

NJC Climate Action Plan 2026-2029

Document control

Version	Effective date	Author	Approver	Description of change(s)	Next review date
1.0	02/06/26	Antonia Renang	Kieran Soar (on behalf of the NJC Executive Team)	Initial creation	02/06/29

Introduction

Climate change presents one of the greatest environmental, social and economic challenges of our time. As a leading provider of cleaning and support services across the UK, NJC recognises its responsibility to reduce greenhouse gas (GHG) emissions within its own operations, influence positive change throughout its value chain, and support clients in achieving their own sustainability ambitions.

This Climate Action Plan sets out NJC's commitment, targets and actions to support the global ambition of limiting global warming to 1.5°C above pre-industrial levels in line with the Paris Agreement.

The plan forms part of NJC's wider Environmental, Social and Governance (ESG) strategy and supports the United Nations Sustainable Development Goals (SDGs), NJC's ISO 14001 Environmental Management System, our Neutral Carbon Zone Gold Certification and Net Zero commitment.

This plan applies to all NJC operations within the scope of certification and has been approved by the Executive Team.

Our climate commitment

NJC supports the global ambition to limit global warming to 1.5°C and is committed to achieving Net Zero greenhouse gas emissions by 2030.

We recognise that climate action requires meaningful reductions in emissions across our operations and value chain, alongside collaboration with employees, clients, suppliers, industry partners and communities.

Our approach is guided by five principles:

- 1) Measure and understand our impact.
- 2) Reduce emissions at source wherever possible.
- 3) Embed sustainability into operational decision-making.
- 4) Work collaboratively with stakeholders to accelerate change.

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5) Transparently report progress and continuously improve.

Our emissions baseline

In 2024-25, NJC completed its first full Scope 1, Scope 2 and Scope 3 carbon footprint assessment in accordance with ISO 14064-1:2018 through Neutral Carbon Zone Gold Certification. The assessment established a baseline footprint of 1,000.86 tonnes CO₂e.

2024-25 emissions baseline

Emissions source	tCO ₂ e
Scope 1	42.55
Scope 2	2.35
Business travel	43.32
Employee commuting and homeworking	387.02
Purchased goods and services	418.51
Waste	2.56
Water	0.08
Well-to-Tank emissions	104.48
Total	1,000.86

The assessment identified the largest emissions sources as:

- Purchased Goods and Services (41.81%)
- Employee Commuting and Homeworking (38.67%)
- Well-to-Tank emissions (10.44%)

These categories will be prioritised within NJC's decarbonisation programme.

Climate targets

Net Zero target

NJC is committed to achieving Net Zero greenhouse gas emissions across Scope 1, Scope 2 and material Scope 3 emissions by 2030.

Science-aligned reduction target

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Using the 2024–25 baseline as the reference year, NJC will reduce total organisational greenhouse gas emissions by at least 90% by 2030, reducing emissions from 1,000.86 tCO₂e to approximately 100.1 tCO₂e.

Supporting targets

By 2030 NJC will:

- Reduce Scope 1 and Scope 2 emissions by at least 95%.
- Transition company-owned vehicles to electric or lower-emission alternatives wherever operationally viable.
- Maintain 100% renewable electricity procurement across directly controlled premises.
- Expand COSHH-free cleaning solutions across client sites and operations.
- Engage suppliers representing at least 80% of procurement-related emissions in carbon reduction initiatives.
- Deliver annual climate awareness training to all employees.
- Measure and publicly report Scope 1, Scope 2 and material Scope 3 emissions annually.
- Embed climate considerations into procurement, operational planning and investment decisions.

Progress against these targets will be reviewed annually by the Executive Team.

Strategic priorities

Priority 1: Decarbonising our operations

Although NJC's direct operational emissions represent a relatively small proportion of its overall footprint, reducing these emissions remains a priority.

Key actions include:

- Continuing the transition to electric and hybrid fleet vehicles.
- Optimising route planning and fleet utilisation.
- Maintaining renewable electricity procurement.
- Reviewing office energy consumption annually.
- Expanding energy-efficient lighting and smart controls.
- Continuing investment in digital systems that reduce unnecessary travel and paper consumption.

Priority 2: Reducing supply chain emissions

Purchased Goods and Services currently represent NJC's largest emissions source.

To address this impact NJC will:

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- Introduce supplier sustainability assessment and scoring.
- Incorporate environmental criteria into supplier selection and renewal processes.
- Prioritise suppliers demonstrating credible climate commitments and environmental certifications.
- Increase use of circular economy and closed-loop procurement models.
- Review product ranges to identify lower-carbon alternatives.
- Engage key suppliers in emissions measurement and reduction initiatives.

Priority 3: Delivering sustainable cleaning solutions

NJC believes cleaning services can contribute positively to climate action through innovation and operational efficiency.

Actions include:

- Maintaining the use of COSHH-free cleaning systems.
- Increasing deployment of low-energy equipment.
- Continuing to evaluate robotic cleaning technologies where they improve efficiency and reduce resource consumption.
- Supporting clients through sustainable cleaning methodologies and waste reduction initiatives.
- Reducing packaging and consumable waste through closed-loop systems and responsible procurement.

NJC's long-standing ambition remains to deliver chemical-free cleaning solutions wherever operationally feasible, building on commitments established within previous sustainability strategies.

Priority 4: Sustainable travel and commuting

Employee commuting and homeworking currently account for more than one-third of NJC's emissions footprint.

To reduce these impacts NJC will:

- Improve annual commuting data collection and analysis.
- Promote public transport, cycling, walking and car-sharing.
- Encourage local recruitment where appropriate.
- Continue flexible and hybrid working arrangements where operationally suitable.
- Implement a sustainable travel hierarchy for business journeys.
- Prioritise virtual meetings where practical.

Priority 5: Waste, water and resource efficiency

NJC will continue reducing resource consumption through:

- Waste minimisation initiatives.
- Closed-loop recycling programmes.

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- Sustainable procurement standards.
- Water efficiency measures.
- Expansion of circular economy principles across operations and supply chains.
- Collaboration with clients to improve waste segregation and recycling performance.

Supporting nature and biodiversity

NJC recognises that climate action must not focus solely on carbon reduction.

All climate-related initiatives will consider potential impacts on:

- Biodiversity and habitats.
- Water resources.
- Air quality.
- Resource use.
- Communities.
- Employee wellbeing.

The company will continue to support environmental initiatives that contribute to broader ecosystem protection and resilience, recognising the interconnection between climate change, biodiversity loss and social outcomes.

Stakeholder engagement

Achieving meaningful climate action requires collaboration across NJC's value chain.

Employees

NJC will:

- Provide annual sustainability and climate training.
- Encourage employee participation in environmental initiatives.
- Promote sustainable travel behaviours.
- Gather employee feedback on environmental priorities.

Clients

NJC will:

- Support clients in reducing emissions associated with cleaning and support services.
- Share environmental performance data where appropriate.
- Promote sustainable service innovations and best practice.

Suppliers

NJC will:

- Engage strategic suppliers on emissions reduction opportunities.

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- Encourage environmental reporting and transparency.
- Collaborate on sustainable procurement initiatives.

Industry and communities

NJC will:

- Participate in relevant sustainability initiatives and industry forums.
- Share knowledge and best practice across the sector.
- Support environmental and community programmes aligned with its ESG objectives.

Resources and implementation

Responsibility for implementation of this Climate Action Plan sits with the Executive Team, supported by operational management, procurement, People and Culture, HSEQ and finance functions.

Resources allocated to implementation include:

- Annual carbon footprint measurement and reporting.
- Sustainability training through the NJC Academy.
- Investment in low-carbon technologies and fleet transition.
- Supplier engagement and procurement improvement programmes.
- Environmental management systems and reporting platforms.
- ESG governance and performance monitoring.

Climate objectives will be integrated into annual business planning, operational reviews and management reporting processes.

Governance and accountability

The Executive Team is accountable for delivery of this Climate Action Plan and oversight of NJC's climate performance.

Responsibilities include:

- Reviewing annual emissions data.
- Monitoring progress against targets.
- Approving climate-related objectives and investments.
- Reviewing climate-related risks and opportunities.
- Ensuring transparency and accountability through public reporting.

Progress will be reported through NJC's sustainability reporting and ESG disclosures.

Residual emissions and carbon removals

NJC's primary strategy is to reduce emissions at source.

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Where residual emissions remain after all reasonable reduction measures have been implemented, NJC may support high-quality carbon removal and climate mitigation projects as part of its Net Zero pathway. Any such measures will complement, not replace, direct emissions reductions.

Projects will be selected using recognised quality standards and will seek to deliver positive environmental and social outcomes alongside carbon benefits.

Monitoring and review

NJC will review progress against this Climate Action Plan annually.

The plan will be formally updated at least every 36 months, or sooner where there are significant changes to operations, climate risks, legislation or strategic priorities.

Annual emissions reporting will be used to evaluate progress, identify improvement opportunities and maintain accountability to stakeholders.

Board member name:

Date:

Signature:

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