JOHNSONS

CARE · INTEGRITY · RESPECT

Carbon Reduction Plan

2026-2027

JOHNSONS UK SERVICES LTD

Established 1871

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Declaration

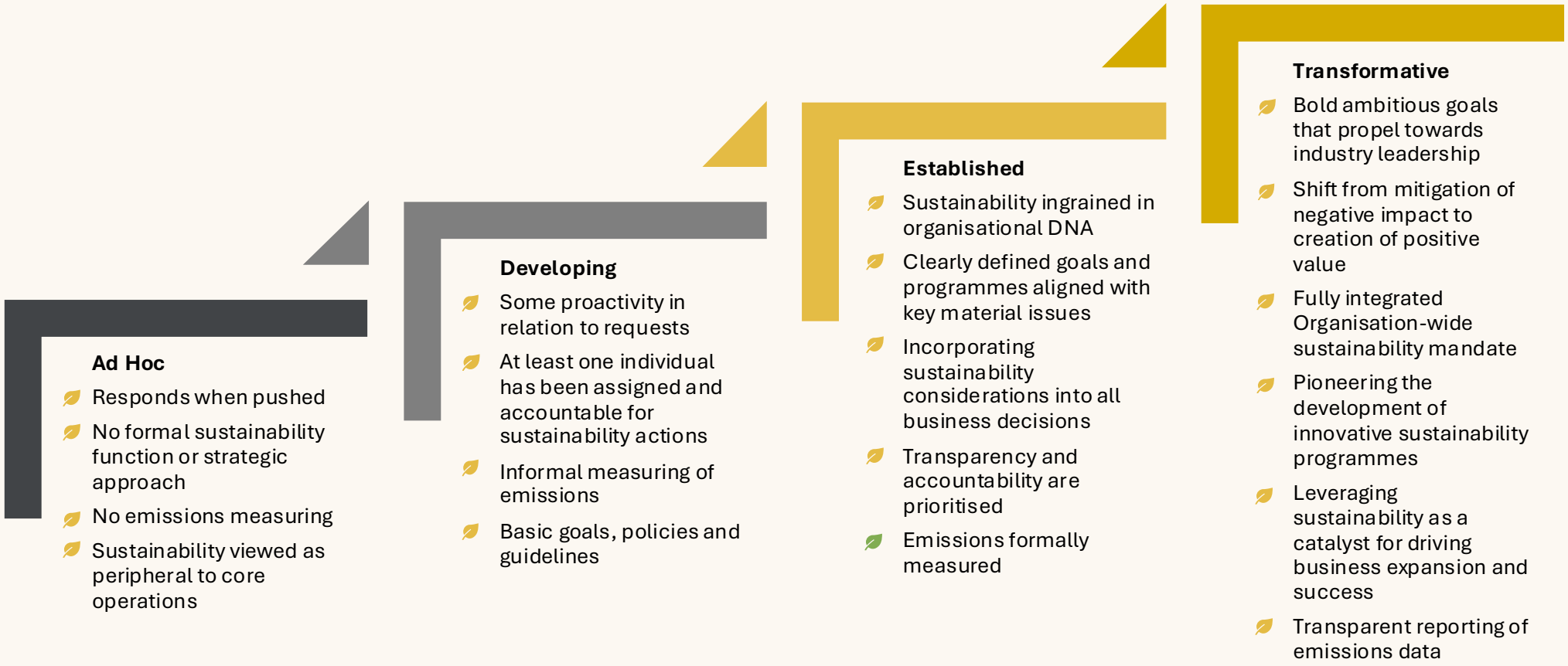
Executive Summary

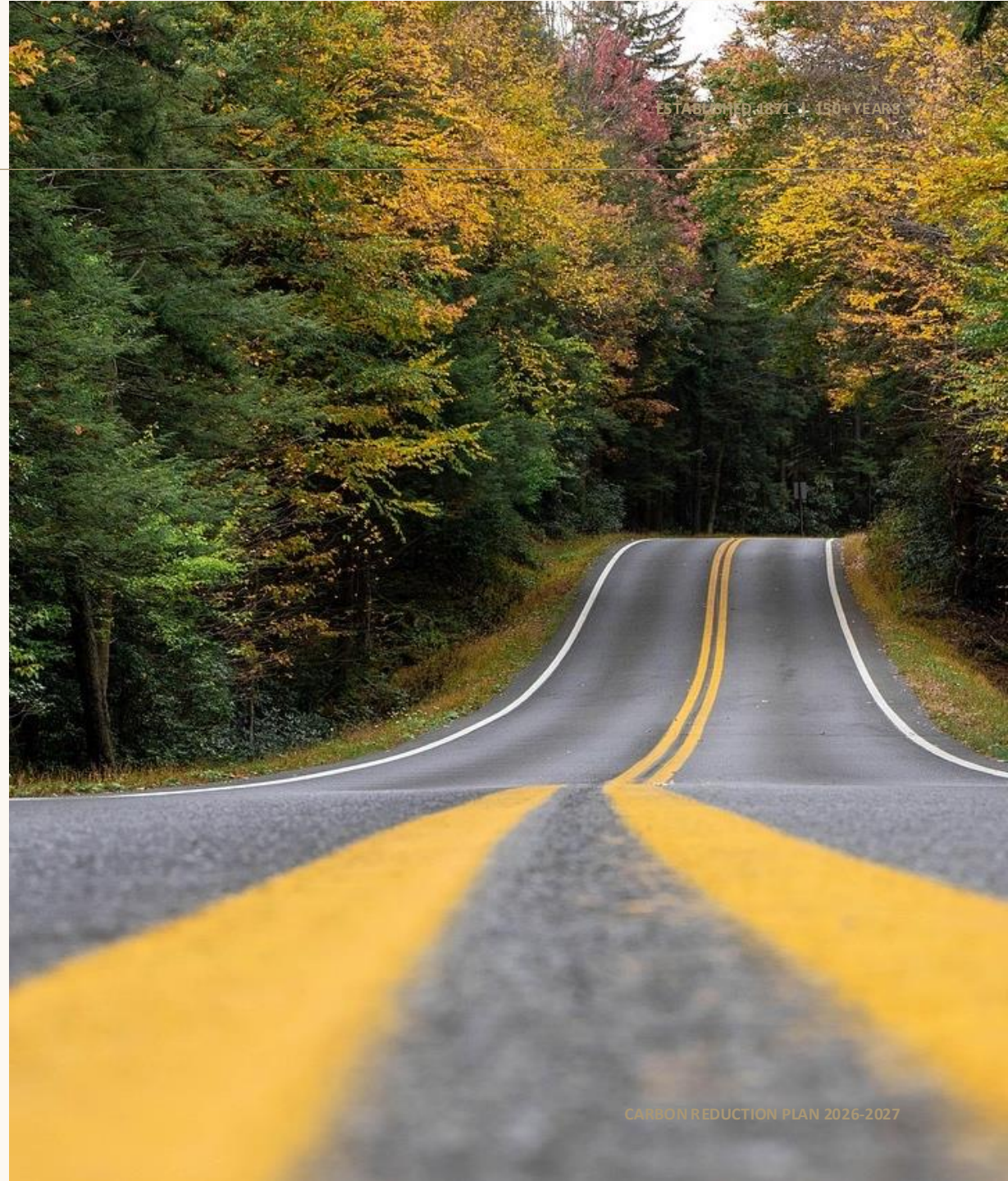
This Carbon Reduction Plan marks an important milestone, as it brings together two years of verified emissions data to provide a clear picture of our progress to date and a stronger foundation for the future. For the first time, we are able to reflect not only on the reductions we have already achieved, but also on how we can continue to evolve and define what carbon reduction truly means for us as a business.

The report includes a breakdown of emissions by each of our business units, enabling us to identify operational hotspots and opportunities for targeted intervention. As part of our biannual climate review with our verification partners in August 2026, our 2023-2024 verified footprint was restated to 3,019.37 tCO2e (previously reported as 2,036.1 tCO2e) to reflect refined methodology under Neutral Carbon Zone. This deeper analysis has directly shaped our targets and aspirations for 2026/27, ensuring that our strategy reflects both our organisational growth and our commitment to reducing carbon intensity.

Looking ahead, our 2024-2025 and 2025-2026 emissions reports are in progress with Neutral Carbon Zone and will be added to this plan once verified. This continuous cycle of measurement, reflection, and action demonstrates our commitment not just to compliance, but to embedding sustainability into every aspect of our operations and creating long-term value for our clients, partners, and communities.

Our Sustainability Journey





Established

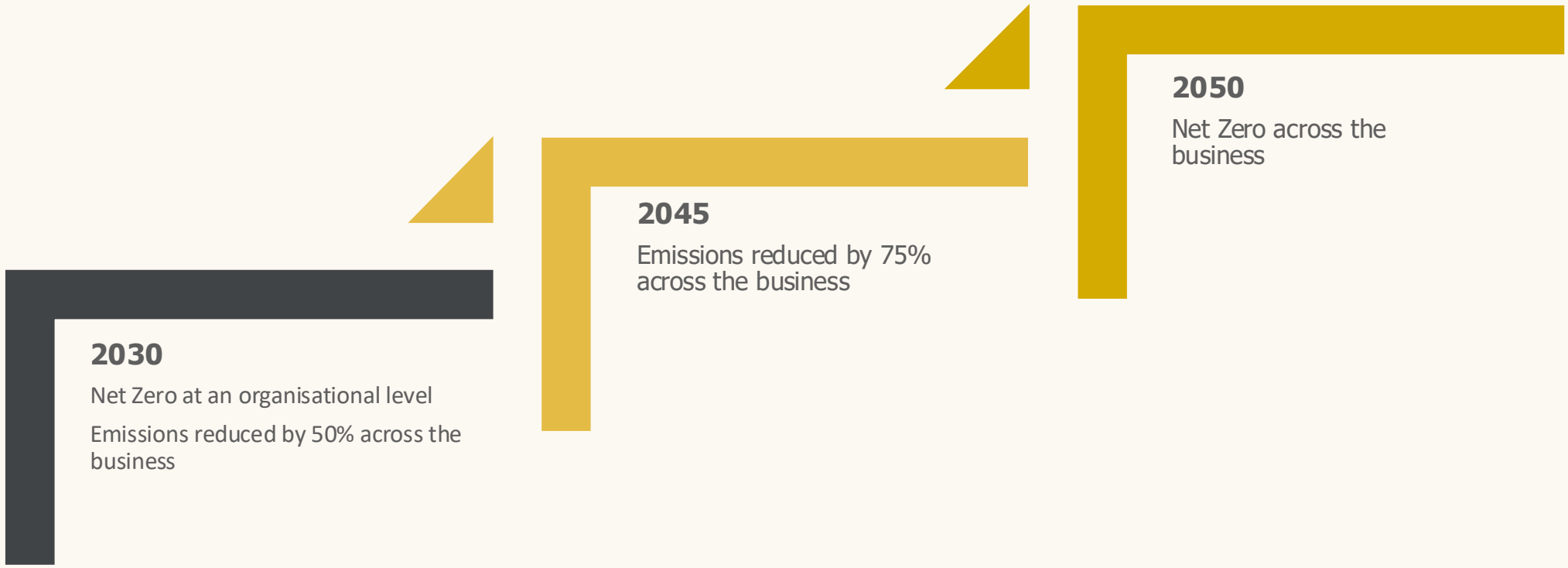
Recognising How Far We've Come

In the established stage, sustainability is deeply ingrained on our organisational DNA. We fortified our commitment by integrating sustainability considerations into our core business strategies and decision-making processes. Sustainability goals and targets have been set, aligning with industry standards and best practices, and are integrated into our overall business objectives.

Investments in technology and infrastructure enable us to implement more sophisticated sustainability initiatives, such as energy-efficient upgrades, waste reduction programmes, and supply chain optimisation efforts. Collaboration with stakeholders, including suppliers, customers, and community partners, is integral to our approach, fostering innovation and driving collective action.

A huge step for us in 2024 was further granulating and focussing the way we track and report on our emissions data.

Targets


2030
Net Zero at an organisational level
Emissions reduced by 50% across the business
2045
Emissions reduced by 75% across the business
2050
Net Zero across the business

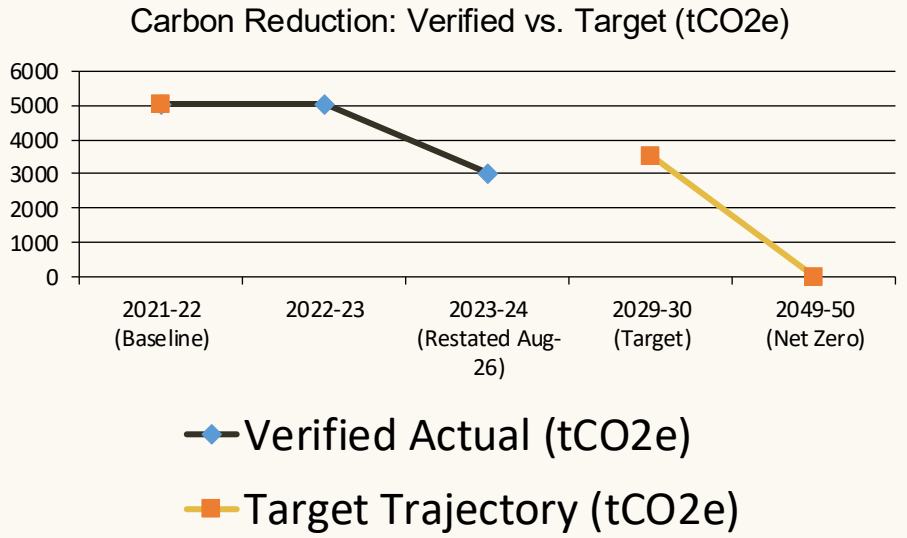
Emission Reduction Target

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

We project that carbon emissions will decrease over the next five years to 3,507 tCO2e by 2030 - a reduction of approximately 30% against our 2021-22 baseline (5,024 tCO2e).

NB. The company is in growth so we have introduced an additional measurement of emissions per £1,000 to ensure that we can track a true picture of our Carbon emissions.

Progress against these targets can be seen in this graph:



March 2023

Introduction – Our Position in March 2023

March 2023 marks a major milestone for Johnsons UK Services Ltd (Asset 360) as we publish our first Carbon Reduction Plan. At this stage, carbon reporting is brand new to us, and our focus is on establishing a clear and credible foundation for our sustainability journey. We collate and verify our baseline emissions data for 2021–2022, giving us the first accurate picture of our carbon footprint. From this starting point, we define meaningful targets for 2023–2024 and begin embedding carbon reduction into the way we operate as a business.

- Carbon Reduction Achievements
- Year One: Baseline Emissions Footprint 2021-2022
- Carbon Reduction Targets

Carbon Reduction Achievements

We reflect on the early steps we are already taking to reduce our footprint. These include researching the upgrade of our premises with low-energy PIR lighting and improved heating systems, embedding hybrid working practices to reduce commuting emissions, and continuing to invest in ISO 14001 certification to strengthen our environmental governance. We also want to modernise our fleet through the introduction of electric and hybrid vehicles, supported by a charging infrastructure and a robust maintenance programme, while adopting paperless systems to reduce resource use. Together, these first steps lay the groundwork for the more structured, data-driven approach we commit to in this first published report.

Year One: Baseline Emissions Footprint 2021 - 2022

Baseline Year: 01st April 2021 – 31st March 2022

Baseline Year Emissions

EMISSIONS	TOTAL (tCO2e)
Scope 1	817
Scope 2	20
Scope 3	4187
Total Emissions	5024

Carbon Reduction Targets

Based on Data From: April 2021 – March 2022
Target Set: March 2023
To be Achieved By: March 2024

1. Improve energy efficiency across sites by investing in renewable energy solutions, piloting solar panel installations, and upgrading building insulation to reduce energy demand.
2. Strengthen data accuracy and transparency by partnering with an independent verifier to validate carbon emissions data in line with recognised reporting standards.
3. Engage our supply chain by encouraging key suppliers to develop and share their own carbon reduction strategies, creating a ripple effect of emissions reduction across our value chain.
4. Support our clients in sustainable outcomes by developing initiatives that prioritise reuse, recycling, and donation over disposal when removing furniture and other assets.
5. Achieve external recognition by targeting industry awards for sustainability and circular economy practices, demonstrating leadership in the sector.
6. Maintain and enhance our environmental governance through continued certification to ISO 14001, embedding environmental management within our Integrated Management System.
7. Align with international sustainability frameworks by committing to the UN Global Compact and integrating its 10 principles into our strategies, policies, and processes.
8. Publicly pledge to Net Zero by joining the SME Climate Hub and collaborating with other organisations to accelerate collective progress towards achieving net zero by 2050.

March 2024

By March 2024, we had taken another significant step forward by engaging a third-party partner to independently verify our 2022–2023 emissions data. This independent validation has been an exciting development for us, strengthening both the accuracy and credibility of our reporting. Over the past year, we have worked hard to ensure that our day-to-day activities align with the targets we set in 2023, and the results of this approach are reflected in the outcomes outlined below:

- Carbon Reduction Achievements
- Year Two Emissions Reporting 2022-2023
- Carbon Reduction Targets

Carbon Reduction Achievements

Based on Data From: April 2021 – March 2022
Target Set In: March 2023
Target Achieved: March 2024

Energy Efficiency in Premises Our target was to improve energy efficiency across our sites by exploring renewable energy, solar panels, and insulation upgrades. As a result, we invested in site improvements that reduced energy demand, including the installation of low-energy PIR lighting and heating systems across our premises.	**Accurate Carbon Data & Verification** We set out to strengthen the accuracy and transparency of our emissions data by working with a specialist verification partner. This was achieved through our partnership with Emitwise, which enabled us to validate our CO_2 emissions and build a reliable foundation for future reporting.	**Supply Chain Engagement** A key target was to engage our supply chain and encourage them to take steps to reduce their own emissions. We achieved this by working directly with suppliers to share strategies, creating a ripple effect of carbon reduction across our value chain.	**Client Education on Reuse & Recycling** We aimed to support our clients in making more sustainable decisions when disposing of assets. This was delivered by actively educating clients on the environmental benefits of reuse, recycling, and donation, ensuring these options were prioritised over disposal.
Recognition for Sustainability Leadership We sought to achieve recognition for our circular economy practices and sustainability leadership. In October 2023, this was realised when we received a Highly Commended award at the IWFM Impact Awards for our partnership project with DEFRA, which successfully reused 45% of furniture, diverted 40 tonnes of waste from landfill, and delivered savings of over £300k.	**Maintaining ISO 14001 Certification** Another target was to maintain strong environmental governance through ISO 14001 certification. We successfully achieved this, continuing to embed ISO 14001 into our Integrated Management System to ensure robust environmental management practices remain in place.	**Commitment to International Frameworks** We aimed to align our operations with international standards for sustainability. This was achieved through our commitment to the United Nations Global Compact, integrating its ten principles into our strategies, policies, and procedures.	**Public Commitment to Net Zero** Our target was to make a clear and public commitment to Net Zero, supported by collaboration with other businesses. We delivered on this by pledging to reduce emissions via the SME Climate Hub, joining a growing network of organisations working collectively towards achieving Net Zero by 2050.

Year Two: Emissions Reporting 2022-2023

Reporting Year: 01st April 2022 – 31st March 2023

Welcoming Emitwise

We selected Emitwise to verify our data because of their expertise in providing accurate, high-quality carbon accounting. Their platform allowed us to build a reliable baseline by delivering detailed insights across Scope 1, 2 and 3 emissions, giving us confidence that our reporting was both robust and transparent. Working with Emitwise enabled us to track our footprint more effectively, highlight key areas of impact, and begin setting meaningful targets. This partnership provided the foundation for our first steps into carbon reduction planning and gave us the assurance that our data was independently validated to industry standards.

Emitwise

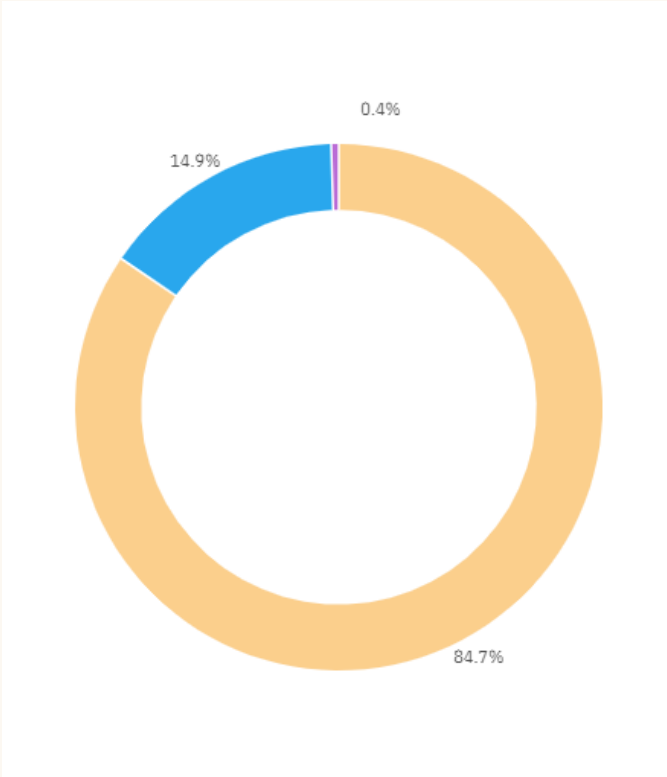
Year Two: Emissions Reporting 2022-2023

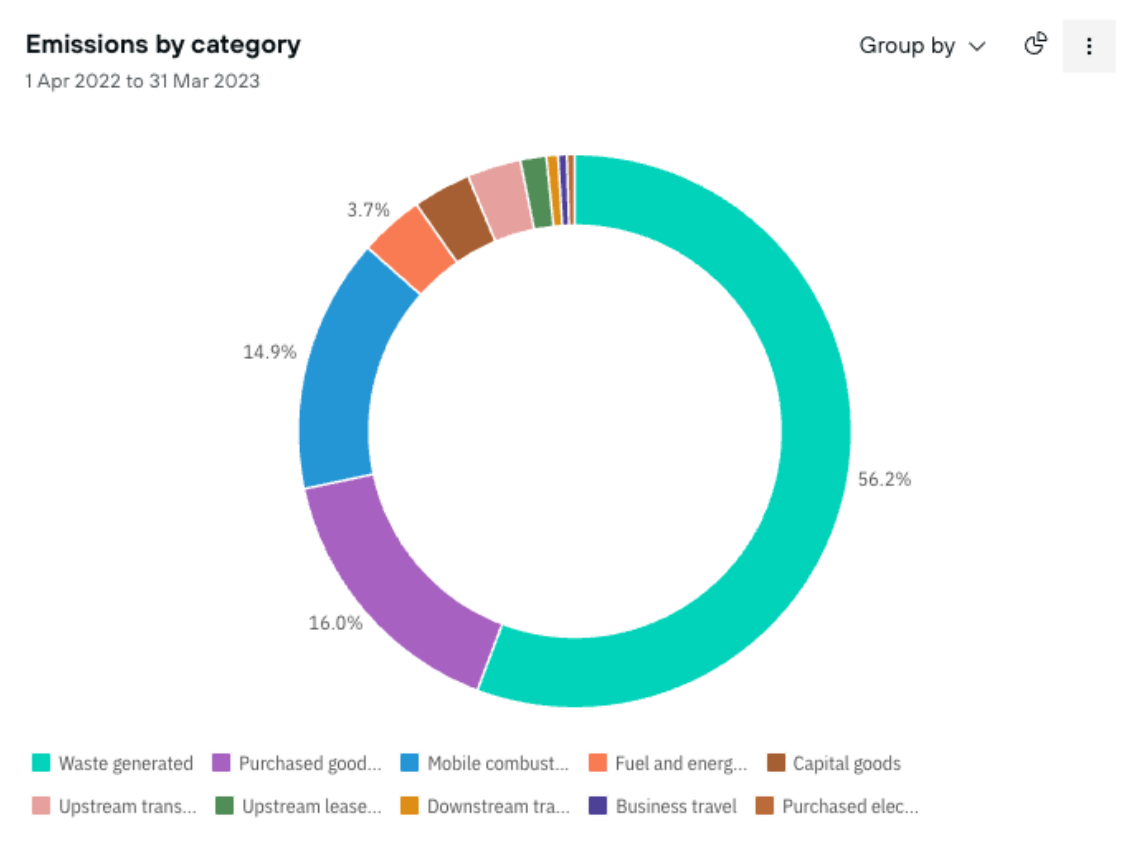
Reporting Year: 01st April 2022 – 31st March 2023

EMISSIONS	TOTAL (tCO2e)
Scope 1	817
Scope 2	20
Scope 3	4187
Total Emissions	5024

Year Two: Emissions Reporting 2022-2023

Reporting Year: 01st April 2022 – 31st March 2023





Carbon Reduction Targets

Based on Data From: April 2022 – March 2023
Target Set: March 2024
To be Achieved By: March 2025

1. Continuing to research & develop alternative transport options for our fleet & employee commuting
2. Research & implement where possible, energy efficient technology; smart thermostats & efficient lighting
3. Review our supplier policy & further build knowledge for our supply chain
4. Review and include employee commuting into our emissions reporting

March 2025

This latest Carbon Reduction Plan reflects the progress we continue to make as we strengthen our approach to carbon management and embed sustainability more deeply into our operations. Over the past year, we have transitioned from working with Emitwise to partnering with Neutral Carbon Zone for the independent verification of our emissions data. This move provides us with more detailed and specific metrics, enabling us to set sharper, evidence-based targets and build even greater confidence in the accuracy of our reporting. Alongside meeting the commitments set in last year's plan, we have achieved a number of tangible outcomes across our sites, supply chain, and client projects. From energy efficiency upgrades and fleet modernisation to embedding environmental governance and achieving external recognition, these results demonstrate how our strategy is translating into measurable progress.

Importantly, we have also gone over and above the targets originally set, conducting further research and analysis to identify additional opportunities for improvement. This includes a detailed review of our fleet, which has given us greater insight into its composition and performance, and provided the basis for enhancing our sustainable transport strategy moving forward. By continually building on our achievements and extending our scope of action, we are positioning ourselves not only to meet our carbon reduction targets but to play a leading role in shaping sustainable practice within our industry.

- Carbon Reduction Achievements
- Year Two Emissions Reporting 2022-2023
- Carbon Reduction Targets

Carbon Reduction Achievements

Based on Data From: April 2022 – March 2023
Target Set In: March 2024
Target Achieved By: March 2025

1. Continuing to research & develop alternative transport options for our fleet & employee commuting:

- We have created and fully implemented a Carbon Reduction Strategy to underpin out business unit carbon reduction plans.
- We have implemented an ESG team with levels of authority and ownership throughout the business.
- Our Sustainability Manager, QHSE Director and Strategic Governance Manager have attended several events in the past year pertaining to sustainability in the workplace:

EBIS Environmental Law, Policy and Practice 2024
Decarbonisation Solutions Forum 18th April 2024
Reset Connect 25 – 26 June 2024
Net Zero and Science based targets webinar – 2nd July 2024
Embedding sustainability into your organisation – 8th July 2024
Delivering Circular Solutions with ISG – webinar 18th July 2024
FORS webinar: HVO fuels explained – 8th August 2024
East Midlands Sustainibility Summit – 12th September 2024
An introduction to environmental legislation for business – 2nd Oct 2024
Tackling the challenge of scope 3 emissions – 30th Sept 2024
4th annual Sustainability Week: Countdown to COP29 – webinar 7th Oct 2024
Net Zero Journey: Understanding & Implementing Carbon Reduction Planning with Science-Based Targets – 23rd Oct 2024
How to Measure Social Value- Webinar – 15th Oct 2024
COP 29 series: Introduction to Climate Change and Carbon – Webinar 4th Nov 2024
Carbon Footprinting, the Next Steps webinar – 14th November 2024
Reducing carbon emissions through Operational Excellence – Webinar 19th Nov 2024
Simpler Recycling - Upcoming Legislation Changes – webinar 13th Jan 2025
Managing Climate Anxiety and Denial – 5th March
Integrating ESG in Contracts: Managing Risks and Compliance – 18th March 2025
How Occupant Behaviour Impacts Workplace Energy Use & Ways to Reduce It - 27th March

Carbon Reduction Achievements

2. Research & implement where possible, energy efficient technology; smart thermostats & efficient lighting:

- Following several months of bidding, we were successful in obtaining a grant from Cheshire East Council to fit solar panels on our office in Winsford. However, due to unforeseen circumstances around the integrity of the current roof, we were unable to proceed with the grant awarded. We continue to inspect the levels of investment this might involve facilitating an upgrade in the future.
- Meanwhile, we are in conversations with local Councils of our other premises to see if they offer a similar scheme.
- We have upgraded our Haydock warehouse with safety and PIR lighting.
- We have updated our Croydon office with a fit out, complete with PIR office lighting upstairs.
- Furthermore, we have strengthened our position in the furniture field and across all sectors, donated, GovReuse, sold for reuse, we have managed:

Quantity of items	19,453
Estimated Resale Value	£2,418,766
Estimated New Carbon CO2e kg saving	1,491,855
Total Weight (kg) diverted from landfill	432,044

3. Review our supplier policy & further build knowledge for our supply chain:

Our Strategic Governance Manager has produced a 12-month communications strategy around ESG, which reiterates where our values lie, what our targets are, our achievements, our near misses, updates in legislation and regulation, and how we are looking further afield at what lies ahead.

Carbon Reduction Achievements

This communications strategy features:

- Monthly emails with a specific theme
- Quarterly internal reports summarising the last three months in ESG
- Quarterly external reports summarising the last three months in ESG

The external reports are circulated to our supply chain. We hope this provides them with a forum to which they can move forwa rd down their own ESG avenues, encourages them to ask questions, and feedback to us anything which they can offer to support everyone's ESG Journey. We have reached out to our supply chain through our partnership with Neutral Carbon Zone.

4. Review and include employee commuting into our emissions reporting:

This is an action which is now included in our Neutral Carbon Zone reporting.

Over and Above Research

Fleet Analysis and Low-Carbon Transition

As part of our commitment to going beyond our core targets, we have undertaken a detailed analysis of our company fleet to better understand opportunities for decarbonisation. Our fleet currently comprises 103 vehicles in total, of which 36 are cars and 27 of these are either electric or hybrid. This means that 75% of our car fleet is now low-emission, reflecting a strong shift towards cleaner transport. When measured across the entire fleet, 25% of vehicles are hybrid or electric, a figure which demonstrates meaningful progress despite the current lack of infrastructure and technology to support the conversion of HGVs and LGVs to hybrid or electric alternatives. This analysis provides us with a clear picture of where we stand today and helps inform our sustainable transport strategy for the years ahead.

Year Three: Emissions Reporting 2023-2024

Reporting Year: 01st April 2023 – 31st March 2024

Welcoming Neutral Carbon Zone

In 2023/24, we transitioned our carbon accounting partner from Emitwise to Neutral Carbon Zone (NCZ). While Emitwise provided us with a strong foundation for understanding and verifying our emissions, NCZ offered us a broader range of metrics and more granular data insights that better aligned with our evolving sustainability strategy. This move has enabled us to track emissions in greater detail across our operations and supply chain, providing the level of specificity required to underpin our carbon reduction roadmap and create targeted, measurable objectives. By adopting NCZ's platform, we are now equipped with the tools to validate our progress with even greater accuracy and set more meaningful, actionable goals as we continue our journey towards Net Zero.

Year Three: Emissions Reporting 2023-2024

Reporting Year: 01st April 2023 – 31st March 2024

Following our August 2026 biannual climate review, our verified 2023-24 footprint has been restated to 3,019.37 tCO2e (previously reported as 2,036.1 tCO2e) to reflect refined Neutral Carbon Zone methodology. This is a 39.9% reduction against our 2021-22 baseline (5,024 tCO2e) and already sits below our 2030 milestone of 3,507 tCO2e (approximately 30% below baseline), tracking ahead of schedule.

Year Three Emissions

Total Emissions	Total (tCO2e)
Total Scope-1	669.18
Total Scope-2	32.45
Total Scope-3	2,317.74
Totals	**3,019.37**

Year Three: Emissions Reporting 2023-2024

Reporting Year: 01st April 2023 – 31st March 2024

Johnsons UK Services Ltd (Asset 360 / JBM)

JBM				
Scope	**Category**	**Total Kg CO2e**	**% of total emissions scope wise**	**% of total emissions**
Scope-1	Natural Gas	-	0.00%	0.00%
	Other fuels	-	0.00%	0.00%
	Refrigerants	-	0.00%	0.00%
	Company Vehicles	489,531	100.00%	31.17%
	Total Scope-1	489,531	100.00%	31.17%
Scope-2	Electricity	14,403	100.00%	0.92%
	Total Scope-2	14,403	100.00%	0.92%
Scope-3	Business Travel	46,473	4.36%	2.96%
	Commuting + Homeworking	138,560	12.99%	8.82%
	Waste	3,701	0.35%	0.24%
	Water	84	0.01%	0.01%
	Deliveries Upstream	-	0.00%	0.00%
	Deliveries Downstream	-	0.00%	0.00%
	Purchased G&S	717,562	67.27%	45.69%
	WTT-Other Fuels	-	0.00%	0.00%
	WTT-Electricity	4,466	0.42%	0.28%
	WTT-Company Cars	121,062	11.35%	7.71%
	WTT-Business Travel	-	0.00%	0.00%
	WTT-Commuting + Homeworking	34,741	3.26%	2.21%
	Total Scope-3	1,066,648	100.00%	67.91%
	Total Kg CO2e	1,570,582		100.00%

Year Three: Emissions Reporting 2023-2024

Reporting Year: 01st April 2023 – 31st March 2024

Johnsons UK Services Ltd (Laboratory Logistics)

LAB LOGISTICS				
Scope	Category	Total Kg CO2e	% of total emissions scope wise	% of total emissions
Scope-1	Natural Gas	-	0.00%	0.00%
	Other fuels	-	0.00%	0.00%
	Refrigerants	-	0.00%	0.00%
	Company Vehicles	78,424	100.00%	28.86%
	Total Scope-1	78,424	100.00%	28.86%
Scope-2	Electricity	7,886	100.00%	2.90%
	Total Scope-2	7,886	100.00%	2.90%
Scope-3	Business Travel	32,771	17.68%	12.06%
	Commuting + Homeworking	6,610	3.57%	2.43%
	Waste	3,856	2.08%	1.42%
	Water	12	0.01%	0.00%
	Deliveries Upstream	-	0.00%	0.00%
	Deliveries Downstream	53,485	28.85%	19.68%
	Purchased G&S	65,649	35.41%	24.16%
	WTT-Other Fuels	-	0.00%	0.00%
	WTT-Electricity	2,445	1.32%	0.90%
	WTT-Company Cars	19,069	10.29%	7.02%
	WTT-Business Travel	-	0.00%	0.00%
	WTT-Commuting + Homeworking	1,504	0.81%	0.55%
	Total Scope-3	185,400	100.00%	68.23%
	Total Kg CO2e	271,710		100.00%

Year Three: Emissions Reporting 2023-2024

Reporting Year: 01st April 2023 – 31st March 2024

Johnsons UK Services Ltd (Installation Services)

INSTALLATION SERVICES				
Scope	**Category**	**Total Kg CO2e**	**% of total emissions scope wise**	**% of total emissions**
Scope-1	Natural Gas	-	0.00%	0.00%
	Other fuels	1,136	7.86%	0.59%
	Refrigerants	-	0.00%	0.00%
	Company Vehicles	13,315	92.14%	6.87%
	Total Scope-1	14,451	100.00%	7.46%
Scope-2	Electricity	2,714	100.00%	1.40%
	Total Scope-2	2,714	100.00%	1.40%
Scope-3	Business Travel	47,183	26.71%	24.35%
	Commuting + Homeworking	3,391	1.92%	1.75%
	Waste	1,802	1.02%	0.93%
	Water	7	0.00%	0.00%
	Deliveries Upstream	-	0.00%	0.00%
	Deliveries Downstream	27,514	15.58%	14.20%
	Purchased G&S	91,672	51.90%	47.30%
	WTT-Other Fuels	134	0.08%	0.07%
	WTT-Electricity	841	0.48%	0.43%
	WTT-Company Cars	3,385	1.92%	1.75%
	WTT-Business Travel	-	0.00%	0.00%
	WTT-Commuting + Homeworking	713	0.40%	0.37%
	Total Scope-3	176,642	100.00%	91.14%
	Total Kg CO2e	193,807		100.00%

Carbon Reduction Targets

Based on Data From: April 2023 – March 2024
Target Set: March 2025
To be Achieved By: March 2026

Roll Out ESG Communications Strategy Across All Business Unit

- Fully implement the 12-month internal and external ESG communications strategy.
- Measure engagement with monthly email themes and quarterly reports (e.g., open rates, feedback volume).
- Introduce a feedback mechanism to monitor supply chain engagement and identify opportunities for collaboration.

Roll Out Complimentary ReUse Initiatives across the NHS, Universities, Council, and MOD.

- Support the public sector in the management and smart storage of their assets
- Deliver a targeted approach to them utilising our positions on public-sector frameworks
- Strengthen partnership with Assets4Change and onboard as a supplier to key FM providers
- Educating clients to reduce waste on projects and encourage reuse and resale of items

Embed the Think Green – Act Green Campaign into Daily Operations

- Integrate the campaign into onboarding and induction processes for all new employees.
- Launch a “Green Champions” programme across departments to drive ownership and localised initiatives.
- Deliver two all-staff sustainability engagement activities per quarter (e.g., eco-challenges, webinars, or workshops).

Carbon Reduction Targets

Advance Sustainable Transport Planning

Develop and publish a Sustainable Transport Action Plan, addressing:

- Low-carbon fleet transition timeline
- Greener commuting incentives for employees (e.g., car-share schemes, cycle-to-work, EV leasing)
- Conduct a trial of alternative fuels or vehicle types within at least one operational unit.

Improve Energy Efficiency and Pursue Renewable Energy Solutions

- Complete a feasibility study and investment plan for upgrading the owned office roofs to enable solar panel installation.
- Identify 1–2 additional depots or offices for potential renewable energy or energy efficiency improvements.
- Implement at least one new energy-saving technology per site where feasible (e.g., smart thermostats, motion-sensitive lighting, energy dashboards).

Expand Scope 3 Emissions Monitoring

- Include all relevant employee commuting data within emissions reporting for a full 12-month cycle.
- Start scoping supplier emissions and initiate a pilot programme to collect Scope 3 data from at least 5 key suppliers.

Enhance ESG Capability and Culture

- Deliver a minimum of four ESG-specific training sessions for staff, including one focused on legislation and compliance
- Encourage senior leaders and managers to attend at least two sector-specific sustainability conferences or working groups during the year.
- Introduce an annual ESG survey to assess staff awareness, attitudes, and suggestions for improvement.

March 2026

March 2026 closes the year set by our March 2025 targets. This section reports our achievements against those targets, our footprint position, and the targets we are setting for March 2027.

Our latest verified footprint remains FY2023-24 at 3,019.37 tCO2e (Neutral Carbon Zone).

Reports for FY2024-25 and FY2025-26 are in progress, and we will update this plan when they are verified.

Progress this year has been driven by our bi-weekly sustainability meetings, covering supply chain, reuse of materials, fleet and travel, energy, and the update to ISO 14001.

- Carbon Reduction Achievements
- Year Four: Footprint
- Carbon Reduction Targets

Carbon Reduction Achievements

Target	Status	Evidence (as at August 2026)
Roll out ESG communications strategy across all business units	Achieved	12-month internal/external comms strategy fully live: monthly themed emails, quarterly internal and external reports, circulated to supply chain.
Roll out complimentary ReUse initiatives across NHS, Universities, Council and MOD	Achieved	GovReuse platform launched and integrated (2025-26), extending circularity across the public-sector supply chain.
Embed the Think Green - Act Green campaign into daily operations	Achieved	Campaign materials and communications live; Green Champions network and onboarding integration.
Advance sustainable transport planning	Achieved	EV charging installation completed at Derby & Winsford. New electric/hybrid car scheme (salary sacrifice) in place; EV minibus added to the Croydon fleet. Sustainable Transport Action Plan published.
Improve energy efficiency & pursue renewable energy solutions	Partially Achieved	LED/PIR lighting across owned sites; Derby office PIR given the green light in Sept 2026. Solar PV: Derby not covered by the current grant process; Winsford roof setback.
Expand Scope 3 emissions monitoring	In Progress	Employee commuting now in NCZ reporting. Supplier-specific data for 1 of 5 target suppliers, supplier questionnaire follow-up and waste-provider data requests under way.
Enhance ESG capability & culture	Achieved	Four ESG training sessions scheduled (completion not yet confirmed); ISO 14001 update briefed to the sustainability group on 8 Sept 2026. Annual ESG survey not confirmed.

2025-26 Highlights

Reporting Year: 01 April 2025 - 31 March 2026

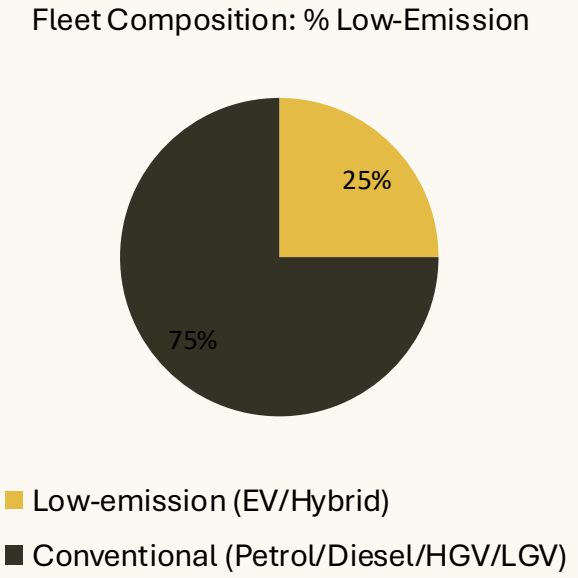
The headline numbers behind our 2025-26 circular economy and fleet decarbonisation progress.

19,453 ITEMS REUSED, RESOLD OR DONATED

£2.42m ESTIMATED RESALE VALUE GENERATED

432,044 kg DIVERTED FROM LANDFILL

1,491,855 kg CO2E SAVED THROUGH REUSE



75% of the car fleet (36 vehicles) is now EV or hybrid. Across the full 103-vehicle fleet including HGVs/LGVs, 25% is low-emission.

Our Footprint

Latest verified year: April 2023 - March 2024 (Neutral Carbon Zone)

3,019.37 *tCO2e*

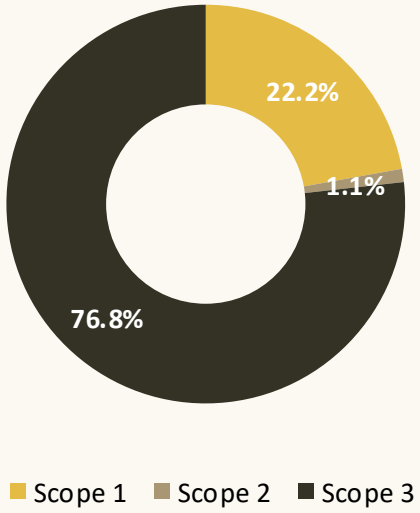
verified carbon footprint, FY2023-24 - our latest verified year

669.18 t **SCOPE 1 · 22.16% · COMPANY VEHICLES AND FUELS**

32.45 t **SCOPE 2 · 1.07% · PURCHASED ELECTRICITY**

2,317.74 t **SCOPE 3 · 76.76% · SUPPLY CHAIN, COMMUTING, TRAVEL**

Emissions split by scope (tCO2e)



REPORTING PIPELINE

FY2023-24 **Verified by NCZ**

FY2024-25 **In progress with NCZ**

FY2025-26 **In progress with NCZ**

Intensity: 10.63 tCO2e per FTE (284 FTE) and 103.12 tCO2e per £m revenue (£29.28m).

Carbon Reduction Targets

Based on Data From: April 2023 – March 2024
Target Set: March 2026
To be Achieved By: March 2027

Complete and Verify Our Footprint Reporting

- Complete NCZ-verified Scope 1, 2 and 3 reports for FY2024-25 and FY2025-26
- Report year-on-year change against the 2021-22 baseline in the next Carbon Reduction Plan
- Improve evidence for fuel use, business travel distances and waste data (NCZ recommendations)

Strengthen Supply Chain Sustainability

- Follow up the supplier questionnaire and gather documents supporting supplier accreditations
- Align supplier checks (FSE / UK certification) with our supplier onboarding process
- Work with waste providers to supply the additional data now required

Reuse and Responsible Materials

- Roll out cardboard box reuse guidance: site storage rules and a two-tier domestic / corporate hierarchy
- Issue a wood pledge covering wooden items purchased, including crates made for bespoke moves
- Track spend against carbon: what we spend now versus what we go on to spend

Carbon Reduction Targets

Decarbonise Fleet and Travel

- Embed the electric and hybrid salary sacrifice car scheme and act on cost feedback
- Record all business miles through expense claims (mandatory mileage field) and report on the data
- Keep monthly fleet mileage records and an updated vehicle list; run a no-idling toolbox talk
- Promote public transport in policies and tender documents in built-up areas, especially London

Improve Energy Efficiency and Pursue Renewable Energy

- Complete PIR lighting in the Derby office; quote for LED lighting in the Derby warehouse
- Cost the removal of heating and installation of HVAC; follow up Total Sense energy monitoring
- Pursue grants for solar panels at Winsford and Derby sites
- Report on installation and ROI of rainwater harvesting; review Winsford vehicle cleaning costs

Maintain Environmental Governance and Carry Forward 2025-26 Targets

- Transition to the updated ISO 14001 standard: review document circulated to key stakeholders
- Publish the Sustainable Transport Action Plan; launch Green Champions; deliver ESG training and survey

Declaration

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 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 board of directors (or equivalent management body).

Signed on behalf of Johnsons UK Services Ltd:

Name	**Darren Pardy**
Designation	Sales Director
Signature	D. Pardy
Publication date	October 2026
Review date	March 2027

