

Carbon Reduction Plan

V3.2

Date 17th September 2025

Classification - Unrestricted



COMMSWORLD

commsworld.com

1. Executive Summary

Commsworld is fully committed to achieving Net Zero emissions no later than the Scottish target of 2045. By reducing our Greenhouse Gas (GHG) emissions, we not only benefit our organization but also positively impact our customers, suppliers, and the broader community.

Our Carbon Reduction Plan (CRP), which encompasses data from our re-baselined year 2023, establishes clear targets for reducing GHG emissions across key timeframes.

These targets are aligned with our responsibilities as a responsible Telecommunications business and our commitment to the SME Climate Hub to half our emissions by 2030.

To attain these objectives, we will employ a mix of approaches. Certain targets will be achieved through adjustments in behaviour, while others will require financial support, such as investments in office and building improvements.

2. Commitment to achieving Net Zero

Commsworld is dedicated to achieving Net Zero greenhouse gas (GHG) emissions in alignment with the Scottish Government's target of 2045. We acknowledge the pressing necessity to swiftly decarbonize the Telecommunications / IT sector, as well as the entire UK industry and global emissions.

3. What have we done so far?

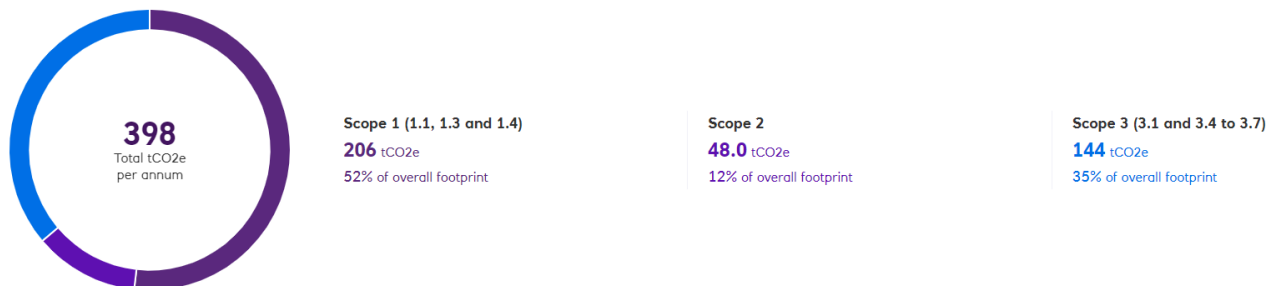
Our journey towards our ESG commitments began during the Coronavirus pandemic in 2021. We have always been an environmentally aware business but our focus on reducing our impact further was adopted and since then we have:

- Achieved ISO14001.
- Introduced an incentivised car sharing scheme to reduce the number of vehicles travelling daily to the workplace.
- Introduced a formal Hybrid working environment to reduce private and public vehicle and facilities use where possible.
- Introduced a Cycle to Work Scheme
- Installed Electric car chargers for our staff.
- Low voltage PIR enabled LED lighting installed in all offices.
- Installed temperature controlled heating and air conditioning.
- Purchased the majority of our energy from carbon neutral suppliers.
- Began a programme of replacing mechanical "spinning" disks with flash storage in our data centres.
- Installed area based RCD's to monitor energy consumption in different parts of our HQ

4. Carbon Emissions Reporting

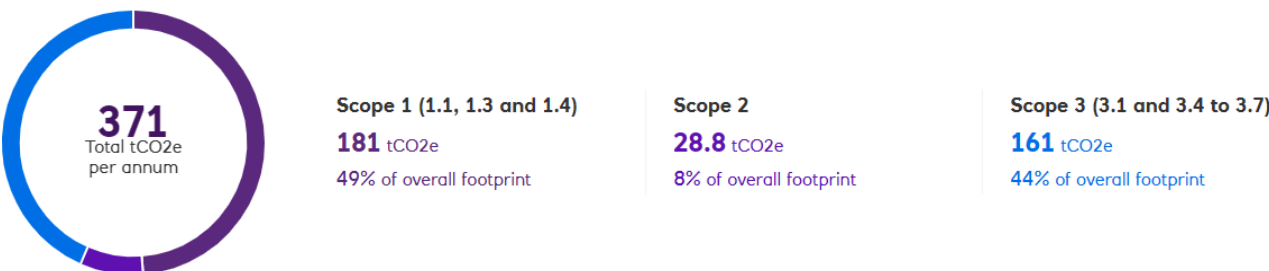
4.1 Baseline year: FY 1st January to 31st December 2023

In 2023 Commsworld had 2 offices and a fleet of vehicles for our field engineering staff. Our figures are based on that footprint.



4.2 – Current Year 2, FY 1st January 2024 to 31st December 2024

Commsworld has 1 office (consolidated both offices into one office during 2024) and a fleet of vehicles for our field engineering staff. Our figures are based on this footprint.



Scope 1

Transportation of materials, products, waste and employees = **181 tCO2e** (49% of overall footprint). This is a **reduction** of **12.14%** (25 tCO2e) on baseline year.

Scope 2

Production of the electricity our business buys and uses = **28.8 tCO2e** (8% of overall footprint). This is a **reduction** of **40%** (19.2 tCO2e) on baseline year

Scope 3

Indirect emissions - linked with the products and services we buy and sell = **161 tCO₂e** (44% of overall footprint). This is an **increase** of **10.66%** (17 tCO₂e) on baseline year.

Scope 3.1 - Purchased goods and services = **0.033 tCO₂e**
(industry average = 630 tCO₂e)

Scope 3.4 - Transportation and distribution = **40 tCO₂e**
(Industry Average = 55.8 tCO₂e)

Scope 3.5 - Waste generated in operations = **0.042 tCO₂e**
(Industry Average = 10.1 tCO₂e)

Scope 3.6 - Business travel = 41.5 tCO₂e = **33.1 tCO₂e**
(Industry Average = 38.3 tCO₂e)

Scope 3.7 - Employee commuting and homeworking = **88.3 tCO₂e**
(Industry Average = 84.0 tCO₂e)

Not included in Scope 3 emissions:

Scope 3.2 – Capital Goods – Included in calculation of Scope 3.1

Scope 3.3 – Fuel and energy-related activities – Already included in scope 1 and 2

Scope 3.8 – Upstream Leased Assets – No assets leased to other entities

Scope 3.9 – Downstream transportation and distribution – Included in Scope 3.6

Scope 3.10 – Processing of sold products – There is no processing of sold products by 3rd parties

Scope 3.11 – Use of sold products – Unable to calculate this

Scope 3.12 – End of life treatment of sold products – End of life of products sold but still the responsibility of Commsworld are disposed of via our recycling processes which is calculated within Scope 3.5

Scope 3.13 – Downstream Leased Assets - There is no operation of assets leased to other entities

Scope 3.14 – Franchises – Commsworld have no franchises

Scope 3.15 – Investments – Commsworld have no financial investments

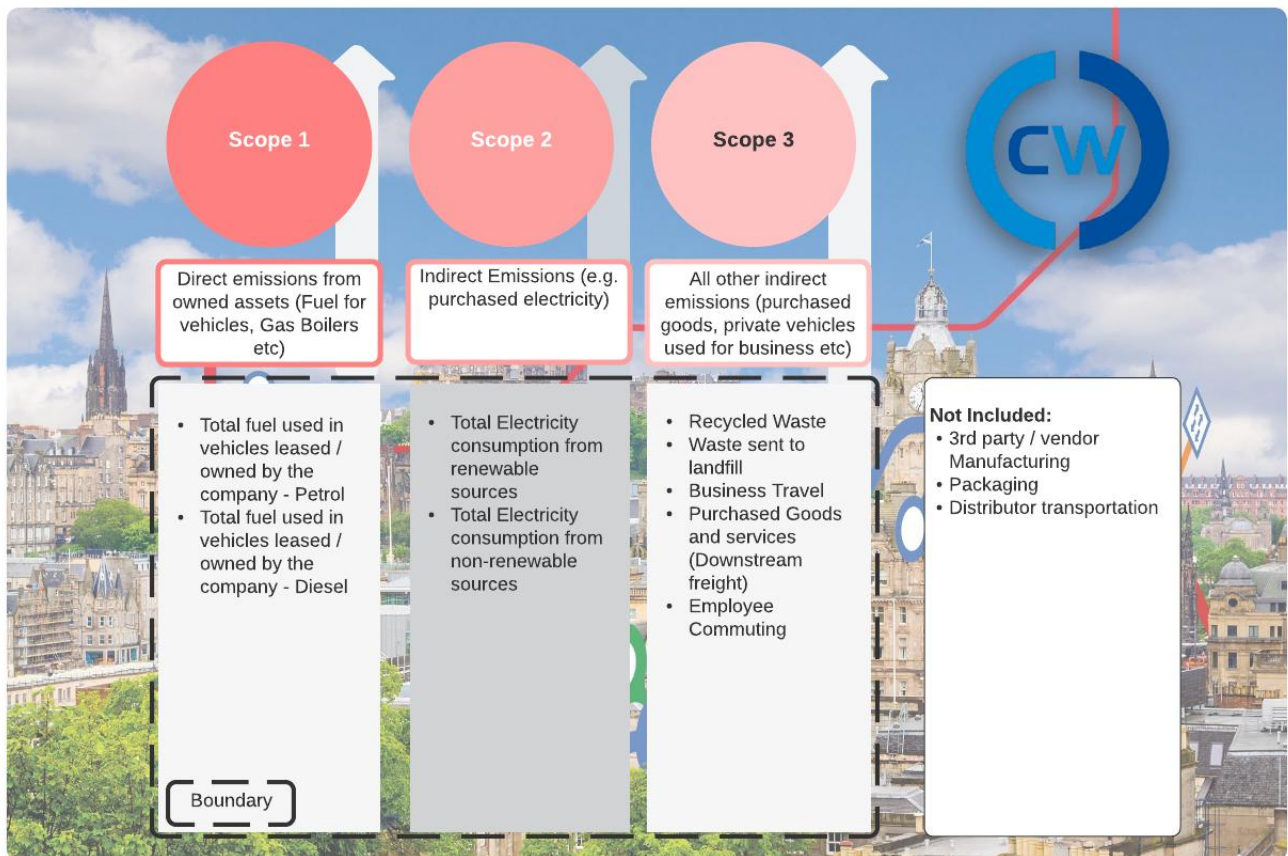
4.4 Progress Summary

Targeting an 8.33% carbon footprint reduction against our baseline year of 2023, Commsworld have achieved an overall **reduction** on our Carbon footprint of **6.9%** (27 tCO₂e) in 2024. This is made up of a 12.14% reduction on Scope 1 emissions, a significant 40% reduction in Scope 2 emissions but a 10.66% increase in our Scope 3 emissions has meant we didn't reduce our emissions by as much as hoped therefore narrowly missing our 8.33% target.

Contributing factors to these reductions include, fully moving to renewable sources of energy, consolidating offices into one main office, installing building management systems and continued hybrid working patterns of our staff. The increase in our footprint within Scope 3 is due to increased purchasing to fulfil customer orders and services.

5. Emission Reduction Targets

Commsworld has defined the areas within each scope to take into account for reducing our emissions as per the following illustration which also shows our boundary. The topics which have been excluded are because we have little to no influence over them at the moment but will be considered for future planning:



In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

Next 5 years to 2030: Target of 43.1% (8.62% per year) Carbon reduction to match our commitment of reducing our overall emissions by 50% from our baseline year of 2023 by 2030.

Carbon neutral by the Scottish target of 2045.

6. Carbon Reduction Projects

Commsworld is actively committed to contributing to the decarbonisation efforts. Here are some ways in which we aim to make a positive impact:

Energy Efficiency Measures: We will prioritise energy-efficient practices across our operations. This includes optimising our data centres, office spaces, and network infrastructure to minimise energy consumption. We will implement all available technical solutions, including hardware and software building energy management systems and ensure we have power management policies in place for hardware such as laptops / PC / printers etc whilst encouraging behavioural change through publishing internally a dashboard of carbon output/energy consumption by office location. Moving to full LED lighting across our office space. Investigating Solar power for our office.

Carbon Offsetting and Removal: We recognise that reducing emissions alone may not be sufficient. Therefore, we will explore carbon offsetting initiatives and opportunities to invest in Carbon Dioxide Removal (CDR) technologies.

Collaboration with Suppliers and Customers: We will collaborate with suppliers and customers to promote sustainable practices. Promoting sustainability with our key suppliers by canvassing them annually on their carbon reduction journey to ensure it aligns with our own aspirations and working with Customers to understand where we can contribute to their sustainability goals.

Innovation and Research: Commsworld will stay apprised of technological advancements that could assist us in our carbon reduction journey. By investing our time in research, we hope to identify new ways to reduce emissions and enhance sustainability.

Employee Engagement: Commsworld recognise that every role within the business influences our carbon emissions. Well-informed and motivated employees play a crucial role in achieving reductions. Simple actions, such as turning off equipment at night, properly managing waste, and adopting sustainable travel practices, can significantly reduce energy footprints.

Targeted Communication: We will regularly share information with Commsworld employees about environmental impact reduction, carbon footprint management, and recent relevant environmental events via our Bob platform, company “all hands” days and internal newsletters.

Adaptive Working Arrangements: Continuously review and update working arrangements in alignment with best practices and advancements in technology.

Our employees play a crucial role. We will raise awareness, provide training, and encourage behavioural changes that contribute to our decarbonisation goals.

Business Travel:

- Promote Hybrid Work: Maintain support for hybrid work arrangements as part of the ongoing Smarter Working policy. Emphasise the use of virtual meeting platforms.
- Public Transport Advocacy: Continue to endorse public transportation, with a specific focus on trains.
- Carbon Budget Exploration: Explore the feasibility of introducing individual “Carbon Pots” or “Carbon Budgets.” Once exhausted, individuals would be restricted from further travel.

7. Leadership

The Commsworld Executive Board wholeheartedly supports the business's Carbon Reduction program and the team working towards achieving our Net Zero goals. Leading by example, the Executive Board ensures regular updates from the team during monthly meetings and other executive-level gatherings. The business receives ongoing executive support, facilitating the drive for impactful changes and securing funding for specific sub-projects as necessary.

8. 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:

Signed:



Date: 17/09/2025

Bruce Strang
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