



Carbon Reduction Plan For Kordel Ltd

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Net Zero Commitment

Kordel is committed to achieving Net Zero emissions by 2050.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest guidance from the Science Based Target initiative (SBTi), who publish research-based timelines outlining the rate of reduction required to limit global temperature increases to 1.5°C compared to pre-industrial levels.

SBTi defines various scenarios under which an organisation can deem itself to have achieved Net Zero. Scope 1 and 2 emissions must be reduced by at least 90% compared with base year emissions, while scope 3 emissions must be reduced by either 90% in absolute terms or 97% in both physical (tCO₂e/FTE) and economic (tCO₂e / £) intensity terms. Given Kordel Ltd is a rapidly growing organisation the emissions intensity pathway to achieving Net Zero scope 3 emissions is most appropriate.

In addition to long-term Net Zero goals SBTi recommends that organisations commit to near-term targets covering 5 - 10 years from the initial reporting period and at regular intervals following this. This encourages action today while working toward longer-term goals. We have set near-term targets based on the rate of reduction required to keep us on track to achieve Net Zero by 2050. Absolute targets are based on linear reductions while intensity-based targets are based on compound annual reduction, per SBTi guidance.

Long-Term Targets

- Reduce scope 1 and market-based scope 2 emissions by at least 90% by 2050.
- Reduce scope 3 emissions per FTE and £million revenue by at least 97% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

Near-Term Targets

- Reduce scope 1 emissions by 18% by 2030.
- Reduce scope 2 market-based emissions by 100% by 2030, through the procurement of 100% REGO backed renewable electricity.
- Reduce scope 3 emissions intensities by at least 49% by 2030, reflective of 12.6% annual compound reductions required to keep us on track to achieve Net Zero by 2050.

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.

Emissions Summary

Base Year Emissions

Base year emissions are a record of the greenhouse gases (GHGs) that have been produced in the past and prior to the introduction of any strategies to reduce emissions. Base year emissions are the reference point against which emissions reduction can be measured. Kordel's base year covers August 2024 - July 2025, aligned with our financial reporting period.

Kordel has previously set a base year covering the financial period August 2023 - July 2024, however, following review of the scope 3 inventory this was deemed to be an incomplete presentation of operational emissions due to missing contractor and materials information.

Base Year: August 2024 - July 2025	
The base year measurement will be updated in line with updates to emissions accounting methodologies, relevant emission factors or other influencing factors to ensure future measurements are comparable. The base year measurement may also be adjusted where a significant organisational change occurs which would cause a significant (+/- 5%) change in base emissions.	
Emission Scopes	Total (tonnes CO ₂ e)
Scope 1	369.5
Scope 2*	5.6
Upstream Scope 3: • Purchased Goods & Services • Capital Goods • Fuel & Energy Related Services • Business Travel (of which none) • Transportation & Distribution (of which none) • Employee Commuting & Homeworking • Operational Waste & Water • Leased Assets (Upstream)	1,825.5
Total Emissions*	2,198.6

*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). As tariff information was not obtained for the base reporting period the figure presented reflects a location-based approach

Carbon Intensity Metrics

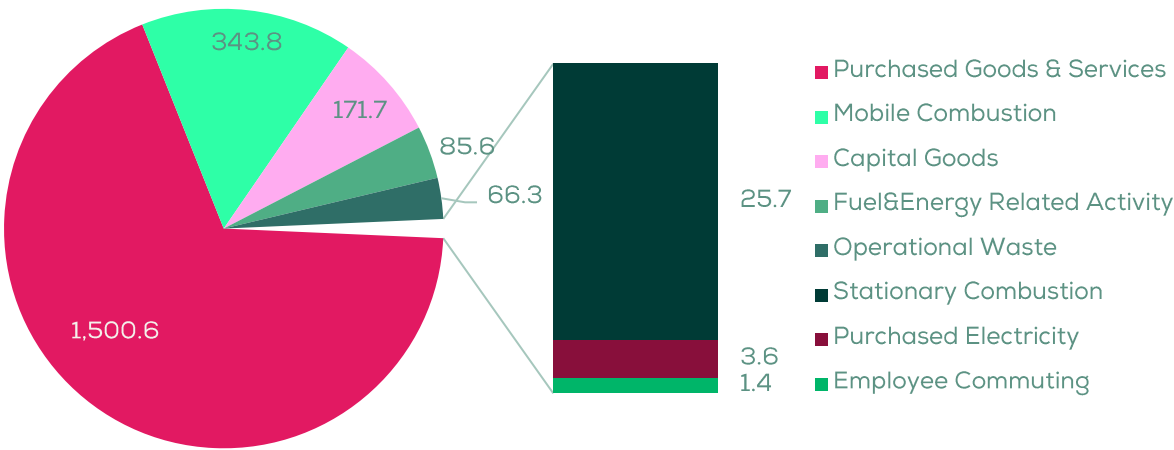
Kordel will work to minimise absolute emissions. However, given the context of the organisation as a growing company we have set reduction targets based on scope 3 intensity metrics, as these can be used as meaningful indicators of an organisation’s progress towards increasing carbon efficiency.

Intensity Metric	Tonnes CO ₂ e / Metric Unit
Employees (per FTE)	57.9
Revenue (per £m)	297.9

The above intensity metrics use market-based emissions and are based on 38 FTE and £7.4 million revenue during the measurement period.

Base Year Emissions Breakdown

Emissions by GHG Category

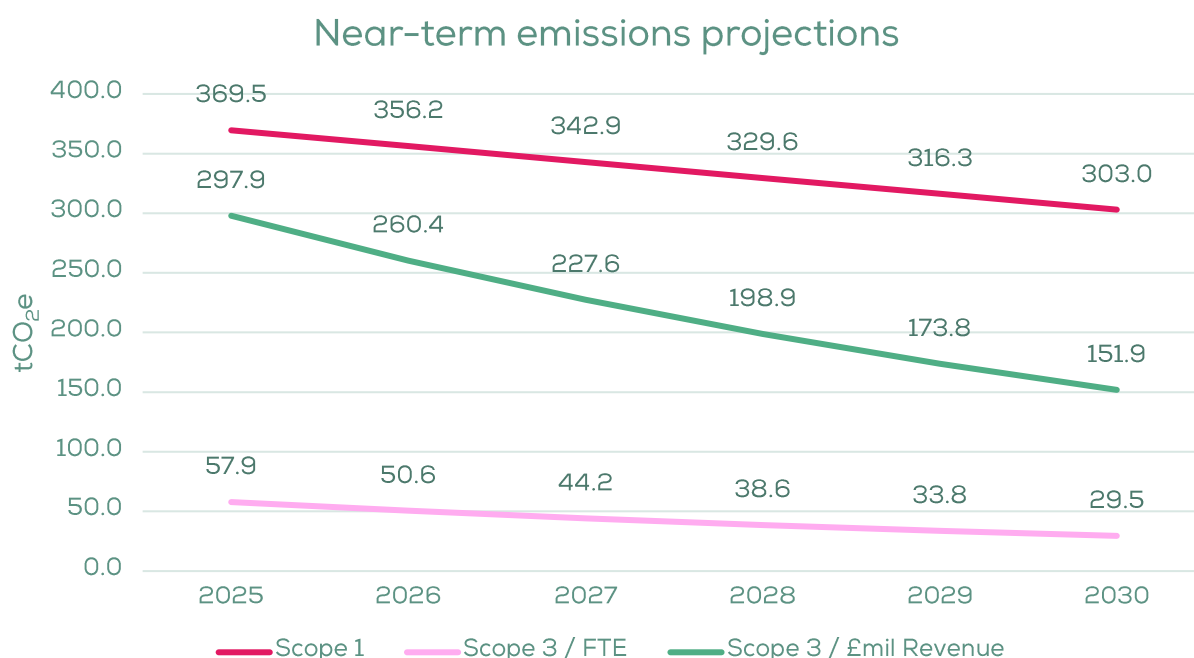


Carbon Reduction Planning

Progress against Base Year Emissions

The base year has been adjusted to the most recent reporting period due to improved data capture across scope 3 activity. There are therefore no comparable previous measurements against which to report. Future reporting will assess progress against the below projected reduction targets, explore trends by category and identify any notable changes to emissions data quality.

In future reporting years progress against near-term targets will be discussed and evaluated against the below projected emissions, which reflect the rate of reduction required to achieve long-term 2050 Net Zero targets. Market-based scope 2 projections are not displayed as emissions will fall to zero from the date 100% renewable energy is procured.



Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented prior to engaging with Positive Planet.

No.	Activity	Completion Date	Scope
0.1	Following integration of elearning modules provided by Positive Planet carbon awareness training is now available to all Kordel employees. Further training (Carbon Literacy Training) for key personnel will be considered on a rolling basis, as will engagement programmes for the wider organisation.	2026	All
0.2	A formalised Green Team made up of stakeholders from different departments has been established, this team leads on projects and initiatives across the organisation.	2026	All
1.1	Moved from a spend to volume data in calculating our scope 1 emissions. Fuel volumes are now tracked across vehicles and storage tankers. Kordel's telematic tracking systems support primary data collection, utilising these to track fuel consumption facilitates improved oversight of fuel consumption and efficiency.	2026	1, 3
1.5	The deadline to apply for the below Government Grants has now lapsed: • Plug-in Van and Truck Grant (31/03/26) • Electric Vehicle Infrastructure Grant for Staff and Fleets (31/03/26) • Electric Vehicle Chargepoint and Infrastructure Grants for Landlords (31/03/26) • Depot Charging Scheme (30/06/26) Ongoing monitoring for similar schemes is ongoing.	2026	-

2.2	The following electricity reduction initiatives have been completed to date: • Installed timers on sockets/equipment to align with operating periods and reduce passive (standby) energy use. • Revised air conditioning and other electrically powered heating systems to align with working hours. • Actively considering energy efficiency when existing equipment reaches end of life (e.g. laptops, fridges, dishwashers).	2026	2
n/a	Established a target to achieve Net Zero by 2050, creating a Net Zero Carbon Policy committing to measure emissions and implement initiatives to address company fleet and electricity demand.	2025	1, 2, 3
n/a	Committed to measuring carbon footprint of business activities year on year to track progress against emissions reduction targets. Positive Planet was appointed to support with calculating GHG emissions and recommendations around reducing key emissions hotspots.	2025	1, 2, 3
n/a	All light fixtures across Kordels HQ have been retrofitted to LEDs.	<2023	2
n/a	A battery electric company pool van was purchased in February of 2022, facilitating low-emission travel amongst staff members where multiple staff members are travelling to the same destination.	2022	1, 2

Future Carbon Reduction Initiatives

Based on the current measurement, Positive Planet recommended the following actions to begin addressing and reducing emissions. Following review for actions and timelines for implementation these have been assessed and approved by Kordel, forming basis of our emissions reduction strategy. These will be reviewed annually to update and add to actions based on progress made in the previous year wherever relevant.

Scope 1

Kordel's scope 1 emissions come from fossil fuel consumption occurring in the company fleet, plant and machinery. Reducing scope 1 emissions will rely on addressing company fleet engines and reducing the volume of diesel consumed in plant and machinery.

Scope 1 Reduction Initiatives					
No.	Activity	Target Date	Cost	Impact	Category
1.2	Across plant, machinery and vehicles regular review of basic vehicle maintenance features such as tire pressure and mechanical parts condition can improve fuel efficiency. Kordel has confirmed that all plant undergo daily checks by operators in addition to 6 monthly maintenance checks. Expansion of checks across any fleet/machinery not already covered by these checks is recommended, in addition to a review of check protocols to identify opportunities to catch fuel/running inefficiencies.	Near-term & ongoing	Low	Low	Stationary Combustion, Mobile Combustion
1.3	Provide driver-efficiency training courses for company vehicle users to increase fuel efficiency and reduce emissions. This especially applies for van drivers and those occupying vehicles for large portions of the day. Signpost for all drivers to reduce idle time and reduce air conditioning usage within comfortable working limits.	Near-term & ongoing	Low/ Medium	Low	Stationary Combustion, Mobile Combustion

1.4	Outside of optimising fleet and machinery fuel consumption the replacement of existing internal combustion engine (ICE) vehicles and liquid fuelled equipment with electric models is the long-term solution to scope 1 emissions. Continual review of commercially available electric vehicles, equipment and machinery when current assets near end of lease will allow consideration of these solutions against current use cases. Similar considerations should be given to hybrid and/or alternative fuel assets, with fully electric alternatives preferred.	6 months prior to lease end	Medium	High	Stationary Combustion, Mobile Combustion
1.6	Government Grants offer the potential to subsidise fleet electrification and charging infrastructure upgrades. Currently grants previously available have expired (see 1.5 in completed actions section), however ongoing monitoring of similar grants will support future efforts.	Ongoing	Low	High	Stationary Combustion, Mobile Combustion
1.7	To facilitate a move away from liquid fuelled 'hand-held' tools and machinery used by employees, Kordel is actively reviewing options to increase storage capacities for alternative electric solutions. This will support the ongoing roll-out of electric tools while ensuring adequate portable power storage.	Ongoing	Medium	Medium	Stationary Combustion
1.8	Consideration should be given to substituting onsite diesel storage facilities with Hydrogenated Vegetable Oil (HVO). This can typically be substituted 1:1 with diesel with no additional alterations and has significantly lower emissions per litre. HVO is also a viable option for company vehicles, where viable filling vehicles with HVO/diesel mixes via Kordel's fuel depot should be investigated.	Near-term & ongoing	Low	Medium	Stationary Combustion, Mobile Combustion

Scope 2

Securing a 100% REGO-based renewable electricity tariff in the future will bring Kordel's market-based emissions to zero. Consideration should still be given to location-based emissions as these are expected to rise in coming years as fossil fuelled assets are replaced with electric alternatives.

Scope 2 Reduction Initiatives					
No.	Activity	Target Date	Cost	Impact	Category
2.1	Securing a 100% Renewable Energy Guarantees of Origin (REGO) backed electricity tariff as soon as existing energy contracts will allow is a priority for addressing scope 2 emissions. Kordel has confirmed the current energy contract matures in February 2028.	2028	Low	High	Purchased Electricity
2.2	While purchasing renewable electricity ensures market-based emissions will reach zero, opportunities to reduce total electricity consumption should still be pursued with the landlord. This has dual benefits of reducing energy costs and stress on the National Grid. Suggestions are provided here as there may be potential for implementation of relatively low-cost options which should be discussed with the landlord: introducing PIR sensor lighting and aligning sensor times to usage patterns (e.g. 3 minutes for corridors, 20 minutes for working spaces).	Review 2026	Var.	Var.	Purchased Electricity
2.3	Kordel has committed to the installation of on-site solar PV capacity to supplement increased energy demands from the electrification of company assets. Kordel is currently collecting quotes for this to assess pay-back periods and feasibility	2030	Medium/ High	Medium/ High	Purchased Electricity

2.4	During the installation of solar generation capabilities consideration should be given to the installation of high-capacity power storage batteries, this will allow Kordel to store excess electricity generated on-site and utilise it during low generation periods. Installing this capacity alongside solar panels early is recommended to begin benefitting from stored energy, however, budgetary restrictions are recognised as a key decision factor.	TBC	Medium/ High	Medium/ High	Purchased Electricity
2.5	In the future it is likely that electric/hybrid company fleet and/or machinery will be charged away from Kordel's HQ. In this instance tracking electricity demand will require telematic systems with EV supportive capabilities. These systems have the primary benefit of allowing improved oversight of vehicle battery capacity, range and other key indicators that can inform fleet optimisation reviews in the long run.	2029	Low/ Medium	Enabler	Purchased Electricity

Scope 3

The majority of Kordel's scope 3 emissions are associated with Purchased Goods and Services, this includes all of Kordel's suppliers but is primarily weighted towards materials and contractors. Addressing these emissions will be reliant on obtaining primary data from suppliers regarding the emissions of purchased goods/services, this is discussed further below. Currently no emissions are reported in Upstream Transportation & Distribution as delivery of materials/goods is included in the spend-based approach taken to calculate Purchased Goods and Services emissions. As fuel- and energy-related emissions are intrinsically linked with other categories discussed herein this category is not directly addressed.

Scope 3 Reduction Initiatives					
No.	Activity	Target Date	Cost	Impact	Category
3.1	Currently emissions associated with site materials are estimated using a spend-based approach. Moving away from a spend-based approach to materials/product emissions can be completed using various data formats, these are outlined below in order of priority. 1. Environmental Product Declarations (EPDs) 2. Life-Cycle Assessment (LCA) or Product Carbon Footprint (PCF) 3. Supplier organisational emissions apportioned to Kordel (% of revenue) 4. Raw material weights Obtaining EPDs, LCAs or PCFs will allow Kordel to account for the emissions of specific materials and goods purchased from suppliers. This will be reliant on creating a system to request these from suppliers and record product purchasing details (number, weight, etc) internally. A review of existing purchase tracking systems will be required to ensure systems are in place to record product level data before product-specific information can be used.	2027	Low	Enabler	Purchased Goods and Services

3.2	To begin moving away from a spend-based approach to estimating emissions from purchased services, supplier emissions data will be required (see 3.1 RE data required to measure materials/goods emissions). As will information regarding supplier's own decarbonisation strategies. This will allow evaluation of suppliers against Kordel's goals and further development of emissions reductions programmes. Positive Planet recommends the development of a supply chain sustainability programme / strategy, beginning with the integration of sustainability criteria into existing procurement policies and/or processes. This will require engagement with the relevant purchasing teams and stakeholders to ensure knowledge and support across the organisation, with the establishment of a long-term strategy and timeline to be confirmed as part of ongoing discussions with Positive Planet.	2027	Medium	Enabler	Purchased Goods and Services
3.3	Following the integration of sustainability criteria into internal processes communication of Kordel's intentions and goals to new and existing suppliers should be carried out. Possible mechanisms include: • engaging suppliers by sharing this Carbon Reduction Plan and communicating net zero targets, and asking for suppliers' information in return. • introducing/increasing sustainability weighting in tender processes/contracts. • adding sustainability criteria to all purchasing decisions, focusing on lifespan and efficiency. • increasing supplier monitoring/reporting requirements including provision of supplier-specific data. • partnering with sustainable suppliers and vendors for events and other business requirements.	2027 & onward	Low	Enabler	Purchased Goods and Services

3.4	As part of the sustainability programme, and following communication of goals to the supply chain, annual audits will be required to monitor emissions. A staggered approach to audit roll-out is recommended, with top suppliers by spend/intensity/industry engaged first. This and the above processes 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 - encouraging supply chain integration towards Net Zero.	2028 & onward	Medium	Medium/High	Purchased Goods and Services
3.5	Common capital goods include vehicles, machinery and IT equipment. When making these purchases, consider the energy/fuel efficiency and carbon footprint of these goods. For one off purchases it may be possible to obtain embodied carbon emissions data for purchased products to enable accurate tracking and comparison against similar products.	Ongoing	Low	Low	Capital Goods
3.6	Operational Waste emissions are currently estimated using a spend-based approach applied to HQ and site waste management services. Requesting weight and disposal reports from waste management companies is increasingly commonplace. This is the first recommended step in improving oversight of HQ and site waste generation. This will allow evaluation of waste management providers approaches and identification of any opportunities to reduce emissions.	2027	Low	Enabler	Operational Waste

3.7	There are no Business Travel and minimal Employee Commuting emissions due to most employees driving company fleet vehicles. However, should non-fleet travel for meetings/site visits be required low-emission options should be actively prioritised. Wherever possible replacing journeys by car/van with rail is a good first step. Kordel may consider establishing a Sustainable Travel Policy to be referenced whenever the need arises for long-distance travel.	TBC	Low	Low	Business Travel
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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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

This Carbon Reduction Plan has been reviewed and approved by the Executive Team at Kordel.

Signed on behalf of Kordel:



Name: Ashley Tewkesbury

Position: HSEQ Manager

Date: 13/07/26

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

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