

Detailed Net Zero Decarbonisation Plan

Doc No: Page: Date: Issue No: Sustainability Page 1 of 1 29 April 2025

Detailed Net Zero Decarbonisation Plan

This is tailored to *Northern Divers*, based on our Scope 1 and Scope 2 emissions data. This plan provides a strategic roadmap to reduce and ultimately offset the organization's total **78.35 tons of CO₂ emissions**.

1. Baseline Emissions (Annual)

Source	Scope	Co2 Emissions (Tons)
Electricity	Scope 2	15.5
Natural Gas	Scope 1	4.35
Fuel Vehicles	Scope 1	52.0
Recycled Paper	Scope 2	0.005
Dive Boats (Fuel)	Scope 1	7.5
Total		78.35

Table 1: Total CO2 Emissions

2. Decarbonisation Goals

Short-Term (2025–2027): Reduce emissions by 30% (~23.5 tons)
 Medium-Term (2028–2032): Reduce emissions by 60% (~47 tons)

Net Zero Target: By 2035, achieve net zero via reduction + certified offsets

3. Decarbonisation Strategy by Source

a. Electricity (15.5 tons)

Action Plan:

- Switch to **100% renewable electricity provider** (target: 2025)
- Monitor change from **solar panels** on facility rooftops (fitted 2024)
- Conduct energy efficiency audit (2025) to optimize lighting, HVAC, and equipment use

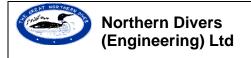
Expected Reduction: Up to 90% (~13.95 tons)

b. Natural Gas (4.35 tons)

Action Plan:

- Replace gas heating with electric heat pumps or infrared heaters
- Improve building insulation and passive heating systems
- Implement smart thermostats to optimize energy use

Expected Reduction: 80% (~3.5 tons)



Detailed Net Zero Decarbonisation Plan

Doc No: Page: Date: Issue No: Sustainability Page 2 of 1 29 April 2025

c. Fuel Vehicles (52 tons)

Action Plan:

- Transition to electric or hybrid vehicle fleet (phased 2025–2030)
- Install EV charging stations at operational bases
- Implement route optimisation software for logistics and travel
- Encourage carpooling, cycling, and public transport for staff

Expected Reduction: 75% (~39 tons by 2030)

d. Dive Boats (7.5 tons)

Action Plan:

- Replace diesel outboards with electric propulsion systems (pilot by 2026)
- Use biofuels or synthetic fuels during transition phase
- Retrofit boats for **efficiency** (e.g., hull cleaning, propeller upgrades)
- Optimize scheduling to reduce idle time and fuel use

Expected Reduction: 60% (~4.5 tons)

e. Recycled Paper (0.005 tons)

Action Plan:

- Fully transition to paperless digital systems (e.g., e-forms, tablets)
- Use 100% recycled paper only, certified carbon-neutral

Expected Reduction: ~100% (~0.005 tons)

4. Carbon Offsetting Plan

After maximised reductions (~61 tons), the residual 17–20 tons/year can be offset using:

- Nature-based solutions: Reforestation or blue carbon projects (e.g., seagrass)
- Certified offset schemes: One Tribe, Carbon Neutral Britain
- Community carbon projects: Support local or regional clean energy or conservation efforts

Detailed Net Zero Decarbonisation Plan

Doc No: Page: Date: Issue No: Sustainability Page 3 of 1 29 April 2025

9

Budget Estimate for Offsets: ~£15–25/ton × 20 tons = £300–£500 annually

Implementation Timeline

Key Actions

Year	Key Actions
2025	Energy audit, renewable electricity switch, vehicle transition planning
2026	Solar installation, pilot EVs and electric dive boat, heating system upgrades
2027	Midpoint emissions review; expand EV fleet; implement route software
2028–2030	Full boat electrification; deep building retrofits
2031–2034	Residual emissions reduction and offsetting
2035	Achieve Net Zero certification

Monitoring & Reporting

- Annual carbon footprint audit using ISO 14064 or GHG Protocol
- Publish transparent sustainability report
- Appoint Sustainability Lead or team to drive the program

Key Benefits

- Lower operational costs (energy, fuel)
- Stronger environmental credentials for eco-conscious customers
- Compliance with future regulatory requirements
- Positive impact on marine ecosystems and climate action

John Sparrowe Managing Director 29 April 2025