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net zero commitment

Saxen entered our third year in 2025 in the Net Zero Accelerator business transformation program, delivered by the social enterprise Net Zero Nation. A key outcome of this program is normalising Net Zero as everyday practices that are embedded in the heart of our business.

A further outcome is advocating for Net Zero as an opportunity rather than a cost; to inspire the broader business community to view it as a gateway to growth, enhancing business strength, competitiveness within supply chains, and attracting the future workforce.

A community of companies participate in Net Zero Accelerators nationwide, collaborating and supporting each other, providing collective learning, peer reviewing and developing circular, sustainable approaches and adopting the innovation to make their businesses more planet-positive while working towards their Net Zero goals.

As a Year Three company in the Net Zero Nation ecosystem, we actively influence and support the next generation of companies in creating a clearly defined pathway to Net Zero aligned with Science Based Targets. We support companies within their supply chains and several cohorts on Accelerators across the United Kingdom, significantly contributing to the Net Zero Transition and creating social impact as a result.

Net Zero Nation, a purpose-driven social enterprise aims to accelerate efforts in tackling the climate crisis by systematically helping companies normalise Net Zero practices and embed them at the core of their operations. This is achieved through the multi-year Net Zero Accelerator program, which brings together cohorts of companies to collectively learn, share, and inspire each other. Over time, this collaborative approach helps companies gain the confidence to implement innovative and best practices in decarbonisation, creating new efficiencies and accelerating the Net Zero Transition.

Within this ecosystem, companies partner and trade in a Net Zero marketplace, driving towards a lower-carbon economy. The Net Zero Nation ecosystem helps companies achieve competitive advantage, efficiency, increased investment appeal, and the ability to attract the future workforce. This brand differentiation is built through collaborative, authentic, and validated sustainability strategies developed during the Net Zero Accelerator program, enhancing credibility and trust with customers, partners, and investors.

Net Zero International is a delivery partner of Net Zero Nation with deep expertise in producing carbon accounts and reduction plans aligned with international standards. They have been working with Net Zero Nation and notch (carbon accountancy software) since 2021 and are founding members of the Carbon Accounting Alliance.

Saxen recognises the importance of making a full and lasting commitment to reducing the greenhouse gas emissions from our activities, in support of the wider commitment of the world to limit global temperature increases and the impact on the planet.

We commit to the following:

1. For our company to achieve Net Zero in line with the Science Based targets set out by the UNFCCC i.e. to achieve Net Zero no later than 2050 and target a 50% reduction in emissions by 2030.
2. To set realistic short- and long-term targets that are designed to achieve our Net Zero commitments.
3. To report the total Greenhouse Gas emissions of our business, at a minimum, on an annual basis.

| | YEAR | EARLIER YEAR IF POSSIBLE |
|----------------------------------|-------------|--------------------------|
| Commitment to be Net Zero | 2050 | 2045* |
| 50% Emissions Reduction | 2030 | |

*in line with Scottish Government legislation

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company overview

Saxen is a Limited Company registered in Scotland, company number SC293726, with a head office address of 2 Stoneygate Road, Newmilns, Scotland, United Kingdom, KA16 9AJ.

Saxen provides space planning, move management, storage, fit-out services, and exceptional furniture solutions throughout the UK for offices, hospitality, healthcare, student accommodation and education sectors.

With a focus on sustainability, we offer a range of products for the environmentally conscious customer including furniture, acoustics and fabrics made with recycled clothing, recycled PET bottles and household waste. All our wood products are sourced from FSC certified sustainable forests. Our recently launched Regener8 program recycles redundant furniture through re-use and recycling of component parts, rather than going to landfill.

JANUARY 2022 – DECEMBER 2022

| Industry | Furniture |
|--|-----------|
| No. of Staff | 10 |
| No. of Offices Owned | 0 |
| No. of Offices Leased | 1 |
| No. of Company Vehicles – Owned | 0 |

| current reporting period

January 2024 – December 2024

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organisational boundary

There are three different approaches to measuring emissions, as defined by the GHG Protocol. This report has been constructed using the Operational Control Approach, considering the requirements of each potential approach.

| APPROACH | DESCRIPTION | APPROACH TAKEN |
|----------------------------|---|----------------|
| Operational Control | The organisation has operational control over an operation if it or one of its subsidiaries has the full authority to introduce and implement its operating policies at the operation. | ✓ |
| Financial Control | The organisation has financial control over the operation if it has the ability to direct the financial policies of the organisation to gain economic benefits from its activities. | |
| Equity Share | The organisation accounts for GHG emissions from operations according to its share of equity in the operation. | |

benchmark year

This is the third year the company has produced and reported on its carbon emissions, initially creating a benchmark utilising data gathered from January – December 2022. However, due to circumstances beyond control, the electricity readings could not be provided by the landlord resulting in the carbon emissions being significantly under reported for both 2022 and 2023. For this reason, it has been determined that January 2024 – December 2024 will be substituted as the benchmark year.

methodologies used

Throughout this report all methodologies used are explained within the relevant sections.

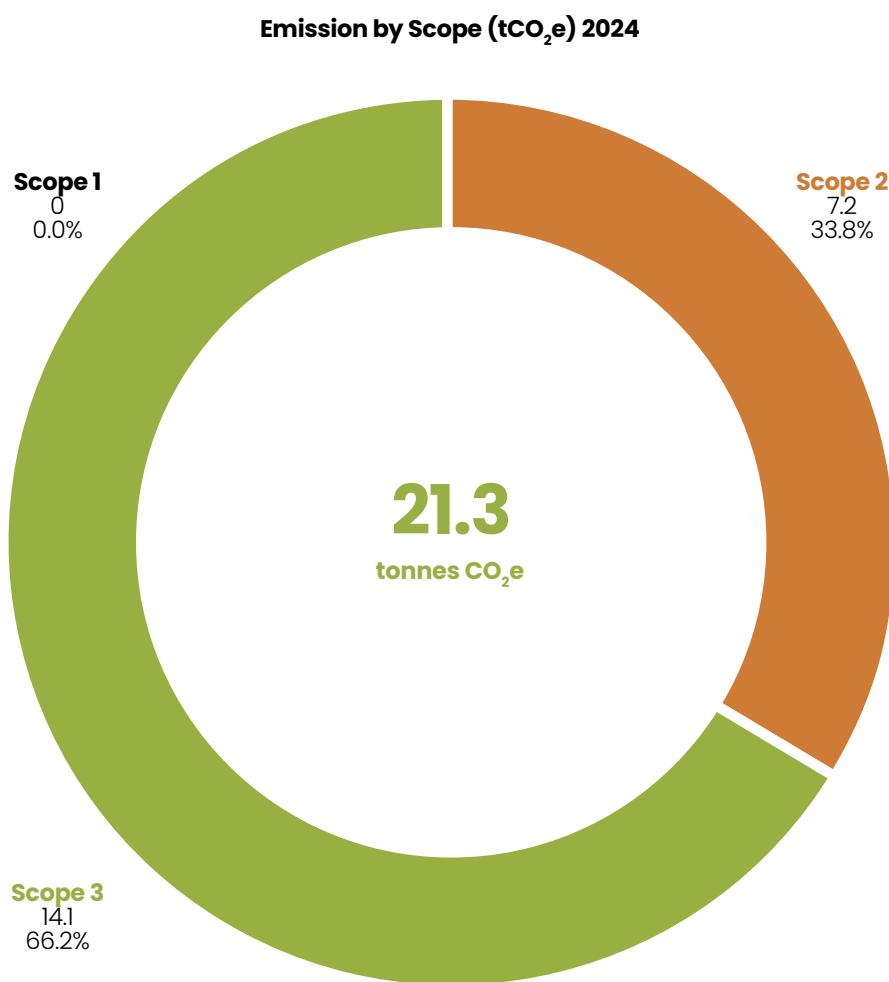
carbon emissions overview



The total calculated emissions for the business for the period 2024 are 21.3 tCO₂e. The breakdown of emissions is analysed throughout this report.

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analysis by scope



| SCOPE | DESCRIPTION | TCO ₂ E | % |
|--------------|--|--------------------|--------------|
| 1 | includes fuels used at company premises and company vehicles. | - | 0.0 |
| 2 | includes electricity used at the company's premises. The office is on a fully renewable tariff. | 7.2 | 33.8 |
| 3 | includes business travel, employee commuting, transmission and distribution of electricity, working from home electricity, water supply and treatment, and waste | 14.1 | 66.2 |
| TOTAL | | 21.3 | 100.0 |

Reported Scope 3 emissions may increase in future years as more detailed data becomes available.

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emissions by activity

Energy

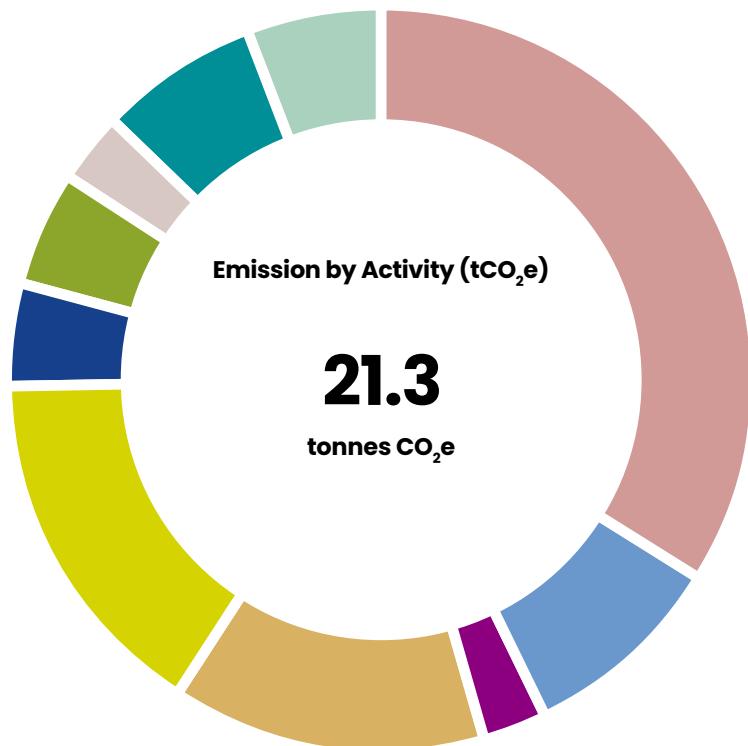
- Electricity
- WFH Electricity
- Transmission & Distribution Electricity

Business Travel

- Car - Petrol
- Car - Diesel
- Car - Hybrid

Employee Commuting

- Car - Petrol
- Car - Diesel
- Car - Hybrid
- Bus



Data Details 2024

| Emission Type | Scope | tcO ₂ e | Data Source | Data Confidence |
|---|-------|--------------------|-------------------|-----------------|
| Energy | | | | |
| Electricity | 2 | 7.2 | Electricity Bills | High |
| WFH Electricity | 3 | 1.9 | Electricity Bills | High |
| Transmission & Distribution Electricity | 3 | 0.6 | Electricity Bills | High |
| Business Travel | | | | |
| Car - Petrol | 3 | 2.9 | Mileage data | High |
| Car - Diesel | 3 | 3.3 | Mileage data | High |
| Car - Hybrid | 3 | 0.9 | Mileage data | High |
| Rail | 3 | 0.0 | Mileage data | High |
| Taxis | 3 | 0.0 | Expenses | Medium |
| Ferry | 3 | 0.0 | Expenses | Medium |
| Employee Commuting | | | | |
| Car - Petrol | 3 | 1.1 | Employee Survey | Medium |
| Car - Diesel | 3 | 0.6 | Employee Survey | Medium |
| Car - Hybrid | 3 | 1.5 | Employee Survey | Medium |
| Bus | 3 | 1.2 | Employee Survey | Medium |
| Rail | 3 | 0.0 | Employee Survey | Medium |
| Other Emissions Calculated | | | | |
| Water Supply | 3 | 0.0 | Company records | High |
| Water Treatment | 3 | 0.0 | Company records | High |
| Waste Disposal | 3 | 0.0 | Company records | High |
| TOTAL | | 21.3 | | |

Numbers in the table have been rounded to 1 decimal place.

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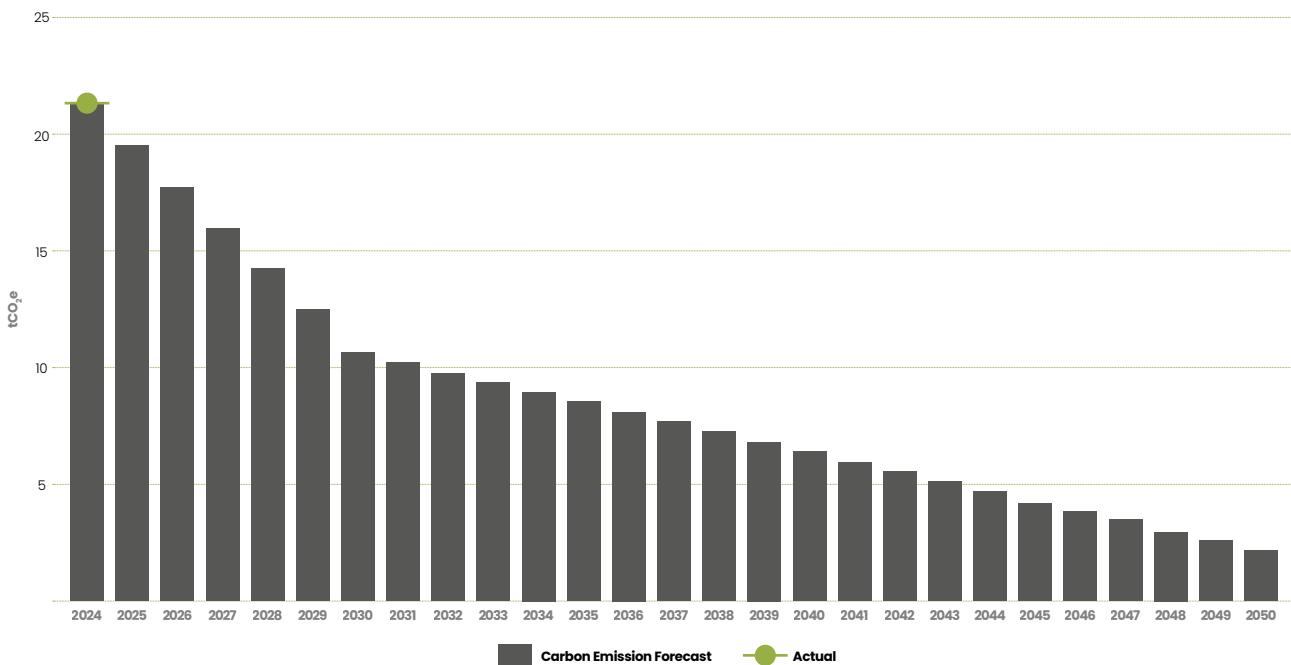
intensity metric analysis

|  | Per employee |
|---|-----------------------|
|  | 2022 |
| Scope 1,2 & 3 | 2.2 |
|  | Per £000,000 turnover |
|  | 2022 |
| Scope 1,2 & 3 | 13.6 |

Intensity metrics help normalise emissions data, taking into account variations in production levels or activity volumes. This allows for a more accurate assessment of emission trends over time, regardless of changes in business operations. The initial intensity metrics for the company are below and will be used for comparative purposes in following years.

The chosen intensity metrics show carbon emissions value of 2.2 tCO₂e per employee and 13.6 tCO₂e per £100,000 of turnover. The business headcount averaged 10 people during the benchmark period.

emissions reductions targets



Based on Science Based Targets (SBTs), organisations need to reduce emissions by 50% by 2030 and 90% by 2050. As such, the following chart provides a forecasted view of the emissions targets for the organisation. These targets will be mapped against actual emissions year by year to support ongoing strategies and decision making to achieve the SBTs.

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carbon reduction actions

Saxen aims to develop the following initiatives that will support the company's strategies to meet Science Based Targets:

| AREA OF FOCUS | INITIATIVE |
|--|---|
| Engagement of Team | To engage the entire team in the Net Zero transition plan and to encourage staff to support lower carbon ideas, opportunities, and activities. |
| Reduce Reliance on Spend Based Data | To review major emissions based on spend and develop more accurate emissions data together with suppliers. |
| Business Travel Emissions | To review a sustainable travel policy encouraging use of public transport and lower carbon options when practical to do so. |
| Carbon Emissions Dashboard | Saxen has made the commitment to complete its carbon emissions dashboard on a regular basis. This is overseen by a member of the Senior Management Team and shared with the wider team on a quarterly basis. |
| Carbon Emissions Reviews | By partnering with Net Zero International, we gain access to their expertise and support in reporting our emissions and how to reduce them, including best practice and insights. We will also promote our activities on social media to encourage others to make lower carbon decisions. In June 2025, Saxen completed a strategic merger with The Office Crowd, significantly expanding its capabilities to offer both refurbished and new office furniture solutions. As part of the integration, the company has invested in advanced machinery to improve efficiency, reduce reliance on manual processes, and shorten lead times for clients. While this transition may result in a modest increase in electricity usage, it delivers substantial benefits in productivity and service delivery. Key investments include a VOC-free powder coating spray booth, enhancing environmental performance by eliminating harmful emissions, and a CNC machine to automate the precise pre-drilling of desktop components—replacing manual drilling for greater accuracy and speed. In addition, a new edge banding machine has been introduced, allowing in-house cutting and finishing of desktops to bespoke sizes, further strengthening Saxen's agile and sustainable production model. |
| Fleet Strategy | To review on a regular basis the availability and feasibility of technology to enable changing fleet vehicles to lower emission engines and eventually from ICE to hybrid or electric engines. |
| Supply Chain Review | To conduct regular reviews of supply chain partners and introduce a sustainable supply chain policy over time. |
| Energy Efficiency of Site | Review infrastructure to reduce energy consumption. Investigate renewable energy generation possibilities on site. In July 2025 a meeting has been scheduled with Scottish Enterprise to review options for renewable energy Investigate improved waste recyclability options. The showroom has had all bulbs replaced with energy efficient LED lights. In 2025-2026 Saxen will look to replace the office lighting to LED as well. |

Signed on behalf of Saxen

Shirley Wallace

Name **Shirley Wallace** Position **Director** Date **11th June 2025**

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emissions data

The data contained in the table below represents total emissions calculated and is consistent with SECR requirements. All sources of emissions that have been measured are included in the totals below. Emissions from key activities are summarised in the previous sections.

| INITIATIVE | BENCHMARK YEAR 2024 |
|---|------------------------|
| Energy consumption used to calculate emissions Electricity Scope 2 - UK and Offshore (kWh) | 34,810 |
| Energy consumption used to calculate emissions – Global, excluding UK and Offshore (kWh) | N/A |
| Basis of Energy reporting (Location or Market)* | Location |
| % of total energy sourced from certified renewable sources | 0% |
| Emissions associated with energy consumption – UK, Offshore and Global (tCO ₂ e) | 7.2 |
| Emissions from activities for which the company is responsible including combustion of fuel and operation of facilities – Scope 1 (tCO ₂ e) | - |
| Emissions from purchase of electricity, heat, steam and cooling purchased for own use – Scope 2 (tCO ₂ e) | 7.2 |
| Total Scope 1 and 2 emissions (tCO₂e) | 7.2 |
| Emissions from use of sold products and services out of operational control – Scope 3 (tCO ₂ e) | None included |
| Total Gross Scope 3 Emissions (tCO ₂ e) | 14.1 |
| Total Scope 1, 2 and 3 emissions (tCO₂e) | 21.3 |
| Intensity ratio tCO ₂ e (gross Scope 1, 2 and 3) per employee | 2.2 |
| Carbon offsets (tCO ₂ e) | - |
| Total annual net emissions (tCO₂e) | 21.3 |

*A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen.

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standard and methodology used

Saxen categorises its Greenhouse Gas (GHG) Emissions as Scope 1, 2 or 3 as referred to in the WBCSD – WRI Greenhouse Gas Protocol (revised edition, dated March 2014). Emissions in Carbon Dioxide equivalent (CO₂e) for all scopes are calculated using the conversion factors listed in

DESNZ Greenhouse Gas Conversion Factors for the relevant 12-month period over which the carbon emissions are calculated. Procured renewable electricity and gas is calculated in accordance with the WBCSD – WRI Scope 2 Guidance on procured renewable energy (2015).

| data quality / confidence

The data used to generate this report has been collected from various sources from both within the company and using assumptions gathered by Net Zero International. These emissions have been

converted to CO₂e using GHG Protocol and DESNZ frameworks and conversion factors for the relevant period.

| declaration and sign off

This Carbon Reduction Plan has been completed in accordance with SECR, 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 agreed by the board of directors (or equivalent management body).

Signed on behalf of
Net Zero International



Name **David Hawes** Position **Chief Executive Officer** Date **11th June 2025**

Signed on behalf of
Net Zero Nation



Name **Steven Turner** Position **Chief Executive Officer** Date **11th June 2025**

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glossary

| | |
|---------------------------------|---|
| Benchmark Data | The chosen 12-month period that sets the calculated emissions that need to be mitigated and/or offset. |
| Carbon Reduction | Reduction in measured CO ₂ e emissions |
| Carbon Reduction Plan | Plan to reduce CO ₂ e emissions over a period of time, updated annually |
| Carbon Emissions (Gross) | CO ₂ e emissions from Company activities |
| Carbon Emissions (Net) | CO ₂ e emissions from Company activities minus verified carbon offsets the Company purchases |
| Carbon Neutral | When emissions are fully offset including those emissions that could be mitigated. |
| Carbon Offsets | A removal or reduction of carbon emissions through a verified scheme. |
| CO₂e | All greenhouse gases expressed in terms of Carbon Dioxide equivalent (CO ₂ e) for consistency of reporting. |
| DESNZ | Department of Energy Security and Net Zero https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting |
| EEIO | Environmentally Extended Input Output –Emissions estimated on spend https://ghgprotocol.org |
| GHG Protocol | Greenhouse Gas Protocol https://ghgprotocol.org |
| Greenhouse Gases | Carbon Dioxide (CO ₂), Methane (CH ₄), Nitrous Oxide (N ₂ O), Chlorofluorocarbons (CFCs and HCFCs), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulphur Hexafluoride (SF ₆) |

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| | |
|--|--|
| Greenhouse Gas Conversion Factors | Annually published conversion factors normally published by relevant government departments. Converts activity into CO ₂ e emissions. |
| Greenhouse Gas Emissions (GHG) | Gases in the atmosphere that absorb and radiate heat |
| Intensity Metric/ Ratio | A metric that measures carbon emissions per relevant unit of activity in a business. |
| Market Reporting v Location Reporting | Market is based on specific tariffs. Location is based on the country from which you are reporting. |
| Net Zero | GHG emissions are mitigated and those that cannot are offset |
| Renewable Tariff | An energy tariff that is 100% powered by renewable energy and is certified. |
| SBT | Science Based Targets – reducing emissions by 50% by 2030 and by 90% by 2050 and offsetting the remaining amount. |
| Scope 1 | The fuels that are burnt (gas, transport the company owns, refrigerant gasses) |
| Scope 2 | The energy that is bought (electricity from the grid, purchased heat) |
| Scope 3 | Emissions embedded in everything a company buys and emitted as a consequence of everything a company sells. |
| SECR | Streamlined Energy & Carbon Reporting |
| tCO₂e | Metric tonnes of CO ₂ equivalent emitted. |
| WBCSD | World Business Council for Sustainable Development https://www.wbcsd.org |
| WRI | World Resource Institute https://www.wri.org |

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