Our company is committed to taking proactive steps towards mitigating climate change and reducing our environmental footprint. As a building services company, we recognize our responsibility to lead by example in transitioning to a sustainable and net-zero carbon future.

Goals
Achieve net-zero carbon emissions across all aspects of our operations by 2050.
Reduce energy consumption and transition to renewable energy sources wherever feasible.
Minimize waste generation and promote recycling and reuse initiatives.
Engage employees, suppliers, and clients in our sustainability efforts.

Energy Efficiency
Conduct regular energy audits to identify opportunities for improvement and implement energy-saving measures.
Invest in energy-efficient technologies and equipment for our workshops and office spaces.
Encourage employees to adopt energy-saving practices such as turning off lights and equipment when not in use.

Renewable Energy
Install additional solar panels or explore other renewable energy sources to power our operations.
Collaborate with local energy providers to procure renewable energy for our buildings.

Transportation
Encourage the use of public transportation, cycling, or carpooling for commuting to reduce carbon emissions.
Transition our fleet of vehicles to electric or hybrid models where possible.

Waste Reduction and Recycling
Implement a comprehensive waste management plan to minimize waste generation.
Provide recycling bins and educate employees on proper waste segregation practices.
Explore opportunities for composting organic waste from our workshops and office spaces.

Procurement
Prioritize suppliers and vendors who demonstrate a commitment to sustainability and environmental responsibility.
Source materials and products that are environmentally friendly and have a lower carbon footprint.

Employee Engagement
Foster a culture of sustainability by providing training and educational resources on environmental issues.
Encourage employee participation in sustainability initiatives and recognize their contributions.

Continuous Improvement
Set measurable targets and regularly monitor our progress towards achieving net-zero carbon emissions.
Continuously seek opportunities for innovation and improvement in our sustainability practices.

Compliance and Reporting
Ensure compliance with relevant environmental regulations and standards.
Publish annual reports on our carbon emissions, energy consumption, and progress towards our net-zero goals.

Leadership and Advocacy
Act as advocates for sustainability within our industry and community.
Share our experiences and best practices with other organizations to inspire collective action towards a sustainable future.

Conclusion
By adopting this Net Zero Policy, we affirm our commitment to environmental stewardship and pledge to take meaningful actions to reduce our carbon footprint. Together, we can build a more sustainable future for generations to come.

Signed.....
MANAGING DIRECTOR

Carbon Emissions Reduction Plan

We will continue to reduce Scope 1, 2, and 3 emissions by improving energy efficiency, transitioning to renewable energy, and reducing waste, consistent with our Environmental & Sustainability Policy.

Baseline Emissions Footprint
Using the Social Value Report 2025 dataset, the following organisational emissions have been calculated:

Year	Scope 1 (tCO_2e)
2023	1.546
2024	1.164
2025	3.047

Primary contributors:

- Company vehicle fuels
- Fugitive emissions
- Gas consumption

Scope 2 Emissions (Indirect – Electricity)

Year	Scope 2 (tCO_2e)
2023	20.942
2024	10.773
2025	23.833

Social Value Report 2025
Energy usage data shows:
2023 electricity: 49,546 kWh
2025 electricity: 76,636 kWh

Scope 3 Emissions (Value Chain)

Year	Scope 3 (tCO_2e)
2023	0.154
2024	0.112
2025	0.149

Additional activities:
Waste
Water
Materials
Third party transport (increasing to 5.7 tCO_2e in 2025)

Total Organisational Emissions

Year	Total Emissions / £1m turnover (tCO_2e)
2023	56.11
2024	37.34
2025	91.23

Emissions Reduction Achievements to Date

Transport

- Company transport emissions fell from 76.86 tCO_2e in 2023 to 38.92 tCO_2e in 2024 (49% reduction) before rising again with increased activity in 2025.
- Fleet mileage data shows heavy reliance on diesel vans (347,435 miles in 2025).

Energy

- Gas usage reduced dramatically in 2024 (from 30,247 kWh → 11 kWh).Social Value Report 2025
- Green electricity usage remains strong (e.g., 72,814 kWh in 2025) indicating strong movement toward renewables.

Waste

- 97.01% recycling rate was achieved across all waste streams.

Emissions Reduction Targets

Short-Term (2026–2030)

1. Reduce Scope 1 emissions by 25% through hybrid/electric fleet adoption.
2. Cut diesel mileage by 20% via route optimisation and scheduling improvements.
3. Reduce electricity consumption by 10% with energy efficient devices and behavioural changes.
4. Increase green electricity to 90% of consumption.
5. Maintain >95% recycling rate (currently 97%).

Medium-Term (2030–2040)

1. Fully transition to electric fleet for all vans where operationally feasible.
2. Retrofit buildings to high efficiency standards (LED, insulation, automation).
3. Electrify all heating systems (replace gas systems).

Long-Term (2040–2050)

1. Achieve Net Zero (aligned with company policy).
2. Eliminate fossil fuel use from operations.
3. Integrate circular economy principles into procurement.

Planned Carbon Reduction Measures

Net Zero Policy and Environmental & Sustainability Policy, planned measures include:

A. Transport Transition
   a. Transition diesel vans to electric/ hybrid fleet options.
   b. Promote cycling, car sharing, and public transport for staff commuting.

B. Energy & Buildings
   a. Introduce annual energy audits and implement all practical improvement measures.
   b. Upgrade insulation, lighting, and heating systems to modern low energy alternatives.

C. Renewable Energy
   a. Expand solar installations and procure renewable energy supply contracts.

D. Waste Reduction
   a. Full implementation of enhanced waste segregation practices.
   b. Seek further waste-to-energy opportunities.

E. Supply Chain Sustainability
   a. Select suppliers with strong environmental credentials and lower carbon material options.

F. Employee Engagement
   a. Provide sustainability training and reward participation in green initiatives.

Governance & Reporting

- Annual reporting of carbon emissions and progress toward targets is embedded in company policy Co PP 55 - Net Zero Policy
- All activities comply with UK environmental legislation, the Environmental Protection Act 1990, and WEEE regulations
- Policy reviews occur annually (next revision due 04/01/2027)



Signed.....
MANAGING DIRECTOR