

Carbon Reduction Plan

Supplier name: Connect Managed Services (UK) Limited ("Connect")

Publication date: 23/09/2026

Commitment to achieving Net Zero

Connect is committed to achieving Net Zero emissions by **2045**, five years ahead of the UK Government's 2050 target. Connect's pathway aims to reduce absolute Scope 1, Scope 2 and Scope 3 emissions by **93% by 2045**, with residual emissions addressed through high-quality nature-based or direct air-capture projects.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases produced before the introduction of emissions-reduction strategies. They provide the reference point against which future emissions reductions are measured.

Baseline Year: FY24, 1 May 2023 to 30 April 2024

Additional details relating to the baseline emissions calculations

FY24 was Connect's first full greenhouse gas emissions baseline and covered Scope 1, Scope 2 and the relevant Scope 3 categories across the operations and subsidiaries within Connect's operational control. The baseline was calculated with the support of an external specialist carbon consultancy using the GHG Protocol Corporate Accounting and Reporting Standard.

The organisational boundary was established using the **operational-control approach**, covering 100% of the greenhouse gas emissions over which Connect had operational control. Emissions were reported in tonnes of carbon dioxide equivalent, or tCO₂e.

The included Scope 3 sources were:

- Category 1: Purchased goods and services
- Category 2: Capital goods
- Category 3: Fuel and energy-related activities
- Category 4: Upstream transportation and distribution
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting and homeworking

FY25 introduced reporting for Scope 3 Category 2 and Category 4, for which no separate FY24 values were reported. The overall FY24 baseline total nevertheless includes the Scope 1, market-based Scope 2 and Scope 3 values reported in the FY24 inventory.

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Registration number: 02557464
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Baseline year emissions

EMISSIONS	TOTAL, tCO ₂ e
Scope 1	53.18
Scope 2, market-based	26.93
Scope 3, included sources	5,765.84
Total emissions, market-based	5,845.95

Scope totals have been derived from the category-level figures in Connect's FY24 inventory. The published FY24 market-based gross and net total was 5,845.95 tCO₂e, with no carbon offsets deducted.

Current Emissions Reporting

Reporting Year: FY25, 1 May 2024 to 30 April 2025

EMISSIONS	TOTAL, tCO ₂ e
Scope 1	18.41
Scope 2, market-based	27.74
Scope 3, included sources	3,889.51
Total emissions, market-based	3,935.67

No carbon offsets were deducted in FY25, so Connect's total net emissions were also **3,935.67 tCO₂e**. The corresponding location-based gross-emissions figure was **3,963.52 tCO₂e**.

The largest FY25 emissions source was Scope 3 Category 1, purchased goods and services, at **3,388.45 tCO₂e**, representing approximately **86%** of total emissions. Employee commuting and homeworking contributed **350.58 tCO₂e**, and business travel contributed **86.89 tCO₂e**.

Table 2. Connect's FY25 CO₂e Inventory compared to FY24

Scope/Category	Item	Total tCO ₂ e FY24	Total tCO ₂ e FY25	% change from base year FY24
SCOPE 1				
Stationary combustion	Gas consumed	20.93	18.41	-12%
Transportation	Owned and leased ICE vehicles	0.92	-	-100%
Refrigerants	HVACs	31.33	-	-100%
SCOPE 2				
Electricity (Location-based)	Purchased electricity, for own use (grid average)	56.38	55.60	-1%
Electricity (Market-based)	Purchased electricity, for own use (specific contract)	26.93	27.74	3%
Electricity (electric vehicles)	Owned and leased EVs	-	-	-
SCOPE 3				
Cat 1: Purchased goods and services	Goods and services	5,164.59	3,388.45	-34%
Category 2: Capital goods	CapEx expenditure	-	38.76	-
Cat 3: Fuel & energy-related activities	WTT & T&D losses from electricity, stationary combustion of fuels and transport	23.51	23.17	-29%
Category 4: Upstream transportation and distribution	Transport between tier 1 suppliers or paid transport for goods (upstream & downstream) WTW	-	0.38	-
Cat 5: Waste generated in operations	Waste disposal from operations	16.97	1.28	-92%
Cat 6: Business travel	Land and air travel and hotel stays for business purposes WTW	51.28	86.89	69%
Category 7: Employee commuting & homeworking	Employees commuting to and back from work WTW. Employees working from home	509.49	350.58	-31%
Total Gross Emissions (Location-based)		5,875.40	3,963.52	
Less emissions avoided by procurement of renewable electricity		29.61	- 27.88	-194%
Additional emissions generated from the procurement of non-renewable electricity (residual grid mix)		0.17	0.02	-113%
Total Gross Emissions (Market-based)		5,845.95	3,935.67	-33%
Less carbon offsets		-	-	
Total Net Emissions		5,845.95	3,935.67	-33%

Emissions reduction targets

To continue its progress towards Net Zero, Connect has adopted the following absolute carbon-reduction targets against its FY24 baseline:

- **25% reduction by 2030**
- **46% reduction by 2035**
- **69% reduction by 2040**
- **93% reduction by 2045**

Using the published FY24 market-based baseline of 5,845.95 tCO₂e, Connect projects that emissions will decrease over the five-year target period to approximately **4,384.46 tCO₂e by 2030**. This represents a **25% reduction** against the FY24 baseline.

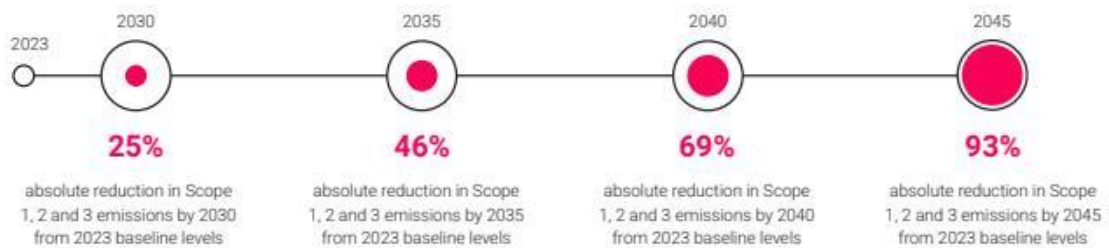
Connect reported FY25 market-based emissions of 3,935.67 tCO₂e. This represents an absolute reduction of approximately **1,910.28 tCO₂e**, or **33%**, compared with the FY24 market-based baseline.

Progress against these targets is shown in Connect's carbon-emissions glidepath:

Emission reduction targets.

In setting Net Zero targets and developing a Net Zero roadmap in FY 2024, we assessed the CO₂e reduction potential of each scope and category. This assessment considered the degree of control we have over the activity, operational considerations (e.g. fleet replacement cycles, availability of green energy tariffs by geography, available waste disposal methods), and wider politico-economic factors including the UK government's commitment to decarbonise the UK National Grid and the ban on the sale of ICE vehicles post-2030. The reduction pathway is science-based and aligned to the Paris Agreement's commitment of limiting global warming to 1.5°C above pre-industrial levels.

To continue our progress to achieving Net Zero, we mapped out and planned a number of positive actions to achieve the following carbon reduction targets:



Carbon Emission Glidepath tCO₂e

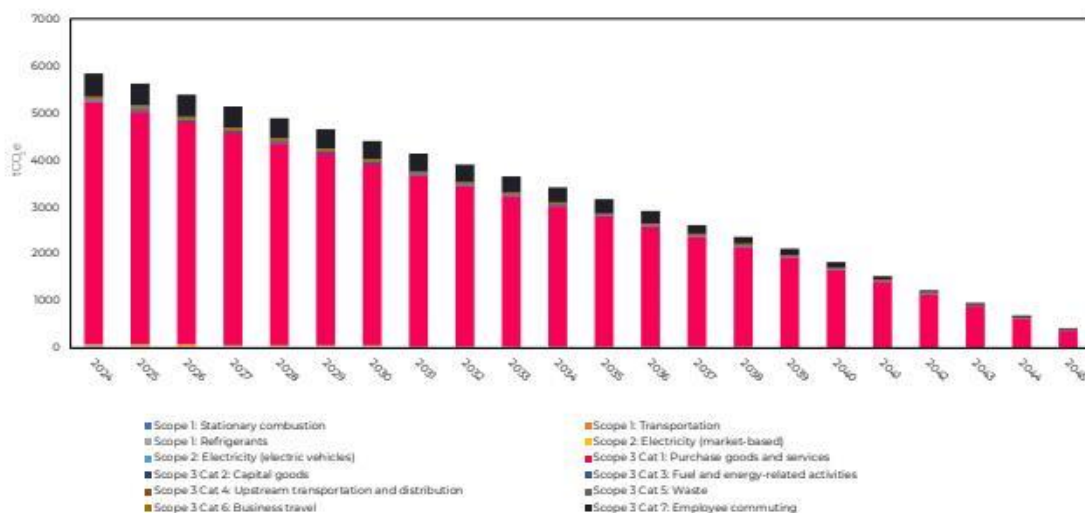


Figure 3. Connect's Net Zero glidepath – Roadmap to achieve Net Zero (-93% CO₂e by 2045 against the FY24 base year)

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Since establishing the FY24 baseline, Connect has implemented measures to strengthen its carbon management, reporting and reduction programme.

These measures include:

- Appointing an external specialist carbon consultancy to collate and verify data, calculate greenhouse gas emissions and advise on carbon-reduction options.
- Completing a second annual Scope 1, Scope 2 and Scope 3 carbon-footprint calculation for FY25.
- Establishing a carbon-reduction pathway for each reported scope and category.
- Committing to update the organisational carbon footprint at least annually.
- Developing science-based targets and securing independent validation of Connect's Net Zero targets from the Science Based Targets initiative in April 2026.
- Phasing out company vehicles, meaning mobile combustion from owned and leased company vehicles was no longer relevant to FY25 operations.
- Procuring renewable electricity, avoiding 27.88 tCO₂e of electricity emissions in the FY25 market-based calculation.
- Continuing to use video-conferencing tools to limit business travel.
- Applying the waste hierarchy, with preference given to reducing waste and reusing or recycling materials where possible.

Overall market-based emissions decreased from **5,845.95 tCO₂e in FY24 to 3,935.67 tCO₂e in FY25**. This equates to a reduction of approximately **1,910.28 tCO₂e**, or **33%**, against the FY24 baseline. This is the overall reported emissions reduction and should not be interpreted as being attributable solely to the individual initiatives listed above.

Connect has also exceeded its FY25 target of a 4% improvement against the FY24 baseline when assessed using turnover-based emissions intensity, reporting a **48% reduction against that target measure**.

Future carbon reduction initiatives

Connect plans to implement and develop further measures including:

Supplier engagement and procurement

- Engage selected suppliers through carbon surveys to understand their Scope 1 and Scope 2 footprints.
- Identify suppliers that already publish carbon-emissions data and use this information to improve the granularity of Connect's reporting.
- Use supplier selection and purchasing influence to encourage emissions-reduction practices across the supply chain.
- Request product life-cycle assessments and select lower-emission products where practical.

- Develop Product Carbon Footprints and conduct Life Cycle Assessments for key products.
- Support suppliers in developing their own emissions-reduction approaches.

Energy and buildings

- Work with landlords and building-management providers to reduce reliance on gas heating and investigate lower-carbon alternatives.
- Progressively replace conventional gas with renewable gas where feasible.
- Move leased premises to certified green-electricity tariffs where operationally possible.
- Encourage the installation of energy-efficient lighting, including LED lighting and passive infrared sensors.
- Issue energy-efficiency guidance to employees and promote positive behavioural change.
- Improve insulation and reduce unnecessary heating.
- Encourage effective refrigerant management, leak prevention, maintenance and proper end-of-life treatment.

Travel and commuting

- Continue using video conferencing to reduce avoidable travel.
- Prioritise rail and bus travel over air travel and private cars where practical.
- Consider a company-wide sustainable-travel policy, including avoiding domestic flights and business-class air travel where possible.
- Collect more granular business-travel data to improve future emissions calculations.
- Encourage car sharing and provide information on public-transport alternatives.
- Research cycle-to-work and electric-vehicle salary-sacrifice schemes.
- Promote employee awareness of energy efficiency while working from home.

Waste, freight and data quality

- Provide staff training to minimise waste and maximise recycling.
- Track waste-disposal methods and encourage movement away from landfill.
- Obtain more detailed freight and logistics data from providers.
- Improve emissions-data quality and transparency across the value chain.

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, using 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. The required subset of Scope 3 emissions has 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, or equivalent management body.

Signed on behalf of the Supplier: Mark Berry
Mark Berry (Sep 24, 2026 14:59:55 GMT+1)

.....Connect Managed Services (UK) Limited.....

Name:

....Mark Berry.....

Position:

....Chief Financial Officer.....

Date:

.....23/09/2026.....



Connect Carbon Reduction Plan 2026 v1.0

Final Audit Report

2026-09-24

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