



Carbon Reduction Plan John Horsfall Group*

Published October 2024

Reporting Year 2023



*This report details the emissions and carbon reduction targets for John Horsfall & Sons Ltd. and Interweave Textiles Ltd. Both companies are wholly owned by John Horsfall & Sons (Greetland) Ltd. Other emissions arising solely from John Horsfall & Sons (Greetland) Ltd. have not been considered in the described assessment.

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Our Commitment

John Horsfall Group is committed to achieving Net Zero emissions by 2050.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as “science-based” when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

Our near-term targets:

- Reduce scope 1 and 2 emissions by 42% by 2030.
- To procure 100% renewable electricity by 2030.
- Reduce Scope 3 emissions by 20% by 2026.
- Reduce Scope 3 emissions by 30% by 2030.
- Measure all scope 3 categories by 2025.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation’s value chain, including emissions from upstream and downstream activities.

Our Carbon Footprint

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. Our baseline year is 1st January 2022 – 31st December 2022.

Baseline Year: 1st January 2022 – 31st December 2022	
Emissions	Total (tonnes CO ₂ e)
Scope 1	110.7
Scope 2*	Market-based: 38.6 Location-based: 41.4
Scope 3 including: <ul style="list-style-type: none"> - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream & Downstream) - Franchises & Investments 	13,012.9
Total Emissions*	Market-based: 13,162.1 Location-based: 13,165.0

Our total emissions equate to a Carbon Intensity Metric of 268.6 tCO₂e per full-time employee equivalent (FTE) based on 49 FTEs during the baseline period (using market-based emissions).

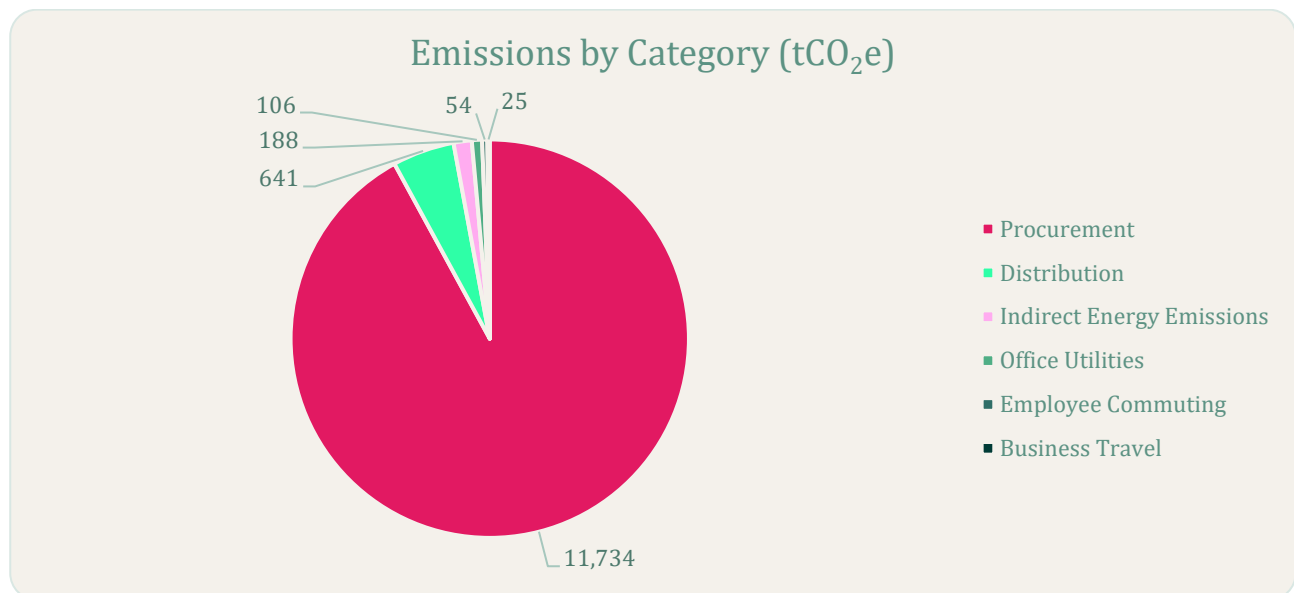
*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

Current Emissions Reporting

Current Reporting Year: 1st January 2023 - 31st December 2023	
Emissions	Total (tonnes CO ₂ e)
Scope 1	80.8
Scope 2*	Market-based: 32.7 Location-based: 32.7
Scope 3 including: <ul style="list-style-type: none"> - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream & Downstream) - Franchises & Investments 	12,641.0
Total Emissions*	Market-based: 12,754.5 Location-based: 12,745.5

Our total emissions equate to a Carbon Intensity Metric of 260.3 tCO₂e per full-time employee equivalent (FTE) based on 49 FTEs during the measurement period (using market-based emissions).

Carbon Emissions Breakdown



Carbon Reduction

Our Net Zero targets

John Horsfall Group is committed to achieving Net Zero by 2050. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year. To keep us on track, we have also set the following near-term targets to 2030.

Our near-term targets:

- Reduce scope 1 and 2 emissions by 42% by 2030.
- To procure 100% renewable electricity by 2030.
- Reduce Scope 3 emissions by 20% by 2026.
- Reduce Scope 3 emissions by 30% by 2030.
- Measure all scope 3 categories by 2025.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

Progress

Emissions	Total Carbon Footprint (tonnes CO ₂ e)		% Change
	Baseline year: 2022	Current year: 2023	
Scope 1	110.7	80.8	- 27.0%
Scope 2	41.4	32.7	- 21.2%
Scope 3	13,012.9	12,641.0	- 2.9%
Total emissions	13,162.1	12,745.5	- 3.1%

Emissions	Carbon intensity metric		% CHANGE
	Baseline year: 2022	Current year: 2023	
Employees (tCO ₂ e per FTE)	268.6	260.3	- 3.1%

We are on track to achieve our near-term targets and will therefore continue to maintain our progress.

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Lighting at the Birkby Grange head office has been upgraded to LEDs – this was a replacement of 209 bulbs, and will reduce total electricity demand at the site.	2024	2
The Victoria Works site had LED lighting installed, along with 560 square feet of roofing replaced with a more insulating material.	2024	1, 2
We advocate for optimum efficiency when distributing orders, to reduce total distribution emissions. Recently, we have tested compressing the air from cushions to reduce the area required per unit.	2024	3
Revised sourcing of products and manufacturing at the Hull facility to reduce waste.	2023	3
Resizing of products purchased abroad to allow the more efficient use of shipping container space.	2023	3
Moved the Hull Production Facility to an alternative site which is more energy efficient. This action has reduced energy consumption by >150,000kWh and >40,000kWh across gas and electricity respectively, compared with the baseline year.	2023	1, 2
Replacement of 30000 sq ft roof at the Elland Warehouse to reduce energy transfer and therefore reduce heating demand.	2023	1,2
Installation of 102 solar panels at the Elland Warehouse Facility	2023	2

Hull Facility moved to a smaller unit, to increase the efficiency of space usage & therefore reduce consumption of gas and electricity.	2023	1,2
Installation of LED lighting in the new Hull Unit.	2023	2
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2022	1,2,3
Created a Green Team to lead initiatives. This team has been made up of members from different departments to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisation.	2022	1,2,3

Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Activity No.	Activity	Target Date	Category
1	<p>Consider low-cost options such as reducing the boiler temperature and adding heat & solar control reflective window sheets.</p> <p>Consider planning for larger cost management (where appropriate) such as an efficient boiler system.</p> <p>Consider replacing the existing gas boiler system with heat pump technology</p>	2029	Stationary Combustion
2	Procure a 100% renewable electricity tariff at all sites. This change will reduce market-based emissions to 0 tCO ₂ e.	2027	Purchased Electricity
3	<p>Total location-based electricity emissions (National Grid energy mix) are still 32.7 tCO₂e so there is an opportunity to reduce energy use.</p> <p>John Horsfall Group will implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, equipment, computers, and other electrical appliances where appropriate. We will assign roles and responsibilities to Green Team members.</p>	2024	Purchased Electricity

	High-level monitoring of energy use is key to understanding further pinch points.		
4	<p>Implement energy efficiency measures to reduce the overall amount of electricity consumed at sites. Optimise operational procedures and implement energy management systems (such as ISO 14001).</p> <p>Examples of reduction measures include further upgrading lighting, introducing more sensor lighting, installing timers on sockets/equipment. Also review and renew inefficient equipment (when at end of life), and actively consider the energy efficiency of equipment when new purchases are required (e.g. laptops, fridges, dishwashers).</p> <p>Invite colleagues from different sites to openly explore challenges and barriers to collaboratively find solutions for reduction.</p>	2025	Purchased Electricity

Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 carbon emissions will decrease to **86.6 tCO₂e** by 2030.

We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Activity No.	Activity	Target Date	Category
1	<p>Commit to measuring the remaining downstream Scope 3 categories, meaning that year's carbon emissions measurement will be a full picture of John Horsfall Group's carbon impact.</p> <p>Currently, the largest missing categories are Processing of Sold Products, Use of Sold Products, and End-of-Life of Sold Products, meaning that once these are measured, reduction activities targeted at these categories will be able to be created.</p>	2025	Product emissions
2	<p>Consider training and engagement for the Green Team, leadership, and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.</p>	2025	Commuting & Home Working Business Travel
3	<p>Implement a Sustainable Procurement Policy. Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms.</p> <p>Commit to a Sustainability Audit or Survey to request further information regarding credentials – Plan to send these to the top 20% of suppliers by spend. This data collection will support</p>	2024 - 2027	Purchased Goods & Services

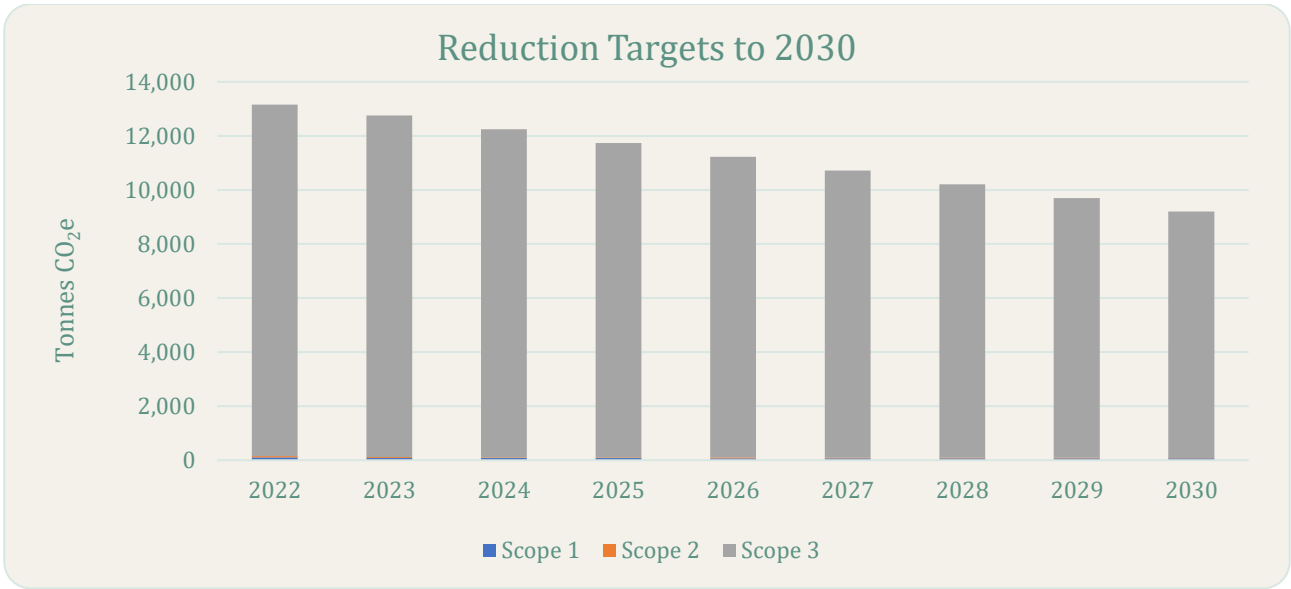
	<p>reduction journey by gathering important data for future measurements & encourage supply chain integration towards Net Zero.</p> <p>Complete this audit within two phases:</p> <ol style="list-style-type: none"> 1. Identify suppliers for engagement 2. Formulate and collect data (survey/scoring) <p>Once completed prioritise suppliers with lower carbon footprints as part of the above phased approach. This may also involve purchasing second hand/refurbished (furniture, IT equipment) and extending the lifespan of purchased items.</p> <p>Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.</p>		
4	<p>Review logistics partners/couriers and utilise the above Sustainable Procurement Policy. Work with providers to gather their emissions data, and/or switch to lower-carbon providers.</p> <p>Prioritise purchasing from local suppliers to limit delivery mileage.</p>	2024 - 2027	Upstream Distribution Downstream Distribution
5	<p>Develop and implement a Sustainable Travel Policy to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate.</p> <p>Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes, such as bike to work or car sharing opportunities.</p> <p>Utilise the emissions travel hierarchy:</p> <ul style="list-style-type: none"> - Digital communication - Walking and cycling 	2024	Business Travel Commuting

	<ul style="list-style-type: none"> - Public and shared transport - EV's and car sharing/clubs - ICE vehicles and car sharing/clubs - Air travel <p>Consider creative ways to engage and support the workforce to influence change.</p> <p>Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO₂e per year), extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.</p>		
6	Include information for clients regarding the estimated carbon footprint of the materials they are purchasing, to reduce overall demand for those products with the highest emissions.	2029	Purchased Goods & Services
7	Prioritise organic and lower emission materials when purchasing from suppliers. Aim to reduce total purchase of poly- fibres by 10%.	2028	Purchased Goods & Services
8	Enhance data capture at John Horsfall Group, such that the vehicle type is recorded for overland distribution. Greater data quality will enable JH Group to target distribution emissions more effectively.	2025	Distribution
9	Establish within the Procurement Policy that no new purchased cars will be traditional ICEVs. Upon replacement, all purchased cars will be Plug-In Hybrid or Battery Electric.	2025	Distribution, Mobile Combustion

	Procurement Policy will also include guidelines to ensure that <1% of overseas distribution shall be air freighted.		
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Near-Term Reduction Projections (Scope 3)

Based upon the above completed and planned initiatives, it is projected that (as a minimum) Scope 3 carbon emissions will further decrease over the next six years from the current normalised measurement of 12,641 tCO₂e to 9,109 tCO₂e by 2030. This is a **reduction of 28 %** and will keep us on track to Net Zero.



Declaration and Sign Off

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.

This Carbon Management Plan has been reviewed and approved by the John Horsfall Group (John Horsfall & Sons Ltd. and Interweave Textiles Ltd.) Executive Team.

Signed on behalf of John Horsfall Group.

Charles Benson

Name: Charles Benson

Position: Director

Date: 28/10/2025

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>