

Thea Pharmaceuticals Limited

is committed to achieving net zero emissions by 2045 when we plan to have reduced our emissions by 90%.

Baseline Emissions Footprint vs Current 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.

Emission Scope	Baseline Emissions, 2023 (kg CO2e)	Current Emissions, 2023 (kg CO2e)
Scope 1	19,383	19,383
<i>Sites **</i>	0	0
<i>Company Cars</i>	19,383*	19,383*
<i>Delivery Vehicles</i>	0	0
Scope 2	6,967	6,967
<i>Sites **</i>	6,967	6,967
Scope 3	1,527,151	1,527,151
<i>Sites **</i>	0	0
<i>Home Working</i>	30,641	30,641
<i>Company Cars</i>	5,079*	5,079*
<i>Employee Owned Vehicles</i>	0	0
<i>Employee Commuting</i>	44,378*	44,378*
<i>Public Transport & Hire Cars</i>	1,444	1,444
<i>Air Travel</i>	323*	323*
<i>Hotels</i>	7,754	7,754
<i>Freighting Goods</i>	1,436,089	1,436,089
<i>Waste Disposal</i>	1,443	1,443
Total	1,553,501	1,553,501

** Generated from renewable sources

0

0

* includes WTT

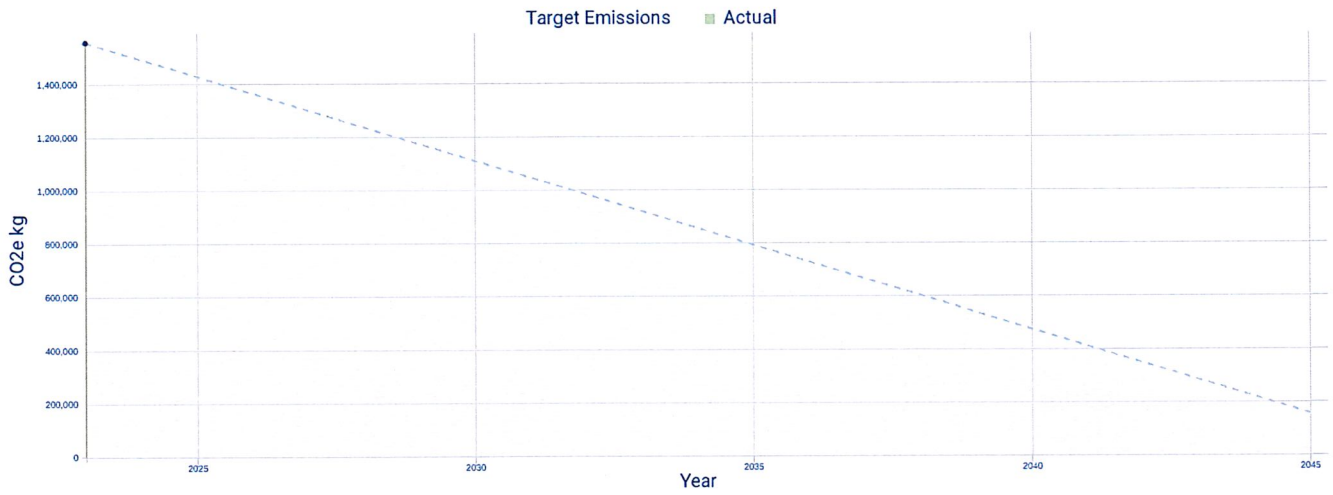
The Scope 3 emissions include as a minimum:

- Upstream transportation and distribution
- Waste generated in operations
- Business Travel
- Employee Commuting
- Downstream transportation and distribution

(any omissions or further information is documented in the Additional Details About our Emissions and Targets box below)

Carbon Reduction: Projected vs Actual

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. We project that carbon emissions will decrease over the next years to 155,350 by 2045 this is a reduction of 90%



Additional Details About our Emissions and Targets

Year	Comments
------	----------

Carbon Reduction Projects

The following environmental management measures and projects are currently in progress or have been completed since the 2023 baseline.

Actions In Progress

Transportation - Receiving goods

Target Completion Date: 31/12/2024

Objective

Use the lowest impact transport method available

Target

10% reduction

Action, Improvement or Control

Request environmental policies from delivery companies. Consider changing distribution and logistics companies for ones with reduced emissions fleet.

Company Cars

Target Completion Date: 31/12/2024

Objective

Reduce emissions from business travel in company cars

Target

10% emissions reduction

Action, Improvement or Control

Offer incentives for staff to buy reduced emissions company cars, or introduce policies to ensure all new company cars are EVs

Transportation - Delivering goods

Target Completion Date: 31/12/2024

Objective

Consider reduced emissions transportation and distribution methods

Target

10% reduction

Action, Improvement or Control

Request environmental policies from delivery companies. Request accurate, detailed distribution data. Change to lower emissions transportation options.

Completed Actions

Declaration and Sign Off

This carbon reduction plan has been completed in accordance with PPN 06/21 and the 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 GHC Reporting Protocol corporate standard ¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting ².

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).

MATTHEW OLSEN

Name

RESPONSIBLE PERSON + HEAD OF UK MARKETING

Job Title

M. Olsen

Signed on behalf of the Supplier

21ST MAY 2024

Date

*The methodology used to calculate the organisation's greenhouse gas emissions in this report is based on:
<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>*

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>