LEON GUARDING

CARBON REDUCTION PLAN

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CARBON REDUCTION PLAN

Commitment

Leon Guarding & FM Limited provides security guarding and facilities management services across the United Kingdom from our head office in London. We are committed to reducing the carbon emissions produced by our operations year on year and to achieving Net Zero by 2050.

This plan sets out our baseline emissions, how they are calculated, the reductions achieved to date and the measures planned to reach Net Zero. It has been prepared with reference to the guidance issued under Procurement Policy Note 06/21 and the Greenhouse Gas Protocol Corporate Standard. It is reviewed and reissued each January and is available to customers on request.

Baseline Year

Our baseline year is 2024. This is the first full year for which we hold complete activity records across fuel, electricity and staff travel, and it is the point against which all future progress is measured. Total emissions in 2024 were 38.0 tonnes of CO2e.

How Our Emissions Are Calculated

As a small service business we do not operate sub-metering or specialist carbon accounting software. Our emissions are calculated from the activity data held in our normal business records:

- Scope 1: fuel purchase records and vehicle mileage logs for our response and patrol fleet, and heating fuel for premises under our control.
- Scope 2: electricity invoices for our head office and 24-hour control room.
- Scope 3: an annual staff commuting survey, expense records for business travel, waste contractor data and records of inbound deliveries.

Activity data is converted to tonnes of CO2e using the UK Government greenhouse gas conversion factors published each year by the Department for Energy Security and Net Zero. The organisational boundary is operational control. Figures are rounded to the nearest 0.5 tonne and are good-faith estimates prepared on a consistent basis year to year. Downstream transportation and distribution does not apply to our business because we supply services rather than goods.

Emissions: Baseline and Current Reporting Year

The table below shows our 2024 baseline against the 2025 reporting year, updated in January 2026.

Emissions source	2024 baseline (tCO2e)	2025 reporting year (tCO2e)
Scope 1: fuel used in company vehicles and heating under our control	16.0	15.5
Scope 2: purchased electricity for our head office and control room	4.5	4.5
Scope 3: employee commuting, business travel, waste from operations and inbound deliveries	17.5	16.5
Total emissions	**38.0**	**36.5**

The reduction of 1.5 tonnes in 2025 came from officer car-sharing and tighter route planning across patrol runs, which cut fleet mileage, and from lower commuting emissions following the extension of remote working to eligible office roles. Scope 2 was unchanged; our electricity supply moves to a renewable tariff at the next contract renewal.

Measures Already in Place

The following measures were operating by the 2024 baseline year and continue today:

- Hybrid vehicles within our response and patrol fleet, reducing fuel use against petrol and diesel equivalents.
- ISO 14001:2015 certification, under which environmental objectives are set, monitored and audited.
- Digital rostering, patrol logging and reporting, which has removed almost all routine printing.
- Officer car-sharing for site deployments, cutting the number of separate vehicle journeys.
- Energy-efficient office equipment and recycling at our head office.

Targets to 2050

We will reach Net Zero by 2050. Our interim targets are set at a level our planned measures can deliver:

By	Reduction against 2024 baseline	Projected emissions (tCO2e)
2030	30% lower	26.5
2040	70% lower	11.5
2050	**Net Zero**	**Net Zero**

Our priority is to cut emissions at source. Offsetting will be used only for the small residual that cannot be eliminated by 2050, through a certified UK scheme.

Planned Carbon Reduction Measures

- Move the head office and control room electricity supply to a certified renewable tariff at the next contract renewal, expected in 2027. This removes most of Scope 2.
- Replace each vehicle with a fully electric model at the end of its working life, reaching a fully electric fleet by 2040. This is the largest single contributor to the 2040 target.
- Continue to reduce fleet mileage through car-sharing, patrol route planning and assignment of officers to sites nearer their homes where operationally possible.
- Maintain remote working for eligible office roles and promote public transport and the Cycle to Work scheme.
- Apply environmental criteria in procurement, giving preference to suppliers who can show they are reducing their own emissions.
- Buy refurbished IT equipment where practical and recycle all electronic equipment through a licensed contractor.
- Repeat the staff commuting survey each year to keep Scope 3 figures current.

Governance and Sign-Off

This plan is owned by the Director, reviewed each January against the latest activity data, and reissued with updated figures. Progress is reported through our ISO 14001 management review.

Declaration: the emissions figures in this plan are calculated using the method described above, applying the UK Government conversion factors current at the time of reporting, and are prepared consistently against the 2024 baseline. This plan has been reviewed and approved at director level.

Name: M Shahzad ***Date: 31 January 2026***