

# Carbon Reduction Plan

January 2026



## 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.

<b>Baseline Year: 2025</b>	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
As 2025 represents Empyrean Digital's first year of formal emissions reporting, emissions figures are based on reasonable estimates using available activity data. The majority of emissions fall within Scope 3. This baseline will be used to measure and report future emissions reductions.	
<b>Baseline year emissions: January - December 2025</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1:</b> No combustion fleet/gas premises	<b>0.0</b>
<b>Scope 2</b> Electric Vehicle electricity	<b>2.12</b>
<b>Scope 3 (Included Sources)</b> Home working, petrol mileage and rail travel	<b>19.69</b>
<b>Total Emissions</b> Estimated baseline (2025)	<b>21.81</b>

Scope 1 emissions are limited. Empyrean Digital operates four company-leased electric vehicles. As these vehicles do not produce tailpipe emissions, Scope 1 emissions are minimal. The organisation does not operate gas-heated premises or combustion-engine company vehicles.

Scope 2 emissions relate to electricity consumption associated with charging electric vehicles and employee home working. Due to predominantly remote working arrangements and the absence of

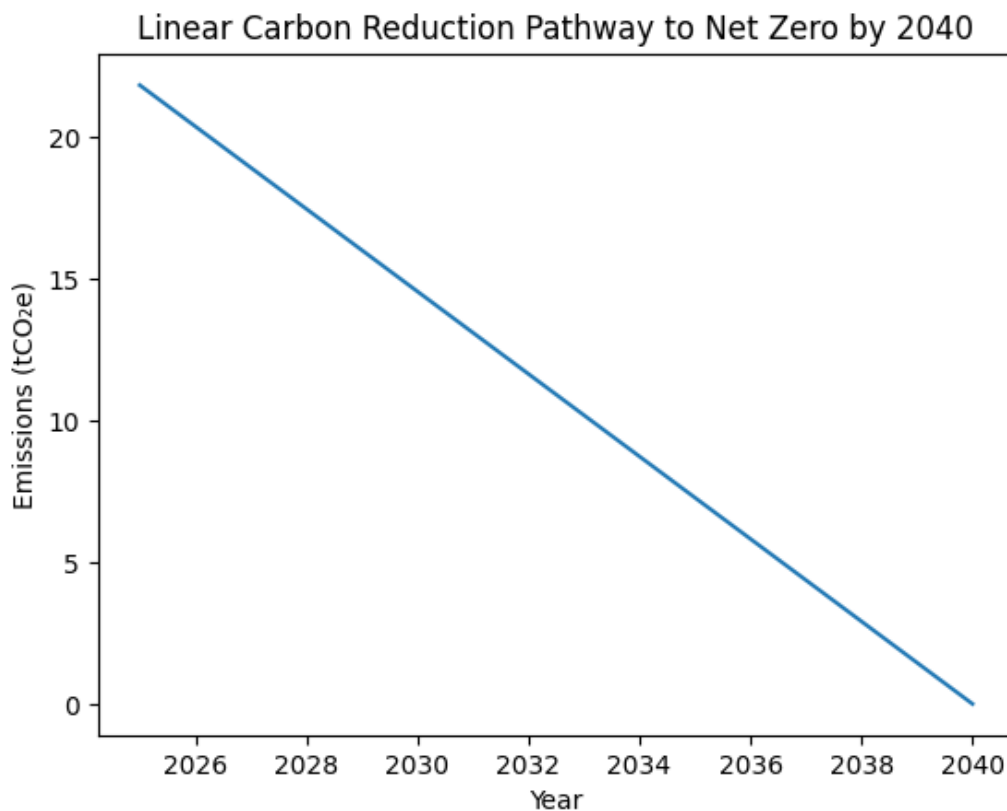
dedicated office premises, Scope 2 emissions are low and are accounted for within the overall emissions assessment.

The majority of Empyrean Digital's emissions fall within Scope 3. Relevant Scope 3 categories include employee commuting, business travel, home working (for an average of 27 employees over the year), and supply chain activities. The organisation actively encourages low-carbon travel through the provision of pool bicycles and participation in a cycle-to-work scheme.

## Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. See graph below for overall targets.

We project that carbon emissions will decrease over the next five years to 14.54 tCO<sub>2</sub>e by 2031. This is a reduction of 33%.



## Carbon Reduction Projects

Our baseline year is 2025, at this time we already complete initiatives including remote and hybrid working as standard, an electric vehicle fleet, reduced business travel, online meetings by default, use of energy-efficient equipment, and adoption of a cloud-first approach to IT services. These initiatives apply to the delivery of public sector contracts.

## Future carbon reduction initiatives

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

Initiative	Target Date	Category
Measure carbon footprint of business activities year on year to gain an understanding of possible areas of improvement and achieve our targets.	2025 - Done	1, 2, 3
Cycle to work scheme offered to all staff to encourage green travel to client sites, where possible.	2026	3
Electric vehicle salary sacrifice scheme offered to all staff to reduce the number of petrol/diesel miles incurred as a company	2026	3
Achieve ISO14001 certification	2027	1, 2, 3
Appoint a Net Zero Team to engage staff across the business and consider our targets and lead carbon reduction projects.	2026	1, 2, 4

## 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<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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<sup>3</sup>.

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

Name: Nicola Tappern

Job Title: Managing Director

Date: 26<sup>th</sup> January 2026

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

<sup>2</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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