Sustainability Report 2025

Sustainability at VEGA UK

vega.com

VEGA HOME OF VALUES

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2025 Data Summary

1. Intro

In 2025, VEGA Controls Limited set out its environmental, social and governance strategy and action plan to 2033 in a Sustainability Roadmap. This annual report gives progress against the targets in the roadmap.

Intro

1.1 Overview

VEGA Controls Limited is the UK subsidiary of the VEGA group of companies producing innovative measurement technology and headquartered in Schiltach in the heart of the Black Forest.

All 28 subsidiary businesses across the world are part of an ambitious sustainability programme with a headline target of becoming Greenhouse Gas neutral in Scope 1 and 2 emissions by 2033.

You can read more about the group wide approach here:

VEGA-sustainability-report-2025

300 kW batteries
Installed at UK HQ

67%
Reduction in
Scope 1 and 2 CO2e emissions

£12k
Donated in
charitable giving

77%
of fleet now
electric vehicles

81%
Reduction in volume of diesel
used in fleet vehicles

24 Employee sustainability
grants awarded

63%
Waste recycled

172 kW
Solar energy capacity

Building water consumption reduced by
29%

Intro

1.3 From our Managing Director

Dear readers,

At our company, we envision a future where environmental sustainability is at the forefront of our operations and culture. Through comprehensive education and proactive implementation, we aim to equip our employees with the knowledge and tools necessary to gather data, understand and address Scope 1, 2, and 3 emissions.

As a UK subsidiary, we are committed to becoming Greenhouse Gas neutral in Scope 1 and 2 emissions by 2033. We are already well on the way in this journey, with this report demonstrating real year-on-year reductions in our Carbon footprint and significant gains in our sustainability initiatives.

By fostering an environmentally aware workforce, we not only enhance our operational efficiency, but also create lasting value for our stakeholders and contribute positively to the planet. I feel it is crucial we all try to make meaningful strides towards a more sustainable future.

Doug Anderson
UK Managing Director

As the Managing Director, I am thrilled to share our Sustainability Roadmap and stories about how we are taking actions across our three strategic sustainability themes:

- **Protecting the natural world**
- **Reducing our environmental impact**
- **Supporting people and community**

1.4 Sustainability timeline

1959
- VEGA Grieshaber KG founded in Germany

1982
- VEGA Controls Limited founded in the United Kingdom

2019
- New radar level transmitter series and controllers for monitoring launched in the BASIC and AIR formats to provide low-cost, high performance measurements, particularly for the environmental sectors

2020
- Opening of new UK HQ building designed and constructed to maximise energy efficiency

2021
- MCERTS environmental accreditation achieved for BASIC series radars, for flow and EDM on CSO applications, issued by the Environment Agency

2022
- Five-year contract secured with Anglian Water for MCERTS monitoring of final effluent flows and CSO spills to the environment

2023
- Started work on ISO 14001

2024
- Management review of operations completed to identify sustainability impacts
- WRAS approval achieved for drinking water radar level sensors
- All employees attended sustainability workshops
- Sustainability Policy and Action Plan created
- 100% EV fleet conversion programme initiated
- Rooftop solar capacity tripled to 172 kW
- Green Team established and Sustainability Grants launched
- 100% renewable energy supply contract signed
- Five-year Southern Water contract secured for level and pressure monitoring

2025
- Installation of 300 kW solar battery system
- Launch of Salary Sacrifice EV Car Scheme
- Special MCERTS accreditation issued by the Environment Agency for EDM 'spill' monitoring
- Launch of Sustainability Roadmap

2026
- First Sustainability Annual report due

2028
- Full electrification of vehicle fleet conversion to be completed

2033
- VEGA Germany target date for Scope 1 & 2 greenhouse gas neutrality

Intro

1.5 Home of Values

We create **values** to make life **easier** and more **secure**.

With innovative technologies and services, we develop solutions that inspire. Through our sense of simplicity and our focus on people, we are looking to the future with curiosity. Locally grounded and globally connected, together we give values a home.

Home of Values Day at Stanmer Park Estate – bringing colleagues together each year to build stronger connections while supporting activities that give something back to the local community.

Curiosity

Our curiosity drives us forward — exploring new ideas, embracing change, and developing smarter solutions. It inspires innovation and continuous learning, helping us evolve and approach every project as an opportunity to improve. We take pride in delivering meaningful, high-quality solutions that make a lasting impact.

Simplicity

We make things simple — and live that simplicity every day, leaving the hustle and bustle aside. It drives clear communication and collaboration, inspiring how we work together and with our customers. We are efficient and solution-oriented, delivering products and services that add sustainable value and make our customers' professional lives easier.

Humanity

We believe true progress begins with humanity — building trust, respect, and shared values. We see our employees as family and our customers as partners, meeting everyone at eye level. Exceptional personal service and responsibility for our people will always be at the heart of VEGA.

Connectivity

Connectivity makes us stronger — uniting our people, knowledge, and customers across the globe. We respect our differences and strengthen what connects us, fostering a culture of belonging and collaboration. This shared understanding enables us to deliver specialised solutions and lasting value for our customers.

2. Sustainability at VEGA

Our approach to sustainability is based on the UN Sustainable Development Goals (SDGs) and the Environmental and Quality Management Systems are certified to ISO 9001 and ISO 14001.

2.1 The UN Sustainable Development Goals (SDGs)

The seventeen goals cover many of the challenges and opportunities facing the world today. They encourage organisations to look beyond their operational footprint, applying their influence and resources to create a better future for people and nature.

The goals cut across many areas of sustainability work in the company and help make connections between them.

2.2 Headline targets

As well as the project specific targets and KPIs, the headline sustainability targets are:

The VEGA group of companies is committed to reaching Greenhouse Gas (GHG) neutrality in Scope 1 and 2 emissions by 2033.

Achieving compliance with relevant legislation including the EU Corporate Sustainability Reporting Directive (CSRD), starting with an in-depth analysis of 2024 performance across a wide range of environmental, social and governance areas.

The UK Climate Change Act (2008) commits to achieving net zero by 2059 by reducing GHG emissions by at least 100% of 1990 levels by 2050.

2.3 International management systems

Environmental and quality management are underpinned by systems certified to ISO 9001 by NQA and ISO 14001 by URS.

ISO 9001:2015
Quality Management Systems (QMS)
NQA certifcate no: 1532

ISO 14001:2015
Environmental Management Systems (EMS)
URS certifcate no: 213621/A/0001/UK/En

2.4 Focus areas

Three themes guide VEGA UK's sustainability work.

Each theme reflects a key focus area where we can make a measurable difference - through our technology, our operations and our people. Together, they form the foundation of our long-term commitment to protecting the environment, reducing our impact, and creating positive change in the communities we work and live in.

Actions, key performance indicators (KPIs), and targets are set out under each theme to track progress and ensure accountability.

Nature

Protecting the natural world – using sensor technology to prevent pollution, and enhancing local biodiversity.

Impact

Reducing our environmental impact – improving performance across energy, waste, water, and transport.

People

Supporting people and community – promoting well-being, engagement, and positive social impact.

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3. Nature

Protecting the natural world

Our selected Sustainable Development Goals (SDGs) for nature are:

Nature

3.1 Sustainable water management

VEGA UK headquarters is located on a business estate in rural Sussex with a wildlife-rich pond that was designed to collect and naturally filter rain and run off water.

Climate change is increasing deluge rainfall and the pond is an adaptation response, which diverts surface water during times of heavy rain away from surface water drains, reducing pressure on local water treatment facilities.

Nature

3.2 Supporting biodiversity

A protected native woodland borders the headquarters site and the team are always looking for ways to support and enhance the natural environment.

To support this work, a qualified ecologist completed a baseline biodiversity assessment of the grounds and landscape around the HQ building.

102 species were recorded and a plan has been developed to improve the quality of habitats around the building to support biodiversity.

White-legged damselfly

Common toad

Fallow deer

Photos by Rachel Bicker – Ecology Consultant

Nature

3.3 VEGA products helping protect the environment

VEGA's sensor technology monitors pollution incidents particularly in the water and waste management industries. VEGA UK is a strategic partner to major water companies and a regular supplier to the Environment Agency, SEPA and NRW for flood, pollution, sewer and effluent monitoring.

Commissioning a VEGABAR 80 Series pressure transmitter for sludge digester level measurement, supporting reliable operation and efficient wastewater treatment.

Installation of a VEGAPULS C21 radar level transmitter for spill discharge monitoring, supporting reliable measurement and improved visibility of wastewater network activity.

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4. Impact

Reducing our environmental impact

Our selected Sustainable Development Goals (SDGs) for impact are:

- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION
- 15 LIFE ON LAND

Impact

4.1 Reducing greenhouse gas emissions

The VEGA group's headline environmental target is to be Greenhouse Gas neutral in Scope 1 and 2 emissions by 2033.

In 2025, VEGA UK reduced its Scope 1 and 2 CO2e emissions by 67% through a combination of measures including improved data monitoring, energy efficiency, fleet electrification, changing electricity purchasing to 100% renewable contracts and installation of on-site renewable energy generation.

VEGA UK also collects data on Scope 3 business travel and commuting. VEGA Group manufacturing facilities for products sold by VEGA UK also collect data on Scope 3 Products and Services. In 2025 VEGA UK reduced business travel emissions by 20% through a reduction in hotel stays and 79% reduction in km travelled in hired vehicles.

67%

Reduction in
Scope 1 and 2 CO2e emissions

4.2 Water consumption

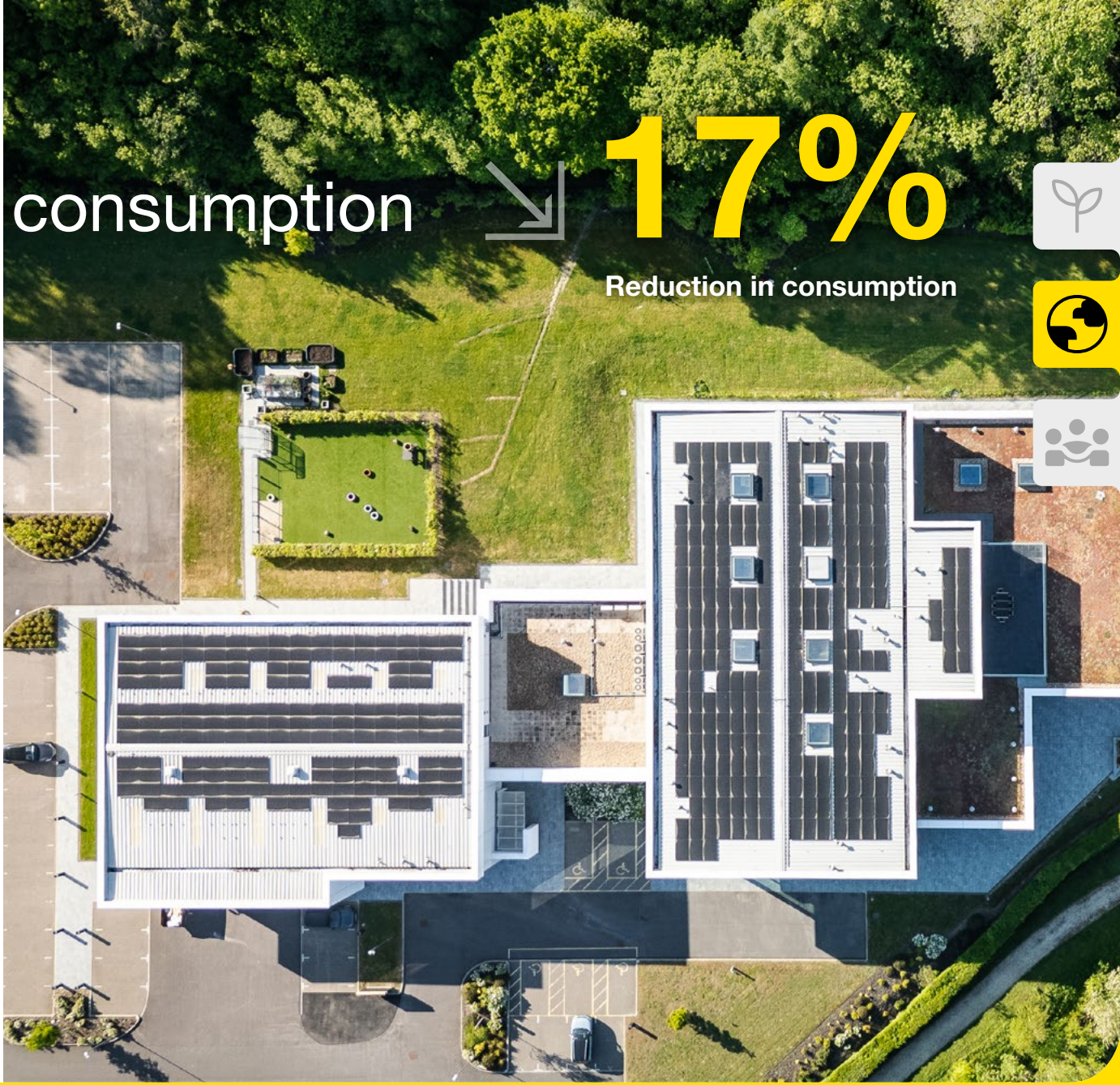
A 29% reduction in building water consumption was achieved in 2025 compared to the previous year. The UK HQ building already has water efficient fixtures and equipment. The water consumption reduction has been achieved mainly through reducing watering the landscaping.

Impact

4.3 Building energy consumption

VEGA UK's fully electric HQ building was completed in 2020 and is highly energy efficient. In 2025, VEGA UK reduced building energy consumption by 17% compared to the previous year. 2025 was the first full year of operation of the large solar PV installation on VEGA UK's roof, with the addition of 300kW of battery capacity. This has reduced building energy use significantly.

300 kW
batteries
Installed at UK HQ

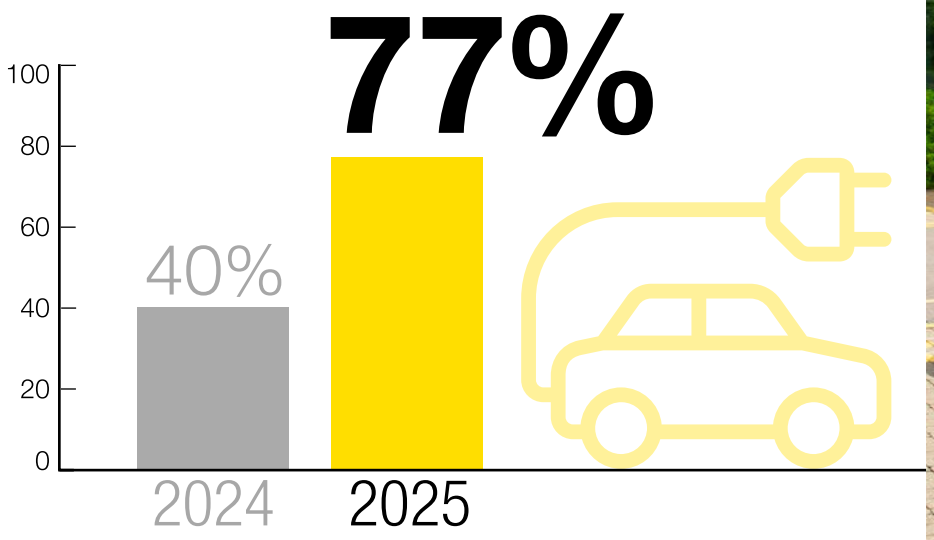


Impact

4.4 Fleet electrification

77% of VEGA UK's fleet is now electric, up from 40% in 2024. All fleet vehicles are replaced with electric when leases are renewed.

At the same time, there has been 81% reduction in volume of diesel used in fleet vehicles.



Impact

4.5 Reducing waste

A waste partnership was formed with Recorra, following the retendering of the waste management contract, enabling VEGA to access weighed waste data. In 2025, 63% of waste was recycled. Recorra also provided internal staff training on best practice for reducing waste and improving recycling. Food waste has been removed from general waste and now composted on-site, which also meets the latest regulations.

63%

Waste recycled

A 'Ridan Compostbox' Insulated food waste composter – ensures the right conditions all year round.

Coffee grounds and tea bags in the plastic composter. All food waste in the stainless steel Ridan compostbox.

Impact

4.6 Built to last

Merchandise and exhibition materials

Our branded merchandise is used across exhibitions, customer visits, training sessions and meetings, so we focus on practical, reusable items — multitools, pen knives, screwdrivers, torches, measuring tools and reusable bottles — rather than throwaway novelty products.

The same approach applies to our exhibition stand. Our OCTANORM framed stand has been in use since 2019 across multiple exhibition seasons, reducing waste from short-term builds. We've also reused our carpet rather than replacing flooring after each show, cutting unnecessary waste and making better use of existing materials.

Sustainability in marketing starts before anything is ordered.

Sustainability Report 2025

5. People

Supporting people and community

Our selected Sustainable Development Goals (SDGs) for people are:

People

5.1 Instruments for change partnership

In 2025 VEGA UK launched a partnership project with Trees for the Future (TREES) to make a donation from VEGA BASIC, PRO and AIR device and accessory sold. These contributions will support Trees for the Future's mission to revitalise degraded land, plant trees and orchards, and help farming communities in Africa establish sustainable agricultural practices that transform lives.

Learn more here:

instruments-for-change

Photo by TREES

5.2 Sustainability grants for employees

In 2024, VEGA UK launched a small grants project encourage employees to take positive sustainability action at home. In 2025 the 24 grants awarded grants helped to fund dehumidifiers, home solar panels, water butts, heated airers, EV charging points, bird feeding stations, energy efficient lights and food growing equipment.

24

Employee sustainability grants awarded

Sally & Paul's granddaughter was keen to help out with the bird feeders.

Steve's Green Grant cold frame helped support home-grown produce.

People

5.3 Supporting good causes

In 2025, VEGA contributed £12,000 to good causes, supporting charities, local communities and team-led fundraising activities throughout the year.

Highlights included a customer team-building day at West Country Water Park for WaterAid UK, Christmas Jumper Day for Chestnut Tree House Hospice, and a skydive for Helen Rollason Cancer Charity — showing how colleagues, customers and partners can create impact beyond day-to-day work.

£12,000

has already been contributed to good causes

5.4 Employee well-being sessions

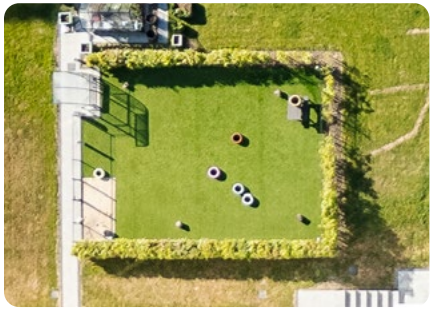
Throughout 2025, we supported employee well-being with on-site massage sessions every other month. These 20-minute appointments, delivered by a qualified sports massage therapist, let colleagues step away from their desks to address soft tissue aches, posture, circulation and stress.

In October, we expanded this into a well-being day, adding chiropractic sessions — posture checks, spine checks and gait scans — giving colleagues practical insight into their physical health and long-term adjustments.

5.5 Pets at work

VEGA UK supports a dog-friendly workplace, allowing employees to bring their dogs into the office where suitable. A dedicated outside exercise area gives dogs space to stretch their legs during the day, while helping colleagues balance work with the practicalities of pet ownership.

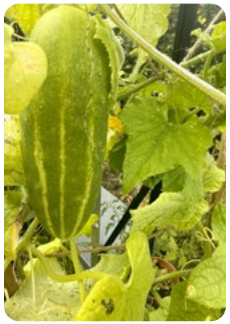
This simple benefit supports employee well-being, creates a more relaxed office environment and reflects the value we place on making the workplace feel welcoming, flexible and human.



People

5.6 Healthy food growing project

Employees have led a project to install a greenhouse and grow food together.



2025 Data summary

Progress on Key Performance Indicators (KPI)

Key	Strategic theme	Action	KPI	Target	Achieved by end 2025
	Project management	Engage suppliers on sustainability	Questionnaires completed	10 completed	Complete
	Protecting nature	Improve HQ habitat/biodiversity	Local biodiversity quality	Baseline biodiversity survey complete	Complete
	Protecting nature	Deploy pollution/flood-prevention sensors	MCERTS radar sales	Strategic partner: 5+ UK water firms; EA, SEPA & NRW supplier	Complete
	Environmental impact	Reduce GHG emissions	Scope 1 & 2 emissions	31% reduction (2024-25)	67% reduction
	Environmental impact	Cut travel emissions via low-emission vehicles & EV scheme	% of fleet electric	Electrified fleet by 2033	77%
	Environmental impact	Encourage sustainable travel	Km travelled by train/bus/tram	10% rise in public transport travel by 2026	73% increase (2024-25)
	Environmental impact	Cut waste, boost recycling	% waste recycled	Increase % recycled from 2024	63%
	Environmental impact	100% renewable energy	HQ power: on-site PV or renewable grid	100% renewable	Complete
	People & community	Fund staff eco-projects via grants	Grants funded	Fund 20+ grants/year	24 funded (2025)
	People & community	Support staff well-being initiatives	Staff well-being initiatives	2+ initiatives/year	Complete
	People & community	Support good causes	Donations to good causes	Donate to 1+ good cause/year	12 causes supported - £12,000 given

More information

Contact our friendly UK team to find out more about our sustainability work:

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https://www.vega.com/en-uk/company/about-VEGA/sustainability

https://www.linkedin.com/company/VEGA-level-and-pressure

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