

EMBER TECHNOLOGY LTD

Carbon Reduction Plan

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1. Commitment to Achieving Net Zero

Ember Technology Ltd is committed to achieving Net Zero greenhouse gas emissions across our UK operations by 2050 at the latest, in line with the UK Government's Climate Change Act commitment.

In recognition of our low-emission operating model, we have set an ambitious interim target to achieve Net Zero by 2030, and we will continue to publish progress annually. This plan has been completed in accordance with PPN 006 and the associated Technical Standard for Completion of Carbon Reduction Plans.

This Carbon Reduction Plan has been reviewed and approved by the Board of Directors and is published on Ember Technology website in accordance with PPN 006 requirements.

2. Baseline Emissions Footprint

Baseline Year: 1 April 2022 – 31 March 2023

This baseline was established prior to the implementation of net zero hosting infrastructure, formal Environmental Management System (EMS) measures under ISO 14001, and internal sustainable travel policies. Scope 3 emissions were not fully reported at this point due to limited supplier data and emerging methodologies for digital businesses. The baseline reflects best available data for a small, digitally-led SME with cloud-based infrastructure and hybrid working.

Emission Scope	Description	Baseline 2022 (tCO ₂ e)
Scope 1	Direct emissions – heating of buildings, fugitive gases	1.00
Scope 2	Indirect emissions – purchased electricity (location-based)	2.00
Scope 3	Value chain emissions (included sources)	18.00
TOTAL		21.00

3. Current Emissions Reporting

Reporting Year: 1 April 2024 – 31 March 2025

Emissions have been calculated using the SME Climate Hub Carbon Calculator (powered by EQUIPOISE), aligned with the GHG Reporting Protocol Corporate Standard and UK Government DEFRA conversion factors. This represents a full Scope 1, 2 and 3 assessments.

3.1 Scope 1 & 2 Emissions

Emission Scope	Category	2024/25 (tCO ₂ e)
Scope 1	Heating of buildings (shared office gas)	0.165
Scope 1	Fugitive gases	<0.01
Scope 2	Purchased electricity – location-based (shared office)	0.022
Scope 1 & 2 Total		0.187

3.2 Scope 3 Emissions (Required Categories)

Category	Description	2024/25 (tCO ₂ e)
1 – Purchased Goods & Services	Software, subscriptions, supplier spend	8.99
2 – Capital Goods	Hardware, equipment (laptops, monitors)	1.30
3 – Fuel & Energy-Related Activities	Well-to-tank upstream energy	0.03
4 – Upstream Transportation & Distribution	Not applicable — Ember delivers services digitally; no physical goods are transported to or from suppliers	N/A
5 – Waste Generated in Operations	Negligible — operations are digital-first and paperless; minimal physical waste generated in shared office	<0.01 or N/A
6 – Business Travel	Flights, rail, taxis	0.38
7 – Employee Commuting & Homeworking	office staff commuting; home-working	10.50
8 – Upstream Leased Assets	Shared office lease attribution	1.12
9 – Downstream Transportation & Distribution	Not applicable — all services delivered digitally to clients; no physical distribution	N/A
Scope 3 Total		22.33

Total Emissions 2024/25	22.52 tCO ₂ e
Emissions per Employee (19 staff)	1.19 tCO ₂ e
Emissions per £ Revenue	0.02 kg CO ₂ e

Categories 4, 5 and 9 are not material to Ember's operations as a digitally-delivered services business. No physical goods are distributed upstream or downstream.

4. Emissions Reduction Trajectory

The table below illustrates Ember's emissions trajectory from baseline to projected Net Zero, reflecting the reduction initiatives set out in Section 6.

Year	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 3 (tCO ₂ e)	Total (tCO ₂ e)	% Reduction vs Baseline
2022 (Baseline)	1.00	2.00	18.00	21.00	–
2024/25 (Current)	0.165	0.022	22.33	22.52	+7% (Scope 3 now fully reported)
2025/26 (Target)	0.10	0.01	14.00	14.11	~33%
2030 (Net Zero Target)	<0.05	<0.01	<2.00	<2.10	~90%+
2050 (Statutory Deadline)	0	0	0	0	100%



Note: The increase in total emissions between 2022 and 2024/25 reflects improved Scope 3 data coverage, particularly employee homeworking energy (17 remote staff), previously not captured. Scope 1 and 2 emissions have reduced by 81% over the same period.

5. Environmental Management Measures

Ember Technology holds ISO 14001:2015 certification for its Environmental Management System (EMS). The EMS is maintained and reviewed annually as part of our ISO audit cycle, most recently updated October 2024. The following measures are in place:

5.1 Energy & Buildings

- Operating from a shared office environment — electricity consumed only during occupied hours, eliminating baseline energy waste associated with dedicated office space
- Motion-sensor lighting and energy-conscious shared infrastructure
- Direct operational emissions (Scope 1 & 2) of just 0.187 tCO₂e — equivalent to less than 5% of a single average UK home's annual energy use

5.2 Cloud & Digital Infrastructure

- All infrastructure hosted exclusively on Amazon ECS (Elastic Container Service)
- Environmental reporting confirms hosting operations achieve net zero carbon emissions
- Digital-first, paperless operations minimise on-site hardware energy demands

5.3 Travel & Transport

- Green Travel Policy in place — public transport and active travel prioritised
- Government Bike to Work scheme participation for all eligible staff
- Virtual-first meeting policy — travel required only where essential and justified
- No company vehicle fleet maintained
- 17 of 19 staff work fully remotely — office attendance averages 4 person-days per week, delivering an estimated 90%+ reduction in commuter emissions versus a traditional office model

5.4 Procurement & Supply Chain

- Sustainable procurement criteria applied — supplier environmental credentials assessed at procurement stage
- Preference given to suppliers with verified sustainability commitments or net zero targets
- Single-use plastics eliminated from all office operations

5.5 Waste Management

- Zero-to-landfill target maintained across all operations
- Segregated recycling streams in place at shared office facility
- Hardware lifecycle extended to 4–5 years; end-of-life IT assets disposed via certified responsible recycling partners

6. Emissions Reduction Targets & Future Initiatives

In order to achieve Net Zero by 2030 (and no later than 2050), Ember Technology has committed to the following initiatives:

Initiative	Target Emission Area	Expected Impact	Target Date
Staff renewable home energy tariff campaign — encourage all 19 staff to switch to verified green tariffs	Scope 3.7 – Homeworking	~4–6 tCO ₂ e reduction	Q2 2025/26
Sustainable procurement policy — formal policy requiring supplier sustainability assessment for all material spend	Scope 3.1 – Purchased Goods	~2–4 tCO ₂ e reduction	Q1 2025/26
Hardware lifecycle extension to minimum 5 years; refurbished equipment procurement where available	Scope 3.2 – Capital Goods	~0.5–1.0 tCO ₂ e reduction	Ongoing
Verified carbon offsetting (Gold Standard or VCS credits) for residual emissions not reducible through operational change	All scopes — residual	Neutralise remaining balance	2028
Annual Scope 1, 2 and 3 carbon audit via SME Climate Hub, with published results	All scopes	Governance & accountability	Annual
Science Based Targets initiative (SBTi) alignment assessment	Strategic	Enhanced credibility	2025/26

7. Declaration and Sign-Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and the associated Technical Standard for Completion of Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with:

- The GHG Reporting Protocol Corporate Standard
- UK Government DEFRA greenhouse gas conversion factors
- The published reporting standard for Carbon Reduction Plans
- The Corporate Value Chain (Scope 3) Standard

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements. The required subset of Scope 3 emissions has been reported in accordance with the published reporting standard for Carbon Reduction Plans.

This Carbon Reduction Plan is published on Ember Technology website and will be reviewed and updated annually.



Signed on behalf of the Board of Directors	
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Position	Director
Organisation	Ember Technology Ltd
Date	31 March 2026
Website	www.ember.ltd