



Protecting People, Property and Planet.

ESG Impact Report 2024

Alpine.

Contents.

01 Introduction

Letter from our CEO	03
Accreditations and associations	04

02 Environment

Our business and sustainability vision	06
Carbon and climate change	08
Environmental impact	10
Resources, materials and circular economy	12
Alpine Fire Campaign	14

03 Social

Safety and security	15
Diversity, equity and inclusion	16
Investing in life-long learning	17
Health and wellbeing	18
Community engagement	19

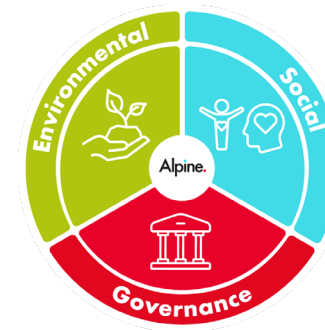
04 Governance

Governance	21
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Letter from our CEO.



I am delighted to welcome you to Alpine's second ESG Impact Report, showcasing the progress made since our inaugural 2023 report. We firmly believe that ESG disclosure plays a crucial role in ensuring transparency and holding companies accountable to their environmental, social, and governance goals. As such, we are pleased to disclose our efforts so far, as well as our aims for the coming year.

At Alpine, we remain committed to creating safe, sustainable, and resilient spaces for occupants, without compromising the natural environment. Safeguarding lives and assets go hand in hand with respecting the planet, which is why this year, we were excited to launch our Alpine Fire Campaign, centred on reducing, recycling, and reusing the water used for testing fire suppression systems.

Within our own operations, we also continued to monitor our impact. We measured Alpine's reduction progress against our 2045 Net Zero target-five years ahead of the UK government's official target – and were pleased to report an 43% decrease in emissions. Through our environmental stewardship approach, we have also continued to practice resource efficiency across our waste and energy activities.

We take great pride in our people-focused approach, and we were honoured to be recognised as one of the Sunday Times Best Places to Work 2024. Led by our newly appointed People Director, this year we have made significant efforts to create a more positive, productive workplace that supports both current employees, as well as our future recruitment goals.

Good corporate governance underpins all of our business activities, and are upheld by external standards, accreditations, and memberships, including ISO and the Level 4 Loss Prevention Certification Board (LPCB). We've also continued to partner with external consultancy, Sustainable Advantage, to support our Net Zero and ESG strategies, helping to vet current practice, and identify areas for continuous improvement.

In the coming year, we look forward to seizing further opportunities to improve our performance and share our progress.

This report covers the period from 1st April 2023 to 31st March 2024.

With best wishes

Steven Nanda, Chief Executive Officer



Environment

14001

Certification achieved.

Strong environmental management system



Social

93%

Response rate in latest employee engagement survey



Governance

LCPB

Level 4, the highest accreditation held in the field

“We measured Alpine’s reduction progress against our 2045 Net Zero target-five years ahead of the UK government’s official target – and were pleased to report an 43% decrease in emissions”

Steven Nanda

Accreditations and associations



We hold multiple accreditations, certifications and memberships to ensure our work consistently meets the highest standards of quality and safety, while formally recognising our commitment to service excellence.

Among our key certifications is the Level 4 Loss Prevention Certification Board (LPCB) accreditation, the highest certified level. This authorises the self-certification of all categories of works without external supervision. The accreditation is often mandated by clients and insurance providers and achieving and maintaining it demands significant time, effort and dedication.

To further demonstrate our commitment to safety and quality, we have obtained ISO 9001 (Quality Management), ISO 14001 (Environmental Management Systems), ISO 45001 (Health and Safety), and Cyber Essentials. These standards provide us with a strong framework to protect employee health and safety, enhance wellbeing, reduce workplace risks and implement better and safer working conditions.



Fire Protection
Association



LPCB level 4 accreditation – a scarce and sought after accreditation



Assessed to ISO 9001
Cert/LCPB ref. 283



Assessed to ISO14001 Cert/LCPB ref. 283



Assessed to ISO45001 Cert/LCPB ref. 283

Alpine holds the highest Loss Prevention Certification Board (LPCB) level 4 accreditation which allows the business to self-certify all categories of works without any supervision.

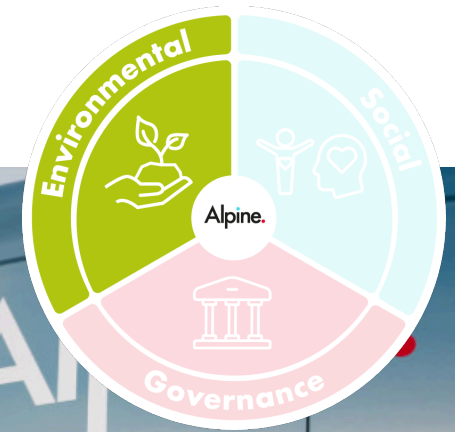
LPCB provides third party approval of fire and security performance of products and services to a range of global standards.

LPCB is used by the insurance industry and customers to determine appropriate suppliers.

Awards



Environment.



Our business and Sustainability Vision.

Founded in 1992 and headquartered in Northwest England, we are a nationwide leader in mechanical fire suppression. Our expertise spans design, project management, and maintenance services across multiple end markets. Backed by a dedicated leadership team, comprised of experts in their field, we are known for our technical excellence and best-in-class service.

We are firmly committed to achieving Net Zero emissions by 2045-five years ahead of the UK government's official target-with a goal of becoming Carbon Neutral by 2030. Our ESG vision emphasises environmental stewardship, resource efficiency and promoting a circular economy.

Our values

We pride ourselves on our reputation of acting with integrity, technical capability, and putting client satisfaction at the heart of our business offering.

Our Values

People-Focused



Respect for People, their community, health and safety and the development of our employees

Integrity



Integrity in what we do and the way we do it

Teamwork



We believe in Teamwork and collaboration to support each other and our stakeholders

Customer Service



We differentiate ourselves by our ongoing commitment to the Customer Experience

Humility



We are modest, courteous and recognise the value in everyone

Expertise



Our sector Expertise, professionalism and commitment to quality

Dedicated



We are Dedicated and empowered to make the right choice at the right time

We aim to deliver safe, sustainable and resilient fire protection systems while leaving a lasting positive social, environmental and economic legacy. To this end, we have identified six sustainability areas to focus on:



- Employee health, safety and wellbeing
- Diversity, equity and inclusion



- Community engagement



- Environmental impact
- Resources, materials and circular economy



- Carbon and Climate Change

Within each area we have introduced specific and measurable targets to help us reach our ambitions and support the United Nations Sustainable Development Goals (SDGs), against which we measure our performance annually.

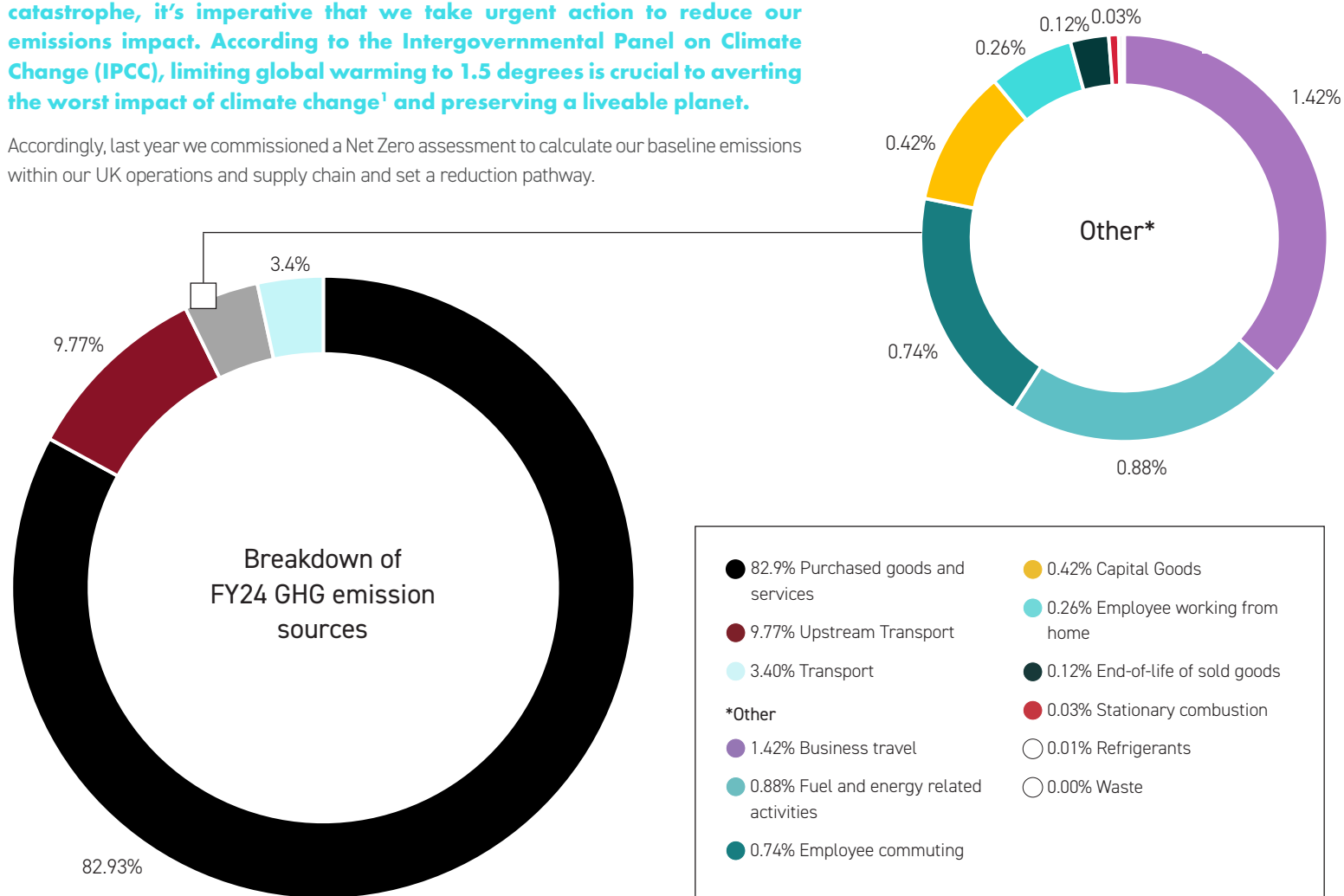
Our strategy allows for the flexibility to review and adapt our targets each year in line with the evolving needs of clients, our business, and the wider industry.



Carbon and climate change.

To keep global temperatures within safe parameters and prevent a climate catastrophe, it's imperative that we take urgent action to reduce our emissions impact. According to the Intergovernmental Panel on Climate Change (IPCC), limiting global warming to 1.5 degrees is crucial to averting the worst impact of climate change¹ and preserving a liveable planet.

Accordingly, last year we commissioned a Net Zero assessment to calculate our baseline emissions within our UK operations and supply chain and set a reduction pathway.



¹<https://www.ipcc.ch/sr15/>

We are pleased to report an overall 43.41% reduction in our emissions since 2023. This is largely due to a dramatic decrease within our 'Purchased Goods and Services' (Scope 3 Category 1). The nature of our business means that our emissions are dominated by this category, which accounts for 97% of our GHG emissions inventory.

Our work spans projects across both new and retrofit installations, within a wide range of industries, which requires us to procure specialised equipment- often with a large capital carbon cost attached. This includes equipment such as water tanks, pumps, pipework, sprinkler heads, and other fire protection kit.

Therefore, to present a clearer breakdown of the rest of our emissions, we have created an additional overview of our GHG emissions sources with Purchased Goods and Services removed (See table below).

Carbon Footprint – Baseline year 2023		
Tonnes of CO ₂ emitted	19,214	10,874
Scope 1 emissions	258.66	374.70
Scope 2 emissions (Location-based) *	11.90	14.70
Scope 2 emissions (Market-based) *	0	0
Scope 3 emissions	18,943.44	10,484.60

*As per the GHG Protocol Scope 2 Guidance, Scope 2 emissions have been calculated and reported using two separate methodologies. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs, whilst a market-based method reflects emissions from the electricity that we have purposefully chosen via our energy procurement activities. This accounts for energy purchased from green energy suppliers.

Commitment for Net Zero Carbon for Scope 3 emissions by 2045



We witnessed notable reductions within our Business Travel (Category 6) and Employee Commuting (Category 7) emissions, which is largely down to enhanced data collection and reporting. Business travel emissions decreased by 17%, as we drastically reduced our spending and increased data quality. We were able to obtain more granular levels of data, breaking down different modes of transport, meaning we were able to rely less on estimations to calculate. Additionally, for our Employee Commuting emissions, which reduced by 17.8%, we were able to provide hybrid data, making our calculations more representative of our operations.

While only a small proportion of our overall emissions (3%), our Scope 1 and 2 emissions represent our direct emissions impact, and therefore, the areas where we have the greatest control. While there has been a positive 9.1% reduction in the emissions produced by HVACs (Heating, Ventilation, and Air Conditioning), our remaining Scope 1 and 2 emissions rose this year. To address this, in the coming year we will be taking over control of our utilities from our landlord and have begun seeking renewable energy providers that will also provide us with more granular data on our energy breakdown usage, additionally to this we have been looking into the feasibility of electrifying our fleet.

As part of our roadmap, we have ambitious plans to reduce carbon emissions across all categories to as low as reasonably practical, with a particular focus on improvements around our Purchased Goods and Services.

We will:

- Aim to achieve 92% absolute reduction in emissions by 2045 from 2023 baseline levels
- Target a 28% reduction in our Scope 1 and 2 emissions by 2030
- Strive for our goal of becoming a Carbon Neutral business by 2030
- Offset our residual Scope 1 and 2 emissions by 2030 to become carbon neutral via high-quality verified offsets
- Engage with Tier 1 suppliers to understand their carbon footprints
- Begin to assess future climate risks and opportunities that may impact the business in the future as climate change intensifies
- Work with suppliers to collaboratively set carbon emissions reduction targets
- Work with suppliers to increase the amount of packaging which is recyclable
- Prefer local suppliers where possible, reducing emissions from transport
- Over the next four years, Alpine will be working with the supply chain to drive sustainability through a product's lifecycle assessment

Environmental impact.

We remain deeply committed to environmental stewardship and continuously improving our environmental performance. A key component of this is ensuring that environmental risks and opportunities are properly identified and managed throughout every project phase- from planning and design to the installation of our systems.

Alpine is aligned with globally recognised ESG-related management systems, including ISO 9001, ISO 45001 and ISO 14001. Our Environmental Management System is framed and established through a planning process that includes the following elements:

- **Compliance:** We comply with all local and national environmental laws to protect the environment where we operate.
- **Overseeing and governing environmental performance:** This includes our carbon emissions, energy management, waste management and water management.
- **Continuously improving our management of environmental risks:** We're constantly looking for ways to refine our approach through our environmental management system.
- **Delivering on our Environmental, Social, and Governance goals:** We are committed to meeting the objectives of our ESG programme, including our Net Zero ambitions.
- **Collaborating with Suppliers:** We work closely with key partners to embed sustainable practices throughout our supply chain
- **Raising Awareness:** We ensure our employees are engaged and informed on environmental issues through awareness campaigns and utilising communication tools.
- **Tracking Progress:** We monitor and report on our environmental performance to ensure transparency and accountability
- **Stakeholder Engagement:** We actively engage with our stakeholders to address environmental concerns and work toward shared sustainability goals.

Our Board of Directors has oversight of the management of environmental risks and our broader ESG programme. Each year, along with other key internal stakeholders, the Board reviews our annual environmental plan, along with a corresponding budget and dedicated capital spend for environmental initiatives.



Resources, materials, and the circular economy.

We recognise and respect our planet's finite reserves and are committed to using its resources responsibly. As such, we prioritise the circular economy principles of waste reduction and optimise our use of materials, energy and water. This approach guides our efforts in sustainable sourcing, minimising the environmental impact of our fire protection systems, and collaborating with suppliers to develop innovative solutions.

Alpine follows the waste hierarchy, prioritising prevention, re-use and recycling in our approach. We aim to prevent excess waste generation through process efficiencies, re-using waste where possible, and recycling materials as much as we can. We also divert 100% of our waste from landfill, working closely with our waste management provider, Veolia.

To help us understand our key waste areas, we partner with Veolia to collect monthly waste data. This year, there has been an overall increase in our waste emissions, which is largely as a result of enhanced data reporting, which providing us with a more comprehensive picture of our different waste streams.



100% of Alpine's waste is
diverted to landfill

Alpine Fire Campaign.

Water scarcity is a big problem. According to UNICEF, by 2040, roughly 1 in 4 children worldwide will be living in areas of extremely high-water stress, while some 700 million people could be displaced by intense water scarcity by 2030 .

While our water use as a business is small, our impact on water management is significant. In November 2023, we proudly launched the Alpine Fire Campaign, in partnership with The London School of Architecture and the Lake District National Park.

Alpine estimates that 4 billion litres of water are lost annually in the UK through fire testing systems alone, which equates to a shocking 120 per minute. Our project centres on reducing, recycling and reusing the water used for testing these systems. While safety tests are essential, we believe they can be conducted more sustainably, in a way that protects this precious resource.

While our water use as a business is small, our impact on water management is significant.



²<https://www.unicef.org/wash/water-scarcity>

2024

12

4,000,000,000

Litres lost annually through testing (UK estimate)

190,000,000

Litres lost annually through our serviced assets

120

Litres lost per minute during testing in the UK

Alpine Fire Campaign.

The project aims to challenge standard practice and invite the entire industry and our customers to collaborate with us in finding a sustainable, long-term solution that also safeguards our planet.

The London School of Architecture

The London School of architecture

The London School of Architecture will be working with ORMS, the architecture practice, to design a fire suppression system for the future. Alpine hope to use proposals like this one to lobby for regulation with water reduction specifications and encourage the rest of the industry to follow suit.



Lake District National Park

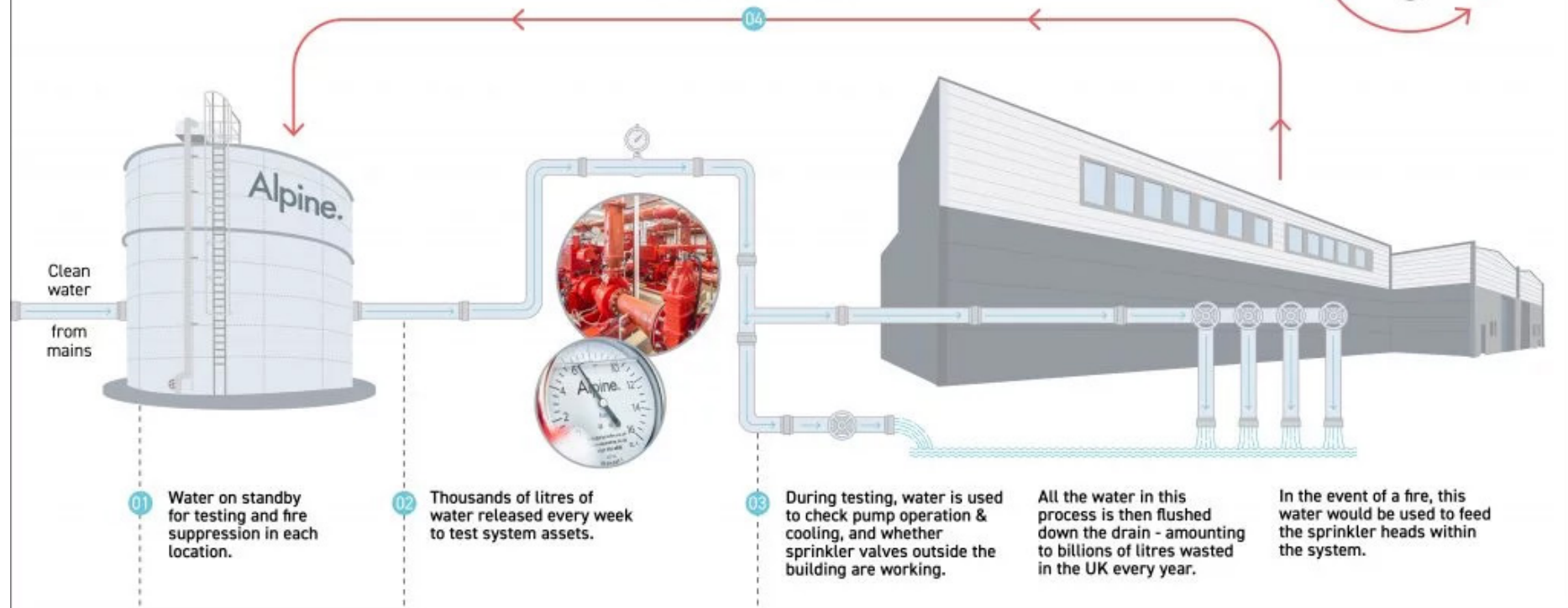
Lake District National Park

To further enhance the impact of our Alpine Fire Campaign, we are sponsoring the exploration of a dam restoration in the Lake District National Park. Whilst this venture will save even more water, it will also help the local wildlife and biodiversity thrive.

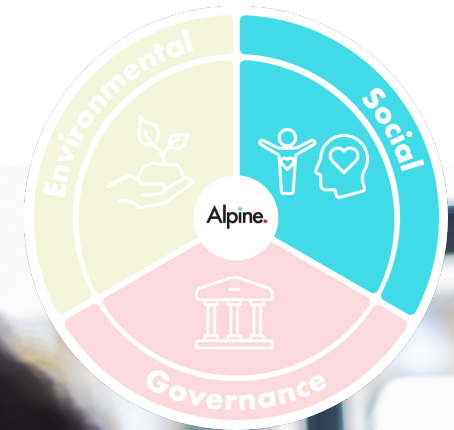
Alpine.

Fire Engineers

The Alpine Fire Campaign is to reduce, re-use and recycle this testing water.



Social.

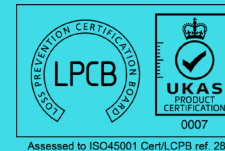


Safety and security.

Our business model and mission are centred around safeguarding both people and property. This commitment naturally extends to our most valuable asset-our workforce. To add further weight to our health and safety practices, last year we achieved ISO 45001:2018 certification, demonstrating our commitment to the health, safety and wellbeing of our employees.

We have established policies, procedures, training and compliance tools- all of which adhere to the standards set out by the Health and Safety Executive's health and safety management framework. Additionally, we partner with a preferred supplier list that meets stringent H&S compliance and insurance requirements. A large part of keeping people safe is raising awareness of risks and ensuring everyone keeps safety front of mind. 100% of employees have received Health and Safety in the last year, while our monthly awareness campaigns and toolbox talks are designed to keep safety consciousness central to the business and encourage employees to raise and report concerns. Other campaigns have included stress awareness, skin cancer awareness, the benefits of exercise and Stoptober.

Three days were lost in 2024 to work-related injuries.



Became ISO 45001: 2018 certified

100% of employees have received Health and Safety training since 2023

Diversity, equity and inclusion.

Diversity, Equity and Inclusion (DE&I) is intrinsic to our success and core values. As a people-focused business, we are committed to fostering a respectful and inclusive work environment, with DE&I efforts that extend beyond compliance.

Throughout the year, we host numerous awareness events celebrating groups from various cross-sections of society. These events aim to educate, raise awareness and celebrate various topics.

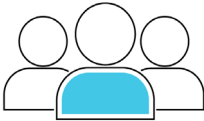


Reinforcing our commitment to DE&I and governing approach is our established Fair Treatment at Work and Equal Opportunities Policy. To ensure sustained progress, within our ESG Committee we have a dedicated DE&I champion responsible for driving the programme forward.

In November, we conducted an employee engagement survey, which included DE&I questions. The feedback did not identify any DE&I concerns, however, in the coming year, we will take additional steps to formalise our DE&I strategy.

Our new People Director has been tasked with creating a comprehensive plan that prioritises our current employees and future recruitment goals. We have also begun collecting demographic data to guide our DE&I actions and strategy, ensuring we take a data-driven approach aligned with the needs of our workforce. This will be accompanied by a clear communication plan outlining the benefits of sharing this data, as well as reassurance around how their information will be protected.

DE&I is a regular topic at Board meetings, and our People Director has been appointed as the DE&I champion to lead and oversee the programme. To momentum and guarantee progress, we are setting clear DE&I goals, including the introduction of an inclusive employer statement in recruitment adverts. This is with the aim of encouraging a more diverse pool of candidates to apply.

Total headcount:		127
Overall gender ratio:	74% Male	26% Female
Management gender ratio:	84% Male	16% Female
Board member gender ratio:	71% Male	29% Female

Investing in life-long learning.

Alpine are committed to creating meaningful opportunities for our employees across all stages of their career with us- from our apprenticeship scheme to our leadership training programme.

All new starters embark on a comprehensive training plan, which includes mandatory training and sign-off. This is supported by regular check-ins, engineer huddles and reviews of completion certificates. Training needs are addressed through annual appraisal, along with monthly check-ins.

We ensure that training is both internal and external through programmes such as 'Train the Trainer', as well as our mentorship and buddy system.

We are proud to run an apprenticeship academy, and currently have nine apprentices employed with us.

New and current managers are supported through our leadership training, to ensure that they are equipped with the skills and confidence to lead a team. This is delivered by an external consultant and includes a 360-degree feedback plan, along with bespoke modules, which are carried out according to each individual manager's needs.

97% of our team would recommend Alpine as a great place to work.



1,675 Total number of training hours delivered in the reporting period

£146,000 Total spend on Learning and Development

127 Training courses available

Health and wellbeing.

At Alpine, we are deeply committed to the health and wellbeing of our employees.

We have an established Wellbeing Team, as well as several wellbeing champions who lead monthly campaigns and events aligned with our occupational health policies. These events and initiatives cover a range of topics, from financial wellbeing and healthy eating, to promoting skin cancer awareness.

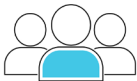
We have trained Mental Health First Aiders in place. Additionally, we have appointed an external consultant to oversee our wellbeing initiatives, which include hybrid working, a health plan, social events, monthly mental health days, flexible start times and access to health providers, including an employee assistance programme.

Alpine believe that employees should receive fair remuneration for their work, and we aim to increase staff retention rates through fair pay (which is assessed annually with benchmarking every six months), life insurance and a generous bonus scheme. The People Director (appointed in July 2023) oversees this and is responsible for the HR function more generally.

For 2024, employee turnover is at 9.6%. Our Health, Safety, and Welfare Policy – supported by the Wellbeing Team – ensures that wellbeing remains a key focus throughout the organisation.



Listed in The Sunday Times' Best Places to Work 2024



Established wellbeing team

2018



Employee benefits include life insurance, health care, paid holiday, parental leave, and retirement provision



Employee engagement survey response

93%



Number of mental health first aiders

14



New hires since 2023

24



Employee turnover rate is

9.6%

Community engagement.

As a responsible business, we recognise the importance of caring for, and investing in, our local communities. Community engagement also brings the dual benefit of boosting morale within a business, providing opportunities for colleagues to give back in a meaningful way.

We are committed to creating lifelong relationships in the communities in which we operate. Our community programme is helping to regenerate communities, provides employment and training opportunities and supports local supply chain partners and businesses.

Our current social initiatives include community clean-ups, employees volunteering on their lunch breaks to pick up litter locally, charitable giving and events and supporting local football clubs. We also partner with local schools, providing fire safety talks and actively participating in career fairs. Additionally, in the coming year, we are hoping to collaborate with some further local colleges to enhance our presence in the community.

Our chosen charity which we support is Two Brews, an impressive organisation which tackles homelessness in Manchester. The charity provides hot meals and drinks seven nights a week to rough sleepers and work alongside other community groups and charities to distribute food parcels throughout the local area. This year, we were pleased to also support colleagues partaking in an impressive charity climb up Mount Snowden.

In the coming year, we hope to create a formal community investment strategy. This will allow us to better structure and expand our current community engagement activities and potentially extend our links to further charitable organisations.



Governance.



Governance.

Our steadfast commitment to integrity guides all our actions, ensuring we uphold the highest standards of corporate conduct.

We adhere strictly to industry standards, earning certifications from leading safety, quality and environmental bodies. Our active participation in various industry organisations further supports the professional development of our team and enhances our company's overall performance. Our certifications serve two key purposes: they fulfil essential business qualifications and elevate the quality of our products and services.

These include ISO standards 9001 (Quality Management), 14001 (Environmental Management) and 45001 (Occupational Health and Safety). We view these certifications as a testament to our dedication to quality across every aspect of our operations. This year, we also achieved our Cyber Essentials accreditation, further strengthening our commitment to cybersecurity. The Board of Directors is responsible for our strategic planning, risk management and ethical business practices, convening on a monthly basis. Effective governance is maintained through accounting transparency and independent, engaged directors who embody integrity and respect diverse perspectives.

We take pride in the diversity of our Board, which comprises of 29% female members, and which brings a wide range of skills, experiences and viewpoints to strengthen our governance structure. Our policies are reviewed and updated at least annually, or more frequently when necessary due to regulatory changes or other factors. Each policy has a designated owner responsible for ensuring its relevance and compliance with legislative requirements. To stay current on policy content, our management team regularly participates in training, and all employees undergo mandatory training and annual refreshers on key policies. Meanwhile, additional training is provided during induction and then policies are updated. All policies are easily accessible to employees through our HR system.

The behaviour we expect from our employees and contractors is clearly outlined in our Code of Conduct, which serves as a guide for our decision-making processes. We take our responsibilities under the Modern Slavery Act 2015 very seriously and are committed to implementing robust measures to prevent slavery and human trafficking in our business and supply chain.



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Working in partnership with



An intelligent approach to energy, waste & sustainability

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