

# Carbon Reduction Plan

The ColX Group recognises the impact that climate change is having on the world bringing increased global temperature, rising sea levels, changing weather patterns and increased frequency and intensity of extreme weather incidents. Climate Change is caused by the release of greenhouse gases (GHG) including carbon dioxide, methane, and other gases into the atmosphere.

## Commitment to Achieving Net Zero

The constituent companies of **ColX Ltd** known as the **ColX Group** that contribute to Greenhouse Gas Emissions include:

- **Equita Ltd**
- **Jacobs Enforcement Ltd**
- **Ross & Roberts Ltd**
- **Stirling Park LLP**

Each company has committed to reach net zero emissions by 2040 as detailed in their own website published CRP.

## Baseline Emissions Footprint

ColX monitor CO2 as part of our ISO14001 accreditation with strategies to reduce our emissions, however with a drive to support the Governments agenda, we have prepared our current Carbon Reduction Plan with our baseline monitoring set as 2024/2025 which will also be our 1st year current emissions reporting. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2024/2025		
<b>Additional Details relating to the Baseline Emissions calculations.</b>		
Our 2024/2025 baseline emissions include Scope 1 Vehicle Emissions, Scope 2 Electric and Gas Emissions and applicable Scope 3 Emissions being 6 Business Travel and 7 Employee Commute. We report zero for 4, Upstream transportation and distribution, 5. Waste Generated in Operations , 9. Downstream transportation and distribution as we do not manufacture goods or transport them for sale.		
<b>Baseline year emissions:</b>		
EMISSIONS	TOTAL (tCO <sub>2</sub> e)	
Scope 1	458.44	
Scope 2	10.74	
Scope 3	172.54 as detailed below:	
	4. Upstream transportation and distribution	Zero
	5. Waste Generated in Operations	Zero
	6. Business Travel	13.46
	7. Employee Commuting – not measured 2019/20	159.08
	9. Downstream transportation and distribution	Zero
<b>Total Emissions</b>	<b>641.73 tCO<sub>2</sub>e</b>	

Current Year Emissions Reporting (Same year as Baseline)		
<b>Reporting Year: 2025</b>		
EMISSIONS	TOTAL (tCO <sub>2</sub> e)	
Scope 1	655.92	
Scope 2	21.29	
Scope 3	213.96 as detailed below:	
	4. Upstream transportation and distribution	Zero
	5. Waste Generated in Operations	Zero
	6. Business Travel	22.55
	7. Employee Commuting	191.41
	9. Downstream transportation and distribution	Zero
<b>Total Emissions</b>	<b>891.17 tCO<sub>2</sub>e</b>	

### Emissions Reduction Targets

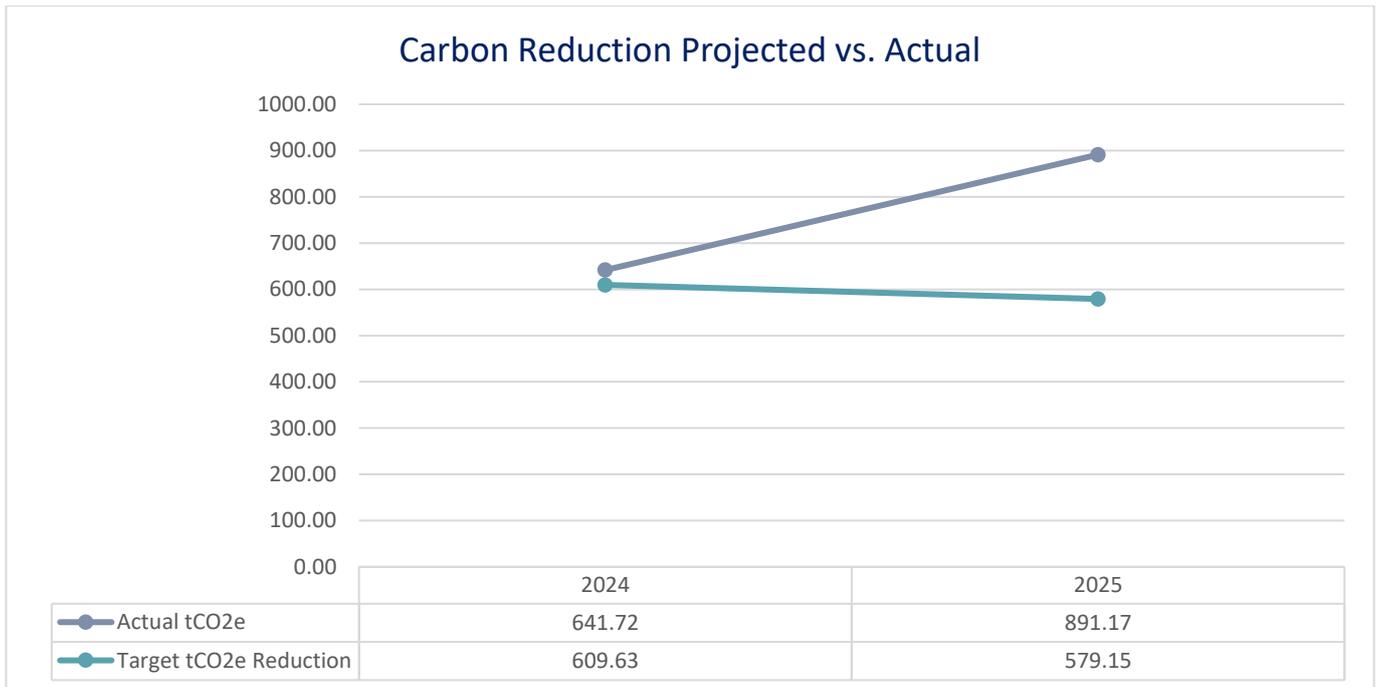
In 2024 only Jacobs Enforcement Ltd captured relevant Scope 3 emissions. From January 2025 all constituent companies now capture CO2 emissions from business travel and employee commuting, the baseline year will change to 2025 from January 2027 enabling us to more accurately report reductions across all 3 Scopes.

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

- ✓ Reduce carbon footprint to achieve net carbon zero emissions for Scope 1, 2 and 3 by 2040.
- ✓ Continually attain “Carbon Friendly Fleet” status through vehicle tracking equipment.
- ✓ Annual decrease in Scope 1 emissions by 5% per annum as we transition to hybrid and full EV over the next 5 years until 2030.
- ✓ Annual decrease in Scope 2 emissions by 5% per annum over the next 5 years until 2030 through energy efficient solutions..
- ✓ Annual decrease in Scope 3 by 2% per annum over the next 5 years until 2030 through improvements to the public transport network reducing their emissions.

Using the 2024/2025 baseline figure of 641.73 tCO2e we projected that carbon emissions would decrease over the next five years to 496.55 tCO2e by 2030 a reduction of 22.62% to our baseline figures. The baseline year will change going forward to 2025 reporting year enabling us to report reductions across all 3 Scopes accurately for all constituent companies who are all reporting on calendar year from 2025.

Progress against targets is shown below.



### Carbon Reduction Projects

The following environmental management measures and projects will be implemented to reduce our overall carbon emissions over the subsequent years against our 2024/2025 baseline.

- ✓ Sustain ISO14001 UKAS accreditation, subject to annual external audit.
- ✓ Annual decrease in Scope 1 vehicle emissions by a minimum 5% per annum as we transition to Hybrid and full EV.
- ✓ Annual decreased in Scope 2 by a minimum 5% per annum through energy efficient solutions.
- ✓ Annual decrease in Scope 3 by a minimum 2% per annum through active encouragement of Client meetings to be conducted remotely.
- ✓ As public transport becomes more efficient, we anticipate a reduction in Employee Commuting emissions.
- ✓ Review reporting of driver behavioural diagnostics system to monitor idle time.
- ✓ Introduce targets to demonstrate the move to Euro Class 6 compliant, hybrid and electric vehicles.
- ✓ Continue to implement our Reduce, Recycle, Renew and Re-energise policy.
- ✓ Continue to ensure across our supply chain, Jacobs preferred suppliers have a carbon reduction plan and Environmental Policies compliant with ISO14001.

### Declaration and Sign Off

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 (\*1) and uses the appropriate Government emission conversion factors for greenhouse gas company reporting (\*2).

Scope 1 and Scope 2 emissions are not required to be reported due to ColX Group not being a quoted company, however these have been prepared in accordance with SECR to enable ColX Group to voluntarily publish this data. In addition 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 (\*3).

This Carbon Reduction Plan has been reviewed and signed off by Senior Leadership Team

<b>Signed</b>	
<b>Name and Position</b>	Paula Jacobs – COO Simon Jacobs – CEO
<b>Date</b>	11/09/2025
<b>Reviewed</b>	02/02/2026

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>