

Carbon Reduction Plan

Supplier name: Synertec Limited

Publication date: 25th September 2024

Commitment to Achieving Net Zero

Synertec Limited is committed to achieving net zero emissions by 2035 (Scope 1 and 2) and 2040 (Scope 3).

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: FY2022/2023 (Apr-Mar)

Additional Details relating to the Baseline Emissions calculations.

Synertec's baseline emissions were quantified in the reporting period for FY2022/2023. As of this reporting year (FY2023/2024), Synertec have rebaselined their emissions for FY2022/2023 to align methodologies with FY2023/24.

Business carbon emissions have been quantified and a business carbon emissions inventory created. Significant emission sources have been identified and highlighted. Our baseline emission calculations have been prepared in accordance with the methodology of BS EN ISO 14064-1:2019; Quantification and reporting of greenhouse gas emissions and removal with guidance from the Greenhouse Gas Protocol and SECR guidelines.

The assessment quantification adheres to the Department for Environment, Food and Rural Affairs (DEFRA) guidance on quantifying and reporting greenhouse gas emissions.

This assessment provides a baseline inventory against which carbon reduction achievements can be measured, monitored and reported. The quantification and analysis provided facilitates the setting of a strategic target for carbon reduction, identification of areas of focus for carbon reduction efforts and facilitates monitoring of progress towards those targets.

We have taken the decision to update our baseline from 2019 to 1st April 2022 – 31st March 2023 because this is a more reflective baseline for the company:

- *In 2020 we acquired a third production site in Milton Keynes as such this addition to our estate increased our Scope 1 and Scope 2 emissions in the short term; and*
- *As anticipated, Scope 3 Supply Chain emissions significantly increased our carbon footprint as we captured and reported more detailed emissions in our procurement process.*

| EMISSIONS | TOTAL (tCO ₂ e) |
|-------------------------------|---|
| Scope 1 | 34.8 |
| Scope 2 | 0.4 |
| Scope 3 (Included Sources) | 3263.6 (Purchased Goods and Services, Capital Goods, WTT, Transportation and Distribution (Upstream and Downstream), Waste, Business Travel, Employee Commuting and Homeworking) |
| Total Emissions | 3298.8 |

Current Year Emissions Reporting

| Reporting Year: FY2023/2024 (Apr-Mar) | |
|---------------------------------------|---|
| EMISSIONS | TOTAL (tCO ₂ e) |
| Scope 1 | 21.4 |
| Scope 2 | 4.0 |
| Scope 3 (Included Sources) | 2510.3 (Purchased Goods and Services, Capital Goods, WTT, Transportation and Distribution (Upstream and Downstream), Waste, Business Travel, Employee Commuting and Homeworking) |
| Total Emissions | 2535.7 |

Emissions Reduction Targets

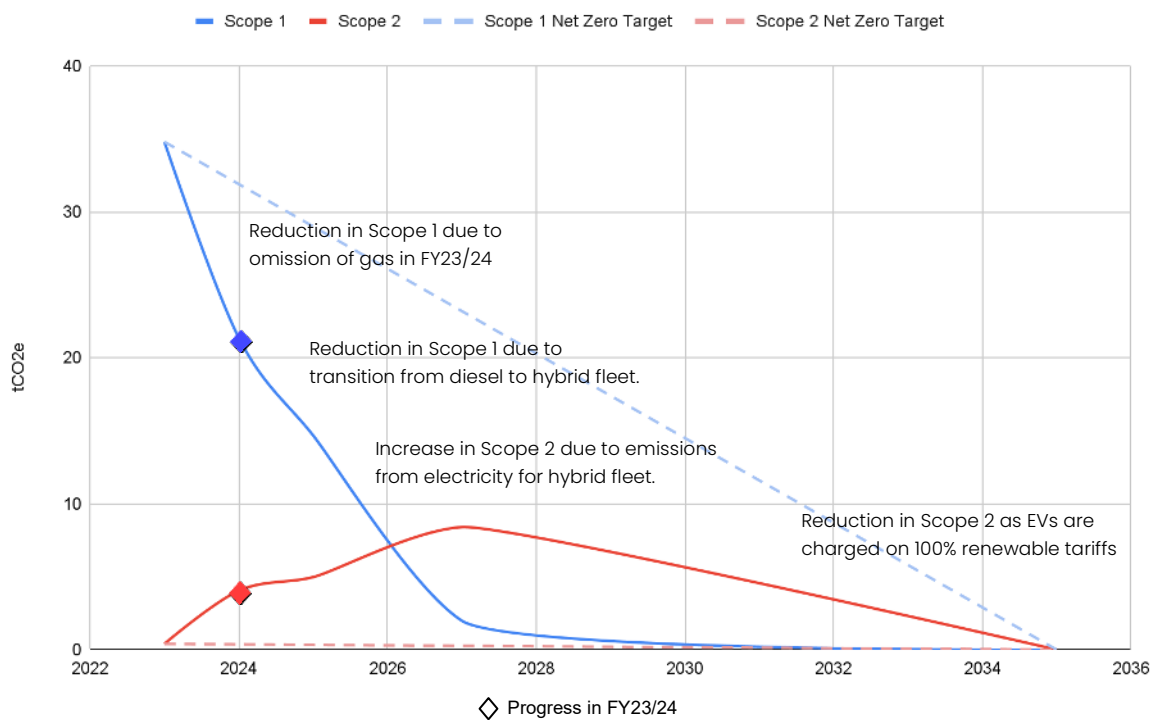
Synertec is committed to achieving Net Zero emissions by 2035 (Scope 1 and 2) and 2040 (Scope 3).

To progress towards Net Zero, this plan sets near-term carbon reduction targets for the period to 2040, achieving a reduction of 100% Scope 1 and 2 emissions by 2035, and 50% Scope 3 emissions from the baseline year. We project that carbon emissions will decrease over the next eleven years to 1,626 tCO₂e by 2035. This is a reduction of 51%. A wider Net Zero Strategy and implementation plan will be developed to ensure Net Zero will be achieved by 2040. A commitment to setting Science Based Targets is also in progress.

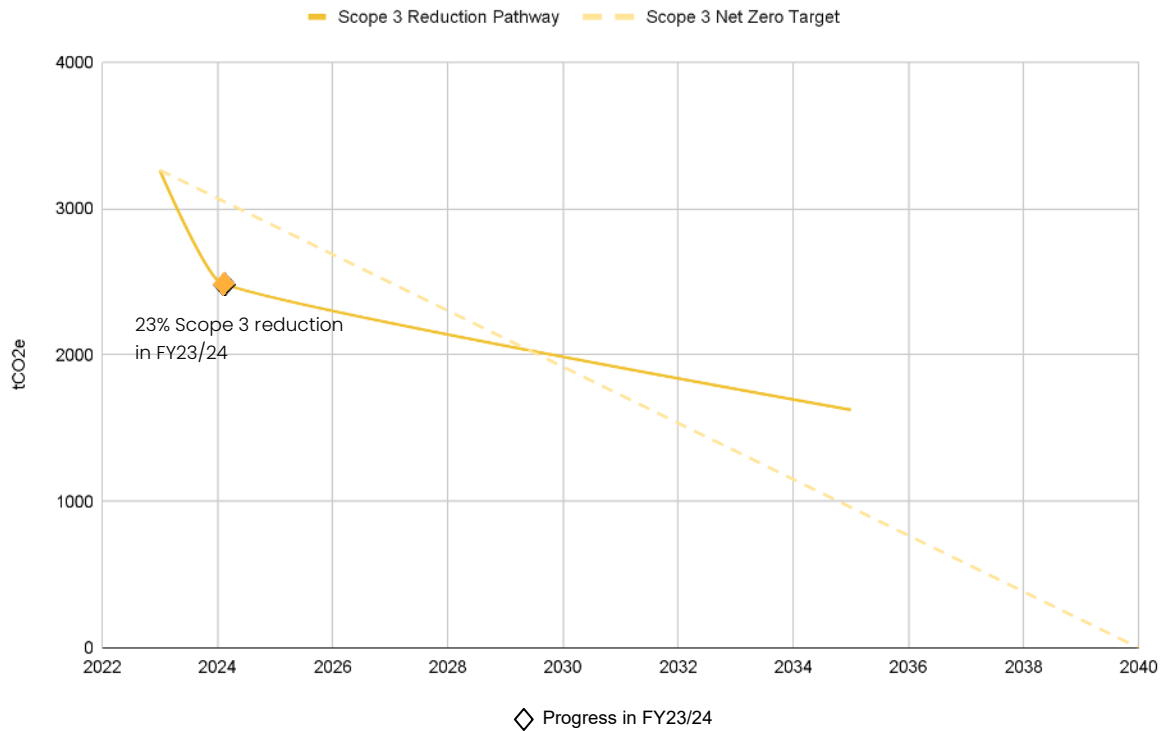
We have identified a number of initiatives which will support reduction of emissions in these areas, in line with the required levels of abatement recommended by the Science Based Targets initiative (SBTi).

Below we have provided the trajectory of the near-term targets set, as well as progress in FY23/24 against these targets:

Scope 1 and 2:



Scope 3:



Carbon Reduction Initiatives

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the FY22/23 baseline measurement.

- Adoption of a hybrid working model has resulted in a 40% reduction in travel to our offices.
- Optimisation of emissions as part of business travel.
 - Reduced commuting emissions through introduction of EV leasing across the company and increasing the proportion of home working across the business.
 - Introduction of cycle to work initiative.
 - Moved to virtual meetings using Microsoft Teams as default where employees must challenge why a physical meeting is required before business travel is undertaken.
- Gas has been turned off at all facilities and the electricity tariffs at all sites are now 100% renewable.
- Solar panels have been installed at 75% of sites and EV charging points have been introduced across all facilities.

- 11% of the vehicle fleet has transitioned to EVs and 79% are hybrid.
- Additional energy saving initiatives have been introduced with all site lighting switched to LEDs and the introduction of smart lighting.

Proposed Carbon Reduction Initiatives

In the future, we hope to implement further measures such as:

- Fleet vehicles for business travel:
 - Transitioning to a fully hybrid fleet by 2025 and fully electric fleet by 2027.
 - Aiming for all fleet vehicles to be charged with renewable electricity.
- Ongoing optimisation of building energy use:
 - Continuing to procure 100% renewable electricity.
 - Further reduce energy usage through LED lighting and PIR controls.
 - Improved recording of refrigerant gas emissions to ensure no leakage as well as reduced air conditioning usage
 - Explore a switch to refrigerant gases with zero GWP.
 - Behavioural activity changes including switching off lights and monitors when not in use.
- Paper:
 - Engage with our key suppliers on their sustainability initiatives and activities to reduce emissions.
 - Encourage paper suppliers to perform LCAs on products and provide Synertec with carbon emission reports.
 - Encourage suppliers to transport materials to site in electric vehicles.
- Purchased goods and Services and Capital Goods:
 - Survey long standing suppliers and gain granular information with regards to their targets and commitments, including emissions measurement, Net Zero targets and strategies, and reporting.
 - Create a procurement policy to guide spend towards preferred suppliers who meet sustainability requirements, including those related to carbon reduction. Support suppliers who are not yet able to meet requirements to develop a strategy.
 - Procure reused and recycled IT equipment and furniture where possible.

- Investigate and implement plumbed water coolers across the property estate.
- Improve data and reporting to improve accuracy of carbon accounting.
 - Encourage top suppliers to disclose intensity metrics for their operations.
 - For any goods purchased, aim to use product specific life cycle assessments and encourage key suppliers to calculate this.
- Waste
 - Supply chain initiatives related to packaging and end of life treatment.
 - Enhanced recycling options and separation of waste
- Commuting and Homeworking
 - To continue offering support to the workforce with options for active travel schemes; such as bike to work, car sharing opportunities (where appropriate) and EV salary sacrifice scheme.
 - Promote the use of renewable energy at home and government support available, such as the boiler upgrade scheme.
 - Continue to enhance the hybrid working model.
- Implement an Environmental Management System (EMS) certified to ISO14001 standards to support the implementation and monitoring of carbon reduction measures. Management System implemented and ISO accreditation achieved - May 2024.
- Implement a certified scheme for purchasing carbon offset credits that aligns with the company's values.
- Training and Engagement:
 - Carbon literacy and reduction training to ensure awareness of objectives, targets and responsibilities for performance improvement.
 - Internal and external communication with key stakeholders to promote engagement with initiatives and performance.
 - Deployment and rollout of Furthr app to our people.

Declaration and 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



Craig Richmond, Director

Date: 25th Sept 2024

Signed on behalf of Furthr Ltd



Henry Bishop, Director

Date: 25th Sept 2024

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>