

Carbon Reduction Plan

PPN 0621 Carbon Reduction Plan Responsiv Solutions 2025

Supplier Name: Responsiv Solutions Limited

Publication Date December 2025

Commitment to Achieving Net Zero

Responsiv Solutions Ltd is committed to achieving Net Zero emissions by 2040.

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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. They are the reference point against which emissions reduction can be measured and Responsiv set the baseline year as the 2022/2023 Financial Year (FY) ending 31st August 2023.

Responsiv started measuring Carbon outputs in 2024 and, based on available data, selected the below measures as being the primary drivers of Carbon Emissions for the business.

Baseline Year: FYE 2023	
Additional Details relating to the Baseline Emissions calculations.	
<p>Calculating Scope 1: Gas for our boilers (Stationary Combustion, Mobile Combustion, Fugitive Emissions, Process Emissions)</p> <p>Calculating Scope 2: Electricity consumption in our office and on-premises data centre as well as our hosted servers at a third-party supplier and Gas utilisation for boilers. We calculate Carbon Emissions using utility bills or attributable expenditure on energy by service providers.</p> <p>Calculating Scope 3: Our largest Emission is from staff travel. We only use this in our emissions calculation. Electronic and staff waste is another area we have programmes in to reduce emissions, although negligible in impact and thus not measured.</p>	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	5.14
Scope 2	6.86
Scope 3	29.89
Employee Commuting	29.89
Waste	0
Total Emissions	41.89 TCO₂ (2.33 t per Employee AND 11.97 T PER £1 Million Turn Over)

Y1 Emissions Reporting

Reporting Year: FYE 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	7.4
Scope 2	7.3
Scope 3	29.09
Employee Commuting	29.09
Waste	0

Total Emissions	43.79 TCO2 (2.09 t per Employee AND 10.19 T PER £1 Million Turn Over)
Y2 Reporting Year: FYE 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	3.58
Scope 3	25.18
Employee Commuting	25.18
Waste	0
Total Emissions	28.76 TCO2 (1.31 t per Employee AND 7.99 T PER £1 Million Turn Over)

Emissions Reduction Targets

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

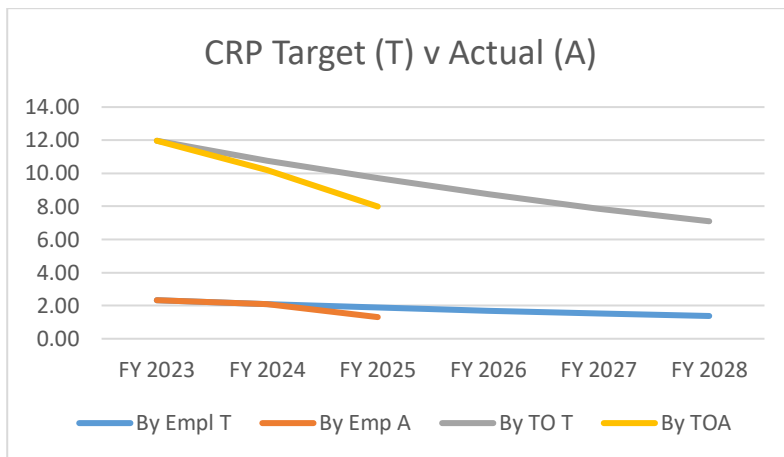
- Decreasing our Per Employee and Per £1m Turnover TO with 10% per year over the next 5 years.

We measure targets on a total Emission per Client £ earned and per Employee, recognising that while our total emissions may increase if our business grew, efficiency per unit of income and per staff member needs to be measured and improved to get us towards our Net Zero targets.

We project that our carbon emissions will decrease over the next five years (By FYE 2028) to:

- Per Employee tCO₂e of below 1.4 tonnes per year per employee. This is a reduction of 40%
- Per £1m of TO tCO₂e of below 7.1 tonnes per year per Million of TO. This is a reduction of 40%

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



Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2023 baseline.

1. Compliance and Certification

As a key part of our ESG programme responsive undertook to become ISO 14001 certified and completed the certification in February 2025. While this does not directly contribute to the carbon reduction plan, the resultant increase in awareness and focus on ESG from the message this certification gives to staff and partners is seen as a key part of the effort to reduce not only our carbon footprint but also our environmental impact.

2. Staff Travel Schemes

The single largest impact on TO as a consulting business is our staff travel, therefore we introduced several measures that will drive our target achievement over the 5-year cycle.

1. Promoting the use of EVs. While we cannot force staff to convert, we have undertaken to provide charging points where staff can charge their electric vehicle free of charge in set slots while at work. This benefit to staff is intended to increase the use of EV's and thus reducing CO2 emissions. We believe this has already shown a benefit with a 15% increase in staff using hybrid or EVs after moving to premises in 2024 that accommodates this and that more staff will take up this offer in 2026.
2. Cycle to work: With several staff that could cycle as they live close enough but did not use this opportunity due to poor facilities, as part of our office move, we ensured good shower and locker facilities and secure bike racks and actively promote cycle to work in the business as a healthy and environmentally friendly step to take. We have seen a marked increase in cycling to work and will look at further rewarding staff for doing this in 2026.
3. Work from home and local workers. From a business efficiency perspective, we prefer our team to work from the office, but this could be challenging for staff that live outside of the immediate area. To reduce staff miles travelled to work, we have introduced a work from home programme especially for staff members living more than 20 miles from the office.

3. Electricity Usage

We have two specific initiatives that will decrease our footprint in this space.

1. Electricity usage for servers. We have moved our server hosting to a datacentre that has excellent green certification and have industry leading cooling and electricity usage technology. By moving off our in-office hosted servers, not only do we provide a more secure environment for our data, but we significantly reduce energy consumption, driving our energy bill down as we decommission servers in our on-site data centre.
2. We selected new offices with central heating and cooling, automatic sensor lighting, and a low energy usage set-up. Over the next year the benefit from this will see a large reduction in our energy usage for office space in lower gas and electricity usage.

Summary

The carbon emission reduction achieved by these initiatives equate to 13.1 tCO₂e, an 31% reduction overall.

By moving our offices and offering an EV charging benefit, several staff members converted to electric in 2025 and shower and bike storage facilities increased staff taking up cycling to the office, with these initiatives greatly reducing our Scope 3 values.

Moving most of our servers to a partner that provides highly efficient cooling and green energy options as well as the benefit of the green building we are now occupying, we have removed all gas usage and reduced our Scope 2 usage by nearly 50%.

All these programmes were started during 2024 and will come to their full benefit over the next 2-3 years. While we have seen a major improvement during 2025, this was primarily due to some big changes started in 2024 and believe that the improvements may be more incremental during the next 2 years. We are confident of achieving our net zero target by 2040 and a 40% reduction on the base year by 2028 and will continue with our successful programmes.

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 standard¹ and uses the appropriate Government emission conversion factors for Greenhouse Gas company reporting.²

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.³

This Carbon Reduction Plan has been reviewed and signed off by the Accountable Person mandated by the Board to review and sign on their behalf.

Signed on behalf of the Supplier:

Signatory Name:	Robert Marshall
Title:	Business Manager
Signature	
Date:	8 January 2026