Carbon Reduction Plan (CRP)

Supplier Name: The Halo Group
Publication date: July 2026

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and has been written by a third-party Sustainability Consultant, Holly Arnold - Planet A. See 'Declaration and Sign-off' for more information.

Commitment to achieving Net Zero

The Halo Group is committed to achieving Net Zero emissions before 2050.

Interim Target

Halve greenhouse gas emissions within 10 years: 2033 from a 2023 baseline.

Race to Zero Committed

Through the SME Climate Hub, we are proud to be recognised by the UN Climate Change's Global Climate Action portal for having ambition in line with the global Race to Zero campaign. The portal joins governments, businesses, cities, and regions around the world that share the same mission.

Sustainability Commitment

Sustainability is part of our culture at Halo, everyone has a role to play. We are committed to improving our carbon footprint. We joined Isla to draw on their expertise and to fast track our improvements tracking and reporting our progress through the Trace Platform.

Introduction

Carbon Reduction Plan (CRP) Scope

The Scope of The Halo Group's carbon measurement within Climate Essentials includes their business operations at their Central London Office and Warehouse. Using comprehensive expenses reports, The Halo Group have used spend based methodology within Climate Essentials to account for all business expenses and materials. Trace by Isla is used to measure the carbon footprint of events, when agreed with by the client, and therefore is not reported in this CRP.

Carbon Accounting System

The Halo Group has chosen to use the Government-aligned tool, Climate Essentials (CE), as their carbon accounting software. CE includes sector-specific accounting for 'Specialised Construction Activities'. Emissions will be measured annually through the tool and disclosed publicly through this up-to-date CRP.

Methodology

For carbon emissions and conversion factors, CE refers to the Department of Business, Energy, and Industrial Strategy (BEIS) Greenhouse Gas Conversion Factors, which are updated annually. Other conversion factors are also used in cases where they are not provided within the BEIS guidance. Climate Essentials updates the most recently available factors once a year. When needed, CE uses external sources of carbon factors from well-renowned organisations or peer-reviewed papers. For expenditure-based Scope 3 emissions, CE uses the latest dataset based on the Standard Industrial Classification (SIC) codes published by the DEFRA and the UK government.

Scopes

According to the GHG protocol, carbon emissions emitted by organisations and their value chain can be categorised into Scope 1, Scope 2, and Scope 3.

- Scope 1 — Scope 1 emissions are direct greenhouse (GHG) emissions that occur from sources that are controlled or owned by an organisation (e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles).
- Scope 2 — Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling. Although Scope 2 emissions physically occur at the facility where they are generated, they are accounted for in an organisation's GHG inventory because they are a result of the organisation's energy use.
- Scope 3 — Scope 3 emissions are the result of activities from assets not owned or controlled by the reporting organisation, but that the organisation indirectly impacts

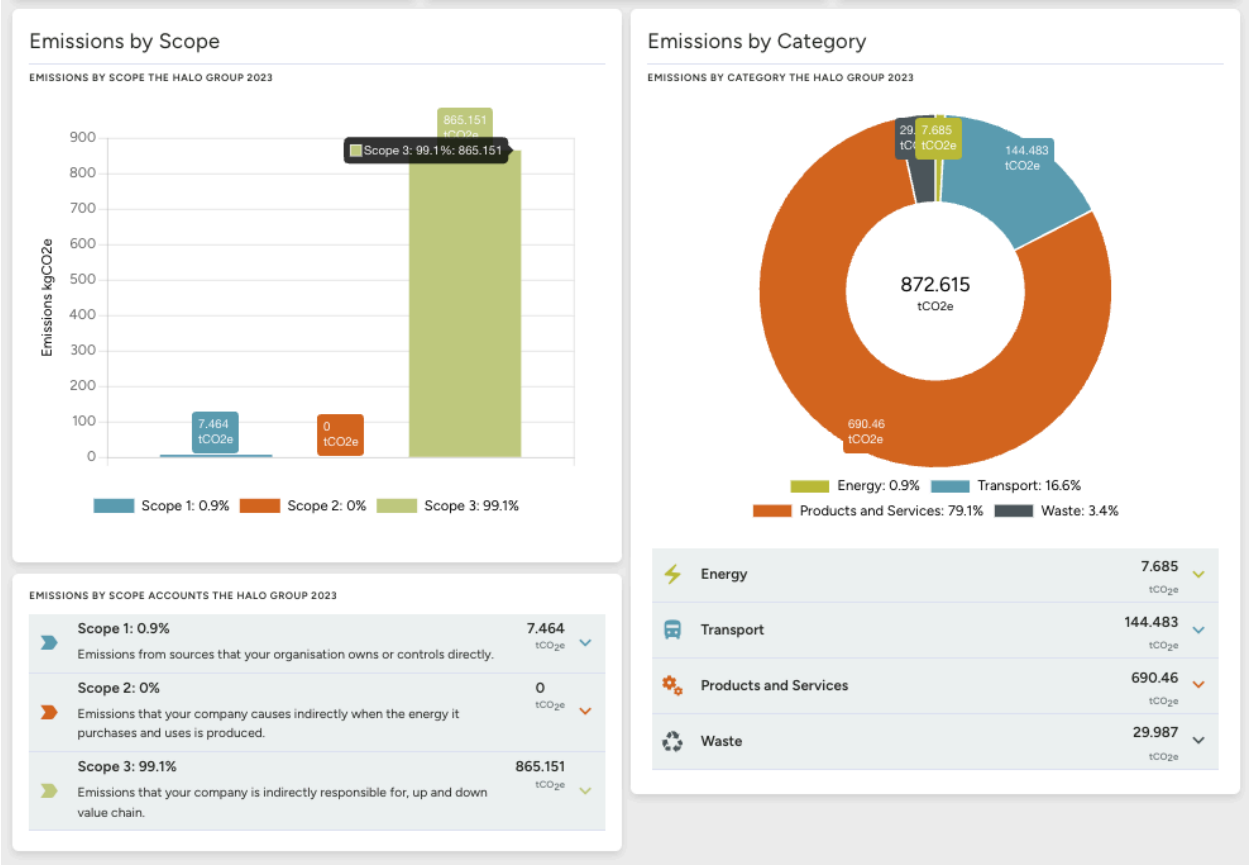
in its value chain. Scope 3 emissions include all sources not within an organisation's Scope 1 and 2 boundaries.

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.

<table>
<tr><td colspan="2">Baseline Year: 2023
Financial Year: 1 Oct 2023 - 30 Sept 2024</td></tr>
<tr><td colspan="2">Combined Facilities: Office and warehouse premises and teams are captured in this baseline year.</td></tr>
<tr><td colspan="2">Additional Details relating to the Baseline Emissions calculations.</td></tr>
<tr><td colspan="2">This is the first year The Halo Group has measured their GHG Emissions and it is an accurate reflection of their business model, therefore it is the baseline year that has been set.</td></tr>
<tr><td>EMISSIONS</td><td>TOTAL (tCO_2e)</td></tr>
<tr><td>Scope 1</td><td>7.464</td></tr>
<tr><td>Scope 2</td><td>0</td></tr>
<tr><td>Scope 3
Included Sources:
Water
Purchased goods and services
Capital Goods
(hosted company) Events
Waste generated in operations
Business travel & hotel stays
Refrigerants (AC & Fridges)
Employee commuting and homeworking
Upstream Leased assets
Fuel & energy-related activities (T&L)</td><td>865.151</td></tr>
</table>

Total Emissions	**873.615 tCO2e**



Annual Emission Footprints by Category

Emission Category	2023 (baseline)	2024
Total tCO2e	**872.6**	**1,018.1**
Energy	7.7	0.2
Transport	144.5	96.8
Products & Services	690.5	897.7
Waste	30.0	23.3

Intensity Emissions

Intensity emissions help organisations understand emission reduction regardless of company growth e.g. purchasing more sites or employing more people. These can be calculated and compared annually to track progress.

INTENSITY TYPE	2023	2024
Employee Intensity Emissions tCO2e / FTE	**37.94 tCO_2e**	**40.27 tCO_2e**
Intensity By Revenue kgCO2e / £M/revenue (e.g. /2.5)	**0.218 kgCO2e**	**0.167 kgCO2e**

Emission Reduction Targets

The SME Climate Commitment

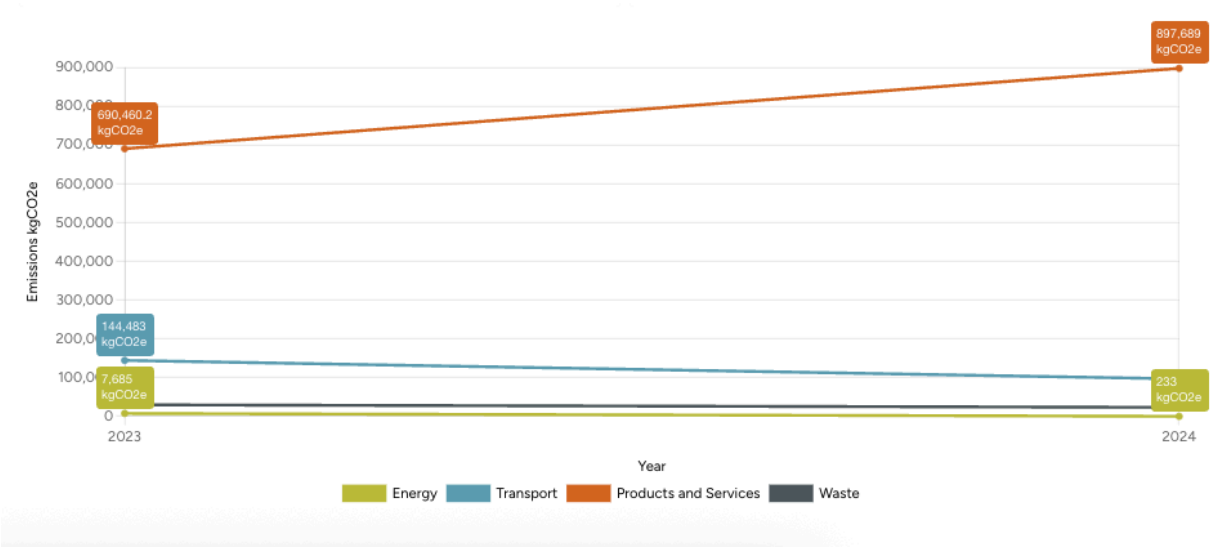
Recognising that climate change poses a threat to the economy, nature and society at large, and that immediate action can ensure business competitiveness and resilience, our company commits to:

- Halve our greenhouse gas emissions within ten years
- Achieve net zero emissions before 2050
- Disclose our progress on a yearly basis

Target: Reduce at least 90% of emissions of Scope 1, Scope 2 and Scope 3 emissions before 2050. Target Emissions by 2050: 436.3 tCO2e.

Interim Target: Reduce 50% of emissions of Scope 1, Scope 2 and 3 by 2033. Target Emissions: 122 tCO2e

***Progress against these targets can be seen in the graph below:**



Completed Carbon Reduction Projects (Previous to Baseline)

The following environmental management measures and projects have been completed or implemented before/during the 2023 baseline. Therefore the carbon emission reduction achieved by these schemes cannot always be quantified but measures will be in effect when performing business services.

Governance

Sustainability is part of the Halo Groups culture, they believe everyone has a role to play. They joined Trace by Isla to draw on their event carbon management expertise and to fast track their improvements and reporting process. Conservation of energy, materials, supply chain, waste management and transport (haulage and travel) are key areas of focus for the team.

Energy

100% renewables energy procured across the office and warehouse sites.

Products

The Halo Groups steel structure system underpins every project they deliver. It is fabricated in the UK and fully reusable with a life cycle of 10 years. They apply the principles of circular economy to the design process with the goal for components and materials to be reusable within one of their creations, reduce the fabrication of bespoke items or have a designated onward life.

Carbon Reduction Plan

This Carbon Reduction Plan (CRP) has been set from a 2023 Baseline year.

Scope 1 & 2

For the baseline year report diesel and petrol have been included within company emissions scope 1 instead of in transport scope 3 emissions, for 2024 and beyond fuel has been recorded in the petrochemical spend category reducing scope 1 solely to refrigerants.

To improve the accuracy of electricity emissions, The Halo Group should use the Market-based approach and enter the energy provider and usage in kWh into the tool.

Where property EPC Ratings fall below C, efficiency measures should be looked at to reduce energy usage at the properties and help to reduce energy costs e.g. Smart Metres, Insulation etc. Solar panels should be considered to reduce emissions and increase energy security for the tenants.

Scope 3

Transport Category	**tCO_2e**	**Target & Action**
Hotel Stays	49.1	- Through the travel partner, prioritise sustainable accommodation options and reduce travel where possible.
Air Travel (Captured under known emissions)	88.9	- Aim to minimise domestic flights by encouraging trains and ferries instead of flights in Europe. Book ahead for more competitive prices. - Consider incentives to not travel by air e.g. extra paid day off to travel. - Always consider how many flights are booked and minimise crew numbers by hiring locally. - Continue to track flight emissions accurately through the travel partner. - Set targets to reduce the number of people travelling to international destinations year on year for new global contracts.
Vehicles (Currently calculated in petrochemicals through spend)	38.6	- Improve the accuracy of data by tracking/calculating mileage of vehicles for each fuel type. - Car sharing policy

		- Continue to move to EV's across your fleet and utilise grants for purchasing new EVs and installing charging points. - Reduce mileage by using a travel efficiency software and/or by reducing your travel radius year on year
Commuting	4.5	- Improve the accuracy of data and bring down emissions by sending an annual commuting survey (track commuting by mileage instead of estimating through the no. of employees).
Freight (Currently calculated as postal and courier services through spend)	41.8	- Improve freight tracking and reduce emissions by tracking freight travel under the transport freight tab. - Hire electric vans where possible. - Improve efficiency where possible by fully loading vehicles, using a travel software if there are multiple stops, and choosing suppliers who consider ESG.

To guide low-emission travel The Halo Group should co-create a **Smarter Travel Policy** to tackle the most significant travel areas: flights, hotels, freights and delivery vehicles. This should be a collaborative effort with key team members and should bear in mind the contracts that are evolving and how this will impact international travel.

Products & Services	**Emissions**	**Target & Action**
Material Products (tCO2e) PPE - 45.3 Fabricated Metal - 305.4 Plastics -30.7 Glass/Ceramics - 29.7 Wood - 86.5 Rubber/Plastics - 10.3 Other basic Metals - 2.0	611.9	- Material impacts and emissions can be reduced where circularity is embedded and tracked in the tool as 'closed loop source' or 'recycled materials' when weight data is available. - Investigate where impacts can be reduced and targets can be set across the four main materials: metal, wood, plastics and glass.

		- Create a Sustainable Procurement Policy to implement reduction actions and reach targets.
Other Products (tCO2e): Stationary - 0.9 Furniture - 1.5 Technology - 1.9 Food & Drink - 1.1	Approximately 5.4	- Increase low-meat content food e.g. veggie/planet based food - Buy used/refurbished furniture and technology where possible
Services employed	56.6	- Carry out an online initial supplier due-diligence, on the most significant 5-10 suppliers (including products), for social and environmental performance. In particular, prioritise green suppliers across financial services. - Engage with suppliers to collect missing information and to encourage meaningful action. - If THG upgrades to the CE Scope 3 module you can later record your suppliers scope 1 & 2 footprint in the tool.
Employee Home Working	16.4	- Encourage the use of green energy at home and carry out an annual survey to track this data and reduce emissions.

The Halo Groups Sustainable Procurement Policy could include:

1. Actions to apply the principles of circular economy across each material category.
2. Prioritising suppliers who are net zero aligned - including those that measure emissions annually, have a sustainability policy and/or a carbon reduction plan (CRP).

3. Prioritising suppliers who have social and/or environmental certifications to prove their positive practices (e.g. Certified Organic, ISO14001 & B Corp etc)

To align with the Procurement Policy, the Halo Group should carry out supplier due-diligence across both social and environmental topics, engaging with suppliers where data is missing and standards need to be increased for policy alignment.

Waste

To improve waste data and accuracy, THG should engage with their waste suppliers to understand how they can better track waste disposal.

Introducing food composting where possible (with council collections or suppliers like First Mile) to reduce general waste sent to landfill/incineration.

Eliminate the use of single use plastics where possible e.g. reusable velcro ties, card paper and fabric for protecting equipment. A responsible WEE recycling system should be introduced and unwanted tech should be donated instead of disposed of.

Water

Water usage at the office is calculated using spend based methodology. To reduce main water usage and to become more water resilient, THG could consider installing a rain water harvesting system at their premises.

Climate & Nature

We're in a biodiversity crisis as much as a climate crisis. World Wildlife Fund reports that 'Worldwide, 73% of our wildlife populations have been lost since 1970. In some areas, there has been a shocking 95% decline.' Businesses should move beyond taking climate/net zero action to taking action for biodiversity and nature. Some ideas to have a positive impact on nature and biodiversity are:

- Educate and engage stakeholders on the climate *and* biodiversity crisis through sharing news, articles, videos, films etc – research nature NGOs for inspiration.
- Develop a Biodiversity Strategy in line with Global Goals to halt and reverse biodiversity loss by 2030 – use the It's Now For Nature Handbook.
- Connect with local nature and biodiversity initiatives in your area and encourage your team to volunteer during their paid working days.
- Join and advocate for the UK's Climate & Nature Bill proposed legislation to put the UK's Paris Agreement and Kunming–Montreal Global Biodiversity Framework commitments into law.
- Organise team days in nature – spending time in nature can improve your mental and physical health in many ways, from reducing stress and anxiety to improving concentration and mindfulness.

- Invest in nature (traditionally called carbon offsetting) through credible and integrity led initiatives like Earthly.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards for Carbon Reduction Plans. It has been written by a third-party Sustainability Consultant through West London Business and the Government's Better Futures Programme.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard 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 Company:

Name: Kate Shackleton
Job Title: Director of Business Operations
Date: 1st September 2026