Company recommendations:

**Targets:** The company has set long-term decarbonisation targets across its business. However, it has not set sufficient intermediate targets, particularly for its European segment. Setting regularly spaced intermediate targets will incentivise near-term actions on its longer-term goals.

**Emissions reductions and reporting:** The company’s activity and emissions reporting does not provide sufficient detail to give a full view of its decarbonisation progress and plans. Improved disclosure will allow for this assessment.

**Transition plan:** The company can improve the elements of its transition plan by ensuring it includes quantifiable key performance indicators and financial commitments.

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**Module** | **Last Assessment Performance (2022)** | **Current Performance (2023)** | **Module summary** | **Change in performance since last full assessment**
---|---|---|---|---
**Targets** | | | | 
Net zero target (all scopes)? | Yes | The company has set a target to reach net-zero across scope 1, 2 and 3 emissions by 2040 for its UK operations and 2045 for its European operations. The company has set new interim targets for its UK business to reduce scope 1 and 2 emissions by 25% by 2025 and scope 3 emissions by 25% by 2030 (both compared to 2020). | Improves |
Interim target(s)? | Yes | |
Targets cover all emissions? | Yes | |
All targets SBTi 1.5°C validated? | No | |
**Emissions reductions and reporting** | | | | 
Scope 1 and 2 emissions intensity disclosed? | No | The company does not disclose enough data to meaningfully assess its performance against its 1.5°C pathway or carbon budgets. | |
Scope 1, 2 and 3 emissions intensity disclosed? | No | |
**Transition Plan** | | | | 
Public transition plan? | Yes | The company has only published a small update to its transition plan since the previous assessment. The existing plan includes details of how the company plans to achieve the transition including consideration for the short, medium and long term and is informed by scenario analysis but does not include financial information. | |
Relevant expertise on the board? | No | |
Incentives linked to emissions reductions? | Yes | |
Financial content in plan? | No | |
Plan informed by scenario analysis? | Yes | |