



Route 101 Carbon Reduction Plan

Supplier name: Route 101 Limited

Publication date: 16/09/2025

Commitment to achieving net zero

Route 101 Limited (Route 101) is committed to achieving net zero emissions by 2050, with a strategic ambition to accelerate this target to 2035.

This Carbon Reduction Report outlines the organisation’s current carbon footprint, baseline data and ongoing reporting, reaffirming its commitment to net zero and sustainable business practices. This Plan shall be reviewed and revised annually.

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 - 2022
Additional details relating to the baseline emissions calculations:
Route 101’s carbon footprint has been calculated using the operational control consolidation approach, based on the organisation’s authority over operational activities. This approach was selected to align with the company’s established organisational structure and business practices. The chosen reporting period corresponds with the organisation’s financial year, commencing on 1 September and concluding on 31 August.
Scope 1 emissions calculations included stationary and mobile sources, such as equipment and the quantity of fuel combusted, company-owned and leased vehicles categorised by type and distance travelled, and refrigerant gas losses based on refrigerant type and the number of new or disposed units. These figures were limited to the organisation’s direct operations.
Scope 2 emissions covered energy consumption, including electricity, imported heat and steam, measured in kilowatt-hours. This data was collected from office facilities and vehicles, using the location-based method to determine associated emissions.
Scope 3 emissions included a range of indirect activities, with data collected in accordance with the GHG Protocol and the specified categories under PPN 06/21. • Category 3 (Fuel- and Energy-Related Activities not included in Scope 1 or 2) was addressed through the inclusion of transmission and distribution losses associated with electricity consumption and 'well-to-tank' emissions from combustion fuels. • Category 5 (Waste Generated in Operations) was addressed through estimated volumes of landfill, recycling and composting, based on the frequency and volume of waste collections in litres. Water consumption figures were estimated using



- industry benchmarks, and water waste volumes were derived from consumption data.
- Category 6 (Business Travel) was captured through reporting of travel type and distance. This category also included hotel stays across the United Kingdom, Europe and other international locations.
 - Category 7 (Employee Commuting) was assessed using average commuting distance and mode of transport. Homeworking energy consumption was recorded based on the number of days worked remotely, assuming eight hours of energy use per day, due to the absence of primary energy data from staff homes.
 - Categories 4 (Upstream Transportation and Distribution) and 9 (Downstream Transportation and Distribution) were not included in this assessment, as they were deemed immaterial based on the nature of Route 101’s business operations.

Where primary emissions data could not be collected, reasonable assumptions and estimations were applied and documented. Vehicle emissions were calculated using Defra vehicle categories and HM Government Emission Factors. Any incidental emissions representing less than one percent of the organisation’s total carbon footprint were excluded.

Emissions reporting has been provided in CO₂e (carbon dioxide equivalent), covering all seven greenhouse gases regulated under the Kyoto Protocol: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), Nitrogen Trifluoride (NF₃), and sulphur hexafluoride (SF₆). The latest AR5 values have been used.

Route 101 is certified as a Carbon Neutral Business. This certification has been awarded by an independent third party, Carbon Neutral Britain. The certification, covering Scope 1, Scope 2 and selected Scope 3 emissions, is valid for the period from 1st November 2023 to 31st October 2024 and has been maintained since its initial award in 2021. Offsetting has been achieved through internationally certified projects via the Carbon Neutral Britain Woodland Fund™ Portfolio.

Baseline year emissions:	
Emissions	Total (tCO2e)
Scope 1	9.72
Scope 2	2.80
Scope 3 (included sources)	54.57
Total emissions	67.08

Current emissions reporting

Reporting year: 2023 - 2024	
Emissions	TOTAL (tCO2e)
Scope 1	8.79
Scope 2	4.87

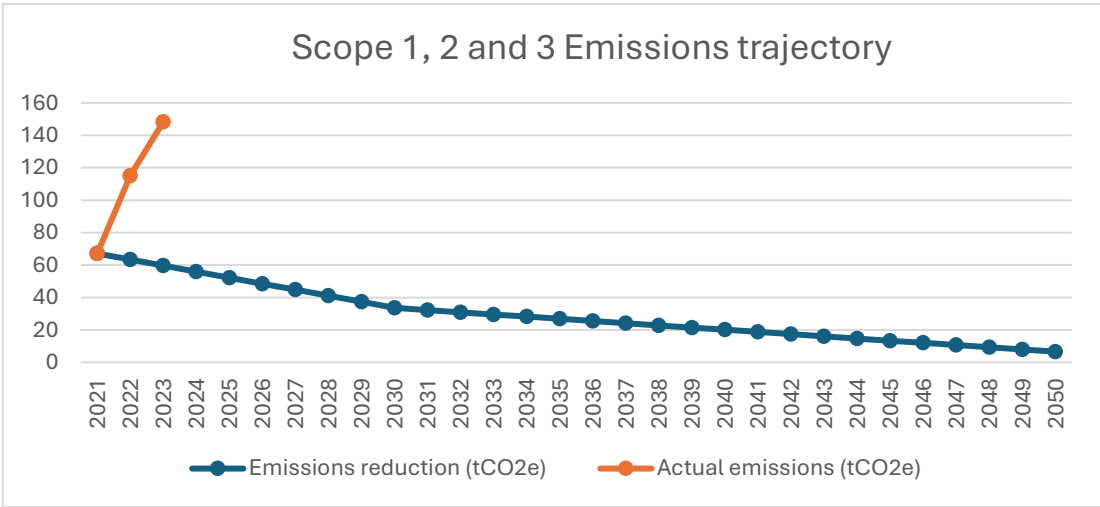
Scope 3 (included sources)	134.61
Total emissions	148.26

Emissions reduction targets

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets:

- A 50% reduction in absolute Scope 1, 2, and 3 emissions by 2030, and
- A 90% reduction by 2050, both measured against a 2021 baseline.

Despite Route 101 continued commitment to its net zero objectives, current performance indicates that there may need to further adjustments in order to meet overall target levels as currently performance is not tracked to be at aimed for levels. Evaluation of the emission data shows that the primary challenge lies in addressing an increase in Scope 3 emissions, which have risen in comparison to the baseline year. This upward trend has offset the progress achieved in reducing Scope 1 and Scope 2 emissions, contributing to a broader delay in meeting the net zero trajectory. It is important to note that the original baseline year was established during the COVID-19 pandemic, which significantly impacted business travel and commuting patterns throughout 2021, 2022 and 2023. As a result, the baseline data does not fully reflect typical operational activity. Route 101 recognises the limitations of the original baseline and is currently enhancing its internal capability to establish a revised and more representative baseline, which will be formally set in the next Carbon Reduction Plan.



Nonetheless, the organisation remains confident that, through targeted interventions and strategic planning, it can realign its progress within the next five years. Route 101 is actively exploring measures to address Scope 3 emissions and reinforce its long-term commitment to sustainability and carbon reduction.

Carbon reduction projects

Completed carbon reduction initiatives

Since the baseline year, Route 101 has implemented a range of environmental management measures to support its net zero commitment. These initiatives are

embedded within contract management processes, with a commitment to transparently report the resulting carbon reductions against established targets.

Certifications

- Achieved ISO 14001 Accreditation, demonstrating our adherence to internationally recognised environmental management standards.

Scope 1 and 2 measures

- Transitioned to 100% renewable energy at our headquarters through the installation of solar panels.
- Replaced heating oil-based stationary combustion systems with electric alternatives.
- Initiated scoping for energy efficiency upgrades across our headquarters. This includes evaluating the feasibility of installing motion-activated LED lighting and replacing standard extension sockets with Energy Saving Smart Power Strips, which automatically cut power to devices in standby mode.

Scope 3 measures**Waste and water**

- Committed to zero waste to landfill, with active tracking and reporting of recycling performance across all operational sites.
- Implemented weekly recycling routines, supported by dedicated recycling stations in all office rooms and kitchens.
- Adopted responsible disposal practices for electrical items, prioritising reuse via second-user markets and WEEE-compliant recycling.
- Eliminated single-use plastics in office environments (e.g. sachets, cups, straws, takeaway boxes, cutlery), replacing them with reusable alternatives.
- Water metering has been installed at Route 101's main facility to enable more accurate monitoring and management of water consumption.
- Scoping is underway to assess the feasibility of transitioning to low-flow toilets, showerheads, and taps, with the aim of reducing overall water usage and supporting sustainable resource management.

Employee commuting and business travel

- Reduced travel-related emissions through enhanced collaborative technology and a flexible working policy.
- Promoted low-carbon commuting via a cycle-to-work scheme and provision of secure bike storage.
- Currently developing a sustainable travel policy to further reduce emissions from business travel.

Route 101 Limited prioritises direct emissions reductions before offsetting, maintains transparency in reporting the use of carbon credits, and is committed to transitioning towards 100% carbon removals by 2050.

Carbon reduction initiatives are overseen by the ESG Steering Committee, which reports to senior leadership to ensure effective governance and accountability in carbon management.

Future carbon reduction initiatives



Route 101 remains committed to advancing its sustainability strategy and achieving net zero emissions. Building on progress to date, the following measures are planned for future implementation:

Scope 1 and 2 Measures

We will continue to eliminate all remaining sources of stationary combustion emissions and ensure that 100% of energy generated at our headquarters is sourced from renewable technologies.

Scope 3 Measures

Efforts to reduce Scope 3 emissions are ongoing. We are actively tracking performance and implementing measures in key areas such as business travel and employee commuting. In addition, we are working to strengthen our approach to: Category 1: Purchased Goods and Services and Category 2: Capital Goods.

Achieving net zero involves risks, particularly around Scope 3 emissions due to supplier dependencies. Route 101 is addressing these risks through supplier engagement, including targeted workshops and shared reporting tools to support joint decarbonisation and improve data quality.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 reporting.²

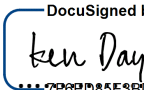
Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.³

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

Signed on behalf of Route 101:

Signature:

DocuSigned by:



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Name:

Ken Day

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Title:

Chief Operating Officer

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Date:

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

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

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