# Carbon Reduction Plan

**Client name:** Bartec Municipal Technologies Ltd.

**Company Registration Number:** 10625022

**Published date:** January 2026

## Commitment to achieving Net Zero

Bartec Municipal Technologies Ltd. is committed to achieving Net Zero emissions by 2040.

## Base Year Emissions Footprint

Base year 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. Base year emissions are the reference point against which emissions reduction can be measured. We have chosen our base year to be 1st September 2022 – 31st August 2023*.

| **Base Year: 2022-2023** | |
|---|---|
| All Scope 1, Scope 2, upstream Scope 3, and a subset of downstream Scope 3 categories (leased assets, transportation and distribution, franchises, and investments) have been measured using the financial control approach. Under this approach, emissions associated with leased office and rack space are categorised under Scope 3: upstream leased assets. Downstream product emissions are yet to be included. | |
| **Base year emissions: 2022-2023** | |
| **Emissions** | **Total ($tCO_2e$)** |
| Scope 1 | 5.0 |
| Scope 2** | Market-based: 0.8<br>Location-based: 0.8 |
| Scope 3 (included categories) | 432.3 |
| **Total Emissions** | **Market-based: 438.0**<br>**Location-based: 438.0** |

**Emissions were also measured for a previous period but we have chosen to set our base year as 1st September 2022 to 31st August 2023 as this was a more representative year; see Appendix A for more details.*

***Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from the electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.*

## Current Emissions Reporting

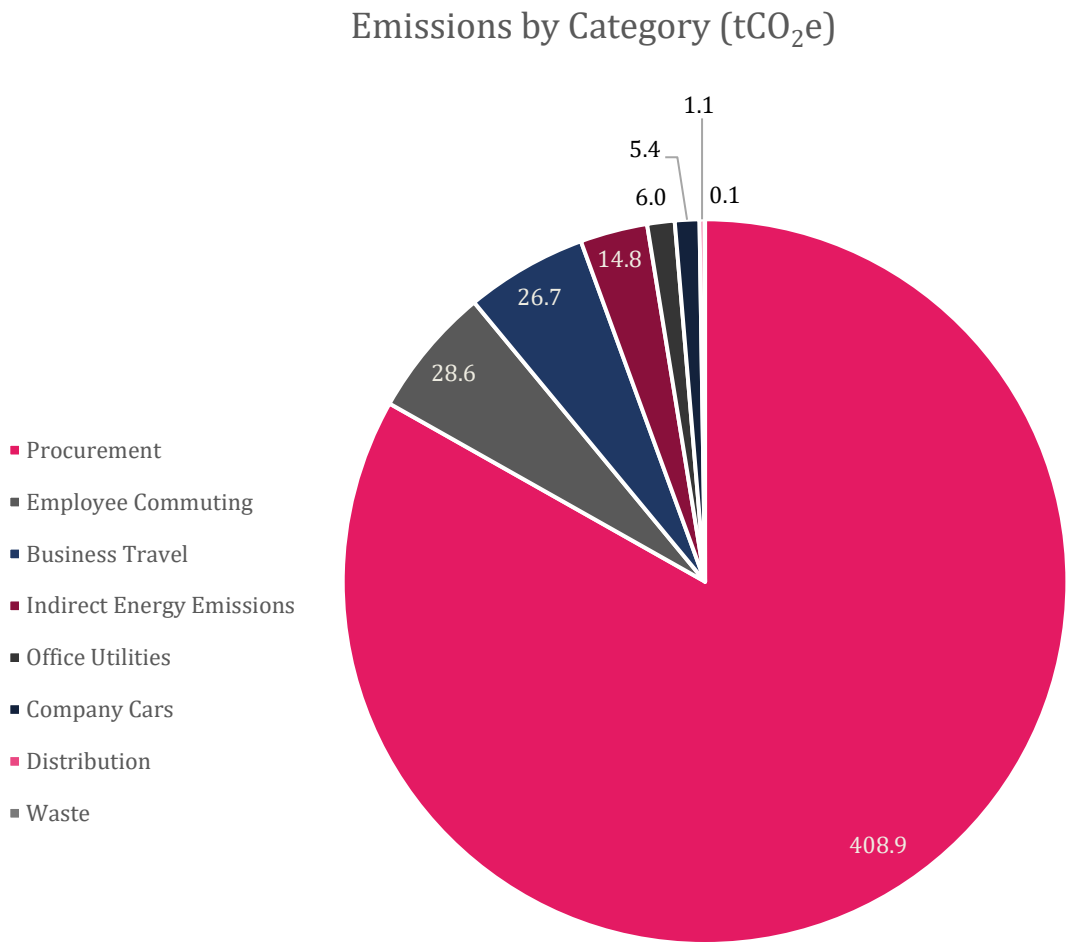
| **Current Year: 2024-2025** | |
|---|---|
| All Scope 1, Scope 2, upstream Scope 3, and a subset of downstream Scope 3 categories (leased assets, transportation and distribution, franchises, and investments) have been measured using the financial control approach. Under this approach, emissions associated with leased office and rack space are categorised under Scope 3: upstream leased assets. Downstream product emissions are yet to be included. | |
| **Current year emissions: 2024-2025** | |
| **Emissions** | **Total ($tCO_2e$)** |
| Scope 1 | 4.8 |
| Scope 2* | Market-based: 0.5<br>Location-based: 2.9 |
| Scope 3 (included categories) | 486.2 |
| **Total Emissions** | **Market-based: 491.6**<br>**Location-based: 493.9** |

Current emissions equate to a carbon intensity of **10.0 $tCO_2e$ per FTE** and **0.076 $kgCO_2e$ per £m of revenue.**

## Current Emissions by GHG Category

The Goods & Services category, which includes the emissions that occur during the production of goods and the delivery of services that we purchase, is our largest source of emissions. This includes emissions associated with both direct goods and services (i.e. tablets, data plans) and administrative costs (i.e. consultancy, insurance). This is followed by the Capital Goods category, which is similar to the Goods & Services category but specifically for capital purchases (i.e. IT equipment, office furniture). The third largest contributing category is Commuting. Here we measure emissions that occur as a result of employees travelling to and from work, but also emissions that occur as a result of energy use whilst employees are working from home.

Commuting emissions were 14.1 $tCO_2e$, whilst homeworking emissions were 14.6 $tCO_2e$. Business travel emissions also contributed significantly to our total footprint – here we measure emissions from business-related travel and hotel stays. Air travel made up 33.1% of our total business travel emissions, the remaining 66.9% was made up of employee mileage, taxis, trains, and hotel stays. The Fuel- and Energy-Related Activities category is used for emissions that occur before those in the other energy use categories i.e. in the Business Travel category we are measuring emissions that occur during fuel combustion or electricity generation, but there are also other emissions to consider, namely those resulting from the extraction, processing, and transportation of fuels, or the generation of electricity lost in the grid. These emissions are combined for all energy use activities and categorised here. The remaining categories, Mobile Combustion, Electricity, Upstream Leased Assets, Waste, and Upstream Transportation and Distribution, collectively contributed 12.6 $tCO_2e$ to the footprint.



## Emissions reduction targets

Bartec Municipal Technologies Ltd. is committed to achieving Net Zero by 2040. To meet this target, we will need to reduce our absolute emissions by 90% from our baseline year and offset any residual emissions.

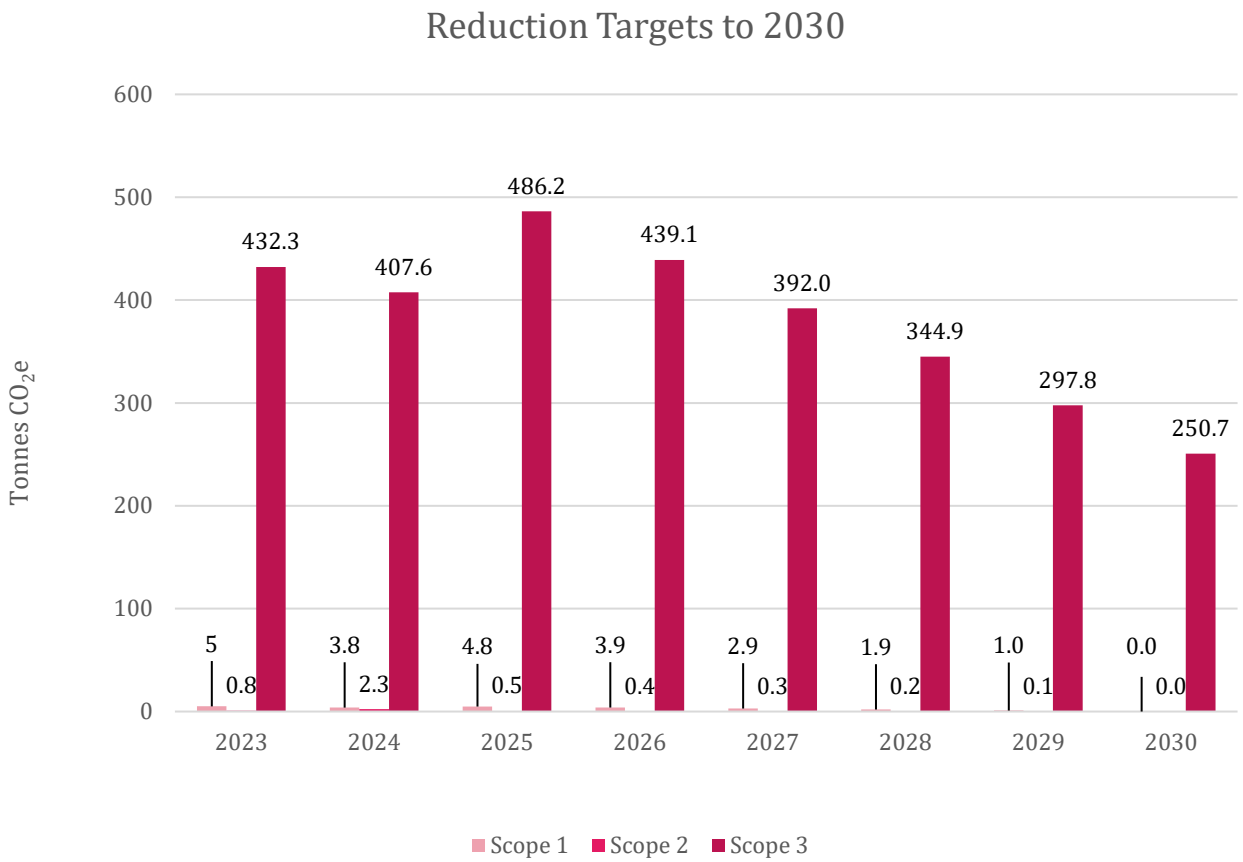
**Our near-term targets:**

- Reduce Scope 1 emissions to zero by 2030.
- To procure 80% renewable electricity by 2025 and 100% by 2030.
- Reduce Scope 3 emissions by 42% by 2030.

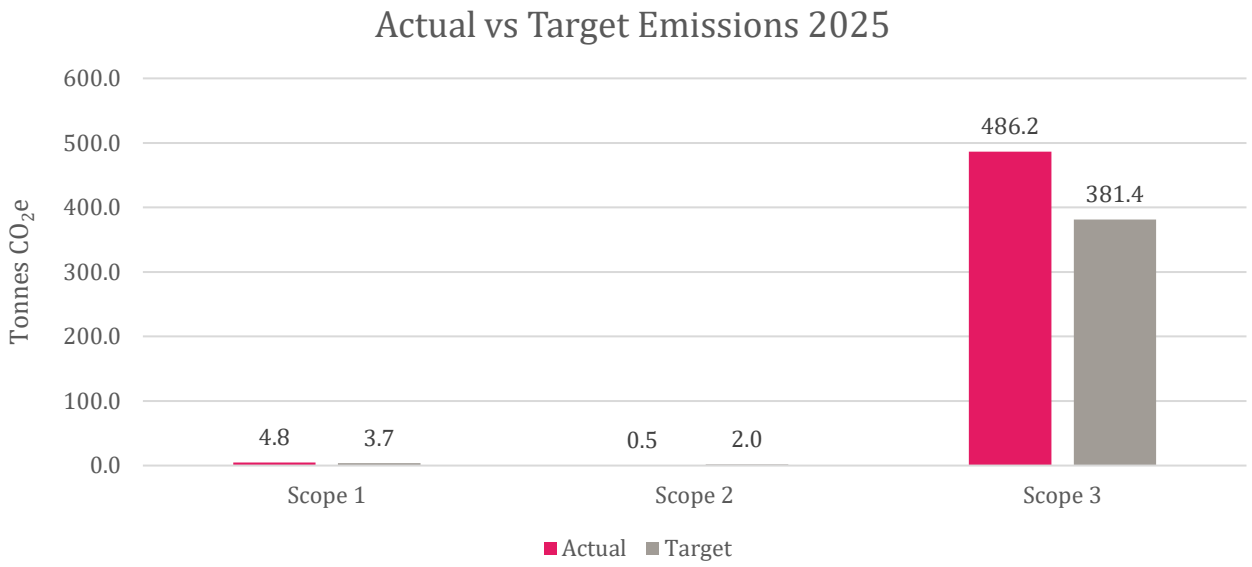
**Our long-term targets:**

- Reduce our total market-based emissions (Scope 1, 2, and 3) by at least 90% by 2040.
- Neutralise any residual emissions using verified carbon offsets.

To achieve our Scope 1 target, we are aiming to reduce emissions by 20%, or 0.97 $tCO_2e$ each year. To meet our Scope 2 targets, we will be aiming to reduce our emissions by 20%, or 0.11 $tCO_2e$. To achieve our Scope 3 targets, we are aiming to reduce emissions by 9.7% each year, or by 47.10 $tCO_2e$. We will track our progress each year by comparing actual emissions to our targeted emissions which are shown on the below graph.



## Progress




Our Scope 1 emissions increased slightly this year due to an increase in company car mileage but have fallen when compared to our base year. We exceeded our Scope 2 target and are on track to hitting our 2030 target. Scope 3 emissions increased this year largely due to changes in the spend-based emission factors used to determine our procurement-related emissions. We are continuing to actively engage our supply chain in order to obtain supplier-specific emission factors where possible to support our drive to reduce our emissions in this category.

## Carbon Emissions Intensity Progress

| Intensity Metric | 2023 | 2024 | 2025 | Change from Base Year |
|---|---|---|---|---|
| Employees (FTE) | 12.0 | 10.1 | 10.0 | -17% |
| Revenue (£1) | 0.102 | 0.086 | 0.077 | -25% |

Our carbon emissions per FTE and per £1 of revenue have decreased year-on-year and by 17% and 25%, respectively, since our base year. Although our overall emissions have increased this year, as has our workforce and revenue, meaning these intensity metrics indicate improving operational efficiency.

## Carbon Reduction Projects

### *Completed Carbon Reduction Initiatives*

The following environmental management measures and projects have been completed or implemented since our baseline year.

| Activity | Completion Date | Scope |
|---|---|---|
| Measure carbon emissions and use results to create a carbon reduction plan and set a science-based Net Zero target. Commit to measuring emissions and revising carbon reduction plans each year going forward. | 2022 | 1, 2 & 3 |
| Achieve ISO 14001 certification through the implementation of an effective environmental management system and commitment to the continuous improvement of our environmental impacts. | 2021 | 1, 2, & 3 |
| Conduct an initial supplier survey to collect information regarding the sustainability credentials of suppliers. | 2023 | 3 |
| Set up a new employee engagement platform that will (amongst other things) help us to share information regarding sustainability-related initiatives and benefits such as our cycle-to-work scheme and EV salary sacrifice scheme (schemes launching Jan 2024). | 2023 | 3 |
| Increase % of refurbished as opposed to new laptops purchased each year. In 2023 the majority of laptops were refurbished and we will continue to increase this % each year. | 2023 | 3 |
| Upgrade all company vehicles to hybrid or electric alternatives. | 2023 | 1 |
| Certify 4 staff members as Carbon Literate. | 2023 | 1, 2 & 3 |
| Take part in the Giki Employee Race to Zero with high engagement across the team. | 2023 | 1, 2 & 3 |
| Set up a Green Team made up of members from across the organisation who come together to discuss sustainability and review our processes. The Green Team will lead initiatives and represent the remainder of the workforce in decision-making processes. | 2023 | 1, 2 & 3 |

| | | |
|---|---|---|
| Send out our first supplier survey. | 2024 | 3 |
| Update our Employee Handbook, adding policies surrounding parking and EV onsite EV charging, and more information about our EV salary sacrifice scheme and Cycle-to-Work scheme. | 2024 | 3 |
| Produce a Sustainable Procurement Policy that prioritises suppliers with strong environmental and social credentials. | 2024 | 3 |
| Increase the response rate of our employee survey and include some additional questions surrounding home energy. In 2024 the survey response rate was 84% and we gathered more information about employees' electricity tariffs, which reduced emissions by 0.8 $tCO_2e$. | 2024 | 3 |

### *Future Carbon Reduction Plans*

To ensure further reductions, we are planning to implement the below short-term actions.

| Activity No. | Activity | Target Date | Category |
|---|---|---|---|
| 1 | Continue to work with suppliers and Positive Planet to **collect available emissions data from suppliers via a survey and desk-based research.**<br>Start to build a data base of our existing suppliers and their credentials already.<br>Implement a system to **grade suppliers** that can be a base for target setting and comparison of suppliers. | 2026 | Goods & Services, Capital Goods |
| 2 | Finalise and implement our new **Sustainable Travel Policy.** | 2026 | Business Travel, Commuting |
| 3 | **Maintain an asset list** that can be submitted to Positive Planet for use in future measurements. Spend on each asset must be included so that where PCAF data is not available, spend can be used to estimate emissions instead. Prior to purchasing assets, check the PCAF data (if available) to determine the carbon impacts of potential options. **Refurbished/second-hand purchases should be identifiable in the list** as these will have lower emissions. Currently, PCAF data is widely available for mobile phones, laptops and desktops, but less so for other kinds of electronics. | 2026 | Capital Goods |

| | | | |
|---|---|---|---|
| 4 | Work to **improve knowledge of renewable electricity tariffs and encourage employees to switch**. In our employee commuting & WFH survey, we found that 28% of respondents are already on a renewable energy tariff, however, another 19% were not and 53% were unsure. We will provide employees with information detailing how they can check their tariff and how they can switch to a 100% renewable one. We will also consider incentives to encourage employees to switch. Employees on renewable energy tariffs will have reduced homeworking emissions, and those that drive electric vehicles will also have lower travel emissions (which may impact our Scope 2 emissions where employees are driving company cars). | 2026 | Commuting, Business Travel |
| 5 | We will **monitor where our company cars are being charged** with the aim of increasing the percentage of charging on networks surrounded by 100% renewable energy (e.g. our office, an employee home if the employee is on a renewable energy tariff and certain offsite charging networks). | 2026 | Electricity |
| 6 | **Continue to improve data quality year-on-year** to improve the accuracy of future measurement results and the ability of results to inform reduction actions. We are already working to collect supplier emissions data as it becomes available, but will also look at improving the quality of the collected data for the following activities:<br>- Company cars: Currently, mileage is used to estimate emissions. We will look into the feasibility of collecting fuel (litre or kWh) and electricity (kWh) data to improve the reliability of results. Action number 5 will also improve the quality of our company car data. | 2026 | Stationary Combustion, Purchased Electricity, Commuting |
| 7 | **Commit to measuring downstream product emissions** (use of sold product and end-of-life of sold products) to gain full insight into our emissions. We will also measure emissions avoided as a result of our product to inform customer decisions – this will not reduce our footprint but will have a positive effect on the footprint of potential clients as we help to reduce municipal waste vehicle mileage and the number of vehicles on the road. | 2026 | Use of Sold Products, End-of-life of Sold Products |
| 8 | **Continue to prioritise sustainability when organising and attending events.**<br><br>We have already done a number of things to reduce emissions associated with events such as promoting car sharing when travelling to events, thinking about the location of events and how employees will access the venue, using sustainable and recyclable giveaway items and using LED light boxes. | 2026 | Goods & Services, Business Travel, Commuting |

| | | | |
|---|---|---|---|
| | **We now want to think more about the catering of our events,** offering lower-emission food options, reducing food waste and properly disposing of food waste.<br><br>We will also add an additional section into our polices about working with sustainable suppliers where possible. | | |

**Declaration and Sign-off**

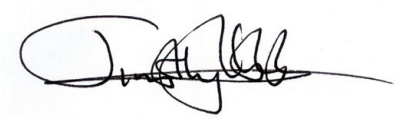
This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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[3].

This Carbon Management Plan has been reviewed and approved by the Bartec Municipal Technologies Ltd. Executive Team.

**Signed on behalf of Bartec Municipal Technologies Ltd.:**



Name: Tim Hobbs
Position: CEO
Date: 2 March 2026

1. https://ghgprotocol.org/corporate-standard
2. https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
3. https://ghgprotocol.org/corporate-value-chain-scope-3-standard

## Appendix A. Previous Measurement

We have chosen to set our base year as 1st September 2022 to 31st August 2023. Below are our previously reported results for our first period of measurement, 1st September 2021 to 31st August 2022.

| **Reporting Year: 2022** | |
|---|---|
| **Emissions** | **Total ($tCO_2e$)** |
| Scope 1 | None |
| Scope 2** | Market-based: None<br>Location-based: None |
| Scope 3 (included categories) | 302.9 |
| **Total Emissions** | **Market-based: 302.9**<br>**Location-based: 302.9** |

We do not believe this to be a representative year against which we can compare emissions to assess progress. We were unable to submit data relating to company car use for this year (which is why no Scope 1 or Scope 2 emissions have been reported) and operations had still not yet returned to normal after COVID-19 (this meant our commuting and business travel emissions as well as overall spending were not at a normal level). The following year represents a much more normal year for Bartec Municipal Technologies Ltd., we were also able to make many improvements to data quality between this first measurement and our second, meaning the 2023 measurement is also much more accurate.