

CARBON REDUCTION PLAN

2026 -2027

Contents

CARBON REDUCTION PLAN	1
2026 -2027	1
1. Commitment to Achieving Net Zero	3
2. Organisational Profile	3
3. Reporting Methodology and Standards	3
4. Baseline Emissions Footprint	4
5. Current Reporting Year Emissions	5
6. Scope 3 Emissions Included	5
7. SECR Alignment	6
8. Carbon Reduction Targets	6
9. Carbon Reduction Initiatives	6
10. Monitoring, Measurement and Review.....	7
11. Governance and Accountability.....	8
12. Declaration and Sign Off	8
13. Conclusion	9

1. Commitment to Achieving Net Zero

Circle UK Group Ltd is committed to achieving **Net Zero greenhouse gas emissions by 2050**, in line with UK Government climate objectives and Procurement Policy Note (PPN) 006.

As a provider of security, facilities management and training services across the United Kingdom, we recognise that climate change presents environmental, operational, reputational and commercial risks. We are committed to managing and reducing greenhouse gas (GHG) emissions arising from our operations, supply chain and workforce activities.

This Carbon Reduction Plan (CRP) outlines:

- Our baseline emissions footprint
- Our current reporting year emissions
- Carbon reduction targets
- Implemented and planned carbon reduction initiatives
- Governance, monitoring and accountability arrangements

This Plan will be reviewed annually and updated to reflect performance, regulatory developments and operational changes.

2. Organisational Profile

Circle UK Group Ltd operates primarily within the service sector. Our operational emissions profile reflects:

- A distributed workforce operating across client sites
- Limited owned fleet and direct fuel use
- Minimal owned premises
- Significant Scope 3 emissions driven by employee commuting and supplier spend

Given this structure, indirect emissions (Scope 3) represent most of our carbon footprint.

3. Reporting Methodology and Standards

This Carbon Reduction Plan has been prepared in accordance with:

- ISO 14064-1
- The GHG Protocol Corporate Standard
- The Corporate Value Chain (Scope 3) Standard
- The Carbon Reduction Plan Technical Standard
- UK Government GHG Conversion Factors for Company Reporting

Organisational Boundary

The organisational boundary follows the **operational control approach**. Emissions are reported from operations over which Circle UK Group Ltd has authority to introduce and implement policies.

Emission Categories Included

The following emission sources have been included:

- Company vehicle fuel use
- Purchased electricity
- Business travel
- Employee commuting
- Homeworking
- Waste disposal
- Water consumption
- Purchased goods and services
- Well-to-Tank (WTT) emissions

No material emission sources have been excluded.

4. Baseline Emissions Footprint

Baseline Year: 1 January 2024 – 31 December 2024

The baseline year represents the first full organisational carbon footprint assessment completed by Circle UK Group Ltd.

Baseline Emissions (2024)

Emission Source	Total (tCO ₂ e)
Scope 1	0.53
Scope 2	3.60
Scope 3 (required subset)	342.41
Total Emissions	346.53

Scope 3 emissions account for most total emissions, primarily driven by employee commuting and homeworking energy use.

5. Current Reporting Year Emissions

Reporting Year: 1 January 2025 – 31 December 2025

The emissions for the current reporting year are:

Emission Source	Total (tCO ₂ e)
Scope 1	0.52
Scope 2	3.53
Scope 3 (required subset)	335.55
Total Emissions	339.60

This represents a **2% reduction** against the 2024 baseline year.

While incremental, this reduction demonstrates early-stage implementation of carbon management controls and behavioural initiatives.

6. Scope 3 Emissions Included

In accordance with the Carbon Reduction Plan Technical Standard, the required subset of Scope 3 emissions reported includes:

- Business travel
- Employee commuting
- Homeworking
- Waste disposal

CUKG MD 147 Carbon Reduction Plan | Issued: Oct 2023 | Last Review: Feb 2026 | Version: 4

- Water consumption
- Purchased goods and services
- Well-to-Tank emissions

These categories are considered material to our operations and reflect the structure of our service-based delivery model.

7. SECR Alignment

Scope 1 and Scope 2 emissions have been reported in accordance with Streamlined Energy and Carbon Reporting (SECR) requirements.

The required subset of Scope 3 emissions has been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

8. Carbon Reduction Targets

Circle UK Group Ltd has adopted a structured carbon reduction pathway aligned with UK Net Zero ambitions.

Our targets are:

- **20% reduction in total emissions by 2030** (against 2024 baseline)
- **50% reduction by 2040**
- **Net Zero emissions by 2050**

Progress will be reviewed annually against the 2024 baseline.

9. Carbon Reduction Initiatives

To achieve these targets, the organisation is implementing a structured programme of reduction initiatives.

9.1 Energy Efficiency & Renewable Energy

- Transition to renewable electricity tariffs where feasible

- Upgrade lighting and electrical systems
- Implement energy monitoring processes
- Reduce standby power usage
- Explore opportunities for on-site renewable generation

9.2 Transportation & Fleet

- Phased transition of company vehicles to hybrid or electric models
- Route optimisation and journey planning
- Reduced unnecessary travel through digital communication
- Development of a Green Commuting Strategy

9.3 Sustainable Procurement

- Engagement with suppliers on carbon reduction
- Integration of environmental considerations into procurement
- Reduction of high-carbon discretionary spending
- Increased digitalisation to reduce material consumption

9.4 Waste & Resource Management

- Improved waste segregation
- Increased recycling rates
- Reduction in single-use materials
- Paperless administrative systems

9.5 Behavioural Change & Awareness

- Employee awareness training
- Promotion of low-carbon commuting
- Encouragement of remote and hybrid working
- Internal carbon accountability mechanisms

10. Monitoring, Measurement and Review

Carbon performance will be:

- Measured annually
- Compared against baseline year
- Reviewed by senior management
- Updated in future Carbon Reduction Plans

Where data quality improves, refinements may be applied, ensuring consistency with previous reporting methodology.

11. Governance and Accountability

Oversight of this Carbon Reduction Plan rests with:

- The Board of Directors
- Senior Management Team
- HSE & Compliance Function

The Board retains ultimate responsibility for strategic environmental direction and approval of this Plan.

The Plan will be reviewed annually or sooner where operational or regulatory changes occur.

12. Declaration and Sign Off

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.

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.

CUKG MD 147 Carbon Reduction Plan | Issued: Oct 2023 | Last Review: Feb 2026 | Version: 4

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

Signed for and on behalf of Circle UK Group Ltd.



COO - Karol Konicz



CEO - Kyri Anastasi

13. Conclusion

Circle UK Group Ltd has established a formal baseline, implemented initial reduction measures and achieved a 2% reduction in total emissions during the 2025 reporting year.

While Scope 3 emissions remain structurally dominant, the organisation is committed to progressive reduction through operational efficiency, supplier engagement and behavioural change.

This Carbon Reduction Plan demonstrates compliance with PPN 006 and provides a clear pathway towards Net Zero by 2050.