

Form No.	HR-GUI-20		Last Review	November 2025
Revision	2025 V1		Reviewed By	E Flinn

## Carbon Reduction Plan 2025

In 2021, our leadership team committed to an aggressive but achievable plan to reduce our carbon footprint by a minimum of 10% per annum as part of our commitment to achieve net-zero carbon emissions by 2035. This reduction includes forms of carbon offsetting as an environmental management measure for residual emissions that cannot be reduced where possible.

### Baseline Emissions Footprint

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.

<b>Baseline Year: April 1<sup>st</sup>, 2020, to March 31<sup>st</sup> 2021</b>	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
<p>The baseline year for MFSG’s carbon emissions was established in 2020, when the Group comprised six individual businesses. Since then, MFSG has acquired an additional twelve businesses. Some of these have been integrated into existing operations, while others continue to operate as standalone entities. Consequently, our total emissions (tCO<sub>2</sub>e) have increased relative to the 2020 baseline. This increase is consistent with the expansion of our operational footprint, including additional sites and fleet assets associated with these acquisitions.</p> <p>The emissions reported within this Carbon Reduction Plan have been calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. The operational boundary has been defined using the Financial Control Approach and includes all UK operations over which MFSG has financial control. All greenhouse gas emissions are expressed in tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) to encompass all seven greenhouse gases identified under the Kyoto Protocol.</p>	
<b>Baseline year emissions: April 1<sup>st</sup>, 2020, to March 31<sup>st</sup> 2021</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	4,113.34
<b>Scope 2</b>	168.19
<b>Scope 3</b>	Not calculated in the baseline year
<b>Total Emissions</b>	4,281.53

Form No.	HR-GUI-20		Last Review	November 2025
Revision	2025 V1		Reviewed By	E Flinn

## Current Emissions Reporting

Reporting Year: April 1 <sup>st</sup> , 2024, to March 31 <sup>st</sup> 2025	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	4,910.47
Scope 2	176.25
Scope 3 (Included Sources)	19,312.66 (Waste, water, business travel data (rail / air / hotel), upstream and downstream transportation, employee commuting, emissions from supply chain, use and treatment of sold products)
<b>Total Emissions</b>	<b>24,399.38</b>

## Emissions Reduction Targets

Since Mitie's acquisition of Marlowe FSG, we have aligned our emissions reduction strategy with theirs and are making progress to achieving Net Zero Carbon Emissions prior to the UK Government's target of 2050. We have established the following carbon reduction targets:

- Committed to a Net Zero Carbon Target by 2030 (Scope 1 and 2)
- Committed to a Net Zero Carbon Target by 2035 (Scope 3)

## Strategy

1. Eliminate Scope 1 emissions (Fossil fuels) from our operations by 2030.
2. Drive down energy consumption and adopt renewable energy sources for Scope 2 emissions. (October 2026)
3. Measure, report & influence Scope 3 emissions throughout the value chain to align with points 1 & 2 above.
4. Establish science-based targets for near-term, long-term, and net-zero, and have these externally verified. (May 2026)

Marlowe FSG continues to see an increase in electricity-related emissions associated with our expanding electric vehicle (EV) fleet, as we transition towards an increasingly electrified company car fleet. This initiative is reducing our Scope 1 emissions from fossil fuels while proportionally increasing our Scope 2 emissions from electricity consumption.

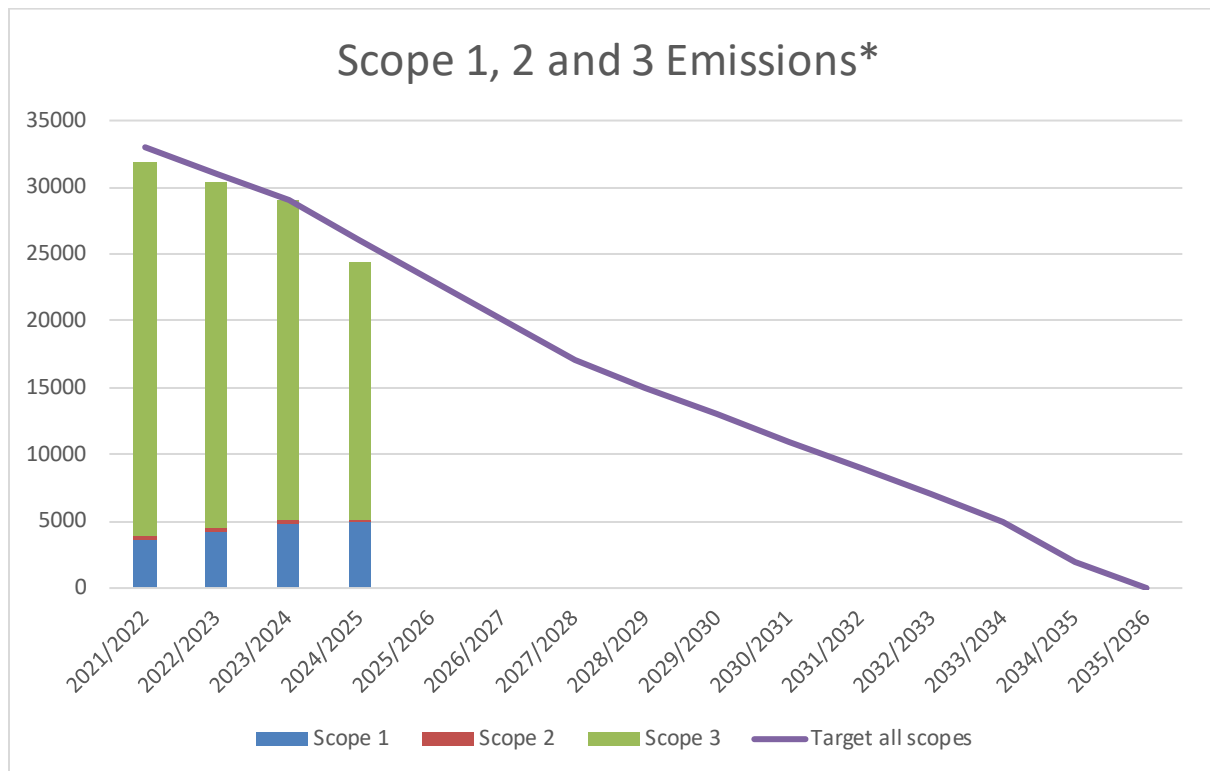
Form No.	HR-GUI-20		Last Review	November 2025
Revision	2025 V1		Reviewed By	E Flinn

To mitigate this increase, we are actively pursuing the purchase of Renewable Energy Guarantee of Origin (REGO) certificates, which will be implemented from October 2026, ensuring that our electricity supply is sourced from renewable generation.

Additionally, our programme of strategic acquisitions has resulted in MFSG absorbing a larger fleet across the Group, which has contributed to an overall increase in reported emissions.

Progress against our emissions reduction targets can be seen in the graph below.

### Carbon Reduction: Projected vs Actual



\*Scope 3 emissions estimated for years 2021/2022 up until 2023/2024.

### Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2020/21 baseline.

#### Clean sources of energy

Since 2024, we have explored the purchase of REGO certificates to ensure that our energy is sourced from sustainable and renewable suppliers. These will be implemented with the selection of our next energy provider in September 2026.

Across our fleet, the proportion of electric (EV) and plug-in hybrid (PHEV) vehicles within the company car fleet has increased significantly, supporting our transition towards lower-emission transport. In addition, our grey fleet has been fully transitioned to fuel-efficient vans, which emit 29g less CO<sub>2</sub> per kilometre driven, delivering a measurable reduction in our overall

Form No.	HR-GUI-20		Last Review	November 2025
Revision	2025 V1		Reviewed By	E Flinn

carbon footprint. We are currently working towards equipping all office locations across MFSG with EV charging infrastructure, and actively encouraging employees to choose low-emission vehicle options.

### Energy Efficiency

Marlowe Fire & Security Limited relocated its Head Office, incorporating a range of energy efficiency measures during the refurbishment of the new premises. These include the installation of LED lighting with PIR sensors, a high-efficiency HVAC system, and instant boiling water taps. Collectively, these improvements enhance the building’s overall energy performance and contribute to a reduction in our Scope 2 emissions from electricity consumption on site.

### Pace of Change in Reducing Emissions

Marlowe FSG is on track to achieve net-zero operations by 2035. We are actively exploring the implementation of a fully electric van fleet, which will significantly reduce our Scope 1 emissions, bringing them close to net zero. This is supported by the fact that we have minimal gas consumption across our office locations, further limiting our Scope 1 emissions.

### Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with ‘Technical Standard for Completion of Carbon Reduction Plans’<sup>1</sup> 1 PPN 06/21 and associated ‘Guidance on Adopting and Applying the PPN 06/21– Selection Criteria’<sup>2</sup>

Emissions reported on in this document have been collated internally by review and of fleet fuel data and utility data, covering gas, electricity, and water usage.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard<sup>3</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>4</sup>

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions, will be reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard<sup>5</sup>

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

<sup>1</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/991625/PPN\\_0621\\_Technical\\_standard\\_for\\_the\\_Completion\\_of\\_Carbon\\_Reduction\\_Plans\\_\\_2\\_.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/991625/PPN_0621_Technical_standard_for_the_Completion_of_Carbon_Reduction_Plans__2_.pdf)

<sup>2</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/991623/Guidance\\_on\\_adopting\\_and\\_applying\\_PPN\\_06\\_21\\_Selection\\_Criteria\\_\\_3\\_.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/991623/Guidance_on_adopting_and_applying_PPN_06_21_Selection_Criteria__3_.pdf)

<sup>3</sup> <https://ghgprotocol.org/corporate-standard>

<sup>4</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>5</sup> <https://ghgprotocol.org/standards/scope-3-standard>