

ENVITIA GROUP

CARBON REDUCTION PLAN: AUGUST 2025



1. Commitment to achieving net zero

Envitia is committed to achieving net zero emissions by 2050 at the latest.

2. Baseline emissions footprint

Baseline year emissions: 2021

Our baseline emissions inventory includes all our measurable scopes 1, 2 and 3 emissions. We shall re-evaluate our baseline year as required.

Emissions	Total tCO ₂ e
Scope 1	15.6
Scope 2 – market-based	43.4
Scope 3	83.9
Categories (included in Scope 3 total)	
4 - Upstream transportation and distribution	0
5 - Waste generated in operations	1.7
6 - Business travel	20.7
7 - Employee commuting	27.9
9 - Downstream transportation & distribution	0
Total emissions	142.96

3. Current emissions reporting

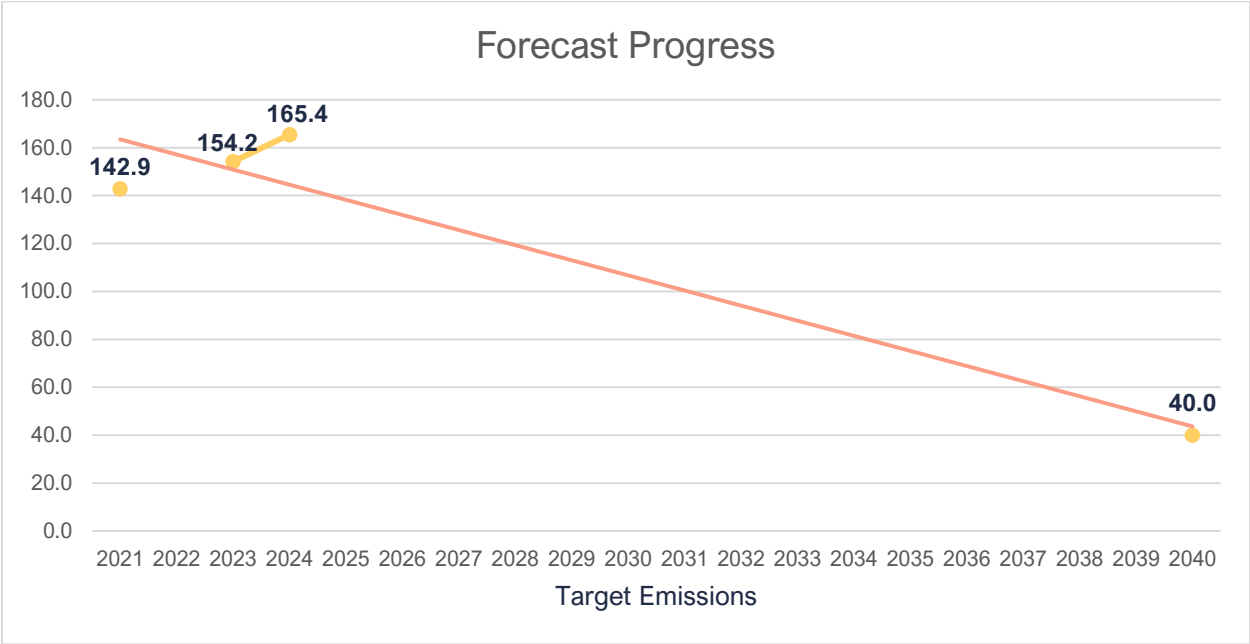
Reporting year emissions: 2024

Emissions	Total tCO ₂ e
Scope 1	15.3
Scope 2 – market-based	30.22
Scope 3	119.88
Categories (included in Scope 3 total)	
4 - Upstream transportation and distribution	0.07
5 - Waste generated in operations	1.6
6 - Business travel	15.3
7 - Employee commuting	37.3
9 - Downstream transportation & distribution	0
Total emissions	165.40



4. Emissions reduction target

To continue our progress towards achieving net zero, we are targeting a reduction in emissions consistent with the forecast outlined in the graph below (with current progress noted):





5. Carbon reduction projects

We deliver a range of environmental initiatives across operations, people, and supply chain engagements. The following have been completed or implemented since the 2021 baseline:

Transition to Low Emission Vehicles

- Partnered with Octopus Energy to offer employees access to cost-effective electric vehicle (EV) schemes.
- Installed EV charging stations at our Head Office to support on-site charging and encourage EV use.

Employee Engagement and Awareness

- Delivered Environmental Awareness training to all employees.
- Promoted a strong culture of 'reduce, reusing, recycling' across the organisation.
- Planted a tree at a local Woodland Trust site for every new employee, reinforcing our commitment to environmental stewardship.

Waste Management and Resource Efficiency

- Upgraded recycling infrastructure to improve material segregation, reduce reliance on landfill, and divert food waste for composting.

Environmental Governance

- Completed a comprehensive Environmental Impact Assessment to identify key environmental aspects and prioritise targeted carbon reduction measures.
- Integrated environmental considerations into procurement, facilities management, and daily operational decision-making.

To accelerate our carbon reduction pathway and stay aligned with our net zero targets, we are exploring a range of new initiatives, examples include:

Energy and Estates

- Transition to 100% renewable electricity by 2030.
- Explore opportunities for energy-efficient retrofits.

Sustainable Travel and Transport

- Develop and implement a robust Sustainable Travel Policy to reduce emissions associated with business travel.
- Enhance measurement and reporting of travel emissions to better identify areas of improvement and reduction.

Supply Chain Procurement

- Embed sustainability criteria into our supplier onboarding and evaluation processes, encouraging key partners and suppliers to set and pursue their own carbon reduction targets.
- Collaborate with suppliers to assess and reduce Scope 3 emissions, enhancing transparency and sustainability throughout our value chain.



6. Declaration and sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Envitia Group

A handwritten signature in black ink, appearing to read "D Eade", positioned to the left of a vertical yellow line.

Dominic Eade, CEO

Date: August 2025