NG Bailey

CARBON REDUCTION PLAN

Year ended February 2026

PASSION | INTEGRITY | RESPONSIBILITY | EXCELLENCE

Supplier name:

NG Bailey Group Limited - this includes NG Bailey Group Limited, NG Bailey Limited, NG Bailey IT Services Limited, NG Bailey Facilities Services Limited, OSM Ventilation Limited, and The Freedom Group of Companies Limited.

Reporting period: March 2025 to February 2026 inclusive (FY26)

Publication date: July 2026

COMMITMENT TO ACHIEVING NET ZERO

NG Bailey Group is committed to achieving net zero by 2045.

The Group takes its role as a responsible business seriously and over the past decade we have consistently looked to reduce our environmental impacts through the reduction of energy and carbon. The group is working towards carbon reduction targets approved by the Science Based Target initiative (SBTi). These targets align our reductions to the 1.5°C limit agreed by scientists as necessary to reduce the destructive impacts of climate change. The science-based targets see us join the UNFCC 'Race to Zero' campaign, and align us to the Paris Agreement, the Construction 2025 Industrial Strategy and the UK government's goal to reach net zero emissions by 2050. NG Bailey Group has committed to achieving this 5 years before the UK's ambition and aims to reach net zero emissions from a 2018/19 baseline by 2045.

BASELINE EMISSIONS FOOTPRINT

Baseline emissions are a record of the greenhouse gases that have been produced in the past, prior to introducing strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline year: 2018/19

Additional details relating to our emissions calculations:

Scope 1 and 2 emissions

Since 2018/19, our scope 1 and 2 emissions have been independently verified on an annual basis.

Our carbon footprint includes all material units within our operational control across the NG Bailey Group. The data has been reported in line with the Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard and NG Bailey Group Limited has been certified as meeting the requirements of Achilles carbon reduce certification to a reasonable assurance level. Our greenhouse gas emissions are measured in accordance with ISO 14064-1:2015 and we are committed to managing and reducing our emissions in respect of our activities. The scope 2 figures reflect a location-based reporting methodology.

Scope 3 emissions

Scope 3 emissions are subject to the independent verification and assurance process outlined above to a limited assurance level.

Employee commuting emissions are currently fully estimated. This year they have been calculated using a revised estimation methodology to more accurately reflect the Group's investment in plug-in, hybrid and electric vehicles through our company car and salary sacrifice scheme. The result is a lower carbon profile for company and private vehicles resulting in lower commuting impacts.

Waste data represents the impacts of the waste managed by our directly employed waste management contractors. It does not include waste impacts where we do not have direct operational control.

Following engagement with our supply chain partners we are now able to report improved upstream transport data for FY26. Downstream transport emissions are not applicable to our organisation.

The information used in calculations is accurate to the best of our knowledge and we continue to work towards reducing the estimated data.

Baseline year emissions: 2018/19	
Emissions	Total (tCO2e)
Scope 1	5,538
Scope 2	733
Scope 3 (Included sources)	Business travel - 1,904 Employee commuting - 6,863 Waste - 32 Upstream distribution - 25 Downstream distribution - n/a
Total emissions	15,095

Current emissions reporting	
Emissions	Total (tCO2e)
Scope 1	5,370
Scope 2	337
Scope 3 (Included sources)	Business travel – 1,131 Employee commuting – 3,197 Waste - 54 Upstream distribution - 137 Downstream distribution - n/a
Total emissions	10,226

EMISSIONS REDUCTION TARGETS

To continue our progress to achieving Net Zero, we have adopted the following science-based carbon reduction targets:

- We commit to reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 50% by 2031
- 75% of our suppliers, by spend, covering purchased goods and services and capital goods, will have science-based targets by FY27
- Reduce absolute scope 1, 2 and 3 greenhouse gas emissions by 90% by 2045 from a 2018/19 baseline. This net-zero target is in addition to our existing science-based near-term targets and Race to Zero commitment.

CARBON REDUCTION PROJECTS

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2018/19 baseline year:

- Since April 2021, 100% of the electricity consumed at sites where we have operational control has been procured from renewable sources
- Since 2018, we have maintained ISO 14001:2015 accreditation for our environmental management system and our carbon footprint has been certified against the requirements of the ISO 14064 standard
- 48% (FY25 : 29%) of our supply chain have a carbon reduction target or are committed to setting a target
- Average emissions across the existing company car fleet in FY26 is 19gCO2/km (FY25:26gCO2/km), significantly below our company car emissions cap of 75gCO2/km
- As a Group, 20% of our overall vehicle fleet (company and commercial vehicles) is electrified. As of November 2025, our company car fleet is 100% EV or PHEV/MHEV and we have started our electric vehicle transition plan for our commercial fleet to accelerate the reduction of our vehicle impacts
- We are currently implementing a telematics platform to provide data that will help us understand and improve driver behaviour and vehicle utilisation to target reduced diesel consumption from our commercial fleet
- Following the introduction of the employee salary sacrifice car scheme in FY24, over 100 petrol or diesel cars have been replaced by the latest plug-in hybrid and electric cars
- We have installed 34 electric vehicle charging points across our estate which are available to employees and visitors alike.

FURTHER CARBON REDUCTION INITIATIVES

In the future we hope to implement further measures such as:

- In FY27 we will launch our new Responsibility & Impact Strategy which aligns our priorities to our Journey to 2030 strategy and sets clear targets and metrics for the Group to achieve over the coming years
- We are implementing new Carbon Accounting software which we will be using to increase the speed of carbon reporting enabling us to track trends and identify carbon hotspots more swiftly across the Group
- We have increased the scope of our emissions audit and will soon publish a full greenhouse gas inventory for all scope 1, 2 and 3 categories
- We are increasing the environmental reporting requirements for the onboarding and ongoing account management of our supply chain, encouraging the adoption of science-based targets throughout our scope 3 value chain
- Achieving our SBTi target for 75% of our suppliers, by spend, covering purchased goods and services and capital goods, to have science-based targets by FY27
- Examining how we can reduce our use of diesel across the business through use of alternative low carbon fuels and innovative battery storage solutions for the replacement of standard plant.
- Across the wider commercial fleet, 9% of commercial vehicles are now electric. Recognising that fuel use within the commercial fleet represents the largest component of scope 1 emissions, a dedicated working group is in place to drive the transition to electric commercial vehicles, aligned to our fleet replacement cycle, whilst safeguarding operational delivery. This roadmap is a key deliverable in 2026/27.

DECLARATION & SIGN OFF

This carbon reduction plan has been completed in accordance with PPN 006 and associated guidance and reporting standards for Carbon Reduction Plans.

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 .

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This carbon reduction plan has been reviewed and signed off by the board of directors.

Signed on behalf of NG Bailey Group Limited:

Clare Salmon, Chief Financial Officer

Date: August 2026

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