

**FORTH HOLDINGS LIMITED**  
**REPORT OF THE DIRECTORS (CONTINUED)**

**DISABLED EMPLOYEES**

The Group gives every consideration to applications for employment from disabled persons where the applicant appears to have the necessary aptitude and abilities to perform the duties of the job. It is also the policy of the Group that disabled people should receive equal consideration for career development and promotion opportunities, to provide appropriate training and to ensure that if an employee becomes disabled all practical efforts are made to identify suitable alternative opportunities where required.

**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 HM 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 <sub>2</sub> e)	2,060	1,661
Scope 2 emissions (tCO <sub>2</sub> e)	32	32
Scope 3 emissions (tCO <sub>2</sub> e)	353	405
Total (tCO <sub>2</sub> e)	2,445	2,098
Revenue (£m)	182	148
Emissions/£1m revenue	13.43	14.18

**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. tCO<sub>2</sub>e: tonnes carbon dioxide equivalent