

Supplier Name: Algeos Carbon Reduction Plan

Publication date: July 2023

Review date: 25th June 2024

Commitment to achieving/working towards Net Zero:

Algeos is committed to achieving Net Zero emissions by 2030, twenty years ahead of the NHS deadline and the government target.

Algeos are developing an implementation plan outlining our KPIs and how we aim to reach our target goal.

All our emissions are reported using the Track My Carbon application software.

Baseline Emissions Footprint:

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions.

Baseline emissions are the reference point against which emissions reduction can be measured; Algeos began collecting emissions data in accordance with the streamlined energy and carbon reporting (SECR) requirement for our financial year ending 31 December 2022. In accordance with these requirements, we have Scope 1, Scope 2 & Scope 3 emissions for one reporting year and have used this as our baseline.

No data was collected during the COVID-19 pandemic due to reduced operations, staff levels and organisational changes during this time.

Data has been gathered from hire companies for vehicles used by Algeos and personal and company car use for business purposes, and other forms of transport, primarily air and public transport, which has been derived from our finance team who process expenses. Staff have been encouraged to utilise more sustainable methods of transport when commuting to the office, which is captured in more detail in our carbon reduction initiatives.

Whilst we have collected data for Scope 3 Upstream and Downstream, we acknowledge that there are some gaps in the data and therefore some has been excluded as it was not available to us however, Algeos have committed to working with our suppliers to ensure this data is captured and recorded correctly.

Current Emissions Reporting:

Our current emissions reporting is based on calculated figures at the end of each current year, reflecting all 3 scopes*. Algeos are committed to meeting our target of 13% year on year reduction.

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*Scope 3 upstream (purchase) transportation and distribution has been excluded from data as this is not available. We have a process in place to reduce key supplier mileage and emissions by 12% and logging the number of electric vehicles utilised for final delivery to site. Freight Forward suppliers are using alternative fuels for transportation. We will work with our procurement to consider whether Processing of goods (sold product by customers) category emissions could be captured through changes to supplier processes to minimise production waste.

Reporting Data:

| Baseline year emissions: 1 January 2022 to 31 December 2022 | |
|---|---------------|
| EMISSIONS | TOTAL (tCO2e) |
| Scope 1 | 128.2 |
| Scope 2 | 28.8 |
| Scope 3 (Included Sources) Upstream/Downstream* | 1846.7 |
| TOTAL | 2003.7 |

| Reporting year: 1 January 2023 to 31 December 2023 | |
|--|----------------|
| EMISSIONS | TOTAL (tCO2e) |
| Scope 1 | 124.1 |
| Scope 2 | 30.8 |
| Scope 3 (Included Sources) Upstream/Downstream* | 1504.6 |
| TOTAL | 1659.5* |

*The data recorded for 2023 shows a **17% reduction** on our baseline figure.

Emissions reduction targets:

To continue to progress with achieving Net Zero, we have implemented the following carbon reduction tools:

Track my Carbon software has been selected as the most suitable platform for recording and tracking our emissions data. Algeos launched this in Jan 2023 to record our baseline figures for 2022.

Algeos are certified with **ISO 14001:2015 Environmental Management System**, achieving the award in January 2024. ISO 14401 assists us to address our environmental concerns, reduce waste and improve efficiencies.

Algeos are committed to supporting the **continued professional development** of our employees. We believe that the IEMA Accredited training program for environmental and sustainability responsibilities will further support the awareness and knowledge of our colleagues. Upskilling in this area will further bolster the creativity required for future sustainable innovations for the company and our Net Zero objectives.

As part of our commitment to achieving our target for Net Zero, we have a **dedicated Net Zero team** who actively champion and explore possibilities to help support our goals. This team has been in place since January 2023, meeting at frequent intervals throughout the year to ensure we are progressing, addressing any gaps in our emissions data, planning our interim milestones and working towards achieving our targets.

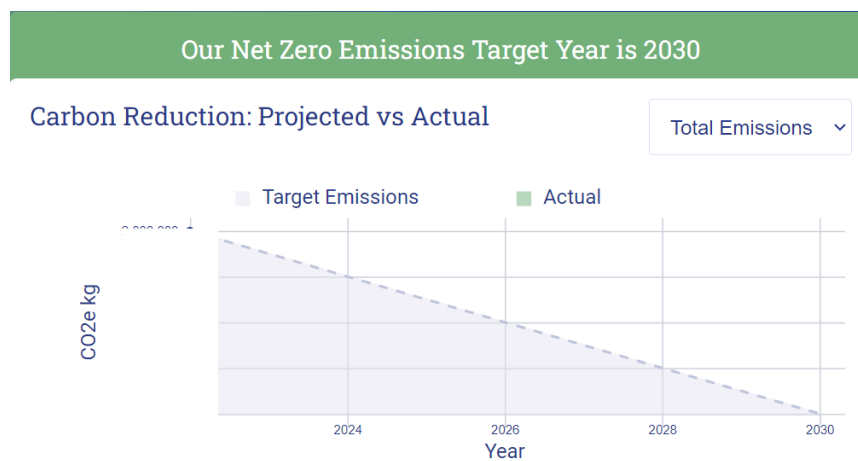
Communication is essential for successful implementation of Net Zero and is also at the heart of Algeos. We ensure that all Net Zero initiatives are regularly discussed and communicated at quarterly Board Meetings and Whole Company Meetings where updates are provided to all employees.

Algeos conduct annual supplier audits as part of our Quality Management System requirements and have included environmental audits to ensure we review our target progression, delivery and reporting timescales for Net Zero.

Algeos have pledged to reduce our carbon emissions by 13% year on year, for the next four years, and a greater year on year reduction for the remaining two years to reach our Net Zero target by 2030.

We project that carbon emissions will decrease by at least 40% by the end of our financial year in 2027. Our overall prediction is 13% reduction year on year for the next four years, however, we will update the data recorded annually and we anticipate this reduction percentage to greatly increase. This will demonstrate that our target year for Net Zero is achievable.

Progress against these targets can be seen in the graph below:



* The graph shows a flatline of 13% YOY from 2022-2030. We predict that the % reduction will increase by 2027.

Carbon Reduction projects:

The following environmental management measures and projects have been completed or implemented since the 2022 baseline year, including:

Carbon Reduction Initiatives:

- Launched an Environmental Policy outlining our commitment to minimising the negative impact of our activities. Algeos publish our commitments through our wider quality and standards statements on our website.
- Installation of LED lighting in all office spaces and the warehouse.
- Engaged with energy providers for the use of renewable energy.
- Initiated the Net Zero project team included gathering our data to inform our baseline Scopes 1-3 emissions and production of objectives, KPIs and reporting structure.
- Introduced hybrid working for 60% of our staff, supporting homeworking which brings a reduction in the amount of carbon generated through employee commuting.
- Invested in Eco-Uniforms. All warehousing staff were provided with uniforms made from recycled materials. This has helped change the mindset of staff and contributed towards our 'Go-Green' culture and eco-friendly policies.
- Introduced Hand Dryers in all bathrooms, removing the need for blue hand towels. This has provided a cost benefit analysis to show replacing the towels with dryers is both cost effective and environmentally friendly.
- Replaced all internal waste bins with waste sortation bins. This helps to segregate internal waste by category. It also helps improve and control of managing internal waste by product.
- Generation of general office waste was introduced to reduce the amount of waste. There are recycling posters, bins and facilities available. This has eliminated single use items by implementing our Reduce-Reuse-Recycle policy.
- Created initiatives and identified a partner for planting trees to begin to off-set carbon emissions from Scope 3 upstream and downstream.

Planned Carbon Reduction projects:

Over the next 4 years we plan to build on our existing knowledge and understanding by implementing the following projects:

Electricity - Lighting and general use:

LED lighting has been installed in all offices, along with our warehouse. Actively monitoring our current providers and exploring options to further ensure our energy is from renewable and sustainable sources, with an aim to be 100% renewable by 2027.

3C Initiative:

1. Can it be done remotely.
2. Can it be done by Teams Call/Zoom.
3. Can it wait until I have other customers around that region.

Business & Travel Emissions:

With our ongoing 3C initiative, we aim to reduce travel emissions by utilizing software such as Microsoft teams and zoom as ways to communicate. We are in the process of gaining quotations and are liaising with companies for options to install multiple EV points externally.

Our aim is to change our current fleet of vehicles to Electric or Hybrid to reduce emissions by 2025. However, the business remains committed to investing in the infrastructure for EV points for colleagues and our visitors alike.

Packaging:

As part of the EMS policy, we are requesting suppliers worldwide to outline their commitment to environmental protection and sustainable practices via the questionnaires sent to them.

The goal and objective for Algeos is to have zero single use plastic by 2027.

Waste:

We monitor and track our waste movement via quarterly KPI's that are provided to us by our service provider.

Over the last 2 years we have evidenced 0% landfill for all waste disposed from site.

Furthermore, Algeos align with the principles of the ISO 14001:2015 Environmental Management Systems standard, and will review our operations against the requirements to identify and address any compliance gaps.

Our procurement teams, our partners and our suppliers will continue to work with us to ensure that environmental sustainability is better embedded in procurement processes and contract terms and conditions; and ensure that our own suppliers are able to demonstrate their commitment to Net Zero by 2050.

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 the Supplier:

Neil Smith
Operations Director

Date: 25th June 2024