



Sustainability & Carbon Reduction Plan/Report

Issue date: June 2025

SUSTAINABILITY and CARBON REDUCTION PLAN/REPORT

Commitment to achieving Net Zero

Rock Compliance Limited is committed to achieving Net Zero emissions by 2040

Baseline Emissions Footprint

The baseline was measured throughout 2024 January to December and considered Scopes 1, 2 and 3.

Baseline Year: 2024

Additional Details relating to the Baseline Emissions calculations:

Greenhouse gas emissions are monitored and measured on a monthly basis. The Rock Compliance baseline commenced in January 2024.

Targets have been set for 2025 and ongoing, currently review and assessing two supporting factors, Carbon Literacy training and accreditation to SBTi.

EMISSIONS	2024 BASELINE TOTAL (tCO ₂ e)	2025 YTD TOTAL (tCO ₂ e)	TARGET 2025 (tCO ₂ e)
Scope 1	802.60 tCO ₂ e	316.68 tCO ₂ e	720 tCO ₂ e
Scope 2	78.86 tCO ₂ e	32.72 tCO ₂ e	96 tCO ₂ e
Scope 3	322.13 tCO ₂ e	123.48 tCO ₂ e	288 tCO ₂ e
Total Emissions	1203.59 tCO₂e	472.89 tCO₂e	472.89 tCO₂e

Emissions reduction targets

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

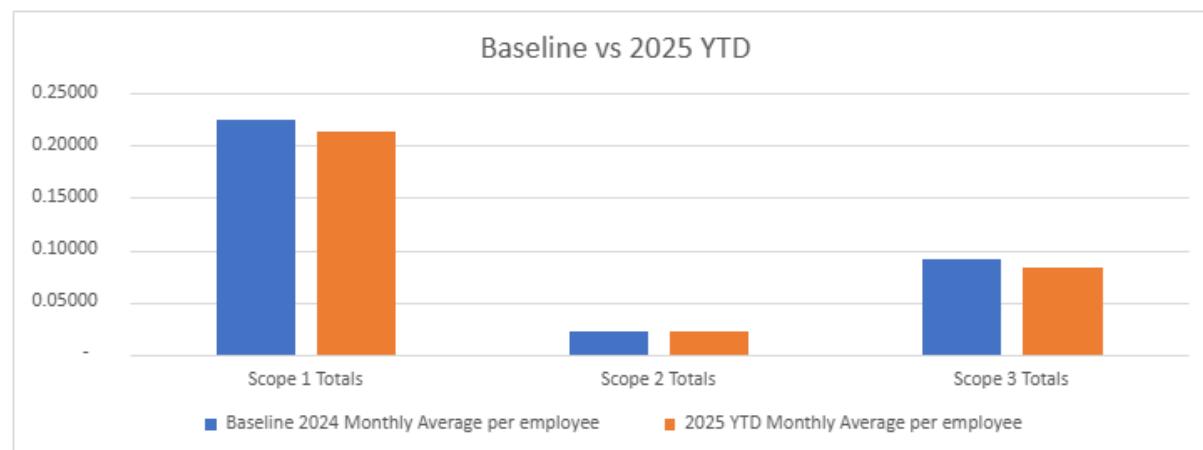
These targets are being reviewed annually, and new targets will be assessed and set for each new year to ensure reductions and targets are met.

We project that carbon emissions will decrease over the next five years to 972.73 tCO₂e by 2030. This is a reduction of 11.89%

Baseline Reporting Average Per Employee

Rock Compliance Limited is focused on delivering a profit and revenue growth strategy which will result in an increase in employee numbers. This will mean a direct comparison year by year of total CO2e will not present the real reduction in carbon emissions. We have therefore re-presented the figures as a per employee number.

Baseline vs 2025 YTD			
	Baseline 2024 Monthly Average per employee	2025 YTD Monthly Average per employee	Movement in t CO2e
Scope 1 Totals	0.22520	0.21326	-0.01194
Scope 2 Totals	0.02213	0.02203	-0.00009
Scope 3 Totals	0.09038	0.08315	-0.00723
Total	0.33771	0.31844	-0.01926



Carbon Emissions Average Per Employee Projection (t CO2e)							
	Baseline 2024	2025 YTD Monthly	2030	2035	2040	2045	2050
Scope 1 Totals	0.00029	0.00029	0.00028	0.00027	0.00027	0.00026	0.00025
Scope 2 Totals	0.00967	0.00870	0.00849	0.00827	0.00807	0.00787	0.00767
Scope 3 Totals	0.00030	0.00028	0.00027	0.00027	0.00026	0.00025	0.00025
Total	0.01026	0.00927	0.00904	0.00881	0.00859	0.00838	0.00817

Carbon reduction projects and plans

Rock Compliance have integrated environmental and energy management systems that are certified to ISO14001. This provides us with robust systems and processes for managing and continuously improving our performance.

In addition, we publish Annually our Sustainability rating through the ecovadis platform.

We are also developing an integrated model for calculating the avoided emissions (so called scope 4) arising from the Remote Technologies we are installing for our customers.

Our plans for 2025 include:

- Continuing to support our customers to reduce Carbon Emissions and Waste Water through the introduction of remote technology solutions
- Complete a full scope 3 assessment
- Working towards publishing our scope 4 methodology for estimating avoided emissions from remote technologies
- Undertake a climate-related scenario planning exercise
- Introduction of Carbon Literacy Training to all staff
- Finalising business accreditation to SBTi.
- Set fresh targets for reducing carbon and achieving net zero emissions as we follow our Carbon Reduction journey and further understand the opportunities for us to go further faster.

Declaration and sign-off

This Carbon Reduction Report has been completed in accordance with 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.

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:

SIGNED:



NAME: SHAUN SINCLAIR

POSITION: DIRECTOR of COMPLIANCE & TECHNICAL SERVICES