

Carbon Reduction Plan For NG-IT

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Created by: Positive Planet



NG-IT

positive planet

Our Commitment

NG-IT is committed to achieving Net Zero emissions by 2050

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as "science-based" when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

Our near-term targets:

- Maintain scope 1 and 2 emissions as zero,
- Reduce Scope 3 emissions by 42% by 2030.
- Measure all scope 3 categories by 2027 including downstream categories of sold products.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2040.
- Neutralise any residual emissions using verified carbon offsets.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

Our Carbon Footprint

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

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reference point against which emissions reduction can be measured. We have chosen to set our baseline year as 1st November 2024 – 21st October 2025

Baseline Year: 2024-2025	
The current reporting year (November 2024 – October 2025) is the first year that we have measured and reported our carbon footprint and will serve as the baseline year for future measurements.	
Emissions	Total (tonnes CO_2e)
Scope 1 (no gas onsite and no company vehicles)	0.0
Scope 2* (Managed property, electricity is categorised in upstream leased assets)	Market-based: 0.0 Location-based: 0.0
Scope 3 including: - Purchased Goods & Services and Goods purchased for resale - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Electricity)	3,443.9
Total Emissions*	**Market-based: 3443.9** **Location-based: 3,443.9**

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

Carbon Intensity Metrics

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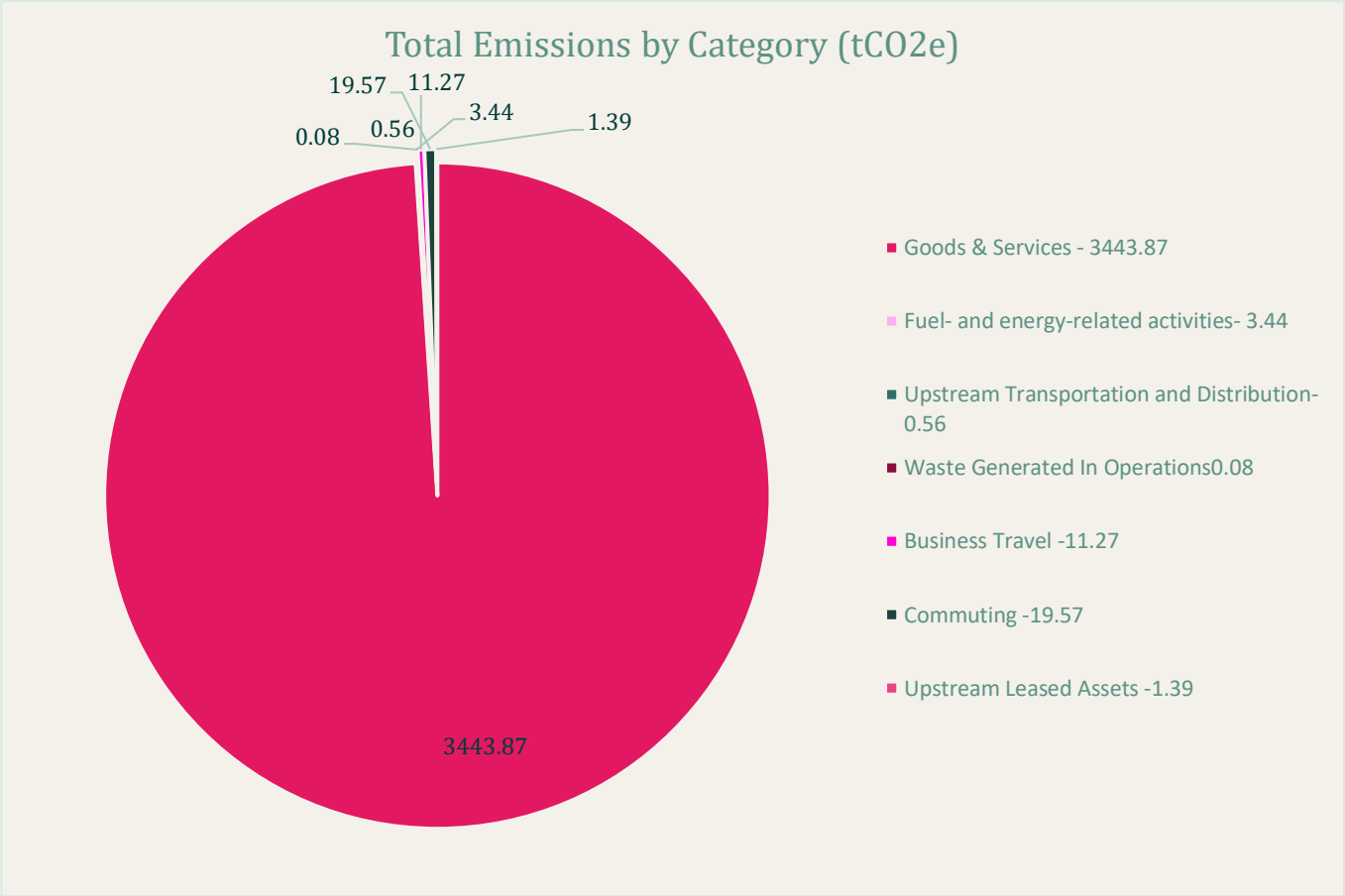
Baseline year: 2024-2025	Carbon intensity metric
Employees (tCO_2e per FTE)	132.5
Revenue (tCO_2e per £m)	313.1

Our total emissions equate to a Carbon Intensity Metric of 132.5 tCO_2e per full-time employee equivalent (FTE) based on 26 FTEs during the baseline period (using market-based emissions).

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Carbon Emissions Breakdown



The graph above shows a breakdown of our total market-based emissions by GHG category in tCO_2e.

Goods & Services purchases are our largest source of emissions, contributing 3443.87 tCO_2e to the footprint. This includes emissions associated with purchases of physical goods as well as services, used to run our business. This category also includes the purchased IT equipment hardware and software for resale to our customers. The total emissions for these purchased items are 2140.2 $tC0_2e$ based on the spend data. Our second largest source of emissions is commuting and homeworking contributing 19.57 tCO_2e. The third largest source of emissions is Business Travel and this 11.27 tCO2e.

*Indirect energy emissions (GHG category; Fuel- and Energy-Related Activities) are those that occur upstream of energy use. In the other energy use categories e.g. business travel and employee commuting, we are accounting for the generation of electricity used or the combustion of fuels used. But these calculations do not consider the other emissions that occur e.g. the generation emissions of electricity lost in the transmission and distribution system or the well-to-tank (extraction, processing and transportation) emissions of fuels. To ensure we are measuring our full

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impacts, we have included these emissions for all scope 1, scope 2 (mandatory) and upstream scope 3 (optional) energy use activities.

Measurement Results		
By Scope	tonnes	% of total
Scope 1	0.0	-
Scope 2 (*Location-based*)	0.0	-
Scope 2 (*Market-based*)	0.0	-
Scope 3	3,443.9	100
By Source		
Direct	0.0	-
Upstream	3,443.9	100
Downstream	0.0	-
By Category		
Office Utilities	0.1	-
Company Cars	0.0	-
Business Travel	11.3	14
Employee Commuting	19.6	25
Procurement	3,408.3	55
Distribution	0.6	1
Waste	0.1	0
Indirect Energy Emissions	4.0	5
Total		
Location-based	79.5	
Market-based	79.4	

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Carbon Reduction

Our Net Zero targets

NG-IT is committed to achieving Net Zero by 2040. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year. To keep us on track, we have also set the following near-term targets to 2030.

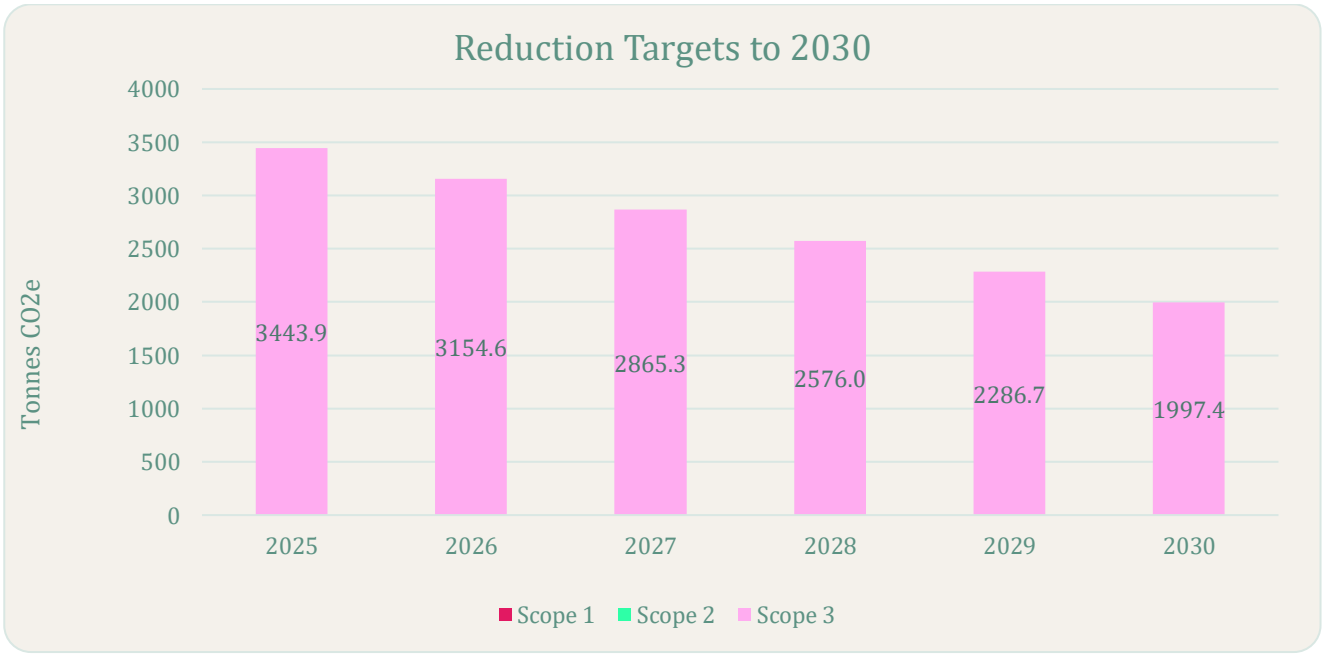
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Our long-term targets:

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- Neutralise any residual emissions using verified carbon offsets.

The graph below shows our total market-based emissions targets to 2030 based on baseline emissions. To achieve a linear reduction, we would need to reduce scope 3 emissions by 8.4% This would be a scope 3 reduction of 289.29 tCO_2e each year to 2030.



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Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2025	1,2,3
NG-IT has achieved ISO 14001 certification and operates an environmental management system in line with the standard.	2025	1,2,3
NG-IT has also purchased E Learning module for 20 staff to complete and upskill their environmental awareness knowledge.	2025	1,2,3
NG-IT have appointed a Green Team to support on completing the actions on the Carbon reduction plan.	2025	1,23

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Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Reduction Plans – Scope 3				
Activity No.	**Activity**	**Target Date**	**% Reduction Target**	**Category**
1	Commit to improving the quality of data year on year. Next year we will also provide an asset list for any electrical items including laptops. This will allow us to reduce the amount of spend data used in the footprint, increasing the accuracy, we will then be able to work out the Product Carbon Footprint of these products. We will also continue to track waste in KG throughout the year as well as water in m3.	2026	-	Purchased Goods and Services Capital Goods Water and Waste
2	Consider training and engagement for the Green Team, leadership, and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.	2026	2.5 - 7.5%	Commuting & Home Working Business Travel
3	Implement a Sustainable Procurement Policy. Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms. Commit to a Sustainability Audit or Survey to request further information regarding credentials – Plan to send these to the top 10 suppliers by spend. This data collection will support reduction journey by gathering important data for future measurements &	2026-2028	20%	Purchased Goods & Services

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	encourage supply chain integration towards Net Zero. Complete this audit within two phases: 1. Identify suppliers for engagement 2. Formulate and collect data (survey/scoring) Once completed prioritise suppliers with lower carbon footprints as part of the above phased approach. This may also involve purchasing second hand/refurbished (furniture, IT equipment) and extending the lifespan of purchased items. Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.			
4	Review logistics partners/couriers and utilise the above Sustainable Procurement Policy. Work with providers to gather their emissions data, and/or switch to lower-carbon providers. Prioritise purchasing from local suppliers to limit delivery mileage.	2026-2027	20%	Upstream Distribution Downstream Distribution
5	Develop and implement a Sustainable Travel Policy to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate. Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes, such as bike to work, salary sacrifice or car sharing opportunities. Utilise the emissions travel hierarchy: - Digital communication - Walking and cycling - Public and shared transport - EV's and car sharing/clubs - ICE vehicles and car sharing/clubs - Air travel Consider creative ways to engage and support the workforce to influence change. Examples include setting an internal organisation carbon credit scheme (limit that to	2026	15%	Business Travel Commuting

	a number of tCO_2e per year), extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.			
6	Add questions surrounding home energy use to next year's commuting survey. Collect information about electricity tariffs and heating sources to get a more accurate measurement of homeworking emissions. This will allow NG-IT to track reductions that occur as a result of employees adopting sustainable practices in the home.	2026	15%	Employee Commuting and Home working
7	We will add a sustainability page to our website, we will include details of our carbon measurement, reduction plan and targets, and we will also consider adding advice on sustainability for our customers.	2026	-	All scopes

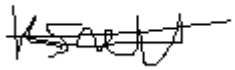
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Declaration and Sign Off

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

This Carbon Management Plan has been reviewed and approved by NG-IT Executive Team.

Signed on behalf of NG-IT



Name: Katy Snell

Position: Operations Manager

Date: 18/02/2026

1 https://ghgprotocol.org/corporate-standard

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