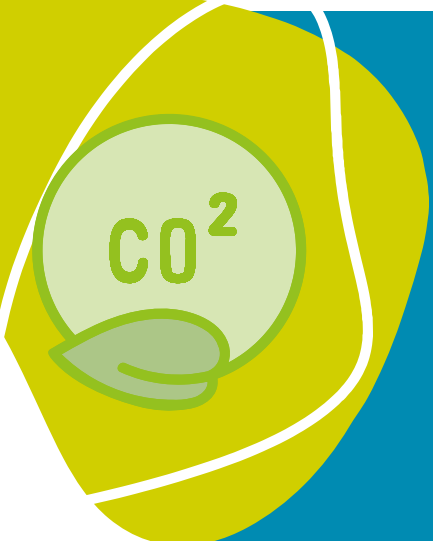


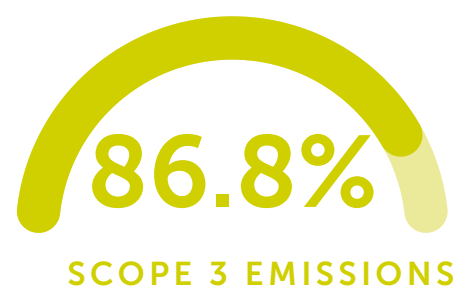
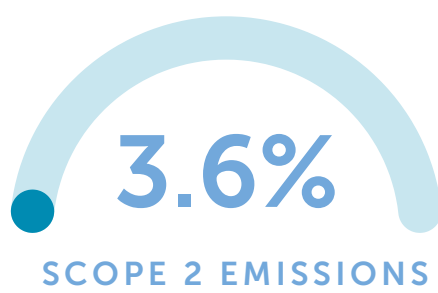
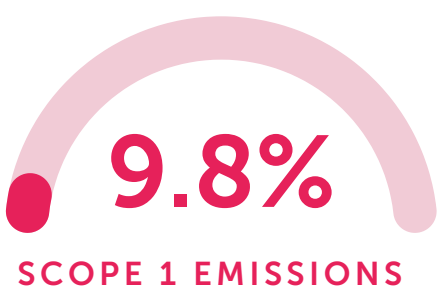


DECARBONISATION JOURNEY 2021



CONTINUOUS IMPROVEMENT

As a business, it is our commitment to continuously monitor and ultimately improve our environmental performance. Our annual carbon reporting is just one way that we are championing environmental stewardship throughout the organisation. This year has seen a slight increase in our total emissions but it is something we are working to address and implement into our future reduction pathway.



1.52 tCO₂e intensity per FTE



CLIMATE ACTION

Since setting our carbon baseline year in 2020, we as a business are committed to ensuring we take responsible actions to mitigate the residual emissions that we create whilst working towards carbon neutrality. Working with dedicated partners, we ensure we are investing in carbon offsetting routes that have a direct and measured impact on the environment.

DECARBONISATION JOURNEY

The business has been working to improve the data quality and accuracy which underpins our carbon reporting. Putting robust reporting processes in place coupled with ongoing employee engagement we have increased the accuracy of the data we report on. This increased data accuracy also includes the addition of accounting for new scope 3 emissions such as purchased goods and services. Understanding this side of the business helps us as an organisation take the relevant steps to develop a robust decarbonisation pathway and set reduction targets for our future.

