

We aim to reduce our CO2 by a minimum of 5% each year, as well as reducing waste from all of our site and manufacturing activities and improving recycling. We are dedicated to reaching net zero for all greenhouse gas emissions by 2050 at the latest.

## Results to date

Data is calculated and verified by our external partners, Planet Mark; a sustainability certification that verifies and measures carbon and social data to reduce emissions and achieve the UN SDGs.

All data is location based.

	2022 (tCO <sub>2</sub> e)	2023 (tCO <sub>2</sub> e)	Year on year reduction (tCO <sub>2</sub> e)
Scope 1	182.7	109.0	73.7 (40.3%)
Scope 2	49.2	48.8	0.4 (0.8%)
Scope 3	44.6	29.5	15.1 (33.9%)
<b>Total</b>	<b>276.5</b>	<b>187.3</b>	<b>89.2 (32.3%)</b>

## People

A crucial part of our strategy from 2023 through to 2024 is to ensure that we have dedicated resource and the best external knowledge available to ensure our strategy and tactics are well informed and reduce our environmental impact.

### Dedicated resource:

We have improved our dedicated resource to deliver our Environmental Impacts Strategy by hiring a new, full time Health, Safety, Quality and Environmental (HSQE) Manager - alongside dedicated resource from the internal Marketing team.

### External support:

We partnered with Planet Mark in 2023 - and became Planet Mark Certified - in order to support our measurement and dedication to reducing our carbon footprint by a minimum of 5% each year, with an aim to be carbon neutral by 2050 at the latest.

In order to ensure that we are following best practice and to ensure the best environmental knowledge possible, we have extended the remit of our Quality Consultants, Status in 2024, to focus equally on sustainability, as well as quality management. Due to the recent joining of our HSQE Manager, we initiated a complete revision of current strategy, focussing on review of our environmental policies, measurements and plans.

## Process

### Measurement

Review:

- Previous measurement was undertaken annually - not giving our team the ability to review and make changes throughout the year to improve our environmental impact to meet our goals

- Means of capturing and analysing data have been identified via internal audits, initiated in December 2023. This has led directly to improved data capture across the Group and this data being better fed to our HSQE Manager to review and develop better strategies to support group development.

#### Actions:

- A new, single point of data collection has been established since October 2023, whereby environmental impact data will be stored on a monthly basis and reported on internally
- Waste streams are subject to further development and we are collating these together where possible to simplify instructions to field staff. These new suppliers will all provide better quality data to analyse and improve performance.

#### Office efficiency

- Office refurbishment began in 2023 in order to improve efficiency. Following conclusion of works, it is anticipated that our EPC rating for our main offices will improve from current E to a B rating, specifically in regard to the installation of a complete new air conditioning system.
- Following conversations in February 2024 with British Gas, we do not currently receive 100% zero carbon electricity, but it is being made available by our current supplier, which we are seeking to instigate within 2024.

#### Fleet CO2 Emissions

- 7 more (up to 10 in total) car electric charging points to be installed at Art's House by end March 2024
- Walking routes to be extended from 14 to 18 by end 2024
- All company cars are currently electric or hybrid
  - Review in Q2 2024 to extend company cars to additional staff who commute
  - Review in Q2 2024 with an aim to move all hybrid company cars to fully electric
- Fleet size review:
  - Review in Q2 2024 in order to reduce the size of our fleet - reducing vans to cars wherever possible
  - Review in Q2 2024 in order to move fleet away from diesel to hybrid wherever possible
- Fleet efficiency exercise:
  - Route review in Q2 2024 to ensure the expansion of walking routes and condensing of our client base (reducing commuting distance between jobs)
  - "Drop off points" to be established across our routes to enable engineers to collect parts on the way to client locations, significantly reducing the need to drive to Head Office and back

#### Carbon offsetting activity

- A review in Q1 2024 to find *legitimate* and *effective* carbon offsetting exercises to reduce our net CO2. We will share our plans with Planet Mark and Statusus in Q1 2024 in order to understand best practice and ensure legitimacy of options to avoid "greenwashing"

#### Biodiversity

- A review in Q3 of 2024 to review our biodiversity programme and to improve it, with the possible following actions:
  - Audit of sites and improvements therein
  - Local plant planting and improvements to the green spaces of our owned properties

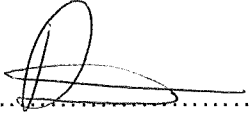
## Promotion

- HSQE Meeting to be undertaken quarterly throughout 2024, with a renewed focus on carbon neutrality and sustainability. This meeting will include shared actions and measurements of progress across environmental impact reduction. The team will include:
  - Managing Director
  - HSQE Manager
  - Fleet Manager
  - Sales Director

- Head of Service
- Marketing Manager
- Construction Director

- Increased activity from the marketing team to educate our audience and client base on the environmental benefits of lift modernisation over new installation and replacements.

Signature of Managing Director



..... Mr Reyaan Shepherd

Date: 3<sup>rd</sup> March 2024