



Creating a Safer Sustainable Future

A guide to sustainability at Advanced





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* We won the title of ESG Company of the Year (Turnover over £10m) at the 2024 Fire & Security Matters Awards

Foreword

Here at Advanced, we view sustainability not as an obligation but as an essential part of how we do business.

As a global leader in fire safety solutions, we recognise our responsibility to minimise our environmental impact and drive positive change across our industry. That’s why sustainability is embedded in our company strategy, guiding the decisions we make every day across every aspect of Advanced.

From the way we manufacture our products and transport them to our customers, to how we work with our supply chain partners and power our facilities, we are committed to reducing our carbon footprint. Our headquarters and manufacturing site are powered by sustainable energy, and we continue to invest in making our processes more efficient. Recycling and responsible resource management are central to our approach, ensuring that we reduce waste and reuse materials wherever possible.

But sustainability is about so much more than just our own operations. It extends to the partnerships we build, the suppliers we work with, and the commitments we make both to our staff and across communities. That’s why we align our efforts with a range of the United Nations’ Sustainable Development Goals (SDGs), ensuring that we contribute to meaningful progress on a global scale.

This document outlines the steps we are taking to embed sustainability into everything we do. While we are proud of the progress we have made so far, even winning industry recognition along the way*, we know that sustainability is a long-term commitment and process requiring constant innovation, collaboration and dedication.

I hope you will enjoy finding out more about the strength of our resolve and the practical steps we are taking on our journey towards creating a safer, more sustainable future.

Antonio Telesca, Managing Director at Advanced





The Advanced vision is to create a safer, sustainable future for all. Whether this is by using 100% renewable energy in our manufacturing processes, or in our continued commitment to reducing our waste via improved design, efficient processes and on-site recycling, being a responsible manufacturer is at the heart of what we do.

As sustainability champion, I am focused on working with our teams across Advanced to deliver a world-class sustainability model that supports our business both now and in the future.

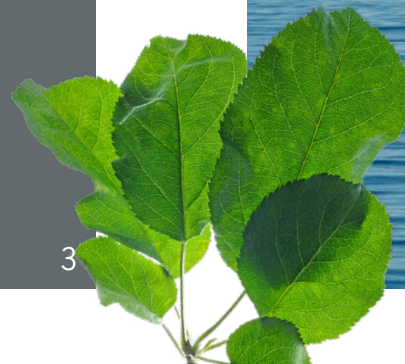
Sarah Lawson
Operations Director and Board Sustainability Champion at Advanced



Sustainability Board

The Sustainability Board was established in May 2024 to address the growing desire for us to adopt more sustainable practices both externally and internally. We have representatives from across the company and aim to embed sustainability into the company culture.

Advanced had already successfully undertaken sustainability initiatives including designing for low power, championing EV charging points on our sites and achieving ISO14001 certification. However, we decided that a more holistic approach was needed to drive more sustainable ways of conducting business and help the company to make a meaningful impact via our products, people and processes. All our Sustainability Board members are passionate about this important cause and using their positions to really make a difference.



The companies within the Halma Group make a positive impact on people and the planet by offering solutions to some of the world's key problems.

However, we also recognise that we have a responsibility to reduce the negative impact of our operations and value chains. We therefore encourage all our companies to identify the strategic opportunities and risks that sustainability represents for their business, to set goals and action plans to reduce their own emissions, and to engage in sustainable product design and decarbonisation.

Halma has a goal to be Net Zero for Scope 1 & 2 by 2040, and Net Zero for Scope 3 by 2050. We're excited to see the progress Advanced is already making in reducing emissions and executing their own Sustainability Action Plan, as well as sharing their learnings and successes with other companies in the group.

Michelle Singleton
Head of Sustainability at Halma plc



About Advanced

Advanced is a UK-based, world-leading specialist fire equipment manufacturer with a pedigree of more than 25 years. Our products meet exacting UK and international standards and are trusted to protect people and property in more than 80 countries around the world.

Our state-of-the-art manufacturing and training headquarters is located in Newcastle upon Tyne in the UK, and our research and development team is based in Barnsley, Yorkshire as well as in Bengaluru, India. We're committed to providing excellent customer service and have UK-based customer services and technical support colleagues, as well as a network of UK and international sales teams.



Find out more about
Advanced



Our purpose: Creating a safer, sustainable future

We're committed to creating a safer, more sustainable future and are passionate about the quality of our products, ensuring they perform to the most exacting standards and are easy to use. We believe this is the best way to create fire safety solutions that can be completely trusted to protect people and property around the world.

We recognise that achieving the **Sustainable Development Goals** (SDGs) identified by the United Nations requires urgent and concerted action, and we are committed to doing our part by integrating sustainable and responsible practices across our **business operations**.

We have set ambitious targets to reduce our carbon footprint and are working closely with external and internal stakeholders to minimise our impact on the natural environment and to promote positive social outcomes.

As a company that is passionate about making a positive impact and driving change, we have aligned our strategic priorities with the SDGs, and aim to contribute meaningfully to a sustainable future, where people and our planet thrive together.



We are part of the fire safety sector of FTSE 100 company Halma plc, a global group of life-saving technology companies with a clear purpose to grow a safer, cleaner, healthier future for everyone, every day.



Our Approach to Sustainability



Our Environmental, Social and Governance (ESG) strategy

Advanced's ESG strategy is built around three key commitments, aligned with the strategic priorities identified by our parent company, Halma plc.

- Drive growth in sustainability
- Support our people
- Protect our environment

We have set our own KPIs and targets in those areas where we can make the greatest impact, covering eight of the Sustainable Development Goals.

Sustainable Development Goals

In 2015, the United Nations Member States set a 2030 Agenda for Sustainable Development. This is a global agreement aiming to eradicate poverty, fight inequality and injustice, address climate change, and improve health and education. At its heart are 17 Sustainable Development Goals (SDGs). Globally the halfway point for achieving these goals has now been reached, yet only 17 (15%) are currently on track.



Find out more about the Sustainable Development Goals adopted by all United National Member States in 2015.



Quality Education

Our goal is to foster growth and development for our people and the communities we influence.



Decent Work and Economic Growth

We are dedicated to operating responsibly and ensuring fair, safe and inclusive workplaces.



Sustainable Consumption and Production

We seek to minimise our environmental footprint through efficient operational practices and responsible procurement methods.



Gender Inequality

We are committed to advancing gender equality within our organisation and strive to cultivate a diverse and inclusive environment for everyone.



Industry, Innovation and Infrastructure

We are committed to advancing resilient and sustainable infrastructure by designing fire safety systems that enhance safety, reliability and efficiency, supporting the development of smart and secure communities worldwide.



Climate Action

We aim to reduce our carbon emissions where possible and work towards achieving global net zero carbon targets.



Affordable and Clean Energy

Our goal is to optimise energy efficiency and transition to renewable energy across all our workspaces.



Sustainable Communities

We strive to support sustainable cities and communities by developing fire safety solutions that enhance resilience, protect lives and safeguard infrastructure, ensuring safer and more sustainable urban environments for all.



SDG 13 Climate Action

Our Environmental, Social and Governance (ESG) targets

The UK has set an ambitious goal to achieve net zero greenhouse gas emissions by 2050, aligning with the UN's climate action goal and the **Paris Agreement**'s aim to limit global temperature rises.

In line with these goals and those of our parent company, Halma plc, we have set our own ESG targets with the long-term aim of decarbonisation and becoming a carbon neutral business. These are in line with Halma's targets, which are aligned to the Science Based Targets initiative (SBTi) guidance.

	 Halma	 Advanced
Energy productivity	4% improvement year on year	Exceed Halma plc's target and improve by 5% year on year
Scope 1 and 2 emissions	42% reduction in Scope 1 and Scope 2 emissions by 2030	100% reduction in Scope 1 and Scope 2 emissions by 2030
Scope 3 emissions	Net Zero for Scope 3 emissions by 2050	Net Zero for Scope 3 emissions by 2050
Energy management	100% renewable electricity in the UK, EU, and North America by FY25	100% renewable electricity by 2024

Our sustainability governance – key milestones

- 2022



Appointment of sustainability champion on the leadership team
Appointment of sustainability lead
- 2023



Development of sustainability roadmap
- 2024



Sustainability embedded in company strategy
Sustainability on the board meeting agenda and regularly discussed by the leadership team
Winner of the title of ESG Company of the Year (Turnover over £10m) at the 2024 Fire & Security Matters Awards
Shortlisted in The Zeelo Sustainability Supply Award
- 2025



Publication of this booklet
Shortlisted for ESG Company of the Year (Turnover over £10m) at the 2025 Fire & Security Matters Awards



Jesmond Dene, Newcastle, by Advanced employee Ann Hindson



SDG 13 Climate Action

Protecting the Environment

Our carbon footprint

We are committed to measuring, monitoring and reducing our greenhouse gas emissions. This includes both direct and indirect emissions. In reviewing our existing data, we recognise that 99.7% of our emissions can be attributed to our Scope 3 emissions.

Scope 1 and 2 emissions

Our objectives

- To promote a low-carbon culture, promote transparency and accountability in our carbon reduction goals associated with Scope 1 and 2 emissions, and embed carbon zero principles by 2030.
- To achieve Net Zero for Scope 1 and Scope 2 by 2030 for our UK sites.

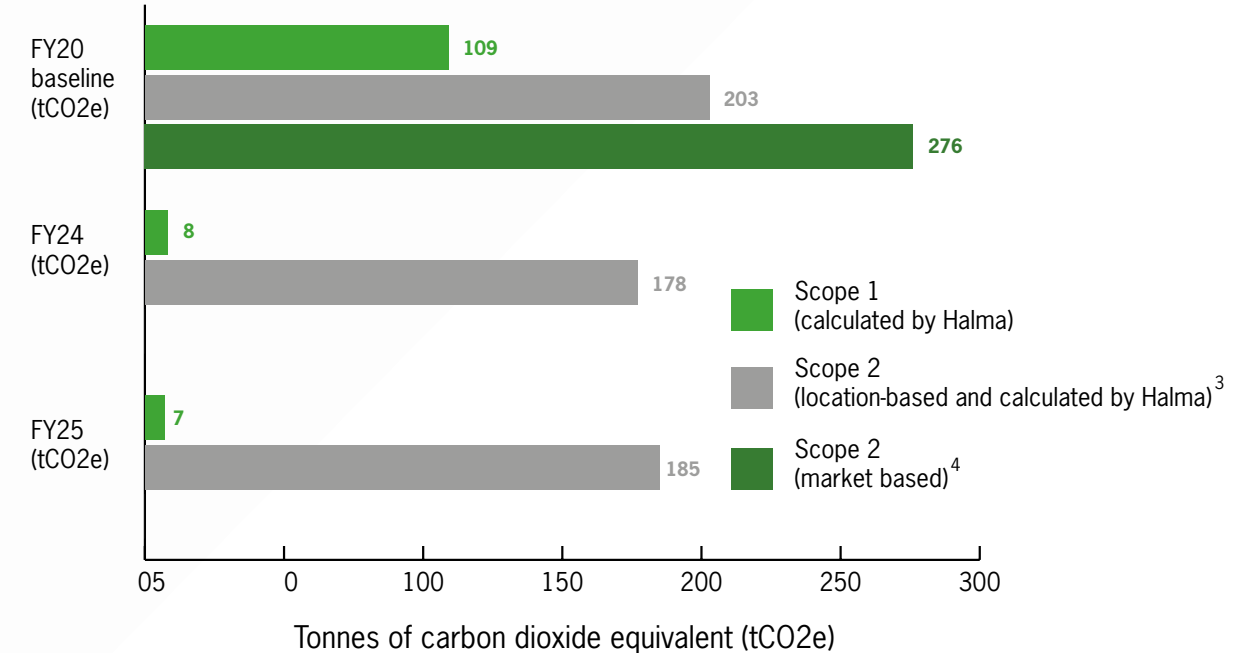
Our progress to date

Thanks to our energy management initiatives, we have achieved our short-term target of reducing our Scope 1 and 2 carbon emissions by 42% against our 2020 baseline.¹

As of FY25, we have implemented quarterly company-wide mandatory environmental training which will raise our employees' awareness around how to minimise their environmental impact and build a foundational knowledge of climate change.

In FY25, 139 employees undertook environmental training, equating to 9.3 hours.

Scope 1 and 2 carbon emissions²



What's next

We will continue to report and monitor our Scope 1 and 2 emissions on an annual basis. We are currently reviewing any equipment or business-related vehicles that use carbon-based fuels and seeking alternatives. We will also endeavour to implement on-site renewable energy sources where possible.

1. Whilst we have observed a slight increase in our Scope 1 and 2 emissions in the last two years, this is potentially due to adverse weather conditions and external factors, weekend work (i.e. overtime and contractor work), and a growing workforce (with more employees working on site at least a few days per week compared to the time during and immediately after the Covid-19 pandemic).

2. Our Scope 1 and 2 emission basis of preparation and calculation methodology is available [here](#).

3. These emissions are calculated using the average emissions intensity of the local grids where energy consumption occurs.

4. Market-based scope 2 emissions are calculated based on a specific purchase contract or agreement for energy.



Scope 3 emissions

Our objectives

- To promote a low-carbon culture, promote transparency and accountability in our carbon reduction goals associated with Scope 3, and embed carbon zero principles by 2050.
- To achieve Net Zero for Scope 3 by 2050.

Our progress to date

We are measuring our Scope 3 emissions where applicable on an annual basis. These measures include both of our UK sites (i.e. Newcastle and Barnsley).

Where data has been available, we have calculated our emissions in line with the **Greenhouse Gas Protocol Corporate Accounting and Reporting Standard**. This standard describes each category in detail and the recommended calculation method associated with it. However, it should be noted that due to the limited availability of data within our value chain, some Scope 3 categories could not be calculated for the current year.

We are currently collecting further data so that we can calculate the emissions associated with Scope 3 categories more accurately. We acknowledge that, given our reliance on secondary and incomplete data as well as our use of spend-based methodologies¹, some categories can only be estimated and are not verified.

On the right are the categories associated with our business activities.

¹ Taking the financial value of a component and multiplying it by an emission factor to calculate the estimated emissions.

Emissions calculated in line with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard

Category	FY24 tCO2e	FY25 tCO2e
Purchased goods and services and upstream transportation and distribution	12,307 ²	13,974
Capital goods	623.1	422.59
Fuel and energy-related activities	0	0
Waste generated in operations	6	<1
Business travel	143	215
Employee commuting	No data	166.6
Upstream leased assets	Not material	Not material
Downstream transportation and distribution	283.82	246.33
Processing of sold products	Not material	Not material
Use of sold products	8,618	9,824
Total emissions	21,980.92	24,682.92

² See methodology in appendix.

What's next

We will continue to measure our Scope 3 emissions on an annual basis. Given that our highest-emitting categories are our purchased goods and services, and the use of our products in the field, we are in the process of developing initiatives to target these areas to help us decarbonise where possible. Further information regarding our sustainable procurement processes and product design is available elsewhere in this booklet.



SDG 7 Affordable and Clean Energy
SDG 12 Sustainable Consumption and Production

Energy Management

Our objectives

- To ensure that all energy-related activities align with local, national and international environmental regulations.
- To transition to renewable energy sources by 2025.

Our progress to date

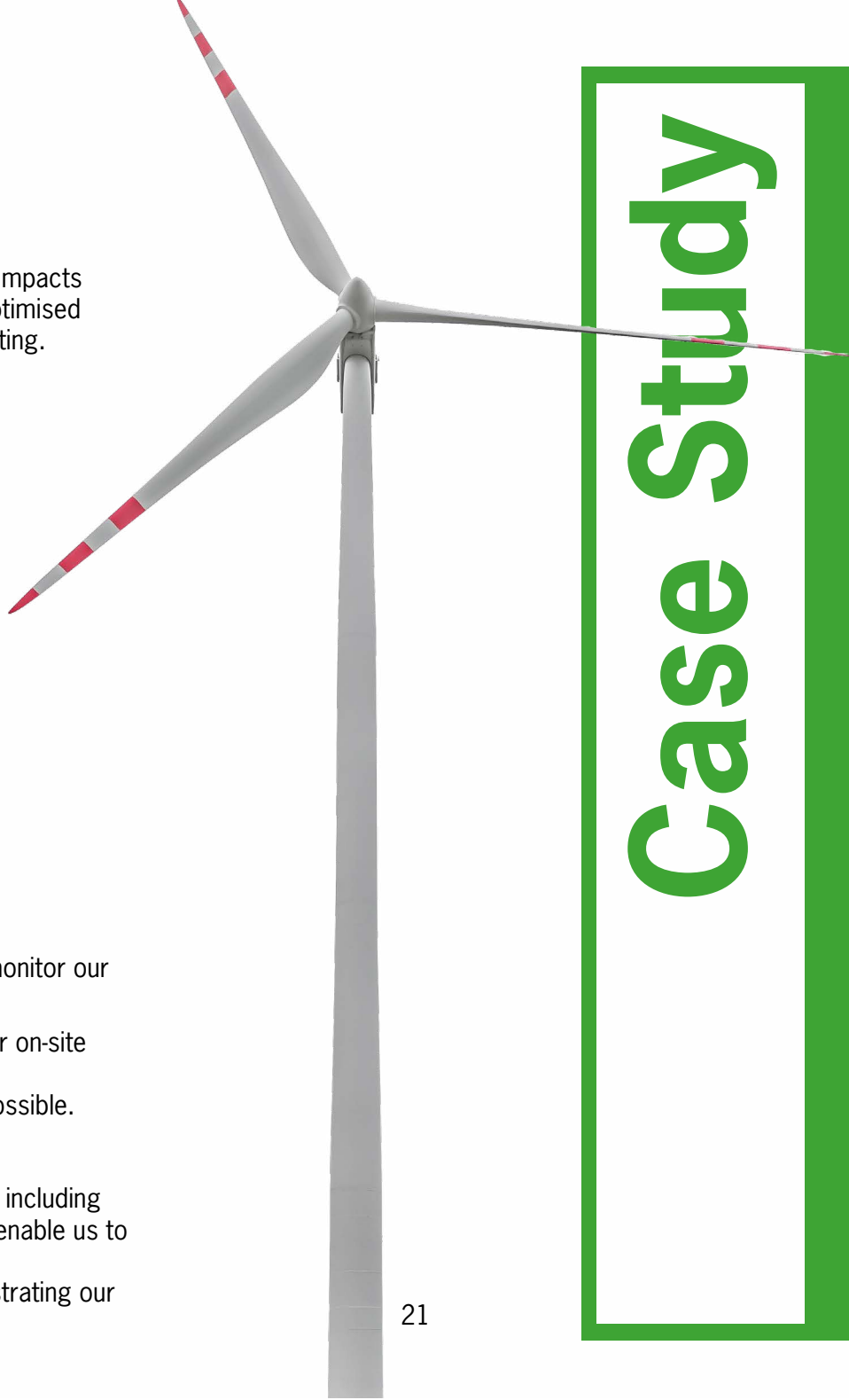
As part of our Scope 1 and 2 objectives, we have started to collect information about energy-related environmental and other impacts within our organisation. We focus on electricity, gas, renewable energy and fuel for our fleet cars and forklift truck. We have optimised our use of energy by installing low-energy lighting at our head office in Newcastle upon Tyne and implementing auto cut-off lighting. 100% of our total energy consumption at our head office site is currently derived from renewable sources.

Our energy data

	FY24 tCO2e	FY25 tCO2e
Energy consumption (kWh)	1,237,227	1,438,283
Average kWh per unit of production	8.1	8.3
Overall annual energy productivity (%) (energy productivity = number of products/total energy consumption)	12.8%	12.2%
Annual energy productivity (energy consumption/revenue)	0.034	0.034

As seen in the table above, we track and report on our Scope 1 and 2 emissions on an annual basis. We have also begun to monitor our Scope 3 emissions. Other areas where we have made progress include:

- Opting for a program to purchase renewable energy through our current utility provider and continuing to review options for on-site renewable energy generation.
- Measuring our energy consumption and intensity, seeking opportunities to further optimise and reduce our usage where possible.
- Conducting energy audits on a regular basis to identify areas of improvement.
- Using low-GWP refrigerants where possible.
- As part of our ‘Get Fit for Growth’ strategy, we have invested in our manufacturing facilities and equipment in recent years, including our new SMT ‘Pick and Place’ machinery, our automated through-hole flow line, and automated test rigs. These initiatives enable us to run more energy-efficient equipment that increases our output.
- Whilst our energy consumption has increased, our energy productivity has remained the same despite our growth, demonstrating our optimised use of energy.



Heat Reclaim Ventilation (HRV)

We use an HRV heating system at our head office in Newcastle upon Tyne. This uses a heat exchanger to transfer heat from the warm indoor air leaving the building to the cooler outdoor air being drawn in. HRV systems provide benefits such as improved indoor air quality, reduced energy consumption, enhanced comfort by maintaining consistent temperatures, and a controlled exchange of humidity levels and pollutants. We also use Hepa filtration systems on our solder equipment. These remove all pollutants and allow us to transfer the heat generated from these processes back into the heat recovery system – thereby assisting the heating of the building.



Keith Sewell, Quality Manager, checks our heating units



Electric vehicles

When reviewing our total annual business-related road travel in 2024, 17% could be attributed to electric vehicles. This is an increase when compared to the previous year, where only 1.5% of business-related road travel included electric vehicles. As we continue to encourage car-pooling and electric car schemes, we anticipate that this will keep improving year on year.¹

Within our sales team, we have seen a 36% reduction in kg CO₂e between FY24 and FY25. We anticipate that by FY26 with further electrification of our sales team's vehicles, this will have further decreased, resulting in a decrease in emissions of almost 90% in just two years.



Sales manager Salvy Vittozzi with his electric vehicle

1. Business-related road travel does not include employee commuting to and from work.

What's next

We have been reviewing the use of our fleet vehicles as part of our fossil fuel impact assessment. We estimate that transitioning to electric vehicles will save approximately 25 tonnes of carbon dioxide equivalent (tCO₂e) per year. This will assist us in further reducing our Scope 1 emissions. We are currently in the process of replacing all our fleet vehicles and any equipment that consumes fossil fuels with environmentally-friendlier options.

We have also completed an internal survey to better understand how our staff currently travel to and from work. Based on the results, we are now identifying ways to help make employees' commute greener, easier and more affordable.



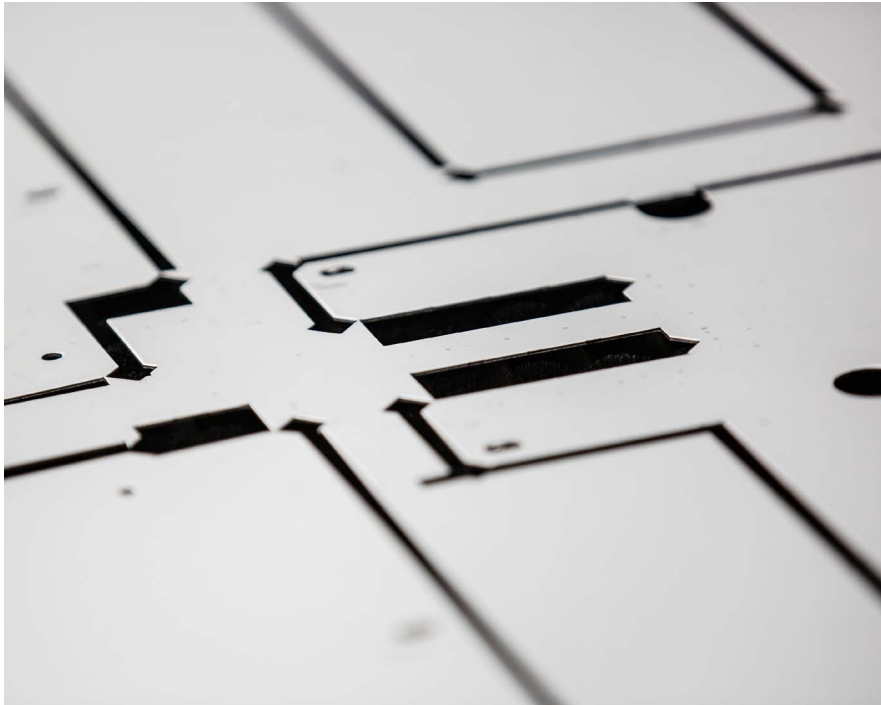
Our new electric pool car recharging at our Newcastle upon Tyne HQ



SDG12 Sustainable Consumption and
Production

Waste Management





Our objectives

- To promote the recycling and reuse of materials wherever possible and foster a culture of waste reduction within the organisation.
- To become more cost effective, with a focus on reducing our waste streams and saving money by sending less waste to scrap. Our weekly scrap percentage will be calculated with a view to achieving a reduction of 5% from the previous year.
- To achieve zero waste to landfill by 2030.

Our progress to date

To assist in our efforts towards achieving sustainable waste management, we are ISO 14001 certified and map, monitor and measure our waste streams.

We have several waste objectives and targets, including reducing internal waste through material reuse, recovery or repurpose. Examples of our waste re-use include:

- Using old electronic components for internal training.
- Re-using wooden and plastic pallets that are returned for multiple orders.
- Re-using SMT component reels during the splicing process (when one reel of SMT components is joined to another).
- Using a scrap metal recovery service which pays cashback for our steel collections. Our scrap steel is processed and then sold on to be re-used and/or re-purposed.

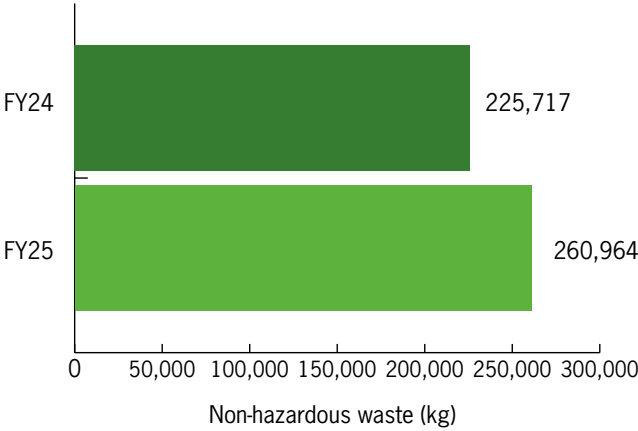
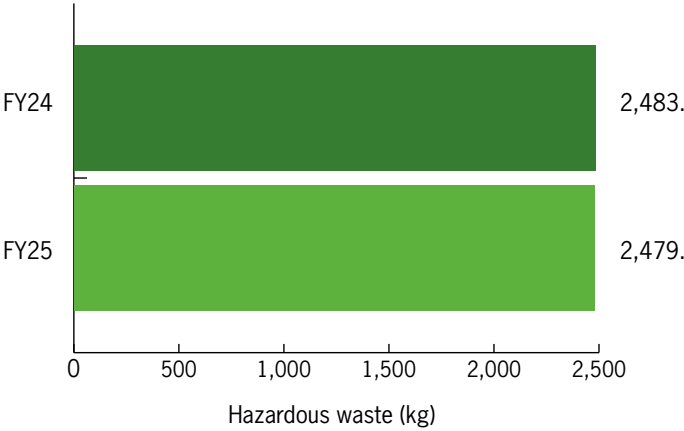
To ensure compliance with waste management regulations, we monitor and audit related legislation and set actions for labelling, storing, handling and transporting both hazardous and non-hazardous substances.

All hazardous substances are managed individually, in accordance with legislation, and will be given safe disposal, with assistance from our waste management supplier. All documents, such as waste consignment notes, are completed using document guidelines from local authorities.

Our waste data

	2024 ¹
WEEE ² collected (kg)	1,350
Advanced market EEE ³ (kg)	182,717
% WEEE vs total EEE	0.74

- 1. Due to the way in which our electronic waste is collected and reported, this has been conducted using calendar year instead of fiscal year.
- 2. Waste Electrical and Electronic Equipment
- 3. Electrical and Electronic Equipment



Case Study

As part of our continuous improvement efforts, our planning team have been looking at various ways to optimise their processes. One recent initiative has been to prevent the automatic printing of every order. Approximately 660 pages of A4 paper printed each week can be attributed to our current planning process. Changing to manual printing where required is anticipated to significantly reduce this amount.



Case Study

Reducing waste in our SMT processes

Our surface mount (SMT) processes are core to our operations. Our SMT technician, John Setterfield, noticed that some electronic components were being lost when issued to the pick and place machine. Upon further investigation, it was discovered that this was due to components popping out of place when being moved forward to be picked by the machine. In one instance, 7.5% of a component was lost.

To address this, a magnet was used to keep the components fixed in place. As a result, the component loss dropped to 0.25%. This has since been repeated for other components where feasible, with similar reductions observed.

This has positive environmental implications due to fewer components being wasted, helping support our waste reduction efforts throughout our processes.



Case Study

Reducing metal waste

We have looked at different ways to optimise nesting (i.e. the process of laying out cutting patterns to minimise the waste of raw material) within our metalwork department. This can help improve the efficiency and output of our manufacturing processes and also reduce waste.

Our metalwork planner, Lee Watson, reviewed one particular part that was nested on a standard sheet and generating approximately 122m² of metal sheet scrap a year. He identified that we could use this excess metal to punch additional parts that would typically use another metal sheet, and this resulted in a saving of approximately 50% of the metal originally being wasted. Lee is continuing to review opportunities to further optimise the use of our raw metal sheets.



Lee Watson using the metal punch machine



Case Study

Consolidating our office waste

We reviewed our on-site disposal facilities and decided to consolidate the number of bins in the office areas and create a dedicated disposal area to separate waste appropriately. With each bin using a single-use plastic bag, this improvement has saved approximately 4,540 plastic bags per year. We also introduced a bin separation area in the canteen. This initiative, in partnership with our new waste management supplier, should assist us in introducing improved circularity of our on-site waste.



Case Study

Reducing our print volumes

Our marketing team has reviewed the amount of printed literature and other collateral and reduced this by approximately 29% over the past two calendar years (2023 to 2024). We now focus much more on the use of QR codes for both literature and contact details, and where we do need to print, we use a carbon-balanced printing company.

We have also digitised the manuals for our peripheral products range, and these are now available via a QR code. This has resulted in a significant reduction in the use of A4 paper, equivalent to saving approximately 25-30 trees annually. We are planning to make installation guides and manuals available where possible via QR code for future product releases.



We use a carbon-balanced printing company.

What's next

We have recently partnered with a new waste management supplier that promotes sustainability by enhancing recycling rates, improving compliance with ISO 14001 and other regulations such as the Hazardous Waste Regulations and The Waste Electrical and Electronic Equipment Regulations, and increasing reporting visibility. They can also further educate and support us with our waste management practices which will help us achieve our zero-to-landfill goals. In addition, we subscribe to software which notifies us of any changes to regulations so that we can put actions in place to ensure that we remain compliant.

We are committed to improving our waste management practices and are working with our new waste management supplier to bring in initiatives such as energy recovery and further recycling opportunities. We currently have a project in place to improve the security and intelligence of our waste compound area, which includes better storing of waste such as wood and cardboard, enhancing its recyclability.





SDG6 Clean Water and Sanitation

Water, Biodiversity and Pollution

Our objectives

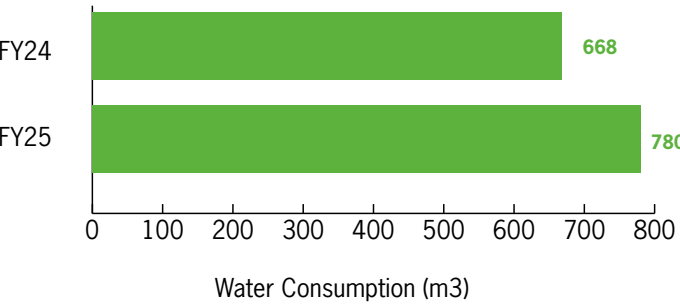
- To review our water, biodiversity, deforestation, local and accidental pollution impact on an annual basis to understand whether further actions are required.
- To introduce water reduction and recyclability initiatives by 2030.

Our progress to date

We regularly review potential environmental risks to understand their impact. Currently our operations have minimal impact in relation to the potentially significant areas of water, biodiversity, deforestation, local and accidental pollution.

We continue to use control measures and mechanisms to monitor any changes that could directly or indirectly affect these factors and where relevant and applicable, we consider legislative and industry requirements. Whilst our production processes are not water intensive, we do track and collect data related to water usage on our sites. We do not currently recycle or re-use any of our water.

Water consumption



What's next

We are currently reviewing the feasibility of water harvesting technologies for water recycling initiatives.

We recently visited Oseco-Elfab, our sister company based in North Shields, to learn about the water harvesting technology that they have implemented. Whilst their system was not suitable for our own site due to space limitations, it was good to learn how these systems could be implemented and used effectively elsewhere and gave us some new options to explore in the future.





SDG12 Sustainable Consumption and
Production

Products

Our objectives

- To embed circularity and sustainable design principles into our product design and technical transfer processes by 2030.
- To understand the life cycle impacts of our products by 2030.
- To offer sustainable product solutions where possible and provide customers with the embodied carbon of a product by 2030.

Our progress to date

Whilst we are still in the early days of our journey, we have begun to implement various circular economy principles with the long-term goal of reducing the embodied carbon of our products. These include:

Use of recyclable materials

Using recyclable materials where possible, such as our metal enclosures, chassis plates, display plates and bezels. These are now made of materials that can be recycled once our product reaches end of life.

Designing for excellence

Embedding ‘Design for Excellence’ principles in our new product design processes, enabling us to consider factors such as ease of assembly and manufacture to ensure that the manufacturing processes are energy efficient wherever possible.

Reducing component waste

Reducing use of electronic components by improving the product design to eliminate unnecessary parts and using smaller components where possible, potentially resulting in reduced component and material waste.

Recycling at end of life

Offering customers the opportunity to return products at the end of their functional lives for recycling, provided that the item has the Advanced logo on and is marked with the appropriate Waste Electrical and Electronic Equipment (WEEE) symbol.

Reducing energy consumption

Implementing a smart energy saving feature in the panel’s digital displays such as a display timeout which means that the backlight automatically dims when not in use, which reduces the power consumption.

Extending products’ life

Regularly updating the fire panel's operating system to ensure that its life can be extended. Continuous improvement techniques used in our product design also allow the latest flash-based technology to be backwards compatible, meaning that you can extend the life of a product designed and manufactured more than ten years ago.

Refurbishing

Recovering and refurbishing panels that have been returned by customers and using them for training purposes.

Embodied carbon reports

We offer TM65 (embodied carbon) reports upon request.

Case Study

Next-generation panels

Our new MxPro 5 and Axis EN panels offer backwards compatibility, enabling customers to retain their existing enclosures and swap out the basecard rather than replace the whole unit. This extends the life of the panel and reduces the embodied carbon associated with the installation of a brand new panel.¹

In addition, the newly redesigned 4-loop panel consumes 5.3% less electricity when in use compared to the previous panel. This will also contribute to the reduction of our Scope 3 emissions associated with energy use of the product.²



Mounted on an easy-fit chassis plate (seen above), it is a straightforward process for trained engineers to switch the basecard on our next-generation panels, avoiding the need to replace entire hardware installations.

1. Module A5: Construction and Installation of EN 15978: Sustainability of construction works. Assessment of environmental performance of buildings. Calculation method.
2. Module B1: Use of EN 15978: Sustainability of construction works. Assessment of environmental performance of buildings. Calculation method.

Case Study

Effective false alarm management

It is estimated that around 155,000 callout incidents attended by fire and rescue services in the UK annually¹ are false alarms, resulting in unnecessary blue-light journeys leading to approximately 272 tonnes CO2 emissions per year². The use of AlarmCalm, our powerful false alarm management solution that is available on our panels free of charge, can help reduce the number of these disruptive and costly callout incidents.



1. Source: International Fire & Safety Journal 31st October 2024, referencing an investigation by Personal Injury Claims UK.
2. Calculation based on the estimated average distance of a blue-light journey in urban areas (2.9 km) multiplied by the emissions factor associated with an average emergency vehicle.

Case Study

Improving our packaging

We recently undertook a consolidation exercise to reduce the number of our box variants as we had 45 different sizes. This had positive environmental implications in relation to our processes and waste, as well as reducing the internal energy consumption associated with our packaging storage by 45%. We also swapped from white dye to brown boxes which has removed the dyeing process from our packaging and improved its quality and appearance.

Furthermore, the internal packaging used to protect our products was made of PS 06 (polystyrene) – a material that is challenging to recycle and can take up to 50 years to decompose under perfect conditions. We have now changed the material of most of our internal packaging to recycled paper and card inserts, and 96% of our total primary packaging is now made of recyclable materials. This will make packaging recyclability easier for our customers. In addition, we are exploring options for re-using incoming packaging for internal filler packaging to improve packaging circularity.

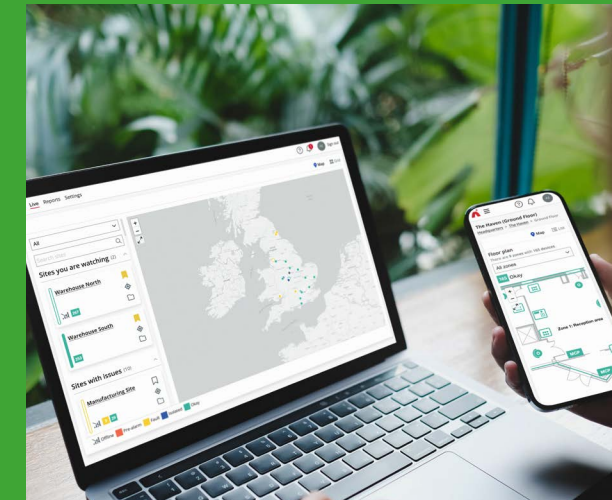


Case Study

Reducing travel to site for service visits

AdvancedLive provides smart, real-time monitoring and control of the fire system via a computer, tablet or mobile and enables engineers to check the fire system's live status before travelling to the site. This ensures that all service visits and call-outs are well planned and cost effective, and the resulting decrease in travel not only saves time and resources but also contributes to lowering carbon footprints. Fewer site visits mean fewer journeys and lower fuel consumption, directly reducing CO2 emissions.

AdvancedLive



What's next

Understanding the embodied carbon of our products is key to building awareness of which life cycle stages of our products are the highest emitting, and redesigning the elements that contribute to this. We will be reviewing this as part of our circular economy and sustainable design initiatives.

We will also look at the feasibility of initiatives that extend our product end-of-life, such as product take-back programmes.





SDG11 Sustainable Communities

**Our broader
social impact**

Our progress to date

We are putting steps in place to give back to our local community and take into consideration our broader social impact, in alignment with Halma's key sustainability objectives. A few examples can be seen here.

Case Study

Supporting the local community

We recently took part in the BBC's **DIY SOS: The Big Build** and helped transform a derelict boys club into a new home for a fully-inclusive performing arts school in North Tyneside. The building had no electricity, heating, natural light or disabled access and limited funds, so the BBC DIY SOS team and hundreds of local contractors stepped in to lend a hand. We were delighted to support this great cause by donating an Advanced fire alarm system to protect the newly renovated building.



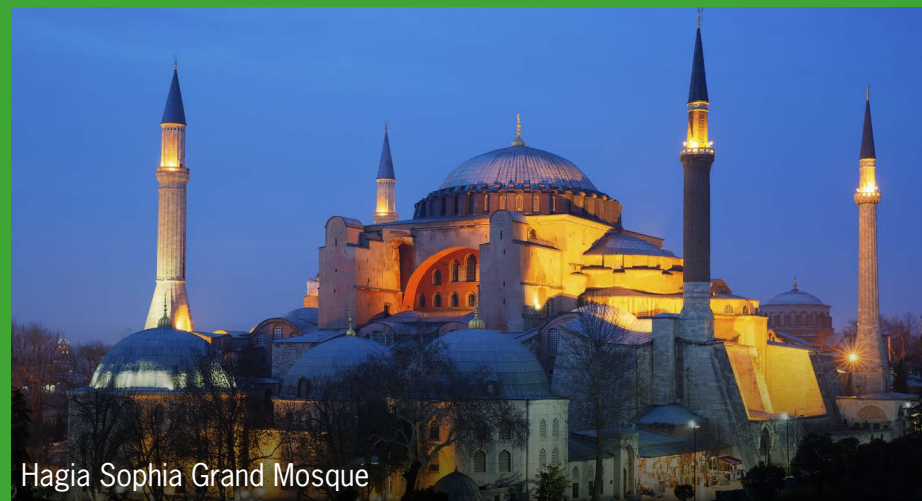
Case Study

Protecting historical sites

Our life-saving products strongly align to the UN's Sustainable Development Goal 11.4 of 'strengthening efforts to protect and safeguard the world's cultural and natural heritage'. Our products protect UNESCO World Heritage sites such as Durham Cathedral and the Hagia Sophia Grand Mosque in Istanbul.



Durham Cathedral



Hagia Sophia Grand Mosque

Case Study

Corporate Social Responsibility

We ran our first corporate social responsibility events in October 2024 and February 2025 at The People's Kitchen – a North East based charity that provides food, clothing and toiletries to the homeless. These have been a great way to engage with our local community and make a contribution as a sustainable business. Reducing inequalities and poverty are a significant part of the UN's Sustainable Development Goals, which is why working with charities such as these is so important.



Case Study

Supporting future fire engineers

We recently supplied equipment, including a QuickZone XL 4-Zone panel and a 1-loop MxPro 5 panel to Hopwood Hall College, to support its hands-on training for the next generation of fire and security engineers.

By providing access to industry-leading technology in this way, we aim to enhance the quality of education, equipping learners with the practical skills and experience needed to excel in their future careers in fire safety and security.





SDG12 Sustainable Consumption and
Production

Sourcing Sustainably



Our objectives

- To work with suppliers to encourage and verify sustainable practices by conducting supplier sustainability assessments and on-site supplier audits, and by including sustainable considerations in supplier contracts.
- To train 100% of our procurement team on sustainable procurement and sourcing principles by 2025.
- To work with our upstream supply chain where possible to improve ESG performance by developing existing suppliers and engaging with new suppliers.

Our progress to date

We recognise the importance of sourcing sustainably and understand that our commitment to responsible sourcing practices plays a pivotal role in protecting the environment, building strong relationships with communities, supporting fair labour practices, mitigating risk and enhancing supply chain resilience.

Whilst we are still early on in this journey, we have started to identify key areas for sustainable improvement within our value chain. Some of the activities we have undertaken include:

- Developing a Supplier Sustainability Code of Conduct.
- Conducting supplier sustainability assessments that include CSR criteria.
- Including social and environmental clauses in our supplier agreements where possible.
- Embedding sustainability criteria in our supplier risk scoring process.
- Conducting on-site audits of suppliers that measure environmental criteria.
- We have introduced sustainability scorecards for our suppliers.

In addition to embedding sustainable procurement in our processes and practices, we have also made progress with some of our strategic procurement initiatives, such as:

- Reducing embedded freight emissions by reducing distances or shipping via sea instead of air freight where possible.

Measures

As a starting point, we have targeted those suppliers that account for approximately 80% of our annual spend to drive the most impact.

This is a new initiative as part of our ongoing sustainability strategy.

Sustainable procurement metrics

	Percentage of targeted suppliers
	FY25
Completed sustainability assessments (including CSR criteria)	20%
Employees in procurement team who have received training in sustainable procurement principles	100%



Lake of Menteith, Scotland, by Advanced employee Simon Bennett.

Case Study

Transportation of purchased goods and services

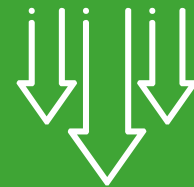
One way we're reducing our environmental impact is by reducing the Scope 3 Category 4 emissions related to the transportation of goods and services from our suppliers. These make up a large proportion of our overall supply chain-related emissions.

We are taking measures to address emissions hotspots, with a particular focus on goods transported using emission-heavy modes of transport such as air freight. Given the importance of PCBs (printed circuit boards) to our product range and the emissions associated with their transportation from the supplier, we have restructured our supply chain to minimise the environmental impact by switching from monthly deliveries via air to quarterly deliveries via sea. This is expected to reduce the amount of air miles covered by our PCBs by 1,500,000 miles per year, and will lead to a reduction in the associated emissions by 79% from 15,163 kg CO₂e to 3,223 kg CO₂e.

15163.88 kg CO₂e



3223.141 kg CO₂e



Reduction: 11,941 kg CO₂e

For further information on responsible sourcing, please refer to the following documents, which are all available on our website:

- Modern Slavery Act Statement
- REACH Statement
- RoHS Statement

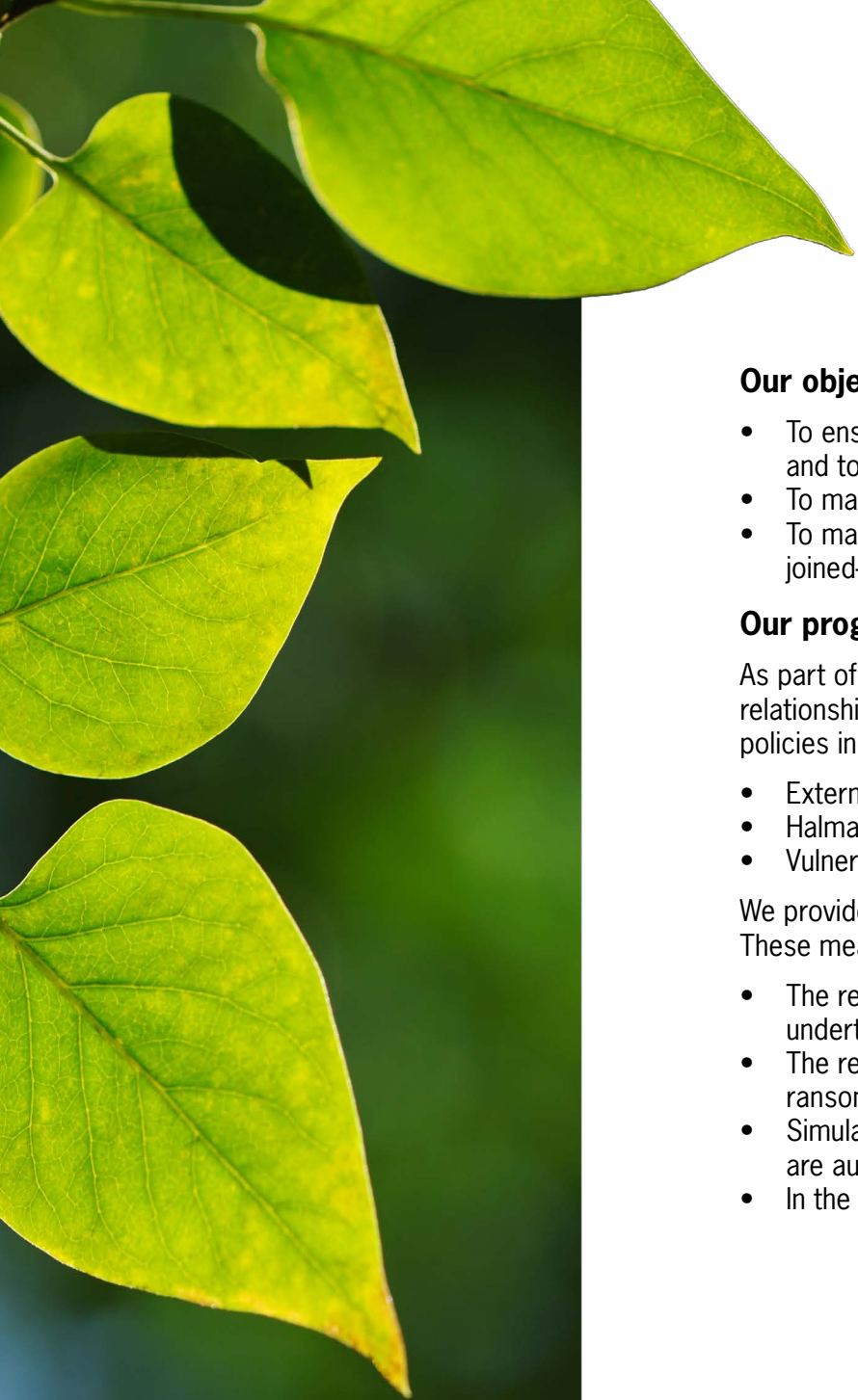
Find out more





SDG 9: Industry, Innovation and Infrastructure

Green and Safe IT



Our objectives

- To ensure that everyone at Advanced is supported and empowered to use IT to work safely and productively, and to collaborate and innovate as we become a more data-centric company.
- To make best use of our investment in infrastructure and devices, and to reuse and recycle as appropriate.
- To make best use of software and systems – to simplify, standardise and share where possible to enable joined-up working and minimise overheads and technical legacy/debt.

Our progress to date

As part of the Halma Group, we benefit from a comprehensive suite of cyber security products and Halma’s relationships with cyber security partners. We undertake a full range of compliance activities and IT policies including:

- External audits.
- Halma’s Internal Control Checklist
- Vulnerability scans, security reports, penetration testing.

We provide training and experiences to our users, so they are aware of cyber security risks. These measures include:

- The requirement for new starters to complete an online Security Awareness Fundamentals course and undertake a Security Awareness Proficiency assessment.
- The requirement for all users to complete a quarterly online training course covering topics from phishing to ransomware and generative AI.
- Simulated phishing emails that are sent to all users monthly. Users who respond to the phishing messages are automatically enrolled in additional online training.
- In the FY 2025, our employees each spent an average of 40 minutes on cyber security training.

We carefully manage and monitor our investment in infrastructure and devices and reuse and recycle as appropriate.

Standardisation

We try to standardise our use of laptops, monitors and docks so that we can better support our users and swap out and redeploy kit as appropriate.

Re-use

Where possible, we upgrade or re-use components, but this is limited as the industry has generally moved to sealed units which cannot be replaced.

Printing

We invested in four Multi-Function Devices (MFDs) which print, copy and scan to replace multiple desktop printers. These are more cost and energy efficient. We encourage users to minimise their printing and copying and continue to look at how we can streamline and automate business processes to reduce printing.

Energy efficiency

We seek to procure energy-efficient devices. The majority of our laptop users have Microsoft Surface Laptops and Microsoft have set out energy-efficient commitments for their devices.

Re-issue

We have recently procured new fan-less mini-PCs for use in Production. We are redeploying the older mini-PCs which can be upgraded to Windows 11 to other teams with less intensive computing requirements.

Corporate phones

We manage and control the number of corporate mobile phones we issue. All users can have the Microsoft 365 mobile apps on their personal mobile phones (with access secured by the Microsoft Authenticator app) so this meets the requirements of other users without requiring them to have multiple devices.

‘As needed’ approach

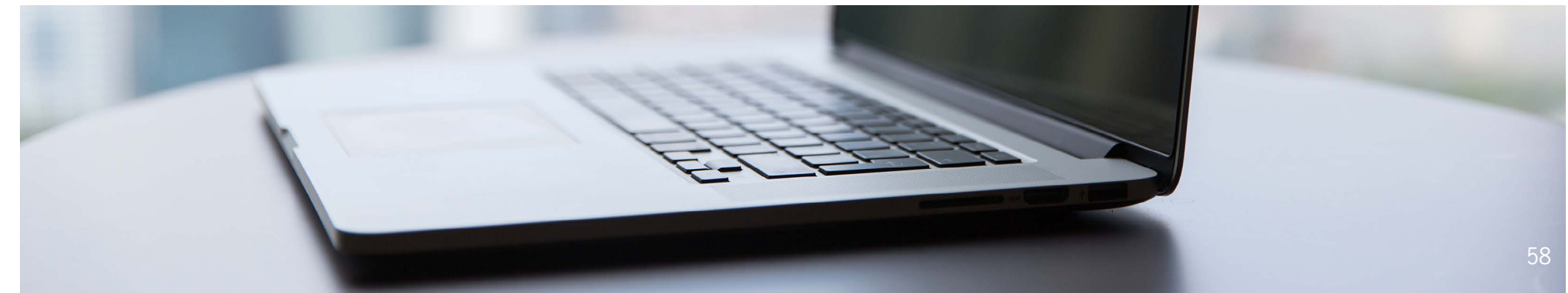
We take an ‘As needed’ approach for replacing devices and seek to get the maximum lifetime usage.

Power saving

We have various power-saving measures in place (including monitors powering off when docks are not in use, MFDs sleeping when not in use, and video conferencing screens turning off at night).

WEEE

We have arrangements in place with a company which fully complies with WEEE (Waste Electrical and Electronic Equipment) regulations and which has a Zero Export and Zero Landfill policy.



We carefully manage and monitor our use of software and systems – to simplify, standardise and share where possible to enable joined-up working and minimise overheads and technical legacy/debt.

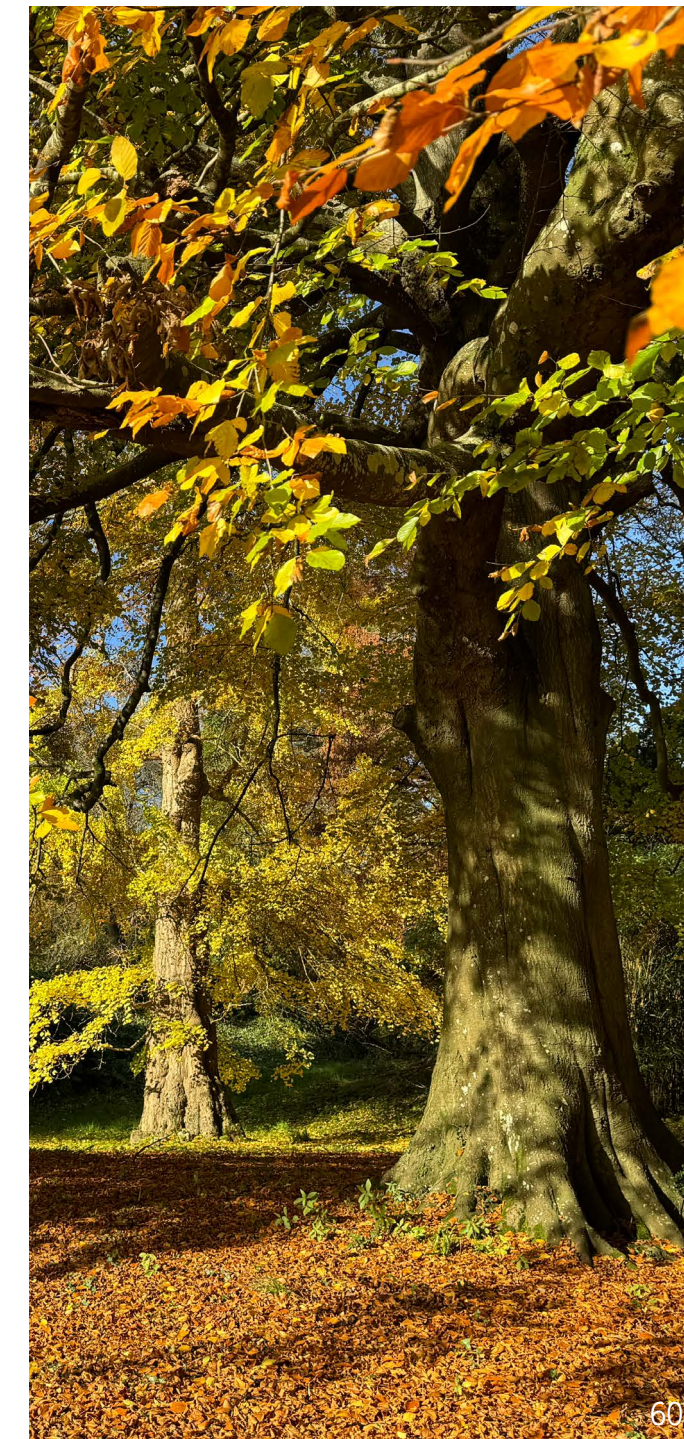
As part of the Halma Group, we are invested in the Microsoft technology stack. We know data centres consume a lot of energy, but Microsoft has committed to being carbon negative by 2030.

We have fully deployed Microsoft 365 apps, and we are migrating away from on-premise servers to Azure.

We make good use of Teams meetings so we can hold online meetings to reduce unnecessary travel.

We use Epicor Kinetic as our ERP (Enterprise Resource Planning) core line of business system. This will put us in a good position to collect and gather fundamental data to help us manufacture in the most resource-efficient way possible.

We follow Halma policy and complete Halma IT security questionnaires to review and risk assess any potential new software.





SDG3: Good Health and Wellbeing

Supporting Our People



Health and safety is included in our sustainability strategy as it is a key element in protecting our people, communities and the planet. Ensuring a safe environment and working conditions via a health and safety management system helps reduce health risks and hazards, and safeguards our employees, customers, visitors and third-party contractors.

Health and safety

Our employees

Our people are the driving force behind our purpose of creating a safer future. Together we take pride in developing high-performance products and solutions that people around the world depend on to protect lives and property every day.

Our team are ambitious and tenacious – and we're proud to reward their enthusiasm and commitment to delivering truly excellent results with a comprehensive benefits package and great work-life balance.

By prioritising thorough safety protocols, regular training and a culture of mutual care, we empower our teams to perform at their best without compromising their wellbeing.

Our objectives

- To improve the health and safety of employees through accident analysis and effective control systems.
- To ensure that all health and safety issues are logged and reviewed, and that corrective and preventive actions are implemented within a month of any issues being raised.
- To ensure that health and safety training is in place to assist employees in understanding their health and safety requirements, with a completion rate of at least 85% across the business per module.



Our progress to date

As part of our occupational health and safety management system, we have sought to further strengthen our health and safety culture and create good working conditions by:

- Implementing our improved Health and Safety Policy, describing our fundamental approach to Health and Safety and Safe Systems of Work (SSW). In future, this will undergo an external ISO 45001 audit on an annual basis and is managed by our safety, health, environmental and quality (SHEQ) lead.
- Following recent external assessments, we have been recommended for certification to BSI ISO 45001
- Conducting risk assessments before starting any activity, enabling us to recognise potential risks and hazards so that we can put actions in place to eliminate or minimise the likelihood and potential impacts of those risks.
- Putting in place monthly health and safety training that establishes clear rules of safe conduct and raises awareness of occupational hazards.
- Having a formalised complaints mechanism for employees to report occupational health and safety incidents, risks or concerns. This is also addressed and actioned by our Health and Safety Committee, a cross-functional team that meets monthly for two-way communication on working conditions.
- Requiring our employees to immediately report all accidents via our reporting procedure. Accidents are assessed and investigated as necessary by our H&S representatives. Any additional safety measures are put in place following thorough investigation.

Our customers

The health and safety of our customers is paramount. We manufacture life-saving safety equipment, and we design and manufacture products to specific industry standards such as EN54 and UL which follow legislated local codes of practice suitable for most countries worldwide. Example standards for the UK market are EN54 Parts 2 and 4 for use in buildings required to meet the local installation code of practice BS 5839-1.

Our goals

- To ensure the health and safety of our customers via the production and release of safe products into the market.
- To ensure that all products adhere to health and safety requirements in accordance with the EN (Europe) and UL (US) standards and that customers have access to health and safety information via the appropriate documentation.
- To achieve zero incidents of products causing injury in the field annually.

Health and safety forms part of the product training we offer to customers. Typical examples range from how to isolate the mains supply in a safe environment, to routing cables safely and best practice for the safe disposal of batteries.

Further details on the environmental impacts of our products such as the pollution degree rating, cautions and warnings can be identified in our installation/commissioning and maintenance manuals.





SDG10: Reduced Inequalities

Creating an Inclusive Workforce

We are committed to building an inclusive workforce that values diversity and ensures that every individual feels respected, empowered and able to thrive. Embracing inclusivity supports a culture of belonging and drives innovation, strengthens collaboration, and helps us deliver exceptional results. People and culture are at the core of our business strategy, and we aim to create working conditions and an environment where everyone can contribute meaningfully to our shared success.

Our goals

- To foster a fair and positive work culture, and progress diversity, equity and inclusion within our workforce and the local community.
- To implement training of at least 85% of our workforce on diversity, equity, inclusion, harassment and discrimination by 2028.

Our progress to date

Diversity, equity and inclusion

Diversity, equity and inclusion are fundamental to the people and culture aspect of our business strategy. While we acknowledge that we are early on in our journey, we have started to understand and track our data in relation to this.

One measure of inclusion is gender diversity. At the leadership level, we continue to have a good balance of gender, with women representing 40% of our leadership team as of FY24. This was in alignment with Halma plc's continuous target of 40-60% gender balance on company boards by the end of 2024.

We have put measures in place to create a more inclusive work environment including: individual evacuation plans for those identified with special requirements; implementing ramps across our Balliol site and an elevator to ensure accessibility to all areas of the building; and offering free sanitary products in our bathrooms for our employees.



Gender balance

We continue to track protected characteristics such as gender and age with the data we already have available, and we are in the process of collecting data on other factors such as ethnicity, nationality, race, disability, religion and sexual orientation through our internal 'Workday' HR systems and our annual employee engagement survey. This will assist us in understanding the needs of our people and how to better support an inclusive working environment and conditions.

We have reviewed our current data and have worked on:

- Building close relationships with our recruitment agencies, informing them of our company values, culture and diversity, equity and inclusion initiatives to communicate to potential candidates.
- Focusing on the essential qualifications and skills necessary for the role rather than personal characteristics, as well as requesting a diverse talent pool of prospective candidates where possible.
- Ensuring where possible that internal recruiting panels include people from different backgrounds to provide a well-rounded evaluation of candidates and to challenge bias.



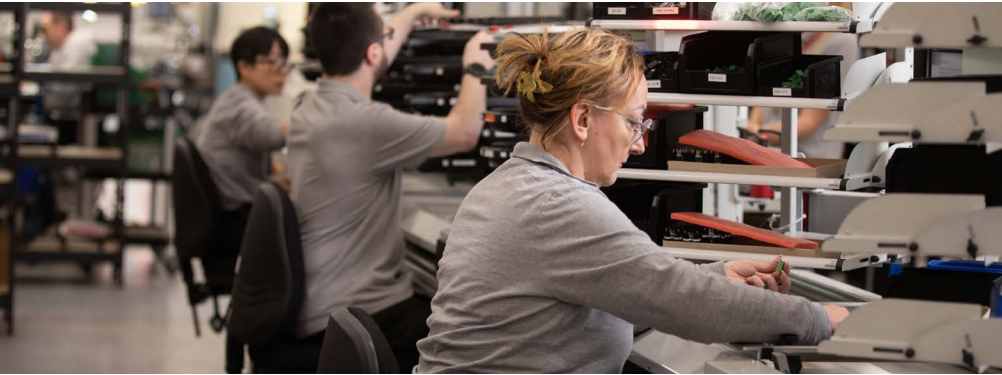
We have consulted with employees on suggested new working patterns, to ensure their needs and preferences are considered.

Case Study

Compressed working week

As part of our flexible work initiatives, we undertook a project to offer flexibility to our employees who work in manufacturing. Due to the nature of their work, these employees mostly have to work on-site, making it more challenging for us to offer them remote or flexible working options.

We identified an opportunity to offer a compressed working week, with employees having the option to work the same number of hours over a four-day period instead of five. This became a popular choice, with the majority of eligible employees opting for the four-day working week. This also had positive implications for the emissions associated with employee commuting and we estimate that we have had an 18.6% reduction in emissions.



Case Study

Removing night working

Research indicates that night work is detrimental to long-term health, and our employees have told us that it has a negative impact on our turnover rates. To address this, we have adjusted our working patterns to remove the night shift, whilst minimising the effect on pay.

Developing talent

We are committed to supporting our employees in their career development, developing talent internally to ensure that our teams grow alongside the company, and aligning their skills with our goals and culture. We have recruitment and performance management policies that outline the frameworks that help support these initiatives and have put in place mechanisms to evaluate individual employee performance on a regular basis. This assists in evaluating and identifying opportunities for talent development.

This year (2025) we have engaged with local schools and run a summer placement scheme to give students the opportunity to work in production.





Employee Stories

I joined Advanced with a keen interest in engineering, just as Covid-19 was about to peak. During my health and safety briefing and factory orientation, I was excited to see the production lines and all the electronic components in action.

I initially worked on the production line but wanted to know more about the products and take advantage of the opportunities for career progression at Advanced. My managers and team leaders recognised my transferable skills and potential and I was encouraged to use these elsewhere in the business. So, when the opportunity arose to join the technical support team, I put myself forward.

I enjoy the fact that the fire manufacturing industry is a dynamic environment to work in which means that I am constantly learning daily.

Ray Julien
Technical Support



I started my Advanced journey by working for Morley Electronics at the age of 17. This was the original company of Advanced's founder Ray Hope and we produced peripheral PCBs for computers that were installed in schools. As the company's only operator I assembled and tested PCBs, installed them into the computers and did packing and dispatch.

Ray then started another company - Morley Electronic Fire – and I went to work there, continuing to build and test PCBs and then moving into the lead role in the test function as the business grew. Morley was subsequently bought by Notifier and Ray started a new company, Custom Advanced, which produced emergency lighting. I joined that business initially as the only operator and I tested bought-in PCBs, built the final assembly product, and handled packing and dispatch, before recruiting a couple more operators who had both worked with me at Morley Fire - Andy Gray and Shaun Scott (both of whom are still with Advanced today).

The company continued to grow as Advanced, and my own role developed into Team Lead, Supervisor and currently Production Manager. I had no experience in people management previously or organising workflows etc and am still learning as I go. I have been fortunate enough to have had some good mentors in my time, both within Operations and from the People and Culture side of the business. Even now I am learning from some of the younger managers we have here in Operations. I was also supported by the company to study Management Level 3 and 4 courses which have been of great help.

The most satisfying part of my role now is seeing how our people can grow just as I did, and I am proud to see that as an organisation we try to progress our people from within and encourage them to become the best they can be.

Mark Ramshaw
Production Manager





I joined Advanced in 2007. Before that I'd been working as a supervisor in Sainsbury's and was looking for a new challenge away from shop work.

I initially worked on the final assembly lines for MxPro 4 and repeater panels, but after a few years, stores needed some help, and I joined the team for around 12 weeks. When a permanent position came up in stores I applied and moved into that team and later secured a position on the training programme for team leaders.

As a team leader, I initially looked after the parts and despatch areas as well as stores, but these are now separate areas due to the company's growth. My current role is running the despatch team - making sure that customer orders are packed and despatched on time.

Kate Setterfield
Stores Team Leader

Straight out of school, I started a four-year technical support apprenticeship in August 2015. During the first two years I completed a BTEC Level 3 Diploma in Engineering, and during the last two years of my apprenticeship I completed a BTEC level 4 HNC in Electrical and Electronic Engineering. I also completed a Level 3 NVQ Extended Diploma in Engineering Technical Support, which took the full four years.

Once I'd completed my apprenticeship, I was offered a role in technical support where I worked for a further five years, developing my skills and knowledge. I also started delivering internal and external training, mentored new staff and supported other areas of the business. During this time, I completed a Level 4 Certificate of Higher Education in Business Leadership and Management Practice.

In November 2024 I successfully applied for the role of Associate Product Manager, as I was looking for a new challenge within the business and the opportunity to further progress my skills and product knowledge.

Laura Carter
Associate Product Manager





I joined Advanced in 2005 as a Production Operator. I had been interested in joining the company because of personal recommendations from former colleagues I had worked with.

I worked on the 'Through Hole' and 'Final Assembly' teams for two and a half years, before progressing to team leader. Each role has had its challenges, and I have learnt many skills, including people management and production scheduling. I completed my NVQ Level 2 in Team Leading, which supported my development and understanding of production which helps with my current role today.

After 11 years working as a Production Team Leader, I had the opportunity to join the Customer Services team, working as a Sales Support Coordinator. After a year of working in this role, I was offered a position in the planning team where my current role involves planning production activities. I enjoy the challenge of my job and also some of the people initiatives such as the five days into four and flexible working policies, as well as the teams I work with and the cross-functional aspects of my role.

Colleen Short
Production Planner



I started at Advanced in January 2008 as a surface mount technology (SMT) operator.

In 2009, I was given the opportunity to move to the production support department and became an electronics technician. In 2015, when the demand for bespoke panels increased, I was permanently assigned to work on projects in the AdSpecials team. Currently, I'm now in the technical support department helping Advanced customers and engineers in the field and training them on our products.

Life is a continuous learning curve here at Advanced. The company always gives me the opportunity to develop and improve my skills and career, and with great and very supportive people, I feel that Advanced is not just my company but my family.

Chris Jayme
Engineering Technician



Michael Patterson joined Advanced as an apprentice in the Technical Support team.

Apprenticeships

Advanced is also committed to developing talent via apprenticeship schemes. Our wide range of apprenticeships offer on-the-job training alongside structured learning, equipping individuals with the skills, knowledge and experience needed to thrive in their chosen careers. By combining practical work with industry-relevant education, we help apprentices build confidence and competence while ensuring our business benefits from fresh perspectives and emerging talent. In the year 2024/25 we introduced our first non-operational apprenticeships, with positions in HR and Finance.

Real Living Wage

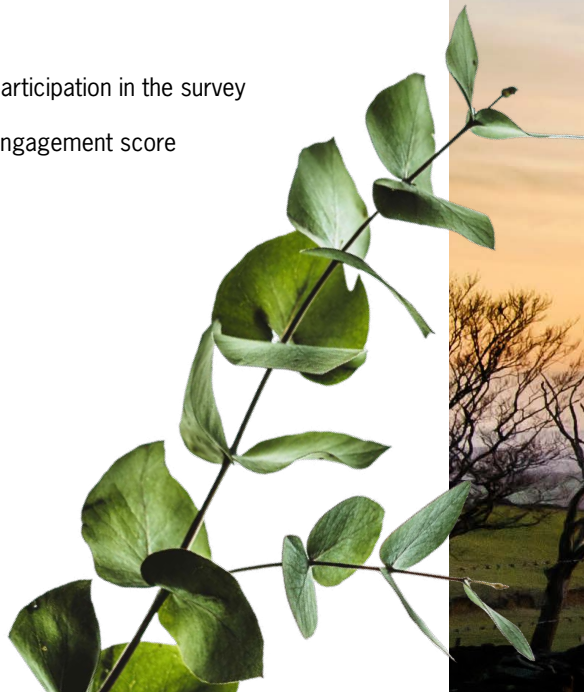
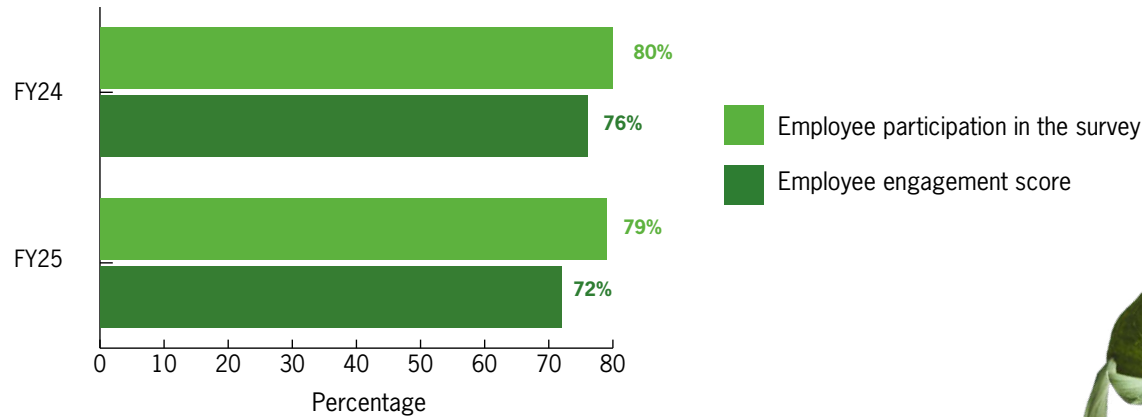
In line with our parent company Halma plc, we are committed to ensuring that all UK employees are paid the Real Living Wage (RLW). This commitment is continuous and is outlined in the Halma Annual Report.

We aim to provide our employees with adequate wages, working hours and benefits. We review our employee remuneration on an annual basis, which includes a benchmarking process that takes into account internal and external factors. We pay an annual bonus, subject to company profits, and also compensate hourly paid staff for extra or unusual working hours. We are required to report to Halma on whether we adhere to this commitment.

Employee Engagement

Each year, we undertake an employee engagement survey, the results of which are benchmarked against all other Halma operating companies and also against the companies in the Halma safety sector. In 2025 we achieved a completion rate of 79%. The results are analysed and development plans are created in response. Over the years this has included:

- Introduction of the compressed working week (5 into 4) for operational staff following requests for more flexibility.
- Highlighting internal development opportunities.
- Introduction of holiday buy and sell scheme.
- Introduction of performance reviews with production staff.
- Increased resource for internal communication.
- Introduction of an employee tiering system in operations to enable staff to progress by moving up to higher tiers.



Windmills near Holmfirth, West Yorkshire by
Advanced employee Gary Stevenson



SDG8: Labour and Human Rights

Labour and Human Rights

We comply with the Halma Code of Conduct which sets out guiding principles and requirements to uphold integrity in how we operate. This includes topics such as human rights and anti-slavery measures, and is supported by training to relevant employees. As part of Halma, we have a commitment to pay a real living wage to our staff, we measure and report internally on this on a regular basis to ensure we adhere to our commitments.