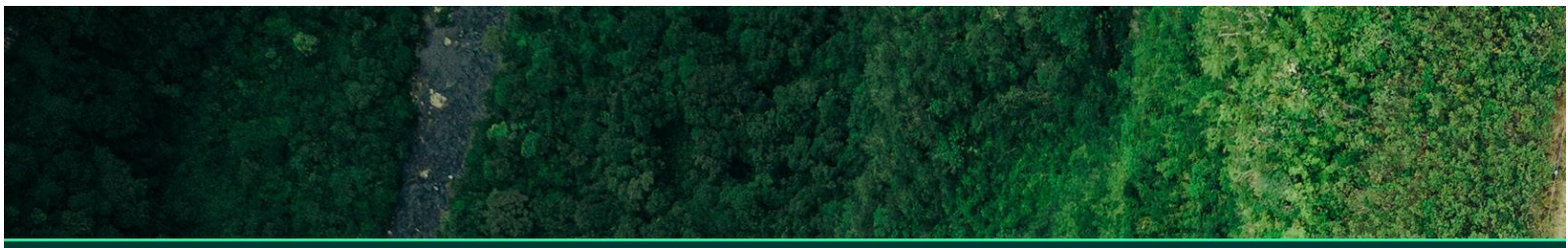

Carbon Reduction Plan For Elite Systems (GB)

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Company Registration Number: 02583744

elite systems

positive planet

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Net Zero Commitment.

Elite Systems (GB) is committed to achieving Net Zero emissions by 2045.

This target aligns with the NHS's Net Zero supplier roadmap, which aims to achieve a Net Zero value chain by 2045. To align with this roadmap, Elite Systems (GB) has set reduction targets for currently measured categories as well as timeframes for the measurement of those yet to be measured as the emissions inventory expands in step with the milestones laid out by the NHS.

Emissions Summary.

Base Year Greenhouse Gas (GHG) Emissions

Base year emissions are a record of the greenhouse gases that have been produced in the past and prior to the introduction of any strategies to reduce emissions. Base year emissions are the reference point against which emissions reduction can be measured. Elite Systems (GB)'s base year covers 01/07/24 - 30/06/25.

Base Year: FYE June 2025	
The current reporting year is the first year that Elite Systems (GB) has measured and reported its carbon footprint and will serve as the base year against which future measurements and reduction targets will be compared. The base year measurement will be updated in line with updates to emissions accounting methodologies, relevant emission factors or other influencing factors to ensure future measurements are comparable. The base year measurement may also be adjusted where a significant organisational change occurs.	
Emission Scopes	Total (tonnes CO_2e)
Scope 1	55.4
Scope 2*	Market-based: 14.3 *Location-based: 11.3*

Scope 3 including: • Purchased Goods & Services • Capital Goods • Fuel & Energy Related Services • Business Travel • Transportation & Distribution (Upstream & Downstream) • Employee Commuting & Homeworking • Operational Waste & Water	3,440.2
Total Emissions*	**Market-based: 3,510.0** *Location-based: 3,506.9*

*Purchased electricity can be measured in two ways, A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. Elite Systems (GB) has chosen to use a market-based approach for Net Zero targets.

Carbon Intensity Metrics

Elite Systems (GB) will work to minimise absolute emissions. However, intensity metrics can additionally be used as meaningful indicators of the organisation's progress towards increasing carbon efficiency. Intensity based reduction targets may be established in the future, dependent on updates to NHS supply chain target acceptance.

Intensity Metric	tCO_2e/Metric Unit
Employees (per FTE)	118.6
Revenue (per £m)	265.5

The above carbon intensity metrics use market-based emissions and are based on 29.6 FTEs and a £13.2 million revenue during the measurement period.

Carbon Reduction Planning

What does Net Zero mean in practice?

Elite Systems (GB) is committed to achieving Net Zero by 2045. To achieve Net Zero under widely accepted definitions companies need to reduce absolute emissions by 90% from the base year. To keep us on track with long-term targets, the NHS's supplier sustainability roadmap and the latest guidance from Science Based Targets initiative (SBTi) we have set the following near-term targets to 2030.

Near-Term Targets

- Reduce scope 1 emissions by 42% by 2030.
- Reduce market-based scope 2 emissions to zero by 2029, through the procurement of 100% renewable electricity tariffs.
- Reduce scope 3 emissions by 42% by 2030.
- Measure all relevant scope 3 categories by the FYE 2027 reporting period, in line with the NHS supplier roadmap.

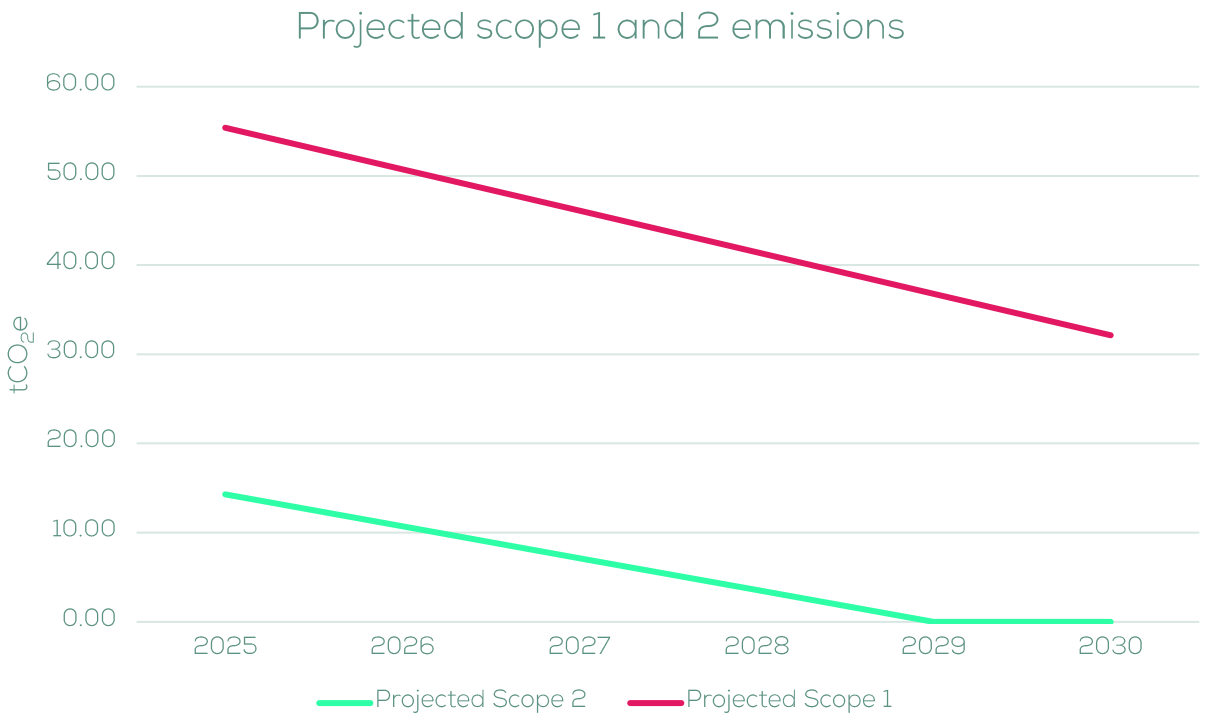
Long-Term Targets

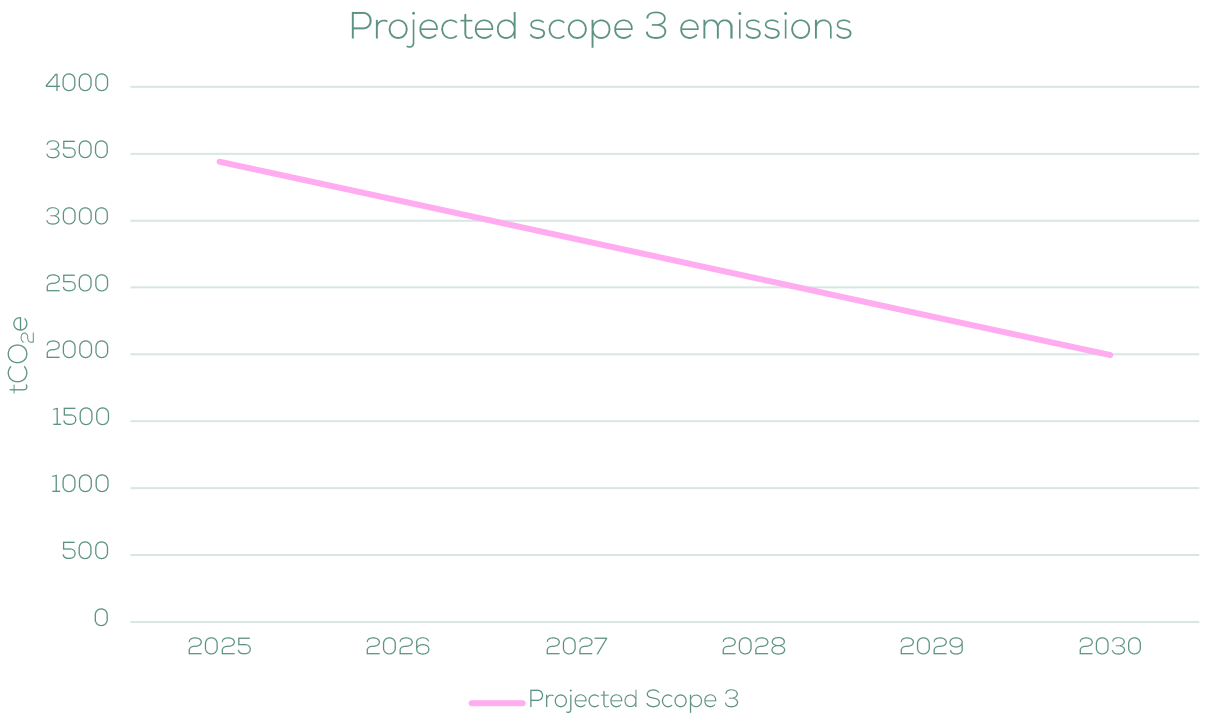
- Reduce total market-based emissions (scope 1, 2 and 3) by at least 90% by 2045.
- Neutralise any residual emissions using verified carbon offsets.

Projected Emissions

There are no previous existing carbon emission reduction targets against which to report progress, as this reporting period is Elite Systems (GB)'s base measurement. Future reporting will assess progress against reduction targets, explore trends by category and identify any notable changes to data used to measure emissions.

Projected emissions based upon near-term targets are detailed on the following page.


Projected scope 1 and 2 emissions
60.00
50.00
40.00
30.00
20.00
10.00
0.00
tCO2e
2025
2026
2027
2028
2029
2030
Projected Scope 2
Projected Scope 1


Projected scope 3 emissions
4000
3500
3000
2500
2000
1500
1000
500
0
tCO2e
2025
2026
2027
2028
2029
2030
Projected Scope 3

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Committed to measuring carbon footprint of business activities year on year to track progress against Net Zero ambitions.	2023	1, 2, 3
ISO 14001 Environmental Management System accreditation.	Annually since 2023	1, 2, 3
Elite Systems (GB) fleet currently consists of 2 battery electric, 1 hybrid, 4 diesel vehicles. With further electrification planned as vehicles are renewed.	2026	1, 2, 3
The installation of an air source heat pumps allows a hybrid approach to heating Elite System (GB)'s headquarters. With heat pumps and gas boilers used across the premises.	2015	1
To date 42 solar PV panels have been installed at Elite Systems (GB)'s headquarters.	2023	2

Future Carbon Reduction Initiatives

Based on the current measurement, Positive Planet recommended the following actions to begin addressing and reducing emissions. Following review for actions and timelines for implementation these have been assessed and approved by Elite Systems (GB), forming the basis of our emissions reduction strategy. These will be reviewed annually to update and add to actions based on progress made in the previous year wherever relevant.

Overarching Reduction Initiatives					
No.	**Activity**	**Target Date**	**Cost**	**Impact**	**Category**
0.1	Training (Carbon Literacy Training) for key personnel should be considered on a rolling basis, as should engagement programmes (Carbon Awareness Training / Couch to Carbon Zero) for the wider organisation.	2026	Low/ Medium	Medium	All
0.2	Establish a formalised 'Green Team' made up of stakeholders from different departments to lead on projects and initiatives across the organisation. Members of the Green Team will be tasked with key responsibilities such as contributing to and executing carbon reduction plans, managing data and providing information to colleagues. These members should benefit from prioritisation for training.	2026	Low	Medium	All

Scope 1

Scope 1 Reduction Initiatives					
No.	**Activity**	**Target Date**	**Cost**	**Impact**	**Category**
1.1	Encourage energy-saving behaviours among staff to reduce heating demand through implementing behaviour change initiatives within the workplace, such as turning thermostats/radiators down and not opening windows when the heating is on. Assigning roles and responsibilities to Green Team members will allow for high-level monitoring of energy use to understand savings and pinch points.	2026	No cost	Medium	Stationary Combustion
1.2	Implement low-cost energy efficiency measures to reduce the overall amount of energy for heating consumed at all operational sites. Examples of reduction measures include: • Adding heat & solar control reflective window sheets. • Optimise boiler configuration to reduce gas consumption, such as reducing the boiler temperature. • Review heat pump efficiency and utilisation for opportunities to reduce gas boiler reliance. • Reviewing building operations to ensure efficient use of space and operational hours. • Investigate automation of building controls. • Implement a leak detection and repair program for boilers and heating equipment.	Short-term	Low	Medium	Stationary Combustion

1.3	Conduct a site energy efficiency audit with the aim of further minimising consumption of energy where possible. This should be completed by a qualified consultant with experience in heat pumps for the best outputs. Focus should be given to existing heat pumps and whether they can be used in combination with more modern solutions to replace gas heating systems.	2027	Medium	Enabler	Stationary Combustion
1.4	Following an energy audit, investigate the viability of larger cost investment (where appropriate) such as replacement of gas boilers with electric alternatives, including heat pumps, electric boilers or HVAC systems, installation of insulation and upgrading to double glazed windows. For hot water needs, options include under-sink heating or solar water heating systems. Alternatively, where high-cost investment is not viable, encourage upgrading existing systems (e.g. to condensing boilers) to increase efficiency while actively exploring cost-effective replacements.	Long-term	High	High	Stationary Combustion
1.5	Regular review of basic vehicle maintenance features such as tire pressure and condition can improve fuel efficiency. Embedding this into regular driver checks on top of MOTs can reduce fuel consumption long-term.	Near-term & ongoing	Low	Low	Mobile Combustion
1.6	Provide driver-efficiency training courses for company vehicle users to increase fuel efficiency and reduce emissions. This especially applies for van drivers and those occupying vehicles for large portions of the day. Signpost for all drivers to reduce idle time and reduce air conditioning usage within comfortable working limits.	Near-term & ongoing	Low/ Medium	Low	Mobile Combustion

1.7	Elite Systems (GB)'s Internal Combustion Engine (ICE) fleet is currently made up of 2 battery electric, 1 hybrid, 4 diesel vehicles. A review, or development, of a company vehicle use policy may identify opportunities to replace van journeys with hybrid vehicles or reduce total mileage travelled through combining van journeys.	2026 & ongoing	Low	Low	Mobile Combustion
1.8	Outside of optimising fleet use the replacement of existing ICE vans and cars with hybrid or electric models is the long-term solution to this emission source. Continual review of commercially available hybrid/EV vans when current assets near end of lease will allow consideration of these solutions against current vehicle use cases. Similar considerations should be given to hybrid vehicles, with fully electric alternatives preferred in the future.	6 months prior to lease end	Medium	High	Mobile Combustion
1.9	To support with fleet electrification costs the Government Plug-in Van and Truck Grant (31/03/26 deadline) may be appropriate.	2026	Low	High	Mobile Combustion
1.10	Elite Systems (GB) may also consider Government grants outlined below to support with costs around expanding fleet charging capacity in line with projections for fleet electrification: • Electric vehicle infrastructure grant for staff and fleets (31/03/26 deadline) • Electric vehicle chargepoint and infrastructure grants for landlords (31/03/26 deadline) The deadline for applications to the Depot Charging Scheme has now lapsed, however, it is recommended to monitor Government websites for scheme renewals or similar schemes.	2026	Low	Medium	Mobile Combustion

1.11	Current forklift assets are propane powered. Replacing these with electric alternatives should be considered ahead of current assets end of lease/life.	6 months prior to lease end	Medium	Medium	Mobile Combustion
1.12	While current vans and cars are under lease consideration should be given to substituting diesel with Hydrogenated Vegetable Oil (HVO). This can typically be substituted 1:1 with diesel with no additional alterations and has significantly lower emissions per litre.	Near-term & ongoing	Low	Medium	Mobile Combustion

Based upon the above completed and planned initiatives, it is projected that scope 1 emissions will decrease to 32.1 tCO_2e by 2030.

Scope 2

Scope 2 Reduction Initiatives					
No.	**Activity**	**Target Date**	**Cost**	**Impact**	**Category**
2.1	Securing a 100% Renewable Energy Guarantees of Origin (REGO) backed electricity tariff as soon as existing energy contracts will allow is a priority for addressing scope 2 emissions. Elite Systems (GB) has confirmed the current energy contract matures in November 2028.	2028	Low	High	Purchased Electricity
2.2	While purchasing renewable electricity ensures market-based emissions will reach zero, opportunities to reduce total electricity consumption should still be pursued. This has dual benefits of reducing energy costs and stress on the National Grid. Suggestions are provided here as there may be potential for implementation of relatively low-cost options which should be explored: • introducing LED fixtures throughout premises • introducing PIR sensor lighting and aligning sensor times to usage patterns (e.g. 3 minutes for corridors, 20 minutes for working spaces). • installing timers on sockets/equipment to align with operating periods and reduce passive (standby) energy use. • Reviewing air conditioning and other electrically powered heating systems to align with working hours. Reviewing and renewing inefficient equipment and machinery (when at end of life) and actively considering energy efficiency when new purchases are required (e.g. laptops, fridges, dishwashers).	2026	Var.	Var.	Purchased Electricity

2.3	Elite Systems (GB) has already installed on-site solar PV capacity to supplement increased energy demands, reducing costs and location-based emissions. Regular maintenance is recommended and further roll-out may be explored as part of the audit discussed above.	2026 & Ongoing	Medium/ High	Medium/ High	Purchased Electricity
2.4	During the energy audit discussed above consideration should be given to the installation of high-capacity power storage batteries, this will allow Elite Systems (GB) to store excess electricity generated on-site and utilise it during low generation periods. Installing this capacity alongside solar panels early is recommended to begin benefitting from stored energy, however, budgetary restrictions are recognised as a key decision factor.	2027	Medium/ High	Medium/ High	Purchased Electricity
2.5	In the future it is likely that electric/hybrid company fleet will be charged away from Elite Systems (GB)'s headquarters. In this instance tracking electricity demand will require telematic systems with EV supportive capabilities. These systems have the primary benefit of allowing improved oversight of vehicle battery capacity, range and other key indicators that can inform fleet optimisation reviews in the long run. Review of existing fleet tracking systems for EV capabilities is the first stage in ensuring robust future reporting.	2026	Low/ Medium	Enabler	Purchased Electricity

Based upon the above completed and planned initiatives, it is projected that market-based scope 2 emissions will decrease to 0.0 tCO_2e by 2030.

Scope 3

Scope 3 Reduction Initiatives					
No.	**Activity**	**Target Date**	**Cost**	**Impact**	**Category**
3.1	Managing emissions associated with the goods and services Elite Systems (GB) purchases to construct modular buildings and run business operations is reliant on moving away from a spend-based approach to measuring these emissions. To begin moving away from a spend-based approach to estimating emissions supplier emissions data will be required, as will information regarding suppliers own decarbonisation strategies. This will allow evaluation of suppliers against Elite Systems (GB)'s goals and further development of emissions reductions programmes. Positive Planet recommends the development of a supply chain sustainability programme / strategy, beginning with the integration of sustainability criteria into existing procurement policies and/or processes. This will require engagement with the relevant purchasing teams and stakeholders to ensure knowledge and support across the organisation, with the establishment of a long-term strategy and timeline to be confirmed as part of ongoing development discussions.	2027	Medium	Enabler	Purchased Goods and Services

3.2	Following the integration of sustainability criteria into internal processes communication of Elite Systems (GB)'s intentions and goals to new and existing suppliers should be carried out. Possible mechanisms include: • engaging suppliers by sharing this Carbon Reduction Plan, communicating Net Zero targets and asking for suppliers' information in return. • introducing/increasing sustainability weighting in tender processes/contracts. • adding sustainability criteria to all purchasing decisions, focusing on lifespan and efficiency. • increasing supplier monitoring/reporting requirements including provision of supplier-specific data. partnering with sustainable suppliers and vendors for events and other business requirements.	2027 & onward	Low	Enabler	Purchased Goods and Services
3.3	As part of the sustainability programme, and following communication of goals to the supply chain, annual audits will be required to monitor emissions. A staggered approach to audit roll-out is recommended, with top suppliers by spend/intensity/industry engaged first. This and the above processes will support the reduction journey by: • improving the accuracy of carbon footprint measurements through collecting supplier-specific data • allowing the positive impacts from reduction actions to be captured • identifying business risks in the supply chain • encouraging supply chain integration towards Net Zero.	2028 & onward	Medium	Medium/ High	Purchased Goods and Services

3.4	Common capital goods include vehicles, machinery and IT equipment. When making these purchases, consider the energy/fuel efficiency and carbon footprint of these goods. For one off purchases it may be possible to obtain embodied carbon emissions data for purchased products to enable accurate tracking and comparison against similar products.	Ongoing	Low	Low	Capital Goods
3.5	Currently transport of buildings to customers is captured through delivery vehicle mileage, assuming 100% laden. Working with distribution providers to obtain increased oversight of activity and/or direct emissions reports is the ideal scenario for tracking emissions. These will allow oversight of suppliers intentions regarding electrification of their own fleet, meaning informed decisions can be made in the future around which providers offer the most sustainable transportation solutions. Long-term if providers are unwilling to cooperate, and as part of the sustainable procurement programme outlined above, alternate arrangements may be the best solution.	Ongoing	Var.	Medium /High	Transport & Distribution

3.6	While imports are not currently accounted for in this category (due to shipping being included in Purchased Goods and Services where a spend-based approach is applied) consideration of international shipment methods for materials is a material part of stock ordering. The development of a sustainable distribution criteria should be included as part of the sustainable procurement programme described above. This will require discussion of shipping modes with providers to ensure low-emission methods are used as a priority. It is recommended to use the Low Emissions Distribution Hierarchy when considering/discussing distribution providers and routes: • sea freight • rail freight • road transportation • air transportation	2027 & onward	Low	Medium /High	Transport & Distribution
3.7	While there are minimal Business Travel emissions to report, due to employees driving company fleet vehicles, the majority of reported emissions are from overnight accommodation. If regularly staying overnight in the UK there are a number of chains offering sustainability related reporting for company accounts, these should be investigated to gain oversight of specific hotel data and sustainable chain options.	2026	Low	Low	Business Travel

Based upon the above completed and planned initiatives, it is projected that (as a minimum) scope emissions will decrease to 1,995.3 tCO_2e by 2030.

Declaration and Sign Off

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

This Carbon Reduction Plan has been reviewed and approved by the Executive Team at Elite Systems (GB).

Signed on behalf of Elite Systems (GB):

Name: MARCUS SUTCLIFFE

Position: MANAGING DIRECTOR

Date: 20/01/2026

1 https://ghgprotocol.org/corporate-standard

2 https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting