



Antac
support services



Antac Support Services Facilities Provider

Carbon Reduction Plan update for 2025

Carbon Reduction Plan

Introduction

Antac Support Services (Antac), established in 2001, is a leading multi-service provider with a strong reputation for delivering high-quality solutions and exceptional customer care across the UK. Known for our tailored approach and high client retention, we take pride in the talent and dedication of our team, fostering a culture of teamwork and continuous improvement to remain at the forefront of our industry.

Sustainability and Environmental, Social, and Governance (ESG) principles are integral to our operations, driving our commitment to reducing environmental impact, promoting ethical practices, and supporting the communities in which we operate. By embedding ESG into our business strategy, we strive to exceed customer expectations while creating lasting value for our clients, employees, and the environment.

This year marks the fifth update to our Carbon Reduction Plan. Each year, we aim to reduce our carbon footprint and improve how we work and deliver services more sustainably. Our focus on environmental stewardship remains a key priority, and this plan outlines our efforts to reduce Scope 1 and Scope 2 emissions while developing our Scope 3 emissions reporting.

Additionally, we will review our progress in reducing emissions, monitoring, measuring, and reporting our environmental impact, and highlight the environmental projects we have adopted in 2025. These initiatives will allow Antac to make a positive contribution to the environment, particularly when emissions cannot be avoided.

Scope

Antac has been Certificated with ISO 14001 for over 11 years, demonstrating our long-standing commitment to environmental management. Our Environmental Policy and Management System is overseen by our Health, Safety & Environmental Manager, supported by a team of Environmental Ambassadors representing each office and division of the company. To ensure continuous improvement, Antac conducts six-weekly environmental meetings to review performance and identify opportunities for enhancement.

In compliance with legal obligations, Antac has successfully completed Phase 1 and Phase 2 of the Energy Savings Opportunity Scheme (ESOS) reporting and has also submitted the Phase 3 ESOS Action Plan. During the latest ESOS audit, it was noted that Antac operates a well-organised & disciplined fleet, with a robust telematics system and well-maintained vehicles. The audit concluded that while opportunities for significant energy reductions are limited, marginal improvements may still be achievable.

Antac's Energy Action Plans include annual progress updates to track achievements against the energy-saving actions outlined. However, one recommendation in the Action Plan—to modify the Electronic Control Units (ECU) in our fleet, cannot be implemented as we are unable to make any changes to the changes to the vehicles due to the leasing arrangement in place.

Looking ahead, the qualification date for Phase 4 of ESOS is set for 31 December 2026. By this time, Antac anticipates further progress in fleet improvements, including additional use of hybrid and electric vehicles.

Carbon Reduction Initiatives

Antac is committed to reducing our carbon emissions and has implemented a range of initiatives to achieve this goal. Over the past year, we've enhanced our fuel monitoring and driver behaviour tracking systems. Each driver is provided with a Radius Fuel Card, which is assigned to a specific vehicle, offering greater visibility into fuel usage. Additionally, all vehicles are equipped with Samsara Trackers that monitor driver speed & behaviour, helping us identify areas for improvement in both fuel efficiency and safety.

In the past 12 months, the proportion of hybrid and electric vehicles in our fleet has increased to 14%, with plans to expand this figure wherever feasible. However, challenges remain in certain divisions. For example, the window cleaning division faces difficulties due to the weight of water tanks and the need for extended travel distances. These vans require battery power not only for travel but also for on-site water pumping, with a current range averaging around 200 miles.

Despite these challenges, Antac continues to monitor advancements in electric vehicle (EV) technology and charging infrastructure. We will reassess the viability of fully electric options as solutions evolve, keeping sustainability at the forefront of our fleet management strategy.

Fleet Transition Plan

Hybrid Vans: We have increased the use of hybrid vans across various divisions, aiming to reduce fuel consumption and emissions.

Hybrid Cars: These vehicles are being introduced in managerial roles to help lower overall emissions and fuel use.

Electric Vehicles (EV): We are gradually increasing the number of electric vehicles, particularly in managerial roles where vehicle range and performance align with operational needs.

To ensure continuous improvement of our fleet, Antac operates a rolling replacement program, replacing all commercial vehicles every three years. This policy ensures that our fleet is always equipped with the latest safety features and technologies. As previously mentioned, all fleet vehicles are fitted with tracking systems that monitor driver behaviour, including speeding, harsh braking, and steering. The data collected from Samsara system helps us identify drivers who may benefit from coaching to reduce their speed, which in turn helps lower fuel consumption and emissions.

All non-commercial vehicles will be ordered as either electric or hybrid, depending on the driver's operational requirements. However, due to limitations around travel distances and charging infrastructure, the use of electric vehicles (EVs) is considered only for drivers who can charge locally and feasibly without impacting their roles.

Technological Enhancements

All vans are equipped with speed limiters to improve fuel efficiency and include Selective Catalytic Reduction (SCR) technology, requiring the use of AdBlue to reduce nitrogen oxide (NOx) emissions, a significant contributor to atmospheric pollution.

Travel Minimisation Initiatives

Beyond fleet improvements, Antac actively reduces travel-related carbon emissions by using videoconferencing for meetings whenever possible, significantly decreasing the need for vehicle use and associated emissions.

Waste Management

Antac promotes a culture where resources are fully valued, and disposal is seen as a last resort. Through measures and targeted strategies, we aim to minimise waste and promote sustainable practices in all aspects of our operations.

1. Waste Reduction Targets

- Divert 95% of waste from landfill through recycling, repurposing, and reuse initiatives.
 - For example, on our MoD contract, we currently achieve a 97% landfill diversion rate.
- Reduce material waste through accurate ordering practices, ensuring quantities align with project schedules.
- Recycle packaging materials by establishing return systems, with a focus on reducing plastic waste, which accounts for over 70% of our packaging materials.

2. Supporting Measures

- Supplier Collaboration - Develop and implement a supplier code to encourage packaging reduction and recycling initiatives.
 - Example – Our uniform supplier no longer uses individual packaging sleeves for each item, which has reduced plastic waste.
 - Example empty paint cans to be returned to suppliers – signed contract.
- Source materials locally where possible to reduce packaging requirements.
- Waste Segregation
- Education - Provide training and toolbox talks (TBTs) to employees on waste reduction and recycling to raise awareness.
- Waste Reporting - analyse the data to track progress, identify areas for improvement, and report transparently.
- Circular Economy
 - Prioritise procurement of materials that can be recycled, repurposed, or returned to suppliers at the end of their use.
 - Partner with suppliers that offer take-back schemes to further reduce waste and promote a circular economy.
- Repurposing Goods and repurpose excess materials, such as wood and metal, for future projects or alternate uses. Donate usable materials to local organisations or charities.
 - For example, rope from the abseiling team was donated to a local scout group.

3. Waste Reporting

As part of our commitment to reducing Scope 3 emissions, Antac is actively recording and monitoring all waste generated across our operations. By tracking waste data, we aim to identify patterns and areas where we can improve our recycling efforts. This data-driven approach allows us to make informed decisions on waste reduction strategies, helping us enhance recycling rates and minimize landfill disposal.

Additionally, under our housing contract, we are working closely with subcontractors to report on waste generated from their operations on our sites, ensuring a holistic approach to waste management across the supply chain on this contract. Our goal is to continuously improve waste management practices and operate as sustainably as possible.

By embedding these measures into our operations, Antac continues to reduce waste while supporting broader sustainability goals.

Water

Antac is committed to water conservation, recognizing its essential role in our business, particularly within our window cleaning services. As part of our comprehensive Environmental Plan, we have invested in rainwater harvesting at our Aylesford office, which has a 4,000-litre storage capacity. Although slightly delayed, we plan to expand the rainwater harvesting system to our Leeds depot in 2026.

The rainwater is collected through guttering and down-pipes, then stored in a large water bowser. The water is filtered and processed to create de-ionised water, which is then used by our window cleaning division.



January 2025



December 2025

While monitoring the rainwater harvesting, we have established that less chemicals (salt resin) and electricity are required when processing rainwater, as there are less impurities in rainwater. In 2025 Antac harvested 34,745 litres of rainwater.

Spotless Water

Antac uses Spotless Water for our window cleaning operations. With depots located throughout the UK, our teams can refill on the go, minimising the need to return to offices for water replenishment. This reduces mileage, fuel consumption, and time spent on refilling, leading to lower emissions and increased operational efficiency. By streamlining our processes, we enhance sustainability while maintaining high service standards.

Utilities, Gas, Oil and Electricity

Antac are using 100% renewal electricity at our offices and have switched to Green Gas, where gas is used.

Chemicals

Antac consciously reduces the number of chemicals we use to perform our cleaning

duties. We also always seek to use green and responsible cleaning product manufacturers, such as Jangro, who have a stringent chemical ingredients policy to protect the environment, users, and their production staff.

Supply Chains

Antac recognises the importance of engaging with our supply chain and subcontractors to identify and implement opportunities to reduce carbon emissions and minimise the environmental impact of our services. By cultivating strong partnerships and prioritising sustainability, we aim to achieve meaningful reductions in our carbon footprint.

Antac will be requiring subcontractors to monitor and report their emissions, ensuring accountability and alignment with our sustainability goals.

Reduce - Reduction Table

Goal	Timescale	Details
Reduction of carbon fuel vehicles	Already underway	Leading by example, several Senior Executive Directors have electric vehicles. With several Managers vehicles on order. The use of EV and PHEV will be monitored and reviewed as the technology evolves. 50% of the fleet to be Hybrid / EV by 2030
Installation of EV chargers to Antac offices	Ongoing	All Antac offices have had EV chargers fitted.
Driver Behaviour	Ongoing	All drivers are monitored on hard acceleration and braking.
Local Teams	Ongoing	Engineers / operatives to be used as per geographical locations to cut down on travel limiting the number of miles driven, and to plan their routes for the most economical routes.
Enhanced environmental awareness	Ongoing	All directly employed staff will receive environmental awareness training from our in- house HS & Environmental Team, this is a rolling programme and training updated yearly.
Less than 1% waste to landfill per	Ongoing	Through our waste partners "Veolia" we are able to identify what percentage of our waste goes to landfill every month by accessing our own personalised portal. All Antac offices are Zero to landfill, sites on the MoD are 97% recycled waste
Environmental Management Meetings	Ongoing	6 Weekly Management meetings with our Environmental Ambassadors to monitor our Carbon Reduction Plan and environmental Targets.
Review our electrical supply and increase renewable / green tariffs percentage.	2023	100% green tariff for all offices.
Maintain equipment to manufactures recommendation to ensure equipment is fit for purpose and extend the life span.	Ongoing	Reuse reconditioned equipment where possible
Supplies / consumables	Ongoing	Where possible eco-friendly supplies / consumables are sourced.
Cycle to work scheme	2022	Introduced Cycle to work scheme.

Monitoring, Measuring and Reporting

Antac has begun implementing its Net Zero Plan, with environmental targets and performance monitored and regularly reviewed by the Environmental Committee. Fuel card usage and business mileage claimed through employee expense submissions are included within Scope 2 reporting. Energy consumption is tracked through smart electricity meters and supplier invoice data.

As Antac continues to expand its environmental reporting and develop its Net Zero Plan, this is the first year the business has included staff commuting and well-to-tank emissions within its Scope 3 reporting. Analysis of our waste data indicates a need to increase recycling rates across all sites, which will be reviewed by the Environmental Committee throughout 2026. Carbon emissions associated with energy-from-waste diversion have also been included and currently represent approximately 3% of total waste.

Our tonnes of CO₂e for 2025 is outlined below.

	Baseline year emissions: 2022	2023	2024	2025
EMISSIONS	TOTAL (tCO ₂ e)	TOTAL (tCO ₂ e)	TOTAL (tCO ₂ e)	TOTAL (tCO ₂ e)
Scope 1	1338.68	*1861.7	***1592.86	1665.25
Scope 2	15.8	**13.3	18.29	4.84
Sub-total	1354.48	1875	1610.36	1670.09
Scope 3 Employee Commuting Well to Tank	N/A			Employee Commuting 87.01 Well to Tank 381.84 Waste 15.13
Total EMISSIONS	1354.48	1875	1610.36	2154.07

*In April 2022 Antac mobilised a large contract, Void Housing and Maintenance on the Ministry of Defence at Larkhill, Tidworth and Bulford, the contract expanded in April 2023 with MoD Housing Planned Maintenance and Responsive Repairs. With the increase of vehicles in the fleet, there has been a rise in carbon emissions in 2023.

** Reduction in Scope 2 emissions due to the change to 100% Green Tariff.

*** Despite an increase in the number of employees, our Scope 1 emissions have decreased on a pro-rata basis, thanks to a reduction in fuel consumption. This improvement is the result of our operations teams working closely together to allocate workloads more efficiently to local operatives. And the introduction of more Hybrid and Electric vehicles.

**** Waste diverted from landfill using online calculator <https://wastebits.com/co2-calc>

Environmental Impact

With the best will in the world, we realise that we cannot be carbon Neutral without sequestering carbon. It is vitally important because it allows us to make a positive contribution to the environment when our emissions cannot be avoided.

In 2024, Antac partnered with Makie it Wild to offset 545 tonnes of CO₂e, planting 146 trees next to ancient woodland. These trees will offset emissions over the next 40 years, representing over a quarter of our CO₂e for that year.

For 2025, we've taken a different approach by partnering with GreentheUK to plant 1,000 trees. They work with landowners and forestry experts to select species that are best suited to each site, focusing on creating climate-resilient, biodiverse woodlands. By planting a mix of native and well-adapted species, GreentheUK helps strengthen the resilience of UK woodlands to pests, diseases, and climate change impacts.

This year, GreenTheUK will provide evidence of biodiversity project that will sequester carbon Antac have for the planting of a 1000 trees, a case study will include the exact number of species planted and the location once they have been planted. Antac is proud to collaborate with a company that shares our passion for environmental sustainability. By planting significantly more trees than we would have through a conventional offset program, we believe we are giving back even more to the environment.

The Antac Environmental Committee has agreed to sponsor an additional 200 sqm of land in 2026 as part of our ongoing partnership with GreentheUK and the Blue Marine Foundation, in alignment with our Environmental Strategy. Stephen Burton, Managing Director, commented, "Restoring natural habitats is essential, and companies must support these initiatives to make a positive impact."

Native oysters are classified as a priority species in the UK's Biodiversity Action Plan and restoration is a high priority at the national level. An estimated 85 percent of oyster beds and oyster reef habitats have been lost worldwide, making them among the most imperilled marine habitats. As ecosystem engineers, oysters provide a range of benefits to the environment and local communities.



They improve water quality:

- a single oyster can filter 200 litres of water every day.
- They provide habitat to thousands of other species, fish and marine life.

- They are a natural defence to coastal erosion.

It is our strategy to become Carbon Neutral by 2035 for our Scope 1 and Scope 2 emissions, and Carbon Zero by 2050, which the Board of Directors are confident Antac will achieve. There are many challenges we face on the journey to Carbon Neutral then onto Carbon Zero. As we map out our strategy to do this, we are also reliant on behaviour changes, improvement in infrastructure and increase in range for vehicles.

While individual actions matter, real change happens when we work together as a team, collaborating with our clients, suppliers, subcontractors, and employees. By joining forces, we can drive meaningful progress and create a lasting impact on reducing our carbon footprint, helping to build a more sustainable future for all.

Review Date

Date last reviewed 31st December 2025

Date of next review 31st December 2026

A handwritten signature in dark ink, appearing to read 'Stephen Burton'.

Stephen Burton, Managing Director



GREEN ENERGY CERTIFICATE

ANTAC SUPPORT SERVICES LTD



This is to certify that all sites listed on the following page(s), where Yü Energy is the registered supplier, are supplied with 100% REGO certified green energy from renewable sources.



Green Energy Plans

Our Green plans are a simple way to benefit from renewable energy generation. They can help support your business Corporate Social Responsibility (CSR) agenda, allowing you to report zero carbon emissions from your electricity usage.

Our plans are backed by Renewable Energy Guarantees of Origin certificates (REGOs) which demonstrates the electricity is sourced from renewable generation.



What are REGOs?

Renewable Energy Guarantees of Origin (REGOs) are part of a scheme that demonstrates the proportion of electricity that suppliers source from renewable generation.

This scheme is administered by OFGEM, the energy regulator, which ensures an independent oversight.

OFGEM issue generators of renewable energy with one REGO certificate per megawatt hour (MWh) of eligible renewable output.



How do Green Energy Plans work for me?

Once a contract for a 'Green' plan is agreed you will continue to consume energy in the standard way.

Every megawatt hour (MWh) of power you consume will be matched with an equivalent volume of REGOs which Yu Energy will purchase from Renewable Generators.

Due to the costs of purchasing the REGOs, a Green plan will typically be more expensive than a standard energy plan.

Certified Green option for a number of electricity products



100% Renewable energy generation



Backed by Renewable Energy Guarantees of Origin certificates (REGOs) which demonstrate the electricity is sourced from 100% renewable generation



Allowing you to report zero carbon emissions

