2025

Impact Report

Sustainability at Saba UK



Message from our Managing Director

Introducing our Impact Report



I am pleased to present Saba UK's 2025 Impact Report; detailing the progress we are making against our sustainability strategy.

Sustainability continues to grow in importance for our business. Our clients expect credible action on environmental and social issues. We also recognise that the challenges of climate change, resource use, and social inequality are real and significant, and that businesses like ours have a role to play in addressing them.

Our sustainability strategy is built around three pillars, Planet, People and Places; and through this we aim to reduce our environmental impact, support our people and the communities we operate in and ensure our spaces are safe, accessible, and fit for the future.

2025 saw solid progress across the business. Our total greenhouse gas emissions fell to 1,282 tCO2e, a 39.9% reduction from our 2022 baseline – ahead of our 2030 target. This is mainly due to installation of more renewable energy infrastructure, improving the accuracy of our IT emissions data collection through direct engagement with our suppliers, and continuing to grow our electric fleet from 36% in 2024 to 49% in 2025.

Alongside this, we held an internal assessment centre to identify talent for the future and retained Gold accreditation with Investors in People. We also delivered structured work experience placements to an increasing number of local students, and our teams continued volunteering and having a positive impact in the communities around our sites.

However, we are transparent that there is still progress to be made. Employee commuting remains our largest emissions hotspot at 40.6% of our total footprint, and Scope 3 emissions, though reduced by 7.3% this year, still account for the majority of our carbon footprint. There is more to do to reduce emissions in this area, which will inform priority actions moving forward.

I want to thank our teams across all sites and our supply chain partners for their continued engagement and for playing an important part in our journey. There is more work ahead, and we will continue to track and report on our progress.



Phillip Herring
Managing Director
Saba UK

Saba UK's Sustainability Strategy

Striving to positively impact the planet we live in, the people we work with, and the places we occupy, in all areas of the business.

These aims align with our company mission – to provide solutions for sustainable mobility – and our vision – to be an international leader in the parking and sustainable mobility services sector.

Our sustainability strategy consists of three main pillars of action – Planet, People and Places. Underpinning these pillars is a final pillar of Governance – acknowledging that accountability and a transparent governance structure are vital for any actions and targets to be achieved.

The Aim

We will positively impact the people we work with, the planet we live in and the spaces we occupy in all areas of the business.



Planet

We will ensure Saba UK's impact is net positive for carbon and other environmental issues of material significance.

Key Topics

- Resource Use
- Carbon Footprint
- Vehicle Fleet Electrification



People

We will ensure our workforce is happy, healthy and representative of the communities and places we operate within.

Key Topics

- Diversity and Inclusion
- Employee Health and Wellbeing
- Employee Development



Places

We will ensure our spaces are safe, accessible for all, and offer mobility solutions for a sustainable future.

Key Topics

- Customer Safety
- Mobility Offerings
- Accessibility for All

Governance

We will ensure Saba UK is compliant with existing and upcoming regulation and legislation, transparent in its processes, with a framework that ensures accountability throughout the organisation and that social and environmental issues are considered within the decision-making process.

Ensuring Accountability Throughout Our Organisation

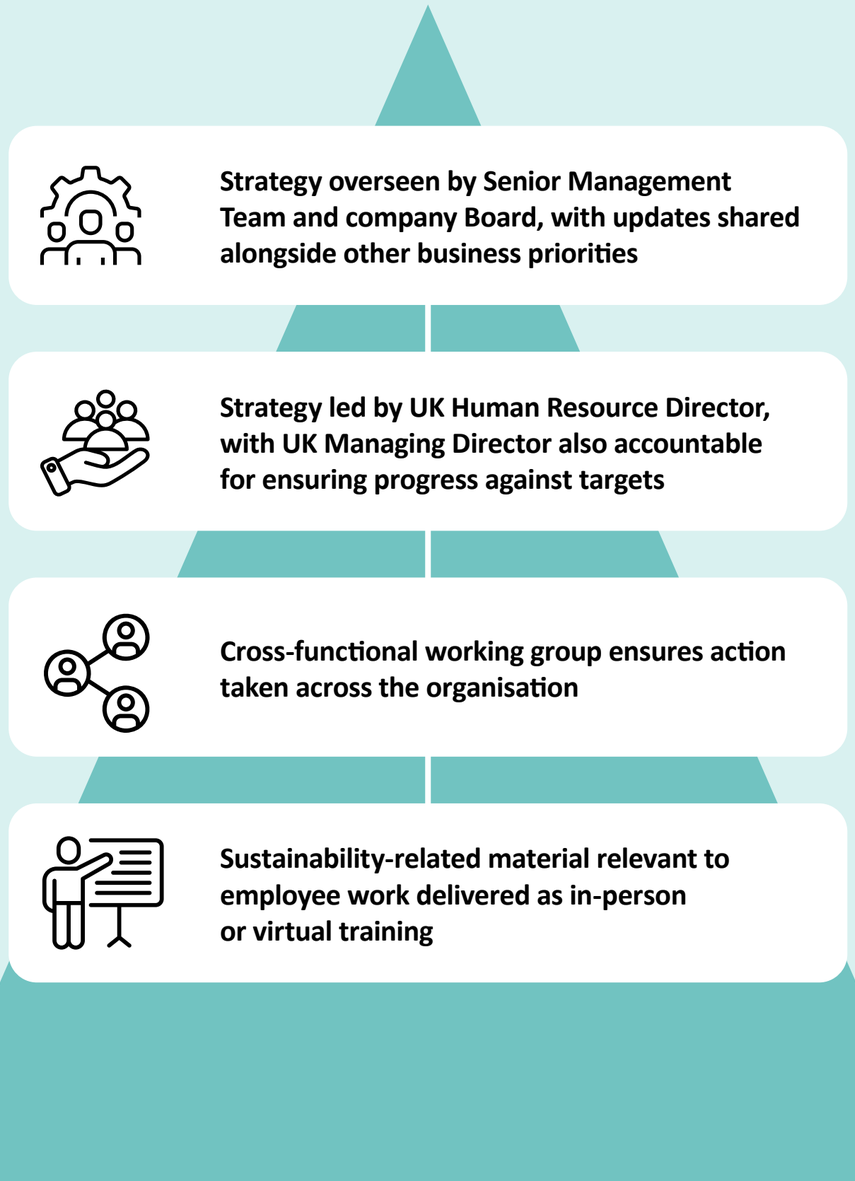
Update on progress in 2025

- Our sustainability knowledge significantly evolved, with one senior employee completing the Cambridge Institute of Sustainability Leadership (CISL) short-course, achieving a Distinction.
- We expanded the internal sustainability team, with one Contract Manager completing Level 2 Training Qualification UK in Understanding Environmental Sustainability, resulting in responsibility for managing sustainability-related matters across our parking sites.
- We expanded membership of the sustainability working group to involve more technical leads from across the organisation, including IT, health & safety, and risk & compliance.
- We raised further awareness and celebrated action by adding a sustainability category to our biannual employee RAVE awards, with one team winning for their action on sustainability.

Focus for the future

- We plan to embed action on sustainability within all new and existing job descriptions by the end of 2026.

Sustainability Governance Systems throughout Saba UK



Case Study

Aligning our sustainability strategy to global best practice

Action on sustainability is becoming increasingly urgent, and is now recognised by many organisations as resilient business management. Our clients, which include the NHS, Local Authorities, and infrastructure partners, therefore expect credible action on sustainability, aligned to international standards and best practice.

Over the last few years, Saba UK's sustainability efforts have evolved significantly. We sense checked our strategy against leading frameworks, ensuring continued focus on areas of material impact and delivery of what the world needs.

In 2025, we assessed Saba UK against the new (V2) B Corp standards to identify strengths, gaps and quick wins to align the business with the holistic, best-practice standards. We also conducted an in-depth assessment of Business Support Centre operations to identify actions to improve social and environmental sustainability.

Following this, we developed a practical workplan covering responsible procurement, employee engagement and governance. We also used regular inspiration sessions in working group meetings to build understanding and spark ideas for further innovation across the organisation.



Impact

- We know how our strategy stands against best practice and have a list of next steps to align with leading standards.
- We have made office-level changes (e.g. changing to a more sustainable office supplies provider), translating leading practices into everyday decision-making and action.
- Although we are not pursuing formal certification, these frameworks are shaping Saba UK's action on sustainability, strengthening credibility with clients and colleagues, and delivering what the world needs.

Planet

Ambition

We will ensure Saba UK's impact positively contributes to carbon reduction and other environmental issues of material significance.

Why it Matters

Saba UK's services rely on the earth's resources, and we know that the business has a material impact on the environment. It is our responsibility to reduce harmful environmental impacts across our value chain and, where possible, positively contribute to healthier ecosystems.

This includes measuring and reducing our carbon emissions across all business operations, supporting the uptake of electric vehicles both in the business and for customers, and ensuring that Saba UK uses resources responsibly.

Key topics and our 2030 targets:

Carbon Footprint

- Reduce total greenhouse gas emissions by 40% by 2030.
- Achieve Net-Zero greenhouse gas emissions by 2040.
- Achieve zero Scope 1 and 2 emissions by 2030[1].

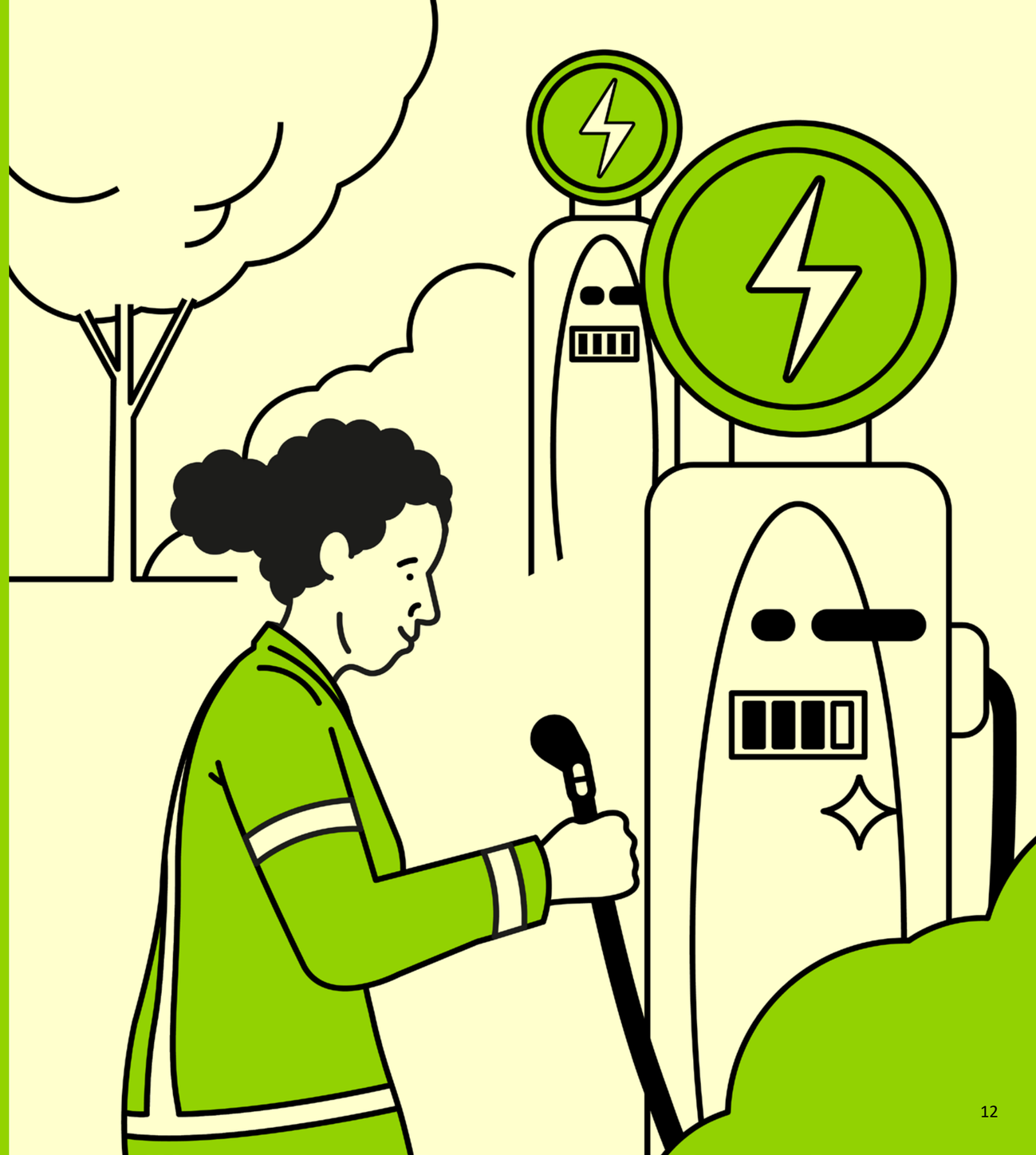
Vehicle Fleet Electrification

- 100% of Saba UK's fleet are e-vehicles, running on electricity from renewable sources

Resource Use

- Zero waste to landfill across all of Saba UK's operations and sites

[1]This target excludes emissions from accidental refrigerant leaks (part of our Scope 1 footprint). While we commit to monitoring and reducing the risk of these fugitive emissions we cannot ensure their complete eradication due to accidental leaks of refrigerants from air conditioning units beyond our control.



Planet

2025 Carbon footprint

In 2023, Saba UK set a long-term science-aligned target of Net Zero by 2040 and a near-term target of reducing total greenhouse gas emissions by 40% by 2030 from the 2022 baseline. Saba UK is also committed to achieving zero Scope 1 and 2 emissions by 2030. These have now become our targets for this topic, and we will track and share progress against these targets moving forward.

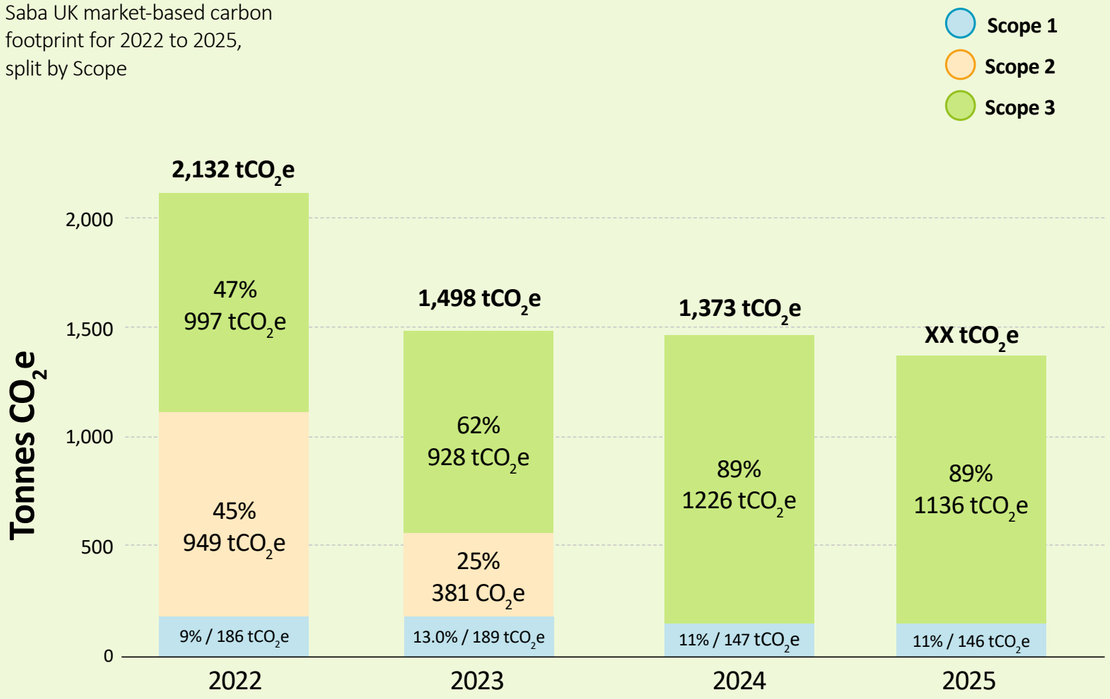
39.9% decrease in total emissions from baseline year

In 2025, total market-based greenhouse gas emissions were 1,282 tCO_2e, a 6.6% decrease from 1,373 tCO_2e in 2024. This is a total decrease of 39.9% from the 2022 baseline emissions (2,132 tCO_2e). This puts Saba UK 5 years ahead of our Net Zero by 2040 target. In 2025:

- Scope 1 emissions remained stable (146 tCO_2e in 2025, 147 tCO_2e in 2024).
- Scope 2 emissions remain at 0 tCO_2e due to the continued procurement of Energy Attribute Certificates.
- Scope 3 emissions decreased from 1,226 tCO_2e to 1136 tCO_2e, an 7.3% decrease from 2024.
- Employee commuting remained a hotspot at 40.6% of total emissions. IT and digital emissions also remained a hotspot at 22.6% of emissions but now represents a smaller proportion of the total due to improved data quality and refinement of our classification methodology.

See opposite for a graph of greenhouse gas emissions over the last four years.

Figure 1
Saba UK market-based carbon footprint for 2022 to 2025, split by Scope



Key terms

Greenhouse Gas (GHG) emissions – Gases in the Earth's atmosphere that trap heat, contributing to climate change. This includes carbon dioxide, produced when burning fossil fuels like oil, coal, and natural gas.

Scope 1 – GHG emissions that a company makes directly

Scope 2 – GHG emissions that a company makes indirectly

Scope 3 – GHG emissions associated, not with the company is indirectly responsible for in the production, distribution and sale of its product/service

Net-zero – cutting greenhouse gas emissions to as close to zero as possible, with any remaining emissions re-absorbed from the atmosphere

Actions taken in 2025 to reduce our carbon footprint

Actions implemented by Saba UK to reduce Scope 1, 2 and 3 emissions include:

- Continued to ensure all directly purchased electricity is 100% renewable and procured Energy Attribute Certificates for all sites where electricity provided by landlords is not 100% renewable.

We installed more on-site renewable energy infrastructure, e.g. solar panels, wind turbines that produce a proportion of Saba UK's site energy. This included:

- Installed nearly 300 solar PV panels at Addenbrooke's Hospital.
- Installed solar PV panels and turbines at South Woodford Station Car Park.
- Installed solar PV panels at Milton Keynes 'The Quadrant' Car Park.
- Installing over 1,400 solar PV panels at Lister Hospital, which will go live in 2026.

In total, these solutions are estimated to save >250 tons of CO2e per year, equivalent to the amount of carbon sequestered from over 12,00 mature trees.

- Installed electric vehicle charging points at multiple car parking sites for both the company fleet and customers, including the West Midlands train network.
- Gathered more accurate data on our IT-related emissions by directly engaging with our suppliers to capture actual emissions data, to understand and reduce emissions in this hotspot of our footprint.
- Developed a supplier questionnaire to assess prospective and existing suppliers according to their actions on sustainability matters, including the existence of a carbon reduction strategy.

You can read more about our plan and progress to date in our Carbon Reduction Plan.



Focus for the future

- Installing renewable energy infrastructure in other parking sites in partnership with our clients and exploring other opportunities to lower carbon emissions on-site.
- Developing and implementing a plan to reduce the climate impact of our employees' commutes, the largest hotspot in our carbon footprint.
- Developing a policy that encourages the purchase of refurbished electrical equipment and furniture.
- Issuing the supplier questionnaires and using the data to collaborate and decrease value-chain emissions.

49% of the company fleet electrified vs target of 30%

Planet

Vehicle Fleet Electrification

Update on progress

We remain on track to reach our target of having a 100% electric fleet by 2030. In 2025, 49% of our entire fleet was electric vehicles (EVs), a significant increase from 36% in 2024.

» This year, one site adopted a full EV mix (cars/vans/mopeds/bikes) and shared learnings from the experience to increase EV adoption across other sites.



We continued to install e-vehicle charging at multiple car parking sites for fleet and customer use, and offered employees the option to lease e-vehicles through a salary sacrifice scheme.



Focus on the future

» Continuing to roll out electric vehicles into the fleet, achieving a 66% electric fleet by the end of 2026.

» Continuing to incentivise take-up of EVs amongst staff (at vehicle end-of-life) by continuing the salary sacrifice scheme.

2026 Targets

66% Saba UK will achieve a 66% electric fleet by the end of 2026.

Planet

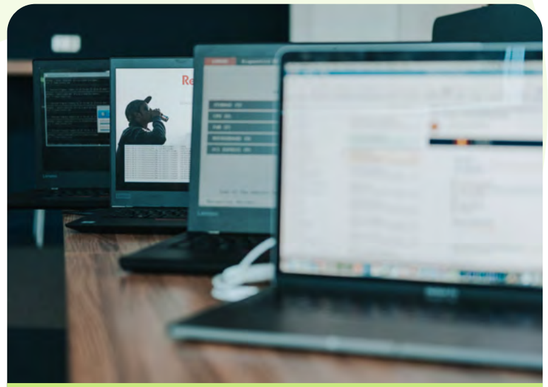
Resource Use

Update on progress

We installed bins and established recycled waste collection across our sites. We identified ‘Recycling Champions’ across the business to educate, engage, and supply tools to increase recycling across our sites.

- This enabled us to gather more accurate waste data, benchmarking performance for future years and helping us better understand carbon emissions associated with this area of our business.
- In 2025, an estimated 2.3T of waste was produced across our sites, 21% being general waste, 23% recycling, and 56% food waste.

We introduced more app-based and ticketless Automatic Number Plate Recognition (ANPR), barrier-controlled parking systems to increase efficiency whilst also reducing the use of paper tickets. This included a hybrid system at University Hospitals Dorset to reduce waste from paper tickets but ensured accessibility for all of our customers.



We established a process for procuring refurbished laptops and returning our laptops at the end of their usable life to our provider for refurbishment or recycling, to reduce our carbon emissions as well as electronic waste.



We delayed implementation of our responsible chemical procurement policy, rolling it into wider work to ensure safe management of all hazardous chemicals, scheduled for 2026.

We trialled new uniform options and developed a new catalogue comprising only items with sustainability credentials (e.g. recycled polyester, organic cotton). Read more on p21.

Focus on the future

- Developing and implementing a unified approach to responsible chemical management across all Saba UK sites
- Continuing to measure waste and explore ways to increase the proportion of recycled waste, including trialling a recycling ‘vending machine’ and new signage.
- Continuing to roll out app-based and ticketless parking systems where appropriate to reduce our on-site resource use
- Updating our uniform policy to ensure all new uniforms procured are lower-impact.

Places : Case Study

Improving the Impact of our Uniforms

Uniforms are highly visible and central to our colleagues' daily work across our parking sites. The production of these uniforms, as with all clothing, has an impact on climate, resources and labour rights across the supply chain. Reducing the environmental and social impact of our uniforms is a tangible way to put our strategy into practice, engaging employees in sustainability through what they wear every day and embedding responsible procurement practices by doing the following:

- Co-designed robust criteria for "fit-for-purpose and sustainable" uniforms with sustainable apparel experts, including environmental, social and usage criteria.
- Tested alternative suppliers, eventually choosing a partnership-first approach with our existing supplier, engaging and using our leverage to expand our catalogue to include only 'sustainable' options.
- Switched core items (shirts, trousers, coats, hi-vis) to higher-standard or certified materials.
- Introduced a reuse-and repair-first policy.
- Joined our uniform suppliers' take-back recycling scheme.



Impact

By early 2026, the new uniform options, with higher environmental and social credentials but equivalent performance, will become the default option for all sites. The new uniform catalogue will be utilised during the regular replacement cycle at all sites. Anticipated benefits include lower uniform-related carbon and water impacts, reduced waste, stronger social safeguards and higher employee engagement in sustainability.

This project has been recognised internally as a success and a flagship example of our strategy in action, helping to build awareness and engagement with sustainability at Saba UK across our sites.



People

Ambition

We will ensure our workforce is happy, healthy and representative of the communities and places we operate within.

Why it Matters

Saba UK could not deliver a quality service without our employees across the business. From our operations around the country through to our Business and Customer Support Centre, our people represent our values and way of doing business, and we support them to deliver excellent service on a daily basis.

This includes promoting diversity amongst the workforce, ensuring we operate an inclusive environment for all. It also means supporting our employees to feel healthy and well within and beyond the workplace and offering first-class training that prepares them for their work.

Diversity and Inclusion

- Employee diversity is representative of the communities Saba UK operates in
- 50:50 gender balance at all levels and all positions

Employee Health and Wellbeing

- 100% of Saba UK employees report feeling happy, safe and supported within the workplace
- Achieve Investors in Wellbeing accreditation

Employee Development

- 100% of employees would recommend Saba UK as a place to work



People

Diversity & Inclusion

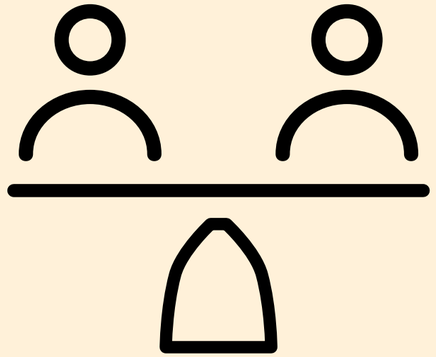
Update on progress

- We continued to demonstrate our commitment to inclusivity by being an active member of the Inclusive Employers group. We also continued to post jobs on LGBTjobs.co.uk - a dedicated space connecting talented individuals from the lesbian, gay, bisexual, transgender, and queer (LGBTQ+) community, and on veteran-specific job boards, supporting ex-service people into employment.
- We continued to offer diversity and inclusion training, including unconscious bias training for all Saba UK management, including the Leadership Team, Contract Managers and all UK Directors.
- We measured and promoted gender parity. This year, both female median pay and median bonus pay rose to be above the male equivalent, an increase from the previous year. However, the percentage of female bonuses decreased in comparison to men's, due to changes in workforce numbers and contracts over the year. You can find out more in our Gender Pay Gap report.
- Delivered accredited training on parking enforcement and notice processing as a delivery partner of the British Parking Association (BPA).
- Continued our partnership with the charity, Positive Social, to deliver award-winning sessions in schools to help young people safely navigate social media.

Real Living Wage Commitment

- Remained committed to paying the Real Living Wage for all our employees, we increased the total number of employees being paid the Real Living Wage, as a minimum, to 88% in 2025, a 23% increase from 2024.

88% 88% of employees paid the Real Living Wage, a 23% increase from 2024.



We supported the communities we operate within, including:

- Hiring employees who are representative of the communities we operate within.
- Running five apprenticeships, with positions ranging from Team Leaders and Project Managers (Levels 3 and 5) to Accountancy (Professional ACA accreditation Level 7).
- Offering structured work experience placements for year 10-12 students local to our parking sites. You can read more about this on p31.
- Committing to spend at least 20% of each contract value with local suppliers.
- Working with local Chambers of Commerce and councils to support small and medium sized enterprises and Voluntary, Community, and Social Enterprises with action around digital inclusion, youth empowerment, and green space management.

Focus for the future

- Where possible, continue to pay the Real Living Wage to all new contracts and renegotiate existing contracts to introduce the Real Living Wage.
- Continuing to offer at least one apprenticeship as standard in new contracts and increasing our engagement with local schools and communities by removing barriers to engagement for Saba UK employees.
- Strengthening our partnership with Positive Social charity, bringing their work to young people in more areas where we operate.
- Continuing to provide diversity and inclusion training, with a calendar of activity planned for 2026. This includes launching a specific portal focusing on raising awareness through in-person and online activities to educate and engage all Saba UK employees.

People

Health & Wellbeing

Update on progress

We continued to uphold health and safety as a top priority, evidenced by continued ISO 45001 Certification. As shown in Figure 2, total employee accidents was 7.39%, 3.2 percentile decrease from 2024 and lost workdays were 5.67%, 25.4 percentile decrease from 2024.

This was due to more accurate reporting and improved investigations into near misses.

We added 15 new courses to our Learning Lab (our e-learning platform), including BPA-assured training and courses on cybersecurity and financial well-being. This year, 12,458 courses were taken, equating to over 1,000 hours of training delivered, a 13% increase from 2024 (9,602 courses taken).

Figure 2: Employee and public accidents and lost workdays from 2023 to 2025

	2023	2024	2025
Employee Accidents	5.62%	10.59%	7.39%
Accidents with Lost Workdays	1.17%	1.97%	0.99%
Lost Workdays	4.68%	31.03%	5.67%
Member of the Public Accidents	2.11%	1.48%	6.40%
Near Miss Reports	8.20%	1.97%	3.45%
RIDDOR (Reported Incidents of Injuries and Dangerous Occurrences Regulations) Reports	0.23%	0.74%	0.74%



We launched a three-month Employee Wellbeing Campaign which aimed to provide all employees with simple, practical steps to help improve their mental, physical and financial wellbeing. Additional resources about the topic were also added to the Learning Lab. Further activities to promote a positive mental well-being amongst Saba UK employees included:

- Partnered with charity ‘Mind over Mountains’ to offer a series of Wellbeing Walks in the Chilterns and South Wales, as well as a two-day wellbeing retreat.
- Increased our total number of Mental Health First Aiders to 14 and will continue to roll out the training to more employees across the business (making 16 in total).
- Provided fresh fruit at every site, every week, to encourage healthier eating habits.

Focus for the future

- Starting monthly toolbox talks on Health and Safety to better engage staff on this important topic throughout 2026.
- Ensuring all contract managers receive mental health first aid training by the end of 2026.
- Offering Wellbeing Walks to the local businesses and employees within at least one of our contracts.
- Introducing more initiatives to enhance employee engagement in health and well-being.



People

Employee Development

Update on progress

» We ran our first assessment centre where candidates were assessed on teamwork, presentation skills, problem-solving and customer service. Successful candidates went on to receive coaching, mentoring and professional development plans, supporting lateral movements across departments (including apprenticeships and secondments) and promotions.

INVESTORS® IN PEOPLE

We retained Gold accreditation with Investors in People following re-assessment this year. With three indicators meeting the higher, Platinum, level. This demonstrates our strong, values-driven culture, focused on people's development, wellbeing, and sustainability.



Chapter One

We partnered with Chapter One, a UK-based charity focused on improving literacy amongst disadvantaged children. Through its online reading program, Saba UK employees volunteered 30 minutes per week to help children aged 5–8 years old who are struggling with reading. We are tracking the number of volunteer hours given to supporting this charity and will share this in next year's report.



We continued to encourage everyone to volunteer and give back to their local communities, specifically:

» Fundraised with Maggie's Charity.

» Dacorum Borough Council Contract established a Community Volunteer Squad – meeting weekly to carry out gardening duties in community areas alongside the local council gardening team and local resident volunteers.

» Volunteered with the Royal British Legion Industries (RBLI).

» Improved car park safety and delivered climate resilience workshops at our Sutton contract.

Focus for the future

» Developing a three-year plan to reach the Platinum accreditation level with the 'Investors in People' award.

» Adding further modules on our Learning Lab, including topics such as Health & Safety and ISO training.

» Running our next employee assessment centre at the end of 2026/early 2027 to support further employee growth and development.

» Increasing our involvement with Chapter One, with more employees volunteering to expand our impact on children's literacy.

People : Case Study

Supporting local employment pathways across our sites

Impact

Saba UK aims to ensure we have a positive impact in the places where we operate. We support local employment pathways by offering high-quality placements and upskilling members of the local community. Awareness of careers in parking services is lacking, with many suitable candidates unaware of roles that could be well-suited to them.

In 2025, Saba UK delivered structured work experience placements for Year 10-12 students from Hertfordshire schools, the same area as one of our current contracts. Each placement provided a structured induction alongside hands-on experience across HR, Operations, Business Development, IT and Finance. Students developed practical Excel and presentation skills, gained an insight into the employee onboarding process and the documentation required when someone starts a new role, and experienced a safe, inclusive and supportive workplace throughout their placement.

In total, we hosted 12 students across 60 days, achieving an average satisfaction score of 92% based on post-placement surveys. Students who joined us gained confidence and awareness of the work and responsibilities of different employees from across the company, as well as exposure to the human resources process, learning about health and safety, and receiving coaching on presentation skills.

We will continue to offer placements, retaining the structured agenda, whilst strengthening pre-placement briefings, increasing team shadowing, and incorporating student feedback to refine task sequencing. All of this will ensure the placements are as beneficial and inspiring for students as possible, helping to upskill local people in the areas we operate and contribute to social value and local development in our organisation.



“Behind every placement is a story of confidence gained and aspirations shaped. Students left with practical HR skills, presentation experience, and a clearer view of career pathways—outcomes that ripple through our community.”

- Teacher at Hertfordshire School

Places

Ambition

We will ensure our spaces are safe, accessible for all, and offer mobility solutions for a sustainable future.

Why it Matters

We want all of our customers, our people, and the wider community to benefit from the spaces we provide. This means offering services that are in line with what our customers and society need now, and what they will need in a sustainable future.

This means ensuring Saba UK's spaces are safe, accessible and inclusive for all, and are equipped with mobility offerings that serve what customers want now, whilst also evolving to meet the future needs of customers and society.

Customer Safety

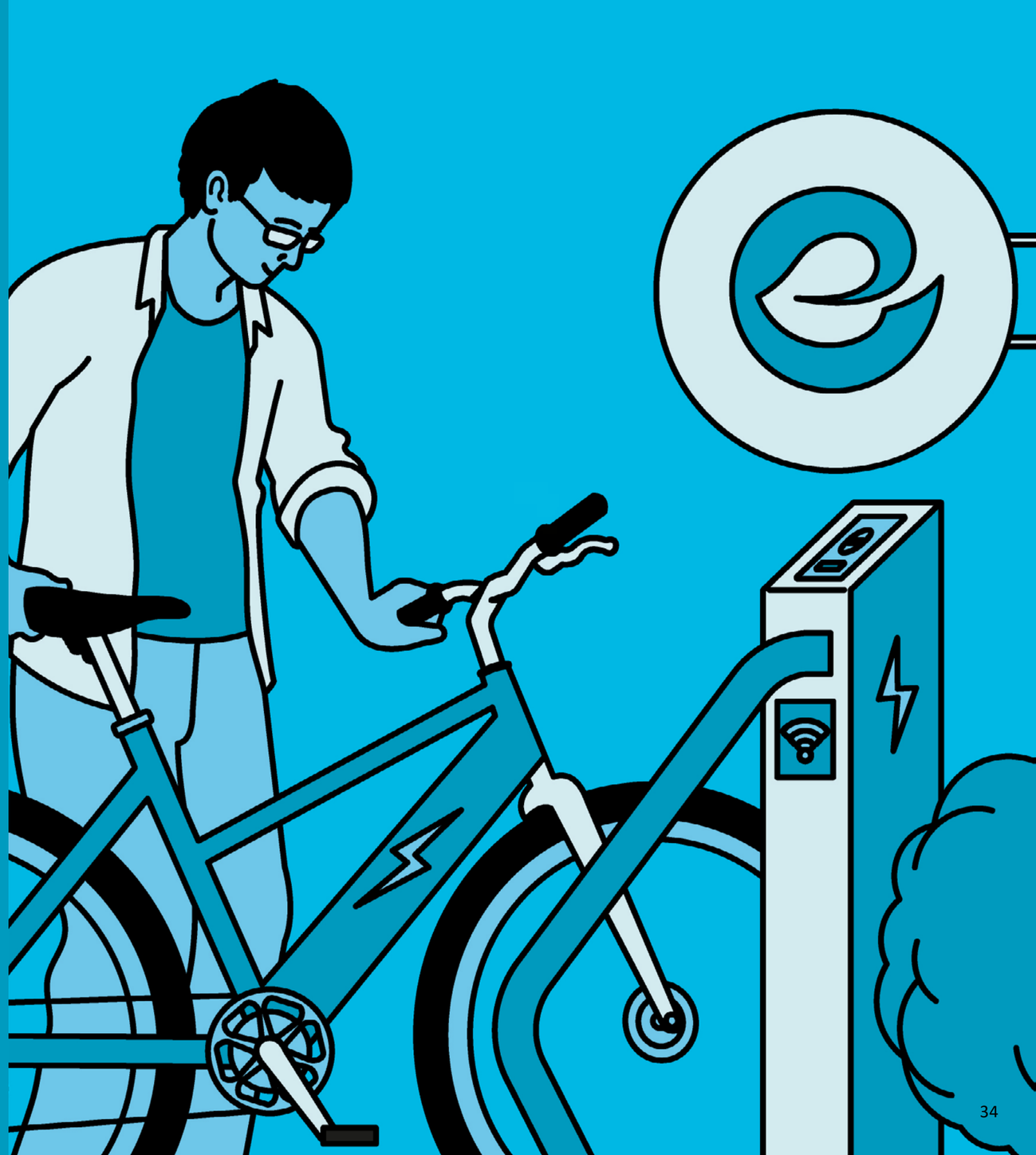
» No accidents or injuries occurring on sites where Saba UK is responsible

Mobility Offerings

» More than 70% of our customers will be using our spaces to access our innovative mobility offerings, advancing sustainable mobility within Saba UK's car parks

Accessibility for All

» 100% of Saba UK car parks are fully accessible to all customers with their varying requirements



Places

Customer Safety

Update on progress

- The number of accidents or incidents involving members of the public at our sites increase from 1.48% to 6.40% this year. This is most likely due to increased efforts to improve reporting rather than an increase in actual accidents.
- We installed suicide-prevention barriers at hotspot areas, including Lister Hospital, and remained in conversation with our partners and clients to prevent suicide at high-risk sites.
- We continued engagement with employees to discourage engine idling in car parks, an important aspect of reducing unhealthy exposure to toxic fumes and reducing emissions at our sites.

Continued engagement with employees to discourage engine idling in car parks, an important aspect of reducing unhealthy exposure to toxic fumes and reducing emissions at our sites.

Focus for the future

- Continuing to ensure customer safety is maintained and prioritised through continuous monitoring and reporting on risks and events.
- Continuing to work with on-site employees to discourage engine idling in all our parking spaces

Places

Mobility Offerings

Update on progress

- We ended the trial of the transport and mobility app, after limited uptake and poor feedback. the app aimed to encourage our client's employees to car-share and use low-carbon transport. We will take the lessons learned from the trial forward as we trial other ways to improve the impact of employee commuting.



Introduced storage and charging for delivery bikes at West India Quay.

Focus for the future

- Trialling other services that help to bring greater value (social as well as economic) to our spaces, including a self-storage offering for users to store personal belongings in unused parking bays.
- Expanding our bike storage offering to other parking sites.

Planet

Accessibility For All

Update on progress

- We installed accessible EV charging units in disabled parking bays at Addenbrooke's Hospital car park.
- We continued our partnership with the Wildlife Trust and ran employee volunteering days with local Wildlife Trust sites.
- Employees from our Royal Cornwall Hospital parking site volunteered to improve the green spaces around the hospital entrances, making the entrances brighter and more welcoming to patients, NHS employees and visitors.

Focus for the future

The Wildlife Trusts

- Exploring opportunities to expand our current partnership with the Wildlife Trust to widen our impact across our sites.



A summary of Saba UK's sustainability progress

Pillar	Key topics	Our 2030 commitment	Progress in 2025	Focus for the Future
Planet	Carbon Reduction	Reduce total greenhouse gas emissions by 40% by 2030, reach Net Zero by 2040, and eliminate Scope 1 and 2 emissions by 2030.	Emissions fell to 1,282 tCO2e in 2025, a 39.9% reduction from the 2022 baseline, putting Saba ahead of its 2030 target.	Install more renewables, tackle employee-commuting emissions, buy more refurbished equipment, and use supplier data to cut value-chain emissions.
	Fleet Electrification	Ensure 100% of the vehicle fleet is electric and powered by renewable electricity.	49% of the fleet is now electric, up from 36% in 2024, with one site fully electric and more charging installed.	Increase the electric share of the fleet to 66% by the end of 2026 and continue incentivising EV uptake among staff.
	Resource Use	Achieve zero waste to landfill across all operations and sites.	Recycling systems and champions are in place, initial waste data has been gathered, and resource-saving measures are underway.	Implement a consistent hazardous-chemical approach, keep improving waste data and recycling, expand ticketless systems, and lock in lower-impact uniforms.
People	Diversity & Inclusion	Build a workforce that reflects local communities with a 50:50 gender balance at all levels.	Strengthened inclusive recruitment, expanded D&I training, improved gender pay outcomes, increased Real Living Wage coverage, and deepened community and apprenticeship activity.	Maintain and extend the RLW, embed apprenticeships and community engagement in new contracts, and roll out a fuller D&I and awareness programme.
	Employee Health & Wellbeing	Ensure 100% of employees feel happy, safe and supported and achieve a gold wellbeing standard.	Health and safety performance improved, training volumes grew, and new wellbeing campaigns and initiatives were delivered.	Introduce monthly safety toolbox talks, train all contract managers in mental health first aid, and expand wellbeing activities.
	Employee Development	Have 100% of employees recommend Saba UK as a place to work.	Saba retained accreditation with Investors in People and ran an assessment centre, and expanded volunteering and literacy-support opportunities.	Achieve Investors in Wellbeing accreditation, grow the Learning Lab, run another assessment centre, and increase volunteer participation.
Places	Customer Safety	Eliminate accidents and injuries where Saba UK is responsible.	Public safety performance improved, suicide-prevention measures were installed, and anti-idling engagement continued.	Keep strengthening monitoring and reporting and work closely with staff to further reduce engine idling and on-site risks.
	Mobility Offerings	Ensure more than 70% of customers use spaces to access innovative, sustainable mobility offerings.	A mobility app trial was ended after low uptake, and new bike storage and charging were introduced at one site.	Trial new value-adding services such as self-storage in unused bays and expand bike storage and charging to more sites.
	Accessibility for All	Make 100% of car parks fully accessible to customers with diverse needs.	Accessible EV charging was added in disabled bays and staff helped improve green, welcoming spaces around key sites.	Grow partnerships and site initiatives that enhance accessibility, welcome and local green space across more locations.

About this report

This impact report provides an overview of Saba UK's progress in fulfilling its sustainability ambitions in line with its sustainability strategy. The report shares updates from the key workstreams, designed to address environmental and social topics that are material to the business.

This report details the sustainability-related actions carried out by Saba UK from the 1st January to 31st December 2025. This includes progress across the Business Support Centre (head office) and all car parking sites managed by Saba UK.

This report does not have external assurance, but all progress has been transparently communicated against company-agreed targets and performance indicators.

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