

FES HOLDCO LIMITED

REPORT OF THE DIRECTORS (CONTINUED)

EQUAL OPPORTUNITIES

The Group follows the equal opportunity guidelines of the Confederation of British Industry and seeks to enforce them in all fields of activity.

ENVIRONMENTAL POLICY

The Board recognises the environmental issues associated with its principal activities and particularly those relating to waste, water, energy management and vehicle emissions. The Group is actively involved in practical measures to prevent or offset pollution to the environment and to comply with all current environmental regulations, legislation and approved codes of practice. The Group maintains the accreditations mentioned in the Quality Control section above to provide its clients and stakeholders with verifiable evidence that environmental performance is integral to business management.

We have followed the Government Environmental Reporting Guidelines dated March 2019 in relation to Streamlined Energy and Carbon Reporting (SECR) for large unquoted companies and LLPs. We have also used the 2021 UK Government GHG Conversion Factors for Company Reporting.

Greenhouse Gas Emissions:	2021	2020
Scope 1 emissions (tCO ₂ e)	1,196	1,233
Scope 2 emissions (tCO ₂ e)	78	94
Scope 3 emissions (tCO ₂ e)	165	217
Total Emissions (tCO ₂ e)	1,439	1,544
Revenue (£m)	160	117
Emissions/£1m revenue (£m)	9.0	13.2

Definitions:

1. Scope 1 emissions: combustion of fuel and operation of facilities
2. Scope 2 emissions: electricity purchased from the national grid
3. Scope 3 emissions: vehicles owned and driven by employees for business purposes
4. tCO₂e: tonnes carbon dioxide equivalent

FUTURE DEVELOPMENTS

Future Developments are discussed in the Strategic Report on page 9 in accordance with Section 414C(11) of the Companies Act 2006