

Carbon Reduction Plan For Qualitest Group

Publish date: March 2025

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QUALITEST

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Our Commitment

Qualitest is committed to achieving Net Zero emissions by 2050.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as "science-based" when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

Our near-term targets:

1. Reduce scope 1 emissions by 42% by 2030.
2. Reduce our location-based* scope 2 emissions by 42% by 2030.
3. Reduce our market-based* scope 2 emissions by 100% by 2030.
4. Reduce Scope 3 emissions by 42% by 2030.

Our long-term targets:

- Reduce our total emissions (scope 1, 2 and 3) by at least 90% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

Emissions covered by our targets:

- Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.
- Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.
- Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

*Purchased electricity emissions are measured in two ways; the location-based method and the market-based method. can be measured in two ways. The location-based method takes into account the emissions intensity of the grid from which the electricity was purchased, whilst the market-based method also takes into account the emissions intensity of the tariff and suppliers the reporting organisation has specifically chosen. The market-based method can therefore take into account purchases of renewable energy via a tariff. We have chosen to set targets based on both of these methods.

Our Carbon Footprint

Current Emissions

The calculations are based on cost data, using UK Government factors applied across the different country offices. All electricity data is derived from UK conversion factors for consistency. The emission factors are sourced from the latest published UK Government data. The data was provided in USD and converted to GBP using the 2022 conversion rates (https://www.exchange-rates.org/exchange-rate-history/usd-gbp-2022?utm_source)

The current base year is 2021; however, due to it being a Covid year, we will revisit the baseline and consider rebaselining once Qualitest completes the outstanding measurements for 2025. To ensure consistency and reliable progress reporting, we have updated our previous carbon emissions measurements to reflect the latest methodology and emission factors. The results are available in a separate document. Qualitest is committed to promptly catching up on the missing years and aligning with the current reporting year.

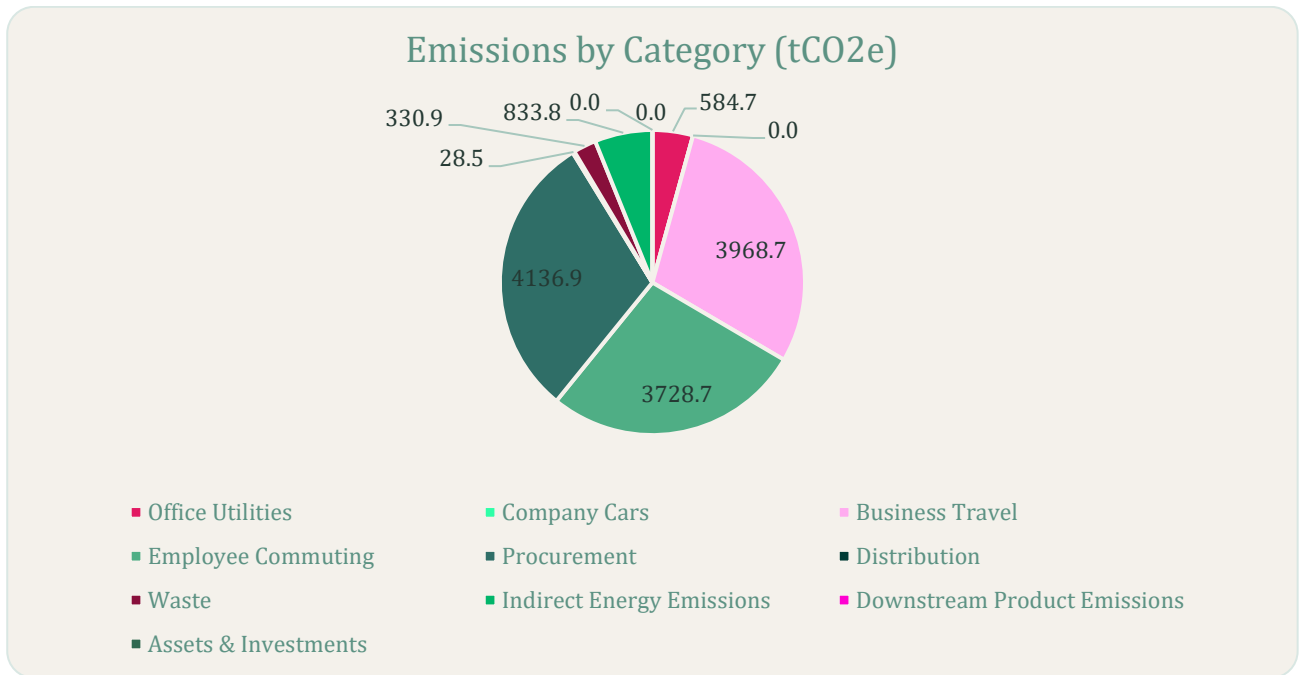
Measurement Results				
By Scope	kg	tonnes	% of total	
Scope 1	204,573.7	204.6	2	
Scope 2 (Location-based)	380,102.7	380.1	-	
Scope 2 (Market-based)	380,102.7	380.1	3	
Scope 3	13,027,471.7	13,027.5	96	
By Source				
Direct	204,573.7	204.6	2	
Upstream	13,407,574.4	13,407.6	98	
Downstream	0.0	0.0	0	

By Category			
Office Utilities	584,676.4	584.7	4
Company Cars	0.0	0.0	0
Business Travel	3,968,674.2	3,968.7	29
Employee Commuting	3,728,746.9	3,728.7	27
Procurement	4,136,890.5	4,136.9	30
Distribution	28,503.3	28.5	0
Waste	330,889.6	330.9	2
Indirect Energy Emissions	833,767.2	833.8	6
Downstream Product Emissions	0.0	0.0	0
Assets & Investments	0.0	0.0	0
Total			
Location-based	13,612,148.1	13,612.1	-
Market-based	13,612,148.1	13,612.1	-

Carbon intensity metrics are calculated using total market-based results.

Carbon Intensity		
Metric	Quantity	Intensity (tonnes)
FTE (Tonnes per FTE)	6,689.0	2.0
Turnover (t per £m)	30,894,764.0	440.6
Sites	25.0	544.5

Carbon Emission Breakdown



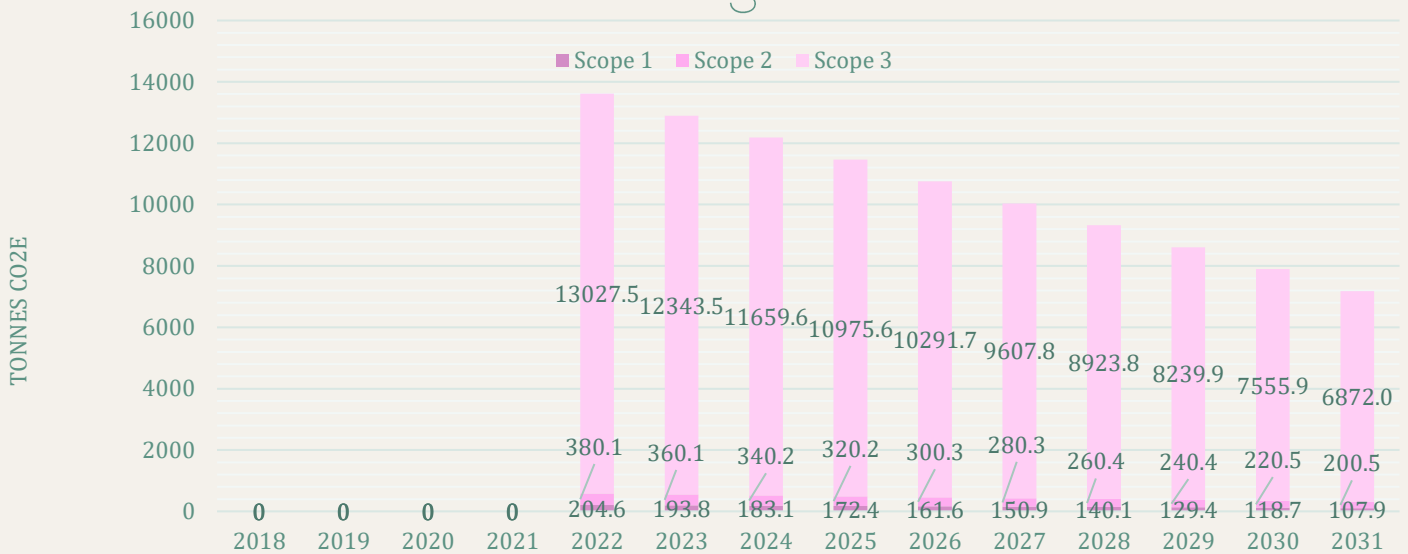
Carbon Reduction

Our targets

We are committed to achieving Net Zero by 2050. We have also set some near-term targets, against which we will track our progress to 2030:

1. Reduce scope 1 emissions by 42% by 2030.
2. Reduce our location-based scope 2 emissions by 42% by 2030.
3. Reduce our market-based scope 2 emissions by 100% by 2030.
4. Reduce Scope 3 emissions by 42% by 2030.

Reduction Targets to 2030



Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2022	1, 2 & 3
A robust and committed ESG statement which includes a global effort to continue to drive positive impact via our services, within our organisation and through our workforce. This commitment can be found here .	2023	1, 2 & 3

A committed and forward thinking Green Team of sustainability champions from different sites and teams. This team encourages positive environmental and social impact messaging throughout the organisation and offers a place to share best practice for everyone to understand (this is through internal comms such as Intranet and other available channels)	2021	3
Created an Environmental Policy and action points using ISO14001 principles.	2022	1, 2 & 3
Qualitest has established regional travel policies in UK, US and India with a key focus on minimising the environmental impact of travel choices. This policy, now in place, will be regularly reviewed and updated to align with evolving environmental targets and initiatives.	2025	3
Qualitest India has switched to 90% renewable and the office in Germany is fully powered on 100% renewable electricity.	2023	2
Qualitest has now set internal waste targets as part of its Global Environment Policy, these targets will be monitored, reported and included in the carbon footprint data.	2023	3

Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Activity No.	Activity	Target Date	Category
1	Enhance data accuracy by implementing a standardised system to track and categorise carbon-related metrics for better footprint analysis and reduction planning.	2025	All
2	Continued carbon reporting to ensure accurate data tracking and alignment with carbon reduction goals. Updating and finalising emissions data will help assess up to date progress, identify areas for improvement, and maintain transparency in our sustainability	2026	All

	efforts. Reports need to be created for 2023, 2024 and 2025.		
3	<p>Develop a comprehensive training programme for all current and new employees.</p> <p>Qualitest will enhance its sustainability knowledge by incorporating specific Skillsoft courses into the learning plan. These courses will cover topics such as sustainability, environmental risk management, GHG emissions, data types, and global standards.</p> <p>This will ensure employees gain the necessary skills and knowledge to support our carbon reduction goals and improve environmental decision-making across the organisation.</p> <p>Qualitest to explore options of training C-level executives with Carbon Literacy training. On average, certified learners reduce emissions by 15% and the adoption of Carbon Literacy across the organisation.</p>	2025	All
4	<p>To reduce our emissions, we Qualitest needs to work with suppliers who are also working to reduce the emissions of the products and services we purchase from them.</p> <p>In order to identify any risks in the supply chain Qualitest will need to collect data from suppliers (such as their emissions data and target information). This will also improve the accuracy of our footprint and allow us to see reductions in our footprint where suppliers are reducing emissions.</p> <p>Next step is to develop a comprehensive supplier engagement strategy</p>	2026	Administrative Costs, Capital Goods
5	To drive meaningful energy reductions, Qualitest will focus on promoting behavioral changes around energy use and power consumption. This includes raising awareness through targeted internal messaging and	2026	Scope 1 and 2

	<p>encouraging responsible energy use among employees.</p> <p>Where applicable, Qualitest will prioritise the purchase of energy-efficient, A-rated white goods for sites, phase in energy-saving lighting systems, install timers, and upgrade to more efficient boilers and heating systems.</p> <p>Additionally, we will establish a network of "energy champions" within the workforce to advocate for these initiatives and ensure consistent messaging is communicated across all teams.</p> <p>Qualitest will continuously monitor and track energy consumption (both electricity and gas) to evaluate energy efficiency improvements and identify further opportunities for optimisation.</p> <p>As part of the commitment to sustainability, we will explore the integration of alternative energy technologies, such as air-source heat pumps, renewable energy tariffs, off-grid solutions, and advanced heating systems, where appropriate.</p>		
6	Qualitest to switch to 100% renewable energy for all electricity needs across the other global offices	2026	Purchased Electricity
7	<p>Continue to explore schemes and incentives that will support staff members to reduce business travel and commuting emissions such as an EV Salary Sacrifice Scheme, Home Renewable Energy Projects Sacrifice Scheme, Cycle-to-Work Scheme etc.</p> <p>Use results from this year's Commuting & WFH survey (where we included questions surrounding sustainable commuting initiatives) to guide decisions.</p>	2027	Business Travel, Commuting
8	<p>Qualitest is still due to develop a comprehensive global travel policy</p> <p>Ongoing efforts to assess employee influence on travel decisions are underway, with a full rollout planned for 2025.</p>	2026	Business Travel

7	Work with relevant team members to get systems in place for the collection of high-quality data for use in the footprint throughout the year. See the Data Quality Improvement document.	Ongoing	All
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As Qualitest catches up on reporting, there may be a need to rebaseline the policy to ensure it remains aligned with the latest data. Investments and Franchises have not been calculated this year around.

Declaration and Sign-off

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 Qualitest Group Executive Team.

Signed on behalf of Qualitest Group:

Name:

Position:

Date: