



ENVIRONMENTAL IMPACT & EMISSIONS DISCLOSURE REPORT 2025

EXECUTIVE SUMMARY

Planteria have partnered with Carbonology® to create a GHG Report in compliance with ISO 14064-1:2019 and provides a framework for transparently reporting our emissions inventory, methodology, and reduction efforts. This report is a summary version of the main GHG Report and includes the methods taken to produce our GHG inventory, the total annual emissions, emission reduction targets and policies, verification results and any limitations we occurred.

METHODOLOGY

Below details an overview of the quantification process used throughout to collect and convert activity data into emissions data. This occurs on an annual basis from 1st January to 31st December 2025. This includes updating the GHG inventory.

1. Survey Distribution

- Carbonology® will provide an electronic commuting and homeworking survey to Planteria, which will be distributed internally. Responses will be collected via Monday.com

2. Data Collection & Storage

- Activity data submitted through Monday.com
- Supporting evidence stored electronically with clear naming conventions and version control where applicable

3. Handling Missing Data

- Use averages from available data
- Apply historical data or intensity metrics for estimate
- Benchmark against reliable sources or industry standards
- Document all assumptions

4. Data Verification

- Review for anomalies (e.g., outliers in monthly data) and address as needed

5. Conversion & Calculation

- Identify appropriate conversion factors and confirm units of measurement
- Record factor names and units in the GHG Inventory
- Multiply activity data by conversion factors to calculate total tCO₂e emissions

6. Uncertainty & Extrapolation

- Estimate uncertainty based on quantification methods
- Extrapolate data to cover the full reporting period

7. Reporting

- Document results, methodologies, assumptions, and findings in the GHG report



General Guidance

- Apply conservative estimates to avoid under-reporting
- Use 'average' or 'unknown' factors when specific data is unavailable
- Ensure conversion factors align with the reporting period and region
- Cross-check units of measurement and consistently report in tCO₂e
- Maintain version control for all documentation

GHG INVENTORY

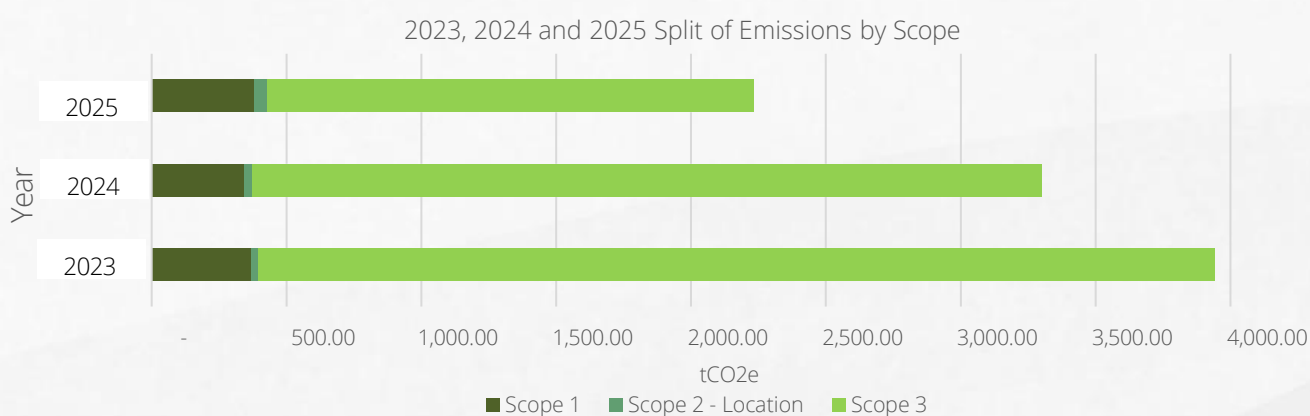
Below details the split between scope and categories of our emissions from 2024 and 2025.

Emissions by Source					
Scope	GHG Protocol Category	Source	2024 tCO ₂ e	2025 tCO ₂ e	% Change
Scope 1	1	Gas	0.37	0.23	-38%
	1	Mobile Combustion (Vehicles & Other fuels)	344.2	379.81	10%
	1	Fugitive Emissions	-	-	-
Total Scope 1			344.57	380.04	10%
Scope 2 (location)	2	Electricity Generation	29.47	33.14	12%
Scope 2 (market)	2	Electricity Generation	25.68	45.72	78%
Total Scope 1 & 2 (location)			374.04	413.18	10%
Total Scope 1 & 2 (market)			370.25	425.76	15%
Scope 3	3	Upstream transportation	12.99	17.74	37%
	3	Business travel - grey fleet	18.66	5.61	-70%
	3	Business travel - air	15.07	27.38	82%
	3	Business travel - rail/other	13.18	14.14	7%
	3	Business travel - hotel stays	3.44	4.04	17%
	3	Commuting	98.15	157.09	60%
	3	Downstream transportation	73.2	106.83	46%
	4	Purchased goods and services	2,537.63	1,370.63	-46%
	4	Water supply	0.13	0.16	23%
	4	Capital goods	38.44	16.04	-58%
	4	Fuel & energy related activities (T&D)	2.6	3.47	33%
	4	Fuel & energy related activities (WTT - energy)	7.16	9.38	31%
	4	Fuel & energy related activities (WTT - transport)	92.67	99.96	8%
	4	Waste	0.89	1.78	100%
	4	Waste water	0.14	0.14	0%
	5	Downstream leased assets	10.17	-	-100%
	6	Homeworking	2.83	9.05	220%
Total Scope 3			2,927.33	1,843.89	-37%
Total Emissions (location)			3,301.36	2,257.07	-32%
Total Emissions (market)			3,297.57	2,269.65	-31%



EMISSIONS BY SCOPE

Emissions by Scope (2025)		
	tonnes CO ₂ e	% of Total Emissions
Scope 1	380.04	16.84
Scope 2 (Location)	33.14	1.47
Scope 2 (Market)	45.72	2.03
Scope 3	1,843.89	81.69
Total (location)	2,257.07	-
Total (market)	2,269.65	-



PERFORMANCE METRICS AND KPI'S

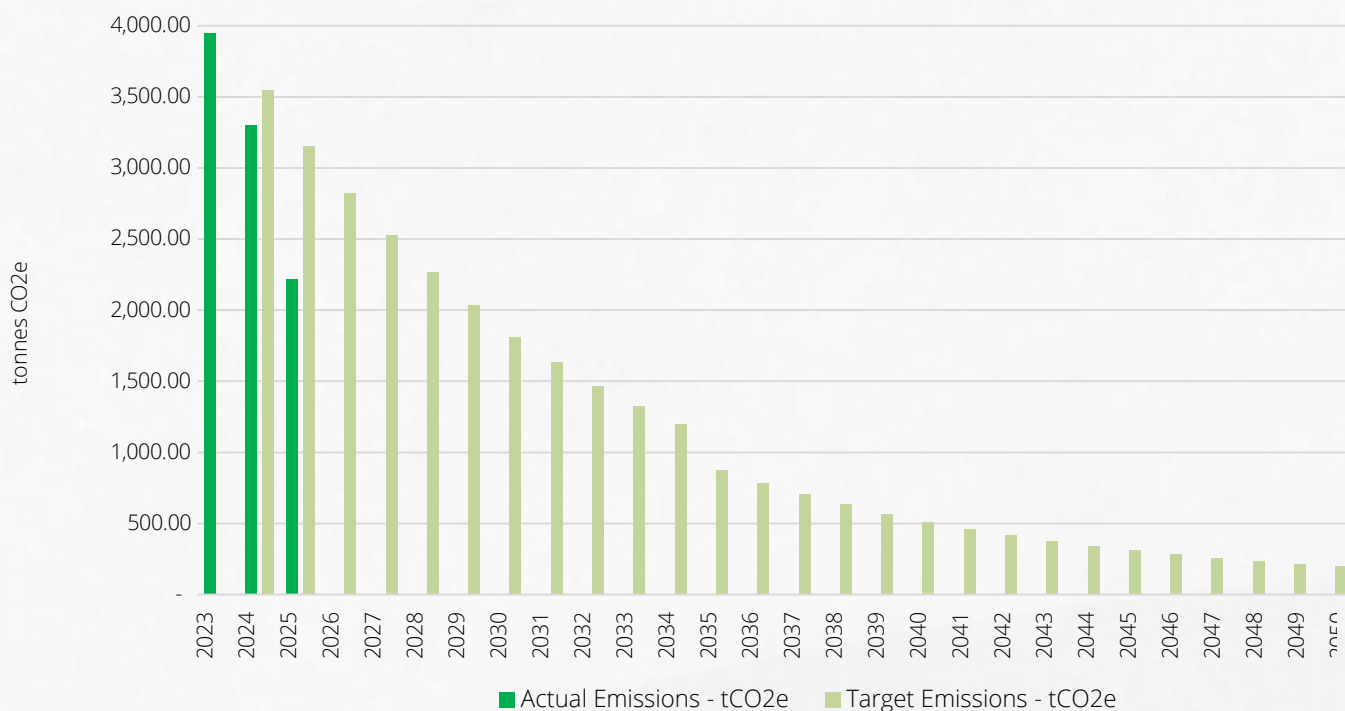
Intensity Ratio	2025 Output	2024 Output	% Change YOY
tCO ₂ e / employee - location	13.12	23.09	-43.16
tCO ₂ e / employee - market	13.2	23.06	-42.78
tCO ₂ e / £Million Turnover - location	98.9	179.15	-44.8
tCO ₂ e / £Million Turnover - market	99.45	178.94	-44.42

EMISSION REDUCTION INITIATIVES

We aim to achieve net zero emissions by 2050 but recognise that some residual emission may remain. We review our progress annually once our emissions have been quantified and tailor our future strategy depending on our trajectory.



Planteria's Net Zero Pathway Targets - tCO2e



COMPLETED CARBON REDUCTION INITIATIVES

The following environmental management measures and projects have been completed or implemented since the 2023 baseline. The carbon emission reduction achieved by these schemes equate to 420.06 tCO2e, a 10.65% reduction against the 2023 baseline and the measures will be in effect when performing the contract.

- Developed a comprehensive Emissions Monitoring System to track GHG performance and progress toward carbon reduction targets.
- Adopted hybrid working practices to reduce commuting and business travel emissions.
- Prioritised virtual meetings to minimise air travel and unnecessary transport.
- Implemented a policy of no premium-class flights for journeys under eight hours.
- Encouraged public transport usage among field staff to lower travel-related emissions.
- Introduced a London-based shuttle service to deliver plants directly to field teams, reducing individual vehicle trips to HQ.
- Provided staff training in waste management to maximise recycling rates across office and warehouse operations.
- Deployed two electric forklifts to reduce reliance on fossil fuels.
- Phased out gas usage across operations in 2024, transitioning to cleaner energy sources.
- Utilised Ecoponic, a 100% soil-free growing medium that protects peatlands, conserves water and reduces carbon emissions.
- Weekly fresh flower displays are packed using fully recycled materials, reused weekly; returned displays are composted and vases cleaned for reuse.
- New office and warehouse developments incorporate environmentally responsible design and showcase sustainability credentials.
- Pallets are reused or collected by third-party partners for repurposing or recycling, supporting a circular waste management model.







FUTURE CARBON REDUCTION INITIATIVES

In the future we hope to implement further measures such as:

- Committed to achieving Net Zero emissions by 2050, in alignment with global climate goals.
- Conducts annual quantification and disclosure of greenhouse gas (GHG) emissions, including all Kyoto Protocol gases: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃.
- Developed a comprehensive Sustainability Plan outlining environmental management measures and emissions data, distributed across contracts and business units to demonstrate accountability and transparency.
- Targeting a fully electric vehicle fleet by 2035, in line with UK government regulations on phasing out petrol and diesel vehicles.
- All new facilities are equipped with LED motion-sensor (PIR) lighting to reduce energy consumption.
- Exploring the feasibility of renewable energy integration, including solar power, across office and warehouse sites.
- Reduce the emissions associated with commuting per staff member (excluding field staff) from to less than 0.5 tonnes per employee by 2040. Commuting emissions were 0.69 tonnes of CO₂e per employee in 2024 and 0.91 in 2025.

PLANTERIA'S COMMITMENT TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Sustainable Development Goal				
Planteria's Current and Future Actions	<p>We're committed to adopting cleaner energy solutions, including exploring the installation of solar panels on the roofs of current and future warehouses. We've already implemented energy-efficient measures such as low-consumption lighting and continuous HVAC monitoring to reduce overall energy usage.</p>	<p>We incorporate green biophilic design and natural materials into corporate spaces to support sustainable, resilient urban environments and promote healthier workplaces. By reducing the environmental impact of buildings, we aim to help lower the per capita environmental footprint of cities, particularly London, where many of our clients are based.</p>	<p>We actively seek sustainable suppliers who prioritise renewable energy and environmentally responsible practices for sourcing plants and materials. Our dedicated plant shuttle service supports field staff while reducing emissions, costs, and streamlining operations. For our weekly fresh flower displays, we use fully recycled packaging that's reused each week. Spent displays are collected, with vases washed and flowers composted at our HQ to minimise waste.</p>	<p>We're committed to quantifying our emissions annually and are working toward net zero by 2050, targeting zero Scope 1 and 2 emissions and minimising Scope 3. We've begun integrating sustainable practices across our operations, including energy-efficient systems, reduced water usage, and a focus on lowering our carbon footprint. These efforts reflect our dedication to driving meaningful climate action.</p>



VERIFICATION OF EMISSIONS

Our emissions have been independently verified by a third-party verification body. The assurance was conducted to a limited level of assurance against ISO 14064-1:2019 and the certificate was provided with no further actions. The Verification Opinion Statement can be provided upon request.

LIMITATIONS AND ASSUMPTIONS

Carbonology® performed a risk assessment based on the quality and quantity of activity data provided to illustrate areas of weakness that should be worked on for future reporting periods. The primary areas of uncertainty fall within business travel and commuting/homeworking with a total scored uncertainty range of 15.93%. 2024's uncertainty range was 19.27%. We continuously refine our data collection methods, actively seeking improvements that reflect our commitment to reducing uncertainty in our activity data. This score is expected to fall in the future reporting periods.

OTHER NOTABLE EFFORTS

Environmental Policy: Find our more detailed approach to sustainability [here](#).

On-site farm: Our Henham site in rural Essex exemplifies our commitment to biodiversity and sustainable land stewardship. The grounds feature fruit trees and sheep that naturally maintain grass cover, reducing reliance on mechanical equipment and external inputs. The landscape is designed to support local ecosystems, with slow traffic zones, hedgerows, a wildlife-friendly pond, and pear trees to attract pollinators. Our sustainability garden features bug hotels, old logs, pollinator-friendly plants, and bird feeders, while grazing sheep in our meadow help to enhance the habitat naturally. Living walls and indoor plants bring nature indoors, improving air quality and supporting wellbeing across the workspace.

Composting: Old flower displays are returned to HQ, composted, and reused, closing the loop on organic waste.

Renewable Energy: We have ensured our Scope 2 emissions include both location-based and market-based reporting. As the UK government and energy suppliers continue to expand renewable energy initiatives, this will contribute to a natural reduction in Scope 1 and 2 emissions over time — including those of Planteria. Notably, Planteria has already made progress by selecting more sustainable electricity suppliers.

Product Innovation: While plastic remains a versatile material, its environmental impact is one of the most urgent challenges we face. Planteria is actively addressing this by offering sustainable alternatives across our product range. These include pots made entirely from recycled waste and powered by 100% wind energy during production, as well as containers crafted from reclaimed materials such as marine debris, artificial grass, and textiles. We also supply planters made from upcycled pallets and exterior plant solutions designed to enhance biodiversity—supporting pollinator habitats and ecologically beneficial plant choices.

Ecoponic: Ecoponic represents a key innovation in our environmental strategy, offering a fully peat-free growing medium that supports biodiversity and reduces carbon impact. Composed of natural minerals, pumice and zeolite, it eliminates the need for peat extraction, helping to preserve vital peatland ecosystems. Its high water retention reduces resource consumption, while its pest-resistant and structurally stable properties promote long-term plant health. Designed for reuse and full recyclability, Ecoponic exemplifies circular economy principles and contributes meaningfully to our sustainability goals.



SBTi: In November 2025, our emissions reduction targets were formally approved by the Science Based Targets initiative (SBTi), confirming that our approach aligns with the latest climate science and the goals of the Paris Agreement to limit global warming to well below 2°C and pursue efforts towards 1.5°C.

Our approved targets include achieving net-zero Scope 1 and Scope 2 emissions, alongside significant reductions in Scope 3 emissions through supplier engagement, operational efficiencies, and the adoption of low-carbon solutions. SBTi approval provides independent validation of our targets and reinforces our commitment to accountability, transparency, and measurable long-term climate action.

EcoVadis: In 2025, we completed our second EcoVadis sustainability assessment and were proud to receive a Silver Medal. This recognition places us within the top 15% of all companies evaluated by EcoVadis, reflecting our strong performance across key sustainability pillars: environmental stewardship, labor and human rights, ethics, and sustainable procurement.

The Silver rating affirms our foundational commitment to responsible business practices and provides a clear benchmark for future improvement as we continue to embed sustainability deeper into our operations.

Planteria is certified and compliant with several ISO standards:

- ISO 14001:2015: Held since 2005, this standard guides our environmental management systems and underpins the sustainability strategy.
- ISO 14064-1:2019: Used for Greenhouse Gas (GHG) Emissions Report, ensuring accurate tracking and transparent reporting of emissions across Scope 1, 2, and 3 categories. Emissions data is independently verified by NQA.
- ISO 9001:2015 Planteria is proud to hold ISO 9001 certification, reflecting our commitment to quality management and continuous improvement. This internationally recognised standard ensures that our processes consistently meet customer and regulatory requirements, while supporting operational efficiency and accountability. Achieving ISO 9001 reinforces our dedication to delivering reliable, high-quality service as part of our broader sustainability and governance strategy.

MISSTATEMENTS

As with all environmental reporting, our data and methodologies are subject to ongoing refinement. Any updates, restatements, or adjustments to historical figures are transparently documented within our primary Greenhouse Gas (GHG) Emissions Report. This ensures accuracy, accountability, and alignment with best practices in climate disclosure.

CONTACT DETAILS

Planteria remains committed to reducing our carbon footprint and continuously improving our sustainability efforts. Future reports will track our progress, help maintain consistency and accuracy in results and outline additional strategies for emissions reduction. For further inquiries, please contact: Service@planteriagroup.com or Melonie.Waddingham@planteriagroup.com