



2025 IMPACT REPORT

NIJHUIS SAUR INDUSTRIES
UK & IRELAND

1 Purpose-Driven Water Stewardship

- 04 – Our Purpose, Mission & Values
- 06 – Our Services: Engineering a Circular Future
- 08 – Our Certified B Corp Score
- 10 – Recertifying on the New B Corp Standards
- 11 – Sustainable Development Goals
- 12 – Our Corporate Social Responsibility Strategy

2 Impact Areas

- 16 – Governance
- 18 – Workers
- 22 – Community
- 24 – Environment
- 28 – Customers

3 Closing Words

Learn more about NSI UK & Ireland:



<https://www.nijhuissaurindustries.com/nsi-uk-ireland>



[nijhuis-industries-uk-and-ireland](https://www.linkedin.com/company/nijhuis-industries-uk-and-ireland)

#MissionWater



1

Purpose-Driven Water Stewardship



At NSI UK & Ireland, water is more than just a resource; it is our mission. As we present our 2025 B Corp Impact Report, we reflect on a year where our commitment to **#missionwater** has moved beyond operational excellence to become a blueprint for sustainable business transformation.

As part of the global Saur Group, NSI UK & Ireland stands at the forefront of the water transition. We recognize that the challenges of 2026, climate volatility, water scarcity, and the urgent need for carbon neutrality, require more than just technical solutions - they require a fundamental shift in how businesses interact with the environment and their communities. This report outlines how we have integrated the B Corp pillars of Governance, Workers, Community, Environment, and Customers into the very fabric of our engineering and service delivery.

Our Purpose: #missionwater

Our purpose is to be an advocate for water, ensuring that everyone gives water the value it deserves. In the UK and Ireland, this manifests in our "Triple Bottom Line" approach. We don't just treat water; we protect the heritage of sites like Stonehenge, optimise the energy footprint of industrial giants like Heineken, and pioneer chemical-free technologies like CalTAC to safeguard our natural aquifers.

Innovation Through Collaboration

The 2025 impact year has been defined by our *Collaborative* and *Driven* values. Through NSI Digital, we have moved the needle on energy efficiency, proving that digital intelligence is the key to reducing the environmental impact of water infrastructure. By turning "invisible" inefficiencies into actionable data, we are helping our customers achieve their own Net Zero goals while ensuring our own operations remain lean and transparent.

Genuine Care for People and Planet

Being a B Corp means being *Genuine* in our promises. From our Crisis Management Team ensuring the safety and continuity of our internal communications, to our innovative water treatment technologies, we prioritise the well-being of our people and the health of the ecosystems we serve. We are not just a service provider; we are a partner in resilience.

As you read through this report, you will see the data, stories, and people behind our impact. We invite our stakeholders, partners, and colleagues to join us as we continue to innovate, advocate, and lead the way toward a water-secure future.

Our Purpose, Mission & Values

At NSI UK & Ireland, our identity is defined by a commitment to the "Triple Bottom Line" - People, Planet, and Performance. As a proud part of the global Saur Group, we have aligned our local operations with a clear and ambitious purpose.





PEOPLE

We prioritise safety and invest in developing skills and expertise to prepare our people for today's and tomorrow's technologies.



PLANET

We anticipate customer needs, drive innovation in water preservation and deliver sustainable, circular solutions.



PERFORMANCE

We drive profitable and sustainable growth through strong commercial and operational performance and maintaining strong risk management and controls.

Our Purpose

Our purpose is to be an advocate for water, ensuring that everyone - municipalities, industries, citizens, farmers, non-governmental organisations, and civil society as a whole - gives water the value it deserves. Beyond our daily business of providing adequate supplies and responsible quality and treatment of water, we are committed to acting and influencing others, so that together we can invest in saving water, and in inventing new models to preserve one of the most precious resources on our planet.

#mission water

Too often, mankind has treated clean water as an inexhaustible, cheap resource, neglecting its vital worth. With today's rising pressure on the quantity and quality of water, this precious resource is in dire need of re-valuing - environmentally, socially, economically, technologically. It's time to turn the tide to ensure that water is valued as the revitalizing force it has always been, and to make this value equally accessible to all living beings.

We call it Mission Water. And we invite you to join the movement!

Our Values



Proximity

We trust one another: everyone can grow and reach their full potential within a close-knit team, always focused on the best customer experience.



Passion

Our experts are driven by a passion for their work, delivering high-quality service to their clients.



Impact

We have a positive and concrete impact on our clients and more widely on people and the planet.



Agility

Our agility comes from being a people focused company, combined with a strong team spirit, enabling us to stay responsive and stand out.

Our Services: Engineering a Circular Future



Municipal Water Solutions:
 We support local authorities with end-to-end drinking water and wastewater management, from treatment and distribution to advanced reuse and resource recovery. Our solutions help ensure regulatory compliance, protect public health, and transform wastewater into valuable resources.

We provide end-to-end water and wastewater solutions that prioritize efficiency and environmental stewardship. Our 2026 service portfolio is built on the principle of Circular Water, moving beyond simple treatment to true resource recovery.

Commercial Building Solutions:
 We specialize in the health of closed-loop systems, utilising innovative chemical treatments and advanced filtration to extend asset life and improve building energy efficiency.



Operations & Maintenance:
 We provide complete peace of mind through fleet-wide outsourcing partnerships. By managing the UK's largest industrial treatment plants, we minimise effluent risk and maximise energy recovery through biogas utilisation management.



Private Water Supply & Compliance:
 We safeguard potable water for education and hospitality sectors, implementing nitrate removal and UV disinfection to ensure compliance with the highest safety standards.



Water Reuse & Decentralised Solutions:
 From World Heritage sites like Stonehenge to large-scale industrial facilities, we design and build off-grid systems that achieve up to 66% water reuse, significantly reducing freshwater abstraction.

NSI Digital & Optimisation:
 Utilising the intelligence of Riventa, we provide real-time monitoring and thermodynamic measurement. Our digital tools turn invisible energy waste into actionable data, helping our clients achieve their Net Zero goals.



Our Certified B Corp Score

At the end of 2024, we proudly achieved B Corp certification with an overall score of 81.6.

This milestone marks a significant step in our sustainability journey. We are proud of the progress we've made and remain dedicated to improving our impact as we evolve with the latest B Corp standards.

B Corp is not a destination, it's a commitment to continuous improvement, accountability, and purpose-driven business.

Our strongest Impact Area was Governance, highlighting our dedication to ethical leadership, transparency, and our core purpose: **#missionwater**. This score reflects the strength of our mission-driven governance and our commitment to embedding sustainability and accountability into every decision we make.

One of the most valuable outcomes of our B Corp certification was the opportunity to critically evaluate our social and environmental performance. It helped us identify meaningful areas for improvement and guided us in setting more ambitious goals. In particular, we uncovered key opportunities for growth in the Community and Environment Impact Areas which will be central to our improvement strategy in the years ahead.

As we move forward, we are committed to continuously improving our social and environmental impact. For us, B Corp is an ongoing journey to create positive, measurable outcomes across all aspects of our business.



81.6



Impact Business Model: Resource Conservation

As part of our B Corp certification, we were proud to qualify for the Resource Conservation Impact Business Model (IBM) in the Environment Impact area.

This recognition is awarded to businesses whose products or services are designed to use resources more efficiently or to reduce carbon emissions compared to market alternatives, such as energy-efficient technologies or low-impact solutions.

At NSI UK, sustainable water use and resource recovery are central to everything we do. Our **#missionWater** is to be passionate advocates for water, delivering innovative solutions that help businesses optimise resource efficiency and reduce their environmental footprint.



We bring this mission to life through our **'Customer for Life'** philosophy, a long-term partnership approach that starts with understanding our customers' challenges and continues with delivering performance and value throughout the lifecycle of their assets. Our integrated approach combining Technology, Services, and Solutions is guided by the 4R Principle: **Reduce, Reuse, Remove, Recover**. This framework helps us turn water and wastewater challenges into opportunities for resilience, circularity, and resource optimisation.

Find out more about our certification here: nijhuis-saur-industries-uk-ireland

Recertifying on the New B Corp Standards

Our B Corp recertification is scheduled for October 2027, and will be based on the updated B Corp standards, which place greater emphasis on performance, accountability and transparency.

Currently, our goals and improvement strategies are structured around the five original Impact Areas: **Governance, Workers, Community, Environment, and Customers**. For our future impact reports, we will revise and expand these goals to reflect the new standards, ensuring we continue to lead with purpose and drive meaningful change.

Looking ahead, we recognise that the new standards represent a significant evolution in how B Corps are assessed.

To prepare, we will:

Review and align existing strategies, and goals with the updated requirements.

Conduct a gap analysis to identify where our current practices meet or fall short of the new standards.

Collaborate across teams to embed the new standards consistently across our business operations.

Measure progress on the updated standards in 2026 to track progress and inform our continuous improvement journey.

As the first company within the Nijhuis Saur group to achieve B Corp certification, we aspire for our progress in the UK to spark momentum across the wider organisation. Due to our shared brand affiliation, we fall under B Lab's Affiliated Company Certification Requirement (ACR). **In order for us to maintain our B Corp certification at NSI UK, this requires our parent company, Saur, to publicly commit within three years to becoming a B Corp, and to complete certification within a further three years.** This commitment is important in supporting our ability to recertify in the UK and for the group to progress alongside us.

We are actively collaborating with colleagues across the Saur group to help shape this collective journey and championing the high standards of social and environmental performance that define B Corps. While we continue to push our own performance forward in-line with B Corp standards, we will also work with the wider group to meet the ACR requirement and strengthen our shared impact.

Above all, we are committed to transparency. We will continue to communicate our progress in our annual Impact Reports, ensuring that our stakeholders can follow us in this journey toward a more sustainable and purpose-driven future.

Sustainable Development Goals



At Nijhuis Saur Industries, our #missionwater is deeply connected to the UN Sustainable Development Goals (SDGs).

Water is crucial to human health, the function of society, the health of our environment and our planet as a whole. As part of the Saur Group, we actively contribute to global sustainability through innovative water solutions, resource recovery, and circular economy practices.

Our work aligns with several key SDGs:



SDG 6: Clean Water and Sanitation: We deliver advanced water and wastewater treatment technologies that help communities and industries access clean water, reduce pollution, and promote water reuse.



SDG 9: Industry, Innovation and Infrastructure: We continuously innovate to develop smart, scalable technologies that address complex environmental challenges and support sustainable industrial growth.



SDG 12: Responsible Consumption and Production: By recovering valuable resources from wastewater, we help clients reduce resource consumption, minimise waste and operate more sustainably.



SDG 13: Climate Action: Our solutions support climate resilience by lowering water and energy footprints, improving infrastructure efficiency, and enabling carbon reduction strategies.



SDG 14: Life Below Water: Our water treatment and pollution prevention technologies help protect aquatic ecosystems by reducing harmful discharges and supporting clean, healthy waterways.

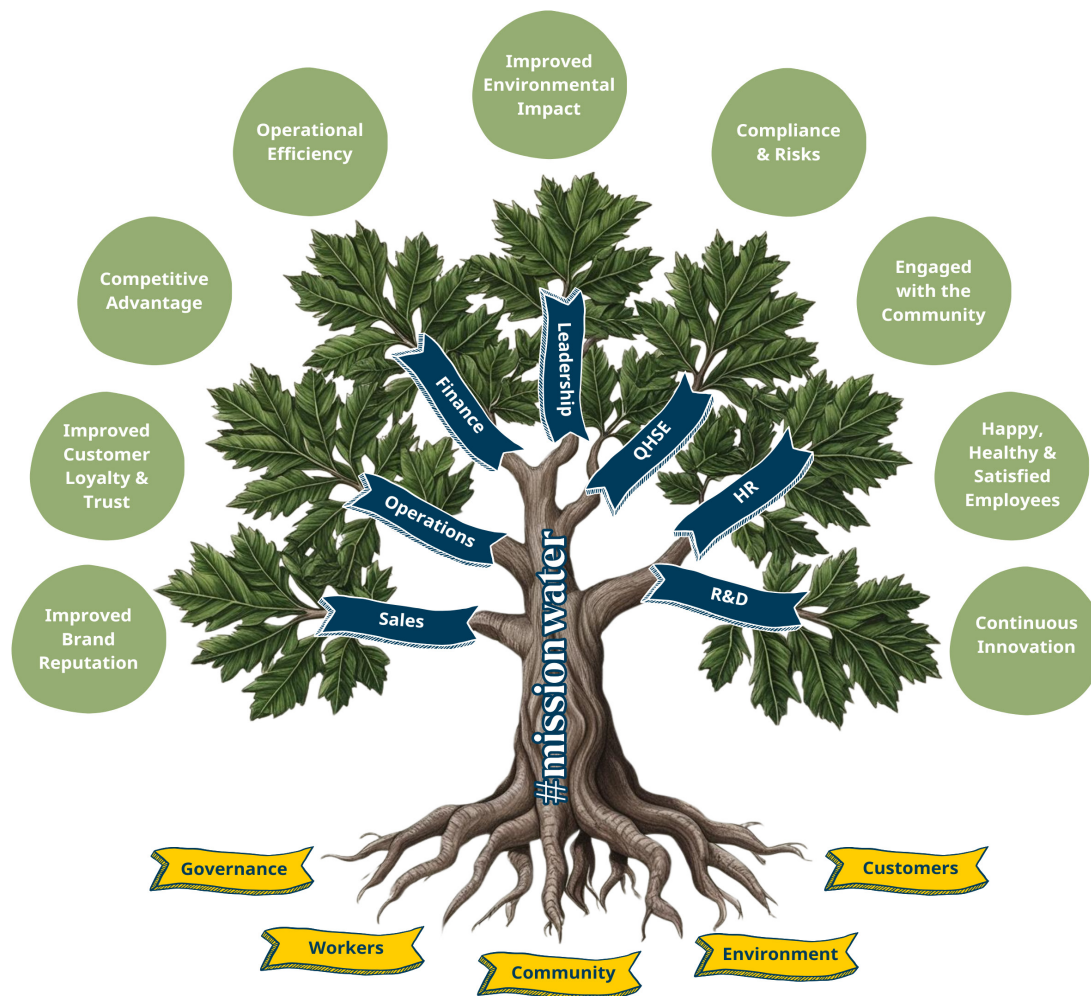
Through our projects and innovation, we aim to accelerate progress toward a more sustainable and equitable future one drop at a time.

Our Corporate Social Responsibility Strategy

We are a business with a clear purpose: to be an advocate for water and give it the value it deserves.

Water is crucial to human health, the health of our environment and our planet as a whole. Championing water goes hand in hand with championing people and the planet. To truly live our purpose, we must act responsibly, embedding positive social and environmental impact into the way we operate, make decisions and grow as a business.

What is Corporate Social Responsibility? Corporate Social Responsibility (CSR) is a company's commitment to conduct business in an ethical way and to take responsibility for its social, economic and environmental impact.



Since our certification, we've taken steps to embed the B Corp Impact Areas into our CSR Policy, ensuring they are reflected in our day-to-day operations and strategic decision-making. We have set key commitments relating to each pillar of our CSR strategy:

Governance	Workers	Environment	Customers
<ol style="list-style-type: none"> To consistently incorporate social and environmental impact into decision making. To have a corporate mission which includes social and environmental responsibility. To consistently engage stakeholders in our social and environmental mission and impact. To foster an ethical corporate culture throughout the business. To operate in an ethical and transparent manner (anticorruption). To monitor and improve our social and environmental impact. To uphold compliance and adhere to 	<ol style="list-style-type: none"> To protect the health, safety of all employees. To protect the wellbeing and financial security of all employees. To foster a positive work environment, a culture that enables career development and champions equality and diversity. To prioritise the engagement, satisfaction and retention of employees. 	<ol style="list-style-type: none"> To adapt to and build resilience against Climate Change. To maintain and improve an effective environmental management system. To monitor and reduce our environmental impact and carbon footprint. To monitor and reduce the environmental impact of our products and services. To responsibly manage our water use and reduce our water footprint. To responsibly manage waste and prevent pollution. To ensure sustainable and responsible use of resources and materials. Minimising the negative impact and pursuing positive impact on Biodiversity. To engage our employees in our environmental mission, improve their understanding and support their individual 	<ol style="list-style-type: none"> To support clients to build climate resilience and adapt to Climate Change. To drive continuous innovation in sustainable solutions which support the environmental needs of clients. To continuously engage and support clients to achieve their environmental goals through the 4 R principle. To maintain and consistently improve a quality management system. To prioritise customer satisfaction through a Customer for Life approach. To encourage feedback and responsibly manage complaints. To build Reputation/brand through promoting our CSR initiatives. To promote products and services in a transparent and ethical manner. To maintain Data privacy, security and transparency.
	Community <ol style="list-style-type: none"> To engage with and contribute to the local community and economy. To engage with and contribute to global social and environmental goals. To engage with our supply chain, monitor the social and environmental impact of our supply chain and strive to support them in their social and environmental goals. To prioritise suppliers which demonstrate high social and environmental performance 		

At NSI UK, we see our CSR strategy as a living tree, rooted in purpose, growing through collaboration and bearing meaningful impact.

The roots of our tree represent the different Impact Areas within CSR, which form the foundational principles that nourish and support everything we do.

Rising from these roots is our purpose **#missionwater** forming the sturdy trunk that guides our direction and holds us together.

Each branch symbolises a department actively contributing to our CSR efforts in their own unique ways.

The fruits are the tangible outcomes we're proud to cultivate.

This approach enables us to fully embed CSR into our business, ensuring that every part of our organisation contributes to a thriving, responsible future.

2

IMPACT AREAS



Governance

Governance is central to how we bring #missionwater to life. Through ethical leadership, transparency and active stakeholder engagement, we ensure our purpose, to protect water, people and the planet, remains at the heart of everything we do.

What We Said	Progress	What We Achieved
Develop a CSR Strategy based on the B Corp Impact Areas.	In Progress	CSR Strategy developed in-line with B Corp. Key Impact Areas integrated into company-wide KPIs.
Embed social/environmental responsibilities into employee roles and day-to-day activities.	Partially Achieved	>80% of managers have set social and environmental goals in their Personal Development Plans, directly linked to company-wide objectives. All new job descriptions now include social and environmental responsibilities.
Identify the most material issues to stakeholders.	Achieved	Participated in a group-wide materiality assessment with our parent company, Saur, engaging stakeholders to identify our most significant environmental and social priorities.

What's Next

Monitor KPIs and report annually on CSR performance.

Extend social and environmental responsibilities to 100% of employee job descriptions.

Use findings from the materiality assessment to shape and refine our CSR strategy.

Develop and implement a roadmap for communicating progress on material topics with both internal and external stakeholders.

Governance Spotlight

NSI UK continues to lead the way within the Nijhuis and Saur group by integrating strong governance, sustainability and health and safety into our daily operations.

Our efforts have been recognised at the group level, with two major awards from our parent companies that highlight our leadership and reinforce our position as a benchmark for responsible operations and continuous improvement across the organisation.



NSI UK was proud to receive Saur's ESG Award, recognising our strong commitment to Environmental, Social, and Governance principles. This achievement reflects the efforts of our team to embed sustainability and ethical practices across every part of our business.



NSI UK was proud to be named Global Health & Safety Company of the Year by our parent company, Nijhuis Saur Industries. This award recognises our exceptional commitment to health and safety excellence and the high standards we continue to set across the wider Nijhuis group.

Workers

Our people are the foundation of our success. We are committed to providing a safe, inclusive and supportive workplace where everyone can grow, contribute and be empowered to make a difference.

What We Said	Progress	What We Achieved
Provide financial support and resources to enhance employees' financial security.	Ongoing	Expanded employee benefits to include free financial education, mortgage advice and discounted will writing services. Provided a series of webinars and Q&A sessions during Pension Awareness Week to support employee financial wellbeing.
Promote gender equality and equitable career progression.	In Progress	Completed a Gender Pay Gap Analysis for the last two reporting years and set improvement targets.
Improve employee retention and satisfaction .	In Progress	Monitored attrition rate and employee Engagement Score and set targets. Advertised all job openings internally through our newsletter, intranet and direct emails.
Maintain high standards of Health and Safety .	Ongoing	Conducted full review of H&S systems. Launched new safety reporting tool and chemical management system. Set H&S targets for the year: zero fatalities, 55% reduction in lost time accidents, 18% reduction in accidents requiring medical treatment, 1 safety observation reported per employee per year.
Increase employee engagement in company values and CSR initiatives and sustainable behaviors.	Ongoing	Launched WAVES, an internal employee engagement platform to promote sustainable behaviors and CSR-linked actions.
Support employee health and wellbeing through programs and initiatives.	In Progress	Conducted an employee wellbeing survey with an average wellbeing score of 63%, outperforming the benchmark. Ran "1 Million Steps" campaign from July to September to encourage physical activity. Promoted key wellbeing moments such as Time to Talk Day and Stress Awareness Month. Launched a Wellbeing page on our intranet, providing employees with access to wellbeing resources and support. Introduced Gym discounts for National Fitness Day and the promotion of eyecare vouchers available during National Eyecare Week.

What's Next

Deliver an internal campaign for Financial Awareness Week in August to support employee financial wellbeing.	Increase participation in WAVES challenges and campaigns, with a target of 20% increased registered users and recorded actions.
Develop and implement a Roadmap to strengthen gender equality and support fair career progression across the business.	Use insights from the wellbeing survey to shape future wellbeing programmes and aim to achieve an average wellbeing score of 70%.
Align compliance reporting tools including Chemical management and Equipment maintenance.	Track and aim to increase the percentage of roles filled through internal recruitment and career progression.

Workers Spotlight: WAVES

Since launching WAVES, our internal employee engagement platform, we have seen a significant increase in employee engagement with sustainability across NSI UK. WAVES empowers our people to take meaningful action aligned with our mission and values while having fun and earning rewards along the way.

89% of employees said they were more aware of the impact of their actions on the environment.

88% of employees said their WAVES sustainability actions have become habitual.
[WAVES annual member survey 2025]

WAVES has helped embed sustainability into our day-to-day culture, making it tangible, visible, and personal. It's not just about ticking boxes, it's about building momentum, celebrating progress, and showing that every action counts. Thank you to Team Jump for making this possible!

Employees have completed hundreds of actions across key impact areas, including:

- Energy & Carbon
- Quality & Safety
- Sustainable Travel
- Waste & Consumption
- Water Conservation
- Health & Wellbeing



Each action earns points, and employees compete on a live leaderboard for monthly prizes adding a healthy dose of friendly competition to our sustainability efforts. We've run two successful team challenges so far, with one winning team choosing a high-adrenaline quad biking adventure as their reward!



Learn more: <https://teamjump.co.uk/nijhuis-case-study/>

Workers Spotlight: Wellbeing Survey

Employee wellbeing is a priority for us, and we regularly seek feedback through an annual employee wellbeing survey. This survey provides valuable insights into how our people are feeling, what is working well and where further support is needed.

Thank you for helping us improve workplace wellbeing. Here's what we've learned, what we've done, and what's next.

Key Findings:

- Survey Insights:**
 - Wellbeing Maturity Index Score:** 72% (Above UK average)
 - Employee Participation Rate:** 49% (Goal: Increase in 2026)
 - Average Wellbeing Score:** 63 (Above benchmark of 58)
- Areas for Improvement:**
 - Communication
 - Employee engagement
 - Confidence in the future
- Focus Areas:**
 - Lifestyle:** Activity, alcohol consumption, sleep, and nutrition scored low.
 - Psychological Wellbeing:** Stress, energy, and personal finances need further support.

Actions Taken So Far:

- ✓ **Vitality Webinar:** Health benefits awareness session (November 2025)
- ✓ **Recognition Training:** Managers trained on micro-habits for 2026 PDPs.
- ✓ **Team Competitions:** Fun activities like bowling and team meals.
- ✓ **Menopause Policy:** Introduced in Feb 2026 to support all colleagues.

What's Next?

- 🕒 **Financial Wellbeing:** Expanding offerings for Financial Awareness Day 2026.
- 🍎 **Nutrition Resources:** Discounts and tips for healthy eating.
- 🗣️ **Communication Strategy:** Addressing concerns and building confidence.
- 🛠️ **Manager Toolbox Talks:** HR and wellbeing topics.
- 🌟 **Benefit Spotlight:** Highlighting existing benefits for better awareness.
- 🕒 **Lunch & Learns:** New topics and updates from directors.

Together, We're Building a Happier Workplace!

The results play an important role in shaping and evolving our wellbeing strategy, helping us take informed, meaningful action to better support our employees and create a positive, healthy working environment.

Community

We recognise that community engagement is an area where we have room to grow. Building stronger connections with the communities where we operate is a key focus for the coming years, as we seek to deepen our social impact through local partnerships, volunteering, and responsible initiatives.

What We Said	Progress	What We Achieved
Support charitable organisations that align with our mission.	Ongoing	Following an employee vote, we continued our partnership with the charity Frank Water. We sponsored Frank Water's screening of Our Blue World, a documentary exploring humanity's relationship with water.
Encourage and enable employees to contribute to causes that create positive impact.	To do	Set up a Charity Committee who will assign funding towards local initiatives or charities nominated by employees.
Participate in industry collaboration and events that promote social and environmental progress.	Ongoing	Engaged with conferences and events to deepen our sustainability and industry insights. Highlights included the Blue Earth Summit, Purpose Fest and Future Leap's Festival of Sustainable Business, alongside key sector events such as the ISPE Conference and WWT's Drinking Water Conference.
Promote responsible practices across our value chain .	In Progress	Reviewed existing procedures for assessing supplier performance on social and environmental topics and began preparing to launch a new platform next year to strengthen ongoing monitoring and engagement.

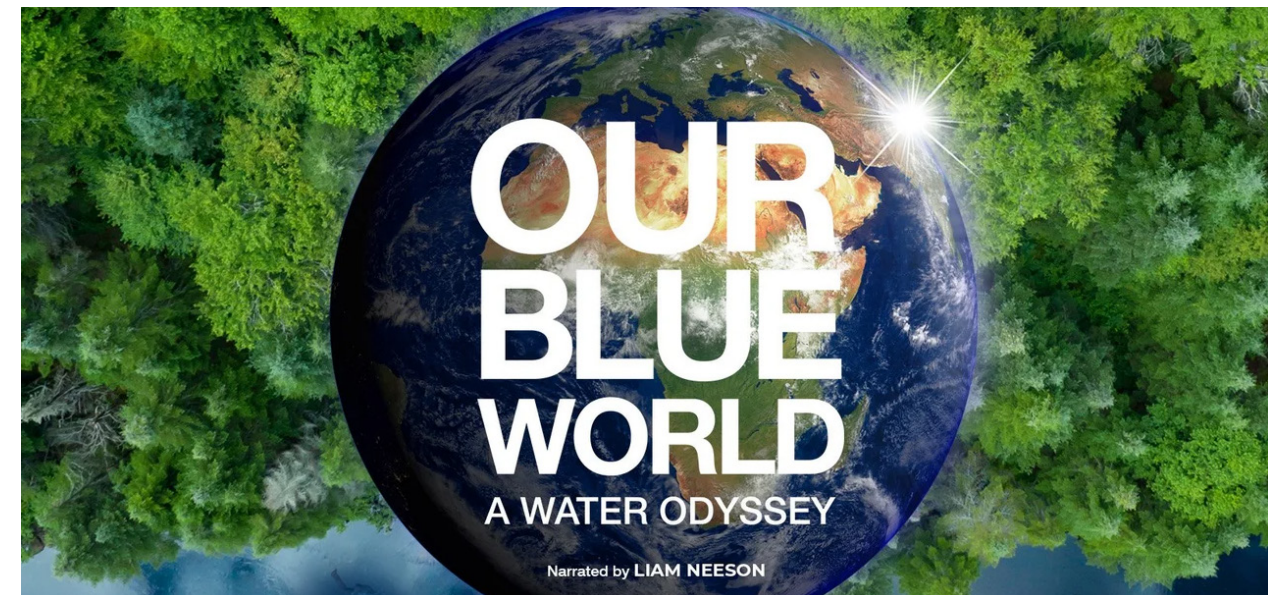
What's Next

- Organise group volunteer events for employees in their local communities.
- Introduce a payroll giving option to enable employees to donate directly to charitable causes.
- Launch a new online platform to assess and monitor supplier performance on social and environmental topics.
- Support education programmes that promote environmental awareness and the importance of water as a vital resource.

Community Spotlight: Our Blue World

Alongside our charity partner Frank Water, we hosted a screening of groundbreaking documentary *Our Blue World - A Water Odyssey*, which explores humanity's profound relationship with water. The film is narrated by Liam Neeson and introduces some extraordinary individuals who are rediscovering the ancient wisdom of our ancestors, and fusing it with modern technology to transform how we use water and help us navigate towards a better future.

Find out more about Our Blue World here: <https://www.braveblue.world/screening-ourblueworld>



Frank Water is a Global Water Charity and Social Enterprise. Their vision is of a global water system in which everyone, everywhere, has enough safe water to stay healthy, sustain their livelihoods and unlock their potential.

Find out more about Frank Water here: <https://www.frankwater.com>



Environment

We recognise the importance of continuously improving our environmental performance. Over the coming years, we aim to strengthen our data, reduce emissions, and further embed sustainability across every aspect of our business.

What We Said	Progress	What We Achieved
Engage employees in our Sustainability and Net Zero journey.	Ongoing	Launched our Green Champions committee, a group of employees passionate about driving our sustainability and Net Zero initiatives across the business.
Reassess our baseline carbon footprint to replace the out-dated 2021 baseline.	Achieved	Completed a new baseline carbon footprint for the year 2023, reflecting our business growth and expanding operational activities.
Develop internal capabilities for Life Cycle Assessments (LCA) to support sustainable product development and design improvements.	In Progress	Trained employees in LCA methodology and successfully completed our first project assessment.
Improve our water footprint .	In Progress	Introduced water consumption monitoring across all our offices and set reduction targets.
Reduce our waste production .	In Progress	Measured and established a waste baseline for our offices to inform future reduction actions.
Encourage the use of electric cars amongst employees.	In Progress	Launched a trial electric car scheme, enabling employees to access new electric vehicles through a salary sacrifice program.

What's Next

Launch local sustainability initiatives led by Green Champions members, to embed sustainable practices into day-to-day operations and increase employee engagement.	Implement water-saving devices and encourage behaviour changes to achieve measurable reductions in water use across our offices.
Review our Net Zero Targets and carbon reduction plan in line with the new baseline, ensuring our goals remain ambitious and achievable.	Enhance data accuracy for waste monitoring and set reduction targets to minimise our overall waste footprint.
Assess our carbon footprint for the calendar year 2025.	Roll out the electric car scheme company-wide, raise awareness of its benefits and review EV charging availability across our offices, installing additional charging points where possible.
Expand internal Life Cycle Assessment (LCA) capabilities by training additional employees and developing an LCA roadmap to guide sustainable design and product decisions.	

Environment Spotlight: WAVES

Through our Employee Engagement Platform **WAVES**, our employees have done an amazing job reducing their environmental impact over the last 12 months. Together, we have avoided 20,000 kgs of CO₂e, that's equivalent to driving around the world in an average petrol car three times!*

Last year we surveyed our employees who use WAVES and here's what they said:

78% of employees are more aware of how to recycle correctly.

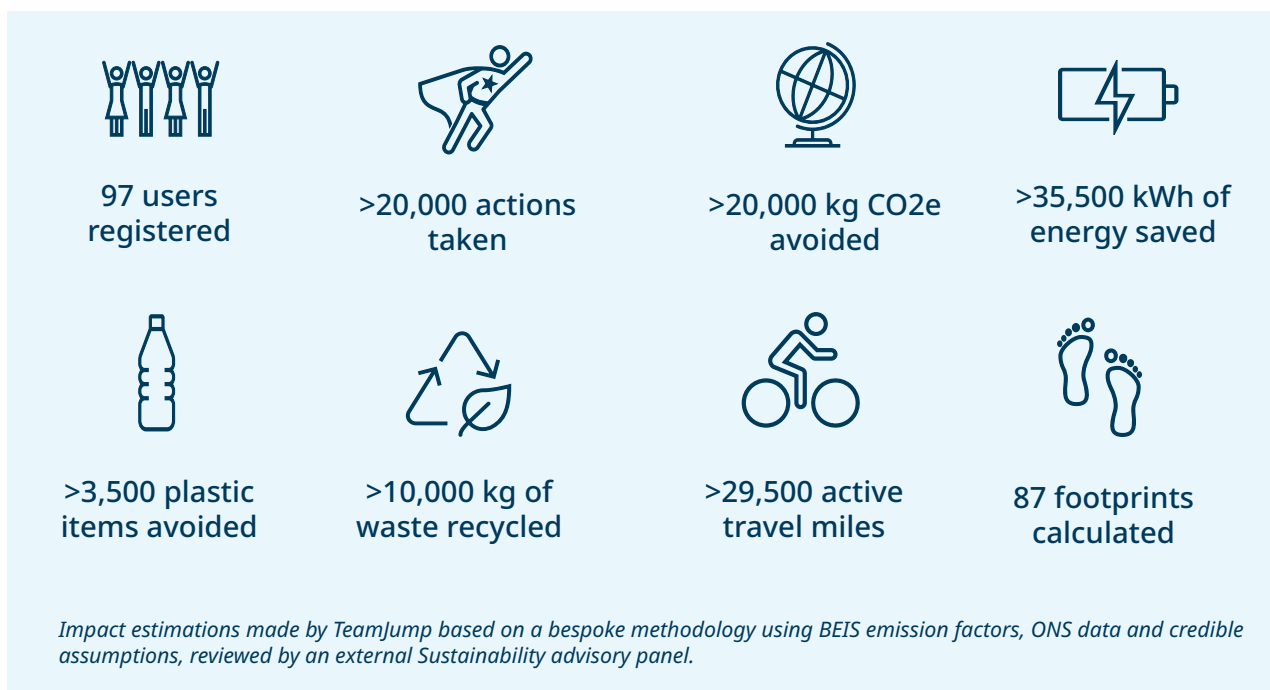
83% of employees are more aware of energy usage and take actions to reduce it.

72% of employees are more aware of their travel habits and take sustainable methods where possible.

88% of employees are more aware of their consumption habits and have taken steps to change them.

78% of employees are more aware of the impact on nature and how to reduce it.

[WAVES annual member survey 2025]



* Methodology: CO₂e savings were converted into distance using an average petrol car emissions factor of 0.16 kgCO₂e/km from UK Government conversion factors, and compared to the Earth's circumference to give an "around the world" equivalent. Source: DESNZ (2025), UK Government greenhouse gas conversion factors for company reporting 2025.

Environment Spotlight: Net Zero

As recognised by the United Nations, **Climate change is primarily a water crisis**. At Nijhuis Saur Industries UK and Ireland, we understand the value of water and its critical role in sustaining life on Earth. **This is why we have committed to achieving Net Zero emissions across our value chain by 2040.**

Our 2023 Baseline Carbon Footprint:

- Scope 1: 92,395 tCO₂e
- Scope 2: 197,846 tCO₂e
- Scope 3: 1,514,171 tCO₂e

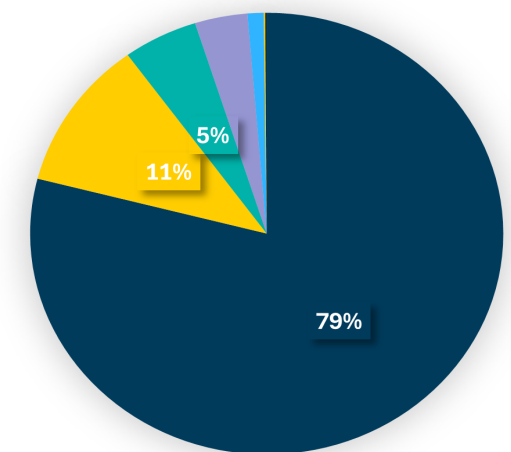
Our baseline carbon footprint has been externally verified by Future Leap, a carbon consultancy and B Corp based in Bristol. Their methodology adheres to the Greenhouse Gas Protocol and uses officially recognized carbon conversion factors published by DEFRA. This ensures our emissions data is accurate and aligned with best practice.

Our baseline has been developed following an operational control approach, covering all emissions where we have direct operational control. This includes the Electricity, Fuel & Energy and Process emissions from Water Treatment Plants we operate on behalf of clients. We have also included the Use of Sold Products within our scope 3 emissions. Together, emissions associated with our services and sales account for 98.7% of our total carbon footprint.

This is our most ambitious carbon footprint assessment to date and replaces our previous 2021 baseline. As a result of expanded scope and data availability limitations, some emissions data is currently estimated. Improving data quality and availability will be a key focus as we continue to refine future carbon footprints and track progress towards our Net Zero ambition.

1,804,411.36 tCO₂e

- Use of Sold Product (79.0%)
- Treatment Plant Electricity (11.0%)
- Process Emissions (5.1%)
- Fuel and Energy Related Activities (3.6%)
- Purchased Goods and Services (1.1%)
- Upstream Transport (0.1%)
- Others (0.1%)



**Inclusions: Stationary combustion, company vehicles, fugitive emissions, process emissions, mains electricity, treatment plant electricity, purchased goods and services, fuel and energy, upstream & downstream transport, waste, business travel, employee commuting, use of sold products and end-of-life of sold products.

Customers

We are committed to creating lasting value for our customers by delivering reliable, sustainable, and high-quality solutions. Through transparency, collaboration, and innovation, we aim to help our customers achieve their social and environmental goals while strengthening trust and long-term partnerships.

What We Said	Progress	What We Achieved
To prioritise customer satisfaction through our Customer for Life approach.	Ongoing	Continued to strengthen long-term customer relationships through our Customer for Life approach with ongoing monitoring of customer satisfaction to track performance and service quality.
Support our customers to build climate resilience and adapt to climate change.	In Progress	Collaborated with our parent company, Saur, and the wider Nijhuis group on climate risk assessments for our project sites, including several in the UK, to better understand and mitigate climate-related risks.
Promote our products and services in a transparent and ethical manner.	In Progress	Ensured transparency and accuracy in all internal and external communications relating to our B Corp certification.
Share our sustainability journey with customers.	Ongoing	Incorporated environmental and social performance reporting into our tender applications and project documentation. Publicly shared updates on our B Corp certification and sustainability progress via LinkedIn with our network and customers.

What's Next

Review and improve our customer satisfaction survey to ensure we gather more meaningful insights that help us better understand and respond to customer needs.

We will be introducing independent external audits of our data security systems to ensure our practices meet the highest standards of protection and compliance.

Formalise our responsible marketing guidelines and ensure all communications reflect our commitment to transparency, accountability and ethical practice.

Expand our external communication on sustainability progress.

Customers Spotlight: Severn Trent Water



Our strategic and collaborative relationship with Severn Trent Water's Innovation and Asset Intelligence team demonstrates the power of partnership in driving innovation and sustainability across the UK water sector.

The relationship began with a visit to Nijhuis Saur Industries' headquarters in Doetinchem and a tour of our manufacturing facilities in Groenlo, The Netherlands. These sessions created an open environment for collaboration, allowing both teams to explore emerging challenges facing the water industry and identify opportunities where innovative Nijhuis technologies could support Severn Trent Water's operational and environmental ambitions.

One of the first outcomes of this collaboration was the trial of our ByoFlex5 Ammonia Recovery technology at Severn Trent Water's Resource Recovery & Innovation Centre (R2IC). The trial demonstrated the ability to significantly reduce ammonia concentrations within centrate return liquors before being returned to the head of the works, supporting treatment optimisation and carbon reduction objectives.

Following the success of the pilot, Severn Trent Water requested the rapid deployment of four ByoFlex5 units at a 350,000 population equivalent sewage treatment works to demonstrate the technology at full operational scale and assess its real impact on reducing process-related carbon emissions.



The partnership has since expanded into emergency drought mitigation support through the rapid mobilisation of Mobile Water Solutions ultrafiltration units, alongside joint collaboration on two successful Ofwat Water Breakthrough Challenge projects focused on coagulant recovery, phosphorus removal, and PFAS treatment.

Together, these initiatives highlight how innovation, trust, and circular thinking can help shape a more resilient and sustainable future for the UK water industry.

A Year of Progress, A Future of Possibility



Ian Stentiford - Managing Director

Our first year as a certified B Corp company has been eventful, and I'm proud to release our first Impact Report. It's only when we take a breath and tabulate all of our achievements over the past year that it becomes apparent just how much progress we have made in alignment with the B Corp framework. Indeed, it's a testament to our approach that the B Corp standards are not an additional step, or something 'nice to have' on the side of our business, but actually ingrained in everything we do and have become part of how we operate every day.

Continuous improvement is our mantra, and the B Corp standard has been our guiding light in Corporate Social Responsibility as we work towards achieving **#missionwater** through our **Customer for Life strategy**.

In **Governance**, we continue to uphold our 'all about the people' commitment with a strong focus on the health and safety of our employees, being recognised with awards in ESG and Safety by our parent company.

We have dedicated considerable effort under **Workers**, launching our Waves employee engagement platform, alongside a focus on Financial Awareness and Gender Equality.

In **Community**, we were proud to sponsor and attend the launch of 'Our Blue World' documentary, exploring humanity's relationship with water.

In **Environment**, we looked inwards to assess our own carbon footprint and train our employees in Life Cycle Assessments, underpinned by our commitment to become Net Zero by 2050.

Finally with our **Customers**, we have partnered effectively to deploy our innovative technology to support their journeys towards Net Zero.

These are only the highlights, with so much more activity in addition. After only one year we have achieved so much, and with a clear structure and B Corp cadence now embedded in how we operate, I am excited to see what we can achieve in the next year and beyond.



#missionwater

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