

## Carbon Reduction Plan

### 1. Commitment to achieving Net Zero

At Orchard we are committed to achieving Net Zero emissions by 2050

### 2. Baseline and current emissions

Baseline emissions were originally recorded in 2023 and currently mark the base for our reporting and measures. They are the reference point against which emissions reductions can be measured.

Current emissions correspond to the period of October 2024 - September 2025 in line with our company's financial year.

Reporting will continue in this manner for the foreseeable future.

Reporting period	2023		2025	
Emissions	Total (tCO2eq)	Per employee	Total (tCO2eq)	Per employee
Scope 1	12.92	.25	7.91	0.13
Scope 2 (market)	0	0	0	0
Scope 2 (location)	20.70	0.41	18.65	0.32
Scope 3	191.26	3.75	162.91	2.76
<b>Total Emissions</b>	<b>204.18</b>	<b>4.00</b>	<b>170.81</b>	<b>2.90</b>
<b>Reporting Method</b>	Our total emissions take market based emission factors into account to reflect our purchasing power			
<b>Included Sources</b>	Scope 1 covers Stationary Combustion Emissions, Fugitive Emissions and Mobile Combustion. Scope 2 covers Purchased Electricity. Scope 3 covers Purchased Goods and Services 1, Capital Goods 2, Fuel- and Energy- Related Activities Not Included in Scope 1 or Scope 2 3, Waste Generated in Operations 5, Business Travel 6, Employee Commuting 7) and Downstream Transportation And Distribution 9.			

### 3. Emission targets and actions

At Orchard we are committed to promoting sustainability, protecting the environment, and creating a prosperous world for future generations. Promoting a broader sustainability agenda is integral to Orchard's professional activities and our management.

We aim to lead by example by following good sustainability practices, to reduce the direct environmental impacts of all our activities, advance our positive contributions to the planet and our society, and to help our clients and partners to do the same.

Based on our commitment to be Net Zero by 2050, we will align our Scope 1, 2, and 3 to the following:

- **Scope 1 emissions reduction by 100%**

We will achieve this by working with our facilities team to minimise the use of fossil fuel and company vehicles as well as transitioning to low-carbon alternatives where suitable.

- **Scope 2 emissions continue to be 0**

We will achieve this by continuing to work with suppliers who offer renewable and sustainable options, along with maintaining our solar panels and our carbon reducing heating and cooling systems and continuing to update them as necessary.

- **Scope 3 emissions reduction of 42%**

We will achieve this by continuing to reduce our transport emissions by adhering to our international travel policy, considering more international and local train travel, understanding the impact of our international activities and strategically holding meetings.

We will also do this by encouraging and supporting our employees to transition to low carbon modes of transport via salary sacrifice schemes and education.

We will also develop and implement an Environmentally Preferred Purchasing policy to promote suppliers that share the same ambitions as us by favouring (but not limiting to) suppliers who have published carbon reporting and published net zero plan.

#### **4. 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 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.

#### **5. Policy Review**

This policy will be reviewed annually or as needed to reflect changes in legislation or organisational requirements.

#### **Approval**

Policy owner:	Sustainability Lead	Policy Updated:	5/12/2025
Policy Version:	2	Policy Review date:	1/11/2026