

Carbon Reduction Plan

Supplier name: Adair Limited

Publication date: 21 October 2025.

Commitment to achieving Net Zero

Adair Limited is committed to achieving Net Zero emissions by **2050**.

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: 2025	
Additional Details relating to the Baseline Emissions calculations.	
Adair's carbon footprint data starts from 1 April 2025 with baseline year as 2025. This is in line with its journey to ISO 14001 certification planned in 2026. Scope 2 applies to used electricity in Adair's Epsom office. Consumption of water is paid via rent for Epsom. It should be noted that water and electricity for other offices are also paid via therefore no data for the consumption is available to us in these cases.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	106
Scope 2	1
Scope 3 (Included Sources)	<u>Scope 3 total - 105</u> Business Travel – 50 Employee Commuting – 51
Total Emissions	212

Current Emissions Reporting

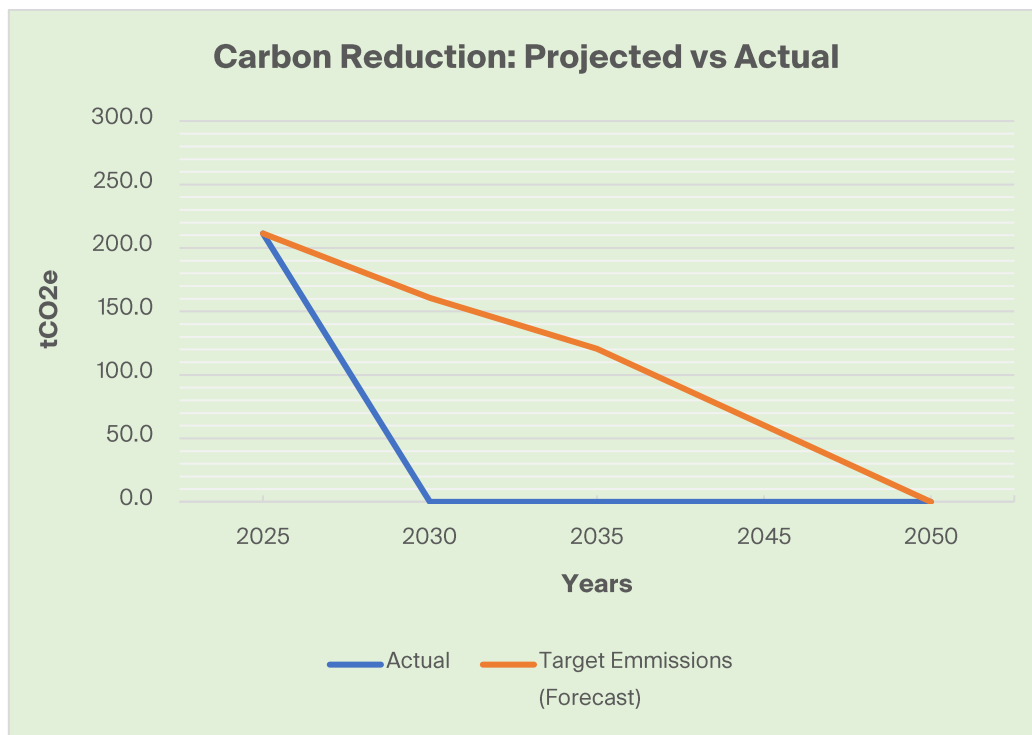
Reporting Year: 2025 (from 1 April 2025 to 21 October 2025)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	106
Scope 2	1
Scope 3 (Included Sources)	105
Total Emissions	212

Emissions reduction targets

Due to above data collected for a period of under a year, we will set our targets upon completion of a full year cycle. In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 160 tCO₂e by 2030. This is a reduction of 25%.

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



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Adair is working towards its environmental management system to be certified for ISO 14001 in 2026. Over the last 5 years we have reduced emissions by:

- reduction in electricity use through ensuring all equipment and lights are switched off when not in use and replacing equipment with low energy equivalents
- adopting hybrid working whereby Adair staff have reduced their business travel
- introducing Sharepoint to enable digital working and meeting thereby reducing paper, printing, waste
- signing up with Electric Car Scheme whereby employees may lease electric car via salary sacrifice and benefit from pre-tax payment for the cost.

Upon gathering more data Adair will in future be reporting carbon reduction initiatives addressing emissions across scopes 1, 2 and 3 via comparison graph.

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. **It is to be noted that this Plan is in its infancy with base year 2025 based on data available and gathered for less than a year. This Plan is being issued to demonstrate Adair's commitment to Carbon Reduction.**

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 Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Adair Limited



Mark Curle.....

Managing Director

Date: 21 October 2025.

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>