

VERTAS GROUP
Our Sustainability Journey





10 Steps to

Net Zero

1.

We have calculated our carbon footprint



2.

We have a sustainability strategy and carbon reduction plans in place



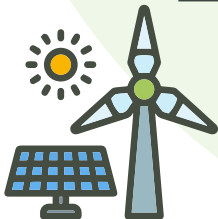
3.

We have engaged with our colleagues



4.

We are making our buildings energy efficient



5.

We are switching to renewable energy

6.

We are introducing electric vehicles into our fleet



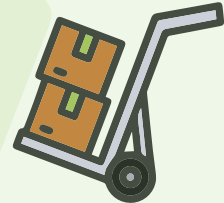
7.

We have minimised waste and increased recycling



8.

We are working with our supply chain to support their ambitions



9.

We are offsetting carbon by planting trees



10.

We are always undertaking 'quick wins' to move us forward on our journey





Foreword

The Vertas Group understands the importance of preserving the environment. We have taken a proactive stance in reducing the impact of our operations, including reducing emissions to air, land, and water. Our Group is committed to improving our environmental performance continuously and positively influencing the sustainability performance of suppliers and partners.

We have committed to achieving Net Zero by 2030 for Scope 1 and 2 emissions and Net Zero by 2050 for Scope 3. As part of this journey to date, we have partnered with Planet Mark and seen tremendous results in the year we have been working with them, which you will find out more about when reading further into this document. We have also looked at our procurement strategy, which has seen us specify sustainable, environmentally friendly products wherever possible, while ensuring sustainable environmental criteria are being used in the award of new requirements to our Group of businesses. We are also proud to be promoting locally sourced products, to help with reducing greenhouse gas emissions and improving our carbon footprint.

To further demonstrate our commitment to the environment, Vertas, Concertus Design and Property Consultants, and Opus People Solutions have achieved ISO 14001 accreditation. This certification ensures that their environmental impact is being measured and we are continuously striving to improve performance in every aspect of our ways of working.

This commitment to sustainability is a testament to the Group's values and dedication to creating a lasting legacy for future generations.



A handwritten signature in black ink, appearing to read 'I. Surtees'.

Ian Surtees MBA
Group Chief Executive Officer



What are we doing to tackle carbon emissions...

We at Vertas Group are taking responsibility for our carbon emissions and are actively working to reduce these annually. In 2022, we partnered with Planet Mark and continue to work closely with the sustainability and Net Zero provider to ensure we remain on the right track over the coming years and hit our target of Net Zero and beyond. The Vertas Group is using the organisation's toolkits to identify areas where improvements can be made. In conjunction with all our schemes in our head office, we strive to challenge all colleagues in the Group to improve their behaviours outside of work, as this can have just a significant impact on the planet. We have introduced a Cycle to Work scheme and colleagues are encouraged to purchase electrical vehicles via an internal scheme.

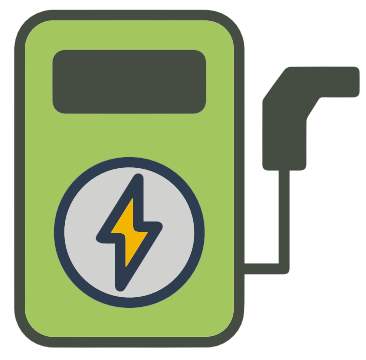
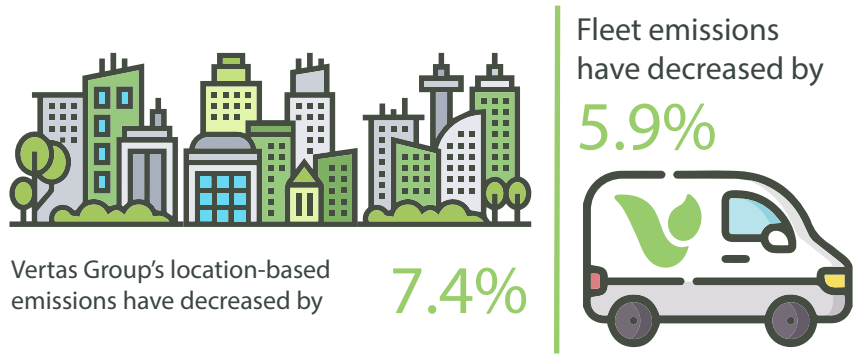
The formation of the Energy and Sustainability team and the appointment of a Head of Quality and Sustainability in 2023 are further positive steps towards achieving the Group's sustainability goals. The dedicated team is focused on gaining a full understanding of the Group's carbon emissions and has already calculated our baseline scope 1, 2, and 3 emissions for 2021/22. This data has been verified by Planet Mark and the Group has been awarded certification.

Submitting the Scope 1, 2, and 3 data for 2022/23 shows that the Vertas Group is committed to maintaining its certification and continuing to improve its sustainability practices. We are dedicated to long-term sustainability ambitions and continue to take the right course of action to ensure that we operate in an environmentally responsible way.



PlanetMark

Take a look at what our Group has achieved recently



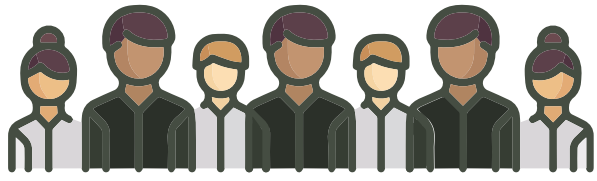
9 electrical charging points have been installed at our Head Office



Friars Bridge Road saw a **53%** reduction in natural gas consumption and associated emissions



Waste emissions have decreased by **92.3%**



Vertas Group achieved a **17.7%** carbon reduction per employee



Paper emissions have decreased by **21.3%**

Figures are based on reporting period 1st April 2022 to 31st March 2023 which have been verified by Planet Mark.



What other initiatives are we undertaking to help with sustainability

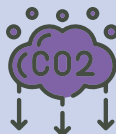


Currently commissioning many feasibility schemes on behalf of clients to understand the current EPC rating for sites

We take the approach of Fabric First and always recommend environmentally friendly and sustainable materials



Look to install ground source heat pumps and air source heat pumps instead of heating systems using fossil fuels



Work with our clients on Net Zero Schools and decarbonisation schemes



Our cleaning teams only use non-chemical cleaning products



Our catering team use reusable pots and wooden cutlery, saving around 1,442,286 pieces of single use plastic being used each year



We recycle our cooking oil into biofuel and have produced enough to drive a lorry the length of the United Kingdom 18.5 times



We work closely with our supply chain on sustainability priorities



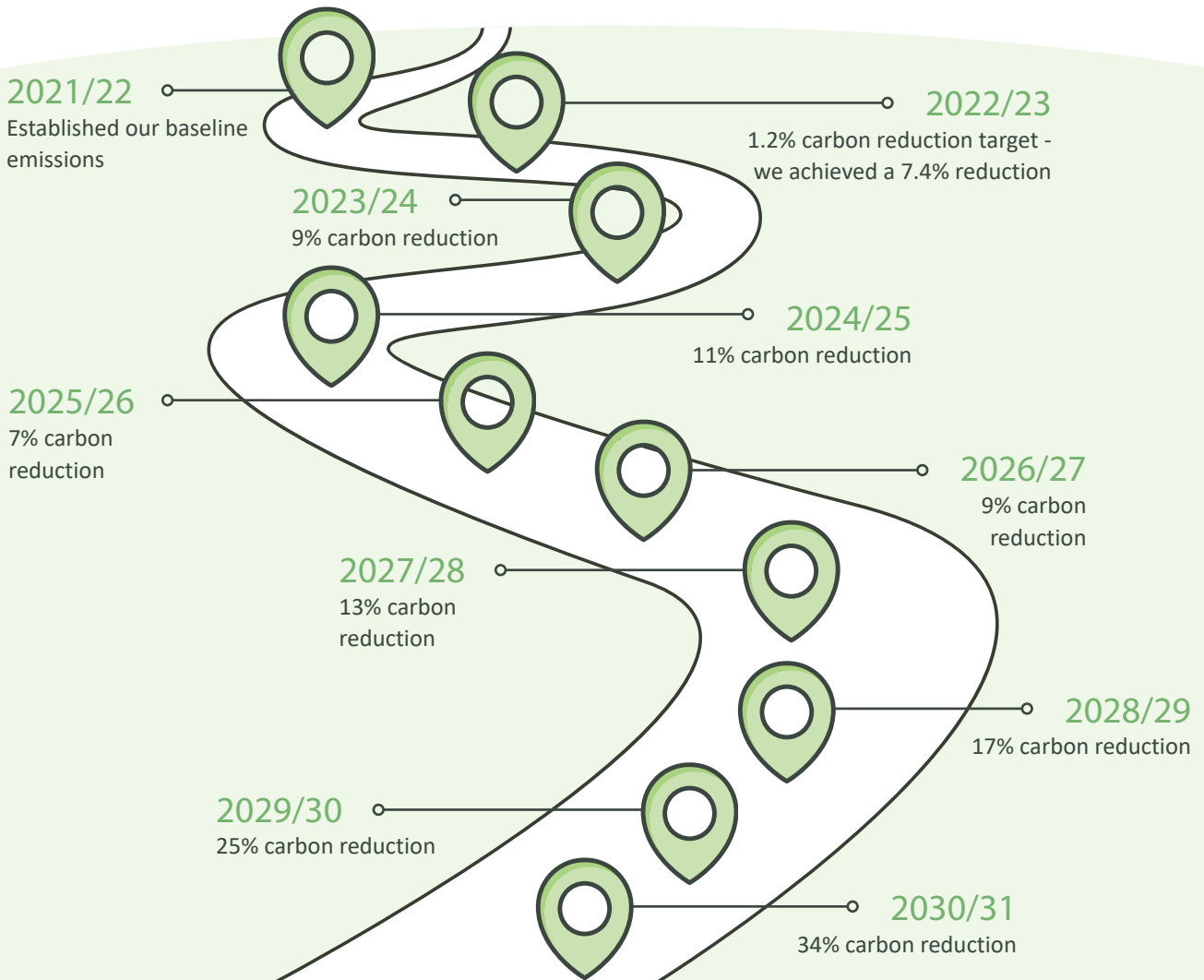
Ended use of paper timesheets for all temporary workers








Where possible, we switch to suppliers that provide sustainability reports and carbon offset



Road to Net Zero



 <p>Convert combustion vehicles to electric across entire car fleet</p>	 <p>Installation of photovoltaic panel at Head Office</p>	 <p>Renewable energy across all sites</p>	 <p>Make energy-efficient changes to buildings (optimising heating, installing LED lighting)</p>	 <p>Promote energy-efficient behaviours across all sites</p>
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Figures show rolling year-on-year baseline reduction. From 2026/27 onwards, annual reduction targets may fluctuate due to previous year percentage reduction.



Since 2015 Vertas, Concertus Design and Property Consultants, and Opus People Solutions have worked incredibly closely with one another across the public and private sectors. In that time our Group has become one of the largest integrated facilities management companies, which includes property design and specialist recruitment capabilities, in Great Britain. Our range of award-winning services includes everything from cleaning, grounds maintenance and passenger transport to safeguarding training and full property management.

'People' are our focus and we have worked hard to embed our vision, values, and ethos across our businesses, putting employees and clients at the top of our priorities. We aim to make a difference not only to our customers and partners but to the wider community and planet too. The Vertas Group provide solutions which are sustainable, inspirational, and empower current and future generations, which is why our teams have aligned their services to achieve our commitment to become Net Zero by 2030.



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