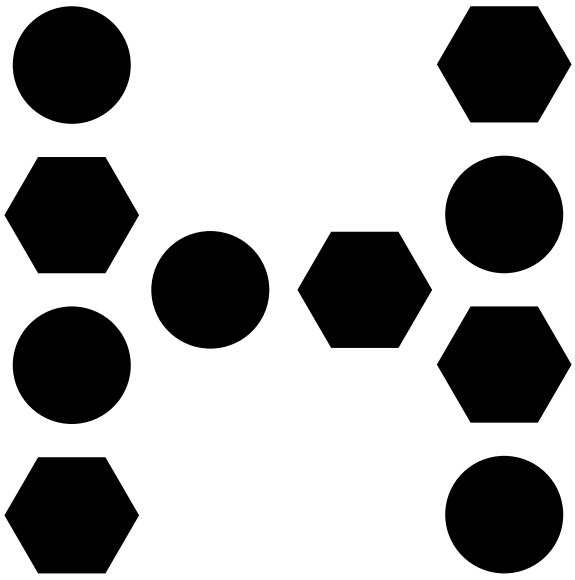
Sustainability Report



IDS

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IDS

IDS Overview

IDS provides design and installation of fibre, copper, containment and electrical solutions for data centre and colocation projects. The managed services division delivers quality engineering for smart hands services including racking, stacking, cabinet placement, patching and auditing. Based in the UK, IDS operates across bases in the UK, Netherlands, Germany, Sweden and Iceland.

57
Number of Employees

7
Operational units



World map highlighting the main geographical reach that IDS works in for our customers

Hexatronic Data Center

IDS is part of the Hexatronic Data Centre Division

Who we are

IDS is part of Hexatronic Data Centre, within the Hexatronic Group. Together, we deliver essential services and products for data centres, supporting our customers from initial design through to live, operational facilities[1].

Our vision

Our vision is to create a lasting link to the future. We believe that the more people who can access the possibilities of the digital world, the better tomorrow will be. Our products and solutions enable stable, high-performance connections that unlock development opportunities for people and communities around the world. Our goal is to be the leading data centre installer and value-added reseller (VAR) across EMEA.

Our values

Our culture is built on being responsible, open, and inventive. These values guide our decisions, our relationships, and our long-term sustainability commitments across three priority areas: People, Planet, and Ethics. every interaction.

Our purpose

We build the connections that create a lasting link to a sustainable and inclusive digital future. Through technical expertise, safety excellence, and responsible innovation, we design and deliver future-ready data centre installations across EMEA. Our approach combines innovation with integrity, creating resilient infrastructure that supports our customers' growth, creates opportunities in the communities where we operate, and reduces environmental impact.

[1]To find out more about the different areas and the services offered from a Group level, refer to Hexatronic Data Centre

From our CEO

"We continually aim to strengthen our carbon footprint data management and engaging teams across the business so that each function owns its part of sustainability. These efforts support the key accreditations that underpin our progress. Achieving an EcoVadis Gold rating is a major milestone for our business, demonstrating that collaboration and embedding sustainability into our operations delivers real results."



This year marked exceptional progress for our business. Building on the strong foundation established in 2024, we focused on refining our processes and operations. This allowed us to operate more efficiently, make smarter decisions, and embed sustainability deeper into our business, strengthening the way we deliver for our customers and reinforcing our position as a leader in data centre installations. We unlocked new markets, completed strategic acquisitions with IDS Iceland, established a dedicated electrical division, and welcomed talented new colleagues across EMEA. Several exciting projects have driven increased activity in every region, broadening our technical capabilities and further strengthening our market presence.

Our Smart Hands services continued their exceptional performance, now projected to represent 33% of total revenue for 2025 which has been a major milestone that underscores their growing strategic importance. At the same time, this year brought challenges unlike any we've seen before. The scale, pace, and complexity of demand have tested the entire industry. Yet, throughout it all, our teams rose to the occasion by delivering exceptional results and achieving an impressive 50% growth. This success is a testament to our people, whose professionalism, passion, and collaboration define what makes IDS a truly special place to work, and I couldn't be prouder if what we have accomplished.

Sustainability remained a central focus of our strategy. As a connected part of our parent company, the Hexatronic Group, we remain firmly aligned with the Group's goal to achieve carbon neutrality by 2030. We sharpened our carbon data methods and enhanced how we track and report our environmental impact. Teams across the business undertook carbon awareness training for the product carbon footprints of our Vulcan range, equipping them to better communicate circularity and embodied carbon to our customers. We also transitioned our ISO certifications to UKAS accreditation, reinforcing our commitment to quality, transparency, and accountability. On a Group level, we were proud to see our SBTi near-term emission reduction targets approved, strengthening the credibility of our climate strategy. Our efforts culminated in achieving EcoVadis Gold, a major milestone that recognises a year of building robust processes and data management systems for carbon and ESG performance. These achievements demonstrate the progress we've made in embedding sustainability across our operations and position IDS strongly as the data centre industry plays an increasingly vital role in global decarbonisation and digital transformation.

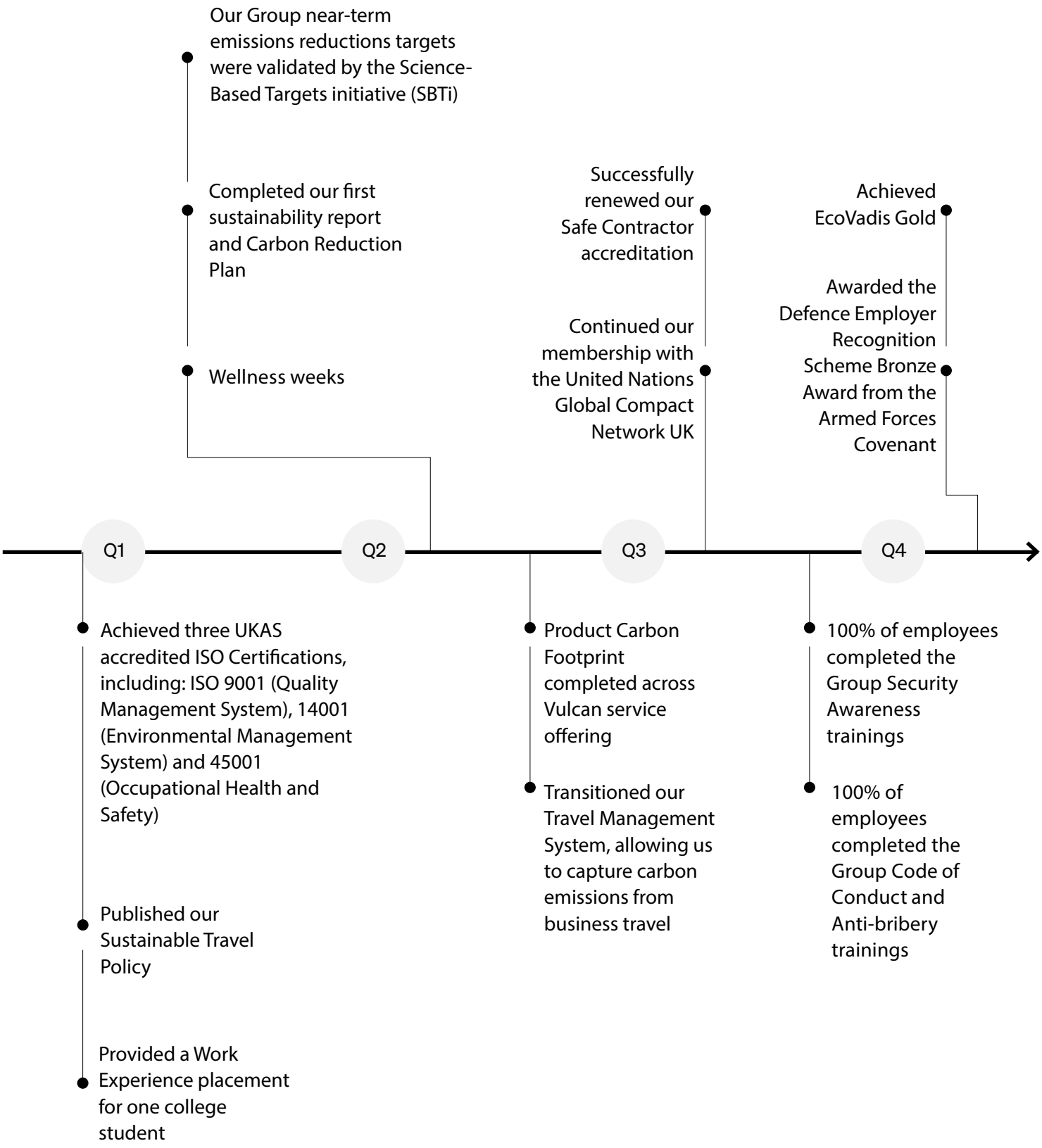
We're also investing heavily in our people by upskilling our workforce to ensure they are prepared for the opportunities ahead and ready to lead in an industry that continues to evolve rapidly.

At our core, we are guided by a simple belief: success is built on responsibility, resilience and innovation. We strive to be an ethical employer, a trusted partner to our customers and suppliers, a responsible corporate citizen, and a steward of the planet's resources. The pace of change across digital infrastructure, from AI integration to next-generation data connectivity, underscores the importance of what we do.

As we look ahead to 2026, we anticipate another year of momentum. With ambitious expansion plans, targeted headcount increases, and the groundwork already in motion, we approach the future with confidence, clarity, and purpose.

- Ben Parker, Impact Data Solutions CEO

Important Milestones 2025



Annual Highlights

Number of Full-time Employees across the IDS Group

57

Number of Projects - Closed

425

Percentage of females in leadership positions

33%

Charity and Community Fundraising

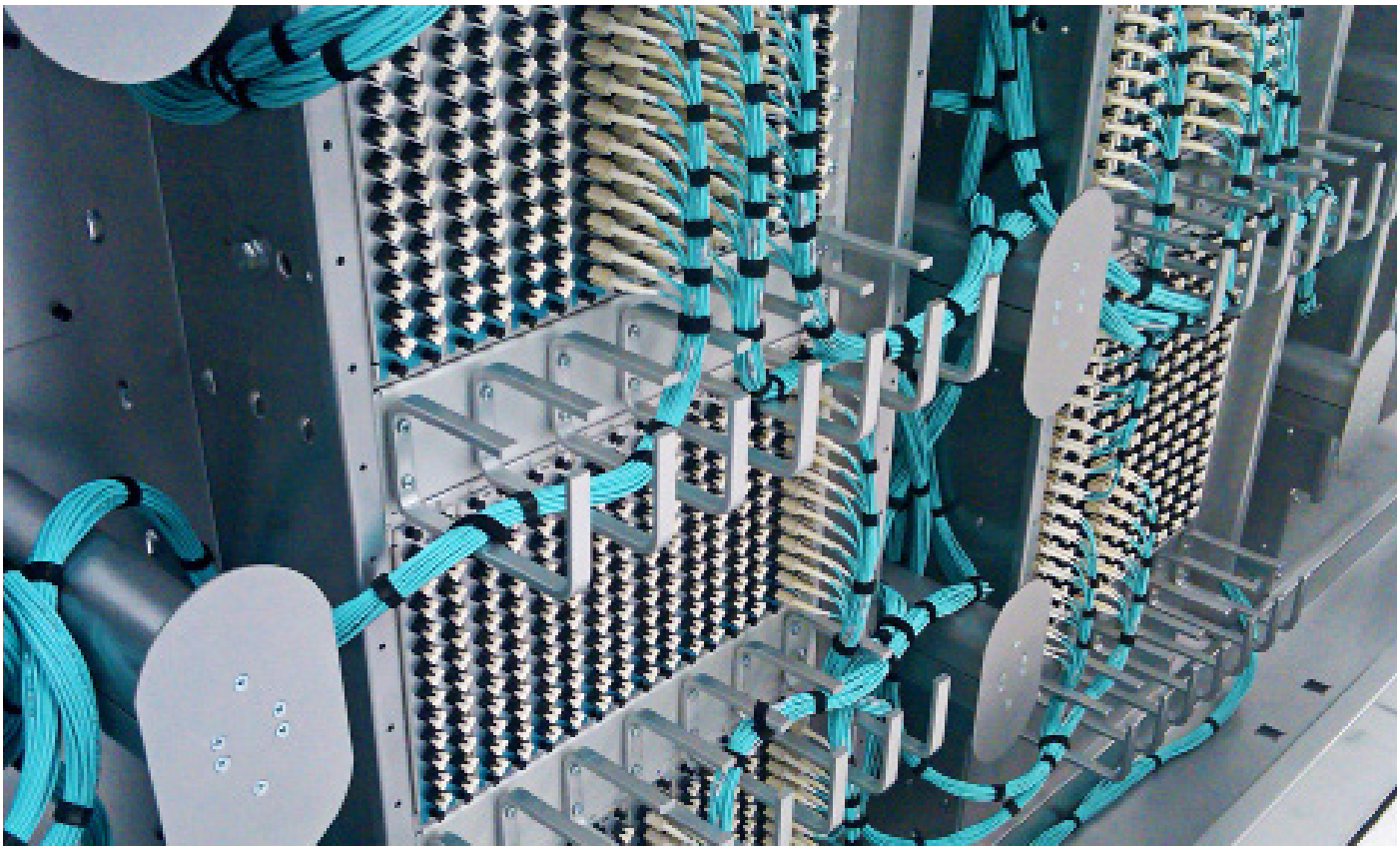
£4095

Biodiversity Investment with Treeapp

£14000

Total Volunteering Hours

1173



Our Sustainability Strategy

Our sustainability strategy is based on three key principles:

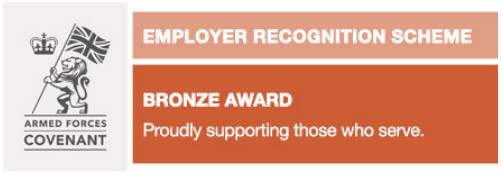
- Authenticity & Accountability – Our goals and ambitions are evidenced by a data-first approach in order for results to be tangible, achievable and transparent.
- People centric – As a services-based company, we prioritise the health, safety and wellbeing of our employees. It is then that we build trust and responsibility to drive responsible behaviour by engaging our stakeholders to drive meaningful change.
- Built-in, Not Bolt-on – We take a top-down approach with sustainability, to ensure it is considered at every level, ensuring its relevance and impact.

Affiliations and accreditations

We commit to follow the Ten Principles of the UN Global Compact and contribute to the Sustainable Development Goals.



As part of the Hexatronic Group, our operations align with the Group's Science-Based Targets initiative (SBTi)-validated emissions reduction commitments[2].



IDS is proud to have received the Defence Employer Recognition Scheme Bronze Award in recognition of our commitment to the Armed Forces Covenant and support for the Armed Forces community. This award reflects our pledge to be an armed forces-friendly organisation and to ensure that those who serve, or have served, and their families are treated fairly.



IDS was awarded a Gold medal in December 2025 following our inaugural EcoVadis sustainability assessment, placing us in the top 5% of rated companies worldwide for environmental, social and governance performance.



We have successfully transitioned our ISO integrated management systems to UKAS accreditation, reflecting our commitment to responsible and transparent operations. This includes ISO 9001:2015, 14001:2015 and 45001:2018.

[2]The official press release can be found on the Hexatronic website.

Our Group Goals and Roadmap

Our progress is centred around three core areas: people, planet and ethics.



Planet

We work to reduce our environmental impact and contribute to a more circular economy for present and future generations.

Goals

- Climate neutral operations (Scope 1 & 2) to reach 100% carbon neutrality by 2030
- Scope 1 & 2 GHG emissions reduction by 42% (from a 2022 baseline)
- Scope 3 climate intensity –51.6% tCO2e/MSek) by 2030 (from a 2022 baseline)



People & Community

We create a workplace culture where everyone feels valued, has a sense of belonging and is given opportunities to succeed and grow.

Goals

- Gender diversity in leadership (% of female leaders) to reach 40% by 2030
- 90% Spend from sustainability approved suppliers by 2030



Ethics & Partnerships

We commit to strong business ethics in our relationships worldwide and seek partners who share our values.

Goals

- 100% completion of the Code of Conduct training

Progress On Our Core Sustainable Development Goals



Target 3.4 — Promote mental and physical wellbeing
We expanded our wellbeing programme, delivering 23 awareness days across physical and mental health, safety, sustainability and social connection. Employees can benefit from wellbeing tools including gamified activities, mental health support, annual health checks and a personal health fund.

We have two mental health first aiders across the business, alongside project and site managers who are CPR-trained.

We regularly assess employee engagement levels through the Group's annual employee engagement survey.



Target 9.1 — Resilient infrastructure
We support the development of a digital backbone across EMEA, enabling economic growth, business connectivity, and equitable access.

Target 9.2 — Sustainable industrialisation
Our local hiring model creates jobs in the communities where we operate and opens opportunities for younger engineers.

Target 9.c — Universal access to ICT services and the internet
Through data centre installation services, we indirectly support digital inclusion and high-speed connectivity across EMEA, including previous work in parts of Africa.

To learn more about the Group double materiality reporting please look at Hexatronic Sustainability Report 2025

Our Group Goals and Roadmap

Target 12.5 — Reduce waste
Within Vulcan, we improve our circular practices by reducing the overall packaging.

In our services division, the design team minimises material wastage by optimising Bills of Materials and focusing on efficient design, installation, waste reduction, optimised site visits, and robust quality controls to cut rework and emissions.

Target 12.6 — Sustainable value chain
We began mapping ESG performance across key suppliers to improve Scope 3 data and reduce our carbon footprint.

13.3 — Climate awareness and capacity
We published our inaugural Sustainability Report, calculated our full Scope 1–3 carbon footprint and developed a carbon reduction plan aligned with SBTi-validated Group emissions targets.

We introduced monthly reporting for energy, waste and vehicle data, and implemented nine waste streams to increase landfill diversion and align with UK Simpler Recycling legislation.

To date, IDS has invested £21,000 to plant 3,000 trees, creating 40 workdays and absorbing 436 tCO_2e across 2.66 hectares of reforestation. (See Beyond Value Chain Contributions)

Target 17.7 — Knowledge sharing for energy-efficient cooling data centre tech with developing markets
We continually look to innovating our products, making them more efficient and have been developing a new product offering over the course of the year.

The completion of our Product Carbon Footprint for our Vulcan range has allowed us to share the embodied carbon data with our customers and has helped us to identify opportunities for switching our metal suppliers to ones that are more aligned with our sustainability strategy and values (See Circularity Case study).

Contributed insights to the UNGC UK Trailblazers & Transformers report on UK business progress on the SDGs, identifying opportunities for transformation, leadership and cross-industry collaboration.

Trees planted

3000



Planet



Planet

We're committed to reducing our environmental footprint and promoting sustainability across our operations and value chain. By managing our environmental impact proactively, we use resources efficiently, champion circular solutions, and play our part in the transition to a low-carbon future.

Our long-term ambition is clear: to reach Net Zero by 2050 across all emission scopes in line with UK government targets. We're working towards this by cutting emissions from our own operations, collaborating closely with suppliers and partners to decarbonise our shared value chain, and addressing climate-related risks through targeted mitigation and adaptation actions identified at Group level.

This section focuses on our key environmental priorities: climate change, responsible consumption and production, and climate action. Within these areas, we align with the UN Sustainable Development Goals (SDGs), evolving regulations, and the expectations of our stakeholders, all while helping our customers progress toward their own sustainability objectives.

Our certified Environmental Management System (EMS), developed in accordance with ISO 14001:2015, provides the structure for how we monitor, manage, and continually reduce our environmental impacts. It covers our full range of data centre services from ICT installations and electrical deployments to Smart Hands support and design & consultancy. The EMS scope applies across IDS and our subsidiary activities and applies to our head office in Fleet, Hampshire. Through this system, we also engage our partners and suppliers to uphold the same high standards of environmental responsibility.

Action on climate change

Addressing climate change within the data centre sector is critical to our long-term business resilience and to support the digital transition in a sustainable way. As a provider of services for data centre installations, we recognise our responsibility to help customers reduce the environmental footprint of their facilities across the full lifecycle of design, build and operation. Our approach aligns with international climate goals, including the Paris Agreement, and reflects our commitment to operating responsibly for future generations. Our cabling and containment solutions support efficient airflow and effective hot- and cold-aisle separation, helping to reduce cooling demand and lower overall energy use. We also recognise that business travel by our operational teams is a key source of emissions, and our sustainable travel policy prioritises remote support where possible, lower-carbon transport options and efficient route planning to minimise unnecessary journeys. Environmental considerations are being integrated into our bid, design and delivery processes, alongside quality, health and safety and cost.

Our project delivery model is designed to minimise carbon and waste during installation and Smart Hands services deployment. This includes careful planning to reduce site visits and travel, increased use of prefabricated and modular components, and rigorous waste segregation and recycling on site. We collaborate with suppliers to favour low-impact materials and to extend the useful life of equipment through refurbishment, redeployment and responsible end-of-life treatment. Health, safety and environmental standards are embedded into our site management processes, ensuring that climate considerations are addressed alongside operational performance and reliability.

We are enhancing our internal capabilities through training so that engineers, project managers and commercial teams can identify decarbonisation opportunities at each stage of a project. This includes adopting a continuous improvement mindset, to build internal capability through training, update procedures and lessons learned from projects so that our teams can consistently identify and implement efficiency opportunities in the field.

We continue to refine our targets and reporting in line with emerging regulation and industry frameworks and we will review our progress annually to ensure that our activities remain aligned with a net-zero trajectory[3].

Targets related to climate change

This year, we were pleased to announce that our Group's near-term emissions reduction targets have been validated by the Science-Based Targets initiative (SBTi), further providing transparency and accountability for alignment with the Paris Agreement's goal of limiting global warming to 1.5°C above pre-industrial levels.

- Scope 1 and 2 target

Hexatronic Group commits to reducing absolute Scope 1 and 2 GHG emissions 42% by 2030 (from a 2022 Group-level baseline).

[3]More information on our climate-related impacts, risks and opportunities can be found in the Hexatronic Sustainability Report.

- Scope 3 target

Hexatronic Group commits to reducing Scope 3 GHG emissions by 51.6% per economic value added to 2030 (from a 2022 Group-level baseline).

Carbon Reduction Plan (CRP)

We published our first CRP[4], in accordance with PPN 06/12, to provide a concrete plan on how we aim to achieve net zero emissions, alongside the Group Climate Directive. Our strategy is aimed at reducing our absolute emissions across our operational emissions, products and services, and our value chain, in line with the latest guidance from SBTi.

Our actions towards decarbonisation include:

- Pursuing our ambition to install solar panels at head office, decreasing our reliance of electricity from the UK grid.
- Transitioning our company fleet to hybrid or electric where possible.
- Maintaining a hybrid working model to reduce emissions from employee commuting.
- Transitioned to becoming UKAS accredited for our EMS, providing us with a continual improvement plan to improve our environmental performance and reduce our environmental impact throughout our operations.
- Mapping out our Tier 1 suppliers on their sustainability performance.
- Switched to a travel management platform that provides pre-calculated emissions reports to improve carbon data granularity for business travel.
- Provided resources to employees to identify the type of tariff they're on and encourage them to make the switch to a renewable at home, which in turn has a positive effect on homeworking emissions.
- Product carbon footprint for our Vulcan product offering, allowing us to identify opportunities to switch to less carbon intensive materials and more aligned suppliers, ultimately also helping our customers to reduce their emissions from their scope 3 emissions. This also ties into the PCF training that the sales team completed.

GHG Emissions

We began our journey by formalising our reporting methodology in 2024, enabling us to baseline scope 1, 2 and 3 emissions so we can accurately track our progress.

This year, we have continued to refine our data reporting collection methodology, completing high level screen of the data methods for our scope 3 emissions and developed a roadmap with milestones to guide our SBTi and net zero goals.

Our Wider Group Goals

IDS works collaboratively with the Group sustainability ambitions and carbon reduction commitments. The carbon footprint analysis forms part of IDS's ongoing commitment to measure, manage and reduce its operational carbon footprint.

The Group-level sustainability roadmap provides all subsidiaries with ideas on how to implement circularity, attain climate neutral operations, sustainable logistics for upstream transportation and responsible business travel.

Accounting Methodology, Data Quality and Units

Our reporting period is January 2025 – December 2025. As much as possible, we have used primary data to measure our emissions, such as fuel card data in litres, energy consumption in kWh and m^3, Environmental Product Data, and pre-calculated emissions data. For other areas, we used a spend-based method where primary data was not available using spend. This is the second year that IDS has disclosed our data publicly, and the first year that we have included all business units. Our performance is also shared with our Parent company several times a year and results can be seen in the Group Sustainability Report.

Emissions Profile

Scope 1 - Direct emissions

- Mobile combustion from company vehicles
- Stationary combustion from offices of natural gas consumption for heating
- Fugitive emissions from HVAC systems

Scope 2 - Indirect emissions from electricity

- Building electricity consumption
- Electric vehicle fleet electricity consumption

Scope 3 - Upstream value chain emissions

- Purchased goods and services
- Capital Goods
- Fuel and energy related activities
- Upstream transport of freight
- Waste Generated in Operations - at offices and applicable project sites.
- Business travel
- Employee commuting

2025 Emissions Breakdown

- Scope 1 56.9 tCO_2e
- Scope 2 (Market-based): 6.0 tCO_2e
- Scope 2 (Location-based): 13.7 tCO_2e
- Scope 3: 14,143.1 tCO_2e

[4] IDS Carbon Reduction Plan.



IDS intensity metrics

IDS Group reports its absolute emissions (tCO2e), along with its carbon intensity (tCO2e per £million revenue and tCO2e per full-time equivalent employee [FTE]). While absolute emissions can be more difficult to reduce as the business grows, reporting the emissions intensity helps demonstrate whether we are being more carbon efficient in this growth.

2025 (See table below for full financial intensity)

- tCO2e/£m – 239.85
- tCO2e/FTE – 249.2[5]

Energy consumption

In 2025, our Head Office total energy consumption was 39 MWh, including some of the consumption of our vehicle fleet. Our energy consumption mainly comprises electricity. With a high degree of electricity share, we can reduce our emissions in Scope 1 and 2 thanks to our renewable tariff in UK, NL and geothermal energy and district heating usage in Iceland.

We aim to improve electricity charging data from company vehicles over the next couple of years to segregate the share of energy consumption for office buildings and vehicle charging.

Waste

At project sites: Waste reduction is something we take seriously. From waste at project sites, we ensure waste is minimised during the design phase. In our Vulcan operations, we have eliminated the use of single-use plastics, using recycled aluminium to reduce environmental impact, recycling excess metal, and using recycled plastics.

Further in the report, there will be more information on our office bin refresh and how we used all available opportunities to reduce waste. Most of our offices are shared spaces, therefore waste is handled by the operator, which is minimal. However, we still provide educational resources to employees on how to use bins correctly, and how to minimise their waste in the workplace and at home. These seemingly small efforts add up, diverting waste from landfills at every stage and from every angle of the business.

Water

Our water consumption is minimal, as any data is limited to head office and our Netherlands office. All other locations are shared spaces or remote functions. We will continue to monitor our usage to minimise waste wastage and identify opportunities to optimise our water consumption across the offices where applicable.

[5]Not all emissions were allocated into the each business unit, therefore the carbon intensity for FTE is not fully representative.

GHG emissions

(The unit is tCO_2e, unless otherwise stated)

	Business Unit						
	Total	UK	Netherlands	Germany	MConnect	Iceland	Sweden
Scope 1							
Stationary Combustion	1.0	1.0	0	0	0	0	0
Mobile Combustion	55.9	47.7	8.2	0	0	0	0
Scope 2							
Electricity (Location-based)	13.7	12.9	0.8	0	0	0	0
Electricity (Market-based)	6.0	6.0	0	0	0	0	0
Scope 3							
Total Scope 3 gross emissions	14,143.1	4,467.9	386.7	1.5	251.3	9,035.3	0
Category 1 – Purchased goods and services	13,657.8	4,013.5	383.9	1.4	223.6	9,035.3	0
Category 2 – Capital goods	134.2	106.4	0.3	0	27.6	0	0
Category 3 – Fuel– and energy–related activities	53.8	51.3	2.5	0	0	0	0
Category 4 – Upstream transportation and distribution	101.5	101.5	0	0	0	0	0
Category 5 – Waste generated in operations	0.6	0.6	0	0	0	0	0
Category 6 – Business travel	145.3	145.3	0	0	0	0	0
Category 7 – Employee commuting	49.8	49.8	0	0.1	0	0	0
Total emissions							
Total emissions (Location-based)	14,213.7	4,529.5	395.7	1.5	251.3	9035.3	0
Total emissions (Market-based)	14,206.1	4,522.6	3924.9	1.5	251.3	9,035.3	0
GHG intensity							
Number of Employees (FTE)	57	44	1	1	5	6	0
tCO_2e per FTE*	249.2	102.8	396.7	1.5	50.3	1,505.9	0
£ Revenue	59,227,764	30,558,121	3,641,418	1,636,487	11,613,146	11,778,592	0
£MM	59.228	30.558	3.641	1.636	11.613	11.779	0
tCO_2e per £MM	239.85	148	108.46	0.91	21.64	767.09	0

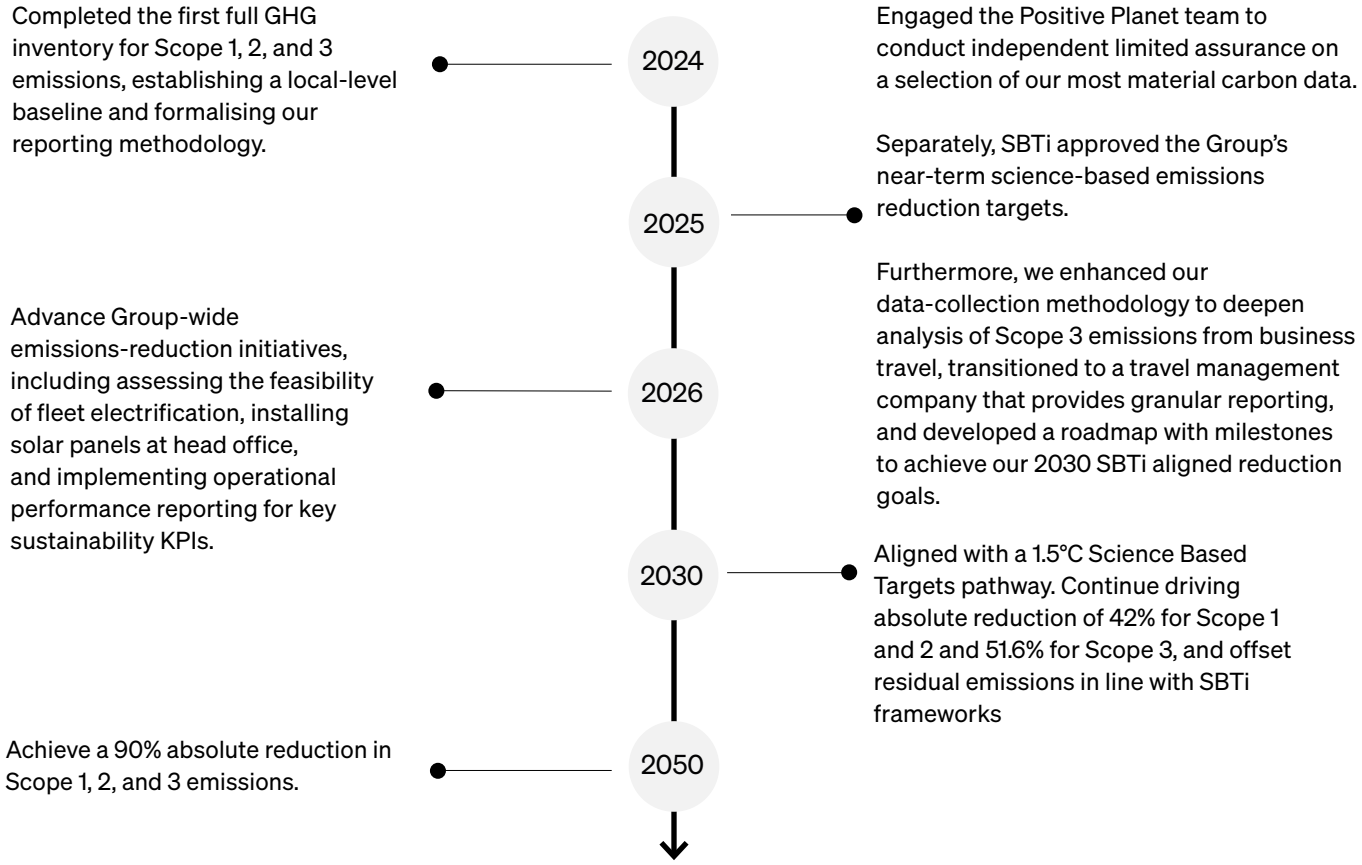
"We're driving down emissions by more efficient energy use across our offices and company vehicles, better waste management practices, and working closely with specific suppliers to improve data quality and pursue less carbon-intensive solutions for purchased goods and services."

Rachel Elizabeth Moorthy,
Sustainability Manager



* This is not the true carbon intensity per FTE at each business unit, as not all emissions have been allocated by BU.

Pathways to Net Zero



Targets related to carbon

Hexatronic Group Target	IDS Target	Action Plan
Climate neutral operations by 2030 [%]	100% renewable energy consumption across all IDS Group business units. [Achieved]	• Continue with our current energy provider for procuring our electricity and gas across our business units. • We have also begun the first phase of solar panel installation at IDS HQ in Fleet, Hampshire.
Reduction of Scope 1-2 GHG emissions [tCO2e] by 6%	Reduce Scope 1–2 emissions from our company vehicle fleet by at least 6% in 2026 versus the 2025 (41 tCO_2e), by optimising EV/Hybrid mileage energy consumption, phasing out higher-emitting vehicles and increasing use of hybrid and electric vehicles.	• We will investigate the opportunity to develop a fleet electrification plan using tools such as the UK Government's Zero Emissions Fleet: Location Authority Toolkit.
Scope 3 climate intensity [tCO2e/£ gross profit]	We aim to reduce the climate intensity of our Scope 3 emissions from purchased goods and services, upstream transportation and distribution, and business travel by at least 9% compared with 2024, by buying less and lower-carbon goods, optimising logistics, and prioritising suppliers that measure and reduce their emissions.	• Look into low-carbon transport with the procurement team for courier services and obtain emissions reports where possible. • Ops team to recover any surplus material from project sites to be stored in IDS HQ warehouse. This can then be recharged to new projects, reducing wastage and cost. • We will investigate the opportunity to set up an EV Salary Sacrifice Scheme to support staff with low-emissions commuting. Staff members switching to EVs will impact our business travel emissions as well as our commuting emissions. We currently have a company car Benefit-in-kind scheme for specific job roles within IDS, and we encourage them to choose hybrid or electric. • Segregate waste according to the different waste streams.

Solar panels

It has been an ambition for us to install solar panels at our head office in Fleet, Hampshire.

The solar panels at our head office will not only reduce greenhouse gas emissions but also enable us to generate a significant share of our electricity on site, reducing reliance on grid power. We factor sustainability into all major property decisions, including when relocating offices, to ensure our workplaces are increasingly energy efficient and comfortable for colleagues. Insights from our employee satisfaction surveys, including feedback on thermal comfort and the overall office environment, together with promoting responsible use of office lighting, air conditioning and IT equipment to support our ISO 14001 environmental objectives, help us identify and prioritise further improvement opportunities. This project forms a key part of our Group objective to source 100% of our electricity from renewable energy sources by 2030 and demonstrates tangible progress toward that target.

Energy and system performance

The solar panel installation at our head office in Fleet is expected to generate just over 29MWh, contributing to 134% of our office's energy requirements. This means we will be generating more electricity than what we are using!

Alongside the solar energy generation, we are also investing in battery storage that will allow us to utilise a daily minimum of 80 kWh. This is on top of the surplus energy we can store from the panels through the summertime.

Expected carbon savings

We anticipate an annual savings of 5.62 tonnes of CO2 emissions based on a usage of 29 MWh from solar production. We have been actively transitioning several of company pool leased vehicles to hybrid and electric, and the installation of these panels will not only give us better data to report on electricity from charging but also help us to realise an increased cost saving from generating our own electricity, reducing our reliance of electricity consumption from the grid.



Office bin refresh at the office

The Simpler Recycling Legislation for Businesses in England came into effect on 31 March 2025. Businesses with 10 or more full-time employees must adhere to the new rules to segregate metal, plastic, paper and card, food and glass. It aims to increase recycling rates by:

- Standardising and simplifying what is collected for recycling across England
- Removing recyclable material from general waste so it can be collected for recycling
- Reducing contamination in recycling bins

IDS made the transition to replace all bins at our head office to align with the compliance and ensuring adequate educational resources to encourage responsible waste consumption behaviours.



Target 4.1.1: Coastal Eutrophication and Plastic Debris Density



Target 11.6.1 Municipal Solid Waste Management



Target 12.3.1: Food loss and waste
Target 12.5.1 National Recycling Rate

Our new Ubins are made from 100% post-consumer recycled plastic. They are made in the UK and designed with minimal waste across their lifecycle and are fully recyclable at the end-of-life, bringing us closer to a circular economy.

We also introduced a clothing bin with our neighbours at Cancer Research, donated 14 bags of clothes, and our pink E-waste bin became a permanent waste stream at HQ. Employees can bring in cables and unused devices, encouraging the team to recycle their e-waste easily and responsibly. Since its introduction for international e-waste day, we have collected 15 kg of e-waste that would otherwise be still stuck in a forbidden drawer or gone to landfill.

Head office waste streams:

- General waste
- Dry Mixed Recycling
- Glass
- Paper and Card
- Shredded paper
- Food
- Batteries
- Scrap Metal
- Soft Plastics
- Paper and Card
- Clothing
- E-waste

Circularity

IDS operates on a lean business model designed around circular economy principles, ensuring that material efficiency, waste minimisation, and long-term value creation are embedded throughout our products and services.

Services

Our in-house design team, all Certified Data Centre Design Professionals (CDCDP), deliver future-ready, resource-efficient solutions that optimise materials and reduce waste at every project stage. By aligning design scopes precisely with customer requirements, we minimise surplus in bills of materials and enhance the lifecycle performance of our installations. Compliance with all regulatory and legislative standards is integral to our process, while our culture of continuous improvement ensures each project advances both operational efficiency and environmental performance.

Product Innovation: Vulcan Circular Design

We continue to innovate products that address the evolving complexities of data centre builds while driving measurable sustainability improvements.

Case study

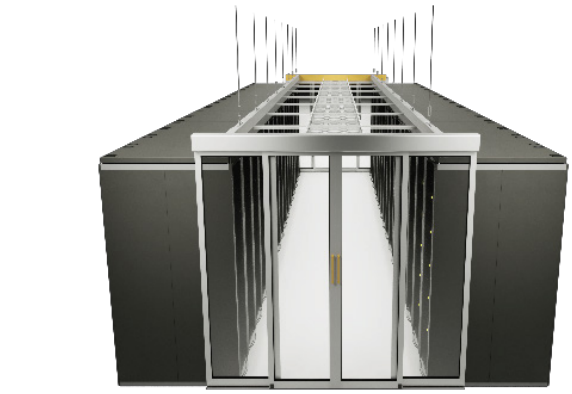
Circular Design and Product Carbon Footprint

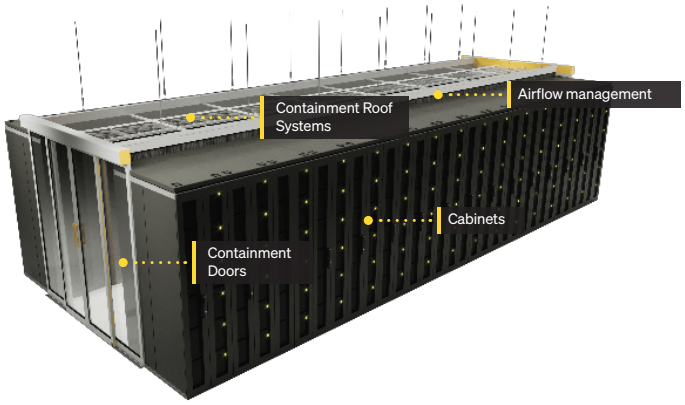
In spring 2025, the Vulcan team completed a comprehensive PCF assessment across its product portfolio, supporting our goal to deliver full lifecycle carbon insights to customers. This cradle-to-grave carbon analysis, aligned with ISO 14067 standards, quantifies emissions from raw material extraction, manufacturing, installation, use, and end-of-life treatment.

Recognising that data centre sustainability extends beyond Power Usage Effectiveness (PUE), this initiative tackles embodied carbon emissions across the value chain, with particular focus on airflow management products. Vulcan's designs improve heat efficiency for critical networking equipment, reducing both operational and embedded emissions. Inefficient head management can drive up equipment failures, lower performances, and increasing cooling demand, thereby driving up costs. These solutions directly address these challenges.

Hot and Cold Aisle Containment

Our containment solutions are purpose built for data centre applications. Designed in-house for high/low density Pods, our products increase airflow efficiencies, allow for flexibility and are 100% recyclable at its' end-of-life. This process ensures zero metal waste, reducing both resource extraction and environmental footprint. Our solutions are modular, scalable, custom made, and flexible to meet the needs of our customers. Furthermore, we offer services for upgrading the system, migration and decommissioning for responsible recycling should the client request for it.





Beyond the product's innovation, Vulcan's commitment to cradle-to-grave responsibility reflects a broader corporate ethos of environmental stewardship and accountability. Through reclaiming and refurbishing every unit, we minimise waste, lower embodied carbon, and inspire industry-wide adoption of circular design principles.

This project is a standout example of how creative engineering, robust sustainability practices, and measurable environmental impact can converge to deliver a product that supports environmental responsibility and offers long-term value for customers while helping them to meet their sustainability goals.

Measurable result

Vulcan's sustainability progress demonstrates the tangible benefits of circularity:

- Increased use of recycled aluminium manufactured in Wrexham, verified at 2.95 kg CO_2 per kg of material.
- Zero-waste, fully recyclable packaging with optimised efficiency.
- PCF data available to customers during quotation, setting a new transparency standard in the data centre sector

This initiative demonstrates ownership of circular lifecycle management in complex supply chains, reinforcing partnerships with like-minded stakeholders to drive tangible environmental impact. Moving forward, Vulcan aims to improve PCF data quality across its product lines and deepen material circularity, targeting a further 71% reduction in embodied emissions by 2028.

These actions strengthen our Scope 3 decarbonisation strategy and move IDS beyond carbon neutrality toward Net Zero. Our lifecycle insights enable customers to make informed, circular choices that support a circular economy for a sustainable, resilient data centre industry.

Case study

Beyond-Value-Chain Contributions

Our forestry project in partnership with Treeapp has grown to 3,000 trees to date. Located at Ewhurst Park in Hampshire, the initiative focuses on restoring native hedgerows through the planting of 15 species such as hawthorn, blackthorn, elderberry and dog rose, alongside fruit and nut trees. These mixed plantings help strengthen natural boundaries, reconnects wildlife corridors, and supports birds, small mammals and pollinators, contributing to Hampshire's nature recovery targets

As part of our broader commitment to supporting climate action, IDS invests in initiatives that deliver positive environmental and community outcomes beyond our own value chain. These activities are not counted toward our science-based emissions-reduction targets, in line with SBTi guidance, but they represent an important contribution to wider societal efforts to address climate change.

This initiative reflects our belief that businesses have a role to play in supporting nature, biodiversity and community resilience alongside reducing emissions within their own operations and supply chain.

Hectares of land reforested (Total)

~2.66

Planting trees on this site contributes to several United Nations SDGs



Nature education

The planting project supports education initiatives such as wild food for-aging classes, to enrich nature education, which in provides nature-based learning to those looking to discover more about nature conservation, restoration and natural living and promotes ecotourism.



Water regulating services

Tree planting supports the water cycle through regulating absorption in the soil. This can reduce flood risk and support a holistic land management plan.



Bringing communities together

The planting activities from this project bring communities together through planting initiatives on in-person planting days.



Reducing Greenhouse Gases

Planting and protecting trees over their lifetime will lead to long-term absorption and storage of carbon dioxide.



Supporting hedgerow biodiversity

Treeapp carefully selects a range of non-invasive species to boost bio-diversity as well as hedgerows, which are a hotspot for birds and other small mammals.





2026 Focus - Planet

- Carbon reporting

Improve data quality for company vehicles by using fuel consumption reports; upstream transport emissions by running a pilot to collect activity-based data from our Tier 1 suppliers.

- Head office building improvements

Install solar panels and battery storage to meet our renewable energy usage and contribution.

Upgrade EV chargers for vehicle-specific energy tracking, refining Scope 1/2 accuracy for energy consumption.

- Company vehicle fleet electrification

Explore the possibility of implementing a company vehicle fleet electrification plan, targeting 60% EV transition feasibility by Q3 2026.

People



IDS

People and Community

Own Workforce

We know that to deliver exceptional data centre installations, we need exceptional people. Over many years in the sector, we have developed deep technical expertise in Smart Hands, cabling, electrical solutions and containment, and our skilled teams are at the heart of every project we deliver. Our people are, without question, our most important asset.

We are committed to nurturing a culture where colleagues support one another, share knowledge and feel able to speak up. We aim to provide a working environment that is healthy, safe and open, where operational teams can perform at their best on customer sites and in our offices. Safety is our first priority in all activities, and we maintain robust training, procedures and supervision so that our people and our customers' sites remain protected at all times.

We also work to ensure that IDS is a fair, inclusive and flexible place to build a career. We offer competitive pay, with a focus on fair reward for the skills and responsibilities required in our industry, and we support flexible working patterns where roles allow to help colleagues balance work and personal commitments. We are committed to increasing diversity across field, technical and management roles, and to providing development opportunities that enable people at all levels to progress in their careers.



Safety first

Health, safety and wellbeing of our people must not be taken for granted, as these are the underlying principles that enable us to deliver high standards of service to meet and exceed our customers' expectations. This is evidenced through regular scheduled training at head office and on site, and through our Integrated Management System (IMS) for ISO 9001:2015, 14001:2015 and 45001:2018.

We continuously aim to enhance our performance and processes to prevent workplace incidents, injury prevention, reduce absenteeism, and contribute to a safer, more resilient work environment. By embedding safety as a core priority, we not only protect our people but also strengthen operational continuity and minimise the risk of costly disruptions.

In 2025, we strengthened our commitment to safety by refreshing our Environmental, Health and Safety governance systems to enhance transparency and consistency across all operations. We also launched Monthly EHS Site Manager Forums to share key focus areas, address emerging issues, and provide guidance on across our sites. In addition, we introduced Monthly Safety Awards, recognising individuals and teams who demonstrate exceptional work ethic, integrity, teamwork, and a proactive approach to safety. This initiative has been warmly embraced across our project teams and partners, reinforcing a shared culture of accountability and client-focused safe working practices. Finally, achieving Safe Contractor accreditation and high score on EcoVadis employee H&S measures further strengthened the credibility of our safety systems and processes.



Work-related accidents

Our aim: 0

0

Training and Development

Our people are the anchors that steady and steer our sustainability journey forward. As IDS continues to grow, we remain committed to developing our employees' skills, curiosity, and sense of purpose so they can contribute meaningfully to our progress and to our customers' ESG goals.

During the year, we invested £15,700 in targeted training programmes designed to equip our teams with the knowledge, technical expertise, and sustainability awareness needed to deliver high-quality, responsible solutions for our customers. Furthermore, employees can also access to the UNGC Academy and EcoVadis Academy to improve our knowledge on ESG performance. These initiatives ensure our people have the tools and confidence to adapt, innovate, and support the company's long-term goals.

Our procurement team completed ISEP-accredited Sustainable Procurement Training, giving them the expertise to take a more proactive role in building transparent and responsible supply chains. With this knowledge, they have begun mapping our key material suppliers to better understand sourcing, measure ESG performance, and collaborate on continuous improvement.

Our sales team also completed PCF awareness training, deepening their understanding of the carbon footprint of our Vulcan product range. This training enables them to communicate the environmental benefits of our products clearly and confidently, empowering customers to make informed, sustainability-driven purchasing decisions.

We believe that learning should never stand still. Through regular one-to-ones and annual appraisals, every employee has the opportunity to explore their goals, identify new skills they want to develop, and shape a career path that works for them. Whether that means gaining sustainability expertise, developing leadership skills, or exploring a new area of the business, we're committed to giving everyone the opportunity to grow in the direction that inspires them.

These programs ensure that sustainability is not confined to a single department but woven into every decision we make from sourcing to sales driving measurable progress toward our broader Net Zero and circular economy objectives.

We also provided our first work experience for one college student.

Inclusion and Belonging

We believe that everyone should feel they belong, that their voice is heard, their talents are recognised, and they can be their authentic selves at work. Our culture celebrates individuality in all its forms, built on respect, openness, and genuine connection.

A key part of this commitment is advancing gender equality. We're proud to have reached our target of 30% women across the business and within leadership, marking an important milestone in building a more balanced and inclusive workplace.

This year, 100% of our employees took part in sexual harassment prevention training. It's an important step in making sure our workplace stays respectful, inclusive, and supportive for everyone. The training helps our people feel confident about what respectful behaviour looks like and how to speak up if something doesn't feel right. Creating this shared understanding helps us build a culture where everyone feels safe, valued, and like they truly belong.

As part of our commitment to continuous improvement, we recognise that regularly checking in with our employees is essential to maintaining their happiness and engagement at work. That's why we conduct regular internal surveys to understand what matters most to them, hear how they're doing, and measure overall sentiment. Alongside our annual employee engagement survey, we run additional surveys throughout the year to track progress, celebrate success, and quickly address any areas of concern.

Throughout the year, we've continued to nurture belonging through everyday actions by listening to each other, learning from our differences, and celebrating what makes us unique. We're proud of the culture we've created together, and we'll keep working to ensure every member of our team feels supported, valued, and part of something meaningful.

Employee Health and Wellbeing Awareness Days

Throughout the year, we celebrated a variety of health and wellbeing awareness days that encouraged connection, reflection, and care across our teams. From physical health challenges to conversations about mental wellbeing and community initiatives, each activity helped us strengthen our sense of belonging and support one another in meaningful ways. Looking ahead, we'll begin developing a dedicated health and wellbeing plan and establish a working group focused on volunteering and social value, creating even more opportunities for our people to make a positive difference together.

In 2025, our people came together to give 1173 volunteer hours and contribute a total of £18,095 to support social and environmental causes across the community and beyond!

How can we better support one another's wellbeing across the team?

"Simple, just be a mate! Look out for each other and provide support and advice where needed, don't force your opinions or what works for you down people's throats. Just be a mate and look out for each other. "

Nathan Mitchell, Head of Health and Safety



Spotlight

Skydiving for the Hampshire and Isle of Wight Air Ambulance (HIOWAA)

Employee Health and Wellbeing Awareness Days

HIOWAA brings an advanced critical care team to people in Hampshire and the Isle of Wight when they need it most.

Highly skilled crews of Doctors, Paramedics and Pilots can be at the scene of an incident within minutes.

Every minute counts when emergencies strike, and the Hampshire & Isle of Wight Air Ambulance delivers advanced critical care teams—doctors, paramedics, and pilots—swiftly to those in urgent need across our communities. However, maintaining this life-saving service costs over £17,750 each day. It is only through the generosity and support of people like you that these heroes can keep flying and saving lives.

Two of our very own set out to complete a Skydive to support our charity partner, HIOWAA for their Operations Airbase Appeal to help with the relocation of their airbase. In total, they raised £3013 for the cause!

Charity Fundraising for HIOWAA

£3013



I have supported the Air Ambulance for a while, for the incredible work they do to help save lives. In 2024 the service responded to over 2,500 calls for help. They need to relocate to a new base in Southampton this will put them within 10 minutes of every patient in Hampshire at a cost of £3.6 million. With our help we can achieve this.

Simon Minshull, Health and Safety Manager





Employee Health and Wellbeing Awareness Days

In line with our commitment to a flexible, healthy and high-performing work environment, our employees are entitled to working from home one day a week. Within this framework, teams will come together regularly in the office to enable smoother communication, more effective collaboration, and a stronger sense of connection across the business. Outside of these days, employees are trusted to manage their time responsibly, recognising that flexibility is essential in a modern, hybrid working model and supports a sustainable work–life balance.

We also continue to ensure that our people have access to flexible and inclusive time-off options, including family and medical leave, personal leave, and parental leave.

Furthermore, we encourage employees 30-minutes each week dedicated to taking an active break for activities such as taking a walking meeting, exercise, or virtual volunteering.

As part of our ongoing commitment to a flexible working model, we continue to expand opportunities that support all employees in achieving a healthy work–life balance. Our hybrid working guidelines are designed to provide greater flexibility and accessibility, helping to build a fair and equitable workplace for everyone. By removing barriers and promoting inclusive practices, we aim to foster an environment where all employees can thrive and progress, regardless of gender.

Targets related to people

As a services-based company, we place the highest importance on health and safety, with our people's wellbeing at the forefront at every level. We promote a culture of responsibility and respect, where everyone plays a role in maintaining a safe and supportive work environment.

Our targets focus on having robust health and safety management systems, mitigating work-related accidents and minimising absence due to illness, with the vision that every employee goes home safe every day.

We are equally committed to building an equitable and respectful environment by preventing discrimination and promoting gender equality across our workforce.

Through regular performance and career development reviews, we ensure our people are supported, recognised, and encouraged to grow.

These commitments reflect our belief that safety, inclusion, and personal development are fundamental to both individual and organisational success.

Targets related to our own workforce

Key Metrics	Description And Progress	Group Level Baseline 2022	IDS Result 2025	Group Level Goal 2030
Employees in operations covered by a health and safety management system [%]	Health and safety management system based on legal requirements and/or recognized standards or guidelines, such as ISO 45001 or similar, which has been internally audited and/ or audited or certified by an external party.	36	100	100
Employee absence due to sick leave [%]	Total hours of sick leave in relation to total number of working hours for the own work-force, including overtime.	3.1	0.1	3
Number of work-related acci-dents	The number of work-related accidents with more than 24 hours absence, divided by total number of hours worked, multiplied by 200,000. Continuous improvements for increased health and safety has resulted in a decreased number of work-related accidents.	3.5	0	0
Employees who have had an annual performance and ca-reer development review [%]	Percentage of employees who had a review, compared to total number of employees, during the year. The decrease in annual per-formance review is a result of the inclusion of newly acquired companies, which are currently undertaking action plans to reach the target.	97	100	100
Confirmed instances of dis-crimination	No confirmed instances of discrimination dur-ing the year have been reported to managers, HR, or through our whistleblowing function.	0	0	0
Gender equality (all employ-ees) [%]	Percentage of female employees. The propor-tion of employees who are women has been negatively impacted by some of our recent acquisitions, which had a lower proportion of women in their workforce.	29	29	40
Gender equality (females in leadership positions) [%]	Definition of leadership position (manager): A) A role that is part of the local management team AND/OR B) A role having direct reports with managerial responsibility for individuals' performance, career development, and work environment.	29	33	40

2026 Focus - People

- Community and Thought leadership

Boost our H&W engagement across the business units and review efforts for providing mental health support for long-term remote and site workers.

Continue to progress up the ranks from Bronze to Silver within the Armed Forces Covenant with a targeted action plan by 2027.

Monitor H&W initiatives and line manager one-to-ones to sustain year-round colleague volunteering.

- Sustainability Training and Capacity Building.

Increase green skills uptake by promoting sustainability courses in personal development reviews, bridging knowledge gaps to reach our Group sustainability targets and support succession planning.

- Policy Review

Conduct scheduled refresher of our people policies and employee handbook.

Ethics



IDS

Ethics

Our Group guiding star defines how we want to be perceived by our customers and partners: we aim to be easy to do business with, and that starts with trust. As the data centre sector grows rapidly and IDS continues to expand its horizons, strong company policies and processes are essential to ensure ethical governance and keep pace with the evolving legislative landscape across the regions in which we operate.

We apply a structured approach to risk management, identifying key ethical, legal, and operational risks and assigning clear ownership for monitoring and mitigation. Our ethics-related policies are reviewed at least annually, or more frequently where there are significant regulatory or business changes, to ensure they remain current and effective. Mandatory training and regular communications help ensure our people understand our policies, know how to apply them in their roles, and feel empowered to speak up if they see behaviour that does not align with our values. In 2025, 100% of employees completed mandatory Code of Conduct training, and there were 0 ethics-related concerns or incidents were reported and appropriately addressed.

Governance from the board

The Group Board sets the strategic direction and oversees sustainability performance across the Group. By linking ESG KPIs to executive remuneration, we have taken a clear top-down approach to integrating sustainability into our operations, ensuring that the right capabilities and resources are in place to reinforce responsible business practices and that the leadership team is actively invested in achieving our sustainability objectives.

The Board receives regular updates on ethics, compliance, and ESG-related risks and incidents, enabling effective oversight and timely intervention where required. Our DC Division CEO also receives annual updates on our progress on the Group sustainability goals.

Commitment to Global Standards

IDS is proud to be participants of the UN Global Compact, reinforcing our commitment to human rights, labour standards, environmental responsibility, and anti-corruption principles.

We operate an Integrated Management System certified to ISO 14001 (environmental management), ISO 9001 (quality management), and ISO 45001 (occupational health and safety), ensuring that we meet internationally recognised standards in these areas. Regular management meetings help ensure that all departments are integrating the Integrated Management System (IMS) into their operations.

Employees who have completed our Code of Conduct training

100%

Data Privacy and Cybersecurity

We remain committed to maintaining the integrity and security of our IT systems and safeguarding the data entrusted to us. Our Information Security Policies and Procedures are reviewed regularly to ensure they remain effective to protect all kinds of sensitive information, including third-party data, with employee feedback actively incorporated to drive continuous improvement and uphold the highest standards of security management. This includes maintaining safe data storage and transfer practices and promoting responsible online behaviour when using company devices.

As part of this commitment, we are expanding our IT team to meet the growing demands of the Group and further strengthen our cyber resilience against the increasing sophistication of digital threats and improving our security architecture. To support this, we conduct regular internal audits and system testing, supported by incident-response planning to ensure swift and coordinated action in the event of a potential breach.

We recognise the critical importance of data protection, particularly given the high-profile projects we deliver. We handle all information with discretion and have robust measures in place to ensure full compliance with GDPR and related data privacy legislation.

When we relocated to our new office in Fleet, Hampshire, in August 2023, we had several legacy devices that had reached the end of their lifecycle. To responsibly dispose of these, we partnered with an accredited recycling facility approved by All employees complete Group-level security awareness training and are encouraged to be proactive about information security, covering a range of essential topics, including responsible usage of AI to scam and phishing prevention, to using search engines safely.

Protecting information and ensuring transparency in our data practices are key components of our governance and ethical compliance commitments. These efforts not only minimise business and reputational risk but also reinforce accountability, trust, and alignment with best-practice standards under our ESG strategy.

Responsible Supply Chain

We are committed to developing a responsible and ethical supply chain that reflects our values and supports the fair treatment of all people involved in our operations. In line with the UK Modern Slavery Act 2015 and the UN Global Compact Principles, we have begun taking active steps to conduct supply chain due diligence to identify and mitigate potential risks, including modern slavery, unfair labour practices, and unethical employment conditions. Our approach prioritises respect for labour and human rights, the promotion of fair wages, and the prevention of harassment or exploitation throughout our supply chain.

We have started to begin engaging with suppliers to monitor compliance, uphold the highest standards of ethics, and encourage continuous improvement across all areas of our procurement activities. Treating people well is central to our approach, from our own employees to those employed across our supplier network. As part of our broader commitment to community and social responsibility, we aim to ensure that our business practices contribute positively to the communities in which we and our partners operate. Further progress in our supply chain mapping and oversight is expected in 2026.

Anti-bribery & anti-corruption

We have zero tolerance for bribery, corruption, or unethical influence in any form. Our Group Anti Bribery and Corruption Policy and annual training set out clear expectations for all employees, contractors, and suppliers, ensuring that business is conducted with honesty, integrity, and in full compliance with the UK Bribery Act 2010 and other relevant legislation.

Any actual or suspected breaches are taken extremely seriously and subject to prompt investigation. We encourage employees to raise legal or ethical concerns through our Whistleblowing Policy, which provides a confidential and secure channel for reporting potential misconduct without fear of retaliation.

This approach reinforces our commitment to transparency, accountability, and good governance, ensuring that ethical behaviour remains central to how we operate and build trust with our customers, partners, and stakeholders.

Whistleblower Policy

We maintain a confidential whistleblower channel that allows employees, contractors, and partners to report suspected misconduct safely and without fear of retaliation. Reports are investigated promptly, and corrective action is taken where required, supporting a culture of openness and accountability.

Trade Compliance

We comply fully with applicable trade laws, sanctions, and export regulations. We maintain procedures for accurate documentation, counterparty screening, and targeted educational resources for our procurement team where relevant, helping to minimise legal, financial, and reputational risk while supporting responsible and lawful trade. This approach helps protect our reputation and maintain trust with customers, partners, and regulators.

Frameworks

Our ethical and operational standards are reinforced through accredited certifications:

- Integrated Management System certified to ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety Management).
- Alcumus SafeContractor accreditation, demonstrating rigorous health and safety compliance.
- Citation partnership, supporting ongoing compliance in HR, employment law, and safety management.
- NICEIC-Certified Electrical Business, ensuring conformity with national safety and technical quality standards.

Through these systems and policies, we uphold a culture of ethics and accountability that supports sustainable growth and long-term stakeholder confidence.



Parent or Subsidiary Level	Governance Documents	Planet	People	Ethics
Hexatronic Group	Sustainability Policy	✓	✓	✓
	Climate Directive	✓		
	Sustainability Roadmap	✓	✓	✓
	Whistleblowing Policy		✓	✓
	Diversity and Gender Equality Policy		✓	✓
	Code of Conduct		✓	✓
IDS Group	Environmental Policy	✓		
	Sustainable Travel Policy	✓	✓	✓
	Employee Handbook		✓	✓
	Supplier Code of Conduct		✓	✓

Targets related to workers in the value chain and business conduct

Key Metrics	Description And Progress	Group Level Baseline 2022	IDS Result 2025	Group Level Goal 2030
Spend from sustainability approved suppliers [% of purchased volume]	To map out an Approved Parter Network for our Tier 1 material, courier and skip waste suppliers to have signed the IDS Supplier Code of Conduct and Environmental requirements.	60	0	90
Employees who have completed the annual Code of Conduct training [%]	Employees across the business units who have completed the annual Code of Conduct training [%]	91	100	100
Number of confirmed instances of corruption	No confirmed cases reported to our Whistleblowing function, HR, or management.	0	0	0

2026 Focus - Ethics

In 2026, we will prioritise the following initiatives to strengthen our ethical governance and compliance framework:

- Approved Partner Network

Achieve 60% of Tier 1 material, courier, and skip waste suppliers signing the IDS Supplier Code of Conduct and Environmental Requirements, with all signatories logged in a central register for ongoing monitoring.

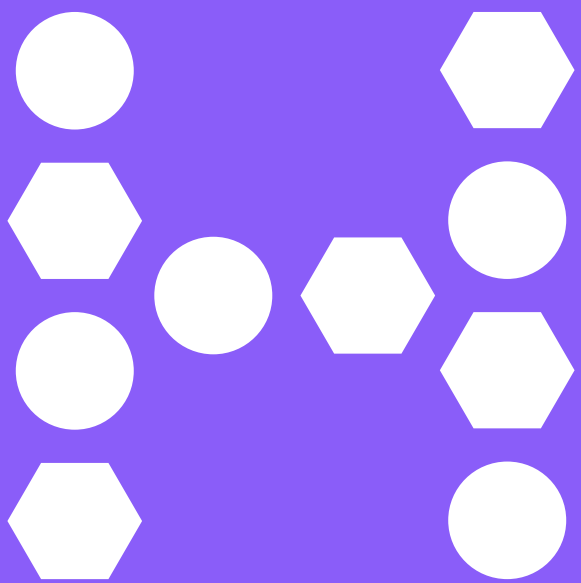
- Speak-up Culture

Actively promote our whistleblowing channels through targeted communications, ensuring all employees know how to raise concerns confidentially and without fear of retaliation.

- Policy and Risk Review

Conduct scheduled refresher of our ethics policies and employee handbook and complete an annual ethics and compliance risk assessment within the business risk register.

These targeted actions will build on our strong foundation, embedding ethical practices deeper into our operations and supply chain as we continue to grow.



IDS