



FES Holdings Limited IMS
Operational Control Document
D 8.46 Carbon Reduction Plan

Company

FES Holdings Limited

Year

Financial Year - 1st September 2024 to 31st August 2025

Plan Prepared By

Lorraine Banner

Publication Date

11th March 2026

Version

1.0



Introduction

The purpose of this Carbon Reduction Plan is to detail our organisational carbon footprint and confirm our commitment to achieving Net Zero by 2050. The Plan will be updated regularly (At least annually), published and clearly signposted on the company website.

As a company FES Holdings Limited are striving to achieve Net Zero emissions by 2050 in line with Building Regulation targets.

Baseline and Current Emissions

This report meets the reporting requirements of the Green House Gas (GHG) Protocol Corporate Standard and is compatible with relevant International Standards.

The Building Emissions have been calculated based on energy bills and fleet mileage. Please see summary of Scopes below;

- Scope 1 – Building Gas, Building Oil, and Fleet Transport.
- Scope 2 – Building Electric.
- Scope 3 – Grey Fleet (Business Cars) and Transmission & Distribution Losses.

FES Group operates from the following locations within Scotland, with all buildings owned by FES Holdings Limited;

- FES Ltd - Scotia House, The Castle Business Park, Stirling.
- FES Ltd - Broadley's, 1 Glen Tye Road, Broadley's Industrial Estate, Stirling, FK7 7LH.
- Oban Electrical Services - Glenshellach Business Park, Oban.
- Claud Hamilton Electrical Services – Forth House, Westhill, Aberdeen.

Due to the changes in the company, we have reported on the current FES Holdings Limited for 2023/24 and 2024/25 to allow direct comparison. The below tables detail the Baseline Emissions for Financial Year 1st September 2023 to 31st August 2024 and Current Emissions for Financial Year 1st September 2024 to 31st August 2025;

Baseline Emissions Footprint	
Baseline Year	Financial Year 1st September 2023 to 31st August 2024
Emissions	Total (tCO₂e)
Scope 1	908
Scope 2	129
Scope 3 (Included sources)	210
Total Gross Emissions	1246.84
Total Net Emissions	1246.84

Current Emissions Reporting (FY 2024 – 2025)	
Reporting Year	Financial Year 1st September 2024 to 31st August 2025
Emissions	Total (tCO₂e)
Scope 1	1004.25
Scope 2	65.61
Scope 3 (Included sources)	214.60
Total Gross Emissions	1284.6
Total Net Emissions	1284.6

It can be seen from the table 1 and 2 above that there has been an overall 3% increase in CO₂ emissions this financial year. Scope 1 emissions have increased by 10.6% due to an increase in fleet transport because of increased projects and locations of projects. Scope 2 emissions have decreased by 49.1% as the electrical consumption has reduced inline with the reduced proportional office.



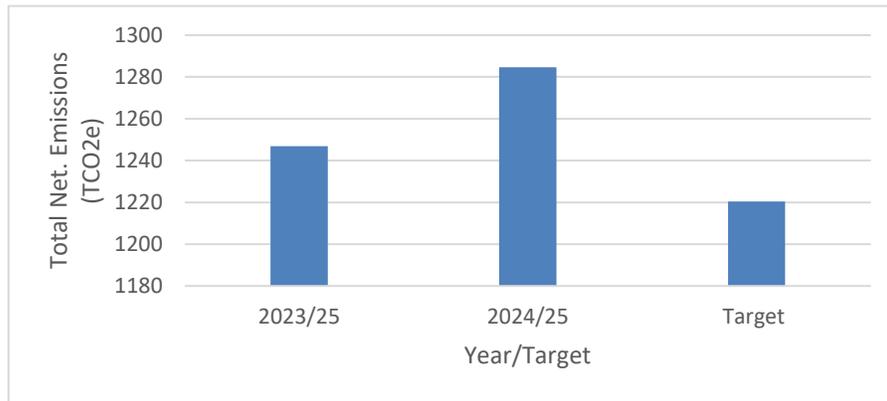
Scope 3 grey fleet emissions have increased by 2.1% as a result of increased activity and different site locations.

We haven't been able to separate EV (Electric Vehicle) mileage from ICE (Internal Combustion Engine) mileage, so report it as an average car for CO2 purposes. As well as the chargers provided, a salary sacrifice scheme to encourage staff to buy greener cars is having an effect which we aim to report upon in future when the data becomes available.

Emissions Reduction Targets

Emissions Reduction Targets	
In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets	
Transport Fuel Reduction	1%
Premises Energy Reduction	1%
Overall Energy Reduction	1%

We project that gross carbon emissions will decrease over the next five years to 1220.37 tCO2e by 2030, this is a reduction of 5% based on the 2024/2025 Emissions. This is our main focus; however gross zero is unrealistic for our business, so we will continue to offset these gross emissions to Net Zero. Progress against these targets can be seen in the graph below;



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2023/24 baseline.

Initiatives	Details
Energy reviews	Energy reviews of all FES offices. Produced a set of energy saving targets and objectives
Energy awareness	Rolled out an energy awareness campaign (Training etc).
Improved data	Improved vehicle consumption data gathering using telematics.
Vehicle fleet improvements	Programme for phasing out the most polluting vehicles and replacement with less polluting.
Grey Fleet EV Scheme	Employees offered a salary sacrifice scheme to purchase new electric vehicles
Broadley's Building	Broadley's Building has 2No. Electric Car Chargers.
Reduction in business travel	Using software-based solutions such as MS Teams rather than face to face meetings, training etc.
Smart meters	Installed smart meters at some offices to improve data.
Electric charging	Green energy electric charging station roll out for HQ staff use (Fleet and grey fleet).
Purchasing	Assess products and work towards lower carbon alternatives.
PV installations	We have installed PVs on the roofs of our offices where possible and advantageous.
OES Building	The building features the latest technology with Solar, Tesla battery storage, environmental monitoring and low energy heating and cooling, this enables 50% self-generation from renewable sources.
CHES Building	The building has Solar Panels to heat the hot water cylinders.
New Scotia House Building	The building features the latest technology with Mitsubishi hybrid variable refrigerant flow (HVRF) systems, ventilation via Heat Recovery Units, and LED lighting.



Future Carbon Reduction Initiatives	
In the future we hope to implement further measures such as:	
Initiatives	Details
Fleet Improvements	Continue to drive towards more efficient vehicles. Planning the transition of fossil fuels to EVs/low carbon fuels when operationally and financially appropriate.
Grey Fleet EV Scheme	Continuing to offer employees a salary sacrifice scheme to purchase new electric vehicles.
Electric vehicles	Trial scheme for electric vans.
Space Heating/Cooling	Install Air Source Heat Pumps (ASHPs) to replace fossil fuel powered heaters within buildings where possible.
Refresher Training	Conduct a staff energy and environmental awareness refresher programme.
Suppliers and Purchasing	Engage with suppliers to reduce cradle to grave emissions through contract specifications and management. Engage with suppliers to ascertain whether and to which degree they are already offsetting their carbon.
Purchasing	Assess products and work towards lower carbon alternatives.
Carbon Offsetting	Offsetting all scope 1, 2 & 3 emissions.
PV Installations	Possibly install PV at Glen Tye Building and Scotia House.
Building Fabric	The Broadley's office has a metal frame which results in significant heatloss. The Building Fabric could be improved to limit heatloss and reduce heating demand.

Declaration and Sign Off	
<p>This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans. Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting. Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, 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. This Carbon Reduction Plan has been reviewed and signed off by the FES board of directors.</p>	
Signed	

Name	Paul Lowe
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Job Title	Group Chief Executive Officer
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Date	19.03.2026
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