

# Climate Transition Plan

2026

Focusrite Group

ADAM AUDIO

# A guide to our Environmental Sustainability Disclosures

As our disclosures have become more comprehensive, we have decided to split out some of the key sections into separate documents.

The Annual Report remains the central location for mandatory reporting, and the Sustainability Report for a deeper dive into our actions. The Environmental Policy and Climate Transition Plan are standalone breakouts from the Sustainability Report.

	Disclosure Description	Intended Audience			
		Customers	Investors	Peers	Vendors
<b>Annual Report</b>	Mandatory disclosures and emissions data.		●	●	●
<b>Sustainability Report</b>	In-depth context around our Sustainability programme.	●	●	●	●
<b>Environmental Policy</b>	A summarised version of our top level Environmental Policy.	●		●	●
<b>Climate Transition Plan</b>	Separate document enclosing the latest on our Net Zero Climate Transition Plan.	●		●	●

# Planning an *effective* transition to reach **Net Zero**

## About the TPT

The UK's Transition Plan Taskforce (TPT), launched in 2022, aims to guide businesses on creating gold-standard climate transition plans. This helps companies achieve Net Zero goals and supports the UK's 2050 target.

The TPT emphasises ambition, action, and accountability. Companies are expected to set ambitious emissions reduction targets and translate these into clear, actionable plans with defined timelines. Strong governance, including Board-level oversight, is essential for delivery.

In October 2023, the TPT released a Disclosure Framework to help businesses develop and disclose these plans. This framework aligns with international efforts and is expected to influence future regulations for companies and financial institutions.

# An Introduction to our *Net Zero Transition Plan*

The Group has proactively adopted the TPT Framework before it becomes a requirement in future regulations. Our goal with this initial look at the TPT framework is to consider all areas, establishing a format we can build on in future years.

Our plan outlines the high-level steps we are taking to achieve Net Zero emissions by 2050 at the latest. It focuses on resource efficiency, the use of recycled materials, and collaboration within the industry to foster a sustainable future in music tech.

We have also included timeframes aligned with our Climate-related Financial Disclosures (CFD) report:

Short-term	2030
Medium-term	2050
Long-term	2080

Our transition plan outlines six key steps that align with the transition plan framework. We will continue to report on these steps in future updates.

The table below shows the TPT framework, and on each subsequent detail page we cross-reference each of the 19 applicable sub-elements.

## Our six Net Zero Transition steps

1. Set Ambitious **Targets**

4. Transparent, High-Quality **Disclosures**

2. Lead the **Industry**

5. Operational **Efficiency**

3. Use Sustainable Raw **Materials**

6. Strong **Governance**

## The Transition Plan Taskforce Framework

Ambition	Action		Accountability	
1. Foundations	2. Implementation Strategy	3. Engagement Strategy	4. Metrics & Targets	5. Governance
1.1 Strategic Ambition	2.1 Business operations	3.1 Engagement with value chain	4.1 Governance, engagement, business & operational metrics & targets	5.1 Board oversight & reporting
1.2 Business model & value chain	2.2 Products & services	3.2 Engagement with industry	4.2 Financial metrics & targets	5.2 Management roles, responsibility & accountability
1.3 Key assumptions & external factors	2.3 Policies & conditions	3.3 Engagement with government, public sector, communities, & civil society	4.3 Greenhouse Gas (GHG) metrics & targets	5.3 Culture
	2.4. Financial planning		4.4 Carbon credits	5.4 Incentives & remuneration
				5.5 Skills, competencies & training

# 1. Set Ambitious Targets

Setting ambitious targets and implementing strong internal policies is crucial for long-term success. For years now, the Group has been aiming to be a leader in environmental sustainability, and by having ambitious targets we not only demonstrate our commitment but also drive meaningful progress.

## Our Approach

We have shared our environmental sustainability targets annually, refining them as our data quality improves. In 2024, the Group committed to Science-based Targets (SBTs) for decarbonisation and is now in the process of validating near-term and Net Zero targets. We aim to achieve Net Zero emissions by 2050 at the latest, in line with the UK's Climate Change Act. However, we believe having a credible decarbonisation plan is more important than a single target year.

Achieving this ambitious goal will necessitate a significant reduction in the use of virgin raw materials in our products. This will

be dependent on a global transition to renewable electricity and sustainable logistics (factors outside of our influence account for approximately 50% of our total footprint). Previously, we had a target for Carbon Neutral Products by 2030. However, we are now focusing on setting and achieving a near-term Science-based Target, targeting 2031.

## Key Actions

The Group is employing a strategy that is focused on initiatives to deliver long-term environmental benefits.

This includes:

- Developing product lifecycle assessments in-house to provide relevant data to engineers designing products;
- Prioritising use of recycled materials to build products;
- Researching 100% bio-based and fully recyclable and circular materials for applications in the future as technology advances;
- Engaging with our value chain with the goal of influencing suppliers to become more environmentally sustainable and reduce emissions beyond our own operations.

## Updates in the 18-month period to 28 Feb 2026

We have spent the year getting our near-term Science-based Targets ready and submitted to the Science-based Targets initiative, which has been a big step towards achieving our long-term decarbonisation plan. We have also been building up our in-house lifecycle assessment work and started incorporating more recycled materials across a range of product lines.

The Group expects Science-based Targets to be approved in FY27, and accompanied by a formal update of the confirmed targets.

We plan to continue this alongside Carbon Disclosure Project (CDP) reporting to retain an up-to-date data baseline ahead of UK Sustainability Reporting Standards SRS1 and SRS2 becoming mandatory in the UK for listed companies.

## Timeframe: Medium (2050)

We have set our timeframe around 2050 as this links with our goal of achieving Net Zero by 2050 at the latest. As we have committed to Science-based Targets we will also be including a near-term target in 2031.

## Link to the TPT Framework

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## 2. Lead the Industry

We place environmental leadership at the forefront of our business, employing a data-driven strategy. Driven by a commitment to Science-based Targets (SBTs) for decarbonisation, we are working towards achieving Net Zero emissions. SBTs offer a clear roadmap, ensuring our progress aligns with the latest climate science. By addressing our footprint, we aim to set an example for our peers to follow and are open to sharing how we are progressing to improve collaboration.

### Continuous Improvement Through Data

Our environmental sustainability targets are included in our annual reports and are becoming increasingly accurate. This year, we committed to SBTs for decarbonisation, with the development of near-term and Net Zero targets ongoing. As a minimum baseline, achieving Net Zero emissions by 2050 aligns with the UK's Climate Change Act. However, we are working towards setting a more ambitious target date and prioritising having a credible decarbonisation plan over meeting a specific target year.

### Product Lifecycle Approach

We are focused on achieving near-term Science-based Targets, likely by 2031. Since products contribute significantly to our environmental footprint, our strategy targets long-term reductions through several key initiatives:

- In-house product lifecycle assessments (LCAs) highlighting critical data to guide product design and pinpoint environmental hotspots;
- Prioritising recycled materials by emphasising the use of recycled materials like aluminium and ABS plastic in product construction;
- Funding research to integrate 100% bio-based and fully recyclable materials in the future;
- Supplier engagement collaborating with the value chain to promote environmental sustainability across the industry and reduce emissions beyond the Group's direct operations.

best environmental sustainability practice and the sharing of ideas.

### Updates in the 18-month period to 28 Feb 2026

We have increased our involvement in industry activity, including speaking at Integrated Systems Europe (ISE) and contributing more regularly to Professional Lighting and Sound Association (PLASA) and their LCA working group. Through this, we have taken part in discussions on product sustainability, lifecycle assessment approaches, and improving consistency in environmental data. This supports more practical collaboration across the sector and helps build a clearer, shared approach to reducing environmental impact.

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### Active Engagement at Industry Events

We are a founding member and active administrator of a cross-industry working group. This group includes over 100 members across the music tech industry, and through this we are aiming to promote

### Timeframe: Long (2080)

We view being leaders on climate-related action as our longest term goal. Despite many uncertainties, we expect to continue aiming to lead the industry up towards Net Zero in 2050, and beyond.

# 3. Use Sustainable Materials

We consume a relatively small volume of resources globally, but still have a duty to source responsibly — material selection is therefore essential to environmental sustainability. We focus on three key areas to minimise our impact: recycled content, sustainable nature-based materials, and innovative alternatives. These efforts contribute to our goal of advancing towards a circular economy.

We are aiming to evolve our portfolio of products over time to reduce their environmental impact by taking these steps:

## 1. Lifecycle Assessments for Optimisation

Our internal lifecycle assessments provide valuable insights into the environmental footprint of our products down to individual component level. We use this data to prioritise opportunities for further optimisation and reducing our environmental impact.

## 2. Prioritising Recycled Content

We are now choosing recycled materials by default. By prioritising these materials we are starting to reduce the environmental impact of the ‘Purchased Goods and Services’ category of Scope 3 GHG emissions (approximately 50% of our total footprint).

The selection of recycled materials and associated financial costs are now incorporated into new project plans, a process that becomes more efficient with each product iteration.

We also work closely with our suppliers to ensure they source timber from sustainably managed forests, with certifications that verify responsible forestry methods.

## Updates in the 18-month period to 28 Feb 2026

Over this period we focused on strengthening the sustainable materials work we already had in place. We increased the proportion of recycled ABS used across our product range, with the Martin Audio Blackline Q being a standout example of what this looks like in practice, reducing the per-unit carbon footprint by 14% compared to the previous product generation.

We also continued rolling out plastic-free packaging across more of our portfolio, phasing out foam and single-use plastics replaced with paper-based alternatives. On metals, we made steady progress researching recycled and low-carbon options for steel and aluminium, materials that present more complex supply chain challenges but represent a significant opportunity to reduce our footprint as availability improves.

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## 3. Monitoring Emerging Technologies

We continue exploring alternative, sustainable raw materials that offer similar performance to current, largely unsustainable options. This helps us stay prepared for developments in material science in the future.

### Timeframe: Short (2030)

We are in the process of switching multiple materials to more sustainable options. Our current expectation is that the majority of this should be complete in the short term, and we will reassess this as we approach 2030.

# 4. High-Quality Disclosures

We prioritise responsible sourcing practices throughout our supply chain, especially for raw materials. We recognise the importance of transparency in achieving this goal. This enables us to be accountable for our actions and collaborate effectively with stakeholders.

## Regular Reporting and Data Disclosure

Regular reporting and data disclosure are central to our approach. This includes sharing sustainability data and insights with various stakeholders across the company. We have an existing annual reporting cycle and since 2023 have included extended sustainability reports to provide additional context.

## Empowering Teams with Data Tools

We leverage data sharing and make environmental footprint calculators readily accessible to engineers and leadership teams, empowering them to make informed decisions.

## Shifting Carbon Credits

We report annually on the carbon credits used and are transitioning away from afforestation projects towards more permanent solutions, including blue carbon (ocean-based carbon projects).

## Music Industries Association (MIA) Directorship

Starting in April 2024, our Global Head of Sustainability joined the MIA as a director, with a focus on advancing environmental sustainability within the wider UK Music Industry.

## Developing a Sustainable Culture

Since initiating our environmental efforts in 2020, we have progressively integrated these values across the organisation, including in our company values, internal communications, and job descriptions. Our goal to become environmental sustainability leaders in our industry continues as our overarching objective.

## Updates in the 18-month period to 28 Feb 2026

We submitted to the Carbon Disclosure Project (CDP) for the second year running, improving our overall score from C to B, with our Scope 1, 2 and 3 GHG emissions reporting were rated A.

For the first time we also obtained independent third-party assurance of our GHG emissions data through consultants MyCarbon.

We improved internal data sharing and tracking, making it easier to collect and validate data across the business, and strengthened the structure and consistency of our disclosures, with clearer signposting between frameworks and we presented three separate views of our emissions data to allow meaningful comparison despite the change in financial year end.

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### Timeframe: Short (2030)

There are reporting guidelines in which we can follow and we will comply with guidance we have for now and reassess this as we approach 2030.

# 5. Operational Efficiency

Operations and logistics are a significant portion of our business as we manufacture the majority of products at contract manufacturers and sell them worldwide. The efficiency is influenced by various external factors beyond our control, but ensuring we operate this efficiently is essential to a successful transition.

To ensure internal alignment, our Global Head of Sustainability oversees data coordination and distribution through established governance structures. This involves implementing data-sharing tools and providing environmental footprint calculators for both employees and leadership teams.

## Broad Efficiency Gains

Operational efficiency for the Group does not have a fixed definition, instead being about reducing waste in any form. Currently, this is focused on logistics and the general movement of materials and products.

There is a range of strategies we can take here, including:

- Choosing ocean instead of air freight;
- Direct shipping to customers to bypass intermediate distributors;
- Positioning warehouses and stock effectively, including keeping appropriate stock levels;
- Selecting local suppliers where possible;

- Combining logistics routes and sharing contract manufacturers between Group brands.

## Prioritising Emissions Reduction

While carbon credits help us achieve carbon neutrality for Scopes 1 and 2 GHG emissions, our primary focus is on reducing Scope 3 GHG emissions. Any carbon credits we use align with Science-based Target (SBT) guidance and target high-quality removal projects to address a small portion of our remaining Scope 3 GHG emissions. Consistent with the Group’s evolving sustainability targets, we annually report on carbon credits used.

## Updates in the 18-month period to 28 Feb 2026

Our operational efficiency programme focuses on improving supply chain performance, cutting environmental impact and strengthening delivery services. This year we prioritised global shipping improvements by optimising container packaging and moving 99% of transport volume to ocean freight, reducing emissions.

We also simplified routes, with over 35% of individual orders now shipped directly from China to the customer’s destination country. This reduces handling, storage, and

unnecessary transport, and we continue to support customers with direct imports where possible.

Sustainability remains central to our logistics partnerships. Providers are using solar power, recycled water, and responsible site practices, while transport packaging is now recycled or reusable. Last-mile carriers increasingly offer electric and cargo bike delivery, supported by improved Environment, Social and Governance (ESG) reporting.

Looking ahead, we plan to localise fulfilment, starting with a European hub in 2026. This was also the first financial period of our consolidated Europe, Middle East and Asia (EMEA) model, streamlining collections into a single location.

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### Timeframe: Short (2030)

We are continually working to eliminate inefficiencies in our supply chain and up to 2030 there are a number of projects we can undertake to improve this.

# 6. Strong Governance

A robust governance framework is vital for facilitating a successful transition. This section, alongside our CFD disclosure, delineates the high-level framework that oversees our transition plan. It defines the clear roles and responsibilities assigned to our Board, management, and key stakeholders. This approach not only promotes accountability but also drives a cultural shift within the Group that aligns with our strategic objectives.

A strong environmental governance framework is essential for long-term success. We have established a structure with well-defined roles and responsibilities, ensuring effective oversight and accountability throughout the organisation.

This is how we achieve this:

- **Board Oversight:** The PLC Board receives regular updates on overall environmental progress. This guarantees overall strategic direction and holds the company ultimately accountable for its environmental performance;
- **Finance and Environment aligned:** Chaired by the CFO, the ESG & Climate Change Committee integrates environmental

considerations directly into financial planning and decision-making processes. This ensures that financial decisions align with our environmental goals;

- **Full-time resource:** Our Global Head of Sustainability leads the development of our environmental strategy and reporting efforts. This role also manages the Green Team and disseminates updates to key stakeholders across the organisation;
- **Engagement with key suppliers:** Our contract manufacturers are essential to our decarbonisation, using their knowledge of supply chains to research and implement more sustainable options.

### Updates in the 18-month period to 28 Feb 2026

Our governance structure is designed to remain consistent, and this has been the case over the previous financial period. The main area of focus has been expanding the Green Team to cover more areas of the Group, including procurement teams, given that one of our key contract manufacturers is responsible for around 35% of our upstream production footprint. Our Global Head of Sustainability has continued to provide quarterly updates to the PLC Board and individual operating Company Boards, ensuring climate risks and opportunities remain visible at the highest level.

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### Financial Planning

Financial planning will ultimately be implemented under our governance step, along with calculating the cash flow required to successfully transition to Net Zero. To date, changes to decarbonise have been largely funded on a case-by-case basis, or by finding cost reductions in other areas. We are also in the process of implementing remuneration initiatives linked to our environmental performance.

### Timeframe: Long (2080)

Strong governance will remain an essential component for achieving Net Zero and maintaining that status beyond 2050.

## Our Plan for FY27

In FY27, we are likely to get clarification on the timeline for the rollout of the UK's Sustainability Reporting Standards, SRS1 and SRS2, which will ultimately absorb this transition plan.

If the timeframe is accelerated, we will immediately retire this report, and instead start reporting against SRS1 and SRS2, with a focus on starting the quantification of each transition plan step.

However, this is unlikely to happen within one year, so it is more likely we will continue with the rollout of underlying work in engineering and product design to make sure we have the most progress possible with our current understanding, while also continuing to influence our industry both upstream and downstream.



Warwick Castle Live 2024.  
Image credit: Sophie Hoult



# Climate Transition Plan 2026

Focusrite Group

**Report Authors**

**Andy Land**

Global Head of Sustainability

**Marnie Woodford-Venables**

Sustainability Assistant

Want to learn more about our latest efforts?

[sustainability@focusritegroup.com](mailto:sustainability@focusritegroup.com)

<https://focusriteplc.com/esg/environment/>

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