



Carbon Reduction Plan

Publication Date: December 2023

HSL is committed to achieving Net Zero emissions by 2050.

Baseline emissions for the business have been captured and are now used to reference the prior year performance, and from there map out a realistic and ambitious plan to ensure we identify opportunities that ensure improvement on our baseline emissions measurements.

In 2023 HSL engaged a professional body to produce a report detailing the business baseline emissions, with clear recommendations that the business has considered when formulating an overall approach to sustainable improvements in emissions, as we work towards our committed goal of Net Zero emissions by 2050.

We have comprehensive information in relation to Scope 1 and Scope 2 measurements, and we have commenced the collation and review of Scope 3 data.

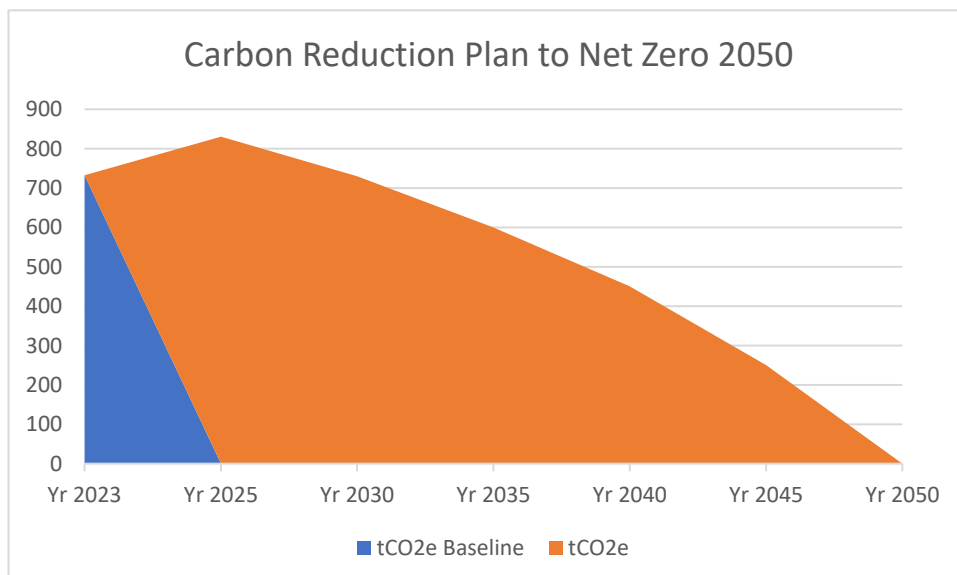
Baseline Year (which is also Current Reporting Year): Oct 22 – Sep-23

Emissions	Total (tCO2e)
Scope 1	632.94
Scope 2	56.69
Scope 3	43.06

Emission Reduction Targets

Our business continues to grow, with growth through 2023 – 2025 noted.

We have an ambitious target of a 7% decrease in overall tCO23 per £million of Sales revenue in 2024, recognising the importance of identifying and continuously improving a measure that has true meaning to a business on a growth trajectory as ours.



We completed a Pareto analysis of our Emissions data, and from there we have identified a discreet list of priority projects to support our aforementioned targeted improvements in 2024.

Project 1:

Green Fleet Management – We have already commenced a review of our Company Vehicle provision, with a move towards Hybrid and Electric vehicle offerings. We are planning a 80% Year-on-Year (YOY) increase in Hybrid Vehicle uptake in 2024 as we continue to renew our Vehicles in line with schedules.

Project 2:

Green Travel – We are already targeting an increased use of online meeting platforms to facilitate business and customer meetings when / where that makes sense and is possible. In addition, we are reviewing our internal data management protocols to identify ways to improve the efficient planning and management of our ‘on the road’ customer servicing teams, to ensure we actively regionalise travel to reduce unnecessary travel mileage

Project 3:

Green Energy and Facilities – We have commenced a project to explore the implementation of Solar panelling in suitable business facilities within the group. In addition, we are reviewing general facility light provisioning, with a view to identify opportunities to implement LED and / or Sensor / Motion activated lighting. Finally, we are exploring our heating mechanisms to ensure they are the most efficient they can be.

Project 4:

Waste Management – We will continue to focus on improvements to our ISO14001 Environmental Systems Standards in place

Approvals:

This Carbon Reduction Plan has been completed in line with Carbon Reduction Plan guidance available.

We report our Scope 1 / 2 / 3 emissions in line with guidance available.

This Carbon Reduction Plan has been signed off, is in line with PPN06/21 within year, as approved by the Executive Board of Directors of HSL

Signed:



Mark Collins

Chief Operating Officer (Executive Board Director)