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Advania UK
Sustainability Highlights



By people. For people.

Technology has the power to drive positive change when used responsibly. That's why Advania combines sustainable business practices with innovative technology solutions, helping organisations reduce environmental impact, operate more efficiently and deliver long-term value for people, communities and the planet.

Since joining the UN Global Compact in 2019, we have aligned our sustainability strategy to seven priority UN Sustainable Development Goals. Together with an annually reviewed Double Materiality Assessment, they provide a clear framework for creating long-term value while addressing our most significant environmental, social and governance impacts.



Climate smart operations

We are committed to reducing the environmental impact of our business by embedding carbon reduction, environmental management and circular economy principles into our operations. Through clear targets and responsible practices, we are building a more sustainable business while helping customers achieve their own sustainability goals.

- Committed to Net Zero in 2045
- Measurement of Scope 1, 2 and 3 GHG emissions; Carbon Reduction Plan
- Participation in Energy Savings and Opportunity Scheme
- Environmental Awareness training for all employees, and an ESG Champions programme

Supply chain management and circular economy

We drive responsible and sustainable business practices through robust supply chain governance, ethical sourcing and circular economy initiatives. By extending asset lifecycles, reducing waste and improving resource efficiency, we minimise environmental impact while delivering greater long-term value.

- Robust supplier management tool and processes
- All suppliers are assessed against ESG risk factors
- Member of the Responsible Business Alliance since 2019
- Responsible lifecycle management of all internal hardware with zero waste to landfill
- A responsible take-back and recycling service is available for all customer hardware

100%

Fossil-free electricity in all UK data centres

25%

By 2030, 25% of all IT hardware sold will be refurbished units

1:1

By 2030, take back an equal number of IT hardware units as are placed on the market

Let's talk.

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Social Impact

We invest in future talent, skills development and community initiatives that help inspire the next generation and broaden access to technology careers. Through education partnerships and local community engagement, we are helping build a more inclusive and digitally skilled future.

- Partnership with local institutions supporting STEM education
- Sponsorship and support for community initiatives, charities and other causes
- "Workplace Safari" school partnerships programme to inspire future technology professionals
- Participation in the Enterprise Advisors network

Diverse, equal and inclusive workplace

We foster an inclusive culture where people can belong, grow and perform at their best. Through equitable employment practices, wellbeing initiatives and employee-led communities, we create an environment that supports individual success and drives long-term business performance.

- Inclusive practices embedded across recruitment, development and retention
- Ongoing partnership with the Women Rising programme
- Sexual Harassment Awareness training for all employees
- Employee Resource Groups including Women's Network and Mental Health Support Group
- Disability confident employer

9.3%

Median UK gender pay gap considerably lower than the industry average (Source: Integro Accounting)

50:50

Advania UK Board gender split

Ethical and transparent company

Trust and accountability are fundamental to how we do business. Through strong governance, ethical business practices, responsible AI adoption and ongoing employee education, we promote transparency and uphold the highest standards of integrity.

- All employees sign up to the Internal Code of Conduct
- Anti-bribery and Anti-corruption training for all employees
- Modern Slavery Awareness training for all employees
- Statement on Modern Slavery
- Responsible AI principles

Personal integrity and information security

We protect our customers and people through robust risk management and industry-recognised security standards. By embedding security and resilience across our operations, we safeguard information and maintain business continuity.

- Mature risk management procedures
- SOC2 Type II compliant
- Cyber Essentials Plus certified
- Cyber Security and GDPR training for all employees
- Dedicated UK Data Protection Officer

nqa ISO 9001 QUALITY MANAGEMENT UKAS MANAGEMENT SYSTEMS 0015

nqa ISO 14001 ENVIRONMENTAL MANAGEMENT UKAS MANAGEMENT SYSTEMS 0015

nqa ISO 45001 HEALTH & SAFETY MANAGEMENT UKAS MANAGEMENT SYSTEMS 0015

nqa ISO 22301 BUSINESS CONTINUITY UKAS MANAGEMENT SYSTEMS 0015

nqa ISO 27001 INFORMATION SECURITY MANAGEMENT UKAS MANAGEMENT SYSTEMS 0015

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