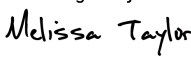
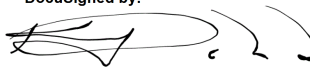
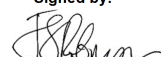




Cyclife UK Ltd. CARBON ACTION PLAN

Prepared by	Checked by	Approved by
Melissa Taylor Environment and Sustainability Manager	Kevin Dodd Safety Director	Joe Robinson Managing Director
DocuSigned by:  567B73E41A5A42B...	DocuSigned by:  1F4211A98917416...	Signed by:  45DC29ADCC6E412...
Date: 24/12/2025	Date: 5/1/2026	Date: 8/1/2026

Introduction

1. Cyclife is committed reducing its carbon impact to Net Zero but no later than 2050. This Carbon Action Plan outlines what steps we will need to take to achieve the emission reduction targets outlined within the Net Zero Policy¹ and our Carbon Reduction Plan.
2. On the 1st January 2026 Cyclife UK and Cyclife Aquila Nuclear merged and began operating as a single business under Cyclife UK. Therefore, this action plan has been updated to reflect the increase in scope of the business and the subsequent work which will need to occur to drive carbon reduction across the business units.

How we will reduce our carbon emissions

3. Carbon reduction plan focus on the following themes:
 - **Data improvement and reporting** - This will involve the improvement of the data collection methodology to allow for more accurate carbon emissions.
 - **Energy Sources** - Minimise carbon emissions through the source and supply of energy.
 - **Behavioural Changes of employees** - These projects will be focused around raising awareness of the need to reduce carbon emissions and encouraging staff to change behaviours through training.
 - **Travel and Transport** - This will involve incorporating sustainable ways to travel and transport waste and increasing the percentage of waste treated in the UK.
 - **Supply chain** - Reduce carbon emissions through sustainable procurement.
 - **Technological improvements to allow for efficiencies** - This will involve the installation of lower carbon technologies to allow for reduction in carbon emissions.
 - **Carbon offsetting** - Carbon offsetting will be considered as a way to further reduce GHG emissions and allow for Net Zero to be achieved.
4. To action these areas, we have developed a carbon action plan, which can be found in the table below.
5. The carbon action plan will be updated annually, or as we identify areas of improvement or if new technologies and opportunities emerge.

^{1,2} Cyclife Ltd, Net Zero Policy, CYC-520A.



Cyclife UK Carbon Action Plan

Scope	Proposal	Impact - Time, cost effort, business	Benefits - carbon reduction, business.	Status and Update
All business units				
Scope 3	Switch to recyclable paper use.	Time to source paper of suitable quality acceptable for business need. Additional cost of paper.	Approx 22% reduction in carbon emissions produced by paper use per year. Minimal overall scope 3 reduction.	Recycling paper is being purchased in 2025. Check in with procurement after merger to ensure that it is still being bought.
Scope 3	Implement a “pin to print” approach to reduce wasted paper.	Time and effort to explore options. - Printer password - RFID link Cost to install or reconfigure systems.	Low carbon reduction. Paper only printed if collected.	Partially Completed. Pin to print installed at MRF and Lilyhall office. A trail was held in 2025 in for some people at the PP&E offices, this need to be roll out to all PP&E printers in 2026.
Scope 1, 2 and 3	Understand how we can offset carbon emissions that are not avoidable.	Higher cost as will have to continually pay for the emissions to be offset by the different schemes available. Does not align to the GHG methodology and is not favoured by clients in bids.	Allow for our carbon emissions to be reduced and for us to meet our carbon reduction targets.	Not started.



Scope 3	Work with our critical suppliers to understand their own carbon emissions and develop a common carbon management approach.	Time and effort to engage with suppliers. Potential higher cost for goods and services if they have a lower carbon footprint.	Scope 3 emissions are our largest emission and need to take action to reduce the emissions.	In progress.
Scope 3	Promote more sustainable modes of transport such as car sharing, cycling, walking, trains, and buses.	Additional time and planning required to use public transport. Potential cost if we incentives low carbon solutions.	Reduce our carbon emissions associated with business travel. Average emission date shows that per km national rail has 5 times less carbon emissions than average car journey.	Not started.
Scope 1, 2 and 3	Lunch and learns hosted annually to raise awareness of carbon reduction behaviours.	Time and cost associated with hosting company events.	Raising awareness of what behaviours need to occur to drive the change and reduce carbon emissions.	On-going.
Scope 1, 2 and 3	Carbon reduction training to be included as mandatory training.	Time and cost associated with developing training and the completion of training from all employees.	Raising awareness of the desired behaviours which will allow for carbon reductions to be made.	On-going. Training is currently being developed and will be rolled out in 2026.
Scope 3	Undertake a travel survey to understand how people are currently traveling and what is stopping them from adopting low carbon solutions.	Time and cost associated with developing survey and analysing data.	Ability to identify what are the blockers in employees adopting low carbon solutions.	Not started.
PP&E				



Scope 1	Switch to a hybrid work van at end of next lease.	<p>Increased lease costs -TBC.</p> <p>Type of hybrid may impact management requirements and performance (self-charging or charging).</p>	<p>Significant impact on company van emissions. Low overall impact on Scope 1 reduction. approx. 95% on Diesel Emissions.</p> <p>Medium / long term cost saving. Charging often cheaper than refuelling. Potentially reduced road tax payment.</p> <p>Visual demonstration of corporate social responsibility (CSR). Cyclife interest.</p>	<p>On hold until next lease is due.</p> <p>Need to consider the route planning requirements and feasibility of the longer journeys to different client sites.</p>
Scope 1, 2 and 3	A carbon energy audit at PP&E to identify actions to reduce carbon emissions.	Time and cost of conducting an energy audit.	Allows for a more targeted and specific carbon action plan to be created.	Not started. Scheduled for 2026.
Scope 2	Renewable energy tariffs (electricity) - Unit 08, 10, 11a, 11b, 16, 17 (reception only).	<p>Costs increasingly competitive.</p> <p>Can be reviewed as part of renewal process.</p>	Significant reduction in scope 2 emission by approximately 90% (based on if the renewable tariff was in use for 2023 figures).	Completed.
Scope 2	Solar Panels for all of the leased Units (Not 14/15/18).	<p>High cost. Opportunity to utilise landlord relationship to deliver at better price?</p> <p>Strategic risk. Long term benefit linked to long term strategy for business units.</p>	<p>Power generated goes back to units, extra generation has potential to be sold back to the Nat Grid.</p> <p>Visual demonstration of corporate social responsibility (CSR). Cyclife interest.</p>	On hold. No current appetite from the landlord. Will consider as a long term action.



Scope 2	Installing motion sensor lighting.	Installation costs - Could be limited if focused on low utilisation areas only.	Moderate long-term scope 2 reduction. Multi-unit site, hybrid working, and unoccupied workshops mean higher risk / frequency of lights running when not required.	Partially completed, due to be completed in 2026.
Waste Treatment				
Scope 2	Installation of solar panels.	Cost of installation is high. A business case was written that resulting in the action being taken forward. ²	Provide a 20-35% reduction in our scope 2 emissions.	Completed. Solar panels installed in December 2025.
Scope 1, 2 and 3	Improve data granularity of the MRF process to allow for carbon emission for waste treatment to be reported to the clients that takes into consideration the carbon avoided from the treatment of metallic waste when comparing it to landfill.	Time and effort for collecting data required.	Improve data for clients and will improve our ability to report our carbon emissions from waste treatment to clients, particularly when considering the metallic waste framework.	In progress. Working with supply chain and NWS to get the data.
Scope 1, 2 and 3	Energy audit at the MRF to identify carbon intensive processes.	Time and effort for carrying out an audit at the MRF.	Will identify areas of high carbon emissions and allow for future actions to be developed that are targeted.	Scheduled for 2026.
Scope 3	Installation of Electric car charging points at the MRF.	Completed in 2024. Will review the use and if additional charging points are required in the future.		
Scope 3	Digitisation of the waste processing system	Completed.		
Decommissioning				

² Business case for solar panels.



<p>Scope 1, 2 and 3</p>	<p>Develop and implement a process for monitoring and reducing carbon emissions as part of the delivery of projects</p>	<p>Time and effort for developing and agreeing a process and stakeholder engagement.</p>	<p>Allows for us to align to client expectations of being able to report and reduce carbon emissions in projects.</p> <p>Allows for low carbon behaviours to be identified and encouraged throughout the project.</p>	<p>In progress.</p> <p>Draft of process was started in 2025, needs to be confirmed with stakeholders, uploaded to IMS and communicated out in 2026.</p>
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Table 1. Cyclife UK Carbon Action Plan.