



# Carbon Reduction Plan

LIL-LETS UK LIMITED

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## Commitment to achieving Net-Zero

Climate change is an ongoing threat to our environment and the wellbeing of all individuals. At Lil-Lets the constant improvement of quality of life is a primary objective, we are dedicated to making a difference. Lil-Lets UK supports businesses and organisations plans of reducing their environmental impact in line with The Paris Agreement adopted by 196 parties at the UN Climate Change Conference (COP21) in 2015, and with the goal of reaching Net-Zero globally before 2050.

To facilitate this journey, Lil-Lets UK is implementing robust processes and policies. We have partnered with CarbonQuota, a specialised carbon monitoring organisation, to demonstrate our dedication to reducing anthropogenic emissions. This partnership entails closely monitoring our operational emissions while also analysing our Scope 3 emissions through detailed product carbon foot printing. Through these measures, we aim to not only mitigate our direct environmental impact but also address emissions across our entire supply chain.

**Lil-Lets UK Limited is committed to achieving Net-Zero by 2048 at the latest.**

## Baseline Emissions & Current Reporting

Baseline emissions are a record of the greenhouse gases that have been produced in the past - before the introduction of any strategies to reduce emissions – and are the reference point against which emission reductions can be measured.

The baseline assessment is the first and most current of Lil-Lets emissions reporting with no prior data available, thus the baseline year below is to be used as the current reporting year simultaneously. Ongoing measurement is underway to produce the next reporting year and align to the data improvement plans outlined within Carbon Reduction Projects.

### Baseline year: 2022 (January 1st – December 31st)

Our baseline calculations were calculated by assessing the Green House Gas (GHG) emissions sorted into the GHG protocol Scope categories. There is no source of Scope 1 emissions, Scope 2 emissions relate to purchased electricity on a 100% renewable energy contract (the location-based value is presented) and selected Scope 3 emissions categories have been included.

Scope 3 emissions include business travel, hotel stays, employee commuting, employee working from home, extrapolated waste generation and extrapolated upstream and downstream distribution. These extrapolated values are calculated by taking product Life Cycle Assessment (LCA's) and attributing emissions to the rest of the Lil-Lets UK product range.

GHG protocol category	Total (tCO2e)
Scope 1	0.00
Scope 2	0.68
Scope 3	1,222.63
<b>Total</b>	<b>1,223.31</b>
<b>Intensity ratio per Million pounds of revenue (£)</b>	<b>104.56</b>

## Emissions Reduction Targets

Lil-Lets has set near- and long-term targets to deliver emissions reductions. The primary focus of near-term emissions targets is to reduce the amount of Carbon Dioxide Equivalent (CO2e) associated with our business travel and commuting, with long-term targets focusing on emissions generated throughout our supply chain.

### Near-term targets (2030)

We pledge to reduce our emissions by 30% by 2030 across all three scopes that equates to an absolute reduction in our emissions of 367 Tonnes of CO2e (tCO2e).

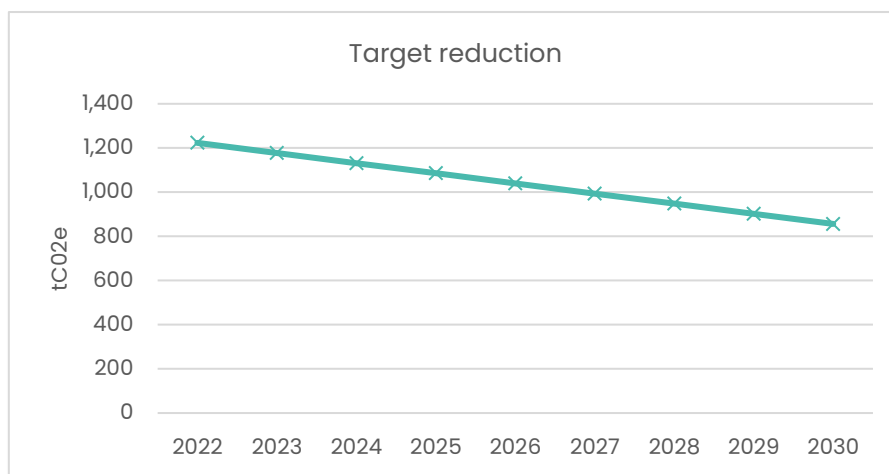


Figure 1- Near-term reduction target.

### Long-term Net-Zero targets (2050)

Our long-term target is to be a Net-Zero organisation before 2048, this covers all three scopes. As emissions data improves, through our programme of increasing our supply chain transparency and resilience, we expect to see quick reductions between now and 2030. Beyond this, increased monitoring and carbon reduction planning will enable us to track wider incentives that can help decarbonise our suppliers' industries and provide a platform upon which to influence these conversations.

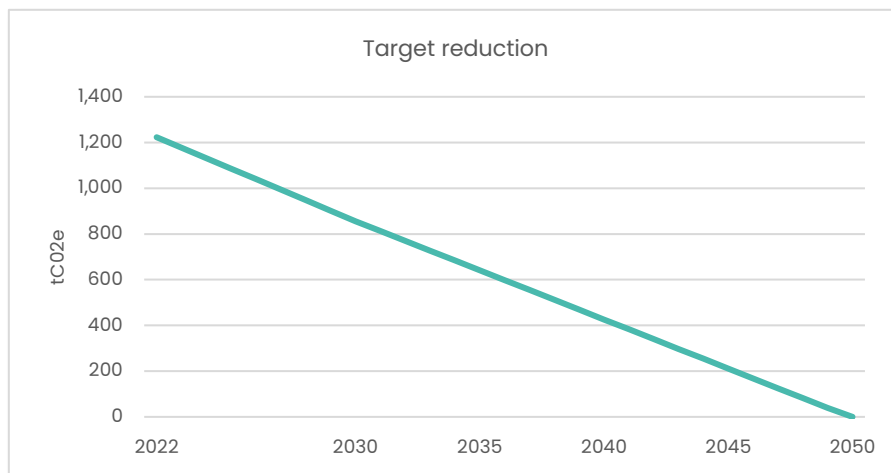


Figure 2 - Long-term emissions reduction target.

## Carbon Reduction Projects

Lil-Lets UK is implementing several programmes and initiatives to improve visibility and reduce environmental impact across our operations and supply chain. The success of these initiatives will be tracked as a reduction in emissions compared to our 2022 baseline.

### Sustainable offices

The Lil-Lets UK offices are a leased property in Solihull, powered by a 100% renewable energy contract. Whilst Lil-Lets does not directly purchase the energy contract, we can actively influence the purchasing decision which can then provide a carbon reduction via the market-based approach. We do not combust any fossil fuels on site and have no company vehicles and therefore no Scope 1 emissions. As we progress on our Net-Zero pathway we will ensure these high sustainable standards are met for all future offices, for example being suitable for solar panels. We will look to align to (although not mandatory to comply to) the UK Government's Energy Savings Opportunity Scheme (ESOS).

### Our Carbon Partnership

To ensure accurate carbon measurement and enable us to make informed procurement decisions we have partnered with CarbonQuota, a carbon measurement and reduction consultancy specialising in manufacturing and supply chain assessments. We began this journey in 2021 by completing an Operational Carbon Footprint, measuring Scope 1,2 and limited Scope 3 emissions. We quickly established most of our emissions were produced in our Scope 3, so we began a measurement and decarbonisation journey of our products. The close working relationship between Lil-Lets and CarbonQuota will enable us to identify and implement low carbon technologies and carbon reduction initiatives.

### Product carbon footprint portfolio

In 2023 Lil-Lets completed our first product LCA assessment, looking at CO2e output for Lil-Lets non-applicator super 16 tampons. We conducted a cradle-to-grave carbon footprint, which included upstream and downstream transport alongside waste generated. Using these data, we will start to attribute emissions for these categories for all our other product ranges to collate a portfolio of environmental product information. This will lead to product specific carbon reduction initiatives and more accurate reporting and real-time carbon tracking of our indirect carbon emissions.

### Real time reporting

Tracking our carbon emissions in real-time or near-real-time will enable us to see the effects and benefits of our carbon reduction initiatives. This will pull data from our product carbon emissions portfolio, and combined with a regular data stream will provide visibility over all aspects of our supply chain at a fast enough schedule to track and monitor initiatives.

### Product R&D investment and supplier collaboration

Reducing the carbon footprint of our products, purchased goods and waste will come from collaboration with our suppliers. This means helping in the development of more sustainable materials used in production. Similarly, this will enable the reduction of waste through increased production efficiencies. This goal will only be achieved by working closely with our product manufacturers, and supporting the measurement of their scope 1, 2 and 3 emissions to increase the quality of our joint data. The combination of this increased data quality, real time reporting and collaboration will enable us to implement effective emissions reduction measures in real time.

### Supply chain optimisation

Logistics is a carbon hotspot in our supply chain. We are continually reviewing the Lil-Lets supply chain and sourcing strategies. For example, transitioning production to our closer South African facility from our Taiwan partner will create a lower carbon contribution. This aligned with carbon reduction initiatives within the ocean freight sector will bring further benefit.

### Sustainable business travel policy

Due to the geographical distribution of our supply chain, business travel is a necessity. However, the implementation of a sustainable business travel policy will help mitigate the impact and reduce the 24.84 tCO<sub>2</sub>e of business travel. Virtual meetings will be prioritised over travel, where travel is required the lowest carbon option will be selected, and efficiency of trips maximised i.e. ensuring as many suppliers and stakeholders as possible are met on a single trip.

### Employee engagement and commuting program

Lil-Lets will highlight the environmental benefits of car-pooling and lower carbon forms of transport. The offices we rent have electric vehicle charging stations which some employees use for their personal vehicles.

### Sustainable procurement policy

Reducing the carbon emissions associated with all purchased items throughout our supply chain and for our office is paramount to ensuring continual carbon reduction. To support this, we will develop a strict set of carbon reduction criteria to be met in any new purchasing agreements. This will include but not be limited to, the supplier being within a certain distance, evidence that the most sustainable materials have been selected, reuse has been promoted over producing new products and they are on their own Net-Zero pathway aligned with ours to be Net-Zero by 2048 at the latest.

## 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 *D Wild*

Date 23rd August 2024

Danny Wild, General Manager, Lil-Lets UK Limited