

Social Value and Sustainability Report 2025



YPO[®]

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About this report

This report outlines our sustainability and social value achievements from 1 January 2025 to 31 December 2025. It highlights the objectives across our four priority areas, demonstrating how YPO continues to deliver smarter procurements that save public sector money, create opportunities for SMEs, support the communities we serve, prioritise the wellbeing of our people, and reduce our environmental impact.

Opening message from Simon Hill

YPO is driven by a simple purpose: creating positive impact for the communities we serve. Social Value is at the heart of who we are, and this year we strengthened that commitment as we entered the final year of our Invest for Success Strategy.

In 2025, we refreshed our social value and sustainability objectives to ensure they remain focused, measurable and aligned to the needs of our customers and member authorities. I am proud of the significant progress we have made across our four priority areas - Procurement, The Environment, Our People and Our Communities. From reducing emissions and developing more sustainable product ranges, to expanding support for SMEs and VCSEs and delivering award-winning wellbeing initiatives for our colleagues, our impact this year has been both meaningful and far-reaching.

We know expectations around sustainability and responsible procurement are increasing, and we welcome that challenge. It pushes us to continue improving, innovating, and working in partnership with our suppliers, customers and charity organisations to deliver even greater value.

As we look ahead, we are preparing for the launch of our new organisational strategy, with social value firmly embedded at its core. This next chapter will guide our work on key priorities including Modern Slavery, Scope 3 emissions reporting, the creation of our Net Zero pathway and continued investment in communities and people.

Thank you to our colleagues, partners and customers for your continued trust and dedication. Together, we are building strong foundations for the future - and ensuring that everything we do leaves a positive, lasting impact.



Simon Hill
Managing Director, YPO



Introduction: We are Social Value

Our purpose is to serve our communities while reducing our negative impacts and increasing our positive contribution through the way we operate.

In 2022, we launched our Social Value Strategy and Climate Change Strategy, aligned to Invest for Success business strategy.

Our Priorities

Procurement and Supply Chain

Building diverse, ethical and sustainable supply chains, free from modern slavery and based on fairness.



The Environment

Reducing the impact of our warehouse and distribution operations.



Communities

Supporting charities and community groups that matter to our people and make a difference.



Our People

Listening to colleagues, encouraging innovation and creating opportunities for everyone to thrive.

2025

In 2025, we refreshed our social value and sustainability objectives to keep them measurable, achievable and relevant. We made progress across all four priority areas, strengthening the foundations we've built.

This report outlines the objectives in our four priority areas, reviews progress in 2025 and brings our achievements to life through case studies.

Social impact highlights in 2025

The total Social Impact delivered in 2025 is:

£70,430,822



120

Over 120 staff hours spent on local school and college visits



96

96 staff members have provided

664

664 volunteering hours to support local community projects or charities



52

52 weeks delivered in 2025 for 21 apprentices



£27,522

£27,522 of equipment or resources donated to VCSEs



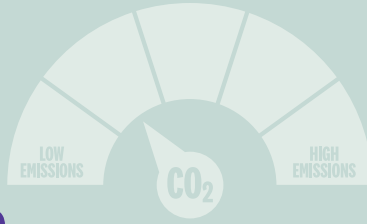
£299,967

£299,967 provided to public sector customers through our YPO Loyalty Scheme, giving public sector customers money back based on their spend with us



27%

27% reduction in scope 1 and 2 carbon emissions from baseline year



£114,483

£114,483 donated to our strategic charity partners



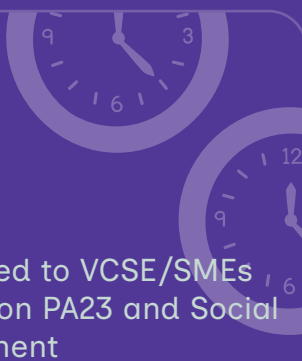
£69.6m

£69.6m spent with SMEs in 2025



100

100 hours delivered to VCSE/SMEs providing advice on PA23 and Social Value in procurement



50

50 wellbeing sessions provided with

523

523 members of staff attending



Procurement and Supply Chain Progress

Goal	2025	Progress
Implementation of a reporting tool to allow social impact delivered through YPO frameworks to be communicated to customers	- Social Value Commitments are embedded in procurements created under the Procurement Act 2023 - Training provided to all procurement colleagues - Updated Responsible Procurement Policy in line with incorporating Social Value Commitments	✓
Modern Slavery Programme to be implemented by 2027	Reviewed and conducted a gap analysis of current procedures	➔
A structured programme for SMEs and VCSEs to support with public sector procurement	- Partnered with Go4Growth for a second year - Educational webinars dedicated to the Procurement Act delivered by experts to SMEs and VCSEs - Second stage of Social Value training course in partnership with Go4Growth live in 2025 - YPO hosted a supplier development day with Go4Growth, bringing together SMEs and VCSEs to focus on social value, better understanding frameworks and procurement.	➔

✓ Partially Achieved ➔ In Progress ✗ Did Not Meet

“ ”

We are committed to building ethical, diverse, and sustainable supply chains that deliver real value for customers while protecting people and communities.

Case Studies

Case Study: Corona Energy and FareShare

Corona Energy, YPO’s Gas framework supplier, pledged a £10,000 annual social value fund. Each YPO gas customer with a contract starting on 1 April received a share of the fund based on their annual usage and could nominate a registered charity to receive a donation.

Nine charities were nominated and unallocated funds were donated to FareShare Yorkshire, which redistributes surplus food to frontline organisations, including more than 400 charities, schools and community groups across Yorkshire.

As part of YPO’s commitment to delivering meaningful social value, four colleagues joined Mat Dodd from Corona Energy for a volunteering day at FareShare Yorkshire’s Leeds Depot.



“ ”

Our team is sincerely grateful for the generous support of YPO as we strive to feed people in need and prevent food waste.

Jonathan Williams,
FareShare Yorkshire’s Chief Executive Officer





Case Study: Empowering SMEs ▼

YPO hosted a supplier development day, ‘Making Procurement and Social Value Work for SMEs’, with Go4Growth to support SME and VCSE suppliers with social value, frameworks and procurement.

The event included discussions on procurement changes and social value in public sector bids, lunch from social enterprise Create Wakefield, and an interactive session using real evaluation examples to show suppliers how social value and sustainability responses are scored.

“ ”

Phoenix is committed to delivering social value and positive impact through the YPO contract, ensuring public sector customers achieve value for money and sustainable outcomes.

Jennifer Clewley,
Phoenix Software Ltd ESG Lead

Case Study: Phoenix ▼

As part of the YPO IT Infrastructure Upgrade project, Phoenix committed to delivering social value aligned with YPO’s priorities. Over the five-year contract, this includes opportunities for young people, support for unemployed adults, apprenticeships and carbon reduction through decarbonisation initiatives.

52

52 weeks of apprentice provided as part of 18-month programme.

20

20 hours career support provided to unemployed adults, including Women in Tech and career talks with Job Centre.



Enviroment Progress

Goal	2025	Progress
Halving operational emissions by 2030 and achieve Net Zero by 2050.	27% reduction in Scope 1 and 2 emissions from baseline year - Utilities and emissions data cleansed to check the accuracy of the baseline 13 old and non-HVO-compliant vehicles have been decommissioned throughout 2025 - Commissioned a third-party carbon accountancy tool to capture and record scope 3 emissions	➡
Ban the sales and use of single-use items and plastic in our Canteen during 2026.	To be further considered as part of the Canteen refurbishment rather than a separate project due to the scope of works and facilities required	➡
Improve the sustainability of YPO brand products whilst maintaining accessibility and quality.	- Launched refillable whiteboard pens - Set criteria that a product must meet to be included in YPO’s eco-friendly range - Promotion of Edding markers and pen recycling scheme	➡

✔ Partially Achieved ➡ In Progress ✖ Did Not Meet

“ ”

At YPO, we recognise our responsibility to minimise our environmental impact and operate in a way that protects the planet for future generations.

Case Studies

Case Study: Refillable, Reusable, Remarkable!

In 2025, YPO introduced its first environmentally friendly dry wipe marker pen made from 90% recycled plastic, for anyone seeking to reduce waste and improve sustainability. These refillable markers can be topped up, up to 35 times, preventing the equivalent of 34 plastic pens from going to landfill for every marker used.

At the end of life, they are 100% recyclable or can be returned through the Edding Recycling Scheme, ensuring responsible disposal. Offered in four colours – black, red, blue and green – and a choice of chisel, broad, bullet and fine nibs, these markers deliver a versatile, high-performance and eco-friendly alternative to traditional single use pens.



Case Study: First step to decarbonating our fleet

The first step toward decarbonising our fleet began with the decommissioning of 13 older, non-HVO-compliant vehicles, paving the way for a transition to cleaner fuel. Work is now underway to convert the existing diesel tank to support Hydrotreated Vegetable Oil (HVO) from January 2026, enabling the YPO fleet to operate exclusively on HVO across 27 vans.

To measure the environmental benefits of this shift, a three-month monitoring period is planned for early 2026 to track and document the reduction in emissions achieved through the change.

Case Study: Travel Survey

YPO conducted its first annual colleague travel survey in 2025, gathering insights into commuting modes, travel choices, and awareness of available incentives and sustainable travel schemes.

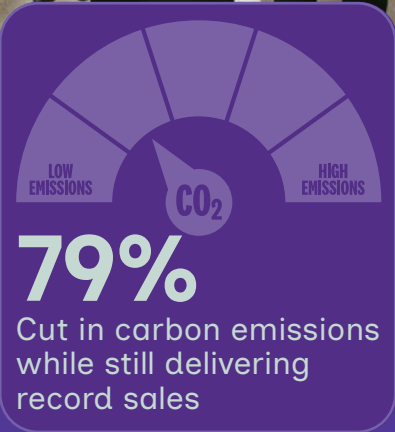
The findings will help shape key areas of planning and promotion for 2026, including targeted behaviour change initiatives and improved promotion of greener travel options, while also strengthening the YPO's carbon footprint data by providing more accurate information on travel patterns.



Case Study: Paper in catalogues

Our marketing agency, Webmart, won gold at the Strategic Mailing Partnership Awards, in the Sustainable Campaign category for YPO's 2025/2026 catalogue.

By using EcoMetrics carbon calculator to identify opportunities for change, Webmart reduced pagination, introduced recyclable mail wraps, and shifted production methods – cutting carbon emissions by an impressive 79%, while still delivering record sales.



Our Communities Progress

Goal	2025	Progress
Increase engagement and support of VCSE's through staff volunteering and donation of stock	156% more stock donated to VCSEs in 2025 compared to 2024 - YPO held three successful corporate volunteering days in 2025 with Brownlee Foundation, Wakefield Hospice and Kidz Klub Leeds. - On the back of feedback received in the volunteering leave survey, the policy was updated to provide employees the opportunity to utilise their leave as two half days or one full day per year. - Volunteering opportunities spreadsheet made available to all employees and opportunities shared on the internal intranet. - In 2025, staff volunteered 579 more hours than in 2024.	→
Grow and enhance how we work with our strategic partners in line with YPO's values.	- Strategic partnership and sponsorship strategy updated, outlining strategic positioning, key deliverables, alignment to YPO's core values, sustainability goals and social value priorities. - Reporting and impact measurements improved - Successful partnerships in place with the NSPCC, Twinkl, Brownlee Foundation, British Library and Wakefield Trinity - More than £48k donated to NSPCC £20k donated to Twinkl Community Collections in 2025	→
Increase engagement with local schools and community groups to develop skills for future success in work.	- Increase career guidance sessions provided to schools in 2025 - Work experience provided for 10 students from Outwood Grange Academy. - A full review of the early career programme has been carried out. - Engaged with local employment and skills service to support under and over 24-year-old NEET people find employment and learn new skills.	→

“ ”

✓

Partially Achieved

→

In Progress

✗

Did Not Meet

We care about giving back to all the communities we serve, and we consider ourselves to be both a local and national organisation.

Case Studies

Case Study: Support of Kidz Klub Leeds

In 2025, we donated £2,076 in stock to Kidz Klub Leeds, supporting over 1,250 children and families in areas of high deprivation. Our contribution helped provide children with their own pencil cases and supplies, as well as supporting community events like playstreets – where Leeds Council closed off the road to allow children to take part in fun activities.

£

£2,076

Stock donated

1,250

Supported in Leeds

“ ”

Thank you so much to you and the team at YPO for your generosity towards the children. It has made so much possible!

Sarah Turner,
Kidz Klub Charity Co-Leader



Case Study: NSPCC Partnership Renewed

In 2025, YPO renewed its charity partnership with the NSPCC for a further three years, committing to donate at least £20,000 annually through YPO-branded product sales. This supports the amazing work the charity does to help children who’ve been abused, protect children at risk and find the best ways to prevent child abuse from ever happening.

Since launching in 2022, the partnership has raised over £100,000, with additional funds contributed through staff fundraising.

To mark the renewal, four YPO vans now feature joint branding and Childline messaging: ‘Creating Safer Childhoods’, helping raise awareness of NSPCC’s support services. The four vans provide the opportunity to spread the word about how people can contact the charity’s Childline by calling 0800 1111. A larger-than-life illustration of two children against a background of YPO’s market-leading glue sticks bears the message, ‘This is more than just a glue stick...’ as part of a wider campaign that supports education, raises awareness about the children’s charity’s Childline service, and supports the NSPCC through sales of the YPO product range.

The partnership also integrates the joint logo across key education product lines, including glue sticks and exercise books, supporting awareness, education, and fundraising.



“ ”

Since launching in 2022, the partnership has raised over £100,000, with additional funds contributed through staff fundraising.



Brownlee Foundation Flagship Event

YPO supported the Brownlee Foundation’s Wakefield event, enabling over 1,000 primary pupils to take part in a triathlon, with 39 colleagues volunteering.

We are proud to have supported the charity for the second year, including donating £17,000 worth of reusable kit bags for the children taking part across the UK and funding transport for the events team.

664

YPO colleagues contributed over 664 hours to good causes in 2025

£54,278

Social impact delivered

Volunteering at Wakefield Hospice

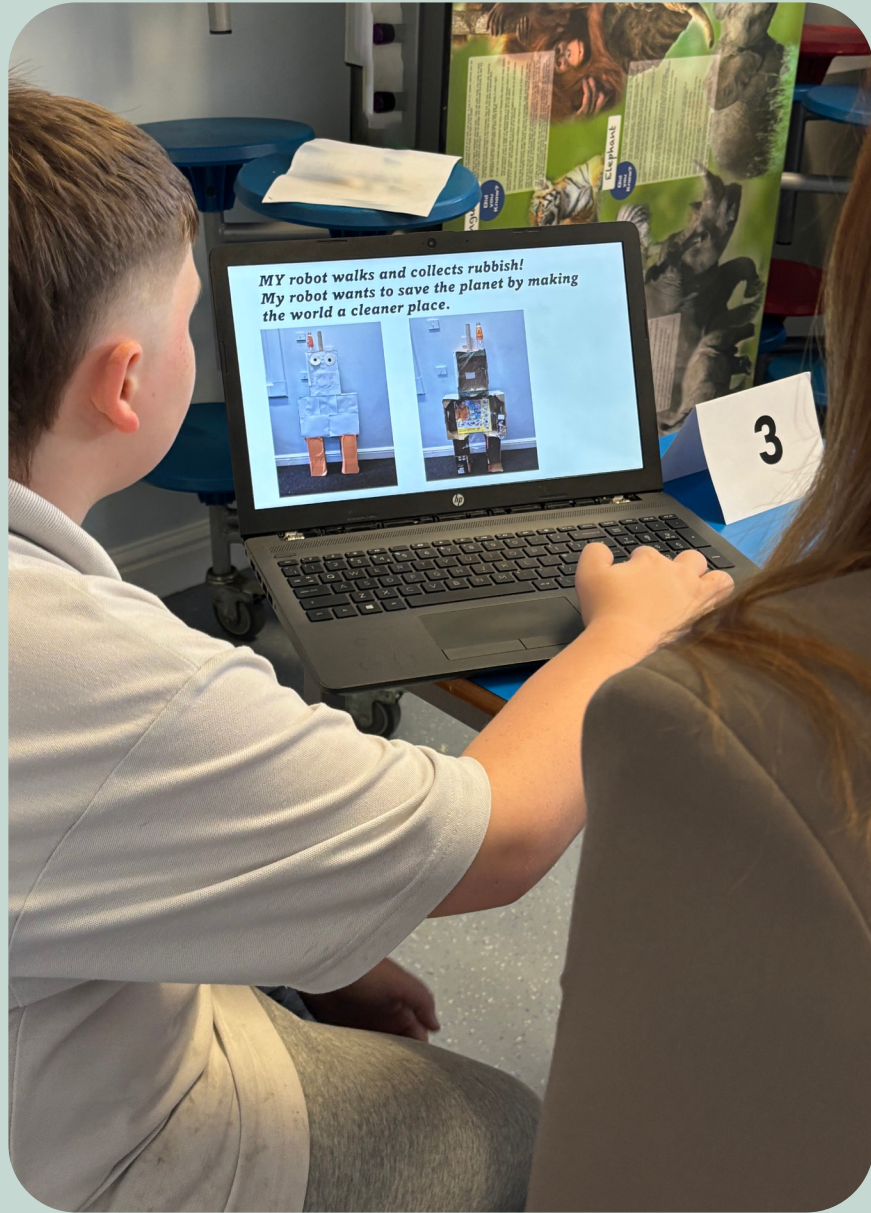
YPO’s Business Services Team volunteered at Wakefield Hospice’s donation centre, helping the charity sort and label donations for sale in one of its stores. The team worked alongside the hospice’s dedicated staff and volunteers, learning more about the impact of their work and the stories behind the donations.

“ ”

It was incredibly humbling to see how much effort goes into every item that ends up on the shop floor, we came away with a real sense of purpose and pride knowing we’d helped in a small but meaningful way.

Kayley Sykes,
Business Services Manager at YPO





Case Study: Investing in the next generation: Ahead Partnership Green Innovators

In 2025, YPO supported Ahead Partnership’s careers and skills programmes, helping young people explore future opportunities in key sectors.

Jodie, a member of the Social Value team, took part in the Green Innovators Primary programme at Hall Cliffe School in Wrenthorpe, engaging Year 5 pupils with complex learning needs, social and emotional difficulties. The programme inspired students to explore careers in the green economy, while building confidence, sustainability knowledge and enthusiasm for learning through hands-on projects.

“ ”

Thank you for making the Hall Cliffe Green Innovators Finale such a fantastic experience for the young people at Hall Cliffe Primary School – it was an absolute pleasure for me to see what had been created and the massively positive response from the children and the teachers. Very much down to your commitment and efforts to make it a success. Thank you!”

Jane McCarthy,
Hall Cliffe School Associate



Our People Progress

Goal	2025	Progress
Workforce planning and resourcing	- Worked with the Local Government Association to develop a model for strategic workplace planning - Worked with departments to develop a skills matrix to identify skills gaps - Developed a toolkit and resources to use to support workforce planning and held briefing sessions for managers - Improved our recruitment processes through the introduction of an applicant tracking system – YPO Careers - Increased the number of apprentices, including a programme of internal apprenticeships, and undertook team leader training - Reviewed and refreshed our apprenticeship governance structure and linked apprentice intake into workforce planning	➔
People and leadership development	Supported structured and paid for learning through our funded training support and budget	➔
Health, wellbeing and inclusion	- Combined our approach to wellbeing and inclusion - Developed a wellbeing and inclusion calendar to support colleagues across a broad range of topics - Continued to roll out actions in our inclusion action plan as a result of diversity survey	➔

“ ”

YPO employs over 560 colleagues, and putting people first is central to our mission and is essential to maintaining our position as a market leader. To deliver on our

✓ Partially Achieved ➔ In Progress ✗ Did Not Meet

strategic objectives, we remain committed to looking after our people, we strengthen our ability to achieve our commercial priorities and continue to grow.

Our People Progress

Goal	2025	Progress
Organisational development and design	- Reviewed our organisation structure and operating model - Restructured our procurement services teams to provide a more coordinated approach to category and framework management - Restructured our IT team to introduce different ways of working to better support digital transformation and modernise our IT services - Continued our programme of digitisation - Reviewed our role profiles and approach to job design	➡
Organisational culture	Through the “One YPO” cultural work, we have begun to strengthen ways of working that support collaboration, inclusion and high performance.	➡

✔ Partially Achieved ➡ In Progress ✖ Did Not Meet



Case Studies

Case Study: Investing in success

YPO places strong emphasis on apprenticeships as essential to develop talent in-house. In 2025, we introduced a new Team Leadership Apprenticeship Scheme, shaped by industry insight and internal feedback, to strengthen development pathways for existing colleagues. This reflects a broader use of the Apprenticeship Levy, supporting both current staff and new roles, and reinforcing our commitment to upskilling and career progression. Six warehouse leaders will begin the programme in 2026.

Since 2011, YPO has supported over 120 apprentices across a wide range of roles. In 2025 alone, 11 new apprentices joined in areas including supply chain, HR, finance, business administration, marketing, customer service and internal communications.



Case Study: Committed to our team’s mental wellbeing

YPO’s commitment to mental well-being was recognised at the Inside Out Awards, where we were awarded Public Sector Employer of the Year. This reflects our ongoing efforts to create a supportive and positive workplace culture.

Our pledge to the Mindful Employer Charter that MD Simon Hill signed on Mental Health Day 2024, and expanding and investing in our Mental Health First Aid (MHF) network, providing refresher training and CPD sessions, were key to our accreditation.

“I’m so proud of how far we have come on our wellbeing journey at YPO. Being surrounded by people who care deeply about mental health is inspiring and a reminder of why this work matters.”

Corina Carney,
YPO’s Wellbeing and Inclusion Business Partner

Case Study: Commitment to creating an inclusive workplace

At the heart of our People Strategy is a commitment to building an inclusive workplace where everyone feels welcomed, included, supported, and valued for who they are.

In early 2025, we partnered with the National Centre for Diversity to conduct a survey with colleagues as part of our ongoing commitment to creating an inclusive workplace where everyone feels supported and able to thrive. This provided an opportunity to gather honest feedback on diversity, inclusion and organisational culture from employees.

The survey results highlighted several priority areas for improvement, providing valuable insights into employee experiences and perceptions. The key development areas identified in the survey enabled the creation of a clear, structured action plan that addresses the findings, ensuring accountability and progress in 2025 and 2026.



Looking Ahead

As we look forward to 2026 and beyond, our ambition is clear: to continue ensuring social value is at the core of our operations and to make measurable progress towards our objectives. In the years ahead, we're committed to going further: deepening our impact on

communities, integrating social value more fully into procurements, and continuing to look after our people whilst reducing our impact on the environment.

