

Carbon Reduction Plan

Watkinscole is committed to reducing its carbon footprint and working towards net zero emissions.

Our operations cover Scope 1 and Scope 2 sources plus selected Scope 3 sources.

Watkinscole has set a target to reduce the carbon intensity of its own operations. Baseline emissions have been calculated to measure future emissions reductions and identify areas to implement new business models compatible with a net zero future.

Baseline year emissions: 2024

| Scope | % of emissions | Tonnes CO2e |
|-----------------------------------|----------------|-------------|
| 1 | 100.0% | 22.4 |
| fuel combustion | | |
| 2 | 100.0% | 2.47 |
| electricity | | |
| 3 | 100 % | 40.9 |
| business travel | | |
| goods & services capital goods | | |
| TOTAL EMISSIONS | 65.8 | |

The following environmental management measures and carbon reduction initiatives have been implemented.

Initiatives Implemented

- Carbon management baseline emissions calculated
- Reviewed environmental management systems to align with the principles of ISO 14001:2015 standards
- Reduce business travel and embrace virtual meetings
- Introduce electric vehicles
- Make electric vehicle charging points available to employees
- Remote working to reduce the emissions from commuting and office space
- Change to energy efficient LED lighting
- Introduction of more digital product solutions to reduce paper consumption
- Members of Supply Chain Sustainability
- Migration of IT infrastructure to Microsoft, who are committed to being carbon negative by 2030

Proposed Future Initiatives

- Identify gaps in scope 1,2 and 3 reportable carbon emissions
- Facilitated the recycling of IT hardware, printer waste and lithium batteries
- Replace older vehicles with u-lez compliant vehicles
- The hiring of our electric van
- Engage suppliers demonstrating a commitment towards achieving net zero emissions by 2050
- Switch to greener energy suppliers
- Improve insulation and energy efficiency in head office
- Develop guidelines on carbon efficient home working
- Implement an ordering system to minimise the frequency of deliveries from the same supplier.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.