



Antac
support services

The background features several large, overlapping geometric shapes. On the left, there are three diamond-shaped segments containing a photograph of the Gherkin building in London. A large, solid dark grey diamond is positioned in the center-right. A solid red triangle is located in the bottom-left corner.

Antac Support Services Facilities Provider

Responsible Business Document ESG 2025



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Antac Support Services delivers premium solutions tailored to meet the diverse needs of our clients, with a strong commitment to Environmental, Social, and Governance (ESG) principles. Our comprehensive range of services and customer care programs are designed to create safe, efficient, and sustainable working environments for both clients and their staff. Built on a foundation of customer satisfaction, we aim to be the preferred choice in the industry while fostering positive social and environmental impact.

We offer an extensive portfolio of services, including building and maintenance, mechanical, electrical, and HVAC systems, commercial office cleaning, window cleaning, and cable management. Our team consists of highly qualified, experienced professionals, and we are dedicated to continuous training and workforce investment, understanding that our people are at the core of our success.

Our approach to ESG is embedded in everything we do. We are committed to delivering high-quality services in a socially responsible and environmentally sustainable manner.

By adhering to ethical business practices, reducing our environmental footprint, and supporting community projects, we ensure our operations align with long-term sustainability goals. These efforts are reflected in our use of energy-efficient technologies, waste reduction initiatives, and responsible sourcing of materials.

All our services are managed through our integrated Information Management System (IMS), which is certified to ISO 9001:2015, 14001:2015, and 45001:2018 standards, ensuring the highest levels of quality, environmental responsibility, and workplace safety.

Antac has built enduring client relationships based on trust, transparency, and accountability. Our continuous drive for innovation and improvement, coupled with our ESG commitment, uniquely positions us as the supplier of choice for organisations seeking sustainable and ethical service delivery.

Message from our Managing Director, Stephen Burton

At Antac, we are proud of the commitment and talent of our people, our ability to embrace change, and our drive for continuous improvement. We offer a modern, friendly facilities management service to our customers, rooted in teamwork and a dedicated approach to delivering excellence. Our supply chain is crucial to ensuring Antac remains at the forefront of the industry, and we prioritise strong partnerships to enhance both service quality and sustainability.

Environmental, Social, and Governance (ESG) principles are fundamental to our operations. We are committed to reducing our environmental impact, promoting ethical practices, and supporting the communities in which we operate. These values guide our decisions and actions, ensuring that we not only meet but exceed customer expectations in a responsible and sustainable manner. By embedding ESG into our business strategy, we aim to create long-lasting value for our clients, our employees, and the environment.



GOVERNANCE

Senior Executive Team



Stephen Burton
Managing Director



Louise Burton
Operations Director



Anthony Hutchins
Commercial Director



Geoff Fox
Health & Safety Director



Shezan Vayani
Finance Director

Leading by example

Our senior executive management team oversees the company's obligations across financial, operational, ethical and strategic areas, ensuring that Antac adheres to all necessary regulations and corporate governance standards.

Additionally, we incorporate key policies such as anti-bribery, GDPR compliance, modern slavery prevention, equality and diversity, and environmental awareness to ensure we operate responsibly and ethically.

Introducing Geoff Fox

We're delighted to welcome Geoff Fox as Health & Safety Director. Geoff brings over 25 years' experience in Health, Safety, Environment & Quality (SHEQ). He will lead our team of six Health & Safety Managers, Advisors, and Compliance professionals, strengthening Antac's safety and compliance culture. Geoff has extensive experience in high-pressure environments, delivering behavioural safety programmes, managing risk assessments and audits, and supporting clients and employees in achieving the highest safety standards. Outside work, he is a keen golfer. We're excited for the positive impact Geoff will bring

Performance

Last year, Antac achieved a turnover of £42 million, representing an impressive 66% growth over the past five years. This consistent performance has been driven entirely by organic, internally funded expansion, demonstrating the strength and resilience of the business. Looking ahead, Antac is forecasting 35–40% growth over the next five years.

Our vision is to continue expanding and enhancing services for both existing and prospective clients. Antac sets itself apart through long-lasting client relationships, underpinned by a commitment to exceptional service delivery.

COLLABORATIVE
RESPECTFUL
INNOVATIVE
SUSTAINABLE
INSPIRING
RESPONSIBLE

Governance

Antac's team of over 480 skilled professionals is committed to delivering quality and reliability. With the majority of staff employed full-time, we maintain strict control over service standards.

We prioritize staff welfare and development, offering competitive wages, including the Real Living Wage / London Living Wage, to retain top talent. This commitment reflects in our service quality. Employee safety and welfare is a priority, and we provide an Employee Assistance Programme and Discount Gym Membership for staff and their families.

Antac has committed to the principals of the New Fair Payment Code, ensuring full transparency by publishing payment reports twice yearly in line with government best practices. We recognise that timely payments are essential for our supply chain to maintain smooth operations without cash flow disruptions. Antac will sign up to The Fair Payment Code when it becomes available.



At Antac, we are committed to strong governance, prioritising transparency and accountability across key areas. Our gender pay gap reporting reflects our dedication to creating equality of opportunity, regardless of gender, age, sexual orientation, ethnicity, or disability. We actively promote modern slavery awareness, working to reduce the risk of forced labour while promoting ethical practices throughout our supply chains.

Additionally, we foster a culture of Diversity, Fairness, Inclusion, and Respect, ensuring that all employees are equally supported. To reinforce these values, our training programs focus on environmental awareness, GDPR compliance, and anti-bribery practices, ensuring adherence to the highest ethical standards and legal obligations.

Governance

- ✓

Modern Slavery Statement
- ✓

Equal Opportunity / Fairness, Inclusion and Respect
- ✓

Gender Pay Gap Report
- ✓

Carbon Emissions Reporting

Apprenticeships, Training & Development

Antac recognises the importance of Traineeships & Apprenticeships to help develop individuals in specific trades and skills. We actively encourage young people to join our company and provide each individual with a specific development programme. All 'Trainees' are exposed to working alongside our trained employees, who have a wealth of knowledge and experience in the industry, so they can experience the trade first hand.

Antac have 7 Apprentices. Three 2nd year apprentices working on our Ministry of Defence Housing contract. In the photo below are Zac Roberts – Carpentry and Fin Roberts – Plumbing. Both Zac and Fin have been given tools generously donated by Plumbstop and Secure Ironmongery. We look to continue the apprenticeship programme in future years. Other apprentices are on the MoD Core and Quantity Surveyors courses.



I wanted to say a massive thank you to you all!!

You have all been so accommodating and welcoming, I have loved my time working with Antac and I am so very sad to be leaving.

Operational Support covering maternity leave.

I have worked for Antac for 15 years and watched it grow to the very successful company it is now. I enjoy every minute of working here and the challenges that it brings.

Great company to work for that cares about their staff.

Training

Antac recognises that the success of the company depends on the ability to recruit and develop our employees at all levels, to their full potential.

We strongly believe that the investment in our employees training and development is fundamental to ensuring a successful and a consistent level of service delivery.

Development Plans

Each operative receives a personnel development plan and we develop a detailed bespoke training programme for each individual. Each training plan is tailored to the individual roles and the duties that they have to undertake, whilst focussing on aspirations for progression.

Training Programme

We continually invest in the latest technology and training to ensure our services are innovative and effective. With the Health & Safety of our staff at the core of everything we do, all our operatives receive a rigorous training programme including company induction, familiarisation of risk assessment and method statements, COSHH and working at heights.

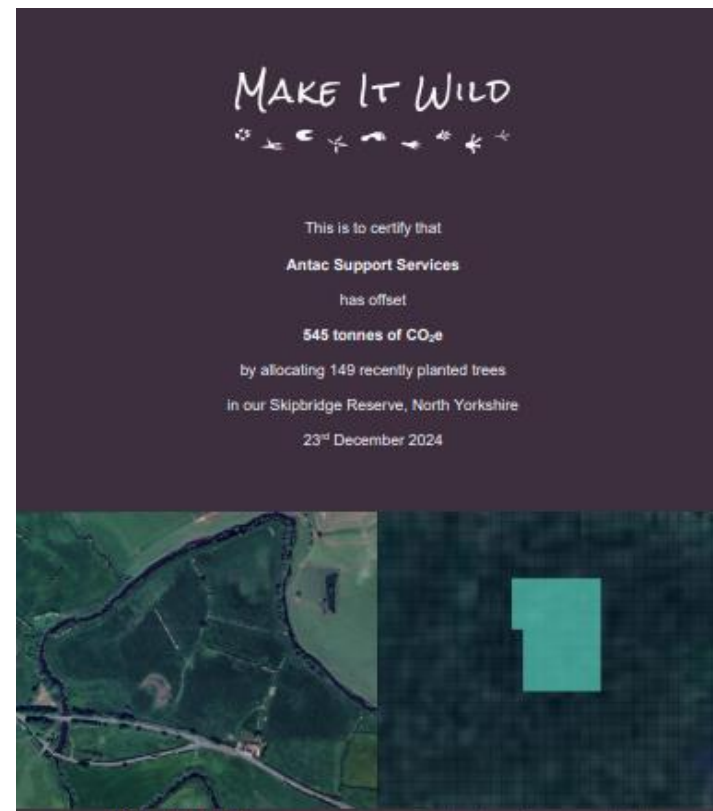
ENVIRONMENTAL NEWS

Carbon offsetting with Make it Wild

In 2024, Antac partnered with Make it Wild to offset 500 tonnes of CO₂e at Bank Woods Reserve in North Yorkshire. The partnership continued in 2025, supporting the offsetting of a further 545 tonnes of CO₂e at Skipbridge Reserve. Make it Wild is dedicated to environmental stewardship, specialising in the restoration and care of ancient woodlands to enhance biodiversity. They work closely with businesses to help them achieve their sustainability goals.

All newly planted trees are documented using drone footage, aerial imaging, and digital mapping, allowing Antac to clearly identify the areas where tree planting has taken place.

Antac remains committed to offsetting our carbon emissions as we work towards achieving Net Zero in the coming years. While offsetting is a vital part of this journey, it is an essential step in reducing our overall environmental impact.



HARVESTING WATER

As a duty of care to protect precious resources, Antac invested in harvesting rainwater from the gutters and downpipes. Water is stored in two 2000-litre bowsers, before being filtered.

As of November 2025, we had harvested 245,000 litres of water. The water harvesting is being rolled out at our Leeds offices in the near future.

Oyster Reef Restoration

Antac has invested in The Solent Oyster Restoration Project, a flagship initiative within the Solent Seascape, dedicated to revitalising the Solent's marine ecosystem. By focusing on protection and restoration, the project delivers nature-based solutions to support both wildlife and local communities.

Over the past two years, Antac Support Services has contributed to the restoration of a 350-square-metre oyster reef, which has shown remarkable progress in recent months. In the River Hamble, 20,000 native oysters have been deployed, and for the first time, oyster spat have been successfully retrieved from Langstone Harbour, a promising sign that the reintroduced oysters are beginning to breed. If this continues, the reef is expected to become self-sustaining, allowing it to naturally thrive and expand.



Tedworth House – Environmental Volunteering

Leadville Parsons led a team of Antac volunteers to install a picket fence and signage around the beehives, ensuring they remain a safe and sustainable resource for recovery and wellbeing. The volunteers also planted a bee-friendly garden, creating a welcoming space for both pollinators and the people who care for them.



CARBON REPORTING

Our Environmental Management System is overseen by our ISO 14001 and is supported by Environmental Ambassadors across each division, to reduce the impact of our services on the environment and seek new innovative ideas.

Our fuel, utilities, water and waste is monitored to see where we can reduce our impact on the environment. The average carbon footprint in the UK is around six tonnes of greenhouse gas emissions (GHG) per person, per year. Our Scope 1 emissions are 1861.7 tCO2e which represents 98% of our carbon emissions.

While Antac is committed to reducing carbon emissions by incorporating more hybrid and electric vehicles into our fleet, there are operational limitations of transitioning fully to electric vehicles. Our window cleaning division faces challenges in adopting electric vehicles, the weight of the water tanks in our reach & wash vans and the extensive distances they travel exceed the range capabilities of current electric models, which average 200 miles per charge. Additionally, the battery power needed to operate water pumps on-site further limits vehicle range.

Another significant barrier is the lack of adequate charging infrastructure, making it difficult to keep vehicles charged during operations. However, we continue to monitor advancements in technology to reassess these challenges as solutions evolve.

Antac have completed Phase 3 of the ESOS Reporting and will be completing an Action Plan in due course.

In September 2025, Antac was proud to achieve a Bronze EcoVadis Award, placing us in the top 35% of businesses in the UK. This recognition reflects our ongoing commitment to sustainability and responsible business practices. The EcoVadis assessment evaluates key areas including sustainable procurement, carbon reporting, environmental performance, and social responsibility, making this achievement an important milestone in our sustainability journey.



OUR STRATEGIES FOR POSITIVE FUTURE

Our strategy and plans for a sustainable future as part of our Corporate Social Responsibility



Working with supply chain

Increase awareness of local diverse supply chain. Increased resources with our procurement team, proactive with smaller companies sharing best practise and supporting with Modern Slavery.



Review circular economy & Waste Reduction

Review of reuse and recycle. Increased monitoring and recording of waste.



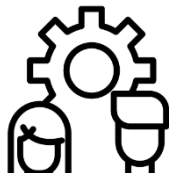
Reducing our impact on the environment

How can we reduce energy use and be more sustainable .



Staff wellbeing

Supporting our staff's wellbeing, providing an Employee Assistance Programme, discounted Gym membership, Mental Health First Aiders.



Apprenticeship and personal development opportunities

Providing training, personal development plans



Community projects and volunteering

Supporting local foodbanks, homeless charities in the community and working with our Suppliers and customers to support engagement in the community.



Supply Chain Sustainability School

Attending webinars, lunch'n'learn sessions, to increase knowledge and innovation in our operations and procurement strategies.



ISO 14001:2018

ISO 14001 demonstrating our commitment to the environment, with targets and objectives. Our Environmental System is overseen by a team of Ambassadors, keen to drive positive change.

Supporting the Armed Forces Community



In 2019 Antac signed up to the Armed Forces Covenant, which is a promise by the nation ensuring that those who serve or who have served in the armed forces, and their families, are treated fairly. Antac are extremely proud to have received the ERS Gold Award in July 2023.

Antac is proud to provide a wide range of services to Ministry of Defence Housing and the built estate in the Southeast. Our teams are committed to maintaining the highest standards in the work we deliver to this critical infrastructure. We are dedicated to supporting charities associated with the armed forces, including veterans and reservists. This commitment reflects our appreciation for the sacrifices made by service members and our desire to give back to those who serve or have served our country.

Antac are delighted to be one of Jonathan Candler’s main sponsors. Jonathan has secured the title of Armed Forces Race Challenge Champion for both 2023 and 2024, narrowly missing out in 2025 due to the final race being cancelled because of heavy rain. Despite suffering engine failure earlier in the season, he demonstrated exceptional determination and skill, finishing second overall—a remarkable achievement.

Jonathan is a REME Reservist with 19 Tank Transporter Squadron based in Bulford. Having trained as an HGV mechanic apprentice, he later broadened his expertise by joining the Army Reserves as a REME Vehicle Mechanic (VM). Beyond his racing success, Jonathan is passionate about supporting veterans as they transition from military to civilian life, he supports Mission Motorsport events and exhibited at Army Motorsport Day to inspire others through his experience and commitment.



Supporting veterans and reservists

"As an Open University (OU) student, Gregg Stevenson, who graduated in 2022 with a BSc (Hons) in Sport, Fitness, and Coaching, went on to win Paralympic gold in the mixed double sculls in Paris.

Gregg's achievement was made possible by the Open University Disabled Veterans' Scholarship Fund, which Antac has proudly supported over the last 3 years and has committed to future funding. This partnership provides disabled veterans across the UK with free access to life-changing education.

Gregg’s inspiring journey—from his early discharge from the Army, through his studies with the OU, to becoming a Paralympic champion—exemplifies why Antac is so committed to supporting the Disabled Veterans Fund. Helping veterans transition from military life to a fulfilling civilian career is central to our mission." – Tracy Grunwell, Philanthropy Manager, Open University Disabled Veterans Fund.



Wesley McGuinness competed in the International Powerlifting Federation Commonwealth Championships in October 2024 in South Africa, proudly winning a Gold Medal. He continues to compete and actively promote the sport at all levels.

Antac are proud supporters of various charities connected to the Armed Forces and value the contribution of veterans within our workforce. We actively encourage and welcome applications from those transitioning from military to civilian careers, offering meaningful employment opportunities across our business.

Corporate and Social Responsibility

Delivering additional social value to our communities and wider stakeholders remained fundamental to our operations and business model at Antac Support Services.

COMMUNITY VOLUNTEERING

Antac took part in a SOMAD (Stand Out and Make a Difference) Day alongside Vinci Defence Services, where our team replaced rotten fencing, installed a canopy over the washroom door, and removed all waste, transforming the garden at Hills Café.

This much-loved community hub, part of the One Can Trust family, provides a safe and welcoming space serving fairly priced food and coffee, while its garden offers vital outdoor space and community activities for children and adults who may not otherwise have access to one. Xenia Murray FRSA, on behalf of the café's Board, expressed heartfelt thanks for our efforts, praising the incredible transformation.



SUPPORT IN THE COMMUNITY

This year Antac will be supporting Wycombe Homeless Connection (WHC), with donations to their foodbank and contributing to the emergency winter shelter.

WHC run a winter shelter January to March for rough sleepers in South Buckinghamshire. Antac will be providing basic essentials as part of one of our community projects. WHC hope to support people moving on from the shelter to accommodation.

Without support from local businesses this would not be possible.



Antac has provided support to several grassroots football teams by supplying team kits. Local football teams face challenges in affording new equipment and renewing their kits.

Supporting these teams is vital, as football offers far more than just sport; it fosters teamwork, discipline, and overall well-being.



Antac

support services

Head Office

0870 600 8686
enquiries@antac.co.uk
antac.co.uk

Unit 1, Lisle Rd
Hughenden Ave,
High Wycombe,
HP13 5SQ

