



## Godfrey Group – Environmental and Social Impact Plan 2025

### Commitment & Goals

Godfrey Group is a leading UK-wide provider of contract cleaning services. With operations in hospitality, schools, housing associations, and commercial offices, our team delivers high-quality housekeeping with minimal environmental impact.

We are proud holders of ISO 14001, ISO 9001, and ISO 45001, and we take an integrated approach to quality, safety, and sustainability. This plan outlines our 2024 carbon footprint baseline and sustainability roadmap.

### Carbon Footprint 2024 (Baseline)

#### Total Estimated Emissions: 59.53 tonnes CO<sub>2</sub>e per annum

*(Electricity at HQ excluded pending metering; values to be updated once sub-metering is installed)*

#### Scope 1 – Direct Emissions

Total Scope 1: 5 tCO<sub>2</sub>e

Source	Detail	Emissions (tCO <sub>2</sub> e)
Fleet Vans (4 total)	4 vans × 5,000 miles = 20,000 mi/year @ 0.251 kgCO <sub>2</sub> e/mile	5
LPG (18kg every 18 months)	Equivalent to 12 kg/year @ 3.0 kgCO <sub>2</sub> e/kg	0.04 (excluded from total as negligible)

#### Scope 2 – Indirect Emissions (Electricity)

Total Scope 2: TBD

Source	Detail	Emissions
Main Site	Electricity is shared on a country estate; currently unmetered	To be metered

#### Scope 3 – Other Indirect Emissions

Total Scope 3: 54.53 tCO<sub>2</sub>e

Category	Detail	Emissions (tCO <sub>2</sub> e)
Employee Commuting	150 staff × 4 mi/day × 230 days @ 0.251 kgCO <sub>2</sub> e/mi (car share avg)	34.6
Purchased Goods & Services	£267,000/year @ 0.072 kgCO <sub>2</sub> e/£ (cleaning & hygiene sector)	19.2
Central Waste – Paper & Card	1100L × 26 pickups/year ≈ 1.3 tonnes @ 0.092 kgCO <sub>2</sub> e/tonne	0.12
Plastic Waste (Wheelie Bin)	0.8 tonnes/year @ 0.5203 kgCO <sub>2</sub> e/kg	0.42



<b>Metal Waste (Monthly Small Bin)</b>	0.6 tonnes/year @ 0.1 tCO2e/tonne	0.06
<b>Glass Waste (6-monthly small bin)</b>	0.3 tonnes/year @ 0.09 tCO2e/tonne	0.03
<b>IT &amp; WEEE Waste (Repaired/Parted)</b>	~10 items/year @ 0.01 tCO2e/item	0.1

To illustrate, this annual footprint is equivalent to:

- **Driving approximately 147,900 miles** – That's like driving around the Earth almost 6 times.
- **Energy use of about 7.4 average UK homes** – Enough to power electricity, heating, and appliances in over 7 households for a full year.
- **Taking around 149 one-way flights from London to New York** – Equivalent to flying this transatlantic route almost 3 times a month.

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## Environmental Impact

Godfrey Group approaches sustainability practically and consistently. We reduce emissions at source by locating staff near contracts, using eco-friendly products, and minimising transport. Waste is separated, reused where possible, and removed by on-site teams in collaboration with clients.

## Current Sustainability Measures

- Delivery of cleaning products direct to client sites
- Efficient building at HQ with solar panels and modern heating
- Promotion of car sharing and recruitment local to contracts
- Use of refillable products to minimise packaging
- Waste is reused (e.g. IT repair, WEEE stripped for parts)
- Toolbox talks and training on waste separation and best practice

## Planned Sustainability Initiatives

- Install sub-metering to monitor HQ electricity accurately
- Explore fleet electrification once range and charging improve
- Develop a framework for supplier sustainability screening
- Support biodiversity on the estate via tree planting and rainwater harvesting
- Continue search for emerging low-impact cleaning products

## Social & Community Impact

Godfrey Group is rooted in community. The team delivers social value through education, support for families, and access to local resources. The country estate hosts schools, events, and volunteers—all free of charge.

## Contributions to Community

- Sponsorship of the local under-9s football team
- Donations to school raffles and regional causes
- Free use of the estate's football pitch and future forest school
- 1 day/week volunteered by a director to visit schools with therapy dogs
- Hiring and upskilling of local talent; support for local businesses

## Carbon Reduction Action Plan (2025 – 2030)

Timeframe	Actions
<b>Short-Term (2025)</b>	Install electricity sub-meter; launch internal sustainability training dashboard
<b>Mid-Term (2026–2030)</b>	Begin trialling low-emission vehicles for mobile contracts; track product emissions per £ spent
<b>Long-Term (2030+)</b>	Reach operational net-zero by offsetting transport emissions and maximising building efficiency

## Summary of Key Goals

1. Sub-meter electricity by 2025 and establish baseline
2. Cut commuting emissions by 10% through car share incentives
3. Evaluate low-carbon fleet options by 2027
4. Continue exceeding ISO 14001 through active site and staff engagement
5. Support biodiversity, water efficiency, and sustainable procurement across estate and contracts
6. Achieve carbon neutrality through reductions and verified offsets by 2050

## Declaration and Sign-Off

This Environmental and Social Impact Plan has been reviewed and approved by the leadership team at Godfrey Group.

**Signed:** *Louisa Godfrey*

**Position:** Director

**Date:** 9<sup>th</sup> September 2025

**Date of Next Review:** September 2026

**Date Created:** 10/07/2025