



MEASUREMENT REPORT

YEAR 6

PSSG Group

Reporting period:

01 January 2025 to 31 December 2025

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Boundary and key figures

Reporting period
01 January 2025 to 31 December 2025

Organisational boundary
GUK - Innova House, PSS - 3 Bansons Yard, GUK Midland sub office, PSS - Heddon Street, UK

Operational boundary

Scope 1:
Stationary Fuels, Mobile Fuels

Scope 2:
Electricity

Scope 3:
Category 3: Fuel- and Energy-related Activities
Category 6: Business Travel
Category 7: Employee Commuting

PSSG Group has been measuring its carbon footprint with Planet Mark for 6 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 3 Category 7: Employee Commuting at 76.5% of their total market-based footprint followed by Scope 1 Mobile Fuels at 13.3% of their total market-based footprint. Mobile Fuels has seen the largest decrease in emissions, reducing by 38.5 tCO₂e since 2024.

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

This report compares this year's (YE2025) emissions to baseline year's (YE2024) emissions.

PSSG Group has expanded its boundary this year in the following categories: Employee Commuting 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

>	-28.0 % Comparison of Scope 1 & 2 emissions vs previous year
>	-23.8 % Comparison of absolute measured emissions vs 2024 baseline (normalised)
>	700.0 tCO₂e Measured carbon footprint (market-based)
>	0.5 tCO₂e Measured carbon footprint per FTE (market-based)
>	76.1 % Data Quality Score
>	100.0 % Organisational Boundary Score
>	76.5 % 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

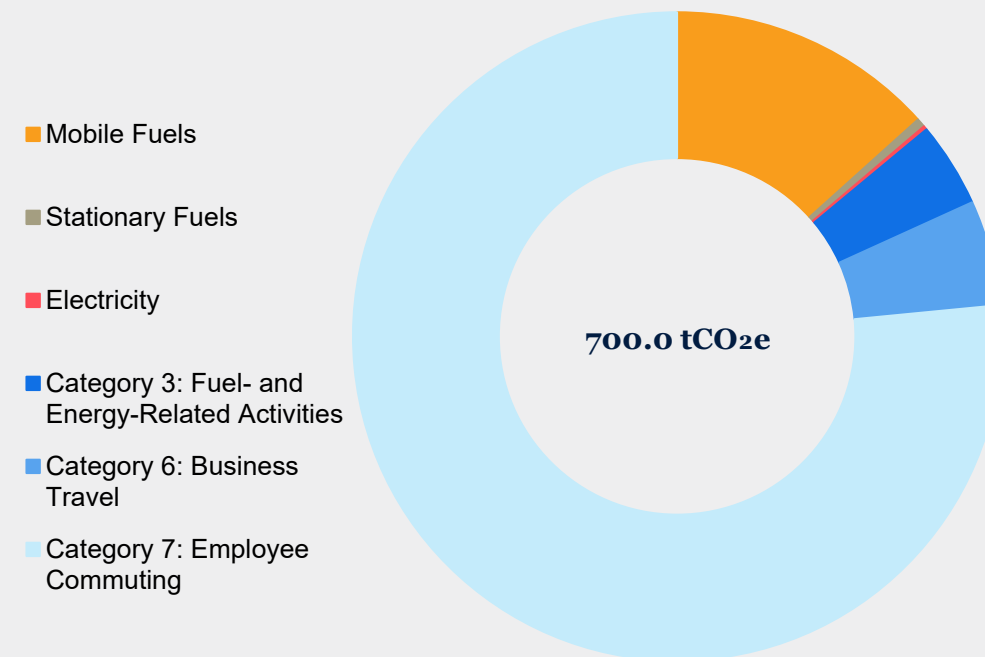
SCOPE 3 DOWNSTREAM

- 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 2025 tCO ₂ e	YE 2025 Proportion
Scope 1	Mobile Fuels	93.3	13.3%
	Stationary Fuels	3.1	0.4%
Scope 2	Electricity (location-based)	10.1	-
	Electricity (market-based)	1.3	0.2%
Scope 3	Category 3: Fuel- and Energy-Related Activities	29.7	4.2%
	Category 6: Business Travel	36.8	5.3%
	Category 7: Employee Commuting	535.7	76.5%
Total (market-based)		700.0	
No. employees		1,503.6	
Per Employee		0.5	
Turnover £m		69.5	
Per £m turnover		10.1	
Total (location-based)		708.8	
No. employees		1,503.6	
Per Employee		0.5	
Turnover £m		69.5	
Per £m turnover		10.2	

Total carbon footprint by emission category (market-based) for YE 2025

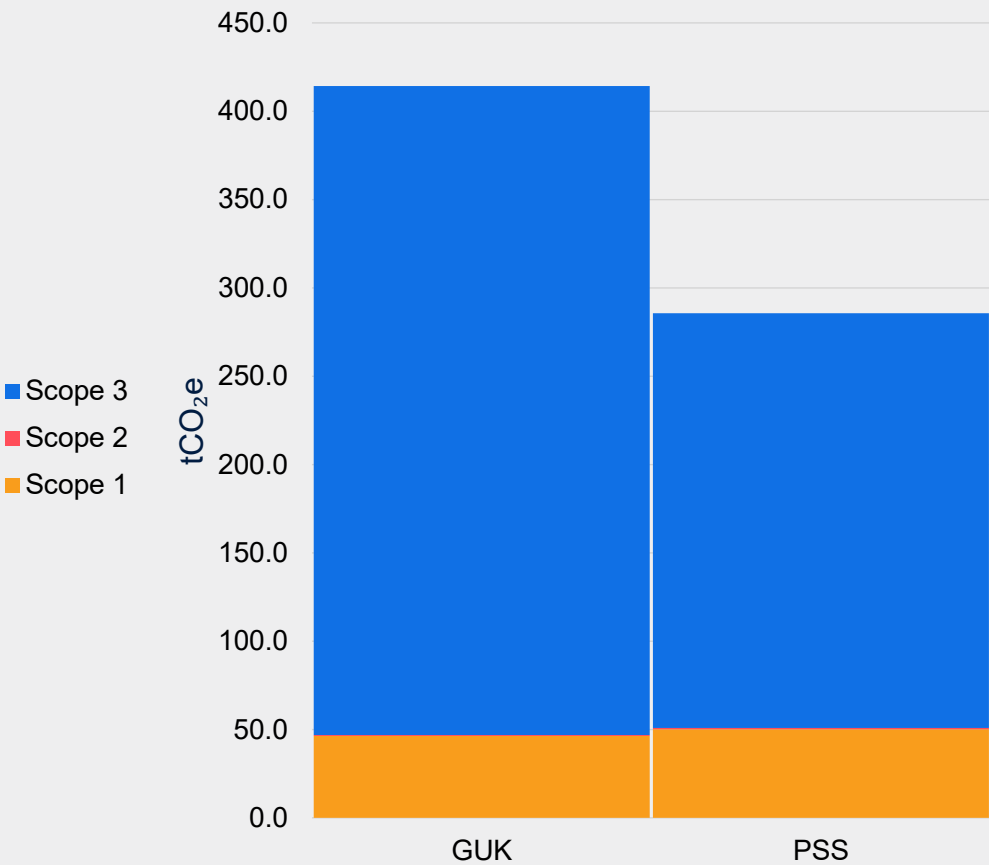


Emission by Scope

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

Site name	Scope 1 tCO ₂ e	Scope 2 tCO ₂ e	Scope 3 tCO ₂ e	Total tCO ₂ e
GUK	46.4	0.5	367.5	414.3
PSS	50.1	0.9	234.7	285.7
Total	96.5	1.3	602.2	700.0

Carbon footprint by Scope 1, 2 & 3 (market-based) per location for YE 2025

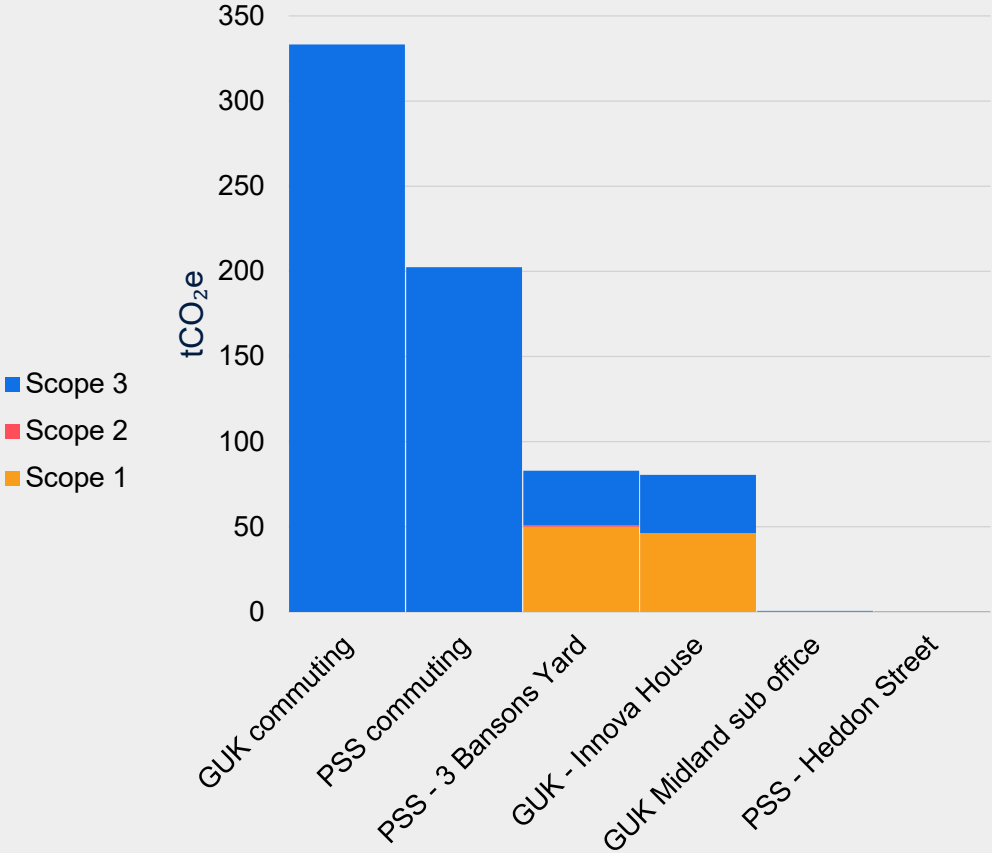


Comparison by location

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

Site name	YE 2025 tCO ₂ e	YE 2025 Proportion
GUK commuting	333.2	47.6%
PSS commuting	202.5	28.9%
PSS - 3 Basons Yard	83.0	11.9%
GUK - Innova House	80.6	11.5%
GUK Midland sub office	0.5	0.1%
PSS - Heddon Street	0.1	0.0%
Total	700.0	100.0%

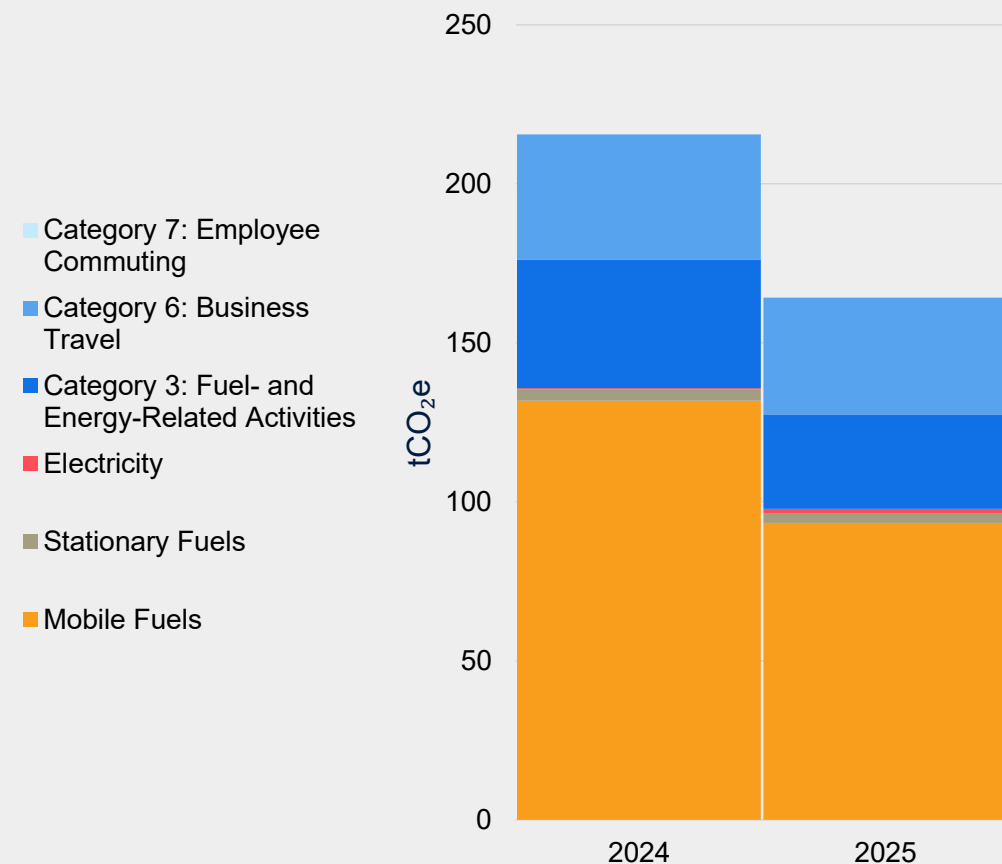
Carbon footprint by Scope 1, 2 & 3 (market-based) per location for YE 2025



Measured carbon footprint comparison

Scope	Emission Category	YE 2024 tCO ₂ e	YE 2025 tCO ₂ e	YE 2025 Proportion	YE 2025 Change	YE 2025 tCO ₂ e normalised	YE 2025 Change normalised
Scope 1	Mobile Fuels	131.8	93.3	13.3%	-29.2%	93.3	-29.2%
	Stationary Fuels	3.5	3.1	0.4%	-10.0%	3.1	-10.0%
Scope 2	Electricity (location-based)	11.1	10.1	-	-8.7%	10.1	-8.7%
	Electricity (market-based)	0.5	1.3	0.2%	193.5%	1.3	193.5%
Scope 3	Category 3: Fuel- and Energy-Related Activities	40.3	29.7	4.2%	-26.4%	29.7	-26.4%
	Category 6: Business Travel	39.4	36.8	5.3%	-6.8%	36.8	-6.8%
	Category 7: Employee Commuting	0	535.7	76.5%	-	0	-
Total (market-based)		215.5	700.0		224.8%	164.2	-23.8%
No. employees		1,350.7	1,503.6			1,503.6	
Per employee		0.2	0.5		191.8%	0.1	-31.5%
Turnover £m		60.4	69.5			69.5	
Per £m turnover		3.6	10.1		182.4%	2.4	-33.7%
Total (location-based)		226.2	708.8		213.4%	173.0	-23.5%
No. employees		1,350.7	1,503.6			1,503.6	
Per employee		0.2	0.5		181.5%	0.1	-31.3%
Turnover £m		60.4	69.5			69.5	
Per £m turnover		3.7	10.2		172.5%	2.5	-33.5%

Total carbon footprint by emission category (market-based) for YE 2024 & YE 2025

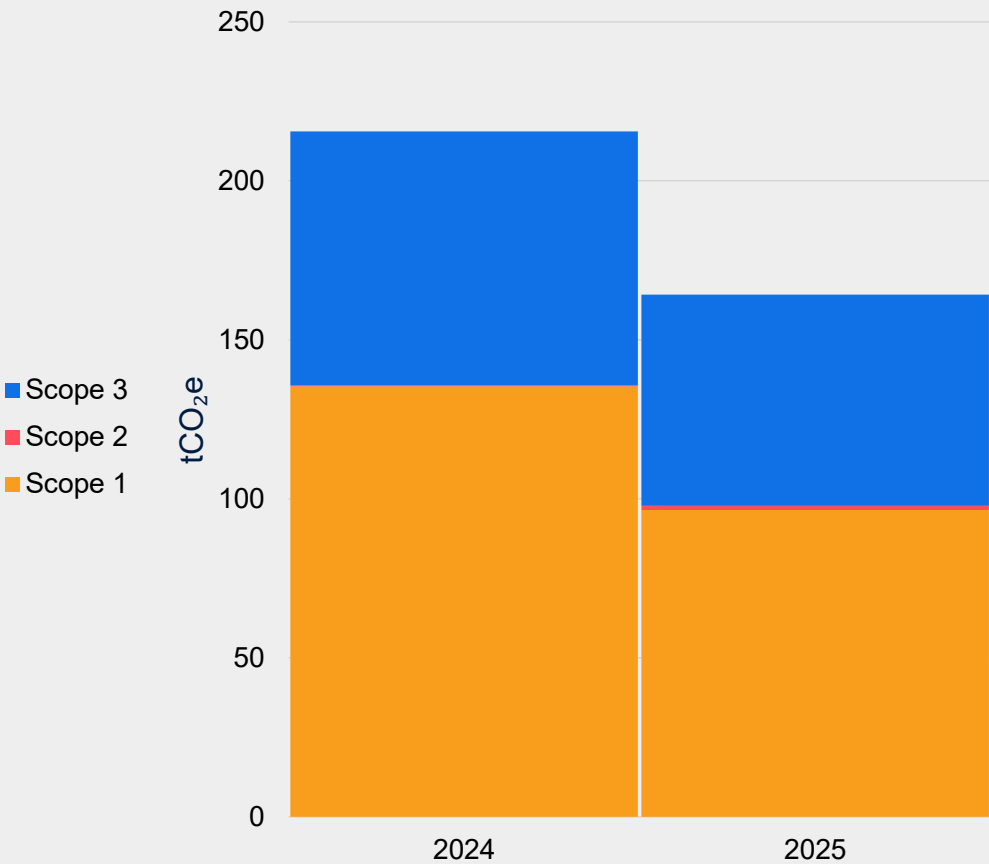


This comparison graph uses data that has been normalised to exclude any emissions that were reported for the first time in this reporting period.

Comparison by Scope

Emission Scope	YE 2024 tCO ₂ e	YE 2025 tCO ₂ e	YE 2025 Proportion	YE 2025 Change	YE 2025 tCO ₂ e normalised	YE 2025 Change normalised
Scope 1	135.3	96.5	13.8%	-28.7%	96.5	-28.7%
Scope 2 (market-based)	0.5	1.3	0.2%	193.5%	1.3	193.5%
Scope 2 (location-based)	11.1	10.1	-	-8.7%	10.1	-8.7%
Scope 3	79.8	602.2	86.0%	654.8%	66.4	-16.7%
Total	215.5	700.0	100.0%	224.8%	164.2	-23.8%
Total Scope 1 & 2	135.7	97.8	14.0%	-28.0%	97.8	-28.0%
Total Scope 1 & 2 per FTE	0.1	0.1	-	-35.3%	0.1	-35.3%
Total Scope 1 & 2 per Turnover	2.2	1.4	-	-37.4%	1.4	-37.4%
Total Scope 1 & 2 (location-based)	146.4	106.6	15.0%	-27.2%	106.6	-27.2%
Total Scope 1 & 2 per FTE (location-based)	0.1	0.1	-	-34.6%	0.1	-34.6%
Total Scope 1 & 2 per Turnover (location-based)	2.4	1.5	-	-36.7%	1.5	-36.7%

Carbon footprint by Scope (market-based) for YE 2024 & YE 2025



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, with several support pillars. The water's surface shows some darker patches, possibly rocks or submerged vegetation. The overall scene is serene and scenic.

Scope 1 emissions

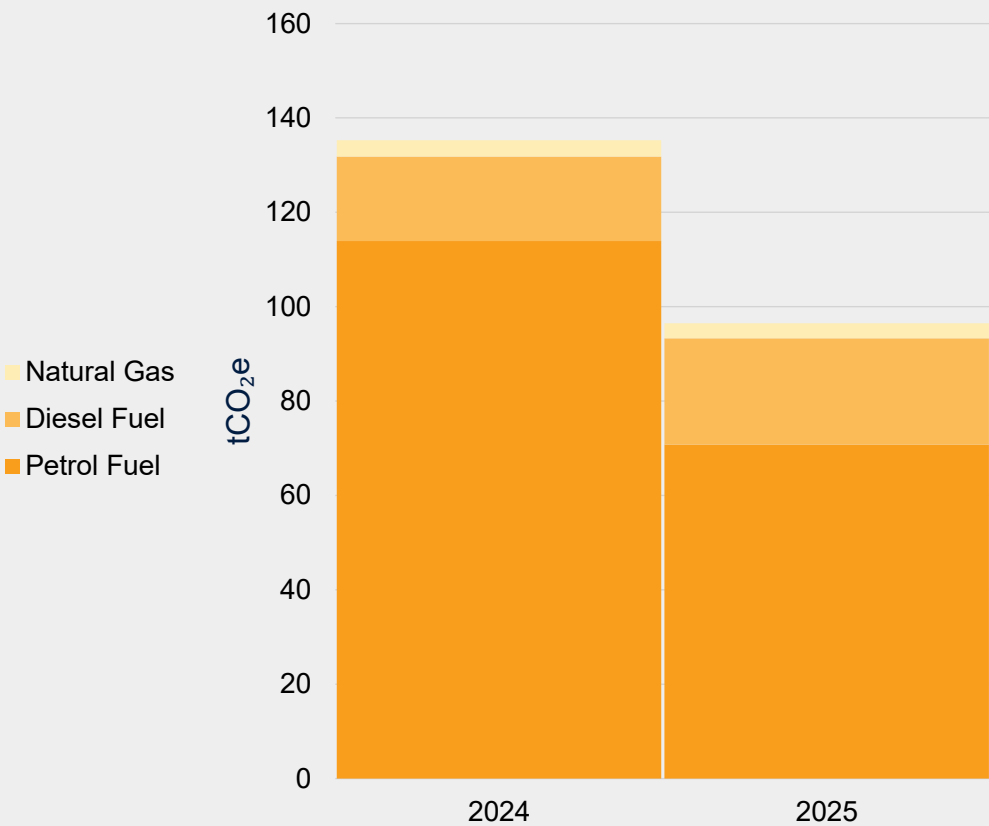
The emissions from sources that a company creates directly (e.g., from burning fuel in gas boilers and in company owned vehicles).

Scope 1 emissions

Scope 1 emissions contributed 13.78% of this year’s total carbon footprint. Scope 1 emissions have decreased, primarily due to a 37.9% reduction in petrol fuel emissions compared with the previous reporting period.

Emission Source	YE 2024 tCO ₂ e	YE 2025 tCO ₂ e	YE 2025 Proportion	YE 2025 Change
Petrol Fuel	113.9	70.8	73.4%	-37.9%
Diesel Fuel	17.9	22.6	23.4%	26.3%
Natural Gas	3.5	3.1	3.2%	-10.0%
Total	135.3	96.5	100.0%	-28.7%

Scope 1 emissions for YE 2024 & YE 2025



Scope 2 emissions

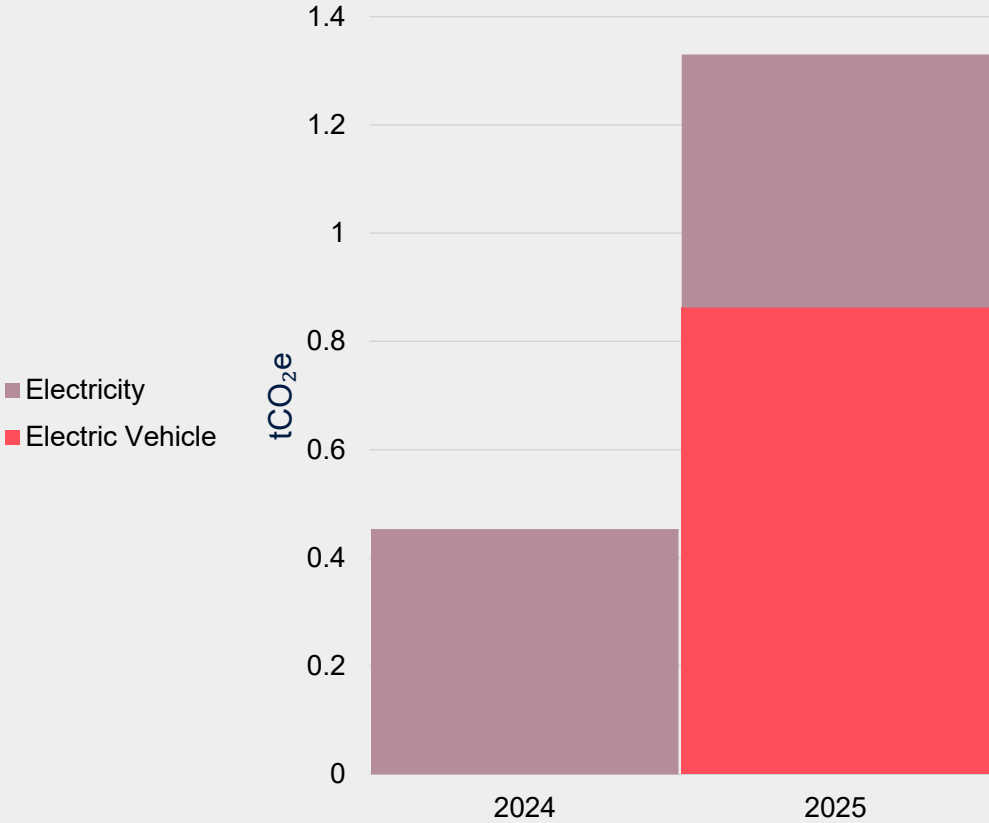
The emissions a company creates indirectly, associated with the energy it purchases (e.g., electricity).

Scope 2 emissions

Scope 2 emissions contributed 0.19% of this year’s total carbon footprint. Scope 2 emissions have increased due to higher electricity consumption compared with the previous reporting period.

Emission Source	YE 2024 tCO ₂ e	YE 2025 tCO ₂ e	YE 2025 Proportion	YE 2025 Change
Electric Vehicle	0	0.9	64.8%	-
Electricity	0.5	0.5	35.2%	3.2%
Total	0.5	1.3	100.0%	193.5%

Scope 2 emissions (market-based) for YE 2024 & YE 2025



Scope 3 emissions

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

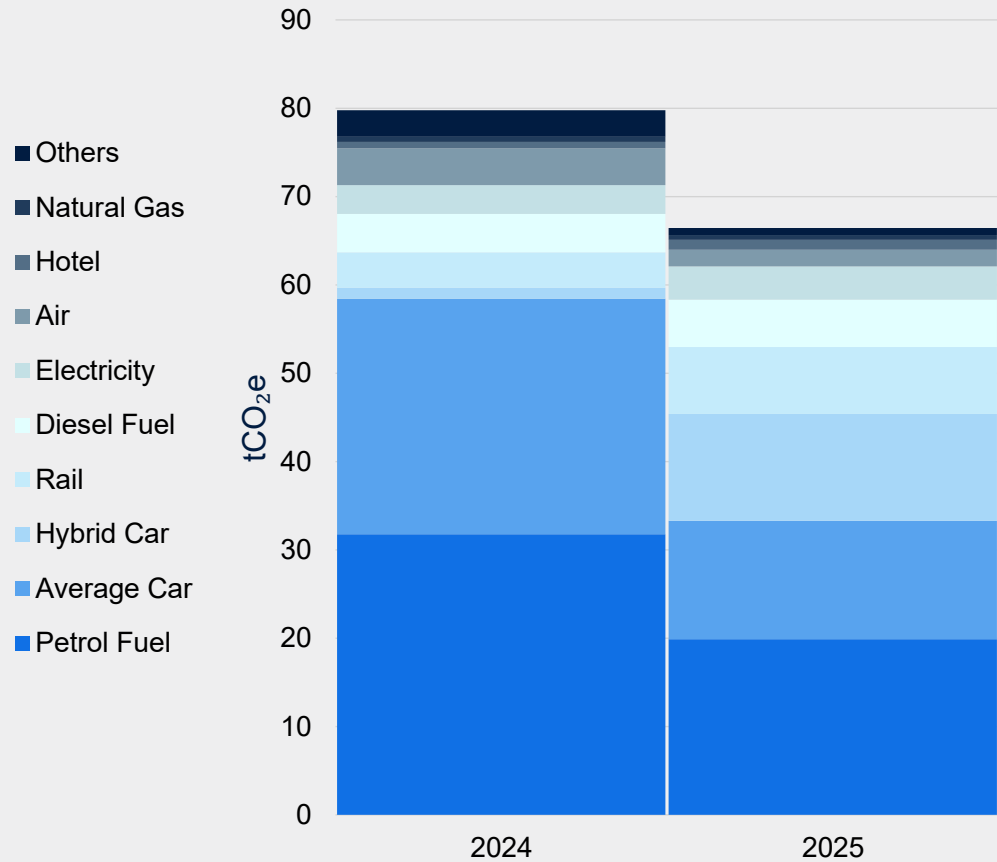
Scope 3 is split into 15 categories.

Scope 3 emissions

Scope 3 emissions contributed 86.03% of this year’s total carbon footprint. These are the top 10 sources from all scope 3 categories combined.

Emission Source	Emission Category	YE 2024 tCO ₂ e	YE 2025 tCO ₂ e	YE 2025 Proportion	YE 2025 Change	YE 2025 tCO ₂ e normalised	YE 2025 Change normalised
Petrol Fuel	Fuel- and Energy-Related Activities	31.8	19.9	3.3%	-37.4%	19.9	-37.4%
Average Car	Business Travel	26.7	13.4	2.2%	-49.8%	13.4	-49.8%
Hybrid Car	Business Travel	1.2	12.1	2.0%	891.4%	12.1	891.4%
Rail	Business Travel	4.0	7.5	1.3%	88.1%	7.5	88.1%
Diesel Fuel	Fuel- and Energy-Related Activities	4.3	5.4	0.9%	23.5%	5.4	23.5%
Electricity	Fuel- and Energy-Related Activities	3.3	3.8	0.6%	15.7%	3.8	15.7%
Air	Business Travel	4.1	1.9	0.3%	-54.6%	1.9	-54.6%
Hotel	Business Travel	0.7	1.1	0.2%	50.0%	1.1	50.0%
Natural Gas	Fuel- and Energy-Related Activities	0.6	0.5	0.1%	-10.0%	0.5	-10.0%
Others	Others	3.0	536.5	89.1%	17754.0%	0.8	-72.8%
Total	Total	79.8	602.2	100.0%	654.8%	66.4	-16.7%

Scope 3 emissions for YE 2024 & YE 2025



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.

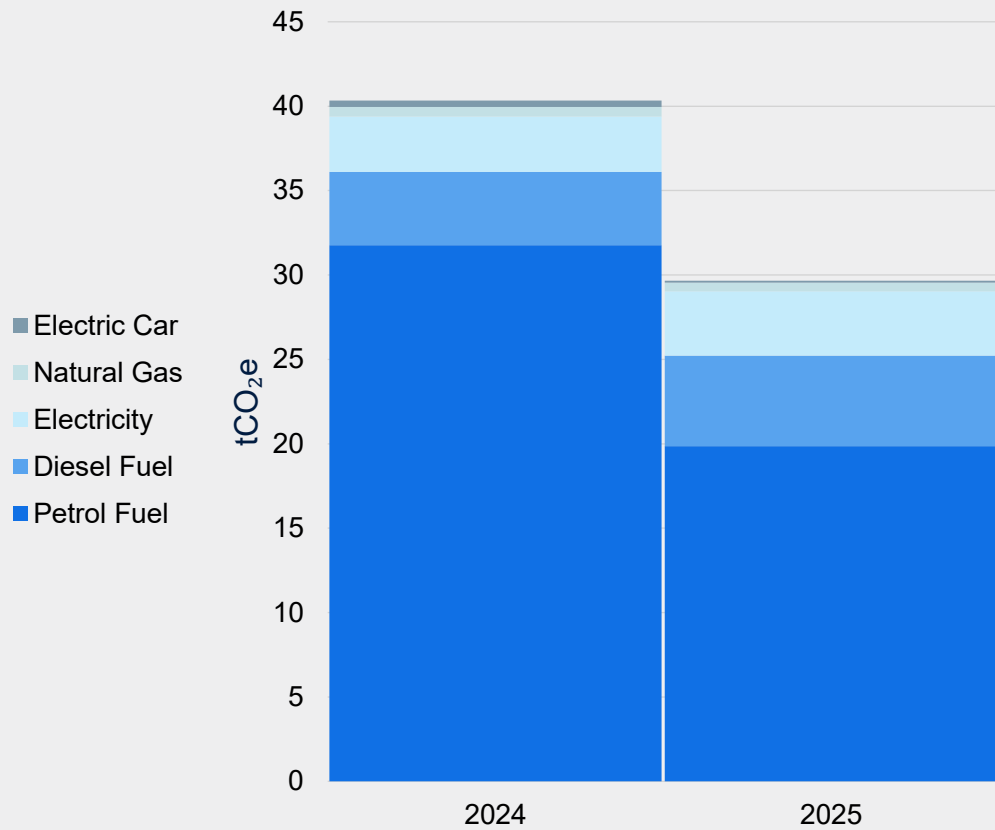
Scope 3 emissions

Category 3: Fuel and Energy Related Activities

Fuel and energy related activities emissions contributed 4.24% of this year's total carbon footprint.

Emission Source	YE 2024 tCO ₂ e	YE 2025 tCO ₂ e	YE 2025 Proportion	YE 2025 Change
Petrol Fuel	31.8	19.9	67.0%	-37.4%
Diesel Fuel	4.3	5.4	18.1%	23.5%
Electricity	3.3	3.8	12.8%	15.7%
Natural Gas	0.6	0.5	1.7%	-10.0%
Electric Car	0.4	0.1	0.4%	-67.2%
Total	40.3	29.7	100.0%	-26.4%

Scope 3 Category 3: Fuel and Energy Related Activities emissions for YE 2024 & YE 2025



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.

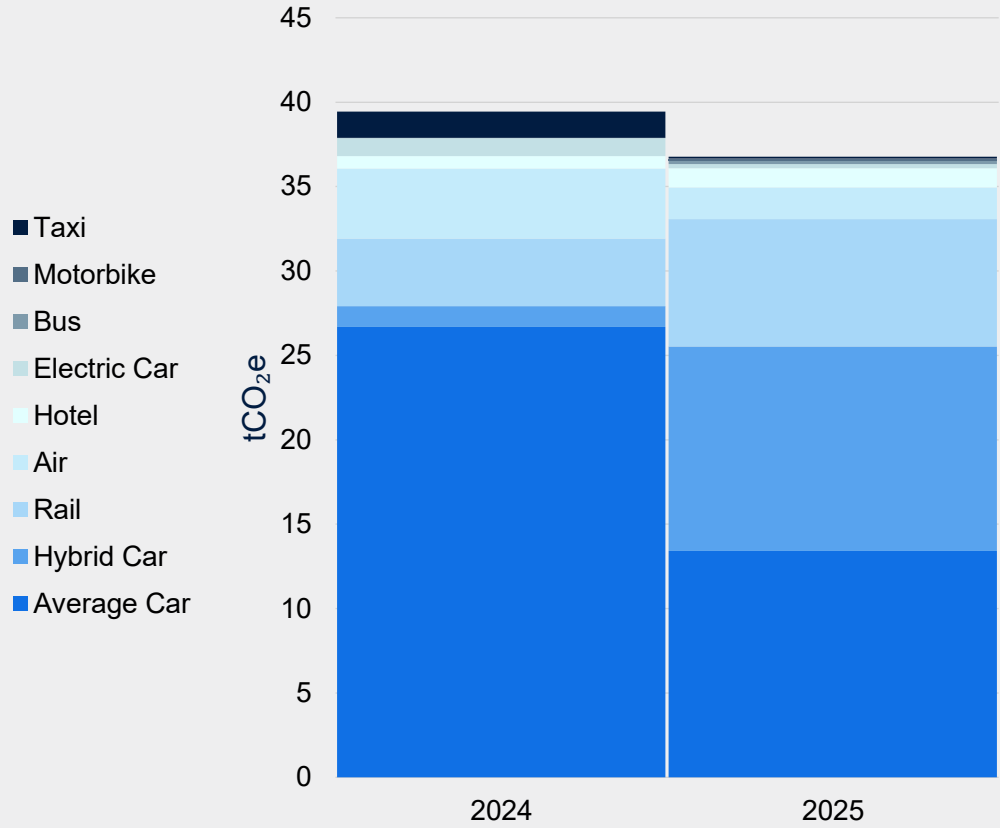
Scope 3 emissions

Category 6: Business Travel

Business travel emissions contributed 5.25% of this year’s total carbon footprint.

Emission Source	YE 2024 tCO ₂ e	YE 2025 tCO ₂ e	YE 2025 Proportion	YE 2025 Change
Average Car	26.7	13.4	36.5%	-49.8%
Hybrid Car	1.2	12.1	33.0%	891.4%
Rail	4.0	7.5	20.5%	88.1%
Air	4.1	1.9	5.1%	-54.6%
Hotel	0.7	1.1	3.1%	50.0%
Electric Car	1.1	0.3	0.7%	-76.1%
Bus	0.01	0.2	0.5%	1690.7%
Motorbike	0	0.1	0.3%	-
Taxi	1.6	0.1	0.3%	-92.3%
Total	39.4	36.8	100.0%	-6.8%

Scope 3 Category 6: Business Travel emissions by transport mode for YE 2024 & YE 2025



Employee Commuting

This category includes emissions from the transportation of employees between their homes and their place of work. Emissions from employee commuting may arise from car travel, bus travel, rail travel, air travel, and other modes of transportation.

Companies may include emissions from teleworking (i.e., employees working remotely) in this category

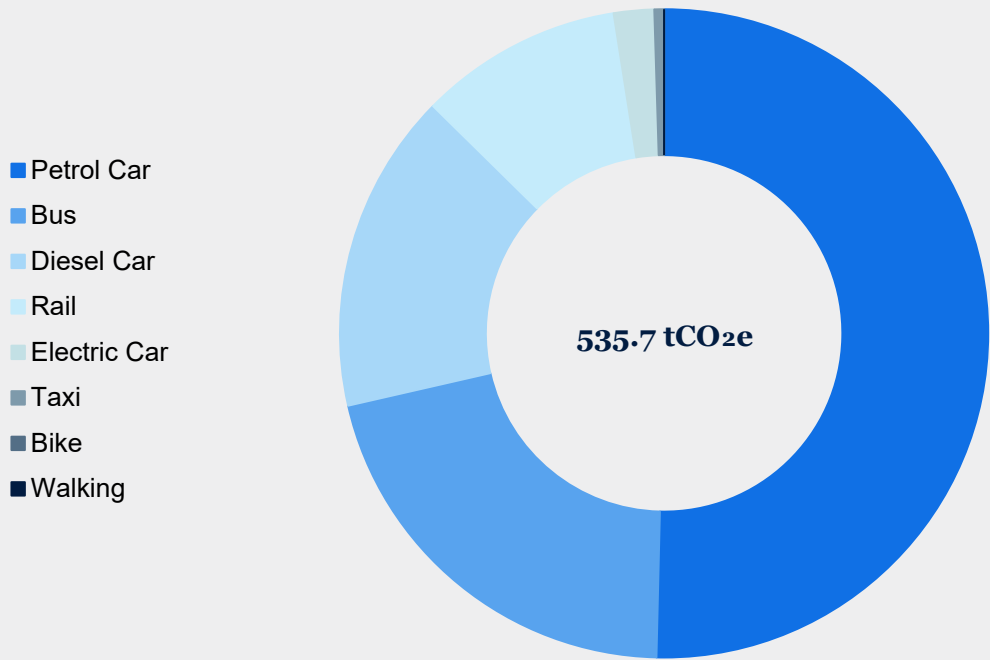
Scope 3 emissions

Category 7: Employee Commuting

Employee commuting emissions contributed 76.54% of this year’s total carbon footprint. Employee commuting has been reported for the first time during the reporting period and has been normalised to allow for a like-for-like comparison with the previous reporting period.

Emission Source	YE 2025 tCO ₂ e	YE 2025 Proportion
Petrol Car	269.9	50.4%
Bus	112.7	21.0%
Diesel Car	85.4	16.0%
Rail	54.3	10.1%
Electric Car	10.8	2.0%
Taxi	2.6	0.5%
Bike	0	0.0%
Walking	0	0.0%
Total	535.7	100.0%

Scope 3 Category 7: Employee Commuting emissions by transport mode for YE 2025



Annual review

Comparison of key figures

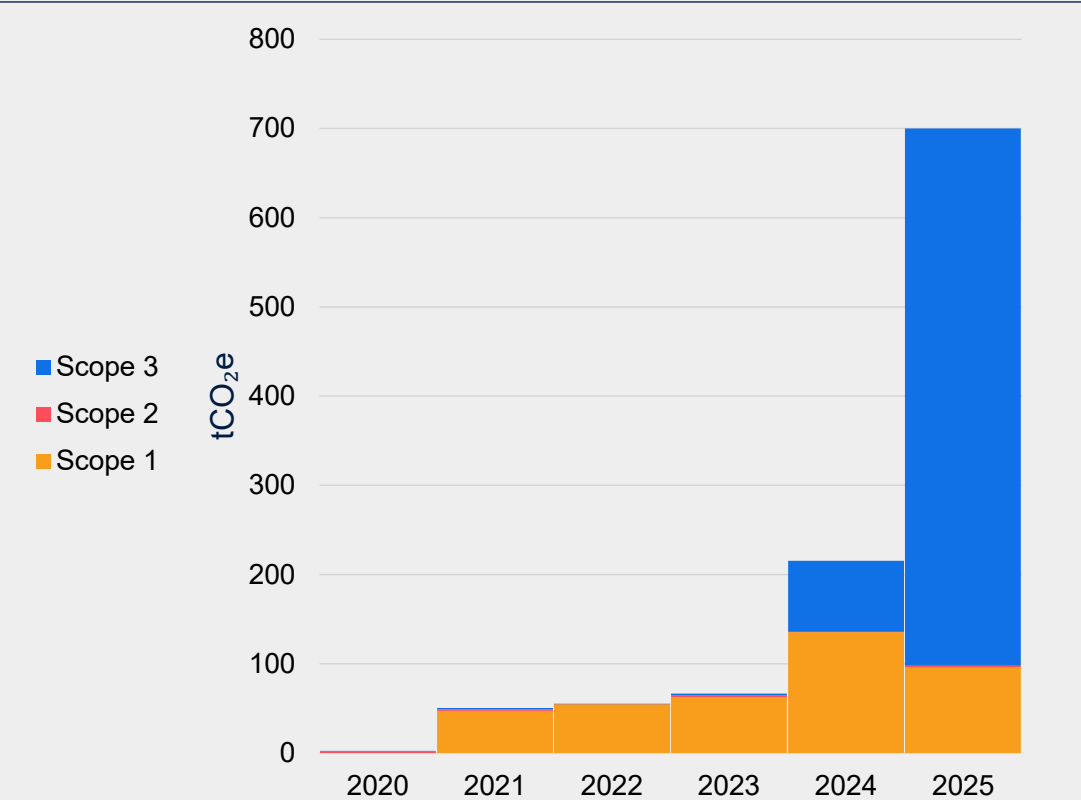
	YE 2024	YE 2025	Difference from previous year
Organisational Boundary score (%)	100.0%	100.0%	0.0%
Operational Boundary score (%)	70.6%	76.5%	6.0%
Data Quality Score (%)	88.3%	76.1%	-12.1%
Total carbon emissions (tCO ₂ e)	215.5	700.0	224.8%
Scope 1 & 2 emissions (tCO ₂ e)	135.7	97.8	-28.0%
Scope 3 emissions (tCO ₂ e)	79.8	602.2	654.8%

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

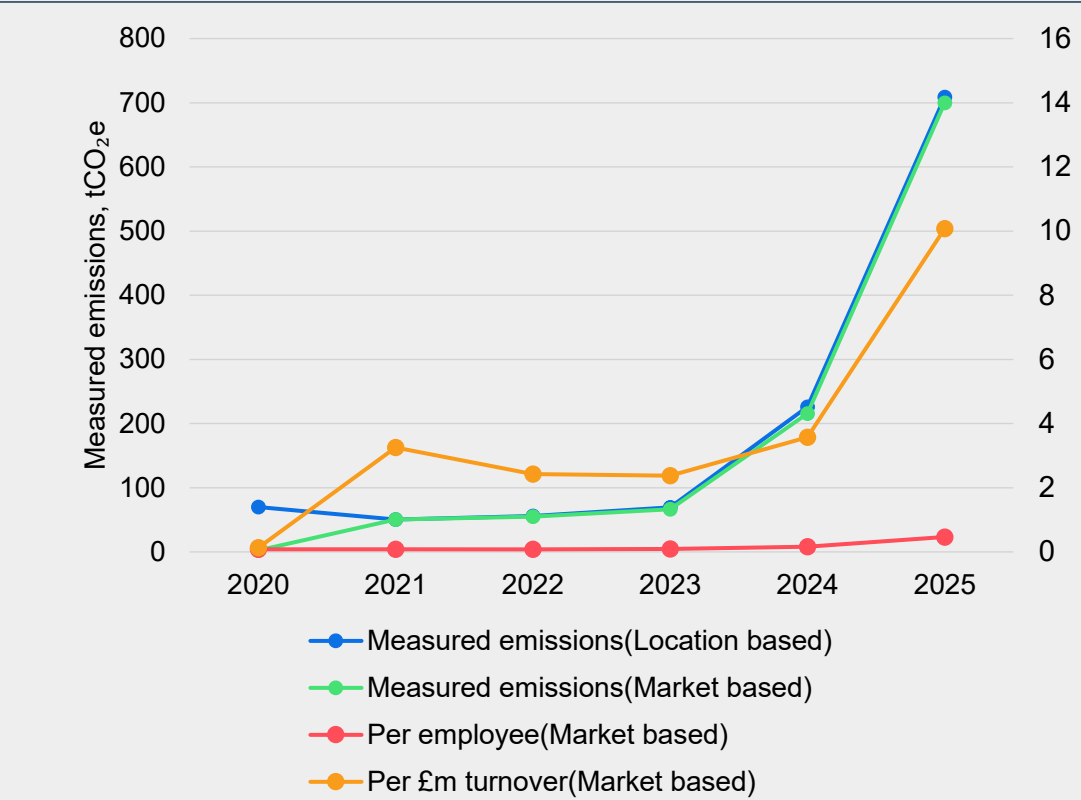
Measured carbon footprint throughout the years

Measured carbon footprint by year by Scope (market-based)



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.

Measured carbon footprint and intensity by year



An aerial photograph of ocean waves, showing a large, turbulent wave with white foam and deep blue water. The text 'Appendix – supplementary information' is overlaid in white serif font, underlined.

Appendix – supplementary information

Boundary and quality assessment

Recommendations:

Measure all categories applicable in the package.

Measure all categories applicable to the business to provide an overall picture of the business's emissions.

Obtain more responses for commuting.

Please provide the renewable energy certificates/invoices.

We had to rely on email confirmation this time.

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.

76.5 %

Operational Boundary Score

PSSG Group's carbon footprint for this year does not represent 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.

76.1 %

Data Quality Score

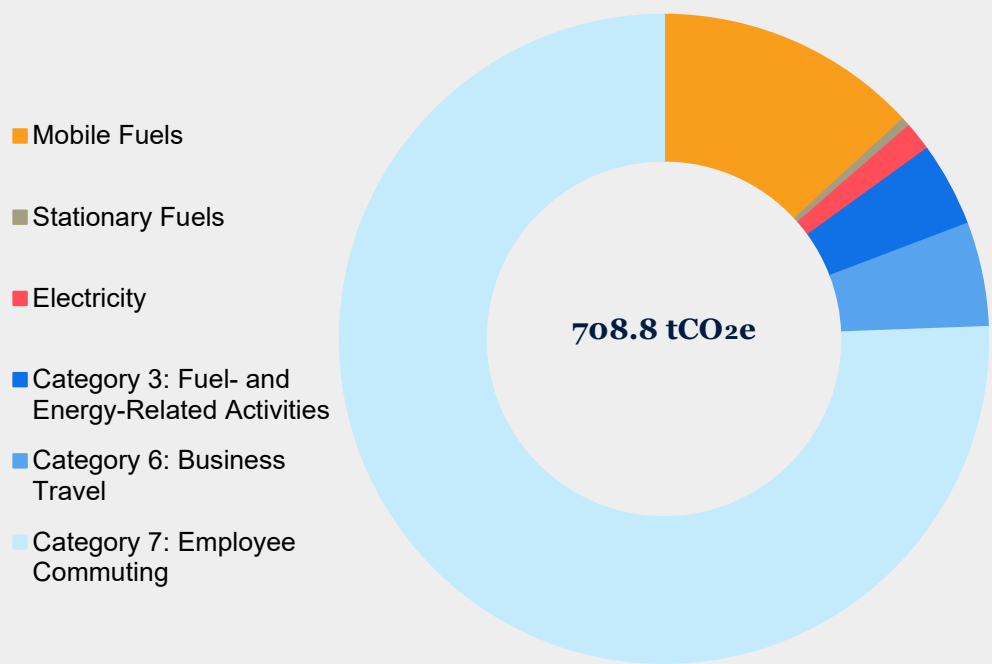
A data quality score in this range is High, meaning the organisation has excellent data quality which is reliable for decision-making and an accurate carbon footprint.

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

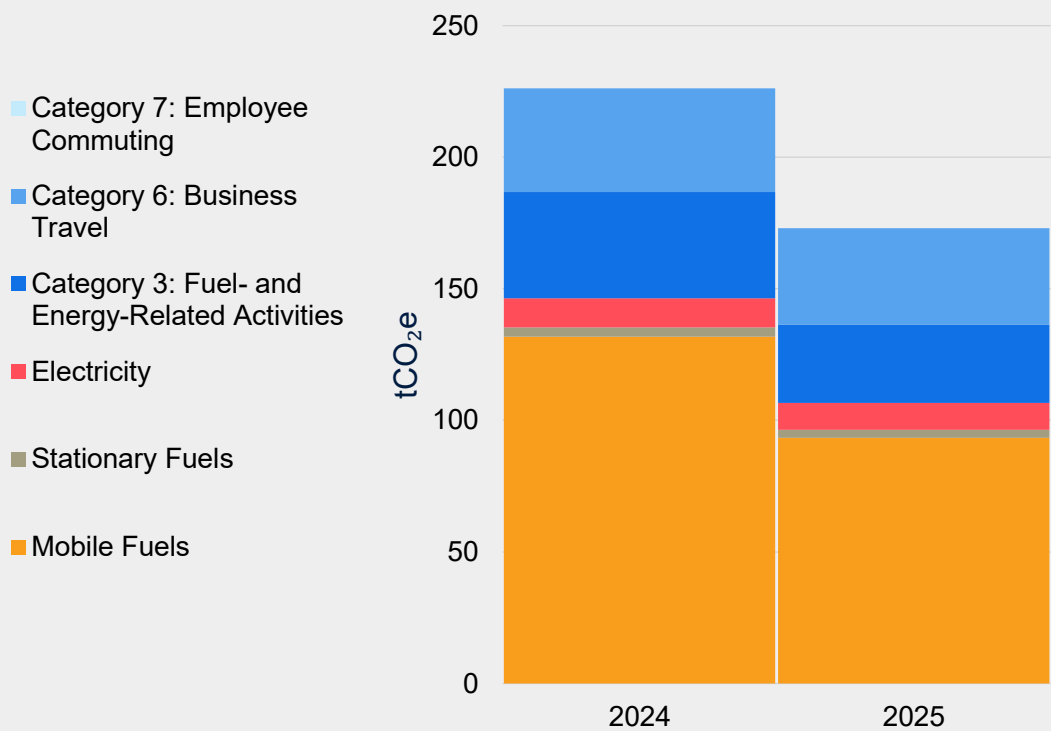
Measured carbon footprint and comparison by emission category

(Location-based)

Carbon footprint by emission category (location-based) for YE 2025



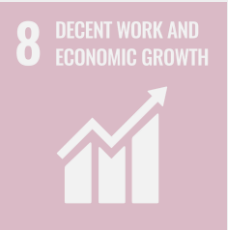
Carbon footprint by emission category (location-based) for YE 2024 & YE 2025



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 7 SDGs addressing 14 SDG targets



9.4 - 37% of fleet that is electric or hybrid



11.6 - Measured carbon emissions
11.6 - Reduction in travel emissions



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 Card/Report	Calculated from fuel consumption	0.0%	No comments	DESNZ 2025
Stationary Fuels	kWh	Invoice	Calculated from company's own consumption from invoices, supplier/energy management reports, meter readings	0.0%	New meter reported. Member emailed for clarificaiton.	DESNZ 2025
Fugitive Emissions					No leaks reported during the reporting period.	

Caveats (i)

Scope 2

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Electricity	kWh	Invoices, Previous year, Fuel Card/Report	Calculated from company's own consumption from invoices, supplier/energy management reports, meter readings, Estimated from previous year, Calculated from fuel consumption	35.2%	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 2025 to 2026. GUK Midland sub office was estimated from last year as member doesn't have data, and residual mix emission factor were applied as supplier name was not available. Electric fleet vehicles are charged off site. Please provide the renewable energy certificate when you have it and send it over to Planet Mark. We had to rely on email confirmation this time.	DESNZ 2025, SSE
Heat and Steam					This Scope 3 category is not applicable, as the organisation does not undertake any activities associated with this category.	
Cooling					This Scope 3 category is not applicable, as the organisation does not undertake any activities associated with this category.	

Caveats (i)

Scope 3

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Purchased Goods and Services					This Scope 3 category has been excluded from the carbon footprint report, as its quantification falls outside the scope of the selected membership package (1A)	
Capital Goods					This Scope 3 category has been excluded from the carbon footprint report, as its quantification falls outside the scope of the selected membership package (1A)	
Fuel- and Energy-Related Activities	kWh, litres	Invoices, Previous year, Invoice, Fuel Card/Report	Calculated from company's own consumption from invoices, supplier/energy management reports, meter readings, Estimated from previous year, Calculated from fuel consumption	0.2%	Scope 3 category 3 is calculated using the location-based method.	DESNZ 2025
Upstream Transportation and Distribution					This Scope 3 category has been excluded from the carbon footprint report due to insufficient data availability for the current reporting period.	

Caveats (ii)

Scope 3

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Waste					Waste emissions have been estimated from size and quantity of containers collected. Source: https://www.wrap.ngo/resources/tool/commercial-and-household-waste-and-recycling-apportionment-tool Waterwise benchmark of 4m3/employee/annum used	
Business Travel	km, passenger.km, Room per night	Expenses, Log books	Calculated from cost and mode of transport, Calculated from actual distance (to/from or fuel usage) and actual mode of transport (broken down to class/type if applicable)	0.0%	Emission factors used include well-to-tank emissions. For air travel, radiative forcing has been included. 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 2025
Employee Commuting	km, passenger.km		Calculated from Member's own survey (reduced/different questions)	26.3%	The distance and mode of transport were extrapolated for the non respondent, in total 395 responses received in member own survey.	DESNZ 2025

Caveats (iii)

Scope 3

Operational Boundary	Comments, omissions, estimates or extrapolations
Upstream Leased Assets	This Scope 3 category is not applicable, as the organisation does not undertake any activities associated with this category.
Downstream Transportation and Distribution	This Scope 3 category is not applicable, as the organisation does not undertake any activities associated with this category.
Processing of Sold Products	This Scope 3 category is not applicable, as the organisation does not undertake any activities associated with this category.
Use of Sold Products	This Scope 3 category is not applicable, as the organisation does not undertake any activities associated with this category.
End-of-Life Treatment of Sold Products	This Scope 3 category is not applicable, as the organisation does not undertake any activities associated with this category.
Downstream Leased Assets	This Scope 3 category is not applicable, as the organisation does not undertake any activities associated with this category.
Franchises	This Scope 3 category is not applicable, as the organisation does not undertake any activities associated with this category.
Investments	This Scope 3 category is not applicable, as the organisation does not undertake any activities associated with this category.

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 comments
Floor Area	square meters	Email confirmation	Assumed actual	No comments

Carbon footprint breakdown

01 January 2024 to 31 December 2024				01 January 2025 to 31 December 2025					
Category	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	litres	61,776.0	131.8	42,976.7	93.3	93.3	-29.2%	13.3%	-30.4%
Stationary Fuels	kwh	19,016.0	3.5	17,106.9	3.1	3.1	-10.0%	0.4%	-10.0%
Scope 2									
Electricity (location-based)	kwh	53,628.1	11.1	57,297.0	10.1	10.1	-8.7%	-	6.8%
Electricity (market-based)	kwh	53,628.1	0.5	57,297.0	1.3	1.3	193.5%	0.2%	6.8%
Scope 3									
Category 3: Fuel- and Energy-Related Activities	kwh	179,900.4	4.2	188,998.0	4.4	4.4	4.9%	0.6%	5.1%
Category 3: Fuel- and Energy-Related Activities	litres	61,776.0	36.1	42,976.7	25.2	25.2	-30.1%	3.6%	-30.4%
Category 6: Business Travel	km	317,007.0	30.5	289,734.4	26.0	26.0	-14.8%	3.7%	-8.6%
Category 6: Business Travel	passenger.km	221,858.8	8.2	368,249.3	9.6	9.6	17.9%	1.4%	66.0%
Category 6: Business Travel	room per night	72.0	0.7	108.0	1.1	1.1	50.0%	0.2%	50.0%
Category 7: Employee Commuting	km	0	0	4,090,902.3	368.7	0	-	52.7%	-
Category 7: Employee Commuting	passenger.km	0	0	4,695,089.2	167.1	0	-	23.9%	-
Market Based									
Total	tCO ₂ e		215.5		700.0	164.2	-23.8%		
No. employees	Number		1,350.7		1,503.6	1,503.6	-		
Total per employee	tCO ₂ e		0.2		0.5	0.1	-31.5%		
Turnover £m	Number		60.4		69.5	69.5	-		
Total per £m	tCO ₂ e		3.6		10.1	2.4	-33.7%		
Location Based									
Total	tCO ₂ e		226.2		708.8	173.0	-23.5%		
No. employees	Number		1,350.7		1,503.6	1,503.6	-		
Total per employee	tCO ₂ e		0.2		0.5	0.1	-31.3%		
Turnover £m	Number		60.4		69.5	69.5	-		
Total per £m	tCO ₂ e		3.7		10.2	2.5	-33.5%		

About

Company name	PSSG Group
Sector	Other
Reporting period	01 January 2025 to 31 December 2025
Year of measurement	6th
Base year	2024
Planet Mark Membership Package	Business Certification (membership package 1a)
Total turnover (£)	69,461,982.0
Total FTE employees (annual average no.)	1,503.6
Data collection lead	Angus Pearce, angus@pssgroup.net, Health, Safety & Sustainability Manager
Significant reporting changes	
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	Not Applicable
Prepared by	Phahmee Ahanaf, Senior Data Analyst, Planet Mark
Checked by	Ken Wong, Carbon Data and Audit Specialist, Planet Mark
Date	25 September 2026

Alignment with GHG Protocol requirements - Check list

Carbon footprint measurement requirements	Requirement met	Where is this information shown
Clear reporting period	Yes	Boundary and key figures slide
Organisational boundary defined	Yes	Boundary and key figures slide
Operational boundaries defined (Scopes 1, 2, 3)	Yes	Boundary and key figures slide
Included/excluded entities	Yes	Boundary and key figures slide
Transparent activity data sources	Yes	Caveats
Emission factors disclosed	Yes	Caveats
Methodology and assumptions explained	Yes	Caveats
Emissions reported by scope (and Scope 2 dual reporting if relevant)	Yes	Measured carbon footprint
Base year defined and recalculations explained (if relevant)	Yes	Boundary and key figures AND Caveats
Data Quality assessment	Yes	Data Quality



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