

APLEONA

Apleona UK

Carbon Reduction Plan

Supplier name: **Apleona UK Ltd**

Publication date: **May 2026**



COMMITMENT TO ACHIEVING NET ZERO

Apleona UK Ltd are committed to achieving Net Zero emissions by 2045. We have published our Carbon Roadmap on our website to highlight our key milestones in decarbonising our business. As part of Apleona Group, we have our carbon reduction targets validated by the Science Based Target initiative (SBTi) and are working towards our targets set for 2033.

EMISSIONS FOOTPRINT

Baseline emissions are a record of the greenhouse gases that have been produced in the past and are the reference point against which emissions reduction can be measured. The Company's baseline year is 2023.

The Company operates an environmental management system certified to ISO 14001 standard as well as an energy management system certified to ISO 50001 standard. The Group's management system ensures that it meets environmental and energy standards and legislative requirements across the Apleona UK business. The Company maintains records of its energy consumption using the Governments GHG Protocol. Key metrics for the financial year which ended 31 December 2025 are reported below.

We have adjusted previous year's data to include Combined Technical Solutions, which was acquired by Apleona UK in September 2022. Combined Technical Solutions was rebranded as Apleona Technical Solutions in May 2025, as part of the ongoing integration into Apleona UK. In addition, as we have moved to offices where energy is purchased by the landlord and included in the service charge, we have added the estimated usage using CIBSE Guide F Energy Benchmarking Dashboard.

ENERGY PERFORMANCE	2023	2024	2025
Gas (kwh)	288,433	330,949	337,488
Electricity (kwh)	239,375	260,158	228,672
Transport fuels (litres)	242,789	221,786	164,436
Kilometres travelled (km)	2,368,295	2,002,478	1,757,014

CARBON PERFORMANCE

	t/CO₂e	2023	2024	2025
Scope 1		683	639	496
Scope 2		49	54	40
Scope 3		327	274	202
Total CO₂e (tonnes) – location-based		1059	967	738
Total CO₂e (tonnes) – market-based		1014	929	717

Since 2022, we have obtained Green Electricity Certificates for our offices in Motherwell, Leeds and Newhouse. The certificate confirms that we have purchased electricity generated by wind and hydro assets matched to Renewable Energy Guarantees of Origin (REGOs). We have applied carbon emissions associated with transmission and distribution losses of electricity and reflected in Scope 3.

INTENSITY RATIO

	2023	2024	2025
Emissions (Tonnes of CO ₂ e) per turnover	8.7	6.7	4.8

Organisational boundaries were set with reference to the methodology described in the GHG Protocol and ISO 14064- 1:2006 standards. An operational control consolidation approach was used to account for our impacts and emissions.

The materiality of metrics above have been determined by their contribution to our overall impact and our ability to influence the impact of the operation. The scope of the report includes company property used, company fleet, non-company vehicles, rail and air travel. Supply chain, waste, water and rental cars are not included due to the limited availability of accurate data. We will use our supply chain spend data to estimate the carbon emissions of our Scope 3 emissions.

Whilst this is being validated, we have taken the opportunity to engage with our supply chain on sustainability. That has led to new innovations being trialled and promoted across our contracts, supporting energy efficiency and waste reduction. Carbon emissions from our customers' real estate locations, which we maintain and operate from, are also out of scope.

EMISSIONS REDUCTION TARGETS

In order to continue our progress to achieving Net Zero, we have adopted the carbon reduction target of a 5% year on year reduction, via a combination of initiatives which will tackle Scopes 1, 2,3 emissions. We will also be contributing to our Group carbon reduction target validated by SBTi, which includes 54.6% reduction in Scope 1 and Scope 2 by 2033 and 61,1% reduction in Scope 3 per million Euro value added by 2033, based on 2023.

86% of our carbon emissions arise from business travel in company and non-company vehicles, therefore the focus to decarbonise is through our fleet. We have developed our roadmap to zero carbon by 2045, which involves electrifying our fleet as well as working with our supply chain and employees to reduce Scope 3 emissions over time.

We are committed to further developing our route to zero carbon by 2045 as a Group, which will include electrifying our fleet as well as working with our supply chain and employees to reduce Scope 3 emissions over time. We already procure electricity for our offices from renewable sources.

CARBON REDUCTION INITIATIVES

In 2025, we have seen a significant carbon reduction across all Scopes due to a number of factors, including operational changes, changes in contracts, replacing remaining diesel company cars with electric vehicles and moving from a large office and warehouse to a more energy-efficient office.

Absolute CO₂e emissions have reduced by 30% from the baseline year of 2023, from 1,059 t/CO₂e to 738 t/ CO₂e.

- › By working closely with our fleet provider we have increased the number of electric and hybrid vehicles available to our staff. 33% of our company fleet are electrified vehicles, either fully electric or electric hybrid and this will continue to increase over time. We have replaced all remaining diesel company cars with either an electric or hybrid alternative.
- › Our commercial vehicle fleet is fitted with Euro VI engines
- › Where we control energy procurement, we purchase electricity from 100% renewable sources, backed by the Renewable Energy Guarantees of Origin certificates

- › Gas and electricity use in our properties is measured via our energy management platform Enerlutech, which captures half-hourly data as well as usage from invoices. As a result, measurement of energy use is more accurate and transparent.
- › Our Sustainability Committee includes key colleagues from the business measuring and overseeing our performance and driving improvements. Climate Action is one of our key goals and we have set ourselves a number of specific targets to drive reductions in energy and our carbon footprint.

We are working to implement further carbon reduction measures, as detailed in our Energy Management Plan.

ENERGY MANAGEMENT PLAN

Energy management is a fundamental business issue. In addition to more stringent environmental legislation, energy management is important to our business for the following reasons:

- › Regulatory compliance;
- › Supporting Apleona's Net Zero Carbon commitment;
- › Meeting our clients' expectations and improving energy efficiency of their properties;
- › Reduced costs through efficiencies and less wastage.

The Company has set the following targets and objectives to drive continuous improvement in energy management throughout 2026. These support our wider Sustainability Strategy aligned to our priority Global Goals, in particular the Sustainable Development Goals 13: Climate Action.

LAGGING AND LEADING INDICATORS

- › Reduce CO₂e emissions from our offices by 5%
- › Increase the number of electric vehicles used for business travel
- › Eliminate any unnecessary business travel
- › Increase the proportion of electrified fleet for newly acquired Morrison FS

The delivery mechanism for the above targets is described overleaf, which is to be reviewed as part of our Sustainability Committee meetings.

SUSTAINABILITY TARGETS 2026

Group Target	Management Programme	Responsible for monitoring
Reduce CO ₂ e emissions from our offices by 5%	Office relocation to a more efficient building	BU Director
Increase the number of electric vehicles used for business travel	Launch EV Salary Sacrifice Scheme	Head of Procurement
Eliminate any unnecessary business travel	Launch a campaign to reduce any unnecessary business travel	Head of Sustainability
Increase the share of electrified vehicles for newly acquired Morrison FS	Introduce additional electrified vehicles through lease renewal	Head of Procurement

SUSTAINABILITY TARGETS 2026



- > Reduce CO₂e emissions from our offices by 5%
- > Deliver 2,000 MWh energy savings for our clients
- > Energy Champions to complete 50 Energy Audits
- > Increase the proportion of electrified fleet for newly acquired Morrisons FS
- > Generate 'Decarbonisation Pathways' for 10 client buildings
- > Invest in our client buildings to optimise energy consumption



- > Real Living Wage paid to all staff where Apleona controls salary
- > Support 10 new apprenticeship cohorts
- > Promote staff training (13 hours of training per employee)
- > Employ 10 new staff who are ex-forces or identify with a disability
- > Increase our engagement and spend with diverse-led businesses
- > Conduct 10 Modern Slavery Self-assessments in supply chain
- > Launch carbon literacy project for our catering team



- > LTIFR to be at or below 2.4
- > Increase the number of near miss hazards reported by 10%
 - Support healthy eating by delivering cooking classes in local schools to enhance cooking skills of additional 50 school children
- > Support community kitchen Reffatorio
- > Launch internal wellbeing programme

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 (or equivalent management body).

Signed on behalf of the Supplier:

Adrian Connor *Managing Director UK*

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