



LIFE SAFETY & HOUSING SOLUTIONS

SUSTAINABILITY REPORT 2025





**WE'RE MOVING BEYOND
PROMISES, THIS REPORT
CAPTURES THE PRACTICAL
STEPS WE'RE TAKING TO
REDUCE CARBON, SUPPORT
COMMUNITIES AND BUILD
A MORE SUSTAINABLE
FUTURE.**

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25 FOR 25

SUSTAINABILITY

WELCOME TO HISPEC'S SUSTAINABILITY REPORT 2025

As we present Hispec's inaugural Sustainability Report, we are filled with a sense of pride and purpose. This report marks a significant milestone in our journey towards a more sustainable and responsible future. At Hispec, we believe that our commitment to sustainability is not just a corporate responsibility but a fundamental part of who we are and what we stand for.

Our mission has always been centred on advancing safety and innovation in life safety and housing solutions. Today, we proudly expand that mission to include strong commitments to environmental sponsorship and social responsibility. This report is a testament to our efforts to integrate sustainable practices into every aspect of our operations, from product design and manufacturing to supply chain management and community engagement.

OUR COMMITMENT TO SUSTAINABILITY

At Hispec, sustainability is woven into the fabric of our business. We are dedicated to reducing our carbon footprint, enhancing energy efficiency, and promoting the use of renewable energy. Our innovative product designs are not only aimed at providing superior performance but also at contributing to the circular economy. By focusing on sustainable product design and lifecycle assessments, we ensure that our products are part of a sustainable future.

DRIVING POSITIVE CHANGE

Our sustainability strategy is built around key focus areas that reflect our commitment to making a positive impact. These include reducing our environmental impact, ensuring ethical sourcing, fostering diversity and inclusion, supporting the communities we serve and empowering our employees in their professional development pathway. We are proud of the progress we have made so far and are excited about the opportunities that lie ahead.

LOOKING AHEAD

As we move forward, we are committed to setting ambitious goals and continuously improving our sustainability practices.

We understand that this is a journey, and we are dedicated to making meaningful progress every step of the way.

Thank you for your support and for partnering with Hispec to contribute to a more sustainable future.



S. K. Hughes

Kate Hughes
Head of Compliance and Sustainability



PROUD MOMENTS ON OUR JOURNEY

We have gained valuable insights throughout our sustainability journey. In some areas, we have surpassed our expectations, while in others, we have faced and overcome significant challenges. Overall, we have established a solid foundation for meaningful progress and change. Here are the achievements we are most proud of...



Appointment of our Head of Compliance and Sustainability



Sunday Times Best Company to work for



Launch of our Beyond Audit Programme



Over £100,000 in charitable donations



25% Carbon reduction for 25 years in business



Ecovadis Bronze award



100% electrification of our fleet



Award winning product design 'Dark Skies Friendly'



Launch of our retrofit solutions both the Pulse and Switch ranges

PIONEERING SUSTAINABILITY AT HISPEC

OUR COMPREHENSIVE APPROACH

At Hispec, we're not just pioneering electrical and lighting solutions, we're also at the forefront of sustainable and ethical business practices.

Our commitment to sustainability is woven into every aspect of our operations, from our supply chain to our product design and corporate culture. We believe that as industry leaders, it's our responsibility to set the standard for environmental and ethical business practices.



“OUR JOURNEY SO FAR HAS SHAPED A STRONGER, MORE SUSTAINABLE HISPEC AND WE’RE JUST GETTING STARTED.”

Kate Hughes
Head of Compliance and Sustainability





WHO WE ARE. WHAT WE STAND FOR.

At Hispec, we design, develop, and supply a comprehensive range of life safety and housing solutions. Established in 2002, we have grown to become a leading supplier in the electrical wholesale market and a trusted partner to social housing landlords and private housing developers across the UK.

Our commitment to innovation and sustainability drives us to create products that not only meet the highest standards of safety but exceed them and also contribute to a greener future.

OUR CORE VALUES



QUALITY

We never compromise on the quality of our products and services.



INNOVATION

We continuously seek new ways to improve and advance our offerings.



SUSTAINABILITY

We're committed to eco-friendly solutions that reduce impact.



EDUCATION

We empower our customers with in depth, practical training.



CUSTOMER-CENTRIC

We put our customers' needs at the forefront of everything we do.

OUR VISION FOR THE FUTURE



EXPANDING SMART, CONNECTED SOLUTIONS

We're dedicated to broadening our range of smart, connected lighting and safety solutions.



ADVANCING ENERGY EFFICIENCY

Our commitment to sustainability drives us to further develop energy efficient and sustainable product lines.



ENHANCING OUR TRAINING ACADEMY

We believe that knowledge is power. By expanding our Training Academy offerings, we aim to equip professionals with the latest skills and insights, ensuring they can maximise the benefits of our products and stay ahead in the industry.



STRENGTHENING MARKET POSITION

We're focused on reinforcing our position in the project and specification market.



INNOVATING IN ENVIRONMENTAL SAFETY

Continuing to innovate in air quality and environmental safety solutions remains a top priority.

HISPEC STORY IN NUMBERS

Every number tells part of our journey from our beginnings in 2002 to our growing product range, expanding team and unwavering focus on innovation, safety and sustainability. These milestones represent who we are, what we've built and where we're going.

FOUNDED

Importing electrical products for the North West's independent wholesale market since **2002**.

PRODUCTS

Over **300** innovative solutions designed to meet the needs of the life safety and lighting industry.

CUSTOMERS

Thousands of satisfied customers across the UK, built on trust, service, and lasting partnerships.

EMPLOYEES

A dedicated team of **50+** professionals committed to quality and innovation.

CARBON REDUCTION

Committed to reducing carbon emissions by **25%** by our 25th anniversary.

QUALITY ASSURANCE

Independently verified by third parties for safety and reliability.

KITEMARKS

3 certifications meeting UK safety and quality standards.

REGISTERED UK DESIGN RIGHTS

5 protected product designs, registered in the UK to safeguard innovation and design integrity.

PATENT PENDING

1 product patent pending application, highlighting our innovation.





WHAT MAKES US HISPEC: TURNING VALUES INTO ACTION

AT HISPEC, SUSTAINABILITY STARTS WITH TRUST.


Our Beyond Audit Programme is a hands on initiative that goes further than compliance built to ensure every supplier, every product, and every process meets the highest standards of ethics, safety and environmental care. Through site visits, in depth reviews, and close collaboration, we're setting new expectations for responsible sourcing.


KEY FEATURES

- 

ON SITE SUPPLIER INSPECTIONS
- 

TRANSPARENT COMPLIANCE REPORTING

- 

ETHICAL TRADE AUDITS
- 

SUPPLIER CODE OF CONDUCT

“WE’RE NOT JUST IMAGINING A BETTER FUTURE, WE’RE BUILDING IT, TOGETHER.”



THE BEYOND AUDIT PROGRAMME

VERIFIED GLOBAL SITES

Hispec’s Beyond Audit Programme redefines supplier accountability with on site inspections, ethical reviews and transparent reporting going far beyond traditional compliance.

- 

ETHICAL OVERSIGHT
- 

REAL TIME SUPPLIER MONITORING
- 

TRANSPARENT PARTNERSHIPS
- 


ACCOUNTABILITY REPORTS




EMPOWERING ETHICAL SOURCING


SOURCING REGIONS WORLDWIDE

We work closely with our partners to ensure all materials are responsibly sourced, workers are protected and environmental impact is minimised at every stage of the supply chain.

- 

FAIR TRADE PARTNERSHIPS
- 

RESPONSIBLE RAW MATERIALS
- 

SAFE WORKING CONDITIONS
- 


CIRCULAR ECONOMY FOCUS




DESIGNING FOR A SMARTER PLANET


PRODUCT DEVELOPMENT LABS

From concept to execution, our products are designed to last, perform efficiently and reduce environmental impact. Every component has a purpose and a story.

- 

SMART DESIGN INNOVATION
- 

ECO FRIENDLY MATERIALS
- 

ENERGY EFFICIENT TECHNOLOGY
- 

MINIMAL PACKAGING WASTE

ETHICAL SUPPLY CHAIN AND RESPONSIBLE SOURCING

BEYOND COMPLIANCE: BUILDING A RESPONSIBLE SUPPLY CHAIN



We believe that true sustainability doesn't begin at dispatch it starts at the very beginning with design, sourcing and manufacturing. That's why we're committed to creating a supply chain built on the pillars of integrity, transparency and long term accountability.

Our suppliers are an extension of who we are. Their standards reflect our own and that's why we've developed the Hispec Beyond Audit Programme. This initiative goes further than compliance. It replaces one off audits with continuous engagement, building stronger value led relationships with our global supplier network.

We're not here to catch suppliers out, we're here to lift them up.

GOING FURTHER WITH SEDEX AND SMETA

To underpin this commitment, we work with Sedex a global platform for sharing data on responsible supply chains supported by SMETA audits (Sedex Members Ethical Trade Audit), which assess performance across labour rights, environmental impact, health and safety and business ethics.

- All partner suppliers are reviewed through Sedex and audited using the SMETA framework.
- Our Head of Compliance and Sustainability, Kate, has completed SMETA training, equipping us to conduct informed, ethical assessments and drive continual improvement.

Our goal is simple: To create a supply chain that not only meets expectations but sets a new benchmark for trust, ethics and collaboration.



“RESPONSIBLE SOURCING IS A SHARED COMMITMENT TO PEOPLE, PLANET AND PROGRESS. THROUGH SEDEX AND OUR BEYOND AUDIT PROGRAMME, WE'RE BUILDING TRUST NOT POLICING SUPPLIERS, BUT HELPING THEM GROW.”

Kate Hughes
Head of Compliance and Sustainability



HISPEC BEYOND AUDIT PROGRAMME

Our Beyond Audit Programme is a hands on initiative designed to create a responsible, transparent and future focused supply chain. By working closely with our partners and both holding ourselves and them to high standards, we ensure that environmental and ethical values are embedded at every step from sourcing to delivery.



BETTER PRACTICES. BETTER PARTNERSHIPS. A BETTER FUTURE.
BUILT TOGETHER THROUGH THE BEYOND AUDIT PROGRAMME.

DRIVING STRATEGIC CHANGE OUR TARGET IS SET:

IN CELEBRATION OF OUR 25TH ANNIVERSARY IN 2027, WE ARE STRIVING FOR A 25% REDUCTION IN EMISSIONS

In 2024, Hispec brought together our leadership team, sustainability experts and key stakeholders for a Strategic Sustainability Review Day.

We had the privilege of hosting Lord Redesdale, a leading advocate for energy management and sustainability in the UK. As the founder of the Energy Managers Association and co-founder of EMEX, Lord Redesdale has played a vital role in advancing carbon and energy reduction initiatives across industries. His continued efforts are instrumental in supporting the UK's ambition to achieve net zero emissions by 2050.

This pivotal session was a defining moment for our business. It not only helped shape our carbon reduction strategy and align our goals with bold climate action, but it also reinforced the importance of bringing everyone on the journey.

As part of our long term approach, we're committed to educating and engaging our team, our suppliers, our customers and our stakeholders ensuring that sustainability is embedded at every level of our organisation.

Following the session, we carried out a full assessment of our Scope 1, 2 and 3 emissions. This comprehensive review gave us a clear picture of our carbon footprint across operations, our supply chain, and downstream product use. The insights gained now form the foundation of our climate action plan and will guide us on our path to measurable, lasting change.

“THE REVIEW DAY WITH LORD REDESDALE GAVE US CLARITY, URGENCY, AND CONFIDENCE. WE’VE TURNED INSIGHT INTO ACTION AND WE’RE NOW ON A CLEAR PATH TO 25 BY 25.”



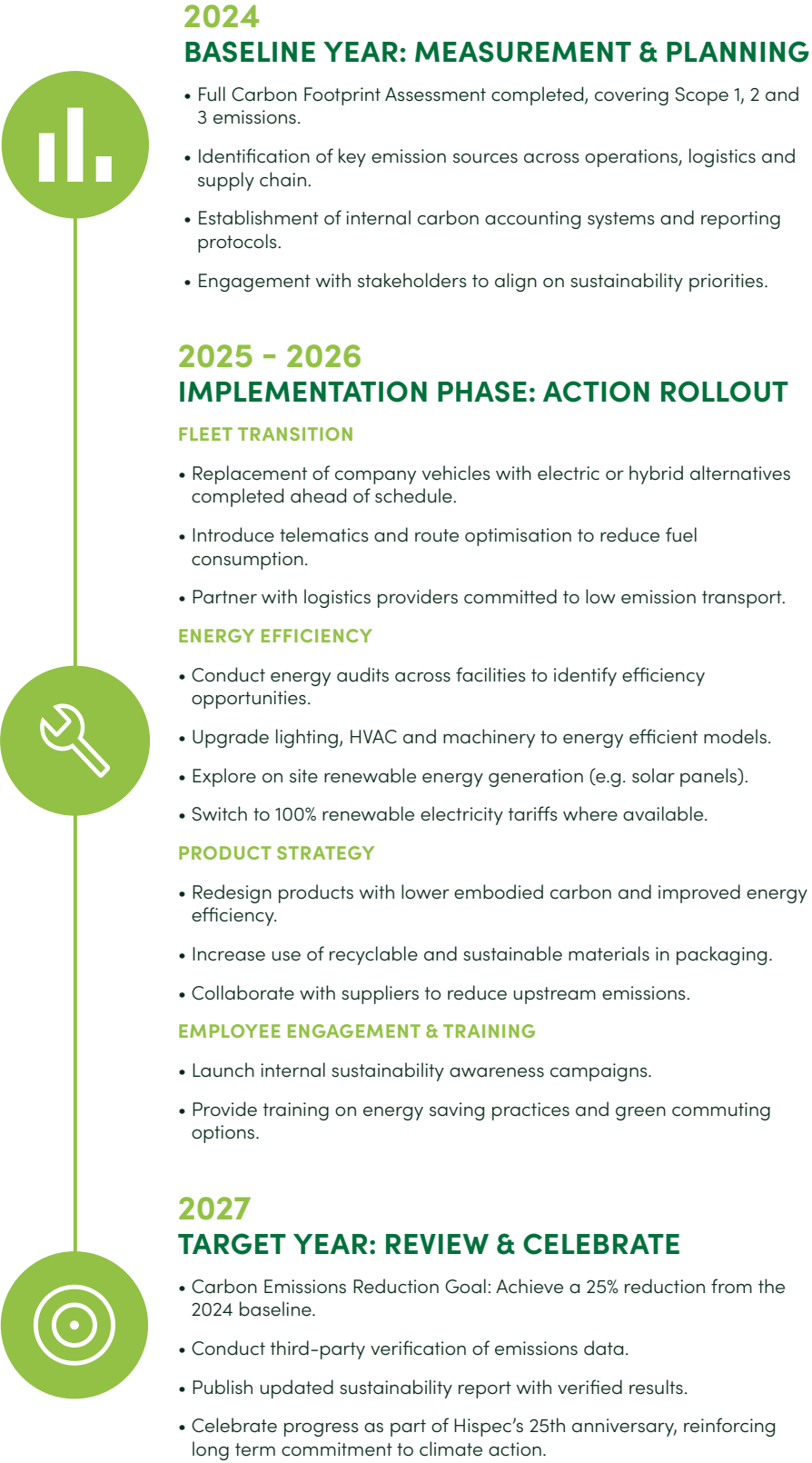
Chris Loughlin
Managing Director



HISPEC CARBON REDUCTION PLAN

VISION

To reduce our carbon emissions by 25% by 2027, in alignment with our 25th anniversary, through targeted action across operations, fleet, energy use and product development.



OUR SUSTAINABILITY COMMITMENTS

WE'RE COMMITTED TO RESPONSIBLE BUSINESS PRACTICES AND CREATING LONG TERM ENVIRONMENTAL VALUE



OUR SUSTAINABILITY ACHIEVEMENTS

MILESTONES ON OUR JOURNEY

WE'RE PROUD OF THE STRIDES WE'VE MADE IN SUSTAINABILITY, AND WE'RE EXCITED TO SHARE SOME OF OUR KEY ACCOMPLISHMENTS:

Every achievement represents a step toward a more responsible and sustainable future. From improving energy efficiency and reducing emissions to embracing innovation in packaging and transport, we're taking real action across our operations. These milestones reflect our ongoing commitment to doing business in a way that benefits people, planet and progress.

SHAPING A SMARTER CLEANER FUTURE

Sustainability is central to how we operate. From powering our facilities to sourcing materials and building responsible partnerships, we're taking meaningful action across the business. By focusing on innovation, transparency, and collaboration, we're reducing our impact and building a strong foundation for long term, sustainable growth.

HERE'S HOW WE'RE MAKING A DIFFERENCE:



ELECTRIFYING OUR FLEET TO ELECTRIC & HYBRID

We've upgraded our fleet to electric and hybrid vehicles, reducing tailpipe emissions and lowering our reliance on fossil fuels. This transition also boosts the overall energy efficiency of our operations.



100% RECYCLABLE PACKAGING

All of our packaging is fully recyclable, helping to reduce waste and environmental impact. We work exclusively with FSC accredited suppliers to ensure responsible and sustainable sourcing.



INVESTING IN GREENER ENERGY CHOICES

We're reviewing energy contracts and shifting to greener electricity and heating across offices and hubs, including renewable tariffs and on site solar planning.



SUPPLIER & PRODUCT STRATEGY

We're working with suppliers to reduce embedded carbon and packaging waste, while developing long life, energy efficient products that support a circular economy.



ECOVADIS BRONZE MEDAL



NEUTRAL CARBON ZONE SILVER AWARD



ISO CERTIFICATIONS



INNOVATIVE RECYCLING PARTNERSHIPS



COMPLIANCE SCHEMES



PACKAGING INNOVATION



SUSTAINABLE TRANSPORT INITIATIVES



ACCOMPLISHMENT WITH CARDBOARD KINGS

GLOBAL COMMITMENTS, LOCAL ACTION

SCIENCE BASED TARGETS INITIATIVE (SBTI)

The Science Based Targets Initiative (SBTI) provides a framework for companies to set ambitious and scientifically grounded targets to reduce greenhouse gas emissions. By aligning with SBTi, we ensure that our carbon reduction goals are in line with the latest climate science, helping us contribute to global efforts to limit temperature rise and achieve net zero emissions. This alignment is crucial for Hispec as it underscores our commitment to making a meaningful impact on climate change.

GLOBAL REPORTING INITIATIVE (GRI)

The Global Reporting Initiative (GRI) standards offer comprehensive guidelines for sustainability reporting, covering various aspects such as environmental impact, labour practices, human rights, and ethical business conduct. Hispec's adherence to GRI standards ensures that our sustainability reporting is transparent, consistent, and comprehensive. This alignment is important for Hispec as it enhances our accountability and allows stakeholders to assess our sustainability performance accurately.

ENVIRONMENTAL REPORTING

We meticulously track and report environmental impacts, including energy consumption, water usage, emissions, and waste management. By adhering to GRI metrics, demonstrates its dedication to minimising its environmental footprint and promoting sustainable practices. This is vital as it helps us identify areas for improvement and implement effective strategies to reduce our environmental impact.

LABOUR AND HUMAN RIGHTS

Hispec prioritises fair labour practices and human rights within its operations and supply chain. We report on metrics related to employment, occupational health and safety, training and education, and diversity and equal opportunity. This commitment ensures safe working conditions, equal opportunities, and continuous skill development for employees. For Hispec, alignment to the Ethical Trading Initiative is essential to fostering a positive and inclusive workplace culture.

ETHICS

Ethical business practices are at the core of operations. Hispec aligns with standards to ensure that our operations are free from discrimination and forced labour. Ethical standards foster a culture of integrity and respect throughout the organisation. This is important for us as it builds trust with stakeholders and ensures compliance with ethical norms.

SUSTAINABLE PROCUREMENT

Hispec's procurement practices are designed to be sustainable and responsible. By following standards for supplier environmental and social assessment, Hispec ensures that its suppliers adhere to environmental and social standards. This approach promotes sustainability across the entire supply chain. This alignment is crucial as it ensures that our sustainability efforts extend beyond our own operations to include our suppliers.





THE ROAD TO A MORE SUSTAINABLE FLEET

DRIVING INNOVATION, REDUCING EMISSIONS, AND BUILDING A GREENER FUTURE

We're committed to reducing our environmental impact and one of the most powerful ways we're doing that is by transforming our vehicle fleet. By increasing the use of Electric (EV) and Hybrid vehicles, we're not only cutting carbon emissions but also building a smarter, more cost effective operation.

This shift is part of our broader sustainability strategy, where environmental responsibility meets business resilience. A cleaner fleet isn't just good for the planet, it's good for performance, reliability and long term savings which we can pass on to our customers.

“**ADDING EVS AND HYBRIDS IS HOW WE REDUCE IMPACT, BOOST EFFICIENCY, AND LEAD WITH SUSTAINABILITY.**”



Katie Whish
Operations Manager

OUR PROGRESS SO FAR

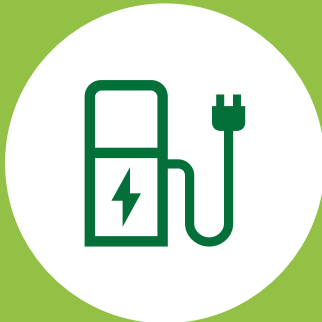
We've done it! 100% of our vehicles are electric or hybrid. Over the past year, we've successfully reduced fleet related CO₂ emissions by more than 20%, reflecting our commitment to environmental responsibility. In addition, our drivers have undergone eco driving training to help maximise fuel efficiency and further minimise our environmental impact.

WHY IT MATTERS

-  **LOWER CO₂ EMISSIONS**
Helps combat climate change and improves air quality.
-  **LESS MAINTENANCE**
Fewer moving parts mean fewer breakdowns and lower servicing costs.
-  **FUEL SAVINGS**
EVs and hybrids significantly reduce fuel expenses.
-  **SUPPORTS ESG GOALS**
Strengthens our environmental and social responsibility commitments.
-  **DRIVES NET ZERO PROGRESS**
Aligns with national and global carbon reduction targets.

DRIVING CHANGE WITH PURPOSE

THE THREE CORE BENEFITS OF OUR SHIFT TO ELECTRIC AND HYBRID VEHICLES



BOOSTING FUEL EFFICIENCY

Modern EVs and hybrids use energy more efficiently, significantly reducing fuel consumption. Our switch is already yielding strong performance results with fewer emissions per mile.



REDUCING OPERATIONAL COSTS

Electric and hybrid vehicles are proving to be more economical in the long run. Lower fuel costs, fewer moving parts and less frequent servicing help reduce our overall running expenses.



MEETING EMISSION TARGETS

We're aligning our actions with national emission reduction goals and global sustainability standards. Every low emission vehicle we add to the fleet contributes to a cleaner tomorrow.

CHAMPIONING OUR PEOPLE

A CULTURE OF EXCELLENCE AND BELONGING

“AT HISPEC, SUSTAINABILITY MEANS EMPOWERING OUR PEOPLE AS WELL AS PROTECTING THE PLANET. BY INVESTING IN LEARNING AND LEADERSHIP, WE’RE BUILDING A FUTURE READY WORKFORCE ALIGNED WITH OUR LONG TERM VISION.”

Chris Loughlin
Managing Director

GROWING TOGETHER: PERSONAL DEVELOPMENT AND CONTINUOUS IMPROVEMENT

We believe that learning never stops. Our commitment to personal and professional development is embedded in our culture from day one and throughout every stage of a team member’s journey.

We’ve implemented a comprehensive training plan that supports both technical excellence and leadership growth. Whether it’s through CPD accredited courses, hands on workshops or tailored development pathways, we ensure our people have the tools and confidence to succeed.

Regular performance reviews, goal setting and access to learning resources empower our team to take ownership of their growth. We also encourage cross functional learning and mentorship, helping individuals broaden their skills and explore new opportunities within the business.

This focus on continuous improvement not only strengthens our team, it drives innovation, enhances service and ensures we remain at the forefront of the electrical and fire safety industry.

RECOGNISED AS ONE OF THE SUNDAY TIMES BEST PLACES TO WORK

At Hispec, our people are the foundation of everything we do. Being named one of The Sunday Times Best Places to Work is a proud reflection of the culture we’ve built, one rooted in respect, collaboration and continuous growth.

We’re committed to creating a workplace where every individual feels valued, supported and inspired to thrive. From professional development opportunities to wellbeing initiatives and inclusive leadership, we’re focused on building an environment where people can do their best work and feel proud to be part of something meaningful.

This recognition isn’t just an award it’s a testament to the passion, dedication and spirit of our team.



TEAM HIGHLIGHTS

CULTURE, CARE AND COMMUNITY



CULTURE COMMITTEE LAUNCHED

This year Hispec proudly launched its internal Culture Committee an employee led initiative designed to foster inclusivity, celebrate diversity and ensure every voice is heard. The committee plays a key role in shaping workplace experiences, championing team events and driving continuous improvement in our culture.

“CRYSTAL MAZE WAS A FUN, TEAM BUILDING CHALLENGE THAT SHOWED HOW WELL WE WORK TOGETHER.”



Heather Soden
Financial Controller

GIVING BACK THROUGH VOLUNTEERING

At Hispec, we believe in the power of giving back. Our people are passionate about making a difference and we’re proud to support that spirit through dedicated volunteering days. Every team member is encouraged to take time out to support causes close to their hearts whether it’s helping local charities, participating in community clean ups, mentoring young people, or lending a hand at food banks.

These opportunities not only strengthen our communities but also bring our teams closer together, reinforcing our values of compassion, responsibility and shared purpose.

MENTAL HEALTH MATTERS: FIRST AIDERS IN TRAINING

2025 marks a major milestone in our wellbeing journey as we welcome our first cohort of trained Mental Health First Aiders. These individuals are equipped to recognise early signs of mental health challenges, offer peer support and guide colleagues to appropriate resources. Their role is vital in fostering a culture where mental wellbeing is prioritised, stigma is reduced, and everyone feels safe, supported and empowered. This reflects our broader commitment to a healthier, more compassionate environment where people can thrive.

“MENTAL HEALTH MATTERS. FIRST AIDERS HELP US BUILD A SAFER, MORE SUPPORTIVE WORKPLACE.”



Katie Whish
Operations Manager

FROM WASTE TO WORTH: CREATING A GREENER FUTURE BY DESIGN

REDEFINING SUSTAINABILITY THROUGH REFIT, REFURB AND REMANUFACTURE

In the past 12 months, Hispec has proudly launched its PULSE and SWITCH product ranges, innovative solutions that embody our commitment to sustainability through the principles of Refit, Refurb and Remanufacture. These ranges are designed not only to extend the lifecycle of our products but also to significantly reduce environmental impact by minimising waste and maximising resource efficiency.

By integrating circular design thinking into every stage of our development process, we are actively shaping a greener future one product at a time. This approach not only supports our environmental goals but also delivers long term value to our customers by offering adaptable, future ready solutions.

These launches mark a pivotal step in our journey toward a more sustainable and responsible business model, reinforcing our role as an industry leader in innovation, environmental stewardship and forward thinking design.



PULSE ALARM RANGE

SMARTER DESIGN, LOWER IMPACT

The Pulse range represents a new generation of Fire & Co alarms built for adaptability and sustainability.

- Universal head compatibility with 95% of base plates in social housing.
- Eliminates the requirements for multiple property visits, asbestos checks and remedial works.
- Innovative design with reduced embodied carbon.
- Circular value.

40% FEWER SITE VISITS AND 60% LESS WASTE SUPPORTING NET ZERO RETROFITS.

SWiTCH LIGHTING RANGE

MODULAR, EFFICIENT, FUTURE PROOF

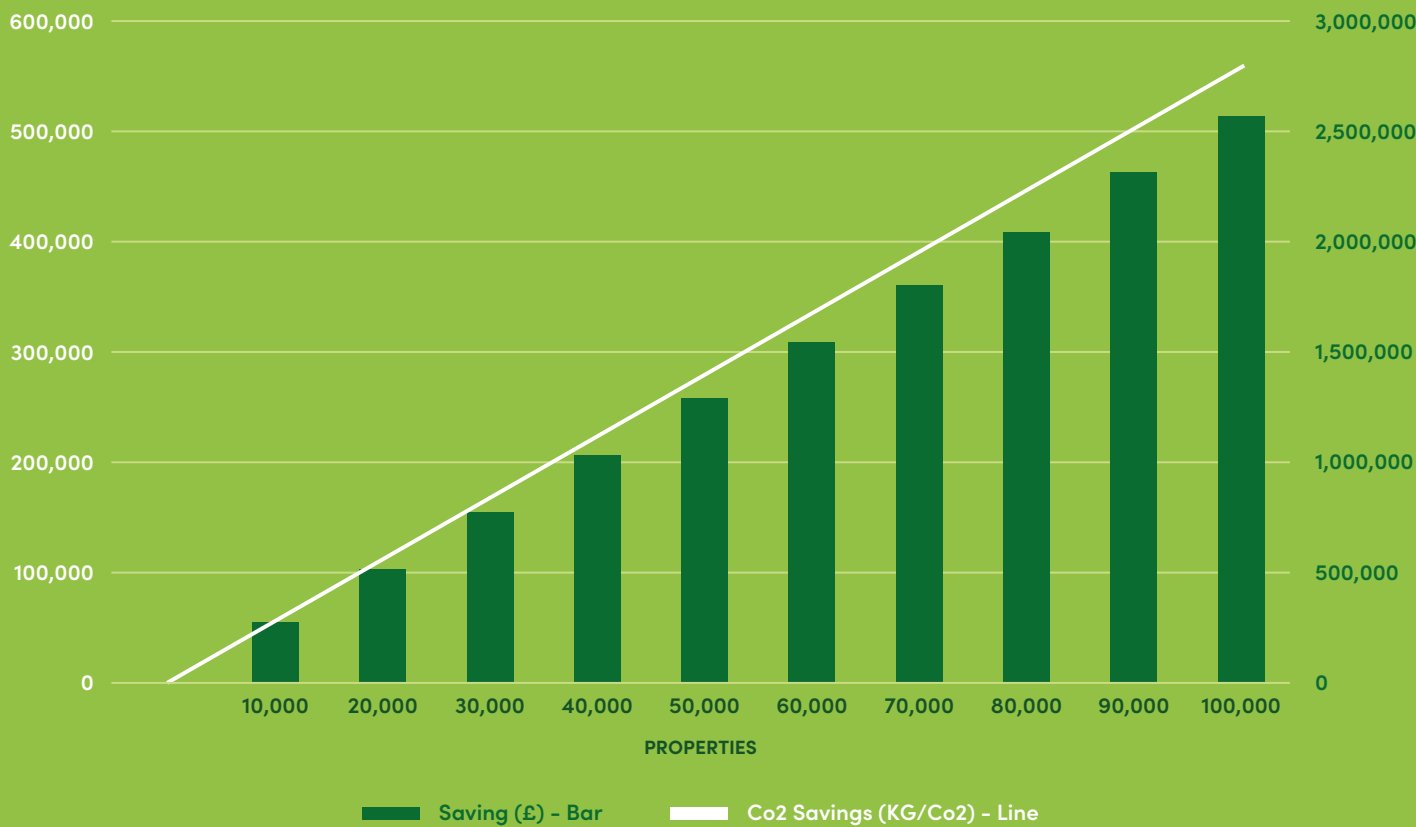
Our SWiTCH range brings circular lighting design into everyday spaces.

- Energy efficiency improvement.
- Modular components cut lifetime product waste by 50%.
- Energy efficiency creating more lumens per watt.
- Less to landfill.

WHERE INNOVATION DRIVES MEASURABLE SUSTAINABILITY OUTCOMES FOR ALL.



COST AND EMISSIONS SAVINGS



EDUCATION AND EMPOWERMENT

At Hispec, we believe that exceptional training is the foundation of a stronger, more inclusive industry.

Our approach goes beyond traditional instruction we are committed to developing talent, advancing professional standards and creating opportunities for individuals from all backgrounds. Whether through hands on learning, CPD accredited professional development, or community focused initiatives, we are shaping a future where education empowers not only the next generation of electricians but also those in our communities who need a helping hand.



COMPREHENSIVE TRAINING AT THE HISPEC ACADEMY

Our CPD accredited courses are designed to keep professionals at the forefront of industry standards and best practices. These courses are delivered by seasoned experts and cover various aspects of the electrical, fire safety and lighting industries.

We believe in making learning accessible and engaging, offering both in person workshops and online courses to suit different learning preferences. Our training sessions are interactive, incorporating case studies, group discussions and Q&A sessions to foster a collaborative learning environment.

“ HISPEC INVESTS IN LEARNING TO POWER CAREERS, UPLIFT COMMUNITIES, AND FUTURE POOF OUR INDUSTRY.



”
Ryan Harding
Learning and Development Manager



COMMUNITY ENGAGEMENT AND INDUSTRY SUPPORT

Our commitment to education extends beyond the classroom. We actively engage in community initiatives that support the wider industry and its professionals. From participating in charity events to providing resources for local schools, we strive to make a positive impact at every level.

A recent example of this is our collaboration with The Guinness Partnership on their 'Women in Construction' initiative. This partnership is a powerful demonstration of how practical support can drive real change. By providing resources and training in basic home repairs and upgrades, we're helping to equip female tenants with valuable, hands on skills. This initiative reflects our shared belief that empowerment and education should extend beyond the classroom and into everyday life.



COLLABORATION WITH EFIXX COLLEGE CONNECTIONS

A cornerstone of our training initiatives is our partnership with eFIXX's College Connections programme. This collaboration allows us to engage directly with electrical learners across the UK, providing them with valuable insights and hands on experience that extend beyond the traditional curriculum.

As there isn't a dedicated module for fire detection within the Electrician apprenticeship course, through this programme, we are able to support roadshow visits to 12 colleges, offering workshops and masterclasses that cover the latest in electrical installation technologies and career guidance.

Our involvement includes donating materials and display boards featuring Hispec alarms, which serve as both educational tools and real-world examples of our products in action. These resources are integrated into college workshops, providing students with practical experience that enhances their learning and prepares them for the demands of the industry.

By integrating these interactive boards into training sessions, we bridge the gap between theoretical knowledge and practical application, ensuring that apprentices are well prepared for the challenges they will face in their careers. This approach not only enhances their technical skills but also boosts their confidence and problem solving abilities.

AT HISPEC, WE TAKE A HOLISTIC APPROACH TO TRAINING EMPOWERING INDIVIDUALS WITH INCLUSIVE, PRACTICAL EDUCATION THAT STRENGTHENS THE INDUSTRY AND UPLIFTS COMMUNITIES. WE BELIEVE LEARNING SHOULD GO BEYOND THE CLASSROOM TO BUILD A MORE SKILLED AND RESILIENT SOCIETY.



“ OVER THE PAST 12 MONTHS, I'VE HAD THE PRIVILEGE OF WORKING CLOSELY WITH HISPEC THROUGH THE EFIXX COLLEGE CONNECTIONS ROADSHOW. I'VE SEEN FIRST HAND THE OUTSTANDING SUPPORT THEY'VE PROVIDED TO ELECTRICAL COLLEGES ACROSS THE COUNTRY COVERING ENGLAND, SCOTLAND AND WALES.

AS PART OF THE ROADSHOW, I GIVE ALL PARTICIPANTS THE FREEDOM TO DESIGN THEIR OWN DISPLAY BOARDS, BUT HISPEC TOOK IT TO ANOTHER LEVEL. THEY CREATED AN INCREDIBLE 2 METRE WIDE X 1.3 METRE HIGH WORKING RIG THAT NOT ONLY LOOKS IMPRESSIVE, BUT ALSO POWERS UP DETECTORS SO STUDENTS CAN INTERACT WITH REAL FUNCTIONING PRODUCTS.

”
Gary Hayers
Co founder and Editor of eFIXX



GIVING BACK THROUGH CHARITY AND ESG

We are proud to support both local and international causes through meaningful partnerships and impactful initiatives. As part of our commitment to giving back, we've appointed the Electrical Industries Charity as our national charity partner and Great Minds Bright Futures as our global charity partner. These collaborations reflect our dedication to making a difference both within our communities and around the world.

To bring this commitment to life, we actively engage in fundraising and volunteer efforts across our business. From participating in challenging events like Tough Mudder to organising volunteer days that allow our teams to give their time and skills, we're creating opportunities for everyone in our organisation to contribute. These activities not only raise vital funds but also strengthen our team spirit and reinforce our shared values of compassion, community and global responsibility.

HISPEC HAS DONATED OVER £100,000 TO CHARITABLE CAUSES

“AT HISPEC, SUCCESS IS ABOUT MORE THAN PROFIT, IT'S ABOUT MAKING A DIFFERENCE. WE'VE DONATED OVER £100,000 TO SUPPORT COMMUNITIES, REFLECTING OUR COMMITMENT TO SOCIAL RESPONSIBILITY, COMPASSION AND GIVING BACK.”



Neil Kilgallon
Financial Director

EMPOWERING COMMUNITIES THROUGH ENERGY AND SAFETY

COLLABORATING TO DELIVER EDUCATION, SUPPORT AND AWARENESS FOR A SAFER, WARMER FUTURE



COLLABORATION WITH NATIONAL ENERGY ACTION

We are proud to announce our recent collaboration with the National Energy Action the charities charity. Our initiatives include:

- Education projects for school children to improve outcomes and set early habits on health and safety and energy use.
- Community events to bring both energy advice and fire safety awareness onto accessible, localised projects.
- Winter warmth support packs and hardship funds to give direct financial and material assistance to those in most immediate need.



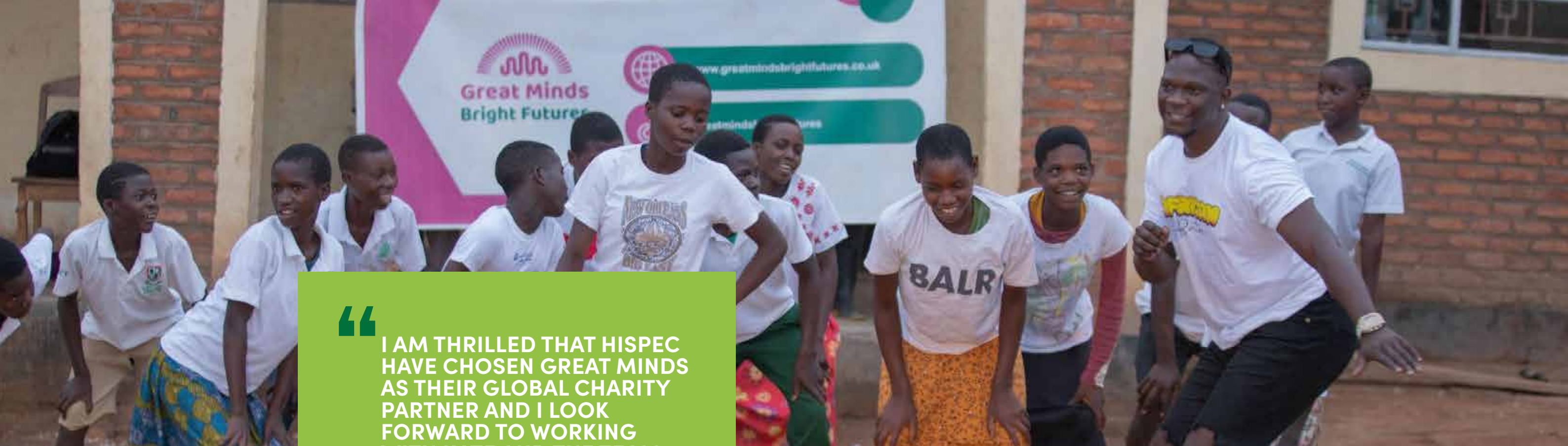
Action for Warm Homes

FIRE SERVICE EDUCATION CENTRE COLLABORATION

We are proud to support the Fire Service Education Centre, which plays a key role in promoting safety and awareness across our communities. Through their educational and outreach efforts, they help people of all ages stay informed and prepared. Their work includes:

- Educational Workshops: Teaching fire safety and prevention to schoolchildren.
- Community Outreach: Hosting events that promote fire awareness and preparedness.
- Support for Vulnerable Groups: Providing tailored safety education for those most at risk.





“ I AM THRILLED THAT HISPEC HAVE CHOSEN GREAT MINDS AS THEIR GLOBAL CHARITY PARTNER AND I LOOK FORWARD TO WORKING WITH KATE AND THE TEAM.

PARTNERSHIP GREAT MINDS BRIGHT

Great Minds Bright Futures is a UK registered charity dedicated to supporting orphaned and vulnerable children in Malawi and Uganda. The charity provides essential services including education, food, clothing, healthcare, and enrichment activities to help children thrive in safe, nurturing environments.

Founded by Dave Armstrong, whose first visit to Malawi in 2006 was described as “life changing,” the charity has since grown into a beacon of hope for communities affected by poverty, HIV/AIDS, and climate-related displacement. Through its work, Great Minds Bright Futures aims to empower children to become the best versions of themselves by creating opportunities to learn, play, and grow.

The charity operates on the values of safety, education, opportunity and encourages child sponsorships and donations to sustain its impactful programs.



AFTER DISCUSSIONS, WE HAVE ALREADY DECIDED THAT THEIR FIRST GENEROUS DONATION TO THE CHARITY WILL GO TO SUPPORT A FEEDING PROGRAMME OF 53 ORPHANS BASED AT THE DZALEKA REFUGEE CAMP, HOUSING ORPHANS FROM RWANDA, BARUNDI, UGANDA AND DRC CONGO.

THEIR DONATION AND SUPPORT WILL HAVE A LIFE CHANGING IMPACT ON ORPHANED CHILDREN WHO HAVE NO ONE TO TURN TO.

ON BEHALF OF THE CHILDREN OF DZALEKA REFUGEE CAMP, I WOULD LIKE TO SAY AN ALMIGHTY THANK YOU.

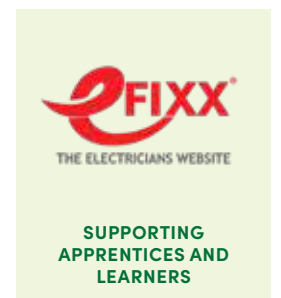
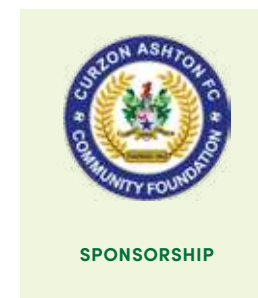
Dave Armstrong
Founder of Great Minds Bright Futures

OUR RECENT BUSINESS SUPPORT

CHARITABLE CAUSES



SUPPORTING CAUSES IN THE COMMUNITY





WORKPLACE HEALTH, SAFETY, AND INCLUSION

HISPEC HUNDRED: TRAINING FOR A SAFER, STRONGER WORKFORCE

We believe that a safe and inclusive workplace is the foundation of a sustainable and successful business. In 2025, we launched Hispec Hundred our internal training and development program designed to empower every team member with the knowledge, skills and confidence to work safely, grow professionally and contribute meaningfully to our culture.

Hispec Hundred is a company wide initiative that delivers structured training across key areas, including:

- **Workplace Safety:** Practical modules on hazard identification, safe equipment use, emergency procedures and accident prevention.
- **Diversity and Inclusion:** Training that fosters respect, equality and opportunity for all, regardless of background or role.
- **Leadership and Development:** Pathways for career progression and personal growth, ensuring every employee has the tools to succeed.

This program is mandatory for all employees and is regularly updated to reflect best practices and evolving safety standards.



OUR COMMITMENT TO SAFETY

We are committed to reducing workplace accidents and ensuring that every employee returns home safely each day. Our approach includes:

-  Regular safety audits and risk assessments across all facilities.
-  Clear reporting systems for incidents and near misses, with follow up investigations and corrective actions.
-  Continuous improvement of safety protocols and training content.
-  Leadership accountability for maintaining a culture of safety.

CHAMPIONING EMPLOYEE WELLBEING AT HISPEC

A healthy team is a happy and productive team. That's why we're committed to supporting our employees' wellbeing through a range of initiatives that promote physical, mental, and emotional health.



COMPREHENSIVE HEALTHCARE WITH MEDICASH

We provide Medicash to all employees and their children, offering:

- Dental care
- Optical services
- Mental health support

This ensures our team has access to essential healthcare when they need it most.



BIKE TO WORK SCHEME

We proudly participate in the Bike to Work initiative, which:

- Encourages active commuting
- Offers tax savings on bikes and cycling gear
- Helps reduce our carbon footprint

A healthier commute for you, a greener future for all.



NUTRITIOUS CHOICES AT WORK

To support healthy eating habits, we offer:

- A variety of fresh fruit
- Healthy snacks available daily

These small but meaningful options help you stay energised, focused, and feeling your best throughout the day.



MORE WAYS WE SUPPORT YOU

We're committed to creating a supportive and balanced work environment through:

- Wellbeing workshops and mindfulness sessions
- Team fitness challenges and step competitions

Access to mental health resources and confidential support.

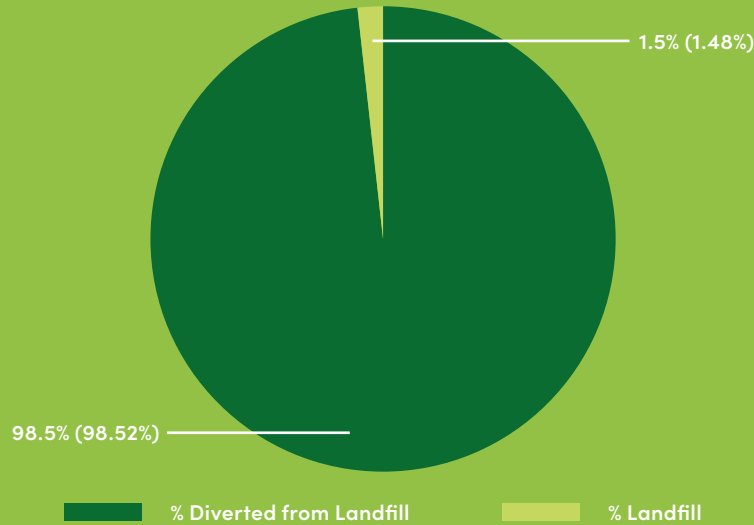
APPENDIX: ENVIRONMENTAL DATA OVERVIEW

As part of our ongoing commitment to transparency and environmental responsibility, this section provides a summary of key sustainability metrics relevant to Hispec’s operations.

WASTE STREAM MANAGEMENT

Hispec is actively engaged in monitoring and managing its waste streams to minimise environmental impact. Our waste management strategy includes:

- **Segregation at Source:** Ensuring recyclable and non-recyclable materials are separated effectively.
- **Partnerships with Certified Waste Handlers:** Collaborating with licensed providers to ensure responsible disposal and recycling.
- **Reduction Initiatives:** Implementing measures to reduce packaging waste and promote reuse across our supply chain.



GREENHOUSE GAS (GHG) EMISSIONS SUMMARY FOR 2024

OUR REPORTING PERIOD FOR GHG EMISSIONS IS FROM 1ST JANUARY TO 31ST DECEMBER

We track and report our emissions in accordance with the Greenhouse Gas Protocol, covering:

- **Scope 1:** Direct emissions from owned or controlled sources (e.g., company vehicles, on site fuel combustion).
- **Scope 2:** Indirect emissions from the generation of purchased electricity, steam, heating, and cooling consumed by Hispec.
- **Scope 3:** All other indirect emissions that occur in our value chain, including business travel, procurement, waste disposal and product lifecycle impacts.

Our goal is to reduce emissions across all scopes through energy efficiency, renewable energy sourcing and sustainable product design.

	Tonnes of CO ₂ emissions – All operations
Scope 1 Total Green House Gas emissions tCO ₂ e	2
Scope 2 Total Green House Gas emissions tCO ₂ e	7
Scope 3 Total Green House Gas emissions tCO ₂ e	3,663
Total tonnes	3,672
No of units brought to market	988,728
Tonnes per million units	3,714



THIS IS JUST THE BEGINNING

At Hispec, sustainability isn't just a policy, it's a core value that guides everything we do. From reducing our carbon footprint to responsibly sourcing materials and supporting our communities, we are actively shaping a better future for people and the planet.

WHAT YOU CAN DO:

- Choose eco friendly options when available
- Recycle or repurpose this catalogue
- Learn more about our initiatives and how to get involved

Thank you for joining us on our sustainability journey. Together, we make a difference.



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