

Carbon Reduction Plan

Supplier Name: Agilisys Ltd

Publication Date: 14th August 2025

Net Zero Commitment

Agilisys Ltd is committed to achieving Net Zero emissions by 2050.

Re-Baselining Emissions: 01 Apr 2024 to 31 Mar 2025

Baseline emissions represent the total greenhouse gases emitted before any reduction initiatives and serve as the fundamental benchmark for measuring progress. Agilisys established its first emissions baseline in 2021/22, providing a clear starting point to assess the effectiveness of subsequent environmental strategies. Since then, the company has undertaken multiple reduction initiatives to minimise its environmental impact.

Recent advancements in data collection and improved Scope 3 emissions accuracy have necessitated a re-baselining exercise for the 2024/25 reporting year. This recalibration enhances the integrity and robustness of our emissions data, enabling more precise performance tracking. By adopting this updated baseline, we ensure long-term reduction strategies and offsetting programmes are based on high-quality, comprehensive data to support informed decision-making.

As a specialist software and IT services provider with limited physical infrastructure and no manufacturing, our emissions profile is primarily driven by employee working patterns, business travel, and transportation of procured products. Understanding these drivers is essential for targeted emissions management and sustainability planning.

Throughout, Agilisys has complied with HM Government Environmental Reporting Guidelines and used UK Government Greenhouse Gas Conversion Factors for Company Reporting. These standards ensure all accounted emissions fall within our operational control, guaranteeing accuracy, transparency, and full regulatory compliance.

Despite this recalibration, our Net Zero commitments remain steadfast. Future progress will be measured against the revised baseline, providing a clearer framework for accountability and continued environmental improvement. This ensures Agilisys stays on course to meet its sustainability goals while adapting to evolving data and reporting standards.

Additional Details relating to Emissions Calculations

Scope 1 covers emissions from fleet vehicles and fuel sources used on-site, in assets owned or controlled by Agilisys Ltd.

Scope 2 reports on electricity supplied to the grid that we have bought for use at the facilities site controlled by Agilisys Ltd.

Scope 3 covers all other indirect emissions within the value chain that are mandated for reporting, which includes categories 4, 5, 6, 7 and 9 of the Greenhouse Gas (GHG) Protocol.

Category 4 is the transportation and distribution of products purchased by Agilisys Ltd during the reporting year, covering movement between our tier 1 suppliers and operations using vehicles and facilities not owned or controlled by Agilisys Ltd.

This also encompasses transportation and distribution services purchased by Agilisys Ltd within the reporting year, including inbound logistics, outbound logistics (such as for sold products), and transport between our own facilities, all conducted using third-party vehicles and facilities.

Category 5 covers the disposal and treatment of waste generated by Agilisys Ltd.'s operations during the reporting year at facilities not owned or controlled by the company, using treatment processes that follow the waste hierarchy. It includes the end-of-life disposal of materials such as commercial waste, mixed recycling, paper, and waste electrical and electronic equipment.

Our approach prioritises waste prevention, followed by reuse, recycling, and recovery, with disposal to landfill or incineration without energy recovery as a last resort.

Category 6 covers employee travel for business purposes during the reporting year, including journeys to customer sites and other locations by private car, taxi, bus, national rail, the London Underground, and flights.

Category 7 covers employee commuting between home and worksites during the reporting year, using vehicles not owned or operated by Agilisys Ltd.

We have also voluntarily included homeworking (office equipment and heating) to provide transparency and to better understand the impact of hybrid working on our carbon footprint.

Category 9 is not applicable due to the nature of our business. Agilisys Ltd is a services company and does not sell tangible physical products to end consumers that require transportation or distribution.

Baseline Emissions in MTCO₂e

Reporting Year: 2024/25

Scope 1		4.39
Scope 2		3.78
Scope 3 (included sources)	Cat. 4: Upstream transportation and distribution	92.78
	Cat. 5: Waste generated in operations	0.13
	Cat. 6: Business travel and hotel stays	63.52
	Cat. 7: Employee commuting and teleworking	814.68
	Cat. 9: Downstream transportation and distribution	N/A
	Total Scope 3	971.13
Total Emissions		979.28

Emission Reduction Targets

2025: Deploy targeted organisational and technical initiatives to ensure comprehensive and accurate reporting of all mandatory Scope 3 categories in accordance with PPN06. This underpins effective long-term emissions reduction strategies and shall inform future offsetting programmes based on higher-quality data.

2030: Deliver a minimum 30% reduction in combined Scope 1 and 2 emissions, alongside a 20% reduction in Scope 3 emissions, benchmarked against the newly established baseline to reflect enhanced data accuracy.

2035: Achieve a 50% reduction in Scope 1 and 2 emissions and a 40% reduction in Scope 3 emissions, demonstrating progressive decarbonisation aligned with evolving best practices.

2040: Attain carbon neutrality for Scope 1 and 2 emissions, while driving a 60% reduction in Scope 3 emissions. Concurrently, publish a robust five-year carbon offset strategy to secure full organisational neutrality.

2045: Realise full carbon neutrality across Scope 1, 2, and 3 emissions, five years ahead of formal commitments, allowing a strategic buffer period for continuous optimisation and resilience against emerging risks and opportunities.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives (Applied to Contracts):

ISO 14001 certification establishes a robust Environmental Management System to manage climate risks and impacts.

The use of green electricity suppliers, sourcing 100% renewable energy across Agilisys sites.

A greener Procurement Policy mandating supplier compliance with Agilisys' environmental requirements.

Enhanced roof and ceiling insulation in the warehouse office area to improve energy efficiency.

LED lighting and PIR sensors, at Agilisys sites, to reduce energy consumption.

Prioritising energy-efficient appliances across all operations to complement renewable energy use.

Asset disposal process promoting reuse of office equipment, reducing procurement costs and waste.

Staff training on environmental awareness, compliance, and accountability.

Cycle-to-work scheme, including salary sacrifice and on-site bike facilities.

In the future, we hope to implement further measures such as:

Implementing a Green Travel Policy to minimise fossil fuel use by assessing the need, frequency, and mode of business travel and commuting.

Mandatory route planning for business travel to minimise emissions and optimise efficiency.

Enhancing internal audit procedures to strengthen environmental compliance and performance.

Delivering carbon literacy training for key staff and business managers.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006, its associated guidance, and the relevant reporting standards for Carbon Reduction Plans.

Emissions have been reported and recorded following the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol Corporate Standard, using the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in line with SECR requirements, and the required subset of Scope 3 emissions has been reported under the published Carbon Reduction Plan standard and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and approved by the board of directors or equivalent management body.

Signed on behalf of the Supplier:

A handwritten signature in black ink, appearing to be 'Nigel Muirhead', written over a faint circular stamp or watermark.

Nigel Muirhead

Chief Executive Officer, Agilisys Ltd