Voodoo Park Ltd
Climate Action Plan

Document Control

Owner	CFO
Approved By	CEO
Review Frequency	Annually
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Next Review Date	Following completion of the next annual assessment

1. Purpose

This Climate Action Plan supports Voodoo Park's Purpose Statement and forms part of the company's commitment to responsible business practices.

Voodoo Park recognises that climate change presents environmental, social and economic risks and is committed to understanding, reducing and mitigating the environmental impact of its operations and value chain. The company supports the global ambition to limit global warming to 1.5°C above pre-industrial levels.

This Plan also supports the company's Stakeholder Engagement and Decision-Making Framework, under which the environment is recognised as a key stakeholder whose interests are considered in company decision-making.

2. Scope

Voodoo Park is a remote-first technology services business with no physical office locations.

The company measures its greenhouse gas emissions annually through an independent carbon footprint assessment.

The scope of reporting is reviewed annually and expanded where appropriate to reflect the most material environmental impacts of the business. As part of the most recent annual assessment, the scope was expanded to include additional Scope 3 emissions categories.

3. Carbon Performance

The table below summarises Voodoo Park's historic carbon footprint performance.

Year	Total tCO_2e	tCO_2e per £m Revenue
2021	43.18	14.66
2022	30.61	11.49
2023	26.91	10.10
2024	40.07	9.98
2025	31.30	9.77

Absolute emissions have fluctuated with workforce size and homeworking activity. Emissions intensity per £m revenue has improved since the 2021 baseline year.

Emissions intensity decreased from 14.66 tCO_2e per £m revenue in 2021 to 9.77 in 2025, a reduction of approximately 33%. Absolute emissions were 43.18 tCO_2e in 2021 and 31.30 tCO_2e in 2025.

4. Carbon Neutrality and Offsetting

Voodoo Park commits to maintaining carbon neutrality through annual offsetting of residual emissions using independently verified carbon reduction projects.

The company has offset all assessed emissions for the reporting years shown below.

Year	Carbon Footprint (tCO_2e)	Status
2021	43.18	Offset
2022	30.61	Offset
2023	26.91	Offset
2024	40.07	Offset
2025	31.30	Offset

The company will continue to prioritise emissions reduction where reasonably practicable while maintaining carbon neutrality through annual offsetting.

5. Carbon Assessment Process

The company follows the following annual process:

1. Collect operational and environmental data.
2. Complete an independent carbon footprint assessment.
3. Review emissions sources and carbon intensity metrics.
4. Identify opportunities to reduce emissions.
5. Review progress against this Climate Action Plan and climate targets from the adoption of this Plan onward.
6. Offset residual emissions through independently verified carbon reduction projects.
7. Update this Climate Action Plan as required.

6. Climate Objectives

Objective 1 - Carbon Efficiency

Reduce emissions intensity (tCO_2e per £m revenue) by 50% by 2030 against the 2021 baseline year, from 14.66 to no more than 7.33 tCO_2e per £m revenue.

Objective 2 - Long-Term Decarbonisation

Reduce emissions intensity (tCO_2e per £m revenue) by 90% by 2045 against the 2021 baseline year, from 14.66 to no more than 1.47 tCO_2e per £m revenue.

Objective 3 - Annual Measurement

Maintain annual independent carbon footprint assessments and review performance against climate objectives.

Objective 4 - Scope 3 Reporting

Maintain annual assessment and reporting of material Scope 3 emissions and review reporting boundaries annually.

Objective 5 - Carbon Neutrality

Maintain carbon neutrality through annual offsetting of residual emissions.

Objective 6 - Supplier Engagement

Review the environmental performance and published climate commitments of strategic technology providers as part of the annual carbon assessment process.

Objective 7 - Energy-Efficient AI

Prioritise the development and deployment of smaller, energy-efficient AI models where these can meet the required performance and functionality, reducing the environmental impact associated with AI training and inference.

7. Actions

To support delivery of these objectives, Voodoo Park will:

- Maintain a remote-first operating model to minimise travel-related emissions.
- Measure greenhouse gas emissions annually through an independent carbon assessment.
- Maintain annual carbon assessments incorporating material Scope 3 emissions, including key technology providers and cloud services.
- Offset residual emissions annually through independently verified carbon reduction projects.
- Consider environmental performance and published climate commitments when reviewing strategic technology suppliers.
- Consider environmental impacts when evaluating significant new suppliers and purchasing decisions.
- Extend the useful life of IT equipment where practicable through reuse, refurbishment and responsible disposal.
- Review progress against climate targets following completion of the annual independent carbon footprint assessment, and update this Climate Action Plan as necessary.
- Identify reduction opportunities from each assessment, prioritise practicable measures and monitor both absolute emissions and emissions intensity; offsets do not substitute for emissions reduction.
- Evaluate the energy consumption and associated carbon emissions of AI models used and developed by Voodoo Park, prioritising lower-impact alternatives where technically and commercially viable.

8. Resources and Implementation

The CFO coordinates implementation, data collection, supplier engagement and annual reporting, with senior management reviewing progress annually. Relevant staff and contractors provide operational and homeworking data as required. The company will use an independent carbon assessment provider, appropriate data collection and reporting tools, and available supplier disclosures to measure emissions and identify reduction opportunities.

The company will allocate management time and budget for annual carbon assessment and verification, emissions reporting and residual-emissions offsetting. Proposed reduction measures requiring additional expenditure or operational changes will be assessed and approved through the normal budgeting and management decision-making process.

9. Stakeholder Engagement

Voodoo Park will engage workers and contractors through requests for relevant operational data and communications about practical emissions reduction opportunities. It will review published environmental information from strategic technology and cloud suppliers and, where useful, seek clarification or discuss improvements with them. Material findings and feedback will inform the annual assessment, priorities and review of this Plan.

10. Governance and Review

Responsibility for this Climate Action Plan rests with the CFO.

Progress against climate objectives will be reviewed annually by senior management.

A formal review of this Plan will take place annually following completion of the company's carbon footprint assessment, with the Plan updated at least every 36 months.

Any material changes to the company's operations, reporting boundaries or climate commitments will be reflected in the next review of this Plan.