TSK Group Plc

CDP Corporate Questionnaire 2026

Word version

.

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Contents

C14. SME Introduction

(14.1) In which language are you submitting your response?

Select from:
☑ English

(14.2) Select the currency used for all financial information disclosed throughout your response.

Select from:
☑ GBP

(14.3) Provide an overview and introduction to your organization.

	Organization type	Description of organization
	Select from: ☑ Privately owned organization	*We are a commercial office workplace strategy design and build organisation.*

[Fixed row]

(14.4) State the end date of the year for which you are reporting data.

	End date of reporting year	Alignment of this reporting period with your financial reporting period
	12/31/2025	*Select from:* ☑ No

[Fixed row]

(14.4.1) What is your organization's annual revenue for the reporting period?

87491000

(14.5) How do the entities you are including in your CDP response compare to those included in your financial statements?

	Are the entities included in your CDP response the same as those included used in your financial statements?
	Select from: ☑ Yes, the entities included in my CDP disclosure are the same as those included in my financial statements

[Fixed row]

(14.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code – bond

(14.6.1) Does your organization use this unique identifier?

Select from:

☑ No

ISIN code – equity

(14.6.1) Does your organization use this unique identifier?

Select from:

☑ No

CUSIP number

(14.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Ticker symbol

(14.6.1) Does your organization use this unique identifier?

Select from:

☑ No

SEDOL code

(14.6.1) Does your organization use this unique identifier?

Select from:

☑ No

LEI number

(14.6.1) Does your organization use this unique identifier?

Select from:
☑ No

D-U-N-S number

(14.6.1) Does your organization use this unique identifier?

Select from:
☑ No

Other unique identifier

(14.6.1) Does your organization use this unique identifier?

Select from:
☑ No
[Add row]

(14.7) Select the countries/areas in which the entities reported in 14.5 are based and/or conduct business.

Select all that apply
☑ United Kingdom

C15. SME Identification, assessment and management of risks and opportunities

(15.1) Does your organization have a process for identifying, assessing, and managing environmental risks and opportunities?

(15.1.1) Process in place

Select from:

☑ Yes

(15.1.2) Risks and/or opportunities evaluated in this process

Select from:

☑ Both risks and opportunities

(15.1.3) Frequency of assessment

Select from:

☑ Annually

(15.1.4) Please explain the process

We are ISO14001 certified and as part of this we have an Environmental Aspects and Impacts Register which is updated annually. We also monitor environmental legislation in a legal register and communicate any changes in legislation to the business.
[Fixed row]

C16. SME Disclosure of risks and opportunities

(16.1) Are you aware of any risks created by environmental issues which have had a substantive effect on your organization in the reporting year or may in the future?

	Environmental risks identified
Climate change	*Select from:* ☑ Yes, both in direct operations (our own operations) and upstream/downstream value chain (our suppliers, distributors, and customers)

[Fixed row]

(16.1.1) Provide details of the risks created by environmental issues which have had a substantive effect on your organization in the reporting year or may in the future.

Climate change

(16.1.1.1) Risk identifier

Select from:
☑ Risk1

(16.1.1.3) Risk type and primary source of the environmental risk

Reputation
☑ Increased concern and/or negative feedback from partners and stakeholders

(16.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain (suppliers)

(16.1.1.5) Country/area where the risk occurs

Select all that apply

☑ United Kingdom

(16.1.1.7) Organization-specific description of risk

Sustainability and in particular climate change has become a primary stakeholder concern both internally and externally and therefore it was crucial that TSK outlined what Sustainability was for them and outlined a Strategy and plan around how it was seeking to assess the risks and opportunities and identify its priority areas. This restores confidence to stakeholders that risk has been identified and is being addressed.

(16.1.1.8) Primary financial effect of the risk

Select from:

☑ Brand damage

(16.1.1.9) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(16.1.1.10) Likelihood of the risk having an effect within the anticipated time horizons

Select from:

☑ Very likely (90–100%)

(16.1.1.11) Magnitude

Select from:

☑ Medium-high

(16.1.1.12) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(16.1.1.16) Primary response to risk

Engagement

☑ Engage in multi-stakeholder initiatives

Climate change

(16.1.1.1) Risk identifier

Select from:

☑ Risk2

(16.1.1.3) Risk type and primary source of the environmental risk

Policy

☑ Lack of mature certification and sustainability standards

(16.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations (our own operations)

(16.1.1.5) Country/area where the risk occurs

Select all that apply

☑ United Kingdom

(16.1.1.7) Organization-specific description of risk

A lack of sustainability standards can create inconsistencies in approach to sustainability across the business and can potentially lead to a failure in adoption of good practices on site.

(16.1.1.8) Primary financial effect of the risk

Select from:

☑ Constraint to growth

(16.1.1.9) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(16.1.1.10) Likelihood of the risk having an effect within the anticipated time horizons

Select from:

☑ Very likely (90–100%)

(16.1.1.11) Magnitude

Select from:

☑ Medium-high

(16.1.1.12) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(16.1.1.16) Primary response to risk

Compliance, monitoring and targets

☑ Greater due diligence

Climate change

(16.1.1.1) Risk identifier

Select from:

☑ Risk3

(16.1.1.3) Risk type and primary source of the environmental risk

Technology

☑ Lack of access to data

(16.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations (our own operations)

(16.1.1.5) Country/area where the risk occurs

Select all that apply

☑ United Kingdom

(16.1.1.7) Organization-specific description of risk

Data is often difficult to obtain, especially from the supply chain through to material sources, leading to the risk that products and services have not been produced or sourced ethically or sustainably.

(16.1.1.8) Primary financial effect of the risk

Select from:

☑ Constraint to growth

(16.1.1.9) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(16.1.1.10) Likelihood of the risk having an effect within the anticipated time horizons

Select from:

☑ Likely (66–100%)

(16.1.1.11) Magnitude

Select from:

☑ Medium

(16.1.1.12) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(16.1.1.16) Primary response to risk

Compliance, monitoring and targets

☑ Improve monitoring of direct operations

Climate change

(16.1.1.1) Risk identifier

Select from:

☑ Risk4

(16.1.1.3) Risk type and primary source of the environmental risk

Market

☑ Changing customer behavior

(16.1.1.4) Value chain stage where the risk occurs

Select from:
☑ Downstream value chain (distributors or customers)

(16.1.1.5) Country/area where the risk occurs

Select all that apply
☑ United Kingdom

(16.1.1.7) Organization-specific description of risk

Clients a increasingly demanding that their office refurbishments meet the highest sustainability standards and therefore if the business does nothing to meet client demands there is a risk that we lose business and market share Failure to create a unique selling point also risks a failure in standing out against our competitors in this space.

(16.1.1.8) Primary financial effect of the risk

Select from:
☑ Disruption to sales

(16.1.1.9) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply
☑ Medium-term

(16.1.1.10) Likelihood of the risk having an effect within the anticipated time horizons

Select from:
☑ Likely (66–100%)

(16.1.1.11) Magnitude

Select from:
☑ Medium

(16.1.1.12) Are you able to quantify the financial effect of the risk?

Select from:
☑ No

(16.1.1.16) Primary response to risk

Engagement
☑ Engage with customers

Climate change

(16.1.1.1) Risk identifier

Select from:
☑ Risk5

(16.1.1.3) Risk type and primary source of the environmental risk

Technology
☑ Transitioning to lower emissions technology

(16.1.1.4) Value chain stage where the risk occurs

Select from:
☑ Upstream value chain (suppliers)

(16.1.1.5) Country/area where the risk occurs

Select all that apply
☑ United Kingdom

(16.1.1.7) Organization-specific description of risk

WE need out supply chain to work with us to install the most energy efficient technologies for client projects, including, lighting, heating, cooling, hot water and appliances.

(16.1.1.8) Primary financial effect of the risk

Select from:

☑ Constraint to growth

(16.1.1.9) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(16.1.1.10) Likelihood of the risk having an effect within the anticipated time horizons

Select from:

☑ Very likely (90–100%)

(16.1.1.11) Magnitude

Select from:

☑ Medium-high

(16.1.1.12) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(16.1.1.16) Primary response to risk

Infrastructure, technology and spending

☑ Increase investment in R&D

[Add row]

(16.3) Are you aware of any opportunities created by environmental issues which have had a substantive effect on your organization in the reporting year or may in the future?

	Environmental opportunities identified
Climate change	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(16.3.1) Provide details of the opportunities created by environmental issues which have had a substantive effect on your organization in the reporting year or may in the future.

Climate change

(16.3.1.1) Opportunity identifier

Select from:

☑ Opp1

(16.3.1.3) Opportunity type and primary source

Markets

☑ Stronger competitive advantage

(16.3.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Downstream value chain (distributors or customers)

(16.3.1.5) Country/area where the opportunity occurs

Select all that apply

☑ United Kingdom

(16.3.1.7) Organization specific description

Our business offering from a sustainability pespective is setting us above our competitors.

(16.3.1.8) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(16.3.1.9) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(16.3.1.10) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Virtually certain (99–100%)

(16.3.1.11) Magnitude

Select from:

☑ High

Climate change

(16.3.1.1) Opportunity identifier

Select from:

☑ Opp2

(16.3.1.3) Opportunity type and primary source

Resource efficiency

☑ Move to more energy/resource efficient buildings

(16.3.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations (our own operations)

(16.3.1.5) Country/area where the opportunity occurs

Select all that apply

☑ United Kingdom

(16.3.1.7) Organization specific description

in 2024 we are refurbished our offices using more energy efficient lighting.

(16.3.1.8) Primary financial effect of the opportunity

Select from:

☑ Reduced direct costs

(16.3.1.9) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(16.3.1.10) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Virtually certain (99–100%)

(16.3.1.11) Magnitude

Select from:

☑ High

Climate change

(16.3.1.1) Opportunity identifier

Select from:

☑ Opp3

(16.3.1.3) Opportunity type and primary source

Markets

☑ Increased demand for certified and sustainable materials

(16.3.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Downstream value chain (distributors or customers)

(16.3.1.5) Country/area where the opportunity occurs

Select all that apply

☑ United Kingdom

(16.3.1.7) Organization specific description

Our office fit outs are using more and more sustianable materials with lower material and carbon footprints

(16.3.1.8) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(16.3.1.9) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(16.3.1.10) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Virtually certain (99–100%)

(16.3.1.11) Magnitude

Select from:

☑ High

Climate change

(16.3.1.1) Opportunity identifier

Select from:

☑ Opp4

(16.3.1.3) Opportunity type and primary source

Reputational capital

☑ Reputational benefits resulting in increased demand for products/services

(16.3.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations (our own operations)

(16.3.1.5) Country/area where the opportunity occurs

Select all that apply

☑ United Kingdom

(16.3.1.7) Organization specific description

As we continue to make progress with our environmental performance and continue on our sustainability journey we are gaining credibility and increasing our reputation as an environmentally responsible contractor which should increase our chances of winning work in the long term.

(16.3.1.8) Primary financial effect of the opportunity

Select from:

☑ Increased revenues through access to new and emerging markets

(16.3.1.9) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(16.3.1.10) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Likely (66–100%)

(16.3.1.11) Magnitude

Select from:

☑ High

Climate change

(16.3.1.1) Opportunity identifier

Select from:

☑ Opp5

(16.3.1.3) Opportunity type and primary source

Energy source

☑ Use of renewable energy sources

(16.3.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations (our own operations)

(16.3.1.5) Country/area where the opportunity occurs

Select all that apply

☑ United Kingdom

(16.3.1.7) Organization specific description

WEmoved to a renewable electricity provider for our office in October 2025.

(16.3.1.8) Primary financial effect of the opportunity

Select from:

☑ Returns on investment in low-emission technology

(16.3.1.9) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(16.3.1.10) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Likely (66–100%)

(16.3.1.11) Magnitude

Select from:

☑ Medium

Climate change

(16.3.1.1) Opportunity identifier

Select from:

☑ Opp6

(16.3.1.3) Opportunity type and primary source

Products & services

☑ Development of new products or services through R&D and innovation

(16.3.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Upstream value chain (suppliers)

(16.3.1.5) Country/area where the opportunity occurs

Select all that apply

☑ United Kingdom

(16.3.1.7) Organization specific description

We are looking at creating an AI generated product directory in partnership with the university of salford. This would allow us to create our own market place of products will all information including environmental and carbon about each material. This would help us in selecting environmentally sustainable products whilst increasing efficiency and profitability by reducing time undertaken for data collection and analysis.

(16.3.1.8) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased production capacity

(16.3.1.9) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(16.3.1.10) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ More likely than not (50–100%)

(16.3.1.11) Magnitude

Select from:

☑ High

[Add row]

C17. SME Governance

(17.1) Is there responsibility for environmental issues within your organization?

	Responsibility for this environmental issue
Climate change	*Select from:* ☑ Yes

[Fixed row]

(17.1.1) Provide the highest positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(17.1.1.1) Position of individual or committee with responsibility

Management level

☑ Environment/Sustainability manager

(17.1.1.2) Environmental responsibilities of this position

Policies, commitments, and targets

☑ Setting corporate environmental policies and/or commitments

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

☑ Measuring progress towards environmental corporate targets
☑ Measuring progress towards environmental science-based targets

Engagement
☑ Managing public policy engagement related to environmental issues
☑ Managing value chain engagement related to environmental issues
☑ Managing engagement in landscapes and/or jurisdictions

Strategy and financial planning
☑ Implementing the business strategy related to environmental issues

(17.1.1.3) Who in the organization does this position report to

Select from:
☑ Reports to executive leadership (CEO, CRO, CFO, COO, CSO, or equivalent)

(17.1.1.4) Frequency of reporting on environmental issues via this reporting line

Select from:
☑ Half-yearly

(17.1.1.5) Please explain

TSK has a half yearly sustainability review with a sustainability committee which is attended by the COO. TSK also published an annual sustainability report.

Climate change

(17.1.1.1) Position of individual or committee with responsibility

Management level
☑ Environmental, Health, and Safety manager

(17.1.1.2) Environmental responsibilities of this position

Risks and opportunities

☑ Assessing environmental risks and opportunities

☑ Managing environmental risks and opportunities

(17.1.1.3) Who in the organization does this position report to

Select from:

☑ Reports to executive leadership (CEO, CRO, CFO, COO, CSO, or equivalent)

(17.1.1.4) Frequency of reporting on environmental issues via this reporting line

Select from:

☑ Half-yearly

(17.1.1.5) Please explain

Reports on site based risks and opportunities in relation to the environment which is reviewed half yearly with the HSE committee. There is also the annual environmental performance report.

Climate change

(17.1.1.1) Position of individual or committee with responsibility

Committee

☑ Sustainability committee

(17.1.1.2) Environmental responsibilities of this position

Policies, commitments, and targets

☑ Measuring progress towards environmental corporate targets

(17.1.1.3) Who in the organization does this position report to

Select from:

☑ Other, please specify :Reports to the Sustainability Director

(17.1.1.4) Frequency of reporting on environmental issues via this reporting line

Select from:

☑ Half-yearly

(17.1.1.5) Please explain

The sustainability committee is a cross functional representation of the business who meet every 6 months to review Sustainability performance across the business. It is chaired by the Sustainability director. It is an opportunity to review performance, but also as a forum to raise concerns, highlight successes and raise actions for continuous improvement.

Climate change

(17.1.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Operating Officer (COO)

(17.1.1.2) Environmental responsibilities of this position

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

(17.1.1.3) Who in the organization does this position report to

Select from:

☑ Reports to the board directly

(17.1.1.4) Frequency of reporting on environmental issues via this reporting line

Select from:

☑ More frequently than quarterly

(17.1.1.5) Please explain

The COO is the SLT representative of Sustainability, with the Sustainability Director reporting into them. It is their role to ensure the sustainability strategy is aligned to the business strategy and vice versa.
[Add row]

(17.2) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(17.2.1) Provide details of your environmental policies.

Row 1

(17.2.1.1) Environmental issues covered

Select all that apply

☑ Climate change

(17.2.1.2) Level of coverage

Select from:

☑ Selected facilities, businesses or geographies only

(17.2.1.3) Value chain stages covered

Select all that apply

☑ Direct operations (our own organization)

(17.2.1.4) Explain the coverage

Our coverage is within compliance with ISO14001

(17.2.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to take environmental action beyond regulatory compliance

☑ Commitment to stakeholder engagement and capacity building on environmental issues

[Add row]

C18. SME Business strategy

(18.1) Have risks and opportunities created by environmental issues influenced your strategy and/or financial planning?

(18.1.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:
☑ Yes, both strategy and financial planning
[Fixed row]

(18.1.1) Describe where and how risks and opportunities created by environmental issues have influenced your strategy and/or financial planning?

Financial planning

(18.1.1.2) Financial planning elements that have been affected

Select all that apply
☑ Capital expenditures

(18.1.1.4) Environmental issues relevant to the risks and/or opportunities that have affected your strategy and/or financial planning in this area

Select all that apply
☑ Climate change

(18.1.1.5) Describe how environmental risks and/or opportunities have affected your strategy and/or financial planning in this area

We need to invest in our office space to make it more energy efficient. We also need to factor in low carbon solutions into our client propositions to lower emissions associated with purchased goods and services.

Strategy

(18.1.1.1) Business areas that have been affected

Select all that apply

☑ Products and services

☑ Upstream/downstream value chain

☑ Investment in R&D

☑ Operations

(18.1.1.4) Environmental issues relevant to the risks and/or opportunities that have affected your strategy and/or financial planning in this area

Select all that apply

☑ Climate change

(18.1.1.5) Describe how environmental risks and/or opportunities have affected your strategy and/or financial planning in this area

We have a responsibility to provide low carbon and low waste workspaces aligned to our clients' sustainability aspirations. We provide carbon estimates for our clients based off the quantity of materials procured. We have also established a Circularity Task force to review how we implement circularity across all of our business processes.
[Add row]

(18.2) Does your organization's strategy include a climate transition plan?

	Transition plan
	Select from:

	Transition plan
	☑ No, and we do not plan to develop a climate transition plan within the next two years

[Fixed row]

(18.3) Do you engage with suppliers, customers, and other stakeholders within your value chain on environmental issues?

Suppliers

(18.3.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(18.3.2) Environmental issues covered

Select all that apply

☑ Climate change

(18.3.5) Details of engagement

We have developed our sustainability section within the supplier pre-qualification questionnaire. We have also developed a sustainability standard to ensure that suppliers meet a minimum environmental standard on projects, providing appropriate evidence. We are looking to roll out our tailored Carbon And Circularity awareness training.

Customers

(18.3.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(18.3.2) Environmental issues covered

Select all that apply

☑ Climate change

(18.3.5) Details of engagement

We work with our clients to ensure that we build in their sustainability goals and aspirations into the service which we provide. This includes educating the client on the most environmentally conscious products and approaches and also working with them to gather information which reduces environmental risks. We also provide thought leadership articles to provide insights for both prospective and existing customers.

Investors and shareholders

(18.3.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(18.3.2) Environmental issues covered

Select all that apply

☑ Climate change

(18.3.5) Details of engagement

We publish a sustainability report each year which is available for shareholders to view. We are also about to become employee owned and therefore by educating our teams we are also educating our shareholders.

Other value chain stakeholders, please specify

(18.3.1) Engaging with this stakeholder on environmental issues

Select from:

☑ No, and we do not plan to within the next two years

[Fixed row]

C19. SME Environmental performance – Consolidation approach

(19.1) Provide details on the method your organization uses to combine data when reporting environmental impacts.

	Consolidation approach used	**Provide the rationale for the choice of consolidation approach**
Climate change	*Select from:* ☑ Operational control	*Our focus is on our business' ability to make a difference.*

[Fixed row]

C20. SME Environmental performance – Climate change

(20.1) Do you evaluate your organization's greenhouse gas (GHG) emissions? Note that you can measure your emissions or estimate them using the assistance of a carbon accounting tool.

Scope 1 (direct emissions from owned or controlled activities)

(20.1.1) Emissions evaluated

Select from:

☑ Yes, we use tailored in-house or paid-for resources to calculate them

(20.1.4) Indicate whether you had any major barriers or challenges evaluating your emissions in the reporting year

Select from:

☑ No

(20.1.8) Indicate if you are providing emissions data for past reporting years

Select from:

☑ Yes

(20.1.9) Number of past reporting years you will be providing emissions data for

Select from:

☑ 3 years

Scope 2 (indirect emissions from purchased electricity, heat, steam or cooling)

(20.1.1) Emissions evaluated

Select from:

☑ Yes, we use tailored in-house or paid-for resources to calculate them

(20.1.2) Scope 2 approach

Select from:

☑ We are reporting both a Scope 2 location-based and market-based figure

(20.1.4) Indicate whether you had any major barriers or challenges evaluating your emissions in the reporting year

Select from:

☑ No

(20.1.8) Indicate if you are providing emissions data for past reporting years

Select from:

☑ Yes

(20.1.9) Number of past reporting years you will be providing emissions data for

Select from:

☑ 3 years

Scope 3 (indirect emissions in upstream/downstream value chain)

(20.1.1) Emissions evaluated

Select from:

☑ Yes, we use tailored in-house or paid-for resources to calculate them

(20.1.4) Indicate whether you had any major barriers or challenges evaluating your emissions in the reporting year

Select from:

☑ No

(20.1.8) Indicate if you are providing emissions data for past reporting years

Select from:
☑ Yes

(20.1.9) Number of past reporting years you will be providing emissions data for

Select from:
☑ 3 years
[Fixed row]

(20.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply
☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
☑ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard
☑ The Greenhouse Gas Protocol: Scope 2 Guidance

(20.3) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions which are not included in your disclosure of climate-related data?

Select from:
☑ No

(20.4) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

	Gross global Scope 1 emissions (metric tons CO2e)	End date	Methodological details
Reporting year	*48.3*	🔒	*GHG Protocol covering Natural gas, company vehicles and refrigerant leakage.*

	Gross global Scope 1 emissions (metric tons CO2e)	End date	Methodological details
Past year 1	*48.2*	*12/31/2024*	*GHG Protocol covering Natural gas, company vehicles and refrigerant leakage.*
Past year 2	*66.7*	*12/31/2023*	*GHG Protocol covering Natural gas, company vehicles and refrigerant leakage.*
Past year 3	*81.1*	*12/31/2022*	*GHG Protocol covering Natural gas, company vehicles and refrigerant leakage.*

[Fixed row]

(20.5) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(20.5.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

2.93

(20.5.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

2.5

(20.5.5) Methodological details

GHG Protocol this year we have moved to reporting Market based emissions since we moved to a Renewable energy tariff.

Past year 1

(20.5.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

14.72

(20.5.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

11.84

(20.5.4) End date

12/31/2024

(20.5.5) Methodological details

GHG Protocol

Past year 2

(20.5.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

13

(20.5.4) End date

12/31/2023

(20.5.5) Methodological details

GHG Protocol

Past year 3

(20.5.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

17.1

(20.5.4) End date

12/31/2022

(20.5.5) Methodological details

GHG Protocol
[Fixed row]

(20.7) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(20.7.1) Evaluation status

Select from:
☑ Relevant, calculated

(20.7.2) Emissions in reporting year (metric tons CO2e)

1446.24

Capital goods

(20.7.1) Evaluation status

Select from:
☑ Relevant, calculated

(20.7.2) Emissions in reporting year (metric tons CO2e)

26.81

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(20.7.1) Evaluation status

Select from:
☑ Relevant, calculated

(20.7.2) Emissions in reporting year (metric tons CO2e)

1.33

Upstream transportation and distribution

(20.7.1) Evaluation status

Select from:
☑ Relevant, not yet calculated

(20.7.3) Please explain

We have been unable so far to obtain meaningful data across our supply chain, we are working on this through supply chain engagement.

Waste generated in operations

(20.7.1) Evaluation status

Select from:
☑ Relevant, calculated

(20.7.2) Emissions in reporting year (metric tons CO2e)

13.71

Business travel

(20.7.1) Evaluation status

Select from:
☑ Relevant, calculated

(20.7.2) Emissions in reporting year (metric tons CO2e)

83.06

Employee commuting

(20.7.1) Evaluation status

Select from:

☑ Relevant, calculated

(20.7.2) Emissions in reporting year (metric tons CO2e)

50.59

Upstream leased assets

(20.7.1) Evaluation status

Select from:

☑ Relevant, calculated

(20.7.2) Emissions in reporting year (metric tons CO2e)

3.82

Downstream transportation and distribution

(20.7.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(20.7.3) Please explain

As a commercial office workplace strategy design and build organization, we do not sell physical products and therefore, there is no transportation required of our sold products and therefore Category 9 "downstream transportation and distribution" is not relevant

Processing of sold products

(20.7.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(20.7.3) Please explain

As a commercial office workplace strategy design and build organization, we do not sell physical products and therefore, there is no further processing of our sold products and category 15 "Processing of sold products" is not relevant
[Fixed row]

(20.7.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(20.7.1.1) End date

12/31/2024

(20.7.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

2601.31

(20.7.1.3) Scope 3: Capital goods (metric tons CO2e)

106.4

(20.7.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

8

(20.7.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

18.85

(20.7.1.7) Scope 3: Business travel (metric tons CO2e)

68.67

(20.7.1.8) Scope 3: Employee commuting (metric tons CO2e)

50.64

(20.7.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

3.82

Past year 2

(20.7.1.1) End date

12/31/2023

(20.7.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

908.08

(20.7.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

29.67

(20.7.1.7) Scope 3: Business travel (metric tons CO2e)

43.59

(20.7.1.8) Scope 3: Employee commuting (metric tons CO2e)

56.51

Past year 3

(20.7.1.1) End date

12/31/2022

(20.7.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

11964

(20.7.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

36.3

(20.7.1.7) Scope 3: Business travel (metric tons CO2e)

43.7

(20.7.1.8) Scope 3: Employee commuting (metric tons CO2e)

59.53
[Fixed row]

(20.8) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status	Attach verification evidence/report (optional)
Scope 1 (direct emissions from owned or controlled activities)	*Select from:*	*2026.038 - TSK - Third Party Carbon Footprint Verification v1.0.pdf*

	Verification/assurance status	Attach verification evidence/report (optional)
	☑ Third-party verification or assurance process in place	
Scope 2 (location-based or market-based indirect emissions from purchased electricity, heat, steam or cooling)	*Select from:* ☑ Third-party verification or assurance process in place	*2026.038 - TSK - Third Party Carbon Footprint Verification v1.0.pdf*
Scope 3 (indirect emissions in upstream/downstream value chain)	*Select from:* ☑ Third-party verification or assurance process in place	*2026.038 - TSK - Third Party Carbon Footprint Verification v1.0.pdf*

[Fixed row]

(20.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

(20.9.1) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:

☑ Decreased

(20.9.2) Reason

Select all that apply

☑ Change in renewable energy consumption

(20.9.3) Please explain

A full year of REGO backed renewable energy for electricity

[Fixed row]

(20.10) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*TSK Owned and operated vehicles*	*31.7*
Row 2	*Natural Gas*	*16.6*
Row 3	*Refrigerant leakage*	*0*

[Add row]

(20.11) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Office electricity*	*2.93*	*2.26*

[Add row]

(20.15) Does your organization break down its electricity consumption by country/area.

Select from:

☑ Yes

(20.15.1) Provide a breakdown by country/area of your purchased or acquired electricity consumption in MWh.

Row 1

(20.15.1.1) Country/area

Select from:

☑ United Kingdom

(20.15.1.2) MWh from renewable sources

55220

(20.15.1.3) MWh from non-renewable sources

0

(20.15.1.4) Total (renewable + non-renewable) MWh

55220.00
[Add row]

(20.16) Did you have an emissions or other climate-related target that was active in the reporting year?

(20.16.1) Emissions or other climate-related target

Select all that apply

☑ Net-zero target
[Fixed row]

(20.16.3) Provide details of any other climate-related targets that were active in the reporting year.

Row 1

(20.16.3.1) Active climate-related target

Select from:
☑ Net-zero target

(20.16.3.2) Target reference number

Select from:
☑ Oth1

(20.16.3.3) Date target was set

01/01/2024

(20.16.3.4) Target coverage

Select from:
☑ Organization-wide

(20.16.3.5) Targets linked to this net zero target

Select all that apply
☑ Abs1

(20.16.3.6) End date of base year

12/31/2022

(20.16.3.7) End date of target

12/31/2030

(20.16.3.8) Description of target

Net Zero across scope 1 and 2 emissions by 2030

(20.16.3.9) Target status in reporting year

Select from:

☑ Underway

(20.16.3.10) Is this target part of an overarching initiative?

Select all that apply

☑ Science Based Targets initiative – SME target

(20.16.3.11) Explain target coverage and identify any exclusions

Scope 1 and 2 emissions

Row 2

(20.16.3.1) Active climate-related target

Select from:

☑ Net-zero target

(20.16.3.2) Target reference number

Select from:

☑ Oth2

(20.16.3.3) Date target was set

01/01/2024

(20.16.3.4) Target coverage

Select from:

☑ Organization-wide

(20.16.3.5) Targets linked to this net zero target

Select all that apply
☑ Abs2

(20.16.3.6) End date of base year

12/31/2022

(20.16.3.7) End date of target

12/31/2040

(20.16.3.8) Description of target

Net Zero across scopes 1 2 and 3 by 2040

(20.16.3.9) Target status in reporting year

Select from:
☑ Underway

(20.16.3.10) Is this target part of an overarching initiative?

Select all that apply
☑ Science Based Targets initiative – SME target

(20.16.3.11) Explain target coverage and identify any exclusions

Scope 3 emissions
[Add row]

(20.17) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

	Emissions reduction initiatives that were active within the reporting year
	Select from: ☑ Yes

[Fixed row]

(20.17.1) Provide details on the emissions reduction initiatives implemented in the reporting year in the table below.

Row 1

(20.17.1.1) Initiative category & type

Waste reduction and material circularity

☑ Product/component/material reuse

(20.17.1.2) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 3 category 1: Purchased goods & services

(20.17.1.3) Voluntary/ Mandatory

Select from:

☑ Voluntary

(20.17.1.4) Are you able to estimate CO2e savings and financial impacts?

Select from:

☑ No

Row 2

(20.17.1.1) Initiative category & type

Low-carbon energy consumption

☑ Low-carbon electricity mix

(20.17.1.2) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (market-based)

(20.17.1.3) Voluntary/ Mandatory

Select from:

☑ Voluntary

(20.17.1.4) Are you able to estimate CO2e savings and financial impacts?

Select from:

☑ No

[Add row]

C23. SME Sign off

(23.1) Is any environmental information included in your CDP response (not already reported in 20.8, 21.6.1 or 22.4.2) verified and/or assured by a third party?

Select from:

☑ Yes

(23.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(23.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(23.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Renewable Electricity consumption
☑ Electricity/Steam/Heat/Cooling consumption
☑ Year on year change in absolute emissions (Scope 3)
☑ Emissions reduction initiatives/business activities
☑ Year on year change in emissions intensity (Scope 3)
☑ Year on year change in absolute emissions (Scope 1 and 2)
☑ Year on year change in emissions intensity (Scope 1 and 2)

(23.1.1.3) Verification/assurance standard

General

☑ ISO 14064-1

(23.1.1.5) Attach verification/assurance evidence/report (optional)

2026.038 - TSK - Third Party Carbon Footprint Verification v1.0.pdf
[Add row]

(23.2) Provide the following information for the person that has signed off (approved) your CDP response.

(23.2.1) Job title

Sustainability Director

(23.2.2) Corresponding job category

Select from:

☑ Environment/Sustainability manager
[Fixed row]