



2023/24

Environmental, Social & Governance Report

Reporting on our progress, actions, and transformations we've achieved so far in relation to the Sustainable Development Goals



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About the Authors



James Coombs

Head of Innovation

James has 20 years of experience in logistics and supply chain operations and has been with Unsworth since 2016. He has held key roles across operations, key account management, sales, and technology.

As Head of Innovation, James oversees the development of Pathway and leads Unsworth's sustainability strategy.



Stephanie Askew

Head of Human Resources

Stephanie has been an integral part of Unsworth for the past 18 years, shaping the people-first culture that defines our company today.

She has spearheaded numerous initiatives to support career growth, well-being, and engagement across the business.

As Head of Human Resources, Stephanie is dedicated to ensuring our team has the tools and support they need to thrive.

Understanding Sustainable Development Goals

Unsworth 2023/2024 Sustainability Report



The 17 Sustainable Development Goals

The Sustainable Development Goals (SDGs) are 17 interconnected goals aimed at eradicating poverty, protecting the planet, and ensuring peace and prosperity by 2030. Reporting on the SDGs demonstrates a company's commitment to these goals, holding it accountable and measuring progress over time.



Objectives

We are committed to driving sustainability through ethical business practices, innovative technology, and responsible operations. Our key objectives include:

01

To ensure a high quality of life, equality, and fair pay for employees and partners, fostering an inclusive and ethical workplace.

02

To support clients' net-zero goals with accurate carbon accounting, optimisation strategies, and access to offset markets.

03

To reduce our own footprint as an asset-light organisation by optimising efficiency, minimising waste, and embedding sustainability in operations.

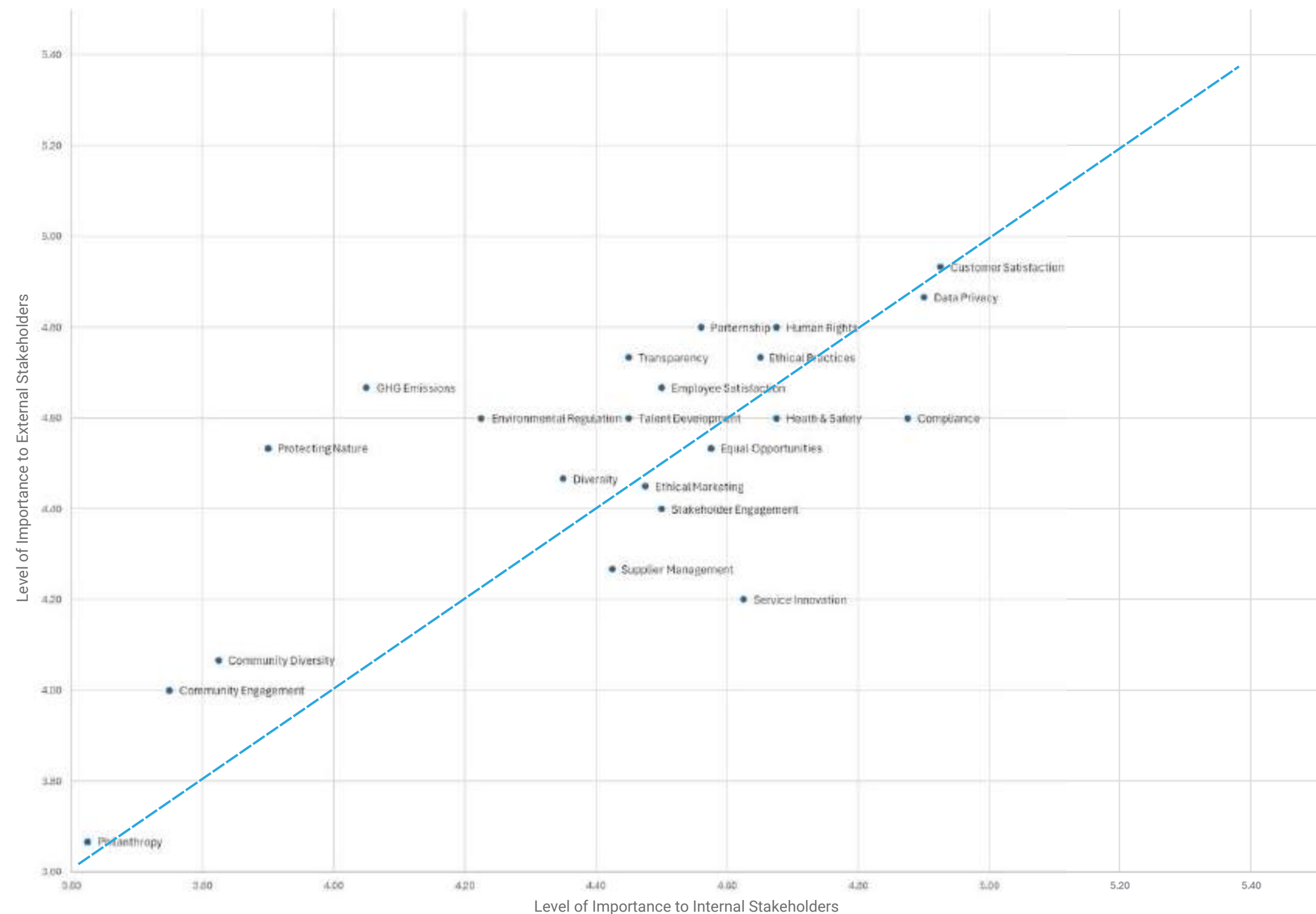
Prioritising Sustainable Development Goals



Materiality Matrix

In 2024 we conducted a materiality assessment to identify the sustainability topics that matter most to our internal and external stakeholders. The matrix visualises the alignment of these priorities, with the dotted line representing the equilibrium point.

Topics positioned above the line are of greater importance to external stakeholders, while those below the line hold higher significance internally. This analysis informs our sustainability strategy, ensuring we address the most material issues effectively and align our efforts with stakeholder expectations.



Key Observations

The materiality assessment reveals a significant gap between internal and external stakeholders regarding environmental priorities. External stakeholders, such as clients and industry partners, prioritize GHG emissions, nature protection, and environmental regulation, reflecting societal expectations for corporate environmental responsibility.

In contrast, internal stakeholders focus more on operational efficiency and immediate business goals, leading to less emphasis on sustainability. This discrepancy presents an opportunity to align internal views with external expectations and enhance awareness and engagement regarding environmental priorities within the organization.





Priority Goals

We selected these priority goals based on their alignment with our core business impact, stakeholder expectations, and our ability to drive meaningful change in sustainability.



8 DECENT WORK AND ECONOMIC GROWTH



Decent Work & Economic Growth

The Role of Freight Forwarding in Global Trade

Global trade is a key driver of economic growth, and freight forwarding plays a crucial role in enabling businesses to thrive by ensuring efficient, reliable, and sustainable supply chains. As the bridge between producers, suppliers, and markets, we support job creation, fair labor practices, and the development of resilient trade networks that empower businesses of all sizes, including micro-, small-, and medium-sized enterprises (MSMEs).

Aligned with SDG 8 targets, we are committed to:

- Supporting ethical and safe working conditions by ensuring fair labor practices across our operations and advocating for responsible employment practices within the supply chain.
- Investing in workforce development, equipping our employees and partners with the skills needed to adapt to an evolving logistics landscape, including digitalization and sustainability integration.
- Facilitating economic inclusion by enabling MSMEs to access global markets through efficient trade solutions, customs facilitation, and streamlined logistics processes.
- Driving sustainable growth by working with supply chain partners to balance economic expansion with responsible environmental stewardship.

A strong, inclusive economy relies on efficient and responsible logistics. By ensuring fair, safe, and future-ready supply chains, we help businesses grow sustainably, laying the foundation for responsible production and consumption—a key focus of SDG 12.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Responsible Consumption & Production

Reducing Waste & Optimising Supply Chains

The logistics sector is a critical enabler of global trade, but it also plays a major role in resource consumption, waste generation, and supply chain inefficiencies. By integrating sustainable practices into freight operations, we help businesses transition to more responsible consumption and production models, ensuring that goods move efficiently while minimising environmental impact.

Aligned with SDG 12 targets, we are committed to:

- Reducing supply chain waste by using data-driven planning to minimise empty container movements, avoid overproduction, and optimise cargo flow.
- Facilitating sustainable procurement by partnering with low-emission carriers and encouraging the adoption of fuel-efficient fleets and circular economy principles.
- Helping clients implement greener supply chain strategies, including optimised container utilisation, waste-reducing packaging solutions, and emissions-conscious routing.
- Lowering the environmental footprint of freight operations through shipment consolidation, smart routing, and partnerships that prioritise low-carbon transport options.

By enabling more efficient, lower-impact logistics, we help our clients make sustainable supply chain decisions. This focus on optimising transport and reducing emissions directly supports Climate Action (SDG 13), where decarbonisation becomes the next key priority.



13 CLIMATE ACTION



Climate Action

Decarbonising Global Freight & Logistics

Freight transport accounts for nearly 3% of global CO₂ emissions, with maritime shipping alone responsible for 1 billion tonnes of CO₂ annually. Without decisive action, global trade-related emissions could increase by 50% by 2050. As a key logistics partner, we help businesses reduce their transport emissions, integrate low-carbon freight solutions, and transition towards net zero supply chains.

Aligned with SDG 13 targets, we are committed to:

- Reducing supply chain emissions through route optimisation, shipment consolidation, and modal shifts to lower-carbon transport options such as rail and sea freight.
- Providing carbon transparency via our Pathway carbon accounting tool, helping clients track, report, and actively reduce their logistics-related emissions.
- Supporting industry-wide decarbonisation by collaborating with carriers investing in fuel-efficient fleets, alternative fuels like biofuels and LNG, and emerging zero-emission technologies.
- Enhancing supply chain climate resilience by helping businesses integrate sustainability into logistics planning and mitigate risks from extreme weather and regulatory shifts.

The transition to a low-carbon economy starts with measurable actions in freight and supply chain management. As emissions reductions improve air quality and reduce ocean acidification, this naturally connects to SDG 14 (Life Below Water), where protecting marine ecosystems is the next focus.



Life Below Water

Reducing Freight's Impact on Marine Ecosystems

Global shipping is vital to trade but contributes significantly to marine pollution, ocean acidification, and biodiversity loss. Maritime transport accounts for 15% of global NO_x and SO_x emissions, accelerating ocean acidification, while an estimated 1.7 million tonnes of plastic waste enter the ocean annually.

Aligned with SDG 14 targets, we are committed to:

- Reducing ocean pollution by working with shipping partners to implement cleaner fuels, waste management, and ballast water treatment.
- Minimising environmental impact through route optimisation and slow steaming, cutting emissions and fuel consumption.
- Promoting sustainable shipping by collaborating with carriers investing in low-sulphur fuels, scrubbers, and alternative energy sources.
- Encouraging responsible supply chains by supporting reduced plastic packaging and waste prevention initiatives.

By integrating sustainable logistics practices, we help protect ocean ecosystems while ensuring efficient global trade. This commitment to collaborative solutions leads into SDG 17 (Partnerships for the Goals), where industry partnerships enable businesses to transition to sustainable logistics.



17 PARTNERSHIPS FOR THE GOALS



Partnerships for the Goals

Enabling Clients' Transition to Net Zero

The shift to net zero logistics requires strong collaboration between businesses, logistics providers, and supply chain partners. As a freight forwarder, we act as a critical enabler, helping clients navigate sustainability challenges by providing transparent, data-driven, and low-carbon logistics solutions. Our role goes beyond moving cargo—we facilitate emissions reductions and compliance, ensuring that sustainability commitments translate into real operational change.

Aligned with SDG 17 targets, we are committed to:

- Empowering clients with carbon transparency, using tools like our Pathway carbon accounting tool to help measure, track, and reduce emissions.
- Facilitating access to low-carbon transport, enabling clients to shift to biofuels, electrified last-mile delivery, and modal shifts to rail and sea freight.
- Co-developing sustainability initiatives with supply chain partners to ensure clients receive tailored support for their net zero goals.

By building strong partnerships with our clients, we accelerate their sustainability journey, making net zero logistics accessible, measurable, and actionable. This focus on facilitation and accountability continues on the next page, where we highlight how our expertise helps clients integrate sustainability into their operations.

Partnerships for the Goals

Making Sustainability Measurable & Actionable

Achieving net zero in global trade requires more than ambition—it demands data, compliance, and investment in sustainable logistics. Our clients rely on us to simplify sustainability integration, ensuring emissions reduction is not just a target but a practical, achievable outcome. Through collaboration, data-sharing, and strategic investment, we help businesses turn sustainability commitments into real operational change.

Aligned with SDG 17 targets, we are committed to:

- Providing data-driven insights that enable clients to make informed decisions on lower-carbon shipping routes, alternative fuels, and emissions reduction strategies.
- Facilitating regulatory compliance, ensuring clients stay ahead of evolving environmental policies while maintaining supply chain efficiency.
- Driving investment in green logistics, supporting clients in adopting climate-aligned procurement, sustainable warehousing, and carbon offsetting solutions.

By acting as a strategic partner in our clients' sustainability journey, we ensure that net zero is not just a distant target—but an actionable path forward.



17 PARTNERSHIPS
FOR THE GOALS





Introduction to Unsworth Environmental Strategy



At Unsworth, we believe that sustainability is not just an option—it's a responsibility we all share. As the world changes, so do the expectations on businesses like ours. Supply chains are at the heart of global trade, but we know they also carry a carbon footprint. That's why we're committed to doing our part to support a lower-carbon future, both for our business and, crucially, for our clients.

We want to be honest from the outset—this is just the beginning of our sustainability journey. Like many in the logistics sector, we're navigating a complex landscape of emissions, data gaps, and evolving standards. But we also see an exciting opportunity to drive change and help our customers transition toward more sustainable supply chains. We know that many of our clients are facing similar challenges, and we aim to be a proactive partner in overcoming them.

Our approach is focused on two key priorities:

- First, to develop practical solutions that make it easier for our clients to reduce their supply chain emissions, without compromising on service or reliability.
- Second, to address and reduce our own emissions footprint—across Scopes 1, 2, and 3—recognising that we also need to lead by example.

This means taking a close look at everything from the way we move goods and the partners we choose, to the energy we use in our operations and offices. It's a learning process, but we're committed to being transparent about where we are today and where we want to go.

In this report, we share the first steps we've taken to understand and measure our environmental impact, as well as our plans for building a longer-term reduction strategy. You'll also find insights into how we're working to make sustainability a shared effort—partnering with clients, carriers, and suppliers to create smarter, greener solutions.

Ultimately, we know that real progress will take collaboration. No single company can solve this challenge alone, but by working together and sharing knowledge, we can make a meaningful difference.

Thank you for being part of our journey—we're excited to continue learning, improving, and innovating to build a better future with you.

James Coombs

Head of Innovation

Embedded Sustainability

Pathway: Real-Time Carbon Accounting for Every Shipment

At the start of 2024, Unsworth launched enhanced emissions measurement capabilities within our Pathway platform to meet the growing demand from our clients for more accurate, reliable, and actionable carbon reporting.

As sustainability commitments increase across global supply chains, businesses need real-time, primary emissions data—not just estimates or retrospective quarterly reports. Our solution provides shipment-level visibility, enabling businesses to make proactive, data-driven decisions to reduce their carbon footprint.

Built for Accuracy: Leveraging Primary Data

Traditional emissions reporting often relies on high-level industry averages, leading to inconsistent and unreliable carbon accounting.

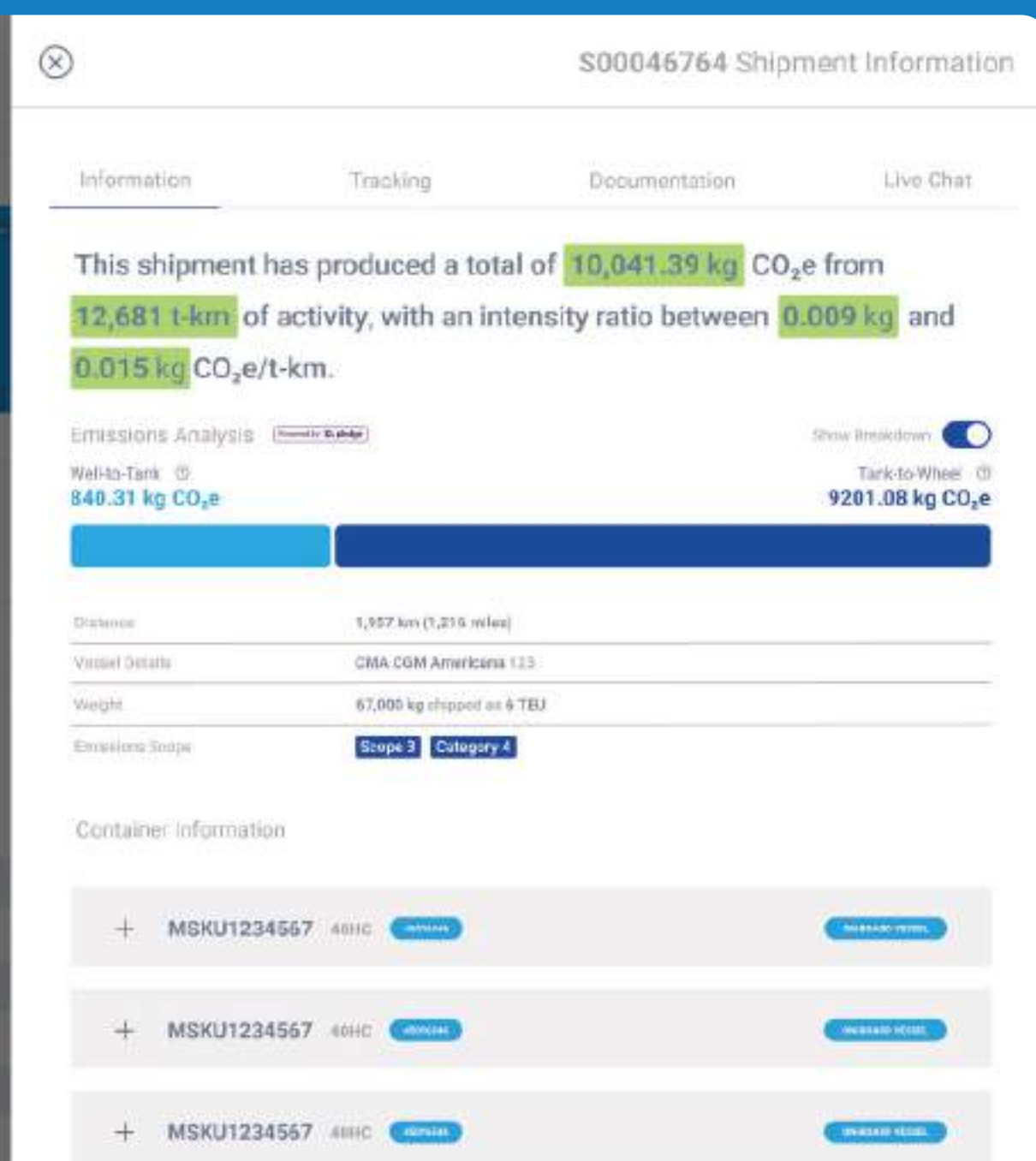
Pathway was designed to eliminate this uncertainty by integrating primary data sources wherever possible.

Live Data Feeds – We use carrier-supplied fuel consumption, load factors, and routing information to enhance accuracy.

Leg-by-Leg Tracking – Instead of aggregated emissions estimates, Pathway delivers real-time CO₂e calculations for each stage of a shipment, covering multiple modes of transport.

Mode-Specific Calculations – We distinguish between different vessels, aircraft, and trucks, factoring in actual efficiency metrics rather than static assumptions.

By embedding this solution vertically into our services, emissions data is captured as freight moves—not just compiled at the end of a quarter. This provides our clients with immediate visibility into their carbon footprint and the ability to take corrective action in real time.

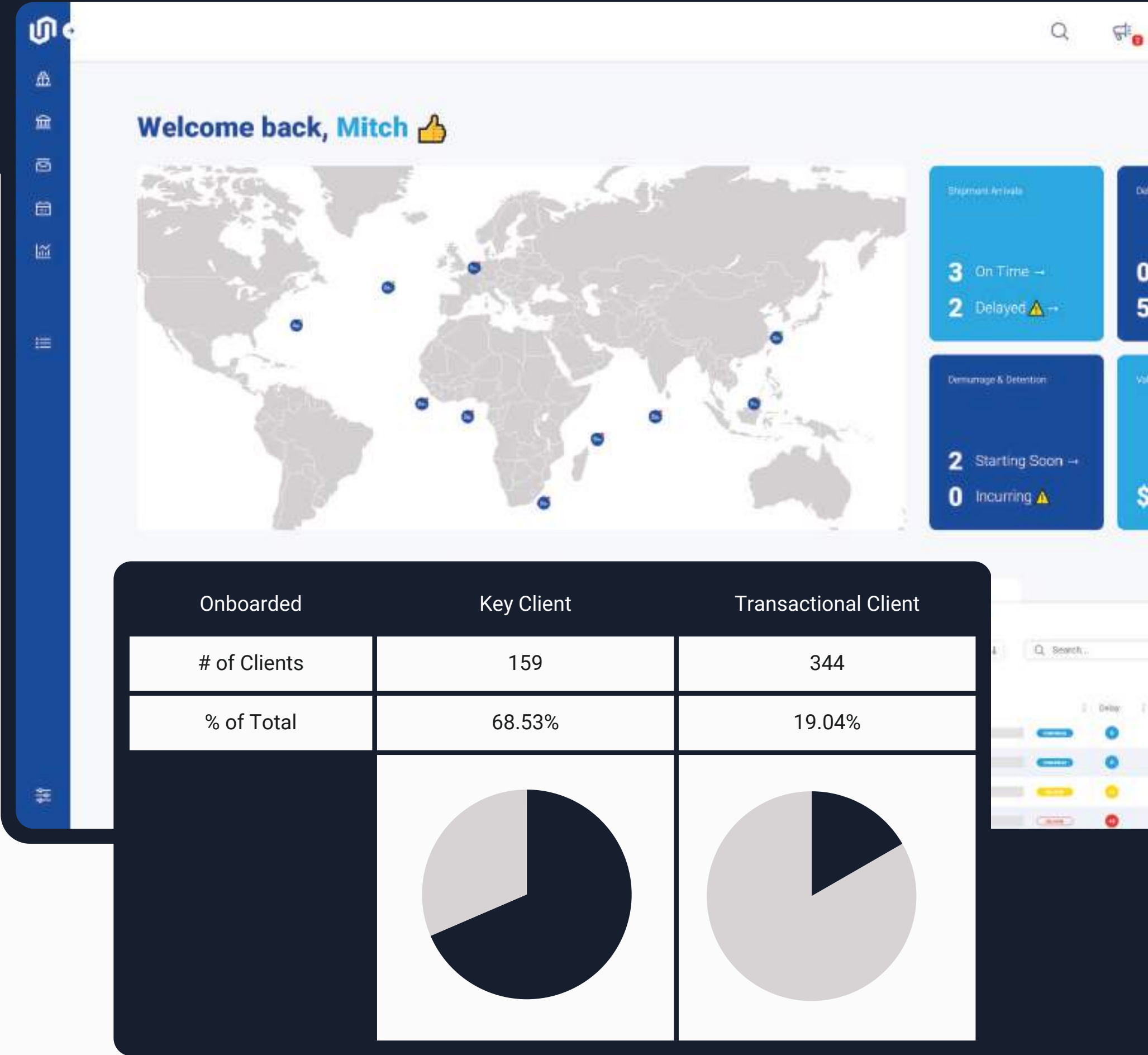


Making Carbon Transparency Accessible for All

We believe that sustainability should not be exclusive to large enterprises. Pathway has been designed to democratise carbon reporting and optimisation, making powerful emissions tracking tools accessible to businesses of all sizes. By streamlining the onboarding process, we ensure that clients—whether they are key strategic partners or transactional shippers—can effortlessly integrate emissions tracking into their logistics operations.

Unlike traditional emissions tools that are complex, costly, and tailored for multinational corporations, Pathway provides clear, actionable insights that help every client—regardless of size—measure, manage, and reduce their carbon impact with ease.

Through intuitive dashboards, seamless data integration, and automated reporting, Pathway eliminates the barriers that have historically limited access to emissions data. By putting enterprise-grade sustainability tools into the hands of all businesses, we empower our clients to take meaningful action on their journey to net zero.



Clients onboarded to-date, with active users

At Unsworth, we believe sustainability is about more than just the environment—it's about people. We are dedicated to creating a workplace where employees feel valued, heard, and supported, while also making a positive impact in the communities we serve.

Listening to Our Employees

We encourage open communication and value employee feedback. Through regular surveys and informal discussions, we ensure every team member has a voice. This insight shapes our policies and strengthens our commitment to a more inclusive and supportive work environment.

Prioritising Health & Wellbeing

The mental and physical wellbeing of our employees is at the heart of what we do. In 2024, we expanded our support systems to provide even better resources, ensuring our team members feel happy, healthy, and empowered in their roles.

Ensuring Workplace Safety

A safe working environment is essential, and we take workplace safety seriously. Our robust safety protocols, ongoing training, and dedicated safety teams work proactively to minimise risks and prevent accidents. Through these measures, we create a secure and healthy workplace for all.

Investing in Growth & Development

We are committed to helping our employees grow both professionally and personally. Regular performance reviews, tailored training programmes, and access to online and in-person learning opportunities equip our team members with the skills they need to succeed.

Giving Back to Our Communities

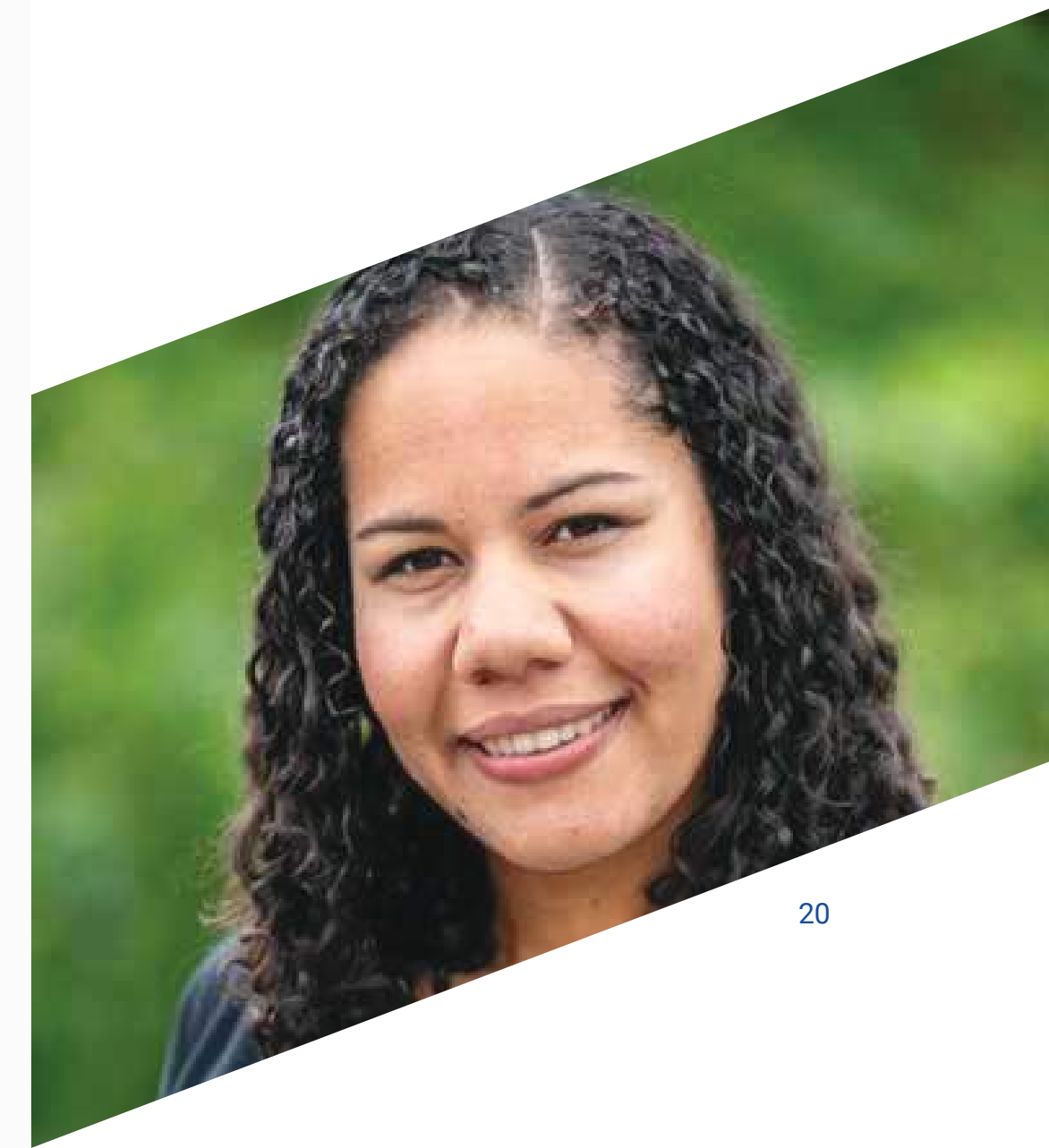
At Unsworth, we are committed to giving back to the communities in which we operate. We actively support local charities and encourage our employees to get involved in initiatives that make a real difference.

Stephanie Askew

Head of Human Resources



Commitment to People & Community





The Living Wage Foundation

Ensuring Fair Compensation for a Sustainable Workforce

In 2024, Unsworth became an accredited Living Wage Employer, reinforcing our dedication to ethical employment and fair compensation. By joining the Living Wage Foundation, we commit to paying all our employees and contracted staff a real living wage—one calculated based on the actual cost of living, rather than just the legal minimum. This ensures financial security for our workforce and reflects our belief that a sustainable business is built on fairness, dignity, and respect for the people who power it.

As a key player in global logistics, we recognise that fair pay is an essential pillar of social sustainability. Freight forwarding depends on a highly skilled and dedicated workforce, and by committing to the Living Wage Foundation's standards, we are not only supporting our own employees but also setting a higher benchmark for ethical employment across the industry.

This initiative aligns with our broader ESG strategy, where sustainability is about more than just reducing carbon footprints—it's about creating a supply chain that benefits people as much as the planet. By ensuring fair pay, we contribute to a more resilient, motivated workforce, drive industry-wide change, and uphold our commitment to responsible business practices.

We are a
Living Wage
Employer

Environmental Reporting

Unsworth 2023/2024 Sustainability Report

Environmental Footprint

November 2023 to October 2024 Reporting Period (2023/24)

Methodology

- The emissions considered in this calculation are under the operational control of Unsworth (UK) Limited.
- All calculations adhere to the GHG Protocol Guidelines.
- Any estimates made are thoroughly documented in this report, along with the data collection file.
- For Scope 2, both location-based and market-based values were calculated, with the location-based emissions included in this summary.

Narrative

- Over 99% of Unsworth's emissions originate from the services offered to its customers.
- Aside from Category 11, most of the company's emissions are tied to its IT services.
- Scope 1 emissions from gas usage also represent a considerable source of emissions for the business.
- The acquisition of two electric vehicles in 2024 resulted in 14 tonnes of CO₂e for the year.

Environmental Footprint

November 2023 to October 2024 Reporting Period (2023/24)

2023/24 Operating Emissions

1191.88

tonnes CO₂e per £m revenue

2023/24		
Scope		% of Total
Scope 1 Direct emissions from vehicles and facilities		32,387.13 kg CO ₂ e 0.06%
Scope 2 Indirect emissions from electricity and gas		7,863.76 kg CO ₂ e 0.01%
Scope 3 Indirect Emissions	Category 1 Purchased goods and services	89,324.92 kg CO ₂ e 0.16%
	Category 2 Capital goods	32,372.72 kg CO ₂ e 0.06%
	Category 5 Operational waste	44.07 kg CO ₂ e 0.00008%
	Category 6 Business travel	34,926.00 kg CO ₂ e 0.06%
	Category 7 Employee commuting	37,619.00 kg CO ₂ e 0.07%
	Category 11 Use of sold products	54,127,737.90 kg CO ₂ e 99.56%
Total		54,368,894.52 kg CO ₂ e 100%

Direct & Indirect Emissions

November 2023 to October 2024 Reporting Period (2023/24)



Scope 2	Usage	Emissions	Factor
Electricity Mix National Grid	37,980.00 kWh	7,863.759 kg CO ₂ e	0.20705
Electricity Renewable Sources	0.00 kWh	0.00 kg CO ₂ e	N/A
Electricity e-mobility	0.00 kWh	0.00 kg CO ₂ e	N/A
Total	37,980.00 kWh	7,863.759 kg CO ₂ e	

Source: DEFRA Conversion Factors 2024 - National Grid

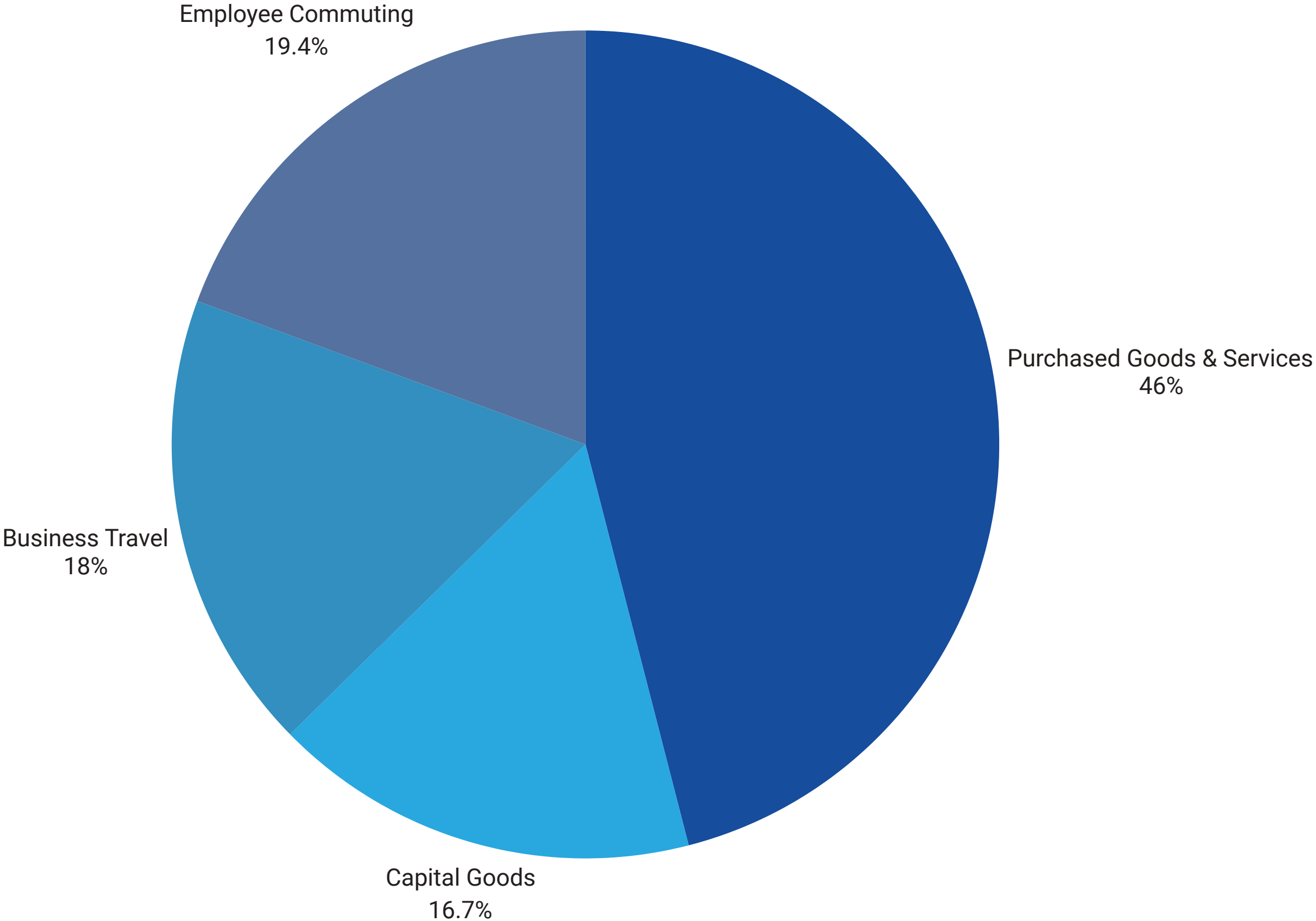
Scope 1	Usage	Emissions	Factor
Natural Gas	169,755.00 kWh	31,048.19 kg CO ₂ e	0.1829
Company Car	12,520.60 pkm	1788.943 kg CO ₂ e	0.14288
Total		32,837.133 kg CO ₂ e	

Source: DEFRA Conversion Factors 2024 - Natural Gas

Source: DEFRA Conversion Factors 2024 - Petrol, Lower Medium (20 km/l)

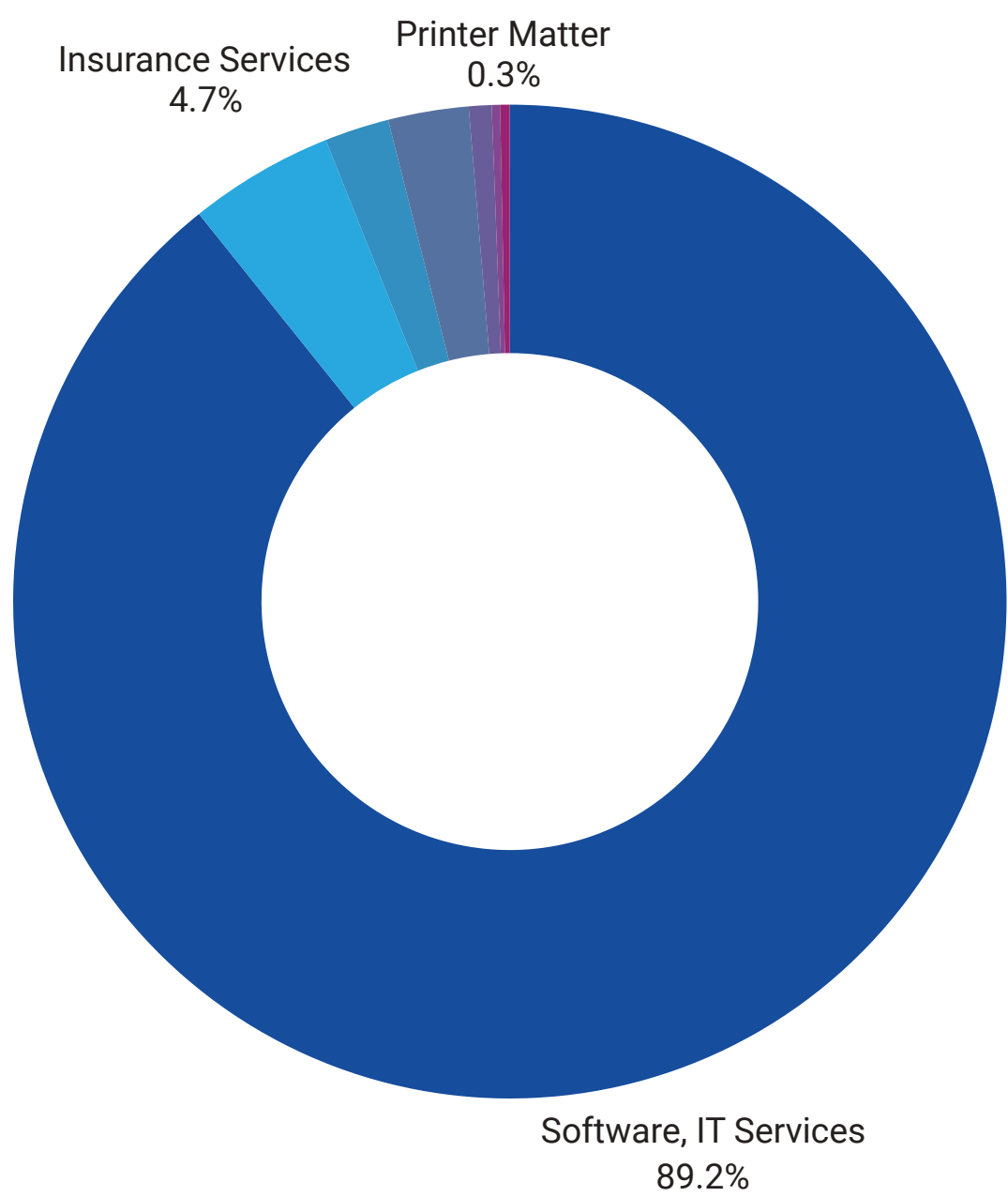
Scope 3 Overview (Not including Use of Sold Services)

November 2023 to October 2024 Reporting Period (2023/24)



Purchased Goods & Services

November 2023 to October 2024 Reporting Period (2023/24)



Digital Services	Emissions
Web & Cloud Hosting	240.10 kg CO ₂ e

Source: Azure Hosting Report 2024

Goods	Weight	Emissions	Factor
Paper & Printed Matter Fresh Fiber <100 gsm	210.15 kg	281.46 kg CO ₂ e	1339.31

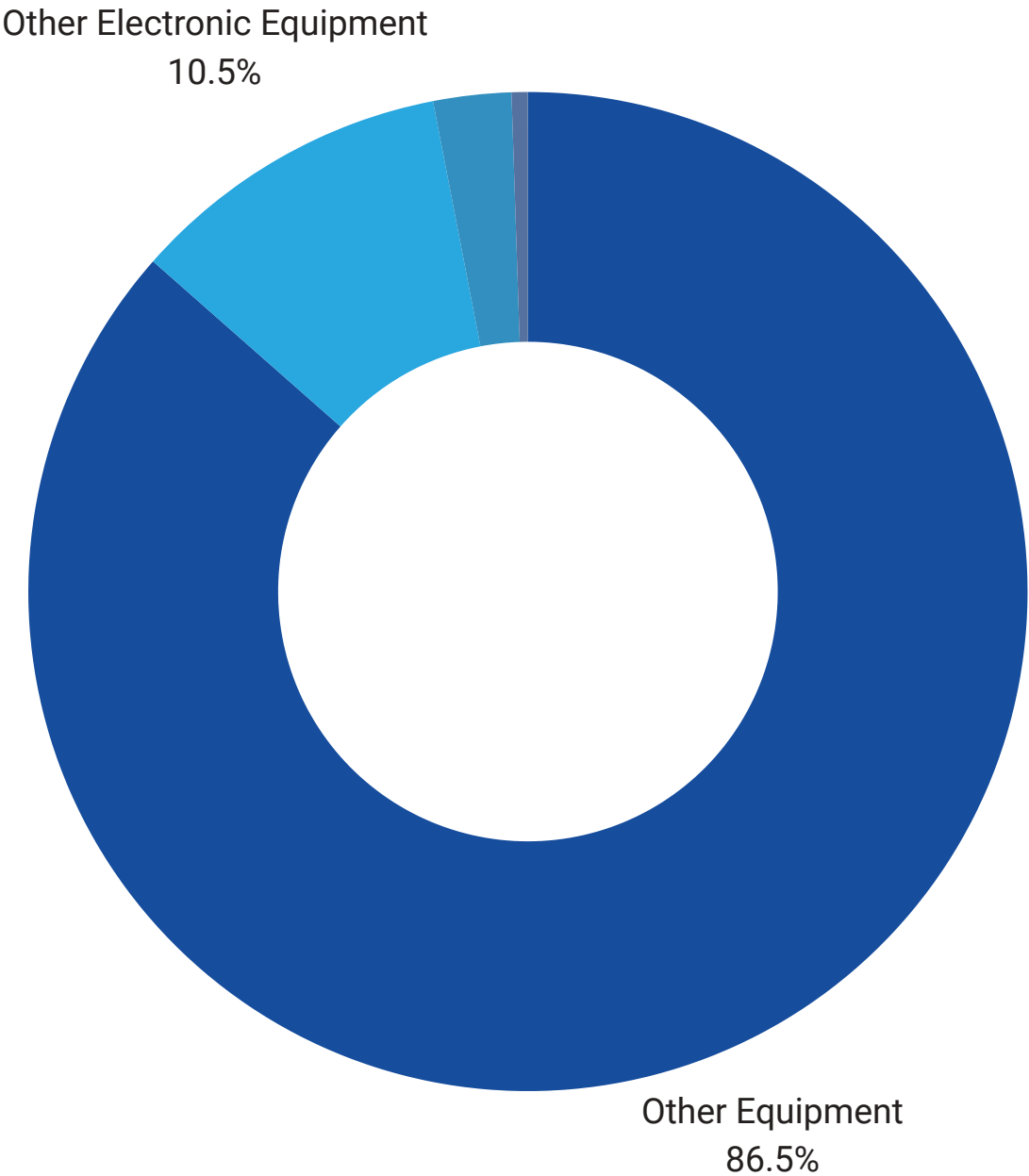
Source: DEFRA Conversion Factors 2024 - Standard Virgin Fibre Office Paper

Services	Cost	Emissions	Factor
Cleaning Services	£11,006	660.36 kg CO ₂ e	0.0600
Accounting Services	£28,259	2,341.56 kg CO ₂ e	0.0829
Consulting Services	£93,710	1874.20 kg CO ₂ e	0.0200
IT Services & Software	£608,047	79,708.31 kg CO ₂ e	0.1310
Insurance	£55,940	4,219.01 kg CO ₂ e	0.0754

Sources: DEFRA Conversion Factors 2024 - SIC Code 81, 66, 70, 62 & 65

Capital Goods

November 2023 to October 2024 Reporting Period (2023/24)



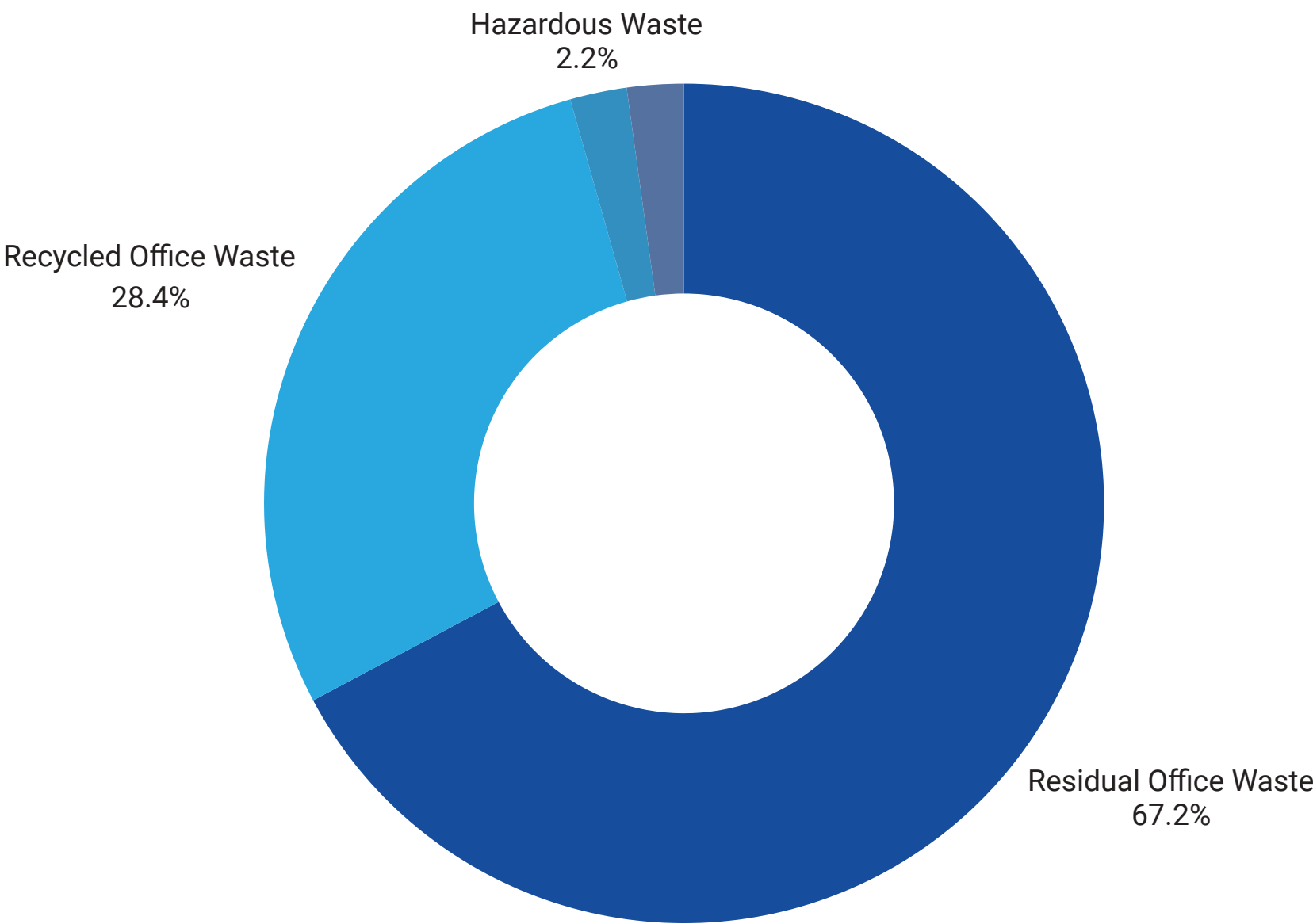
Asset Type	Cost	Emissions	Factor
Computers	£11,648.53	815.39 kg CO ₂ e	0.070
Other Electronic Equipment	£12,545.00	3387.15 kg CO ₂ e	0.270
Chairs, Desks	£1309.00	170.17 kg CO ₂ e	0.130
Other Equipment*	£159,296.00	28,000.00 kg CO ₂ e	N/A
Total	£184,798.53	33,372.72 kg CO ₂ e	

Sources: DEFRA Conversion Factors 2024 - SIC Code 26, 27 & 31

*Purchased EV’s calculated per vehicle in “Other Equipment” with more information available in the Data Collection document

Operational Waste

November 2023 to October 2024 Reporting Period (2023/24)

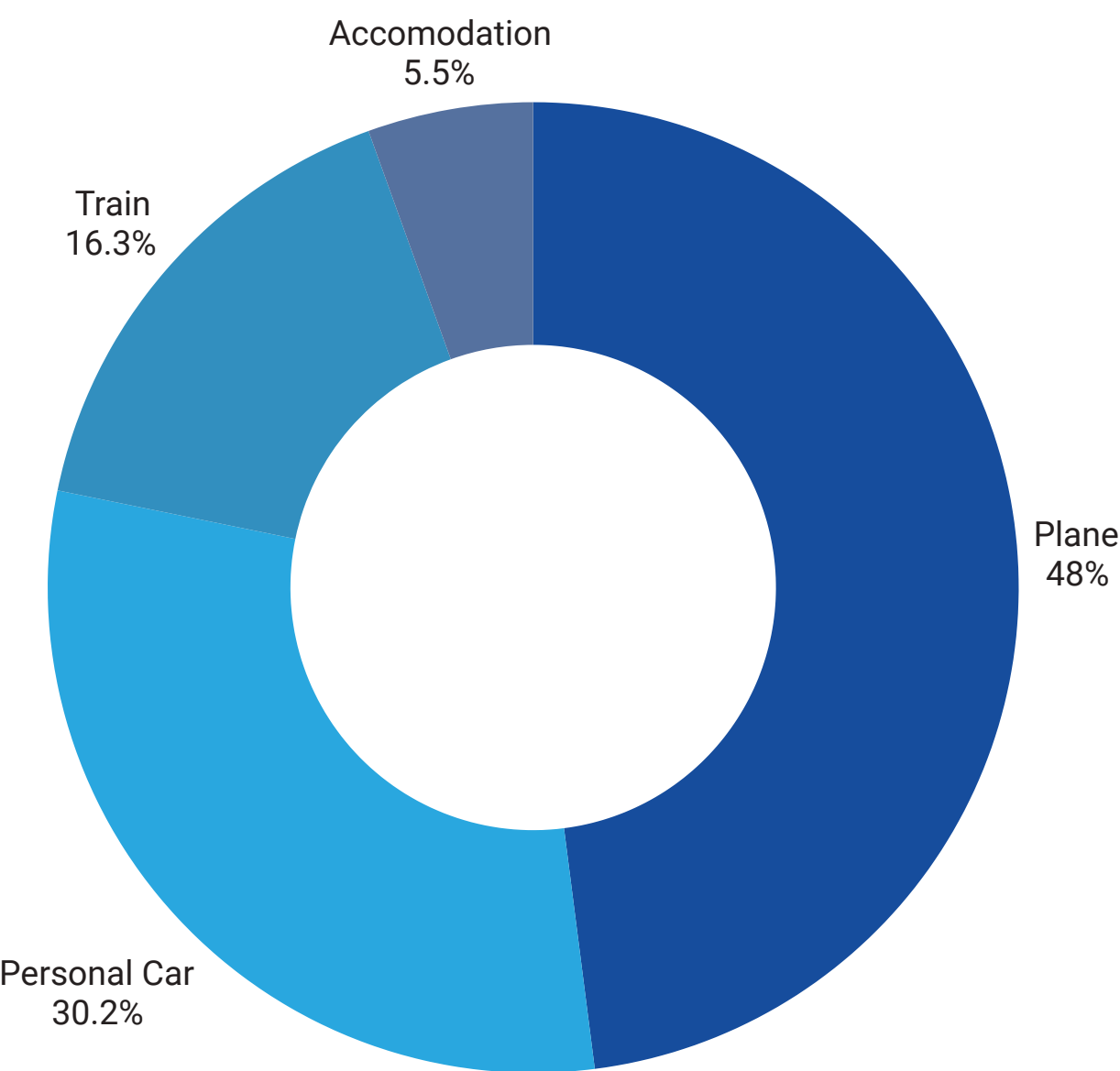


Service Type	Weight	Emissions	Factor
General Office Waste Residual	4800.00 kg	30.77 kg CO ₂ e	6.41061
General Office Waste Recycling	2040.00 kg	13.07 kg CO ₂ e	6.41061
Hazardous Waste	15.00 kg	0.09 kg CO ₂ e	6.41061
Electronic Waste	20.00 kg	0.12 kg CO ₂ e	6.41061
Total	6855.00 kg	44.07 kg CO ₂ e	

Source: DEFRA Conversion Factors 2024 - All Waste
Source: Waste Management Company Invoice 2024

Business Travel

November 2023 to October 2024 Reporting Period (2023/24)



Mode of Travel	Activity	Emissions	Factor
Personal Car	63,265.26 p/km	10,559.60 kg CO ₂ e	0.166
Train	£9479.90	5,687.40 kg CO ₂ e	0.600
Plane	205,165.00 p/km	16,755.00 kg CO ₂ e	N/A
Total		33,002.00 kg CO ₂ e	

Source: DEFRA Conversion Factors 2024 - Average Car

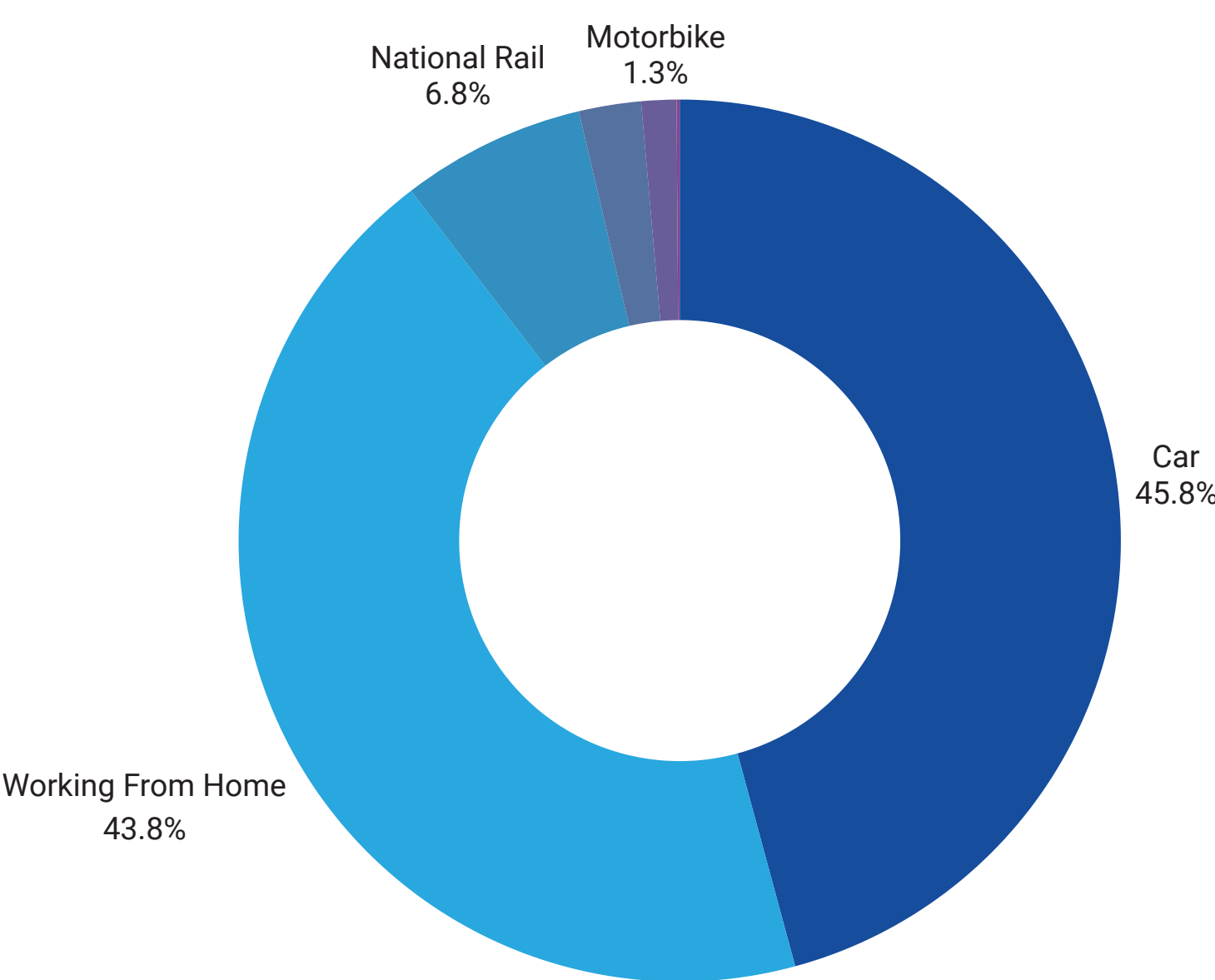
Source: DEFRA Conversion Factors 2024 - SIC Code 49.1-2 Rail Transport

Accommodation	Duration	Cost	Emissions	Factor
	30 days	£5232.88	312.00 kg CO ₂ e	10.4*
	94 days	£11,384.37	977.60 kg CO ₂ e	10.4*
	61 days	£10,067.12	634.40 kg CO ₂ e	10.4*
Total	185 days	£26,284.37	1,924.00 kg CO ₂ e	

Source: DEFRA Conversion Factors 2024 Hotels (UK)

Employee Commuting

November 2023 to October 2024 Reporting Period (2023/24)



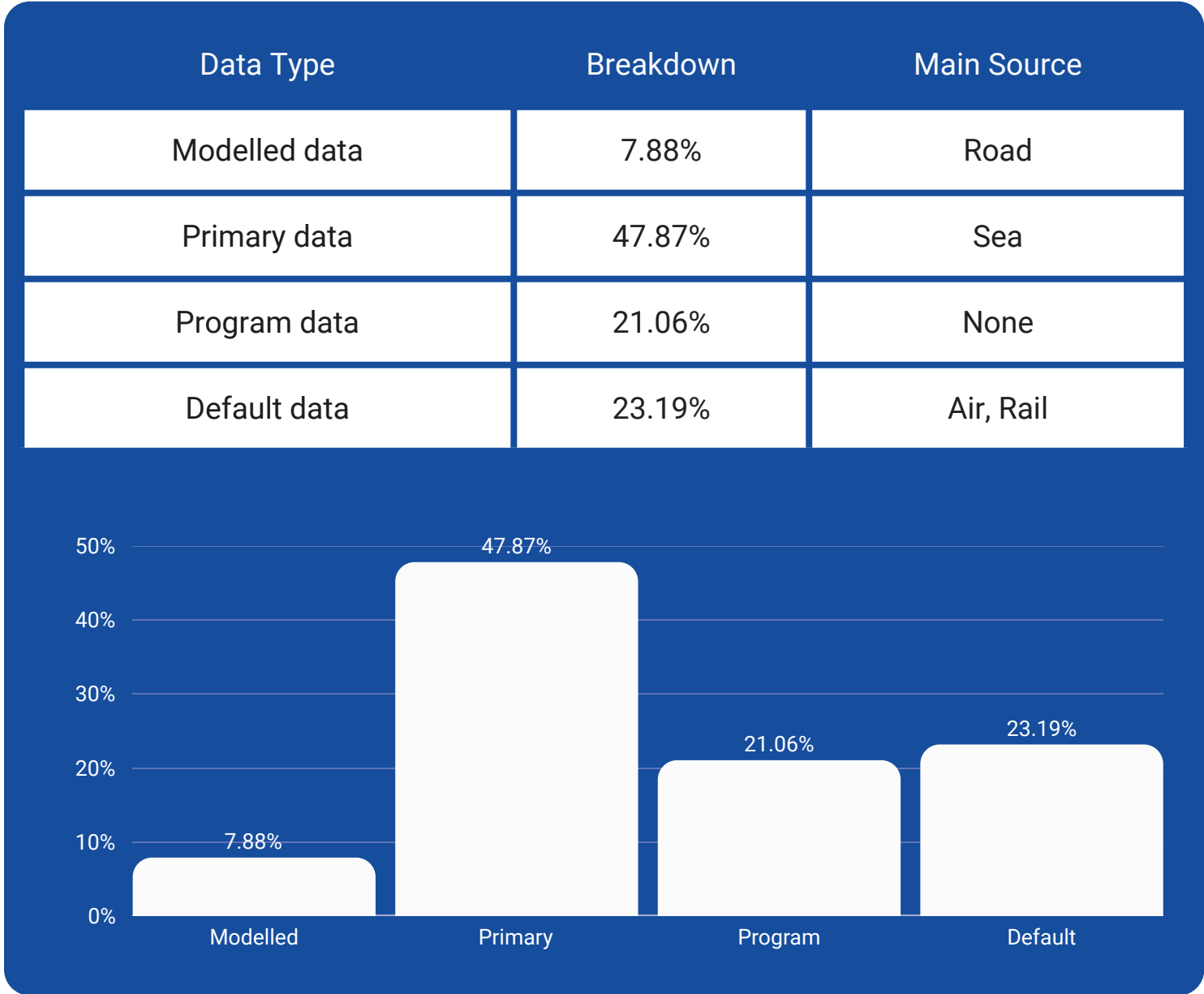
Primary Method	Emissions	Factor
Bus	43.76 kg CO ₂ e	0.074
Car	17221.94 kg CO ₂ e	0.096
Motorbike	483.62 kg CO ₂ e	0.132
National Rail	2540.35 kg CO ₂ e	0.035
Underground	857.29 kg CO ₂ e	0.027
Working from Home Equipment & Heating	16472.04 kg CO ₂ e	0.333
Total	37,619.00 kg CO ₂ e	

Source: UK Government Conversion Factors for Company Reporting 2024
Source: Company survey results extrapolated to 100%

Reporting Data Sources for Transport Service Emissions

Breakdown of input data types and supported modes

Whenever feasible, we incorporate primary data into our emissions calculations. Examples of primary data include details such as a particular vehicle type, a specific flight number, or the IMO of a container ship, along with precise weights and container utilisation.



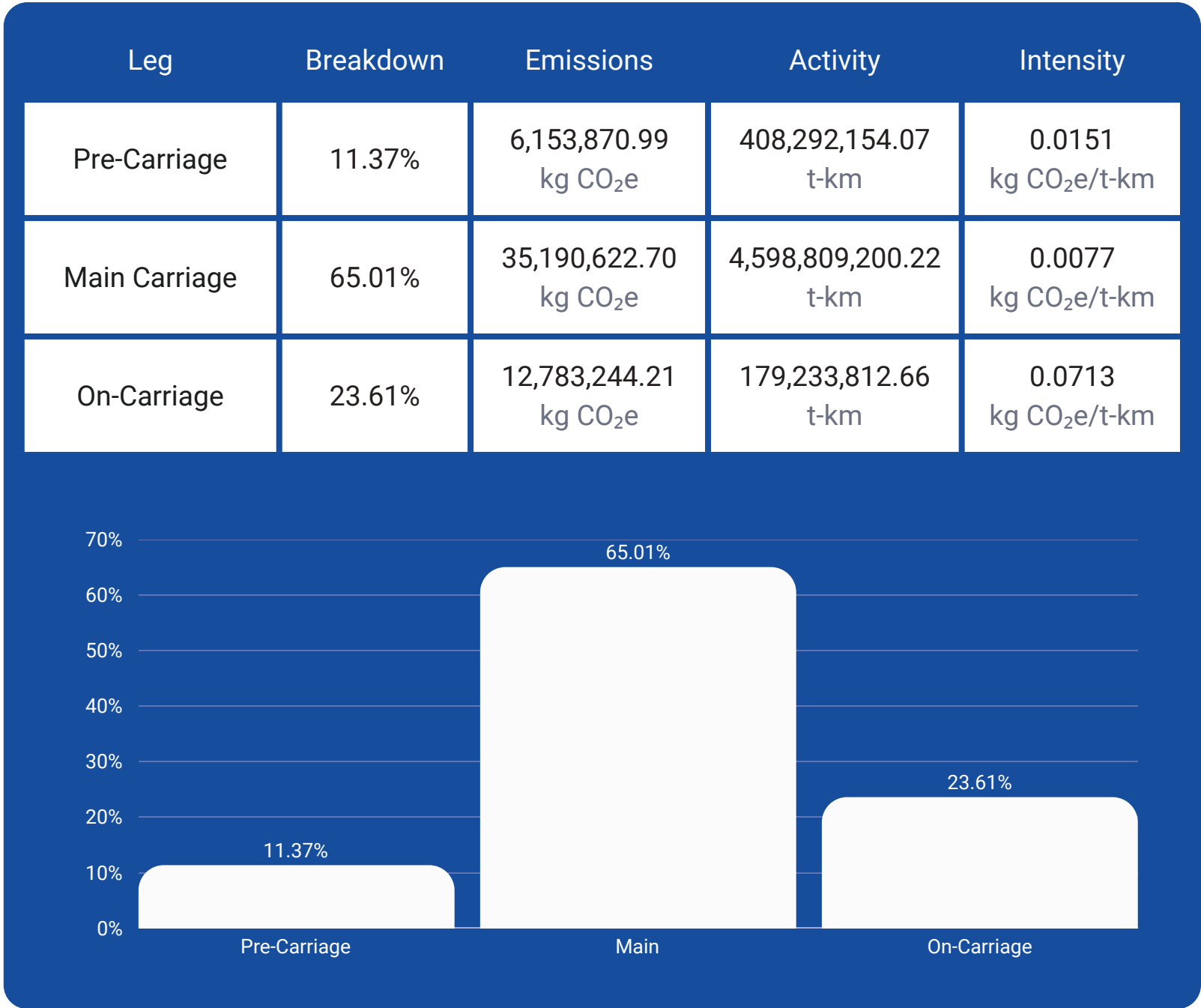
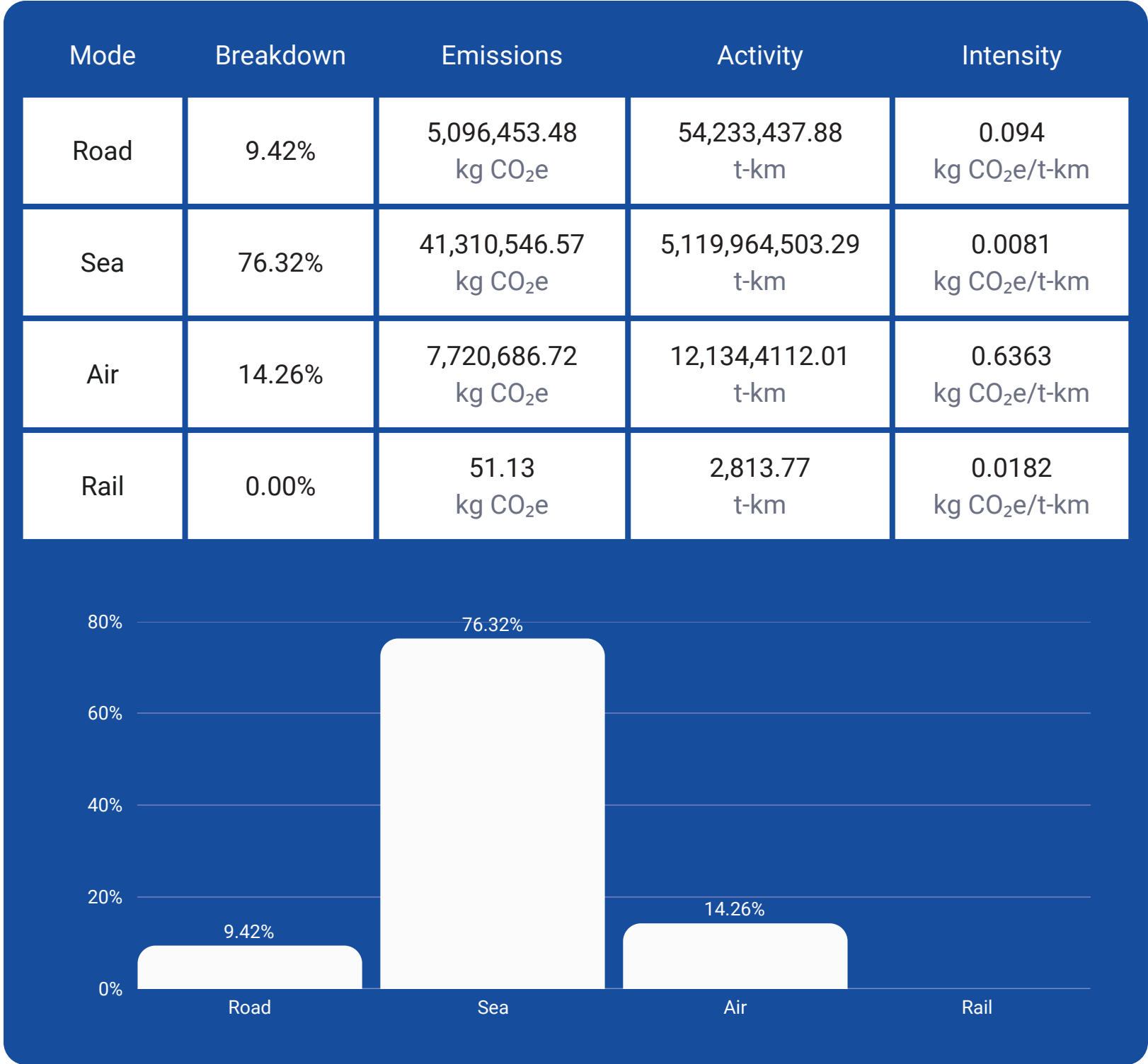
Unsworth integrates Pledge's emissions measurement technology to provide clients with automated, accurate Scope 3 emissions tracking across all transport modes. By embedding Pledge's methodology into our logistics operations, we eliminate the need for manual data collection from suppliers, ensuring a seamless, real-time view of supply chain emissions.

This integration aligns with GLEC Framework and ISO 14083:2023 standards, helping our clients comply with sustainability regulations while making informed, cost-effective decisions to reduce their carbon footprint. Through data-driven insights, we enable businesses to act on emissions reduction strategies with confidence.



Transport Emissions by Mode & Leg

Breakdown of emissions by mode of transport and transport leg



The normalisation from TEU-km to t-km has been done using the GLEC TEU average weights conversion table. When present, the adjusted distance has been used to calculate both the "t-km" and the emission intensity values. Adjustments are following the GLEC Framework guidelines.

Social Reporting

Unsworth 2023/2024 Sustainability Report



Building an Inclusive Workforce

January 2025 Breakdown of Employee Nationality

At Unsworth, we believe that a diverse and inclusive team enhances our business and reflects the global markets we serve. Our recruitment strategy aims to attract top talent from all backgrounds, ensuring equitable access to opportunities.

Key aspects of our hiring process include:

- **Broadening Talent Pool:** Engaging with job boards and networks for underrepresented groups.
- **Ensuring Accessibility:** Adapting our process to support applicants with disabilities.
- **Fair & Structured Selection:** Using clear evaluation criteria and bias awareness training for hiring teams.
- **Inclusive Job Listings:** Crafting accessible job descriptions that appeal to diverse professionals.

We continuously refine our recruitment practices by reviewing feedback and staying updated on industry standards to foster a genuinely inclusive workplace.

Nationality	# of Staff	% of Staff
British	54	70.10%
Burmese	2	2.60%
Filipino	2	2.60%
French	2	2.60%
German	1	1.30%
Italian	1	1.30%
Latvian	2	2.60%
Lithuanian	1	1.30%
Polish	2	2.60%
Portuguese	1	1.30%
Romanian	3	3.90%
Singaporean	1	1.30%
South African	2	2.60%
South Korean	1	1.30%
Swedish	1	1.30%
Hong Kong	1	1.30%

Closing the Gender Gap & Supporting Workplace Equity

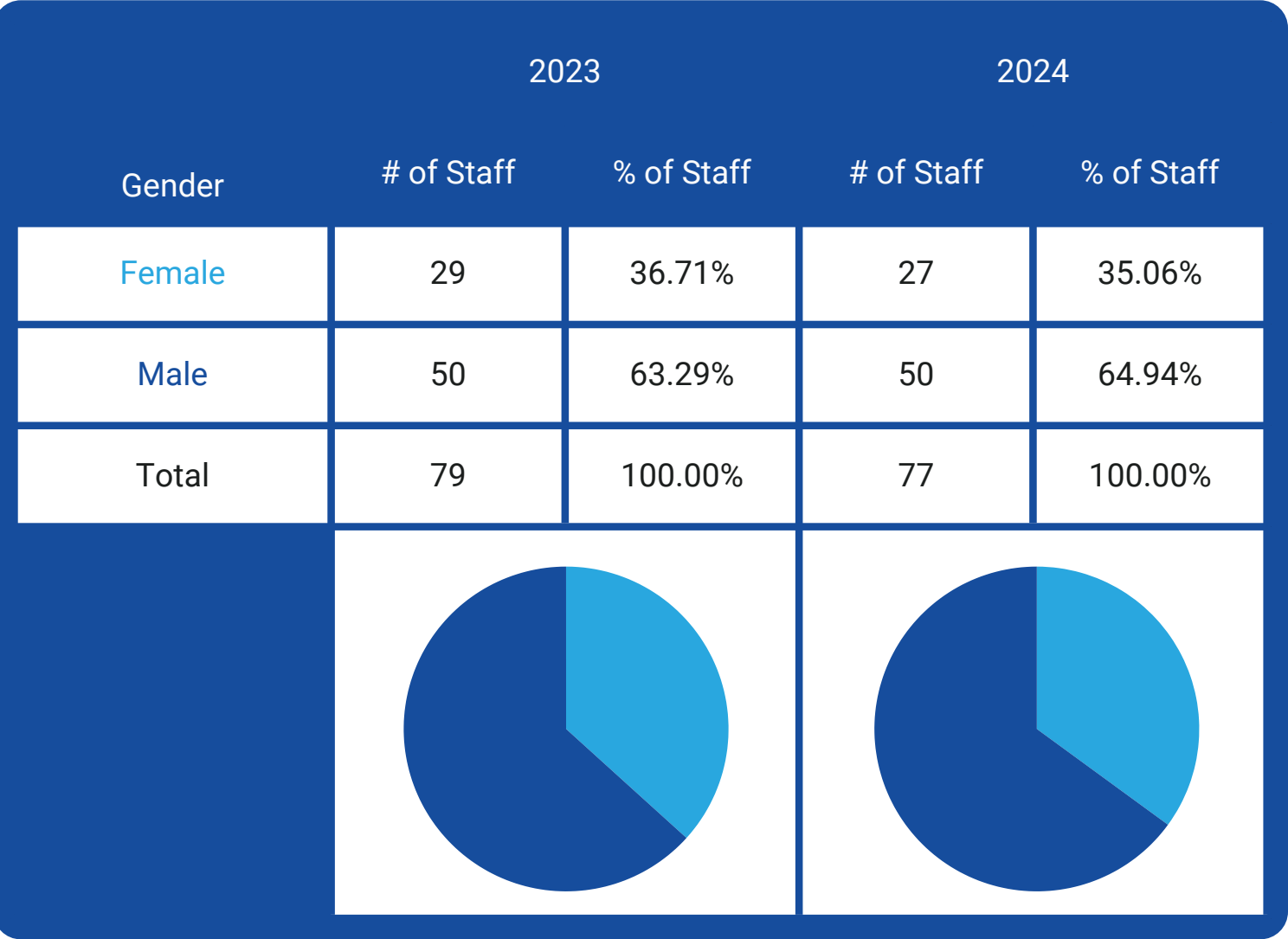
January 2025 Gender Equity Insights

At Unsworth, we are committed to fostering a workplace where talent is recognised equally, regardless of gender. While we have made progress in building a more balanced workforce, we acknowledge that continued efforts are needed to reduce the gender pay gap and improve female representation at senior levels.

Our Ongoing Commitments:

- Expanding leadership opportunities for women through targeted mentorship, training, and career development initiatives.
- Conducting regular pay equity assessments to close wage gaps and ensure fair compensation.
- Improving inclusive hiring strategies to attract and retain a more diverse workforce.

By prioritising equity and inclusion, we are shaping a workplace where everyone has the opportunity to thrive.



	2023			2024		
Category	# of Female	# of Male	% Female	# of Female	# of Male	% Female
Management	6	20	23.08%	5	22	18.52%
Other	23	30	43.40%	22	29	43.14%
Total	29	50	36.71%	27	50	35.06%

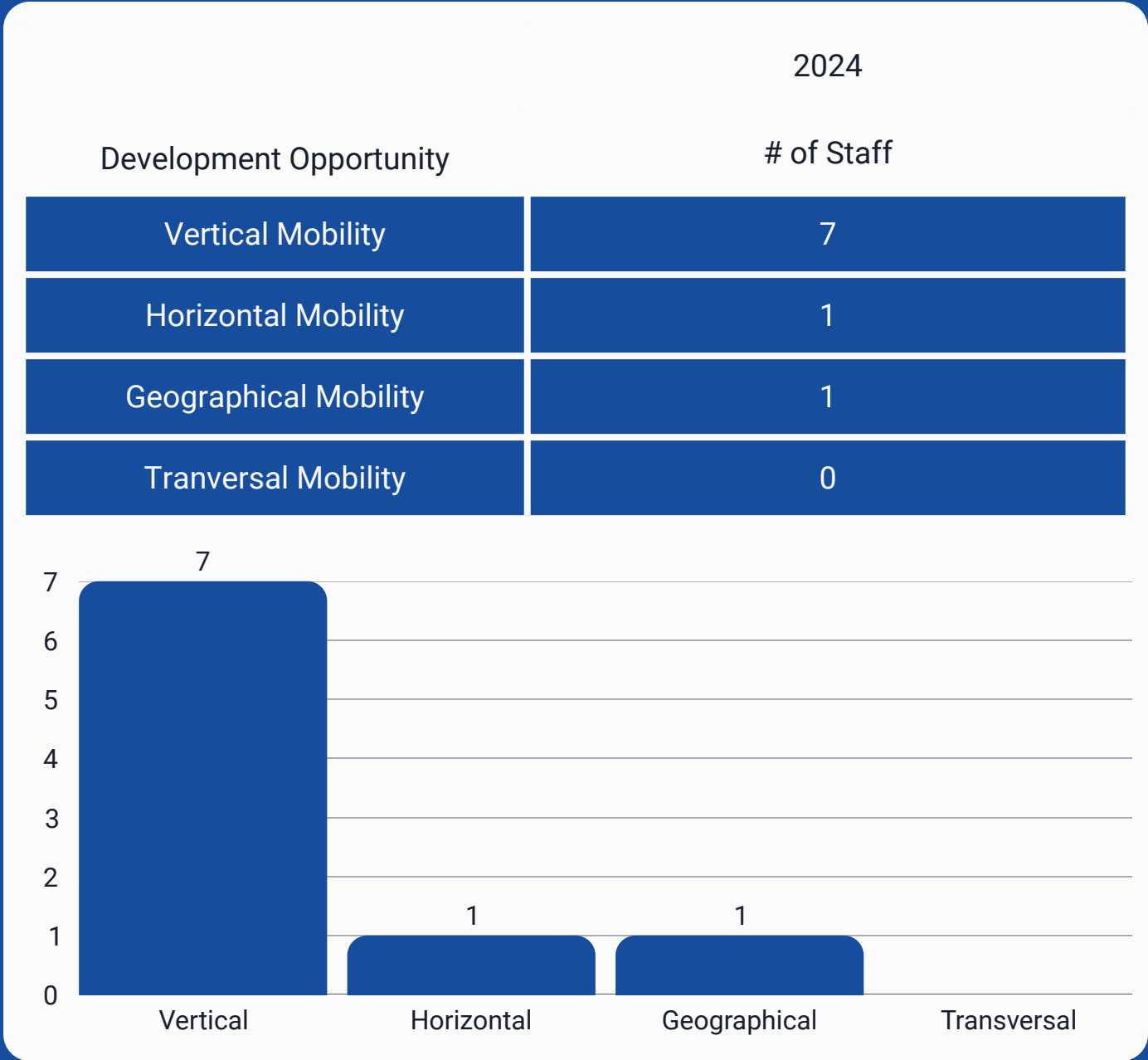
Employee Mobility

January 2025 Workforce Overview - Building a Future Together

At Unsworth, we believe that career development is a shared journey – and mobility within our workforce is a key part of that growth. By empowering our people to move within the business, we create opportunities for individuals to develop their skills, pursue their ambitions, and strengthen the organisation as a whole.

How we define employee mobility:

- **Vertical Mobility:** Promotion to a higher-level position within the business, recognising outstanding performance and leadership potential.
- **Horizontal Mobility:** A shift across departments or functions at the same job level, allowing employees to broaden their experience and understanding of the organisation.
- **Geographical Mobility:** Taking on a role at another location or site, supporting both personal growth and business needs across our network.
- **Transversal Mobility:** Moving into a different function or team by applying transferable or cross-functional skills – often described as “cross-skilling”.



Employee Retention

January 2025 Workforce Overview - Building a Future Together

At Unsworth, we believe that employee retention is a key indicator of a thriving workplace. By supporting career development, fostering engagement, and ensuring a positive work culture, we build an organisation where people choose to stay and grow.

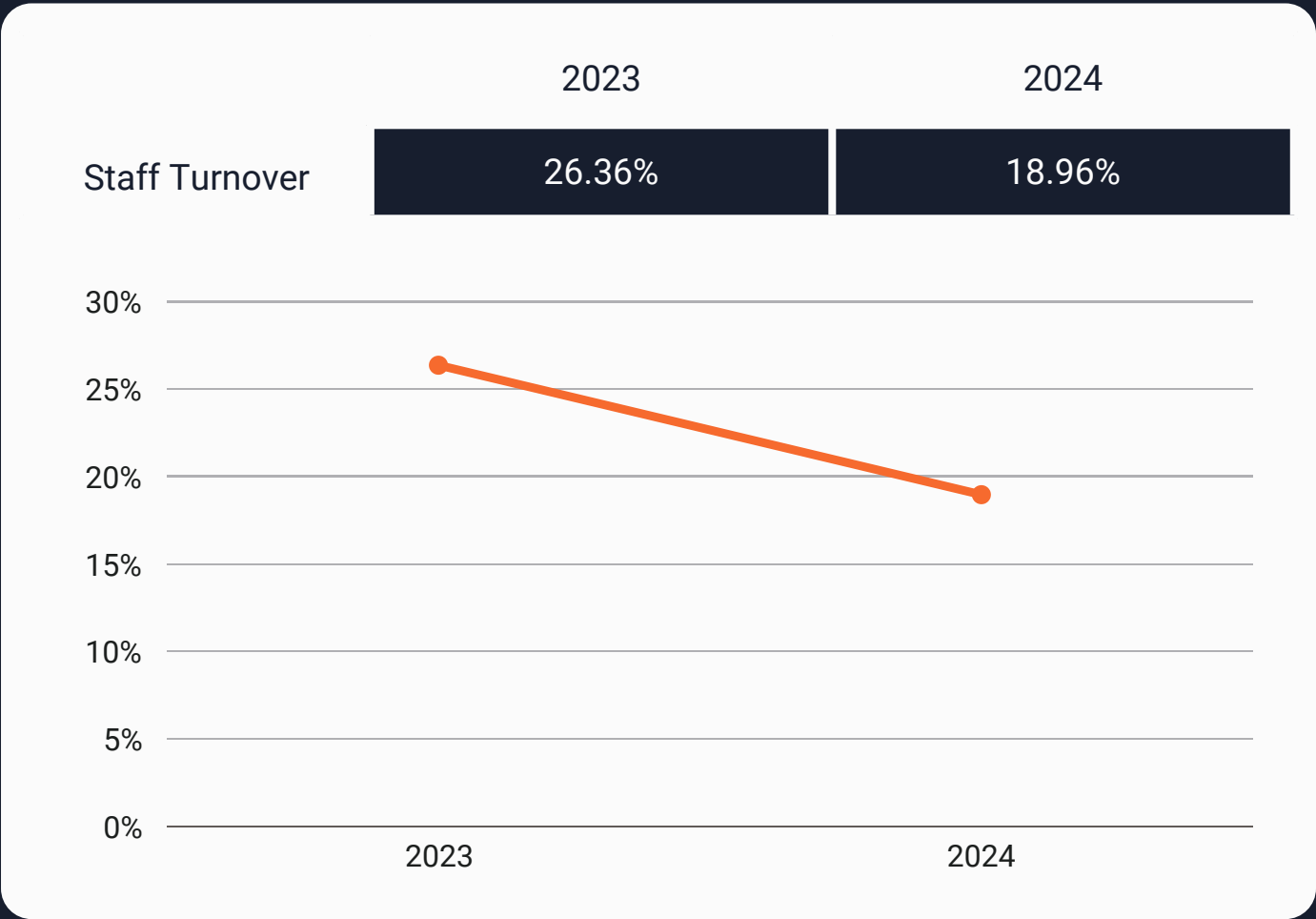
How We Support Retention & Growth:

- **Career Development:** Expanding training programs and leadership pathways to encourage long-term career growth.
- **Employee Engagement:** Strengthening internal feedback channels and workplace initiatives that foster a sense of belonging.
- **Workforce Planning:** Identifying key talent for succession planning and internal progression opportunities.

By investing in our people, we ensure that Unsworth remains a great place to build a career, while driving long-term business success.

	2023	2024
Average Length of Service	8.4 years	7.5 years

	2023		2024	
Years of Service	# of Staff	% of Staff	# of Staff	% of Staff
10+ Years	17	21.52%	17	22.08%
5-10 Years	9	11.39%	13	16.88%
< 5 Years	53	67.09%	47	61.04%



Labour, Health, Safety & Ethics

Breakdown of Labour Reporting, Injury and Whistleblower Reports

Working Hours	2023	2024
In Office	N/A	83,208 hours
Remote	N/A	55,472 hours
Total	N/A	138,680 hours

Health & Safety	2023	2024
Work-Related Sickness	0.00 days	0.00 days
Work-Related Injury	0 incidents	0 incidents

Whistleblowing	2023	2024
Human Rights Violations Reported	0 incidents	0 incidents
Corruption, Conflicts of Interest Reported	0 incidents	0 incidents
Personal Data Breaches Disclosed or Reported	0 incidents	0 incidents
Total	0 incidents	0 incidents

Employee Training

Overview of Training Completed in 2024

2024		
Training Time	Total	Per Staff
Remote Training	791.75 hours	634 minutes
F2F Training	225.00 hours	180 minutes

Training Spend	2024
Remote Training	£1500.99
F2F Training	£6264.96

At Unsworth, we believe that continuous learning is key to delivering exceptional service and staying ahead in a dynamic logistics landscape. Our investment in employee development reflects our commitment to nurturing talent, fostering innovation, and supporting long-term career growth.

In 2024, our teams completed a combined 1,016.75 hours of training, spanning both remote and face-to-face (F2F) formats. This included:

- 791.75 hours of remote training, offering flexibility and accessibility across departments.
- 225 hours of face-to-face sessions, focused on practical skills and team collaboration.
-

On average, each team member received over 13 hours of structured learning, reinforcing our culture of development and professional growth.

Our total training investment reached £7,765.95, with a significant emphasis on in-person training to strengthen team cohesion and hands-on capabilities. Training remains a cornerstone of our ESG approach—empowering our people, enhancing service delivery, and supporting a resilient, future-ready workforce.

Employee Experience

January 2025 Workforce Overview - Building a Future Together

Generation	2023		2024	
	# of Staff	% of Staff	# of Staff	% of Staff
Baby Boomers (before 1965)	12	15.19%	10	12.99%
Gen X (1965-1980)	23	29.11%	24	31.17%
Millennial (1981-1995)	34	43.04%	30	38.96%
Gen Z (1996-2012)	12	15.19%	10	12.99%

Seniority	2023		2024	
	# of Staff	% of Staff	# of Staff	% of Staff
Senior Management	5	6.33%	7	9.09%
Management	12	15.19%	8	10.39%
Other	62	78.48%	62	80.52%

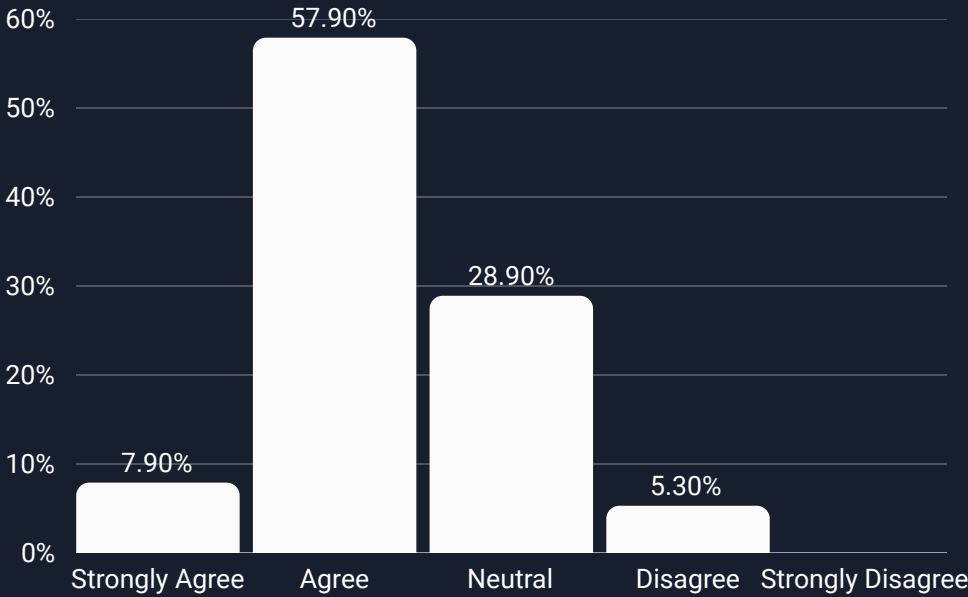
	2023	2024
	Average Age	
	42	43

Employee Survey Results

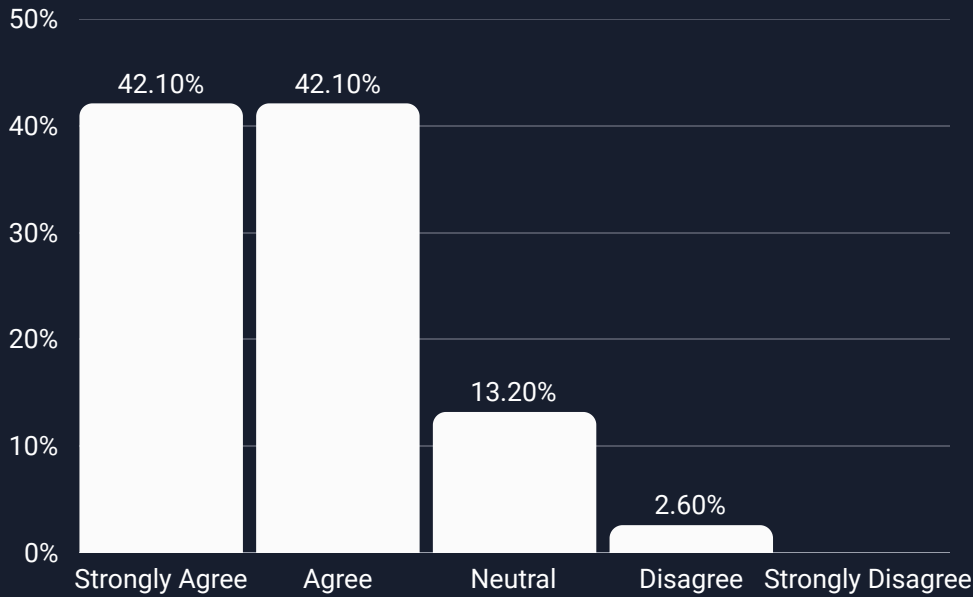
Company-wide results for most recent survey conducted in December 2024



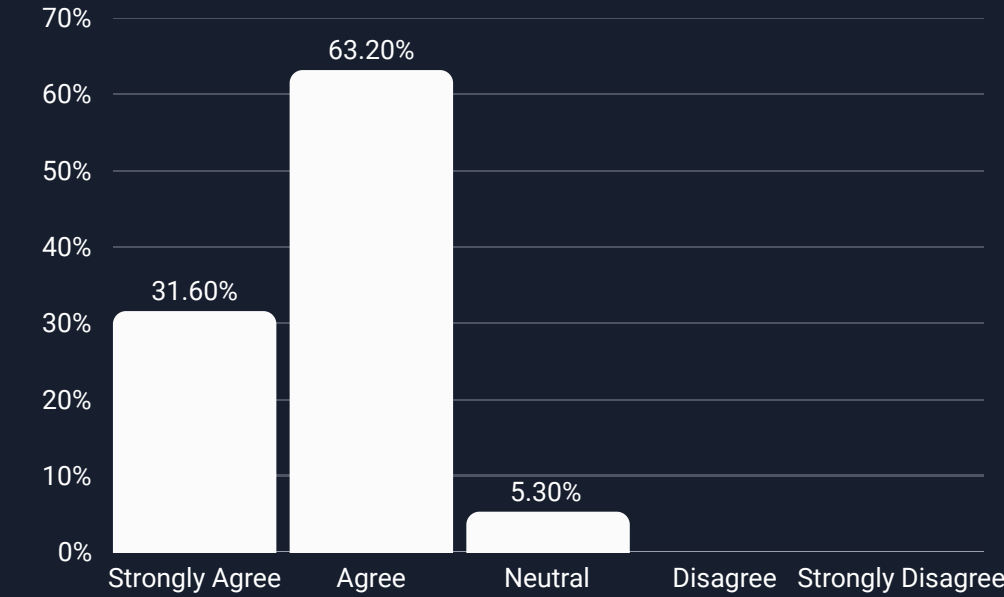
Employee Survey Response %



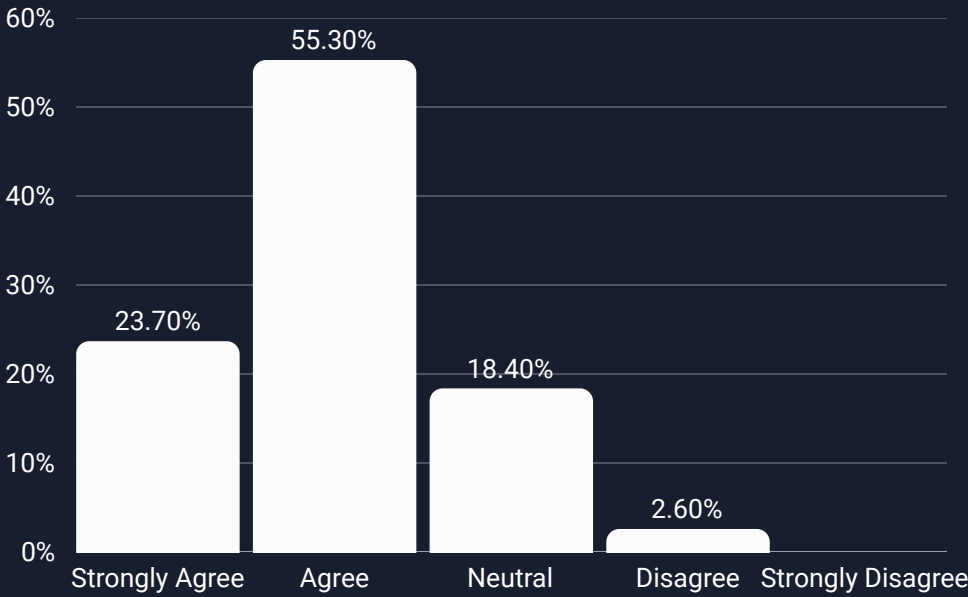
"There's open and honest communication in the company, from top to bottom"



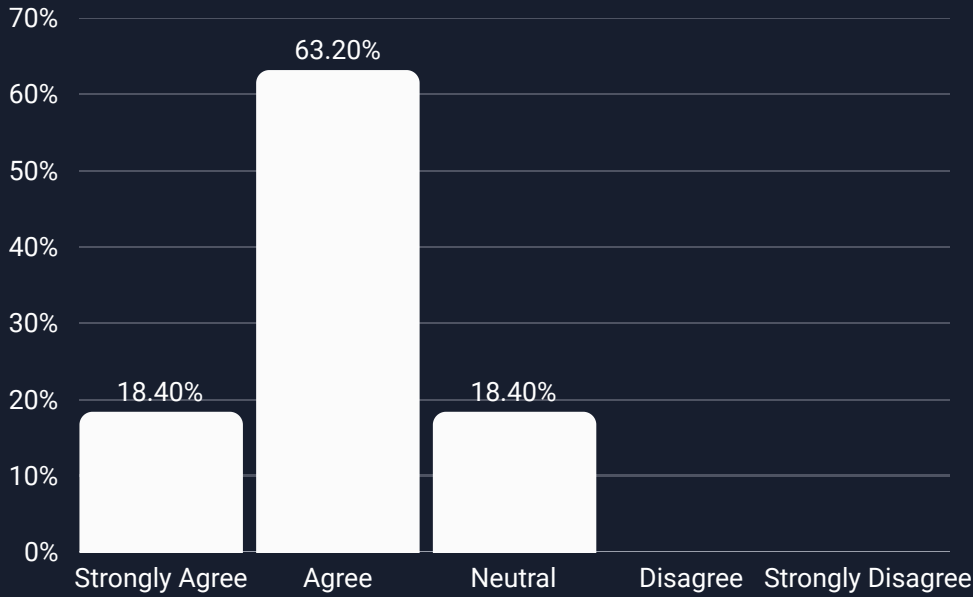
"Communication within my team is consistently clear and effective"



"I have access to all the tools, resources and training I need to do my job well"



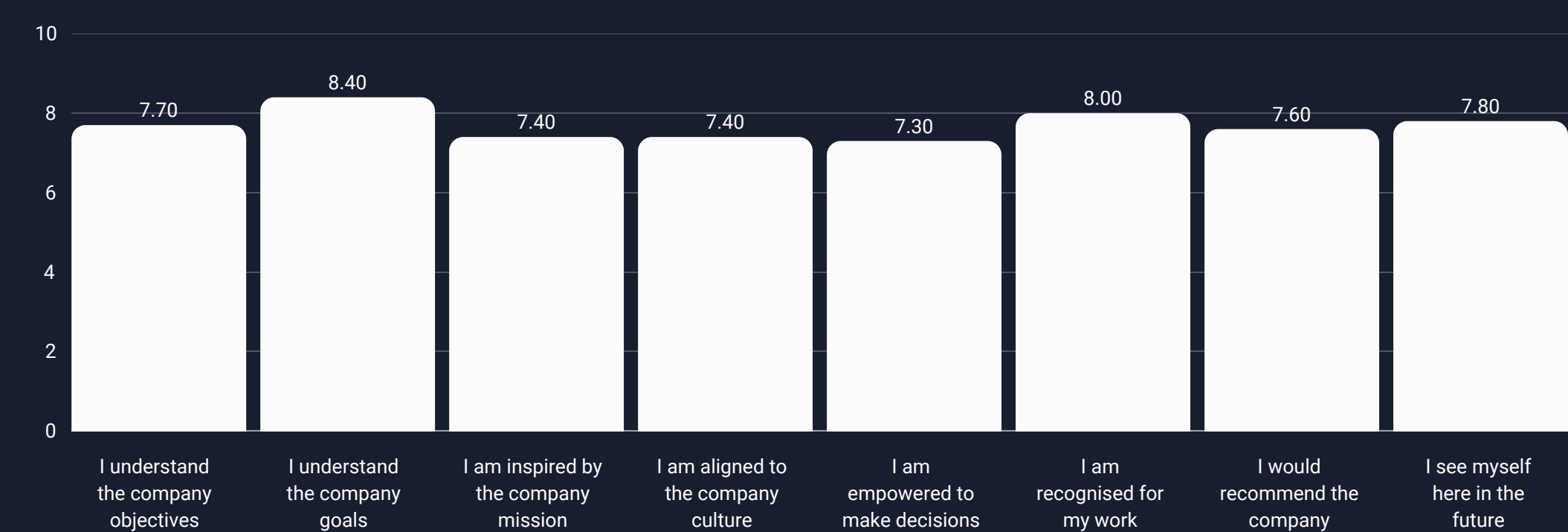
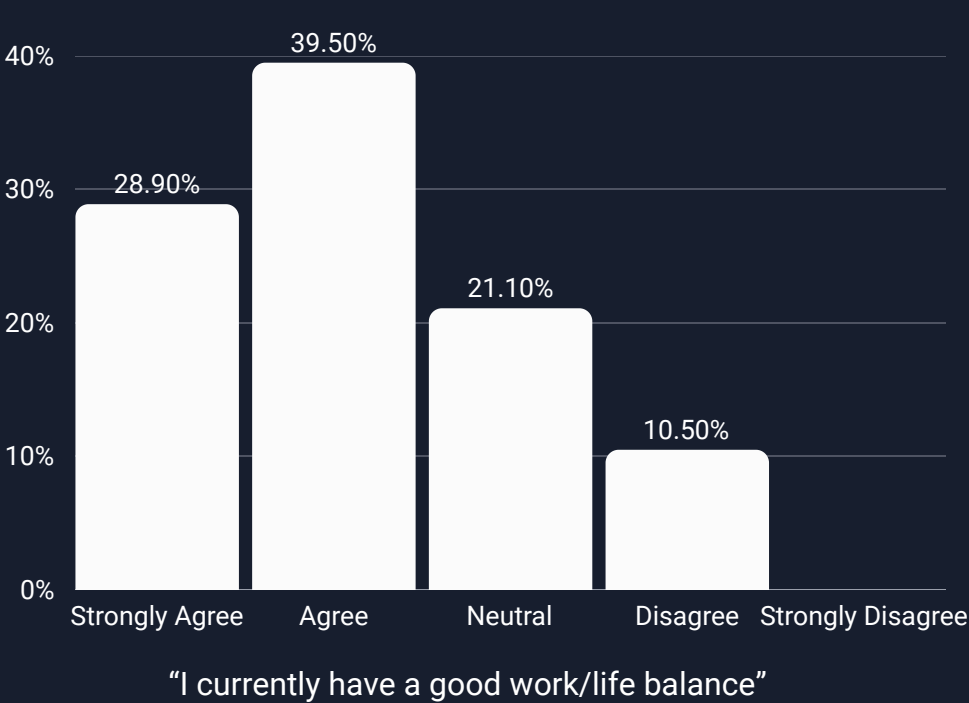
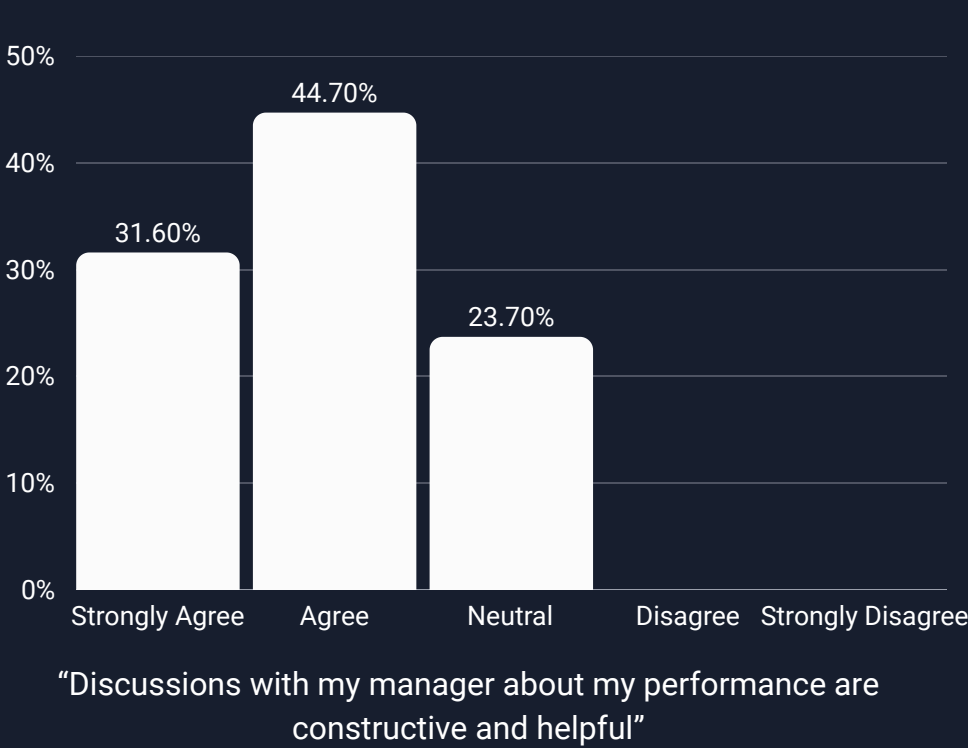
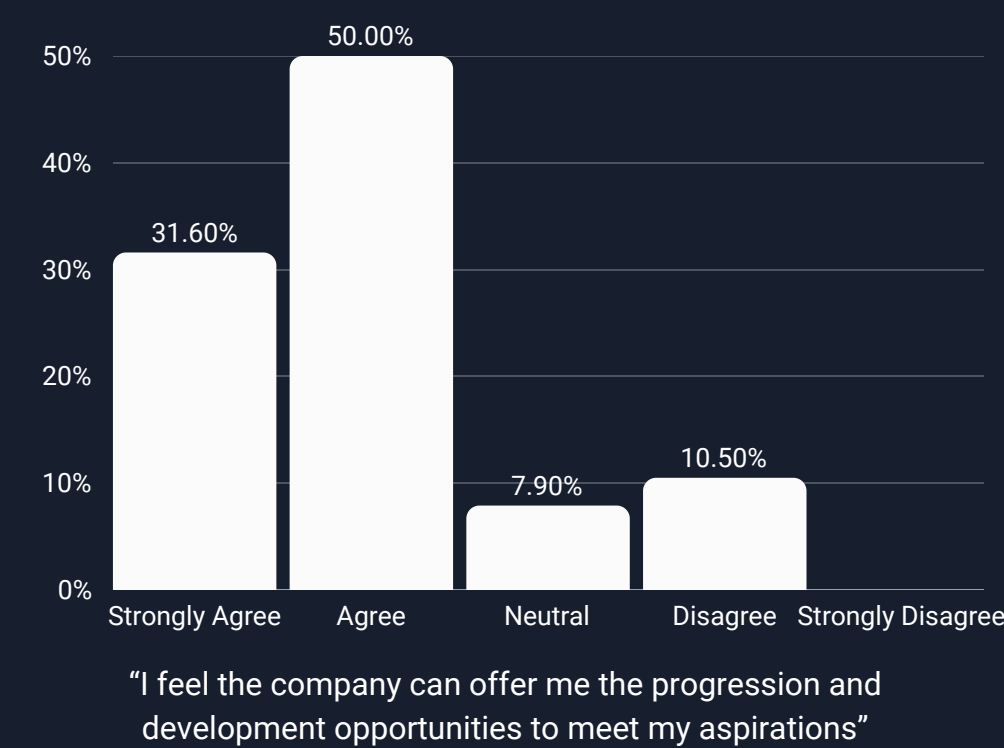
"I feel my work is valued by the company"



"I am satisfied with the training I receive for my job"

Employee Survey Results

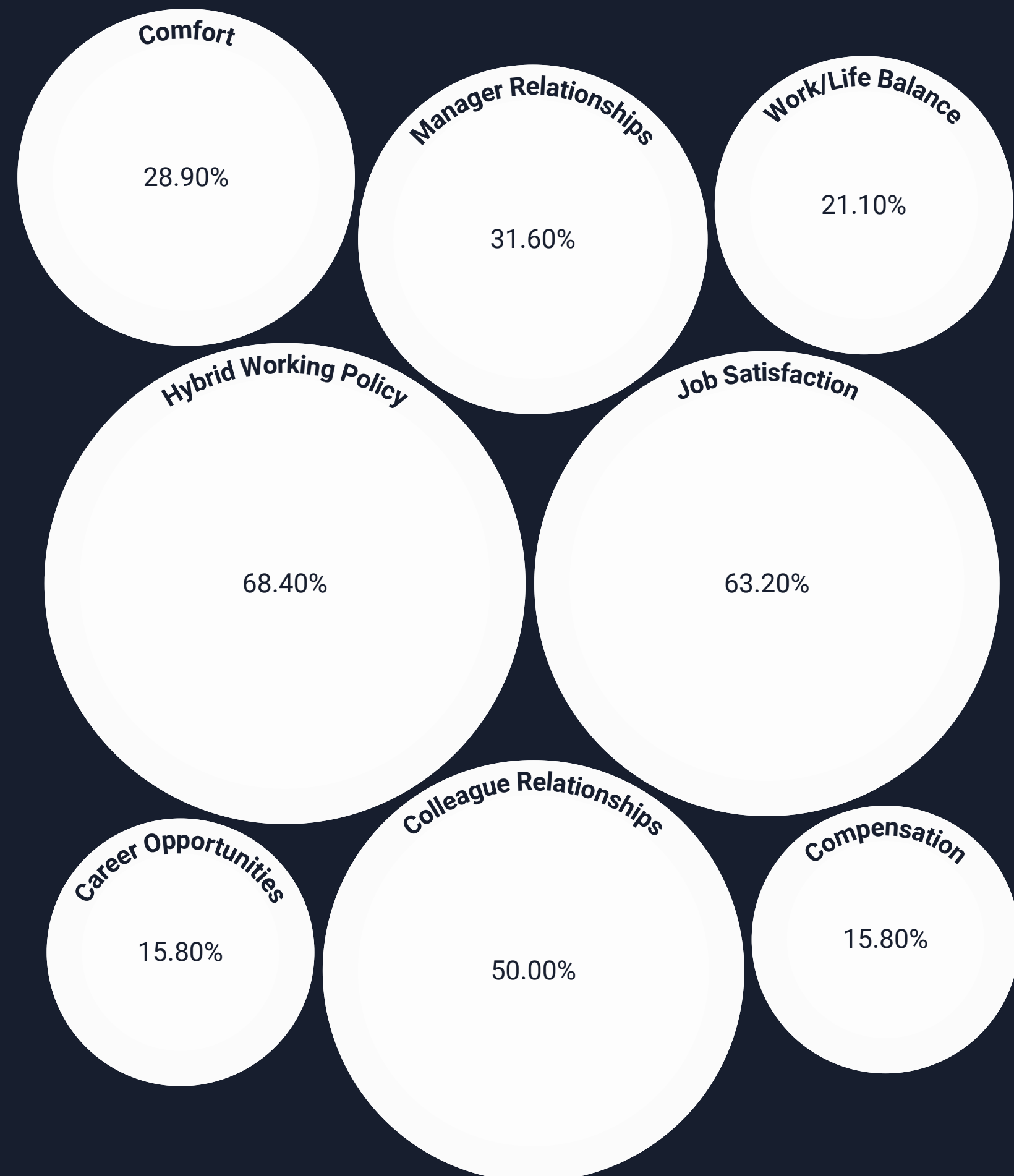
Company-wide results for most recent survey conducted in December 2024



Employee Survey Results

We asked our staff in December 2024...

What are the three main reasons you would choose to stay at Unsworth?



Looking Ahead: Our Commitment to Continuous Progress

As we conclude this year's Sustainability Report, we remain committed to building on the progress we've made and deepening our impact across environmental, social, and governance areas. While we've achieved key milestones—from expanding our carbon transparency through Pathway to becoming a Living Wage Employer—our journey is far from over.

In the year ahead, we'll focus on:

- **Enhancing Emissions Accuracy:** Continuing to embed primary data sources and new tracking capabilities across our services.
- **Collaborating for Greater Impact:** Deepening partnerships with clients, carriers, and tech providers to accelerate decarbonisation.
- **Empowering Our People:** Expanding training, equity, and wellness initiatives to support a resilient, future-ready workforce.
- **Driving Ethical Growth:** Ensuring all business practices reflect our values of fairness, transparency, and sustainability.
- **Setting Quantitative Targets:** For our 2025 ESG report, now that we understand our starting position, we want to include quantitative targets across all areas of reporting, as well as quarterly updates within the business on progress made, and areas to address.

Our Invitation to Partners and Clients

Sustainability is a shared responsibility. We encourage our clients, partners, and industry peers to join us in this mission—to reduce emissions, improve livelihoods, and create supply chains that work better for everyone.

Whether you're just beginning your sustainability journey or already setting the standard, we're here to support your goals with actionable insights, innovative tools, and a team that truly cares.

Final Thoughts

This report is a reflection of who we are and where we're heading. It's also a reminder that every shipment, every strategy, and every small improvement adds up to something bigger.

Thank you for your continued trust in Unsworth. Together, we're not just moving goods—we're moving forward.

Project Team



James Coombs
Head of Innovation



Stephanie Askew
Head of Human Resources



Paul Collins
Project Management Officer

Nicole Page
Talent Team



Paul Mercer
Finance Team



Christian Karanikki
Technology Team



Mario Maresse
Technology Team



Hayley Thomas
Talent Team



Research Team