Carbon Reduction Strategy Annual Progress Report FY2025

EDW Group

Including:
EDW Technology Holdings Limited
EDW Technology Limited
Energy Auditing Agency Limited (TEAM)

30 March 2026, version 0.1

1 Document Control

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1.1 Revision History

Date	Version	Description	Author
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1.2 Quality Control

	Name	Role	Date
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2 Executive Summary

TEAM Energy are a market leader in delivering carbon management solutions. We passionately believe that reducing carbon emissions to limit global warming should be a priority for all individuals and businesses alike. We are proud that our energy consultancy team has been helping our customers reduce carbon emissions for many years, even before the net-zero term became so widely used. As a pioneer in this field, we believe it is important to lead by example with a carbon reduction strategy which delivers our commitment to be net zero by FY2030 (November 2029 – October 2030).

As an employee-owned business, we know that many of the people who work for us do so because they believe in our environmental values and recognise that we can make a real difference to carbon emissions in the UK. Indeed, we believe that we should aim to beat the Government's 2050 net-zero target. By setting an example, we hope to encourage businesses throughout the UK to set more ambitions carbon reduction targets, which is increasingly expected by their customers, employees, and shareholders.

Our Environmental Policy commits us to setting out and following a Carbon Reduction Strategy to deliver Net Zero emissions by FY2030 (ahead of the UK Government 2050 target). Our Carbon Reduction Strategy sets out how we intend to deliver these commitments.

TEAM Energy are part of the EDW Group, comprising of EDW Technology Holdings Ltd. and its trading companies EDW Technology Ltd. and TEAM (Energy Auditing Agency Ltd.).

As a group (under the TEAM Energy trading name) we have publicly validated our Net Zero commitments through the Science Based Target Initiative (SBTi), again leading by example.

This target was approved using a streamlined target validation route exclusive to small and medium-sized enterprises (SMEs)[1].

TEAM (Energy Auditing Agency Ltd) commits to reach net-zero latest by FY2030. As part of this, it commits to reduce absolute scope 1, 2 and 3 GHG emissions 90% by FY2030 from a FY2019 base year.

The Carbon Reduction Strategy initiatives are based on best practice in energy management for our type of business, ensuring we maximise our opportunities for energy efficiency and carbon emission reduction. This is

[1] https://sbtiservices.com/services/sme

coupled with initiatives to remove barriers which currently prevent our employees reducing their own carbon emissions associated with commuting and home working.

Annual Update

In the FY2025 (November 2024 to October 2025) total annual emissions for the group were 223.7 tCO_2e, which is a 43% decrease compared to the FY2019 base year.

The following environmental management measures and projects have been completed since the introduction of our Net Zero Target:

- Office Heating Schedule
- Solar Generation Inverter Repair & Monitoring
- EV Salary Sacrifice Scheme
- EV Chargers at Radian Court Office
- IT Server Replacement
- HVO Fuel Replacement for Standby Power Generator
- IT Server Room Temperature Adjustment
- Office Water Heater/Cooler Timer Controls
- Office Ceiling Insulation
- Office LED External Lighting
- Printer/Copier Replacement
- Office HVAC system upgrade
- Introduce Green Procurement Policy
- Update Business Travel Policy

The carbon emission reduction achieved by these simple initiatives have helped contribute by the end of the FY2025 reporting period equated to a total of 40.3 tCO_2e - a 10% reduction against the FY2019 base year.

In the next year FY2026 we will implement further measures including:

- Radian Court Sub Metering
- Continued Purchased Goods & Services Supplier Reviews

3 Scope of Carbon Reduction Strategy

3.1 Organisational Boundary

The organisational boundary for a Carbon Reduction Strategy should be established using one of three GHG Protocol methodologies: Financial Control, Operational Control, or Equity Share. TEAM Energy is part of the EDW Group that has two trading companies: EDW Technology Limited, and TEAM (Energy Auditing Agency Limited). EDW Technology Holdings Limited acquired TEAM in July 2017 to create a combined organisation providing a range of energy-related software and service solutions to UK energy suppliers and consumers. In December 2019, EDW Technology Holdings Limited moved into employee ownership, with EDW Employee Ownership Trustees Limited (EDW EOT) as its sole shareholder.

The subsidiaries of EDW EOT are wholly owned, and therefore the choice of organisational boundary approach will not affect the businesses and operations to be included or excluded from the Carbon Reduction Strategy and TEAM and EDW Group can be considered as one, therefore **Operational Control** has been defined the applied methodology.

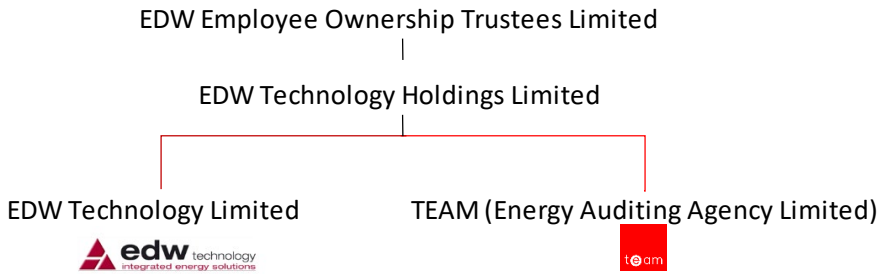


Figure 1 – EDW Group structure chart including subsidiaries

The EDW Group currently occupies one office building, Radiant Court in Milton Keynes, England. TEAM previously occupied another office in Milton Keynes (Linford Forum) until June 2021, when operations relocated to join EDW Technology in the Milton Keynes Radiant Court office.

3.2 Emissions Scope

Emissions arising from activities of EDW Group and its' supply chain will be included within the boundary of the Carbon Reduction Strategy. These are grouped into three scopes in accordance with the Greenhouse Gas GHG Protocol Corporate Accounting and Reporting Standard[2] as follows:

- **Scope 1** - Direct emissions from burning fossil-fuels
- **Scope 2** - Indirect emissions from the use of imported energy (e.g. electricity)
- **Scope 3** - Other indirect emissions from activities of the organisation, occurring from sources that they do not own or control

[2] https://ghgprotocol.org/corporate-standard

3.2.1 Included Emissions Categories

Details of the emissions that have been defined as in scope of the EDW Group Carbon Reduction Strategy have been selected based on the requirements of EDW Group and an initial sensitivity analysis completed following a review of the organisational operations and consumption data.

Emissions Category	Activities Included
Scope 1 - Direct Emissions	
Fuels	Standby generator diesel consumption in buildings owned and/or operated by EDW Group
Fugitive emissions	Site-specific fugitive emissions (e.g. air conditioning or refrigerant leakage)
Scope 2 - Indirect Emissions	
Imported electricity	Electricity consumption in buildings owned and/or operated by EDW Group
Scope 3 - Other Indirect Emissions	
1. Purchased goods and services	Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year, not otherwise included in Scope 3 Categories 2 – 8 (including water supply)
2. Capital goods	Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year
3. Fuel and energy related activities (not included in scope 1 or scope 2)	Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year, not already accounted for in scope 1 or scope 2, including: a) Upstream emissions of purchased fuels (extraction, production, and transportation of fuels consumed by the reporting company) – Well-To-Tank (WTT) emissions b) Upstream emissions of purchased electricity (extraction, production, and transportation of fuels consumed in the generation of electricity, steam, heating, and cooling consumed by the reporting company) – Well-To-Tank (WTT) emissions c) Transmission and distribution (T&D) losses (generation of electricity, steam, heating and cooling that is consumed (i.e., lost) in a T&D system)
5. Waste generated in operations	Disposal and treatment of waste generated in the reporting company's operations in the reporting year (in facilities not owned or controlled by the reporting company)
6. Business travel	Transportation of employees for business-related activities during the reporting year (in vehicles not owned or operated by the reporting company)
7. Employee commuting	Transportation of employees between their homes and their worksites during the reporting year (in vehicles not owned or operated by the reporting company) and Emissions from employee teleworking (homeworking)

Table 1: Emissions Included in Scope

3.2.2 Excluded Emissions Categories

Some scope 3 emissions categories have been excluded from the EDW Group Carbon Reduction Strategy which are shown in Table 2 along with the reason for their exclusion.

Emissions Category	Activities Excluded	Reason for Exclusion
Scope 3 - Other Indirect Emissions		
1. Purchased goods and services	Outsourced services for Office Cleaning (purchased cleaning products are included)	Negligible emissions when estimated (cleaners walk to site)
1. Upstream transportation and distribution	Transportation and distribution of products purchased by the reporting company in the reporting year between a company's tier 1 suppliers and its own operations (in vehicles and facilities not owned or controlled by the reporting company) Transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics (e.g., of sold products), and transportation and distribution between a company's own facilities (in vehicles and facilities not owned or controlled by the reporting company)	Negligible when estimated, actual data not available
8. Upstream leased assets	Operation of assets leased by the reporting company (lessee) in the reporting year and not included in scope 1 and scope 2 – reported by lessee	Not applicable to business operations
9. Downstream transportation and distribution	Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), including retail and storage (in vehicles and facilities not owned or controlled by the reporting company)	Not applicable to business operations
10. Processing of sold products	Processing of intermediate products sold in the reporting year by downstream companies (e.g., manufacturers)	Not applicable to business operations
11. Use of sold products	End use of goods and services sold by the reporting company in the reporting year	Not applicable to business operations
12. End-of-life treatment of sold products	Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life	Not applicable to business operations
13. Downstream leased assets	Operation of assets owned by the reporting company (lessor) and leased to other entities in the reporting year, not included in scope 1 and scope 2 – reported by lessor	Not applicable to business operations
14. Franchises	Operation of franchises in the reporting year, not included in scope 1 and scope 2 – reported by franchisor	Not applicable to business operations
15. Investments	Operation of investments (including equity and debt investments and project finance) in the reporting year, not included in scope 1 or scope 2	Not applicable to business operations

Table 2: Emissions Excluded from Scope

4 Base Year Emissions

A base year period of FY2019 (01/11/2018 to 31/10/2019) has been selected. This is the most accurate, 12-month period with typical business activity (pre-covid pandemic) and before business initiatives to reduce carbon emissions begun. The period November-October aligns with the group financial year.

The Base Year emissions have been calculated to be a total of 392.25 tonnes of CO_2e (using Location Based accounting for Scope 2 electricity emissions), the emissions by Scope are shown in Figure 1 and Table 1.

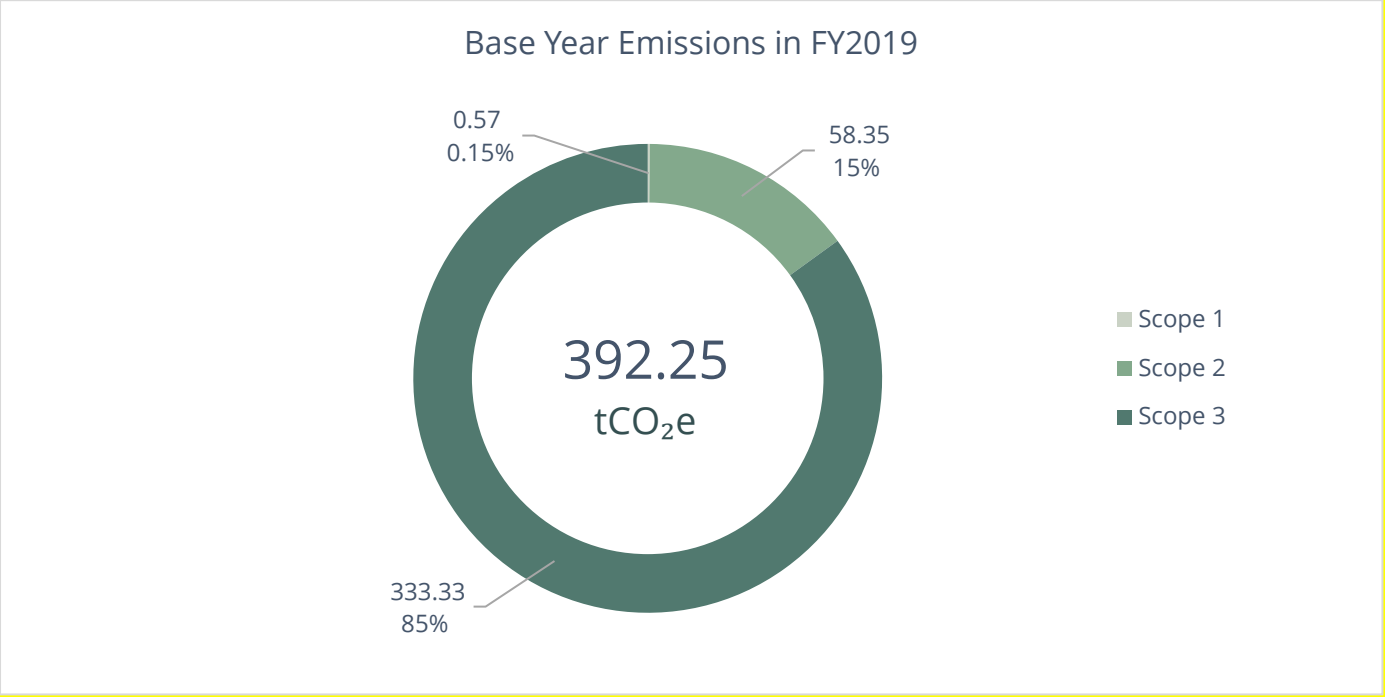


Figure 1 Base Year Emissions in FY2019 by Scope

Period	Scope 1	Scope 2	Scope 3	Total
FY2019 (Base Year) tCO_2e	0.57	58.35	333.33	**392.25**

Table 3: Total emissions by Scope (location based)

A full breakdown of base year emissions is provided in Appendix 11.2.

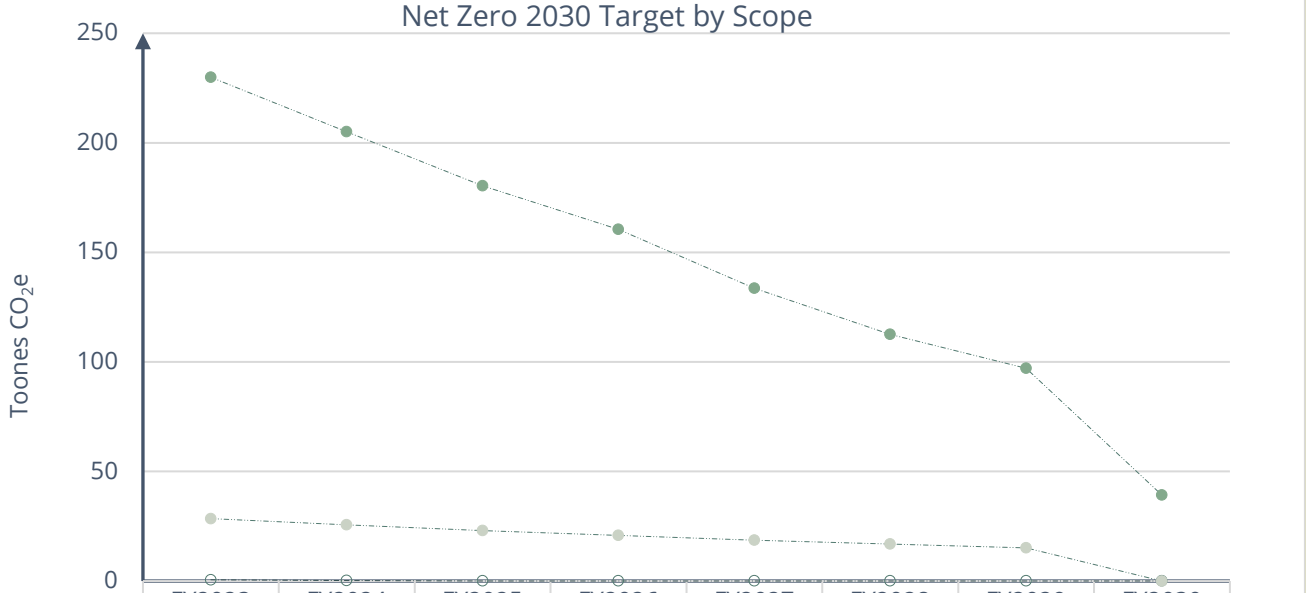
Market-Based Renewable Energy Contract

The electricity supply contract for Radian Court with Smartest Energy is a REGO backed 100% Renewable generation supply until the end of October 2026. This provides zero carbon emission electricity when using a Market Based assessment of emissions. However, it should be noted that to reach Net Zero Emissions, purchased electricity from the grid must have carbon emissions calculated using a Location Based emission grid average factor and as such emissions for electricity calculated in the Baseline above and for ongoing emissions reporting will use this methodology.

5 Emission Reduction Targets

5.1 Net Zero 2030 Target

The following targets that have been set starting from the FY2023 when emissions reduction initiatives begun with the implementation of the Carbon Reduction Strategy. The overall target is to be Net Zero by 2030, with annual values detailed below in Figure 2 by Scope. Overall, there needs to be a 90% reduction in emissions when compared to the Base Year of FY2019 to meet the Net Zero objective.



	FY2023	FY2024	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030
Scope 1	0.57	0.29	0.03	0.03	0.03	0.03	0.03	0.03
Scope 2	28.49	25.64	23.08	20.77	18.69	16.82	15.14	0.00
Scope 3	229.91	205.13	180.34	160.50	133.64	112.55	97.14	39.19

Figure 2 Net Zero 2030 Targets by Scope

These targets result in a 90% reduction in overall Scope 1,2 & 3 emissions to 39.22 tCO_2e by FY2030 when compared to the Base Year of FY2019.

They also exceed the reductions required for a 10-year Scope 1+2 Near-term targets for FY2029 with a reduction of 74.26% to 16.85 tCO_2e verses 60.86% 1.5°C SBTi Formulation. As well as for 10-year Scope 3 Near-term targets for FY2029 a reduction of 70.86% to 97.14 tCO_2e verses 42.86% for 1.5°C SBTi Formulation. A full breakdown of target values is provided in Appendix 11.3.

5.2 SBTi Target Validation

The targets have been approved by Science Based Targets Initiative (SBTi) using a streamlined target validation route exclusive to small and medium-sized enterprises (SMEs)[3] under our trading name TEAM (Energy Auditing Agency Ltd) and set in accordance with SBTi Near-term and Net Zero targets following the absolute contraction approach. TEAM (Energy Auditing Agency Ltd) can be seen listed on the SBTi's Target Dashboard [4].

[3] https://docs.sbtiservices.com/resources/FAQsforSMEs.pdf
[4] SBTi Dashboard "TEAM (Energy Auditing Agency Ltd)" see https://sciencebasedtargets.org/target-dashboard

6 Emissions Reduction Initiatives

6.1 Emission Reduction Initiatives

A summary of all current emission reduction initiatives is given below in Table 4.

Initiative	Scope - Area	Status
Heating Schedules	Scope 2 - Electricity	Completed FY2023
Solar Generation Inverter Repair & Monitoring	Scope 2 - Electricity	Completed FY2023
EV Salary Sacrifice Scheme	Scope 3 - Employee Commuting	Completed FY2023
EV Chargers at Radian Court	Scope 3 - Employee Commuting	Completed FY2024
IT Server Replacement - NetApp	Scope 2 - Electricity	Completed FY2024
HVAC Upgrade	Scope 2 - Electricity	Completed FY2025
HVO Fuel Replacement for Standby Power Generator	Scope 1 - Generator Deisel	Completed FY2024
Printer/Copier Replacement	Scope 3 - Purchased Goods & Services: Equipment Rental	Completed FY2024
Water Heater/Cooler Timer Controls	Scope 2 - Electricity	Completed FY2024
IT Server Replacement - NetApp Repurpose	Scope 2 - Electricity	Completed FY2024
Introduce Green Procurement Policy	Scope 3 - Purchased Goods & Services: All	Completed FY2025
IT Server Replacement - VMWare Host	Scope 2 - Electricity	Completed FY2024
IT Server Room Temperature Adjustment	Scope 2 - Electricity	Completed FY2024
Ceiling Insulation	Scope 2 - Electricity	Completed FY2024
LED External Lighting	Scope 2 - Electricity	Completed FY2024
Office Sub Metering	Scope 2 - Electricity	In Progress - Due FY2026
Purchased Goods & Services Supplier Reviews	Scope 3 - Purchased Goods & Services: All	In Progress - Ongoing
Homeworking Energy Saving Initiative	Scope 3 - Employee Homeworking	Proposed
Homeworking Renewable Energy Support	Scope 3 - Employee Homeworking	Proposed
Update Business Travel Transport Policy	Scope 3 - Business Travel: Non-Company Cars	Completed FY2025
Update Hotel Business Travel Policy	Scope 3 - Business Travel: Hotels	Proposed

Table 4: EDW Group Carbon Initiatives

6.1.1 Employee Commuting and Homeworking

Employees at EDW Group are based in England, with most commuting to the Radian Court office regularly once or twice a week using multiple modes of transport. Employees are surveyed on an annual basis to ascertain the mode of transport, distance to work and fuel type which they use for commuting.

For staff who travel to the Radian Court office by car or motorbike, the barriers in place for employees to switch to greener commuting were assessed.

We have considered how to incentivise employees to swap petrol or diesel vehicles for electric vehicles (EVs) or public transport. Incentives to use local public transport will be investigated, and a refresh and relaunch of the cycle to work scheme will also be completed. In FY2024, EDW Group introduced a salary

sacrifice scheme with a third-party organisation to supply electric cars to staff and supported with office-based EV charge-points.

Removing Barriers to Enable the Switch to EVs

Upfront cost of EV purchase: An electric vehicle salary sacrifice scheme lets an employee pay for an electric car each month using their gross salary (before tax and other contributions are deducted), with no upfront purchase cost. After assessing a number of plan opportunities, a scheme was agreed with Octopus, who provide savings of up to 40% on a typical electric car purchase for employees.

Initiative: *EV Salary Sacrifice Scheme - Completed FY2024*

EV Charging

Not all employees are able to install an EV charge-point at their home (e.g. they may only have access to on-street parking or are in rented accommodation or a flat). The installation of EV charge-points at Radian Court has helped to remove this barrier and offer additional incentives to switch to an EV. The result of the Supply Capacity Optimisation analysis completed in 2021 showed there is spare electrical supply capacity available for up to ten 22kW three phase EV fast chargers to be installed on site. Ten EV fast chargers were installed at Radian Court in FY2024.

Initiative: *EV Chargers at Radian Court - Completed FY2024*

Reducing Homeworking Emissions

EDW Group has committed to a hybrid working model, and it is not expected that employees will be asked to change their work from home/office proportion as part of this Carbon Reduction Strategy. Therefore, initiatives are focused on assisting employees to reduce their own home emissions through education, access to information and promotion of energy saving activities they can do themselves. This will have the added benefit of improving energy management awareness across the whole company which also helps reduce energy wastage in the office.

Initiative: *Homeworking Energy Saving Initiative – Proposed*

Initiative: *Homeworking Renewable Energy Support – Proposed*

6.1.2 Electricity Consumption

Energy efficiency within the Radian Court office was assessed, with a full building survey and appropriate, costed energy saving opportunities calculated. It was estimated that the office heating and cooling system used a significant amount of electricity which could be better controlled.

Office Energy Efficiency - Radian Court Heating and Cooling

The heating and cooling system for the main office space has been upgraded in FY2025. The Mitsubishi heating and VRF cooling system is now connected to one central control system, which can also be operated remotely. Optimised start settings have been applied to the system to allow for efficient use, and the mechanical ventilation has been replaced with 7 new heat recovery units across the building, also linked to the central control, which have improved the fresh air quality.

Previously, the system was not centrally or remotely controlled and each of the 12 units in the building were controlled manually and independently of one another, with some limits to maximum and minimum temperatures in place. The upgrades which have been made to the HVAC system and the implementation of more efficient settings have resulted in improvement in staff comfort and reduced electricity use in the building.

Initiative: *Heating Schedules – Completed FY2023*

Initiative: *HVAC Upgrade – Completed FY2025*

Initiative: *Ceiling Insulation – Completed FY2024*

IT Electricity Use

IT equipment, and the server room, is another significant user of electricity. We have been continually reviewing whether there are ways of reducing emissions in this area such as by using solutions hosted by third parties and/or upgrading equipment.

Initiative: *IT Server Replacement – NetApp – Completed FY2023*

Initiative: *IT Server Replacement - NetApp Repurpose – Completed FY2024*

Initiative: *IT Server Replacement - VMWare Host – Completed FY2024*

Initiative: *IT Server Room Temperature Adjustment – Completed FY2024*

Other Electricity Use

As part of office energy survey, it was also identified external lighting could be improved and all updated to all LED with light and proximity control. Further sub-metering is recommended to identify other potential for energy waste reduction and to improve monitoring.

Initiative: *LED Lighting – Completed FY2024*

Initiative: *Office Sub Metering - In Progress - Due FY2026*

Radian Court Solar PV Generation and Export

Radian Court has a 50kW solar array on the roof, these are split into five groups connected to five inverters, two located in the Ground Floor Lift Room and three located in the Ground Floor IT Store.

There were two types of inverters used in the system, there were two older types of units remaining, one of which had failed, and the others three units had already been replaced with new units as they failed in the past. The two older units were replaced in December 2022, and a new monitoring system was installed to measure and control the Solar PV Generation more closely.

Initiative: *Solar Generation Inverter Repair & Monitoring – Completed FY2023*

6.1.3 Purchased Goods & Services

Before 2025, the EDW Group procurement policies did not consider the 'green credentials' of our suppliers. To reduce carbon emissions related to purchased goods and services in future, in August 2025 our Green Procurement Policy was introduced, which includes the evaluation of the following criteria for suppliers of products and services:

- Supplier's Carbon Reduction Strategy and Net Zero Commitments

Considerations which are proposed to be incorporated into the policy in the future include:

- The energy efficiency of IT equipment (purchasing)
- Expected lifespan of products
- Expected disposal methods of products (can the product be recycled at the end of its lifespan?)
- Product delivery distance

If implemented effectively, a green procurement policy can also help to reduce carbon emissions from multiple other categories besides purchased goods and services (e.g. Emissions from electricity in offices, office waste etc.).

Initiative: *Printer/Copier Replacement – Completed FY2024*

Initiative: *Introduce Green Procurement Policy – Completed FY2025*

Initiative: *Purchased Goods & Services Supplier Reviews – In Progress*

6.1.4 Standby Power Generator

The standby power generator at Radian Court, used for backup emergency power provision and regular monthly load testing, previously ran on white diesel. The company contracted by EDW Group for maintenance and fuel supply of the generator, recommended that white diesel can be swapped for drop-in replacement fuel Hydrotreated Vegetable Oil (HVO) biodiesel. HVO is produced from 100% sustainable renewable feed stocks, which allows the fuel to be 100% Bio and FAME-free. Replacement of diesel with HVO fuel was completed during FY2024, resulting in 100% HVO fuel in FY2025.

This results in approximately 90% less greenhouse gas emissions from the diesel generator, with the only cost necessary being the more expensive purchase price of HVO biodiesel (plus a tank flush is also recommended). This resulted in a reduction of approximately 566kgCO_2e in the FY2025 year.

Initiative: *HVO Fuel Replacement for Standby Power Generator – Completed FY2024*

6.1.5 Business Travel

Business travel is an essential part of our service offering; where energy consultant need to visit client sites to assess energy performance and provide compliance services. Therefore, initiatives for business travel focus on updates of business travel policies for transport to reduce emission from travelling by car and on hotels to reduce the emission associated with overnight stays.

Initiative: *Update Business Travel Transport Policy – Completed FY2025*

Initiative*: Update Hotel Business Travel Policy – Proposed*

7 Annual Emissions Reduction Progress

7.1 Ongoing Target Monitoring Frequency

Emissions performance against targets for EDW Group are reported on an annual basis in line with the company's financial year period (1st November to 30th October). This is the third progress tracking report for EDW Group providing details. In this report, the current emissions have been compared to the Net Zero targets and emissions calculated for previous years.

7.2 Annual Emissions

During the reporting period 1st November 2024 to 31st October 2025 (FY2025) the EDW Group was responsible for emissions equivalent to 227.79 tonnes of CO_2e (using location-based accounting for scope 2 emissions). Table 5 and Figure 3 show the annual emissions by scope since the base year.

Period	Scope 1 (tCO_2e)	Scope 2 (tCO_2e)	Scope 3 (tCO_2e)	Total (tCO_2e)
FY2019 (Base Year)	0.57	58.35	333.33	**392.25**
FY2020	0.57	58.35	292.90	**351.83**
FY2021	0.57	48.90	238.60	**288.07**
FY2022	0.57	29.99	222.86	**253.42**
FY2023	18.85	27.56	236.30	**282.71**
FY2024	0.55	25.02	221.96	**247.53**
FY2025	0.01	16.09	211.70	**227.79**

Table 5: Total annual emissions by scope (Location-based)

Between the Base Year FY2019 and FY2025 Reporting Year there has been a 42% decrease in overall emissions.

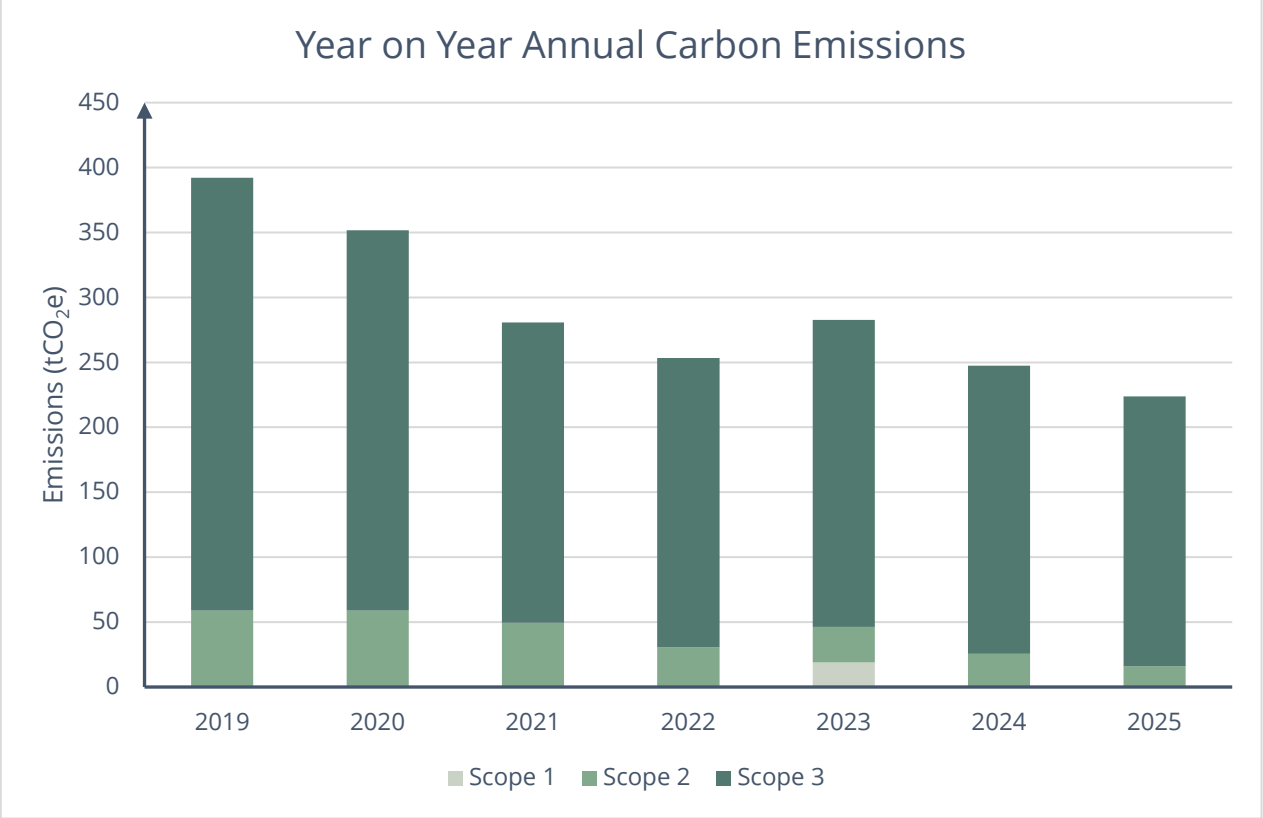


Figure 3: Annual emissions by Scope since the base year

7.3 Current Reporting Year Emissions FY2025

Overall emissions in FY2025 have decreased compared FY2024 by 8% or 19.74 tCO_2e to 227.79 tCO_2e. As shown in Figure 4, Scope 1 emissions have decreased to just 0.1% of total emissions.

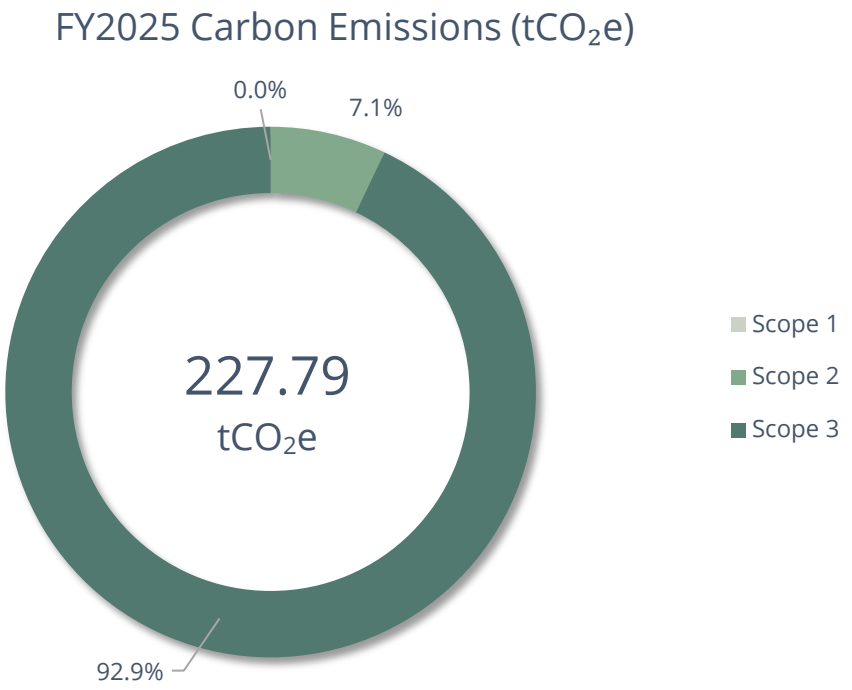


Figure 4: FY2025 emissions by Scope

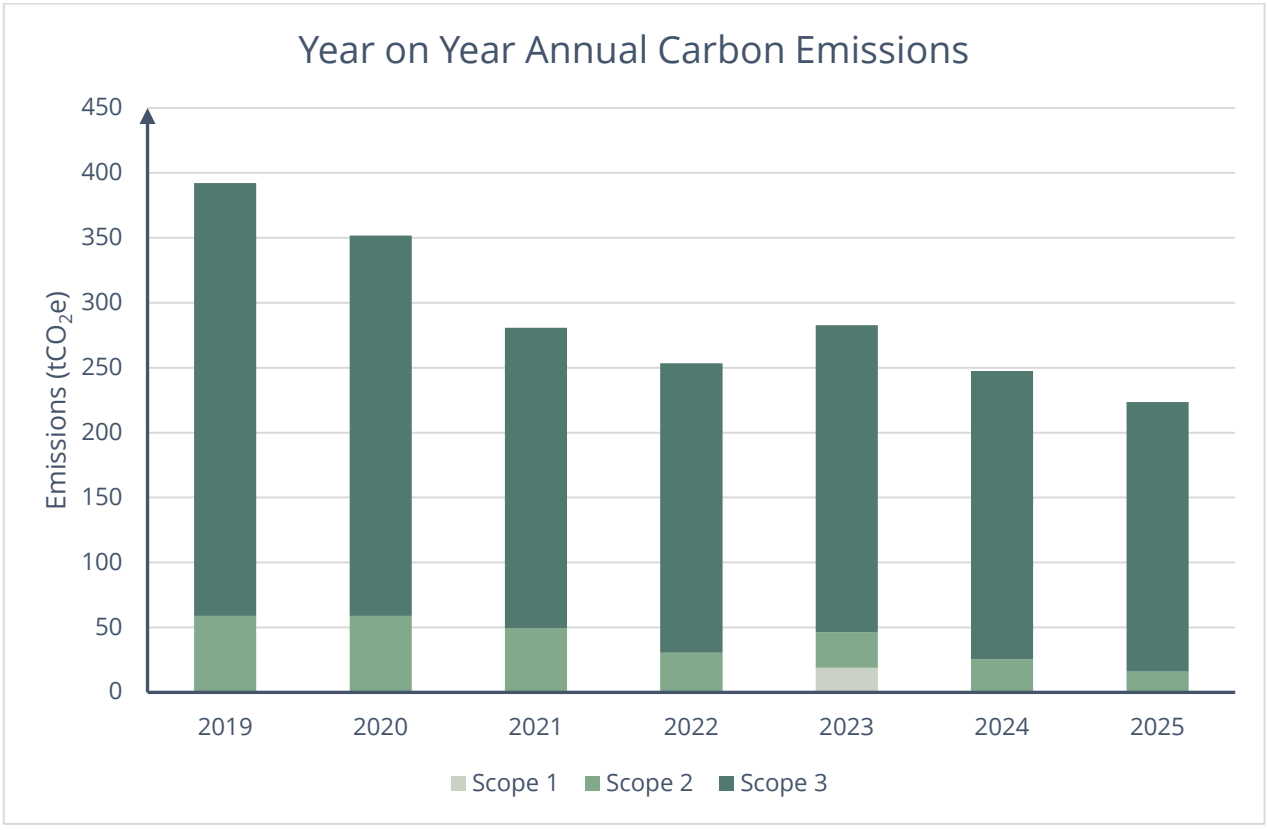


Figure 5: Annual total carbon emissions since the base year FY2019.

Figure 5 above shows the annual progression of total emissions since the base year FY2019 to the current report year. The figure shows the overall progression since the base year including the effects

of the COVID-19 pandemic, which saw a decrease in emissions through FY2021 and FY2022 as a result of decreased business travel and employee commuting. Overall, total emissions have decreased by 42% since the base year.

7.3.1 Scope 1 Emissions

Fugitive Emissions

Fugitive emissions remained at 0 tCO_2e for the second consecutive year. EDW Group continue to maintain and service the HVAC system at Radian Court on a 6-monthly basis to ensure that refrigerant leakage is avoided wherever possible.

Standby Power

Emissions from use of the standby power generator have been greatly reduced as a result of a complete switch from generator diesel to HVO. This resulted in a 99% decrease in emissions between FY2024 and FY2025.

7.3.2 Scope 2 Emissions

Office Electricity Consumption

Scope 2 emissions (all from imported electricity) have decreased by 36% compared to FY2024 on a location basis. This has been achieved mainly through a HVAC system upgrade which involved installing a more energy efficient system as well as optimising set points in the office. As noted above the electricity supply contract for Radian Court with Smartest Energy is a REGO backed 100% Renewable electricity, resulting in zero scope 2 emissions on a market basis which contributes to our Carbon Neutral offsets.

On-site Generation

During FY2025, the solar photovoltaic system at our office generated 42,250 kWh of electricity and was able to deliver 27% of our office's total electricity consumption (including charging for EVs). Only 19% of the generated electricity was exported back to the grid with the vast majority being used.

7.3.3 Scope 3 Emissions

Overall scope 3 emissions decreased by 36% between FY2024 and FY2025. As shown in Figure 5, FY2025 showed reductions in emissions for all scope 3 categories with the exception of purchased goods and services. The most significant reduction by percentage was Business Travel, which reduced by 50% between FY2024 and FY2025 from 17.7 tCO_2e to just 8.9 tCO_2e.

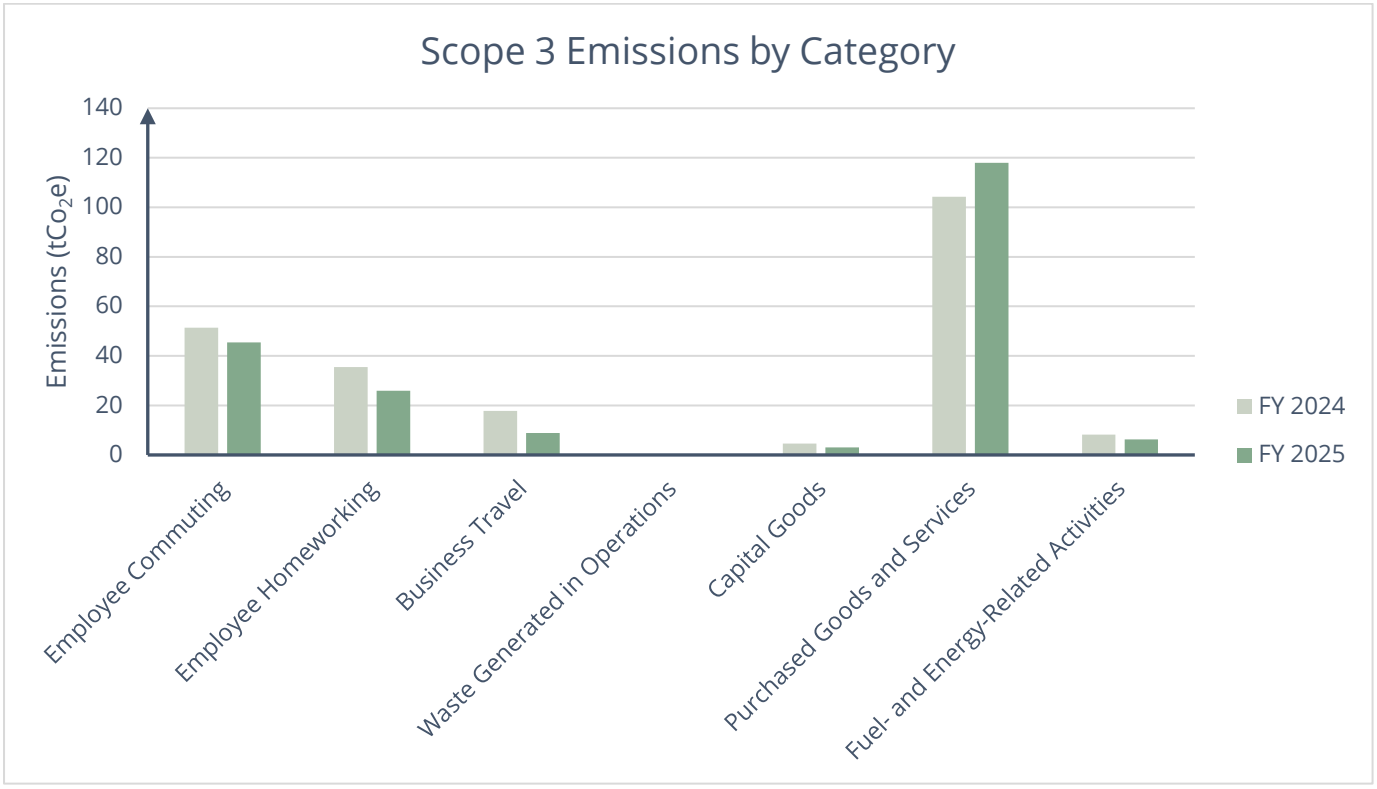


Figure 6: Scope 3 Annual Emissions by Category for FY2024 and FY2025

Purchased Goods and Services

The Purchased Goods and Services category was the only emissions category which saw an increase in emissions between FY2024 and FY2025. This can largely be attributed to increases in emissions from Software as a Service (SaaS) and building maintenance. The increase in both of these categories are as a result of these emissions being calculated using the spend-based method, and both categories saw an increase in spend in the reporting year.

The increase in spend on SaaS was largely offset by a decrease in spend on software subscriptions.

The increase in spend on building maintenance was largely related to renovations carried out during the year by third party contractors, and installation of a new HVAC system.

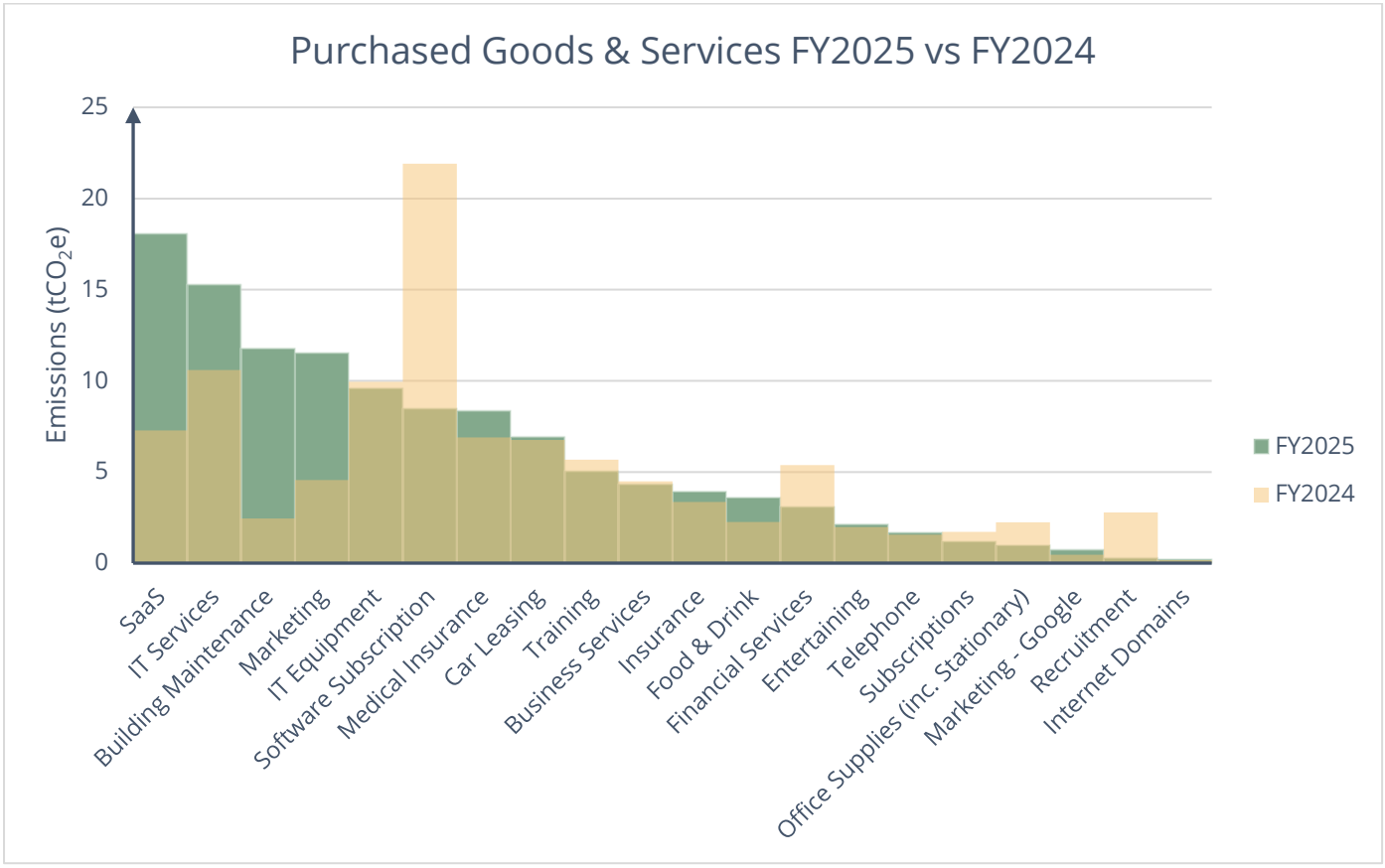


Figure 7 Purchased Goods

Employee Commuting and Homeworking

FY2025 showed another year of improvement for employee commuting and homeworking emissions, with emissions in both categories decreasing since the previous year by 18% overall, which was a decrease of 12% and 27% respectively. This is despite an increase in overall distance commuted in the year from 214,683 miles in FY2024 to 217,809 miles in FY2025 – commuting emissions continue to decrease as employees choose greener forms of transport, in particular the increased adoption of our electric vehicle salary sacrifice scheme. Figure 6 shows the annual employee commuting and homeworking emissions since the base year in 2019. The figure shows that after recovering from the impact of COVID-19, our overall emissions in this category have continued to decrease and are now 35% less than in the base year.

Employee Commuting and homeworking emissions fell by 18% in FY2025, despite a small 1.4% increase in total employee commuting distance travelled from 214,683 miles in FY2024 to 217,809 miles in FY2025.

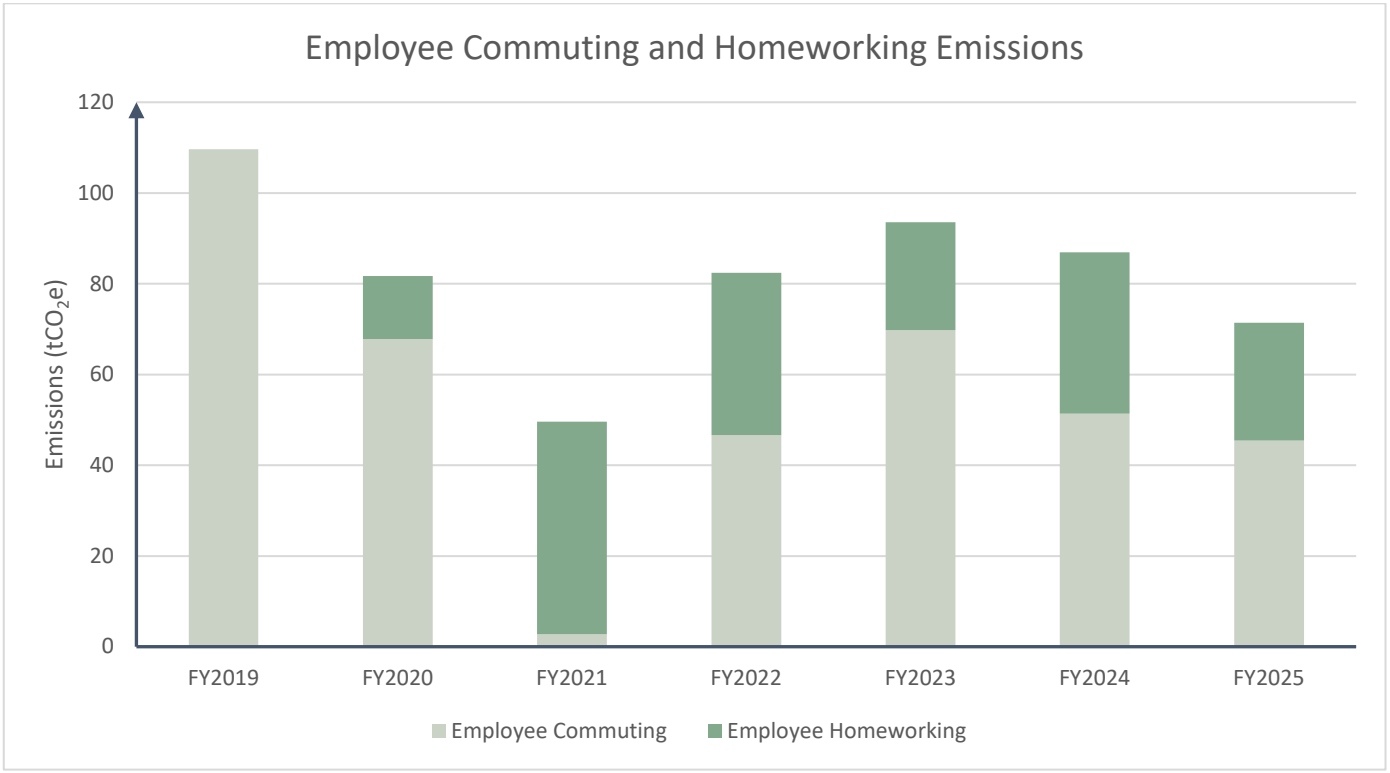


Figure 8: Annual employee commuting and homeworking emissions since the base year

Business Travel

Business travel has been another success story for EDW Group as overall emissions continue to decrease year on year. FY2025 saw a 27% decrease in emissions from the previous year to 12.88 tCO_2e. which is now 29% lower than the base year. This year-on-year reduction is largely due to significant reductions in non-company-owned vehicle business travel. This is in part due to increased adoption of the electric vehicle salary sacrifice scheme, and in part due to improvements in business travel planning whereby trips are consolidated and planned to reduce the overall distance travelled wherever possible.

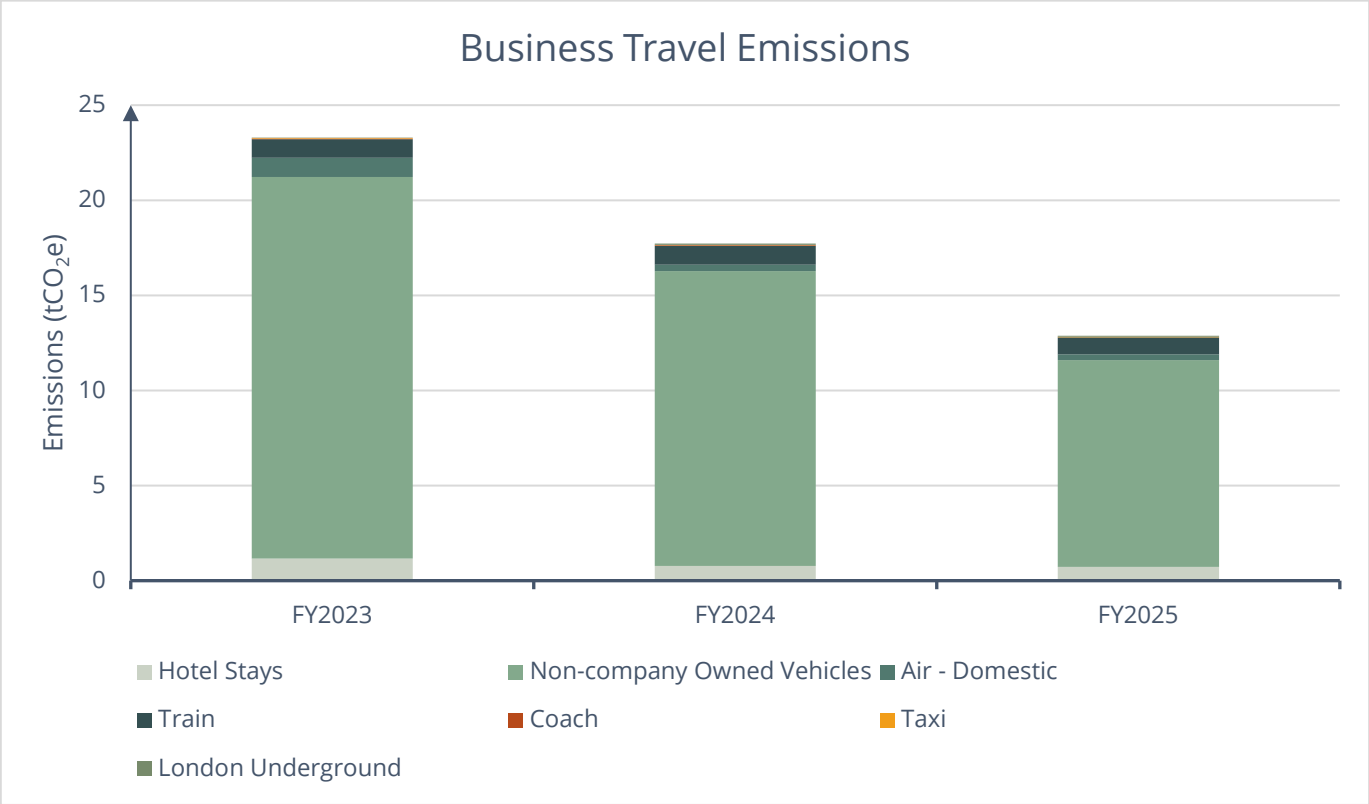


Figure 9: Business Travel emissions FY2023 - FY2025

8 Performance vs Target

Figure 9 below shows EDW Group's ongoing progress against target emissions since the base year. Target emissions for reaching Net Zero by 2030 are shown from FY2023 onwards, which is when target emissions began. EDW Group's total emissions in FY2025 were 12% above the target emissions for the year.

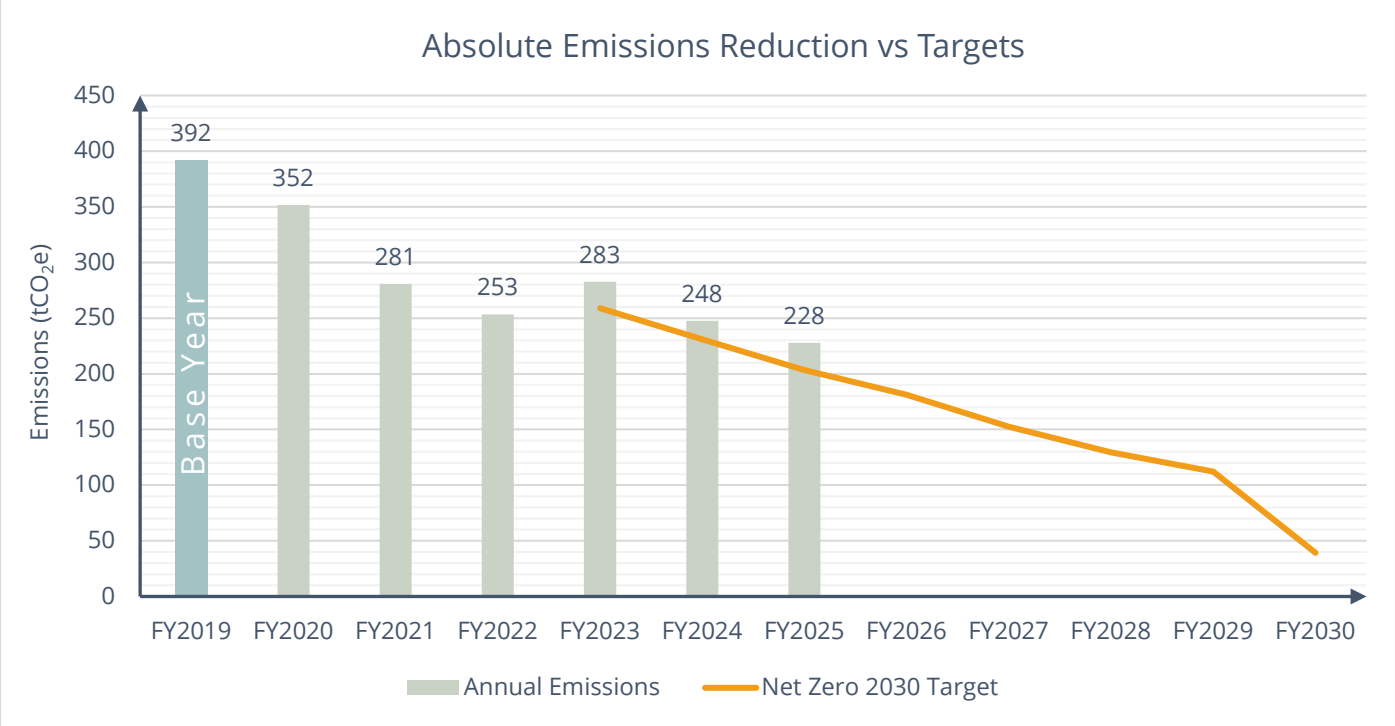


Figure 10: Absolute emissions vs target emissions

8.1.1 Scope 1 Emissions Performance

Scope 1 emissions were 74% ahead of the target emissions for FY2025. This success pertains to the complete switch from generator diesel to HVO in September 2023, meaning that no generator diesel was used in FY2025 and thus extremely low scope 1 emissions were achieved.

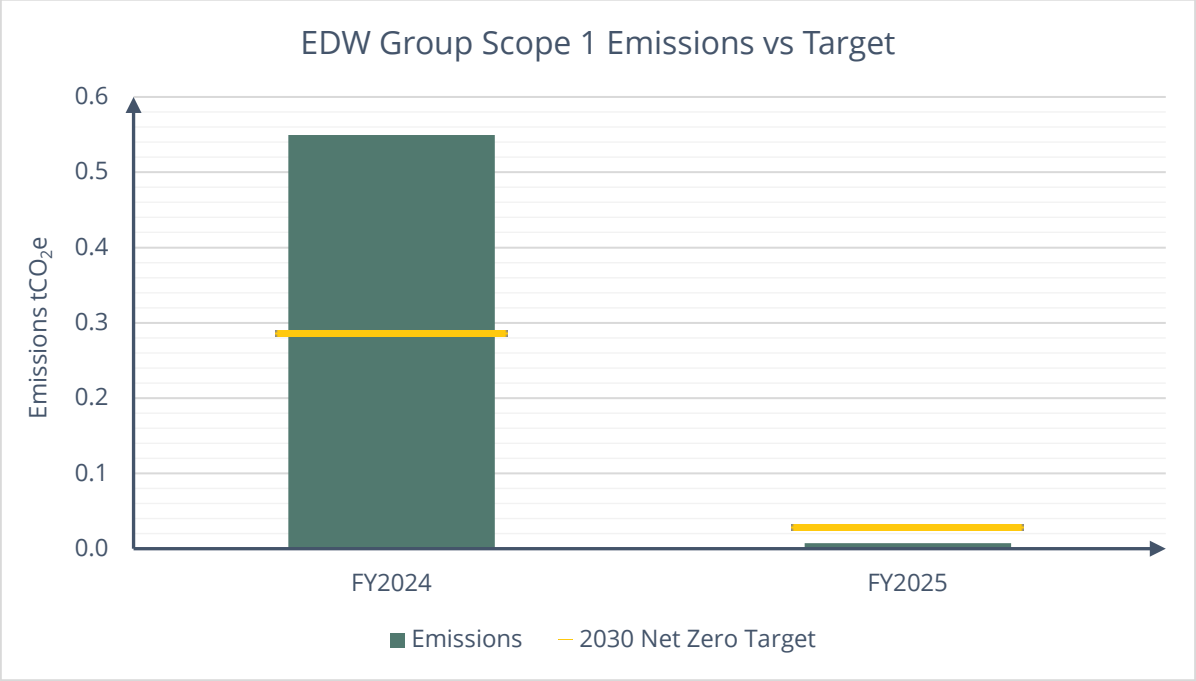


Figure 11: Scope 1 emissions vs target FY2024 and FY2025

8.1.2 Scope 2 Emissions Performance

The electricity supply contract for Radian Court is for 100% renewable REGO backed electricity. This provides zero carbon emission electricity when using a Market Based assessment of emissions.

However, to reach Net Zero Emissions, purchased electricity from the grid must have carbon emissions calculated using a Location Based emission grid average factor and as such emissions for electricity calculated in previous years and current reporting year use this methodology.

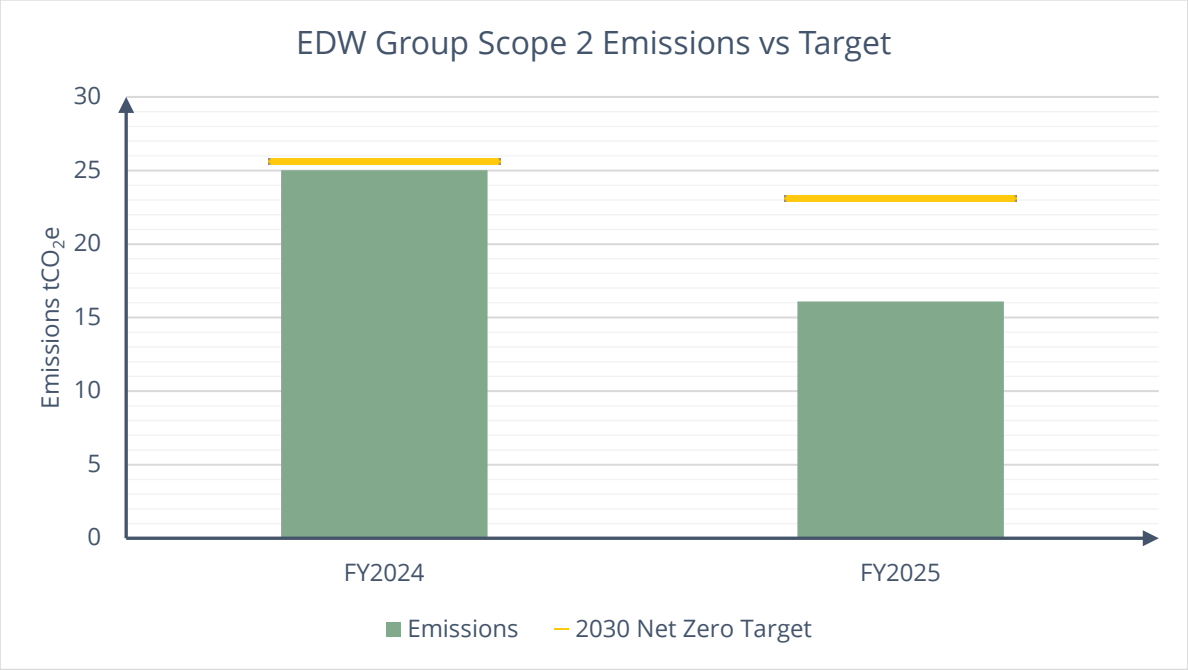


Figure 12: Scope 2 emissions vs target FY2024 and FY2025

As demonstrated in Figure 11 above, scope 2 emission were 30% below the target emissions for FY2025. This achievement demonstrates the success of our ongoing energy efficiency projects.

8.1.3 Scope 3 Emissions Performance

Scope 3 emissions for FY2025 were 17% above the target emissions, as demonstrated in Figure 12 below.

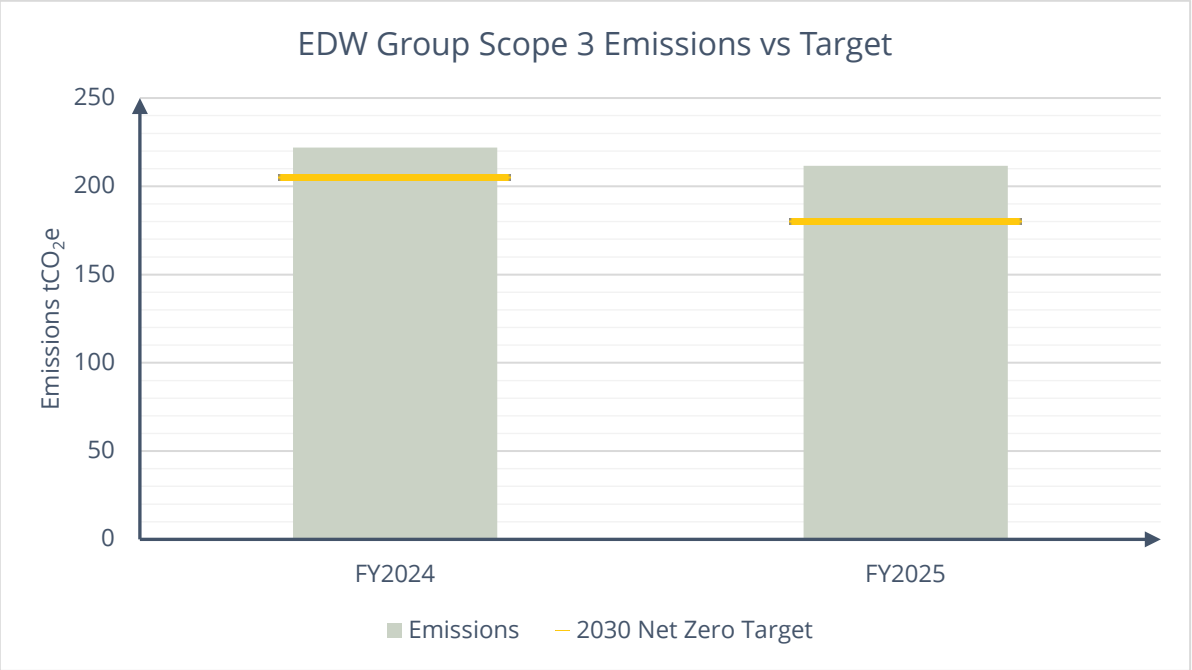


Figure 13: Scope 3 emissions vs target FY2024 and FY2025

Figure 13 below shows the FY2025 scope 3 emissions by individual category against their respective target, showing that the majority of category targets were met for FY2025 with the exception of purchased goods and services, which were 46% behind target. This was largely driven by increased spend on marketing services and building maintenance. The increase in building maintenance cost was related to one-off projects completed in FY2025 which were the HVAC upgrade and the renovation of our staff break room. Both these projects are now complete and so spend on building maintenance is expected to decrease in FY2026. When discounting the building maintenance category, purchased goods and services emissions were only 34% behind target.

Further reductions will be required in the coming years in the purchased goods and services category. Initiatives have already begun in this category in order to engage suppliers in decarbonisation and incorporate emissions objectives into procurement in the business, as described in section 6. Such initiatives are expected to be successful but may show some delay between roll-out and actualisation of emissions reductions in reporting.

70% of all suppliers with annual spend over the threshold set out by our Green Procurement Policy had committed to Net Zero Targets in 2025.

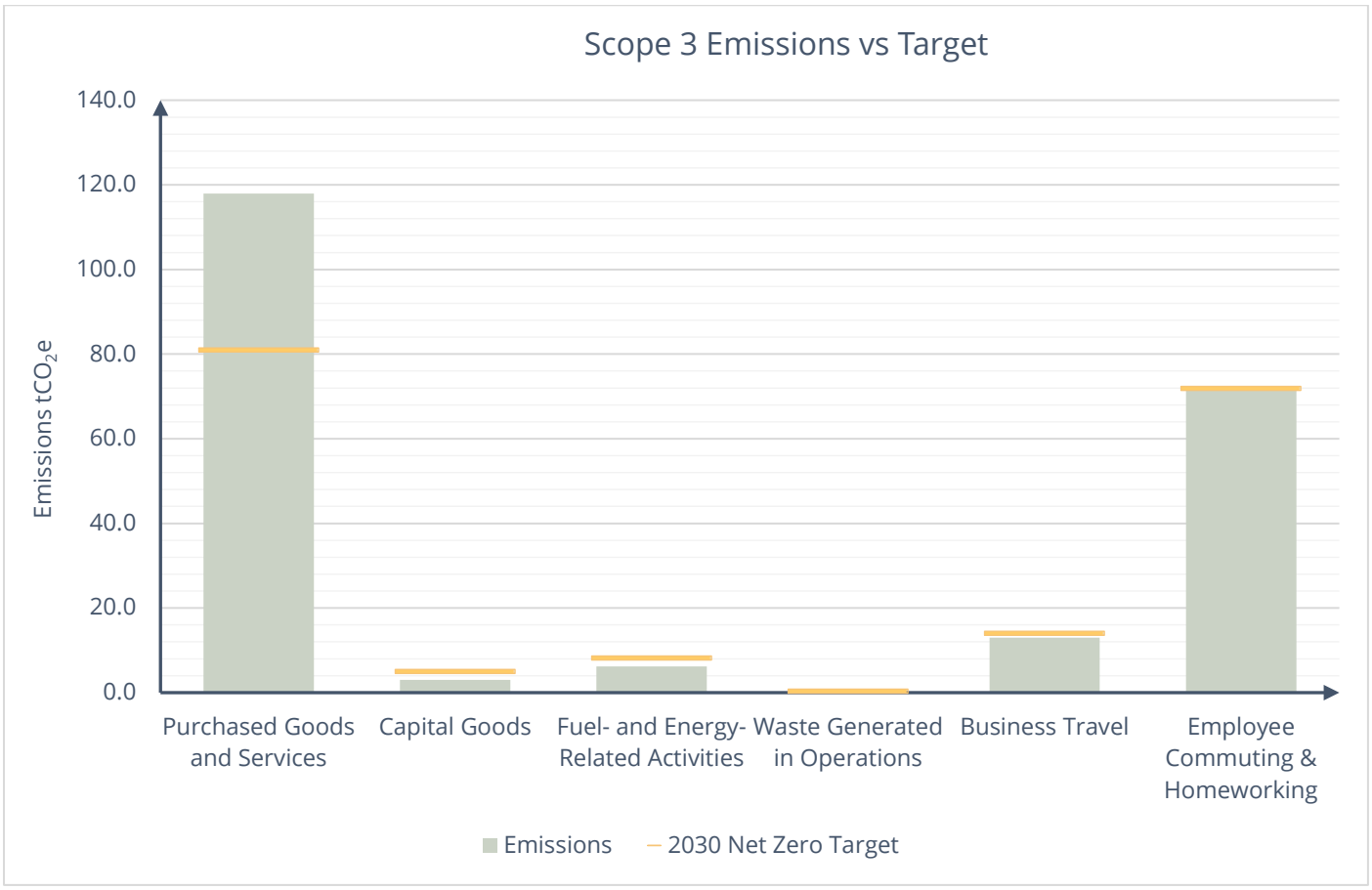


Figure 14: Scope 3 emissions vs target by category for FY2025

9 Carbon Offsetting

Carbon credits are measurable, verifiable emission reductions from certified climate action projects. These projects reduce, remove or avoid greenhouse gas (GHG) emissions. But they can also bring a whole host of other positive benefits, for example, they empower communities, protect ecosystems, restore forests or reduce reliance on fossil fuels.

We have implemented a carbon offsetting strategy in the medium term to offset all scope 1, 2 and 3 emissions from the start of the FY2022 reporting period onwards with good quality projects in conjunction with the emissions reduction initiatives outlined above.

9.1 Offset Strategy

9.1.1 Carbon Neutral to Net Zero

Carbon Neutral typically refers to a policy of not increasing carbon emissions and of achieving carbon reduction through offsets. **Net Zero** means making changes to reduce carbon emissions to the lowest level and including all greenhouse gases – and offsetting any residual emissions that are not otherwise possible to remove.

Our intended carbon offset strategy is to buy carbon credits to cover 100% of our emissions (excluding electricity purchased from REGO backed renewable sources) from any of the applicable providers that offer their services to small to medium sized enterprise, to cover our emissions forecast from FY2022 until FY2030 in line with our Carbon Reduction Strategy. This is estimated to be equivalent to a total of 1,462 Tonnes CO_2e, with an estimated offset cost of circa £18,000. Buying carbon credits in advance were possible to cover us for these future periods will hedge against the expected increase in carbon credit prices over the next few years[5].

What is the difference between Carbon Neutrality and Net Zero?

Boundary - Carbon neutrality has a minimum requirement of covering Scope 1 & 2 emissions with Scope 3 encouraged. Net Zero must cover Scope 1, 2 & 3 emissions.

Level of ambition - there is no requirement for a company to reduce its emissions on a certain trajectory in order to be carbon neutral. To be Net Zero, an organisation must be reducing its emissions along a 1.5°C trajectory across Scopes 1, 2 & 3.

Approach to residual emissions - to achieve carbon neutrality, an organisation must purchase carbon offsets that either result in carbon reductions, efficiencies or sinks. For Net Zero, an organisation must purchase greenhouse

This approach has allowed us to be **Carbon Neutral** right away while we work towards **being Net Zero by 2030**.

9.1.2 Sourcing Carbon Credits from Voluntary Market

EDW Group has selected the Gold Standard Marketplace as the provider of carbon reduction projects, that adhere to a rigorous set of criteria to pass verification by third-party agencies and a review by a panel of experts at a leading carbon offset standard. We have developed our own set of criteria based on input from our employee owner stakeholders to meet our cost and carbon objectives.

[5] https://www.ucl.ac.uk/news/2021/jun/ten-fold-increase-carbon-offset-cost-predicted

Details of credits purchased and allocated are in Table 6.

Reporting Year	Credits Purchased	Credits Allocated	Balance Remaining	Reference
FY2022	333	224	109	GSM17716
FY2023	400	255	254	GSM24662
FY2024	0	223	31	-
FY2025	181	212	0	GSM31646

Table 6 Carbon Offset Credits (tonnes of CO_2e)

9.1.3 Supported Projects

The purchase of carbon credits for offsetting has supported a number of great projects supporting emission reduction initiatives in different countries of different types. These include:

- Water is Life - Safe Water and Energy Efficiency Project, Madagascar
- Aliaga Wind Power Project, Turkey
- Santander and Las Tapias Renewable Energy Project, Colombia
- 400 MW Solar Power Project, Rajasthan, India
- 22.5 MW Wind Power Project, Rajasthan, India
- Solar Lighting Project, Zambia
- African Improved Cookstoves and Clean Water Programme: Ibanda Makera Forest Cook Stove Project, Rwanda
- 20 MW Biomass Power Project, Chhattisgarh, India
- Betulia Energy and Biodiversity Restoration Project, Low Impact Hydro, Honduras

9.1.4 Market Based Renewable Energy Contract

The electricity supply contract for Radian Court is a REGO backed 100% Renewable generation supply until the end of October 2028. This provides zero carbon emission electricity when using a Market Based assessment of emissions. However, it should be noted that to reach Net Zero Emissions, purchased electricity from the grid must have carbon emissions calculated using a Location Based emission grid average factor and as such emissions for electricity calculated in the Baseline above and Current Emissions below use this methodology.

10 Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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[6] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[7] (see).

Scope 1 and Scope 2 and the relevant 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[8].

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the EDW Group

Including: EDW Technology Holdings Limited

EDW Technology Limited

Energy Auditing Agency Limited (TEAM)

Tom Anderton,	Paul Dowling,	Edd Kilby,	Graham Paul,
Commercial Director	Customer Success Director	IT Director	Service Delivery Director
Date:	Date:	Date:	Date:

[6] https://ghgprotocol.org/corporate-standard
[7] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[8] https://ghgprotocol.org/standards/scope-3-standard

11 Appendix

11.1 Calculation Methodology

11.1.1 Carbon Emission Factors

Carbon Emission Factors calculations for the Carbon Reduction Strategy and subsequent reporting primarily will use the 'Government conversion factors for company reporting of greenhouse gas emissions' available from:

gov.uk/government/collections/government-conversion-factors-for-company-reporting

Department for Energy Security & Net Zero

Department for Environment Food & Rural Affairs

Additional Carbon Emission Factors may be used for Scope 3 emission calculations, these will be from verifiable and referenced sources.

EPA

EXIOBASE

Emissions will be reported in carbon dioxide equivalent (CO_2e) taking into account the equivalent emissions representing emissions of all greenhouse gases, aggregated and converted to units of CO_2e using global warming potential (GWP) values.

This includes carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF_6) and following changes to international accounting and reporting rules under the UNFCCC/Kyoto Protocol also, nitrogen trifluoride (NF_3).

11.1.2 Spend Based Emission Calculations

When calculating emissions using only spend data, such as for Purchased Goods and Services, the spend data have been adjusted to account for inflation where appropriate:

- When calculating emissions for the reporting year (e.g. 2023) where the most accurate/up-to-date emissions factor available is one from a previous year (e.g. 2022), the spend has been adjusted by the cumulative inflation between the emissions factor year and the reporting year. This is because if inflation has increased, the cost of purchasing the item will be a higher price in the current year that it would have been in the year the emission factors was originally calculated. Therefore, the cost of buying the items is lower in real terms, so the spend data is adjusted so that calculated emissions are not inflated. The reverse is also applied if the reporting year is earlier than the emission factor year.

The 'Hybrid Method' has been applied in order to calculate Spend Based Emissions in line with the GHG Protocol guidelines.

11.1.3 Base Year Recalculation Policy

A "significance threshold" will be applied to determine where historic emissions recalculation for the base year would be required as follows:

Where any change would result in a greater than 5% change in total calculated emissions or a 10% change in emissions from a single category.

Changes that could affect calculated emissions that will be assessed are:

- Additional source activity data for the calculation of emissions is made available for the base year
- Changes in calculation methodology or improvements in the accuracy of emission factors e.g. obtaining supplier specific data which can be used in place or regional emission factors
- Discovery of significant errors, or a number of cumulative errors, that are collectively significant are determined to have been present in base year emissions e.g. application of incorrect emission factors
- Ownership or control of emissions-generating activities or operations from EDW Group to another.
- Structural changes in EDW Group that will have a significant impact on the base year emissions
    - While a single structural change might not have a significant impact on the base year emissions, the cumulative effect of a number of minor structural changes can result in a significant impact. Structural changes include:
        - Mergers, acquisitions, and divestments
        - Outsourcing and insourcing of emitting activities

If the "significance threshold" is breached, then base year emissions shall be retroactively recalculated to reflect changes in EDW Group that would otherwise compromise the consistency and relevance of the reported GHG emissions information. Recalculation will also be extended to calculate current reporting year emissions both for GHG emissions increases and decreases.

11.2 Emissions Data

Details of all emissions data by activity is shown in tonnes of CO_2e in Table 7 below.

Emissions Scope	Emissions Category	Activity	Tonnes of CO_2e (1dp)							% of total (1dp)
			FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	FY2025
Scope 1	Fuels	Generator Fuel	0.6	0.6	0.6	0.6	0.6	0.5	0.0	0.0%
Scope 1	Refrigerant Gases	Fugitive Emissions HFC-32	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
Scope 1	Refrigerant Gases	Fugitive Emissions R410a	0.0	0.0	0.0	0.0	18.3	0.0	0.0	0.0%
Scope 2	Electricity	Electricity	58.4	58.4	48.9	30.0	27.6	25.0	16.1	7.1%
Scope 3	Employee Commuting	Employee Commuting	109.7	67.8	2.7	46.7	69.8	51.4	45.4	20.0 %
Scope 3	Employee Homeworking	Employee Homeworking	0.0	13.9	46.8	35.8	23.8	35.5	26.0	11.4 %
Scope 3	Business Travel	Hotel Stays	2.1	1.0	0.8	0.8	1.2	0.8	0.7	0.3%
Scope 3	Business Travel	Non-company Owned Vehicles	13.6	10.2	9.3	11.0	20.1	15.5	10.9	4.8%
Scope 3	Business Travel	Air - Domestic	1.2	0.9	0.2	0.2	1.0	0.3	0.3	0.1%
Scope 3	Business Travel	Train	1.2	0.9	0.8	0.8	1.0	1.0	0.9	0.4%
Scope 3	Business Travel	Coach/Bus	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1%
Scope 3	Business Travel	Taxi	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0%
Scope 3	Business Travel	London Underground	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0%
Scope 3	Waste Generated in Operations	Office Waste - Dry-Mixed Recyclables	0.4	0.3	0.2	0.1	0.1	0.0	0.0	0.0%
Scope 3	Waste Generated in Operations	Office Waste - General	0.1	0.2	0.3	0.3	0.4	0.1	0.1	0.0%
Scope 3	Waste Generated in Operations	Office Waste - General - Sanitary Waste	0.00	0.01	0.01	0.00	0.00	0.00	0.00	0.0%
Scope 3	Waste Generated in Operations	Office Waste - Paper	0.03	0.02	0.02	0.01	0.03	0.01	0.00	0.0%
Scope 3	Waste Generated in Operations	Water treatment	0.01	0.01	0.01	0.01	0.01	0.02	0.04	0.0%

Scope 3	Waste Generated in Operations	WEEE Waste	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.0%
Scope 3	Capital Goods	Capital Goods - General	1.5	1.8	2.7	4.2	12.9	4.7	3.0	1.3%
Scope 3	Purchased Goods and Services	Building Maintenance	3.4	3.3	3.2	3.1	2.0	2.4	11.8	5.2%
Scope 3	Purchased Goods and Services	Business Services	26.9	19.2	11.4	3.7	4.6	4.5	4.3	1.9%
Scope 3	Purchased Goods and Services	Car Leasing	4.7	4.4	4.1	3.9	4.5	6.8	6.9	3.0%
Scope 3	Purchased Goods and Services	Clothing Equipment	0.0	0.0	0.0	0.0	0.4	0.0	0.1	0.0%
Scope 3	Purchased Goods and Services	Cloud Services	49.1	49.5	37.2	0.0	0.0	0.0	0.0	0.0%
Scope 3	Purchased Goods and Services	Courier/Post Services	1.4	1.1	0.8	0.5	1.1	0.3	0.2	0.1%
Scope 3	Purchased Goods and Services	EDW Trustees	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.0%
Scope 3	Purchased Goods and Services	Entertaining	5.6	4.1	2.5	1.0	0.8	2.0	2.1	0.9%
Scope 3	Purchased Goods and Services	Equipment Rental	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.0%
Scope 3	Purchased Goods and Services	Financial Services	5.4	5.8	6.3	6.7	3.6	5.4	3.1	1.4%
Scope 3	Purchased Goods and Services	Food & Drink	3.3	2.8	2.2	1.7	1.9	2.3	3.6	1.6%
Scope 3	Purchased Goods and Services	Framework Fees	0.7	0.6	0.5	0.4	0.5	0.3	0.0	0.0%
Scope 3	Purchased Goods and Services	Gardening	0.3	0.2	0.2	0.1	0.1	0.3	0.2	0.1%
Scope 3	Purchased Goods and Services	Insurance	3.1	3.5	3.9	4.3	3.9	3.4	3.9	1.7%
Scope 3	Purchased Goods and Services	Internet Domains	0.1	0.1	0.1	0.1	0.2	0.2	0.2	0.1%
Scope 3	Purchased Goods and Services	IT Equipment	19.7	23.1	26.5	29.9	9.4	9.9	9.6	4.2%
Scope 3	Purchased Goods and Services	IT Services	8.8	9.8	10.8	11.8	11.1	10.6	15.3	6.7%
Scope 3	Purchased Goods and Services	Marketing	6.4	5.4	4.5	3.5	4.2	4.6	11.5	5.1%
Scope 3	Purchased Goods and Services	Marketing - Google	1.8	2.2	2.7	3.2	0.3	0.5	0.7	0.3%
Scope 3	Purchased Goods and Services	Medical Insurance	5.3	4.6	3.9	3.3	5.5	6.9	8.4	3.7%
Scope 3	Purchased Goods and Services	Microsoft 365	0.0	0.1	0.1	0.0	0.1	0.0	0.0	0.0%
Scope 3	Purchased Goods and Services	Office Supplies (inc. Stationary)	2.0	1.5	0.9	0.4	1.5	2.2	1.0	0.4%
Scope 3	Purchased Goods and Services	Recruitment	4.6	4.1	3.7	3.2	5.4	2.8	0.3	0.1%
Scope 3	Purchased Goods and Services	SaaS	3.7	4.2	4.6	5.1	5.3	7.3	18.1	7.9%
Scope 3	Purchased Goods and Services	Software Purchase	3.0	3.0	3.0	3.1	0.8	0.7	0.0	0.0%
Scope 3	Purchased Goods and Services	Software Subscription	16.7	20.2	20.4	16.3	22.5	21.9	8.5	3.7%

Scope 3	Purchased Goods and Services	Subscriptions	3.5	2.9	2.4	1.8	1.5	1.7	1.2	0.5%
Scope 3	Purchased Goods and Services	Telephone	1.8	2.1	2.5	2.8	2.0	1.6	1.7	0.7%
Scope 3	Purchased Goods and Services	Temporary staff	6.2	1.8	1.2	0.0	0.0	0.0	0.0	0.0%
Scope 3	Purchased Goods and Services	Training	1.2	1.2	1.1	1.1	2.6	5.7	5.0	2.2%
Scope 3	Purchased Goods and Services	Water Supply	0.2	0.1	0.0	0.0	0.1	0.0	0.1	0.0%
Scope 3	Purchased Goods and Services	Web Hosting	0.7	0.5	0.4	0.3	0.2	0.0	0.0	0.0%
Scope 3	Purchased Goods and Services	Website Development	0.0	0.4	0.7	1.1	0.8	0.0	0.0	0.0%
Scope 3	Fuel- and Energy-Related Activities	Electricity T&D Losses	5.0	5.0	4.2	2.7	2.4	2.2	1.7	0.7%
Scope 3	Fuel- and Energy-Related Activities	WTT Electricity	8.1	8.1	0.4	7.2	6.1	5.5	4.2	1.8%
Scope 3	Fuel- and Energy-Related Activities	WTT Electricity T&D Losses	0.7	0.7	0.7	0.7	0.5	0.5	0.4	0.2%
Total Emissions (Location-Based)			392.3	351.8	280.7	253.4	282.7	247.5	227.8	

Table 7: Emissions Data

11.3 Net Zero Emissions Targets

Detailed year-on-year emissions targets for each individual emission Activity are shown below in Table 8 in **tonnes of CO_2e** for each Target Year. New targets have been added for new activities reported in YEAR such as those for new Business Travel for Hotel Stays, Flights and Bus.

Emissions Scope	Emissions Category	Activity	Target Tonnes of CO_2e (1dp)							
			2023	2024	2025	2026	2027	2028	2029	2030
Scope 1	Fuels	Generator Fuel	0.6	0.3	0.0	0.0	0.0	0.0	0.0	0.0
Scope 1	Refrigerant Gases	Fugitive Emissions HFC-32	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Scope 1	Refrigerant Gases	Fugitive Emissions R410a	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Scope 2	Electricity	Electricity	28.5	25.6	23.1	20.8	18.7	16.8	15.1	0.0
Scope 3	Employee Commuting	Employee Commuting	70.0	63.0	50.4	40.3	32.3	25.8	20.6	10.3
Scope 3	Employee Homeworking	Employee Homeworking	23.8	22.6	21.5	20.4	18.4	16.5	14.9	10.4
Scope 3	Business Travel	Hotel Stays	0.8	0.7	0.6	0.6	0.5	0.5	0.4	0.1
Scope 3	Business Travel	Non-company Owned Vehicles	14.5	13.1	11.7	10.6	4.8	4.3	3.9	0.6
Scope 3	Business Travel	Air - Domestic	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Scope 3	Business Travel	Train	0.7	0.6	0.6	0.5	0.5	0.4	0.4	0.3
Scope 3	Business Travel	Coach/Bus	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Scope 3	Business Travel	Taxi	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Scope 3	Business Travel	London Underground	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Scope 3	Waste Generated in Operations	Office Waste - Dry-Mixed Recyclables	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.0
Scope 3	Waste Generated in Operations	Office Waste - General	0.3	0.3	0.3	0.2	0.2	0.2	0.2	0.2
Scope 3	Waste Generated in Operations	Office Waste - General - Sanitary Waste	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Scope 3	Waste Generated in Operations	Office Waste - Paper	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Scope 3	Waste Generated in Operations	Water treatment	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Scope 3	Waste Generated in Operations	WEEE Waste	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Scope 3	Capital Goods	Capital Goods - General	4.0	5.0	5.0	5.0	5.0	5.0	5.0	2.5
Scope 3	Purchased Goods and Services	Building Maintenance	2.0	1.9	1.8	1.7	1.6	1.5	1.5	0.2
Scope 3	Purchased Goods and Services	Business Services	3.5	3.3	3.2	2.5	2.0	1.6	0.8	0.1
Scope 3	Purchased Goods and Services	Car Leasing	3.7	3.5	3.3	2.6	2.1	1.7	0.8	0.1

Scope 3	Purchased Goods and Services	Clothing Equipment	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Scope 3	Purchased Goods and Services	Cloud Services	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Scope 3	Purchased Goods and Services	Courier/Post Services	0.5	0.4	0.4	0.4	0.4	0.4	0.3	0.3
Scope 3	Purchased Goods and Services	EDW Trustees	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Scope 3	Purchased Goods and Services	Entertaining	0.9	0.9	0.8	0.8	0.8	0.7	0.7	0.5
Scope 3	Purchased Goods and Services	Equipment Rental	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Scope 3	Purchased Goods and Services	Financial Services	6.4	5.8	5.2	4.7	4.2	3.8	3.4	0.3
Scope 3	Purchased Goods and Services	Food & Drink	1.6	1.5	1.4	1.4	1.3	1.2	1.2	0.8
Scope 3	Purchased Goods and Services	Framework Fees	0.4	0.4	0.4	0.4	0.3	0.3	0.3	0.3
Scope 3	Purchased Goods and Services	Gardening	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0
Scope 3	Purchased Goods and Services	Insurance	4.1	3.9	3.7	2.9	2.3	1.9	0.9	0.1
Scope 3	Purchased Goods and Services	Internet Domains	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.0
Scope 3	Purchased Goods and Services	IT Equipment	28.4	20.0	15.0	15.0	15.0	10.0	10.0	5.0
Scope 3	Purchased Goods and Services	IT Services	11.2	10.7	10.1	9.1	8.2	7.4	6.6	0.7
Scope 3	Purchased Goods and Services	Marketing	3.3	3.2	3.0	2.4	1.9	1.5	0.8	0.1
Scope 3	Purchased Goods and Services	Marketing - Google	2.4	0.2	0.2	1.8	0.2	0.2	1.3	0.2
Scope 3	Purchased Goods and Services	Medical Insurance	3.1	3.0	2.8	2.3	1.8	1.4	0.7	0.1
Scope 3	Purchased Goods and Services	Microsoft 365	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.0
Scope 3	Purchased Goods and Services	Office Supplies (inc. Stationary)	0.4	0.4	0.3	0.3	0.3	0.0	0.0	0.0
Scope 3	Purchased Goods and Services	Recruitment	3.0	2.9	2.7	2.2	1.8	1.4	0.7	0.1
Scope 3	Purchased Goods and Services	SaaS	4.9	4.6	4.4	3.5	2.8	2.2	1.1	0.1
Scope 3	Purchased Goods and Services	Software Purchase	2.9	2.8	2.6	2.1	1.7	1.3	0.7	0.1
Scope 3	Purchased Goods and Services	Software Subscription	13.8	13.1	12.5	11.9	11.3	10.7	10.2	0.0
Scope 3	Purchased Goods and Services	Subscriptions	3.7	3.5	3.4	3.0	2.7	2.5	2.2	0.2
Scope 3	Purchased Goods and Services	Telephone	2.7	2.5	2.4	2.3	0.4	0.0	0.0	0.0
Scope 3	Purchased Goods and Services	Temporary staff	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Scope 3	Purchased Goods and Services	Training	1.1	1.0	0.9	0.9	0.9	0.8	0.8	0.0
Scope 3	Purchased Goods and Services	Water Supply	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Scope 3	Purchased Goods and Services	Web Hosting	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Scope 3	Purchased Goods and Services	Website Development	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Scope 3	Fuel- and Energy-Related Activities	Electricity T&D Losses	2.6	2.3	2.1	1.9	1.7	1.5	1.4	1.1
Scope 3	Fuel- and Energy-Related Activities	WTT Electricity	6.8	6.1	5.5	5.0	4.5	4.0	3.6	2.9
Scope 3	Fuel- and Energy-Related Activities	WTT Electricity T&D Losses	0.6	0.5	0.5	0.4	0.5	0.4	0.4	0.3
Total Emissions (Location-Based)			259.0	231.1	203.4	181.3	152.4	129.4	112.3	39.2

Table 8: Net Zero Emissions Target

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