

Carbon Reduction Plan

Pexhurst Services Ltd

2024 - 2025



Commitment to achieving Net Zero

Pexhurst Services Ltd is committed to achieving Net Zero Scope 1 and 2 emissions by 2030.

Having set the financial year of 2023 (ending Jan 2024) as our baseline year of scope 1 & 2 emissions, Pexhurst has been able to plan for, set and announce an ambitious absolute Net Zero Target for these emissions. The purpose of this document is to outline exactly how Pexhurst plans on achieving this target, addressing each component of our footprint, our solutions to decarbonise them and a roadmap for when such changes will occur. We are also submitting this target to the SBTi (Science-based Targets initiative) for validation by the end of the financial year (2024/2025) to ensure targets are aligned to and limit global warming to 1.5C.

Pexhurst understands the significance and size of its Scope 3 emissions and are currently undergoing a screening process with the aim of generating a complete 2023 dataset of our material categories which will allow us to begin developing a reduction plan for these emissions.

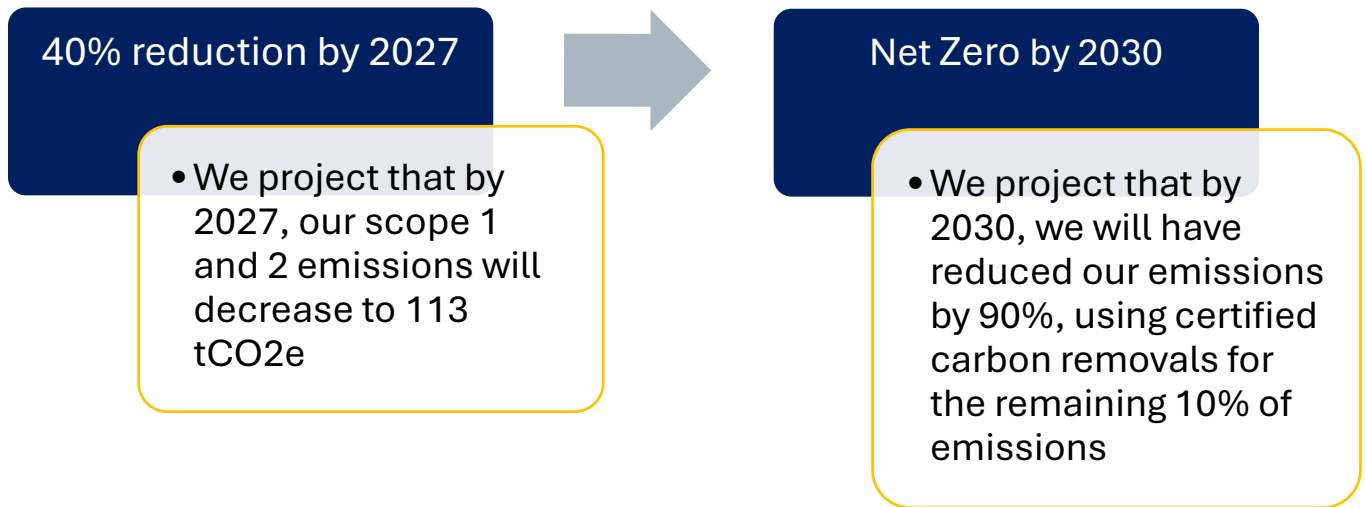
Baseline emissions footprint

A baseline year is a starting point in time against which future greenhouse gas emissions are measured. The baseline year provides a historic point of reference for companies looking to track their emission reduction performance over time.

Baseline Year: 2023 (Feb 2023- Jan 2024)	
Emissions	Total (tCO2e)
Scope 1	146
Scope 2	64
Scope 3	Having undertaken an initial ‘screening’ process, we have identified the following categories as material to Pexhurst and their associated emissions are currently being calculated: <ul style="list-style-type: none"> - Purchased goods & services - Capital goods - Fuel & energy related activities - Upstream transportation & distribution - Waste generated in operations - Business travel - Employee commuting - Downstream transportation & distribution
Total Emissions	210

Emission Reduction Targets

In order to measure our progress towards achieving Net Zero, we have set the interim target below:



Carbon Reduction Measures

We aim for the following environmental measures to be implemented to ensure we reach our interim target for reduction and our overall net zero target.

Scope 1

Gas use

Replacing our heating system with heat pumps doesn't make sense for us currently as a relatively new boiler has been installed. Therefore, as an interim measure, we aim to move to a 100% renewable gas tariff upon renewal in our 2025 financial year. In Q4 of 2024, Pexhurst acquired a 10% renewable contract to reduce our associated scope 1 gas emissions by 10% using the market-based approach. Pexhurst's long term measure is to overhaul our HVAC system by 2030, removing the need for wet heating throughout the building thus removing gas use entirely.

Plant

Transitioning to electric plant hire & HVO

To address our emissions arising from fuel use across our projects, a new electric powered access procurement strategy will be implemented. This will prevent the use of diesel as much as possible across our sites by prioritising the hire of electric/bi-fuel plant. In instances where an electric alternative is not available and where feasible, we aim to conduct trials to substitute diesel with HVO fuel to reduce remaining emissions by 90%.

Fleet

Transitioning to electric vehicles

We have changed the composition of our company car vehicle fleet, switching 100% of them to fully electric or plug-in hybrid vehicles. Following our fleet transition schedule, where company cars are renewed either after 4 years of ownership or 100,000 miles, we aim for the remaining hybrid company cars to be transitioned over to electric by 2028. To ensure any additional company cars to the fleet align to our commitment, we aim to introduce an electric company car policy in 2025 which will state electric alternatives are to be favoured where feasible going forwards.

In terms of operating vehicles, our strategy is to first electrify the larger vehicles that are most feasible for us to transition currently, such as those which are kept overnight at our head office. We then aim to transition the remaining smaller operating fleet vehicles (<1 Tonne load capacity) over to electric when they are due for renewal, starting from 2026. To ensure any additional operating vehicles to the fleet align to our commitment, we aim to introduce an electric operating vehicle policy in 2026 which will state electric alternatives are to be favoured where feasible going forwards.

Scope 2

Energy Efficiency

LED PIR lighting has been installed throughout head office to the reduce energy consumption of the building with plans to add this to recently added office space.

Solar Panels

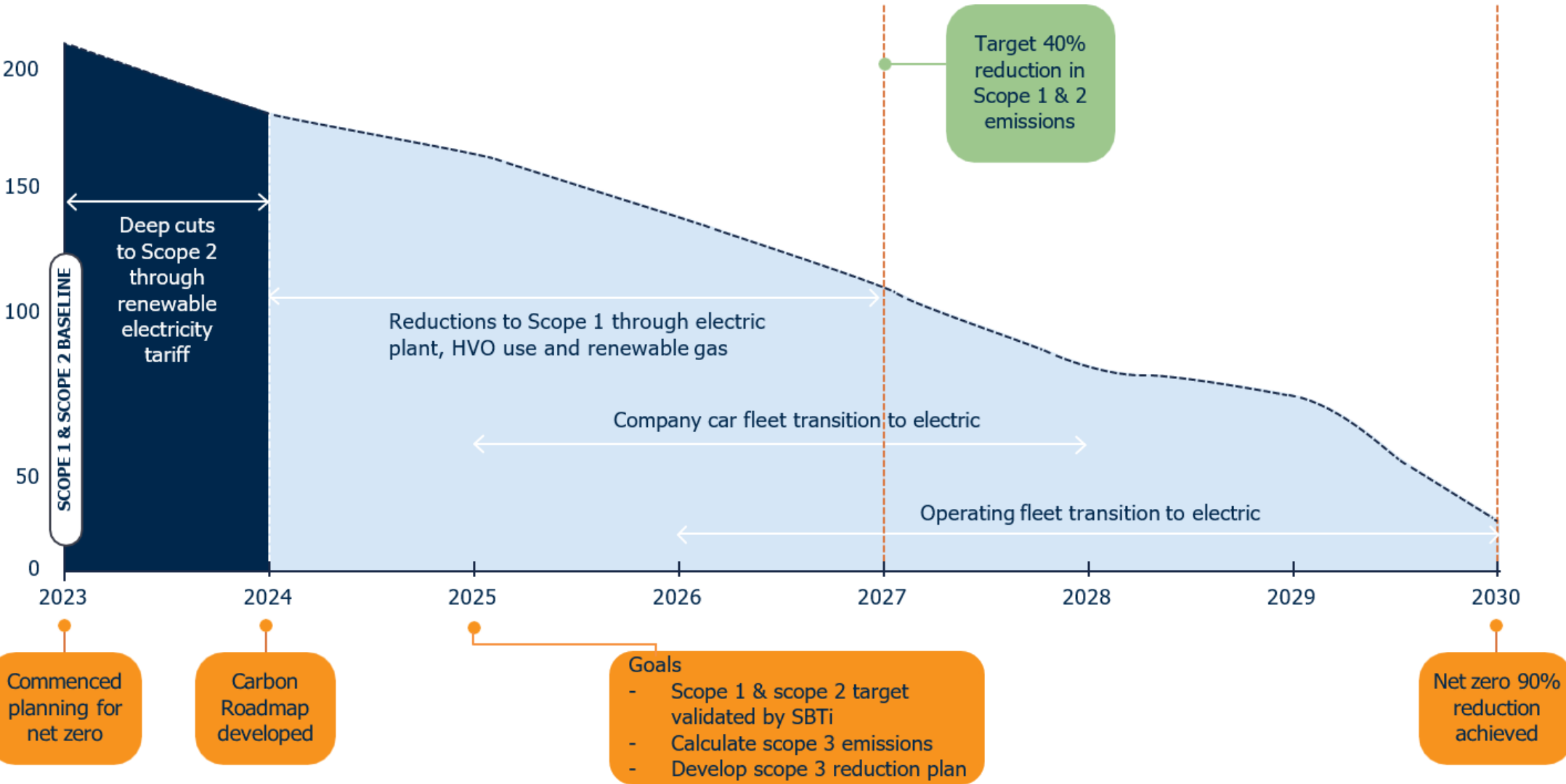
Although not initially part of a formalised carbon reduction plan, an array of solar panels was installed at our head office in 2018, reflecting our long-term commitment to reducing our emissions. Over its lifetime, over 90 MWh of electricity has been generated, equivalent to planting over 1000 trees. On a yearly basis, the array generates around 20-25% of our annual electricity needs.

Renewable Electricity

Alongside installation of PIR LED lighting and PV panels at our head office, in Q4 of 2024, Pexhurst made a strategic commitment to transition its head office electricity supply to a 100% REGO-backed renewable electricity contract. We expect this to reduce our market-based footprint by 20 tCO₂e in our next sustainability report.

Our projection for the implementation of these measures can be seen in the Carbon Reduction Roadmap below:

Carbon Reduction Roadmap



Strategy Development

In 2024, significant efforts were directed at improving and developing our scope 1 and scope 2 data to allow for the creation of an ambitious and credible carbon reduction strategy. In 2025, we will be focussing on progressing this strategy to encompass the following:

- Carry out further staff training on carbon emissions to support scope 3 data collection.
- Calculate scope 3 emissions and begin developing a reduction plan with the ultimate aim of setting reduction targets in the future.
- Continue to implement circular economy initiatives/concepts for our main waste streams and business practises .
- Develop and implement a social value strategy.

Declaration and Sign Off

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed

A handwritten signature in blue ink, appearing to read "M Vella", written over a light blue horizontal line.

Dated 11/12/2024

Martin Vella
Managing Director