

ENERGY AND CARBON POLICY

1.0 Scope

Pacific Support Services is committed to reduce its environmental impact, where practicable. Carbon reducing measures will form an integral part of the overall Company Strategy and will help to improve operational performance and a reduction in potentially harmful emissions to land, water and air.

2.0 Measurement

We will measure our emissions using the data and tools provided by the Carbon Trust. We will deliver business Improvement in this area through our business improvement forum.

3.0 Categories

The carbon we generate falls under the following main headings:

3.1 Fossil fuels

We will purchase our energy from renewable sources where the solution is cost effective. We will seek to minimise the consumption of fossil fuels by using them effectively.

3.2 Electricity

We will purchase our energy from renewable sources where the solution is cost effective. We will seek to minimise the consumption of electricity by using it effectively by for example, ensuring lights are switched off when rooms are not in use and removal of office water coolers.

3.3 Employee travel and commuting

When business dictates the need to travel to city centre locations, we will ensure the journey takes place using the railway network where practicable. Rail travel will be pre booked avoiding peak times where feasible.

We will limit the carbon emissions of vehicles contained within our vehicle policy to the lowest levels practicable and will regularly review the levels in line with the technological advances of vehicle manufacturers and current legislation.

Where appropriate we will actively encourage home working (in accordance with relevant Health and Safety legislation).

Our aim is for a 0% carbon balance to be achieved within a realistic and achievable period. Target date will be set once the directors have analysed all business operations.

To help achieve carbon neutrality, the Company will:

- Comply with all current energy legislation, seeking to meet or better legislative targets
- Minimise waste, promote recycling, and the use of recycled products to help reduce the amount of waste sent to landfill
- Continue to promote and design energy efficient, and therefore carbon reducing equipment, on behalf of clients
- Promote environmental awareness and responsibility amongst employees and others and seek to continuously improve Company environmental performance
- Actively promote "video conferencing" as a means of reducing travelling
- Evaluate the potential benefits of carbon off-setting

3.4 Supply chain and logistics

Our business plan involves rationalising the supply chain and introducing regular meaningful communication upon completion of this management action we will introduce carbon reduction measures to the supply chain and within all our services.

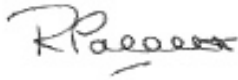
3.5 Actions developed to date include:

- Integration of environmental issues into all aspects of the decision making processes
- Sustainable sourcing Purchasing Policy
- Installation of energy efficient, and therefore carbon reducing equipment throughout company premises
- Vehicle sharing policy
- The assessment and procurement of fuel-efficient vehicles

This policy clearly identifies the responsibilities and procedures for achieving the Company's stated objectives in all aspects of its activities leading to improved environmental performance, including reductions in both CO₂, and methane emissions.

4.0 Review

This policy will be regularly reviewed to ensure that it remains appropriate for the needs of the Company.



Mr Richard Pallett MBICSc
Managing Director
Pacific Support Services Ltd

Recent History

Reviewed: November 2025

Next review Date: November 2026