

Carbon Reduction Plan 2025

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 (tCO₂e) |

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) |

Current Emissions Reporting

Reporting Year: 2025

Reporting Period October 2024-September 2025

| EMISSIONS | TOTAL (tCO ₂ e) |
|------------------------|--|
| Scope 1 | 21.50 (Company vehicles, Natural gas used) |
| Scope 2 | 6.7 (Purchased electricity) |
| Scope 3 | 308.5 (Upstream transport, Waste, Business travel, Employee commute, Downstream transportation and distribution) |
| Total Emissions | 336.7 (tCO₂e) |

Company Vehicles

NL Group has a total of 8 company owned vehicles, all of which are tracked. In total, there are 6 hybrids, one electric and one fully petrol vehicle. We have used the relevant GHG conversion factors from the government set for the petrol vehicle and the hybrids. The electric vehicle has not been included here as all charging is done on site, therefore the emissions are included in the calculations for electricity usage. Utilising said conversion factors, the total carbon output of NL Group's vehicles comes out to a total of 19122.8kgCO₂e

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

- 2019 Toyota Aygo - Petrol
- X4 2023 Toyota Yaris - Petrol Hybrid
- 2023 Vauxhall Combo-E - Electric
- X3 2024 Toyota Yaris - Petrol Hybrid

Natural Gas Usage

According to our provider, NL Group has used 26531.8kWh of natural gas in the tracked period. Using the government GHG conversion factors for 2025 this comes out to a total of 5377.0 kgCO₂e over the year.

Electricity Usage

NL Group used a total of 37874.6kWh of electricity during the period. Using the government GHG conversion factors for 2025 this comes out to 6703.8kgCO₂e for generation and 701.8kgCO₂e for transmission.

Water Usage

NL Group used a total of 174m³ of water over the year. Using the government GHG conversion factors for 2025, the total for the supply and treatment of the water used came out to 63kgCO₂e.

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 GHG conversion factors for 2025 and Hull City Council's information on waste disposal, this comes out to a total of 79.70kgCO₂e.

Business Travel

NL Group had several business trips by rail this year. For the distance and amount of people and using the government GHG conversion factors for 2025, the carbon output came out to 89.08kgCO₂e.

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 2476.2kgCO₂e.

NL Group had 94 days of hotel stays within the year. Using the government provided GHG conversion factors, the total carbon output came out to 977.6kgCO₂e.

Home Working

Using employees' average rotas, a number of 1760 hours of home working was calculated. Using the government GHG conversion factors, the total carbon output came to 587.5kgCO₂e.

Employee Commuting

Using the average distance to each car-driving 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 the emissions of an average car from the government GHG conversion factors for 2025, the carbon output came out to 29754kgCO₂e.

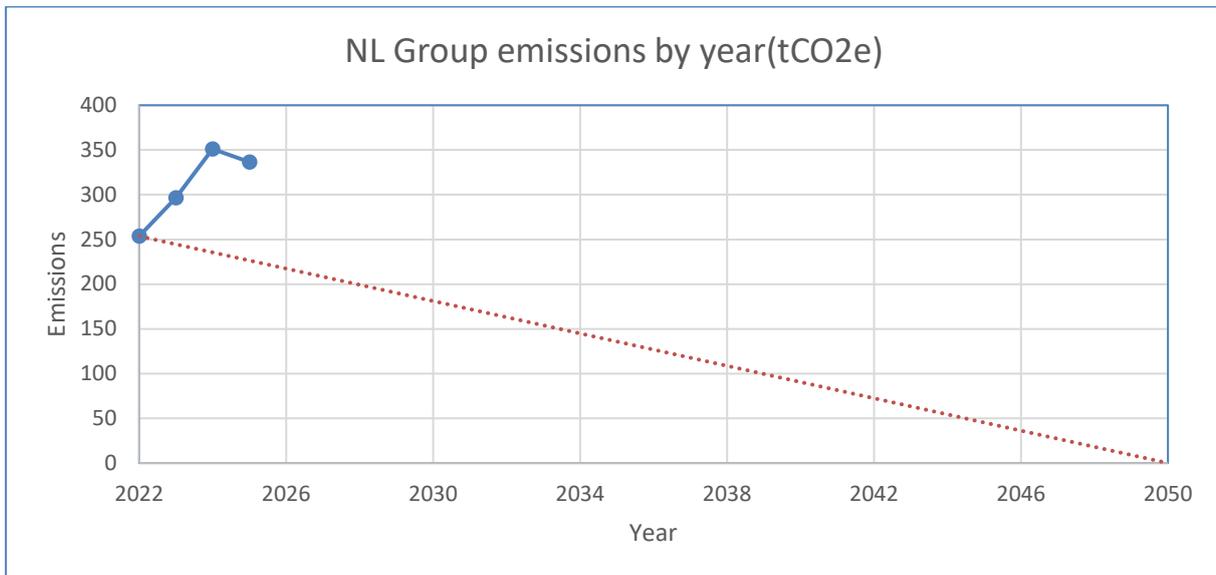
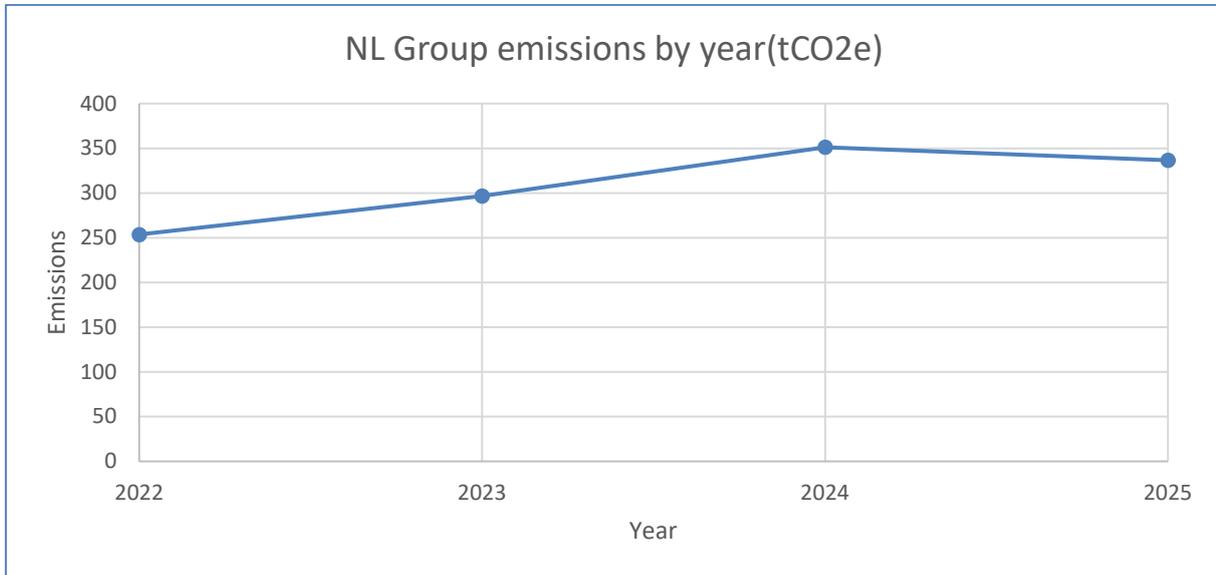
For our carers, we used the travel mileage tracked in our rostering app. Using the total mileage over the year and multiplying it by the value of an average car from the government GHG conversion factors for 2025, it comes out to a total of 273813kgCO₂e. Whilst some of our carers occasionally use public 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

This year, NL Group's emissions fell, with a slight decrease in scope 2 and a larger decrease in scope 3. The main part of this drop was due to a change in employee and carer commute emissions. We expect this to reduce further in the future as travel information increases in accuracy as the current upper bound assumption that everyone drives in individual cars inevitably leads to a much higher total. Given the previous target was unfeasible, a more reasonable target of 250 tCO₂e by 2027 could be set, which given the expected decreases, should be easily achieved.

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:

- ✓ The number of petrol vehicles in the company's fleet has been reduced, and new hybrids and an electric vehicle were acquired.

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

- ✓ Some parts of the recruitment process such as interviews and various compliance checks have been move to online processes, reducing the amount of travel needed for new candidates.
- ✓ The electric car chargers on site were replaced with newer, more efficient models

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

- ✓ Replacing the final petrol vehicle in the company's fleet with a hybrid/electric
- ✓ 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
- ✓ Attempt to log the travel methods of employees and carers to get a more accurate picture of carbon emissions
- ✓ Adding extra electric car chargers to the site to support more electric vehicles

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:



Mark Hathway
Managing Director

NL Group Ltd

Date: 26.02.2025

