



NG Bailey

CARBON REDUCTION PLAN



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.

Publication date:

14 August 2025

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 UNFCCC '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 and were produced prior to the introduction of 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 the baseline 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 CEMARS® 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 operational activities. The scope 2 figures reflect a location-based reporting methodology.

Scope 3 emissions

Scope 3 business travel emissions are subject to the independent verification and assurance process outlined above. Employee commuting emissions were calculated using a revised

methodology this year to more accurately reflect the investment made by the Group in new vehicle technology e.g. Plug in hybrid and electric vehicles.

Waste data represents the impacts relating to 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 we are now able to report upstream transport data for FY25 and to ensure performance remains comparable with our baseline year we have incorporated an estimation of FY19 from our SBTi baseline. We have no downstream transport emissions.

The figures and information used in calculations has been provided as accurate, to the best of our knowledge. As far as practicable we have assumed that figures are representative of our operations, and we continue to work to improve our data quality.



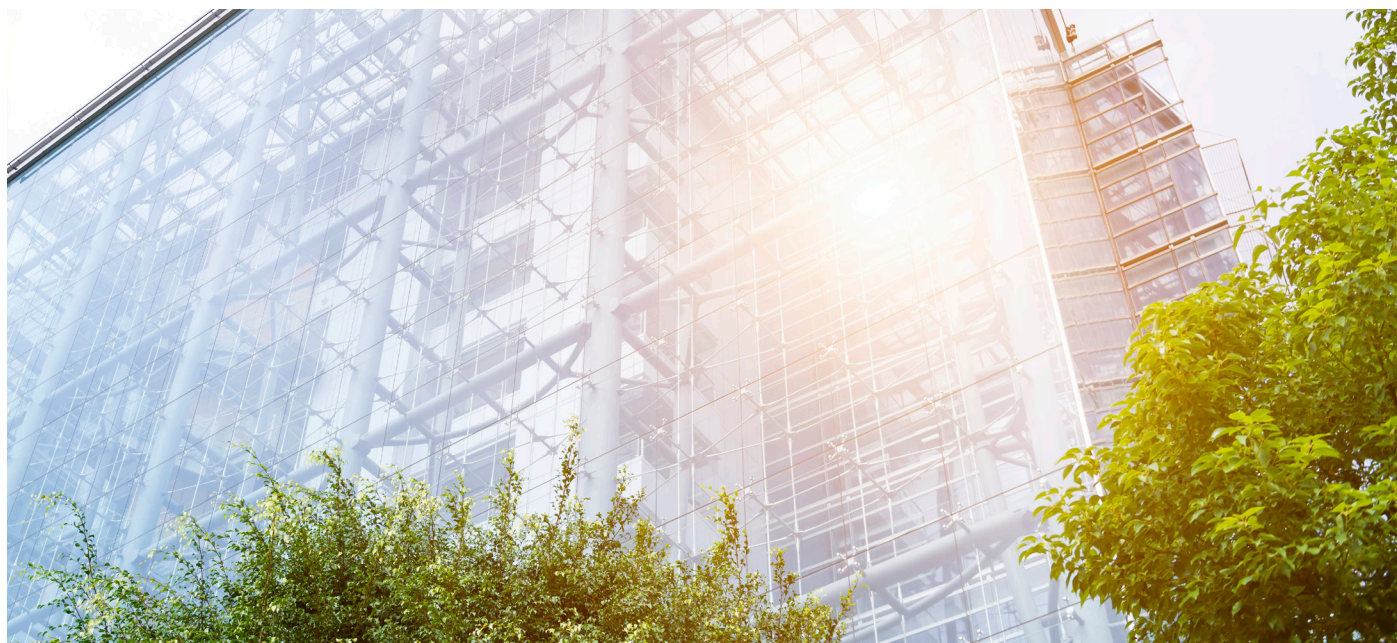
Baseline year emissions: 2018/19

Emissions	Total (tCO ₂ e)
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

Reporting year: 2024/25

Emissions	Total (tCO ₂ e)
Scope 1	4,343
Scope 2	357
Scope 3 (Included sources)	Business travel – 1,466 Employee commuting – 4,023 Waste - 28 Upstream distribution - 96 Downstream distribution - n/a
Total emissions	10,313



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
- And for 75% of our suppliers, by spend, covering purchased goods and services and capital goods, will have science-based targets by FY2027
- We have had our target to achieve net zero by 2045 for our scope 1, 2 and 3 greenhouse gas emissions validated by the Science Based Targets Initiative (SBTi). This new target is in addition to our existing science-based near-term targets and Race to Zero commitment, meaning we are targeting to reduce absolute scope 1 and 2 and 3 greenhouse gas emissions by 90% by 2045 from a 2018/19 base year.

CARBON REDUCTION PROJECTS

Completed carbon reduction initiatives

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

- Since 2018/19, we have generated over 1,577 MWh of our own energy from our investments in solar photovoltaics across the Group
- 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 ISO14001:2015 accreditation for our environmental management system
- We have directly engaged c50% of our supply chain on ESG topics including net zero, modern slavery and social value
- 29% (FY24: 17%) of our supply chain have a carbon reduction target or are committed to a target
- Average emissions across the existing car fleet as of February 2025 is 26gCO₂/km (FY24:35gCO₂/km), significantly below our company car emissions cap of 75gCO₂/km
- As of February 2025, 97% (2024: 91%) of our company car fleet is either a mild hybrid, plug-in hybrid or electric vehicle. As our company car choice only features 100% plug-in hybrid and hybrid cars, standard petrol and diesel vehicles will be fully removed from our fleet by the end of 2025/26
- Our 'Journey to Net Zero' Steering Group successfully launched in 2024/25, with representation from across the business. Two working groups, including one focused on carbon and waste reduction, report to the Steering Group
- Following the introduction of the salary sacrifice car scheme in 2023/24, open to our employees, 40 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:

- Continuing to increase the number of low and zero carbon vehicles within the company car fleet with a goal to removing all ICE cars by the end of 2025
- Developing and implementing an electric vehicle transition plan for our commercial fleet to accelerate the reduction of our vehicle impacts
- Implementing telematics platform to provide data that will help us understand and improve driver behaviour and vehicle utilisation, to ultimately reduce diesel consumption
- 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 FY2027
- 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
- Increasing the knowledge and learning resources available to our staff and supply chain on environmental topics
- Working to improve the availability and frequency of data reporting across our business
- We will publish a full greenhouse gas inventory for all scope 1, 2 and 3 categories.

DECLARATION AND SIGN OFF

This carbon reduction plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard 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, Group Finance Director
Date: 14 August 2025

