

## GHG Emissions Report – Background and Year-over-Year Analysis

Overall emissions have increased from the baseline year (2022) to the most recent reporting year (2024). This rise is primarily due to the expanded Scope 3 data collection, which now includes additional emission sources that were previously unaccounted for, including embedded emissions purchased goods, capital goods, transportation and distribution of goods and end of life emissions of goods.

- **Scope 1 emissions** increased by **4.76%**, reflecting a modest rise in direct emissions. This change correlates with a **47.67% increase in turnover and operations** since 2022.
- **Scope 2 emissions** decreased slightly by **1.34%**, indicating a minor reduction in emissions from purchased electricity.

Looking ahead, a full transition to **100% renewable electricity and gas is planned for 2025**, which is expected to reduce **Scope 1 and Scope 2 emissions by 100%**, reflecting the shift to entirely renewable energy sources.

## Next Steps & Focus Areas

Moving forward, further emissions reductions will require **targeted interventions** in the highest contributing areas, including:

- **Business travel emissions management**
- **Focus on increasing the efficiency of Transportation and Distribution (T&D) emissions**
- **Reducing online hosting and digital service emissions**
- **Engaging suppliers to reduce upstream emissions**

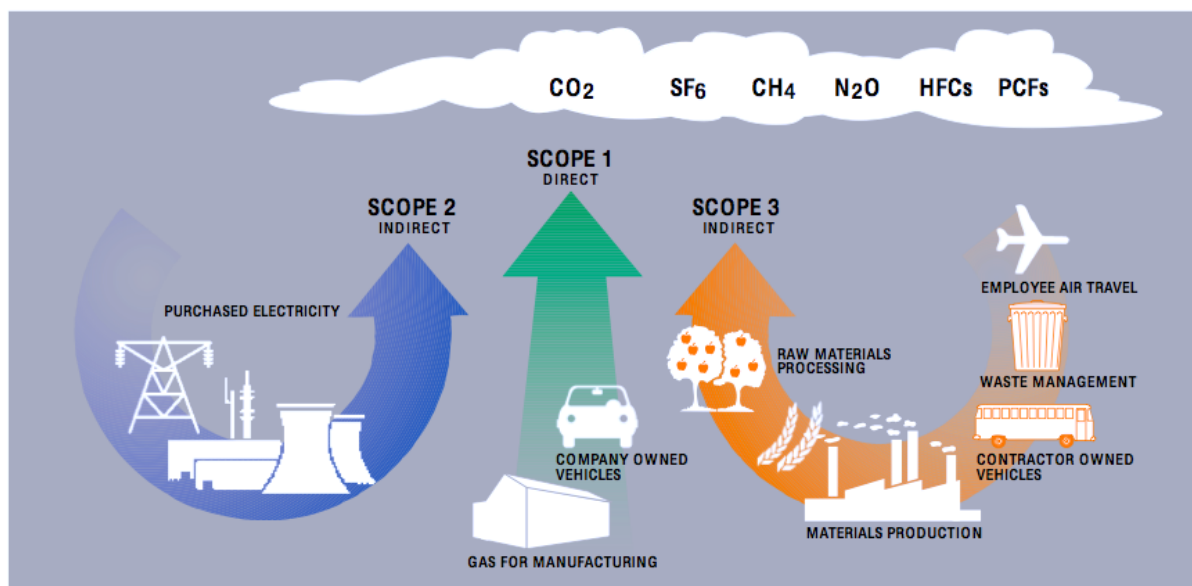
All reporting years include Scope 3 emissions; however, only the 2024 report encompasses Categories 1 through 9 and Category 12 in its Scope 3 reporting.

The **GHG Protocol** sets the standard for businesses and governments to measure and manage emissions. Its **Corporate Standard** classifies an organisation's greenhouse gas emissions into three scopes:

- **Scope 1:** Direct emissions from owned or controlled sources
- **Scope 2:** Indirect emissions from purchased electricity, heat, or steam

- **Scope 3:** All other indirect emissions that occur in the value chain

This report reflects UNIFORM EXPRESS Group's commitment to enhancing transparency,



achieving Net Zero for Scope 1 & 2, and continuously improving Scope 3 emissions tracking and reduction efforts.

### Clarification of Terminology:

- **Carbon Neutral** = Zero emissions within company-owned operations (Scope 1 & 2).
- **Net Zero** = Zero emissions across all scopes (1, 2 & 3), including direct and indirect activities.
- **CO<sub>2</sub>e (Carbon Dioxide Equivalent)** = A metric used to compare emissions from various **greenhouse gases (GHGs)** based on their **global warming potential (GWP)**. This converts different gases into their equivalent CO<sub>2</sub> impact for consistency in reporting.

# Carbon Footprint Report for Head Office

## 01 January 2024 to 31 December 2024

### Part 1: Descriptive information

| Descriptive information                                                                                            | Company response                                                                                                                                                                                                                                                                                  |
|--------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Company name                                                                                                       | Uniform Express                                                                                                                                                                                                                                                                                   |
| Description of the company                                                                                         | Design, manufacture, supply and manage the work clothing needs of over 900 companies around the world.                                                                                                                                                                                            |
| Chosen consolidation approach (equity share, operational control or financial control)                             | Financial control                                                                                                                                                                                                                                                                                 |
| Description of the businesses and operations included in the company's organizational boundary                     | Uniform Express operates from 3 buildings (50,000 sq. ft) with 55 staff, working onsite, remotely from home, and on the road.                                                                                                                                                                     |
| The reporting period covered                                                                                       | January 2024 – December 2024                                                                                                                                                                                                                                                                      |
| A list of Scope 3 activities included in the report                                                                | Categories 1, 2, 3, 4, 5, 6, 7, 8, 9 and 12                                                                                                                                                                                                                                                       |
| A list of Scope 1, 2, & 3 activities excluded from the report with justification                                   | Not Applicable                                                                                                                                                                                                                                                                                    |
| The year chosen as base year and rationale for choosing the base year                                              | January 2022 – December 2022                                                                                                                                                                                                                                                                      |
| PAS2060 emission sources accounted for:<br><input checked="" type="checkbox"/> <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> Electricity<br><input checked="" type="checkbox"/> Gas<br><input checked="" type="checkbox"/> Waste<br><input checked="" type="checkbox"/> Travel<br><input checked="" type="checkbox"/> Water<br><input checked="" type="checkbox"/> Manufacturing emissions |

## Part 2: Greenhouse Gas Emissions Data

The Head Office emitted 43,623.3 kgCO<sub>2</sub>e (43.62 tCO<sub>2</sub>e) in 2024 across Scopes 1 & 2 (Location-Based - LB).

This results in a Location-Based intensity indicator of:

- 0.79 tCO<sub>2</sub>e per full-time equivalent (FTE) employee
- 3.84 tCO<sub>2</sub>e per £1 million turnover
- 0.87 tCO<sub>2</sub>e per 1,000 sq. ft office space

Scope 3 emissions (Categories 1–9 & 12) amount to 3,759.58 tCO<sub>2</sub>e (LB). When combined with Scope 1 & 2, this results in a total footprint of 3,803.2 tCO<sub>2</sub>e (LB). The Scope 1–3 Location Based intensity indicators are:

- 69.15 tCO<sub>2</sub>e per full-time equivalent (FTE) employee
- 334.47 tCO<sub>2</sub>e per £1 million turnover
- 75.19 tCO<sub>2</sub>e per 1,000 sq. ft office space

**Table 1: UK GHG emissions & energy use data for period 1 January 2024 - 31 December 2024**

| Emissions Source                                              | Units      | Total            | Carbon (kgCO <sub>2</sub> e) | Carbon (tCO <sub>2</sub> e) |
|---------------------------------------------------------------|------------|------------------|------------------------------|-----------------------------|
| <b>Scope 1</b>                                                |            |                  |                              |                             |
| Natural Gas (Haselmere Way)                                   | kWh        | 154,086.2        | 28,182.4                     | 28.18                       |
| <b>Total Scope 1</b>                                          | <b>kWh</b> | <b>154,086.2</b> | <b>28,182.4</b>              | <b>28.18</b>                |
| <b>Scope 2</b>                                                |            |                  |                              |                             |
| National Grid (Haselmere Way) Location Based Electricity      | kWh        | 74,575.9         | 15,440.9                     | 15.44                       |
| <b>Total Scope 2 Location Based</b>                           | <b>kWh</b> | <b>74,575.9</b>  | <b>15,440.9</b>              | <b>15.44</b>                |
| <b>Total Scope 1 &amp; 2 (Location Based)</b>                 | <b>kWh</b> |                  | <b>43,623.3</b>              | <b>43.62</b>                |
| <b>Intensity Factors Scope 1 &amp; 2</b>                      |            |                  |                              |                             |
| <b>CO<sub>2</sub>e per FTE on 1 &amp; 2</b>                   |            |                  |                              | <b>0.79</b>                 |
| <b>CO<sub>2</sub>e per £1,000 turnover on scope 1 &amp; 2</b> |            |                  |                              | <b>3.84</b>                 |
| <b>CO<sub>2</sub>e per 100 sq. ft scope 1 &amp; 2</b>         |            |                  |                              | <b>0.87</b>                 |
| <b>Scope 3</b>                                                |            |                  |                              |                             |

|                                          |               |          |          |       |
|------------------------------------------|---------------|----------|----------|-------|
| Business Travel Air – Short Haul (RF)    | Km            | 2,940    | 537.6    | 0.54  |
| Business Travel Air – Long Haul (RF)     | Km            | 52,310   | 10,467.8 | 10.47 |
| Business Travel Land – Car Petrol Small  | Km            | 3,218    | 462.2    | 0.46  |
| Business Travel Land – Car Diesel Small  | Km            | 4,622    | 646.8    | 0.65  |
| Business Travel Land – Car Diesel Medium | Km            | 31,792   | 5,343.3  | 5.34  |
| Business Travel Land – Car Diesel Large  | Km            | 33,796   | 7,005.6  | 7.00  |
| Business Travel Land – Car Hybrid Medium | Km            | 12,874   | 1,479.2  | 1.48  |
| Business Travel Land – Taxi Passenger    | Km            | 26       | 3.9      | 0.004 |
| Business Travel Land – Underground       | km            | 322      | 9.0      | 0.009 |
| Business Travel Land – National Rail     | Km            | 4,345    | 154.1    | 0.15  |
| Hotel Stay (Outside London)              | Nights        | 132      | 1,372.8  | 1.38  |
| Hotel Stay (Inside London)               | Nights        | 3        | 34.5     | 0.03  |
| Hotel Stay (Turkey)                      | Nights        | 1        | 32.1     | 0.03  |
| Hotel Stay (Sri Lanka)                   | Nights        | 12       | 434.9    | 0.43  |
| Work From Home (Equipment & Heating)     | Hours         | 12,690   | 4,235.7  | 4.24  |
| Employee Commute – Avg Petrol Car        | Km            | 53,769.8 | 8,845.1  | 8.85  |
| Employee Commute – Avg Diesel Car        | Km            | 34,329.5 | 5,830.5  | 5.83  |
| Employee Commute – Avg Hybrid Car        | km            | 4,940.94 | 622.9    | 0.62  |
| Employee Commute – Avg Electric Car      | Km            | 7,647.3  | 362.9    | 0.36  |
| Employee Commute – Bus                   | Km            | 1,516.5  | 164.5    | 0.16  |
| Employee Commute – National Rail         | Km            | 2,120.9  | 75.2     | 0.07  |
| Employee Commute – Walk/Cycle            | Km            | 13,421.9 | 0.0      | 0.00  |
| Waste – Commercial & Industrial (SRF)    | kg            | 333.0    | 21.0     | 0.002 |
| Waste – Commercial & Industrial (NRW)    | kg            | 4.0      | 0.0      | 0.000 |
| Waste – Mixed (FCRE)                     | kg            | 28.5     | 0.0      | 0.000 |
| Waste – Paper & Cardboard                | kg            | 943.5    | 0.0      | 0.006 |
| Waste – General Plastics                 | Kg            | 18.0     | 0.0      | 0.000 |
| Waste – Plastic Film                     | kg            | 23,858.0 | 152.9    | 0.153 |
| Waste – Wood Pallets                     | kg            | 28.0     | 0.0      | 0.000 |
| Water Portable Usage (Haselmere Way)     | Cubic<br>Mtrs | 212.0    | 32.5     | 0.03  |
| Water Sewage                             | Cubic<br>Mtrs | 201.4    | 37.4     | 0.04  |

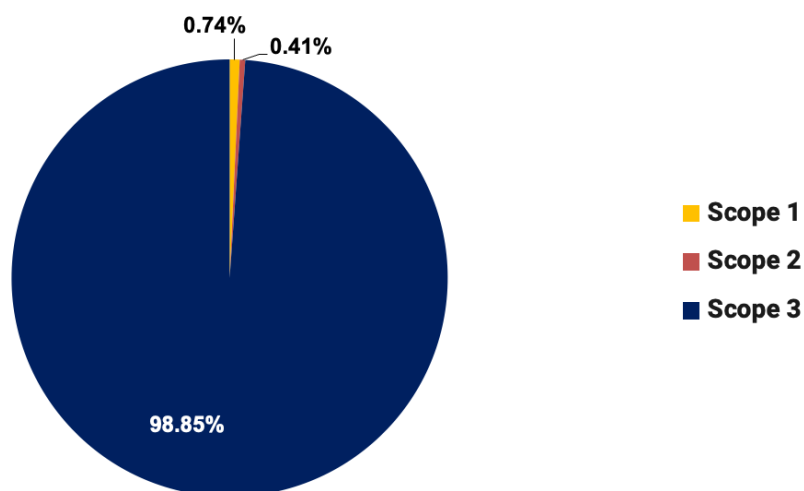
|                                                    |            |           |             |         |
|----------------------------------------------------|------------|-----------|-------------|---------|
| Office IT Equipment                                | £ Spend    | 5,000     | 2,019.1     | 2.02    |
| Office Desktops, Laptops, Phones                   | £ Spend    | 4,000     | 1,615.3     | 1.62    |
| Office Furniture                                   | £ Spend    | 2,000     | 913.6       | 0.91    |
| Office Electrical Goods                            | £ Spend    | 2,000     | 875.6       | 0.88    |
| Food Hospitality                                   | £ Spend    | 400       | 290.1       | 0.29    |
| Beverage Hospitality                               | £ Spend    | 600       | 252.8       | 0.25    |
| Purchased Goods - Paper                            | £ Spend    | 6,000     | 4,533.5     | 4.53    |
| Purchased Goods - Apparel                          | £ Spend    | 4,900,000 | 3,618,513.6 | 3,618.5 |
| IT & Data services                                 | £ Spend    | 114,996   | 22,959.8    | 22.9    |
| Website Hosting                                    | £ Spend    | 5,000     | 998.3       | 0.99    |
| Technology Licence Fees                            | £ Spend    | 5,000     | 998.3       | 0.99    |
| Professional Financial & Insurance Services        | £ Spend    | 31,333.32 | 3,737.5     | 3.74    |
| Professional Legal Services                        | £ Spend    | 15,666.72 | 1,066.2     | 1.07    |
| Professional Contractors & Cleaning Services       | £ Spend    | 30,000    | 5,787.7     | 5.79    |
| T&D Upstream – Shipping Goods Air                  | Tonnes     | 0.559     | 5,364.8     | 5.36    |
| T&D Upstream – Shipping Goods Sea                  | Tonnes     | 11.421    | 2,223.2     | 2.22    |
| T&D Upstream – Shipping Goods Van<br>(London)      | Tonnes     | 0.559     | 37.0        | 0.04    |
| T&D Upstream – Shipping Goods Van<br>(Southampton) | Tonnes     | 11.421    | 1,190.1     | 1.19    |
| T&D Downstream                                     | Deliveries | 61,172    | 22,817.2    | 22.8    |
| End of Life Treatment - Recycled                   | Tonnes     | 1.198     | 7.7         | 0.00    |
| End of Life Treatment - Combustion                 | Tonnes     | 8.386     | 53.8        | 0.05    |
| End of Life Treatment - Landfill                   | Tonnes     | 2.396     | 1,190.1     | 1.19    |
| T&D (Scope 2, Haselmer Way)                        | kWh        | 74,575.9  | 1,364.7     | 1.36    |
| WTT – Employee Commute Avg Car Petrol              | Km         | 53,769.8  | 2,472.9     | 2.47    |
| WTT – Employee Commute Avg Car Diesel              | Km         | 34,329.5  | 1,423.3     | 1.42    |
| WTT – Employee Commute Avg Car Electric            | Km         | 7,647.3   | 229.3       | 0.23    |
| WTT – Employee Commute Avg Car Hybrid              | Km         | 4,940.94  | 163.8       | 0.16    |
| T&D Employee Commute Avg Car Electric              | Km         | 7,647.3   | 29.1        | 0.03    |
| WTT – Employee Commute Bus                         | Km         | 1,516.5   | 40.2        | 0.04    |
| WTT – Employee Commute National Rail               | Km         | 2,120.9   | 19.0        | 0.02    |
| WTT – Corporate Travel Petrol Car Small            | Km         | 3,218     | 2,158.9     | 2.16    |

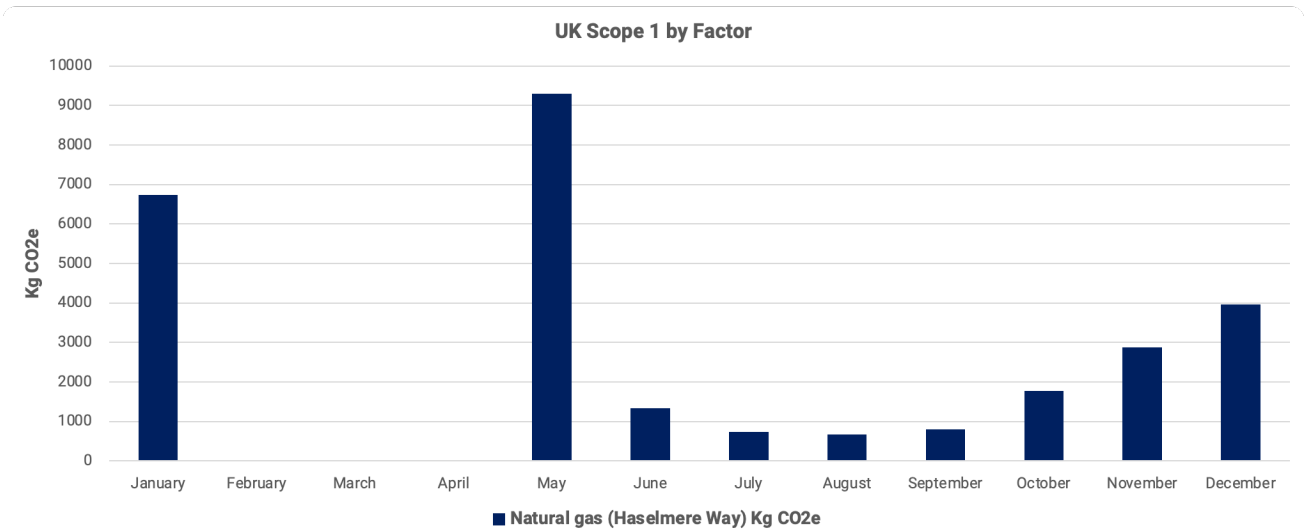
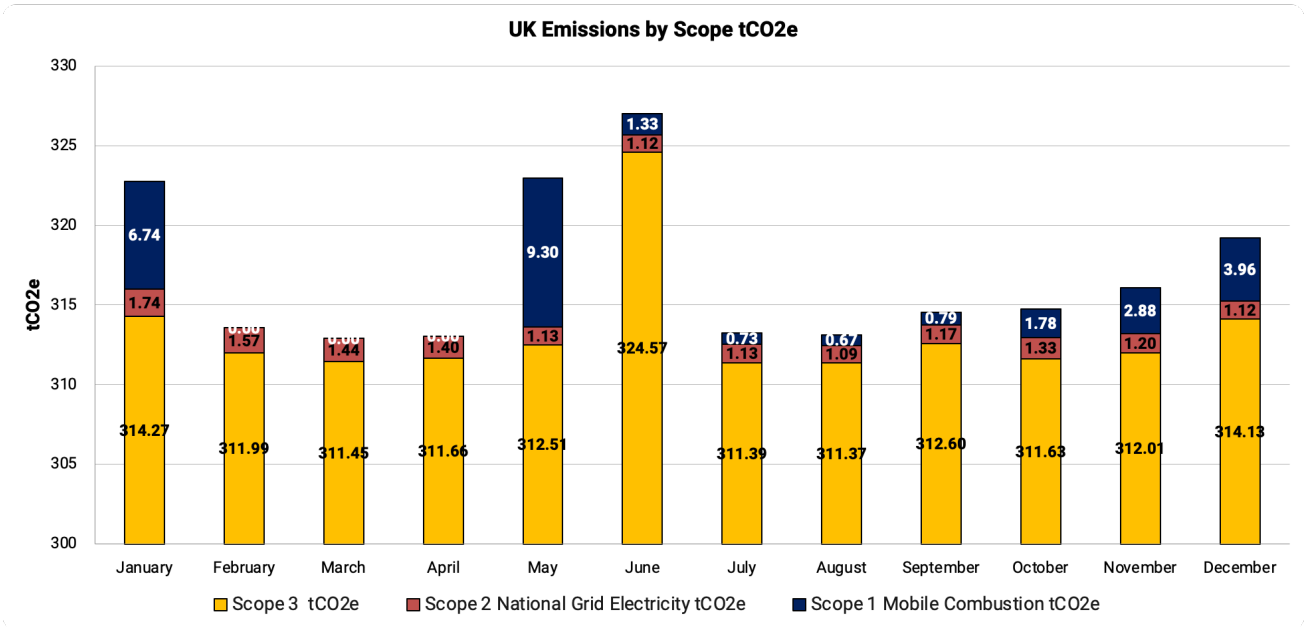
|                                                       |    |        |                    |                 |
|-------------------------------------------------------|----|--------|--------------------|-----------------|
| WTT – Corporate Travel Diesel Car Small               | Km | 4,622  | 1,170.3            | 1.17            |
| WTT – Corporate Travel Diesel Car Medium              | Km | 31,792 | 1,304.4            | 1.30            |
| WTT – Corporate Travel Diesel Car Large               | Km | 33,796 | 1,713.5            | 1.71            |
| WTT – Corporate Travel Hybrid Car Avg                 | Km | 12,874 | 386.0              | 0.39            |
| WTT – Corporate Travel Taxi                           | Km | 26     | 1.0                | 0.00            |
| WTT – Corporate Travel National Rail                  | Km | 4,345  | 39.0               | 0.04            |
| WTT – Corporate Travel Underground                    | Km | 322    | 23.0               | 0.02            |
| WTT – Corporate Travel Air – Eco Short Haul           | Km | 2,940  | 66.1               | 0.07            |
| WTT – Corporate Travel Air – Eco Long Haul            | Km | 52,310 | 1,287.3            | 1.29            |
| <b>Total Scope 3 (Location Based)</b>                 |    |        | <b>3,759,583.4</b> | <b>3,759.58</b> |
| <b>Total Scope 1, 2 &amp; 3 (Location Based)</b>      |    |        | <b>3,803,206.7</b> | <b>3,803.21</b> |
| <b>CO2e per FTE Scope 1, 2 &amp; 3</b>                |    |        |                    | <b>69.15</b>    |
| <b>CO2e per Million £ Turnover Scope 1, 2 &amp; 3</b> |    |        |                    | <b>334.47</b>   |
| <b>CO2e per 100 sq. ft Scope 1, 2 &amp; 3</b>         |    |        |                    | <b>75.19</b>    |

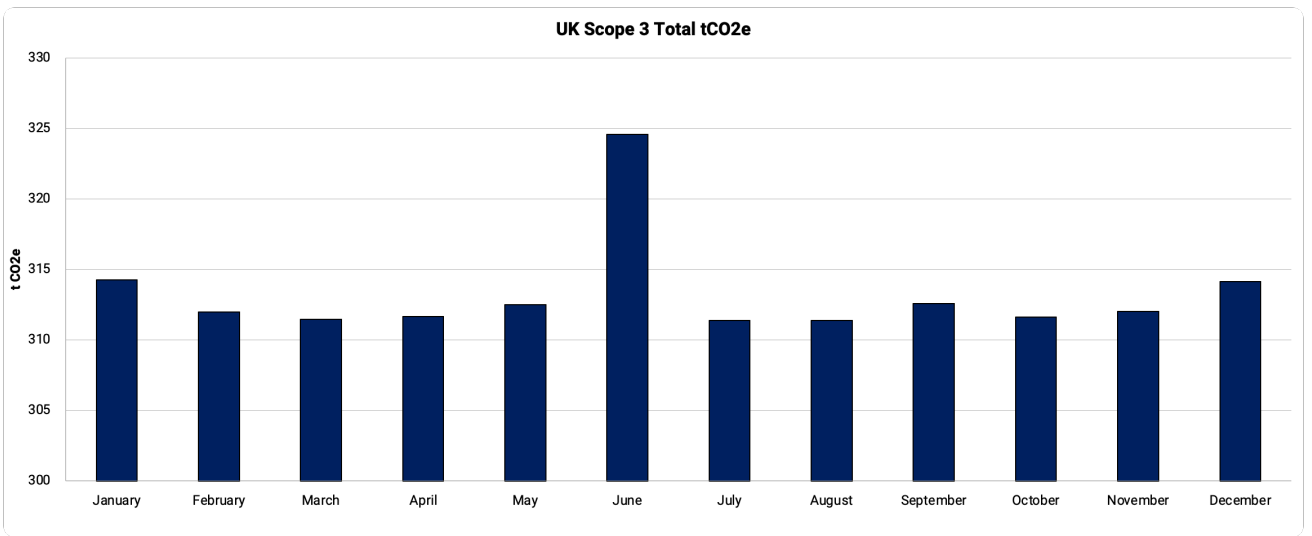
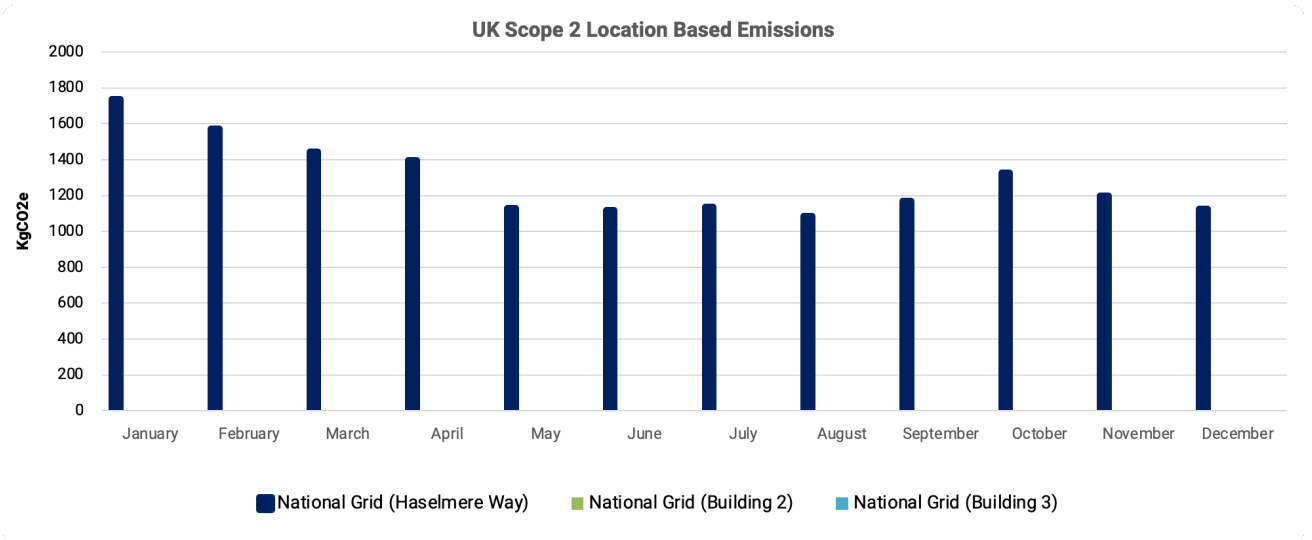
\*\* T&D (Transmission & Distribution).

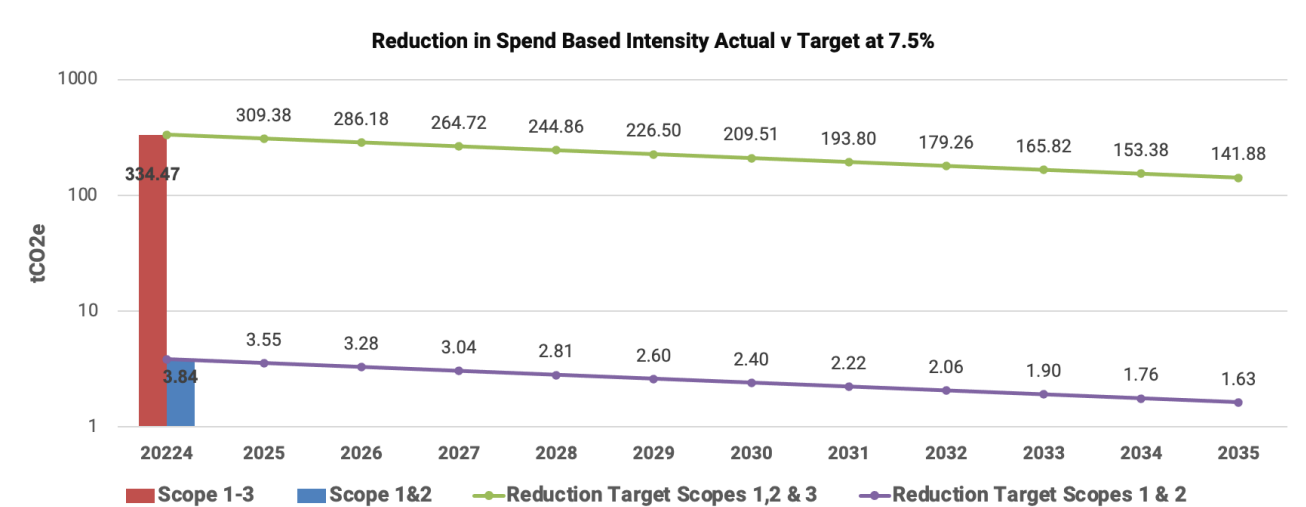
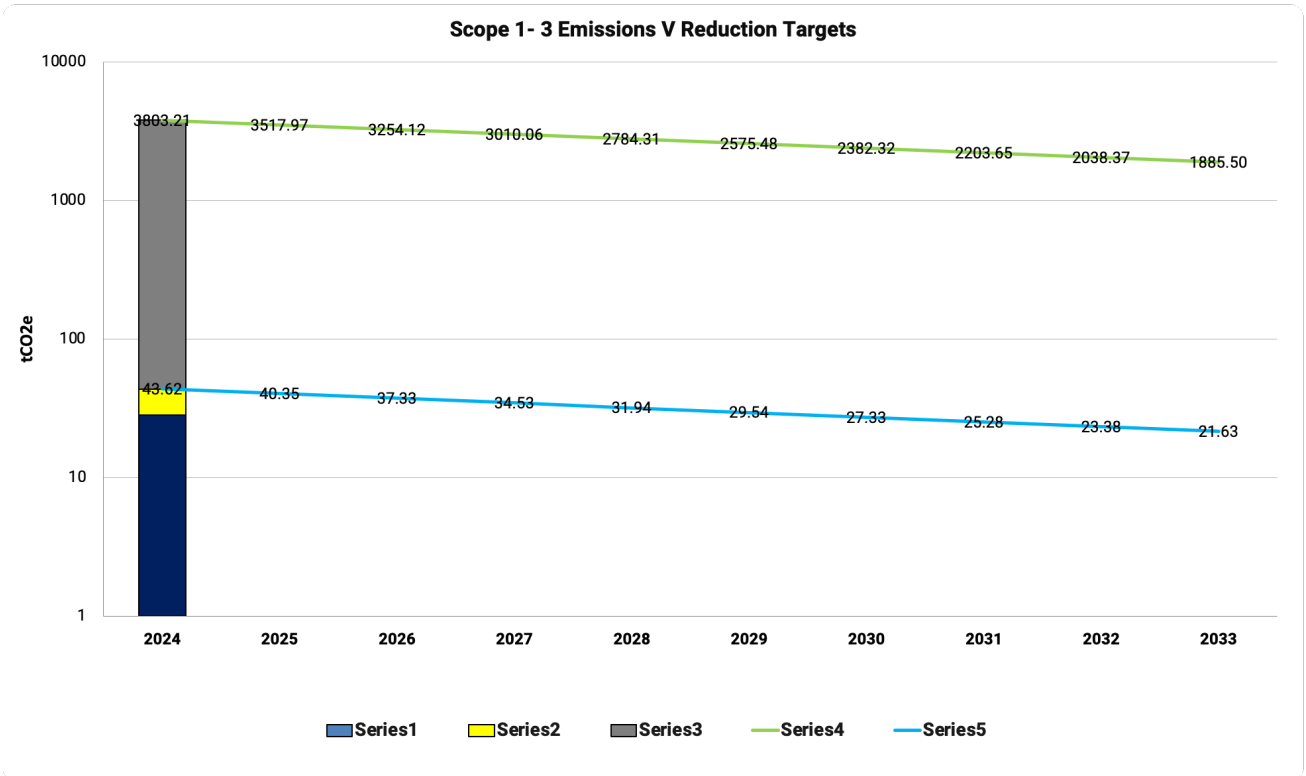
\*\*\* WTT (Well to Tank).

**UK Scopes by Percentage: 3,803.21 tCO2e**









### **Energy Efficiency Measures Implemented (2024)**

- Completed a full transition to LED lighting across facilities.
- Removed diesel van from the Scope 1 vehicle fleet.
- Adopted digital platforms and online services to reduce paper consumption and travel-related emissions.

### **Planned Energy Efficiency Measures (2025 & beyond)**

- Transition to 100% renewable energy providers for both electricity and gas, with REGO certification.
- Conduct a review of the company website and digital platforms to reduce digital emissions and improve energy performance.
- Implement a logistics strategy to prioritise sea freight over air freight for fabric transportation.
- Maximise the use of eco-certified transport and distribution (T&D) providers for freighted goods.

### **Notes about methodology:**

- Head Office has adopted a financial control approach to establishing the boundary. The methodology adopted in line with the Greenhouse Gas Protocol<sup>1</sup> and the BEIS Environmental Reporting Guidelines<sup>2</sup>. The calculations were completed on the GHG Carbon Calculator using the UK Government Emissions Factors 2024 and DEFRA spend based factors.
- CO<sub>2</sub>e is the universal unit of measurement to indicate the global warming potential (GWP) of Greenhouse Gases (GHGs), expressed in terms of the GWP of one unit of carbon dioxide. There are seven main GHGs that contribute to climate change, as covered by the Kyoto Protocol: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>). Different activities emit different gases. Using CO<sub>2</sub>e allows all greenhouse gases to be measured on a like-for-like basis.
- For National grid electricity consumption, UNIFORM EXPRESS Group. has included factors for the transmission and distribution of electricity (T&D) losses, which occur between the power station and site(s). As with other Scope 3 impacts, reporting T&D is voluntary but is recommended standard practice by UK Government<sup>2</sup>.

## **Definitions:**

**Carbon footprint** - The total set of greenhouse gas emissions (GHG) caused directly and indirectly by an individual event, organisation, or product expressed as Carbon Dioxide Equivalent (CO<sub>2</sub>e). (Source: Greenhouse Gas Protocol).

**Scope 1** (direct emissions) emissions are those from activities owned or controlled by your organisation. Examples of Scope 1 emissions include emissions from combustion in owned or controlled boilers, furnaces and vehicles; and emissions from chemical production in owned or controlled process equipment.

**Scope 2** (energy indirect) emissions are those released into the atmosphere that are associated with your consumption of purchased electricity, heat, steam and cooling. These indirect emissions are a consequence of your organisation's energy use but occur at sources you do not own or control.

**Scope 3** (other indirect) emissions are a consequence of your actions that occur at sources you do not own or control and are not classed as Scope 2 emissions. Examples of Scope 3 emissions are business travel by means not owned or controlled by your organisation, waste disposal, materials or fuels your organisation purchases. Deciding if emissions from a vehicle, office or factory that you use are Scope 1 or Scope 3 may depend on how you define your operational boundaries. Scope 3 emissions can be from activities that are upstream or downstream of your organisation. More information on Scope 3 and other aspects of reporting can be found in the Greenhouse Gas Protocol Corporate Standard.

## **References:**

1. The GHG Protocol Corporate Accounting and Reporting Standard. Revised Edition (2015) World Resource Institute and World Business Council for Sustainable Development.
2. Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance (March 2019) UK Government Department for Business, Environment and Industrial Strategy.
3. UK Government Greenhouse Gas reporting: conversion factors – 2024 Full set (for advanced users).
4. DEFRA Spend Factors for Scope 3 footprint 2024, factors utilised updated as of May 2024.
5. Climatiq Data base for Scope 3 Accommodation factors for Turkey – 2022.