ENVIRONMENAL ESSENTIALS LIMITED

Carbon Reduction Plan 2026

Environmental Essentials Limited

Head Office
Unit 3 Arlington Court
Cannel Row
Silverdale Enterprise Park
Newcastle-under-Lyme
Staffordshire
ST5 6SS

www.environmentalessentials.co.uk

Commitment to Achieving Net Carbon Zero

Environmental Essentials Limited is committed to achieving net zero greenhouse gas emissions in alignment with the UK Government's 2050 target and the principles of limiting global warming to 1.5°C.

Net zero is defined as achieving a minimum reduction of 90–95% in absolute greenhouse gas emissions across all relevant scopes, with any residual emissions neutralised through credible carbon removal solutions.

The organisation will align its carbon reduction approach with the principles of the Science Based Targets initiative (SBTi), ensuring that emissions reductions are consistent with the level of decarbonisation required to meet global climate goals.

In order to achieve this in line with the Company's business growth strategy to diversify the services provided to our clients, the overall strategy is to carry out the carbon reduction plan over a series of five-year plans. This will enable us to adapt to advances in technology which will assist the strategy whilst also monitoring the business growth.

The initial phases of the plan (2022–2032) focus on reducing Scope 1 and Scope 2 emissions and establishing a robust baseline for Scope 3 emissions.

In line with SBTi principles, Scope 3 emissions will be assessed and addressed in parallel, recognising that they are expected to represent a significant proportion of total emissions and require early intervention.

Subsequent phases leading up to the 2050 deadline will focus on the Scope 3 emissions within the Company and within the supply chain. These are likely to represent the largest proportion of carbon emissions.

EMISSION TYPE	SCOPE	DEFINITION	EXAMPLES
Direct emissions	Scope 1	Emissions from operations that are owned or controlled by the company. .	Emissions from company vehicles, etc.
Indirect emissions (commonly grid electricity)	Scope 2	Emissions from the generation of purchased or acquired electricity, steam, heating, or cooling consumed by the company	Use of purchased electricity.
Value chain emissions (indirect)	Scope 3	All indirect emissions (not included in Scope 2) that occur in the value chain of the company, including both upstream and downstream emissions.	Production and transportation of purchased products. Business travel. Employee commuting.

Baseline Carbon Emissions Footprint

A key element of phase 1 of the carbon reduction plan was to establish the major sources of scope 1 and scope 2 emissions and quantify baseline emission figures. As part of this process accurate procedures for recording these emissions have been implemented in order to track progress and allow for adjustment of the plan as the Company grows and diversifies.

Baseline year emissions: 2022	
EMISSION TYPE	**TOTAL (Tonnes CO_2e)**
Scope 1	548.75
Scope 2	18.24 (Not all sources measured at baseline)
Scope 3	A full baseline has not yet been established.
Total Emissions	566.98

Environmental Essentials Limited is undertaking a comprehensive Scope 3 screening exercise in accordance with the GHG Protocol to identify all relevant emission categories and quantify material sources.

This assessment will include, where relevant:

- Purchased goods and services
- Business travel
- Employee commuting
- Waste generated in operations
- Fuel and energy related activities

The results of this assessment will be used to establish a complete Scope 3 baseline and inform future science-aligned reduction targets.

Current Carbon Emissions Reporting

Reporting year emissions: 1st January 2025 to 31st December 2025	
EMISSION TYPE	**TOTAL (Tonnes CO_2e)**
Scope 1	527.80
Scope 2	29.64
Scope 3	113.33 †
Total Emissions	919.94

† It is recognised that current Scope 3 emissions data is incomplete. In line with SBTi principles, Environmental Essentials Limited will prioritise improving data completeness and accuracy, with the objective of capturing all material emission sources across the value chain.

2025 has seen a slight decrease in the emissions in both scope 1 and scope 2 but the recording of some limited emissions in scope 3 has resulted in an overall increase in total emissions since baseline year and the last reporting period. As with the 2025 Carbon Reduction Plan, there are two reasons for this:

- The company's 'buy and build' strategy has increased the number of employees, offices, and vehicles.
- The 2026 emissions reporting has been more detailed than in previous years and has included information for additional sources of emissions which were not previously reported e.g. scope 3 emissions.

Carbon Emissions Reduction Targets

Specific and measurable emission reductions targets have been set for scope 1 and scope 2 emissions. The major emissions within scope 1 and 2 are those from the fleet of Company vehicles and those from the use of purchased grid electricity at Company premises.

Environmental Essentials Limited is committed to setting emissions reduction targets aligned with climate science and consistent with limiting global warming to 1.5°C.

Near-Term Target

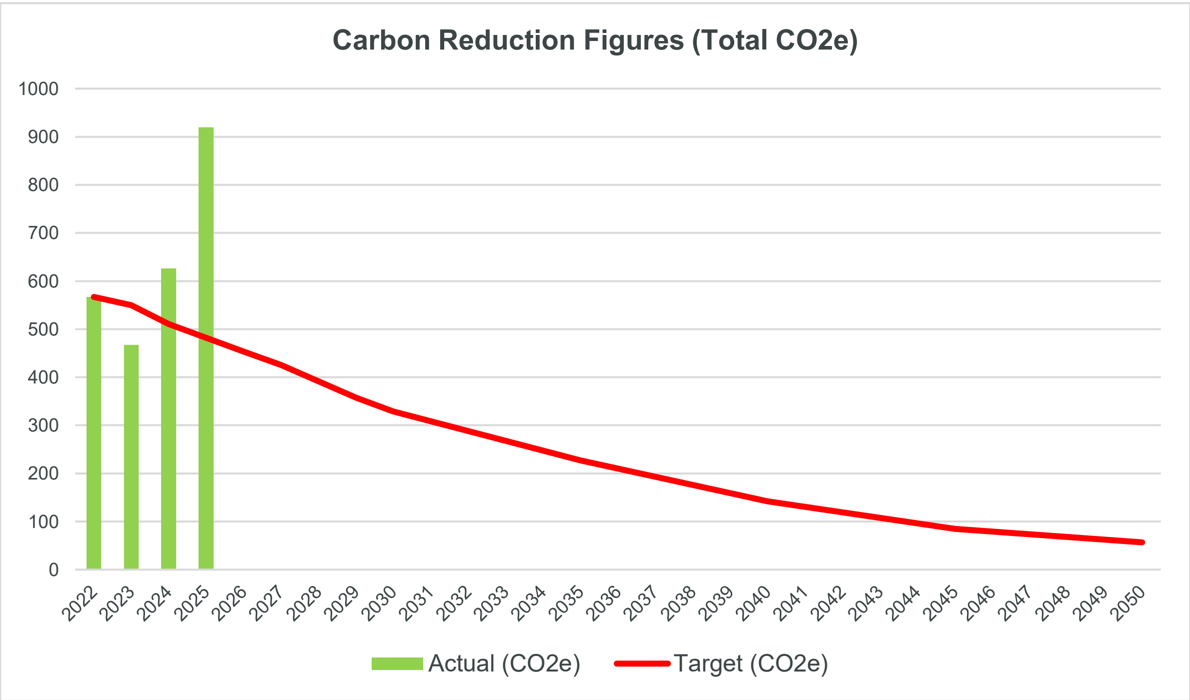
The organisation will aim to reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by a minimum of 42% by 2030 from a 2022 baseline, subject to periodic review as improved data becomes available.

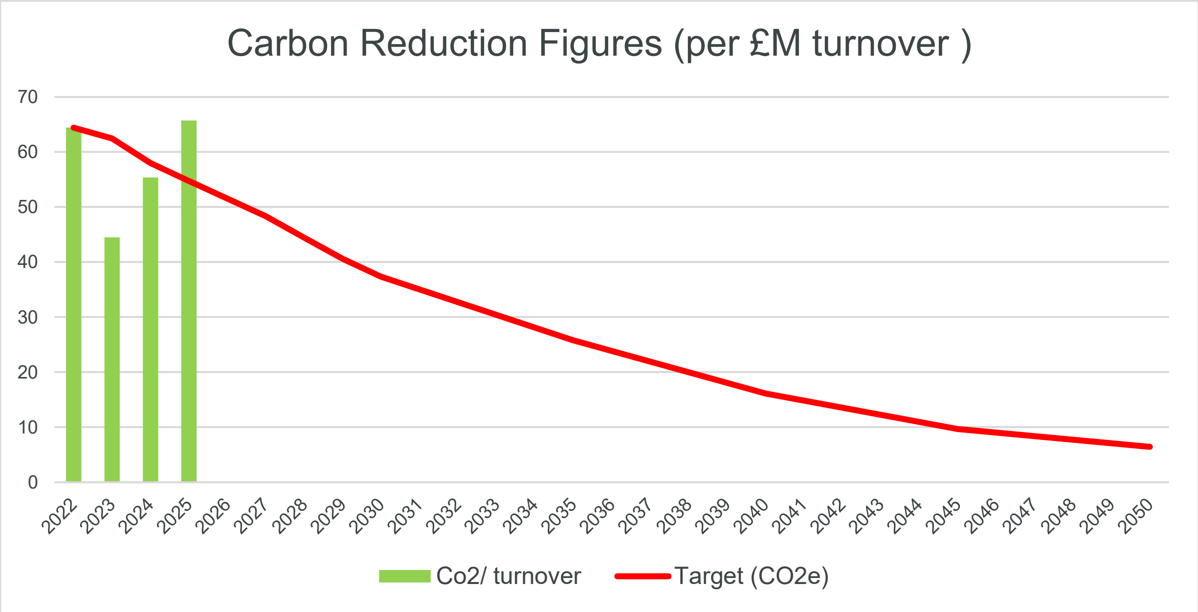
Scope 3 Commitment

Where Scope 3 emissions are identified as material (i.e. representing a significant proportion of total emissions), the organisation will set appropriate reduction targets covering relevant Scope 3 categories.

Intensity metrics (e.g. emissions per turnover) will be used as supporting performance indicators but will not replace absolute emissions reduction targets.

Progress against these targets can be seen in the graphs below:





The emissions trajectory presented is indicative and will be refined to align with science-based carbon reduction pathways as data quality improves and Scope 3 emissions are fully incorporated.

Carbon Reduction Projects

Current Carbon Reduction Initiatives

Phase 1 2022-2027

The key emission reduction targets within phase one include:

- Replacing existing vehicle fleet with HEV and pHEV vehicles. As of May 2026, 51.5% of the fleet consists of mild hybrid or hybrid vehicles, and 3% fully electric vehicles.
- Replacement of existing lighting within Head Office with low energy LED lighting units which was completed in early 2026.
- Sourcing energy for Company offices from off-site renewable suppliers with a target of 100% renewable energy by 2027.
- Ongoing engagement with internal stakeholders.
- Promoting awareness amongst colleagues through education, training, and via environmental forum and new starter inductions.
- Establishing sources and baseline figures for scope 3 emissions.
- Identifying, planning, and exploring options for addressing residual emissions following implementation of all feasible emissions reduction measures. Carbon offsetting will not be used to meet emissions reduction targets but may be considered for neutralising residual emissions once deep reductions have been achieved.
- Continual improvement of our ISO14001 environmental management system.
- Regular review of emerging trends and advances in technology for emission reduction as well as best practices.

Future Carbon Reduction Initiatives

Phase 2 2028-2032

Towards the end of phase 1, the company will begin the process of developing phase 2 of the strategy. Some of phase 2 will be dependent upon the results and progress of phase 1 but it will include:

- Further implementation of initiatives to reduce scope 1 and scope 2 emissions.
- Refinement and improvement of Scope 3 baseline data and integration into ongoing emissions reduction planning, ensuring continuous alignment with science-based principles.
- Investment in generation of our energy from renewable sources for our Company owned premises.
- Further exploration of carbon offsetting initiatives options for addressing residual emissions following implementation of all feasible emissions reduction measures.
- Continual improvement of our ISO14001 environmental management system.
- Continuing review of emerging trends and advances in technology for emission reduction as well as best practices.

Organisational Boundary and Reporting Approach

Environmental Essentials Limited defines its organisational boundary using the operational control approach in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.

All operations over which the organisation has operational control are included within this Carbon Reduction Plan.

In the context of business growth and acquisitions, newly integrated entities will be incorporated into the emissions inventory as soon as practicable to ensure completeness and consistency in reporting and target tracking.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with Procurement Policy Note (PPN) 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

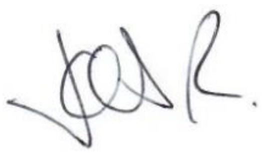
Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Protocol's Corporate Accounting and Reporting Standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

The principles of the Science Based Targets initiative (SBTi) have been considered in the development of this plan to ensure alignment with current best practice for emissions reduction and climate-related target setting.

Scope 1 and Scope 2 emissions have been reported in accordance with streamlined energy and carbon reporting requirements.

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

Signed on behalf of Environmental Essentials Limited:



James Riley
Executive Director

Dated: 28th May 2026