



KINDERTONS GROUP NET ZERO STRATEGY

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OUR COMMITMENT

Kindertons Group are committed to achieving Net Zero carbon emissions by 2040.

Net Zero refers to a state in which greenhouse gases released into the atmosphere are balanced by the carbon removed from it. A credible Net Zero strategy means eliminating our sources of emissions as far as possible, and after this point removing any residual emissions that remain unfeasible to eliminate – also referred to as “off-setting”.



By setting this ambitious goal, we are demonstrating to our customers, employees, supply chain and the wider community our commitment to reduce our environmental impact and to become industry leaders in reducing our carbon emissions.



BENEFITS AND INVESTMENT

Beyond the obvious benefits for the environment, there are a number of key advantages in creating and supporting a Net Zero strategy.

- **INDUSTRY LEADER** – by formalising our carbon strategy and altering our business practices well in advance of our 2040 deadline, we stand to light the way in our industry and to drive innovations
- **REPUTATION** – by committing to being a greener company, we stand to improve our reputation in the industry and with the wider community through positive & value-aligned PR
- **CUSTOMERS** – By having an established and fully supported strategy, we serve our customer base in the best possible way by being a reliable and forward-thinking supplier
- **REDUCTION IN COSTS** – by being more conscious about our energy usage, we stand to reduce our fuel, heating and electricity costs
- **WELLBEING** – by making changes to improve our environmental performance as a business, we will in turn improve the environment in which our staff work and therefore have an opportunity to improve their wellbeing.

Furthermore, a Net Zero strategy provides us with an excellent opportunity to organise fun and recreational team activities (such as tree planting or litter picking days which can improve our workforce’s mental and physical health) or purchasing of environmentally friendly gifts as a reward
- **VALUES** –by implementing a carbon reduction strategy and by committing to make positive changes, we demonstrate our FIRST values



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OUR CURRENT ENVIRONMENTAL INITIATIVES

The Group recognises that its operations impact upon the environment. Through the identification of its most harmful activities, the Group strives to lead the industry with new levels of environmental awareness, pledging a commitment to continual improvement.

We report a section of our UK Group's Greenhouse Gas (GHG) emissions in our financial statements annually in line with the Streamline Energy & Carbon Reporting (SECR) requirements. Through this, we have committed to a reduction in our fuel, electricity and gas usage.

In order to manage and influence environmental impacts at our facilities, the Facilities team works with the businesses to ensure that we consider how our internal processes could positively or negatively impact our environmental performance and all members of staff are asked to take action to ensure that we meet our targets.



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OUR CURRENT ENVIRONMENTAL INITIATIVES

We meet our objectives through a number of initiatives:

ENERGY

Where possible, the energy used across our estate comes from renewable sources

All buildings with an energy rating of C

Office refurbishment to upgrade LED to lighting for our less energy efficient buildings

Motion sensitive lighting controls

Energy saving bulbs replacing older lights at the end of life

Heating and air conditioning monitored and controlled to ensure staff are comfortable, but energy is not needlessly expended

Upgrade to newer (and more energy efficient) computer equipment at the end of life

Solar panels installed at one depot, with the team looking at other suitable premises where further installations can be made

All computers automatically set to shut down at the end of the day

WASTE & PURCHASING

Where possible, utilise waste Providers who commit to diverting waste from landfill

Recycling points throughout our facilities to recycle paper, cardboard, plastics, coffee cups, tins, electrical items and batteries

Duplex printing enabled and encouraged, with "think before you print" being trained to staff

Increasing our use of electronic means of transporting data – prioritising this over post

Responsible sourcing of goods – including FSC accredited paper and reusable products

Prioritising electronic communications to reduce paper usage

FUEL & TRAVEL

Hybrid and homeworking available to a significant proportion of our workforce

Cycle to work scheme

Increase in the number of EVs/ hybrid vehicles in our company car and hire fleet

Staff encouraged to use video conferencing for meetings rather than travelling

Incentives to car share when travelling for work

EV charging points at most Kindertons offices and depots

Electric Vehicle Purchase scheme for Employees in place

CULTURE

Monitoring of key emissions and objectives with Senior Leadership Team

Communications through company intranet, e-learning platform, bulletins, notice boards & posters throughout the offices

Environmental Champions throughout the business to promote good practice

Audits of our offices to monitor electricity use and recycling

Supply chain diligence and monitoring

Training of environmental awareness – module on our training system and covered in induction for new starters



BASELINE GHG EMISSIONS FOOTPRINT

In 2024, the Group have undertaken a carbon audit, using our performance in the 2022 & 2023 financial years (January-December inclusive) for the applicable facilities from which we operated from during this year.

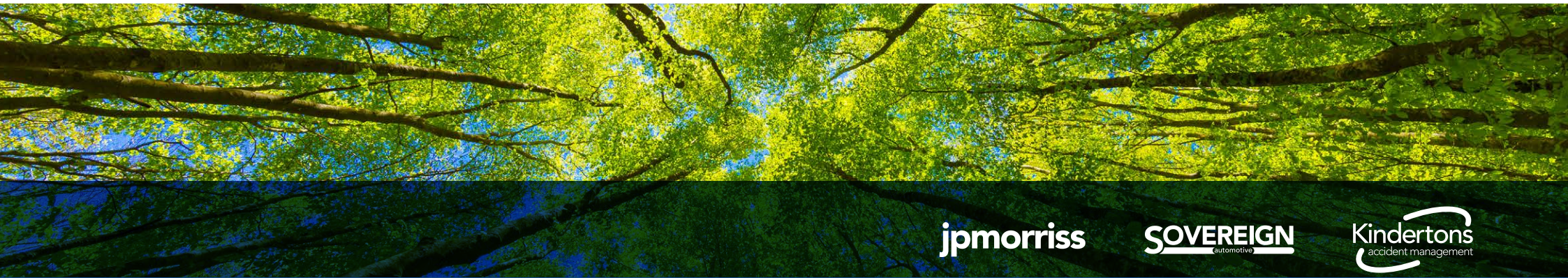
GHG emissions have been calculated following best practice methodology set out by the GHG Protocol and UK Government Reporting Guidelines and Streamlined Energy and Carbon Reporting requirements (SECR) and where possible, the energy usage has been calculated using the best available data as opposed to estimated data.

Throughout 2023, the Business has seen a positive decrease in emissions generated through waste disposal, energy consumption and our water supply.

With the increased return to pre Covid-19 work environments throughout 2023, our emissions associated with Business travel have increased, however our commitment to utilising alternative methods of transport (Rail Travel) as opposed to Car Transport are reflected in the audit.

All results are presented in tonnes CO₂e (carbon dioxide equivalent). As our strategy matures, we intend to report on a wider range of Scope 3 emissions as they apply to our business.

GHG Emissions (tonnes CO ₂ e)		2022	2023
Scope	Emissions Source	GHG Emissions (tCo ₂ e to 1 Decimal Place)	GHG Emissions (tCo ₂ e to 1 Decimal Place)
Scope 1	Gas	82	31.57
Scope 2	Electricity	246.9	133.8
Scope 3	Fuel for Leased / Employee Vehicles & Taxi Travel	22.5	15.22
	Air Travel	0	0.3
	Hotel Stays	4.9	4.3
	Rail Travel	0.4	1.5
	Water Supply & Treatment	23	13.5
	Waste	77.8	64.8
TOTAL		457.5	265.02



OUR STRATEGY

We propose a 3-pronged strategy to reduce not only our carbon emissions but also to save water, decrease the volume of our waste produced and to generally improve the environment.

The strategy has a range of short to long term initiatives that may be considered and a snapshot of our plans can be found below.

These initiatives have been proposed through audits of our offices, meetings with our key stakeholders including landlords, staff suggestions and through wider research on how to businesses can look to reduce their footprint.

REDUCE

Reducing energy through projects and making improvements to our infrastructure

Switch to LED lighting and upgrade to newer, more energy efficient kit at the end of life in all of the offices

More recycling bins in the office and removal of waste paper bins at desks

Awareness campaign on energy efficiency, travel and purchasing practices (inc. incentives for choosing an environmentally friendly company car)

Improved MI to assist with reporting through investment in management software (fleet, travel, expenses (etc.))

Improve facilities & equipment efficiency (e.g. sustainable options in the vending machines, settings optimisation, solar film, solar efficient blinds, insulation upgrades, brise soleil, upgrade to window glazing, hot water taps, improved bike storage facilities)

Investment in technology to reduce requirement for printing in the office (e.g. PDF editing software, tablets) and to facilitate paperless communications.

Improved conferencing technology to further support virtual meetings to reduce all unnecessary Business Travel.

RENEW - Switching to renewable energy

Procure renewable energy across all estate

Generate onsite renewable energy (e.g. solar panels, wind turbines)

Switch from fossil fuels to fully electric for our car fleet

Electric vehicle charging ports in the car parks

Contracting with waste Providers who are committed to diverting waste from landfill using combustion (generation of electricity) or recycling.

REMOVE - Removing the residual emissions

Carbon credits & offsetting

Tree planting

Green areas & air purifying plants within the office estate

Local volunteer schemes – focusing on preserving and expanding local green spaces