



Sustainability Statement 2024/2025

We are committed to reducing our environmental impact and are actively working towards a more sustainable future. As part of this commitment, we have again collaborated with Climate Partner to calculate our Corporate Carbon Footprint (CCF), encompassing our operations in London, Ilfracombe, and Oxford. Our analysis was conducted in accordance with the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard.

Corporate Carbon Footprint Overview

For the entire calendar year of 2023, our total measurement of carbon emissions within Scopes 1, 2 and 3, amounted to 2,293 tonnes of CO₂e. (tCO₂e)

- This is the equivalent to the annual carbon footprint of **264** European citizens (based on an average per capita emission of 8.7 t CO₂ per year each).
- A further **reduction in emissions of CO₂e of 26%** was achieved when compared to the previous calendar year reported.
- Our Carbon intensity of these emissions of tCO₂e per £1m sold equates to a **reduction in emissions of 36%** in comparison to the same period. In short this means that we have managed to significantly reduce our overall carbon footprint while also injecting business growth into new regions.

Emissions Breakdown

Our carbon footprint is categorised into three scopes:

- **Scope 1:** Direct emissions from company-owned operations
 - 64.7% of our total emissions / 1,484.6 tCO₂e
 - primarily from our vehicle fleet and refrigerant leakage.
- **Scope 2:** Indirect emissions from purchased energy
 - 2.1% of our total emissions / 47.6 tCO₂e
 - covering electricity and heating consumption.
- **Scope 3:** Other emissions that are not under direct corporate control, such as employee travel or product disposal.
 - 33.2% of our total emissions / 760.8 tCO₂e
 - including employee commuting, operational waste, and fuel-related emissions.

Sustainability Commitments and Actions

We are committed to reducing our carbon footprint through the following initiatives:

- **Fleet Optimisation & Transition to Low-Carbon Vehicles:** We continue to upgrade our fleet to include more fuel-efficient, low-emission and electric vehicles. Also look to utilise alternative fuels such as sustainable HVO.
- **Energy Efficiency Improvements:** By investing in energy-efficient technologies and transitioning to renewable energy sources where feasible.
- **Employee Commuting Initiatives:** Encouraging sustainable transport options, including carpooling, cycling, and remote working policies when practical.
- **Waste Reduction & Recycling:** Enhancing waste management strategies to reduce landfill contributions and increase recycling and reuse rates.
- **Supplier Engagement & Sustainable Procurement:** We work closely with our suppliers with the aim to Minimise emissions across our supply chain.

Continuous Improvement & Monitoring

By tracking our emissions annually, we measure our progress against reduction targets and refine our sustainability strategies. Our aim is to continuously improve our environmental impact and align with global sustainability goals, including those outlined in the Paris Agreement.

We remain as passionate and committed as we always have been to deliver sustainable solutions across our business and to assist our customers and are delighted to have been announced as winners of a Sustainability Award at a prestigious gala event in London in December 2024.

We continue to champion Sustainability and challenge ourselves to make a difference for all of our tomorrows in our journey to net zero.