

Procurement Policy Note (PPN) 06/21

Waterman Group

Compliant Carbon Reduction Plan

Publication date: June 2025

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.

This commitment applies to Waterman Group and all its subsidiaries.

Baseline Emissions Footprint

Baseline Year: 2019	
Baseline year emissions	
Emissions	Total (tCO ₂ e)
Scope 1	254
Scope 2	207
Scope 3	
Cat 4 Upstream transportation and distribution	5
Cat 5 Waste generated in operations	28
Cat 6 Business travel	842
Cat 7 Employee commuting	1,196
Cat 7.1 Home working (optional)	9
Cat 9 Downstream transportation and distribution	n/a
TOTAL	2,079
Total Emissions	2,540

Current Emissions Reporting

Reporting Year: 2024	
Emissions	Total (tCO ₂ e)
Scope 1	106
Scope 2	133
Scope 3	
Cat 4 Upstream transportation and distribution	2
Cat 5 Waste generated in operations	21
Cat 6 Business travel	616
Cat 7 Employee commuting	690
Cat 7.1 Home working (optional)	514
Cat 9 Downstream transportation and distribution	n/a
TOTAL	1,843
Total Emissions	2,082

Emissions reduction targets

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction target.

An 80% reduction of Scope 1 and 2 and 50% reduction of Scope 3 based on a 2019 baseline across our entire value chain by 2030.

Carbon Reduction Projects

The carbon emission reduction achieved from 2019 equates to 458 tCO₂e, or an 18% reduction against the baseline. This includes a 48% reduction in Scope 1 and 2 emissions and an 11% reduction in requisite Scope 3 emissions.

The following environmental management measures and projects have been completed or implemented since the 2019 baseline and will be in effect when performing the contract.

- We have had our targets validated by the Science Based Targets initiative (SBTi).
- Where possible we have switched our electricity to a green energy supplier.
- We have reduced emissions from our annual business travel by 27% through the increased use of online meetings.
- We have reduced emissions per head from employee commuting and home working by 7% by empowering flexible working patterns.
- We have achieved an initial 50% reduction in natural gas use, with a view to eventual phase out.
- We have introduced a salary sacrifice lease scheme to support the use of electric vehicles.

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.
- Supply chain engagement to encourage top suppliers to set their own carbon reduction targets.
- Continuing reduction of business mileage and encouragement of low carbon transport options for business travel and employee commuting.

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 Greenhouse Gas (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 Streamlined Energy and Carbon Reporting (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 Waterman Group board of directors.

Signed on behalf of Waterman Group:

A handwritten signature in blue ink, appearing to read 'A Steele', is positioned above the printed name.

Alex Steele

Chief Financial Officer

Waterman Group Plc