managed in accordance with organisational policies and applicable legal requirements. The organisation maintains oversight of working conditions within its operational remit but does not have operational control over workers employed directly by clients or other third parties.



GOVERNANCE, ETHICS & INTEGRITY

3.1 Governance Structure and Composition

(GRI 2-9)

Omni Facilities Management Limited is governed by a Board of Directors, which acts as the company's highest governance body. The Board is responsible for setting the strategic direction of the organisation, overseeing financial performance, and ensuring that the company operates responsibly with regard to its economic, environmental, and social impacts.

The Board is supported by a senior management team responsible for the day-to-day management of operations, including service delivery, workforce management, compliance, and sustainability performance.

Given the size and ownership structure of the organisation, the Board does not operate

through formal sub-committees. Oversight of sustainability, compliance, and operational performance is addressed directly by the Board and delegated to relevant executive directors where appropriate.

The Board includes a combination of executive and non-executive directors, providing both operational insight and independent strategic oversight. Collectively, Board members bring experience in facilities management, finance, human resources, technology, and sustainability. The Board includes both male and female members and considers diversity and inclusion in leadership appointments.

3.2 Nomination and Selection of the Highest Governance Body

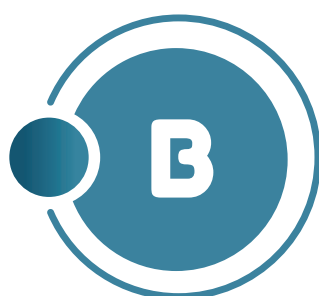
(GRI 2-10)

Appointments to the Board of Directors are overseen by the company's owners and existing directors. As Omni Facilities Management Limited is a privately held company, there is no formal nomination committee. Instead, nominations are discussed and agreed collectively at Board level.

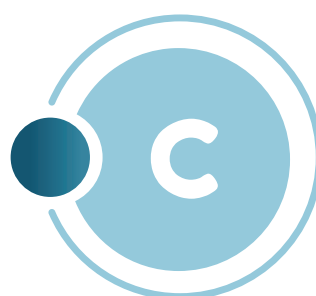
Selection criteria include:



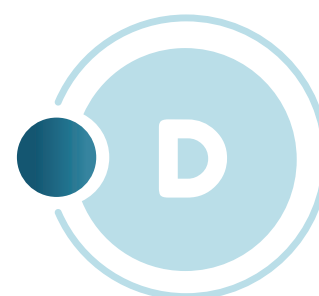
Alignment with the organisation's long-term strategic objectives;



Relevant sector experience and professional competence;



Independence from management where non-executive directors are appointed; and



Consideration of diversity in gender, background, and experience.

Stakeholder perspectives, including those of shareholders, senior management, employees, and clients, are considered informally to ensure governance arrangements reflect stakeholder expectations.

3.3 Chair of the Highest Governance Body

(GRI 2-11)

The Chair of the Board of Directors is Mr. Riaz Ladha, who also serves as a chairman within the organisation. This dual role reflects the company's structure as a privately held

business, where governance and management are closely aligned to support effective decision-making and continuity of leadership.

To mitigate potential conflicts of interest arising from this arrangement, strategic decisions are discussed and approved collectively by the Board, with input from non-executive directors where applicable.

3.4 Role of the Highest Governance Body in Overseeing the Management of Impacts

(GRI 2-12)

The Board of Directors is responsible for approving Omni Facilities Management Limited's **purpose, values, strategies, and policies**, including those related to sustainability and responsible business conduct.

The Board oversees due diligence and impact management processes by:



- reviewing stakeholder feedback from clients, employees, and industry engagement;
- considering actual and potential economic, environmental, and social impacts;
- integrating sustainability considerations into strategic decision-making and risk management.

The effectiveness of impact management is reviewed at least annually alongside financial and operational performance. Where necessary, the Board directs changes to policies, priorities, or operational controls to support continuous improvement.

3.5 Delegation of Responsibility for Managing Impacts

(GRI 2-13)

While the Board retains ultimate accountability for sustainability impacts, responsibility for day-to-day management is delegated to senior executives.

The **Director of Health, Safety and ESG** has overall responsibility for managing sustainability, health and safety, compliance, and stakeholder engagement. This role ensures that ESG considerations are embedded into operational decision-making and service delivery.

Implementation responsibilities are further delegated to line managers, site supervisors, and employees, who are accountable for applying relevant policies and procedures at client sites and head office locations.

Sustainability Progress and performance are reported to the Board on a quarterly basis, with more frequent reporting where required.

3.6 Role of the Highest Governance Body in Sustainability Reporting

(GRI 2-14)

The Board of Directors is responsible for reviewing and approving the Sustainability Report, including the identification of material topics.

Draft disclosures are prepared by the Director of Health, Safety and ESG, with input from senior management, and are subject to internal review before being presented to the Board for discussion and approval.

While Omni FM does not operate a separate sustainability committee, the Board collectively oversees the reporting process. Internal review processes, including review by a **GRI-trained professional**, support alignment with the GRI Standards and consistency of reporting.



3.7 Conflicts of Interest

(GRI 2-15)

Omni Facilities Management Limited has processes in place to identify, prevent, and mitigate conflicts of interest at Board and senior management level.

Directors are required to declare potential conflicts on appointment and on an ongoing basis. Any declared conflicts are reviewed by the Board, and individuals are recused from decision-making where appropriate.

Related-party transactions and controlling shareholder relationships are disclosed in the company's audited financial statements, in line with UK requirements.

3.8 Communication of Critical Concerns

(GRI 2-16)

Critical concerns are communicated to the Board through established escalation channels. The HR function manages grievance and whistleblowing mechanisms, with coordination from the Director of Health, Safety and ESG for matters relating to sustainability or health and safety.

During the reporting period, no critical concerns were escalated to the highest governance body.

3.8a Anti-Corruption training disclosure

Anti-bribery and corruption training is mandatory for all employees. Training is delivered during induction and reinforced through refresher training. During the reporting period, 100% of employees completed anti-corruption training, supported by the Anti-Bribery & Corruption Policy and Code of Conduct.

3.8b Business Ethics

Omni Facilities Management Ltd maintains a strong governance framework to promote ethical business conduct, prevent

corruption, and encourage responsible behaviour across the organisation.

During the reporting period, the company monitored and tracked key business ethics indicators, supported by its whistleblowing procedure, anti-corruption policies, and employee training processes.

1 Whistleblower report received

0 Confirmed corruption incidents

100% Percentage of employees trained on business ethics

Business ethics training is provided to all employees through mandatory induction processes and ongoing policy awareness, including the Code of Conduct and anti-corruption requirements. No substantiated ethics or corruption incidents were identified during the reporting period.

3.9 Collective Knowledge of the Highest Governance Body

(GRI 2-17)

The Board maintains and develops its collective knowledge of sustainable development through internal briefings, professional expertise, and external engagement.

This includes regular updates from the Director of Health, Safety and ESG, input from a **GRI-trained professional**, and participation in industry forums and professional development activities. The Director of Health, Safety and ESG is currently undertaking a Master's in Sustainability Leadership, further strengthening governance-level sustainability expertise.

3.10 Evaluation of the Performance of the Highest Governance Body

(GRI 2-18)

The performance of the Board is evaluated annually through an internal review process. The evaluation considers the Board's effectiveness in overseeing strategy, risk management, sustainability impacts, and stakeholder engagement.

Findings inform improvements to governance practices, including agenda setting, reporting, and Board development.

3.11 Remuneration

(GRI 2-19, 2-20, 2-21)

Remuneration policies for Board members and senior executives are designed to be fair, competitive, and aligned with the organisation's strategic objectives.

Performance-related elements, where applicable, consider financial performance, service quality, compliance, workforce wellbeing, and sustainability outcomes.

The annual total compensation ratio of the highest-paid individual to the median employee was 6.4 (640%) during the reporting period.



STRATEGY, POLICIES AND STAKEHOLDER ENGAGEMENT

4.1 Statement on Sustainable Development Strategy

(GRI 2-22)

Statement from the Chief Executive Officer

At Omni Facilities Management Limited, sustainability is not an addition to our business – it is embedded in how we operate and deliver value to our clients, employees, and communities. As Chief Executive Officer, I see sustainability as central to our long-term success and to our role in contributing positively to society and the environment.

Vision and strategy

In the short term, our focus is on strengthening compliance, workforce

wellbeing, and operational efficiency. Over the medium to long term, our strategy is to become a trusted leader in sustainable facilities management, ensuring that our services deliver positive impacts for people and minimise impacts on the environment.

Purpose and business model

Our business model is founded on responsible practices. This includes treating employees fairly, upholding high standards of health and safety, and working closely with our clients to help them achieve their own sustainability objectives. By doing so, we aim to prevent negative impacts and deliver shared value.

Strategic priorities

OUR SHORT- AND MEDIUM-TERM PRIORITIES INCLUDE:

Enhancing employee engagement, development, and wellbeing

Reducing the environmental footprint of our service delivery through efficiency and innovation

Embedding sustainability into governance, led by our Director of Health, Safety and ESG, and aligning our priorities with the UN Sustainable Development Goals

Broader trends

We are mindful of broader social and economic challenges, including rising operating costs, the growing importance of climate action, and increasing expectations from clients on sustainability performance. These trends shape our strategy and focus our ambition.

Performance and achievements

During the reporting period, we strengthened ESG governance by expanding the remit of our Director of Health, Safety and ESG, who is currently undertaking a Master's in Sustainability Leadership. We also continued to deliver training and career development for our people while maintaining compliance with health, safety, and labour standards across all operations.

Challenges and goals

Key challenges remain, including managing sustainability consistently across diverse client sites and adapting to evolving regulatory expectations. Our forward-looking goals for the next one to five years include:



- Hitting our carbon reduction targets
- Expanding training and development programmes for our workforce
- Improving diversity and inclusion at all levels of the company
- Strengthening the transparency and quality of our sustainability reporting

Sustainability is a continuous journey, and at Omni FM we are committed to building a resilient, responsible, and forward-looking business that creates lasting value for our stakeholders.

Steven Foster
Chief Executive Officer
Omni Facilities Management Limited

4.2 Policy Commitments

(GRI 2-23)

Omni Facilities Management Limited is committed to responsible business conduct, guided by UK law and internationally recognised expectations for fair labour, health and safety, environmental protection, and ethical business practices.

Responsible business conduct

Our commitments include:

Compliance with UK employment and labour laws, health and safety regulations, and environmental requirements



Conducting appropriate due diligence to identify and manage risks within our operations and supply chain



Respecting human rights, with a focus on fair treatment, non-discrimination, and safe working conditions



Human rights commitments

Our internal policies commit Omni FM to:

Upholding internationally recognised human rights, including freedom from forced labour, child labour, and discrimination

Providing safe and fair working conditions, including fair pay and equal opportunity

Giving particular attention to potentially vulnerable groups in the facilities management sector, such as agency workers, migrant workers, and part-time staff

Availability and approval

Policy commitments are documented internally, including within the Employee Handbook and Health & Safety Policy. They are approved by the Board of Directors and implemented by senior management. Health and Safety policy is published externally.

These commitments apply to all Omni FM activities in the United Kingdom and extend to business relationships, including recruitment agencies and suppliers.

These commitments are formalised through documented policies approved by the Board of Directors, including the Environmental Policy (ISO 14001 aligned), Health & Safety Policy, Code of Conduct, Anti-Bribery & Corruption Policy, Whistleblowing Procedure, and Supplier Code of Conduct. Policies are reviewed periodically and communicated through induction and refresher training.

4.3 Embedding Policy Commitments

(GRI 2-24)

Policy commitments are embedded across the organisation through governance, operational procedures, and training.

Allocation of responsibility

- The Board approves policy commitments
- Senior management oversees implementation
- Line managers and supervisors apply policies at operational level
- All employees are expected to act in accordance with company policies

Integration into operations

Commitments are embedded through:

- The Employee Handbook and Health & Safety Policy
- Integration of ESG considerations into operational procedures (e.g. safe chemical use, waste management, fair recruitment)
- Alignment of workforce policies with UK legal requirements and recognised good practice

Business relationships and training

Suppliers and clients are expected to uphold equivalent standards through contractual requirements and collaboration. Commitments are reinforced through induction training, ongoing management training, and awareness activities.

4.4 Processes to Remediate Negative Impacts

(GRI 2-25)

Omni FM is committed to providing remediation where it identifies that its operations have caused or contributed to negative impacts.

Grievance and remediation mechanisms

These include:

- A formal employee grievance procedure
- An open-door management policy
- Confidential HR reporting channels

Concerns from clients and suppliers are addressed through contract management and escalation processes. Where impacts are identified, remediation actions may

include corrective measures following incidents, investigations supported by HR, and collaboration with affected stakeholders.

Effectiveness is monitored through tracking grievances, corrective actions, and stakeholder feedback. No critical grievances were escalated to Board level during the reporting period.

4.5 Mechanisms for Seeking Advice and Raising Concerns

(GRI 2-26)

Employees and stakeholders can seek advice or raise concerns through:



Concerns may be raised through whistleblowing procedures, confidential HR channels, or open-door escalation. Reports are treated confidentially, with protections against retaliation. Responsibility for oversight lies with HR and senior management, with escalation to the Board where necessary.

4.6 Compliance with Laws and Regulations

(GRI 2-27)

During the reporting period, Omni Facilities Management Limited recorded no significant instances of non-compliance with laws or regulations.

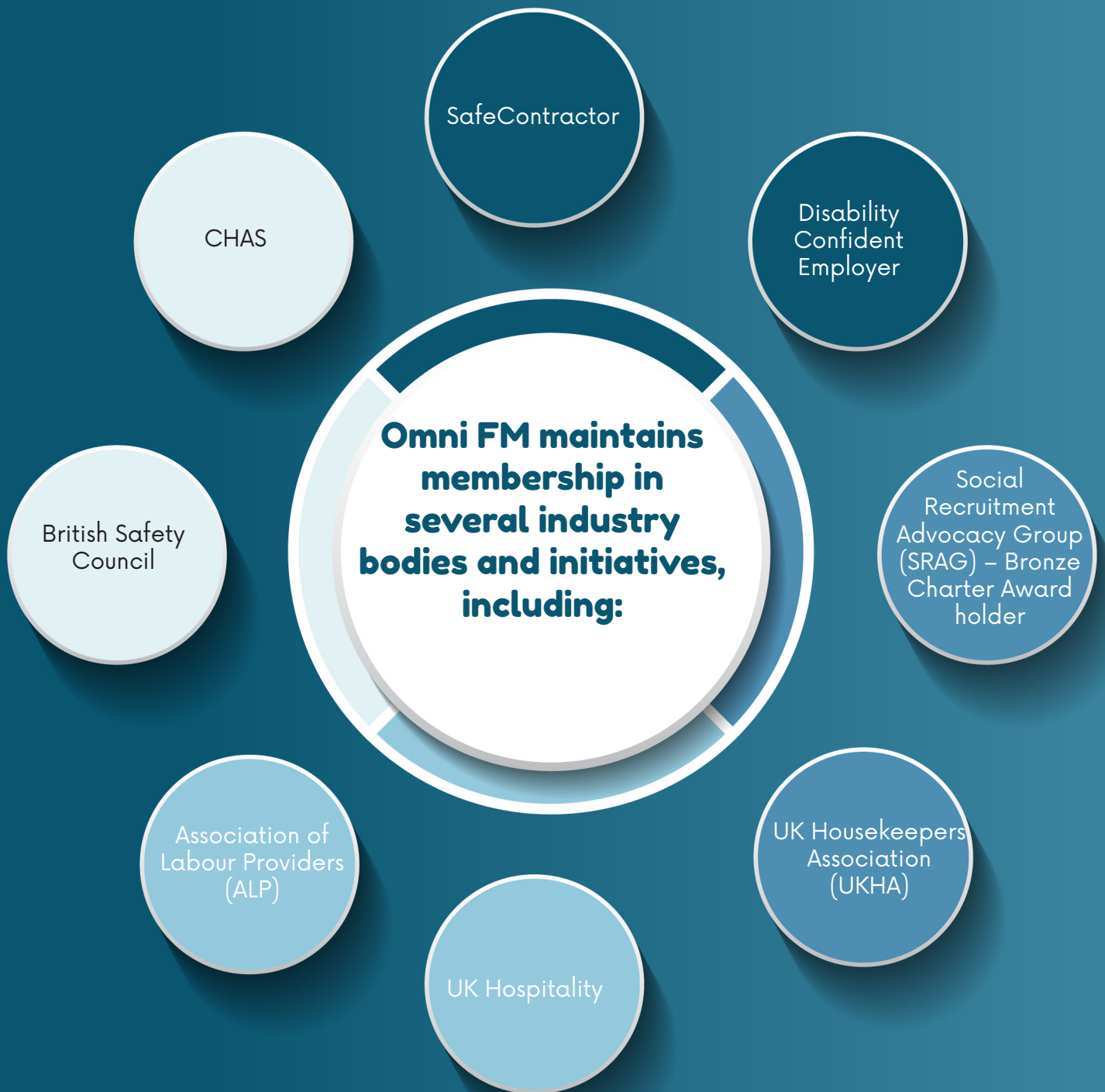


A significant instance of non-compliance is defined as one resulting in regulatory sanction, financial penalty, legal judgment, or material impact on stakeholders.

The organisation maintains a register of applicable environmental, health, and safety legal requirements and conducts periodic compliance reviews.

4.7 Membership Associations

(GRI 2-28)



Participation supports best practice, workforce development, sustainability, and responsible employment.

4.8 Approach to Stakeholder Engagement

(GRI 2-29)

Key stakeholder groups include employees, clients, suppliers, industry bodies, regulators, and communities.

Engagement supports:



Engagement methods include employee consultations, client reviews, supplier discussions, and participation in industry associations. Feedback informs strategy, operations, and continuous improvement.

4.9 Collective Bargaining Agreements

(GRI 2-30)

During the reporting period, 0% of employees were covered by collective bargaining agreements. Working conditions are determined through:

- Compliance with UK employment legislation
- Company policies and procedures
- Benchmarking against industry practice

All employees receive fair and consistent terms of employment.





MATERIAL TOPICS

GRI 3: Material Topics 2021

5.1 Process to Determine Material Topics

(GRI 3-1)

Omni Facilities Management Limited applies a structured process to identify and prioritise its material sustainability topics, focusing on the organisation's most

significant actual and potential impacts on the economy, the environment, and people, including impacts on human rights.

The materiality assessment process is led by the Director of Health, Safety and ESG, with input from senior management across operations, human resources, procurement, and governance functions. Oversight of the process is provided by the Board of Directors.

The process includes:

Identification of potential topics, informed by:

- the organisation's activities and operating model, particularly service delivery within client-owned hotel environments;
- applicable UK laws, regulations, and contractual requirements;
- recognised standards and frameworks, including the GRI Standards and EcoVadis methodology; and
- internal policies, risk assessments, incident records, and audit findings.

Assessment of impacts, considering:

- the severity and likelihood of impacts on people, the environment, and the economy;
- the organisation's level of operational control or influence, particularly where infrastructure and utilities are managed by clients; and
- stakeholder expectations and concerns, including feedback from employees, clients, suppliers, and industry engagement.

Validation and prioritisation,

- whereby proposed material topics are reviewed by senior management and discussed with the Board to confirm relevance, scope, and alignment with business strategy.
- The materiality assessment is reviewed periodically to ensure continued relevance as the organisation's activities, regulatory landscape, and stakeholder expectations evolve.

5.2 List of Material Topics

(GRI 3-2)

Based on the materiality assessment, Omni Facilities Management Limited identified the following material sustainability topics for the reporting period:



These topics represent the areas where Omni FM's activities have the most significant impacts and where effective management is critical to long-term business resilience and stakeholder trust.

5.3 Management of Material Topics

(GRI 3-3)

Omni Facilities Management Limited manages its material topics through a combination of governance oversight, policies, operational controls, training, monitoring, and continuous improvement, proportionate to the organisation's size and operating context.

Governance and accountability

- The Board of Directors retains overall oversight of material sustainability topics.
- Day-to-day responsibility is delegated to senior executives, coordinated by the Director of Health, Safety and ESG.

- Progress and performance are reported to the Board on a regular basis.

Operational implementation

- Line managers and site supervisors are responsible for implementing controls at client sites and head office operations.
- Particular attention is given to managing impacts within hotel environments, where utilities and building infrastructure are owned and managed by clients and are outside Omni FM's direct operational control.

Monitoring and continuous improvement

- Performance is monitored through available quantitative data, incident reporting, audits, and stakeholder feedback.
- Where data limitations exist, impacts are addressed qualitatively and opportunities to improve data availability are reviewed.
- Findings inform updates to policies, training programmes, and operational practices.

Material topics are addressed in detail in subsequent sections of this Sustainability Report, including Environmental Performance, Social Performance, and Governance and Ethics.



ENVIRONMENTAL PERFORMANCE

Environmental Risk Assessment

Environmental risks relevant to Omni Facilities Management Limited's operations are assessed through integrated workplace risk assessments conducted across all operational

sites. These assessments incorporate environmental criteria alongside health and safety considerations and address issues such as waste management, chemical use, pollution prevention, and responsible resource use. Risk assessments are carried out annually and when significant operational changes occur, ensuring that environmental risks are identified, reviewed, and managed consistently across 100% of operational sites.

6.1 Energy

(GRI 103: Energy 2025)

6.1.1 Energy Management Approach

(GRI 103-1)

Omni Facilities Management Limited recognises energy consumption as a key environmental topic due to its contribution to greenhouse gas emissions, operational costs, and broader climate-related impacts.

The organisation's approach to energy management focuses on areas where it has direct operational control, primarily the head office and the owned vehicle fleet. Omni FM operates predominantly within hotel environments, where buildings, utilities, and energy infrastructure are owned, operated, and metered by hotel operators. As a result, the organisation does not directly control or manage energy consumption at hotel locations. Energy-related impacts within hotel environments are addressed through operational practices, staff training, and collaboration with clients, rather than direct energy management. This includes promoting efficient housekeeping practices, energy-aware behaviours, and alignment with client sustainability objectives where possible.

Energy performance is managed through:

Monitoring head office electricity consumption;

Managing fuel use associated with the owned vehicle fleet;

Implementing energy efficiency measures within areas under direct control; and

Reviewing opportunities to improve data quality and reporting coverage over time.

6.1.2 Energy Consumption and Self-Generation

(GRI 103: Energy 2025)

(GRI 103-2)

Energy consumption reported by Omni Facilities Management Limited includes:

- Electricity consumption at the head office, where energy use is directly controlled and reliably metered; and
- Fuel consumption associated with the owned vehicle fleet, estimated using vehicle mileage and fuel-type data.

The organisation does not generate energy internally and does not sell energy externally. All electricity consumed at the head office is purchased from the national grid. During the reporting period, no renewable electricity procurement, green tariffs, or contractual instruments were in place.

Energy consumption at hotel locations is excluded from quantitative reporting, as Omni FM does not own, operate, or meter energy use at those sites.

6.1.3 Upstream and Downstream Energy Consumption

(GRI 103-3)

The organisation has assessed its value chain to identify significant upstream and downstream energy consumption associated with its activities.

At present, Omni Facilities Management Limited does not quantify upstream and downstream energy consumption in its value chain. This includes energy use associated with purchased goods and services, supplier operations, employee commuting, business travel not related to the owned vehicle fleet, transportation and distribution, and the use and end-of-life treatment of products.

These activities are not currently assessed to represent a significant proportion of the organisation's total energy consumption when compared to direct energy use within the organisation, including fleet fuel consumption and head office electricity use. The organisation continues to review opportunities to improve data availability and assess value chain energy consumption over time, in line with the ongoing development of sustainability reporting and data management processes.

6.1.4 Energy Intensity

(GRI 103-4)

The organisation reports energy intensity using head office electricity consumption, as this is the only area where energy use is directly controlled and reliably measured.

Energy consumption at hotel locations is not included, as the organisation operates within hotels but does not operate, manage, or meter energy use at those sites.

Energy intensity has been calculated using total head office electricity consumption and the number of employees based at the head office as the normalization factor.

Total head office electricity consumption:

52,714.1 kWh

Number of head office employees:

40

Energy intensity:

1,318 kWh per head office employee

Energy consumption associated with the vehicle fleet is excluded from this energy intensity calculation, as fleet energy use is currently estimated using mileage and emissions data rather than direct energy measurements.

6.1.5 Reduction in Energy Consumption

(GRI 103-5)

The organisation has implemented a range of energy efficiency measures aimed at reducing energy consumption within areas under its direct control, primarily at the head office.

Actions taken during the reporting period included:

- Installation of energy-efficient lighting;
- Equipment upgrades to improve energy performance; and
- Behavioural change initiatives to encourage energy-conscious practices among employees.

Due to the organisation's operating model, which involves operating within hotel environments where energy use is not directly controlled or metered, reductions in energy consumption are currently not quantified at a total organisational level. Energy consumption at hotel locations is therefore excluded from reduction calculations.

The organisation continues to monitor head office electricity consumption and review opportunities to improve energy efficiency over time. As data collection and management processes mature, Omni FM aims to further enhance its ability to track, quantify, and report on energy reductions.

6.2 Emissions

(GRI 305: Emissions 2016)

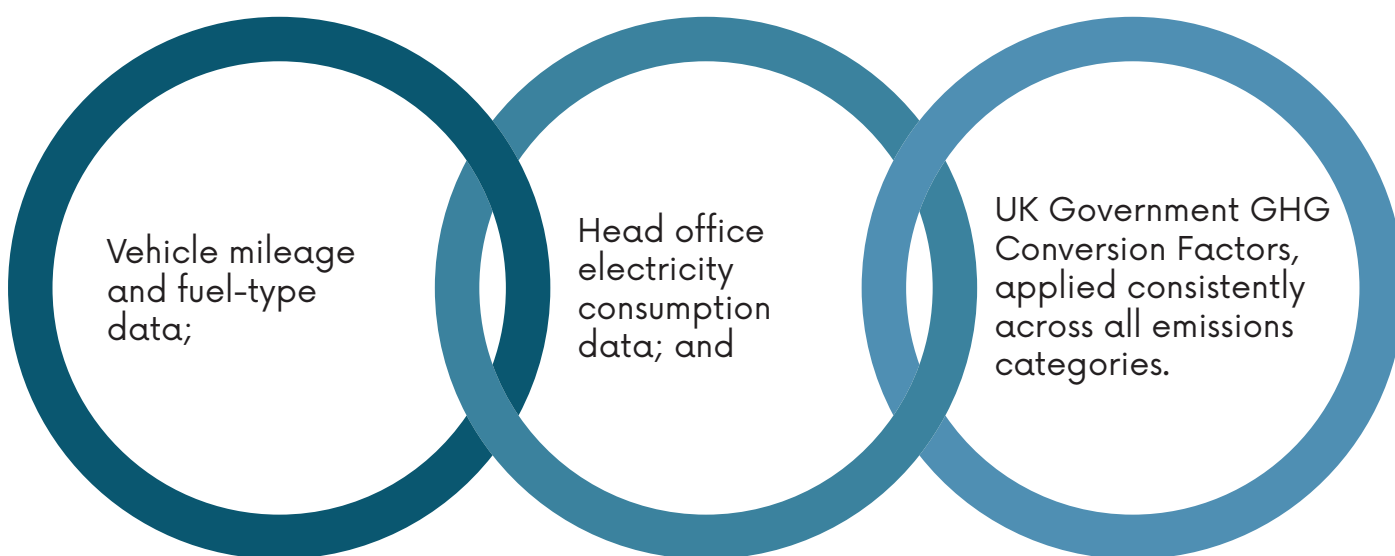
6.2.1 Management Approach to Emissions

Omni Facilities Management Limited recognises greenhouse gas (GHG) emissions as a key environmental impact associated primarily with fuel use from its owned vehicle fleet and electricity consumption at its head office.

The organisation manages GHG emissions in line with the **GHG Protocol operational control** approach, focusing on activities and assets over which it has direct operational control. This includes the owned and controlled vehicle fleet and head office operations.

Omni FM operates predominantly within hotel environments, where building infrastructure and utilities are owned, operated, and metered by clients. Emissions associated with hotel energy use therefore fall outside the organisation's operational control and are not included within Scope 1 or Scope 2 emissions.

GHG emissions are calculated using:



6.2.2 Direct (Scope 1) GHG Emissions

(GRI 305-1)

Direct (Scope 1) GHG emissions arise primarily from fuel combustion in the organisation's **owned and controlled vehicle fleet**, including vehicles using diesel, petrol, hybrid, and electric technologies.

During the reporting period, gross Scope 1 GHG emissions totalled:

154.03 tonnes CO₂e

Emissions were calculated using vehicle mileage and fuel-type data, applying the UK Government GHG Conversion Factors, in line with the organisation's operational control boundary.

6.2.3 Energy Indirect (Scope 2) GHG Emissions

(GRI 305-2)

Energy indirect (Scope 2) GHG emissions arise from **purchased electricity consumed at the head office.**

Electricity is sourced as **grid-average electricity**, with no renewable electricity procurement, green tariffs, or contractual instruments in place during the reporting period.

Total head office electricity consumption during the reporting period was:

In 2025, Scope 2 electricity consumption totalled **52,714.1 kWh**, resulting in total gross **Scope 2 (location-based) greenhouse gas emissions of 9.33 tCO₂e**, calculated using the UK Government GHG Conversion Factors (2025), consistent with the organisation's operational control boundary.

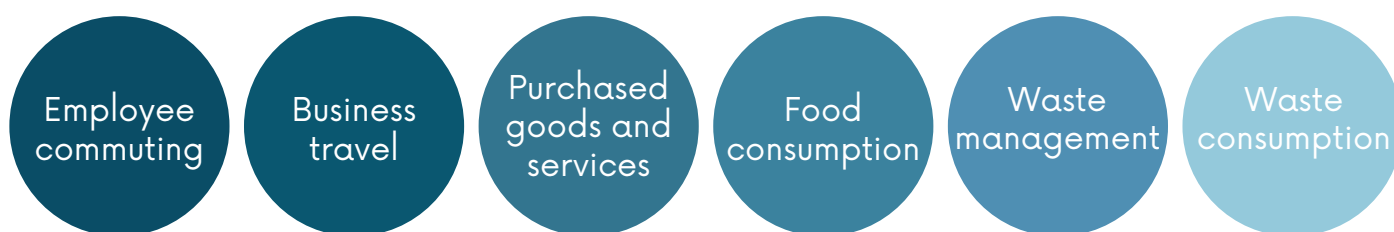
6.2.4 Other Indirect (Scope 3) GHG Emissions

(GRI 305-3)

Omni Facilities Management Limited has undertaken a screening-level assessment of selected Scope 3 greenhouse gas (GHG) emissions categories to improve visibility of indirect emissions across its value chain and to support its EcoVadis sustainability assessment.

Scope 3 emissions were estimated for categories where data was available and where reasonable assumptions could be applied, recognising the organisation's operating model within hotel environments where building utilities and infrastructure are owned, operated, and metered by third parties.

The following Scope 3 categories were included in the assessment:



Based on this screening-level assessment, total estimated Scope 3 GHG emissions for the reporting period amounted to:

1,788.69 tonnes CO₂e

Scope 3 emissions represent the largest proportion of the organisation's overall carbon footprint, reflecting the labour-intensive nature of facilities management services and the significance of indirect activities such as commuting and procurement.

Emissions associated with hotel building energy use and utilities are excluded from Scope 3 reporting, as these are owned, operated, and metered by hotel operators and fall outside the organisation's operational control.

The Scope 3 categories assessed represent upstream indirect emissions relevant to the organisation’s operating model; downstream Scope 3 categories were not identified as material for the reporting period.

The organisation recognises that Scope 3 data quality and completeness will continue to improve over time. Omni FM will refine methodologies, expand data coverage, and improve accuracy as its sustainability data management processes mature.

6.2.4a Breakdown of Scope 3 Emissions by Category

The breakdown of estimated Scope 3 emissions for the reporting period is shown below:

Scope 3 Category	Emissions (t CO ₂ e)	Share of Scope 3
Employee commuting	1,540.03	86%
Business travel	141.03	8%
Purchased goods and services	99.20	6%
Food consumption	6.48	<1%
Waste management	1.65	<1%
Water consumption	0.30	<1%
Total Scope 3 emissions	1,788.69	100%

These estimates highlight employee commuting as the most material indirect emissions source, reflecting the organisation’s workforce profile and dispersed operational footprint.

6.2.5 GHG Emissions Intensity

(GRI 305-4)

The organisation reports GHG emissions intensity using a metric aligned with areas where emissions are most directly attributable and supported by reliable data.

GHG emissions intensity has been calculated using **Scope 1 vehicle fleet emissions** and **total vehicle mileage** as the normalization factor.

Scope 1 GHG emissions

154.03 tonnes CO₂e

Scope 1 GHG emissions

154.03 tonnes CO₂e

This results in a GHG emissions intensity of:

0.249 kg CO₂e per mile travelled

This metric provides a consistent measure of emissions performance for the organisation's controlled fleet operations.

6.2.6 Reduction of GHG Emissions

(GRI 305-5)

The organisation has implemented measures to reduce GHG emissions within areas under its direct operational control. Actions taken during the reporting period included:

- Increasing the use of hybrid and electric vehicles where operationally feasible;
- Implementing behavioural initiatives to encourage efficient driving practices; and
- Improving energy efficiency at head office locations through efficient lighting and equipment upgrades.

Reduction targets for GHG emissions are in Appendix 3.

6.2.6a Sustainable Travel and Mobility Actions (Scope 3)

To reduce greenhouse gas (GHG) emissions associated with business travel and employee commuting, Omni Facilities Management Limited has adopted a **Sustainable Travel Hierarchy** approach, aligned with best practice guidance from the Energy Saving Trust. This hierarchy prioritises actions that avoid or reduce emissions at source before considering technological or efficiency-based interventions.

Avoidance of Unnecessary Travel

The highest priority within the sustainable travel hierarchy is the **avoidance of unnecessary travel**. Omni FM has embedded remote working and virtual collaboration practices across relevant roles, reducing the need for travel between sites and offices. This approach supports reductions in Scope 3 emissions from employee commuting and business travel, while also aligning with evolving expectations around workplace flexibility and digital collaboration.

For example, emissions analysis identified instances of long-distance travel for site management activities that could be reassigned locally. Reallocating such responsibilities has the potential to significantly reduce emissions associated with repeated long-distance journeys, supporting the organisation's wider carbon reduction objectives.

Travel Reduction Through Operational Planning

To further reduce travel-related emissions, the organisation is strengthening **operational planning based on geographic proximity**, with responsibilities increasingly allocated to team members located closer to operational sites. This reduces long-distance travel and supports greater use of local and lower-emission transport options.

Shared and Lower-Emission Travel

Where travel is necessary, Omni FM encourages shared travel arrangements, including carpooling, particularly where multiple employees are travelling to the same site or from common transport hubs. Increasing vehicle occupancy reduces emissions per passenger and contributes to lower overall travel-related emissions.

Fleet Electrification and Low-Emission Vehicles

In parallel, Omni FM continues to increase the use of hybrid and electric vehicles where operationally feasible. Electrification of fleet vehicles supports reductions in

Scope 1 emissions and contributes indirectly to lower Scope 3 emissions associated with business travel. Fleet transition decisions are informed by operational suitability, infrastructure availability, and lifecycle considerations.

Continuous Improvement

The organisation recognises that further reductions in travel-related emissions will be supported by ongoing improvements in data quality and emissions monitoring. As Scope 3 data maturity improves, Omni FM will continue to refine travel reduction measures and integrate them into broader carbon management and target-setting processes.

20-6.2.7 Emissions of Ozone-Depleting Substances (ODS)

(GRI 305-6)

The organisation does not produce, import, export, or use ozone-depleting substances (ODS) in its operations.

Refrigeration, air-conditioning, and other systems that may contain ODS at hotel locations are owned, operated, and maintained by hotel operators and are outside the organisation's operational control.

As a result, no ODS emissions are reported for the reporting period.

6.2.8 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions

(GRI 305-7)

The organisation does not operate facilities with significant stationary or process-related air emissions and is not subject to environmental permits for regulated air emissions.

Air emissions associated with the organisation's activities arise primarily from vehicle fleet fuel combustion and are included within Scope 1 GHG emissions reported under Disclosure 305-1.

Emissions of NO_x, SO_x, particulate matter, and other air pollutants are not separately measured or reported, as they are not assessed to be significant in the context of the organisation's operations.

6.3 Water and Effluents

(GRI 303: Water and Effluents 2018)

6.3.1 Interactions with Water as a Shared Resource

(GRI 303-1)

Omni Facilities Management Limited recognises water as a shared resource and manages its use in line with its operating model, which includes head office activities and service delivery within hotel environments.

At head office locations, water use is limited to domestic purposes such as sanitation and kitchen facilities. Water withdrawal and discharge at these locations are modest in scale and are managed through municipal water supply and wastewater systems in accordance with local regulatory requirements.

At hotel locations, the organisation operates within facilities where water supply, use, and wastewater systems are owned, operated, and managed by hotel operators. Water is therefore a shared resource across multiple hotel activities and service providers. As Omni FM does not own, operate, or meter water systems at these sites, it does not directly control water withdrawal, consumption, or discharge.

While the organisation's direct water footprint is limited, Omni FM recognises that its operational practices, particularly housekeeping and cleaning activities, interact with water resources. The organisation therefore seeks to minimise water-related impacts through responsible operational practices, employee training, and collaboration with clients.

No water-stressed areas have been identified in relation to the organisation's head office operations during the reporting period.

As part of its water management approach, Omni Facilities Management Limited has established a quantitative water efficiency target for its head office operations, where water use is directly controlled and metered. The organisation will use 2025 as a baseline year and aims to reduce head office water consumption by 5% by 2027 through water-efficient fittings, employee awareness initiatives, and responsible use practices.

Water consumption across hotel environments is not directly controlled or metered by the organisation. However, Omni FM continues to promote water-efficient operational practices and employee awareness within client sites and will review opportunities to strengthen water performance monitoring and target setting as data availability and operational maturity improve.

6.3.2 Management of Water Discharge-Related Impacts

(GRI 303-2)

The organisation manages water discharge-related impacts in line with its operating model, which includes activities at head office locations and hotel sites.

At head office locations, water discharge is limited to domestic and sanitary wastewater generated through normal office activities. Wastewater from head office operations is discharged to municipal wastewater systems and treated in accordance with local regulatory requirements. No industrial wastewater is generated, and no significant water discharge-related impacts have been identified at these locations.

At hotel locations, the organisation operates within facilities where water discharge is managed and controlled by hotel operators. Omni FM does not directly manage, treat, or discharge wastewater at these sites, as water and wastewater systems are shared with other hotel activities and operated by third parties.

To support responsible water management and minimise potential impacts, the organisation implements water-efficient operational practices, including:

Housekeeping and cleaning techniques designed to reduce water use and wastewater generation;

Training and awareness initiatives for employees focused on responsible water use; and

Operational procedures and reporting processes to support clients in reducing water consumption and associated wastewater.

The organisation has not identified any significant water discharge-related impacts, such as pollution, hazardous discharges, or impacts on sensitive water bodies, during the reporting period. Water discharge-related risks continue to be reviewed as part of operational and sustainability management processes.

6.3.3 Water Withdrawal

(GRI 303-3)

Water withdrawal is only directly measured and controlled at head office locations. Water withdrawal associated with hotel operations is not measured or reported, as water use at these sites is managed by hotel operators and shared across multiple activities.

As a result, quantitative water withdrawal data is not reported at an organisational level.

6.3.4 Water Discharge

(GRI 303-4)

The organisation does not directly control or measure water discharge at hotel locations. Water discharge at head office locations is limited to standard sanitary use and is managed through municipal wastewater systems.

Due to the lack of direct operational control and metering, quantitative water discharge data is not reported.

6.3.5 Water Consumption

(GRI 303-5)

Water consumption is not quantified at an organisational level, as the majority of water use occurs at hotel locations where water consumption is shared and managed by third parties.

At head office locations, water consumption is minimised through:



The organisation continues to focus on water efficiency measures and behavioural initiatives to reduce water consumption where it has direct control, while working with clients to support broader water conservation objectives within hotel environments.

Water consumption data is reported for head office operations only, as this is the only area under Omni Facilities Management Limited's direct operational control. Water use at client sites is excluded from reporting, as utilities are owned, metered, and managed by clients.

Total water consumption at head office was 4,440 cubic metres (m³) in 2025.

No water recycling or reuse systems were in place during the reporting period.

6.4 Waste

(GRI 306: Waste 2020)

6.4.1 Waste Generation and Significant Waste-Related Impacts

(GRI 306-1)

Omni Facilities Management Limited recognises waste generation as a relevant environmental topic arising from its pest control, housekeeping, and supporting administrative activities.

Waste is generated primarily through service delivery activities at client sites and through head office operations. Key inputs include cleaning agents, pest control products supplied in concentrated formats, packaging materials, paper products, personal protective equipment (PPE), electrical equipment, and consumables used in housekeeping and pest management activities.

Activities leading to waste generation include routine cleaning services, pest treatment applications, equipment maintenance, use of electrical devices, documentation processes, and office-based support functions.

Waste outputs include:

- Non-hazardous general waste from cleaning activities and office operations;
- Recyclable waste such as paper, cardboard, and packaging materials;
- Confidential shredding waste from service documentation and administrative records; and
- Limited quantities of end-of-life electrical and electronic equipment.

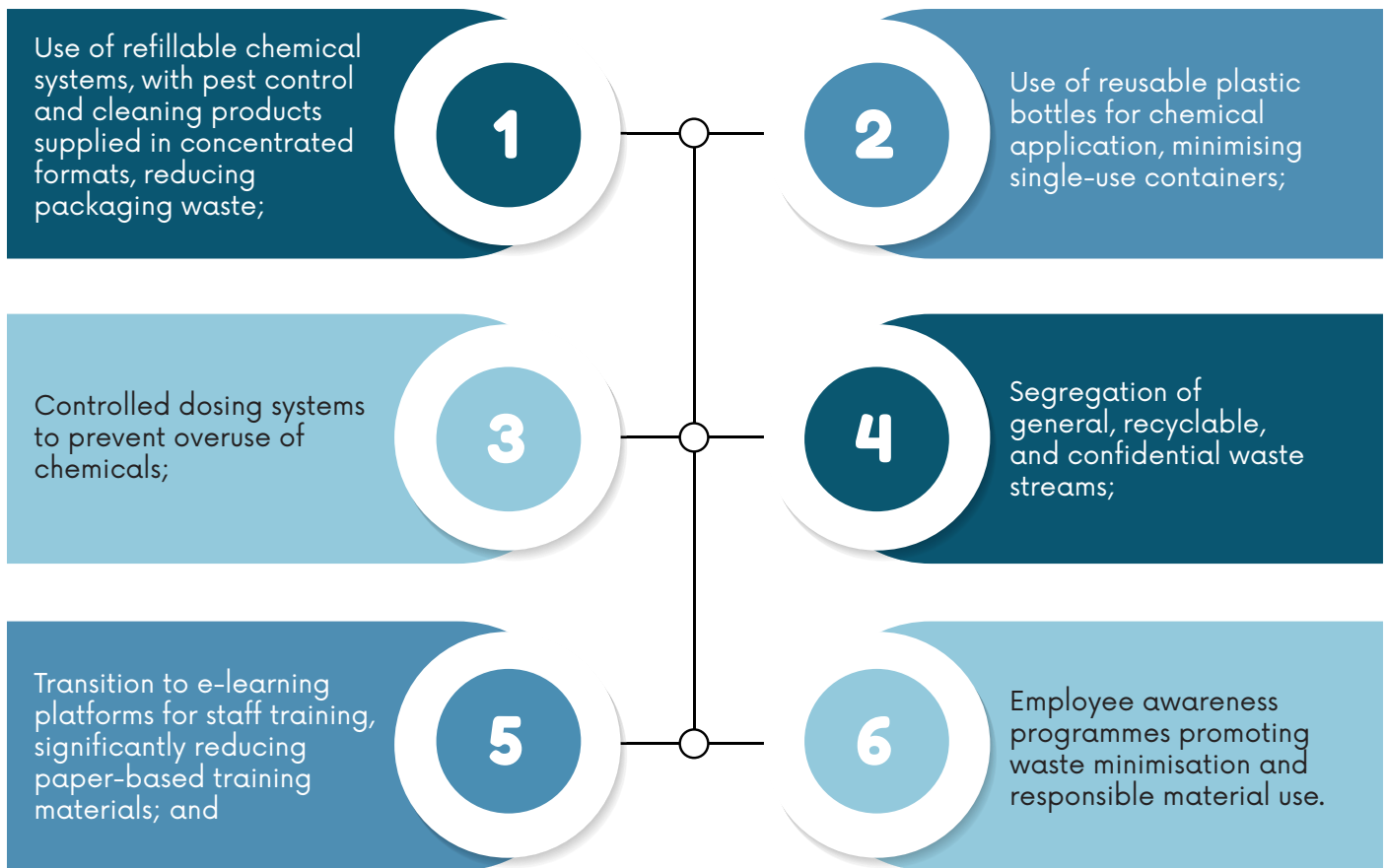
6.4.2 Management of Significant Waste-Related Impacts

(GRI 306-2)

The organisation manages waste-related impacts through operational controls aligned with the nature of its pest control and housekeeping services, with a focus on waste prevention, circularity, and regulatory compliance.

Waste prevention and circularity measures

The following measures are implemented to reduce waste generation and improve resource efficiency:



Circular economy for electrical goods

The organisation is progressing circular economy approaches for electrical goods used in operations, including:

- Extending the useful life of electrical equipment through maintenance and repair;
- Evaluating reuse and refurbishment options prior to disposal; and
- Engaging licensed recyclers for end-of-life electrical and electronic equipment to support material recovery and responsible recycling.

Third-party waste management

All waste generated is managed off-site by licensed third-party waste contractors. Contractor performance is monitored through licence verification, contractual requirements, and review of waste transfer documentation to ensure compliance with environmental regulations.

Data collection and monitoring

Waste-related data is collected monthly based on measured weights provided by waste contractors and consolidated centrally. Data quality is reviewed periodically to ensure accuracy and completeness.

The organisation has not yet established a formal waste prevention baseline. The development of a baseline and associated reduction targets is planned for implementation by 2026, building on existing waste minimisation and circularity initiatives.

6.4.3 Waste Generated

(GRI 306-3)

In 2025, the organisation generated a total of 3,231.88 metric tonnes of non-hazardous waste from pest control and housekeeping operations and supporting activities.

Waste composition	Waste generated (tonnes)
General waste	1,715.12
Recyclable waste	652.76
Shredding waste	864.00
Total waste generated	3,231.88

No hazardous waste was generated during the reporting period.

6.4.4 Waste Diverted from Disposal

(GRI 306-4)

During the reporting period, 1,516.76 metric tonnes of non-hazardous waste were diverted from landfill through off-site recycling and recovery processes, out of a total 3,231.88 metric tonnes of waste generated. This equates to a landfill diversion rate of 46.9% in 2025. Waste diversion activities are supported by segregation practices, supplier engagement, and the use of licensed recycling contractors.

6.4.5 Waste Directed to Disposal

(GRI 306-5)

In 2025, 1,715.12 metric tonnes of non-hazardous waste were directed to off-site landfilling.

No incineration or hazardous waste disposal occurred during the reporting period.
Forward-looking statement

The organisation is committed to continuously improving waste management performance. By 2026, Omni FM aims to:

Expand the use of refillable and reusable systems;

Further reduce paper use through digital solutions; and

Advance circular economy practices for electrical goods, including reuse, refurbishment, and responsible recycling.

6.5 Supplier Environmental Assessment

(GRI 308: Supplier Environmental Assessment 2016)

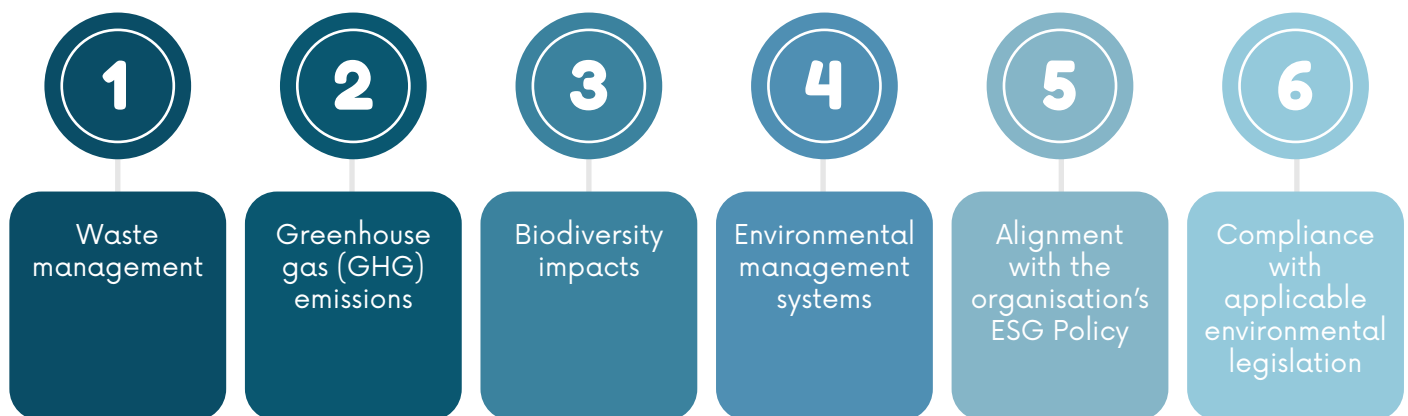
6.5.1 Management of Supplier Environmental Assessment

(GRI 3-3)

Omni Facilities Management Limited manages environmental impacts within its supply chain through a structured **supplier environmental assessment process** that applies to all suppliers.

Environmental risks and impacts are identified through **supplier questionnaires and self-assessments**, which are used to evaluate suppliers' environmental practices, policies, and regulatory compliance. In addition, **on-site environmental audits** are conducted for the organisation's **top four suppliers**, based on their relative importance to the supply chain and potential environmental risk.

The supplier environmental assessment covers key topics, including:



As part of the supplier onboarding and assessment process, suppliers are also required to acknowledge and comply with the organisation's **Modern Slavery Declaration**, which forms part of Omni FM's broader supplier expectations and risk management framework.

Suppliers are assessed:

- During onboarding;
- Annually as part of ongoing supplier management; and
- On an ad hoc basis when triggered by specific events, such as identified risks, incidents, or significant changes in supplier operations.

Where actual or potential environmental risks are identified, the organisation engages with suppliers to address these issues. This may include requests for additional information,

improvements to environmental practices, or follow-up actions. Where significant risks are not adequately addressed, further action may be taken in line with supplier management processes, including termination of the supplier relationship.

The effectiveness of the supplier environmental assessment process is monitored through the review of supplier questionnaire responses, findings from on-site audits, and the tracking of follow-up actions as part of regular supplier management activities

6.5.1a Supplier Code of Conduct Adoption and Commitment

As part of the management of supplier environmental and social risks, Omni Facilities Management Limited requires targeted suppliers to formally acknowledge and comply with the organisation’s **Supplier Code of Conduct**. The Code sets out minimum expectations relating to ethical conduct, labour standards, health and safety, environmental responsibility, and compliance with applicable laws and regulations.

Targeted suppliers are defined as **strategic and higher-risk suppliers**, including temporary labour agencies and key service providers, based on their role within the supply chain and their potential environmental or social risk profile.

During the reporting period **January–December 2025**, **100% of targeted suppliers** had formally signed the Supplier Code of Conduct. Adoption of the Code is embedded within the supplier onboarding process and reinforced through ongoing supplier engagement, environmental assessments, and audit activities.

In addition, **100% of new suppliers onboarded during the reporting period (21 suppliers)** formally acknowledged and signed the Supplier Code of Conduct as part of the onboarding and environmental screening process.

The organisation continues to monitor supplier compliance with the Code through ongoing supplier management, assessments, and audit activities.

Summary Table

Scope Category	Targeted Suppliers	Signed Supplier Code of Conduct	% Signed
Targeted suppliers (strategic / higher-risk)	16	16	100%
New suppliers (2025)	21	21	100%

Reporting period: January–December 2025

6.5.1b Sustainable Procurement Coverage and Outcomes

As part of its sustainable procurement framework, Omni Facilities Management Limited monitors and reports on the coverage of key supplier sustainability controls across targeted suppliers. These controls include contractual requirements, sustainability assessments, audits, training, and corrective actions, and are applied on a risk-based and proportionate basis

During the reporting period January–December 2025, the organisation achieved the following outcomes in relation to targeted suppliers and procurement activities:

- 100% of contracts with targeted suppliers included clauses requiring compliance with environmental, labour, human rights, health and safety, and ethical requirements, as set out in the Supplier Code of Conduct.
- 100% of targeted suppliers underwent a sustainability assessment covering environmental and/or social practices as part of supplier onboarding and ongoing management.
- On-site sustainability audits were conducted for four targeted suppliers, selected based on their relative importance to the supply chain and potential environmental or social risk.
- 100% of procurement staff (buyers) received training on sustainable procurement, covering environmental, social, labour, and ethical considerations and their integration into procurement decision-making.
- 100% of suppliers identified through assessments or audits as requiring improvement were engaged in corrective actions or capacity-building measures, including improvement discussions, follow-up actions, or, where minimum requirements were not met, termination of the supplier relationship.

This consolidated reporting supports transparency, accountability, and continuous improvement in supplier environmental and social performance.

Sustainable Procurement Coverage Summary

Indicator	Result
Targeted supplier contracts including ESG / human rights clauses	100%
Targeted suppliers assessed for environmental and/or social practices	100%
Targeted suppliers subject to on-site sustainability audits	4 (risk-based)
Procurement buyers trained on sustainable procurement	100%
Audited/assessed suppliers engaged in corrective actions or capacity building	100%
Reporting period	January–December 2025

6.5.2 New Suppliers Screened Using Environmental Criteria

(GRI 308-1)

During the reporting period, **100% of new suppliers** were screened using environmental criteria.

Environmental screening is conducted as part of the supplier onboarding process through structured questionnaires and self-assessments, which evaluate suppliers' environmental practices, regulatory compliance, and alignment with the organisation's ESG Policy and ethical standards.

6.5.3 Negative Environmental Impacts in the Supply Chain and Actions Taken

(GRI 308-2)

During the reporting period, **37 suppliers** were assessed for environmental impacts as part of the organisation's supplier environmental assessment process.

Two suppliers were identified as having significant actual or potential negative environmental impacts.

The significant impacts identified included:

- The absence of greenhouse gas (GHG) emissions calculation; and
- The inability to provide a valid waste management licence, indicating gaps in environmental management and regulatory compliance.

As a result of these findings, **no improvement actions were agreed** with the identified suppliers. The organisation **terminated relationships with 100% of the**

suppliers identified as having significant environmental impacts, due to their inability to meet the organisation's minimum environmental requirements.

Where feasible, suppliers are first given the opportunity to implement corrective action plans before termination, with progress tracked and reviewed.

Definition of significant environmental impact

For the purposes of this disclosure, a significant environmental impact is defined as an actual or potential impact identified through the supplier assessment process that indicates:

A material risk of non-compliance with environmental regulations;

The absence of key environmental management practices; or

A failure to meet the organisation's minimum environmental requirements.

Data limitations

The information reported under GRI 308 is based on supplier self-assessments, documentation provided by suppliers, and on-site audits conducted for selected suppliers. As such, the data may be subject to limitations related to the completeness and accuracy of supplier-provided information. The organisation continues to refine its supplier assessment processes to improve data quality and coverage over time.

GRI 308-2 Summary Table

Indicator	Result
Suppliers assessed for environmental impacts	37
Suppliers identified with significant impacts	2
Types of significant impacts identified	Lack of GHG emissions calculation; inability to provide valid waste management licence
Suppliers with improvement actions agreed	0 (0%)
Suppliers with relationships terminated	2 (100%)



SOCIAL PERFORMANCE

7.1 Occupational Health and Safety

(GRI 403: Occupational Health and Safety 2018)

7.1.1 Occupational Health and Safety Management System

(GRI 403-1)

Omni Facilities Management Limited is committed to providing safe and healthy working conditions for all employees and contractors. This commitment is set out in the organisation's **Health & Safety Policy** and **Employee Handbook**, which define standards, responsibilities, and expectations for occupational health and safety (OHS) across all operations.

The OHS management system applies to all activities under the organisation's operational control and is designed to identify, manage, and reduce workplace health and safety risks.

Responsibilities

The **Director of Health, Safety and ESG** has overall responsibility for the OHS management system, including policy oversight, compliance, and continuous improvement.

Site Managers are responsible for local implementation, ensuring that health and safety procedures are applied effectively at operational level.

Coverage

Employees:

100%

Contractors:

100%

Auditing

The OHS management system is subject to regular internal auditing:

- Bi-annual site audits conducted by regional managers and site managers; and
- Annual audits conducted by the Health, Safety and ESG team.

7.1.2 Hazard Identification, Risk Assessment, and Incident Investigation

(GRI 403-2)

The organisation has established processes to identify hazards, assess risks, and investigate incidents across all operations.

Processes include:

Regular risk assessments conducted at 100% of sites;

Hazard identification during routine site inspections and audits; and

Formal incident investigation procedures for accidents, near misses, and unsafe conditions.

Worker involvement

Workers are actively involved in hazard identification through:

Health and safety training; and

Participation in site-level health and safety committees.

Frequency

Risk assessments are conducted on a regular basis and updated as required, including when new activities are introduced, incidents occur, or operational changes take place.

7.1.3 Occupational Health Services

(GRI 403-3)

Omni FM provides access to occupational health services to support employee wellbeing and manage work-related health issues.

Services provided include:

Access to occupational health professionals for health assessments and advice; and

Support for the management of work-related ill-health cases.

Coverage

100% of employees have access to occupational health services.

7.1.4 Worker Participation, Consultation, and Communication on OHS

(GRI 403-4)

The organisation promotes worker participation and open communication on health and safety matters.

Mechanisms include:

Health and safety committees at site level, with employee representation;

Regular safety meetings; and

Health and safety training sessions.

Representation

100% of workers are represented through health and safety committees or equivalent consultation mechanisms.

7.1.5 Worker Training on Occupational Health and Safety

(GRI 403-5)

Health and safety training is a core component of the organisation's OHS management system.

Training provided includes:

Induction training for all new employees on day one;

General and site-specific training completed within the first 14 days of employment; and

Annual refresher training, delivered on a rolling monthly basis.

Coverage

100% of employees completed occupational health and safety training during the reporting period.

7.1.6 Promotion of Worker Health

(GRI 403-6)

The organisation promotes worker health and wellbeing through a range of initiatives aimed at supporting both physical and mental health.

Initiatives include:

Wellbeing programmes such as Mental Health First Aider training;

Stress management training; and

Access to fitness and wellness resources where available.

These initiatives are designed to support employee resilience, reduce work-related stress, and promote overall wellbeing.

7.1.7 Prevention and Mitigation of OHS Impacts Linked to Business Relationships

(GRI 403-7)

Omni FM seeks to prevent and mitigate occupational health and safety impacts directly linked to its business relationships.

Actions include:

Screening suppliers and contractors for health and safety compliance;

Including contractual clauses requiring adherence to OHS standards; and

Monitoring compliance through regular audits of contractors and suppliers.

7.1.8 Workers Covered by an Occupational Health and Safety Management System

(GRI 403-8)

The OHS management system covers all workers whose work and/or workplace is controlled by the organisation.

Coverage

Employees

100%

Contractors

100%

Other Workers

100%

7.1.9 Work-Related Injuries

(GRI 403-9)

During the reporting period, the following work-related injury metrics were recorded:

Number of fatalities:

0

During the reporting period, **Omni Group recorded 154 work-related accidents** involving direct employees.

Number of recordable injuries:

19

The total number of days lost due to work-related injuries and work-related ill health involving direct employees during the reporting period was **104 days**.

Injury rate:
0.5 per 200,000 hours worked

Lost Time Injury Frequency Rate (LTIFR):
1.87

All incidents are investigated to identify root causes and implement corrective actions.

7.1.10 Work-Related Ill Health

(GRI 403-10)

The organisation recorded the following work-related ill-health metrics during the reporting period:

Number of cases of work-related ill health:
10

Ill-health rate:
0.27 per 200,000 hours worked

Cases are managed with support from occupational health services and in line with internal procedures.

7.2 Training and Education

(GRI 404: Training and Education 2016)

Omni Facilities Management Limited is committed to employee development and continuous skills improvement.

Training activities include:

Onboarding training for all new employees;

Annual refresher and role-specific training;

Leadership and management development programmes; and

Sustainability and ESG awareness sessions. 100% of employees received Environment awareness training in 2025, this topic is part of induction mandatory training and annual refreshers.

Average training hours

Average hours of training per employee: 78 hours

Breakdown by gender



Breakdown by employee category



7.2.2 Programs for Upgrading Employee Skills and Transition Assistance

(GRI 404-2)

The organisation offers a range of programmes to support skills development and career progression.

Programmes offered include:



Participation

45% of employees participated in skill-upgrading programmes during the reporting period.

7.2.2 Performance and Career Development Reviews

(GRI 404-3)

Omni FM conducts regular performance and career development reviews to support employee growth and engagement.

Mechanisms include:

Annual performance appraisals; and

Career development discussions integrated into HR processes.

Coverage

86% of employees received performance and career development reviews during the reporting period.

Breakdown by gender

Male:

26%

female:

74%



Appendix 1

GRI Content Index

This Sustainability Report has been prepared with reference to the **Global Reporting Initiative (GRI) Standards**. The table below provides an index of disclosures included in the report and their corresponding locations.

GRI 2: General Disclosures 2021

GRI Disclosure	Description	Report Section
2-1	Organisational details	Section 2.1
2-2	Entities included in the organisation's sustainability reporting	Section 2.2
2-3	Reporting period, frequency, and contact point	Section 1.3
2-4	Restatements of information	Section 1.5
2-5	External assurance	Section 2.3
2-6	Activities, value chain, and other business relationships	Section 2.4
2-7	Employees	Section 3.1
2-8	Workers who are not employees	Section 3.1
2-9	Governance structure and composition	Section 4.1
2-10	Governance structure and composition	Section 4.2
2-11	Chair of the highest governance body	Section 4.3
2-12	Role of the highest governance body in overseeing impacts	Section 4.4
2-13	Delegation of responsibility for managing impacts	Section 4.5
2-14	Role of the highest governance body in sustainability reporting	Section 4.6
2-15	Conflicts of interest	Section 4.7
2-16	Communication of critical concerns	Section 4.8
2-17	Collective knowledge of the highest governance body	Section 4.9
2-18	Evaluation of the performance of the highest governance body	Section 4.10
2-19	Remuneration policies	Section 4.11
2-20	Process to determine remuneration	Section 4.12

GRI Disclosure	Description	Report Section
2-21	Annual total compensation ratio	Section 4.13
2-22	Statement on sustainable development strategy	Section 4.14
2-23	Policy commitments	Section 4.15
2-24	Embedding policy commitments	Section 4.16
2-25	Processes to remediate negative impacts	Section 4.17
2-26	Mechanisms for seeking advice and raising concerns	Section 4.18
2-27	Compliance with laws and regulations	Section 4.19
2-28	Membership associations	Section 4.20
2-29	Approach to stakeholder engagement	Section 4.21
2-30	Collective bargaining agreements	Section 4.22

GRI 3: Material Topics 2021

GRI Disclosure	Description	Report Section
3-1	Process to determine material topics	Section 5.1
3-2	List of material topics	Section 5.2
3-3	Management of material topics	Section 5.3

GRI 103: Energy 2025

GRI Disclosure	Description	Report Section
103-1	Energy policies and commitments	Section 6.1.1
103-2	Energy consumption and self-generation	Section 6.1.2
103-3	Upstream and downstream energy consumption	Section 6.1.3
103-4	Energy intensity	Section 6.1.4
103-5	Reduction in energy consumption	Section 6.1.5

GRI 305: Emissions 2016

GRI Disclosure	Description	Report Section
305-1	Direct (Scope 1) GHG emissions	Section 6.2.1
305-2	Energy indirect (Scope 2) GHG emissions	Section 6.2.2
305-3	Other indirect (Scope 3) GHG emissions	Section 6.2.3
305-4	GHG emissions intensity	Section 6.2.4
305-5	Reduction of GHG emissions	Section 6.2.5
305-6	Emissions of ozone-depleting substances (ODS)	Section 6.2.6
305-7	NO _x , SO _x , and other significant air emissions	Section 6.2.7

GRI 303: Water and Effluents 2018

GRI Disclosure	Description	Report Section
303-1	Interactions with water as a shared resource	Section 6.3.1
303-2	Management of water discharge-related impacts	Section 6.3.2
303-3	Water withdrawal	Section 6.3.3
303-4	Water discharge	Section 6.3.4
303-5	Water consumption	Section 6.3.5

GRI 306: Waste 2020

GRI Disclosure	Description	Report Section
306-1	Waste generation and significant waste-related impacts	Section 6.4.1
306-2	Management of significant waste-related impacts	Section 6.4.2
306-3	Waste generated	Section 6.4.3
306-4	Waste diverted from disposal	Section 6.4.4
306-5	Waste directed to disposal	Section 6.4.5

GRI 308: Supplier Environmental Assessment 2016

GRI Disclosure	Description	Report Section
308-1	New suppliers screened using environmental criteria	Section 6.5.1
308-2	Negative environmental impacts in the supply chain and actions taken	Section 6.5.2

GRI 205: Anti-Corruption 2016

GRI Disclosure	Description	Report Section
205-1	Operations assessed for corruption risks	Section 8.1
205-2	Communication and training on anti-corruption	Section 8.2
205-3	Confirmed incidents of corruption and actions taken	Section 8.3

GRI 403: Occupational Health and Safety 2018

GRI Disclosure	Description	Report Section
403-1	OHS management system	Section 7.1.1
403-2	Hazard identification and incident investigation	Section 7.1.2
403-3	Occupational health services	Section 7.1.3
403-4	Worker participation and consultation	Section 7.1.4
403-5	Worker training on OHS	Section 7.1.5
403-6	Promotion of worker health	Section 7.1.6
403-7	OHS impacts linked to business relationships	Section 7.1.7
403-8	Workers covered by OHS management system	Section 7.1.8
403-9	Work-related injuries	Section 7.1.9
403-10	Work-related ill health	Section 7.1.10

GRI 404: Training and Education 2016

GRI Disclosure	Description	Report Section
404-1	Average hours of training per employee	Section 7.2.1
404-2	Programs for upgrading employee skills	Section 7.2.2
404-3	Performance and career development reviews	Section 7.2.3

Appendix 2

Alignment with the UN Sustainable Development Goals

Omni Facilities Management Limited recognises the importance of the United Nations Sustainable Development Goals (SDGs) as a shared framework for addressing global environmental and social challenges. This Sustainability Report communicates progress against selected SDGs where the organisation's activities and impacts contribute most directly. Progress is described through existing qualitative and quantitative disclosures prepared in accordance with the GRI Standards. SDGs are referenced for contextual alignment and do not constitute standalone SDG reporting.

SDG	Progress Communicated in This Report	GRI Reference
SDG 3 – Good Health & Well-being	100% OHS training coverage, wellbeing initiatives	GRI 403
SDG 4 – Quality Education	Workforce training & development programmes	GRI 404
SDG 5 – Gender Equality	Workforce gender disclosure and fair treatment	GRI 405
SDG 8 – Decent Work & Economic Growth	Fair labour practices, H&S management	GRI 403, 404
SDG 10 – Reduced Inequalities	Social recruitment and mobility initiatives	GRI 413
SDG 12 – Responsible Consumption & Production	Waste reduction, circularity measures	GRI 306
SDG 13 – Climate Action	GHG measurement (Scopes 1–3)	GRI 305
SDG 17 – Partnerships for the Goals	Supplier ESG screening and engagement	GRI 308

Appendix 3

ESG Targets and Commitments

Omni Facilities Management Limited has established the following ESG targets and commitments to support continuous improvement across its environmental, social, and governance priorities. Targets are defined based on areas under the organisation's operational control and reflect the maturity of available data. Progress against these commitments is monitored through internal management processes and disclosed through future sustainability reporting.

Topic	Baseline Year	Target / Commitment	Timeframe
Occupational health and safety	2025	Maintain 100% occupational health and safety training coverage for employees	Annual
Workforce training and development	2025	Increase participation in workforce training and development programmes	By 2026
Fair recruitment and labour practices	2025	Maintain social recruitment and responsible labour practices across operations	Ongoing
Waste management	2025	Establish a waste reduction baseline and define waste reduction targets	By 2026
Water Management		Reduce head office water consumption by 5% by 2027 from a 2025 baseline.	By 2027
Greenhouse gas emissions	2025	Identify and implement emission reduction actions for the owned vehicle fleet	By 2028
Supplier ESG screening	2025	Maintain 100% ESG screening of new suppliers during onboarding	Annual

Net Zero and Science-Based Target Alignment

Omni Facilities Management Limited has developed an internal Net Zero pathway aligned with the Science Based Targets initiative (SBTi) methodologies, using an absolute contraction approach and a 2021 baseline year.

The pathway sets out proposed near-term greenhouse gas (GHG) reduction trajectories across Scope 1, Scope 2 and Scope 3 emissions, reflecting the organisation's operating model and areas of operational control. The primary focus for Scope 1 and Scope 2 emissions is on reducing emissions from fleet operations and purchased electricity through fleet optimisation, increased adoption of hybrid and electric vehicles, and energy efficiency measures within directly controlled operations.

Scope 3 emissions are addressed through sustainable travel and mobility measures, procurement engagement, and operational planning to reduce indirect emissions associated with employee commuting, business travel, and purchased goods and services.

This Net Zero pathway supports the organisation's ambition to achieve Net Zero by 2030 and complements the energy and emissions performance data reported within this Sustainability Report. As data quality, coverage, and operational maturity continue to improve, Omni Facilities Management Limited will further refine its baselines, reduction measures, and targets, with the intention of progressing towards formal science-based target setting and validation in line with SBTi requirements.

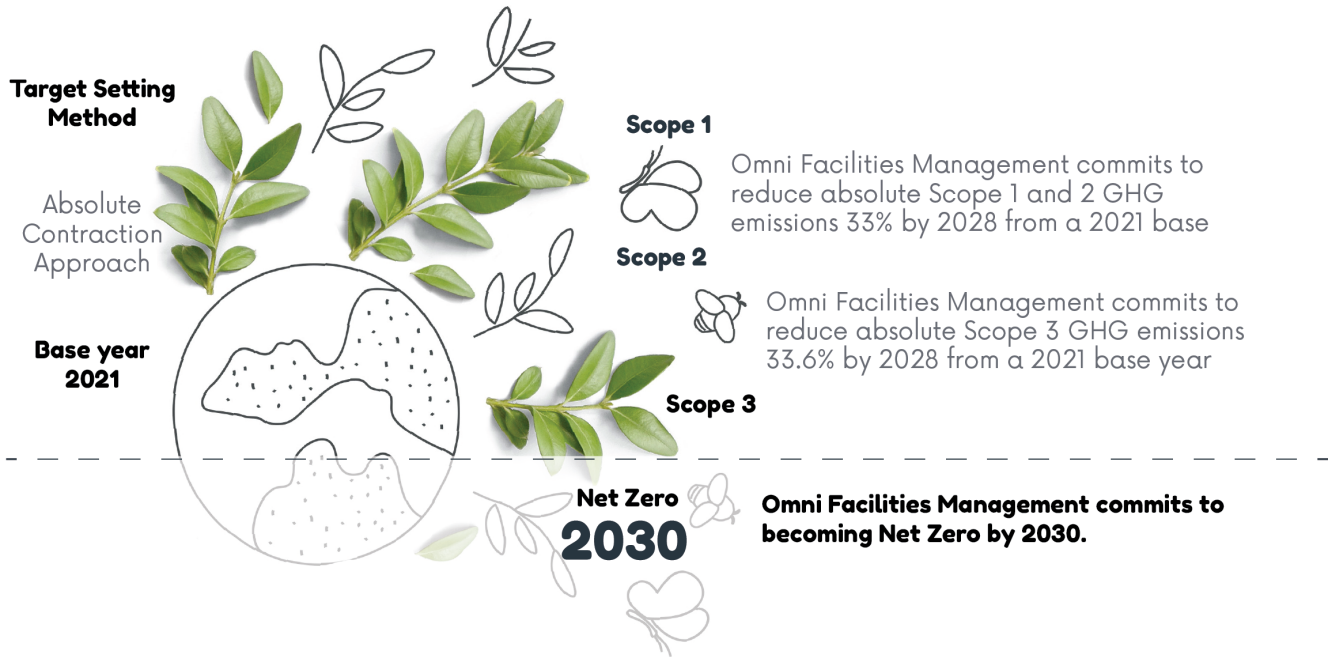


Figure 1: Net Zero pathway aligned with SBTi methodologies (internal target trajectory, subject to refinement as data maturity improves).

