

Carbon Reduction Plan

Ruth Lee Ltd

November 2023

Commitment to achieving Net Zero

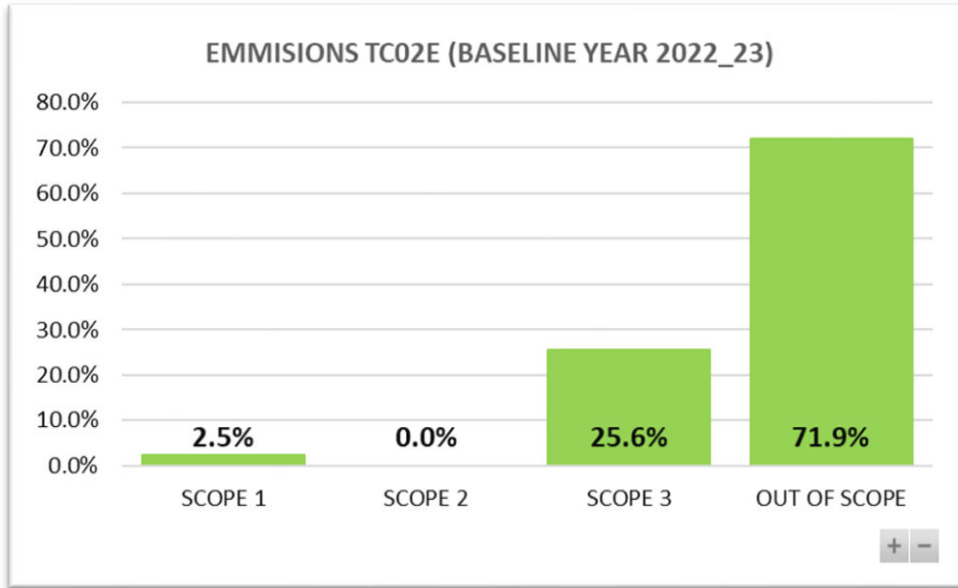
Ruth Lee is committed to achieving Net Zero emissions by 2050 (scope 1,2, & 3), and a 100% emissions reduction in scope 1 & 2 by 2023 through carbon reduction initiatives, and carbon offsetting projects.

Baseline Emissions Footprint

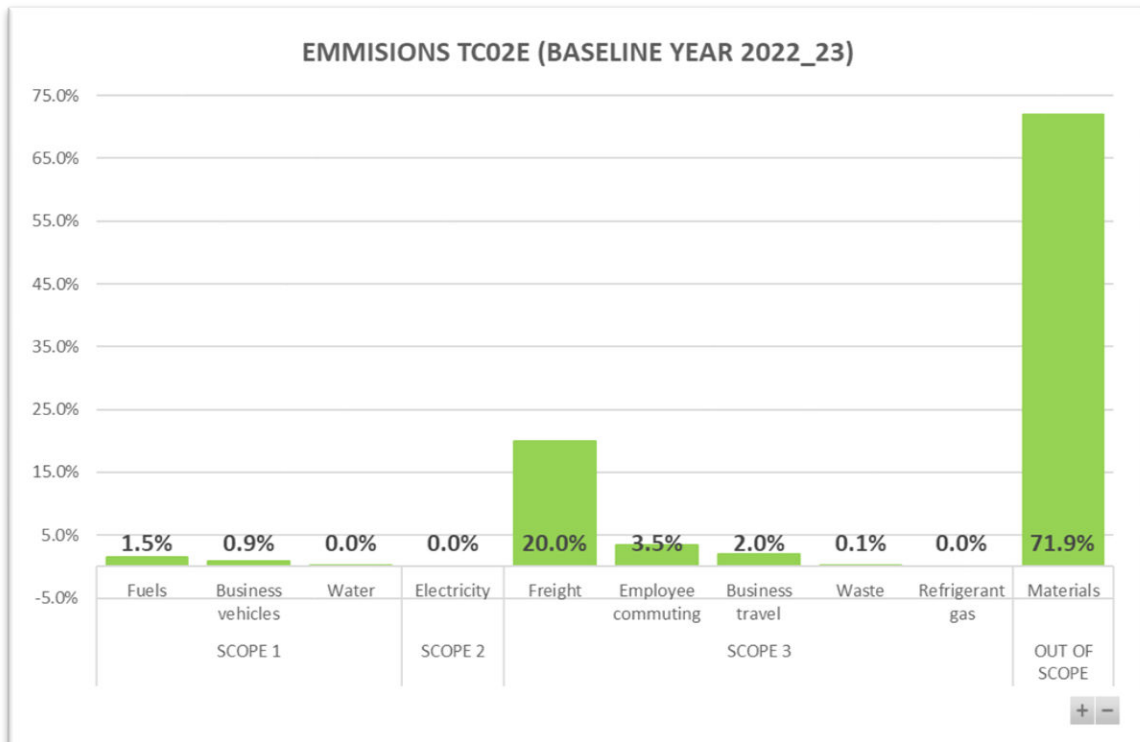
Our baseline emissions are a record of the greenhouse gases that have been produced in the past, prior to the introduction of any strategies to reduce emissions.

Baseline Year: 2022 (FY May 22 to end April 23)	
Additional Details relating to the Baseline Emissions calculations.	
<p>Scope 1 includes gas used for space heating and drying aggregate during production.</p> <p>Scope 2 generates no emissions because all electricity purchased is offset by procuring Certified Green Energy Supplies through our energy supplier. All electricity is backed by wind farms, which makes it 100% renewable.</p> <p>Scope 3 includes emissions from inbound and outbound freight, employee commuting, business travel, waste and materials purchased*. The company wishes to include materials in the emissions plan, because of the relatively large impact that materials have on overall emissions.</p>	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	22.451
Scope 2	0
Scope 3	889.392 *Of which materials purchased accounts for 656t currently classified as 'out of scope'.
Total Emissions	911.843

Emissions by Scope



Emissions Category



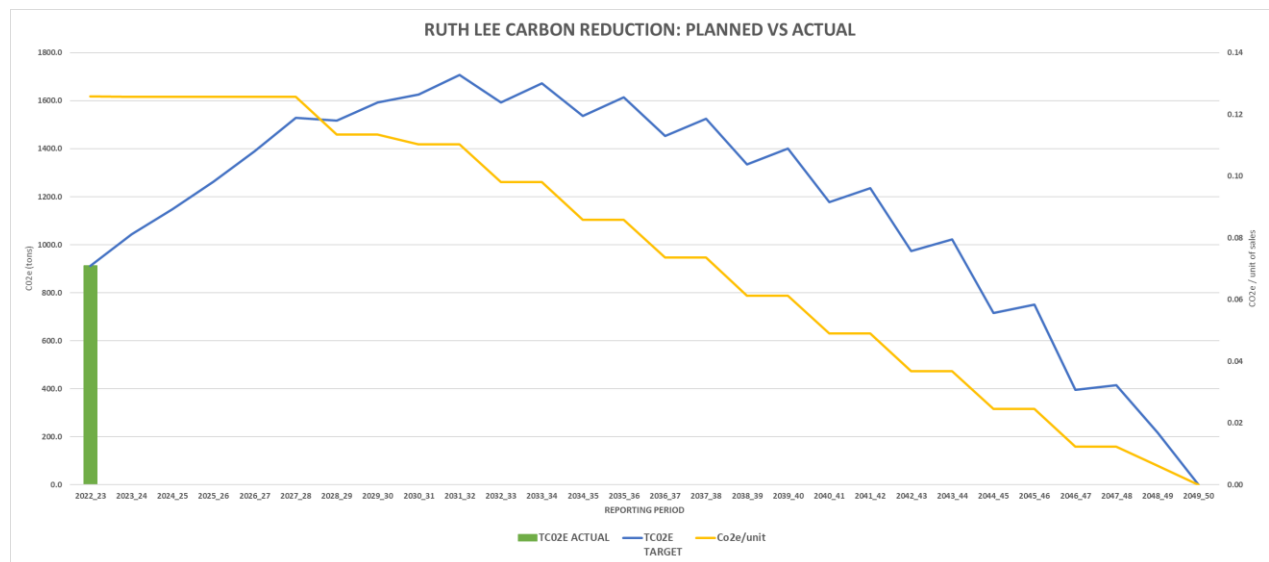
Emissions reduction targets

In order to achieve Net Zero, we have adopted the following carbon reduction targets.

We project that over the next 5 years our total carbon emissions will increase in the short term (as our growth continues), and the overall tCO₂e per unit will remain flat. Then decrease as in-house and wider industry initiatives are delivered.

Over the next ten years, these plans are projected to reduce the TCO₂e totalling 450 tonnes (TCO₂e per unit of sales) by 2032_33. This is a reduction of the TCO₂e per unit of sales of 22%*.

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



*TCO₂e & CO₂e/unit figures on the chart include carbon impact from materials.

Existing Carbon Reduction initiatives

- We source 100% renewable electricity supply. <https://kinex.co.uk/fuel-mix/>
- LED lighting installed with motion sensors installed where appropriate.
- We offer a cycle to work scheme for all staff.
- Digitisation of patterns and automated cutting processes maximises yield whilst minimising waste.
- Waste offcuts from our open-cell foams are returned to the supplier, which are then remade into a furniture-grade material used by other manufacturers.
- Our manikins are dispatched in heavy duty bags made with minimum 30% recycled material, they are shipped on refurbished wooden pallets and/or 100% recycled plastic pallets.
- Domestic gas boiler replacement for a more energy efficient unit.
- Scheduled hot water heating to coincide with business hours.

- Our manikins are highly commended by our customers for their longevity, durability, and robustness – This combined with consumables such as replacement overalls means we maximise the life of the manikin leading to reduced waste for the end user.
- We work closely with our distributors to maximise pallet utilisation and therefore minimise the freight impact.
- Annual offsetting since 2021 of our own emissions (scope 1,2) & plan to continue this until we have eliminated them. <https://www.carbonfootprint.com/plantingtrees.html>

Planned Carbon Reduction Projects

To meet our future targets, we plan to implement the following measures:

- Switch to a green gas tariff for the existing gas boilers.
- Investigate energy efficiencies and feasibility of improving insulation and heating controls to reduce gas usage.
- Introduce a travel policy to encourage booking flights with lower emissions.
- Replace the gas boiler at the end of its life with electric (heat pump) heating, estimated 2035.
- Switch own delivery vans to electric vans, estimated 2030.
- Install EV charging points on our sites and offer salary sacrifice schemes to encourage staff to upgrade private vehicles from petrol/diesel to EV by 2035.
- Collaborate with existing suppliers and advanced manufacturing research teams to develop alternative hard-wearing materials that are not oil-based or that have a higher % of recycled materials included. Our focus will be coated polyester, PVC and steel as the highest-emitting materials we use.
- Prioritise couriers and marine freight handlers based on their emissions profile and ability to report emissions.
- Investigate end-user asset management solutions, delivered via RFID systems and software.
- Investigate solutions in the UK market for refurbishment of end-of-life manikins by 2035.

Additional commentary

The majority of our emissions (91.9%) are from the materials used in manufacturing and outgoing freight, not our central operations. Therefore, as the business grows our total emissions are expected to increase accordingly, however we forecast that our overall impact per unit of measurement* will decrease as we implement our carbon reduction plans, and combined with supply chain decarbonisation.

This report has been compiled from a variety of inhouse data records, and used in conjunction with industry standard carbon calculations as noted further below. Where required, reasonable assumptions have been made in order for us to compile robust report that accurately reflects our carbon impact and reduction plans. It is expected that over time our data will improve and these assumptions will reduce.

**We monitor our performance internally through a series of carbon metrics, specifically CO₂e(t) per FTE, per unit of sales, and per £1mn turnover.*

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) Standard³.

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

Signed:



Name: Darren Griffiths
Position: Operations Director
Date: November 2023

DATA SOURCES / REFERENCES

<https://carbonplanner.natwest.com/>

<https://www.carboncare.org/en/co2-emissions-calculator>

<https://kinex.co.uk/fuel-mix/>

<https://www.carbonfootprint.com/carbonoffset.html>

<https://www.carbonfootprint.com/carbonoffsetprojects.html>

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

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

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