Carbon Reduction Plan PPN 006

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Preparation & Authorisation

	Name	Date
Prepared By	Jessica Pirrie	05.08.2026
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Release

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CARBON REDUCTION PLAN

INTRODUCTION

This Carbon Reduction Plan produced by Serbus Ltd ("Serbus") conforms to the requirements of PPN06.
Our reporting year runs from 1st January to 31st December.

For the purposes of this document, Serbus Secure Limited and any other affiliated companies in the Serbus Group will be referred to as "the Company", "the Employer", "we" or "our".

Supplier Name: Serbus Health, Serbus Defence, Serbus CNI.

Publication date: 04.11.2026

COMMITMENT AND AIM

The Company are committed to protecting the environment and safety and health of our workers, whilst providing quality products and services to our customers.

We aim to sustainably deliver our services to ensure the future of our ecosystem and to preserve resources for years to come.

The Company considers the social, economic, and environmental impact of our business in everything we do. We ensure that sustainability is considered through all our business decisions.

A framework of supplementary management systems and policies embed sustainability throughout our business (Health & Safety, Environmental & Community Engagement).

COMMITMENT TO ACHIEVE NET ZERO

The Company is committed to achieving Net Zero emissions by 2050.

BASELINE RECALCULATION AND REPORTING APPROACH

Following the merger of our three businesses under a single group structure, we have moved to a dedicated carbon reporting platform, Greenly, to provide a consistent, group-wide approach to emissions reporting.

Previously, each subsidiary reported on a different basis with varying methodologies and differing levels of category coverage. Where reporting did take place, it was largely calculated using the UK Government's greenhouse gas conversion factors spreadsheet, covering Scope 1, Scope 2, and a limited range of Scope 3 activities. As a result, the historical figures are neither consistent across the group nor complete enough to serve as a reliable comparison.

Our new platform has allowed us to measure a substantially wider set of Scope 3 categories on a consistent basis across all entities, most significantly purchased goods and services, calculated from procurement spend data drawn directly from our finance systems. Scope 3 was not captured extensively before and now represents the majority of our reported footprint, so reported emissions have risen accordingly.

This reflects both the consolidation of three previously separate reporting approaches and a material expansion in measurement boundary, rather than any change in our operations or performance. For these reasons, prior-year figures are not directly comparable, and we have adopted 2025 as our new group baseline year, against which future performance will be measured.

SCOPE 3 CATEGORIES

The following table illustrates the Scope 3 categories included within our carbon emissions reporting:

Category	CNI	Health	Defence
Purchased goods and services	✓	✓	✓
Capital goods	×	×	×
Fuel- and energy-related activities (not in Scope 1 or 2)	×	×	×
Upstream transportation and distribution	✓	✓	✓
Waste generated in operations	✓	✓	✓
Business travel	✓	✓	✓
Employee commuting	✓	✓	✓
Upstream leased assets *(no leased assets for Health & Defence in the reporting year)*	✓	×	×
Downstream transportation and distribution *(not applicable to any subsidiary for the reporting year)*	×	×	×
Processing of sold products *(not applicable to any subsidiary for the reporting year)*	×	×	×
Use of sold products	×	✓	✓
End-of-life treatment of sold products	✓	✓	✓
Downstream leased assets *(not applicable to any subsidiary for the reporting year)*	×	×	×
Franchises *(not applicable to any subsidiary for the reporting year)*	×	×	×
Investments *(not applicable to any subsidiary for the reporting year)*	×	×	×

SERBUS CNI

Year	Scope 1 tCO_2e	Scope 2 tCO_2e	Scope 3 tCO_2e	Total tco2e
2025	129	12	2,200	2,341

SERBUS DEFENCE

Year	Scope 1 tCO_2e	Scope 2 tCO_2e	Scope 3 tCO_2e	Total tco2e
2025	7	12	1,400	1,419

SERBUS HEALTH

Year	Scope 1 tCO_2e	Scope 2 tCO_2e	Scope 3 tCO_2e	Total tco2e
2025	42	<0.1	1,400	1,442

SERBUS GROUP (CNI, DEFENCE & HEALTH COMBINED)

Year	Scope 1 tCO_2e	Scope 2 tCO_2e	Scope 3 tCO_2e	Total tco2e
2025	178	24	5,000	5,202

EMISSIONS REDUCTION TARGETS

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction target.

We project that carbon emissions will decrease over the next five years to 4,682 tCO_2e by 2031. This is a reduction of 10%

CARBON REDUCTION INITIATIVES

Annual Continuous Initiatives	
Equipment Re-Use	Re-use equipment where possible, and where equipment must be disposed of, this is in an environmentally friendly manner through reputable companies, with documentation obtained.
E-Signature	Use e-signature throughout the business to reduce the use of paper.
Limited Paper use	Implementation of online platforms and systems to reduce physical files / documentation.
ESG Committee	ESG committee to ensure focus and drive towards our Net Zero and emission reduction goals.
UN SDGs	Alignment with four UN Sustainable Development Goals (SDGs), which may be updated annually based on progress toward other SDGs and evolving company objectives.

Waste	Recycle waste wherever possible and actively promote waste segregation.
Hybrid working	For CNI and Health, Work is conducted through a blend of home and office-based working to reduce emissions caused by commuting.

Planned Initiatives	
Supplier Engagement	Collaborate with suppliers to monitor and minimise environmental impacts. Reduced packaging, local manufacturing, single source, ethically aligned.
Smart Project Delivery	Reduce logistics, supplier aggregation.
Communication and Engagement	Continue to engage with our employees around sustainability and provide regular communications and training.

DECLARATION AND SIGN OFF

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 Company's Chief Executive Officer.

Name	Simon Fieldhouse
Position	Group CEO
Date	04/11/2026
Signature	Simon Fieldhouse Simon Fieldhouse (Nov 4, 2026 16:55:36 GMT)

Carbon Reduction Plan PPN 006

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