



Sustainability Roadmap

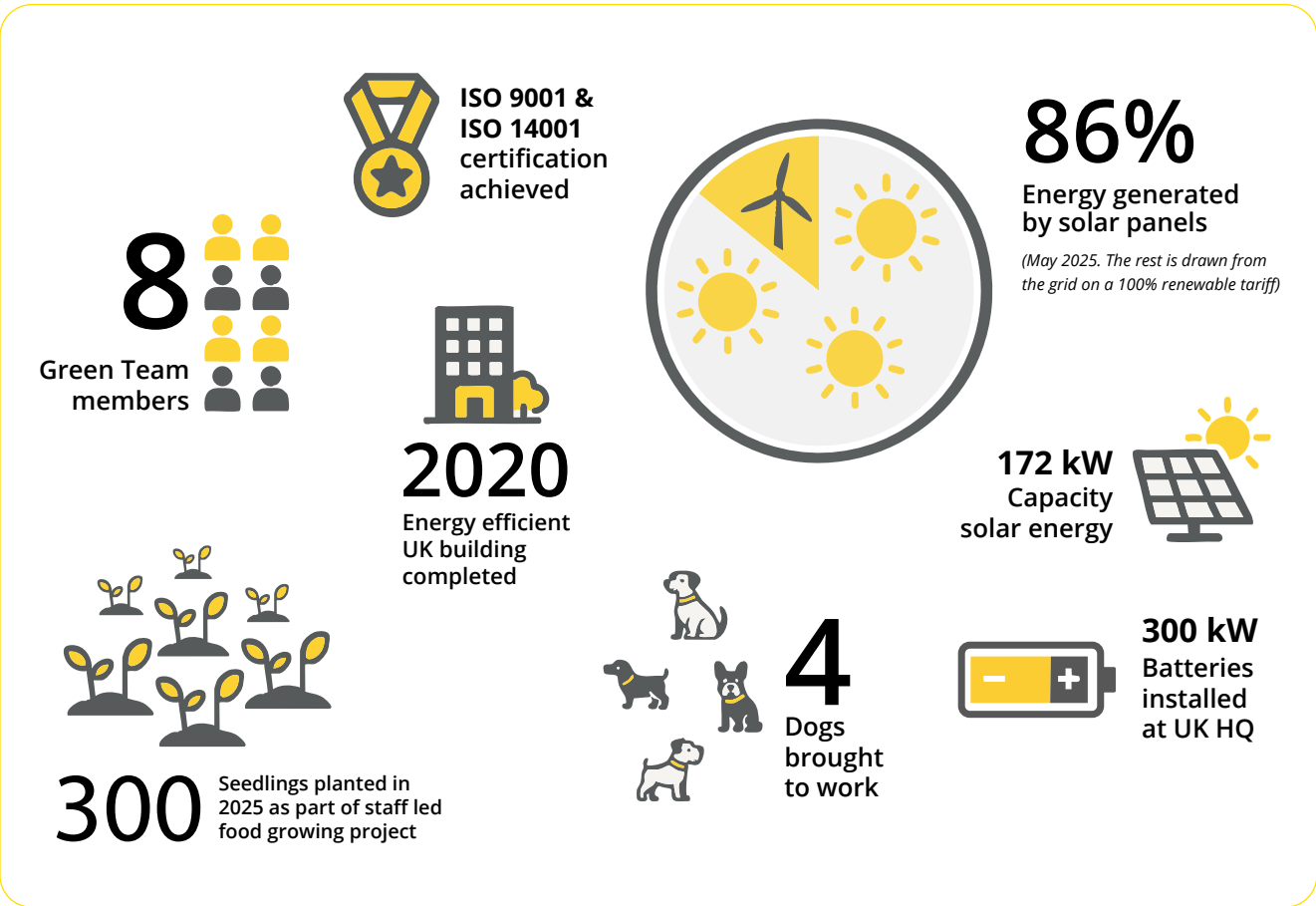
2025 to 2033

Overview



VEGA Controls Limited recognises that our own operations and those of our suppliers and contractors have an impact on the environment, on people and on the local economy. We are committed to managing our activities in a way that minimises negative impacts and maximises positive sustainability benefits.

This roadmap sets out our sustainability plans for the period of 2025 to 2033. Its aim is to give our customers, colleagues and the wider community an insight into what we are doing, how we are tracking our progress and to share some stories about what we have achieved so far.



From our Managing Director

As the Managing Director, I am thrilled to share our Sustainability Roadmap and stories about how we are taking actions across our three strategic sustainability themes:

- **Protecting the natural world**
- **Reducing our environmental impact**
- **Supporting people and community**

The VEGA Group's commitment to reaching greenhouse gas neutrality by 2033 in Scope 1 & 2 reflects our dedication to sustainability and environmental responsibility.

By implementing a combination of innovative efficiency policies and robust monitoring systems, we are not only optimising our operations but also ensuring transparency and accountability in our journey.

Together, we can create a cleaner, greener future, and I invite everyone - our employees, partners, and customers - to join us in this exciting endeavour. Together, we can make a positive impact on our business, people and most importantly, our planet's future.



Doug Anderson

More information

Contact our friendly UK team to find out more about our sustainability work:



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<https://www.vega.com/en-uk/company/about-vega/sustainability>



<https://www.linkedin.com/company/vega-level-and-pressure>

VEGA Vision

We create **values** to make life **easier** and more **secure**

With innovative technologies and services, we develop solutions that inspire. Through our sense of simplicity and our focus on people, we are looking to the future with curiosity. Locally grounded and globally connected, together we give values a home.



Curiosity

Our curiosity drives us forward — exploring new ideas, embracing change, and developing smarter solutions. It inspires innovation and continuous learning, helping us evolve and approach every project as an opportunity to improve. We take pride in delivering meaningful, high-quality solutions that make a lasting impact.

Humanity

We believe true progress begins with humanity — building trust, respect, and shared values. We see our employees as family and our customers as partners, meeting everyone at eye level. Exceptional personal service and responsibility for our people will always be at the heart of VEGA.

Simplicity

We make things simple — and live that simplicity every day, leaving the hustle and bustle aside. It drives clear communication and collaboration, inspiring how we work together and with our customers. We are efficient and solution-oriented, delivering products and services that add sustainable value and make our customers' professional lives easier.

Connectivity

Connectivity makes us stronger — uniting our people, knowledge, and customers across the globe. We respect our differences and strengthen what connects us, fostering a culture of belonging and collaboration. This shared understanding enables us to deliver specialised solutions and lasting value for our customers.

Case study: electric fleet project

We have begun the full electrification of our management, sales and service vehicle fleet as part of our commitment to reducing emissions. The transition is currently around 63% complete and is scheduled for full completion by the end of 2027, as existing lease agreements are renewed.

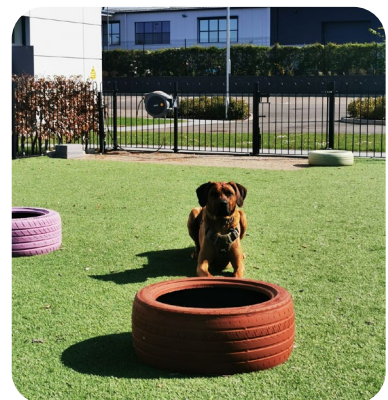
Progress will be reported annually through our key performance indicators to ensure transparency and accountability.



Case study: healthy workplace project

Creating a happy and healthy work environment is an important part of our culture. Many of our employees are passionate about growing their own food, so we've installed a greenhouse and invested in equipment to help them do this at work.

Following the success of our Bring Your Dog to Work initiative, a dedicated dog exercise area was included in the design of our building — supporting wellbeing, strengthening our sense of community, and ensuring the welfare of our dogs.



Our approach to sustainability

Our approach is based on the UN Sustainable Development Goals (SDGs). The seventeen goals cover many of the challenges and opportunities facing the world today. They encourage organisations to look beyond their operational footprint, applying their influence and resources to create a better future for people and nature.

Some business activities have a larger impact on the planet than others and so a major focus of our sustainability work is reducing our greenhouse gas (GHG) emissions to help reach global net zero emissions.

Net zero means no longer adding to the amount of GHGs in the atmosphere. Reducing GHG emissions is the main way to do this but not all emissions can be eliminated completely, so those that remain need to be actively removed to reach net zero GHG emissions.

VEGA Controls Limited's parent company VEGA Grieshaber KG are committed to reaching GHG neutrality by 2033 in Scope 1 & 2.

In the UK the Climate Change Act commits the UK to achieving net zero by 2050 by reducing GHG emissions by at least 100% of 1990 levels by 2050.¹

With the support of a [local sustainability consultancy](#), in 2024 all UK employees took part in a series of workshops to help identify which business activities have important sustainability impacts, both positive as well as negative. There was a strong focus on recognising what the company is already doing, along with plans for better ways of working and future projects. The outputs from this work formed the basis of our sustainability policy and action plan, including defined targets and key performance indicators (KPIs).

Our Quality and Environmental Management Systems are externally audited and certified to ISO 9001:2015 and we recently achieved certification to ISO 14001:2015.



¹Source: BBC News - <https://www.bbc.co.uk/news/science-environment-58874518>

Innovation and sustainability

For many businesses, sustainability is just about reducing the environmental impact of their own operations. At VEGA Controls Limited our most significant positive impact on the environment is through the innovative products and services we provide.

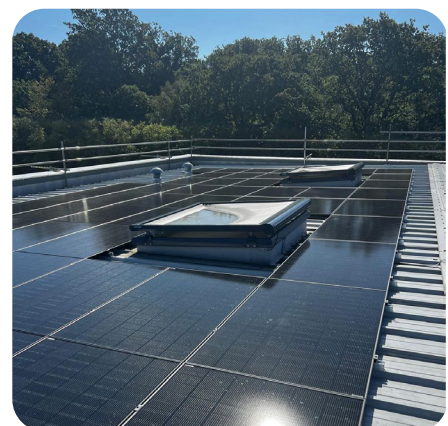
Our sensor products help customers manage levels in a wide range of applications, protecting the environment by preventing and monitoring serious flooding and pollution incidents. Each product is designed for longevity, repairability, modular upgrades, and recycling at the end of its life span — reducing environmental impact compared to similar products with shorter lifespans and poorer build quality.

We also seek out innovative solutions reducing the footprint of our operations. Our UK building is highly energy efficient and we have recently improved and upgraded the solar PV system by tripling its capacity and adding 300 kW of battery storage.

Case study: rooftop solar project

Our rooftop solar and battery installation enables the building to be a net donor of electricity back into the grid during some parts of the day.

Working in partnership with our solar installation provider, the original panels removed from the roof were donated and reinstalled on a local Scout hut — providing renewable energy to the community at zero cost to the group.





Sustainability timeline

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| 1959 | VEGA Grieshaber KG founded in Germany |
| 1982 | VEGA Controls Ltd founded in the United Kingdom |
| 2019 | New radar level transmitter series and controllers for monitoring launched in the BASIC and AIR formats to provide low-cost, high performance measurements, particularly for the environmental sectors |
| 2020 | Opening of new UK HQ building designed and constructed to maximise energy efficiency |
| 2021 | MCERTS environmental accreditation achieved for BASIC series radars, for flow and EDM on CSO applications, issued by the Environment Agency |
| 2022 | Five-year contract secured with Anglian Water for MCERTS monitoring of final effluent flows and CSO spills to the environment |
| 2023 | Started work on ISO 14001 |



2024

Management review of operations completed to identify sustainability impacts
WRAS approval achieved for drinking water radar level sensors
All employees attended sustainability workshops
Sustainability Policy and Action Plan created
100% EV fleet conversion programme initiated
Rooftop solar capacity tripled to 172 kW
Green Team established and Sustainability Grants launched
100% renewable energy supply contract signed
Five-year contract secured with Southern Water for level and pressure monitoring

2025

Installation of 300 kW solar battery system
Launch of Salary Sacrifice EV Car Scheme
Special MCERTS accreditation issued by the Environment Agency for EDM 'spill' monitoring
Launch of Sustainability Roadmap

2026

First annual impact report due

2028

Full electrification of vehicle fleet conversion to be completed

2033

VEGA Germany target date for Scope 1 & 2 greenhouse gas neutrality

Strategic themes

Our Sustainability Roadmap is built around three core strategic themes that guide our actions and priorities. Each theme reflects a key area where we can make a measurable difference — through our technology, our operations, and our people. Together, they form the foundation of our long-term commitment to protecting the environment, reducing our impact, and creating positive change in the communities we work and live in.

The three themes are:

- **Protecting the natural world** – through the use of sensor technology to prevent pollution, and by enhancing local biodiversity around our site.
- **Reducing our environmental impact** – improving performance across energy, waste, water, and transport.
- **Supporting people and community** – promoting wellbeing, engagement, and positive social impact.

Actions, key performance indicators (KPIs), and targets are set out under each theme to track progress and ensure accountability.

Protecting the natural world

Covers	Our sensor technology. Nature.
Actions	Support and train our customers to roll out sensors which protect the environment by preventing pollution and managing flooding incidents. Improve the natural habitat around our building to support biodiversity.
KPIs	Sales of radar devices with MCERTS accreditation. Environmental incidents. Local biodiversity quality.
Targets	To become and remain a strategic partner to at least 5 UK major water companies and a regular supplier to the Environment Agency, SEPA and NRW for flood, pollution, sewer and effluent monitoring. Assess local biodiversity around the building by the end of 2025 then set further targets on areas to improve.



Reducing our environmental impact

Covers	Energy. Travel & Transport. Water. Waste.
Actions	Expand scope 3 GHG reporting. Procure 100% renewable energy and implement battery storage. Investigate further energy saving initiatives. Review and improve our water consumption monitoring. Reduce emissions from travel & transport by investing in low / zero emission vehicles and charging points, starting a salary sacrifice scheme for EVs and encouraging other sustainable forms of transport. Further expand our electronic communications to reduce printing.
KPIs	Greenhouse gas emissions. Percentage of energy generated onsite from solar PV vs energy drawn from the grid. Percentage of fleet that are electric vehicles. Percentage of office waste recycled.
Targets	100% electricity used at HQ generated from onsite PV system or from renewable grid energy in 2025. Get weighed waste data from waste contractor in 2025. Confirm compliance with Simpler Recycling Regulations in 2025. 10% increase in employee travel via public and sustainable transport vs 2023 levels by 2026.

Supporting people and community

Covers	Community. Working conditions & human rights. Supporting good causes.
Actions	Support employees to implement environmentally friendly projects at home and in their community through the Sustainability Grants project. Support employee wellbeing through healthy workplace initiatives. Offer every employee a paid volunteer day each year and continue to support charitable and community-driven initiatives.
KPIs	Employee engagement with sustainability projects including training. Sustainability grant applications funded. Amount donated to good causes supported.
Targets	Engage in two company-wide staff sustainability activities per year. Fund at least 20 Sustainability grants per year. Partner and donate to at least one good cause to contribute funds to.

How we will achieve this

Covers	Communications. Data. Investments. Management & Procurement.
Actions	Comply with all relevant legislation, minimise environmental risks and prevent pollution. This will be a requirement of all contractors in the course of their work for us. Track and report progress against our action plan and targets. Continually assess our operations to determine and report their environmental impact. Engage with suppliers on their GHG and sustainability footprint.
KPIs	Environmental performance data. Suppliers who have made a sustainability commitment.
Targets	Establish processes to review and compile water, waste, and energy data in 2025. Complete and launch the Sustainability Roadmap in 2025.

Case study: green is the new yellow - our Green Team

Established in 2024, our Green Team brings together employees from across the business to drive sustainability initiatives and share ideas. The group meets regularly to plan projects and take part in sustainability-focused away days at inspiring local venues — such as those championing organic, high-welfare, and locally sourced food.

The Green Team also oversees our Sustainability Grants project, supporting employees to make eco-friendly changes at home. Funded projects have included smart heating controls, LED lighting, wildlife-friendly gardens, and energy-efficient household equipment — all helping to reduce environmental impact at work and at home.



Our ongoing commitment

Sustainability is an integral part of how we operate — shaping how we design our products, run our business, and engage with customers, suppliers, and communities. We recognise that achieving meaningful change requires long-term dedication, collaboration, and accountability.

Through this roadmap, we have set out clear actions, measurable targets, and a framework for continuous improvement. Our commitment goes beyond compliance; it is about taking responsibility for our impact and continually striving to do better. Guided by our values of Humanity, Simplicity, Curiosity, and Connectivity, we will continue to innovate responsibly, reduce our environmental footprint, and create lasting value for people, industry, and the planet.

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