Carbon Reduction Plan
CSE Crosscom Ltd

For the period
1st Jan 2024 - 31st Dec 2024

Publication Date:
(27th May 2025)

Prepared in consultation with
Carbon Reduction Planning Ltd
www.carbon-reduction.co.uk

1. Introduction

CSE Crosscom Limited (Company No. 02715533), hereafter referred to as CSE Crosscom, is a leading UK provider of integrated communications solutions, specialising in the design, supply, installation, and maintenance of mission-critical radio and wireless systems. With decades of experience and sector expertise, CSE Crosscom supports clients across transport, public safety, and industrial sectors, helping to ensure the reliability and resilience of essential communication networks.

The company works in partnership with a portfolio of globally recognised brands, including Motorola Solutions, Hytera, Kenwood, Sepura, Icom, and Tait, offering advanced digital radio systems, dispatch solutions, and broadband push-to-talk technology. This trusted supplier status strengthens its commitment to delivering reliable, high-performance solutions that meet the evolving demands of its customers.

CSE Crosscom holds key industry certifications that underpin its quality and security commitments, including:

- ISO 9001 – Quality Management System
- Cyber Essentials Plus (CE+) – Demonstrating robust cybersecurity practices
- Constructionline Gold – Accreditation for suppliers in the construction industry
- RISQS – Verified supplier status for the UK rail industry

This Carbon Reduction Plan outlines CSE Crosscom's strategy to measure, monitor, and reduce its greenhouse gas (GHG) emissions in line with the UK Government's Net Zero target by 2050. It also reflects the company's broader sustainability goals and commitment to environmental stewardship.

The scope of this report includes all UK-based facilities under the company's operational and financial control. These comprise the registered head office in Caterham, Surrey (1,800 sqft), and branch offices in St Neots, Cambridgeshire (5,500 sqft); Ripley, Derbyshire (3,000 sqft); and Brierley Hill, West Midlands (2,000 sqft), totalling 12,300 sqft of estate space. All sites are rented and included in this report.

CSE Crosscom is committed to reducing its carbon footprint through continuous improvement, energy-efficient operations, and responsible supply chain management, aligning with both regulatory requirements and stakeholder expectations.

2. GHG Inventory Reporting

Geographical Boundaries

This Carbon Reduction Plan covers the following sites within CSE Crosscom's operational control:

Site	Estate Size (sqft)	% of Total Estate Size	Description & Type of Control (operational / financial)	Tenure	Included in this Report
Registered Address: Surrey 1 Guards Avenue, The Village Caterham, Surrey CR3 5XL	1,800 sqft	100%	Main Head Office	Rented	Yes
Cambridgeshire Barham House Generation Business Park, Barford Rd St Neots PE19 6YQ	5,500 sqft	100%	Branch	Rented	Yes
Derbyshire 51 Nottingham Rd Ripley Derbyshire	3,000 sqft	100%	Branch	Rented	Yes
West Midlands Unit 8 Silver End Business Park, Brettell Lane, Brierley Hill, England, DY5 3LG	2,000 sqft	100%	Branch	Rented	Yes
Total Applicable Estate Size		**100%**			
Total Estate Size (including out of scope)	12,300 sqft	100%			
Number of Sites	4		Operational & Financial control		

3. Scope of Works

Restructuring of Baseline Data

The baseline reporting period for environmental data has been significantly adjusted from January–December 2021 to January–December 2024. This change was necessary to ensure the highest accuracy of the data. A key reason for this adjustment is the acquisition of two new businesses now operating under the "CSE Crosscom Limited - UK" entity. Incorporating their historical data into the baseline provides a more comprehensive and realistic starting point for tracking environmental performance.

Adjustment of Net Zero Commitment

CSE Crosscom's commitment to achieving Net Zero emissions has been revised from 2030 to 2050. This extension is a direct result of the recent business acquisitions and overall expansions. These changes introduce new complexities and increased emissions sources, making the original 2030 target no longer realistic. The revised 2050 target is based on more accurate and thoroughly collated data, reflecting a more achievable and robust pathway to Net Zero. Importantly, this new Net Zero target of 2050 will be approached using the Science Based Targets initiative (SBTi) calculation methodology, ensuring that the pathways and goals are aligned with the latest climate science and contribute to limiting global warming to well below 2°C above pre-industrial levels, aiming for 1.5°C.

Carbon Reduction Plan and Mandatory Reporting

A comprehensive Carbon Reduction Plan is being prepared in strict adherence to PPN006/25 (formerly PPN06/21) guidelines. This plan is not optional; it comes with mandatory reporting requirements. This ensures the organisation is transparent and accountable for its carbon reduction efforts, aligning with government and regulatory expectations.

Streamlined Data Collation and Reporting

Significant efforts are being made to streamline data collation for emissions reporting. An in-house developed tool is being utilised to enhance the accuracy of this data. This is crucial for mandatory emissions reporting across Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy), and Scope 3 (all other indirect emissions). Furthermore, there's a specific emphasis on mandatory reporting for all relevant categories under Scope 3, ensuring a thorough and complete picture of the organisation's carbon footprint.

Comprehensive Environmental, Social, and Governance (ESG) Reporting

Beyond the mandatory emissions reporting, the scope of work includes any other areas of reporting that contribute to more accurate and comprehensive internal reporting. This encompasses adherence to SECr (Streamlined Energy and Carbon Reporting) requirements and broader ESG (Environmental, Social, and Governance) reporting. This integrated approach ensures that all relevant environmental metrics are captured and reported internally, contributing to a holistic understanding of the organisation's sustainability performance.

Green Certifications and End-of-Life Product Handling

The organisation is actively incorporating environmental considerations into its product offerings. This includes documenting and reporting on manufacturers' green certifications on products distributed within the UK. This highlights a commitment to promoting environmentally responsible products.

Additionally, the organisation is addressing the End-of-Life (EOL) handling of products from clients. This involves utilising its supply chain to facilitate the proper disposal of these products in accordance with WEEE (Waste Electrical and Electronic Equipment) certifications. This demonstrates a commitment to circular economy principles and responsible waste management.

Emissions Calculations and Data Conversion

All environmental data collected will undergo rigorous calculations and conversion into emissions figures using established methodologies. The primary resources for these calculations are:

- GHG Protocol Corporate Standard: This foundational framework ensures consistent and globally recognised methods for accounting and reporting greenhouse gas emissions.
- Government Conversion Factors for Company Reporting: These official factors are used to convert activity data (e.g., litres of fuel, kWh of electricity) into carbon dioxide equivalent emissions.
- GHG Protocol Scope 3 Standard: This specific standard provides guidance on categorising and calculating emissions from the value chain, ensuring comprehensive Scope 3 reporting.

Use of Averages for Site-Specific Reporting

For the organisation's two sites in Derbyshire and West Midlands, averages will be used for reporting purposes due to all-inclusive rental agreements. This practical approach acknowledges that specific energy consumption data might not be available for each individual site under these rental terms, making an averaged approach the most accurate and feasible method for reporting.

4. Descriptive Information

Inventory Details	Scope of Reporting
Company name	CSE Crosscom UK Ltd
Description of the company	IT Hardware, Software & Consultancy
Chosen consolidation approach (equity share, operational control or financial control)	Operational & Financial control
Description of the businesses and operations included in the company's organisational boundary	Surrey Cambridgeshire Derbyshire West Midlands
Reporting period covered	1st Jan 2024 to 31st Dec 2024
List of Scope 3 activities included in the report	Water/Wastewater, Business travel, Employee Commute, Air travel, Homeworking, Hotel Stay
List of Scope 1, Scope 2, and Scope 3 activities excluded from the report with justification for their exclusion	Scope 3 – Upstream & Downstream T&D as these do not fall in our current activities.
The year chosen as base year and rationale for choosing the base year[1]	1st Jan 2024 to 31st Dec 2024 as more accurate emissions reporting period.
Once a base year has been established, the chosen base year emissions recalculation policy. If base year emissions have been recalculated, the context for any significant emissions changes that triggered the recalculation.	Emission reporting began in January-December 2021. Since then, the accuracy of these reports has significantly improved, particularly for the January-December 2024 period. **Therefore, the baseline for emissions is now established as January-December 2024**.

[1] If a company has different base years for different scopes, base year information should be provided separately for each scope. Establishing a base year is required for scope 1 and 2 emissions, and required for scope 3 emissions when companies choose to track performance or set a reduction target.

Description of Methodologies and Data Used

Scope	Methodologies used to calculate or measure emissions, providing a reference or link to any calculation tools used
Scope 1	N/A
Scope 2	For 2 offices estimated usage UK business energy statistics 2025 - Uswitch

Scope and category	Description of the types and sources of data used to calculate emissions	Description of the data quality of reported emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions
Upstream Scope 3 emissions			
Category 1: Purchased goods and services	N/A	N/A	N/A
Category 2: Capital goods	N/A	N/A	N/A
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2) Water & Wastewater	Rented Premises	Estimated monthly usage from UK business energy statistics 2025 - Uswitch	m^3
Category 4: Upstream transportation and distribution	N/A	N/A	N/A
Category 5: Waste generated in operations	Rented premises	Average from Cambridge study	Assumption that collected container weight (1100 litres) is 87.8kg (from Cambridge study)
Category 6: Business travel	Appointments	Journey refunds	Refund slips
Category 7: Employee commuting	Attendance	Journey records	In miles from various modes of commute
Category 8: Upstream leased assets	N/A	N/A	N/A

5. GHG emissions data

Baseline Year 1st Jan 2024 – 31st Dec 2024

Scopes and categories	Tons CO_2e
Scope 1: Direct emissions from owned/controlled operations	0.000
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling (All locations)	8.245
Scope 3 Emissions Categories Breakdown	
Category 1: Purchased goods and services	0.000
Category 2: Capital goods	0.000
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2) Water & Wastewater	0.058
Category 4: Upstream T&D	0.000
Category 5: Waste generated in operations	1.078
Category 6: Business travel	6.707
Category 6: Hotel Stay	0.967
Category 7: Employee commuting	2.247
Category 7: Work From Home	0.000
Category 8: Upstream Leased Assets	0.000
Category 9: Downstream T&D	0.000
Scopes	
Scope 1	**0.000**
Scope 2	**8.245**
Scope 3	**11.057**
Total Emissions	**19.302**

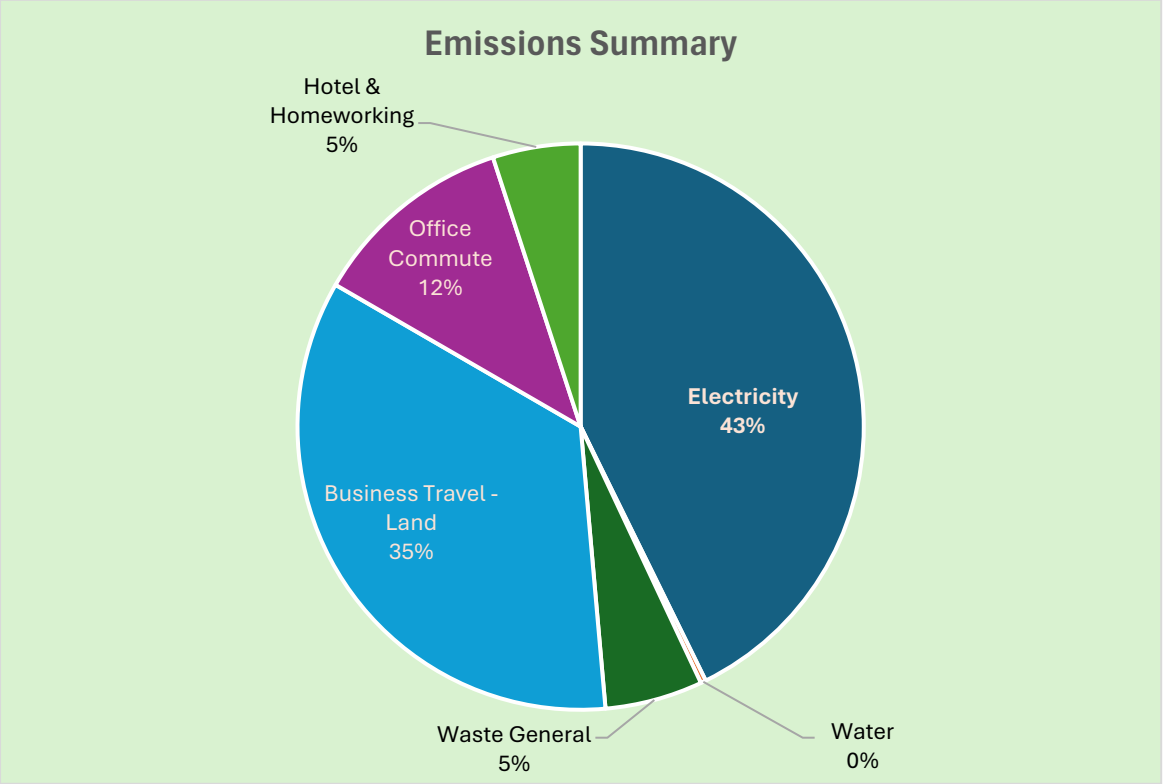

Figure 1

Analysis of Emissions 1st Jan – 31st Dec 2024

From Figure 1 above For CSE Crosscom Limited, a global communications solutions integrator, emissions are primarily driven by their operational needs.

Electricity (43%) is their largest impact, stemming from powering offices, critical IT infrastructure like servers and data centres, and specialised equipment used for installing and maintaining communication and security systems. This reflects their high reliance on grid energy for core business functions.

Business Travel - Land (35%) is significant due to the necessity of site visits for installations, maintenance, client meetings, and inter-office travel across their international operations. This highlights the travel-intensive nature of their integration services.

Office Commute (12%) indicates emissions from employees' daily travel to and from work, largely from personal vehicles, suggesting opportunities for promoting sustainable commuting.

Hotel & Homeworking (5%) captures emissions from employee accommodation during business trips and the energy consumption of individuals working remotely.

Finally, **Waste General (5%)** includes typical office waste and packaging from equipment and installations, pointing to the need for robust waste management. **Water (0%)** shows no direct emissions, meaning associated energy use is accounted for under electricity.

Zero Emissions Reasons: Organisational Activities Currently Out of Scope (and Inherent in 2024 Data)

Category	1 Jan 2024 – 31 Dec 2024	Zero Emissions Reason
Scope 1 Heating	0.00	Emissions from heating are zero. This indicates the company did not generate emissions from heating during the reporting period.
Scope 3 Category 4: Upstream T&D	0.00	Emissions from upstream transmission and distribution are zero. This indicates there were no emissions associated with the upstream transmission and distribution of purchased goods and services.
Scope 3 Category 9: Downstream T&D	0.00	Emissions from downstream transmission and distribution are zero. This indicates no emissions associated with the downstream transmission and distribution of sold products.
Activities, operations, or assets located outside of the United Kingdom	N/A	Emissions from these are excluded as the report focuses on activities within the stated geographical boundaries of CSE Crosscom. This includes local business travel, supply chain emissions from suppliers located outside the UK, and the use of CSE Crosscom products by customers in other countries.
Emissions from franchises or subsidiaries	N/A	These are excluded because these entities have separate legal identities and operational control from CSE Crosscom Limited UK.

6. Commitment to achieving Net Zero by 2050

CSE Crosscom Limited firmly reaffirms its commitment to achieving Net Zero greenhouse gas emissions across its entire value chain by 2050. This renewed commitment comes as we integrate more accurate emissions data from our expanded operations, including recent acquisitions.

Our updated baseline emissions, effective January 1st, 2024, now reflect a more comprehensive understanding of our environmental footprint, encompassing all Scope 1, 2, and a significantly refined Scope 3. This rigorous re-evaluation, driven by enhanced data collection and the inclusion of newly acquired entities, provides a robust foundation for our decarbonisation journey.

We recognise that achieving Net Zero by 2050 necessitates substantial absolute reductions across all scopes. Our immediate focus will be on deep decarbonisation, prioritising reductions in purchased electricity (Scope 2) and significant Scope 3 categories such as business travel, employee commuting, and waste. We will develop clear near-term science-based targets, aiming to substantially cut emissions within the next 5-10 years. This

ambitious strategy will leverage operational efficiencies, sustainable procurement, and fostering a culture of environmental responsibility across our expanded global presence.

7. Carbon Reduction Targets

CSE Crosscom Limited

Baseline Year: January 1st, 2024 - December 31st, 2024
Total Baseline Emissions: 19.302 Tons CO2e (Scope 1: 0.000, Scope 2: 8.245, Scope 3: 11.057)
Net Zero Commitment: By 2050 (aligned with UK guidelines)

Near-Term Targets (Aligned with 1.5°C Pathway)

The Science Based Targets initiative (SBTi) typically requires CSE Crosscom to set near-term targets (5-10 years from submission) to significantly reduce emissions, aiming to roughly halve them before 2030 for a 1.5°C pathway. Given the baseline year of 2024, We have been advised the following framework:

- **Target Year:** 2030
- **Scope 1 & 2 Reduction Target:**
    - Goal: Achieve a significant absolute reduction in Scope 1 and Scope 2 emissions, aiming for at least a 42% reduction by 2030 from the 2024 baseline. This aligns with the SBTi's typical 1.5°C pathway for Scope 1 & 2.
    - Baseline (2024): 8.245 Tons CO2e (Scope 1: 0.000, Scope 2: 8.245)
    - Example Target (assuming 42% reduction): Reduce combined Scope 1 and 2 emissions to approximately 4.782 Tons CO2e by 2030.
- **Scope 3 Reduction Target:**
    - Goal: Implement a strategy to reduce Scope 3 emissions. The SBTi generally requires Scope 3 targets if these emissions constitute more than 40% of total emissions. In this case, Scope 3 is 11.057 out of 19.302 (approx. 57%), so a target is required.
    - Baseline (2024): 11.057 Tons CO2e
    - Proposed Actions:
        - Business Travel: Develop policies to reduce business travel (e.g., increased use of virtual meetings, optimised travel routes, consideration of lower-emission transport modes).
        - Employee Commuting: Encourage sustainable commuting options (e.g., public transport incentives, cycling facilities, carpooling programs).
        - Waste Generated in Operations: Implement waste reduction, reuse, and recycling programs to minimise landfill waste.

- Fuel- and energy-related activities (not included in scope 1 or scope 2) Water & Wastewater: Focus on water efficiency measures to further reduce associated energy.

Long-Term Target (Net Zero by 2050)

- Goal: Achieve Net Zero greenhouse gas emissions across the entire value chain by 2050 as per UK guidelines and SBTi Net-Zero Standard.
- Requirements:
  - Deep Decarbonisation: Achieve at least 90-95% absolute reduction in Scope 1, 2, and 3 emissions by 2050 from the 2024 baseline. This means a significant transformation of operations and supply chain.
  - Residual Emissions: Any remaining emissions (typically no more than 5-10%) by 2050 must be neutralised through permanent carbon removals. Offsetting through carbon credits should only be used for these residual emissions and not for avoiding direct emission reductions.

Commitment and Next Steps

CSE Crosscom Limited commits to:

1. Publicly communicate these targets.
2. Develop a detailed decarbonisation roadmap outlining specific initiatives and investments to achieve these reductions.
3. Regularly measure and report on progress against these targets.
4. Engage key stakeholders, including employees, suppliers, and customers, in achieving these ambitious climate goals.
5. Seek official validation of these targets by the Science Based Targets initiative (SBTi) to ensure alignment with the latest climate science.

8. Carbon Reduction Initiatives

CSE Crosscom Limited is committed to implementing a comprehensive strategy to achieve its Net Zero by 2050 target. Our initiatives are designed to deliver significant absolute reductions across all emission scopes, informed by our refined baseline data and expanded operational footprint.

Decarbonising Purchased Electricity (Scope 2 Focus):

- Transition to Renewable Energy: Actively explore and procure 100% renewable electricity for all offices and operational facilities where feasible, through Power Purchase Agreements (PPAs), green tariffs, or renewable energy certificates.
- Energy Efficiency Upgrades: Invest in energy-efficient lighting (LED), HVAC systems, and IT equipment across all sites, including newly acquired properties, to reduce overall electricity consumption.

- Smart Energy Management: Implement smart meters and energy management systems to monitor usage, identify inefficiencies, and optimize power consumption in real-time, particularly in data centres and server rooms.

Optimising Business Travel & Commuting (Scope 3 Focus - Business Travel & Employee Commuting):

- Virtual First Policy: Prioritise virtual meetings and remote collaboration tools to reduce the need for physical business travel, especially for internal meetings.
- Sustainable Travel Policy: Develop and enforce a policy encouraging lower-emission travel options (e.g., train over short-haul flights, public transport) for essential business travel.
- Fleet Electrification/Hybridisation: Explore and implement a phased transition towards electric or hybrid vehicles for the company fleet, coupled with investment in charging infrastructure at offices and key operational hubs.
- Employee Commute Incentives: Promote and incentivise sustainable commuting options for employees (e.g., cycle-to-work schemes, public transport subsidies, carpooling initiatives).

Minimising Operational Waste (Scope 3 Focus - Waste Generated in Operations):

- Reduce, Reuse, Recycle Programme: Strengthen waste reduction, reuse, and recycling programmes across all offices and project sites, with a focus on electronic waste (e-waste) and packaging from equipment.
- Responsible Procurement: Collaborate with suppliers to reduce packaging and waste generated from purchased goods and services.
- Circular Economy Principles: Explore opportunities to adopt circular economy principles, such as repairing and refurbishing equipment rather than replacing, where appropriate.

Enhancing Supply Chain Engagement (Broader Scope 3 Impact):

- Supplier Engagement: Work collaboratively with key suppliers to understand and reduce their emissions, encouraging them to set their own science-based targets.
- Sustainable Procurement Guidelines: Integrate environmental performance criteria into supplier selection and contract management processes.

Continuous Monitoring & Innovation:

- Data Accuracy & Reporting: Maintain rigorous data collection for all emission sources, utilising our refined baseline, and report transparently on progress.
- Technology & Innovation: Invest in and explore new technologies and innovative solutions that can further reduce our carbon footprint across all operational areas.

These initiatives will be supported by ongoing employee engagement and training to foster a company-wide culture of sustainability.

9. Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN006/25 (formerly PPN06/21) 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[2] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[3].

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[4].

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

Signed on behalf of CSE Crosscom Limited:

Signature:_____  _____

Name: _____Mike O'Connor_____

Position: *CEO International*

Company: CSE Crosscom Limited

Date of signature: _____27th May 2025_____

[2] https://ghgprotocol.org/corporate-standard
[3] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[4] https://ghgprotocol.org/standards/scope-3-standard