Carbon Reduction Plan

Supplier name: **Aire Logic Limited**

Publication date: 22/10/2026

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.	
The 2023/24 reporting period remains the published baseline for this reporting cycle. It was originally prepared by MyCarbon as Aire Logic's corporate GHG inventory. The baseline was prepared using the GHG Protocol and ISO 14064-1. Subsequent review has identified a discrepancy in the historical employee-commuting rail calculation that cannot currently be reconciled with the underlying survey data. The baseline should therefore be treated with this comparability limitation in mind. The published baseline figures are retained unchanged for this year. Aire Logic will review whether a revised baseline is appropriate in the next reporting cycle, once the historical calculation has been reproduced and the implications for year-on-year comparison are understood.	
Baseline year emissions: 2023/24	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	2.58

Scope 2	4.61
Scope 3	554.88
Total Emissions	**562.07**

Current Emissions Reporting

Reporting Year: 2025/26	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	0.088
Scope 2	2.456
Scope 3	179.988
Total Emissions	**182.532**

The **Scope 3** categories required within the Carbon Reduction Plan reporting boundary are:

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

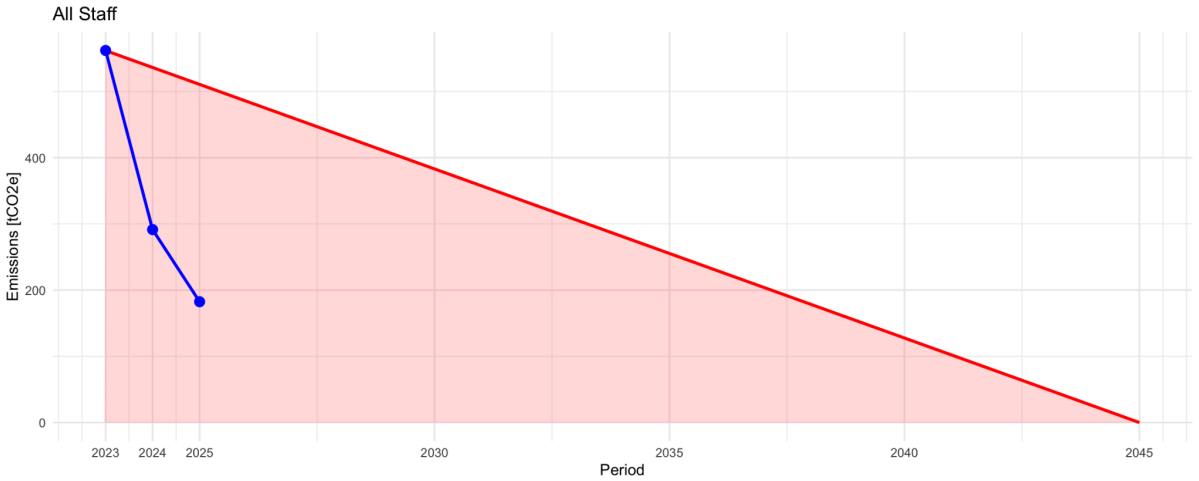
*Aire Logic has no emissions associated with Scope 3, Category 9 - as a digital consultancy, it operates as a non-manufacturing business, providing services rather than goods.

Emissions reduction targets

The 2025/26 calculated footprint is 182.532 tCO_2e. Whilst the reported footprint is lower than in previous reporting periods, the difference reflects both changes in actual emissions and material changes in data coverage and calculation methodology. It should not be interpreted solely as an operational emissions reduction.

1. The 2025/26 calculation uses more comprehensive activity data, including reconciled mileage, finance transactions, additional transport modes, accommodation and company-event travel.
2. The current calculation also uses updated employee survey data for commuting and homeworking, and combines actual WEEE data with a historical general-waste proxy. The historical 2023/24 employee-commuting rail figure cannot currently be reconciled with the underlying survey data, so caution should be taken when making a direct comparison with the baseline.

The published 2023/24 baseline is retained for this reporting cycle. Aire Logic will review next year whether a revised baseline is appropriate. This avoids changing the baseline before the current discrepancy is understood.



Note: Historical reported emissions are subject to changes in data coverage and methodology and should not be interpreted as a directly comparable emissions-reduction series.

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 promotes paperless working and uses digital collaboration tools, including Google Workspace and Slack, to reduce reliance on printed materials and support remote collaboration. Both Google and Slack have published commitments relating to carbon neutrality and renewable energy. We will continue to consider the environmental commitments of our technology providers when reviewing our digital working practices.
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. 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, and only using approved AI tools, that have been subject to due diligence and match our values .
5. Our offices are supplied with electricity for power and lighting through a 100% renewable tariff.
6. We have conducted a waste audit and improved recycling facilities to enable staff to recycle with increased ease.
7. In 2023 we launched the Salary Sacrifice Octopus EV scheme to help staff transition to electric vehicles and reduce transport-related emissions. To date, 29 staff members have acquired a total of 33 electric vehicles through the scheme.
8. We offer a Cycle to Work scheme for staff who commute into work in line with the Government's Green Transport Plan.
9. Our established Green Working Group brings together staff volunteers to lead sustainability activities and encourage practical environmental action. Staff can use their annual allocation of 12 AireTime days to support volunteering. This year, colleagues have taken part in tree planting, litter picking, Forest Fixers repair club

activities, river clean-ups and volunteering at Kirkstall Valley Farm - supporting biodiversity, reducing waste and improving green spaces for local communities.

10. We have invested £10,200 in a Ripple Energy solar park and a further £11,500 in a Ripple Energy wind farm. 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.
11. 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.
12. 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.
13. We deliver annual environmental sustainability training to help staff understand and reduce their environmental impact. Our internal online resource also provides practical guidance on sustainable working from home, including reducing energy use, minimising waste and using resources responsibly, supporting lower-carbon working practices across our majority-remote workforce.

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. We will consider the environmental impact of our technology choices, including cloud hosting providers such as AWS and Azure, and internally developed services. This will include reviewing energy consumption, provider sustainability commitments and opportunities to reduce the carbon footprint of our services. We will also consider the environmental impact of AI tools and services when assessing their suitability for use, alongside their functionality, cost and other operational requirements.

3. 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.
4. 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.
5. 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.
6. We will offset a portion of our carbon emissions using high-quality carbon removal credits, drawing on data from our staff commuting survey as an initial basis for determining the scale of this investment. This will complement our ongoing emissions reduction activities.

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 use high-quality carbon removal credits to address any residual gap between our actual emissions and emissions targets, alongside continued emissions reduction efforts. We are assessing providers and established schemes to identify credible, independently verified options that align with our business values. These may include investment in UK or international woodland creation and restoration schemes that deliver measurable carbon removal and wider benefits for biodiversity and local communities.
3. Homeworking emissions are included in the current Scope 3 Category 7 calculation. Future work will focus on improving the quality of activity data and identifying further opportunities to reduce emissions.

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 standard[1]and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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[3].

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



Date: 22/10/2026

Michael Odling-Smee, Director

[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



Date: 22/10/2026