

Carbon Reduction Plan

Supplier name: Tenos Ltd

Publication date: 15/05/25

Commitment to achieving Net Zero

Tenos Ltd is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

Baseline Year: May 2024 - April 2025

Additional Details relating to the Baseline Emissions calculations.

Tenos are currently gathering together the information, data etc. as required to calculate the carbon figure utilising an on-line carbon calculator. Whilst we have not previously calculated our baseline emissions, we have actively sought in recent times to practice lower carbon behaviours by rationalising our office spaces and we are fully committed to continue on our carbon reduction journey in achieving Net Zero emissions by 2050.

Collation of data to enable us to calculate our first baseline year for May 2024 to April 2025 is currently in progress, and our baseline year emissions will be calculated by September 2025, at which point this carbon reduction plan will be further refined, detailed and updated.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	Tenos does not pay any fuel bills directly or own assets that burn any fuels. Tenos does not own any relevant assets i.e., company facilities or company vehicles. Therefore, scope 1 emissions are not applicable.
Scope 2	Indirect purchase and use of electricity, steam, heating and cooling. These emissions come from the energy a company consumes and can usually be calculated based on the consumption outlined in energy bills. (i.e., that we consume but is generated off site with no direct control.) Tenos operates from 3no. offices that are rented from a third party and share many facilities/common spaces. Therefore, Tenos does not receive

	<p>any energy/consumption statements/bills as the office spaces are leased on an all-inclusive arrangement with respect to energy usage and fees. Our hybrid working policy also results in the minimum office space being required.</p> <p>Whilst Tenos do not currently have scope 2 emission data, we are keen to work with our landlords and management agencies to determine what our pro-rata scope 2 emissions are for the rented offices and shared space arrangements that we currently have in place.</p> <p>We are currently progressing obtaining scope 2 emission data for our baseline year May 2024 to April 2025 and on an annual basis moving forward.</p>
Scope 3 (Included Sources)	<p>Purchased goods and services – Upstream emissions from all purchased goods and services (e.g., office furniture, office supplies, and IT support).</p> <p>Waste generated in operations – Disposal and treatment of waste generated in the reporting company's operations in the reporting year (in facilities not owned or controlled by the reporting company)</p> <p>Business travel – Transportation of employees for business-related activities during the reporting year (in vehicles not owned or operated by the reporting company)</p> <p>Employee commuting – Transportation of employees between their homes and their worksites during the reporting year (in vehicles not owned or operated by the reporting company i.e., cars, buses, trains, etc.)</p> <p>Downstream transportation and distribution – Transportation and distribution of products sold by the reporting company in the reporting years between the reporting company's operations and the end consumer (if not paid for by the reporting company), including retail and storage in vehicles and facilities not owned or controlled by the reporting company.</p> <p>We are currently progressing obtaining scope 3 emission data for our baseline year May 2024 to April 2025 and on an annual basis moving forward.</p>
Total Emissions	To be calculated once we have all of the emission data, using our first baseline year May 2024 to April 2025.

Current Emissions Reporting

Reporting Year: May 2024 to April 2025.	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	Scope 1 emissions are not applicable
Scope 2	In progress using our first baseline year May 2024 to April 2025.
Scope 3 (Included Sources)	In progress using our first baseline year May 2024 to April 2025.
Total Emissions	In progress using our first baseline year May 2024 to April 2025.

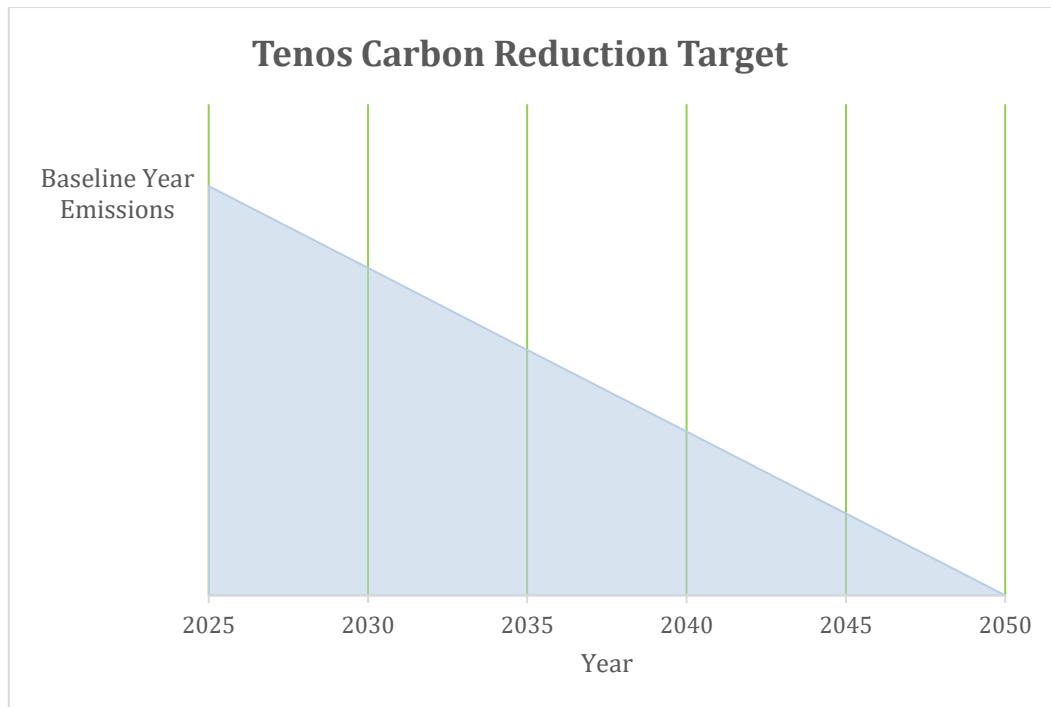
Emissions Reduction Targets

Tenos has made a commitment to be a net zero company by 2050. We will achieve this by pursuing ambitious emissions reduction targets, such as:

- Reducing scope 2 emissions by working collaboratively with our landlords and management agencies.
- Reduce scope 3 emissions progressively from the May 2024 to April 2025 baseline year, working towards 2050.
- As a last resort, purchase credits for offsetting to account for the last most difficult emissions.

Our goal is for carbon emissions to decrease over the next five years, and once we have calculated our first baseline year for May 2024 to April 2025 (currently in progress), we will then specify the reduction in terms of tCO₂e, the year when this will be achieved and the associated percentage.

Our carbon reduction targets can be seen in the following graph:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Tenos currently have a BS EN ISO 14001:2015 'Certificate of Registration' for our environmental management system that we have proudly maintained since December 2012 demonstrating our commitment to protecting the environment.

We have actively sought in recent times to practice lower carbon behaviours such as rationalising our office spaces and embracing the use of shared amenities within the office environments, along with proactively encouraging hybrid working arrangements with employees .

Future Carbon Reduction Initiatives

In the future we hope to implement further measures and will proactively engage our Employee-Owned Trust to become fully involved as our company grows and drive the necessary changes moving forward.

In order to work towards achieving Net Zero by 2050, we have initially identified the following carbon reduction initiatives that we aim to implement whilst we progress calculating our first baseline year for May 2024 to April 2025:

- **Waste** – Continue to minimise waste by reducing the purchase of single use, little used or not needed items and promoting re-use where possible. The avoidance of single-use items, waste segregation and recycling within our office environments and during business travel will be of particular focus. Waste behaviour campaigns will be progressed with regular reminders thereafter.

- Business travel – Develop a travel hierarchy with a view to reducing travel across all modes of transport, to ensure that sustainable options are prioritised when there is the need to travel for business purposes. Consider support packages for staff to encourage the purchase of electric vehicles for those who drive for work purposes.
- Employee commuting - Carry out a travel to work survey and encourage behavioural shifts by exploring a range of support packages for staff to access. Continue to encourage flexible/hybrid working to reduce employee commutes to the office.

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 will be reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and will utilise the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions will be reported in accordance with SECR requirements, and the required subset of Scope 3 emissions will be reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body) who are fully committed to Tenos achieving Net Zero by 2050. We pledge that our baseline year emissions will be calculated by September 2025, at which point this carbon reduction plan will be further refined, detailed and updated.

Signed on behalf of the Supplier:



Stuart A. Kerr
Director

Date: 15th May 2025

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

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

³ <https://ghgprotocol.org/standards/scope-3-standard>