



## Our environmental performance in 2025

### Introduction

We have calculated our 2025 environmental performance in line with the UK Government's guidance: *Environmental Reporting Guidelines (2019)* and *UK Government GHG Conversion Factors for Company Reporting*. This calculates our Scope 1 and Scope 2 emissions as defined by the Greenhouse Gas Protocol. We are not obliged to report environmental matters but do so voluntarily.

### What are the boundaries of our organisation?

Lithos operates from its purpose-built office in Wetherby, employing approx 23 FTE engineers in 2025. We run a fleet of owned vans and engage subcontractors (drillers, surveyors, laboratories, plant hire) to support our site activities.

Our CO2e calculations include emissions from our fleet of vans and employee-owned cars (scope 3 emissions) travelling to and from site. It does not include emissions of CO2e from any subcontractors we use.

CO2e generated from site consumables does not include plastic/glass tubs, jars and bottles for soil and water samples; these are provided FOC and disposed of by the laboratories we use. However, we ensure all chemical labs we use have ISO 14001 (or equivalent).

### 2025 - key environmental impacts & performance

**Site:** 83% of our CO2e comes from driving our vans and cars to and from sites (2022: 81%). In 2025, each vehicle emitted on average 134 g/km CO2e (2024: 130 g/km CO2e). In 2025, we continued to invest in new vans and offer 4 electric charging points.

**Office:** CO2 emissions from supplying gas, electricity and water to our office and tonnes of waste generated by each employee continues to fall year on year by 10% and 3% respectively. In 2025, we planted more hedgerows, continue to manage beehives and grow our own vegetables.

### Future targets - 2026

- Continue to reduce CO2e from vehicles until electric vans become a viable option in our type of work.
- A fully electric fleet of vans by 2030.

### KPIs

Emissions to air	Assumptions*	2025
Total tonnes CO2e (site and office)	-	35.80
Total tonnes CO2e/employee (FTE)	-	1.56
Tonnes CO2e (cars and vans)/business mile	g/kg CO2e taken from MOTs or DVLA website.	0.00021
Average g/km CO2e (company vans)	Business mileage only.	134
Tonnes CO2e (office)/employee (FTE)	-	0.27
Waste		
Tonnes waste/employee (FTE)	.	0.30

\*All conversion factors taken from UK Government GHG Conversion Factors for Company Reporting