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## Introduction

In 2021, we issued our ‘Carbon Net Zero Policy 2022’ in line with the laws and regulations of small to medium sized enterprises (SMEs) achieving Net Zero by 2050 in line with the Climate Change Act 2008 (theccc.org). Our goal was to achieve net zero status by 2032, outlining various methods of practise to implement into the business to reduce carbon emissions by 50% across our entire value chain, Scopes 1, 2 and 3.

This document is a reflection on the progress since 2022 and outlines the next stages of our plan to keep on track for our 2032 net zero commitment, concluding as our ‘Carbon Net Zero Policy 2024/25’. The 2022 initiatives and their current state are as below.

## Carbon Net Zero Policy Commitment Review

- Measurement, analysis and monitoring of our carbon emission output

We measure our scope 1 and 2 emission output every month. Please see the below figures from 2023. From this table we have identified our baseline for our 2032 commitment.

2023	Electricity kWh	Gas M3	Diesel Litres	Petrol Litres
	Scope 2	Scope 2	Scope 1	Scope 1
January	53,494.40	87,339.23	2166.75	216.74
February	57,518.60	65,874.91	3493.03	324.33
March	65,159.30	85,173.14	3118.52	210.10
April	48,118.40	59,514.68	1970.50	257.22
May	54,606.30	52,596.62	2321.05	243.89
June	52,291.50	61,173.72	2725.21	270.23
July	61,532.80	63,242.04	2034.73	219.54
August	57,897.50	55,281.24	1936.49	319.41
September	65,545.90	63,437.64	3122.50	290.23
October	62,322.80	65,096.43	2794.40	162.67
November	65,326.00	92,875.02	3316.22	329.25
December	50,180.40	73,592.89	2112.16	136.10
Total	693,993.90	825,197.56	31111.56	2979.71
			Total Litres	34091.27

- Communicating, implementing and maintaining this policy for all staff at Wybone

The 'Wybone Carbon Net Zero Policy 2022' was issued on the 1<sup>st</sup> August 2021, and written into this policy was the commitment to analyse our progress and renew our policy on/before 1<sup>st</sup> August 2024. This document will become our new 2024/25 policy, and will be emailed to our staff, as well as published publicly.

- Following and adhering to recognised framework standards

We have been an instrumental supplier to the NHS and other healthcare operations across the country for over 55 years. We operate on, and adhere to the policies of: YPO, Scotland Excel, NHS National Services Scotland, ESPO, NHS Supply Chain and NWUPC frameworks, including the new Evergreen policy introduced on 1st February 2024: <https://www.england.nhs.uk/nhs-commercial/central-commercial-function-ccf/evergreen/>

- Implement commercially practicable renewable energy

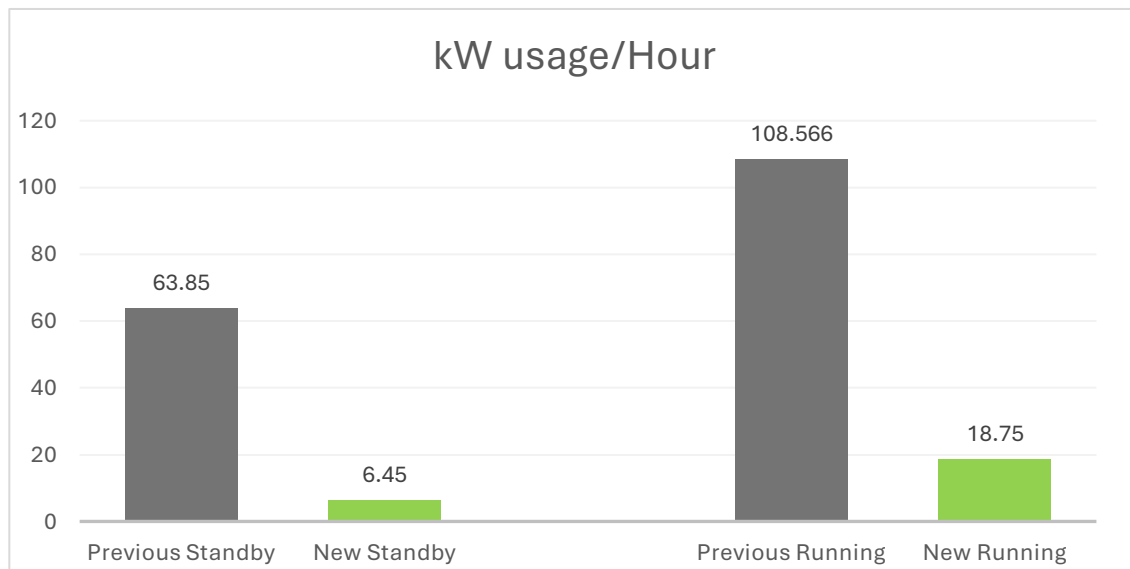
We have begun consultation with various suppliers, and following suit of our tender application process, we are inviting companies to quote us for the installing and to provide energy saving data. Our first consultation is booked for Saturday 3<sup>rd</sup> August 2024 with our facilities manager, Mark, and we will continue to progress with this with planned installing before the beginning of the financial year for 2025.

- Improved operational practises to decarbonise our business

We are increasing the number of 'ECO' variations of our products, which through all six stages of our manufacturing process are the most ecological products we offer. Starting with the MLB/112/ECO, we designed this product to have an overall 50% reduction in energy consumption to manufacture, via 100% reduction in welding times, 28.5% reduction in materials used, 25% of which is recycled steel. 56% reduction in paint, 20% reduction in oven curing temperatures, and the entire unit is 100% recyclable. We have ECO variations of the entire MLB range and continue to develop our design and manufacturing process for both existing and new products.

- Investment in resources and information to contribute towards hitting objectives

In May 2024 we finished installation of our new Amada ENSIS 3015 AJ 3kW Fibre Laser, which has approximately 1/10<sup>th</sup> of the kW usage per hour as our previous laser. The standby usage from our old laser was 63.85kW, compared to the new 6.45kW. The usage for an average cutting state has also gone down from 108.566kW to 18.75kW usage/hour.



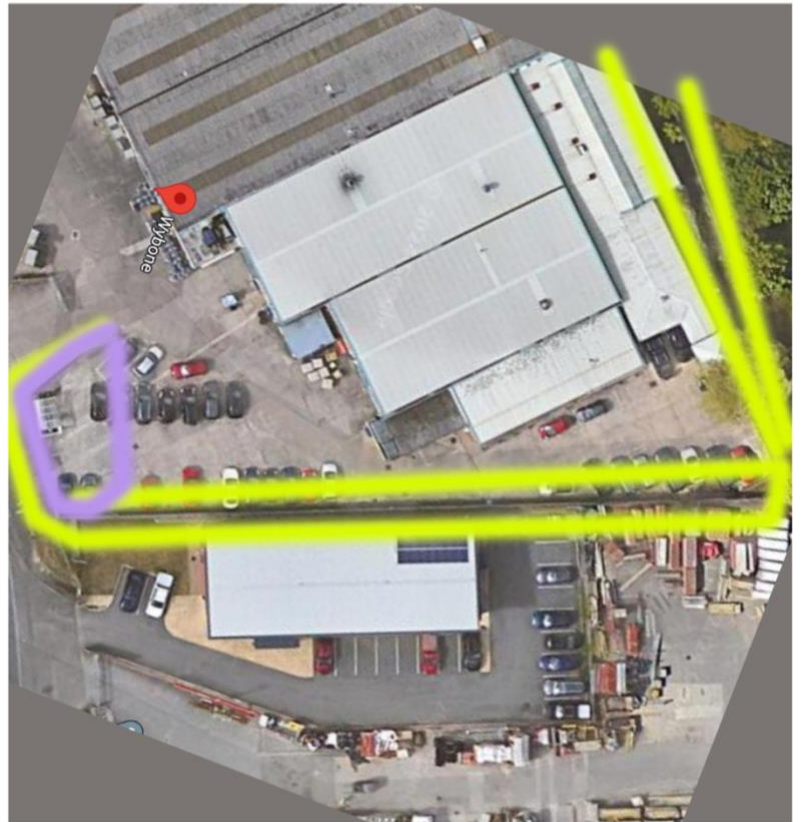
- Improving energy efficiency of the building, and equipment within

We have already begun work on our 'Gardening and Sustainability Carbon Offset Programme' where we have committed to install living walls around the entire perimeter of our site. Living walls and flowers will be planted, with a focus on berry growing trees to attract local wildlife. At the base of the car park, we will renew our smoking area with FSC certified wooden structures, and recycled sample units from our previous trade shows. We will also accommodate a single use vape recycling unit and ballot box to keep the site litter free. The area will also double as our photography area, meaning we do not need to travel to other sites to take photos.



# wybone

Carbon Reduction Plan &  
Net Zero Policy 2024/25



- Minimise business travel

There are two initiatives to reduce our business travel and the first is a reduction in travelling salesman. In June 2024 our number of travelling salesmen was reduced by over 30% which has a direct correlation to the reduction in scope 1 emissions output using less fuel for company fleet vehicles and travel. We have made the decision to not replace these roles, and instead make an adaptation in our business model to accommodate the effected customer base via virtual demonstrations.

On 26<sup>th</sup> July 2024 we committed to building a new website with an integrated 3D product viewer, which will let website users see their product in a 3D render. The functionality of the viewer will let end users pan, tilt and scroll around a product in 360 view, as well as zoom in and out to take a closer look at products features. The purpose of this tool is to reduce the number of in person visits required for a demonstration. Instead, our sales team can digitally demonstrate the products whilst here on site at Wybone over a Zoom/Teams call, 100% carbon free.

- Working with suppliers to reduce supply chain related emissions

As a manufacturer we have daily deliveries of material, and we also distribute from our own warehouse. The boxes and packaging we use are made from 100% recycled paper and card (before branding, averaging 95% after), and 25% of the steel we use is recycled, with the other 75% coming directly from the core, thus minimising upstream emissions from delivery between suppliers and retailers.

- Training and supporting our staff to inform and empower net zero solutions at home

The Wybone staff handbook encourages staff to contribute to our net zero efforts. First and foremost is the cycle to work scheme which we offer and promote with every new starting staff member. The cycle to work scheme allows staff to save up to 39% on bicycles and accessories and pay across a 12-month period directly from their payroll. Over 1/5<sup>th</sup> of our staff lives within our S74 postcode. Encouraging cycle to work for this quota alone could result in more than 20% reduction of our carbon footprint on journeys to work for our staff.



We have also installed electric vehicle charging points in our car park. Whilst initially installed for the idea of electric fleet vehicles, our new 2024/25 policy is two part: firstly to offer these charging points to **all** staff, and secondly to install more charging points to align Wybone with the increase in PHEV and EVs on the road, encouraging staff to consider electric vehicles with the reassurance they can charge them at work.

- Advising and working with customers to ensure we are the market leaders in best practice and achieving net zero goals in the industry

The majority of our business comes from local authorities, councils, healthcare professionals and the NHS, and it is very common that we apply to tenders that are mandated to have a carbon net zero commitment. We love the opportunity to be able to share something which we're passionately working towards, and for those tenders our customers will see that Wybone is the market leader in best practise and emission reduction initiatives as part of the existing process.

For new customers and existing customers without tender, sending purchase orders via our website, contacting us by email, phone or social media, this document will be published and distributed publicly for them to see, and we hope its contents can inspire others to follow us into the future.

- Collaborating with charities, external funding and hosting external activities to champion positive environmental change, support and community

Wybone has always been a pro-charity organisation, with frequent events, offerings and collaborations with charities across the country. One recent example is our collaboration with HUBBUB, a fund-raising charity who helped the residents of Haringey Council and supplied 18x of our MLB/224/ECO units in areas around Tottenham Hotspurs' stadium, in an effort to encourage more recycling.

As part of our exhibition stand at RWM 2024 we will be demonstrating one of the exact same MLB/224/ECO units with the HUBBUB #InTheLoop branding, as well as all the information available for current and active funding for projects like this.





### New funding for 2024:

£10,000 to run a litter reduction campaign in your area.

We're offering £10,000 grants to help local authorities reduce litter and improve recycling. Choose from one of Hubbub's successful campaigns:

- In The Loop:** Improving on-the-go recycling in towns and cities.
- Tidy Roadsides:** Targeting roadside litter.
- [City Name]'s Binning:** Engaging young adults in urban areas.
- Love Your Forest:** Protecting forests and natural beauty spots.
- Neat Streets:** Keep beaches and coastal areas clean.

**Grant details**

- Amount:** £10,000 (with a £5,000 co-investment required).
- Use for:** New bins, signage, events, campaign development.
- Grants Available:** 5 over the next 12 months.
- First Deadline:** September 13th 2024, followed by December 2024.

Scan to learn more

Supported by Run by

Registered charity no. 1108701

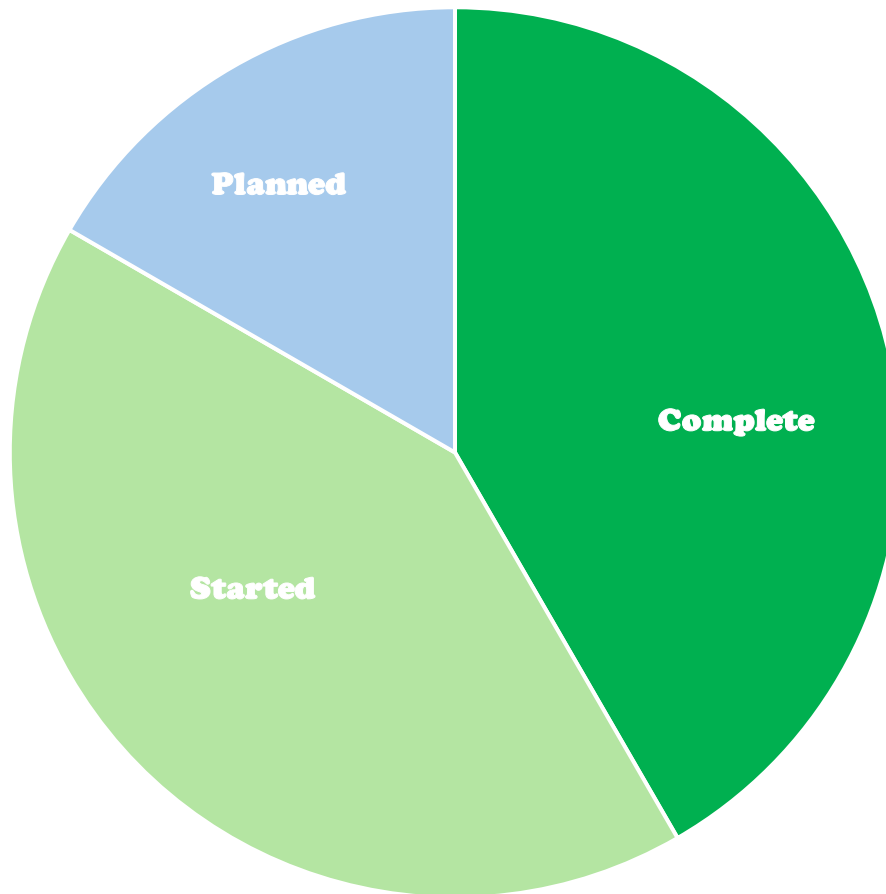




### Conclusions

From our 2022 net zero policy it is clear to see that Wybone are committed and progressing towards our goal to achieve net zero by 2032. Out of the 12 initiatives we began three years ago, over 80% are completed or started, leaving less than one fifth to go.

Net Zero Policy 2022 Initiative Progress



With the data from our emissions output we have been able to identify a baseline based on our current operational practises both existing and new since 2022. To measure this document for the next few years, we will continue the initiatives we've started and planned from 2022, and outline seven new objectives to achieve net zero by 2032 as part of our Carbon Reduction Plan to achieve Net Zero by 2024/25 as below.



## **Wybone Carbon Net Zero Policy and Carbon Reduction Plan 2024/25.**

Wybone is committed to protecting the environment by demonstrating market leading standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our activities, products and services. We recognise the importance of decarbonising our business and in September 2024 we have just committed to have an external audit of our carbon emissions with Positive Planet.

We have selected their +Plus package which provides an accurate and measured Scope 3 analysis instead of a partial Scope 3, as we continue to aim to lead the market in demonstrating best carbon practices. We also have science-based emissions reduction targets that are to be approved by the Science Based Targets initiative (SBTi).

Wybone commits to an **intensity target** of reductions across its entire value chain namely to reduce absolute scope 1, 2 and 3 emissions output by 50% by FY2032 from this 2023 baseline. We have developed this carbon reduction plan and net zero target to cover our full value chain, which we will align to the 'SBTi Net-Zero' standard.

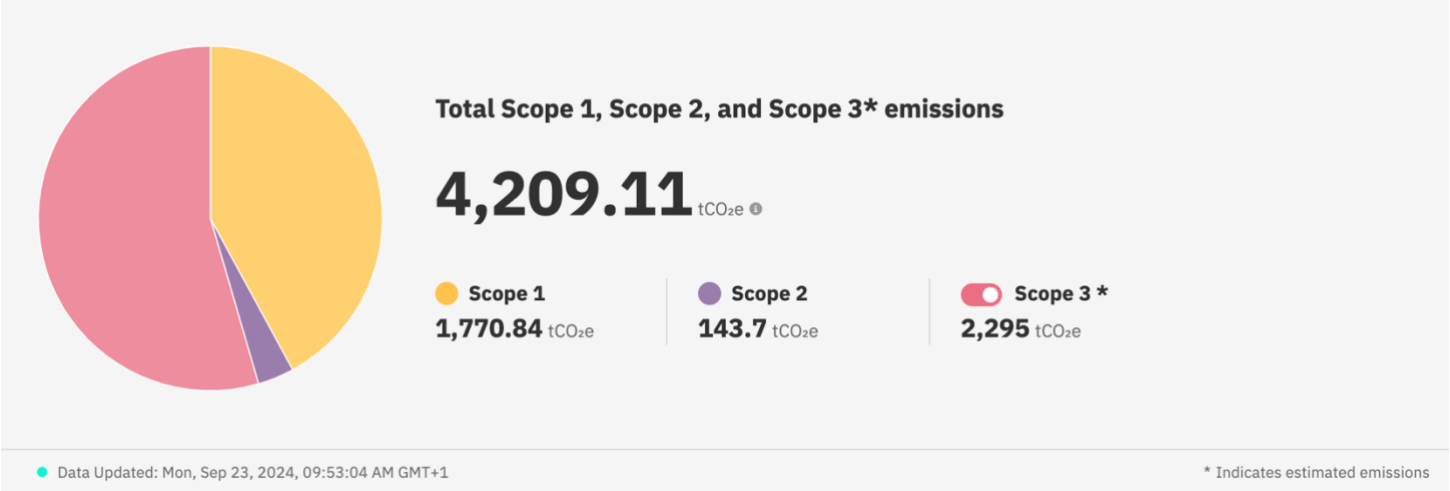
Our initiatives to meet our operational net zero and science-based targets include:

- Implement, communicate and maintain this new 2024/25 policy across our business, with intent to renew in August 2025
- Continue to operate and adhere to recognized frameworks and their standards, completing an updated NHS Evergreen application every 12 months.
- Make design and production improvements to dramatically reduce carbon emissions
- Measure, analyse and monitor emissions output based on 2023 baseline, using external auditors Positive Planet UK
- Invest, and monitor recent investments, in new laser and production technology
- Commit to a full solar panel roof integration to be complete before end of FY2024/25, with best selected quotation and data from Solar Xpress September 2024.
- Improve building efficiency, beginning with completion of our gardening project
- Install more EV charging points to support staff and encourage PHEV and EVs
- Complete the design and implementation of a new website and product configurator
- Work with our suppliers to reduce our Scope 3 output in purchasing and distribution
- Training and supporting our staff to find net zero solutions at work and home
- Advising and working with our customers to have aligned net zero goals and practices
- Collaborate with charities and fundraising organisations to promote and champion environmental change within local communities, councils and authorities.

Richard Cooper  
Managing Director

Review Date 26.09.2024  
Next Review Due 01.09.2025

Wybone Self Calculated Carbon Emissions Output from 2023 baseline table  
-Persefoni.com





### NHS Net Zero Proposal for Carbon Footprint Measurement and Reduction Planning

Prepared for Morgan Small @ Wybone  
Prepared by Rob Holder  
Prepared on: 20th September 2024  
Valid until: 20th October 2024

Measure Reduce Comply Engage Communicate

**Dear Morgan,**

Thank you for the opportunity to discuss your business sustainability needs earlier. We look forward to working with you and your team and getting started on your project.

As always, if you have any questions about the below, please do not hesitate to contact me directly.

*Rholder*

Rob Holder | Sustainability Engagement Manager

### Why Positive Planet?

We're embarking on a journey with you, providing support every step of the way from intention to impact. We ensure the process is fun and engaging while assisting you in achieving tangible business advantages with a positive return on investment. But don't take our word for it just look at the results our clients have seen by working with us.

**The wider business benefits of committing to Net Zero**

<b>Reduce emissions</b> <b>91%</b> of clients have seen an impact to see a reduction in their carbon emissions going forward.	<b>Win new work</b> <b>55%</b> of clients report to the client to win new work with good customer satisfaction.
<b>Reduce financial exposure</b> <b>91%</b> of clients believe our support will enable them to reduce financial risk.	<b>Enhance employee engagement</b> <b>45%</b> of clients believe our support will increase employee engagement.
<b>Reduce operating costs / increase efficiency</b> <b>64%</b> of clients believe our support will reduce operating costs.	<b>Increase business resilience</b> <b>45%</b> of clients believe our support will increase business resilience.

Measure Reduce Comply Engage Communicate

## Project overview & timeframes

1	2	3	4	5	6
Pre-onboarding	Onboarding meeting	Data collection	Footprint measurement	Analysis and reduction	Project close and next steps
<b>Who?</b> Your internal project lead. <b>What?</b> Read through our pre-onboarding pack. <b>When?</b> Prior to onboarding.	<b>Who?</b> Key project team members, including finance, involved in data collection. <b>What?</b> 1 onboarding meeting.* <b>When?</b> Schedule only once your team is ready to start capturing data.	<b>Who?</b> Your internal project team. <b>What?</b> Up to 6 (15-min) data capture support meetings with our team.* <b>When?</b> All data must be sent to your Positive Planet team within 6 weeks of onboarding.*	<b>Who?</b> Your Positive Planet consultant. <b>What?</b> Your consultant may ask clarification questions at this point. <b>When?</b> Measurement will be completed within 5 weeks of all data being received.*	<b>Who?</b> Your Positive Planet consultant and your core team. <b>What?</b> Up to 2 (1-hour) analysis/reduction meetings.* <b>When?</b> Up to 4 weeks following measurement (8 weeks for Net Zero).*	<b>Who?</b> Your Positive Planet consultant or account manager and your core team. <b>What?</b> 1 optional project close meeting.* <b>When?</b> Following project completion.

\*These are our standard project terms and timeframes and are valid unless agreed otherwise in your proposal. If requested, additional meetings or extended data capture timeframes will be charged for.

## About Positive Planet

Positive Planet provides solutions for businesses and organisations looking to take responsible action to reduce their climate impact. The consultancy has a suite of business applications designed to simplify their pathways to net zero. From carbon footprint measurement, emissions reduction planning, employee training, stakeholder engagement and program delivery, Positive Planet delivers innovative ways to turn intent into impact.

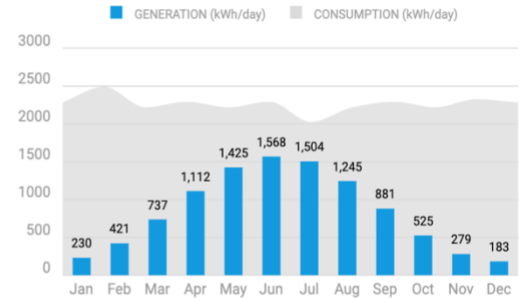
We are proud to be a member of leading organisations taking positive action to reduce global carbon emissions.





### System Performance

**37%**  
Energy From Solar  
[Daily Energy Profile](#)



### Your Solution

**Solar Panels**  
JA Solar  
401.625 kW Total Solar Power  
675 x 595 Watt Panels (JAM72D-40-595-LB-TS-MC4)  
308,337 kWh per year

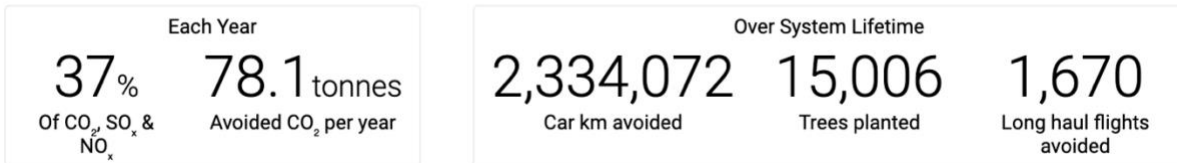
**Inverter**  
SolaX Power  
400 kW Total Inverter Rating  
4 x X3-FTH-100K

**95%**  
Self-consumption

**5%**  
Export to grid

## Environmental Benefits

Solar has no emissions. It just silently generates pure, clean energy.



### Sunpath Diagram

**Disclaimer:** The shade mask mapped onto the sunpath diagram is based off the field of view from a point in the center of the array. This means that the shade mask shown will only capture the shading experienced at the array center point, and will not reflect the shading casted onto other locations on the array.

