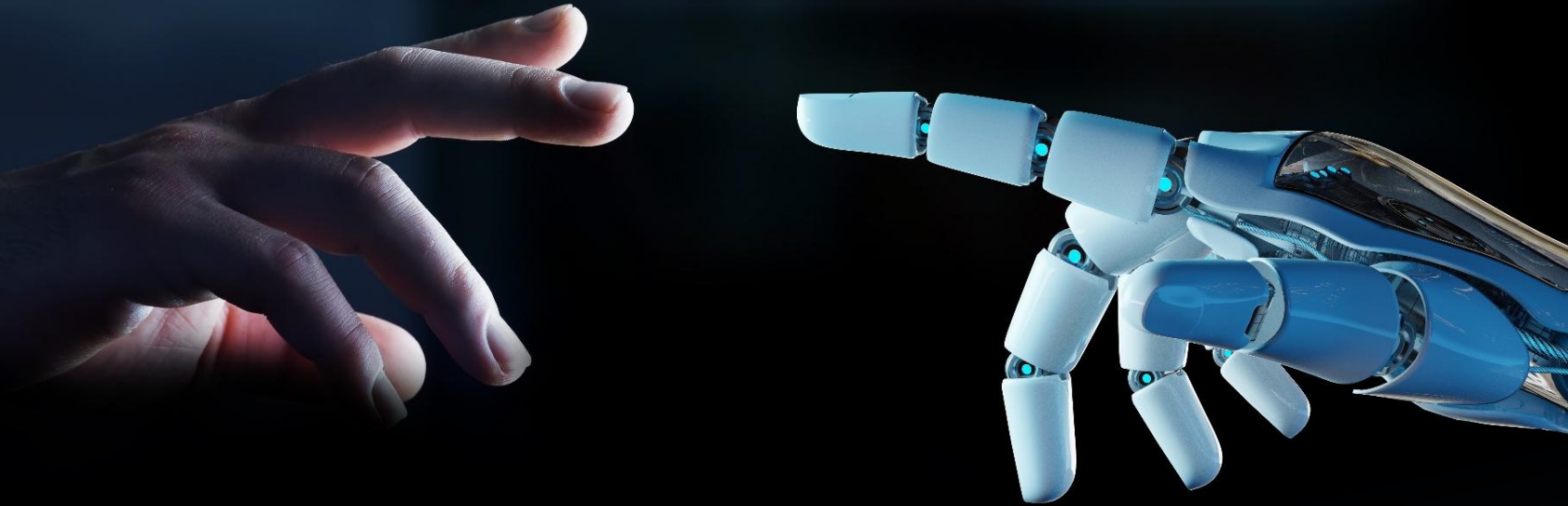




Applicable Ltd

Sustainability Impact Report 2025/26

Contents

1. Executive Summary
2. Statement from our Leadership Team
3. Our Ethics
4. Our Team
5. Our Environment
6. Our Targets
7. Our Actions
8. Our Community



Executive Summary

As a small IT business, we recognise our responsibility to operate sustainably while delivering high-quality digital services.

We continue to embed sustainability into our operations, focusing on environmental impact, strong governance, and social responsibility. In January 2026, we also established a dedicated network of ESG Champions, representing key teams across our business, to help drive progress and embed our ESG goals throughout the organisation.

Through ethical practices and a commitment to continuous improvement, we aim to balance growth with sustainability and create long-term value for our stakeholders. During 2025/26, Applicable have progressed our ESG journey by formalising our existing good practices and identifying opportunities to further strengthen our approach.

We have updated our Social and Environmental Management Policy to reflect our ambition to align more closely with the UN Sustainable Development Goals, and we are proud to have joined the Bristol Climate and Nature Partnership to engage with our local climate community, and to have been recognised as a support of the Good Employment Charter.

Statement from our Leadership Team

“Applicable are a small business who do big things, and pride ourselves on also doing the right thing, not only for our customers, but for our people and planet. We are proud of our history of being a great employer, and want to continue building on the strong foundation Applicable have built.”





Reports of:

- Whistleblowing
- Information Security incidents
- Corruption

Our Ethics

- Applicable are proud to have been ISO27001 certified for 14 years, and Cyber Essentials Plus for over 5 years. We have also expanded our ISO certifications to also include 27017 and 27018, to show our commitment to holding the most up to date security standards.
- All of our team receive annual training on how to spot Bribery, Corruption and Fraud, and our Whistleblowing service is accessible to both our team and our stakeholders.

Our Ethics



- Applicable does not engage in lobbying activities or seek to influence legislation, regulation, or public policy through direct or indirect lobbying.
- As a responsible business, we are committed to conducting our operations with integrity, transparency and accountability. We do not make political donations, fund political campaigns, or provide financial support to political parties, candidates or lobbying organisations.
- Where we participate in industry groups, professional associations or partner networks, our involvement is focused on sharing knowledge, developing best practice and supporting the interests of our sector. We expect any organisations with which we engage to operate lawfully, ethically and in accordance with our values.



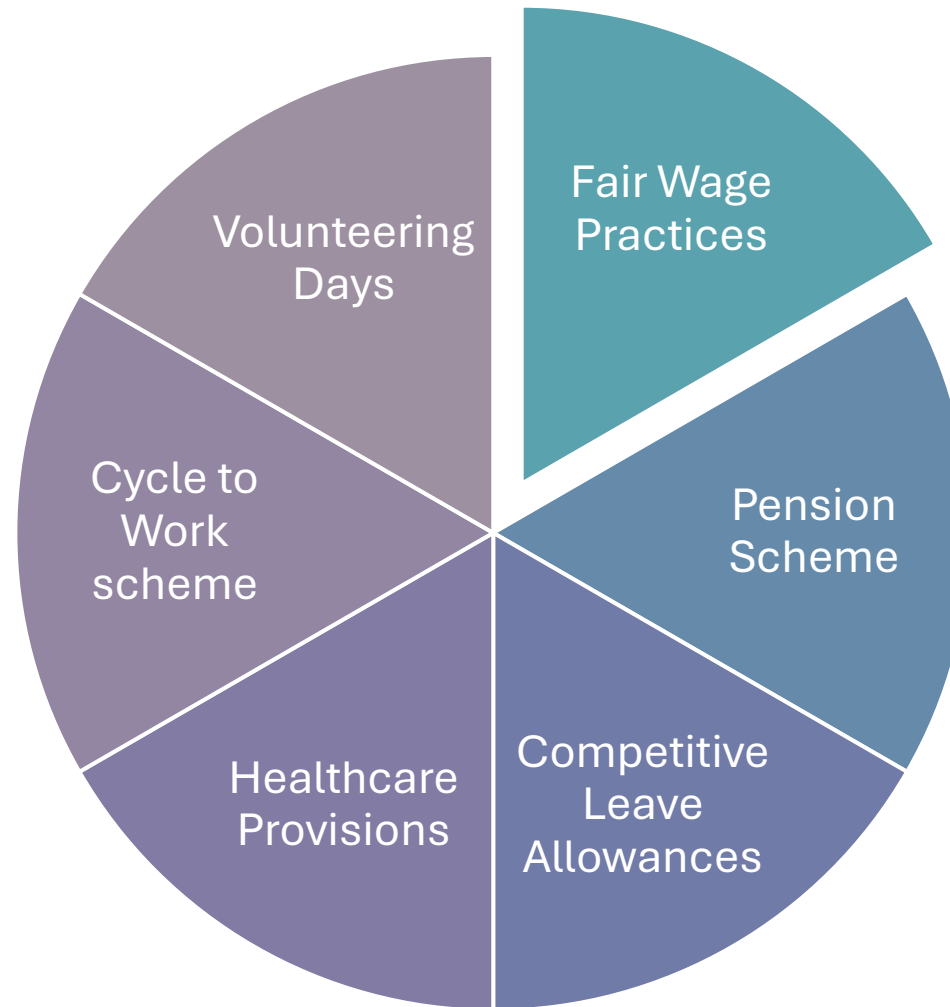
Our Team

This year, Applicable have been confirmed as a supporter of the **Good Employment Charter**, which reinforces our long term to commitment to do right by every member of our team.

We proudly offer a host of benefits to ensure our staff can take the best care of themselves and can have the best work-life balance possible.

Our Team - Benefits

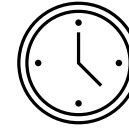
At Applicable we offer a competitive, flexible benefits package, and firmly believe that when our staff feel valued, they make our business better.



We are proud to have a **20% female team**, in a male dominated field.



43% of our staff have stuck with us for **over 10 years**, and others have returned following other roles.

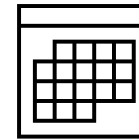


Our Team



We supported 7 members of our team to gain **new certifications** to support their career goals

On average, our staff work **36.38** per week, supporting their work-life balance.



In our most recent survey, **85%** of staff expressed feeling valued and supported.



We supported our team to complete **58 hours of volunteering** for local causes.

Our Team

Applicable's culture is all about trust, respect, inclusion, integrity and teamwork – members of our team feel valued, supported and are able to thrive and develop in their chosen careers.

We're proud of Applicable's strong personality and have continued to foster stronger relationships between our people and across our teams over the past year.



Our Environment

In February 2026, Applicable proudly joined Bristol Climate and Nature Partnership, to engage with our local Climate Community and learn from the experts.

With their support, we have produced our first Carbon Emissions report, which has helped highlight areas we can target for improvements, and will enable us to develop our decarbonisation plan.

We've joined

Bristol Climate &
Nature Partnership



Our Targets

Applicable have committed to a set of measurement emissions targets, to keep us sustainable well into the future as well as following climate science and aligning to SBTi recommendations.

To achieve these targets, we will be kicking off a number of projects focussed on improving our emission levels and supporting our staff to make the best choices regarding sustainability.



Net-Zero by 2050



Maintain zero Scope 1 and Scope 2 (market-based) emissions



12.5% decrease in reported Scope 3 emissions by FY 2030/31

Our Actions

In 2025-26 we:



Recycled over 97% of our office waste, diverting 1.8 tonnes from landfill.



Over 35% of our ground-based business travel emissions were from **public transport**.



Powered our head office using **100% renewal electricity**.



Used **ISO14001 certified** suppliers to dispose of our office waste and recyclables.



Operated a **flexible working policy**, balancing business requirement against commuting emissions.



Reduced our Azure-based carbon emissions **by almost 40%**

Our Community

This year, we have been helping our local Scout group to maintain their building and grounds.

We were also pleased to attend Purposefest and engage with likeminded businesses in the local area on important ESG topics.

We proudly support our sustainability goals by partnering with local small businesses for office event catering and suppliers, helping to strengthen community economies while reducing environmental impact.

