

**SUSTAINABILITY
REPORT**
2025/26

SCREWFIX
LET'S FIX TOMORROW
TODAY

Screwfix Sustainability 2025/26 progress highlights

- 49% of sales from Sustainable Home Products that help customers have greener, healthier homes, up from 45% in 2024/25.
- 73% reduction of Scope 1 and 2 emissions (market-based) against our 2016/17 baseline and a 28% reduction compared to last year.
- Almost all (99.8%) of waste was diverted from landfills and 92%* of waste was recycled.

*92% waste recycled (including food waste and excluding re-used pallets from the waste data).



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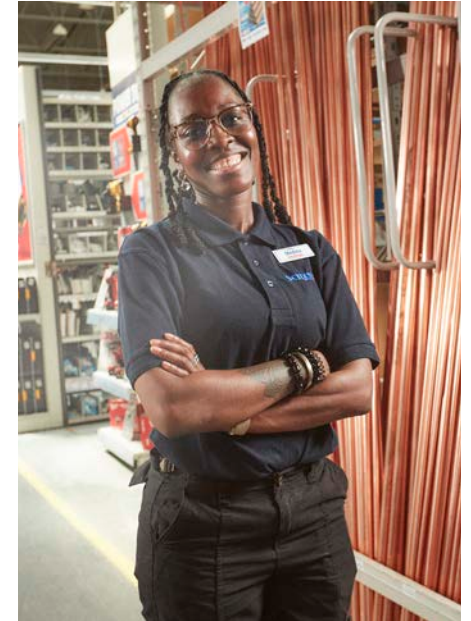
COLLEAGUES

- Our employee turnover rate decreased slightly to 25% this year compared with 26% in 2024/25. This includes voluntary and involuntary leavers.

Building a more inclusive company

- There has been an increase in the representation of women in senior leadership positions from 30% in 2024/25 to 39% in 2025/26. Representation of women across all management levels has also increased slightly, from 39% in 2024/25 to 40% in 2025/26.

Our Women in Management (WIM) development programme aims to inspire, empower and support female retail colleagues in progressing their careers. By creating a space for open discussion, shared experiences, and practical development insights, the initiative helps women navigate barriers to progression and build confidence in their leadership journey. 164 colleagues attended one of eight regional events across UK and Ireland.



Investing in skills

Building skills across our colleagues remains a key focus and plays an important role in supporting long term success. It helps colleagues to grow their careers, supports social mobility, and strengthens the future capability of our business.

Screwfix has continued to place strong emphasis on apprenticeships to build a dedicated talent pipeline and provide targeted development for future management roles.



- 330 colleagues completed an apprenticeship, traineeship, or formal qualification in 2025/26; and colleagues completed 180,442 training hours, an 11% increase on 2024/25.

As well as on-the-job training, we offer traineeships and qualification programmes. Screwfix launched an Early Careers programme in June 2025 to support graduates with responsibility, practical experience, and tailored development to help them grow into future leaders.

This year, six graduates were successfully welcomed into the Commercial & Digital teams. Applications for the 2026 intake opened in January, offering an additional eight graduate opportunities across our Commercial, Marketing, Supply Chain & Logistics, or Digital & Data Teams.

Building skills and creating opportunities for people from different backgrounds to progress will remain a key focus, and social mobility will become a bigger part of our strategic priorities over the coming years.

Screwfix was again named a Top 100 Apprenticeship Employer and shortlisted for Apprenticeship Programme of the Year.

Annual Trade Apprentice Competition

Our annual Trade Apprentice competition aims to identify emerging trade talent across the UK and Ireland. In 2025, the competition attracted over 2,700 entries, with the winner receiving a €10,000 prize bundle of tools, training and technology.

Employee Safety

- In 2025/26 there were 1,177 work-related accidents.
- The number of workdays lost from employee accidents decreased by 22% to 337 in 2025/26.



PLANET

- In 2025/26, almost all (99%) of our wood and paper products were responsibly sourced, coming from proven well-managed forests or recycled sources, which remained steady from 2024/25.

We are continuing to work hard to reduce the greenhouse gas emissions in our operations.

- Our Scope 1 and 2 (direct) emissions in 2025/26 have decreased by 28% from last year and we have achieved a 73% reduction in emissions since the 2016/17 baseline.
- We have continued the rollout of air-source heat pumps, including at around 750 Screwfix stores
- In 2025, we eliminated diesel from our refuelling tanks by switching to Hydrotreated Vegetable Oil (HVO) and other low-carbon fuels.
- 96% of the electricity we used at our sites was from renewable sources in 2025/26, the same rate as last year.
- Property energy intensity decreased by 7% to 78 kWh/m2 this year.
- Property water use in 2025/26 increased by 5% to 169,941 compared to last year.

Kingfisher priorities	Topic	Key KPI	2024/25	2025/26
Planet: we will be forest positive and help tackle climate change	Wood and Paper	Responsibly sourced wood and paper products (%)	99.7	99.1
Planet: we will be forest positive and help tackle climate change	Carbon Footprint	Total scope 1 and 2 emissions (market-based) (tonnes CO2e)	8,728	6,296
		% change in scope 1 and 2 emissions (market-based) from previous year (%)	-18	-28
		% change in scope 1 and 2 emissions (market-based) from baseline year (2016/17) (%)	-63	-73
		Property energy intensity (kWh/m2)	84	78
		Electricity from renewable sources (%)	96	96
Planet: we will be forest positive and help tackle climate change	Water Use	Property water use (m3)	162,474	169,941



Waste & Recycling

Eliminating waste and increasing recycling

As a responsible business, we are committed to the prevention of generating waste and finding innovative ways to reuse and recycle it.

In 2025/26, total waste generated increased by 7% to 12,823 tonnes. 99.8% of the waste generated has been diverted from landfills and 92%* was recycled.

*92% waste recycled (including food waste and excluding re-used pallets from the waste data).

We work closely with local waste management providers and ensure that our waste reduction and recycling commitments are embedded into our contracts.

We have also issued tote boxes to suppliers to remove the need for cardboard boxes for short journeys.



Kingfisher priorities	Topic	Key KPI	2024/25	2025/26
Planet: fundamentals	Peat	Peat alternative in bagged growing media (% volume sold)	100	100
	Waste	Total waste generated - landfill, incineration, recycling (tonnes)	11,959	12,823
		Waste diverted from landfill (%)	99.6	99.8
		Waste recycled (%)	86.3	91.7



Woodland Trust

We've announced a new three-year partnership with the Woodland Trust to support the restoration and long-term protection of Kingsettle Wood, an ancient woodland of significant environmental and heritage value near Shaftesbury in Dorset.

Since 2022, we've already supported restoration at the site, and we'll continue this through funding, equipment and colleague volunteering.

In 2025, 80 colleagues participated in team-building days to support tree planting at Yonder Oak in East Devon, a 54-hectare woodland creation site being developed by the Woodland Trust. Once complete, it will provide new habitats for wildlife and a free, accessible green space for local communities.

Max Britten, Screwfix Managing Director UK and ROI: "Since 2022, Screwfix has partnered with the Woodland Trust to support their vital work protecting nature, restoring woodland and supporting wildlife across the UK. We're proud to be continuing that support through an exciting new three-year partnership."



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CUSTOMERS

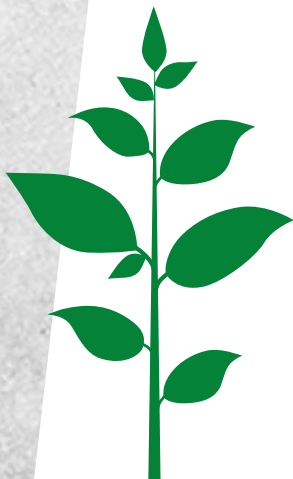
Sustainable Home Products – those that help enable our customers to create a greener, healthier home – represent 49% of retail sales, an increase from 45% last year. Sales generated from Sustainable Home Products have increased from £1,169 million last year to £1,326 million this year

Growing refurbished product offers Screwfix

Screwfix expanded refurbishment at its Stafford Distribution Centre, enabling more products to be repaired and resold. Over 150,000 items were refurbished during the year, up 40% year on year, generating more than £2.3 million in sales.

Since launch, over half a million products have been refurbished, with only 2% requiring recycling. In a customer survey carried out by Screwfix, customers reviewed refurbished products higher than new products (average star rating 4.55 vs. 4.43).

Our business is exploring further opportunities to scale refurbishment, including graded resale, product recovery and longer-term buy-back and take-back models.



COMMUNITIES

- In 2025/26, 296,787 people directly benefited from our community contributions at Screwfix.
- Community contributions have increased 16% compared to last year, at £459,582 in 2025/26.
- Our customers, employees and suppliers contributed £1,494,870 towards our community initiatives in 2025/26.
- Our employees volunteered 2,109 hours to community activities in 2025/26, a 21% increase on 2024/25.

Kingfisher priorities	Topic	Key KPI	2024/25	2025/26
Community: we will fight to fix bad housing	Community contributions	Number of people who directly benefited from your community contributions	325,382	296,787
		Community contributions – Screwfix input (£)	£395,681	£459,582
		Community giving - in-store collections, payroll giving, other employee contributions, customer giving, supplier contributions (£)	£1,444,328	£1,494,870
		Total employee volunteering hours	1,741	2,109



This year, the Screwfix Foundation raised £1.9 million, with colleagues contributing £800,000 through raffle ticket sales and the fundraising campaign.

The Foundation awarded £1.5 million in grants to more than 350 charities and not-for-profits, helping to repair, maintain and improve spaces that provide essential support to people in need. It continued its partnership with Volunteer It Yourself, enabling young people to gain trade skills through hands-on community projects.

In December 2025, the Foundation launched in the Republic of Ireland, and it also began a new partnership with Hospice UK with a £100,000 grant to improve hospice environments.



