

Climate Action Plan

1. Introduction

Our Climate Action Plan outlines our commitment to promoting a positive environmental impact and protecting our planet. We are committed to supporting the global ambition to limit global warming to 1.5°C, in line with the goals of the Paris Agreement, by embedding sustainable practices across our business operations.

This Plan sets out our baseline, targets, and the actions we will take to reduce our environmental impact. This Plan applies to all of our operations and employees and covers our direct activities as well as relevant impacts within our supply chain.

This Climate Action Plan is published on our website and is accessible to all stakeholders, including employees, customers, suppliers, and investors, for transparency and accountability.

2. Scope and Governance

This Plan has been formally reviewed and approved by the Board of Directors. This Board retains overall accountability for this plan, while all staff are responsible for implementation and performance.

3. Our Commitment

To support our climate ambitions, we are committed to:

- **Monitoring** and calculating our current carbon footprint across Scope 1, 2, and relevant Scope 3 emissions, in line with the Greenhouse Gas Protocol as a baseline for setting reduction targets. We are committed to working towards achieving net zero emissions by 2040. We will set interim reduction targets and review progress annually.
- We will reduce Scope 1 and 2 emissions by 25% by 2030 (from our 2026 baseline).
- **Implementing energy efficiency** measures such as LED lights and improving building energy performance (e.g. insulation, heating, and cooling systems), and adopting renewable energy solutions. We aim to achieve 5% reduction each year and transition to 100% renewable electricity by 2030.
- **Monitoring and reducing water** consumption by installing a meter to establish a baseline to set reduction targets.
- **Reducing waste** by incorporating a company-wide recycling programme and prioritising waste reduction, reuse, and circular economy principles. We will set measurable waste reduction targets and monitor waste volumes annually. We aim to reduce total waste by 25% by 2030.
- **Promoting sustainable travel** by encouraging staff to use public transport and opt for virtual meetings when possible.
- **Reducing business travel** by prioritising video conferencing and online meetings.

- **Raising awareness** and embedding environmental considerations into company policies, procedures, and decision-making processes. We have set a target of ensuring 100% of all our employees complete Sustainability Training by 2027. We will also encourage employee engagement through internal initiatives and sustainability champions.
- **Sustainable procurement** practices, by prioritising local suppliers, in addition to those with a climate strategy. We additionally prioritise the use of lower-emitting modes of transport (e.g. sea freight).
- **Investing in GHG emissions reduction and removals** projects – e.g. by offsetting 10% of our emissions annually.
- **Embedding climate considerations into governance** structures, with clear roles and responsibilities for delivery and implementation of this plan. Overall accountability for this plan sits with the Board, with day-to-day responsibilities assigned to Ruth T. Progress will be reviewed at least annually at senior management level.

4. Resource Allocation

We have allocated the necessary human, technical, and financial resources to deliver our Climate Action Plan effectively:

- Sustainability Lead/Manager to oversee the implementation and coordinate efforts across departments.
- Ruth T to support employee engagement, training programmes, and embed sustainability into company culture and policies.
- Finance to allocate budgets and track sustainability-related expenditure.
- Procurement to integrate sustainability criteria into supplier selection.
- Senior Management to provide oversight, ensure accountability, and review progress against targets.

5. Stakeholder Engagement

We will actively engage with stakeholders to support the delivery of this plan. This includes:

- Employees through training and internal engagement initiatives
- Suppliers by integrating sustainability criteria into procurement
- Customers by communicating our progress clearly and transparently
- Investors and partners through transparent reporting and ongoing dialogue.

6. Monitoring, Reporting, and Transparency

We are committed to transparent reporting of our progress against this plan. We will publish annual updates on our emissions, targets, and other relevant key performance indicators, in line with recognised international frameworks. This information will be made publicly available to our stakeholders through the Impact Reports published on our website.

7. Review

Our Climate Action Plan will be reviewed annually and approved by our Board of Directors. Updates or changes to this Plan will be communicated publicly and internally to ensure transparency and alignment with best practices in environmental sustainability and sustainable business conduct.

Approved on behalf of the Board of Directors by: Stephen Vine, Managing Director
Signature:

A handwritten signature in black ink that reads "Stephen Vine". The signature is written in a cursive style, with the first letter of "Stephen" being a large, sweeping capital 'S' that loops around the word. The word "Vine" is written in a similar cursive style, with a large capital 'V'.

Date: 23 August 2026