



Severn Group

# Carbon Reduction Plan

FIRST ISSUED DECEMBER 2023

UPDATED DECEMBER 2024

We value the sense of belonging and family spirit across our operations. Everyone at Severn Group contributes to our success – we are incentivised and empowered to positively impact business achievements, environmental sustainability and high performance in safety.

# Contents

Introduction	3
Carbon Footprint	4
Carbon Reduction	5
Carbon Reduction by Site	6
Aberdeen	6
Brighouse	8
Chennai	9
Gloucester	12
Houston	14
Stockton-on-Tees	16
Stroud	18
Declaration	20

# Introduction

## **Commitment to achieving Net Zero**

Severn Group is committed to achieving Net Zero emissions by 2050, in line with UK legislation.

## **Scopes 1, 2 & 3**

Scope 1 Emissions: direct emissions from owned or controlled sources, e.g. fuel burned on-site for power.

Scope 2 Emissions: indirect emissions from the generation of purchased energy consumed by the entity, e.g. electricity used for air conditioning.

Scope 3 Emissions: includes all other indirect emissions that occur due to an entities activity, e.g. waste produced.

## **Baseline Emissions Footprint**

Baseline emissions are a record of the greenhouse gases that have been produced in the past. The baseline emissions are the reference point against which we will measure our emissions reduction.

In 2020 and 2021, we measured a section of Scope 1 & Scope 2 emissions. However, due to Covid-19, and gaps in data collection, 2022 has been selected as our baseline year because it is a more accurate reflection of our carbon footprint across scopes 1 & 2.

# Carbon Footprint

<p>Baseline year: 2022 Headcount: 946</p>	<p>Reporting year: 2023 Headcount: 960</p>
<p>We have worked with Apex to produce our carbon footprint report.</p> <p>Emissions data includes the following sites:</p> <p>Aberdeen, UK Abu Dhabi, UAE Al Jubail, Saudi Arabia* Atyrau, Kazakhstan Brighouse, UK Chennai, India Dubai, UAE* Gloucester, UK Houston, USA Perth, Australia Seoul, South Korea Shah Alam, Malaysia Stockton-on-Tees, UK Stroud, UK Warrington, UK</p> <p>*Sites had challenges sourcing data due to rental agreements / shared office spaces with other companies, emissions may be under-reported.</p>	<p>We have worked with Inspired plc to produce our carbon footprint report.</p> <p>Emissions data includes the following sites:</p> <p>Aberdeen, UK Brighouse, UK Chennai, India Gloucester, UK Houston, USA Stockton-on-Tees, UK Stroud, UK Warrington, UK</p> <p>It was agreed with Inspired that moving forward office locations that we rent should sit within scope 3 emissions rather than scope 1 and 2.* Our manufacturing and service sites will form our Scope 1 and 2 emissions as we have operational control over these sites.</p>
<p>Emissions</p>	<p>Emissions</p>
<p>Scope 1</p>	<p>Scope 1</p>
<p>Scope 2</p>	<p>Scope 2</p>
<p>Scope 3</p>	<p>Scope 3</p>
<p>Total Emissions</p>	<p>Total Emissions</p>

\*Total scope 1 and 2 emissions of offices included in 2022 data: 160.29 tCO2e

# Carbon Reduction

In order to continue our progress, we have adopted the following carbon reduction actions to be implemented before or during 2025:

Continue to measure scope 1 & 2 emissions.

- Now we have our baseline year we are able to focus on reducing our scope 1 & 2 emissions and tracking progress annually.

Agree a timeline to measure scope 3 emissions.

- We know that scope 3 will be our highest source of emissions, we will form a plan to measure and report on these emissions.

Commit to setting carbon reduction targets.

- We will have our carbon footprint externally verified and use the data to set a comprehensive carbon reduction strategy.
- We will consider registering for the Science Based Targets initiative (SBTi) and begin the process of setting Science-based targets (SBTs). SBTs are goals to reduce greenhouse gas emissions in line with the Paris Agreement.\*

All staff to complete training on carbon emissions.

- Staff will continue to complete three core ESG modules, that include understanding carbon emissions, scopes 1, 2 & 3 and how to personally reduce carbon footprint.

Consider relevant offsetting initiatives.

- Continue tree planting initiative on site at our Chennai facilities.
- Continue tree planting in partnership with our Employee Engagement Survey.

\*SBTi is working through updating guidance for companies in our sector. We currently cannot register until this work is complete.

## Carbon Reduction by Site - Aberdeen

Baseline year: 2022	
Headcount: 24	
Emissions	Total (tCO2e)
Scope 1	54.95
Scope 2	37.37
Scope 3	Not measured
Total Emissions	92.31

Reporting year: 2023	
Headcount: 15	
Emissions	Total (tCO2e)
Scope 1	42.16
Scope 2	14.51
Scope 3	Not measured
Total Emissions	56.67

# Carbon Reduction by Site - Aberdeen

Initiative	Status
Reduction in use of underutilised office area, reducing the energy consumption for heat & light.	Implemented.
Concerted efforts to manually switch off lighting and/or reduce the amount of lighting in office and stores areas when not required.	Ongoing.
Changed timings of gas-powered heating with more efficient alignment with local conditions.	Implemented.
Minor reduction in temperature output of central heating boilers, reacting to local climate daily rather than reliance upon set schedules and times.	Implemented.
Newer, energy efficient premises with smaller footprint on end of current lease (Q2 2025).	Future consideration*.
Electric works van - if range suitable for Scottish winters (considerably reduce mileage range).	Future consideration, but not currently feasible under work-scope.
Increase in hybrid working thus reducing workplace energy consumption and commuting.	Future consideration.
Replace obsolete and inefficient equipment with better energy rated ones as they become in-operational.	Future consideration.

\*All future considerations to be fully costed.

## Carbon Reduction by Site - Brighouse\*

Baseline year: 2022	
Headcount: 92	
Emissions	Total (tCO2e)
Scope 1	111.56
Scope 2	136.53
Scope 3	Not measured
Total Emissions	248.09

Reporting year: 2023	
Headcount: 41	
Emissions	Total (tCO2e)
Scope 1	114.09
Scope 2	67.37
Scope 3	Not measured
Total Emissions	181.46

\*The Brighouse site has closed so will not be included in our carbon footprint from 2024 onwards.

# Carbon Reduction by Site - Chennai

## Carbon Footprint

Baseline year: 2022	
Headcount: 244	
Emissions	Total (tCO2e)
Scope 1	163.38
Scope 2	669.7
Scope 3	Not measured
Total Emissions	833.08

Reporting year: 2023	
Headcount: 298	
Emissions	Total (tCO2e)
Scope 1	144.88
Scope 2	519.96
Scope 3	Not measured
Total Emissions	664.84

# Carbon Reduction by Site - Chennai

Initiative	Status
<p>Miyawaki forestation done at both units.</p> <p>No. of Saplings Planted at Unit 1: 125 No. of Saplings Planted at Unit 2: 100</p>	Implemented.
<p>Plantation at SIPCOT Land- Oragadam</p> <p>No. of Saplings Planted: 700.</p>	Implemented.
<p>Walkathon program conducted at Irungattukottai SIPCOT main road to create health awareness in the public.</p> <p>No. of Employees Participated: 70 Distance travelled: 4KM / Person.</p>	Implemented.
<p>Participated walkathon program, that is conducted by Apollo Hospitals.</p> <p>No. of Employees Participated: 16 Distance travelled: 5KM / Person.</p>	Implemented.
<p>Electrical Power Saving - Lights</p> <p>30 Numbers 250W HVMP Hibay lights are replaced with 100W LED Hibay lights.</p> <p>60 Numbers 72W CFL lights are replaced with 36W LED lights at office.</p> <p>2 Numbers 72W CFL Gate lights are replaced with 24W solar lights.</p> <p>2 Numbers 11W CFL lights are replaced with 5W solar lights at Car parking.</p> <p>5 Numbers 640W lights are replaced with 265W LED lights at Paint booth.</p>	Implemented.
<p>Office CFL lights are converted into LED lamps to reduce power consumption.</p> <p>250W HVMP lamp is replaced with 90W LED Hibay lights.</p>	Implemented.
<p>Giving used papers and carton/boxes wastes to ITC for paper recycling.</p> <p>Total weight of Paper / Carton box recycled: 9651 Kg.</p>	Implemented.
<p>Indoor plants given to employees to motivate green plantation.</p> <p>No. of Indoor plants Distributed to employees: 300.</p>	Implemented.

# Carbon Reduction by Site - Chennai

Initiative	Status
Seed ball given to employees to motivate greenery development. No. of Seed Ball box Distributed to employees (3 seed balls / Box) : 375.	Implemented.
Supply of packaged drinking bottle reduced by providing reusable glass jars and tumblers.	Implemented.
Sanitary napkin disposal – Hygiene disposal and recycling. No. of Employees Benefited 27, Started from October 2023 onwards No. of Napkins Recycled: First lot taken for for recycling. Waiting for report.	Implemented.
Solar Power project on shop floor roof top 150 KW. Expected to complete on or before 25th December 2023.	Implemented.
Planting saplings on the birthday of employees and to mark special occasions. 2023 - 51 saplings planted 2024 - 439 saplings planted	Ongoing.

## Carbon Reduction by Site - Gloucester

Baseline year: 2022	
Headcount: 77	
Emissions	Total (tCO2e)
Scope 1	194.60
Scope 2	318.33
Scope 3	Not measured
Total Emissions	512.93

Reporting year: 2023	
Headcount: 103	
Emissions	Total (tCO2e)
Scope 1	201.81
Scope 2	154.60
Scope 3	Not measured
Total Emissions	356.41

# Carbon Reduction by Site - Gloucester

Initiative	Status
Decommissioned ten machines on the shop floor Q2 / 2023 Reducing the amount of machines to the following: Machine Shop - 29 machines Deburr – 3 machines. Despatch – 3 machines Hydro – 1 machine Assembly – 3 machines	Implemented.
Vicker System for the heating (AHU & Boiler).	Implemented.
Factory & canteen lighting on PIR motion sensors.	Implemented.
Reception canopy lights on PIR motion sensors.	Implemented.
ISO 14001 - a global standard for environmental management systems that helps companies and organizations of any type to measure and improve their environmental impact. Held since 2021.	Ongoing.
Air con units – 3/4 units have been changed to eliminate R22. Remaining air con unit on the north wing to be replaced if/when system fails.	Ongoing.
Energy Performance of Buildings (TM44) was assessed in 2021, due in 2027.	Ongoing.
Electric charging points being considered.	On hold.
Energy Site Survey.	Implemented. Completed 04/11/2024 - awaiting recommendations
PIR motion sensors in the offices.	Ongoing. LED lights already in place, exploring PIR sensors.

## Carbon Reduction by Site - Houston\*

Baseline year: 2022	
Headcount: 225	
Emissions	Total (tCO2e)
Scope 1	148.83
Scope 2	1411.91
Scope 3	Not measured
Total Emissions	1560.74

Reporting year: 2023	
Headcount: 278	
Emissions	Total (tCO2e)
Scope 1	18.93
Scope 2	1075.31
Scope 3	Not measured
Total Emissions	1094.24

\*Scope 2 2023 also includes 30.43 tCO2e for VT - Chennai

# Carbon Reduction by Site - Houston

Initiative	Status
Facility lighting is replaced as needed with the most energy efficient bulbs available for that fixture.	Implemented.
Exterior lighting has been upgraded to energy efficient LED lighting whenever possible.	Implemented.
Reduce refrigerant gases usage by replacing leaking air conditioning components or replacing entire units with more energy efficient units to also reduce the electricity consumption.	Future considerations.
Reviewing options and looking for an electricity retailer to provide us a product with a higher percentage of green energy sourcing.	Future considerations.
Introduce campaign to reduce electricity usage by employees targeting behavioural changes to include turning off unnecessary lighting and idled machinery.	Future considerations.
Requiring energy efficient LED fixtures for all replacement or additional lighting throughout the facility.	Future considerations.

## Carbon Reduction by Site - Stockton-on-Tees

Baseline year: 2022	
Headcount: 20	
Emissions	Total (tCO2e)
Scope 1	6.54
Scope 2	13.36
Scope 3	Not measured
Total Emissions	19.9

Reporting year: 2023	
Headcount: 22	
Emissions	Total (tCO2e)
Scope 1	54.58
Scope 2	16.46
Scope 3	Not measured
Total Emissions	71.04

# Carbon Reduction by Site - Stockton-on-Tees

Initiative	Status
New premises as of 2022.	Implemented.
The importance of reduction of energy usage was added to Site Safety Induction.	Implemented.
Signs asking to switch the lights off when not in use or after completion of task.	Implemented.
40x LED ceiling light panels replaced with more energy-efficient ones in both offices and reception.	Implemented.
Reduction of gas in central heating usage (room temperature decreased).	Implemented.
Reduction in usage of electricity. Lights are only used when necessary.	Ongoing.
KPIs to monitor monthly energy usage.	Ongoing.
More LED ceiling panels to replace. Area to cover: both canteens, board room and training room.	Implemented.
Monitoring of usage of vehicles.	Ongoing - Telematics on drop side van. Quote received for rest of fleet.
Solar panels to consider. Management meetings and discussions.	Future consideration.
Green energy tariff to consider. Management meetings and discussion.	Future consideration.
Hire the EV vans more frequently than the fuel ones.	Future consideration.

## Carbon Reduction by Site - Stroud

Baseline year: 2022	
Headcount: 127	
Emissions	Total (tCO2e)
Scope 1	90.33
Scope 2	146.43
Scope 3	Not measured
Total Emissions	236.76

Reporting year: 2023	
Headcount: 149	
Emissions	Total (tCO2e)
Scope 1	75.27
Scope 2	150.43
Scope 3	Not measured
Total Emissions	225.7

## Carbon Reduction by Site - Stroud

Initiative	Status
Replacing halogen lighting system for LED lighting saving £46774 per annum and reducing carbon emissions by 17 tons.	Implemented.
Look at energy contract/provider to achieve a higher % of renewable energy.	Ongoing.
Replaced gas boiler for 4 high efficiency modulating boilers with an estimated 200000 kw pa reduction.	Implemented.
Factory lighting upgrade offering the potential for 89.3% annual savings in Co2 in comparison to previous lighting.	Implemented.

## Declaration

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.

This Carbon Reduction Plan is fully supported by The Executive Committee and has been agreed with the ESG Committee.

This Plan should be read in conjunction with the ESG Policy. All Severn Group Policies can be accessed on the Policy Hub of the Groups' SharePoint site.



At Severn Group, our business success flows from expertise – from technical knowledge and experience that position us as a leader in our field. Not everything, however, can be engineered. The Values which underpin that success stem instinctively from the culture we seek to sustain. Everything we do is tested against our Values, and our people are encouraged to apply them every day: they are the stewards of our brand, our reputation, our heritage, our ambitions.



**Customer**



**Integrity**



**Excellence**



**Accountability**