Carbon Reduction Plan

For Lubron UK Limited

Publish date: August 2026

Measurement Period: January – December 2025

Created by: Positive Planet

positive planet

Supplier name: LUBRON UK LIMITED

Company Registration Number: 03140068

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Our Commitment

Lubron UK Limited is committed to achieving Net Zero emissions by 2045.

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:

- Reduce scope 1 and 2 emissions by 42% by 2030 and zero by 2035.
- To procure 100% renewable electricity by 2035.
- Reduce Scope 3 emissions by 21% by 2030 and 42% by 2035.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2045.
- Neutralise any residual emissions using verified carbon offsets.

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.

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Baseline Emissions Footprint

We started measuring our emissions with Positive Planet in 2023 and this measurement was a PPN measurement which did not include Scope 3 procurement. To calculate an accurate representation of our organizational emissions - we have included our Procurement emissions (Scope 3) in our current normalised measurement and re baselined to 2024 for future comparisons.

Baseline Year: 2024	
The current reporting year (January - December 2024) is the first year that we have measured and reported our carbon footprint and will serve as the baseline year for future measurements.	
Emissions	**Total (tonnes CO_2e)**
Scope 1	120.9
Scope 2*	Market-based: 19.0 Location-based: 19.0
Scope 3 including: - Purchased Goods & Services - Capital Goods - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water - Fuel & Energy Related Services	354.6
Total Emissions*	**Market-based: 494.5** **Location-based: 494.5**

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

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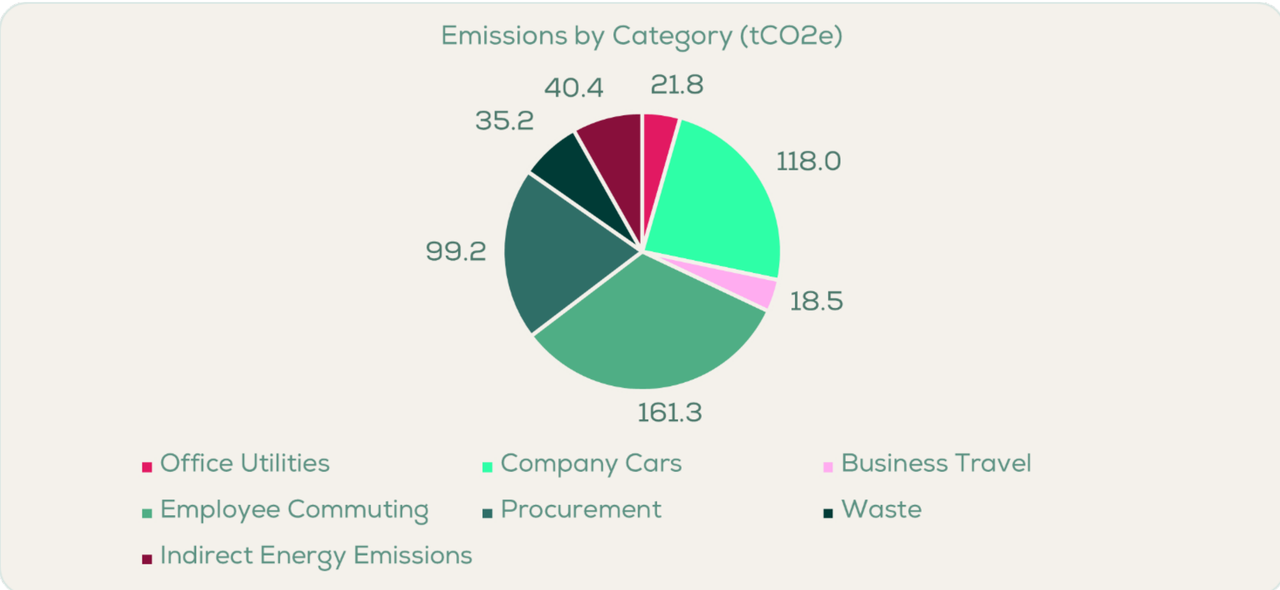
Carbon Intensity Metrics

Baseline year: 2024	**Unit**	**Carbon intensity metric** (tonnes CO_2e / unit)
Employees	57.2	8.6
Turnover (£)	6.844 million	72.3

Carbon Emissions Breakdown



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Current Carbon Emission Results

Current Year: 2025	
The current reporting year, January to December 2025, is the third year we have measured our emissions. This measurement covers Scope 1, Scope 2 and upstream Scope 3 categories. An operational control approach has been applied, as Lubron has full control of its utilities. The 2025 data is higher quality than the 2024 data, with significant improvements in Scope 1, Scope 2 and Scope 3 transportation data moving from spend to activity data.	
Emissions	**Total (tonnes CO_2e)**
Scope 1	169.97
Scope 2*	Market-based: 3.93 Location-based: 7.85
Scope 3 including: - Purchased Goods & Services - Capital Goods - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water - Fuel & Energy Related Services	250.77
Total Emissions*	**Market-based: 424.67** **Location-based: 428.59**

Carbon Intensity Metrics 2025

Current year: 2025	**Unit**	**Carbon intensity metric** (tonnes CO_2e / unit)
Employees (FTE)	38	11.18
Turnover m (£)	7,163,327	59.28

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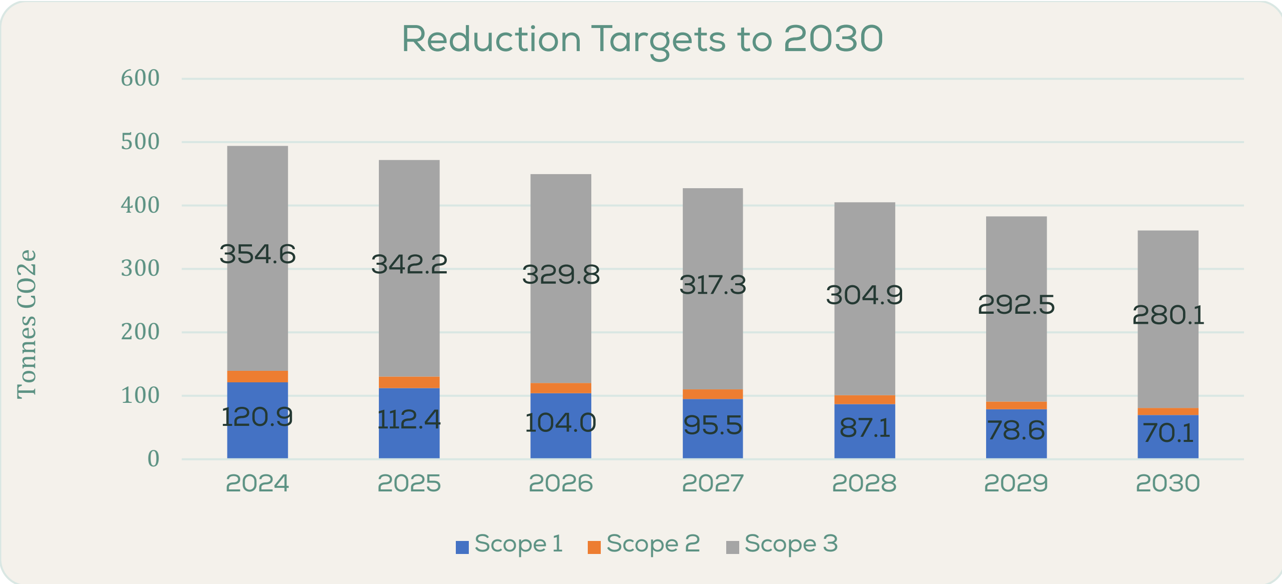
Progress

Emissions	Total Carbon Footprint (tonnes CO_2e)		% Change
	Baseline year: 2024	Current year: 2025	
Scope 1	120.9	170.0	+40.6
Scope 2	Market-based: 19.0 Location- based:19.0	Market-based: 3.93 Location-based: 7.85	Market-based: -79.3 Location-based: - 58.7
Scope 3	354.6	250.77	-29.3
Total emissions	**Market-based: 494.5** **Location-based:494.5**	**Market- based: 424.67** **Location-based: 428.59**	Market-based: - 14.1 Location-based: -13.3

Emissions	Carbon intensity metric		% Change
	Baseline year: 2024	Current year: 2025	
Employees (tCO_2e per FTE)	8.6	11.18	+30%
Revenue (tCO_2e per £)	72.3	59.28	-18%

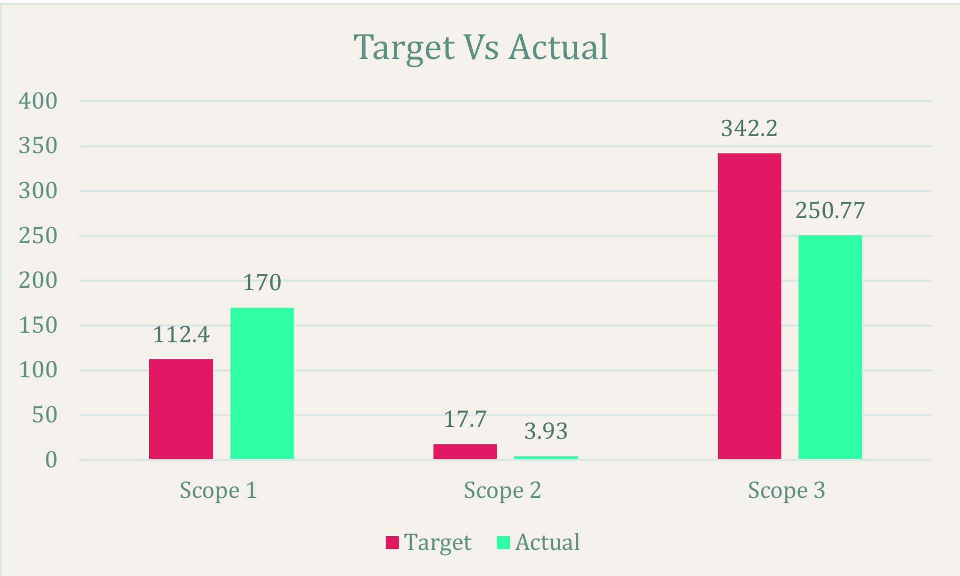
Our Carbon Intensity metrics are based on market-based emissions.

Reduction Targets



The graph below shows our scope 1, scope 2 and scope 3 emissions reduction targets to 2030 based on our baseline emissions. To achieve a linear reduction, we would need to reduce emissions for scope 1 emissions by 7% each year. We have already achieved our scope 2 targets for market based due to switching to a renewable energy tariff. For scope 3, we would need to reduce our scope 3 emissions by 3.5% This is an annual reduction of 8.46 tCO_2e for scope 1, an annual reduction of 1.33 $tC0_2e$ for scope 2 and a reduction of 12.41 tCO_2e for scope 3.

Target Vs Actual Emissions for 2025



For scope 1 we are off target for 2025 as their has been an increase in company vehicle emissions. For scope 2 you are on track and have already achieve scope 2. For scope 3 you are on target.

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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.	2024	1,2,3
Created a Green Team to lead initiatives. This team has been made up of members from different departments to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisation.	2024	1,2,3
Commit to measuring the remaining Scope 3 categories, meaning that year's carbon emissions measurement will be a full picture of Lubron UK's carbon impact. Currently, the largest missing categories are purchased goods & services and capital goods, meaning that once these are measured, reduction activities targeted at these categories will be able to be created.	Completed	Purchased Goods & Services Capital Goods
Liaising with key suppliers to see whether they can ship with the minimal amount of packaging needed to secure the product is key.	Ongoing	Waste

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Lubron has now moved to a 100% renewable electricity tariff. This change will reduce **market-based** emissions for the office to 0 tCO_2e.	Completed 2026	Electricity
Lubron has committed to working with their suppliers and this year and they have completed their desk-based research. Next year, they will continue to develop their work with supplier and send out the supplier survey.	2026	Purchased Goods and Services
Lubron has started to transition their fleet towards electrification and hybrid vehicles.	2025-2026	Company Vehicles

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Future Carbon Reduction Plans

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

Reduction Plans – Scope 1 & Scope 2				
Activity No.	**Activity**	**Target Date**	**% Reduction Target**	**Category**
1	• Ask the facilities management to consider low-cost options such as reducing the boiler temperature and adding heat & solar control reflective window sheets. • Consider planning for larger cost management (where appropriate) such as an efficient boiler system. • Consider moving to premises without gas heating for 100% reduction is stationary combustion emissions.	2028	6%	Stationary Combustion
2	Implement energy efficiency measures to reduce the overall amount of electricity consumed at sites. Optimise operational procedures and implement energy management systems (such as ISO 14001). Examples of reduction measures include: - upgrading lighting and introducing more sensor lighting, and aligning sensor times to usage patterns (eg 3 minutes for corridors, 20 minutes for working spaces) - installing timers on sockets/equipment - reviewing and renewing inefficient equipment (when at end of life), and actively consider	2028	10% (location-based)	Purchased Electricity

	the energy efficiency of equipment when new purchases are required (eg laptops, fridges, dishwashers) Invite colleagues from different sites to openly explore challenges and barriers to collaboratively find solutions for reduction.			
3	Conduct a review of company vehicles to outline a strategy for company vehicle electrification: - determine which vehicles to electrify first, dependent on which vehicles are used most, which vehicles are most polluting, and which vehicles are oldest. - determine if fleet size can be reduced by using active transport (such as using e-bikes or e-cargo tricycles for shorter use cases). - determine a timeframe for vehicle electrification and commit to this.	2027-2028	100%	Mobile Combustion Purchased Electricity (EVs)
4	Consider driver-efficiency training for company car users – this should demonstrate a reduction in total fuel/electricity use.	2027-2028	10%	Mobile Combustion Purchased Electricity (EVs)

Based upon the above completed and planned initiatives, it is projected that total Scope 1 & 2 carbon emissions will decrease to 82.5 **tCO_2e** by 2030 and **0 tCO_2e** by 2035.

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We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Reduction Plans – Scope 3				
Activity No.	Activity	Target Date	% Reduction Target	Category
1	Consider training and engagement for the Green Team, leadership, and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.	2027	2.5 - 7.5%	All categories
2	Review logistics partners/couriers and utilising Sustainable Procurement Policies and engagement with suppliers. Work with providers to gather their emissions data, and/or switch to lower-carbon providers. Prioritise purchasing from local suppliers to limit delivery mileage.	2025 - 2028	20%	Upstream Distribution Downstream Distribution
3	Develop and implement a Sustainable Travel Policy to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate. Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes, such as bike to work or car sharing opportunities. Utilise the emissions travel hierarchy:	2030	15%	Business Travel Commuting

	- Digital communication - Walking and cycling - Public and shared transport - EV's and car sharing/clubs - ICE vehicles and car sharing/clubs - Air travel Consider creative ways to engage and support the workforce to influence change. Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO_2e per year), extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.			
4	Implement a Sustainable Procurement Policy. Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms.	2026	15%	Purchased Goods & Services
5	For next year, target top 10 suppliers and hold an online information session about Lubron's Sustainability Journey and encourage them to start also measuring their emissions.	2026-2027		Purchased Goods & Services
6	Build on the Desk Based Research completed this year and conduct a supplier survey with the top 10-15 supplier's next time. This data collection will support reduction journey by gathering important data for future measurements & encourage supply chain integration towards Net Zero. Complete this audit within two phases: 1. Identify suppliers for engagement 2. Formulate and collect data (survey/scoring)	2028	25%	Purchased Goods & Services

	Once completed prioritise suppliers with lower carbon footprints as part of the above phased approach. This may also involve purchasing second hand/refurbished (furniture, IT equipment) and extending the lifespan of purchased items. Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.			
7	We will work to ensure that sustainability is embedded into our company culture. We will do this by reviewing our company policies to ensure alignment with carbon reduction goals, discussing progress in our team meetings, including sustainability in job descriptions and updating the sustainability information on our website.	2028	10%	All scopes and categories

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Declaration and Sign Off

This Carbon Reduction Plan has been completed and submitted in accordance with the Public Procurement Notice (PPN 006) and associated guidance and reporting standard for the 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 standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

This Carbon Reduction Plan has been reviewed and approved by Lubron UK Limited Executive and Leadership Team.

Signed on behalf of Lubron UK Limited

Name:

Position:

Date:

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

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