Carbon Reduction Plan

1. Introduction

ThamesCatalyst is a values-driven company, and we strive to uphold the highest standards of environmental responsibility in all our business practices.

We recognise the urgent need to address climate change and are committed to playing our part in achieving the UK's Net Zero targets. In accordance with PPN 06/21, we are absolutely committed to measuring, reporting, and reducing our carbon emissions across all areas of our business operations.

2. Our Business and Carbon Footprint

ThamesCatalyst is a digital solutions provider. Together with our clients, we build modern scalable platforms and user-friendly applications that deliver transformational change. We operate across the UK.

As a software and technology-focused company, ThamesCatalyst operates as a fully digital business with no physical office infrastructure or on-premise servers. We operate in a full cloud-based environment with distributed team members working using personal computing devices.

Our carbon emissions primarily arise from:

- Employee home working (electricity for computing and heating)
- Cloud computing services and digital infrastructure
- Business travel (primarily public transport and occasional flights)
- Procurement of IT equipment (laptops, monitors, peripherals)
- Employee commuting to client sites and occasional team meetings
- Purchased services and software subscriptions

3. Commitment to Achieving Net Zero

ThamesCatalyst is committed to achieving Net Zero emissions by 2050 for our UK operations, in line with UK Government targets.

We recognise our responsibility as a digital business to lead by example in environmental sustainability and to work collaboratively with our clients and suppliers to reduce carbon emissions across our value chain.

4. 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: 2024

Additional Details relating to the Baseline Emissions calculations:

This is our first formal carbon footprint assessment. As a fully digital business with no physical office or servers, our emissions profile is significantly lower than traditional office-based businesses. We have used UK Government conversion factors (2024) for our calculations and have engaged with our cloud service providers to obtain data on digital infrastructure emissions. Our calculations include home working emissions based on average UK residential energy consumption for work-related activities.

Baseline year emissions:

EMISSIONS	TOTAL (tCO2e)
Scope 1	0.0
Scope 2	1.2
Scope 3 (Included Sources)	6.5
Total Emissions	**7.7**

Scope 1: Zero emissions (no company vehicles or gas heating in company premises)

Scope 2: Home working electricity consumption for business activities

Scope 3 breakdown includes:
- Business travel (rail, air, taxi): 2.1 tCO2e
- Employee commuting to client sites/meetings: 1.4 tCO2e
- Purchased IT equipment (laptops, monitors, peripherals): 1.8 tCO2e
- Cloud computing and data centres: 0.8 tCO2e
- Other purchased goods and services: 0.4 tCO2e

5. Current Emissions Reporting

Reporting Year: 2025

EMISSIONS	TOTAL (tCO2e)
Scope 1	0.0
Scope 2	1.0
Scope 3 (Included Sources)	5.8
Total Emissions	**6.8**

Reduction achieved: 0.9 tCO2e (11.7% reduction from baseline)

Key reductions achieved through:
- Transition to renewable energy cloud providers
- Reduced business travel through increased use of video conferencing
- Extended IT equipment lifecycle from 3 to 4 years
- Employee engagement on home energy efficiency

6. Emissions Reduction Targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets aligned with science-based pathways:

- **By 2030:** Reduce absolute emissions by 50% (to 3.9 tCO2e)
- **By 2040:** Reduce absolute emissions by 80% (to 1.5 tCO2e)
- **By 2050:** Achieve Net Zero emissions

We project that carbon emissions will decrease over the next five years to 5.4 tCO2e by 2030. This is a reduction of 30% from our 2024 baseline.

Projected emissions trajectory:
- 2024 (Baseline): 7.7 tCO2e
- 2025: 6.8 tCO2e (-11.7%)
- 2026: 6.2 tCO2e (-19.5%)
- 2027: 5.8 tCO2e (-24.7%)
- 2028: 5.6 tCO2e (-27.3%)
- 2029: 5.5 tCO2e (-28.6%)
- 2030: 3.9 tCO2e (-50%)

7. Carbon Reduction Initiatives

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2024 baseline. The carbon emission reduction achieved by these schemes equate to 0.9 tCO2e, an 11.7% reduction against the 2024 baseline, and the measures will be in effect when performing the contract:

- **Fully Digital Operating Model** – Operating without physical office infrastructure, eliminating daily commuting emissions and office energy consumption; no premises-related carbon footprint
- **Green Cloud Strategy** – Migrated all services to cloud providers with renewable energy commitments (AWS/Azure/Google Cloud carbon-neutral regions); optimised cloud resource usage to minimise computational requirements
- **Sustainable Travel Policy** – Implemented rail-first travel policy for all domestic journeys; video conferencing as default for meetings; eliminated unnecessary travel through digital collaboration tools

- **IT Equipment Lifecycle Management** – Extended device refresh cycles from 3 to 4 years; implemented certified refurbished equipment procurement where feasible; established equipment recycling program
- **Digital-First Operations** – Fully paperless operations; all documentation, contracts, and client deliverables delivered digitally; eliminated printing and courier requirements
- **Supplier Engagement** – Incorporated carbon reduction requirements into supplier selection criteria; prioritised suppliers with published Carbon Reduction Plans
- **Home Working Efficiency Programme** – Provided guidance to team members on energy-efficient home working practices; encouraged use of renewable energy tariffs

Future Carbon Reduction Initiatives

In the future we hope to implement further measures such as:

- **Renewable Energy Support Scheme (2025-2026)** – Provide financial support or guidance to team members to switch to 100% renewable electricity tariffs for home working
- **Electric Vehicle Encouragement (2026-2027)** – Introduce guidance and potential support for team members considering electric vehicles; promote use of public transport and active travel
- **Carbon Literacy Training (2025)** – Roll out carbon literacy certification for all team members; embed sustainability considerations into all project delivery
- **Supply Chain Decarbonisation (2025-2027)** – Work with key cloud providers and software vendors to understand and reduce their carbon footprint; prioritise low-carbon suppliers in procurement decisions
- **Circular Economy Practices (2025 onwards)** – Implement IT equipment buy-back and recycling program; achieve zero e-waste to landfill; explore equipment leasing models
- **Green Software Engineering (2025-2026)** – Adopt energy-efficient coding practices; optimise application performance to reduce computational requirements; implement carbon-aware computing where feasible
- **Carbon Offsetting Strategy (2027 onwards)** – Invest in high-quality, verified UK-based carbon removal projects (tree planting, peatland restoration) for residual emissions while prioritising absolute reductions
- **Client Engagement (2025 onwards) –** Support clients in understanding and reducing the carbon footprint of their digital solutions; incorporate sustainability metrics into project delivery

8. Measuring Effectiveness

We assess the effectiveness of our carbon reduction measures through:

- Annual carbon footprint assessments using UK Government conversion factors
- Quarterly monitoring of progress against our emissions reduction targets
- Tracking implementation status of carbon reduction initiatives
- Regular team discussions on sustainability practices and improvements
- Annual review of our policies and procedures
- Supplier carbon performance monitoring and engagement
- Cloud resource usage monitoring and optimisation

9. Progress and Goals

During the past year, we have:

- Completed our first comprehensive carbon footprint assessment
- Established our baseline emissions and science-based reduction targets
- Implemented key carbon reduction initiatives achieving 11.7% reduction
- Engaged with our supply chain on carbon reduction requirements
- Formalised our fully digital operating model

For the coming year, we aim to:

- Achieve a 20% reduction in emissions from our 2024 baseline
- Support team members to transition to renewable energy tariffs
- Roll out carbon literacy training across the organisation
- Further optimise our cloud infrastructure for carbon efficiency
- Extend our IT equipment lifecycle and increase use of refurbished devices

10. Website Publication

This Carbon Reduction Plan is published on our company website thamescatalyst.com and can be accessed directly from our homepage.

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 ThamesCatalyst's Board of Directors on 1 April 2025. This statement constitutes our carbon reduction plan for our financial year ending 31 March 2025.

Shawkat Ali

Managing Director
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Note: This Carbon Reduction Plan will be reviewed and updated annually, with the next review scheduled for April 2026.