

Carbon Reduction Plan

Supplier name: WPS Limited

Publication Date: 1 June 2026

About Wates Group

The Wates Group, established in 1897, is the UK's leading family-owned development, building and property maintenance company. We employ almost 6,000 people and work with a wide range of public and private sector customers and partners. At Wates Group, we are committed to reimagining places for people to thrive by engaging with our customers, supply chain partners and the communities we serve. We are driven by our shared purpose and three enduring promises to ensure thriving places, people and planet.

In 2022 we won the Queen's Award for Enterprise in the Sustainable Development category, making it the third time we have received the award.

About WPS Ltd.

WPS is a wholly owned subsidiary of Wates Group Ltd. WPS consists of three business units: Housing Maintenance, FM and Liberty Group. For the purposes of the carbon reduction plan greenhouse gas emissions for WPS Housing Maintenance and WPS FM are included under WPS, whereas Liberty Group activities are covered by the carbon reduction plan for Liberty Group. This Carbon Reduction Plan relates specifically to (WPS, which includes Housing Maintenance and FM. References to "the Group" throughout this document refer to Wates Group Ltd and are only included where relevant for context. All performance data, targets, and commitments in this plan apply solely to WPS unless otherwise stated.

About WPS Housing Maintenance

WPS Housing Maintenance is a leading national provider of planned and responsive maintenance services in the UK housing sector. We support the regeneration of communities by providing a broad range of services including general refurbishment and upgrades, net zero retrofit and fire safety works for local authorities and housing association partners. We tailor our service offer to meet the strategic needs of individual customers, focusing on the areas that matter most to them. This includes delivering value for money, exceptional customer service and [investing in the communities where we work](#). The market-leading service that we deliver for our local authority & housing association partners is supported by a dedicated team of highly trained operatives and [Resident Liaison Officers](#). We bring a wealth of local knowledge and expertise and ensure that the needs of each resident are at the heart of everything we do. Visit WPS Housing Maintenance at: <https://www.wates.co.uk/services/maintain/housing-maintenance>

About FM

FM is one of the UK's leading providers of planned and responsive maintenance and facilities management services for both public and private sector commercial property. Working with over 52 customers across a range of industries and environments, nationwide, we use our engineering and technical excellence to deliver hard and integrated FM services: planned and reactive maintenance solutions to single and multi-site operations.

Our teams have a proven track record of delivering on our commitments, using innovative approaches for our customers, such as new sustainable technologies or whole-life FM solutions to generate better return on investment. Visit FM at: <https://www.wates.co.uk/services/facilities-management/>

Commitment to achieving Net Zero

As part of Wates Group Ltd, WPS Ltd is committed to achieving carbon neutrality for its Scope 1 and 2 emissions by the end of 2025 and Net Zero emissions by the end of 2045.

WPS Ltd is committed to protecting the environment by demonstrating high standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our activities and services. The whole of Wates Group is also committed to the long-term sustainability of the built environment and has set a near-term science-based target that was externally validated by Science Based Target Initiative (SBTi) in 2022 and long-term Net-Zero carbon validated target in 2023.

Following the acquisition of Liberty group in 2024, the SBTi revalidated Wates Group’s near-term targets in April 2026.

The targets are as follows:

- Wates Group commits to reduce absolute Scope 1 and Scope 2 GHG emissions by 46.2% by 2030 from a 2019 base year.
- Wates Group commits that 77% of our suppliers by emissions covering purchased goods and services, will have science-based targets by 2030.
- Wates group commits to 68% reduction in emissions from use of sold products by 2030, against a 2019 baseline.
- Wates Group commits to reduce absolute scope 1, 2 and 3 GHG emissions by 90% by 2045 against a 2019 baseline.

The target boundary includes land-related emissions and removals from bioenergy feedstocks.

Furthermore, Wates Group set a commitment to be Carbon Neutral in 2025 covering our scope 1 and 2 emissions via certified carbon offsets. This was successfully delivered with registered and verified offset schemes.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions.

Baseline Year: 2019
Additional Details relating to the Baseline Emissions calculations.
WPS is a bidding entity which is a wholly owned subsidiary of Wates Group Limited. Wates Group Limited collects and reports carbon emissions at a group level based on an operational control boundary as defined by the Greenhouse Gas Protocol. The baseline

emissions data set out in this carbon reduction plan have been approximated by apportioning emissions based on the bidding entity and its share of Wates Group Limited total revenue. The baseline waste data reporting represents waste removed by waste contractors directly employed by Wates Group bidding entities and excludes waste removed by third parties employed through subcontractors and Logistic Work Packages. Scope 3 transportation figures have been estimated based on available financial figures. Employee commuting figure has been estimated using the Quantis tool, as recommended by the GHG protocol.

We continually review our greenhouse gas emissions data to improve data quality and reporting. In the case that we identify any material changes, we may recalculate the data in the future.

Baseline year emissions: 2019

Emissions	TOTAL (tCO ₂ e)
Scope 1	714
Scope 2 (Market based)	194
Scope 3 (Included Sources)	Upstream Transport: 270 Waste: 10 Business Travel: 395 Employee Commuting: 494 Downstream Transport: 0* Total Scope 3: 1,168 *Downstream Transport is not applicable to WPS Limited as we did not sell products that were transported or distributed to the end consumer during the reporting year.
Total Emissions	2,076

Current Emissions Reporting

Reporting Year: 2025

Emissions	TOTAL (tCO ₂ e)
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Scope 1	3,451
Scope 2 (Market based)	203
Scope 3 (Included Sources)	Upstream Transport: 603 Waste: 67 Business Travel: 697 Employee Commuting: 549 Downstream Transport: 0* Total Scope 3: 1,916 *Downstream Transport is not applicable to WPS Limited as it did not sell products that were transported or distributed to the end consumer during the reporting year.
Total Emissions	5,570

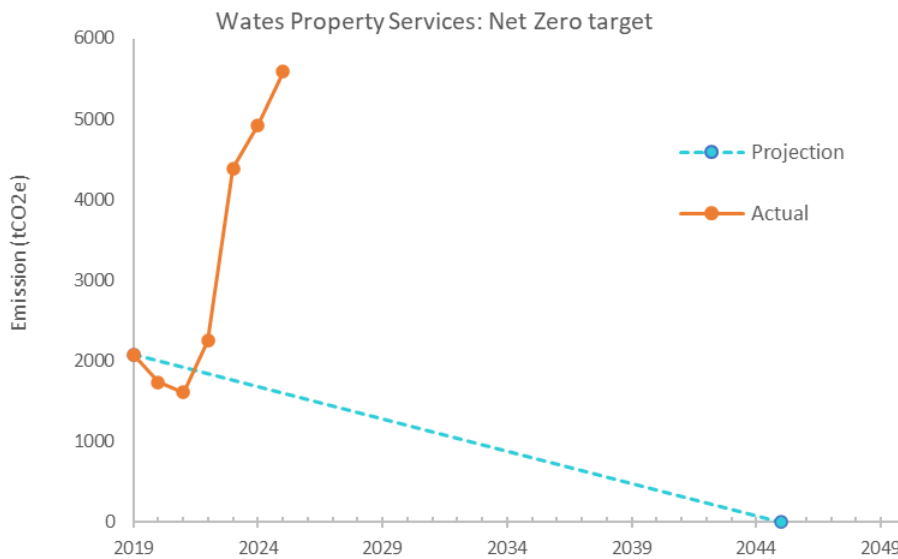
The Quantis tool used for calculating employee commuting has been retired, therefore we have changed to using the UK Department for Transport’s modal comparisons TSGB01 statistical data set for calculating employee commuting.

Emissions Reduction Targets

Wates Group commits to achieve Net Zero by the end of 2045. The targets will be set in line with the reduction pathways for limiting global temperature rise to 1.5°C. We have set near-term science-based targets, which have been validated by the SBTi. This requires us to reduce our scope 1 and 2 emission by 46.2% by the end of 2030.

For targets covering scope 3 emissions, Wates Group also commits that 89% of its suppliers by emissions covering purchased goods and services, will have science-based targets by the end of 2027.

WPS comprises 25% of Wates Group by turnover. The progress against Net Zero target for WPS by the end of 2045 can be seen in the graph below.



Note - WPS Scope 1 and 2 emissions rose due to business growth and an expanded vehicle fleet. EV rollout was slower than expected, driven by infrastructure and supply issues. This increase reflects operational scaling, not a shift from our net zero goal.

While WPS is committed to reducing carbon emissions, our reported Scope 1 and 2 emissions have increased during the last reporting period. This rise is primarily due to the significant expansion of our business and commercial vehicle fleet, which supports increased service volumes to our clients and wider geographical delivery.

In 2025:

- The number of operational vans increased to meet secured work growth.
- Roll-out of electric vehicles (EVs) has progressed slower than anticipated due to infrastructure constraints, EV capability and delivery lead times.
- This emissions increase does not represent a step back from our net zero ambition but reflects operational scaling.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline and will be in effect when performing the contract.

The carbon emission change between 2019 baseline to the 2025 performance equates to 3,493 tCO₂e, a 168% increase against the baseline. This is due to significant expansion of the business organically and geographically between the baseline year of 2019 and current reporting year, with larger commercial van fleet and increased business travel. This is despite a turnover increase of 423% in same period for the bidding entity.

To reduce carbon, we undertook the following carbon reduction initiatives outlined below, despite a significant increase in business turnover.

No	Emission Reduction Initiative	Action	Completion Date
1	Environmental Management System	In 2023 Wates environmental management system underwent a successful surveillance audit against ISO 14001:2015	2023
2	Renewable Electricity	93% of the electricity supplied was sourced from renewable energy tariffs backed by REGOs	2024
3	External Assurance	In early 2025, The Carbon Trust was engaged to undertake limited assurance of Wates Group Ltd 2024 Scope 1, 2 and selected Scope 3 emissions (for waste and business travel), using the international standard ISO 14064-3. The Carbon Trust's full statement is available at https://www.wates.co.uk/GHGassurance To reach its opinion, the Carbon Trust undertook a range of procedures over the GHG data. A summary of this work is included within its assurance opinion.	2025
4	Long-term Net Zero Science-Based Target	Set Long term Net Zero science-based targets for Scope 1, 2 & 3 carbon emissions	2023
5	Engage with supply chain to set science-based targets	Run workshops with the Supply Chain Sustainability School to set science-based targets and report on their carbon emissions.	2023
6	Establish a technical excellence centre	Establish a technical excellence centre to drive carbon reductions on our construction projects	2023
7	Trial tools to measure Scope 3 emissions data	Trial different approaches to capture category 1 Scope 3 data to allow more accurate reporting and benchmarking.	2023
8	Energy profiling	Develop an energy profiler to accurately forecast our power needs on projects and drive carbon reductions.	2023
9	Launch updated company car scheme	All new company cars to be electric. Older fossil-fuel powered vehicles will be phased out as their leases expire.	2023
10	Launch a new salary sacrifice scheme for EVs and PHEVs	Staff will be able to sacrifice part of their salary before tax to lease electric or plugin hybrid electric vehicles making these more affordable and reducing grey fleet emissions.	2023
11	Replace supervisor diesel vans with electric	We replaced 45 diesel vans used by supervisors with electric cars	2023

No	Emission Reduction Initiative	Action	Completion Date
12	'Glass Forever' closed-loop recovery and remanufacturing scheme	Piloted a closed-loop glass recovery scheme to reduce scope 3 emissions. Every ton of glass recycled has the potential to avoid the extraction of 1.2 tons of virgin raw materials and save 700kgs of CO2 from production processes.	2025
13	SmartWaste Reporting	Rolled out BRE SmartWaste as our new environmental reporting tool to monitor project-level data on waste, water, energy, and carbon. This supports emission reductions by identifying hotspots and tracking progress across Scope 1, 2, and some Scope 3 emissions. Waste tracking through SmartWaste's API-linked suppliers also allows reporting on Scope 3 emissions from waste treatment carbon impacts.	2025
14	National Waste Service Providers	WPS reduced the number of waste service providers from 35 in 2021 to just 5 national providers in 2025, enabling more efficient logistics, better waste treatment routes (e.g. recycling, recovery), and smoother implementation of takeback schemes. Improved oversight helps identify both waste and carbon reduction opportunities. All providers are API-linked to SmartWaste, enabling accurate Scope 3 reporting on waste treatment and embodied carbon.	2025
15	Engage with selected supply chain partners to set science-based targets	Run dedicated workshops with select top spend supply chain partners to set science-based targets and report on their carbon emissions.	2025

In the future we intend to implement further measures such as:

No	Emission Reduction Opportunity	Action	Target Date
1	100 % Renewable Electricity	Purchase all electricity used by the Group from renewable sources.	2026

No	Emission Reduction Opportunity	Action	Target Date
2	Commercial fleet efficiency and driver behaviour	Achieve driver behaviour score of >85% as measured by our new telematics platform. Enable Idling reduction by 20% across commercial fleet.	2026
3	Stop Start on new vehicles	Ensure all new vehicles into the fleet have stop start functionality to guard against idling.	2026
4	Route optimisation, dynamic scheduling and payload management	Explore further options for route optimisation and payload management to reduce fuel consumption	2026
5	Develop a sustainable procurement policy to drive emission reductions	Produce a sustainable procurement policy that will drive emissions reductions through our procurement processes.	2026
6	Adopt hybrid and renewable power options for site welfare	Eliminate use of diesel for site welfare and small plant. At present, we are maximising the use of grid connections to minimise the need for diesel generators. We are also taking steps to reduce diesel consumption on our projects through more efficient plant and site mobilisation process	2026
7	Transition the van fleet to low- or zero-carbon vehicles.	Transition van fleet to electric or low carbon vehicles with interim 15% electric fleet target. This is subject to the availability of charging infrastructure and suitable electric vans with adequate range and payload. Lead times may exceed 12 months. If EV technology or infrastructure does not progress as required, we will review the use of alternatives.	2026
8	Mandate Sustainability Playbook requirements	Based on Sustainability Playbook requirements determine most carbon intensive materials within the planned business, and work with partners at design phase, consider and adopt alternatives.	2026
9	Enhance circularity on all projects	Offer circularity audits/market place for all planned work and Launch Avoidable Packaging into the supply chain (ZAP). Implement >2 circularity initiatives on all planned works.	2026
10	Expand recycling and take back schemes for key materials	For glass recycling – 25% of suitable planned works projects to be engage. Explore greater engagement with take back scheme and engage 50% of suitable planned works projects	2026

No	Emission Reduction Opportunity	Action	Target Date
11	Launch transport to site carbon project reporting	Launch detailed transport to site data for all projects and optimise impact and enable low carbon deliveries into the supply chain	2026
12	Construction waste reduction target	Establish construction waste baseline and set an initial construction waste reduction target of 5%.	2026
13	Mandate annual carbon reporting for suppliers	Mandate carbon reporting for suppliers and sub-contractors with >£500k spend	2027
14	Launch site energy productivity	Launch site energy productivity and introduce electrification, offsite manufacturing and right first time approach.	2027

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the Exco Managing Director on behalf of the board of directors.

Signed on behalf of the Supplier:



Date: 8th June 2026

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

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

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