



# Carbon Reduction Plan

April 2026



## APPROVAL

The signatures below certify that this procedure has been reviewed and accepted and demonstrates that the signatories are aware of all the requirements contained herein and are committed to ensuring their provision.

	Name	Signature	Position	Date
Prepared by	Lauretta Wright		Chief Operating Officer	10/04/2026
Reviewed by	Louise Johnson	Louise Johnson	Chief Administrative Officer	10/04/2026
Approved by	Adrian Wright		Chief Executive Officer	10/04/2026

## AMENDMENT RECORD

This procedure is reviewed to ensure its continuing relevance to the systems and process that it describes. A record of contextual additions or omissions is given below:

Page No.	Context	Revision	Date
	First review – compliant – within 6 months of FYE	1.01	11/10/2021
	Annual review – compliant – within 6 months of FYE	1.02	11/05/2022
	Annual review – compliant – within 6 months of FYE	1.03	11/05/2023
	Reviewed for Chic Healthy Homes	1.04	08/02/2024
	Annual review – compliant	1.05	11/01/2025
	Updated Annual Figures	1.06	10/04/2025
	Updated Annual Figures	1.07	10/04/2026

## COMPANY PROPRIETARY INFORMATION

The electronic version of this procedure is the latest revision. It is the responsibility of the individual to ensure that any paper material is the current revision. The printed version of this manual is uncontrolled, except when provided with a document reference number and revision in the field below:

Document Ref.	Carbon Reduction Plan	Rev	1.07
Uncontrolled Copy	<input type="checkbox"/>	Controlled Copy	<input checked="" type="checkbox"/>
		Date	10/04/2026

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## 1 Commitment to Achieving Net Zero

Happy Energy Solutions Ltd. (HESL) is committed to achieving Net Zero greenhouse gas emissions across its operations and value chain by 2050 at the latest, in line with UK Government policy and recognised best practice. HESL recognises that its activities, supply chain and business travel have an environmental impact and is determined to reduce these impacts year-on-year while continuing to deliver high-quality services to its customers.

To support this commitment, HESL has established a formal Carbon Reduction Plan, underpinned by ISO 14001 certified environmental management processes, clear baselines for Scope 1, 2 and 3 emissions, and measurable interim reduction targets. Responsibility for delivery of the plan sits with the Board, with day-to-day oversight provided by the Chief Operating Officer and Sustainability Committee, who review progress, risks and opportunities on a regular basis.

HESL will continue to prioritise practical carbon reduction measures including renewable electricity procurement, fleet decarbonisation, improved energy efficiency, lower-carbon travel and engagement with suppliers and subcontractors, and will report transparently on performance through annual updates to this Plan.

## 2 Baseline Emissions Footprint

<b>Baseline Year: 2020 / 2021</b>	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
The Baseline figures were provided based upon calendar year 6 <sup>th</sup> April 2020 until 5 <sup>th</sup> April 2021 as being the last full year before the introduction of PPN 06/21.	
<b>Baseline year emissions:</b>	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	8
Scope 2	10.6
Scope 3	106.9
Scope 3 includes	Waste Generated in Operations; Upstream Transportation and Distribution; Business Travel; Employee Community; Downstream Transportation and Distribution

<b>Baseline Year: 2020 / 2021</b>	
Total Emissions	125.5

## 3 Current Emissions Reporting

<b>Reporting Year: 2025 / 2026</b>	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	7
Scope 2	4.0
Scope 3	103.9
Scope 3 includes	Waste Generated in Operations; Upstream Transportation and Distribution; Business Travel; Employee Community; Downstream Transportation and Distribution
Total Emissions	114.9

## 4 Emissions reduction targets

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

	Baseline	2023	% Reduction	2028	% Reduction	2033	% Reduction	2038	% Reduction	2043	% Reduction	2048	% Reduction	2053	% Reduction
Scope 1	8	8	0%	6	25%	5	17%	4	20%	3	25%	2	33%	0	100%
Scope 2	10.6	4.4	58%	4	9%	3.50	13%	3	14%	2.5	17%	2	20%	0	100%
Scope 3	106.9	105.7	1%	88	17%	70	20%	53	25%	35	33%	18	50%	0	100%

## 5 Carbon Reduction Projects

### 5.1.1 Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2020 baseline and continue to deliver measurable carbon reductions each year. Together, these measures have already reduced our emissions compared with the 2020/21 baseline, and will remain in effect when performing any contracts, with further savings expected as initiatives such as electric vehicles, increased home-working and the use of local subcontractors continue to expand.

Together, these measures have reduced our total annual emissions from 125.5 tCO<sub>2</sub>e in 2020/21 to 114.90 tCO<sub>2</sub>e in 2025/26, representing an overall reduction of approximately 8% against the baseline, with further savings expected as initiatives such as electric vehicles, increased home-working and the use of local subcontractors continue to expand.

- Maintaining certification to the ISO 14001 environmental management standard and using it to set, monitor and review annual carbon reduction objectives.
- Embedding environmental and carbon criteria into supplier selection and performance reviews, including preference for suppliers with published Carbon Reduction Plans and clear Net Zero commitments.
- Procuring electricity from a 100% renewable tariff for all HESL offices and operational sites, supported by supplier certification or Renewable Energy Guarantees of Origin (REGOs).

### 5.1.2 Ongoing Ways of Working

- Expanding the use of electric and low-emission vehicles within the company fleet, with a phased plan to replace remaining petrol/diesel vehicles at end of lease or useful life.
- Supporting hybrid and home-working arrangements to reduce staff commuting emissions, including provision of guidance on low-carbon home energy use.
- Prioritising virtual meetings (e.g. Microsoft Teams) for internal and external engagements where practicable, to minimise business travel and associated overnight stays.
- Systematically monitoring and engaging with key suppliers and subcontractors on their Carbon Reduction Plans, favouring local suppliers where possible to reduce transport-related emissions and encouraging joint initiatives to cut Scope 3 emissions.
- Developing a formal green procurement policy covering key materials (e.g. insulation products, packaging), favouring products with lower embodied carbon and verified environmental certifications.
- Implementing a waste minimisation and recycling programme on sites and in offices, with targets to reduce waste generated per project and increase recycling rates.

### 5.1.3 Future Projects / Ways of Working

- Introducing a low-carbon travel policy that prioritises public transport over car use where practical and discourages short-haul flights for domestic travel.
- Working to improve building fabric and services (LED lighting, smart controls, insulation upgrades) to further reduce office and warehouse energy demand.
- Offering staff incentives and guidance for low-carbon commuting options (car-sharing, cycling, public transport), including cycle-to-work schemes and EV salary sacrifice where feasible.
- Engaging key subcontractors in joint carbon-reduction initiatives, such as coordinated deliveries, shared transport to sites and consolidated material orders to cut logistics emissions.
- Setting up an internal carbon "champions" network to promote awareness, share good practice from projects and support staff in identifying further reduction opportunities.

## 6 Customer, Client, Suppliers and Stakeholder Support

HESL recognises that achieving our carbon reduction targets requires collaborative efforts with our customers, clients, suppliers, and stakeholders. We encourage support through:

- **Optimisation of deliveries:** Centralised or reduced frequency deliveries to reduce transportation emissions.
- **Minimised packaging:** Collaborating to use sustainable, recyclable, or reusable packaging solutions wherever feasible.
- **Digital first approach:** Prioritising electronic communications, documentation, and meetings to minimise business travel and paper usage.
- **Feedback and innovation:** Welcoming suggestions and innovations from stakeholders that can enhance our carbon reduction initiatives and practices.

## 7 Monitoring and Reporting

Progress against our carbon reduction targets are rigorously monitored and reported:

- **Internal Monitoring:** Emissions data are reviewed quarterly by our Sustainability Committee, led by the Chief Operating Officer, to assess progress against established targets.
- **External Reporting:** Our carbon emissions, progress against targets, and updates on initiatives are published annually on our website and shared within our Annual Sustainability Report.
- **Transparency and Engagement:** Regular updates and progress highlights are communicated to stakeholders, customers, clients and supply chain partners to maintain transparency and foster collaborative improvements.

## 8 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<sup>1</sup> and uses the appropriate [Government emission conversion factors for greenhouse gas company reporting](#)<sup>2</sup> and the UKUPC Developing a Carbon Reduction Action Plan<sup>3</sup>.

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

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

<sup>3</sup> <https://www.supc.ac.uk/app/uploads/2021/11/UKUPC-Guidance-Developing-a-Carbon-Reduction-Plan-for-SMEs.pdf>

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<sup>4</sup>.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier (HESL)



Chief Operating Officer – Laretta Wright - 10<sup>th</sup> April 2026 – YE Progress Update

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<sup>4</sup><https://ghgprotocol.org/standards/scope-3-standard>