



Decarbonisation

Policy statement

We're committed to driving meaningful and measurable reductions in greenhouse gas (GHG) emissions in line with science-based targets (SBTi). Our newly validated target reflects our commitment to realistic and impactful decarbonisation efforts:

- Scope 1 and 2: we commit to reducing absolute scope 1 and 2 GHG emissions by 42% by FY2030, using our FY2022 baseline.
- Scope 3: We commit to reducing Scope 3 GHG emissions from purchased goods and services by 51.6% per GBP value added within the same timeframe.

These targets are validated by the science-based targets initiative (SBTi) and measured through a system verified to the standards of ISO 14064, ensuring credibility and transparency.

Re-baselining for growth

We recognise the importance of maintaining accurate and relevant carbon accounting as our organisation evolves. Our approach includes re-baselining emissions commitments to account for acquisitions and divestments, ensuring we continue to measure and report appropriate performance, regardless of our growth or structural changes.

Measurement and verification discipline

To achieve our targets, maintaining a disciplined approach to measurement and verification is critical. All divisions are required to:

- Implement verified systems to measure carbon emissions accurately
- Identify and adopt energy-efficient and fuel-efficient practices
- Actively pursue opportunities to procure lower-carbon goods and services.

Supply chain engagement

We actively collaborate with our subcontractors and suppliers to align their practices with our decarbonisation goals. All suppliers are required to adhere to our supplier code of conduct, which includes stringent carbon reduction requirements.

Transparent reporting

We are committed to transparent and consistent reporting of our carbon performance. We'll disclose our emissions data in:

- Our annual financial statement of accounts

- Our ESG report
- In compliance with streamlined energy and carbon reporting (SECR) requirements.

We're dedicated to continuous improvement in reducing our carbon footprint, engaging with innovations and industry best practices, and upholding our responsibility to mitigate climate change. Through these efforts, we aim to lead by example and contribute to a sustainable future.