Carbon Reduction Plan

Supplier name: .... SSG Support Services Group LTD.........

Publication date: ....05/08/2025……….......................................

1. Commitment to Achieving Net Zero

SSG Support Services Group Ltd has committed to achieving Net Zero greenhouse gas (GHG) emissions by 2050. Our approach focuses on reducing direct and indirect carbon emissions through energy efficiency, sustainable procurement, fleet transformation, and offsetting initiatives. This commitment reflects our responsibility to environmental sustainability and aligns with national and global climate objectives.

SSG acknowledges the need for continuous monitoring, transparent reporting, and proactive engagement with stakeholders to ensure effective carbon reduction. This plan outlines our baseline emissions, reduction targets, initiatives, and environmental management measures, demonstrating our structured approach to achieving Net Zero.

2. Emissions Reduction Targets

SSG Support Services Group Ltd has committed to the long-term target of achieving Net Zero by 2050, with the interim target of reducing our carbon footprint by 42% by 2030, measured against our 2022/2023 baseline year. In 2024-2025 these reduction targets were aligned with the principles of the Science Based Targets Initiative (SBTi).

3. Baseline Emissions Assessment

Establishing a baseline is crucial for measuring progress. SSG's Environmental Policy outlines our dedication to monitoring environmental impact, including emissions from company vehicles and operations. However, a detailed quantification of baseline emissions across all scopes (Scope 1, 2, and 3) is necessary. 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).

4. Scope Boundary and Operational Control

SSG reports Scope 1, Scope 2 and relevant Scope 3 emissions in accordance with the GHG Protocol and PPN 06/21 requirements.

Whilst our offices are leased premises where utilities (electricity, gas and water) are landlord-controlled, Scope 2 emissions from purchased electricity are fully reported within this Carbon Reduction Plan using appropriate Government conversion factors. Although SSG does not have direct operational control over building infrastructure or energy procurement at leased sites, we actively implement energy reduction measures within our control. These include behavioural energy management (switch-off policies for lighting and equipment), reduced printing practices, HVAC usage controls where accessible, and digital-first operational systems.

SSG is engaging with landlords to obtain more granular energy consumption data and to influence site-level sustainability improvements. At our Head Office, we are progressing feasibility planning for renewable energy integration (including solar PV and heat pump systems) and water efficiency initiatives. A full recalculation of emissions incorporating improved data accuracy is scheduled for completion by September 2026.

5. Baseline Emissions Footprint

Baseline emissions are a record of greenhouse gases produced prior to implementation of carbon reduction strategies. Baseline emissions are reference point against which emissions reduction can be measured.

Baseline Year: 2022/23	
Emission Source	**Emissions (tCO2e)**
Scope 1: Fuel combustion (natural gas) and refrigerant emissions	200
Scope 2: Purchased electricity consumption	111
Scope 3: Estimated based on guidance, including business travel, employee commuting, and supply chain emissions	435
Total Emissions	**746**

2023/24 data was used for internal monitoring and methodological refinement but is not presented separately as a formal reporting year.

Current Emissions Reporting (2024/25)	
Emission Source	**Emissions (tCO2e)**
Scope 1	14.4
Scope 2	59.3
Scope 3	294.8
Total Emissions	**368.5**

6. Carbon Reduction Initiatives

Improved Scope 3 Data Accuracy: The 2022/23 baseline incorporated conservative estimation methodologies across supply chain, commuting, and business travel emissions. During 2023/24 and 2024/25, SSG transitioned toward activity-based data collection and supplier-provided carbon information, resulting in improved calculation precision and removal of overestimated factors.

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 emphasises controlling emissions from company vehicles. By April 2025, 43.5% of SSG’s fleet had transitioned to low-emission vehicles. This significantly reduced Scope 1 emissions through decreased diesel consumption and improved route optimisation.

Waste Reduction and Recycling: Enhance waste management practices to minimise landfill contributions, focusing on recycling and responsible disposal methods. In line with our ISO14001 accreditation, we have moved 100% of on-site paper-based documentation to be replicated digitally.

Digitalisation of Operations: SSG achieved 100% digital transition of operational documentation, eliminating paper-based systems across deployments. This materially reduced supply chain emissions and waste-related Scope 3 impacts.

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.

Energy Behavioural Controls: Enhanced switch-off policies, HVAC optimisation, reduced printing practices, and increased energy awareness training reduced electricity demand within leased premises under operational control.

Strengthened Environmental Governance: Quarterly emissions monitoring and ISO 14001-aligned environmental management controls have improved data tracking, accountability, and targeted intervention across the business.

7. Emissions Reduction Targets

To achieve Net Zero by 2050, SSG has set interim reduction milestones, aligning with global climate goals and UK Government mandates.

Emissions Reduction Trajectory:

- By 2025: Current performance exceeds interim trajectory targets; however, SSG maintains progressive reduction milestones to ensure sustained long-term decarbonisation.
- By 2030: Reduce total emissions by 42% from 2022/23 baseline (746 tCO_2e → 432.68 tCO_2e).
- By 2040: Reduce total emissions by 65% from 2022/23 baseline (746 tCO_2e → 261.1 tCO_2e).
- By 2050: Achieve Net Zero emissions.

Projected Reduction for 2029: By implementing planned initiatives, SSG projects a reduction to 245.67 tCO_2e by 2029, representing approximately 33.4% decrease from the 2022/23 baseline.

8. Carbon Reduction Strategies

1. Energy Efficiency in Operations

- Conduct annual energy audits to identify areas for improvement.
- Upgrade insulation, lighting, and HVAC systems to reduce energy consumption.
- Use motion sensor lighting and maximise natural light.

2. Sustainable Fleet Management

- Transition to a low-carbon fleet, replacing diesel vehicles with EV or hybrid.
- Optimise route planning to reduce fuel consumption.
- Provide eco-driving training to employees to enhance fuel efficiency.

3. Sustainable Procurement
- Source from suppliers with strong environmental credentials.
- Prioritise local suppliers to reduce transportation emissions.
- Increase the use of recycled and sustainable materials.

4. Waste Reduction and Circular Economy
- Implement recycling programs for office and operational waste.
- Reduce single-use plastics across all operations.
- Encourage digital documentation to minimise paper usage.

5. Employee Engagement and Awareness
- Conduct carbon reduction awareness training.
- Develop internal sustainability champions to lead green initiatives.
- Continued to implement BS EN ISO 14001 certifications across the business

Monitoring and Reporting

- Quarterly tracking of emissions data using performance monitoring software.
- Annual sustainability report published to showcase progress.
- Regularly review and adjust strategies based on emission trends.

Declaration and Sign-Off

This Carbon Reduction Plan is in compliance with PPN 06/21 and associated reporting standards for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and 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 line with SECR methodology, and required subset of Scope 3 emissions have been reported in accordance with published reporting standard for Carbon Reduction Plans and Corporate Value Chain (Scope 3) Standard.

It has been reviewed and approved by SSG Operations Director/C.E.O.

Ahmad Rafique (C.E.O.)

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