

# Sustainability Action Plan

& Net Zero 2030





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# Introduction

Since its inception, the Obsequio Group has been dedicated to supporting the communities in which we work. In mid 2024 we undertook a review of our current company practices and determined that our environmental impact was the most pressing area that we could address. We determined this by reviewing all of our business practices and the way it effects our local communities. It was determined that pollutants and CO2 production are produced in large levels from our day-to-day activity, and through a change in business practice, we would have the biggest impact by addressing this area.

Our Environmental Management Team reviewed existing CO2 reduction methodologies and compared them to each other to select the best method for the group. The UK Government's Scopes 1, 2, and 3 of CO2 production were identified as the most suitable methodology as it would be possible to clearly track our CO2 levels, and report against trusted metrics. In order to identify if our actions are effective, and to compare year on year progress, we decided to record data for the last six months of 2024, and to use it as our baseline year.

There were significant considerations when selecting 2024 as the baseline. We now have the expertise and resource to undertake regular CO2 evaluations, and have a mature environmental action plan that we can follow.

Obsequio Group has been in a period of exceptional growth both in turnover and headcount during this time. Complete Detection Systems Ltd (CDS) the first Obsequio Group company had doubled in headcount over the course of the year, and new subsidiaries were being added at regular intervals. We therefore determined that it would be prudent to measure our CO2 impact on both a true scale, and pro-rated to headcount. This would ensure that we are able to measure our actual impact, without the additional headcount causing our numbers to be artificially inflated.

Within this report, we have provided our baseline data starting from August 2024 and ending in December 2024. We will then provide regular updates on our progress, using this half year data as a comparison. We have also provided information on the wider Environmental Social Governance (ESG) programs we have implemented, and both qualitative and quantitative results that we have seen over the past year.

We look forward to seeing our progress over the coming year, and reporting our success.

Nigel Smith  
ESG Manager





# Scope 1

Scope 1 covers emissions from sources that Obsequio Group companies own or control directly. An example of this comes from the burning of fuel within our vehicle fleet. From our environmental review in 2020 we determined that this is the main source of our CO2 emissions.

# Scope 2

Scope 2 emissions that the Obsequio Group companies cause indirectly and come from where we purchase energy from. An example of this would be the CO2 produced from the generation of electricity used within our buildings.

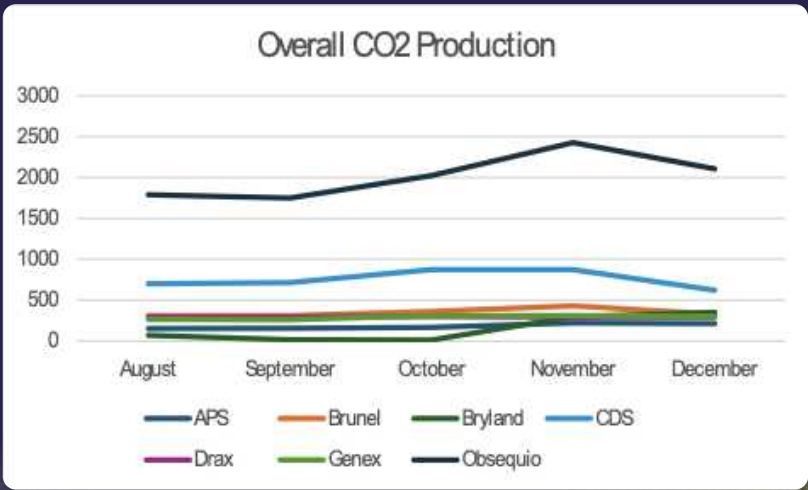
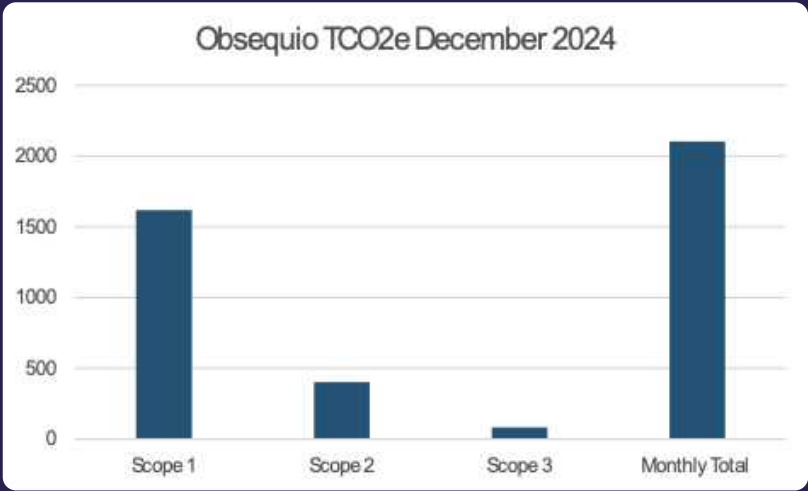
# Scope 3

Scope 3 are all emissions that are not produced by Obsequio Group companies themselves and are not the result of activities from assets owned or controlled by them, but by those that it's indirectly responsible for up and down our value chain. An example of this is when we buy, use, and dispose of products from suppliers. Our two largest areas within scope 3 are travel not covered under scope 1 and packaging waste.



The Obsequio Group Limited is the parent company for the group and shares its office with CDS. The baseline year is 2024 (Aug-Dec) and includes all of the Obsequio Group’s subsidiaries within its data.

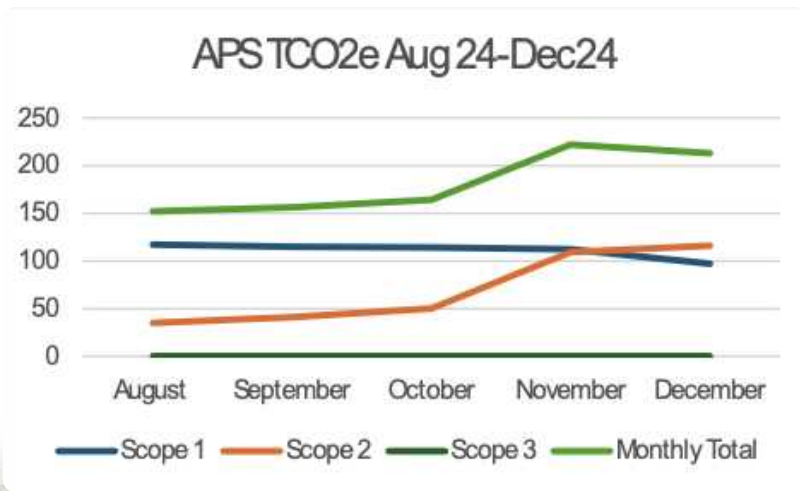
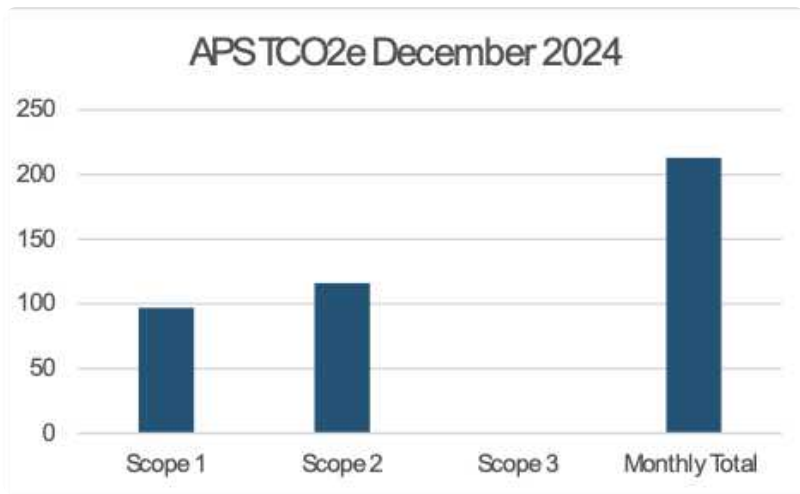
Baseline Year Emissions: 2024 (Aug-Dec)	
Scope 1	8323 TCO2e
Scope 2	1337 TCO2e
Scope 3	911 TCO2e
Total	10788.11 TCO2e





Advanced Protective Systems (APS) is a fire and security business with an office outside of Nottingham. Their main CO2 producing activities involve travel to and from customer sites, with minimal impact caused from equipment or materials

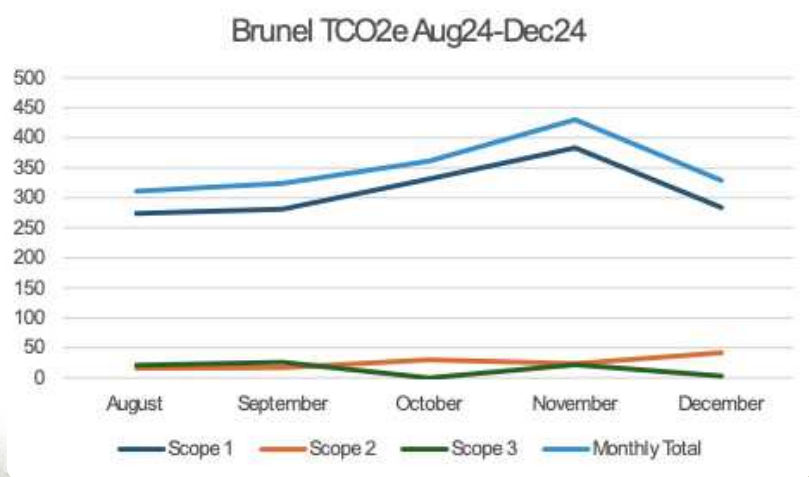
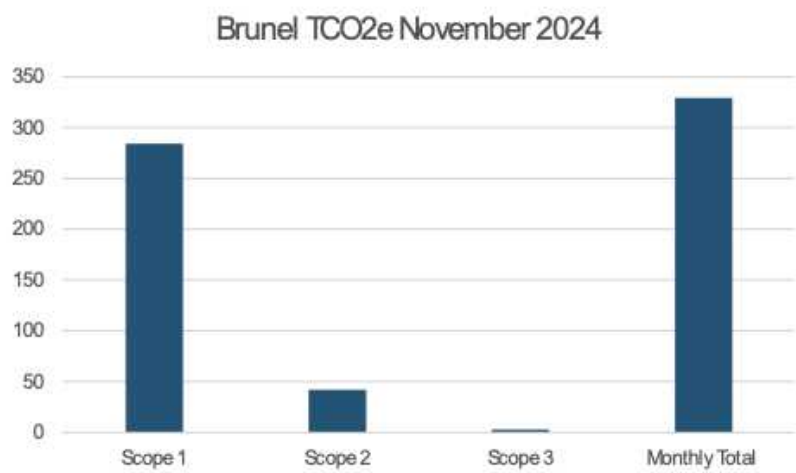
Baseline Year Emissions: 2024 (Aug-Dec)	
Scope 1	555 TCO2e
Scope 2	351 TCO2e
Scope 3	0 TCO2e
Total	907 TCO2e





Brunel Security is a fire and security business with an office outside of Bristol. Their main CO2 producing activities involve travel to and from customer sites, with minimal impact caused from equipment or materials

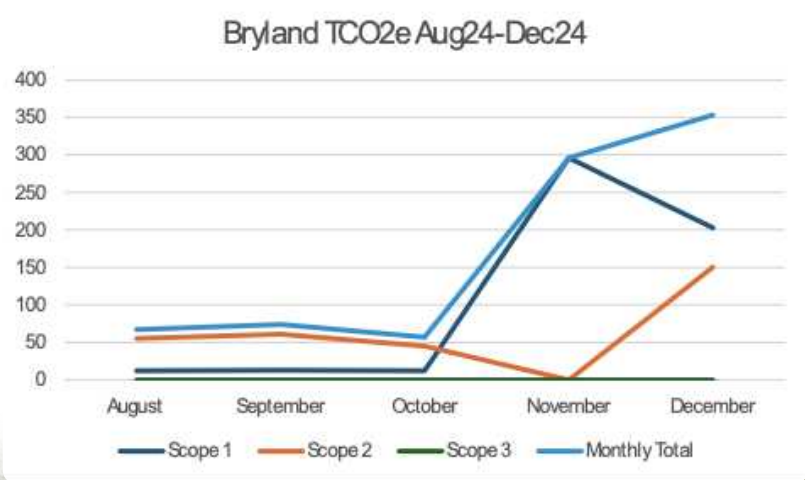
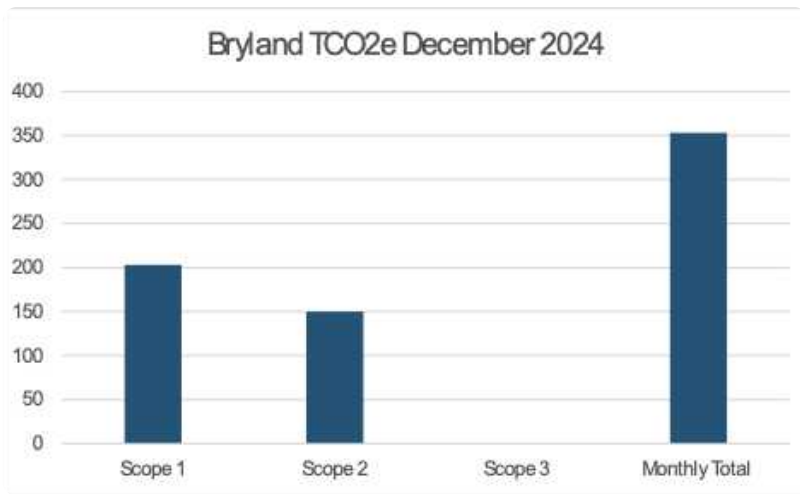
Baseline Year Emissions: 2024 (Aug-Dec)	
Scope 1	1553 TCO2e
Scope 2	129 TCO2e
Scope 3	72 TCO2e
Total	1755 TCO2e





Bryland Fire is a fire and suppression business with an office outside of Birmingham. Their main CO2 producing activities involve travel to and from customer sites, with minimal impact caused from equipment or materials

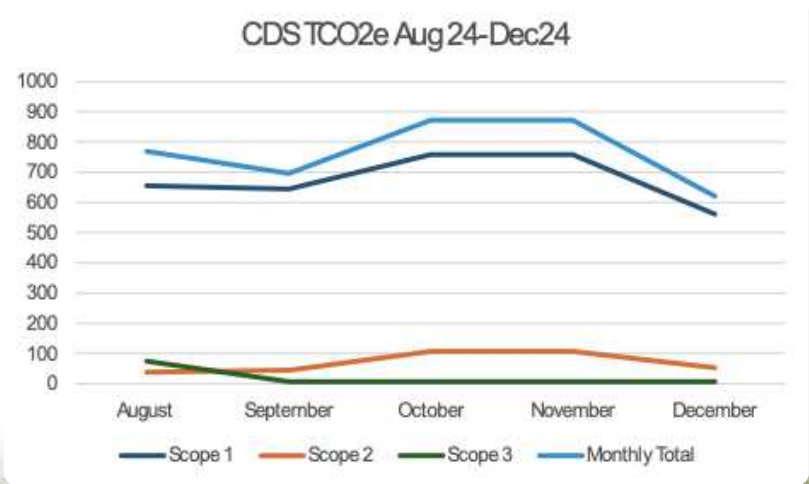
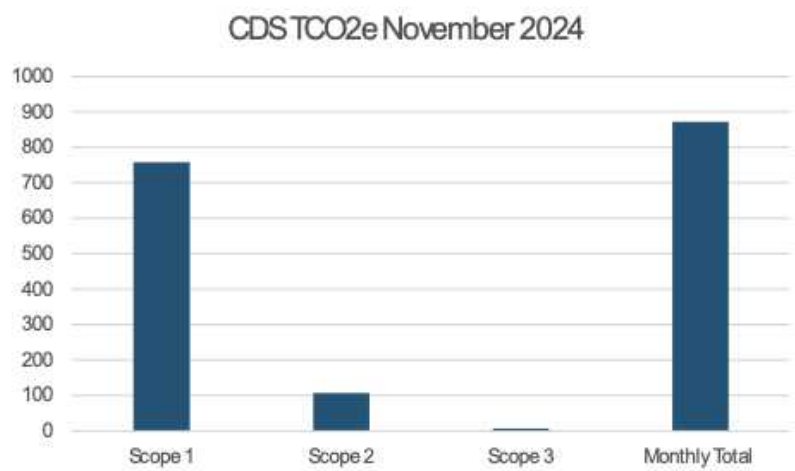
Baseline Year Emissions: 2024 (Aug-Dec)	
Scope 1	536 TCO2e
Scope 2	311 TCO2e
Scope 3	0 TCO2e
Total	847 TCO2e





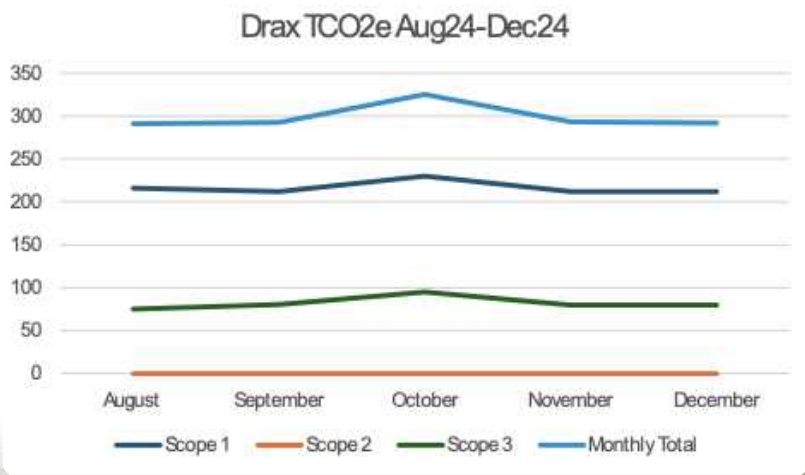
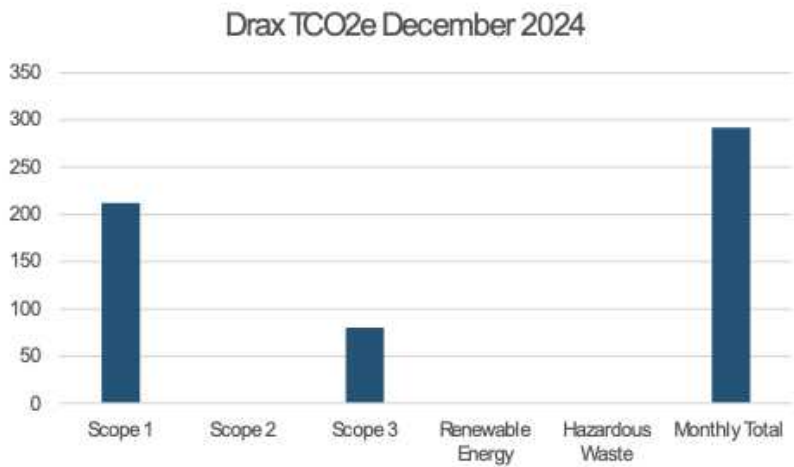
Complete Detection Systems Ltd (CDS) is based out of Leicester and shares it's head office with the Obsequio Group. CDS delivers service and installation works for fire alarms and life safety systems. In 2024 the average number of staff was 76.

Baseline Year Emissions: 2024 (Aug-Dec)	
Scope 1	3376 TCO2e
Scope 2	351 TCO2e
Scope 3	103 TCO2e
Total	3830 TCO2e



Drax 360 is a fire and security business with an office in Letchworth. Their main CO2 producing activities involve travel to and from customer sites, with minimal impact caused from equipment or materials

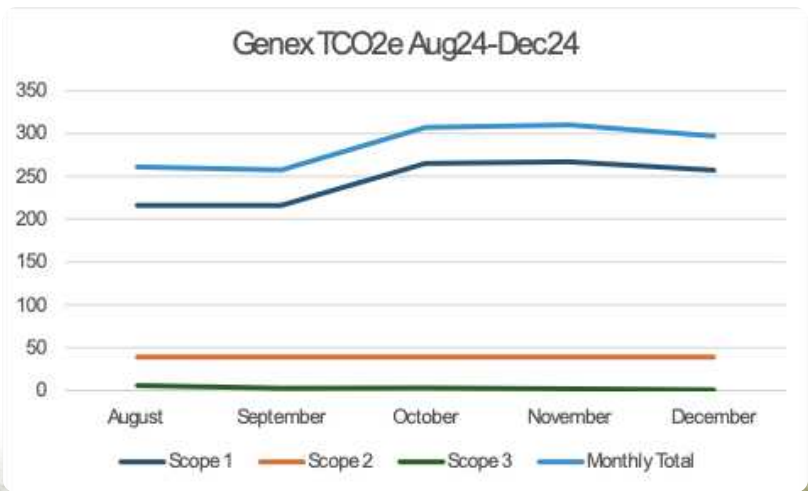
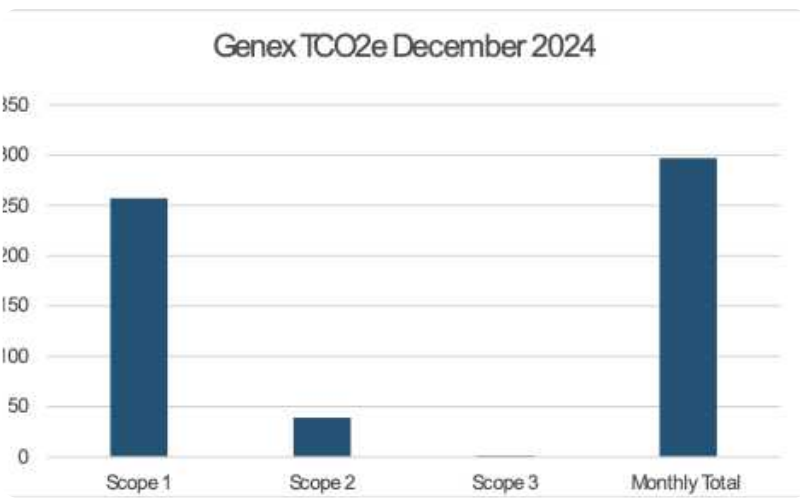
Baseline Year Emissions: 2024 (Aug-Dec)	
Scope 1	1082 TCO2e
Scope 2	0 TCO2e
Scope 3	410 TCO2e
Total	1493 TCO2e





Global Environmental Excellence (Genex) is a Water Hygiene business with an office outside of Harrogate. Their main CO2 producing activities involve travel to and from customer sites, with minimal impact caused from equipment or materials

Baseline Year Emissions: 2024 (Aug-Dec)	
Scope 1	1221 TCO2e
Scope 2	195 TCO2e
Scope 3	14.6 TCO2e
Total	1432.6 TCO2e



# Group Social Value Plan

The Obsequio group and its subsidiaries have always been a socially conscious company. With many of its staff having earned their education through apprenticeships and in the field training routes, we have focused on offering these opportunities to the next generation of workers.

## Apprenticeships

As a group, we have encouraged each of our subsidiaries to identify opportunities within their businesses to bring on apprentices when openings present themselves. This has seen a large influx of apprentices within our engineering departments, as well as our accountancy, procurement, and projects teams. The benefit of this has been that we are able to give back to our communities by creating opportunities for young school leavers, as well as filling our vacancies with eager and dedicated individuals. We have partnered with organisations such as Skills 4 Security to provide our formal education element, while in the field training is provided by our line managers and apprenticeship mentors.



# Group Social Value Plan

## Career Support and Development

A program that we are particularly proud of has been our paid internship program. We have developed a 12 week placement that sees a university student (normally in year 1 or two) work within each of our group's departments. During this placement they will get to experience a number of different roles, that while not a traditional career route for their degree, would benefit greatly from their skillset and knowledge. The student receives the full real living wage to ensure an opportunity for students of all socio-economic backgrounds. We have partnered with Nottingham Trent University (NTU) and University of Leicester, and have had two students participate so far. Feedback has been exceptionally positive from all stakeholders and we will continue to participate for years to come.

## Plans for 2025

Our plans for 2025 are to continue offering apprenticeships and paid internship placements. We will also be introducing a new Staff Charity and ESG Advisory Board. We have already set up our first meeting of this new staff committee, and are well on the way to having their recommendations communicated to our senior management team.