



UBDS
GROUP

CARBON REDUCTION PLAN

For UBDS Group Ltd

23 September 2025

Classification: [Public]

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1. CARBON REDUCTION PLAN.

Supplier name: UBDS Group Ltd comprising UBDS IT Consulting, Rayo Cloud and 3B Data Security.

Publication date: 23rd September 2025

Commitment to achieving Net Zero

UBDS is committed to achieving Net Zero emissions by 2030

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 3. Fuel- and energy-related activities not included in scope 1 or scope 2 4. Upstream transportation and distribution 5. Waste generated in operations 6. Business Travel 7. Employee Commuting - Emissions from employee teleworking 9. Downstream transportation and distribution	0.83 0.00 0.17 9.00 2.68 13.29 0.00
Total Emissions	35.33 tCO₂e

3. CURRENT EMISSIONS REPORTING.

Reporting Year: December 2023– November 2024	
Additional Details: Our scope 2 emissions are reported using both the location-based (13.3 tCO₂e) and market based (3.11 tCO₂e) methods. The higher location-based figure reflects the average emissions intensity of the electricity grid, while the low market-based figure highlights the benefits of our energy procurement choices. The upstream and downstream transportation figures are reported as zero because UBDS primarily engages in digital and service-based operations. These activities do not involve significant physical transportation or distribution processes, resulting in minimal impact on emissions within these categories. As outlined in Section 4, UBDS has experienced significant growth over the past year, leading to an increase in total emissions. However, the impact of this rise has been effectively mitigated through 15 strategic initiatives detailed in Section 5, demonstrating our commitment to sustainable growth and emissions reduction	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	4.96
Scope 2	13.3/3.11
Scope 3 3. Fuel- and energy-related activities not included in scope 1 or scope 2 4. Upstream transportation and distribution 5. Waste generated in operations 6. Business Travel 7. Employee Commuting - Emissions from employee teleworking 9. Downstream transportation and distribution	1.148 0.00 1.169 76.86 36.23 34.32 0.00
Total Emissions	168 / 158 tCO₂e

4. EMISSION REDUCTION TARGETS

FY2024 represented significant growth for UBDS , with revenue growth of 102% and a 10% growth in headcount. This growth has been reflected in the notable shifts in emissions across the scopes due to changes in office operations, energy sourcing, employee work patterns and travelling for business.

SCOPE 1

Emissions have increased primarily due to the first full year of gas usage being reported for the London office, whereas the previous reporting period included only five months of data following a change in office location.

A slight expansion in office space has also contributed to a higher overall energy demand, particularly for heating and cooling.

However, increased use of the company's electric car has helped reduce fuel-related emissions. Its greater utilisation in place of fuel-powered options is a positive step towards lowering overall emissions in the long term.

SCOPE 2

Emissions have decreased due to the use of 100% renewable electricity in both London and Manchester, alongside improved energy efficiency measures.

The adoption of fully renewable energy for both office locations has been a key factor in reducing emissions.

Additionally, ongoing energy efficiency initiatives—such as optimised heating and cooling systems within serviced offices and the use of energy-efficient office equipment—have further contributed to lowering indirect energy emissions.

SCOPE 3

Emissions have shown a varied trend, with increases in business travel and employee commuting driven by project demands and the transition back to normal working patterns following COVID-19, encouraging colleagues to return to the office to enhance collaboration with both colleagues and clients.

Emissions from business travel and employee commuting have risen, partly due to company growth and an increase in headcount, leading to a greater number of colleagues commuting to work.

The return to more regular office-based working has further contributed to commuting-related emissions, particularly for those travelling by car or public transport.

Additionally, increased business travel, driven by project requirements, client meetings, and conference attendance has further contributed to the rise in emissions.

Reduction in fuel- and energy-related activities outside Scope 1 and 2

Conversely, Scope 3 emissions related to fuel- and energy-related activities not included in Scope 1 or 2 have decreased, reflecting a notable reduction from the previous year. This decline is attributed to our ongoing commitment to energy efficiency, particularly through the use of serviced office spaces, which optimise shared resources and reduce overall energy consumption.

5 CARBON REDUCTION PROJECTS

5.1. COMPLETED CARBON REDUCTION INITIATIVES

The following environmental management measures and projects have been completed or implemented since the 2020/2021 baseline.

- Successfully achieved B Corp certification, demonstrating our commitment of social and environmental performance.
- As part of our ongoing estates strategy, we are committed to transitioning to greener, more sustainable office spaces that align with our environmental goals. Over the past year, we have taken a significant step in this direction by relocating our Manchester office to Windmill Green, the city's first multi-let building to achieve a BREEAM "Outstanding" rating. This move reflects our dedication to reducing our environmental impact while providing a high-quality workspace for our colleagues. Windmill Green also boasts WiredScore "Platinum" status, recognising its best-in-class digital connectivity and infrastructure, as well as Cycle Score "Platinum" accreditation, making it Manchester's most cycle-friendly building.
- Reuse of corporate devices for new staff, reducing the device production CO2e – waste to landfill.
- Partnering with a provider to recycle out of warranty laptops.
- Successful retention of ISO14001.
- Actively working within office premises that utilise renewable energy.
- Encouraging and engaging with staff in use of public and sustainable transport including Cycle to work scheme.
- Introduction of travel loans to encourage more colleagues to take up train travel.
- Implementation of pool electric car for colleagues within UBDS.
- **Sustainable Office Practices:**
 - Introduction of no printing policy to reduce paper consumption and minimise environmental impacts.
 - Promoting a paperless meeting culture by using digital collaboration tools.
- Partnership with OnHand, an impact platform that engages colleagues in volunteering and environmental action.
 - This partnership has resulted in 364 trees being planted, equating to **15.71mt** of CO2 absorbed.
- Implementation of salary sacrifice electric car scheme which has resulted in five employees adopting the scheme.

- Supporting local and sustainable products, by buying locally produced goods to reduce emissions associated with transportation.
- As part of UBDS procurement process ensure that organisations and suppliers identified include sustainability as a key initiative.

5.2. INCENTIVES TO ACHIEVE NET ZERO

As UBDS continues to grow we recognise the need to implement further changes to minimise our environmental impact and will update our ESG Strategy and prioritise the implementation of new initiatives this year.

To achieve our net zero target by 2030 we are looking to introduce the following initiatives:

- Further employee engagement and education. Implementing projects to engage employees in carbon reduction efforts. Increasing awareness about the importance of reducing carbon emissions and impact of climate change.
- Identify energy efficient programmes, setting energy efficiency standards, promoting energy efficient technologies.
- Continue to promote the use of electric vehicles and adoption of electric vehicles.
- Engaging with office sites to encourage and implement green building standards and codes. Promoting more energy efficient and environmentally friendly options for use within our offices
- Supporting local and sustainable products, by buying locally produced goods to reduce emissions associated with transportation.
- As part of our commitment to sustainability, we have moved our Manchester based operations to an office which is committed to becoming WELL certified by Q2 of 2025, further reducing our environmental impact.

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 standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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

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

Signed on behalf of the Supplier:

Alex Gore

Alex Gore (Sep 24, 2025 12:45:21 GMT+1)

Alex Gore – Group Chief Operating Officer

Date: Sep 24, 2025

¹<https://ghgprotocol.org/corporate-standard>

¹<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

¹<https://ghgprotocol.org/standards/scope-3-standard>



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