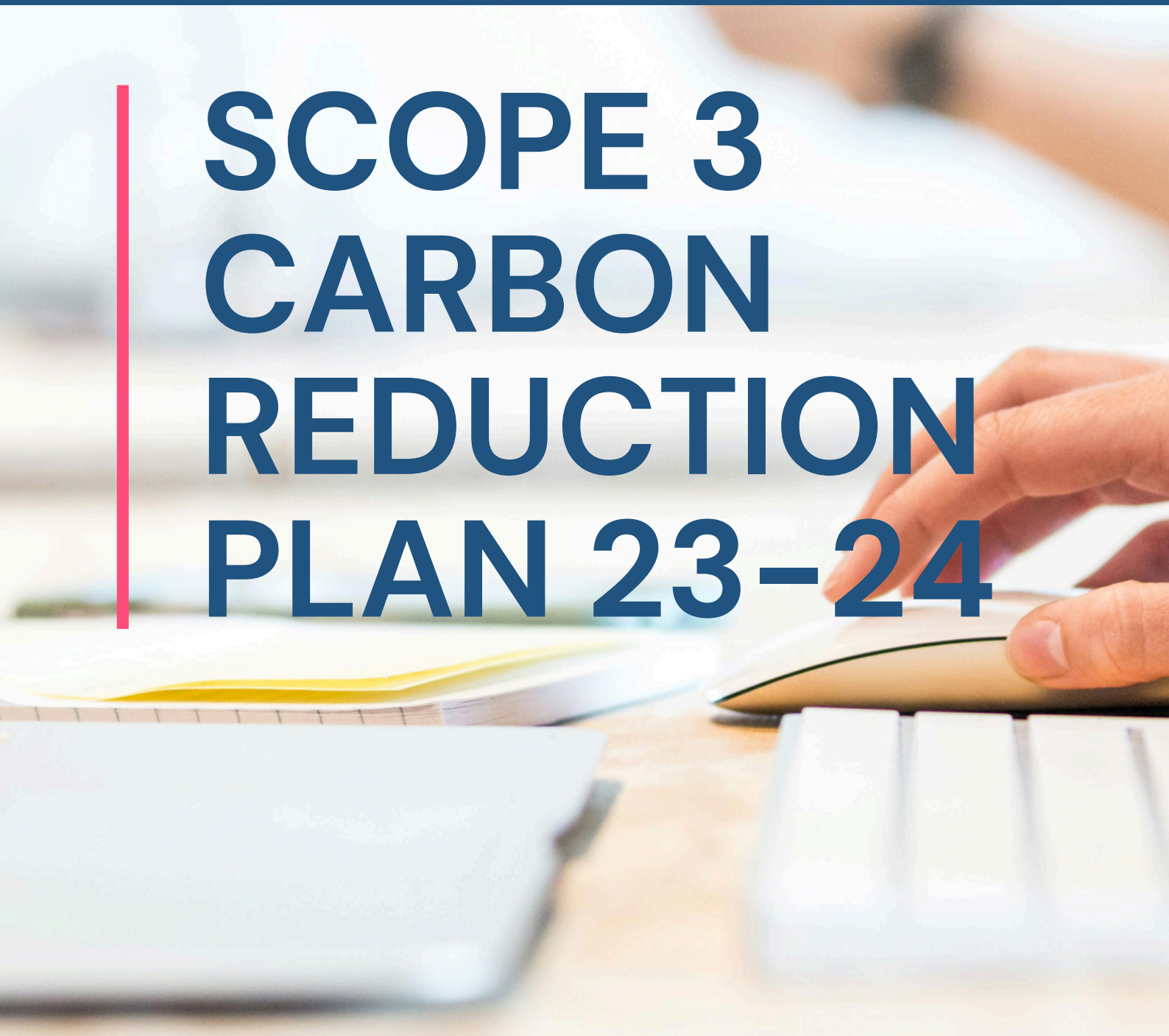
datesand group

Datesand Ltd

SCOPE 3 CARBON REDUCTION PLAN 23-24



Published May 2025

Scope 3 Carbon Reduction Plan

Completion date: **15th May 2025** **Signed:** *Stephen Barlow*

This Carbon Reduction Plan has been independently produced by Litmus Sustainability Ltd.

Commitment to achieving Net Zero

Datesand Ltd is committed to achieving Net Zero emissions by 2040.

Baseline Emissions Footprint

Baseline year emissions: 2023-24 (1st April to 31st March)

Additional Details relating to the Baseline Emissions calculations.

Datesand's Scope 3 emissions reporting began in the 2023-24 reporting year. We have reported against the five categories of Scope 3 mandated under PPN 06/21: Upstream and Downstream Transport (3.4 and 3.9), Waste Generation (3.5), Business Travel (3.6) and Staff Commuting (3.7); plus Purchased Goods & Services (3.1, materials only) and Fuel- and Energy-related Services (3.3). Volumetric calculations have been used wherever possible, with spend-based estimates used where minor gaps in activity data existed. Overall, 99.9% of total measured emissions were calculated through the use of volumetric data and the final figures are -20% to +26% within the 95% confidence range.

To better account for our real-world environmental impact, we have voluntarily included estimated homeworking emissions in Staff Commuting, all flights (freight and travel) were calculated with radiative forcing values and full life cycle emission factors were used where applicable.

Emissions	Total (tCO2e)
Scope 1	**7.68**
Scope 2	**21.14 (location-based)**
Scope 3 (Included Sources)	**2,113** (1) Purchased Goods and Services: 1,677.01 (3) Fuel- and Energy-related Services: 8.95 (4) Upstream Transportation and Distribution: 354.87* (5) Waste Generated in Operations: 0.90 (6) Business Travel: 24.05 (7) Staff Commuting: 32.33** (9) Downstream Transportation and Distribution: 14.46† *Includes 95.78 tCO2e of purchased downstream logistics. **Includes homeworking. †Most downstream transport was a purchased service and have therefore been recorded as part of upstream emissions in line with GHG Protocol Corporate Value Chain (Scope 3).

Total Emissions	**2,141**
tCO2e per FTE	69.06
tCO2e per £m t/o	303.23

Current Emissions Reporting

Reporting year: 2023 (1st January to 31st December)	
Emissions	**Total (tCO2e)**
Scope 1	**7.68**
Scope 2	**21.14 (location-based)**
Scope 3 (Included Sources)	**2,113** (1) Purchased Goods and Services: 1,677.01 (3) Fuel- and Energy-related Services: 8.95 (4) Upstream Transportation and Distribution: 354.87* (5) Waste Generated in Operations: 0.90 (6) Business Travel: 24.05 (7) Staff Commuting: 32.33** (9) Downstream Transportation and Distribution: 14.46† *Includes 95.78 tCO2e of purchased downstream logistics. **Includes homeworking. †Most downstream transport was a purchased service and have therefore been recorded as part of upstream emissions in line with GHG Protocol Corporate Value Chain (Scope 3).
Total Emissions	**2,141**
tCO2e per FTE	69.06
tCO2e per £m t/o	303.23

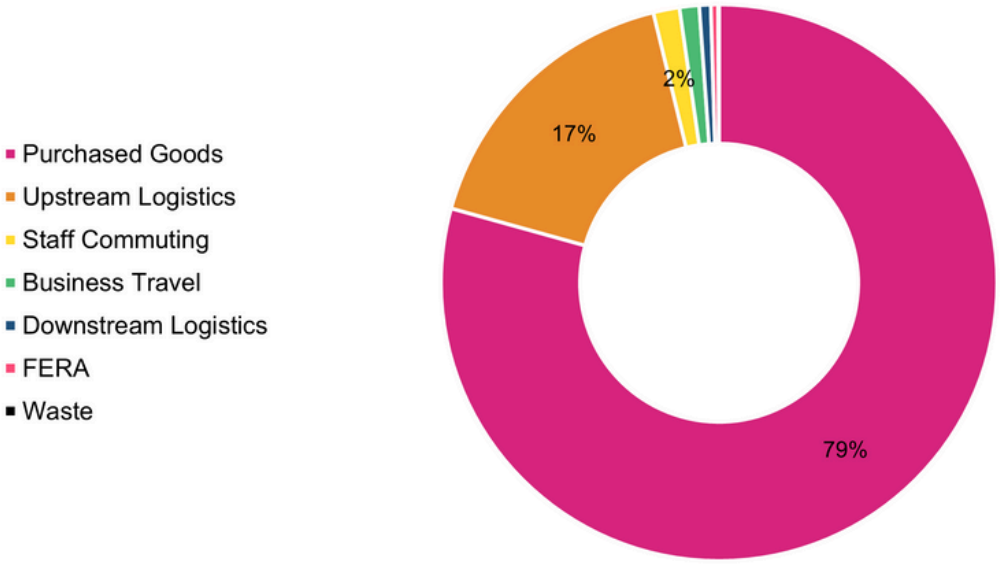
Emissions Reduction Targets

Datesand Ltd has set an organisation-wide long-term Net Zero target of 2040.

We will consider introducing specific near-term targets for Scope 3 emissions in our next reporting period once we have multiple years of data in place.

Carbon Reduction Projects

A materiality analysis of our 2023-24 Scope 3 emissions shows that our indirect climate impact is overwhelmingly generated by the embodied carbon in our purchased goods (79%) and upstream/downstream logistics (17%) in our supply chain, as shown by the chart below:



Other Scope 3 activities associated more directly with our own operations (waste generation, business travel, commuting and energy supply (FERA) for Scope 1+2 activities) together accounted for 3.1% of total measured emissions in 2023-24. However, these categories remain our most controllable Scope 3 emissions and therefore remain a key part of our overall carbon reduction strategy.

Current & Completed Carbon Reduction Initiatives

Air freight (underway)
While sea freight accounts for the majority of overseas transportation for purchased and sold goods, there are instances where air freight is required. In 2023-24, just 5 tonnes of purchased product (0.2% of total inbound freight by weight) were transported to us by air. However, this generated 13% of our overall supplier delivery emissions (34 tCO_2e).

Reducing air freight is currently our largest Scope 3 reduction opportunity. Going forward, we plan to revisit our freight and routeing options to minimise air freight, and eliminate it where possible.

Air travel (underway)
In 2023-24, Scope 3 emissions from business travel totalled 24 tCO_2e. The majority of this (20 tCO_2e) was attributed to just two business class long-haul flights.

While employees already exclusively fly economy class for all short-haul flights, we recognise that the carbon impact of flying business class long-haul is significant and are reviewing our travel policy to reduce avoidable emissions where we can.

Low carbon commuting (ongoing)
Commuting accounted for just 1.5% of total measured Scope 3 emissions in 2023-24. Our 4 electric and hybrid electric car drivers saved 2.44 tCO_2e from commuting emissions compared to driving the average car, and we will assist more of our staff to switch to electric over the coming years through initiatives such as an EV Salary Sacrifice scheme.

A number of our staff also cycle to work. In 2023-24, our cyclists collectively travelled more than 5,000km on their commute, saving over >1 tCO_2e by not driving. We will continue to empower and champion our colleagues to use active travel methods wherever possible.

Waste and environmental management (ongoing)
We operate an Environmental Management System (EMS) accredited to ISO 14001:2015, initially certified in 2021. The EMS is embedded across our operations and supports continuous monitoring, management, and reduction of environmental impacts, including waste generation.

While some waste is unavoidable due to the nature of our products, we are exploring opportunities to reduce landfill waste and increase recovery and recycling rates. Progress will be detailed in our 2025 reporting year.

Energy and fuel reduction (ongoing)
We have implemented a number of carbon reduction measures as part of our efforts to reduce Scope 1+2 emissions, including installing a 124kW solar PV array, implementing motion-sensor LED lighting and replacing company vehicles with battery electric and hybrid electric vehicles.

These measures also reduce our Scope 3 impact via reduced upstream Fuel- and Energy-related Activities (FERA), which were responsible for 0.4% of Scope 3 emissions in the year.

Future Projects

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

Sustainable procurement
We have initiated the embodied carbon mapping of our purchased goods and services using volumetric calculations. A baseline has now been established, and we will continue to refine data granularity and begin engaging key suppliers to explore opportunities across the supply chain, including addressing product lifecycle and logistics emissions.

Circular economy
We are currently investigating the feasibility of introducing circularity initiatives with our customers, which may in future involve options for customers to return used material to us for separation and recovery.

Report produced by Litmus Sustainability Ltd on 15th May 2025.
Greenhouse gas emissions have been reported and recorded in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard and use the appropriate emission conversion factors for greenhouse gas company reporting.

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