PlanetMark

PPN CARBON Reduction Plan
Vertas

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Vertas

01 June 2025

Commitment to achieving Net Zero

Vertas is committed to achieving Net Zero emissions by 2030. In order to meet this target, Vertas has been working with Planet Mark to develop its own carbon reduction action plan which details a series of activities it is planning to carry out to move towards Net Zero. Further details around this plan, including the annual reduction required to meet this target, are detailed within this document.

Baseline Emissions Footprint (01 Apr 2021 to 31 Mar 2022)

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Scope 1	+	Scope 2	+	Scope 3	=	Start Year YE2022
1,261.4 tCO_2e		78.3 tCO_2e		255.3 tCO_2e		Measured Carbon Footprint 1,595.0 tCO2e

Additional details relating to the Baseline Emissions calculation

Vertas measured its carbon footprint with Planet Mark for the first time in YE2022. Current emissions calculations include the subset of scope 3 categories required for PPN 06/21. For Vertas, this includes waste, business travel, upstream transport and distribution, and commuting. Vertas and Planet Mark deemed the downstream transportation and distribution category not to be relevant to Vertas as its deliveries etc. are carried out by Vertas themselves in its fleet operations. Upstream transport and distribution emissions were calculated for Vertas Group as a whole, Vertas' share of these emissions has been apportioned based on employee headcount.

Current Year Emissions Footprint (01 Apr 2024 to 31 Mar 2025)

Current Year emissions are a record of the greenhouse gases that have been produced in the current year of reporting following the introduction of any strategies to reduce emissions. Current emissions are used to record the measurement of the reduction in the reporting period.

Scope 1	+	Scope 2	+	Scope 3	=	Start Year YE2024
570.0 tCO_2e		21.2 tCO_2e		568.0 tCO_2e		Measured Carbon Footprint 1,159.2 tCO2e

Additional details relating to the Current Emissions calculation

Vertas Group has successfully certified to The Planet Mark for the reporting period 01 April 2024 to 31 March 2025 which is Vertas Groups fourth year of certification. The Planet Mark is a sustainability certification that recognises continuous improvements, encourages action, and builds an empowered community of like-minded individuals. Vertas Group also make a commitment upon certification of the Planet Mark to achieve a minimum 5% reduction in their Scope 1 and 2 emissions, year on year.

Current Year Emissions Breakdown

			Current	
			01 April 2024 to 31 March 2025	
Source	**Scope**	**Unit**	**Amount**	**tCO_2e**
Buildings				
Electricity (location-based)	2	kWh	330,256.3	68.4
Electricity (market-based)	2	kWh	330,256.3	20.4
Natural Gas	1	kWh	97,746.0	17.9
Transmission and Distribution Losses	3	kWh	330,256.3	6.1
Fleet Travel				
Vehicle-fleet-diesel	1	litres	196,644.8	494.1
Vehicle-fleet-petrol	1	litres	27,813.0	58.0
Vehicle-Pool Car EV Charging on site	2	Km	105,225.3	-
Vehicle-Pool Cars T&D	3	Km	105,225.3	-
Vehicle-Fuel Card EV Charging off site (location based)	2	Km	1,681.8	0.3
Vehicle-Fuel Card EV Charging off site (market based)	2	Km	1,681.8	0.8
Vehicle-Fuel Card T&D	3	Km	1,681.8	0.03
Business Travel				
Grey fleet – diesel	3	Km	737,570.1	125.3
Grey fleet – petrol	3	Km	446,379.3	73.4
Grey fleet – PHEV	3	Km	12,299.6	1.3
Grey fleet – hybrid	3	Km	99,457.5	12.5
Grey fleet – electric	3	Km	86,815.6	4.1
Rail Travel	3	Km	18,802.9	0.7
Taxi Travel	3	Km	2,123.2	0.4
Bus Travel	3	Km	35.4	0.0004
Diesel Fuel	3	litres	136,736.8	343.6
Waste				
Energy from Waste	3	tonnes	20.7	0.1
Recycled	3	tonnes	15.7	0.1
Composting	3	tonnes	-	-

Water Treatment	3	tonnes	1,401.2	0.3
Total (location-based)		**tCO_2e**	**4,863,991.1**	**1,206,7**
Total (market-based)		**tCO_2e**	**4,863,991.1**	**1,159.2**

Emissions Reduction Targets

In order to continue our progress toward achieving Net Zero Vertas has adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next six years by 90% of the baseline.

Target Setting – A decade of Action: Pathways to Net Zero through varying emissions reduction trajectories.

Planet Mark 5%annual reduction

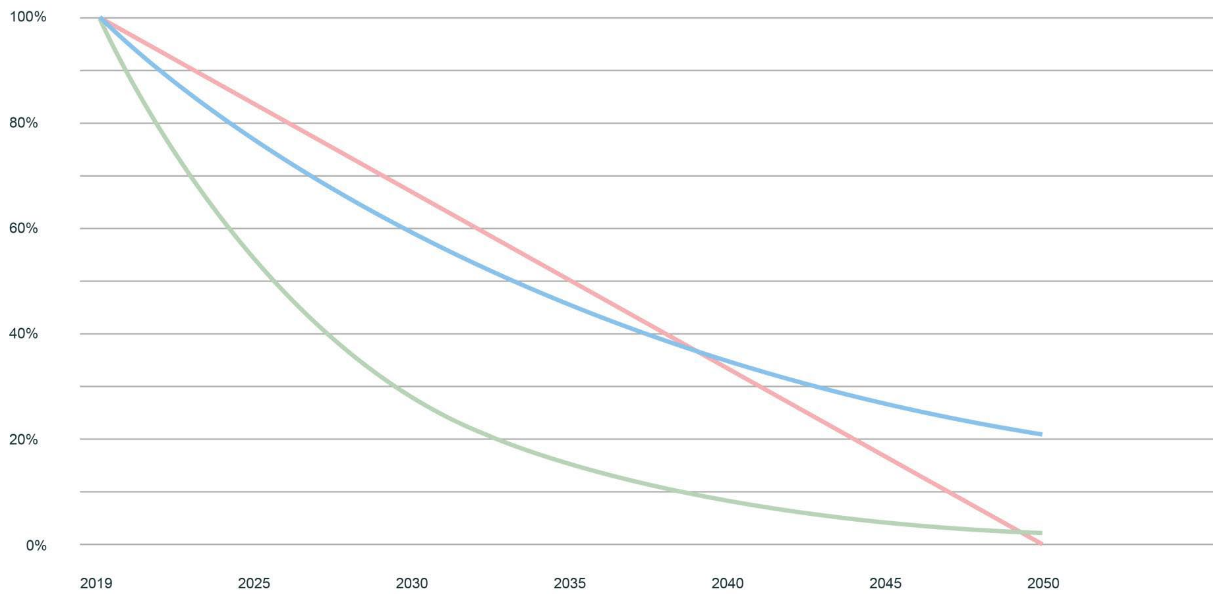
5% year on year reduction is the minimum annual reduction recommended by the Planet Mark.

Planet Mark 12% annual reduction

12% year on year reduction is based on the Planet Mark Member absolute carbon reduction average over the past 5 years (2018-2022).

A 12% year on year reduction from a 2019 baseline will set you on track to meet the UK target Net Zero by 2050.

Net Zero 2050



Energy Efficiency Actions

Vertas Group has successfully certified to The Planet Mark for the reporting period 01 April 2024 to 31 March 2025 which is Vertas Group's fourth year of certification. The Planet Mark is a sustainability certification that recognises continuous improvements, encourages action, and builds an empowered community of like-minded individuals. Vertas Group also make a commitment upon certification of the Planet Mark to achieve a minimum 5% reduction in their Scope 1 and 2 emissions, year on year.

Vertas Group's normalised, market-based emissions have decreased by 15.3% compared to the year ending 2024. This has been achieved through multiple energy efficiency actions in the reporting period, across the organisation.

Vertas Group have invested in technological improvements in order to achieve this reduction. The lighting system was upgraded at Friars Bridge Road to LED and occupancy sensors were also installed to optimise energy efficiency. In total, 34 lights were replaced and 134 luminaires had their controls enhanced.

The Group have also introduced measures to decarbonise its fleet. In the reporting period, 100% of Vans in the postal and courier department are electric, as well as a fully electric pool car fleet. Electric vans and Hybrid vans are also being trialled in Vertas Derbyshire and Cleaning and a reduction in fleet mileage has been recorded. Furthermore, travel has been a focus with efforts to use a low-carbon option first approach to travel whenever possible, there has been an aim to promote car sharing, using electric pool cars, public transport, cycling, walking and having meetings digitally to remove travel.

These measures have been realised within this report. Emissions from fleet vehicles have decreased by 7.2% since 2024, whilst business travel emissions have also decreased by 24.9%. Overall, travel emissions have decreased by 17.0% since 2024.

Behavioural improvements have also lead to the Group's increased energy efficiency. Training courses have been delivered to achieve this, including:

- TQUK Level 2 Certificate in Understanding Environmental Sustainability
- Stepping into Sustainability (all colleagues)
- Giving Back Social Value Training (all colleagues)

Behavioural improvements also include operational measures, such as closing HQ early on Friday and over the Christmas period, as well as digitalising workflows to use less paper and an effort to print less. Food waste bins have been added to all sites to further reduce general waste taking waste to 0.03% of Vertas Groups overall carbon footprint.

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Net Zero Action Plan

	Projects	Accountability	Timeline	Carbon Saving	Priority
Employee Engagement	Employee engagement is embedded within Vertas carbon reduction plan. Various employee engagement can be seen within the waste, business travel and commuting measures.	With support from Vertas Group.	By 2030 and beyond.	Not quantified – embedded in the business-as-usual procurement policy and staff engagement.	1
Energy Efficiency (Scopes 1 & 2)	Introduce heating and cooling optimisation by introducing set points and out-of-hours.	With support from Vertas Group.	By 2030 and beyond.	The culmination of all the energy efficiency measures along with the decarbonising energy supply measures is expected to reduce Vertas natural gas and electricity emissions to 0 tCO2e by 2030.	1
Decarbonise energy supply. Embedded Generation & Storage (Scope 2)	Procure 100% renewable energy at all sites.	With support from Vertas Group.	By 2030 and beyond.	The culmination of all the energy efficiency measures along with the decarbonising energy supply measures is expected to reduce Vertas natural gas and electricity emissions to 0 tCO2e by 2030.	1
	Continue the use of electric heating at Friars Bridge Road.				
	Introduce on-site solar PV to the Friars Bridge Road following roof repairs/replacement.				
	Vertas plans for a variety of mode changes in their commuting. Using a local recruitment	With support from Vertas Group.	By 2030 and beyond.	A combination of all these measures is expected to	1

	Employee Commuting (Scope 3 Cat 7)	policy to reduce those who live close to where they are working whenever possible. Thos who travel under 5km switches 100% to walking/biking, travel 5-15km switches 50/50 to bus and EV travel, travel 100+km switches to homeworkers, any travellers by Hybrid and over 5km switch to EV's, travellers who commute 15-100km less than 3 times a week switch to 50/50 train and EV and workers who travel 15-100km more than 3 times a week switch to 50/50 EV and train with some additional homeworking.			reduce Vertas commuting from 525.3 tCO_2e to 52.5 tCO_2e, a reduction of 90%.	
		Vertas plan to create a green team to own and drive plans and targets. They will also create a low-carbon toolkit to promote best practice among colleagues. They will also champion more sustainable travel across the company, green champions.				
		They will establish regular sustainability updates to share new progress, stories and events. They will also run an internal campaign to raise awareness of the benefits of cycling. Finally, they will provide a green travel plan for all employees with sustainable options.				
		Vertas will refresh HR and travel policies to include lift-sharing/public transport options as well as introducing flexible working. Departmental travel budgets will also be introduced along with EV charging point help and financial rewards for having an active commute.				
		Vertas are introducing a low-carbon travel toolkit including a carbon calculator, public transport links, car sharing app and potential cost savings.				
		Vertas will introduce a cycle-to-work scheme along with the supporting infrastructure. This will include the salary sacrifice scheme as well as appropriate bike storage.				
		Vertas will introduce an electric vehicle support scheme which will help employees purchase electric vehicles at a reduced cost. They will also implement EV charging infrastructure at their sites.				
		Vertas will reduce the number of parking spaces at their sites to encourage the use of public transport.				
		Vertas will encourage the use of the companies EV pool car for site visits.				

	Waste (Scope 3 Cat 5)	Vertas plan to increase activity-based data collection to improve its footprint accuracy. This will include mandating waste data from their waste management company and measuring their waste footprint at all locations.	With support from Vertas Group.	By 2028 and beyond.	These measures are designed to reduce Vertas waste emissions by 90% from their baseline of 7.5 tCo2e to 0.75 tCO2e.	2
		Setting SMART waste reduction targets. Vertas will set a goal of being zero to landfill by 2028.				
		Increase employee education, engagement and knowledge around waste. Vertas will leverage their green team to drive waste reduction plans, promote waste toolkits and share challenges.				
		Vertas will develop a zero waste-to-landfill policy and create supporting infrastructure. This policy will be embedded in site operating procedure, suppliers will be selected based on their disposal streams, composting bins will be introduced, and personal waste bins will be removed.				
	Upstream Transportation & Distribution (Scope 3 Cat 4)	Improving tracking of supplier transport by collaborating with suppliers and updating terms and conditions in contracts.	With support from Vertas Group.	By 2030 and beyond.	A combination of all these reduction measures are expected to reduce Vertas upstream transport emissions by 90% from 2022 to 2030. This would reduce Vertas emissions from 961.5 tCO2e to 96.2 tCO2e.	2
		Encouraging optimisation of transport routes and schedules. Vertas will use route optimisation software, optimise product density in vehicles and dedicate a secure space at delivery sites for drop-offs.				
		Vertas will encourage the use of lower carbon delivery vehicles. This will include encouraging decarbonised fleet for last-mile deliveries, engaging with suppliers and switching to rail freight for longer-distance deliveries.				
		Incorporating carbon efficient delivery into procurement policy. Vertas will prioritise large orders from one supplier rather than small orders from multiple suppliers and ensure low-carbon delivery solutions are built into procurement contracts.				
	Business Travel (Scope 3 Cat 6)	Prioritise usage of the electric vehicles in the pool when available.	With support from Vertas Group.	By 2030 and beyond.	This measure will help contribute to Vertas planned 90% reduction in business travel, taking their business travel emissions from 10.1 tCO2e in 2022 to 1.01 tCO2e in 2030.	3

Declaration

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 use 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

Date 4th August 2025

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Making the difference