



Carbon Reduction Plan

Supplier name: Aire Logic Limited

Publication date: 06/10/2025

Commitment to achieving Net Zero

Aire Logic Limited is committed to achieving Net Zero emissions by **2045**.

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: 2023/2024
Additional Details relating to the Baseline Emissions calculations.
<p>In the year 24/25 we are officially adjusting our Greenhouse Gas (GHG) emissions baseline year from the initial 2021/22 period to the new reporting period of 2023/24 (1st June 2023 – 31st May 2024).</p> <p>This change reflects our continued commitment to achieving greater accuracy and robustness in our carbon accounting. Our previous emissions data was calculated using internal resources. To ensure our emissions reporting meets the highest industry standards for setting verifiable Net-Zero targets, we have now partnered with MyCarbon, independent sustainability experts, to conduct our Corporate GHG Inventory.</p> <p>The 2023/24 baseline, which has been quantified in line with the GHG Protocol and ISO 14064-1, provides a more comprehensive and complete picture of our entire organizational footprint, incorporating specialist methodologies and up-to-date emission factors. This robust, externally validated baseline is essential for measuring our progress effectively and confidently on our path to Net-Zero.</p>
Baseline year emissions: 2023/24

EMISSIONS	TOTAL (tCO₂e)
Scope 1	2.58
Scope 2	4.61
Scope 3	554.88
Total Emissions	562.07

Current Emissions Reporting

Reporting Year: 2024/25	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0*
Scope 2	3.25
Scope 3	232.22
Total Emissions	291.47

The **Scope 3** categories included for baseline and reporting years are:

- 4 (upstream transportation and distribution)
- 5 (waste generated in operations)
- 6 (business travel)
- 7 (employee commuting)
- 9 (downstream transportation and distribution)**

*Aire Logic has no emissions associated with Scope 1 in this reporting period as all our offices are now running on renewable energy.

**Aire Logic has no emissions associated with Scope 3, Category 9 - as a digital consultancy, it operates as a non-manufacturing business, providing services rather than goods.

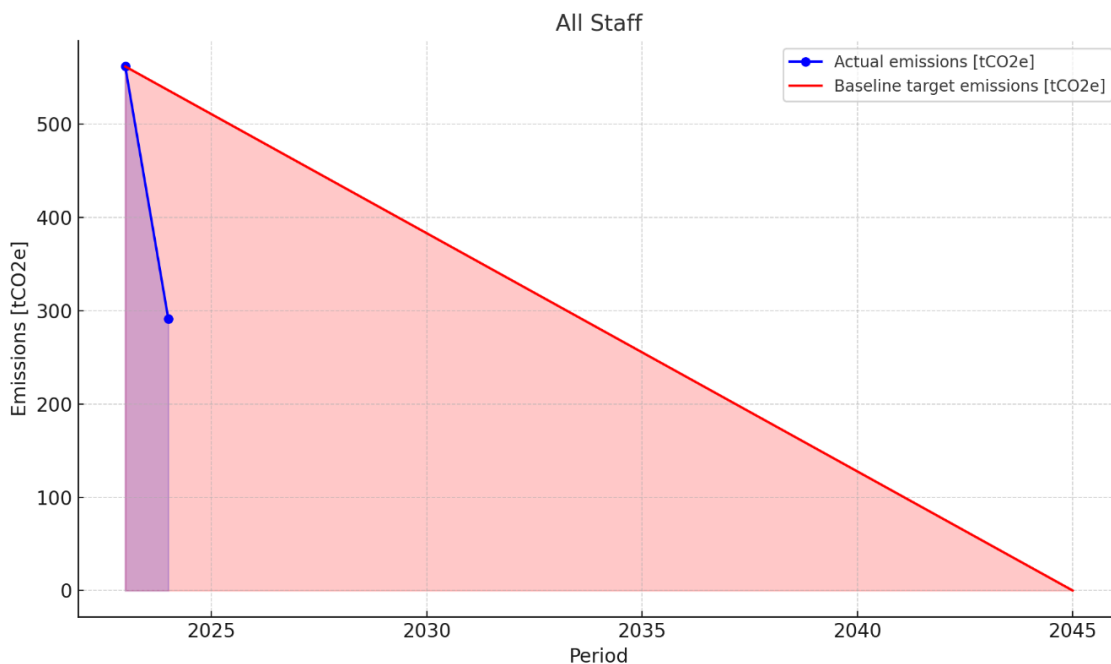
Emissions reduction targets

Our yearly emissions have decreased since the last reporting period, this is due primarily to:

1. A decrease in business travel in the 24/25 period
2. A more accurate approach to calculating working from home emissions and employee commuting, which are now calculated through detailed information gathered directly from our employees

Whilst our emissions are reducing we recognised the importance to continue and even accelerate this downward trend to achieve our Net Zero targets. As detailed below we have ongoing activities and further plans in place to both reduce and offset emissions in order to achieve our 2045 Net Zero commitment.

Note: Alongside our planned carbon reduction initiatives, we intend to utilise high quality carbon removal credits to at least offset any residual gap between our actual emissions and target emissions. We believe this will allow us to meet our tapered reduction to Net Zero in 2045 through a combined means of both reduction and offsetting. However, we remain determined to keep Scope 3 emissions as low as possible and report transparently when we fail to do so. We are currently in the process of working with advisory partners to provide the quality carbon neutral credits that best align with our business.



Carbon Reduction Projects

Below are a list of company-wide initiatives:

Completed projects

The following environmental management measures and projects have been completed by Aire Logic to manage and reduce our Carbon Emissions. These measures will be in effect when performing any contract.

1. Our (hybrid) majority-remote working policy continues to be in place. It not only reduces our commuting related emissions but also energy to run offices and manage a rapidly growing workforce with limited workspace.
2. Aire Logic advocated a paperless policy in 2010. Staff collaborate on Google's G Suite platform and store documents in our Cloud storage space rather than print paper copies. We chose G Suite as our collaboration platform as Google is carbon neutral and is committed to be 100% carbon free by 2030.
3. Parallel to our hybrid working policy, we have moved to virtual meetings both internally and externally, where possible, to reduce business and commuting travel.
4. We encourage staff to consider the carbon footprint of their virtual meetings, including being selective on the need to record (and store recordings of) meetings.
5. With the rise in AI tools, our AI Usage Policy encourages staff to consider the carbon footprint of their AI usage - including being selective on whether AI note taking is required on meetings.
6. Our offices are supplied with electricity for power and lighting through a 100% renewable tariff.
7. We have conducted a waste audit and improved recycling facilities to enable staff to recycle with increased ease.
8. In 2023 we launched the Salary Sacrifice Octopus EV scheme to help staff buy electric vehicles and reduce their personal carbon footprint. 21 staff members have ordered vehicles and nearly 50% of staff have expressed an interest in leasing a vehicle through this scheme.
9. We offer a Cycle to Work scheme for staff who commute into work in line with the Government's Green Transport Plan.

10. We have an established Green Guild, a voluntary group of staff members who lead sustainability activities — such as using company time (Aire Time) to support voluntary tree planting — and carbon reduction or offsetting projects.
11. We have invested £10,200 in a Ripple Energy solar park and a further £11,500 in a Ripple Energy wind farm (still true). Ripple is a clean energy platform that enables consumers to invest in green infrastructure projects. Our investments have gone towards building a new solar park and future wind farm. In future this investment will produce the renewable energy equivalent of 100% of our predicted office electricity usage for the next 40 years, contributing to our Net Zero and Carbon Neutrality targets.
12. Certification in ISO 14001 (Environmental Management Systems) and adherence to ISO 26000 (Social Responsibility), Corporate Social Responsibility is central to our operations. Our Environmental Management System (EMS) supports our Net Zero commitments through management and monitoring of measurable targets.
13. We have amended our Company Travel Expenses Policy to emphasise that the environmental impact of the chosen method of travel must be considered alongside the financial cost.

On-going endeavours

1. Switching to greener suppliers where possible who also have net zero carbon commitments. One example of this is using a local coffee roastery, North Star, which is a certified B-corp committed to minimising environmental impact with their business.
2. Annual staff surveys to establish commuting and home-working energy usage, so that future efforts to mitigate carbon emissions from these activities can be measured.
3. Staff have the option to choose a remanufactured laptop from Circular Computing, instead of a new laptop. For every 2 staff who choose this option 0.6t CO₂e which would have been produced over the 3-year life of the laptops, has been removed from our carbon footprint. When our existing inventory of laptops has been exhausted, remanufactured laptops will be provided as the default, when appropriate for the role.

4. Rather than a traditional 'swag box' new starters receive, in their name, an investment in a selection of environmentally-beneficial initiatives, including reforestation and biodiversity projects.
5. We have started to off-set carbon emissions (utilising high quality carbon removal credits) from commuting on individual contracts - focusing on those where emissions are higher e.g. where commuting is more frequent or across longer distances.

Future plans

1. We will continue to investigate and evaluate options for carbon reduction including subsidising the use of Public Transport for employees and reviewing our office locations to reduce commuting for future contracts.
2. As noted above we intend to continue to utilise high quality carbon removal credits to at least offset any residual gap between our actual emissions and target emissions. We are currently in the process of selecting appropriate companies to both validate this assumption and provide the quality carbon neutral credits that best align with our business. We believe this may include activities such as forest and woodland offsetting and investing in an organisation that plants trees in the UK or a tropical location, or purchasing un-wooded land and arranging planting ourselves.
3. As the Greenhouse Gas Protocol suggests that emissions from working from home (teleworking) may be included in Scope 3 emissions, we intend to investigate how this can also be mitigated through offsetting.

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.

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>

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:

Joseph Waller, Director

A handwritten signature in black ink, appearing to read "J Waller".

Date: 3rd October 2025

Michael Odling-Smee, Director

A handwritten signature in black ink, appearing to read "M Odling-Smee".

Date: 3rd October 2025