

# Carbon Reduction Plan

**Supplier name:** Grayce Group Limited

**Publication date:** 01/06/2026

## Commitment to achieving Net Zero

Grayce Group Limited is committed to achieving Net Zero emissions by 2050.

## 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 any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

### Baseline Year: 2023

Additional Details relating to the Baseline Emissions calculations.

Full scope carbon accounting with no material exclusions and all data has been third party verified

#### Baseline year emissions:

EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	6.7
Scope 2	3.7
Scope 3 (Included Sources)	Purchased goods and services = 316 Fuel and Energy related Activities = 0.32 Waste Generated in Operations = 5.1 Business Travel = 347.79 Homeworking = 178.29
<b>Total Emissions</b>	<b>858</b>



# Current Emissions Reporting

Reporting Year: Calendar 2025	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	0.48
Scope 2	5.583
Scope 3 (Included Sources)	Purchased goods and services = 231.8 Fuel and Energy related Activities = 0.58 Waste Generated in Operations = 4.57 Business Travel = 17.4 Homeworking = 133.8
<b>Total Emissions</b>	<b>394.3</b>

## Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets which have been verified by the SBTi:

Scope 1 and 2 = 42% reduction by 2030

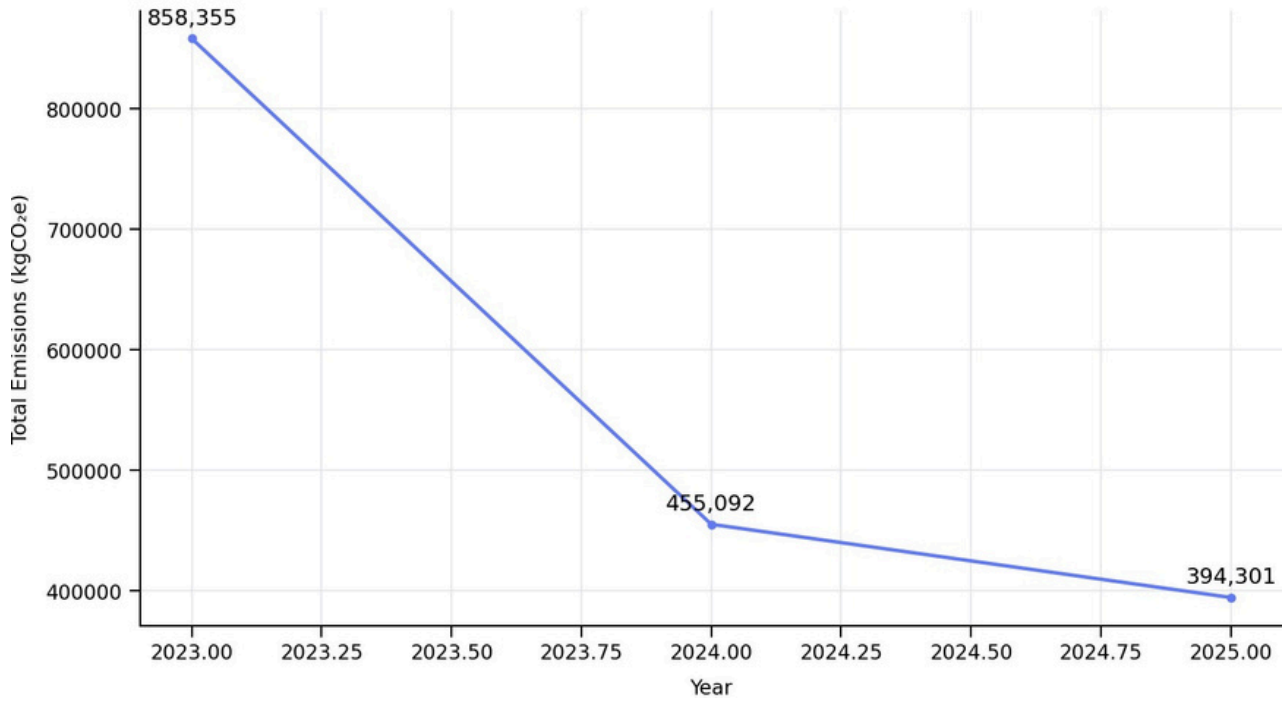
Scope 3 = 25% reduction by 2030

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

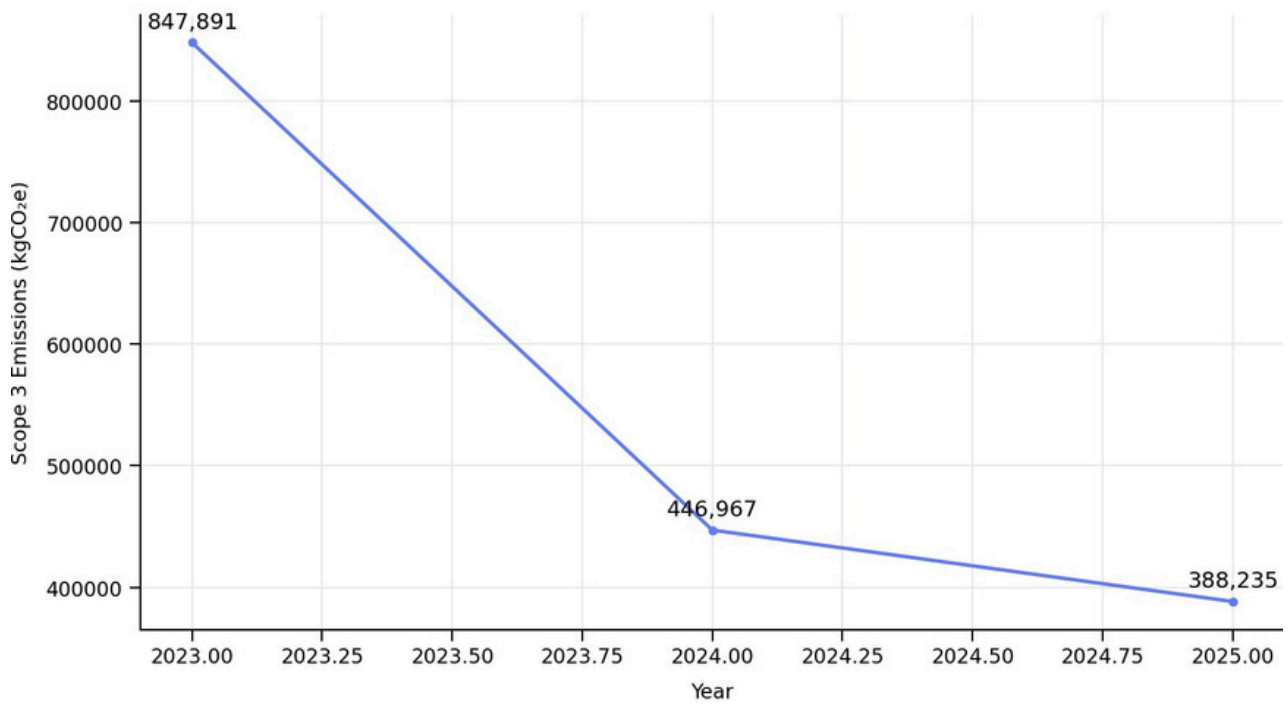
KPI	2024	2025	Year on Year	VS 2023 Baseline
Total Emissions (KGS Co <sub>2</sub> )	455,092	394,301	-13.4%	-54%
Scope 1+2 (KGS Co <sub>2</sub> )	8,125	6,066	-25%	-42%
Scope 3 (KGS Co <sub>2</sub> )	446,967	388,235	-13.4	-54%
Carbon Intensity (KGS Co <sub>2</sub> per FTE)	1,300	1,104	-15%	-38%
% of emissions externally verified	100%	100%	-	-

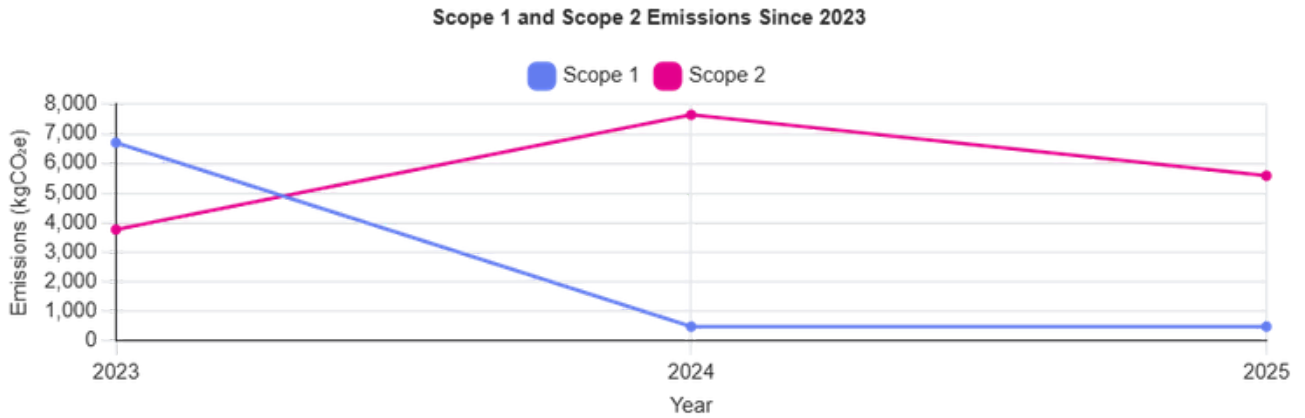


### Overall Emissions Reduction (All Scopes)



### Scope 3 Emissions Reduction Since 2023





# Carbon Reduction Projects

## Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline:

- ISO14001 certified – since Feb 2025 we have been ISO14001 certified, evidencing that environmental issues are at the core of our business.
- SBTi verified reduction targets – we have had our carbon reduction targets formally verified by the SBTi
- Increased Supplier Engagement – strategically working with high spend suppliers to collaborate on reduction initiatives
- Heating/cooling controls in offices as well as switch away from gas central heating

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

- Switch to fully renewable energy tariffs across all office locations
- Work with suppliers to move away from spend-based calculations for supply chain emissions
- Further promote non/low-emitting methods of travel for employee commuting and business travel
- Investigate electric car purchase schemes

## Declaration & Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and the 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<sup>1</sup>, and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

<sup>1</sup> <https://ghgprotocol.org/corporate-standard>

<sup>2</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>



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

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

**Signed on behalf of the Supplier:**

A handwritten signature in black ink, appearing to read 'James Freeman', with a large, sweeping flourish above the name.

**James Freeman - CFO**

**Date: 02/06/2026**

<sup>3</sup> <https://ghgprotocol.org/standards/scope-3-standard>