

Carbon Reduction Plan

Supplier name: Everergi UK Ltd

Publication date: 23rd May 2025

Commitment to achieving Net Zero

Everergi UK Ltd is committed to achieving Net Zero emissions by 2030.

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: 2025	
Additional Details relating to the Baseline Emissions calculations.	
As a growing SME, 2025 is the first year Everergi UK Ltd will formally publish a Carbon Reduction Plan. Therefore, 2025 serves as our baseline year. Emissions are calculated using the best available activity data and assumptions aligned with the Greenhouse Gas Protocol and UK Government conversion factors. 2025 is our initial baseline year, with emissions estimated using the best available data. These figures will be confirmed in our first full annual emissions report at year-end. Our approach includes emissions from international travel, aligning with best practice under the GHG Protocol and accurately reflecting our global operations. Everergi is designed as a low-carbon, cloud-based organisation with minimal Scope 1 and 2 emissions due to our remote-first operations and limited physical infrastructure.	
Baseline year emissions: 2025 (target)	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0.09
Scope 2	0.01
Scope 3 (Included Sources)¹	8.62 Waste generated in operations: 0.02 Business travel: 5.90

¹ Everergi UK Ltd is a service-based organisation focused on zero-emission planning, consulting, and the provision of cloud-based software. We do not manufacture or distribute physical products and therefore do not have a downstream transportation and distribution network. Similarly, as we do not procure raw materials or physical inventory for production, the upstream transportation and distribution category is not applicable to our operations. These Scope 3 categories have been considered and excluded on the basis of materiality.

	Employee commuting: 2.70 Downstream transportation and distribution: Not applicable/material Upstream transportation and distribution: Not applicable/material
Total Emissions	8.72

Current Emissions Reporting

Reporting Year: 2025 (Year to date)	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0.04
Scope 2	0.00
Scope 3 (Included Sources)	3.40 Waste generated in operations: 0.1 Business travel: 2.30 Employee commuting: 1.09 Downstream transportation and distribution: Not applicable/material Upstream transportation and distribution: Not applicable/material
Total Emissions	3.44

Emissions Reduction Targets

Everengi UK Ltd is committed to achieving Net Zero carbon emissions by 2030. This target reflects both our global environmental values and the operational realities of our business model, which is inherently low-emission due to our remote-first workforce, digital delivery systems, and minimal physical infrastructure.

This Carbon Reduction Plan is specific to Everengi UK Ltd, which operates as part of a broader international business with teams based mostly across the United Kingdom, United States, Canada, and Australia. We are part of a global team delivering services to major public and private sector clients across the EMEA, APAC and NAM regions. Our ability to support large-scale, complex programmes is built on shared systems, internationally aligned

standards, and robust delivery infrastructure. Buyers can therefore be confident in our capacity to mobilise effectively, adapt to evolving needs, and deliver high-quality outcomes.

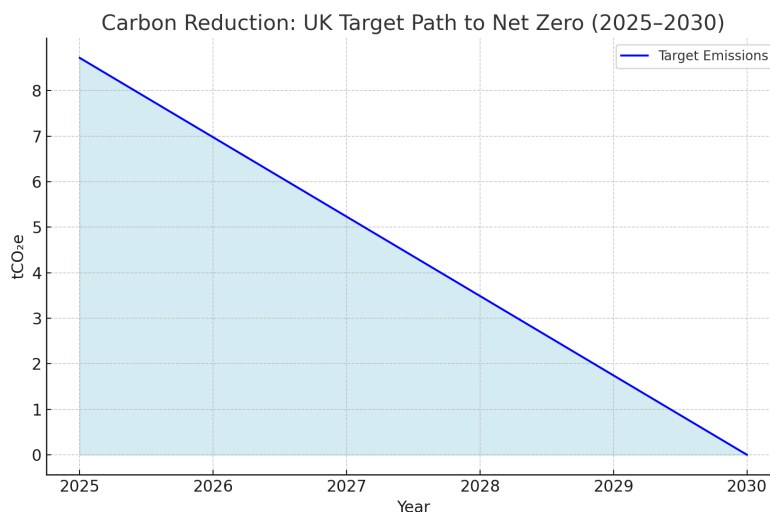
Our 2025 baseline emissions for the UK entity are 8.72 tCO₂e, including Scope 1 and 2 emissions from occasional office use, and Scope 3 emissions from remote working, commuting, and limited business travel. Although these emissions are modest, we recognise our responsibility to lead by example and actively reduce our environmental footprint.

We have set a staged emissions reduction target of 50% by 2028, and to be Net Zero by 2030. This target will be met through:

- Continued prioritisation of home working, with support for low-impact practices
- Minimisation and offsetting of unavoidable air travel
- Preference for renewable-powered office facilities during in-person work
- Engaging suppliers to reduce emissions in our value chain
- Regular emissions tracking and reporting to ensure accountability
- 90% of all commute travel to be completed via public transport or active travel, and where car travel is required to do so with an zero emissions vehicle

This strategy reflects our belief that carbon responsibility extends beyond compliance — it is a core business value. Our reductions will be achieved not through limiting growth, but by decoupling emissions from delivery through innovation, system design, and behavioural change.

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

While 2025 is the first formal year of emissions tracking for Everergi UK Ltd, we have long embedded environmental responsibility into our operations. As an SME focused on accelerating the transition to zero-emission transport systems, we have proactively implemented internal carbon reduction initiatives that align with our mission and values.

Key projects and environmental measures to date include:

- **Remote-first operations:** Over 80% of our workforce operates remotely by design, significantly reducing emissions associated with office heating, lighting, and daily commuting. This flexible model supports work-life balance while materially cutting Scope 1 and 2 emissions.
 - **Low-impact commuting culture:** We have fostered a strong culture of sustainable travel. Over 90% of UK-based employees commute via public transport, walking, or cycling. Car use is minimal and already 50% electric among those who do drive.
 - **Minimal office footprint:** We have intentionally avoided long-term office leases in the UK, instead using shared workspaces for only ~12 days annually. These offices are chosen based on location and renewable energy credentials to minimise environmental impact.
 - **Digital-first delivery model:** Our projects and platforms, such as BetterFleet, are delivered digitally via cloud-based systems (AWS), reducing physical resource use and enabling emissions-efficient client engagement worldwide.
- Travel policy:** International travel is limited and used only when essential. We offset a portion of our air travel emissions and prioritise virtual engagement to reduce unnecessary flights.
- **Environmental responsibility in delivery:** Beyond internal measures, we drive carbon reduction through our client projects — supporting decarbonisation of bus networks across the UK, and helping public sector bodies model and implement zero-emission strategies.

While this Carbon Reduction Plan is our first formal declaration, our organisational practices have long aligned with Net Zero principles. These measures provide a solid foundation to track, improve, and report on emissions reductions year-on-year, as we work toward our Net Zero 2030 goal.

Future Carbon Reduction Initiatives

Everengi UK Ltd is committed to building on our low-emissions baseline with targeted, measurable actions that accelerate our journey to Net Zero by 2030. With 2025 serving as our first formal emissions baseline year, we will now transition from informal best practices to structured carbon management, using tracked data to inform reduction strategies.

Planned carbon reduction initiatives include:

- **Green procurement and supply chain review:** We will evaluate and update procurement policies to prioritise sustainable suppliers and lower-emission service providers. This includes cloud services, travel, and office workspace vendors.
- **Employee home energy support:** As a remote-first organisation, we aim to support employees in reducing home office emissions. This may include subsidies for green electricity tariffs, low-energy equipment, and best-practice guidance for home energy use.
- **Zero-emission business travel policy:** We will continue to reduce flight-based travel and introduce further controls around carbon-intensive journeys, including mandatory carbon impact consideration in trip approvals, and virtual-first meeting protocols.

- **Environmental awareness and training:** We will expand internal knowledge-sharing through our “Skills Up” sessions, ensuring all staff are aware of our emissions profile and how their day-to-day work contributes to our environmental goals.
- **Third-party verification and certification:** We will explore ISO 14001 environmental management system certification or PAS 2060 carbon neutrality pathways to formalise and independently validate our Net Zero commitment.
- **Transparent annual reporting:** We will publish annual updates on our carbon footprint and progress against targets, ensuring accountability and stakeholder confidence, particularly in our work with public sector clients.

These initiatives reflect our belief that being a responsible supplier means acting decisively to reduce our own footprint, not just enabling decarbonisation for others. We are determined to lead by example — within our sector, within our client base, and across our global operations.

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 standard² and uses the appropriate Government emission conversion factors for greenhouse gas company reporting³.

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) Standard⁴.

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:

Name: Gerardo Zarazua de Rubens

Title: Partner - UK

Date: 23rd May 2025



² <https://ghgprotocol.org/corporate-standard>

³

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

⁴ <https://ghgprotocol.org/standards/scope-3-standard>