

Pexhurst Sustainability Report **2025/26**



An update on our Pro-Sustainability Commitment

Maintaining our commitment to quality, transparency, and industry betterment, this document contains our most recent sustainability report for the 2025/26 financial year.

As we reflect on our latest sustainability highlights and set new goals for the future, what makes me most proud is that we continue to do what we say we are going to do – and we're able to prove it.

Sustainability plays an increasingly important role in delivering projects in the way that our clients expect from us, but we only see these expectations as a minimum benchmark of success.

We're driven by helping create a more sustainable future. As a sector, our impact on the environment is being addressed using different approaches and different timelines, so this report aims to make our journey as clear as possible – while also encouraging others to join us.

The standout headline may be that we successfully exceeded our projected Scope 1 and Scope 2 emissions reduction target during our latest financial year, but it is the breadth of initiatives taking place across our business that we want to highlight.

From project delivery and circularity through to supply chain engagement and local community impact, everyone at Pexhurst has a role to play.

This report does not intend to just talk the talk, it should show that we are walking the walk, but the journey has only just begun.

Martin Vella,
Managing Director



**To continue the conversation,
get in touch with our Sustainability
Manager, Luca Sidoli**

E: Luca@pexhurst.co.uk T: 01707 282 080

Our year in numbers

Achieved

SBTi validation for our 'near term' target.



33%



reduction in Scope 1 & 2 emissions versus our baseline year of emissions (2023/24).

100%



of our company car fleet is **fully electric or hybrid powered**, with just one hybrid vehicle remaining.

52%



decrease in Scope 1 & 2 Carbon Intensity versus baseline year (tCO₂e/£million turnover).

99.2%

of waste diverted from landfill.



2,500

pallets collected from across Pexhurst sites for reuse. Equivalent to 63 twelve-yard skips.



1,405m²

carpet tiles reused and donated to various initiatives.



5.4 tonnes

of timber collected by Community Wood Recycling with 36% reused.



BREEAM

projects delivered ranging from **Very Good to Outstanding**.



SEGRO Centre Dagenham

Achieving BREEAM Outstanding, this c. 65,000 sq. ft. industrial refurbishment sets a new benchmark for sustainable industrial spaces – featuring EV charging, a solar PV system generating 152,000 kWh annually, and an EPC A+ rating.

[Learn more here >](#)



Tangent Point, Park Royal

Targeting BREEAM Excellent, this 25,860 sq. ft. industrial project also secured an EPC A rating and 'Excellent' score from the Considerate Constructors Scheme.

[Learn more here >](#)

OVER 80%



of all Considerate Constructors Scheme (CCS) assessments achieved **Excellent ratings**, with two achieving **full marks**.

£50,000

raised for Pexhurst Charitable Trust in its first year, and two organisations selected as the first successful grant recipients.



Environmental

Carbon emissions and net zero

Protecting and enhancing the environment remains central in our approach to sustainability, to meet the needs of our clients as well as to address the ongoing climate emergency and need for meaningful emission reductions.

We are committed to achieving net zero across Scope 1 and 2 emissions by 2030.

Carbon reduction plan

[Learn more here >](#)

Having set the 2023/24 financial year as our baseline for Scope 1 & 2 emissions, we have been able to plan for, set and announce an ambitious absolute net zero target for these emissions. In our 2024/25 financial year, we submitted and subsequently achieved validation from the SBTi (Science-based Targets initiative) for this carbon emissions target, ensuring that it aligns with what the latest climate science deems necessary to limit global warming to 1.5°C above pre-industrial levels (as outlined by the Paris Agreement 2015).

Further detail on how we plan to achieve this target, our progress towards it and our solutions for decarbonisation can be found in our latest [carbon reduction plan](#).

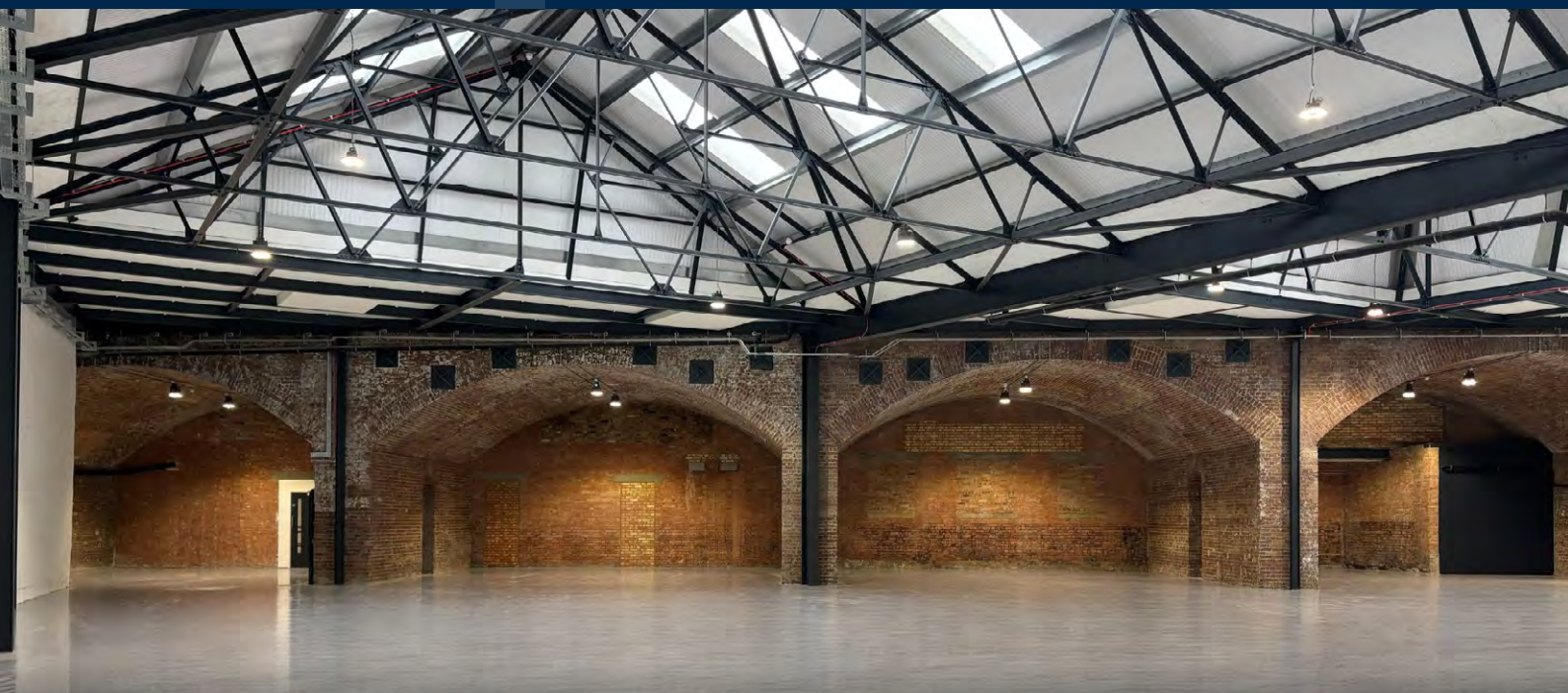
Scope 3

We are committed to measuring and reducing our Scope 3 emissions, in line with the SME pathway set out by the SBTi.

We understand the significance and size of our Scope 3 emissions and have taken appropriate action towards measuring and reducing them. In 2024, we undertook a 'first sweep' of our Scope 3 emissions, identifying our material categories [\(see Appendix 1\)](#).

For the first time, we are now able to formally disclose our Scope 3 carbon emissions for both our baseline year and subsequent reporting periods.

Initial analysis of this data indicates carbon hotspots that we are focusing our reduction efforts on going forwards.



Our carbon footprint

Total emissions (tCO₂e):

1st February 2025 – 31st January 2026

93
Scope 1

56
Scope 2 (market-based)

15,263
Scope 3

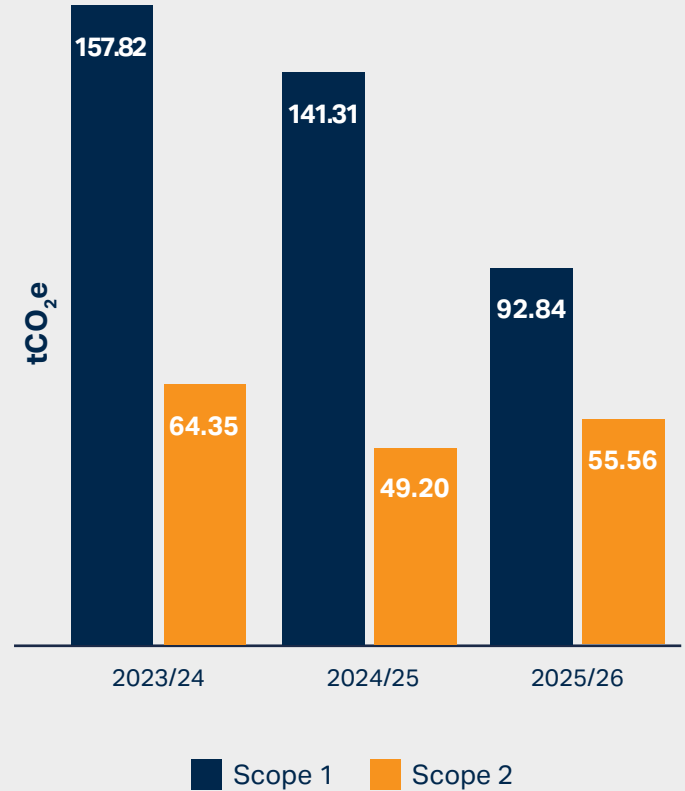
- **Category 1:** Purchased goods & services (14,893)
- **Category 2:** Capital goods (65)
- **Category 3:** Fuel & energy related activities (47)
- **Category 4:** Upstream transportation & distribution (122)
- **Category 5:** Waste generated in operations (42)
- **Category 6:** Business travel (81)
- **Category 7:** Employee commuting (23)

N.B. Figures are rounded to the nearest whole number for presentation

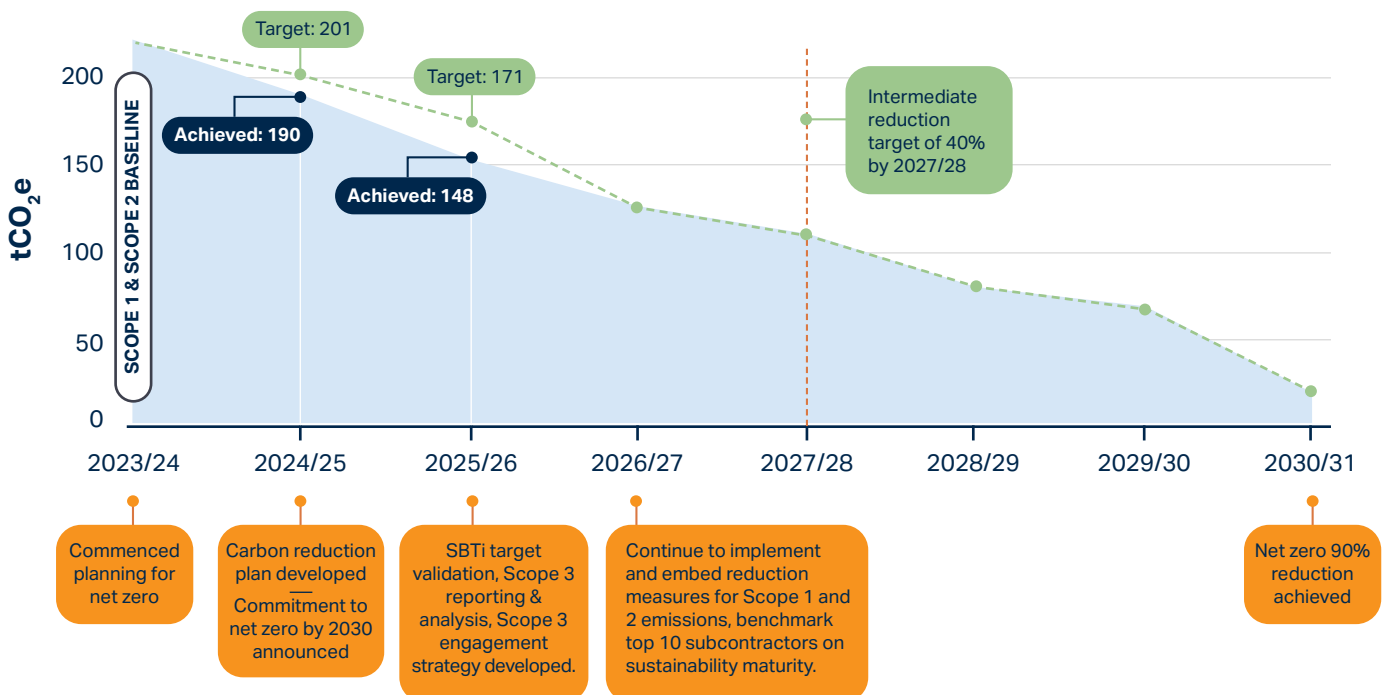
15,408

Total emissions

Comparative Emissions



Our pathway to net zero



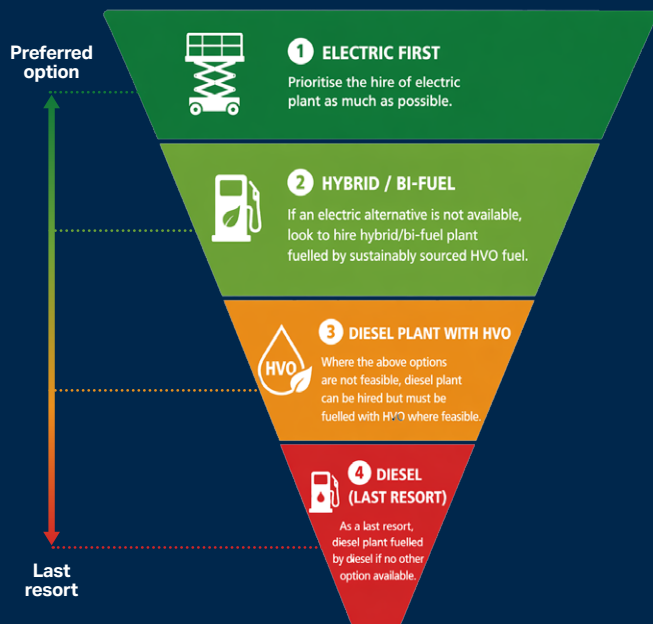
Our carbon footprint

(Continued)

Overall, our Scope 1 and Scope 2 emissions decreased by 74 tCO₂e or 33% versus our baseline year (2023/24) of emissions, exceeding our projected reduction target by 23% outlined in our [carbon reduction plan](#).

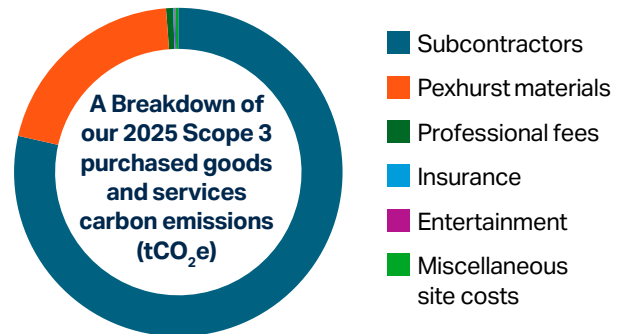
To achieve this, the following measures were vital. These included:

- **Decarbonising our company car fleet** – we have changed the composition of our company car fleet, switching 95% of them to fully electric vehicles, with the remaining being a plug-in hybrid. As a result, in 2025/26 our company car emissions decreased by 25 tCO₂e versus our baseline year, a reduction of 55%. To ensure any additional company cars align with our commitment in the future, we introduced an electric company car policy in 2025/26 which states EVs are to be favoured when procuring additional company cars, where feasible.
- **Reducing our site fuel use and HVO** – the majority of emissions arising from fuel use across our projects is from powered access plant and temporary site power generators. To address emissions from these sources, we have implemented a decision hierarchy to minimise emissions at each stage of the procurement process. In 2025/26, this approach has reduced our site fuel emissions by 29.2 tCO₂e versus our baseline year, a reduction of 71%. In the same reporting period, 88% of our total site fuel procurement was HVO, with the remaining 12% being diesel.



- **Procuring a 100% REGO-backed renewable electricity tariff at our head office** – we are now able to report market-based emissions for our first full financial year. As such, we achieved a complete reduction in associated emissions of 20 tCO₂e or 100% compared to our baseline year using the market-based approach.

Reducing our Scope 3 emissions



Initial analysis indicates that purchased goods and services account for the vast majority of our Scope 3 emissions (97.6%), representing approximately 96.6% of our total annual carbon emissions.

Within purchased goods and services, the biggest contributor is subcontractors within our supply chain, accounting for 78.5% of these emissions.

Therefore, it is clear that subcontractors are the most significant part of our carbon footprint and that we need to focus our efforts here moving forwards as it represents the best opportunity for meaningful impact. Although we do not directly manage our subcontractors' efforts to decarbonise, we can influence and support them in making progress in this area.

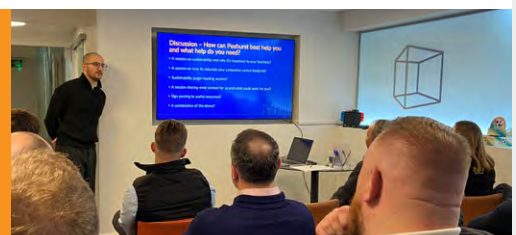
Our Approach

Our approach to reducing Scope 3 carbon emissions from the goods and services we purchase is focused on engaging with our subcontractor partners within our supply chain. To do this, we have developed a supply chain engagement strategy.

The aim of this strategy is to engage with and benchmark our subcontractor partners on their sustainability maturity followed by the delivery of sustainability support and training. This will equip them with the skills necessary to begin reporting and reducing their own carbon emissions, giving us a clearer picture of our Scope 3 emissions and supporting future reduction targets.

To ensure our supply chain engagement strategy is as impactful as possible, we are prioritising engagement with our key subcontractor partners first.

Regular supply chain engagement days at Head Office



Circular economy:

Our approach

We recognise that embedding circular economy principles across our organisation is an essential part of reducing our environmental impact. We have assessed key areas from procurement through to on-site operations and have built a circular economy plan to structure and target the areas of greatest opportunity. Our initial focus has been on the reuse of core materials within our direct control where we have identified opportunities for immediate impact.

Partnership with The Pallet LOOP



With the knowledge that 6,000 acres of forestry is harvested annually to supply UK construction pallets, 90% of which are disposed of as waste, pallets were selected as the first material to create a more sustainable outcome for.

In February 2025, we announced our official partnership with **The Pallet LOOP**, a pallet recovery, repair and reuse scheme for UK construction. Through this initiative, a total of nearly **2,500 pallets** have been collected across Pexhurst projects during 2025/26.

2,500 = **63** 
pallets twelve-yard skips



Partnership with Community Wood Recycling



Approximately **100,000 tonnes** of waste timber is landfilled every year in the UK, with many potential reuse opportunities being missed. We therefore focused on creating a more sustainable outcome for timber waste, through a new partnership with Community Wood Recycling.

Through this scheme, waste timber is collected from construction sites so that as much as possible can be reused by local communities for example in DIY projects, creating opportunities for disadvantaged people; with the residual being recycled. In 2025/26, a total of **5.4 tonnes** of timber waste was collected from across our projects. **36%** of which was pushed up the waste hierarchy into reuse, and made into wood products such as benches, planters and for use in allotments.

The residual **64%** was sent for recycling into woodchip, which is then used in manufacture of particle board, animal bedding or for use as low carbon fuel in power stations.



36%
reused

64%
recycled



Engaging with Recofloor



Another scheme we engaged with is the vinyl take-back scheme '**Recofloor**', which facilitates collection and closed loop recycling of vinyl waste across the UK. Recofloor operates drop off points which we were able to utilise on various projects over the last year.



Circular economy:

Our approach

(Continued)

We also recognise and acknowledge that a lot of the opportunity for meaningful impact around facilitating a more circular economy lies outside of our direct control and within our supply chain. To address this, we are working with our supply chain partners to incorporate circular principles. Throughout 2025/26, we celebrated several highlights.

External carpet tile reuse



On our BREEAM Target 'Very Good' industrial refurbishment project in Oxfordshire, we engaged with and instructed a trusted demolition contractor to carefully uplift and palletise the existing carpet from the office spaces.

Approximately 500m² of carpet tiles were subsequently collected by **Uplyfted**, who specialise in the supply and fit of renewed modular carpet for social housing providers throughout the UK. The tiles then went through a cleaning and quality check process followed by the eventual reinstallation in social housing in Pembrokeshire. Through this scheme, not only are we creating a more circular outcome by reusing materials, but we are also creating long-lasting and meaningful social value for the residents.

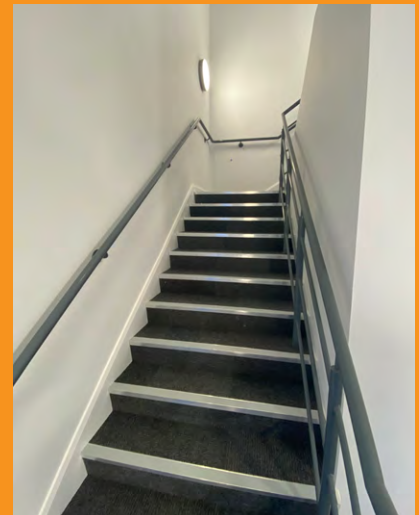
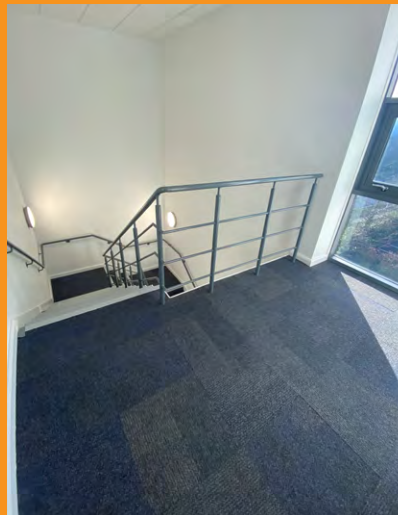
Uplyfted
THE FUTURE IS BLENDED™

In-situ carpet tile reuse



On an industrial project in Northampton, we were able to reuse and repurpose **158m²** of carpet tiles from the strip-out phase within the refurbishment, specifically, the stairwells and stairs.

Not only did this approach produce environmental value by reducing waste and demand for new raw materials, but it also provided a significant saving for our client when compared with installing new products.



Pre-strip out



Collection



Reuse

What next?

We recognise reuse and waste reduction is material to reducing the impacts of our operations. Therefore, we will continue to research and trial reuse initiatives for core materials both inside and outside our direct control, involving our supply chain partners to facilitate a more circular economy.



Community

We pride ourselves on being a socially responsible business, providing social value in the areas of local jobs and skills, education, protecting the environment and supporting our communities. Through 2025/26, we celebrated several highlights:



2025/26 was the first full year of operation for the Pexhurst Charitable Trust, which supports individuals and organisations in the communities we have operated in for nearly 50 years, notably the Home Counties.

We raised more than **£50,000** and two organisations were selected as successful grant applicants. **Greenside SEND School** – enabling the purchase of iPads with specialist communication software – and the **National Autistic Society** – funding their Young Ambassadors Training Workshop, which empowers young autistic people to raise awareness and develop skills in communication and public engagement.

Our charitable trust is funded through a combination of company contributions, voluntary employee donations and annual fundraising events. In June 2025, we hosted a Go-Kart Evening for our valued Supply Chain Partners fundraising almost **£10,000** for the Pexhurst Charitable Trust ([read more](#)). More recently, our Autumn Golf Day fundraised over **£13,000** for the trust thanks to the ongoing support of our supply chain, many of whom we have worked with for more than 20 years ([read more](#)).



Purposeful initiatives beyond our site hoardings

Community Engagement in Northampton



On our industrial refurbishment project in Northampton, we:

- Arranged food bank donations with **Restore Northampton**
- Carried out a **volunteering day** with project partners to sort through donations and complete parcel packing
- Completed a community litter pick with **Reusefully**
- Engaged with **Pineham Barns primary school** on a 'Draw your favourite building' competition, leading to the children's artwork being proudly displayed on site perimeter fencing.



Collaboration with Oxfordshire Men's Sheds



On our industrial refurbishment project in Oxfordshire, surplus timber was donated to a local **Men's Sheds** for use in its community workshops. Men's Sheds is a grassroots organisation bringing people together to share practical skills, build connections, and support wellbeing through meaningful activity. The timber will be used by students to make bird boxes. Going forwards, we hope to identify further projects where we can build support for this meaningful initiative.

We also set up a foodbank with local **Didcot Baptist Church** who were thrilled with our donations.



Community

(Continued)

Collaboration with Melanoma Fund

melanoma fund

44% of occupational skin cancer diagnoses are construction workers. Therefore, in 2025 the team collaborated with Melanoma Fund to run a campaign on the prevention, education and awareness of skin cancer.

This included employee research through a survey, followed by a sun safety presentation. This was reinforced through the installation of sun safety and sun cream boards across our construction sites.

The initiative concluded with a review of its impact and support for the Melanoma Fund as the chosen charity at our September 2025 Charity Golf Day.

Moving forwards, we aspire to put sunscreen boards on all our live projects to protect our workforce.



Purposeful initiatives beyond our site hoardings



📍 Pexhurst 2050 Innovation Challenge at nearby Oaklands college for National Apprenticeship Week



📍 Therapy Pony visits at Lister Hospital sponsored by Pexhurst

Shadow placements and local apprenticeships



Maintaining our annual commitment, we provided **five short-term shadow placements** for school leavers and those of college-age **within a 10-mile radius of our head office**, as well as three Level 3 to degree level apprenticeship positions



What next?



We are currently reviewing how we develop our sustainability strategy, build social value metrics into it, formalise our approach to delivery and reporting of social value, and maximise our contribution to society.



📍 Careers Day at Moss Bury Primary School in Stevenage

Our people

Employees

We are proud to have built an inclusive organisation that prioritises the long-term and invests in the future, as well as ensuring our team always has the tools to excel in their individual roles.

At the forefront of our approach is our greatest asset, the Pexhurst people. With 35% of the team celebrating over 10 years' service, we understand the importance of enlisting and engaging the right talent who are inspired and enjoy what they do. We will continue to invest in people, who are the backbone of our success, through relevant training programmes, while promoting youth into our industry.

We are committed to creating a rewarding and engaging workplace by recognising and supporting our people. This includes financial recognition through initiatives such as our PEXcellence Bonus Scheme, long-service awards and employee recognition awards, alongside team events including our **summer team-building day**. As a socially responsible business, we also provide all employees with one paid volunteering day each year to support charitable causes and make a positive impact within the communities in which we work. We also invest in long-term career development through apprenticeship programmes, training opportunities and support for professional accreditations.

2025/26 saw us maintain high standards through continued compliance with multiple key industry certification schemes including ISO 9001, 14001 and 45001 management systems, Constructionline Platinum, Safe contractor and Chas Elite. Alongside this, we gained silver membership to Supply Chain Sustainability School to support our people and industry peers with training on sustainability topics.

How is Sustainability Managed?

Pexhurst Board of Directors

Represents the interests of the business, makes decisions that impact the future, and communicates with shareholders on opportunities to maintain sustainable growth.

Sustainability Steering Groups

Open to all employees, these sessions focus on embedding existing sustainability initiatives, identifying new areas for the business to develop, as well as trialling and implementing the ideas generated.

Sustainability Manager

Oversees our sustainability strategy, providing additional guidance and support as we continue our journey to become a net zero business.

Delivery Teams

Responsible for day-to-day project management and delivery.

Head Office Team

Oversees core business functions including operations, procurement, HR, marketing, etc.



What's next?

As our journey towards a more sustainable future continues, we will be focusing on the following goals:

Benchmark our 'top 10' subcontractors on their sustainability maturity.



Deliver sustainability support to our 'top 10' subcontractors and encourage them to begin reporting their own Scope 1 & 2 carbon emissions.



Continue to implement and embed carbon reduction measures for our Scope 1 & 2 carbon emissions.



Continue to trial, implement and embed circular economy initiatives for our waste streams, including those handled by our supply chain.



Develop and implement a social impact strategy.



Appendix 1

Scope 3 emissions breakdown

No.	Category	In scope	Comments
1	Purchased goods and services	✓	Analysis shows this category is our largest contributor to Scope 3 carbon emissions and as such, our reduction efforts are being focused here. The data accounts for 97.3% of our relevant spend and includes all the activities of our subcontractors and suppliers.
2	Capital goods	✓	Largely computer equipment and company vehicle purchases.
3	Fuel and energy related activities (not in Scope 1 or Scope 2)	✓	Transmission and distribution losses associated with Scope 2 emissions as well as 'Well to Tank' emissions associated with Scope 1 fuel use.
4	Upstream transportation and distribution	✓	Transport emissions associated with our materials/plant/waste skip deliveries to all our sites.
5	Waste generated in operations	✓	Waste processing and transport emissions as a result of our direct waste generation.
6	Business travel	✓	Expensed business mileage in vehicles not owned or controlled by Pexhurst, business flights and expensed public transport (largely taxis and trains).
7	Employee commuting	✓	Non-expensed travel of employees to place of work.
8	Upstream leased assets	✗	No upstream leased assets.
9	Downstream transportation and distribution	✗	Aspects of our downstream transport and distribution are attributed to both category 5 – waste generated in operations and category 1 – purchased goods and services. Therefore, they are not double counted here.
10	Processing of sold products	✗	No processing of sold products
11	Use of sold products	✗	No use of sold products.
12	End of life treatment of sold products	✗	There is no end-of-life treatment of sold products.
13	Downstream leased assets	✗	There are no downstream leased assets.
14	Franchises	✗	There are no franchises.
15	Investments	✗	We acknowledge the carbon footprint associated with company pensions but at this stage, we do not anticipate this will be within scope due to difficulties in calculations.



**Join us on our sustainability journey
by getting in touch with our
Sustainability Manager, Luca Sidoli.**

E: Luca@pexhurst.co.uk T: 01707 282 080