

INTRODUCTION:

Vertex Services Group Limited (Vertex) is committed to achieving Net Zero emissions in Scope 1 & 2 by 2030, and Scope 3 by 2040. We are at the beginning of our Net Zero Journey and currently in the process of gathering and analysing robust baseline data and assessing what Net Zero means to us.

We will continue to review emerging best practice, guidance, and industry standards to ensure our approach remains credible and aligned with the expectations of our clients, stakeholders, and the wider sector.

Baseline Assessment:

Baseline Assessment

Vertex aligns its reporting methodology with the Streamlined Energy and Carbon Reporting (SECR) framework, the GHG Protocol – Corporate Standard, and the UK Government's GHG conversion factors.

As part of our continuous improvement in data quality, we have set different baseline years for Scope 1 and Scope 2 emissions to reflect the maturity and completeness of available data.

Scope 1
Baseline Year: 01.07.2024- 30.06.2025
Additional Details relating to the Baseline Emissions calculations.
Vertex does not operate any gas-fired or oil-fired heating systems or other combustion-based equipment in their owned premises. Therefore, combustion-related Scope 1 emissions remain at 0.00 tCO ₂ e.
The leased vehicle fleet represents the only material source of Scope 1 emissions. The 2024–2025 period is the first reporting year in which complete, reliable, and auditable fleet fuel data was captured. This now forms the formal baseline for Scope 1 emissions.

Scope 2
Baseline Year: 01.07.2022- 30.06.2023
Additional Details relating to the Baseline Emissions calculations.
For Scope 2, our emissions were calculated based on electricity consumption at our Loughton Head Office, from July 2022 to June 2023. The total consumption was converted into carbon emissions (tCO ₂ e) using the UK Government's Greenhouse Gas (GHG) conversion factors for electricity.

While we previously explored the inclusion of Scope 3 emissions in our reporting, we have determined that our overall emissions, across all scopes fall below the SECR mandated threshold. Therefore, we are not required to report emissions under the SECR framework. However, we remain committed to maintaining transparency and will continue to collect data for Scope 3 emissions as part of our broader sustainability efforts.

Our commitment to achieving Net Zero remains a priority, and we are accelerating our efforts towards this goal. We recognise the importance of timely action, choosing to

advance our sustainability initiatives rather than waiting for further data. Once we have adequate data, we will start voluntarily reporting on our Scope 3 data as well.

Baseline Year Emissions	
Emissions	Total (tCO ₂ e)
Scope 1 (01.07.2024-30.06.2025)	87.94
Scope 2 (01.07.2022-30.06.2023)	5.302
Scope 3	Currently being assessed

Current Emissions Reporting

Reporting year: 01.07.2024 – 30.06.2025	
Emissions	Total (tCO ₂ e)
Scope 1	87.94
Scope 2	4.72
Scope 3	Currently being assessed

Planned Carbon Reduction Targets

Outlined in our commitment to carbon reduction are specific targets designed to drive us towards achieving Net Zero emissions. Our strategy entails reducing Scope 1 and Scope 2 emissions to reach Net Zero by 2030, with an aim to achieve Net Zero for Scope 3 emissions by 2040. To monitor our progress effectively, we have established interim goals that support continuous improvement.

Over the next few years, we will strengthen our understanding of our emissions profile and continue to refine our decarbonisation strategy through several key initiatives:

- **Identifying Emission Gaps and Strengthening Data Accuracy:** We are continuing our assessments to ensure that all material sources of emissions are accurately captured across Scopes 1, 2, and 3. Now that full fleet data has been captured for the first time, a detailed Net Zero analysis is under way to understand the impact of transport emissions and identify achievable reduction measures. As this work progresses, we will continue to refine and verify our reported data to ensure that our baseline remains robust and our future reporting reflects best practice.
- **Net Zero Roadmap Development:** We are advancing the refinement of our Net Zero roadmap to incorporate measurable interim targets, cost-effective reduction opportunities, and clear actions aligned with both Vertex's operational model and our clients' sustainability objectives. This roadmap will also consider credible carbon removal options once significant reduction measures have been implemented.
- **Supplier Compliance and Reporting:** We have introduced a dedicated supplier compliance portal to strengthen oversight across our supply chain. Mandatory reporting steps have been added to ensure that suppliers provide up-to-date

information on compliance, environmental practices, and relevant sustainability data. This will support more consistent monitoring, improve transparency, and help us identify opportunities for future Scope 3 emission reductions.

- **Focus on Fleet Emissions:** We recognise that fleet-related emissions form the largest portion of our current carbon footprint. These emissions arise from the remaining essential vehicles following the significant reduction of our mobile offering. Now that complete and accurate fleet data is available, we will focus on identifying practical reduction opportunities, including the phased transition to additional electric vehicles as leases renew and exploring options for improved charging infrastructure where feasible.
- **Strengthening Governance:** Our dedicated sustainability steering committee continues to drive our carbon reduction efforts. The committee meets regularly to review progress, monitor risks, and support decision-making relating to emissions reduction measures and sustainability initiatives.
- **Enhancing Internal and External Communications:** We are improving the way we communicate our sustainability performance to clients, partners, and employees. This includes clearer articulation of how our services support clients' Net Zero ambitions and improved visibility of our own progress across internal platforms and external messaging.
- **Sustainability Literacy and Employee Engagement:** We remain committed to delivering ongoing sustainability awareness and ESG training to employees. Our Environmental Champion initiative continues to embed energy-efficient practices across our operations, supported by regular workshops and engagement opportunities that encourage colleagues to contribute ideas and innovations.

Declaration and Signoff:

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance 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. Scope 3 emissions have not been reported and are in the process of being reviewed.

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



Wayne Tantrum
Managing Director
November 2025