



Our environmental performance in 2024

Introduction

We have calculated our 2024 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 22 FTE engineers in 2024. 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).

2024 - key environmental impacts & performance

Site: 81% of our CO2e comes from driving our vans and cars to and from sites (2022: 76%). In 2024, each vehicle emitted on average 130 g/km CO2e (2023: 126 g/km CO2e). In 2024, 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 has reduced year on year by 16% and 11% respectively. In 2024, we planted more hedgerows, continue to manage beehives and grow our own vegetables.

Future targets - 2025

- 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*	2024
Total tonnes CO2e (site and office)	-	34.57
Total tonnes CO2e/employee (FTE)	-	1.57
Tonnes CO2e (cars and vans)/business mile	g/kg CO2e taken from MOTs or DVLA website.	0.00020
Average g/km CO2e (company vans)	Business mileage only.	130
Tonnes CO2e (office)/employee (FTE)	-	0.30
Waste		
Tonnes waste/employee (FTE)	.	0.31

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