Transportation Safety
Healthcare Waste Management
Dangerous Goods Safety Advisors

ISSL Carbon Reduction Plan

Date: 22nd October 2026

Commitment to achieving Net Zero

ISSL is committed to achieving Net Zero emissions in areas of Scope 1 and Scope 2 by 2035 and achieving Net Zero in Scope 3 by 2045.

Introduction

Net Zero refers to the state in which an entity, such as a company, organisation, or country, achieves a balance between the amount of greenhouse gases it emits into the atmosphere and the amount it removes from the atmosphere. This balance typically involves reducing emissions as much as possible and offsetting any remaining emissions by investing in projects that remove an equivalent amount of greenhouse gases from the atmosphere, such as reforestation or carbon capture and storage initiatives.

ISSL is committed to achieving Net Zero so that our company's overall contribution to global greenhouse gas emissions is neutral, resulting in no additional accumulation of greenhouse gases in the atmosphere.

ISSL is a consultancy service with a main office and a small two roomed training and education centre in Sheffield, South Yorkshire. Service to clients is primarily undertaken independently by the consultants who travel from home to client sites where audits and assessments are carried out on client operations. Reports are then produced and provided to the client with copies kept centrally in case duplicates are ever required. We also offer technical advice to our clients as well as training courses which take place at our head office in Sheffield.

We recognise that our business model means that a large proportion of our carbon emissions stem from the requirement to visit our clients' sites. We will need to be adaptive in our approach to reduce our organisational GHG emission in line with a 1.5°C climate change scenario. We report our carbon emission annually and our Carbon Management Group meet every six months to review emission figures, the carbon reduction project and our short term and long term targets.

Our carbon reduction plan will require us to adopt and change our behaviour and reliance on fossil fuel. We will need to be more energy efficient and engage with all people within the company to ensure we capture and account for our carbon accurately. We will need to review our travel to and from clients' sites and optimise the travel and opt, where possible, for the mode of travel with least carbon emissions. We will need to address and decarbonise the delivery of our training services, working closely with employees, clients and our supply chain to achieve our Net Zero goals.

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Baseline Emissions Footprint

ISSL baseline year was recalculated in the last reporting period to better reflect the current organisational structure and car leasing policy. The update ensured the baseline remains relevant to ongoing and future operations and incorporates a more comprehensive Scope 3 dataset, following the capture of additional relevant data. The methodology for measuring the carbon footprint is in line with the Greenhouse Gas Protocol and calculations completed using UK Government emissions factors.

Baseline Year: April 2023 to March 2024

Additional Details relating to the Baseline Emissions calculations.

ISSL collated data from 1st April 2023 to 31St March 2024 to calculate the Baseline for Scope 3. There was no baseline prior to this due to lack of data. In April 2023 ISSL implemented an internal carbon reporting system for Scope 3 data which includes collating data on our largest emission sources: business travel, hotel stays and working from home.

Baseline year emissions:

EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	4.051
Scope 2	2.185
Scope 3 **(Included Sources)**	32.216 Included Sources: • Transmission and Distribution (T&D) losses – from electricity used at our head office, • Waste disposal and treatment – from waste generated at our head office, • Water supply and wastewater treatment – from waste supplied to our head office, • Staff business travel and staff community – emissions from road, rail and air travel generated by staff when travelling to and from clients' sites from base and commuting from home to our head office, • Hotel stays – UK and abroad, • Home working – full days worked by our staff from home.

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	Excluded Sources: Upstream and Downstream emissions that are not relevant due to the nature of the company (ISSL is a consultancy company we provide services rather than goods and therefore do not generate emission from the production, sale or transportation of goods).
Total Emissions	**38.452**

Current Reporting Year

Reporting Year: April 2025 to March 2026	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	6.964
Scope 2	1.034
Scope 3 **(Included Sources)**	20.520 Included Sources: • Transmission and Distribution (T&D) losses – from electricity used at our head office, • Waste disposal and treatment – from waste generated at our head office, • Water supply and wastewater treatment – from waste supplied to our head office, • Staff business travel and staff community – emissions from road, rail and air travel generated by staff when travelling to and from clients' sites from base and commuting from home to our head office, • Hotel stays – UK and abroad, • Home working – full days worked by our staff from home. Excluded Sources: Upstream and Downstream emission that are not relevant due to the nature of the company (ISSL is a consultancy company, we provide services rather than goods and therefore do not generate emission from the production, sale or transport of goods).

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Total Emissions	**28.518**

ISSL's total emissions for 2025–2026 have continued to decrease year-on-year. An overall reduction of 5.723 tCO_2e (16.71%) has been achieved compared to the previous reporting year, and a total reduction of 9.970 tCO_2e (25.90%) has been recorded against the baseline year.

Since the baseline year, ISSL has experienced a shift in its emissions profile. Scope 3 emissions remain the largest contributor to the company's total tCO_2e; however, while Scope 3 emissions have decreased, Scope 1 emissions have increased. Scope 2 emissions have remained relatively stable.

ISSL recorded a 24.17% increase (1.725 tCO_2e) in combined Scope 1 and Scope 2 emissions compared to the baseline year. This reflects differing trends across emission sources, with Scope 1 emissions increasing by 2.913 tCO_2e and Scope 2 emissions decreasing by 1.151 tCO_2e. In contrast, Scope 3 emissions have reduced significantly by 11.696 tCO_2e (36.30%) over the same period.

The increase in Scope 1 emissions is primarily attributable to higher natural gas consumption at ISSL's head office during the reporting period. Investigation indicates that a contributing factor is due thermostat setting, which resulted in heating operating outside of the company's preferred schedule and above the levels set out in its energy management commitments.

Corrective actions are being progressed in conjunction with the landlord, including repair or replacement of the physical devices to prevent recurrence. In addition, ISSL is seeking to improve the accuracy of energy data by moving towards monthly collection of actual meter readings, reducing reliance on supplier estimates.

Scope 2 emissions decreased during the reporting period, driven by reductions in office electricity consumption and lower electricity use associated with the company's plug-in hybrid vehicle. This has resulted in an overall reduction in Scope 2 emissions compared to both the previous reporting period and the baseline year.

Scope 3 emissions have decreased significantly, primarily due to a reduction in business air travel and a corresponding decline in international hotel stays.

The Carbon Management Group continues to actively engage with employees and stakeholders to promote the Carbon Reduction Plan and encourage best practices in emissions reduction. ISSL remains committed to the ongoing monitoring and improvement of its carbon footprint and will continue to work collaboratively with stakeholders to drive further progress. Particular focus will be placed on addressing Scope 1 emissions in the next reporting period.

Emissions Reduction Targets

To achieve our Net Zero targets of Scope 1 and Scope 2 by 2035 and achieve Net Zero in Scope 3 by 2045, we have outlined the following carbon reduction targets. ISSL Carbon Management Group meet on a six-monthly basis to review the company's progress and analyse the emissions figures. The reduction plan is updated after each meeting.

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Scope 1 and 2

Short Term Targets – aim to decrease carbon emissions over the next five years by 6% per year to achieve a 30% reduction by 2029. Projecting a decrease of 1.577 tCO_2e emissions.

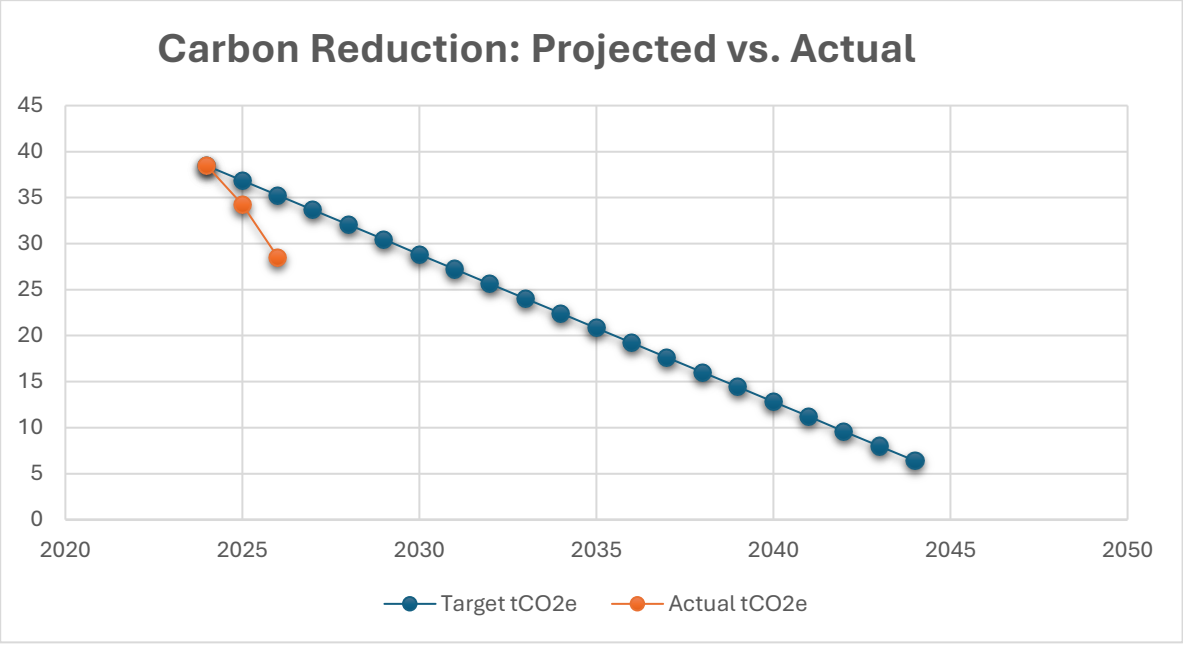
Long Term Target - analyse and monitor data and set realistic long-term reduction targets with investments in carbon removals to sequester the remaining residual carbon emissions from our Scope 1 and 2 emissions to achieve our Net Zero target.

We acknowledge that the actions taken to reduce our Scope 1 and Scope 2 emissions only account for a small amount of our total emissions. The largest overall impact will be in decarbonising our Scope 3 emissions.

Scope 3

Short Term Target - we project a decrease in carbon emission over the next five years by 6% per year to achieve a 30% reduction by 2029. Projecting a decrease of 6.699 tCO_2e emissions.

Long Term Target - analyse and monitor data and set realistic long-term reduction targets with investments in carbon removals to sequester the remaining residual carbon emissions from our Scope 3 emissions to achieve our Net Zero target.



Carbon Reduction Projects

ISSL has been ISO14001:2015 accredited since 2017 and will continue to renew this accreditation.

Completed carbon reduction projects include:

- Transition to a Green Energy supplier for Office Gas completed in partnership with the Landlord upon renewal of the energy contract.

- Established a statement within our purchasing policy to prioritise electric and hybrid vehicles over petrol or diesel for all company-owned or leased cars

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- Fitting sensor lighting to rooms identified as having a high likelihood for light to be left on unnoticed at our Head Office.

- Transition to a Green Energy supplier for Office Electric completed in partnership with the Landlord upon renewal of the energy contract.

- Installing half flush toilet buttons to minimise unnecessary water usage.

- Training Certificates - unless specifically requested (or a formally accredited course) certificates are generated and sent as PDF to reduce paper used in printing and vehicle emissions from postage.

- In consultation with staff that use the office on a regular basis ISSL has written an Office Energy Commitment aimed at reducing the emissions of electric and gas usage at the head office in Sheffield.

- Worked with the Landlord and staff to segregate and implement collection for all waste streams possible in line with the Simpler Recycling requirements and the waste hierarchy to improve recycling rates and reduce carbon emissions.

ISSL has identified key elements to be decarbonised to achieve our Net Zero target date. ISSL will continually review our short term and long term targets, monitor effectiveness and further evaluate our targets into manageable milestones.

SCOPE 1

- Office Energy Monitoring and Behaviour - Continue engaging with office staff to encourage behavioural changes that help reduce gas consumption.

- Office Gas Usage - Evaluate the potential to install smart temperature controls and timers to each office room to enable us to only heat the rooms when in use and switch off heating when the building is not occupied.

- Business Travel – Continue to analyse client locations and staff assignments to optimise scheduling, minimise essential travel mileage, and reduce emissions from company-owned or leased vehicles. Conduct bi-annual reviews to ensure staff assignments remain optimal.

SCOPE 2

- Office Energy Monitoring and Behaviour – Monitor energy consumption and identify efficiency measures, sharing knowledge and continue to engage with office staff to encourage behavioural changes that help reduce electricity consumption.

- Install LED Lighting – Working with the Landlord to explore the potential to replace existing fluorescent tubes with LED units as units fail.

SCOPE 3

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- Training Provision - Analyse and evaluate the most sustainable options for delivering training, considering not only our own carbon footprint but also the emissions associated with delegates' travel. Take into account the client's training requirements and the specific needs of each course on a case-by-case basis. Where possible, prioritise online training sessions for our short courses to reduce travel mileage, while recognising that some training may need to be delivered in person.

- Business Travel – Where travel is essential to our work, we will conduct six monthly reviews of client locations and staff assignments to optimise scheduling and reduce essential travel mileage, aiming to lower emissions associated with business travel.

- Business Travel – continue to minimise the impact of air travel by utilising it only when it is appropriate for the business needs. Where air travel is essential, we will look to use off-setting schemes.

- Hotel Stays - Reduce the impact of essential hotel stays by selecting accommodations with strong sustainability credentials and Net Zero ambitions. Encourage our team to adopt behaviours that minimise travel mileage between client sites and hotels, aligning with efforts to reduce Scope 3 employee travel emissions, whilst ensuring the safety of employees when travelling.

- Further analyse our Scope 3 emission sources to identify any other emissions sources that are significant and which we can influence or reduce.

OFFSETTING

ISSL acknowledges that our pathway to Net Zero will not result in absolute zero carbon emissions. We will need to consider how best to sequester residual carbon emissions once we have reduced and eliminated emission as far as possible.

We will evaluate and assess the options available favouring higher quality offsets such as nature-based removal over lower quality offsets.

Declaration and Sign Off

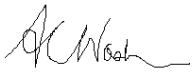
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting .

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 .

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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:

Name and Job Description: **Dr Anne Woolridge, Chief Executive Officer, ISSL**
Date: **22nd October 2026**

- END OF REPORT -

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