



FGH Group

Carbon Reduction Plan

Published 13 April 2026

Document Owner	Compliance Manager			
Authorised to Approve	Board/Directors			
Review Schedule	Annual, or until such time there is a significant change in the legislation or the organisation			
Category	<input checked="" type="radio"/> Legal/Critical	<input type="radio"/> Financial/High	<input type="radio"/> Reputation/Med	<input type="radio"/> Other/Low

Revision History

Version	Date	Author	Summary of Changes	Approved by
001	Apr 24	CM	Environmental Policy created	JS
	Apr 25	CM	Emissions added	JS
	Apr 26	CK	Emissions added	JS

Organisational Scope

FGH Group				
FGH Security	FGH Training	FGH Consult	FGH Systems	FGH Teoranta
UK	UK	UK / UAE	UK	ROI
Yes	Yes	Yes	Yes	Yes

Contents

Commitment to achieving Net Zero	3
Baseline Emissions Assessment	3
Emission Reduction Targets	3
Year on Year Carbon Emissions Reporting (Current Emissions).....	4
Carbon Reduction Initiatives.....	4
Monitoring and Reporting	5
Declaration and Sign-Off	5

1. Commitment to achieving Net Zero

FGH Group is committed to achieving Net Zero greenhouse gas emissions (GHG) by 2050 in accordance with the UK’s Climate Change Act.

2. Baseline Emissions Assessment

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.

This involves:

- **Scope 1:** Direct emissions from owned or controlled sources (e.g., company vehicles).
- **Scope 2:** Indirect emissions from the generation of purchased electricity, steam, heating, and cooling.
- **Scope 3:** All other indirect emissions that occur in the value chain (e.g., employee commuting, waste disposal).

Baseline Year 2023-24	
Additional details relating to the baseline emissions calculations: This is the first full scope 1, 2 and 3 emissions report for organisational activities.	
Emissions	Total (tCO2e)
Scope 1	125.72
Scope 2 (Location Based)	27.42
Scope 3	Business Travel – 130 Employee Commuting – 304 Waste generated in operations – 1.06 Purchased Goods and Services – 73.20 Total: 508.26
Total Emissions	661.40

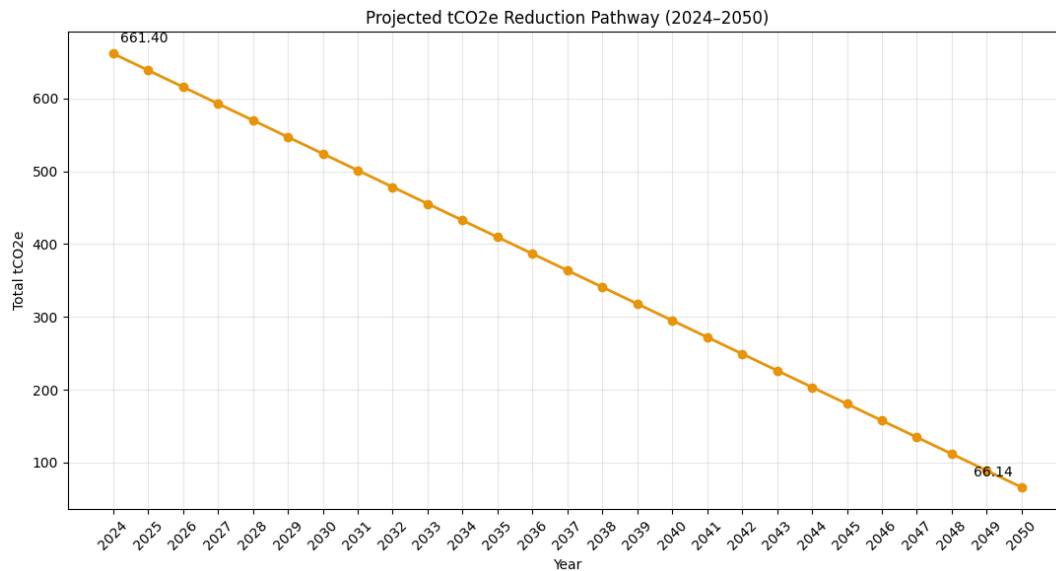
3. Emission Reduction Targets

To maintain progress towards Net Zero we have set the following targets:

By 2030: Ensure that 90% of our Scope 2 emissions comes from renewable sources.

By 2035: Scope 1 emissions to be reduced by 75% by a fleet of electric vehicles.

We project that carbon emissions will decrease over the next 25 years by 90% to 66.14 tCO₂e. We expect some small increases with business growth but these will decrease in the long term.



4. Year on Year Carbon Emissions Reporting (Current Emissions)

Emissions	tCO ₂ e		
	23/24	24/25	25/26
Scope 1	125.72	113.15	101.84
Scope 2 (Location Based)	27.42	26.80	26.10
Scope 3	508.26	501.41	488.60
Total Emissions	661.40	641.36	616.54

5. Carbon Reduction Initiatives

- **Transition to Electric Vehicles (EVs):** Gradually replace the company fleet with electric or hybrid vehicles to reduce Scope 1 emissions. This initiative is supported by our Environmental Policy, which emphasizes controlling emissions from company vehicles. By April 24, 43.5% of our fleet were low emission vehicles. We aim to have a full electric or hybrid fleet by 2035.
- **Renewable Energy Adoption:** Whilst our Scope 2 emissions are not reducing at the projected rate, office energy is beyond our control and all electricity and gas is included within

the annual rent. We encourage our landlords to adopt renewable energy over traditional methods. In the future, we aim to install solar panels at our new head office to supply renewable energy, thereby reducing Scope 2 emissions. This plan is already underway, demonstrating our commitment to sustainable practices.

- **Waste Reduction and Recycling:** Enhance waste management practices to minimize landfill contributions, focusing on recycling and responsible disposal methods. In line with our ISO14001 accreditation, we have moved 90% of on-site paper-based documentation to be replicated digitally, with the remaining 10% due to be replicated by the close of 2026.
- **Sustainable Procurement:** We complete thorough due diligence on all our suppliers and prioritise suppliers with strong environmental credentials and require them to provide carbon footprint data, enhancing the accuracy of our Scope 3 emissions measurement to include our supply chain.
- **Employee Engagement and Training:** Educate and train employees on environmental responsibilities, promoting energy-efficient practices and sustainability awareness. Our Environmental Policy commits to providing appropriate environmental training to ensure all employees are competent in their roles related to the Environmental Management System (EMS). Initiatives we have already completed include #DrasticOnPlastic, where we provided our employees with a reusable water vessel in order to reduce single-use plastic on deployments.
- **Sustainable Uniform:** Uniforms no longer in use are returned to our uniform supplier for repurposing or reissue. Uniform is now posted directly to employees, removing an unnecessary delivery stage through Head Office. Our hi-vis bibs are made from recycled material.
- **Coach Journeys:** For large deployments, we have introduced our own 53-seater coach to transport employees from hub locations, reducing reliance on individual travel. We intend to use Hydrotreated Vegetable Oil (HVO) where practical to lower carbon emissions from coach operations.

6. Monitoring and Reporting

Regular monitoring of our emissions and the effectiveness of reduction initiatives. We conduct annual reviews of our carbon footprint and adjust our strategies where needed to meet our targets. Transparency will be maintained through the publication of progress reports published on our website and in corporate communications.

7. Declaration and Sign-Off

This Carbon Reduction Plan has been developed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans. It reflects FGH Security's commitment to environmental sustainability and has been reviewed and approved by the board of directors.

By implementing this Carbon Reduction Plan, FGH Security demonstrates leadership in environmental responsibility within the security industry, contributing to a sustainable future for all.

Signed on behalf of FGH Security

A handwritten signature in black ink, appearing to read 'Peter Harrison'.

Peter Harrison

Managing Director