

Softwire Carbon Reduction Plan

Supplier name: Softwire Technology Limited (and all associated trading companies)

Publication date: 26 June 2025

Re-published to include printed name and title of signatory: 05 August 2025

Commitment to achieving Net Zero

Softwire Technology Limited is committed to achieving Net Zero emissions by **2040**.

We commit to eliminating all emissions from 2021 onwards, through durable carbon removal projects (biochar, enhanced weathering, direct air capture, woody biomass burial, bio-oil). We have already done so for 2021-2022 and 65% of 2023 emissions. We expect to have majority of remaining 2023 emissions removed by end of 2025 with the rest of 2023 emissions due to be removed by end of 2028. We are also adopting science-based emissions reduction targets to achieve Net Zero by 2040.

See also our footprint report¹ for calendar year 2024, and all footprints & removals² for previous years.

Baseline Emissions Footprint

Baseline Year: 2022	
Additional Details relating to the Baseline Emissions calculations Before 2021, our emissions reporting included only the required Scope 3 categories. We have reset our baseline to 2022 to cover all Scope 3 categories. See appendix for a comparison of emissions intensity against the previous baseline and scope boundary.	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	31
Scope 3 (all sources)	781
Total Emissions	812

¹ <https://www.softwire.com/footprint-report-2024/>

² Past footprints and removals are published at <https://www.softwire.com/net-zero-and-carbon-reduction/>

Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	17
Scope 2	7.3
Scope 3 (all sources)	1.3k
Total Emissions	1.33k

Science-Based Net Zero Targets

We have followed Science-Based Targets guidelines to set absolute emissions targets consistent with achieving Net Zero by 2040.

Our targets are:

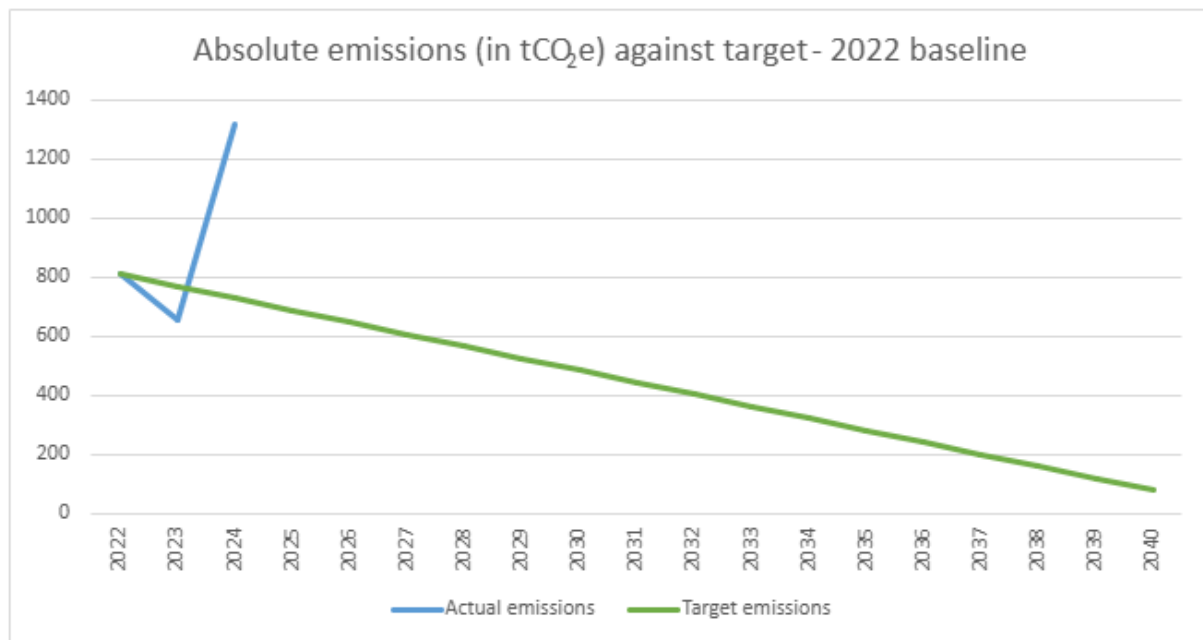
- 50% reduction in absolute Scope 1-2 emissions by 2030
- 90% reduction in all absolute emissions by 2040

As a growing company, this is a very ambitious target and equates to a 98% reduction in per-employee Scope 3 emissions. The vast majority of this will need to come from supplier selection and influence. This will be a key focus of our strategy over the coming years.

In previous year we achieved 19% reduction in absolute emissions against our baseline. However, in 2024 there was a 63% increase comparing to the 2022 baseline indicating the need for further measures. The following factors contributed to this increase:

- Overseas company holiday: in 2023 the company holiday was organised in the UK as opposed to 2024 when the employees were invited for a weekend abroad, which led to a significant increase in air travel.
- The growth of the company: in 2024 there was 6.7% YoY revenue increase.
- AI services: service purchases count towards 21% of total emissions and we have utilised more AI services in 2024

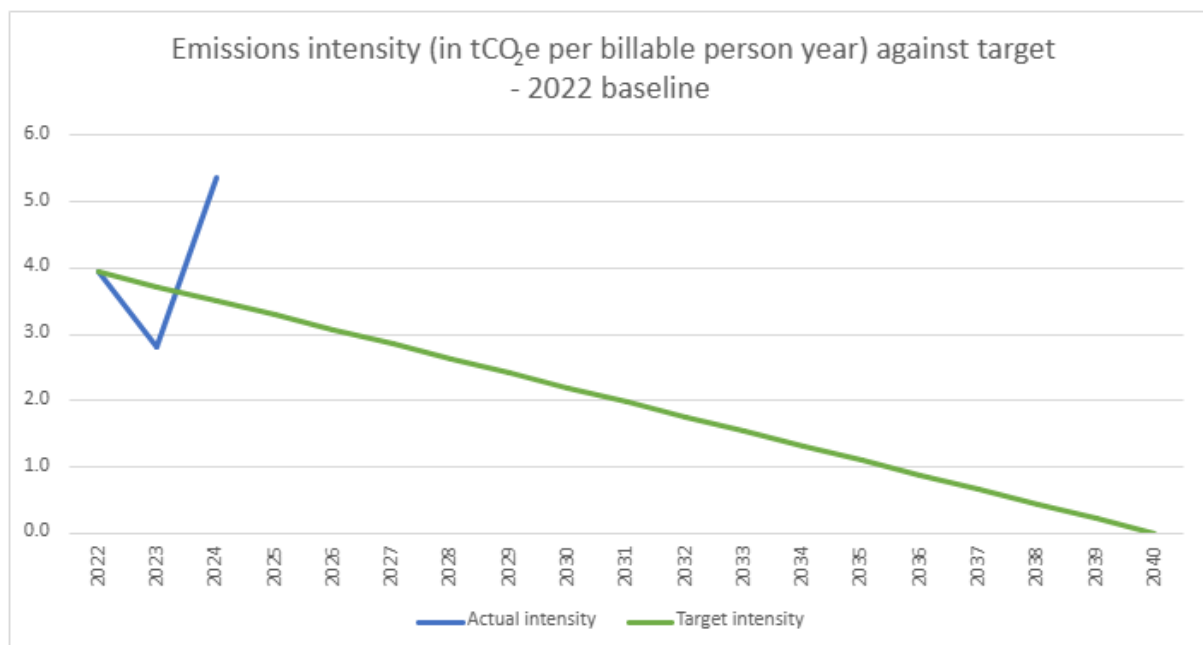
It should also be noted that we have changed supplier for our Carbon Footprint Report, from Supercritical to Greenly – and they use slightly different methodologies. Whilst significant effort has gone into ensuring the accuracy of the report, it is likely that our actual carbon footprint has increased by less than 63% comparing to the baseline, and that previous reports may have been underestimating the quantity of emissions.



Emissions Intensity Reduction Targets

To enable us to monitor a more consistent metric as our headcount grows, we also want to measure our intensity target, i.e. based on emissions per unit of production and not absolute emissions. An ambitious target of 98%+ reductions in emissions intensity by 2040 (depending on growth) will help us to achieve 90% reduction in absolute emissions by then.

We are a services company and have therefore used “billable person year” as our unit of production.



Looking at per-employee averages, our total footprint equates to 4.1 tCO₂e per employee over 2024, which is consistent with the median for our market sector.

Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the previous 2018 baseline:

- Switching to green energy tariffs throughout our London and Cambridge offices
- Reducing business travel and employee commuting through the employment of hybrid working practices
- Installing solar film on large windows and skylights to save energy
- Replacing inefficient office lighting with low energy alternatives
- Office fitted with sustainability at the forefront, for example by purchasing reusable modular furniture units
- Work phones and test devices are purchased second-hand by default

We also have ongoing schemes implemented since before the 2018 baseline that help us keep our emissions low. These measures will continue to be in effect for the foreseeable future:

- A cycle-to-work scheme, and secure cycle storage and showers in our offices
- Electrified heating and cooking throughout our London office
- Keeping laptops in use for the maximum length of time allowed by our security policies, and then donating old hardware or auctioning them to employees with proceeds donated to charity
- Meat-free Mondays – our canteen serves only vegetarian & vegan options on Mondays
- Variety of plant-based milk offered for free in our offices

Further measures implemented or planned in 2025 include:

- Switching to eco-friendly toilet paper and cleaning products throughout the office
- Removing provision of bottled water in reception area
- Installing more motion sensors to switch off lights in unused areas
- Supporting employees to switch to renewable energy providers and reduce their boiler temperature
- Incentives to eat vegetarian / vegan food during company events
- Supporting employees switching to no-fly travel
- Reviewing the existent and potential suppliers, with the goal of auditing, managing and reducing our supply chain emissions in line with our science-based targets.

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 standard³ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁴.

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) Standard⁵.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of the Supplier:



Name: Tom Steer

Title: Commercial Director

Date: 05/08/2025

³<https://ghgprotocol.org/corporate-standard>

⁴<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁵<https://ghgprotocol.org/standards/scope-3-standard>

Appendix

For continuity, we have also reproduced our emissions intensity graph against our previous 2018 baseline and restricted scope boundary.

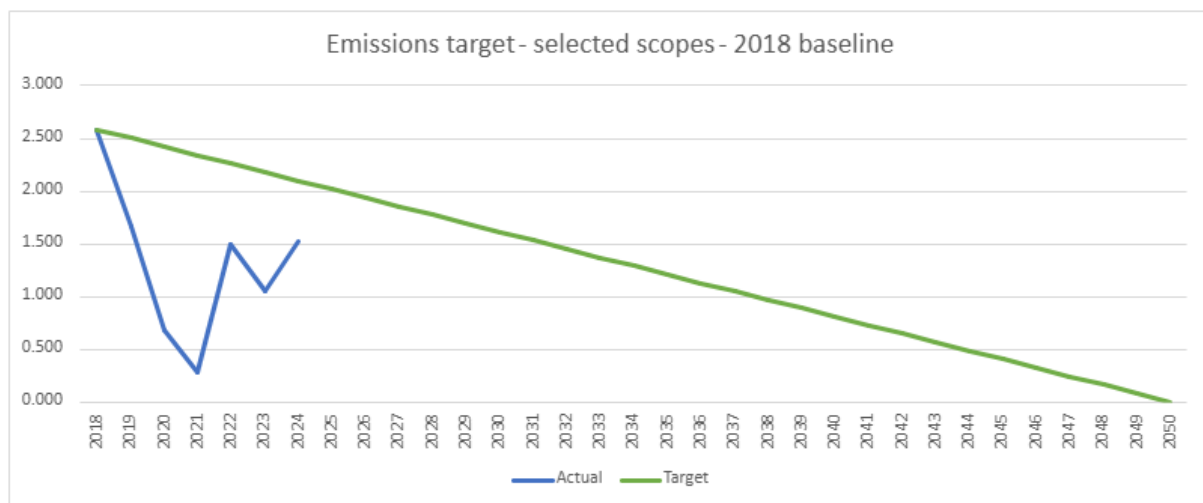
Our targets were as follows against the baseline emissions intensity of 2.59 tCO₂e per billable person year in 2018:

- 21% reduction in emissions intensity by 2025
- 40% reduction in emissions intensity by 2030
- 50% reduction in emissions intensity by 2034

For reference, this includes scope 1, scope 2, and the following required scope 3 categories:

- Category 4 – Upstream transportation and distribution
- Category 5 – Waste generated in operations
- Category 6 – Business travel
- Category 7 – Employee commuting
- Category 9 – Downstream transportation and distribution

We have continued to beat these old targets, however the tCO₂e per billable person within the selected scope increased to 1.5 due to the factors mentioned in the main report. The following graph shows our progress against targets.



(Note that emissions increased in 2022 compared to 2020-2021 as employees returned to the office post-pandemic.)