

Carbon Reduction Plan

Supplier name: Skyral Group Ltd
Company Registration Number: 14948583
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Commitment to achieving Net Zero

Skyral Group is committed to achieving Net Zero emissions by 2040.

Base Year Emissions Footprint

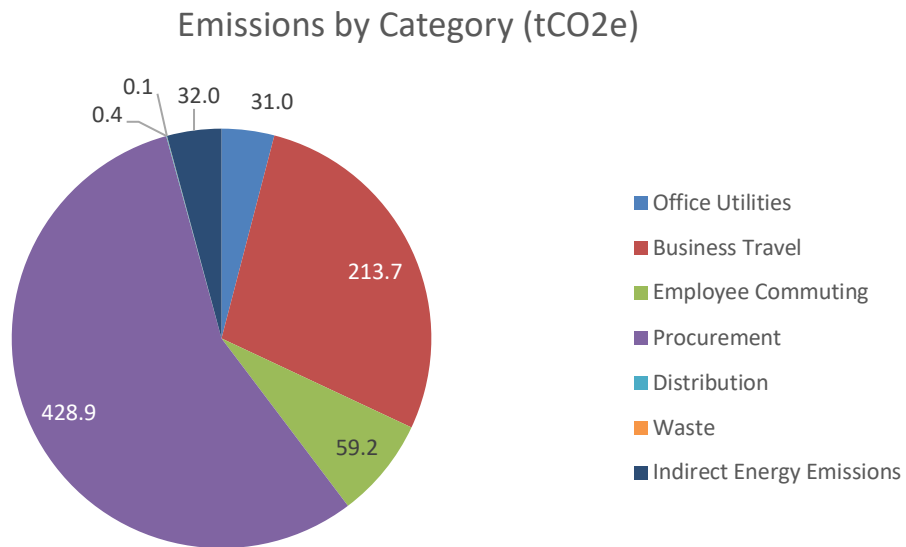
Base year emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Base year emissions are the reference point against which emissions reduction can be measured. We have chosen our base year to be January – December 2024.

Base Year: January – December 2024	
<p>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 base year for future measurements.</p> <p>Emissions from the office premises occupied are in Scope 3 Upstream Leased Assets to reflect the limited operational control Skyral Group has over the office space. This allocation and a lack of other relevant business activities mean there are no Scope 1 or 2 emissions to report. Scope 3 emissions are reported as market-based emissions.</p>	
Base year emissions: 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0.0
Scope 2	Market-based: 0.0 Location-based: 0.0
Scope 3 including: <ul style="list-style-type: none"> ● Purchased Goods & Services ● Capital Goods ● Fuel & Energy Related Services ● Business Travel ● Transportation & Distribution (Upstream & Downstream) ● Employee Commuting & Homeworking 	765.3

<ul style="list-style-type: none"> Operational Waste & Water Leased Assets (Upstream & Downstream) Franchises & Investments 	
Total Emissions	Market-based: 765.4 Location-based: 765.3

Our total emissions equate to a Carbon Intensity Metric of **8.7 tCO₂e per full-time employee equivalent (FTE)** based on **88.0 FTEs** during the base year period (using market-based emissions).

**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.*



Current Emissions Reporting

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 base year for future measurements.

Emissions reduction targets

Skyral Group is committed to achieving Net Zero by 2040.

To achieve Net Zero we will need to reduce our absolute emissions by 90% from our base year and offset any residual emissions. To track our progress towards our long-term Net Zero target, we have also set some near-term targets to 2030.

Our near-term targets:

- Maintain scope 1 and 2 emissions at zero beyond 2030.
- Reduce measured scope 3 emissions by 42% by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2040.
- Neutralise any residual emissions using verified carbon offsets.

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



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented and will be in effect when performing the contract.

Activity	Completion Year	Scope
<p>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.</p> <p>Year 1 appointed Positive Planet to support with calculating base year carbon footprint and reduction recommendations.</p>	2024	1,2,3
<p>Carbon footprint data is requested from suppliers as part of pre-existing due diligence checks. This provides a strong foundation for further work on managing net zero risks in the supply chain.</p>	2023	3

Future Carbon Reduction Plans

In the future we hope to implement further measures such as:

Activity No.	Activity	Target Date	Category
1	<p>There are no emissions to report for Scope 1 and 2 because emissions from the office premises occupied by Skyral Group have been allocated to Scope 3 Upstream Leased Assets. If Skyral Group were to move premises in the future, the following should be considered to maintain Scope 1 and 2 emissions at zero and meet near-term targets:</p> <p>Electricity:</p> <ul style="list-style-type: none"> - Does the landlord/management company procure 100% renewable energy? Or, where utilities are arranged independently, can Skyral Group procure a 100% renewable tariff to supply the space? - Is the building fitted with on-site renewable energy generation technologies to reduce costs and reliance on the National Grid? - Is the building/managing agent ISO 14001 accredited or have similar credentials around environmental management? <p>Heating</p> <ul style="list-style-type: none"> - Avoid buildings with gas heating as a priority. - Is there opportunity to move into a property which benefits from a district heating programme? - Opt for buildings fitted with alternative solutions such as heat pumps, electric space heaters or electric derived air conditioning systems (ensuring these are well maintained to avoid any F-gas leaks). 	2030	<p>Stationary Combustion</p> <p>Purchased Electricity</p>

Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 carbon emissions will decrease to **0 tCO₂e** by 2030.

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

Activity No.	Activity	Target Date	Category
1	<p>Set up a Green Team made of members from different departments to lead on projects and initiatives across the organisation. Members of the Green Team will be tasked with key responsibilities such as contributing to and executing carbon reduction plans, managing data, and providing information to colleagues, and benefit from prioritisation for Carbon Literacy/Couch to Carbon Zero training.</p>	2026	All
2	<p>Consider providing sustainability training for employees, such as Carbon Literacy Training or Couch to Carbon Zero training, to increase engagement and skills across the team. This can be done in phases, starting with the Green Team and leadership, and then rolling out to the wider employee base (including new starters).</p> <p>Certified learners typically reduce emissions by 5-15%, with 50% of these reductions typically relating to the workplace. Role-specific Net Zero training can also be considered to encourage action from key areas of the organisation.</p>	2026	All
3	<p>Suppliers are already asked for their carbon footprint information as part of due diligence processes. Build on this foundation to further develop sustainable procurement processes, 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.</p> <p>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:</p> <ul style="list-style-type: none"> - engaging suppliers by sharing this Carbon Reduction Plan and communicating net zero targets, and asking for suppliers' information in return; - increasing sustainability weighting in tender processes; - adding sustainability criteria to all purchasing decisions, focusing on lifespan and efficiency; - increasing supplier reporting requirements including provision of supplier-specific data; - partnering with sustainable suppliers and vendors for events and other business requirements. <p>This action will embed sustainability considerations into the procurement process and enable suppliers with lower</p>	2027	<p>Purchased Goods & Services</p> <p>Capital Goods</p>

	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 over half (56%) of measured emissions sit within the supply chain.		
4	<p>Commit to a sustainability audit of existing suppliers. Initially the top 20% of suppliers (identified by spend and/or carbon intensity) will be engaged with to request further information regarding emissions reporting, net zero targets and sustainability ambitions.</p> <p>This data collection will support the reduction journey by:</p> <ul style="list-style-type: none"> - 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. 	2027	<p>Purchased Goods & Services</p> <p>Capital Goods</p>
5	<p>Improve data quality for transport and distribution. Currently, spend-based data is being used to estimate activity. Put processes in place to be able to provide supplier-specific or activity-level (distance & weight) data during the next reporting period.</p> <p>Higher data quality will allow for specific reduction actions to be recommended.</p>	2026	Transportation & Distribution
6	<p>Develop and implement a formal Sustainable Travel Policy to lower the environmental impact of choices when travelling, staying in hotels and commuting. Colleagues will be encouraged to utilise the low emissions travel hierarchy and opt for active travel where appropriate:</p> <ul style="list-style-type: none"> - Digital communication - Walking and cycling - Public and shared transport - EVs (car sharing/clubs, then individual use) - ICE vehicles (car sharing/clubs, then individual use) - Air travel <p>Other policy points to consider alongside this hierarchy include:</p> <ul style="list-style-type: none"> - Assessing the need for in-person business meetings (especially international) and reviewing where trips can be consolidated/coordinated amongst employees. - Reducing fossil-fuel based travel, especially air travel, is a priority. Where air travel is unavoidable, opt for economy class to reduce emissions per passenger. In the most recent measurement, emissions would have 	2026	Business Travel

	<p>reduced by 135.6 tonnes CO2e if all business class flights had been economy.</p> <ul style="list-style-type: none"> - Ensure the sustainable commitments of hotels are considered when booking employee stays. - - Any vehicle hired by the company should be battery electric (BEV) as a priority, followed by plug-in hybrid and hybrid. 		
7	<p>Explore schemes and incentives that will support staff members to opt for low-carbon commuting methods. Whilst Skyral Group does not have direct control of employee commuting choices, it is possible to support employees to make sustainable travel choices and therefore reduce emissions for the company associated with commuting. Examples include:</p> <ul style="list-style-type: none"> - EV Salary Sacrifice Scheme - Engaging with the landlord to install EV charging facilities at the workplace - Cycle-to-Work Scheme - Providing secure bike storage and changing facilities at the workplace - Organise cycling training days to build employee confidence and skills in commuting by bicycle - Implementing flexible working hours to promote use of public transport outside of peak times <p>The Commuting & WFH survey can be used to help guide decisions, as an indicator of current commuting patterns and opportunity to ask employees about helpful commuting initiatives (if these questions are included next year).</p>	2026	Commuting & Homeworking
8	<p>Engage with the landlord to implement decarbonisation measures in the office space, through short-term wins and longer-term planning.</p> <p>Short term decarbonisation measures to talk to the landlord about include:</p> <ul style="list-style-type: none"> - Switching to a 100% renewable energy tariff when the tariff is up for renewal. This would reduce market-based electricity emissions to zero. - Implementing low-cost energy efficiency measures in the office, such as LED and heat/solar control reflective window sheets. - Conducting a site energy efficiency audit with the aim of further minimising consumption of energy where possible. This will be completed either through using an external consultant or in-house using tools such as Business Energy Scotland's energy audit checklist. 	2026	Upstream Leased Assets

9	<p>If Skyral Group plan to be in the current office premises long-term, talk to the landlord about investigating the viability of larger cost investment (where appropriate) such as:</p> <ul style="list-style-type: none"> - replacement of gas boilers with electric alternatives, including heat pumps, electric boilers or HVAC systems - installation of insulation (there is currently a government grant available, the Boiler Upgrade Scheme, to help with the cost of this) - upgrading to double glazed windows - installing solar PV panels with battery storage - for hot water needs, options include under-sink heating or solar water heating systems 	<p>2028</p> <p><i>(NB: Grant closes Dec 2027)</i></p>	<p>Upstream Leased Assets</p>
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Based upon the above completed and planned initiatives, it is projected that (as a minimum) Scope 3 carbon emissions will further decrease from the base year measurement of **765.3 tCO₂e** to **443.9 tCO₂e** by 2030. This is a reduction of **42%** and will keep us on track to Net Zero.



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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Management Plan has been reviewed and approved by Skyral Group Executive Team.

Signed on behalf of Skyral Group:

Name:

Position:

Date:

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

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

³ <https://ghgprotocol.org/corporate-value-chain-scope-3-standard>