Climb Channel Solutions 2024 ESG Impact Report

UK and Ireland | Reporting Year 2024

CLIMB

Contents

Who we are

Climb Channel Solutions (Climb) is a specialist technology distributor and part of Climb Global Solutions, headquartered in New Jersey. The UK and Ireland team at Climb is split across two offices: Devon and Dublin.

In the UK and Ireland, the business connects a curated portfolio of established, emerging, and challenger technology vendors to the channel partners best placed to take them to market. It has grown through the Devon-based roots of the business and through acquisitions that have brought in teams with the same values and the same approach. This includes the DataSolutions operation in Ireland, which carries more than thirty years of history in the Irish channel.

Distribution at scale tends to look the same everywhere: broad catalogues, high volumes, relationships managed at arm's length. Climb is built on a different premise, that a vendor backed properly by the right distributor will always outperform one sitting in a catalogue of thousands. Depth over breadth, every time. Running alongside that is a belief about what the right measure of this business is. It's not just commercial. It's whether partners succeed, vendors reach the markets they need, people are invested in, and the communities around us are genuinely better for our presence.

Our core values

Climb's culture and identity are anchored in six principles. They govern how the business operates commercially and how it conducts itself more broadly – as an employer, a community presence, and a participant in a supply chain with real environmental consequences.

Partnerships

Climb is built on a foundation of meaningful relationships with team members, vendors, resellers, and investors that recognize and embrace these values.

Driven

We succeed by relentlessly pursuing our goals through working hard, having determination, and building a culture of contributors.

Service

We are passionate about delivering with speed, accuracy, and execution while operating in a positive, respectful, and fun working environment.

Expertise

We continuously strive to become subject matter experts and be highly engaged with our partners.

Forward-thinking

We invest in accelerating growth through continuous expansion of our capabilities and partnerships with emerging technologies.

Accountability

With integrity we are agile problem solvers who take responsibility for our actions, behaviours, performance, and decisions.

About This Report

This is Climb's first ESG Impact Report, covering the UK and Ireland operations of Climb Channel Solutions for the period 1 January to 31 December 2024.

The technology industry is at the centre of one of the most significant environmental conversations of our time. AI infrastructure demands enormous amounts of energy and water. Data centres consume more power than many small nations. The devices distributed across global supply chains require rare minerals to build and generate millions of tonnes of e-waste when they reach end of life. As a technology distributor – and one that actively works with AI and emerging technology vendors – Climb cannot talk about these issues from a distance. We are part of the industry that creates them.

This report is a commitment to measure honestly, publish what we find, and be held to account for both the progress and the gaps. It demands accurate measurement and a willingness to share what that reveals.

The report was produced in partnership with Fifty Shades Greener, our external ESG advisory partner, and draws on a structured materiality assessment completed in 2024. That process combined quantitative data – emissions, workforce composition, supply chain metrics – with qualitative input from employee surveys and supplier assessments.

The assessment followed four steps:

01 **Data collection.**
Environmental (Scope 1–2), social, and governance metrics gathered across departments.

02 **Stakeholder input.**
Employee surveys and customer feedback informed our understanding of priorities.

03 **Impact evaluation.**
Issues assessed for business relevance, stakeholder expectations, and regulatory requirements.

04 **Prioritisation.**
Material topics ranked by likelihood of impact, significance, and influence on long-term strategy.

From that process, we identified the environmental, social, and governance topics most material to our business and our stakeholders. Those findings shape everything that follows.

Where data is incomplete, we say so. Where baselines are being established for the first time, we note it. Our Scope 3 emissions are only partially mapped at this stage. This is a gap we are committed to closing in the 2025 report. Transparency about what we don't yet know is as important as reporting what we do.

Climb aligns its sustainability work to the UN Sustainable Development Goals – the framework adopted by world leaders in 2015 to address poverty, inequality, and climate change – as a consistent external standard against which to measure progress.

> "Our goal is to fully integrate environmental stewardship, social responsibility, and strong governance into how we operate. No business can achieve this alone. By aligning with global sustainability initiatives, we aim to embed shared values across everything we do."
>
> Roberta McCrossan, ESG Leader, Climb

People and Planet: Our Commitment to Stewardship

Climb's sustainability commitment rests on two principles: reducing our environmental impact and ensuring the people and communities connected to this business are better for it.

In 2024, Climb formalised its approach to sustainability for the first time. Working with Fifty Shades Greener, we completed a full carbon emissions assessment across our UK and Ireland operations – the necessary foundation for any credible reduction strategy – and launched our Green Leaders Programme, embedding sustainability responsibility across the business and beginning a structured review of Scope 3 emissions.

Building on that, three ESG Leaders were appointed to drive this work forward internally with a clear brief: establish where Climb stands, identify what needs to improve, and build the processes that make credible reporting possible. The teams brief includes a commitment to achieving reductions in greenhouse gas emissions, supported by the CEO This report is the first output of that work.

ESG Leaders

Becky Powell

Alanna Bestwick

Roberta McCrossan

Climb is also a signatory of Techies Go Green; the movement of IT and technology companies committed to decarbonisation and verifiable sustainability. One of our Dublin team members serves as a Programmes Ambassador, connecting Climb's internal sustainability work to the wider industry effort.

The sections that follow set out what we found, our analysis and reflections, and where we still have work to do.

40+ Years in Business

100 Vendors Globally

434 Employees Globally

Driving positive impact through our people, our partnerships, and the technology solutions we deliver."

Global Offices

Message from our CEO, Dale Foster

"Climb is a business built on trust – with our partners, our vendors, and the people who work here. Taking that seriously means more than commercial performance. It means investing in and looking after Climb people. It means contributing to the communities we operate in. And it means being clear-eyed about the environmental responsibilities that come with the territory in this industry. We have always tried to do those things. What we hadn't done, until now, is measure them. Publishing this report is an extension of the same standard we hold ourselves to commercially. If we expect transparency from the businesses we work with, we should be able to demonstrate it ourselves."

Partnerships and Affiliations

These organisations underpin our ESG approach and hold us accountable to external standards:

Our sustainability advisory partner, helping us advance our ESG journey and measure progress against environmental and social goals.

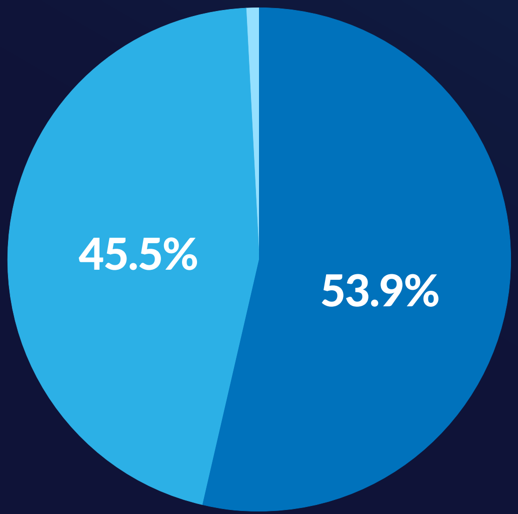
A shared commitment to sustainable innovation, stronger tech talent, and greater diversity and inclusion across the industry.

A movement of IT and tech companies committed to decarbonisation and verifiable sustainability, with a Climb team member serving as Programmes Ambassador.

Environmental Impact Assessment

Understanding our impact is the first step to reducing it

In 2024, we completed a full assessment of our Scope 1 and Scope 2 greenhouse gas emissions across our Devon and Dublin offices, along with two categories of Scope 3, as per the GHG Protocol. The results below represent Climb's operational baseline. This is the starting point from which reduction commitments are made. From 2024, Climb is measuring emissions on an annual basis.



Total emissions - 21.86 mtCO2e

Total UKI Site Emissions

Scope 1

11.776 $mtCO_2e$ · 53.9%

Scope 2 (MBM)

9.94 $mtCO_2e$ · 45.5%

Scope 3 – All categories

0.143 $mtCO_2e$ · 0.7%

Managing Our Emissions – UK

Devon Site Emissions	
Scope 1 - Direct Emissions	6.16 mtCO2e
Scope 2 (MBM) – Indirect Energy Emissions	9.94 mtCO2e
Scope 3 Category 3 - Fuel	0.089 mtCO2e
Scope 3 Category 5 - Waste	0.04 mtCO2e
Total emissions	**16.23 mtCO2e**

Managing our Emissions – Ireland

Dublin Site Emissions	
Scope 1 - Direct Emissions	5.616 mtCO2e
Scope 2 (MBM) – Indirect Energy Emissions	0 mtCO2e
Scope 3 Category 4 – transport of purchased products	0.014 mtCO2e
Scope 3 Category 5 - Waste	Non-Material
Total emissions	**5.63 mtCO2e**

Managing our Emissions – Total Climb UK & Ireland Emissions

Total UKI Site Emissions	
Scope 1	11.776 mtCO2e
Scope 2 (MBM)	9.94 mtCO2e
Scope 3 – All categories	0.1403 mtCO2e
Total emissions	**21.86 mtCO2e**

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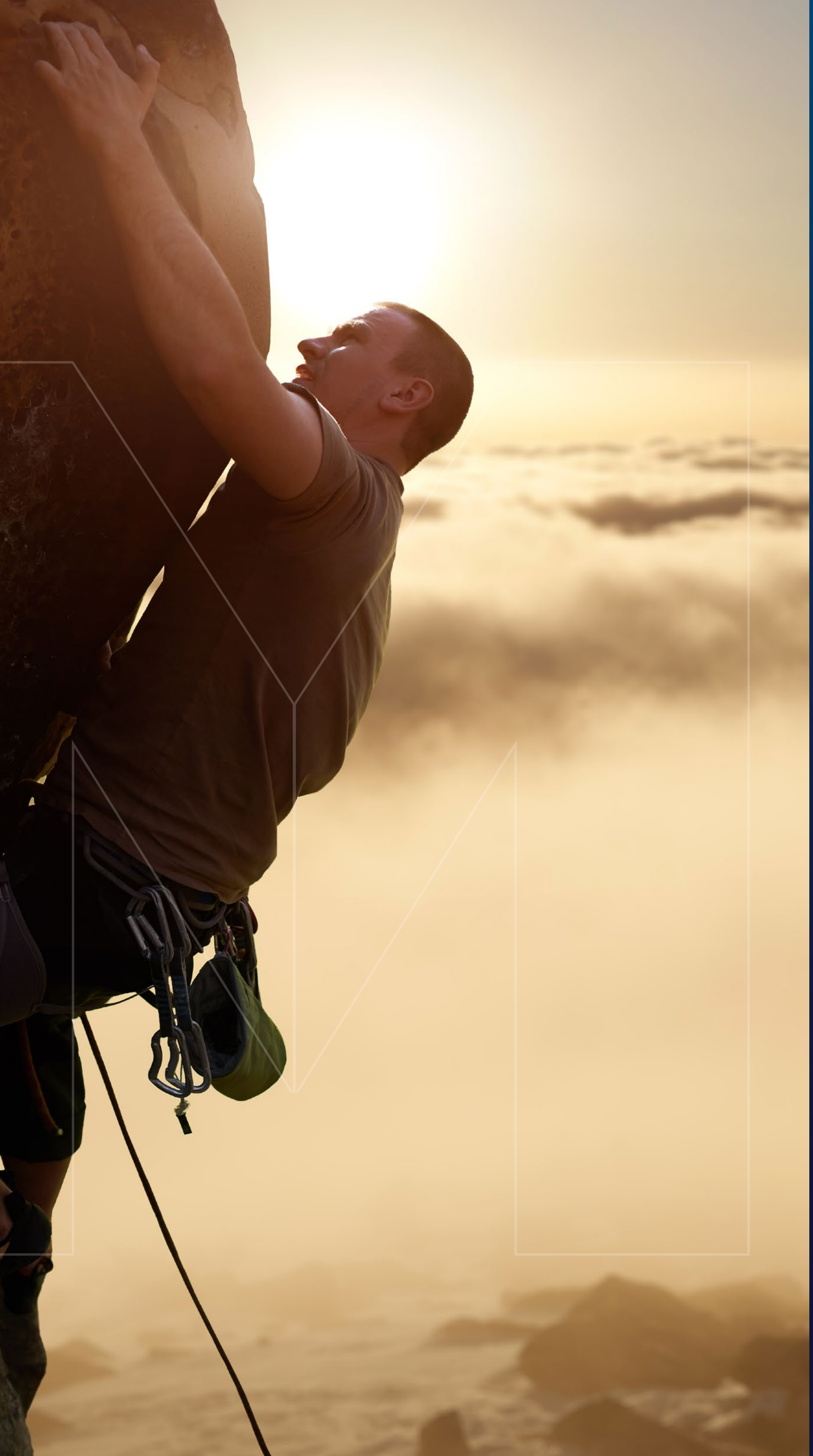


Methodology

Scope 1:

Direct emissions from company-owned assets, including three electric vehicles in Devon, one diesel van in Dublin, and natural gas for heating.

Scope 2:

Indirect emissions from purchased energy, calculated using conversion factors from the UK Department for Energy Security and Net Zero. Both our Devon and Dublin offices now run on 100% renewable electricity.

Scope 3:

Currently our largest emissions category and, at this stage, is our least well measured. We have committed to measuring and reporting all upstream Scope 3 categories in our 2025 ESG Report. We are not yet able to make reduction commitments in areas we have not fully mapped.

Energy Consumption

Climbs energy consumption for 2024 was as follows:

Site	Total KWH 2024
100% Renewable Electricity	180,955
Natural Gas*	121,714

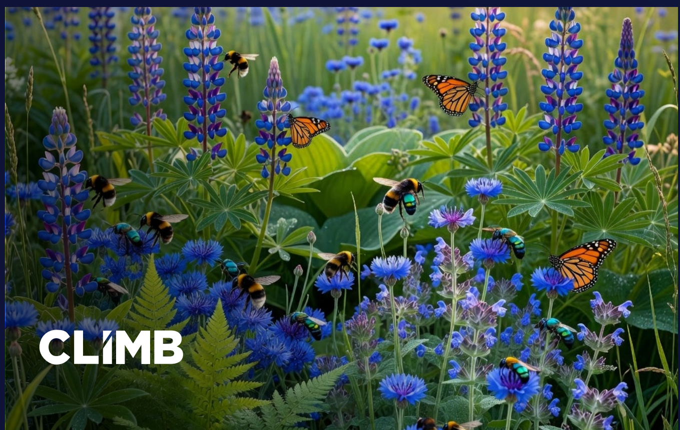
Reduction Commitment

Both offices run on 100% renewable electricity. A two-year plan is in place to install solar panels and a heat pump at our UK site, achieving a 100% carbon emissions reduction for Scope 1 and Scope 2 by the end of 2027. Scope 3 measurement will be reported in our 2025 ESG Report.

Global.

As a distributor, Climb's value chain touches biodiversity through the energy demands of cloud infrastructure and the rare minerals required to manufacture the devices we distribute. We have already transitioned our ERP system and key applications to cloud-based environments – more energy-efficient than private server infrastructure – and will report associated emissions in our 2025 assessment.

Our Impact On Nature And Ecosystems



Hybrid working

Two (UK) to four (Ireland) days at home per week – reduces commuting emissions across the team. It also reflects something Climb has always believed: that a business which takes care of its people and takes care of the environment is not making a trade-off. The two are the same commitment.

Local.

The more direct environmental impact is closer to home. Our Devon office maintains a dedicated green space with pollinator-friendly planting, bird boxes, and feeders. Chemical weed killers are not used on site. Eco-friendly cleaning products are standard across both offices. Electrical items are disposed of responsibly, prioritising recycling and refurbishment.

Our Actions To Support Nature

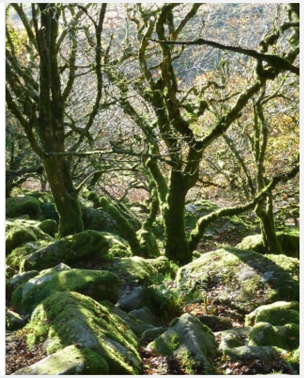
Climb's environmental commitments extend beyond the office. Through partnerships, volunteering, and staff-led initiatives, the team is taking practical steps to protect and restore the natural environments connected to our operations and our communities.

"At a time when biodiversity loss is accelerating globally, Climb's active involvement demonstrates how suppliers can lead by example, embedding environmental stewardship into business partnerships."

Maddy Campbell,
Sustainability Analyst, Softcat

moor trees
creating native woodland

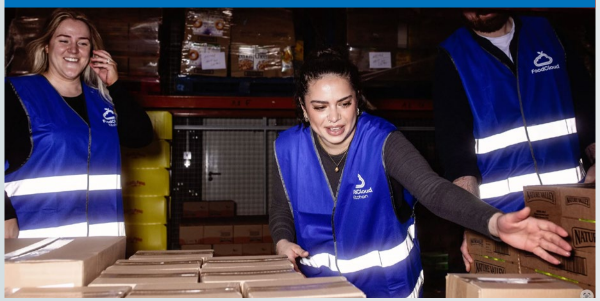
Climb has partnered with Moor Trees, a UK charity restoring native woodland across Dartmoor. For more than 25 years, Moor Trees has grown saplings and planted diverse broadleaf woodland supporting rich, resilient ecosystems. Our contribution funds materials and restoration activities, and our team will join a volunteer planting day, learning first-hand about biodiversity and conservation.



FoodCloud

In Ireland, our Dublin team volunteered with FoodCloud Kitchen, preparing meals from surplus ingredients that would otherwise have been discarded.

The work – meal prep, baking, labelling, storage – directly benefits local community groups and social enterprises while diverting food from waste.



Beehive Initiative with Softcat.

softcat

Climb is sponsoring Softcat's biodiversity programme, supporting two apiaries that protect pollinators and strengthen local ecosystems. Believed to be the first collaboration of its kind in the IT channel, the initiative brings suppliers and customers together around a shared environmental commitment. Our sponsorship includes a dedicated beehive for two years, with opportunities for team visits and habitat restoration volunteering.

"Nature restoration is not something we observe from a distance — it's something we participate in. From planting trees to cleaning beaches, every action we take as a team helps protect the ecosystems we rely on."

Becky Powell,
ESG Leader, Climb

Flossie the Beach Cleaner.

Annual beach clean-ups in partnership with Flossie the Beach Cleaner remove plastics and debris from coastal areas, reducing direct threats to marine wildlife and the ecosystems that depend on healthy shorelines.

Plastic-Free Challenge.

Both our offices have run dedicated plastic-free months, challenging teams to eliminate single-use plastics from their working day. Alongside this, we are increasing involvement in local beach and park cleans.

Sustainability Training.

In 2025, we introduced a sustainability awareness programme for all employees in UK & Ireland, equipping the team with the knowledge to understand how individual choices connect to wider environmental outcomes. 122 employees were trained in 2025.

Social Labour Practices

Creating a Fair, Inclusive and Supportive Workplace

"We want Climb to be a business that people are proud to work for – where they're treated fairly and given real opportunity to develop and grow their careers. That's the standard we hold ourselves to, and it's one we think the wider industry should be held to as well."

Dale Foster,
CEO, Climb

Employment

Workforce and Gender Equality

Women represent **42.1%** of the UK and Ireland workforce, significantly above the tech sector average of **26%**

In 2024 **60%** of new hires were women and **76.5%** of resignations were men

Gender pay parity across most roles sits within a **2% gap.**

A small number of outliers exist due to experience and role responsibility:

Female vendor managers earning **53.85% more**

One female team leader earning **8.33% more**

At leadership level:

56.3% of managers are women

30% of the Senior Leadership Team are women

28.6% of the Board are women (2 out of 7)

"Climb works hard to ensure we do not have a gender pay gap. We advertise every role with a salary range, and we recruit the best person for the job — paid fairly for the experience they bring, regardless of gender and ethnic background."

Becky Powell,
HR Manager and ESG Leader, Climb

Fair Pay and Employment Standards

Climb is a Living Wage Employer. All employees over 21 earn at least **£12.21 per hour**, and every role is advertised with a salary range. In Ireland, Climb complies with the National Minimum Wage and aims to ensure pay levels remain competitive and reflective of local cost-of-living considerations.

Of the **12 employees** who took parental leave in 2024, **11 returned.** This is a **91.7%** return rate that reflects the effectiveness of our flexible and part-time working arrangements. Retaining people who have taken parental leave is a priority, and the business actively works to accommodate flexible and reduced hours for those returning.

UK & Ireland 2024

Diversity and Equality

Total number of employees		159
Gender	**Employees**	**% of total employees**
Male	92	57.86%
Female	67	42.14%
Non-identified	0	0.00%
Age	**Employees**	**% of total employees**
under 30	40	25.16%
30-50	92	57.86%
over 50 years old	27	16.98%
Minority or vulnerable groups	**Employees**	**% of total employees**
Ethnic Minority	7	4.40%
Disability	7	4.40%

UK & Ireland 2024

Employee Turnover & New Hires

Gender	Number of employees that resigned from their position	% of employee turnover	Number of new hires	% of new hires
Female	4	23.53%	6	60.00%
Male	13	76.47%	4	40.00%
Non-identified	0	0.00%	0	0.00%
Total	**17**		**10**	

UK & Ireland 2024

Parental Leave

Gender	Employees that took parental leave	Employees that returned to work after parental leave ended
Male	6	5
Female	6	6
Non-identified	0	0
Total	**12**	**11**

% of total employees that took parental leave	8.96%
% of employees that returned to work after parental leave	91.67%
% or employees that didn't return to work after parental leave	8.33%

Diversity and Inclusion

4.4% of employees identify as from ethnic minority backgrounds and 4.4% as disabled. The age profile is well balanced – 25.2% under 30, 57.8% between 30 and 50, and 17% over 50. This reflects a healthy spread of experience and generational perspective across the business.

Five apprentices have been hired over the past two years, reflecting a commitment to bringing new talent into the industry. Hybrid and remote working, embedded across the business since 2020, has meaningfully widened the talent pool Climb can recruit from and reduces the geographic constraints that historically limited access to more diverse candidates.

Progress has been made on some dimensions of diversity. The age profile is balanced, the apprenticeship programme is bringing new talent in, and hybrid working has widened the recruitment pool.

Total number of board members		7
Gender	**Board members**	**% of board members**
Male	5	71.43%
Female	2	28.57%
Non - identified	0	0.00%

*Board diversity data is based on information available at the time of reporting. No board members have disclosed an ethnic minority background. Age diversity data is not currently collected or disclosed.

Total number of managers		32
Gender	**Managers**	**% of managers**
Male	14	43.75%
Female	18	56.25%
Non - identified	0	0.00%
Age	**Managers**	**% of managers**
under 30	0	0.00%
30-50	28	87.50%
over 50 years old	4	12.50%
Minority or vulnerable groups	**Managers**	**% of managers**
Disability	2	6.25%

Training and Development

Mandatory annual training covers Human Rights, EDI, GDPR, and Modern Slavery. Leadership development is supported through Aspire and Insights Training programmes, and a learning management system provides self-paced learning across the business.

There is no consistent, structured approach to career progression. Training budgets are allocated at manager discretion, which creates inconsistencies in who gets access to development and when. No central system currently tracks employee development plans, limiting visibility and accountability across the organisation.

The materiality assessment highlighted this: 40% of employees and 26% of managers reported being unaware of available development opportunities.

Employee Wellbeing

Climb's benefits package covers physical, mental, and financial health. Employees work 37.5 hours per week with designated lunch breaks. The package includes the MediCash Health Plan, MetLife Assurance with EAP and counselling services, an Eye Care Scheme, free personal training sessions, Cycle to Work and EV schemes, a buy/sell holiday scheme, pension, social events, and referral bonuses.

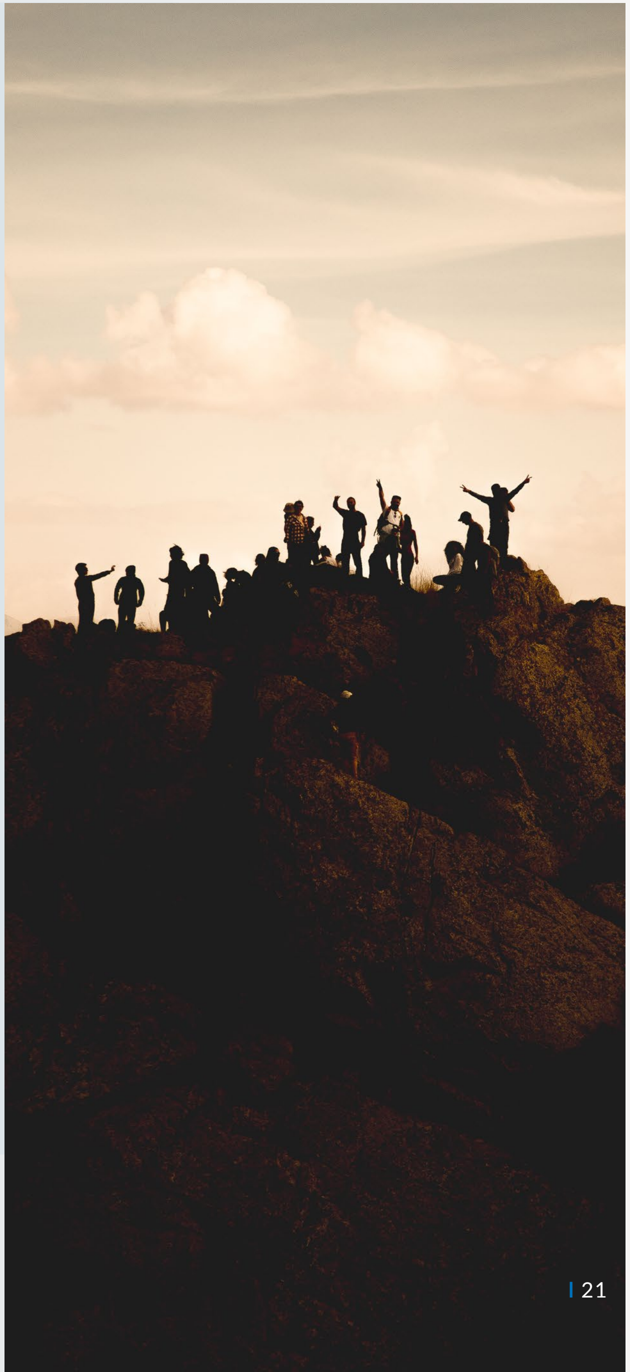
Plastic-free, organic cotton sanitary products have been introduced across both offices.

The benefits provision is strong. What the 2024 employee survey surfaced, however, is that provision alone isn't enough. Work-life balance was the single biggest concern raised, which points to a gap between the flexibility policies that exist on paper and how they are experienced in practice. A 91.7% return rate from parental leave demonstrates that flexible working can be done well at Climb. The challenge is extending that experience consistently across the wider workforce. Flexibility policies will be reviewed in 2026 with that, specifically in mind.

Health and Safety

No health and safety incidents were recorded in 2024 across the UK and Ireland. The last incident occurred in 2023 and was non-work related. Both offices are classified as low-risk environments. Climb commits to providing all employees with a safe working environment. To achieve this, standard practice includes regular DSE assessments, three trained on-site first aiders, and annual health and safety training. Mental health support, through MetLife's EAP and counselling provision, is embedded into the benefits package.

Climb aims to continually achieve 0% health and safety incidents.



Action Plan To Improve Labour Practices

Goal	Actions	Target Date
Improve the performance review process and enhance career development.	Embed career development conversations into performance reviews; create clearer progression pathways	2026
Improve EDI training - 100% of employees trained by September 2026.	Introduce regular short-form EDI programmes and informal discussion sessions across both offices	Quarterly from Sep 2025
Improve inclusion in social events	Survey employees on social preferences; implement changes based on feedback	Jan 2026
Improve anonymous ethics reporting	Introduce a trusted, accessible reporting system via a wellbeing hub	Sep 2025
Record and analyse training and development plans	Build a centralised reporting structure to track development plans across the business	Dec 2025–2026
Expand volunteering access	Develop business case and formalise volunteering policy	Aug 2025
Improve work-life integration	Review and realign flexibility policies to better reflect employee needs	2026

CLIMB

Embedding External Social Impact

Trusted partner to
1,800+ resellers

100
global IT vendors

534
collective years of IT expertise

Customers

Climb works with more than 1,800 reseller partners and 100 global IT vendors, supported by a team with over 534 collective years of industry experience. That depth of relationship is the foundation of how the business operates, and it comes with a responsibility to maintain the highest standards of trust, security, and transparency.

In 2024, there were zero product or service safety incidents and zero data breaches across UK and Ireland operations. Full GDPR and EMEA compliance is maintained across the business, backed by annual data security and privacy training for all staff.

This reflects the deliberate, ongoing investment in the systems and training that protect customer interests. Looking ahead, Climb is committed to:

- Expanding customer-facing ESG information and reporting
- Supporting partners on sustainable procurement
- Enhancing cybersecurity and data privacy training across all teams

Suppliers

Climb's vendor relationships are where its ESG influence extends furthest – and where, currently, visibility is most limited. While the business maintains strong working relationships with more than 70 global vendors, understanding of their ESG performance remains underdeveloped. A social impact survey sent to suppliers in March 2025 received less than 1% response. This tells us clearly that passive engagement is not working and that a more direct approach is needed.

2025–2028 Supplier Impact Actions

Enhancing the onboarding process to gather detailed environmental, social and governance policies and practices of each of the vendors we represent across UKI

Introducing a more detailed supplier compliance survey covering labour practices, environmental standards, and governance in 2025.

Developing a fully documented supplier impact framework by 2028, covering social value, human rights, emissions data, and reporting expectations

The goal is a vendor network that reflects Climb's values. The distance between where that stands today and where it needs to be is acknowledged, and it is the reason these actions are being taken.

Local Community

In 2024, Climb donated

£20,385 to 22 charities

across the UK and Ireland, supporting local

sports clubs
youth programmes
schools
health initiatives
community groups, and a
South African scholarship programme.

Staff participated in

Macmillan Coffee Mornings, the Irish Hospice Foundation 100 Mile Challenge, Save the Children campaigns, and employee-led volunteering including beach cleans and facility painting.

The honest assessment is that community impact to date has been meaningful but inconsistent because it is driven by individual initiative rather than a structured programme. From October 2025, that changes. Every employee now has eight hours a year to volunteer during working hours.

The 2025–2026 commitments build on this foundation:

Establishing a Community Impact Committee to coordinate initiatives, track outcomes, and support employee involvement

Strengthening partnerships with Moor Trees, FoodCloud, and local sustainability networks

Encouraging sustainable commuting through carpooling, active travel, and shared transport

Expanding community investment focused on education, environment, and social equity

Our Commitment Moving Forward

Across customers, vendors, and communities, Climb is at different stages of maturity. Customer trust and data protection are well embedded. Vendor ESG engagement is underdeveloped, and the actions above reflect that directly. Community investment has been real but inconsistent, and the programme taking shape from October 2025 is designed to change that.

2025–2026 Customer Impact Actions:

Enhance **customer-facing** ESG reporting and transparency

Expand **data privacy** and cybersecurity training modules

Introduce a customer ESG Hub to **support partners** on sustainability topics

Governance

Board Composition

Climb's Board comprises seven directors with established expertise across technology and finance. The Board is chaired by John McCarthy, with Dale Foster serving as CEO alongside directors including Kimberly Boren and Andrew Bryant. At this level, the Board provides the strategic oversight and commercial judgement that underpins the business, including its ESG commitments.

Board composition does not yet fully reflect the diversity of the business or the markets in which Climb operates. Women currently hold 28.6% of Board seats, and no data on ethnic diversity at Board level is available currently. The majority of Board members are over 50.

Climb recognises the importance of diverse perspectives in effective governance and decision-making. As part of its ongoing Board evolution, the company remains mindful of opportunities to broaden representation over time in a way that aligns with business needs and governance priorities.

Across the UKI Senior Leadership Team, women represent 30% of leaders. There is no ethnic minority representation at this level. The gap between Climb's workforce diversity – where women represent 42.1% of employees and the age profile is well balanced – and its senior leadership composition is one the business is actively working to close.

Board visibility internally is also limited. Employees have limited awareness of board activities, decisions, and strategic direction. Improving that transparency is part of the governance improvement agenda.

Corporate Governance Framework

Climb Global Solutions, the publicly listed parent company of the Climb group, operates within a governance structure supported by formal board-level charters: the Audit Committee, Compensation Committee, and Nominating and Corporate Governance Committee. Each provides oversight across stewardship, accountability, and risk management.

The ethical framework underpinning the business includes:

- Code of Ethics and Business Conduct
- Whistleblower Policy
- Anti-Corruption Policies
- Insider Trading Policy
- Clawback Policy
- Global Environmental Sustainability Policy

Financial transparency is maintained through regular company-wide updates, independent audits, and statutory submissions to Companies House. All employees complete annual anti-corruption and bribery training.

Current improvement work includes strengthening anonymous ethics reporting, increasing awareness of whistleblower protections, and expanding EDI training. The goal is an organisation where raising concerns is straightforward, protections are understood, and accountability operates at every level, not just at board level.

Tax Strategy

Climb Global Solutions maintains full tax compliance across its global operations. UK tax obligations are reported annually through formal submissions to Companies House. No penalties or violations have been recorded.

A more detailed and localised tax policy is in development, with the aim of strengthening both internal understanding and external accountability around Climb's tax practices.

Wealth Distribution

Climb Global Solutions' adjusted EBITDA increased 61% in FY 2024. This is significant growth that brings with it an obligation to ensure that value is shared fairly across the business.

Climb is a Living Wage Employer (UK) and complies with the National Minimum Wage, (Ireland) with gender pay gaps generally below 5% across most roles. A performance-based bonus scheme is in place, though its application varies across departments, which creates inconsistencies in how reward is experienced across the business. Leadership compensation is not currently disclosed internally, which limits visibility around executive remuneration.

The commitments for 2025–2026 on wealth distribution:

- Assess how profits are allocated to CSR and employee wellbeing
- Increase CSR and community investment by 10% by December 2026
- Enhance pay transparency internally, including clearer communication around how remuneration decisions are made

Joining the Global Goals

Climb's sustainability work is aligned to the UN Sustainable Development Goals. The goals below reflect where Climb's environmental, social, and governance commitments connect most directly to that wider agenda.

Looking to the Future

Publishing a first ESG report is not an end point. It is the point where accountability begins.

This report has established a baseline. The milestones reflect what we've built so far: ESG training delivered to all teams, Scope 1 and 2 emissions calculated with an initial Scope 3 subset, eight volunteering hours per employee introduced from October 2025, new internal survey and anonymous reporting channels launched, and refresher training implemented across all key policies.

These are foundations.
Our forward commitments are specific:

Net Zero by 2050.

Climb UK and Ireland has established a verified pathway supported by near-term emission reduction targets of 11% by 2025 and 76% by 2030. These targets reflect a commitment to measurable change, not offsetting as a substitute for action.

Scope 3 reporting.

Scope 3 measurement committed for the 2025 ESG Report. Until we have mapped our full footprint, we will not make reduction commitments we cannot account for.

Solar and heat pumps by 2027.

UK installation of solar panels and heat pumps will remove fossil fuels from our building environment and enable a carbon-neutral energy profile on site.

Vendor ESG engagement.

A supplier compliance framework will be in place by 2026. The less than 1% survey response rate from this year's vendor assessment has told us clearly that passive engagement is not enough. We are changing our approach.

Representation at leadership.

The absence of ethnic minority representation at SLT is a priority for improvement. We will report progress in the next report.

Climb's position in the IT channel is built on a single belief: that the right distributor, backing the right technologies, with the right relationships, makes a material difference to how markets develop.

The same belief applies here. A distributor that holds itself to a high standard—on its people, its environmental impact, its governance—is better placed to raise that standard across the network it's part of.

That is what this report commits Climb to. The work starts now.

11%
Carbon Reduction by 2025

76%
Carbon Reduction by 2030

Net Zero
by 2050