



Hilton  
Instruments

## Hilton Instruments Ltd Climate Transition Plan

### Overview

Hilton Instruments Ltd is committed to addressing the global climate crisis through a transition toward sustainable practices. This Climate Transition Plan outlines our strategy for reducing greenhouse gas (GHG) emissions, enhancing climate resilience, and aligning with global climate goals, such as the Paris Agreement and the United Nations Sustainable Development Goals (SDGs). Our goal is to reduce our environmental footprint while prioritizing the well-being of our communities, employees, and future generations. We are proud to have been granted an SME B award for climate from CPD in 2024, the highest achievable score to date. This document serves as a comprehensive roadmap detailing how, why, and when we can successfully achieve these goals.

### Our Vision and Mission

- **Vision:** A low-carbon, resilient, and sustainable future where our operations contribute positively to the environment and society.
- **Mission:** To reduce our carbon footprint, embrace renewable energy, promote circular economy practices, and build resilience against climate-related risks.
- **Commitment:** To be honest and transparent about our CO2 emissions to help better our own output and awareness.

### Measuring Selected Scope 1, Scope 2, and Limited Scope 3 Emissions

The Company began tracking CO2 Emissions in 2021 to monitor our carbon footprint, sustainability growth and Carbon offsetting.

- **Our total emissions tracked in 2022 was a total of (33.8) tCO2e (Measuring Only Scopes 1&2)**

We focused on monitoring our waste, transportation (fleet vehicles), Energy use and supplier emissions. We found our biggest areas of improvement included our Transportation (fleet vehicles) and energy use. Our primary focus in 2023/2024 was upgrading our energy systems to include **solar panels** to enhance efficiency, reduce carbon emissions, and integrate renewable sources, ensuring a more sustainable and cost-effective future for our operations. We are also transitioning to **electric vehicles (EVs)** as part of our commitment to reducing emissions and promoting sustainable transportation solutions. So far **replacing two Diesel vehicles with two Electric Vehicles**. Some of our earliest practices into sustainability had our company changing the buildings **lighting to LED**, improving the **buildings insulation**, converting to **Electric Heaters** and **re-using packaging** and boxes for our own deliveries.

## Review of Current CO2 Emissions.

With the improvements made to date, our carbon emissions have significantly decreased.

- **Our total emissions as of the latest review in 2024 shows a total of [124.426] tCO2e (measuring Scope 1, Scope 2, and Scope 3 emissions including waste, business travel, commuting, home working and Suppliers**

We've had a big focus on reviewing our opportunities of improvement this year such as looking to replace some of our Diesel company vehicles with EVs. We've also put an emphasis on sustainable procurement, by asking our suppliers for their annual CO2 emissions.

## Goals and Targets

Our climate transition goals are designed to be SMART (Specific, Measurable, Achievable, Relevant, Time-bound) and align with global climate objectives.

### Short-Term Goals (1-3 Years)

1. **Reduce CO2 Emissions by 20% by 2027** through energy efficiency measures and process optimization. We will continue to monitor supplier emissions to maintain improvement in procurement emissions.
2. **Source 25% of our energy from renewable sources** by 2027.
3. **Increase employee awareness and engagement** on climate action by launching sustainability training programs.

### Long-Term Goals (5-10 Years)

1. **Achieve Net-Zero Emissions by 2030** in alignment with the Paris Agreement.
2. **Transition to 100% Renewable Energy** for all operations by 2035.
3. **Build Climate Resilience** by improving the buildings insulation.
4. **Promote sustainable procurement** by sourcing 50% of products from suppliers that have verified sustainability practices by 2030.

## Key Actions and Strategies

### Energy Transition

- **Actions:**
  1. Conduct energy audits annually to identify inefficiencies.
  2. Retrofit buildings with energy-efficient insulation.
  3. Monitor and maintain on-site renewable energy systems such as solar panels.

- 4. Promote employee awareness and engagement by encouraging employees to take on energy and emission saving practices such as turning off lights/computers and being conscious of recycling and waste.
- **Timeline:** Start energy audits by October 2025; complete energy-efficient retrofits by June 2026. Monitor of Solar panels ongoing. Employee awareness to be continuous throughout the transition.

### **Sustainable Transportation**

- **Actions:**
  1. Transition 75% of company fleet to electric vehicles (EVs).
- **Timeline:** Begin fleet electrification by 2024; complete EV transition goal by 2030.

### **Waste Reduction and Circular Economy**

- **Actions:**
  1. Implement an internal waste audit once a month using external reports.
  2. Increase recycling rates and reduce single-use plastics.
- **Timeline:** Implement waste audit by October 2025.

### **Sustainable Procurement**

- **Actions:**
  1. Set sustainability criteria for all suppliers and service providers. Including requesting supplier emissions for our own Scope 3 Emissions.
  2. Focus on sourcing products from environmentally responsible suppliers to minimize the carbon footprint of our procurement activities.
- **Timeline:** Supplier sustainability criteria rollout by January 2026.

### **Climate Resilience and Adaptation**

- **Actions:**
  1. Conduct a climate vulnerability assessment for our infrastructure and identify which of these assets are most essential for operations and would have the greatest impact if disrupted.
  2. Use the company's grounds to plant environmentally friendly plants
- **Timeline:** Complete vulnerability assessment by October 2025; implement resilience measures by 2030. Have plants in the ground by 2026.

## 6. Resource Allocation and Budget

- **Estimated Budget for 2025-2030 Transition:** £150,000

### Funding Sources:

- Internal Budget Allocation
- Government Grants

## Monitoring and Reporting

We will track progress against our climate transition goals through:

- **Key Performance Indicators (KPIs):**
  1. tCO2 emissions reductions (tons of CO2 reduced per year).
  2. Percentage of energy sourced from renewables.
  3. Waste diversion rate.
  4. Percentage of suppliers meeting sustainability criteria.
- **Annual Reports:** Publicly report our progress through an annual sustainability report, adhering to international standards such as the CDP.

## Review and Adjustments

The climate transition plan will be reviewed and updated annually to reflect progress, new technologies, and changes in external factors (e.g., regulatory changes, market conditions, or new scientific findings). The plan will be flexible to adapt to emerging climate challenges.

## Communication Strategy

- **Internal Communication:** Regular updates on the transition process will be provided through department and/or sustainability meetings.
- **External Communication:** We will publish progress updates in our annual sustainability report, on our website, and via social media to demonstrate our commitment and transparency.

## Summary

Hilton Instruments Ltd is committed to a bold, sustainable future. By setting clear goals, taking decisive actions, and engaging with all Interested Parties, we can lead the way in creating a climate-positive future. This plan will serve as our roadmap for transitioning to a more sustainable, resilient, and equitable organization.

## Reported CO2 Emissions

### Total Annual Reported CO2 Emissions

**2022 – 33.8 tCO<sub>2</sub>e Measuring Scopes 1 & 2**

**2023 – 77.7 tCO<sub>2</sub>e Measuring Scopes 1, 2 & Selected Scope 3 Emissions**

**2024 – 124.4 tCO<sub>2</sub>e Measuring Scopes 1, 2 & Scope 3 Emissions**

