

Carbon Reduction Plan



April 2025 to March 2026

Commitment to achieving Net Zero

Guarding Solutions & Training Services Ltd. (GSTS) is committed to achieving Net Zero greenhouse gas (GHG) emissions by 2030. This reflects our responsibility for environmental sustainability and aligns with national and global climate objectives.

Baseline emissions assessment

Establishing a baseline is the first step in tracking and reducing emissions. GSTS' Environmental Policy outlines our commitment to monitoring environmental impact across all areas of operation, including company vehicles, energy use and supply chains.

Baseline year: April 2024 – March 2025

Current reporting year: April 2025 – March 2026

To do this effectively, emissions are categorised under three scopes:



Direct emissions

These are emissions from sources we own or control directly, such as company vehicles and on-site fuel use.



Indirect electricity

These are emissions from purchased electricity used to power our leased office spaces.



Indirect value chain emissions

These cover other indirect emissions such as business travel, commuting, waste and supply chain activity.

Scope exclusions

While GSTS does not control energy supply in leased offices, Scope 2 emissions have been estimated and included in this plan where data is available. We continue to apply local control measures such as switching off lights and air conditioning, reducing printer usage, and closing windows – to minimise emissions wherever possible.

We are in the process of purchasing a new head office property, which will include solar panels, rainwater systems for toilets and heat pumps. We have requested full-site energy usage data from our landlords and expect to complete a full recalculation of emissions as part of our next annual review in 2027.

Emission reduction targets

GSTS aims to reduce emissions year on year to achieve Net Zero by 2030. This will be supported by incremental goals to ensure consistent progress. Targets will be reviewed and updated in line with evolving scientific recommendations and industry best practices.

Baseline emission reporting

Reporting period: April 2024 – March 2025

Scope	Emissions (t/CO ₂ e)
Scope 1 – Direct emissions	112.7
Scope 2 – Indirect electricity	3.8
Scope 3 – Upstream transportation	0.2
Scope 3 – Downstream transportation and distribution	0.0
Scope 3 – Waste generated in operations	0.5
Scope 3 – Business travel	5.5
Scope 3 – Employee commuting	147.2
Total emissions	269.9

GSTS provides services and does not manufacture or distribute physical products, so downstream transportation and distribution emissions are nil.

Current year emission reporting

Reporting period: April 2025 – March 2026

Scope	Emissions (t/CO ₂ e)
Scope 1 – Direct emissions	102.1
Scope 2 – Indirect electricity	3.0
Scope 3 – Upstream transportation	0.2
Scope 3 – Downstream transportation and distribution	0.0
Scope 3 – Waste generated in operations	0.3
Scope 3 – Business travel	4.8
Scope 3 – Employee commuting	138.4
Total emissions	248.8

Carbon reduction initiatives

To meet our targets, GSTS is implementing the following measures:

- **Transition to electric vehicles (EVs):** We are gradually replacing our fleet with electric or hybrid vehicles to reduce Scope 1 emissions. As of April 2025, 60% of the fleet consists of low-emission vehicles. Our target is a fully electric fleet by 2030.
- **Renewable energy adoption:** Our planned new head office will include solar panels to reduce Scope 2 emissions. We also encourage landlords to adopt renewable sources where possible.
- **Waste reduction and digitalisation:** In line with our ISO14001 accreditation, all on-site paper documentation has now been converted to digital, a process completed at the end of 2025.
- **Sustainable procurement:** We carry out due diligence on all suppliers and prioritise those with strong environmental credentials. Suppliers are asked to provide carbon footprint data, improving our Scope 3 measurement accuracy. These practices align with guidance from the **GHG Protocol: Scope 3 Standard**³.
- **Employee training and engagement:** We educate staff on sustainable practices and energy efficiency. Our Environmental Policy includes a commitment to appropriate training for all staff involved in the Environmental Management System. Past initiatives include #DrasticOnPlastic – where we issued reusable water bottles to reduce single-use plastic during deployments.

Reporting cycle and next update

Our next reporting period will run from **April 2026 to March 2027**. The figures will be calculated and reviewed in April and May 2027 and the Carbon Reduction Plan will be updated and published following approval.

Monitoring and reporting

GSTS will conduct annual reviews of our carbon footprint and evaluate the impact of reduction initiatives. Reporting follows **GHG Protocol standards**¹ and uses **UK Government conversion factors**² to ensure consistency and transparency. We will adjust our strategy where needed and maintain transparency by publishing updates on our website and in corporate communications.

Declaration and sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and complies with the reporting requirements set out in the Technical Standard for Completion of Carbon Reduction Plans.

We confirm that the emissions reported above have been measured and recorded in accordance with the published reporting standard and using the appropriate Government emission conversion factors for greenhouse gas company reporting.

We confirm that we are committed to achieving Net Zero emissions by 2030 for our UK operations.

This Carbon Reduction Plan has been reviewed and approved by the Board of Directors (or equivalent management body).

Signed on behalf of GSTS:



Gareth Conlon
CEO and Business Director

Date approved: 03/09/2026

By implementing this Carbon Reduction Plan, GSTS demonstrates leadership in environmental responsibility within the security industry and contributes to a sustainable future for all.

1 ghgprotocol.org/corporate-standard

2 gov.uk/government/collections/government-conversion-factors-for-company-reporting

3 ghgprotocol.org/corporate-value-chain-scope-3-standard

