



Salisbury Group
Carbon Reduction Plan
2023/2024

1. Commitment to Achieving Net Zero

Salisbury Holdings Limited and its constituent companies, henceforth referred to as Salisbury Group, has committed to maintaining Carbon Neutrality from 2021 and transforming its practices to lower carbon emitting and more sustainable operations to achieve Net Zero by 2050.

2. 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.

In March 2020, Salisbury Group carried out our first carbon footprint exercise in order to achieve a baseline year. Avoiding 2020, due to the Covid-19 pandemic, data from 2019 was used to measure our baseline footprint in order to compare against future years.

Baseline Year: 2019	
Additional Details relating to the baseline emissions calculations :	
Salisbury Group's 2019 ESOS and SECR carbon reporting was conducted as part of our Group Company submission via our parent company. Data contained within the baseline year comprises of all emissions associated with scope 1, 2 of Salisbury Group activities only, including rail and air travel as representative of scope 3.	
<u>Breakdown of reporting scope:</u>	
Scope 1 – Combustible Fuels (transport, gas and other fuels)	
Scope 2 – Electricity	
Scope 3 – Employee travel (rail and air travel)	
Baseline year emissions:	
Emissions	Total (tCO ₂ e)
Scope 1	725
Scope 2	18
Scope 3	24
Total Emissions	767
Intensity Ratio – 15.64 tCO ₂ e/£m turnover	

3. Current Emissions Reporting

Reporting Year: 2022

Additional details relating to the current reporting year emissions calculations:

In addition to our current reporting data, Salisbury have expanded the range of our scope 3 from the current reporting year. From 2022 reporting data covered by scope 3 will now include business travel, employee commuting, waste and upstream. Downstream has been discounted as all emissions relating to our delivered services are by our own transport which are captured within the scope 1 reporting data.

Scope 2 figures have been calculated on a Market Based reporting method, i.e using kWh to tCO₂e conversion factors on a per tariff basis. Because of all electricity supplies being on 100% renewable tariffs, Scope 2 emissions have been calculated at 0tCO₂e.

Breakdown of reporting scope:

Scope 1 – Combustible Fuels (transport, gas and other fuels)

Scope 2 – Electricity

Scope 3 – Employee business travel (rail, taxi and air travel), employee commuting, waste and upstream

Reporting year emissions:

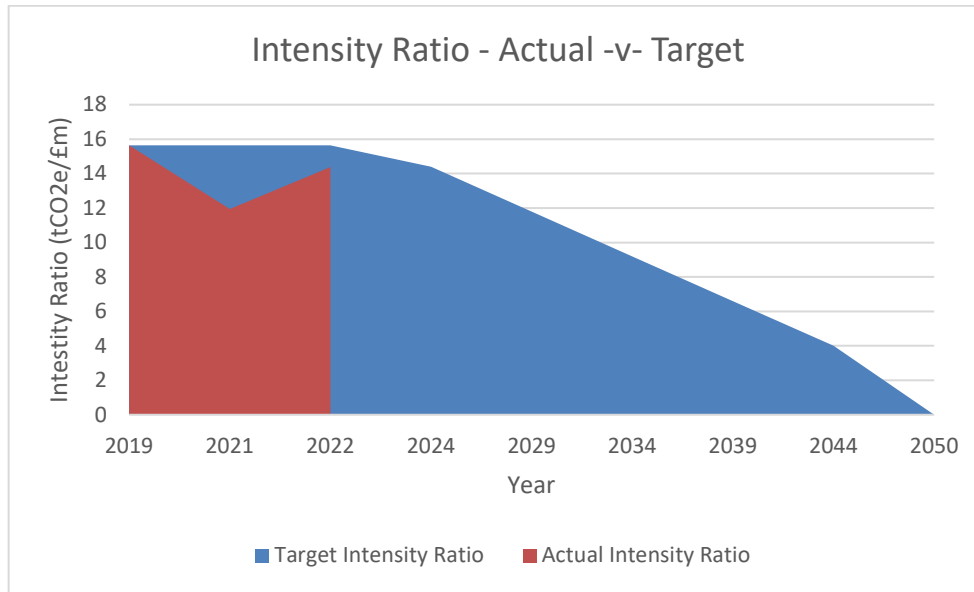
Emissions	Total (tCO ₂ e)
Scope 1	504
Scope 2	Nil
Scope 3	298
Total Emissions	802

Intensity Ratio – 14.38 tCO₂e/£m turnover**

** the intensity ratio has been calculated against scope 1 and 2 emissions only to allow for a more accurate comparison to the baseline year

4. Emissions Reduction Targets

In order to progress to achieve Net Zero by 2050, Salisbury Group has adopted the following carbon reduction targets. We are committed to ensuring our carbon intensity ratio will decrease by at least 2.6 tCO₂e/£m turnover each 5-year period from baseline year of 2019.



5. Emissions Reduction Projects

Project	Methodology	Target
Net Zero – VERRA Verified Carbon Standard (VCS)	<p>Immediately mitigate the impact of our activities on the environment through gold verification offsetting</p> <p>Offset 110% of Baseline Year Emissions</p> <p>Offset 110% of Year 1 Emissions</p> <p>Offset 110% of Year 2 Emissions</p> <p>Continually demonstrate carbon neutrality through PAS2060 verification (by independent 3rd party)</p>	<p>Complete</p> <p>Complete</p> <p>Q2 2023</p> <p>Q2 2023</p>
Sustainable Fleet Management	<p>Reduce environmental impacts through a combination of environmentally cleaner vehicles and fuels</p> <p>Continually assess the feasibility and effectiveness of fully electric fleet</p> <p>Aim to move 25% of fleet to hybrid</p> <p>Aim to move 100% of fleet to fully electric and/or hybrid</p>	<p>Ongoing</p> <p>Q4 2023</p> <p>Q1 2028</p>
Travel Management	<p>Reduce staff air and rail travel</p> <p>Through training and policy, promote and encourage staff to select sustainable travel options and utilise technology to reduce business travel</p>	<p>Ongoing</p>

<p>Environmental Working Group – Indirect emissions reduction</p>	<p>Develop and execute an environmental action plan to improve environmental performance and reduce indirect emissions</p> <p><u>2022/2023 Current initiatives</u></p> <ul style="list-style-type: none"> - Sustainable Cleaning Offering <ul style="list-style-type: none"> - Continue to work with suppliers to exceed the 30% reduction in deliveries achieved in 2021 - Switch to multi use cleaning products to reduce number of products used - Trial closed loop cleaning products to reduce waste and single use plastics - Switch to ethical chemical free products - Maintain UKAS Accredited ISO14001 Certification - Set expectation of those who work on our supply chain to demonstrate an aligned commitment to environmental sustainability <ul style="list-style-type: none"> - Eliminate/reduce packaging and waste - Net Zero Commitments - Use of electric vehicles (deliveries) - Offer employee cycle scheme to promote and encourage cycle to work - Continue to utilise tree planting programs with supply chain – number of trees planted per £ spend on Salisbury’s behalf - Engage with energy suppliers with an aim to move to 100% renewable energy within Salisbury property for which we have direct control - Continually assess the physical feasibility of energy saving opportunities within Salisbury property for which we have direct control i.e. Solar, heat pump etc. 	<p>Current / Ongoing</p> <p>Current / Ongoing</p> <p>Current / Ongoing</p> <p>Current / Ongoing</p> <p>Complete</p> <p>Current / Ongoing</p>
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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 and uses the appropriate Government emission conversion factors for greenhouse Gas Company reporting.

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.

This Carbon Reduction Plan has been reviewed and signed on behalf of the Group Managing Director of Salisbury Group.

Andrew Lunt

Group Managing Director

03/04/2023