

1) Introduction & Purpose

This Carbon Reduction Plan outlines our organisation’s strategic approach to minimising greenhouse gas emissions, and contributing to a more sustainable, low-carbon future. By identifying key emission sources, setting measurable targets, and implementing actionable initiatives, we are committed to doing our part in addressing the climate crisis while promoting innovation, resilience, and long-term value.

Here you will read what our goals are and what we are doing to achieve them. We are aware that our path won’t be one straight line, and occasional detours are inevitable and acceptable if they still lead to a better future. The actions and decisions we make every day are there to minimise our negative impact and increase our positive impact. By making this report we are able to give you, the reader, insights into our progress. The report has been prepared in accordance with the latest GRI standards.

In the past year, we’ve made significant strides in improving our business practices, spanning product design, material sourcing, service delivery and partnerships. Our goals are clear, achieving Net Zero emissions by reducing 90% of our GHG emissions and offsetting the remainder, alongside ensuring living wage across all locations.

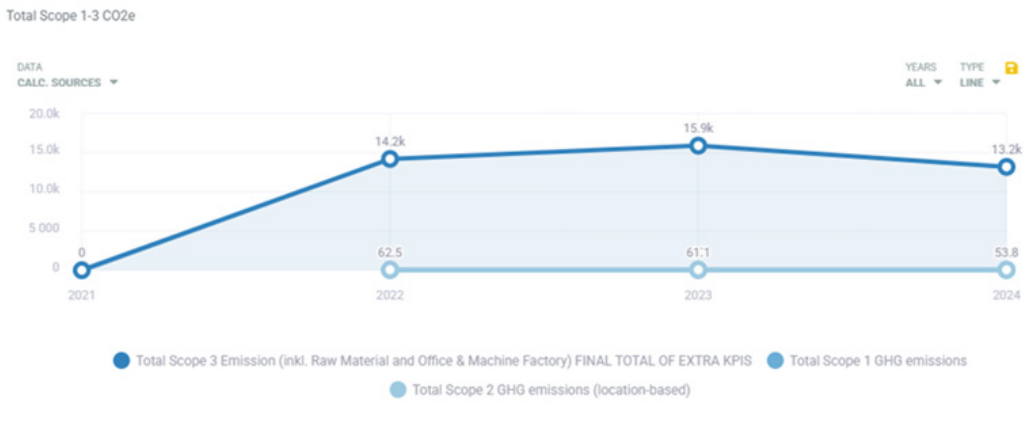
2) Organisational Boundary

This plan covers all operations under our direct control, including warehousing, distribution - Scope 1, Scope 2, and material Scope 3 emissions sources are included where data is available. We follow the GHG protocol.

3) Baseline Emissions and Current Emissions Footprint

Our baseline year is 2022, with total measured emissions as follows:

Year	Scope 1 tco2e	Scope 2 tco2e	Scope 3 tco2e
2022 (baseline)	43,703.	62.5	14,192.19
2023	50,000	61.1	15,885.16
2024	49,161	53.8	13,176.49



Carbon Reduction Plan



4) Carbon Reduction Targets

We are committed to achieving the following reduction milestones on the path to Net Zero:

Target Year	Target Emissions (tCO2e)
2030	30%
2035	60%
2040	90%

5) Carbon Reduction Initiatives

To achieve these reductions, we are implementing initiatives including:

- Transition to renewable electricity across all sites
- Eco-design of garments: alsico UK is focused on eco design of our garments. Longer-lasting garments = fewer replacements. This reduces demand for raw material production and garment manufacturing in future years. This in turn lowers scope 3 emissions over the entire supply chain.
- Alsico UK is committed to using recycled fibres, garments made in our group owned factories use recycled threads.
- Alsico UK is working towards the transition to ZDHC-approved chemicals and closed-loop processes, reducing both CO2 and harmful emissions.
- Our focus is now shifting towards sourcing renewable materials in a more sustainable and regenerative way - aiming to restore ecosystems rather than simply reducing harm.
- Increasing energy efficiency in warehouses and offices
- Expanding use of recycled and sustainable textiles
- Engaging suppliers and customers on shared reduction initiatives

6) Completed carbon reduction initiatives

ALSIFLEX® Impact

- 705,161 ALSIFLEX® garments sold, avoiding 5,874.81 tonnes of CO2e.
- 2023: 2,635.95 tonnes CO2e saved.
- 2024: 3,238.86 tonnes CO2e saved (22.07% increase).

Recycled Polyester Transition

- 2023: We used 961 tonnes virgin polyester & 107 tonnes recycled polyester (10% of total polyester was made from recycled content), saving 1,270 tonnes CO2
- 2024: We used 844 tonnes virgin polyester & 182 tonnes recycled polyester (18% of total polyester was made from recycled content), saving 2,165 tonnes CO2
- Total CO2 savings: 3,435 tonnes

Better Cotton

- 2023: 139 tonnes Better Cotton (21.2% of total cotton)
- 2024: 194 tonnes Better Cotton (32.5% of total cotton)

Better Cotton ensures traceability, supports farmers, and promotes environmentally responsible cotton farming.

End-of-Life Workwear

- 2023: 26,866 kg CO2e saved
- 2024: 21,763 kg CO2e saved

7) Governance & Monitoring

Progress against our carbon reduction targets will be reviewed annually by the Sustainability Team and reported to the Executive Board. Data quality and methodology are reviewed regularly to ensure accuracy and alignment with recognised standards such as the GHG Protocol.

In addition, our reported GHG data is independently verified by SGS in accordance with ISO 14064-3:2019 (Specification with guidance for the validation and verification of greenhouse gas statements). The approach used by SGS is based on the outcome of a risk analysis of the reported GHG emissions and the measures taken to control these risks. This verification provides limited assurance that our reported GHG emissions, removals, and storage are free from material misstatement.

Beyond greenhouse gas emissions, progress on our broader environmental objectives (such as eco-design, circular chemistry, regenerative sourcing, and biodiversity restoration) will also be monitored annually, as they are key levers in achieving our Net Zero pathway.

8) Declaration & Sign-off

This Carbon Reduction Plan has been reviewed and approved by senior leadership and is formally signed off as a statement of our commitment to achieving Net Zero.