

# Carbon Reduction Plan

Supplier name: Tecknuovo Ltd

Publication date: 21<sup>st</sup> March 2025

## Our Commitment

Tecknuovo is committed to achieving net zero emissions by 2050.

<b>Baseline Year: 2019</b>	
<b>Additional details relating to the Baseline Year emissions calculations</b>	
<p>Our baseline year is 2019. As we did not/do not have any sources that are controlled or owned by Tecknuovo, reporting on Scope 1 emissions is not applicable to us. Scope 2 is correct as of 2019.</p> <p>Scope 3 includes emissions for business travel only. Employee commuting emissions are not included as there is no prior recorded data for this. Other Scope 3 Categories do not apply – further details on this are provided under current year emissions.</p>	
<b>Baseline year emissions:</b>	
<b>EMISSIONS</b>	TOTAL (tCO <sub>2</sub> e)
<b>Scope 1</b>	n/a
<b>Scope 2</b>	4.6
<b>Scope 3 (Included Sources)</b>	4.8 Carbon emission factors for travel taken from the 'UK Government GHG Conversion Factors for Company Reporting 2019'
<b>Total Emissions</b>	9.4

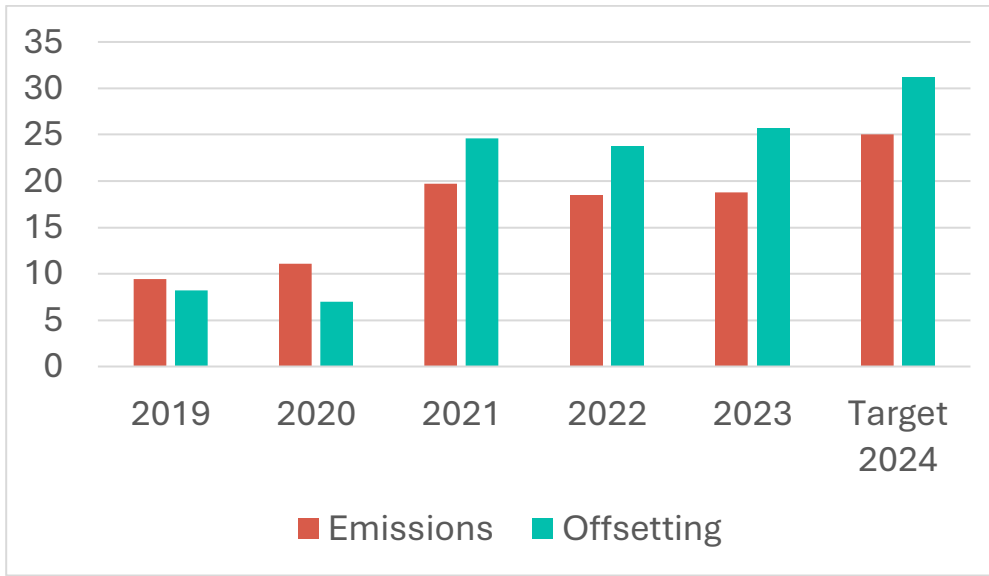
<b>Reporting Year: 2024</b>
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Scope 3 includes emissions for business travel, employee commuting and employee teleworking only. We do not transport and distribute products either upstream or downstream, so we have reported zero emissions for these categories.

Our emissions have overall increased slightly year on year, due to a number of factors; our hybrid working policy has evolved, meaning our employees are commuting more regularly to our offices and we have full-time home-based employees who are regularly travelling to our office and customer offices (Q4 2024) increasing our travel and commuting by 37%, and our employee headcount increased by 15%. Our Scope 2 emissions have increased by 32% and our overall emissions have increased by 27%. We believe we have managed the impact of our growth on our carbon emissions well, however the greatest impact to our emissions is the increase in scope 2 emissions relating to gas. Whilst we have no direct control over the choice of energy used by our landlord, we will be working closely with them during the course of our lease, to support a reduction in the building's reliance on natural gas. Our intensity factor has increased by 14% overall per employee (average headcount during the reporting year) year on year. Whilst our business grows, we do expect our emissions to naturally increase, and this increase is in line with our headcount increase.

EMISSIONS	TOTAL (tCO <sub>2</sub> e)
<b>Scope 1</b>	N/A
<b>Scope 2</b>	9.6 (local) 2.2 (market*) <i>*Actual emissions reduced due to use of renewable energy</i>
<b>Scope 3 (Included Sources)</b>	0.0 Upstream transportation and distribution 0.0 Waste generated in operations 4.8 Business travel 9.9 Employee commuting 2.7 Employee teleworking 0.0 Downstream transportation and distribution Carbon emission factors for travel and commuting are taken from the 'UK Government GHG Conversion Factors for Company Reporting 2023'
<b>Total Emissions</b>	27.0 (local) 19.6 (market*) Intensity factor = 0.575 tonnes per employee

## Prior reporting years



## Emissions reduction targets

As a business that is continuing to grow, and notwithstanding our emissions have reduced by 4.5% since our baseline year of 2021, our carbon emissions may increase over the coming years. We therefore remain focused on minimising the impact of our growth on the environment and to continue to plan and deliver reductions in Scope 2 emissions in the short term, and in our Scope 3 emissions over the medium-long term in order to maintain our target of net zero by 2050. We have pledged to continue to compensate the environment whilst we endeavour to reduce our emissions with a program of carbon offset to 125% of our emissions through our partners Evergreen and Dodo.

We were 8% over our expected target emissions for 2024. The impact on our target for 2024 has been Scope 3 emissions as the most challenging to address, reflect the highest proportion of our current emissions and therefore it is imperative that we are able to collect and measure data, ensure data quality, in order to deliver on our action plan to support our target to reduce our Scope 3 emissions. We pledge to improve our systems and tools to support reporting more widely across scope 3 and with particular focus on our supply chain. We expect our emissions to increase year on year in 2025 as we increase our office space by 50% and increase our headcount by 20%, to meet the needs of our business as we scale in 2025.

Our aim for 2025 is to minimise the impact of our growth on the environment, by limiting our overall increase in emissions to 10% year on year (Target total emissions for 2025 is 30 tCO<sub>2</sub>e), and to reduce our intensity factor per employee by 10% year to year (0.517 tonnes per employee).

### To continue our progress to achieving Net Zero, we have taken measures which include:

- Working from Work Space in the City of London attracting a BREEAM Excellent rating.
- Office has 100% electricity procured from renewable sources with additional solar panels installed on the roof, a rain water harvesting system for use in WCs and to water our plants reducing water consumption, and has a public garden and green roof to support biodiversity.
- We have maintained a hybrid working model enables employees to work from home.
- Travel to our client sites and business meetings is completed by train as the preferred environmental choice.
- We pledge that we will continue to offset our carbon emissions at 125% of what we create whilst we move towards our goal of net zero, as we have done since 2021 as highlighted.

## Carbon Reduction Projects

### Carbon Reduction Initiatives

We have during the reporting year 2024 obtained our EcoVadis score, which has placed us with a silver certificate, supporting our overall journey towards environmental and sustainability improvements following certification under ISO 14001: 2015.

During the report year 2024, we have recycled e-waste in support of International E-waste Day and have donated over 40 sacks of clothing through our employee initiatives to Redonate. We have also undertaken an additional programme of training across sustainability and we have increased signage and advice on recycling in our offices to support education and good recycling habits. We have also introduced new supply chain policies to ensure our suppliers are more aligned to our net zero pledge and commitment to reductions.

For our current reporting year 2025, alongside our internal commitment to increase our activities to re-purpose our waste where we can or recycle where we cannot, we will also undertake the following:

- Establish environmental and sustainability training across our supply chain
- Introduce a new tool for our supply chain to more easily track their carbon footprint, and to improve accuracy of and tracking of scope 3 emissions
- Agree, submit, and once accepted, publicise SBTi targets commitments

### 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 standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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<sup>3</sup>.

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

Signed on behalf of Tecknuovo Ltd:



Sara McCracken  
Company Secretary  
Date: 21<sup>st</sup> March 2024

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

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

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