Carbon Reduction Plan For Benchmark Services

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Benchmark
delivering science

positive planet

Our Commitment

Benchmark Services is committed to achieving Net Zero emissions by 2045.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as "science-based" when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

Our near-term targets:

- Reduce scope 1 and 2 emissions by 42% by 2030 and 100% by 2035.
- To procure 100% renewable electricity by 2035.
- Reduce Scope 3 emissions by 21% by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2045
- Neutralise any residual emissions using verified carbon offsets.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

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Our Carbon Footprint

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. We have chosen to set our baseline year as January – December 2024

Baseline Year: 2024	
The current reporting year (January – December 2024) is the first year that we have measured and reported our carbon footprint and will serve as the baseline year for future measurements.	
Emissions	**Total (tonnes CO_2e)**
Scope 1: Fleet Vehicles	248.4
Scope 2* Electricity	Market-based: 254.9 Location-based: 203.9
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water	321.4
Total Emissions*	**Market-based: 824.6** **Location-based: 773.6**

*Purchased electricity can be measured in two ways. 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 that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

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Carbon Intensity Metrics

Baseline year: 2024	Carbon intensity metric
Employees (tCO_2e per FTE)	29.6
Revenue (tCO_2e per £m)	243.5

Based upon 28 FTEs (full-time employee equivalents), and a £3.4 million revenue during the measurement period. We are using market-based emissions to calculate our intensity metrics.

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Current Year: 2025	
The current reporting year (January - December 2025) is the second year that we have measured and reported our carbon footprint and will serve as a comparison to our year 1 baseline measurement.	
Emissions	**Total (tonnes CO_2e)**
Scope 1: Fleet Vehicles	259.35
Scope 2* Electricity	Market-based: 11.9 Location-based: 20.10
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water	458.23
Total Emissions*	**Market-based: 729.48** **Location-based: 737.68**

Carbon Intensity Metrics

Current year: 2025	Carbon intensity metric
Employees (tCO_2e per FTE)	23.05
Revenue (tCO_2e per £m)	224.22

Based upon 32 FTEs (full-time employee equivalents), and a £3.4 million revenue during the measurement period. We are using market-based emissions to calculate our intensity metrics.

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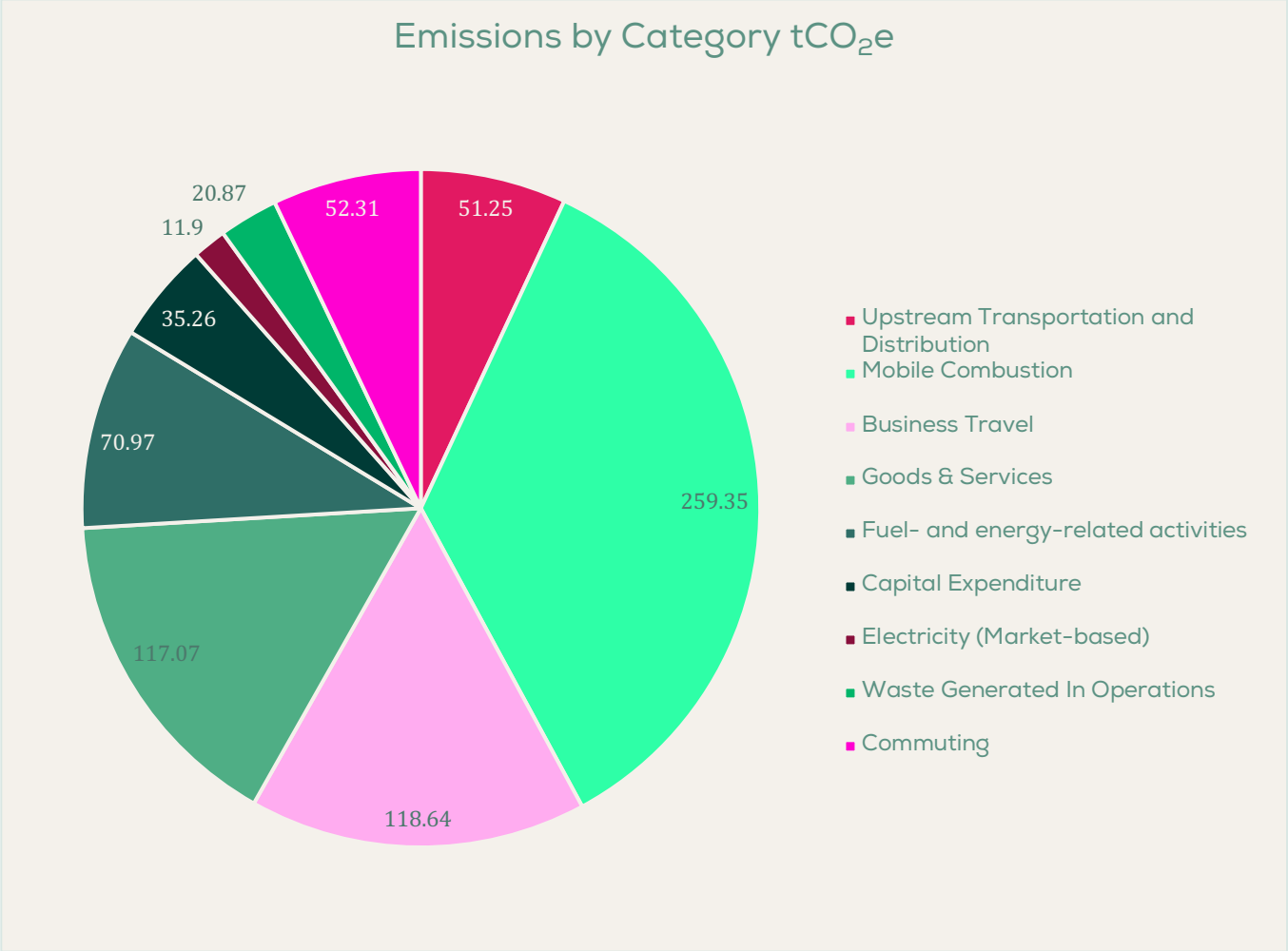
Carbon Emissions Breakdown



The largest contributor to emissions was Scope 1 Mobile Combustion for company vehicles owned or leased by Benchmark Services which accounted for 259.35 tCO_2e. The second largest contributor to emissions was Business Travel which accounted for 118.64 tCO_2e covering emissions from reimbursed employee travel via road, rail and air, as well as stays in hotels. The third largest contributor to emissions is Purchased Goods and Services 117.07 tCO_2e. This category includes emissions associated with the purchasing of items for our business operations including insurance, pensions and consulting fees.

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GHG Category	2024	2025	Change (tCO_2e)	Change (%)
Scope 1				
Mobile Combustion	248.4	259.35	+10.95	+4.41
Scope 2				
Electricity (Location-based)	203.9	20.1	-183.80	-90.14
Electricity (Market-based)	254.9	11.9	-243.00	-95.33
Scope 3 upstream				
Goods & Services	154.55	117.07	-37.48	-24.25
Capital Expenditure	1.26	35.26	+34.00	+2698.4
Fuel- and Energy-Related Activities	76.02	62.83	-13.19	-17.35
Upstream Transportation & Distribution	13.9	51.25	+37.35	+268.71%
Waste Generated in Operations	1.058	20.87	+19.812	+1872.59
Business Travel	11.87	118.64	+106.77	+899.49
Commuting	62.51	52.31	-10.20	-16.32
Location-based	773.61	737.68	-21.422	-2.79
Market-based	824.60	729.48	-80.592	-9.85

Emissions	Carbon Intensity Metric (tonnes CO_2e / unit)		
	Baseline Year: 2024	**Current Year: 2025**	**% Change (baseline vs current)**
Employees	29.6	23.3	-21.28
Revenue	243.5	226.9	-6.82

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Progress

There has been a decrease in overall emissions from the base line year. The total location-based emissions reduced from 767.15 to 745.73 tCO_2e (-2.79%), while the market-based emissions decreased from 818.15 to 737.56 tCO_2e (-9.85%). Scope 2 emissions were the primary driver of this reduction, with both location- and market-based electricity figures declining significantly and this is a result of higher activity quality data provided in kWh in 2025 compared to spend in 2024. This decrease also reflects the higher renewable energy tariff as well. However, emissions from Business Travel have increased in 2025, which reflects the increase in travel and also the decrease in data quality from activity data to spend.

Benchmark Services carbon intensity metrics signal meaningful progress in decoupling emissions from business growth. Emissions per employee improved by 21.28% (29.6 to 23.3 tCO2e), and emissions per unit of revenue declined by 6.82% (243.5 to 226.9 tCO2e), both of which are encouraging indicators of improving operational carbon efficiency.

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Our Targets

Benchmark Services is committed to achieving Net Zero emissions by 2045

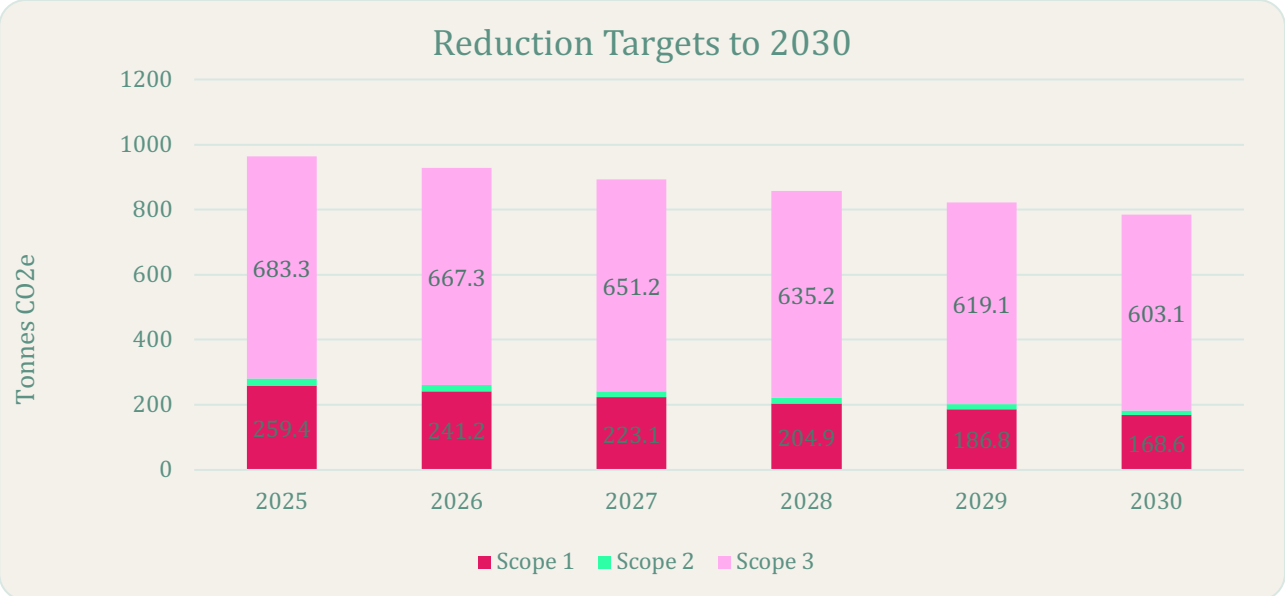
Our near-term targets:

- Reduce scope 1 and 2 emissions by 42% by 2030 and 100% by 2035.
- To procure 100% renewable electricity by 2035.
- Reduce Scope 3 emissions by 21% by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2045
- Neutralise any residual emissions using verified carbon offsets.

Our near-term targets to 2030 are shown on the chart below. In order to achieve our near-term targets, we will need to reduce our scope 1 and market-based scope 2 emissions by 7% each year and for scope 3 this would be 3.5%. This is an annual scope 1 reduction of 18.15 tCO_2e, a market-based scope 2 reduction of 1.47 tCO_2e and a scope 3 reduction of 16.04 tCO_2e. We are not necessarily aiming for a linear reduction for our market-based scope 2 target; here, we are just aiming to switch all electricity tariffs to 100% renewable tariffs before 2030.



Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2025	1,2,3
Created a Green Team to lead initiatives. This team has been made up of members from different departments to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisation.	2025	1,2,3
Benchmark Service have completed ISO 14001, and they have also been awarded a bronze medal for Eco Vadis.	2025	1,2,3

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Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Reduction Plans – Scope 1 & Scope 2				
Activity No.	**Activity**	**Target Date**	**% Reduction Target**	**Category**
1	Encourage the facilities management company at the office to procure a 100% renewable electricity tariff. This change will reduce **market-based** emissions (from chosen tariff) from the office (common areas) to 0 tCO2e.	2025-2035	100% (market-based)	Purchased Electricity
2	Total **location-based** electricity emissions (National Grid energy mix) are still 20.1 tCO_2e so there is an opportunity to reduce energy use. We will implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate. We will assign roles and responsibilities to Green Team members. High-level monitoring of energy use is key to understanding further pinch points.	2035	20% (location-based)	Purchased Electricity
3	**Implement energy efficiency measures** to reduce the overall amount of electricity consumed at sites. Optimise operational procedures and implement energy management systems (such as ISO 14001). Examples of reduction measures include: - upgrading lighting and introducing more sensor lighting,	2030	10% (location-based)	Purchased Electricity

	and aligning sensor times to usage patterns (eg 3 minutes for corridors, 20 minutes for working spaces) - installing timers on sockets/equipment - reviewing and renewing inefficient equipment (when at end of life), and actively consider the energy efficiency of equipment when new purchases are required (eg laptops, fridges, dishwashers) Invite colleagues from different sites to openly explore challenges and barriers to collaboratively find solutions for reduction.			
4	**Conduct a review of diesel and petrol company vehicles** to outline a strategy for company vehicle electrification: - determine which vehicles to electrify first, dependent on which vehicles are used most, which vehicles are most polluting, and which vehicles are oldest. - determine if fleet size can be reduced by using active transport (such as using e-bikes or e-cargo tricycles for shorter use cases). - determine a timeframe for vehicle electrification and commit to this.	2030	100%	Mobile Combustion Purchased Electricity (EVs)
5	**Improve Transportation Logistics** Optimise route planning to reduce fuel consumption and mileage. Consolidate loads to minimise trips and improve efficiency. Introduce **driver eco-training** to reduce emissions from driving behaviour. Track and report fuel use and emissions across all logistics operations	2028	10%	Mobile Combustion Purchased Electricity (EVs)

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6	**Improve client engagement around sustainability update website with your carbon reduction plan.** Offer low-carbon relocation options as part of proposals Provide emissions data for client projects (carbon reporting per move) Collaborate with clients on sustainable lab transitions Position sustainability as a core differentiator in tenders.	2030	-	Downstream emissions

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We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Reduction Plans – Scope 3				
Activity No.	Activity	Target Date	% Reduction Target	Category
1	**Improve data quality for the next reporting period. Commit to improving the quality of data in the next reporting year**. For business travel, implement processes to better capture detailed expenses data, particularly for rail and flight travel, including start and end locations, number of tickets booked, and whether journeys are return trips. For hotel stays, ensure that relevant information is collected, such as location, number of nights stayed, and number of rooms booked. Ensure that this is then collected regularly throughout the year. For goods and services include spend by category type rather than total spend to give a more accurate picture of emission hotspots in data.	2026	20%	Business Travel Goods and Services
2	**Consider training and engagement for the Green Team**, leadership, and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.	2026-2028	2.5 - 7.5%	Commuting & Home Working Business Travel

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3	**Develop a Sustainable Procurement Policy** with the twin goals of being able to assess and prioritise the sustainability credentials of suppliers, and collect data from suppliers on an annual basis in an effective way. Existing and new suppliers will be engaged with to ensure alignment with sustainability goals and target of Net Zero by 2040. Possible mechanisms to do so could include: engaging suppliers by sharing this Carbon Reduction Plan and communicating net zero targets, and asking for suppliers' information in return; adding sustainability criteria to all purchasing decisions, focusing on lifespan and efficiency; increasing supplier reporting requirements including provision of supplier-specific data; This action will embed sustainability considerations into the procurement process and enable suppliers with lower organisational carbon footprints, lower embodied carbon of products, or a demonstrated commitment to Net Zero to be prioritised, as part of a phased approach. Taking action here is essential, as 94% of measured emissions sit within the supply chain.	2026	-	Purchased Goods and Services
4	**Commit to a sustainability audit of existing suppliers**. Initially the top 10 suppliers will be engaged with to request further information regarding emissions reporting, net zero targets and sustainability ambitions. As part of this, data quality will be improved through requesting supplier-specific data (e.g. Environmental Product Declarations) or material and weight	2026-2028	20%	Purchased Goods & Services

	information for the products purchased, facilitating a shift away from spend data. This data collection will support the reduction journey by: - improving the accuracy of carbon footprint measurements through collecting supplier-specific data; - allowing the positive impacts from reduction actions to be captured; - identifying business risks in the supply chain; and encouraging supply chain integration towards Net Zero.			
5	**Review logistics partners/couriers** and utilise the above Sustainable Procurement Policy. Work with providers to gather their emissions data, and/or switch to lower-carbon providers. Prioritise purchasing from local suppliers to limit delivery mileage.	2025-2030	20%	Upstream Distribution Downstream Distribution
6	**Review materials & Packaging for Transportation.** Eliminate single-use plastics in packing and transport materials, Use reusable crates, blankets, and protective materials. Source recycled and low-impact packaging materials. Implement a take-back scheme for packaging after moves.	2025-2030	20%	Waste
7	**Develop and implement a Sustainable Travel Policy** to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate. Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes, such	2027	15%	Business Travel Commuting

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	as bike to work or car sharing opportunities. Utilise the emissions travel hierarchy: - Digital communication - Walking and cycling - Public and shared transport - EV's and car sharing/clubs - ICE vehicles and car sharing/clubs - Air travel Consider creative ways to engage and support the workforce to influence change. Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO_2e per year), extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.			

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Declaration and Sign Off

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].

This Carbon Management Plan has been reviewed and approved by Benchmark Services Executive Team.

Signed on behalf of Benchmark Services

M.Cole 03.06.2026

Name: M Cole

Position: Director Sales and Operations

Date: 03/06/2026

1 https://ghgprotocol.org/corporate-standard

2 https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting