

TET Carbon Reduction Plan

Publication date: 8th October 2026

Commitment to achieving Net Zero

TET Limited is committed to achieving Net Zero emissions by 2040.

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: 2021		
Additional Details relating to the Baseline Emissions calculations.		
<i>2021 was set as our baseline year. This included all of our scope 1 & 2 data. Scope 3 was more limited as we were unable to capture all of the upstream and downstream transportation data as there was no previous requirement to record the level of detail required. As of 2023 reporting period all of the scope 3 data has been reported.</i>		
Baseline year emissions: 2021		
EMISSIONS	TOTAL (tCO ₂ e)	tCO ₂ e per employee
Scope 1 & 2	44.02	0.86
Scope 1,2 & 3 (Included Sources - limited)	71.62	1.4

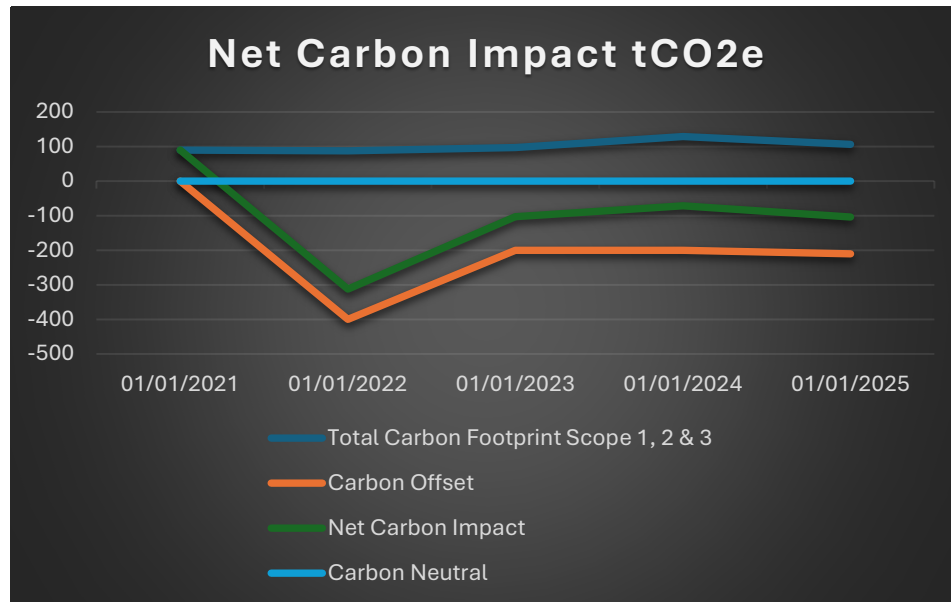
Current Emissions Reporting

Reporting Year: 2025		
EMISSIONS	TOTAL (tCO ₂ e)	tCO ₂ e per employee
Scope 1 & 2	17.85	0.29
Scope 3 (Included Sources - limited)	106.22	1.71

Carbon Offsetting

Whilst our primary goal is to reduce our carbon emissions we recognise and believe in our goal to fully minimise our impact on the planet possible, therefore in conjunction with our carbon reduction targets we have committed as a business to offset in excess of our entire scope 1 & 2 carbon footprint from calendar year 2022 as a minimum.

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



TET has been a certified carbon neutral organisation since 2022.



Carbon Reduction Projects

Completed Carbon Reduction Initiatives:

The following environmental management measures and projects have been completed or implemented since the 2021 baseline. The carbon emission reduction achieved by these schemes equate to 20 tCO₂e, a 47% reduction in scope 1 & 2 against the 2021 baseline and the measures will be in effect when performing the contract

- Investment in our sustainability commitment through ISO 14001 certification and development of the internal processes and team to support our commitment.
- Reduction of inhouse IT facilities in favour of more efficient and less impactful cloud services.

V. September 2026

- Relocation of our warehouse facilities to a lower environmental impact building.
- Reduction in waste production and water usage across our offices.
- Encouraging remote working and remote meetings where possible reducing business travel and commuting.
- Closure of our data centre.

In the future we hope to implement further measures such as:

- Reviewing our IT systems and services to further reduce the power and cooling requirements.
- Reviewing our company owned vehicle fleet.
- Further encouraging remote working and remote meetings.
- Work more closely with our supply chain and customers to help reduce our upstream and downstream environmental impact.

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:

Martin Bance

Operations Director

08/10/2026

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>