



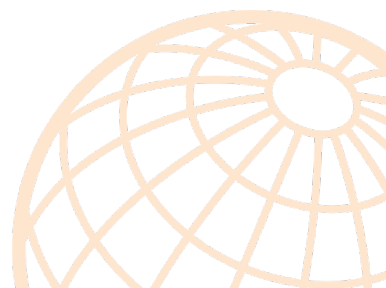
Carbon Reduction Plan

2026



Organisational Commitment

IOM Consulting Ltd commit to reduce their emissions over time, to achieve Net Zero by 2050.



Baseline Emissions Footprint

Baseline Year: 2019/20 (12 months to Mar20)

Baseline year represents activities for 12 months to Mar20 – Scope 1, 2 and 3 emissions were measured in the base year (and in subsequent years).

Baseline year emissions:

Emissions	Total (tCO ₂ e)
Scope 1	59
Scope 2	70
Scope 3 (Included Sources)	927 (sources include Purchased Goods & Services, Capital Goods, Business Travel, Employee Commuting and Home Working)
Total Emissions	1,056

Current Emissions Reporting

Reporting Year: 2025/26 (12 months to Mar26)

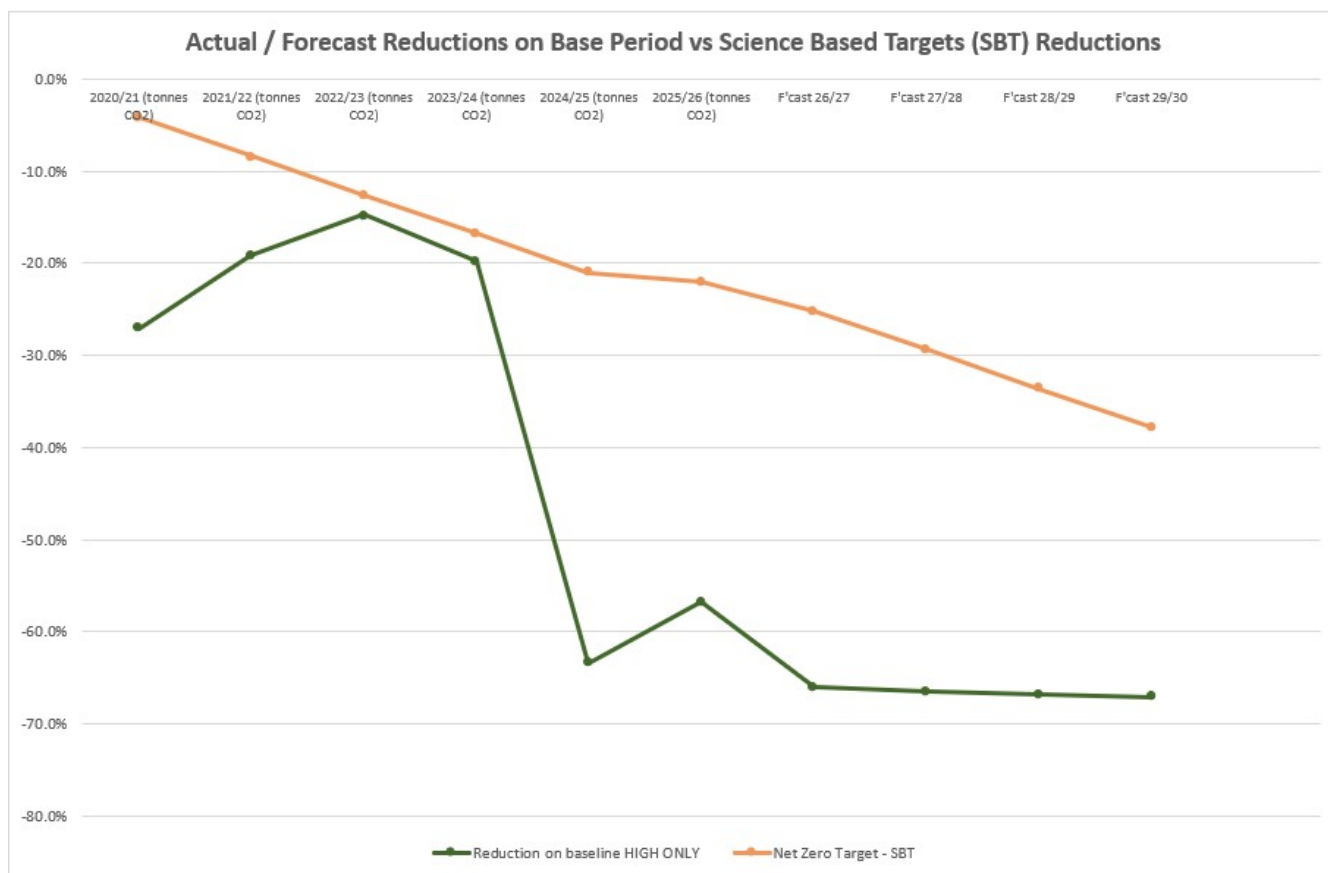
Emissions	Total (tCO ₂ e)
Scope 1	39
Scope 2	49
Scope 3 (Included Sources)	368 (sources include Purchased Goods & Services, Capital Goods, Business Travel, Employee Commuting and Home Working)
Total Emissions	456

Emissions Reduction Targets

In order to continue our progress to achieving Net Zero, we have adopted carbon reduction targets which align to Science Base Targets Initiative (SBTi) to limit global warming to 1.5C by 2100.

We project that carbon emissions will decrease over the next three years to March 2030 by a further 53 tCO₂e. This will result in a reduction of 72% for forecast year 29/30 on our baseline year.

Progress against the SBTi target can be seen in the graph below:

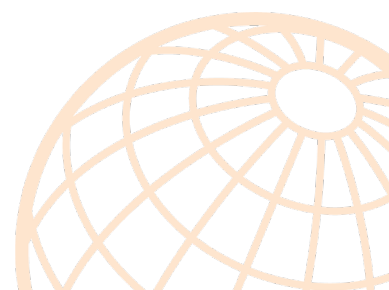


Environmental Measures when Servicing our Customers

Implemented Environmental Management Measures

The following environmental management measures have been completed or implemented since the 2019/20 baseline. The impact of these measure has resulted in a 143 tCO₂e (or 14%) reduction against the 2019/20 baseline. These benefit of these measures will continue when performing the contract.

1. We have ISO14001 accreditation for which we have an Environmental Management System (re-certified in February 2027) and monitor and measure our carbon footprint and have identified objectives and targets to reduce our footprint.
2. We have created a dedicated Net Zero delivery group with staff from various disciplines and teams across the business. They have identified a range of reduction initiatives based on their understanding of our business processes.
3. We have continued with home/hybrid working which accelerated during the Covid pandemic. We now give out staff the flexibility of home/hybrid working with associated reduction in carbon footprint (home working generates less carbon than commuting).
4. We have continued with Virtual First travel policy which accelerated during the Covid pandemic.
5. We have moved our fleet from predominantly diesel to petrol/electric hybrid.
6. Where equipment such as air conditioning, lab analysis kit and compressors have reach end of useful life, we have sought more energy-efficient replacements.
7. We have moved our Head Office (Jan 2026) to smaller premises, resulting in lower energy usage.



Carbon Reduction Projects

Future Carbon Reduction Initiatives

Scope 1:

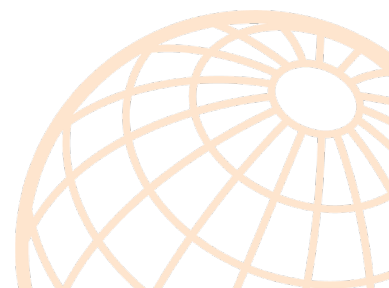
- Reduce travel to client sites via introduction of remote sensors.
- Target customers who are local to our offices in order to reduce travel distances.
- Replace current petrol/electric hybrid fleet with full electric cars.
- Reductions in gas heating usage re January 2026 move to smaller premises (only partly benefited year to March 2026).

Scope 2:

- Reduce electricity usage by improving energy awareness of our staff.
- Replace laboratory and office equipment with more energy efficient equipment.
- Reductions in electricity usage re January 2026 move to smaller premises (only partly benefited year to March 2026).

Scope 3:

- Via dedicated procurement manager we will reduce levels of spend on Purchased Goods and Services.
- Recent office move has reduced office space requirement which will minimise need for any Capital spend on office furniture.
- Implementation of the sustainable travel hierarchy for business travel through a "Virtual First" policy (do not travel if virtual meetings possible) and for any essential travel choose rail over car and plane.
- Reduction of impact of employee commuting (now that home/hybrid working model is in place) via continued staff awareness of travel behaviour and offer incentives to staff to change their own vehicles to electric via a salary sacrifice scheme and electric vehicle charging points.



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

Michelle Reid

Managing Director


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Date:

30th September 2026

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>

