



CRAWFORDS

CDS Crawfords ESG Agenda 2025-2026

Dated:	11 August 2025
Document Owner:	ISO Team

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1. Environmental (E)

CDS Crawfords aims to minimise environmental impact through targeted reductions in carbon, energy, waste and water, while preparing the business for a fully electric fleet by **2030** and **Net Zero by 2040**.

1.1 Carbon & Energy – goals and FY25/26 position

- **Net Zero commitment (2040)** and **full EV fleet by 2030** remain in force.
- **FY 2024/25 GHG footprint (Scopes 1–3): 444.74 tCO₂e.**
 - **Scope 1 (vehicles – current pilot coverage):** 20 of 150+ drivers included; **50,107 litres** of fuel recorded in the year, equating to an indicative **125.02 tCO₂e** (range **115.75–134.29 tCO₂e** depending on petrol/diesel mix). Full-fleet reporting to replace the subset during 2026.
 - **Scope 2 (buildings – EPC proxy): 26.44 tCO₂e** (Unit 5: **16.35 t**, Unit 8: **10.09 t** based on BER × floor area).
 - **Scope 3 (selected categories): 293.28 tCO₂e** from monthly totals.

Planned improvements for 2025/26

- **Fleet & fuel data:** expand to **100% driver coverage**, capturing fuel type, odometer and telematics for accurate Scope 1 and intensity metrics.
- **Buildings metering:** replace EPC proxies with **metered electricity and gas splits** at Unit 5 and Unit 8; implement measures from EPC recommendations (cavity insulation, air-tightness testing, condensing boiler assessment, and PV feasibility).

1.2 Waste management

- Maintain the recycling and reuse programme (including **deforestation-free, 100% recyclable paper**) and refurbishment of equipment to limit landfill.
- Introduce **print-use monitoring and controls** via managed print to cut paper intensity across offices (supported by uniFLOW licences in place).

1.3 Water & energy conservation

- Continue **energy-efficient lighting** and **EV charging** deployments at headquarters; integrate EPC recommendations into the maintenance plan.

2. Social (S)

We will strengthen employee wellbeing, inclusion and community engagement while maintaining high standards of health and safety.

2.1 Employee wellbeing & development

- Uphold the **equal opportunities policy** and provide **continuous in-house training**, including environmental awareness and quality management.

2.2 Community involvement

- Continue partnerships with local charities (e.g., **Max's Foundation, Darkness into Light**) and encourage staff volunteering and fundraising.

2.3 Health & Safety

- Maintain a **clean, healthy and safe working environment** with periodic reviews of H&S policies, training, and incident reporting.

3. Governance (G)

Effective governance underpins delivery of this agenda through leadership oversight, robust controls and continuous improvement.

3.1 Governance structure

- Leadership remains accountable for ESG outcomes; progress is reviewed at management meetings with board visibility.

3.2 Compliance and management systems

- Maintain certification to **ISO 9001:2015** and **ISO 14001:2015**, using the IMS and **PDCA** to drive continual improvement.

3.3 Stakeholder engagement and supply chain

- Maintain **open dialogue** with clients and suppliers; encourage suppliers and subcontractors to adopt aligned environmental and social policies.

ESG Performance Monitoring – FY 2024/25 KPIs and 2025/26 targets

Carbon & Energy

- **FY24/25 total (Scopes 1–3): 444.74 tCO₂e** (Scope 1 subset **125.02 t**, Scope 2 **26.44 t**, Scope 3 **293.28 t**). Track monthly and report quarterly to management.
- **2025/26 targets:**
 - Implement **metered split** for Unit 5 & 8; deliver a **≥5% reduction in Scope 2 (tCO₂e) per m²** by applying EPC actions where cost-effective.
 - Achieve **100% fleet data capture** and publish **Scope 1 intensity (tCO₂e per 1,000 miles)** for the full fleet by year-end.

Waste

- Track **waste diverted from landfill** (recycling/reuse tonnage).
- **2025/26 target:** roll out **print-use monitoring** and set a **≥10% paper-use reduction** baseline using managed print analytics.

People

- **Employee engagement:** training participation rate for ESG/Quality modules; **2025/26 target:** ≥90% completion for new starters within 30 days.
- **Health & Safety:** recordable incident rate and near-miss reporting frequency; quarterly review.

Supply chain

- **Supplier compliance:** % of key suppliers acknowledging CDS Crawford's environmental and social policy requirements; **2025/26 target:** ≥80% coverage.
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Conclusion

The 2025/26 ESG Agenda consolidates our **Net Zero 2040** pathway with practical actions for fleet, buildings and waste, supported by measurable KPIs and stronger data quality controls. This agenda remains aligned with our ISO-based Integrated Management System and will be reviewed quarterly and updated annually.

Approved by:

Board of Directors, CDS Crawford's

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