

Carbon Reduction Plan (CRP)

Supplier name: **Installation Technology Ltd**

Publication date: **September 2026**

Executive Summary

Installation Technology Ltd is committed to achieving Net Zero greenhouse gas emissions across its UK operations by 2035. This Carbon Reduction Plan has been prepared in accordance with PPN 006 and reports the company's Scope 1, Scope 2 and required Scope 3 emissions.

The company's carbon reporting period is aligned with its financial year and runs from 1 April to 31 March. **FY2022/23** is retained as the formal baseline year, and **FY2024/25** is the latest reporting period for which a complete and internally reviewed organisational emissions inventory is available.

Total reported emissions were **58.837 tCO₂e** in **FY2022/23** and **75.848 tCO₂e** in **FY2024/25**. The increase in absolute emissions was primarily associated with organisational growth and the employee-based methodology used to estimate employee commuting emissions. Employee numbers increased from 80 to 130 over the same period.

Reported emissions intensity reduced from **0.735 tCO₂e** per employee in **FY2022/23** to **0.583 tCO₂e** per employee in **FY2024/25**. Installation Technology Ltd recognises that an improvement in emissions intensity does not replace the need to reduce absolute emissions.

The company has adopted an interim target to reduce its reported Scope 1, Scope 2 and included Scope 3 emissions by 25%, from **75.848 tCO₂e** in **FY2024/25** to **56.886 tCO₂e** by **FY2029/30**. Progress will be reviewed annually against interim planning milestones, with both absolute emissions and emissions intensity monitored.

The Scope 3 inventory includes the five categories required by PPN 006:

- Category 4: Upstream transportation and distribution
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting
- Category 9: Downstream transportation and distribution

Employee commuting emissions are currently calculated using documented assumptions relating to travel mode, commuting distance, working days and homeworking arrangements. Category 4 upstream transportation and distribution emissions are currently calculated using an employee-based proxy pending the availability of more reliable supplier and logistics data. No material Category 9 downstream transportation and distribution activity not paid for by Installation Technology Ltd was identified for the reported periods. These assumptions and proxies will be refined as data quality improves.

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Completed carbon-reduction measures include the introduction of electric cars, hybrid-working arrangements, digital reporting and document management, cable recovery and recycling, hardware reuse and recovery, reusable personal protective equipment, improved waste segregation and environmental awareness activities.

Future priorities include continued fleet transition, improved fleet and energy data, energy-efficiency assessments, more accurate employee commuting information, improved transport and waste records, supplier engagement, validation of cable and hardware recovery estimates, and improved measurement of carbon reductions associated with individual projects.

FY2025/26 emissions data, covering 1 April 2025 to 31 March 2026, are currently being collected and validated. The completed and internally reviewed FY2025/26 emissions inventory is intended to be incorporated into the scheduled January 2027 review of this Carbon Reduction Plan.

The Carbon Reduction Plan is supported by Installation Technology Ltd's ISO 14001-certified Environmental Management System, Sustainable Procurement Policy, environmental governance arrangements and periodic environmental reporting. The plan will be reviewed annually and approved by the Board of Directors, or equivalent management body, before publication.

*Scope 1 Category	Category description	Minimum boundary
Stationary combustion	Direct emissions from combustion of fuels in fixed equipment.	Not applicable. No natural gas, heating oil, LPG or other fuel is burned in fixed equipment at the Woodley premises. Space heating and hot-water equipment are electrically powered, and the associated electricity consumption is reported under Scope 2 purchased electricity.
Mobile combustion	Direct emissions from fuel combustion in owned or controlled vehicles.	Fuel consumed by leased company vehicles, including vans and cars used for business travel and telecommunications works across the UK.
Fugitive emissions	Direct emissions from the release of gases such as refrigerants.	Refrigerant losses from air-conditioning equipment located at the Woodley office and any other refrigerant-containing equipment within Installation Technology Ltd's operational control. The standing refrigerant charge is not treated as an emission unless refrigerant is released.
Process emissions	Emissions from industrial or chemical processes.	Not applicable – the organisation does not undertake manufacturing or industrial processing activities.

*Scope 2 Category	Category description	Minimum boundary
Purchased electricity	Indirect emissions from the generation of purchased electricity.	All electricity purchased directly by Installation Technology Ltd and consumed at premises within its operational control, including electricity used for lighting, IT equipment,



		electric space heating, hot-water equipment, air-conditioning and other electrically powered equipment.
Purchased heat	Indirect emissions from the generation of purchased heat.	Not applicable. Installation Technology Ltd does not separately purchase heat from a district-heating network, communal heating system or other external heat supplier. Electricity used for space heating and hot-water equipment is included within Scope 2 purchased electricity.
Purchased steam	Indirect emissions from the generation of purchased steam.	Not applicable – steam is not purchased as part of normal operations.
Purchased cooling	Indirect emissions from the generation of purchased cooling.	Not applicable. Installation Technology Ltd does not separately purchase cooling or chilled water from an external cooling network. Electricity used to operate the air-conditioning system is included within Scope 2 purchased electricity.

*Scope 3 Category	Category description	Minimum boundary
4. Upstream transportation and distribution	Transportation and distribution of products purchased by the reporting company between tier 1 suppliers and the organisation's operations.	Third-party freight, courier and supplier delivery services used to transport telecommunications equipment, cable, materials and supplies from tier-one suppliers to Installation Technology Ltd's premises or directly to UK work locations. This includes supplier deliveries forming part of goods and materials purchased by Installation Technology Ltd, where the vehicles and facilities are not owned or controlled by the company.
5. Waste generated in operations	Disposal and treatment of waste generated in the reporting company's operations.	Waste generated from warehouse, office and telecommunications installation activities, including packaging, damaged equipment, general waste and recycled materials, where disposal is undertaken by third-party waste contractors.
6. Business travel	Transportation of employees for business-related activities in vehicles not owned or operated by the reporting company.	Business travel undertaken by employees via rail, air, taxi, hire cars and employees' personal vehicles used for business travel, excluding fuel used in leased company vehicles, which is reported under Scope 1.
7. Employee commuting	Transportation of employees between their homes and their normal place of work.	Daily travel by employees commuting to offices, the warehouse, and temporary work locations, using personal vehicles or public transport. Remote and hybrid working arrangements included where applicable.



9. Downstream transportation and distribution	Transportation and distribution of products sold by the reporting company between company operations and the end customer.	Not applicable. No material downstream transportation and distribution activity not paid for by Installation Technology Ltd was identified for the reported periods. Supplier deliveries forming part of goods or services purchased by Installation Technology Ltd are included under Category 4. Materials transported in company-controlled or leased vehicles are accounted for under Scope 1, where applicable.
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Note: Scope 3: Emissions have been reported in line with the five Scope 3 categories required by PPN 006: Category 4, Upstream transportation and distribution; Category 5, Waste generated in operations; Category 6, Business travel; Category 7, Employee commuting; and Category 9, Downstream transportation and distribution. Category 1, Purchased goods and services, is not included in the emissions totals reported in this Carbon Reduction Plan. Additional Scope 3 categories may be assessed and reported in future as the availability and quality of supporting data improve. Emissions associated with electricity and fuel consumption at client-controlled sites are excluded from Scope 1 and Scope 2 and have not been estimated under Scope 3 because Installation Technology Ltd does not have operational control over those sites or access to the relevant utility-consumption data.

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Prepared by:	Garry Cook (Head of HSE)	Signature:	

1. Company Commitment to Achieving Net Zero

Installation Technology Ltd is committed to achieving Net Zero greenhouse gas emissions across its UK operations by 2035.

The company's ISO 14001-certified Environmental Management System, Sustainable Procurement Policy and internal Net Zero Programme provide the framework for governance, accountability, performance monitoring and continual improvement across its operations and supply chain.

Installation Technology Ltd will continue to reduce its environmental impact through fleet decarbonisation, improved energy and emissions data, energy-efficiency measures, digitalisation, responsible procurement, waste reduction, reuse, recycling and circular-economy practices.

Progress against the company's carbon-reduction targets and initiatives will be monitored through its environmental governance arrangements and reviewed annually as part of the Carbon Reduction Plan update.

This Carbon Reduction Plan will be published on Installation Technology Ltd's website and will also be made available on request.

2. Baseline Emissions Footprint

Installation Technology Ltd's formal baseline year is FY2022/23, covering the period from 1 April 2022 to 31 March 2023.

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The baseline and comparative emissions figures for FY2022/23, FY2023/24 and FY2024/25 have been recalculated on a consistent basis using the UK Government Greenhouse Gas Conversion Factors for Company Reporting 2025 and the calculation methodology described in Annex A. This improves comparability between reporting years but means that some figures may differ from values reported in earlier versions of the Carbon Reduction Plan.

Baseline year: FY2022/23

Baseline year emissions

Emissions	Total (tCO ₂ e)
Scope 1	15.180
Scope 2	5.910
Scope 3, included sources	37.747
Total emissions	58.837

FY2024/25 is the latest reporting period for which a complete and internally reviewed organisational emissions inventory is available. Data for FY2025/26, covering 1 April 2025 to 31 March 2026, are currently being collected and validated. The FY2025/26 results will be incorporated into the scheduled January 2027 review of this Carbon Reduction Plan once the emissions inventory has been completed and internally reviewed.

For the purposes of PPN 006, this Carbon Reduction Plan reports FY2022/23 as the formal baseline year and FY2024/25 as the current reporting year. FY2023/24 is included as an additional comparative year to show the emissions trend between the baseline and current reporting periods.

2.1 Current Emissions Reporting

Reporting year: FY2024/25

Emissions	Total (tCO ₂ e)
Scope 1	7.260
Scope 2	7.810
Scope 3, included sources	60.778
Total emissions	75.848

FY2023/24 is presented in the comparative table below as an additional historical reporting year.

Comparative emissions by reporting year

Year	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 3 (tCO ₂ e)	Total (tCO ₂ e)
2022-2023	15.180	5.910	37.747	58.837
2023-2024	19.950	7.450	46.960	74.360
2024-2025	7.260	7.810	60.778	75.848

Methodology note: The Scope 3 totals include Category 4, Upstream transportation and distribution; Category 5, Waste generated in operations; Category 6, Business travel; Category 7,

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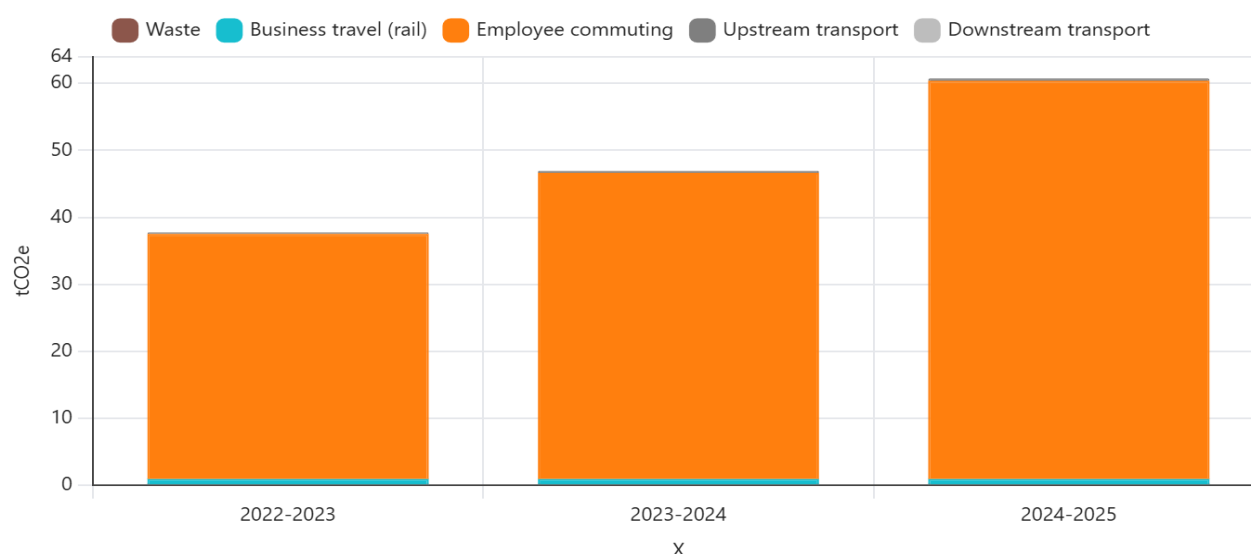
Employee commuting; and Category 9, Downstream transportation and distribution. Where complete primary activity data were unavailable, documented assumptions or proxy calculations were used as described in Annex A. Totals may not sum exactly when displayed to three decimal places because of rounding.

3. Historical Emissions Reporting and Scope 3 Category Breakdown

The table and chart below present the historical emissions trend and the breakdown of the five Scope 3 categories addressed in this Carbon Reduction Plan. Reported Scope 3 emissions increased as employee headcount increased from 80 in FY2022/23 to 130 in FY2024/25, primarily because employee commuting is estimated using an employee-based methodology. The Category 4 upstream transportation and distribution proxy also increases in proportion to employee headcount. No material Category 9 downstream transportation and distribution activity not paid for by Installation Technology Ltd was identified for the reported periods. Carbon intensity increased slightly from 0.735 tCO₂e per employee in FY2022/23 to 0.744 tCO₂e per employee in FY2023/24, before reducing to 0.583 tCO₂e per employee in FY2024/25.

Year	Waste Generated in operations	Business Travel: Rail	Employee Commuting	Downstream transportation and distribution	Upstream Transport proxy	Scope 3 Total	Total reported emissions
2022- 2023	0.041	0.856	36.610	0.000	0.240	37.747	58.837
2023- 2024	0.041	0.856	45.763	0.000	0.300	46.960	74.360
2024- 2025	0.041	0.856	59.491	0.000	0.390	60.778	75.848

Scope 3 - Category Breakdown





3.1 Carbon Intensity – tCO₂e per Employee

Carbon intensity is monitored as a supporting performance indicator alongside the company's absolute emissions-reduction target. Total reported emissions increased between FY2022/23 and FY2024/25 as employee numbers increased from 80 to 130. Over the same period, reported emissions intensity reduced from 0.735 tCO₂e to 0.583 tCO₂e per employee. Installation Technology Ltd recognises that an improvement in emissions intensity does not replace the need to reduce absolute emissions.

Year	Total (tCO ₂ e)	Headcount	tCO ₂ e/employee
2022-2023	58.837	80	0.735
2023-2024	74.360	100	0.744
2024-2025	75.848	130	0.583

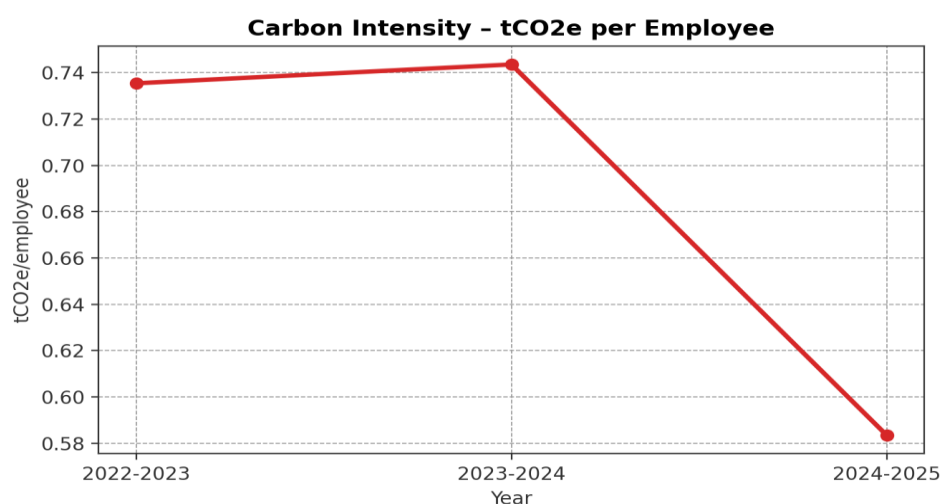


Figure 1: Reported carbon intensity per employee from FY2022/23 to FY2024/25.

3.2 Employee Commuting (Category 7)

Methodology: Employee commuting emissions have been estimated using the current assumptions that 10% of employees travel by car, 40% travel by rail and 50% work from home. The calculation applies an assumed 40-mile return journey, 230 working days, the applicable 2025 UK Government conversion factors and the employee headcount for each reporting year. These assumptions will be reviewed and refined using employee travel-survey and working-location information.

Year	Employee Commuting (tCO ₂ e)
2022-2023	36.610
2023-2024	45.763
2024-2025	59.491



3.3 Business Travel – Rail (Category 6)

Methodology: Recorded rail travel has been converted to passenger kilometres and calculated using the applicable 2025 UK Government National Rail conversion factor. The reported value has been held constant across the three reporting years based on the information available.

Year	Rail (tCO ₂ e)
2022-2023	0.856
2023-2024	0.856
2024-2025	0.856

3.4 Waste Generation (Category 5)

Methodology: The applicable 2025 UK Government waste conversion factors have been applied to the available consolidated waste information. The value has been applied consistently across the three reporting years where complete historic material and treatment data were unavailable. Estimates and assumptions will be reviewed as the quality and completeness of waste-contractor information improve.

Year	Waste (tCO ₂ e)
2022-2023	0.041
2023-2024	0.041
2024-2025	0.041

3.5 Upstream Transport & Distribution (Category 4)

Methodology: Category 4 upstream transportation and distribution includes third-party freight, courier and supplier deliveries of telecommunications equipment, cable, materials and supplies to Installation Technology Ltd's premises or directly to UK work locations where transportation forms part of goods or services purchased by Installation Technology Ltd. Emissions are currently estimated using an interim proxy of 0.003 tCO₂e per employee per year, pending reliable supplier shipment, distance, vehicle, weight or carrier-emissions data. The proxy will be refined or replaced when sufficient logistics information becomes available.

Year	Upstream Transport (proxy) (tCO ₂ e)
2022-2023	0.240
2023-2024	0.300
2024-2025	0.390



3.6 Downstream Transportation and Distribution (Category 9)

Methodology: No material Category 9 downstream transportation and distribution activity not paid for by Installation Technology Ltd was identified for the reported periods. Supplier deliveries to Installation Technology Ltd's premises or directly to UK work locations, where delivery forms part of goods or services purchased by Installation Technology Ltd, are included under Category 4. Materials transported in company-controlled or leased vehicles are accounted for under Scope 1, where applicable.

Year	Downstream transportation and distribution (tCO ₂ e)
2022-2023	0.000
2023-2024	0.000
2024-2025	0.000

4. Emissions Reporting and Historical Trends

The charts below present Installation Technology Ltd's reported Scope 1, Scope 2 and Scope 3 emissions for FY2022/23, FY2023/24 and FY2024/25. FY2022/23 is the formal baseline year, FY2023/24 is included as an additional comparative year, and FY2024/25 is the current reporting year.

Total reported emissions increased from 58.837 tCO₂e in FY2022/23 to 75.848 tCO₂e in FY2024/25. The charts illustrate the contribution from each reported scope and the changes between the baseline and current reporting years. Detailed calculation methods, assumptions and data sources are provided in Section 3 and Annexes A and B.

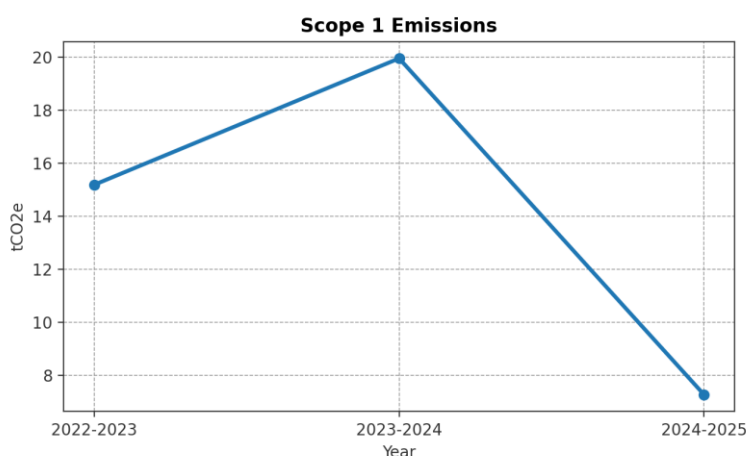


Figure 2: Reported Scope 1 emissions from FY2022/23 to FY2024/25

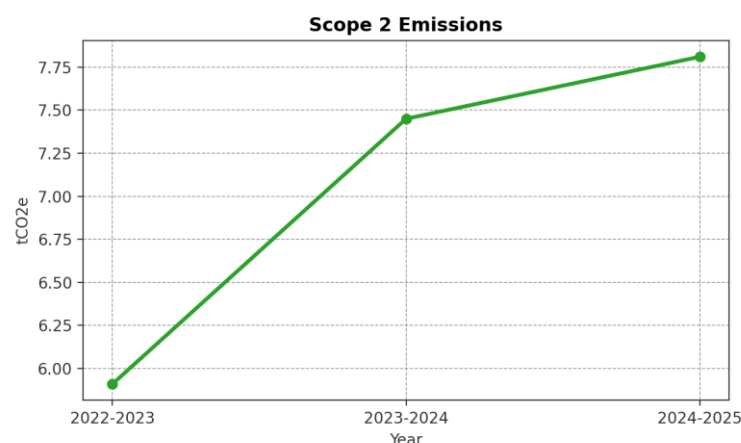


Figure 3: Reported Scope 2 emissions from FY2022/23 to FY2024/25

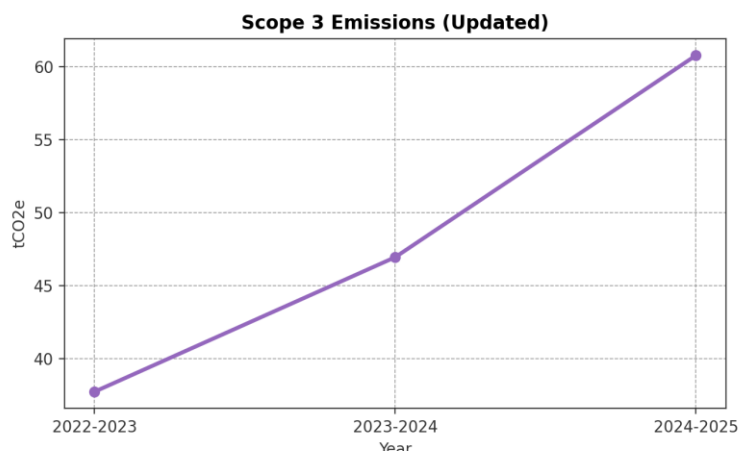


Figure 4: Reported Scope 3 emissions from FY2022/23 to FY2024/25

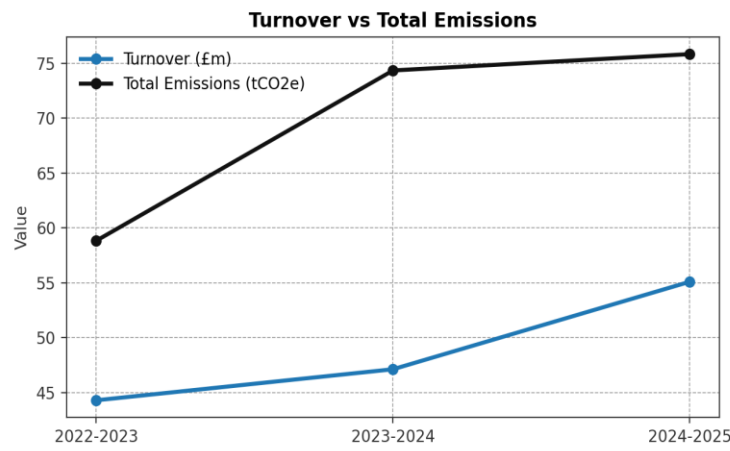


Figure 5: Organisational turnover and total reported emissions from FY2022/23 to FY2024/25

Scope 1 emissions increased from 15.180 tCO2e in FY2022/23 to 19.950 tCO2e in FY2023/24, before reducing to 7.260 tCO2e in FY2024/25. Scope 2 emissions increased from 5.910 tCO2e in FY2022/23 to 7.450 tCO2e in FY2023/24 and 7.810 tCO2e in FY2024/25.

Scope 3 emissions increased from 37.747 tCO2e in FY2022/23 to 46.960 tCO2e in FY2023/24 and 60.778 tCO2e in FY2024/25. This increase was primarily associated with the employee-based methodology used to estimate employee commuting and the increase in employee headcount from 80 to 130. Category 4 upstream transportation and distribution was estimated using an employee-based proxy. No material Category 9 downstream transportation and distribution activity not paid for by Installation Technology Ltd was identified for the reported periods.

Turnover information is presented as contextual information alongside total reported emissions. Changes in turnover and reported emissions should not be interpreted as having a direct causal relationship, as emissions performance is also affected by employee numbers, operational activity, fleet use, energy consumption, calculation methods and the quality of available data.

In FY2024/25, Scope 3 accounted for the largest part of the reported organisational footprint, with employee commuting representing the largest included Scope 3 category. These results will be reviewed as improved commuting, fleet, energy, waste and transportation data become available.

5. Emissions Reduction Targets

Installation Technology Ltd is committed to achieving Net Zero greenhouse gas emissions across its UK operations by 2035.

To support this commitment, we will monitor and reduce our absolute Scope 1 and Scope 2 emissions and the Scope 3 categories included within this Carbon Reduction Plan. Progress will be measured against the reported emissions for FY2024/25, while retaining FY2022/23 as the formal baseline year for longer-term comparison.

Our reported emissions were:

- FY2022/23 formal baseline: 58.837 tCO2e

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- FY2024/25 current reporting year: 75.848 tCO₂e

Absolute reported emissions increased between FY2022/23 and FY2024/25, primarily because of organisational growth and the employee-based methodology used to estimate employee commuting emissions. Employee numbers increased from 80 to 130 during the reporting period. Over the same period, reported carbon intensity reduced from 0.735 tCO₂e to 0.583 tCO₂e per employee.

Installation Technology Ltd recognises that an improvement in carbon intensity alone will not deliver Net Zero. We will therefore monitor and report the following:

- absolute emissions in tCO₂e
- emissions intensity in tCO₂e per employee
- progress against the initiatives set out in this Carbon Reduction Plan

In order to maintain progress towards Net Zero, we have adopted the following interim target:

Installation Technology Ltd has set an interim target to reduce its reported Scope 1, Scope 2 and included Scope 3 emissions from 75.848 tCO₂e in FY2024/25 to 56.886 tCO₂e by FY2029/30. This represents a 25% absolute reduction against the FY2024/25 reporting year. Progress will be assessed annually against interim planning milestones, with both absolute emissions and emissions intensity monitored and reported.

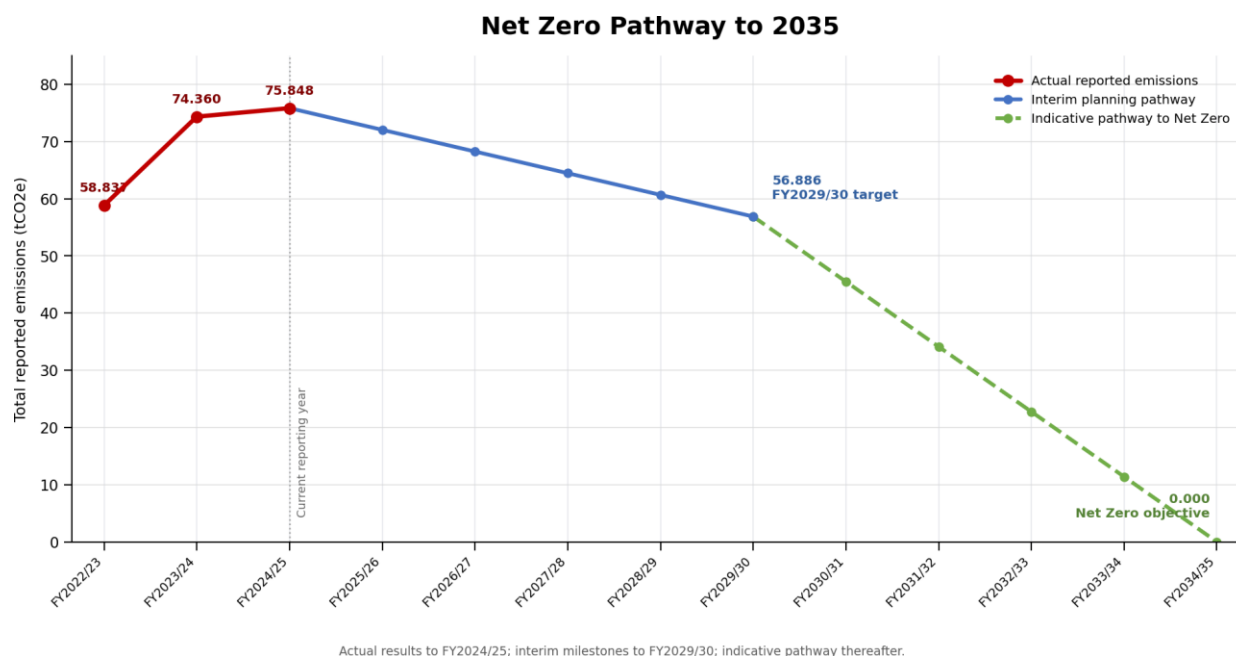


Figure 6: Actual reported emissions and the interim planning pathway towards the FY2029/30 emissions-reduction target and the 2035 Net Zero objective.

Note: Figures from FY2025/26 to FY2029/30 are interim planning milestones based on a 25% absolute reduction from FY2024/25. The pathway between FY2029/30 and FY2034/35 is



indicative and will be reviewed and refined annually as emissions data, operational plans and reduction measures develop.

Our longer-term objective remains to achieve Net Zero greenhouse gas emissions across our UK operations by 2035. Priority will be given to eliminating and reducing emissions at source. Any residual emissions remaining at the Net Zero target date will be addressed through recognised, credible and appropriately verified carbon-removal measures.

Progress will be reviewed at least annually as part of the company's environmental governance arrangements. The completed emissions inventory will be incorporated into the Carbon Reduction Plan following data collection, validation and internal review. The target and associated reduction pathway will also be reviewed where there is a material change to the organisational boundary, operating model, calculation methodology or quality of the underlying emissions data.

The principal measures supporting the reduction target include:

- transitioning the company fleet to lower-emission, hybrid and electric vehicles
- improved monitoring of vehicle fuel and energy consumption
- energy-efficiency improvements across controlled offices and facilities
- installation or evaluation of LED, PIR and other energy-management technology
- increased use of supplier and logistics data to replace transport emission proxies
- employee travel surveys and improved commuting data
- continued use of digital systems to reduce paper and unnecessary travel
- supplier engagement and integration of carbon considerations into procurement
- increased reuse, recovery and recycling of equipment, cable, packaging and other materials
- annual identification and management of emissions hotspots

The emissions pathway will be updated annually to show actual performance against the interim planning milestones.

6. Carbon Reduction Projects: Completed Initiatives

Installation Technology Ltd has implemented and maintained a range of environmental-management measures and carbon-reduction initiatives across its UK operations. The measures listed below were implemented at different times before, during or after the FY2022/23 baseline period and remained in effect, where applicable, during the current reporting period.

These initiatives support the management and reduction of Scope 1, Scope 2 and the included Scope 3 emissions reported within this Carbon Reduction Plan. Where relevant to the services being delivered, the measures will remain in effect and will be applied when performing contracts covered by this Carbon Reduction Plan. Individual implementation dates and project-specific carbon savings have not historically been recorded consistently for every initiative. The status and measurable outcomes of material initiatives will be improved through future annual reviews.

Completed and implemented initiatives include:

- **Electric car deployment:** Electric cars have been introduced into the company fleet to reduce reliance on fossil-fuelled vehicles and support the future reduction of direct Scope 1 vehicle emissions.

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- **Internal Net Zero Programme:** An internal programme has been established to manage the company's Net Zero commitment, organisational carbon footprint, carbon-reduction initiatives, governance arrangements and annual progress monitoring.
- **Hybrid working arrangements:** Hybrid-working arrangements have been implemented where operationally practicable, helping to reduce unnecessary employee commuting, business travel and associated emissions.
- **Digital reporting and document management:** SharePoint, electronic site reporting and digital document-management systems have been in use since 2022. These systems support reductions in paper use, printing, physical document transportation and avoidable business travel.
- **Cable recovery and recycling:** Processes have been introduced to recover and recycle telecommunications cable arising from operational activities. Internal operational estimates indicate that approximately 90% of applicable cable material is currently recovered for recycling. This figure has not yet been verified through a formal material-flow assessment and will be subject to improved measurement and validation during future reporting periods.
- **Hardware reuse and recovery:** Suitable telecommunications hardware and equipment are recovered, assessed and reused where practicable. Internal operational estimates indicate that approximately 60% of applicable hardware is currently reused or recovered. This figure has not yet been verified through a formal asset or material-flow assessment and will be subject to improved measurement and validation during future reporting periods.
- **Reusable personal protective equipment:** Reusable protective clothing and suits have been introduced where operational and safety requirements permit, reducing reliance on single-use PPE and the associated waste.
- **Environmental awareness and competence:** Environmental awareness training has been delivered across relevant levels of the organisation to support energy efficiency, waste segregation, pollution prevention, responsible travel and sustainable working practices.
- **Improved waste segregation:** Waste-segregation arrangements have been strengthened through the company's waste-management providers, including separate arrangements for relevant recyclable materials.
- **Waste electrical and electronic equipment management:** Waste electrical and electronic equipment is segregated and transferred through an appropriate specialist waste contractor to support compliant recovery, reuse and recycling.

The effects of individual completed initiatives have not historically been measured as separate, project-specific tCO₂e savings. Installation Technology Ltd is therefore not claiming a specific cumulative tCO₂e saving or percentage reduction from the completed initiatives listed above. Their

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combined effects are reflected, where applicable, within the company's annual Scope 1, Scope 2 and included Scope 3 emissions results. The measures remain in effect and, where relevant, will be applied when performing contracts covered by this Carbon Reduction Plan.

During the FY2025/26 to FY2029/30 target period, Installation Technology Ltd will improve project-level measurement and supporting records so that material carbon reductions can be linked more directly to specific initiatives. This will include improving the measurement and validation of cable recycling, hardware reuse, fleet transition, energy efficiency and waste-management outcomes.

7. Future Carbon Reduction Initiatives

To support the reduction of reported Scope 1, Scope 2 and included Scope 3 emissions from 75.848 tCO₂e in FY2024/25 to 56.886 tCO₂e by FY2029/30, Installation Technology Ltd intends to implement the following carbon-reduction and data-improvement initiatives.

The timing, expected benefits and status of these initiatives will be reviewed annually. Measures requiring investment, changes to operational arrangements or vehicle replacement will be subject to technical assessment, operational suitability and business-case approval.

Fleet transition

Installation Technology Ltd will continue to review opportunities to replace fossil-fuelled company cars with suitable lower-emission or electric alternatives as existing vehicles reach their planned replacement points.

Vehicle-replacement decisions will consider operational suitability, driving range, charging availability, whole-life cost and business requirements.

Target period: FY2026/27 to FY2029/30

Measures of progress:

- number and percentage of company cars transitioned to lower-emission or electric alternatives
- annual fleet fuel and electricity consumption
- annual Scope 1 fleet emissions

Responsible functions: Fleet Management and Operational Management

Fleet data improvement

The company will improve the collection and review of vehicle mileage, fuel consumption, vehicle type and electricity-charging information to support more accurate calculation and monitoring of Scope 1 emissions.

Target period: FY2026/27 to FY2029/30, followed by ongoing annual monitoring

Measures of progress:

- percentage of company vehicles covered by complete mileage and energy records
- annual reconciliation of fleet information
- year-on-year change in Scope 1 fleet emissions

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Responsible functions: Fleet Management and HSE

Energy-efficiency assessment

Energy-efficiency opportunities will be assessed at premises within the company's operational control. The assessment will consider lighting, lighting controls, IT equipment, heating and cooling arrangements, operational practices and energy-monitoring systems.

LED, PIR, Power over Ethernet lighting and other energy-management solutions will be considered where technically suitable and commercially viable. No specific energy saving is claimed at this stage. Any expected reduction will be quantified following assessment and before an initiative is approved.

Target period: Initial assessment by 31 March 2027, with implementation of approved actions scheduled according to the assessment findings and business approval.

Measures of progress:

- completion of an energy-efficiency assessment
- number of approved energy-efficiency actions implemented
- annual electricity consumption
- annual Scope 2 emissions

Responsible functions: Facilities Management and HSE

Energy data and monitoring

The company will improve the collection and review of electricity and other energy-consumption data for premises within the organisational reporting boundary. Opportunities for automated or more frequent monitoring will be evaluated where proportionate and practicable.

Target period: FY2026/27 to FY2027/28, followed by ongoing annual monitoring

Measures of progress:

- proportion of relevant premises covered by reliable energy-consumption data
- frequency of energy-data review
- identified and investigated periods of unusual consumption

Responsible functions: Facilities Management and HSE

Employee commuting data

Periodic employee travel surveys will be undertaken to improve and validate the data used to calculate Category 7 employee commuting emissions. The surveys will consider employees' normal working locations, travel modes, commuting distances, office attendance and homeworking arrangements.

Following analysis of the improved commuting data, the company will identify proportionate and operationally practicable actions to reduce Category 7 emissions and incorporate agreed actions into the annual Carbon Reduction Plan review.

The improved information will be used to refine or replace the current commuting assumptions and to identify realistic opportunities to reduce commuting emissions.

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Target period: initial survey by 31 March 2027

Measures of progress:

- employee survey response rate
- percentage of the commuting calculation supported by current employee data
- annual Category 7 employee commuting emissions
- changes in travel modes and working arrangements

Responsible functions: HSE and relevant business-support functions

Lower-carbon commuting and business travel

The company will promote proportionate measures to reduce avoidable commuting and business-travel emissions. These may include remote collaboration, journey planning, public transport and lower-emission travel options where operationally practicable.

Operational requirements, employee circumstances, accessibility and the needs of clients will be considered when introducing or reviewing travel-related measures.

Target period: FY2026/27 to FY2029/30

Measures of progress:

- business travel by transport mode
- employee commuting patterns
- Category 6 business-travel emissions
- Category 7 employee-commuting emissions

Responsible functions: Operational Management and HSE

Upstream transportation and distribution data

The company will engage relevant suppliers, couriers and logistics providers to obtain available shipment, distance, vehicle, weight or carrier emissions information.

Subject to obtaining sufficient reliable information, these data will be used to refine and progressively replace the current Category 4 proxy methodology.

Target period: FY2026/27 to FY2027/28

Measures of progress:

- percentage of relevant upstream logistics activity supported by supplier, courier or carrier information
- number of relevant logistics providers supplying suitable data
- reduction in reliance on proxy calculations
- annual Category 4 emissions

Responsible functions: Procurement, Operations and HSE

Downstream transportation and distribution review

The company will periodically review available delivery, operational, customer and carrier information to determine whether any Category 9 downstream transportation and distribution activity not paid for by Installation Technology Ltd has occurred. Supplier deliveries forming part

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of goods or services purchased by Installation Technology Ltd will continue to be reported under Category 4. Materials transported in company-controlled or leased vehicles will continue to be accounted for under Scope 1, where applicable.

Target period: FY2026/27 to FY2027/28, followed by ongoing annual review

Measures of progress:

- annual review of relevant delivery and customer arrangements
- identification of any transportation not paid for by Installation Technology Ltd
- confirmation that transportation has not been counted under more than one emissions category
- annual Category 9 emissions

Responsible functions: Operations and HSE

Waste measurement and reduction

Waste records will be improved to provide greater visibility of material type, quantity and treatment method. Waste prevention, separation, reuse, recycling and recovery will continue to be promoted across relevant operations.

Waste electrical and electronic equipment will continue to be segregated and transferred through an appropriate specialist waste contractor.

Target period: FY2026/27 to FY2029/30

Measures of progress:

- waste quantity by material type
- treatment and recovery information
- proportion of relevant waste supported by contractor records
- annual Category 5 emissions

Responsible functions: HSE and Operational Management, supported by relevant waste contractors

Cable recycling and hardware recovery measurement

The company will develop and implement a documented method for measuring cable recycling and hardware reuse or recovery. The methodology will define the applicable material population, reporting period, evidence sources, calculation method and exclusions.

This will enable the current internal operational estimates of approximately 90% cable recovery and approximately 60% hardware reuse or recovery to be validated or amended using recorded data. These percentages will continue to be identified as estimates until sufficiently reliable supporting records are available.

Target period: by 31 March 2027

Measures of progress:

- percentage of applicable cable recovered for recycling
- percentage of applicable hardware reused or recovered
- percentage of reported outcomes supported by records
- completion of annual review and validation

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Responsible functions: Operations and HSE

Supplier engagement

Relevant environmental and carbon considerations will be incorporated into supplier selection, review and engagement activities, proportionate to the environmental significance of the goods or services being supplied.

Priority will be given to suppliers and service providers associated with significant emissions sources or areas where improved supplier information would strengthen the company's carbon calculations.

Target period: FY2026/27 to FY2029/30

Measures of progress:

- number or percentage of relevant suppliers assessed
- availability of supplier environmental and carbon information
- environmental requirements included in applicable procurement and review activities

Responsible functions: Procurement and HSE

Project-level carbon measurement

A proportionate methodology will be developed for estimating and recording the emissions reductions associated with significant fleet, energy, travel, waste and resource-efficiency initiatives.

Where practicable, each material initiative will have a defined starting point, calculation method, evidence source and measured or estimated tCO₂e outcome.

Target period: FY2026/27 to FY2027/28

Measures of progress:

- number of material initiatives with a documented baseline
- number of initiatives with measured or estimated tCO₂e outcomes
- percentage of material initiatives supported by evidence

Responsible functions: HSE and the responsible operational functions

Annual performance review

Actual Scope 1, Scope 2 and included Scope 3 emissions will be reviewed annually against the interim planning milestones supporting the FY2029/30 target.

Where actual emissions are not consistent with the planned pathway, the company will consider the causes, the effect of organisational growth or methodological changes, and whether corrective or additional actions are required.

Target period: annually, following completion, validation and internal review of the applicable emissions inventory.

Measures of progress:

- actual emissions compared with the applicable annual planning milestone
- progress against the 56.886 tCO₂e FY2029/30 target
- status of planned initiatives
- revised forecast or corrective actions where required

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Responsible functions: Executive Management and HSE

These initiatives are intended to support both emissions reduction and continued improvement in the quality of the company's carbon data. Better-quality data may result in changes to reported emissions that arise from improved calculation accuracy rather than changes in operational performance alone.

Any material changes to the organisational boundary, methodology, assumptions, data sources or government conversion factors will be recorded and explained in future annual updates of this Carbon Reduction Plan.

Progress will be reviewed through the company's environmental governance arrangements. This action plan will be updated annually to reflect actual performance, operational changes, improved data, completed initiatives and approved investment decisions.

8. Declaration and Sign-Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and the 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 Protocol Corporate Accounting and Reporting Standard, using the appropriate UK Government greenhouse gas conversion factors applicable to the calculation methodology described in this plan.

Scope 1 and Scope 2 emissions have been reported in accordance with the applicable Streamlined Energy and Carbon Reporting requirements. The required subset of Scope 3 emissions has been reported in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Protocol Corporate Value Chain Scope 3 Accounting and Reporting Standard.

This Carbon Reduction Plan has been reviewed and approved by the Board of Directors, or equivalent management body, of Installation Technology Ltd.

Board or equivalent management body approval date: 15/09/2026

Signed on behalf of Installation Technology Ltd:

(Anthony Rouse)

Chief Administrative Officer & Director

Date: 15/09/2026

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ANNEX – Supporting Information

Annex A – Emissions Calculation Methodology

Reporting period: Installation Technology Ltd's carbon reporting period is aligned with its financial year and runs from 1 April to 31 March. The same reporting period is applied to Scope 1, Scope 2 and the included Scope 3 categories.

Organisational boundary: The organisational boundary has been defined using the operational-control approach. The reported footprint covers emissions arising from UK operations, facilities and activities over which Installation Technology Ltd has operational control, together with the required Scope 3 categories described below.

Scope 1: Scope 1 includes direct emissions from fuel consumed by company-controlled and leased vehicles and any fugitive emissions arising from refrigerant losses from equipment within the company's operational control. Vehicle emissions are calculated using available fuel, mileage and fleet information and the applicable UK Government greenhouse gas conversion factors.

Installation Technology Ltd maintains an inventory of relevant refrigerant-containing equipment. The recorded air-conditioning system at the Woodley office contains 3.6 kg of R32 refrigerant, equivalent to a standing system inventory of 2.430 tCO₂e. This standing inventory is not treated as an actual emission while the refrigerant remains contained. No refrigerant loss, top-up or leak event was recorded within the available completed monitoring periods, resulting in actual fugitive emissions of 0 tCO₂e for those monitoring periods. Any future refrigerant losses will be calculated and reported within Scope 1.

No process emissions have been identified because Installation Technology Ltd does not undertake manufacturing or industrial processing activities. No stationary-combustion emissions have been identified because no natural gas, heating oil, LPG or other fuel is burned in fixed equipment at premises within the company's operational control. Known space-heating and hot-water equipment is electrically powered, and the associated electricity consumption is reported under Scope 2 purchased electricity.

Scope 2: Scope 2 emissions are reported using the location-based method and include emissions arising from purchased electricity consumed at premises within the company's operational control. Energy consumed at client-controlled premises is excluded where Installation Technology Ltd does not procure the energy or have operational control over its consumption.

Scope 3: The Scope 3 inventory includes the following five categories required for reporting under PPN 006:

- **Category 4, Upstream transportation and distribution:** This category includes third-party freight, courier and supplier deliveries of telecommunications equipment, cable, materials and supplies to Installation Technology Ltd's premises or directly to UK work locations where transportation forms part of goods or services purchased by Installation Technology Ltd. An interim proxy of 0.003 tCO₂e per employee per year has been applied pending the availability of reliable supplier shipment, distance, vehicle, weight or carrier-

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emissions data. The proxy will be refined or replaced when sufficient logistics information becomes available.

- **Category 5, Waste generated in operations:** UK Government conversion factors have been applied to available consolidated waste information. Waste is reported according to the available material and treatment data. Where historic information is incomplete, the use of estimates or consistently applied assumptions is identified within the supporting calculation records.
- **Category 6, Business travel:** Recorded rail travel has been converted to passenger kilometres and calculated using the applicable UK Government National Rail conversion factor. No material non-rail business travel was identified within the information available for the reported periods. Fuel used in company-controlled or leased vehicles is reported under Scope 1 and is not included in Category 6.
- **Category 7, Employee commuting:** Employee commuting has been estimated using the current assumptions of 10% travelling by car, 40% travelling by rail and 50% working from home, together with an assumed 40-mile return journey and 230 working days. Employee headcount has been applied for each reporting year. These assumptions will be reviewed and refined using employee travel-survey and working-location information.
- **Category 9, Downstream transportation and distribution:** No material downstream transportation and distribution activity not paid for by Installation Technology Ltd was identified for the reported periods. Supplier deliveries forming part of goods or services purchased by Installation Technology Ltd are included under Category 4. Materials transported in company-controlled or leased vehicles are accounted for under Scope 1, where applicable. Category 9 emissions are therefore reported as 0.000 tCO₂e.

Category 1, Purchased goods and services, is not included in the emissions totals reported in this Carbon Reduction Plan because it does not form part of the five-category Scope 3 subset required under PPN 006. Installation Technology Ltd may assess and report additional Scope 3 categories in future as the availability and quality of supporting data improve.

Emissions are reported in tonnes of carbon dioxide equivalent, tCO₂e. Calculations use the applicable UK Government greenhouse gas conversion factors and are intended to account for the relevant greenhouse gases included within those factors.

Calculations and supporting data have been reconciled, where applicable, to the company's carbon-reduction workbook, periodic environmental reports, fleet and travel records, waste-contractor information and other available internal records. Estimates, assumptions and proxy calculations are identified and will be reviewed as data quality improves.

The organisational boundary, calculation methods, assumptions, data sources and conversion factors will be reviewed annually. Any material methodological change or recalculation of the baseline or previous reporting periods will be explained in the applicable annual update of this Carbon Reduction Plan.

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Annex B – Data Sources & Supporting Records

The following data sources and supporting records have been used, where applicable, to calculate, review or support the emissions figures, assumptions and environmental measures reported in this Carbon Reduction Plan:

- **Carbon Reduction Plan consolidated workbook:** Calculation records, reported activity data, emission factors, assumptions, proxy calculations and reconciliation of Scope 1, Scope 2 and included Scope 3 emissions.
- **UK Government greenhouse gas conversion factors:** Applicable conversion factors published by the UK Government for company greenhouse gas reporting.
- **Periodic Environmental Reports:** Periodic Environmental Reports for FY2024/25, covering Periods 1 to 4, together with subsequent periodic environmental monitoring reports retained to support the preparation and validation of future annual emissions inventories.
- **Fleet records:** Available company-vehicle information, including vehicle type, fuel or energy source, mileage, fuel consumption and other relevant fleet activity data.
- **Electricity and energy records:** Available invoices, consumption records and other energy information for premises within the company's operational control.
- **Employee headcount records:** Annual employee numbers used to support the calculation of emissions intensity and the current employee-based estimates for relevant Scope 3 categories.
- **Employee commuting calculation records:** Documented assumptions relating to commuting distance, working days, travel mode and homeworking arrangements used to estimate Category 7 employee commuting emissions.
- **Business-travel records:** Available rail-travel information and associated passenger-kilometre calculations used to estimate Category 6 business-travel emissions.
- **Waste-contractor information:** Available waste reports, transfer documentation, material weights, treatment information and recycling or recovery data used to support Category 5 waste calculations.
- **Waste electrical and electronic equipment records:** Available consignment notes, collection records and supporting correspondence from appropriate specialist waste contractors. Where contractor information has not provided a confirmed net material weight, the value has not been treated as verified activity data.
- **Cable recycling and hardware recovery information:** Available operational records, recycler information and internal estimates relating to cable recovery, recycling, hardware reuse and material recovery.
- **Refrigerant and air-conditioning records:** Refrigerant inventory information, F-Gas inspection and service records, leak-test evidence, refrigerant additions, recoveries and identified losses for equipment within the company's operational control.
- **Upstream transportation calculation records:** Employee-based proxy calculations currently used for Category 4 emissions, together with any available supplier, courier or logistics information.

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- **Downstream transportation review records:** Available delivery, operational, customer and carrier information reviewed to determine whether any Category 9 downstream transportation and distribution activity not paid for by Installation Technology Ltd occurred during the reporting periods. No material Category 9 activity was identified.
- **Paper Usage Tracker:** Internal records used to monitor paper consumption and support the company's digitalisation and paper-reduction initiatives.
- **Environmental management and governance records:** Relevant environmental policies, objectives, periodic performance reviews, action plans, management-review information and records supporting the implementation of completed and future carbon-reduction initiatives.

The availability and quality of supporting data vary by source and reporting period. Where complete primary data have not been available, estimates, assumptions or proxy calculations have been used and identified within this Carbon Reduction Plan and its supporting calculation records.

Data collected after the FY2024/25 reporting period, including FY2025/26 and FY2026/27 periodic environmental information, are being retained to support the completion, validation and future annual updating of the organisational emissions inventory. Such data have not been retrospectively included in the FY2024/25 emissions totals unless they relate directly to that reporting period and have been reconciled to the applicable calculation records.

Supporting records will be retained in accordance with the company's document-control arrangements and reviewed annually to improve the accuracy, completeness, consistency and traceability of the reported emissions inventory.

Annex C – Governance and Policies

Installation Technology Ltd manages its environmental responsibilities through an Environmental Management System certified to ISO 14001. The system provides the framework for identifying environmental impacts, establishing objectives, monitoring performance, maintaining supporting records and pursuing continual improvement.

The Carbon Reduction Plan and the company's commitment to achieving Net Zero greenhouse gas emissions across its UK operations by 2035 are subject to oversight by Executive Management and the HSE function.

The final Carbon Reduction Plan will be reviewed and approved by the Board of Directors, or equivalent management body, before publication. Material changes to the organisational boundary, emissions methodology, reduction targets or Net Zero commitment will also be subject to appropriate senior management review and approval.

Environmental and carbon performance are monitored through:

- periodic environmental reporting
- review of Scope 1, Scope 2 and the included Scope 3 emissions
- monitoring of environmental objectives, actions and performance indicators
- review of actual emissions against the interim planning pathway

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- review of completed and future carbon-reduction initiatives
- investigation of material changes, data gaps and variances
- retention and review of supporting calculation and assurance records
- annual review and update of this Carbon Reduction Plan

The HSE function coordinates the preparation, review and maintenance of the Carbon Reduction Plan and supporting organisational emissions inventory. Relevant business functions are responsible for providing applicable activity data, implementing approved actions and monitoring progress within their areas of responsibility.

Executive Management provides oversight of performance against the company’s carbon-reduction commitments. Progress against the target to reduce reported emissions from 75.848 tCO₂e in FY2024/25 to 56.886 tCO₂e by FY2029/30 will be reviewed through the company’s environmental governance arrangements.

Relevant environmental and carbon considerations are incorporated, where proportionate and applicable, into:

- environmental objectives and action planning
- operational planning and review
- fleet-management decisions
- facilities and energy-management activities
- procurement and supplier-management arrangements
- waste and resource-management activities
- employee awareness, training and communication
- management review and performance reporting

The principal governance documents and arrangements supporting this Carbon Reduction Plan include:

- the ISO 14001-certified Environmental Management System
- the Sustainable Procurement Policy
- relevant environmental policies and procedures
- supplier environmental requirements
- periodic environmental reports
- environmental objectives and action plans
- the Carbon Reduction Plan consolidated workbook
- supporting emissions calculations and evidence records

The Carbon Reduction Plan will be reviewed annually. The organisational boundary, data sources, assumptions, proxy calculations, conversion factors, emissions results and progress against reduction initiatives will be considered as part of the review.

The next scheduled review is January 2027, when the completed and internally reviewed FY2025/26 emissions inventory is intended to be incorporated. Any material recalculation,

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methodological change or amendment to the reduction pathway will be documented and explained in the updated Carbon Reduction Plan.

Supporting evidence will be retained in accordance with the company's document-control arrangements to provide traceability for reported emissions, reduction measures, management review and approval.

Annex D – References

The following standards, guidance documents and conversion factors have been referenced in preparing this Carbon Reduction Plan:

- Procurement Policy Note 006: Taking Account of Carbon Reduction Plans in the Procurement of Major Government Contracts, Cabinet Office, February 2025.
- PPN 006: Technical Standard for Completion of Carbon Reduction Plans, Cabinet Office, February 2025.
- Carbon Reduction Plan Template published alongside PPN 006, Cabinet Office.
- UK Government Greenhouse Gas Conversion Factors for Company Reporting 2025, Department for Energy Security and Net Zero and Department for Environment, Food and Rural Affairs.
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, World Resources Institute and World Business Council for Sustainable Development.
- GHG Protocol Scope 2 Guidance, World Resources Institute and World Business Council for Sustainable Development.
- Corporate Value Chain (Scope 3) Accounting and Reporting Standard, World Resources Institute and World Business Council for Sustainable Development.
- Environmental Reporting Guidelines: Including Streamlined Energy and Carbon Reporting Guidance, UK Government.
- ISO 14001:2015 Environmental Management Systems: Requirements with Guidance for Use, International Organization for Standardization.

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