Carbon Reduction Plan

Tiba Tempeh Ltd

Publication date: May 2026

Commitment to Achieving Net Zero

Tiba Tempeh Ltd is committed to achieving net zero emissions by 2030, exceeding the UK Government's mandatory net zero target of 2050. We support the global ambition to limit global warming to 1.5°C above pre-industrial levels, in line with the Paris Agreement, and our reduction pathway is designed to be consistent with this goal. As a certified B Corporation, environmental responsibility is embedded in our business strategy and operations. This Carbon Reduction Plan sets out our current emissions baseline, reduction targets, the specific initiatives we are implementing to fulfil this commitment, and how we will allocate resources and engage stakeholders to deliver it. This plan is publicly available at tibatempeh.com and is reviewed and approved by the Board of Directors annually.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases produced prior to the introduction of emissions reduction strategies. They serve as the reference point against which progress is measured.

Baseline Year: 2023

Additional details relating to the baseline emissions calculations:

2023 has been selected as the baseline year as the first year in which a full operational emissions assessment was practicable. Emissions data has been derived from our lifecycle assessment methodology covering farming, processing, packaging and transport activities. Scope allocations are estimated based on organisational boundary analysis: Scope 1 covers direct emissions from company vehicles; Scope 2 covers purchased electricity for directly operated facilities; Scope 3 covers the substantial majority of emissions including upstream farming and processing activities undertaken by manufacturing partners, packaging materials, and third-party distribution. As a brand and wholesale distributor operating without owned manufacturing premises, Scope 3 represents the dominant share of our total footprint.

Emissions	Total (tCO2e)
Scope 1 (direct emissions: company vehicles)	3.05
Scope 2 (indirect: purchased electricity)	1.22
Scope 3 (value chain: farming, processing, packaging, transport)	56.77
Total Emissions	**61.05**

Current Emissions Reporting

Current emissions reflect Tiba Tempeh's significant growth between 2023 and 2025, with retail sales increasing from approximately **£1m to £4m** during this period. The increase in absolute emissions is directly attributable to increased production volume and supply chain activity. Tiba Tempeh is committed to decoupling emissions growth from revenue growth and achieving absolute net zero by 2030.

Reporting Year: 2025	
Emissions	**Total (tCO2e)**
Scope 1 (direct emissions: company vehicles)	25.01
Scope 2 (indirect: purchased electricity)	10.00
Scope 3 (value chain: farming, processing, packaging, transport)	465.12
Total Emissions	**500.13**

Emissions by Activity (2025)

Activity	Share of Total	tCO2e (2025)
Farming	21%	105.03
Processing	48%	240.06
Packaging	17%	85.02
Transport	15%	75.02
Total	**100%**	**500.13**

Note: Scope 1, 2 and 3 allocations are estimated based on organisational boundary analysis. Processing and farming emissions are classified as Scope 3 as they occur at third-party manufacturing facilities. A formal Scope-level carbon footprint assessment will be commissioned to refine these figures.

Emissions Reduction Targets

In order to achieve net zero by 2030, Tiba Tempeh has adopted the following carbon reduction targets. As a rapidly growing business, our near-term strategy focuses on reducing emissions intensity per unit sold while implementing supply chain decarbonisation measures that will deliver absolute reductions from 2026 onwards.

Target Year	Projected Emissions (tCO2e)	Reduction vs 2025	Key Driver
2026	~500	Stabilise	Emissions intensity reduction as volume grows
2027	~350	~30%	Packaging transition, supplier engagement
2028	~200	~60%	Processing decarbonisation, transport optimisation
2029	~75	~85%	Renewable energy, fleet electrification
2030 (Net Zero)	**Net Zero**	**100%**	**Residual offsets via verified schemes**

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and initiatives have been completed or implemented since the 2023 baseline year. These measures will be in effect when performing the contract.

B Corporation Certification

Tiba Tempeh is a certified B Corporation, independently verified by B Lab. B Corp certification requires rigorous assessment of environmental impact across operations, supply chain, and governance. Our B Corp score includes environmental performance metrics and our commitment to recertification drives ongoing improvement.

Packaging Sustainability

Tiba Tempeh has transitioned to recyclable packaging materials across our core product range. Packaging design reviews are conducted to minimise material weight and maximise recyclability, reducing embodied carbon in our packaging footprint. Packaging represents 17% of our total emissions footprint and is a priority area for further reduction.

Supply Chain Concentration and Long-Term Supplier Relationships

By consolidating production through a small number of long-standing manufacturing partners (75-100% of suppliers are long-standing relationships), Tiba Tempeh has minimised supply chain complexity and associated transportation emissions. Our primary manufacturing partner in the Netherlands supplies the majority of product volume, with distribution managed through an efficient chilled logistics partner (Peter Green Chilled).

Remote and Home Working

As a lean, digitally-enabled business, Tiba Tempeh operates without fixed office premises. The majority of the team works remotely, significantly reducing commuting emissions and the energy footprint associated with office operations.

Plant-Based Product Mission

Tiba Tempeh's core product, tempeh, is a fermented soya product with a significantly lower carbon footprint than animal protein equivalents. By driving consumer adoption of plant-based protein, Tiba Tempeh contributes to broader dietary shift emissions reductions in line with Committee on Climate Change recommendations for sustainable food systems.

Lifecycle Emissions Tracking

Tiba Tempeh tracks emissions across its product lifecycle by activity category (farming, processing, packaging, transport), enabling targeted reduction action. This data underpins the emissions reported in this Carbon Reduction Plan and will be refined through a formal third-party carbon footprint assessment in 2026.

Future Carbon Reduction Initiatives

Tiba Tempeh plans to implement the following further measures to achieve net zero by 2030:

- Commission a formal Scope 1, 2 and 3 carbon footprint assessment in 2026 to establish certified baseline figures and refine our reduction pathway.
- Engage primary manufacturing partners to obtain their carbon footprint data and set supply chain emissions reduction targets, consistent with our Supplier Code of Conduct requirements.
- Target a 30% reduction in processing emissions (currently 48% of total footprint) by 2028 by working with manufacturing partners to transition to renewable energy sources and improve process efficiency.
- Reduce packaging emissions (currently 17% of total) by transitioning to lower-carbon packaging materials and increasing recycled content across all SKUs by 2027.
- Optimise transport emissions (currently 15% of total) through improved load consolidation, route optimisation, and transitioning logistics partners to lower-emission vehicles.
- Transition company vehicle fleet to electric or hybrid vehicles as leases expire, targeting full electrification by 2028.
- Introduce a formal sustainable business travel policy prioritising rail over air and video conferencing over in-person meetings.
- Explore Science Based Targets initiative (SBTi) commitment as the business scales to £10m revenue, to align our reduction pathway with a 1.5 degree scenario.

- Investigate high-quality, verified carbon offsetting options for residual emissions that cannot be eliminated, prioritising UK nature-based solutions.
- Publish an updated Carbon Reduction Plan annually, tracking progress against baseline and targets.

Declaration and Sign Off

Resource Allocation for Implementation

Tiba Tempeh allocates the following human, technical, and material resources to deliver this Carbon Reduction Plan:

- **Human resources:** Alexandra Longton (Managing Director) holds overall accountability for this plan. Supply chain colleagues Josie and Sophie lead supplier engagement on emissions reduction. Ross Longton oversees brand-level environmental communications. The Board of Directors reviews progress annually.
- **Technical resources:** My Emissions platform for ongoing product-level carbon footprint verification. A formal third-party Scope 1, 2 and 3 carbon assessment will be commissioned in 2026. SBTi alignment will be explored as the business scales to £10m revenue.
- **Material resources:** Budget allocated annually for carbon assessment, packaging material improvements, and supply chain decarbonisation initiatives. Investment in electric or hybrid company vehicles as leases expire. Budget for verified carbon offsetting of residual emissions from 2029.

Stakeholder Engagement

Tiba Tempeh engages the following stakeholder groups in delivering this Carbon Reduction Plan:

- **Suppliers:** We engage our primary manufacturing partners Natural Oriental Fresh Foods and Newmarket to obtain carbon footprint data, set supply chain emissions reduction targets, and support the transition to renewable energy in processing. Environmental requirements are embedded in our Supplier Code of Conduct.
- **Customers and consumers:** We communicate our environmental credentials and carbon footprint data to retail customers and consumers through product packaging, our website, and social media. All products carry independently verified carbon footprint ratings from My Emissions.
- **Investors:** Environmental and climate performance is reported to investors including Lever VC, Perfect Redd (Samworth Brothers), and Maven Capital Partners through regular investor updates and Board reporting.
- **Industry and community:** Tiba Tempeh participates in the Plant Futures Collective and the B Corp community to advance industry-wide climate action. Alex Longton shares Tiba Tempeh's environmental story through thought leadership including podcasts, press, and industry events.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

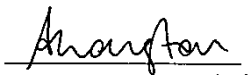
Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard, and use the appropriate government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of Tiba Tempeh Ltd:

Name:	Alexandra Longton

Title:	Co-Founder and Managing Director
Signature:	
Date:	May 2026