



AUTOMOTIVE & INDUSTRIAL COMPONENTS

GHG Emissions Report

Reporting Year: 2025

04-2026

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Statement from Executive Board

Statement from Executive Board

We as directors of Olympus Global UK, recognise the urgent need to address climate change and is fully committed to reducing the organisation's environmental impact in line with national and international expectations.

Over the reporting period, we have made significant progress in strengthening our sustainability strategy and embedding environmental responsibility across all areas of the business. A key milestone has been the successful transition towards carbon-free electricity procurement, achieved through securing agreements with our electricity suppliers for renewable energy tariffs backed by appropriate certification.

This transition represents a major step in reducing our Scope 2 emissions and aligns with our commitment to:

- Support the UK's net-zero ambitions
- Align with the Science Based Targets initiative (SBTi)
- Follow best practice under the GHG Protocol and SECR requirements

The Board recognises that decarbonisation is an ongoing journey. Alongside our renewable electricity procurement, we continue to:

- Identify and implement energy efficiency measures
- Assess opportunities to further reduce Scope 1 emissions
- Engage with our supply chain to address Scope 3 impacts

We remain committed to continuous improvement and will ensure that climate-related risks and opportunities are integrated into our strategic decision-making.

The Board will continue to provide oversight and leadership to ensure that Olympus Global meets its emissions reduction targets and contributes positively to a low-carbon future.



Intoduction

Introduction

GHG Emission Report

This report presents the greenhouse gas (GHG) emissions of Olympus Global Uk for the reporting period 01 Jan 2025 to 31 Dec 2025, providing a transparent account of our environmental impact and progress towards reducing emissions.

Climate change remains a critical global challenge, and businesses play a key role in supporting the transition to a low-carbon economy. Olympus Global recognises its responsibility to operate sustainably and is committed to reducing its greenhouse gas emissions in line with the UK’s net-zero target and international climate goals under the Paris Agreement.

This report has been prepared in accordance with recognised best practice and regulatory frameworks, including:

- The GHG Protocol Corporate Accounting and Reporting Standard
- The GHG Protocol Scope 2 Guidance
- The Science Based Targets initiative (SBTi) framework for emissions reduction
- The UK Streamlined Energy and Carbon Reporting (SECR) Regulations

The objectives of this report are to:

- Provide a clear and accurate quantification of GHG emissions across Scope 1, Scope 2 and relevant Scope 3 categories

- Ensure compliance with UK regulatory requirements, including SECR disclosures
- Support our commitment to setting and achieving science-based emissions reduction targets
- Identify key emission sources and opportunities for reduction
- Improve the quality, completeness and transparency of environmental data

As part of our sustainability journey, Olympus Global is actively embedding carbon management into its operational and strategic decision-making. This includes transitioning to renewable energy, investing in low-emission technologies, and improving data collection processes to better understand and manage emissions across our value chain.

This report forms a key component of our broader environmental, social and governance (ESG) strategy, enabling stakeholders to assess our performance, track progress over time, and hold us accountable to our commitments.

We recognise that emissions reporting is an evolving process. As methodologies, data availability and regulatory expectations continue to develop, Olympsu Global is committed to continuous improvement in both the accuracy of reporting and the effectiveness of our carbon reduction initiatives.

Report Details

Reporting Year: 2025
Organisation: Olympus Global Uk
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Organisational Boundary

Olympus Global UK has defined its organisational boundary in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, ensuring that all relevant emissions sources under company control are consistently accounted for. The organisation has adopted the:

Operational Control Approach

Under this approach, Olympus Global reports 100% of GHG emissions from operations over which it has full authority to introduce and implement operating policies. This includes all sites, facilities, and assets where the organisation has direct control over energy use and operational activities, regardless of ownership structure.

The reporting boundary includes:

- All UK-based operational sites, including Unit 1, Unit 2, Unit 6-7 and Unit C,
- Offices, warehouses, and operational facilities under company control
- Company-owned and controlled vehicles and fleet operations
- On-site energy generation assets, including solar photovoltaic (PV) arrays

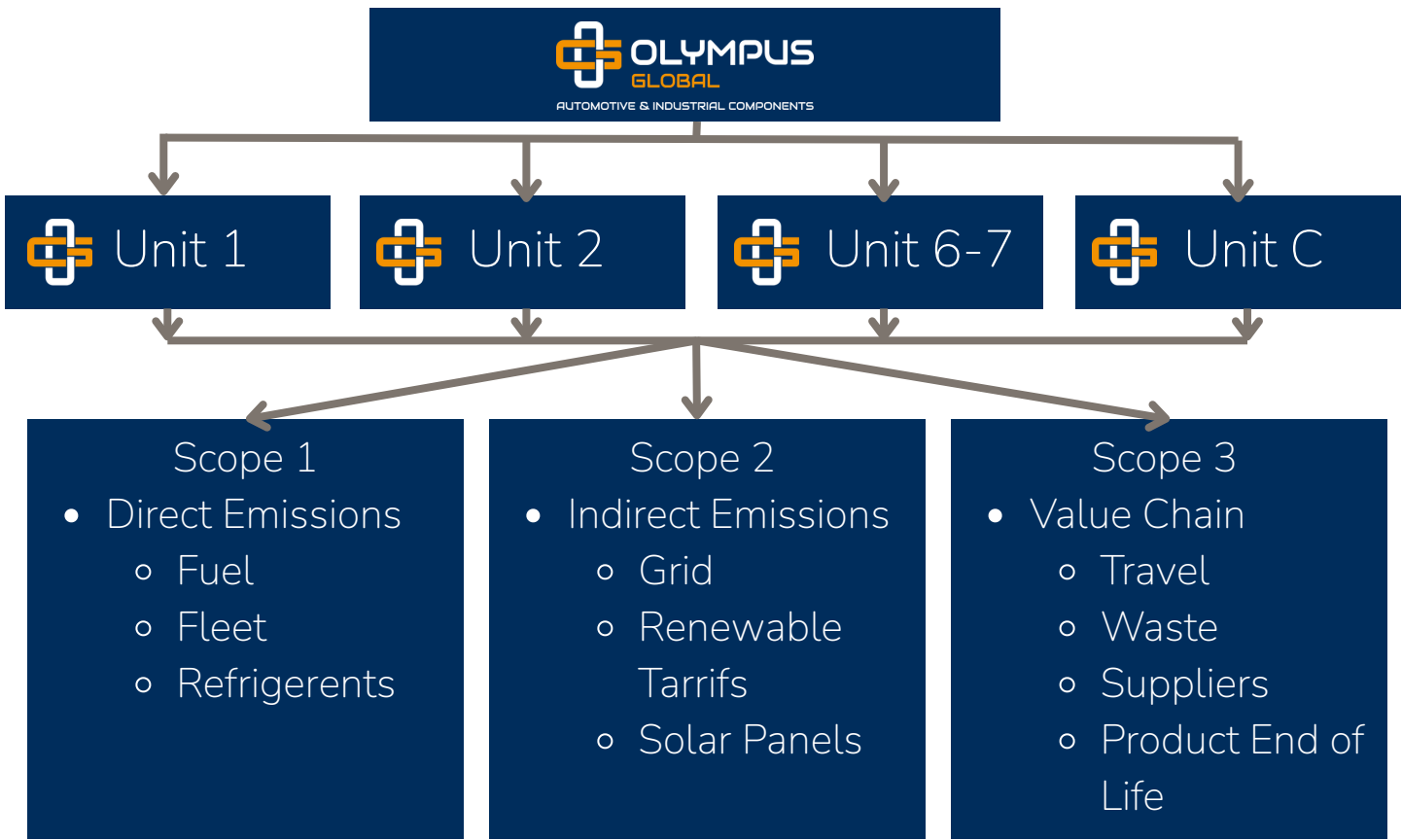
Where applicable, joint ventures, leased assets, and subcontracted operations have been reviewed to determine whether they fall within the organisational boundary based on the level of operational control.



Any exclusions from the boundary (e.g. minor leased offices or immaterial emission sources) are deemed not material to total emissions (<5%) and are disclosed transparently where relevant.

This boundary definition ensures consistency with:

- SECR reporting requirements (UK legal entities and energy use)
- SBTi expectations for covering at least 95% of Scope 1 and 2 emissions



Operational Boundary

Olympus Global UK has established its operational boundary by categorising emissions into Scope 1, Scope 2, and Scope 3, in line with the GHG Protocol framework. This ensures a comprehensive and transparent approach to emissions reporting.

- Any excluded emission sources are considered immaterial or currently lack reliable data
- Estimations have been applied where necessary, using conservative assumptions
- Data gaps are being addressed as part of continuous improvement efforts

Scope 1 | Direct Emissions

Scope 1 includes all direct GHG emissions from sources owned or controlled by the organisation.

Sources included:

- Stationary combustion:Natural gas used for heating and processes
- Mobile combustion:Fuel consumption from company-owned vehicles, including vans and fleet cars
- Fugitive emissions:Refrigerant leakage from air conditioning and refrigeration systems (where applicable)

Scope 2 | Indirect Energy Emissions

Scope 2 covers indirect emissions from the generation of purchased energy consumed by the organisation. Sources included:

- Purchased electricity for all operational sites
- Any purchased heating or cooling (if applicable)

Scope 2 emissions are reported using both:

- Location-based method: Reflecting average grid emissions
- Market-based method: Reflecting emissions from supplier-specific tariffs

Scope 3 |Other Indirect Emisssions

Scope 3 emissions include all other indirect emissions occurring across the value chain. While these emissions are more complex to quantify, they represent a significant proportion of total organisational impact.

Olympus Global is actively developing its Scope 3 inventory in line with GHG Protocol Scope 3 Standard and SBTi requirements.

Categories currently included (where data is available):

- Business travel (air, rail, car hire)
- Employee commuting
- Waste generated in operations
- Purchased goods and services (initial data collection phase)

Reporting Period & Base Year

Reporting Year

Reporting year: 01 Jan 2025 - 31 Dec 2025

Base year (SBTi requirement): 2022

The base year of 2022 has been selected as it represents the first year in which Olympus Global established a complete and reliable greenhouse gas (GHG) emissions inventory in line with the GHG Protocol Corporate Standard. This year provides a robust and consistent baseline against which future emissions reductions can be measured.

The base year serves as the reference point for tracking progress against our Science Based Targets initiative (SBTi) commitment, including our target to reduce Scope 1 and Scope 2 emissions by 42% by 2030.

Base Year Recalculation Policy

Olympus Global has established a base year recalculation policy in accordance with GHG Protocol guidance to ensure consistency, accuracy, and comparability of emissions data over time.

The base year emissions will be recalculated where material changes occur that significantly impact the organisation's emissions profile. These include:

Structural Changes

Recalculations will be undertaken in the event of:

- Acquisitions or divestments of operations

- Expansion into new sites or closure of existing sites
- Changes in operational control (e.g. newly controlled facilities or assets)

Methodological Changes

Recalculations may occur if:

- There are improvements in data quality or availability (e.g. actual data replacing estimates)
- Updated emission factors are adopted that materially impact reported emissions
- Changes are made to calculation methodologies or reporting boundaries

Error Corrections

Material errors or misstatements identified in previously reported data will be corrected, and the base year emissions will be adjusted accordingly.

Materiality Threshold

A recalculation of the base year will be triggered where changes result in a significant impact (typically $\pm 5\%$ or more) on total Scope 1 and Scope 2 emissions.

Consistency with SBTi Requirements

This approach ensures that:

- Emissions data remains consistent and comparable over time
- Progress against SBTi targets is accurately tracked

- The organisation maintains alignment with best practice under the GHG Protocol

Olympus Global is committed to transparently disclosing any recalculations and the reasons for them in future GHG emissions reports.

No material recalculations to the 2022 base year were required during the current reporting period.



Methodology

The greenhouse gas (GHG) emissions for Olympus Global have been quantified using a robust and consistent methodology aligned with the GHG Protocol Corporate Accounting and Reporting Standard.

Data Collection Approach

Emissions have been calculated using activity-based data, collected from a range of primary and secondary sources across the organisation. This includes:

- Energy consumption data:
 - Electricity usage from supplier invoices and meter readings
 - Gas consumption from invoices and energy systems
- Fuel consumption:
 - Diesel and petrol usage from fuel cards and purchase records
- Transport data:
 - Company fleet mileage and fuel use
 - Business travel data (e.g. rail, air, hire vehicles)
 - Grey fleet mileage (employee-owned vehicles used for business travel)
- Operational data:
 - Waste volumes and disposal methods (where available)
 - Refrigerant top-up records (for fugitive emissions, where applicable)

Where primary data has not been available, secondary data sources or estimates have been applied using industry-standard approaches.



Emission Factors and Conversion Standards

Appropriate emission factors have been applied to all activity data to convert consumption into carbon dioxide equivalent (CO₂e).

The following sources have been used:

- UK Government GHG Conversion Factors for Company Reporting (DESNZ/DEFRA) – relevant to the reporting year
- Electricity emission factors for both:
 - Location-based reporting (UK grid average)
 - Market-based reporting (supplier-specific renewable tariffs, supported by REGOs where applicable)

All emissions are reported in tonnes of carbon dioxide equivalent (tCO₂e), incorporating the impact of:

- Carbon dioxide (CO₂)
- Methane (CH₄)
- Nitrous oxide (N₂O)

Calculation Method

Emissions have been calculated using the standard formula:

Activity Data × Emission Factor = tCO₂e

Examples include:

- kWh of electricity × electricity emission factor
- Litres of diesel × fuel emission factor

All calculations have been performed using consistent units and conversion factors to ensure comparability across reporting periods.

Methodology

Scope 2 Methodology

Scope 2 emissions have been reported using both:

- Location-based method: Reflecting emissions from the UK national grid average
- Market-based method: Reflecting emissions associated with purchased electricity tariffs

Where renewable electricity tariffs have been secured, emissions have been calculated based on supplier-specific emission factors, in line with GHG Protocol Scope 2 Guidance. Electricity generated from on-site solar PV systems has been treated as zero-emission at the point of generation.

Assumptions and Estimates

To address data gaps or incomplete datasets, a number of assumptions and estimates have been applied. These include:

- Grey fleet mileage:
 - Estimated based on expense claims or average mileage assumptions where detailed records were unavailable
- Data gaps in energy consumption:
 - Estimated using historical consumption patterns or pro-rata calculations based on partial data
- Waste and Scope 3 categories:
 - Where supplier-specific data is not yet available, estimates have been derived using spend-based or industry-average emission factors
- Solar generation impact:

- Periods of zero grid electricity use (e.g. 46 operational days at Unit 1 and Unit 2) are reflected by reduced purchased electricity consumption

All assumptions have been applied conservatively to avoid underreporting emissions.

Data Quality and Limitations

Olympus Global is committed to continuous improvement in data accuracy and completeness. Current limitations include:

- Incomplete coverage of certain Scope 3 categories
- Reliance on estimated data in areas such as grey fleet and supplier emissions
- Variability in data quality from external sources

To address these limitations, the organisation is:

- Enhancing data collection systems and processes
- Improving internal reporting mechanisms
- Engaging with suppliers to obtain more accurate emissions data

Methodological Improvements

During the reporting year, the following improvements were made:

- Enhanced data capture for transport and energy use
- Improved Scope 3 data collection processes
- Increased alignment with SBTi and GHG Protocol best practice

Further methodological enhancements will continue as part of Olympus Global’s commitment to high-quality, transparent carbon reporting.



Data Quality

Data Quality Assessment

To ensure transparency and continuous improvement, [Company Name] applies a data quality scoring system to assess the reliability, completeness, and accuracy of emissions data. The system is based on key data quality indicators recommended by the GHG Protocol, including:

- Accuracy
- Completeness
- Consistency
- Transparency
- Reliability

Score	Description	Data Type	Example
Verified	Independently verified by an accredited third party, with supporting audit evidence	Third-party assured data	ISO 14064 verified emissions, externally audited energy data
High	Verified primary data with strong accuracy and completeness	Actual measured or invoiced data	Electricity bills, metered gas usage, fuel card records
Medium	Partially estimated data with reasonable assumptions	Some primary data supported by extrapolation	Part-year data, interpolated consumption
Low	Estimated data based on proxies or industry averages	Limited or no primary data available	Spend-based Scope 3 estimates, assumed mileage

Source	Scope	Data Source	Score
Natural Gas (Grid)	1	Supplier invoices supported by monthly meter readings.	High
Fleet Fuel	1	Fuel card data.	High
Grey Fleet	1	Expencc claims (mileage).	Medium
Electrcity	2	Half-hourly data from meter.	High
Business Travel	3	Expencc claims (spend based).	Low
Waste	3	Contractor weight reports.	Medium
Employee Commute	3	Employee survery, providing primary data.	High
Purchased Goods	3	Spend based estimates.	Low
Upstream T&D	3	Spend based estimates.	Low
Water	3	Supplier invoices supported by monthly meter readings.	Medium
Fugitive GHG's	3	Contractor reports.	Medium

Data Quality

Overall Data Quality Assessment

Overall, the data quality for Scope 1 and Scope 2 emissions is assessed as High, reflecting the use of primary energy and fuel consumption data.

Scope 3 data quality is currently assessed as Medium to Low, due to:

- Reliance on estimates and spend-based methodologies
- Limited availability of supplier-specific emissions data

Improving Scope 3 data quality remains a key priority and forms part of Olympus Global’s ongoing SBTi alignment strategy.

Planned Data Quality Improvements

To enhance future reporting accuracy and support alignment with GHG Protocol, SECR and SBTi requirements, [Company Name] is committed to the following improvements:

- Expanding primary data collection across key Scope 3 categories
- Improving supplier engagement and data requests, with a focus on obtaining more granular and supplier-specific emissions data
- Implementing more robust tracking systems for business travel and fleet data, including the use of telematics and tracking technologies to improve the accuracy of vehicle activity and fuel consumption data
- Increasing automation and integration of environmental data systems to reduce manual processing and improve consistency

In addition, Olympus Global has commenced a joint project with the Finance department to enhance the quality and accessibility of emissions-related data. This includes:

- Mapping nominal codes within the company’s ERP system to relevant emissions categories, enabling more accurate and efficient extraction of activity data for GHG reporting
- Aligning financial and environmental data structures to support improved spend-based and activity-based Scope 3 calculations

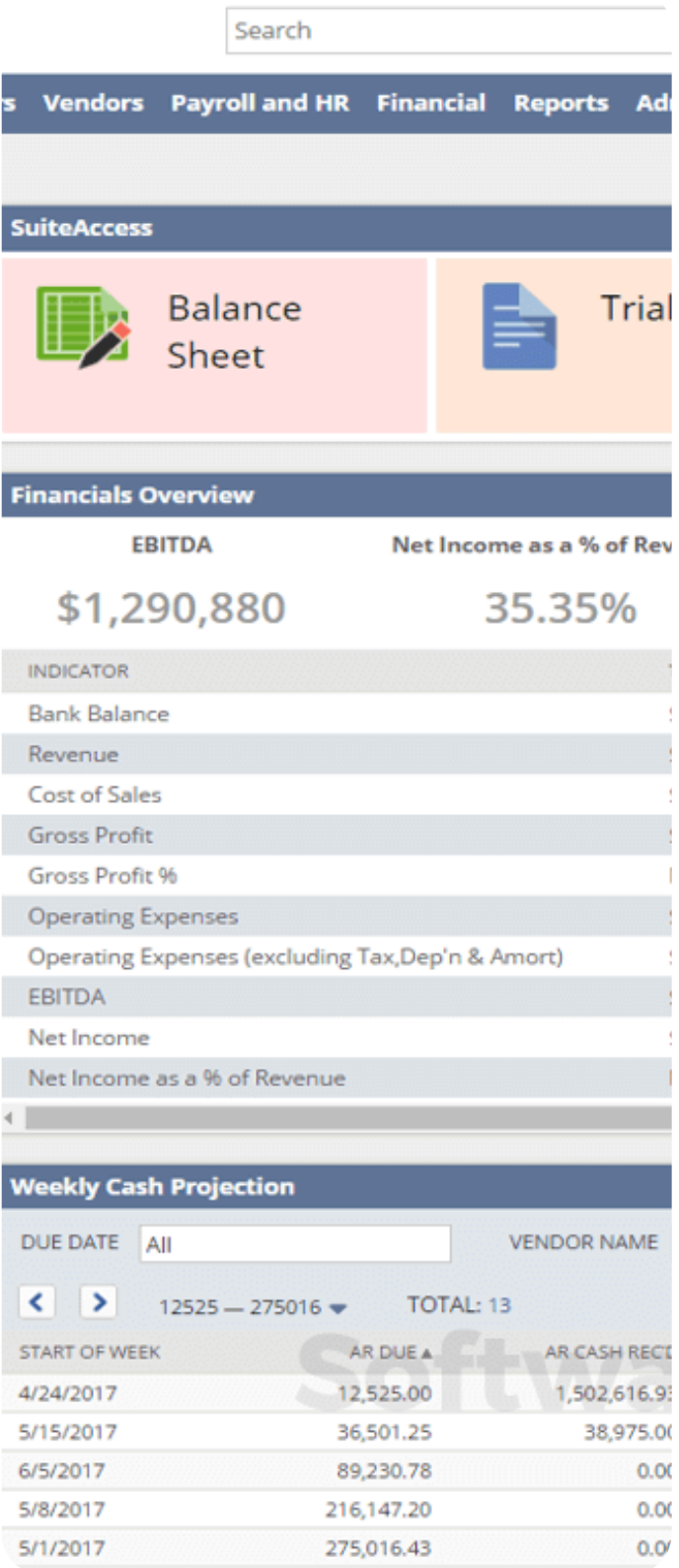
Further targeted initiatives include:

- Exploring the implementation of vehicle tracking systems to improve the accuracy of fleet and company vehicle data, including mileage, fuel use, and energy consumption for EVs
- Working closely with suppliers and manufacturers to obtain product-level carbon data, supporting a transition toward more accurate, supplier-specific Scope 3 reporting

In support of improving overall data credibility and transparency, Olympus Global is also actively engaging with external verification providers and requesting quotations for independent assurance services. The intention is to:

- Achieve third-party verification of Scope 1 and Scope 2 emissions data in the near term
- Progressively improve Scope 3 data quality to a level suitable for future verification

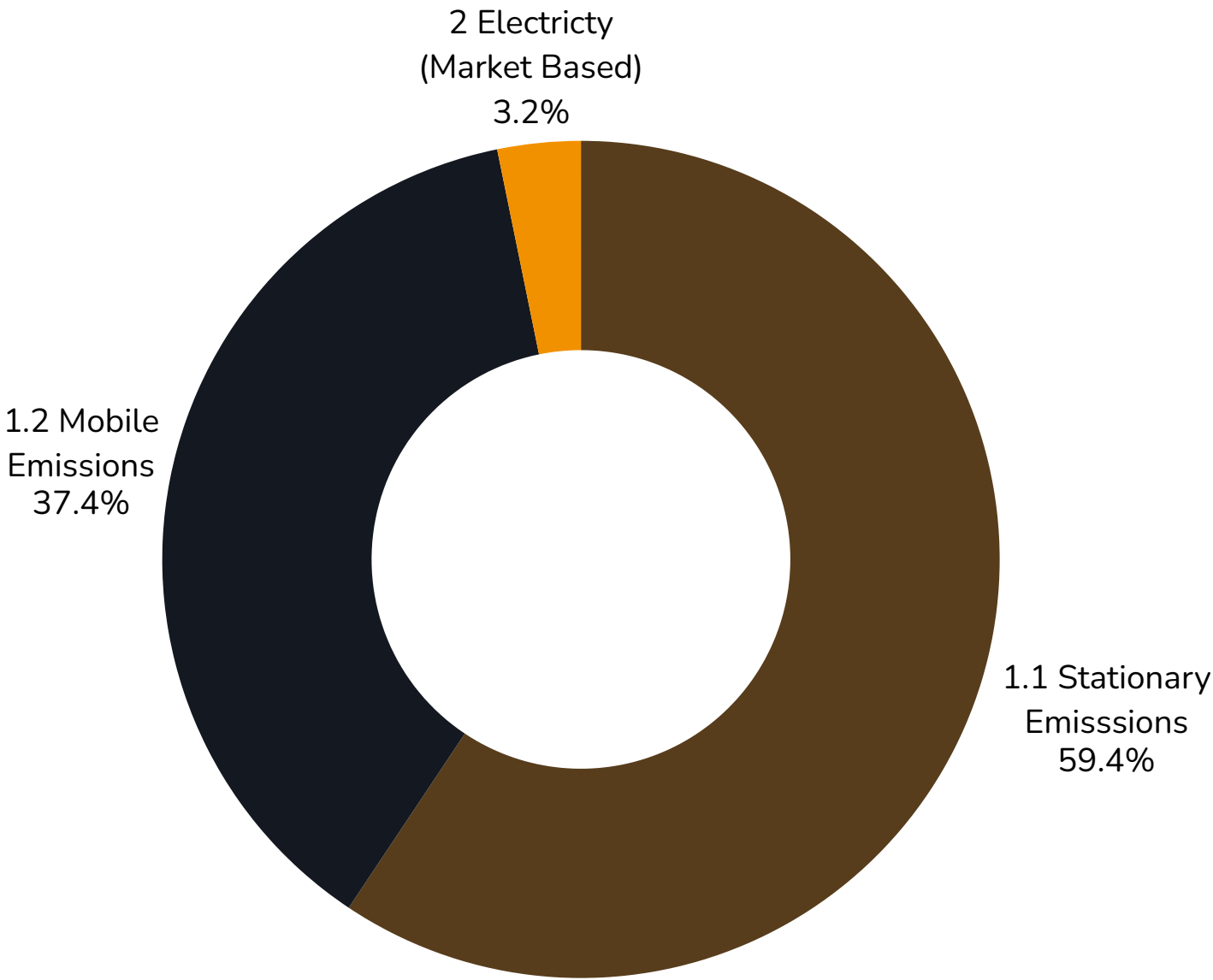
These actions form part of a structured roadmap to enhance data robustness, with the objective of increasing the proportion of emissions data classified as High or Verified under the organisation’s data quality framework.



Emissions Summary (Scope 1&2)

GHG Emissions Summary (Scope 1&2)

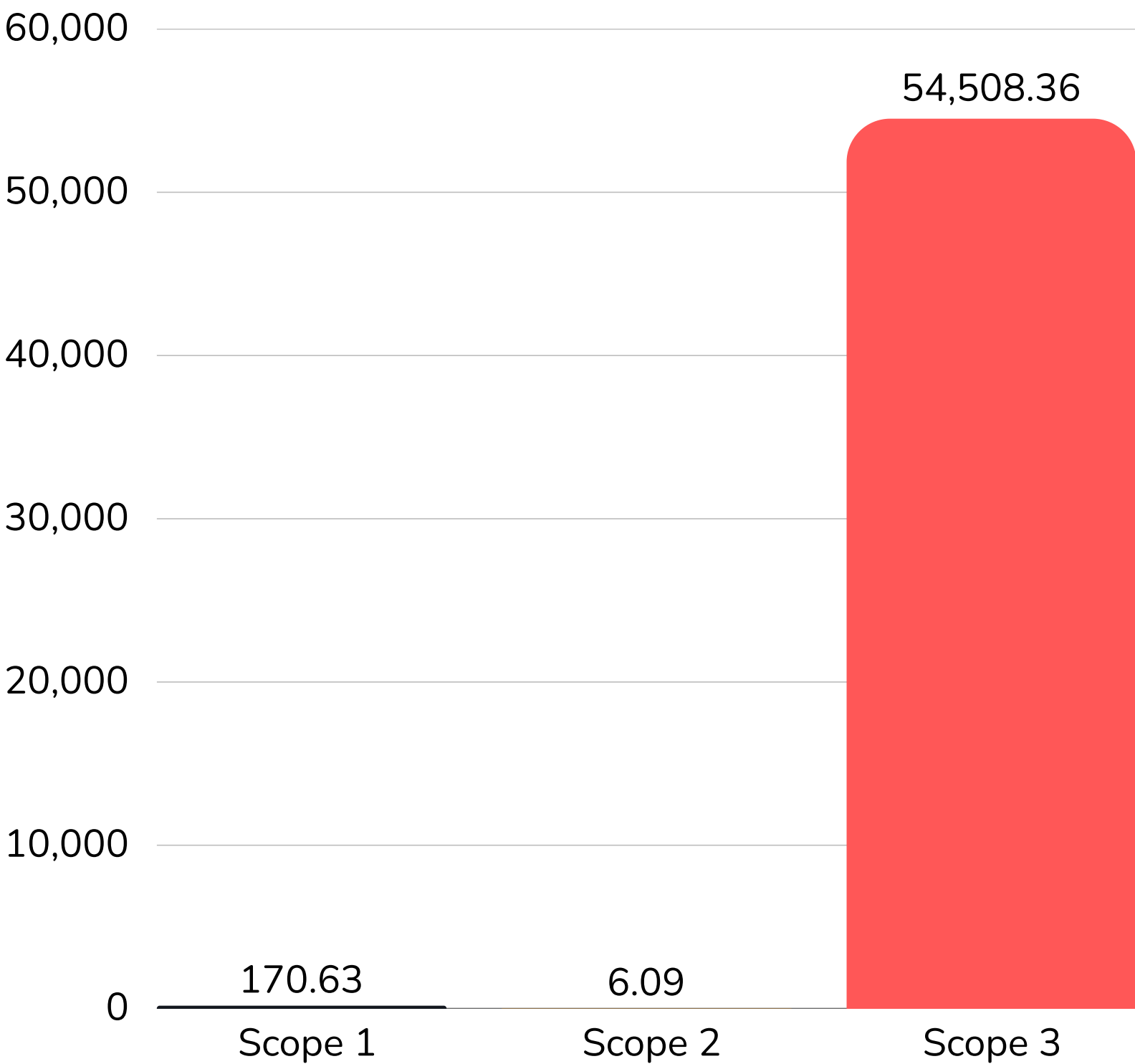
Scope	Scope Category	tCO2e
1.1	Stationary Emissions (Fuel)	99.88
1.2	Mobile Emissions (Company Transport)	70.75
1.3	Fugitive GHG Emissions	0
2	Electricity (Location Based)	36.34
2	Electricity (Market Based)	6.09
Total Gross Scope 1 & 2 GHG Emissons (Market Based)		176.72



Emissions Summary (All Scopes)

GHG Emissions Summary (All Scopes)

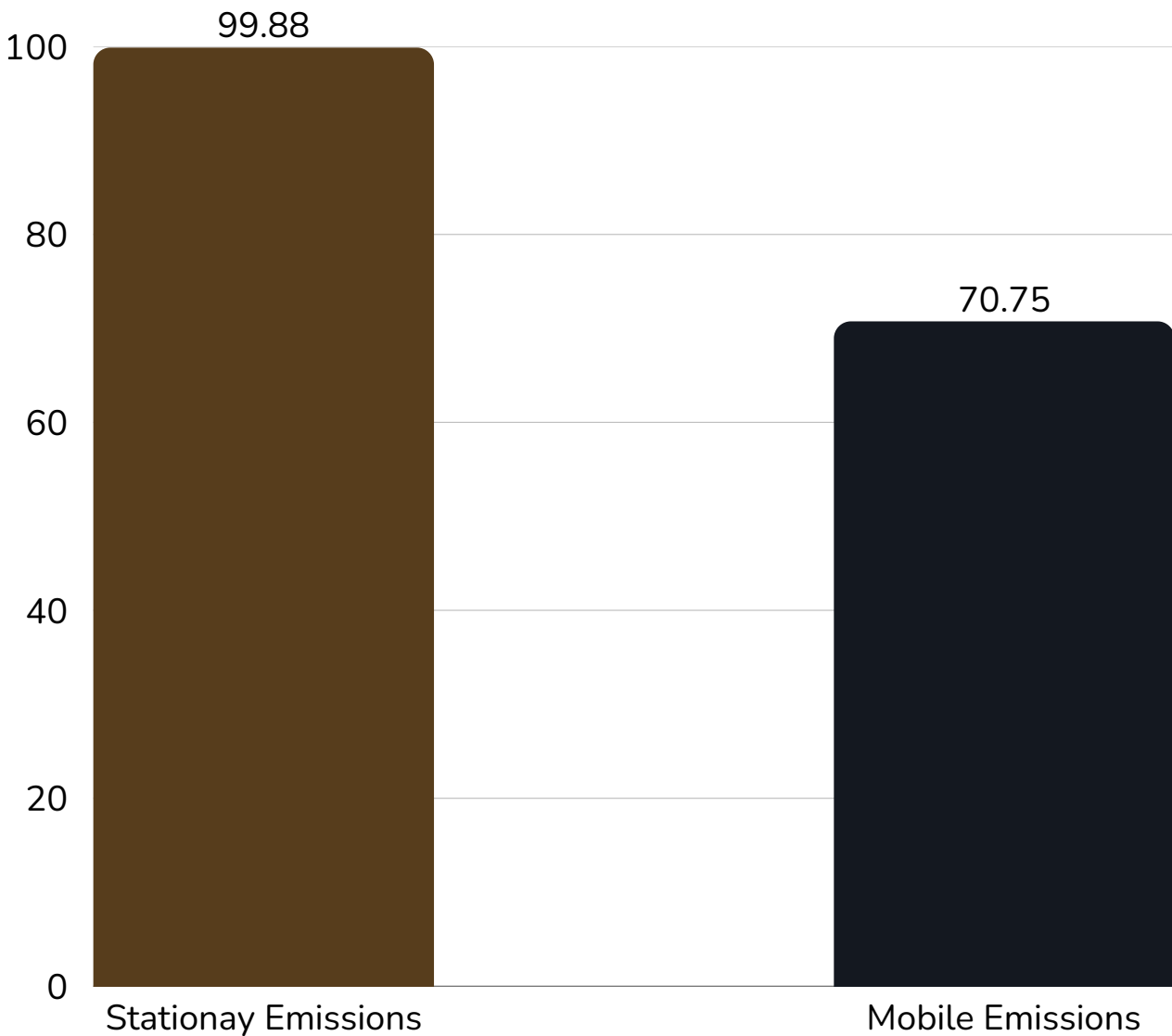
Scope	Scope Category	tCO2e
1	Stationary Emissions (Fuel)	99.88
1	Mobile Emissions (Company Transport)	70.75
1	Fugitive GHG Emissions	0
2	Electricity (Location Based)	36.34
2	Electricity (Market Based)	6.09
3	Upstream GHG Emisions	8158.02
3	Downstream Emissions	46173.63
Total GHG emissions (location-based)		54538.61
Total GHG emissions (market-based)		54508.36



Scope 1 & 2

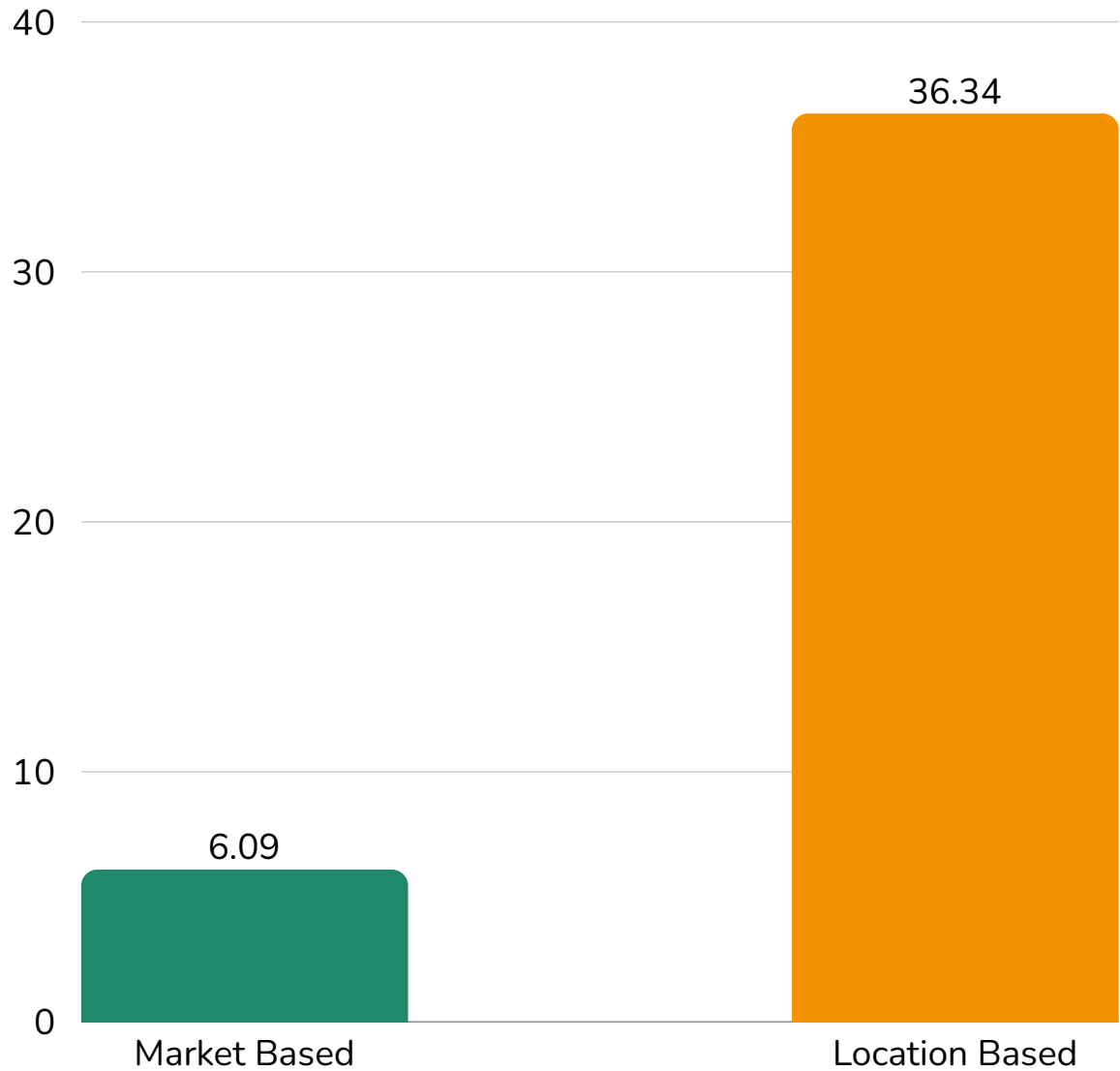
Scope 1 – Direct Emissions

Total Scope 1 emissions for 2025 were 170.63 tCO₂e.
Stationary (Heating) = 59%
Mobile (Fleet) = 41%
Fugitive (Refrigerents) = 0%



Scope 2 – Indirect Emissions

Total Scope 2 emissions for 2025 were 6.09 tCO₂e.
Location Based: 36.34 tCO₂e
Market Based: 6.09 tCO₂e
(Supported by British Gas REGO's for three of our four sites)



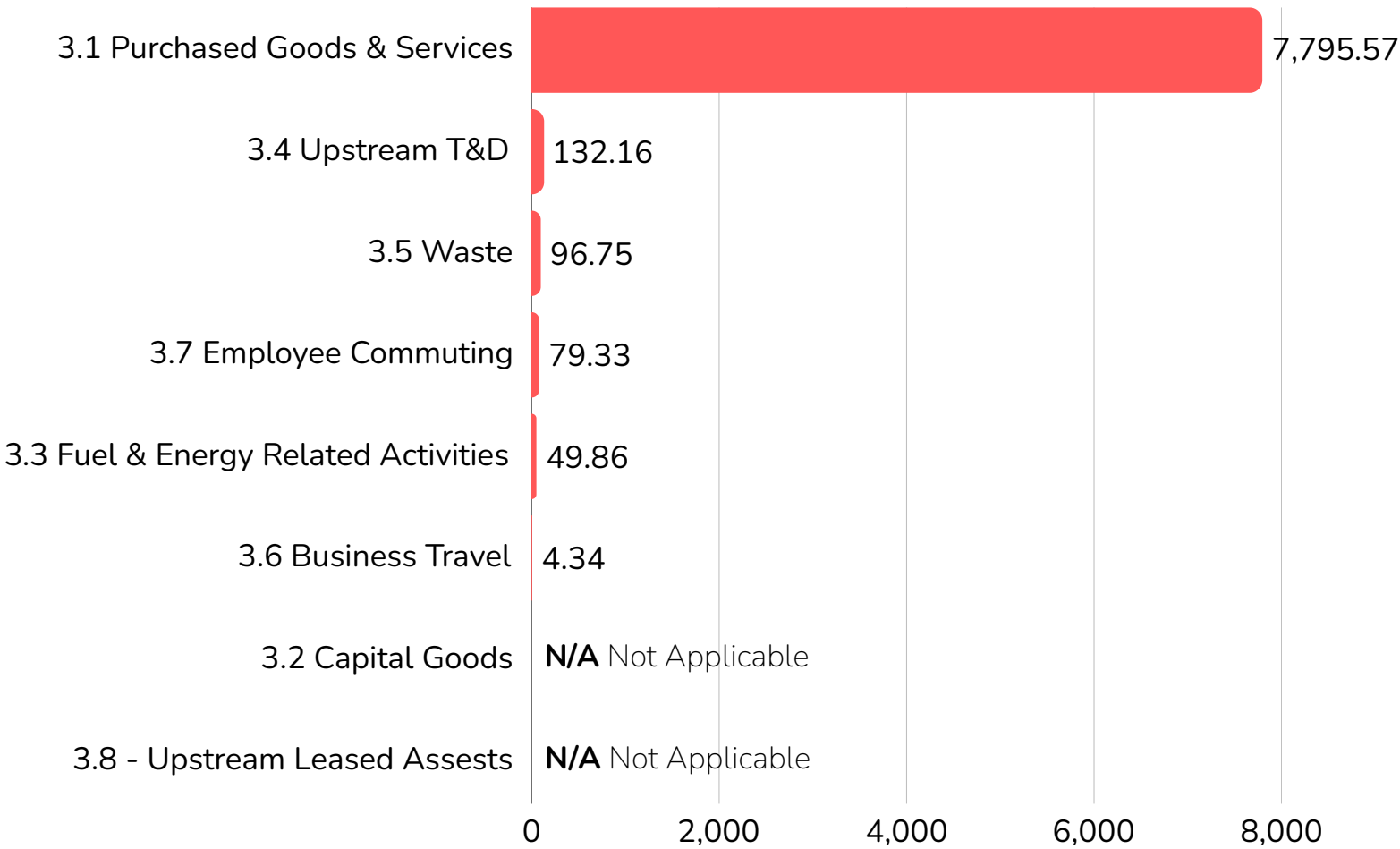
Scope 3

Scope 3 – Upstream

Total Upstream Emissions: 8158.016 tCO2e

Main Categories:

- Purchased Goods & Services
- Upstream T&D

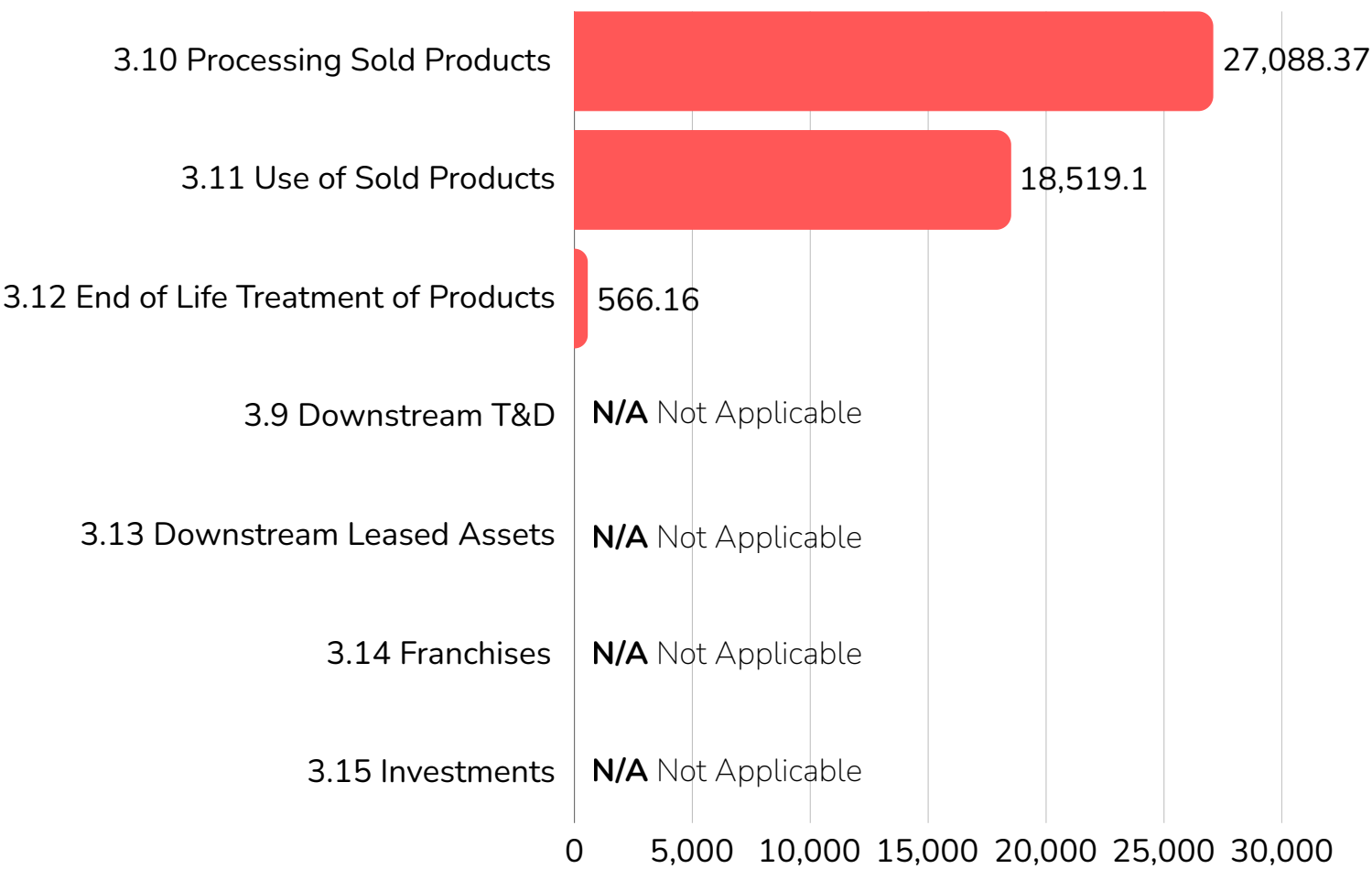


Scope 3 – Downstream

Total Upstream Emissions: 46173.68 tCO2e

Main Categories:

- Processing Sold Products
- Use of Sold Products
- End of Life Treatment



Solar - Onsite Generation

As part of our ongoing commitment to environmental sustainability and carbon reduction, we have installed solar photovoltaic (PV) arrays at two of our operational sites. These systems enable us to generate clean, renewable electricity on-site, reducing our reliance on grid-supplied energy and lowering our overall carbon footprint.

During the reporting period, our solar installations generated a combined total of 97,244.90 kWh of renewable electricity:

- Unit 1: 40,809.20 kWh
- Unit 2: 56,435.70 kWh



This generation has delivered a significant environmental benefit. Based on standard UK grid carbon intensity factors, the electricity produced has resulted in an estimated carbon saving of approximately 19 to 23 tonnes of CO₂e.

These savings represent the emissions that would otherwise have been produced if the equivalent electricity had been sourced from the national grid. In addition to reducing greenhouse gas emissions, the solar arrays contribute to improved energy efficiency, cost savings, and enhanced resilience through on-site generation.

Our investment in solar technology demonstrates a clear and measurable step towards achieving our sustainability objectives and supporting the transition to a lower-carbon future.



SBTi Commitments

Science Based Targets Initiative (SBTi) Commitment

Olympus Global is committed to reducing its greenhouse gas (GHG) emissions in line with climate science and global efforts to limit temperature rise. As part of this commitment, the organisation has set a science-based emissions reduction target, aligned with the requirements of the Science Based Targets initiative (SBTi).

Target Overview

Olympus Global has established a target to:

Reduce absolute Scope 1 and Scope 2 GHG emissions by 42% by 2030 from a 2022 base year

This target has been developed in accordance with SBTi methodologies for near-term targets, which require organisations to align emissions reductions with a 1.5°C climate pathway.

The target reflects a commitment to reducing absolute emissions, meaning reductions will be achieved irrespective of business growth, ensuring meaningful decarbonisation across operations.

Target Development and Verification

The target has been developed following a structured approach, including:

- Establishing a robust 2022 base year emissions inventory in line with the GHG Protocol
- Applying SBTi-approved methodologies for absolute contraction of emissions
- Assessing emissions reduction pathways consistent with 1.5°C-aligned climate scenarios
- Olympus Global have publicly committed aligning fully with SBTi requirements which has been approved by the SBTi

We are also progressing towards independent third-party verification of Scope 1 and Scope 2 emissions, which will further strengthen the credibility and robustness of the target and its associated reporting.

Alignment with the Paris Agreement

Olympus Global recognises the importance of contributing to global efforts to address climate change. The organisation believes that adopting science-based targets is critical in supporting the goals of the Paris Agreement, specifically:

- Limiting global warming to 1.5°C above pre-industrial levels
- Reducing greenhouse gas emissions at a pace consistent with climate science

By committing to a 42% reduction in Scope 1 and Scope 2 emissions by 2030, [Company Name] is aligning its operations with the level of decarbonisation required to support a low-carbon and climate-resilient future.

Progress and Implementation

Significant progress has already been made towards achieving this target, including:

- Transitioning to renewable (carbon-free) electricity contracts, significantly reducing Scope 2 emissions
- Investing in on-site solar energy generation, reducing reliance on grid electricity
- Beginning the electrification of the company fleet, including EV and PHEV vehicles

These measures demonstrate that the organisation is not only setting ambitious targets but is also actively implementing changes to achieve them.



SBTi Progress

Progress Against SBTi Targets

Olympus Global s making strong and measurable progress towards achieving its Science Based Targets initiative (SBTi) commitments. Emissions reductions to date are broadly in line with the organisation’s projected decarbonisation pathway, demonstrating a clear and proactive approach to carbon management.

Scope 1 Performance

While targeted efforts have been implemented to reduce Scope 1 emissions, overall performance has been impacted by organisational growth. The acquisition and integration of Unit C in late 2024 resulted in an increase in energy consumption due to:

- Expansion of the operational boundary
- Increased heating and facility energy requirements

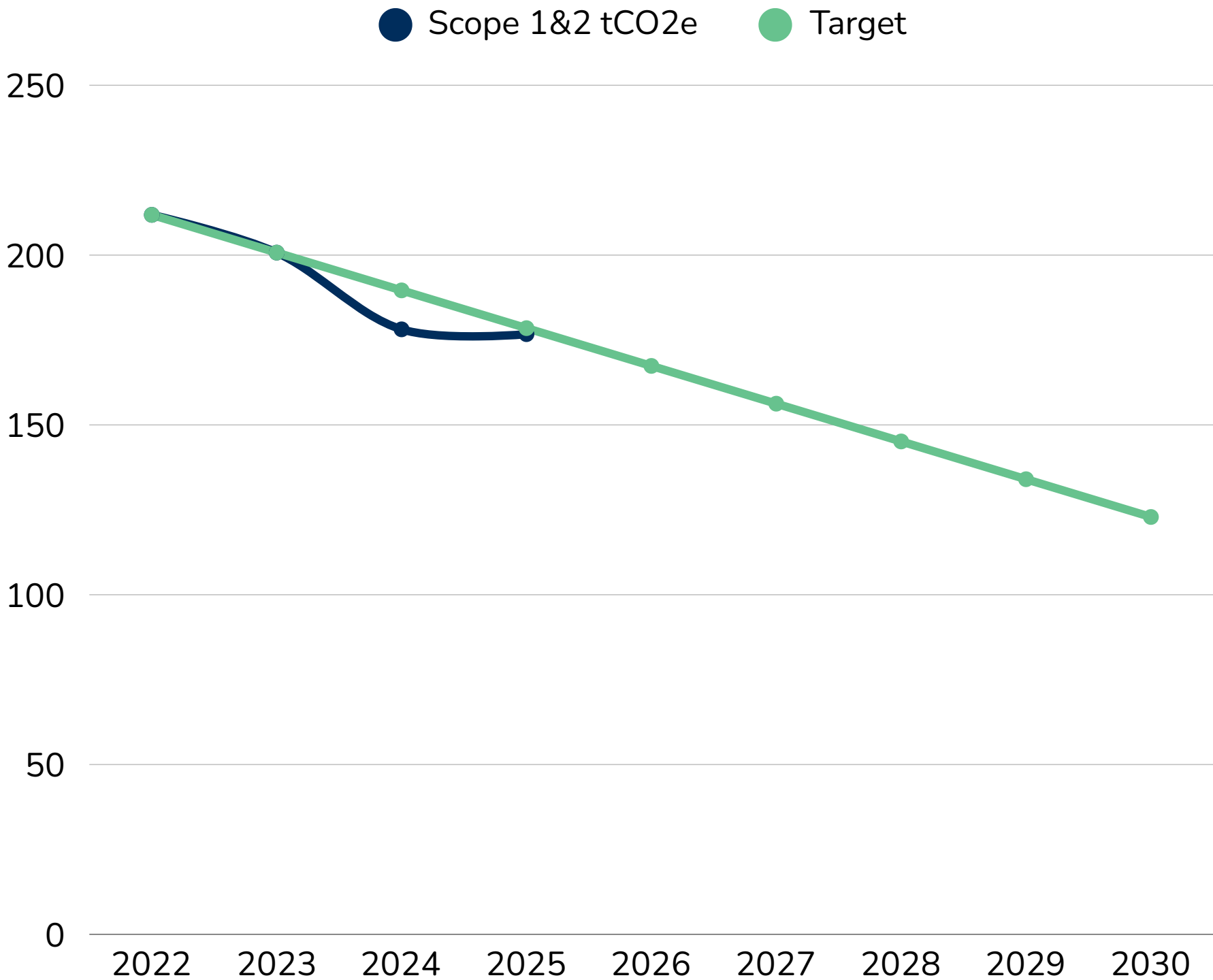
It is important to note that this increase reflects planned business growth, rather than inefficiency in operations.

Encouragingly, emissions intensity metrics continue to indicate improvement, demonstrating that the organisation is operating more efficiently relative to its size and activity levels.

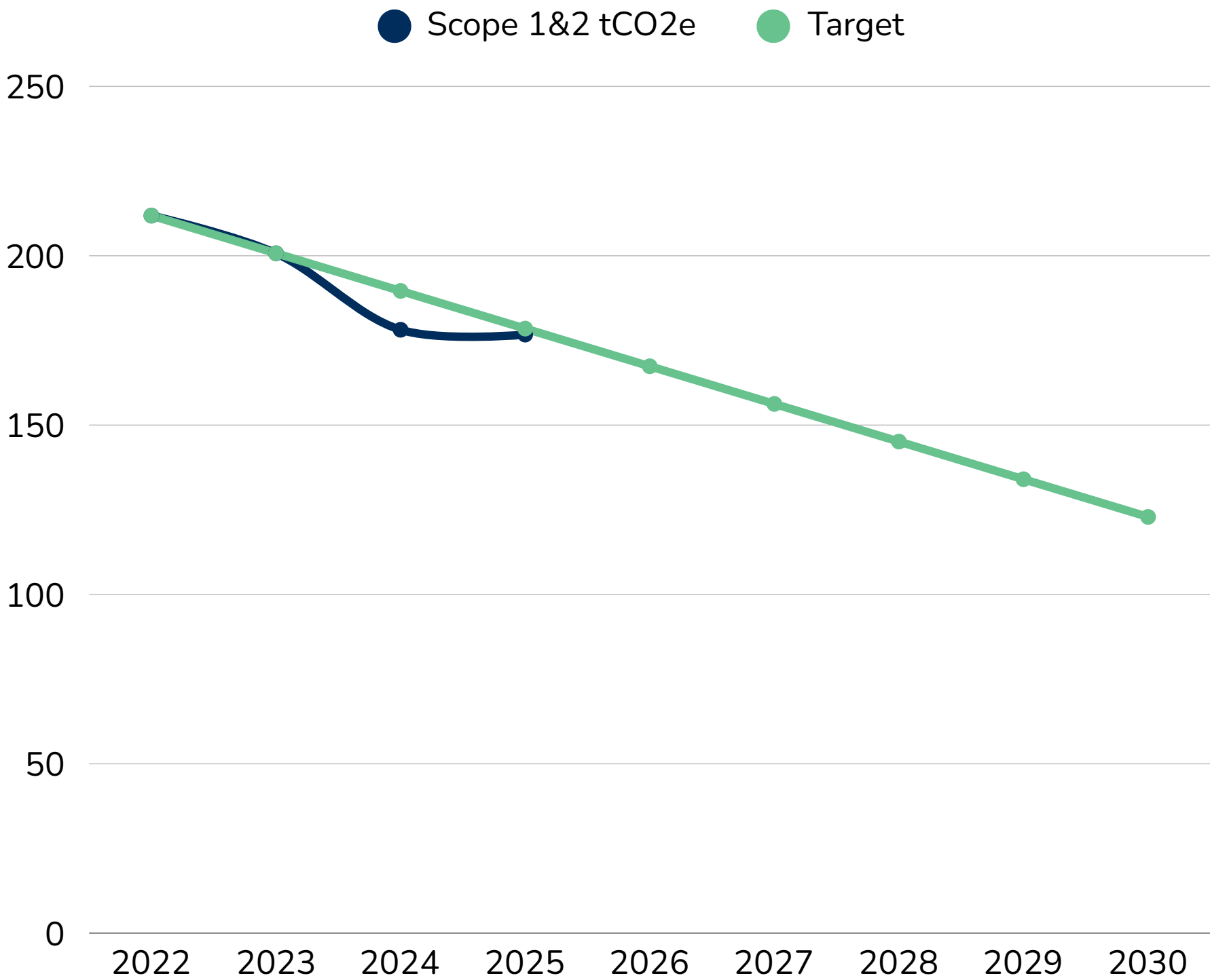
Scope 2 Performance

Significant progress has been achieved in relation to Scope 2 emissions. Since the 2022 base year, We have successfully reduced our market-based Scope 2 emissions by approximately 85%, primarily through the transition to renewable electricity contracts. The organisation is confident that 100% reduction of Scope 2 emissions is achievable by 2030, supported by:

- Transitioning the remaining site to a renewable electricity contract
- Expanding on-site renewable energy generation, including the planned increase in solar array capacity



SBTi Progress



Ongoing and Future Reduction Initiatives

Olympus Global continues to actively identify and implement additional measures to further reduce energy consumption and emissions. Current initiatives under development include:

- Fleet electrification:
 - We have purchased our first fully electric van and we are continuing to assess the feasibility of further transitioning the fleet to electric vehicles
- Solar energy optimisation:
 - Exploration of battery storage solutions to capture and utilise excess solar energy generated outside of operational hours
- Decarbonisation of heating systems:
 - Evaluation of alternative, low-carbon heating technologies for warehouse facilities
 - The newly acquired site will be heated using heat pump technology, reducing reliance on fossil fuels

Summary

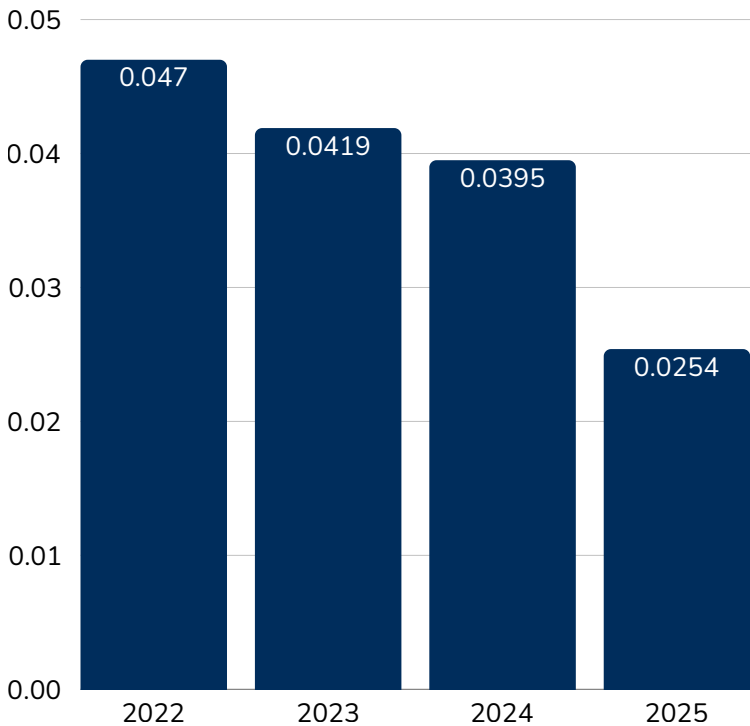
We remain firmly on track towards achieving its SBTi target of a 42% absolute reduction in Scope 1 and Scope 2 emissions by 2030. While operational growth has influenced absolute emissions in the short term, significant progress in renewable energy adoption and ongoing investment in low-carbon technologies provide a strong foundation for continued emissions reduction

Intensity Metric Targets & Progress

Intensity Metric Targets & Progress

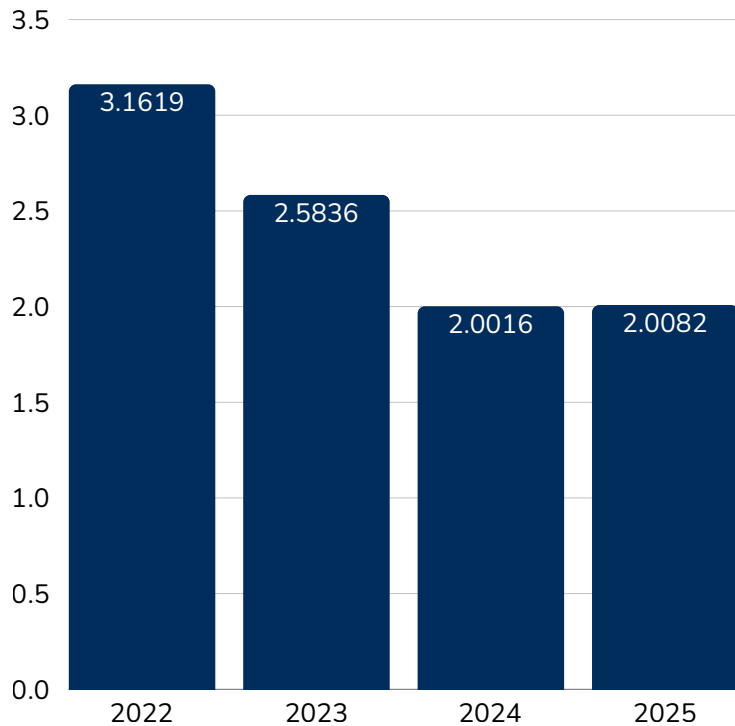
Intensity Metric Target | tCO₂e/m² (Scope 1&2 Only)

Year	tCO ₂ e	m ²	tCO ₂ e/m ²	Trend
2022 (BY)	211.85	4500	0.0470	—
2023	188.60	4500	0.0419	▼
2024	178.14	4500	0.0395	▼
2025	176.72	6950	0.0254	▼



Intensity Metric Target | tCO₂e/employee (Scope 1&2 Only)

Year	tCO ₂ e	Headcount	tCO ₂ e/em	Trend
2022 (BY)	211.85	67	3.1619	—
2023	188.60	73	2.5836	▼
2024	178.14	89	2.0016	▼
2025	176.72	88	2.0082	▲

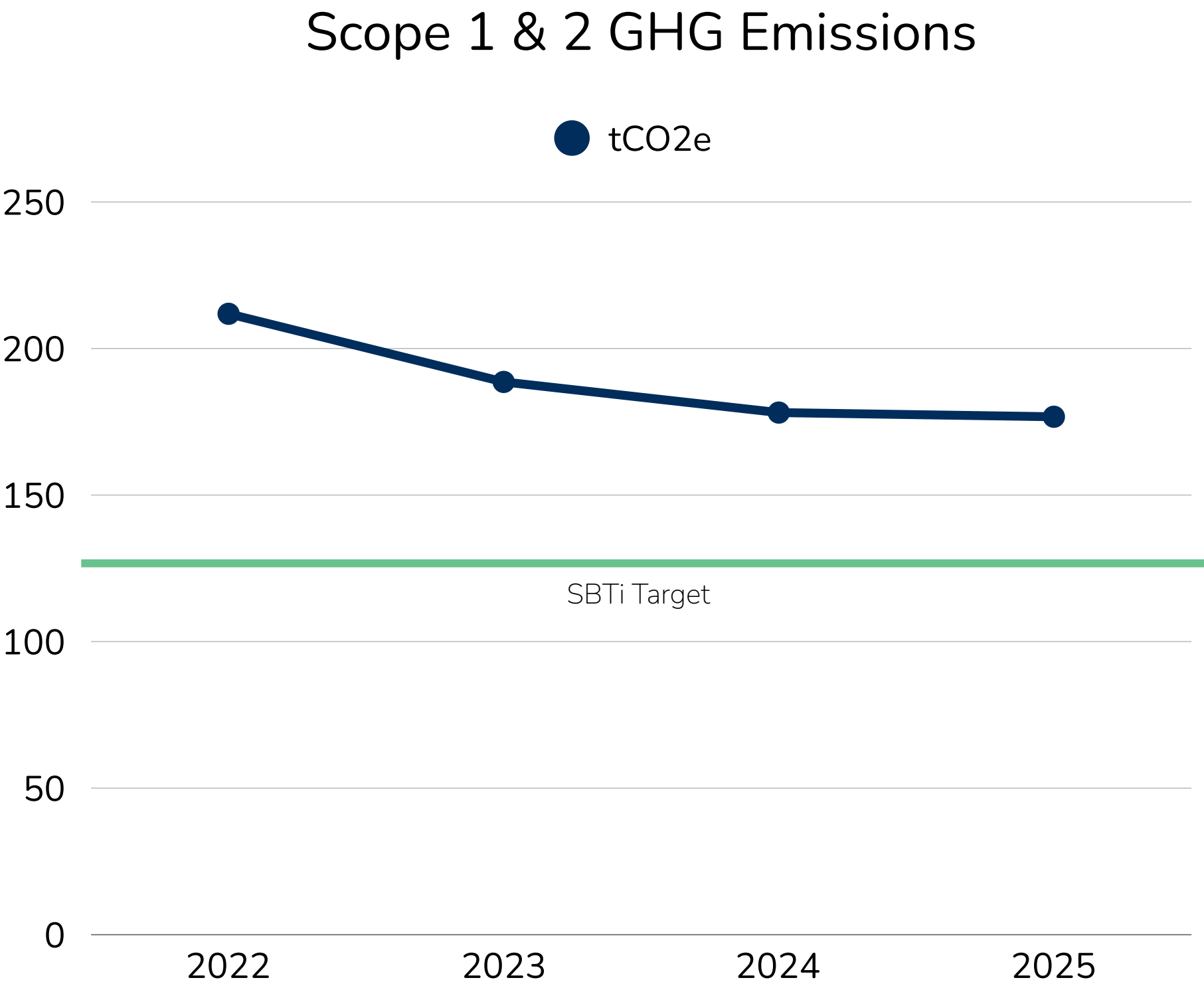


Scope 1 & 2 Progress

Scope 1 & 2 Progress

Year	tCO2e
2022 (BY)	211.85
2023	188.60
2024	178.14
2025	176.72

Scope	2025 tCO2e	2024 tCO2e	Change (%)
Scope 1	170.63	137.83	+23.80%
Scope 2	6.09	40.31	-84.89%



Performance & Trends

Scope 1 Performance & Trends

We have seen an increase of 23.70% since last year. This is primarily due to the expansion of our operational boundary following the acquisition of our new site. While this increase may initially appear negative, it reflects the company’s growth, which has resulted in higher fuel consumption for heating additional premises.

We anticipated this rise and have taken steps to identify improvements in other areas to offset the impact of our expanding footprint. As a result, our intensity metrics demonstrate a significant reduction in emissions relative to our growth.

The largest contributor to our Scope 1 emissions remains natural gas usage for heating our warehouses. This is a key area we must address in order to reduce emissions and meet our targets. We have also achieved a reduction in emissions from company vehicles, with a 17% decrease since 2024, driven by the transition towards electric vehicles (EVs).

While our fleet still relies heavily on fossil fuels, particularly diesel, we are actively working to reduce consumption through training, awareness, and the exploration of innovative solutions to lower fleet emissions.

Scope 2 Performance & Trends

We have made significant progress in reducing our Scope 2 emissions in 2025. This has primarily been achieved through the procurement of renewable energy contracts with our electricity providers. We now hold Renewable Energy Guarantees of Origin (REGOs) for three of our four sites, contributing to an overall reduction of 84.89% compared to 2024.

We are working towards securing a REGO for our remaining site, with the aim of achieving zero tCO₂e (market-based) emissions by 2028/29.

This reduction is further supported by the on-site generation of electricity from our solar arrays. We have improved their efficiency and productivity by implementing a management system that ensures regular inspections and cleaning, helping to maximise performance.

However, we are not yet able to fully realise the potential of our solar panels, as we currently lack the capability to store excess energy generated outside of operational hours. Addressing this limitation will be a key focus area moving forward.

Scope 3 Performance & Trends

Our Scope 3 emissions remain predominantly based on estimations, using spend-based calculation methodologies to approximate emissions across our value chain.

Based on our business activities, we have identified several material Scope 3 categories, namely: Purchased Goods and Services, Upstream Transportation and Distribution, and the Processing and Use of Sold Products.

Our Scope 3 emissions for Purchased Goods and Services have decreased significantly by 50%. This reduction is primarily due to improved data access and collation, as well as reduced purchasing activity. The latter was influenced by a major customer experiencing a significant cyberattack, which resulted in an extended shutdown of their manufacturing operations.

We have also achieved a 30.53% reduction in business travel emissions. This has been accomplished through more efficient travel planning, including consolidating supplier and customer visits where possible, as well as increased use of conference calls and virtual meetings.

Climate Action Plan

Scope 1 & 2 Actions

ACTION	IMPACT	INVESTMENT	COST SAVING	TARGET DATE	STATUS
Transition to alternative fuels for fleet that cannot be electrified Our HGV vehicles and operational requirement to carry significant weight (metal products) make EV's impractical. Trransitioning to alternative fuels can significantly reduce our GHG emissions, improve air quality, and potentially lower operational costs.	Large	Large	Medium	01/2030	RESEARCH
Transition car and van fleet to electric Replace company vehicles with electric ones to reduce fuel costs and tailpipe emissions. Focus on light commercial vehicles, company cars, and delivery vans. Includes setting up charging infrastructure, training staff, and managing the transition from petrol/diesel to electric vehicles.	Large	Large	Large	01/2030	IN PROGRESS
Provide eco-driving training for all drivers Train fleet drivers to use fuel-efficient driving techniques like smooth acceleration, smart speed control, and reduced idling. Use tracking tools to monitor progress and help drivers improve their habits.	Medium	Medium	Large	08/2026	IN PROGRESS
Switch to renewables for all purchased electricity Procuring electricity contracts with companies who offer REGO's with the aim to power all sites with renewable energy instead of fossil fuels and also supports the adoption of green energy generation.	Medium	Medium	Medium	04/2028	IN PROGRESS

Climate Action Plan

Scope 1 & 2 Actions

ACTION	IMPACT	INVESTMENT	COST SAVING	TARGET DATE	STATUS
Upgrade lighting systems for energy efficiency Replace old lights with energy-saving LED bulbs and install smart sensors that automatically control lighting based on room usage and natural light levels.	Medium	Medium	Large	01/2028	IN PROGRESS
Install battery energy storage for peak shifting Deploy on-site battery energy storage systems to store renewable energy generated by on-siste solar pannel arrays and discharge during peak demand periods.	Medium	Large	Medium	01/2030	RESEARCH

Climate Action Plan

Scope 3 Actions

ACTION	IMPACT	INVESTMENT	COST SAVING	TARGET DATE	STATUS
Develop a supplier code of conduct including environmental criteria Create environmental standards and requirements that all suppliers must meet, covering areas like emissions reduction, waste management, resource efficiency, and environmental reporting. This includes regular checking of compliance and working with suppliers to improve their practices.	Large	Small	Medium	04/2026	COMPLETE
Develop a sustainable procurement policy Replace company vehicles with electric ones to reduce fuel costs and tailpipe emissions. Focus on light commercial vehicles, company cars, and delivery vans. Includes setting up charging infrastructure, training staff, and managing the transition from petrol/diesel to electric vehicles.	Large	Small	Medium	01/2030	IN PROGRESS
Provide adequate and clearly labelled bins for recycling Place clearly labeled recycling, composting, and trash bins throughout the workplace to help employees dispose of waste correctly. Provide training on segregation and ensure that waste is segregated and disposed of correctly	Enabling Action	Small	Small	04/2025	COMPLETE
Conduct an employee commuting and home working survey Survey our employees about how they travel to work to find ways to reduce carbon emissions. Ask about travel methods, distances, and home energy use to create targeted solutions and measure environmental impact.	Medium	Small	Small	04/2026	COMPLETE

Climate Action Plan

Scope 3 Actions					
ACTION	IMPACT	INVESTMENT	COST SAVING	TARGET DATE	STATUS
Become a zero waste company Moving away from throwing things away to reusing them is crucial for business success. This means rethinking how we handle waste at every step, from design to disposal.	Medium	Medium	Large	01/2030	RESEARCH
Develop a sustainable procurement policy Replace company vehicles with electric ones to reduce fuel costs and tailpipe emissions. Focus on light commercial vehicles, company cars, and delivery vans. Includes setting up charging infrastructure, training staff, and managing the transition from petrol/diesel to electric vehicles.	Large	Small	Medium	01/2030	IN PROGRESS
Create a Sustainable Business Travel policy Develop guidelines that help our company make smarter choices about business travel. Focus on reducing unnecessary trips and choosing environmentally friendly travel options.	Enabling Action	Small	Medium	01/2028	RESEARCH
Integrate sustainability into supplier assessments Add environmental and social factors to our supplier selection process alongside traditional measures like cost and quality.	Transformative	Small	Medium	01//2027	IN PROGRESS

Climate Action Plan

Metrics & Targets					
ACTION	IMPACT	INVESTMENT	COST SAVING	TARGET DATE	STATUS
Report publicly on climate plan and progress Publish a climate action plan and report progress against it on a regular basis. Typically covers what's included in the plan, how it's progressing and next steps. Helps make plan and progress accessible to stakeholders.	Enabling Action	Small	Small	04/2026	COMPLETE
Measure carbon emissions Measure our company's greenhouse gas emissions by tracking energy use, fuel consumption, and other emission sources. This involves checking electricity and gas bills, vehicle fuel records, and other activities that produce carbon emissions to identify opportunities for reduction.	Transformative	Medium	Small	04/2022	COMPLETE
Set a medium term target to reduce emissions (Scope 1 & 2) Create clear goals for reducing emissions from our direct operations. Set targets for both the near future and long term. 2030 Near term adn Net Zero 2050.	Transformative	Large	Medium	05/2025	COMPLETE
Set a long term target to reduce emissions (Scope 1,2&3) Ceate clear goals for reducing our company's environmental impact by 2030 and 2050. Set targets that cover all types of emissions our business creates.	Transformative	Large	Medium	01/2027	RESEARCH

Climate Action Plan

Governance					
ACTION	IMPACT	INVESTMENT	COST SAVING	TARGET DATE	STATUS
Create a Sustainability Lead role Appoint someone who is responsible for leading and coordinating sustainability efforts across your organisation. This role brings together different teams, checks progress on environmental goals, builds knowledge across the business, and makes sure sustainability moves from good intentions to actual results.	Enabling Action	Medium	Medium	09/2024	COMPLETE
Ensure a board member is accountable for sustainability performance Make sure a board member is directly responsible for your company's environmental progress. This shows sustainability is a top priority and ensures senior-level support.	Enabling Action	Small	Medium	09/2024	COMPLETE
Identify key climate risks Understand how climate change could affect our business operations, supply chain, and customers. Carry out a risk assessment that takes into our stakeholders and identoify risk with significant impact.	Enabling Action	Medium	Large	03/2025	COMPLETE
Create a climate change adaptation and resilience programme Investing in practical changes that help our business cope with climate impacts like extreme weather, temperature changes, and water availability.	Enabling Action	Medium	Medium	11/2025	COMPLETE

Climate Action Plan

Governance					
ACTION	IMPACT	INVESTMENT	COST SAVING	TARGET DATE	STATUS
Get senior leadership to sign off the climate action plan Securing formal sign-off from senior leadership on a climate action plan. This will ensure accountability at board leavel but ensure that our vison and actions driveing our development is alligned to reducing our climate impact.	Enabling Action	Small	Non Material	11/2025	COMPLETE
Include sustainability training in employee learning and development Include sustainability in learning and development for employees that's relevant to their roles involves. The aim is to educate employees on the company's environmental goals and employees' role in achieving them.	Enabling Action	Medium	Small	01/2028	IN PROGRESS
Build employee understanding of net zero commitments and transition plans Help employees understand your company's climate goals and plans. Make complex environmental commitments clear and relevant to everyone.	Enabling Action	Small	Small	01/2028	IN PROGRESS

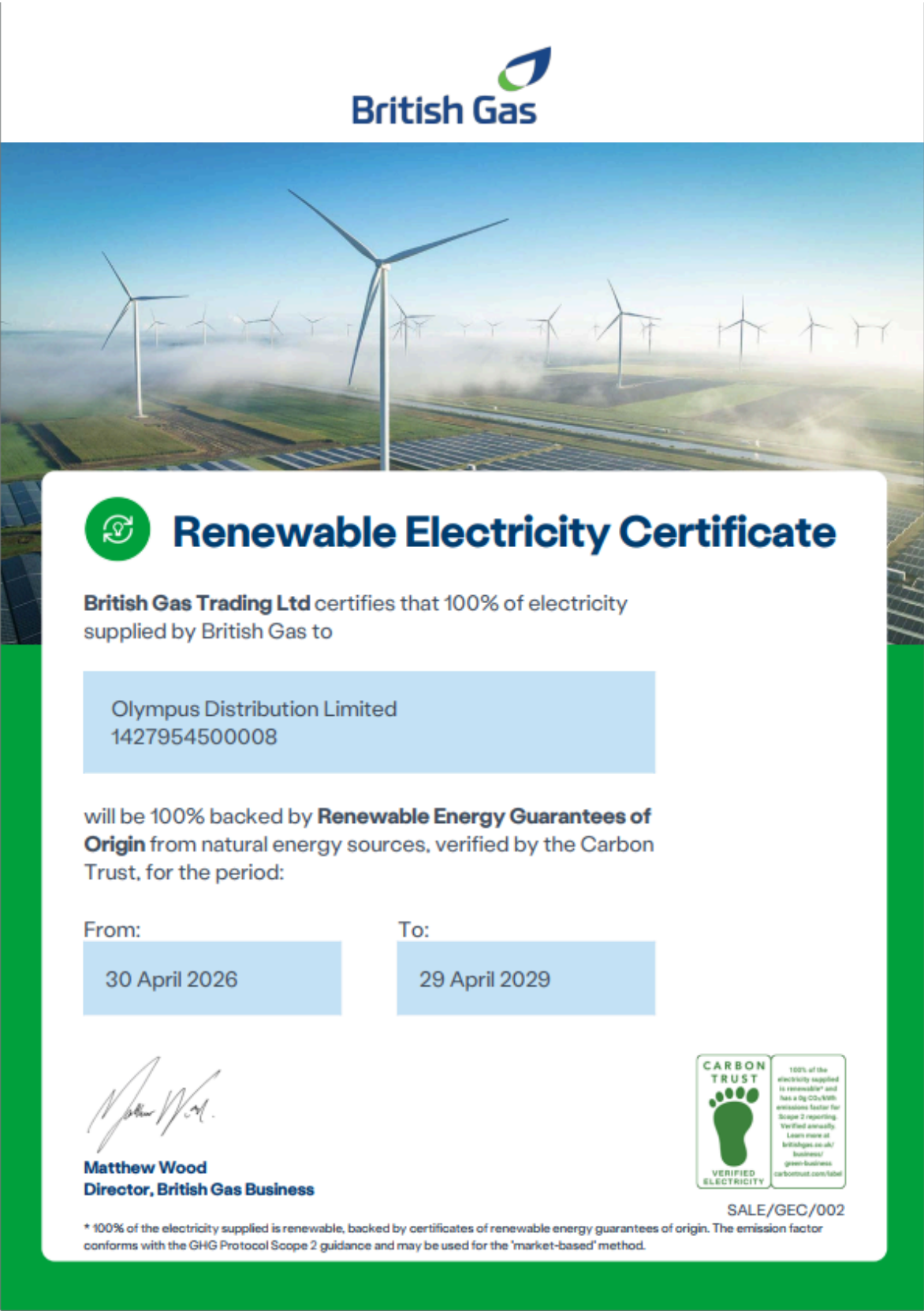
Appendix: Definitions

The following definitions are aligned with the GHG Protocol, SECR guidance, and terminology used throughout this report:

Term	Definition
Greenhouse Gas (GHG)	Gases that trap heat in the atmosphere, including carbon dioxide (CO ₂), methane (CH ₄), and nitrous oxide (N ₂ O).
CO ₂ e (Carbon Dioxide Equivalent)	A standard unit used to express the impact of different greenhouse gases in terms of the equivalent amount of CO ₂ , based on their global warming potential.
Scope 1 Emissions	Direct emissions from sources owned or controlled by the organisation (e.g. fuel combustion, company vehicles, refrigerants).
Scope 2 Emissions	Indirect emissions from the generation of purchased electricity, heating, or cooling consumed by the organisation.
Scope 3 Emissions	All other indirect emissions that occur across the value chain, including upstream and downstream activities (e.g. suppliers, travel, product use).
tCO ₂ e	Tonnes of carbon dioxide equivalent; the unit used to report emissions in this report.
Operational Control	A boundary approach where the organisation accounts for emissions from operations where it has full authority to implement policies.
Base Year	The reference year (2022) against which future emissions reductions are measured.

Term	Definition
Emission Factor	A coefficient used to convert activity data (e.g. fuel use, electricity consumption) into GHG emissions.
Location-Based Method	Scope 2 calculation using average grid emission factors for a geographic region.
Market-Based Method	Scope 2 calculation reflecting emissions from specific electricity suppliers or contracts (e.g. renewable tariffs).
REGO (Renewable Energy Guarantee of Origin)	Certification that electricity supplied is generated from renewable sources.
Science Based Targets Initiative (SBTi)	A framework that supports companies in setting emissions reduction targets aligned with climate science and the Paris Agreement.
Streamlined Energy & Carbon Reporting (SECR)	UK regulatory framework requiring companies to disclose energy use and carbon emissions.
Materiality Threshold	A threshold (typically ±5%) used to determine whether changes require recalculation of emissions data.

Appendix: REGO Certificates



Full copies of the Renewable Energy Guarantees of Origin (REGO) certificates are available upon request.

Requests must be submitted in writing via email to the appropriate contact. Upon receipt of a valid request, copies of the relevant certificates will be provided within a reasonable timeframe.