Scope 3 Carbon Reduction

Datesand Ltd

Reporting Period:
2024 – 2025

Our Commitment to Net Zero

We are committed to achieving Net Zero emissions by 2040.

Baseline Year

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. We have chosen to set our baseline year to 1 April 2023 – 31 March 2024.

Organisational Boundary

Our organisational boundary is defined using the operational control approach.

Baseline Year: 2023-24 (1 April – 31 March)	
Additional Details relating to the Baseline Emissions calculations. Our baseline year emissions incorporate all material Scope 1 and 2 activities, and seven categories of Scope 3 (including the five mandatory categories required under the PPN 006 standard). >90% of total measured emissions were calculated volumetrically (with DEFRA and Ecoinvent emission factors), with spend-based estimates (using Exiobase factors) used where minor gaps in activity data existed. We are committed to continuous improvement in our emissions data, and recalculation of our base year is implemented when necessary to maintain an effective base year comparison. Our emissions for 2023-24 were updated in 2025 to account for updated emissions factors. We have 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 possible. Purchased Goods & Services in our baseline year covered core goods purchased to supply our customers, which represented the vast majority of spend across the business. Upstream Transport included paid logistics to customers downstream.	
Emissions	**Total (tCO_2e)**
Scope 1	**7.68**
Scope 2 (location-based)	**21.14**
Scope 3	**1,959.97**
Total Emissions	**1,988.78**
Emissions Intensity	**0.28 (tCO_2e/£'000)**

Baseline Year Emissions Breakdown

Scope 1	Tonnes CO_2e
Stationary Combustion	Excluded (not applicable)
Mobile Combustion	7.68
Fugitive Emissions	Excluded (immaterial)
Process Emissions	Excluded (not applicable)
Scope 2	
Electricity (location based)	21.14
Electricity (market based)	3.06
Heat and Steam	Excluded (not applicable)
Scope 3 (Upstream)	
Purchased Goods & Services	1,524.42
Capital Goods	Excluded (limited data availability)
Fuel & Energy Related Activities	8.95
Upstream Transportation & Distribution	354.87
Waste Generated in Operations	0.90
Business Travel	24.05
Employee Commuting & Homeworking	32.33
Upstream Leased Assets	Excluded (not applicable)
Scope 3 (Downstream)	
Downstream Transportation & Distribution	14.46
Processing of Sold Products	Excluded (not applicable)
Use of Sold Products	Excluded (not applicable)
End-of-Life Treatment of Sold Products	Excluded (minimal influence)
Downstream Leased Assets	Excluded (not applicable)
Franchises	Excluded (not applicable)
Investments	Excluded (not applicable)

Current Emissions Reporting

Current Year: 2024-25 (1 April – 31 March)	
Additional Details relating to the Current Year emissions calculations. Our 2024-25 year emissions methodology was largely unchanged from our baseline year, but incorporates an expanded capture of Purchased Goods and Services activities by incorporating key services purchased as well as core goods purchased to supply our customers.	
Emissions	**Total (tCO_2e)**
Scope 1	**6.03**
Scope 2 (location-based)	**18.22**
Scope 3	**2,084.77**
Total Emissions	**2,109.01**
Emissions Intensity	**0.27 (tCO_2e/£'000)**

Current Year Emissions Breakdown

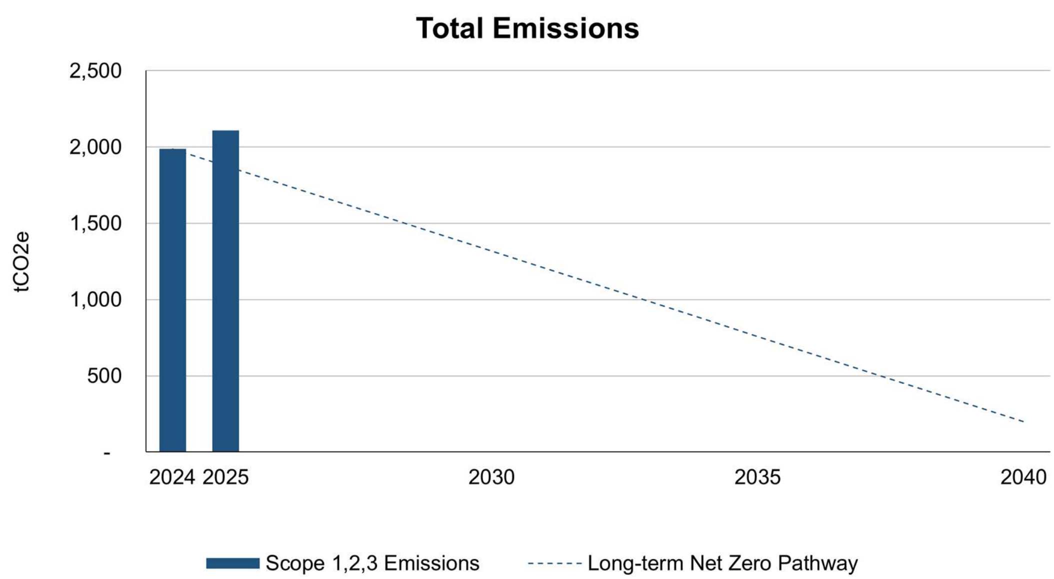
Scope 1	Tonnes CO_2e
Stationary Combustion	Excluded (not applicable)
Mobile Combustion	6.03
Fugitive Emissions	Excluded (immaterial)
Process Emissions	Excluded (not applicable)
Scope 2	
Electricity (location based)	18.22
Electricity (market based)	1.07
Heat and Steam	Excluded (not applicable)
Scope 3 (Upstream)	
Purchased Goods & Services	1,656.22
Capital Goods	Excluded (limited data availability)
Fuel & Energy Related Activities	7.65
Upstream Transportation & Distribution	335.48
Waste Generated in Operations	0.11
Business Travel	7.75
Employee Commuting & Homeworking	27.56
Upstream Leased Assets	Excluded (not applicable)
Scope 3 (Downstream)	
Downstream Transportation & Distribution	50.00
Processing of Sold Products	Excluded (not applicable)
Use of Sold Products	Excluded (not applicable)
End-of-Life Treatment of Sold Products	Excluded (minimal influence)
Downstream Leased Assets	Excluded (not applicable)
Franchises	Excluded (not applicable)
Investments	Excluded (not applicable)

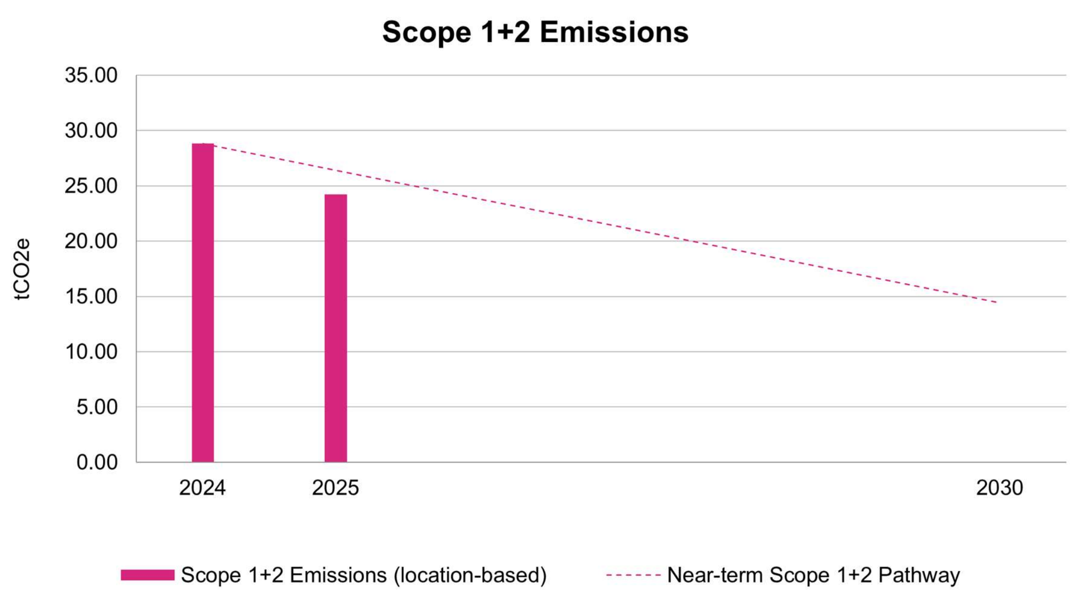
Emissions Reduction Targets

We have committed to a long-term target of achieving net zero by 2040.

In practice, this equates to a 90% absolute reduction in Scope 1, 2 and 3 emissions by 2040 from our 2023-24 baseline. The remaining 10% of emissions will be balanced by emissions removals to achieve net zero.

We have also set a near-term target of a 50% reduction in Scope 1+2 emissions by 2030 from our 2023-24 baseline. Our annual emissions reduction targets are set out in the charts below.



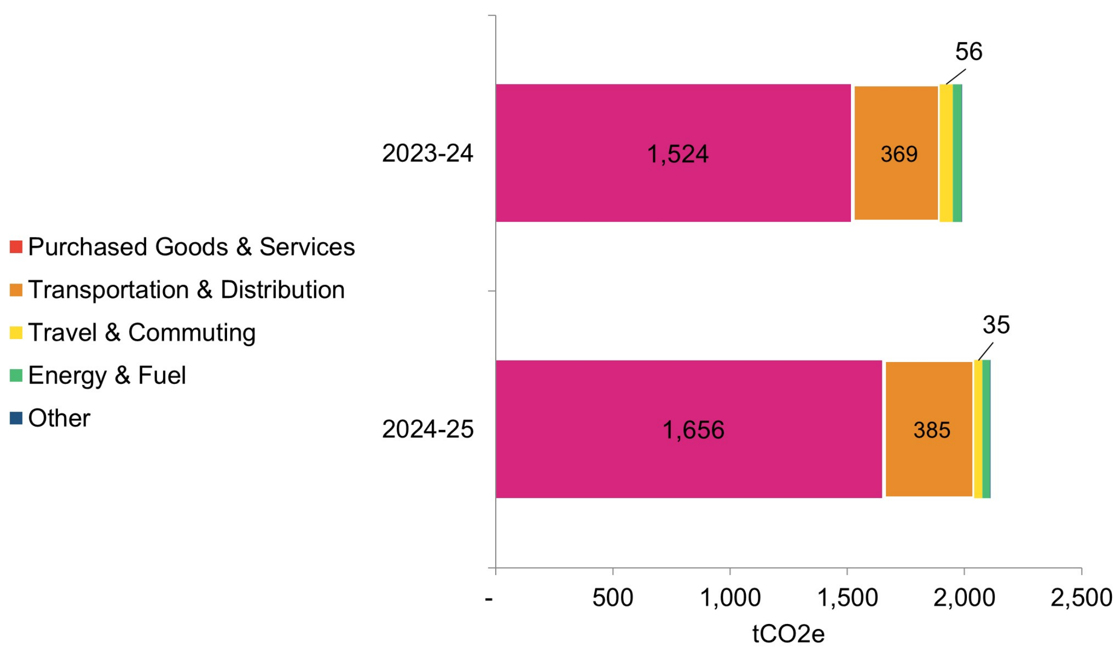


Progress to date

Scope	Baseline Year	Current Year	Change
Scope 1	7.68	6.03	-21.48%
Scope 2 (location-based)	21.14	18.22	-13.81%
Scope 3	1,959.97	2,084.77	+6.37%
Total	**1,988.78**	**2,109.01**	**+6.05%**
Emissions Intensity	**0.28**	**0.27**	**-3.57%**

Current & Completed Carbon Reduction Initiatives (Scope 3 only)

We are committed to taking action to bring down our emissions in-line with our near-term and long-term targets. A materiality analysis of our baseline and 2024-25 emissions shows that the vast majority of our impact is caused by Purchased Goods and Upstream & Downstream logistics, as shown by the chart below:



We have completed or are currently working on the following measures:

Measure Description	Category
Eliminating air freight While sea freight accounts for most overseas transportation for purchased and sold goods, there have been instances where air freight has been 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). We have since cut air freight from our supply chain by switching from procurement from the overseas manufacturer to a European distributor, where products are more likely to have been bulk transported by sea and road.	Upstream Transportation & Distribution
Using recycled and reusable materials Our key supplier of racks and caging has introduced an innovative closed-loop recycling system for the PET plastic used in its products, which results in a significantly lower embedded carbon in the product. We offer a rent-a-rack option for customers to ensure metal elements are reused multiple times, while we ensure biodegradable bedding is composted at end of use.	Purchased Goods & Services
Reducing air travel 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.	Business Travel
Low carbon commuting In 2024-25, our electric and hybrid electric car drivers saved 1.53 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 our EV Salary Sacrifice scheme. A number of our staff also cycle to work. In 2024-25, our cyclists collectively travelled around 2,000km on their commute, saving nearly 0.5 tCO_2e by not driving. We will continue to empower and champion our colleagues to use active travel methods wherever possible.	Staff Commuting
Waste and environmental management We operate an Environmental Management System (EMS) accredited to ISO 14001:2015, initially certified in 2021. The EMS is embedded across our operations	Waste Generated in 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.	
Energy and fuel reduction 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, which were responsible for 0.4% of Scope 3 emissions in 2024-25.	Fuel & Energy Related Activities

Future Initiatives (Scope 3 only)

To keep on track to our targets we are committing to implementing the following initiatives in future:

Measure Description	Category
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.	Purchased Goods & Services
Circular economy We are currently investigating the feasibility of introducing more circularity initiatives with our customers, which may in future involve options for customers to return used material to us for separation and recovery.	Purchased Goods & Services, End-of-Life Treatment of Sold Products

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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[3].

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:

Stephen Barlow

Name: **Stephen Barlow**

Position: **Operations Director**

Date: **08/09/25**

[1] https://ghgprotocol.org/corporate-standard
[2] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[3] https://ghg protocol.org/standards/scope-3-standard