

Carbon Reduction Plan

Datesand Ltd

Reporting Period:
2025–26 (April–March)

Produced with the support of Litmus Sustainability.



Our Commitment to Net Zero

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

Datesand is pleased to have completed the NHS Evergreen Sustainable Supplier Assessment. The Assessment is a self-assessment and reporting tool and resulted in us receiving Level 1: Publicly committed to net zero carbon and engaged with sustainability. The information reported through Evergreen is supporting us to understand our alignment with NHS sustainability priorities and identify those areas in which we need to accelerate progress.

The Evergreen Assessment is one of several NHS initiatives designed to support its net zero and wider sustainability objectives. We are delighted to be supporting the NHS to achieve their net zero and sustainability ambitions, including those set out in the NHS Net Zero Supplier Roadmap.

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 (April–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 with accurate activity-based data using GOV.UK DEFRA and Ecoinvent emission factors. Spend-based estimates (using Exiobase factors) were used where minor gaps in activity data existed.

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. 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.

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.



Emissions	Total (tCO ₂ e)
Scope 1	7.68
Scope 2 (location-based)	21.14
Scope 3	1,959.97
Total Emissions	1,988.78
Emissions Intensity	0.28 (tCO₂e/£'000)

Baseline Year Emissions Breakdown

Scope 1	Tonnes CO ₂ e ¹
1.1 Stationary Combustion	Excluded (not applicable)
1.2 Mobile Combustion	7.68
1.3 Fugitive Emissions	Excluded (immaterial)
1.4 Process Emissions	Excluded (not applicable)
Scope 2	
2.1 Electricity (location based)	21.14
2.1 Electricity (market based)	3.06
2.2 Heat and Steam	Excluded (not applicable)
Scope 3 (Upstream)	
3.1 Purchased Goods & Services	1,524.42
3.2 Capital Goods	Excluded (not measured, immaterial)
3.3 Fuel & Energy Related Activities	8.95
3.4 Upstream Transportation & Distribution	354.87
3.5 Waste Generated in Operations	0.90
3.6 Business Travel	24.05
3.7 Employee Commuting & Homeworking	32.33
3.8 Upstream Leased Assets	Excluded (not applicable)

¹ Due to rounding, breakdown figures may not add up exactly to the total stated emissions.



Scope 3 (Downstream)	
3.9 Downstream Transportation & Distribution	14.46
3.10 Processing of Sold Products	Excluded (not applicable)
3.11 Use of Sold Products	Excluded (not applicable)
3.12 End-of-Life Treatment of Sold Products	Excluded (not measured, limited influence)
3.13 Downstream Leased Assets	Excluded (not applicable)
3.14 Franchises	Excluded (not applicable)
3.15 Investments	Excluded (not applicable)

Current Emissions Reporting

Current Year: 2025–26 (April–March)	
Additional Details relating to the Current Year emissions calculations.	
Our 2025–26 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.	
We are committed to continuous improvement in our emissions data, and recalculation of previous years will be implemented in future reports if necessary to maintain an effective base year comparison.	
Emissions	Total (tCO ₂ e)
Scope 1	6.8
Scope 2 (location-based)	19.56
Scope 3	1,734.08
Total Emissions	1,760.44
Emissions Intensity	0.22 (tCO ₂ e/£'000)



Current Year Emissions Breakdown

Scope 1	Tonnes CO ₂ e
1.1 Stationary Combustion	0.00
1.2 Mobile Combustion	6.80
1.3 Fugitive Emissions	Excluded (immaterial)
1.4 Process Emissions	Excluded (not applicable)
Scope 2	
2.1 Electricity (location based)	19.56
2.1 Electricity (market based)	6.94
2.2 Heat and Steam	Excluded (not applicable)
Scope 3 (Upstream)	
3.1 Purchased Goods & Services	1,275.29
3.2 Capital Goods	Excluded (not measured, immaterial)
3.3 Fuel & Energy Related Activities	8.63
3.4 Upstream Transportation & Distribution	303.96
3.5 Waste Generated in Operations	0.15
3.6 Business Travel	19.25
3.7 Employee Commuting & Homeworking	34.78
3.8 Upstream Leased Assets	Excluded (not applicable)
Scope 3 (Downstream)	
3.9 Downstream Transportation & Distribution	92.02
3.10 Processing of Sold Products	Excluded (not applicable)
3.11 Use of Sold Products	Excluded (not applicable)
3.12 End-of-Life Treatment of Sold Products	Excluded (not measured, limited influence)
3.13 Downstream Leased Assets	Excluded (not applicable)
3.14 Franchises	Excluded (not applicable)
3.15 Investments	Excluded (not applicable)

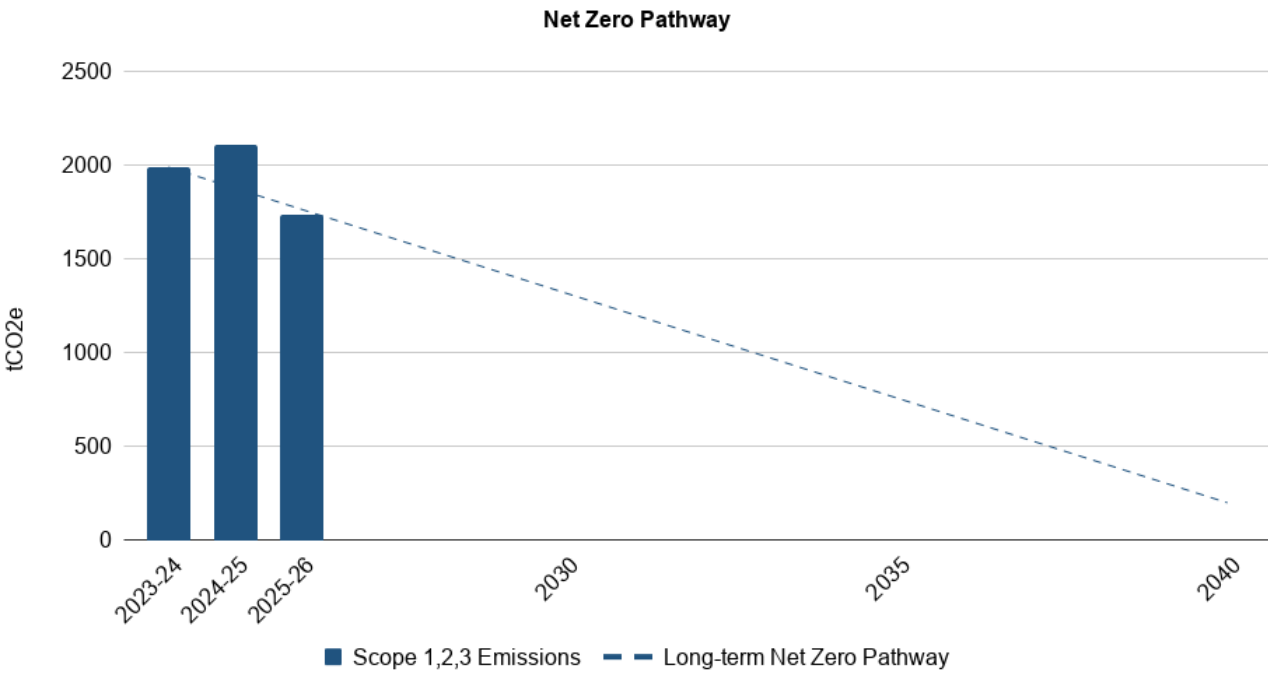


Emissions Reduction Targets

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.

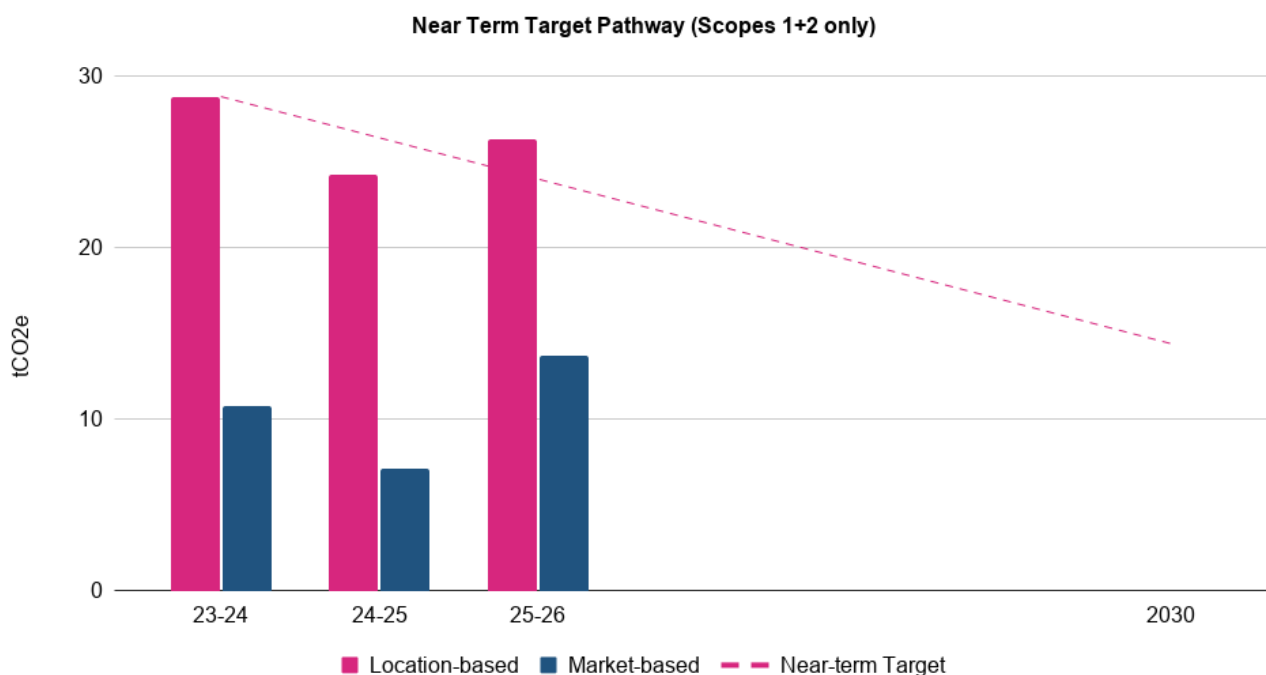


In 2025-26, total emissions across the business were around 17% lower than the year before, largely due to a reduction in materials purchased. This put us back on track for our long-term 2040 target after an increase in emissions during 2024-25.

We are also within touching distance of our 2030 target pathway for Scopes 1 and 2. Location-based Scope 1+2 emissions (i.e. excluding the impact of our 100% renewable electricity tariff) in 2025-26 increased slightly against the year. Market-based Scope 1+2 also rose, however this was due to increased mileage in electric vehicles.

However, overall our emissions intensity per unit of £1,000 of turnover has reduced by 21% since our 2023-24 baseline, with reductions evident across all emissions scopes.





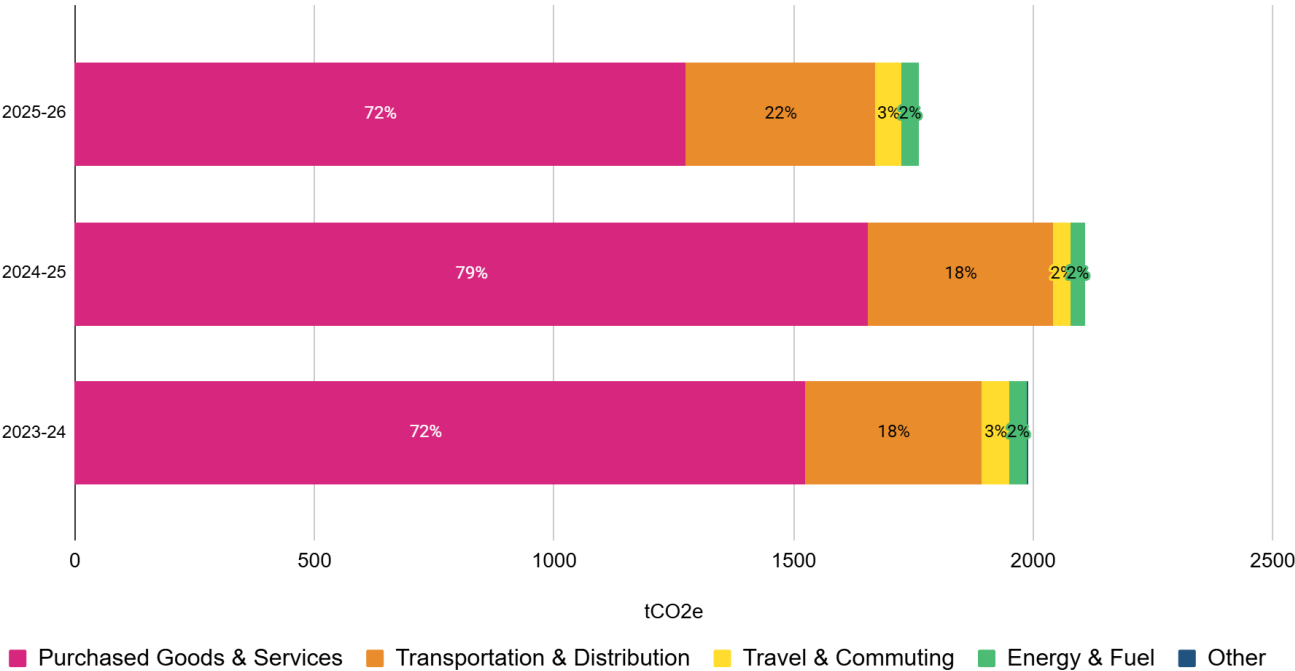
Progress to date

Scope	Baseline Year (2023-24)	Current Year (2025-26)	Change
Scope 1	7.68	6.80	-11%
Scope 2 (location-based)	21.14	19.56	-7%
Scope 3	1,959.97	1,734.08	-12%
Total	1,988.78	1,760.44	-11%
Emissions Intensity (tCO2e/£'000)	0.28	0.22	-21%



Carbon Reduction Projects

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 current year emissions, showing the key contributors to our carbon footprint, is shown in the chart below.



Engaging with suppliers to better understand, and reduce, the emissions embedded in the products we purchase remains our key focus over the coming years, as well as continuing to demonstrate good practice in our own operations.

Current & Completed Carbon Reduction Initiatives

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

Measure Description	GHG Category
Eliminating air freight While sea freight accounts for most overseas transportation for purchased and sold goods, there have been instances where air freight was required in 2025-26. In 2025-26, just six tonnes of purchased product (0.3% of total inbound freight by weight) were transported to us via air. However, this generated over 35 tCO₂e, or around 12% of our total upstream transport emissions. We are continuing to work across our supply chain to minimise this impact wherever possible, including by	Upstream Transportation & Distribution



switching from an overseas manufacturer to a regional European distributor, where products are more likely to have been bulk transported by sea and road.	
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 2025–26, the impact of business travel has decreased to 19.25 tCO ₂ e. Part of this reduction has been achieved through a transition away from business class to economy class flights. Two business class flights were responsible for 20 tCO ₂ e in our baseline year, whereas all flights combined in 2024–25 generated just 17.5 tCO ₂ e.	Business Travel
Low carbon commuting In 2025–26, our electric and hybrid electric car drivers travelled over 70,000 km, avoiding over 4 tCO ₂ e compared to driving an average petrol car. 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 2025–26, cyclists and those who walk to work collectively travelled around 3,700 km on their commute. This avoided an estimated 0.5 tCO ₂ e 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) certified to ISO 14001:2015. 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.	Waste Generated in Operations
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.	Fuel & Energy Related Activities



These measures also reduce our Scope 3 impact via reduced Fuel and Energy Related Activities emissions upstream, which were responsible for 0.5% of Scope 3 emissions in 2025–26.	
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Future Initiatives

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

Measure Description	GHG 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 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:

Stephen Barlow

Name: Stephen Barlow

Position: Operations Director

Date: 07/09/26



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>

This Carbon Reduction Plan was produced with the support of [Litmus Sustainability](#).

