



Arrow
COUNTY SUPPLIES



OPERATING FOR HUMANITY

Annual Sustainability Report **2024-25**

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OUR VISION

PROVIDING HYGIENE FOR HUMANITY.

OUR MISSION

To be the industry's cleaning and janitorial supplier of choice, providing innovative cleaning products and services that help people **WorkSmarter**.



ABOUT US

INTRODUCING ARROW COUNTY SUPPLIES

Arrow are one of the UK's leading suppliers of cleaning and janitorial products. With over 45 years' experience, Arrow know what cleaning teams need to operate efficiently and effectively.

Driven by our 'Advise, Supply, Support' methodology, Arrows takes an innovative approach that goes beyond just supplying products. From our national own-transport delivery networks, dedicated WorkSmarter Programme and range of over 10,000 cleaning and hygiene products, the 'Arrow Way' ensures you have the products and processes you need to maintain exceptional cleaning standards.



INVESTORS IN PEOPLE®
We invest in people Platinum

INTRODUCTION

OUR 2024-25 FOR HUMANITY REPORT

At Arrow, we believe building a sustainable future is one of the most important challenges of our time. Issues such as climate change, global warming, and resource scarcity affect us all, and we are committed to playing our part in creating positive change.

A MESSAGE FROM OUR MANAGING DIRECTOR

Our award-winning “For Humanity” Sustainability Programme is at the heart of our approach. Built on our mission to “provide hygiene for humanity”, this integrates sustainability into everything we do - providing a clear roadmap to address environmental and social challenges while ensuring we deliver our ESG (environmental, social and governance) commitments.

This report shares how we’re working toward these goals, showcasing the steps we’ve taken and progress we’ve made throughout 2024.

Through our “For Humanity” Programme, we’re addressing global sustainability challenges and building a better future for all.



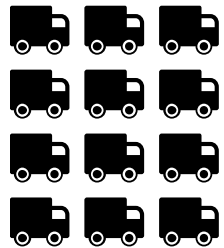
Bruce Blackledge
Managing Director



IN 2024, WE ACHIEVED...

ECOVADIS GOLD

Retained for the second year running.



**INTRODUCED
OUR 1ST-PHASE
ELECTRIC FLEET**

Operating 12 zero-emission electric vans.

100%

Deliveries across Central and Greater London completed by our EV fleet.

£3,322

Donated to wide-ranging charitable causes

71%

Sales from sustainable Greenleaf® products – a **4% increase** from 2023.

100%

Buildings lit using LED lighting, complete with light and motion sensors.

58%

Company cars are now electric or hybrid, reducing emissions.

Carbon per delivery reduced by 0.1, saving

4.1 tCO2e

Saved

13,500M

Label ribbon by introducing a new delivery packing process.



85.5%

Energy from renewable REGO-certified sources.

22.5%

Scope 1 emission intensity reduction.



We were awarded the prestigious **Eco Business of the Year Award 2024** for the West Midlands.

We completed our first total carbon footprint calculation, including a complete subset of Scope 3 emissions.

We recycled **14,165kg waste** – **71% of our overall waste output!**

£1818

Fundraised for our Charity of the Year, Shropshire Mental Health Support

£1,021

Surplus food donated to support local food banks

OUR APPROACH

OUR SUSTAINABLE DEVELOPMENT PILLARS

Our approach is built around three sustainable development pillars: **Planet**, **People**, and **Community**. These pillars drive our goals and actions, ensuring we make a real difference to our environment and the communities we serve.

PLANET

Reduce environmental impact and achieve Net Zero emissions by 2040.

OUR OBJECTIVES

- 1. Achieve Carbon Net Zero for Scopes 1 and 2 by 2030, and for all scopes by 2040.
- 2. Achieve 90% total turnover from sustainable, Greenleaf® labelled products by 2028.
- 3. Reduce organisational waste and resource consumption by 20% by 2028.

PEOPLE

Create a supportive, inclusive workplace where everyone can thrive.

OUR OBJECTIVES

1. Invest in workforce development and support our staff in reaching their full potential.
2. Provide a flexible, inclusive and empowering working environment for all our employees.
3. Promote employee wellbeing, and ensure our staff feel happy, safe and supported in their roles.

COMMUNITY

Build an ethical, sustainable supply chain and positively impact local communities.

OUR OBJECTIVES

1. Support local communities where we operate via joint community impact programmes.
2. Drive local employment and economic growth through local supply relationships.
3. Develop sustainable supply chains, taking a 'keep it local' approach where possible.

PLANET

OUR 2024 PROGRESS



OUR PLANET OBJECTIVES

1. Achieve Carbon Net Zero for Scopes 1 and 2 by 2030, and for all scopes by 2040.

2. Achieve 90% total turnover from sustainable Greenleaf® labelled products by 2028.

3. Reduce organisational waste and resource consumption by 20% by 2028.

OUR 2024 PROGRESS

100%

LED lighting across facilities.

85.5%

Renewable REGO-certified electricity.

4.1 tCO₂e

Delivery carbon saving.

18.41%

Reduction to Scope 1 emissions intensity.

2040

Net Zero target.

71%

Sustainable product sales.

20%

Vehicles retrofitted with FuelActive™ system.



92%

UK-based supply chain.

Maintained Ecovadis Gold

12

100% electric, zero emission delivery vans.

We recycled **14,165kg waste** – **71% of our overall waste output!**

COMMITMENT 1

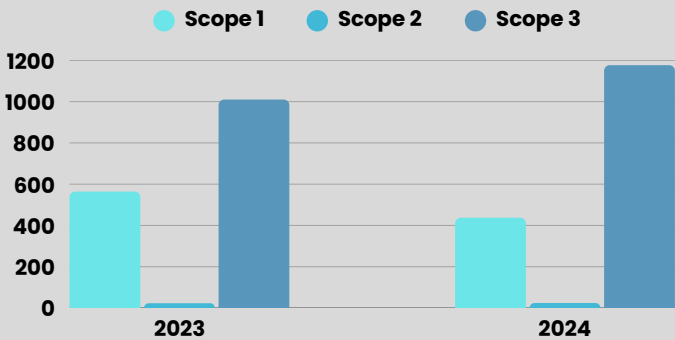
WORKING
TOWARDS
NET ZERO

We are committed to playing our part in combating climate change by achieving Net Zero Carbon emissions across our operations and supply chain. This means reducing our carbon footprint at every stage—both our direct activities and our supply chain.

We aim to achieve Net Zero Carbon for Scope 1 and 2 emissions by 2035, with a full Net Zero commitment across all emission areas by 2040. Led by our established Carbon Reduction Plan, we maintain a clear pathway to achieve these goals, ensuring we stay aligned with evolving global standards and best practices.



2024 NET ZERO PROGRESS



2024 saw Arrow achieve significant business growth, resulting in a total 2.55% increase to our overall carbon footprint (versus overall 20% business growth).

However, within our overall emission scopes we achieved significant progress, including a **22.5% reduction to Scope 1 emissions, 7.05% reduction to staff commuting emissions and 64.65% reduction to IT services emissions** - demonstrating our progress towards Net Zero.

OUR NET ZERO ROADMAP

Here's how we plan to reach Net Zero:

- 2025** Install additional EV charging points for staff.
Introduce e-bike charging stations to develop our Cycle-to-Work scheme.
Survey all suppliers on carbon reporting capabilities.
- 2026** Begin solar PV installation at our Midlands Head Office and Warehouse.
- 2027** Replace 50% of staff vehicles with battery electric vehicles (BEVs).*
- 2028** Use supplier Carbon Reduction Plans to inform procurement decisions.
- 2029** Replace 50% of delivery vehicles with zero-emission vehicles (ZEVs).*
- 2030** Achieve 100% battery electric staff vehicles.*
Complete solar PV installation at Midlands Head Office and Warehouse.
- 2035** Transition 100% of delivery vehicles to ZEVs.*

**Based on standard vehicle replacement schedules.*



Scan here for our full
Carbon Reduction Plan



REDUCING FLEET EMISSIONS

In 2024, we reduced our average carbon impact per delivery by 0.1kg – saving a total 4,103kg carbon in 2024. This improvement is thanks to our investment in the MaxOptra Transport Management System, which has enabled us to optimise our delivery routes, consolidate loads, and provide the most efficient delivery service.

Additionally, we've retrofitted 20% of our existing internal combustion engine (ICE) delivery fleet with FuelActive™ fuel filtration system. This innovation reduces ICE vehicle emissions by 20% by purifying vehicle fuel, helping accelerate our transition to a fully zero-emission fleet.

In 2025 we plan to continue this rollout across our fleet, in addition to investigating alternative fuels such as HVO.

ELECTRIC FLEET LAUNCH GREATER & CENTRAL LONDON

In 2024, we took a major step toward a greener fleet by introducing 12 fully electric vehicles (EVs) into our operations.

These EVs, operated by our logistics partner Mango Logistics, are already making a significant impact, with 100% zero-emission deliveries across Greater and Central London.



In 2024, we also launched a staff incentive program to encourage car-sharing, reducing both staff commuting miles and associated emissions.

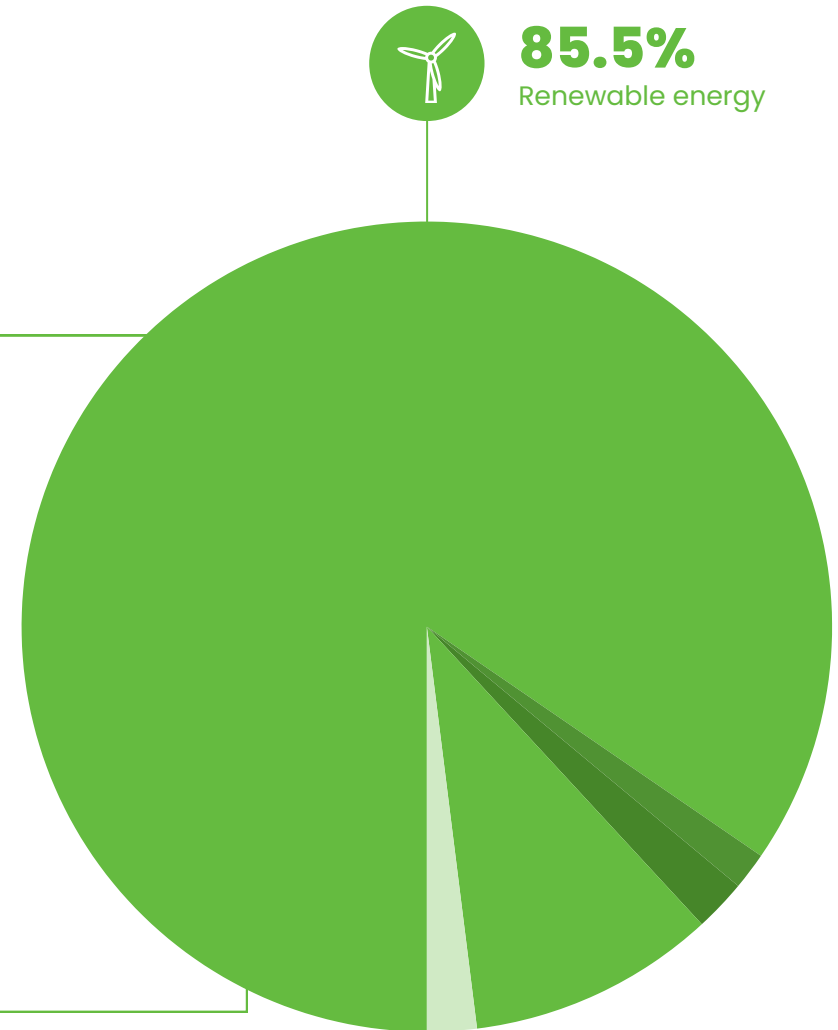
58% company cars are also now electric or hybrid, and we are on-track to fully phase-out ICE staff vehicles by 2028.

REDUCING ENERGY CONSUMPTION & BUILDING IMPACT

85.5% of our purchased energy is from REGO-certified sources, helping reduce our carbon footprint.

We have invested in LED lighting across our infrastructure, with our Shrewsbury Head Office, National Distribution Centre and 3 Regional Distribution Centres (RDCs) operating 100% LED lighting (including significant investment at our Scottish RDC).

We've also made significant investments in technology to drive energy efficiency, including replacing all onsite forklifts with highly efficient lithium-ion battery models.



COMMITMENT 2

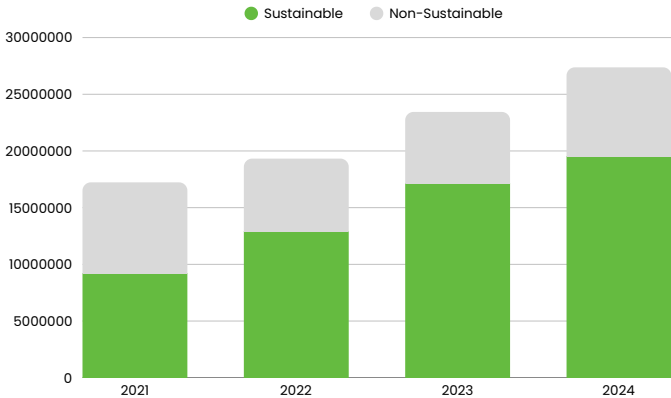
DELIVERING
SUSTAINABLE
PRODUCTS



At Arrow, we believe sustainability begins with offering our customers products that help them reduce their environmental impact.

Our Greenleaf® product sustainability programme is at the heart of this mission, providing a range of high-performing, sustainable products assessed against rigorous environmental criteria.

This year alone, we increased our Greenleaf® range by 5%, with 24% of our total product range now classified as sustainable.



Greenleaf Product Sales, 2021 - 2024

In 2024, **71% sales** came from our sustainable Greenleaf® range, reflecting the growing demand for environmentally friendly products.

This included hitting a milestone of 1,000 Greenleaf®-approved products, thanks to the addition of new sustainable offerings and our efforts in supporting suppliers in enhancing their existing products.

ABOUT OUR GREENLEAF® METHODOLOGY

With over 3,100 products in our core product portfolio, we recognise the importance of offering a diverse range of sustainable products and empowering our customers to make responsible choices.

Every Greenleaf®-approved product is clearly labelled in our catalogue and on Arrow Connect portal. Product details include recyclability status and any external environmental accreditations, providing customers with the detail they need to make informed decisions.

SIMPLIFYING SUSTAINABLE CHOICES

To earn Greenleaf® approval, all products must meet at least one area of our Greenleaf® criteria.

However, as sustainability standards and customer expectations evolve, so does our Greenleaf® sustainable selection methodology. We're committed to continuously refining our Greenleaf® process to address emerging environmental challenges, support supplier innovation and strengthen the maturity of our sustainable product range.

OUR GREENLEAF® CRITERIA



Products helping reduce resource consumption.



Products made from recycled materials.



Products with external environmental certifications.



Products with recycled packaging.



Products that are produced sustainably.



Products that are biodegradable, compostable or recyclable.

SUSTAINABLE SUPPLIER SELECTION

LEADING SUSTAINABILITY THROUGH OUR SUPPLY CHAIN

In 2024, we further advanced our ISO:14001-accredited supplier selection process, working closely with our suppliers to gain a deeper insight into their sustainable development strategies and ensuring their alignment with our ESG objectives.

DRIVING ACCOUNTABILITY & COLLABORATION

As part of our supplier selection process, all potential suppliers are required to provide detailed data on key environmental metrics, including single-use plastic reduction strategies, carbon reduction initiatives and waste management practices.





Suppliers are scored based on their responses, and our supply chain team collaborates with them to create tailored action plans for improvement. This proactive approach ensures transparency with our customers and drives progress across our entire supply chain.

OUR 2024 PROGRESS INCLUDES...

92%

Suppliers are UK-based.

29%

Suppliers have an environmental management system accredited to ISO 14001 standards or an equivalent.

34%

Suppliers operate an integrated, documented sustainability policy.

25%

Suppliers maintain a defined Carbon Reduction Plan with clear Net Zero objectives.

29%

Timber products are sourced from sustainably managed forests, supported by appropriate certifications.



COMMITMENT 3

A ZERO-WASTE ORGANISATION

Resource scarcity and the environmental impact of single-use materials, particularly plastics, are critical global challenges, and we are committed to tackling these issues head-on.

In 2024, we produced 14.165 tonnes of waste, successfully recycling 68.1% of our organisational waste, with a further 31.9% waste converted into energy. These achievements demonstrate our commitment to adopting circular economy principles and reducing our environmental footprint.

STREAMLINED PACKAGING PROCESSES

In 2024, we optimised our delivery packaging process, reducing the number of printed labels per order from two to one – saving 168.4kg of waste annually, equivalent to 13,500m label ribbon and over £2,000 cost.

REUSING AND RECYCLING PALLETS

Through our continued partnership with Shropshire Pallet Recycling (now in its 3rd year), we returned and recycled 250 waste pallets in 2024.

ELIMINATING PLASTIC HAND TOWEL WRAPS

Across our Andarta® hand towel range, we replaced all plastic hand towel wraps with 100% recycled, FSC-certified paper wraps – eliminating approximately 67 tonnes of plastic annually from our supply chain.





TRANSITIONING TO RECYCLABLE PACKAGING TAPE

Following successful trials, we are phasing out plastic packaging tape for environmentally-friendly paper tape, made from 100% recycled, renewable, and FSC-certified materials, replacing approximately 5 tonnes plastic tape annually.

EXPANDING RECYCLING FACILITIES

To further improve waste management, we installed 2 new recycling stations at our Head Office, making it easier for staff to segregate and recycle office waste (baled in-house and sent for recycling weekly).

DIGITAL PROOF OF DELIVERY TECHNOLOGY

Through our Arrow Connect portal, we successfully expanded our paperless delivery system to include digital proof of delivery signatures and photos. This real-time solution reduces paper waste and streamlines a traditionally paper-heavy process.

SUPPORTING CLIMATE ACTION

LOCALLY AND NATIONALLY



SUSTAINABILITY WEST MIDLANDS

In 2022, Arrow proudly became members of Sustainability West Midlands, a not-for-profit organisation focused on driving sustainable development across the region - supporting collaboration with like-minded organisations, promoting innovation and sustainable leadership.



CLEAN TECH BUSINESS GROUP

We've partnered with external carbon specialists The Clean Tech Business Group to ensure transparency and credibility in our carbon reporting. Their guidance and external validation strengthens our Net Zero strategy, ensuring we meet industry standards.



WEST MIDLANDS COMBINED AUTHORITY NET ZERO PLEDGE

Arrow has signed the West Midlands Combined Authority (WMCA) Net Zero Pledge, committing to reduce our carbon emissions in line with the West Midlands regional goal of becoming a Net Zero economy by 2041.

The WMCA helps guide our journey toward faster emissions reduction, with practical support and guidance to achieve your Net Zero transition.

SUSTAINABLE ACCREDITATIONS

ENSURING SUSTAINABLE LEADERSHIP



ECO BUSINESS OF THE YEAR 2024

Arrow were honoured with the prestigious Shropshire Chamber of Commerce Eco Business of the Year Award for 2024, recognising our leadership in sustainability and commitment to eco-friendly business practices.



ECOVADIS GOLD

Our 2024 Ecovadis assessment saw us achieve Gold level for the second year running, scoring an impressive 75 out of 100 (progressing our score by 5 points since our last assessment).

This achievement reflects our continued 'Advanced' level of sustainability management, and alignment with global sustainability standards.



ISO:14001, ISO:9001, ISO:45001

We successfully maintained our ISO:14001, ISO:45001 and ISO:9001 accredited, reflecting our compliance and commitment to continuous improvement.

PEOPLE

OUR 2024 PROGRESS



OUR GOALS

1. Invest in workforce development and support our staff in reaching their full potential.

2. Provide a flexible, inclusive and empowering working environment for all our employees.

3. Promote employee wellbeing, and ensure our staff feel happy, safe and supported in their roles.

OUR 2024 PROGRESS

6 values

Respect, Recognition, Honesty, Excellence, Improvement, and Efficiency.

£67,510

Invested in staff training.

48

Hours staff equality, diversity and inclusion training.

30.2%

Women in our team.

234

Staff training hours logged on our staff training portal.

Outstanding

Employee Net Promoter Score.



Disability Confident accredited employer.

INVESTORS IN PEOPLE®
We invest in people Platinum

We successfully maintained our Investors in People Platinum accreditation

PEOPLE

Our People Pillar is at the heart of everything we do. It's not just about policies—it's about creating a workplace where everyone feels valued, supported, and empowered to thrive.

We're proud of our people-first initiatives that set a high standard for care, growth, and excellence - promoting wellbeing and inclusivity, while embracing our core values of **Respect, Recognition, Honesty, Excellence, Improvement**, and **Efficiency**.



INVESTING IN OUR PEOPLE

EMPOWERING GROWTH, WELLBEING & INCLUSION

We believe a skilled, motivated, and well-supported workforce is key to achieving excellence. In 2024, we invested over £67,510 in staff training, ensuring our team members have the tools and resources to grow both professionally and personally.

Each employee is provided with a tailored personal development plan and training matrix, helping map out a clear growth path and encourage career progression.

Annually, we invest approximately £750 per employee on staff training and development, supporting our commitment to building a highly skilled team.

Our team logged 234 training hours on our IIRSM-accredited iHASCO training portal, which covers essential areas such as health and safety, interpersonal skills, and management training. This training enhances our employees capability and prepares them for greater challenges and leadership roles in the future.



WELLBEING AND EMPLOYEE BENEFITS

Our Employee Benefits Programme is one of the cornerstones of our people-first approach. We believe that employee wellbeing is paramount to long-term success.

This year, we expanded the program to ensure all employees, no matter how long they've been with us, have access to a wide range of benefits, including:

EMPLOYEE BENEFITS PROGRAMME



**FREE FOOD
& DRINK**

Weekly free lunch, alongside complimentary hot drinks, fruit, and snacks every workday.



**BIRTHDAY
DAY OFF**

Birthday day off to encourage work-life balance and celebrate milestones.



**PERSONALISED
REWARDS**

Including individual work plans, team outings, and performance bonuses.



**QUARTERLY
VIP AWARDS**

Recognising employees who truly live our core values.



**FLEXIBLE
WORKING**

Supporting hybrid and flexi-time to balance work and personal commitments.



**CYCLE
TO WORK**

Promoting healthier, more active commutes, and helping staff save money on bicycles.

In addition, we regularly host whole-team events to promote wellbeing and build connections between staff, including our Annual Away Day, company lunches, and a variety of wellbeing initiatives, including:

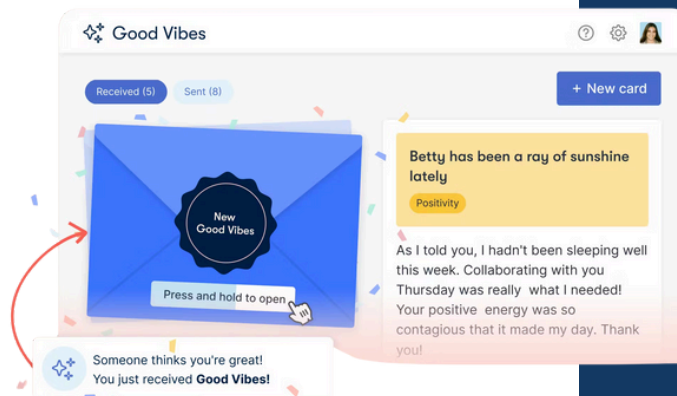


From L-R: "Wear It Green Wednesday" Event; Charity Raffle; Woodfired Pizza Lunch; The Great Charity Picnic; Know Your Numbers Week Health Assessments; Move it March Walkathon Challenge.

EMPLOYEE FEEDBACK AND ENGAGEMENT

To ensure we are always improving, we've implemented OfficeVibe, a dedicated platform for employee feedback. Employees complete a fortnightly wellbeing survey to monitor staff satisfaction and promote employee voice – helping us achieve our current Employee Net Promoter Score of 7.8/10 ('Outstanding').

Additionally, the platform's Good Vibes function encourages employees to send positive 'Good Vibe' recognition cards to colleagues, reinforcing our Recognition value.



INVESTORS IN PEOPLE® We invest in people Platinum

In 2024, Arrow successfully completed our mid-term Investors in People check-in, confirming our Platinum Investors in People status. This prestigious rating places Arrow in the top 6% of organisations assessed against their leading "We invest in people" Framework, reflecting the strength of our workplace culture and our commitment to continuously investing in our people.

"The workforce feels a strong sense of identity with the company. Employees are encouraged to contribute ideas, make decisions, and achieve their full potential. Arrow is a great place to work, and they should be proud of their ongoing achievements."

Assessment Feedback, Investors in People

EQUALITY, DIVERSITY & INCLUSION

We are committed to creating a diverse and inclusive workplace. Our Equality, Diversity, and Inclusion (EDI) training continues to play a central role in our culture. All employees receive EDI training during induction and biennially, with a total of 48 hours EDI training completed in 2024.



We maintain a strong focus on disability inclusion and are proud to be a Disability Confident Accredited Employer, reflecting our commitment to making the most of opportunities arising from employing disabled persons.



INTERNATIONAL WOMENS DAY 2024

We are committed to creating a diverse and inclusive workplace. In 2024, we celebrated International Women's Day, marking a significant milestone with **30.2%** of our team being women. This reflects our strong commitment to gender equality and career development for all.

COMMUNITY

OUR 2024 PROGRESS



OUR GOALS

1. Support local communities where we operate via joint community impact programmes.
2. Drive local employment and economic growth through local supply relationships.
3. Develop sustainable supply chains, taking a 'keep it local' approach where possible.

OUR 2024 PROGRESS

£3,322

Total charity donations made in 2024

£1,021

Surplus food products redistributed via food banks nationally.

258

Volunteering hours completed by our teams.

4

Work experience students supported in our Head Office.

£103,000

Positive social value delivered, measured via the National TOMs portal.

SHROPSHIRE
MHS
Mental Health Support

£1,818

Raised for our charity of the year, Shropshire Mental Health Support.

Green

MSAT rating maintained across all our contracts.



“Thank you so much for thinking of St Gregory's Food Bank.”

Donation Feedback

At Arrow, benefiting local communities is at the heart of our mission. Our “For Humanity” approach is all about connecting, engaging and actively support the communities where we operate. We are dedicated to making a lasting difference in the regions we serve, reflected in our focus on volunteering, charitable initiatives and promoting social responsibility.

MAKING A DIFFERENCE

OUR CHARITY PARTNERSHIPS

In 2024, Arrow partnered with various charities donating a phenomenal £3,322 across a wide range of causes.

OUR CHARITY OF THE YEAR

Each year, Arrow selects an annual charity partner to support. This year, our staff chose Shropshire Mental Health Support – a Midlands-based charity providing mental health support and services to communities across Shropshire. We hosted multiple fundraising events across the year, raising a total £1,818.02 for the charity.



5.8M

Steps completed across the team during our March Walkathon as we got moving for our mental health.

£1,054

Partnering with our suppliers, we fundraised an incredible £1,054 through our Big Charity Raffle.

4

Visits from the Shropshire MHS Wellbeing Van, providing personal mental health support to staff.

£542

Now in it's third year, this year's Great Arrow Bake Off raised a whopping £542 – truly “baking” a difference.

ONGOING COMMUNITY PARTNERSHIPS

We are proud to maintain strong relationships with a number of local charities and community projects. In 2024, we continued to support key initiatives including:



Local foodbank partnerships, redistributing £1,021 surplus food to foodbanks nationally.



£3,322 charity donations, supporting a wide range of national and local causes.



£1,000 hygiene product donated to tackle hygiene poverty throughout 2024.



£775 charity event sponsorship, including dragon boat races, cycling challenges, coffee mornings and raffles.



£800 funding sponsorship provided to cleaning teams to complete Assist FM's BICSc-certified Cleaning Management Fundamentals course.



Providing litter picking equipment for local litterpicks, as well as holding our own litter pick at a local nature reserve.

VOLUNTEERING

A force for good

In August 2024, we proudly launched our staff volunteering scheme, with all employees granted one day off per year for volunteer work. To date, our employees have contributed an impressive 258 hours to local causes, with volunteers from across company departments.

CREATING LOCAL OPPORTUNITIES

Through our dedicated ‘Educate by Arrow’ programme, we maintain close partnerships with local education providers, creating meaningful opportunities for young people in our local communities.

We continued our partnership with Telford College, supporting an apprentice through their Level 2 Accounts Finance Assistant Apprenticeship Programme.



4

Work
Experience
Students

1

Local
Apprentice
Employed

We supported 4 under-18 work experience students from schools across Shropshire, helping students gain experience and develop practical workplace skills.

SOCIAL VALUE & COMMUNITY IMPACT

DELIVERING OVER £103,000 POSITIVE SOCIAL VALUE

Arrow is committed to being a socially responsible organisation, and actively use the Social Value Portal to track and report our Social Value contributions. In 2024, we accumulated an impressive **£103,729 Social Value** directly through the Social Value Portal.

This was driven by a variety of initiatives, including:*



Contributing £92,634,98 to local supply chains.

£45,664 Delivered SLEV



Delivering £4,339 in staff training, including diversity and inclusion initiatives.

£4,185 Delivered SLEV



Contributing £4,911.54 in innovative environmental safeguards and responsible business initiatives.

£4,912 Delivered SLEV

RESPONSIBLE SOURCING

BUILDING A SUSTAINABLE, ETHICAL SUPPLY CHAIN

Guided by our Sustainable Sourcing Policy and clear Supplier Code of Conduct, we ensure our supply partners uphold the highest standards of sustainability, ethics and responsibility.

PROMOTING ETHICAL SOURCING

Our rigorous supplier selection process ensures products are only sourced from manufacturers meeting international labour standards as set by the International Labour Organisation (ILO). In addition to our initial assessment, suppliers are required to submit regular evidence to demonstrate compliance, reinforcing our commitment ethical sourcing.

Additionally, we use the Modern Slavery Assessment Tool (MSAT) to evaluate contract-specific supply chains. This proactive approach enables us to identify and communicate any ethical risks to our customers, ensuring transparency and accountability. In 2024, we maintained a Green rating across all contracts.

MODERN SLAVERY STATEMENT

While not legally obligated under the Modern Slavery Act, Arrow voluntarily published a Modern Slavery Statement in 2024, reflecting our leadership and transparency in tackling this critical issue.

This reflects our proactive approach to ensuring our supply chain operates free from modern slavery, maintaining a zero-incident performance record.



*Click here to read our
2024 Modern Slavery
Statement*





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