



Carbon Reduction Plan

Ventilation Surveys & Services Ltd.

Reporting Year End: December 2025

Published: June 2026



Company Details

Supplier Name: Ventilation Surveys & Services Ltd.

Company Registration Number: 07411775

Our Commitment

Ventilation Surveys & Services is committed to achieving Net Zero emissions by 2045.

What does Net Zero mean in practice?

To achieve Net Zero, we are aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations; they are defined as “science-based” when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures.

Our Approach to SBTs: While we closely follow the Science Based Targets initiative (SBTi) framework and methodologies as our benchmark for industry best practice, we do not currently undergo the formal SBTi third-party validation process. Instead, we use their rigorous criteria to independently guide, measure, and transparently report on our reduction journey.

To achieve Net Zero under this self-aligned scenario, we will need to reduce our absolute emissions by 90% from our base year. Following SBTi’s best-practice recommendations, we are committing to near-term targets (covering a minimum of 5 years and a maximum of 10 years from our base year), as well as long-term targets.

Our near-term targets:

- Reduce Scope 1 emissions by 22.5% by 2030, representative of the 4.5% linear annual reduction required to achieve Net Zero by 2045.
- To procure 100% renewable electricity by 2026, achieving zero market-based Scope 2 emissions.
- Reduce Scope 3 intensity metrics by 62% by 2030, representative of the 15% annual compound reduction required to achieve Net Zero by 2045.

Our long-term targets:

- Reduce Scope 1 and market-based Scope 2 emissions by at least 90% by 2050.

- Reduce Scope 3 economic and physical intensity by 97%, or absolute Scope 3 emissions by 90%, by 2045.
- Neutralise any residual emissions using verified carbon offsets.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

Our Carbon Footprint

Base Year Emissions Footprint

Base Year emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Base Year emissions are the reference point against which emissions reduction can be measured. We have chosen to set our Base Year as 1st January 2024 to 31st December 2024.

Base Year: 2024	
As Ventilation Surveys & Services uses the company fleet for upstream distribution activities, emissions have been accounted for under Scope 1: Mobile Combustion, rather than Scope 3: Transportation & Distribution (Upstream). Scope 2: Purchased Electricity includes emissions from property and one EV. Under the Operational Control approach applied, emissions from gas and electricity use in the leased office have been accounted for under Scope 1: Stationary Combustion and Scope 2: Purchased Electricity. Emissions from energy use in the managed office and warehousing space have been accounted for in Scope 3: Purchased Goods & Services and Scope 3: Transportation & Distribution (Upstream), respectively, as Ventilation Surveys & Services does not have Operational Control over the utilities in these buildings.	
Emissions	Total (tonnes CO ₂ e)
Scope 1	333.2
Scope 2*	Market-based: 19.2 Location-based: 11.4
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream & Downstream) - Franchises & Investments	302.8

Total Emissions*	Market-based: 655.1 Location-based: 647.4
-------------------------	--

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

Carbon Intensity Metrics

Base Year: 2024	Carbon Intensity Metric
Employees (tCO ₂ e per FTE)	8.3
Revenue (kgCO ₂ e per £)	92.9

Current Emissions Reporting

The current reporting period covers 1st January 2025 to 31st December 2025.

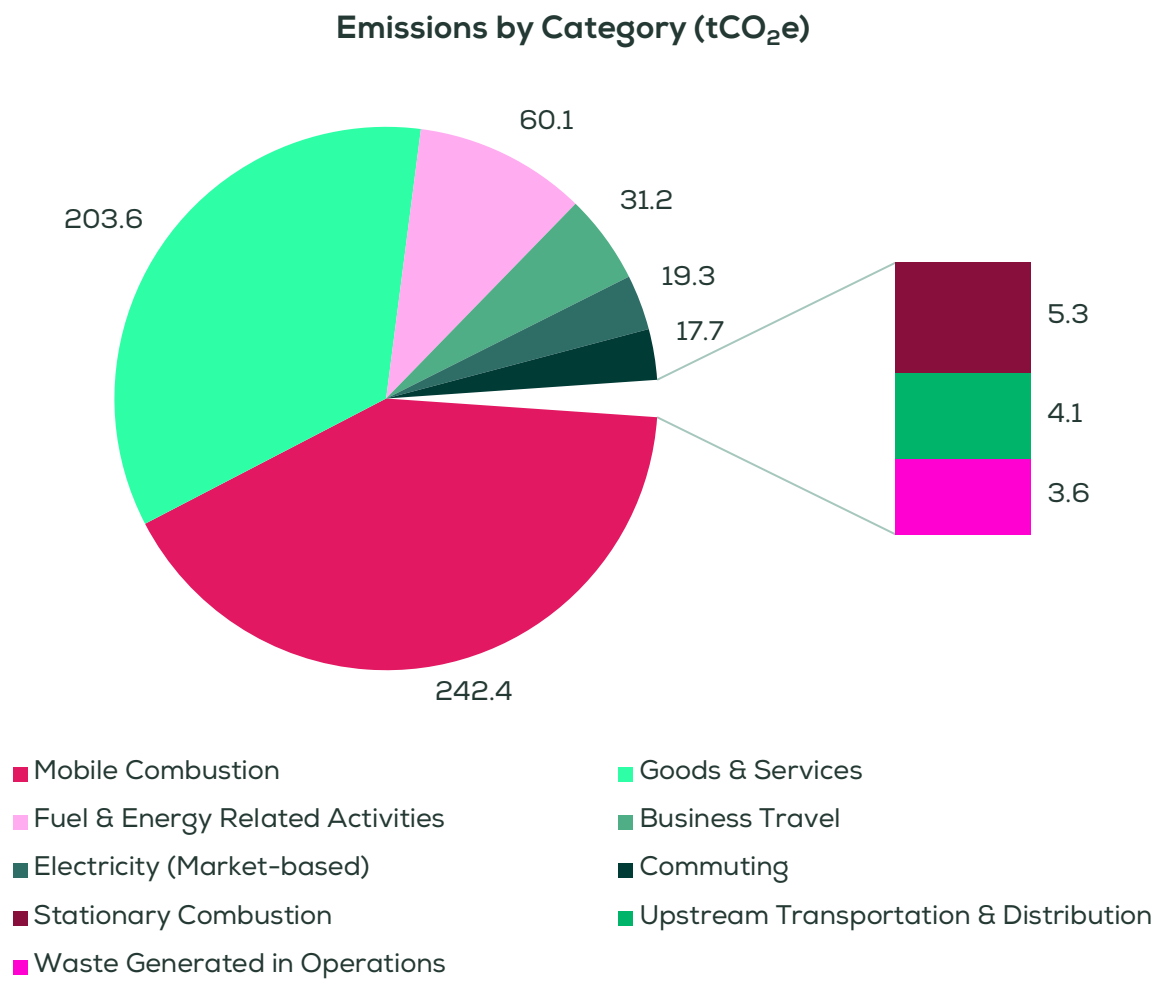
Current Reporting Year: 2025	
Under the Operational Control approach applied, emissions from gas and electricity use in the leased office (Liverpool) and the flat (not included in the previous measurement) have been accounted for under Scope 1: Stationary Combustion and Scope 2: Purchased Electricity. Emissions from energy use in the managed office (Belfast) have been accounted for in Scope 3: Purchased Goods & Services as Ventilation Surveys & Services does not have Operational Control over the utilities at this site. The warehouse featured in the Base Year measurement was subsequently downsized and no longer has utilities associated with it.	
Emissions	Total (tonnes CO ₂ e)
Scope 1	247.7
Scope 2*	Market-based: 19.3 Location-based: 15.8
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream) - Franchises & Investments	320.3
Total Emissions*	Market-based: 587.3 Location-based: 583.8

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

Carbon Intensity Metrics

Current Year: 2025	Carbon Intensity Metric
Employees (tCO ₂ e per FTE)	9.8
Revenue (kgCO ₂ e per £)	87.8

Carbon Emissions Breakdown



Carbon Reduction

Progress

Emissions	Total Carbon Footprint (tonnes CO ₂ e)		% Change
	Base Year: 2024	Current Year: 2025	
Scope 1	333.2	247.7	-25.7%
Scope 2	19.2	19.3	0.5%
Scope 3	302.8	320.3	5.8%
Total emissions	655.1	587.3	-10.3%

Emissions	Carbon intensity metric		% Change
	Base Year: 2024	Current Year: 2025	
Employees (tCO ₂ e per FTE)	8.3	9.8	17.9%
Revenue (kgCO ₂ e per £)	92.9	87.8	-5.5%

Ventilation Surveys & Services are on track to achieve their near-term targets and will therefore continue to maintain progress.

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented:

Activity	Completion Date	Scope
Ventilation Surveys & Services has had a Sustainability Policy in place since 2020 - this is reviewed annually at board level and will be further supported by this reduction plan and the actions within.	2020	1, 2, 3
Committed to: - measuring the company's carbon footprint year-on-year to track progress against SBTi-aligned targets; and - actively making improvements to reduce emissions. In Year 1 Positive Planet was appointed to support with preparing the base year GHG inventory and recommending reduction initiatives.	2024	1, 2, 3
Environmental management measures are in place at the Liverpool site: - LED lighting; - PIR lighting controls in passthrough zones; and - HVAC heating/cooling systems.	Var.	1, 2
Ventilation Surveys & Services' fleet already consists of two electric cars and one electric van, with further fleet electrification being actively considered for vehicles soon to reach renewal. To address emissions from the fleet all company cars are planned to be replaced with fully electric vehicles upon lease maturation in the next year.	2024	1, 2
The number of ICE vehicles in the fleet has been further reduced with an additional 2 EV vans being added.	2025	1, 2
Established a formalised Green Team to lead initiatives as the company grows.	2025	All

The team comprises of a lead and assistant lead as well as the Fleet Coordinator and representatives from the Operations and Finance teams.		
PIR sensor lighting has been installed at the Liverpool and Belfast offices and the air conditioning at each site is on a timer to minimise energy consumption.	2025	1, 2
2no. EV charge points have been installed at both the Liverpool and Belfast offices.	2025	2
A North/South split and new CRM system has been implemented to reduce the distance that engineers are required to travel to site. A driver behaviour system has also been installed in all vehicles	2026	1, 2, 3

Future Carbon Reduction Initiatives

Based on the current measurement, Positive Planet recommends the following actions to begin addressing and reducing emissions:

Overarching Reduction Initiatives			
No.	Activity	Target Date	Category
1	Work with relevant team members throughout the year to get systems in place for the collection of high-quality data for use in the next measurement. Improving the quality of data will broadly involve a shift from spend-based data to activity-based data (see Positive Planet's Data Quality Guidance for more information). This will allow for more accurate and consistent measurement between years, as activity data is less subject to change and is more comprehensive. The categories to target for improving data quality are: • Stationary Combustion; • Mobile Combustion; • Purchased Goods & Services; • Business Travel; • Upstream Transportation & Distribution; and • Waste. Specific recommendations are set out below.	2027	Multiple
2	Consider providing sustainability training for the employees to increase engagement and skills across the team. This can be done in phases, starting with the Green Team and leadership, and then rolling out to the wider employee base (including new starters). Certified learners typically reduce emissions by 5-15%, with at least one action relating to the workplace. Businesses that engage with Carbon	2026	All

	Literacy training can also get certified as Carbon Literate Organisations which may bring commercial benefits. Role-specific Net Zero training could also be considered to encourage action from key areas of the organisation. <i>N.B. Ventilation Surveys & Services have scheduled carbon awareness training.</i>		
--	--	--	--

Scope 1 & 2 Reduction Initiatives			
No.	Activity	Target Date	Category
1	Currently market-based emissions are higher than location-based emissions from the grid average, because of a low share of renewable energy generation in the current tariff (34%). The procurement of a 100% renewable electricity tariff is being strongly considered. This will reduce market-based emissions from the office to 0 tCO₂e.	2028	Purchased Electricity
2	Total location-based electricity emissions (National Grid energy mix) will still be 15.85 tCO₂e despite any changes to tariffs procured, so there is an opportunity to reduce energy use. Encourage energy-saving behaviours amongst staff to reduce heat and electricity demand by implementing behaviour change initiatives within the workplace such as including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate. Assigning roles and responsibilities to Green Team members once established will enable the high-level monitoring of energy use, adherence to energy saving guidance, and identification of savings and pinch point opportunities.	2026 & onward	Stationary Combustion, Purchased Electricity

3	Implement low-cost energy efficiency measures to reduce the overall amount of energy consumed at sites. Examples of reduction measures include: • reducing the boiler temperature and aligning active heating times with office schedules; • adding heat & solar control reflective window sheets to windows; and • reviewing and renewing inefficient equipment (when at end of life) and actively considering the energy efficiency of equipment when new purchases are required (e.g. laptops, monitors, fridges, dishwashers).	2026 & onward	Stationary Combustion, Purchased Electricity
4	Consider installing on-site renewable energy generation technologies such as solar PV panels, solar heating, and/or heat pumps (following an energy audit to assess feasibility and payback periods) to generate 100% of heating and energy demand. Alternatively, encourage the landlord to do the above or consider moving site to premises with no gas boilers and renewable generation technology on site.	2030	Stationary Combustion, Purchased Electricity
5	The current fleet (end of 2025) consists of ~35-37 combustion engine vans, 3 electric vans, and 2 electric cars. Ventilation Surveys & Services have established a fleet electrification strategy and are actively replacing ICE vans with electric variants at the end of their lease terms and will continue to do so. By 2028, 25% of the fleet will have been electrified.	2028	Mobile Combustion, Purchased Electricity

6	EV charge points are already in place at both offices though further EV charge capacity will be continually reviewed to ensure capacity keeps pace with the fleet transition. Additional charge points may be installed at the Liverpool office. There are currently government grants available to businesses and landlords to help with the cost of installing EV charging infrastructure at workplaces.	<i>Ongoing</i>	Mobile Combustion, Purchased Electricity
7	Whilst fleet electrification is ongoing, consider lower cost actions which can contribute to mobile combustion emissions reduction such as: • regular vehicle maintenance e.g. checking tyre pressure; • reviewing transportation routes to optimise for efficiency; and • providing driver-efficiency training courses for company vehicle users to increase fuel efficiency.	2026 & onward	Mobile Combustion
8	Aim to capture high quality data for fleet vehicle activity, namely litres of fuel and kWh of electricity consumed. This action will enable Ventilation Surveys & Services to track and report reductions in emissions achieved by improved fuel efficiency or carbon efficiency across the fleet.	2027	Mobile Combustion, Purchased Electricity

Scope 3 Reduction Initiatives			
No.	Activity	Target Date	Category
1	Commit to measuring the remaining downstream Scope 3 categories in line with the NHS Supplier Roadmap 's target for disclosure of whole footprint.	2027	Downstream Leased Assets, Product Emissions, Franchises, Investments

2	Develop a Sustainable Procurement Policy. This policy should outline mechanisms to encourage suppliers to report emissions, adopt sustainable practices and improve their own carbon footprint through supplier engagement, KPIs, contracts, and monitoring mechanisms. <i>N.B. Ventilation Surveys & Services currently have sustainability requirements within tendering/procurement. This item aims to develop this into a formal company policy.</i>	2026 & onward	Purchased Goods & Services
3	Implement the above procurement policy through initial engagement with top suppliers by spend and/or potential impact. The scope of surveying will then be expanded annually to further integrate supply chain emissions data. This will support the reduction journey by gathering important data for future measurements & encouraging supply chain integration towards Net Zero. <i>Aim to reach out to the top 10% of suppliers and seek to increase this year-on-year.</i>	2026 & onward	Purchased Goods & Services
4	Develop and implement a Sustainable Travel Policy to minimise the environmental impact of choices when travelling, staying in hotels and commuting. The policy should encourage the utilisation of the emissions travel hierarchy: • digital communication; • walking and cycling; • public and shared transport; • EVs and car sharing/clubs; • ICE vehicles and car sharing/clubs; then • air travel. Consider creative ways to engage and support the workforce to influence change. Examples include, but are not limited to: • setting an internal organisation carbon credit scheme (limit that to a number of tCO₂e per year); • extra holiday days for low emission travel choice;	Dev. 2026 Imp. 2027	Business Travel, Commuting

	• bonuses linked with low emission travel; • subsidised travel; • equal mileage payments for diesel/petrol/EVs/cycling; • bike to work schemes; and • car sharing opportunities. <i>N.B. A driver behaviour/fleet management system has been installed in all fleet vehicles.</i>		
5	To improve Business Travel data quality, aim to record the number of hotel rooms/nights and location (i.e. London/UK/international) booked to move away from a spend-based approach.	2027	Business Travel
6	Reach out to courier/postal service providers to request account-specific emissions data. It is increasingly common for distribution service providers to record this data, which can facilitate a move away from the current spend-based approach.	2027	Upstream Transportation & Distribution
7	Liaise with key suppliers to see whether they can ship with the minimal amount of packaging needed to secure products purchased. Develop a water reduction plan. This could include performing a water audit, installing water-efficient equipment and fixtures to reduce water consumption, such as low flow taps and economic flushing systems, as well as employee engagement about water saving behaviours.	2027	Waste Generated in Operations
8	Reach out to company pension providers to request fund-specific emissions data (if available) as this will facilitate a move away from a spend-based approach.	2027	Investments

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard ¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting ².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard ³.

This Carbon Reduction Plan has been reviewed and signed off by the Ventilation Surveys & Services Executive Team.

Signed on behalf of Ventilation Surveys & Services Ltd.:



Name: **George Friend**

Position: **Company CEO**

Date: **14.07.2026**

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

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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