



Antac
support services

Carbon Reduction Plan

2024



Carbon Reduction Plan

Antac Support Services (Antac), established in 2001, is a leading multi-service provider with a strong reputation for delivering quality, value, and customer care across the UK. Known for tailored solutions and high client retention, Antac takes pride in the dedication and talent of its people, fostering teamwork and continuous improvement to remain at the forefront of the industry. Sustainability and Environmental, Social, and Governance (ESG) principles are central to our operations, driving our commitment to reducing environmental impact, promoting ethical practices, and supporting communities. By embedding ESG into our business strategy, we strive to exceed customer expectations responsibly while creating lasting value for our clients, employees, and the environment.

Scope

Antac has been Certificated with ISO 14001 for over 10 years, demonstrating our long-standing commitment to environmental management. Our Environmental Policy and Management System is overseen by our Health, Safety & Environmental Manager, supported by a team of Environmental Ambassadors representing each office and division of the company. To ensure continuous improvement, Antac conducts six-weekly environmental meetings to review performance and identify opportunities for enhancement.

In compliance with legal obligations, Antac has successfully completed Phase 1 and Phase 2 of the Energy Savings Opportunity Scheme (ESOS) reporting and has also submitted the Phase 3 ESOS Action Plan. During the latest ESOS audit, it was noted that Antac operates a well-organised and disciplined fleet, with a robust telematics system and well-maintained vehicles. The audit concluded that while opportunities for significant energy reductions are limited, marginal improvements may still be achievable.

Antac's Energy Action Plans include annual progress updates to track achievements against the energy-saving actions outlined. However, one recommendation in the Action Plan—to modify the Electronic Control Units (ECU) in our fleet, cannot be implemented as we are unable to make any changes to the changes to the vehicles due to the leasing arrangement in place.

Looking ahead, the qualification date for Phase 4 of ESOS is set for 31 December 2026. By this time, Antac anticipates further progress in fleet improvements, including additional use of hybrid and electric vehicles.

Carbon Reduction Initiatives

Antac is committed to reducing our carbon emissions. This year, Antac changed the fleet fuel card to Radius, this provides enhanced visibility of fuel usage reporting. All vehicles are now fitted with Samsara Trackers which monitors drivers speed and behaviour.

Over the past 12 months, hybrid and electric vehicles have increased to 10% of the fleet, with plans to expand their use, wherever feasible. However, challenges remain for the window cleaning division, where the weight of water tanks and extended travel distances limit the viability of fully electric vehicles. These vans require battery power for both travel and on-site water pumping, with a current range averaging 200 miles.

Antac continues to monitor advancements in electric vehicle technology and infrastructure for charging and will reassess options as viable solutions emerge.

Fleet Transition Plan

Hybrid Vans: We have recently increased the use of Hybrid vans across various division.

Hybrid Cars: Reduce emissions and fuel consumption.

Electric Vehicles (EV): Increasing the EV's for managerial roles where range and performance align with operational needs.

To ensure optimal efficiency, Antac operates a rolling program to replace our fleet of commercial vehicles every three years. This approach ensures that vehicles are equipped with the latest safety equipment and technologies. All fleet vehicles feature tracking systems to monitor driver behaviour, such as speeding, harsh braking, and steering. Data from these systems helps identify employees who may benefit from additional training in environmentally friendly driving practices.

Technological Enhancements

All vans are equipped with speed limiters to improve fuel efficiency and include Selective Catalytic Reduction (SCR) technology, requiring the use of AdBlue to reduce nitrogen oxide (NOx) emissions—a significant contributor to atmospheric pollution.

Travel Minimisation Initiatives

Beyond fleet improvements, Antac actively reduces travel-related carbon emissions by using videoconferencing for meetings whenever possible, significantly decreasing the need for vehicle use and associated emissions.

Waste Management

Antac promotes a culture where resources are fully valued, and disposal is seen as a last resort. Through measures and targeted strategies, we aim to minimise waste and promote sustainable practices in all aspects of our operations.

1. Waste Reduction Targets

- Divert 95% of waste from landfill through recycling, repurposing, and reuse initiatives.
 - For example, on our MoD contract, we currently achieve a 96% landfill diversion rate.
- Reduce material waste through accurate ordering practices, ensuring quantities align with project schedules.
- Recycle packaging materials by establishing return systems, with a focus on reducing plastic waste, which accounts for over 70% of our packaging materials.

2. Supporting Measures

- Supplier Collaboration - Develop and implement a supplier code to encourage packaging reduction and recycling initiatives.
 - Example – Our uniform supplier no longer uses individual packaging sleeves for each item, which has reduced plastic waste.
- Source materials locally where possible to reduce packaging requirements.
- Waste Segregation
- Education - Provide training and toolbox talks (TBTs) to employees on waste reduction and recycling to raise awareness.
- Waste Reporting - analyse the data to track progress, identify areas for improvement, and report transparently.
- Circular Economy
 - Prioritise procurement of materials that can be recycled, repurposed, or returned to suppliers at the end of their use.
 - Partner with suppliers that offer take-back schemes to further reduce waste and promote a circular economy.
- Repurposing Goods and repurpose excess materials, such as wood and metal, for future projects or alternate uses. Donate usable materials to local organisations or charities.
 - For example, rope from the abseiling team was donated to a local scout group.

By embedding these measures into our operations, Antac continues to reduce waste while supporting broader sustainability goals.

Water

Antac are committed to saving water, particularly as it is such an essential element in our business, especially for our window cleaning services. As part of our robust Environmental Plan, Antac have invested in harvesting rainwater at our Aylesford office, it has 4000 litre storage capacity. This year we have harvested over 105,618 litres of rainwater. Further water harvesting installations are planned for our Leeds and Bromsgrove depots in 2025. The rainwater is collected and brought to a central point via guttering and down-pipes, which is then stored in a large water bowser. The water is filtered, before being processed to make de-ionised water, which is used by our window cleaning division.



January 2025



January 2024

While monitoring the rainwater harvesting, we have established that less chemicals (salt resin) and electricity are required when processing rainwater, as there are less impurities in rainwater.

Spotless Water

Antac uses Spotless Water for our window cleaning operations. With depots located throughout the UK, our teams can refill on the go, minimising the need to return to offices for water replenishment. This reduces mileage, fuel consumption, and time spent on refilling, leading to lower emissions and increased operational efficiency. By streamlining our processes, we enhance sustainability while maintaining high service standards.

Utilities, Gas, Oil and Electricity

Antac are using 100% renewal electricity at our offices and have switched to Green Gas, where gas is used.

Chemicals

Antac consciously reduces the number of chemicals we use to perform our cleaning duties. We also always seek to use green and responsible cleaning product manufacturers, such as Selden, who have a stringent chemical ingredients policy to protect the environment, users, and their production staff.

Supply Chains

Antac recognises the importance of engaging with our supply chain and subcontractors to identify and implement opportunities to reduce carbon emissions and minimise the environmental impact of our services. By cultivating strong partnerships and prioritising sustainability, we aim to achieve meaningful reductions in our carbon footprint.

Antac will be requiring subcontractors to monitor and report their emissions, ensuring accountability and alignment with our sustainability goals.

Reduce

Reduction Table

Goal	Timescale	Details
Reduction of carbon fuel vehicles	Already underway	5% of our fleet will be by EV or PHEV late 2024 Leading by example, several Senior Executive Directors have electric vehicles. With several Managers vehicles on order. The use of EV and PHEV will be monitored and reviewed as the technology evolves.
Installation of EV chargers to Antac offices	Ongoing	All Antac offices have had EV chargers fitted.
Driver Behaviour	Ongoing	All drivers are monitored on hard acceleration and braking.
Local Teams	Ongoing	Engineers / operatives to be used as per geographical locations to cut down on travel limiting the number of miles driven, and to plan their routes for the most economical routes.
Enhanced environmental awareness	Ongoing	All directly employed staff will receive environmental awareness training from our in-house HS & Environmental Team, this is a rolling programme and training updated yearly.
Less than 1% waste to landfill per	Ongoing	Through our waste partners "Veolia" we are able to identify what percentage of our waste goes to landfill every month by accessing our own personalised portal. All Antac offices are Zero to landfill, sites on the MoD are 97% recycled waste
Environmental Management Meetings	Ongoing	6 Weekly Management meetings with our Environmental Ambassadors to monitor our

		Carbon Reduction Plan and environmental Targets.
Energy Warden	Ongoing	Each office and division have an 'Energy Warden' to monitor utilities and waste management. The Energy Wardens report to our Environmental Manager.
Review our electrical supply and increase renewable / green tariffs percentage.	2023	100% green tariff for all offices.
Maintain equipment to manufactures recommendation to ensure equipment is fit for purpose and extend the life span.	Ongoing	Reuse reconditioned equipment where possible
Supplies / consumables	Ongoing	Where possible eco-friendly supplies / consumables are sourced.
Cycle to work scheme	2022	Introduced Cycle to work scheme.

Monitoring, Measuring and Reporting

Antac have already started the process of implementing our net zero plan. Our environmental targets and goals are measured monthly and presented back to our Environmental working group. We monitor our energy use through smart electric meters and our waste providers customer portals.

The monitoring and results are shared with our Executive Management Team, all of whom take an active interest in supporting and implementing the Carbon Reduction Plan and have set aside budgets for the programme. Antac's Procurement Administrator has been working in partnership with the Environmental Committee to reach out to our subcontractors to implement Scope 3 reporting.

Our tonnes of CO₂e for 2024 is outlined below.

	Baseline year emissions: 2022	2023	2024
EMISSIONS	TOTAL (tCO ₂ e)	TOTAL (tCO ₂ e)	TOTAL (tCO ₂ e)
Scope 1	1338.68	*1861.7	1592.86
Scope 2	15.8	**13.3	18.29
Scope 3	N/A		
Total EMISSIONS	1354.48	1875	1610.36

**In April 2022 Antac mobilised a large contract, Void Housing and Maintenance on the Ministry of Defence at*

Larkhill, Tidworth and Bulford, the contract expanded in April 2023 with MoD Housing Planned Maintenance and Responsive Repairs. With the increase of vehicles in the fleet, there has been a rise in carbon emissions in 2023.

*** Reduction in Scope 2 emissions due to the change to 100% Green Tariff.*

Offset

With the best will in the world, we realise that we cannot be carbon Neutral without Offsetting. It is vitally important because **it allows us to make a positive contribution to the environment when our emissions cannot be avoided.**

Antac commit and deliver our services in a sustainable manner, with this in mind Antac have partnered with 'Make It Wild' to offset 545 tonnes of carbon CO2e against our 2024 emissions, which represents over a quarter of our CO2e. We will increase our offsetting to

- 40% against CO2e in 2025
- 50% against CO2e in 2026
- 60% against CO2e in 2027

Make it Wild plant trees for offsetting and create woodlands, increasing biodiversity. All its new tree plantations are filmed by drone and other aerial imaging techniques. The photographic records are augmented with digital maps, which means the trees allocated to Antac are easily identified, along with knowing their exact position in the woodland.



Antac Support Services Environmental Committee agreed to sponsor approx. 150 sq m of native oysters in the Solent in 2024 and will continue to support a further 200 sqm in 2025. This arrangement was in partnership with GreenTheUK and Blue Marine Foundation, as part of our Environmental Strategy. Stephen Burton, Managing Director “restoring natural habitats is essential, companies need to support these initiatives to make a positive impact”.

Native oysters are classified as a priority species in the UK's Biodiversity Action Plan and restoration is a high priority at the national level. An estimated 85 percent of oyster beds and oyster reef habitats have been lost worldwide, making them among the most imperilled marine habitats. As ecosystem engineers, oysters provide a range of benefits to the environment and local communities:

They improve water quality:

- a single oyster can filter 200 litres of water every day.
- They provide habitat to thousands of other species, fish and marine life.
- They are a natural defence to coastal erosion.

It is our strategy to become Carbon Neutral by 2030 and Carbon Zero by 2050, which the Board of Directors are confident Antac will achieve. There are many challenges we face on the journey to Carbon Neutral then onto Carbon Zero. As we map out our strategy to do this, we are also reliant on behaviour changes, improvement in infrastructure and increase in range for vehicles.

Individuals can make a real difference, but change can only happen when working as a team with our clients, suppliers and employees.

Review Date

Date last reviewed 31st December 2024

Date of next review 31st December 2025



Stephen Burton, Managing Director

