

Carbon Reduction Plan

Supplier name: **AND Digital**

Publication date: **30th April 2026**

Commitment to achieving Net Zero

AND Digital is committed to achieving overall Net Zero emissions by 2050.

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: 2021 (note Scope 3 baseline year adjusted to 2024)	
Additional Details relating to the Baseline Emissions calculations.	
AND Digital has assessed its emissions for a number of years. We established calendar year 2021 as our baseline, which is the same as our financial year (1st January to 31st December). We enhanced footprint data quality during 2022 and restated the base year numbers accordingly. We further expanded our measurement boundary during 2023 and decided at this stage to retain 2021 as our baseline year. This was further reviewed during 2025 and we have maintained 2021 as the base year for Scopes 1 & 2 but adjusted our Scope 3 baseline to 2024 to reflect the expanded boundary measures of 2023 plus the significantly different trading reality of the company. This maintains data continuity for Scopes 1 & 2 albeit the dynamic nature of our business has resulted in significant fluctuations over the period both in terms of overall establishment and estate footprint. We continue to develop our GHG footprint following the guidance of the Greenhouse Gas Protocol Corporate Standard. This includes the Scope 1, Scope 2, and the specific set of Scope 3 emissions required under PPN06/21 related to our offices and operations (where applicable).	
Baseline year emissions: 2021 (1st January 2021 to 31st December 2021)	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	44.36 tCO₂e - Natural Gas

Scope 2	51.66 tCO ₂ e - Purchased electricity (Location-based method)														
Scope 3 (Included Sources)	512.88 tCO₂e A breakdown is provided below. <table> <tr> <th>Scope 3 category</th><th>Total tCO₂e</th></tr> <tr> <td>Category 3: Fuel & energy related activities. This includes well to tank losses related to gas and liquid fuels and electricity transmission and distribution losses.</td><td>26.81</td></tr> <tr> <td>Category 4: Upstream transportation and distribution. As a provider of digital services our upstream transportation and distribution is limited, but we have included an assessment of our use of courier services.</td><td>25.95</td></tr> <tr> <td>Category 5: Waste generated in operations. This includes wastewater. Water consumption has also been measured (and reported under this category for simplicity).</td><td>1.23</td></tr> <tr> <td>Category 6: Business travel. This includes flights, car mileage, hotels, and other forms of public transport (and related WTT).</td><td>63.32</td></tr> <tr> <td>Category 7: Employee commuting</td><td>395.57</td></tr> <tr> <td>Category 9: Downstream transport and distribution. As a provider of digital services we do not produce any physical products, and as such we have no emissions related to downstream transport and distribution</td><td>Excluded: explanation provided.</td></tr> </table>	Scope 3 category	Total tCO ₂ e	Category 3: Fuel & energy related activities. This includes well to tank losses related to gas and liquid fuels and electricity transmission and distribution losses.	26.81	Category 4: Upstream transportation and distribution. As a provider of digital services our upstream transportation and distribution is limited, but we have included an assessment of our use of courier services.	25.95	Category 5: Waste generated in operations. This includes wastewater. Water consumption has also been measured (and reported under this category for simplicity).	1.23	Category 6: Business travel. This includes flights, car mileage, hotels, and other forms of public transport (and related WTT).	63.32	Category 7: Employee commuting	395.57	Category 9: Downstream transport and distribution. As a provider of digital services we do not produce any physical products, and as such we have no emissions related to downstream transport and distribution	Excluded: explanation provided.
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Total Emissions	608.91 (tCO ₂ e)														

Current Emissions Reporting

Reporting Year: 2025 (1 st January 2025 to 31 st December 2025)		
EMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	0.0 tCO ₂ e - Note reclassification of Scope 1 under Scope 2 in 2023	
Scope 2	172.6 tCO ₂ e - Purchased electricity (Location-based method), Gas/ Heat	
Scope 3 (Included Sources)	2044 tCO ₂ e	
	A breakdown is provided below. Note expanded measurement boundary in 2023	
	Scope 3 category	Total tCO ₂ e
	Category 1 : Purchased Goods and Services. This includes all upstream (i.e., cradle-to-gate) emissions from the production of products purchased or acquired by the reporting company in the reporting year. Products include both goods (tangible products) and services (intangible products).	1437.0
	Category 2: Capital Goods. This includes all upstream (i.e., cradle-to-gate) emissions from the production of capital goods purchased or acquired by the company in the reporting year	21.14
	Category 3: Fuel & energy related activities. This includes well to tank losses related to gas and liquid fuels and electricity transmission and distribution losses.	48.78
	Category 4: Upstream transportation and distribution. As a provider of digital services our upstream transportation and distribution is limited, but we have included an assessment of our use of courier services.	0.62
	Category 5: Waste generated in operations. This includes wastewater. Water consumption has also been measured (and reported under this category for simplicity).	0.74
	Category 6: Business travel. This includes flights, car mileage, hotels, and other forms of public transport.	268.8
	Category 7: Employee commuting	266.8

	Category 9: Downstream transport and distribution. As a provider of digital services we do not produce any physical products, and as such we have no emissions related to downstream transport and distribution	Excluded: explanation provided.
Total Emissions	2216 tCO₂e	

Emissions reduction targets

In 2024 we revised our Scope 1 and 2 target as below

- *To achieve Net Zero for Scope 1 and Scope 2 emissions by 2030, compared to a 2021 baseline with a stretch goal of achieving this target in 2028*

In 2024 we also reset our baseline Scope 3 to 2024 and revised targets accordingly

- *To achieve Net Zero for Scope 3 emissions by 2050, compared to a 2024 baseline of 2711 tCO₂e accounting for our full Scope 3 boundary.*

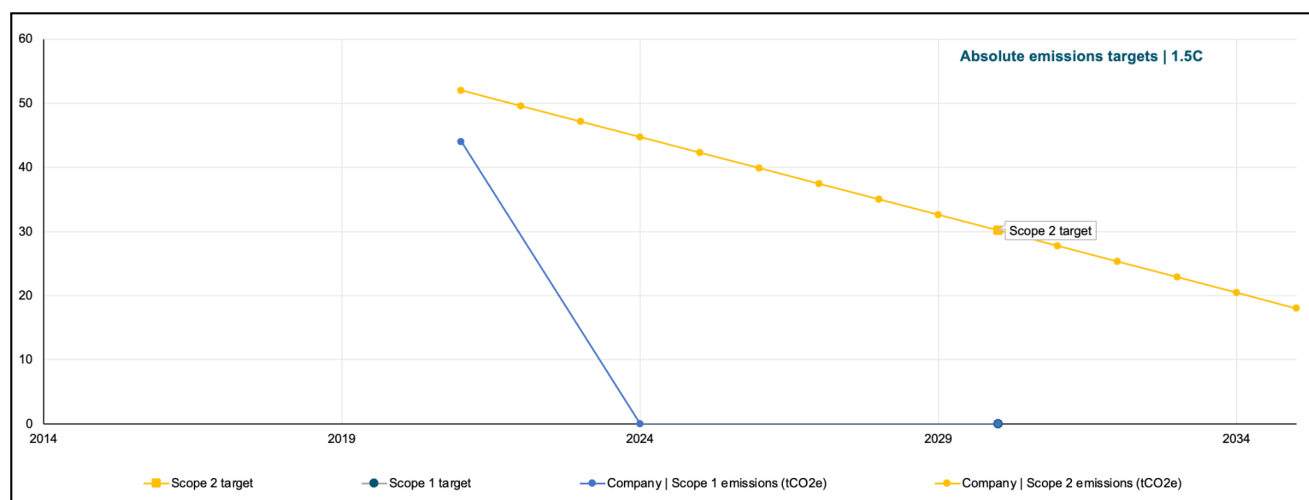
Positively, and as anticipated, the company has seen an overall footprint reduction of 17% through 2025 with and 18.5% reduction in Scope 3

This was an anticipated consequence of strategic decisions taken to pivot the activity and operations of the company to meet emerging business realities. This included a shift in workforce composition between onshore and nearshore resources, a rationalisation of our estate and office structure and support for new market expansion - including in the US - and harnessing the emerging opportunities of AI. Simultaneously, data collection has significantly improved and the effects of estate transition are yet to be fully felt in the data. The expectation is that as a result of this transition phase, emissions will further fall through 2026 and will progressively reduce in the coming years

The company remains confident in our ability to achieve the scope 1 and 2 goals as previously stated. However, through a review of targets in 2025, the decision has been taken to register and commit to a 1.5 SBTi pathway and these respective pathways represent the future foundational reduction commitment of the business and are represented in the following charts. This also aligns us to near term targets for scope 1, 2 and 3, which also sets our ultimate Net Zero ambition to 2050 aligned to a 1.5 degree pathway.

Furthermore, whilst we anticipate planned business growth over the coming years including further international expansion, our aim is to achieve intensity based reductions year on year from

the current 2.91 tCO₂e/ employee on a like for like basis, effectively decoupling growth from carbon impacts for the modelled emission areas.



	Base year (2021)	Most recent year (2024)	Target year (2030)	% Reduction to date	% FLA Adjustment	% SBT reduction
Scope 1 emissions (tCO ₂ e)	44	0	0	100.00%	Maint. target	100.00%
Scope 2 emissions (tCO ₂ e)	52	174	30	-----	Not required	42.00%
Scope 1+2 emissions (tCO ₂ e)	96	174	30	-81.25%	26.58%	68.58%

Scope 3 Cross-sector absolute reduction / Absolute contraction approach (ACA)					
	Base year (2024)	Target year (2035)	% SBT reduction	Near-Term Scope 3 SBT Formulation - WB2C	AND Digital commits to reduce Scope 3 emissions 37.5% by 2035 from a 2024 base year.
Absolute emissions - WB2C (tCO ₂ e)	2,711.0	1,694.4	37.50%	Near-Term Scope 3 SBT Formulation - WB2C	AND Digital commits to reduce Scope 3 emissions 37.5% by 2035 from a 2024 base year.
Absolute emissions - 1.5C (tCO ₂ e)	2,711.0	1,003.1	63.00%	Near-Term Scope 3 SBT Formulation - 1.5C	AND Digital commits to reduce Scope 3 emissions 63% by 2035 from a 2024 base year.

* Note these targets are based on total Corporate footprint and hence some small variance vs UK emissions numbers reflected above

* Further detailing will be done through 2026 to determine the pathway for Scope 3 utilising 2024 as the baseline year where we have a fuller Scope 3 data set due the boundary expansion undertaken in 2023

Notes on methodology, boundaries and data collection

The Company is committed to developing its carbon footprint and related disclosures as accurately and transparently as possible. The Group engaged and invested in a third party Carbon Accounting Platform to independently calculate the emissions during 2023, This also was coupled with a boundary expansion to accommodate all relevant upstream Scope 3 activity . The approach taken in developing this report is in accordance with HM Government's Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance (SECR), March 2019. Emissions were calculated based on current Government conversion factors for reporting of greenhouse gas emissions.

- The company does not own or directly control any of its office locations, with energy purchase, use and efficiency being managed by the Company's landlords. The Company is committed to taking ownership of its impacts and is reporting within Scope 1 and Scope 2 guidelines. We previously established in 2023 that all of our emissions previously divided under Scope 1 and Scope 2 now sit entirely under Scope 2.
- Our primary footprint calculation is based on a 'location' based approach although the majority of our estate is now fully renewable and we hope to move to market based calculations for Scopes 1 and 2 in 2026.
- The company does not own any vehicles, as such there are no Scope 1 emissions for this category.
- Purchased goods and services represent 65% of our total footprint and are entirely calculated utilising a spend based methodology. Over 2026/ 27 we will continue to engage our key 3rd party providers to move towards being able to utilise activity based data which we believe will have a significant downward impact on our overall footprint.
- Business travel data is based on the expense claims of employees travelling on company business. This includes trains, flights, car mileage, hotels and other public transport. This has seen a 72% reduction across the course of 2025, now representing 12% of our total footprint. This is attributable to the application of more prudent travel modes, an overall rationalisation of the necessity for travel plus shifting workforce composition. Given that the business is expanding internationally, we acknowledge that travel will be a significant element of our footprint for the foreseeable future
- Employee commuting data was based on an extensive staff survey - voluntary completion but sufficiently participated to give reliable data. This has similarly seen a 52% decrease relative to our 2024 assessment representing 12 % of our total footprint. This is largely a function of our shifting workforce mix combined with our estate rationalisation. We envisage progressive reduction over the coming years but we recognise this to be a significant component of our footprint as we encourage staff to be present more frequently in our offices.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the last report, and **these measures will be in effect when performing the contract.**

During 2025 the group committed to and continued to make significant investments in enhancing its data collection and footprint calculation as a mechanism to target carbon reduction efforts where the greatest material impacts can be made. Impact highlights of this approach include the following

- Maintained a dedicated ESG/ Net Zero team to drive progress within the Group Strategy and Governance function.
- Engaged with our landlords to include 'Green clauses' with new office licenses to both drive commitment to capturing data more accurately and to encourage transition to lower carbon office solutions

- Defined an estate transition pathway for execution through 2025 - 2027
- Further tightened our Travel and Expense policies to encourage and facilitate the adoption of lower emission modes of transport for business purposes
- Continued to support a hybrid working model, with employees encouraged to work in either their local office, client site or from home as best suits the work they are undertaking.
- Further enhanced our commuting survey and calculation methodology to help us better understand how our employees travel to work to enable us to both measure and report this impact as well as consider steps to help minimise the impact of commuting.
- Maintained and grew our Community of Practice for sustainable software development and implemented training and development initiatives to upskill capabilities in low carbon engineering
- Continued to offer the Government's Cycle to Work Scheme which is actively publicised when joining as part of the ANDi's Benefit Package as well as annual reminders of the scheme as part of the annual benefits and entitlement renewal process.
- Offering a vehicle salary sacrifice benefit scheme for employees to access significant reductions if taking an electric or ULEV vehicle.
- Established a sustainable procurement policy and supplier code of conduct to increase governance of our supply chain for progressive roll out and adoption through 2025/ 2026

Future Plans

Our 2026 programme includes:

- Continued implementation of our estate transition and consolidation strategy, continuing to use the Group Office Blueprint to reduce the impacts of our existing office based operations, and to select new office locations aligned to our Scope 1 and Scope 2 emission reduction targets.
- Align our ESG materiality assessment to the emerging realities of the AI and agentic era. Most specifically this includes a significant upskilling of our teams both in terms of best engineering practises but also to understand and apply appropriate decision making related to sustainability, ethics and the environment through the build and run phases of projects
- Leveraging our Software Engineering Practice Area to increasingly engage clients and advocate for enhanced sustainable software development and solutions in addition to internal investigation of mitigation approaches related to our own ICT footprint.
- Strengthening our own supply chain engagement through enhanced contract management including further implementing Sustainable Procurement Policy and approach and a new Supplier Code of Conduct. This includes a shift away from spend based data to activity based reporting for our key suppliers.

- Further automating elements of our data capture and carbon accounting process incorporating AI to enhance our carbon footprint calculation data.
- Develop a roadmap for EMS environmental certification with ISO 14001 implementation begun in 2026 and finalised in 2027.
- Register and commit to SBTi targets for completion in 2027.
- Devolving and localising impact reduction delivery plans to our Regions harnessing localised data from our Carbon Accounting Tool.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards 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 reporting².

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) Standard³.

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:



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Paramjit Uppal - Founder and CEO

Date: 28 April 2026

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

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

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