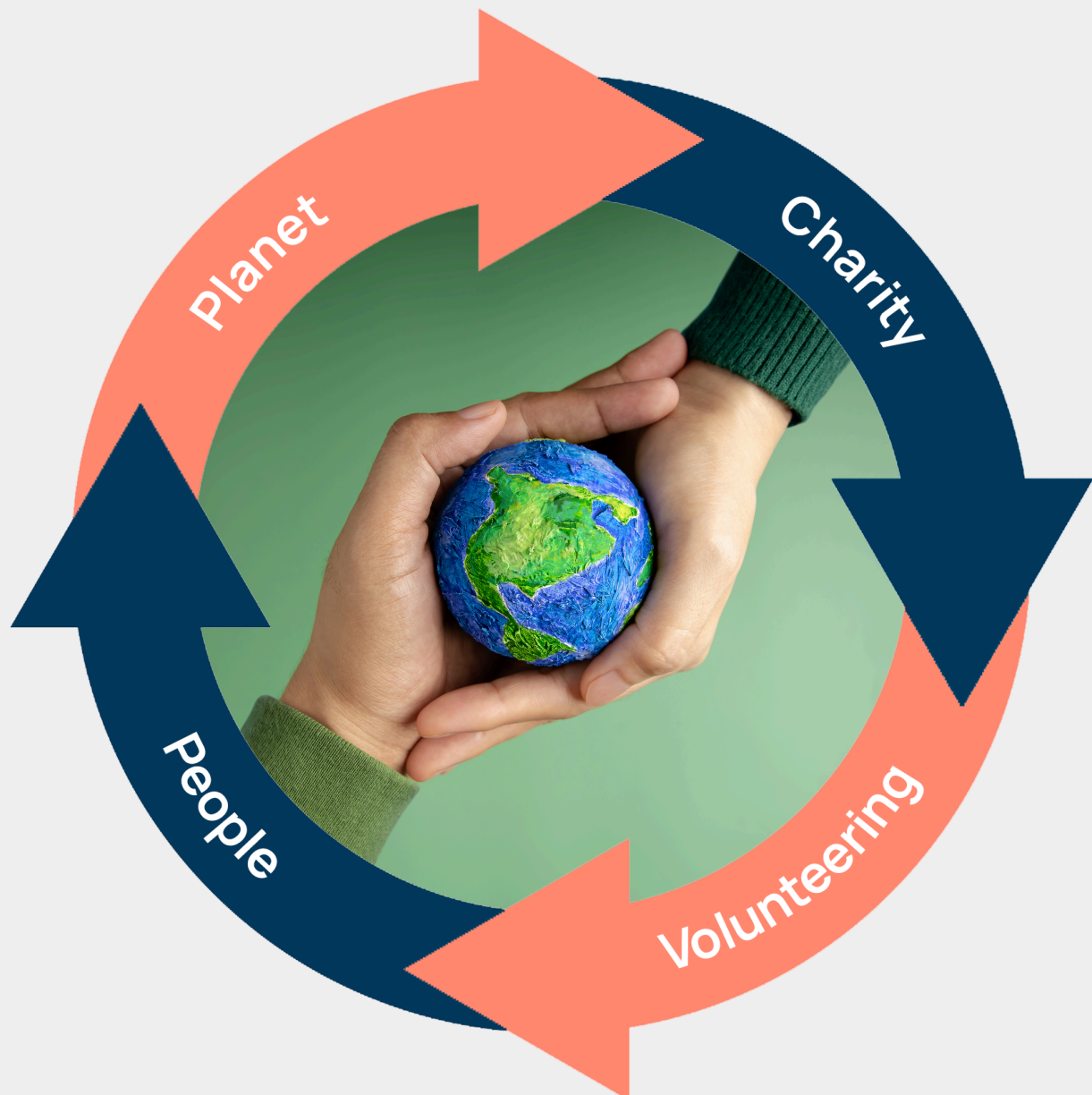


IMPACT REPORT 2025





GANT, Regent Street

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Leadership Letter

As we reflect on the past year, we are proud of the meaningful progress Shoplight has made toward building a more sustainable, responsible, and resilient business. Our commitment to innovation, quality, and people has remained unwavering, even as the wider economy continues to test the strength and stability of the industries we serve.



The retail and construction sectors are undergoing a period of profound change. Rising costs, global uncertainty, and shifting consumer expectations are creating both challenges and opportunities. In this environment, it has never been more important to focus on long-term value rather than short-term gain. While the market has seen an increasing “race to the bottom” on price, our approach continues to prioritise partnership, integrity, and quality, values that define not just what we make, but how we make it.

Our investment in sustainable innovation, from expanding our biopolymer lighting portfolio to scaling UK manufacturing, demonstrates that progress and responsibility can go hand in hand. These steps not only reduce environmental impact but also strengthen the supply chain resilience and ensure that our customers receive products designed to last.

We are equally proud of the impact our people have made beyond the factory floor.

From volunteering and charity partnerships to educational outreach, our team continues to demonstrate that business can be a force for good. Their energy, creativity, and compassion drive the positive change that defines Shoplight today.

As we look ahead, we do so with cautious optimism. The pressures of a changing economy and increased competition demand focus, discipline, and innovation. Yet, they also create space for businesses like ours to stand apart, by delivering true value, by championing sustainability, and by doing the right thing, even when it's not the easiest route.

Our vision remains clear: to lead with purpose, to challenge convention, and to continue lighting the way for a more sustainable retail future.

Andrea Mulqueen
Managing Director



Planet
People
Passion

Our biggest passion has been to create a space where people can come and enjoy a cup of coffee, a meal, or a drink, and where they can also learn about the world around them.

Take
the
Floor

Innovating for a Sustainable Retail Future

At Shoplight, we design and manufacture lighting solutions that help retailers, designers, and construction teams create innovative, beautifully lit spaces, ensuring a long-term, sustainable future for brick-and-mortar retail. Our approach is collaborative and bespoke, tailoring every product and service to the unique needs of each client and site, and building lasting partnerships along the way.



Expanding Our Sustainable Range

Following the launch of NORT, our first 3D-printed biopolymer lighting solution in February 2023, we have grown our portfolio of sustainable lighting innovations:

- NORT GS: a compact evolution of NORT, offering variations to enhance lighting control and glare
- Colt: a fixed recessed downlight with a customisable bezel up to 300mm
- Raider: an adjustable recessed spotlight with a Precision Aiming System, which offers 350-degree rotation and 60-degree tilt
- Origin23: a pendant range 3D-printed from our biopolymer material, combined with recycled waste, such as wheat and coffee grounds
- NORT GS Mini: a compact, efficient luminaire with optimised 14W thermal design, 350° rotation, and 90° tilt adjustment
- Piston: a compact recessed downlight with 14W optimised thermal design and customisable bezels up to 100 mm

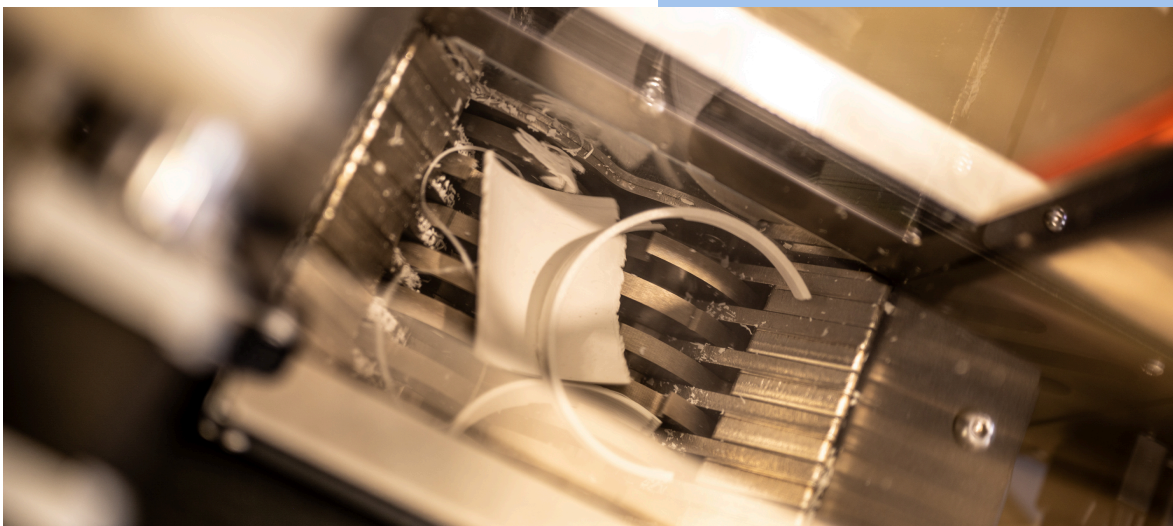


Our biopolymer range is designed with circular economy principles at its core, eliminating waste, using modular designs that allow for easy maintenance and upgrades, and ensuring materials can be reused and recycled.

We're especially proud to be moving closer to a fully circular model with the launch of Circu-light in December 2023, a four-step scheme created to promote more sustainable practices in retail lighting.

Circu-light reflects our ongoing commitment to environmental stewardship, placing sustainability at the heart of our innovations and delivering change through four key steps:

- **Scrappage Scheme:** When retailers deliver any non-LED product made by any luminaire manufacturer to us, they receive a discount or credit towards new biopolymer equivalents from us
- **Warranty:** Our lighting is built to last and backed by a clear 5-year parts and labour warranty, no hidden exclusions, no complex conditions, and no reliance on 'burning hours'
- **Buy-Back Scheme:** Each returned biopolymer product earns a credit for the original purchaser to put towards the cost of a new biopolymer luminaire
- **Recycle:** We have invested in new technology and machinery that enables us to shred biopolymer parts and reform them into brand-new products. For example, 86% of our NORT spotlight can be reused or recycled





Monty's Deli, Birmingham

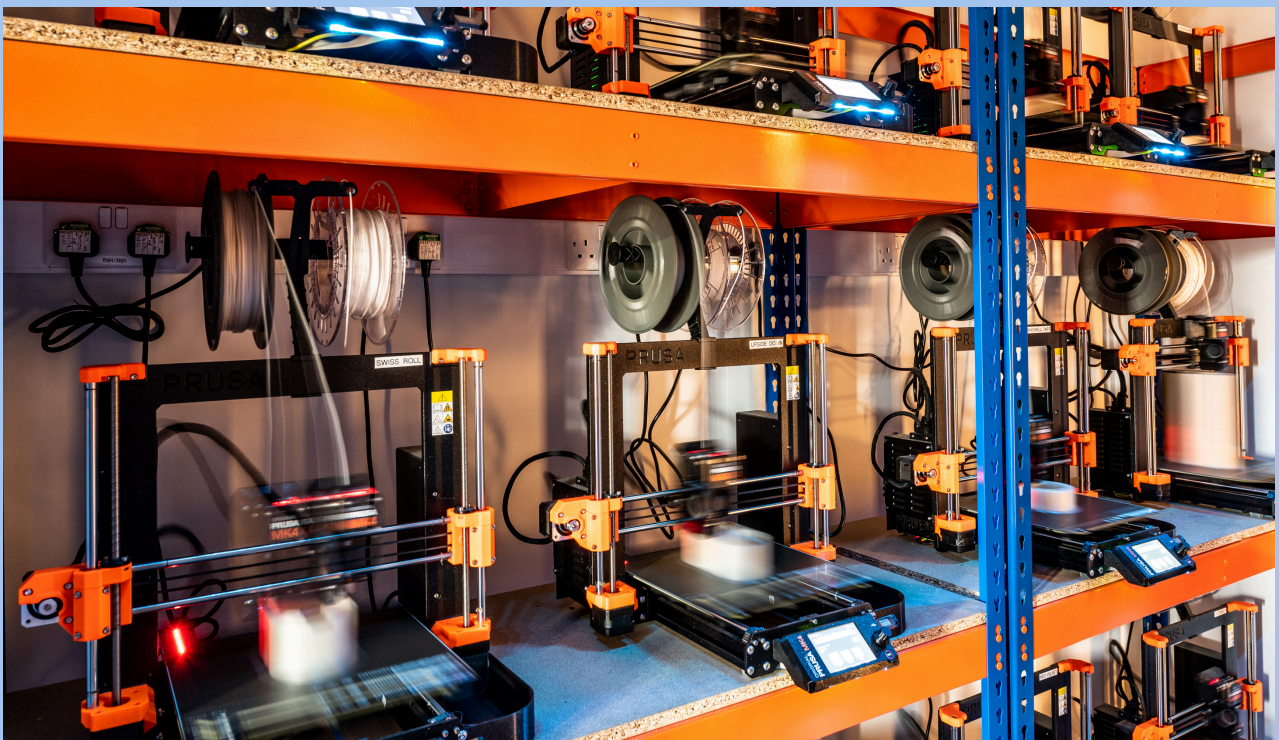
Our Continued Journey of Improvement

One of our key achievements this year has been the expansion of manufacturing capacity at our UK production facility. By producing closer to home, we have not only strengthened the resilience of our supply chain but also significantly reduced the carbon footprint associated with importing goods from the Far East. This shift marks a critical step in aligning our operations with our commitment to sustainability, resilience, and innovation.

The past 12 months have been a period of learning, innovation, and meaningful progress. We are proud of the strides we have taken to introduce viable, sustainable alternatives to the lighting sector, while recognising that there is still more to do. Our focus remains on continually challenging ourselves to find better, smarter, and more sustainable ways of working.

This impact report reflects on the actions we have taken so far, provides a transparent evaluation of our progress, and highlights the areas where we must continue to push further.

None of this would have been possible without the passion and dedication of our team at Shoplight. Their belief in our mission, combined with their commitment to continuous improvement, drives the positive change we are creating every day. For that, we are both proud and deeply grateful.





Tap + Brew, Leeds Bradford Airport

Planet

Scaling Biopolymer Innovation for a Sustainable Future

This year represents a defining step forward on our journey toward a more sustainable future and brings us closer to our goal of delivering 80% of our volume in 3D-printed biopolymers by 2028. In 2024–25, biopolymers made up 61% of our sales, a clear sign of the progress we are making and the momentum we are determined to carry into 2025–26.

Our long-term ambition is clear: to transition the majority of our portfolio to sustainable biopolymer products. Reaching 80% by 2028 will mark not only a shift away from traditional, resource-intensive materials but also a bold demonstration of our leadership in driving sustainable innovation within our sector. This transformation will reduce dependence on finite resources, lower carbon emissions across our value chain, and minimise waste at the end of product life.

But for us, this journey is about more than meeting a number. It's about reshaping the way products are designed, manufactured, and used. By investing in cutting-edge biopolymer innovation, broadening our product ranges, and strengthening collaboration with partners and customers, we are building a model of growth that is commercially strong and environmentally responsible.



Bringing More Sustainable Choices to Market

In 2024/25, we proudly expanded our biopolymer portfolio with three innovative launches. Origin23, our first sustainable pendant, is 3D printed from natural materials combined with recycled industrial by-products, proving that innovation and responsibility can go hand in hand. Later in the year, we introduced NORT GS Mini and Piston, two compact lighting solutions that redefine what's possible in retail lighting. Both set new benchmarks in sustainability, but also deliver superior technical performance compared to their aluminium predecessors.

Innovation lies at the heart of our sustainability strategy. It fuels our drive to rethink how products are designed, manufactured, and experienced. In the years ahead, we will continue to expand our range of biopolymer-based alternatives, replacing traditional, resource-heavy materials across our portfolio.

But this journey is about more than introducing sustainable options; it's about creating products that excel in every way. From durability and performance to design and aesthetics, our biopolymer solutions are built to meet the highest expectations without compromise.

Through ongoing investment in research and development, we are uncovering new applications for biopolymers, developments that not only cut carbon emissions but also move us closer to a truly circular, regenerative economy. Our commitment is clear: to make sustainable choices the standard, not the exception, while delivering products that inspire and endure.





Minimising Landfill Waste Through Circular Design

This year marked a defining step in our commitment to circularity, as we welcomed back the first biopolymer lighting products through our Buy-Back Scheme. Bicester Village participated in the initiative, returning 63 black NORT GS track spotlights following a retail space refurbishment. Unlike traditional aluminium lighting, which is often discarded at the end of life, these biopolymer products were designed for reuse from the outset.

Each unit was carefully dismantled, the biopolymer bodies cleaned, and new LED components and drivers installed. Following a full safety test, the refurbished spotlights were ready for reuse, demonstrating how circular design can keep valuable materials in circulation and significantly reduce waste.

This achievement illustrates the practical application of our commitment to circularity: designing products that combine performance, longevity, and minimal environmental impact. By embedding these principles into our operations, we are proving that lighting can be reimaged for a more sustainable, regenerative future.

We believe that sustainability should feel seamless, not complicated. By embedding circular principles into our designs, services, and operations, we're building a system where doing good for the planet fits naturally into everyday choices. Together, we can shift away from the traditional "take, make, dispose" model and create a cycle of renewal that benefits both people and the planet.



Russell & Bromley, Brompton Road

Volunteering

During 2024/25, our people continued to dedicate their time and skills to volunteering with charities in our local community, helping to make a meaningful difference in people's lives. Two of the organisations we partnered with were Embrace Child Victims of Crime (CVoC), which provides vital emotional and practical support to children and families affected by crime, and Care Zone, a charity that helps households on low incomes access quality donated furniture and essential household goods.

Through these partnerships, we not only supported the vital services these charities deliver but also strengthened our connection to the communities around us.



Embrace Child Victims of Crime

The Shoplight team dedicated 32 volunteer hours to supporting Embrace (CVoC), an organisation that provides vital care for children and families affected by crime.

Working in small teams alongside Embrace, we helped with a stock take of their Toy Bank, updated contact databases, and sourced details of MPs, Police and Crime Commissioners, and schools to raise awareness of Embrace's services and funding needs. Another group contacted toy shops to encourage donations, resulting in immediate success, including generous support from Hobbycraft Peterborough.



The Toy Bank plays an essential role in providing new toys to children impacted by crime, both when they are temporarily in police care and during Christmas. Supporting this initiative has been a rewarding experience for our team, and we are proud to have contributed to the vital work Embrace carries out in partnership with police forces across the UK.

Care Zone

At Care Zone, our volunteers supported a range of practical tasks, from assembling flat-pack kitchen units to sorting donated furniture and household goods, ensuring items were ready to be distributed quickly to those who need them most. They also helped package supplies for people experiencing homelessness, providing vital essentials to support comfort and dignity.

In addition, several team members took part in Care Zone's seasonal initiative, distributing Christmas hampers to partner organisations across the community. These hampers contained food and household items, helping to ease financial pressures at a particularly challenging time of year while bringing much-needed joy to families.

Contributing in such a hands-on way not only delivers practical help where it is needed most but also strengthens our connection to the community and within our team.



Investing in Local Education Projects

Our volunteering efforts are centred on initiatives that add real value to students' learning experiences. By supporting STEM-related projects and providing hands-on workshops, we aim to inspire curiosity, improve access to resources, and create opportunities that might otherwise be out of reach.

In July 2024, we were delighted to welcome a group of talented STEM students from Ormiston Bushfield Academy, who presented their innovative STEM Racing Project. The initiative challenged students to design, analyse, manufacture, test, and race a miniature compressed air-powered car using CAD software and advanced engineering techniques. The project demonstrated not only their technical skills but also strong teamwork, creativity, and ambition.



For the 2024/25 season, the team proudly carried the name Kleos Shoplight F1. To support their journey, our Marketing team worked closely with the students, guiding and refining their presentations and portfolios in preparation for the competition.



On 4 February 2025, the team competed in the regional finals, delivering an impressive performance across all categories. While they did not progress to the national finals, they achieved nominations for two all-class awards, Enterprise & Sponsorship Portfolio and Team Identity, standing out from 37 competing teams. Their car, presentations, and supporting materials showed remarkable progress compared to the previous year, reflecting the dedication and effort they invested in the project.



We are extremely proud of the Kleos Shoplight F1 team and their achievements. Their journey highlights the importance of fostering STEM education and innovation, and we look forward to supporting future student teams as they take on the challenge in the years ahead.

Supporting Student Career Development

Beyond education, we are passionate about preparing young people for the future world of work. We actively create pathways for career development by offering mentoring, skills training, and workplace visits. By connecting students with real-world experiences, we help them build confidence and awareness of the opportunities available to them.

In September 2024, we proudly hosted our first Make UK National Manufacturing Day, opening our doors to showcase the career opportunities available within a business like Shoplight.

Two groups of students joined us: Year 10 Product Design students from St John Fisher School and Year 12 Business Studies students from Ken Stimpson Academy. During the visit, they were given a guided tour of our facilities, providing insight into the different functions of the business, and particularly the manufacture of sustainable retail lighting.



The day concluded with an interactive production experience, giving students a hands-on feel for the processes behind our products.

Experiences like these highlight the importance of engaging young people in the sector and helping them see the exciting possibilities a career in manufacturing can offer. We are committed to building on this momentum and continuing to inspire the next generation of makers, innovators, and problem-solvers.



Inspiring the Workforce of Tomorrow

As part of our commitment to supporting the next generation, we create opportunities for young people to experience the world of work first-hand. By opening our doors and sharing our expertise, we aim to inspire curiosity, build confidence, and provide students with the practical insights they need to shape their future careers.

Each year, we provide a week-long work experience programme at Shoplight HQ. This initiative gives students the chance to immerse themselves in the day-to-day operations of our business, offering a unique perspective on the variety of career paths available within manufacturing and beyond.



During the placement, each student rotates through our departments, from creative roles such as lighting design and marketing to more logical and practical roles in production and operations. They can gain first-hand exposure to the skills and collaboration required to bring sustainable lighting solutions to market. This structured approach ensures they not only see how individual functions operate but also how they connect as part of a wider business ecosystem.

By engaging directly with our teams, students can build confidence, develop transferable skills, and better understand the practical applications of what they learn in the classroom. For us, it is an opportunity to nurture future talent, spark curiosity in STEM and creative industries, and contribute to building a stronger pipeline of skilled, motivated young people entering the workforce.





Charity

Over the last year, we have continued our charitable support to a range of organisations, strengthening our role as an active contributor to the well-being of our community. Through a combination of financial donations, hands-on volunteering, and the sharing of our expertise, we aim to provide support that is both practical and transformative.

Community Support

In 2024/25, we were proud to support the STEM Racing team from Ormiston Bushfield Academy with a £5,000 donation towards their £7,500 fundraising goal, helping them purchase the computers essential for their project. With this support, the students were able to bring their ambitious vision to life, designing, manufacturing, and racing a miniature compressed air-powered car using CAD software and advanced engineering techniques.

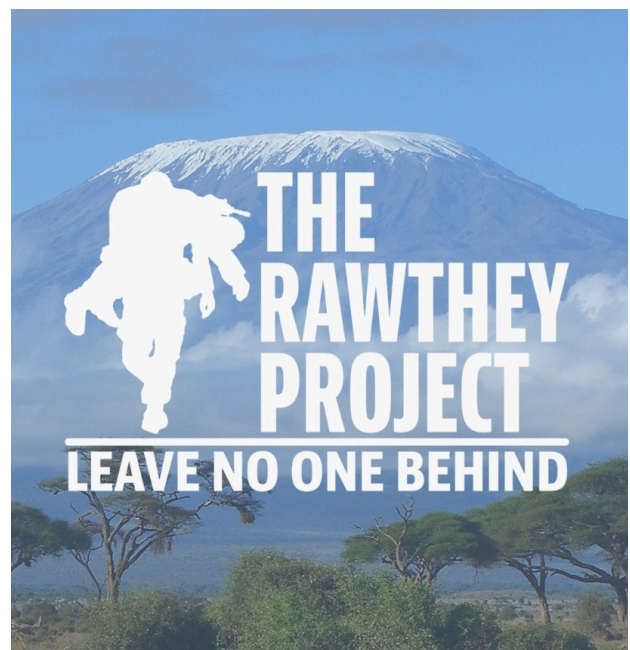
We are proud not only of the impressive results they achieved but also of the skills, confidence, and teamwork they developed throughout the process. Our contribution helped them reach immediate goals while also inspiring the next generation of innovators and problem-solvers.

The Rawthey Project

Through our long-standing client, Brett Parker, we were introduced to The Rawthey Project, a charity that supports vulnerable service veterans, emergency service personnel, and their families, addressing challenges such as homelessness, addiction, and psychological distress. Since 2014, the charity has positively impacted more than 730 lives.

In February 2025, three veterans climbed Mount Kilimanjaro to raise £60,000 for the charity's Respite and Recovery courses, which help veterans and their families transition to independent living and sustainable employment.

We proudly signed the Armed Forces Covenant, reaffirming our commitment to supporting those who serve or have served, and contributed a £2,000 donation to The Rawthey Project to help sustain its vital work.



Skechers Foundation

Skechers was Shoplight's first client, and our partnership has flourished over the past 11 years. Alongside this, we are proud to support the Skechers Foundation, which strengthens communities by improving education, empowering disadvantaged families, supporting individuals with diverse abilities, and providing humanitarian relief worldwide. This year, we contributed £1,184.61 to help the Foundation continue its vital work in creating brighter futures.

Making a Difference Beyond Business

Over the past year, we have continued to raise money through a range of charity days and fundraising initiatives, reinforcing our commitment to giving back to the community. From workplace events such as coffee mornings to larger sponsored challenges, including sporting events and endurance activities, our team has dedicated time and energy to supporting causes that matter. These efforts not only provided vital financial support for local and national charities but also fostered teamwork, strengthened connections across our business, and created a sense of pride in contributing to positive change.



Throughout the year, our team took part in a number of fundraising activities, collectively raising funds for a variety of important causes. Highlights included:

- Stamford Pretty Muddy 5K - £2,000 raised
- Macmillan Coffee Morning - £100 raised
- Royal Legion Poppy Appeal
- Fire Walk for Embrace - £805 raised
- Secret Santa Raffle for the British Heart Foundation - £30 raised



Reverse Advent Calendar

In December 2024, we took part in a Reverse Advent Calendar Challenge to support the KingsGate Pantry, which works in partnership with CareZone. Our team donated a wide range of food and household essentials, contributing a total of 85.6kg, equivalent to more than 190 meals. These donations helped local families access healthier food, avoid reliance on food banks, and ease the pressure of fuel costs during the winter months. The Pantry plays a vital role in lifting families out of food insecurity and creating a supportive community where people can thrive, and we are proud to have played a part in its mission.

Charity Lighting Giveaway

As part of our commitment to sustainability and community support, we donated surplus stock of brand-new, unused lighting to a charitable organisation. A total of 48 white and 12 clear high-bay suspended pendant lights were made available free of charge

Rather than allowing these high-efficiency fittings to go to waste or end up in landfill, we ensured they were redirected to where they could provide real value. This initiative minimised environmental impact while supporting organisations that deliver positive outcomes in their communities.



Bryan Suspended Pendant
White

Bryan Suspended Pendant
Clear

Retail Trust Partnership

This year marked the first anniversary of our BuyBlue partnership with the Retail Trust, an initiative that unites sustainable lighting design with meaningful social impact. Through BuyBlue, retailers can support frontline retail workers by choosing lighting products that carry the Retail Trust branding. With every purchase, 2% of the product price is donated directly to the Retail Trust, helping fund vital services that promote wellbeing across the retail sector.

Each BuyBlue fixture can be customised with either a bold Retail Trust blue lozenge or reflector ring, or a more subtle engraved version, giving retailers a visible way to demonstrate their commitment to sustainability and social responsibility. Manufactured in the UK from biopolymer materials, the range also delivers significant carbon savings compared to traditional alternatives, proving that products can be both good for people and good for the planet.



A highlight of the year was seeing Russell & Bromley adopt the NORT GS and Raider Bio Retail Trust editions for their flagship stores in Stratford and on Brompton Road, alongside continued support from Signet Jewelers. Together, these partnerships enabled us to donate £4,884.85 to the Retail Trust in 2024/25, funding that will directly benefit retail workers and their families.



Ernest Jones, Cribbs Causeway



Russell & Bromley, Brompton Road



This year, we strengthened our commitment to creating positive change beyond our business by supporting a range of charitable causes and community initiatives. Through a combination of donations, fundraising events, and product contributions, we aimed to make a meaningful difference to the lives of others while promoting sustainability and social responsibility in everything we do.

Over the past year, we raised a total of £11,119.61 through various charitable events and contributions. With the inclusion of our Retail Trust BuyBlue partnership, our overall donations reached £16,004.46, funds that will help support vital services, empower vulnerable groups, and strengthen communities across the UK.

In addition to financial contributions, we also donated 60 brand-new pendant lights, preventing valuable products from going to landfill and ensuring they were put to good use by charitable organisations.

Beyond the numbers, these initiatives have brought our people together, fostering collaboration, empathy, and pride in knowing that our collective efforts are helping to create real, lasting impact in the lives of others.



Lululemon, Covent Garden

People



Ensuring a Living Wage for All

We believe that fair pay is fundamental to building a sustainable and responsible business. That is why we are committed to ensuring every employee, regardless of role or location, receives at least a living wage, and in most cases, above. This was reflected in a company-wide pay increase to align with the increased national living wage in the UK.

Paying a living wage is about more than compliance; it reflects our values of respect, dignity, and equity in the workplace. By providing wages that meet the real cost of living, we support the well-being of our people, strengthen financial security for their families, and foster a motivated, engaged workforce. This commitment also extends to regular reviews of our pay structures to ensure they remain competitive, equitable, and aligned with the rising costs of living.

Ultimately, paying a living wage is an investment in our people and a cornerstone of the positive impact we seek to create as a business.

Commitment to Continuous Development

Continuous learning is central to how we grow as a company. We invest in structured training programmes that provide employees with the skills, knowledge, and confidence to thrive in their roles. From technical expertise to leadership development, our approach ensures that learning opportunities are accessible at every stage of a career.

Over the past year, many of our employees have taken significant steps in their professional development, reflecting both their personal ambition and our ongoing commitment to investing in people. By supporting access to training and qualifications across a range of disciplines, we are helping to build skills, strengthen expertise, and create clear pathways for career progression throughout the business.

Recent highlights include:

- Andrea Mulqueen, Managing Director - completed a 12-week leadership and people course
- Sam Adams and Ellie Paynter, Lighting Designers - completed Emergency Lighting training with the LIA
- Sam Rose, Warehouse Supervisor – successfully completed a Warehouse Supervisor course
- Mark Shortland, CEO - began his MBA at Warwick University
- Rachel James, Marketing - applied to study for a Master's in Digital Marketing at the University of Northampton

These achievements demonstrate the breadth of development opportunities available at Shoplight, from technical and operational training to leadership and academic study. By empowering our people to grow, we are not only supporting individual careers but also strengthening the long-term capability and resilience of the business.

Building Sustainable Careers Together

We believe that recognising and developing talent at every level not only drives engagement and motivation but also prepares our workforce for the future. By promoting from within and offering clear, structured pathways for growth, we strengthen retention and foster a culture built on trust, ambition, and shared success.

This year, we were proud to celebrate several well-deserved promotions, recognising individuals for their commitment, hard work, and impact:

Sam Rose – Warehouse Supervisor
Pawel Turek – Production Manager
Marcus Pearson – Production Supervisor
Sam Adams – Senior Lighting Designer
Marcos Magalhães – Technical Lighting Designer
Ellie Paynter – Lighting Designer
Rob Lewis – Operations Manager
Rachel James – Marketing Manager

Our approach goes beyond simply filling vacancies. We are committed to equipping our people with the skills, experiences, and confidence to take on new challenges and shape fulfilling careers with us. Through mentoring, tailored training programmes, and continuous feedback, we empower individuals to take ownership of their development while contributing to the long-term success and innovation of the business.





Charles Tyrwhitt, Regent Street

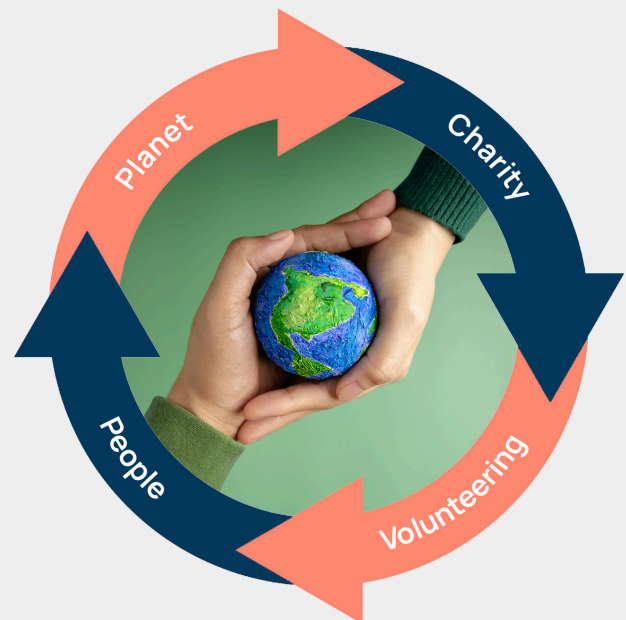
Moving Forward: Impact Without a Label

Three years ago, Shoplight Ltd proudly achieved Certified B Corporation™ status with B Lab UK, a milestone that reflected our commitment to doing business for good. The certification was the result of a year's dedicated work, helping to guide our values and shape our purpose.

In July 2025, our B Corp certification expired, and we chose not to renew it. While the B Corp logo has been removed from our platforms and materials, our principles and commitments remain unchanged.

Our core commitments continue to guide every decision we make:

- Designing products that do less harm to the planet
- Supporting our people with meaningful benefits and an inclusive workplace
- Backing charities with both financial contributions and volunteer time



As part of that commitment, we'll soon be sharing the practical steps we're taking, including funding £20,000 in STEM initiatives with Ormiston Academies Trust and offering hands-on support through curriculum-based volunteering.

This decision allows us to focus directly on driving real, measurable impact, free from the constraints of external checklists. We know we don't need a label to do the right thing.

We are proud of the progress we have made as a B Corp, and even prouder of the work ahead. For us, the best path forward is one where we hold ourselves accountable to our high standards and to the needs of the communities we serve.



Nike, Oxford Circus

Our Pledge for the Future

At Shoplight, our pledge for the future is rooted in the belief that business should be a force for good, creating value not only for our customers but also for our people, communities, and the planet.

Our commitments focus on four key areas: advancing sustainable innovation through biopolymers and circularity, strengthening partnerships with local charities, delivering impactful volunteering initiatives, and supporting employees with fair pay, training, and career development. By embedding these principles into everything we do, we strive to create more than profit, a business that delivers lasting, positive impact.



“By 2028, our goal is for 80% of total sales to come from biopolymer products.”

Planet

Achieve 80% of sales from biopolymer products by 2028

The core of our vision is a strong commitment to sustainable innovation, redefining how products are designed, manufactured, and brought to market. We believe that the future of our industry depends on moving away from traditional, resource-intensive materials and embracing solutions that are both high-performing and environmentally responsible. By 2028, our goal is for 80% of total sales to come from biopolymer products, marking a decisive shift toward circular, low-impact alternatives.

This ambition is more than a sales target; it represents a transformation of both our portfolio and our business model. By investing in research and development, expanding our biopolymer range, and collaborating with customers and partners, we are building long-term resilience and leadership in sustainable retail lighting. Achieving this milestone will cut reliance on finite resources, lower emissions, and minimise waste, proving that sustainability and innovation can work together to create lasting value for people, the planet, and our customers.

Expand our range of biopolymer products

We are constantly expanding our range of biopolymer solutions, pushing the boundaries of what sustainable materials can achieve. This includes not only innovating new products but also evolving our existing products to become even more efficient in both manufacture and application. Ensuring each solution delivers the same high standards of performance, durability, and aesthetics as traditional materials, while significantly reducing environmental impact.

Our ongoing investment in research and development allows us to unlock new possibilities for biopolymers across retail lighting and beyond, making sustainable choices the natural and compelling option for our customers.

Prioritise circularity, working with customers to increase the return rate and minimise landfill waste

We prioritise environmentally responsible practices at every stage of our operations, from product design and material sourcing to manufacturing and end-of-life solutions. Our aim is to ensure that every product not only reduces its environmental footprint but also actively contributes to a more sustainable future. By embedding circular design principles and choosing renewable, low-impact materials, we minimise waste, cut carbon emissions, and extend product lifecycles. At the same time, we remain uncompromising on performance, safety, and quality, proving that sustainability can go hand in hand with technical excellence and long-lasting value.



Volunteering

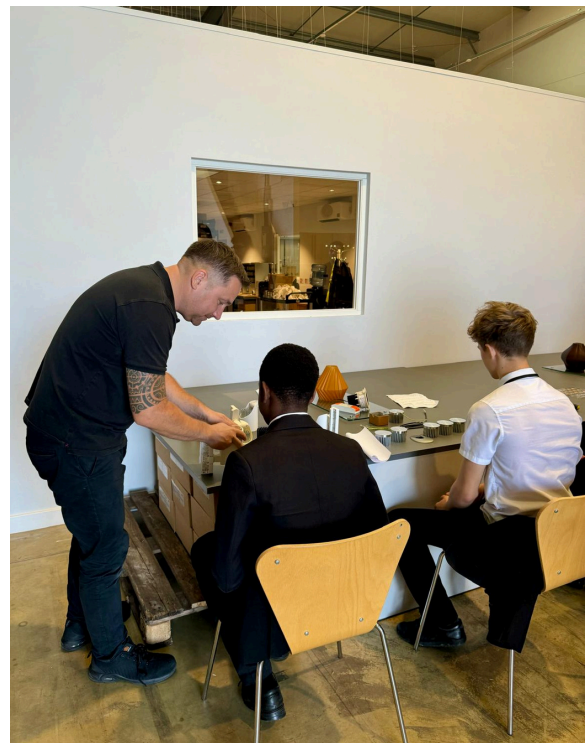
Deliver impactful community engagement at Ormiston Bushfield Academy

We are delivering meaningful community engagement through our active partnership with Ormiston Bushfield Academy, a cornerstone of our local outreach. By working closely with teachers and students, we focus on projects that directly enhance education and create opportunities that extend beyond the classroom. From hands-on STEM initiatives and skills workshops to mentoring and career-focused experiences, our goal is to inspire curiosity, build confidence, and broaden horizons for young people in our community. Through this collaboration, we are helping to equip students with the knowledge, skills, and aspirations they need to succeed in the future world of work.



Focus on projects that directly enhance the education of local students

Whether it's through hands-on support in the classroom, extracurricular initiatives, or the development of learning resources, our goal is to make a tangible difference to students' education. We focus on initiatives that not only enrich the curriculum but also spark curiosity, build confidence, and open doors to new opportunities. By working closely with teachers and tailoring our support to the needs of students, we ensure our involvement has a real, measurable impact on learning outcomes. Ultimately, we aim to help equip young people with the skills, knowledge, and aspirations they need to succeed, both in further education and in the world of work.



Create career development opportunities for students



As part of this partnership, we provide a range of career development opportunities designed to help students bridge the gap between education and the workplace. These include engaging competitions that encourage problem-solving and creativity, structured work experience placements that give students first-hand exposure to the world of manufacturing and design, and career talks that broaden their understanding of the diverse roles available in our industry. In addition, we offer one-on-one coaching and mentoring to build confidence, develop essential skills, and guide students as they consider their future pathways. Together, these experiences empower young people to see what's possible, nurture their ambitions, and prepare them for success in the world of work.

As we move into 2025/26, we are committed to creating even greater opportunities for students at Ormiston Bushfield Academy by delivering the following:



Women In Business Talk



Visits to Shoplight



Dragons Den for GCSE and A-Level



Product Photography



Gardens Renovation

Charity

Strengthen our partnership with Ormiston Bushfield Academy

As part of this partnership, we provide a range of career development opportunities designed to help students bridge the gap between education and the workplace. These include engaging competitions that encourage problem-solving and creativity, structured work experience placements that give students first-hand exposure to the world of manufacturing and design, and career talks that broaden their understanding of the diverse roles available in our industry. In addition, we offer one-on-one coaching and mentoring to build confidence, develop essential skills, and guide students as they consider their future pathways. Together, these experiences empower young people to see what's possible, nurture their ambitions, and prepare them for success in the world of work.

Donate 2% of annual net profits to school initiatives

As part of this commitment, we pledge to donate 2% of our annual net profits to initiatives at Ormiston Bushfield Academy. This funding is dedicated to supporting projects that directly benefit students, whether through enhancing classroom resources, funding extracurricular activities, or enabling access to new opportunities that might otherwise be out of reach. By reinvesting a share of our success into education, we aim to create a lasting impact that helps equip young people with the tools, skills, and confidence they need to thrive. This pledge reflects our belief that strong businesses are responsible for strengthening their communities, ensuring our growth also contributes to brighter futures for the next generation.



40 x luminaire assembly kits



National Space Centre Yr9 Trip - £6000



Science Live GCSE Trip - £TBC



Wellcome Genome A-Level Trip - £700



F1 In Schools Wind Tunnel - £1700



Exam Trip Support - £6350

Support projects that deliver long-term, tangible impact for local students

These contributions are directed toward projects that make a lasting difference in the lives of students. This includes initiatives that enhance learning environments with modern resources, create opportunities through extracurricular programmes that inspire creativity and teamwork, and provide tools that enrich the overall educational experience. By investing in areas that extend beyond the core curriculum, we aim to nurture both academic achievement and personal development, helping students to build confidence, discover new interests, and prepare for future success. Our goal is to ensure that every contribution creates value that endures, supporting not just individual learners but the wider school community for years to come.



People

Pay all employees a living wage and above

We are proud to ensure that all our employees receive a living wage or above, reflecting our belief that fair pay is a foundation for both individual well-being and business sustainability. A living wage means more than meeting basic needs; it ensures our people can live with dignity, support their families, and participate fully in their communities. By committing to this standard, we demonstrate our respect for the contributions of every team member and our dedication to building a workplace where people feel valued and secure. This approach not only supports our employees but also fosters greater engagement, retention, and long-term success for the business.



Invest in structured training and development

We also invest in structured training and development programmes that empower our team to grow their skills, build confidence, and stay ahead in a rapidly evolving industry. These opportunities range from technical qualifications and leadership courses to digital upskilling and specialist workshops, ensuring our people have access to the knowledge and tools they need to succeed. By supporting continuous learning, we not only help individuals progress in their own careers but also strengthen the overall capabilities of our business. This culture of development encourages innovation, nurtures future leaders, and equips our team to meet the changing needs of our customers and the wider market with confidence.

Support internal career progression and long-term growth

Supporting internal career progression is a key priority for us, as we believe that our people are the foundation of our long-term success. We are committed to creating an environment where talent is recognised, nurtured, and given room to flourish. By promoting from within and establishing clear pathways for advancement, we ensure that employees can see a future for themselves within the business and feel motivated to grow alongside it. This approach not only helps individuals thrive and build rewarding, sustainable careers but also strengthens our culture, fosters loyalty, and preserves valuable knowledge and expertise within our teams. In doing so, we create a cycle of growth, where the success of our people directly fuels the continued success of the company.



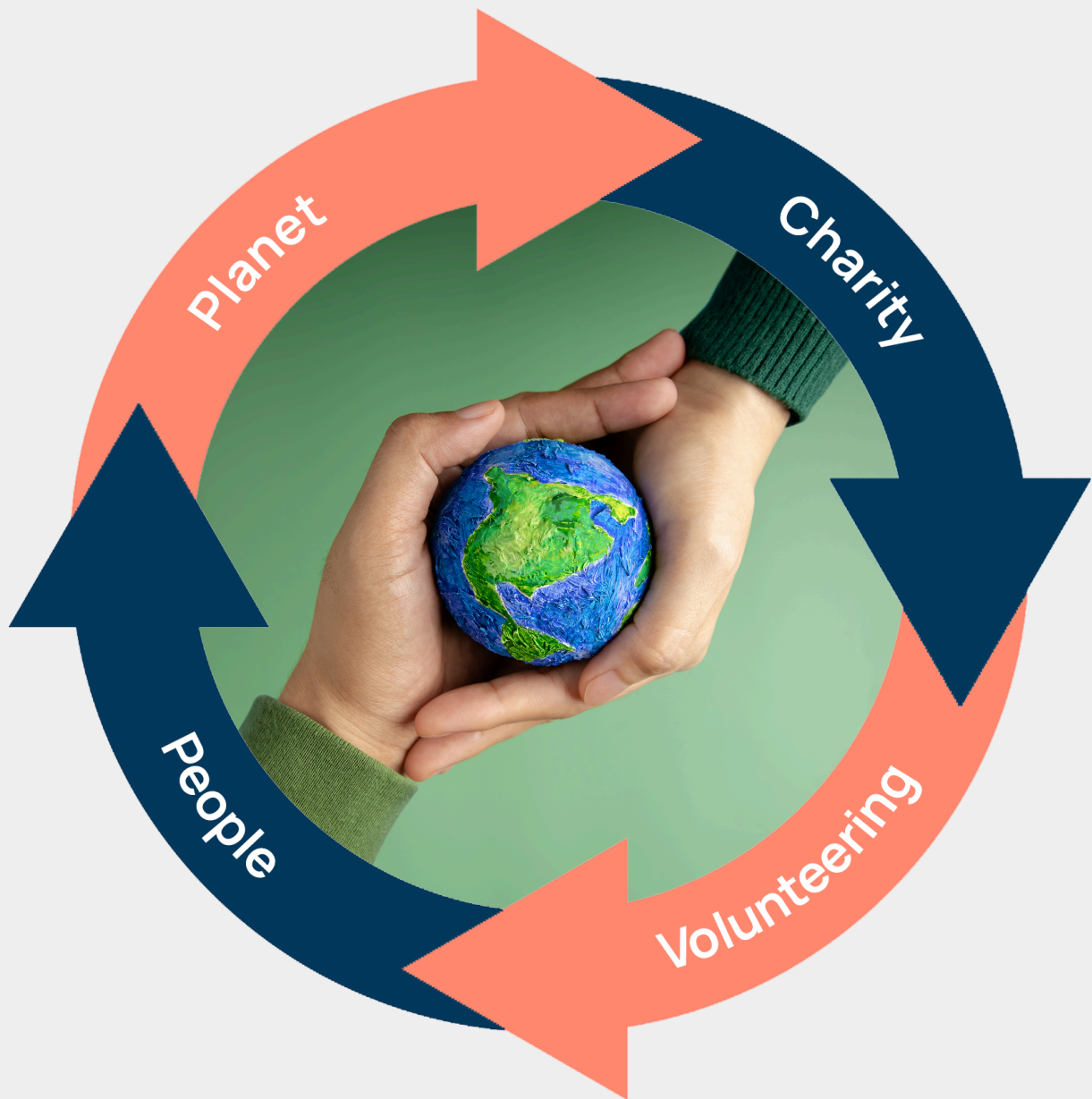
Conclusion

The past year has been one of meaningful progress for Shoplight, defined by innovation, responsibility, and collaboration. From advancing our biopolymer portfolio and embedding circular design principles to strengthening partnerships with schools, charities, and our local community, we have continued to demonstrate that sustainable business can deliver lasting value for people and the planet.

We are especially proud of the dedication of our team, whose commitment to continuous improvement drives everything we do. Their efforts have enabled us not only to achieve measurable progress against our goals but also to build momentum for the future.

Looking ahead, our priorities remain clear: to expand sustainable product innovation, deepen our community impact, support the education and career development of young people, and ensure that every employee can thrive in a fair, supportive workplace. These commitments are central to who we are, and they will guide us as we continue to grow responsibly.

At Shoplight, we know that our work is far from finished. But with determination, collaboration, and a clear vision for the future, we are confident in our ability to create lighting solutions that are better for retailers, better for communities, and better for the world we all share.



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