

# Carbon Reduction Plan

We are committed  
to reducing our  
environmental impact  
transitioning to a  
low-carbon future.

Delivering Today,  
Shaping Tomorrow.

# Contents



Introduction	3
Carbon Reduction Projects	9
Declaration & Sign Off	11

# 01

## Introduction

**Care** *So that our customers feel like they matter*

**Proactive** *So that we anticipate our customers' needs*

**Professional** *So that our customers' expectations are met*

## Introduction

### Commitment to achieving Net Zero

Wilson James Limited is committed to achieving Net Zero scope 1 emissions by 2035 and Net Zero Scope 3 Emissions by 2050.

### 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: 2023  
(January – December)

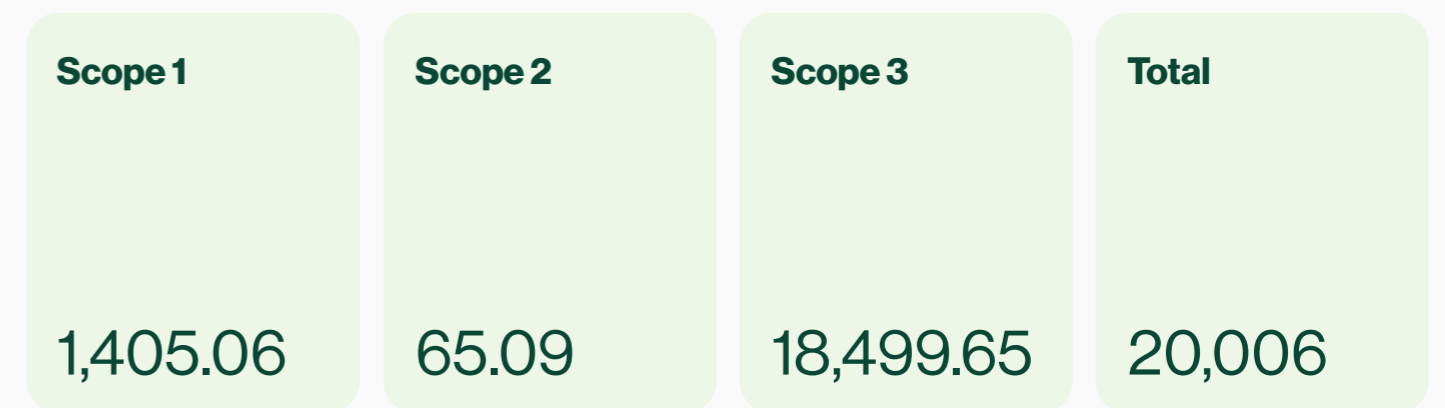
Our baseline emissions inventory includes Scope 1, Scope 2 and relevant Scope 3 categories.

For Scope 3, our entire upstream emissions are covered, reflecting the nature of our business model and operational boundaries.

At present, Category 2 (Capital Goods) is excluded, as this calculation is being undertaken by our external consultancy to ensure accurate and methodologically consistent reporting.

Category 4 (Upstream Transportation and Distribution) has also been excluded to avoid double counting, as these emissions are already captured within Category 2 once the capital goods assessment is complete.

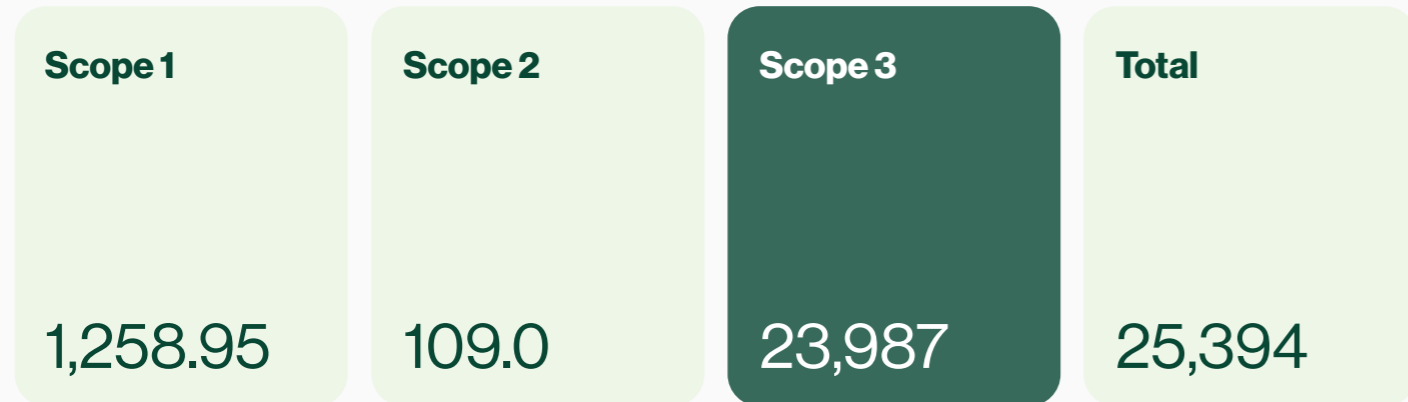
Baseline Year Emissions (tCO<sub>2e</sub>)



## Current Emissions Reporting

Reporting Year: 2024  
(January – December)

Baseline Year Emissions (tCO<sub>2e</sub>)



### Scope 3 Breakdown

- Category 1 - Purchased goods & services – 131tCO<sub>2e</sub>
- Category 3 - Fuel and energy related activities – 378tCO<sub>2e</sub>
- Category 5 - Waste generated in operations – 0.8tCO<sub>2e</sub>
- Category 6 - Business Travel – 203tCO<sub>2e</sub>
- Category 7 - Employee Commuting – 4287tCO<sub>2e</sub>
- Category 8 - Upstream Leased Assets – 583tCO<sub>2e</sub>

# Emission Targets

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

## Scope 1 & 2 Near Term Targets | Absolute Contraction

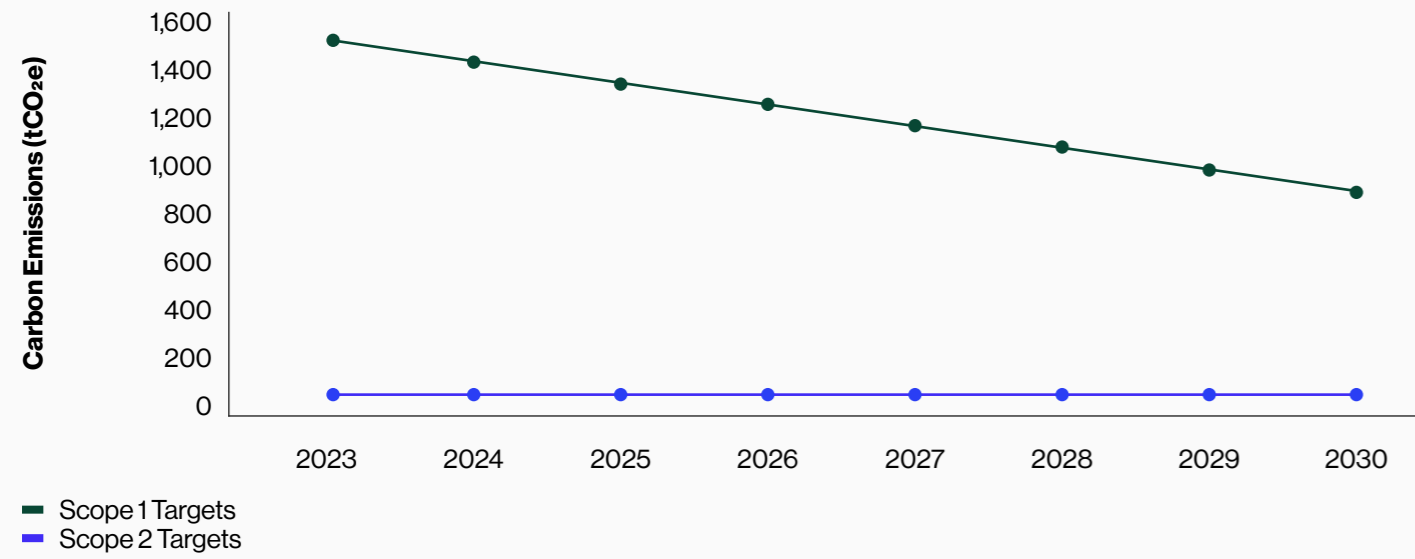
	Base Year (2023)	Target year (2030)	% Reduction
Scope 1 emissions (tCO <sub>2e</sub> )	1,478	857	45.00%
Scope 2 emissions (tCO <sub>2e</sub> )	61	35	45.00%
Scope 1 + 2 emissions (tCO <sub>2e</sub> )	1,538	893	45.00%
Near-Term Scope 1 SBT formulation	Wilson James Limited commits to reduce Scope 1 emissions 42% by 2035 from a 2023 base year		
Near-Term Scope 2 SBT formulation	Wilson James Limited commits to reduce Scope 2 emissions 42% by 2035 from a 2023 base year		
Near-Term Scope 1+2 SBT formulation	Wilson James Limited commits to reduce Scope 1 & 2 emissions 42% by 2035 from a 2023 base year		

## Scope 1 & 2 Near Term Targets | Absolute Contraction

	Base Year (2023)	Target year (2030)	% Reduction
Company Scope 1 & 2 (tCO <sub>2e</sub> )	1,538	893	45.00%
Long Term SBT formulation	Wilson James Limited commits to reduce Scope 1 & 2 emissions 90% by 2035 from a 2023 base year		

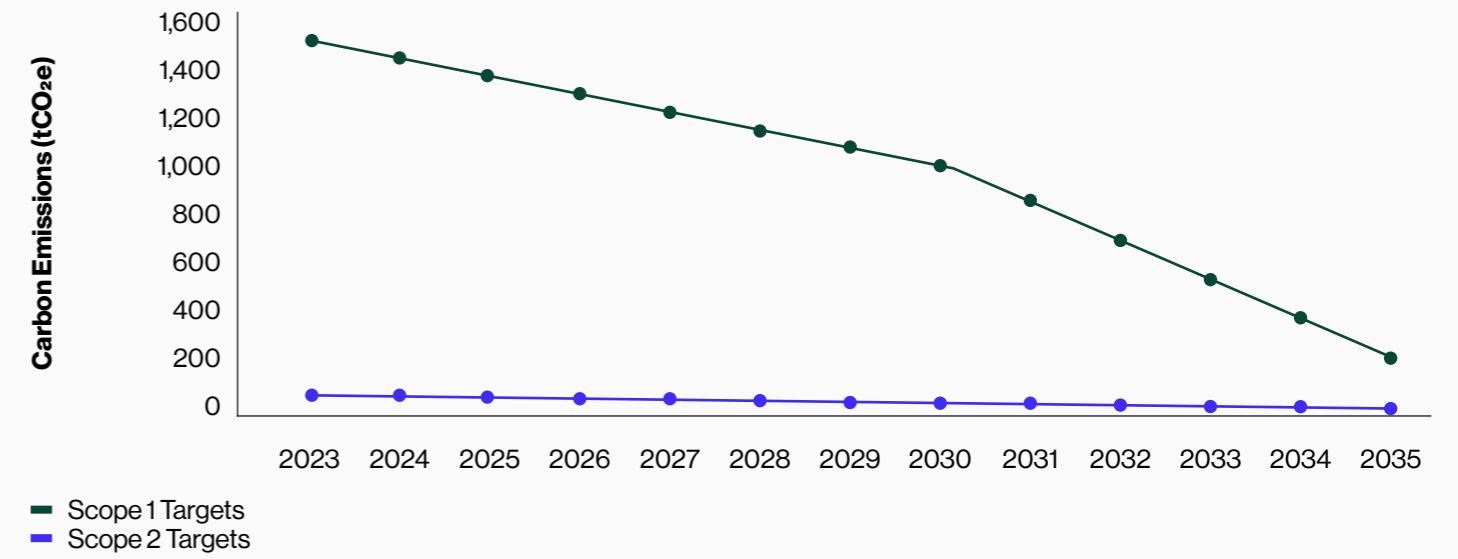
# Absolute Reduction

## 1.5C Near Term



# Absolute Reduction

## 1.5C Net Zero



# 02

## Carbon Reduction Projects

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## Completed Initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline.

- ▲ Phased fleet electrification
- ▲ Phasing out of diesel from our operations via HVO transition
- ▲ Full transition to renewable energy across our property portfolio via REGO-backed tariffs
- ▲ Circular Economy implementation in our waste management like driving the re-use of wooden pallets, PPE and metal recycling.
- ▲ ISO 14001 Certification.
- ▲ Reviewed our Expense Policy to cut carbon emissions from business travel.
- ▲ Kickstarted company-wide sustainability workshops to raise awareness on the subject and educate our employees on how they can contribute to the implementation of the overarching corporate net zero strategic intent.
- ▲ We have committed to setting Near Term and Net Zero carbon reduction targets with the SBTi and are due to submit our targets for validation by early Q2 2025.
- ▲ We have developed a digital Carbon Reporting Tool to support on-demand availability of carbon data to enable efficient measurement & monitoring of carbon emissions and efficient reporting.
- ▲ Kickstarted supply chain sustainability engagement to effectively measure our supply chain emissions and explore collaborative opportunities to cut the carbon emissions in our supply chain.

We recognise that many of these initiatives are still in the early stages of deployment. To ensure we can demonstrate meaningful and verifiable progress, we have put in place robust controls, reporting mechanisms and assurance processes to accurately capture the carbon reduction benefits delivered by each scheme.

This will enable us to measure performance consistently, track our contribution towards organisational targets, and ensure compliance with external commitments.

Looking ahead, we plan to enhance our decarbonisation efforts through the implementation of additional measures, including:

1. Transitioning to a fully zero emission fleet through a phased and commercially viable rollout strategy.
2. Accelerating the removal of diesel from our operations, prioritising the use of HVO as an interim step.
3. Validating our carbon reduction targets through the Science Based Targets initiative (SBTi) to strengthen credibility and alignment with recognised best practice.
4. Introducing employee focused incentives such as car pooling programmes, cycle to work schemes and electric company car options to reduce emissions related to commuting and business travel.

# 03

## Declaration & Sign Off

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## Declaration Sign Off

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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<sup>1</sup> 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 the Supplier:

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Date: 26/02/2026

<https://ghgprotocol.org/corporate-standard>  
<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>  
<https://ghgprotocol.org/standards/scope-3-standard>

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Shaping Tomorrow.

**WJ** Wilson James

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For more information about  
our Carbon Reduction Plan,  
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