



**NET ZERO REPORT**  
Carbon Reduction Plan 2025

# Executive Summary

**Publication date:** August 2025  
**Signed:** Mark Wheeler  
**Position:** Chief Executive Officer

Welcome to EA-RS Group's second annual Net Zero Report, designed to detail our organisations strategies, actions, and progress towards achieving ESG excellence and net zero.

At EA-RS Group, integrating sustainable practices into our strategy is our top priority. With guidance from ESG experts, our team has crafted a series of impactful initiatives and processes as we embark on our journey to strive towards reaching Net Zero by 2045, aligning with UK government goals.

Across EA-RS Group, our commitment to Environmental, Social, and Governance (ESG) principles is integral to our business strategy. We strive to operate sustainably, responsibly, and ethically to create long-term value for our employees, communities, and stakeholders.

Our environmental efforts focus on reducing our carbon footprint, promoting sustainable practices, and ensuring compliance with environmental standards. Socially, we prioritise employee wellbeing, diversity, community engagement, and human rights. In governance, we emphasise ethical conduct, stakeholder engagement, and robust risk management.

We continuously monitor our ESG performance with key metrics and transparently report our progress, fostering a culture of continual improvement towards our net zero goals.

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**“We are committed to fostering a culture of continual improvement and accountability in our journey towards greater environmental, social, and governance excellence.”**

# About Us

EA-RS Group consists of a national network of specialist fire and security companies providing comprehensive end to end solutions to ensure life and asset protection is maintained.

Providing critical services to our clients to ensure compliance, our customers and exceptional standards of service remain at the heart of all decisions.

## EA-RA GROUP'S MISSION STATEMENT



Our mission is to create safe, secure and compliant environments spanning residential, commercial, and public spaces.

We aim to lead the fire safety, security and compliance industry with the respect and integrity it deserves - bringing unity and professionalism to a market that is currently dangerously fragmented and simplifying the client journey.

To deliver highly skilled, engineering excellence, supporting new builds and the broader built environment throughout its life cycle, enabled by a robust, integrated organisation that upholds compliance with accountability and empathy.





## **BCD - OUR NORTH STAR !**

What does a North Star mean to a Group of companies?

Identifying a 'North Star' is our way of ensuring we are all working towards a collective end goal. In this case, we want EA-RS Group's North Star to embody our collective long-term strategy, and the work we do every day to achieve this.

For this reason, we have developed the BCD model, to always remind us what is important in this industry: **SAFETY**

**B**  
Better Building Safety

**C**  
Our Carbon Commitment

**D**  
Digitalisation

# Commitment to Net Zero

EA-RS Group is committed to taking action to reduce our annual emissions and achieving Net Zero by 2045. To support this ambition, we have set a series of interim milestones that define the pathway to our long-term goal.

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

**50%**

Reduction in our Scope 1 and 2 emissions by 2030

**48%**

Reduction in our Scope 3 emissions by 2035

**76%**

Absolute reduction in emissions from 2022 baseline levels across Scopes 1, 2 and 3 by 2040.



# How are we doing this

To achieve these goals, EA-RS Group has taken the following actions:

Appointed external expert sustainability consultants for calculating carbon emissions for FYE 2023. This calculation can be used in the coming years to evaluate where we are on our Net Zero journey compared to our baseline year.

Set the base year (Oct 22-Sep 23) and calculated our GHG emissions footprint in line with the GHG protocol for that base year:

## Scope 1

- Stationary Combustion
- Transport (Sustainable advantage to confirm)  
Refrigerants

## Scope 2

- Electricity

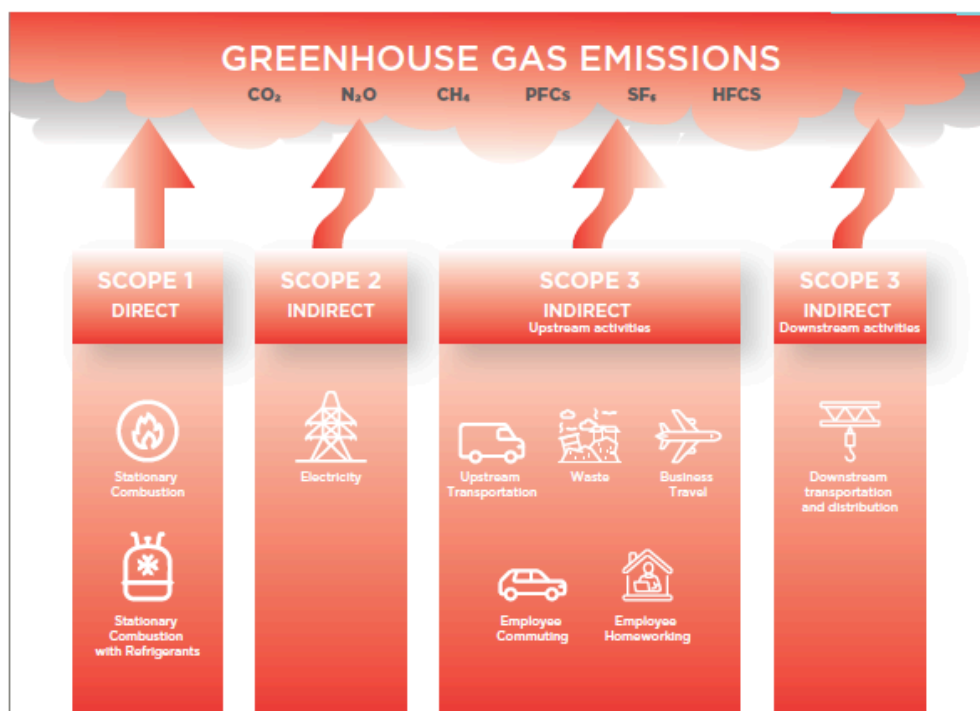
## Scope 3

- Upstream transport
- Waste
- Business Travel

Adopted a carbon reduction plan for each scope and category.

Plan to make year on year emission reductions to achieve our Net Zero target by 2045.

## Overview of GHG Protocol scopes and emissions across the value chain



# GHG emissions footprint

Below is an itemised breakdown showing the amount of carbon emissions (tCO<sub>2</sub>e) produced by each scope and category from a 2023 baseline calculation.

Scope	Category	Sub-Category	Item	tCO <sub>2</sub> e	%
1		Stationary Combustion (gas)	Gas consumed	53.11	0.10%
1		Transport	Owned and leased vehicles	2,305.18	2.90%
1		Refrigerants	HVACs	131.85	0.20%
2		Electricity (location based)	Purchased electricity, for own use (grid average)	61.77	N/A
2		Electricity (market based)	Purchased electricity, for own use (specific contract)	61.77	0.10%
3	1	Purchased Goods & Services	Goods and services		0.00%
3	2	Capital Goods	Capex expenditure		0.00%
3	3	Fuel & Energy related activities	WTT (Well-to-Tank) & T&D (Transmission & Distribution losses) for S1 and 2		0.00%
3	4	Upstream Transport	Paid transport for goods (upstream & downstream), wheel to wheel (WTW)	65,759.95	93.2%
3	5	Waste	Waste	10.39	0.00%
3	6	Business Travel	Land and air travel for business purposes (WTW)	834.83	1.20%
3	7	Employee Commuting	Employees commuting to and from work (WTW)	319.23	0.50%
3	7	Employee Commuting	Employees working from home	123.30	0.20%
3	8	Upstream Leased Assets			0.00%
3	9	Downstream Transport	Transport to customers (WTW)	1,219.47	1.70%
3	10	Processing of Sold Goods			0.00%
3	11	Use of Sold Goods	Direct and indirect emissions from use of goods sold		0.00%
3	12	End of Life of Sold Goods	Waste disposal and treatment of products sold (by customers)		0.00%
3	13	Downstream Leased Assets			0.00%
3	14	Franchises			0.00%
3	15	Investments			0.00%

<b>📍 Total Gross Emissions (Location based)</b>		<b>70,549.06</b>	
Less emissions avoided by procurement of renewable electricity		<b>0</b>	
less emissions avoided by production of green electricity		<b>0</b>	
<b>🏢 Total Gross Emissions (Market based)</b>		<b>70,549.06</b>	<b>100.00%</b>
• Less carbon offsets		<b>0</b>	
<b>⊖ Total Net Emissions</b>		<b>70,549.06</b>	

• Scope 1 & 2 (Location Based)		2,281.90
• Scope 1 & 2 (Market Based)		2,281.90
• Scope 3		68,267.16



# Emission Reduction Targets

In order to continue our progress to achieving NetZero, we have adopted the following carbon reduction targets.



33% absolute reduction in emissions by 2030 from 2023 baseline levels. This is made up of reductions in the below groups of Scopes:

- Scope 1 and 2 = 50%
- Scope 3 = 26%



56% absolute reduction in emissions by 2035 from 2023 baseline levels. This is made up of reductions in the below groups of Scopes:

- Scope 1 and 2 = 75%
- Scope 3 = 48%



76% absolute reduction in emissions by 2040 from 2023 baseline levels. This is made up of reductions in the below groups of Scopes:

- Scope 1 and 2 = 91%
- Scope 3 = 70%



91% absolute reduction in emissions by 2045 from 2022 baseline levels. This is made up of reductions in the below groups of Scopes:

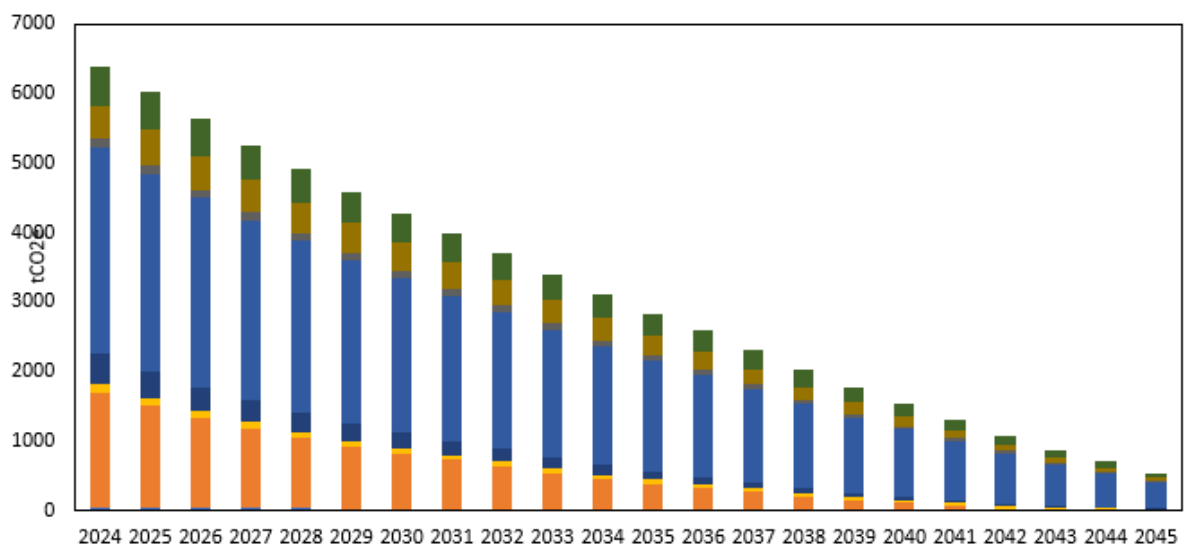
- Scope 1 and 2 = 96%
- Scope 3 = 89%



To achieve net zero status, we will offset residual emissions of 9% using high-quality nature-based or direct air capture projects.

The graph below shows our glidepath that we plan to make year-on-year to achieve our Net Zero target by 2045.

### Planned Emission Reductions



- Scope 3 Cat 15: Investments
- Scope 3 Cat 13: Downstream Leased Assets
- Scope 3 Cat 11: Use of Sold Products
- Scope 3 Cat 9: Downstream Transportation and Distribution
- Scope 3 Cat 7: Employee Commuting
- Scope 3 Cat 5: Waste
- Scope 3 Cat 3: Fuel and Energy Related Activities
- Scope 3 Cat 1: Purchased Goods and Services
- Scope 1: Refrigerants
- Scope 1: Stationary Combustion
- Scope 3 Cat 14: Franchises
- Scope 3 Cat 12: End-of-life Treatment of Sold Products
- Scope 3 Cat 10: Processing of Sold Products
- Scope 3 Cat 8: Upstream Leased Assets
- Scope 3 Cat 6: Business Travel
- Scope 3 Cat 4: Upstream Transportation
- Scope 3 Cat 2: Capital Goods
- Scope 2: Electricity (market based)
- Scope 1: Transport

Figure 1: EA-RS carbon reduction glide path to reach net zero status by 2045.

# Planned Carbon Reduction Initiatives

As a responsible business, EA-RS Group has for many years maintained a strong focus on environmental responsibility and reducing our carbon emissions. Since our 2023 baseline, we have implemented initiatives that have achieved a 91% reduction in carbon emissions (64,131 tCO<sub>2</sub>e) against the baseline. These measures, along with future actions, are outlined below by scope:

## 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

- Optimising vehicle routes and improved scheduling for pick ups/deliveries.
- Transitioning away from petrol and diesel vehicles by investing in hybrid and electric vehicles.



## 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.
- Select lower-carbon transport options where possible.
- 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.
- 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.

# Conclusion

Our commitment to sustainability is stronger than ever. Since setting our 2023 baseline, we have achieved a 91% reduction in carbon emissions, falling from 70,549.06 tCO<sub>2</sub>e to 6,417.63 tCO<sub>2</sub>e in 2024. This significant progress, driven by improved data quality and decisive action, has enabled us to accelerate our Net Zero target from 2050 to 2045.

EA-RS Group will recalculate our carbon footprint annually, monitoring our progress against targets and adjusting methods to stay on track for our net zero goal. We remain committed to minimising emissions and mitigating climate change impacts.

By continuously monitoring our ESG performance and transparently reporting our results, we aim to foster a culture of accountability, innovation, and continual improvement. Through this approach, EA-RS Group will deliver on its Net Zero commitment and support the transition to a more sustainable future for our employees, customers, and communities.



# Our emissions methodology: Inclusions within current numbers

When calculating carbon emissions, the GHG protocol corporate accounting and reporting standard states that a company must set its organisational boundaries.\*

This can be done either by an “Equity Share” or “Control” approach. The Equity Share approach reflects a company’s economic interests and percentage ownership of companies or subsidiaries to assign GHG emissions. The Control approach can follow two routes and defines the boundary by looking at either how much Financial or Operational Control a company has. To fully cover all its operations and subsidiaries, EA-RS Group has selected the Operational Control method when setting our organisational boundary. The Operational boundary will include all three Scopes as outlined by the GHG Protocol. EA-RS Group’s emissions are reported in tCO<sub>2</sub>e and have been calculated utilising the following formula:

**Source emissions data x conversion factor\*\* = total source emissions Source unit x (tCO<sub>2</sub>e/unit) = tCO<sub>2</sub>e**

\*\* Conversion factors are primarily derived from the latest:

- UK Government GHG conversion factors for Company Reporting
- DEFRA (Department for Environmental, Food and Rural Affairs)
- Environmentally extended input-output (EEIO) tables
- EPA

## » Scope 1 (Direct Emission Sources)

Scope 1 sources included in the inventory are onsite (or “stationary”) natural gas combustion, mobile fuel combustion from leased and owned vehicles and fugitive emissions of refrigerant gases.

## » Scope 2 (Indirect Emission Sources)

Purchased electricity was the only identified scope 2 emissions source. Per the GHG Protocol and the UK Government's Environmental Reporting Guidelines, scope 2 emissions have been calculated in two ways using the location-based and the market-based methodology. A location-based method reflects the average emissions intensity of the grids on which energy consumption occurs.

A market-based method reflects emissions from electricity from sources/locations that EA-RS Group has purposefully chosen (e.g, specific green energy supply contracts, renewable energy guarantees of origin (REGO), green power purchase agreements (green PPA)).

## » Scope 3 (Indirect Emission Sources)

The GHG Protocol identifies fifteen categories of Scope 3 emissions. EA-RS' fiscal year (FY) 2023 inventory includes five of these categories as laid out by the UK Government's PPN06/21 requirements, identified in Table 2 below.

**Table 2. Scope 3 Categories included in the inventory**

<b>Category</b>	<b>Definition</b>	<b>Status</b>
<b>Category 1: Purchase goods and services</b>	Extraction, production, and transportation of products purchased or acquired by EA-RS Group in the reporting year	Relevant but not a requirement of PPN06/21
<b>Category 2: Capital goods</b>	Extraction, production, and transportation of capital goods purchased or acquired by EA- RS Group in the reporting year	Relevant but not a requirement of PPN06/21
<b>Category 3: Fuel and energy related activities</b>	Extraction, production, and transportation of fuels and energy purchased or acquired by EA-RS Group in the reporting year, not already accounted for in scope 1 or 2	Relevant but not a requirement of PPN06/21
<b>Category 4: Upstream transportation</b>	The warehousing and transport of goods from Tier 1 suppliers	Calculated - a requirement of PPN0621
<b>Category 5: Waste</b>	Disposal and treatment of waste generated in operations in the reporting year	Calculated - a requirement of PPN0621
<b>Category 6: Business travel</b>	Transportation of employees for business- related activities during the reporting year	Calculated - a requirement of PPN0621
<b>Category 7: Employee commuting</b>	Transportation of employees between their homes and their worksites during the reporting year	Calculated - a requirement of PPN0621
<b>Category 7: Employee homeworking</b>	Emissions from employees working from home	Calculated - a requirement of PPN0621

Category	Definition	Status
<b>Category 8: Upstream leased assets</b>	Operation of assets leased by EA-RS Group in the reporting year and not included in scope 1 and scope 2	Not calculated - not a requirement of PPN06/21 and unlikely to be relevant.
<b>Category 9: Downstream transportation</b>	The transport and warehousing of sold products, between EA-RS Group's operations and the end consumer (including retail) These services are not paid for by EA-RS Group	Calculated - a requirement of PPN06/21
<b>Category 10: Process of sold products</b>	Processing of intermediate products sold in the reporting year by downstream companies	Not calculated - not a requirement of PPN06/21 and unlikely to be relevant.
<b>Category 11: Use of sold goods</b>	Emissions from the use of goods sold by EA- RS Group in the reporting	Relevant but not a requirement of PPN06/21
<b>Category 12: End of life treatment</b>	year Waste disposal and treatment of products sold by EA-RS Group (in the reporting year) at the end of their life	Relevant but not a requirement of PPN06/21
<b>Category 13: Downstream leased assets</b>	Operation of assets owned by EA-RS Group and leased to other entities in the reporting year, not included in scope 1 and scope 2	Not calculated - not a requirement of PPN06/21 and unlikely to be relevant.
<b>Category 14: Franchises</b>	Operation of franchises in the reporting year, not included in scope 1 and scope 2	Not calculated - not a requirement of PPN06/21 and unlikely to be relevant.
<b>Category 15: Investments</b>	Operation of investments (including equity and debt investments and project finance) in the reporting year, not included in scope 1 or scope 2	Not calculated - not a requirement of PPN06/21 and unlikely to be relevant.

# Exclusions

Certain sources were excluded from the FY 2024 inventory where they are not required under PPN06/21 guidance or considered unlikely to be material to EA-RS Group's operations. The excluded categories, along with the justification for their exclusion, are shown in Table 3 below.

**Table 3. Exclusions from the inventory**

Exclusion	Scope	Explanation
<b>Category 1: Purchase goods and services</b>	Extraction, production, and transportation of products purchased or acquired by EA-RS Group in the reporting year	Not calculated, not a requirement of PPN06/21 and unlikely to be relevant.
<b>Category 2: Capital goods</b>	Extraction, production, and transportation of capital goods purchased or acquired by EA- RS Group in the reporting year	Not calculated, not a requirement of PPN06/21 and unlikely to be relevant.
<b>Category 3: Fuel and energy related activities</b>	Extraction, production, and transportation of fuels and energy purchased or acquired by EA-RS Group in the reporting year, not already accounted for in scope 1 or 2	Not calculated, not a requirement of PPN06/21 and unlikely to be relevant.
<b>Category 4: Upstream transportation</b>	The warehousing and transport of goods from Tier 1 suppliers	Methodology FY24: this category was calculated as part of Scope 3 emissions.
<b>Category 11: Use of sold goods</b>	Disposal and treatment of waste generated in operations in the reporting year	Not calculated, not a requirement of PPN06/21 and unlikely to be relevant.
<b>Category 12: End of life treatment</b>	Transportation of employees for business- related activities during the reporting year	Not calculated, not a requirement of PPN06/21 and unlikely to be relevant.



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