

ELAND[®]
CABLES

SUSTAINABILITY REPORT

Year ending
December 2025



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Business Growth and Sustainable Operations: supporting green ambitions



Jean-Sébastien Pelland

Executive Director

“We celebrated our 50th year of operations in 2025, growing our headcount and our turnover once again.

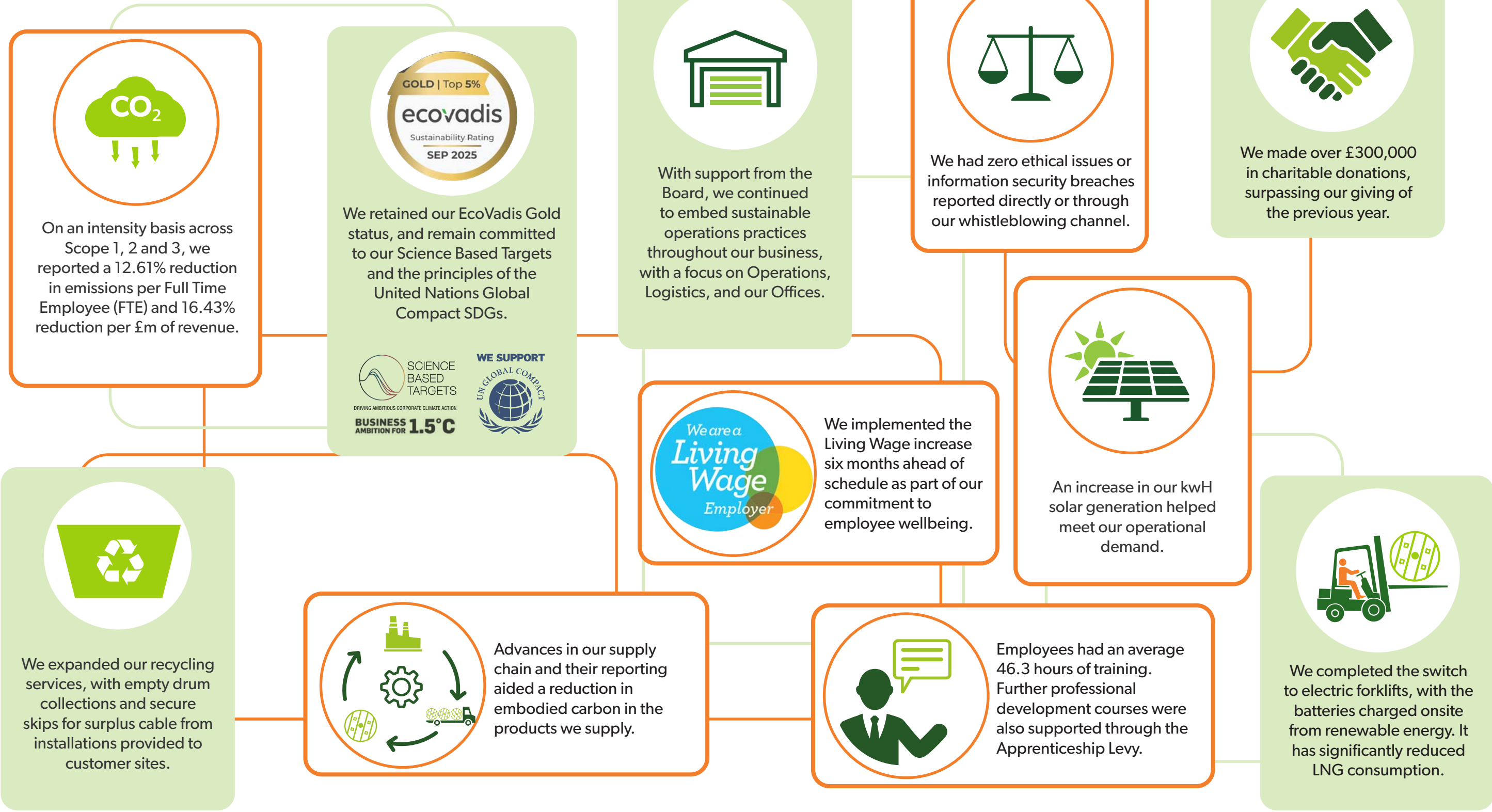
Our commercial growth continues to be coupled to the key themes of renewable energy, digitalisation, industrial automation, and electrification. AI processing power featured prominently in headlines, with the power landscape adjusting to fit this changing world.

We remain committed to sustainable operations and all that encompasses – the environmental and ethical practices, but also nurturing ‘decent work and economic growth’ as targeted in Goal 8 of the United Nations Global Compact Sustainable Development Goals.

Whilst the raw numbers show an increase in overall emissions, we accept that this is part of the growth journey we are on. Our global operations have grown, which in turn means more transportation emissions. It would be easy to shift these emissions into Scope 3 by outsourcing our logistics, but last-mile delivery is an important part of our service and one we will not compromise on.

One of the real positives in 2025 was that our intensity ratios (CO2e emissions per employee and per £m revenue) have seen a reduction. Efforts with our supply chain partners have started to pay dividends in terms of emissions reductions. We remain confident that by continuing to work together we can deliver a significant reduction in carbon emissions in the years ahead.

2025 Headlines



16.43% Reduction tCO ₂ e across Scope 1, 2 & 3 (Intensity ratio £m revenue)	89.7% Staff Retention Rate Year-on-year	334,796 kWh electricity generated onsite	0.0 Tonnes of waste sent to landfill from operations	Certified To ISO 27001 for Information Security, and FORS Gold for our fleet	100% Employees paid in excess of Living Wage
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Our Business, Our Way

Eland Cables offers a complete cable solution, bringing together high-performance power, data, control and instrumentation products, with technical expertise, tailored logistics, and project management.

Our Purpose is to enable worldwide infrastructure electrification and the green energy transition.

Our Mission is to provide complete cable solutions of the highest standard to the electrical engineering industry.

With our headquarters in London, we operate from a principal site in the UK, and European sites in the Netherlands, Germany, Ireland and Portugal. Distribution is provided by our in-house fleet.

- Our expert solutions are built on the engagement and wellbeing of our people.
- We are alert and responsive to the needs of all our stakeholders.
- Our relentless pursuit of excellence is without compromise to compliance or professional integrity.
- We operate globally but live and work locally, supporting initiatives of benefit to our communities.
- Our drive for sustainable operations reflects our responsibility to the environment.

Our Cable Lab continues to uphold the highest standards and provides a watchful eye for the wider industry, providing a rigorous testing regime accredited to IECCE CBTL and ISO/IEC 17025.

Our technical experts, industry specialists, and local sales offices combine with an extensive stockholding available for immediate despatch, and we offer some of the shortest manufacturing lead-times in the industry.

With a clear customer focus, we consistently invest in our people and foster a culture of excellence. We work together to create a safe, uplifting place to work, to deliver support to the community and, through collaboration with our stakeholders, deliver exceptional results.

Headline Figures:

2025 Turnover: £317.8M
Staff: 278

More information on our products, services, laboratory testing, and sustainability initiatives can be found on our website www.elandcables.com.

Key Themes

Our customers work across every industry, on projects around the world, primarily focused on four areas:

Electrification

Transport networks are transitioning to electric - railways are moving away from diesel locomotives in favour of overhead line and trackside power, and road vehicles are moving from ICE to battery powered.

Multi-year, multi-phase projects investing in infrastructure and signalling systems are ongoing, with c.57% of lines across Europe now electrified. We remain a principal supplier of cable and overhead line to Network Rail and its contractors.

In eMobility, where fully electric vehicles make up c.20% of new registrations and, when combined with PHEV account for 50% of the market, our work, from grid to wheel, continues. We work with prominent industry names to deliver commercial and utility scale charging across Europe.



Digitalisation

Our digital world sees continued investment in Data Centres underpinned by the increased processing power required for AI applications. They have been recognised in many countries as part of the critical infrastructure.

The uptime demands leave no room for the risk of non-compliance or sub-standard cable; whilst densely packed internal cable runs mean space is at a premium.

What were originally customised solutions designed by us for hyperscale clients have now become industry standard. We remain the foremost cable supplier to Data Centres across Europe.



Renewable Energy

At utility scale and at industrial and commercial level, investment in renewable energy solutions is centred on reliability and energy security as much as decarbonisation.

Across Solar, Wind, Biomass, Battery Storage, Green Hydrogen, and Hydroelectric, we've supplied cables to projects worldwide that are shaping a greener power landscape.

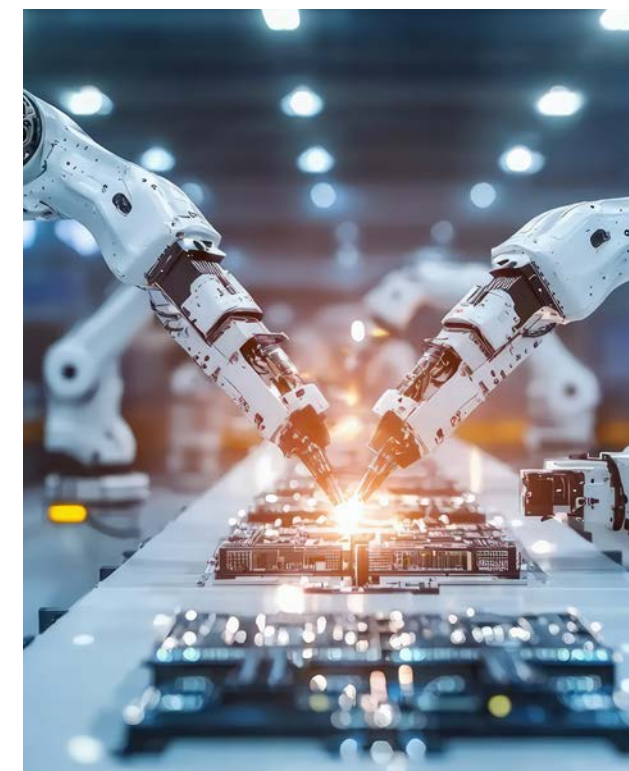
From powering and connecting equipment, to local grid networks, to wider power transmission, we provide cable solutions that can withstand the environmental challenges they face during a lifetime of operations.



Industrial Automation

Often overlooked when reviewing decarbonisation efforts, the efficiencies in time, labour, cost and materials can be transformative. It can help improve health & safety onsite, and provide gains in quality and precision, whilst also supporting a skilled workforce to maintain systems.

Across production lines all over the world, making cars to bottling beverages, and in vast warehouses, factory automation powers critical operations and process control. Our high performance cables, including our own Veriflex range, help reduce the risk of costly and disruptive downtime.



Our Actions: Materials Testing

Supporting sustainability through product compliance and performance testing for installation longevity.

We have long highlighted that there is little that is less sustainable than a cable expected to last 25 years that fails prematurely. The impact of the associated works for maintenance and repair, and the raw materials required for any replacement, make clear how vital quality and compliance is to any network.

Our testing laboratory, The Cable Lab®, remains central to our commitment to compliance and product quality, conducting hundreds of tests weekly on completed cables and material layers to provide assurance of high performance against detailed standards.

With both ISO/IEC 17025 and IECEE CBTL status reconfirmed via audit once again this year, we now have 37 accredited tests to cover all types of electrical cable.

For us, Quality and Sustainability are intrinsically linked through:

- Products with assured performance and compliance, tested in The Cable Lab®.
- Technical Expertise and Industry Specialists supporting tailored specifications.
- Product design that supports reduced embodied carbon in the cable itself or in the wider project installation.
- Packaging that is recycled and/or recyclable.
- Quality accreditations that shape actions.
- Supply chain audits to maintain standards and ethical practices.
- Recycling services to support the circular economy.

Continued Investment

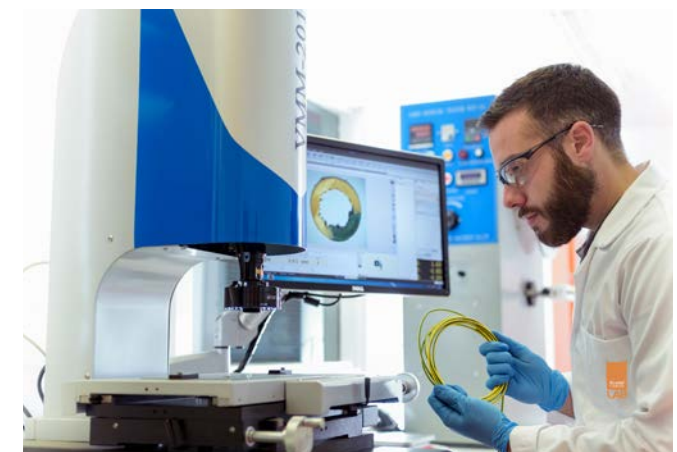
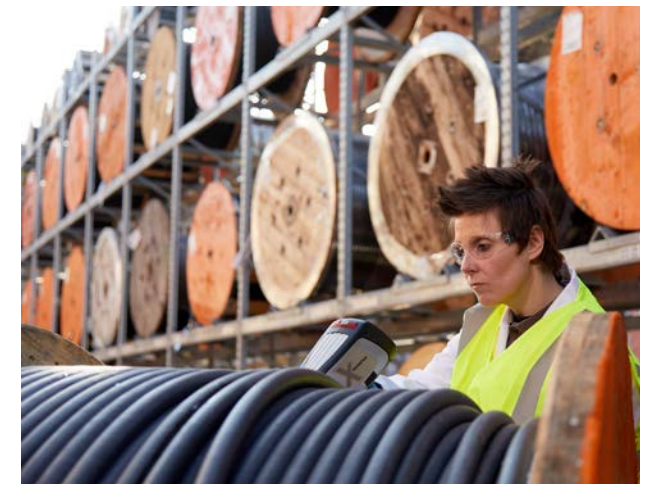
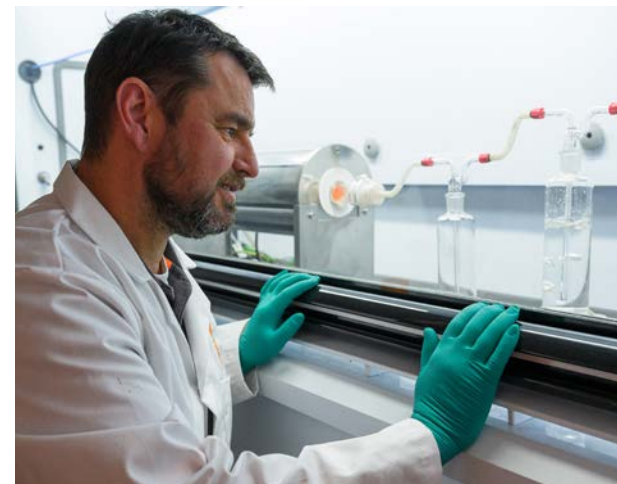
There is a continuous cycle of investment in new and replacement equipment to meet the growing demands for testing.

We invested in our people too, with additional roles for technical staff and laboratory technicians.

We are clear that product quality and compliance, coupled with a tightly tailored specification to best suit the performance demands, installation design, and environmental challenges, are paramount in delivering long-term efficient operations. Our decade-long investment in The Cable Lab® is a commitment we consider fundamental to our ESG progress.

What that looked like in practice in 2025:

- Over 15,000 hours of testing undertaken on cables.
- 37 accredited tests to cover all types of electrical cable.
- Two additional Lab Technician roles created to deliver testing.
- 3 items of new test equipment purchased and installed to expand testing capabilities.



Our Actions: Decarbonising our operations

These steps are a continuation and expansion of the plans set in place in previous reports. Their continued efficacy shows the clear path to emissions reductions and sustainable operations we set out to achieve.

Onsite Renewable Energy Generation

We generate our own onsite electricity through photovoltaic panels on the rooftops of our main operations centre. It continues to generate the equivalent of 100% of our electricity needs annually.

Given that our operations run 24h, we feed excess electricity into the Grid. Where needed overnight or at times of lower generation, we pull from the Grid on a green renewable tariff.

With all sites, including our European hubs, operating on renewable tariffs, this made us Scope 2 Market Based Zero Emissions.

Energy Efficiency Initiatives

Equipment monitoring systems continued to offer optimisations and efficiencies as well as flagging hotspots. Where required, equipment was replaced or training provided for more efficient solutions.

Fleet

FORS Gold was achieved during 2025, to complement ISO 39001 Road Traffic Safety. The efficient Euro6 engines worked alongside efficient driving practices to deliver reduced emissions. Green route planning and full loads were also deployed.

Our IRTE accredited workshop meant all maintenance and repairs were conducted inhouse, keeping an efficient fleet on the road.

Fuels

Sustainable HVO biofuels continued to be used as part of the HGV fleet fuel mix, offering emissions reductions compared to diesel. Onsite refuelling also eliminates journeys to fuel stations.

We reduced the use of LPG by replacing almost all of our forklifts and warehouse vehicles with battery operated alternatives. We have chosen to retain a small number of LPG forklifts to ensure operational resilience.

What that looked like in practice:

- 334,796 kWh electricity generated onsite.
- 159,683 kWh fed into the Grid.
- 23 forklift trucks changed for battery operated vehicles.



Our Actions: In Support of the Circular Economy

Recycling and reusing materials in support of the circular economy brings environmental benefits downstream.

Cable Recycling Facility

Over 1,000 tonnes of material were processed across copper, aluminium, steel, plastics, cardboard and wood waste.

Further new jobs were created in our recycling plant, expanding our capacity to handle surplus cable from customer installations.

All our waste streams from across operations are categorised, measured and reported against KPIs set for the business and reviewed on a quarterly basis. Targets were achieved.

Drum Collection Service

This free-of-charge service provides a straightforward, effective alternative to third-party services, while ensuring materials are handled responsibly; reused or repaired where possible, and recycled where necessary. For us, it allows us to ensure these materials are appropriately handled, being reused and repaired where feasible, or recycled as required.

Secure Cable Skips

Introduced to support customer collections from site, the lockable skips aid site security and help with handling electrical installation waste. These containers are regularly collected, bringing the contents for processing in our in-house facility.

Zero Landfill Waste Sites

We maintained our zero landfill waste target by sending non-recyclable materials to be processed into industrial biofuels. This included waste from our canteens and break rooms, and sweepings from site. We receive a breakdown of these materials and confirmation of the volume of biofuel produced as a result.

What that looked like in practice:

- Over 100 tonnes of copper and aluminium processed.
- 45 tonnes of plastics and polymers processed.



Sustainability Performance Data

Scope 1, 2 and 3

ACTIVITY	2025 tCO2e			2024 tCO2e		
	SCOPE 1	SCOPE 2	SCOPE 3	SCOPE 1	SCOPE 2	SCOPE 3
Raw Materials	-	-	181,263.2	-	-	186,472.6
Inbound Transport of Raw Materials	-	-	1,975.4	-	-	2,824.3
Inbound Transport of Goods	110.2	-	4,233.2	43.9	-	3,167.8
Outbound Transport of Goods	2,113.2	-	1,057.3	917.1	-	1,419.8
Cable Manufacturing	-	-	5,905.0	-	-	5,307.4
Operations	42.9	-	36.4	91.4	-	21.6
Packaging	-	-	2,750.4	-	-	2,971.2
Inbound Transport of Packaging	-	-	57.7	-	-	36.8
Packaging End of Life	-	-	274.9	-	-	198.7
Offices	-	-	43.9	-	-	80.9
Business Travel	10.2	-	24.4	4.7	-	22.8
Commuting	-	-	188.0	-	-	245.3
Digital Emissions	-	-	1.2	-	-	1.7
	2,276.5	0.0	198,073.8	1,057.1	0.0	202,770.9

INTENSITY COMPARISON	2025	2024	YOY%
Full Time Equivalent Employees (FTE)	278	250	+11.20
Scope 1 & 2 Intensity Ratio: Total Market-Based tCO2e per FTE	8.18	4.22	+93.84
Scope 1, 2 & 3 Intensity Ratio: Total Market-Based tCO2e per FTE	712.49	815.31	-12.611
Revenue (£m)	317.8	273.3	+16.28
Scope 1 & 2 Intensity Ratio: Total Market-Based tCO2e per £m of revenue	7.16	3.87	+35.30
Scope 1, 2 & 3 Intensity Ratio: Total Market-Based tCO2e per £m of revenue	623.26	745.80	-16.43

Our Scope 1 and 2 emissions have gone up this year, both in absolute terms and on an intensity basis, yet we've seen progress in our wider Scope 3 reporting with an **overall reduction of -16.43% against intensity ratios (£m revenue)**

We accept that the path to net zero is not a linear transition with some years being more challenging than others. We see the absolute and intensity ratio reduction in Scope 3 as a positive signal for the years ahead.

The above figures form the basis of our Streamlined Energy & Carbon Reporting (SECR) in our Statutory Accounts.

Progress reporting

ACTIVITY	2025 tCO2e		Baseline 2021 tCO2e	
	SCOPE 1	SCOPE 2	SCOPE 1	SCOPE 2
Raw Materials	-	-	-	-
Inbound Transport of Raw Materials	-	-	-	-
Inbound Transport of Goods	110.20	-	62.7	-
Outbound Transport of Goods	2,113.16	-	1,308.8	-
Cable Manufacturing	-	-	-	-
Operations	42.93	-	60.8	21.0
Packaging	-	-	-	-
Inbound Transport of Packaging	-	-	-	-
Packaging End of Life	-	-	-	-
Offices	-	-	7.1	-
Business Travel	10.19	-	-	-
Commuting	-	-	-	-
Digital Emissions	-	-	-	-
	2,276.48	0	1,439.4	21.0

Reporting against the 2021 benchmark is not comfortable, but must be seen as part of an overall approach rooted in 'sustainable operations'. We remain firm in our commitment to emissions reductions but recognise that, despite best efforts, not every year can deliver a stellar and positive performance across both commercial and sustainability goals simultaneously.

The focus has not changed. We remain committed to our sustainability goals and to our ultimate target of net zero, 2025 will be a stepping stone in that progression.

We continue to review our targets to ensure they are reflective of the business we are today and seek to become in the years ahead. In the meantime, we will continue to work for nature net-positive results.

Explaining the scope and boundaries for GHG reporting

Using GHG Accounting Protocols and published factors, our emissions are reported in tonnes of Carbon Dioxide Equivalent (tCO2e). Our reporting covers:

Scope 1 - our direct emissions, including those of our delivery fleet. These are areas under our direct operational control.

Scope 2 - our indirect emissions, such as those generated during the production, transmission and distribution of electricity for our sites. This is reported on a Market Basis as we generate our own solar power and use green tariffs, but is also available on a Location Basis should it be required.

Scope 3 - the emissions reported from our supply chain.

Greenhouse gases are those which have a global warming potential and the three main ones are Carbon Dioxide, Methane and Nitrous Oxide. Emissions are converted into Carbon Dioxide Equivalent, a standard unit for measuring carbon footprints so it can be expressed as a single number.

After having our reporting verified by BSI under ISO 14064-1 in January 2023 (for the reporting year 2021), we have produced our reports using the same methodology, updating factors where appropriate.

With the granularity and accuracy of data determining results, we continue to interrogate the information provided to assess our impact across upstream and downstream processes, including end-of-life recycling and disposal.

Where we have been required to make assumptions based on data availability, these have been guided by the GHG Accounting Protocols and noted in our calculations. As with each year of carbon footprint analysis, we seek to refine the data wherever possible.

Our Scope 1 and 2 market based emissions were calculated in 2025 at: 2,276.48 tCO2e (2024: 1,057.1 tCO2e)

Our full market-based emissions including Scope 3 were calculated in 2025 at: 198,073.80 tCO2e (2024: 203,828.01 tCO2e)

Next Steps in Emissions Reductions

Operations
Undertake a double materiality assessment to review and report sustainability risks to the business, and identify opportunities. Continue employee training on sustainable actions to embed positive practices.

Circular Economy
Create additional roles within our Recycling Facility to increase throughput of surplus cable and cable waste. Recycled materials have lower embodied carbon than virgin materials.

Supply Chain
Continue work with supply chain partners to report and reduce embodied carbon in products.



Governance and Public ESG Commitments

Positive, repeatable, and auditable actions are built from strong frameworks and clear governance.

We continue to review our policies and practices to ensure they are reflective of our operations, meet all relevant compliance requirements and adhere to best practice.

We maintain a principle of continuous improvement in all areas of our business, and this is supported at the highest level by the Board.

We benchmark against International Standards Organisation (ISO) management systems that verify these actions. During 2025 we added ISO 27001 Information Security to our stable of accreditations. This is in recognition of the data protections we have in place and increasingly considered part of wider ethical operations.

Separately, we achieved an upgrade to FORS Gold status for our fleet, and achieved 5-star status from the British Safety Council Occupational Health & Safety Audit – a level we have maintained unbroken for 10 years of annual audits.

Certificates are available for download from [our website](#).

We also make public commitments to initiatives that promote best practice.

Formal commitment to the UN Global Compact Sustainable Development Goals

We signed a commitment to the United Nations Global Compact SDGs and were confirmed and published in June 2022. This has been reaffirmed and we are currently completing our Communication on Progress (COP).

Formal commitment to the Science Based Targets Initiative (SBTI)

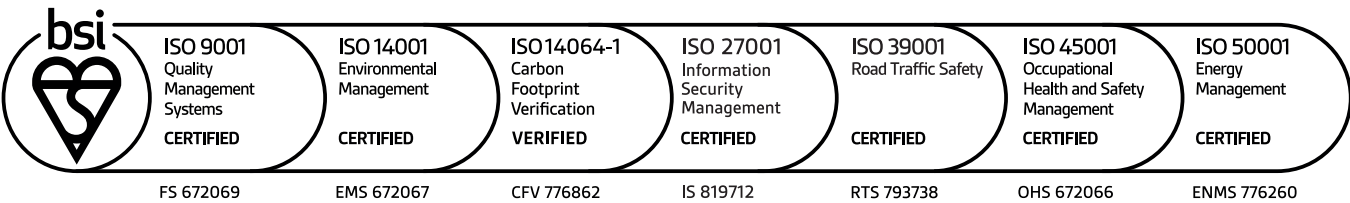
We are in Year 5 of our commitment to reduce Scope 1 and Scope 2 emissions, with the intent to limit GHG emissions to a +1.5°C temperature rise on pre-industrialised levels. We have an overall goal of net zero by 2050.

EcoVadis Gold Medal Status

Reassessment of our sustainable and ethical practices in 2025 saw us retain our Gold Medal status, placing us in the Top 5% of companies assessed. This was a notable achievement, with scores improved on the previous year.

Living Wage Foundation

We reaffirmed our commitment to the Living Wage Foundation, and our internal commitment to paying in excess of the Living Wage for all employees, implementing the May 2026 increase immediately after it was announced in October 2025 – six months ahead of time. Whilst economic pressures and the increasing tax burden on businesses has been felt, we remain committed to doing right by all our staff.



WE SUPPORT



These commitments, particularly our EcoVadis rating which further improved in 2025, validated our continued use of HSBC UK's green financing initiative. We were the first company to benefit from their Sustainability Improvement Facilities, unlocking £70m of funding to support business operations and sustainability actions across our company.

Sustainability is a shared journey

As signatories to the United Nations Global Compact Sustainable Development Goals, we align with their goals to bring about positive change in all aspects of society.



Continued business growth and success help support and sustain our ESG actions - without wider economic growth the industries we work in would have no need for us in their supply chain. Our ability to offer industry-leading remuneration packages that pay in excess of the Living Wage, and to provide the products and services that help innovate and support infrastructure, is rooted in our continued success.



With much of our work now in electrification, digitalisation, industrial automation, and renewable energy projects, we are working to support sustainable development and promoting responsible consumption and production through our sustainable procurement processes, technical support in specification, and commitment to quality and compliance.



Our commitment to sustainable operations means we run on 100% renewable energy, generated from onsite solar or pulled from the Grid on green tariffs. We take actions to reduce carbon emissions and create nature net-positive outcomes.



We are committed to fair and ethical working practices, where there is parity, and where our people are rewarded with a fair day's pay for a fair day's work. All staff benefit from a package of private healthcare and wellbeing benefits that extend to cover their families. We offer in-house training and support education in the electrical engineering field, promoting from within wherever possible without bias.



We recognise the responsibility we have to our communities - local, industrial, charitable. Our presiding goal is to help raise people out of poverty and aid the disadvantaged in society. We donate time, expertise and funds to make a positive difference.

Our corporate values echo the three fundamentals of the UN Global Compact Sustainable Development Goals - People, Planet and Prosperity. Together, they are a roadmap to our goal of ongoing improvement and an ESG strategy that works for the benefit of all.

Sustainable operations is not about starting from a blank page - it's about consistently and incrementally seeking to improve, mitigate, reduce and uplift.

Sustainability is a tenet of the agreements we make with our preferred suppliers and manufacturing partners. We ask them to sign a Code of Conduct grounded in the SDGs and the directives of the International Labour Organisation (ILO), and commit to sustainable operations that touch on the areas below.

We are proud that so many of our supply chain partners are similarly striving to deliver emissions reductions and wider ESG benefits. We will continue to do all we can to support their progress.

 Respect Human Rights	 Health & Safety at Work	 Equality, Diversity & Inclusion	 Raising Living Standards	 Employee Wellbeing
 Business Integrity	 Product Quality	 Responsible Innovation	 Waste Free World	 Positive Climate Action

A Common Goal

The path we take as a company is shaped by our stakeholders. Communication and collaboration help us deliver positive outcomes.

Social dialogue and social listening are essential for building a cohesive corporate culture and steering a successful path. We gain insight through staff surveys, interactive toolbox talks, and employee representation on committees, amongst other methods.

This is especially relevant in steering our ESG focus. Each voice can be heard, every person matters.

Our annual survey, shared across all sites and levels of responsibility, generated results demonstrating close alignment in our goals at micro and macro level.

In terms of ‘big picture’ issues, raising people out of poverty remained the top priority. It’s a challenge that’s close to home as well as being a global issue, with the cost of living felt acutely by too many people. Climate Action rose in priority order this year after a year out of the top 3, and Achieving Equality saw a significant increase - reflecting the current geopolitical landscape.

Looking specifically at our company:

At a more micro level, considering issues that we are perceived as having a more direct impact on, sustainability was again high on the list and remained so for the year-ahead focus. Other themes centred on creating opportunities for personal advancement and wellbeing - something we wholeheartedly support as a company.

These issues map onto the People, Planet and Prosperity goals of the UN Global Compact SDGs where we continue to work towards actionable changes.

The Macro themes prioritised by colleagues were:



The Top Five Micro themes colleagues recognised our work over the last 12 months were:



The Top Five Micro themes colleagues would like to see us focus more on during 2026 are:



It’s a source of pride for the Board to be recognised by our staff for work across the ESG landscape: to be noted for efforts to support our people directly, but also the wider industry and environment.

All the areas identified are important and warrant our attention and efforts - including the ones polled but not listed in either of the Top Fives above. These included creating a positive corporate culture, and charitable giving. It’s embedded in our commitment to excellence, and an approach grounded in continuous improvement.

‘Doing it right’ is a presiding ethos for the leadership team. Our headcount has grown substantially in numbers over recent years and, whilst it may no longer be possible to know everyone personally, the responsibility to each individual remains clearly in focus.

It’s the same ethos we apply to our customer interactions, and our engagement with our supply chain partners. We undertake similar activities to promote dialogue that supports positive outcomes - from questionnaires and assessments, to open discussions on project learnings and improvements. This collaboration makes us stronger.

Our People Matter

Our team continues to grow. We've promoted from within wherever possible, supporting career progression and keeping valuable skills and experience in-house, but also brought in external specialists where additional know-how was required. We've expanded operations in areas, creating new job opportunities, and are proud that many of these have been filled through staff referrals. Staff retention remains high, a clear indication that the culture we create is one that allows people to thrive. Together, we strive for excellence, delivering our products and services.

We remain a committed registered Living Wage employer, including immediately implementing the increase announced in October 2025 (due to be in effect from May 2026).

We continued to signpost the healthcare and health & wellbeing benefits that every member of staff has as part of their remuneration package. 5% of our employees are trained Mental Health First Aiders, recognising that it is more than just physical health that needs care.

We increased the number of hours of training provided to staff in 2025, both in support of health & safety onsite, and to provide role-specific education, including via our JAAPT-accredited driver training school. We supported staff in external further education goals too, in college courses and in degree-equivalent qualifications.

We recognise that it is the hard work, dedication, and attention to detail our team brings to every customer order that has earned us our reputation for first-class service in the industry.

2025 Staff retention rate: 89.7% 2025

Our Actions: Staff Health, Safety, and Wellbeing

What that looked like in practice:

- 100% of employees provided with health and wellbeing cash-back programme.
- 100% of employees provided with private medical cover.
- 100% of staff paid Living Wage (plus).
- 162 deliveries of fresh fruit, breakfast produce, and other consumables to sites for staff to enjoy.
- Walkways and access points repainted.
- New and additional safety signage installed on sites.
- 65 health & safety induction training sessions completed.
- 292 information security training sessions delivered.
- 33 focused campaigns and 62 safety bulletins to highlight and educate on H&S risk.
- 8 years of Cycle to Work scheme in operation.
- 5 internal H&S audits / 3 external H&S audits
- 122 completed employee courses linked to safe working and equipment handling.



Our Actions: In our Communities

Our time, money, expertise and influence is used to bring benefits to the wider community.

Charity & Community Work

Our corporate donations exceeded £300,000 once again this year, reflecting our ongoing commitment to supporting charitable initiatives.

Sport was a common theme: from funding term-time and school holiday sports initiatives that engage low-income families, to community groups that organise accessible games, inclusive of all abilities. We also sponsored charity golf events and took part in charity cycle rides of varying distances.

We also looked to our local communities, supporting food banks and community kitchens. We donated to local hospices, national charities committed to ending homelessness, and organisations supporting those escaping abuse. And we provided funding for youth projects that create a safe space and offer life skills and training to those on an otherwise difficult path.

As always, we carefully considered all our donations, focusing on projects delivered by people with a passion for helping others. We continue to support and encourage our employees in their own charitable fundraising and volunteering initiatives.

Industry Impact and Influence

We continued our sponsorship of students as part of the 'Rising Stars' programme at the Institution of Engineering & Technology (IET). In addition to those we already assist who continued their studies this year, a new cohort of electrical engineers are now benefiting from our support.

Sharing our expertise is a key part of our ethos as we aim to raise standards across the cable industry. We spoke at numerous conferences, tailored to various industries, to share knowledge on matters from compliance and specification to embodied carbon and industry best-practice.

We also conducted CPD-certified training courses for companies to share our know-how with others as part of their Continuous Professional Development.



What that looked like in practice:

- 6 CPD-certified speaker sessions delivered at industry conferences.
- 12 students currently being sponsored through the IET.
- 34 different charities supported with donations.



Next Steps in ESG

Colleagues

Expand wellbeing offering to include discounts from local retailers and discounted rates at local gyms.

Deliver enhanced internal communications programme to raise engagement with health & wellbeing packages.

Expand use of Apprenticeship Levy, including introduction of full apprenticeship positions.

Community

Commitment to IET 'Future Talent' Sponsorship for 2026 student cohort, supporting students' undergraduate and apprenticeship studies in the electrical engineering arena.

Engineering awards sponsorship (sustainability and electrical engineering categories) to support industry.

Work experience opportunities for students aged 16-18 and internships offered for graduate and post-graduate students.

Ongoing support for industry initiatives and charities linked to the core goals of poverty reduction, health & wellbeing, and eliminating inequalities.

Governance and Accreditations

IECEE CBTL surveillance audit (Q1 2026)

ISO 9001 Quality Management Systems Year 3 recertification audit (Q1 2026)

ISO 14001 Environmental Management Systems Year 3 recertification audit (Q1 2026)

ISO 27001 Information Security Management Year 1 surveillance audit (Q1 2026)

ISO 39001 Road Traffic Safety surveillance audit (Q1 2026)

ISO 50001 Energy Management Year 3 recertification audit (Q2 2026)

Cyber Essentials Plus audit (Q2 2026)

British Safety Council 5 Star Occupational Health & Safety Audit (Q2 2026)

UN Global Compact Sustainable Development Goals Communication on Progress (Q2 2026)

ISO 17025 Lab surveillance audit (Q3 2026)

BSI Cable Testing Verification Kitemark recertification audit (Q3 2026)

EcoVadis recertification (Q3 2026)

RISQS Assessment (Q3 2026)

Summary

Our half centenary was celebrated and we delivered record turnover. Expectations are that the year ahead will be very similar. A strong order book gives a nod to the pace of change in electrification, digitalisation, and green energy. What is undisputed is that we will continue to deliver exemplary service to all our customers.

We are committed to continuing to make further improvements to our service, and welcome conversations, feedback and suggestions on our sustainability efforts.

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