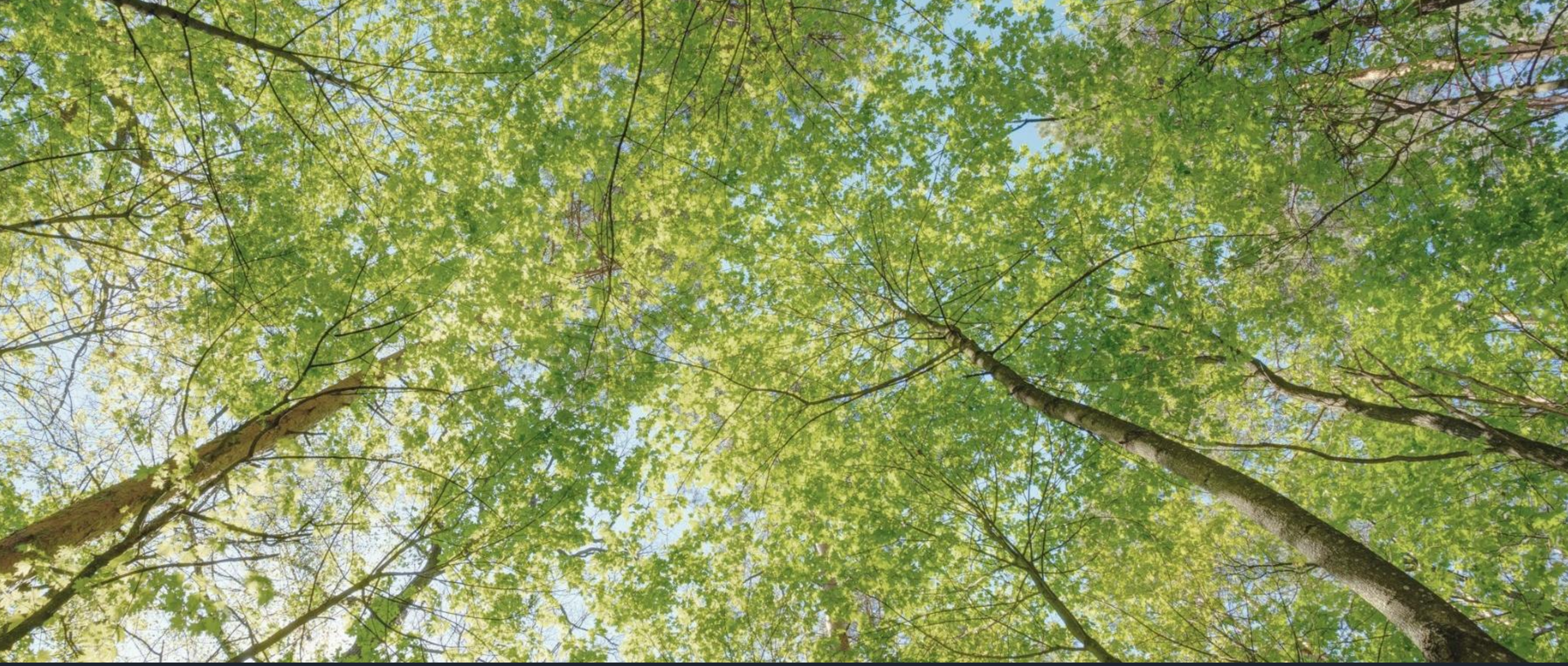

PHS Home Solutions Limited

Carbon Reduction Plan &
Emissions Reporting 2026

PHS Home solutions, expertly delivered.

0800 REPAIR

Oakes
Climate Solutions for Business

Carbon Reporting Plan & Emissions Reporting – HSE32

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Revision History and Version Control				
Section	**Description of Change**	**Date**	**Rev**	**Authorised By**
All	Document Creation	16 Apr 2025	1	PP
	Annual Review	16 April 2026		PP

This policy will be reviewed annually by the Compliance Director and Compliance Manager in conjunction with any Subject Matter Expert (SME), unless there is a change in the UK legislative framework or company process/procedure that requires it to be updated and reviewed sooner. All Policies are authorised by the Company CEO.

THIS POLICY FORMS PART OF THE EMPLOYEE HANDBOOK, AND MUST BE READ IN CONJUNCTION WITH ALL OTHER COMPANY POLICIES.

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 established 2024 as our baseline reporting year for carbon emissions. Our first formal report covered the 2024 financial year and is was completed and published in late 2025. This report included 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 is 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 out 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 1st to December 31st.

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.

SECR Report, January 2026

Data Source: Flotilla, 30 January 2026

Reporting period

PHS Home Solutions Limited's greenhouse gas (GHG) emissions have been assessed in accordance with HM Government's Environmental Reporting Guidelines: including streamlined energy and carbon reporting guidance, March 2019 update. This disclosure covers the year ended 31 December 2025.

Quantification and reporting methodology

This report was produced using UK Government GHG conversion factors, in line with the GHG Protocol Corporate Accounting and Reporting Standard. Calculated GHG emissions have been rounded to a decimal place. GHG emissions are measured in metric tonnes of carbon dioxide equivalent (tCO2e).

Energy consumption and emissions

PHS

Scope	Emissions Source	**Kilowatt hours (kWh), 2025**	Kilowatt hours (kWh), 2024	**Tonnes of carbon dioxide equivalent (tCO2e), 2025**	Tonnes of carbon dioxide equivalent (tCO2e), 2024
Scope 1	Natural Gas	**92,367.49**	6,073	**16.90**	1.1
	Fleet Vehicles	**2,810,822.00**	2,395,283	**724.00**	603.5
Scope 2	Electricity (purchased)	**117,312.14**	92,137	**19.08**	19.1
	Electricity (generated and consumed)	**19,201.30**	11,250	**0.00**	0.0
	Electricity (electric vehicles)	**57,555.27**	42,082	**10.20**	9.5
Scope 3	Grey Fleet	**0.00**	0	**0.00**	0.0

Total	**3,097,258.20**	2,546,824	**770.18**	633.2
Intensity metrics				
tCO2e per full-time employee			**2.56**	2.4
tCO2e per £m turnover			**11.47**	9.9

The above figures are unaudited.

In the year ended 31 December 2025, Scope 1 and 2 GHG emissions accounted for 100% of total emissions under SECR categories. This is because, at both UK sites, the landlord retains operational control over the utilities.

Intensity measurement

The chosen intensity metrics are total gross emissions in metric tonnes of carbon dioxide equivalent (tCO2e) per million pounds of turnover and per full time employee (FTE).

Measures taken to improve energy efficiency

PHS Home Solutions Limited continues to assess and implement energy efficiency measures at it's Head Office location. While the ability to influence building performance is dependent upon our Landlord, we make efforts to improve energy efficiency where possible and appropriate.

Key updates for 2026 are as follows:

Buildings and Energy Management

• Our Landlord for our rented Head Office is encouraged to maintain that it procures 100% renewable electricity for our office.

• Our Landlords has also been requested to consider the installation of additional solar photovoltaic systems at offices where feasible.

Further energy-efficiency improvements have been promoted, including:

- Installation of LED lighting throughout our Head Office.
- Adoption of motion-sensor lighting in communal areas and offices to reduce unnecessary electricity use.

• Opportunities to enhance on-site recycling infrastructure continue to be explored with building managers to maximise resource efficiency and reduce waste.

• Installation of EV charging ports at our head office for staff and visitors.

Fleet and Transport Efficiency

• The company's Fleet Policy is being reviewed, with a specific focus on encouraging hybrid vehicles for field managers.

• A programme of full electric-vehicle trials for field-based engineers has commenced to support long- term fleet decarbonisation.

• Driver behaviour continues to be reviewed and managed through existing telematics software to identify and promote eco-driving practices, thereby reducing fuel use and emissions.

Waste and Resource Management

• A commitment has been made to achieve zero landfill for field waste.

• Waste-management partners are being monitored to ensure recycling opportunities are maximised and that sustainable disposal routes are prioritised.

Employee Engagement

• Employee-level sustainability goals are being encouraged to promote environmentally responsible behaviours.

• An annual journey-to-work survey has been introduced to capture commuting patterns and identify opportunities to reduce associated emissions.

• Staff receive annual Environmental training.

• In our site planning, we carry out Environmental Impact Assessments as part of our Method Statements to minimise disruption and impact during the works we carry out.

Working with Industry Experts

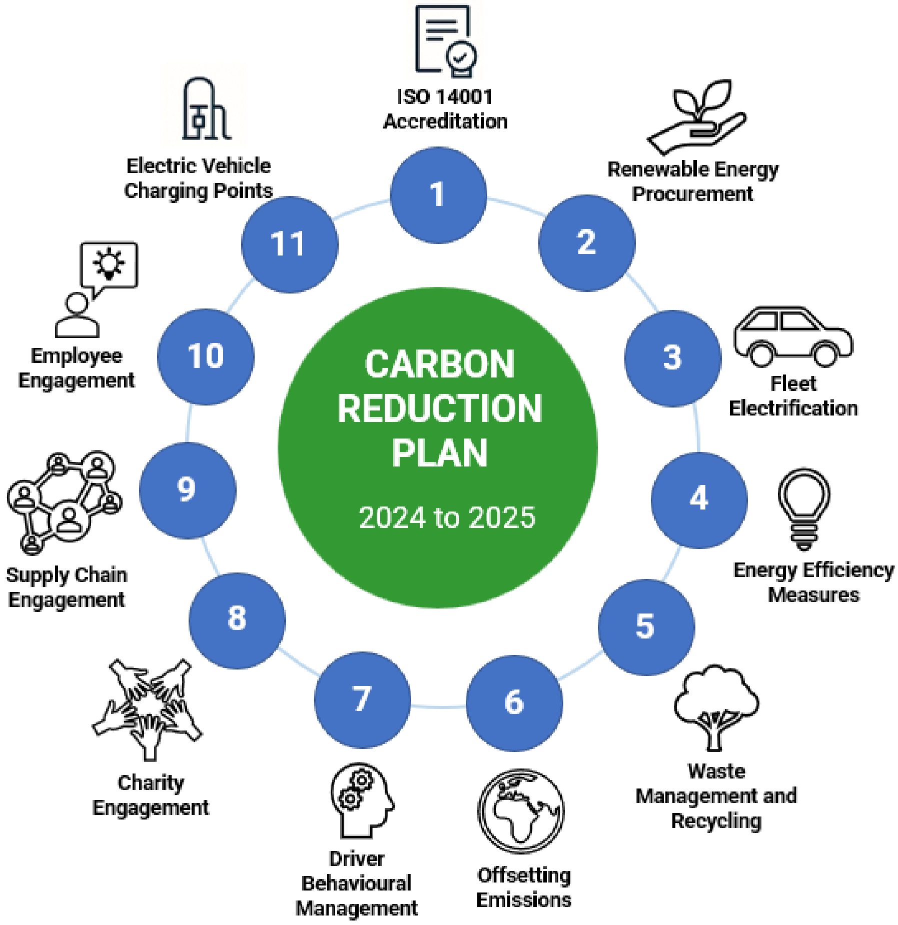
To facilitate and enable our Reporting we are working with industry experts and data analysts to establish accurate measurement methodologies, ensuring compliance with regulatory requirements and alignment with frameworks such as SECR and PPN 06/21. We have contracted with a specialist provider of Carbon 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.

Our Carbon Reduction Initiatives

Our Carbon Reduction Planning includes and incorporates 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 continue purchase 100% renewable electricity for our rented Head Office and maintaining the Solar Photovoltaic systems already installed.

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 our landlord to implement energy-saving technologies such as LED lighting and motion sensor lighting and any other new technologies that may become available.

5. **Waste Management and Recycling –** Pledging zero landfill for field waste where possible, and ensuring our waste management partners maximise recycling opportunities.

6. **Employee Car Scheme: offering staff the option of a reduced cost electric vehicle scheme.**

7. **Driver Behavioural Management –** Using software to monitor and reduce emissions associated with our own 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 head office thereby supporting our fleet of electric and hybrid vehicles used within our business.

12. Ensuring that where contractual Social Value initiatives are considered, we examine the viability of environmental carbon reducing initiatives which are then funded in full or part, by our client contracts.

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.

Carbon Reporting Plan & Emissions Reporting – HSE32

This policy has been approved and authorised by:

Name:	Phil Pallister
Position:	CEO
Date:	15th April 2026
Signature:	