

CARDO

Carbon Reduction Plan

FY 24-25



CARDO



About

Cardo Group is a leading provider of property services across the UK, with a strong presence in the maintenance, refurbishment, and regeneration of residential and public buildings. With decades of industry experience, we partner closely with local authorities, housing associations, and private clients to deliver high-quality, sustainable, and community-focused solutions.

Our integrated teams specialise in planned maintenance, retrofit, responsive repairs, and energy efficiency upgrades and are all delivered with a strong commitment to innovation, social value, and environmental responsibility.

We qualify as a large unquoted company under the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 and as such, we report Scope 1 and 2 emissions, along with relevant Scope 3 categories, in line with Streamlined Energy and Carbon Reporting requirements.

90% reduction from 2024 baseline by 2040

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Introduction

Recognising the increasing and tangible threats climate change poses to societies, economies, and natural systems, we are committed to playing our part in securing a safe and sustainable future. We have therefore, established an ambitious decarbonisation pathway, targeting net zero emissions across Scope 1 and Scope 2 by 2035 and are committed to achieving a 90% reduction in total emissions from our 2024 baseline by 2040 thereby, supporting and aligning with the UK's wider net zero 2050 target.

Carbon Neutrality refers to a state where carbon dioxide emissions are balanced by carbon removal often through offsetting. According to the European Parliament (2022), achieving carbon neutrality requires not just reducing emissions but actively sequestering the remaining carbon that cannot be avoided. Subsequently, Net Zero goes reflects a more holistic, science-based approach to decarbonisation, focusing on deep emissions reductions across all operations and value chains.

Our journey to Net Zero 2035 is not just a commitment to compliance instead a proactive step toward a climate-safe future for everyone.



Reporting Methodology

Selection and Collection of GHG Activity Data

We collected greenhouse gas (GHG) activity data using a combination of primary and secondary sources to ensure completeness, accuracy, and compliance with GHG protocol standard.

The data collection process included:

- *Internal Stakeholder Engagement:* Direct collaboration with operations, fleet, finance, and procurement teams to obtain detailed insights into fuel usage, vehicle operations, and material consumption.
- *Official Documentation:* Extraction of data from utility bills (electricity and gas), vehicle telematics, employee mileage, and supplier/subcontractor invoices related to purchased products and services.

Emission Factor Sources and Calculation Approach

• **Scope 1 and Scope 2 Emissions:** Emissions were calculated using UK Government DEFRA 2024 emissions factors, applying sector-specific benchmarks for fuel combustion and electricity use.

Scope 3 Emissions:

- **Purchased Goods and Services & Upstream Capital Goods:** Emissions were estimated utilising AI and large language models to map spend-based emission factors from global and UK-specific databases to activity data.
- **Fuel- and Energy-Related Activities (not included in Scope 1 and 2):** Calculated by applying DEFRA upstream emissions factors to Scope 1 and 2 activity data for fuels and electricity.
- **Waste Generated in Operations:** Data was sourced primarily from our waste management supplier portals. In cases of incomplete data, a pro-rata, spend-based approach was used to estimate emissions.
- **Business Travel:** Emissions were derived from employee mileage claim data, using relevant DEFRA emissions factors based on travel distances.

Group CO₂e Footprint

Scope	Emission Source	tCO ₂ e
Scope 1	Fuel	3,204.92
	Gas	73.31
	Subtotal Scope 1	3,278.23
Scope 2	Electricity (Location-based)	106.96
Scope 3	Various	48,166.71
Total Gross Emissions		51,551.90

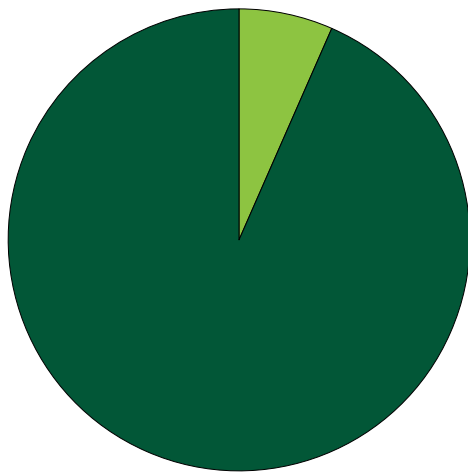
Table 1: GHG Emissions by Scope and Category, reported in tonnes of CO₂ equivalent

Energy Intensity Metric: 23.42 tonnes CO ₂ e / £million turnover (Scope 1 and 2 emissions)	
Energy Intensity Metric: 356.74 tonnes CO ₂ e / £million turnover (Gross emissions value)	
Emission Source (Scope 1 & 2)	Energy Consumption (kWh)
Fuel	13,408,686.47
Gas	399,184.07
Electricity	516,489.23

Table 2: Energy consumption values provided in kilowatt-hours (kWh), reported in accordance with SECR requirements.

Group CO₂e Footprint

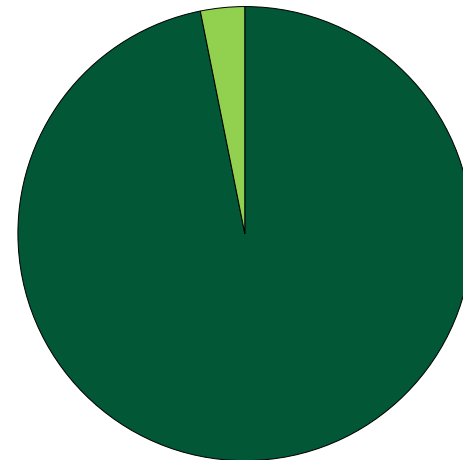
Scope 1, 2 and, 3 Emissions Split



■ Scope 1 and 2 ■ Scope 3

Figure 1: Pie chart depicting overall group wide emission split.

Group Scope 1 and 2 Emissions Split
(Mandatory Reporting)



■ Scope 1 ■ Scope 2

Figure 2: Pie chart depicting overall Scope 1 and 2 emission split



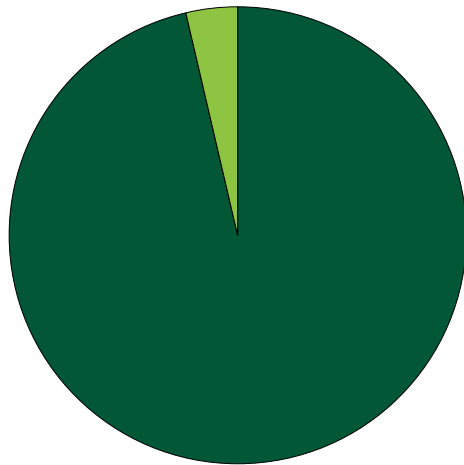
Group Scope 3 CO₂e Footprint (Voluntary Disclosure)

Source	tCO ₂ e
Purchased Goods & Services	47,188.74
Capital Goods	14.72
Fuel- and Energy-Related Activities	824.55
- <i>Upstream Emissions of Purchased Fuels</i>	791.59
- <i>Transmission and Distribution (T&D) Losses</i>	9.25
- <i>Upstream Emissions of Purchased Electricity</i>	23.71
Waste Generated in Operations	33.35
Business Travel	105.35
Total Scope 3 Emissions	48,166.71

Table 3: Scope 3 Greenhouse Gas (GHG) Emissions by Category (tCO₂e)

Group Scope 3 CO₂e Footprint (Voluntary Disclosure)

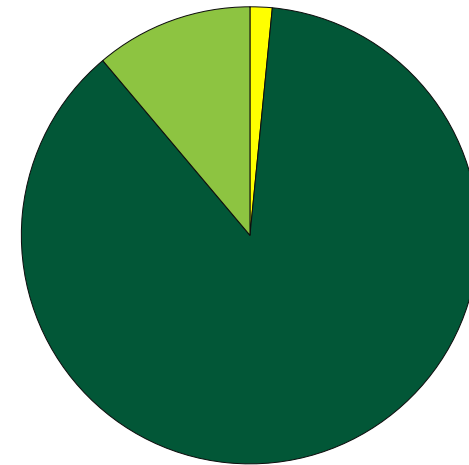
Group Scope 3 Emissions Split



■ Purchased Goods & Services ■ Other Scope 3 categories

Figure 3: Pie chart depicting overall scope 3 emission split of the group.

Zoomed-In "Other Scope 3 Categories Split"



■ Capital Goods ■ Fuel- and Energy-Related Activities ■ Business Travel

Figure 4: Zoomed in pie chart depicting further bifurcation of operationally relevant Scope 3 categories added for better readability of smaller proportions.



Net Zero Road Map

Scope 1: Direct Emissions (Fleet & Site Energy Use)

A significant driver of Scope 1 reduction is our fleet electrification strategy, with a full transition targeted by 2035. In the interim, we continue to reduce emissions through the use of renewable-powered welfare cabins and battery powered machinery for project site operations. Subsequently, to reduce travel emissions, we will be working on developing strategies to introduce job bundling and area-based scheduling to reduce fleet mileage and emissions by grouping geographically close work orders for more efficient daily routing.

Result: Accelerated emissions drop before 2028, then tapering as we complete the transition.

Scope 2: Indirect Emissions from Purchased Electricity

We are transitioning all office sites to 100% renewable electricity, with implementation planned across the current and next financial year. By 2027, all office locations will be powered entirely by renewable electricity.

Result: A steep decline in emissions during 2026 and 2027, with zero emissions from office electricity consumption from 2027 onwards.

Scope 3: Supply Chain and Indirect Activities

Reduction is driven by:

Supplier onboarding with environmental suitability assessments

- Transition to lower-carbon materials, where feasible, including increased use of sustainably sourced products and exploration of low-carbon alternatives in construction and maintenance activities.
- Circular economy initiatives (e.g., material take-back schemes, metal recycling)
- Waste diversion, targeting 99% landfill diversion in the near term.

Result: These efforts result in steady reductions across the timeline. While slower to change, Scope 3 reductions are critical to our long-term impact.



Waste Management and Landfill Diversion Initiatives

High Diversion Performance

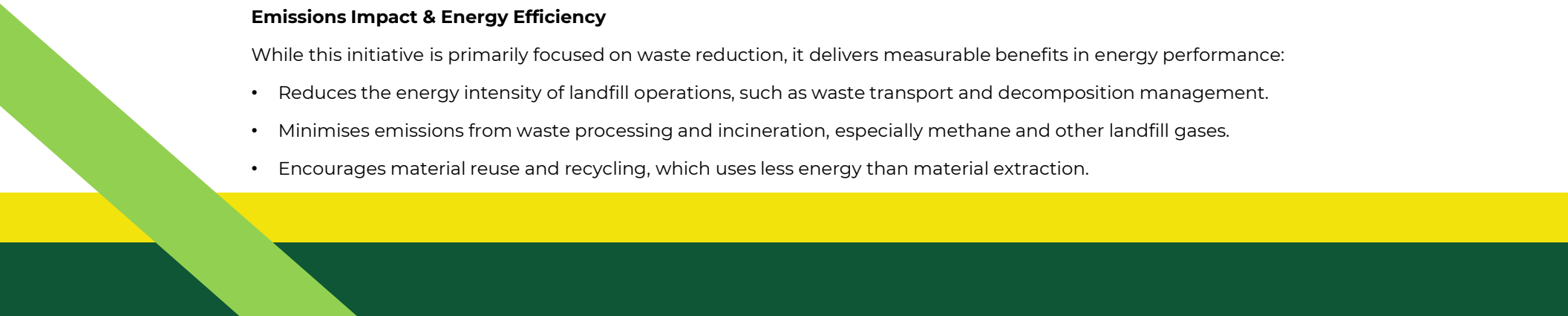
- We have consistently achieved a 97% landfill diversion rate, reflecting our ongoing commitment to responsible waste management and circularity in operations.
- Our near-term goal is to reach 99% diversion, placing us among industry leaders in sustainable construction and infrastructure delivery.

Ambitious Waste Reduction Trajectory

- We are targeting an approximate annual landfill waste reduction of 19.73% over the next five years.
- This forward-looking strategy aligns with our broader resource efficiency and decarbonisation agenda.

Emissions Impact & Energy Efficiency

While this initiative is primarily focused on waste reduction, it delivers measurable benefits in energy performance:

- Reduces the energy intensity of landfill operations, such as waste transport and decomposition management.
 - Minimises emissions from waste processing and incineration, especially methane and other landfill gases.
 - Encourages material reuse and recycling, which uses less energy than material extraction.
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Declaration

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 board of directors (or equivalent management body)

Name: Andrew Broadbent

Signature: 