Golley Slater

CARBON REDUCTION PLAN

1ST September 2026

CURIOSITY CREATES THE UNEXPECTED

Carbon Reduction Plan

Supplier name: Golley Slater Group Limited……………………………….

Publication date: 1st September 2026……..

Commitment to achieving Net Zero

Golley Slater 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: Financial Year 2022 (FY22)	
Additional Details relating to the Baseline Emissions calculations.	
Baseline year emissions: FY22	
EMISSIONS	TOTAL (tCO_2e)
Scope 1	In FY22 our group wide Scope 1 emissions were 5.13 tCO_2e.
Scope 2	In FY22 location bases emissions for Golley Slater group offices were 75.28 tCO_2e
Scope 3 **(Included Sources)**	**1. Upstream transportation and Distribution** Golley Slater is a services provider and therefore do not have upstream transportation and distribution related to products. **2. Waste generated in operations** All UK business units run very stringent recycling programmes which substantially reduces the production of waste. Using the latest commercial industrial waste landfill emissions factor of kgCO2e per tonne of waste to report emissions as 0.0041 tCO_2e

	3. Business travel Golley Slater air travel emissions for FY22 were 0 tCO_2e Other business travel: Business travel emissions from vehicles from all our UK Companies amounted to 9.64 tCO_2e Business travel emissions from Rail Travel from all our UK companies amounted to 0.29 tCO_2e Emission from overnight hotel stays in FY22 were 0.67 tCO_2e **4. Employee commuting** Golley Slater analysed office attendance of all employees and freelancers attending Golley Slater offices over FY22 using digital office attendance system to obtain actual days worked in the office for our UK businesses, along with an analysis of postcodes, and assumed that more than 90% of journeys into the offices were by public transport, then applied the appropriate emissions factors to the employee postcodes. Using the above methodology, employee commuting emissions were 9.99 tCO_2e. **5. Employee home working** Golley Slater analysed office versus home working attendance of all employees and freelancers by number of staff and by looking at attendance at Golley Slater offices from the factors in 7 above, then applied the appropriate emissions factors to estimate homeworking emissions. Using the above methodology, employee home working emissions were 89.98 tCO_2e. **6. Downstream transportation and distribution** Golley Slater is a services provider and therefore do not have downstream transportation and distribution related products. Golley Slater total Scope 3 emissions in FY22 from categories included in this report were: 110.57 tCO_2e.
Total Emissions	**Using market-based emissions for Scope 1, Scope 2 and sources from Scope 3 for FY22 were 190.98 tCO_2e**

Current Emissions Reporting Financial Year 2026 (FY26)

Reporting Year: FY26	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	In FY26 our group wide Scope 1 emissions were 0.46 tCO_2e. This is a marked decrease on prior FY due to reduction of the office space that produced Scope 1 emissions.
Scope 2	In FY26 our location based emissions for Golley Slater Group offices were 11.8 tCO_2e. We continued to benefit from the Total Energies 100% renewable sources that was purchased for our Leeds offices' electricity supply from FY23 onwards. We have since consolidated both offices to one site with green energy. Our market-based emissions for our Leeds site remains at 0 tCO_2e. We have also benefited from efficiencies and consolidation of space at our Cardiff site that has seen a significant drop in our Scope 2 emissions. The Government's 2026 electricity conversion factor is significantly lower than previous factors following a methodology change that uses more recent electricity-generation data. This change has contributed to a significant reduction in our reported FY26 Scope 2 emissions..
Scope 3 **(Included Sources)**	**1. Upstream transportation and Distribution** We are a services provider and therefore do not have upstream transportation and distribution related to products. **2. Waste generated in operations** All our UK businesses run very stringent recycling programmes at our offices which substantially reduces the production of waste. From FY25 onwards we introduced more accurate measurement metrics, combined with a change in waste removal provider at our Cardiff office to further improve our waste reduction and recycling in the medium to long-term. Using the latest commercial industrial waste landfill emissions factor of kgCO2e per tonne of waste, we report our emissions dropped further to 0.18 tCO2e. **3. Business travel**

Our UK Group **air travel** emissions for FY26 were 1.38 tCO2e. A decrease that can be attributed to Golley Slater's international partner conference being held in Europe in FY26.

Other business travel: Business travel emissions from **vehicles** from all our UK Companies amounted to 4.16 tCO_2e. A significant decrease that can be attributed to an end to the significant disruption affecting the most commonly used business rail line used by our employees throughout FY25

Business travel emissions from **Rail Travel** from all our UK companies amounted to 2.27 tCO_2e, an increase due to business travel returning to rail and seeing significant reductions in emissions from road travel during the FY26 fiscal year.

Our emission from overnight **hotel stays** in FY26 were 0.96 tCO2e, a decrease on FY25 due to a reduction in the number of overnight stays as part of general business requirements.

4. Employee commuting

We have analysed office attendance of all employees and freelancers attending Golley Slater offices over FY26 using our digital office attendance system to obtain actual days worked in the office for our UK businesses, along with an analysis of postcodes. We also reviewed employee commute distances and modes of transport.

Using the above data, employee commuting emissions on an actual basis rather than the calculated basis saw a significant reduction in our actual emissions to 10.95 tCO_2e.

5. Employee home working

We have analysed office versus home working attendance of all employees and freelancers by number of staff and by looking at attendance at Golley Slater offices from the data obtained when analysing employee office attendance. We have also surveyed all employees to ascertain energy suppliers, home working conditions and equipment used within the home office environment, then applied the appropriate emissions factors to homeworking emissions. We have been positively impacted by the number of employees who are environmentally conscious when working from home and seen significant reductions thanks to this and the advent of many employees adopting green energy suppliers and installing green energy power sources such as solar panels at home.

Using the above data, employee home working emissions were 38.3 tCO_2e. A significant reduction when calculated on the above actual basis.

	6. Downstream transportation and distribution We are a services provider and therefore do not have downstream transportation and distribution related products. Our total Scope 3 emissions in FY26 from categories included in this report were: 58.33 tCO2e.
Total Emissions	**Our total emissions using market-based emissions for Scope 1, Scope 2 and sources from Scope 3 for FY26 were 70.59 tCO_2e**

Emissions reduction targets

Golley Slater uses FY22 as its baseline year.

Total reported emissions reduced from 110.08 tCO2e in FY25, to 70.59 tCO2e in FY 2026, a reduction of 39.49 tCO2e, or 35.87%.

Against the FY22 baseline of 190.98 tCO_2e, total emissions have reduced by 120.39 tCO_2e, or 63.04%.

The FY26 reduction was achieved across all three scopes. Scope 1 reduced from 0.72 to 0.46 tCO2e, Scope 2 from 33.73 to 11.80 tCO2e, and Scope 3 from 75.54 to 58.33 tCO2e.

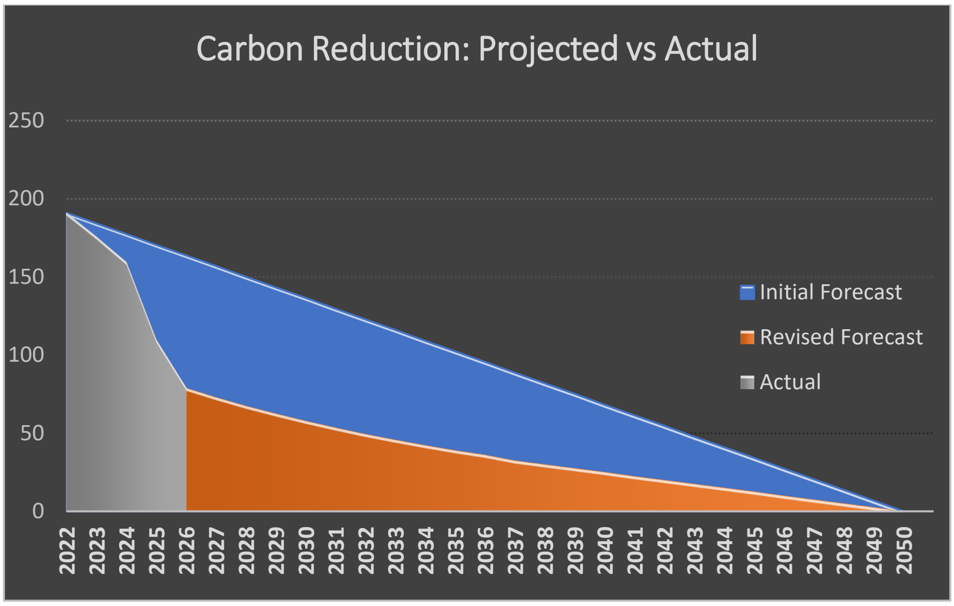
Compared with FY22, Scope 1 has reduced by 91.0%, Scope 2 by 84.3%, and the included Scope 3 categories by 47.2%.

The largest remaining source is employee home working at 38.3 tCO2e, followed by employee commuting at 10.95 tCO2e. Business travel emissions also reduced overall in FY26, with lower air and road travel partly offset by increased rail travel.

Progress during FY26 has meant that Golley Slater has already exceeded its 2030 target of reducing annual emissions to below 71 tCO_2e, achieving FY26 reported emissions of 70.59 tCO_2e. This represents a 63.04% reduction against the FY22 baseline, ahead of the 62.8% reduction required to meet the target. We will focus on maintaining this momentum through continued monitoring, targeted action and year-on-year improvement, supporting further progress towards Net Zero by 2050.

The FY26 target of a further 10% reduction was exceeded. For FY27, Golley Slater will target a further 5% reduction from the FY26 total, reducing annual emissions to no more than 67.06 tCO_2e. This is a more modest target than the reduction achieved in FY26, reflecting the significant progress already made, including exceeding our 2030 target ahead of schedule. It also allows us to maintain momentum in a realistic and sustainable way as we continue working towards Net Zero emissions by 2050.

Progress will be reviewed annually and future projections updated using actual reported performance.



Golley Slater - Completed Carbon Reduction Initiatives

The environmental management measures and projects implemented since the FY22 baseline have contributed to a reduction of 120.39 tCO_2e in total reported emissions, equal to 63.0% of the FY22 baseline.

<u>Golley Slater carbon reduction projects</u>

Golley Slater Group recognises that its activities impact upon the environment. Consequently, we embrace the principles of sustainable development and are committed to continual environmental improvement. We acknowledge an ethical and social responsibility for, and a commitment to, protection of the environment at all levels and strive to promote suitable environmental management policies and practices at every level and within every department of the company. So much so, at each of our locations within the Group there is now a dedicated Environment Officer to guide colleagues on the company's environmental best practice and standards.

<u>In order to reduce our Scope 1 & 2 emissions, to date we have</u>:

- Committed to reducing our environmental impact and embedding sustainability into every aspect of our operations. Our approach is guided by best practice, continuous improvement, and a genuine desire to contribute positively to the planet.

Governance & Leadership

- Our Environment Officers works closely with each department to raise awareness, encourage participation, and provide training on environmental matters. This ensures environmental responsibility is embedded across the business.

Energy Efficiency & Building Management

- We have retrofitted LED lighting across all our offices, significantly reducing energy consumption.

- Our building management systems have been optimised to improve energy efficiency and reduce waste.
- We purchased renewable energy for our Leeds office and will review other office energy contracts at renewal to expand this commitment.

Digital Transformation & Travel Reduction

- We have implemented Microsoft Teams for telephony and video conferencing, reducing the need for business travel and lowering our carbon footprint.
- Our production teams use AdGreen, a leading carbon calculator for advertising, to measure and reduce emissions across all productions.

Sustainable Commuting & Fleet Management

- We actively encourage walking, cycling, car sharing, and public transport through internal campaigns and facilities such as secure bike storage and showers.
- All company cars are now zero-emission vehicles, supporting our transition to a low-carbon fleet.

Waste Reduction & Recycling

- We have introduced comprehensive recycling processes across all offices, making it easy for staff to separate waste. As a result, the majority of our waste is now recycled, with minimal landfill contribution.
- Our goal is to achieve zero landfill waste within five years.
- Printer cartridges and toners are collected for recycling, with some donated to local charities.
- Paper used in printers and faxes is sourced from ECF pulps from responsibly managed forests. We reuse paper wherever possible.
- Our Creative Studio and Production Departments minimise paper use by transmitting artwork electronically via platforms like Quickcut, ISDN, Adfast, and PDF formats.

Responsible Resource Management

- When sourcing new equipment, we consider environmental impact. Redundant PCs and electrical equipment are recycled through Stone Group.
- Mobile phones and batteries are collected and recycled via local charities.
- Fluorescent tubes and light bulbs are recycled through Shamrock, ensuring safe disposal of hazardous materials.

Measurement & Impact

- We are continuing to commit to monitoring, reporting, and reducing this footprint year-on-year.

Golley Slater Commitment to Future Reductions in CO_2

The measures implemented since our FY22 baseline have reduced total reported emissions from 190.98 tCO_2e to 70.59 tCO_2e, a reduction of 63.04%. During FY26 alone, emissions reduced from 110.08 tCO_2e to 70.59 tCO_2e, a further reduction of 35.87%.

While we are pleased with the progress made, we recognise that further reductions will become increasingly challenging as the easier opportunities have already been delivered through property consolidation, renewable energy procurement and improved operational efficiency. Our focus now is on maintaining momentum, improving the quality of our emissions data and targeting the areas that continue to have the greatest impact on our footprint.

As part of our commitment to achieving Net Zero emissions by 2050, we will continue to invest in practical initiatives that deliver measurable reductions and support long-term sustainable business operations.

Emissions Monitoring and Carbon Management

A key priority for the next phase of our carbon reduction programme is ensuring that our reporting remains robust, transparent and evidence-based.
We will continue to:

- Maintain consistent reporting across Scope 1, Scope 2 and applicable Scope 3 emissions categories.
- Improve the quality and accuracy of data relating to energy use, business travel, commuting and home working.
- Review emissions performance throughout the year against agreed reduction targets.
- Ensure environmental considerations are incorporated into operational and business planning decisions.
- Regularly review our carbon reduction priorities to ensure they remain aligned with best practice and business requirements.

Energy Efficiency and Renewable Energy

Significant reductions in emissions have been achieved through the continued consolidation of office space and increased use of renewable energy supplies. Scope 1 emissions reduced to 0.46 tCO_2e in FY26, while Scope 2 emissions reduced to 11.80 tCO_2e, compared with 33.73 tCO_2e in FY25.
To build on this progress we will:

- Continue to reduce energy consumption across all offices.
- Review energy supply contracts at renewal and seek opportunities to increase the use of renewable energy.
- Improve monitoring of office energy consumption and identify opportunities for further efficiencies.
- Explore renewable energy generation opportunities where practical and commercially viable.

Business Travel and Employee Commuting

Business travel remains an important part of delivering services to clients, however we recognise the need to minimise its environmental impact wherever possible.

During FY26, emissions from air travel and road travel reduced significantly, while rail travel increased as employees returned to lower-carbon travel options. Employee commuting emissions reduced to 10.95 tCO_2e.
Our priorities are to:

- Continue to encourage the use of rail travel where practical.
- Use virtual meetings where travel is not required.
- Monitor business travel patterns and identify opportunities to reduce higher-emission journeys.
- Encourage the use of public transport, walking, cycling and car sharing where appropriate.

Home Working and Employee Engagement

Home working remains our single largest reported emissions category at 38.3 tCO_2e, although this reduced from 42.2 tCO_2e in FY25.
To address this area we will:

- Continue to improve the quality of home-working emissions data.
- Review home-working assumptions annually to reflect changes in working practices.
- Provide employees with guidance on reducing energy consumption and adopting sustainable working practices.
- Maintain employee awareness programmes focused on energy efficiency, recycling and sustainable travel.

Sustainable Procurement and Supply Chain

We recognise that many of our future emissions reduction opportunities sit beyond our direct operations.
During FY27 and beyond we will:

- Strengthen engagement with key suppliers.
- Consider environmental factors alongside quality, service and commercial requirements when making procurement decisions.
- Seek emissions and sustainability information from suppliers where appropriate.
- Continue to prioritise suppliers that demonstrate strong environmental credentials and support our sustainability objectives.

Carbon Tools and Operational Decision-Making

We will continue to embed carbon awareness within our operational decision making.
This includes:

- Continued use of AdGreen within relevant production activity.
- Incorporating carbon considerations into travel, procurement and production planning.
- Reviewing opportunities to expand carbon measurement tools where they support practical decision making.
- Establishing a clearer baseline for the environmental impact of our digital operations, including hosting, storage and data usage.

Waste and Resource Management

We will continue to improve waste management and resource efficiency across the business through:

- Enhanced monitoring of waste and recycling performance.
- Increased reuse and repair of equipment and furniture where practical.
- Responsible recycling of electrical equipment and office consumables.
- Reduction of unnecessary paper consumption through digital-first working practices.
- Ongoing review of opportunities to minimise waste sent to landfill.

FY27 Target

Having reduced emissions by 63.04% against our FY22 baseline, our FY27 target is to achieve a further reduction of approximately 5%, reducing reported emissions to around 67.06 tCO_2e while maintaining service delivery and operational effectiveness.

Our Vision

We have made significant progress since establishing our FY22 baseline, but we recognise there is still more to do.

Our focus over the coming years will be on practical, measurable reductions in energy consumption, business travel, commuting, home working and supply chain activity. By improving the quality of our data and concentrating our efforts on the areas with the greatest impact, we will continue to make meaningful progress towards our commitment of achieving Net Zero emissions by 2050.

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 off by the board of directors (or equivalent management body).

Signed on behalf of Golley Slater Group Limited:

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Michael Williams
Group Operations Director

Date: …1st September 2026…..……………………………

[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

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