



Empower Technical Services Climate Action Plan

Empower Technical Services is committed to addressing climate change as a critical global challenge and to aligning its operations and strategy with the transition towards a low-carbon, climate-resilient economy. The commitments and actions set out in this Plan are applicable to Empower Technical Services & all subsidiaries and related entities.

Our approach is grounded in measurable action, accountability and continuous improvement. We understand that meaningful climate action requires integration across all aspects of the business, from operations and procurement to governance and decision-making.

1. Emissions Measurement and Baseline Development

Our approach begins with a comprehensive and systematic measurement of greenhouse gas (GHG) emissions. We assess emissions annually, including:

- Scope 1: Direct emissions from owned or controlled sources
- Scope 2: Indirect emissions from purchased energy
- Scope 3: Relevant indirect emissions, including purchased goods and services, business travel, employee commuting, waste and other material categories

This assessment is conducted in line with recognised methodologies such as the GHG Protocol, ensuring consistency, transparency and comparability.

We continuously improve the quality and scope of our data by:

- Enhancing data collection systems and methodologies
- Improving Scope 3 data coverage and quality over time
- Working with internal teams and suppliers to improve data accuracy

This baseline enables us to identify key emission hotspots and prioritise areas for action.

2. Emissions Reduction Targets and Strategic Alignment

Building on our emissions baseline, Empower Technical Services has established emissions reduction targets aligned with long-term climate objectives. These targets reflect our ambition to reduce emissions over the short, medium and long term.

Our targets are:

- Achieving Net Zero emissions across our operations by no later than 2050



- Reducing absolute emissions against the 2025 baseline by between 3% and 5% in each subsequent reporting year
- Monitoring emissions intensity per full-time employee and per £100,000 of annual turnover

These targets will be reviewed periodically to reflect performance, operational changes and evolving best practice.

3. Operational Emissions Reduction

Within our direct operations, we focus on practical and effective measures to reduce emissions and optimise resource use.

Key action areas include:

- Improving energy efficiency across facilities and operations
- Reviewing fleet utilisation, route planning and vehicle replacement to reduce fuel use
- Transitioning towards lower-emission vehicles and renewable energy sources, where available
- Reducing business travel emissions through digital alternatives and responsible travel practices
- Implementing waste reduction initiatives and responsible resource use

We also actively promote responsible behaviours internally by:

- Encouraging low-carbon practices among employees
- Providing guidance and training on sustainable operations
- Integrating sustainability into workplace culture

4. Value Chain Engagement and Scope 3 Reduction

We recognise that a significant portion of our emissions occur beyond our direct control. As such, we engage suppliers, subcontractors, partners and customers to reduce shared impacts.

Our approach includes:

- Identifying high-impact suppliers and purchasing categories
- Encouraging suppliers to measure and reduce their own emissions
- Integrating environmental criteria into procurement processes
- Collaborating with partners to develop lower-carbon solutions
- Supporting knowledge-sharing and capacity-building for climate action

We also aim to work with customers and stakeholders in ways that promote sustainable outcomes, where relevant to our services.



5. Climate Risk and Opportunity Management

Climate change presents both physical and transition risks to our operations. Empower Technical Services integrates climate considerations into its broader risk management framework.

This includes:

- Identifying climate-related risks such as regulatory changes, resource constraints and supply chain disruptions
- Evaluating potential financial and operational impacts
- Considering opportunities, including innovation, efficiency improvements and new service offerings
- Incorporating climate scenarios into strategic planning

This ensures that climate resilience is embedded in long-term decision-making.

6. Governance and Accountability

Strong governance is essential to ensuring progress and accountability.

At Empower Technical Services:

- Climate responsibility is embedded at the leadership and governance level
- Progress against climate targets is reviewed regularly by management
- Climate performance is integrated into business planning and reporting processes
- Relevant functions maintain the data and supporting records needed for emissions reporting

Roles and responsibilities for climate action are clearly defined to ensure ownership and effective implementation. Operations is responsible for overseeing and maintaining strong governance in relation to climate action, including ensuring that the responsibilities and measures set out above are implemented, monitored and reviewed across the Company.

7. Transparency, Reporting and Disclosure

We are committed to transparency in our climate journey. This includes providing clear and accurate information about our emissions, targets and progress.

Our approach includes:

- Annual GHG emissions reporting
- Disclosure of progress against climate targets
- Public communication of key initiatives and outcomes
- Alignment with recognised reporting frameworks where applicable



We ensure that all data disclosed is supported by credible methodologies and reflects our actual performance.

8. Continuous Improvement and Innovation

Climate action is a dynamic and evolving field. Empower Technical Services is committed to continuous learning and improvement.

To support this, we:

- Regularly review and update our climate strategy
- Monitor technological developments and best practices
- Consider new approaches and lower-emission technologies to reduce emissions
- Engage with industry initiatives and collaborative platforms
- Encourage feedback from stakeholders to improve our approach

We recognise that progress requires adaptability and a willingness to evolve as new knowledge and tools become available.

9. Contribution to a Low-Carbon Economy

Beyond reducing our own footprint, Empower Technical Services seeks to contribute positively to the broader transition towards a sustainable economy.

We aim to:

- Support customers and partners in implementing energy-efficient and lower-carbon technical solutions
- Promote awareness and best practices in climate action
- Align our business activities with long-term environmental and societal priorities

Through our actions, we seek not only to mitigate risk but to contribute positively to the transition towards a low-carbon economy.

Through this Climate Action Plan, Empower Technical Services commits to a structured, transparent and accountable approach to addressing climate change. We recognise that meaningful action requires integration across all levels of the organisation and collaboration across our value chain.

Our ambition is to reduce our environmental footprint and support the transition towards a climate-resilient and low-carbon future.

Formalised and approved by the board of directors on 10/22/2026

Director Nick Manning



Version control

Date issued	Version number	Date reviewed	Approved
10/22/2026	1.0		<div>Signed by: <i>Nick Manning</i> 0F7EF192AD334D0...</div>