

Purpose

As a company that works directly for Central Government Departments, their Executive Agencies and Non-Departmental Public Bodies we are required to have a Carbon Reduction Plan in place in line with the requirement of PPN 06/21: Public Policy Note - Taking Account of Carbon Reduction Plans in the procurement of major government contracts.

Scope

This Carbon Reduction Plan relates to our Scope 1, 2 and 3 carbon emissions and covers all of Ground Control operations involving direct employees and Field Teams operatives.

Definitions

See [Glossary of terms](#)

Commitment to achieving Net Zero

Ground Control is committed to achieving Net Zero emissions by 2038.

In 2021 Ground Control formally committed through the Science Based Targets Initiative (SBTi) to achieve Net Zero in line with their Corporate Net Zero Standard. The Standard provides robust requirements for achieving Net Zero, most importantly achieving a 90% absolute reduction across scope one, two and three emissions without offsetting. Our near-term and long-term targets are now verified with the Science Based Targets Initiative; these targets are detailed below. Our current carbon neutral status is a small step on our carbon reduction journey whilst we also manage and reduce our scope 3 full value chain emissions for net zero 12 years sooner than the 2050 UK Government target.

Verified carbon reduction targets:

Near term:

- Ground Control Ltd commits to reduce absolute Scope 1 & 2 GHG emissions 90% by FYE 2030 from a FYE 2021 base year.
- Ground Control Ltd commits to reduce absolute Scope 3 GHG emissions 42% by FYE 2030 from a FYE 2021 base year.

Long term:

- Ground Control Ltd commits to reach net-zero GHG emissions across the value chain by FYE 2038.
- Ground Control Ltd commits to reduce absolute scope 1, 2 and 3 emissions 90% by FYE 2038 from a FYE 2021 base year.
- Ground Control Ltd commits to maintain at least 90% absolute scope 1 and 2 GHG emission reductions from 2030 through 2050.

Issue Date	07/11/2025	Next Review	07/11/2026	Revision	11.0
Owner	Brian Smith	IMS Reference	GC04SUP04	Page	1 of 7

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: FY2020

Additional details relating to the baseline emissions calculations:

Our carbon footprint will be measured and monitored internally, and we will recertify annually as a carbon neutral organisation. Our baseline scope three emissions are currently based on financial data; however, we are continually improving how we collate specific activity data, monitor, and report emissions. Ground Control will assess the need to re-baseline our emissions as the business changes or restructures with acquisitions and improved data collation.

Baseline year emissions: (01.04.2020 – 31.03.2021)

EMISSIONS	TOTAL (tCO ₂ e)	SOURCES
Scope 1	2,548	Natural gas, fuels, refrigerants, and owned vehicles
Scope 2	68	Electricity for buildings and vehicle charging (market- based)
Scope 3	41,277	1a: Purchased goods and services (product)
	1,333	1b: Purchased goods and services (non-product)
	2,089	2: Capital goods
	626	3: Fuel and energy related activities
	816	4: Upstream transportation and distribution
	5,693	5: Waste generated in operations
	100	6: Business travel
	Excluded	7: Employee commuting**
	Excluded	8: Upstream leased assets*
	Excluded	9: Downstream transportation and distribution*
	Excluded	10: Processing of sold products*
	46	11a: Use of sold products (Direct)
	Excluded	11b: Use of sold products (Indirect) *
	63	12: End-of-life treatment of sold products
	Excluded	13: Downstream leased assets*
	Excluded	14: Franchises*
	Excluded	15: Investments*
Total Emissions	55,083	

*This category was excluded from our footprint as Ground Control is a service provider and our operations do not include these categories and therefore is not material.

** Employee commuting and homeworking emissions have not been included in the Ground Control target boundary as advised by SBTi.

Issue Date	07/11/2025	Next Review	07/11/2026	Revision	11.0
Owner	Brian Smith	IMS Reference	GC04SUP04	Page	2 of 7

Current Emissions Reporting

Current Year: FY2024

Ground Control will continue to report on our scope one, two and three emissions annually updating our carbon reduction plan and financial reporting. Because we are a rapidly growing business, emissions have increased from our baseline year to current reporting year (intensity figures included below).

Reporting Year: FY2022 (01.04.2024 – 31.03.2025)

EMISSIONS	TOTAL (tCO ₂ e)	SOURCES
Scope 1	2,344	Natural gas, fuels, refrigerants, and owned vehicles
Scope 2	297	Electricity for buildings and vehicle charging (market- based)
Scope 3	66,633	1a: Purchased goods and services (product)
		1b: Purchased goods and services (non-product)
	198	2: Capital goods
	1,644	3: Fuel and energy related activities
	1,416	4: Upstream transportation and distribution
	6,794	5: Waste generated in operations
	253	6: Business travel
	Excluded	7: Employee commuting*
	Excluded	8: Upstream leased assets*
	Excluded	9: Downstream transportation and distribution*
	Excluded	10: Processing of sold products*
	87	11a: Use of sold products (Direct)
	Excluded	11b: Use of sold products (Indirect) *
	353	12: End-of-life treatment of sold products
	Excluded	13: Downstream leased assets*
	Excluded	14: Franchises*
	Excluded	15: Investments*
Total Emissions	80,019	

*This category was excluded from our footprint as Ground Control is a service provider and our operations do not include these categories and therefore is not material.

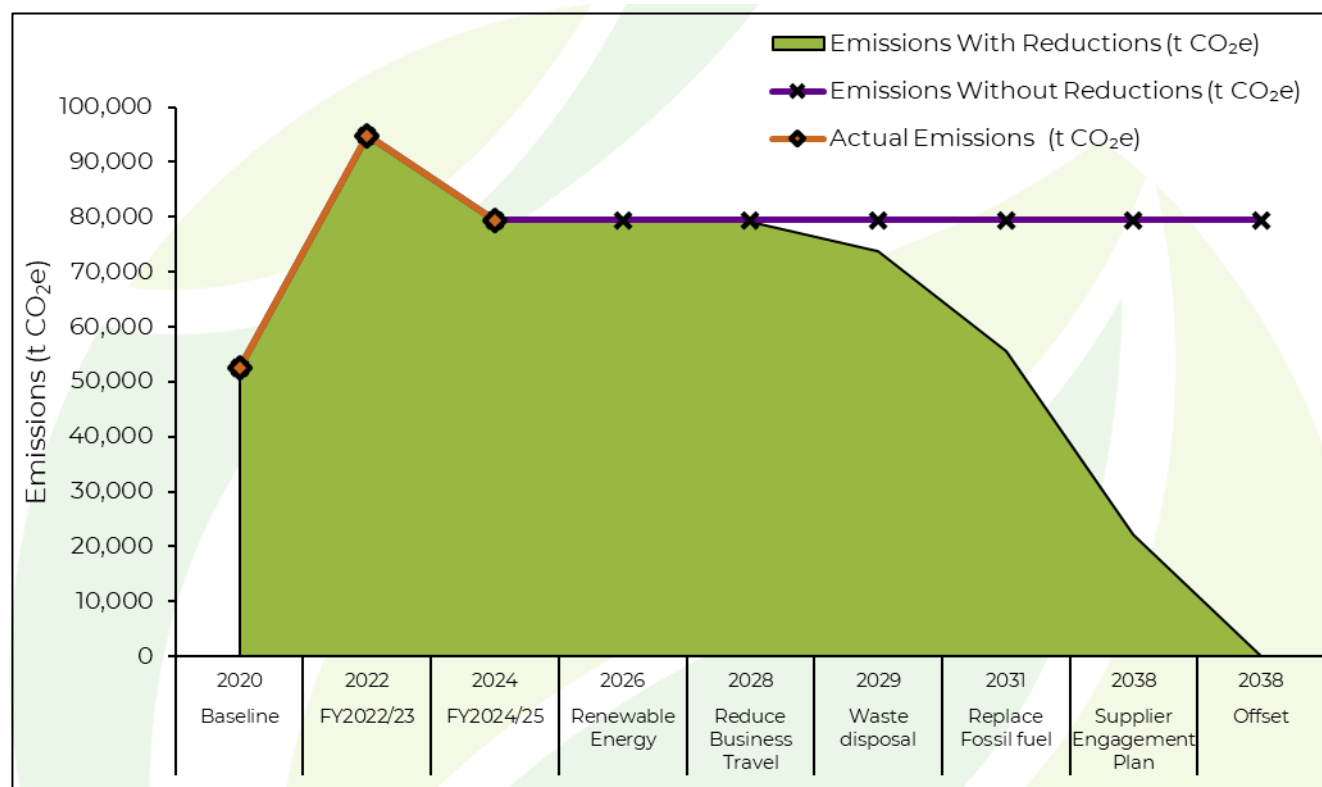
Table 1: Ground Control carbon intensity figure by business turnover

	FY 2020-2021	FY 2022-2023	FY2024-2025
Turnover (£ million)	111.20	195.50	194
Total carbon footprint (tCO₂e)	55,083.32	94,871.86	80,019
Carbon intensity figure (tCO₂e/£m)	495.35	485.28	412

Emission Reduction Target

Ground Control most recent Business Carbon Assessment the project that carbon emissions will decrease to 22,168 tCO₂e by 2038.

The graph below will track and display the progress made towards achieving these targets. Our projections indicate a reduction in carbon emissions over the next fifteen years.



Ground Control's GHG emissions inventory across Scopes 1, 2, and 3 reveals important trends over the reporting periods. Notably, while total emissions increased from the baseline year to FY 2024/25 the emissions intensity ratio (expressed as t CO₂e per £ million turnover) declined by 17%. This improvement in carbon intensity suggests that emissions growth has been partially decoupled from business expansion, as turnover rose by 74% over the same period. Comparing with the FY 2022/23, Ground Control achieved a reduction of approximately 15% in emissions by FY 2024/25. This decrease highlights early progress toward stabilising total emissions despite sustained business growth.

To continue our progress to achieving Net Zero, we are planning to adopt the following carbon reduction initiatives.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives:

The following environmental management measures and projects have been completed or implemented since the 2020 baseline to reduce our carbon emissions and these measures will remain in effect when performing the contract.

- Ground Control have developed and set science based near-term and net zero targets which are now verified with the Science Based Targets Initiative as aligned to the SBTi's Corporate Net-Zero Standard.

Issue Date	07/11/2025	Next Review	07/11/2026	Revision	11.0
Owner	Brian Smith	IMS Reference	GC04SUP04	Page	4 of 7

- We report on our energy consumption and associated greenhouse gas emissions within the financial reporting published on Companies House as part of Streamlined Energy and Carbon Reporting requirements.
- Ground Control have worked with The Carbon Trust to calculate our carbon footprint and verify this in line with BSI: PAS 2060: 2014 specification for carbon neutrality. We are implementing our carbon management plan across the company to achieve our target for net zero carbon emissions by 2038.
- All company hand tools purchased are fully electric (where technology is available) with a target of 100% being fully electric by Q4 2026. So far, we have purchased over 350 electric tools.
- All new company passenger vehicles purchased are fully electric, with a target for 100% of our fleet fully electric by Q4 2025. So far, Ground Controls own fleet are 97% electric.
- All company vehicle drivers with EVs are required to have their home electricity from renewable sources in their homes.
- To support our employees using active and sustainable transport methods for their commute to work, we have introduced interest free travel loans, Cycle2Work initiative, and affordable EV car leasing.
- Our in-house ICT Team has developed a bespoke site density modelling and route optimisation software which calculates the most efficient team allocation for every site. Therefore, reducing travel time, increasing productivity, and lowering carbon emissions for each project. This software completes c. 200 million calculations to analyse site specific data, visit schedules, team skills and specifications to ensure the most efficient allocation for every single site. We recently calculated the carbon savings for our winter maintenance business for the winter season, the route optimisation software avoided an extra 257,243 miles and saved over 162 tCO₂e.
- Ground Control is certified to the ISO: 14001 recognising our commitment to reducing our environmental impact, achieving our environmental objectives, and fulfilling our compliance obligations. We are also working towards continually improving our operations following the plan, do, check, act cycle.
- We have committed to install of 10,000 Electric Vehicle chargers for our customers and are part of 'EV100'; a global initiative to bring together forward-thinking companies committed to accelerating the country's transition to EVs.
- Ground Control is a Certified B Corporation, and we are members of the University of Cambridge Sustainable Leaders Group. These schemes pledge to work towards COP26 and the UK's Net Zero Carbon by 2050 target.
- As part of our submission to SBTi and continual process of improving our data accuracy, we have expanded our reporting across all 15 scope 3 categories as applicable and aligned our financial system to the EEIO carbon reporting categories.

Upcoming Carbon Reduction Initiatives:

- Enhanced Environmental Data: Ground Control will continually improve environmental data collection to increase accuracy and move beyond EEIO-based carbon reporting, enabling detailed tracking of emissions by supplier, client, and operational field team.
- Supply Chain Emissions: Ground Control aim to implement sustainability and carbon reduction plans with all Tier 1 suppliers by 2030, and Tier 2 and Tier 3 suppliers by 2038, working across the supply chain to reduce emissions from purchased goods and services. Ground Control are pursuing PAS 2080 to further strengthen carbon management in our supply chain.
- We are now implementing our Net Zero Strategy across the company including our buying standards and supply chain management to achieve our target for net zero carbon emissions by 2038.
- We will develop incentives and an educational/ communication programme to engage with colleagues and field teams to promote EVs, green tariffs and other energy savings.
- Vehicle Fleet Transition: Ground Control is committed to transitioning their vehicle fleet to EVs wherever feasible and will pilot HVO in heavier plant and non-electric vehicles to reduce diesel emissions where electrification is not yet viable.

Issue Date	07/11/2025	Next Review	07/11/2026	Revision	11.0
Owner	Brian Smith	IMS Reference	GC04SUP04	Page	5 of 7

- **Electric Equipment:** Ground Control will move to 100% electric-powered hand tools where technology allows and continues to collaborate with machinery manufacturers, including Mean Green, Stihl, Husqvarna, Makita, Honda, and Ego, to research, trial, and implement battery-powered equipment and automated mowers. Ground Control are also exploring options to support our supply chain and Field Teams to transition to battery powered to reduce whole supply chain emissions.
- **Employee Engagement:** Ground Control will develop incentives and educational programs to engage colleagues and field teams in promoting EV adoption, green tariffs, and other energy-saving measures.
- **Governance and Oversight:** Ground Control's Sustainability Committee, comprising senior leaders, will drive the Environmental Strategy forward and strengthen governance across the business.
- **Review:** Ground Control will continuously assess carbon reduction initiatives and identify emission hotspots. Recognising that Scope 3 emissions represent our largest source of carbon output, we are prioritising active engagement with our supply chain to foster collaboration and drive meaningful reductions in these areas.
- **Offsetting:** The remaining carbon emissions after implementing the reduction initiatives will be offset using accredited carbon offset providers who invest in projects that do not rely solely on tree-planting initiatives, such as reforestation. This is because these projects can be vulnerable to the consequences of climate changes such as wildfires.

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 standard⁴ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁵.

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) Standard⁶.

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

Signed on behalf of Ground Control:

Signature:




Jason Knights
CEO

Issue Date	07/11/2025	Next Review	07/11/2026	Revision	11.0
Owner	Brian Smith	IMS Reference	GC04SUP04	Page	6 of 7

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

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

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



Issue Date	07/11/2025	Next Review	07/11/2026	Revision	11.0
Owner	Brian Smith	IMS Reference	GC04SUP04	Page	7 of 7