Cabinet Office

Carbon Reduction Plan

Supplier name: **UBDS IT Consulting Ltd t/a UBDS Digital**

Publication date: **Published 15th February 2026 and Re Published 22nd May 2026**

Commitment to achieving Net Zero

UBDS is committed to achieving Net Zero greenhouse gas (GHG) emissions by 2030 for its UK operations, in line with UK Government policy and PPN 006 requirements. This commitment is supported at Board level and underpins our long-term business strategy, operational decision-making, and supplier engagement.

Baseline Emissions Footprint

Baseline Year: December 2020- November 2021	
Additional Details relating to the Baseline Emissions calculations.	
In reporting the 2020/2021 statement UBDS indicated its intentions to use the data from the 2020/2021 report as its new baseline for reporting Scopes 1,2,3. The data as provided below will be the starting point to which UBDS will achieve Net Zero by 2030.	
Baseline year emissions: 35.33 tCO_2e	
EMISSIONS	TOTAL (tCO_2e)
Scope 1	0.00
Scope 2	9.37
Scope 3	
Fuel- and energy related activities not included in scope 1 or scope 2	0.83
Upstream Transportation and distribution	0.00
Waste generated in operations	0.17

Business Travel	9.00
Employee Commuting	2.68
Emissions from employee teleworking	13.29
Downstream Transportation and distribution	0.00
Total Emissions	35.33 tCO2e

Current Emissions Reporting

Reporting Year: December 2024- November 2025

Additional details:

Current emissions have been calculated using UK Government GHG conversion factors and in accordance with the GHG Protocol Corporate Standard.

For context, total emissions for the previous financial year (FY23–24) were **158 tCO_2e**, compared with ***244.3 tCO_2e*** in the current reporting period. While absolute emissions are higher than both the baseline year and the previous financial year, this increase is directly proportionate to the organisation's growth. ***(106 FTE 166 FTE (56% growth).*** The current footprint is driven primarily by employee commuting and electricity use, and UBDS continues to focus on reducing emissions intensity through remote and hybrid working, sustainable travel, responsible procurement, and ongoing engagement with colleagues and suppliers. On a per-employee basis, current emissions are ***1.5 tCO_2e per FTE***, demonstrating strong carbon efficiency.

Our Scope 1 emissions are reported as zero, as the organisation does not operate company vehicles or on-site fuel sources. Upstream and downstream transportation emissions are also zero, as UBDS operates primarily in digital and service-based activities with minimal physical transportation.
Entities 3B and Rayo are excluded from the current CRP scope due to negligible headcount during the reporting period.

EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	0.00
Scope 2	13.20
Scope 3	
4. Upstream transportation and distribution	0.00
5. Waste generated	4.50
6. Business Travel	154.00
7. Employee Commuting	72.60
Purchased goods & services	0.04
9. Downstream transportation and distribution	0.00
Total Emissions	244.3 tCO_2e

Emissions reduction targets

UBDS recognises that, as a growing organisation, absolute emissions may fluctuate in the short term due to headcount growth. Our emissions reduction strategy therefore focuses on reducing carbon intensity per employee, improving data maturity, and embedding sustainability into decision making, while continuing to work towards Net Zero by 2030.

By 2030, UBDS aims to reduce emissions intensity across all scopes meaning fewer emissions per unit of business activity even as the organisation continues to grow. This approach recognises that absolute emissions may rise with expansion, but efficiency and carbon performance will steadily improve.

Scope 1

UBDS will continue to maintain zero Scope 1 emissions by avoiding the use of fossil fuel-based assets wherever possible. Any remaining direct emissions will be minimised through electrification, efficient use of shared low emission vehicles, and avoidance of owned combustion-engine assets.
This approach aligns with UBDS's business model, which relies on digital services rather than physical infrastructure, enabling it to maintain zero Scope 1 emissions without compromising growth or service delivery.

Scope 2

UBDS aims to significantly reduce Scope 2 emissions intensity by 2030 through increased use of renewable electricity, engagement with landlords and office providers on green energy procurement, improved energy efficiency, and optimisation of office space utilisation in line with hybrid working practices.

Scope 3

Recognising that Scope 3 represents the largest proportion of UBDS's carbon footprint, the organisation will prioritise reducing Scope 3 emissions intensity per employee by 2030, with particular focus on business travel and employee commuting.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and carbon reduction initiatives have been completed or implemented by UBDS since the December 2020–November 2021 baseline period. Measures introduced in previous reporting periods continue to form part of our environmental management approach.

- Environmental management and certification: Maintained ISO 14001 Environmental Management System certification and B Corp certification, supporting a structured approach to environmental performance, accountability and continual improvement.
- More sustainable offices: Relocated the Manchester office to Windmill Green in a previous reporting period. The building holds BREEAM “Outstanding”, WiredScore “Platinum” and CycleScore “Platinum” accreditations, supporting energy efficiency, digital connectivity and sustainable commuting.
- Renewable electricity: Used office premises supplied with renewable electricity, supporting our approach to managing electricity-related emissions.
- IT reuse and recycling: Extended the lifecycle of IT equipment through reuse and redeployment, including providing existing corporate devices to new starters. End-of-life IT assets are recycled through approved partners to minimise waste to landfill.
- Sustainable travel: Promoted public transport and cycling through Cycle to Work schemes and subsidised train season tickets, encouraging lower-carbon commuting and business journeys.
- Paperless working: Implemented a no-printing policy and digital-first workflows, including paperless meetings and digital collaboration tools, to reduce paper consumption and waste.
- Responsible procurement: Embedded sustainability considerations into purchasing decisions, prioritising suppliers and services with stronger environmental credentials and supporting locally produced goods where appropriate.
- Employee environmental engagement: Supported volunteering and sustainable behaviours through OnHand and environmental awareness initiatives, including Earth Day activities promoting energy and water conservation, reuse and recycling. Since 2023, employees have completed 5,980 OnHand activities, including the planting of 3,843 trees.
- Improved carbon reporting: Engaged Trace, a B Corp-certified sustainability platform, to support improved data completeness and more consistent categorisation of emissions for 2026/2027 reporting.
- Wider environmental initiatives: Explored partnerships with environmental and impact organisations, including opportunities to support science-based carbon offsetting projects.

Carbon reduction achieved against the baseline

As reported earlier, total emissions were ***35.33 tCO_2e in the December 2020–November 2021 baseline period*** and ***244.3 tCO_2e in the December 2024–November 2025*** reporting period. Reported absolute emissions are therefore higher than the baseline, and UBDS is not claiming an overall absolute emissions reduction or a percentage reduction against that baseline.

The available information does not separately quantify the emissions savings attributable to each measure listed above. A combined reduction figure in tCO_2e, or an equivalent percentage of baseline emissions, cannot therefore be substantiated from the data presented in this plan.

An estimated ***28.7 tCO_2e reduction*** is reported in connection with OnHand activities. This is presented separately as an estimated environmental impact and is not used to reduce UBDS's reported emissions totals or substantiate a reduction against the baseline.
The ongoing environmental management measures described above will remain in effect during the performance of client contracts. Future actions to strengthen emissions reduction and improve measurement are set out below,

Future carbon reduction initiatives

Based on the current emissions profile, the following actions have been identified as the most effective opportunities to reduce carbon emissions over the coming years:

Purchased Goods and Services

- Strengthen sustainable procurement policies by prioritising Suppliers with robust carbon reduction commitments and published Carbon Reduction Plans.
- Better understand the carbon reduction plans for current Suppliers.
- Engage key suppliers to improve the quality and consistency of Scope 3 emissions data.

Business Travel

- Introduce clearer guidance favouring rail over air travel where feasible.
- Encourage virtual meetings.

Employee Commuting

- Further promote low carbon commuting options such as public transport, cycling, and walking through incentives and benefits schemes.

Energy Use and Offices

- Work closely with office landlords and facilities providers to improve energy efficiency.
- Encourage energy-efficient behaviours across office locations, including equipment shutdown policies and reduced energy consumption outside core hours.

Waste and Resource Management

- Continue to minimise waste through recycling, reuse, and responsible disposal of electronic equipment.
- Work with waste management providers to improve waste segregation and reporting.

Environmental Volunteering and Plastic Reduction Initiatives

- Encourage employees to participate in environmental volunteering initiatives that contribute to ecosystem restoration, conservation, and sustainable community development that reduce plastic waste.

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[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, 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[3].

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

Signed on behalf of the Supplier:

Emma Durkin.....

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Date: Nov 4, 2026.....

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

[2] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

[3] https://ghgprotocol.org/standards/scope-3-standard

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