

## PLEDGE TO NET ZERO – ANNUAL REPORT 2023

**Publication date:** February 2024

### Commitment to achieving Net Zero

Waterman Group has pledged to reduce its carbon emissions and reach Net Zero by 2050 in line with the requirements for keeping global temperature rise under 1.5°C.

To achieve this, we have set an interim target of an 80% reduction of Scope 1 and 2 emissions, and 50% reduction of Scope 3 emissions based on a 2019 baseline across our entire value chain by 2030.

### Reporting Methodology

Emissions have been reported and recorded in accordance with the Greenhouse Gas (GHG) Protocol Corporate Standard applied to all Waterman Group’s UK and overseas operations using appropriate emission conversion factors for greenhouse gas reporting.

Scope 3 emissions have been reported in accordance with the Corporate Value Chain (Scope 3) Standard including estimates of all material emission categories for the Waterman Group business as follows:

**Category 1:** Purchased Goods and Services (spend-based estimate). **Category 2:** Capital Goods (spend-based estimate) **Category 3:** Fuel and Energy Related Activities (not included in Scope 1 or Scope 2) (fuel consumption) **Category 4:** Upstream Transportation (spend-based estimate) **Category 5:** Waste (spend-based estimate). **Category 6:** Business Travel (mileage where possible with additional spend-based estimates). **Category 7:** Employee Commuting (and homeworking emissions) (occupancy / best practice estimates).

### Baseline Emissions Footprint

Baseline Year: 2019	
Baseline year emissions	
Emissions	Total (tCO <sub>2</sub> e)
Scope 1	274.6
Scope 2 (Location-based)	371.7
Scope 3	7,752.3
<b>Total Emissions</b>	<b>8,398.6</b>

### Current Emissions Reporting

Reporting Year: 2022	
Emissions	Total (tCO <sub>2</sub> e)
Scope 1	130.6
Scope 2 (Location-based)	276.4
Scope 3	8,906.1
<b>Total Emissions</b>	<b>9,313.1</b>

## Carbon Reduction Progress

For the reporting year 2022, we have achieved a Scope 1 carbon emissions reduction of 144.0 tCO<sub>2</sub>e (52%) against the baseline and a Scope 2 emissions reduction of 95.3 tCO<sub>2</sub>e (26%) against the baseline, whilst overall Scope 3 emissions have increased by 1,153.8 tCO<sub>2</sub>e (15%) against the baseline.

The most significant driver in the increase in Scope 3 emissions is Purchased Goods and Services, which has increased by 1,831.6 tCO<sub>2</sub>e (39%) against the baseline. With the evolution of flexible working, homeworking emissions have also increased significantly, by 615.5 tCO<sub>2</sub>e from an immaterial level in the baseline year. Conversely, increased homeworking and remote meetings has resulted in emissions from Business Travel reducing by 477.4 tCO<sub>2</sub>e (43%) against the baseline and emissions from Employee Commuting reducing by 601.7 tCO<sub>2</sub>e (43%) against the baseline.

The overall increase in Scope 3 emissions is driven in part by growth (Group revenue grew by 25% in the same period) as well as significant increases in operational costs across the supply chain. Given that we currently use a spend-based method rather than supplier-specific data in estimating emissions from Purchased Goods and Services, the identified increase is not surprising but may not accurately represent the true position of our carbon footprint and emission reduction efforts.

As a result of the limitations in our current method and to better reflect the impact of the initiatives listed below, we anticipate that we will recalculate our base year emissions, and subsequent progress, in the next two years. We expect this to result in a significantly reduced and more accurate estimate of Scope 3 emissions as a result of our direct engagement with suppliers and refinement of the data used.

## Future Carbon Management Initiatives

The following environmental management measures and projects have been initiated since the 2019 baseline and will be ongoing throughout the future reporting period.

- We have had our targets validated by the Science Based Targets initiative (SBTi) and will continue to disclose our progress against those targets in line with SBTi requirements.
- We have begun engaging with our supply chain to develop a more accurate measure of emissions to include direct data from suppliers and encourage them to set their own carbon reduction targets.
- Where possible we will continue to switch our electricity to an approved green energy supplier.
- We are reducing emissions from our annual business travel through the use of online meetings and development of Net Zero travel policies.
- We are empowering flexible working patterns to reduce overall emissions from employee commuting and home working.
- We have launched a salary sacrifice car lease scheme to support employees in choosing low- or zero-emission vehicles.
- Where gas is an integral part of the current energy supply to a leased office, we have fitted new condensing boilers which are expected to use 55% less gas than the previous models through increased efficiency as well as improved controls and fittings.
- When we move to new rented premises, we ensure that energy performance is fundamental to our decision-making, targeting offices with an energy performance rating of B or above.

In the future we hope to implement further measures such as:

- Transition to 100% renewable electricity and increase energy efficiency measures across entire office estate.
- Initial 50% reduction in natural gas use and eventual phase out.
- Transition company car and grey fleet towards electric vehicles.
- Continuing reduction of business mileage and encouragement of low carbon transport options for business travel and employee commuting.

**Signed on behalf of Waterman Group:**



**Alex Steele**  
**Chief Financial Officer**  
**Waterman Group Plc**