

JBS Group Carbon Reduction Plan (CRP)

Commitment to achieving Net Zero

James Boylan Safety Ltd., James Boylan Safety (Ni) Ltd, Anderco Safety (Ireland) Ltd, Anderco Safety (UK) Ltd. and Romar Innovate Ltd. are each fully committed to achieving Net Zero CO₂e emissions by 2030.

(NB JBS has brought forward our initial 2050 CO₂e reduction goal to 2030 - due to our progress in reducing CO₂e emissions over the last 4 years).

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.

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|--|--|
| Baseline Year: 2019 | |
| Additional Details relating to the Baseline Emissions calculations. | |
| NB Originally, there was zero Capital Goods, Waste, Water, Employee Commuting, Net PCF CO ₂ e logged in 2019. Each year, as we have delved deeper, we have added in more CO ₂ e metrics: | |
| Baseline year emissions: | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | 215 tCO₂e (Motor fuel etc) Scope 1 |
| Scope 2 | 563 tCO₂e (Electricity, Oil, Gas etc) Scope 2 |
| Scope 3 (Included Sources) | <p>2960 tCO₂e (Capital Goods, Business travel, Employee Commuting, Waste, Water consumption, Upstream Carriage, Downstream Carriage, Net PCF etc) Scope 3. NB These following areas were originally NOT measured in 2019. However, they have since been introduced - as JBS expanded the breadth and depth of our Scope 3 reporting:</p> <p>1) Capital goods (introduced in 2023 onwards). In 2019 we had not calculated any (0) Capital Goods, tCO₂e)</p> <p>2) Commuter CO₂e (since 2022): there was zero Employee commuting actually logged in 2019, but in 2022 we retrospectively calculated it as 155.3 tCO₂e).</p> |

| | |
|------------------------|---|
| | <p>3) Waste – Retrospectively calculated and added in, from 2021 onwards.</p> <p>4) Water Consumption – Retrospectively calculated and added in, from 2021 onwards.</p> <p>5) Net Product Carbon Footprint (Net PCF) In 2023: – Retrospectively calculated and added in, from 2023 onwards.</p> |
| Total Emissions | 3,737 tCO₂e |

Current Emissions Reporting

| | |
|---------------------------------------|--|
| Reporting Year: 2025 | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | 75 tCO₂e (motor fuel etc) Scope 1 |
| Scope 2 | 11 tCO₂e (Elec Oil, Gas etc) Scope 2 |
| Scope 3 (Included Sources) | 263 tCO₂e (Capital Goods, Business travel, Employee Commuting, Waste, Water, Purchased Services, Upstream Carriage and Downstream Carriage. [NB we note the Net PCF of the products we stock – however, we have never included this in our Scope 3 CO ₂ e - as a) it wildly distorts the figures and b) is primarily a balance sheet item.] |
| Total Emissions | 349 tCO₂e ie almost 90% reduction in Scopes 1-3 CO ₂ e by JBS since 2019! |

Emissions reduction targets

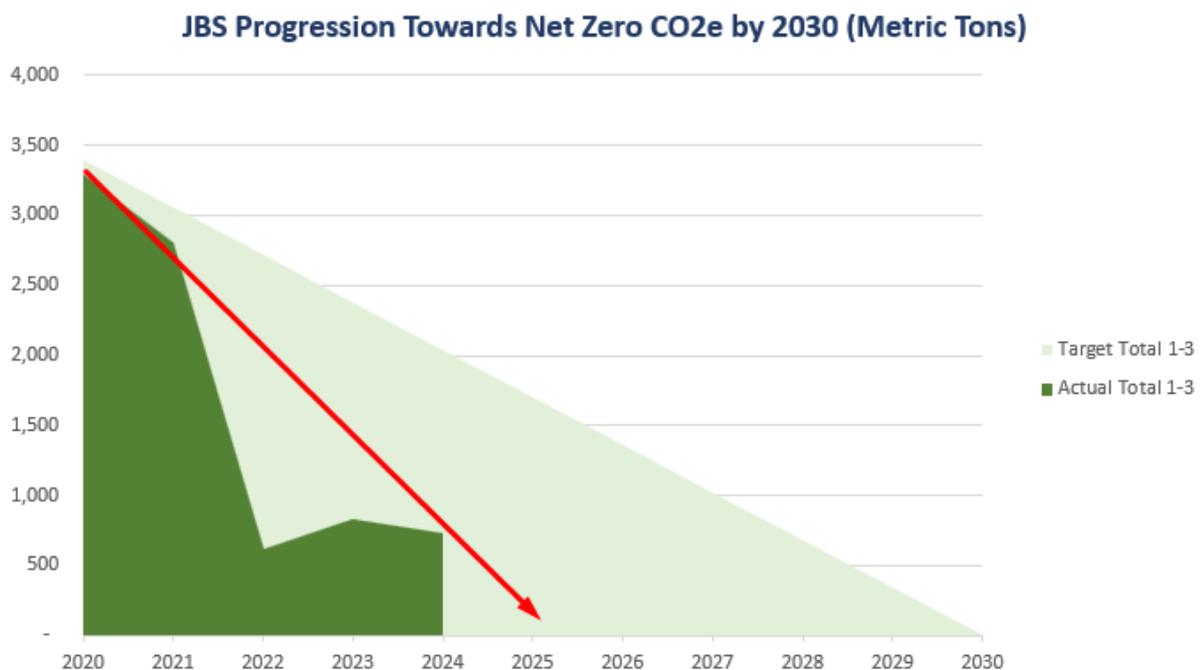
In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets:

| | |
|------------------------------------|---|
| Future Reporting Year: 2030 | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | 20 tCO₂e (motor fuel etc) Scope 1, being a 73% reduction vs 2025 year. |
| Scope 2 | 8 tCO₂e (Elec Oil, Gas etc) Scope 2, being a 96% reduction vs 2025 year |

| | |
|---|---|
| Scope 3 (Included Sources) | 208 tCO₂e (Capital Goods, Business travel, Employee Commuting, Waste, Water, Purchased Services, Upstream Carriage, Downstream Carriage, Waste, [NB we note the Net PCF of the products we stock – however, we have never included this in our Scope 3 CO ₂ e - as a) it wildly distorts the figures and b) is primarily a balance sheet item.] Scope 3. being an 88% reduction vs 2019 base year. |
| Total Emissions Forecast 2030 | 236 tCO₂e , being a vast reduction of 68% relative to 2025 tCO₂e |

JBS projects that our carbon emissions will decrease to **236 tCO₂e** by end 2030. This is a further reduction from the 349tCO₂e in 2025 of about **40%**

Recent, significant 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 2019 baseline. The carbon emission reduction achieved by these schemes equates to **3,418 tCO₂e** – being a **89%** reduction against the 2019 baseline. The measures will be in effect when JBS delivers any current and future PPE/workwear/uniform supply contracts:

- 1) **Scope 1:** Measuring & mitigating **motor fuel usage**, resulting in plans to introduce more hybrid & EV vehicles.

- 2) **Scope 2:** Measuring & mitigating **Energy (gas, electricity) usage**, and completing eliminated use of any fossil fuels, resulting in replacement of old fluorescent lights with LED lighting in most areas; Installation of solar panels in two main hubs (NDC warehouses); Reduction and consolidation of warehousing into fewer locations; switch to only renewable electricity; greater use of automated, autonomous equipment. Overall this has, and will continue to have, a major impact (reduction) in our directly-controlled CO2e emissions.
- 3) **Scope 3:** Measuring the CO2e relating to the **capital goods** (embroidery machines, cars, robots etc) that we buy from time to time. JBS now records, for every JBS capital purchase, the PCF CO2e kgs expected for that purchase.
- 4) **Scope 3:** Measuring & mitigating **Business Travel (Flights & Ferries) usage:** resulting in replacing many flights with video calls.
- 5) **Scope 3:** Measuring & mitigating **Carriage In (Upstream):** unfortunately this has resulted in limited reductions to date. JBS recognises that we have little influence over, and impact on, how fuel efficient the delivery container ships are when transporting our required goods from the Far East.
- 6) **Scope 3:** Measuring & mitigating **Carriage Out (Downstream):** resulting in consolidation of business with carriers using green EV vehicles for deliveries to customers. In 2023 moved all Parcel deliveries to DPD - which has far more EVs than other carriers. However, DPD seem to measure their CO2e in more detail and honestly than our previous carriers – hence the CO2e for carriage outwards was higher than in 2022 – reflecting more detailed/accurate information - rather than any increase in CO2e.
- 7) **Scope 3:** Measuring & mitigating **Waste tonnage**, resulting in significant improvement in discipline segregating waste (we aim to go from 30% recycled waste 2019 to over 95% by end 2030; and we expect to ensure that the remaining 5% non-recycled waste is used to generate renewable energy (electricity generated via waste2energy.) We have already reduced JBS annual waste tonnage from 232 tonnes in 2021 to 7 tonnes in 2025, and aiming for just 6 tonnes in 2030. JBS has already had zero landfill waste for a few years now.
- 8) **Scope 3:** Measuring & mitigating **Water litrage** and usage, resulting in reduction in consumption and ultimately the introduction of water/rain butts to gather water.
- 9) **Scope 3:** Measuring and mitigating **Employee Commuting.** Started 2022: the data collection has got JBS considering how to influence staff to reduce commutes: - to carpool, cycle, jog, walk to work or work from home etc.

10) Since 2019, JBS

- A) Pays a voluntary green tax to **ValPak and Repak** – to support the recycling of waste;
- B) Has committed to the 10 Principles of the UN Global Compact & the Paris Accord
- C) Has offset all our CO2e emissions - by buying an excess of Green **CO2e offset credits** each year. Thus, JBS has been technically **Net Zero tCO2e since 2019.**
- D) Has adhered to the **continuous improvements in sustainability** aligned with our EcoVadis 2025 Gold Award, ranking in the 98th percentile.

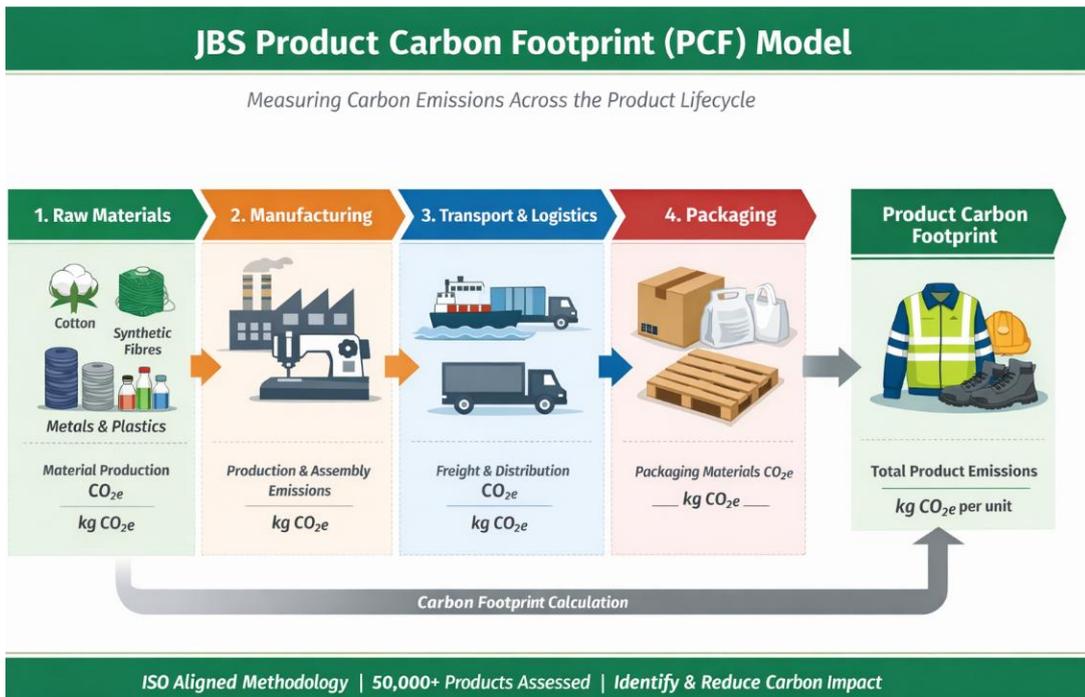
- E) Has achieved **Sedex certification**. (Sedex is the world's largest data platform for supply chain assessment, to analyse and report on sustainability practices).
- F) Has started submitting CO2e data in line with the **Streamlined Energy and Carbon Reduction (SECR) report**, in our audited Consolidated Annual Report, since 2021.
- G) Has calculated the **Product Carbon Footprint (PCF)** for every product we supply our customers. Since 2022, we can show JBS clients the tCO2e relating to the sum total of PPE/workwear/uniform products that they source from JBS. In this way JBS can increase CO2e awareness and advocate for products with lower CO2e PCF. Our screenshot below shows the reduction in total CO2e PCF by JBS clients from 2022 to 2023:

| Product Carbon Footprint (PCF) of every product bought & sold by JBS that year: | Products bought less products sold shows the net number of products | Weight of goods transacted in 2022 Metric Tons | 2022 tCO2e PCF: | Weight of goods transacted in 2023 (Metric tons) | 2023 tCO2e PCF |
|---|---|--|-----------------|--|----------------|
| JBS Group Total: | Purchases | 3,899 | 14,655 | 4,073 | 12,871 |

- H) Publishes our **Carbon Reduction Plan** on our Website ([JBS Group | Downloads](#)) from 2022 onwards.

Future plans to reduce our CO2e:

- 1) A large percentage of JBS CO2e in 2024 was from our capital commitments: new machinery. This is a short term CO2e 'hit' to reduce our long-term operating CO2e.
- 2) JBS Outbound carriage is still a major cause of CO2e. We have switched to carriers that use more EV vehicles (less Co2e) and HVO biofuel; we will work with clients to consolidate their orders and similarly our outbound deliveries, thus avoiding unnecessary delivery journeys.
- 3) JBS will share the **Product Carbon Footprint** with our clients – so that they can see directly the CO2e impact of the goods that they source from us - and thus both the client and JBS seek products with lower CO2e.



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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the JBS Group board of directors.

Confirmed on behalf of JBS Group:

Grattan Boylan,
JBS Group Chair
Date: 12th March 2026

James Boylan Safety Ltd. trading as JBS Group:

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>

This CRP fully applies to, and includes, the following 100%-owned subsidiary companies of James Boylan Safety Ltd:

James Boylan Safety (Ni) Ltd,

Anderco Safety (Ireland) Ltd,

Anderco Safety (UK) Ltd.,

Romar Innovate Ltd