

Do The Right Thing

Carbon Reduction and Monitoring

A look at the past 3 years
and into our future



“The future and the health of our communities depends on the sustainable work we do.

Our Environmental, Social Governance plan is known as “**Do the Right Thing**”, it outlines the full measures that the Group will take to embed sustainability.

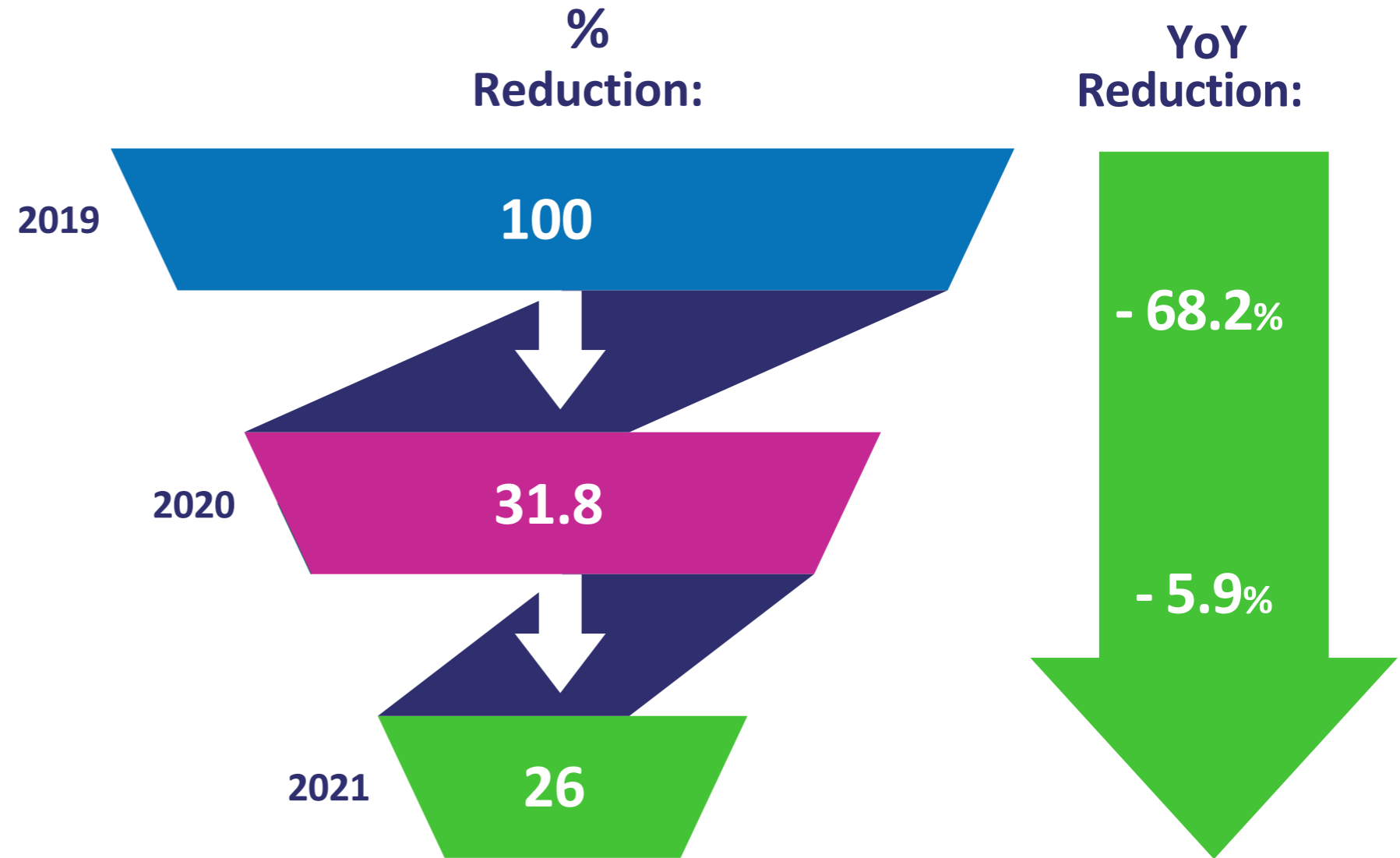
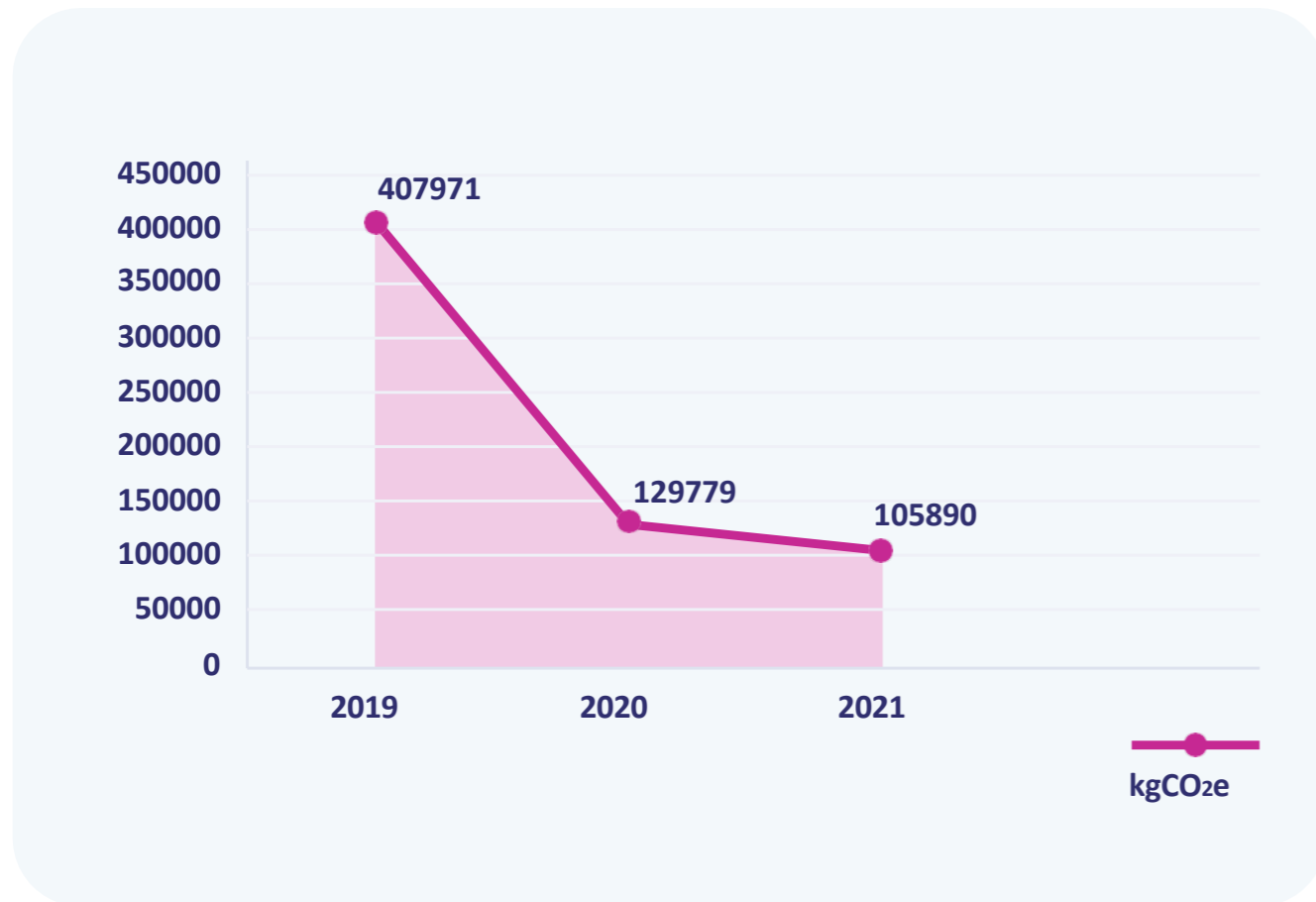
Sustainability is about operating in such a way as to secure longevity for people, planet, and profits.”

James Murphy
PAM Group CEO

Do the
Right
Thing



Scope 1 Emissions (direct energy & process)



*calculations were made by the carbon trust www.carbontrust.org & www.epa.gov

Key Performance Measures

History so far	2019	2020	2021
kgCO2e	555,069	176,794	147,453
Number Colleagues	450	525	650
kgCO2e per Colleague	1233	337	227

Key Target Measures

Future Goals	2022	2023	2024
kgCO2e	140,000	126,000	100,000
Number Colleagues	750	850	1,000
kgCO2e per Colleague	187	148	100



PAM Group Environmental Commitment

By 2050 or sooner we will achieve a net zero CO2 position in our business activities.
 J Murphy CEO PAM Group



Key Takeaways

2019

Total Emissions

555,069kgCO₂e

% Reduction

100%

kgCO₂e per employee

1233

2020

Total Emissions

176,794kgCO₂e

% Reduction

31.9%

Reduction

68.1% YoY

kgCO₂e per employee

337

2021

Total Emissions

147,453kgCO₂e

% Reduction

26.6%

Reduction

5.3% YoY

kgCO₂e per employee

227



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How much is that?

A saving of: 407,616 kgCO₂e

A **73% reduction in total emissions since 2019!**

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HIGH
EMISSIONS

LOW
EMISSIONS

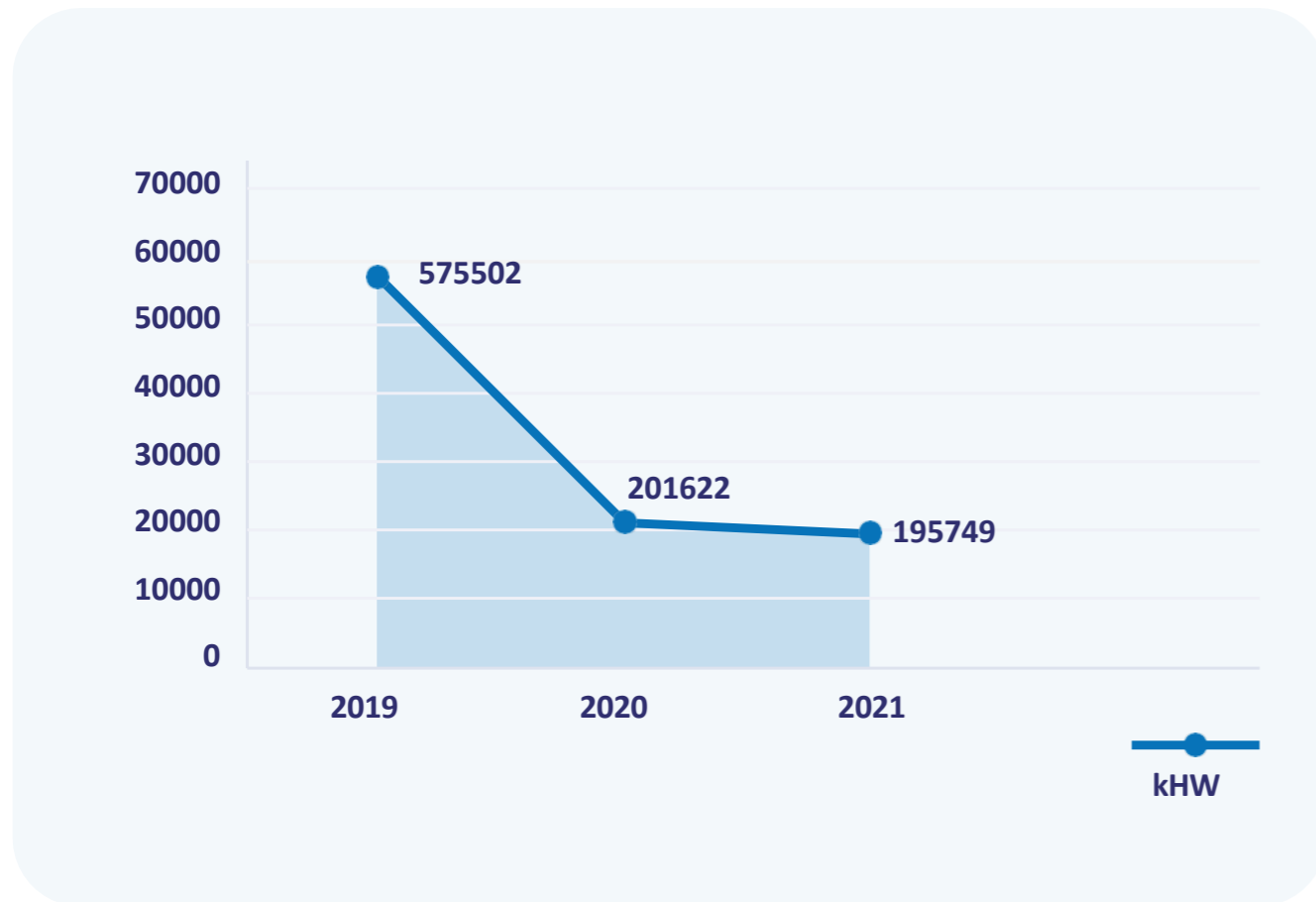
CO₂

“Our **energy saving** equates to the carbon sequestered by **6740 tree seedlings** grown for **10 years.**”



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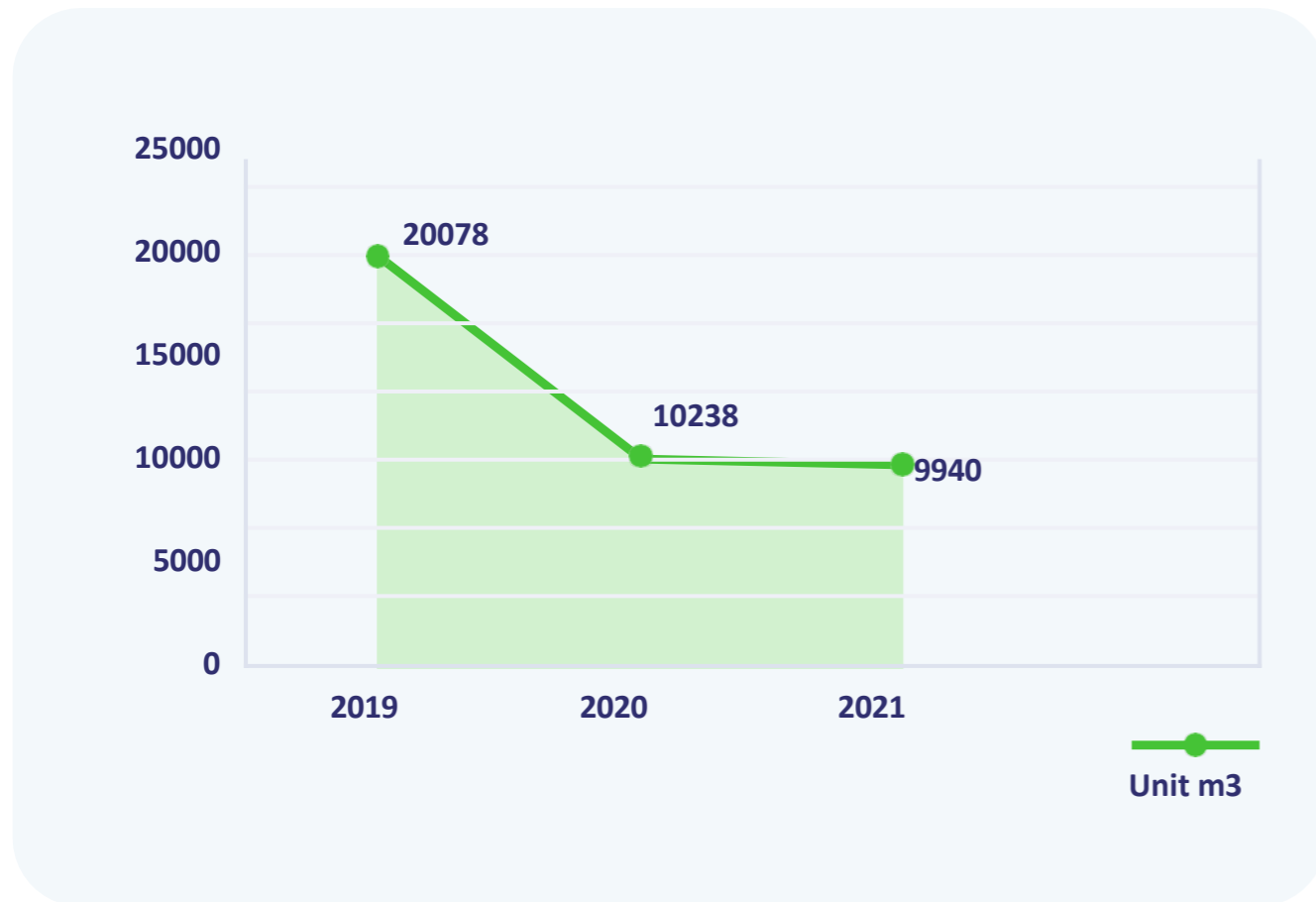
Electricity Usage



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Natural Gas Usage



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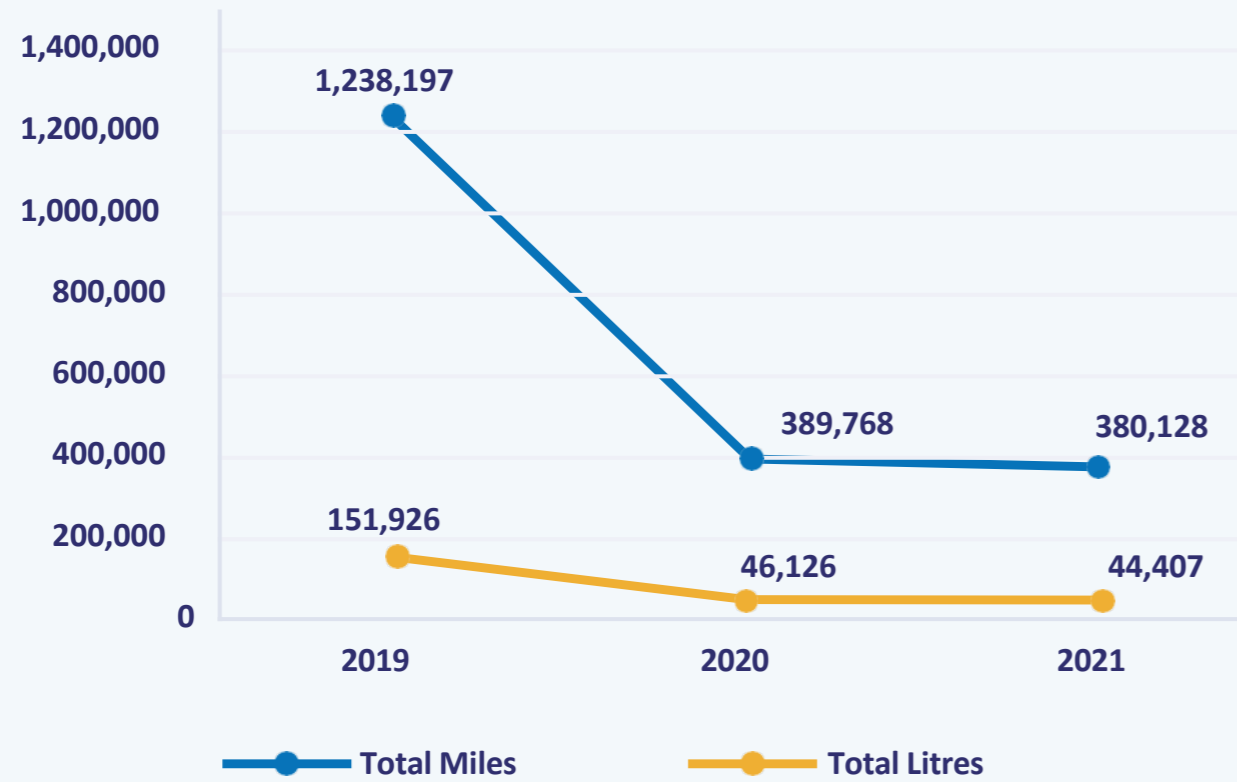
“We have **reduced**
our electricity usage by
379,753kw/h
since 2019.

That is the **equivalent** of
an **average** UK
household’s **energy**
usage for **102 years”**.

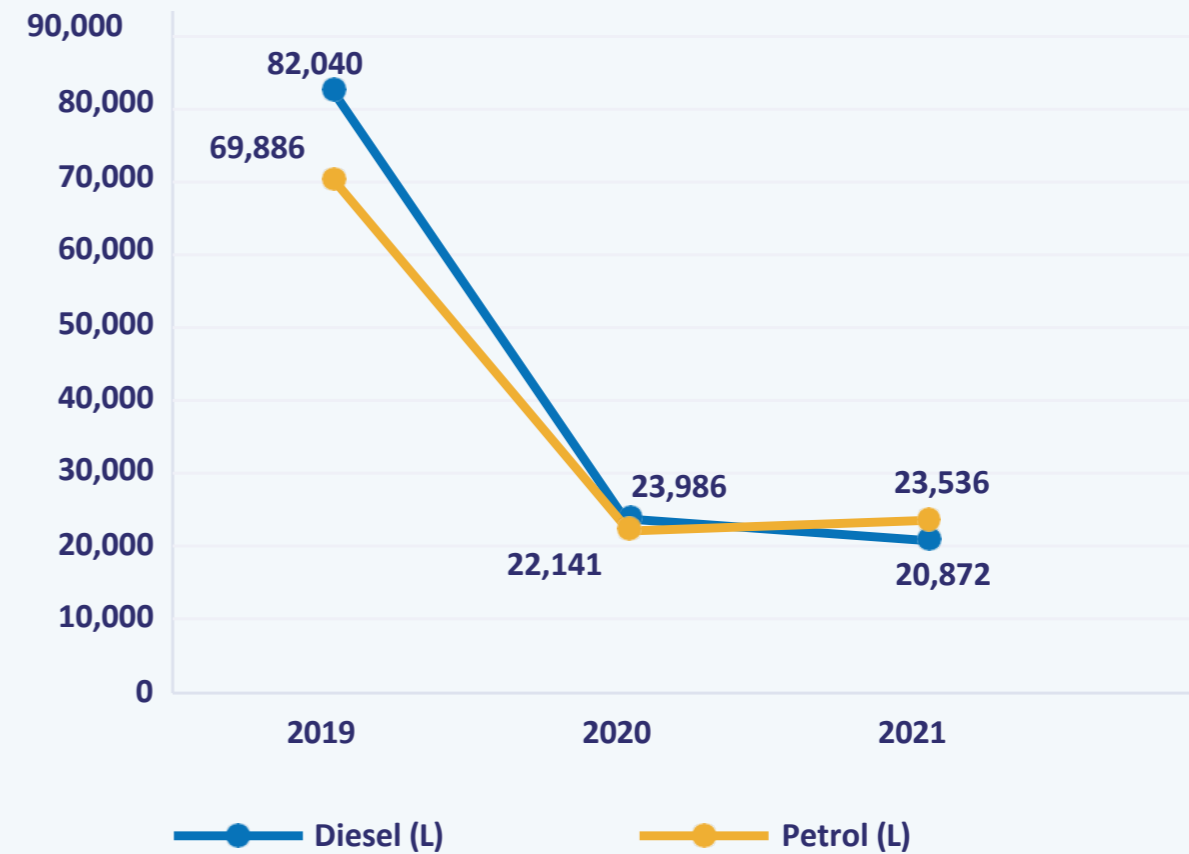
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Distance and Fuel

Mileage



Fuel Type



*calculations were made by the carbon trust www.carbontrust.org & www.epa.gov

We have **reduced**
our mileage by
858,069 miles.

The **equivalent** of
34.5 trips
around the world.



*calculations were made by the carbon trust www.carbontrust.org & www.epa.gov

Social values:

Operating responsibly is about doing the right thing for society and the environment.

It is also the right thing to do.



Our Promise: **We will do the right thing!**

“PAM Group will remain fully committed to helping its clients, colleagues and local communities **live better, healthier and happier lives**”.



Our Commitment to Do the Right Thing

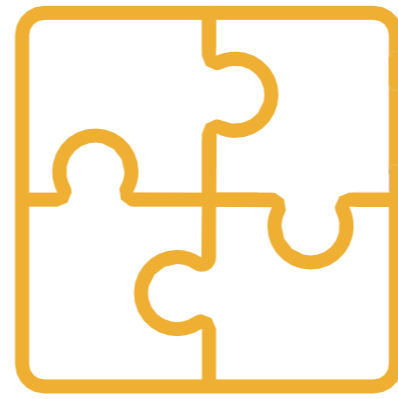
Our social value plan and commitment to society prioritises our actions through **5 key areas**:



**Operating
Responsibly**



**Creating
Jobs**



**Being
Inclusive**



**Sustainability and
Environmental**



Wellbeing



Carbon management

PAM is committed to fulfilling its share of the global responsibility to keep temperature rise below 2 degrees and will continue to reduce its impact on air, land and water.



We will remain transparent

PAM will be transparent about our environmental and social impact. We will report on greenhouse gas emissions, waste and water usage, and the social and economic impact on communities.



We will be a good neighbour

Through open dialogue with local groups and businesses in the community, PAM will forge partnerships with local suppliers, community groups and educational settings. We will work to create jobs, provide voluntary hours, procure goods locally and provide health education.



We will drive economic strength & innovation

PAM will ensure sustainable profitability through the effective management of all processes. We are committed to complying with ISO45001, ISO9001, ISO14001, NHVAS accreditation supported by a continuous improvement culture and will ensure that all colleagues and suppliers through training and management support are helped to comply with these commitments.



Getting in touch

01925 227 000

General Enquiries:

info@pamgroup.co.uk

PAM Group Head Office Address:

Holly House, 73-75 Sankey Street,

Warrington WA1 1SL

