

BOOTH WELSH

Integrated Engineering Services

CARBON REDUCTION PLAN

For 2024/2025 financial year

Prepared by



Last Revised, 20/1/2026

Booth Welsh
Carbon Reduction Plan

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1 Net Zero Commitment

Booth Welsh recognises the importance of making a full and lasting commitment to reducing the greenhouse gas emissions from our activities, in support of the wider commitment of the world to limit global temperature increases and the impact on the planet.

This is the **fourth** consecutive year **Booth Welsh** has published a carbon reduction plan, continuing our ongoing measurement of carbon emissions, now with the support of a dedicated carbon accountant. This year we took our commitment to sustainability to the next level of decarbonisation by doubling the resources dedicated to sustainability and ESG reporting.

Embedding sustainable leadership in the business

2024/2025 also saw a considerable investment in workforce education and engagement deepening sustainability awareness, building stronger controls, and introducing OKRs across all lines of business to drive the accountability that's required to accelerate our transition to a low-carbon future. Acting on our aim to create a new generation of leaders leading with purpose, resilience, and responsibility, six members of our team have taken part in a one-year Sustainable Leadership program, certified by the Chartered Management Institute (CMI). Embedding sustainable leadership ensures our senior team have the mindset and skills to align growth with climate goals, equity, and stakeholder expectations. We also put a Responsible Growth champions program in place making sustainability education available to our wider workforce, working within cohorts involving other companies to broaden the learning and best practices. These efforts are helping to embed Net Zero practices into the core of everyday business operations, making sustainability a fundamental part of the company's culture.

Significant Increase in emissions measured this year

This year we significantly expanded the scope of our carbon measurement capturing over 500% more data than before. This means that the 2024/2025 reported emissions are higher than our 2022 baseline year, not because our actual carbon output has increased, but because we have significantly expanded the scope of what we measure:

- More emissions categories are now being measured in depth (e.g. Scope 3, supply chain, commuting, waste)
- Improved data collection processes and tools
- Alignment with best practice standards including GHG Protocol, SECR, CDP and SBTi

In alignment with Science Based Targets (SBT), we have significantly expanded the scope of emissions under management for the 2024/2025 financial year to **1,561 tCO₂e** compared with the previous financial year. This was achieved by increasing the measurement of scope 3 categories, following a scope 3 screening exercise, from **3** to **6** compared to the previous year including purchased goods and services, capital goods, waste from operations, business travel, employee commuting, downstream transportation & distribution supporting the development of a clear pathway to Net Zero throughout the supply chain. Where no data exists for unmeasured scope 3 categories, new data collection processes will be set up in order to include them in the following GHG inventory and Carbon reduction plan. There are two significant deviations in this CRP compared with the previous report due to:

- Increase in Scope 1 by due to recategorisation of company owned cars from Business Travel Scope 3 to business owned cars Scope 1.
- Significant increase in measuring Scope 3 categories.

At Booth Welsh, we're committed to a Just Transition, focusing on making the shift to a low carbon, sustainable future fair for everyone involved; our employees, communities we work in, and partners we collaborate with. This commitment has sharpened our approach to net zero targets, balancing emission cuts with social and economic considerations. We've learned that it's crucial to weigh our environmental aspirations against real-world financial and social impacts. Through our supply chain readiness programme, we've seen the importance of working closely with our suppliers to encourage sustainable practices and develop solid plans for reducing carbon emissions.

To ensure clarity and effective management, we have separated our net-zero objectives into two distinct categories. For Scope 1 and 2 emissions, which are directly within our control, our target is to achieve a 50% reduction by 2030 compared to our baseline. For Scope 3 emissions, we acknowledge the need for enhanced data collection to enable informed decision-making and the establishment of realistic goals. As a result, we have reset our Scope 3 baseline to 2024/2025 and thus introduced separated benchmarks for our targets to maintain transparency in our approach. We are targeting a 33% reduction in Scope 3 by 2030 compared to our baseline and a 50% reduction by 2035.

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About Think Partnership Ltd

Carbon and ESG specialists, Think Partnership assisted in preparing and validating the carbon accounts and this carbon reduction plan for Booth Welsh. With more than a decade of experience in developing carbon accounts, conducting lifecycle analyses, creating sustainability plans, producing ESG reports, and delivering training on Responsible Business Growth, the Think Partnership team have supported over 200 organisations in establishing credible carbon reduction pathways and have delivered sustainable leadership programs in partnership with the Chartered Management Institute.

Booth Welsh commit to the following:

1. For our company to achieve Net Zero in line with the Science Based targets set out by the UNFCCC i.e., to achieve Net Zero no later than 2045 and target a 50% reduction in Scope 1 & Scope 2 emissions by 2030. For Scope 3 emissions, we have increased the reporting scope and implemented new processes to gather the necessary data. We have set a 33% reduction target for 2030 compared with our Scope 3 baseline and a 50% reduction target for 2035.
2. To set realistic short- and long-term targets that are designed to achieve our Net Zero commitments.
3. To report the total Greenhouse Gas emissions of our business, at a minimum, on an annual basis.

	Year	Earlier Year if Possible
Commitment to be Net Zero	2045 ¹	2042
50% Emissions Reduction in Scope 1 and 2	2030	
33% Emissions Reduction in Scope 3	2030	
50% Emissions Reduction in Scope 3	2035	

¹ In line with Scotland's Net Zero strategy

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2 Background Information

2.1 Company

Booth Welsh is a Private Limited Company with a registered address of Suite 1, 7th Floor, 50 Broadway, London SW1H 0BL, England and operating from a head office in Scotland with company number SC757671, located at 3 Riverside Way, Irvine, North Ayrshire, Scotland, KA11 5DJ.

Booth Welsh is a specialist engineering services & process control systems provider established in 1989. The company delivers integrated solutions in process engineering and optimisation, process control and systems integration, electrical and instrumentation design, and asset management. Through process and efficiency improvements, Booth Welsh helps clients achieve substantial emission reductions often exceeding the **1,561 tCO₂e** managed in this carbon reduction plan. Additionally, Booth Welsh offers digitalisation solutions that optimise clients' energy use and emissions, empowering workforces and facilities to operate more effectively through advanced technology.

The company utilises a performance management framework known as the 5 Ps of Purpose; People, Planet, Place, Partnerships, and Prosperity. This approach ensures that business objectives and core capabilities are closely aligned, guiding the company toward its sustainable growth goals. By assessing impact across all five areas, Booth Welsh has enhanced the way it implements and communicates its mission to employees, the community, and customers.

Booth Welsh has major clients across the pharmaceutical, manufacturing, oil and gas, food and drink, engineering, utilities, renewable, energy from waste, and petrochemical industries. Customer names include GSK, DSM, EDF Energy, SSE, Croda Chemicals, Veolia, NMIS and Diageo.

Reporting Period	Previous Period July 2023 – June 2024	Current Period July 2024 – June 2025
Industry	Engineering design activities for industrial process & production	Engineering design activities for industrial process & production
No. of Staff includes subcontractors	310	329
No. of Premises Owned	1	1
No. of Premises Leased	0	0
No. of Company Vehicles - Owned	0	0
No. of Company Vehicles - Leased	19	20

2.2 Current Reporting Period

July 2024 – June 2025

2.3 Organisational Boundary

There are 3 different consolidation approaches to measuring emissions, as defined by the GHG Protocol. This report has been constructed using the **Operational Control Approach**, considering the requirements of each potential approach.

Approach	Description	Approach Taken
Operational Control	The organisation has operational control over an operation if it or one of its subsidiaries has the full authority to introduce and implement its operating policies at the operation.	✓
Financial Control	The organisation has financial control over the operation if it has the ability to direct the financial and operating policies of the organisation with a view to gaining economic benefits from its activities.	
Equity Share	The organisation accounts for GHG emissions from operations according to its share of equity in the operation.	

2.4 Benchmark Year

This is the fourth consecutive time the organisation has measured and reported on its carbon emissions. The organisation has chosen the 2022-2023 assessment period as its benchmark year for Scope 1 and 2 while the benchmark year for Scope 3 is 2024/2025.

- Scope 1&2 benchmark for **July 2022 – June 2023**
- Scope 3 benchmark for **July 2024 – June 2025**

2.5 Methodologies Used

The Booth Welsh Carbon accounts are done in accordance with the Greenhouse Gas Protocol: A corporate accounting and reporting standard (revised edition, 2015). All other methodologies used throughout this report are explained within the relevant sections. Calculations are based on direct and secondary data such as invoices, mileage data, fuel consumption data, surveys, and EEIO spend analysis data. Emissions factors used to convert consumption and activity data to carbon emissions were taken from DESNZ (2025) and Defra (2024) .

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3 Carbon Emissions Overview

This year, we introduced a new emissions measurement methodology, enabling us to capture 500% more data than in previous years, primarily through expanded Scope 3 category reporting. We now report emissions under both our original methodology (for consistency and year-on-year comparison) and our new, more comprehensive approach, which includes all currently measured Scope 3 categories alongside Scope 1 and 2

Original Methodology to show like for like comparison

Benchmark Period	Previous Period	Current Period
Total Carbon Emissions 2022-2023	Total Carbon Emissions 2023-2024	Total Carbon Emissions 2024-2025
244.8	257.4	255.1
tonnes CO ₂ e	tonnes CO ₂ e	tonnes CO ₂ e

This is a like for like comparison of our measured emissions for all 3 financial years including our benchmark year

New Methodology to show enhanced emissions reporting

Benchmark Period	Previous Period	Current Period
Total Carbon Emissions 2022-2023	Total Carbon Emissions 2023-2024	Total Carbon Emissions 2024-2025
244.8	257.4	1561.2
tonnes CO ₂ e	tonnes CO ₂ e	tonnes CO ₂ e

This is a complete overview of our measured emissions for all 3 financial years including our benchmark year

Benchmark Period	Previous Period	Current Period
Scope 1&2 Carbon Emissions 2022-2023	Scope 1&2 Carbon Emissions 2023-2024	Scope 1&2 Carbon Emissions 2024-2025
119.1	116.3	160.7
tonnes CO ₂ e	tonnes CO ₂ e	tonnes CO ₂ e

This is a complete overview of our measured Scope 1&2 emissions for all 3 financial years including our benchmark year

Previous Period	Previous Period	Benchmark Period
Scope 3 Carbon Emissions 2022-2023	Scope 3 Carbon Emissions 2023-2024	Scope 3 Carbon Emissions 2024-2025
125.8	141.0	1400.5
tonnes CO ₂ e	tonnes CO ₂ e	tonnes CO ₂ e

This is a complete overview of our measured Scope 3 emissions for all 3 financial years including our benchmark year

The total calculated emissions for the business using the new methodology for the period 2024/25 are **1561.2 tCO₂e**.

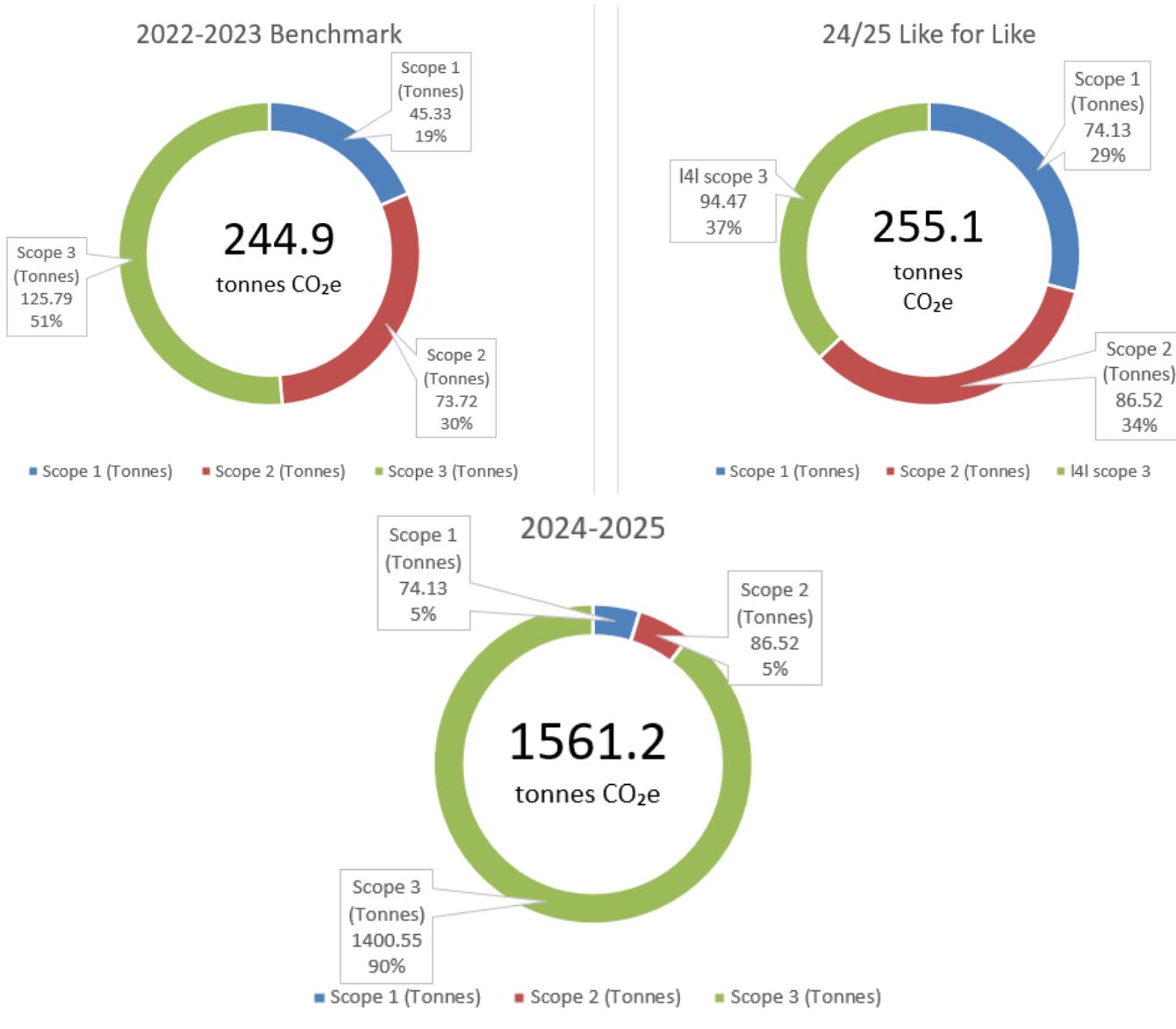
Following a Scope 3 screening review, Booth Welsh is now measuring an increasing amount of Scope 3 emissions, and this will help to more actively reduce emissions across all scopes. To determine which of the 15 scope 3 categories were applicable to us we have mapped our value chain to identify those categories which are relevant and material. The next step was to determine for which of the identified categories we have the data to calculate emissions and set a baseline and for which we need to set up the necessary processes to collect this data. Categories for which data was available are added to our GHG Inventory and included in this Carbon Reduction Plan. Other categories identified as material are: Upstream Transmission and Distribution, Use of sold products, end of life treatment of sold products.

4 Analysis by Scope

To identify our largest source of emissions we have also analysed the emissions per scope. The graphs below show that Scope 3 emissions from the supply chain emissions that are not under Booth Welsh's control, account for the largest part of the total emission. This can be most clearly observed for the 2024-2025 assessment period where we have increased the number of scope 3 categories we are reporting on resulting in a very significant increase in emissions measured.

The largest deviation was observed in Scope 1 increasing due to recategorization of company owned cars from Business Travel Scope 3 to business owned cars Scope 1.

Two analyses are provided. The first 24/25 Like for Like analysis is based on the same emission sources used in the 2022-2023 assessment, showing that **37%** of emissions reside in Scope 3. Whereas, using the new approach, measuring more categories, shows that scope 3 accounts for **90%** of emissions. The scope 3 category 1, Purchased Goods and Services is with **1136.6 tCO₂e**, or **81%**, mainly responsible for this increase. Within that category project materials, is responsible of **851.2 tCO₂e**, **73%** of all purchased goods and services emissions, and **61%** of all scope 3 emissions.



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Scope	Description	tCO ₂ e	%
Scope 1	Scope 1 emissions include the combustion of fuel in company vehicles and fuels at company premises, including propane and heating oil.	74.1	5%
Scope 2 (Location Based)	Emissions in scope 2 includes electricity consumed at company premises,	86.5	5%
Scope 2 (Market Based)	Emissions in Scope 2 including electricity on renewable tariff.	0	0%
Scope 3	Scope 3 upstream emissions include: <ul style="list-style-type: none">• Purchased Goods & Services• Capital Goods• Waste Generated from Operations• Business Travel• Employee Commute	1399.8	90%
	Scope 3 downstream emissions include <ul style="list-style-type: none">• Transmission and Distribution	0.7	
TOTAL		1561.2	100%

Reported Scope 3 emissions have increased and while actions are going to be implemented to reduce our current scope 3 emissions Scope 3 emissions are susceptible to further increase in future years as processes will be set in place to collect more data on the relevant scope 3 categories.

5 Emissions by Activity

The below table presents our 2024-2025 CO₂e emissions compared to our 2022-2023 benchmark year and the previous financial year.

Data Details and Emission Type	Scope	2022-2023	2023-2024	2024-2025
		tCO ₂ e	tCO ₂ e	tCO ₂ e
Company Facilities - Energy & Fuels				
Gas	1	45.33	36.53	39.50
Fuels	1	-	-	0.22
Sub total		45.33	36.53	39.72
Company Vehicles				
Car - Diesel	1	-	-	34.21
Car - Hybrid	1	-	-	0.21
Car - Electric	2	-	-	6.94
Sub total		-	-	41.36
Purchased Energy				
Green Electricity (Location)	2	73.72	79.81	79.58
Sub total		73.72	79.81	79.58
Purchased Goods and Services				
Water Supply	3	0.05	0.09	0.14

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Staff First Aid and Safety	3	-	-	6.79
Company Car Costs	3	-	-	24.41
Staff Amenities	3	-	-	1.34
Office Printing/Copying/Stationery	3	-	-	5.72
Office Equipment Hire	3	-	-	0.08
Office Kitchen Supplies	3	-	-	4.81
Office Postage/Courier	3	-	-	1.22
Occupancy Repairs and Maintenance	3	-	-	6.66
Repairs and Maintenance Other	3	-	-	24.53
IT Equipment Hire	3	-	-	3.12
Software License Fees Recharged	3	-	-	42.66
Computer Consumables	3	-	-	24.81
PPE	3	-	-	106.75
Plant Hire	3	-	-	32.37
Project Materials	3	-	-	851.21
Consumable Tools	3	-	-	0.01

Sub total 0.05 0.09 1136.63

Capital Goods

Plant & Equipment	3	-	-	3.37
Office Furniture	3	-	-	14.41
Computer Equipment	3	-	-	17.43
Leasehold Improvement	3	-	-	4.31
Motor Vehicles	3	-	-	4.70

Sub total - - 44.21

Fuel & Energy Related Activities

Transmission & Distribution	3	6.54	6.98	7.72
Transmission & Distribution Evs	3	-	-	0.68
Sub total		6.54	6.98	8.40

Waste

Waste Disposal	3	0.40	0.19	0.19
Water Treatment	3	0.05	0.10	0.14
Sub total		0.45	0.29	0.33

Business Travel

Car - Petrol	3	9.17	5.39	6.62
Car - Diesel	3	26.33	24.63	3.56
Car - Hybrid	3	1.90	1.03	1.54
Car - Electric	3	7.56	8.47	0.11
Plane	3	73.80	94.17	72.38
Hotel Stays	3	0.00	0.00	6.84

Sub total 118.76 133.69 91.05

Employee Commuting

Commuting	3	-	-	103.91
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Homeworking	3	-	-	15.29
Sub total		-	-	119.20
Downstream Transport & Distribution				
Freight	3	-	-	0.74
Sub total		-	-	0.74
TOTAL		244.84	257.39	1561.20

6 Intensity Metric Analysis

Intensity metrics help normalise emissions data, taking into account variations in production levels or activity volumes. This allows for a more accurate assessment of emission trends over time, regardless of changes in business operations. The initial intensity metrics for the company are below and will be used for comparative purposes in following years.

We decided to report the progress on our sustainability performance on two KPIs, kgCO₂e/£1000 revenue and kgCO₂e/FTE. For each of these KPIs we are displaying two results, one that is a like for like comparison to the previous years' KPIs, and one that compares the actual KPI to the previous years' results. The reason for the two versions is to show that actual progress is being made reducing our carbon footprint as can be seen when comparing the like for like figure of 9.31 kgCO₂e/£1000 revenue to previous years' like for like kgCO₂e/£1000 revenue figures. A reduction in emissions per FTE can also be seen compared to the 2023-2024 like for like result while only a slight increase appeared compared to the benchmark.

However, due to reporting on more Scope 3 categories, giving a completer and more accurate picture of our emissions, this progress is not evident per KPIs based on our total emissions due to the rise in emissions caused by the additional scope 3 categories.

	2022-2023	2023-2024	2024-2025
Original methodology - like for like total kgCO ₂ e per £1000	9.83	10.34	9.31
Total kgCO ₂ e per £1000	9.83	10.34	56.98
	2022-2023	2023-2024	2024-2025
Original Methodology - like for like total kgCO ₂ e per Employee	760.46	830.28	775.44
Total kgCO ₂ e per Employee	760.38	830.28	4,745.28

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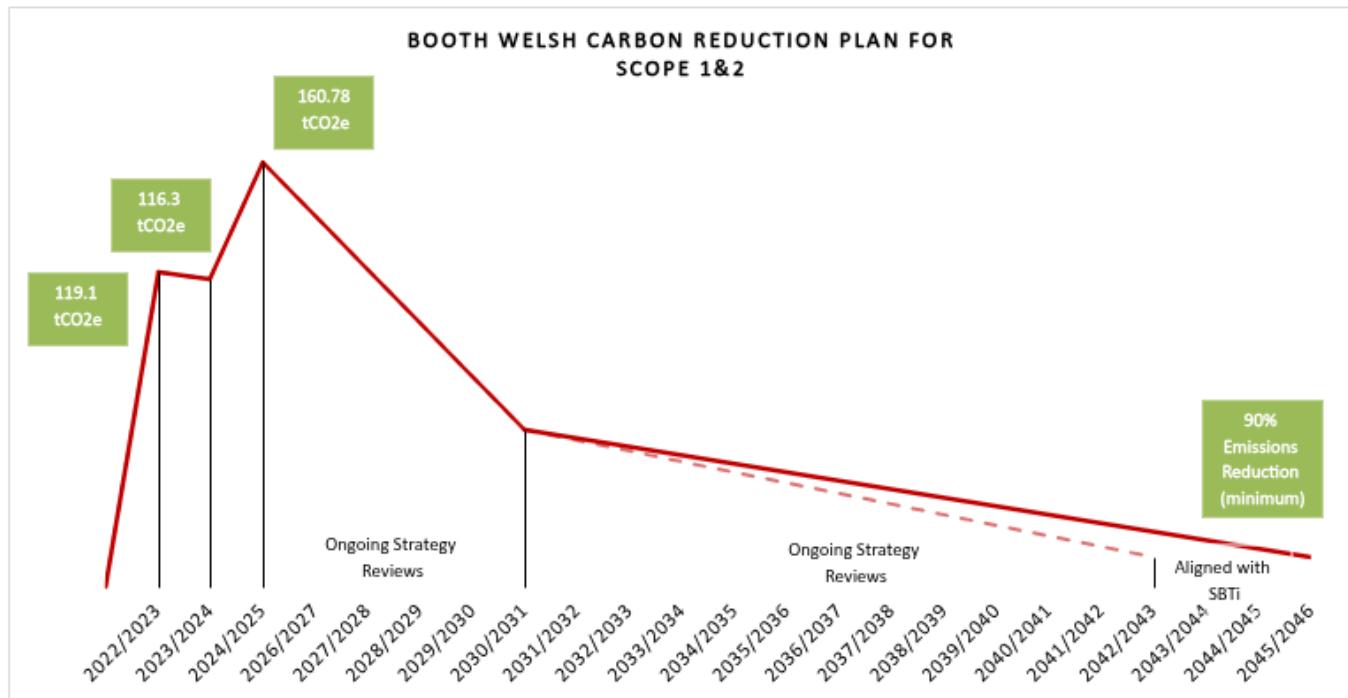
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7 Emissions Reductions Targets

The following graphs summarise the carbon emissions reduction targets for scope 1 & 2 and for scope 3 as set out in our Net Zero commitment. Our reduction targets are aligned with the SBTi methodology. While having set these targets we will continue to review and improve on our carbon reduction strategy to reduce the impact our operations have on the climate.

Scope 1 & 2 target

Our scope 1 & 2 target baseline is measured against the 2022/2023 baseline. The graph below shows a 35% increase from 119.1 tCO₂e to 160.7 tCO₂e, this increase is due to recategorizing traveling by company owned car as scope 1 instead of as scope 3 business travel as was done previously and therefore will be consistent onwards. This has not affected our target of achieving a 50%, or 59.6 tCO₂e, reduction by 2030, and to be net zero (or 90% minimum reduction) by 2045 aligned with Scotland's Net Zero strategy.

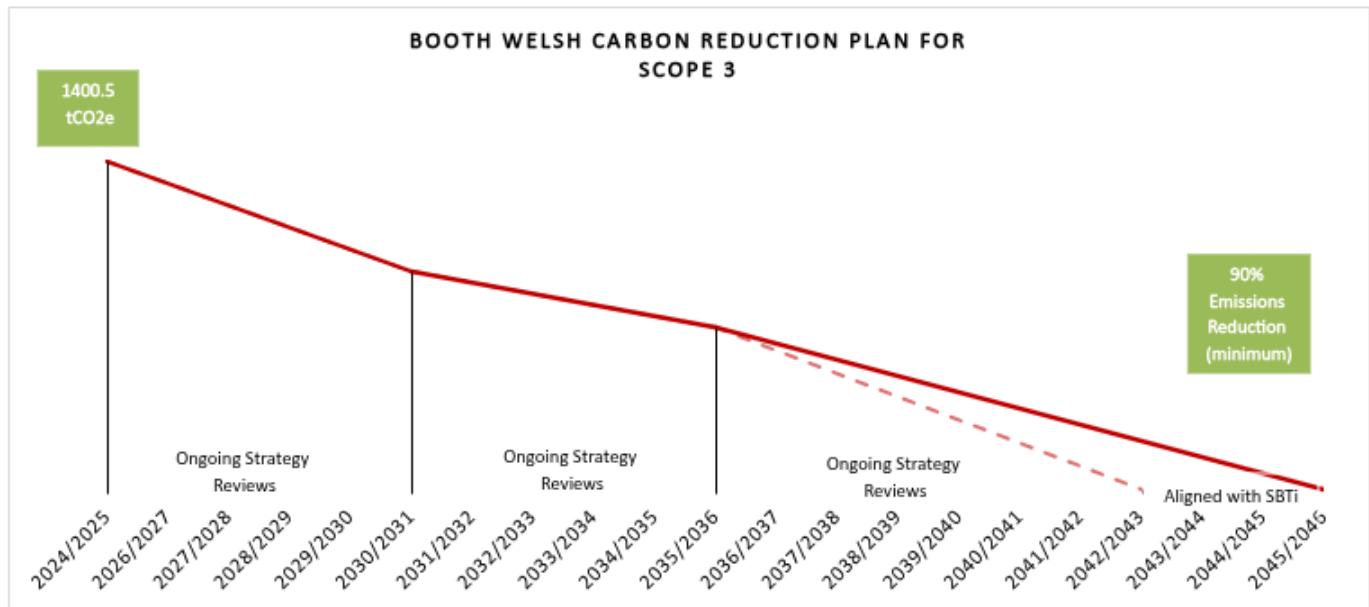


Scope 3 target

We have separated our scope 3 target from our scope 1&2 target in line with the SBTi. Since we have started measuring more of Booth Welsh' relevant scope 3 categories the associated emissions have increase by 1013% from 125.8 tCO₂e in 2022/2023 to 1400.5 tCO₂e in 2024/2025. Therefore, we decided to rebaseline the assessment period used to set our target against. To set a realistic and achievable reduction target for our Scope 3 emissions we now measure our target, and progress made against the 2024/2025 baseline. We have committed to reduce our scope 3 emissions by 33%, or 466.8 tCO₂e, by 2030 to 933.7 tCO₂e compared to the baseline. A further 50% reduction compared to the baseline needs to be achieved by 2035, allowing only for 700.3 tCO₂e from Scope 3 sources. Aligning ourselves with Scotland's Net Zero strategy, net zero (or 90% minimum reduction) needs to be achieved by 2045.

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8 Carbon Reduction Actions

Booth Welsh has made progress on the following initiatives to support the company's strategies to meet Science Based Targets:

Strategy	2024 – 2025 Initiatives	Progress
Embedding Sustainability across the business	<ul style="list-style-type: none"> To continue to engage the entire team throughout the organisation in the Net Zero transition plan and to encourage staff to support lower carbon ideas, opportunities, and activities. This is part of the 5P's of Purpose framework to prioritise a people, planet, place, prosperity, partnership culture that is embedded in the strategic direction of the business. 	<ul style="list-style-type: none"> Investment in sustainable leadership through CMI programme Investment in responsible growth champions across the business ESG Introduction to entire workforce through our People Point Academy learning management System Expanded role of the Net Zero Heroes team to deepen sustainable practices across the business and embed the culture we are creating The HSQE Net Zero team increased in size from 3 to 6 help drive the embedding of sustainability across the business These roles are: <ul style="list-style-type: none"> QHES Manager QHES Advisor Net Zero and Social Impact Co-ordinator Responsible Growth Leader Carbon and ESG reporting Specialist Asset Control & Biodiversity Champion
Sustainable Travel Policy	<ul style="list-style-type: none"> To introduce a sustainable travel policy encouraging use of public transport and lower carbon options when practical to do so. This will be implemented during 2024. The company are liaising with the local authority to attract provision of public transport services to the local business park area. 	<ul style="list-style-type: none"> A staff Commute survey collected transport data used to report employee commute emissions in this carbon plan The survey provided commuting guidance options to employees on individual basis. This enabled us to begin measuring our Scope 3 employee commuting for the first time, measuring over 100 tonnes of emissions EV Chargepoints onsite from 6 to 13 this year to actively encourage EV use

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		<ul style="list-style-type: none"> Interest in the EV salary scheme has doubled
The energy efficient boiler system	<ul style="list-style-type: none"> The company installed a new energy efficient boiler system in 2024 that has continued to deliver benefits in 2025. 	13% decrease in gas usage in 2025, compared with the baseline year.
Net Zero Innovation and social value partnership with Powering Futures	<ul style="list-style-type: none"> The partnership with Powering Futures has mobilised 95% of Booth Welsh apprentices and students (16-25 year olds) to investigate solutions and processes that reduce the emissions of the business. The Powering Futures partnership has developed further for the 25/26 period to support local schools 	<ul style="list-style-type: none"> 200 local school students presented their sustainability solutions in March 2025 at the Booth Welsh offices, with a judging panel and mentoring from Booth Welsh staff
Carbon Accountant Role	<ul style="list-style-type: none"> A full-time role was created to put more continuous focus onto measuring and reporting the carbon footprint. 	<ul style="list-style-type: none"> Full-time appointment of a carbon accountant made in November 2024 with specific tasks of completing Dashboard data and improving emissions information. Role is defined to measure emissions impacts continually and make recommendations where practical. ISO 14001 includes sections that are supported by this new role and has ensured continuous improvement in these areas. EcoVadis reporting compliance is ensured and audits our progress and focus on sustainability.
Carbon Emissions Dashboard	<ul style="list-style-type: none"> Booth Welsh has made the commitment to complete its carbon emissions dashboard on a regular basis using the notch platform. This is overseen by a member of the Senior Management Team and shared with the wider team on a quarterly basis. We also promote our activities on social media to encourage others to make lower carbon decisions. 	<ul style="list-style-type: none"> Carbon footprint measured on dashboard to provide transparency externally and internally Helping communicate where the company is making progress and will further progress against its decarbonisation strategy
Carbon Accounts expanded and increased accuracy	<ul style="list-style-type: none"> Expand on the number of categories and subcategories measured in Scopes 1,2 and 3. Scope 2 emissions now measured both on a location and market basis 	<ul style="list-style-type: none"> Over 500% increase in the amount of emissions measured and managed Adding location based emissions demonstrates honesty, and increases accuracy and transparency
Supply Chain Review	<ul style="list-style-type: none"> A continuous focus now on supply chain emissions The Booth Welsh buyer completed their CIPS award and achieved the responsible growth champion award 	<ul style="list-style-type: none"> Supply Chain readiness survey started with larger suppliers to clarify the process and will be rolled out further in 2025. The CMI sustainable leadership team have been working on a sustainable procurement strategy to implement in 2026
Café Zero – range of sustainable measures	<ul style="list-style-type: none"> Circular and Sustainable practices implemented in a highly visible and impactful way 	<ul style="list-style-type: none"> Single use plastic cups replaced with mugs FreshCup system installed to streamline cup usage Big Dairy and Plastic milk containers replaced with local organic farm using a milk dispenser, EV milk deliveries

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Signed on behalf of Booth Welsh

Name: Martin Welsh



Position: **Managing Director**

Date: 19/12/2025

Booth Welsh will develop the following initiatives that will support the company's strategies to meet Science Based Targets:

Strategy	2025 – 2026 Initiatives
Net Zero Leadership	<ul style="list-style-type: none">Building on our place based Net Zero leadership, we will continue to collaborate with local authorities and regional growth deal initiatives to upskill local people and companies in responsible and sustainable practices boosting Net Zero progress in the community.Our Compliance manager is an active member of the North Ayrshire Council Climate Change Steering Group.We have IEMA/ISEP associate membership and are actively driving net zero visibility in the community.
Embedding Sustainability across the business	<ul style="list-style-type: none">Investing in an ongoing 12-month programme to train members of staff across the business to implement several projects across the businessA sustainable procurement internal policy is being developed by this group of upskilled members of the workforce. This work is overseen and accredited by a Chartered Management Institute (CMI) award.An Impact Report has been produced to share with our colleagues, our community and our clients to signal our commitment to contribute to a more sustainable future. Report is available on company website.Appraisal and induction will all include sustainability questions and opportunities for staff to contribute ideas to our overall plans.
Sustainable Travel Policy	<ul style="list-style-type: none">Actively collaborating with local EV bus companies to extend bus routes to encourage more use of public transportCollaborating with local authority North Ayrshire council TravelSmart who provide low carbon mobility resources, route planners and other educational initiatives
Net Zero Innovation and social value	<ul style="list-style-type: none">Voltage Optimiser to be installed in Quarter 1 2026.Apprentices and Graduate scheme includes sustainability content
Carbon Emissions Dashboard	<ul style="list-style-type: none">Booth Welsh has made the commitment to complete its carbon emissions dashboard on a regular basis using the notch platform. This is overseen by a member of the Senior Management Team and shared with the wider team on a quarterly basis. By partnering with Net Zero Nation, we gain access to their expertise and support in reporting our emissions and how to reduce them, including best practice and insights. We will also promote our activities on social media to encourage others to make lower carbon decisions.The energy management Dashboard is being rolled out to clients and we are gathering data to measure the benefits in terms of carbon avoidance through these efficiencies.
Supply Chain Review	<ul style="list-style-type: none">Supply Chain readiness survey started with larger suppliers to clarify the process and will be rolled out further in 2026.Introduce a sustainable procurement policy in 2026

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Nature Positive
Commitment

- Product Carbon Footprint – PCFs will be prepared to provide business as usual footprints for different types of operation and project delivered by Booth Welsh

Designing out
product/project
emissions

- Prioritise the regeneration of nature and biodiversity through partnerships with organisations such as local farmers, local authority biodiversity teams and the appointment of a fulltime asset control and biodiversity champion.
- Pilot volunteer scheme to be expanded to wider workforce and local companies and suppliers, targeting eventually thousands of person hours annually to support a variety of community and nature based initiatives, including woodland preparation & tree planting, litter picks, rewilding head office grounds, collaborating with the Wildlife Trust counting species and planting wildflowers to increase biodiversity numbers and pollinator numbers to support nature regeneration
- We design out emissions and waste wherever possible in projects. Through such actions as recommending installation of variable speed drives which can generate an 86% reduction in energy usage, installation of voltage optimisers where appropriate, and installation of energy efficient boilers which are capable of up to 80% reductions in gas usage – all of which leads to significant emission reductions when applied across the hundreds of projects we operate in.

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9 Emissions Data

The data contained in the table below represents total emissions calculated and is consistent with SECR requirements. All sources of emissions that have been measured are included in the totals below. Emissions from key activities are summarised in the previous sections.

	Previous Reporting Year July 23 - June 24	Current Reporting Year July 24 – June 25
Energy consumption used to calculate emissions Electricity Scope 2 - UK and Offshore (kWh)	385,435	418,680
Energy consumption used to calculate emissions – Global, excluding UK and Offshore (kWh)	N/A	N/A
Basis of Energy reporting (Location or Market) ²	Location	Location
% of total energy sourced from certified renewable sources	100%	100%
Emissions associated with energy consumption - UK, Offshore and Global (tCO ₂ e)	79.8	86.5
Emissions from activities for which the company is responsible including combustion of fuel and operation of facilities - Scope 1 (tCO ₂ e)	36.5	74.1
Emissions from purchase of electricity, heat, steam and cooling purchased for own use - Scope 2 (tCO ₂ e)	0.0	0.0
Total Scope 1 and 2 Emissions (tCO₂e)	116.3	160.7
Emissions from upstream activities out of operational control - Scope 3 (tCO ₂ e)	141.1	1400.6
Emissions from use of sold products and services out of operational control - Scope 3 (tCO ₂ e)	None included	None included
Total Gross Scope 3 Emissions (tCO₂e)	141.1	1400.6
Total Scope 1, 2 and 3 Emissions (tCO₂e)	257.39	1561.20
Intensity ratio tCO ₂ e (gross Scope 1, 2 and 3) per employee	0.8	4.8
Carbon offsets (tCO ₂ e)	0.0	0.0
Total Annual Net Emissions (tCO₂e)	257.39	1561.20

² 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 where a company has purposefully contracted renewable energy and uses residual mix factors where the company has not contracted renewable energy.

10 Standard and Methodology Used

Booth Welsh categorises its Greenhouse Gas (GHG) Emissions as Scope 1, 2 or 3 as referred to in the WBCSD – WRI Greenhouse Gas Protocol (revised edition, dated March 2014). Emissions in Carbon Dioxide equivalent (CO₂e) for all scopes are calculated using the conversion factors listed in DESNZ Greenhouse Gas Conversion Factors for the relevant 12-month period over which the carbon emissions are calculated. Procured renewable electricity and gas is calculated in accordance with the WBCSD – WSI Scope 2 Guidance on procured renewable energy (2015).

11 Data Quality / Confidence

The data used to generate this report has been collected from various sources from both within the company and supported by Think Partnership. These emissions have been converted to CO₂e using GHG Protocol and DESNZ frameworks and conversion factors for the relevant period.

12 Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with SECR, 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 will be reviewed and ratified by the board of directors in 2026.

Signed on behalf of Think Partnership

Name: **Bertil Abbing**



Position: **Chief Carbon & ESG Officer**

Date: 19/12/2025

Booth Welsh
Carbon Reduction Plan

13 Glossary

Benchmark Data	The chosen 12-month period that sets the calculated emissions that need to be mitigated and/or offset.
Carbon Reduction	Reduction in measured CO ₂ e emissions
Carbon Reduction Plan	Plan to reduce CO ₂ e emissions over a period of time, updated annually
Carbon Emissions (Gross)	CO ₂ e emissions from Company activities
Carbon Emissions (Net)	CO ₂ e emissions from Company activities minus verified carbon offsets the Company purchases
Carbon Neutral	When emissions are fully offset including those emissions that could be mitigated.
Carbon Offsets	A removal or reduction of carbon emissions through a verified scheme.
CO₂e	All greenhouse gases expressed in terms of Carbon Dioxide equivalent (CO ₂ e) for consistency of reporting.
DEFRA	Department for Environment, Food & Rural Affairs, UK full dataset 1990 - 2022, including conversion factors by SIC code. https://www.gov.uk/government/organisations/department-for-environment-food-rural-affairs
DESNZ	Department of Energy Security and Net Zero https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
EEIO	Environmentally Extended Input Output – Emissions estimated on spend https://ghgprotocol.org/
Organisational Boundaries	GHG Protocol Organisational Boundaries https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf
GHG Protocol	Greenhouse Gas Protocol https://ghgprotocol.org/
Greenhouse Gases	Carbon Dioxide (CO ₂), Methane (CH ₄), Nitrous Oxide (N ₂ O), Chlorofluorocarbons (CFCs and HCFCs), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulphur Hexafluoride (SF ₆)
Greenhouse Gas Conversion Factors	Annually published conversion factors normally published by relevant government departments. Converts activity into CO ₂ e emissions.
Greenhouse Gas Emissions (GHG)	Gases in the atmosphere that absorb and radiate heat
Intensity Metric/Ratio	A metric that measures carbon emissions per relevant unit of activity in a business.
Market Reporting v Location Reporting	Market is based on specific tariffs. Location is based on the country from which you are reporting.
Net Zero	GHG emissions are mitigated and those that cannot are offset.
Renewable Tariff	An energy tariff that is 100% powered by renewable energy and is certified.
SBT	Science Based Targets; reducing emissions by 50% by 2030 and by 90% by 2050 and offsetting the remaining amount.
Scope 1	Direct emissions from sources owned or controlled by a company, like burning fuel in its vehicles, furnaces, or industrial processes, and fugitive emissions from equipment, giving companies direct control over tracking these.
Scope 2	Indirect emissions from the generation of purchased energy (electricity, steam, heat, cooling) consumed by a reporting company, occurring outside its direct control but at the supplier's location, focusing on the grid's emissions intensity.
Scope 3	All indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.
SECR	Streamlined Energy and Carbon Reporting.
tCO₂e	Metric tonnes of CO ₂ equivalent emitted.
WRI	World Resource Institute. https://www.wri.org/