MARCH
Engineering progress

ESG Report 2025 – 2026

Engineering the Industries of the Future Responsibly

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CEO statement

I am pleased to share our FY2026 ESG Report, which sets out the progress we have made against our sustainability, social responsibility and governance priorities. Our commitment to operating responsibly remains central to how MARCH grows, supports its people, serves its customers and creates long-term value.

During the year, we continued to strengthen the foundations of our ESG programme while expanding the MARCH organisation through both organic growth and acquisition. This included the integration of new businesses, the publication of our revised Sustainability Policy and the development of an enterprise-wide decarbonisation strategy to support our 2030 commitments.

Environmental sustainability: We are committed to reducing our environmental impact and improving carbon efficiency as the business grows. During FY2026, MARCH established targets to reduce Scope 1 and Scope 2 emissions by 25% and Scope 3 emissions by 15% by 2030. We also increased renewable electricity procurement to 86% of purchased electricity, invested in carbon reporting systems and continued to focus on energy efficiency, fleet decarbonisation and waste reduction.

Social responsibility: At MARCH, we prioritise the health, safety and wellbeing of our colleagues. We remain focused on reducing personal safety accidents, strengthening visible safety leadership and supporting our people through training, development and wellbeing initiatives. Apprentices continue to play a vital role in developing the engineering talent of the future, representing 12.4% of our workforce during FY2026.

Corporate governance: Strong governance underpins our ability to deliver our ESG ambitions. We have continued to strengthen Board oversight, sustainability reporting, ethical business controls and responsible supply-chain expectations. These arrangements help ensure ESG risks and opportunities are identified, managed and embedded into business planning and decision-making across MARCH.

Together, we will continue to drive positive change, improve our performance and engineer the industries of the future responsibly. Thank you to our customers, colleagues and partners for your continued support and commitment.

Christopher Kehoe

Chief Executive Officer

About MARCH

MARCH provides critical engineering services to the industries we all rely on. We design, install, maintain and improve to make big things happen.

We support our customers with technical solutions that deliver a transformational impact on their operational environment, whether that is infrastructure, process or digital.

We increase output, reduce costs, save energy, and cut carbon and we put ideas on the table and boots on the ground for solutions that leave a lasting impact.

Our businesses operate throughout the UK and support clients across manufacturing, food and beverage, pharmaceuticals, utilities, energy, nuclear, aerospace, commercial property and infrastructure. This breadth gives MARCH a significant role in supporting essential industries as they modernise, decarbonise and strengthen operational resilience.

Our purpose is:

"Engineering the Industries of the Future"

This purpose guides our investment decisions, operational activities and approach to sustainability.

ESG at MARCH

Our ESG strategy is built around three strategic pillars aligned to the United Nations Sustainable Development Goals most relevant to our business.

Relevant UN SDG	Strategic pillars	Material topics
 	Environmental sustainability Accelerate MARCH's approach to Net Zero through industry leadership and innovation.	• Reduce emissions in line with our carbon reduction commitments • Reduce waste from operations • Prevent pollution and control significant environmental aspects • Protect biodiversity and support sustainable resource use • Apply lifecycle thinking and climate resilience to business decisions
 	Social responsibility Ensure safe and healthy workplaces for our people, increase diversity and promote inclusion and develop our talent through training, coaching and mentorship.	• Prevent accidents and incidents • Provide vocational training and develop talent
	Corporate governance Deliver the highest standards of governance	• Strengthen sustainability leadership • Build a culture of ethics and compliance

ESG highlights 2025 - 2026

The year was marked by important progress across each part of our ESG agenda. From an environmental perspective, MARCH developed a Decarbonisation Strategy, established 2030 carbon reduction targets and increased renewable electricity procurement to 86% of purchased electricity. We also invested in dedicated carbon reporting software to improve data quality, consistency and future reporting maturity.

Social progress continued through sustained investment in safety, skills and future talent. Personal safety accidents have reduced by 70% since FY2020, while apprentices now represent 12.4% of the workforce, with 131 apprentices employed across MARCH. This reflects our commitment to developing long-term engineering capability while maintaining a strong focus on behavioural safety and visible leadership.

Governance was also strengthened through the publication of a revised Sustainability Policy, enhanced Board oversight of ESG performance, continued participation in EcoVadis and the maintenance of ISO-certified management systems. Together, these developments provide a stronger platform for transparent reporting, accountable decision-making and continuous improvement.

Material issues and strategic priorities

Following stakeholder engagement and materiality assessment activities, MARCH identified a focused set of ESG topics that are most relevant to MARCH's long-term success and stakeholder expectations. Environmentally, our priorities are climate change and carbon reduction, waste reduction, pollution prevention, environmental protection and biodiversity. Socially, we are focused on health and safety, talent development and apprenticeships. From a governance perspective, our priorities are sustainability leadership, ethics and compliance.

Environmental sustainability

Our climate commitment

Recognising the urgency of climate change and growing stakeholder expectations, MARCH has adopted ambitious but achievable carbon reduction targets.

2030 targets

Target	Commitment
Scope 1 & 2 Emissions	Reduce by 25%
Scope 3 Emissions	Reduce by 15%
Waste to Landfill	Eliminate by 2030
SBTi Validation	Obtain validation of reduction plans

Carbon emissions performance

Metric	FY2024-25	FY2025-26
Scope 1	1,482 tCO_2e	1,717 tCO_2e
Scope 2 (location-based)	173 tCO_2e	187 tCO_2e
Scope 2 (market-based)	52 tCO_2e	25 tCO_2e
Total Scope 1 & 2	1,655 tCO_2e	1,903 tCO_2e

(Note: Emissions from acquisitions reported from date of acquisition)

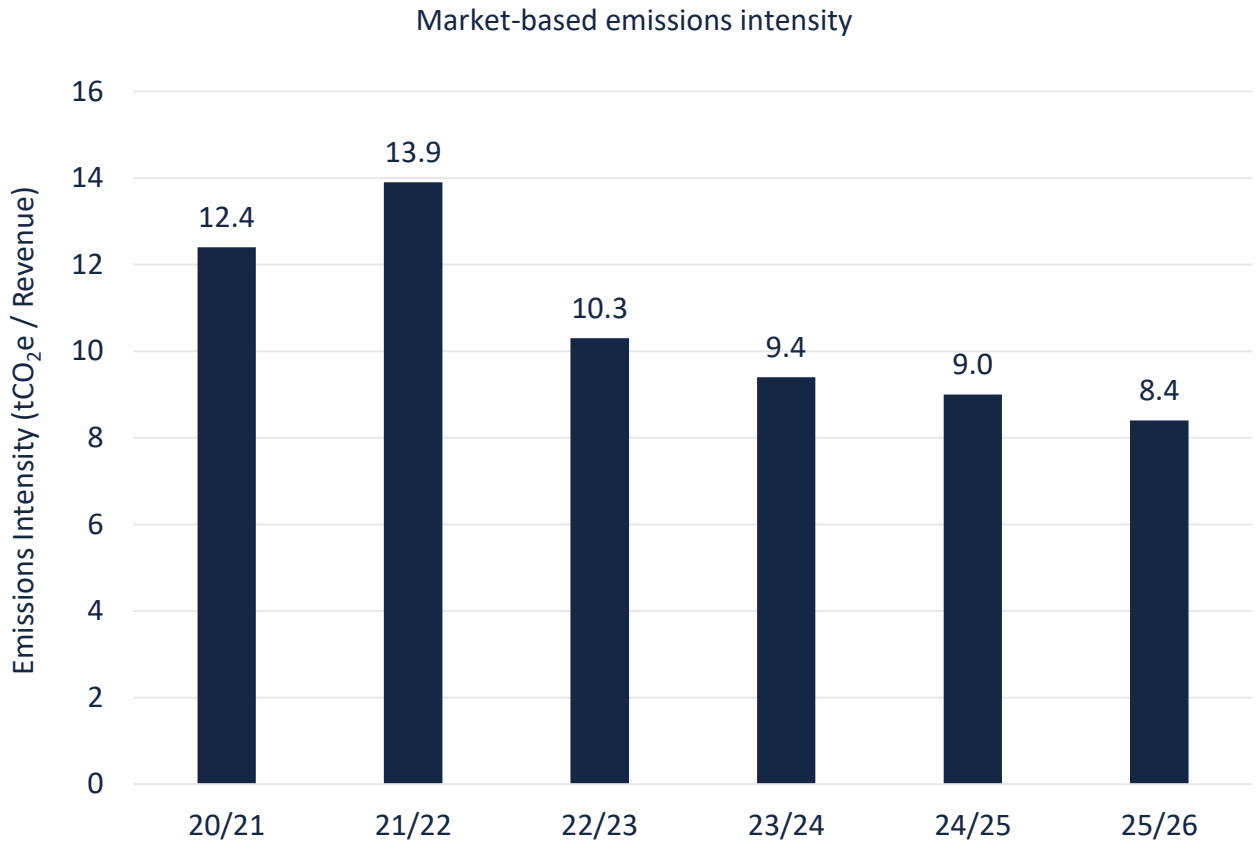
Understanding the increase

The acquisition of Cobra Engineering, Q Electrical Industrial Services, Quantum Controls, Tecker, Expervent, Apollo and Power Testing during 2025-26 increased the size and operational footprint of the MARCH organisation. As a result, absolute greenhouse gas emissions increased as these businesses were incorporated into MARCH's reporting boundary.

To provide a more meaningful assessment of environmental performance during a period of significant growth, MARCH monitors emissions intensity, which measures greenhouse gas emissions relative to business turnover. This allows year-on-year performance to be assessed independently of organisational growth and demonstrates how efficiently MARCH is operating as it expands.

Since the 2021-22 reporting year, market-based emissions intensity has reduced by more than 30%. This indicates that MARCH is becoming more carbon efficient as it grows, supported by increased renewable electricity procurement, improved energy management, investment in carbon reporting systems and the ongoing development of our decarbonisation strategy.

This downward trend provides strong evidence that MARCH is becoming increasingly carbon efficient as the business grows, supporting MARCH's commitment to reduce Scope 1 and Scope 2 emissions by 25% and Scope 3 emissions by 15% by 2030.



Energy Performance

Energy Consumption (Scopes 1 and 2)

Financial Year	Energy Use (kWh)
2023/24	8,246,486
2024/25	8,042,908
2025/26	8,891,084

Energy Mix (Scope 2)

Source	Share
Renewable Electricity	86%
Grid Electricity	14%

Environmental management

Environmental performance is supported through ISO-certified management systems, compliance obligation registers, pollution prevention controls, environmental inspections and lifecycle-thinking approaches. Biodiversity considerations are also incorporated into project delivery where relevant, helping to ensure that environmental protection is embedded into the way work is planned and delivered.

Decarbonisation strategy

During 2025-26, MARCH developed a Decarbonisation Strategy to give a clearer, more consistent framework for emissions reduction. The strategy focuses on renewable electricity procurement, energy efficiency, fleet decarbonisation and improved Scope 3 measurement, recognising that sustained carbon reduction will require both operational control and better data across the value chain.

Renewable electricity

We consolidated energy procurement under fewer suppliers and continued expanding renewable electricity contracts across our facilities. Renewable electricity now supplies approximately 86% of our purchased electricity requirements.

Energy efficiency

Our energy efficiency programme incorporates recommendations identified through ESOS assessments, including improved energy monitoring, optimisation of building controls, HVAC improvements, lighting upgrades and targeted building fabric improvements. These measures are intended to reduce consumption, improve operational control and support progress against our 2030 carbon reduction targets.

Fleet decarbonisation

Fleet emissions remain our largest source of direct emissions and are therefore a key focus for MARCH. Our approach combines the increasing adoption of fully electric company vehicles, wider use of telematics, driver behaviour programmes, fuel-efficiency improvements and vehicle utilisation reviews. Approximately 35% of company cars are now fully electric, providing an important foundation for further fleet decarbonisation.

Scope 3 emissions

2025-26 marked a significant advancement in our carbon accounting maturity.

We invested in a dedicated carbon emissions reporting platform and expanded our measurement of Scope 3 emissions to provide greater visibility of value-chain impacts.

Using the full year 2024 as our baseline year, we calculated our Scope 3 emissions as 26,579 tCO2e.

In 2025, Scope 3 emissions were calculated at 30,389 tCO2e.

(Note: Baseline figures include emissions from acquisitions over full year)

Waste and resource management

MARCH continues to pursue its objective of eliminating waste sent to landfill by 2030.

During 2025-26, we consolidated waste management under a single national provider to improve consistency, strengthen compliance oversight and increase visibility of waste streams across MARCH. This has improved reporting capability and provides a stronger basis for monitoring recycling performance and identifying opportunities to reduce waste sent to landfill.

Social responsibility

Our people

The success of MARCH is driven by the expertise, commitment and capability of our people.

We are committed to providing safe workplaces, developing future talent, supporting employee wellbeing, promoting diversity and inclusion and investing in long-term careers. These commitments are central to our ability to attract, retain and develop the skills needed to support clients and sustain growth.

Health, safety and wellbeing

Safety remains our highest operational priority. Our objective is simple: Everyone goes home safe every day.

During 2025-26, MARCH continued to strengthen behavioural safety programmes, visible leadership initiatives and enhanced reporting systems.

Safety highlights

KPI	Performance
Reduction in Personal Safety Accidents Since FY2020	70%
Industry Benchmarking	Significantly better than sector norm
Hazard Reporting	Increased through IFS platform

Learning and development

Providing opportunities for learning and professional development remains critical to our long-term success.

Our investment in learning and development includes apprenticeships, technical qualifications, leadership development, compliance training, professional memberships and e-learning programmes. This supports both operational competence and long-term career progression across MARCH.

Apprenticeships

Developing future engineers remains one of MARCH's most important social commitments.

Metric	FY2026
Apprentices	131
Workforce Representation	12.4%

With over one in eight employees undertaking an apprenticeship, MARCH continues to invest significantly in future engineering capability.

Diversity, equity and inclusion

MARCH remains committed to providing a workplace where all individuals are treated fairly and with respect.

Our governance framework includes policies addressing equality and diversity, human rights, anti-harassment, whistleblowing and employee wellbeing. These policies help set expectations for behaviour, provide routes for concerns to be raised and reinforce the importance of dignity and respect across the organisation.

Corporate governance

Ethical business conduct

MARCH maintains a governance framework covering our Code of Conduct, Supplier Code of Conduct, anti-bribery and corruption, sustainable procurement, human rights, data privacy, IT security and whistleblowing. These policies support ethical decision-making, regulatory compliance and responsible relationships with employees, clients, suppliers and other stakeholders.

Looking ahead

During 2026-27, our environmental priorities will centre on delivering the decarbonisation roadmap, increasing renewable electricity procurement, reducing fleet emissions, expanding Scope 3 reporting, progressing SBTi validation and advancing waste diversion initiatives. These actions will support MARCH's 2030 targets and improve the maturity of our environmental performance management.

Our social priorities will focus on further reducing accident rates, expanding apprenticeships, enhancing wellbeing initiatives and strengthening leadership capability. Governance activity will concentrate on improving ESG reporting maturity, enhancing supply-chain engagement, strengthening sustainability leadership and maintaining best-practice compliance standards across MARCH.