

CARBON MANAGEMENT PLAN AND ENVIRONMENTAL SUSTAINABILITY REPORTING 2024/2025

tersus

MARLOWE Environmental Services

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Message from Andy Walls (CEO)

Our mission of 'safeguarding our people, preserving our planet', means we have an unwavering commitment to our sustainability and ESG goals. These goals reflect our dedication to creating a positive impact on the environment, fostering trust within our teams and communities, and ensuring safety and well-being of our People, Employees and Customers. Through our vision, core values and various plans, we hold ourselves accountable for our actions and aim to set an example for others in our industry.

We assure our commitment by:

Realigning our five core values: sustainability, trust, accountability, respect, and safety, to drive our ESG culture through the core of what we do.

Having an integrated management system that is certified to ISO14001.

Setting objectives and targets to ensure we are delivering continual improvement in our ESG performance. Acting in accordance with our core values, our code of conduct, and our policies, enabling a culture that respects and encourages diverse perspectives, employee development, and the platform for everyone to speak up.

Ensuring how we work complies with appropriate statutory and regulatory requirements and industry standards.

Providing necessary resources, information, instructions, and training so our people can do their job ethically, with care for the environment, their colleagues, and our customers.

Ensuring we assess, understand, and then mitigate risk using the hierarchy of control.

Accountability

Tracking key performance indicators through internal reporting and evaluation, ensuring action is taken to drive continual improvements and maximising opportunities.

Communicating the policy and emphasising to all employees, our supply chain, and others working on our behalf, their responsibility and accountability.

Recognising the input of key stakeholders, considering their input when setting our priorities, and incorporating responsible and sustainable practices into our decision-making and business processes.

Executive Summary

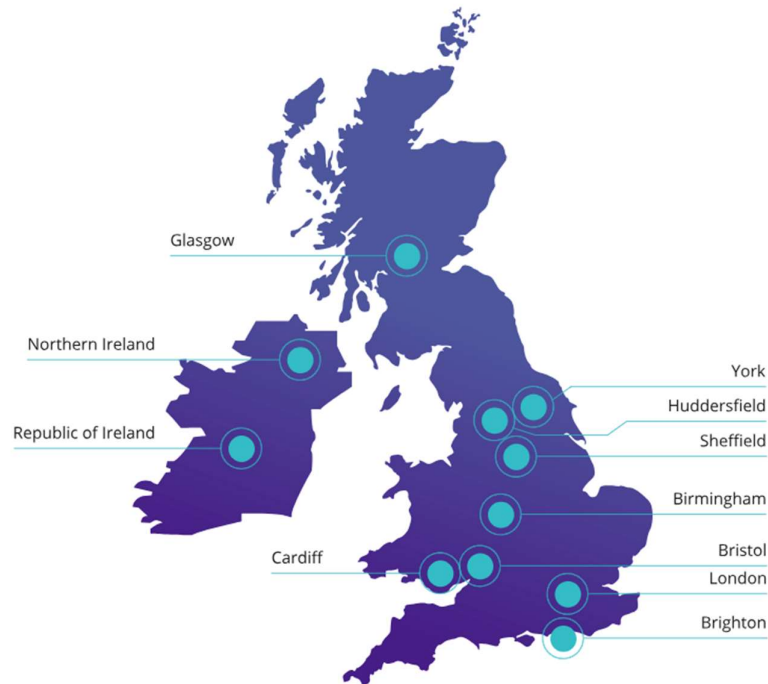
This report summarises Tersus' sustainability performance as part of the Marlowe Environmental Services Group. For this report, we have, for the first time, used the European Sustainability Reporting Standards (ESRS) as the reference when preparing our sustainability disclosures. This is in anticipation of the mandatory reporting in line with the European Union (EU) Corporate Sustainability Reporting Directive (CSRD) from 2026 based on performance. This report covers the Tersus Data but also provides an update on activities and ongoing work to measure our sustainable progress.

About Our Company

Key Facts



Key Locations



Our Sites

Creating a Sustainable Environment

At Tersus, we undertake a number of initiatives across our sites to create and enhance sustainable environments:

- Energy efficiency
- LED lighting
- Electric charging points
- Hybrid-working
- Collaborating with ethical suppliers
- Promoting diversity
- Supporting our people to create a positive impact

What We Have Done

- We monitor building compliance at both the primary and secondary level and maintain above 95% compliance at all times.
- The landlord has EPC-rated all of our buildings, and we ensure we have full visibility. We have action plans for each building to increase efficiency and decrease waste.
- We have installed charging points at our main sites to help our people use the increasing number of electric and hybrid vehicles in our fleet offering.
- We have installed smart lighting in our primary locations and appointed building managers.

About our brand

Tersus is one of 12 key brands underpinned by our main umbrella brand, Marlowe Environmental Services. As an organisation, we work closely and constantly with a wide range of stakeholders and partners. Our primary stakeholder is our customers. We are committed to providing our customers with sustainable, compliant, reliable, and safe service. We aim to deliver our service with integrity and respect. We want to help our customers manage their risks, reduce costs, and improve their environmental impact. We do all this through the services we provide,

Asbestos

A comprehensive range of UKAS accredited testing and inspection services and specialist consultancy services to enable duty holders to comply with the Control of Asbestos Regulations 2012

Projects

CDM 2015 compliant turnkey solutions for the built environment. End to end project design and management services including Principal Designer, Principal Contractor, auditing, expert advice and training.

CDM

Tersus are construction and property health and safety specialists with extensive technical knowledge and experience. A comprehensive range of CDM services delivered across the UK and Ireland to a broad range of sectors.

Health & Safety

Tersus are construction and property health and safety specialists with extensive technical knowledge and experience. A comprehensive range of property compliance services delivered across the UK and Ireland to a broad range of sectors.

Fire

Tersus are fire safety specialists with extensive technical knowledge and experience. We provide a comprehensive range of fire safety services delivered across the UK and Ireland, compliant with the fire regulations of England and Wales, Scotland and Northern Ireland.

Damp and mould

Tersus provide a rapid damp and mould surveying service throughout all parts of the U.K in both domestic and commercial environments. Our services extend to include the project management of all types of damp and mould remediation.

Training

Health & Safety and Compliance training courses expertly delivered nationwide by our specialist team. Market leaders in Asbestos, Fire Safety, Legionella awareness, Petrol Retail/Fuel Handling and general Workplace Health and Safety training. Our Accredited and Bespoke training solutions can be tailored to your needs.

Legionella

Through other entities within Marlowe Environmental Services, we can provide a complete range of legionella and water hygiene services throughout the U.K.

Carbon Management Plan- Our Priorities for a Sustainable Future

We have created four key focuses for our Sustainability Plan:

We are committed to reducing the environmental footprint of our operations and have set a target of achieving net zero carbon emissions by 2035. Employees already actively participate in measures to tackle climate change by reducing CO2 emissions, energy use, and use of raw materials.



Innovation

Innovation focused on sustainability, or sustainability-driven innovation, is an environmentally friendly process contributing to long-term sustainability. We aim to meet the needs of the present without compromising the needs of future generations. We also seek to promote sustainable development and innovation within our business.

Regulation and Policies

We periodically review and publish policies and procedures to inform our people of how we ensure the safety and quality of our operations.

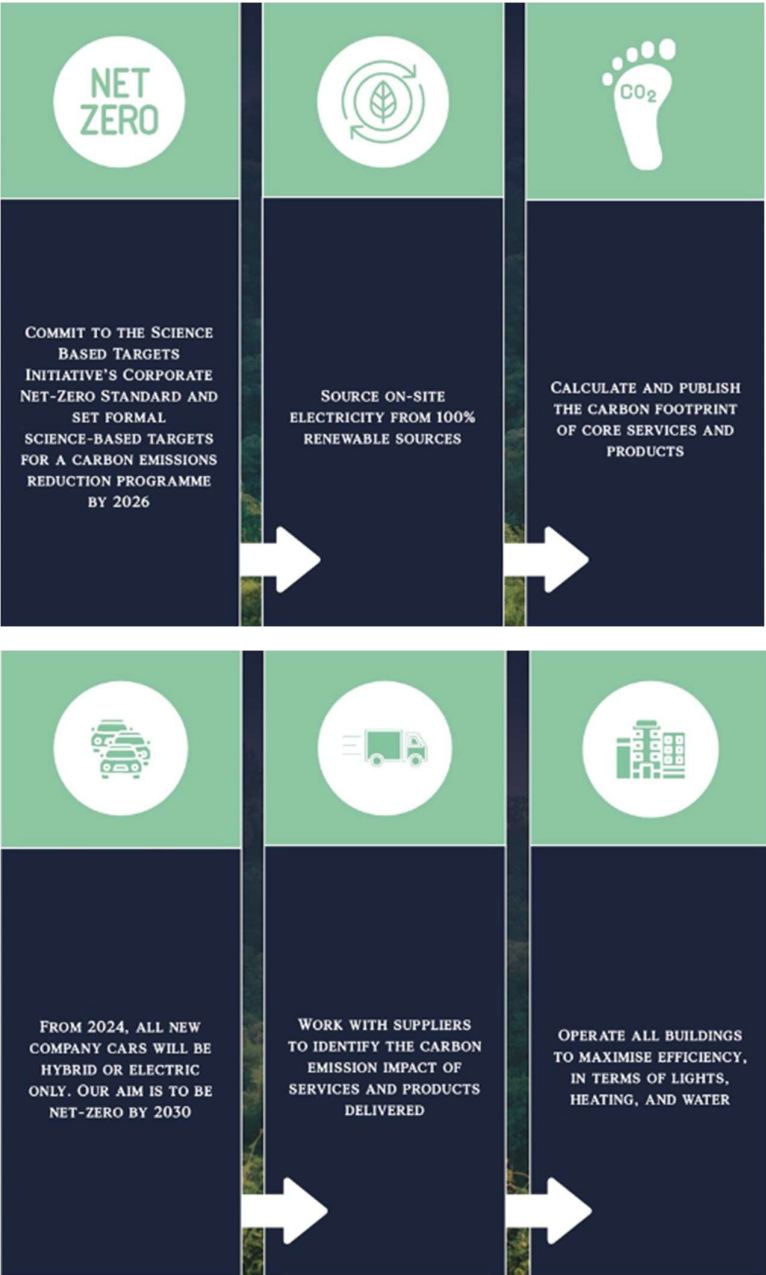
The CEO signs all the company's main policies to show commitment from the top to the documented process.

We have a zero-tolerance approach on our policies on bullying, sexism, racism or any forms of discrimination.

Stop Work Authority gives employees the right to stop unsafe work, even when they normally don't have the authority to do so.

Emission Reduction and Carbon Removal

We are committed to reducing the environmental footprint of our operations and have set a target of achieving net-zero carbon emission by 2035. Employees already actively participate in measures to tackle climate change by reducing CO₂ emissions, energy use, and use of raw materials. Overall emission Goals for the whole of the Marlowe Environmental Service (including Tersus) Include:



Roadmap To Our Targets

A pathway to success has been established to achieve this target, and key activities and milestones have been planned. This includes:



Our Commitment to Our People

We want to support employees and ensure they have a great working experience regardless of skin colour, gender, nationality or religious beliefs. We are committed to fostering a culture of inclusivity, underscored by our unwavering zero tolerance stance against bullying and harassment.

Our senior leaders collaborate with our Employee Champions to promote awareness and advocate for the rights of various communities within our organisation. Including armed forces, ethnic minorities, LGBTQIA+, and disabled people.

We Celebrate Success

As an organisation, we know the importance of recognising our people and business success internally, we have Long Service Awards commencing at five years, and an Annual Company Recognition Award (STARS), nominated by our people.

We have also been recognised externally for our commitment to health and safety, achieving the prestigious RoSPA Gold Award for Health and Safety (H&S), a testament to our commitment to H&S. This, along with our Customer Excellence and Armed Forces Covenant Gold Award, is a source for great pride for us all.

Wellbeing

Ensuring wellbeing of our people is paramount to us as an organisation. In addition to our companies and policies safeguarding the wellbeing of employees. We also have a wellbeing group driving initiatives in this area, raising awareness on a range of topics and implementing measures to enhance the welfare of our teams.

We have a dedicated internal Mental Health First Aid Team that offers confidential support for colleagues in need. Additionally, we provide 24/7 access to an Employee Assistance Programme. In the last Year, we have also launched our Menopause Champions, who address this important topic and its impact on individuals' personal lives and work experiences.

Accreditations and Memberships

We hold many accreditations and memberships, which are externally audited, annually as a minimum. Our integrated Management System IMS integrates all the companies' systems, processes, policies and standards.



Mission

Tersus' mission aligns with its umbrella company mission, Safeguarding people and preserving our planet. Our mission is simple: Protect. We safeguard our colleagues, our customers, and the environment through exceptional environmental compliance services.

Our Values



Governance and Compliance

Governance and compliance control the functioning of Tersus, supporting the delivery of our purpose and strategy, and ensure checks and compliance across our operations.

Good governance relies on strong accountability structures throughout our strategic and operational leadership. Tersus work collaboratively together with a dedicated Governance and Compliance Team of Marlowe Environmental Services, which provides clear performance metrics and transparent reporting.

Governance remains a key material topic not only in terms of delivering our operation but also in respect of the contribution Tersus can make to continuing to be a responsible business.

Business Conduct

Business conduct and ethics are essential to Tersus' long-term success. We commit to this through our values, professional standards, employee training, and internal systems and practices. We conduct our business with uncompromising honesty and integrity, adhering to laws and regulations, and we expect everyone at Marlowe Environmental Services to act accordingly.

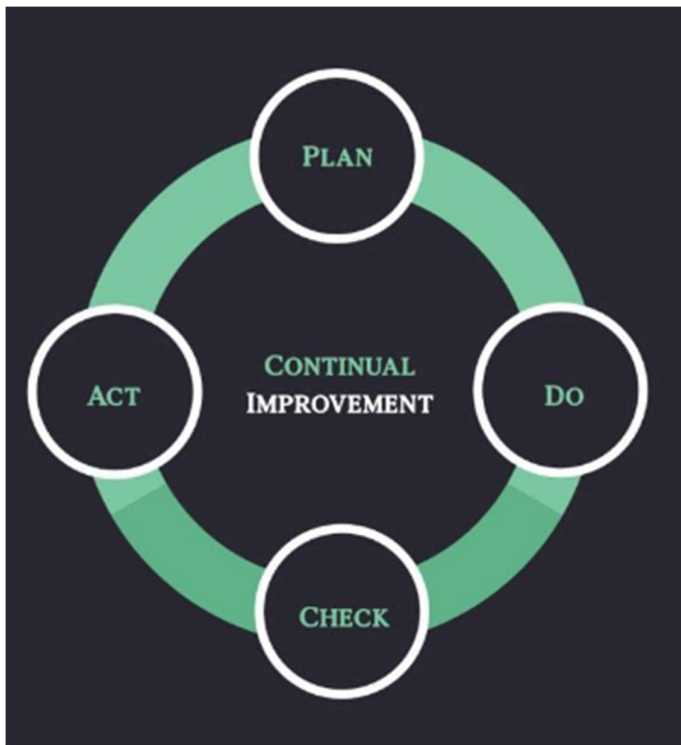
Ethical behaviour and our commitment to combating bribery and corruption are fundamental to our mission and values. All our people are held accountable for their behaviour, and everyone must undertake anti-bribery training.

Our consideration of key risks and opportunities informs our wider business governance, and how these risks should be managed. Marlowe Environmental Services' approach

focuses on identifying risks and opportunities in a way that aligns with our core values and beliefs.

Risk Management

We have robust risk processes and ways of working. When something's not right, we act fast through our layers of management and report accordingly. We work hard to maintain our open culture with a drive for continuous improvement.



Sustainable Development Goals

The Tersus approach begins with the core values that define the business and guide employee behaviour at work. The Board is responsible for the ESG strategy, collaborating with management and employees to priorities this important area.

We are working together to continuously improve our ESG strategy and action plan, with a strategic focus on aligning with the United Nations Sustainability Development Goals (SDGs). Tersus has identified three core SDGs to concentrate our efforts on where the group can have the most significant impact on creating a sustainable future for all.

<div>3</div> <div>GOOD HEALTH AND WELL-BEING</div> <div></div>	Focused on providing healthy lives and promoting wellbeing for all .
<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> <div></div>	Promote sustained, inclusion and sustainable economic growth and decent work for all .
<div>11</div> <div>SUSTAINABLE CITIES AND COMMUNITIES</div> <div></div>	Make cities and human settlements inclusive, safe, resilient and sustainable .

Our Commitment to Our People

We strive to create a diverse workplace that reflects the communities we serve, fosters an inclusive culture, and advances equality for all. At Tersus, we are committed to equality of opportunity.

This ignites our culture and energises us to ensure we deliver to customers, partners and communities.

Our key aspiration is to create a workforce that mirrors society. We want to be transparent and accountable to ensure we advance our representation across our organisation.

Our team is our biggest asset. We recruit people who always strive to do the right thing, are confident and empathetic, and excel in customer service.

Our Commitment to Our Planet

Environmental Commitment

We prioritise our environmental responsibilities and sustainability, which is evident in our ISO 14001 accreditation. We focus on developing services and training with reduced environmental impact and enhanced safety.

External Assurance

This report includes Tersus Scope (1 and 2) emission data; however, they report this statutory data as part of the wider Marlowe Environmental services throughout the year as part of their statutory reporting.

On-Site Recycling and Waste Management

Our unwavering commitment to reducing unnecessary waste across operations is evident in our workforce's training and education and our stringent approaches to waste avoidance. We prioritise reuse and recycling, striving for zero waste to landfill.

Carbon Reduction plan

Scope Data	FY23-24 (Tonnes). Baseline year.
Tersus Scope 1 Company Vehicles CO2	1005.35t Co2e
Tersus Scope 2- Energy emissions / buildings	<p>The offices which Tersus were responsible for during the baseline year were:</p> <p>York Office Tersus Consultancy Ltd, Eurosafe House, Tribune Way, Centurion Park, Clifton Moor, York, YO30 4RY</p> <p>Huddersfield Office (2 Moor Lane, Highburton, Huddersfield, HD8 0QS</p> <p>Sheffield Office Tersus Consultancy Ltd, Unit 6, Carrera Court, Church Lane, Dinnington, S25 2RG (Ended Nov 2024)</p> <p>Birmingham Office Tersus Consultancy Ltd, Red Mill House Red Mill Industrial Estate,</p>

	<p>Holloway Bank, Wednesbury WS10 0NN</p> <p>Bristol Office Tersus Consultancy Ltd, 1325 Park Avenue, Aztec West, Bristol, BS32 4RX London Office Ended Nov 2024</p> <p>Tersus Consultancy Ltd, 1st Floor, Rainham House, Manor Way, Rainham, RM13 8RH</p> <p>Brighton Office Tersus Consultancy Ltd, Unit C6 Dolphin Enterprise Centre, Evershed Way, Shoreham, Brighton BN43 6QB Ended Nov2024</p> <p>Cardiff Office Tersus Consultancy Ltd, Axys House, Heol Crochendy, Parc Nantgarw, Nantgarw, Cardiff, CF15 7TW</p>
Total Energy usage in kWh	102,658 kWh
Total Energy in CO2.e	12.934t (as above) UK average carbon intensity 2024@ 126gCO2/kWh

Our goal in relation to net-zero is a reduction of 5% each year from 2025 until 2030 and then 15% each year until 2035 from these baseline statistics.

Tersus is part of Marlowe Environmental Services. Over the last year we have undertaken several acquisitions of new companies, we have worked hard to ensure our progress remains strong, with MES fleet CO2 headcount being 4.36 tonnes per CO2 headcount, achieving a 9% reduction on last year. We continue to drive our approach to reduce our business electricity and Natural Gas across our organisation, and our current CO2 per head footprint is 0.007 tonnes per CO2 headcount. We have partnered with EcoVadis to support with our performance reporting and continuously review our progress and plan.

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 reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements.

Suppliers

Our goal is to collaborate with informed and engaged suppliers who understand how their products and services contribute to achieving our purpose, business goals, and also act in accordance with our values and culture.

Doing Business Responsibly with Suppliers

Our internal procurement team manages procurement and supplier relationships, including risk management for potential breaches. Our approved supplier's form is a standard document that sets out the minimum standards for our engagement with suppliers, including supplier selection, risk management, contract requirements, supplier management, and evaluation process.

Creating a Sustainable Supply Chain

Our procurement policy sets out our standards and approaches to managing our supply chain sustainability. Our suppliers' due diligence process involves identifying, assessing, and monitoring supplier practices in the areas of human and labour rights, the environment, health and safety, and anti-corruption.

We believe, that given the markets we operate in, modern slavery and human rights are one of the most significant potential sustainability risks within our supply chain. All our suppliers are asked that they have a modern slavery policy/statement.

Engaging with Suppliers

Going forward, we intend to build on the process made in 2023 and plan to work with our suppliers to reduce their greenhouse gas emissions as part of our plan to integrate sustainability standards to the wider community.

Our Fleet

Core fleet objective: All new cars leased on the fleet from 2027 will be hybrid/electric, with a full hybrid/electric fleet by 2029.

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

Our Fleet Sustainability

When we speak about our fleet sustainability, we refer to the day-to-day practice of how we manage and operate our fleet' in an environmentally and economically responsible approach.

Our goal is to minimise the negative environmental impact of our fleet's operations while ensuring that the fleet remains cost-effective and efficient.

How Do We Manage Our Fleet Sustainability?

We use various strategies and initiatives designed to reduce a fleet's carbon footprint and promote long-term financial sustainability.

Managing a Sustainable Fleet

Reducing Emissions
Alternative fuels
Projects
Maintenance and repairs for peak efficiency
Route optimisation
Life cycle analysis
Fleet management software
Telematics and technology for route optimisation
Emission reduction initiatives
Sustainable practices
Efficient vehicle utilisation
Monitoring and reporting

We recognise the crucial role of technology in optimising our operations. This includes designing and identifying jobs local to specific operatives, utilising technology to determine which engineer is local to the required job, and enhancing our efficiency, ensuring a smooth and reliable process. Tersus control the fleet to ensure we achieve maximum performance and efficiency from our daily fleet. This means less time spent on the roads and decreased fuel consumption, and better maintenance practices mean better fuel economy, fewer emission and enhanced customer service. We believe sustainability isn't just about having a greener fleet - it is also about creating a more sustainable business.

Our Commitment to the Wider Community

At MES, we are committed to contributing to the social and economic development of the communities in which we operate. MES focuses on helping groups that struggle with inclusion, particularly children. As an organisation, we have invested in local community activities that are important to our colleagues and our wider community. Fostering inclusion and social equity, we aim to create more sustainable and resilient communities. We support our communities through financial contributions, in-kind contributions, and employee involvement

To be an industry leader, we must be community focused. We regularly partner with charities and community services that are linked to our core values and areas of expertise. We're particularly interested in supporting initiatives that support children and families,

the homeless, and other disadvantaged groups. The implementation of a robust ESG strategy is increasingly vital for all companies. At Tersus, we are resolutely committed to providing sustainable, compliant, reliable, and safe service to our customers.

We offer genuine career and development opportunities to our people and extend our support to the wider community through charitable donations and initiatives. By upholding our values and commitments, we strive to create a better world for everyone.

FOR MORE INFORMATION ON THIS REPORT CONTACT

Charmaine Gregory - Transformation, and Governance and Compliance Director

Claire Lorrain - Head of Governance, Compliance and Change

IMPORTANT INFORMATION/ DISCLAIMER

The information contained in this environmental, social, governance [ESG] document has been prepared by Tersus and Marlowe Environmental Services in good faith and based on the best knowledge available at the time of production.

Whilst we strive to ensure the accuracy and reliability of the data presented here in, we acknowledge that the dynamic nature of the ESG matters may lead to changes over time.

This document is intended for internal and external stakeholders and should be used for informational purposes only. Tersus and Marlowe Environmental Services make no representations or warranties, expressed or implied, regarding the completeness, accuracy, or reliability of the contents. Stakeholders are encouraged to seek independent advice and conduct further research to make informed decisions based on their unique circumstances.

Furthermore, this ESG document reflects our commitment to promoting sustainable practises and upholding ethical standards within our organisation. However, it does not guarantee any specific results or outcomes and should not be construed as binding commitments. Tersus And Marlowe Environmental Services reserves the right to update or modify this document as necessary to reflect changes in business practise, regulations, all societal expectations.