skentel Clever Connectivity for Sustainable Futures

Climate Action Plan

skentel GROUP Limited

B Corp impact topic: Climate Action (CA2.1)

On the journey towards B Corp Certification

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1. Introduction

> **Our purpose:** *we enable organisations to save waste — wasted time, wasted natural resources and wasted money.*

This Climate Action Plan has been created in line with B Lab's Climate Action impact topic (CA2.1), using data and insights from the Human Rights (HR) and Environmental Stewardship & Circularity (ESC) topics. We will make progress on the plan and evaluate its effectiveness every year (CA3.3). At least every three years we will update the plan and publicly disclose our progress against it (CA3.6).

Climate action sits at the heart of what skentel does. Our remote monitoring connects dispersed and hard-to-reach assets to a single cloud dashboard, replacing site visits and manual checks with continuous, real-time data. That cuts travel, energy and water waste for our clients. This plan turns the same thinking on our own operations and value chain.

Methodology

The plan has been developed by bringing together qualitative and quantitative environmental data from our double materiality assessment, supplier due diligence and material insights (HR4.2 and ESC5.1), and our environmental data collection (ESC). skentel held a Climate Action Workshop with a third-party consultant to analyse these insights and review the assessments, so that we understand the risks and opportunities of taking meaningful climate action.

How we measure progress

Alongside the KPIs in each action area, skentel tracks four North Star impact metrics every year. Together they show the difference our work makes for clients and for the planet:

- **Travel saved** (miles) — journeys to remote assets that no longer need to happen.
- **Water saved** (m^3) — leaks and waste found and fixed through continuous data.
- **Energy saved** (kWh) — inefficiency identified and removed.
- **Products restored** (%) — devices repaired and reused rather than replaced.

2. Our commitments

Achieving Net Zero

skentel is committed to measuring its emissions by 2029 and to achieving Net Zero emissions by 2035.

Halting and reversing biodiversity loss by 2030

skentel is committed to supporting the Kunming-Montreal Global Biodiversity Framework by making sure biodiversity risks and impacts are considered across our value chain, and by understanding opportunities to support and invest in nature.

> **Our vision:** *every asset securely interconnected, unlocking predictive maintenance, fault detection, circular technology and efficient use of natural resources within planetary boundaries.*

Read more on our About page.

Resource allocation

skentel is committed to allocating the human, technical and material resources needed to implement this plan successfully and sustainably over time. Resourcing for each action area is set out in its table, and budgets are reviewed at the annual Board strategy meeting.

3. A fair and inclusive transition

Climate action is also a question of fairness. The people and places that contribute least to climate change are often the most exposed to its effects, and the shift to a low-carbon economy must not leave anyone behind. In line with our JEDI Policy and our Environment and Sustainability Policy, skentel will deliver this plan according to the following principles:

- **People first.** Changes to how we work — new processes, vehicles, equipment or waste handling — will be planned with the team affected, and any training needed will be open to everyone, in line with our commitment to equal access to development.
- **Everyone has a voice.** Every team member is invited to contribute ideas and raise concerns about our environmental programme, whatever their role, background or working pattern.
- **Safe and healthy work.** Our workshop team, who work closest to hazardous products, will be consulted first on any change to how hazardous waste is handled.
- **Respect along the supply chain.** Our supplier due diligence looks at human rights alongside environmental risk, so that cutting our footprint never shifts harm onto workers or communities elsewhere.
- **Clear, accessible information.** Guidance for customers, such as safe disposal advice on our packaging, will be written in plain English so it can be understood and acted on by all.
- **Shared benefit.** Our solutions are designed to save clients money as well as carbon, so that sustainable choices are within reach of organisations of every size.

4. Priority areas

Our materiality work identified four categories where skentel can take the most meaningful action towards climate and nature goals. Each has its own action plan in the sections that follow.

1. **Purchased goods:** Procurement of products and materials across our supply chain is the single greatest lever for reducing our climate and nature impact.
2. **Hazardous waste:** Because our products contain rare earth and other critical minerals, reducing hazardous waste through circular principles and making sure of responsible end-of-life disposal is essential.
3. **Energy and data:** Moving away from fossil fuels and following responsible data practices in the cloud matter more and more as remote systems increase the data we store.
4. **Reduced travel:** Our remote monitoring keeps travel to assets to a minimum. This remains a core KPI, because it cuts emissions, pollution and cost for our customers.

5. Action area 1: Purchased goods

Responsible: Managing Director and Procurement Administrator (procurement lead).

Key stakeholders: significant suppliers; the communities and environment affected along the supply chain; and customers, whom we will engage with circular practices.

TARGET	ACTIONS	KPIS	RESOURCING
Suppliers In-depth supplier engagement across the four material suppliers identified.	• Initial supplier screening (ESG) and HR / ESC / CA risk assessment. • Send outstanding questions by survey or email, or arrange a call. • Create a Sustainable Procurement Policy for the procurement lead, focused on key categories. • Supply chain training through the SME Climate Hub for the procurement lead.	**2030** Key supplier targets reached for each significant supplier. **2027 onwards** Sustainable Procurement Policy implemented. **2027 onwards** Procurement lead trained in ethical, responsible and sustainable procurement.	Recruitment for procurement roles will include B Corp principles and a commitment to responsible procurement. Procurement training through the SME Climate Hub. The Sustainable Procurement Policy will guide responsible decision-making.
Materials Investigate and document the HR / ESC risks of common material components, and the circularity opportunities.	• Identify the most common material components and their properties. • Identify the circularity opportunities for each material. • Track and measure targets and improvements.	**2030** Circular principles implemented across all significant material categories.	Annual Board strategy meetings will keep this target on track. A budget may need to be considered and confirmed for this KPI.

6. Action area 2: Hazardous waste

Responsible: Managing Director and Procurement Administrator (procurement lead).

Key stakeholders: local communities and the environment, who are at risk of negative impacts; and our internal workshop team, who work in close proximity to hazardous products.

TARGET	ACTIONS	KPIS	RESOURCING
Hazardous waste Reduce the amount of hazardous waste procured year on year. Packaging tells customers how to dispose of hazardous waste responsibly. Complete an internal review of hazardous waste management practices.	• Measure procurement of hazardous waste and set a target to reduce it year on year. • Add "how to dispose of hazardous waste" guidance to packaging. • Carry out an internal 360° review of in-house hazardous waste disposal processes and record opportunities for improvement in a written report.	**2027** Report produced on hazardous waste disposal practices and areas for improvement. **2028** 100% of products containing hazardous materials carry guidance on safe, responsible disposal.	Time will be allocated with the warehouse team to track hazardous waste metrics. A budget will be allocated for the updated packaging.

7. Action area 3: Energy and data

Responsible: Managing Director and Cloud Automation Technician.

Key stakeholders: data and cloud providers; energy providers; and the communities and environment affected by emissions and pollution from fossil fuels.

TARGET	ACTIONS	KPIS	RESOURCING
Data Carry out ESG due diligence on global data (cloud) providers.	• Review, document and, where needed, switch to responsible alternatives for data storage.	**2027** 100% of data providers screened, and switched if needed.	Time from the Cloud Automation Technician to review providers and manage any migration.
Energy End our reliance on fossil fuels across the business.	• Procure 100% renewable energy across our premises and investigate on-site solar. • Switch from gas to electricity and heat pumps. • Switch from petrol and diesel vehicles to EVs.	**2030** 100% fossil-free (premises, vehicles and machinery).	A budget will need to be allocated, and/or grants found, to fund renewable energy infrastructure and electric vehicles.

8. Action area 4: Reduced travel

Responsible: Managing Director and Electronics Engineer.

Key stakeholders: customers; employees; and the communities and environment affected by emissions and pollution from fossil fuels.

TARGET	ACTIONS	KPIS	RESOURCING
Travel One return trip only per site (installation). 2035 target: eliminate all client travel (self-install).	• Continue to explore innovative ways to avoid travel — for example, a boat to measure remotely on water, or drone drops to deploy sensors. • Continue research and development into self-install or local-install options to eliminate all travel.	**2025–35** One return trip for each installation. **2035** No trips needed for installation.	Full team involvement in deploying services correctly first time, so only one return trip is needed.

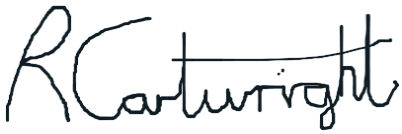
9. Governance, review and sign-off

The Board (the Owner/Directors acting collectively) owns this plan. Progress against each action area will be reviewed at the annual Board strategy meeting and minuted, and the plan will be updated and our progress disclosed publicly at least every three years. Anyone in the team can raise a question or suggestion about the plan with the Managing Director, the General Manager or the Compliance Manager.

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Next review: November 2027

Signed on behalf of skentel GROUP Limited:



Rob Cartwright
Managing Director, skentel GROUP Limited
Date: 6 November 2026