

ESG Report 2025

vergo.



Executive Summary

ESG Highlights in 2025

- Vergo continued to strengthen its approach to sustainable pest management by investing in non-toxic and preventative control solutions, reducing reliance on traditional chemical treatments.
- PowerShield was developed and deployed as a proprietary non-toxic rodent deterrent solution focused on behavioural prevention rather than lethal control, supporting improved environmental outcomes.
- Expanded canine rodent detection capability across the UK, providing an accurate, non-invasive method of identifying rodent presence and harbourage. This enables earlier intervention, targeted treatment, and reduced biocide use.
- Ongoing operational improvements, including route optimisation and fleet efficiency initiatives have continued to support reductions in fuel use, emissions and overall environmental impact.

Headline Metrics

8,229Total GHG emissions (tCO₂e)**489**

Full-time equivalents

16.95

Waste produced (metric tonnes)

17.4%

Share of female FTEs

49.3

Energy consumption (MWh)

31.74

GBPm revenue

Business Profile and ESG Approach

About Us

- Vergo operates in the UK pest management sector, delivering commercial and residential pest control and wildlife management services.
- In pest management, the type of treatment applied directly affects environmental impact (for example, pesticide use typically has a higher carbon footprint than traditional trapping methods). Using alternative, non-toxic treatment methods reduces risk and environmental harm associated with biocide use.
- Sustainability is embedded in Vergo's operating decisions including fleet management, treatment selection, waste control and annual ESG action planning.

How Our ESG Approach is Evolving

MARKET CHANGES

The sector is moving toward prevention-led Integrated Pest Management (IPM), supported by tighter stewardship and stronger expectations on responsible biocide use.

INCREASED REGULATIONS

Rodent glue traps in England are now restricted and only used in exceptional cases (under licenses by professional pest controllers), reinforcing the need for lower-harm alternatives.

DATA-LED OPERATIONS

Data-led connected monitoring, smart detection, and targeted intervention are becoming central to both customer value and sustainability performance.

MANAGEMENT MODEL

Vergo reviews material themes annually, tracks defined KPIs, and maintains an action plan designed to reduce risk and create long-term value.

Our Key Material ESG Themes

	UPSTREAM	OPERATIONS	DOWNSTREAM
Environmental			
Climate	Climate change mitigation and Energy (Carbon footprint management)		
Water and marine resources			
Biodiversity and ecosystems			
Resource use and circular economy			Waste Hazardous materials management
Social			
Own workforce		Working conditions: Health and safety Employee health and safety	
Workers in the supply chain			
Affected communities			
Costumers and end-users			Personal safety of consumers and/or end-users Product quality and safety
Governance			
Business conduct		Corporate culture Governance and ESG strategy	



Our Key Material ESG Themes

Climate Change Mitigation & Energy

Vergo's CO₂e emissions mainly come from our vehicle fleet and purchased goods and services. We are reducing through fleet electrification (EV/PHEV), smarter routing to cut mileage, improved energy sourcing and efficiency and improved Scope 3 visibility with key suppliers.

Working Conditions

Vergo focuses on a fair, supportive workplace through a clear DEI/anti-harassment stance, access to wellbeing support and ongoing training and development to help attract and retain colleagues.

Waste and Hazardous Materials

Vergo manages pesticides/rodenticides and any contaminated materials as controlled waste, using defined segregation and disposal processes to prevent environmental and health & safety impacts, with traceable transfers via approved contractors.

Health and Safety

Vergo operates an integrated QHSE management system, supported by documented policies, audits, and incident/near-miss reporting to reduce risk and drive continuous improvement.

Personal Safety of Consumers and End-users

Vergo protects customers and end-users through quality assurance and local management audits, client audit support, and formal complaints/helpdesk processes, underpinned by ISO 9001 quality management.

Corporate Culture

Vergo reinforces expected behaviours through a clear people and governance framework (including a formal People Charter and board oversight), alongside zero-tolerance policies on misconduct, modern slavery and unethical practices.

ESG Risks and Opportunities

Climate Change Mitigation

Risk

Offering products/services with relatively high carbon footprints may lead to losing customers with ambitious climate targets. High levels of GHG emissions may result in increased costs associated with future carbon taxes.

Opportunity

Positioning Vergo's offering as a solution to reduce customer GHG emissions has the potential to drive revenue growth.

Waste

Risk

Momentum could stall if sustainable solution development slows and customers perceive competitors as greener.

Opportunity

Broader green and greener service options can differentiate the proposition and strengthen customer appeal.

Health and Safety

Risk

Poor workplace safety could lead to incidents, legal exposure, reputational damage and financial consequences.

Opportunity

Ensuring product quality and safety may increase productivity and reduce sick leave.

Personal Safety of Consumers and End-users

Risk

Product or service failures could harm the brand leading to decreased sales and create potential legal disputes.

Opportunity

Ensuring product quality and safety can enhance brand reputation and customer trust, leading to customer loyalty and increased revenue.

Corporate Culture

Risk

Misconduct in operations or the supply chain could damage Tyro Group's reputation and lead to loss of talent and skilled workers.

Opportunity

A culture of transparency and high ethical standards can improve employee morale while building trust with stakeholders, customers and suppliers.

Priority Projects and Progress in 2025

1 CSRD readiness

Project Description:

Vergo is in scope of CSRD through its parent company, Tyro Group. Tyro Group will report in line with the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

A key priority is to put the right foundations in place across the group (including Vergo), including clear ownership and governance, a double materiality assessment, and a robust CSRD/ESRS data collection and reporting structure.

Progress:

- Sourced and implemented new GHG and ESG reporting platforms (Emisoft for GHG reporting and Mount for ESG reporting) (fully completed).
- Double materiality assessment (DMA) commenced.

2 Local Social and Environmental Impact

Project Description:

With over 400 employees across all regions of the UK, our people have the reach to support local communities and environmental initiatives in a practical way

By providing the right tools and resources, Vergo can enable employees to take part in local social and environmental activity that matters in their area and to capture and report impact through agreed measures (e.g. volunteering hours and local sustainability actions)

Progress:

- OnHand app was rolled out across Vergo.
- 86 colleagues signed up, 10,515 missions were completed, 6,594+ volunteer hours were logged, 39,641 kg CO2 were saved, 140 kg plastic waste were prevented, and 854 trees were planted.

3 Non-toxic Pest Control

Project Description:

Tightening regulation and stewardship expectations in the UK are driving a shift away from biocides towards non-toxic, prevention-led Integrated Pest Management (IPM). For example, in England it is now an offence to use rodent glue traps except under licence and in exceptional circumstances.

This creates an opportunity for Vergo to lead the market by expanding innovative non-toxic solutions through in-house development, new products, and strategic partnerships, with a stronger focus on prevention and targeted interventions.

Progress:

- PowerShield was developed and deployed to several customers.
- Canine detection capability expanded across the UK.
- Pest Alert Sentry smart traps progressed.
- Thermal AI and heat detection trials continued.

Priority Projects Actions for 2026

PRIORITY 1

CSRD Readiness

- Complete the double materiality assessment (DMA) in line with CSRD/ESRS requirements and secure sign-off.
- Confirm the internal working group and clear responsibilities for CSRD/ESRS delivery (ownership by topic/data stream).
- Establish a robust CSRD/ESRS data-collection structure using the reporting platforms already implemented (controls, evidence, and audit trail)

PRIORITY 2

Local Social and Environmental Impact

- Establish local social impact initiatives in each Vergo region, each with a named regional lead and a simple quarterly plan. (Proposed action leveraging existing OnHand roll-out.)
- Run region-based OnHand campaigns (e.g., quarterly “local impact weeks”) and report outcomes by region and nationally.
- Agree a small set of impact KPIs and publish quarterly reporting (e.g., volunteering hours, actions completed, CO₂ saved) using OnHand outputs

PRIORITY 3

Non-toxic Pest Control

- Further develop PowerShield to increase coverage beyond entry points towards an “entire perimeter” proposition.
- Standardise the PowerShield commercial rollout pack (survey template, spec, maintenance plan, and contract/rental terms) to support consistent scaling.
- Scale non-toxic delivery options alongside monitoring (expand canine detection and smart monitoring where it reduces repeat visits and biocide reliance).

ESG KPI overview

KPI	Unit	2024	2025
ENVIRONMENTAL			
Scope 1	tCO ₂ e	2,013.13	1930.36
Scope 2	tCO ₂ e	30.35	29.48
Scope 3	tCO ₂ e	6516.83	6269.43
Total GHG emissions	tCO ₂ e	8560.31	8229.27
GHG intensity (GBP)	tCO ₂ e / mGBP	234.32	259.30
Energy consumption	MWh	49.30	49.31
Energy intensity (GBP)	MWh / mGBP	1.55	1.55
Share of renewable energy	%	0.00	0.00
Waste produced	Metric tonnes	20.26	16.95
Hazardous waste produced	Metric tonnes	11.10	9.41
SOCIAL			
Total number of FTEs	#	495	489
Share of female FTEs	%	16.8	17.4
Number of injuries	#	41	36
Vehicle incidents	#	129	108
Vehicle incidents (at fault)	#	61	45
Short-term absenteeism rate	%	1.13	2.12
Long-term absenteeism rate	%	1.39	1.41
Total absenteeism rate	%	2.52	3.52
Employee satisfaction score*	#	2.7	3.5
GOVERNANCE			
Data security breaches	#	0	0

Vergo GHG emissions breakdown 2025



Scope	Category description		Total CO ₂ e emissions [tonnes CO ₂ e] - 2025
Scope 1	Total Scope 1 GHG emissions (tCO ₂ e)		1930.36
Scope 2	Total location-based Scope 2 GHG emissions (tCO ₂ e)		8.73
Scope 2	Total market-based Scope 2 GHG emissions (tCO ₂ e)		20.75
Scope 3	Purchased goods and services		3972.19
Scope 3	Upstream transportation and distribution		1691.01
Scope 3	Fuel and energy related activities		469.52
Scope 3	Business travel		135.79
Scope 3	Waste generated in operations		0.69
Scope 3	Employee commuting		0.23
Scope 3	Capital goods		0
			8229.27

Source of the emission factors and GWP rates used:
UK Department for Business, Energy & Industrial Strategy (DEFRA)

Scope 1: 1,930.36 tCO₂e | Scope 2: 29.48 tCO₂e | Scope 3: 6,269.43 tCO₂e

Appendix: reporting parameters

Entity information

Legal name	Vergo Pest Management Ltd
Company registration no.	3173779
NACE sector code	81.291 - Disinfecting and exterminating activities
Headquarters	2 Olympus Park Business Centre, Quedgeley, Gloucester, GL2 4DH

Reporting details

Parent company	Tyro TopCo AS
Reporting period	1 January 2025 to 31 December 2025
Contact	Managing Director: Henry Mott henry.mott@vergo.uk ESG Responsible: Richard Bartkow richard.bartkow@vergo.uk