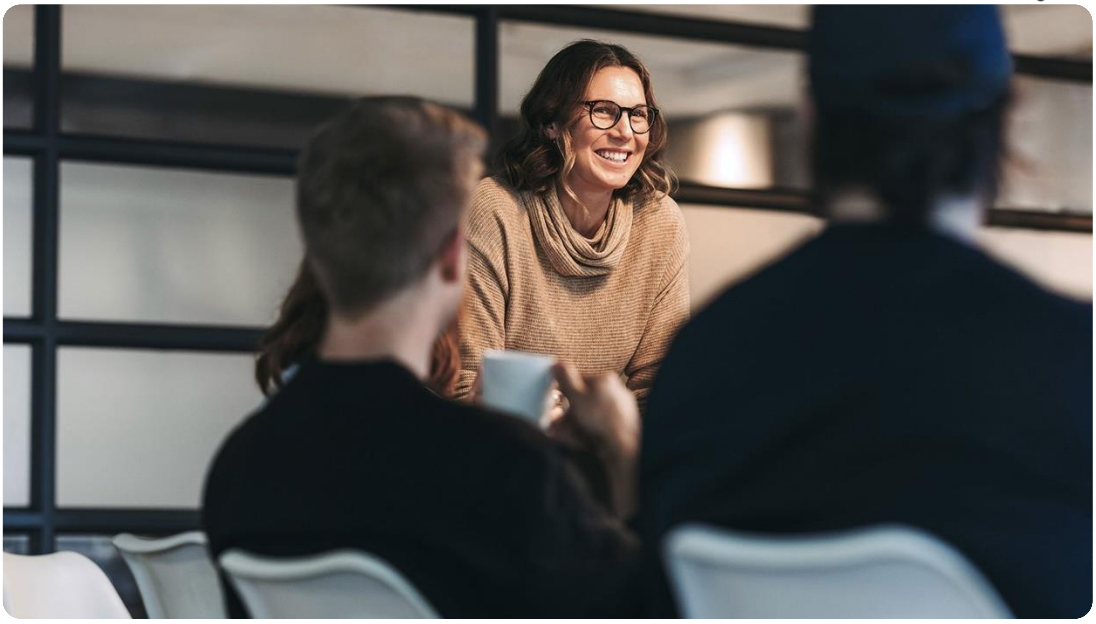
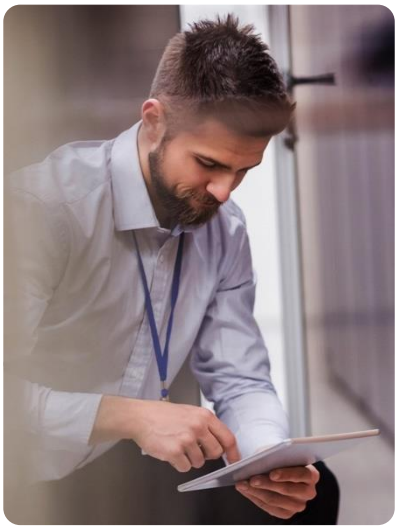
Carbon Reduction Plan

Conscia Group UK Limited





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Version 2.0

Date 30/10/2025

Author

Name	Position
Natascha Kenyon	Communication and ESG Manager

Contributors

Name	Position
Phil Marlow	Director of Business Operations

Revision history

Version	Description of change	Modified by	Date of issue
2.0	Updated to reflect Conscia UK	Natascha Kenyon	30/10/2025

Commitment to achieving Net Zero

Conscia Group UK is committed to achieving 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: October 2023 to September 2024	
Additional details relating to the baseline emissions calculations.	
Conscia Group UK was formed on 1st October 2025 after merging ITGL and ISN. ITGL has been publishing carbon emissions data since 2022. In February 2024, ITGL was acquired by Conscia, a European provider of mission-critical IT infrastructure within networking, cyber security, and cloud. Consequently, ITGL has undergone substantial organisational change and restructuring. We have updated our baseline to reflect this change and bring our reporting period in line with the wider Conscia group. Some of our calculations are estimated, but all have been completed according to industry best practice, using the best and latest data available, and adhere to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.	
Baseline year emissions:	
Emissions	**Total (tCO_2e)**
Scope 1	0
Scope 2	1.43
Scope 3 (included sources)	630.84 The following categories account for our Scope 3 emission figures: • Category 1 - Purchased goods and services • Category 3 - Fuel & energy related activities not included in Scope 1 or Scope 2 • Category 4 - Upstream transportation and distribution • Category 5 - Waste generated in operations • Category 6 - Business travel • Category 7 - Employee commuting • Category 9 - Downstream transport and distribution

Total Emissions	632.27

Current emissions reporting

Reporting year: October 2024 to September 2025
We are still calculating our current emissions reporting and plan to publish by the end of December 2025.

Emissions reduction targets

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

We project that carbon emissions will decrease over the next five years to 600 tCO_2e by 2030. This is a reduction of 5%.

Carbon reduction projects

The following environmental management measures and projects have been completed, implemented, or are ongoing since our last report, demonstrating our continued commitment to the reduction of emissions. These measures will continue to be in effect until our next reporting period.

- Attainment of, and continued adherence to, ISO14001.
- 100% renewable energy tariffs in place at our office premises.
- Changes to our company travel policy, including avoidance of flights where possible, active encouragement of use of public transport, and car sharing incentives. 80% of employees travelling to Cisco events in Europe did so by train in 2023, instead of flying.
- Implementation of an employee electric car lease scheme. Fourteen employees have made use of the EV scheme since its introduction in early 2023. A further 4 employees are in the process of joining the scheme with cars on order.
- Hybrid working policies for all employees, reducing commuting and company travel.
- Commitment to the WEEE directive for recycling and waste disposal.
- 80% reuse or recycling of all cardboard packaging through our warehouse.
- Creation of a cross-company sustainability focus group to continue to drive carbon reduction initiatives throughout the organisation.
- Changing company merchandise to sustainably produced options, such as recycled and recyclable stationery. Over the last 12 months, we have sourced more environmentally friendly company clothing, working with a supplier that holds both EcoVadis Gold Certification and ISO 14001 Environmental Management System Certification. In terms of merchandise, we have also reduced the quantity purchased during this period.

We plan to implement further measures such as:

- Changes to the company travel policy, including the prioritisation of green hotels for overnight stays and setting an annual travel carbon budget.
- Further review of our merchandise, reducing the merchandise purchased for events.
- 100% reuse or recycling of all cardboard packaging through our warehouse by the end of 2025.
- A review of our purchasing policies, with the aim of reducing the purchase/replacement of capital goods and the carbon emissions associated with manufacture.
- Regular newsletter updates to the company to raise awareness of carbon reduction and other sustainable initiatives.
- Continued monthly meetings of the sustainability focus group to drive carbon reduction initiatives with regular recording/reporting of activities above and beyond mandatory annual reporting.
- Engagement at group level to share and implement best practice.
- A commitment to continually widen our Scope 3 analysis as more data becomes available to us, increasing the accuracy of our reporting.
- Neutralize any unabatable emissions through high quality carbon removal projects.

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, and uses the appropriate government emission conversion factors for greenhouse gas company reporting.

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.

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:

Phil Marlow, Director of Business Operations
Date: 30th October 2025