



Solid State Logic

OXFORD • ENGLAND

ESG
REPORT
2025

Executive Summary

Solid State Logic (SSL) remains committed to embedding Environmental, Social and Governance (ESG) principles across our operations and culture. As a globally recognised leader in audio technology, we continue to deliver high-quality products while reducing environmental impact, advancing sustainable design and supporting the communities in which we operate.



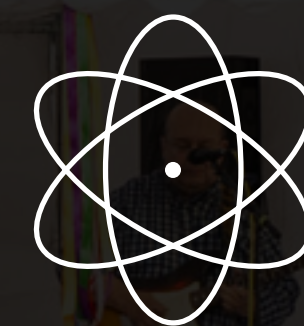
In 2025, we strengthened our environmental performance through enhanced recycling initiatives including food waste and WEEE streams alongside continued investment in renewable energy, sustainable packaging and responsible material sourcing.

Our focus on energy-efficient product design and long product lifecycles reflects our commitment to lowering overall environmental impact.



SSL also continued to support Sobell House Hospice through fundraising and awareness activities, including the Cross Bar Challenge and participation in the Oxford Half Marathon.

These efforts highlight our ongoing commitment to making a positive difference in our local community.



Our focus on STEM and STEAM education remains central to our outreach.

SSL employees actively engaged with local schools, providing mentorship, work experience and hands-on initiatives such as our DJ mixer kit project that help to inspire future talent while promoting diversity and inclusion across engineering and creative industries.



Internally, we foster a collaborative and inclusive workplace that prioritises employee wellbeing and development. In 2025, we expanded engagement initiatives, including wellbeing activities, skill-sharing opportunities and regular town halls to support open communication.

Charity, volunteering and social events continue to strengthen our culture of connection, purpose and shared success.

Charity

Sobell House

Sobell House Hospice is an important long-established local charity that provides compassionate palliative care to people with life-limiting illnesses. It aligns closely with SSL's values of community support, dignity, and care.

Founded in 1976 and part of the Oxford University Hospitals NHS Trust, Sobell House supports patients and their families at home, in hospitals, and at their purpose-built hospice. The charity has a deeply important place in the heart of SSL. We're proud to support causes that make a real difference to the lives of local people, and the work that we do with Sobell House demonstrates our commitment to social responsibility and community wellbeing as part of our broader ESG strategy.

In 2024, SSL sponsored and supported Sobell House through the inaugural OxTrail initiative. Building on an exceptionally strong year for charitable engagement, we continued our support in 2025, encouraging colleague participation. Fundraising activities included the SSL Cross Bar Challenge and a cake sale, helping to generate additional donations for Sobell House.



2025 Cross Bar Competition



2025 Cross Bar Champion - Ian Barnes

Oxford Half Marathon

Solid State Logic (SSL) was proud to support the Oxford Half Marathon 2025, with 16 SSL runners participating to raise funds for Sobell House. On Sunday, 12th October, they took on the 13-mile course, running through Oxford's iconic city streets and scenic parks to support Sobell House's vital work in palliative care and bereavement support.

This is another initiative that showcases SSL's commitment to community engagement and social responsibility. It was inspiring to see our team come together to contribute to this meaningful cause and we look forward to supporting and celebrating 50 years of Sobell House in 2026.



Oxford Half Marathon 2025 - Team SSL runners

STEM Engagement & Education

SSL is proud to actively nurture the next generation of talent in science, technology, engineering, and mathematics (STEM).

As a company of innovation and technical excellence, we recognise the importance of supporting young people on their journey into STEM careers, especially in audio engineering and digital technology.



STEM Workshops

SSL hosted a local Brownie group for a STEM day focused on building confidence, teamwork, and curiosity through hands-on activities.

This included audio console demonstration, a robot challenge, and making pan pipes, linking science and engineering with music. The session encouraged early STEM engagement in an inclusive, supportive environment.



Brownies on the SSL factory tour



Brownies completing electronic build challenges



Brownies with Volty, the coding robot



Brownies getting hands on with the SSL Origin Console

Work Experience & School Placements

We maintain strong relationships with local educational institutions to provide meaningful work experience opportunities. In 2025, SSL provided 14 work experience placements for students from Marlborough School, Burford School and other educational establishments in Oxfordshire. The placements provided hands-on experience in working in a high-tech, creative environment. These placements cover a broad spectrum of departments, giving students insight into engineering, manufacturing, and business operations.

Educational Visits

In 2025, SSL welcomed school and university groups to our headquarters. These visits give students a behind-the-scenes view of our operations, from R&D to manufacturing and testing facilities.

Our team leads interactive tours, demos, and Q&A sessions designed to educate and inspire.

Mock Interviews & Career Guidance

Our team supports career readiness through mock interviews and “Meet the Employer” initiatives at Marlborough School and Burford School. These simulate real interview experiences, helping students build confidence and develop communication and presentation skills.

By offering constructive feedback in a supportive setting, we help young people better prepare for the professional world and broaden access to future opportunities.

Social

At SSL, we believe our people are at the heart of everything we do. Social initiatives are designed to create a safe, inclusive, and connected workplace where individuals feel valued, supported, and empowered. Whether it's through workplace wellbeing, personal development, or community engagement, we are committed to building strong, positive relationships with employees, customers, suppliers, and the wider community.

Health, Safety, and Wellbeing

Employee physical and mental wellbeing are a priority. In 2025, we enhanced our focus on mental health with Mental Health Awareness Days and informal gatherings. Employees were able to connect with our Mental Health First Aiders and discuss important topics in a supportive environment.

To further support wellbeing and social connection, we hosted casual get-togethers including Pancake Day, breakfast bap mornings, and cake days, helping to create space for informal conversation and community spirit during the working day.

The SSL football team meets weekly not only to play the beautiful game but also to build relationships, trust and a space for important conversations that support mental wellbeing. We have invested in a small gym with the latest equipment, supporting our belief that a healthy workplace is a happy workplace.

Colleagues can also join lunchtime workout classes. The physical, mental and emotional benefits of being outside in nature are well documented. Colleagues come together regularly to take a walk, go for a run and have a chat during lunchtimes.



How quickly can you cook pancakes for 100 staff?



Volunteer team who took on this challenge



Chris and Chris repairing the fence whilst Jon is cutting back the overhanging branches



Alan refreshing the window - no ladder needed



Jon and Luke fixing and painting the windows

Employee Engagement

We remain proud of our support for Sobell House, our chosen company charity. Colleagues have helped raise funds and awareness through a charity golf match and by taking part in the Oxford Half Marathon.

Alongside fundraising, 10 employees completed a volunteering day, to support a maintenance and repair project for the local Woodstock Scout and Guide hut. The team took on a wide range of tasks including painting, repairs, cleaning, clearing garden waste and general maintenance to help bring the space back to life.



2025 Scavenger Hunt Winning Team – George, Tom R, Josh and Tom W



We also held another scavenger hunt in Oxford, where teams raced against each other to finish first, an activity that brought plenty of friendly competition and team bonding.



Summerfest

The SSL Summer Festival returned in 2025, welcoming colleagues, and their friends and families for a sunny day of live music (performed by SSL colleagues and their bands). This event celebrates our creative roots, a love of music and brings together everyone in a special way.



Halloween

Solid State Logic hosted its first Halloween music quiz, bringing colleagues together for an evening of engagement and team building. Eight teams of six competed across seven themed rounds spanning music from the 1970s through to the 2020s, and spooky number one's. The event also featured a fancy-dress element, with colleagues embracing the Halloween theme.

The quiz created a fun, inclusive and informal environment. It was a lively and entertaining evening that supported employee wellbeing and strengthened workplace culture.



Summer Party

Other 2025 highlights include our Summer Party, featuring activities like rodeo bull, laser golf, and football games. We hosted this on company grounds to encourage camaraderie and fun.

Long Service Awards

At SSL, we recognise long service for employees who have been with the company for 20, 25, 30, 35, 40, and even 45 years. Long service awards celebrate the dedication and loyalty of our long-standing team members.

These awards reflect our appreciation for employees' contributions and acknowledge these significant milestones in their careers. The awards honour individual achievement and our commitment to employee well-being and retention.

In 2025 we awarded the following:

- ✓ 2 x 20 year awards
- ✓ 4 x 30 year award
- ✓ 2 x 35 year awards
- ✓ 2 x 40 year awards

Environment & Sustainability

In 2025, Solid State Logic continued to advance its ESG strategy through a coordinated focus on workplace initiatives, sustainable packaging, responsible material sourcing and energy-efficient product design. Across our operations and product lifecycle, we are reducing environmental impact by minimising waste, increasing the use of recycled materials, improving energy performance and embedding circular design principles. From enhanced recycling and biodiversity projects at our facilities to innovations in packaging, materials and power-saving technologies, these actions demonstrate SSL's commitment to environmental stewardship and a more sustainable, resource-efficient future.

Workplace Initiatives

In 2025, Solid State Logic continued to strengthen its environmental performance, with a focus on further reducing waste and supporting circular practices. Building on earlier initiatives, SSL expanded its waste reduction programme to include enhanced recycling streams, food waste segregation, and WEEE (Waste Electrical and Electronic Equipment) recycling, ensuring responsible disposal and recovery of electronic components.

SSL was also the first Audiotonix group company to introduce a cardboard compactor, significantly improving recycling efficiency

and reducing landfill waste. To lower reliance on non-renewable energy, SSL has invested in on-site solar panels, which now supply a meaningful proportion of the facility's electricity demand.

In support of biodiversity, a wildflower meadow has been established to benefit pollinators, alongside the installation of bird and owl boxes to provide safe nesting habitats for native species. These initiatives reflect SSL's ongoing commitment to environmental stewardship, waste reduction, and the transition toward a more sustainable and resource-efficient future.



Cardboard compactor



Cardboard bales ready to be collected

Packaging

Solid State Logic is improving the sustainability of our packaging through better design, material choices and KPI tracking. We have standardised the dimensions of key products (Harrison 32C, SSL 18, Alpha 8, Revival and Super 9K) to enable common packaging and support lower-impact options such as pulp-moulded solutions.

We have also invested in bespoke pulp tooling for SSL 2, and for ACP releases we worked with suppliers to move to 50% recycled PE foam. To reduce waste, we place essential and legally required information on product boxes wherever possible rather than adding paper booklets.

Innovations include EVO Channel packaging using non-foam cardboard trays and an upgraded shipper (from 5-channel to 8-channel) to improve product-per-box efficiency, as well as exploring a lighter flight case using 100% recyclable polypropylene panels.

Materials

Solid State Logic is advancing responsible sourcing and lowering product impact through greater use of recycled and sustainable materials. High-volume products including SSL 18, Alpha 8, Revival and Super 9K now use Aluminium 5052-H32 with a minimum of 80% post-consumer recycled (PCR) content, cutting reliance on virgin material and reducing carbon footprint.

We are also expanding the use of PCR plastics. For example, the SSL 2 chassis is made from recycled plastic, with further adoption targeted across moulded components. These choices support our move toward circular product design. PCB manufacturing and electronic assembly are major emissions drivers, so we prioritise design efficiency. We maximise board utilisation and, where possible, combine multiple designs onto a single PCB to reduce material use.

To support low-waste, on-demand production, we have added a 3D printer. This reduces shipping and tooling for prototypes and small parts, with PLA filament used where suitable for its renewable, lower-carbon and biodegradable properties.

Power Saving

A key focus area is energy-efficient product design. We continue to integrate advanced power management features across our portfolio to reduce energy consumption during periods of inactivity without compromising performance:

- Origin console: Auto Sleep reduces power consumption from <900W in use to <40W in standby
- BUS+: Power reduced from <38W in operation to 10W (Auto Sleep) and <1W (Deep Sleep)
- System T: Hibernation modes reduce power consumption by up to 25%

We are also improving efficiency at the design level. With Origin-EVO, additional functionality has been achieved while maintaining and potentially reducing overall power consumption. Estimated channel draw is reduced from 24W (14W quiescent) to 20W (12.4W quiescent), driven by optimised circuitry and component selection.

Further design optimisation is underway, including the redesign of the Oracle Channel card, where planned improvements are expected to deliver approximately 24% power savings per card—equivalent to over 100W per 12-card rack.

Designing for energy efficiency is central to SSL's sustainability approach. While high-quality analogue systems have traditionally been power intensive, our focus on efficient design, combined with long product lifecycles and ongoing customer support, ensures equipment remains in use for 10–20 years. This durability significantly reduces lifecycle environmental impact and supports a more sustainable, resource-efficient future.