Carbon Reduction Plan

Pinnacle Group Limited

FY25

Supplier name: **Pinnacle Group Limited**
Publication date: **10th November 2025**

Commitment to achieving Net Zero

Pinnacle Group is committed to reducing Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 50% in FY31 and aim to achieve net zero across all emissions in FY41.

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.

Baseline Year: FY20 (1 April 2019 to 31 March 2020)
Additional Details relating to the Baseline Emissions calculations.
The baseline figures provided below include Pinnacle's Scope 1 (Building & Road Fuel) and scope 2 (Electricity (Grid)) emissions, as well as Scope 3 – Categories 4, 5, 6, 7 & 9, as required by the Technical standard for Completion of Carbon Reduction Plans and as broken down by the GHG Protocol. Multiple data sources were used to calculate these, including supplier invoices and expense claims. Pinnacle's baseline reporting year for GHG emissions is FY20. This is in line with the legislation changes that came into effect in 2019, which requires obligated companies to report on their energy consumption and associated greenhouse gas emissions within their financial reporting to Companies House under the Streamlined Energy and Carbon Reporting (SECR) requirements.

Baseline year emissions: FY20 (1 April 2019 to 31 March 2020)	
EMISSIONS	TOTAL (tCO_2e)
Scope 1	**2,777**
Scope 2	**35**
Scope 3 (Included Sources)	**1,377** (Waste, business travel data (rail/ air/ hotel), employee commuting and upstream/ downstream transportation and distribution). Scope 3 categories 4 & 9 - Upstream/ downstream transportation and distribution have been excluded from this carbon emission figure as they do not apply to our organisation. Pinnacle does not deliver any goods or services via a third party and all transport emissions relating to our delivered services by our own transport are captured in our Scope 1 and 2 reported emissions.
Total Emissions	**4,189**

Please note: The FY20 baseline emissions figures differ from those in previous reports because, during FY24, we applied the latest 2023 Defra emission factors retrospectively to all historical data. This recalculation ensures consistency and enables accurate, like-for-like year-on-year comparisons.

Current Emissions Reporting

Reporting Year: FY25	
EMISSIONS	TOTAL (tCO_2e)
Scope 1	**2,041 (27% decrease)**
Scope 2	**103 (194% increase)**
Scope 3 (Included Sources)	**1,123 (18% decrease)** (Waste, business travel data (rail/ air/ hotel), employee commuting and upstream/ downstream transportation and distribution). Scope 3 categories 4 & 9 - Upstream/ downstream transportation and distribution have been excluded from this carbon emission figure as they do not apply to our organisation. Pinnacle does not deliver any goods or services via a third party and all transport emissions relating to our delivered services by our own transport are captured in our Scope 1 and 2 reported emissions.
Total Emissions	**3,267 (22% decrease)**

Emissions reduction targets

At Pinnacle, we have taken a strategic and proactive approach to reducing our carbon footprint. Over the past few years, we have identified priority areas and implemented targeted projects that drive meaningful progress toward achieving Net Zero. Through these initiatives we have adopted the carbon reduction targets set out below.

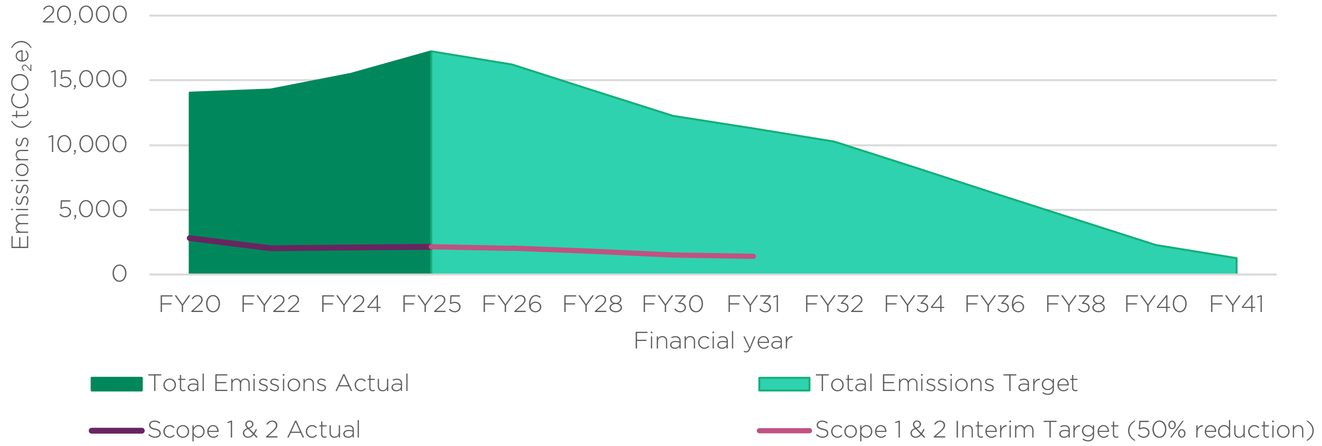
Pinnacle Group is committed to reducing Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 50% in FY31, (to 1,406 tCO2e) and aim to achieve net zero across all emissions in FY41 compared to our FY20 baseline. This includes a 95% reduction in Scope 1 and 2 emissions (to 140.6 tCO2e), and a 90% reduction in Scope 3 emissions, in line with the Science Based Targets initiative (SBTi) definition of net zero.

Throughout the reporting year, we worked closely with our carbon reduction consultants, Cority, utilising their Greenstone Plus sustainability software to calculate our footprint using the latest Defra 2025 emission factors. We also published our ESG Impact Report, outlining our commitments, targets, and initiatives to achieving net zero.

Since our baseline year, we have seen significant emission reductions particularly in scope 1 (27%). These reductions are a direct result of our efforts to reduce reliance on fossil fuels through Project Electrify and Project Green Energy. Both projects are working towards the decarbonisation of our operations by transitioning 80% of our fleet to EV's and procuring green energy tariffs for the buildings we occupy. Additionally, our scope 3 emissions have seen a reduction of 18% over the same period. This is largely attributable to our Responsible Procurement Policy, our partnership with national supplier, Bunzl and the launch of GEP smart, our new supply chain management platform which gives us insight into our supplier's carbon footprint.

The graph below demonstrates our projected pathway to achieving net zero in FY41 with our interim target of reducing scope 1 and 2 emissions by 50% in FY31.

Carbon Reduction : Actual vs Target



Carbon Reduction Projects

Since our FY20 baseline, we have commenced or completed various initiatives and projects that directly work towards reducing emissions and the Groups impact on the environment. These equate to a reduction of 922 tCO_2e, or 22%, against the FY20 baseline. The Group has grown significantly and increased turnover by 94%, FTEs by 48% and fleet by 72% over the same time period. Below is a brief outline of some of the initiatives and projects, current, completed or planned.

Certification and Accreditations

Pinnacle Group has achieved certification and accreditation in the following ISO management standards to the UKAS standard, which form the basis of the Group's governance and management systems:

ISO 9001: Quality Management

ISO 14001: Environmental Management

ISO 27001: Information Security

ISO 45001: Occupational Health & Safety

ESG Impact Report

Our latest ESG Impact Report outlines continued progress across our key Environmental, Social, and Governance (ESG) priorities and sets out our pathway to achieving Net Zero by FY41. Included within the report is our Net Zero Roadmap, which outlines the actions and focus areas required to reduce emissions across the relevant scopes for Pinnacle Group.

Carbon Footprint Awareness Sessions

The ESG team developed Carbon Footprint Awareness Sessions that are being delivered across all parts of the Group. The sessions provide a simple summary of our targets and how we will meet them, what this means in terms of emissions reductions, divisional/functional carbon footprint breakdowns and areas for improvement. The aim is to enhance all employees' understanding of our Net Zero journey so we can collectively reduce the Group's emissions through engagement and involvement.

ESG Framework

Pinnacle published its ESG Framework in 2021, which gives a focused approach from which we can track our journey towards transforming communities, changing lives. Our ESG Framework has 4 Pillars. Each guides our approach to optimise our impact, which is measured through our annual ESG Impact Report.

Project Electrify (Scope 1)

Project Electrify commenced in FY22 with the aim of reducing the Groups reliance on fossil fuels by replacing existing petrol and diesel vehicles with an EV alternative. This includes rolling out charging infrastructures across our various sites and depots and analysing driver behaviour and distances travelled to ensure there is no impact on service delivery. Approximately 44% of the company's fleet now consists of electric vehicles (EVs), and this is projected to increase to nearly 60% in the next reporting period. In addition, a salary sacrifice scheme has been implemented, giving employees the option to lease EVs through a company benefit scheme. The aim is to have c.80% of the fleet electric in FY31.

Vehicle Telemetry (Scope 1)

We have implemented vehicle telemetry across our fleet to monitor driver behaviour and improve efficiency. Building on this, we introduced a management dashboard that provides key insights on electric vehicles (EVs), including driver performance, vehicle usage, and route planning. These measures help reduce fuel consumption and associated emissions, supporting our carbon reduction targets.

Procurement of 'Green' Energy (Scope 1 and scope 2)

The Group established a partnership with Planet First Energy, a social value enterprise and green energy broker, to manage the transition of Pinnacle's directly consumed energy to green energy. Where standard electricity tariffs are being moved to 'green', the same will be done for gas where possible. Very limited gas is used for heating, but where it is, alternative heat sources / options will be considered. Currently, the Group has 48% of energy consumption sourced from green renewable sources.

Project Switch (Scope 3)

Pinnacle established a partnership with Bunzl Cleaning and Hygiene Supplies (BCHS) on 'Project Switch' to ensure responsible procurement through a move to chemical-free cleaning supplies. This will allow us to further reduce emissions and our impact on the environment by reducing the use of non-environmentally friendly products. As part of the partnership, Bunzl has committed to offsetting carbon emissions associated with Pinnacle's deliveries. In FY25, on average c.80% of our products sourced through Bunzl are classified as sustainable, having earned either a bronze, silver, or gold ratings under Bunzl's Sustainable Solutions Product Award. Bunzl has committed to offsetting carbon emissions associated with our deliveries, in 2024 this equated to a saving of 13.881 tCO_2e.

Responsible Procurement Policy (Scope 3)

As a responsible business committed to Business for Good and Procuring with Purpose, we aim to replace harmful chemicals and consumables in our cleaning and grounds maintenance services with environmentally responsible alternatives, in line with our ESG Framework and Commitments. In order to improve human and environmental health, our vision is to embed technologies within our contract cleaning delivery that:

- Do not use ingredients toxic to humans
- Do not use ingredients toxic to aquatic life
- Stop plastic pollution through the reduction of single use plastic
- Promote the growth and development of small, localised, innovative businesses within our supply chain

Supply Chain Management System GEP Smart (Scope 3)

A new supply chain management platform has been rolled out. The platform allows us to capture more detailed information of our supply partners. It will help to ensure we have better visibility and can more easily identify areas where we are able to deliver meaningful impact by developing supply partnerships that benefit the economic, environmental, and social well-being of our communities, clients, and colleagues.

Future Carbon Reduction Projects

Sustainable Business Travel Policy

We are working towards implementing a policy to promote sustainable business travel in the next reporting period. Within this, reduction targets will be set for business travel emissions, as well as actions to take to reach this. Included in this will be the use of sustainable accommodation (e.g., hotels with green initiatives).

Energy Saving Education

We will provide energy-saving education to employees through Planet First Energy, aimed at increasing awareness and promoting behavioural change to support our carbon reduction objectives.

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 board of directors (or equivalent management body).

Signed on behalf of the Supplier:

P Lloyd

Peregrine Lloyd
Group Chief Executive

Date: 10 November 2025

1 https://ghgprotocol.org/corporate-standard
2 https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
3 https://ghgprotocol.org/corporate-value-chain-scope-3-standar