Environmental Report 2024

Introduction

As a business we are extremely cognisant of the environmental impact of our activities and are committed to monitoring, reducing and offsetting the impact of our activities on the environment. We ensure we adhere to our internal environmental management systems and strive to improve them continuously.

SoPost applies good professional practice throughout the organisation and aims to fulfil a high standard of performance to meet the expectations of its stakeholders.

Carbon Emissions Reporting

We began calculating our emissions (baseline emissions) in the financial year 21/22 (October 2021 to September 2022). We've publicly reported the results to CDP, a global organisation that asks companies to disclose information on their greenhouse gas (GHG) emissions' performance and management.

Baseline emissions are a record of the GHGs that have been produced in a specific historical period. They are identified for the purpose of comparing GHG emissions and are the reference point against which emissions reduction can be measured.

SoPost has included all scope 1 and scope 2 emissions and the following applicable subsets of scope 3 emissions:

- Business travel;
- Employee commuting and home working;
- Waste generated in operations; and
- Upstream transportation and distribution.

	Baseline Year: FY22	**Reporting Year: FY24**	**% Change since Baseline Year**
Emissions	**Total (tCO2e)**		
Scope 1	0	0	0%
Scope 2	9.3	11.1	+19.4%
Scope 3	572.3	736.95	+28.8%
Total Emissions	581.6	748	+28.6%
Total Emissions per 10,000 orders shipped	0.71	0.70	-1.4%

Emissions Reduction Targets

SoPost has adopted the following carbon reduction targets:

- To keep in line with the Paris Agreement – limiting global warming to 1.5°C above pre-industrial levels, we aim to reduce our absolute scope 1 and scope 2 GHG emissions by 42% by 2030 from a 2022 base year, and to measure and reduce our scope 3 emissions.

- In the event that SoPost's growth makes an absolute reduction impossible, SoPost has made an intensity reduction target of 25% across total emissions by 2030 from the 2022 baseline using the number of orders shipped as the intensity unit.

Environmental Initiatives

We aim to embed environmental sustainability as part of our culture here at SoPost. We are doing this by:

- Monitoring and reporting on our environmental measures and KPIs, including disclosure through CDP's annual questionnaire;
- Using digital meetings to reduce business travel;
- Working from home to reduce office and commuting emissions;
- Recycling IT equipment;
- Promoting the efficient use of material and resources throughout our offices including water, electricity, raw materials and other resources, particularly those that are non renewable;
- Moving to a new BREEAM excellent HQ building;
- Encouraging low-carbon methods of transport for our employees; and
- Ensuring our environmental policy is widely communicated and all employees are trained on environmental awareness.

We are specifically cognisant of the emissions generated through the fulfilment and delivery of the product samples we ship and aim to reduce this by:

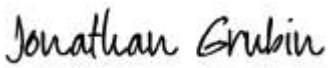
- Establishing relationships with in-country logistics partners for all regions in which we operate in order to minimise our transportation footprint;
- Working with our partners to use only sustainably sourced paper and card in our production processes for printed materials and packaging;
- Encouraging fulfilment partners to embed a sustainable approach into their working practices; and
- Holding suppliers accountable via a Supplier Code of Conduct, sustainability survey and site visits.

Declaration and Sign Off

SoPost has retained Blue Marble Environmental Partnerships Ltd to compile and develop a GHG Inventory. The inventory has been compiled taking into account the requirements of the Greenhouse Gas Protocol Corporate Reporting and Accounting Standard. The SoPost GHG Inventory has been calculated using the 2021 conversion factors developed by the UK Department for Environment, Food and Rural Affairs (Defra) and the Department for

Business, Energy & Industrial Strategy (BEIS). Blue Marble has selected this as the preferred method of calculation as a government-recognised approach which uses data realistically available from the client.

This report has been reviewed and signed off by the board of directors.



Jonathan Grubin
Founder & CEO

Date: April 2025