

PHS Group 2026 Carbon reduction plan

Suppliers name
Publication date

pHS Group
March 2026

Commitment to achieving Net Zero

pHS Group is fully committed to achieving Net Zero emissions by 31 December 2040

Baseline Emissions Footprint

Baseline year

FY 2020/21 (July-June)

At the time of baseline reporting, only a very limited subset of Scope 3 categories was measured.

Baseline year emissions

Emissions Source	Baseline (tCO ₂ e)
Scope 1	21,556
Scope 2	1,293
Total Scope 1 & 2	22,849
Scope 3	110*
Total Emissions	22,959

* Very limited measurement of Scope 3 categories in baseline year.

Current emissions

FY 2024/25 (July-June)

These figures include emissions from several acquired businesses since the baseline year and incorporate significantly expanded Scope 3 measurement coverage.

Emissions Source	2024/25 (tCO ₂ e)
Scope 1	16,574
Scope 2	635
Total Scope 1 & 2	17,209
Scope 3	4,860
Total Emissions	22,069

Progress: A **25% reduction** in combined Scope 1 and Scope 2 emissions has been achieved since the 2020/21 baseline year.

Registered Office
pHS Group, Block B
Western Industrial Estate
Caerphilly, CF83 1XH

T: 029 2085 1000
F: 029 2086 3288
E: enquiries@pHS.co.uk
W: pHS.co.uk



During the period from the 2020/21 baseline **phs** Group acquired several businesses. The figures for financial year 2024/25 reflect the total **phs** group emissions including these businesses.

In addition, **phs** has significantly increased the measurement of our Scope 3 emissions which improves our emissions measurement but makes the overall comparison meaningless. Therefore, a like for like comparison needs to be restricted to Scopes 1 and 2 only.

Emissions reduction targets

phs Group projects the following reductions:

- **Scope 1 & 2:**
Reduce to **16,350 tCO₂e by 2030**, a **28% reduction** from the baseline year.
- **Scope 3:**
As reporting expands to all 15 categories, figures may rise. Despite this, phs aims to reduce Scope 3 emissions to **4,787 tCO₂e by 2030**, representing a **2.5% reduction** from FY2024/25.

Carbon reduction projects

Completed carbon reduction initiatives

The following environmental projects have been implemented since the 2020/21 baseline and are fully operational.

- Transition from bin-removal service model to on-site liner changes, reducing vehicle miles and depot visits.
 - **31.5% reduction in vehicle mileage**
 - **35% reduction in fuel consumption**
- Introduction of **e-cargo bikes** for inner-city routes.
- Expansion of **on-foot services** in city centres.
- Deployment of **advanced routing software** and driver eco-training.
- Introduction of **100+ electric vehicles (EVs)** into fleet operations.
- Procurement of **REGO-certified renewable electricity**.
- Reduction in business travel through **increased use of Microsoft Teams** and virtual meetings.
- Replacement of outdated HVAC units with **high-efficiency systems**.
- Installation of **LED lighting with PIR controls** across the estate.
- Piloting the use of **HVO fuels** as a diesel alternative for fleet vehicles.

Emissions Impact:

- **Scope 1:** Reduction of **4,982 tCO₂e** (23% reduction).
- **Scope 2:** Reduction of **658 tCO₂e** (50% reduction).

The rise in reported Scope 3 emissions is attributable to the expansion of measurement categories rather than increased environmental impact.

Future carbon reduction initiatives

Over the next 2-3 years, phs Group intends to implement further carbon-reduction actions, including:

- Migrating onsite data centre to an external, energy-efficient hosting facility.
- Installing a **solar PV array** at HQ.
- Expanding HVO fuel usage across fleet operations.
- Enhanced staff training on energy-saving practices.
- Increased estate-wide energy efficiency works, including improved insulation and advanced Building Management Systems (BMS).
- Continued expansion of EV fleet adoption.

These measures will be applied during delivery of this contract.

Declaration and sign off

This **Carbon Reduction Plan** has been completed in accordance with:

- **PPN 06/21** and associated guidance
- The **GHG Protocol Corporate Standard**
- Government-published conversion factors
- **SECR reporting requirements** (Scopes 1 & 2)
- The **Corporate Value Chain (Scope 3) Standard** for relevant Scope 3 categories

This plan has been reviewed and approved by the Board of Directors.

Signed on behalf of phs Group:



Colin Thomas, CFO

Date: 9 March 2026