Carbon Management Plan

Revision 2 [September 2025]

Our purpose

To create a **healthier**, **safer**, and more **beautiful** world.

Our mission

To be the market leader and trusted partner for clients.

Our values

Department:	ESG	**Review date:**	August 2025
		Next review date	August 2026

Revision	Date	Revision Description	Requested by
01	April 2025	Creation of document	Lynda Simmons
02	September 2025	Update with FY25 data	Lynda Simmons

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1 Introduction

We view sustainability, not as an end point but as a journey where we continually strive to reduce our impact. With a strong focus on the decarbonisation of our services we consider Net Zero a key focal area, which naturally feeds into other sustainability areas. We take a data-based approach to identifying areas for improvements and tracking performance against these criteria. We look to implement practical, robust and scalable Innovations that will future proof service delivery, aspiring to 1.5◦C and working toward a circular economy.

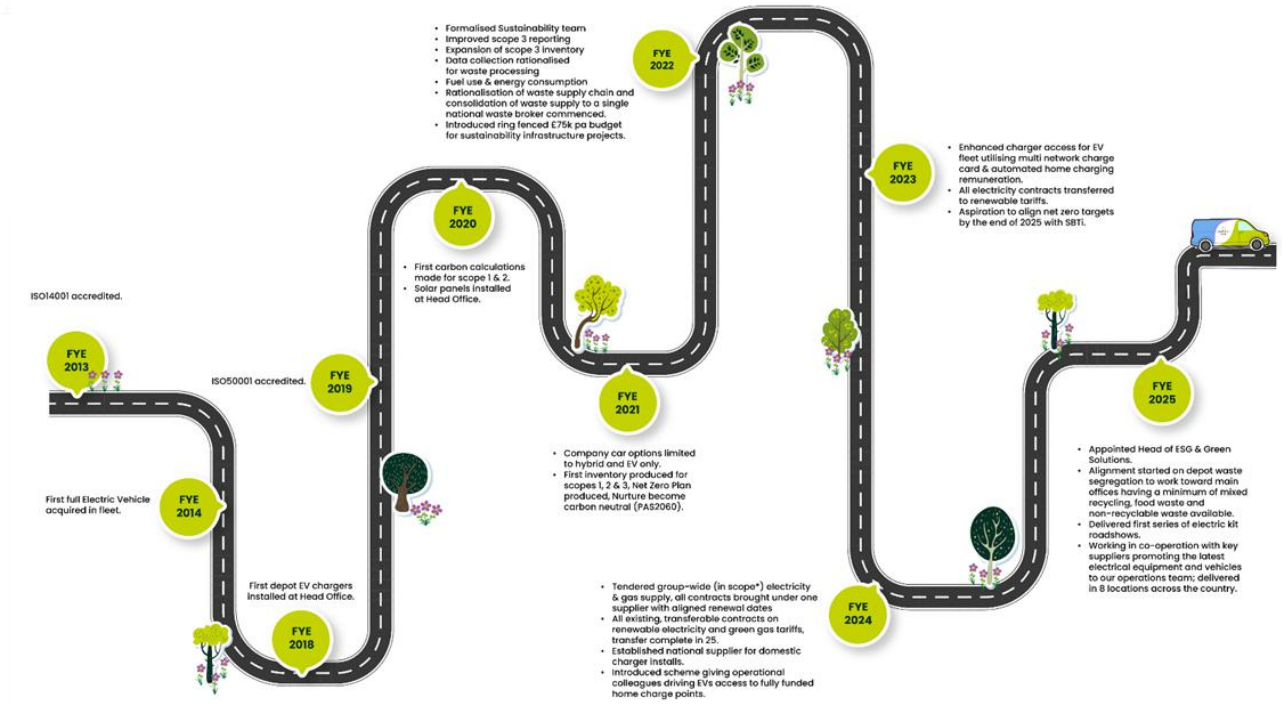
Within the Nurture Group ESG framework our key environmental focal areas are Net Zero Pathway, Supply Chain Engagement and Procurement and Equipment and Transport.

The two documents which form our Net Zero pathway planning and tracking are the Net Zero Decarbonisation Strategy and Carbon Management Plan. The Net Zero Decarbonisation Strategy sets out our policies and strategy to work toward net zero emissions. This document, the Carbon Management Plan, tracks performance against our strategy over time.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

2 Our Net Zero Journey



Headline initiatives

- Net Zero target date revised to 2040
- Approval of Net Zero near- and long-term targets by the SBTi
- Alignment of energy supply contracts into the group procurement policy & renewable sourcing
- Over £250,000 invested to date on green infrastructure projects at our facilities
- Consolidation of waste contracts to a preferred supplier
- Introduction of third-party compliance platform for supplier on-boarding
- Over 100 charge points installed to facilitate electric vehicle charging
- 165 electric vehicles added to the fleet including company cars and commercial vehicles.
- Over 1,300 electric assets now in operational use (hand-held tools, mowers, utility vehicles etc.)

We recognise that any improvements we make to our service delivery will represent a benefit to our clients and the sustainability of their portfolios as well as supporting their scope 3 ambitions. It is to this end that we work to create a healthier, safer and more beautiful world.

3 Carbon Footprint Tracking

Baseline and Current Carbon Footprint

The baseline year for the Nurture Group's Net Zero journey is 01/04/2022 to 31/03/2023. This baseline carbon footprint will be used to set targets, forecast and compare future years in our Net Zero journey. The prime method for assessing year on year performance is the company's absolute emissions (tonnes of CO_2e). The following data has been re-measured to allow for acquisitional growth from the SBTi baseline year. Acquisition adjustments backdated to baseline year (FYE23) pre-integration date, post integration direct data is utilised for calculations.

Category		2020-21	2021-22	2022-23	2023-24	2024-25
Scope 1 Combustion	tCO_2e	656.2	696.3	66.20	68.15	36.99
Scope 1 Transport	tCO_2e	3989.1	4103.4	10203.14	12112.48	16865.14
Total Scope 1	**tCO_2e**	**4645.2**	**4799.7**	**10269.34**	**12180.64**	**16902.13**
Scope 2 Purchased Energy - EV	tCO_2e	0.0	5.2	27.7	63.7	87.0
Scope 2 Purchased Energy *Location based	tCO2e	115.8	124.6	309.2	311.0	255.6
Scope 2 Purchased Energy *Market based [1]	tCO2e	37.0	59.4	163.8	159.4	66.4
Total Scope 2 (market based)	**tCO2e**	**37.0**	**64.6**	**191.52**	**223.08**	**153.45**
Total Scope 2 (location based)	**tCO_2e**	**115.8**	**129.8**	**336.87**	**374.76**	**342.63**
Scope 3 - 1. Purchased goods and services	tCO_2e	2733.9	3269.4	7728.87	7618.8	6440.4
Scope 3 - 2. Capital goods	tCO_2e			1263.9	1523.8	817.9
Scope 3 - 3. Fuel and energy related activities WTT	tCO_2e			2613.92	3377.3	4332.2
Scope 3 - 3. Fuel and energy related activities T&D	tCO_2e		1234.8	44.13	25.5	29.6
Scope 3 - 4. Upstream transportation & distribution	tCO_2e		41.3	0.0	0.0	0.0
Scope 3 - 5. Waste generated in operations	tCO_2e	172.9	145.6	385.59	606.97	446.4
Scope 3 - 6. Business travel - Grey fleet [3]	tCO_2e		54.9	533.9	223.13	154.3
Scope 3 - 6. Business travel – Rail [3]	tCO_2e			412.3	363.68	109.6
Scope 3 - 6. Business travel – Air [3]	tCO_2e			166.7	198.18	185.2
Scope 3 - 6. Business travel – Hotels [3]	tCO_2e			4.58	10.5	13.4
Scope 3 - 7. Employee commuting [4]	tCO_2e			827.14	902.4	1039.0
Scope 3 - 8. Upstream leased assets [6]	tCO_2e					
Scope 3 - 9. Downstream transportation & distribution [2]	tCO_2e			194.69	57.7	39.2
Scope 3 - 10. Processing of sold products [6]	tCO_2e					
Scope 3 - 11. Use of sold products [5]	tCO_2e			0.114	0.077	0.137
Scope 3 - 12. End-of-life treatment of sold products [6]	tCO_2e					
Scope 3 - 13. Downstream leased assets [6]	tCO_2e					
Scope 3 - 14. Franchises [6]	tCO_2e					
Scope 3 - 15. Investments [6]	tCO_2e					
Total Scope 3	**tCO_2e**	**2906.8**	**4746.0**	**14175.88**	**14907.84**	**13607.5**
Total all scopes (market based)		**7589.0**	**9610.3**	**24636.7**	**27311.6**	**30663.1**
Total all scopes (location based)		**7667.8**	**9675.5**	**24782.1**	**27463.2**	**30852.3**

[1] Emissions factors taken from Nurture Group's suppliers.

[2] Emissions in this category for 2021-22 were previously categorised under 'Upstream transportation and distribution', upon recalculating our baseline we have reevaluated and recategorised these emissions into 'Downstream transportation and distribution' from 2022-23 onwards

[3] In previous years reporting types of business travel were not split out, therefore emissions in 2020-21 and 2021-22 were reported as combined emissions from hotels, rail, air and grey fleet.

[4] Employee commuting added to inventory from the baseline year to comply with the SBTi. Footprint currently calculated based on an estimate of the number of colleagues that commute. A commuting survey is scheduled for November 2025.

[5] Use of sold products added to inventory from the baseline year to comply with the SBTi. This specifically relates to the downstream emissions associated with the nitrogen content of fertilisers (nitrous oxide N_2O)

[6] All items currently deemed not applicable

4 Net Zero Pathway

In recent years, there have been significant changes in the way we have reported our carbon footprint, which has allowed for a more rigorous and consistent reporting methodology. Changes include, resetting our baseline to FY 23 (which represents a return to BAU post-Covid) and considering acquisitional growth when reporting emissions.

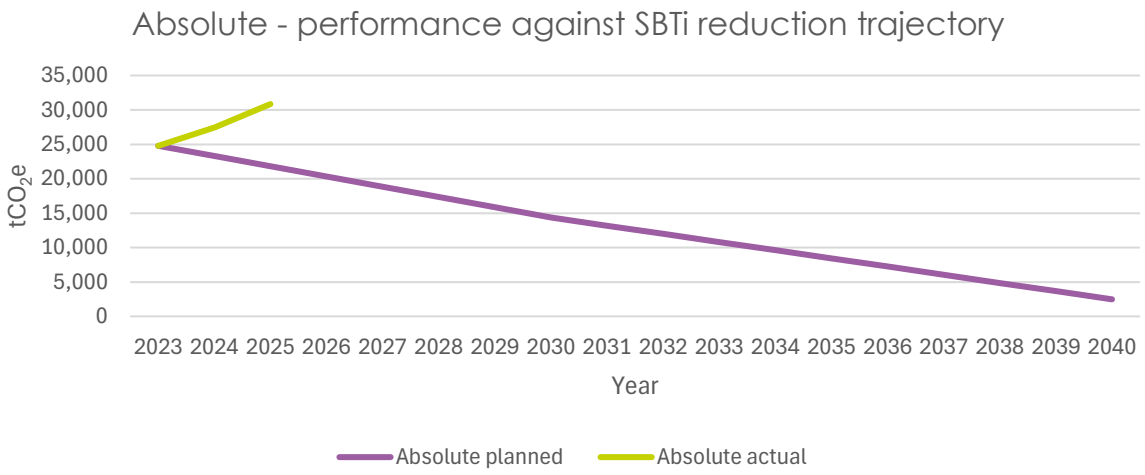
These changes have been made in recognition of the World Resource Institute Green House Gas (GHG) Protocol guidelines with regards to resetting baselines and to support the structuring of our data to facilitate our SBTi near term and long-term target setting which has now been validated by the SBTi.

We continued this reporting structure for FY 25; carbon figures found on page 6, and commentary on our year-on-year emissions changes can be found below.

Note in the following sections [1] denotes statistics which exclude Tivoli Group LTD.

Absolute (Scope 1, 2 & 3 total) commentary

Total reported location-based emissions across scopes 1, 2 & 3 increased from 27,463.2 tCO_2e in 2023-24 to 30,852.3 tCO_2e in 2024-25, a 12.34% increase. Against the base year of 2022-23, this is a 24.49% increase in emissions.



Scope 1 & 2 overview

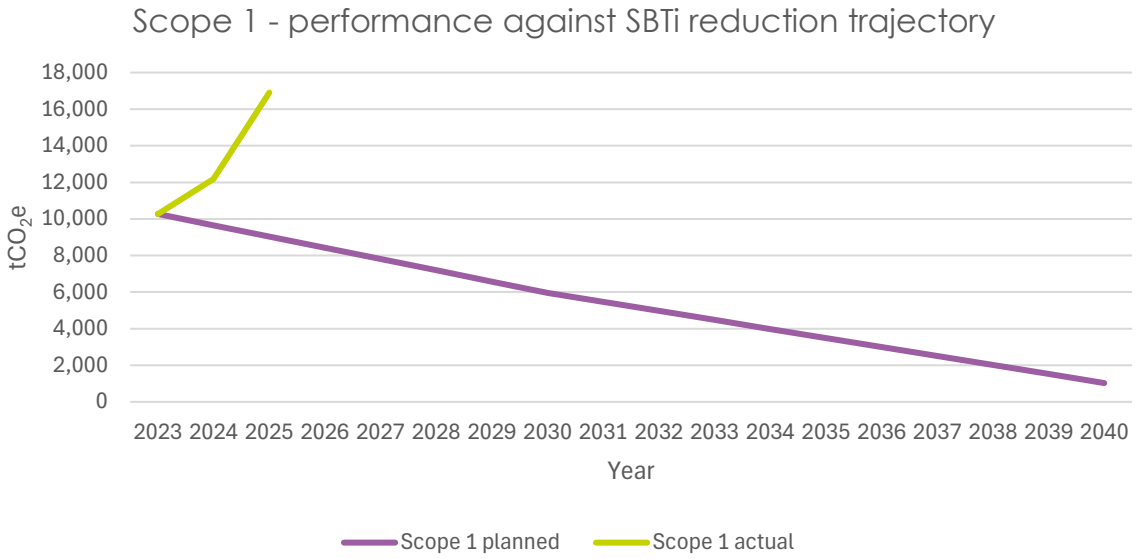
Total reported location-based emissions across scopes 1 & 2 increased from 12,555.4 tCO_2e in 2023-24 to 17,244.76 tCO_2e in 2024-25, a 37.35% increase. Against the base year of 2022-23, this is a 62.59% increase in emissions.

Total reported market-based emissions across scopes 1 & 2 increased from 12,403.72 tCO_2e in 2023-24 to 17,055.57 tCO_2e in 2024-25, a 37.50% increase.

Scope 1 commentary

Scope 1 emissions increased from 12,180.64 tCO_2e in 2023-24 to 16,902.13 tCO_2e in 2024-25, a 38.76% increase. Against the base year of 2022-23 this is a 64.59% increase. This increase in scope 1 emissions is primarily due to the increase in road fuel usage, where diesel & petrol consumption rose by 135% in kWh (inc. biodiesel). This increased consumption is driven by the growth of

Nurture and the integration of businesses which had not adopted carbon reduction measures at the same scale as Nurture.



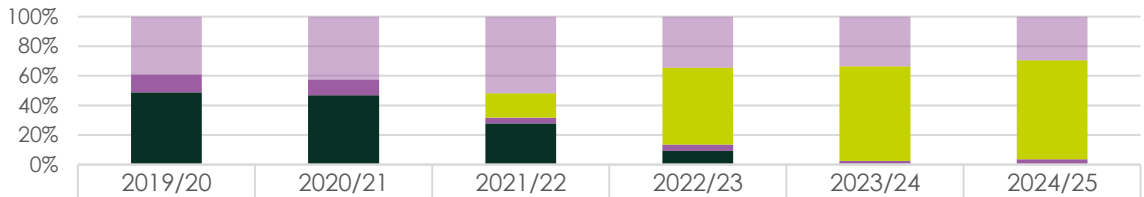
Despite the increase in fuel consumption, there have been continued improvements in the makeup of the company car fleet with the blend of vehicles changing from 0.64% diesel, 1.91% petrol, 63.69% electric and 33.76% hybrid in 2023-24 to 0% diesel, 3.52% petrol, 66.83% electric and 29.65% Hybrid in 2024-25. Commercial vehicles have experienced an uptake of electric vans into fleet. The blend of commercial vehicles has changed from 95.45% diesel, 3.56% electric, 0.99% hybrid to 93.77% diesel, 5.09% electric, 1.14% hybrid [1].

In the past 2 years, our procurement rates for moving to electric alternatives from 2 stroke traditional equipment has seen a 1% increase; in FY 24 22% of equipment bought was electric, with this increasing to 23% of small equipment bought being electric in FY 25. Overall, 24% of the small equipment operated by Nurture Group is electric[1].

Nurture now has several electric ride-on mowers being used on contracts (11 fully electric ride-ons and 17 fully electric robotic mowers are now in service)[1].

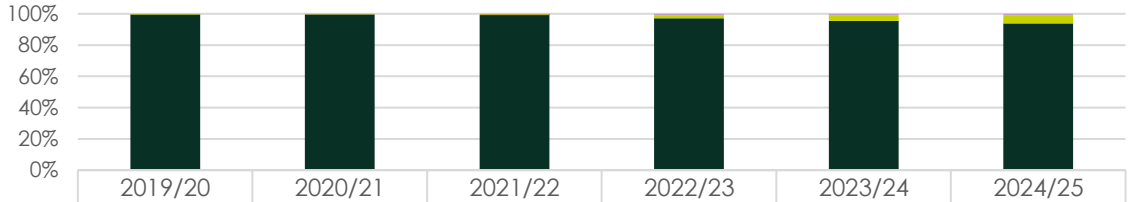
When Tivoli assets are fully incorporated on Nurture systems this performance is anticipated to be saturated reflecting a drop in performance in the next reporting period.

Company car fleet vehicle blend [1]



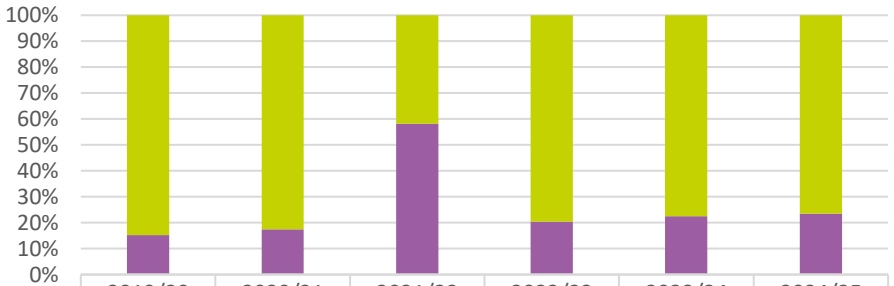
	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
% Hybrid	39.02%	42.55%	51.90%	34.45%	33.76%	29.65%
% Electric	0.00%	0.00%	16.46%	52.10%	63.69%	66.83%
% Petrol	12.20%	10.64%	3.80%	4.20%	1.91%	3.52%
% Diesel	48.78%	46.81%	27.85%	9.24%	0.64%	0.00%

Commercial fleet vehicle blend [1]



	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
% Hybrid	0.00%	0.25%	0.19%	1.30%	0.99%	1.14%
% Electric	0.37%	0.25%	0.39%	1.55%	3.56%	5.09%
% Petrol	0.00%	0.00%	0.19%	0.00%	0.00%	0.00%
% Diesel	99.63%	99.51%	99.22%	97.15%	95.45%	93.77%

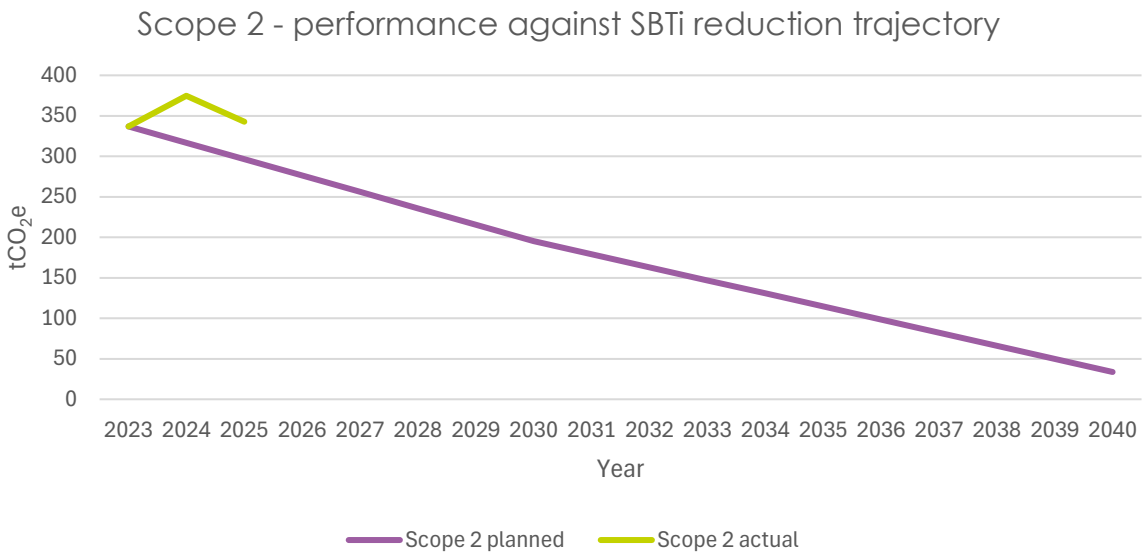
In Year Blend of electric and two stroke equipment Procurement [1]



	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Two stroke equipment purchased	85%	83%	42%	80%	78%	77%
Battery equipment purchased	15%	17%	58%	20%	22%	23%

Scope 2 commentary

Scope 2 location-based emissions decreased from 374.76 tCO_2e in 2023-24 to 342.63 tCO_2e in 2024-25, an 8.57% decrease. However, against the base year of 2022-23 this is a 1.71% increase. Scope 2 market-based emissions decreased from 223.08 tCO_2e in 2023-24 to 153.45 tCO_2e in 2024-25 this is a 31.21% reduction. Against the baseline year of 2022-23 this is a 19.88% reduction.



Gas and electric purchasing (within operational control) is managed through a procurement consultant. Since FY 22 we have been positioning our energy contracts to align end dates and move all contracts to a single supplier.

Gas contracts have been moved to green gas supply and electric contracts to REGO backed renewable supplies[1].

As a result of procurement planning, we have made significant inroads on our scope 2 market-based emissions associated with purchased, renewable energy. Historically we have reported both market and location-based emissions under scope 2 and have assessed our net zero performance tracking using market-based factors. Reported scope 2 emissions for SBTi target setting will be based on location factors which going forward will be used to assess performance. This will allow us to identify reductions made through energy efficiency measures as opposed to procurement sourcing decisions.

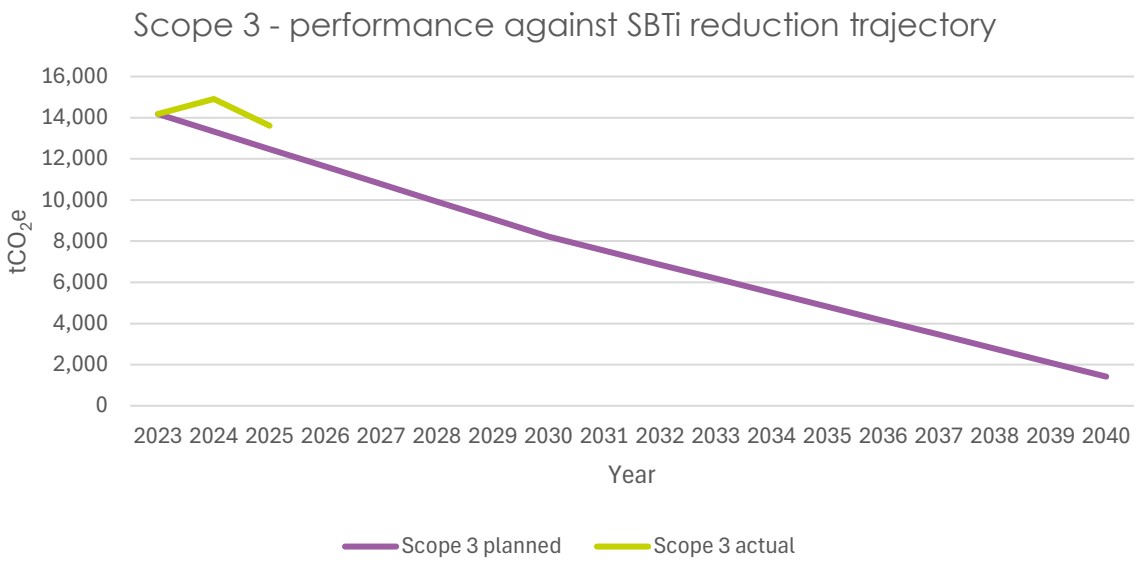
With this, we are now collecting a solid data set for consumption at depots under our operational control for sourcing, via our procurement strategy for energy and alignment of contracts. Data sets now cover up to 3 years tracking of consumption. Data will be utilised to identify top consuming sites where energy saving initiatives will be targeted.

With the acquisition of Tivoli, 26 additional contracts have been added to our portfolio. 8% of these contracts were on existing renewable tariffs. The remaining 92% will be moved to renewable tariffs as and when contracts expire. With this import of acquisitional contracts, our percentage of renewable energy (kWh PA) dropped from 99% in FY 24 to 78% in FY 25. In January 2025, an energy audit was carried out by an external consultant on Tivoli's main contributing factors for energy consumption. This included Tivoli's fleet and its highest energy using depots. The surveys identified several energy saving actions, some of which will be implemented in FY 26 including:

- Rolling out trackers to a percentage of the fleet to utilise efficiencies in route and round planning,
- Eco driver training
- Specifying low roll resistance tyres for tyre replacement
- Improving data monitoring of office & depot energy use at Tivoli depots

Scope 3 commentary

Scope 3 emissions decreased from 14,907.84 tCO_2e in 2023-24 to 13,607.50 tCO_2e in 2024-25, an 8.72% reduction. Against the base year of 2022-23 this is a 4.01% decrease.



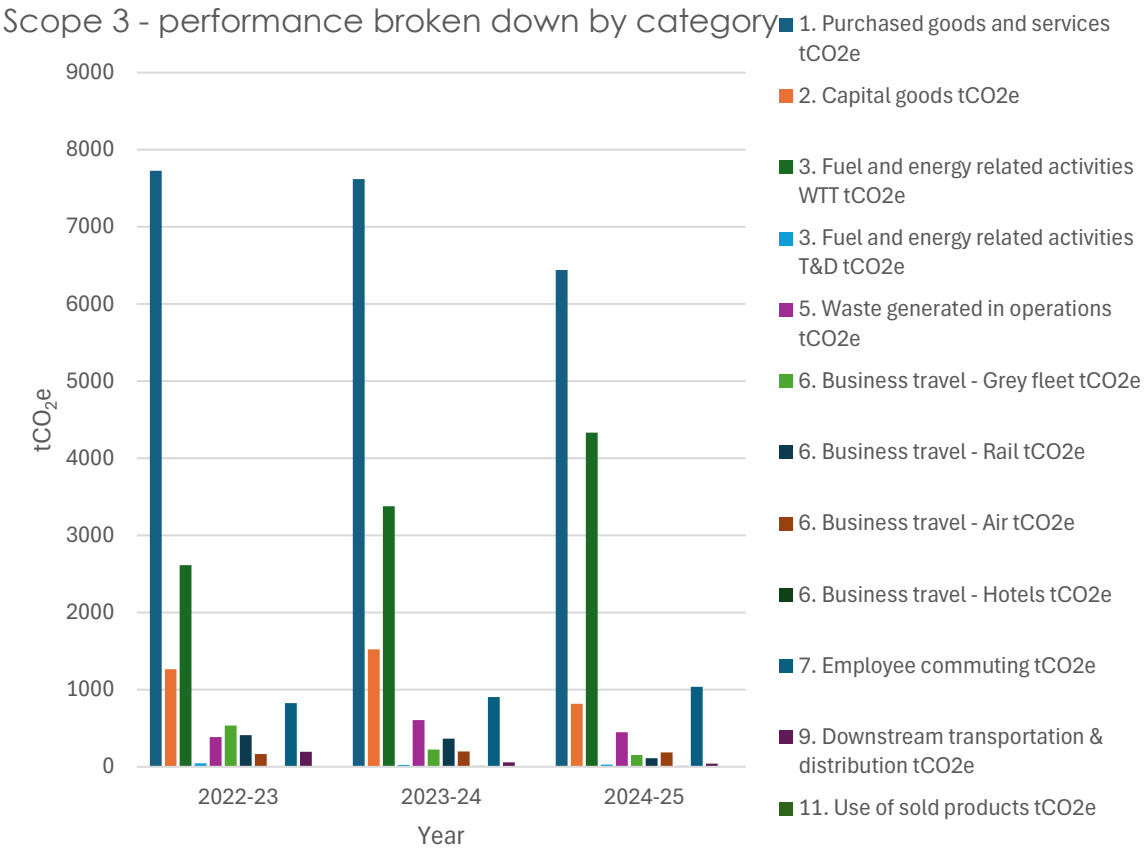
Scope 3 - 1. Purchased goods and services decreased from 7618.77 tCO_2e in 2023-24 to 6440.44 tCO_2e in 2024-25, a 15.47% reduction. Against the base year of 2022-23 this is a 16.67% decrease.

Scope 3 - 2. Capital goods decreased from 1,523.76 tCO_2e in 2023-24 to 817.93 tCO_2e in 2024-25, a 46.32%% reduction. Against the base year of 2022-23 this is a 35.29% decrease.

Changes in purchased goods and services and capital goods are attributed to reductions in supply chain spend as opposed to more accurate reporting or reductions in the embodied carbon of the goods and services Nurture procure.

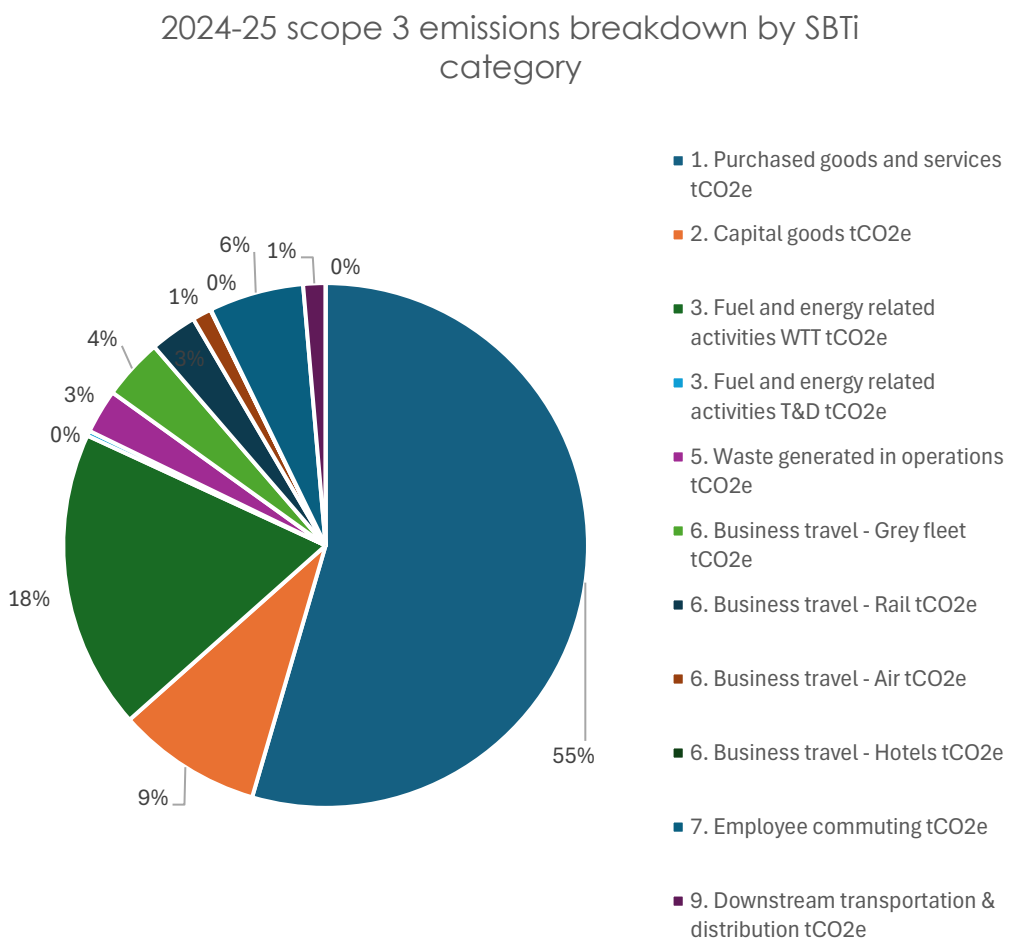
Scope 3 - 3. Fuel and energy related activities WTT (well to tank) increased from 763.39 tCO_2e in 2023-24 to 954.91 tCO_2e in 2024-25, a 28.27% increase. Against the base year of 2022-23 this is a 65.74% increase. This is attributed to increased fuel use.

Refer to the following chart for a breakdown of performance by scope 3 category.



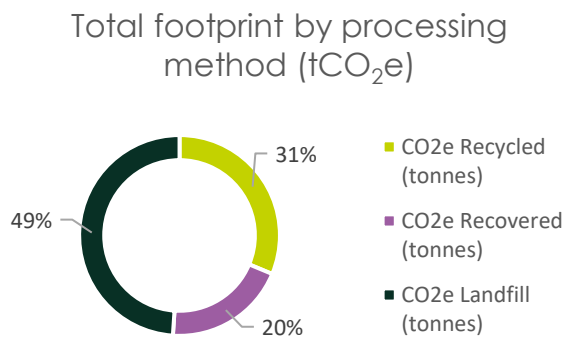
We have reviewed all scopes to re-categorise our emissions reporting to support our SBTi submission. As part of this process, we have expanded the number of categories we now report in scope 3. The below list is our full scope 3 inventory, reported within our carbon footprint (n.b. these weren't all omitted historically but are now categorised differently).

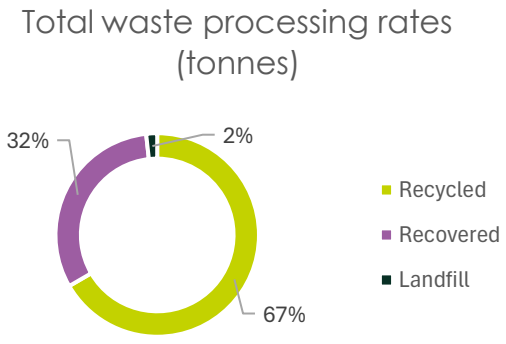
- Scope 3 - 1. Purchased goods and services
- Scope 3 - 2. Capital goods
- Scope 3 - 3. Fuel and energy related activities WTT
- Scope 3 - 3. Fuel and energy related activities T&D
- Scope 3 - 4. Upstream transportation & distribution
- Scope 3 - 5. Waste generated in operations
- Scope 3 - 6. Business travel - Grey fleet
- Scope 3 - 6. Business travel - Rail
- Scope 3 - 6. Business travel - Air
- Scope 3 - 6. Business travel - Hotels
- Scope 3 - 7. Employee commuting
- Scope 3 - 9. Downstream transportation & distribution
- Scope 3 - 11. Use of sold products



Waste generated in operations

Scope 3 - 5. Waste generated in operations decreased from 606.97 tCO_2e in 2023-24 to 446.43 tCO_2e in 2024-25, a 26.45% decrease. Against the base year of 2022-23 this is a 15.78% increase. As can be seen in the following chart waste sent to landfill is responsible for a majority of emissions associated with waste processing (49%) although by weight, waste sent to landfill only represented 1.62% of the overall waste processed. Nurture will continue to work on decreasing the percentage of waste going to landfill which will have the biggest impact on waste processing emissions.





In the reporting period data was collected on 58 different waste streams from 23 suppliers. The data captured represented 60% of spend in this category.

Since the early phases of carbon reporting, we identified that the method by which we calculate emissions associated with waste processing has a significant impact on results. With this knowledge we have developed our reporting methodology to move to a data-based approach using a combination of supplier-specific activity data (where available) and spend data to fill the gaps. By adopting this approach, we reduced our emissions associated with waste management from 27% of our overall footprint to 4%. It is important to note this was an improvement in the quality of reporting not a reduction in absolute emissions. In FY 25 we collected monthly waste treatment data which represented 60% of spend in this sector.

To continue building on the accuracy of our reporting of waste, we have started the journey of rationalising our national waste supply chain by selecting a UK based waste broker, as preferred supplier for waste services nationally. Contracts associated with acquisitions are now automatically transferred to the broker as part of the integration process. Since implementing this approach, we have tripled the tonnage transported and processed through our broker. Whilst we may retain some smaller specialist local suppliers for geographical and operational advantages, the broker provides key benefits including compliance, data analysis and management information reporting.

Supply chain engagement & procurement

As widely recognised amongst our stakeholders, the supply chain represents a significant element of any carbon footprint and as such is a critical area to address. Pursuing supply chain emissions will be a key focus of our Net Zero journey and potentially our biggest challenge. It will require a collaborative approach, working with key suppliers whose culture and values align to our own.

We continue to evolve our data collection and calculation methodology for purchased goods and services reporting to improve accuracy and review our scope 3 inventory to ensure reporting is posted to the most relevant categories. We have revaluated the reporting of emissions relating to category 1, purchased goods & services, and to improve accuracy and transparency we have recategorised a portion of emissions into category 2, capital goods from FY 23 onwards.

For emissions associated with ‘upstream transportation and distribution’, upon recalculating our baseline we have reevaluated and recategorised these emissions into ‘downstream transportation and distribution’ from FY 23 onwards.

5 Net Zero Carbon Management Plan – action tracking

The below tables are structured based on our historic net zero carbon reduction actions. The new list of actions in the Net Zero Decarbonisation Strategy has been revised to represent actions put forward to the SBTi working group. Not all actions listed in the Net Zero Decarbonisation Strategy will be implemented immediately but will be phased in over time. In the right-hand column of the following tables the new SBTi action number is reference in order to correlate historically implemented actions against the revised categories.

Travel (TL)

Action number	Monitoring year	**Actions & Status**	**SBTi action number**
TL – 01		**Review company car policy in line with the advances in electric & plug in hybrid vehicles.**	**N/A**
TL – 01	Performance – 21-22	New company car list issued on 06/04/22, the revised list only has options for plug-in hybrid or electric vehicles for company car users.	
TL – 01	Performance – 22-23	No change	
TL – 01	Performance – 23-24	**Completed** - Policy introduced covering the fully funded install of domestic EV charge points at operational colleagues' properties.	
	Performance 24-25	**Completed**	
TL – 02		**Review the requirements for the installation of electric vehicle charging points across the portfolio. (Energy source to be 100% renewable energy)**	**SC1 - 4**
TL – 02	Performance – 21-22	In the 2021/22 financial period 25 charge points were installed across our depots. We have now created a £75,000 annual budget which is ring-fenced for site sustainability improvements including charger installs. There are plans in place to continue the roll-out of charge points at depots as well as improving infrastructure on sites that already have chargers. Work has been undertaken with our fleet supplier using vehicle tracker telematics data to identify applicable vehicles that could be transitioned to electric in two test regions. To progress these trials charging infrastructure will be required to be in place, this is currently being planned, once chargers are installed the trials will be	

		rolled out. We continue to find difficulties in establishing a suitable replacement for large box and flatbed vans that are viable for the business. There have been continued improvements in the makeup of the company car fleet with the blend of vehicles changing from: 46.81% diesel, 10.64% petrol, 42.55% hybrid in 2020/21 to 27.85% diesel, 3.8% petrol, 16.46% electric and 51.9% hybrid in 2021/22. Please refer to Company car fleet vehicle blend chart for detail.	
TL - 02	Performance – 22-23	24 additional charge points have been installed at our depots in the FY'23 period. Plans are in place to continue the roll out of chargers at depots funded by our Green Capital Expenditure fund. We are currently trialling a national home charger installer; home charging has been identified as an essential element of our charging blend. We are currently undertaking viability assessments on home charging to evaluate how it may work for the business. Incorporated with the installer trials we are trailing software which allows payment of colleague home charging costs direct to their electricity suppliers.	
TL - 02	Performance – 23-24	A national suppler has been established for home charger installations: 18 additional charge points have been installed at depots in the FY'24 period. Home charging remuneration package is now fully incorporated into company policies for home charging. A new policy has been introduced for commercial EV drivers to have fully funded chargers installed at their private residences.	
TL - 02	Performance – 24-25	19 additional electric vehicle charge points have been installed at depots in the FYE 25 period. 5 domestic chargers were installed at operational colleagues' homes, the number of chargers installed at managers homes was not tracked.	
TL - 03		**Review company policy for commercial vehicles and vans in line with advances in electric and plug-in hybrid vehicles**.	**SC1 – 1**
TL - 03	Performance – 21-22	Northgate telematics to identify vehicles that could be transitioned immediately. Roll-out trials at viable	

		locations. Successful trials to be changed to EV (availability pending).	
TL - 03	Performance – 22-23	Further work has been undertaken with vehicle telematics for commercial vehicles, and we are now looking at a year's worth of daily trip data to identify vehicles that do less than 150 miles a day which makes them viable for transition to EV. Out of this identified group we are now undertaking further analysis to evaluate other parameters that make vehicles viable for EV replacement. Parameters include; whether the vehicle tows, where it is stored overnight (depot or home) and if at home whether the colleague's property would be suitable for a home charger install. There have been continued improvements in the makeup of the company car fleet with the blend of vehicles changing from: 27.85% diesel, 3.8% petrol, 16.46% electric and 51.9% hybrid in 2021/22 to 9.24% diesel, 4.2% petrol, 52.1% electric and 34.45% hybrid in 2022/23. Please refer to company car fleet vehicle blend chart for detail.	
TL - 03	Performance – 23-24	There have been continued improvements in the makeup of the company car fleet with the blend of vehicles changing from: 9.24% diesel, 4.2% petrol, 52.1% electric and 34.45% hybrid in 2022/23 to 0.64% diesel, 1.9% petrol, 63.7% electric and 33.8% hybrid. In FY'24 electric vans have become much more viable as alternatives to standard DERV options, as a result there has been an improved uptake of electric vans into the commercial fleet. The blend of commercial vehicles has changed from: 97% diesel, 1.5% electric, 1.5% hybrid to 95% diesel, 4% electric, 1% hybrid.	
TL - 03	Performance – 24-25	There have been continued improvements in the makeup of the company car fleet with the blend of vehicles changing from 0.64% diesel, 1.91% petrol, 63.69% electric and 33.76% hybrid in 2023/24 to 0% diesel, 3.52% petrol, 66.83% electric and 29.65% Hybrid in 2024/25. Commercial vehicles have experienced an uptake of electric vans into fleet. The blend of commercial vehicles has changed from 95.45% diesel, 3.56% electric, 0.99% hybrid to 93.77% diesel, 5.09% electric, 1.14% hybrid. Statistics exclude Tivoli fleet which is anticipated to saturate	

		figures for the electric percentage of the fleet.	
TL - 04		**Review the commercial fleet to identify vehicles that can run on HVO biodiesel.**	**SC1 - 7**
TL - 04	Performance – 21-22	Our fleet supplier has identified over 100 vehicles that can operate on HVO biodiesel. We are investigating the feasibility of storing HVO biodiesel at larger facilities with storage capacity as well as associated cost implications.	
TL - 04	Performance – 22-23	Currently on hold due to prioritisation of EV transition.	
TL - 04	Performance – 23-24	First commercial landscaping project delivered at which the equipment was entirely run on HVO.	
TL - 04	Performance – 24-25	**Ongoing**	

Site energy management (EM)

Action number	Monitoring year	Actions & Status	SBTi action number
EM - 01		**Energy reporting – usage compared to previous period to identify increase or decreases in consumption patterns.**	**SC2 - 1**
EM - 01	Performance – 21-22	ECA has been instructed for energy procurement and as part of the package we now have access to an energy monitoring portal. Consumption data is being uploaded onto the portal for every depot where we have control over the energy contracts (21 meters). Once a year's worth of complete data is available, analysis will be possible. In terms of general energy consumption, it is anticipated that electricity usage will increase over the next 8 years as we transition out the use of fossil fuels in preference for electrical equipment and vehicles. This increased usage may make identifying savings achieved through energy efficiency schemes hard to identify.	
EM - 01	Performance – 22-23	In the most recent years' electricity usage, there has been an upward trend in consumption. This may be in part due to much better data capture than we	

		have had historically. As all contracts are now being recorded accurately via an energy portal this should now settle into a more consistent state. Increased electricity consumption is likely also to be driven by the greater number of electric vehicles and equipment we are now running and the increased number of chargers available at depots.	
EM – 01	Performance – 23-24	Although no formal energy saving incentives have been implemented in the reporting period the overall group electricity consumption has dropped from 782,093 kWh to 745,085 kWh in comparison to the previous reporting period. Nursery Court ((Head Office) 186,309 kWh), Rishton (130,249kWh) and Mirfield (58,233kWh) are our highest consuming sites. All of these locations' usage decreased in this reporting period compared to the previous.	
EM – 01	Performance – 24-25	In January 2025, an energy audit was carried out by an external consultant on Tivoli's main contributing factors for energy consumption. This included Tivoli's fleet and its highest energy using depots. The surveys identified several energy saving actions, some of which will be implemented in FY 26 including: Rolling out trackers to a percentage of the fleet to utilise efficiencies in route and round planning, Eco driver training, specifying low roll resistance tyres for tyre replacement, improving data monitoring of office & depot energy use at Tivoli depots. Overall group electricity consumption has increased from 745,085 kWh to 1,175,632 kWh in comparison to the previous reporting period, an increase of 58%. This increase is primarily due to the acquisition of Tivoli. NB. No adjustment is made to historical energy consumption to adjust for acquisitions as Nurture has done with emissions. Nursery Court ((Head Office) 268,175 kWh), Rishton (120,404 kWh) and Mirfield (128,844 kWh) are our highest consuming sites.	
EM - 02		**Energy purchasing (electricity) - explore REGO backed 100% renewable energy based on full market & price review. To be applied across the estate, including any new sites when contract renewals are due.**	**SC2 - 2**
EM - 02	Performance – 21-22	ECA has been instructed for energy procurement. Between March and May 2022, 12 of 18 electricity contracts were moved to renewable energy contracts. The remaining 5 contracts will be transitioned to renewable sourcing on the contract expiry dates all of which fall within 2022. The remaining legacy contract (Rokill HQ) is already on	

		a renewable energy tariff. NB: Rokill footprint currently excluded from reporting.	
EM - 02	Performance – 22-23	As of November 2022, all of our electricity contracts were transferred to REGO backed renewable energy contracts. Some short periods of brown energy supply may still occur with contract inheritance at new depots. Any new sites are co-termed with existing renewable contracts as soon as possible.	
EM - 02	Performance – 23-24	Consolidated energy contracts were tendered as a group for the first time with a significant saving made on annual spend. Contract start dates on the new contract are due to start in the next reporting period. All renewed contracts will be on REGO backed renewable energy tariffs. One contract out of 24 remains on a non-renewable supply which will move to a renewable tariff on the contract anniversary in January 2025.	
EM - 02	Performance – 24-25	On-going integration of new supply contracts onto renewable tariffs. With the acquisition of Tivoli 26 additional contracts have been added to our portfolio. 8% of these contracts were on existing renewable tariffs. The remaining 92% will be moved to renewable tariffs as and when contracts expire. With this import of acquisitional contracts Nurtures percentage of renewable energy (kWh PA) dropped from 99% in FYE24 to 78% in FYE25.	
EM - 03		**Investigate carbon neutral fuel options for site fuel**.	**SC1 – 6, 7, 8, 12, 14,15,16, 17, 18**
EM - 03	Performance – 21-22	We have investigated alternative fuel options. The main difficulty associated with using alternative fuels is the effect which it has on manufacturers' warranties often cancelling any cover, which presents a significant risk to the business. Further research to be conducted. We are investigating the feasibility of storing HVO biodiesel at larger facilities with storage capacity as well as the cost implications.	
EM - 03	Performance – 22-23	**Ongoing**	
EM - 03		*As per TL - 04. No further action in this period.*	

	Performance – 23-24		
EM - 03	Performance – 24-25	*As per TL - 04. No further action in this period.*	
EM - 04		**Explore alternative site equipment – procure electric equipment to reduce emissions associated with on-site gas oil.**	**SC1 – 14, 15, 16, 17, 18**
EM - 04	Performance – 21-22	In the past year we have had a strong push on transitioning 2-stroke small equipment to battery powered alternatives. Please refer to blend of electric and two stroke equipment chart which shows how the procurement strategy has changed over the past year. Procurement of electric equipment to replace conventional 2 – stroke equipment has undergone an uptake with the percentage of purchased electric equipment increasing from 17% in 2020/21 to 58% in 2021/22. We continue to trial electric alternatives for other sizes of machinery such as ride-on-mowers, pedestrian mowers etc. Currently we have not found viable solutions that will allow phasing out petrol and diesel machinery at this stage.	
EM - 04	Performance – 22-23	In the latest year we have seen a drop in performance on uptake. This has primarily resulted due to delays in our main capital expenditure event causing orders to roll over into the 23/24 financial period and therefore not being captured in this year's performance figures.	
EM - 04	Performance – 23-24	Currently the most viable electric equipment available is in small handheld ranges to replace two stroke equipment. In the past 2 years our procurement rates for moving to electric alternatives from 2 stroke traditional equipment were 20% of equipment bought in FY'23 was electric, in FY'24 28% of small equipment bought was electric. Overall, 24% of the small equipment operated by the Nurture Group is now electric. The sector has seen an increase in the availability of both pedestrian and ride-on grass cutting equipment as well as developments in robotic cutting options. We now have several electric ride-ons being used on contracts (10 fully electric ride-ons and 12 fully electric robo mowers are now in service).	

EM - 04	Performance – 24-25	In the past 2 years our procurement rates for moving to electric alternatives from 2 stroke traditional equipment were 22% of equipment bought in FYE24 was electric, in FYE25 23% of small equipment bought was electric. Overall, 24% of the small equipment operated by Nurture is now electric. Nurture now have several electric ride-ons being used on contracts (11 fully electric ride-ons and 17 fully electric robo mowers are now in service). Statistics exclude Tivoli which is anticipated to saturate figures for the electric percentages. Performance stats as reported last year have been updated, changes are likely due to additional assets being added to the register after the date of publication of last year's analysis.	
EM - 05		**Energy purchasing (gas) to investigate green gas or carbon offset gas generation with UK suppliers in line with next supply contracts.**	**SC1 - 3**
EM - 05	Performance – 21-22	*To be confirmed based on energy markets.*	
EM - 05	Performance – 22-23	80% of our gas contracts are now on green gas. New depot contracts are automatically being transferred onto green gas contracts when transferring to our control. The remaining brown gas supply will be moved onto green gas when the contract renewal comes up.	
EM - 05	Performance – 23-24	All gas contracts moved to green gas supply in June 2024.	
EM - 05	Performance – 24-25	On-going integration of new supply contracts onto renewable tariffs. With the acquisition of Gristwood & Toms, 2 additional contracts have been added to our portfolio. Neither of these contracts were on existing renewable tariffs. These will be moved to renewable tariffs as and when contracts expire. With this import of acquisitional contracts Nurtures percentage of renewable energy (kWh PA) dropped from 99% in FYE24 to 78% in FYE25.	

Staff engagement in reductions (SM)

Action number	Monitoring year	Actions & Status	SBTi action number
SM - 01		**Review & implement companywide energy policy and energy reduction campaign across all sites. Including staff awareness to impact of energy waste**	**N/A**
SM - 01	Performance – 21-22	Focus has been on procurement. Energy consumption represents a small percentage of our over-all carbon footprint and therefore energy saving incentives have been de-prioritised in favour of carbon saving incentives.	
SM - 01	Performance – 22-23	Energy saving tip posters have been put up on notice boards at main offices and depots. A large investment has been made this year to review the potential for a data-based approach to work delivery. This project is taking multi-factorial data inputs and combining them to analyse the efficiency of routes and rounds to maximise on contract density opportunities. This project is still in its early stages, but we hope to be able to make savings via this approach over the mid-term. For the winter period FY'24 we are currently reviewing potential trials at our head office of moving from space heaters to air conditioning units for heating to assess energy saving impacts this could have.	
SM - 01	Performance – 23-24	A review was carried out of our ISO 50001 documentation which was streamlined for reporting under the standard. An audit was carried out by accrediting body and certification approved for a renewed term. ESG depot surveys were sent out to all major depots. The survey captured data on 169 criteria for each depot relating to the wider sustainability of the facilities. Within the questionnaire was an energy section. Completed questionnaires have been returned for all major locations nationally. We are now carrying out analysis of the responses to implement a programme of sustainability improvements. As part of the process a balanced score card has been created to compare locations to each other, rank performance and to track improvements.	
SM - 01	Performance – 24-25	In January 2025, an energy audit was carried out by ECA Business energy on Tivoli's main contributing factors for energy consumption. This included Tivoli's fleet and it's highest energy using depots.	

		The surveys identified several energy saving actions, some of which will be implemented in FYE26 including; rolling out trackers to a percentage of the fleet to utilise efficiencies in route and round planning, Eco Driver Training, specifying low roll resistance tyres for tyre replacement & improve Data Monitoring of office & depot energy use at Tivoli depots.	

Waste (WS)

Action number	Monitoring year	Actions & Status	SBTi action number
WS - 01		**The recording of waste & recycling across the portfolio to identify further opportunity to lower environmental & carbon impact.**	**SC3 – NSC - 3**
WS - 01	Performance – 21-22	Top 20 spend suppliers contacted to provide waste processing data. Of the 20 contacted 13 were able to provide data that would facilitate more accurate carbon reporting. The data supplied has been added to a newly created waste tracker. Data has been collected for the full reporting year 20/21 from these suppliers (which represented 71% of spend on waste processing) and the associated carbon footprint from waste processing has been calculated based on UK government conversion factors for greenhouse gas (GHG) reporting. This has resulted in a significant drop in our carbon footprint associated with waste processing. Our on-going plan is to reduce the number of waste suppliers used and transition all waste processing services to suppliers that can provide data which will support carbon calculations.	
WS - 01	Performance – 22-23	Data collection has continued over the reporting period. We now have 2 years' worth of data and able to start looking at data trends. The most standout statistic observed with these data sets is the contribution which waste going to landfill makes to the overall waste associated carbon footprint. In FY'21/22 2.26% of waste went to landfill but it contributed 42% of the waste footprint. In FY'22/23 landfill represented 2.28% of total waste processing weight and it represented 44% of the waste carbon footprint. Therefore, reductions in the percentage of waste going to landfill would have a very positive effect on the waste associated carbon footprint. Over the longer term, once waste suppliers are more consolidated, we will look to reduce the amount of	

		waste going to landfill to reduce the associated emissions as well as waste diversion being the more sustainable option.	
WS - 01	Performance – 23-24	Data collected for waste tracking in FY'24 represented 66% of spend compared to 68% in the previous reporting year. Compared to the previous period the amount of waste processed (which data was collected for) increased by 121%. Total emissions associated with waste processing increased by 62% on the previous period (data + spend). Waste associated emissions increased by 16% on an intensity basis. Green waste is our highest tonnage waste stream followed by mixed commercial waste.	
WS - 01	Performance – 24-25	Data collected for waste tracking in FY'25 represented 60% of spend compared to 66% in the previous reporting year. Compared to the previous period the amount of waste processed (which data was collected for) increased by 41%. Total emissions associated with waste processing decreased by 26% on the previous period (data + spend). Green waste is our highest tonnage waste stream followed by mixed commercial waste.	
WS - 02		**Reduce number of suppliers to only those that can provide data. No new waste suppliers added that cannot provide data.**	**N/A**
WS - 02	Performance – 21-22		
WS - 02	Performance – 22-23	Via our supplier on-boarding process the addition of new waste suppliers unless operationally necessary is blocked. Wherever feasible operations are now procuring waste processing services from one preferred waste supplier that has the capability to provide reliable data. We have also reviewed existing waste supply chain and have targeted lowest spend suppliers to be removed from usage. This is an on-going process.	
WS - 02	Performance – 23-24	Work has continued refining the waste supplier supply chain, although overall a limited number of suppliers have been removed from use. Despite the prevention of the addition of new suppliers via on-	

		boarding and the removal of approx. 5 suppliers, overall supplier numbers have not reduced. It is probable this has resulted from organically acquired suppliers from acquisitions. We have almost doubled business through their preferred supplier. Work will continue reducing the supply chain and directing business to preferred suppliers. This will improve the percentage of spend covered by reliable data and reduce the percentage of spend that extrapolated conversion factors must be applied to.	
WS - 02	Performance – 24-25	Despite continued efforts to reduce the number of waste suppliers the number of suppliers used has increased in this period. However, the top 10 suppliers account for 72% of spend in this category with the remaining tail accounting for the remaining 28% of spend (exc. Tivoli). Spend with Nurture's preferred broker has increased by 69%, as well as increasing from 33% of overall spend to 41%, indicative of a positive change in the share of overall spend delivered through the preferred supplier.	
WS - 03		**Once WS - 02 is completed work with waste supply chain to reduce landfill percentage**	**SC3 – NSC - 3**
WS - 03	Performance – 21-22	N/A	
WS - 03	Performance – 22-23	N/A	
WS - 03	Performance – 23-24	N/A	
WS - 03	Performance – 24-25	N/A	