



MEASUREMENT REPORT

YEAR 5

PSSG Group

Reporting period:

01 January 2024 to 31 December 2024

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Boundary and key figures

Reporting period
01 January 2024 to 31 December 2024

Organisational boundary
PSS (3B Basons Yard, Ongar, CM5 9AA and 3rd Floor South, 14 - 18 Heddon Street, London), GUK (Innova House, EN3 7XH and GUK Midland sub office 256-260 Broad St, Birmingham)

Operational boundary

Scope 1:
Stationary Fuels, Mobile Fuels

Scope 2:
Electricity, Renewables

Scope 3:
Category 3: Fuel- and Energy-related Activities
Category 6: Business Travel

PSSG Group has been measuring its carbon footprint with Planet Mark for 5 years.

The Planet Mark measurement methodology is fully aligned to Greenhouse Gas (GHG) Protocol and all data is checked against evidence provided by PSSG Group.

PSSG Group's highest emitting category was Scope 1 Mobile Fuels at 61.2% of their total market-based footprint followed by Scope 3 Category 3: Fuel- and Energy-Related Activities at 18.7% of their total market-based footprint. Electricity has seen the largest decrease in emissions, reducing by 1.7 tCO₂e since 2023.

All Scope 2 emissions are reported using the market-based methodology unless stated otherwise.

This report compares this year's (YE2024) emissions to baseline year's (YE2023) emissions.

PSSG Group has expanded its boundary this year in the following categories: Electricity, Fuel- and Energy-Related Activities, Mobile Fuels, Business Travel and accordingly comparisons throughout this report are presented using data that has been normalised to exclude any emissions that were reported for the first time this year. For transparency, non-normalised data comparisons are also shown in the data tables.

Key Figures

 **-7.8 %**
Comparison of Scope 1 & 2 emissions vs previous year (normalised)

 **-3.2 %**
Comparison of absolute measured emissions vs 2023 baseline (normalised)

 **215.5 tCO₂e**
Measured carbon footprint (market-based)

 **0.2 tCO₂e**
Measured carbon footprint per FTE (market-based)

 **88.3 %**
Data Quality Score

 **100.0 %**
Organisational Boundary Score

 **52.9 %**
Operational Boundary Score

Greenhouse Gas Protocol

Scopes 1, 2 and 3

KEY

- Measured emissions
- Not yet measured
- Not applicable or de minimis

SCOPE 1

- Stationary Fuels
- Mobile Fuels
- Fugitive emissions

SCOPE 2

- Electricity
- Heat and steam
- Cooling

SCOPE 3 UPSTREAM

- 1 Purchased Goods and Services
- 2 Capital Goods
- 3 Fuel and Energy Related Activities
- 4 Transportation and Distribution
- 5 Waste Generated in Operations
- 6 Business Travel
- 7 Employee Commuting
- 8 Leased Assets

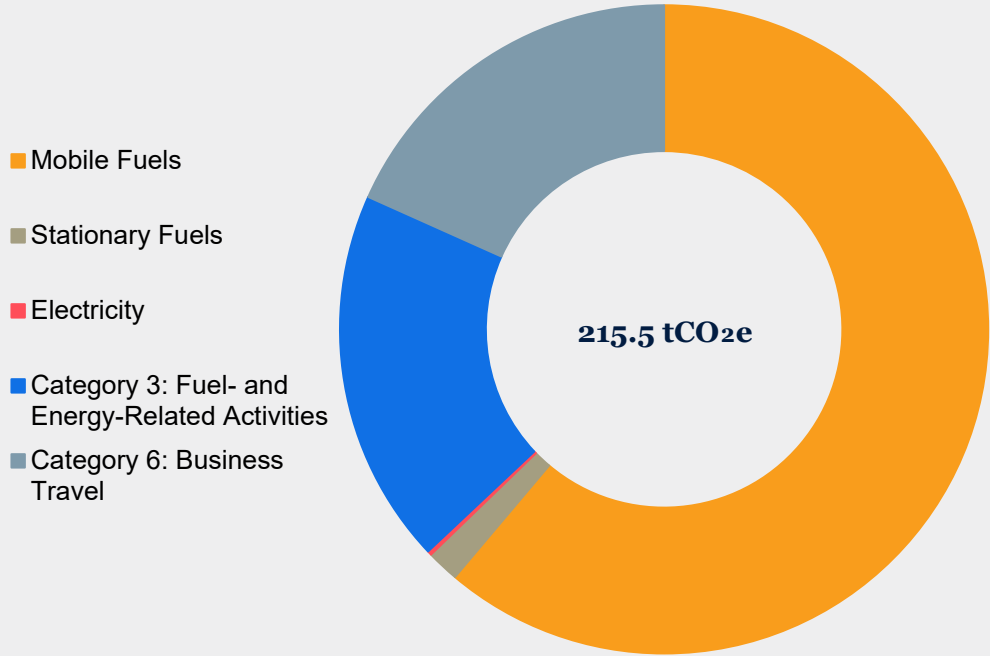
SCOPE 3 DOWNSTREAM

- 9 Transportation and Distribution
- 10 Processing of Sold Products
- 11 Use of Sold Products
- 12 End of life Treatment of Sold Products
- 13 Leased Assets
- 14 Franchises
- 15 Investments

Measured carbon footprint

Scope	Emission Category	YE 2024 tCO ₂ e	YE 2024 Proportion
Scope 1	Mobile Fuels	131.8	61.2%
	Stationary Fuels	3.5	1.6%
Scope 2	Electricity (location-based)	11.1	-
	Electricity (market-based)	0.5	0.2%
Scope 3	Category 3: Fuel- and Energy-Related Activities	40.3	18.7%
	Category 6: Business Travel	39.4	18.3%
Total (market-based)		215.5	
No. employees		1,350.7	
Per Employee		0.2	
Turnover £m		60.4	
Per £m turnover		3.6	
Total (location-based)		226.2	
No. employees		1,350.7	
Per Employee		0.2	
Turnover £m		60.4	
Per £m turnover		3.7	

Total carbon footprint by emission source (market-based) for YE 2024

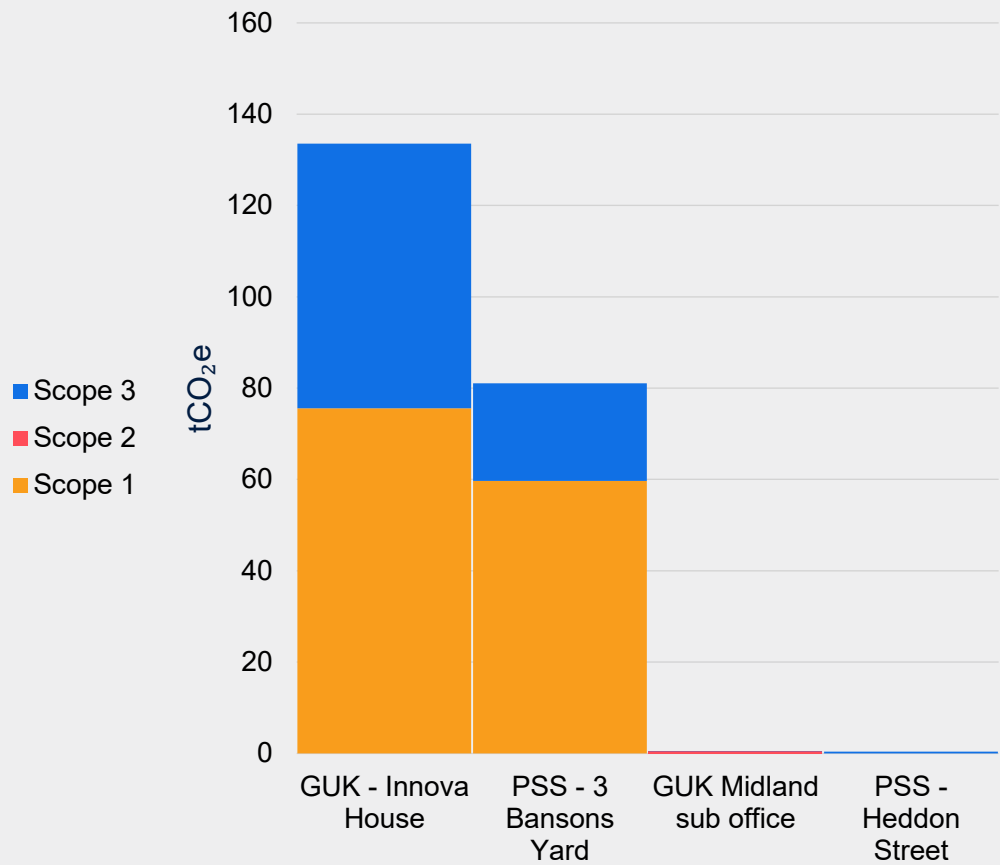


Comparison by location

The graph represents a comparison per location for the current year.

Site name	YE 2024 tCO ₂ e	YE 2024 Proportion
GUK - Innova House	133.6	62.0%
PSS - 3 Basons Yard	81.1	37.6%
GUK Midland sub office	0.5	0.2%
PSS - Heddon Street	0.4	0.2%
Total	215.5	100.0%

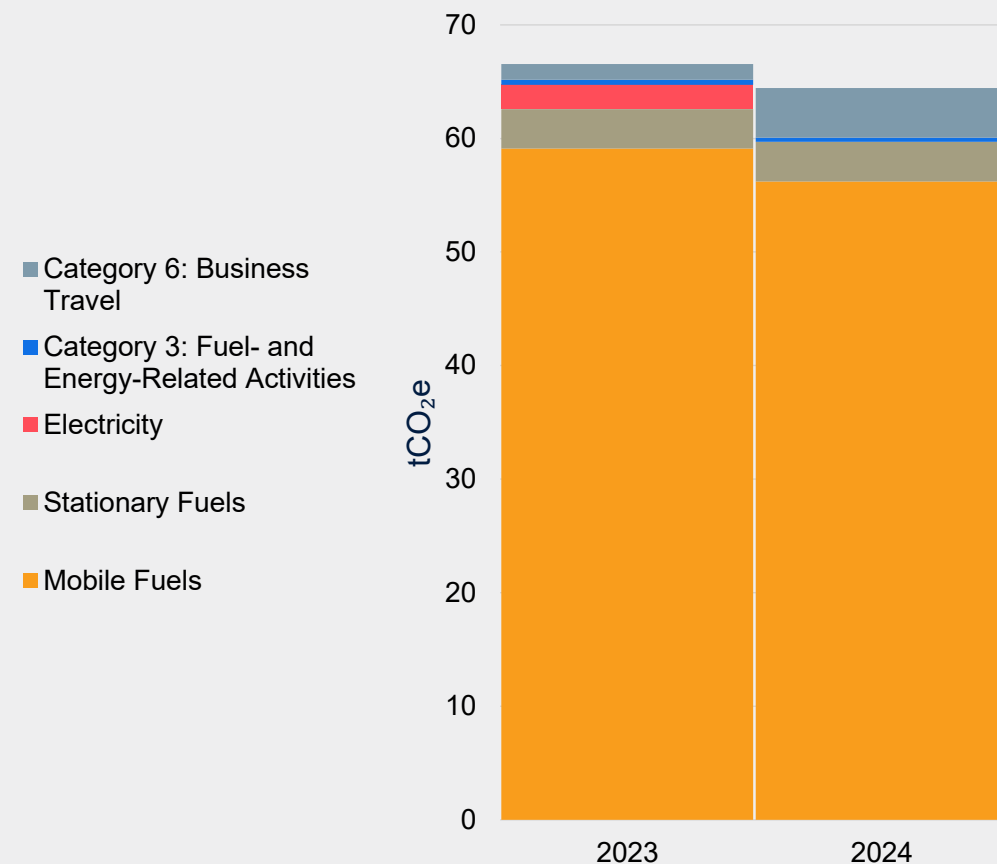
Carbon footprint by Scope 1, 2 & 3 (market-based) per location for YE 2024



Measured carbon footprint comparison

Scope	Emission Category	YE 2023 tCO ₂ e	YE 2024 tCO ₂ e	YE 2024 Proportion	YE 2024 Change	YE 2024 tCO ₂ e normalised	YE 2024 Change normalised
Scope 1	Mobile Fuels	59.1	131.8	61.2%	123.0%	56.2	-4.9%
	Stationary Fuels	3.5	3.5	1.6%	-0.0%	3.5	-0.0%
Scope 2	Electricity (location-based)	5.2	11.1	-	114.1%	4.4	-15.3%
	Electricity (market-based)	2.2	0.5	0.2%	-78.9%	0	-100.0%
Scope 3	Category 3: Fuel- and Energy-Related Activities	0.4	40.3	18.7%	8887.2%	0.4	-13.4%
	Category 6: Business Travel	1.4	39.4	18.3%	2809.0%	4.3	220.6%
Total (market-based)		66.5	215.5		223.9%	64.4	-3.2%
No. employees		714.0	1,350.7			784.1	
Per employee		0.1	0.2		71.2%	0.1	-11.8%
Turnover £m		28.0	60.4			28.5	
Per £m turnover		2.4	3.6		50.4%	2.3	-4.7%
Total (location-based)		69.6	226.2		225.1%	68.8	-1.1%
No. employees		714	1,350.7			784.1	
Per employee		0.1	0.2		71.8%	0.1	-9.9%
Turnover £m		28.0	60.4			28.5	
Per £m turnover		2.5	3.7		50.9%	2.4	-2.6%

Total carbon footprint by emission source (market-based) for YE 2023 & YE 2024

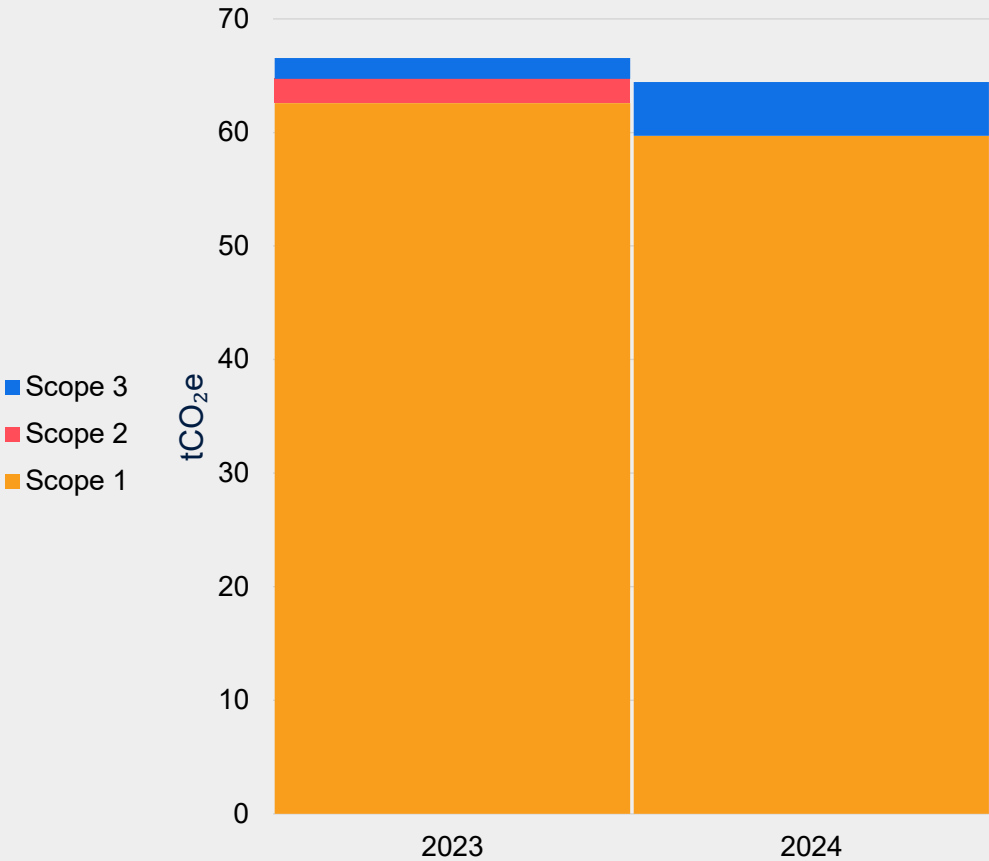


This comparison graph uses data that has been normalised to exclude any emissions that were reported for the first time in this reporting period.

Comparison by Scope

Emission Scope	YE 2023 tCO ₂ e	YE 2024 tCO ₂ e	YE 2024 Proportion	YE 2024 Change	YE 2024 tCO ₂ e normalised	YE 2024 Change normalised
Scope 1	62.6	135.3	62.8%	116.2%	59.7	-4.6%
Scope 2 (market-based)	2.2	0.5	0.2%	-78.9%	0	-100.0%
Scope 2 (location-based)	5.2	11.1	4.9%	114.1%	4.4	-15.3%
Scope 3	1.8	79.8	37.0%	4320.6%	4.7	162.4%
Total	66.5	215.5	100.0%	223.9%	64.4	-3.2%
Total Scope 1 & 2	64.7	135.7	63.0%	109.7%	59.7	-7.8%
Total Scope 1 & 2 per FTE	0.1	0.1	-	10.8%	0.1	-16.0%
Total Scope 1 & 2 per Turnover	2.3	2.2	-	-2.7%	2.1	-9.2%
Total Scope 1 & 2 (location-based)	67.8	146.4	64.7%	116.0%	64.1	-5.4%
Total Scope 1 & 2 per FTE (location-based)	0.1	0.1	-	14.2%	0.1	-13.9%
Total Scope 1 & 2 per Turnover (location-based)	2.4	2.4	-	0.3%	2.2	-6.9%

Carbon footprint by Scope (market-based) for YE 2023 & YE 2024



This comparison graph uses data that has been normalised to exclude any emissions that were reported for the first time in this reporting period.

An aerial photograph of a long, curved bridge spanning a body of water with a vibrant turquoise hue. The bridge's structure is visible, including its supports and the road surface. The water's color varies from deep blue to bright turquoise, suggesting different depths or seabed compositions. The bridge starts from the left edge and curves towards the bottom right corner of the frame.

Scope 1 emissions

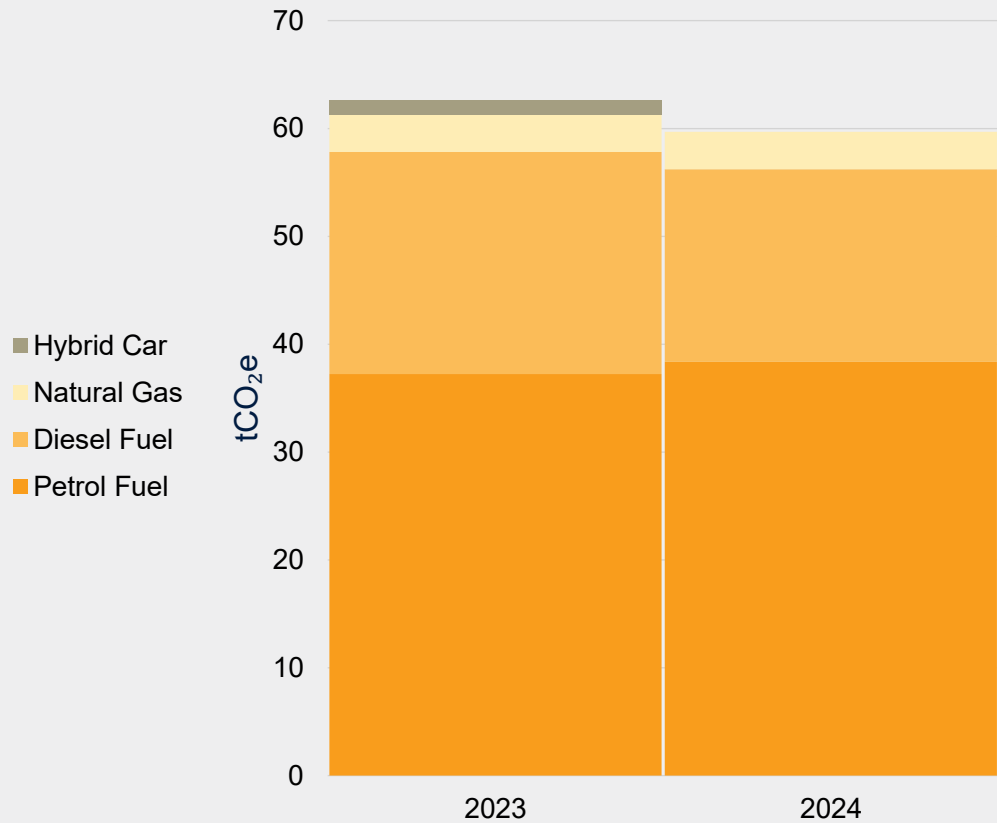
The emissions from sources that a company creates directly (e.g., from burning fuel in gas boilers and in company owned vehicles).

Scope 1 emissions

62.77% of this year’s total carbon footprint. The increase is mainly related to petrol fuel emissions, which increased by 3.0%. There are no emissions associated with hybrid car this year.

Emission Source	YE 2023 tCO ₂ e	YE 2024 tCO ₂ e	YE 2024 Proportion	YE 2024 Change	YE 2024 tCO ₂ e normalised	YE 2024 Change normalised
Petrol Fuel	37.2	113.9	84.2%	205.9%	38.3	3.0%
Diesel Fuel	20.6	17.9	13.2%	-13.1%	17.9	-13.1%
Natural Gas	3.5	3.5	2.6%	-0.0%	3.5	-0.0%
Hybrid Car	1.3	0	0.0%	-100.0%	0	-100.0%
Total	62.6	135.3	100.0%	116.2%	59.7	-4.6%

Scope 1 emissions for YE 2023 & YE 2024



This comparison graph uses data that has been normalised to exclude any emissions that were reported for the first time in this reporting period.

Scope 2 emissions

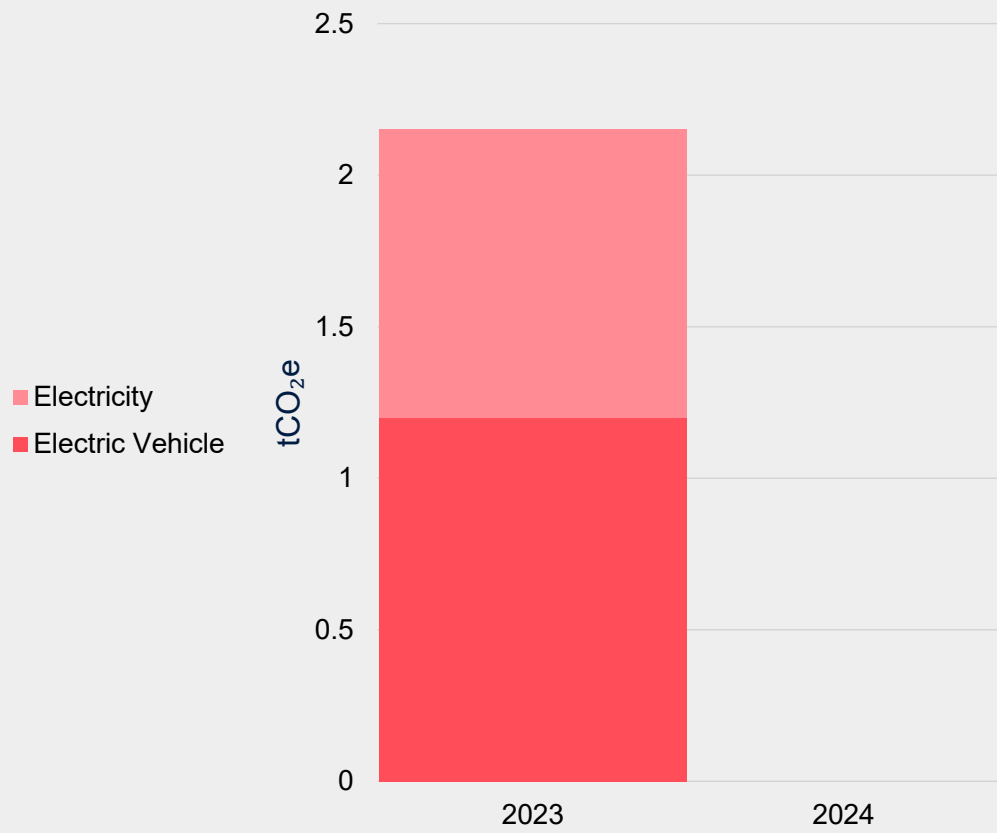
The emissions a company creates indirectly, associated with the energy it purchases (e.g., electricity).

Scope 2 emissions

0.21% of this year’s total carbon footprint. Scope 2 emissions are zero at PSS sites as these site have 100% renewable tariffs. Emissions associated with GUK sites have been normalised as they have been measured this year for the first time.

Emission Source	YE 2023 tCO ₂ e	YE 2024 tCO ₂ e	YE 2024 Proportion	YE 2024 Change	YE 2024 tCO ₂ e normalised	YE 2024 Change normalised
Electricity	1.0	0.5	100.0%	-52.4%	0	-100.0%
Electric Vehicle	1.2	0	0.0%	-	0	-
Total	2.2	0.5	100.0%	-78.9%	0	-100.0%

Scope 2 emissions (market-based) for YE 2023 & YE 2024



This comparison graph uses data that has been normalised to exclude any emissions that were reported for the first time in this reporting period.

Scope 3 emissions

The emissions that are not produced by the company itself, but by those within the company's value chain.

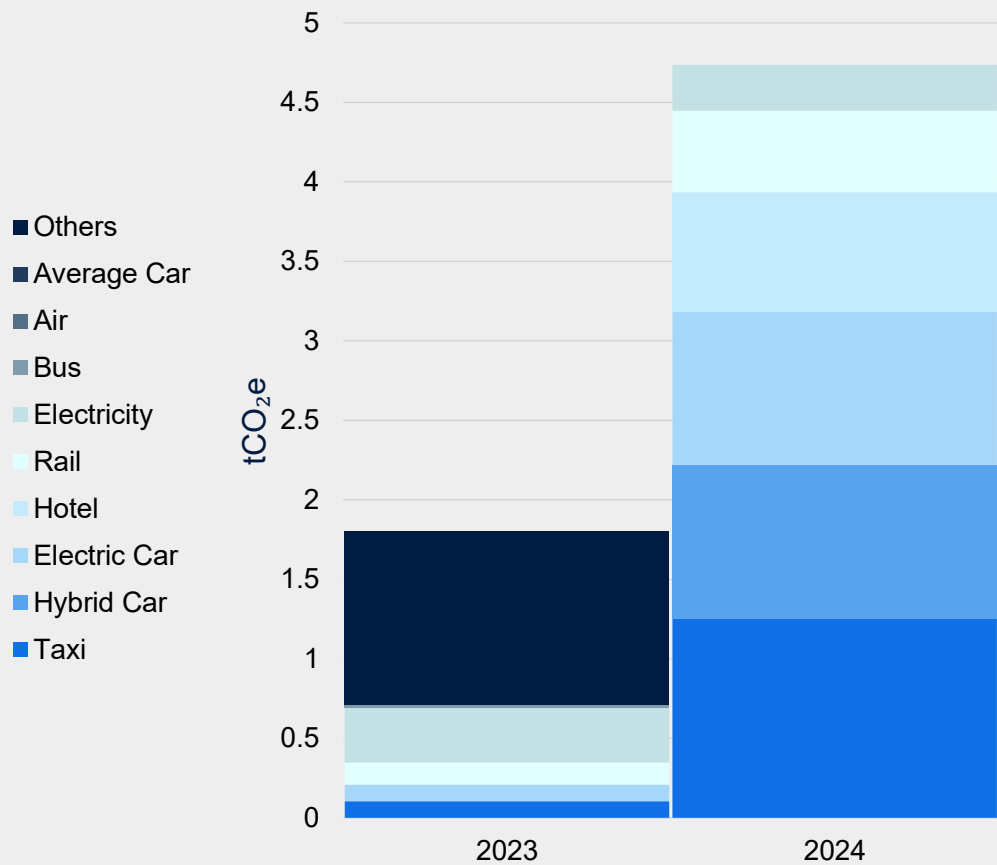
Scope 3 is split into 15 categories.

Scope 3 emissions

37.02% of this year’s total carbon footprint. These are the top 10 sources from all scope 3 categories combined.

Emission Source	Emission Category	YE 2023 tCO ₂ e	YE 2024 tCO ₂ e	YE 2024 Proportion	YE 2024 Change	YE 2024 tCO ₂ e normalised	YE 2024 Change normalised
Taxi	Business Travel	0.1	1.6	2.0%	1391.6%	1.3	1094.4%
Hybrid Car	Business Travel	0	1.2	1.5%	-	1.0	-
Electric Car	Business Travel	0	1.1	1.3%	-	0.9	-
Hotel	Business Travel	0	0.7	0.9%	-	0.7	-
Rail	Business Travel	0.1	4.0	5.0%	2766.3%	0.5	266.6%
Electricity	Fuel- and Energy-Related Activities	0.3	3.3	4.1%	851.6%	0.3	-16.4%
Electric Car	Fuel- and Energy-Related Activities	0.1	0.4	0.5%	259.7%	0.1	-3.4%
Air	Business Travel	0	4.1	5.2%	-	0	-
Diesel Fuel	Fuel- and Energy-Related Activities	0	4.3	5.4%	-	0	-
Others	Others	1.1	59.0	74.0%	5212.7%	0	-100.0%
Total	Total	1.8	79.8	100.0%	4320.6%	4.7	162.4%

Scope 3 emissions for YE 2023 & YE 2024



This comparison graph uses data that has been normalised to exclude any emissions that were reported for the first time in this reporting period.

Fuel and Energy Related Activities

This category includes emissions from the extraction, production and transportation of fuels, electricity and other energy purchased and consumed but occurring off-site. Includes emissions from Well to Tank and Transmission and Distribution Losses.

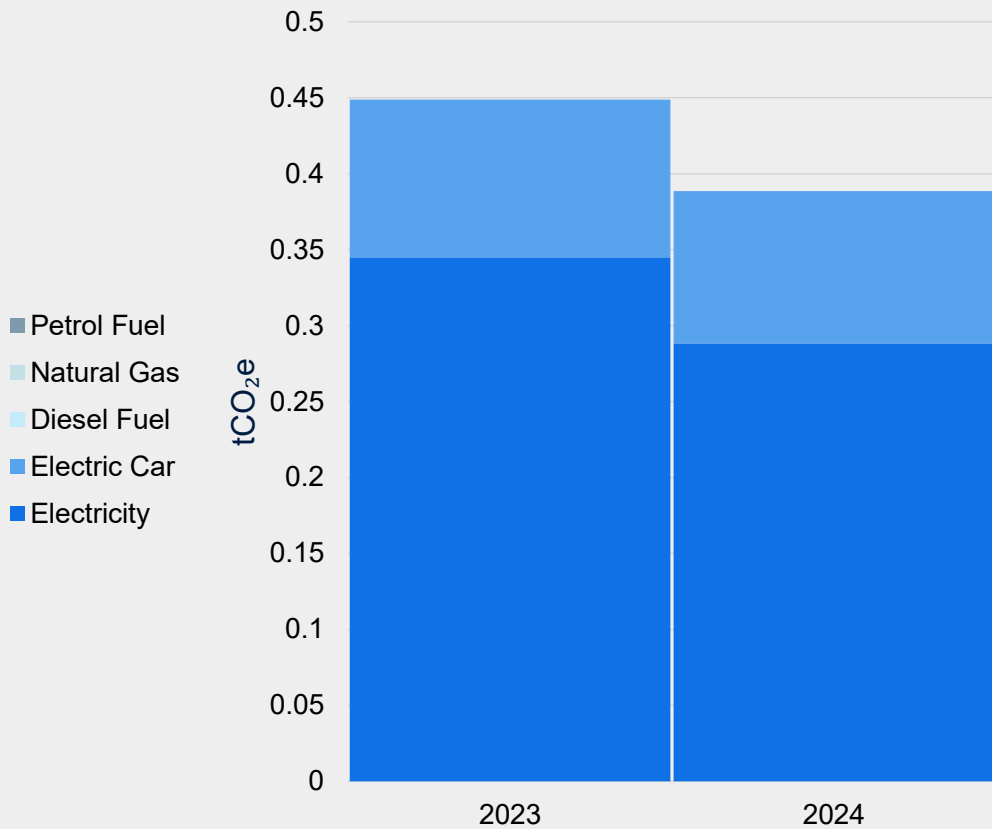
Scope 3 emissions

Category 3: Fuel and Energy Related Activities

18.71% of this year’s total carbon footprint. Well-to-Tank and Transmissions and Distribution Losses associated with Well-to-Tank have been measured for the first time this year and were, therefore, normalised.

Emission Source	YE 2023 tCO ₂ e	YE 2024 tCO ₂ e	YE 2024 Proportion	YE 2024 Change	YE 2024 tCO ₂ e normalised	YE 2024 Change normalised
Electricity	0.3	3.3	8.1%	851.6%	0.3	-16.4%
Electric Car	0.1	0.4	0.9%	259.7%	0.1	-3.4%
Diesel Fuel	0	4.3	10.8%	-	0	-
Natural Gas	0	0.6	1.4%	-	0	-
Petrol Fuel	0	31.8	78.7%	-	0	-
Total	0.4	40.3	100.0%	8887.2%	0.4	-13.4%

Scope 3 Category 3: Fuel and Energy Related Activities emissions for YE 2023 & YE 2024



This comparison graph uses data that has been normalised to exclude any emissions that were reported for the first time in this reporting period.

Business Travel

This category includes emissions from the transportation of employees for business-related activities in vehicles owned or operated by third parties, such as aircrafts, trains, buses, and passenger cars.

It does not include commuting or travel in company-owned vehicles.

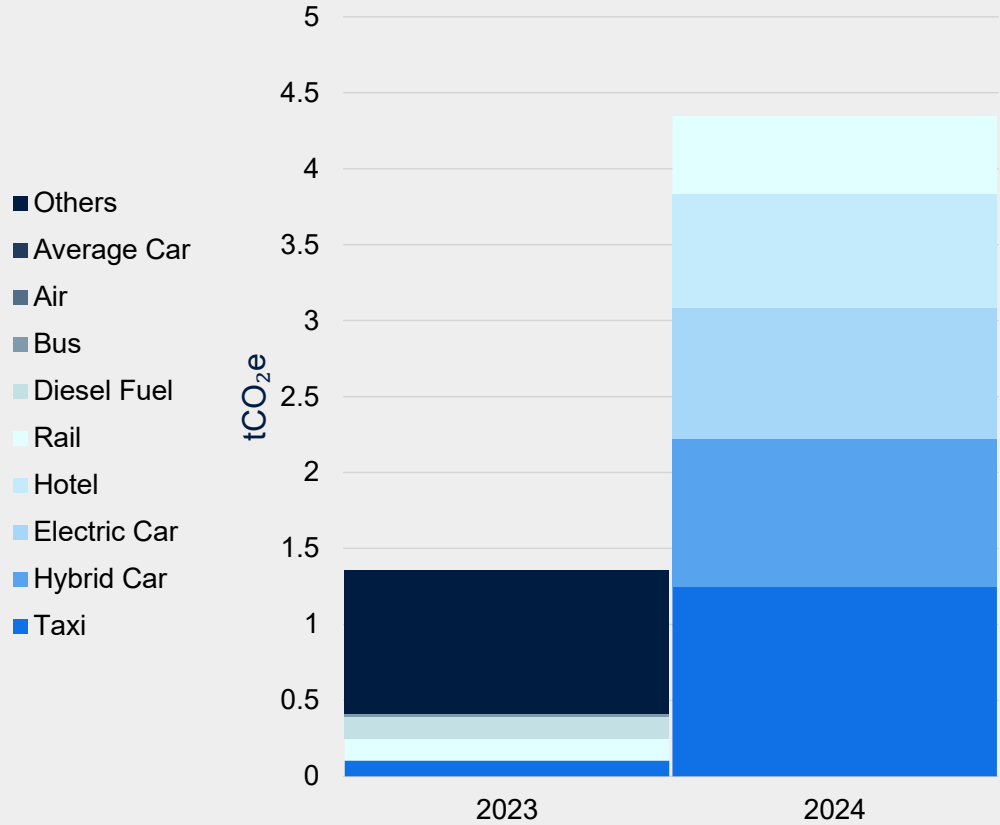
Scope 3 emissions

Category 6: Business Travel

18.3% of this year’s total carbon footprint. Increase is mainly associated with rail and taxi travel.

Emission Source	YE 2023 tCO ₂ e	YE 2024 tCO ₂ e	YE 2024 Proportion	YE 2024 Change	YE 2024 tCO ₂ e normalised	YE 2024 Change normalised
Taxi	0.1	1.6	4.0%	1391.6%	1.3	1094.4%
Hybrid Car	0	1.2	3.1%	-	1.0	-
Electric Car	0	1.1	2.7%	-	0.9	-
Hotel	0	0.7	1.9%	-	0.7	-
Rail	0.1	4.0	10.2%	2766.3%	0.5	266.6%
Air	0	4.1	10.5%	-	0	-
Average Car	0	26.7	67.7%	-	0	-
Bus	0.02	0.01	0.0%	-48.2%	0	-100.0%
Diesel Fuel	0.1	0	0.0%	-100.0%	0	-100.0%
Others	0.9	0	0.0%	-100.0%	0	-100.0%
Total	1.4	39.4	100.0%	2809.0%	4.3	220.6%

Scope 3 Category 6: Business Travel emissions by transport mode for YE 2023 & YE 2024



This comparison graph uses data that has been normalised to exclude any emissions that were reported for the first time in this reporting period.

Annual review

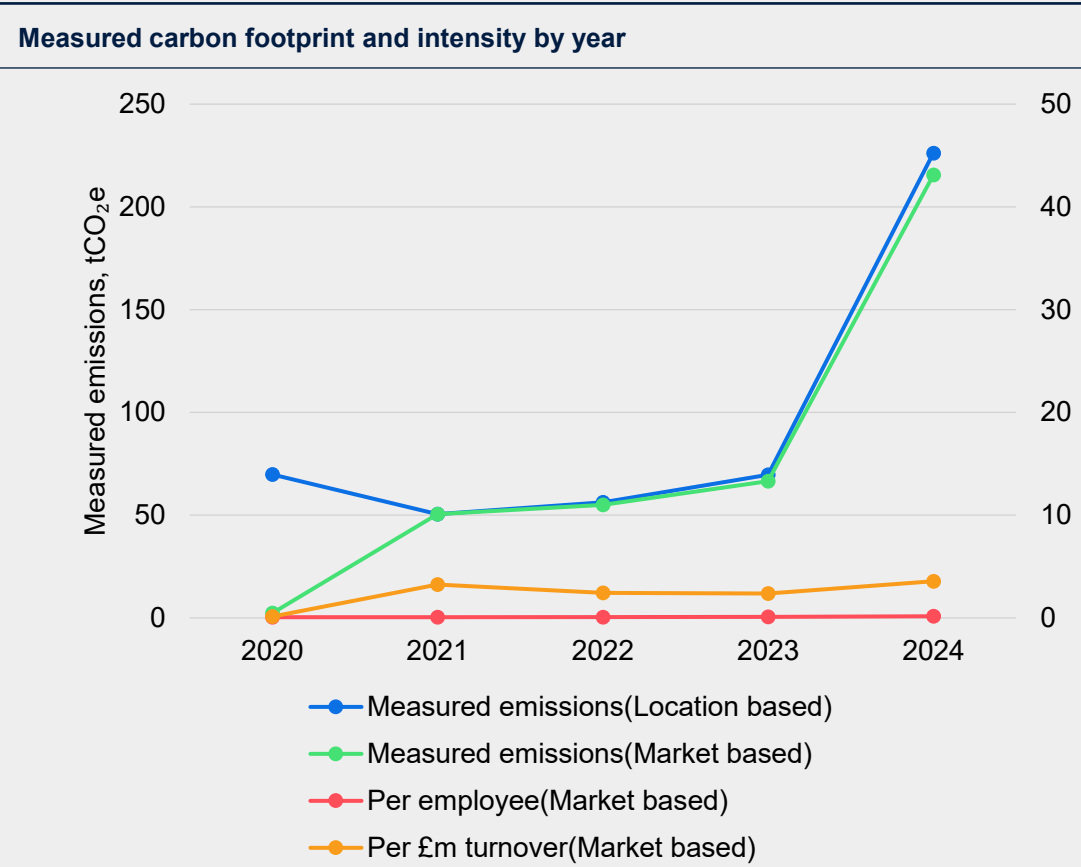
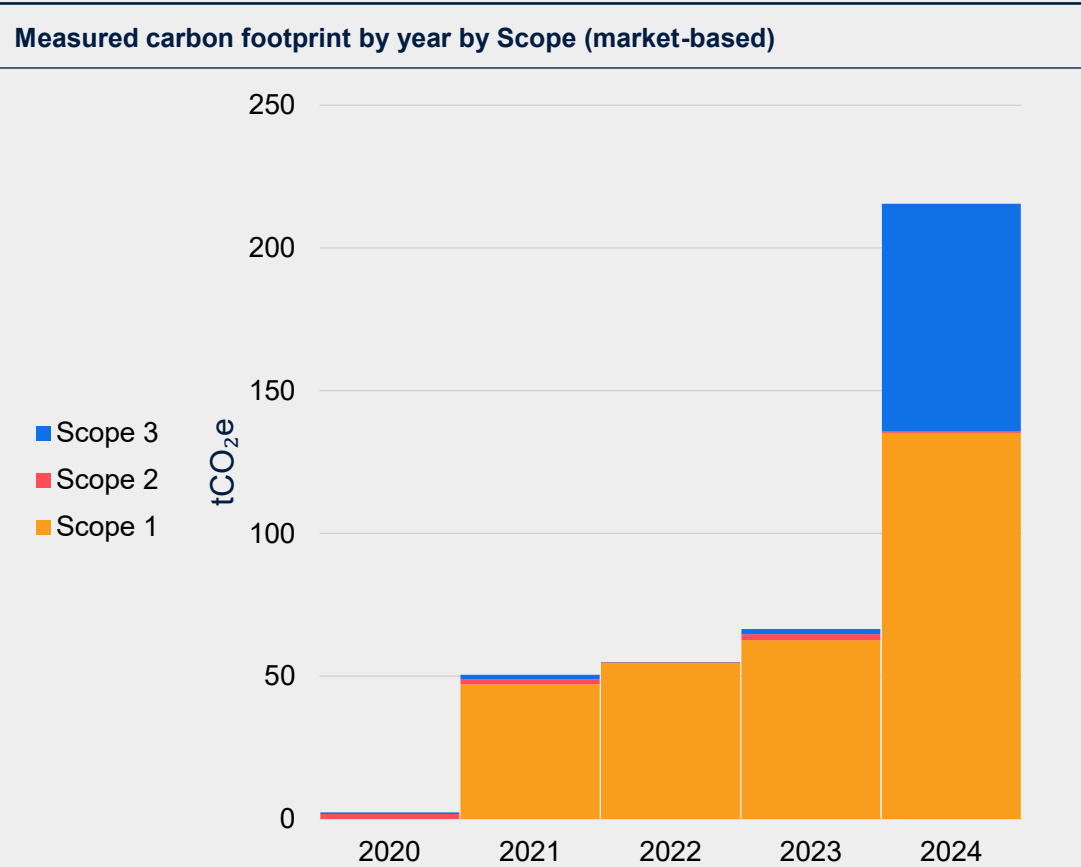
Comparison of key figures

	YE 2023	YE 2024	Difference from previous year
Organisational Boundary score (%)	75.0%	100.0%	25.0%
Operational Boundary score (%)	52.9%	52.9%	0.0%
Data Quality Score (%)	75.0%	88.3%	13.3%
Total carbon emissions (tCO ₂ e)	66.5	215.5	223.9%
Scope 1 & 2 emissions (tCO ₂ e)	64.7	135.7	109.7%
Scope 3 emissions (tCO ₂ e)	1.8	79.8	4,320.6%

This comparison is using data that has NOT been normalised to exclude any emissions that were reported for the first time. This data highlights the measurement and the organisations reporting journey, not its carbon reduction journey.

Historic comparison

Measured carbon footprint throughout the years



This comparison is using data that has NOT been normalised to exclude any emissions that were reported for the first time. This data highlights the measurement and the organisations reporting journey, not its carbon reduction journey.

Social Value

The positive impact that the organization has on people, communities, procurement and its environmental impact.

Social Value Contribution

Total: **£674,550**

Total per employee: **£499**



Your people
£341,541



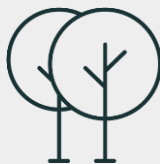
Community & volunteering
£19,441



Donations
£3,997



Procurement
£286



Environmental impacts
£309,285

Social Value breakdown (i)

Theme	Ref	Measures	Units	Your amount
People	NT3	No. of full time equivalent employees (FTE) hired on the contract who are long-term unemployed (unemployed for a year or longer)	No. people FTE	1.0
People	NT6	No. of full time equivalent disabled employees (FTE) hired on the contract	No. people FTE	4.0
People	NT10	No. of weeks of apprenticeships or T-Levels (Level 2,3, or 4) provided on the contract (completed or supported by the organisation)	No. weeks	200.0
People	NT20	No. of employees on the contract that have been provided access for at least 12 months to comprehensive and multidimensional wellbeing programmes	No. employees provided access	866.6
People	NT21	Equality, diversity and inclusion training provided both for staff and supply chain staff	No. hrs (total session duration)*no. attendees	600.0
People	NT39	Mental Health campaigns for staff on the contract to create community of acceptance, remove stigma around mental health	£ invested including staff time	25,325.0
People	NT40	Number and type of initiatives to be put in place to reduce the gender pay gap for staff employed in relation to the contract (describe and document initiatives)	£ invested including staff time	5,500.0
Community & Volunteering	NT8	No. of staff hours spent on local school and college visits supporting pupils e.g. delivering career talks, curriculum support, literacy support, safety talks (including preparation time)	No. staff hours	15.0

Social Value breakdown (ii)

Theme	Ref	Measures	Units	Your amount
Community & Volunteering	NT11	No. of hours of 'support into work' assistance provided to unemployed people through career mentoring, including mock interviews, CV advice, and careers guidance	No. hrs (total session duration)*no. attendees	20.0
Community & Volunteering	NT29	No. of hours volunteering time provided to support local community projects	No. staff volunteering hours	25.0
Community & Volunteering	NT50	Innovative measures to promote local skills and employment to be delivered on the contract - these could be e.g. co-designed with stakeholders or communities, or aiming at delivering benefits while minimising carbon footprint from initiatives, etc.	£ invested - including staff time (volunteering valued at £16.93 per hours, expert time valued at £101.00 per hour) and materials, equipment or other resources	14,221.0
Community & Volunteering	NT51	Innovative measures to promote and support responsible business to be delivered on the contract - these could be e.g. co-designed with stakeholders or communities, or aiming at delivering benefits while minimising carbon footprint from initiatives, etc.	£ invested - including staff time (volunteering valued at £16.93 per hours, expert time valued at £101.00 per hour) and materials, equipment or other resources	1,212.0

Social Value breakdown (iii)

Theme	Ref	Measures	Units	Your amount
Community & Volunteering	NT86	Volunteering time for environmental conservation & sustainable ecosystem management initiatives	No. staff volunteering hours	72.0
Environmental	NT31	Savings in CO2e emissions on contract achieved through de-carbonisation (i.e. a reduction of the carbon intensity of processes and operations, specify how these are to be achieved) against a specific benchmark.	Tonnes CO2e	161.5
Environmental	NT33	Car miles driven using low or no emission staff vehicles included on project as a result of a green transport programme	Miles driven	501,563.0
Environmental	NT44	Commitment to carbon emissions savings to achieve net zero carbon before 2050	Yes, Net zero before or by 2050	Non-financial
Environmental	NT53	Innovative measures to safeguard the environment and respond to the climate emergency to be delivered on the contract - these could be e.g. co-designed with stakeholders or communities, or aiming at delivering benefits while minimising carbon footprint from initiatives, etc.	£ invested - including staff time (volunteering valued at £16.93 per hours, expert time valued at £101.00 per hour) and materials, equipment or other resources	257,233.0
Environmental	NT83	Commitment to measure and disclose Scope 1, 2 and 3 carbon emissions	Yes, commitment to measure Scope 1, 2 and 3 emissions	Non-financial
Donations	NT16	Equipment or resources donated to VCSEs (£ equivalent value)	£	3,997.4
Procurement	NT14	Total amount (£) spent with VCSEs within your supply chain	£	2,384.0

Social Value Data Quality

	01 January 2023 to 31 December 2023	01 January 2024 to 31 December 2024	Definition
Relevance of boundary	3	3	Boundary accurately reflects the majority of the business social values activities for the studied period.(eg at least 75% of organisational activity included)
Data completeness	4	4	12 months of data provided for all sources.
Transparency	3	3	Majority disclosure of assumptions and/or some original evidence provided.
Data accuracy	3	3	Some use of primary data sources and minimal estimated data.
Consistency	3	2	Reasonably consistent data provision and/or no documentation of changes made.
Total score	16 out of 20	15 out of 20	

An aerial photograph of a large ocean wave breaking, showing deep blue water and white foam. The text 'Appendix – supplementary information' is overlaid in white serif font, preceded by a thin white horizontal line.

Appendix – supplementary information

Boundary and quality assessment

Recommendations:

Broaden the coverage of Scope 3 emissions by measuring additional categories that are applicable to the operations, to better align with GHG Protocol best practices.

Start tracking all relevant information of Business Travel (distances, flight class, etc) to build a more accurate carbon footprint.

Provide actual Utilities data for the GUK Midlands sub office site, rather than relying on benchmarks for estimations. This will improve accuracy of reporting.

100.0 %

Organisational Boundary Score

PSSG Group's carbon footprint for this year represents its full organisational boundary.

To be eligible to move up to Level 2: Planet Mark Certified Net Zero Committed an organisational boundary score of 100% needs to be achieved.

52.9 %

Operational Boundary Score

PSSG Group's carbon footprint for this year does not represents its full operational boundary.

To recertify next year as a Planet Mark Certified Business this score needs to improve by a minimum of 6%. To be eligible to move up to Level 2: Planet Mark Certified Net Zero Committed an operational boundary score of 100% needs to be achieved.

88.3 %

Data Quality Score

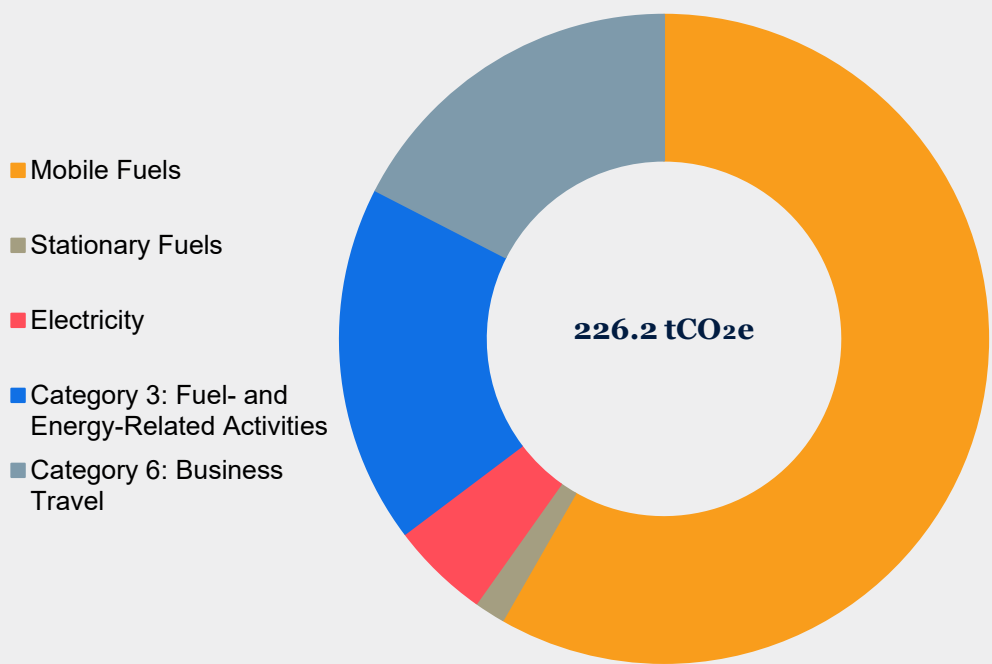
A data quality score in this range is High, meaning the organisation has excellent data quality which is reliable for decision-making and an accurate carbon footprint.

To be eligible for any level of Planet Mark certification a data quality score of at least 30% must be achieved.

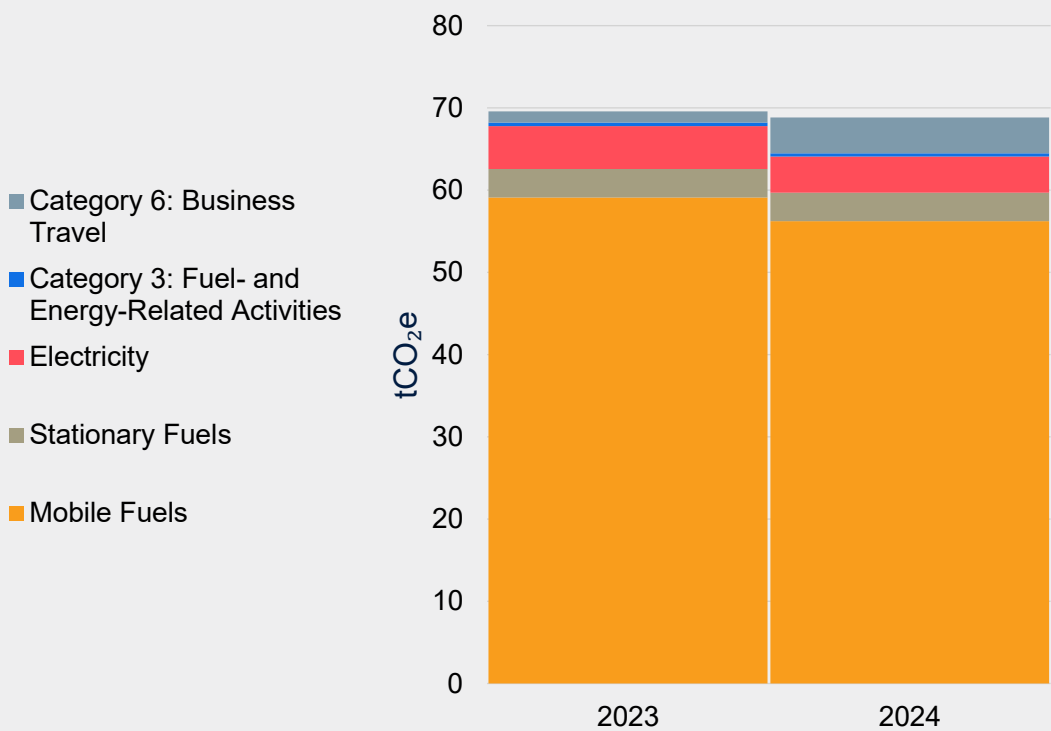
Measured carbon footprint and comparison by emission source

(Location-based)

Carbon footprint by emission source (location-based) for YE 2024



Carbon footprint by emission source (location-based) for YE 2023 & YE 2024



This comparison graph uses data that has been normalised to exclude any emissions that were reported for the first time in this reporting period.

SDG alignment

The Sustainable Development Goals (SDGs), also known as the Global Goals, are a collection of 17 interrelated goals set by the United Nations. They cover a broad range of social and economic development issues. These include poverty, hunger, health, education, climate change, gender, equality, water, sanitation, energy. By measuring and reducing your carbon footprint with the Planet Mark, you can directly and measurably contribute to up to 8 SDGs addressing 15 SDG targets



9.4 - 6% of fleet that is electric or hybrid

13.3 - Donation to the Eden Project

7.2 - 98% of energy demand met by renewable energy

11.6 - Measured carbon emissions

11.4 - Donation to the Eden Project

12.6 - Measured carbon emissions

Caveats (i)

Scope 1

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Mobile Fuels	litres	Fuel Report	Actual fuel consumption	0.0%	Volume of petrol and diesel has been provided.	DESNZ 2024
Stationary Fuels	kWh	Invoices	Meter readings (Estimated/Actual/Smart)	0.0%	Natural gas consumption for PSS - 3 Basons Yard site only.	DESNZ 2024

Caveats (i)

Scope 2

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Electricity	kWh	Meter Readings, Email, Estimated, Fuel Report	Meter readings (Estimated/Actual/Smart), Landlord report, Estimated from benchmarks, Actual fuel consumption	2.0%	Your scope 2 electricity emissions are reported in two ways: location-based and market-based methods. Location-based electricity emissions have been calculated using carbon emission factors for average national or sub-national grid electricity. Market-based electricity emissions have been calculated using emission factors for your specific electricity supply fuel mix as published on your supplier's website for electricity supplied in the period 2023 to 2024. No data available for , so it has been estimated using CIBSE. Then, for this site it was calculated using emission factors for the residual fuel mix 2023/24 (as no information on your specific supplier fuel mix was available) Assumed electric fleet vehicles are not charged on-site . Emissions have not been calculated for this percentage of distance reported to avoid double counting the emissions calculated from the site's electricity consumption.	DESNZ 2024, SSE

Caveats (i)

Scope 3

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Fuel- and Energy-Related Activities	kWh, litres	Meter Readings, Email, Estimated, Invoices, Fuel Report	Meter readings (Estimated/Actual/Smart), Landlord report, Estimated from benchmarks, Actual fuel consumption	0.2%	Scope 3 category 3 is calculated using the location-based method. Well-to-tank emission factors for electricity have been calculated from the fuel mix where no factor was available.	DESNZ 2024
Business Travel	passenger .km, Room per night, km	Travel Report, Email	Actual distance (to/from or fuel usage) and actual mode of transport, Calculated from spend and mode of transport	0.0%	Emission factors used include well-to-tank emissions. For air travel, radiative forcing has been included. Class data was not provided for flights, so it was assumed 100% economy class. For rail travel, where only spend data are available, distance has been estimated using £0.55 per mile for national rail and £0.86 per mile for London underground. Calculations based on 2021 analysis of Planet Mark members' rail journeys. For taxi travel, where only spend data are available, distance has been estimated using £2.53 per mile. Calculations are based on a fixed start price of £2.8 per journey, an average cost of £2.02 per mile and an average taxi journey of 5.36 miles. Sources: UK national average taxi costs, Numbeo and 2019 Passenger journeys per person per year - Taxi and Private Hire Vehicle Statistics: England 2021.	DESNZ 2024

Caveats (i) Information

Operational Boundary	Unit	Data Source	Data Accuracy	Comments, omissions, estimates or extrapolations
Headcount	FTE	Email confirmation	Assumed actual	We have used the annual average full-time equivalent employees. Part-time employees are assumed to be half of a full-time employee. We assume headcount only includes active employees.
Turnover	£m	Email confirmation	Assumed actual	No comment
Floor Area	square meters	Email confirmation	Assumed actual	No comment
Normalisation				Well-to-tank has been normalised for relevant emission sources as these were not previously measured. GUK sites have been normalised as these were measured for the first time this year.

Caveats (i)

Social Value

Theme	Ref	Data source	Data Accuracy	Comments	Conversion factor source
People	NT3	Primary Source	Actual	Evidence for 1 employee who was long-term unemployed.	PSSG Group
People	NT6	Secondary Source	Actual	During 2024, they had 4 members of staff that met the definition of disabled under the equality act due to the nature of their impairments whilst they remained on their books they were unable to attend work.	PSSG Group
People	NT10	Primary Source	Actual	PSS had 7 apprentices during 2024, and GUK had 1.	PSSG Group
People	NT20	Secondary Source	Mixed	All GUK employees have access to the Bravo Benefits Well Being website and up to 300 PSS's employees per annum with EAP accessibility.	PSSG Group
People	NT21	Secondary Source	Mixed	During 2024 GUK used an organisation called My Pathway to provide online training, including Equality, diversity and inclusion training for up to 600 GUK employees.	PSSG Group
People	NT39	Secondary Source	Mixed	£15,000 estimated comes from the cost of preparing for and developing GUK ISO 45003 Psychological Health accreditation that was completed in Jan 25 , with most of the work being undertaken in 2024. £8,000 on Mental Health training courses at site level. And finally, Making a Suicide Intervention provided by Samaritans Training & Engagement Programmes which it cost £2,325.	PSSG Group
People	NT40	Secondary Source	Estimated	GUK has estimated time and cost to produce the Gender Pay Gap Report, which it cost £4,000, plus £1,500 to Can Creative to finalise the report and place it onto their website.	PSSG Group

Caveats (ii)

Social Value

Theme	Ref	Data source	Data Accuracy	Comments	Conversion factor source
Community & Volunteering	NT8	Secondary Source	Estimated	School visit at GUK premisses which has been estimated 10 employees were involved	PSSG Group
Community & Volunteering	NT11	Secondary Source	Estimated	GUK CEO is an active member of Ressurgo and assisted a number of disadvantaged young people into employment during 2024. Its been estimated she spent 20 hours on this initiative.	PSSG Group
Community & Volunteering	NT29	Secondary Source	Estimated	PSS litterpicking, which It's been assumed 8 people, 1 hour each. GUK HR team litterpicking along the loval River Lea, assuming 17 people, 1 hour each.	PSSG Group
Community & Volunteering	NT50	Primary Source	Actual	Coaching Sessions to promote local skills and employment	PSSG Group
Community & Volunteering	NT51	Primary Source	Actual	Global Recycling Day pop-up: 3 experts, 4 hours each	PSSG Group
Community & Volunteering	NT86	Secondary Source	Estimated	PSS Green Organisation judging for Green Apple Awards, CSR Awards and Green World Awards, considering a total of 1 employee 8 hrs per day, 4 days. Also, World Ocean Day - 5 Employees, 8 hours each.	PSSG Group
Environmental	NT31	Primary Source	Actual	Reduction in tCO2e.	PSSG Group

Caveats (iii)

Social Value

Theme	Ref	Data source	Data Accuracy	Comments	Conversion factor source
Environmental	NT33	Primary Source	Actual	GUK has full committed vehicle fleet. PSS has some EV vehicles.	PSSG Group
Environmental	NT44	Primary Source	Actual	PSSG Group committed to achieve Net Zero by 2050.	PSSG Group
Environmental	NT53	Primary Source	Actual	Total spend on products designed to reduce environmental impact.	PSSG Group
Environmental	NT83	Primary Source	Actual	PSSG Group committed to measure Scope 1, 2 and 3 emissions	PSSG Group
Donations	NT16	Primary Source	Actual	PSS donated to Made Blue Clean Drinking Water, Cancer Research, Guide Dogs, and others.	PSSG Group
Procurement	NT14	Primary Source	Actual	PSS attended the International Green Apple Awards and it is member of The Green organisation. Also, it is member of Living Wage Foundation.	PSSG Group

Carbon footprint breakdown

01 January 2023 to 31 December 2023				01 January 2024 to 31 December 2024					
Source	Unit	Amount	tCO ₂ e	Amount	tCO ₂ e	tCO ₂ e normalised	% Change in tCO ₂ e from base year	% total carbon footprint	% Change in amounts from base year
Scope 1									
Mobile Fuels	km	11,870.5	1.3	0	0	0	-100.0%	0.0%	-100.0%
Mobile Fuels	litres	25,943.3	57.8	61,776.0	131.8	56.2	-2.8%	61.2%	138.1%
Stationary Fuels	kwh	19,022.1	3.5	19,016.0	3.5	3.5	-0.0%	1.6%	-0.0%
Scope 2									
Electricity (location-based)	km	6,552.3	0.3	0	0	0	-100.0%	-	-100.0%
Electricity (location-based)	kwh	23,514.2	4.9	53,628.1	11.1	4.4	-9.7%	-	128.1%
Electricity (market-based)	km	6,552.3	0.3	0	0	0	-100.0%	0.0%	-100.0%
Electricity (market-based)	kwh	23,514.2	1.8	53,628.1	0.5	0	-100.0%	0.2%	128.1%
Scope 3									
Category 3: Fuel- and Energy-Related Activities	km	6,552.3	0.03	0	0	0	-100.0%	0.0%	-100.0%
Category 3: Fuel- and Energy-Related Activities	kwh	23,514.2	0.4	179,900.4	4.2	0.4	-7.8%	2.0%	665.1%
Category 3: Fuel- and Energy-Related Activities	litres	0	0	61,776.0	36.1	0	-	16.8%	-
Category 6: Business Travel	km	5,326.9	0.8	317,007.0	30.5	3.1	293.7%	14.2%	5851.0%
Category 6: Business Travel	litres	184.0	0.4	0	0	0	-100.0%	0.0%	-100.0%
Category 6: Business Travel	passenger.km	4,311.4	0.2	221,858.8	8.2	0.5	217.4%	3.8%	5045.8%
Category 6: Business Travel	room per night	0	0	72.0	0.7	0.7	-	0.3%	-
Market Based									
Total	tCO ₂ e		66.5		215.5	64.4	-3%		
No. employees	Number		714		1,350.7	784.1			
Total per employee	tCO ₂ e		0.1		0.2	0.1	-12%		
Turnover £m	Number		28.0		60.4	28.5			
Total per £m	tCO ₂ e		2.4		3.6	2.3	-5%		
Location Based									
Total	tCO ₂ e		69.6		226.2	68.8	-1%		
No. employees	Number		714		1,350.7	784.1			
Total per employee	tCO ₂ e		0.1		0.2	0.1	-10%		
Turnover £m	Number		28.0		60.4	28.4			
Total per £m	tCO ₂ e		2.5		3.7	2.4	-3%		

About

Company name	PSSG Group
Sector	Other
Reporting period	01 January 2024 to 31 December 2024
Year of measurement	5th
Base year	2023
Planet Mark Membership Package	Business Certification (membership package 1a)
Total turnover (£)	60,398,492.0
Total FTE employees (annual average no.)	1,350.7
Data collection lead	Angus Pearce, angus@pssgroup.net , Health, Safety & Sustainability Manager Norman Blight, norman.blight@guk.co.uk , Compliance Manager
Significant reporting changes	Reporting for the whole group (PSSG) this year, including GUK.
Methodology	We follow the GHG Protocol for Corporate Emission Reporting and The National TOMs Framework for Social Value Reporting. Refer to Planet Mark Net Zero Certification Scheme Rules, Procedures and Management for detailed information on the methodology and standards used in the preparation of this report.
Community project	Contributions to the Eden Project have been made as part of Planet Mark Certification.
Prepared by	Fernanda Defourny Corrêa, Data Analyst, Planet Mark
Checked by	Alex Smith, Technical Consultant, Planet Mark Melina Valente, Certification Manager, Planet Mark
Date	17 October 2025



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