

**Carbon Reduction Plan**  
**Synapse Consulting Limited**

June 2025

**Commitment to achieving net zero**

Synapse Consulting 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: 2022

We recorded our emissions for the first time for the 2021 year end. We adopted an alternative measurement system to calculate the emissions in 2022 to include scope 3, therefore 2022 is being used as the baseline.

**Baseline year emissions**

Emissions	Total (tCO <sub>2</sub> e)
Scope 1	51
Scope 2	407
Scope 3	3,615
<i>Total emissions</i>	<i>4,073</i>

**Current emissions reporting**

Reporting year: 2024

Emissions	TOTAL (tCO <sub>2</sub> e)
Scope 1	46
Scope 2	196
Scope 3	1,892
<i>Total emissions</i>	<i>2,135</i>

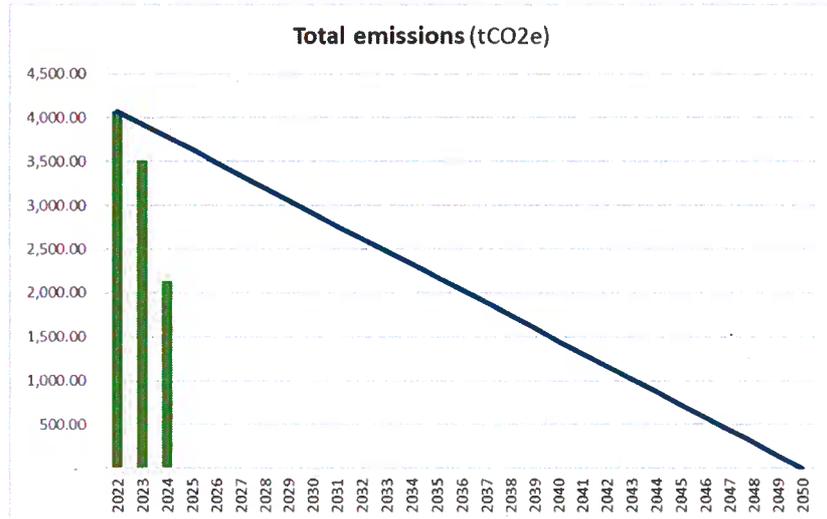
**Emissions reduction targets**

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets.

- Procurement of Green energy
- Production of renewable energy

- Review of fleet to adopt electric vehicles where possible.

We project that carbon emissions will decrease over the next five years to 1,929 tCO<sub>2</sub>e by 2029. This is a reduction of 10%.



## Carbon reduction projects

### Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2022 baseline:

- Installation of solar panels on Manx Telecom Group Headquarters
- Procurement of Green energy for Manx Telecom data centres
- Purchase of 6 electric vehicles to replace the smaller vehicles in our fleet
- Installation of electric vehicle charge points at HQ and exchanges for employee and fleet use.

The carbon emission reduction achieved by these schemes equate to 933tCO<sub>2</sub>e, a 23% reduction against the 2022 baseline and the measures will be in effect when performing the contract.

**Future carbon reduction initiatives** In the future we hope to implement further measures such as:

- Installation of solar panels at more Manx Telecom Group buildings
- Procurement of green energy for additional Manx Telecom Group buildings

### 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.

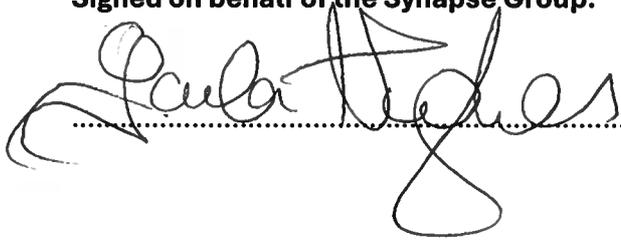
Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and

uses the appropriate government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

**Signed on behalf of the Synapse Group:**

 ..... Date: 