Carbon Reduction Plan

Wilmington plc and its subsidiaries

Publication date: September 2022

Commitment to achieving Net Zero

Wilmington plc is committed to achieving:

- Absolute Zero by 2028 in respect of scope 1&2 emissions.

- 60% reduction in Scope 3 emissions by 2030

- Net Zero by 2045 in respect of Scope 3 emissions.

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: 01/07/2018 – 30/06/2019 (Financial year 2019)
Additional Details relating to the Baseline Emissions calculations.
We have been measuring our scope 1&2 greenhouse gas emissions in line with SECR requirements since 2014. Wilmington has always been conscious of minimising its impact on the environment through its resource use and waste management policies and we have accelerated action to improve since the 2019 financial year. We have collected material scope 3 data since 2019, when we began to take purposeful action to reduce our environmental footprint, and have therefore set this as our base year for emissions reduction measurement and target setting. 2019 also represents a year in which our business activities were not disrupted by the Covid-19 pandemic, and therefore presents a meaningful base on which to measure our progress.

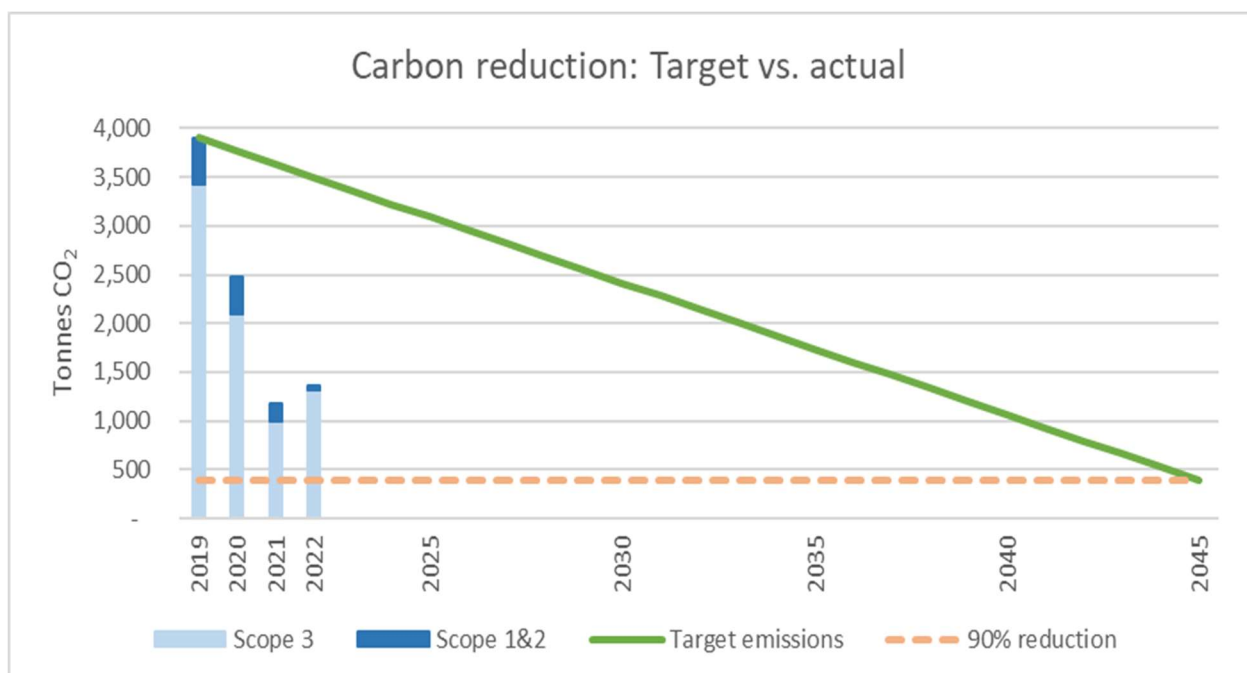| Baseline year emissions: 2019	
EMISSIONS	**TOTAL (tCO$_2$e)**
Scope 1	77.45
Scope 2 (market based)	399.68
Scope 3 (Included Sources)	3,422.65 (Purchased goods and services, Fuel and energy related activities, Waste generated in operations, Business travel, Employee commuting.)
Total Emissions	**3,899.79**

Current Emissions Reporting

Reporting Year: 2022	
EMISSIONS	**TOTAL (tCO$_2$e)**
Scope 1	8.13
Scope 2 (market based)	28.80
Scope 3 (Included Sources)	1,401.47 (Purchased goods and services, Fuel and energy related activities, Waste generated in operations, Business travel, Employee commuting.)
Total Emissions	1,438.4

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

- Absolute zero in respect of our Scope 1 & 2 emissions by 2028
- Net zero in respect of all Scopes by 2045

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

Carbon reduction: Target vs. actual

Carbon offsetting

Whilst we are working to reduce our absolute emissions, we have committed to offsetting those we have not yet eliminated.

We have already committed to Carbon Neutrality across our Scope 1 & 2 emissions, and in line with the recommendations of the Carbon Trust, are committed to offsetting the impact of our Scope 3 emissions for categories that we can actively control. We will continue to assess the scope of our offset activities in line with our carbon reduction progress, and are committed to only purchasing high quality verified offset credits. Since 2021 we have offset our emissions in respect of the following Scope 3 categories:

Category 3 – Fuel and energy related activities

Category 5 - Waste generated in operations

Category 6 – Business travel

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Since the 2019 baseline, we have completed a wide range of activities to reduce our carbon emissions.

- We performed a comprehensive review of our office premises which resulted in significant consolidation of our operations. This has resulted in a reduction from 26 to 14 occupied sites.

- As part of the office consolidation initiative, we worked with landlords to secure renewable energy tariffs for the energy used in our premises. We now procure 100% of our energy in occupied UK sites from renewable sources which has reduced our site electricity market-based emissions from 400 Tonnes CO_2 to 29 Tonnes CO_2 since the 2019 baseline.

- We performed office refurbishment and enhancement projects to increase the use of energy efficient lighting solutions, consolidate resource use and reduce waste.

- The rapid development of our digital-first model has been a catalyst for change in the delivery of our products. We now have the ability to deliver our products in digital or hybrid forms, reducing the need for customers to travel, and increasing the efficiency of our own operations, leading to an associated reduction in emissions from face-to-face product delivery.

- Our employee engagement activities have been enhanced to support our people to become more aware of the actions they can take to contribute to the delivery of our net zero commitment.

- We updated our business travel policy to encourage the use of low-carbon modes of transport. The policy update also focussed on reducing emissions from flights - by prioritising alternative modes of transport and improving the efficiency of flights by maximising the potential value of a single trip.

- We introduced environmental commitments into our supplier code of conduct, to effectively communicate our carbon reduction ambitions, and to challenge the environmental commitments of our suppliers in the procurement process.

Future plans

We are wholly committed to progressing our carbon reduction activities, by maintaining measures we already have in place, and by implementing further measures including, but not limited to:

In the future we plan to take further action to reduce our emissions, including:

- Procure 100% of energy used in offices from renewable suppliers globally, including those where we do not have direct control by striving to work with landlords who are committed to carbon emission reduction.

- Continue to review the use of our office premises and ensure that the size and nature of these spaces results in the most efficient use of resources possible.

- Maintain strong employee engagement around the issue of carbon reduction to embed a culture of environmental responsibility that underpins all of our business operations.

- Incentivise our people to make low carbon choices by offering competitive benefits that align to these actions, such as electric vehicle or cycle to work schemes.

- Evaluate our business travel needs and trends, and continue to identify ways we can adapt our approach to reduce the impact of this travel. Where travel is considered necessary to fulfil our strategic objectives, we will continue to promote the use of low carbon transport options and more efficient travel itineraries.

- Continue to refine our data collection around waste management to ensure we are taking appropriate action to reduce the impact of our operations, and seeking partnerships with waste management service providers who actively support the circular economy.

- Continue to commit to offsetting the carbon emissions we cannot yet eliminate, as described in the targets section of this plan.

- Develop the work we are doing to better understand the impact that our suppliers have on the environment, and what initiatives they are implementing to reduce their carbon footprints. This will help us to understand how we can reduce our upstream emissions and how we can best manage the impact of Scope 3 emissions from purchased goods and services.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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[3].

This Carbon Reduction Plan has been reviewed and signed on behalf of the board of directors by:

Guy Millward
Chief Financial Officer

Date: September 2022

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[1]https://ghgprotocol.org/corporate-standard
[2]https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[3]https://ghgprotocol.org/standards/scope-3-standard