

NEWSLETTER

June 2025



Highlights



Company Updates - Exciting growth, a new website launch, and key project milestones achieved!

New Starters - Welcoming fresh talent to drive innovation and energy forward.

HR Highlights - Shout-outs, rewards, and our new referral scheme in full swing!

Growth Opportunities - New roles, upskilling, and project ownership across departments.

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A complete new website — it's easier to navigate, and packed with more details about what we do and how we work.



04 New Starters

A warm welcome to our newest team members — say hi and connect!



05 Project Updates

Get the latest on cross-team work, new initiatives, and where you can jump in.



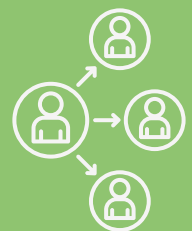
06 Recent Event, Work & Opportunities

Training sessions and internal job openings to support your development.



07 New Projects and Opportunities

A quick peek into the latest installs and community impact.



08 Employee Referral Scheme, L&D, Current Job Opportunities, Cyber Security

Explore training, check current openings, refer great talent, and keep cyber smart — all in one place.



09 Stay Connected across the network

Here's how we represented IZ Energy at Grand Designs Live.





Website Launch

Our New Website is LIVE — Be Part of What Comes Next

We're thrilled to announce the official launch of our brand-new website: www.izenergy.co.uk.

Designed with homeowners, partners, and project teams in mind, the platform gives you instant access to everything we do — from energy efficiency upgrades to project case studies, FAQs, and more. It is a powerful hub built to connect, inform, and support our growing network of customers and collaborators. To continue improving the site, we'll be holding an internal Website Feedback Workshop at the end of June.

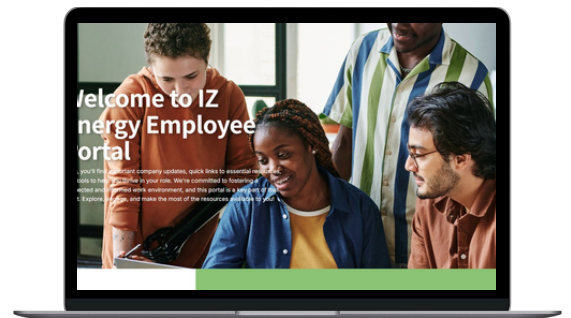
It's your chance to share your thoughts, suggest new content, and help us shape the next phase of development.

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We'd love to hear from everyone — whether it's a tweak, a fresh idea, or a new feature request!

Intranet (Work in Progress)

Intranet In Progress: Our New Employee Portal is Coming Soon



We're excited to announce that our brand-new IZ Energy Intranet will be launching soon! This platform will be your central space for company updates, event news, new starters updates, celebrations, and internal resources. Stay tuned — more details will be shared.

New Starters

As this is our very first newsletter, we wanted to take a moment to introduce you to all the incredible new talent who've joined the IZ Energy family over the past few months. Each brings valuable expertise and fresh energy, and they're already making a significant impact on our projects, helping us deliver with precision, safety, and quality. Please join us in extending a warm welcome to everyone who's come on board recently.

We're thrilled to have them as we continue to grow and strengthen our team!



Siavash Kiani – Site Supervisor

Oversees on-site operations, ensuring safe installations, team coordination, and adherence to project deadlines and quality standards.



Fitrah Firdaos – Submissions Administrator

Manages documentation for project submissions, ensuring accuracy, completeness, and timely delivery to clients and funding bodies.



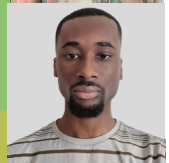
Ninetta Kovacs-Silva – HR Coordinator

Supports recruitment, onboarding, and employee engagement, helping maintain smooth HR processes and a positive team culture.



Mehrnaz Mahdavi – Learning and Development Officer

Delivers internal training programmes, supporting professional growth, knowledge sharing, and a culture of continuous development.



David Olaleye - Retrofit Scheme Manager

Supervises on-site teams and subcontractors, maintaining clear communication and efficient workflows.



Brian Callaghan - Operations Director

Oversees strategic and day-to-day operations, driving performance, compliance, and continuous improvement across all departments to ensure efficient delivery of retrofit programmes and business objectives.



Sam Mayon - Project Coordinator

Supports project planning, co ordination, and team communication, helping ensure smooth project execution, timely deliverables, and strong cross-functional collaboration.



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Lawrence Mensah - Site Manager

Oversees all on-site activities, ensuring safe, efficient, and high-quality project delivery while managing teams, contractors, and daily site operations.



Sohaib Zaidi- Procurement Manager

Spearheads the end-to-end procurement lifecycle—from strategic sourcing to contract execution—consistently meeting OTIF (On Time In Full) targets, optimising costs, utilising working capital efficiently, managing stakeholders.

Project Updates

Project: Social Housing Retrofit

In partnership with Red Kite Community Housing & E.ON Energy

We're pleased to announce that retrofit improvement works are largely complete for our project aimed at boosting energy efficiency and living standards within social housing. While most properties are already enjoying these benefits, we're actively working to finalise improvements on the remaining few.



Scope of Works Delivered

External Wall Insulation

The property's external walls were insulated to significantly reduce heat loss, improve thermal performance, and enhance the overall comfort of the home. This measure helps maintain indoor warmth for longer periods, even during colder months.

Solar PV Installation

Solar photovoltaic (PV) panels were installed on the roof, allowing the household to generate its own clean electricity. This renewable energy solution is expected to lower reliance on the grid and reduce long-term electricity bills.

Loft Insulation Upgrade

The loft insulation was brought up to current efficiency standards, helping to prevent heat from escaping through the roof. This improvement not only supports energy conservation but also reduces the need for excessive heating.

Impact & Outcomes

- Improved energy efficiency and lower heat loss
- Greater indoor comfort and reduced heating demand
- Lower projected energy bills for the household
- Support for renewable energy and reduced carbon emissions
- A step forward in tackling fuel poverty within social housing

Recent Event

Grand Designs 2025



We are proud to be part of Grand Designs Live 2025, where we showcased our full range of retrofit solutions — from insulation and solar battery storage to advanced smart heating technologies. The event gave us the perfect platform to highlight how innovation and simplicity can go hand in hand in transforming UK homes for a more energy-efficient future. The event brought together homeowners, industry professionals, and sustainability advocates, giving us the perfect platform to offer expert advice, answer real-time questions, and demonstrate how our simplified, end-to-end retrofit process makes energy-efficient living more accessible for everyone. We received overwhelming interest in whole-home energy upgrades, reaffirming our mission to support UK households in creating future-ready, sustainable homes — and driving us to continue delivering smarter, simpler retrofit solutions that make a real difference.

Work & Opportunities

Why Work for Us?

At IZ Energy Services Ltd, we believe our people are our greatest strength. We offer a dynamic, inclusive workplace where your voice is heard, your ideas matter and your growth is supported. From day one, you'll be part of a mission-driven team focused on innovation, sustainability and making a real-world impact. With competitive benefits, flexible working, and opportunities to learn and lead, we're not just offering a job — we're offering a career with purpose.



What We Offer



Competitive Salaries



Flexible working options



Private Health Care



Professional Development Opportunities



Employee Reward Scheme



Employee Assistance Programme



Pension Scheme



Performance & Development Reviews

New Projects and Opportunities

As many of you know, we've set an ambitious growth strategy to build on our strong performance in recent years. After delivering over £12 million of work in 2024, we're now setting our sights on £20 million+ for 2025 - and we're already making exciting progress. Here's a look at the new opportunities we're pursuing and the milestones we're achieving across sectors:

Commercial Solar PV Projects

In the commercial renewables space, we are currently pursuing two major solar PV opportunities in Nottingham and West Berkshire. These projects reflect our continued focus on scaling up our energy solutions portfolio.

Strengthening Client Relationships

We're proud to have started works with our new client, Cardo, in Slough. With additional opportunities emerging in Shepherds Bush and upcoming engagements with Sovereign, we're focused on building long-term partnerships that fuel sustainable growth.

Expanding ECO-Funded Works

Our ECO-funded programmes are set to grow significantly in the coming months. We're continuing to collaborate with both new and existing customers - including landlords - to deliver impactful retrofits and energy-efficiency upgrades across communities.

Able to Pay Sector: Building on Grand Designs Live- one blocks

Following the success of Grand Designs Live, we now have over 150 promising leads in the Able to Pay market. We're actively assessing these opportunities and plan to expand this service well into 2026 and beyond as demand continues to grow.

Local Grant Scheme Launch

The Local Grant scheme is also set to begin shortly. We've already been approached by two local authorities seeking our support in developing a private sector retrofit service - a clear signal of trust in our expertise and delivery.

Procurement Framework Success

Our commitment to securing places on key procurement frameworks is starting to yield results. We've successfully applied to join the South East Consortium DPS for Decarbonisation Works and are now actively working on additional submissions for:

- Kent County Council
- Nottingham City Council
- Procure Plus

SHDF Wave 2 & Beyond

With SHDF Wave 2 nearing completion, we've already initiated positive conversations with main contractors and clients in anticipation of Wave 3, expected to launch in August. We're well positioned to continue delivering quality retrofit services in this next phase.

Employee Referral Scheme

We are pleased to introduce our new Employee Referral Scheme aimed at expanding our team with talented individuals who share our values and work ethic. Employees who refer a candidate for a permanent role will receive a £250 bonus once the referred person successfully completes their first full month of employment. To ensure smooth processing, please make sure your referral includes your name during the application. Bonus payments will be made following positive feedback from the new employee's line manager.

For referrals or further queries, please contact the HR team at HR@izenergy.co.uk.

Learning & Development

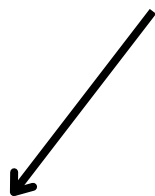
We're excited to share that our refreshed Learning & Development programme is taking shape, with a focus on continuous growth, upskilling, and support for every role across the business. As part of this, a new structured induction process will launch in July, ensuring all new starters have a consistent and informative welcome to IZ Energy. The programme will also include clearer development pathways, targeted training, and more support for managers in developing their teams.

There will be a workshop on 17th June where we can have a “pre-launch” discussion about learning and development programme and what the benefits are to new and existing staff.

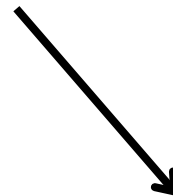


Current Job Openings

Health & Safety Manager

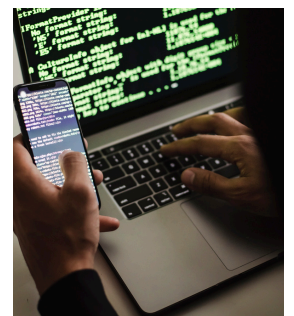


Solar Roofer



Cyber Security

Cyber threats are constantly evolving, and at IZ Energy, awareness is your first line of defence. Even a single careless click can put our systems at risk — so staying alert is essential. Always verify unexpected emails, links, or file requests. Use Microsoft Teams for all work-related communication and avoid sharing sensitive info through personal apps like WhatsApp. Make sure you're using Multi-Factor Authentication (MFA), follow strong password practices, and update software regularly. If anything seems off — report it immediately to Aly@izenergy.co.uk or your IT contact. Your quick action can make all the difference. Let's continue working together to keep our digital environment secure.

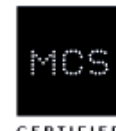


Thank you for reading!

Thank you for reading this month's newsletter — we appreciate your time and commitment to staying connected with IZ Energy. Stay tuned for more updates, milestones, and opportunities to get involved!



Our Partners & Accreditations



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Visit our website: www.izenergy.co.uk