

Carbon Reduction Plan

Supplier name: Foundever GB

Publication date: October 2025

Commitment to achieving Net Zero

Foundever's Science Based Target initiative (SBTi) net-zero commitment is to achieve net-zero greenhouse gas emissions by 2050.

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.

Baseline Year: 2023

We are using our 2023 financial reporting year, January 31 to December 31, as our baseline year; this has been used for SBTi validation.

Sources of emission change facility by facility depending on the operational control and boundary of the buildings from which Foundever operates.

Additional Details relating to the Baseline Emissions calculations.

Scope 1:

Included: source of emission is within Foundever operational control.

Excluded: source of emission is outside Foundever operational control. Source of emissions is controlled by landlord or third-party company.

Scope 2:

Included: purchase of electricity is mandatory for all Foundever facilities. Purchase of heating, cooling and steam apply only to facilities consuming this type of energy.

Excluded: purchase of electricity must be excluded of reporting if country doesn't have facilities and works only virtual modality.

Scope 3:

Relevant, calculated: Purchased goods and services, capital goods, fuel- and energy-related

activities, up stream transportation and distribution, waste generated from operations, business travel, employee commuting and downstream leased assets.

Baseline year emissions:

EMISSIONS	TOTAL (tCO₂e)
Scope 1	260.46
Stationary combustion fuels and equipment	19.13
Mobile combustion fuels and vehicle	24.70
Fugitive emissions	216.63
Scope 2 – Location based	721.70
Purchase of electricity	721.70
Scope 2 – Market based	180.91
Purchase of electricity	180.91
Scope 3	7,772.22
Purchased goods and services	1,268.38
Capital goods	243.71
Fuel- and energy-related activities	205.98
Upstream transportation and distribution	3,520.71

Waste generated from operations	78.68
Business travel	55.66
Employee commuting	2,399.10
Total Emissions	
Scope 1 + 2 Location-based + 3	8,754.38
Scope 1 + 2 Market-based + 3	8,213.59

Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	357.44
Stationary combustion fuels and equipment	208.97
Mobile combustion fuels and vehicle	6.23
Fugitive emissions	142.25
Scope 2 – Location based	598.60
Purchase of electricity	598.60

Scope 2 – Market based	96.20
Purchase of electricity	96.20
Scope 3	6,887.73
Purchased goods and services	1,188.83
Capital goods	181.04
Fuel- and energy-related activities	170.63
Upstream transportation and distribution	1,968.65
Waste generated from operations	53.83
Business travel	27.75
Employee commuting	3,297.00
Total Emissions	
Scope 1 + 2 Location-based + 3	7,843.78
Scope 1 + 2 Market-based + 3	7,341.38

Emissions reduction targets

Foundever have achieved validation for the following near-term reduction targets with the SBTi:

Reduction of scope 1 and scope 2 greenhouse gas (GHG) emissions: Reduction of absolute scope 1 and 2 GHG emissions by 54.6% by 2033 from a 2023 base year.

Reduction of scope 3 emissions: Reduction of scope 3 GHG emissions by 61.1% per million EUR value added within the same timeframe

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Our Roadmap

We have:

- created the Foundever Global Inventory Management Plan
- achieved validation of our SBTi Near Term targets with a baseline year of 2023
- published a global Foundever Carbon Reduction Plan

Our operations

We have moved from an onsite model to a onsite and virtual working mix. As a result we have reduced the size of some existing locations, relocated to downsized properties for others and closed some facilities. We acknowledge the limitations of this approach in respect of overall reductions in carbon emissions.

Aligned to this approach we have digitalised many internal processes, taking a digital first approach.

We created a green office framework of environmental actions to share learnings and drive ongoing improvements across our facilities.

Certification

We maintain certification of ISO 14001 at our Galashiels fulfilment centre.

Renewables

We have moved to renewable electricity supplies at all but one of our facilities.

Future Carbon Reduction Initiatives

The following are the Foundever initiatives that are planned to meet SBTi and near-term targets:

For the reporting year 2025 and forward-going Foundever carbon emissions reporting will be externally verified.

We are developing an ISO 14001 aligned environmental management system for the global business to support future certification requirements.

We expect to be able to achieve 100% renewable electricity across our UK facilities in 2026.

We have introduced a Sustainable Sourcing Charter and updated our Vendor Code of Conduct and Ethics across a range of sustainability topics including environmental. We will continue to enhance our sustainable sourcing with the outlook towards products and services with proven environmental benefits, engaging with suppliers and introducing a Sustainable Sourcing Policy which outlines criteria that must be met by Tier 1 suppliers with regards to helping Foundever meet our Net Zero targets.

We plan to launch environmental awareness training opportunities for identified personnel within the company.

We will continue to engage with our workforce on environmental action and emissions avoidance. We are piloting a sustainable travel programme at one facility in order to create a blueprint for other locations across the UK footprint to implement.

We will continue to work to improve the quality of our data in order to track and measure our emissions more efficiently for better precise data.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard⁶.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



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Date: 6th October 2025

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁶ <https://ghgprotocol.org/standards/scope-3-standard>