

Annual Sustainability Report 2026



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Pylon One Limited is a Buckinghamshire based specialist in the design, installation and support of enterprise grade communications infrastructure for major events and conferences worldwide. Established in 2001, the company has evolved from its origins in video services into a trusted provider of secure and reliable connectivity for demanding live environments.

Its services encompass wired and wireless networks, CCTV, fibre cabling, voice communications and event analytics. Pylon One supports cultural, commercial, governmental and sporting events, developing tailored solutions that ensure seamless communication across temporary venues, historic locations and complex event sites.

Alongside technical performance, Pylon One places strong emphasis on responsible operations and long term value. Through careful project planning, equipment reuse and efficient deployment, the company works to minimise waste, resource consumption and environmental disruption. These practices reflect its wider commitment to sustainability, information security and positive relationships with clients, employees and communities.

Sustainability Starts With How We Work

At Pylon One, sustainability has never been about making big promises. It is about the decisions we make every day, how we plan and deliver projects, look after our people, and use the resources available to us responsibly. As we publish this year's report, that practical approach continues to guide our work.

Over the past year, we have continued to strengthen the foundations of responsible business. We achieved ESSA Tier 4 Sustainability Accreditation in October 2025, reviewed and updated our company policies, and began working towards ISO 20121 certification. These are important steps, but what matters most is how these standards translate into better decisions across our operations and supply chain.

We have also developed a clearer understanding of our environmental impact. Our latest carbon assessment highlights the growing contribution of equipment purchasing and business travel to our footprint. We recognise that meaningful progress requires transparency, particularly when the results reveal challenges. Better information allows us to identify priorities and make more informed decisions.

Our commitment also extends beyond the events we deliver. This year, we have continued supporting communities through practical initiatives,

including donating and installing previously used CCTV equipment for a local farmer and providing a repurposed laptop to support a student's postgraduate education in Kenya.

Alongside these efforts, we have supported organisations including Great Ormond Street Hospital Charity, Backup Tech and Goods for Good. These contributions reflect our belief that responsible business is not simply about minimising environmental impacts, but also about creating opportunities and supporting people.

We know that sustainability is an ongoing journey, and progress will not always follow a straight line. Our responsibility is to understand our impacts, respond thoughtfully and keep improving. This report reflects the work of our team, the partnerships we value and our determination to build a more responsible business for the future.

We are proud of the progress we have made and remain committed to what comes next.

Real progress comes from practical actions, greater transparency and a commitment to keep improving.

“

For us, sustainability is about understanding our impact, making responsible decisions and continuing to improve the way we work.

— John Houchin and Mark Lyons
Directors



Buckinghamshire
Head office

Sustainability is Our Focus

Infrastructure Designed for Reuse

Our work often means delivering reliable networks in places where permanent infrastructure is limited or unsuitable. Pylon One designs systems that can support more than 10,000 concurrent WiFi devices, while keeping installations adaptable to the needs of each event. Equipment is prepared before deployment and reused across projects wherever possible, reducing unnecessary purchases, adjustments and waste. With approximately 98% of our equipment reported as reusable, extending its working life remains an important part of responsible delivery.

Responsibility in Daily Operations

Responsibility also shapes how we run our business. Our Buckinghamshire premises use an Ecotricity electricity product with a wholly renewable published fuel mix, and our company vehicles and reach truck are electric. We have expressed interest in installing rooftop solar panels and are awaiting the landlord's response. Alongside these measures, we continue to focus on equipment maintenance, thoughtful procurement and resource efficiency. These are practical areas where everyday decisions can support a more sustainable way of working.

Better Data, Better Decisions

Our latest carbon assessment recorded 783.28 tCO₂e for 2025/26, an increase from the previous year. Capital equipment and business travel remain the largest contributors, reflecting the demands of an international events business. Our priority is to improve the quality of the underlying evidence, particularly supplier information and travel records, so future decisions rest on a clearer understanding of impacts. This work is supported by our Carbon Literate Workplace Manager and informs our ambition to achieve net zero by 2040.

Supporting People and Communities

Our work with communities is another important part of this commitment. During the year, we gave previously used CCTV equipment a second life by installing it at a local farm, helping the farmer monitor calving remotely. We also provided a repurposed laptop to support postgraduate studies in Kenya. Our support extended to Great Ormond Street Hospital Charity, Backup Tech and Goods for Good through donations and sponsorship. These activities bring together practical reuse, access to technology and support for people beyond our own business.

Connecting Sustainability with ESG Progress

At Pylon One, sustainability is part of how we plan and deliver communications infrastructure for major events. It influences how we use equipment, manage our operations, support people and maintain the trust of clients and partners.

During 2025/26, our reporting provided a clearer picture of the environmental impacts associated with our wider activities, particularly capital equipment, business travel and transport. Alongside this work, we reviewed our company policies, continued supporting employees and communities, achieved ESSA Tier 4 Sustainability Accreditation, and began working towards ISO 20121 certification. Together, these steps are helping us strengthen the foundations for responsible growth.

The following sections organise our priorities under the three pillars of Environment, Social and Governance. They explain the actions we are taking, the evidence informing our decisions and the areas where we recognise further progress is needed.

E



Environment

Environmental responsibility begins with the design and use of the infrastructure we deploy. Reusable equipment, thoughtful procurement and careful planning help us limit unnecessary materials and waste. Our main premises use electricity supplied under a wholly renewable product, and our vehicle fleet is electric. Carbon reporting also shows that capital goods and business travel dominate our footprint, making supply chain data and travel planning important priorities as we work towards net zero by 2040.

S



Social

Our social priorities centre on the people who deliver our services and the communities connected to our work. Employee healthcare, the Cycle to Work scheme and diversity benchmarking support our approach to wellbeing and inclusion. Beyond the business, we contribute through charitable giving, educational support and the reuse of technology for community benefit. These activities reflect our commitment to opportunity, practical support and lasting relationships.

G



Governance

Our governance approach reflects the security and reliability expected of a business supporting major events. Information security controls, customer privacy, ethical procurement and policy reviews provide the basis for responsible decisions. During the reporting year, we achieved ESSA Tier 4 Sustainability Accreditation and began working towards ISO 20121 certification. These steps complement our existing management systems and help strengthen accountability across our operations and supplier relationships.



Our Environmental Approach

Pylon One’s environmental approach is shaped by the nature of its work. Delivering communications infrastructure for live events means operating across temporary venues, listed buildings, open spaces and complex project environments. In that context, practical environmental responsibility depends on careful planning, equipment reuse, efficient deployment and a clear understanding of where impacts arise.

During 2025/26, Pylon One recorded total reported greenhouse gas emissions of 783.28 tCO₂e. Scope 1 emissions remained nil, reflecting the absence of on-site fuel combustion and the use of an entirely electric vehicle fleet and electric reach truck. Scope 2 emissions were low, with a market-based figure of 0.10 tCO₂e, supported by electricity purchased through an Ecotricity product with a wholly renewable published fuel mix.

The largest reported emissions sources sit within Scope 3. Capital goods accounted for 445.59 tCO₂e and business travel accounted for 269.80 tCO₂e, meaning these two categories together represented 91.3% of the total reported footprint. Smaller contributions arose from upstream and downstream transport, employee commuting, fuel- and energy-related activities, and waste generated in operations.

This profile gives Pylon One a clearer picture of where future action should be focused. Priorities include improving supplier specific data for purchased equipment, strengthening travel planning and record keeping, continuing to manage electricity demand, and progressing operational improvements such as the proposed rooftop solar installation. These actions support the company’s wider commitment to achieve net zero by 2040.



783.28
tCO₂e

Total reported emissions



0.00
tCO₂e

Scope 1



0.10
tCO₂e

Scope 2
market-based



98,315
kWh

Purchased
electricity



2040

Net zero target

Emissions by source (tCO₂e and share of total)

	tCO ₂ e	Share of total
Capital goods	445.59	56.9%
Business travel	269.80	34.4%
Downstream transport and distribution	26.95	3.4%
Upstream transport and distribution	23.71	3.0%
Employee commuting	10.38	1.3%
Fuel- and energy-related activities	6.72	0.9%
Scope 2 market-based electricity	0.10	<0.1%
Waste generated in operations	0.02	<0.1%



91.3%
of total emissions

came from capital
goods and
business travel



**Scope 1
remained nil**

No on-site fuel
combustion and an
entirely electric fleet



**Scope 2 was
0.10 tCO₂e**

17.40 tCO₂e on a
location-based
basis



Priority areas for action



Improve supplier-specific data for purchased equipment



Strengthen travel planning and record keeping



Continue managing electricity demand



Progress the proposed rooftop solar installation



Reporting note: Scope 3 Category 1 Purchased Goods and Services = 921.75 tCO₂e. Reported separately and excluded from the total to avoid double counting.



Temporary event infrastructure needs to perform reliably without creating unnecessary material use. Pylon One prepares and tests networks, cameras and communications equipment at its Buckinghamshire workshop, allowing systems to be adapted and redeployed across different events. This helps extend equipment life and reduces the need for replacement after individual projects.

Where materials cannot be reused, waste is separated and managed through specialist contractors. During 2025/26, Pylon One recorded 3.704 tonnes of waste, including cardboard, general waste, food waste, scrap cable and metal, and electrical equipment. Records from three licensed contractors provide information on quantities and treatment routes, helping the company identify opportunities to improve material management.

At its principal premises, electricity is purchased through an Ecotricity product with a wholly renewable published fuel mix. The remaining conventional electricity supply at the former Chesham site ended in September 2025. The operational vehicle fleet is electric, while the proposed rooftop solar installation remains subject to the landlord's response.

Further priorities include obtaining better carbon data from equipment suppliers, improving travel records and finding opportunities to consolidate transport movements. These are practical steps for future improvement, informed by the company's expanding environmental evidence.



The UN Sustainable Development Goals (SDGs) provide a useful framework for understanding how business activities affect the environment. For Pylon One, they offer a reference point for responsible resource use, waste management and environmental protection.

SDG 12: Responsible Consumption and Production is particularly relevant to Pylon One's GRI 306: Waste reporting, reflecting its focus on equipment reuse, waste separation and responsible disposal.

SDGs 6, 11, 14 and 15 highlight the wider importance of protecting water, communities and natural ecosystems. Pylon One's efforts to extend equipment life and manage waste through licensed contractors relate to these broader environmental priorities.

Together, these goals provide context for the company's environmental commitments without suggesting that every SDG target has been directly measured or achieved.



Our Social Approach

Supporting People, Communities and Responsible Growth

Pylon One's social approach is shaped by the people behind the business and the communities connected to its work. Delivering communications infrastructure for major events depends not only on technical capability, but also on teamwork, trust, wellbeing and responsible conduct.

During 2025/26, the company continued to invest in staff support and workplace wellbeing. Every member of the team receives private healthcare for themselves and their families, alongside access to the Cycle to Work scheme. As an Employee Owned Trust,

Pylon One also places importance on creating a culture where people feel respected, valued and involved in the business. This commitment extends beyond the workplace. During the year, Pylon One supported a number of charitable and community initiatives, including donations to Great Ormond Street Hospital Charity, Backup Tech and Goods for Good.

These contributions reflect the company's belief that responsible business should create a positive impact beyond its own operations. Practical support also remained an important part of this approach. Previously used CCTV equipment was donated and installed for a local farmer to help monitor calving remotely, while a repurposed laptop was provided to support a student's postgraduate education in Kenya.

Alongside these efforts, the company completed its annual diversity data benchmarking and reviewed its policies, helping strengthen the foundations of a fair and responsible working culture.



Social Priorities in Practice



Wellbeing and Benefits

Private healthcare for staff and families, plus access to the Cycle to Work scheme.



Fairness and Inclusion

Diversity data benchmarking and policy review support a fair and inclusive workplace.



Community Support

Support for Great Ormond Street Hospital Charity, Backup Tech and Goods for Good.



Practical Giving Back

Reused CCTV for a local farmer and a repurposed laptop for postgraduate study in Kenya.



The UN Sustainable Development Goals (SDGs) provide a framework for understanding how businesses can contribute to a fairer, more inclusive and resilient society. For Pylon One, they offer a reference point for employee wellbeing, equal opportunities and responsible business practices.

SDG 5: Gender Equality reflects the company's commitment to fair treatment and its participation in annual diversity benchmarking. SDG 8: Decent Work and Economic Growth connects with employee wellbeing, healthcare benefits and responsible employment practices.

SDG 9: Industry, Innovation and Infrastructure relates to Pylon One's role in delivering reliable communications infrastructure for major events. SDG 16: Peace, Justice and Strong Institutions reflects its emphasis on ethical conduct, information security and accountability.

Together, these goals provide context for Pylon One's efforts to support its people, maintain trusted relationships and contribute positively to the communities connected to its work.



Our Governance Approach

Building Trust Through Stronger Standards

Governance at Pylon One is built on the trust required to deliver critical communications for major events. Protecting customer information, managing risks and conducting business fairly remain central to its operations. Its information security management system supports data protection, risk assessment and regular management reviews.

During 2025/26, Pylon One reviewed and updated its company policies. Its approach to responsible procurement and preventing corruption includes supplier oversight, clear expectations and accountability. These measures help reinforce consistent decision making across employees, contractors and business partners.

Our Standards of Excellence



Pylon One strengthened its approach to sustainability governance during the year, achieving ESSA Tier 4 Sustainability Accreditation in October 2025 and beginning work towards ISO 20121 certification. These developments complement its established policies on privacy, ethical conduct and responsible resource management.

As an Employee Owned Trust, Pylon One also places importance on accountability and the long term interests of its people and business. Continued policy reviews, information security processes and engagement with the events industry provide a foundation for responsible decisions as the company develops its services.



The UN Sustainable Development Goals (SDGs) provide a wider framework for understanding how responsible business practices contribute to environmental and social priorities. At Pylon One, governance supports these considerations through internal policies, supplier expectations and regular reviews.

SDG 12: Responsible Consumption and Production is particularly relevant to the company's procurement and waste management procedures, which promote equipment reuse, resource efficiency and responsible disposal.

SDGs 6, 11, 14 and 15 address the wider importance of protecting water resources, communities and natural ecosystems. These goals reinforce why effective waste controls, responsible supplier practices and environmental oversight remain important.

Together, these goals provide context for Pylon One's approach to responsible management, while its wider governance framework supports ethical conduct, information security and accountability across the business.

We are proud to present our third sustainability report. This report features our activities in enhancing our progress to deliver against the three pillars of ESG.

The three pillars of ESG relate to every specific organisation. We endorse this approach because it enables both our customers and our supply chain to understand the ethics and integrity of our enterprise, as well as our openness and transparency.

Pylon One Ltd. ESG Rating 2026

Our comprehensive sustainability reporting has been completed in accordance with the Global Reporting Initiative (GRI). This is the leading global framework most closely aligned with the UN SDGs.

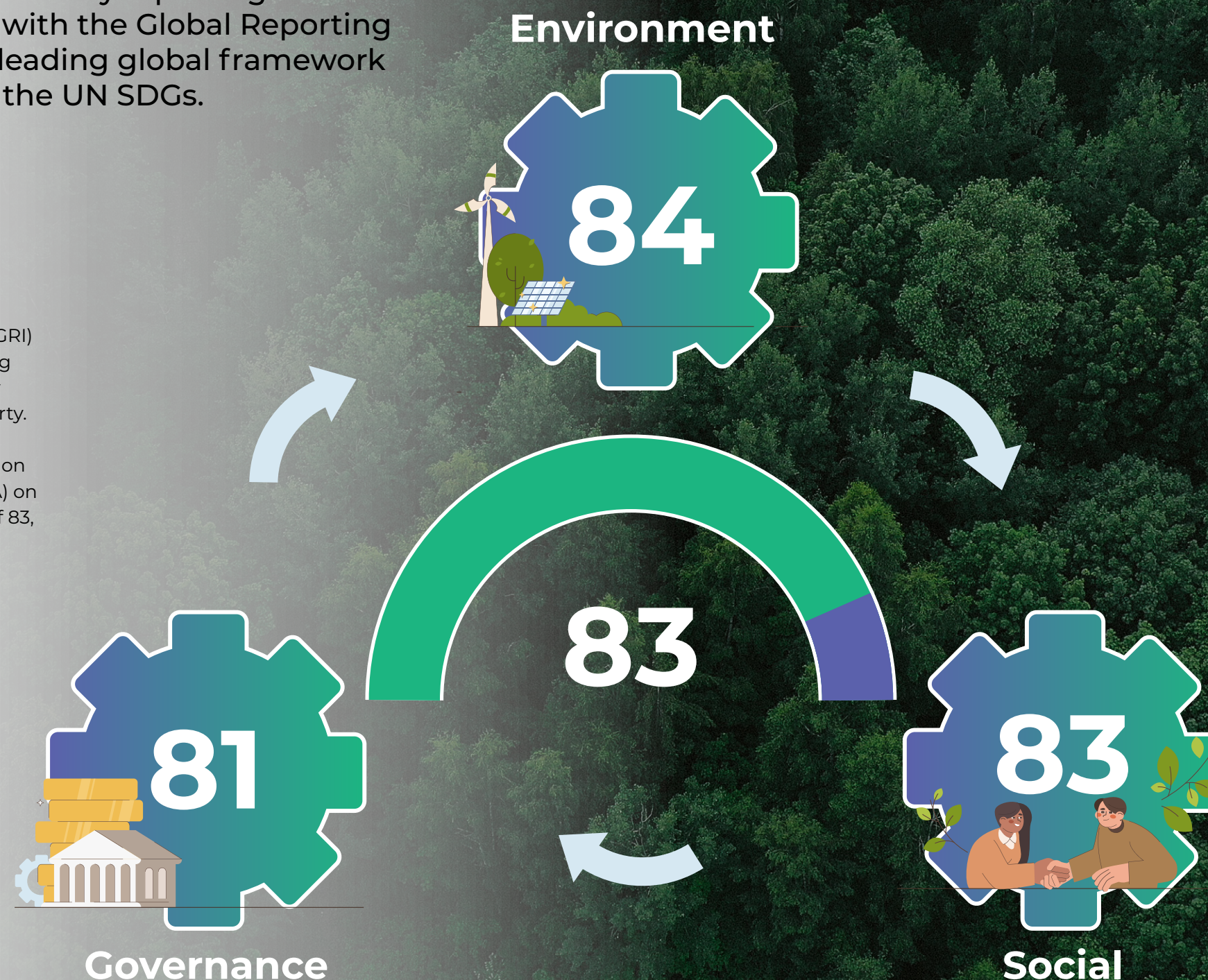
CERTIFICATION

This is to certify that in October 2026, Pylon One Ltd. was assessed to the strict criteria of the Global Reporting Initiative (GRI) ESG framework, Comprehensive Reporting Model. The assessment was completed by ESG Pro Limited, an independent third party.

Pylon One Ltd achieved a score of 84 (AA) on Environment, 83 (AA) on Social, and 81 (AA) on Governance resulting in an overall score of 83, which normalises to a rating of "AA".



Humperdinck Jackman
Managing Director
ESG PRO Limited



This is our third year of ESG reporting. Each year we build on the last, strengthening our data, refining our methods, and tracking progress more consistently across all areas.

Materiality Assessment & our Selected Material Topics

Our stakeholder engagement surveyed diverse groups on five ESG topics, assessing their importance to stakeholders and to the organisation. The materiality assessment revealed a strong focus on good governance, highlighted by the emphasis on human resource themes.

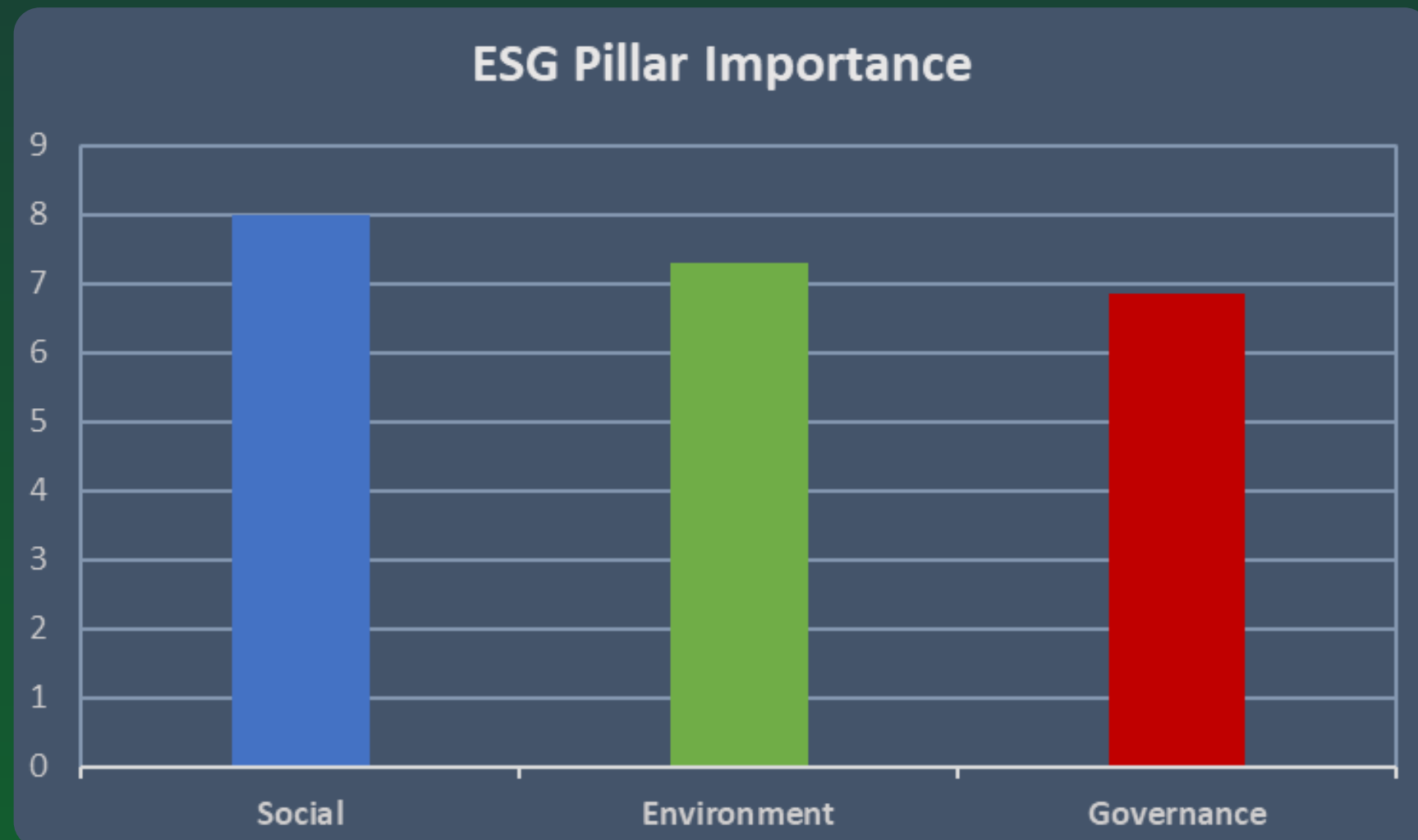
1. Research and landscape assessment: We focused especially on how ESG affects UK SMEs and to understand the range of sustainability issues on which SMEs and small Enterprise firms currently report. We also assessed global economic and ESG trends and standards.

2. Stakeholder mapping and engagement: We surveyed stakeholder opinions and priorities, starting by defining our stakeholder universe and engagement, and we conducted several various internal and external interviews to gather feedback on key ESG topics.

3. Topic analysis and prioritisation: Our emphasis was upon putting the interests of our stakeholders first. We prioritised our ESG topics by applying the GRI approach to materiality. We added topics we consider important for reflecting our economic, environmental, and social impacts, as well as those which might influence our stakeholders.

OUR Material Topics

- GRI 205: Anti-corruption
- GRI 204: Procurement Practices
- GRI 306: Waste Management
- GRI 410: Security Practices
- GRI 418: Customer Privacy



Dual materiality positions stakeholder opinions as a critical concern.

GRI 205: Anti-Corruption

Our Management Approach to Anti-corruption

Describe the company's goal and targets regarding it anti-corruption policies.

One of the Company's core values is to uphold sound responsible and fair business operations. It is committed to promoting and maintaining the highest possible ethical standards in relation to all its business activities. The Company's reputation for maintaining lawful business practices is of paramount importance to it and this policy is designed to preserve these values.

The Company therefore has a zero-tolerance policy towards bribery and corruption and is committed to acting fairly and with integrity in all its business dealings and relationships wherever it operates and implementing and enforcing effective systems to counter bribery.

Describe the mechanisms in place for monitoring the effectiveness of the organisation's anti-corruption policies.

The Company's Anti-Corruption Officer has lead responsibility for ensuring compliance with this policy and will review its contents on a regular basis.

They will be responsible for monitoring its effectiveness and will provide regular reports in this regard to the Directors of the Company who have overall responsibility for ensuring this policy complies with the Company's legal and ethical obligations.

Anti-corruption is factored into annual supplier reviews in line with other frameworks (namely ISO27001:2013 GRI). These reviews will include an assessment against the policy and analysed on the company's KPI dashboard. This is a regular assessment and is not incentivised.

Discuss the organisation's efforts to participate in collective action to combat corruption.

Anti-corruption is a core value that is routinely refreshed in all staff's minds. The company's reputation for maintaining lawful business practice is of paramount importance. The company routinely reviews and improves staff literature and training.

GRI 204: Procurement Practices

Our Management Approach to Procurement Practices

Describe why the procurement practices management approach is a relevant concern to the organisation's operations?

A key goal for Pylon One's sustainability action plan is around sustainable and ethical procurement, which we aim to achieve through an improved procurement process, supply chain audits of existing suppliers, and supporting local suppliers

Please describe the scope of the organisation's procurement practices policies.

The focus is mainly on UK suppliers as most items are procured in the UK and temporarily exported worldwide, and it includes all areas of the business including goods, services and works and office supplies and includes all employees, contractors and suppliers

Provide a statement of the purpose of the organisation regarding its procurement practices policies.

At Pylon One, we are committed to embedding sustainability into our procurement processes. As part of this commitment, we aim to work with suppliers who share our values and can demonstrate sustainable and responsible practices

Provide a link to any publicly available document outlining the organisation's procurement practices policies.

Policies are available upon request and/or via the pylonone.com website. This year we have updated and created the following policies to support sustainable procurement: POL-ESG-08 Sustainable Procurement Policy, QUE-ESG-01b Sustainable Procurement Questionnaire, POL-ESG-05 Supplier Code of Conduct, POL-ESG-02 Human Rights Policy, POL-ESG-04 Modern Slavery Policy

Who holds overall responsibility for managing the organisation's procurement practices policies.

The board holds overall responsibility but everyone has a responsibility when procuring items and all activities are closely monitored by the accounts team

GRI 306: Waste Management

Our Management Approach to Waste Management

Provide a statement of the purpose of the organisation's actual and potential waste-related impacts approach.

Pylon One commits to the following approach within our waste management policy: Ensure a high level of commitment to good environmental policies throughout our business activities; Develop this policy by minimising the production of waste through good purchasing practice of materials used throughout the business and reuse and recycle materials whenever and wherever practical to do so; Help ensure that we give proper consideration to our environmental and waste management responsibilities and to assist in the minimisation and recycling of waste materials wherever and whenever practical.

All staff are expected to abide by our procedures and co-operate with senior management in the execution of this policy; Avoid (when possible) and then minimise waste streams of high volume and high cost; Adopt solutions that minimise our plastic impacts and reduce the amount of plastic we use especially single-use items; Audit potential waste management suppliers pre appointment to ensure they are of an acceptable standard;

Provide information to staff to facilitate their participation in the recycling of their waste; Encourage suppliers to design packaging materials in accordance with a circular economy perspective; Encourage the purchase of products with recycled content; also select products and materials with recycling potential; Minimise waste by encouraging the exchange and reuse of equipment and materials among departments; Manage hazardous waste correctly such as asbestos removal if applicable; Have an appointed employee take logs of how the waste is managed and disposed of.

Describe waste reduction initiatives and targets.

The company encourages all project managers and technicians to prevent waste through design when scoping new projects. As 98% of our kit is reusable this means we have a low level of waste in general. The only area we need to purchase new material and recycle is data cabling as currently recycled cable is not stable/reliable enough to meeting client expectations although we often communicate with our suppliers on future development in this area.

GRI 410: Security Practices

Our Management Approach to Security Practices

Describe specific actions, such as processes, projects, programs, and initiatives, that the organisation uses to address its Security Practices management approach.

For information security we are ISO:27001 certified which provides and overall framework. For physical security safeguarding our warehouse we go beyond the stipulations from our insurers by working to "best in class" standards - including fully monitored CCTV/alarm access control security shutters/locks and movement sensors. We also lock down our communications room with additional security measures ensuring only minimal key staff have access.

Describe the scope (location and timeline) covered in the company's goals and targets regarding Security Practices.

The Information Security Management System (ISMS) applies to the provision of trusted and managed information security services to internal and external customers of Pylon One in accordance with the ISMS Statement of Applicability revision and date as stated there.

The ISMS shall operate in accordance with the Statement of Applicability which provides the exact information security controls and office locations that are in scope.

The ISMS applies to all global systems and processes where software and data assets exist that contain sensitive personal or confidential information that must be protected from unauthorised disclosure modification destruction or disruption in availability.

Describe why Security Practices management is integral to the organisation's operations?

Pylon One is a communications company so enhanced physical and virtual security practices are integral to protect Pylon One and its customers data and assets from all threats whether internal or external deliberate or accidental.

GRI 418: Customer Privacy

Our Management Approach to Customer Privacy

Describe specific actions such as processes projects programs and initiatives the organisation uses to address its customer privacy management approach.

Security privacy by design is the main principle as defined per the ISMS policies. Processes such as Data Privacy and Protection Impact assessments are carried out on new projects as well as Information Risk Assessments. Supplier reviews are conducted annually. Training and compliance are reviewed in ISMS quarterly management meetings.

Describe the scope (location and timeline) covered in the company's goals and targets regarding customer privacy.

The scope of the company's information system statement is as follows: "Management of information security related to the provision of communication services and infrastructure for major events and conferences globally." The Information Security policy applies to: All employees contractors consultants temporaries and other workers at Pylon One including all personnel affiliated with third parties;

All equipment and systems including all facilities hardware software personnel data and all storage devices and media controlled by Pylon One and those information assets for which it is the custodian.

Excluded from the scope of this policy shall be Day to day operations of the Data Centre which are owned and controlled by third parties who in turn shall be aligned / certified to ISO 27001. The control of any Pylon One's assets within such centres however remain fully in scope. On site deployment at external event spaces. Due to the unique nature of events and planning/ infrastructure being out of the companies control deployments on site cannot fall under scope.

Describe any adjustments to the customer privacy management approach as a result of the evaluation.

As part of the ISMS the policy operates a change register identifying updates to systems policies and procedures as part of the continuous improvement of company security.

Auditor's Statement

INTERPRETING THIS REPORT

The matters raised in this report are only those that came to our attention during the course of our review and are not necessarily a comprehensive statement of all the weaknesses that exist or all the improvements that might be made.

Recommendations for improvements should be assessed by you, the stakeholder, for their full impact before they are implemented. This report, or our work, should not be taken as a substitute for management's responsibilities for the application of sound commercial practices.

We emphasise that the responsibility for a sound system of internal controls rests with management, and our work should not be relied upon to identify all strengths and weaknesses that may exist. Neither should our work be relied upon to identify all circumstances of fraud or irregularity, should there be any.

This report is supplied with the understanding that it is solely for the use of the persons to whom it is addressed and for the purposes set out herein. Our work has been undertaken solely to prepare this report and to state those matters that we have agreed.

To the fullest extent permitted by law, ESG PRO Limited will accept no responsibility or liability in respect of this report to any other party and shall not be liable for any loss, damage, or expense of whatsoever nature which is caused by any person's reliance on representations in this report.

We have no responsibility to update this report for events and circumstances occurring after the date of this report.

ESG PRO Limited is a limited liability company registered in England and Wales no. 10218501 of the registered address Shrawley House, Shrawley, Worcestershire, WR6 6TG, United Kingdom.



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