Carbon Reduction Plan

Supplier name	**Sterling Event Group**
Publication date	

Commitment to achieving net zero

Sterling Event Group is committed to achieving net zero emissions by 2050.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline year: FY24/25	
Additional details relating to the baseline emissions calculations:	
There had been no previous reporting for Sterling Event Group prior to FY24/25	
Baseline year emissions:	
Emissions	Total (tCO_2e)
Scope 1	36.2
Scope 2	37.5
Scope 3 (included sources)	818.4 Cat 1 – 104.8 Cat 2 – 566.0 Cat 3 – 3.2 Cat 4 – 1.9 Cat 5 – 30.8 Cat 6 – 12.3 Cat 7 – 99.3
Total emissions	**892.0**

Current emissions reporting

Reporting year: FY25/26

Emissions	TOTAL (tCO_2e)
Scope 1	14.1
Scope 2	18.6
Scope 3 (included sources)	765.1
	Cat 1 – 124.7 Cat 2 – 463.4 Cat 3 – 2.9 Cat 4 – 1.0 Cat 5 – 30.6 Cat 6 – 10.2 Cat 7 – 153.3
Total emissions	**817.8**

Emissions reduction targets

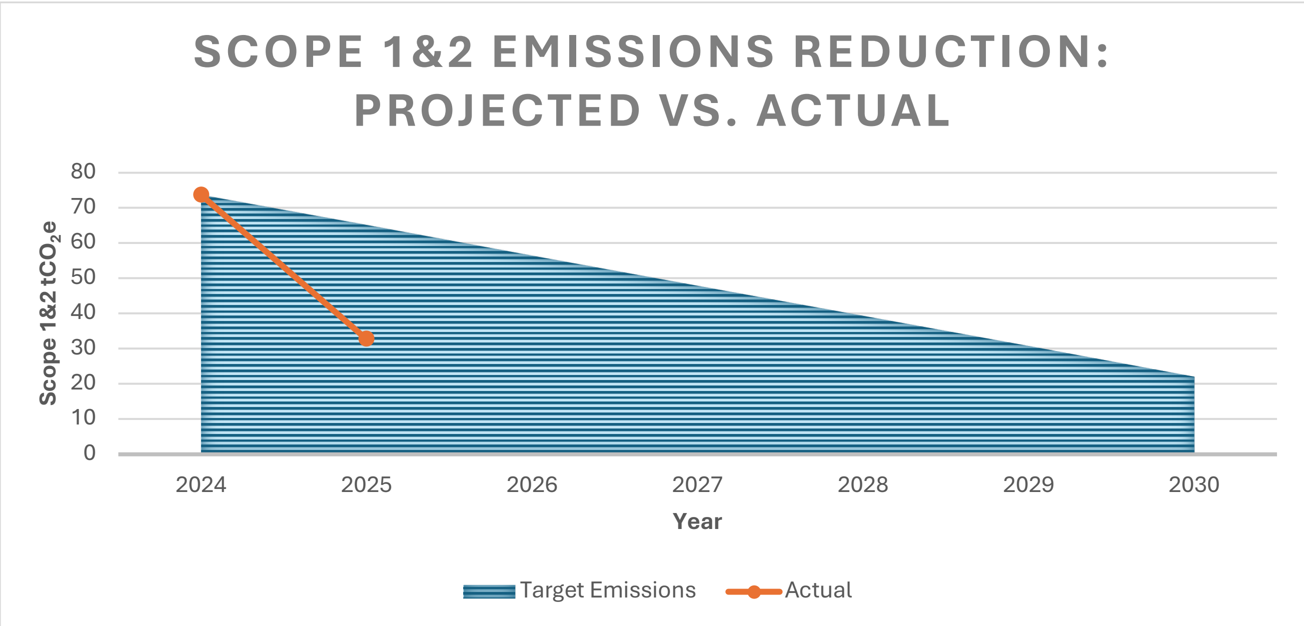
In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets.

In line with SBTi, we projected that our Scope 1 & 2 carbon emissions will decrease over the next five years to 42.7 tCO_2e by 2030, a reduction of 42% from our FY24/25 baseline year.

Given this target was achieved by the second year of measurement in FY25/26, we have made this target more ambitious; projecting our Scope 1 & 2 carbon emissions will decrease over the next five years to 22.1 tCO_2e by 2030. This is a reduction of 70% from our FY24/25 baseline year.

Interim Target: We aim to reduce operational carbon emissions by 50% by 2030.

Net Zero Target: We commit to achieving Net Zero greenhouse gas emissions by 2050 for Scope 1, Scope 2, and relevant Scope 3 emissions.



Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the FY24/25 baseline. The carbon emission reduction achieved by these schemes equate to 74.2 tCO_2e, an 8.3% reduction against the FY24/25 baseline.

Scope 1:

- Sterling Event Group currently operates a fleet comprising Euro 6–compliant vehicles and electric vehicles (EVs), supported by EV charging infrastructure at company premises.

Scope 2:

- All office, warehouse, and operational facilities have been upgraded to energy-efficient LED lighting with occupancy and daylight controls.
- Sterling use modern heating and cooling systems with low-carbon, high-efficiency alternatives as part of our steps toward efficient office heating and cooling.
- All of Sterling's office and warehouse lighting is run through motion sensors and timer controls to help reduce unnecessary usage.
- Sterling have been improving and modernising their IT infrastructure, with a large number of systems now moved over to cloud-based services rather than relying on additional onsite hardware and servers.

Scope 3:

- Sterling are developing a Sustainable Procurement Policy (target 2026) to embed environmental criteria in supplier selection, contract renewals, and product specifications.
- The Sustainability Steering Group, led by the QSHE Manager, is established and meets bi-annually to discuss, implement, and review sustainability initiatives across all areas of the business.
- All staff are encouraged to contribute suggestions and participate in sustainability initiatives relevant to their roles.
- Environmental awareness and sustainability training are provided to employees, and the company continues to build knowledge and accountability throughout the organisation.
- Open communication with employees, clients, suppliers, and partners is maintained through internal briefings, newsletters, and updates on sustainability performance and progress.
- Sterling have a strong setup in place to deal with waste, with 11 separate waste streams across the warehouse and office areas. The infrastructure for efficient recycling processes is there and now the priority is making sure everyone understands the processes and recycles consistently.
- A number of the team already walk or cycle into work naturally, and this is supported by Sterling's involvement in the Cycle to Work scheme.
- Sterling have an EV scheme in place which helps support lower-emission vehicle uptake across the business.
- Many of the office-based Sterling teams work flexibly through hybrid and flexible working arrangements, and the business uses Microsoft Teams heavily for meetings and collaboration which massively cuts down unnecessary travel between sites and offices.

Future carbon reduction initiatives

In the future we hope to implement further measures such as:

Scope 1:

- Sterling are committed to further decarbonising our fleet by expanding the proportion of EVs and ultra-low-emission vehicles year-on-year, with the goal of completing this transition by 2032.
- Sterling will continue to optimise owned-transport logistics to reduce unnecessary mileage, adopt telematics for real-time route optimisation, and collaborate with transport suppliers to align emissions-reduction targets and share best practice.
- Sterling aim to continue to decommission gas boilers within Sterling warehouses and offices.

Scope 2:

- Sterling are developing systems for continuous energy monitoring with quarterly performance reviews.
- Continue to build on Sterling's existing energy saving measures by improving the efficiency of heating, cooling, and equipment, tightening building-management settings, and reducing plug-load through smarter power management and device optimisation.
- Introducing sub-metering, upgrading remaining lighting or appliances, and encouraging simple behavioural changes can also deliver meaningful reductions in electricity use with minimal cost.
- Work with building management to switch the Sterling ICON office to a renewable electricity tariff.

Scope 3:

- Continue to develop a Sustainable Procurement Policy to embed environmental criteria in supplier selection, contract renewals, and product specifications. Preference will be given to suppliers demonstrating verified environmental credentials such as ISO 14001 certification, recognised sustainability ratings or accreditations (for example Eco Vadis or B Corp), carbon reduction plans, or other equivalent evidence of environmental and social responsibility.
- Sterling aim to increase procurement of products containing recycled, sustainable, or low-carbon materials year-on-year.
- Sterling aim to achieve zero operational waste to landfill by 2030 by implementing a waste-hierarchy approach which will be applied and maintained across operations, prioritising waste reduction, reuse, recycling, and responsible disposal.
- Sterling will work with waste-management partners to collect, review, and report waste recovery and recycling data at least annually, with the aim of achieving a minimum 90% diversion from landfill by 2027.
- Sterling aim to reduce single-use plastics across all operations by 80% by 2030, through procurement controls, alternative materials, and operational practices.
- Provide training and communications on recycling to ensure waste is segregated properly, maximising the efficiency of the recycling systems and waste streams already in place.
- Reduce waste generation where possible through initiatives such as encouraging staff to bring lunches in reusable containers, use reusable water bottles and reduce printing where possible.
- Create a sustainable business travel policy which prioritises the use of public transport where possible, and advises staying in hotels with sustainability certifications and renewable electricity.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[13] and uses the appropriate government emission conversion factors for greenhouse gas company reporting.[14]

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.[15]

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the supplier:

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Date: ………………………..……….

[13] https://ghgprotocol.org/corporate-standard

[14] www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

[15] https://ghgprotocol.org/standards/scope-3-standard