

<b>Financial, Environmental and Social Measures</b>	
	<b>2024 half-year financial results</b>
Revenue	£572.6 million
Organic constant-currency <sup>1</sup> revenue growth	8.2%
Group adjusted operating profit <sup>1</sup>	£71.3 million
Adjusted operating profit margin <sup>1</sup>	12.5%
Free cash flow before acquisitions, disposals and dividends <sup>1</sup>	(£7.9 million)
Adjusted earnings per share (EPS) <sup>1</sup>	14.7p
Interim dividend per share	5.4p
	<b>2024 half-year environmental performance</b>
CO <sub>2</sub> e emissions	11.6% reduction compared with 1H 2023
Energy Consumption - Total	483 GWh
Energy intensity (constant fx)	908 MWh/£m revenue
Total Water	822,580 m <sup>3</sup>
Water intensity (constant fx)	1,564 m <sup>3</sup> /£m revenue
Water in high stress areas	159,732 m <sup>3</sup>
Waste - Total	17,988 Tonnes
Waste intensity (actual fx)	36.7 Tonnes/£m revenue
Recycling - Total	9,410 Tonnes
Recycling % total waste	52%
	<b>2024 half-year social performance</b>
Lost time accident rate	0.13 Defined as total number of lost-time accidents in the year, multiplied by 100,000 hours worked, divided by total number of hours worked.
Women in workforce	35%
Women in leadership roles	34% Includes Executive w/o CEO/CFO plus 2nd to 4th tier
Women in board director roles	43%

1. Definitions of these non-GAAP measures can be found in the glossary of terms on [page 43](#), reconciliations of the statutory results to the adjusted measures can be found on pages 16 to 20. Throughout this report these non-GAAP measures are clearly identified by an asterisk (\*) where they appear in text and by a footnote where they appear in tables.