



Trinsic Carbon Reduction Plan 2025

Sustainability Statement

Trinsic Limited aims to offset carbon emissions and support local communities through carbon reduction projects. Our carbon reduction plan embodies our values of Innovation, Agility, Collaboration, Sustainability, and Responsibility.

We are accountable for the impact we have on the environment, and we are committed to reducing it. Our approach is efficient, our target is to achieve a 50% reduction by 2040 and a further 25% reduction by 2050, with the aim of using carbon offset/credit to achieve net zero by 2050.

Trinsic works collaboratively with customers, suppliers, and staff to achieve our environmental goals and will incorporate innovative ways to engage and support staff in this mission. We recognise the impact we have on the environment albeit small and will act to reduce this.

With this plan, we will demonstrate our responsibility and care for our colleagues, the environment, and the future generations who will inherit it.



1 | Introduction

Climate change is seen as the greatest environmental challenge facing the world today, with rising global temperatures bringing rising sea levels, changing weather patterns and increased frequency and intensity of extreme weather incidents. Climate change is caused by the release of greenhouse gases (GHG) including carbon dioxide, methane, and other gases into the atmosphere.

The UK government has made a commitment to achieve net zero by 2050, which means unavoidable GHG emissions, such as from agricultural, will be balanced by GHG removal by this date.) The aim is for human caused GHG emissions to be reduced by approximately 45% by 2030.

Many organisations have committed to achieving net-zero before 2030. Many of these commitments include, on some level, emissions related to their supply chains.

Many organisations have adopted the Sustain Supplier code of conduct which includes the clause 4.7 which states “The Supplier must support the aims of the sectors in reducing the climate emission impact of their supply chains, including having clear and verifiable plans and actions in place, where to do so is reasonable and proportionate to the nature of the goods and services provided.”

2 | Trinsic Limited

Trinsic are a small organisation which operate with a workforce of less than 25 employees.

The organisation recently relocated to its own premises which will allow for greater control of energy usage. Prior to this Trinsic leased premises from a landlord.

Trinsic relies on several partners and suppliers to deliver the technological solutions that are tailor made for companies and as such a focus in our sustainability journey will be to ensure these partners/suppliers are also working actively towards net zero.

Similarly, the organisation will review how its actions can work towards gaining sustainability credits through improved environmental schemes and carbon offset schemes.

3 | Suppliers & Partners

Trinsic have several supplier and partners who support delivery of its operations. Where possible the organisation will work to ensure that the third-party supplier and delivery partners are working towards sustainability initiatives . This is captured via the Approved Supplier process which is in place.

4 | Baseline Emissions Footprint

4.1 Several initial steps are underway in our aim to reduce our carbon footprint:

- **Our supply chain:** By collaborating with our suppliers to ensure that they meet or exceed our commitment on net zero emissions.
- **Our transport and travel:** By working towards reduced emissions in our fleet and by facilitating hybrid working and contribute towards reductions in the requirement to reduce travel to work.
- **Our estate, heating, and lighting:** Review of business processes which reduce the impact on the carbon footprint.

4.2 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.

4.3 As part of the organisation's environmental footprint strategy, it will measure, minimise, and report on the firm's environmental footprint, including undertaking annual measurement.

4.4 Trinsic's greenhouse gas (GHG) emissions will be calculated in line with the GHG Protocol, and the methodology used follows best practices.

Scope 1 encompasses direct emissions, including those associated with the direct consumption of natural gas, heating oil, and diesel fuel as well as the emissions associated with owned and leased vehicles and fugitive emissions. Scope 1 emissions are calculated based on volumes of consumed fuels in each region of operations.

Scope 2 encompasses indirect emissions, including those associated with the purchase and consumption of local electricity and distinct heating energy. Scope 2 emissions are calculated based on volumes of purchased and consumed electricity and heating energy in each region of operations.

Scope 3 encompasses other indirect emissions, such as business travel, emissions from extraction of fuels and production of purchased goods and services (including cloud services and video conferencing), vehicles not owned or controlled, outsourced activities, employee commuting (including teleworking), and waste disposal. Scope 3 emissions are mainly calculated based on mileage (air travel and ground transportation), stay duration (hotels), energy consumption (upstream emissions from purchased fuels and electricity), spend (purchased goods and outsourced activities), technology usage (cloud services and video conferencing), estimates of employee travel and home energy consumption (employee commuting and teleworking), and industry benchmarks (waste disposal).

5 | Carbon Reduction Approach

5.1 The organisation reports on all sources of carbon emissions over which it has operational control. The organisation is deemed to have operational control over a service if it has full authority to introduce and implement its operating policies.

- **Scope 1:** Company Vehicles; measure emissions and agree targets for reduction.
- **Scope 2:** Purchased electricity, heating, for own use, as above this will be monitored via the charges we receive and then via Smart metres when we complete our move to new premises.
- **Scope 3:**
 - Procurement and upstream and downstream distribution
 - Waste generated in operations; establishing a baseline, agreeing actions and monitoring reductions.
 - Business travel, establishing a baseline and look to reduce where possible.
 - Establishing a baseline and looking to establish hybrid working to reduce employee commuting.

5.2 There are several ways Trinsic can look to reduce its carbon footprint:

Scope 1

- Review company vehicles and where possible ensure they are hybrid.

Scope 2

- Invest in energy efficiency measures, such as improving building insulation, choosing low energy appliances and processes.
- Change to energy efficient LED lighting.
- Explore the feasibility of moving to green/renewable energy for buildings.
- Adjust and manage building temperature to reduce usage.

Scope 3 (waste)

- Reduce plastic use, especially single use plastics or virgin material.
- Reduce printing and paper use, embrace a paper free office.
- Minimise waste from products, packaging and any food from canteens and restaurants.
- Segregate waste to maximise recycling opportunities and generate income.
- Reduce, repair, reuse, recycle or donate wherever possible.

Scope 3 (business and staff travel)

- Reduce business travel and encourage virtual meetings.
- Make electric vehicle charging points available to employees.
- Consider flexible workplaces and remote working, where feasible, to reduce the emissions from commuting and office space.

Scope 3 (Procurement and Supply Chain)

- Responsibly source materials or services to ensure they are as green as possible.
- Innovate and re-design products and services to minimise their emissions and waste.

Where possible, we will offset carbon the company cannot reduce and ensure use of credible off-setting schemes such as Gold Standard off-sets.

Progress to Date

Trinsic, a growing company, has taken proactive steps to reduce its carbon footprint by implementing a range of sustainability initiatives.

Estates, Electricity & Heating

Trinsic have recently moved to new premises, enabling better monitoring and regulation of heating and lighting usage.

Business Processes

We have explored the installation of "follow-me" printing technology to reduce paper waste. Trinsic has also enhanced recycling initiatives by installing multiple recycling points and working with carefully selected third-party contractors for confidential waste destruction and waste disposal services.

Staff Travel & Working Practices

We have encouraged hybrid working and the use of collaboration tools, such as Microsoft Teams, to minimise unnecessary travel.

Sustainable Partnerships

Trinsic is committed to sustainable procurement and partnerships. We have integrated environmental and net-zero considerations into our Approved Supplier process to ensure sustainability is a key factor in decision-making.

Fleet

Trinsic is actively working towards a more sustainable fleet. Currently, 50% of our company vehicles are hybrid or electric, reducing our reliance on fossil fuels and lowering emissions.

Commitment & Communication

We have increased internal communications and engagement on sustainability through new intranet pages, blog posts, and all-staff presentations. Additionally, we have developed our Net Zero Roadmap, outlining our strategy for reducing emissions and future sustainability initiatives.

Action Plan

Once current emissions have been identified and calculated a plan can be developed to show how the organisation aims to reduce emissions.

Key Project Areas

Review of fleet to reduce emissions and explore hybrid/electric vehicles

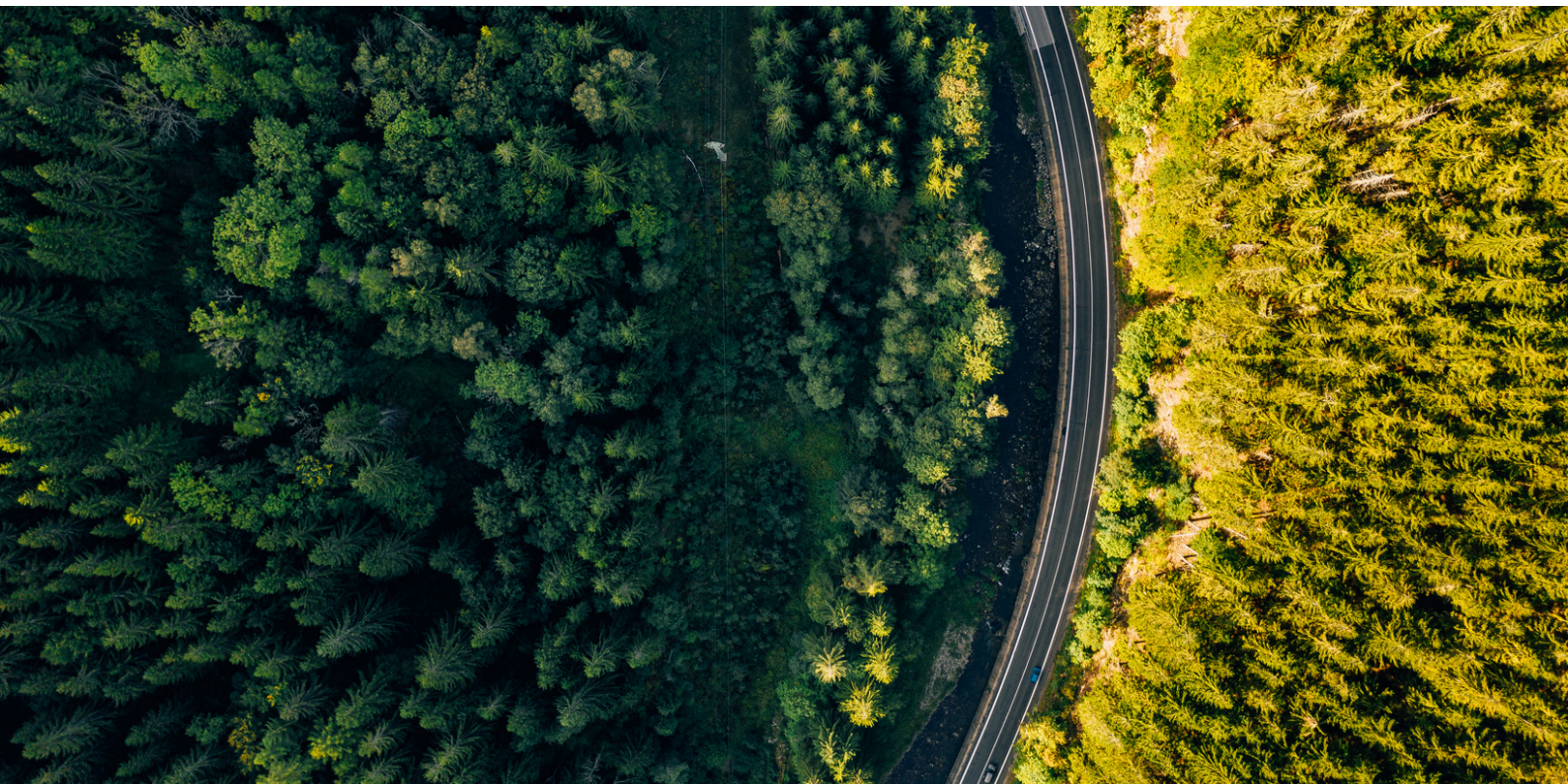
Staff hybrid working and other initiative to reduce commuting emissions

Procurement and supplies workstreams

Heating controls and campaigns to reduce energy consumption

Green Impact Programme

Waste & Waste Management



Road Map

Trinsic Limited has developed a road map for achieving net zero to include:

- Set organisation-wide carbon emissions reduction targets supported by interim targets.
- Create a decarbonisation plan for all activities to deliver targets.
- Provide support for the organisation in understanding the carbon impact of services.
- Continuing internal communications about the importance of the Net Zero project and engaging ways to encourage colleagues to commit to making changes.
- Look to develop a hybrid approach to working for a greater number of our staff, which will support home working and bring a reduction in the amount of carbon generated through employee commuting.
- Explore schemes which support a reduction in staff travel and emissions (Cycle to work schemes and other schemes to support the purchase/use of hybrid or electric vehicles).
- Developing an external communications plan, which includes developing website content that highlights how PHL's services support the delivery of our net zero ambitions.
- Reviewing our portfolio of suppliers to ensure, where practicable, we use local suppliers with defined Carbon Reduction plans and practices Working with suppliers to identify products with a greater impact on carbon reduction.
- Defining a clear approach to procurement which emphasises approach to doing business in an ethical environmentally friendly manner.
- Purchasing, where possible, products and services that are sustainable, responsible, and ethically sourced.
- We will deliver services to our customers in as environmentally friendly manner as possible which will impact on overall environmental improvement.
- We will continue to work with procurement to understand how to better embed environmental sustainability in procurement processes and contract terms and conditions, and ensure that our supplies can demonstrate their commitment to achieving net zero.
- Implementing energy-efficiency solutions such as equipment upgrades, and eliminating energy waste by improving controls and insulation where we have the influence to do so.
- Gain staff commitment to internal "Green impact programmes" which will reduce energy waste.

Current Emissions Reporting

Baseline Year	Emissions	Total (CO2e)
Scope 1	Fleet	N/A
Scope 2	Energy Usage	2094.5
Scope 3	Waste Generation	1.604
	Business Travel*	837
	Employee Commuting	10,644
	Total	11,481.604
Total Emissions		13,577.504

Business Travel: Based on 4 company cars mileage submitted 2023

Waste: Based on 10 bags per year(25gms per bag)

Energy Usage: Based on readings May- November and aggregated for the year

Staff Commute: Based on staff submissions in November 2024, this may change due to turnover

*2023 baseline

**Energy usage 2024

*** Employee commuting 2024

**** Waste for 2023

Target Reduction	2025 (CO2e)	%	2030 (tCO2e)	%	2040 (tCO2e)	%
Scope 1 - Fleet	N/A	N/A	N/A	N/A	N/A	N/A
Scope 2 - Energy	Reduce to 1675	-20%	Reduce to 1340	-20%		
Scope 3						
Staff Commute	Reduce to 8515.8	-20%	Reduce to 6750.8	-20%		
Waste	N/A		Reduce to 1.204			
Business Travel	N/A		Reduce to 670			
Total Emissions	11018.144	-20%	8762.004	-20%		



Emission Reduction Targets

Trinsic have made the commitment to be net zero by 2040. This includes emissions in scope, including gas, electricity, business travel and staff commuting.

We will be net zero across our remaining scope three emissions, including our supply chain, transport and distribution, waste, and electrical use of our leased assets by 2050.

Trinsic is a small company and therefore has limited opportunity to reach carbon zero

We will plan to neutralise some of the remaining carbon emissions to the sum of 10% of the baseline figure.

We plan to put interim targets in place to ensure sufficient progress is made.