

Financial, Environmental and Social Measures	
	2024 full-year financial results
Revenue	£1,100.7 million
Organic constant-currency* revenue growth	3.7%
Adjusted operating profit ¹	£128.4 million
Adjusted operating profit margin	11.7%
Free cash flow before acquisitions, disposals and dividends ¹	£15.0 million
Adjusted earnings per share ¹	25.5p
Total dividend per share	12.2p
	2024 environmental performance (absolute)
CO ₂ e emissions	3% reduction to prior year
Greenhouse gas (GHG) emissions - Scope 1 & 2	152,871 tonnes CO ₂ e
Scope 3 GHG purchased goods & services	369,825 tonnes CO ₂ e
<small>In 2024, a comprehensive scope 3 inventory exercise and subsequent development of improved reporting methodology was completed. Our screening exercise, across all relevant categories, used spend and/or volume based data was retrieved from the Company's ERP13 and/or finance systems, and emission factors¹⁴ applied matched to activities in 2024 only.</small>	
Water consumed in regions of high baseline water stress	341,052 m ³
Commitment to source 80% renewable and nuclear electricity by 2025	75%
Total energy consumption (fuel and electricity)	916.0 GWh 6% reduction to prior year
Total water withdrawal	1.61 million m ³ 6% reduction to prior year
Water withdrawal intensity	1, 459 m ³ /£m
Total water withdrawal in water stressed areas	341,052m ³
Total waste generated	34,972 mt
Total waste recycled	16,905 mt
ISO 14001:2015-certified sites	38 out of 60 sites (63%)

	2024 social performance
Lost time accidents	0.13 The lost-time accident (LTA) is defined as an accident or work-related illness which results in one or more days of lost time.
Fatalities	0
Total - employees	8,479
Women in workforce	36%
Women in leadership roles	34%
Women in board director roles	43%

1. Definitions of these non-GAAP measures and reconciliations to the equivalent statutory measure can be found in the 'Glossary' and 'Alternative performance measures' section on pages 201 to 205 of the 2024 Annual Report.