



Net Zero Report

Carbon Reduction Plan FY2025



Beck & Pollitzer

This document showcases the carbon footprint calculations Beck & Pollitzer Engineering Ltd (hereafter referred to as 'Beck & Pollitzer') has undertaken and the corresponding Net Zero targets. Reporting has been undertaken at a Group level, with data provided by each relevant Beck & Pollitzer country, at a site-level where possible, and reviewed and processed to calculate our corporate carbon emissions for FY 2024 ('FY24'). This granularity allows us to understand the sources of our emissions and locate emission hotspots, and to develop both our Net Zero strategy and near- and long-term future reduction pathways.

Overall, in FY24 the majority of our CO₂e emissions are Scope 3 (91%, 23,490 tCO₂e), followed by Scope 1 (7%, 1,851 tCO₂e), and finally Scope 2 (2%, 407 tCO₂e). The greatest source of CO₂e in FY24 was Scope 3 *Purchased goods and services* (63%, 16,124 tCO₂e), followed by Scope 3 *Business travel* (17%, 4,406 tCO₂e), Scope 3 *Downstream transport* (7%, 1,719 tCO₂e), Scope 1 *Transport* (6%, 1,593 tCO₂e), and Scope 3 *Fuel and energy related activities* (2%, 539 tCO₂e). All other CO₂e categories equated to less than 2% of the total FY24 emissions.

Our operations and supply chain in the following countries contributed the highest proportion of our CO₂e emissions in FY24 (more than 5% of total): UK (22%, 5,782 tCO₂e), France (20%, 5,072 tCO₂e), USA (11%, 2,887 tCO₂e), Germany (9%, 2,373 tCO₂e), Czechia (8%, 2,116 tCO₂e), and finally Poland (8%, 2,020 tCO₂e).

In addition to disclosing our FY24 corporate CO₂e emissions, we have also outlined our emissions

targets and reduction pathways and set out our modelled glidepath to Net Zero.

This year marks a key milestone in our sustainability journey: the creation of our first carbon reduction plan. This builds on the foundations laid out in our previous corporate responsibility reports and reflects the ongoing development of our long-term sustainability strategy. It sets out the steps we are taking to reduce our environmental impact and drive measurable progress toward a low-carbon future.

We will focus decarbonisation action on our emission hotspots, as identified by this analysis, whilst prioritising emission sources within our direct control or influence to reduce activity. As such, we are considering the following recommended CO₂e reduction actions: using sustainability principles to guide the management of our facilities (for example, our transition in the UK to 100% renewable energy sources), assessing the feasibility of transitioning our vehicle fleet to EVs and reducing Internal Combustion Engine (ICE) mileage, engaging with suppliers to both improve data quality and support value chain decarbonisation (particularly in relation to our purchased goods and services, and upstream/downstream transport), and encouraging employees to avoid the use of high-carbon travel modes for commuting and business travel. As a next step will further develop our Net Zero strategy and action plan, including a detailed implementation timeline, to map the initiatives and actions required to meet our targets.

Aside from our progress on emissions, in 2024, our sustainability efforts have also been recognised with our EcoVadis Silver accreditation. This places us amongst the top 15% of rated organisations globally, and within the top 7% of our industry, highlighting substantial progress in areas such as environmental impact, labour and human rights, ethics, and sustainable procurement. This recognition reflects a deepened commitment to integrating responsible practices across all operations, not only acknowledging the positive changes already made, but also reinforcing our ambitions to embed sustainability at the heart of our business moving forward.

Executive Endorsement



Romain Prouvost
Chief Executive Officer
Beck & Pollitzer

At Beck & Pollitzer, our vision is clear: to shape the future of manufacturing. As a global leader in the installation of process equipment for advanced manufacturing – particularly in emerging technologies, life sciences, and decarbonisation – we recognise that shaping the future also means safeguarding it.

Therefore, I am proud to endorse our Net Zero Emissions Reduction Plan. This plan is more than a sustainability commitment – it is a strategic imperative aligned with our values, our clients' needs, and our responsibility to the planet.

While the majority of our services are delivered through our skilled and dedicated workforce, we understand that our environmental impact extends beyond our people. That is why we are focused on reducing emissions across our operations – by enhancing the efficiency of our equipment, decarbonising our supply chain, and working with partners who share our commitment to a sustainable future. In order to make a real impact, we will focus our efforts towards reducing our Scope 1 and 2 emissions, before tackling Scope 3 emissions.

Our teams across the globe – from Europe to Asia, to the Americas – are united in this effort. We will be looking at sourcing low-carbon tools and transport, optimising logistics, and engaging suppliers who support clean and circular practices. These are bold steps, but necessary ones.

We understand that achieving Net Zero will be a journey requiring innovation, collaboration, and accountability. And we are ready. We see this plan not as a challenge, but as an opportunity – to lead, to inspire, and to engineer a better world for future generations. **Let's shape a cleaner, more sustainable future together.**



About Us

At Beck & Pollitzer, we are committed to engineering excellence with a strong focus on sustainability.

We specialise in industrial installation and machine relocation, delivering complex engineering projects for some of the world's biggest brands. From moving single machines to full factory relocations, we bring precision, safety and reliability to every project, no matter the scale or complexity.

With a history stretching back to 1863 and operations in 16 countries, we are proud to be a global business with a local presence, supporting our clients wherever they need us. Inclusive of our contracted personnel, our around 2,200-strong workforce works across four continents, and our international network enables us to respond rapidly to the needs of fast-evolving industries. With over 30 locations globally, we deliver a wide range of engineering support services, primarily to both manufacturing and industrial sectors, at both local and international project level.

Our active contribution to shaping the future of manufacturing reflects our commitment to building the next generation of factories and technologies. From battery and electrification advancements to warehouse automation, life sciences, and data centres, we are proud to support these fast-evolving sectors and the global brands leading them. Sustainability is embedded in our corporate strategy and aligns with our clients' purpose to operate in more sustainable and responsible ways. This shared commitment is underpinned by our core values: health and safety, collaboration and respect, passion for customers, and consistent service. We invest in our people through ongoing training and development, uphold rigorous safety standards across every site, and work closely with our partners and suppliers to strengthen relationships and raise performance across the board.



2,200

Workforce



16

Countries



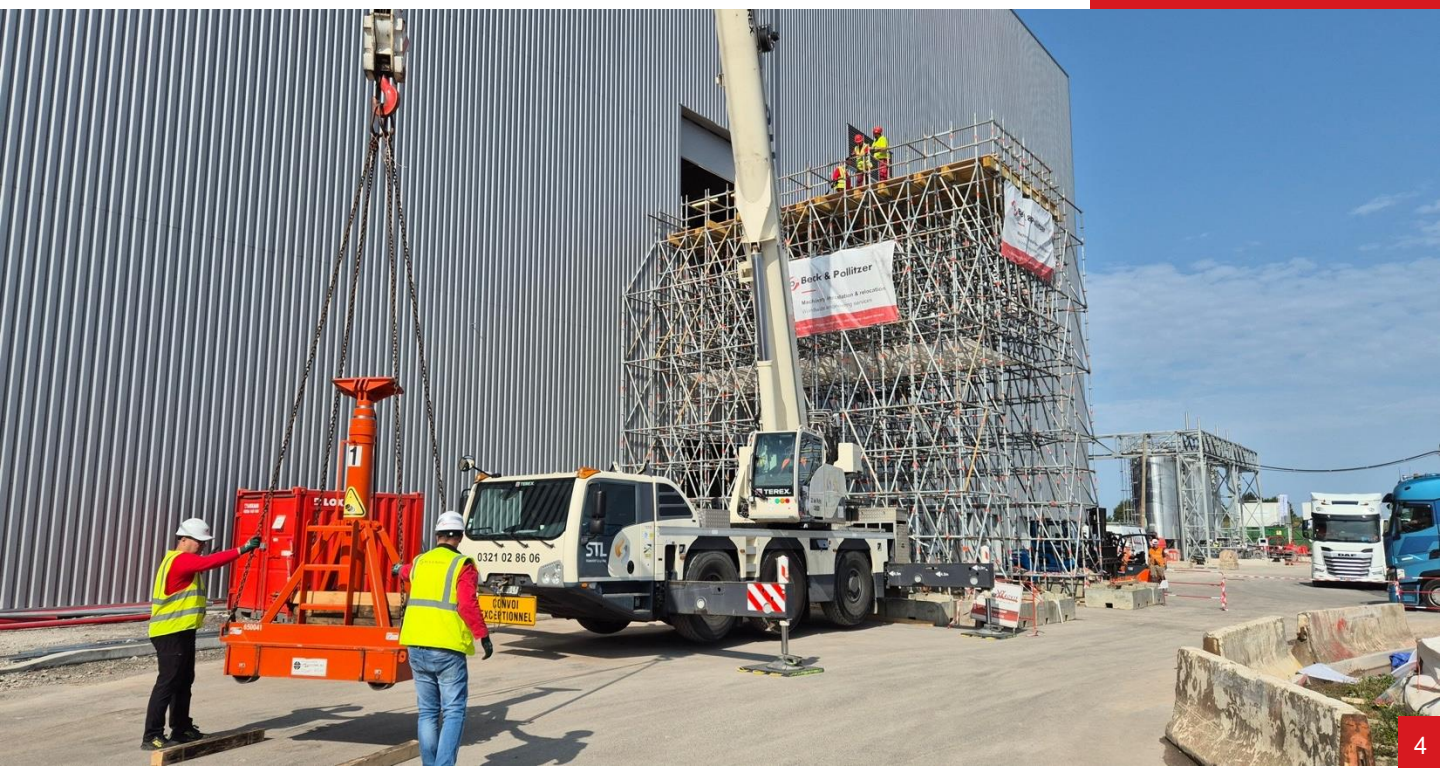
30

Global
Locations



160+

Years of
Experience





As a values-driven business which has sought to act responsibly we have measured our Scope 1 and 2 emissions since 2021, but in 2024, we took a major step in our approach by calculating a full carbon footprint (now including all relevant Scope 3 categories) using an enhanced methodology. As part of this process, we have also set a near-term and long-term Net Zero target, demonstrating our commitment to addressing climate change and aligning with global decarbonisation goals.

We see the journey to Net Zero as essential – not just for environmental responsibility, but for building a resilient, future-ready business. By reducing emissions across our operations and supply chain, we will do our part to combat climate change and support a sustainable future.

In addition to reducing our own carbon footprint, a key component of our business strategy is to empower those sectors which are contributing to the global challenge of reducing GHG emissions. This includes working with battery manufacturers who are critical to the greater adoption of electric vehicles and storage of energy produced from renewable sources.

This report outlines our targets and will serve as a transparent roadmap for tracking our progress, identifying further opportunities for emission reductions, and guiding our sustainability strategy. Ultimately, our goal is to continue delivering high-quality, reliable engineering services to our customers, while minimising our environmental impact and contributing to a greener economy.



Our Commitments

Our commitment to Net Zero as a global organisation operating across more than 16 countries, we recognise our responsibility to contribute meaningfully to the urgent global effort to tackle climate change. We are committed to aligning our climate strategy with the objectives of the Paris Agreement and the United Nations Sustainable Development Goals (SDGs) – by taking decisive steps to reduce our greenhouse gas (GHG) emissions across all regions in which we operate.

Following detailed carbon reduction modelling conducted this year, we have committed to reaching Net Zero ahead of many national and regional targets, including the 2050 targets of both the UK Government, and the EU's European Green Deal. Our commitment applies globally across our operations and supply chains.

Our science-based carbon reduction pathway includes:



Achieving 28% absolute reduction in our Scope 1 and 2 emissions by 2030, relative to our baseline year.



Achieving a long-term ambition of becoming Net Zero by 2046, relative to our baseline year.



Offsetting any remaining emissions through high-quality, verified carbon removal solutions, such as nature-based projects and direct air capture.

NET ZERO

To achieve these goals, we have taken the following actions:

1. Appointed an external specialist carbon consultancy to collate and verify data, calculate GHG emissions and help advise on carbon reduction options
2. Set the base year (January to December 2024) and calculated our carbon footprint in line with the GHG Protocol for that base year. This includes all relevant emissions Scopes and categories for our business:

Scope 1

- i. Stationary combustion,
- ii. Transport (owned and leased vehicles)
- iii. Refrigerant gasses

Scope 2

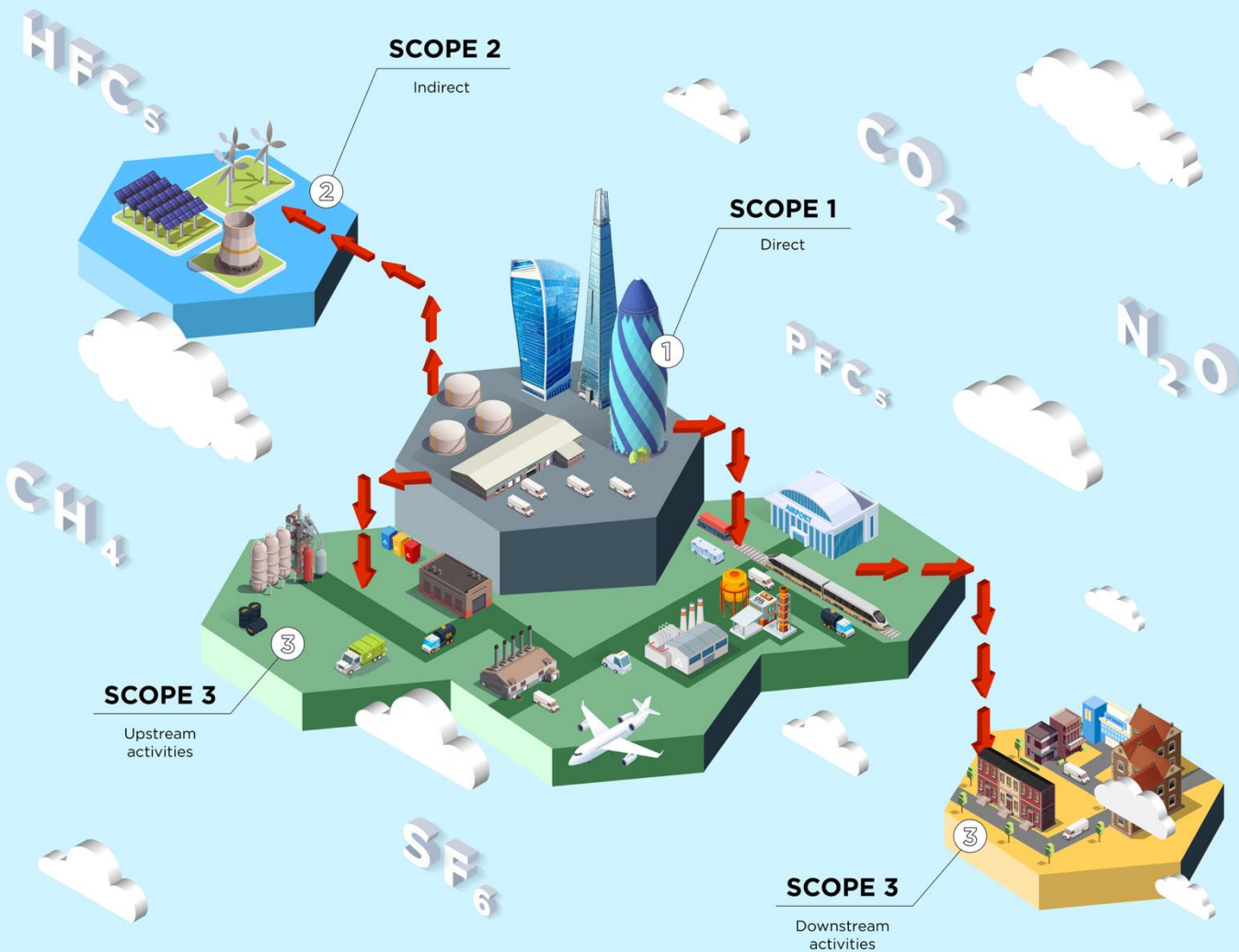
Electricity – both from premises and electric vehicles

Scope 3

- Category 1:** Purchased goods and services
Category 2: Capital goods
Category 3: Fuel and energy related activities (not included in Scope 1 and 2)
Category 4: Upstream transportation and distribution
Category 5: Waste
Category 6: Business travel
Category 7: Employee commuting (including home working)
Category 9: Downstream transportation and distribution
Category 15: Investments

3. Created a carbon reduction pathway for each Scope and category
4. Set the Net Zero date and committed to updating our carbon footprint at least annually, with FY25 (Jan-Dec 2025) expected to be the first year post the base year

GREENHOUSE GAS EMISSIONS



Our Baseline Emissions Footprint

Boundary of the footprint

When calculating carbon emissions, the GHG Protocol Corporate Accounting and Reporting Standard states that a company must set its organisational boundaries.² This can be done either by an “Equity Share” or “Control” approach. The Equity Share approach reflects a company’s economic interests and percentage ownership of companies or subsidiaries to assign GHG emissions. The Control approach can follow two routes and defines the boundary by looking at either how much Financial or Operational control a company has.

To fully cover all our operations, we have selected the “Operational Control” method when setting our organisational boundary and ensured that this spans all three emissions Scopes (1, 2 and 3) as outlined by the GHG Protocol. Under the operational control approach, a company accounts for 100 percent of the GHG emissions from operations over which it has full authority to introduce and implement operating policies, regardless of ownership. This suits our business, as we operate across many sites without necessarily owning the facilities.

While we do not have direct operational control over Scope 3 emissions, the operational control approach also helps to identify which emissions fall outside of our direct control – such as those from purchased

goods and services – and must therefore be reported as Scope 3 to provide a complete picture of our value chain impact.

Identifying relevant emissions sources and associated datasets

We are a leading provider of industrial engineering services, specialising in project-based solutions across a diverse range of sectors. Operating across more than 16 countries, our projects are executed on client sites where we have variable but often limited control over inputs and environmental practices, with these typically specified by the customer. Based on the nature of our project-based work, we have further defined the boundaries of our carbon footprint to account for all relevant emissions sources and categories within our operational control and value chain (Scope 3). Further details on these can be found within our emissions methodology later in this document.

Our emissions are reported in tCO₂e and have been calculated utilising the following formula:

Source emissions data x Conversion factor* = Total source emissions

Source unit x (tCO₂e/unit) = tCO₂e

**Conversion factors are primarily derived from the latest:*

All countries: EPA’s Environmentally extended input-output (EEIO) tables³

UK specific:

• UK Government (DESNZ and DEFRA) GHG conversion factors for Company Reporting⁴

Other country specific (not UK)

• CaDI’s Greenhouse Gas Emissions Factors for International Grid Electricity (calculated from fuel mix)⁵

²<https://ghgprotocol.org/corporate-standard>

³<https://catalog.data.gov/dataset/supply-chain-greenhouse-gas-emission-factors-v1-2-by-naics-6>

⁴<https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024>

⁵<https://www.carbondi.com/>

Breakdown of GHG emission sources

Baseline emissions are a record of the greenhouse gases that were produced in a previous financial year prior to the introduction of any strategies to reduce emissions, for which complete and accurate activity data is available. Baseline emissions are the

reference point against which emissions reduction can be measured. We have chosen January to December 2024 as our baseline year. Our 2024 baseline carbon footprint is as follows:

Figure 2: Pie charts displaying Beck & Pollitzer's FY24 tCO₂e emissions, split by category. In the main pie chart, all categories with emissions totalling less than 2% of Beck & Pollitzer's total FY24 emissions have been aggregated into an 'Other' category, which has been broken into categories in the other pie chart to provide a more granular breakdown of emissions by category

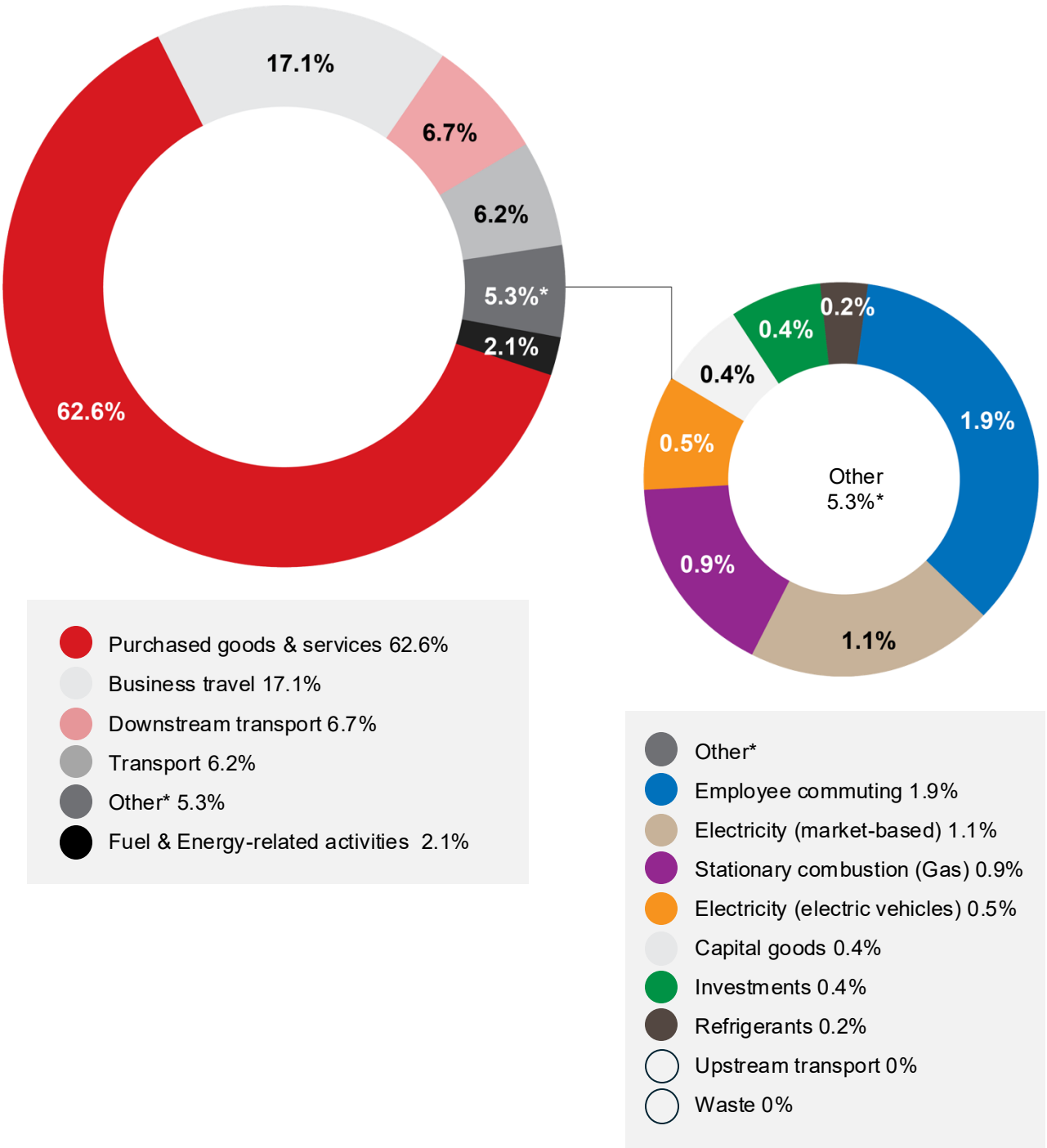


Table 1. Beck & Pollitzer's FY24 CO₂e Inventory

Scope / Category	Description	Total tCO ₂ e FY24	% of FY24 total tCO ₂ e
Scope 1			
Stationary combustion (Gas)	Gas consumed	218.88	0.85%
Transport	Owned and leased vehicles	1,593.07	6.19%
Refrigerants	HVAC's	39.04	0.15%
Scope 2			
Electricity (Location-based) ⁶	Purchased electricity, for own use (grid average)	261.17	N/A
Electricity (Market-based) ⁷	Purchased electricity, for own use (specific contract)	284.99	1.11%
Electricity (EVs)	Owned and leased EVs	122.06	0.47%
Scope 3			
Category 1: Purchased Goods & Services	Goods and services	16,124.42	62.62%
Category 2: Capital Goods	CapEx expenditure	114.36	0.44%
Category 3: Fuel and energy-related activities	WTT ⁸ & T&D losses ⁹ from electricity, stationary combustion of fuels and transport	539.44	2.10%
Category 4: Upstream transport	Transport between tier 1 suppliers or paid transport for goods (upstream & downstream) WTW ¹⁰	6.45	0.03%
Category 5: Waste	Waste disposal from operations	0.21	0.00%
Category 6: Business travel	Land and air travel and hotel stays for business purposes WTW	4,406.17	17.11%
Category 7: Employee commuting & homeworking	Employees commuting to and back from work WTW. Employees working from home	481.77	1.87%
Category 9: Downstream transport	Transport and warehousing between operations and the end consumer WTW	1,718.98	6.68%
Category 15: Investments	Investment activities (contributions to workplace pension schemes)	98.51	0.38%
Total Gross Emissions (Location-based)		25,724.53	
Less emissions avoided by procurement of renewable electricity		37.55	
Additional emissions generated from the procurement of non-renewable electricity (residual grid mix)		-61.36	
Total Gross Emissions (Market-based)		25,748.34	100%
Less carbon offsets (carbon neutral certificate in appendix)		2,260	
Total Net Emissions		23,488.34	100%

⁶Location-based represents emissions from electricity consumption based on grid average emissions

⁷Market-based represents emissions from electricity consumption based on specific energy contracts

⁸WTT - Well-to-tank emissions. Emissions associated with the extraction, refinement, and transport of fuels before consumption

⁹T&D losses – Transmission and distribution losses. Emissions associated with the energy lost during the transmission of electricity through the network

¹⁰WTW – Well-to-wheel emissions. Includes emissions associated with the extraction, refinement, transport, and consumption of fuels

Emissions intensity

To further understand our emissions, we have also recorded them using intensity ratios as this will allow us to track our emissions as our business grows and develops. We have calculated two different emissions intensity metrics, one based on turnover and one on FTE. These are outlined below.

As we have also calculated and reported turnover metrics in previous years for our Scope 1 and 2 emissions, we have provided a transparent summary

of these in the Appendix. Overall, these show a declining trend in intensity between years, with a slight increase between FY23 and FY24. This is attributed to the fact that we have considered a greater range of emissions sources within Scope 1 and 2 in FY24 (with the new inclusion of refrigerants and electricity for EVs) and used an enhanced methodology with more granular data collected from each country to inform our carbon footprint.

Table 7. Beck & Pollitzer’s Intensity Ratios (Scopes 1 to 3)

	Gross Emission (Location-based)	Gross Emissions (Market-based)	Net Emissions (Accounting for carbon offsets)
tCO2e per employee (year average)	27.22	27.25	24.86
tCO2e per million £ turnover	172.54	172.70	157.54



Our emission reduction targets

In setting our Net Zero targets and developing a global Net Zero roadmap, we have assessed the CO₂e reduction potential across all relevant emission scopes and categories. This assessment takes into account our level of control over each activity, operational constraints and opportunities – such as fleet replacement cycles, the availability of renewable energy by region, and local waste management infrastructure – as well as broader politico-economic factors relevant to each country in which we operate. These include national energy transition policies, regulatory frameworks, and evolving market conditions. Whilst we acknowledge regional policies where relevant, such as the UK government's

decarbonisation of the national grid and bans on internal combustion engine (ICE) vehicles, our strategy is globally focused.

Our Net Zero pathway is science-based and aligned with the Paris Agreement's goal of limiting global warming to 1.5°C above pre-industrial levels, reflecting our commitment to climate leadership across all our international operations.

To support our progress, we have mapped out and planned a number of positive actions in line with the follow carbon reduction targets, which have been modelled based on our overall Net Zero ambition:

25%

Absolute reduction in Scope 1, 2 and 3 emissions by 2030 from 2024 baseline levels

47%

Absolute reduction in Scope 1, 2 and 3 emissions by 2035 from 2024 baseline levels

68%

Absolute reduction in Scope 1, 2 and 3 emissions by 2040 from 2024 baseline levels

91%

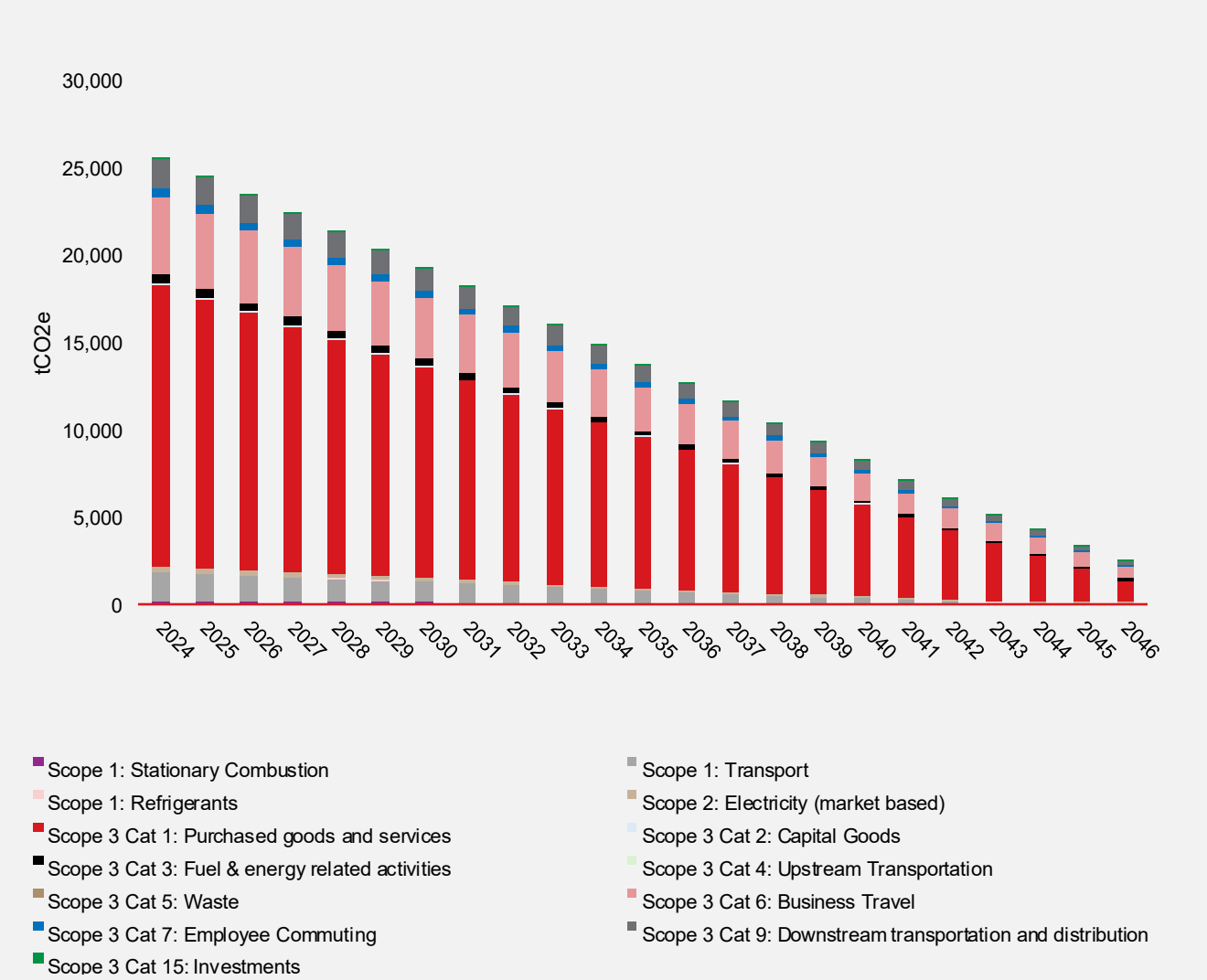
Absolute reduction in Scope 1, 2 and 3 emissions by 2046 from 2024 baseline levels

Beck & Pollitzer’s Net Zero glidepath

Our primary focus is on reducing our own direct emissions (Scope 1 and 2), with substantial planning and financial resources allocated to support this effort. However, we recognise that the majority of our emissions fall under Scope 3, which are inherently more challenging to address in the short term due to their occurrence within our supply chain – an area where we have influence but limited direct control. These emissions will be addressed in a phased approach.

To drive meaningful reductions in Scope 3 emissions, we will leverage our procurement practices and supplier relationships to promote low-carbon behaviours and encourage climate-aligned practices across our value chain. By exercising our purchasing power strategically, we aim to foster a more sustainable and collaborative supply network.

Figure 3. Beck & Pollitzer’s roadmap to achieving Net Zero (-91% CO₂e by 2046 against the FY24 base year)



Our Carbon Reduction Plan

As a responsible and globally active business, Beck & Pollitzer has maintained a long-standing commitment to environmental stewardship and carbon reduction. With over 30 offices worldwide and a 150+ year heritage in complex industrial relocation and installation, we support clients across sectors including automotive, FMCG, energy, and manufacturing. While our global footprint is substantial, our direct environmental impact remains relatively limited, owing to the nature of our operations – we do not manufacture goods or operate energy-intensive facilities; instead, we specialise in the movement and installation of industrial equipment.

To elevate our sustainability efforts and align with global best practices, we partnered with Sustainable Advantage, a leading environmental consultancy. Their expertise has supported us in the development of a science-based, comprehensive carbon emissions reduction strategy that reflects the latest industry standards.

Although our emissions are modest relative to our business size, we are committed to playing an active role in addressing climate change. Our focus is on mitigating emissions across all areas of our value chain, with targeted actions prioritised by emissions Scope and category.¹¹ The summary below outlines the key components of our reduction plan, structured to address our most material emission sources.



¹¹ Note: The only emissions category not described in our carbon reduction plan is Scope 3: Fuel and energy related activities (Category 3). As this category will reduce in-line with the decarbonisation actions taken related to our Scope 1 and 2 fuel and energy consumption, no additional action is required. and consumption of fuels



Stationary Combustion (Gas)

This is a low impact area for us, at less than 1% of our total emissions. It should be noted our offices and warehouses are small administrative centres that we rent, except for one in Poland, and as a result our level of control to reduce impact here is limited. Despite this, we can encourage our current building landlords to use biogas contracts and further consider whether these are used at prospective facilities when leasing in the future. Biogas is notably already used at three of our UK sites (Baldon, Burton on Trent, Chippenham and Oldham).

We will also aim to:

- Ensure that all our facilities use minimal heating by confirming they are fully insulated
- Reduce reliance on gas use for heating where practical, and encourage replacing gas boilers with electrical heating systems, such as air source heat pumps, infra-red panels, electric storage heaters etc
- Investigate new technologies (e.g. hydrogen powered boilers) as they become available and determine feasibility of using these at our offices.



Transport (Owned & Leased Vehicles)

This category represents our fourth largest source of emissions, accounting for approximately 6% of our total footprint, and is therefore a key focus area within our reduction strategy. Given that most of our workforce operates on customer sites, a significant portion of emissions arises from the transportation of equipment, and operation of our machinery, including forklift trucks, cranes, access platforms, trailers, and support vehicles.

Currently, our fleet and machinery predominantly rely on diesel and petrol, though we are actively transitioning to hybrid and electric alternatives, where feasible. This includes the gradual introduction of electric forklift trucks and hybrid service vehicles. However, one of the critical barriers we face in accelerating this transition is the limited charging infrastructure available in many of the countries where we operate, particularly for long-distance travel between project sites.

Despite these challenges, we remain committed to reducing emissions in this area and will pursue electrification wherever infrastructure allows. In the interim, where full electrification is not yet practical, we will prioritise the deployment of hybrid vehicles and equipment to bridge the gap.

As part of our decarbonisation efforts, we will continue to explore a range of options for reducing emissions related to fleet and machinery use, including:

- Evaluating alternative fuel options such as HVO (Hydrotreated Vegetable Oil) or biofuels
- Introducing telematics and route optimisation tools to minimise fuel consumption
- Collaborating with equipment manufacturers and leasing partners to source low-emission technologies
- Monitoring and reporting fleet emissions to identify further efficiency opportunities

This approach aligns with our broader Net Zero strategy and reflects our commitment to environmental leadership in the industrial services sector.



Refrigerants

Refrigerant emissions are low impact for us, at less than 1% of our total footprint, and we have limited control as we lease our offices and warehouses. Replacing HVAC systems at facilities could help to address these emissions, but the benefits are unlikely to outweigh the costs for our landlords. Whilst it is assumed fugitive emissions from refrigerant gases will remain the same due to limited knowledge surrounding new technologies, we will endeavour to reduce our impact where possible, primarily through developing a facilities management policy for use across our global sites.

We will use this policy to engage our landlords on the following actions:

- Determining and monitoring actual refrigerant refills, which will help with improving the accuracy of calculations for all countries (which are currently based on estimates)
 - In 2024 we received HVAC maintenance reports for our Burton-on-Trent, Oldham and Chippenham sites, which showed that no refrigerant refills occurred. This illustrates that using primary data in future could lead to reduced emissions in this area
- Limiting use of refrigeration and air conditioning systems when not required
- Following regular maintenance schedules and leak checks, focused on avoiding emissions through improved leak detection and response
- Gradually phasing out high-GWP refrigerants and specify low-GWP or natural alternatives in all new systems and retrofits
- Training staff and contractors on best practices.

Scope 2



Electricity (Facilities & Vehicles)

Emissions from electricity are another relatively low impact area for us, at around 1% of our total emissions, accounting for both facilities and electric vehicles. Although we have limited control over this activity due to leasing our facilities, we already use a mix of renewable and non-renewable energy tariffs, notably, with all our sites in UK, France and Spain using renewable tariffs. We do also have some control over modifications to our facilities, and processes are in place at most of our sites to ensure that LED lightbulbs are used, and lights are switched off automatically when not needed.

We will prioritise influencing all our facilities to move to certified 'Green' electricity over the coming years, and endeavour to develop a property and facilities management policy to encourage landlords at our sites globally to support us with reducing electricity consumption and associated emissions. Some of the actions within this will include:

- Requesting real-time energy consumption data and submeters in our leased spaces
- Collaborating on regular energy usage reviews to identify savings opportunities, and support periodic energy audits to prioritise retrofit projects
- Encourage further investment in LED lighting, efficient HVAC systems, and smart controls within common areas
- Establishing clear targets for energy intensity reduction (based on metrics such as kWh/m²) across the portfolio, and integrate progress tracking into tenant-landlord sustainability reporting
- Participate in or co-develop energy awareness campaigns to encourage responsible consumption.





CATEGORY 1: Purchased Goods & Services

Operating in the engineering services industry, these emissions pertain to the procurement of the materials, machinery, equipment and services necessary to conduct our projects globally. This includes emissions from the production and transportation of equipment and components, as well as emissions from any subcontracted services involved in our machinery installation, relocation and maintenance operations. This is the largest single source of emissions in FY24 and therefore a key priority action area for us.

From the review conducted this year, we have identified that our highest emissions goods and services are currently sub-contract labour, materials, and plant hire, which collectively contribute over 95% of emissions within this category, with most of these emissions being concentrated in UK, France, Germany and USA.

As a spend-based methodology¹² has been used for this category, one of our key actions over the next year will be to complete a deeper dive review into the nominal codes and descriptions used in our accounting processes. This will be conducted to confirm that carbon materiality is correctly assigned in the assessment, and that any exclusions are adequately justified based on emissions sources that are accounted for elsewhere in our carbon inventory (i.e. under Scope 1 and 2, or elsewhere in Scope 3).

We realise that much of the GHG reductions in this category will happen because of our suppliers reducing their carbon emissions and becoming more carbon aware, as the EU has launched the Green Deal, which outlines a commitment to Net Zero by 2050. However, that does not mean that we will take a passive approach, especially as this category accounts for over 60% of our total emissions. To drive meaningful reductions, we will leverage our supplier relationships to promote low-carbon behaviours across our value chain, first focusing on the highest emitting regions, as outlined above.

This will include:

- Engaging with tier 1 suppliers to first understand their carbon footprint (Scopes 1, 2 and relevant 3) and environmental impact by sending out carbon surveys. We will consider completing this process annually, supported by relevant platforms and methodologies, such as EcoVadis
 - We recognise that some of our tier 1 suppliers may not yet be in a position to provide this information, so we will further refine those we target in the first instance by considering both the

size of the organisation and their strategic influence on our operations

- Supported by engagement and assessment as part of our tendering processes, we will be selective about working with sophisticated carbon suppliers, prioritising local suppliers (where possible), and additionally, support our suppliers to reduce their emissions
- Work with suppliers to collaboratively set carbon emissions reductions targets (as recommended by the Science Based Targets Initiative 'SBTi')
- Request life cycle assessments/Environmental Product Declarations for products purchased, such as our materials and tools¹³, and choose products with a lower environmental impact where practical.



CATEGORY 2: Capital Goods

Similarly, to our purchased goods and services, as we have influence but limited direct control, we recognise that we are reliant on our global suppliers of capital goods to reduce their own carbon emissions to see a reduction in this category; however, targeting emissions reductions in this category is currently less of a priority, as our capital goods represent less than 1% of our total emissions. The actions we will take will be the same as those set out above for purchased goods and services.

¹²Our spend-based methodology is based on supply chain emission factors from EPA's Environmentally extended input-output (EEIO) tables, which are mapped to 2017 North American Industry Classification System (NAICS) codes, and then assigned to the nominal codes used in our accounting processes in order to perform the calculations.

¹³Tools are relevant under Scope 3 Category 2: Capital goods





CATEGORY 4: Upstream Transportation & Distribution

Our upstream transportation and distribution emissions are associated with the transportation and storage of machinery, equipment, and materials before they reach our own facilities. As our work is project based by nature and spans a wide variety of different sectors and countries, the transport of these goods can be complex, but is critical to ensure we can deliver our services to customers. Our priority action for this category over the next year will be to seek to improve the data used for the calculations to further our understanding of emissions, as they are currently entirely based on spend, rather than actual freight data.

Overall, this is another low impact area for us in 2024, at less than 1% of our total emissions, and we will begin to address this as part of our phased approach to addressing Scope 3, after we have made further progress on our direct emissions. We will use our procurement influence to drive lower-carbon logistics solutions and collaborate with suppliers to reduce emissions associated with the movement of goods and materials across our supply chain.

This will involve:

- Engaging with our transportation and distribution providers to request freight and logistics information, including metrics such as weight, distance, transport mode and/or provider-specific emissions data where possible
- Requesting transportation and distribution providers to use EVs where possible, avoid next-day delivery, and where practical, use providers with green tariffs in place for warehouses/storage facilities.



CATEGORY 5: Waste

Due to its wider environmental consequences, we will work to reduce our waste and associated emissions; however, this is a low impact area again compared to other emissions sources (less than 1% of total emissions).

Waste is produced in two areas: our offices and on our customer sites. We have some control over the waste from our offices, through how we influence operating procedures used by our employees and encouraging our building landlords to select waste management providers which prioritise lower carbon disposal methods (i.e., waste to energy and diversion from landfill).

Waste disposal is included in our service charges, and there is typically little waste from our offices around the world, as they tend to be small. Given that these

emissions occur within our supply chain, where we have influence but limited direct control, we will first prioritise the direct actions we can implement at our global offices – for example, reducing, reusing and recycling (as outlined below) – and in future years, increase our focus on reducing any residual emissions through engaging with landlords to influence switching to lower carbon providers where necessary.

In addition to our offices, operating in the engineering services sector, we also produce some waste at our customer sites, but the quantities are typically small. The sources include packaging related to the machines we install, and other materials, such as paint, which are disposed of where the installation is located. Although we have not included emissions from our customer sites as part of our carbon footprint, as they are outside of our direct control, we do already work with our customers to minimise the environmental impact of our service. This can mean removing waste from customer sites to be able to recycle it more efficiently.

We already follow the waste hierarchy across our operations where a preference is given to:

- Reduce the waste generated
- Re-use and recycle as much as possible
 - Recycling facilities vary by country, and we seek to maximise the opportunity of recycling in each. For example, waste is separated into paper and plastic at our sites for easy recycling. Recycled paper is also used for printing
 - Some examples of our reusing of materials/products include: refurbishing pallets in India (up to ~50-60% of units), repurposing timber from packing boxes into warehouse shelves in Czechia, and using software to track tool lifecycle, identify refurbishment opportunities, and extend overall lifespan
- Residual general waste to be incinerated to limit the volume of waste that goes to landfill

As our calculations in FY24 are based on floorspace waste tonnage estimates considering typical waste types and disposal methods across our sites, our main priority in relation to this emissions category is to collect improved data next year to allow us to increase the reliability of the results. Aside from this, in terms of emissions reductions, we will also:

- Roll out staff training programmes to provide clear, consistent training and information to minimise waste and maximise recycling
- Continue to track disposal methods of different waste streams and encourage waste management providers to change suppliers who send waste to landfill.



CATEGORY 6: Business Travel

This is our second largest source of emissions in FY24, at 17% of our total emissions, and therefore a key priority action area for us. The emissions in this category are associated with our operative employees travelling to customer sites globally, or other trips made for business travel purposes, and cover automobile travel (in rental cars or employee-owned vehicles), other modes of travel (air, sea, rail), and hotel/apartment stays and subsistence. We have calculated these emissions for all our operating countries, in addition to at the Group services level (i.e. not attached to a specific country).

Currently most of the calculated emissions are concentrated in Czechia, France, Poland, and the UK. However, we were missing primary data for some countries, so a focus will be to improve data collection in future years, so we can validate the FY24 results, move away from a fully spend-based methodology, and better inform our overall action plan.

We will also engage with our employees to understand the environmental impact of their activity, as this is a key area of influence. This will be addressed by developing a business travel policy which covers the following areas:

- Encouraging staff to use video conferencing tools to host meetings and minimise unnecessary travel. Our business model naturally encourages this due to the global spread of our workforce
- Where travel is required, for example for our operative employees (i.e. those working at customer sites), we will promote the use of carbon-reducing travel modes, for example, prioritising rail and bus, where practical, over air and cars
- Promote uptake of hybrids and electric vehicles by paying favourable mileage reclaim rates, and consider the installation of EV charging points at our own sites.

- Putting in place initiatives that promote low emissions commuting, such as providing information on public transport and carpooling alternatives, offering cycle-to-work schemes, and developing EV salary sacrifice schemes.

Additionally, as we have limited control over the consumption of energy in our employees' homes, to tackle homeworking emissions, we will focus on:

- Continuing to promote awareness of energy consumption and efficiency measures
- Encouraging switching to renewable energy tariffs where possible
- Collecting more granular data by developing a homeworking survey to understand employees' energy, waste and water usage.



CATEGORY 9: Downstream Transportation & Distribution

As a provider of industrial installation and machine relocation services, our emissions in this area are generated from the transportation and storage of specialist machinery, equipment and materials after they leave our facilities. This includes emissions from the movement of these goods to our clients, as well as any interim storage solutions provided during the logistics process. Given our extensive global services in machinery installation, factory relocation, and heavy haulage, across a variety of client sectors, we recognise that evaluating and managing these emissions will play a crucial part in achieving our emissions reduction targets.

We primarily will seek to improve the data used to calculate this category, as it is currently entirely based on spend, rather than actual freight data. This is one of our priority actions, as the hotspot analysis indicated this as our third highest impact area, equating to 7% of total emissions.

As another Scope 3 category, we will focus on addressing this as part of our phased approach, following further progress on our direct emissions. The actions we will take to target emissions reductions in this area will be the same as those set out above for upstream transportation and distribution and will involve engaging with our suppliers to influence lower-carbon logistics solutions to reduce emissions associated with the movement of goods and materials across our supply chain.



CATEGORY 7: Employee Commuting & Homeworking

Collectively, employee commuting and homeworking contribute to just under 2% of our total emissions.

We recognise that we cannot directly influence what modes of travel our office-based employees use for commuting, we need to do all we can to encourage them to join us on our sustainable journey. We will achieve this by:

- Developing a travel survey to understand commuting modes and patterns



CATEGORY 15: Investments

The emissions within this category relate to contributions made by us to workplace pension schemes on behalf of our employees. We have calculated these on the basis that we have control over which pension funds we choose to use. Although this is a lower priority area for us, at less than 1% of our total emissions, like for our *Purchased goods and services* and *Capital goods*, we understand that we are reliant on the providers we use reducing their own carbon emissions to see a reduction in this category.

Most reductions will come naturally from Beck & Pollitzer's selected pension funds reducing their Scope 1 and 2 emissions; however, we will also aim to:

- Engage with providers to first understand their carbon footprint (Scopes 1 and 2, and relevant 3) by sending out carbon surveys
- Be selective about working with sophisticated carbon pension funds, and additionally, support funds to reduce their emissions (where possible)
 - To start this process, we will request ESG disclosures (including emissions and other climate-related metrics) from our current fund managers, so that we can evaluate our choice of suppliers based on their maturity or focus on low-carbon investments. This will also help us to provide our employees with more detailed information to guide decisions on their choice of funds.



Conclusion

With the completion of our first full carbon footprint, 2024 marks a significant milestone in our climate strategy. This year will serve as the foundation for our Net Zero roadmap, which includes a 25% reduction in absolute Scope 1, 2, and 3 emissions by 2030, and a 91% reduction by 2046. These targets are set with urgency and ambition – positioning us ahead of many national and regional timelines (such as the UK and EU’s 2050 targets) and reinforcing our role as a forward-thinking player in the engineering industry.

Through a detailed analysis of our emissions profile, we have identified where the greatest impacts lie

and will develop a structured action plan to reduce them, strengthen our long-term resilience and contribute to a low-carbon economy.

We will review and update our carbon footprint annually, ensuring our progress is transparent and that our strategy remains responsive to evolving challenges and opportunities. As we continue supporting industrial and manufacturing clients worldwide, we are focused on delivering innovative engineering solutions that align with a more sustainable future.



EMISSIONS METHODOLOGY – INCLUSIONS WITHIN NUMBERS

Scope 1

Scope 1 sources included in the inventory are onsite (or “stationary”) natural gas and biogas combustion, mobile fuel combustion from leased and owned vehicles and fugitive emissions of refrigerant gasses based on maintenance top-ups of HVAC systems.

- Where possible, activity data has been used to quantify emissions (energy/fuel type and consumption quantities [litres/kWh], distance travelled [miles/km], type and weight of refrigerant)
- Where not available, we have used an estimation based on floor area and UK national average consumption¹⁴ to estimate fuel/energy/refrigerant gas consumption. Alternatively, we have used spend to derive consumption using a cost per unit estimate for the reporting period.

Scope 2

Purchased electricity was the only identified Scope 2 emissions source. However, per the GHG Protocol Scope 2 Guidance, Scope 2 emissions have been calculated and reported using two separate methodologies:

- A location-based method reflecting the average emissions intensity of grids on which energy consumption occurs
- A market-based method reflecting emissions from the electricity that we have purposefully chosen via our energy procurement activities. This accounts for energy purchased from green energy suppliers and a residual mix used where non-renewable energy tariffs are currently in use.

Scope 3

CATEGORY 1: Purchased goods and services

Includes all upstream (i.e., cradle-to-gate) emissions from the production of goods and services purchased or acquired by us in the reporting year.

- We have used a spend-based approach to quantify emissions from the purchasing of goods and services in FY24.

CATEGORY 2: CAPITAL GOODS

Includes all upstream (i.e., cradle-to-gate) emissions from the production of capital goods purchased or acquired by us in the reporting year.

- We have used a spend-based approach to quantify emissions from the purchasing of capital goods in FY24.

CATEGORY 3: FUEL AND ENERGY-RELATED SERVICES

Relates to transmission and distribution losses, and the well-to-tank emissions for all fuels consumed as a result of our operations.

- Well-to-tank emissions account for all the emissions related to the extraction, production, and shipping of fuels excluding only the direct combustion of the fuel. (e.g., fuel consumed by our owned or leased vehicles)
- Transmission and distribution losses account for all the energy that is lost between the electricity production in the powerplant and when it is used (e.g., resistance in power lines)

CATEGORY 4: UPSTREAM TRANSPORTATION & DISTRIBUTION

Includes all emissions from the freighting and storage of goods, paid for by us (such as postage and courier services).

- We have used a spend-based approach to quantify emissions from the purchasing of upstream transport and distribution services in FY24.

CATEGORY 5: WASTE

Includes emissions from third-party disposal and treatment of waste generated in our owned or controlled operations in the reporting year.

- We have utilised the ‘waste-type-specific’ method, which involves using emission factors for specific waste types and waste treatment methods where data permitted and estimated based on floor area for sites without data.

CATEGORY 6: BUSINESS TRAVEL

Includes emissions from the transportation of employees for business-related activities in vehicles owned or operated by third parties, such as aircraft, trains, buses, and passenger cars. This also includes emissions resulting from hotel stays and subsistence resulting from business-related trips.

¹⁴This data was taken from the UK Government’s Non-domestic National Energy Efficiency Data-Framework (ND-NEED), published by the Department for Energy Security and Net Zero (DESNZ). UK rates are used across all Beck & Pollitzer countries/sites with missing consumption data, as this is considered the most comprehensive and credible dataset available for the different emissions sources considered.

EMISSIONS METHODOLOGY – INCLUSIONS WITHIN NUMBERS (continued)

- We have used the distance-based method, which involves determining the distance and mode of business trips, and then applying the appropriate emission factor for the mode used where possible. Where not possible, we have used a spend-based approach to estimate distance travelled by mode
- We have used the number of nights stayed in hotels to calculate the emissions where available and used a spend-based approach to estimate hotel stay when data was not available
- We have used spend to estimate emissions from subsistence activity.

CATEGORY 7A: EMPLOYEE COMMUTING

Includes emissions from the transportation of employees between their homes and our offices. Emissions from employee commuting may arise from car, bus, train, or cab travel.

- Where appropriate we have used the average-data method, which involves estimating emissions from employee commuting based on average (e.g., local national) data on commuting patterns for each country, as provided by representatives across our sites
- We will in future years supplement the above with employee travel surveys which collect data from employees on commuting patterns (e.g., distance travelled, and mode used for commuting) and apply the appropriate emission factors for the modes used using the distance-based method.

CATEGORY 7B: EMPLOYEE HOMEWORKING

Includes emissions from employees working from home. This includes the expected additional energy, heating, water use and waste disposal resulting from working at home.

- We have used average working patterns by entity to derive the total number of days/hours employees worked from home in FY24. Global average estimates for energy, heating, water use, and waste disposal have then been applied on a day/hour rate to estimate total emissions from homeworking.

CATEGORY 9: DOWNSTREAM TRANSPORTATION & DISTRIBUTION

Includes all emissions from the freighting and storage of goods between our operations and the end consumer, not paid for by us.

- We have used a spend-based approach to quantify emissions from the purchasing of downstream transport and distribution services in FY24 which were reimbursed by our customers

CATEGORY 15: INVESTMENTS

Includes all emissions from contributions to workplace pension schemes made by us on behalf of our employees in the reporting year.

- We have used a spend-based approach to quantify emissions from pension contributions made in FY24.

EMISSIONS METHODOLOGY – NON-MATERIAL EXCLUSIONS FOR FY24 BASELINE EMISSIONS:

Scope 3

CATEGORY 8: UPSTREAM LEASED ASSETS

Is excluded from FY24 baseline emissions, as we do not lease any assets that are not covered already as part of Scope 1 and 2.

CATEGORY 10: PROCESSING OF SOLD PRODUCTS

Is excluded from FY24 baseline emissions, as we do not manufacture or sell physical products.

CATEGORY 11: USE OF SOLD PRODUCTS

Is excluded from FY24 baseline emissions, as we do not manufacture or sell physical products.

CATEGORY 12: END-OF-LIFE TREATMENT OF SOLD PRODUCTS

Is excluded from FY24 baseline emissions, as we do not manufacture or sell physical products.

CATEGORY 13: DOWNSTREAM LEASED ASSETS

Is excluded from FY24 baseline emissions, as we do not own any assets that are leased to other businesses

CATEGORY 14: FRANCHISES

Is excluded from FY24 baseline emissions, as we do not operate franchises.

Appendix

Appendix Table 1. Beck & Pollitzer’s FY24 CO₂e hotspot analysis by category

Scope / Category	Description	% of total emissions
Scope 1		
Stationary combustion (Gas)	Gas consumed	1%
Transport	Owned and leased vehicles	6%
Refrigerants	HVAC's	0%
Scope 2		
Electricity (Market-based)	Purchased electricity, for own use (specific contract)	1%
Electricity (EVs)	Owned and leased EVs	0%
Scope 3		
Category 1: Purchased Goods & Services	Goods and services	63%
Category 2: Capital Goods	CapEx expenditure	0%
Category 3: Fuel and energy-related activities	WTT & T&D losses from electricity, stationary combustion of fuels and transport	2%
Category 4: Upstream transport	Transport between tier 1 suppliers or paid transport for goods (upstream & downstream) WTW	0%
Category 5: Waste	Waste disposal from operations	0%
Category 6: Business travel	Land and air travel and hotel stays for business purposes WTW	17%
Category 7: Employee commuting & homeworking	Employees commuting to and back from work WTW. Employees working from home	2%
Category 9: Downstream transport	Transport and warehousing between operations and the end consumer WTW	7%
Category 15: Investments	Investment activities (contributions to workplace pension schemes)	0%

Appendix Table 2. Beck & Pollitzer’s FY21 to FY24 Intensity Ratios (Scope 1 and 2 only)

	2021	2022	2023	2024
tCO ₂ e per million £ turnover	27.8	21.2	13.4	15.1

Key:

- Low: <1%
- Moderate: 1% to 5%
- High: 5% to 20%
- Very high: > 20%

CARBON NEUTRAL CERTIFICATE

This is presented to

Beck and Pollitzer



Beck & Pollitzer

for offsetting

2,260 tonnes of CO₂ emissions

for the period

1st January 2024 – 31st December 2024

Beck and Pollitzer has offset its Scope 1 and 2 emissions, becoming carbon neutral for its direct Scope 1 emissions and indirect Scope 2 emissions. By offsetting through Sustainable Advantage, Beck and Pollitzer are fighting climate change, safeguarding natural habitats and changing lives by supporting:

Ghani Solar Renewable Power Project –
Andhra Pradesh, India

Indian clean cookstoves



James Stander

Director, Sustainable Advantage

These projects support 10 of the United Nations Sustainable Development Goals:



2,260 TONNES OF
CARBON OFFSET
EQUIVALENT TO:



113,000

Trees planted



452

Hot Air
Balloons filled



8,220,573

Diesel car miles



1,024

Homes heated
annually
(average gas kWh)

Project Verification:



Gold Standard™





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