

Carbon Reduction Plan 2026

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1. Commitment to Achieving Net Zero

Sanderson Solutions Group Plc recognises its responsibility to address climate change and is committed to achieving Net Zero emissions by 2050, as outlined in the company's [Climate Control Pledge](#).

To support this commitment, the business has established near-term emissions reduction targets that focus on the most significant sources of greenhouse gas emissions across its operations and value chain. Delivery of these targets is overseen through the company's sustainability strategy, with responsibility shared across senior leadership, operational teams and employees. Progress is monitored through regular emissions reporting and continual improvement initiatives designed to drive measurable reductions in carbon emissions while supporting sustainable business growth.

2. Baseline Emission Reporting

The company has taken the baseline emissions as a reference point against which emissions reduction can be measured, as these act as a record of the greenhouse gases that have been produced prior to the introduction of any strategies to reduce emissions.

In 2019 when the calculations were produced, Sanderson appointed an external consulting firm, [The Green Element](#), to ensure calculations had been produced according to best practice.

Baseline Reporting Year		July 2019 - June 2020
EMISSIONS		TOTAL (tCO ₂ e)
Scope 1		14.06
Scope 2		27.37
Total Scope 3		495.86
Scope 3 listed categories	Upstream transportation and distribution	0.0
	Waste generated in operations	0.0
	Business travel – non mileage	64.56
	Business travel – mileage	23.31
	Employee commuting	151.73
	Downstream transportation and distribution	0.0
Total Emissions		537.29
Intensity Ratio (gross Scope 1,2 + 3) / per full-time employee		3.47

3. Near-Term Emissions Reduction Targets

The business has established near-term emissions reduction targets to provide a structured and measurable pathway towards decarbonisation while supporting continued business growth. The targets focus on the areas where the organisation has the greatest ability to influence outcomes and where the most significant emissions reductions can be achieved.

Scope	Reduction %	Target Year	Reasoning
1	50%	2035	Significant reduction has already been achieved through current performance. While complete elimination is unlikely without major infrastructure changes, a 50% reduction is considered achievable for an office-based organisation.
2	75%	2035	Purchased electricity presents the greatest and most immediate decarbonisation opportunity. Transitioning offices to 100% renewable electricity tariffs can substantially reduce emissions. The FY24/25 footprint of 14.66 tCO ₂ e demonstrates that significantly lower emissions are already achievable, supporting a 75% reduction target.
3	30%	2035	Meaningful reductions can be achieved through lower-carbon business travel choices, increased virtual collaboration, sustainable commuting initiatives, EV taxi adoption, employee homeworking energy efficiency measures, supplier engagement and procurement controls. A 30% reduction is considered ambitious yet realistic given the organisation's level of operational control.
Intensity Ratio	60%	2035	The emissions intensity ratio is expected to reduce more rapidly than absolute emissions due to the combined effect of emissions reductions and continued business growth. As headcount, revenue, placements or other business activity measures increase, emissions can be decoupled from operational growth through renewable energy adoption, efficiency improvements and lower-carbon working practices. A 60% reduction demonstrates a commitment to improving carbon efficiency whilst supporting sustainable business expansion.

The target structure reflects the generally accepted decarbonisation hierarchy for service-based organisations: substantial Scope 2 reductions through renewable electricity, moderate Scope 1 reductions through building efficiency, incremental Scope 3 reductions through behavioural and supply-chain influence, and a stronger improvement in emissions intensity as the business continues to grow.

The targets will be continually monitored through the annual carbon reporting framework and the annual reduction planning reviews.

4. Emission Tracking & Reductions Achieved

Sanderson Solutions Group has been through substantial changes since measurement began in 2019 with several growth phases supported through acquisition and an increase to the scope of carbon reporting including data collections for global office locations. We also closely monitor our intensity calculations to identify underling progress.

4.1. Emissions Reported to Date

Reporting Year:	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
EMISSIONS	TOTAL (tCO₂e)				
Scope 1	14.26	32.84	19.17	25.56	10.40
Scope 2	32.32	44.64	52.36	54.28	14.66
Scope 3 Total	228.99	179.22	571.23	295.88	524.26
Scope 3 listed categories					
Upstream transportation and distribution	0.0	0.0	0.0	0.0	0
Waste generated in operations	0.0	0.0	0.0	0.0	1.29
Business travel – non mileage	29.81	23.33	74.37	38.52	84.95
Business travel – mileage	10.76	8.42	26.85	13.91	26.07
Employee commuting	70.07	54.84	174.8	90.64	344.26
Downstream transportation and distribution	0.0	0.0	0.0	0.0	67.67
Total Emissions	275.57	256.70	642.76	375.99	549.32
Intensity Ratio tCO ₂ e (gross Scope 1,2 + 3) / per full-time employee	1.29	1.22	1.16	0.86	1.12

4.2. Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019/2020 baseline. It must be noted that the company has grown significantly in the intervening period and that the intensity calculations using the total emissions against the number of employees have fallen from 3.47 to 1.12, which is a significant achievement.

This has so far been achieved by:

- Continuing to minimise the need for business travel by using technology to reduce the need for face-to-face meetings.
- Implementation of a Travel Policy to ensure the most eco-friendly methods of travel are utilised.
- Reduction of the amount of air travel and flying on lower carbon classes
- Continued use of flexible working, reducing need to commute 5 days a week.
- Discouraging printing through marketing campaigns and the systematic reduction in the number of printers available to colleagues.
- Switching to 100% renewable electricity tariffs and encouraging energy efficiency at most of Sanderson's offices
- Reduction of purchased goods, supported by the continued use of the organisation's laptop recycling and redeployment scheme, which extended the life of existing equipment, reducing the need for new purchases.
- Continued use of motion sensitive LED lighting in the group Headquarters.
- Use of a modern zonal HVAC system utilizing heat exchangers to replace gas powered central heating via radiators.

5. Current Emissions Reporting & Reduction Plans

5.1. Emissions Reported for the 2025/2026 Period

The following table shows the emissions for the most recent Financial Year for Sanderson:

**Note: During the 2025/26 reporting period, Sanderson enhanced its Scope 3 reporting methodology to provide a more comprehensive and accurate representation of value chain emissions. Rather than aligning newer emissions sources to legacy reporting categories, the organisation now reports key Scope 3 emissions separately. This improved level of detail increases transparency supports more targeted reduction planning and demonstrates the continued maturity of the organisation's carbon reporting programme in line with evolving stakeholder, client and assurance expectations.*

Reporting Year:	July 2025/June 2026	Progress on Track
EMISSIONS	TOTAL (tCO₂e)	
Scope 1	8.77	On track
Scope 2	39.07	Reduction opportunities identified
Scope 3 all categories total	559.03	Reduction initiatives underway
Scope 3 listed categories <i>*in line with GHG reporting methodology</i>		
Business Travel	90.50	
Employee Commuting & Home Working	430.58	
Waste Generated in Operations	15.26	
Fuel & Energy Related Activities	17.30	
Purchased Goods	2.98	
Digital	1.02	
Water	1.40	
Total Emissions	606.87	Reduction pathway defined
Intensity Ratio tCO ₂ e (gross Scope 1,2 + 3) / per full-time employee	1.50	Strong progress achieved

5.2. Review & Summary of Reporting Period

The organisation has made strong progress in reducing **Scope 1 emissions** and improving its overall **emissions intensity**, demonstrating that carbon efficiency has improved significantly since the 2019/20 baseline. However, overall emissions remain higher than the baseline due to business growth, expanded international reporting coverage and increased Scope 3 emissions, particularly employee commuting. Future reductions will depend largely on renewable electricity adoption across remaining offices and targeted actions to reduce employee commuting and travel-related emissions.

5.3. Sanderson Reduction Road Map & Targets

As a professional services business we have a limited number of target areas that will have significant impact on our emissions, but this does provide focus.

The following roadmap focuses on the emissions sources that present the greatest reduction opportunities for the organisation. By targeting these priority areas, Sanderson can deliver measurable progress towards its near-term reduction targets and long-term Net Zero commitment while supporting sustainable business growth.

Scope	GHG Emissions Category	Actions	Potential Impact	Measurement
1	Natural Gas Consumption	Implementing smart heating controls in offices, in particular Bristol HQ	Zonal thermostats and scheduling will help to avoid heating unoccupied areas of Bristol HQ outside core hours ~ 0.9 tCO2e (-10% gas)	kWh gas consumed, tCO2e emitted, % reduction against baseline year.
2	Purchased Electricity	Switching Noida, Singapore & Dublin offices to 100% renewable electricity tariffs	Changes to tariffs will reduce the businesses scope 2 footprint significantly: -35.06 tCO2e (-100% Noida) -2.65 tCO2e (-100% Dublin) -1.36 tCO2e (-100% Singapore)	% renewable electricity purchased, kWh renewable electricity consumed, tCO2e reduction.
3	6 Business Travel	Selecting carbon saving options when choosing flights and encourage economy class travel	Booking flights via the minimum 'carbon saving' option typically brings a 6% minimum saving	Business travel tCO2e, number of flights booked, % lower-carbon flights selected, emissions per employee.
3	7 Employee Commuting & Homeworking	Encourage sustainable travel options for employees such as: - Walking - Cycling - Carpooling	Greater awareness of options and changes to patterns can achieve reductions of -13.3 tCO2e (-3.5%) for walking & cycling and -112.6 tCO2e (-29.6%) with carpooling	Employee commuting survey results, average commuting distance, modal split (% car/public transport/cycle/walk), commuting tCO2e.
3		Replacing conventional taxi bookings with Green EV or low-emission vehicle options through approved travel providers.	Switching to Green EV choices (mostly would affect Noida) could provide a reduction of -101.1 tCO2e (-95% of taxi emissions)	% EV taxi bookings, taxi travel emissions, supplier reporting data, annual tCO2e reduction
3		Promote energy-efficient homeworking practices including: - renewable electricity tariffs - heating only occupied rooms - improved insulation awareness - use of energy-efficient appliances - switching off equipment when not in use.	Reduction in homeworking-related emissions and employee energy consumption could provide a saving approximately 11.0 tCO2e per initiative.	Employee survey results, renewable tariff adoption rate, estimated homeworking tCO2e, annual energy-saving campaign participation.
Intensity Ratio		Commitment to reducing greenhouse gas emissions intensity by 60% per full-time employee by 2035, compared with the 2019/20 baseline of 3.47 tCO2e per employee		Progress will be monitored annually through the company's carbon reporting programme and reviewed as part of the Carbon Reduction Plan and Net Zero roadmap

6. Declaration & 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 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.

Signed on behalf of the Company:

Steve Phillips, Group Business Enablement Director
September 2026



¹<https://ghgprotocol.org/corporate-standard> ²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting> ³<https://ghgprotocol.org/standards/scope-3-standard>

7. Version & Change Log

Version No.	Change Owner	Change Date	Change Description
1.0	Adam Meadows	2022	Created
1.1	Adam Meadows	2023	Updated
1.2	Adam Meadows	2024	Updated
1.3	Steve Phillips	2025	Updated with change from signatory
1.4	Steve Phillips	2026	Re-structure of reduction plan & inclusion of near term targets