

Red Helix Environmental, Social & Governance Report

December 2025



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A Word from our CEO

“This has been a year of meaningful change and continued growth for Red Helix. We were delighted to welcome the Risk Crew team into our business earlier this year through acquisition. This was an important milestone that strengthens our capabilities so that we can provide a full end to end service.

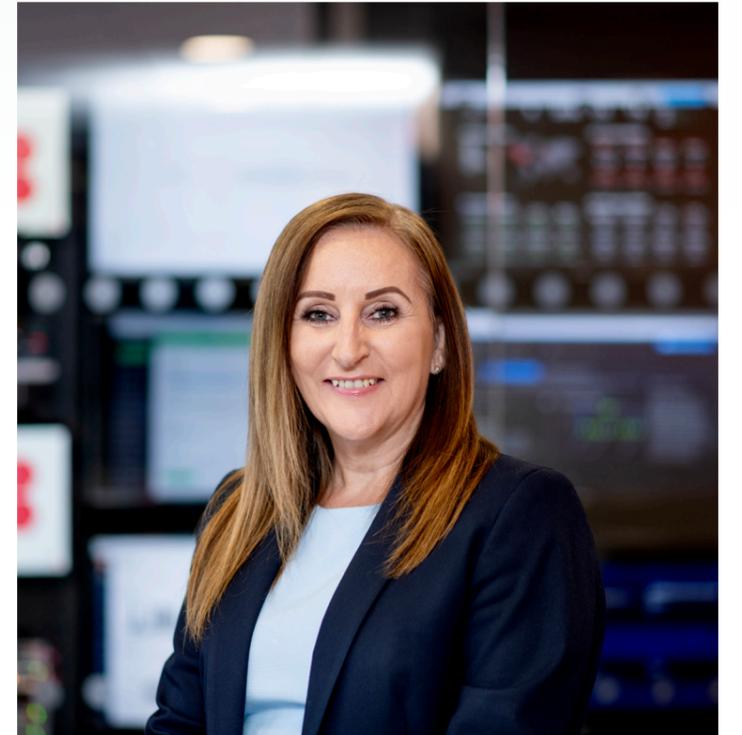
It has also been a defining year for the security industry. Several well-known British brands have faced significant cyber incidents, reminding all of us of the increasing complexity and visibility of cyber risk. As media attention and regulatory scrutiny intensify, the importance of trust, resilience, and responsible security practices has never been clearer.

At Red Helix, we recognise that our work extends beyond protecting individual clients it contributes to a safer, more secure society. Cyber crime poses a growing threat to people, businesses, and national infrastructure, and our role in helping to mitigate this risk carries a profound social responsibility.

Through the solutions we deliver and the expertise of our teams, we actively support organisations in building resilience against cyber threats, reducing the potential for disruption, financial loss, and harm to communities.

By sharing knowledge, raising awareness, and championing best practices, we help to close the cyber security skills gap and foster a culture of digital vigilance.

Red Helix not only protects critical data and systems but also creates lasting social value empowering organisations and individuals alike to operate safely and confidently.

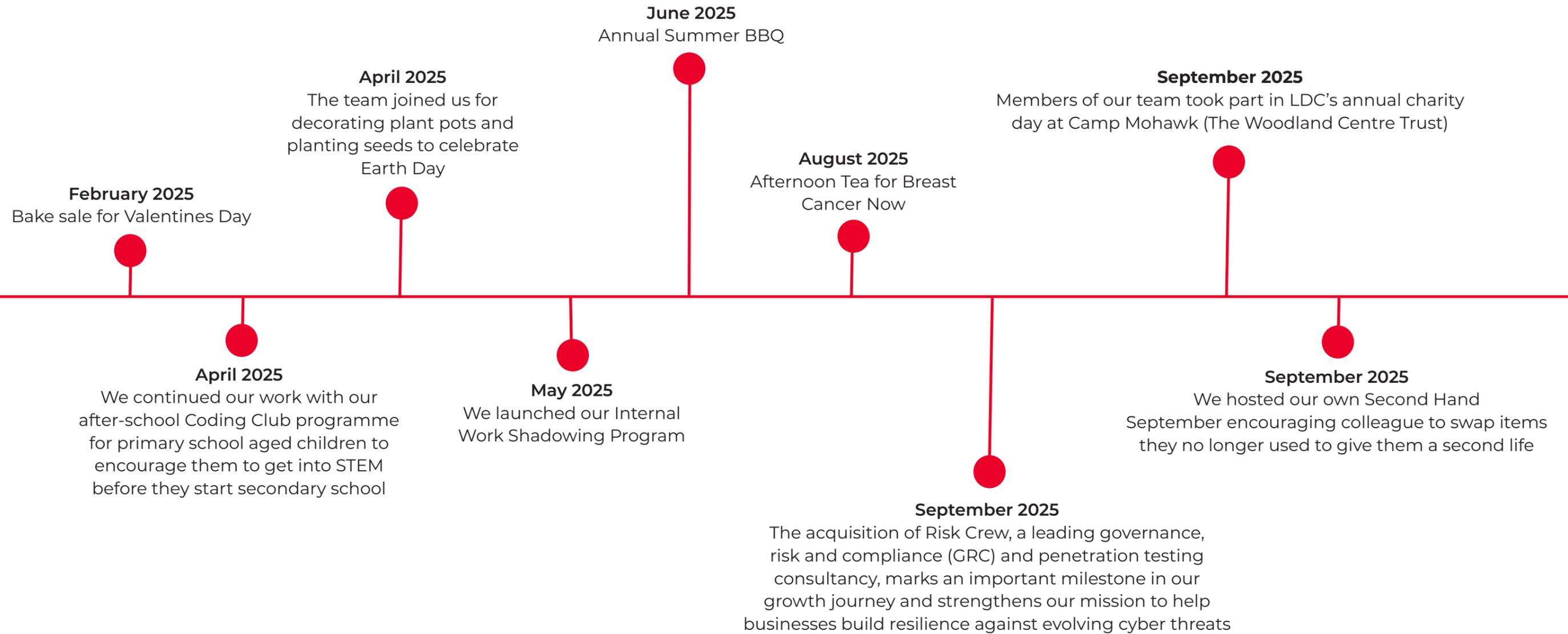


Marion Stewart, CEO at Red Helix

Against this backdrop, Red Helix remains committed to operating sustainably and responsibly. This report sets out the progress we have made across our environmental, social, and governance priorities, while acknowledging that ESG is an ongoing journey one that requires constant reflection and renewed ambition.

Our ESG strategy provides a clear framework to guide decision-making and hold ourselves to account. It underpins how we grow, how we engage with our people and partners, and how we deliver long-term value. Our ambition is to lead by example demonstrating that sustainability and responsible business practices must sit at the heart of every successful organisation.”

2024/25 Highlights



Our Environmental Strategy

Our Goals for 2026

Having already achieved a 50% reduction in emissions since 2023, our next goal is to further decrease emissions and expand our reporting to include Scope 3 emissions. This will include calculating indirect emissions from our supply chain, business travel, and other activities.

This broader measurement will enable Red Helix to develop a comprehensive decarbonisation strategy and strengthen our progress towards achieving net-zero emissions by 2050 or sooner.

Energy Efficiency

Energy efficiency remains a core element of Red Helix’s commitment to reducing environmental impact. Automated scheduling has been implemented across internal equipment to minimise baseline energy consumption and align operational activity with employees’ hybrid working patterns. This ensures that energy is used only when required and supports our overall operational efficiency.

All lighting within Red Helix facilities is sensor-controlled and equipped with LED technology, optimising energy performance and eliminating unnecessary consumption.

Zero-Carbon Energy

Since 2024, Red Helix has sourced 100% zero-carbon electricity, ensuring that indirect emissions from purchased energy (Scope 2) remain at 0 kg CO₂e.

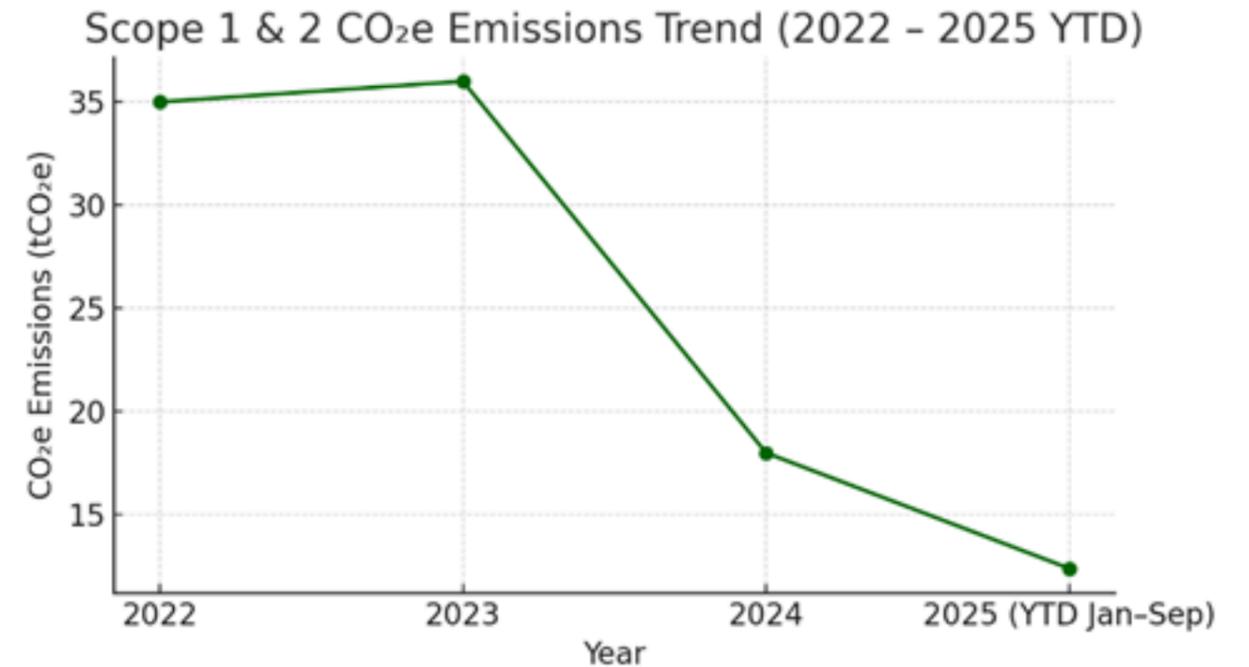
Our next focus is on reducing emissions from owned and controlled sources (Scope 1) by optimising natural gas consumption and progressively transitioning to zero-carbon gas alternatives.

Environmental footprint

Over the past three years, we have achieved a significant reduction in Scope 1 and 2 CO₂e emissions from 36 tCO₂e in 2023 to 18 tCO₂e in 2024, with a further 12.4 tCO₂e recorded for 2025 year-to-date. This demonstrates measurable progress in improving energy efficiency and reducing our carbon footprint.

Environmental responsibility is central to Red Helix’s values and operations. We are committed to sustainable practices and recognise the importance of protecting the planet for future generations.

Our efforts are guided by data-driven environmental performance tracking, particularly through our Scope 1 and Scope 2 emissions.



Waste and Recycling Management

Effective waste management is an integral part of Red Helix’s environmental strategy. We are committed to minimising waste generation across our operations and maximising recycling wherever possible.

Red Helix segregates recyclable materials such as paper, cardboard, plastics, and electronic waste to ensure responsible disposal through approved recycling partners. Office waste is monitored to identify reduction opportunities, and digital-first processes have been adopted to reduce paper consumption.

Our Environmental Strategy: What's Next

ESG Related Interactive Training

We recognise that awareness and education are essential to embedding sustainability and ethical practices across the organisation. Through our training platform, employees have access to a wide range of interactive courses extending beyond cyber security and IT.

To maintain engagement and ensure continual learning, Red Helix periodically issue ESG-related training to all employees as part of its ongoing commitment to sustainability, accountability, and organisational improvement.

Scope 3 Emissions

Red Helix is committed to addressing emissions across its entire value chain, recognising that Scope 3 emissions represent a significant portion of our overall environmental impact.

We are currently conducting a comprehensive Scope 3 emissions audit to calculate and understand our indirect emissions including those generated through the transportation of goods, supplier operations, and the lifecycle of products and services we provide.

A key area of focus within this assessment is the use of electric vehicles (EVs) for deliveries and logistics. We are engaging with suppliers to encourage the adoption of EVs, which offer substantial environmental benefits.

Once the Scope 3 audit is complete, Red Helix will develop a detailed Scope 3 Reduction Action Plan for 2026, outlining specific measures to further reduce our indirect emissions. This initiative forms part of our broader commitment to sustainable operations, collaboration with responsible partners, and continued progress toward achieving net-zero emissions.



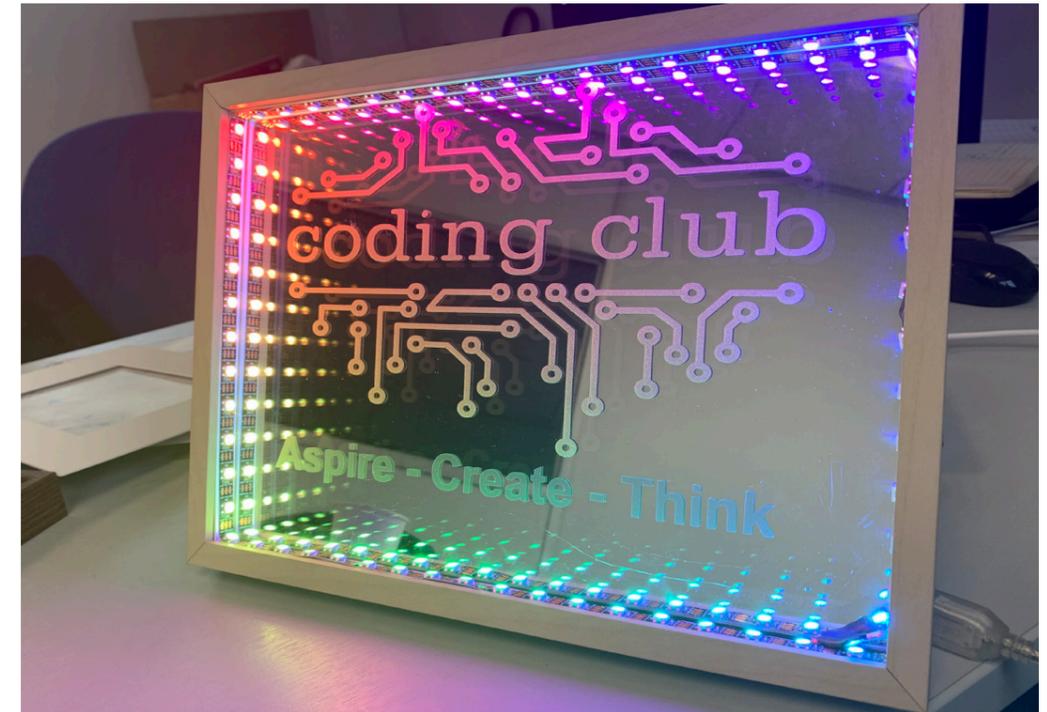
Employee Engagement, Wellbeing & Inclusion

Through community initiatives, volunteering opportunities, and a strong commitment to employee wellbeing, we strive to create a positive and enriching environment for employees. By nurturing a culture of collaboration, respect, and continuous growth, enhancing our team's experience and making a meaningful impact on our wider community.

Our goal is to cultivate a workplace that is inclusive, and supportive, where employees feel valued, engaged, and empowered to succeed.

Coding Club

Red Helix launched an innovative coding club for primary school children back in 2023, which continues to provide them with additional exposure to the real-world applications of science, technology, engineering and mathematics (STEM). The goal of this project is to start addressing the chronic shortage of cyber skills in the UK and encourage more diversity in the sector, with a specific focus on aiding social mobility. This is achieved by targeting the program at children from primary schools with higher pupil premium rates.



“There is a pressing need for more cyber security skills in the UK. As security providers, we have a responsibility to address this, not only now, but looking towards the future as well. Through the coding club, we aim to mitigate the impact of future skills shortages by planting a much-needed seed of inspiration at a younger age – with a focus on greater inclusion from a more diverse range of children and young people.”

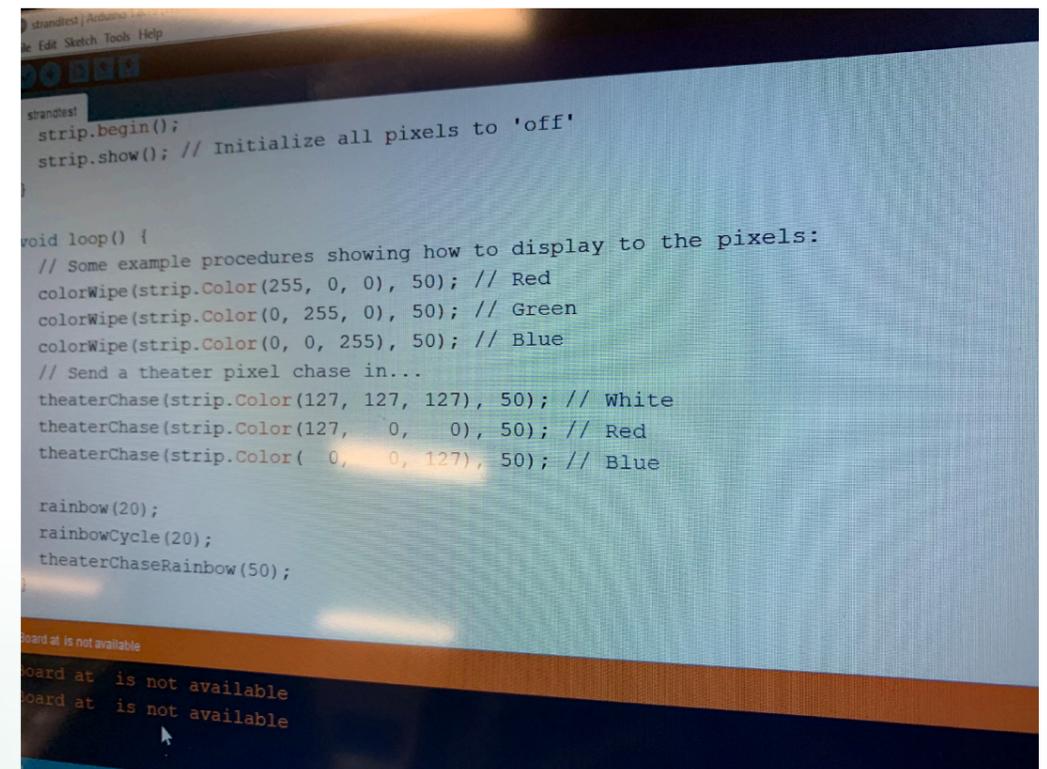
- Marion Stewart, CEO, Red Helix.

Employee Forum

At Red Helix, we have cross-departmental forum known as the ‘Employee Forum’, they provide a platform for staff to share feedback, raise topics for discussion, and help shape improvements across the organisation. They also organise social events for staff, which can range from volunteering days, to quizzes, sports days and games evenings.

“The Employee Forum makes Red Helix a great place to work, because there is a dedicated forum ready to listen and respond to live employee feedback.”

- Hugh Lynch, SOC Analyst, Red Helix



ESG Committee

Red Helix has established an ESG Committee, bringing together representatives from across departments to review sustainability performance, share progress, and identify opportunities for improvement.

The committee supports continuous enhancement of environmental, social, and governance initiatives, ensuring alignment with our wider business strategy and stakeholder expectations.

Employee Assistance Programme (EAP)

We also offer external confidential support, counselling, and practical guidance for employees experiencing personal or work-related challenges.

Wellbeing Room

Having a wellbeing room provides employees with a quiet, private space to pause, reflect, or recharge during a busy day. It supports mental health by giving staff a place to manage stress, decompress after challenging situations, or simply take a moment away from the noise of the workplace. This has led to improved focus, reduced burnout, and a more positive overall work environment.

Work Shadowing Program

We feel this is an exciting opportunity for employees at Red Helix to work alongside someone from a different department to gain exposure to processes outside their normal role.

Seeing how different teams contribute to Red Helix's goals providing a more holistic understanding of how the business operates.

As well as offering people the chance to explore career paths and fostering a stronger connection between staff that may not interact with one another on a regular basis.

Employee Engagement, Wellbeing & Inclusion: What's Next

Lunch and learns

Lunch and learn sessions are an excellent way for employees across the business to engage in topics that are relevant across the wider business. The sessions are employee led to encourage peer to peer learning across the organisation. For example, everyone is aware of the recent cyber-attacks that have been in the news, affecting Marks & Spencer and the Co-Op, but how did those attacks begin? How did the attackers achieve what they did? Who were they? How were they tracked down and caught, if they were?

Second Hand Swap

In January we are relaunching our second hand swap program to encourage employees to donate and exchange pre-loved items, post-Christmas. The initiative helps reduce waste, extend the life of products, and minimise environmental impact. Any remaining items are donated to charity, reinforcing Red Helix's commitment to sustainability and social good while inspiring staff to make more mindful choices in their everyday lives.



Through these combined initiatives, Red Helix continues to build a workplace culture that prioritises wellbeing, inclusivity, and engagement ensuring our people remain at the heart of our success.

Governance

We uphold the highest standards of ethical conduct, transparency, and accountability across our business. Our corporate governance framework ensures responsible leadership, and strategic decision-making to uphold integrity, mitigate risks, and drive long-term sustainability.

Governance and other accreditations

Red Helix is committed to maintaining the highest standards of corporate governance, accountability, and ethical conduct. Our governance framework ensures that decision-making, risk management, and business practices are transparent, responsible, and aligned with both regulatory requirements and the long-term interests of our stakeholders.

Integrated Management System

Red Helix operates an Integrated Management System (IMS) certified to ISO 9001:2015 and ISO 27001:2022, providing a structured approach to governance, risk-based thinking, and evidence-based decision-making.

The IMS underpins our quality, information security, and continual improvement processes, supported by regular internal audits and reviews.

We are also certified to Cyber Essentials and Cyber Essentials Plus (CE+), demonstrating compliance with government-backed cyber security standards to protect against common cyber threats. These certifications reinforce our proactive approach to data protection, risk management, and cyber resilience.

Leadership and Oversight

The Board of Directors provides strategic direction and oversight of all environmental, social, and governance (ESG) matters.

Senior management ensures that governance principles are embedded throughout operations, promoting accountability, ethical leadership, and continual improvement.

Policies and Compliance

Red Helix maintains comprehensive policies covering anti-bribery and corruption, information security, data protection, equality and diversity, whistleblowing, and supplier conduct. All policies are reviewed annually to ensure alignment with UK legislation, ISO, NCSC, Cyber Essentials Plus, and CREST requirements.

Ethical Conduct and Accountability

All employees are required to adhere to Red Helix Code of Ethics, which defines expectations for integrity, fairness, and professionalism.

Through strong leadership, an ISO-certified management system, third-party cyber security certifications, and an active ESG Forum, Red Helix ensures that governance, integrity, and sustainability are embedded throughout the organisation.



Looking Ahead

So far, we have made great progress on our environmental, social and governance journey strengthening our capabilities, deepening our social impact, and embedding responsible practices across everything we do.

We are excited about what comes next as we continue to build on this momentum, driving innovation and resilience across our business. Our commitment remains clear to grow Red Helix as a fantastic, forward-thinking organisation that creates long-term value for our people, our partners, and the communities we serve.