

CARBON REDUCTION PLAN GUIDANCE

Notes for Completion

Where an In-Scope Organisation has determined that the measure applies to the procurement, suppliers wishing to bid for that contract are required at the selection stage to submit a Carbon Reduction Plan which details their organisational carbon footprint and confirms their commitment to achieving Net Zero by 2050.

Carbon Reduction Plans are to be completed by the bidding supplier and must meet the reporting requirements set out in supporting guidance, and include the supplier's current carbon footprint and its commitment to reducing emissions to achieve Net Zero emissions by 2050.

The CRP should be specific to the bidding entity, or, provided certain criteria are met, may cover the bidding entity and its parent organisation. In order to ensure the CRP remains relevant, a Carbon Reduction Plan covering the bidding entity and its parent organisation is only permissible where the detailed requirements of the CRP are met in full, as set out in the Technical Standard and Guidance, and all of the following criteria are met:

- The bidding entity is wholly owned by the parent;
- The commitment to achieving net zero by 2050 for UK operations is set out in the CRP for the parent and is supported and adopted by the bidding entity, demonstrated by the inclusion in the CRP of a statement that this will apply to the bidding entity;
- The environmental measures set out are stated to be able to be applied by the bidding entity when performing the relevant contract; and
- The CRP is published on the bidding entity's website.

Bidding entities must take steps to ensure they have their own CRP as soon as reasonably practicable and should note that the ability to rely on a parent organisation's Carbon Reduction Plan may only be a temporary measure under this selection criterion. The Carbon Reduction Plan should be updated regularly (at least annually) and published and clearly signposted on the supplier's UK website. It should be approved by a director (or equivalent senior leadership) within the supplier's organisation to demonstrate a clear commitment to emissions reduction at the highest level. Suppliers may wish to adopt the key objectives of the Carbon Reduction Plan within their strategic plans.

A template for the Carbon Reduction Plan is set out below. Please complete and publish your Carbon Reduction Plan in accordance with the reporting standard published alongside this PPN.

Carbon Reduction Plan Template

Supplier name: **Hollister Limited**

Publication date: **12/03/2024**

Commitment to achieving Net Zero

Hollister Limited is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: Calendar Year 2022 (1st January 2022 – 31st December 2022)	
Additional Details relating to the Baseline Emissions calculations.	
This is the first year where Hollister Limited have considered emissions as part of Carbon Reductions plan. As a result, this first reporting period will be considered as the baseline	
Baseline year emissions: Calendar Year 2022 (1st January 2022 – 31st December 2022)	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	210.820 tCO₂e
Scope 2	50.525 tCO₂e

Scope 3 <ul style="list-style-type: none"> • Purchased Goods & Services • Capital Goods • Transport and Distribution • Waste generated in operation • Business Travel • Employee Commuting • Upstream Leased Assets 	4,593.59 tCO₂e <ul style="list-style-type: none"> • Purchased Goods & Services = 1,886.288 tCO₂e • Capital Goods = 76.929 tCO₂e • Transport and Distribution = 1,965.551 tCO₂e • Waste generated in operation = 3.415 tCO₂e • Business Travel = 446.761 tCO₂e • Employee Commuting = 154.850 tCO₂e • Upstream Leased Assets = 59.796 tCO₂e
Total Emissions	4,854.935 tCO₂e

Current Emissions Reporting

Reporting Year: Calendar Year 2022 (1st January 2022 – 31st December 2022)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	210.820 tCO ₂ e
Scope 2	50.525 tCO ₂ e

Scope 3 <ul style="list-style-type: none"> • Purchased Goods & Services • Capital Goods • Transport and Distribution • Waste generated in operation • Business Travel • Employee Commuting • Upstream Leased Assets 	4,593.59 tCO₂e <ul style="list-style-type: none"> • Purchased Goods & Services = 1,886.288 tCO₂e • Capital Goods = 76.929 tCO₂e • Transport and Distribution = 1,965.551 tCO₂e • Waste generated in operation = 3.415 tCO₂e • Business Travel = 446.761 tCO₂e • Employee Commuting = 154.850 tCO₂e • Upstream Leased Assets = 59.796 tCO₂e
Total Emissions	4,854.935 tCO₂e

Emissions reduction targets

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

We project that carbon emissions will decrease over the next five years to 3,987.983 tCO₂e by 2027. This is a reduction of 17.86 %.

Progress against these targets can be seen in the graph below:

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2022 baseline.

Hollister Limited continues to achieve direct savings in energy and associated carbon

emissions, through operational and technological improvements, including:

- GHG emissions calculations from 2019 of Scope 1 and 2, which allowed us to measure emission reduction progress. In 2023 we have expanded the work and started to monitor and calculate our Scope 3 emissions with focus on integrating emissions reduction strategies on our business processes.
- Introduction of hybrid working that allows people to work from home that reduces the emissions associated with employee commuting and energy consumption at the offices.
- Switch from combustion vehicles to fully EV and Hybrid options.
- Focus on net zero carbon emissions in the offices by 2050, specifically The Winnersh Triangle office where Hollister Limited head office is located. The Winnersh Triangle Business Park aligns with Science Based Targets initiative, has 100% renewable electricity produced across managed buildings and 100% waste diversion from landfill, and several green initiatives like on site bee keeping.
- Spreading awareness across colleagues on importance of recycling with the minimised use of paper and we are continuing to identify opportunities to reduce waste and increase recycling at a local level. For example, reduction of plastic bottle use with introduction of sparkling water tap.

At a corporate level, Hollister Limited's parent company Hollister Incorporated have set targets and implemented several strategies towards carbon reduction. These include:

- Reduced Scope 1 and 2 GHG emissions intensity across manufacturing sites by 30% (marketbased) between 2019 and 2022.
- Reduced Scope 1 and 2 GHG emissions intensity across distribution sites by 6% (marketbased) between 2019 and 2022.⁴
- Commitment of reducing greenhouse gas emissions and managing climate impact. Aligning with UN's Sustainable Development Goals.⁴
- Commitment to stewarding resources through responsible operations and product design to reduce environmental impact. Aligning with UN's Sustainable Development Goals.⁴
- Commitment to establish strong environmental governance throughout value chain. Aligning with UN's Sustainable Development Goals.⁴
- Establishment of an ESG Council in 2022 that draws upon members of the aforementioned councils and committees. The ongoing focus of the ESG Council is to create an integrated view of ESG strategy and priorities to integrate them into the strategic plan of the organisational group.⁴
- Commitment to achieve ISO 14001 certifications for all European production sites by the end of 2024.⁴

In the future we hope to implement further measures such as:

- Investigating potential energy efficiency actions that would help reduce our carbon footprint at Hollister UK site such as lighting, office equipment procurement, air handling and temperature controls.
- Possible collaboration and engagement with suppliers: encourage suppliers to use more sustainable production and transportation practices and invest in fuel-efficient vehicles. Implement telematics and route optimisation software to reduce fuel consumption.
- Explore introduction of travel policies with the focus of prioritising the use of public transportation, carpooling, and the booking of direct flights to minimize emissions. Encourage the use of virtual meeting tools to reduce the need for business travel, thereby cutting down on emissions from flights and car travel.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and 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:

Robert Russell

Market Access & Government Affairs Director

Date: 13/03/2024