



CARBON REDUCTION PLAN
JANUARY 2026



OUR
**NET
ZERO**
COMMITMENT

BSNGROUP

CREATING SPACES TO LIVE | WORK | PLAY | HEAL

www.bsn-group.co.uk

TABLE OF CONTENTS

1	Commitment To Achieving Net Zero
2	Baseline Emissions Footprint
3	Current Emissions Reporting
4	Emissions Reduction Targets
5	Carbon Reduction Projects
6	Completed Carbon Reduction Initiatives
7	Planned Carbon Reduction Initiatives
8	Declaration and Sign Off

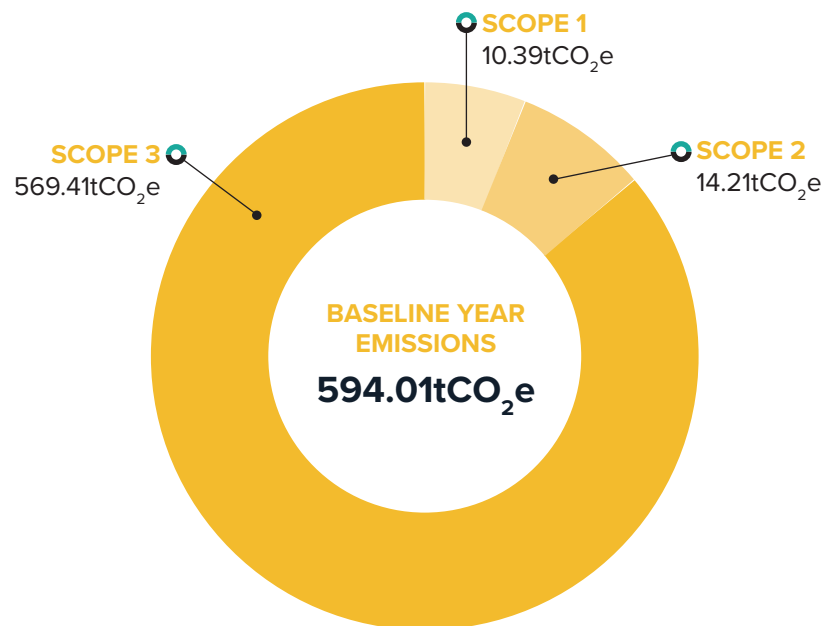


COMMITMENT TO ACHIEVING NET ZERO

BSN Group is committed to achieving **Net Zero** emissions by **2030** for **Scope 1 and 2**, and by **2040** for **Scope 3**.

BASELINE EMISSIONS FOOTPRINT

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.



ADDITIONAL DETAILS RELATING TO THE BASELINE EMISSIONS CALCULATIONS.

BSN Group formalised its commitment to Net Zero in August 2022 by initiating ISO 14001:2015 accreditation and launching a group-wide sustainability framework. Central to this mission is the mitigation of our impact through carbon management. With our 2023 Carbon Policy as a guide, we established a robust emissions benchmark based on the most recent financial year data.

Our reporting follows the Greenhouse Gas Protocol Corporate Standard

SCOPE 1 | Direct emissions from company-owned vehicles, plant, and building heating systems.

SCOPE 2 | Indirect emissions from purchased energy.

SCOPE 3 | All other indirect emissions associated with our wider value chain and procurement.

SCOPE 1



Fuel used by vehicles | Data was unavailable in baseline year

Gas used at office | 10.39tCO₂e

SCOPE 2



Purchased electricity | 14.21tCO₂e

SCOPE 3



Scope 3 baseline includes |

Business travel (employee-owned vehicles only) | 17.14tCO₂e

Waste | 552.27tCO₂e

Not measured |

Business travel (flight, rail)

Employee commute

Homeworking

T&D losses

Water usage

CURRENT EMISSIONS REPORTING

Reporting Year | 2026

ADDITIONAL DETAILS RELATING TO THE BASELINE EMISSIONS CALCULATIONS.

The 2025 reporting period marks our most comprehensive data collection exercise to date. Since our initial baseline in 2023, BSN Group has significantly matured its data collection processes, transitioning from proxy-based estimations to primary, verified activity data. To ensure the highest level of integrity, we engaged an independent third-party specialist to calculate our total emissions.

To ensure a meaningful comparison moving forward, we have established 2025 as our new Technical Baseline Year. This 'data reset' ensures that our 2040 Net Zero pathway is built on a foundation of verified accuracy rather than historical estimates.

This improved methodology has resulted in an upward revision of our Scope 1 emissions - from an estimated 10.39t in 2023 to a verified 66.03t in 2025 - though our consolidated carbon intensity has decreased through efficiencies elsewhere in the business. This shift reflects a more transparent accounting of our operations, rather than an organic change in business activity.

While our operational footprint expanded in Q4 with the opening of a second office, we have noted where specific data for this location will be reconciled in the next reporting cycle.

Furthermore, we have expanded our Scope 3 boundary to include the following categories for the first time

- **Business Travel** | Rail, bus, and hotel accommodations.
- **Employee Commuting** | Staff travel to and from fixed sites.
- **Homeworking** | Energy consumption associated with remote working.
- **Transmission & Distribution (T&D) Losses** | Grid losses from purchased electricity.

At present, water consumption is excluded as supply is managed by third-party landlords and falls outside of the Group's direct operational control. However, we are committed to working with our partners to improve data transparency in this area for future cycles.

EMISSIONS | 254.57tCO₂e

SCOPE 1



Fuel used by vehicles | 0.63tCO₂e

Gas used at offices | 65.40tCO₂e

SCOPE 2



Purchased electricity | 10.89tCO₂e

SCOPE 3



Scope 3 baseline includes |

Business travel (inc. rail, bus and hotels) | 39.84tCO₂e

Waste | 19.71tCO₂e

Employee commuting | 117.01tCO₂e

Homeworking | 0.09tCO₂e

Supply, transportation and distribution | 0.30tCO₂e

Data Unavailable |

Water usage

NORMALISED INTENSITY

These metrics are used to track efficiency gains as the business evolves over time.



by turnover
8.49tCO₂e/£m



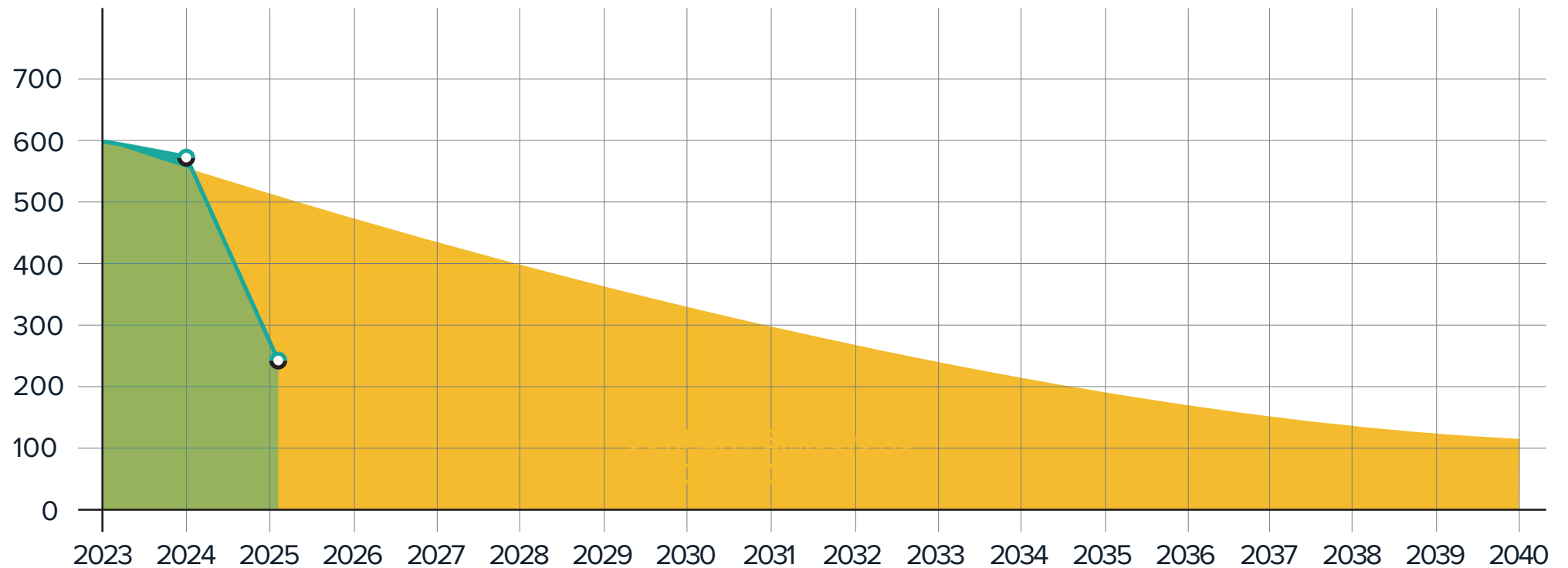
by employee
3.59tCO₂e/FTE

EMISSIONS REDUCTION TARGETS

In line with our commitment to transparency and data accuracy, we have updated our emissions modelling. Based on our **2025 reporting**, reaching our **2040 Net Zero goal** now requires an annual reduction of **4.73%**.

EMISSIONS | 254.57tCO₂e

● Target ● Actual





CARBON REDUCTION PROJECTS

COMPLETED CARBON REDUCTION



CARBON POLICY & GOVERNANCE

Established a formal Carbon Policy. We are committed to achieving Operational Net Zero (Scope 1 & 2) by 2030 and Full Value Chain Net Zero (Scope 3) by 2040.



ISO 14001:2015 CERTIFICATION

Achieved full accreditation, implementing a robust Environmental Management System (EMS) to systematically identify, monitor, and mitigate operational impacts..



GREEN TRAVEL & LOGISTICS

Mandated Green Travel Plans for 100% of projects and office locations. This includes a “Digital First” policy to reduce travel, incentivised car-sharing, and a logistics review to eliminate non-essential deliveries.



ENERGY EFFICIENCY

Completed a full LED lighting retrofit across all new Head Office premises.



FLEET DECARBONISATION

Since 2021, all new additions to the company car fleet are restricted to Battery Electric (BEV) or Plug-in Hybrid (PHEV) models.



GREEN DESIGN & CIRCULARITY

Prioritising carbon reduction throughout the project lifecycle. We apply Circular Economy principles to maximise the retention of embodied carbon in existing structures and minimise the requirement for virgin materials.

PLANNED CARBON REDUCTION INITIATIVES

BSN Group is currently delivering or has committed to the following strategic projects |

● Ongoing ● Planned

Data Maturity & Gap Analysis	Following our transition to primary activity data, we are conducting a gap analysis to replace any remaining proxy-based estimations with verified records. Key focus areas for the next reporting cycle include the integration of real-time utility data for new premises and establishing a robust methodology for capturing downstream water-related emissions.
Sustainable Procurement	Integrating environmental criteria into our supply chain selection process. Preference is now given to contractors and suppliers with verified Net Zero pledges and robust EMS frameworks.
Fleet Electrification	Committed to 50% electrification of the total company car and van fleet by 2028.
Zero-Carbon Energy	Securing 100% renewable energy tariffs for all premises. We are actively engaging with serviced office landlords to mandate low-carbon energy procurement.
Diesel Replacement	Phasing out diesel in plant and machinery in favour of Hydrotreated Vegetable Oil (HVO).
Education & Culture	Rolling out mandatory Carbon Literacy and Site Environmental Awareness Training (SEATs) to ensure Net Zero objectives are embedded in the company culture.
Technology & Embodied Carbon	Investing in carbon reporting software to calculate embodied, operational, and whole-life carbon for live projects, by end of 2025.
ISO 14064 Alignment	Certification of our declared emissions is a medium to long term goal, which we would aim to have in place by 2030.
PAS2080 alignment	We are aligning our project delivery frameworks with PAS 2080, the global standard for managing carbon in infrastructure and the built environment. By adopting this standard, we will ensure carbon is a key decision-making metric alongside cost and schedule, allowing us to proactively identify and eliminate “carbon hotspots” within our construction projects. We will produce a summary position statement by the end of 2025.
Sustainability Leadership	To drive the delivery of this plan, we are investing in dedicated sustainability resource. This includes conducting internal audits, and providing expert guidance to our project teams. This internal capability ensures that our Net Zero objectives remain a core operational priority rather than a peripheral compliance task.

DECLARATION AND SIGN OFF

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

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

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the BSN Group



DARREN PERRY
Managing Director
BSN Group Holdings Ltd

BSNGROUP





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