



Carbon Reduction Plan

October 2023



Commitment to achieving Net Zero

Omni Resource Management Solutions Ltd is committed to achieving Net Zero emissions by 2040.

Baseline Year: 1st March 2022 to 28th February 2023

Additional Details relating to the Baseline Emissions calculations.

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.

The current Reporting Year (1st March 2022 – 28th February 2023) is the first year that Omni RMS has measured and reported its carbon footprint and will serve as the baseline year for future measurements.

Baseline year emissions:

| EMISSIONS | TOTAL (tCO ₂ e) |
|--|--|
| Scope 1 | 2.7 |
| Scope 2 | Market based: 0.6 Location based: 5.8 |
| Scope 3 | 3,206.4 (668.0 without employment procurement) |
| (Included Sources) <ul style="list-style-type: none"> • Purchased Goods & Services • Capital Goods • Fuel & Energy Related Services • Business Travel • Transportation & Distribution (Downstream) • Transportation & Distribution (Upstream) • Employee Commuting & Home Working • Operational Waste & Water • Leased Assets (Upstream & Downstream) • Franchises & Investments | |
| Total Emissions | Market based: 3,209.7 Location based: 3,214.8 |

Current Emissions Reporting

Reporting Year: 1st March 2022 to 28th February 2023

| EMISSIONS | TOTAL (tCO2e) |
|---|---|
| Scope 1 | 2.7 |
| Scope 2 | Market based: 0.6 Location based: 5.8 |
| Scope 3 | 3,206.4 (668.0 without employment procurement) |
| (Included Sources) <ul style="list-style-type: none"> • Purchased Goods & Services • Capital Goods • Fuel & Energy Related Services • Business Travel • Transportation & Distribution (Downstream) • Transportation & Distribution (Upstream) | <ul style="list-style-type: none"> • Employee Commuting & Home Working • Operational Waste & Water • Leased Assets (Upstream & Downstream) • Franchises & Investments |
| Total Emissions | Market based: 3,209.7 Location based: 3,214.8 |

Emissions Reduction Targets

Omni is committed to achieving Net Zero by 2040.

To progress towards Net Zero, this plan sets carbon reduction targets for the 7-year period from 2023 to 2030.

Omni will set targets for two periods, 2023-2030 and 2030-2040, to ensure Net Zero will be achieved by 2040.

We are aiming to reduce our absolute carbon emissions by at least 90% from the baseline year, or achieve (and maintain) a carbon intensity metric of <1 tonne CO₂e per employee, whichever is reached first. This objective is in line with science-based Net Zero targets. To keep on track with these long-term targets, the following near-term goals have been set:

- Reduce our Scope 1 & 2 emissions to zero by 2030.
- Reduce our Scope 3 emissions by 30% from our baseline year by 2030.



Carbon Reduction Projects

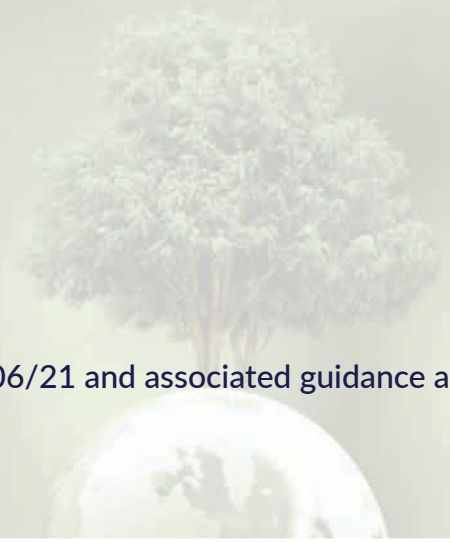
The following environmental management measures and projects have been completed or implemented:

- Commitment to measuring carbon footprint of business activities year on year.
- Creation of an ESG team to lead environmental initiatives across Omni's business operations.
- Operating an environmental management system certified to ISO 14001 since 2015 which is audited annually. Objectives and actions are focused on areas that will have the most significant environmental impact both in the short and long term.
- A hybrid working model exists for all employees enabling them to work from home as needed and reduce transport to office locations and client site.
- Replaced PCs throughout the office with energy efficient laptops and printers which automatically switch to sleep mode after a period of inactivity.
- Printing is set to black and white and double sided as default with printing undertaken in batches where possible.
- Implemented document signing software to eliminate associated printing and postage. Lighting has been replaced with LED lighting.
- Air conditioning units are set to automatically switch off in the evening, with pre set efficient temperatures.
- Introduced electric and hybrid vehicles to the company fleet. CO2 emissions are tracked for all fleet vehicles, with targets in place for emission reduction.
- A recycling system is in place for paper, card, and printer ink and toner cartridges, with all general waste being sorted by waste management suppliers for recycling. We also donate or recycle the vast majority of our electrical equipment and unwanted office equipment at their end of use.
- A Cycle2Work scheme exists, along with a similar scheme for season ticket loans for trains, trams, and buses.
- Omni has downsized its office space as a result of our successful hybrid working model.

Carbon Reduction Projects

In the future Omni also intends to implement further measures to reduce our carbon footprint, including:

- Reducing the number of printers to the most energy efficient, with printing controls to minimise printing.
- Run 'switch-off' campaigns – actively encouraging our employees to save energy via switch-off stickers for lights, computers and printers.
- Apply water-saving posters in kitchens and bathrooms.
- Install timers on sockets/equipment.
- Replace end of life IT equipment and other appliances with energy efficient replacements.
- Engage with leased property owners to encourage the adoption of on-site energy generation technologies, improved energy efficiency, and the removal of on-site stationary combustion (gas) heating.
- Fully electrify the company vehicle fleet by 2030 and conduct a review of the company car allowance scheme conditions.
- Deliver driver-efficiency training for company car users.
- Training and engagement of all employees via the Omni ESG Team.
- Work with users of company cars who charge vehicles off-site, to switch to renewable electricity at home or utilise roadside charging networks that only use renewable electricity.
- Implement a Sustainable Procurement Policy and conduct a Supplier Sustainability Survey.
- Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms.
- Implement a Sustainable Travel Policy to support the environmental impact of choices when travelling, staying in hotels and commuting.
- Implement an EV Purchase Salary Sacrifice Scheme.
- Implement waste reduction initiatives in the office and educate employees on the waste separation that is conducted by the landlord's waste management suppliers.



Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Omni Resource Management Solutions Ltd:

Name: Louise Shaw

Title: Managing Director

Date: 25 October 2023