



Carbon Reduction Plan

Supplier name: Labrys Technologies Limited

Publication date: 10th March 2026

Commitment to Achieving Net Zero

Labrys Technologies Limited is committed to achieving Net Zero emissions by 2050.

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: 2025 (year ending Sept 2025)

Additional Details Relating to the Baseline Emissions Calculations

Labrys has not previously measured or reported organisational carbon emissions. This reporting year therefore represents our baseline year in accordance with PPN 006 guidance.

Scope 1 – Labrys reports zero Scope 1 emissions as the organisation does not own or control any direct emission sources, such as company vehicles, boilers, generators, or other fuel-combustion equipment.

Scope 2 – Emissions have been calculated using landlord-provided electricity consumption estimates for occupied office space, supplemented by an estimate of home-working electricity use based on staff numbers and average remote working patterns.

Scope 3 – Emissions have been calculated using a combination of activity-based and spend-based estimation methods in accordance with the GHG Protocol and UK Government conversion factor guidance. Where precise data was unavailable, conservative assumptions have been applied appropriate to the scale of Labrys' operations. The five required Scope 3 categories under PPN 06/21 have been assessed and are reported individually below.

Labrys recognises the limitations of estimation in its baseline year and commits to improving data accuracy in subsequent reporting periods.

Baseline Year Emissions

Emissions	Total (tCO ₂ e)
Scope 1	0
Scope 2	1.27
Scope 3 (Included Sources)	97.39
Total Emissions	98.66

Scope 3 Category Breakdown – Baseline Year

Scope 3 Category	Total (tCO ₂ e)	Methodology & Assumptions
Cat. 4 – Upstream transportation and distribution	0.52	Spend-based estimate covering physical goods delivered to Labrys (hardware, office supplies, printed materials). As a software company Labrys purchases minimal physical goods; a conservative spend-based estimate of ~£8,000 annual procurement spend was applied using DEFRA/BEIS average emission factors for road freight. Assumption: negligible inbound freight beyond standard courier deliveries.
Cat. 5 – Waste generated in operations	0.18	Activity-based estimate using UK average waste generation figures for a small office (~35 staff, hybrid working). Estimated 1.5 tonnes of mixed office waste per annum, applying DEFRA landfill/recycling blend emission factors. Assumption: no specialist or hazardous waste streams given software-only operations.
Cat. 6 – Business travel	3.41	Activity-based estimate. As a technology company serving international clients, Labrys staff undertake a moderate level of business travel. Estimated ~12 domestic rail trips, ~8 short-haul flights, and ~6 long-haul international flights per annum across the organisation, applying DEFRA/BEIS 2024 conversion factors for each mode. Assumption: travel volumes consistent with a ~35-person company with international government/NGO clients.
Cat. 7 – Employee commuting	3.28	Activity-based estimate. Labrys operates a remote-first model; staff are estimated to commute to the office on average 1–2 days per week. Based on ~35 employees with average commute distances, applying DEFRA average UK commuting emission factors by mode (predominantly public transport and car). Assumption: average commute of 15 km each way; modal split consistent with a UK tech-sector workforce.
Cat. 9 – Downstream transportation and distribution	0.00	Labrys delivers its products and services entirely via software and digital platforms (the Axiom application). No physical downstream distribution of goods occurs. Scope 3 Category 9 emissions are therefore reported as zero.
Other included Scope 3 sources (cloud computing, SaaS supply chain, purchased services)	90.00	Spend-based estimates covering cloud infrastructure, third-party software services, and broader supply chain expenditure, consistent with prior reporting.
Total Scope 3	97.39	

Current Emissions Reporting

Reporting Year: 2025 (year ending Sept 2025)

Emissions	Total (tCO ₂ e)
Scope 1	0
Scope 2	1.27
Scope 3 (Included Sources)	97.39
Total Emissions	98.66

Scope 3 Category Breakdown – Current Year

Scope 3 Category	Total (tCO ₂ e)
Cat. 4 – Upstream transportation and distribution	0.52
Cat. 5 – Waste generated in operations	0.18
Cat. 6 – Business travel	3.41
Cat. 7 – Employee commuting	3.28
Cat. 9 – Downstream transportation and distribution	0.00
Other included Scope 3 sources	90.00
Total Scope 3	97.39

As this is Labrys' baseline year, current year emissions are identical to baseline year emissions. Future reporting periods will track progress against this baseline.

Emissions Reduction Targets

Labrys commits to achieving Net Zero greenhouse gas emissions by 2050.

In support of this commitment, Labrys has set an interim target to reduce total organisational emissions by at least 50% by 2030 against its 2024/25 baseline.

Labrys recognises that future business growth may increase operational activity. Emissions reduction targets will therefore be delivered through a low-carbon growth model, ensuring that increases in headcount or service delivery are accompanied by proportionately lower emissions through continued remote-first working, limited business travel, and efficient use of digital tools and services.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives – As this is Labrys' baseline year, no emissions reductions have yet been realised against a prior reporting period. Future reductions will be reported in subsequent Carbon Reduction Plans.

Future Carbon Reduction Initiatives

In order to support delivery of its Net Zero commitment and interim emissions reduction targets, Labrys intends to implement a range of proportionate carbon reduction initiatives over the coming years. These are expected to include:

- Continued optimisation of remote-first and hybrid working practices to minimise commuting and office energy use.
- Ongoing reduction of business travel, with virtual delivery used as the default and rail prioritised over air travel where travel is necessary.
- Adoption of a formal low-carbon travel policy to guide future business travel decisions.
- Periodic review and optimisation of cloud services and digital tools to improve energy efficiency.
- Improved tracking of organisational carbon emissions on an annual basis, including more precise activity-based data collection for all five required Scope 3 categories, to support more accurate reporting and targeted reductions.
- Consideration of environmental performance and sustainability practices when selecting key suppliers and service providers.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 (<https://ghgprotocol.org/corporate-standard>) and uses the appropriate Government emission conversion factors for greenhouse gas company reporting (<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>).

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 (<https://ghgprotocol.org/standards/scope-3-standard>).

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:

A handwritten signature in black ink, appearing to read 'A. Lersten', with a large, sweeping flourish at the end.

Name: August Lersten

Job Title: Chief Executive Officer

Date: 10th March 2026