

Carbon Management Plan

Revision 3 [September 2026]

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



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Revision	Date	Revision Description	Requested by
01	April 2025	Creation of document	Lynda Simmons
02	September 2025	Update with FY25 data	Lynda Simmons
03	July 2026	Update with FY26 data	Gordon Brownrigg

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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.

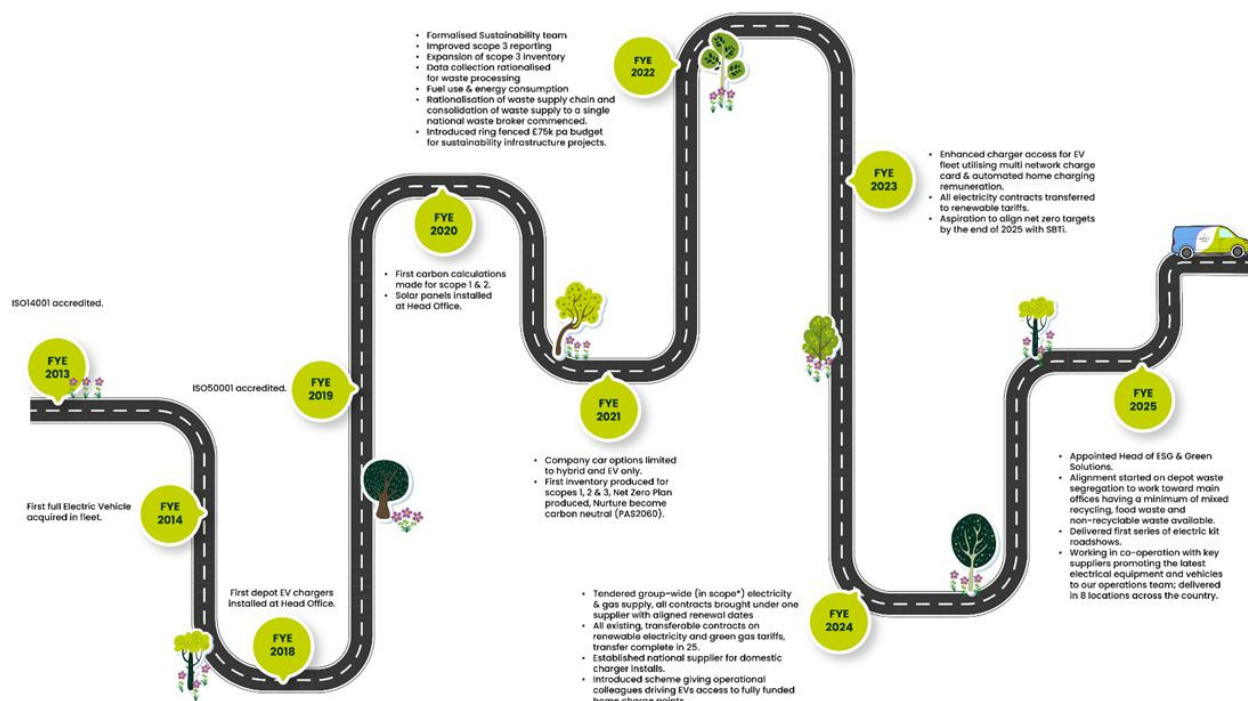
The two documents which form our Net Zero pathway planning and tracking are the Net Zero Decarbonisation Strategy and Carbon Management Plan. The Net Zero Decarbonisation Strategy sets out our policies and strategy to work toward net zero emissions. This document, the Carbon Management Plan, tracks performance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



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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.

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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 CO₂e). 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	2025-26
Scope 1 Combustion *Location	tCO ₂ e	656.2	696.3	66.20	68.15	36.99	42.08
Scope 1 Combustion *Market	tCO ₂ e						3.69
Scope 1 Transport	tCO ₂ e	3989.1	4103.4	10203.14	12112.48	16865.14	17,061.42
Total Scope 1 *Market	tCO₂e						17,065.11
Total Scope 1 *Location	tCO₂e	4645.2	4799.7	10269.34	12180.64	16902.13	17,103.50
Scope 2 Purchased Energy - EV	tCO ₂ e	0.0	5.2	27.7	63.7	87.0	115.35
Scope 2 Purchased Energy *Location based	tCO ₂ e	115.8	124.6	309.2	311.0	255.6	198.04
Scope 2 Purchased Energy *Market based ¹	tCO ₂ e	37.0	59.4	163.8	159.4	66.4	78.46
Total Scope 2 (market based)	tCO₂e	37.0	64.6	191.52	223.08	153.45	193.81
Total Scope 2 (location based)	tCO₂e	115.8	129.8	336.87	374.76	342.63	313.40
Scope 3 - 1. Purchased goods and services	tCO ₂ e	2733.9	3269.4	7728.87	7618.8	6440.4	5,417.61
Scope 3 - 2. Capital goods	tCO ₂ e			1263.9	1523.8	817.9	1,012.16
Scope 3 - 3. Fuel and energy related activities WTT	tCO ₂ e			2613.92	3377.3	4332.2	4,155.96
Scope 3 - 3. Fuel and energy related activities T&D	tCO ₂ e		1234.8	44.13	25.5	29.6	30.22
Scope 3 - 4. Upstream transportation & distribution	tCO ₂ e		41.3	0.0	0.0	0.0	
Scope 3 - 5. Waste generated in operations	tCO ₂ e	172.9	145.6	385.59	606.97	446.4	416.64
Scope 3 - 6. Business travel - Grey fleet ³	tCO ₂ e		54.9	533.9	223.13	154.3	63.66
Scope 3 - 6. Business travel – Rail ³	tCO ₂ e			412.3	363.68	109.6	78.03
Scope 3 - 6. Business travel – Air ³	tCO ₂ e			166.7	198.18	185.2	62.06
Scope 3 - 6. Business travel – Hotels ³	tCO ₂ e			4.58	10.5	13.4	15.51
Scope 3 - 7. Employee commuting ⁴	tCO ₂ e			827.14	902.4	1039.0	1,703.31
Scope 3 - 8. Upstream leased assets ⁶	tCO ₂ e						
Scope 3 - 9. Downstream transportation & distribution ²	tCO ₂ e			194.69	57.7	39.2	135.28
Scope 3 - 10. Processing of sold products ⁶	tCO ₂ e						
Scope 3 - 11. Use of sold products ⁵	tCO ₂ e			0.114	0.077	0.137	0.07
Scope 3 - 12. End-of-life treatment of sold products ⁶	tCO ₂ e						
Scope 3 - 13. Downstream leased assets ⁶	tCO ₂ e						
Scope 3 - 14. Franchises ⁶	tCO ₂ e						
Scope 3 - 15. Investments ⁶	tCO ₂ e						
Total Scope 3	tCO₂e	2906.8	4746.0	14175.88	14907.84	13607.5	13,090.51
Total all scopes (market based)		7589.0	9610.3	24636.7	27311.6	30663.1	30,349.43
Total all scopes (location based)		7667.8	9675.5	24782.1	27463.2	30852.3	30,507.41

¹ Emissions factors taken from Nurture Group's suppliers.

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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. In the previous reporting year the footprint was calculated based on an estimate of the number of colleagues that commute. A commuting survey was completed in November 2025 the results of which were used to calculate the FY26 emissions. Refer to Colleague commuting in the scope 3 commentary for analysis of the results of the survey.

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 N₂O)

⁶ All items currently deemed not applicable

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4 Net Zero Pathway

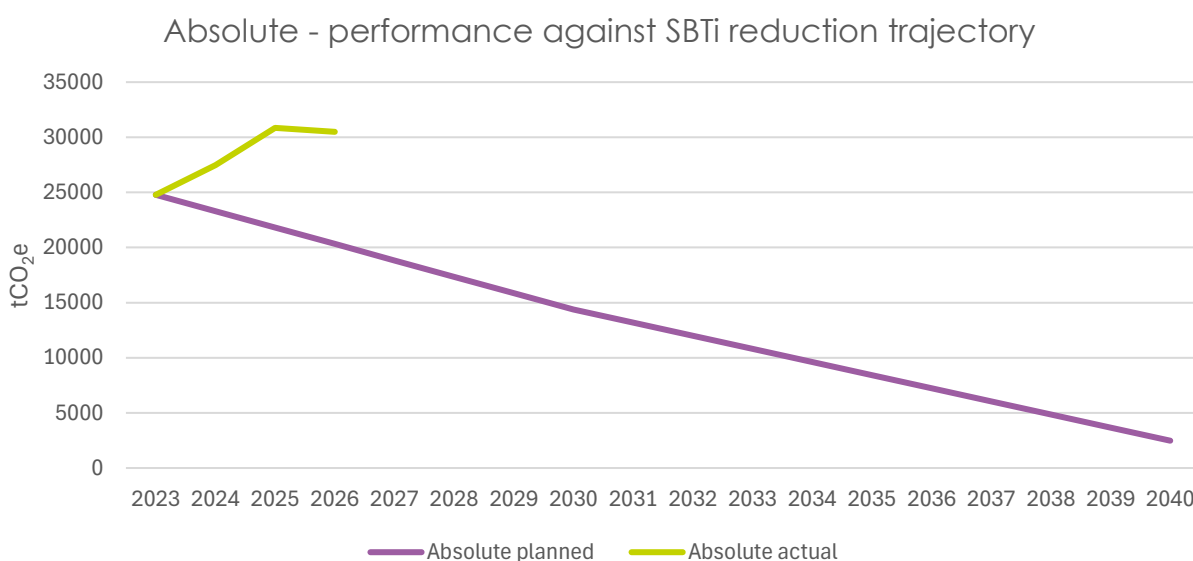
In recent years, there have been significant changes in the way we have reported our carbon footprint, which has allowed for a more rigorous and consistent reporting methodology. Changes include, resetting our baseline to FY 23 (which represents a return to BAU post-Covid) and considering acquisitional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

Absolute (Scope 1, 2 & 3 total) commentary

Total reported location-based emissions across scopes 1, 2 & 3 decreased from 30,852.3 tCO₂e in 2024-25 to 30,507.4 tCO₂e in 2025-26, a 1.12% decrease. Against the base year of 2022-23, this is a 23.10% increase in emissions.



Scope 1 & 2 overview

Total reported location-based emissions across scopes 1 & 2 increased from 17,244.76 tCO₂e in 2024-25 to 17,416.9 tCO₂e in 2025-26, a 1.00% increase. Against the base year of 2022-23, this is a 3.18% decrease in emissions.

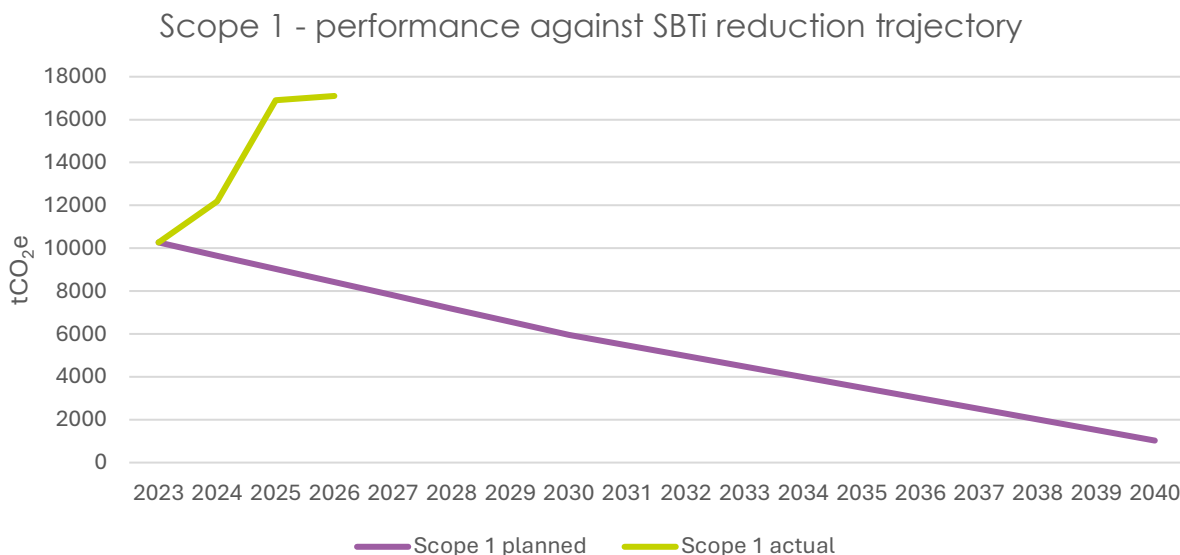
Total reported market-based emissions across scopes 1 & 2 increased from 17,055.57 tCO₂e in 2024-25 to 17,258.9 tCO₂e in 2025-26, a 1.19% increase.

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Scope 1 commentary

Scope 1 emissions increased from 16,902.13 tCO₂e in 2024-25 to 17,103.50 tCO₂e in 2025-26, a 1.19% increase. Against the base year of 2022-23 this is a 66.55% increase.

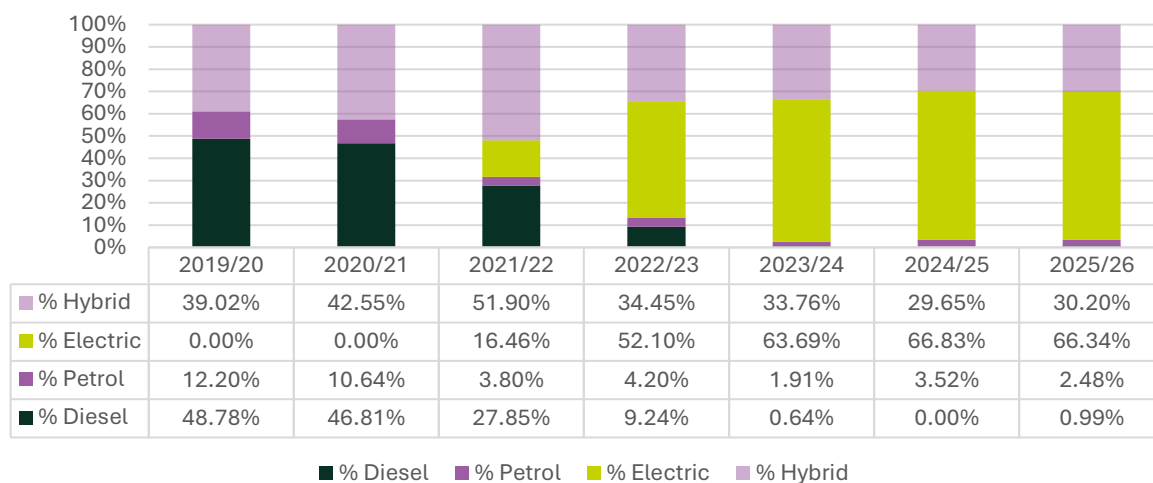


EV adoption of company cars has remained almost static due to minimal change in the fleet with the blend of vehicles changing from 0% diesel, 3.52% petrol, 66.83% electric and 29.65% Hybrid in 2024/25 to 0.99% diesel, 2.48% petrol, 66.34% electric and 30.20% Hybrid in 2025/26. Commercial vehicles have experienced a decrease in terms of the percentage of EV's although the overall number has increased. This is due to the integration of the Tivoli fleet into reporting. The blend of commercial vehicles has changed from 93.77% diesel, 5.09% electric, 1.14% hybrid to 95.51% diesel, 0.09% petrol, 3.51% electric, 0.89% hybrid. The number of commercial EVs increased from 58 to 75. Statistics now include the Tivoli fleet.

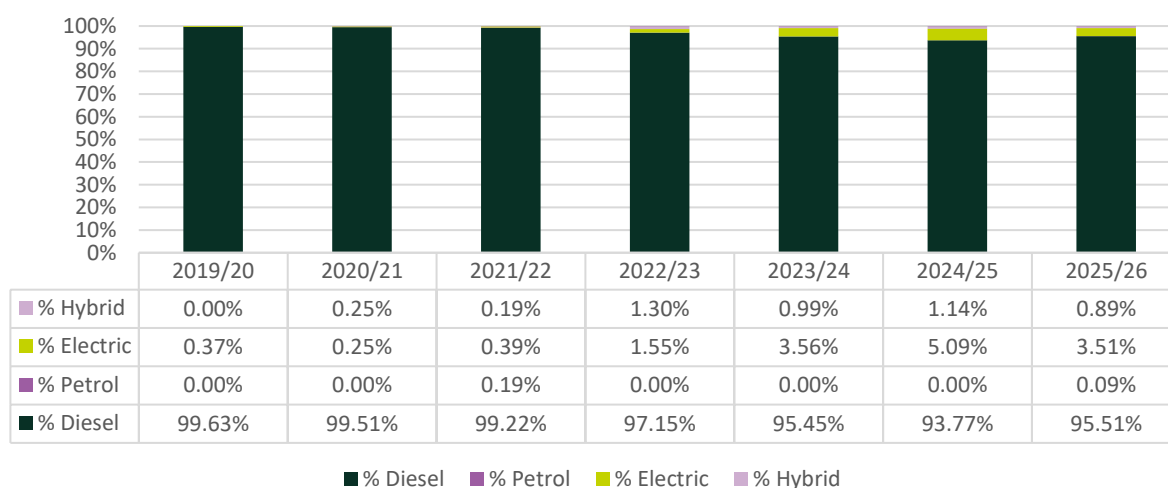
In the past 2 years our procurement rates for moving to electric alternatives from 2 stroke traditional equipment were 23% of equipment bought in FYE25 was electric, in FYE26 17% of small equipment bought was electric. Overall, 13% of the small equipment operated by Nurture is now electric. The drop in the total percentage of electric equipment is due to the incorporation of Tivoli assets to statistics. Nurture now have several electric ride-ons being used on contracts (13 fully electric ride-ons and 19 fully electric robo mowers are now in service). Statistics now include Tivoli.



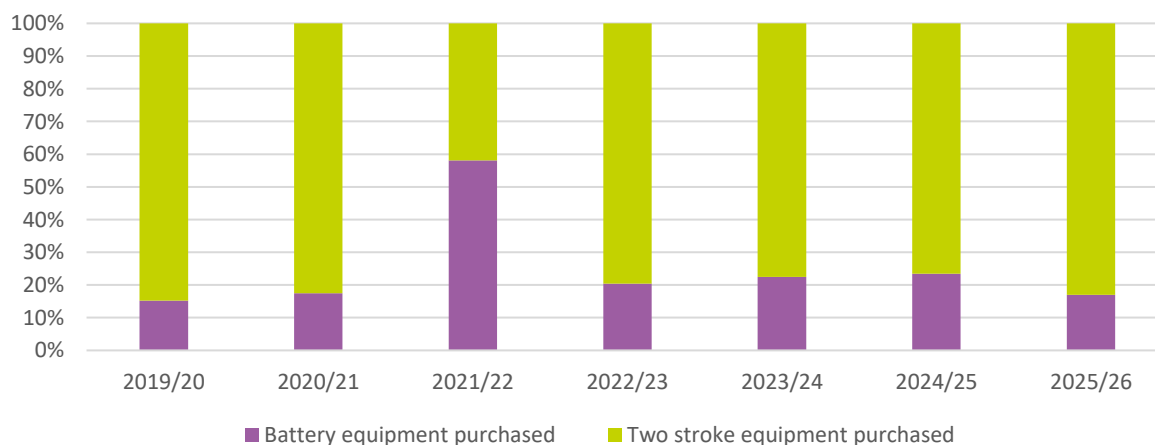
Company car fleet vehicle blend



Commercial fleet vehicle blend



In Year Blend of electric and two stroke equipment Procurement

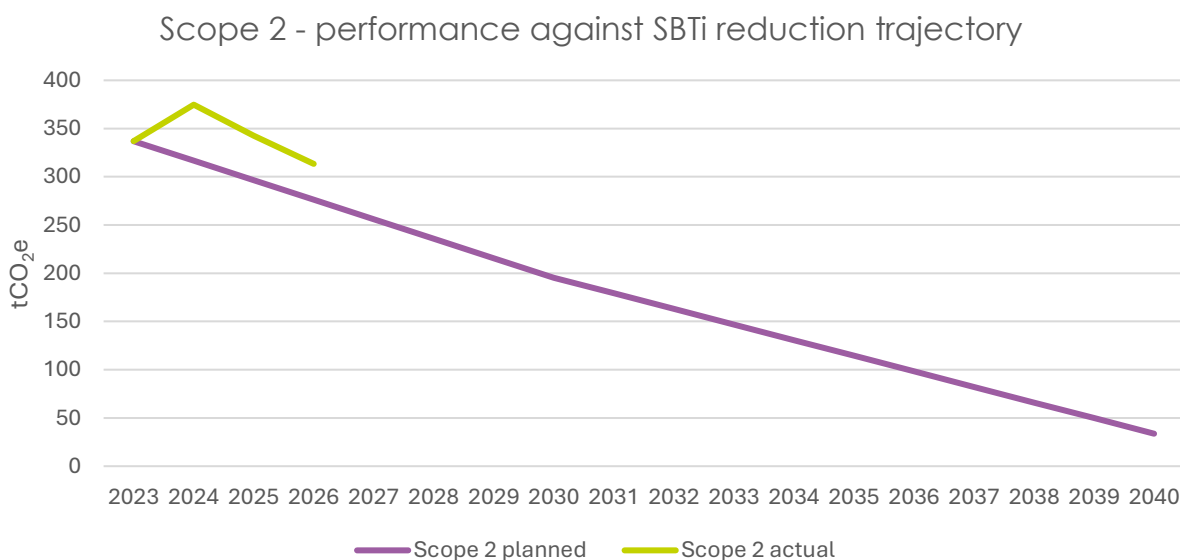


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Scope 2 commentary

Scope 2 location-based emissions decreased from 342.63 tCO₂e in 2024-25 to 313.40 tCO₂e in 2025-26, an 8.53% decrease. Against the base year of 2022-23 this is a 6.79% decrease. Scope 2 market-based emissions rose from 153.45 tCO₂e in 2024-2 to 193.81 tCO₂e in 202-25 this is a 26.30% increase. Against the baseline year of 2022-23 this is a 1.20% increase.



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 are moved to green gas supply and electric contracts to REGO backed renewable supplies.

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.

The number of electricity supplies under Nurtures operational control increased from 62 to 64 as contracts continue to be identified with Tivoli. All identified Tivoli contracts were re-directed to go through ECA for data collection. Overall group electricity consumption has dropped from 1,175,631 kWh to 1,118,892 kWh (excluding roadside and home EV charging) in comparison to the previous reporting period. Nursery Court ((Head Office) decreased from 268,175 kWh to 159,739 kWh), Rishton (decreased from 120,404 kWh to 103,815 kWh) and Mirfield (decreased from 128,844 kWh to 110,073 kWh), these are Nurtures highest consuming sites. All of these

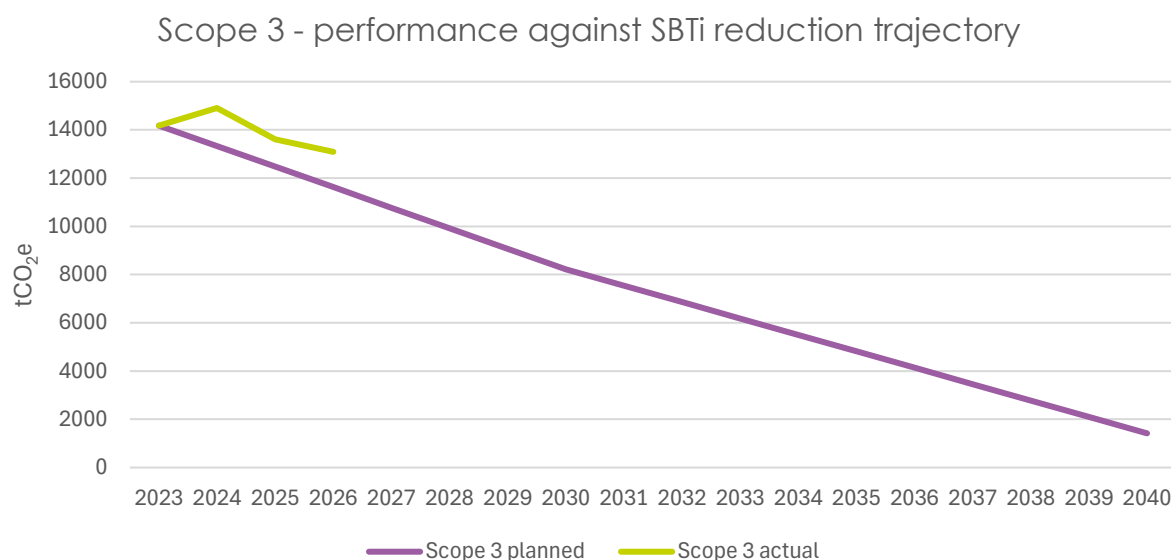
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locations' usage decreased in this reporting period compared to the previous. Gristwood and Toms Head Office (increased from 138,973 kWh to 187,209 kWh).

Scope 3 commentary

Scope 3 emissions decreased from 13,607.50 tCO₂e in 2024-25 to 13090.51 tCO₂e in 2025-26, a 3.80% reduction. Against the base year of 2022-23 this is a 7.66% decrease.



Scope 3 - 1. Purchased goods and services decreased from 6440.44 tCO₂e in 2024-2 to 5417.61 tCO₂e in 2025-26, a 15.8% reduction. Against the base year of 2022-23 this is a 29.90% decrease.

Scope 3 - 2. Capital goods increased from 817.93 tCO₂e in 2024-2 to 1012.16 tCO₂e in 2025-26, an increase of 23.75%. Against the base year of 2022-23 this is a 19.92% decrease.

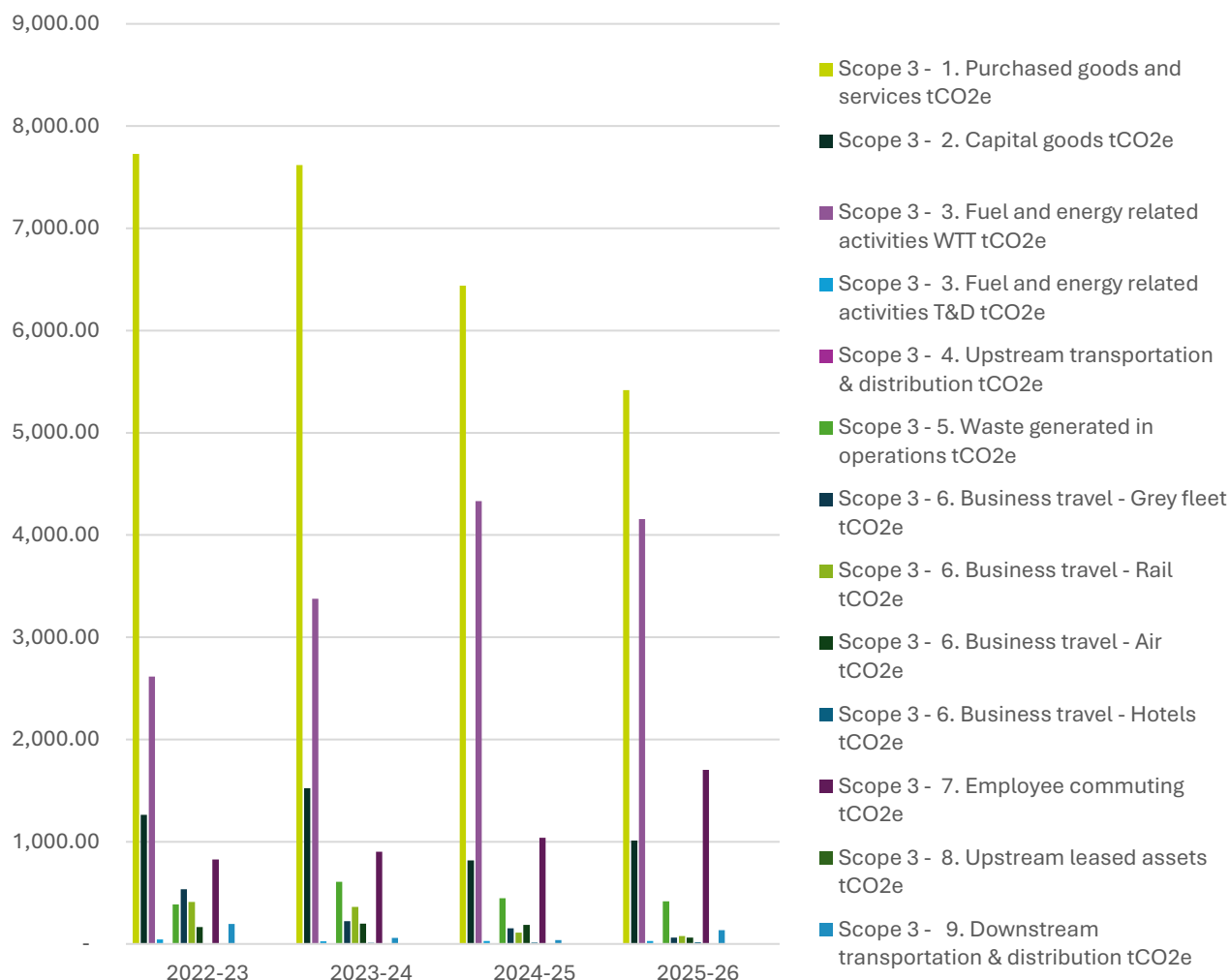
Changes in purchased goods and services and capital goods are attributed to changes in supply chain spend as opposed to more accurate reporting or reductions in the embodied carbon of the goods and services Nurture procure.

Scope 3 - 3. Fuel and energy related activities WTT (well to tank) decreased from 4,332.2 tCO₂e in 2024-25 to 4,155.96 tCO₂e in 2025-2, a 4.07% decrease. Against the base year of 2022-23 this is a 58.99% increase. This is attributed to increased fuel use.

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



Scope 3 - performance broken down by category



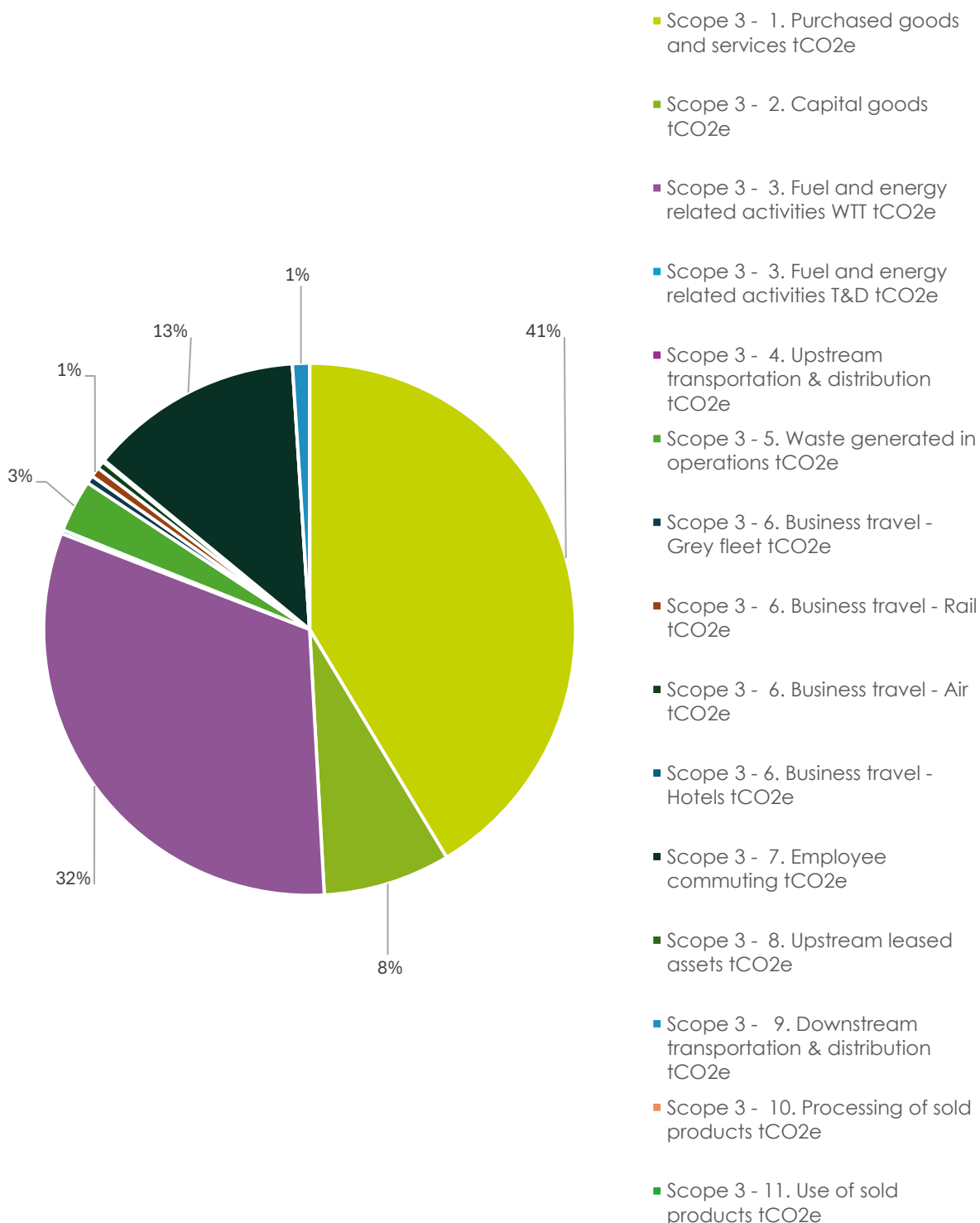
We have reviewed all scopes to re-categorise our emissions reporting to support our SBTi submission. As part of this process, we have expanded the number of categories we now report in scope 3. The below list is our full scope 3 inventory, reported within our carbon footprint (n.b. these weren't all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

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2025-26 scope 3 emissions breakdown by SBTi category

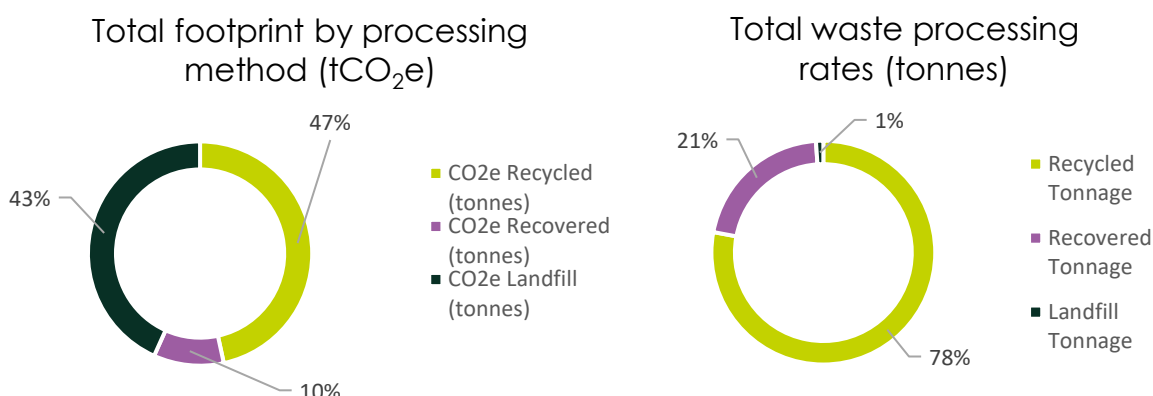


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Waste generated in operations

Scope 3 - 5. Waste generated in operations decreased from 446.43 tCO₂e in 2024-25 to 416.64 tCO₂e in 2025-26, a 6.67% decrease. Against the base year of 2022-23 this is an 8.05% increase. As can be seen in the following chart waste sent to landfill is responsible for a significant element of emissions associated with waste processing (43%) although by weight, waste sent to landfill only represented 1.05% 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 48 different waste streams from 19 suppliers. The data captured represented 74% 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.

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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 recategorized 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 recategorized these emissions into 'downstream transportation and distribution' from FY 23 onwards.

Colleague commuting

In late 2025 a colleague commuting survey was carried out to establish a Nurture specific emissions factor for Scope 3 - 7. Employee commuting.

The questions asked in the survey were as follows:

1. What is your main method of transport to work?
2. Which description best describes your car?
3. What type of fuel does your car use?
4. Which classification best describes your motorbike?
5. What distance is your normal commute (in miles, one way)?
6. On average, how many days a week do you commute to work?
7. Do you work from home on a regular basis?
8. On average, how many days a week do you work from home?

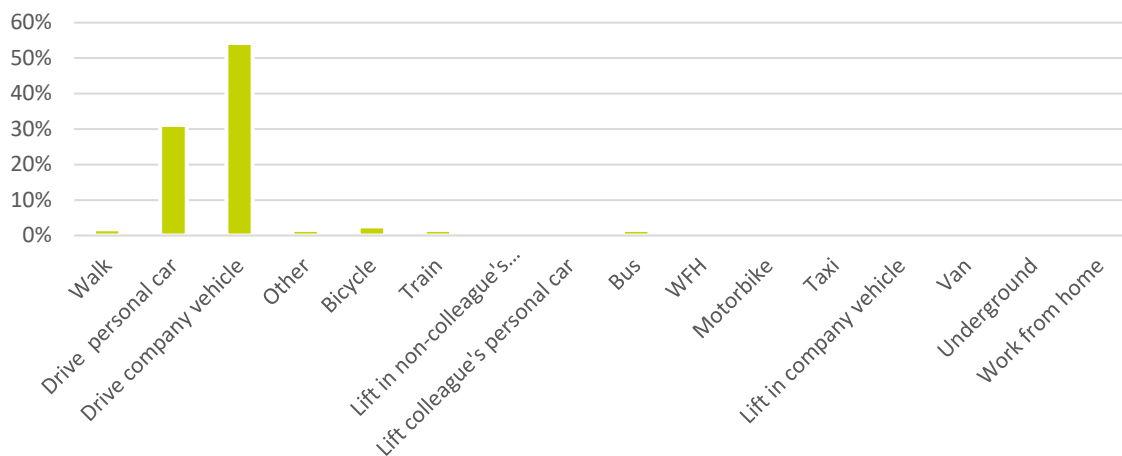
The response rate was 16.39%. There were challenges associated with collecting data from colleagues who do not have a company email address, phone or computer. This would result in a lack of data from entry level colleagues such as operatives. Operatives for the most part would get lifts to work with a colleague in a company vehicle, we therefore assume that the emissions factor derived from the survey over reports commuting emissions when applied to every employee in the business.

For each response a carbon footprint was then estimated based on the submitted answers. The total footprint for all responses was then divided by the number of respondents to establish an average commuting footprint per employee. The average commuting footprint per employee was divided by 4 to establish a quarterly factor, each quarter the total number of staff at the end of that quarter was then applied to the quarterly average commuting footprint per employee.

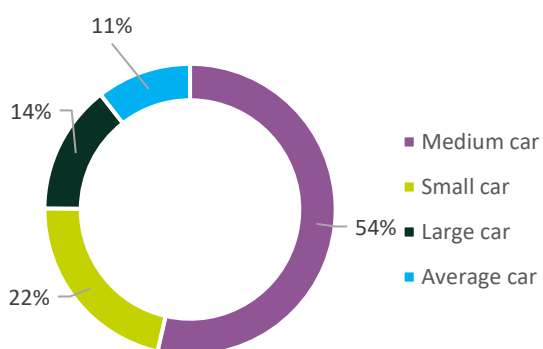
The following charts show analysis of the survey results.



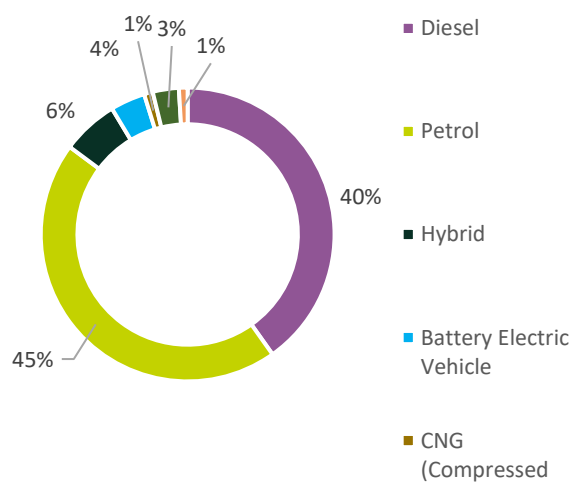
Main method of transport to work



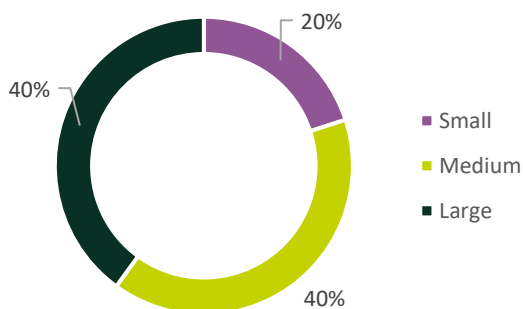
Car Types



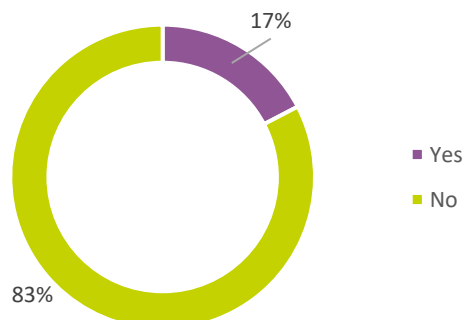
Car fuel type



Motorbike types



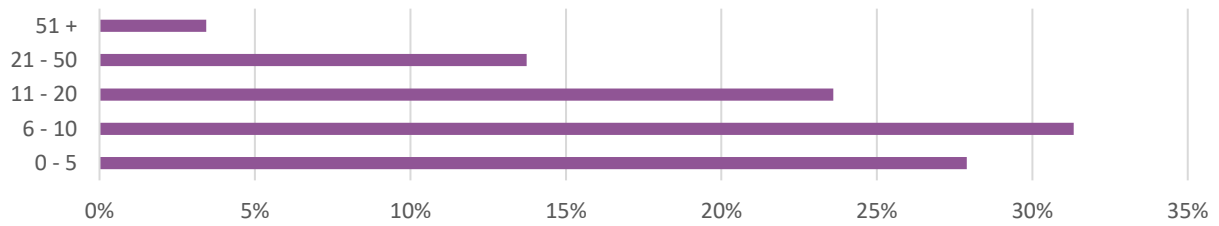
No. People working from home on a regular basis



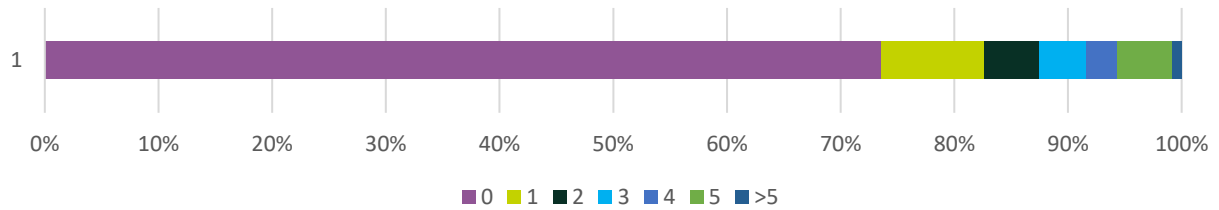
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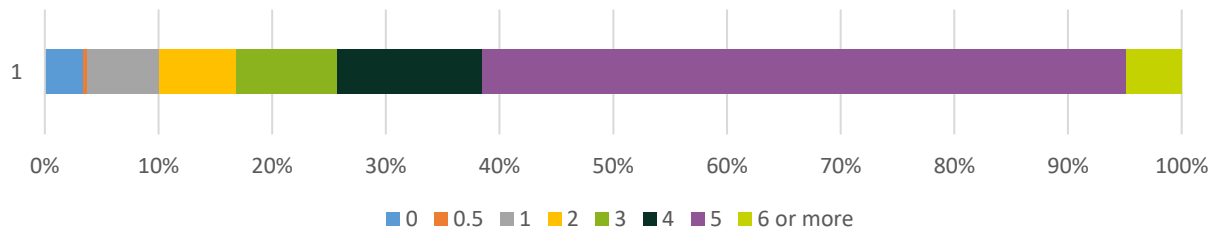
Normal commute distance (in miles, one way)



Days per week worked from home



Number days commuted per week



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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	

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		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 trialling software which allows payment of colleague home charging costs direct to their electricity suppliers.	
TL - 02	Performance – 23-24	A national supplier 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 - 02	Performance – 25-26	9 additional electric vehicle charge points have been installed at depots in the FYE 26 period. The number of chargers installed at managers homes was not tracked.	
TL - 03			SC1 – 1

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		Review company policy for commercial vehicles and vans in line with advances in electric and plug-in hybrid vehicles.	
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%	

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		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 - 03	Performance – 25-26	EV adoption of company cars has remained almost static due to minimal change in the fleet with the blend of vehicles changing from 0% diesel, 3.52% petrol, 66.83% electric and 29.65% Hybrid in 2024/25 to 0.99% diesel, 2.48% petrol, 66.34% electric and 30.20% Hybrid in 2025/26. Commercial vehicles have experienced a decrease in terms of the percentage of EV's although the overall number has increased. This is due to the integration of the Tivoli fleet into reporting. The blend of commercial vehicles has changed from 93.77% diesel, 5.09% electric, 1.14% hybrid to 95.51% diesel, 0.09% petrol, 3.51% electric, 0.89% hybrid. The number of commercial EVs increased from 58 to 75. Statistics now include the Tivoli 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	
TL - 04	Performance – 25-26	Nurture received guidance from its fleet supplier on identifying vehicles that are manufacturer approved to run on HVO. The Arun District Council contract fleet was reviewed for suitability; no vehicles were found to be approved to run on HVO.	

Site energy management (EM)

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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	

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		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 - 01	Performance – 25-26	The number of electricity supplies under Nurtures operational control increased from 62 to 64 as contracts continue to be identified with Tivoli. All identified Tivoli contracts were re-directed to go through ECA for data collection. Overall group electricity consumption has dropped from 1,175,631 kWh to 1,118,892 kWh (excluding roadside and home EV charging) in comparison to the previous reporting period. Nursery Court ((Head Office) decreased from 268,175 kWh to 159,739 kWh), Rishton (decreased from 120,404 kWh to 103,815 kWh) and Mirfield (decreased from 128,844 kWh to 110,073 kWh), these are Nurtures highest consuming sites. All these locations usage decreased in this reporting period compared to the previous. Gristwood and Toms Head Office (increased from 138,973 kWh to 187,209 kWh).	
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	

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		inheritance at new depots. Any new sites are co-termined 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 - 02	Performance – 25-26	Nurture was unable to transfer Tivoli electricity supplies to renewable tariffs in this period. The company now has 64 electricity contracts under its operational control. The Group percentage of renewable energy (kWh PA) changed from 78% in FYE25 to 72% in FYE26.	
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.	

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	Performance – 23-24		
EM - 03	Performance – 24-25	As per TL - 04. No further action in this period.	
EM - 03	Performance – 25-26	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 sea 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	

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		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 - 04	Performance – 25-26	In the past 2 years our procurement rates for moving to electric alternatives from 2 stroke traditional equipment were 23% of equipment bought in FYE25 was electric, in FYE26 17% of small equipment bought was electric. Overall, 13% of the small equipment operated by Nurture is now electric. The drop in the total percentage of electric equipment is due to the incorporation of Tivoli assets to statistics. Nurture now have several electric ride-ons being used on contracts (13 fully electric ride-ons and 19 fully electric robot mowers are now in service). Statistics now include Tivoli.	
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	<i>To be confirmed based on energy markets.</i>	
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.	

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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.	
EM - 05	Performance – 25-26	The number of gas supplies under Nurtures operational control increased from 9 to 13 as contracts continue to be identified. All identified contracts were re-directed to go through ECA for data collection and moved onto biogas tariffs when possible. 99% of gas supplies were on biogas contracts in the reporting period. Overall group gas consumption has increased from 187,983 kWh to 211,215 kWh in comparison to the previous reporting period. Gristwood and Toms (Head Office) increased from 72,131 kWh to 72,468 kWh), Mirfield (decreased from 44,055 kWh to 42,504 kWh) and Slough Depot (increased from 32,823 kWh to 33,512 kWh, these are Nurtures highest consuming sites.	

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	

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		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.	
SM - 01	Performance – 25-26	Nurture replaced legacy tracker platforms of which there were several, with one 'state of the art' telematics tool powered by Geotab. This now provides access to all commercial fleets across 5 business verticals so that they can monitor sustainability, efficiency and productivity all in one place. The company has more data than ever before so they can monitor fuel use, planning & routing, driver behaviour, safety, accident risk reduction, EV data including EV battery efficiency. Looking closely at EV Adoption with real data insights and ensure performing economically across	

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		the entire estate. 5% of Tivoli drivers completed fuel save driver training during the period.	
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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	

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		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-01	Performance 25-26	Data collected for waste tracking in this period represented 74% of spend compared to 60% in the previous reporting year. Compared to the previous period the amount of waste processed (which data was collected for) increased by 79% due to the inclusion of Tivoli data in reporting. Total emissions associated with waste processing decreased by 6.67% on the previous period (data + spend). Green waste is Nurtures highest tonnage waste stream followed by mixed commercial waste. Refer to total waste processing chart to see a breakdown of the processing rates achieved.	
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.	

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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 - 02	Performance – 25-26	Spend with our preferred supplier increased 34% on the previous year giving them a 45% share of the overall spend in this category. Although the number of suppliers has increased to 154 not all of these suppliers will have solely provided waste services but have had an element of spend coded to spend categories on the accounting system. 141 of these suppliers had less than a 1% share of spend each. Nurtures top 13 spend suppliers make up 78% of spend in the category.	
WS - 03		Once WS - 02 is completed work with waste supply chain to reduce landfill percentage	SC3 – NSC - 3
WS - 03	Performance – 21-22	Recycled 82%, Energy recovery 16%, Landfill 2%	
WS - 03	Performance – 22-23	Recycled 71%, Energy recovery 27%, Landfill 2%	

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WS - 03	Performance – 23-24	Recycled 80%, Energy recovery 19%, Landfill 1%	
WS - 03	Performance – 24-25	Recycled 73%, Energy recovery 25%, Landfill 2%	
WS - 03	Performance – 25-26	Recycled 78%, Energy recovery 21%, Landfill 1%	

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