

## **Achieving Net Zero**

### **Carbon Reduction Plan and Emissions Reporting**

#### **Our Commitment to Carbon Reduction**

At PHS Home Solutions Limited we are committed to reducing our carbon footprint and ensuring transparency in our environmental impact. We understand the importance of carbon reporting in line with UK regulations and industry best practices, and as part of our sustainability goals we actively track and report on key environmental metrics, including fleet emissions, energy usage and waste levels.

Our overall goal is to achieve Net Zero within our business by 2050. We set out below our overall strategy to ensure we achieve this.

#### **Mandatory Emissions Reporting**

We have recently reached the threshold requiring mandatory carbon emissions reporting and are currently undertaking a comprehensive assessment of our Scope 1, 2, and 3 emissions.

#### **2024 Baseline Year**

In alignment with UK legislation, specifically The Companies (Director's Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018, we have established 2024 as our baseline reporting year for carbon emissions. Our first formal report will cover the 2024 financial year and is expected to be completed and published by late 2025. This report will include detailed information on energy use from electricity, gas and transport fuel alongside the associated greenhouse gas emissions (GHG).

#### **SECR Framework and Reporting Standards**

Our reporting will be in accordance with the Streamlined Energy and Carbon Reporting (SECR) framework, which will cover Scope 1, 2 and 3 emissions. For the first reporting period we will provide a clear narrative on our energy efficiency measures, the emissions associated with our operations, and our carbon reduction strategy. We will track our progress annually, reporting our emissions reductions and providing a narrative on the actions taken to meet our Net Zero target. Our intensity metric will be based on financial turnover, and we will update our progress against our targets each financial year following the baseline year of 2024. This financial metric means applying our calculations in line with our Financial reporting as provided to Companies House and our Financial Year is January 1<sup>st</sup> to December 31<sup>st</sup>.

#### **Legal Entities Included**

Our Carbon Reduction and Emissions Reporting will encompass two legal entities, these being:

- PHS Home Solutions Limited Company Number 04966472
- Oakes Energy Services Limited Company Number 06434382

Oakes is a wholly owned subsidiary of PHS Home Solutions Limited.

### Working with Industry Experts

To facilitate and enable our Reporting we are working with industry experts and data analysts to establish accurate measurement methodologies, ensuring compliance with regulatory requirements and alignment with frameworks such as SECR and PPN 06/21. We have contracted with a specialist provider of Carbon Emission calculation software and will use this platform for all calculations enabling accurate reporting. Our reporting will provide a clear baseline for our carbon reduction strategy, supporting our long-term sustainability goals.

### Strategic Commitment to Net Zero by 2050

Our commitment to achieving Net Zero emissions by 2050 is not just a long-term goal but a strategic priority that shapes our business operations. Our Carbon Reduction Plan, which has been approved by our CEO, outlines a comprehensive set of initiatives aimed at reducing emissions across our operations. As part of our ongoing commitment to sustainability, we review and update this plan annually to ensure it remains relevant and aligned with the latest industry standards.

### 2024 to 2025 Carbon Reduction Initiatives

Our 2024 to 2025 Carbon Reduction Plan includes the following initiatives to drive towards neutrality:



1. **ISO 14001 Accreditation** – maintaining our ISO 14001 certification to standardise and continually improve our environmental management systems.
2. **Renewable Energy Procurement** – Encouraging our landlords to purchase 100% renewable electricity for all our rented properties and maintaining the Solar Photovoltaic systems installed at our various office locations.
3. **Fleet Electrification** – Revising our Fleet Policy to promote electric and hybrid vehicles as part of our Company Car scheme, alongside exploring a series of EV trials for field-based engineers and staff.
4. **Energy Efficiency Measures** – encouraging landlords to implements energy-saving technologies such as LED lighting and motion sensor lighting in rented buildings.
5. **Waste Management and Recycling** – Pledging zero landfill for field waste where possible, and ensuring our waste management partners maximise recycling opportunities.
6. **Offsetting Emissions** – Exploring the purchase of forestry emissions offsets and funding tree planting initiatives.
7. **Driver Behavioural Management** – Using software to monitor and reduce emissions associated with our vehicle fleet.
8. **Charity Engagement** – Providing financial support and time contributions to charities within our community and our client's communities, such as Fareshare.
9. **Supply Chain Engagement** – Working closely with our suppliers to understand and support their own carbon reduction plans.
10. **Employee Engagement** – Encouraging employees to set personal carbon reduction goals and conduct an annual journey-to-work survey.
11. **Electric Vehicle Charging Points** – maintaining the electric vehicle charging points we have installed at our various office addresses, supporting our fleet of electric and hybrid vehicles used within our business.

### **Focus on Scope Emissions**

In line with this with this commitment, we also continuously implement and refine our environmental policies, focusing on key areas of emissions reduction across all scopes, including:

- Improving fuel efficiency in company-owned vehicles and reducing direct emissions from operational activities (Scope 1).

- Transitioning to renewable energy sources where possible and optimising energy efficiency across our facilities (Scope 2).
- Engaging suppliers and stakeholders to measure and reduce emissions across our value chain (Scope 3).

**Data-Driven Future Planning**

Once our mandatory emissions reporting is complete, including Scope 1, 2 and 3 emissions, we will refine and update our Carbon Reduction Plan based on the insights and baseline data gathered. This will enable us to enhance our carbon reduction initiatives, ensuring we address all sources of emissions and uncover new opportunities for further reduction and improved efficiency.

**Enhanced Accuracy and Impact Focus**

We are confident that the completion of our Scope reporting will enable us to improve the accuracy of our emissions data, helping us focus our efforts on the areas with the highest impact, particularly in Scope 3 emissions, which currently require further development in our reporting methodology. The comprehensive understanding gained from this detailed reporting will enable us to strengthen our carbon reduction measures, implement new strategies, and drive continuous improvement across all areas of our business.

**Our Carbon Journey Timeline**

Year	Milestone
2024	Baseline carbon data established
2025	First SECR-aligned emissions report published
2026 onwards	Annual tracking and reporting of emissions reductions
2030	Mid-point review and refinement of Net Zero strategy
2050	Target year to achieve Net Zero emissions

**Our Commitment to Transparency and Updates**

While we await our formal carbon emissions report which is expected to be published late 2025, we remain committed to providing transparency and regular updates on our progress. We will continue refining our environmental policies and implementing carbon reduction initiatives across all areas of our business.

The information from our Scope 1, 2 and 3 emissions report will be invaluable in adapting and enhancing our Carbon Reduction Plan, ensuring that it is based on a comprehensive understanding of our emissions profile. This will enable us to identify the most effective strategies for carbon reduction and drive further improvement in line with our goal to achieve Net Zero by 2050.

***This Carbon Reduction Plan has been reviewed and approved on behalf of the organisation.***

***The organisation confirms its commitment to achieving Net Zero greenhouse gas emissions by 2050 and to implementing the measures set out within this plan.***



**Approved by:** Phil Pallister

**Position:** CEO

**Organisation:** PHS Home Solutions Limited

**Date:** 15<sup>th</sup> April 2026