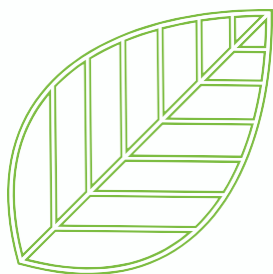


Carbon Reduction Plan 2024

NL Group Ltd baseline year (2022)



Carbon Reduction Plan

Supplier name: NL Group Ltd

Publication date: 27th January 2025

Commitment to achieving Net Zero

NL Group Ltd is committed to achieving Net Zero emissions by 2050.

Organisational Boundaries & Scope

The organisational boundaries set by NL Group account for all emissions from operations over which the company has authority to introduce and implement operating policies. This includes:

- All operations directly controlled by NL Group, including head office functions.
- Owned and leased assets where NL Group has responsibility for fuel consumption and energy use.
- Employees engaged in operations across the full company.

The scope of this Carbon Reduction Plan covers the following Greenhouse Gas emissions categories in line with the GHG Protocol and Streamlined Energy and Carbon Reporting requirements:

- Scope 1: Direct emissions from owned or controlled sources, including fuel used in company vehicles and onsite gas consumption.
- Scope 2: Indirect emissions from purchased electricity used in offices and facilities under NL Group's operational control.
- Scope 3: Indirect emissions from upstream and downstream activities material to NL Group's operations. This includes business travel, employee commuting, waste generated in operations, water consumption, purchased goods and services, and use of third-party contractors where significant.

This organisational boundary and scope definition ensures that the NL Group's carbon footprint is measured comprehensively and consistently, providing a good foundation for reduction targets and progress monitoring.

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: 2022

Reporting Period October 2021-September 2022

Additional Details relating to the Baseline Emissions calculations.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	19.06 (Company vehicles, Natural gas used)
Scope 2	12.34 (Purchased electricity)
Scope 3	222.24 (Upstream transport, Waste, Business travel, Employee commute, Downstream transportation and distribution)
Total Emissions	253.64 (tCO ₂ e)

Reporting Year: 2023

Reporting Period October 2022-September 2023

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	17.20 (Company vehicles, Natural gas used)
Scope 2	14.5 (Purchased electricity)
Scope 3	264.9 (Upstream transport, Waste, Business travel, Employee commute, Downstream transportation and distribution)
Total Emissions	296.6 (tCO₂e)

Current Emissions Reporting

Reporting Year: 2024

Reporting Period October 2023-September 2024

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	18.78 (Company vehicles, Natural gas used)
Scope 2	8.06 (Purchased electricity)
Scope 3	324.28 (Upstream transport, Waste, Business travel, Employee commute, Downstream transportation and distribution)
Total Emissions	351.12 (tCO₂e)

Company Vehicles

NL Group has a total of 8 company owned cars, all of which are tracked. Within the period covered by this plan, the cars drove a total of 164735km. We used the average emissions data for a fleet of similar Toyota models to calculate a total carbon output from our vehicles over the year of 18261kgCO₂e.

NL Group has had the following vehicles during the reporting period.

- *2015 Toyota Aygo – Petrol*
- *2019 Toyota Aygo – Petrol*
- *2020 Toyota Aygo – Petrol*
- *2022 Toyota Yaris – Petrol Hybrid*
- *x3 2023 Toyota Yaris - Petrol Hybrid*
- *2024 Toyota Yaris – Petrol Hybrid*

Natural Gas Usage

According to our provider, NL Group has used 2582kWh of natural gas in the tracked period. Using the UK government's 2024 GHG conversion factor of 0.20264kgCO₂e/kWh, this comes out to a total of 523.23 kgCO₂e over the year.

Electricity Usage

NL Group used a total of 38642kWh of electricity during the period. Using the UK Grid Average Emission Factor (2024 DEFRA value): 0.20705 kg CO₂e/kWh – this has calculated in a total of 8,062.91 kg CO₂e.

Water Usage

NL Group used a total of 131.5m³ of water over the year. Scottish Water provided their own estimate for our carbon output of 286.0kgCO₂e.

Waste

Using an average of 500kg of waste per employee per year, NL Group would have produced 17 tonnes of waste with an average of 34 employees in office over the year. Using the government provided GHG conversion factors and Hull City Council's information on waste disposal, this comes out to a total of 108.80kgCO₂e.

Business Travel

NL Group had one business trip by rail this year. For the distance and amount of people and using the government GHG conversion factors, the carbon output came out to 87.80kgCO₂e.

NL Group had a total of 12 return journeys by air for one employee this year. By using the government GHG conversion factors, the carbon output came out to 678.81kgCO₂e.

NL Group had 149 days of hotel stays within the year. Using the government provided GHG conversion factors, the total carbon output came out to 1549.6kgCO₂e.

Home Working

Using employees' average rotas, a number of 1700 hours of home working was calculated. Using the government GHG conversion factors, the total carbon output came to 567.43kgCO₂e.

Employee Commuting

Using the average distance to each office employee's household and multiplying by the average amount of trips that would have been made within the year (excluding absences and any extra days off/holidays outside of the normal 28 days paid leave). Using the value of an average car from the government GHG conversion factors, the carbon output came out to 37138kgCO₂e.

For our carers, we used the travel mileage tracked in our rostering app. Using the total mileage over the year and multiplying it by the value of an average car from the government GHG conversion factors, it comes out to a total of 283870kgCO₂e. Whilst some of our carers occasionally use public transport, or other methods such as biking, we do not know for certain the extent of such usage, and have instead opted to assume all the mileage has been done by car as a safer upper bound.

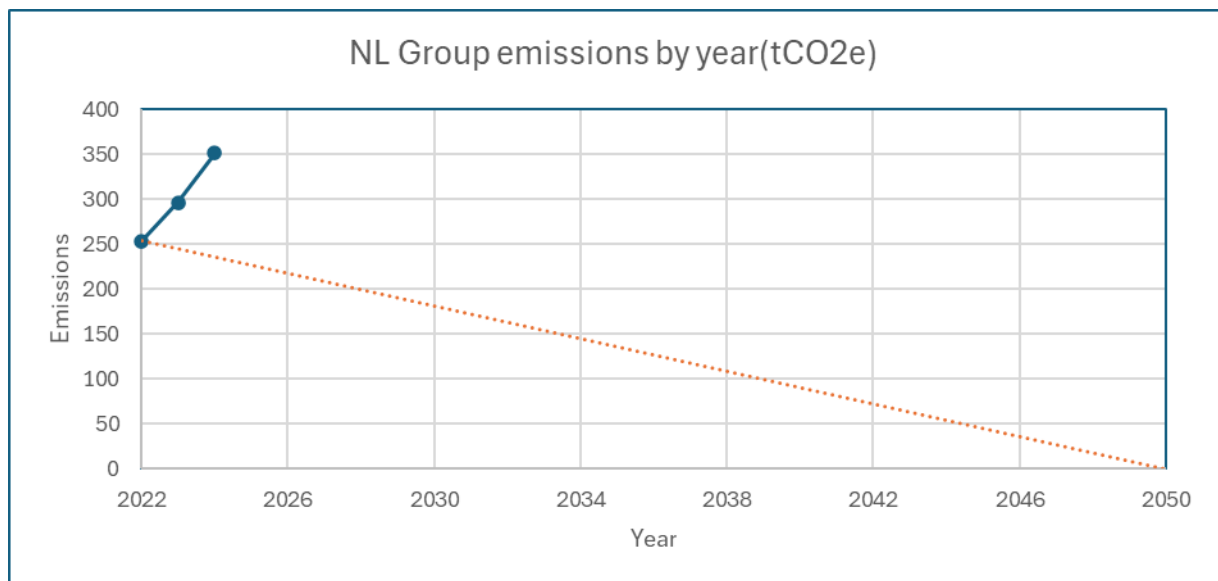
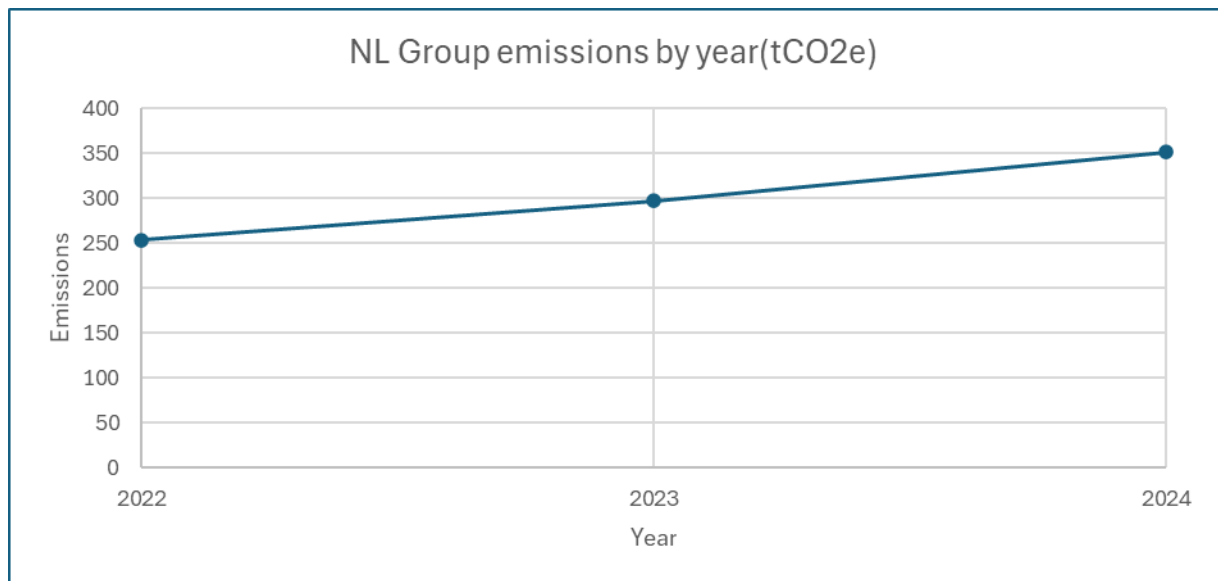
Emissions reduction targets

Due to the large increase in carbon emissions this year compared to the previous report, NL Group is reevaluating its short medium term emission goals. Whilst the goal of net-zero by 2050 will continue to remain, the goal of 150tCO₂e by 2027 must be re-evaluated. Until we get a clearer picture of how our emissions are changing over time, we will not set any new medium-term goals.

The reason for the large increase, however, is down to a multitude of factors. First, the methodology used this year was more robust and detailed, considering factors such as waste disposal, home working and hotel stays, which were not counted last year. The largest factor though, was the increase in carer mileage. Over the course of the year, the monthly mileage done by our carers nearly doubled, which naturally increased carbon emissions by a huge amount.

All changes and targets are reflected in the figures below.

NL Group emissions by year (tCO₂e)



Carbon Reduction Initiatives

In last year's report, the company considered implementing a number of initiatives to help reduce its carbon output. Out of the list last year, the company completed the following:

- ✓ A company-wide cycle to work scheme was implanted
- ✓ A large outside recycling bin was acquired, and small recycling bins were also placed in the office, allowing the company to collect and dispose of recycling.
- ✓ The company made more use of public transport when making its business trips this year
- ✓ Carbon output and sustainability was considered in when selecting suppliers and making contracts.

In addition, the company also implemented several other measures this year with the aim of reducing carbon emissions.

- ✓ Several paper-heavy processes in the company's operations were made electronic, reducing paper usage significantly.
- ✓ Uniform recycling and washing was introduced, allowing uniform in good condition to be reused upon return, or recycled rather than thrown out as general waste.
- ✓ The company acquired three more hybrid cars this year, leaving only two vehicles in the company's fleet as non-hybrid.
- ✓ The company implemented an employee benefits scheme which included a credits system that encourages employees to use hybrid vehicles.

For the future, we are considering the following efforts to reduce our carbon emissions:

- ✓ Replacing all remaining non-hybrid vehicles with hybrids
- ✓ Reviewing once again the installation of solar panels on the roof
- ✓ Reviewing once again the replacement of our less efficient boiler
- ✓ Tracking the supply and usage of our stock, to measure how much we use and its subsequent carbon output
- ✓ Keeping better track of how our carers travel, so that we can accurately record the emissions from our employees' commutes

Declaration and Sign Off

The 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 14 and uses the appropriate Government emissions conversion factors for greenhouse gas company reporting 14.

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 15.

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:

A handwritten signature in black ink, appearing to read 'A. Wearing', with a large, sweeping loop at the end.

Adam Wearing
Chief Executive Officer

NL Group Ltd

Date: 27.01.25

