

Carbon Reduction Plan

Pathway to Carbon Neutral,
a commitment to achieving Net Zero

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CEO's Foreword

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“Carlisle Support Services recognises our responsibility to manage our operations in ways that protect and enhance the environment, and to play our part in combating climate change.

Climate change is a global challenge that demands action from all of us. We acknowledge the very real threat it poses to our planet and are committed to doing everything within our power to halt its progression.

We are dedicated to preserving the natural environment, eliminating negative impacts wherever possible, and preventing pollution through careful control of our operations and the services we provide.

This Carbon Reduction Plan sets out our commitment and our pathway to achieving Net Zero emissions, demonstrating how we will measure, reduce, and report our environmental impact for the benefit of current and future generations.”



Paul Evans
Chief Executive Officer

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Executive Summary

Commitment to Achieving Net Zero

Carlisle Support Services Group Limited is committed to achieving Net Zero greenhouse gas emissions by 2050, in line with UK Government policy and PPN 06/21 requirements.

This commitment is formally adopted by Carlisle Cleaning Services Limited and Carlisle Security Services Limited, both wholly owned subsidiaries, and applies to their operations, including the delivery of public sector contracts.

Reporting Year Emissions against Baseline Emissions (tCO₂e)

	Baseline Year: 2015 – Baseline Emissions (tCO ₂ e)	Reporting Year: 2024 – Emissions (tCO ₂ e)	2024 Total % Reduction/ Increase against 2015 Baseline
Scope 1	532.468	130.651	-75%
Scope 2	32.332	29.965	-7%
Scope 3	318.765	130.471	-59%
Total	883.565	291.087	-67%

Emissions Reduction Targets

Carlisle aims to reduce absolute Scope 1, 2, and 3 greenhouse gas emissions by 50% by 2030 (from the 2015 baseline), on the journey to Net Zero by 2040 for Scope 1 & 2 and 2045 for Scope 3.

- Year-on-year reductions in company vehicle emissions.
- Enhanced energy efficiency across all company facilities.
- Increased sourcing and use of renewable electricity.
- Greater employee and supplier engagement in emission reduction initiatives.

Key Carbon Reduction Initiatives

- Phased transition of fleet to ultra-low emission vehicles.
- Upgrades to LED lighting and efficient building systems.
- Comprehensive waste management and recycling programmes.
- Remote working, digital tools, and reduced business travel.
- Engagement with supply chain partners on carbon data and improvement.
- Staff awareness and training programmes.

Further initiatives and progress updates are outlined in our full Sustainability and Carbon Reduction Report, updated annually.

Organisational Boundary

This Carbon Reduction Plan applies to the following legal entities:

- Carlisle Support Services Group Limited (Parent Company)
- Carlisle Cleaning Services Limited (Wholly owned subsidiary)
- Carlisle Security Services Limited (Wholly owned subsidiary)

Carlisle Cleaning Services Limited and Carlisle Security Services Limited are wholly owned subsidiaries of Carlisle Support Services Group Limited and formally adopt the carbon reduction commitments, targets, and environmental measures set out in this Carbon Reduction Plan.

Introduction

Carlisle Support Services remains committed to putting the principles of sustainable development into action in everything it does. This is so that development meets the needs of today without compromising the ability of future generations to meet their own.

The company is increasingly determined to have a positive effect on the environment and to avoid any unintended consequences through its actions.

The Company has revised its corporate Environment Policy to strengthen its environmental commitments, no more so than in reducing the Company's impact on climate change.

The Company is now setting new environmental and climate change targets for the future.

The Company will lead the way on tackling greenhouse gas emissions by:

- Using its influence and role as a major employer to work with employees, partners, Suppliers, businesses, and communities to tackle climate change through a common framework for action across the county.
- Getting its own house in order by reducing the emissions from its own estate and operations to net zero greenhouse gas emissions.

This Plan sets out the actions the Company will undertake to reduce emissions from its own operations to net zero.

The associated action plan is dynamic and flexible. It will need to evolve constantly as interim goals are met, new challenges and opportunities arise and the landscape in which we operate changes over time. We will work together with our partners and suppliers to deliver this goal, and we will be actively working as a team in this hugely important task, making the World a better place to live, work and play.

Our latest carbon management plan builds upon and takes forward the previous good work and reductions in harmful emissions that we have achieved. This foundation now provides the launch pad for attaining the challenging goals set out in this document.

This document has been designed to set Carlisle Support Services on a pathway towards carbon neutrality. The associated action plan shows in more detail how we plan to move towards achieving our 2050 goal of becoming carbon neutral.

Achieving early gains in reducing our emissions is a key success factor for making carbon neutrality a reality. Delivering a successful management plan requires the Company to be realistic in our ambitions, creative in our approach and bold in our decision-making.

Responsibilities, Resourcing, and Ownership

The Carbon Management Plan (CM Plan) and carbon saving target is approved by the CEO, providing endorsement and a clear commitment at the highest level, reinforcing the need for action across the organisation. The specific objectives of the CM Plan will be included in the organisation's strategic plan and other high-level plans. The Senior Management Team will continue to provide long-term organisational momentum for embedding the CM Plan and carbon savings across the organisation. This will primarily be delivered through the governance structure for carbon management described in this Section.

Key stakeholders at all levels of management will provide overall support for promoting a culture of carbon reduction throughout faculties and buildings.

The key to the success of this updated CM Plan is effective engagement with staff and the local communities. Everyone has a role to play in embedding and delivering the CM Plan, and collaborative working is essential to deliver the desired carbon savings.

The key stakeholders in the organisation who will continue to shape and change culture and awareness are:

- Chief Executive Officer (CEO)
- Senior Management Team (SMT)
- Heads of Support Functions (incl. Finance, Communications, Properties, Procurement, Energy, HSQE, Sustainability, Fleet, etc.)
- All staff.

How Do We Calculate Our Footprint?

We started measuring our carbon footprint in the 2015 financial year and have used that as our baseline year against which we measure our emission reductions. We started with a 5-year plan that ended in 2020 and then commenced another 5-year plan, which ended at the end of 2025. This new plan will now take us to 2030, although it will be reviewed every year.

Over the years, the scope of our carbon footprint has remained relatively static, although we have seen a large increase in the number of staff during this period. We have included Scope 1 and 2 emissions, and some Scope 3, as set out below.

Scope 1:

Direct emissions from sources that are owned or directly controlled by CSS, including:

- Fuel consumption in company-owned or controlled vehicles (e.g., petrol and diesel used in vans and cars).
- Combustion of fuels in stationary sources within company-owned buildings (e.g., natural gas, heating oil, gas oil, and LPG).
- Mileage data from company cars, including electric and hybrid vehicles.

Scope 2:

Indirect emissions associated with the generation of energy purchased and consumed by CSS, such as:

- Electricity, heat, or steam purchased for use in company-owned or controlled buildings and operations.

Scope 3:

Other indirect emissions not covered in Scopes 1 or 2, for example:

- Business travel, including staff mileage, rail and air travel, and hotel stays for business purposes, as well as employee commuting.

Notable exclusions (also excluded from previous reporting periods):

Fugitive emissions from air-conditioning systems. Fugitive emissions from intentional or unintentional releases, e.g., leaks or spills of hydrofluorocarbon (HFC) emissions during the use of refrigeration and air-conditioning equipment.

Previously, we have kept our organisational and operational carbon emission boundaries relatively similar in order to compare actual emission reductions over time. However, through the development of this plan, we took the opportunity to broaden this to include staff commuting as part of our Scope 3 emissions. Here, we consider this an important part of our responsibility and so have included it.

We use the most up-to-date, accurate and complete data wherever possible. Occasionally, we are required to make assumptions where data is unavailable. We also use the most up-to-date emission factors, which have contributed to lowering our grid-connected electricity emissions in particular (Scope 2). In addition to the delivery of our action plan, the national grid emission factor has been falling over the years, driven by the increasing portion of renewable energy being brought into the energy mix of the UK. More energy is now being derived from renewables than from fossil fuels. That is a truly significant change from which we will benefit more as the mix ratio increases in favour of renewables.

Our Latest Carbon Footprint Assessment (2024)

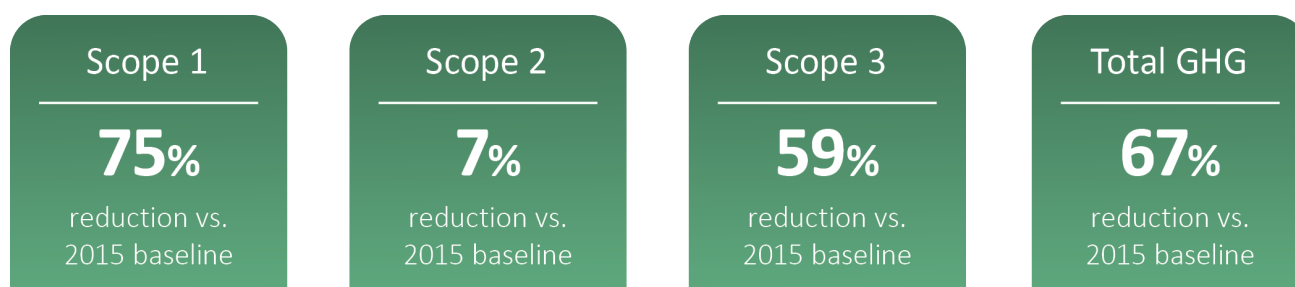
Over the past year, Carlisle has made significant progress in advancing its environmental initiatives, despite a 4% increase in total greenhouse gas (GHG) emissions compared to 2023. This increase was primarily due to an 8% rise in Scope 2 emissions, largely driven by the addition of two new office locations and a 22% rise in Scope 3 emissions.

As we continue to expand our environmental efforts in 2025, we anticipate that Scope 3 emissions may continue to rise as more data is incorporated into our reporting. On a positive note, we achieved a further 9% reduction in direct (Scope 1) emissions, demonstrating our ongoing commitment to decarbonising our operations.

Since setting our baseline in 2015, we have achieved a remarkable 67% reduction in total GHG emissions against our baseline, surpassing our original target of a 50% reduction by 2030. Specifically, Scope 1 emissions have been reduced by 75%, Scope 2 by 7%, and Scope 3 by 57%. This significant progress highlights our ongoing commitment to sustainability and positions us to exceed our long-term environmental goals of achieving net-zero emissions for Scope 1 and 2 by 2040 and for Scope 3 by 2045.

Our ongoing efforts to reduce emissions reflect our proactive approach to environmental responsibility, laying the groundwork for even greater accomplishments in the future. While we have not yet needed to offset our emissions, this remains an option we will consider and implement if required.

Looking ahead, Carlisle is set to commit to science-based targets in 2025, with a full emissions audit planned for 2027. We will also intensify collaboration with key suppliers going forward to further enhance our Scope 3 initiatives and drive even more substantial progress in our environmental goals.



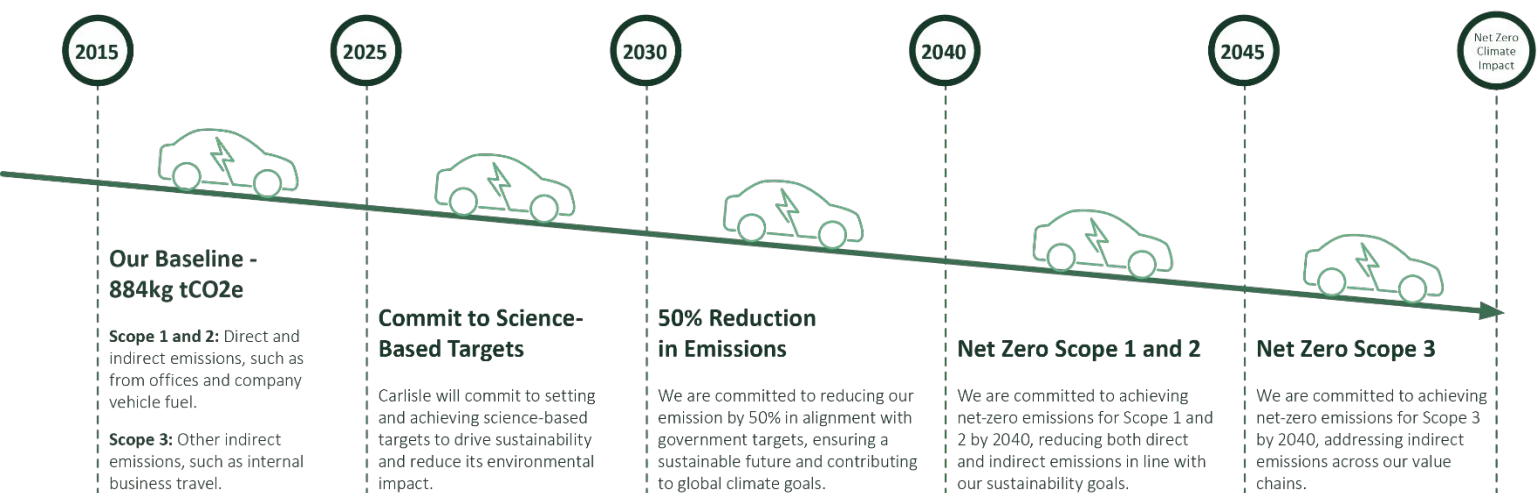
Net-Zero Climate Impact Roadmap

To accelerate our progress, we will commit to science-based targets in 2025, aligning our efforts with global climate goals. This marks a significant milestone in our ongoing journey towards sustainability, as we work to minimise our environmental impact, drive innovation, and contribute to a greener future for all.

Our climate impact roadmap outlines our path to achieving net-zero emissions across all Scopes by 2045. This plan is fully aligned with our business framework, and decarbonisation efforts are now embedded across all areas of our operations. We will follow a three-stage process:

- **Reduce Emissions:** We will continue to drive efficiencies and reduce the use of fossil fuels across our operations, including the equipment used on-site and the management of our fleet and business travel.
- **Transition to Renewables:** Our next focus is decarbonising our existing estate. Engaging with landlords will be crucial in understanding our environmental impact, and this year, we will collect comprehensive data on electricity, waste and recycling, water usage, and gas consumption at each of our sites.
- **Remove Residual Emissions:** Our goal is to reduce emissions as close to zero as possible. For any residual emissions, we will implement measures to remove them from the atmosphere and permanently store them.

We recognise that this will be an evolving plan, adapting as we deepen our understanding of existing assets, as technology advances, and as government decarbonisation strategies evolve. We look forward to sharing our progress along the way.



What We Have Already Achieved

In 2024, we focused on six key themes that have significantly strengthened our efforts to build a sustainable, carbon-neutral business.

Our commitment to Energy Reduction included a range of initiatives, such as upgrading to LED lighting and optimising energy consumption across our operations.

In Renewable Energy, we continued to source electricity from suppliers who use renewable energy, contributing to our broader decarbonisation strategy. We also focused on behaviour change, ensuring that employees are educated on energy-efficient practices and reducing our carbon footprint through everyday actions.

Engagement played a crucial role, with clear leadership and communication guiding our efforts to achieve carbon neutrality by 2045.

Furthermore, we enhanced our Policies to better align with our sustainability goals and to ensure that new policies support our carbon-neutral vision. We also prioritised resourcing, ensuring that appropriate staff and financial resources were allocated to support the implementation of our plan. These six areas of focus form the foundation of our ongoing commitment to reduce emissions and accelerate progress towards a more sustainable future.



Energy Reduction

This included a whole suite of initiatives, many of which were just an extension of the current work that is being done. Such as replacing halogen lighting with LED.



Engagement

Clear leadership, communication and engagement is playing an important role in helping us to become carbon neutral by 2045.



Behaviour Change

We continue to educate our employees on the latest methods and techniques that will help us to continue to reduce our footprint.



Policies

Enhanced our current policies and created new ones that will help facilitate our drive to carbon neutrality.



Renewable Energy

Continued to purchase our electricity from suppliers who are using renewable energy.



Resourcing

Appropriate levels of staff and financial resources we allocated to help deliver on our plan.

Decarbonising Our Operations

To ensure transparency and track our progress, we meticulously account for our greenhouse gas (GHG) emissions on an annual basis. This ongoing measurement enables us to assess the effectiveness of our decarbonisation efforts and make informed, data-driven decisions to reduce our environmental impact further.

In 2024, we achieved a significant milestone in our sustainability journey, with a 13% reduction in total GHG emissions compared to 2022. This decrease was primarily driven by our ongoing transformation of our work model, particularly the continued shift towards more hybrid working arrangements and fleet electrification.

The shift to hybrid working, where employees spend a significant portion of their time working remotely, has played a pivotal role in reducing our internal travel emissions, as well as the reduction in fuel consumption due to the uptake of electric vehicles. Additionally, we have streamlined our operations, which has resulted in a reduction in client-related travel and the associated carbon emissions.

Our focus on reducing business travel has been particularly effective, as travel emissions are one of the largest contributors to our carbon footprint. By promoting virtual meetings, optimising travel schedules, and encouraging the use of greener transportation options, we have successfully minimised unnecessary travel.

In parallel, we have made significant strides in enhancing energy efficiency across our operations, from adopting energy-efficient office equipment to making our buildings more sustainable through improved lighting systems.

Furthermore, our commitment to sustainability extends beyond operational changes. We have embraced renewable energy sources to power our offices, ensuring that our operations are powered by cleaner, more sustainable energy. These actions, alongside our broader efforts to minimise waste, increase recycling, and adopt sustainable practices, are central to our overall decarbonisation strategy.

As we move forward, we remain dedicated to achieving net-zero emissions across all scopes by 2045. We will continue to innovate and adapt our strategies to further reduce our GHG emissions, ensuring that our operations align with global sustainability goals and contribute to a cleaner, more sustainable future.

The environmental measures, carbon reduction initiatives, and governance arrangements set out in this Carbon Reduction Plan will be implemented by Carlisle Cleaning Services Limited and Carlisle Security Services Limited in the delivery of services under this framework and any resulting call-off contracts.

Key Aims to Reduce Our Emissions by 50% by 2030

While the emissions reductions shown here are indicative, there may be variations and additional projects that could influence our progress in ways that are not yet predictable. As such, the areas of focus will remain flexible as we track reductions across various interventions and continue to explore and develop new projects in the lead-up to 2030.

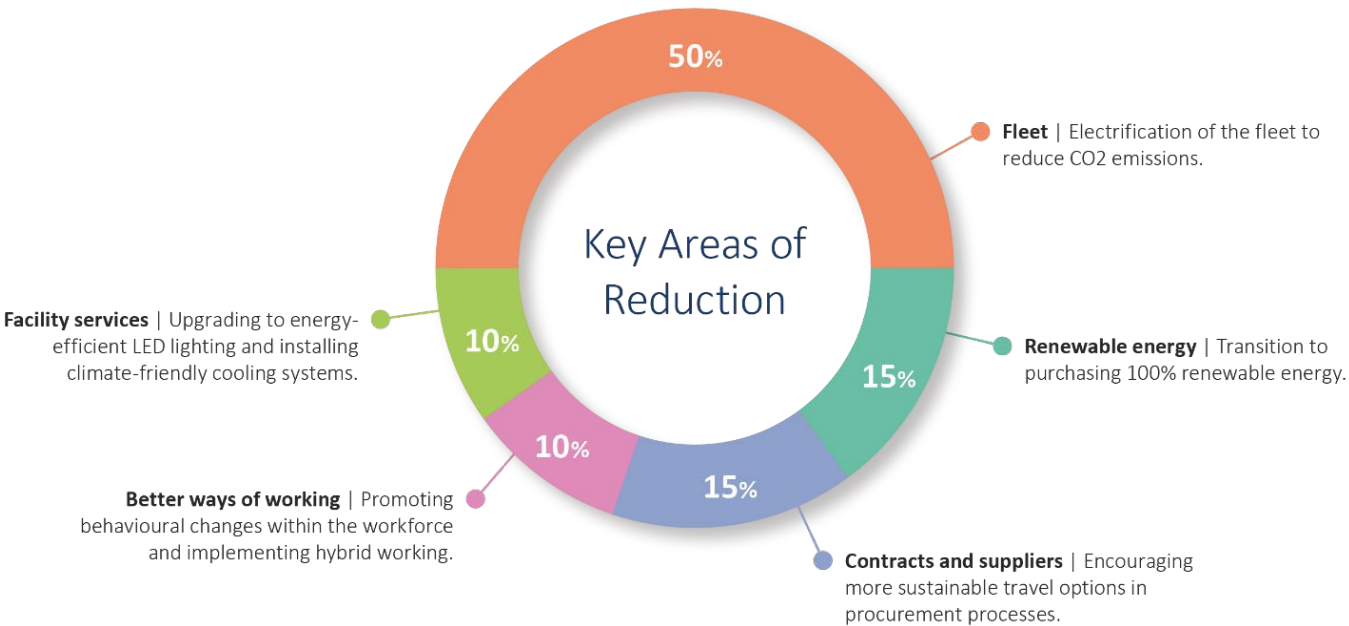
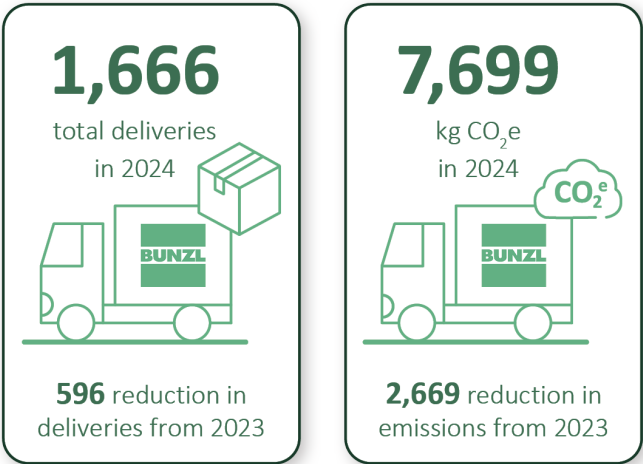
In addition to these immediate reduction efforts, we are also setting further targets to achieve net-zero emissions for Scope 1 and 2 by 2040 and Scope 3 by 2045. To meet these ambitious goals, we will continuously assess and update our strategy, ensuring that every area of our business is aligned with our long-term decarbonisation objectives.

Each section of the pie chart represents a specific area of work, with the size of each section reflecting the percentage of our target outlined in this plan. These efforts will serve as the foundation for our ongoing progress towards achieving carbon neutrality across all emissions scopes.

As we move forward, we will also focus on expanding and refining our efforts, incorporating new technologies, partnerships, and innovative solutions to help us stay on track and meet these critical long-term targets.

The pie chart illustrates the key areas where we aim to achieve emissions reductions, with each section representing a specific focus. The largest portion, 50%, is dedicated to renewable energy, followed by better ways of working, fleet CO₂, contract suppliers, and facility services.

These areas of focus will guide our efforts as we work towards achieving our carbon reduction targets. The proportional sizes reflect our strategy for how emissions reductions will be distributed across these different sectors.



Case Study 1 - Reducing Scope 3 Emissions

“At Carlisle, we are fully committed to addressing the challenges posed by Scope 3 emissions, which result from activities outside our direct control. We recognise the need to engage actively with our suppliers and partners to reduce these emissions. Our partnership with Bunzl, a key supplier, has been pivotal in driving substantial reductions in carbon intensity, underscoring the importance of collaborative efforts in achieving sustainability goals.”

These CO₂e emissions are the same as:

8 acres



of forest
absorbing
carbon in
one year

19,246 miles



driven in
an average
passenger
vehicle

1,986,235



charges of
an average
smartphone

Achieving Significant Emission Reductions:

In 2024, our work with Bunzl led to a remarkable 10% reduction in carbon intensity, bringing our emissions down to 10.1kg of CO₂ per £1,000 spent. This achievement highlights the effectiveness of our partnership in addressing Scope 3 emissions.

Bunzl, as our primary distributor of cleaning consumables, shares our commitment to sustainability, ensuring the products we source meet the highest environmental standards while significantly lowering our carbon footprint.

Leveraging Data and Analysis to Maximise Sustainability:

Our approach to sustainability is driven by data and analysis. Through Bunzl’s Sustainable Solutions -

With Carbon Forecast reporting tools, we can assess our purchasing data and identify key areas for improvement.

This data-driven collaboration enables us to make informed decisions that optimise our sustainability efforts, ensuring we continually enhance our environmental impact reduction strategies.

Commitment to Circularity and Waste Reduction:

We’ve also made operational improvements that directly reduce our carbon emissions.

By increasing our minimum order values, we have decreased the number of deliveries, resulting in a reduction of 2,669 kg of CO₂ emissions from transportation over the past year.

This change not only reduces our emissions but also enhances operational efficiency, demonstrating our commitment to waste reduction and circularity within our supply chain.

Looking Forward - Scaling Our Impact:

At Carlisle, we are committed to further reducing Scope 3 emissions and improving the sustainability of our entire supply chain. While our progress with Bunzl has been significant, we understand that this is just the beginning.

By continuing to leverage data, making informed purchasing decisions, and working with like-minded partners, we are confident in our ability to achieve a meaningful reduction in our environmental footprint.

We are excited to drive these efforts forward and set new industry standards for environmental responsibility. Together with our suppliers, we aim to build a cleaner, more sustainable future.

Case Study 2 - Investing in Water Conservation with i-mop Technology

"At Carlisle, we are always striving to improve the sustainability of our operations. In a commitment to reducing water consumption and promoting environmentally friendly cleaning methods, we have made a significant investment in the innovative i-mop technology, deployed across our UK contracts. This is part of our ongoing effort to enhance efficiency while maintaining the highest standards of service."

The i-mop, developed by i-team Global, is the first of its kind to combine the flexibility of traditional floor mopping with the power and speed of industrial scrubber-driers. Traditional cleaning methods, like the mop and bucket, have been a staple in many locations for years, largely due to their ability to navigate tight or intricate spaces.

However, other machines often lack the versatility to work in these areas, which has limited their widespread adoption in various facilities. The i-mop overcomes this challenge, offering an agile solution without compromising cleaning power.

While the i-mop is designed to be highly economical, using significantly less water than conventional methods, it still uses some water in its cleaning process. Understanding the importance of water conservation, Carlisle has mirrored every drop of water used by being part of the Made Blue projects. This initiative supports global water conservation efforts by helping to provide clean water to communities that need it the most.



140 units
purchased



44,800 litres
of water saved



313.6 kg
of CO2 saved

6.72
trees preserved

22,400
plastic bottles
and bags saved



As part of our UK-wide implementation of the i-mop, Carlisle has deployed 140 units across our contracts, enabling us to save an impressive 44,800 litres of water per year. This is a clear demonstration of our commitment to reducing our environmental impact while maintaining the high standards of service that our clients expect.

Case Study 3 - Greener Transport and Carbon Emission Reductions

Carlisle is dedicated to reducing its carbon footprint, with a strong focus on transitioning to greener, more sustainable vehicles across both our company-owned and leased fleets.

Since starting the transition to electric and hybrid vehicles, we have made significant strides. 80% of our company cars are now either electric or hybrid, with 38% electric and 42% hybrid.

Additionally, 19% of our commercial fleet is now fully electric, further contributing to our efforts in reducing emissions from business-related travel.

This transition has also resulted in a 15% reduction in fuel consumption for Scope 1 emissions, reinforcing the effectiveness of adopting greener vehicle technologies. We are committed to continuing this early transition, further expanding our fleet of electric vehicles in the coming years.

Fleet Performance: Leading in Emissions Reduction

Our efforts to reduce CO₂ emissions from our fleet have positioned us ahead of industry standards. When comparing our fleet's CO₂ emissions to others in the industry, we see that Carlisle is outperforming many companies in terms of emissions reduction:

Vehicle Type	CSS Average CO ₂ Emissions	Industry Average
Cars	85g (CO ₂ /km)	107g (CO ₂ /km)
Commercial	134g (CO ₂ /km)	168g (CO ₂ /km)

As shown, our fleet's CO₂ emissions for cars are 20% lower than the industry average, and for commercial vehicles, we are 20% ahead in reducing emissions. These achievements highlight the success of our ongoing transition to hybrid and electric vehicles, ensuring a cleaner, more sustainable fleet.

Environmental Benefits

By making these strategic changes, Carlisle has not only reduced its environmental impact but also advanced its broader Environmental, Social, and Governance goals.

The shift to hybrid and electric vehicles significantly contributes to lowering our greenhouse gas emissions, improving operational efficiency, and reducing overall fuel consumption. Our efforts demonstrate leadership in sustainability within our industry, supporting a cleaner, more eco-friendly future.

**38%**

of our company
cars are electric

42%

of our company
cars are hybrid

19%

of our commercial
fleet are hybrid

15%

reduction in fuel
consumption

Case Study 4 - Transition to Crystal Ball Smart 4G Dash Cam Technology

“As awareness of greenhouse gas emissions and climate change continues to grow, Carlisle has taken proactive steps to address these pressing environmental challenges.

While traditional methods focus on improving fuel efficiency and reducing fossil fuel consumption, Carlisle has embraced a more innovative and impactful solution - Crystal Ball's Smart 4G Dash Cams.”

These advanced dash cams offer far more than just video recording. They leverage cutting-edge data analytics and driver behaviour monitoring to assess our fuel consumption and emissions in real time.

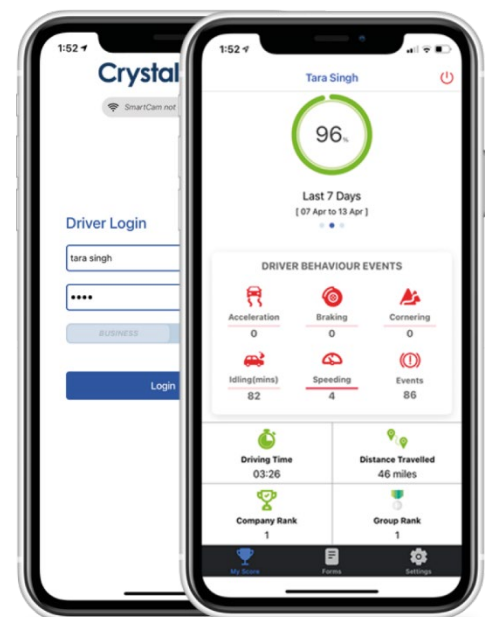
Environmental Impact and Benefits of Smart 4G Dash Cams

One of the primary benefits of the Smart 4G dash cams is their ability to optimise our route planning, which plays a crucial role in reducing the environmental impact of our fleet.

By analysing past trips, the dash cams identify common stops, traffic bottlenecks, and inefficient routes. This information enables Carlisle to fine-tune each journey, leading to:

- Smoother rides with fewer stops.
- Shorter travel times, which reduce fuel consumption.
- Lower carbon dioxide emissions, contributing to a more sustainable operation.

In addition, real-time traffic monitoring and GPS tracking ensure that our drivers are always on the most efficient routes, helping avoid detours that could increase our emissions and contribute to our overall carbon footprint.



Improved Driver Behaviour and Fleet Efficiency

By implementing Smart 4G dash cams across our fleet, Carlisle has improved both driver behaviour and operational efficiency. These dash cams detect high-risk driving actions, such as harsh braking or rapid acceleration, and provide real-time alerts, encouraging safer and more environmentally conscious driving. This proactive approach has led to noticeable reductions in fuel consumption and CO₂ emissions, as well as enhanced road safety and overall fleet performance.

As we continue to expand the use of this technology, we remain committed to enhancing our sustainability efforts, improving air quality, and supporting a greener future for Carlisle. These improvements demonstrate our ongoing commitment to sustainability and our efforts to meet broader ESG goals.

Carbon Reduction Plan Summary

Commitment

Carlisle Support Services Group Ltd is committed to achieving Net Zero greenhouse gas emissions by 2050, in full alignment with UK Government policy and PPN 06/21. We aim to deliver a 50% reduction by 2030, Net Zero for Scope 1 and 2 by 2040, and Scope 3 by 2045.

Progress So Far

- Baseline Year (2015) Total Emissions: 883.565 tCO₂e
- 2024 Emissions: 291.087 tCO₂e (67% reduction).

	Baseline Year: 2015 – Baseline Emissions (tCO ₂ e)	Reporting Year: 2024 – Emissions (tCO ₂ e)	2024 Total % Reduction/ Increase against 2015 Baseline
Scope 1	532.468	130.651	-75%
Scope 2	32.332	29.965	-7%
Scope 3	318.765	130.471	-59%
Total	883.565	291.087	-67%

Key Initiatives

- Transition to electric/hybrid vehicles: 80% of company cars are now low-emission
- 19% of the commercial fleet is fully electric
- Smart 4G dashcams: safer, more efficient driving and reduced fuel
- Investment in water-saving i-mop cleaning technology
- Renewable energy use and office energy efficiency upgrades
- Engagement with suppliers to cut Scope 3 emissions
- Ongoing staff training and behaviour change.

Looking Ahead

- Committing to science-based targets (2025)
- Full emissions audit (2027)
- Continuous collaboration with partners and suppliers
- Action plan remains flexible to respond to new data and innovation.

Accessibility and Review

This Carbon Reduction Plan is made available to contracting authorities and will be provided to buyers under the framework within 30 days of request, in accordance with PPN 06/21.

This plan is reviewed annually and published at:

www.carlisesupportservices.com/policies-and-downloads

For further information, please contact our HSQE Director:

andrew.flannagan@carlisesupportservices.com

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans and applies to:

- Carlisle Support Services Group Limited
- Carlisle Cleaning Services Limited
- Carlisle Security Services Limited

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 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, 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 on behalf of the Supplier:

- Carlisle Support Services Group Limited (Parent Company)
- Carlisle Cleaning Services Limited (Wholly owned subsidiary)
- Carlisle Security Services Limited (Wholly owned subsidiary)

Signed:

A handwritten signature in black ink that reads "Paul Evans".

Paul Evans, Chief Executive Officer, Carlisle Support Services Group Ltd

Dated: 02/01/2025