

Sychem Ltd

Carbon Reduction Plan

Reporting period: 1 January 2024 – 31 December 2024

Commitment to Achieving Net Zero

Sychem Ltd is committed to achieving Net Zero emissions by 2050, in line with the UK Government's national target under the Climate Change Act 2008 (as amended 2019), and to reducing emissions by 50% against our 2023 reduction baseline by 2030.

This plan sets out our current carbon footprint, our reduction targets, and the projects we have completed and plan to undertake to achieve them. It has been prepared using emissions data calculated by Carbon Neutral Britain Ltd, following the ISO 14064-1:2018 and GHG Protocol Corporate Accounting and Reporting Standards.

Baseline Emissions Footprint

Base Year: 2021 — Total Emissions: 498.18 tCO₂e

Reduction Target Baseline: 2023 — Total Emissions: 834.14 tCO₂e

Carbon Neutral Britain calculates Sychem Ltd's forward reduction targets against the 2023 figure, as the most recent full assessment prior to target-setting. The 2021 figure is retained as the organisation's original base year for long-term historical comparison.

Current Emissions Reporting

Reporting Year: 2024

Emissions Source	tCO ₂ e	% of Total
Scope 1 (Direct — company vehicles, mains gas, stationary combustion)	284.41	35.6%
Scope 2 (Energy indirect — purchased electricity, EV energy)	21.56	2.7%
Scope 3 (Other indirect — business travel, commuting, freight, waste, water, WFH)	492.58	61.7%
Total Emissions	798.55	100%

Emissions Intensity: 9.98 tCO₂e per full-time employee (80 FTE).

Emissions Reduction Targets

Sychem Ltd commits to reducing total emissions by 50% against the 2023 reduction baseline (834.14 tCO₂e) by 2030 — a reduction of 417.07 tCO₂e — and to reaching Net Zero by 2050, in line with Science Based Targets and UK Government commitments.

Milestone	Year	Target Emissions (tCO ₂ e)
Reduction Baseline	2023	834.14
Current	2024	798.55
Interim Target (50% reduction)	2030	417.07
Net Zero Target	2050	0

This requires an average annual reduction of approximately 6.25% (52.13 tCO₂e) against the 2023 baseline through to 2030, followed by a further 2.5% (20.85 tCO₂e) reduction each year to reach Net Zero by 2050. Progress will be reviewed annually against this trajectory using like-for-like emissions calculations from Carbon Neutral Britain.

Carbon Reduction Projects

Completed Projects

- Offset 798.55 tCO₂e of 2024 emissions via the Carbon Neutral Britain Climate Fund, supporting internationally certified (VCS, Gold Standard, UN CER) offsetting projects.
- Achieved Carbon Neutral Britain certification, valid August 2025 – July 2026.

Planned Projects (2025 onwards)

- Introduce a travel hierarchy policy prioritising video conferencing and rail travel over flights and car journeys for business travel.
- Require direct flights and economy-class booking where air travel is unavoidable.
- Introduce driver efficiency training and a route/trip consolidation policy for the company vehicle fleet.
- Launch a Salary Sacrifice Electric Vehicle scheme, enabling tax-efficient EV leasing for staff.
- Launch a Cycle to Work scheme to support lower-emission staff commuting.
- Improve activity data quality (vehicle fuel types, commuting patterns) to strengthen the accuracy of future emissions reporting.

Further measures — including fleet electrification and on-site EV charging infrastructure — will be considered at the next natural vehicle replacement cycle and reviewed annually alongside budget planning.

Declaration and Sign-Off

This Carbon Reduction Plan has been reviewed and signed off by senior management.

Luke Barnes
 Chief Commercial Officer
 30Sep26