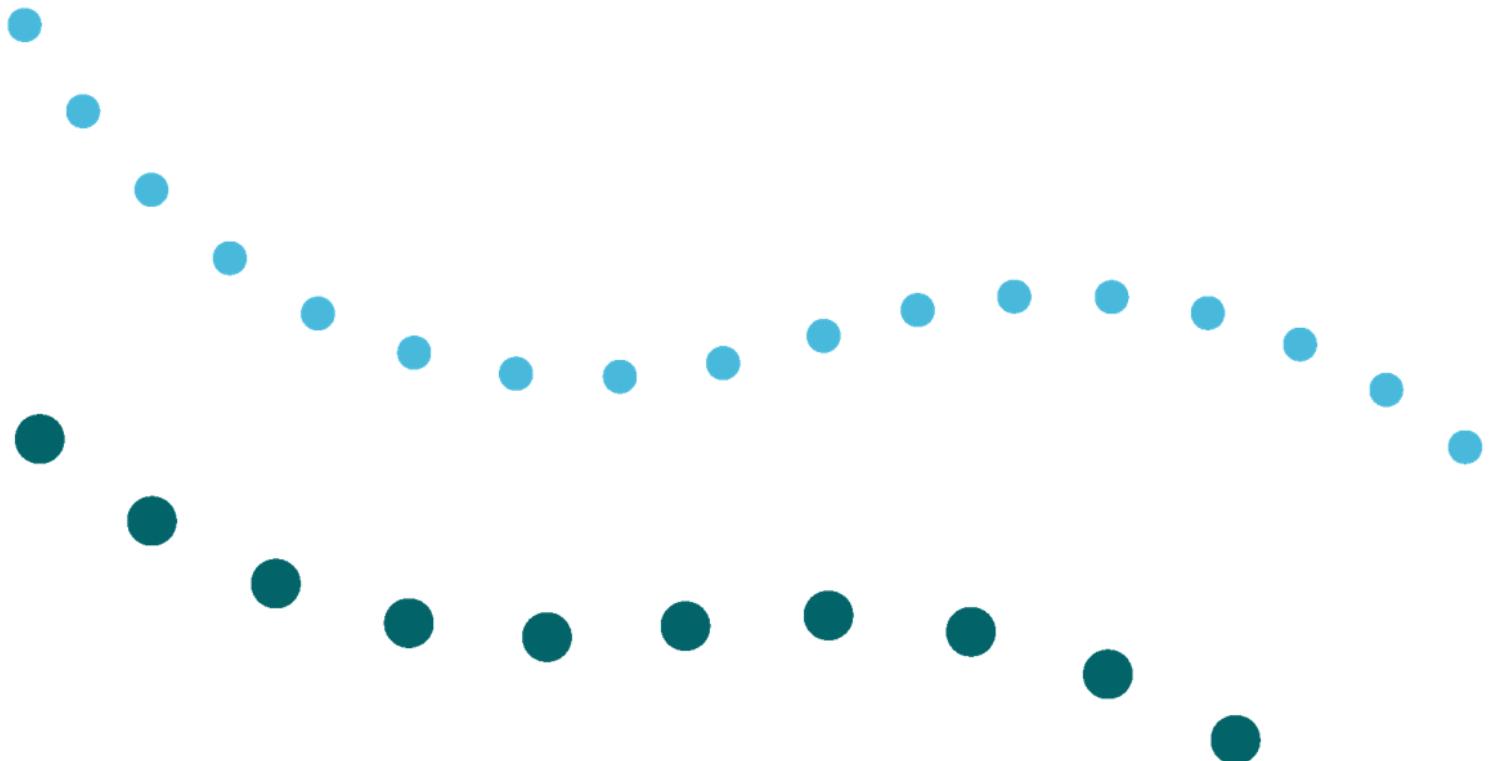




CARBON REDUCTION PLAN

April 2024 to March 2025

Publication Date: 16 December 2025



Scope

This reflects UMi's approach and progress towards the establishment of our strategic Carbon Reduction Plan that sets out how we will achieve our aspirations. We have focused our attentions to date on establishing a robust and externally verified carbon footprint across all scopes. We will continue that method of measurement and progress to developing a detailed and robust reduction plan which will be finalised in 2026. The information included in this plan covers the services-led activities of UMi Commercial Limited, trading as UMi, which covers the services we deliver to our private and public sector customers.

Commitment to Achieving Net Zero

UMi is committed to achieving Net Zero emissions by 2045.

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: April 2022 to March 2023

Scope 1, 2 and limited scope 3 categories

Additional details relating to the Baseline Year Emissions calculations

2022-2023 was UMi's first carbon reduction report. Figures were averaged to our year end March 2023 from a full data set and analysis that were independently audited to ensure they complied with internationally recognised standards such as Green House Gas and Science Based Target Protocol's and is consistent with SECR requirements.

Our UK business unit emissions are calculated in tonnes of carbon dioxide equivalent (tCO₂e) using the appropriate conversion factors published by Department for Business & Trade.

Our emissions data is reported in line with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, and Corporate Value Chain (Scope 3) Standard under the 'Operational and financial control' approach.

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	1.32
Scope 2	15.05
Scope 3 (Included Sources)	95.83 Category 4 - Upstream transportation and distribution – 0.1 Category 5 - Waste generated in operations – 0.3 Category 6 - Business travel – 10 Category 7 - Employee commuting – 78 Category 9 - Upstream transportation and distribution – 0
Total Emissions	112.2

Reporting year: April 2023 to March 2024

We have retained this year in the Plan as the values show an increase in Scope 1 and 3 emissions compared to the baseline year due to the relocation from leased offices to our own office premises where UMi is responsible for a heating, ventilation and air conditioning (HVAC) system based on an air source heat pump. A fugitive gas refill took place during this time period.

We do not have fleet vehicles.

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	98.20
Scope 2	10.82
Scope 3 (Included Sources)	117.12 Category 3 - Fuel & Energy Related Activities – 3.78 Category 4 - Upstream transportation and distribution – 1.21 Category 5 - Waste generated in operations – 0.2 Category 6 - Business travel – 10.86 Category 7 - Employee commuting – 101.07 Category 9 - Downstream transportation and distribution – N/A (This is a service-based business with no physical product being produced for transport)
Total Emissions	226.14

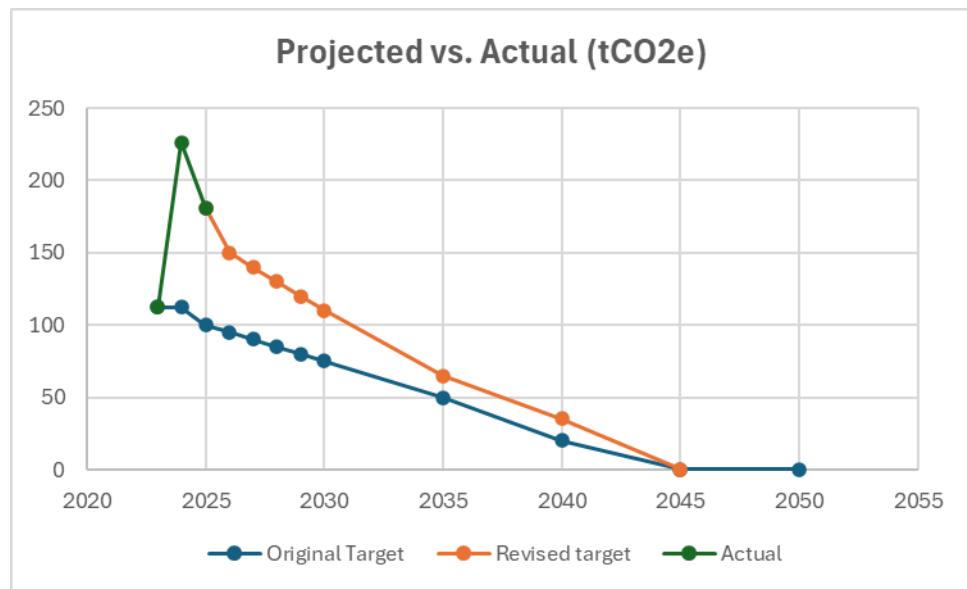
Current Emissions Reporting

Reporting year: April 2024 to March 2025

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	1.42
Scope 2	9.34
Scope 3 (Included Sources)	170.34 Category 3 - Fuel & Energy Related Activities – 3.48 Category 4 - Upstream transportation and distribution – 8.62 Category 5 - Waste generated in operations – 0.11 Category 6 - Business travel – 17.86 Category 7 - Employee commuting – 140.27 Category 9 - Downstream transportation and distribution – N/A (This is a service-based business with no physical product being produced for transport)
Total Emissions	181.10

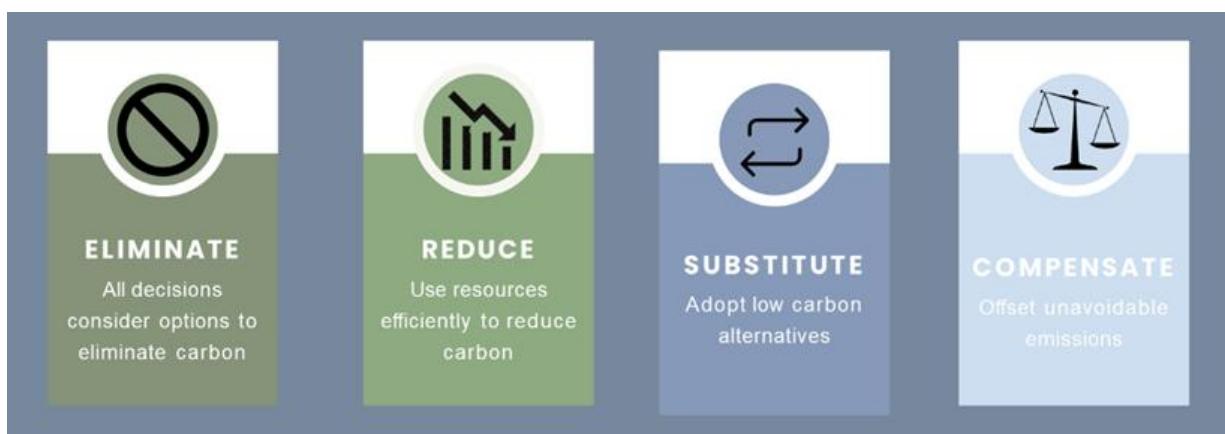
Reductions Targets

Our original projections have been revised to take into account the changes during 2023/24. In order to continue making progress to achieving Net Zero by 2045, we project that carbon emissions will decrease over the next five years to 110 tCO2e.



Our Approach

In determining our carbon reduction plan, we follow the Greenhouse Gas (GHG) Management Hierarchy set out by the Institute of Environmental Management and Assessment (IEMA). UMi is committed to prioritising the elimination, substitution, and reduction of carbon in advance of any offsetting commitments.



Carbon Reduction Projects

We continue to operate to ISO 14001 environmental management practices.

We aim to deliver all events in accordance with our Guiding Principles for the Management of Sustainable Events which align to ISO 20121 Sustainable Event Management.

We publish an annual Social, Ethical & Environmental Impact Report that aligns to our accreditation as a Certified B Corporation: [2024/25 Impact Report](#)

Carbon reduction initiatives that have been completed

During 2023-24 UMi relocated from leased offices to our own office premises where we made significant investment in sustainable features, including:

- installation of solar photovoltaic panels providing green energy
- provision of four EV charging points
- motion sensors in meeting rooms to control lighting.

Whilst the solar panels provide green electricity, we do not have a means for storing the electricity they produce so the excess goes into the national grid. This means that when the solar energy is not being produced such as overnight, electricity will be drawn from the national grid. We purchase renewable energy from our electricity supplier. We have therefore achieved our commitment to use 100% renewable electricity at our offices.

Ongoing initiatives

Recyclable waste: We have appointed a waste management supplier that offers a 'Zero Waste to Landfill' service through an 'energy from waste' solution for rubbish that would otherwise go to landfill. We have also expanded our recycling activities to include terracycle for wrappers and crisp packets.

Flexible Working Policy: We have a Flexible Working Policy which seeks to support our sustainability strategy by limiting our direct and indirect carbon footprint through work related travel whilst continuing to maintain productivity and deliver high performance. This supports our approach to hybrid working which in turn has decreased the need for travel and the reduction in the demand for office space, driving a reduction in Scope 3 emissions associated with business travel and employee commuting.

TechForGood: New laptops are purchased with sustainability in mind. We use TechForGood which offsets the carbon footprint of every product they sell. Between July 2024 and May 2025 UMi's total spend of £9,977.98 has enabled TechForGood to fund the removal of 2 tonnes of CO₂e via certified *blue carbon* projects—supporting marine ecosystems such as seagrasses and mangroves that naturally capture and store carbon.

Lighting: All remaining old style lighting within the office premises is currently being converted to LED.

Strategic development: In 2024 UMi appointed an external specialist to help guide us in the development of a more holistic approach to environmental and sustainability initiatives that support our net zero ambition. We set up the 'We Are Sustainable' working group, led by our Head of Governance & Assurance, to ensure new initiatives are considered and taken forward. This group will produce a comprehensive strategy for energy reduction per FTE which will be incorporated into the Carbon Reduction Plan for 2025/26.

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

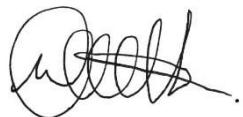
¹ <https://ghgprotocol.org/corporate-standard>

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 at UMi Commercial Ltd.

Signed on behalf of UMi Commercial Limited



Nicki Clark
Chief Executive

Dated: 12 January 2026

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

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