

TMO Highways

Net Zero Carbon Target

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Put simply, net zero means cutting carbon emissions to a small amount of residual emissions that can be absorbed and durably stored by nature and other carbon dioxide removal measures, leaving zero in the atmosphere.



- Calculating our carbon footprint

For the past two years we have engaged with Supply Chain Sustainability School to calculate our carbon footprint we input the following data in to the portal to work out our footprint as best we can

- Car Miles
- Third Party Transport Miles
- Van Miles
- OR Diesel used in Litres
- HGV Miles
- Grid Electricity Used
- Waste in tonnes sent to landfill
- Waste in tonnes recycled

We first used this tool in 2021 when we reported 1321 (197tCO₂e per million £ of turnover) tCO₂e based upon turnover of £6.7m of turnover in 2022 we reported 778.01 tCO₂e based upon £7.2m of turnover (108.05t CO₂e per million £ of turnover)

In 2023 we reported based upon 931.41 of tCO₂e based upon £8.2m of turnover (115.88 tCO₂e per million £ of turnover).

This was made up of

643.055 tCO₂e from Scope 1 emissions

19.587 tCO₂e from Scope 2 emissions

268.772 tCO₂e from Scope 3 emission

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However in 2023 we had much more accurate measures of people commutes and also we opened another depot which increased our waste.

- **Building top-level commitment**

We are fortunate to have Ben Green our IMS Director who is very passionate about reducing our Carbon Footprint and since 2021 we have made some great strides including reducing vehicle idle hours by around 800 hours PER WEEK thanks to utilising technology available to us. The reduction from 197 tCO₂e per million £ of turnover down to 115 tCO₂e per £ million of turnover shows we have moved in the right direction. Ben is backed up by Mark Haysman our MD who is very keen to embrace technology and push for us to keep moving in the right direction. TMO paid for Ben Green to undertake a week long environmental course which led to his Associate IEMA status. The business has just invested in its first EV Van for the coordinator at Witham and will look to role this our further across the business.

- **Develop a clear plan**

As with any business developing a clear plan in an ever evolving world has been difficult but we have set out aims at

1 – Assess & Measure Current Emissions

- Conducting an annual carbon audit – where we can gather our current carbon footprint

2 – Set Clear Factual Based Targets

- Short Term Goals by 2025 achieve a 20% decrease in Carbon emissions
- Medium Term Goals by 2030 achieve a 50% decrease in Carbon Emissions
- Long Term Goals by 2050 reach net-zero emissions

3 – Reduced Emissions in Operations

- Transition to Electric Vehicles – via a gradual replacement of diesel / petrol vehicles into fully EV or Hybrid vehicles
- Optimise Route Planning – Use AI and data analytics to optimise job assignment and reduce fuel consumption in our fleet.
- Invest in Solar Powered Traffic Signal with 50% of the fleet solar powered by 2030
- Energy Efficiency – upgrade all office / workshop lighting to energy efficient lights with a focus of energy efficient appliance purchases for staffing areas such as kitchens.

4 - Collaborate with Suppliers & Customers

- Green Procurement – Work with our suppliers who are committed to reducing their carbon footprints by looking at innovation and also the types of materials they are using.
- Supply Chain Engagement – Encourage and support our supply chain and supply chain partners, as well as our clients in reducing their emissions.

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5 – Offset Remaining Emissions

- Carbon Offsetting – Invest in carbon offset projects to neutralise unavoidable emissions. These could include reforestation projects, renewable energy projects or carbon capture initiatives.
- Nature-Based Solutions – Support or invest in local projects that enhance biodiversity and carbon sequestration, such as urban tree planting.

6. Engage and Train Employees

- Education and Awareness: Educate employees about the importance of sustainability and provide training on best practices for reducing emissions hand in hand with our ISO14001 certification.
- Sustainable Commuting: Encourage remote work, carpooling, cycling, or the use of public transportation. Consider providing incentives for low-carbon commuting options.

7. Monitor and Improve

- Regular Monitoring: Continuously monitor emissions and track progress toward your targets using software tools or third-party services.
- Continuous Improvement: Regularly review and update your net-zero plan based on new technologies, regulations, and company growth.

8. Engage with Stakeholders

- Customer Communication: Highlight your sustainability efforts in marketing and customer communications to build brand loyalty.
- Community Involvement: Participate in or sponsor local environmental initiatives, aligning your company with broader community efforts toward sustainability.

9. Leverage Technology

- Smart Traffic Management Systems: Invest in intelligent traffic management technologies that reduce congestion and fuel consumption in the areas you serve.
- Data-Driven Decision Making: Use real-time data and analytics to optimize operations and reduce waste.

10. Compliance and Certification

- Certifications – continue to use our ISO14001 as a driving force behind our Net-Zero aspirations.
- Regulatory Compliance: Stay ahead of local and international environmental regulations to avoid fines and penalties.

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11. Financial Planning

- **Budgeting for Sustainability:** Allocate resources specifically for sustainability initiatives, including vehicle upgrades, energy-efficient systems, and carbon offsets.
- **Incentives and Grants:** Seek out government grants, subsidies, or incentives for renewable energy adoption, EV purchases, and other green initiatives.

12. Regular Review and Adjustment

- **Annual Reviews:** Reassess the net-zero plan annually, adjusting targets and strategies based on progress, new technologies, and changes in the regulatory environment.
- **Communicate our net zero ambitions**

1. Leadership Commitment and Vision

- **Top Level Endorsement:** We have our Directors communicate the net zero ambitions in a clear, passionate manner. Their commitment signals the importance of these goals.
- **Vision Statement:** Develop a strong, clear vision statement that aligns with your company's broader mission and values, emphasising why net zero is essential for the future of the business.

2. Clear, Consistent Messaging

- **Simplify the Complex:** Break down what net zero means for your business. Explain it in simple terms, emphasizing how it affects the company and the role each employee plays
- **Consistent Communication:** Use consistent messaging across all platforms—email, internal newsletters, meetings, and Re-Flow —to reinforce the importance of these ambitions.

3. Engage Employees Across All Levels

- **Workshops and Training:** Organise workshops to educate employees on what net zero is, why it matters, and how they can contribute. Tailor these sessions to different departments to show relevance.
- **Employee Involvement:** Create cross-functional teams or task forces to work on net zero initiatives, allowing employees to take ownership and feel invested in the outcomes.

4. Transparency and Reporting

- **Progress Updates:** Regularly update the company on progress towards net zero goals. This could be through quarterly reports or our TMO Times newsletter

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- **Challenges and Solutions:** Be open about the challenges faced in the journey towards net zero and discuss the steps being taken to overcome them.

5. Link to Business Benefits

- **Business Case:** Clearly articulate the business benefits of achieving net zero, such as cost savings, regulatory compliance, improved brand reputation, and risk mitigation.
- **Customer and Market Expectations:** Explain how meeting net zero targets aligns with customer expectations and market trends, ensuring the company remains competitive.

6. Celebrate Milestones and Successes

- **Recognition:** Celebrate small wins and significant milestones on the path to net zero. Recognise teams or individuals who contribute significantly to these efforts.
- **Internal Campaigns:** Run internal campaigns to maintain momentum, such as “Green Week,” where you focus on sustainability-related activities.

7. Feedback and Continuous Improvement

- **Open Dialogue:** Encourage feedback from employees on the net zero strategy. Use surveys, suggestion boxes or sub committee meetings to open up discussions and ideas.
- **Adaptation:** Be willing to adapt your strategies based on feedback and evolving business conditions.

8. Long-term Commitment

- **Ongoing Education:** Ensure that education around sustainability and net zero is an ongoing process, not a one-time initiative. Include it in onboarding for new employees and in continuous professional development programs.
- **Institutionalize Sustainability:** Embed net zero ambitions into the company’s culture and operations, making it a part of the daily business rather than a separate initiative.

9. External Communication Alignment

- **Align Internal and External Messaging:** Ensure that what is communicated internally about your net zero ambitions aligns with external communications to customers, investors, and the public.

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- Getting our staff involved

Education and Awareness

- **Workshops and Training:** Conduct workshops on climate change, carbon footprint, and sustainability practices. Make sure staff understand the importance of net zero goals and how they can contribute.
- **Regular Updates:** Share progress reports, news, and updates about your net zero initiatives. Use TMO Times, meetings, and digital platforms to keep everyone informed.

2. Incentivize Participation

- **Recognition Programs:** Create awards or recognition programs for employees who contribute the most to sustainability initiatives, such as reducing energy use or promoting green practices.
- **Green Challenges:** Organise competitions, such as reducing paper usage, carpooling, or waste management, with rewards for departments or individuals who perform well.

3. Empower Staff with Ownership

- **Green Teams:** Establish cross-functional teams responsible for implementing and promoting green initiatives within the organisation. Allow them to brainstorm and lead projects related to energy efficiency, waste reduction, or sustainable sourcing.
- **Employee Suggestions:** Create a system for employees to suggest ideas for reducing the organisation's carbon footprint. Implement the best suggestions and recognize contributors.

4. Align Goals with Roles

- **Integrate into Job Roles:** Include sustainability objectives in job descriptions and performance reviews. Make it clear that contributing to net zero goals is part of everyone's responsibility.
- **Departmental Goals:** Set specific sustainability targets for each department. For example, the IT department could focus on reducing energy consumption, while the procurement team might prioritize sourcing sustainable materials.

5. Lead by Example

- **Leadership Commitment:** Ensure that senior leaders are visibly committed to the net zero goals. Their behaviour sets the tone for the rest of the organisation.
- **Sustainable Office Practices:** Implement and model green practices, such as reducing energy use, minimising waste, and encouraging remote work to reduce carbon emissions from commuting.

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6. Communication

- **Open Forums:** Host open discussions subcommittee meetings where staff can ask questions, share ideas, and discuss progress on net zero goals.

7. Community Engagement

- **Volunteer Opportunities:** Organise company-wide volunteer days focused on environmental activities, such as tree planting, community clean-ups, or partnerships with local environmental organisations.
- **Sustainability Ambassadors:** Appoint sustainability ambassadors within the company who can champion net zero goals and encourage others to participate.

8. Feedback and Continuous Improvement

- **Employee Surveys:** Regularly survey employees to gather feedback on sustainability initiatives, understand challenges, and identify new opportunities for engagement.
- **Adapt and Evolve:** Use the feedback to continuously improve your approach to engaging staff with net zero goals.

9. Link to Corporate Social Responsibility (CSR)

- **CSR Programs:** Embed net zero goals into your broader CSR strategy. Show how achieving these goals contributes to the company's overall mission and values.
- **Transparent Reporting:** Share the organisation's progress toward net zero goals both internally and externally, demonstrating accountability and commitment.

10. Celebrate Successes

- **Milestone Celebrations:** Celebrate when the organisation hits key milestones, such as reducing carbon emissions by a certain percentage. This reinforces the importance of the effort and keeps morale high.
- **Share Success Stories:** Publicize successful projects or initiatives that have contributed to the net zero goals, both within the organisation and with external stakeholders.

- **Identifying our carbon hotspots**


It's clear that within TMO the main hotspot for carbon emissions sits solely with the fleet. Being a TM company based in the largely rural setting of East Anglia long journeys often with a 2 hour response time attached to them does make it hard for us to currently focus on

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reducing our emissions through the latest EV vehicles due to their range capabilities. Instead we have targeted areas where we can have the biggest immediate impact, such as idle time reduction, pushing our recycling schemes and looking into our procurement so that our products can be recycled or reused at the end of their lives. We continue to attend events such as the Commercial Vehicle show to spot improvements in EV fleet capabilities.



Signed:

Name: Mark Haysman

Position: Managing Director

Date: 1st Dec 2024