

Carbon Reduction Plan

Supplier name: Hayman Mechanical Ltd

Publication date: **15/03/2025**

Commitment to achieving Net Zero

We are committed to achieving net zero by 2030

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: March 2022 – February 2023

Additional Details relating to the Baseline Emissions calculations.

At Hayman Mechanical, we are committed to becoming a Net Zero operating business by 2035. We are aware of the climate crisis and our requirement as a business to take action both now and in the future, which requires us to measure, manage and start reducing our emissions, and this plan outlines how we will do that.

We started our carbon reduction journey early 2023 when we explored our Carbon Footprint over the year and partnered with Emit Wise <https://emitwise.com/> with whose specialist guidance through the requirements to measure and calculate our baseline for Scopes 1, 2 and elements of Scope 3 GHG emissions.

Our total baseline emissions for 2022/2023 Year are calculated at **735t CO₂e**.

This plan covered our baseline year information 2022/2023 and sets out clear targets for reducing Greenhouse Gas (GHG) emissions over an agreed timeframe.

Our major emissions at present stem from our business travel as we are expanding outside of the North of England into the Midlands.

We have already adopted a flexible working culture with over 50% of our administration employees working from home. The rest of our employees need to be at site locations for mechanical and electrical works.

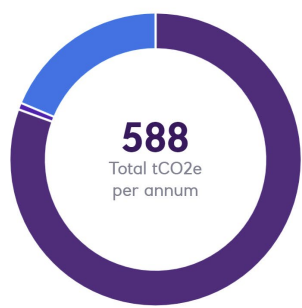
Our plan is approved by our board and communicated across our business. All of our employees are aware of our plan and commitments to achieve our targets and as such will embrace any emissions based behavioural and process changes that we implement in order to achieve our goals.

Baseline year emissions: 2022/2023

EMISSIONS	735 tCO2e
Scope 1	593
Scope 2	3.8
Scope 3 (Included Sources)	138.2
Total Emissions	735 tCO2e

Current Emissions Reporting

Reporting Year: 2024/25	
EMISSIONS	588
Scope 1	474
Scope 2	4.4
Scope 3 (Included Sources)	110
Total Emissions	588.4



Scope 1

Direct emissions from owned or controlled sources

474 tCO2e

81% of overall tCO2e

Scope 2

Indirect emissions from purchased electricity

4.40 tCO2e

1% of overall tCO2e

Scope 3

Indirect emissions that occur in the supply chain

110 tCO2e

18% of overall tCO2e

Emissions reduction targets

As we are grow, we expect our total carbon emissions to increase not decrease, therefore our immediate focus is on reducing our current state emissions from our baseline year and working on an emissions per-employee/turnover basis as we grow.

To demonstrate our commitment to net zero we have the following targets in place for the 2024/25

1. **Investing in sustainable solutions:** We have hit net zero on our business travel emissions in 2024. Reducing our travel emissions 100% by investing in green travel management software, where every flight, hotel stay, train journey or car rental for the whole business is automatically offset at source and at time of booking.
2. **Continue to encourage flexible/home working.** Providing our employees with the tools, equipment and training they need to carry out their roles efficiently.
3. **Improve our data** collection as we ramp up manufacturing suppliers to enable us to identify future opportunities for Carbon reduction with lower carbon products.
4. **Measure and verify** our carbon footprint using certified suppliers, ensuring that we maintain the Carbon Assurance standard certification.
5. **Further Offsetting** – investigate initiatives to offset remaining carbon emissions for 2025/2026 through verified offsetting solutions.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2022/23 baseline. The carbon emission reduction achieved by these schemes equate to a 25% reduction against the 2022/23 baseline for business travel and the measures will be in effect when performing the contract.

In the future we will implement further initiatives. We have the foresight and ability to plan and build processes that have carbon management built in, with everything helping us achieve net zero way ahead of 2030. What this means is that during growth, the focus will be on managing the emissions and having a clear plan to build processes that mitigate and offset everything we do. There is a core focus on reducing carbon intensity on a per-employee, per-turnover and per-contract basis. The emissions generated will be far lower in growth than an established business would be as every activity will have an associated carbon reduction or offset activity included.

Here is our timeline and key initiatives achieved or in plan for the next 5 years:

- March 2023 – We baselined activities from 2022 and use these as the level on which to build and improve carbon performance measures
- May 2023 – Real-time reporting of all travel-related CO₂e in place

- May 2023 – We adapted the office for carbon reduction activities such as reduced water use, LED lighting and switching to low-carbon energy suppliers
- Financial Year 24/25 – Supply chain analysis for major non specified components, offsetting plans for every business activity including logistics
- Looking at low carbon products where a specification has not been mandated
- Financial Year – 2033/34 – Operating at Net Zero, through challenging process and offsetting
- Reducing single use plastics – we have issued every employee with reusable water bottles for reducing their need to purchase single use plastics, we have also asked the supply chain to remove any before sending goods to Hayman.

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 on behalf of the Supplier: Hayman Mechanical Ltd

Date: 15th March 2025

Kyle Simm

Managing Director

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>