



Carbon Reduction Plan

Pinnacle Group Limited
FY22

Supplier name: Pinnacle Group Limited**Publication date: 31 October 2022**

Commitment to achieving Net Zero

Pinnacle Group is committed to achieving Net Zero on direct emissions by 2025 (Scope 1 and 2) and full emissions by 2035 (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.

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 2 (Electricity (Grid)) emissions, as well as Scope 3 - Categoryies 4, 5, 6, 7 & 9 (Business Travel), 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 ₂ e)
Scope 1	3,134
Scope 2	445
Scope 3 (Included Sources)	1,361 (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	4,940

Current Emissions Reporting

Reporting Year: FY22	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	1,953 (FY20: 3,134)
Scope 2	82 (FY20: 445)
Scope 3 (Included Sources)	544 (FY20: 1,361) (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	2,579 (FY20: 4,940)

Emissions reduction targets

Pinnacle has worked rigorously over the last few years to identify key areas and implemented specific projects to continue our progress to achieving net zero. Through these initiatives we have adopted the carbon reduction targets set out below.

In the short-term Pinnacle is committed to achieving net zero on direct emissions in **2025** by reducing Scope 1, 2 and Scope 3.6 (Business Travel) emissions by **95%** to **190** tCO₂e on our FY20 baseline year.

These targets have been set in line with the Science Based Targets definition of net zero, where Scopes 1 & 2 emissions must be reduced by 95% and any balance can be offset thereafter.

In the longer term, Pinnacle is committed to achieving net zero on total emissions in 2035.

During the current reporting year, Pinnacle Group acquired two new businesses and won a significant contract with the DIO, which will result in a slower decrease initially in emissions prior to a steadier decline. These acquisitions and new business has led to an increase in employees (33%) and fleet (65%). For this reason, we will calculate our total carbon emissions, and normalise using the FTE metric.

The Group has experienced a significant decrease in carbon emissions between FY20 and FY22, which can partially be attributed to the COVID-19 pandemic. It is expected that as businesses and individuals transition back to a new 'normal', commuting and business travel activities will see an increase. Subsequently, our progress against our direct emissions targets demonstrates a slower decline, as shown in the graph below.

Carbon Reduction: Target vs. Actual (Direct Emissions)



Carbon Reduction Projects

Since the FY20 baseline, Pinnacle has commenced or completed various initiatives and projects that directly work towards reducing emissions and the Groups impact on the environment. Below is a brief outline of some of the initiatives and projects, current, completed or planned.

Current & Completed Carbon Reduction Projects

The carbon reduction achieved on direct emissions by current and completed schemes equate to 1,596 tCO₂e, a 42% reduction against the FY20 baseline.

Certification and Accreditations

Pinnacle Group has achieved certification and accreditation in the following ISO management standards, which form the basis of the groups governance and management systems:

- ISO 9001: Quality Management
- ISO 14001: Environmental Management
- ISO 27001: Information Security
- ISO 44001: Collaborative Relationship Management
- ISO 45001: Occupational Health & Safety

Plan to Net Zero

Pinnacle has recently published its [Plan to Net Zero](#), which details our pathway to achieve net zero on direct emissions in 2025 and total emissions in 2035. The plan will be pivotal in guiding our journey by ensuring we remain on track and monitor our progress to achieve net zero carbon emissions.

ESG Framework

Pinnacle published its [ESG Framework](#) in 2021, which gives a focussed approach from which we can track our journey towards transforming communities, changing lives. Our ESG Framework has 4 Pillars. Each of the Pillars guides our approach to optimise our impact. They will be shaped and reviewed continuously through our internal governance frameworks. We will measure and report against them via our reporting mechanisms and the publication of our annual ESG Impact Report.

Project Switch

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 equating to an annual saving of c2,769kg CO₂e.

Reduction in Commuting and Business Travel

Commuting emissions have reduced significantly, largely in part due to the pandemic, with working from home becoming part of the 'new normal' of hybrid working. Many central functions office-based employees no longer commute to work every day, with most only commuting one or two days a week on average. Pinnacle has also reduced its emissions from business travel by increasing acceptance of video conferencing as a way of meeting, with wider use of Microsoft Teams and other online meeting options being used as an alternative. Employees are now widely encouraged to, where travel is necessary, take 'greener' modes of transport, such as train over car or completely zero carbon options like cycling or walking. The business travel emissions for FY22 have decreased by 23% from our baseline year.

Project Electrify

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 10% of the company's fleet has been converted to EV already. In addition, a salary sacrifice scheme has been implemented, giving employees the option to lease EVs through a company and tax benefit scheme. The aim is to have c85% of the fleet electric in 2025.

The Group has also implemented vehicle telemetry across the fleet to monitor driver behaviour, including idling, braking, speeding etc. Between January 2021 and December 2021, following telemetry-based driver behaviour training, idling reduced by 33% in one year, resulting in lower vehicle emissions.

Energy Efficiency through LED/PIR installations

During FY21 the Group embarked on a project to replace all fluorescent lighting with new LEDs at 7 schools it maintains in Swindon. This resulted in over 7,000 fittings being replaced and has reduced emissions by up to 260 tonnes per annum. In addition to this, all new leased Group premises have LEDs installed and work is ongoing to replace LEDs in offices where these are not yet present. Pinnacle has also downsized some offices where leases have ended, including its head office, which has been sustainably designed with energy-efficient LED lighting and living walls.

Procurement of 'Green' Energy

The Group has 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 across the Group 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 they are, alternative heat sources / options will be considered.

Future Carbon Reduction Projects

Responsible Procurement Policy

Pinnacle will shortly be launching its Responsible Procurement Policy.

As a responsible business and a company that is committed to Business for Good and Procuring with Purpose, we want to replace the use of harmful chemical products and consumable products used in the delivery of our contract cleaning 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

'Green' Business Travel Programme

Pinnacle Group will work towards implementing a programme to promote more sustainable business travel. 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).

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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: 31 October 2022

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

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

³ <https://ghgprotocol.org/standards/scope-3-standard>