

# EA-RS



## ESG Policy

Revision: V2

Date: Feb 2026

EA-RS Group Ltd Serves as the direct parent company for the below listed businesses. These businesses operate as subsidiaries of EA-RS Group Limited and adhere to our policies within their respective entities.

Our **businesses** and **brands** include:



Air Projects Life Safety in Ventilation



APW Fire Protection Ltd



Bonnell's Electrical Ltd T/A Bonnell's Electrical



CIRCUM Fire Engineering



Crane Fire Security & Audio Visual



EA-RS Fire Engineering



EA-RS Group



EA-RS Fire Management Ltd



EA-RS Solutions Ltd T/A EA-RS



Firesec Compliance



Surefire Ltd  
Surefire Ltd



UK Fire & Security Doors



Vulcan Fire

## **ESG Policy**

At EA-RS Group, we are committed to conducting our business in a manner that is environmentally sustainable, socially responsible, and characterised by strong governance principles. We recognise the importance of integrating Environmental, Social, and Governance considerations into our strategic decision-making process to create long-term value for our employees, communities, and all other stakeholders.

EA-RS Group demonstrates its commitment to sustainability through the establishment of a dedicated ESG committee. The committee convenes monthly to define and pursue the organisations ESG objectives.

### **1. ENVIRONMENTAL RESPONSIBILITY**

- **Sustainability Practices:** We strive to minimise our environmental footprint by implementing sustainable practices throughout our operations, including energy efficiency and waste reduction.
- **Carbon Footprint Reduction:** We are committed to reducing our greenhouse gas emissions and aim to transition towards renewable energy sources whenever feasible.
- **Supply Chain Sustainability:** We aim to collaborate with our suppliers to promote sustainable sourcing practices.
- **Environmental Compliance:** We comply with all applicable environmental laws, regulations, and standards, and continuously seek opportunities to exceed compliance requirements.

### **2. COMMITMENT TO NET ZERO**

EA-RS Group is committed to taking action to reduce our annual emissions and achieving Net Zero by 2045.

We will aim to reduce our emissions year-on-year and will achieve the following:

- **33% overall reduction in emissions by 2030 which includes a 50% reduction in Scope 1 and 2 and a 26% reduction in Scope 3 emissions**
- **56% overall reduction in emissions by 2035 which includes a 75% reduction in Scope 1 and 2 and a 48% reduction in Scope 3 emissions**
- **76% overall reduction in emissions by 2040 which includes a 91% reduction in Scope 1 and 2 and a 70% reduction in Scope 3 emissions**

For more information regarding the scopes please see the appendices.

### 3. SOCIAL RESPONSIBILITY:

- **Employee Wellbeing:** We prioritise the health, safety, and well-being of our employees by providing a safe working environment, promoting work-life balance, and offering opportunities for professional development and advancement.
- **Diversity and Inclusion:** We embrace diversity and inclusion in all aspects of our business and are committed to fostering an inclusive workplace culture where all individuals are valued, respected, and empowered to contribute their unique perspectives.
- **Community Engagement:** We actively engage with the communities in which we operate, supporting local initiatives, charitable organisations, and community development projects to positively impact society.
- **Human Rights:** We respect and uphold fundamental human rights within our operations and supply chain and are committed to preventing and addressing any human rights abuses that may arise

### 4. GOVERNANCE EXCELLENCE

- **Ethical Conduct:** We conduct our business with the highest standards of ethics, integrity, and transparency, and expect the same from our employees, partners, and suppliers.
- **Stakeholder Engagement:** We actively engage with our stakeholders, including shareholders, employees, customers, suppliers, and the broader community, to understand their perspectives and incorporate their feedback into our decision-making processes.
- **Risk Management:** We integrate ESG considerations into our risk management framework to identify, assess, and mitigate risks that may impact our business performance, reputation, or long-term sustainability.

### 5. MONITORING AND REPORTING

- **Performance Metrics:** We establish key performance indicators (KPIs) to monitor our progress towards our ESG goals and regularly review our performance against these metrics to drive continuous improvement.
- **Transparency and Disclosure:** We are committed to providing transparent and comprehensive disclosure of our ESG practices, performance, and impacts through regular reporting to our stakeholders.

### 6. REVIEW AND CONTINUAL IMPROVEMENT

This ESG policy will be periodically reviewed and updated as necessary to ensure its effectiveness and alignment with our organisational values, goals, and evolving stakeholder expectations. We are committed to fostering a culture of continual improvement and accountability in our journey towards greater environmental, social, and governance excellence.

### 7. WHO IS RESPONSIBLE FOR THIS POLICY?

Overall Responsibility for effective operation	Board of Directors
Responsibility for day-to-day implementation	Head of People

Your Contract of Employment covers all the main terms and conditions of employment applicable to you, this policy does not form part of your Contract of Employment, and we reserve the right to keep the effectiveness of this policy under periodic review. It is your responsibility to familiarise yourself with the content of this policy and where applicable to comply with it at all times.

Any questions you may have about the day-to-day application of this policy should be referred to your line manager in the first instance. Suggestions for changes to this policy should be reported to the people team via [people@ea-rsgroup.com](mailto:people@ea-rsgroup.com)

**8. REVIEW**

Review period	Annual or sooner dependent on changes to legislation
Responsibility for review	Head of People

**9 REVISION HISTORY**

Rev	Date of Issue	Reviewed By	Changes Made
1.1	9/02/26	Aimee Looker	Updates to commitment to net zero scores.

## Appendices

### Scope 1: Stationary Combustion

- Replacing brown gas consumption with renewable gas consumption
- Ensuring that all our facilities use minimal heating by making sure buildings are fully insulated and reducing usage wherever possible
- Investigate future capex opportunities to install electrical heating systems such as heat pumps

### Scope 1: Refrigerants

- Avoiding emissions through improved leak tightness; consider fitting leak-detection systems and following a regular maintenance schedule
- Ensuring correct end-of-life treatment of refrigerant gases; recovering and disposing of refrigerant gases correctly when maintaining, upgrading or decommissioning a system
- Substituting refrigerants with other less harmful substances e.g., refrigerant gas with zero ozone depletion potential (ODP) and low global warming potential (GWP)
- When renewing HVAC systems, choose the most efficient systems:
  - Investigating systems using least damaging refrigerant gasses with low potential leakage
  - Installing new systems may offer energy savings as well as next generation refrigerants (HFOs (hydrofluoro-olefins) and natural refrigerants)
- Limiting the use of refrigeration / air conditioning systems

### Scope 1: Transport

- Transitioning to hybrid and electric vehicles.
- Optimising routes and improved scheduling for pick ups/deliveries

### Scope 2: Electricity

- Communicating ways to reduce electricity consumption by educational posters that remind colleagues to turn off lighting
- Collecting and reporting on monthly energy data in order to monitor reduction initiatives and identify unusual activity and spikes
- Where high usage is identified, consider carrying out an energy survey to identify reduction opportunities
- Ensure we use energy efficient systems wherever possible e.g., replacing lights with LED and using passive infra-red sensors (PIRs) where possible
- Switching to renewable energy contracts at all sites as soon as possible
- Investigate the potential for onsite electricity generation

### Scope 3 Category 4: Upstream transportation and distribution

- Gathering more specific data on upstream transport in order to identify opportunities for reduction
- Engage with partners to seek ways to optimise efficiencies of transporting supplies

- Engage with our distribution partner to understand if electrification or biofuel use, is possible instead of diesel

### **Scope 3 Category 5: Waste**

- Staff training programmes will be rolled out to provide clear, consistent training and information to minimise waste and maximise recycling
- We will track volumes and disposal methods of our various waste streams and begin reporting on data and set targets
- Encourage waste management companies to change from suppliers who send waste to landfill

### **Scope 3 Category 6: Business travel**

- Utilising video conferencing tools such as Teams and Zoom to host meetings.
- Where travel is required, we will prioritise carbon-reducing travel modes, choosing rail over air and / or cars

### **Scope 3 Category 7: Employee commuting**

- Putting in place initiatives such as:
  - Cycle-to-work schemes
  - Encouraging carpool arrangements
  - Providing information on public transport alternatives
  - Installing EV charge points at sites where feasible

### **Scope 3 Category 7: Employee homeworking**

- Consider collecting granular data by sending a survey to all employees working from home to understand their energy, waste and water usage during working hours
- Implementing an awareness campaign for reducing working from home carbon footprints. Advice could include:
  - Switching to renewable energy tariffs where possible
  - Installing SMART meters
  - Reducing energy consumption of home appliances
  - Reducing, reusing, recycling, and limiting waste sent to landfill