

Decarbonisation Strategy to Achieve Net Zero and 2023 Carbon Emissions Report

Polar Speed Distribution Ltd (Polar Speed)

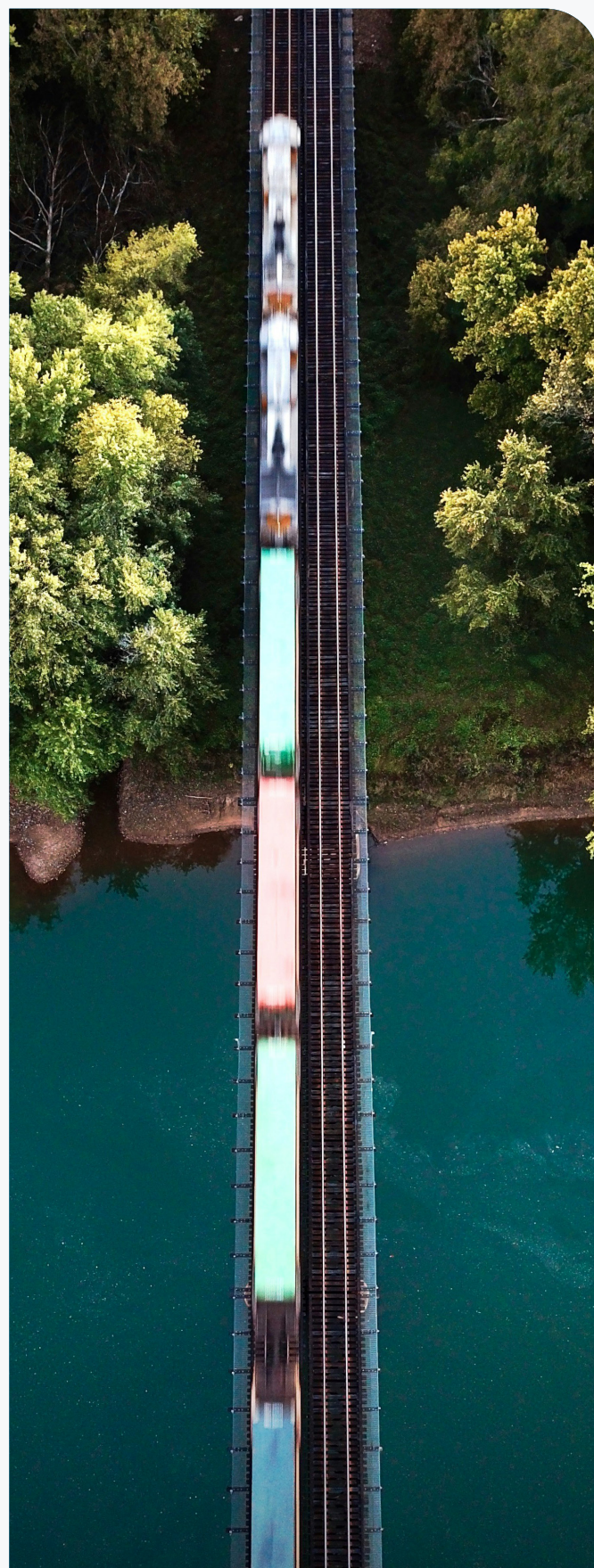
For the period of: 1st January 2023 to 31st December 2023



March 2025

POLAR*speed*

a UPS Company



Go Green Experts supports organisations in the measurement and reduction of their carbon footprint. We have a wealth of experience supporting companies and non-profits in their drive to reach a lower environmental impact. We ensure that our work is in line with the latest science and standards.

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Polar Speed provide comprehensive, temperature-controlled logistics solutions for pharmacy, hospital, and wholesale supply needs, including home delivery to patients.

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For Period: 1st Jan 2023 to 31st Dec 2023

Company: Polar Speed

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Dated: March 2025

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1.

Executive Summary

To achieve Net Zero, Polar Speed needs to remove carbon from our operations and wider business activities consistently each year until we reach a Net Zero position by 2045.

We committed to our 2045 target in 2022, and this report now provides a progress update on our Net Zero journey.

In 2022 we set an interim target of a 50% reduction in scope 1 & 2 CO₂e emissions by 2030 from the 2022 baseline position.

These targets are consistent with a 1.5°C reduction pathway and are set in accordance with the Science-Based Targets Initiative (SBTi) guidance.

The company's baseline emissions of 19,483.87 tonnes of CO₂ equivalent (tCO₂e) were calculated for 1st Jan 2022 to 31st Dec 2022 (these numbers have been restated in 2023 on account of more accurate data being available for refrigerant gasses).

During the 2023 reporting period, total emissions increased to 21,880.68 tCO₂e due to several factors outlined in Section 4.

We are pleased to report that although emissions increased in scopes 1 & 2 in 2023, due to higher turnover figures the carbon intensity metric per £Million turnover in scopes 1 & 2 decreased.

We can also report our key carbon intensity metric for 2023 has decreased against the baseline.

For turnover, intensity is measured as tCO₂e per £Million, and this year's figure of 365.69 tCO₂e per £M is a 5% decrease year-on-year.

The carbon reduction plan (pages 16 to 21) shows how Polar Speed will reduce carbon emissions between the baseline period and 2045, with the plan being more detailed in nature between 2022 and the 2030 interim target (page 13).



2.

Introduction & Organisational Boundary

Go Green Experts Ltd has reviewed the following data sets submitted by Polar Speed, including:

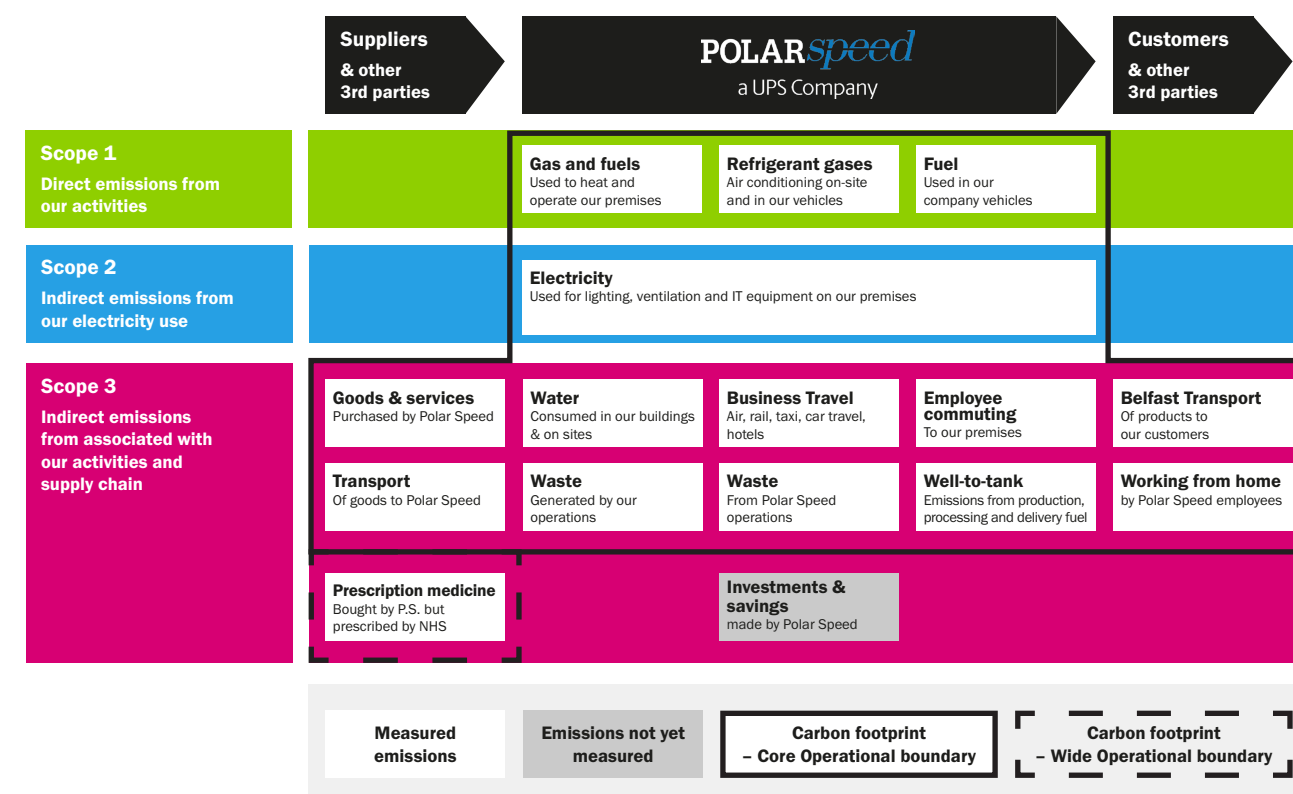
1. Energy, electricity, gas, and water usage
2. Company vehicle fuel data
3. Transport data
4. Business travel data
5. Employee commuting survey data
6. Working from home surveys
7. Waste data (including hazardous waste)
8. Water and sewerage data
9. Refrigerant gas replacement data
10. Purchased goods and services from company accounts
11. Details of medicines purchased and distributed

The data was used to calculate the carbon footprint of Polar Speed as described in section 3.



The carbon footprint was measured considering the organisational boundary for Polar Speed, as defined in the below diagram. Prescription medicine purchases have been included in the overall carbon footprint for Polar Speed, but we have little operational control over the

medicine purchase type as the specific medicine is prescribed by the NHS. Therefore, we have classified this as part of our “wide operational boundary” on the basis that we may have some influence long term over NHS prescriptions, but little influence in the short to medium term.



3. Calculations

The carbon emissions for each category of consumption were calculated using the methodology defined in the Greenhouse Gas Protocol and the Carbon Conversion Factors published annually by DEFRA on behalf of the UK Government.

Energy emission calculations used country-specific conversion factors. Where country data is not available, UK data has been used as a proxy in accordance with Green House Gas Protocol principles.

Emissions consist of several atmospheric greenhouse gases which include Carbon Dioxide (CO₂), Sulphur Hexafluoride (SF₆), Methane (CH₄), Nitrous Oxide (N₂O), Ozone O₃, Hydrofluorocarbons (HFCs) and Perfluorocarbons (PFCs). For simplicity of comparison, the global warming potential of all these gases is combined into a Carbon Dioxide Equivalent (CO₂e). All GHG emissions quoted in this report are in CO₂e units.

For the period 1st Jan 2023 to 31st Dec 2023 the carbon footprint (scopes 1, 2 and 3) for Polar Speed was calculated to be.

Total Footprint Location-Based:

2023: 21,880.68 Tonnes CO₂e

2022: 19,483.87 Tonnes CO₂e

Total Footprint Market-Based:

2023: 21,364.58 Tonnes CO₂e

2022: 18,986.51 Tonnes CO₂e

Carbon Intensity Metric Location-Based:

2023: 365.69 tCO₂e per £M

2022: 382.61 tCO₂e per £M

Carbon Intensity Metric Market-Based:

2023: 357.06 tCO₂e per £M

2022: 372.84 tCO₂e per £M



The purchase of REGO certificates for electricity usage at most sites has resulted in lower emissions from electricity in the market-based analysis with only Normanton and Newcastle having some electricity usage without associated REGO certificates.

To enable a clear understanding of the carbon footprint that Polar Speed has control over, versus the elements where the company has influence, but not control, the carbon reduction plan has also been categorised into Scope 1, Scope 2, and Scope 3 elements.

4. Carbon Footprint

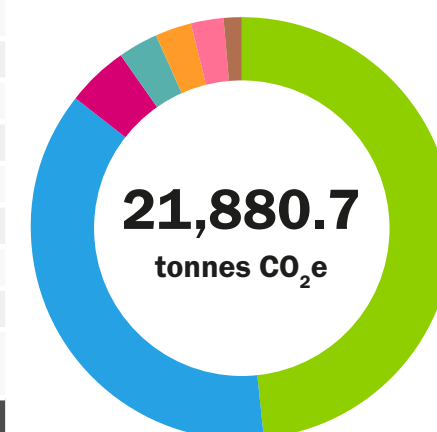
The below charts show the total carbon footprint for Polar Speed. The following chart shows the carbon footprint based on the “Location Based” methodology for electricity emissions, whilst the second chart shows the carbon footprint based on the “Market Based” methodology for electricity emissions:

- **The location-based method:** A method to quantify GHG emissions (from electricity) based on average energy generation emission factors for defined locations. This assumes that electricity emissions are the same as the national average for the U.K.
- **The market-based method:** A method to quantify GHG emissions based on GHG emissions emitted by the generators from which the reporter contractually purchases electricity.

Total Carbon Emissions for the period 1st Jan 2023 to 31st Dec 2023

Aspect	Tonnes CO ₂ e - Location based				
	Total	Scope 1	Scope 2	Scope 3	%
Mains Gas	115.74	98.89		16.85	0.5%
Electricity	543.56		401.88	141.67	2.5%
Grey Fleet (Mileage claims)	30.01			30.01	0.1%
Business Travel	38.08			38.08	0.2%
Transport & Courier Services	660.65			660.65	3.0%
Company Vehicle Fuel	10,385.33	8,385.90		1,999.43	47.5%
Staff Commuting	1,021.22			1,021.22	4.7%
Working from Home	46.48			46.48	0.2%
Waste	6.19			6.19	0.0%
Water & Sewerage	1.12			1.12	0.0%
Refrigerant Gases	191.76	191.76			0.9%
Medical Supplies	7,968.46			7,968.46	36.4%
Capital Asset Spend	249.04			249.04	1.1%
Purchased Goods & Services	623.05			623.05	2.8%
Total	21,880.68	8,676.55	401.88	12,802.25	100%

Polar Speed's Total Carbon Footprint – Location Based



Aspect	Tonnes CO ₂ e - Market based				
	Total	Scope 1	Scope 2	Scope 3	%
Mains Gas	115.74	98.89		16.85	0.5%
Electricity	27.45		20.30	7.16	0.1%
Grey Fleet (Mileage claims)	30.01			30.01	0.1%
Business Travel	38.08			38.08	0.2%
Transport & Courier Services	660.65			660.65	3.1%
Company Vehicle Fuel	10,385.33	8,385.90		1,999.43	48.6%
Staff Commuting	1,021.22			1,021.22	4.8%
Working from Home	46.48			46.48	0.2%
Waste	6.19			6.19	0.0%
Water & Sewerage	1.12			1.12	0.0%
Refrigerant Gases	191.76	191.76			0.9%
Medical Supplies	7,968.46			7,968.46	37.3%
Capital Asset Spend	249.04			249.04	1.2%
Purchased Goods & Services	623.05			623.05	2.9%
Total	21,364.58	8,676.55	20.30	12,667.73	100%

Polar Speed's Total Carbon Footprint – Market Based



Commentary

These charts show the total market-based and location-based emissions for the period 1st January to 31st December 2023, plus a year-on-year comparison with the restated data from 2022. The refrigerant data for 2022 has been restated due to more accurate information becoming available. Throughout this report, any references to 2022 data include the restated figures for better accuracy.

The charts include all scope emissions (scope 1, scope 2, and significant scope 3, unless notably excluded). For scope 3 emissions, we have excluded category 15 which relates to the emissions from investments, category 11 which refers to the use of sold products and category 12 which includes emissions from the end-of-life treatment of the pharmaceutical products.

These are standard exclusions as referenced in the Greenhouse Gas Protocols and are allowed as they do not form part of the core operational business emissions.

Categorisation: gas and electricity are reported in scopes 1, 2 & 3, where the scope 3 element covers upstream production, transportation and distribution of energy and associated losses.

The total Carbon Footprint for Polar Speed has been calculated using the methodology defined in the World Resources Institute (WRI) Greenhouse Gas (GHG) Protocol and The Carbon Conversion Factors published annually by Defra on behalf of the UK Government.

Aspect	Tonnes CO ₂ e - Market-based			
	2023	2022	Delta	% Delta
Mains Gas	115.74	140.24	-24.50	-17.5%
Electricity	543.56	523.76	19.80	3.8%
Grey Fleet (Mileage claims)	30.01	32.05	-2.04	-6.4%
Business Travel	38.08	1.48	36.60	2470.0%
Transport & Courier Services	660.65	545.93	114.72	21.0%
Company Vehicle Fuel	10,385.33	9,937.38	447.95	4.5%
Staff Commuting	1,021.22	895.11	126.11	14.1%
Working from Home	46.48	40.74	5.74	14.1%
Waste	6.19	7.20	-1.01	-14.0%
Water & Sewerage	1.12	0.89	0.23	26.0%
Refrigerant Gases	191.76	255.18	-63.43	-24.9%
Medical Supplies	7,968.46	6,123.61	1,844.85	30.1%
Capital Asset Spend	249.04	336.19	-87.16	-25.9%
Purchased Goods & Services	623.05	644.10	-21.05	-3.3%
Total	21,880.68	19,483.87	2,396.81	11%

As with 2022 data, company vehicle fuel is the highest source of scope 1 emissions and represents the biggest opportunity for emissions reduction for Polar Speed. Alternative fuels such as HVO, hydrogen, and a move to electric vehicles will enable significant short and long-term reductions.

Medical supplies are shown to be the second highest source of emissions. These represent the supplies that are purchased and distributed by Polar Speed. They are not part of core business operation, and therefore opportunities to reduce these emissions in the short term are limited.

Commuting and working from home emissions were calculated using the results from a staff survey, which were extrapolated to the total average FTE for 2023.



Key assumptions when calculating the carbon footprint:

- Scope 3.1 - Purchased goods & services:** Calculated based on spend by purchase type and average carbon intensity by industry sector per the UK Office for National Statistics (ONS).
 - For medical supplies the unit purchases over £2,000 were considered to overestimate the GHG emissions based on spend, and so the mean average unit price for Polar Speed Medicine purchases was used instead. This is still considered to be a prudent assumption.
- Scope 3.7 - Commuting and Working-from-Home:** Based on an employee survey that received 84 employee responses.
 - Commuting emissions were calculated for each respondent based on travel type or vehicle type and commuting distance.
 - Working from home emissions were calculated for each respondent based on days working from home (WFH) and the average WFH carbon emissions per the principles outlined in the 2020 EcoAct whitepaper prepared in conjunction with Lloyds Bank and NatWest.
 - For employees who did not respond to the survey, the average respondent's commuting and WFH emissions were assumed to be consistent with an average employee who did respond to the survey.

Total Carbon Emissions by Site and by Category

The below table shows the total carbon footprint split by each of Polar Speed’s sites.

All figures are in Tonnes CO₂e.

Polar Speed’s Emissions by Site and Category – Location-based

Site	FTE	Mains Gas	Electricity	Grey Fleet	Business Travel	Transport & Courier Services	Company Vehicle Fuel	Staff Commuting	Working from Home	Waste	Water & Sewerage	Refrigerant Gases	Medical Supplies	Capital Asset Spend	Purchased Goods & Services	Total	%
BIRMINGHAM	134		286.3	2.1	1.9		198.2	183.7	8.4	5.6	0.2	129.6		3.3	128.0	947.3	4%
BELFAST	8		2.7	0.0	0.0			11.0	0.5		0.0			31.9	7.3	53.3	0%
BRISTOL	11		5.2	0.1	0.0		78.6	15.1	0.7	0.0	0.0				10.1	109.8	1%
DORDON					0.0				0.0		0.0					0.0	0%
EXETER	12		3.5	2.2	0.9		94.4	16.4	0.7	0.0	0.0				6.1	124.3	1%
FAREHAM	25		8.9	0.3	0.5		140.4	34.3	1.6	0.0	0.0				24.5	210.5	1%
GLASGOW	17		7.1	0.1	0.1		257.0	23.3	1.1	0.0	0.0	3.8			12.6	305.1	1%
HUTHWAITE	73		0.0	0.0	0.0		1,068.4	100.1	4.6	0.0	0.0			8.3	101.9	1,283.3	6%
LEEDS			0.0	0.0	0.4		0.0	0.0	0.0	0.0	0.0				3.0	3.3	0%
LEIGHTON BUZZARD 1	217	11.3	73.4	0.0	14.4		0.0	297.5	13.5	0.0	0.2	11.3		28.4	73.8	523.6	2%
LEIGHTON BUZZARD 2		84.2	63.3	0.0	3.2		750.9	0.0	0.0	0.0	0.6	7.6		88.0	18.2	1,016.0	5%
LEIGHTON BUZZARD 3			14.1	0.0	0.1			0.0	0.0	0.0	0.1			45.8	16.5	76.6	0%
NEWCASTLE	16		4.7	0.0	0.0		81.6	21.9	1.0	0.0	0.0	5.1				114.3	1%
NEWMARKET	18		4.1	0.4	0.2		48.7	24.7	1.1	0.0	0.0				9.8	89.0	0%
NEWPORT	15		6.5	0.3	0.2		66.0	20.6	0.9	0.0	0.0	0.6		6.4	10.3	111.9	1%
NORMANTON	31		6.8	5.1	8.6		171.8	42.5	1.9	0.0	0.0	4.3		0.1	21.2	262.3	1%
PRESTON	43	10.2	15.7	0.0	0.2		0.0	58.9	2.7	0.0	0.0			15.7	19.0	122.3	1%
ROCHESTER	33		13.9	0.2	0.2		71.2	45.2	2.1	0.0	0.0				23.4	156.2	1%
SWADLINCOTE		10.2	9.0	3.3	0.1		125.2	0.0	0.0	0.0	0.0	24.7			8.6	181.1	1%
TAMWORTH	59		0.0	1.7	0.0		0.0	80.9	3.7	0.0	0.0			21.2	28.7	136.1	1%
WARRINGTON			18.4	0.1	0.4		121.7	0.0	0.0	0.0	0.0	4.7			18.7	164.0	1%
WASHINGTON				0.3	0.2		0.0	0.0	0.0		0.0				9.6	10.1	0%
OTHER/ CENTRAL OPS	33			13.8	6.4	660.7	7,111.2	45.2	2.1	0.5	0.0		7,968.5		71.9	15,880.3	73%
Total	745	115.74	543.56	30.01	38.08	660.65	10,385.33	1,021.22	46.48	6.19	1.12	191.76	7,968.46	249.04	623.05	21,880.68	100%

Commentary

The majority of GHG emissions are derived from the Polar Speed “Hub” sites (Birmingham, Huthwaite and Leighton Buzzard) where the majority of the company activity occurs. Some activity is not allocated to site, in this instance the carbon footprint is allocated to the category “Other/Central Ops”.

Carbon Intensity

Carbon Intensity is a metric that allows a company to compare its emissions year-on-year as the size and activity of the business increases or decreases. This is calculated by measuring emissions per £Million revenue or by staff numbers or product volumes.

The metrics also allow comparison to industry averages and similar organisations that are also publishing their carbon intensity.

Finally, the metric also allows customers to estimate their own carbon footprint from doing business with Polar Speed by using the revenue intensity metric multiplied by the customer expenditure with Polar Speed.

Below we can compare the intensity metric per £m revenue. Total emissions have increased by 11% and turnover has increased by 15%, leading to a decrease of carbon intensity per million turnover of 5%. Another one of the key metrics is carbon intensity per million turnover for scope 1 & 2 only, and this has decreased by 14%.



Polar Speed Carbon Intensity per £M

Carbon Intensity - Location-based			
Per £M Revenue			
	2023	2022	% Change
Total tCO ₂ e	21,880.68	19,483.87	11%
Revenue	£59,834,349	£50,923,930	15%
Tonnes CO ₂ e per £M Revenue	365.69	382.61	-5%

Per £M Revenue by Scope			
Scope 1 tCO ₂ e	8,676.55	8,434.72	3%
Scope 1 tCO ₂ e per £M	145.01	165.63	-14%
Scope 2 tCO ₂ e	401.88	387.25	4%
Scope 2 tCO ₂ e per £M	6.72	7.60	-13%
Scope 1 & 2 tCO ₂ e	9,078.43	8,821.97	3%
Scope 1 & 2 tCO ₂ e per £M	151.73	173.24	-14%
Scope 3 tCO ₂ e	12,802.25	10,661.91	17%
Scope 3 tCO ₂ e per £M	213.96	209.37	2%

Carbon Intensity - Market-based			
Per £M Revenue			
	2023	2022	% Change
Total tCO ₂ e	21,364.58	18,986.51	11%
Revenue	£59,834,349.00	£50,923,930	15%
Tonnes CO ₂ e per £M Revenue	357.06	372.84	-4%

Per £M Revenue by Scope			
Scope 1 tCO ₂ e	8,676.55	8,317.21	4%
Scope 1 tCO ₂ e per £M	145.01	163.63	-13%
Scope 2 tCO ₂ e	20.30	19.52	4%
Scope 2 tCO ₂ e per £M	0.34	0.38	-13%
Scope 1 & 2 tCO ₂ e	8,696.85	8,336.73	4%
Scope 1 & 2 tCO ₂ e per £M	145.35	170.93	-18%
Scope 3 tCO ₂ e	12,802.25	10,635.87	17%
Scope 3 tCO ₂ e per £M	213.96	208.86	2%

Breakdown of Purchases

Polar Speed’s Carbon Footprint Emissions from Medicine Types

Medicines	Tonnes CO ₂ e	
	Total	%
Rental and Leasing Costs	261.04	41.9%
Repair and Maintenance	199.11	32.0%
Packaging	35.69	5.7%
Finance and Insurance	26.19	4.2%
Professional Services	18.21	2.9%
Office Equipment	18.09	2.9%
Expenses	15.84	2.5%
Computer Software	13.73	2.2%
Uniforms	9.25	1.5%
Computer Equipment	6.17	1.0%
Printing & Stationary	4.59	0.7%
Postage	4.22	0.7%
Employment Services	3.05	0.5%
Telecoms	3.00	0.5%
Information Services	2.97	0.5%
Education Services	1.89	0.3%
Total	6,123.61	6,123.61

Commentary

The purchase of medical supplies has been included in the overall carbon footprint. However, these supplies are purchased and distributed by Polar Speed and they are not part of the core operations of the company.



The below table summarises how each data category has been treated and the quality of the data provided when calculating the carbon footprint. Scope 3 is broken down into 15 subcategories, explored separately for transparency.

Scope	Category		Data					Comments	Tonnes CO ₂ e	%
	ID	Description	Applicable?	In Scope?	Included?	Available?	Quality			
Scope 1	Direct emissions from owned/controlled operations								8,676.5	40%
Scope 1		Company Facilities	Yes	Yes	Yes	Yes	Good	Gas and Fuel Oil	98.9	0%
Scope 1		Company Vehicles	Yes	Yes	Yes	Yes	Good	Company Vehicles Fuel	8,385.9	38%
Scope 1		Fugitive Emissions	Yes	Yes	Yes	Yes	Good	Refrigerant Gases	191.8	1%
Scope 2	Indirect emissions from the use of purchased electricity, steam, heating, and cooling								401.9	2%
Scope 2		Purchased Electricity	Yes	Yes	Yes	Yes	Good	From data provided	401.9	2%
Scope 2		Steam	No	No	No	No	N/A	N/A	0.0	0%
Scope 2		Heating	No	No	No	No	N/A	N/A	0.0	0%
Scope 2		Cooling	No	No	No	No	N/A	N/A	0.0	0%
Scope 3	Upstream Scope 3 emissions (Supply Chain)								12,141.6	55%
Scope 3	1	Purchased goods and services	Yes	Yes	Yes	Yes	Fair	Estimate on Medicines	8,512.2	39%
Scope 3	2	Capital goods	Yes	Yes	Yes	Yes	Good	From data provided	249.0	1%
Scope 3	3	Fuel- and energy-related activities (not included in scope 1 or scope 2)	Yes	Yes	Yes	Yes	Good	Distribution losses	2,158.0	10%
Scope 3	4	Upstream transportation and distribution	Yes	Yes	Yes	Yes	Good	From freight data provided	0.0	0%
Scope 3	5	Waste generated in operations and water	Yes	Yes	Yes	Yes	Good	From data provided	7.3	0%
Scope 3	6	Business travel	Yes	Yes	Yes	Yes	Good	From data provided	68.1	0%
Scope 3	7	Employee commuting and Working from Home	Yes	Yes	Yes	Yes	Fair	Extrapolation from 2023 survey	1,067.7	5%
Scope 3	8	Upstream leased assets	Yes	Yes	Yes	Yes	Good	from purchase data provided	79.3	0%
Scope 3	Downstream Scope 3 emissions								660.6	3%
Scope 3	9	Downstream transportation and distribution	Yes	Yes	Yes	Yes	Good	Good	660.6	3%
Scope 3	10	Processing of sold products	No	No	No	No	N/A	Not relevant	0.0	0%
Scope 3	11	Use of sold products	No	No	No	No	N/A	Not relevant	0.0	0%
Scope 3	12	End-of-life treatment of sold products	No	No	No	No	N/A	Not relevant	0.0	0%
Scope 3	13	Downstream leased assets	No	No	No	No	N/A	Not relevant	0.0	0%
Scope 3	14	Franchises	No	No	No	No	N/A	Not relevant	0.0	0%
Scope 3	15	Investments	No	No	No	No	N/A	Not relevant	0.0	0%
									21,880.68	100%

Carbon Footprint by Scope

5. Carbon Reduction Target

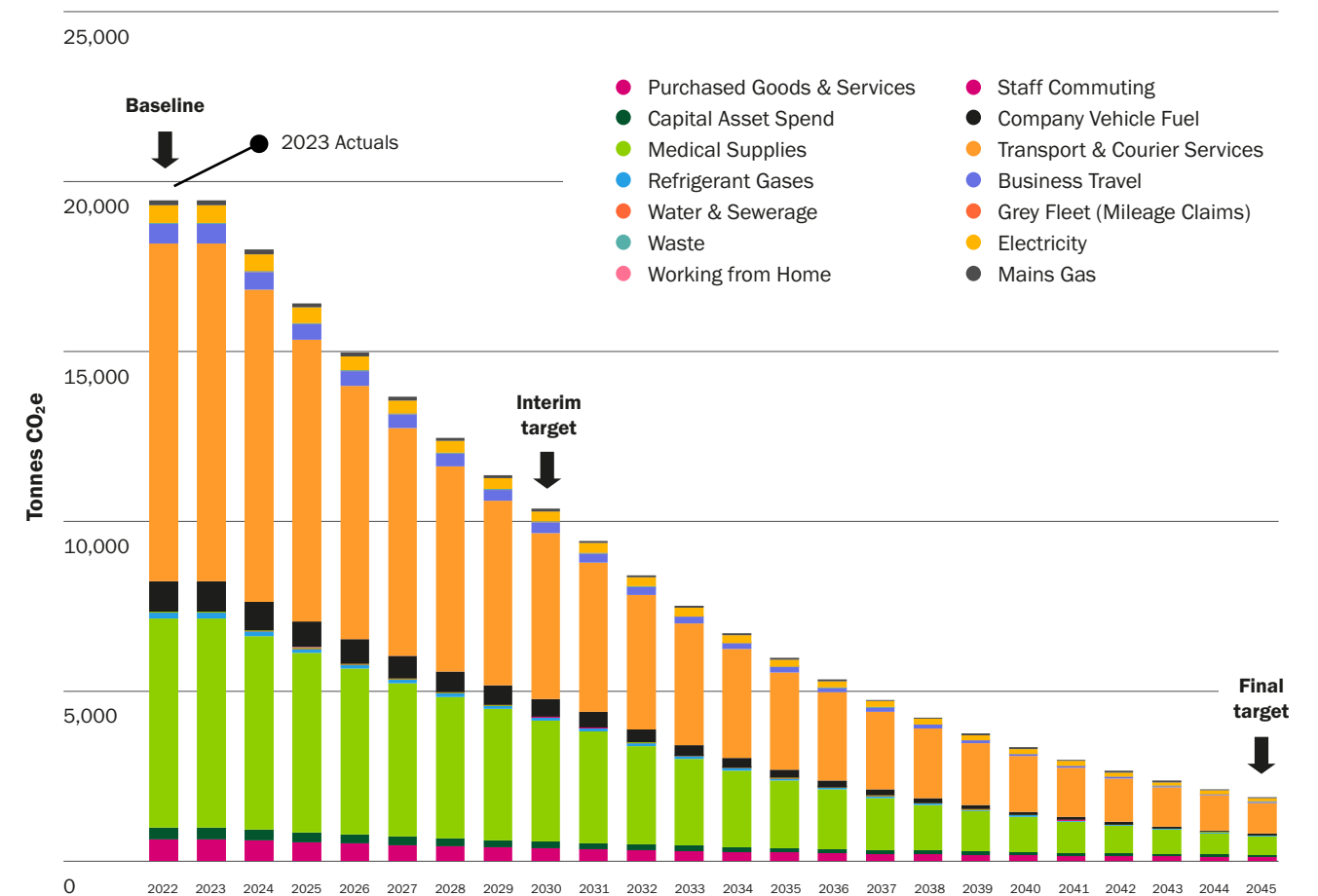
The carbon reduction KPIs for Polar Speed are shown in the table opposite, with the two definitive targets highlighted:

1. Scopes 1 & 2 emissions 50% reduction by 2030
2. All scopes 90% reduction by 2045 to reach Net Zero

Summary of Key Target Metrics

SBTi Targets	TCO ₂ e	% Base	Reduction	% Reduction	Target % of Base
Base Year	19,484	100%	0	0%	
1 Year	18,023	93%	1,461	8%	
5 Years	12,486	64%	6,998	36%	
2030	10,391	53%	9,092	47%	
Scope 1 & 2 by 2030	4,418	50%	4,404	50%	50%
Ten Years	7,531	39%	11,953	61%	
2045	1,883	10%	17,601	90%	10%

Polar Speed carbon reduction plan summary: 2022 to 2045: graph



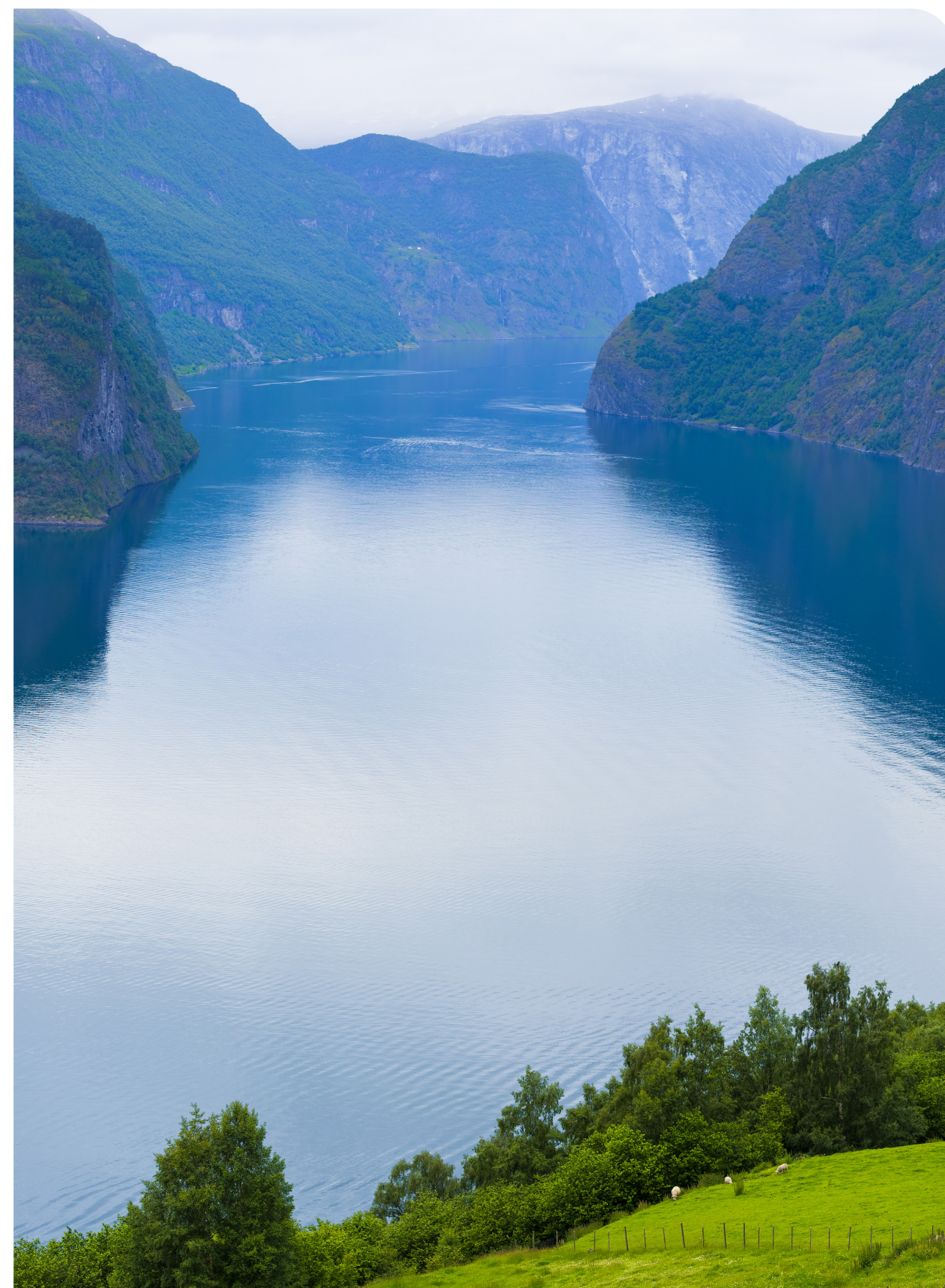
Polar Speed carbon reduction plan summary: 2022 to 2045: table

Aspect	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	Aspect	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045
Mains Gas	140.2	140.2	129.7	120.0	111.0	102.7	95.0	87.8	81.3	75.2	69.5	64.3	Mains Gas	59.5	55.0	50.9	47.1	43.6	40.3	37.3	34.5	31.9	29.5	27.3	25.2
Electricity	523.8	523.8	484.5	448.1	414.5	383.4	354.7	328.1	303.5	280.7	259.7	240.2	Electricity	222.2	205.5	190.1	175.8	162.7	150.5	139.2	128.7	119.1	110.1	101.9	94.2
Grey Fleet (Mileage claims)	32.1	32.1	29.7	27.4	25.4	23.5	21.7	20.1	18.6	17.2	15.5	13.9	Grey Fleet (Mileage claims)	12.5	11.3	10.1	9.1	8.2	7.4	6.7	6.0	5.4	4.9	4.4	3.9
Business Travel	1.5	1.5	1.4	1.3	1.2	1.1	1.0	0.9	0.9	0.8	0.7	0.6	Business Travel	0.5	0.4	0.3	0.2	0.2	0.2	0.1	0.1	0.1	0.1	0.0	0.0
Transport & Courier Services	545.9	545.9	505.0	467.1	432.1	399.7	359.7	323.7	291.4	262.2	230.8	203.1	Transport & Courier Services	172.6	146.7	124.7	106.0	90.1	76.6	65.1	55.3	47.0	40.0	34.0	28.9
Company Vehicle Fuel	9,937.4	9,937.4	9,192.1	8,272.9	7,445.6	6,701.0	6,030.9	5,427.8	4,885.0	4,396.5	3,956.9	3,561.2	Company Vehicle Fuel	3,205.1	2,884.6	2,596.1	2,310.5	2,056.4	1,830.2	1,628.9	1,449.7	1,290.2	1,148.3	1,022.0	909.6
Staff Commuting	895.1	895.1	828.0	765.9	708.4	655.3	606.2	560.7	518.6	440.8	374.7	318.5	Staff Commuting	270.7	230.1	195.6	166.3	141.3	120.1	102.1	86.8	73.8	62.7	53.3	45.3
Working from Home	40.7	40.7	37.7	34.9	32.2	29.8	27.6	25.5	23.6	21.8	19.2	16.9	Working from Home	14.9	13.1	11.5	10.1	8.9	7.9	6.9	6.1	5.4	4.7	4.1	3.6
Waste	7.2	7.2	6.7	6.2	5.7	5.3	4.9	4.5	4.2	3.9	3.6	3.3	Waste	3.1	2.8	2.6	2.4	2.2	2.1	1.9	1.8	1.6	1.5	1.4	1.3
Water & Sewerage	0.9	0.9	0.8	0.8	0.7	0.6	0.6	0.6	0.5	0.5	0.4	0.4	Water & Sewerage	0.4	0.3	0.3	0.3	0.3	0.3	0.2	0.2	0.2	0.2	0.2	0.2
Refrigerant Gases	255.2	255.2	236.0	218.3	202.0	186.8	172.8	159.8	147.9	136.8	126.5	117.0	Refrigerant Gases	108.2	100.1	92.6	85.7	79.2	73.3	67.8	62.7	58.0	53.7	49.6	45.9
Medical Supplies	6,123.6	6,123.6	5,664.3	5,239.5	4,846.6	4,483.1	4,146.8	3,835.8	3,548.1	3,282.0	2,888.2	2,541.6	Medical Supplies	2,236.6	1,968.2	1,732.0	1,524.2	1,341.3	1,180.3	1,038.7	914.0	804.4	707.8	622.9	548.1
Capital Asset Spend	336.2	336.2	311.0	287.7	266.1	246.1	227.7	210.6	194.8	180.2	166.7	154.2	Capital Asset Spend	142.6	131.9	122.0	112.9	104.4	96.6	89.3	82.6	76.4	70.7	65.4	60.5
Purchased Goods & Services	644.1	644.1	595.8	551.1	509.8	471.5	436.2	403.5	373.2	345.2	319.3	295.4	Purchased Goods & Services	273.2	252.7	233.8	216.2	200.0	185.0	171.1	158.3	146.4	135.5	125.3	115.9
Target	19,484	19,484	18,023	16,441	15,001	13,690	12,486	11,389	10,391	9,444	8,432	7,531	Target	6,722	6,003	5,363	4,767	4,239	3,771	3,355	2,987	2,660	2,370	2,112	1,883
Actual	19,484	23,384											Actual												
% of Base Year	100%	100%	93%	84%	77%	70%	64%	58%	53%	48%	43%	39%	% of Base Year	35%	31%	28%	24%	22%	19%	17%	15%	14%	12%	11%	10%
% Reduction	0%	0%	8%	16%	23%	30%	36%	42%	47%	52%	57%	61%	% Reduction	65%	69%	72%	76%	78%	81%	83%	85%	86%	88%	89%	90%
Reduction	0	0	1,461	1,581	1,440	1,311	1,204	1,096	998	948	1,012	901	Reduction	808	719	640	596	528	468	415	368	327	290	258	229
Reduction Cumulative	0	0	1,461	3,043	4,483	5,794	6,998	8,094	9,092	10,040	11,052	11,953	Reduction Cumulative	12,762	13,481	14,121	14,717	15,245	15,713	16,129	16,497	16,824	17,114	17,372	17,601

6.

Key Action Areas and Assumptions to deliver 47% emissions reduction by 2030

There are a variety of opportunities available that lead to a reduction of carbon emissions. These opportunities are dependent on the wider decarbonisation of the UK economy that Polar Speed operates in, with key initiatives provided in the table on the next pages.



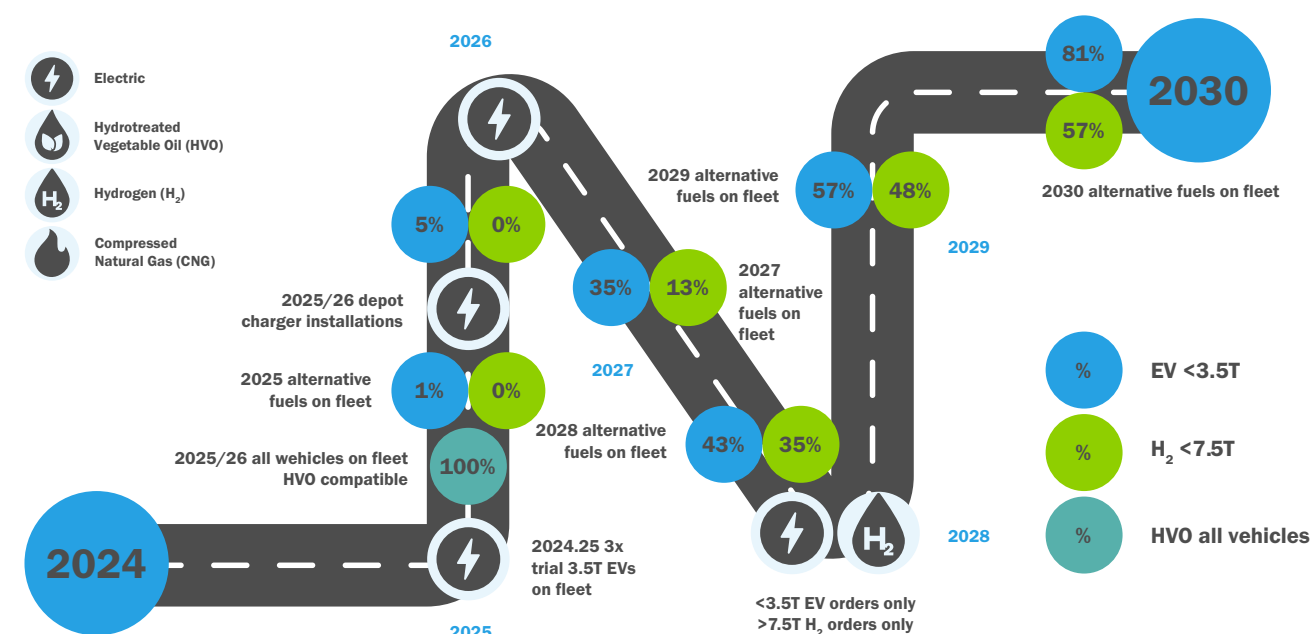
Key Action Areas and Assumptions to Deliver 47% emissions reduction by 2030.

CO ₂ e Aspect	Opportunities	Baseline emissions	Potential carbon savings in Year 1 (Tonnes CO ₂ e)	Potential carbon savings by 2030 (Tonnes CO ₂ e)	% of total footprint	Comment
Background UK Government Decarbonisation - Relevant Activity						
Electric Vehicles & associated EV infrastructure	The UK Government has committed to new car sales to all be zero emission by 2035, and the associated required electric vehicle infrastructure will be in place by that date.	Background policy and infrastructure required to unlock the business travel and and Commuting carbon savings below.				UK Government Policy <ul style="list-style-type: none">End the sales of new petrol and diesel vehicles by 2035. The UK Government also needs to deliver it's commitment to the rollout of electric vehicle charging infrastructure in the UK ahead of the above phase out dates.
Electricity Grid	Estimated decarbonisation of UK electricity grid - supports office and travel savings.	524	39	220	1%	Estimate based on historic annual reduction in UK grid emissions from recent years. Dependent on continuation at current rate which is in line with government objectives.
Potential Actions						
Company Vehicle Fuel	Review use of electric or hydrogen vehicles. Source HVO fuel.	9,937	745	5,052	26.1%	Assuming partial use of HVO and/or move to electric fleet
Medical Supplies	Apply influence on medical suppliers to reduce emissions. NHS initiatives already underway.	6,124	459	2,575	13.3%	Carry out supplier survey and work influence carbon reduction.
Transport & Courier Services	Liaise with transport contractors.	546	41	255	1.3%	Carry out supplier survey and work influence carbon reduction.
Mains Gas	Reduce mains gas as much as possible.	140	11	59	0.3%	Assumes elimination of gas over time.
Electricity	Reduce electricity use in office through increased efficiency. Achieve 80% renewable energy by 2025.	524	39	220	1.1%	Increase renewable energy percentage.
Staff Commuting	Encourage commuting behaviour and significant % electric vehicles.	895	67	376	1.9%	Assuming 100% switch to electric.
Refrigerant Gases	Research low carbon alternatives that can be dropped into existing hardware. Consider new equipment.	154	12	65	0.3%	New gasses with lower emission are being developed.
Capital Asset Spend	Identify low carbon alternatives.	336	25	141	0.7%	Carry out supplier survey and work influence carbon reduction.
Purchased Goods & Services	Cooperate with supply chain to reduce emissions.	644	48	271	1.4%	Carry out supplier survey and work influence carbon reduction.
Other Categories	Education and behaviour change.	75	5	31	0.2%	
Waste	Establish fate of Hazardous waste. Liaise with suppliers to determine fate.	7	1	3	0.0%	Need to understand hazardous waste disposal.
Total		19,383	1,453	9,049	47%	

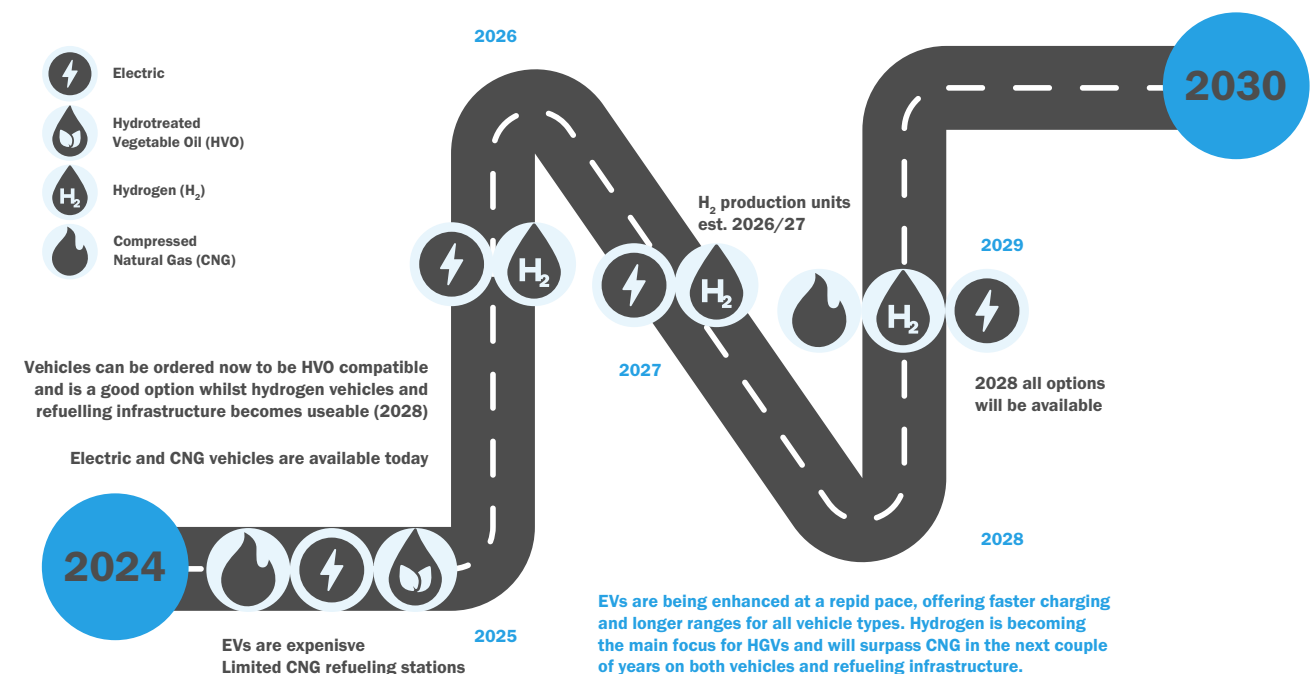
7. Carbon Reduction Plan – Vehicle Fuel

The below diagrams show an initial view of how Polar Speed may decarbonise its vehicle fleet, which will deliver at least a 50% reduction in GHG emissions by 2030.

Vehicle fleet decarbonisation: milestone roadmap



Alternative fuel roadmap



8.

Energy Reduction Strategy – Buildings



Short-Term and Medium-Term Milestones:

- Polar Speed already used 97% renewable electricity under the Market Based methodology and is committed to using 100% renewable electricity by 2035.
- In order to achieve the interim Scope 1 & 2 target reductions Polar Speed will ensure electricity usage is lowered over time, and plans will be put in place to lower gas usage on site.
- The below initiatives will support delivery against these objectives.

Employee & Stakeholder Engagement: 2024 to 2026 and ongoing

- Develop a structured training and CO₂e awareness plan for staff.
- Appoint green champions to assist with energy and resource management.
- Discuss ideas with staff to secure engagement.

Manage energy use: 2024 to 2027 and ongoing

- Continue to track energy at all levels of the organisation and investigate submetering as a way to receive more granular, actionable data.
- Obtain quotes for a Heat Pumps to replace gas heating at relevant sites.
- Ensure computers, copiers and display screens are set to optimum efficiency.
- Review the energy consumption of the I.T. servers.
- Ensure electrical equipment is switched off when not in use.
- Review the office and other equipment energy consumption.
- Review green energy tariffs to ensure they are industry-leading.

9.

Detailed Carbon Reduction Plan

Aspect	Short/ Medium/ Long Term	Observations / Actions	Responsible Person	Target Date
Carbon footprint and EMS ongoing management, review and target setting.	Control			
	Short	1.1 Implement environmental policy, energy policy and action plan. Condition-based approach to capital plan lifecycles	Director: People services & administration	2025
	Short	1.2 Fit LED lighting in all facilities.	BaSE Manager	Ongoing
	Short	1.3 Raise awareness and consult with staff regarding CO ₂ emissions, energy consumption, and other environmental aspects.	Senior legal Counsel	Ongoing
	Long	1.4 Embed CO ₂ reduction target setting into all processes within the business.	Senior Leadership team	Ongoing
	Short	1.5 Appoint green champions/ ambassadors with a specific brief to collect resource-efficiency ideas and to assist with energy and resource management on a day-to-day basis. Feed ideas and information back to the sustainability team.	Senior Legal Counsel	Ongoing
	Short	1.6 Discuss ideas with senior staff to secure manager and other key staff engagement.	Buildings Facilities & sustainability Manager	2023
	Short	1.7 Carry out CO ₂ -related awareness training for all staff and contractors on site.		
	Short	1.8 Develop a structured training and CO ₂ awareness plan for staff. Ensure staff are aware of sustainability objectives, train procurement staff.	PS/Marken Sustainability team	2024
	Influence			
	Short	1.9 Collaborate with contractors and suppliers. Complete the supplier survey arranged by GGE and open discussions to implement Net Zero actions.	PS/Marken Sustainability team	Ongoing
	Medium	1.10 Include a review of all suppliers and contractors' carbon intensity. The top 20 have been reviewed online. Survey to be sent out	Buildings Facilities & sustainability Manager	2024
	Ongoing			
	Long	1.11 Continually review the action plan and include carbon footprint considerations.	Buildings Facilities & sustainability Manager	Ongoing
	Long	1.12 Continually identify relevant training and implement a training plan throughout the organisation.	PS/Marken Sustainability team	Ongoing

Energy

Aspect	Short/ Medium/ Long Term	Observations / Actions	Responsible Person	Target Date
Energy Reduction	Control			
	Short	2.1 Regularly check and record accurate energy consumption data on an ongoing basis in order to measure changes.	Buildings Facilities & sustainability Manager	2024
	Medium	2.2 Review energy consumption and embodied CO ₂ as a criterion for future purchases.	BaSE manager	2026
	Short	2.3 Ensure computers, copiers and display screens are set to optimum efficiency	IT Manager	2024
	Medium	2.4 Track energy at all levels and investigate submetering as a way to receive more granular, actionable data.	BaSE manager	2025
	Medium	2.5 Continue to fit LED Lighting. GGE to suggest options for suppliers.	BaSE manager	2030
	Short	2.6 Review the efficiency and consumption of individual air conditioning systems.	BaSE manager	2024
	Long	2.7 Consider alternatives to gas boilers when they are due for replacement.	BaSE manager	Ongoing
	Medium	2.8 Plan for the installation of presence sensors.	BaSE manager	Ongoing
	Influence			
	Medium	2.9 Develop a structured training and CO ₂ awareness plan for facilities staff.	PS/Marken Sustainability team	Ongoing
	Ongoing			
	Long	2.10 Consider building energy efficiency when retrofitting and upgrading premises in the future.	BaSE manager	Ongoing

Aspect	Short/ Medium/ Long Term	Observations / Actions	Responsible Person	Target Date
Energy Suppliers	Control			
	Short	2.11 Review green energy tariffs to ensure they are the industry-leading options.	BaSE manager	On contract renewal
	Influence			
	Medium	2.12 Review gas suppliers. Where practical reduce gas consumption and replace gas-consuming equipment. Research is continuing in the production of 'Green Gas'. Monitor the market for options in the future.	BaSE manager	Ongoing
	Short	2.13 Review supply chain energy supply contracts. Share learning with staff and other interested parties.	BaSE manager	Ongoing
	Ongoing			
	Medium	2.14 Continually review energy procurement.	BaSE manager	Ongoing
Building Facilities	Medium	2.15 Continually review the market to ensure that renewable energy claims are valid.	B&F & sustainability manager	Ongoing
	Control			
	Short	2.16 Conduct annual energy audits	BaSE manager	Ongoing
	Short	2.17 Review available EPC reports in conjunction with the carbon footprint.	B&F & sustainability manager	2024
Renewable Energy	Short	2.18 Install sub-metering in high energy-consuming areas and processes to enable the accurate recording of electricity consumption.	BaSE manager	2024
	Control			
	Medium	2.19 Achieve 80% renewable energy use by 2025.	B&F & sustainability manager	2025
	Long	2.20 Achieve 100% renewable energy use by 2035.	BaSE manager/B&F & Sustainability manager	2035
	Medium	2.21 Investigate installation of onsite renewable energy sources such as photovoltaic cells or heat pumps.	BaSE manager	Ongoing
	Medium	2.22 A survey and feasibility report will be required to establish the structural requirements, regulatory requirements, and financial feasibility of any proposed project.	BaSE manager	2024

Financial and Commercial

Aspect	Short/ Medium/ Long Term	Observations / Actions	Responsible Person	Target Date
Financial and commercial	Control			
	Short	3.1 Review commercial service supply chain, banks, insurance, accountancy, website, cloud hosting, training providers, software subscriptions, legal services, and other relevant suppliers.	Director: People services & administration	Ongoing
	Influence			
	Short	3.2 Raise awareness with procurement staff when reviewing or renewing contracts.	Legal Manager	Ongoing
	Short	3.3 Review sustainability of pension investments.		
	Ongoing			
	Long	3.4 Continually review the supply chain and consider using suppliers offering the lowest CO ₂ options.	Procurement Manager	Ongoing



Facilities and Office

Aspect	Short/ Medium/ Long Term	Observations / Actions	Responsible Person	Target Date
Office Equipment	Control			
	Short	4.1 Ensure computers, copiers and display screens are set to optimum efficiency. Review the energy consumption of the servers	IT Manager	2025
	Short	4.2 Review the office and other equipment energy consumption.	IT Manager	2025
	Medium	4.3 Consider recycling and re-use options for office equipment when it is disposed of.	IT Manager	Ongoing
	Ongoing			
	Long	4.4 Consider IT lifecycle for future projects, can equipment be repaired and re-used?	IT Manager	Ongoing
Waste	Control			
	Short	4.5 Conduct a waste audit in order to establish the volumes, types and final destination of waste generated. Contact the waste contractors, in many cases they will be able to supply a full breakdown of the waste removed and their recycling rates.	BaSE manager/B&F & Sustainability manager	Annual
IT	Control			
	Medium	4.6 Review the volume of Emails and cloud working versus video chats.	IT Manager	Ongoing
	Ongoing			
	Medium	4.7 Review IT systems and complete a carbon intensity audit.	IT Manager	Ongoing
	Ongoing			
	Medium	4.8 Generic count on e-mails, review the requirement for a large number of e-mails.	IT Manager	2028
	Medium	4.9 Create an IT asset list in order to determine the current levels of equipment.	IT Manager	Ongoing
	Medium	4.10 Review the list and plan to purchase low-energy alternatives in the future.	IT Manager	Ongoing

Procurement

Aspect	Short/ Medium/ Long Term	Observations / Actions	Responsible Person	Target Date
Procurement	Control			
	Medium	5.1 Ensure new contracts require suppliers to state their carbon footprint and have an action plan.	Legal Manager	2025
	Influence			
	Medium	5.2 Complete a supplier survey to determine the current status of their carbon awareness.	B&F & Sustainability manager	Ongoing
	Medium	5.3 Support supply chain in order to help them manage footprint.		
	Ongoing			
	Long	5.4 Develop a consistent approach to data gathering throughout the supply chain.	Senior legal Counsel	Ongoing
	Medium	5.5 Review the options to raise client awareness.	Senior legal Counsel	Ongoing
	Long	5.6 Continually review best practice.	UPS Procurement	Ongoing



Travel & Transport

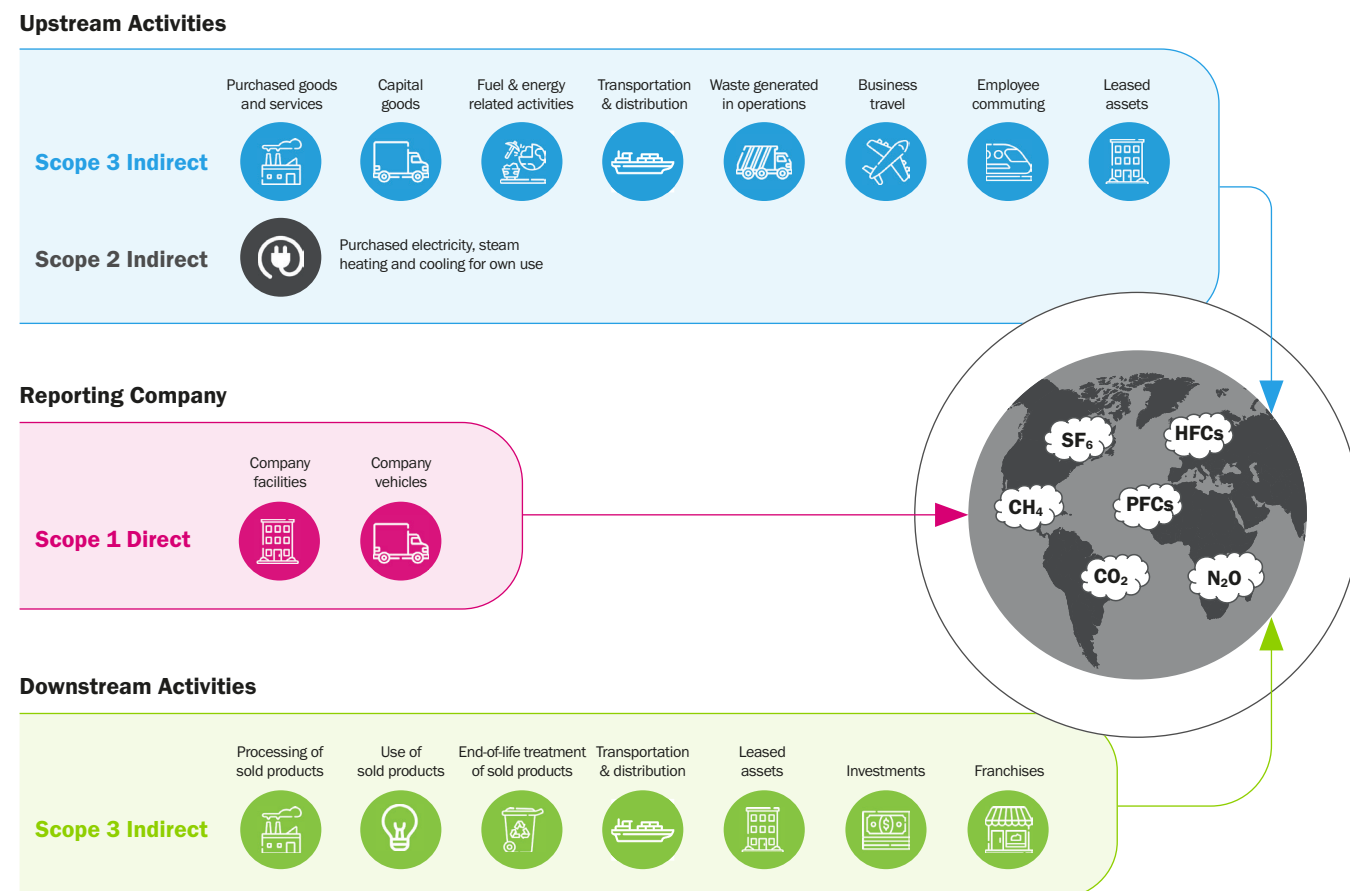
Aspect	Short/ Medium/ Long Term	Observations / Actions	Responsible Person	Target Date
Business Travel Plant and machinery	Control			
	Short	6.1 Review the options for low-carbon alternatives to the ground maintenance machinery when it is due for renewal.	BaSE Manager	2025
	Short	6.2 Introduce a policy that all new company cars will only be electric or hybrid – i.e. employees will not be able to choose petrol or diesel powered vehicles.	Automotive Manager	2024
	Short	6.3 Consider replacing the LPG-powered forklift with an electric one, when it is due for replacement.	BaSE Manager	2024
	Influence			
	Medium	6.4 Switch to electric vehicles.	Automotive Manager	2045
Commuting	Control			
	Short	6.5 Begin roll out of sustainable travel plans for employees, including advice on bus, train and cycle routes	B&F & sustainability manager	2026
	Influence			
	Medium	6.6 Encourage consideration of electric vehicles.	Automotive Manager/Ops Manager	Ongoing
	Medium	6.7 Install electric charging points to encourage the use of electric vehicles.	BaSE Manager	Ongoing
	Short	6.8 Display efficient driving strategies on the screens in the foyer and other available screens.	Ops Manager	Ongoing
	Ongoing			
	Medium	6.9 Continually review new vehicle technologies.	Automotive Manager	Ongoing
Transport	Control			
	Medium	6.10 Investigate alternative fuels such as HVO.	Automotive Manager	Ongoing
	Medium	6.11 Carry out driver training to encourage more efficient driving.	Ops Manager	Ongoing
	Medium	6.12 Optimise fleet plans and routes.	Ops Manager	Ongoing
	Medium	6.13 Collaborate with couriers and transport contractors to optimise operations to reduce emissions.	Ops Manager	Ongoing

Appendix A.

Climate Change and Net Zero – Background

The below diagram summarises the categories of emissions classified into each scope.

Depiction of Scope 1, Scope 2 and Scope 3 emission categories



Since the Industrial Revolution, the average temperature of the planet has risen by around 1°C. This is a rapid change in terms of our global climate system and the temperature rise is continuing. Governments and businesses globally are taking action to minimise this rise and minimise the most severe impacts of climate change.

The Paris Agreement of 2015 committed member countries to reduce their carbon output “as soon as possible” and to do their best to keep global warming “to well below 2°C”. However, the Science-Based Target Initiative’s (SBTi) guidance urges companies to work towards a 1.5°C reduction pathway. This report is in line with the 1.5°C reduction pathway set by SBTi.

Definition of Scopes

Emission Scopes are defined by the internationally accepted Greenhouse Gas Protocol. The protocol has been developed through many years’ cooperation with The World Resources Institute (WRI) and the World Business Counsel for Sustainable Development (WBCSD).

They are based on an assessment of which emissions from operations the organisation can directly control versus those which the organisation can merely influence.

Definition of Net-Zero

Net zero means cutting greenhouse gas emissions to as close to zero as possible, with companies then obliged to ensure that any remaining emissions that cannot be avoided by the company activity are removed from the atmosphere, for example via Direct air Capture technology (DAC) – per SBTi guidance.

Science Based Targets

SBTi is a collaboration between the CDP (was Carbon Disclosure Project), the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).

The SBTi’s goal is to provide companies worldwide with the confidence that their climate targets are supporting the global economy to achieve net-zero before 2050.

Individual Business Contribution

Whilst National and Local Governments are setting targets and policies, including legislation, individual businesses can contribute to the process. Thousands of businesses around the world of all types and sizes are committing to measure and reduce their emissions by:

- **Measuring**, understanding, and taking steps to reduce their own greenhouse gas emissions, (Carbon Footprint)
- **Reducing** emissions across all aspects of their operations, including energy use, transport and travel, supply chain, finance and waste
- **Influencing** stakeholders including suppliers, customers, staff, and the public to take steps to reduce emissions in parallel
- **Reporting** and publicising progress

Individual Business Benefits

By following this route, a company can benefit from:

- **Cost-saving**: - Where most carbon is emitted is almost certainly where spend is highest
- **Winning Business**: - More and more companies and government agencies are making sustainability a factor in requests for proposals
- **Funding and Investment**: - Banks and investors are increasingly treating organisations that have clear sustainability plans favourably, for example via offering improved lending rates for sustainability projects
- **Public Relations & Marketing**: - Publicising sustainability goals and reporting achievements
- **Social and Environmental**: - Helping to Reduce Society’s Carbon Emissions and Waste

Appendix B.

Documents and References used in Calculation

The calculations were carried out using mathematical models and the methodology defined in the **Greenhouse Gas Protocol** in particular.

GHG Corporate Accounting and Reporting Standard and Scope 2 Guidance

GHG Scope 2 Guidance

GHG Technical Guidance for Calculating Scope 3 Emissions

The Carbon Conversion Factors published annually by DEFRA on behalf of the UK government.

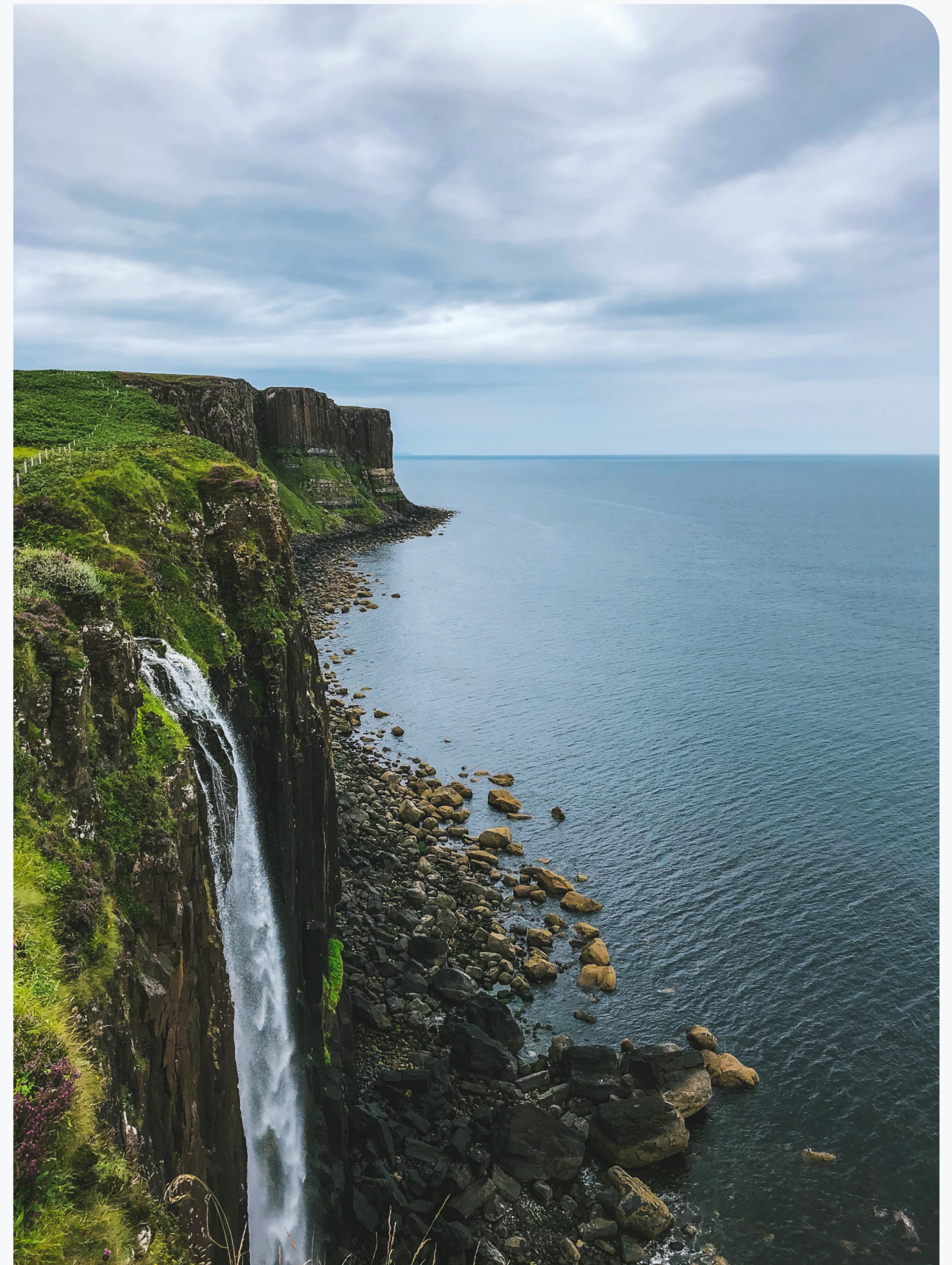
<https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2022>

<https://www.ons.gov.uk/economy/environmentalaccounts/datasets/ukenvironmentalaccountsatmosphericemissionsgreenhousegasemissionsbyeconomicsectorandgasunitedkingdom>

The Greenhouse Gas Protocol has been developed between The World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

Greenhouse Gas Protocol | (ghgprotocol.org)

The calculations were performed using Go Green Experts' specialist emission calculation tool (DataCollator) aligned with the above protocols.



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