

astro

Engineering a sustainable future



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A message from our CEO

*“At Astro, we have always been committed to doing business in a way that respects our planet, supports our people, and prepares us for the challenges ahead. We recognise that Environmental, Social, and Governance (ESG) factors are key to long-term success, and while **change may not always come quickly or be simple**, we believe in the importance of progress. This year, we’ve made significant strides in embedding ESG into the fabric of Astro. We have established an ESG committee focused on three pillars: People, Planet, and Product, with clear annual goals and frameworks that drive real, long-term change.*

A key focus for our team has been achieving true circularity in our design process – from concept and material selection to manufacturing and end-of-life. I am also incredibly proud of Astro’s partnership with many charitable organisations who are making a real difference in communities around the world.

Powered by Collaboration, our people are at the heart of everything we do. Over the past year, we have invested in technology and training to ensure the safety, growth, and well-being of our teams worldwide. From intelligent Key Management Systems in our warehouses to online accident reporting and training platforms, we’re building a culture where safety and personal development thrive.

Alongside this, our suppliers have always been an extension of our vision and this year we conducted third-party ethical audits, allowing us to continually improve our social responsibility standards.

*A challenge worth pursuing, **sustainability will always be an ongoing journey** with no end date. It requires persistence, investment, creativity, and innovation, and we will continue to invest time and resources in our global ESG program for 2025 and beyond. We are committed to refining our processes, setting new standards, and working with industry bodies to stay informed. Looking ahead, **the future demands bold action**, and we are embracing and driving change. From reducing our environmental footprint to inspiring best practices, we are focused on responsible, ethical innovation to create lasting impact – for today and the generations to come.”*



Peter Van Der Kolk
CEO – Astro Lighting



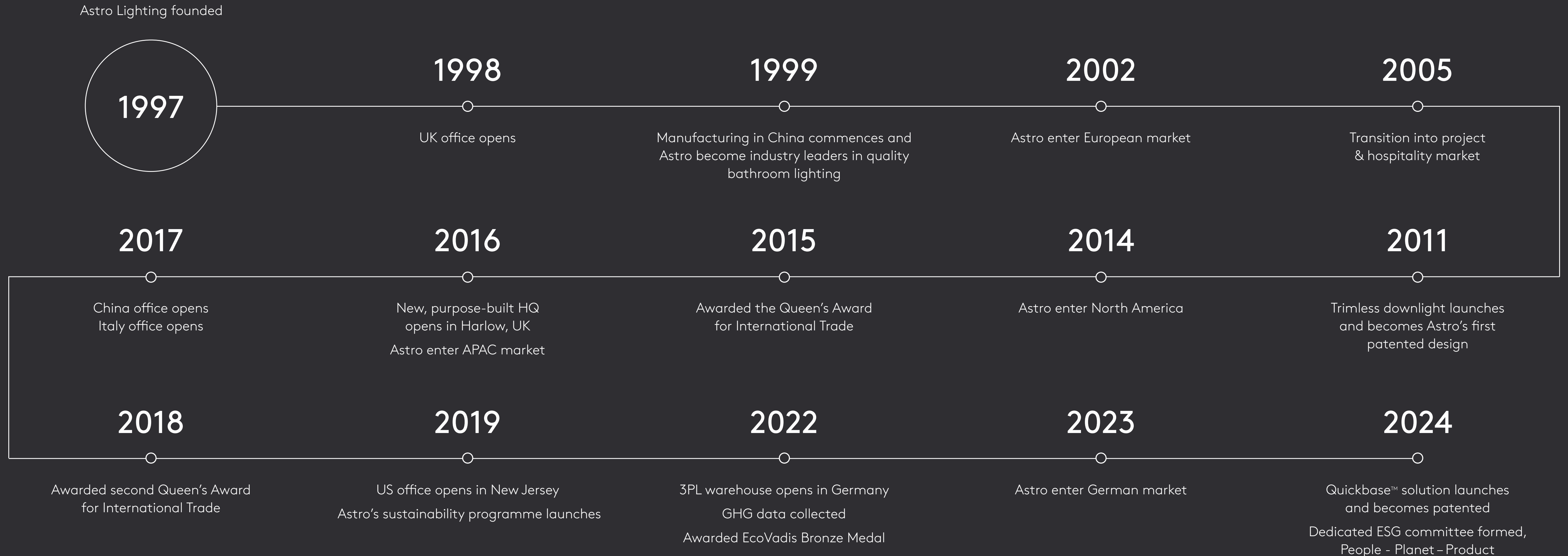
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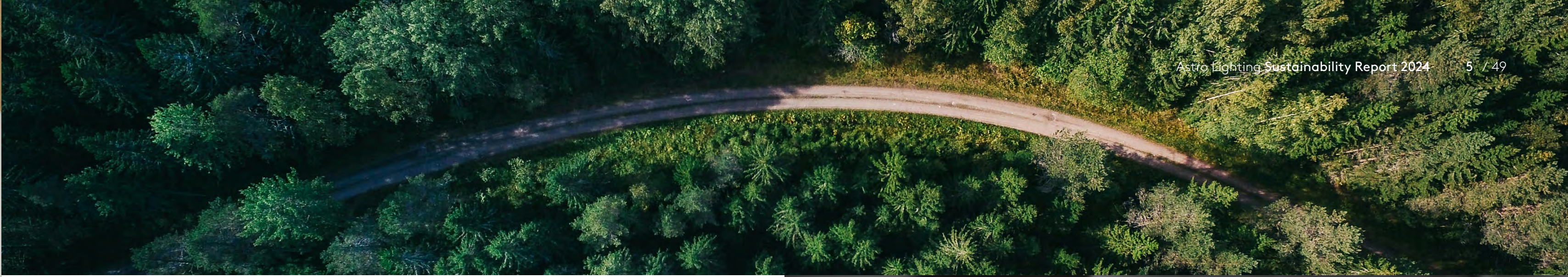
We are focused on responsible, ethical innovation to create lasting impact – for today and the generations to come.

”

Since 1997, we have shared our passion for British lighting design and a vision to create products with distinctive quality.

Underpinned by a meticulous attention to detail, each design balances high-performance with our commitment to sustainable, timeless design.





Designed to stand the test of time

“Lighting plays a unique role in our lives—it doesn’t simply exist in a space but actively consumes energy throughout its lifetime. That’s why we believe designing luminaires for longevity isn’t just about delivering quality, it’s a responsibility.

The more durable a design is, the smaller its overall footprint becomes so by focusing on simplicity and precision, we create lighting that subtly transforms spaces and remains reliable for years to come. No gimmicks, no unnecessary complexity, just well-engineered, beautifully designed lighting that stands the test of time.” — **James Bassant & John Fearon, Founders of Astro Lighting**



Product portfolio

Designed in-house under the guidance of Riley Sanders, our expertly engineered portfolio spans Bathroom, Interior, and Exterior lighting. From luxury hotels to sophisticated commercial spaces, our designs can be seen in distinguished hospitality and living environments around the globe.

Whether it's reading lights, wall lights, table lamps, or pendants, every piece is designed with an unwavering commitment to quality and purpose.

“

Our design approach focuses on precision, delivering a refined aesthetic that captures the true essence of an idea through form, materials, and finishes that truly complement the lighting effect.

”



Riley Sanders
Head of Design



Bathroom

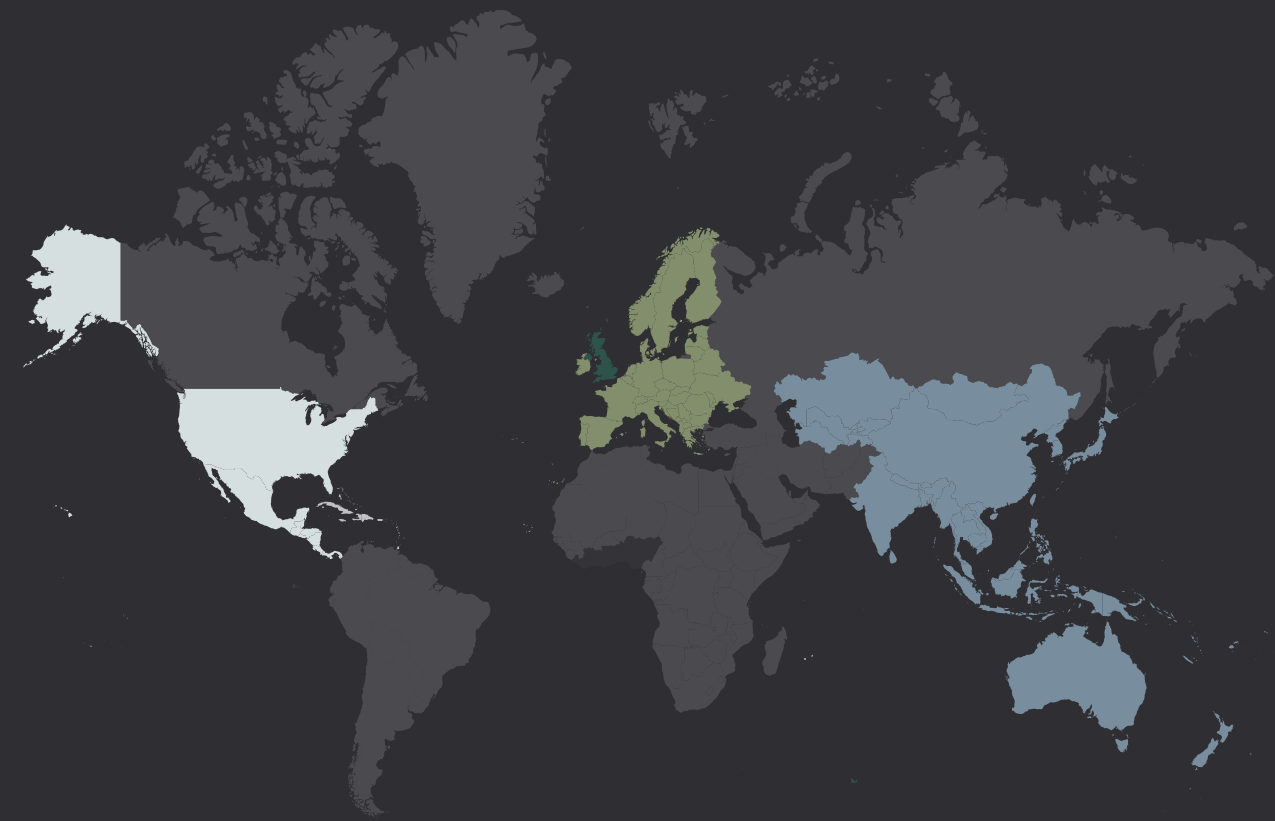


Exterior



Interior

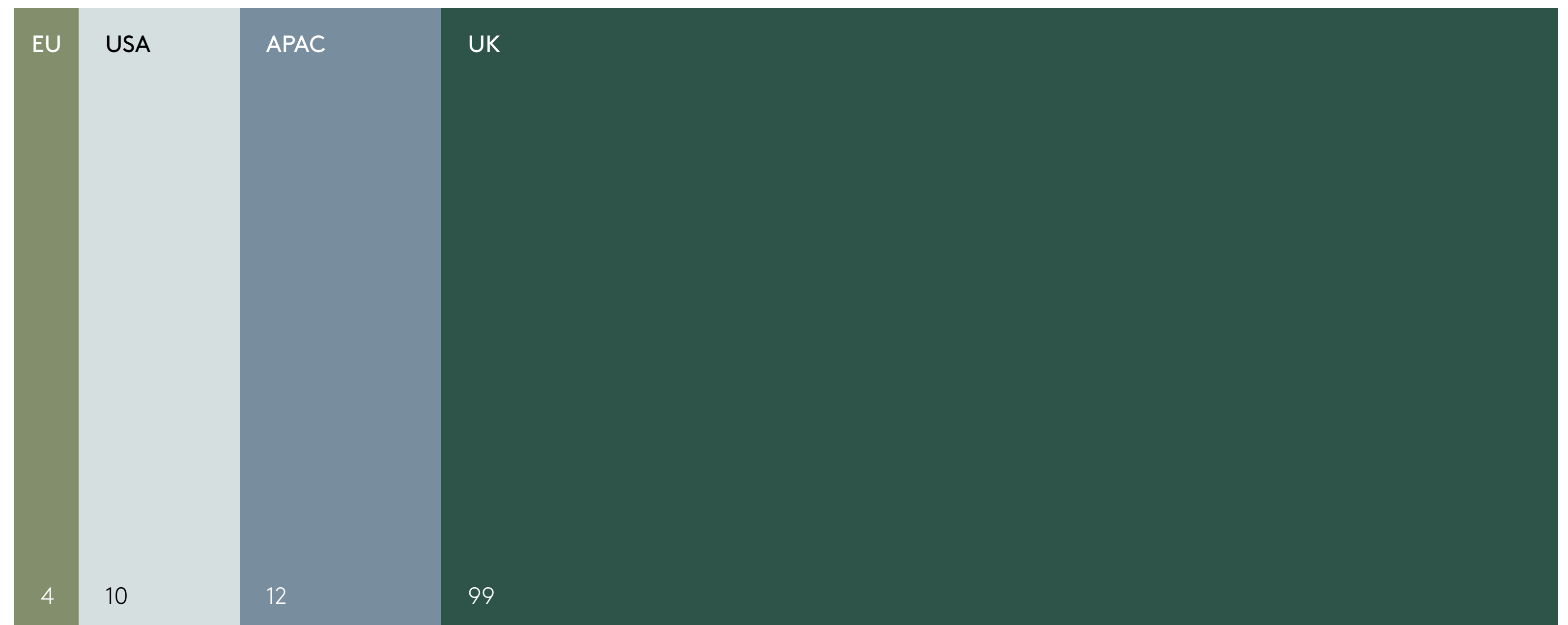
Global workforce



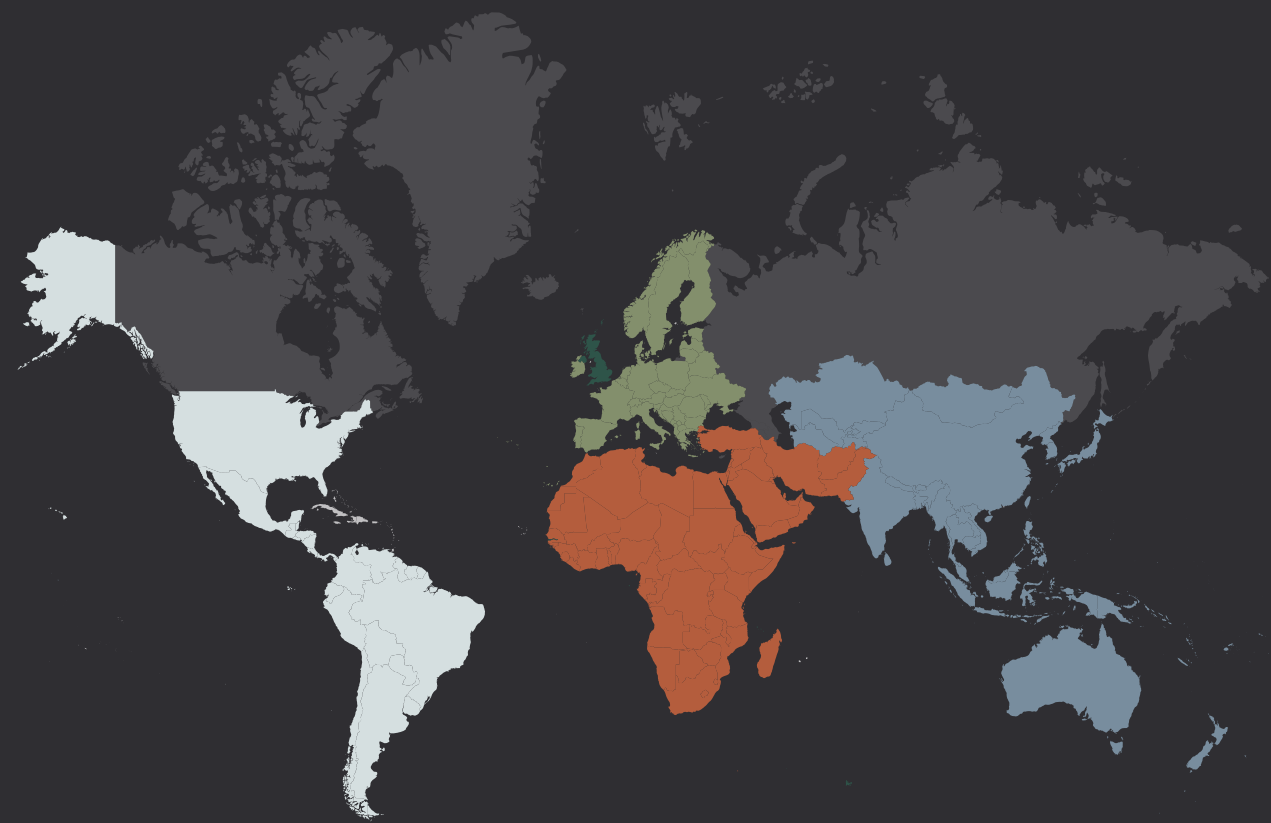
We operate with a structured and strategic presence across multiple regions, ensuring efficient collaboration and support for our global partners. Reflective of our balanced distribution of talent, with key hubs in the UK, Europe, North America, and Asia, our headcount across these regions is tailored to meet local market demands while maintaining seamless integration with our headquarters.

This approach enables us to drive innovation, enhance customer relationships, and uphold the high standards that define who we are.

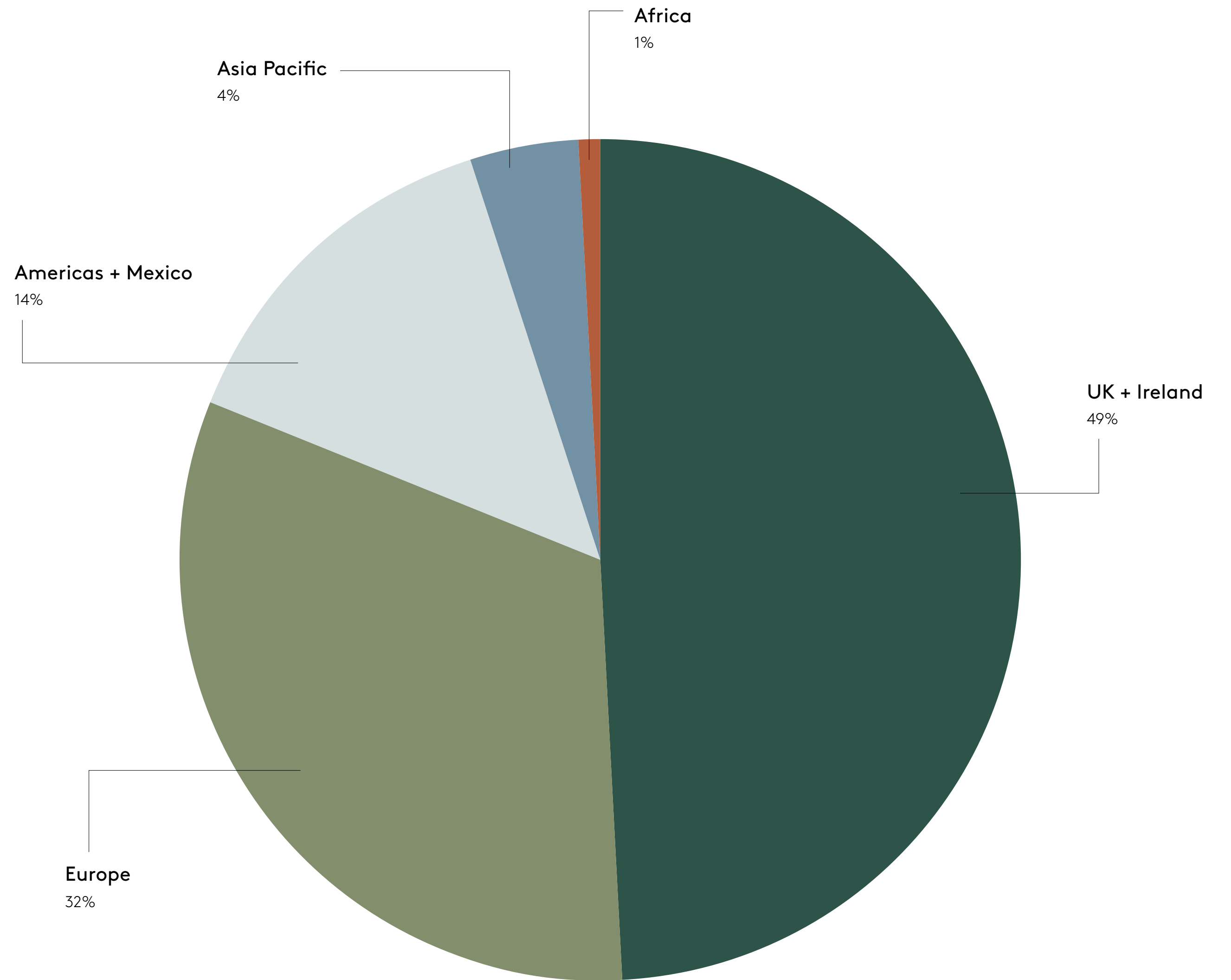
2024 headcount by region



Worldwide sales impact

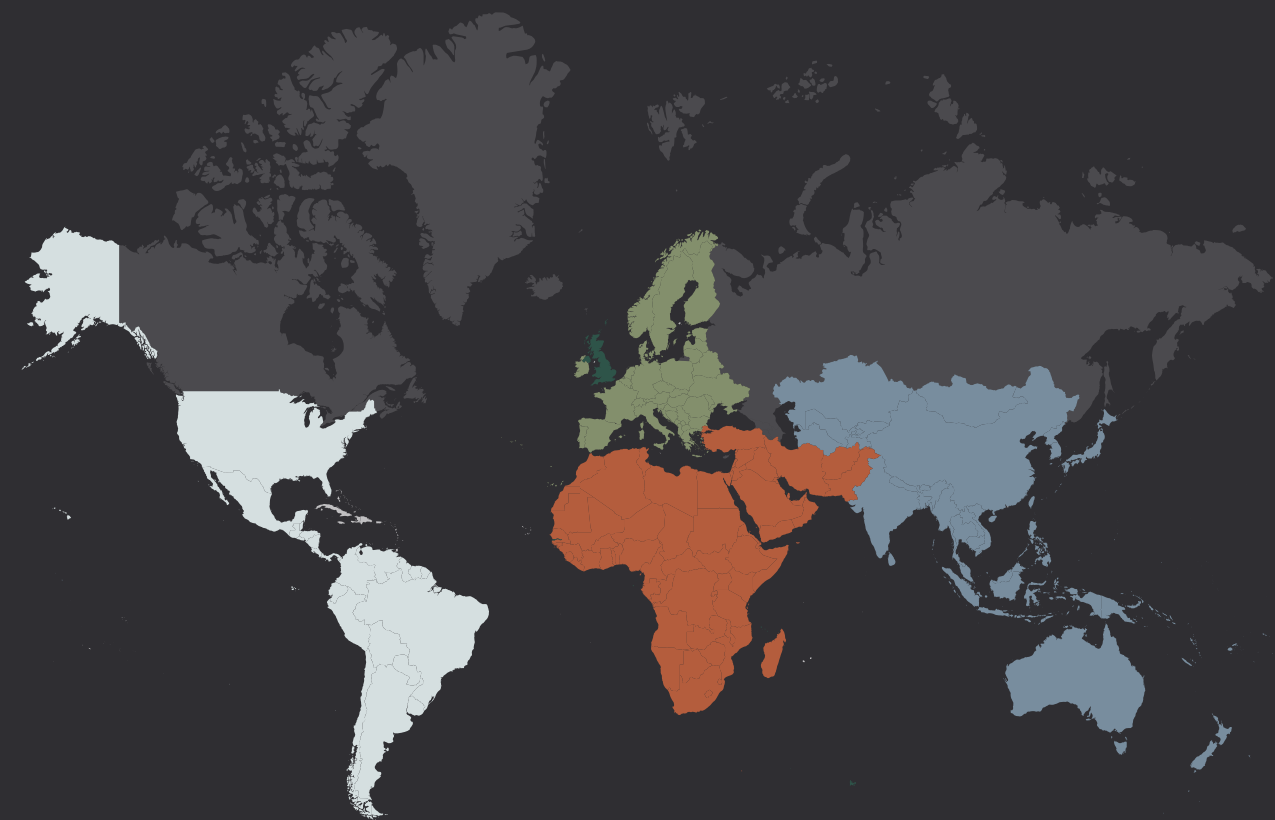


Our sales approach is centered on targeted growth, fostering strategic partnerships, and upholding responsible business practices. By understanding local markets and leveraging global reach, we create tailored solutions that meet the evolving needs of our customers. This commitment drives long-term, sustainable success and strengthens our position as a trusted leader across diverse sectors.



**Summary of 2024 sales by region.*

Economic performance



Mindfully controlling costs and streamlining processes, we maintain a sustainable financial structure that supports our long-term growth. Our approach focuses on maximising value, reducing waste, and reinvesting into key areas that drive innovation and future-proof our business.

Direct value generated, distributed + retained <small>£ in thousands</small>	2024
Direct economic value generated	37,611
Direct economic value distributed	33,429
Operating costs	23,857
Employee wages + benefits	8,303
Payments to providers of capital	-7
Payments to the government	1,266
Community investment	10
Economic value retained	4,182

*GRI Disclosure 201.1



ESG Mission



Driving meaningful change

“ESG for Astro is an opportunity to truly drive positive change, foster resilience, and ensure long-term success. As a design-led company known for timeless aesthetics, we recognise that sustainability must be embedded in how we design and manufacture our products. Reducing our environmental impact is a priority, and we are actively working to cut greenhouse gas emissions, transition to renewable energy, and minimise waste across our operations and supply chain. Creating high-quality, long-lasting lighting solutions is our priority, utilising recycled and recyclable materials wherever possible and optimising energy efficiency to ensure our products are repairable, dismantlable, and safe.”

*Transparency is at the heart of our approach, it’s the way we do business, and we are aligning our reporting with the GRI framework to ensure accountability and measurable progress against our three pillars – **People, Planet, Product**. By working together with our employees, customers, and partners, we can drive meaningful change while delivering sustainable growth in an environment where our employees thrive.”*



Rob Jarvis

ESG Lead — Astro Lighting



We've engineered our ESG approach around three core pillars: **People, Planet, and Product** — each designed with precision and purpose.

Every pillar is governed by a focused policy, outlining clear commitments and measurable targets.

Senior leaders from across the business form specialised committees for each pillar. Their role? To oversee implementation, track progress with rigour, and ensure we continually innovate and improve.

People

- Equity, diversity & inclusion
- Employee well-being & safety
- Community engagement
- Human rights
- Stakeholder management

Planet

- Sustainable resource approaches
- Carbon footprint reduction
- Waste management
- Sustainable sourcing
- Environmental compliance

Product

- Life cycle analysis
- Product efficiencies
- Waste reduction
- Repair, Reuse, Recycle
- End of life management

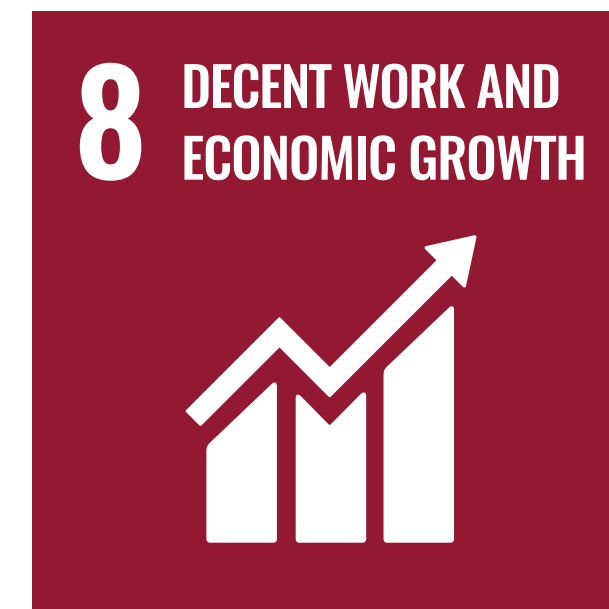


International influence

Contributing towards 11 SDG's


The United Nations Sustainable Development Goals (UNSDGs) provide a global framework for addressing the world's most pressing challenges, from climate action to social equity. For Astro, embracing the UNSDGs is not just about corporate responsibility – it's a strategic imperative.

Aligning with these goals enhances resilience, drives innovation, and fosters long-term growth by meeting stakeholder expectations and regulatory requirements. By integrating sustainability into operations, we are creating positive environmental and social impact while securing a competitive edge in an evolving global market.




UNSDG alignment

3 GOOD HEALTH AND WELL-BEING




- 3.4 Mental Health First Aiders
- 3.4 Employee Assistance Program (EAP)
- 3.5 Support for Streets 2 Homes charity
- 3.8 Health plan for employees
- 3.9 Ethical audits on our supply chain

7 AFFORDABLE AND CLEAN ENERGY




- 7.1 Support for SolarAid charity.
- 7.2 Renewable electricity
- 7.2 Renewable gas
- 7.3 Design efficient products
- 7.3 Carbon reduction planning

10 REDUCED INEQUALITIES




- 10.3 Conduct employee survey
- 10.3 Adopt EDI metrics
- 10.4 Review and adopt best practices
- 10.4 Equal access to health care

13 CLIMATE ACTION




- 13.2 ESG policy introduction
- 13.3 Conduct training for ESG

4 QUALITY EDUCATION




- 4.4/4.7 Learning Management System
- 4.7 Train all staffs in sustainability
- 4.7 Mentor young people through colleges/school workshops

8 DECENT WORK AND ECONOMIC GROWTH



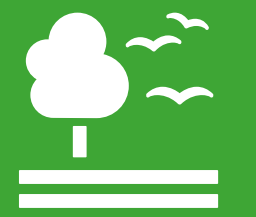
- 8.1 Revenue growth due to sustainability performance
- 8.4 Conduct Life Cycle Analysis
- 8.5 Annual employee surveys
- 8.7/8.8 Conduct Ethical audits on our supply chain

11 SUSTAINABLE CITIES AND COMMUNITIES




- 11.6 Measure the carbon footprint of our operation

15 LIFE ON LAND




- 15.2 Increase FSC use in packaging to 80%

5 GENDER EQUALITY




- 5.1 Introduce EDI metrics
- 5.5 Train staffs for matters on Gender Equality
- 5.9 Review & update policies as necessary

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



- 9.4 Install PV panels on the roof of HQ
- 9.4 Consider battery storage for PV
- 9.4 80% fleet to be electric/hybrid
- 9.4 Increase charging stations HQ

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- 12.1 ESG strategy
- 12.2 Increase recycled content in our products
- 12.2 Increase FSC use in packaging to 80%
- 12.4 Use reputable waste management providers
- 12.5 Increase "Right First Time" to reduce reworks
- 12.5 Reduce packaging volumes
- 12.6 Produce annual sustainability report

We prioritise strong, transparent relationships to drive environmental, social, and economic progress. We carefully identify and engage with diverse stakeholders across our value chain, ensuring effective collaboration.

Routes of engagement

					
Customers	Employees	Shareholders	Government	Community	Suppliers
<ul style="list-style-type: none"> Customer services Satisfaction surveys Global customer conference Industry events & exhibitions Focus groups Digital communication channels Self service capability Tools and educational resources 	<ul style="list-style-type: none"> Employee engagement survey Company newsletter Town hall meetings Training + development (LMS) Face-to-face team meetings Recognition Health benefits Social committee 	<ul style="list-style-type: none"> Annual meeting Shareholder board meetings Required disclosures Periodic filing with HMRC Industry conference 	<ul style="list-style-type: none"> Compliance to regulation Influence through industry association 	<ul style="list-style-type: none"> Community activities Charitable activities Employee volunteering Donation drives 	<ul style="list-style-type: none"> Supplier ethical audits Supplier agreements Scorecard feedback Trade shows Meetings

Strategy in action

01

Precision tracking

Biannual reviews to ensure we adapt and refine without compromise

02

Strategic innovation

Define ambitious, forward-thinking objectives and set annual targets with clear pathways

03

Integrated goals

Every team, every department. An aligned focus on making impact via a dedicated team

04

Continuous optimisation

Monthly reviews for dynamic progress supported by annual evaluations to recalibrate and accelerate our outcome





People

Our commitment

We are committed to conducting business with integrity, fairness, and respect, ensuring ethical practices across our operations and supply chain. We uphold human and labour rights, foster a safe and inclusive workplace, and provide opportunities for growth and well-being. Beyond our business, we actively support local communities through charitable initiatives, education, and volunteering. As we continue to strengthen our sustainability efforts, we are committed to transparency and accountability, adopting the GRI framework to measure and report our progress responsibly.

Key milestones

92%

Overall employee engagement in 2024 Voice of employee survey

0.3%

Product warranty rate achieved

0%

Injury rate IOSH

94%

Of our supply chain subject to ethical audits

£18k

Charitable funding to non-profits

- ✓ Health benefits package introduced
- ✓ Social committee formed
- ✓ Engaged in non-profit charity in all our active locations

UNSDG applicability

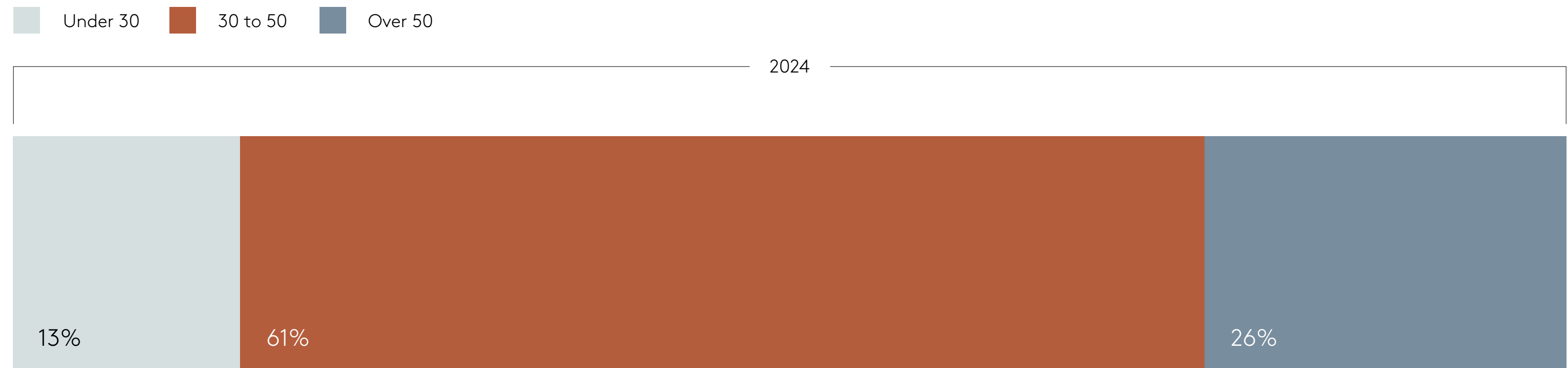
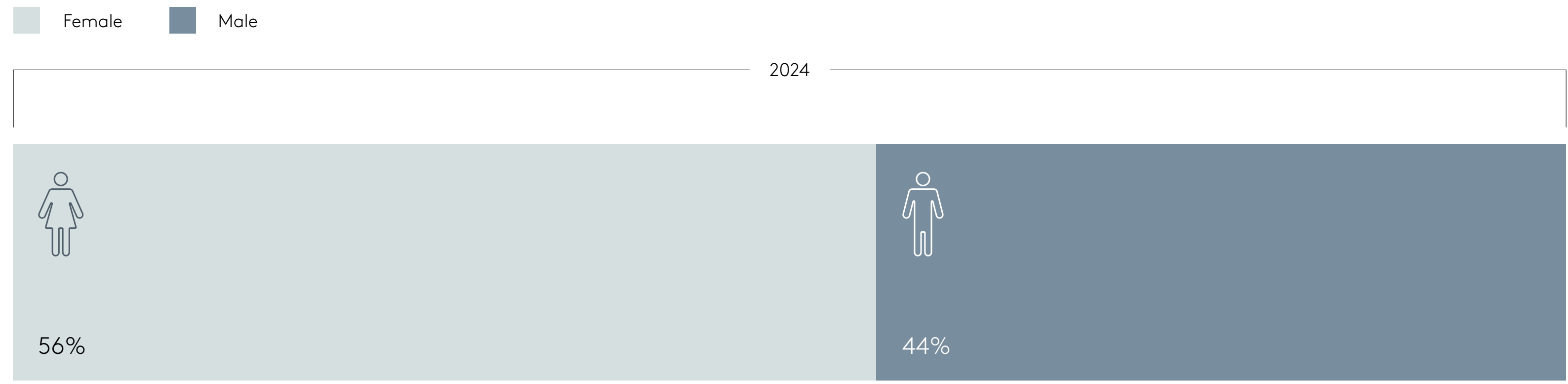


Empowering diversity

Gender equality and age diversity are essential to fostering an inclusive, dynamic, and high-performing workplace. Providing equal opportunities for all not only promotes fairness but also drives innovation and sustainable growth. Valuing employees at every stage of their careers enhances collaboration, knowledge-sharing, and fresh perspectives. By embracing diversity in all its forms, we strengthen our decision-making, enrich our culture, and build a team that is ready to shape the future.

Target 2025

Introduce a full EDI dashboard following the relevant GRI disclosures to identify opportunities to improve our performance, whether this is through training opportunities or to ensure we continue to identify unconscious bias to provide fair and equal opportunities for all current and future astro employees.



*GRI Disclosure 405-1

A culture of health + safety



The well-being of our people is non-negotiable. From ensuring the safety and quality of our working environment to recognising where colleagues may need support. Embedded in our everyday practices, we foster a culture where safety in all forms is prioritised through established protocols, ongoing training, and openness.

Health & Safety	UOM	2024
Total number of hours worked	Hrs.	228312
Hours worked/employee	n.	1810
Rate of recordable work-related injuries	n.	0
Total number of recordable work-related injuries	n.	0

*GRI Disclosure 403-9

*Number of Reportable Injuries in the period / Total hours worked (by all employees) during the period) x 200,000.



Responsible partners

Ethical integrity is fundamental in our supplier evaluations. We prioritise partners who share our commitment to responsible practices and align with our core values and long-term vision.

In 2024, we audited 94% of our luminaire suppliers to ensure they align with our high ethical and environmental standards, reinforcing our commitment to responsible sourcing and sustainability. Suppliers must maintain a minimum score of 6 across all scopes to remain an approved source.

69% of our suppliers scored 8.8 out of 10

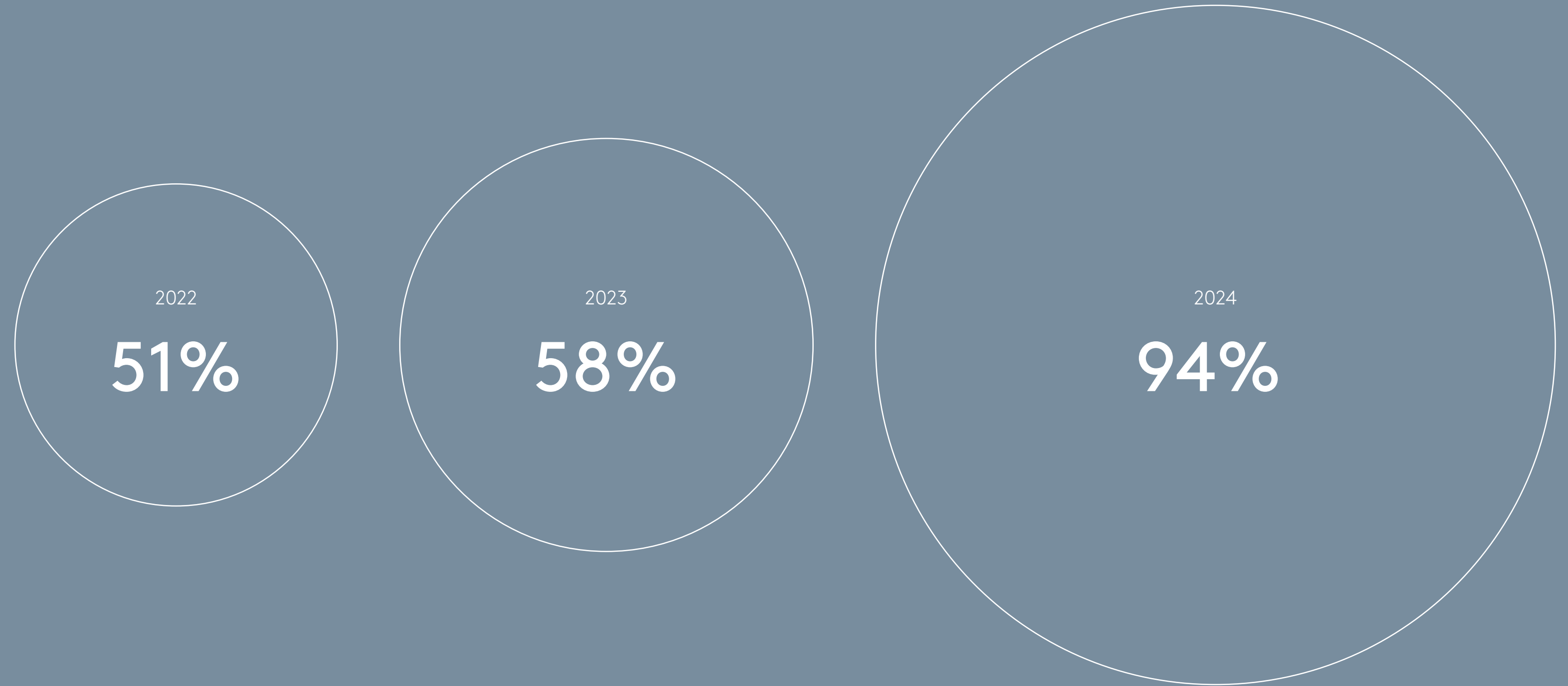
The average audit score of 6.8 achieved, the industry average is 7.0

Audit Scope

- Health Safety, hygiene
- Environmental management
- No Child Labour
- Fair working hours, wages and benefits
- Labour practices

Target 2025

Increase the audit score to 8/10 for our audited suppliers



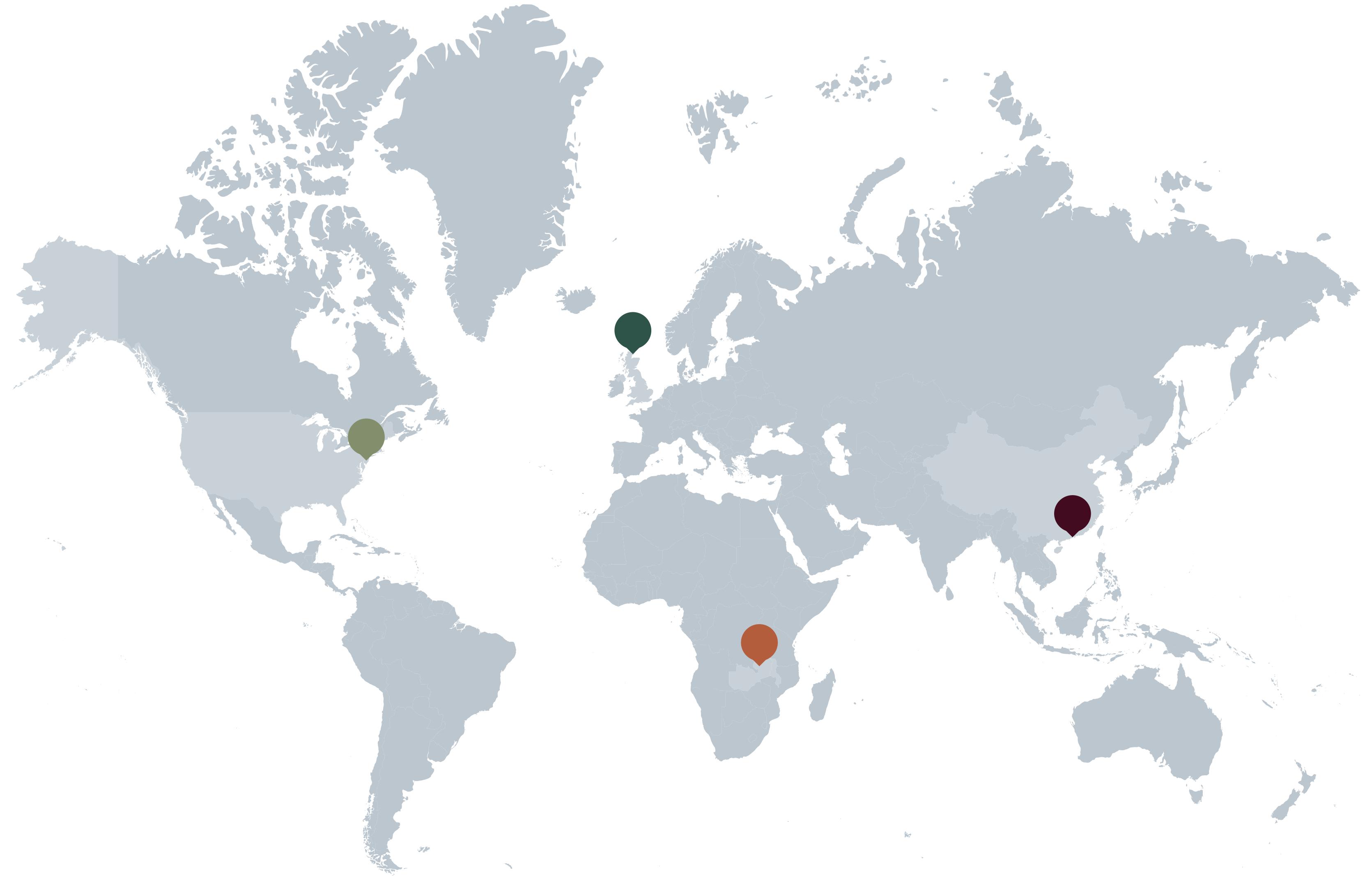
*GRI Disclosure 408-1, 409-1 & 414-1/-2

Supporting people + communities

Our charitable efforts are driven by a commitment to support and uplift the communities that contribute to our success, fostering positive change and creating lasting value for those around us.

Astro Lighting is committed to donating £20,000 annually to our charity partners, but we know that support goes beyond just financial contributions. Our teams actively engage with local communities, dedicating their time and skills through volunteering days, making a tangible impact in areas where we can create meaningful change.

-  UK Streets 2 Homes
-  Africa Solar Aid
-  USA RockAway Wishes
-  China Nanhai Charity Association



Shining a light on homelessness



We are proud to support Streets2Homes, a Harlow-based charity dedicated to preventing homelessness and addressing its root causes.

Their mission helps clients break free from homelessness and rebuild their lives. Our support goes beyond financial contributions; we also offer our employees the opportunity to volunteer their time and skills, making a direct impact on the lives of the most vulnerable in our community.



238+ people supported

222+ outreach visits

214+ home visits

72+ homeless cases prevented





Light for all

We are proud to support SolarAid - Africa

Nearly one billion people worldwide lack access to electricity, relying on dangerous sources like candles and kerosene lamps.

We believe everyone should have access to safe, reliable light and through our partnership with SolarAid, we are working to raise awareness of this global energy crisis and provide portable solar lamps to those in need.

In 2024 we supported via £10,000 of donations (5k +5k match funded)

This enabled production of over **650 solar lights**, benefiting **3,544 people**, including 2,516 previously using harmful light sources.

This initiative will save \$84.1k annually, **enhancing safety for 2,956 people**, and **allow 619 children to study after dark**.



A close-up photograph of several green leaves, likely from a plant with a reddish-brown stem, covered in numerous water droplets. The droplets are of various sizes and are scattered across the surface of the leaves, which are set against a dark, blurred background. The word "Planet" is overlaid in white, sans-serif font in the center of the image.

Planet

Our commitment

We are committed to reducing our environmental impact by actively cutting Scope 1, 2, and 3 GHG emissions, transitioning to renewable energy, and improving water efficiency across all our locations. We will promote recycling throughout our operations, from production to office spaces, while working tirelessly to minimise energy consumption and waste emissions. Through these actions, we are committed to driving long-term environmental responsibility and improving operational efficiency.

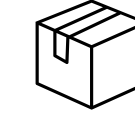
Key milestones

94.5%

Pass rate in production, reducing waste

0

Zero to landfill policy for product waste



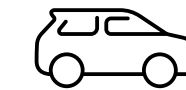
Moved to **paper tape** for securing boxes

100%

Renewable sourced energy

10

Added **9 additional car chargers** available for staff use

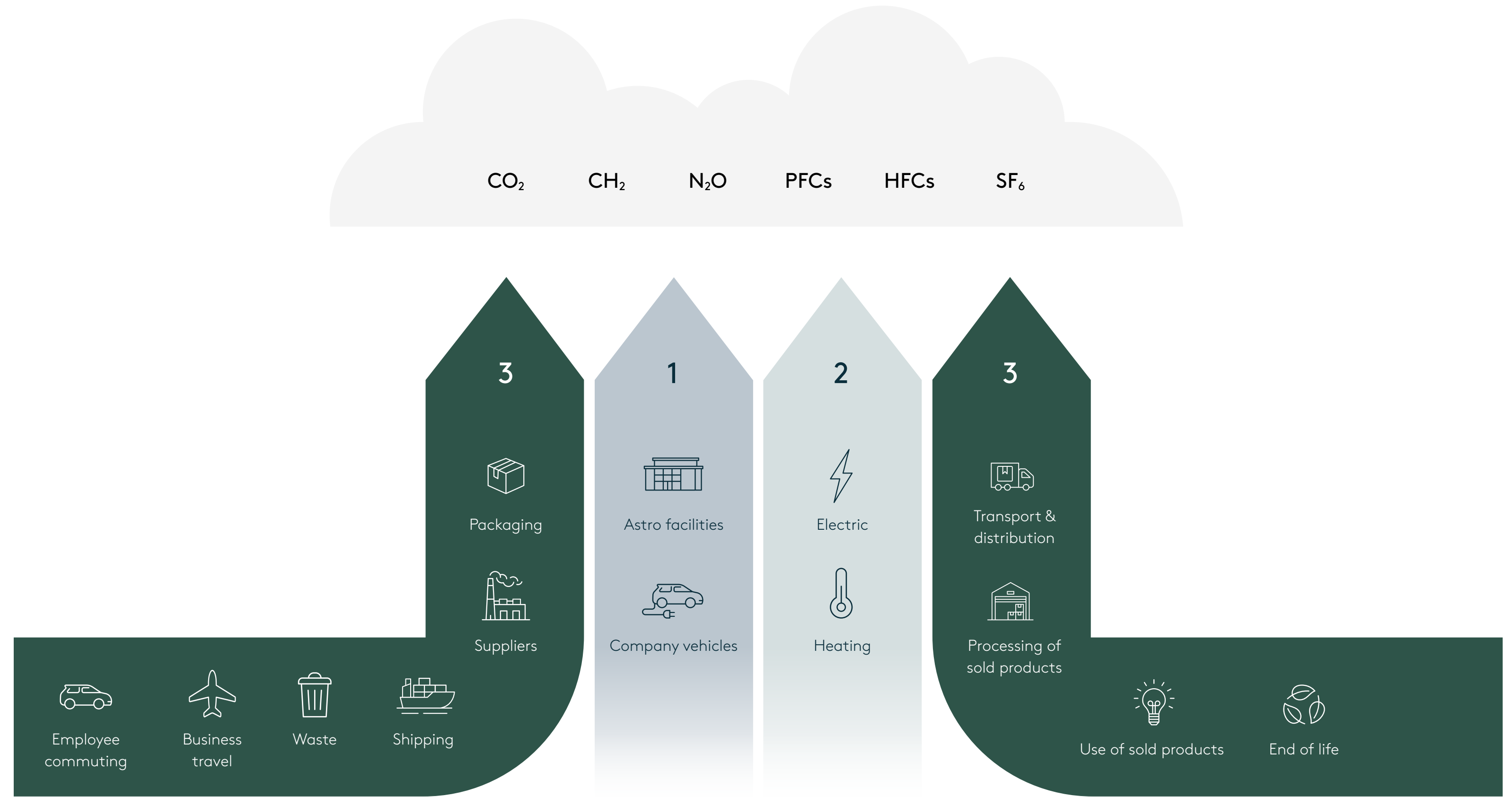


Fleet policy change to only allow **electric and hybrid**

UNSDG applicability



Greenhouse gas protocol



S1	S2	S3
Scope 1	Scope 2	Scope 3
Direct	Indirect	Indirect
<ul style="list-style-type: none"> Onsite PV electricity Gas consumed Fleet Fugitive 	<ul style="list-style-type: none"> Purchased electricity 	<ul style="list-style-type: none"> Product manufacture Shipping from supplier Distribution Primary packaging waste Employee commute Business travel

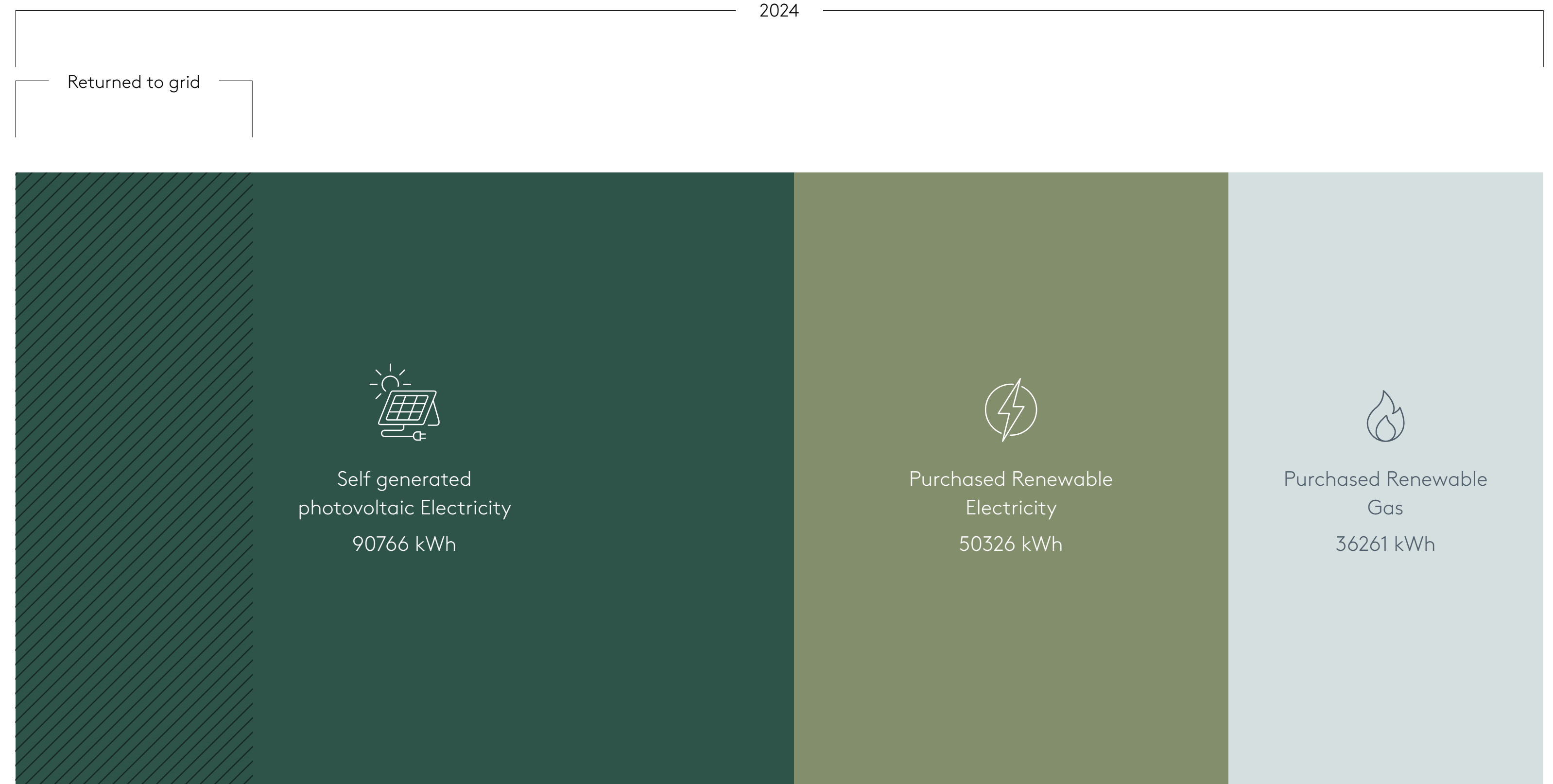
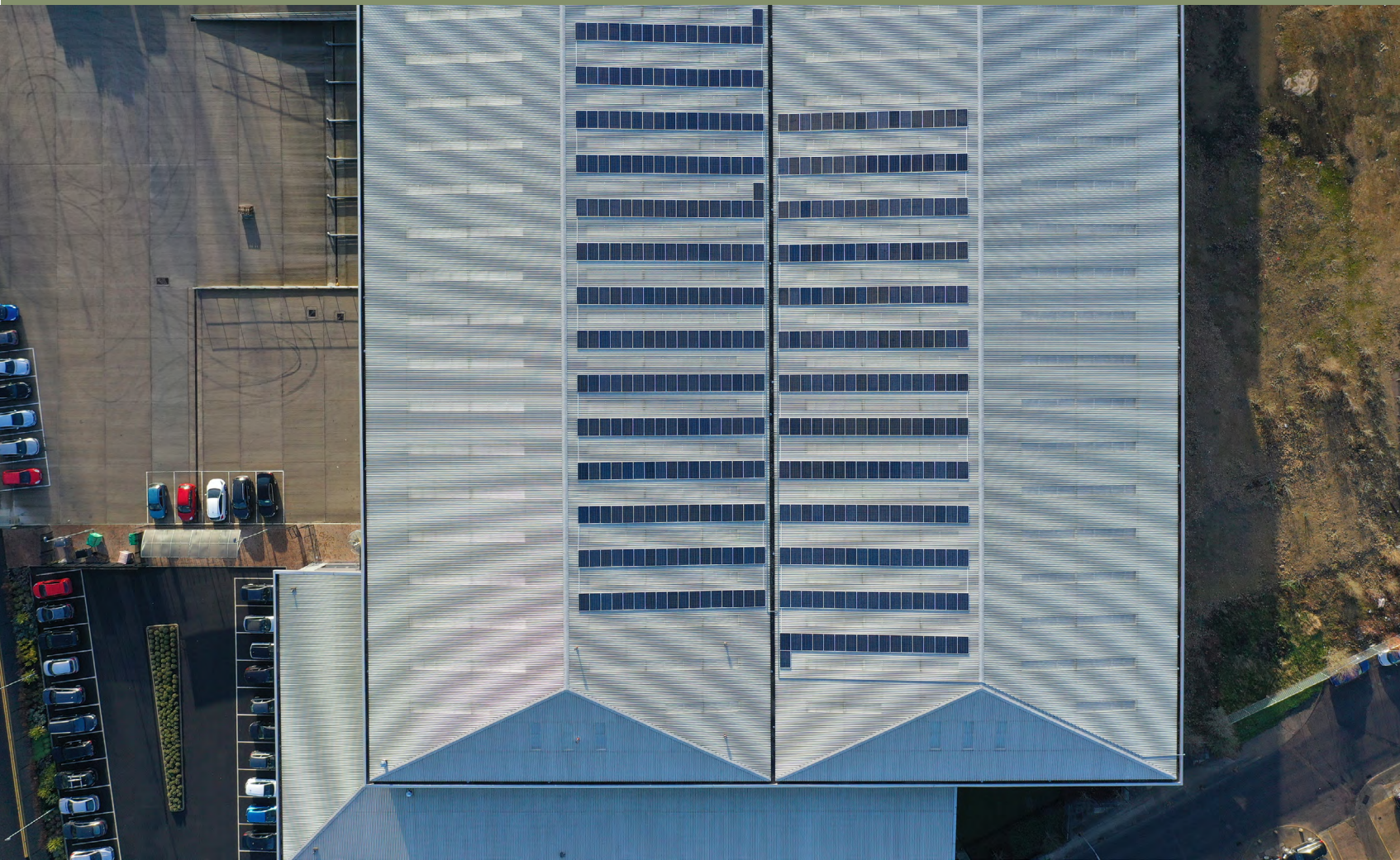
We assess our environmental impact through the ISO 14064 standard, ensuring a clear evaluation of our Greenhouse Gas emissions. Our approach includes standardised measurement and reporting of emissions, enabling us to quantify our carbon footprint.

The data collected empowers our Planet Pillar team to shape effective policies, implement targeted reduction actions, and continuously track progress. It also informs the Product Pillar, guiding sustainable design decisions and product development.

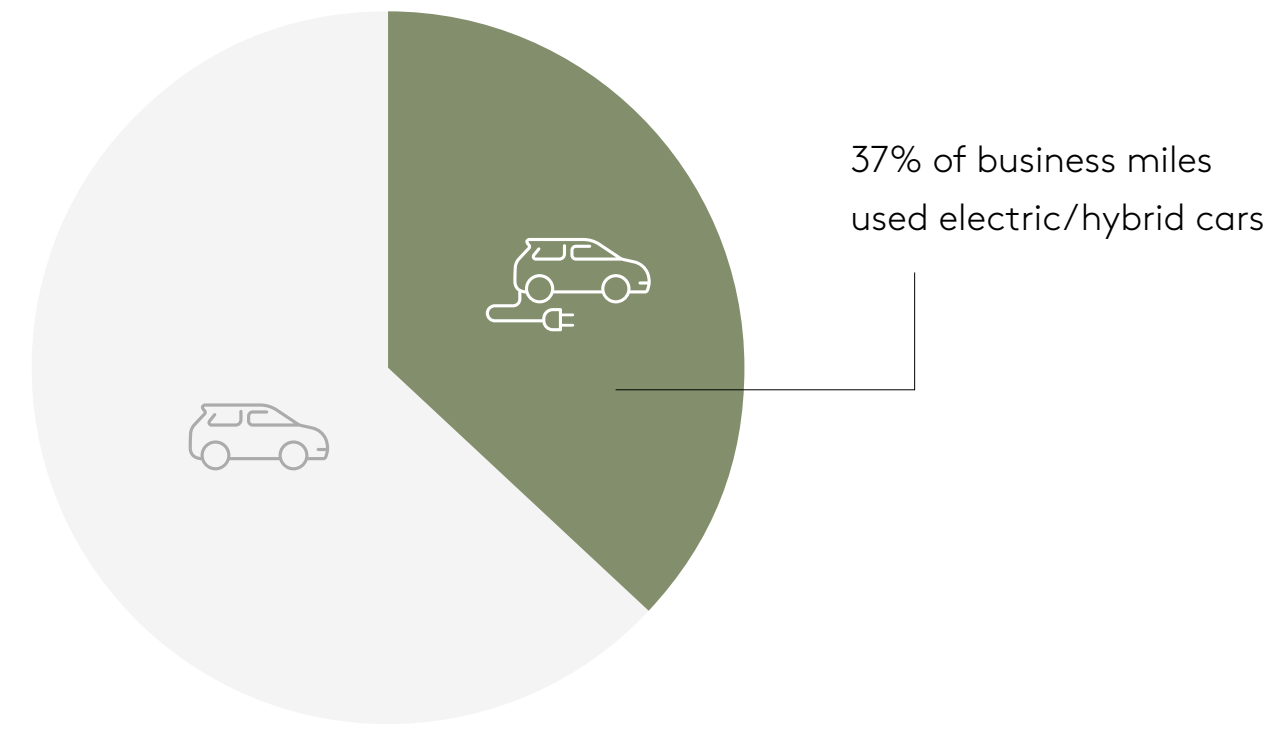
Energy consumption

Our UK HQ has **460** photovoltaic panels installed on the roof of our warehouse. This generates **90,766kWh** annually, we consumed 69462kWh of this during 2024 and exported back to the grid a total of **21,304kWh**.

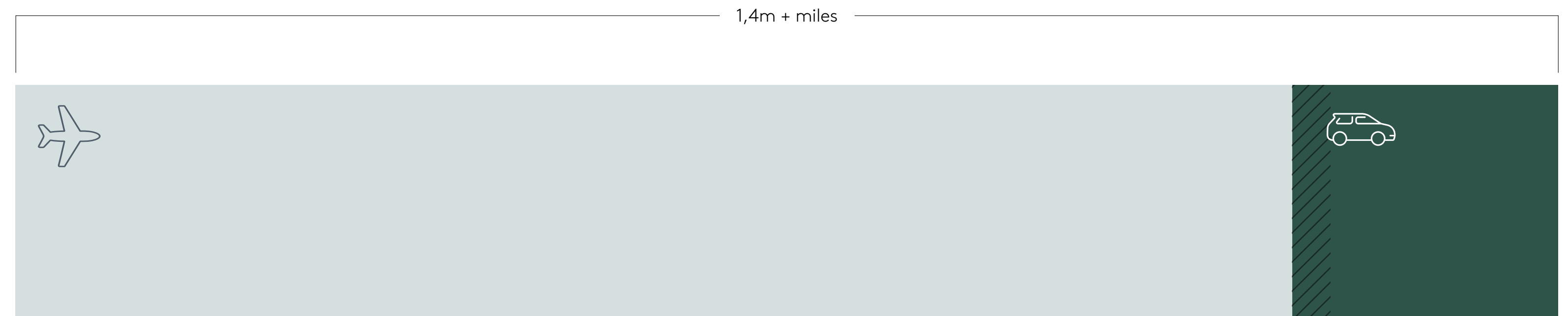
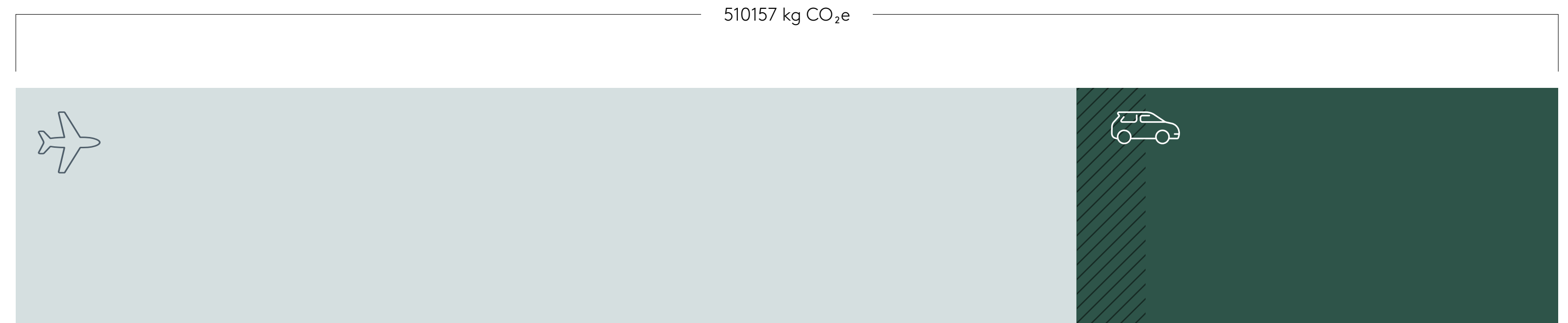
This surplus is enough to support 7.4 typical households in the UK. When we need extra energy, either electricity or gas, we procure both from renewable sources. This combined approach to self-generating energy and procuring from renewable sources considerably reduces our Green House Gas emissions.



Greener travel solutions



Business travel air
 Business travel car/train
 Employee commute



Employee travel is a significant contributor to our environmental impact, yet it's an essential part of our operations. We're actively working to reduce travel-related emissions by promoting remote collaboration, encouraging the use of public transport and low-emission vehicles, and optimising our travel policies to support our climate goals. Our ongoing initiatives are focused on creating a sustainable approach to employee mobility that balances both environmental responsibility and business needs.

Target 2025

- ✓ 50% of business miles by electric or hybrid cars

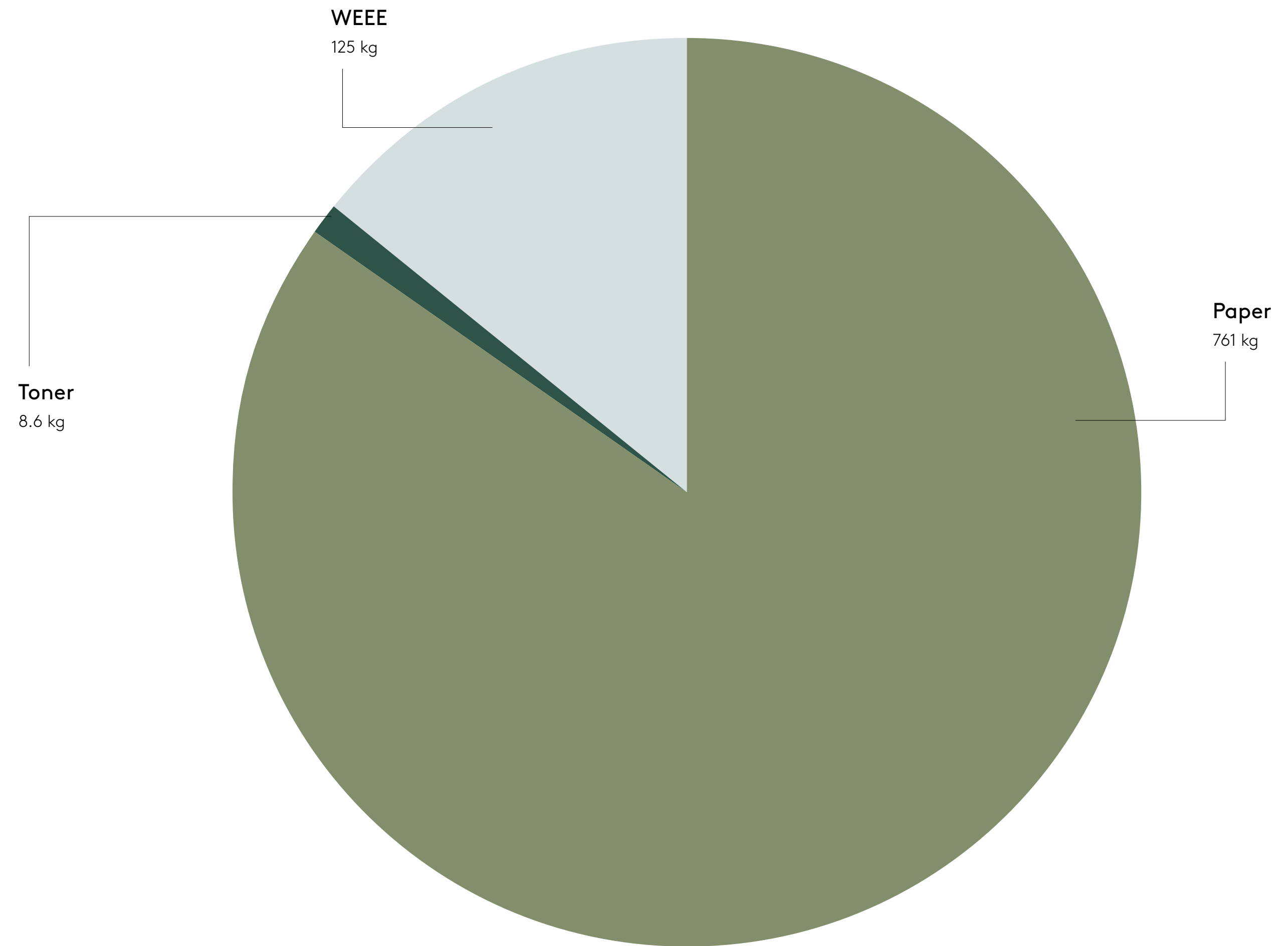
Resource consumption

The materials used in our office spaces contribute to our Scope 3 GHG emissions. From energy and water usage to office supplies and packaging materials, we are actively assessing our resource consumption to identify areas for reduction, efficiency, and sustainability improvements. By making smarter choices in procurement and waste management, we aim to minimise our environmental impact while maintaining a productive and responsible workplace.

Target 2025

- ✓ Reduce Paper use and toner use by 20%
- ✓ Refurbish 50% of IT equipment for 2nd use

This section outlines the materials consumed by our office spaces. These materials contribute to our GHG scope 3 emissions.



*Figures reflect UK Headquarters

Waste management

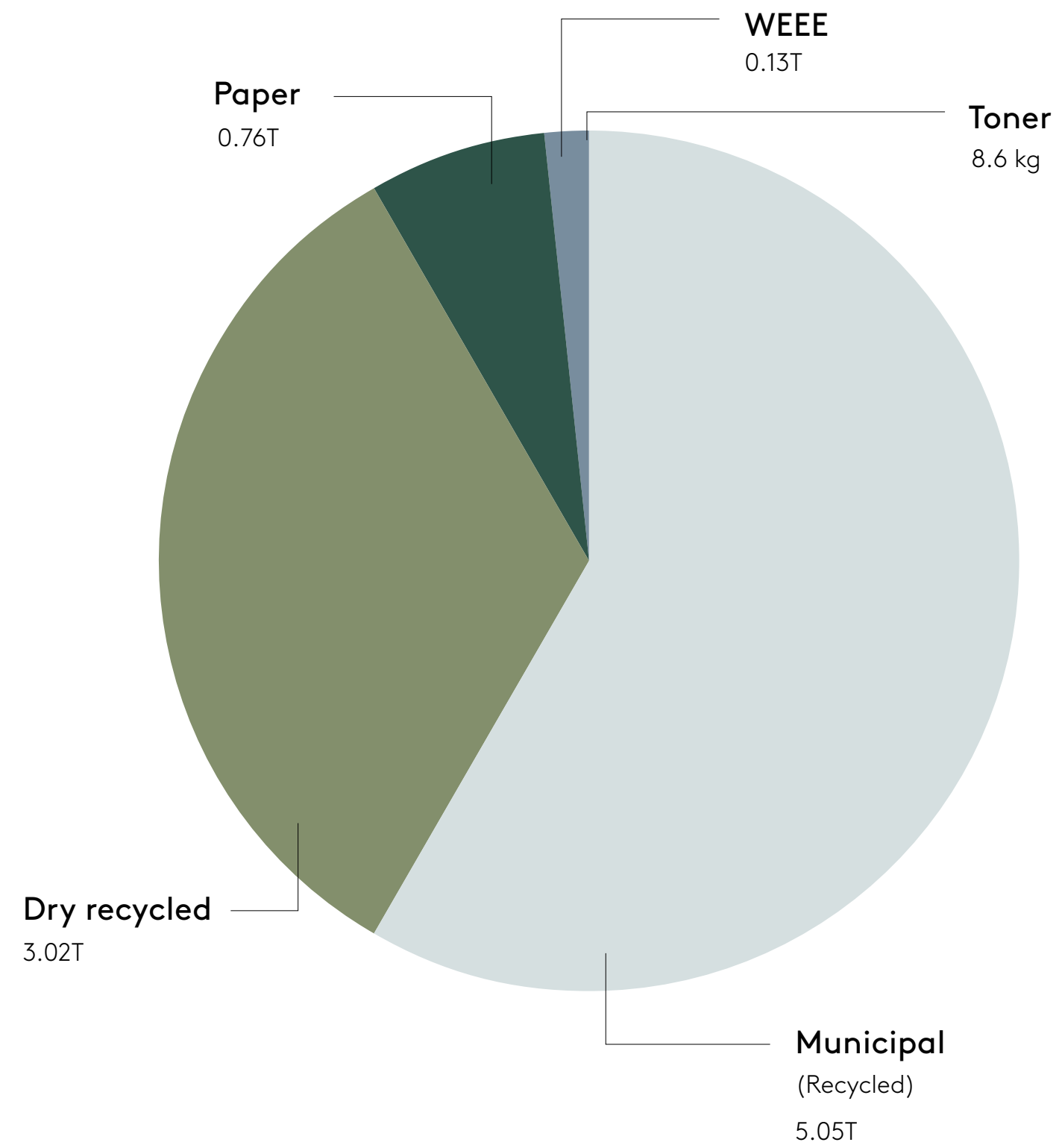
We recognise the critical role that responsible waste management plays in promoting sustainability. As a lighting design company, we are committed to minimising our environmental impact by adopting efficient waste management practices that align with our broader sustainability goals.

Our approach to waste management is centered on the principles of reduce, refurbish, and recycle. By optimising our design and manufacturing processes, we aim to minimise material waste and ensure that any by products are handled in an environmentally responsible manner. We also prioritise the use of sustainable materials, energy-efficient lighting solutions, and responsible disposal methods to lessen our ecological footprint.

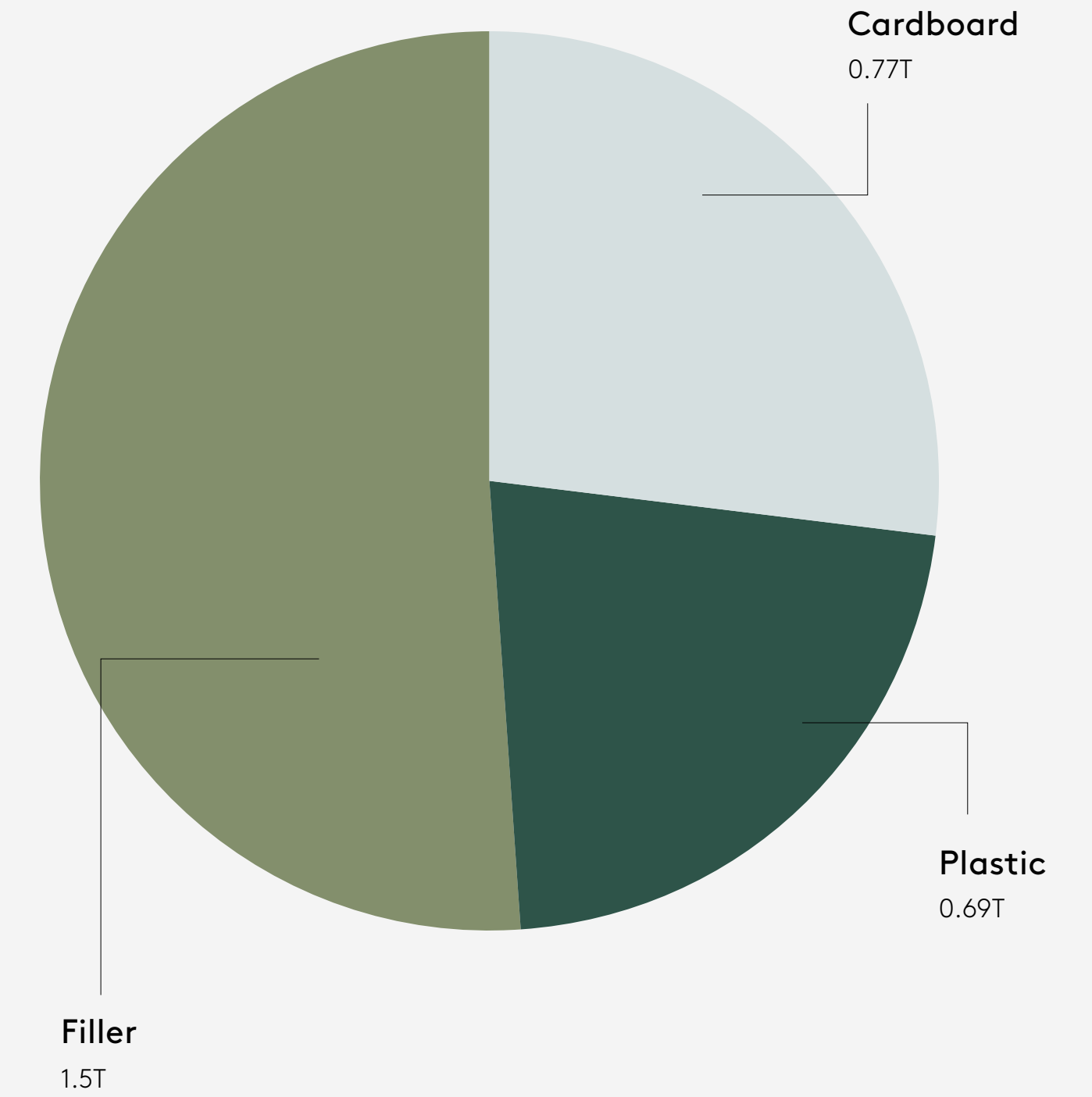
Target 2025

- ✓ Reduce municipal waste by 30% through recycling more effectively
- ✓ Reduce purchased filler material by 50% through converting waste cardboard to lattice matting.

HQ office waste



Shipping waste



Driving green initiatives

We are investing in renewable energy solutions to reduce our environmental impact. Our initiatives include EV charging ports to support sustainable transportation and a renewable energy supply for our operations. Beyond energy, we are enhancing green spaces, creating wildlife-friendly gardens and installing bird boxes to support local biodiversity. Partnering with local schools, we engage young minds in hands-on projects like building bird boxes, fostering education on sustainability and the importance of protecting our environment.



01

Upgraded the **electric car chargers** and added a further 8 to HQ – these are powered by the PV installed on the roof of the warehouse.

02

Renewable gas since 2022

03

Renewable electric since 2022

04

We continue to maintain a **wildlife garden** to encourage biodiversity and employee well-being

Product



Our commitment

We are committed to reducing Scope 3 GHG emissions by evaluating the embodied carbon of both new and legacy products. Sustainability is central to our approach—we design with recycled materials, ensuring our luminaires are dismantlable, repairable, and recyclable to extend their lifespan and reduce waste. Our LED products deliver high efficiency, while retrofit designs maximise light output with minimal energy use. By adopting low-carbon manufacturing processes and optimising production efficiency, we minimise environmental impact. We are committed to upholding the highest safety and compliance standards, ensuring our products meet the Low Voltage Directive while contributing to a more sustainable future.

Key milestones

12%

Product subject to TM65

54.9%

Products that are **dimmable**

99.2%

of product packaging that is **100% recyclable**

90%

of our 2024 NPI professional range are **dismantlable to enable repair**

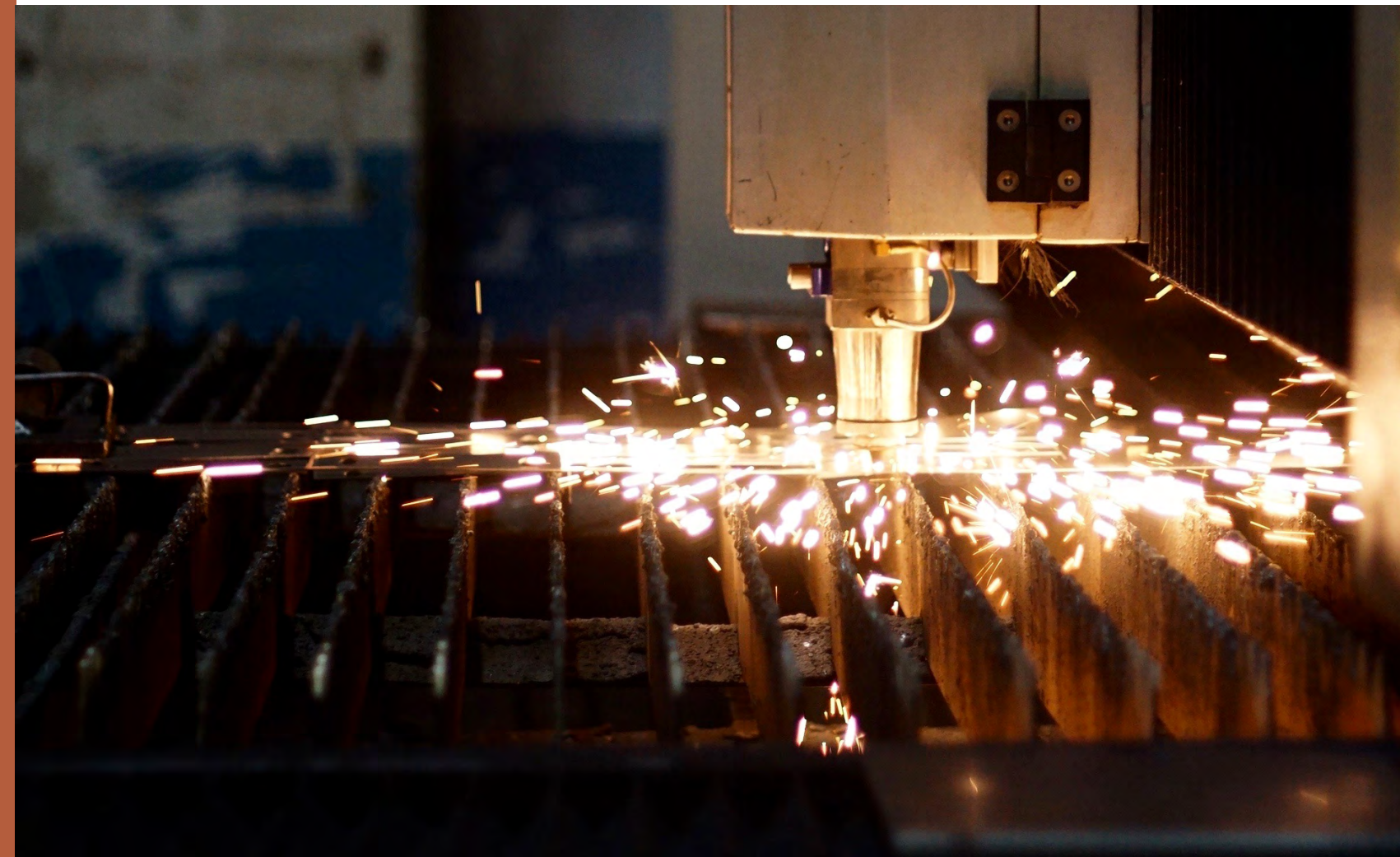
47.4%

of packaging made from **100% recycled materials**

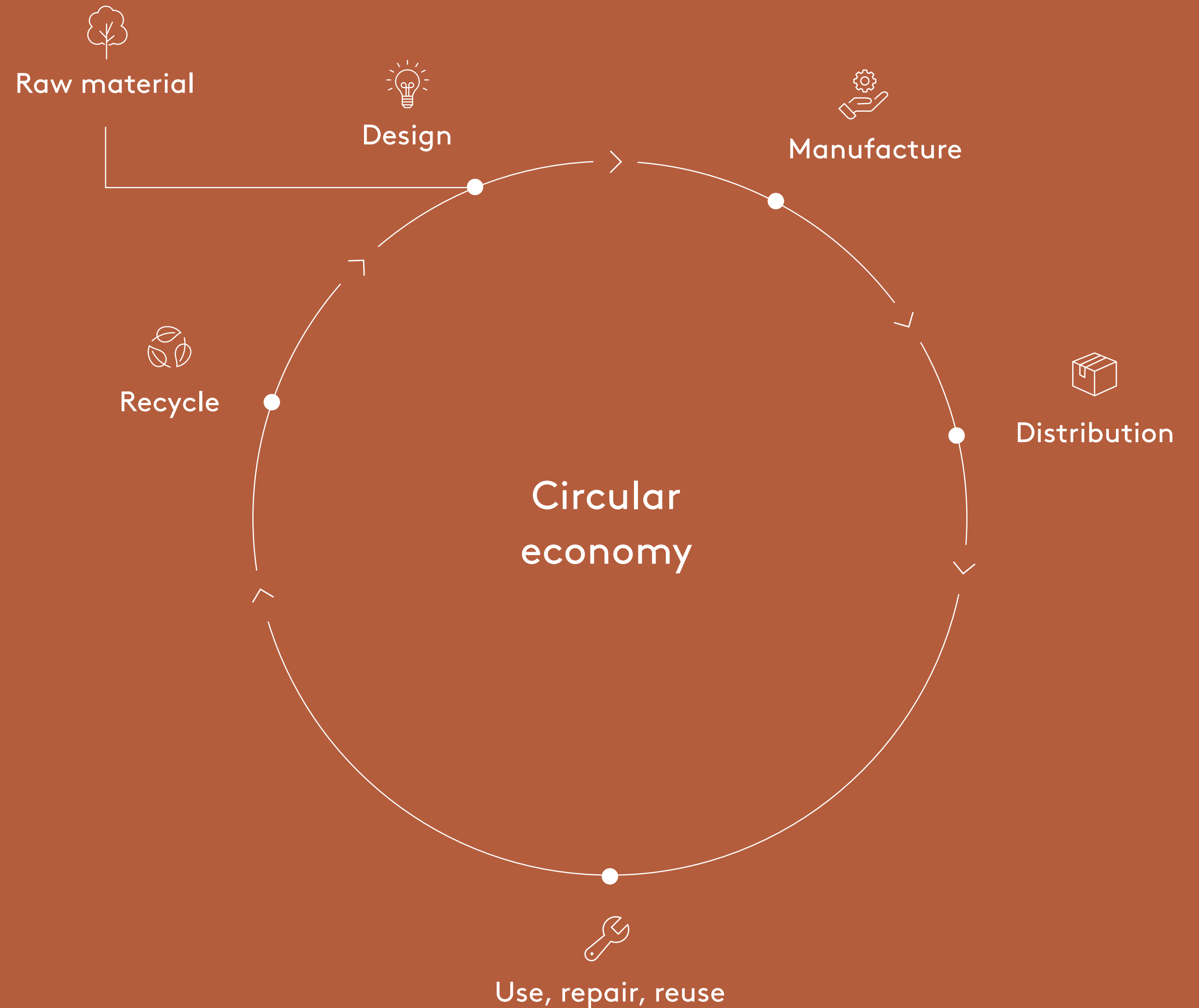


Transition to **tissue paper** in packaging to reduce the use of plastic bags

UNSDG applicability



Product lifecycle



Understanding the impact of our products on the environment is a critical first step in making intelligent design decisions.

We use CIBSE TM65 to accurately assess the embodied carbon of our products, ensuring a comprehensive understanding of their environmental impact. As detailed lifecycle data is often unavailable from manufacturers, TM65 provides a standardised methodology to estimate embodied carbon in lighting. By adopting this framework, we enhance transparency, make informed sustainability focussed design decisions, and align with industry best practices to reduce our carbon footprint.

By choosing low-carbon manufacturing processes, minimising packaging, designing for easy repair to extend product lifespan, and ensuring full recyclability, we actively reduce our environmental impact.

Material consumption

We are mindful of the materials used in our products, which include a combination of plastics, metals, and electronic components, each with varying environmental impacts and recyclability. Metals such as zinc, aluminium, and steel are highly recyclable, with minimal quality loss when re-purposed, making them a sustainable choice for our designs. While plastics offer benefits of being lightweight and durable, they present challenges in recycling due to material degradation and mixed compositions. We focus on using recyclable or biodegradable plastics to minimise their environmental impact. Electronic components, like circuit boards and LEDs, require specialised recycling processes to safely recover valuable materials and prevent hazardous waste.

By designing our lighting products with easy disassembly and recyclability in mind, we aim to reduce landfill waste and support a circular economy, contributing to a more sustainable future.



2024



*GRI Disclosure 301-1

Material carbon footprint

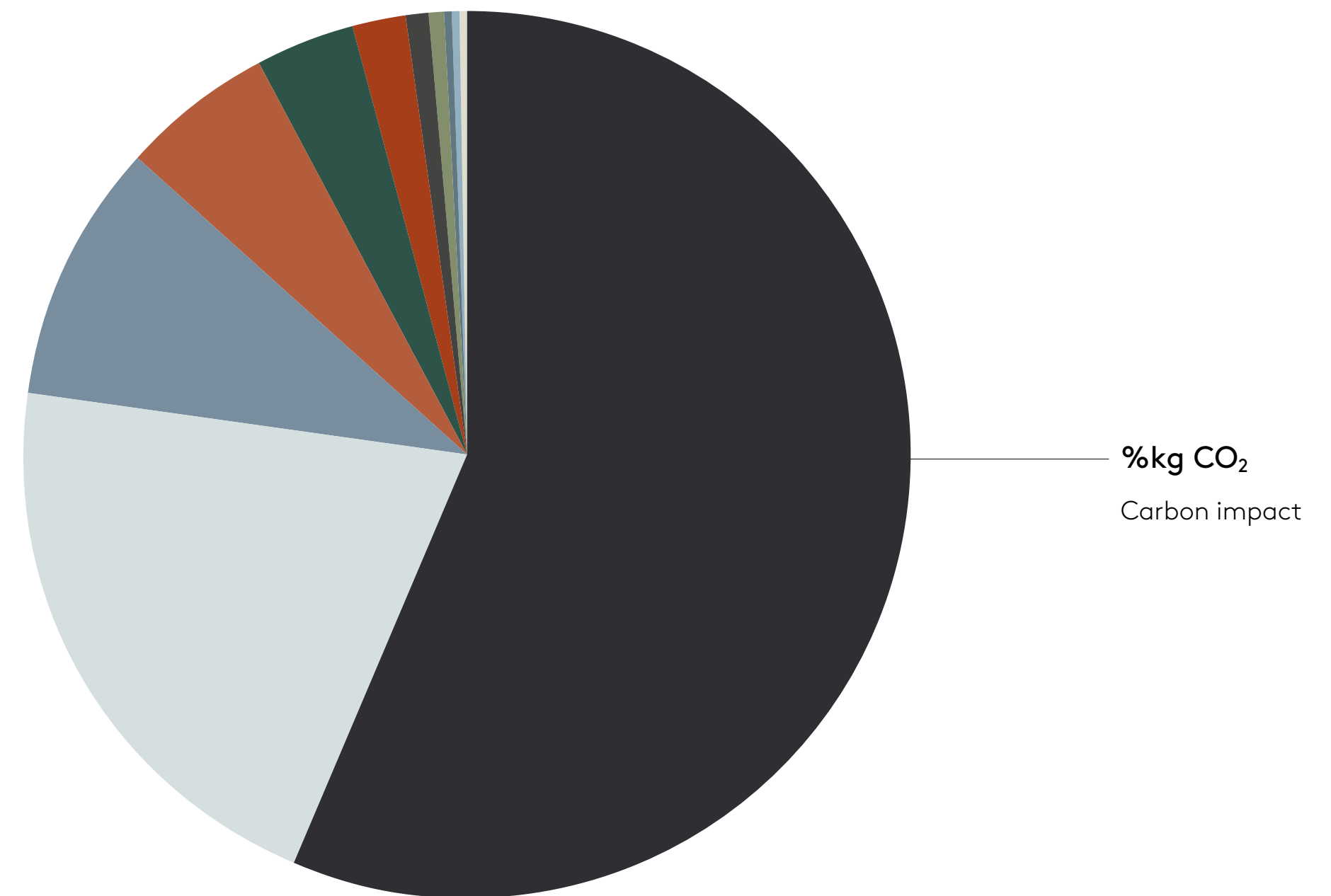
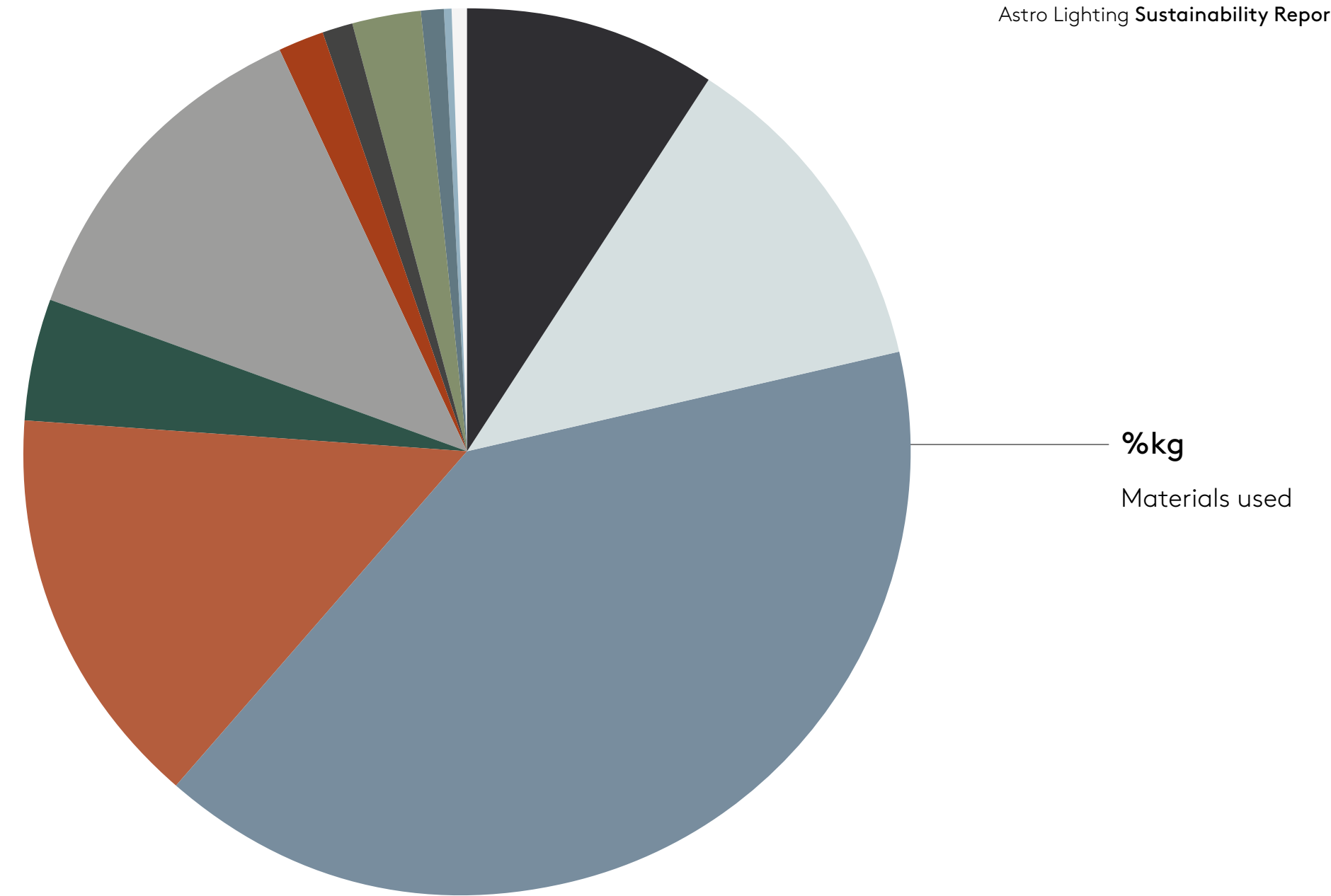
The production and processing of metals, plastics, and electronic components contribute significantly to greenhouse gas (GHG) emissions, making material selection a key focus for sustainability.

By carefully selecting low-carbon, recycled, and sustainably sourced materials, we can minimise emissions, enhance product efficiency, and support a more circular and environmentally responsible supply chain.

Target 2025

✓ Increase recycled content by 20%

Material	%kg	%kg CO ₂
Electronic	9.4%	56.5%
Aluminium	12.0%	20.9%
Mild steel	40.1%	9.5%
Zamak	14.7%	5.6%
PC	4.3%	3.6%
Iron	12.7%	1.8%
Brass	1.6%	1.0%
Stainless steel	1.2%	0.6%
Other	2.3%	0.3%
Borosilicate Glass	0.9%	0.2%
PMMA/Acrylic	0.3%	0.1%
Duplex Glass	0.1%	0%
PE	0.3%	0%



*GRI Disclosure 301-1

Product impact

As we continue to innovate, we are committed to assessing each new product and striving to minimise its environmental footprint. We will continue to drive down the impact of our products wherever possible, ensuring sustainability remains at the forefront of everything we do.

Target 2025

- ✓ Increase the number of high-selling products subject to embodied carbon assessment TM65.2
- ✓ 50% of professional products to be assessed against TM65.2

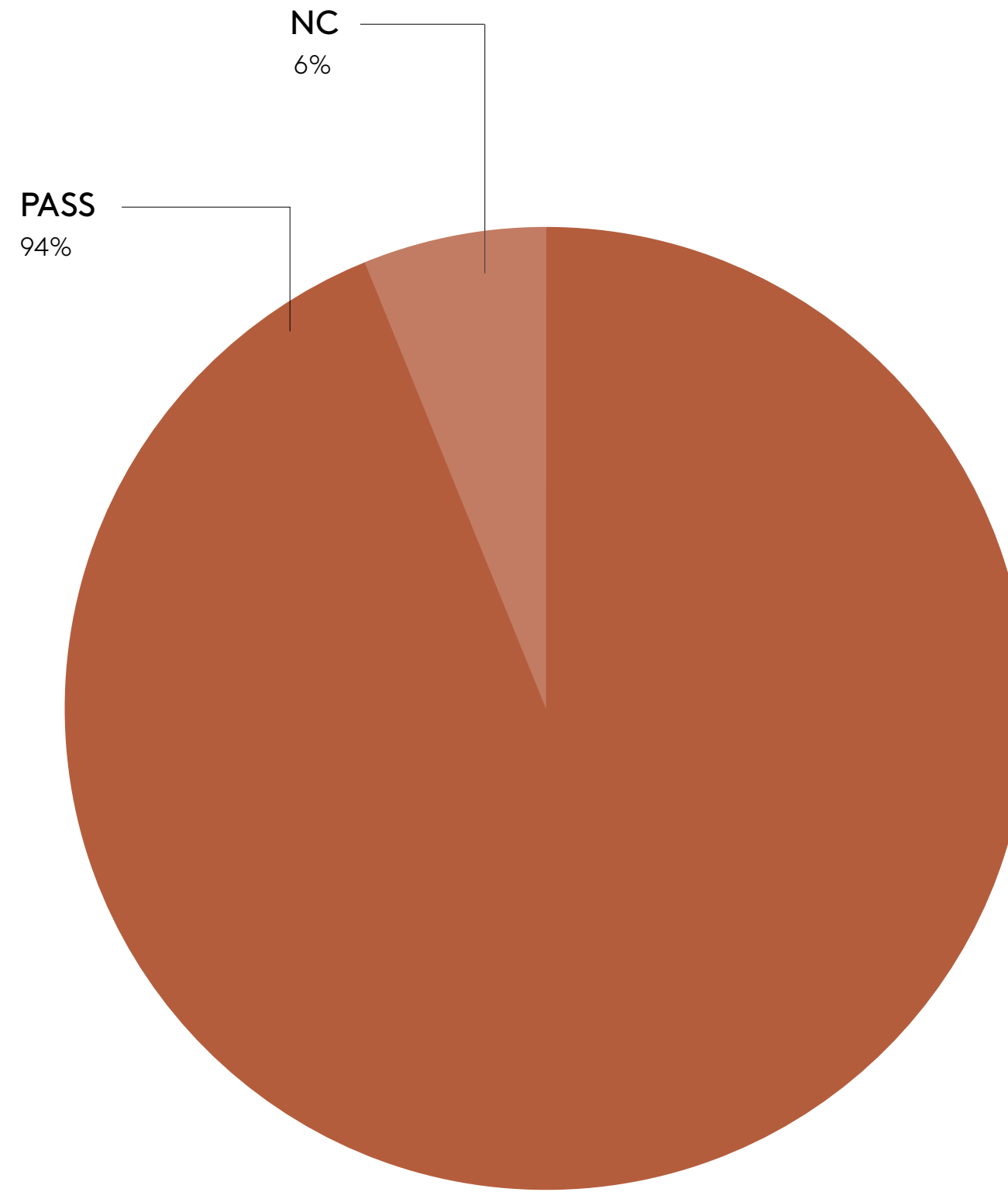
	Ako	30.0 kgCO ₂		Elba	33.5 kgCO ₂
	Ascoli	45.5 kgCO ₂		Enna	22.4 gCO ₂
	Baton	28.5 kgCO ₂		Fuse	14.5 gCO ₂
	Beaumont	13.7 kgCO ₂		Edge Reader	32.2 kgCO ₂
	Boston	30.9 kgCO ₂		Club	24.4 kgCO ₂
	Burlington	16.0 kgCO ₂		Edward	53.5 kgCO ₂

Right first time

Our approach to Right First Time (RFT) production ensures that products are manufactured correctly from the outset, minimising errors and the need for remedial actions. By prioritising precision and quality control, RFT reduces material waste, energy consumption, and resource inefficiencies, leading to enhanced operational efficiency and cost-effectiveness. This commitment not only improves production outcomes but also contributes to our sustainability goals by lowering the environmental impact of our manufacturing processes.

Target 2025

- ✓ 97% pass rate through our right first-time approach
- ✓ Maintain customer acceptance rate of 99.7%



*NC means Non Conforming

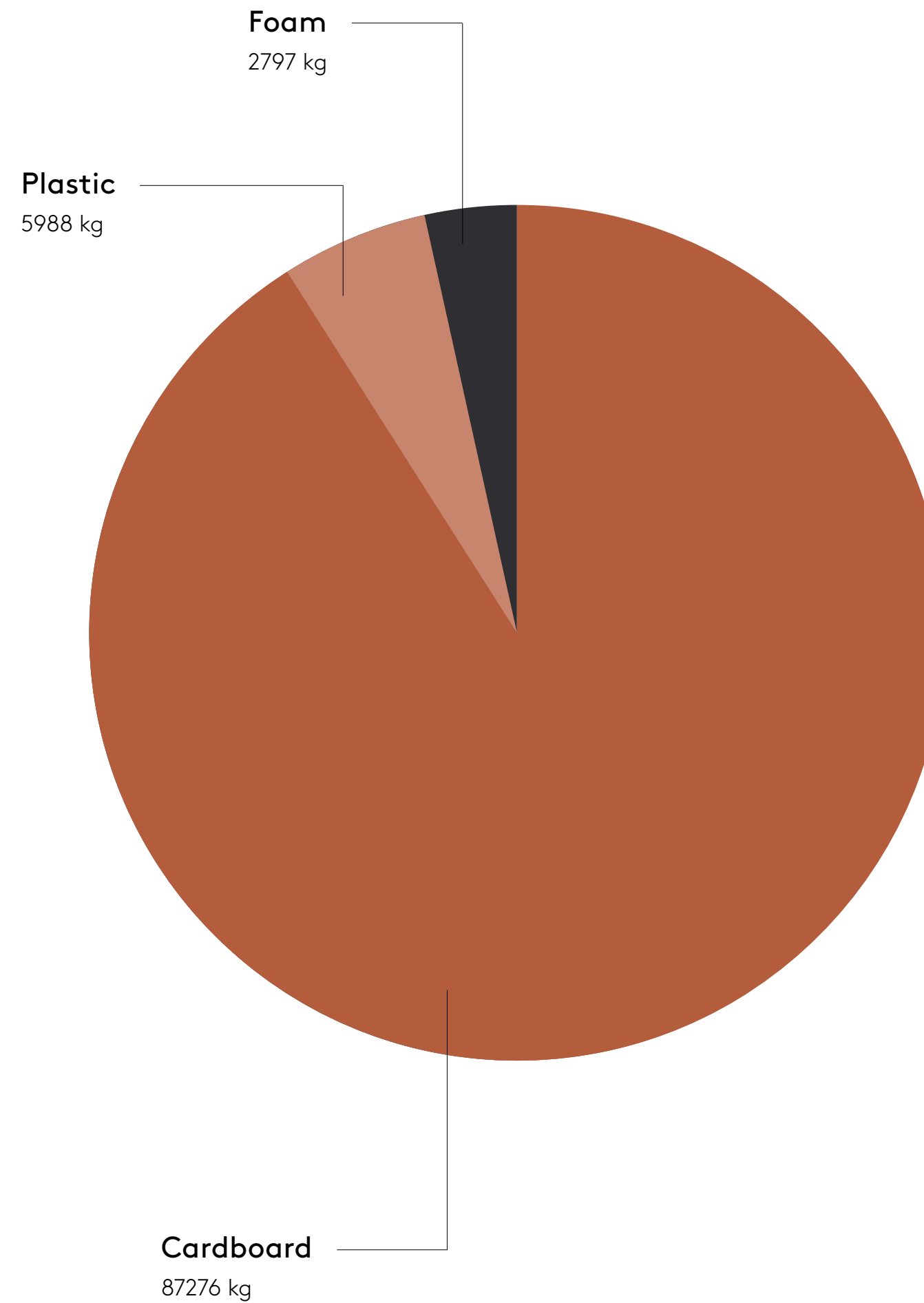


Packaging solutions

We are committed to reducing packaging materials while ensuring they are fully recyclable, minimising waste without compromising product protection. By optimising packaging design, we use fewer resources while maintaining durability and efficiency. The use of EPE protective foams help prevent damage during transit and reducing the need for replacements. Wherever possible, we select recyclable and sustainable materials, reinforcing our commitment to environmental responsibility and a circular economy.

Target 2025

- ✓ Move to 80% FSC packaging
- ✓ Further reduce cardboard volumes
- ✓ Eliminate plastic bags and replace with tissue papers



An aerial photograph of a dense forest. A dirt road curves through the trees, starting from the left side and curving towards the right. The trees are a mix of green and brownish-green, suggesting a mix of species or perhaps some autumn foliage. The word "Roadmap" is written in white, sans-serif font in the center of the image, overlaid on the road and the forest below it.

Roadmap

Roadmap 2025 + beyond

2025

- Make UN Global Compact commitment.
- Measure Scope 3 emissions.
- Introduce Carbon Reduction planning process.
- Recycling in 100% of office spaces
- 85% of LED products to have replaceable LED/Drivers
- Audit 90% of our global supply chain against recognised ESG standards.
- Expand on EDI metrics
- Make full use of Learning Management System
- Invite 3rd party audit for Astro on Sustainability.

2026

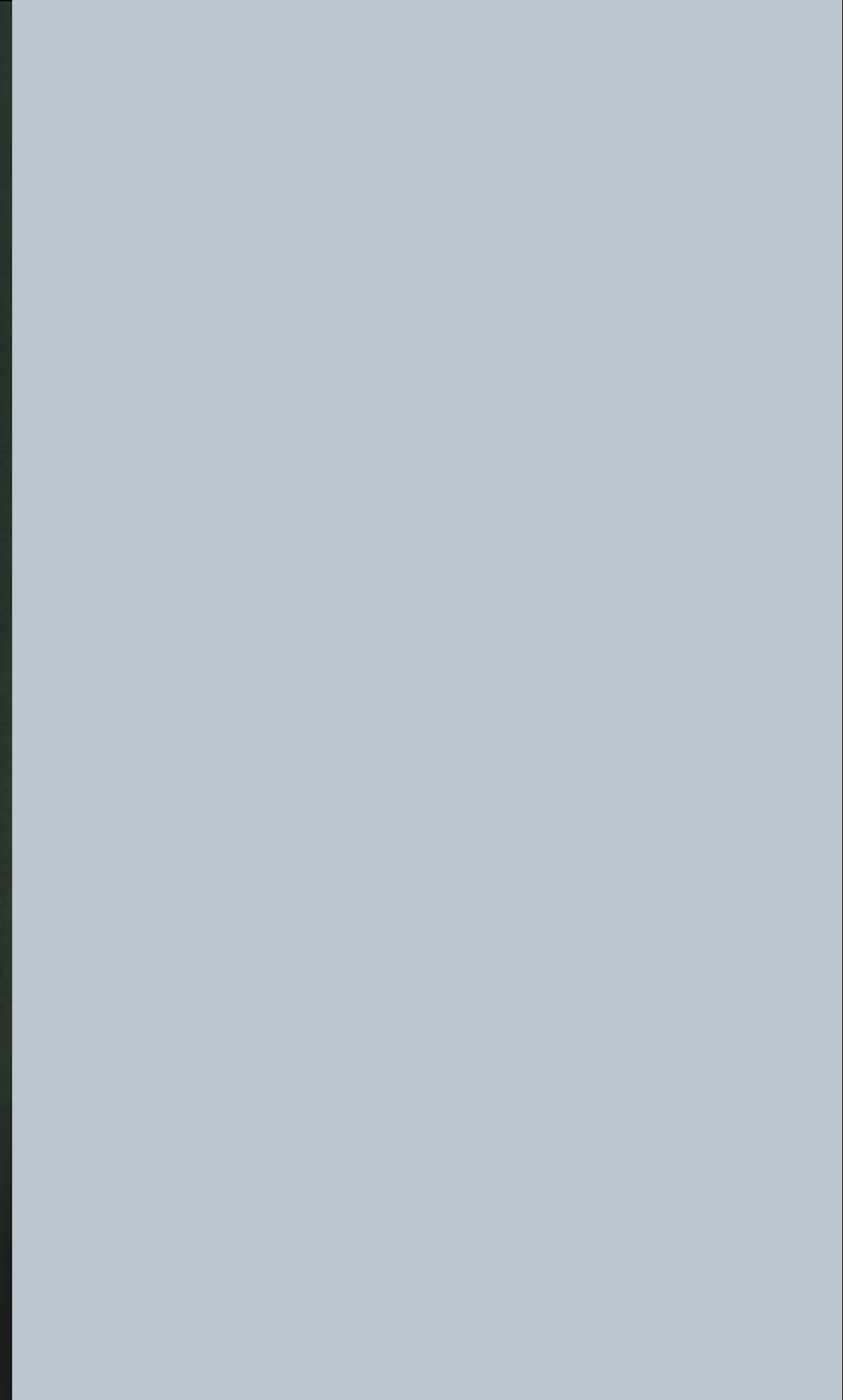
- UN Global Compact Report
- Zero to landfill for recyclable materials
- Adopt GRI for disclosures
- 100% professional SKU's assessed for embodied carbon
- Top selling families assessed for embodied carbon
- 95% SKU's capable of being recycled
- Achieve 80% FSC packaging

2027

- 90% of SKU's dismantlable
- 75% of SKU's can be repaired

An aerial photograph of a dense, lush green forest. A narrow dirt path or road winds through the center of the forest, creating a natural frame for the text. The trees are tall and closely packed, with varying shades of green. The lighting is soft, suggesting a slightly overcast day or early morning/late afternoon.

“ We’re not simply talking about sustainability – we want to redefine what responsibility looks like, leading by example and constantly refining our approach to make a real, lasting impact on both the industry and the planet. ”



If you have any queries,
please get in touch.

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