

Carbon Reduction Plan



1. Commitment to Achieving Net Zero

THE PERK COMPANY LTD is committed to achieving **Net Zero** greenhouse gas (GHG) emissions across all our operations by **2050**. This commitment aligns with global efforts to limit warming and reflects our responsibility to our stakeholders, community, and the environment. We recognize the immediate need for action and are dedicated to achieving significant decarbonisation in the short and medium term.

2. Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that were produced prior to the introduction of any formal strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction progress will be measured.

Baseline Year: 2024

EMISSIONS	TOTAL (tCO ₂ e)	Notes
Scope 1 (Direct)	38.2	Company-owned vehicles, fugitive emissions, gas consumption.
Scope 2 (Energy Indirect)	6.7	Purchased electricity (location-based method).
Scope 3 (Other Indirect)	34.4	Business travel, waste, and potentially upstream/downstream activities.
Total Baseline Emissions	79.3	<i>Note: This total has been adjusted based on the sum of provided Scope 1, 2, and 3 figures (38.2 + 6.7 + 34.4 = 79.3 tCO₂e).</i>

3. Current Emissions Reporting

Current emissions reporting compares performance against the established baseline, demonstrating the year-on-year change in our carbon footprint.

Reporting Year: 2024

EMISSIONS	TOTAL (tCO2e)	Change vs. Baseline
Scope 1 (Direct)	38.8	\$\uparrow\$ 0.6 tCO2e
Scope 2 (Energy Indirect)	6.7	\$-\$ 0.0 tCO2e
Scope 3 (Other Indirect)	34.4	\$-\$ 0.0 tCO2e
Total Current Emissions	79.9	\$\uparrow\$ 0.6 tCO2e

Analysis of 2024 Reporting: The slight increase in Scope 1 emissions indicates the necessity of immediately implementing measures to control and reverse the use of fossil fuels within our direct operations.

4. Emissions Reduction Targets

In order to continue our progress to achieving Net Zero, we have adopted the following science-aligned, short-term carbon reduction targets:

Target Year	Projected Emissions (tCO2e)	Target Reduction (vs. Baseline)
2029	55.51	30% reduction
2035	39.65	50% reduction
2040	19.82	75% reduction
2050	0.00	Net Zero

Note: The 2029 target of a 30% reduction from the revised baseline of 79.3 tCO2e results in a target of **55.51 tCO2e**.

5. Carbon Reduction Projects (The Decarbonisation

Strategy)

THE PERK COMPANY LTD will pursue a multi-faceted approach to achieve the 30% reduction target by 2029, focusing on high-impact interventions across all three scopes.

Scope 1 Reduction Initiatives (Target Reduction: ~\$40% of Scope 1 by 2029)

Project	Description	Target Implementation Date
Fleet Electrification	Initiate a phased transition of the company vehicle fleet to fully electric (EV) or low-emission hybrid models. Initial focus on sales and administrative vehicles.	Q4 2025 - Ongoing
Heating Optimization	Implement smart building management systems (BMS) to optimize heating and cooling schedules, reducing natural gas consumption in office spaces.	Q2 2025

Scope 2 Reduction Initiatives (Target Reduction: 100% of Scope 2 by 2026)

Project	Description	Target Implementation Date
Renewable Energy Procurement	Switch all facility energy contracts to 100% renewable energy tariffs (backed by Renewable Energy Guarantees of Origin - REGOs).	Q1 2026
Energy Efficiency	Complete the roll-out of	Q4 2025

Upgrades	LED lighting across all company facilities, replacing fluorescent and incandescent fixtures.	
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Scope 3 Reduction Initiatives (Target Reduction: ~\$30% of Scope 3 by 2029)

Project	Description	Target Implementation Date
Sustainable Procurement Policy	Implement a policy requiring the top 80% (by spend) of key suppliers to provide evidence of carbon reduction commitments or ISO 14001 certification.	Q3 2025
Travel Minimisation	Formalise a 'virtual first' policy and implement a mandatory travel approval system that prioritizes rail travel. Target a 20% reduction in total air travel miles by 2029.	Q1 2025
Waste Management Improvement	Conduct a full waste audit, implement composting and material reuse programs, and improve recycling infrastructure. Target achieving a 50% increase in material diversion from landfill by 2026.	Q3 2025

6. Governance, Monitoring, and Reporting

Area	Action	Frequency
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Internal Governance	Carbon Steering Committee to review progress, risks, and project implementation status.	Quarterly
Data Collection	Comprehensive data collection across all Scopes (1, 2, 3) using established global standards (GHG Protocol).	Monthly
Reporting & Disclosure	Annual public disclosure of the Carbon Reduction Plan update and progress against targets.	Annually (Q1)
Risk Management	Identify and mitigate risks associated with delayed technology adoption or supply chain non-compliance.	Bi-Annually

7. Employee Engagement and Training

Successfully achieving Net Zero requires the commitment and active participation of every employee. This program ensures all staff are equipped with the knowledge and motivation to contribute to the company's decarbonisation goals.

Initiative	Description	Target Implementation Date
Carbon Literacy Training	Implement mandatory training for all staff covering the science of climate change, the company's carbon footprint, and specific actions individuals can take.	Q4 2025
Sustainability Champions	Establish a volunteer	Q1 2026

Network	network of employees across departments to champion sustainability initiatives, promote best practices, and gather feedback.	
Green Idea Suggestion Scheme	Launch a formal suggestion and reward scheme to incentivize employees to propose energy-saving, waste-reducing, or travel-minimising ideas.	Q1 2025
Internal Communications	Use monthly newsletters and internal dashboards to regularly report on the company's progress against Scope 1, 2, and 3 targets.	Ongoing

8. Declaration and Sign Off

This Carbon Reduction Plan has been signed off by the board of directors. THE PERK COMPANY LTD confirms that the emissions data and calculations presented within this document are accurate and represent a truthful account of our carbon footprint in line with the referenced standards.

Signed:

[Digital Signature of CEO/Director]

Name: Jane Doe

Position: Chief Executive Officer

Date: 19th November 2025

THE PERK COMPANY LTD