



### Net Zero Achieved

- Net zero achieved (90% reduction in total base year emissions)
- Permanent removal of remaining emissions



### Near Term Targets Achieved

Near term science-based targets achieved (50% reduction in base year emissions)



### In-depth Scope 3 Abatement Action

- Regular reviews of emissions
- Equipment improvements
- Transport innovation, business travel and commuting planning
- Many more strategies



### Vehicle Upgrades

Transition all company-owned petrol and diesel vehicles to fully electric, or an alternative eco-fuel, as infrastructure and markets allow.



### Green Power

- 100% renewably-sourced purchased electricity
- Continued growth of EV fleet
- Purchase local land for planting a broadleaf wood to sequester carbon and for employee recreation



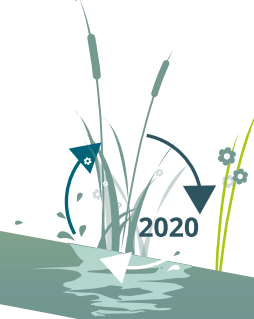
### Validation & Supply Chain Mapping

- Scope 3 supply chain analysis now included in GHG Assessment
- Emissions validated to ISO 14064 specification
- Carbon reduction plan prepared to public procurement specification PPN 06/21



### Scope 1 & Scope 2 Upgrades

- Installation of solar panels and electric vehicle charging infrastructure
- Purchase first electric survey vehicle



### Biodiversity & Carbon Sink Upgrades

- A low-mow site maintenance scheme letting grasses and wild flowers reach their full height during summer months
- Planting of nectar-rich, pollinator friendly flowers and bushes
- Development of a berry garden where employees can take a break from their desks whilst snacking and harvesting organically grown produce
- Composting bays



### Carbon Footprint Mapping

- Scope 1 and Scope 2 GHG Assessment Tracking instigated across operations
- Issue our first carbon reduction and biodiversity management plan



### First Satellite Office Opens

Fleet management utilisation planning indicates a southern office is required



### The Sustainability Journey Begins

Conversion of centuries-old buildings into a modern energy-efficient office

- Very high levels of insulation
- Ground source heat pump technology
- Efficient LED lighting
- Rainwater harvesting system



### The Company Is Formed



# Journey to Net Zero