



UBDS
GROUP

CARBON REDUCTION PLAN

For UBDS IT Consulting Ltd t/a UBDS
Digital

13 February 2026

Classification: Public

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1 CARBON REDUCTION PLAN.

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

Publication date: 15th February 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 06/21 requirements. This commitment is supported at Board level and underpins our long-term business strategy, operational decision-making, and supplier engagement.

2 BASELINE EMISSIONS FOOTPRINT.

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

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 tCO₂e	
EMISSIONS	TOTAL (tCO₂e)
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

Table 1: Baseline year emissions

3 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 tCO₂e**, compared with **244.3 tCO₂e** 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 tCO₂e per FTE**, demonstrating strong carbon efficiency.

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.00
Scope 2	13.2
Scope 3	
Electricity	13.2
Employee Commuting and Business Travel	226.6
Purchased goods & services	0.04
Waste generated	4.5
Total Emissions	244.3 tCO₂e

Table 2: Current year CO2 emissions

4 EMISSION 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.

4.1 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.

4.2 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.

4.3 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.

Progress against these targets will be reviewed with interim milestones introduced as data quality and methodological maturity continue to improve.

5 CARBON REDUCTION PROJECTS.

5.1 Completed Carbon Reduction Initiatives

The following environmental management measures and carbon reduction initiatives have been completed or implemented by UBDS since the baseline year. A number of initiatives introduced in previous reporting periods remain ongoing and continue to deliver emissions reduction and wider environmental benefits as the organisation grows.

- Maintained **B Corp certification**, with an ongoing commitment to maintain and uphold the required standards for social and environmental performance, transparency, and accountability.
- Moved to **greener, more sustainable office spaces and occupation of digitally accredited premises** as part of the ongoing estates strategy. In a previous reporting year, UBDS relocated its Manchester office to Windmill Green, Manchester's first multi-let building to achieve a **BREEAM "Outstanding" rating**. UBDS continues to occupy this space, which also holds **Wired Score "Platinum"** and **Cycle Score "Platinum"** accreditations, supporting lower-carbon operations, energy efficiency, high-quality digital infrastructure, and low-carbon commuting and active travel options for colleagues.
- **Reuse and lifecycle extension of IT equipment**, including redeployment of corporate devices for new starters to reduce emissions associated with the manufacture of new hardware and electronic waste.
- **Recycling of end-of-life IT assets** through approved partners to minimise waste to landfill and support circular economy principles.
- **Maintenance of ISO 14001 Environmental Management System certification**, demonstrating a structured and audited approach to environmental performance and continual improvement.
- **Use of office premises supplied with renewable electricity**, supporting reductions in Scope 2 emissions where direct control is available.
- **Promotion of sustainable commuting options**, including public transport and cycling, supported through initiatives such as Cycle to Work schemes.
- **Introduced subsidised train season tickets** to encourage lower-carbon alternatives to car and air travel for business and commuting journeys.
- **Sustainable office practices**, including a no-printing policy and the promotion of paperless meetings through digital collaboration tools, reducing paper consumption and associated emissions.
- **Ongoing efforts to reduce paper waste**, continue to enforce our no printing policy and the reinforcement of digital-first workflows.
- **Explored partnering with environmental and impact organisations**, supporting science-based carbon offsetting projects and wider environmental initiatives.

- **Embedding sustainability considerations into procurement decisions**, prioritising suppliers and services with stronger environmental credentials.
- **Support for local and sustainable products**, prioritising locally produced goods to reduce emissions associated with transportation.
- **Employee engagement in environmental action**, including hours of volunteering and awareness initiatives designed to promote sustainable behaviours across the organisation through the OnHand App. UBDS employees have completed 5,980 activities since 2023, including the planting of **3,843 trees**, resulting in an estimated **28.7 tCO₂e** reduction.
- Recently engaged **Trace**, a B Corp-certified sustainability platform, which will advance the quality of our sustainability reporting 2026/2027. This collaboration will enabled greater data completeness and a more accurate, standardised categorisation of Scope 3 emission sources.
- We celebrated Earth Day by inspiring employees to adopt a plant and pledge to conserve electricity and water. The initiative also strengthened awareness around waste reduction through simple, actionable reuse and recycling practices.

These initiatives remain in effect and continue to support emissions reduction and carbon efficiency when delivering client contracts.

5.2 Incentives to achieve net zero

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:

5.2.1 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.

5.2.2 Business Travel

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

5.2.3 Employee Commuting

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

5.2.4 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.

5.2.5 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.

5.2.6 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.

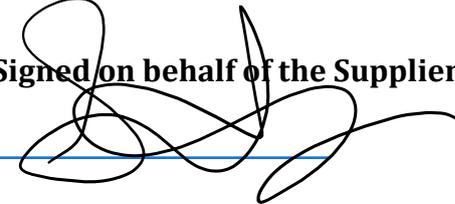
6 DECLARATION AND SIGN OFF .

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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:


Sue Higgins – Global Operations Director

13/02/2026

Date:



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