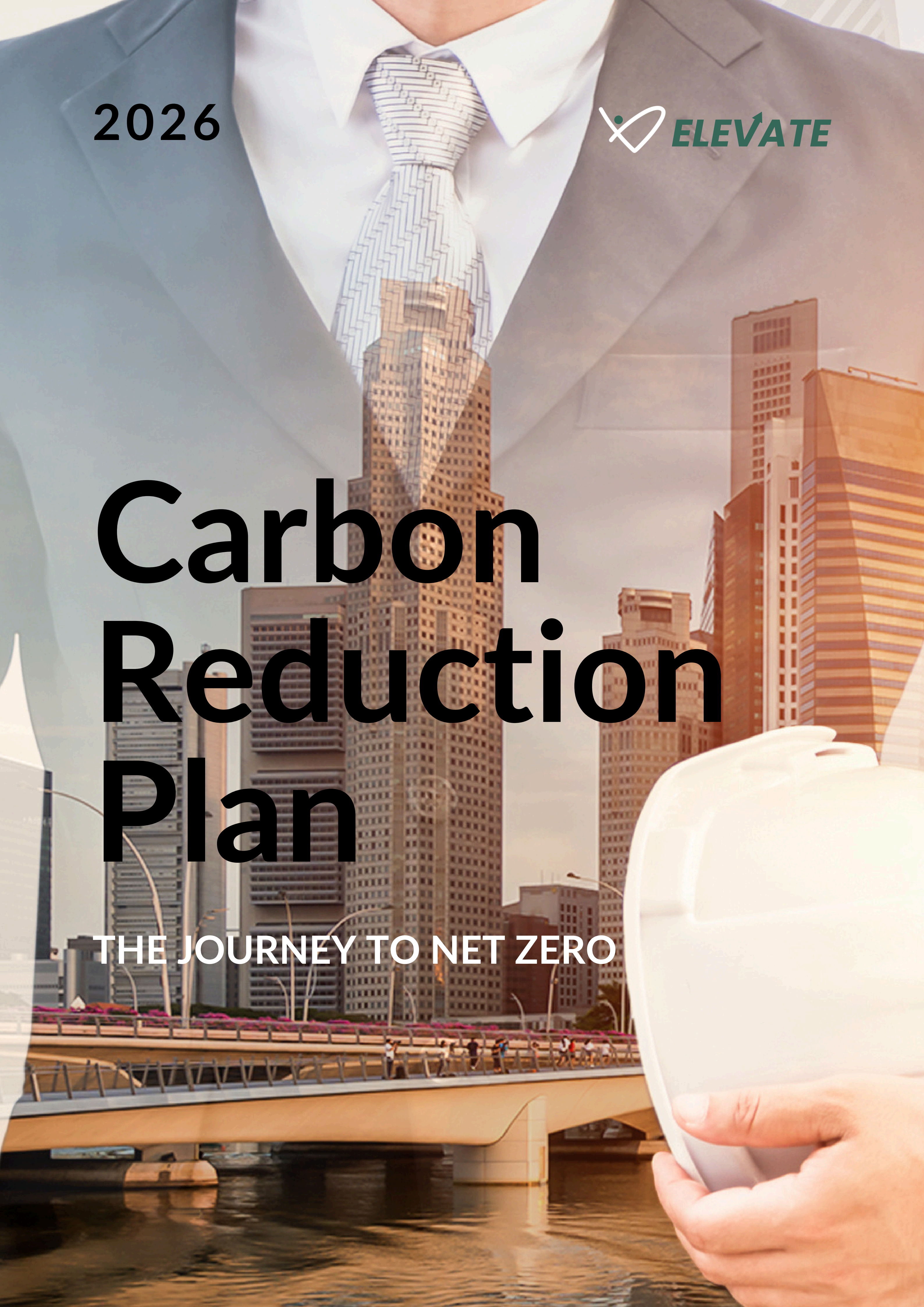

2026

ELEVATE

Carbon Reduction Plan

THE JOURNEY TO NET ZERO

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Introduction & Commitment

At Venesky Brown, we recognise the critical role businesses play in tackling climate change and are committed to reducing our carbon footprint to contribute to a more sustainable future. As part of our social value commitments, we aim to achieve Net Zero by 2045, with measurable reductions at key milestones along the way.

We are actively working to reduce our emissions across Scope 1, Scope 2, and Scope 3, ensuring we align with UK government targets and industry best practices, including maintaining ISO 14001:2015 Environmental Management certification and working towards ISO 50001:2018 Energy Management Systems.

This document outlines our baseline emissions, reduction targets, key initiatives, and long-term strategy to achieve our Net Zero goal.

Baseline Emissions Footprint

Our baseline year is 2024, chosen to reflect improvements in our Scope 3 emissions measurement and to better align with our post-COVID business operations. In 2025, we began to record emissions on a quarterly basis instead of annually. This does make it harder to draw comparisons as the data gathered does not compare cleanly to 2024 statistics, however it is expected to be more valuable as we begin to calculate 2026 emissions. Seasonal effects will be more apparent, such as increased gas/electricity use in winter.

Improvements to reporting accuracy continue to influence the emissions, contributing to an increase in Scope 1 and further decreases in Scope 3. As the changes have not resulted in as dramatic a shift as when we re-baselined for 2024, it has been decided not to reset the baseline.

Scope 3 remains our largest source of emissions, with flights in particular being the single largest source. In 2025, we made improvements to how we track flights on our expense system; users are now required to indicate whether it is a return or not. This allowed us not to assume every flight was a return, which lowered the total flight distance. The number of flights was very similar to 2024; however total distance travelled was 31% less. The 2025 turnover was 12% higher than 2024, which suggests that the flights we are using are being more efficient in the resulting business development.

Total 2025 Emissions

Emissions	Total kg (CO2e)	% of footprint	Change from 2024
Scope 1	**17,505.37**	**41.1%**	+23.5%
Scope 2	1,835.32	4.3%	-24%
Scope 3	23,273.17	54.6%	-30%
Total Emissions	42,613.86	100%	-14.5%

Quarterly 2025 Emissions

Emissions	Q1	Q2	Q3	Q4
Scope 1	**4,032.7**	**2,260.82**	4,687.06	6,524.79
Scope 2	589.55	454.18	398.78	392.78
Scope 3	2,928.22	5,637.562	6,692.42	8,014.97
Total Emissions	7,550.47	8,352.57	11,778.26	10,042.6

Baseline Year (2024) Emissions

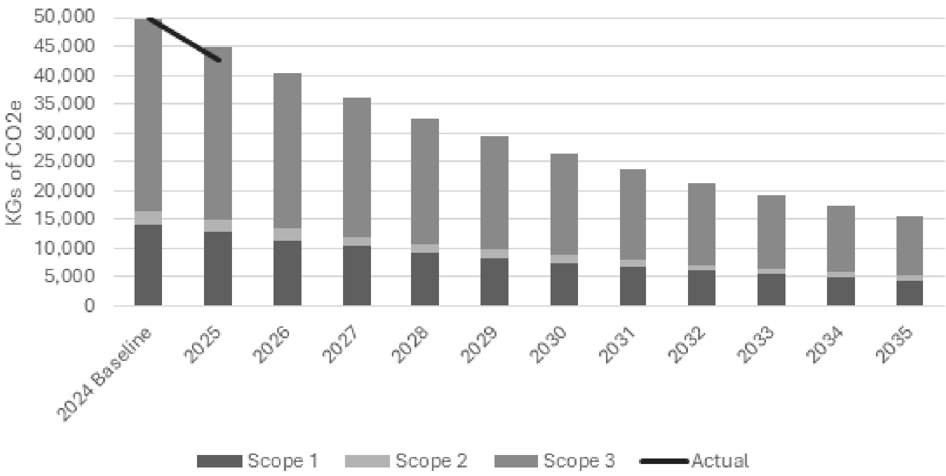
Emissions	Total kg (CO2e)	% of footprint	Change from 2023
Scope 1	**14,170.53**	**28%**	+18.32%
Scope 2	2,404.71	5%	-10.00%
Scope 3	33,263.21	67%	n/a
Total Emissions	49,838.45	100%	n/a

Emission Reduction Targets

We have set the following carbon reduction targets to drive our transition to Net Zero by 2045:

- **By 2035 – Reduce our Carbon Emissions (Scope 1, 2, and 3) by 60%.**
- **By 2045 – Achieve Net Zero across all operations.**
- **2045 - Achieve Net Zero across all operations (Scope 1, 2 and 3).**

Carbon Emissions - Projected Reduction Trajectory



	2024	2025	Increase
Scope 1	**14,170.53**	**17,505.37**	+23.5%
Scope 2	2,404.71	1,835.32	-24%
Scope 3	33,263.21	23,273.17	-30%
Combined	49,838.45	42,613.86	-14.5%

The overall reduction of 14.5% is somewhat attributed to further improvements to measurement methodology for Scope 3, particularly around being able to determine which flights are returns or not. This allows greater accuracy. Being the first time emissions were calculated on a quarterly basis, it is harder to compare directly with 2024; however, in 2026, comparisons will be able to be drawn more consistently.

The increase in Scope 1 is largely due to increased employee car travel, which is expected as Venesky Brown continues to grow. Gas usage was approximately 50% less compared to 2024, which helps to offset this in Scope 1. There are also no longer any entirely electric cars in the company fleet, meaning some employee travel has moved from Scope 2 to Scope 1. Scope 2's reduction is largely due to there no longer being any electric cars contributing to it. Electricity use was broadly the same, which is favourable considering that the business has grown.

Key Carbon Reduction Initiatives

The Directors have identified the following environmental objectives for 2026:

- **Implement ISO 50001 Energy Management**
- **Overhaul HSE governance structure**

These initiatives will build on our existing sustainability commitments and help drive long-term carbon reduction.

ISO 50001 Implementation Plan

We are currently in the scoping phase for ISO 50001 accreditation. Work is set to begin in 2026, with a commitment to achieving accreditation by the end of 2027.

Additional Reduction Strategies

Energy Efficiency

- Transition to renewable electricity sources (REGO-certified).
- Improve energy efficiency in offices and sites (LED lighting, smart meters, HVAC upgrades).

Transport & Travel

- Industry-leading hybrid working model: Employees can work remotely for up to four days per week, significantly reducing travel to city centres.
- Transition company vehicles to hybrid/electric.
- Encourage car-sharing and sustainable travel policies.
- Reduce non-essential business travel and encourage remote meetings.
- Develop a reporting methodology to capture employee commutes.

Employee Engagement & Culture

- Implement carbon awareness training for staff.
- Appoint Green Champions to drive sustainability initiatives.
- Consider engagement with industry-wide sustainability initiatives to drive industry reduction.

Monitoring & Reporting

- We will report our emissions annually in February.
- Scope 1, 2, and 3 emissions will be measured quarterly for more accurate tracking.
- Reporting aligns with SECR (Streamlined Energy & Carbon Reporting) and PPN 06/21 standards.

Offsetting Approach

We prioritise direct emissions reductions and will only explore offsetting measures once all feasible reduction initiatives have been exhausted. No offsetting projects are currently in place, but this will be reviewed as our carbon strategy progresses.

Declaration & Sign-Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21, the GHG Reporting Protocol, and SECR requirements. Emissions have been calculated using UK Government emission conversion factors, and this plan has been reviewed and signed off by the Directors.

Signed on behalf of Venesky Brown

Paul Stretton, **Head of HSE**

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