Elite Moving Systems Limited

Corporate Sustainability Statement

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Our commitment

EMS is committed to conducting its business responsibly and to managing the environmental, social and governance impacts associated with our activities and the services delivered through our partner network. We seek to use resources efficiently, provide a safe, fair and inclusive workplace, uphold ethical business practices and meet applicable legal and regulatory requirements.

Our approach is practical and proportionate to our size, operating model and available resources and focuses on continuous improvement in the areas where we can have meaningful influence.

Environmental responsibility

Climate and emissions

We measure Scope 1 and Scope 2 greenhouse gas emissions annually and are progressively expanding our understanding of relevant Scope 3 emissions. We use the FIDI-Worldfavor carbon calculator to support consistent measurement and reporting.

Energy and resource efficiency

We seek practical opportunities to reduce energy and resource use, including efficient lighting, switch-off initiatives, digital working and the consolidation of premises where appropriate.

Waste and circularity

We aim to reduce waste, increase reuse and recycling and extend the useful life of materials and assets. This includes recycling facilities, reuse of packing materials where practicable and donation or repurposing of surplus equipment.

Lower-impact ways of working

Our approach includes digital survey and administrative processes, hybrid and remote working where appropriate and support for lower-carbon travel options.

Responsible supply chain

We communicate environmental expectations to suppliers and partners through our supplier management processes and Supplier Code of Conduct. We encourage practical action on emissions awareness, resource efficiency, waste reduction and responsible environmental practices.

People and awareness

Employees are encouraged to understand their role in supporting our environmental objectives and to identify practical opportunities for improvement.

Measuring progress

EMS maintains emissions data and supporting records, monitors key environmental activities and reviews performance as part of our wider ESG programme.

2023 baseline	Scope 1 and Scope 2 emissions measurement established.
2025 reporting	Scope 1 and Scope 2 emissions measured, with selected Scope 3 categories added as data became available.
Ongoing	Data quality, waste and recycling information, supplier engagement and environmental performance are reviewed and developed over time.

Our environmental priorities

Our priorities are to improve emissions measurement, energy and resource efficiency, waste and recycling performance and engagement with our supply chain. Environmental objectives are reviewed at least annually and developed as data quality, operational circumstances and available resources allow.

2026 actions

- Measure Scope 1 and Scope 2 greenhouse gas emissions for the 2026 reporting year.
- Maintain records of principal waste streams at our London office and warehouse and review recycling performance annually.
- Communicate the EMS Supplier Code of Conduct to active key suppliers identified through our supplier management process.
- Provide annual corporate sustainability and ESG awareness training to employees and record completion in the EMS Training Register.

Social responsibility

Our people and workplace

We are committed to providing a safe, fair, inclusive and supportive working environment. Our employment practices promote equality, diversity and inclusion, employee wellbeing, fair treatment, learning and development and respect for internationally recognised human rights and labour standards.

Policies, training and speaking up

We maintain policies and reporting arrangements covering areas including health and safety, equal opportunities, workplace conduct, grievances, whistleblowing and modern slavery.

Employees receive relevant training and are encouraged to raise concerns or suggest improvements through established channels.

Wider social responsibility

We also recognise our wider social responsibilities. We support community and charitable initiatives where appropriate and expect suppliers and partners to respect responsible labour practices, human rights and appropriate health and safety standards.

Responsible business and governance

Ethical business conduct

Responsible and ethical business conduct underpins our approach to corporate sustainability.

Our governance framework includes documented policies, defined responsibilities and management oversight covering areas including ethical conduct, anti-bribery and corruption, conflicts of interest, whistleblowing, data protection and information security.

Roles and responsibilities

Overall responsibility for ESG policy implementation sits with the General Manager, with day-to-day coordination, monitoring, training and reporting managed by the HR, ESG and DEI Manager, supported by relevant operational teams.

Codes of conduct, oversight and review

Our Employee Code of Conduct sets expectations for employees, while our Supplier Code of Conduct communicates relevant ethical, social and environmental expectations to suppliers and business partners. We apply proportionate supplier screening, contractual controls and risk-based oversight appropriate to the nature of the services provided.

ESG performance, risks, policies and priorities are considered through our management and review processes and updated where appropriate to reflect changes in legislation, our operations and stakeholder expectations.

Working with our stakeholders

We recognise that progress depends on collaboration. We communicate our corporate sustainability approach with employees, clients, suppliers and other interested parties and welcome feedback. We also participate in relevant industry sustainability initiatives and benchmarking, including FIDI-Worldfavor, to support learning and continuous improvement.

Transparency and continuous improvement

This statement provides a concise public summary of our corporate sustainability approach and current priorities. We recognise that effective environmental, social and governance management develops over time and we seek to improve our policies, processes, data and understanding in a way that is proportionate to our size, operating model and available resources.

More detailed policies and supporting information may be provided to clients, auditors and other stakeholders where appropriate and subject to business confidentiality. Our corporate sustainability programme and disclosures will continue to evolve as our management systems and available information develop.

Legal and regulatory compliance

EMS is committed to complying with applicable environmental, employment, health and safety, human rights, data protection and ethical business requirements in the jurisdictions in which we operate. In the UK, relevant legislation includes the Health and Safety at Work etc. Act 1974, Equality Act 2010, Modern Slavery Act 2015, UK GDPR and Data Protection Act 2018, together with applicable environmental and waste management requirements.

Our policies and procedures are reviewed periodically to take account of relevant legislative and regulatory developments. Where services are delivered through our international partner network, we expect suppliers and partners to comply with applicable local laws and the standards set out in our Supplier Code of Conduct.

Our ESG approach is also informed, where relevant and proportionate, by recognised sustainability standards and frameworks including the GHG Protocol, GRI and relevant principles of CSRD and ESRS, alongside industry initiatives including FIDI-Worldfavor and EcoVadis.

Contact

For questions or feedback about our corporate sustainability approach, please contact:
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