

# ESG IMPACT REPORT

September 2025



 **SENTRY**  
Fire Safety  
Group 



# AN INTRODUCTION FROM OUR CEO

Back in 1997, I began my journey with Sentry Doors as a Bench Joiner. Over the past 28 years, I've had the privilege of witnessing and being part of the incredible transformation of our company. From a SME manufacturer to a trusted leader in fire door production, our evolution has been shaped by a steadfast commitment to quality, compliance, and innovation. Today, as CEO, I'm honoured to lead a team that continues to build on that legacy, with an ever-stronger focus on sustainability and responsibility.

It is with great pride that we publish our first ESG Impact Report – a milestone that reflects not only how far we've come, but also where we're headed. This report represents our commitment to transparency, continuous improvement, and the role we play in creating a safer, more sustainable future for all. I look forward to the journey ahead as we continue to grow responsibly and make a meaningful impact in our industry and beyond.



Ty Aziz, CEO

# AT A GLANCE

## OUR BUSINESS

Sentry Fire Safety Group is the UK's leading provider of certified timber fire safety and security doorsets. Backed by Cairngorm Capital, our group comprises Sentry Fire Safety Group (Doncaster) and Sentry Fire Safety Group (Birmingham) from where we manufacture our well-known Knowles range. Our customers think of us as 'Sentry Doors', combining decades of industry expertise. Together, we are a trusted partner in delivering reliable, compliant fire safety solutions across the built environment.

 Cairngorm Capital

 SENTRY  
Fire Safety  
Group

 SENTRY  
DOORS  
The secure choice for fire safety

 KNOWLES  
Part of SENTRY DOORS



## OUR MISSION

Our mission is to manufacture and supply certified fire and security doorsets that meet the highest safety and compliance standards—providing peace of mind and long-term protection for the people and places that rely on us.



## OUR PRODUCTS

We design and manufacture bespoke, fully certified timber fire doors and associated safety solutions. Our products are rigorously tested and certified by leading industry bodies including BM TRADA, Certifire, and Secured by Design—demonstrating our unwavering commitment to quality, compliance, and performance.

In 2024 we produced over 17,000 doorsets, for both new buildings and to replace non-compliant doorsets in existing buildings.



## OUR NETWORK

We operate from two strategically located manufacturing sites in Doncaster and Birmingham, covering more than 100,000 sq ft. These facilities enable us to deliver consistent, high-quality production while supporting regional employment and sustainable operations.



## OUR PEOPLE

Since 2019, our team has grown from 28 to over 200 skilled professionals across manufacturing, logistics, and support roles. We're proud to invest in local talent and create quality employment opportunities as our business grows.



## OUR CUSTOMERS

We serve more than 3,000 customer accounts across a diverse range of sectors, including social housing, education, healthcare, leisure, and commercial buildings. Our work plays a crucial role in safeguarding public and private spaces where people live, learn, work, and recuperate.



## OUR PERFORMANCE

In recent years, we have delivered strong and sustainable growth:

- Revenue increased fivefold
- EBITDA tripled, reflecting enhanced operational efficiency
- Production scaled significantly to meet growing demand for certified fire safety solutions

Our performance has been recognised nationally, with Sentry named amongst the UK's fastest growing investment-backed businesses in 2024.





## OUR ESG APPROACH

At Sentry, we believe that our impact on people, communities and the environment is just as important as our financial performance. We understand that long-term success depends not only on what we achieve, but on how responsibly we operate.

As a manufacturer of certified fire safety products, our core business already contributes meaningfully to society—helping to improve safety and save lives in the buildings where people live, work, and gather. This gives us a strong foundation for responsible growth.

But we want to go further. We're committed to doing our part in building a cleaner, greener, and fairer future. That means 'doing the right thing' - minimising our environmental footprint, investing in our people, and making a positive impact in the communities we serve.

In addition, we recognise that working in the right ways will have a positive impact on us remaining a sustainable, successful business and achieving our strategic objectives.



Our Environmental, Social and Governance (ESG) strategy focuses on three key areas:



#### ENVIRONMENT

Managing and reducing our impact on the natural world



#### SOCIAL

Treating people fairly, creating a great place to work and having a positive impact on society



#### GOVERNANCE

Working ethically, responsibly and in line with best practice

Our ESG approach is central to how we run our business. It reflects our values, shapes our culture, and guides our decisions. Whether we're reducing our environmental impact, supporting colleague wellbeing and development, or maintaining high standards of governance, we're focused on making a positive and lasting difference.

We've always worked in a responsible and considerate way, but over the past 12 months, we've stepped up our efforts. From introducing new policies and working practices to gaining a clearer picture of our impact, we've put in place the systems needed to measure and track our progress.

We're proud of how far we've come, but we know there's more to do. Our ESG strategy continues to evolve as we review, measure and learn. This first impact report marks an important milestone—a transparent account of the actions we've taken, the progress we've made, and the standards we hold ourselves to as we work towards a more sustainable and inclusive future.

Our ESG approach is central to **how we run our business**. It reflects our values, shapes our culture and guides our decisions.

SENTRY DOORS



# OUR THREE YEAR ESG ROADMAP

At Sentry Doors, ESG principles guide our growth and operations. The roadmap below sets out our priorities for the next three years - focused on sustainability, social responsibility, and strong governance. It reflects our commitment to meaningful progress and lasting impact across our business and community



## Working In Line With UN Goals

ENVIRONMENTAL	UN GOAL 9	INNOVATION AND INFRASTRUCTURE
	UN GOAL 11	SUSTAINABLE CITIES AND COMMUNITIES
	UN GOAL 12	RESPONSIBLE CONSUMPTION
SOCIAL	UN GOAL 3	GOOD HEALTH AND WELL-BEING
	UN GOAL 4	QUALITY EDUCATION
	UN GOAL 8	DECENT WORK AND ECONOMIC GROWTH
	UN GOAL 10	REDUCED INEQUALITIES
	UN GOAL 17	PARTNERSHIPS FOR THE GOALS
GOVERNANCE	UN GOAL 5	GENDER EQUALITY
	UN GOAL 8	DECENT WORK AND ECONOMIC GROWTH
	UN GOAL 9	INDUSTRY, INNOVATION, AND INFRASTRUCTURE
	UN GOAL 16	PEACE, JUSTICE, AND STRONG INSTITUTIONS
	UN GOAL 17	PARTNERSHIPS FOR THE GOALS

We will continue to review and build plans and targets for 2025 and look forward to sharing our progress and achievements next year. For further information on our ESG commitments, or if you'd like to provide feedback, you can contact us at [enquiries@sentrydoors.co.uk](mailto:enquiries@sentrydoors.co.uk)





## ENVIRONMENTAL

The main environmental impacts of our business come from the use of natural and manufactured resources, energy consumption, vehicle emissions and the generation of waste. Within the group, we work to ISO 14001:2015 standards and numerous UN Goals to reduce negative impacts on the natural environment.

「 We've transitioned from using solvent-based products to having **over 90% of our range now water-based**, helping to reduce harmful chemical use and environmental pollution. 」



## Products & Suppliers

By their very nature, our products help to encourage environmental responsibility and sustainability. We use best practice and innovative energy efficient products that ensure fire safety but also have positive environmental impacts - including noise reduction and thermal efficiency.

We work closely with our suppliers to ensure that our environmental standards are maintained throughout the supply chain. We take a responsible approach to timber sourcing, using FSC and PEFC certified timber from sustainable forests that are managed to internationally agreed social and environmental principles. We are now working to prove the chain of custody across the group.

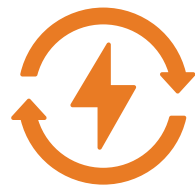
Our doors are also data-tagged as standard. This not only reduces paper printouts in recording the chain of custody, but easy traceability of the doors history also means that requirements for any replacements can be better monitored and managed, reducing the need for - and impact of - additional production.

We've transitioned from using solvent-based products to having over 90% of our range now water-based, helping to reduce harmful chemical use and environmental pollution. Where solvents are still used, we have a robust separation and disposal process.

Our products are packaged in corrugated cardboard made from recycled paper, which is also 100% recyclable, as well as recycled plastic packaging.



「 We **recycle our waste**, reuse sawdust and use waste wood burners to produce heat. 」



## Sustainable Operations

Efficiency is built into our processes — not just to enhance productivity, but to minimise environmental impact by reducing carbon emissions, energy use, and waste. We've introduced an energy consumption report, an energy compliance register, carbon monitoring and a waste providers log so we can better track our impact and improvements in these areas and invest in technology and new processes that support greener ways of working.

Our facilities are designed to be energy-conscious, and we are working to further reduce our footprint through measures such as LED lighting, waste reduction initiatives and paperless working where possible.

Our new machines have energy saving mechanisms built in and we will be reviewing our manufacturing layout to support further efficiencies. We also use return air ducts from the extraction process to create an efficient and energy intensive heating system.

As much as we work hard to minimise it, it is inevitable that our business activities will generate some waste so we make sure it is disposed of in the most appropriate way. We recycle our waste, reuse sawdust and use waste wood burners to produce heat.

To reduce the amount of vehicle emissions we create, we group deliveries by postcode to reduce miles travelled and operate some of our own fleet so we can control the environmental impact as much as possible.

## ENVIRONMENTAL COMMITMENTS

- 「 Reduce waste streams by a further 10%
- 「 Set Scope 1 and Scope 2 carbon reduction targets
- 「 Optimise our manufacturing layout for further efficiencies
- 「 Achieve ISO 14001:2015, FSC and PEFC across the group
- 「 Continue to reduce our overall energy use to reach net zero as soon as possible before 2050





## SOCIAL

At Sentry, people are at the core of our business — whether they're colleagues, customers, or members of the communities in which we operate.

Our aim is simple: to treat them in the right way, so that they have a positive experience and so we create an environment where people enjoy working for us, with us, and around us.

Internal training frequently takes place, **helping to upskill our teams in real time.**



## Colleagues

The best businesses are all about great people so we want to support our colleagues to be the best they can be. We want them to enjoy being at work and have the skills and support they need to flourish. Our board and leadership team understand the importance of being a responsible local employer and take pride in recruiting from the local communities and supporting the team with their development.

We foster a safe, respectful, and inclusive culture, supported by policies covering diversity, equity and inclusion, whistleblowing, anti-corruption, anti-bullying, and modern slavery. All colleagues have access to a comprehensive employee handbook, ensuring clarity and consistency in how we work.

In line with UN Goals, we pay fair wages to all colleagues that meet or exceed National Living and Minimum Wages and other market benchmarks. Our benefits package includes paid leave, flexible and hybrid working options, a healthcare cash plan and a confidential Employee Assistance Programme that provides mental health and counselling support. We are currently looking to introduce mental health first aiders.

Internal training frequently takes place, helping to upskill our teams in real time. Feedback from the teams has also allowed us to review production processes for continuous improvements on colleague wellbeing with a specific focus on Hand Arm Vibration impacts - which has seen trigger times reduced by over 60% - and noise reduction.





## Communities

We never forget that we are - and that we are proud to be - part of the communities in which we operate, so our social responsibility includes looking outside as well as into our business and being good neighbours.

At a fundamental level, our products help to support the quality of life for people in our communities by driving up safety in the physical environments where they live and work. More broadly, we are proud to be on the steering group providing feedback to the leadership team implementing the recommendations from the Grenfell Report as well as other elements of the Fire Safety Act, helping to drive best practice and fire safety throughout the UK. We are also looking to extend our knowledge sharing by offering educational content on fire safety to local community groups as well as our customers.

We contribute to our local communities by providing employment for local people and always use local suppliers wherever possible. We are an active member of the Doncaster Chamber of Commerce, reinforcing our local engagement and business credibility.

Through our partnership with Trees for Cities, we help plant trees to enrich urban woodlands and green spaces – supporting cleaner air, biodiversity and community wellbeing. We also support two nominated charities through fundraising and awareness activities and are currently exploring a charity partnership with the Firefighters Charity.



## Customers



Our social responsibility extends to the service we deliver to our customers and how we treat them. We are committed to providing secure, sustainable solutions that help safeguard their environments and enhance long-term value. We're focused on the things that matter most to them and work hard to deliver an easy, efficient and enjoyable customer experience.

We have over 3,000 live customer accounts across a range of sectors, including social housing, education, healthcare, leisure and commercial sectors, helping them all to ensure the highest standards of safety and compliance in their built environments.

We offer regular free webinars to help customers understand the importance of fire safety and how to procure the most appropriate solutions for their specific environments. These sessions also give them CPD points, contributing to their own personal development. In addition, we produce educational content through blogs, social media and published editorials that further help to share the importance of fire safety.

We also regularly provide onsite tours for customers, guiding them through the various elements of the manufacturing process that ensure safety and compliance.

## SOCIAL COMMITMENTS

-  Deliver colleague sustainability training
-  Maintain above living wage commitment
-  Build on our charity partnerships
-  Extend our knowledge sharing to offer educational content to local community groups
-  Implement mental health first aider certification





## GOVERNANCE

At Sentry, strong governance is fundamental to how we operate. It underpins our commitment to being a responsible, ethical, and trustworthy business — for our people, customers, suppliers and other stakeholders. Whether someone is investing with us, using our services, or building their career here, they can be confident that we act with integrity and transparency.

「 We continually review the market and adapt our product offer to meet requirements and we're trading well, controlling our costs, managing our cash and investing in our plant and facilities to drive operational efficiencies. 」



## Being a responsible business

Responsible businesses play a part in generating economic value and sharing wealth with suppliers, colleagues, investors, the government and local communities as well as providing products and services to customers; all of whom then generate and share wealth of their own.

We are committed to growing our business to deliver a financial return for stakeholders as well as ensuring continuity of supply for customers and secure employment for colleagues. We continually review the market and adapt our product offer to meet requirements and we're trading well, controlling our costs, managing our cash and investing in our plant and facilities to drive operational efficiencies.





## Business structures and ways of working

Our management structure provides a breadth of capability, experience and commercial insight from across a range of market sectors. The Operating Board members are responsible for business direction, resource allocation and governance and also have functional expertise. We hold monthly Board meetings and produce detailed reports to ensure continuous visibility and accountability.

Health and safety is always reviewed first at our board meetings, to ensure we are focused on protecting our colleagues and communities as a priority. We also take on board feedback from our teams to drive continuous improvement in wellbeing and operational processes.

We have colleague policies and procedures in place - including health and safety, diversity and inclusion, business ethics, recruitment, conflicts of interests and modern slavery - to ensure we work in the right ways to recognised standards. We pay fair wages to all colleagues, in accordance with National Living and Minimum Wages. Whilst it is not an obligation, we intend to start measuring, reviewing and improving transparency of our Gender Pay Gap for equal pay and would like to become a Real Living Wage certified employer.

We maintain industry certifications that demonstrate our commitment to quality, safety, and environmental standards, including ISO 9001:2015, ISO 14001:2015 IFC, BM Trada Q Mark, Certifire, BS EN 1634 - 1 and Made in Britain.

We also take our data security seriously. Alongside GDPR compliance, we have stringent controls in place to manage data retention and protection, prevent breaches, and ensure third-party security. Our cyber security framework includes multi-factor authentication, AI-driven email threat detection, and insurance coverage for added resilience.

This year, we have appointed an ESG lead, established a cross-functional ESG Steering Group and included quarterly ESG reviews at board level.

We're proud to be on the steering group providing feedback to the leadership team implementing the recommendations from the Grenfell Report as well as other elements of the Fire Safety Act, helping to drive best practice in passive fire safety throughout the UK. We are committed to having even further positive influence by lobbying Government and other bodies as a responsible manufacturer.

As a responsible business, we are committed to responsible purchasing. We actively manage risk in our supply chain and prioritise suppliers who demonstrate strong environmental, social, and ethical standards. This includes a focus on sustainable sourcing, secure processes, and corporate responsibility.

We're always looking to strengthen our supply base and maintain robust practices to support our ESG goals. That means working with suppliers who share our values and driving continuous improvement across our supply chain.

## GOVERNANCE COMMITMENTS



Introduce measurement and review of our Gender Pay Gap and become a Real Living Wage certified employer



Continue to review and adapt our products to suit market requirements and ensure future growth



Continue to invest in plant and factories to ensure optimal operating levels



Continue to try and influence positively on society, lobbying on and championing best practice in passive fire safety





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