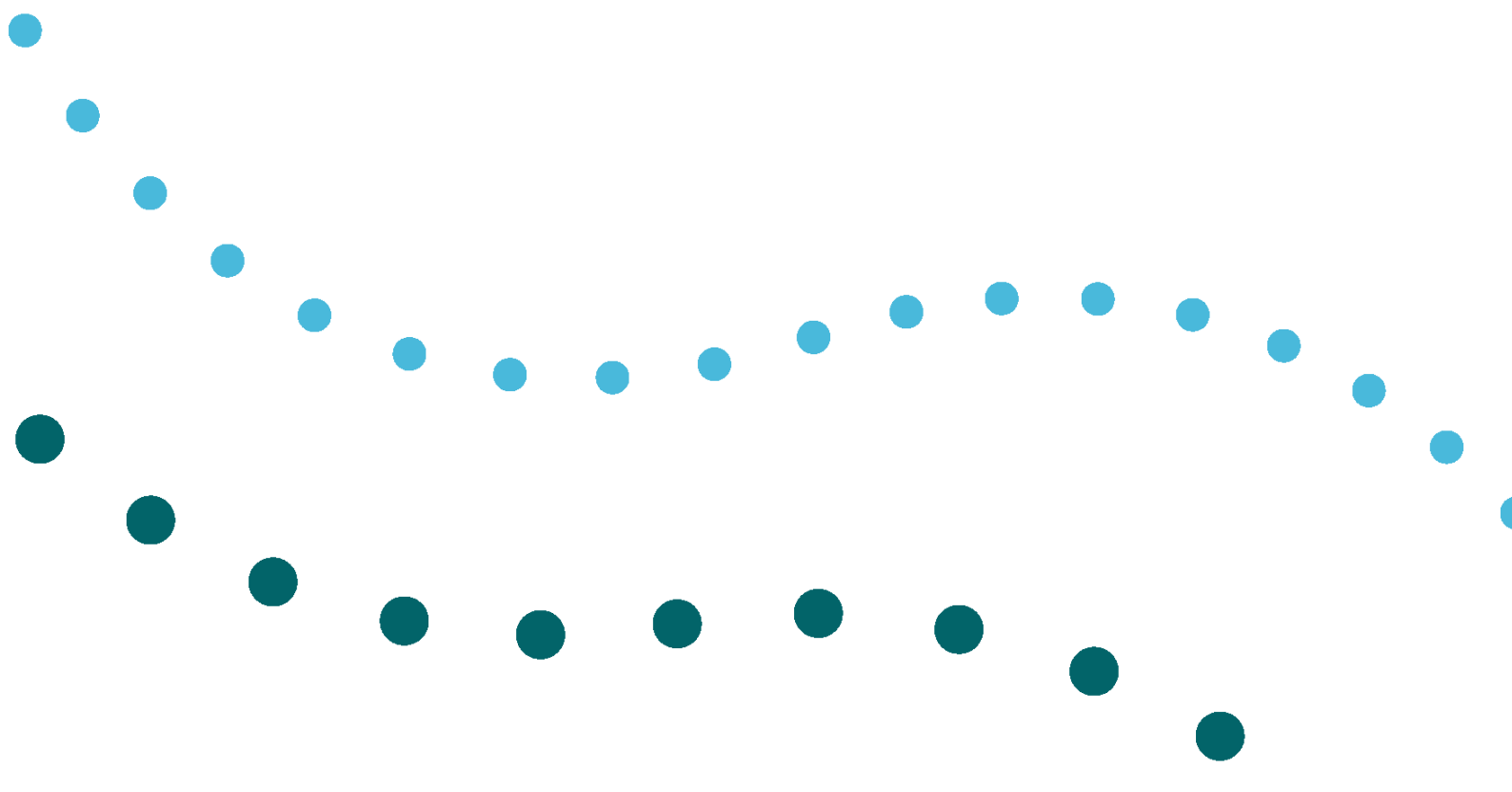




CARBON REDUCTION PLAN

2022-2023 WITH REVISED NARRATIVE FOR 2023-2024



Carbon Reduction Plan

Scope

This Carbon Reduction Plan captures carbon emissions and reduction commitments from our services-led activities of UMi Commercial Ltd (and associated companies) ("UMi") which covers the services we deliver to our private and public sector customers.

Commitment to Achieving Net Zero

UMi is committed to achieving Net Zero emissions by 2045, consistent with the UK Governments commitment to achieve net-zero by 2050 under the Climate Change Act and the Paris Agreement commitment, to limiting the increase of global temperatures to 1.5° against pre-industrial levels.

Our commitment includes an aim to achieve net-zero carbon emissions by 2045 for our Scopes 1 and 2 emissions, including from our offices and fleet.

In our initial baseline year (2022-2023) our wider Scope 3 emissions categories were excluded from our initial reporting.

Following a number of changes during the 2023-2024 financial year, including a relocation from leased offices to our own office premises where significant investment has been made in sustainable features such as solar photovoltaic panels, the decision has been taken to review our approach to achieving net zero by 2045 that truly reflects our commitment as a Certified B Corporation and our accreditation to ISO 14001 to managing and measuring our entire social and environmental impact.

To support this activity, we have retained the baseline Carbon Reduction Plan with revised narrative and will work with an external specialist to help guide us to measure our full operational carbon footprint across all three scopes of carbon to an international standard methodology. We are targeting for this to be achieved by the end of 2024 and published early in 2025.

Following this activity we will develop a science-based targets carbon reduction plan to ensure a measurable and meaningful route to our net zero targets. We will then review progress on both our carbon footprint and progress to carbon reduction plan annually. This will also include the development of a supply chain charter.

Baseline Emissions Footprint

Our baseline footprint in this document is based on scope 1 and scope 2 emissions and limited scope 3 emissions only in 2022-2023. These will be reviewed in 2024 to give a full year on which a science-based carbon reduction plan to meet net zero goals will be based.

Baseline emissions are the reference point against which emissions reduction can be measured.

Our UK business unit emissions are calculated in tonnes of carbon dioxide equivalent (tCO₂e) using the appropriate conversion factors published by Department for Business & Trade (formerly known as BEIS).

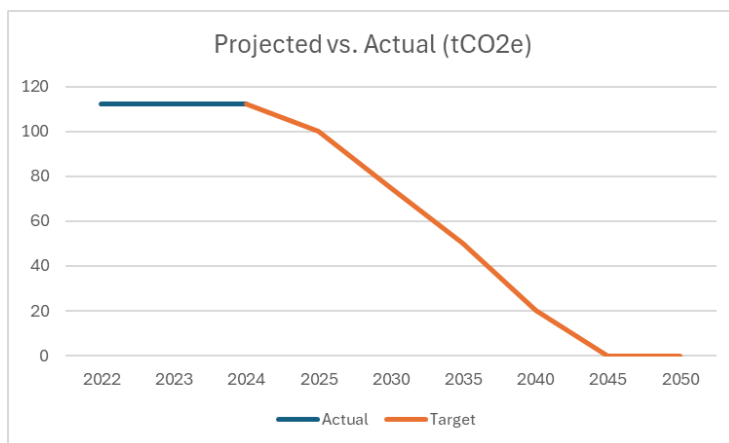
Our emissions data is reported in line with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, and Corporate Value Chain (Scope 3) Standard under the 'Operational and financial control' approach.

<p>Baseline Year: 2022-2023 with revised narrative for 2023-2024 Scope 1, 2 and limited scope 3 categories</p>	
<p>Additional details relating to the Baseline Year Emissions calculations</p>	
<p>2022-2023 was UMi's first carbon reduction report. Figures were averaged to our year end March 2023 from a full data set and analysis that were independently audited to ensure they comply with internationally recognised standards such as Green House Gas and Science Based Target Protocol's and is consistent with SECR requirements.</p> <p>We continue to improve our carbon accounting methodologies in line with best practice including the expansion of measurement and reduction targets to all applicable scope 3 as well as scopes 1 & 2. We will also continue to ensure our carbon emission inventory accurately reflects any structural changes that affect the scope or boundary of our emissions and are documented.</p>	
<p>Baseline Year Emissions Scope 1 & 2 (limited scope 3)</p>	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	1.32
Scope 2	15.05
Scope 3 (Included Sources)	<p>95.83</p> <p>Category 5 - Waste generated in operations - 0.3 Category 6 - Business travel - 10 Category 7 - Employee commuting - 78 Category 9 - Upstream transportation and distribution - 0.1</p>
Total Emissions	112.2

Emissions Reduction Targets

As this is our benchmark report and we have no previous emissions reduction commitments, 2022-2024 is being used to consolidate data and process in order to set realistic timebound carbon reduction targets to work towards achieving Net Zero. We are also expanding the baseline to ensure all scope 3 categories are considered in the next carbon footprint. We will align our carbon reduction plans with this comprehensive footprint.

Future progress against these targets will be seen in the graph below:



Our Approach

In determining our carbon reduction plan, we follow the Greenhouse Gas (GHG) Management Hierarchy set out by the Institute of Environmental Management and Assessment (IEMA). In future we will also be able to report to ISO14064 standards in addition to GHG for maximum compliance to customer requirements UMi is committed to prioritising the elimination, substitution, and reduction of carbon in advance of any offsetting commitments.



Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented during the 2022-2024. The carbon emission reduction achieved by these schemes will be calculated in the next reporting period of the wider footprint and science based reduction plan

As an ISO 9001 and ISO 14001 certified organisation, environmental management and energy management are integrated into our management systems and business processes which are utilised in our service delivery. This is underpinned by our accreditation as a Certified B Corporation which are businesses that are legally required to consider the impact of their decisions on the environment.

UMi is committed to setting science-based carbon reduction targets. We recognise that to make these meaningful we needed to ensure a carbon footprint across all scopes and have now engaged an industry expert consultancy to guide us through this and ensure our science based targets cover all our businesses activities.

People:

- We will create a team of environmental champions to drive understanding and engagement in environmental and sustainability initiatives.

Buildings & Energy:

- We will produce a comprehensive strategy of energy reduction per FTE when we have fully moved to our new premises and understand the usage patterns.
- We will also support our homeworkers with tips to reduce usage whilst working from home.
- We commit to only using 100% renewable electricity at offices where we are in control of utilities by 2025, this will remove 18.1 tonnes CO₂e / 16% reduction.
- We will also work with our landlords to lobby for renewable energy across our sites.
- Commitment to produce your own renewable electricity in 2024.
- We will remove gas from our new site removing 1.4 tonnes Co₂e / 0.01% reduction.

Travel:

- We will produce a business travel strategy following the sustainable travel hierarchy to ensure where travel is required we adopt the least environmental impact mode.
- As commuting accounts for >69% of our recorded carbon emissions we will review our data, post the office move, to understand the impact of the move and implement policies to support our people to reduce the impact of commuting to work.
- Hybrid working has been implemented 4:1 to reduce the need for our staff to travel to the office.
- Purchase of new business premises to enable sustainable initiatives such as engaging a renewable energy supplier and renewable energy generation via solar PV. UMi will also install EV charging points, subject to planning permission.

Declaration and sign off

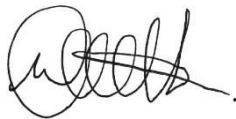
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

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 at UMi Commercial Ltd.

Signed on behalf of the Supplier:



NICKI CLARK
Chief Executive

Dated: 29 October 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>