Carbon Reduction Plan

Company Name: FluidOne Ltd
Legal Entity: Private limited Company
Company Number: 05296759
Registered Address: 5 Hatfields, London, SE1 9PG

Supplier name: FluidOne Ltd
Publication date: 05/08/2026

Commitment to achieving Net Zero

The FluidOne Group (FluidOne) recognises that we are responsible for the impact we have on the wider environment and are committed to continually improving environmental performance by fostering an eco-friendly and sustainable business environment.

FluidOne is committed to acting responsibly throughout business operations, seeking to minimise any potential negative impacts on the environment and achieve Net Zero emissions by 2050. We aim to achieve this through responsible decision-making, ongoing improvement, and the integration of sustainable practices across our operations.

This Carbon Reduction Plan outlines our baseline year and second reporting year emissions profile, the actions already underway, and our planned actions toward achieving Net Zero by 2050, demonstrating our dedication to embedding sustainable practices throughout all aspects of our business operations.

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: 2025 (1st April 2024 to 31st March 2025)		
Additional Details relating to the Baseline Emissions calculations.		
The baseline defined relates to FluidOne Group including all our UK subsidiaries and operations in the UK. 2025 was our first year of reported emissions and is our baseline year, 2026 was our second year of reported emissions.		
Baseline year emissions:		
EMISSIONS		**TOTAL (tCO_2e)**
Scope 1		177.36
Scope 2		103.51
Scope 3 (included sources)	**1: Purchased goods and services: Water**	3.81
	3: Fuel and energy related activities	137.97
	4: Upstream transportation and distribution	-

	5: Waste generated in operations	16.27
	6: Business Travel:	121.84
	7: Employee Commuting	184.90
	9: Downstream transportation and distribution	-
Total Emissions		745.66

Current Emissions Reporting

Reporting Year: 2026 (1st April 2025 to 31st March 2026)		
EMISSIONS		**TOTAL (tCO_2e)**
Scope 1		137.55
Scope 2		83.02
Scope 3 (included sources)	**1: Purchased goods and services: Water**	10.25
	3: Fuel and energy related activities	62.90
	4: Upstream transportation and distribution	-
	5: Waste generated in operations	25.59
	6: Business Travel	78.37
	7: Employee Commuting	165.28
	9: Downstream transportation and distribution	4.65
Total Emissions (Location-based*)		567.61

Types of GHG included, as applicable: CO2, N2O, CH4, HFCs, PFCs, SF6 and NF3.

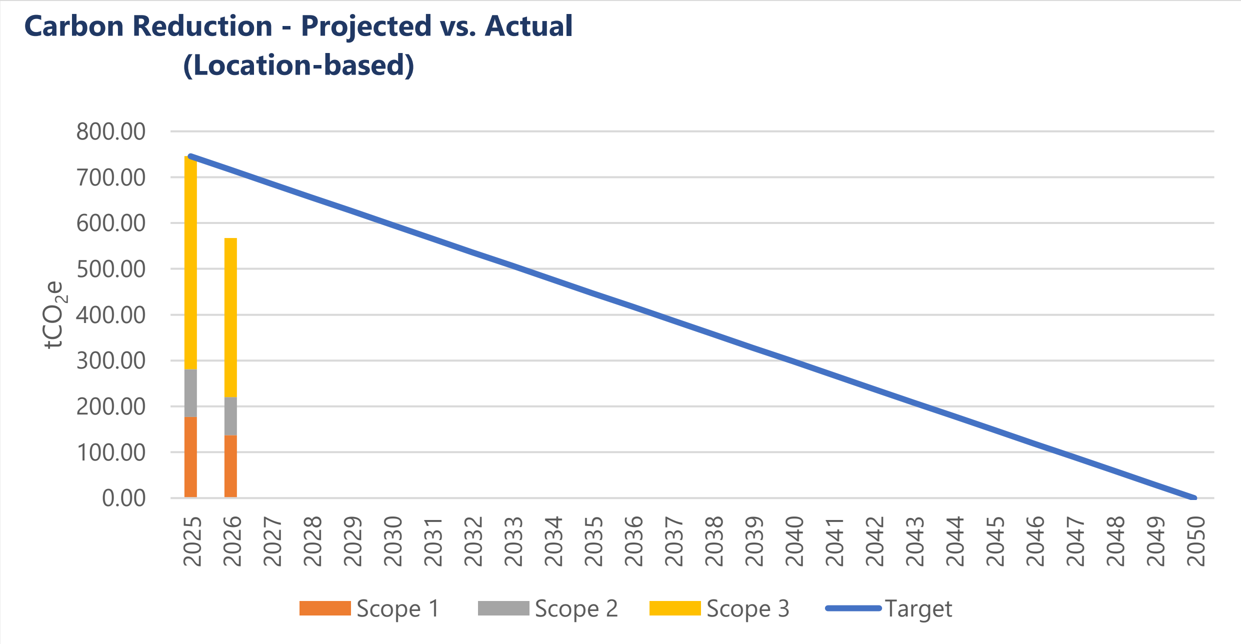
* Location-based emissions use the average grid fuel mix in the region/country where the electricity was purchased and consumed.

In this second year of reporting for this Carbon Reduction Plan, Scope 3 Category 4 (Upstream Transportation and Distribution) emissions have been excluded due to the complexity and limited availability of reliable data from third-party logistics providers. To ensure robust future reporting, we continue to carry out a materiality assessment annually to determine the significance of these emissions within our overall footprint and develop an approach to incorporate these into our expanding Scope 3 inventory, in line with best practice and the expectations of PPN006. This will guide data-collection improvements and support their inclusion in subsequent reporting years.

Emissions Reduction Target

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. We project that our carbon emissions will decrease over the next ten years to 418tCO_2e* by 2036. This is a reduction of 26%.

Progress against these targets will be seen in the graph below:



*tCO_2e – tonnes of carbon dioxide equivalent emissions

Intensity Ratios

We have identified the following intensity ratios to provide context on our total reported greenhouse gas emissions data against our business metrics year on year.

Period YE		Intensity Ratio– FTE		
		tCO_2e/FTE	+/-% Previous Year	+/-% Baseline against Current
Y1	2025 - Baseline	1.46	N/A	N/A
Y2	2026 – Reporting Year	1.24	-15%	-15%

Carbon Reduction Projects

At FluidOne, are committed to continually improving environmental performance by fostering an eco-friendly and sustainable business environment. Our approach is structured and proactive, aligning with our broader sustainability goals.

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented in the current reporting period. These measures will be in effect when performing contracts in the 12 months from publication date:

- **Environmental Management System:** We operate a UKAS-certified ISO 14001 Environmental Management System, which provides a structured framework for managing our environmental responsibilities. This includes minimising waste and improving energy efficiency throughout our operations.
- **Enhanced Carbon Reporting:** We have expanded our carbon footprint beyond mandated requirements, to include additional Scope 3 emissions, enabling us to identify additional opportunities for energy and carbon reduction.
- **Carbon-Positive Initiatives:** Through our Trees for Life scheme, we invest in carbon-positive projects such as reforestation, contributing to long-term natural carbon sequestration and biodiversity enhancement.
- **Waste Reduction and Circular Economy:** We continue to implement measures to reduce waste generation, increase recycling rates, and minimise landfill disposal. This includes promoting circularity in our IT asset lifecycle, supported by a 0% waste-to-landfill guarantee from our supplier.
- **Remote Work and Travel Reduction:** We promote home-working and remote-first meeting options to reduce emissions associated with employee commuting and business travel.
- **Integration of Best Practices:** Environmental best practices are embedded into our business processes, supporting our transition to a more sustainable operating model. We empower employees through training, tools, and information to support energy-saving initiatives.
- **Developed a Carbon Reduction plan and set short-term emissions reduction targets:** We have developed a carbon reduction plan in compliance with the Public Procurement Notice 006 with emissions reduction targets to help track progress, measure performance, and identify priority areas for further improvement.

Planned Carbon Reduction Initiatives

In 2026, we intend to undertake a series of initiatives aimed at improving energy efficiency and reducing carbon emissions, including:

- **Fleet Optimisation:** Conduct a comprehensive review of the company vehicle fleet to assess opportunities to increase the adoption of hybrid and fully electric vehicles, thereby reducing fuel consumption and associated carbon emissions.
- **Estate Rationalisation:** Undertake a strategic review of office space with a view to consolidation, improving space utilisation and reducing overall energy demand across the estate.
- **Sustainable Travel Policy:** Develop and implement a sustainable travel policy designed to encourage lower-carbon modes of transport, including prioritisation of rail travel over car use where operationally feasible.
- **ESOS Phase 4 Preparation:** Progress actions for Phase 4 of the Energy Savings Opportunity Scheme (ESOS), building on the recently completed site audit at the SAS Colgate facility. Opportunities identified include the replacement of existing fluorescent lighting with energy-efficient LED alternatives.

- **Sustainable Procurement:** Establish and implement a sustainable procurement policy to ensure that environmental considerations, including energy efficiency and whole-life carbon impacts, are embedded within purchasing decisions.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 the supplier:

Neil Kay

Job Title: ......Chief Finance Officer....
Date: ......07/08/2026.................

[1] Corporate Standard | GHG Protocol
[2] Government conversion factors for company reporting of greenhouse gas emissions - GOV.UK
[3] Corporate Value Chain (Scope 3) Standard | GHG Protocol