

Prepared by Peartree Cleaning Services

February 2026

2024/2025 ESG REPORT

This report draws on data from Peartree's SBTi workbook and independently verified Neutral Carbon Zone reporting.

www.peartreecleaning.co.uk

PEARTREE
cleaning services

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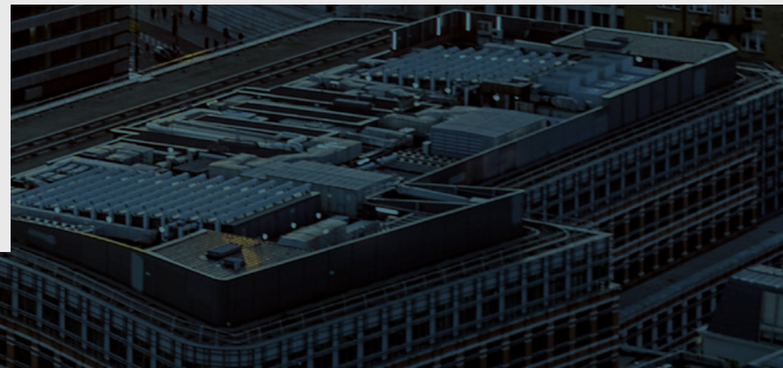
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13.2%

REDUCTION IN EMISSIONS PER £M TURNOVER, DEMONSTRATING GROWTH DECOUPLED FROM CARBON



Neutral Carbon Zone Gold Certification

Achieved for the second consecutive year



At Peartree, we have always believed that doing the right thing is not separate from running a successful business, it is fundamental to it.



I am proud of the progress our teams have made

and grateful to our clients and partners who continue to challenge us to do better. We remain committed to delivering high-quality services in a way that creates long-term, positive impact.

FOREWORD FROM OUR MANAGING DIRECTOR

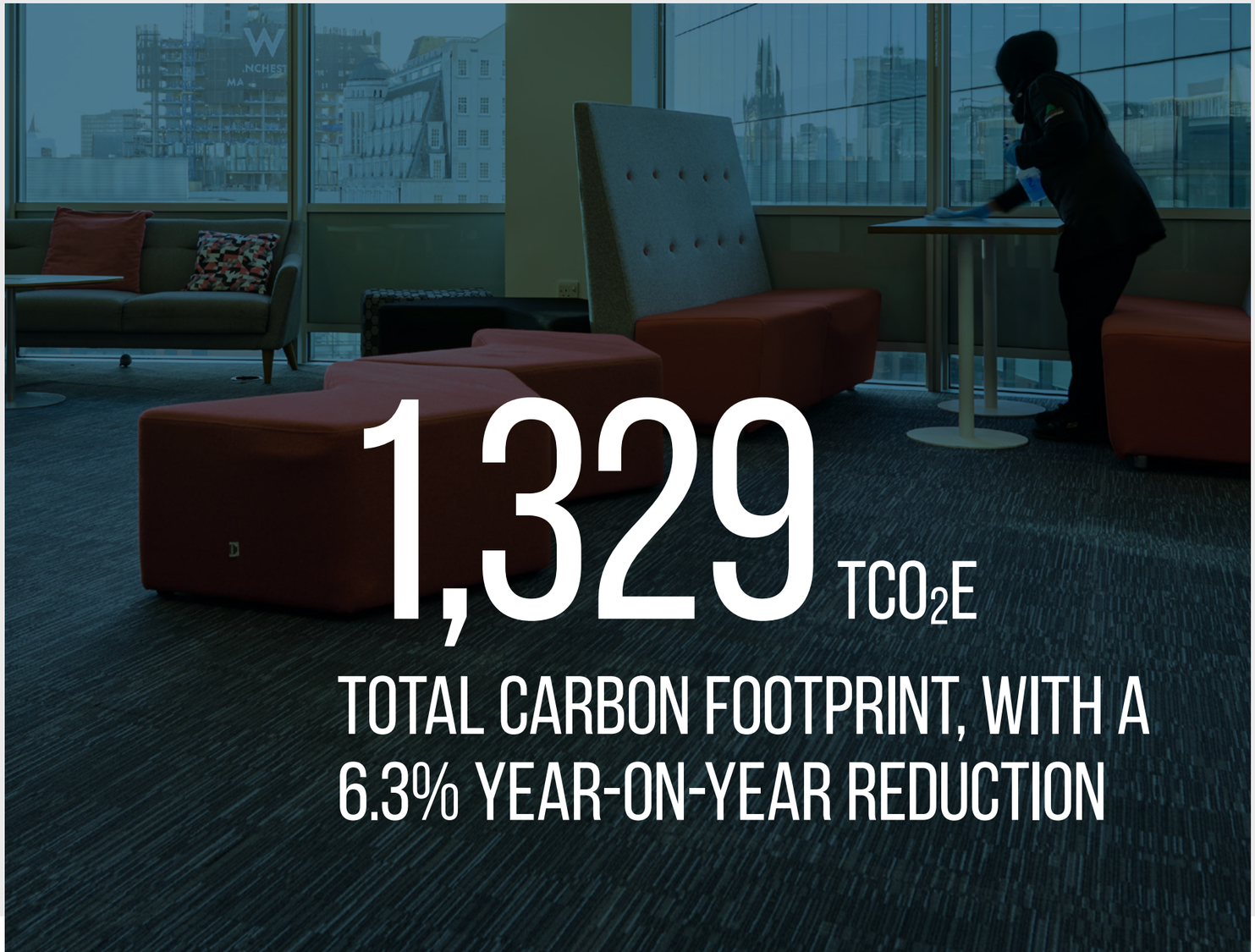
As we continue to grow across the UK, our responsibility to our people, our clients, our communities and the environment grows with us.

This ESG Report sets out how we take that responsibility seriously. It reflects the progress we have made over the past year, the standards we hold ourselves to, and the practical steps we are taking to ensure our growth is sustainable, ethical and people-led.

Over the past 12 months, we have strengthened our environmental performance through continued reductions in carbon intensity, further investment in electric vehicles and the adoption of innovative technologies that reduce water, chemical use and waste. We have also deepened our focus on social value – creating access to employment, supporting career progression, investing in apprenticeships and working alongside partners who help people overcome barriers to work.

Equally important is how we govern our business. We are committed to transparency, ethical supply chains and fair employment practices, and we continue to align our approach with recognised frameworks such as EcoVadis, the Science Based Targets initiative and the UN Sustainable Development Goals.

This report is not intended to be a static document or a marketing exercise. It is a reflection of how we operate day to day, how we hold ourselves accountable and how we intend to keep improving. ESG is not a destination for Peartree – it is an ongoing journey, shaped by our people, our clients and the communities we serve.



1. EXECUTIVE SUMMARY



ECOVADIS GOLD RATING

Placing Peartree in the top tier globally for ESG performance

People, Planet and Responsible Business

Peartree is a national commercial cleaning provider delivering people-led, high-quality services across office, commercial and managed environments. Environmental, Social and Governance (ESG) principles are embedded within our business strategy, operational delivery and supply chain management, guiding how we grow responsibly and support our clients' own ESG objectives.

This ESG Report outlines our performance and progress during 2024/2025, bringing together verified environmental data, social impact outcomes and governance practices into a single, transparent framework.

Environmental performance

During the reporting period, Peartree continued to reduce its carbon intensity while growing as a business. Our independently verified carbon footprint, measured in partnership with Neutral Carbon Zone, shows a year-on-year reduction in total emissions intensity, with improvements per full-time employee and per £m of turnover.

We have aligned our approach to carbon management with the Science Based Targets initiative (SBTi), using structured baseline data and forward-looking planning to inform decision-making across fleet, operations and supply chain engagement.

Key initiatives include the near-completion of our transition to an electric vehicle fleet, investment in cobotics and equipment that significantly reduces water and energy usage, and the expansion of innovative, water-free and low-impact cleaning solutions such as Solupack.

Social value and our people

Our people are central to our success. We are committed to fair pay, stable employment and accessible career pathways, ensuring all operatives are supported, trained and valued. Over the past two years, Peartree has delivered tangible social value through apprenticeships, entry-level employment, local recruitment and partnerships that support individuals facing barriers to work, including those with lived experience of homelessness.

We actively promote wellbeing through flexible shift patterns, wellbeing programmes and practical support such as Employee Assistance Programmes, Cycle to Work and financial wellbeing initiatives. Community engagement remains a core focus, with our teams contributing volunteering hours, supporting food banks and participating in charitable initiatives aligned with local priorities and client partnerships.

Governance and responsible business

Strong governance underpins our ESG approach. We maintain robust policies covering ethical employment, modern slavery, health and safety and responsible procurement, supported by ongoing supplier engagement rather than one-off compliance checks. Our EcoVadis Gold rating reflects the maturity of our environmental, social and governance practices and our commitment to continuous improvement.

Looking ahead

This report also sets out Peartree's priorities for the next phase of our ESG journey, including further reductions in environmental impact, deeper supply chain engagement, expanded social value partnerships and enhanced transparency for clients and stakeholders.

Through data-led decision making, accountable governance and a genuine focus on people and communities, Peartree remains committed to delivering services that create lasting, positive impact alongside operational excellence.

2. OUR ESG FRAMEWORK & GOVERNANCE

Peartree's ESG approach is built on clear governance, recognised frameworks and continuous improvement.

Rather than treating environmental, social and governance activity as standalone initiatives, we embed ESG principles into how we operate, make decisions and deliver services for our clients.

Our framework provides consistency across a growing national portfolio while remaining flexible enough to respond to local priorities, client requirements and evolving legislation.

2.1 ESG Governance Structure

ESG governance at Peartree is led at senior management level and supported through structured reporting, review and accountability. Responsibility for ESG performance sits alongside operational leadership, ensuring that sustainability, social value and ethical standards are considered as part of day-to-day decision making rather than retrospectively.

Key features of our governance approach include:

- Senior leadership oversight of ESG priorities and performance
- Regular internal review of environmental, social and governance activity
- Integration of ESG considerations into procurement, fleet, recruitment and service delivery decisions
- Clear accountability for delivery, monitoring and improvement

This governance model ensures ESG commitments are practical, proportionate and aligned with the realities of operational service delivery.

97.5%

OF EMISSIONS FULLY CAPTURED IN SCOPE 3, SHOWING MARKET-LEADING TRANSPARENCY

2.2 Alignment with Recognised Frameworks

To ensure credibility and consistency, Peartree aligns its ESG approach with recognised national and international frameworks. These frameworks provide structure, comparability and assurance for clients and stakeholders.

Our alignment includes:



Ecovdis

Peartree holds a Gold EcoVadis rating, reflecting strong performance across Environment, Labour & Human Rights, Ethics and Sustainable Procurement. This independent assessment provides assurance that our policies, controls and outcomes meet recognised best practice standards.



Science Based Targets

Peartree has aligned its carbon management approach with SBTi methodology, using structured baseline data and forward-looking planning to guide emissions reduction across Scope 1, 2 and 3. This ensures our carbon strategy is science-led, measurable and focused on long-term impact rather than short-term offsetting alone.



Carbon Neutral Zone

Peartree is certified by Neutral Carbon Zone, confirming that our greenhouse gas emissions are independently measured, verified and managed in line with recognised standards. Achieving Gold Certification for the second consecutive year demonstrates our ongoing commitment to transparency, accountability and continuous improvement in carbon performance.



UN Global Compact and UN Sustainable Development Goals (SDGs)

Our ESG priorities align with the principles of the UN Global Compact and contribute to multiple UN Sustainable Development Goals, including decent work, reduced inequalities, responsible consumption and climate action. These goals inform how we prioritise initiatives across our people, supply chain and operations.

2. OUR ESG FRAMEWORK & GOVERNANCE

2.3 ESG Reporting, Data and Transparency

Transparency is central to our ESG approach. We use independently verified data, structured internal reporting and clear documentation to ensure our ESG performance can be understood, challenged and improved.

Our reporting approach includes:

- Independently verified carbon footprinting
- Structured ESG reporting and internal dashboards
- Client-facing reporting, including QR-code enabled access to ESG data and performance metrics
- Regular review of outcomes to support continuous improvement

This ensures ESG activity remains credible, measurable and relevant to both client requirements and wider stakeholder expectations.

2.4 Peartree 360: Client Carbon & ESG Transparency

Transparent reporting is central to Peartree's ESG governance framework. Through Peartree 360, our integrated client dashboard platform, we provide real-time visibility of operational performance, sustainability metrics and social value delivery at site level.

Peartree 360 enables clients to access structured data on service delivery, compliance, audits and environmental performance, including carbon-related information linked to cleaning activities. As our carbon reporting has matured — supported by our SBTi-aligned workbook and Neutral Carbon Zone verification — we have extended this capability to provide clearer carbon visibility through client dashboards.

This means clients are able to:

- Access site-level performance data in one place
- Track relevant environmental metrics linked to service delivery
- Review compliance and quality assurance records
- Support their own ESG and sustainability reporting requirements
- QR-code functionality embedded across sites enhances transparency further, enabling live audit access and improving traceability.

Peartree 360 ensures ESG is not confined to an annual report; it is embedded into operational delivery and accessible to clients throughout the contract lifecycle. By combining verified carbon data with practical, site-level reporting, we help clients move from aspiration to measurable impact.

2.5 Continuous Improvement and Legislative Readiness

The ESG landscape continues to evolve, with increasing expectations around ethical employment, supply chain transparency and environmental accountability. Peartree actively monitors emerging legislation and best practice to ensure our policies and processes remain compliant and future-ready.

We place particular focus on:

- Ethical employment and fair labour practices
- Modern slavery prevention and responsible procurement
- Supplier engagement and improvement rather than compliance-only approaches
- Ongoing dialogue with employees, suppliers and clients

Through structured governance, recognised frameworks and transparent reporting, Peartree ensures ESG remains an integral part of how we operate today and how we plan for the future.

AT PEARTREE, ESG IS NOT A STATIC FRAMEWORK OR A COMPLIANCE EXERCISE

It is an evolving commitment shaped by data, accountability and the people who deliver our services every day.

This report brings together verified environmental performance, meaningful social value outcomes and robust governance to demonstrate how we operate responsibly across a growing national portfolio. As expectations continue to rise, our focus remains on progress over perfection. By investing in innovation, supporting our people, working collaboratively with our supply chain and aligning with recognised global frameworks, Peartree is building a business that is resilient, trusted and ready for the future — delivering excellence today while contributing positively to the communities and environments we serve.



WE DON'T SEPARATE ESG FROM SERVICE DELIVERY; WE EMBED IT INTO EVERY DECISION WE MAKE.

98% | OF FLEET NOW ELECTRIC, WITH A CLEAR PATHWAY TO 100% EV

3. CARBON, CLIMATE & NET ZERO JOURNEY

Peartree is committed to reducing its environmental impact through a structured, data-led approach to carbon management.

Our carbon strategy focuses on measurable reductions, long-term planning and informed decision-making across operations, fleet and supply chain, rather than reliance on short-term offsetting alone.

3.1 Carbon Footprinting and Verification

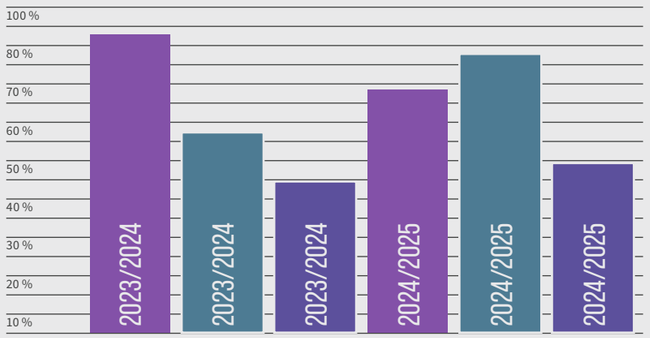
Peartree's organisational carbon footprint is independently measured and verified in partnership with Neutral Carbon Zone, using ISO 14064 methodology and covering Scope 1, Scope 2 and relevant Scope 3 emissions.

For the 2023–2024 reporting period:

- Total organisational emissions: 1,329.27 tCO_2e
- Reporting period: 1 September 2023 – 31 August 2024
- Employees (FTE): 1,416
- Revenue: £28.38m

This provides a robust and transparent baseline for tracking performance year-on-year and informing future reduction activity.

Demonstrating Progress Through Measured Reduction



SCOPE 1

Direct emissions remain low and tightly controlled, with fleet electrification offsetting business growth and keeping Scope 1 emissions below 2% of Peartree's total footprint year on year.

SCOPE 2

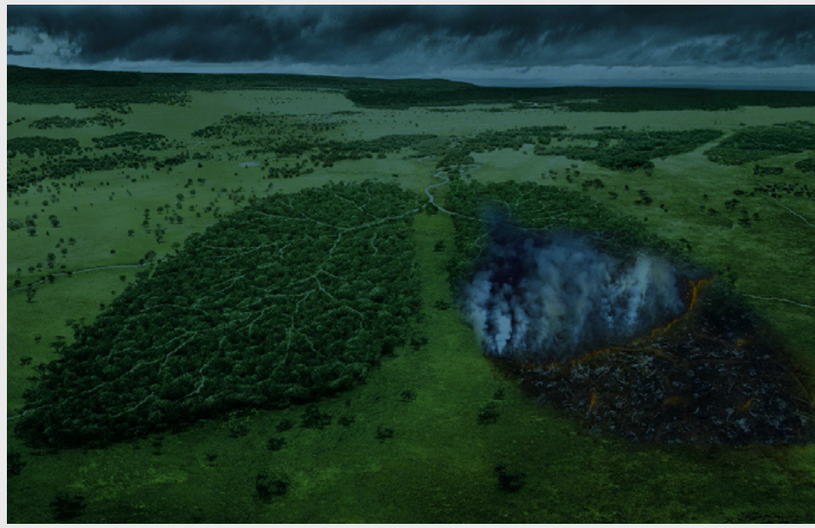
Despite a small increase in electricity-related emissions linked to operational growth, Scope 2 emissions continue to represent less than 0.5% of total emissions, reflecting efficient energy use and limited reliance on Peartree-controlled premises.

SCOPE 3

Scope 3 emissions reduced by 6.65% year on year, driven by improved supply-chain performance, reduced commuting emissions and more efficient operational practices, despite continued business expansion.

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COBOTIC CLEANING MACHINES DEPLOYED, REDUCING WATER AND ENERGY USAGE ACROSS SITES



3.2 Year-on-Year Performance and Intensity Reduction

Despite continued business growth, Peartree achieved a reduction in overall carbon footprint compared to the previous year:

- Total emissions reduced by 6.32% (from 1,418.93 tCO_2e to 1,329.27 tCO_2e)
- Revenue increased by 7.91% year-on-year
- Emissions per FTE reduced by 9.89% (from 1,041.8 to 938.75 $kgCO_2e$)
- Emissions per £m turnover reduced by 13.18%

These intensity reductions demonstrate that Peartree is decoupling growth from emissions and improving carbon efficiency across the business.

3.3 Emissions Profile by Scope

Peartree's emissions profile reflects the operational reality of a people-led, service-based business:

- Scope 1: 26.34 tCO_2e (1.98%)
- Scope 2: 6.50 tCO_2e (0.49%)
- Scope 3: 1,296.43 tCO_2e (97.53%)

The dominance of Scope 3 emissions reinforces the importance of workforce engagement, travel behaviour and supply chain collaboration in achieving meaningful carbon reductions.

3.4 Key Emissions Drivers

The largest contributors to Peartree's carbon footprint are:

- Purchased Goods & Services: 673.14 tCO_2e (50.64%)
- Employee Commuting & Homeworking: 455.43 tCO_2e (34.26%)
- Well-to-Tank Energy & Fuel Activities: 125.95 tCO_2e (9.48%)
- Business Travel: 39.01 tCO_2e (2.93%)

These drivers directly inform our carbon reduction priorities and investment decisions.

3.5 Fleet and Direct Emissions

Direct emissions (Scope 1) remain low relative to overall footprint:

- Company vehicles: 17.93 tCO_2e
- Natural gas: 8.41 tCO_2e

Over the last reporting period, Peartree continued its transition to electric vehicles, supported by improved charging infrastructure and advances in vehicle performance. As of 2025:

- 98% of the fleet has transitioned to electric vehicles
- The remaining hybrid vehicles are scheduled for replacement, moving Peartree towards a fully electric fleet



SCOPE 1



SCOPE 2



SCOPE 3



3. CARBON, CLIMATE & NET ZERO JOURNEY

3.6 Energy, Water and Waste Performance

- Electricity emissions: 6.50 tCO_2e (0.49%)
- Water consumption: 92 m^3, resulting in 0.031 tCO_2e
- Waste generated: 10.35 tonnes, producing 2.88 tCO_2e
- Waste reduction: 33.93% year-on-year decrease

These reductions have been supported by improved equipment efficiency, smarter scheduling and reduced reliance on resource-intensive processes.

3.7 Science-Based Targets (SBTi) Alignment

Peartree has aligned its carbon management approach with Science Based Targets initiative (SBTi) methodology. Using structured baseline data from our verified carbon footprint and internal GHG workbook, we are developing a clear trajectory for reducing emissions across Scope 1, 2 and priority Scope 3 categories.

This approach enables Peartree to:

- Identify high-impact reduction opportunities
- Prioritise operational change over offsetting
- Inform fleet, procurement and supplier engagement strategies
- Support clients with credible, science-led carbon performance

3.8 Focus on Continuous Reduction

Our carbon strategy focuses on:

- Reducing emissions at source
- Investing in technology-led efficiency
- Engaging suppliers on carbon transparency
- Supporting behavioural change across commuting and travel

This ensures our Net Zero journey is realistic, evidence-based and aligned with long-term environmental impact.

SMALL INCREASES IN SCOPE 1 AND 2 REFLECT OPERATIONAL GROWTH, NOT STRUCTURAL REGRESSION

4. SUSTAINABLE OPERATIONS & INNOVATION

Peartree's approach to sustainability is rooted in practical innovation.

We focus on solutions that improve environmental performance while maintaining – and often enhancing – service quality, safety and operational efficiency. Over the past year, advances in technology and product development have enabled us to accelerate this approach across chemicals, equipment and service design.

4.1 Sustainable Chemicals and Consumables

A key focus area during 2024/2025 has been the continued evolution of our chemical strategy. Peartree has long prioritised reducing water usage, packaging and chemical overuse. Recent advances in formulation technology mean that sustainability no longer requires compromise on performance.

We have expanded our core range of SoluDose water-free cleaning products, enabling us to remove diluted, ready-to-use chemicals from site while maintaining the standards expected within commercial environments.

The expanded SoluDose range now includes:

- Water-free descalers
- High-performance degreasers
- General-purpose and specialist cleaning solutions

These products are delivered in ultra-concentrated, soluble sachets, eliminating unnecessary plastic packaging, reducing transport emissions and removing the need for on-site chemical dilution. Importantly, the latest formulations now match the performance of traditionally "aggressive" chemicals without the associated environmental impact.

As Stuart Conroy, Commercial Director at Peartree, explains:

"For a long time, Peartree has pushed for sustainable alternatives that don't compromise on results. The reality is that the technology has now caught up with our ambition. The expanded SoluDose range gives us the performance our clients expect, with none of the waste, water usage or safety risks associated with traditional chemicals."

By removing water from the supply chain, Peartree has significantly reduced:

- Plastic packaging waste
- Chemical transport volumes
- On-site storage requirements
- Health and safety risks associated with decanting and dilution

This transition has been supported by targeted training for operatives, ensuring correct usage, consistent outcomes and confidence on site.

4.2 Water Reduction and Resource Efficiency

Water reduction remains a core environmental priority. In addition to water-free chemical systems, Peartree has invested in equipment and processes that significantly reduce water consumption without compromising hygiene standards.

Across the business, these measures have contributed to:

- Lower overall water consumption
- Reduced reliance on mains water
- Improved consistency and control in cleaning outcomes

These initiatives are particularly relevant in high-footfall and premium office environments, where performance and sustainability must operate in parallel.

4.3 Cobotics, Robotics and Smart Equipment

Peartree continues to invest in cobotics and smart equipment to support both environmental performance and operational resilience. During the reporting period, we expanded our use of robotic and assisted-cleaning technology, including DRYFT systems, across suitable sites.

Currently, 42 cobotic machines are deployed across the business, delivering:

- Reduced water usage compared to traditional cleaning methods
- Lower energy consumption
- Improved consistency of results

Enhanced safety for operatives

These technologies support BREEAM-aligned outcomes, particularly in relation to water efficiency, energy use and sustainable building operations.

As Stuart Conroy notes:

"Cobotics aren't about replacing people – they're about giving our teams better tools. The technology allows us to clean more efficiently, use less water and energy, and focus human effort where it adds the most value for clients and occupiers."



4.4 Innovation Embedded into Service Design

Innovation at Peartree is not limited to products or equipment. It is embedded into how services are designed, mobilised and reviewed. Decisions around chemicals, machinery and working methods are assessed not only for cost and performance, but for environmental impact, safety and long-term sustainability.

Recent press activity has highlighted Peartree's continued investment in:

- Sustainable product innovation
- Technology-led cleaning solutions
- Smarter, lower-impact service delivery models

These initiatives demonstrate Peartree's commitment to evolving alongside client expectations, regulatory change and environmental best practice.

Through ongoing investment in innovation, Peartree ensures sustainability is delivered through practical action – improving outcomes for clients, operatives and the environment alike.

5. FLEET, TRAVEL & INFRASTRUCTURE

Transport, travel and infrastructure play a critical role in Peartree's carbon profile, particularly within Scope 1 and Scope 3 emissions. As a people-led, service-based organisation operating across a national portfolio, Peartree focuses on reducing emissions through fleet transition, smarter travel choices and continued investment in enabling infrastructure.

5.1 Fleet Transition to Electric Vehicles

Peartree has made significant progress in decarbonising its vehicle fleet, recognising that fleet emissions represent one of the most direct and controllable sources of carbon reduction.

As of 2025:

- 98% of Peartree's vehicle fleet is electric
- The remaining vehicles are hybrid, retained only where operational performance or regional charging infrastructure has previously limited full EV adoption
- All remaining hybrids are scheduled for replacement, moving Peartree towards a 100% electric fleet

This transition has been supported by improvements in vehicle range, charging availability and performance, enabling electric vehicles to meet the demands of regional operations across London, the South West, Midlands, Scotland and the North West.

Fleet emissions data from the latest reporting period shows:

- Company vehicle emissions: 17.93 tCO_2e
- Despite fleet growth to support business expansion, direct emissions remain below 2% of total organisational footprint, reflecting the effectiveness of the EV transition strategy

5.2 Infrastructure and Technology Enablement

The success of fleet electrification depends on supporting infrastructure. Over the past year, Peartree has benefitted from improved charging provision across the UK, including public networks and workplace-based solutions, enabling wider adoption of EVs in regions previously constrained by infrastructure.

In parallel, continued investment in technology has supported more efficient service delivery, reducing unnecessary travel and vehicle usage. These measures include:

- Improved route planning and scheduling
- Smarter mobilisation planning
- Reduced reliance on reactive travel through better site-based resource allocation

Together, these initiatives support both emissions reduction and operational efficiency.



1 Near-Zero Direct Emissions Fleet

With 98% of our fleet now electric and a clear commitment to reach 100% EV by the end of 2026, Peartree has significantly reduced Scope 1 emissions, keeping direct fleet emissions below 2% of our total carbon footprint.

2 Carbon Reduction Without Compromising Growth

Despite continued business expansion, Peartree has achieved a 6.32% year-on-year reduction in total emissions, with carbon intensity per FTE and per £m turnover improving significantly, demonstrating that operational growth has been decoupled from carbon impact.

3 Infrastructure-Led EV Transition

Our fleet strategy is supported by improved national charging infrastructure, vehicle performance and route planning, enabling electric vehicles to operate effectively across London, the South West, Midlands, Scotland and the North West.

4 Smarter Travel, Fewer Miles

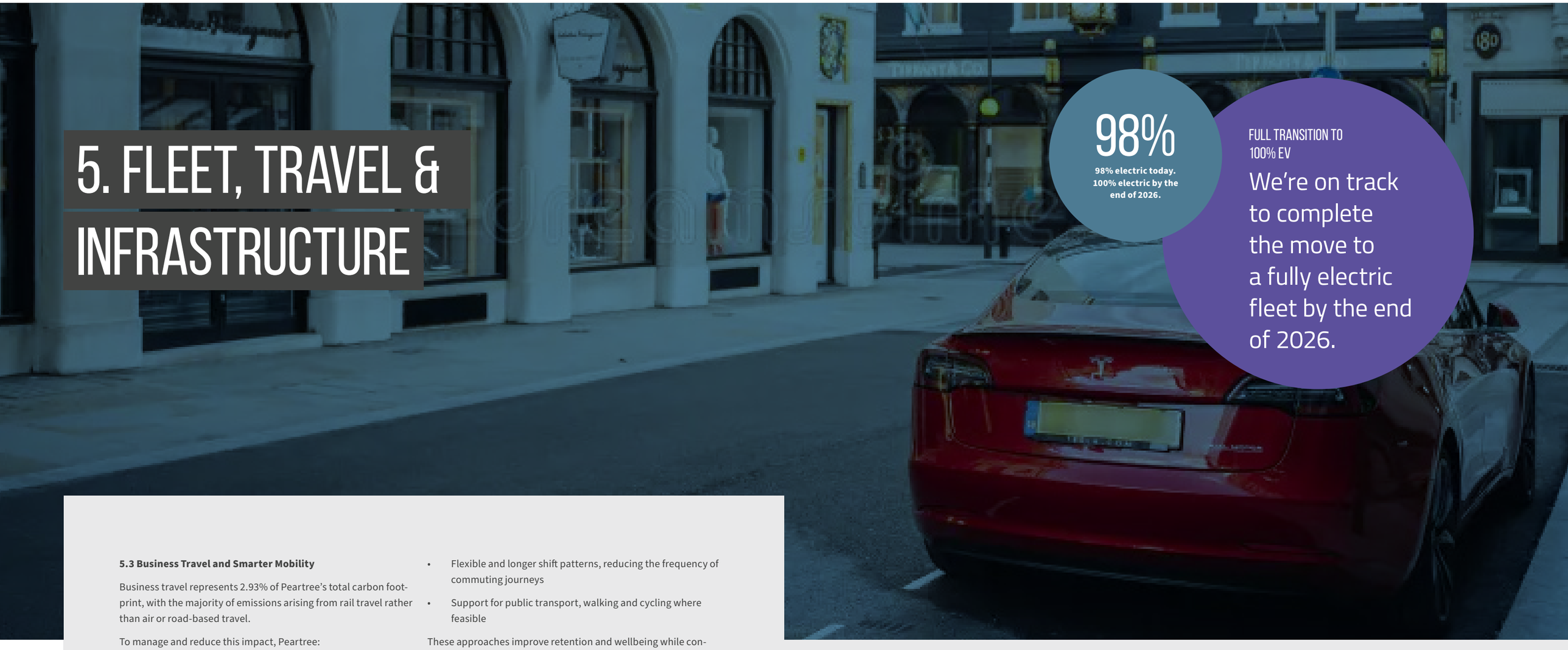
Investment in local recruitment, improved scheduling and reduced reactive travel has helped lower unnecessary mileage, supporting both Scope 3 commuting reductions and improved workforce wellbeing.

5 Data-Led Fleet Management

Fleet performance and emissions are tracked through independently verified carbon reporting, ensuring decisions are informed by real data rather than assumptions and supporting continuous improvement year on year.

"A low-emissions fleet that supports growth, resilience and measurable carbon reduction."

5. FLEET, TRAVEL & INFRASTRUCTURE



98%

98% electric today. 100% electric by the end of 2026.

FULL TRANSITION TO 100% EV

We're on track to complete the move to a fully electric fleet by the end of 2026.

5.3 Business Travel and Smarter Mobility

Business travel represents 2.93% of Peartree's total carbon footprint, with the majority of emissions arising from rail travel rather than air or road-based travel.

To manage and reduce this impact, Peartree:

- Prioritises rail and public transport over private car use where practical
- Encourages remote meetings and digital collaboration to reduce unnecessary travel
- Reviews travel requirements as part of operational planning rather than defaulting to travel as standard

These measures ensure travel remains purposeful, proportionate and aligned with both environmental and operational priorities.

5.4 Commuting, Workforce Patterns and Emissions Reduction

Employee commuting and homeworking remain a significant emissions driver, accounting for 34.26% of total emissions. While this reflects the scale of Peartree's workforce, it also highlights the importance of workforce-led solutions.

Peartree addresses commuting emissions through:

- Local recruitment, reducing travel distances and supporting local employment
- Flexible and longer shift patterns, reducing the frequency of commuting journeys
- Support for public transport, walking and cycling where feasible

These approaches improve retention and wellbeing while contributing to lower overall travel emissions.

5.5 Alignment with Long-Term Carbon Reduction

Fleet transition, travel management and infrastructure investment are core components of Peartree's Science Based Targets-aligned carbon strategy. By focusing on direct reductions and behavioural change, rather than offsetting alone, Peartree ensures progress remains credible, measurable and sustainable.

Future priorities include:

- Completion of the transition to a fully electric fleet
- Continued review of travel and commuting patterns
- Ongoing investment in infrastructure that supports low-carbon operations

Through practical action and informed planning, Peartree continues to reduce transport-related emissions while supporting reliable, high-quality service delivery across its growing portfolio.

Our 2026 Fleet & Infrastructure Commitments

Peartree's fleet strategy for 2026 is focused on completing the transition to a fully electric fleet while ensuring operational resilience across all regions in which we operate. Building on the significant progress already made, we are committed to achieving 100% electric vehicles by the end of 2026, supported by continued improvements in vehicle performance and charging infrastructure.

We recognise that regional infrastructure availability has an impact on the pace of transition. In locations where charging infrastructure has historically been limited — including parts of Scotland and northern regions — we have temporarily retained a small number of hybrid vehicles to ensure service continuity and reliability. As infrastructure continues to improve, these vehicles will be phased out in line with our commitment to a fully electric fleet.

Alongside fleet transition, we continue to invest in the infrastructure that supports low-carbon operations. During 2024, Peartree installed solar panels on the roof of our Head Office, generating renewable energy to support on-site operations and electric vehicle charging. We have also installed two additional EV charging points, bringing the total number of chargers at Head Office to six, enabling both fleet vehicles and employees to charge on site.

Our approach extends beyond company vehicles. We actively encourage sustainable commuting through local recruitment, flexible working patterns, Cycle to Work schemes and access to EV charging, helping reduce commuting-related emissions while supporting employee wellbeing.

As Brad Reames, Managing Director at Peartree, explains:

"Moving to a fully electric fleet is the right thing to do, but it also has to work operationally. We're committed to being 100% electric by the end of 2026, while recognising that infrastructure varies by region. By investing in charging, renewable energy and smarter working practices, we're making sure our fleet strategy is both sustainable and resilient."

Through a combination of fleet electrification, infrastructure investment and behavioural change, Peartree's 2026 fleet strategy supports long-term carbon reduction while maintaining the high service standards our clients expect.

6. OUR PEOPLE & WELLBEING



Peartree's people are central to the quality, consistency and culture of our service.

As a labour-intensive, people-led business, we recognise that investing in fair employment, wellbeing and long-term development is not only the right thing to do, but fundamental to sustainable performance.

Our approach focuses on creating stable employment, supporting wellbeing and providing accessible pathways for progression, ensuring our teams feel valued, supported and able to thrive.

6.1 Fair Pay, Stability and Good Work

Peartree is committed to fair pay and ethical employment practices. All operatives working across our portfolio are paid at least the London Living Wage where applicable, with clear contractual terms and structured supervision.

We prioritise stable employment over short-term or zero-hours approaches, recognising that consistency benefits both our people and our clients. Shift patterns are designed to balance operational needs with employee wellbeing, supporting retention and reducing unnecessary commuting.

As Nichola Underwood, HR Director at Peartree, explains:

"Our starting point is always fairness and stability. When people feel secure, valued and respected, they perform better and stay longer. That stability is what underpins service quality and positive occupier experiences."

WELLBEING ISN'T JUST POLICIES, IT'S PRACTICAL SUPPORT. PROVIDING SKETCHERS FOOTWEAR HELPS KEEP OUR TEAMS COMFORTABLE, SUPPORTED AND ABLE TO DO THEIR JOBS SAFELY AND CONFIDENTLY.

6.2 Flexible Working and Shift Design

Peartree actively reviews shift patterns to support work-life balance, reduce fatigue and accommodate individual circumstances. This includes:

- Longer, consolidated shifts where appropriate
- Flexible working arrangements to support carers and those returning to work
- Locally based teams to reduce travel time and cost

These measures have contributed to improved retention, reduced absenteeism and stronger engagement across sites.

6.3 Health, Safety and Wellbeing Support

Employee wellbeing is supported through a combination of practical initiatives and ongoing engagement. Peartree provides access to:

- An Employee Assistance Programme (EAP) offering confidential support
- Cycle to Work schemes encouraging active travel
- Mortgage and financial wellbeing support
- Physical wellbeing initiatives, including partnerships that support comfort, safety and health at work, such as appropriate footwear provision

Health and safety remains a core priority, supported by training, supervision and regular review to ensure safe systems of work across all environments.

Nichola Underwood adds:

"Wellbeing isn't a single initiative – it's how people feel day to day at work. Our role is to remove barriers, provide support early and create an environment where people feel able to speak up and access help when they need it."

6.4 Engagement, Recognition and Culture

Peartree places strong emphasis on engagement and recognition, ensuring achievements are acknowledged and feedback is encouraged. Regular communication, team briefings and performance reviews help maintain open dialogue and foster a positive workplace culture.

This focus on engagement supports:

- Higher retention
- Improved performance consistency
- Stronger alignment with client values and expectations

6.5 Building a Sustainable Workforce

By combining fair pay, flexible working, wellbeing support and active engagement, Peartree continues to build a resilient, motivated workforce capable of supporting long-term service delivery across a growing national portfolio.

Our people strategy is closely aligned with our wider ESG commitments, ensuring that social impact begins within our own organisation before extending into the communities we serve.

7. LEARNING, DEVELOPMENT & PROGRESSION

At Peartree, learning and development are core components of our people strategy — not optional extras. We invest in structured programmes, accredited qualifications and long-term progression pathways to ensure our teams have the skills, confidence and opportunities to thrive. This commitment strengthens service quality, supports retention and creates genuine careers rather than short-term roles. Our Professional Development Offer sets out clear pathways across operational, supervisory and leadership roles, aligning learning activity with broader HR and succession planning objectives

7.1 Apprenticeships: Pathways to Career Growth

Apprenticeships are one of the most impactful levers in Peartree's development framework. Over recent years, we have strategically expanded apprenticeship pathways across operational, administrative and leadership roles, supporting individuals from entry level through to management.

Recent sector recognition reflects this commitment, with Peartree profiled for its apprenticeship impact within industry publications. For example, two Peartree managers successfully completed the Level 5 Industry Management Training Scheme, equipping them with practical leadership skills in team and project management, strategic decision-making and financial planning — all directly linked to improved organisational performance. In addition, several managers have successfully completed IOSH qualifications, strengthening operational risk management and safety leadership across our sites. Ney Guzman is currently progressing through further management-level qualifications, demonstrating our ongoing commitment to senior capability development.

As part of our broader investment in skills, Peartree has also gifted £19,500 of Apprenticeship Levy funds to support a Level 7 CIPD HR qualification at Mosaic Clubhouse, a charity providing education, employment and community reintegration support.

7.2 Real Stories of Progression

The impact of apprenticeship pathways is best illustrated by the journeys of team members:

- Emma Asker-Wilson joined Peartree in 2021 through a two-year Business Administration apprenticeship. She progressed from Junior Marketing Manager to Bid Manager, leading tender production and contributing across the full contract lifecycle. Her progression highlights the value of combining practical experience with formal learning.
- Adam Davies joined in 2025 as an Accounts Administrator while studying for an AAT Level 2 Certificate in Accounting, demonstrating how apprenticeships blend hands-on work with accredited qualifications.

These stories reflect how Peartree's apprenticeship strategy not only fills talent gaps but also creates career-long opportunities and strengthens internal capability.

7.3 Structured Training and Mentoring

Beyond apprenticeships, every team member receives structured training from day one. Our approach includes:

- Tailored induction programmes
- BICSc-aligned technical and compliance training
- Multilingual content for inclusivity
- Monthly toolbox talks for reinforcement and shared learning
- Leadership and supervisory development pathways

Peartree also holds a trainer licence for IOSH, enabling in-house delivery of IOSH Managing Safely workshops. Since 2024, three dedicated workshops have been delivered, with over 30 managers and supervisors successfully completing the programme. All attendees passed the course, reinforcing our commitment to strong safety culture and operational competence.

We are also expanding our development offer to include WorldHost Customer Service training for Housekeepers and Supervisors. This programme focuses on professional presentation, communication skills and managing customer expectations — further strengthening service quality and occupier experience.

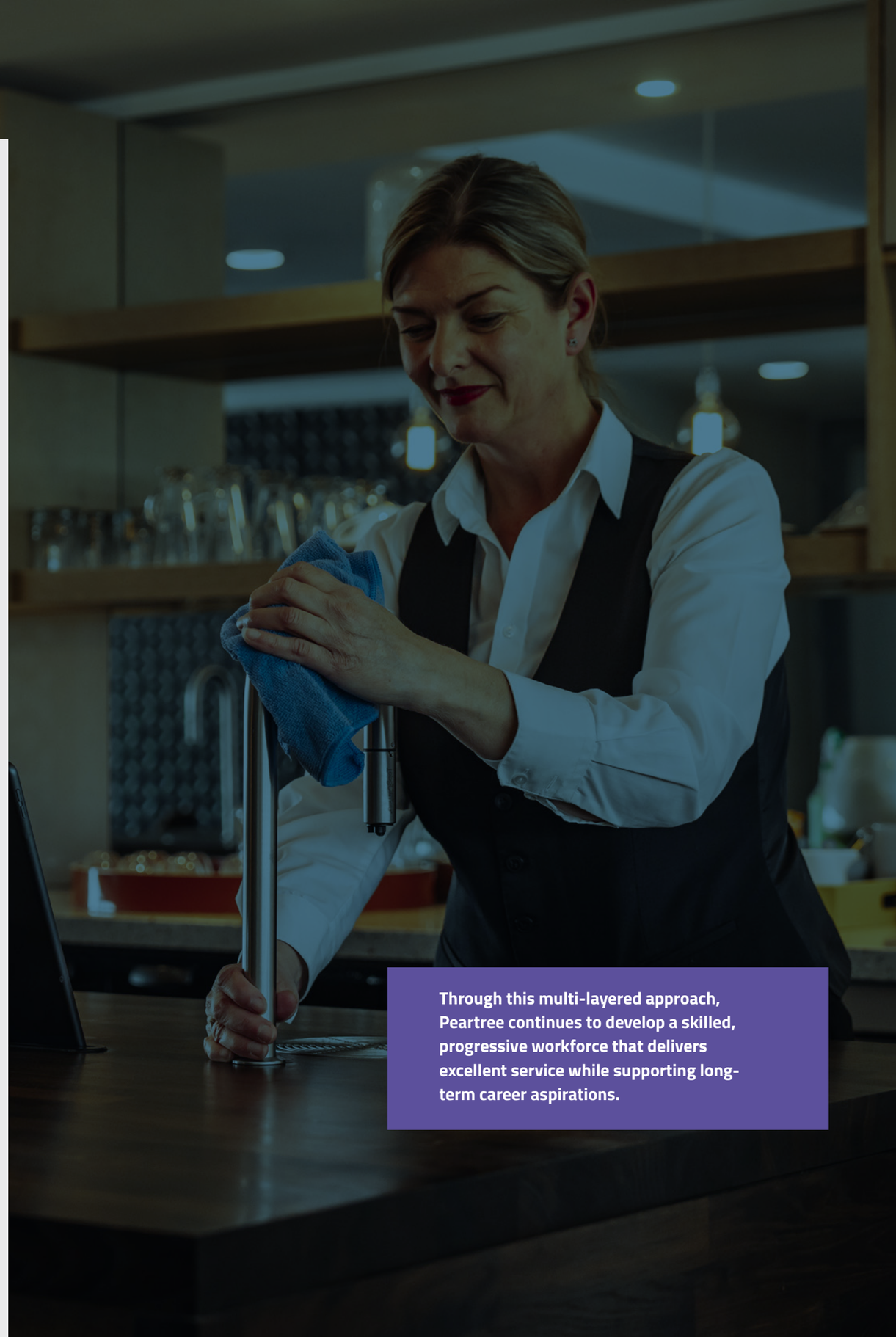
This ongoing investment ensures team members can progress into supervisory and management roles, supporting both individual aspiration and organisational resilience.

7.4 Mentoring and Internal Mobility

Peartree combines formal training with mentoring and coaching. Apprentices who have progressed into more senior roles now act as mentors, creating a cycle of development that embeds learning into everyday operations and strengthens succession planning.

7.5 Strategic Development Philosophy

Peartree's approach to development reflects our belief that skills and career progression are central to both social value and business performance. By creating accessible pathways — whether through apprenticeships, accredited qualifications, in-house IOSH delivery or structured mentoring — we ensure talent is recognised, nurtured and retained.



Through this multi-layered approach, Peartree continues to develop a skilled, progressive workforce that delivers excellent service while supporting long-term career aspirations.

LOCAL | "LOCAL RECRUITMENT STRENGTHENS COMMUNITIES, REDUCES EMISSIONS AND IMPROVES SERVICE CONTINUITY."

8. INCLUSIVE EMPLOYMENT & ACCESS TO OPPORTUNITY

Peartree is committed to creating inclusive employment opportunities that are accessible, fair and supportive.

As a large employer operating across diverse communities, we recognise the role we play in opening pathways into work for individuals who may face barriers to employment, while building a workforce that reflects the communities we serve.

8.1 Local Recruitment and Community Employment

Local recruitment is a core principle of Peartree's employment model. Wherever possible, we recruit from the communities surrounding the buildings we serve, supporting local economies while reducing commuting distances and associated emissions.

This approach delivers multiple benefits:

- Increased workforce stability and retention
- Reduced travel time and cost for employees
- Improved familiarity with sites and occupiers
- Lower commuting-related carbon emissions

By embedding teams locally, Peartree strengthens its connection to place while improving service continuity and engagement.

8.2 Accessible Entry Points and Career Switchers

Peartree's roles are designed to provide accessible entry points into employment, including for:

- Individuals returning to work
- Career switchers seeking stability or progression
- People with limited prior experience

Through structured inductions, mentoring and clear progression pathways, entry-level roles act as a foundation for long-term careers rather than short-term employment.

8.3 Supporting Underrepresented Groups

Peartree actively supports employment pathways for individuals from underrepresented or disadvantaged backgrounds. A key example is our partnership with Mustard Tree, where individuals with lived experience of homelessness have undertaken supported work placements within our operational teams. These placements provide practical skills, confidence-building and priority access to employment, demonstrating how work can support long-term independence and inclusion.

In addition, Peartree has donated a portion of its Apprenticeship Levy to Mosaic, supporting education and employment pathways for individuals facing social and economic disadvantage. This reflects our commitment to extending opportunity beyond our own organisation.

8.4 Disability Confident and Inclusive Practices

Peartree is committed to inclusive recruitment and fair treatment for individuals with disabilities or health conditions. Our Disability Confident approach focuses on:

- Fair and accessible recruitment processes
- Reasonable workplace adjustments
- Supportive management and supervision
- Ongoing engagement to support retention

This ensures individuals are supported to succeed in their roles and progress within the organisation.

8.5 Armed Forces Covenant and DWP Engagement

Peartree recognises the valuable skills, discipline and experience that Armed Forces personnel bring to civilian employment. We support the principles of the Armed Forces Covenant and engage with Department for Work and Pensions (DWP) employment programmes to provide routes into work for veterans and individuals seeking re-entry into the workforce.

These partnerships support structured transitions into employment and reinforce Peartree's commitment to fair access and opportunity.

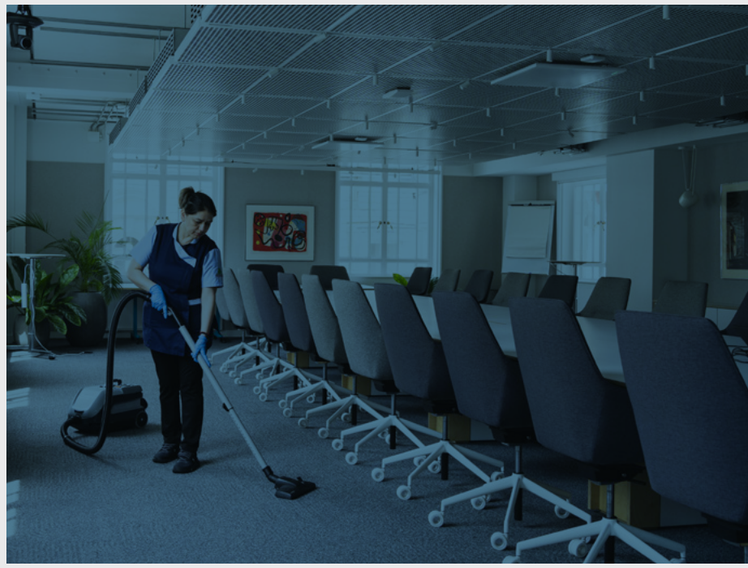
34.26%

OF OUR TOTAL CARBON FOOTPRINT RELATES TO COMMUTING AND HOMEWORKING, MAKING LOCAL RECRUITMENT AND SMARTER WORKFORCE PLANNING ONE OF OUR MOST EFFECTIVE LEVERS FOR REDUCING EMISSIONS WHILE STRENGTHENING COMMUNITY EMPLOYMENT.

8.6 Measuring Impact and Continuous Improvement

Inclusive employment outcomes are monitored through Peartree's ESG governance and reporting framework, allowing us to review recruitment patterns, retention and progression. This ensures initiatives remain meaningful, proportionate and aligned with both workforce needs and client expectations.

Through local recruitment, inclusive pathways and targeted partnerships, Peartree continues to create access to opportunity while building a resilient, diverse and engaged workforce across its portfolio.









"COMMUNITY IMPACT MATTERS MOST WHEN IT'S PRACTICAL, CONSISTENT AND LOCALLY ROOTED."

9. COMMUNITY ENGAGEMENT & SOCIAL VALUE

Peartree's community engagement and social value approach is rooted in meaningful action, measurable outcomes and partnerships that reflect local priorities.

We support individuals, communities and charitable causes through volunteering, partnerships, participation in sector initiatives and active engagement with institutions that broaden access to opportunity.

Over the last reporting period, our activities have delivered measurable impact and helped strengthen Peartree's connection to the places in which we work.

9.1 Volunteering and Charitable Activity

Peartree encourages employees to contribute time and effort to community causes, both through organised initiatives and supported volunteering.

During the latest reporting cycle:

- Peartree teams delivered 364 volunteering hours across multiple initiatives
- This activity contributed £111,838 of social value, equivalent to £136 per employee

Our people regularly support local food banks, community outreach events and wellbeing projects aligned with client and colleague priorities, creating positive outcomes for individuals and families.

A key example is Peartree's ongoing support for the CBRE Charity Walk – an initiative bringing clients, suppliers and staff together to raise funds for local charities and community groups. Peartree's participation in this event was covered in FMJ, highlighting both commitment and impact:

"Peartree steps up to support CBRE's charity initiative, reinforcing sector unity behind community impact and engagement."

(Source: FMJ)

This engagement demonstrates Peartree's commitment to community-focused initiatives that extend beyond operational delivery and contribute to broader social wellbeing.

A MEMBER OF OUR HEAD OFFICE TEAM VOLUNTEERS WEEKLY AT THE TRUSSELL TRUST IN BRENTWOOD, PROVIDING REGULAR SUPPORT TO THE LOCAL FOOD BANK.

364 VOLUNTEERING HOURS DELIVERED, GENERATING £111,838 IN SOCIAL VALUE

9. COMMUNITY ENGAGEMENT & SOCIAL VALUE

9.2 Volunteering Enablement and Staff Participation

Peartree enables staff participation by:

- Allocating volunteer time as part of working patterns
- Encouraging team-level coordination around local needs
- Supporting fundraising and awareness initiatives

Whether supporting food bank operations, participating in charity walks or engaging with local causes, Peartree actively encourages employees to contribute their time and talents where they feel most connected.

9.3 Engagement with Schools, Colleges & Employment Programmes

Peartree engages with education and employment partners to promote careers in cleaning, facilities management and related sectors. Activity includes:

- Attendance at careers fairs
- Talks and engagement with secondary schools
- Partnership conversations with colleges and employment programmes

These engagements help raise awareness of career pathways that may otherwise be overlooked, particularly among young people, school leavers and those exploring alternative routes into long-term employment.

This engagement supports Peartree's broader inclusive employment strategy, reinforcing that careers in facilities and service delivery are viable, progressive and rewarding.

9.4 Apprenticeships and Work Experience

Peartree continues to deliver work experience placements and supported employment opportunities for students, school leavers and early-career entrants. These opportunities are structured to provide practical experience, confidence building and exposure to workplace expectations and culture.

Work experience placements form an important complement to our apprenticeship programmes and internal development pathways, supporting long-term employability and confidence in workplace skills.

9.5 Measuring Social Value and Impact

Peartree monitors social value outcomes through structured reporting and governance processes, ensuring activity remains measurable, transparent and aligned with client priorities. Key metrics include:

- Volunteering hours delivered
- Value of social impact generated
- Employee participation rates
- Number of community engagements and partnerships

This approach enables evidence-based understanding of Peartree's contribution to social outcomes across communities and client environments.

9.6 Partnership Alignment with Clients

Wherever possible, Peartree aligns its community engagement with the initiatives and priorities of its clients. This includes participation in joint fundraising, shared volunteering events and engagement with causes supported by client organisations. By aligning with client priorities – such as charity partnerships and local outreach programmes – Peartree strengthens both its social impact and its contribution to shared goals.

Through structured engagement, measurable outcomes and active participation in community initiatives, Peartree continues to deliver authentic, place-based social value that extends beyond the operational footprint of our services.



10. ETHICAL GOVERNANCE & RESPONSIBLE BUSINESS

Strong governance underpins Peartree's approach to Environmental, Social and Governance performance.

We recognise that ethical business practices, transparency and accountability are essential to building trust with clients, employees, suppliers and wider stakeholders. Our governance framework ensures that ESG commitments are embedded into decision-making, operational delivery and supply chain management.

10.1 Ethical Employment and Labour Standards

Peartree is committed to fair, lawful and ethical employment practices across all areas of the business. We operate clear policies and procedures that support:

- Fair pay and lawful working arrangements
- Compliance with employment legislation
- Safe, respectful and inclusive working environments
- Clear contracts and transparent terms of employment

Our employment practices are designed to promote stability, dignity and long-term engagement, recognising that ethical employment directly supports service quality, retention and positive workplace culture.

10.2 Modern Slavery and Human Rights

Peartree fully complies with the requirements of the Modern Slavery Act 2015 and operates a zero-tolerance approach to forced labour, child labour, human trafficking and exploitation.

Our approach extends beyond policy compliance and includes:

- A published Modern Slavery Policy and annual statement
- Risk-based supplier due diligence and onboarding checks
- Contractual requirements aligned to ethical labour standards
- Ongoing engagement with suppliers to promote transparency and improvement

By focusing on prevention, awareness and supplier collaboration, Peartree aims to identify and mitigate risk proactively rather than relying solely on retrospective audits.

10.3 Responsible Procurement and Supply Chain Ethics

Responsible procurement is a core element of Peartree's governance framework. We expect suppliers to operate to standards that reflect our own values in relation to ethics, labour practices, environmental responsibility and transparency.

Key principles include:

- Ethical sourcing and fair labour practices
- Environmental responsibility and carbon awareness
- Compliance with relevant legislation and standards
- Willingness to engage in continuous improvement

Peartree works with suppliers as partners, encouraging openness and shared responsibility rather than transactional compliance alone. This approach supports stronger relationships, better outcomes and long-term resilience across the supply chain.

10.4 Policy Framework and Accountability

Peartree maintains a comprehensive suite of governance policies covering:

- Ethical conduct and anti-bribery
- Modern slavery and human rights
- Health, safety and wellbeing
- Equality, diversity and inclusion
- Whistleblowing and grievance procedures

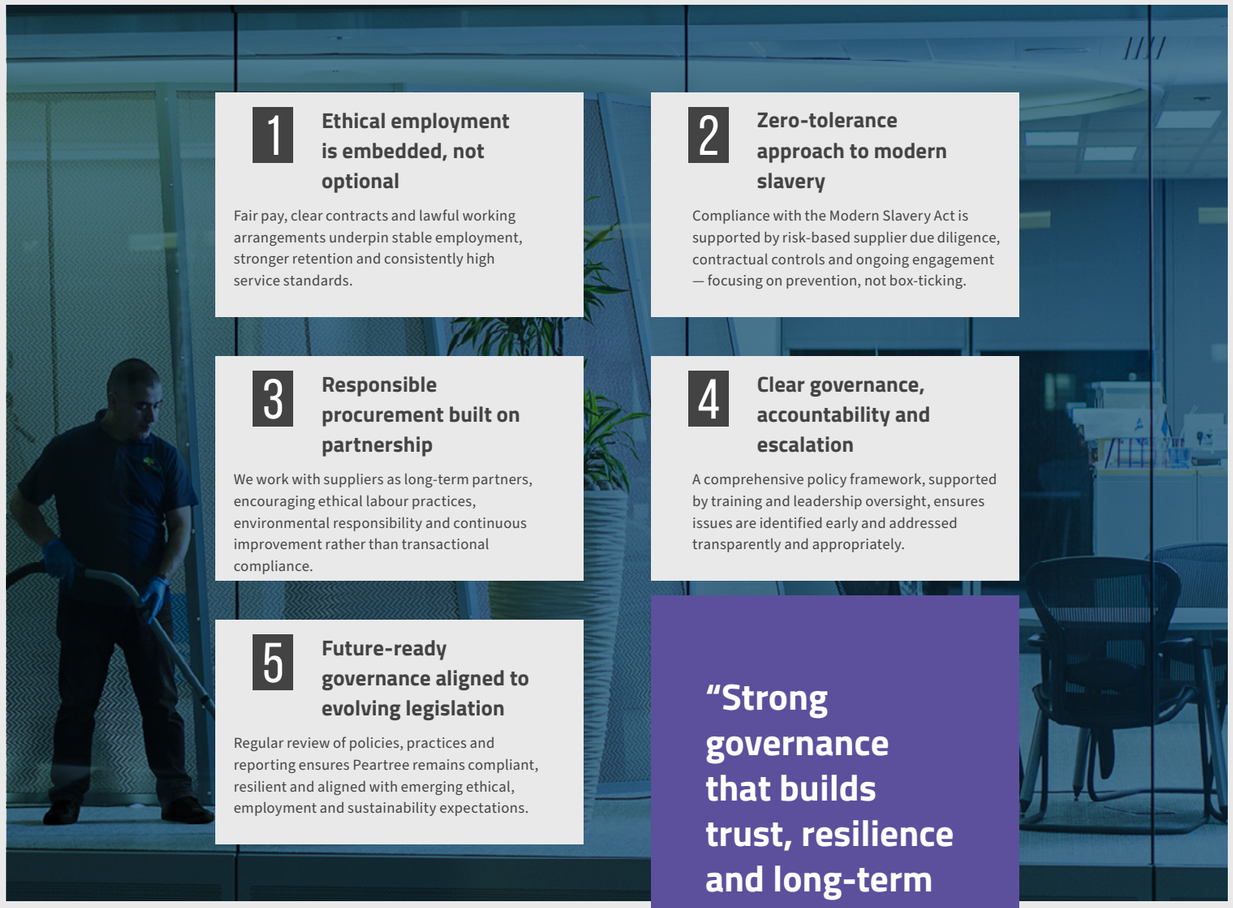
These policies are supported by training, leadership oversight and clear escalation routes, ensuring issues are addressed promptly and appropriately.

10.5 Legislative Readiness and Continuous Review

The regulatory and ethical landscape continues to evolve, particularly in relation to employment practices, supply chain transparency and sustainability reporting. Peartree actively monitors legislative developments and emerging best practice to ensure our governance framework remains compliant and future-ready. We place particular emphasis on:

- Ethical employment standards
- Worker voice and dialogue
- Supply chain accountability
- Transparent reporting and assurance

Regular review of policies, processes and outcomes ensures governance remains effective, proportionate and aligned with stakeholder expectations.



1 Ethical employment is embedded, not optional

Fair pay, clear contracts and lawful working arrangements underpin stable employment, stronger retention and consistently high service standards.

2 Zero-tolerance approach to modern slavery

Compliance with the Modern Slavery Act is supported by risk-based supplier due diligence, contractual controls and ongoing engagement — focusing on prevention, not box-ticking.

3 Responsible procurement built on partnership

We work with suppliers as long-term partners, encouraging ethical labour practices, environmental responsibility and continuous improvement rather than transactional compliance.

4 Clear governance, accountability and escalation

A comprehensive policy framework, supported by training and leadership oversight, ensures issues are identified early and addressed transparently and appropriately.

5 Future-ready governance aligned to evolving legislation

Regular review of policies, practices and reporting ensures Peartree remains compliant, resilient and aligned with emerging ethical, employment and sustainability expectations.

"Strong governance that builds trust, resilience and long-term value."

11. RESPONSIBLE SUPPLY CHAIN MANAGEMENT



“Collaborating with suppliers to turn ESG expectations into measurable outcomes.”

WE TREAT OUR SUPPLY CHAIN AS A PARTNER IN PROGRESS, NOT A COMPLIANCE RISK

Working collaboratively to reduce Scope 3 emissions, and drive continuous, measurable improvement.

Peartree recognises that the majority of environmental and social impact within a service-based organisation sits within the supply chain. Responsible supply chain management is therefore central to our ESG strategy, particularly in addressing Scope 3 emissions, ethical sourcing and sustainable procurement.

Our approach is based on partnership, transparency and continuous improvement, ensuring suppliers are supported to meet shared standards rather than treated as a compliance risk to be managed.

11.1 Supply Chain Standards and Expectations

Peartree sets clear expectations for suppliers through ethical, environmental and social standards aligned with our governance framework. These expectations cover:

- Ethical labour practices and human rights
- Compliance with modern slavery legislation
- Environmental responsibility and carbon awareness
- Transparency, traceability and accountability

These standards are embedded into supplier onboarding, contractual arrangements and ongoing engagement, ensuring alignment from the outset of the relationship.

11.2 Collaborative Supplier Engagement

Rather than relying solely on audits or questionnaires, Peartree focuses on active engagement with suppliers to understand their challenges, priorities and opportunities for improvement. This collaborative approach supports meaningful progress and more resilient supply chains.

As Georgie Hull, Sustainability Manager at Peartree, explains:

“What I enjoy most about working with our suppliers is the collaboration. Many of them genuinely want to do better, but they need support, clarity and consistency. Our role is to work alongside them, share expectations and help drive practical improvement rather than simply ticking boxes.”

This approach has enabled Peartree to build long-term relationships with suppliers who share our commitment to ethical practice and sustainability.

11.3 Carbon and Environmental Performance in the Supply Chain

Purchased goods and services account for the largest proportion of Peartree’s carbon footprint. Addressing this requires engagement, data and long-term planning rather than short-term interventions.

Through supplier collaboration, Peartree:

- Encourages improved carbon data transparency
- Prioritises suppliers investing in low-impact products and innovation
- Supports alignment with science-based carbon reduction approaches
- Reduces packaging, transport emissions and unnecessary waste

These principles directly inform procurement decisions, ensuring environmental performance is considered alongside cost, quality and service.

11.4 Ethical Sourcing and Risk Management

Peartree applies a risk-based approach to supply chain management, recognising that not all suppliers present the same level of ethical or environmental risk. This allows resources to be focused where they have the greatest impact.

Key elements include:

- Enhanced due diligence for higher-risk categories
- Clear escalation and remediation processes
- Ongoing review rather than one-off assessments

This ensures risks are identified early and managed responsibly.

11.5 Supplier Case Studies and Continuous Improvement

Peartree actively works with suppliers who demonstrate innovation, transparency and commitment to improvement. Where appropriate, we highlight positive examples to share best practice and encourage wider adoption across the supply chain.

By supporting improvement rather than excluding suppliers, Peartree contributes to raising standards across the sector while maintaining resilient, high-performing partnerships.

11.6 Looking Ahead

As Peartree continues to grow, supply chain engagement will play an increasingly important role in achieving our ESG objectives. Future priorities include:

- Deeper carbon data integration across suppliers
- Greater alignment with SBTi principles
- Increased collaboration on innovation and circular economy solutions

Through open dialogue, shared responsibility and long-term partnerships, Peartree ensures its supply chain supports ethical, sustainable and future-ready service delivery.

12. ESG ASSURANCE, ACCREDITATION & RECOGNITION

Peartree's ESG commitments are underpinned by robust independent assurance, respected third-party accreditation and recognised industry achievements.

These external validations provide confidence to clients, investors and stakeholders that our environmental, social and governance performance is credible, measurable and aligned with best practice.

12.1 Science Based Targets initiative (SBTi)

In 2025, Peartree achieved validation of its carbon reduction targets through the Science Based Targets initiative (SBTi), confirming that our emissions reduction pathway aligns with climate science and global efforts to limit warming in line with the Paris Agreement.

SBTi validation provides independent assurance that our carbon reduction commitments are credible, measurable and consistent with recognised international standards. This milestone reinforces that our approach to decarbonisation is structured, data-led and aligned with long-term climate objectives rather than short-term pledges.

12.2 EcoVadis Gold Rating

In 2025, Peartree achieved a Gold rating from EcoVadis, placing it among the top tier of companies globally assessed for sustainability performance. This independent evaluation covers Environment, Labour & Human Rights, Ethics and Sustainable Procurement, recognising Peartree's strong practices and outcomes across all areas of ESG.

Media coverage included:

"Peartree Cleaning Services achieve Gold rating from EcoVadis, underscoring meaningful environmental and social performance across the business."

"Peartree achieves EcoVadis Gold, signalling strong governance, sustainable procurement practices and recognised leadership in ESG performance."

The Gold rating reflects Peartree's ongoing investment in ESG systems, ethical procurement and a people-centred approach to employment and supply chain management.

12.3 Neutral Carbon Zone (NCZ) Gold Certification

For the second consecutive year, Peartree achieved Gold Certification from Neutral Carbon Zone (NCZ) — a leading independent carbon measurement and management platform. This certification verifies that Peartree has measured, reported and taken actions to manage its total greenhouse gas emissions (Scope 1, Scope 2 and Scope 3) in accordance with ISO-aligned standards.

This achievement was featured across industry media:

"Peartree Cleaning Services achieves Neutral Carbon Zone Gold Certification for the second year, demonstrating its continued commitment to sustainability and carbon neutrality."

This certification not only validates Peartree's emissions reporting but also reflects ongoing progress in supplier engagement and data quality for Scope 3 emissions.

12.4 Other External Recognition

Green Apple Award – 'Helping the Environment'

Peartree was honoured with a Green Apple Award for environmental leadership, presented at the House of Lords. This recognised impactful initiatives such as the transition to electric vehicles, significant reductions in single-use plastics and broader carbon reduction achievements.

These external accolades validate Peartree's strategic ESG direction and provide independent endorsement of our environmental leadership.



Through this multi-layered approach, Peartree continues to develop a skilled, progressive workforce that delivers excellent service while supporting long-term career aspirations.

2 YEARS | GOLD-CERTIFIED BY NEUTRAL CARBON ZONE (2 YEARS RUNNING)

12. ESG ASSURANCE, ACCREDITATION & RECOGNITION

12.5 Leadership in Sustainability Thought

Peartree also shares insights and leadership through published commentaries and thought pieces, reinforcing commitment to sustainable operations and continuous improvement.

For example, in “Sustainable cleaning: Our commitment to a greener future”, Peartree outlined its environmental strategy, including emissions reduction, sustainable product adoption and alignment with global climate goals, reflecting broader commitment beyond compliance.

These contributions support sector dialogue and share learnings that help raise standards across the cleaning and facilities management industry.

12.6 Independent Assurance and Internal Oversight

Accreditation and awards are complemented by Peartree’s internal assurance mechanisms. These include:

Regular review of ESG key performance indicators

Independent carbon footprint verification with NCZ

Structured governance and quarterly ESG reviews

Integration of ESG into operational planning and risk management

Together, these provide confidence that Peartree’s ESG performance is not only externally recognised but also grounded in credible data and continuous internal oversight.

Peartree’s external validations demonstrate real progress, independent credibility and leadership within the sector. They provide clients and stakeholders with assurance that our ESG approach is both meaningful and impactful.

12.7 Looking Ahead: OUR 2026 Priorities

As Peartree continues to grow, our ESG focus for 2026 is centred on moving from strong foundations to deeper impact. Our priorities reflect where we can deliver the greatest environmental and social benefit, while continuing to support our clients’ own ESG objectives with credible, data-led solutions.

1. Transition to a 100% Electric Fleet

By 2026, Peartree aims to complete the transition to a fully electric vehicle fleet. Building on the progress already achieved, this will remove remaining hybrid vehicles as infrastructure and vehicle performance continue to improve across the UK. Completing this transition will further reduce direct emissions, improve air quality in the communities we serve and support client net zero ambitions.

2. Deeper Supplier Carbon Data Integration

Recognising that purchased goods and services represent the largest proportion of our carbon footprint, Peartree will focus on improving the quality, consistency and transparency of supplier carbon data. This includes working more closely with key suppliers to capture better emissions data, encourage alignment with science-based targets and prioritise lower-impact products and services. This deeper integration will support more informed procurement decisions and measurable Scope 3 reductions.

100%

QUARTERLY ESG PERFORMANCE REVIEWS EMBEDDED



3. Expanded Social Value Partnerships

Peartree will continue to build meaningful social value partnerships that create access to employment, skills and opportunity. In 2026, this includes expanding engagement with charities, education providers and community organisations that support employability, wellbeing and inclusion. Our focus will remain on partnerships that deliver tangible outcomes rather than one-off initiatives, aligned with local needs and client priorities.

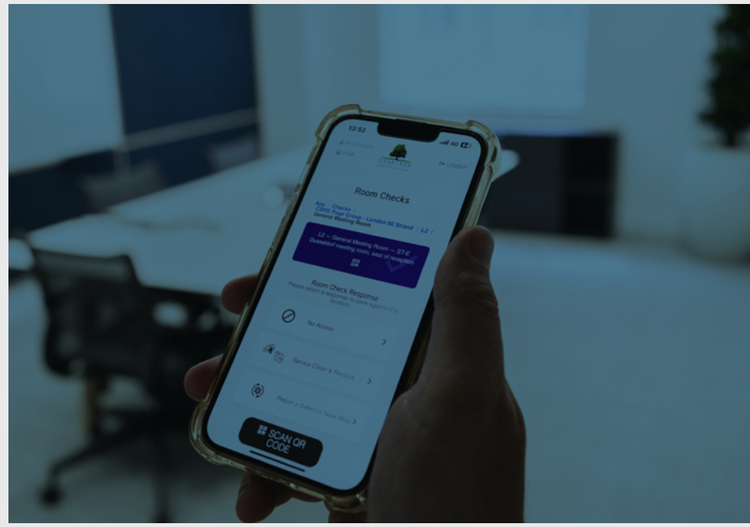
4. Enhanced Client ESG Reporting and Dashboards

We will further develop our client-facing ESG reporting, providing clearer, more accessible insight into environmental performance, social value and service impact. This includes enhanced dashboards, QR-code enabled reporting and improved data visualisation, enabling clients to evidence performance, meet reporting requirements and align cleaning services with wider sustainability strategies.

5. Continued Alignment with SBTi and UN Sustainable Development Goals

Peartree will continue to align its ESG strategy with the Science Based Targets initiative and the UN Sustainable Development Goals. This ensures our carbon reduction pathway remains science-led, credible and forward-looking, while our social and governance initiatives contribute to broader global objectives such as decent work, reduced inequalities and climate action.





If you would like to find out more about Peartree's ESG approach, carbon performance or social value delivery, we'd be happy to talk.

We work in partnership with our clients to deliver high-quality, people-led cleaning services that support operational excellence alongside environmental responsibility and positive social impact.



To discuss this report or how we can support your organisation's ESG objectives, please get in touch.

www.peartreecleaning.co.uk

PEARTREE
cleaning services