SUSTAINABILITY REPORT

APRIL 2025

active.
WORKPLACE GROUP

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EXECUTIVE SUMMARY

An assessment of the carbon footprint associated with Active Workplace Group's business activities for the 2023/2024 year was undertaken to identify the environmental impact of their operations and to serve as a planning tool for managing and reducing their carbon emissions.

The carbon footprint report covers the period of 1st June 2023 to 31st May 2024 and includes Scope 1 (direct emissions associated with refrigerants and fleet vehicles), Scope 2 (indirect emissions associated with purchased electricity), and Scope 3 (water use, waste from AWG and clients, business travel, homeworking, commuting, and purchased goods and services, transmission and distribution and WTT) emissions.

Emissions were calculated following the Greenhouse Gas Protocol guidelines (GHG Protocol).

Approach

The operational control approach was used to calculate emissions. This means we have identified, calculated and reported on emissions based on activities for which the business has operational control. We have measured all relevant Scope 1 (direct emissions), Scope 2 (indirect emissions), and Scope 3 emissions (other indirect emissions)

This year's report will form the baseline for future carbon reporting.

Angela Love, Head of Sustainability

CARBON REPORTING

What is a Carbon Footprint

A carbon footprint is the total greenhouse gas (GHG) emissions caused by an individual, event, organization, service, place or product, expressed as carbon dioxide equivalent (CO2e). Greenhouse gases, including the carbon-containing gases carbon dioxide and methane, can be emitted through the burning of fossil fuels, land clearance and the production and consumption of food, manufactured goods, materials, wood, roads, buildings, transportation and other services. Anything that creates greenhouse gases can be included in your total carbon footprint.

Why is it important

Measuring and managing your carbon emissions will enable you to anticipate and timely manage the impact and risks of your business operations and take a progressive leadership position on climate issues. It will also help you to focus on the development of innovative solutions and new opportunities to transition to a low carbon economy.

Below are the highlights from Active's annual report a full breakdown of all categories in all scopes is available in the Appendices.

DATA COLLECTION

Scope 1:

• The calculations of Scope 1 emissions were based on the actual volumes of refrigerants.

• Fleet vehicle emissions were calculated using the actual volume of petrol and diesel used.

Scope 2:

• The calculations of Scope 2 emissions were based on actual usage data. Estimates and extrapolations were made where there were gaps in the data provided.

• All electricity usage was renewable on tariff from Positiv Energy, therefore market-based emissions were 0.

Scope 3:

• The calculations of Scope 3 emissions associated with purchased goods and services were based on total spend data on chosen categories from Profit and Loss accounts.

• The calculations of water consumption and water waste were based on actual usage data through the provider portal at Castle Water.

• The emissions calculations associated with business travel in employee-owned vehicles were based on employee mileage claims.

• Homeworking and commuting were calculated based on data from an employee survey, using amount of commuting/homeworking days, distance of commute and mode of transport.

• Public transport emissions were extrapolated using spend data and average ticket price per km for the various modes of transport.

Conversion factors

• Unless stated otherwise, the emission conversion factors used for the calculations were sourced from the Department for Environment, Food & Rural Affairs.

• If a market-based conversion factor for electricity were needed, it would have been sourced from the Association of Issuing Bodied (AIB).

• The conversion factors used for the calculations of emissions associated with purchased goods and services was sourced from the Department for Environment, Food & Rural Affairs (DEFRA).

REPORT TOTALS

GHG Emissions Totals by Scope for 2023-24

SCOPE	Energy Source	Units	From 01/06/2023 - 31/05/2024	
			Tonnes CO2e	% of Total Emissions Location based
Scope 1	Refrigerant	kg	18.36	8%
Scope 1	Fleet vehicles	Litres of fuel	25.76	41%
SCOPE 1 TOTAL			**44.11**	**2%**
Scope 2 - Location based	Electricity - Location Based	kWh	5.37	2%
SCOPE 2 Total			**5.37**	**0%**
Scope 3	Water use - Consumption	Litres	0.36	0.014%
Scope 3	Water use - Treatment	Litres	0.49	0.019%
Scope 3	Transmission and distribution	kWh	7.99	0.314%
Scope 3	Waste - Active Waste	Tonnes	14.90	0.586%
Scope 3	Waste - Client's Waste	Tonnes	0.67	0.026%
Scope 3	Waste - Secure Shredding	Tonnes	0.03	0.001%
Scope 3	Waste - WEEE	Tonnes	0.07	0.003%
	Purchased Goods & Services	£	2436.13	95.810%
Scope 3	Business travel - Private vehicles	Miles	22.43	0.882%
Scope 3	Business travel - Rail travel	km	1.68	0.066%
SCOPE 3 TOTAL			**2542.65**	**98%**
TOTAL			**2592.14**	**1.00**

GHG Emissions Totals excluding Procurement 2023-24

Pie chart:
- SCOPE 3 excl. Purchased Goods 50%
- SCOPE 1 45%
- SCOPE 2 5%

Split including Procurement

Scope 1 – 1.702%
Scope 2 – 0.207%
Scope 3 – 98%
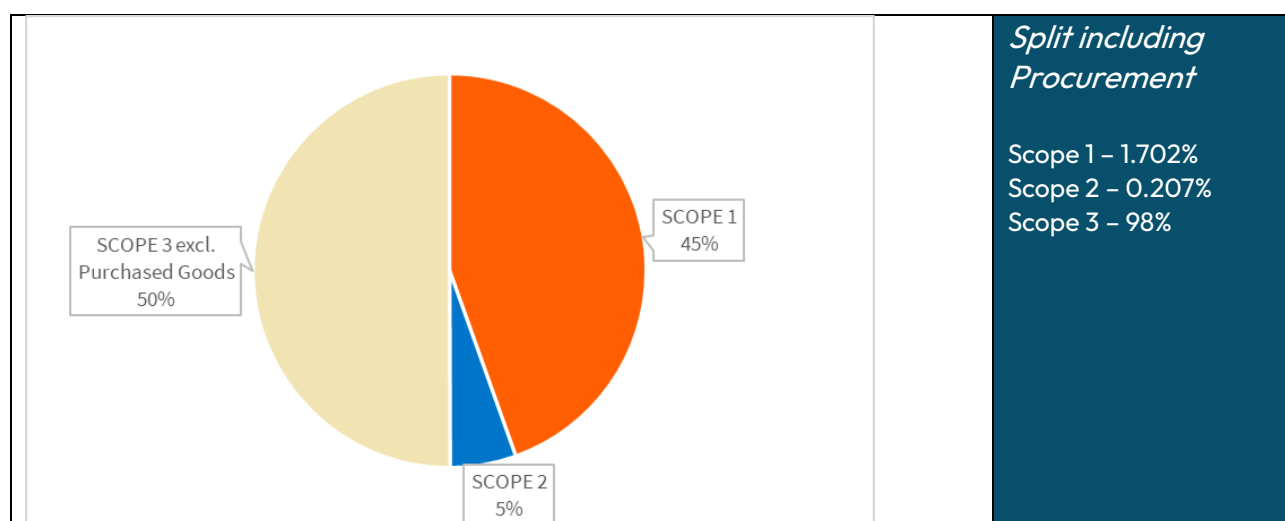
Breakdown excluding Procurement 2023-24

- Waste - WEEE, 0.003%
- Waste - Secure Shredding, 0.001%
- Waste - Client's Waste, 0.026%
- Waste - Active Waste, 0.586%
- Transmission and distribution, 0.314%
- Water use - Consumption, 0.014%
- Business travel - Private vehicles, 0.882%
- Business travel - Rail travel, 0.066%
- Refrigerant, 8%
- Electricity - Location Based, 2%
- Water use - Treatment, 0.019%
- Fleet vehicles, 41%

SCOPE 1 Ratios

- Refrigerant 29%
- Fleet vehicles 71%
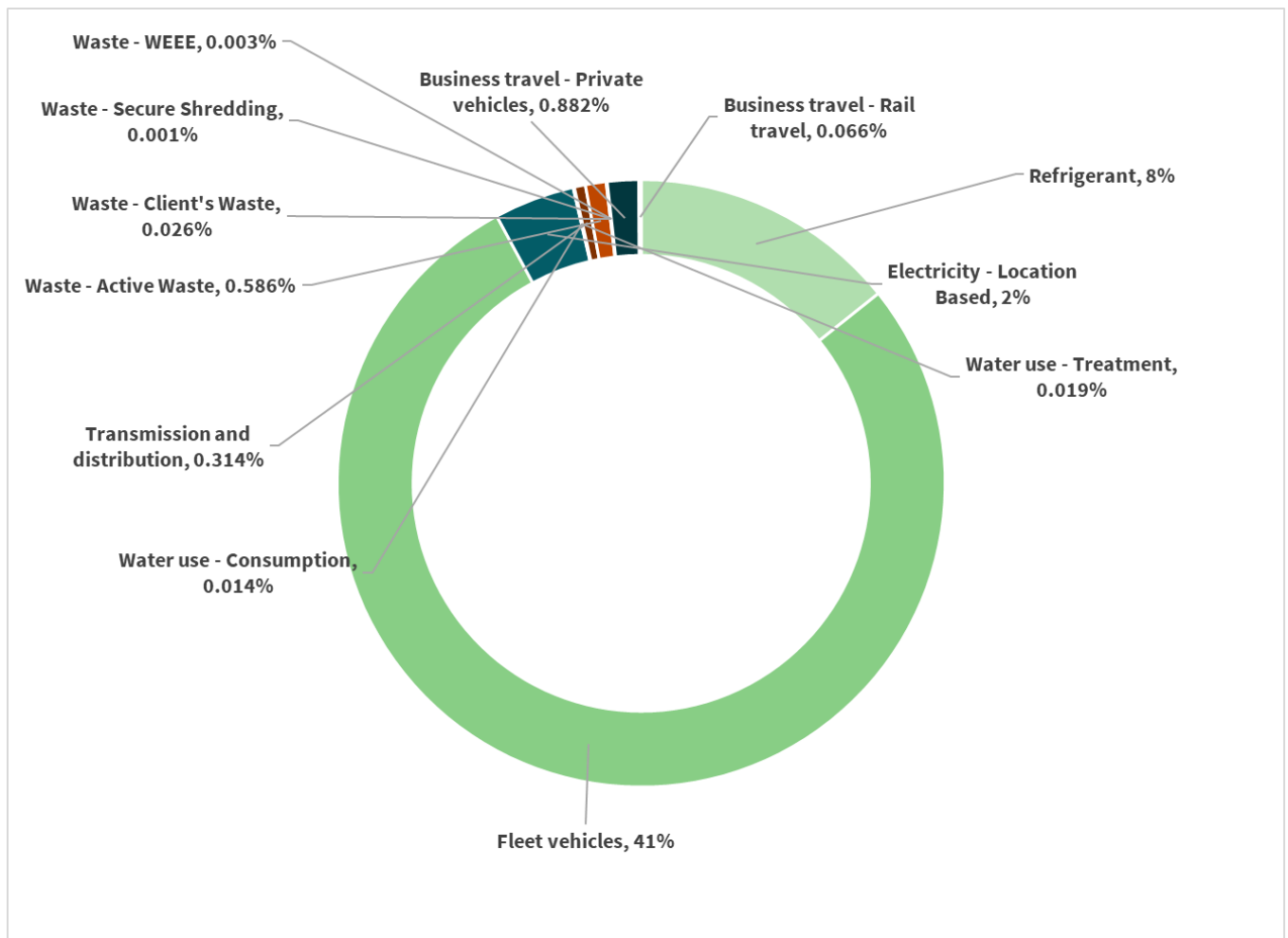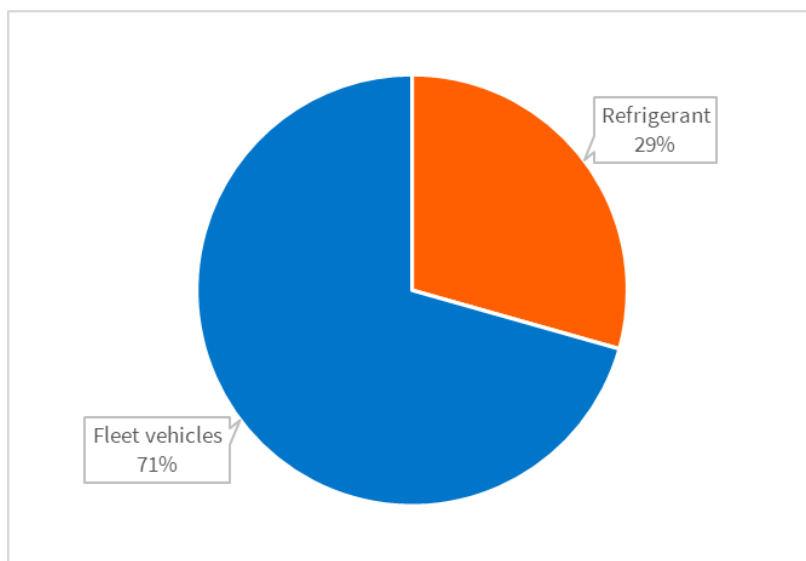
SCOPE 2 Benchmarking

Total energy use, office + warehouse (kWh)	25,948.70
Office floor area (ft2)	2000
Office floor area (m2)	185.81
Warehouse floor area (ft2)	8000
Warehouse floor area (m2)	743.22
Typical warehouse energy consumption (kWh/m2/year)	6.1
Estimated annual warehouse energy consumption (kWh)	4,533.67
Estimated annual office energy consumption (kWh)	21,415.03
Office energy intensity (kWh/m2)	115.25
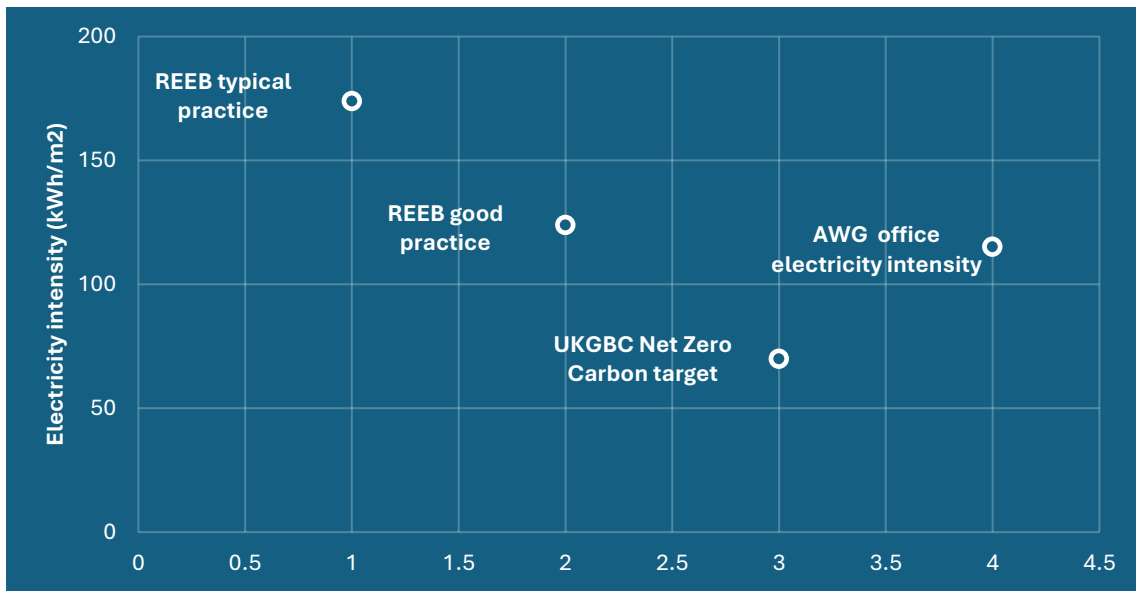
ANNUAL COMPARISONS

Table of Measures

		21-22	23-24
Scope 1	Refrigerant	17.64	18.36
	Fleet Vehicles		44.11
Scope 2	Electricity	5.31	5.37
Scope 3	Water use - Consumption & Treatment		0.86
	Transmission and distribution	0.49	0.47
	WTT Electric	1.39	1.20
	WTT Petrol & Diesel		6.32
	Active Waste Total	19.24	14.90
	Waste - Secure Shredding	0.03	0.03
	Waste - WEEE	0.09	0.07
	Business travel - Private vehicles used for business	25.33	22.43
	Public Transport	0.83	2.13
	Commuting		48.04
	Purchased goods & services	1902.44	2436.13

Total Active Waste

19.24 — 21-22

14.90 — 23-24
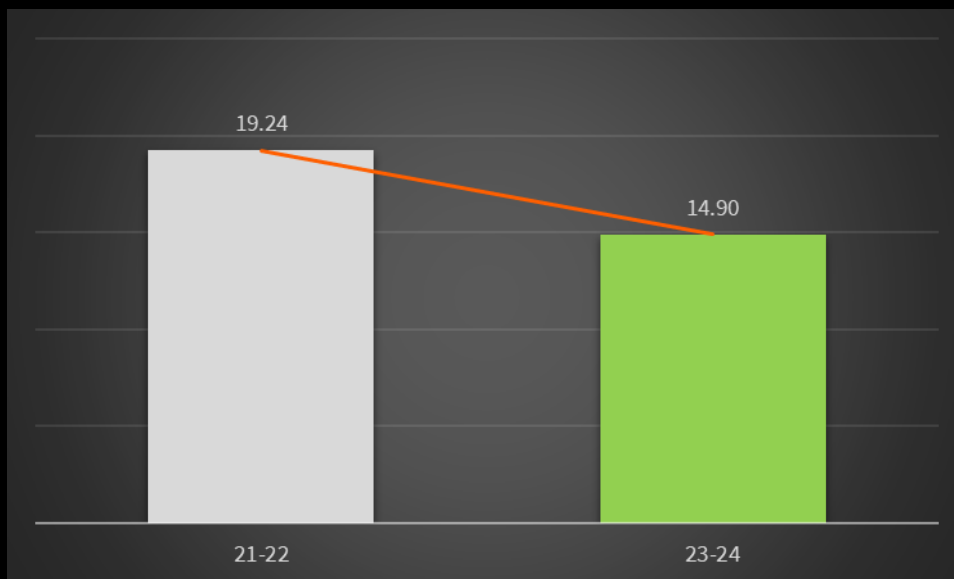
Electricity Consumption per Employee

0.17	0.14
21-22	23-24
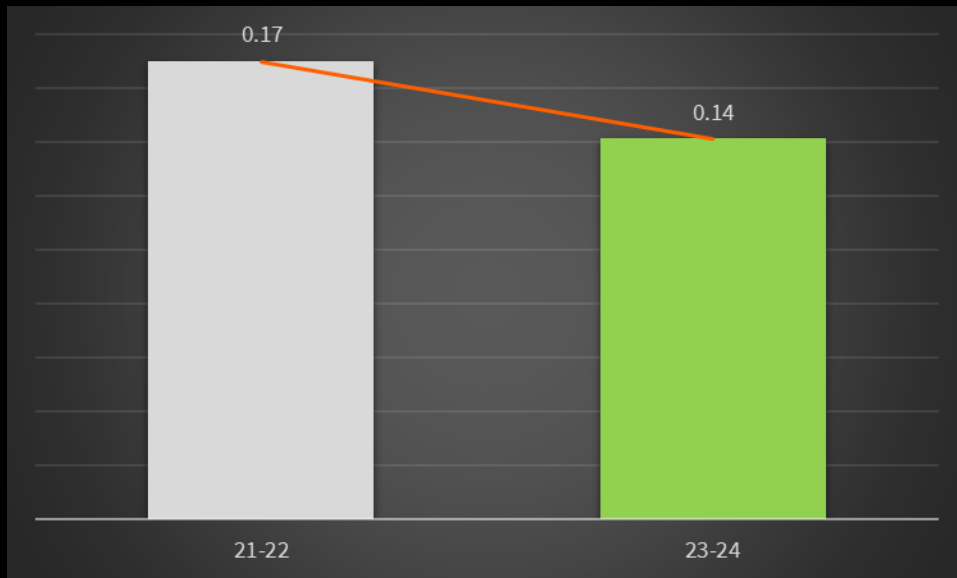
Procurement per Employee

	64.11
63.41	
21-22	23-24

CO2e KG per Revenue

0.324775218

0.276557862

21-22

23-24
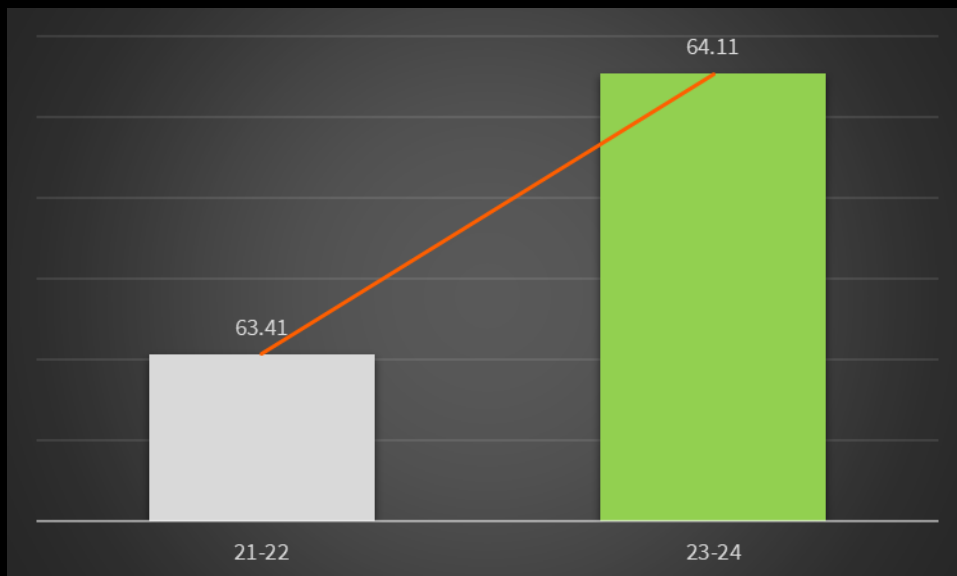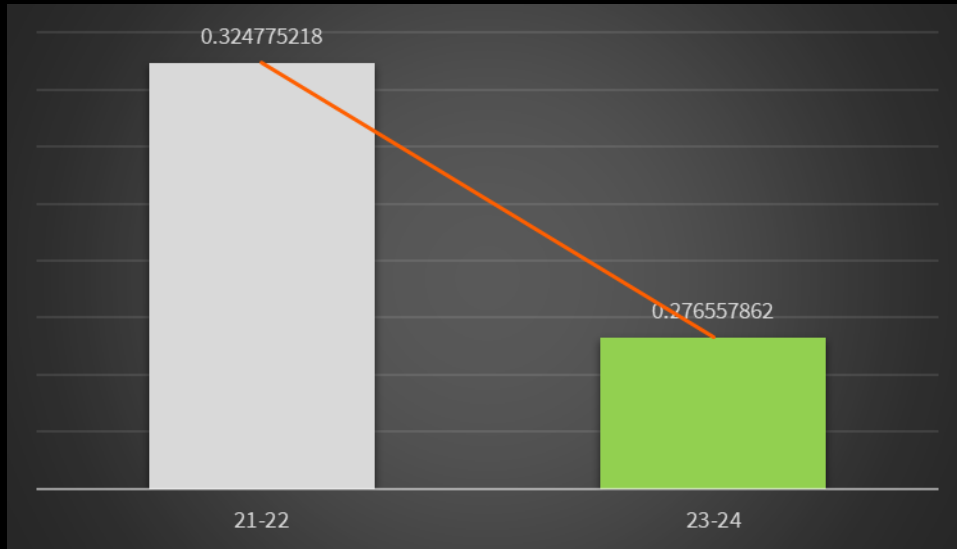
CARBON REDUCTION TARGETS

Below are Active Workplace Group's emission targets for Scope 1,2 & 3 leading up to our Unlocking Potential target of NetZero by 2030. Alongside these are Active's sustainability targets that are outside GHG reporting – these include our three pillars of sustainability in people, places and partnerships as specified in our Sustainability Strategy – Unlocking Potential. These targets and our performance[1] are reviewed annually after the publication of our GHG Report.

Scope 1 Emissions Targets

Target 1-1: **Reduce Fleet Vehicle Emissions Year on Year.**

Target 1-2: **Introduce Hybrid Vehicles into fleet for new vehicle purchases.**

Reporting Year	Fleet Vehicle Emissions Tonnes Co2e TARGET	Fleet Vehicle Emissions Tonnes Co2e ACTUAL	Hybrid/EV Vehicles in Fleet Target
21-22	N/A	N/A	0
23-24	35	25.757	0
24-25	22	24	2
2030	10	10	5

Scope 2 Emissions Targets

Target 2-1: **Achieve REEB Net Zero Carbon Target[2] for Electricity Intensity by 2030.**

Target 2-2: **Maintain A Rating for Energy Performance Certification.**

Target 2-3: **Report below REEB Best Practice Electricity Intensity[3].**

Target 2-4: **Report Falling Electricity usage emissions per employee.**

Target 2-5: **Renewable Energy Use –100% Renewable Tariff**

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[1] Note our KPI Reporting Base Line Year is set at 23-24.

[2] (70KWh/M2) in 2024-2025

[3] (124KWh/M2) in 2024-25

	ACTUAL 2-2 EPC Rating	TARGET 2-1 / 2-3 Electricity Intensity Kwh/m2	ACTUAL Electricity Intensity Kwh/m2	TARGET Electricity Tonnes CO2e per employee	ACTUAL Electricity Tonnes CO2e per employee
2021-22	B	n/a	123	n/a	5.307/30 0.177
2023-24	A	120	115	0.15	5.373/38 0.141
2024-25	A	110		0.10	
2030	A	70		0.09	

Scope 3 Emissions Targets

Target 2-1: **Reduce Active Waste KG % £Turnover YOY**

Target 3-2: **Reduce Client Waste KG % £Turnover YOY**

Reporting Year	Active Waste KG/Turnover TARGET	Active Waste KG %Turnover ACTUAL	Client Waste KG %Turnover TARGET	Client Waste KG/Turnover ACTUAL
21-22	n/a	n/a	n/a	n/a
23-24	n/a	.308%	n/a	3.3%
24-25	.28%		3.1%	
2030	.17%		2.2%	

Target 3-3: **Commit all 3rd Parties to Sustainable Suppliers Programme**

Reporting Year	Supply Chain Onboarded TARGET	Supply Chain Onboarded ACTUAL
21-22	n/a	0
23-24	90%	87%
24-25	95%	
2030	100%	

Target 3-4: **Reduce Total Scope 3 Emissions Tonnes CO2e per Revenue**

Reporting Year	Scope 3 Total KG/Turnover TARGET	Scope 3 Total KG %Turnover ACTUAL
21-22	n/a	0.325
23-24	0.290	0.277
24-25	0.250	
2030	0.15	

ADDITIONAL SUSTAINABILITY TARGETS

Health, Safety and Wellbeing

Ensure that all employees and suppliers feel that their health, safety and wellbeing is prioritised and supported.

TARGET: All new employees must be onboarded with Health & Safety training as necessary to perform their duties. Retraining and updated training to be completed when required.

TARGET: Health and Safety Officer (HSO) to oversee the delivery of every project and report to the construction team. Weekly audits to ensure smooth site operations.

TARGET: • Detailed RAMS (Risk Assessment & Method Statements) to be applied to every client-side project.

TARGET: All external suppliers working on client site are obliged to demonstrate an appropriate Health & Safety policy as a mandatory part of onboarding.

TARGET: Mental Health First Aiders to be available for confidential support and assistance. No employees should have to approach a line manager to seek such support.

2023-24 RESULTS – Appendix Training Matrix

Diversity & Inclusion

Ensure that Active Workplace Group provides an inclusive workplace for all employees.

TARGET: HR outsourcing tasked with removing bias from recruitment processes. •

TARGET: Diversity, Equality and Inclusion policy to form part of all Active onboarding agreements for both employees and suppliers.

TARGET: Maintain female representation greater than a third of all employees and towards parity by 2030.

2023-24 RESULTS

2024 figures for female representation 41.7% - Appendix Organogram

Careers & Development

TARGET: Enable all employees to develop skills and embed sustainability into their roles and responsibilities.

TARGET: Develop a structured apprenticeship and internship programme to improve access to the profession.

2023-24 RESULTS

- Active has now a dedicated resource for Sustainability in-house.
- Human Focus Training for Environmental Awareness in Offices completed by Sustainability Team Administrator.
- Four new apprenticeships appointed from local area.
- Two apprentices completed course and appointed into permanent roles.
- One apprentice completed course and now pursuing alternative career.
- Additional training provided for employees including courses on: Health & Safety, AI use & sustainable design
- Investors in People ahieved a Silver Award in recent assessment.

Community Relations & Social Impact

Continue to develop a social impact strategy that has a positive impact on local communities

2023-24 RESULTS

- Free storage facilities for ChemoBags Charity in warehouse continues.
- Monthly donations to Woodley Foodbank.
- Active has donated recycled furniture, printers and other electronic equipment to local charities in need including Business2Schools.
- Active mandates 2 days a year for employees to donate their time to a local charity or sustainable initiative of their choiceAS-5: Business Ethics & Transparency
- Silver Award for Corporate Social Responsibility at the London Chamber of Commerce SME Business Awards

Appendix

Scope 1 Totals

Carbon Emissions Source	Month	Unit of Invoice	Actual Volume Usedb KG	Conversion Factor Code	Conversion Factor	kg CO2e	Tonnes CO2e
Refrigerant	Jun 23 - May 24	kg	8.45	Refrigerant - R410A	1924	16257.8	16.2578
		kg	3.1	HFC-32	677	2098.7	2.0987
TOTAL						18356.5	18.3565

Carbon emissions source	Start date	Actual Volume Used	Unit	Fuel type	Conversion Factor (kg CO2e)	kg CO2e	Tonnes CO2e
Fleet vehicles	Jun 23 - May 24	9752	Litres	Diesel	2.51279	24504.72808	24.5047281
		601	Litres	Petrol	2.0844	1252.7244	1.2527244
TOTAL						25757.45248	25.7574525

TOTAL SCOPE 1	44.11395248
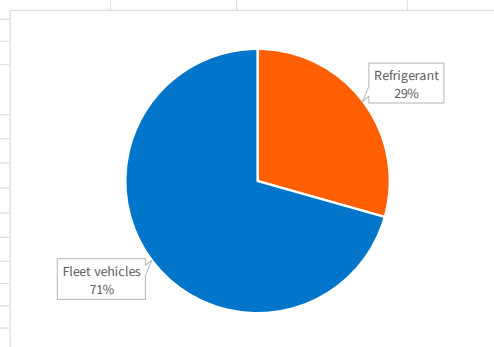
Summary

Source of carbon	Tonnes of CO2e
Refrigerant	18.4
Fleet vehicles	44.1

Refrigerant 29%

Fleet vehicles 71%

Scope 2 Totals

Carbon Emissions Source	Month	Invoice Start Date	Invoice End date	Unit of Invoice	Actual Volume Used*	Estimated Volume Used	Location Based Conversion Factor (kg CO2e per kWh)	Market Based Conversion Factor** (kg CO2e per kWh)	kg CO2e Location Based	kg CO2e Market Based	Location Based Tonnes CO2e	Market Based Tonnes CO2e
Electricity	Jun-23			kWh		2,298	0.20705	0	475.8009	0	0.48	0.00
	Jul-23			kWh		1,821	0.20705	0	377.03805	0	0.38	0.00
	Aug-23			kWh		1,875	0.20705	0	388.21875	0	0.39	0.00
	Sep-23			kWh		1,754	0.20705	0	363.1657	0	0.36	0.00
	Oct-23			kWh		1,935	0.20705	0	400.64175	0	0.40	0.00
	Nov-23			kWh		2,123	0.20705	0	439.56715	0	0.44	0.00
	Dec-23			kWh		2,448	0.20705	0	506.8584	0	0.51	0.00
	Jan-24			kWh		2,563	0.20705	0	530.66915	0	0.53	0.00
	Feb-24			kWh		2718.7	0.20705	0	562.906835	0	0.56	0.00
	Mar-24			kWh		2,643	0.20705	0	547.23315	0	0.55	0.00
	Apr-24			kWh		2,117	0.20705	0	438.32485	0	0.44	0.00
	May-24			kWh		1,653	0.20705	0	342.25365	0	0.34	0.00
TOTAL SCOPE 2						25,948.70			5,372.68		5.37	0.00

Scope 3 Totals

Carbon Emissions Source	Month	Unit of Invoice	Actual Volume Used	Estimated Volume Used	Conversion Factor	kg CO2e	Tonnes CO2e
Water use - Consumption	Jun-23	Cubic Metres	181.75	0	0.15311	27.828	0.028
	Jul-23	Cubic Metres	181.75	0	0.15311	27.828	0.028
	Aug-23	Cubic Metres	181.75	0	0.15311	27.828	0.028
	Sep-23	Cubic Metres	941	0	0.15311	144.077	0.144
	Oct-23	Cubic Metres	154	0	0.15311	23.579	0.024
	Nov-23	Cubic Metres	149	0	0.15311	22.813	0.023
	Dec-23	Cubic Metres	154	0	0.15311	23.579	0.024
	Jan-24	Cubic Metres	154	0	0.15311	23.579	0.024
	Feb-24	Cubic Metres	144	0	0.15311	22.048	0.022
	Mar-24	Cubic Metres	-425	0	0.15311	-65.072	-0.065
	Apr-24	Cubic Metres	728	0	0.15311	111.464	0.111
	May-24	Cubic Metres	-166	0	0.15311	-25.416	-0.025
TOTAL						364.134	0.364

Carbon Emissions Source	Date	Unit of Invoice	Actual Volume Used	Estimated Volume Used	Conversion Factor	kg CO2e	Tonnes CO2e
Water use - Water treatment	Jun-23	Cubic Metres	199.3166667	0	0.18574	37.021	0.037
	Jul-23	Cubic Metres	199.3166667	0	0.18574	37.021	0.037
	Aug-23	Cubic Metres	199.3166667	0	0.18574	37.021	0.037
	Sep-23	Cubic Metres	893.95	0	0.18574	166.042	0.166
	Oct-23	Cubic Metres	146.3	0	0.18574	27.174	0.027
	Nov-23	Cubic Metres	144.55	0	0.18574	26.849	0.027
	Dec-23	Cubic Metres	146.3	0	0.18574	27.174	0.027
	Jan-24	Cubic Metres	146.3	0	0.18574	27.174	0.027
	Feb-24	Cubic Metres	136.8	0	0.18574	25.409	0.025
	Mar-24	Cubic Metres	-403	0	0.18574	-74.853	-0.075
	Apr-24	Cubic Metres	691.6	0	0.18574	128.458	0.128
	May-24	Cubic Metres	157.7	0	0.18574	29.291	0.029
TOTAL						493.781	0.494

Fuel- and energy-related emissions not included in scope 1 or scope 2

Carbon Emissions Source	Date	Unit of Invoice	Actual Volume Used	Estimated Volume Used	Conversion Factor	kg CO2e	Tonnes CO2e
Transmission and distribution	Jun 23 - May 24	Total Annual kWh	25948.7	25948.7	0.0183	474.861	0.475
WTT Electric	Jun 23 - May 24	Total Annual kWh	25948.7	25948.7	0.0462	1,198.830	1.199
WTT Petrol	Jun 23 - May 24	Total Annual	601	601	0.61328	368.581	0.369
WTT Diesel	Jun 23 - May 24	Total Annual Litres	9752	9752	0.60986	5,947.355	5.947
TOTAL						7,989.627	7.990

Carbon Emissions Source	Invoice Start Date	Invoice End date	Unit of Invoice	Volume Used	Conversion Factor	kg CO2e	Tonnes CO2e
Active Waste - Paper & Cardboard	01/06/2023	31/05/2024	Tonnes	0.22	6.41061	1.410	0.001
Active Waste - General			Tonnes	28.63	520.3342	14,897.168	14.897
Client Waste - Construction & Demolition - Recycled			Tonnes	141.27	0.98485	139.130	0.139
Client Waste - Construction & Demolition - Landfill			Tonnes	25.06	1.23	30.824	0.031
Client Waste - Mixed Metals			Tonnes	100.13	0.98485	98.613	0.099
Client Waste - Mixtures of Concrete			Tonnes	16.79	0.98485	16.536	0.017
Client Waste - Plasterboard/Gypsum			Tonnes	4.6	6.41061	29.489	0.029
Client Waste - Tiles/Ceramics			Tonnes	1.76	0.98485	1.733	0.002
Client Waste - Furniture Recycled			Tonnes	1.1	6.41061	7.052	0.007
Client Waste - Furniture Landfill			Tonnes	0.28	925.24423	259.068	0.259
Client Waste - Glass			Tonnes	1.55	6.41061	9.936	0.010
Client Waste - Wood			Tonnes	1.02	6.41061	6.539	0.007
Client Waste - Mixed Waste Recycled			Tonnes	0.52	6.41061	3.334	0.003
Client Waste - Mixed Waste Landfill			Tonnes	0.13	520.3342	67.643	0.068
Waste - Secure Shredding			Tonnes	4.861	6.41061	31.162	0.031
Waste - WEEE			Tonnes	10.243	6.41061	65.664	0.066
TOTAL						15,665.301	15.665

Carbon emissions source	Start date	End date	Mileage	Unit	Driver's name	Car type	Fuel type	Car Size	Engine size	Conversion Factor (kg CO2e per mile)	kg CO2e	Tonnes CO2e
Business travel - Private vehicles used for business	01/06/2023	31/05/2024	2100	miles		Skoda Fabia vRS	Diesel	1.9	Medium	0.2705	568.050	0.568
			13785	miles		Ford	Diesel	2	Medium	0.2705	3,728.843	3.729
			2466	miles		Audi	Diesel	3	Large	0.2705	667.053	0.667
			2550	miles		Volks Wagen	Diesel	1.8	Medium	0.2705	689.775	0.690
			4743	miles		VW Golf	Diesel	2	Medium	0.2705	1,282.982	1.283
			12000	miles		BMW 5	Diesel	3	Large	0.33362	4,003.440	4.003
			8370	miles		Mazda	Diesel	2	Medium	0.2705	2,264.085	2.264
			20000	miles		BMW 320D	Diesel (Ulez)	2	Medium	0.2705	5,410.000	5.410
			1213	miles		Ford	Petrol	1.6	Medium	0.28526	346.020	0.346
			7618	miles		Mercedes-Benz	Petrol	1.6	Medium	0.28526	2,173.111	2.173
			3120	miles		VW Golf R	Petrol	2	Medium	0.28526	890.011	0.890
			1750	miles		Smart car (for 2)	Petrol	0.9	Small	0.23126	404.705	0.405
TOTAL											22,428.074	22.428

Organogram

Initials	Position	Gender
AL	Owner Director	Female
AM	Administrator	Female
AP	Owner Director	Male
AT	Engineer	Male
BM	Managing Director	Male
CT	Administrator	Female
CT	Owner Director	Male
DM	Accounts	Female
DM	Engineer	Male
DM	Sustainability	Female
DP	Head of Operations	Male
DR	Site Supervisor	Male
GK	Move Manager	Male
HH	Marcoms	Female
JA	IT	Male
JB	Business Development	Female
JS	Relationship Manager	Male
JT	Head of FM	Female
JV	Head of FM/Operations	Male
KH	Business Development	Female
KR	Site Admin	Male
MB	Accounts	Female
MB	Engineer	Male
NR	Site Supervisor	Male
OP	Team Lead	Female
OS	Administrator	Female
PD	Move Manager	Male
RS	Estimator	Male
SB	Finance Director	Male
SC	Accounts	Female
SC	Small Works Manager	Male
SG	Administrator	Female
SN	Helpdesk	Female
SV	Engineer	Male
TE	Operations Manager	Male
TV	IT	Male

Female: 15 Male: 23
Percentage Women: 41.70%

Training Matrix

Primary Job Dept	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39
Lead Generation (Director)	G																																						
Facilities assistant at Dolby	G				G											G	G		G			G	G							G						G			
Customer Relations (Director)	G																					G	G							G									
Building services engineer at dolby																						G	G							G									
Sales Director																						G	G																
Operations administrator	G						G												G			G	G							G								G	G
Operations (Director)																			G			G	G							G									
Multi Skilled Engineer	R																					G	G							G									
Head of operations (SMT)							G			G	G								G			G	G							G					G				
Site Supervisor							G															G	G																
Accounts assistant	R																																						
Move Manager																			G			G	G							G									
Marketing and design assistant	R						G															G	G																
Head of Workplace strategy and client relationships	R																		G			G	G							G									
Head of FM Services																			G			G	G																
FM Relationship Manager	R																		G			G	G																
Head of FM Operations																						G	G							G									
Business development executive																																							
Multi Skilled Mobile Engineer																																						R	
Active Works+ Project Manager	R																		G			G	G							G								R	
Accounts assistant																						G	G																
Fabric engineer																																						R	
Site Supervisor		G	G	G		G	G			G									G			G	G							G				G					
FM Team Lead																						G	G								G									
FM Business Administrator	G																					G	G															R	
Relocation Manager										G												G	G															R	
Pre-Construction Estimator																																							
Contractor Manager						G	G				O			G								G	G																
Assistant accountant																						G	G																
FM Helpdesk Administrator	G																					G	G																
Financial Director	G																					G	G															R	
Lead Engineer					G	G	G															G	G											G	G				
Active Works Project Manager	R																					G	G															R	
Helpdesk Lead	R						G															G	G															R	
Operations Manager	G						G															G	G															R	

Certified Qualification	
1	Workplace Health & Safety
2	Basic Fire Safety
3	Working at Height
4	COSHH
5	Fire Marshal
6	Asbestos Awareness
7	First Aid
8	Mental Health First Aider
9	Forklift Licence
10	Site Supervisor Safety Training (SSSTS)
11	Site Management Safety Training (SMSTS)
12	Diploma in Site Management (L4)
13	Construction Skills Certificate
14	CSCS
15	IOSH
16	NEBOSH
17	IWFM
18	PRINCE2
19	Manual Handling
20	Sandler Training (Sales)
21	EOS
22	Sustainability Awareness
23	Microsoft Word
24	XERO Accounting
25	CAD Trained
26	Hospitality Management L5
27	HNC Building Engineering
28	RSC CPC National & International
29	ACCA Fellow (Association of Chartered Certified Accountants)
30	Excel
31	Management System Awareness
32	City and Guilds Level 3 Electrical Installations
33	City and Guilds Level 3 Testing Electrical Equipment
34	IPAF
35	PASMA
36	Fire Door Inspection Training
37	DSE Assessor
38	Fire saftey Awareness
39	Anti Bribery