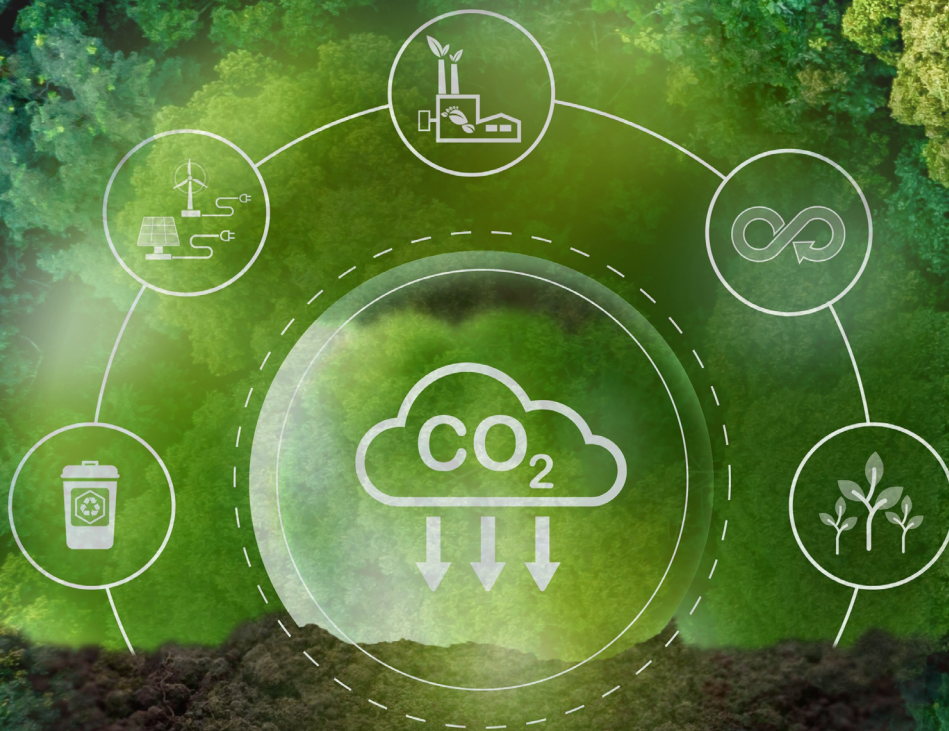


# Carbon Reduction Plan

Our commitment to achieving Net Zero emissions by 2050



March 2026

Document ID: 261782 | Version: 1.0

**STARION**

# Carbon Reduction Plan

Supplier name: **Starion UK Ltd**

Publication date: **March 2026**

## Commitment to achieving Net Zero

Starion UK Ltd is committed to achieving Net Zero emissions by 2050.

## 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: **January to December 2025**

## Additional details relating to the baseline emissions calculations

This Carbon Reduction Plan reflects the current organisational scope and baseline of the company following recent structural changes, including a company name change and relocation of the main office. While a previous Carbon Reduction Plan existed, these changes materially affect organisational boundaries and activity data; therefore, a rebaselining exercise has been performed to ensure consistency, accuracy and comparability going forward. This document should be considered the reference baseline for future emissions tracking and reduction commitments.



The emissions calculation considers the following scopes:

Scope 1	Emissions cover direct emissions from sources owned or controlled by the organisation, such as fuel combustion, company vehicles or onsite generation. Scope 1 emissions are reported as zero, as the organisation does not own or control any such direct emission sources.
Scope 2	Emissions relate to purchased electricity for the office. Where sub-metered data was not available, electricity consumption has been estimated using a floor area allocation method. Emissions have been calculated using the UK Government Greenhouse Gas Conversion Factors for Company Reporting applicable to the reporting period.
Scope 3	Emissions have been calculated for the categories required under PPN 006 and include business travel, employee commuting and waste generated in operations. Business travel emissions include flights, rail travel, hotel stays and car hire. Emissions have been calculated using activity data and appropriate UK Government BEIS/DEFRA conversion factors. Where primary vehicle data was not available for car hire, emissions have been estimated using average vehicle category data aligned with the ACRISS classification system.

Baseline year emissions: **January to December 2025**

Emissions	Total (tCO <sub>2</sub> e)
Scope 1	N/A
Scope 2	1.54
Scope 3 (Included sources)	Categories 4 & 9 – Upstream and downstream transportation and distribution: N/A Category 5 – Waste generated in operations: 0.01349 Category 6 – Business travel: 5.51 Category 7 – Employee commuting: 7.27
<b>Total emissions</b>	<b>14.33</b>

## Current emissions reporting

Reporting year: **January to December 2025**

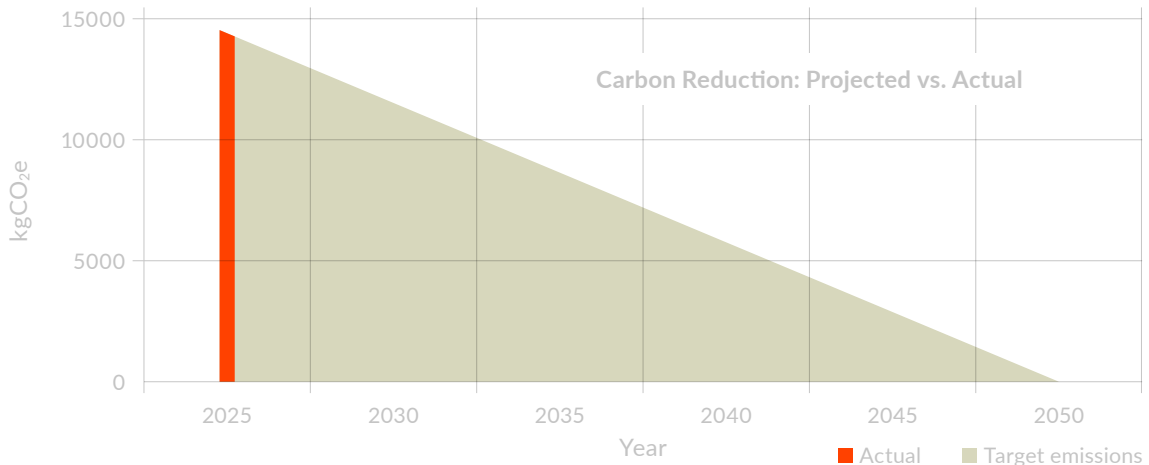
Emissions	Total (tCO <sub>2</sub> e)
Scope 1	0
Scope 2	1.54
Scope 3 (Included sources)	12.79
<b>Total emissions</b>	<b>14.33</b>

## Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 11.5 tCO<sub>2</sub>e by 2030. This is a reduction of 20%.

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



## Carbon reduction projects

### Completed carbon reduction initiatives

The following environmental management measures and projects have been implemented as part of the organisation's operations. As the UK Carbon Reduction Plan has been rebaselined for the period January–December 2025 following material organisational and operational changes, these initiatives support improved environmental performance but do not yet result in quantified reductions against a previous baseline.

### Completed and ongoing initiatives

- Adoption of hybrid working arrangements, with staff typically working on site two to three days per week, reducing the need for regular commuting and business travel.
- Measures to limit non-essential business travel, supported by increased use of virtual collaboration tools.
- Use of cloud-based digital platforms to reduce reliance on on-premises IT infrastructure and associated energy consumption.
- Sustainable procurement practices, including prioritising local purchasing where feasible and the use of second-hand office furniture for the new Bath office, reducing emissions associated with the manufacture and transport of new items.
- Responsible end-of-life management of IT equipment, with functional laptops donated to charitable organisations to extend their useful life.
- Provision of office-wide recycling facilities within the landlord-managed premises.

### Future carbon reduction initiatives

In addition to the measures already implemented, the organisation intends to continue improving its carbon performance through the following initiatives:

- Further reduction of business travel emissions, including increased use of public transport and car-sharing where travel is required.
- Exploration of electric vehicle leasing schemes and cycle-to-work incentives, subject to corporate-level approval.
- Continued prioritisation of local suppliers where feasible, including assessing whether IT equipment can be sourced locally rather than shipped from the European Union.
- Consideration of certified carbon offset projects to address residual emissions.
- Support for local biodiversity initiatives, such as tree-planting projects, where appropriate.

These initiatives will be reviewed and developed over future reporting periods as part of the organisation's ongoing commitment to carbon reduction.

## 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 standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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<sup>3</sup>.

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

## Signed on behalf of the Supplier:



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Nicola Mann, Group Chief Operations Officer

Date:

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### Sources:

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>



# STARION

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