

Carbon Reduction Plan

Supplier name: We Are With You

Company Registration Number: 02580377

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Commitment to achieving Net Zero

We Are With You is committed to achieving Net Zero emissions by 2050.

Base year emissions

Base year 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. Base year emissions are the reference point against which emissions reduction can be measured. We have chosen our base year to be April 2022 – March 2023.

Base year: Apr '22 – Mar '23	
<p>Base year emissions have been restated as part of FYE 2025 reporting to ensure comparability between measured years in line with the data formats available when measuring the most recent reporting period. The restated emissions figures also reflect updated emission factors following changes in methodologies used by the UK Government to produce relevant spend- and activity-based emissions.</p> <p>In future years the base year will be updated in line with updates to emissions accounting methodologies, relevant emission factors or other influencing factors to ensure future measurements are comparable. The base year measurement may also be adjusted where a significant organisational change occurs.</p>	
Scope & Category	Tonnes CO ₂ e
Scope 1	272.7
Scope 2	Market-based: 0.0 Location-based: 83.1

(cont.)

Scope 3 including: <ul style="list-style-type: none"> ● Purchased Goods & Services ● Capital Goods ● Fuel & Energy Related Services ● Business Travel ● Transportation & Distribution (Upstream & Downstream) ● Employee Commuting & Homeworking ● Operational Waste & Water ● Leased Assets (Upstream) 	5,128.4
Total Emissions	Market-based: 5,401.2 <i>Location-based: 5,484.3</i>

Our total emissions equate to a Carbon Intensity Metric of **4.0 tCO₂e per full-time employee equivalent (FTE)** based on **1,343 FTEs** during the base year period (using market-based emissions).

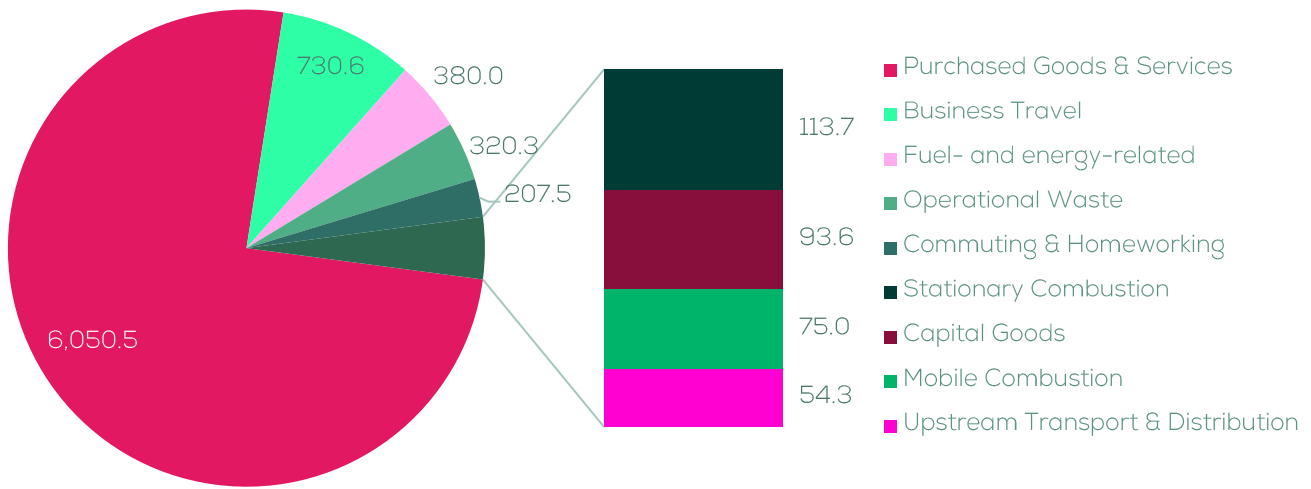
**Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.*

Current Emissions Reporting

Reporting Year: Apr '24 - Mar '25	
Scope & Category	Tonnes CO ₂ e
Scope 1	188.8
Scope 2	Market-based: 0.0 Location-based: 633.4
Scope 3 including: <ul style="list-style-type: none"> ● Purchased Goods & Services ● Capital Goods ● Fuel & Energy Related Services ● Business Travel ● Transportation & Distribution (Upstream & Downstream) ● Employee Commuting & Homeworking ● Operational Waste & Water ● Leased Assets (Upstream) 	7,837.0
Total Emissions	Market-based: 8,025.8 <i>Location-based: 8,659.2</i>

Our total emissions equate to a Carbon Intensity Metric of **5.1 tCO₂e per full-time employee equivalent (FTE)** based on **1,577.1 FTEs** during the measurement period (using market-based emissions).

Emissions by Category (tCO₂e)



Emissions reduction targets

We Are With You is committed to achieving Net Zero by 2050.

To achieve Net Zero we will need to reduce our absolute emissions by 90% from our base year and offset any residual emissions. To track our progress towards our long-term Net Zero target, we have also set some near-term targets to 2030.

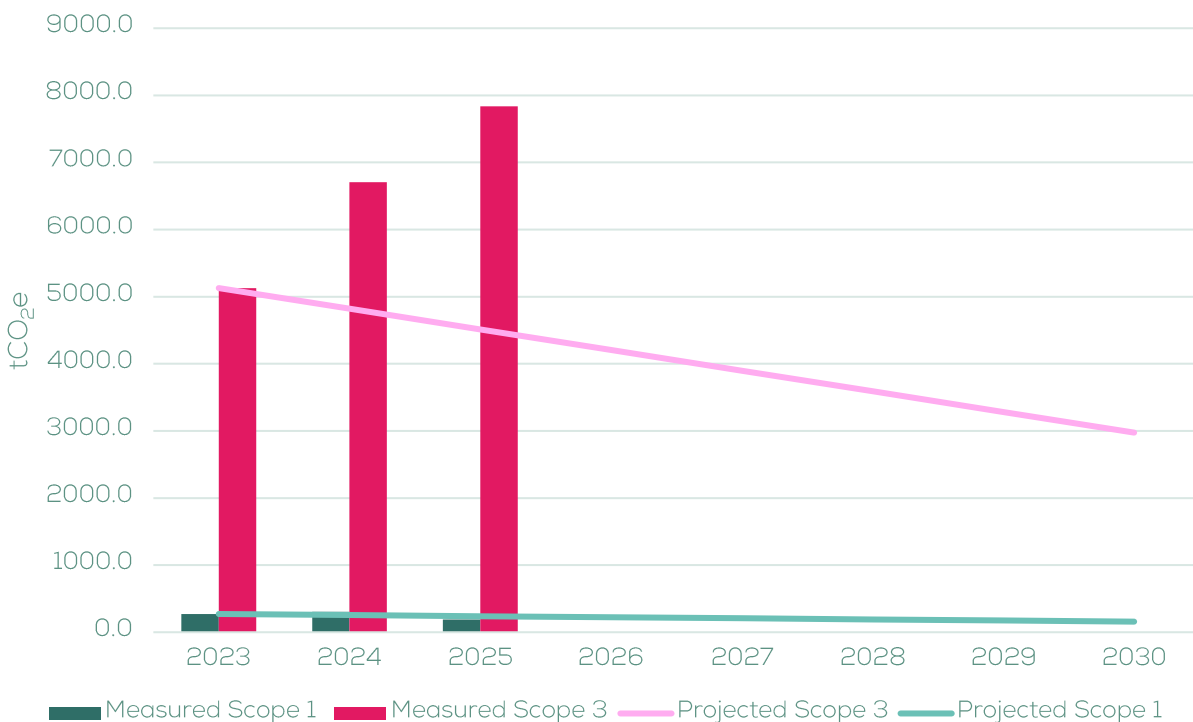
Our near-term targets:

- Reduce scope 1 emissions by a minimum of 42% by 2030.
- Maintain scope 2 market-based emissions at zero up to and beyond 2030.
- Reduce scope 3 emissions by 42% by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

Progress against these targets can be seen in the graph below:



Based upon our targeted emissions reduction, we project our emissions will total 3,132.3 tCO₂e by 2030. Equating to a reduction of 42% overall.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the establishment of our base year emissions.

Activity	Completion Year	Scope
Commit to measuring business activity emissions year on year to gain an understanding of pinch points and regularly make efficient and direct improvements to reduce these emissions. Appointed Positive Planet to support with emissions management and reduction strategies.	2023	1, 2, 3
Achieved and maintained ISO 14001 environmental management system accreditation.	<2023	1, 2
Secured a national contract for the provision of 100% REGO-backed renewable electricity across all services under We Are With You's control.	<2023	2
Completed Carbon Literacy training for employees involved with We Are With You's sustainability projects.	2024	1, 2, 3

In the future we hope to implement further measures such as:

Reduction Plans – Scope 1 & Scope 2			
Activity No.	Activity	Target Date	Category
1	Where we are in control of utilities and able consider low-cost options such as reducing the boiler temperature and adding heat & solar control reflective window sheets this will be communicated to site colleagues for investigation. Where not able to implement change directly landlords will be engaged to suggest the above and following energy-related actions.	2026	Stationary Combustion, Purchased Electricity
2	Where landlords have not yet engaged with building efficiency topics, encouraging an energy audit is the first step in beginning to address energy-related emissions. We Are With You will engage to understand landlords' current stance and progress.	2027	Stationary Combustion, Purchased Electricity, Fugitive Emissions
3	Where landlords are willing to engage on addressing building efficiencies discussions regarding planning for larger cost initiatives such as improving heating system efficiencies (in the short-term) and/or replacement of fossil fuel heating systems with electric/renewable solutions will be required. This will allow improved oversight of the maturity/status of occupied service buildings to support further actions and engagement strategies.	2028	Stationary Combustion, Purchased Electricity, Fugitive Emissions
4	While the national contract is currently a renewable backed tariff, no energy data for services outside of the national contract is currently available. Emissions from these services are covered under service/rental fees in scope 3. As a first step, contacting landlords at these services to obtain this information or understand current reporting maturity will be required. Following this, conversations regarding building efficiency improvements and energy tariffs can commence.	2030	Purchased Electricity

5	<p>To reduce heating and location-based electricity emissions, while also reducing energy bills, we will aim to implement behaviour change initiatives across occupied premises. Including clear messaging for turning off lights and equipment when not in use, sensible use of heating within active hours and reducing heat loss/leakage.</p>	2028	Stationary Combustion, Purchased Electricity
6	<p>Examples of energy efficiency measures which can be explored with engaged landlords include:</p> <ul style="list-style-type: none"> - Upgrading to LED lighting. - Introducing more sensor lighting, and aligning sensor times to usage patterns (e.g. 3 minutes for corridors, 20 minutes for working spaces) - Installing timers on sockets/equipment to align with working hours. - Reviewing inefficient equipment (when at end of life) to see if repair / refurbishment is viable. - Where refurbishment is no possible actively consider the energy efficiency of new equipment when purchases are required. 	Var.	Purchased Electricity
7	<p>In order to address emissions from the fleet, a review of company vehicles to outline a strategy for beginning fleet electrification is required.</p> <p>Key considerations for the strategy include:</p> <ul style="list-style-type: none"> - Determining which vehicles to electrify first, dependent on: <ul style="list-style-type: none"> - which vehicles are used most - which vehicles are most polluting - which vehicles are closest to end of life - Identifying solutions for the electrification of different vehicles based on size requirements - Giving consideration to EV charging infrastructure at occupied premises and services and publicly. - Assessing if the timeframe for vehicle electrification aligns with pace of scope 1 reduction targets 	2026	Mobile Combustion, Purchased Electricity (EVs)

Based upon the above completed and planned initiatives, it is projected that scope 1 & 2 carbon emissions will decrease to 157.8 tCO₂e by 2030.

We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Reduction Plans – Scope 3			
Activity No.	Activity	Target Date	Category
1	Consider rolling out further training and engagement for colleagues engaged with emissions management, reduction initiatives and leadership. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.	2026	All
2	<p>Develop and implement a Sustainable Procurement Policy and monitoring programme. As part of this policy we will begin open communication with major suppliers to encourage them to adopt sustainable practices, improve their own carbon footprint and develop their own procurement policies and contracts.</p> <p>To support the above, commit to a Sustainability Audit or Survey to request further information regarding sustainability credentials, including product carbon footprints for suppliers of medical and wellbeing products. This data collection will support the reduction journey by gathering important data for future measurements & encourage supply chain integration towards Net Zero. This audit will consist of annual expansion on previous results based on:</p> <ol style="list-style-type: none"> 1. Identification of suppliers for engagement, expanding annually 2. Formulate and collect data (survey/scoring) 3. Maintain records and aim to improve response and supplier reach annually 	2026 & onward	Purchased Goods & Services
3	<p>As part of the above procurement policy and supplier audit logistics partners, couriers and warehousing providers will be engaged to to:</p> <ol style="list-style-type: none"> 1. Obtain direct emissions reports or primary use data (weights and distances for transport or energy use for warehousing) 2. Request information around emissions reduction planning. <p>Where suppliers are not willing to communicate or commit to a transition toward more sustainable practices, exploration of alternative options may be carried out.</p>	2026 & onward	Upstream Distribution

4	<p>Currently measurement of business travel activity outside of colleague mileage claims is measured via a spend-based approach applied to hotel fees and a 'generic' travel factor encompassing land, air, rail and water transport. Working to obtain activity data for non-employee mileage is a key prerequisite to beginning to better understand our emissions hotspots. A review of internal resource and the options around external travel management/tracking will be undertaken to identify viable solutions to current data limitations.</p>	2026 /27	Business Travel
6	<p>The development of a Sustainable Travel Policy to begin engraining sustainability into company culture will support the reduction of travel-related emissions by informing choices when travelling and staying in hotels. The priorities within this policy will support active travel and low-emission travel options wherever viable. We recognise that frontline colleagues are limited to personal vehicle travel to ensure they are able to support service users efficiently and will continue to consider this as the policy is reviewed.</p> <p>The policy will monitor and consider alternatives to domestic air-based travel as a priority and commit to offering support to office -based with options for active travel schemes, such as bike to work or car sharing opportunities.</p> <p>Utilise the emissions travel hierarchy:</p> <ul style="list-style-type: none"> - Digital communication - Walking and cycling - Public and shared transport - EV's and car sharing/clubs - ICE vehicles and car sharing/clubs - Air travel 	2026 /27	Business Travel, Commuting
7	<p>As waste and water management are currently estimated via a spend-based approach obtaining activity-level data is a priority across our services. Engaging with landlords and/or waste management providers to obtain such data is the first step in gaining a better understanding of how our waste is handled.</p>	2027	Operational Waste
8	<p>Once we understand how our waste is handled, we will prioritise ensuring as much waste as possible is diverted away from landfill to recycling and/or combustion for energy recovery.</p>	2027 & onward	Operational Waste

Based upon the above completed and planned initiatives, it is projected that (as a minimum) scope 3 carbon emissions will decrease from the base year measurement of 5,128.4 tCO₂e to 2,974.5 tCO₂e by 2030.

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 Management Plan has been reviewed and approved by We Are With You Executive Team.

Signed on behalf of We Are With You:

Name:

Position:

Date:

1 <https://ghgprotocol.org/corporate-standard>

2 <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

3 <https://ghgprotocol.org/corporate-value-chain-scope-3-standard>