



HARMONY FIRE LTD CLIMATE STRATEGY CARBON REDUCTION PLAN

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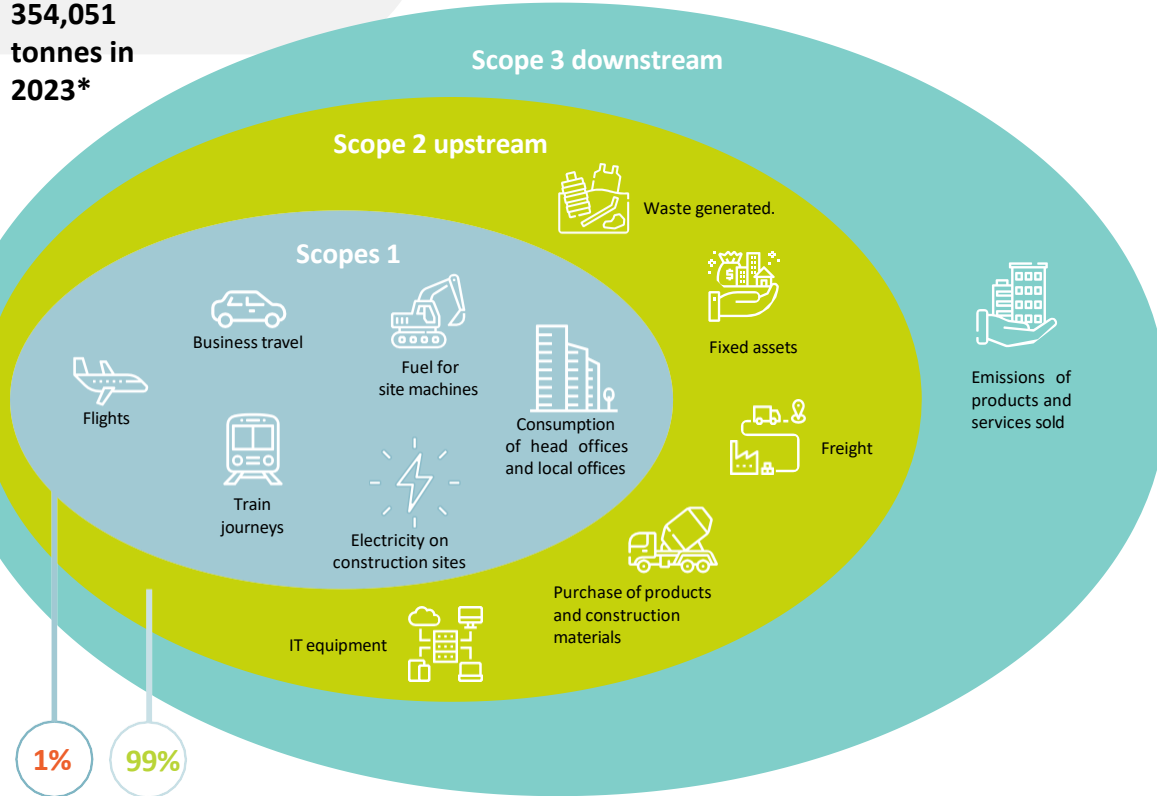
Page 1 of 21



OUR CARBON FOOTPRINT & TARGETS

OUR CARBON FOOTPRINT

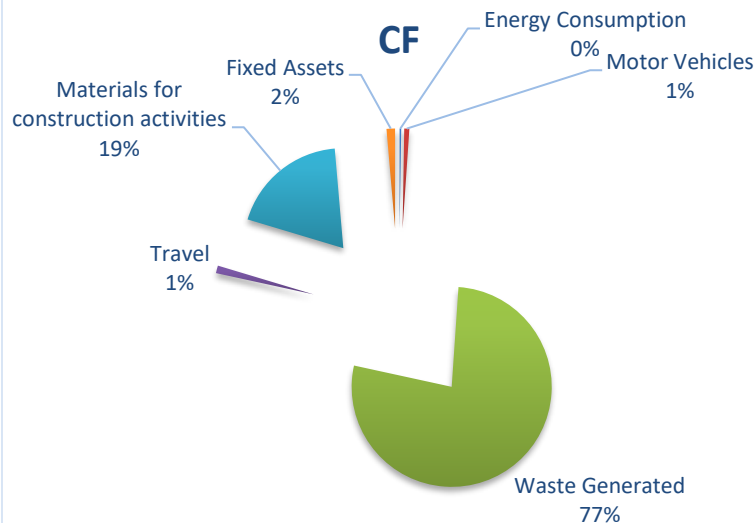
354,051
tonnes in
2023*



OUR BASELINE CARBON FOOTPRINT 2023

Baseline emissions are recorded as of 2023 for 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. The baseline does not include any scope 3 emissions reporting commenced 2023 to 2024.



■ Energy Consumption ■ Motor Vehicles ■ Waste Generated ■ Travel ■ Materials for construction activities ■ Fixed Assets

SCOPES 1

994 tCO₂e

SCOPES 2

353 056 tCO₂e

TOTAL

354 051 tCO₂e

AN AMBITIOUS TARGET

at least **30%** reduction in greenhouse gas emissions by 2030

Net Zero emissions by 2050

SCOPES 1 & 2

- 40%

- (kg of CO₂)
- Target 2030
- base year: Nov 2023

SCOPE 3A

- 10%

- (kg of CO₂)
- Target 2030
- base year: Nov 2023

SCOPE 3B

- A strong positioning in all activities
- Promotion of our benchmark projects, skills and expertise

CREATE A LOW-CARBON MINDSET INTERNALLY AND EXTERNALLY



Provide training for 100%

of clerical, technical, and supervisory staff and managers in climate issues and drivers for action by 2030.

- A Kallidus Learn module for everyone.
- Tools that enable each business line to identify drivers
- A shared resource space.



Support our customers

- Gain a better understanding of our customers' expectations and develop appropriate sales arguments.
- Encourage public-sector owners to systematically incorporate one or more carbon criteria in calls for tender.
- The expertise of owners and contracting authorities should cover utilisation/ maintenance rather than new construction (introduce a business model based on utilisation/ maintenance, opting to construct less).



Create a low-carbon mindset

- Consider carbon impact in ESG committees or Project reviews for 100% of our projects.
- Provide the necessary catalogues of solutions and references. as resources.

ACTIONS



ACTIONS



REDUCE PROFESSIONAL TRAVEL

- 90% of green vehicles in the fleet
- 50% fewer international flights
- 80% fewer domestic flights, in favour of train journeys

ACTIONS



MONITOR AND REDUCE CONSUMPTION

Harmony Fire's first commitment is to monitor its energy consumption.

Action plans exist for each of our office locations:

- Accurate analysis of electricity consumption will allow potential savings to be identified, such as consumption at night.
- Greening of the fleet: choosing less energy-consuming vehicles running on alternative fuels such as NGV, electricity or even hydrogen.
- Planning Roll out ISO 50001 certification for energy management.
- Maintain our ISO 14001 certification.
- Purchase carbon-free electricity
- Utilise energy-saving site welfare (connected and better insulated)

ACTIONS



REDUCE THE IMPACT OF OUR PURCHASES

Identification of priority categories:

- Timber, steel, fuel, freight, facades, external joinery, flooring, partitioning, insulation, energy networks, cables, lighting, fire stopping materials.

Category managers have been appointed for each of these purchasing families.

Their role is to:

- Evaluate the CO2 emissions of each category.
- Ensure materials are sourced from the nearest available provider to avoid excessive road travel.
- Determine targets and action plans to reduce the carbon footprint.
- Measure the effectiveness of actions (reduction of CO2)
- Work with suppliers on economical low-carbon solutions
- Improve availability of supplier data (environmental product declarations, etc.)

ACTIONS

OPTIMISE OUR DESIGNS AND SOLUTIONS

Verify through surveys that services provided to our customers are legally required, validate the need for the scope that will allow for cost savings and to savings on materials.

Strengthen existing partitions or fire stopping elements, when possible, to save materials.

Streamline,

ACTIONS



REDUCE THE CARBON FOOTPRINT OF IT EQUIPMENT BY 15% BY 2025

Examples:

- **Telephones**
The range of phones is currently under review. Options are being considered: the DAAS (“Device As A Service”) model, reconditioned mobile phones, changes to conditions for renewing phones to keep them active for as long as they are working, etc.
- **Reconditioned PCs**
Some PCs can be given a second life in the company, e.g. technical PCs.
- **Data centres**
Rationalise the network of servers, remove dormant data, etc.

ACTIONS

R&D

R&D PROJECTS IN SUPPORT OF OUR CLIMATE STRATEGY

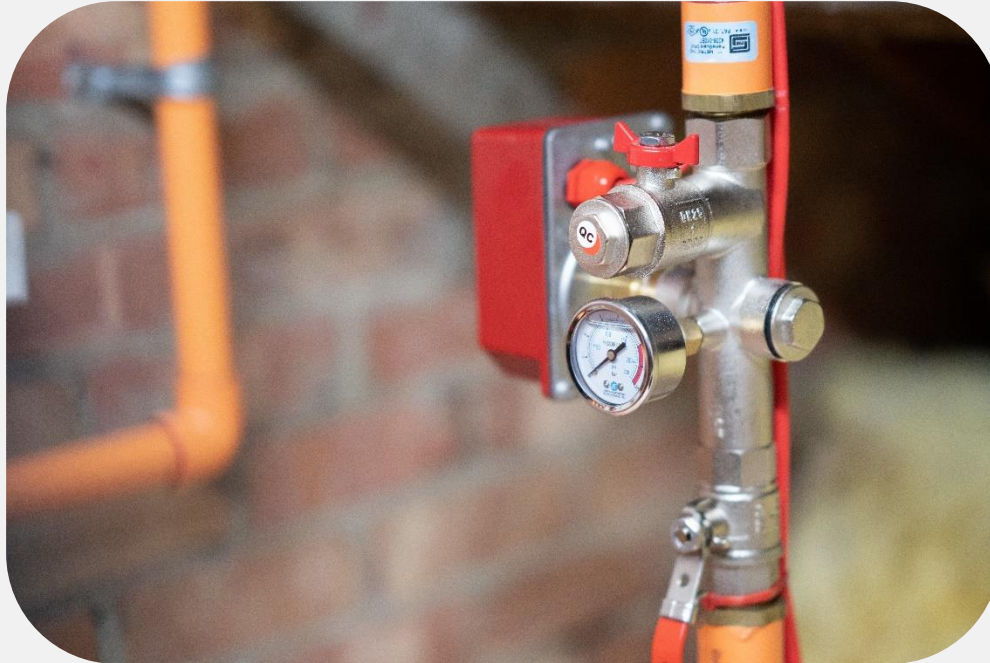
- **Industrialisation**

A systemic and scientific approach to the industrialisation of our capital projects.

- **Automation**

A unique system to monitor fire door compliance to pro-actively notify customers and Harmony Fire as an organisation to support preventative maintenance. This allows for reduced site visits and assessments reducing unnecessary travel. Maintenance also allows for reduction of prospective replacements of Fire doors reducing overall waste impacts.

Progress

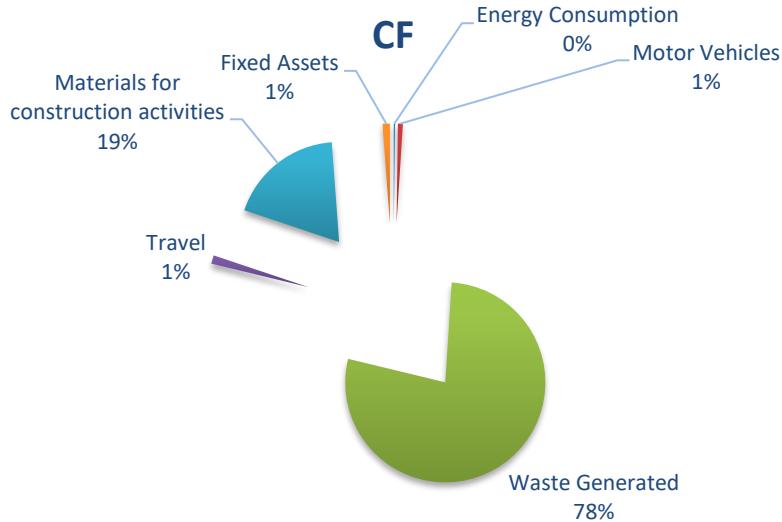


PROGRESS

OUR CARBON FOOTPRINT 2024 – INTERIM DATA

Scope 3 emissions reporting based on transport of materials from external providers and suppliers to point of installation. A full 12-month period has not yet been assessed and a full comparison is not achievable.

Further organisational growth must also be considered in assessment of results of actions.



■ Energy Consumption ■ Motor Vehicles ■ Waste Generated ■ Travel ■ Materials for construction activities ■ Fixed Assets

SCOPES 1

530 tCO₂e

SCOPES 2

284 128 tCO₂e

SCOPE 3

258.17 tCO₂e

TOTAL

284 916.17 tCO₂e

PROGRESS

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The carbon emission reduction achieved by our actions is yet to be assessed but we believe it will equate to 38000 tCO₂e, a 10%ge reduction against the 2023 baseline and the measures will be in effect when performing the contract.



CONCLUSION

CONCLUSION

In the battle against climate change, Harmony Fire is a committed and resilient.

There are many opportunities for developing activities in low-carbon markets:

- **CARBON OPTIMISATION AND PERFORMANCE**

- Rehabilitation & renovation
- Materials optimisation
- Low-carbon materials
- Energy-efficient, hybrid buildings

- **LOW-CARBON SOLUTIONS**

- Regional planning
- Low-carbon energies
- Low-carbon mobility



CONCLUSION

The skills and expertise of **Harmony Fire personnel will support our** transitioning to a low-carbon economy.

The active involvement of all our employees will be a key factor in our success!



Harmony Fire's Directors and management representatives will annually:

- o Review this Carbon reduction plan to ensure it is monitored and progressed.
- o Review progress and apply resources as needed to ensure actions are managed.
- o Set clear CR objectives and targets, monitor, and measure performance and communicate the results, and
- o Ensure adequate resources are made available to implement the Plan.



Signed on behalf of the Board of Directors

A handwritten signature in black ink, appearing to read "W. Melvin".


Mr. Warwick Melvin

Chief Executive

01st April 2024

Revision 02





This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, 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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body) and will also be supported by our ISO 14001 processes and objectives.