



2026

Sustainability Report

Bott Ltd



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Business model

Bott Group is a leading manufacturer of van racking, workstation systems and workplace storage equipment. Founded in Germany in 1930, it is a family-owned business with activities in 30 countries, 1,700 employees and annual sales of over €245 million.

The organisation spans production in Germany, UK and Hungary; sales and distribution in France, Austria, Denmark and Italy; and manufacturing and import partners around the world.

Sustainability policies & practices

Bott Group headquarters is certified for both environmental management (ISO 14001) and quality management (ISO 9001). To guide employees on social and environmental matters, the company has a group environmental and social policy.

Recent years have seen the introduction of electric vehicles, rainwater harvesting, solar power, warm air recirculation, and packaging improvements.

The primary material in bott's racking systems is aluminium, which is recyclable throughout Denmark via municipal recycling centres.

Supplier management

The group is keenly aware of its value chain's environmental, social and ethical performance. bott expects suppliers to follow its supplier code of conduct covering ethics, human rights, labour conditions, diversity and product quality. bott performs reviews and audits to ensure suppliers meet the company's requirements in these areas.

Third-party evaluation

To help bott's stakeholders gain a standardised view of its sustainability performance, bott headquarters provides information to independent sustainability ratings organisations. You can access these evaluations on the websites of [IntegrityNext](#) and [EcoVadis](#).

bott
headquarters
holds ISO 14001
for
environmental
management



Operations

Bott Ltd is responsible for the design, manufacture, installation and supply of vehicle conversion solutions and workspace and storage solutions that meet customer and applicable statutory and regulatory requirements, located at Bude, Ashby, Cumbernauld, and Exeter.

The headquarters is based in Bude, Cornwall and is the only sheet metal production facility for Bott Ltd. Ashby, Leicestershire, Cumbernauld, North Lanarkshire, and Exeter, Devon are responsible for vehicle conversion solutions. All sites are in non-biodiversity sensitive areas.

Bott Ltd is certified to ISO 9001:2015 (Quality management system), ISO 14001:2015 (Environmental management systems) and 45001:2018 (Occupational health and safety management systems).

Materials

The consumption of raw materials is the largest contributor to the environmental footprint of Bott Ltd’s operations.

Mild steel is primarily used in workspace and storage solutions and aluminium is primarily used in vehicle conversion solutions. Steel is sourced from UK mills which use recycled steel and iron in the input streams.

Material (tonnes)	2023	2024	2025
Mild Steel	2,397	2,150	2,152
Galvanised Steel	738	661	699
Aluminium	76	83	141
Plated Mild Steel	56	60	58
Stainless Steel	4	4	2
Wood (Vehicle Flooring)	301	254	289
Polypropylene (Vehicle Linings)	63	54	81

Table 1: Material consumption by type and amount.

“Working
smarter for a
changing world”



Recycling and Waste

The skeletons of used mild steel sheets and slugs account for most of the recycled waste. To mitigate this, nesting software is used to ensure designs fit efficiently on sheet material.

Recycling (tonnes)	2023	2024	2025
Mild Steel	1,188	1,017	1,078
Paper and Cardboard	70	72	78
Aluminium	40	45	60
Plastic	16	14	12

Table 2: Recycled waste by material and amount, excluding the site in Cumbernauld.

Waste (tonnes)	2023	2024	2025
Wood	209	166	166
Mixed Municipal Waste	175	142	99
Waste Coating Powders	13	13	15

Table 3: Waste material by type and amount, excluding the site in Cumbernauld.

Utilities

Electricity delivered through the grid is a mix of renewable and fossil generation, and reported emissions reflect this grid average.

Solar generated electricity was lower in 2024 because there was a fault with one of the arrays.

The vehicle wash and powder coating pre-treatment facilities account for most of the water used.

In 2025, solar capacity has been increased by 42% and accounts for around 6% of the electricity consumed by the production facility

Utility		2023	2024	2025
Electricity (Grid)	kWh	1,794,408	1,595,966	1,625,244
	t CO ₂ e	372	330	288
Electricity (Solar)	kWh	63,109	54,203	68,079
Gas	kWh	2,127,150	1,939,588	2,296,312
	t CO ₂ e	389	355	420
Water	m ³	6,228	5,500	5,512
	t CO ₂ e	1,102	842	1,054

Table 4: Consumption of utilities and associated greenhouse gas emissions (scopes 1-3) by type and amount.

Greenhouse Gas Emissions

Greenhouse gas emissions data (scopes 1, 2 and 3) was captured for 2022 and is used as a baseline for measuring our environmental performance.

Emissions use supplier specific conversion factors where possible. For items where suppliers were unable to supply their own factors, government GHG conversion factors and generic conversion factors have been used. Most generic factors have come from Compare your Footprint software, which adheres to the Greenhouse Gas Protocol, a comprehensive global standardised framework to measure and manage greenhouse gas (GHG) emissions from private and public sector operations and value chains.

Emissions by Scope (t CO ₂ e)	(Base Year) 2022	2024	2025
Scope 1	887	1,024	686
Scope 2	352	330	288
Scope 3 (Emissions Baseline)	12,974	N/A	N/A
Total	14,213		

Table 5: Greenhouse gas emissions by scope and amount.

The company measures the intensity of its greenhouse gas emissions to provide a clear benchmark.

	(Base Year) 2022	2024	2025
Tonnes of CO ₂ e per million (£) of turnover	39	32	23

Table 6: Tonnes of CO₂e per million (£) of turnover based on scopes 1 and 2.

Diversity and Inclusion

The company believe that diversity and inclusion are essential to building a sustainable and resilient organisation. The approach ensures equal opportunities for all employees, fosters innovation through diverse perspectives, and strengthens the connection to the communities served.

Employee Profiles	2023	2024	2025
Total Employees (FTEs)	479	453	459
Gender (male to female)	374:105	357:96	354:105

Table 7: Employee diversity and inclusion by profile and amount.

Training, Benefits and Welfare

All new employees receive onboarding and, where relevant, product training.

Examples of benefits include:

- The company provides six weeks paid holiday per year to employees past their probation period.
- GP24 Service that provides free virtual GP access to our employees.
- Qualified first aiders.
- Qualified mental health first aiders.
- Counselling services.

Work Environment

Bott Ltd maintains a safe and healthy working environment for its employees with no HSE enforcement actions/prohibition notices or work-related deaths to date.

KPIs have been developed to include ‘sickness absence (%)’ and ‘employee turnover (%)’. These will be included in reports from 2027.

There was an initiative in 2025 to improve PPE, training, visual management, and safe handling techniques.

A H&S initiative reduced the number of accidents in 2025 by 36%

Employee Welfare	2023	2024	2025
Accidents	87	81	52
Incidents	17	13	4
RIDDORs	4	7	3
Accidents requiring hospital treatment	12	20	11

Table 8: Employee welfare by topic and amount, excluding the site in Cumbernauld.

Environmental Incidents

While most environmental incidents involve spills, Bott Ltd’s stringent procedures have ensured that no events have required reporting to date.

Environmental Issues	2023	2024	2025
Incidents/Complaints	5	0	10

Table 9: Environmental issues.

Governance

Bott Ltd has had no incidents or convictions for bribery, corruption, or human rights violations since its founding in 1979.

Area	Topics
Human rights and labour	Child labour, forced labour, modern slavery, fair wages, working time
Workplace standards	Safety, harassment and discrimination, co-determination
Ethics and standards	Conflicts of interest, data protection, fair competition, anti-corruption
Business practices	International trade, property rights, taxes and subsidiaries

Table 10: Employee code of conduct topics.

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Our ambitions have been stated in good faith and are not intended to be legally binding.

We reserve the right to correct errors and make changes.

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