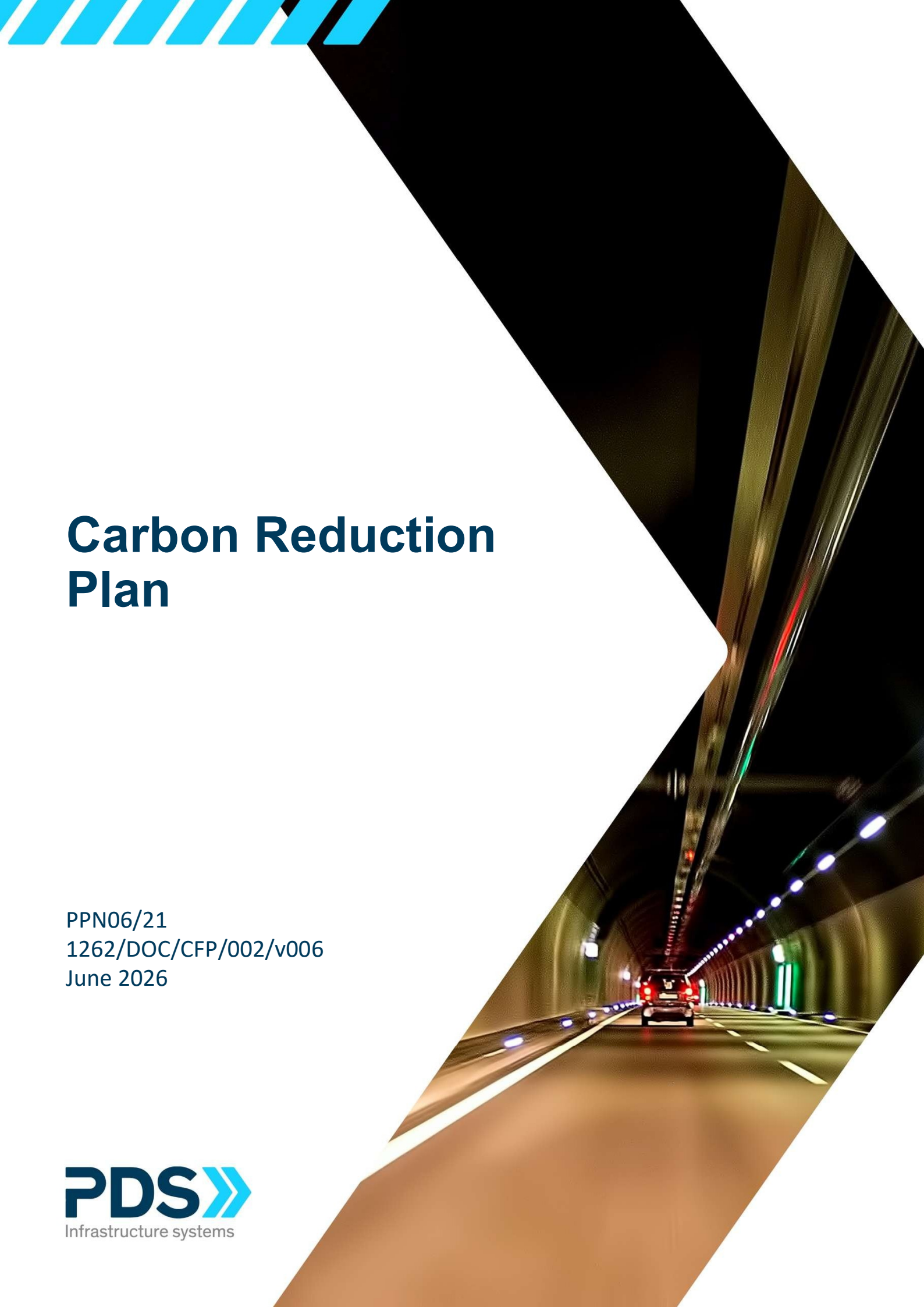




Carbon Reduction Plan

PPN06/21
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1.0 Commitment to achieving Net Zero

P Ducker Systems is committed to achieving Net Zero emissions by 2030.

We refer to our scope 1 and 2 carbon emissions as our business operations carbon, as it relates to our own use of energy for our own operations and is under our control. We will achieve net zero for scope 1 and 2 by 2030. P Ducker Systems will use Carbon offsetting to go beyond Net Zero.

1.1 Our approach to carbon reduction

We have set out our approach to carbon reduction in accordance with PPN 06/21 and associated guidance and reporting standards for Carbon Reduction Plans to delivering Net Zero:

Avoid:	We will review business decisions and work to avoid adding additional emission, wherever possible
Reduce:	We will apply efficiency principles across all our operations
Substitute:	We will adopt renewables and low carbon technologies where practicable
Offset:	We will create offsetting opportunities where we cannot reduce or eliminate carbon

1.2 Scopes and reporting boundaries

Our full reporting scope includes all Scope 1 and 2 emissions for the P Ducker Systems offices within our operational control. We also report on several Scope 3 emissions categories which have the most material impact.

Where P Ducker Systems has operational control, the calculation methods are detailed below. P Ducker Systems does not currently quantify Waste as we only have operational control over the Waste Electrical and electronic equipment, all other waste streams are shared by other tenants. District heating is also excluded as P Ducker Systems does not purchase heat from district heating systems.

Emissions	Scope	Method and Data Source
Scope 1		
Diesel Data unit is litres	Diesel fuel consumed by P Ducker Systems vehicles / Grey fleet/ hire vehicles	Data collection from receipts / fuel claims Diesel consumption emissions are calculated using UK carbon conversion factors taken from the DEFRA 2020 GHG Emissions Factors.
Petrol Data unit is litres	Petrol fuel consumed by P Ducker Systems vehicles / Grey fleet/ hire vehicles	Data collection from receipts / fuel claims Petrol consumption emissions are calculated using UK carbon conversion factors taken from the DEFRA 2020 GHG Emissions Factors.
Natural Gas Data unit is m3	Purchased natural gas at P Ducker Systems office	Data collected through meter reading (1088/REG/004) Our natural gas consumption occurs within UK, therefore the carbon factors used to convert gas consumption into emissions are sourced from DEFRA 2020 GHG Emissions Factors.
Refrigerants Data unit is kg	Refrigerant disposal and leakage from air conditioning systems	Air conditioning maintenance reports

Emissions	Scope	Method and Data Source
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Scope 2		
District heating	Purchased heat from district heating systems	This category is excluded as P Ducker Systems does not purchase heat from district heating systems
Electricity Data unit is kWh	Emissions associated with electricity consumed at PDS office Olympus house	Data collected through meter reading (1088/REG/004) Emissions associated with electricity consumption are calculated using market-based and location-based approaches, with UK-specific carbon factors taken from the DEFRA 2020 GHG Emissions Factors.

Emissions	Scope	Method and Data Source
Scope 3		
Business travel Data unit is miles	Emissions associated with business travel	Data collected through PDS expenses, flight, train, ferry, taxi bookings. Emissions associated with the majority of business travel are calculated using DEFRA 2020 GHG Conversion Factors and a miles travelled conversion factor. For a small number of international business travel movements miles travelled is not available. In these cases, a spend proxy is used.
Employee commuting Data unit is miles	Emissions associated with employees traveling into the office	Employee commuting is calculated based on average miles travelled to the office, with deductions for site-based work and homeworking days. Emissions associated with the travel are calculated using DEFRA 2020 GHG Conversion Factors and a mile travelled conversion factor.
Cycling to work Data unit is miles	Cycling associated with employees traveling into the office	Data collected through Strava
Upstream transportation Data unit is miles	Emissions associated with transportation	Data collected from finance. Emissions associated with the majority of transportation are calculated using DEFRA 2020 GHG Conversion Factors and a mile travelled conversion factor.
Waste* Data unit is tonnes	Waste to landfill generated in our construction projects	Data collected through waste transfer notes. *Not currently included within our NetZero plan as we are in a shared office and have no control over what enters the waste streams.

2.0 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: 2019	
Additional Details relating to the Baseline Emissions calculations.	
2019 is being used as our baseline targets for carbon emissions, it is thought that our Scope 2 and Scope 3 emissions would rise slightly due to PDS now having a better reporting process, as historically PDS had not reported on all scopes as only fuel consumption and purchased energy had been reported on.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	49.93 (tCO ₂ e)
Scope 2	49.40 (tCO ₂ e)
Scope 3 (Included Sources)	6.31 (tCO ₂ e) Business travel (flights) 15.64 (tCO ₂ e) Employee commuting 52.18* Tons Waste generated in operations 384* miles Cycle to Work miles
Total Emissions	121.28 (tCO ₂ e) *Not recoded as tCO ₂ e

2.1 Emissions Reporting

2.1.1 2020 Emissions

Reporting Year: 2020	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	49.84 (tCO ₂ e)
Scope 2	63.85 (tCO ₂ e)
Scope 3 (Included Sources)	1.30 (tCO ₂ e) Business travel (flights) 6.91 (tCO ₂ e) Employee commuting 52.96* Tons Waste generated in operations 441* miles Cycle to Work miles 116* Birch tree planted
Total Emissions	121.9 (tCO ₂ e) *Not recoded as tCO ₂ e

2.1.2 2021 Emissions

Reporting Year: 2021	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	49.97 (tCO ₂ e)
Scope 2	34.84 (tCO ₂ e)
Scope 3 (Included Sources)	10.32 (tCO ₂ e) Business travel (flights) 8.67 (tCO ₂ e) Employee commuting 1.37 (tCO ₂ e) Upstream Transportation and distribution 52.16* Tons Waste generated in operations 396* miles Cycle to Work miles
Total Emissions	105.17 (tCO ₂ e) *Not recoded as tCO ₂ e

2.1.3 2022 Emissions

Reporting Year: 2022	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	42.81 (tCO ₂ e)
Scope 2	32.45 (tCO ₂ e)
Scope 3 (Included Sources)	26.97 (tCO ₂ e) Business travel (flights) 10.94 (tCO ₂ e) Employee commuting 0.16 (tCO ₂ e) Upstream Transportation and distribution 52.73* Tons Waste generated in operations 3038.6* miles Cycle to Work miles
Total Emissions	113.33 (tCO ₂ e) *Not recoded as tCO ₂ e

2.1.4 2023 Emissions

Reporting Year: 2023	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	66.94 (tCO ₂ e)
Scope 2	39.96 (tCO ₂ e)
Scope 3 (Included Sources)	15.57 (tCO ₂ e) Business travel 9.95 (tCO ₂ e) Employee commuting 0.28 (tCO ₂ e) Upstream Transportation and distribution 52.73* Tons Waste generated in operations 2500* miles Cycle to Work miles
Total Emissions	132.7 (tCO ₂ e) *Not recoded as tCO ₂ e

2.1.5 2024 Emissions

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	56.9 fuel 0.34 Gas Total scope 1 57.14 (tCO ₂ e)
Scope 2	Total Scope 2 emissions amount to 41.83 tCO ₂ e, reduced by 7.6 tCO ₂ e through solar energy generation exported to the grid. Total Scope 2 34.23 (tCO ₂ e)
Scope 3 (Included Sources)	11.68 (tCO ₂ e) Business travel (flights) 1.48 (tCO ₂ e) Business travel (Taxis) 0.22 (tCO ₂ e) Business travel (Rail) 8.74 (tCO ₂ e) Employee commuting 0.68 (tCO ₂ e) Upstream Transportation and distribution 52.73* Tons Waste generated in operations 2,374.9* miles Cycle to Work miles (saved 0.64 tCO ₂ e) Total Scope 3 22.8 (tCO ₂ e)
Total Emissions	114.17 (tCO ₂ e) *Not recoded as tCO ₂ e

2.1.6 2025 Emissions

Reporting Year: 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	56.81 fuel 0.8 Gas Total scope 1 57.61 (tCO ₂ e)
Scope 2	Total Scope 2 emissions were reduced to zero due to the use of a 100% ESOS-compliant energy provider and onsite solar generation. Without these measures, emissions would have been 37.1 tCO ₂ e. Additionally, exporting 11,841 kWh of renewable electricity to the grid resulted in a further 2.10 tCO ₂ e reduction Total Scope 2 -2.10 (tCO ₂ e)
Scope 3 (Included Sources)	17.00 (tCO ₂ e) Business travel (flights) 3.61 (tCO ₂ e) Business travel (Taxis) 0.44 (tCO ₂ e) Business travel (Rail) 7.14 (tCO ₂ e) Employee commuting 1.82 (tCO ₂ e) Upstream Transportation and distribution 52.73* Tons Waste generated in operations 4200* miles Cycle to Work miles (saved 0.76 tCO ₂ e) Total Scope 3 30.01 (tCO ₂ e)
Total Emissions	89.72 (tCO ₂ e) *Not recoded as tCO ₂ e

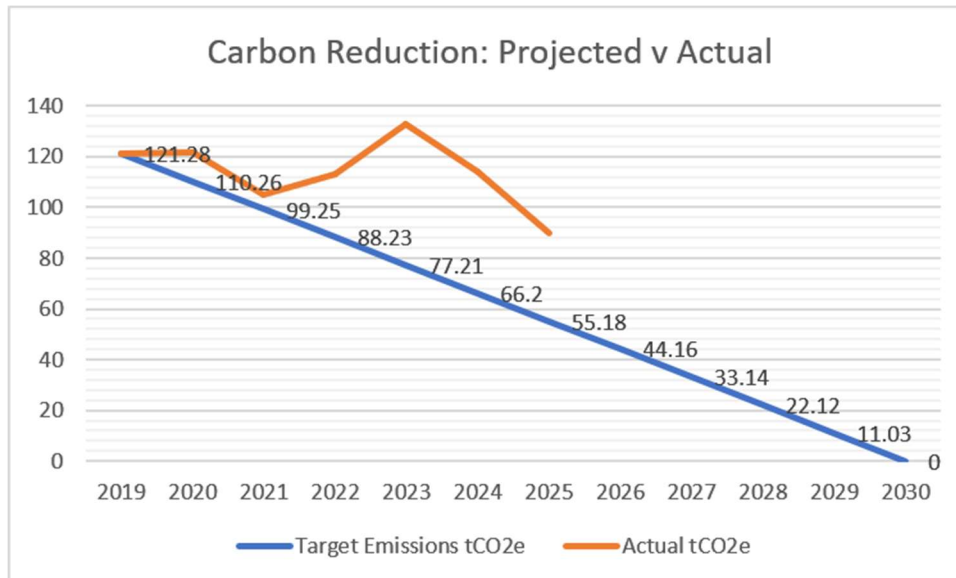
3.0 Emissions reduction targets

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

PDS commits to reduce absolute Scope 1 and 2 GHG emissions 100% by 2030 from a 2019 base year and scope 3 reductions and offsetting residual emissions where elimination is not practicable.

3.1 Carbon reduction: Projected v Actual

Progress against these targets can be seen in the graph below:



3.2 Previous years carbon summary

In 2025, P Ducker Systems made significant progress towards its Net Zero commitment, achieving a substantial reduction in total carbon emissions despite continued business growth.

Total reported emissions for 2025 were 89.72 tCO₂e, representing a significant reduction when compared with previous reporting years and bringing emissions just above the company's projected target of 55.18 tCO₂e.

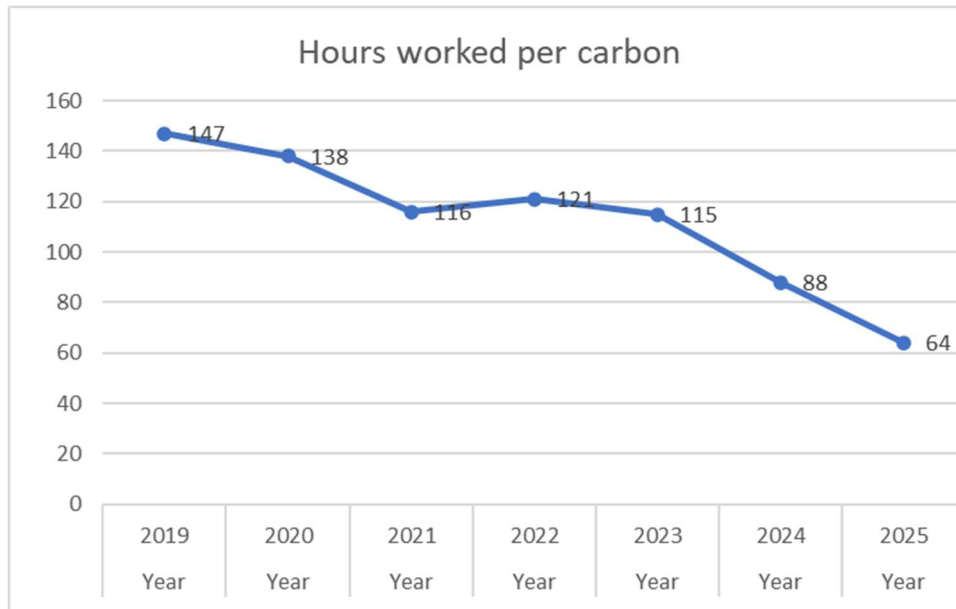
This reduction was primarily driven by:

- The first full year of electricity export from on-site solar PV generation, resulting in 2.10 tCO₂e avoided emissions
- Continued transition towards low-emission and hybrid fleet vehicles
- Increased employee participation in sustainable travel initiatives, including cycling to work, with 4,200 miles cycled, resulting in an estimated 0.76 tCO₂e avoided
- Ongoing reduction in Scope 2 emissions through renewable energy generation

PDS remains on track to achieve Net Zero emissions across Scope 1 and Scope 2 by 2030 and continues to drive improvements across relevant Scope 3 categories.

3.3 Hours worked per carbon

To ensure emissions performance is assessed in proportion to operational growth, PDS continues to measure carbon intensity using hours worked per carbon. This approach demonstrates that, while workforce size has increased, emissions per unit of activity have reduced significantly, confirming that carbon efficiency is improving year-on-year.



To assess emissions relative to business growth, PDS tracks carbon intensity per hour worked. Since 2019, carbon intensity has reduced significantly, with emissions per unit of activity falling by over 50%. This demonstrates that, despite a 70% increase in workforce, the business has become materially more carbon efficient year-on-year.

4.0 Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

These include the following: -

Strategic: -

Continued certification to ISO 14001 Environmental Management Systems (PDS Achieved ISO 14001 in October 2013)

Promote the Cycle to Work Scheme

We have started to migrate our fleet to low emission models and currently now have one Hybrid vehicle and one PHEV in our fleet with a view to expand this as our vehicle leases expire.

All new equipment is assessed for its energy efficiency before being purchased

Switched to renewable energy supplier

Energy Reduction Projects: -

- Old monitors have been replaced with energy efficient flat screen models
- PIR sensors have been fitted around the office, providing automatic lighting control
- Set the heating not to come on over weekends
- Arranged the office to ensure that radiators are not obstructed by office equipment and furniture
- Photocopiers have been removed, and replaced with low energy printers
- We have removed all kettles from the office and replaced these with more energy efficient Zipp taps

We also expect our Scope 2 & 3 to slightly increase during the reporting period due to better reporting.

Scope 1 - Mobile combustion

- Look at engineers sharing vehicles and moving to a more energy efficient, lower emission fleet (Hybrid / Electric / Hydrogen).

Scope 2 - Electricity

- Look for cleaner energy provider –
- Look towards PDS producing their own energy, identify energy usages within the building (lights / server / Ziptaps) to then be able to establish what energy could be saved and where.
- EPC assessment to be carried out to identify other areas where energy can be saved (building insulation) better control of the heating in the office (To be set to go off after 17:00). Look at benefits of LED lighting within the office.
- Advanced building management systems controlling energy consumption

Scope 3: Business Travel

- Only using flying where there are no other options.
- Look to use Microsoft Teams where this is best to do so.
- Further promote the Cycle to Work scheme.
- Using Hybrid Working to reduce that amount of employee commuting.
- Reduce the number of waste collections carried out.

Other green issues: -

- Reduce the use of plastic
- Increases biodiversity in the PDS office garden.
- Introduce plant-based options where client lunches are being held
- Look to work with Suppliers who are ambitious on delivering on green issues

As a business we will continue to investigate areas for improvement, in the future we hope to implement further measures such as: -

- Carbon offsetting to go beyond Net Zero by Offsetting CO2 emissions by investing in Certified International Carbon Offsetting Projects.
- Continue migration of our fleet to lower emission and electric models.

4.1 Carbon reduction projects carried out in 2023.

The following carbon reduction measures and projects were completed during 2023: -

- Installing Showers to Promote Cycling and Wellbeing: Showers were installed to encourage employees to cycle to work, supporting both health and sustainable commuting practices.
- Vehicle Electrification: A portion of the company's vehicle fleet has been migrated to electric vehicles, reducing emissions from transportation.



- Installation of 10 EV Chargers at Derby Office: PDS has installed 10 electric vehicle charging points at the Derby office, promoting the use of electric vehicles by employees and visitor



- Employee Electric Vehicle Salary Sacrifice Scheme: PDS introduced an Electric Vehicle Salary Sacrifice Scheme, enabling employees to lease electric vehicles through their salary, further promoting the transition to cleaner transportation.

4.2 Carbon reduction projects carried out in 2024.

The following carbon reduction measures and projects were carried out in 2024:

- Installation of Solar Panels: PDS plans to install solar panels at its office in 2024, helping reduce reliance on external energy sources and lowering carbon emissions.

- Carpark Space Booking Scheme: Employees who do not require a car parking space will be entered into a monthly draw to win vouchers. This initiative encourages carpooling or alternative transport options, contributing to reducing emissions from employee commuting.
- Recycling of Old PPE: A new initiative will be introduced to recycle old Personal Protective Equipment (PPE), ensuring the responsible disposal of materials and minimising waste.
- Vehicle Telematics & Driver Safety: PDS will implement telematics to monitor vehicle usage and promote safer, more efficient driving practices, reducing fuel consumption and associated emissions.
- 116 Silver Birch trees were planted, which are expected to offset approximately 2.55 tonnes of CO₂ over their lifetime.

4.3 Carbon reduction projects carried out in 2025

The following carbon reduction measures and projects are planned for 2025:

- Transition to a 100% ESOS-compliant energy provider: PDS will move to a fully ESOS-compliant supplier, ensuring all purchased electricity is sourced from 100% renewable energy. This change is equivalent to a reduction of approximately 17.5 tCO₂e in Scope 2 emissions.
- Full-year utilisation of solar panels: 2025 marks the first full year of solar PV operation, with an estimated generation of over 24,818.7 kWh of renewable electricity. This energy will be exported to the grid, resulting in an estimated avoided emission of around 19.5 tCO₂e for Scope 2.
- Export of on-site solar electricity: During 2025, 11,841 kWh of renewable electricity was exported from on-site solar PV to the grid. Using the UK Government (DESNZ) 2025 grid electricity emission factor (0.177 kgCO₂e/kWh), this corresponds to an estimated emissions avoidance of 2.10 tCO₂e.

4.4 Carbon reduction projects carried out in 2026 planned initiatives

- Continued engagement with an ESOS-compliant energy provider to support energy efficiency and regulatory compliance.
- Ongoing utilisation of on-site solar panels to generate renewable energy and reduce grid dependency.
- When replacing fleet vehicles, consideration is given to low-emission and ultra-low-emission vehicles to minimise transport-related carbon emissions.
- Continued operation of the Employee Electric Vehicle Salary Sacrifice Scheme, enabling employees to lease electric vehicles through salary sacrifice and supporting the transition to cleaner transportation.
- Exploration of carbon offsetting initiatives, funded through revenue generated from exporting surplus renewable energy back to the grid.

5.0 Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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, 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 Managing Director.

Name	Nathan Lawson
Position	Managing Director
Signed	<i>N Lawson</i>
Date	23 Jun 2026





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