



Carbon Reduction Plan

Supplier name: **Charterhouse Voice & Data Limited**

Publication date: 12 September 2025

Reporting period: 1 April 2024 to 31 March 2025

Commitment to achieving net zero

Charterhouse Group is committed to ensuring we play our role in achieving the UK Government's Net Zero target of at least a 100% reduction in the net UK greenhouse gas (GHG) emissions by 2050 (based on 1990 levels).

Charterhouse is committed to taking action to reduce our annual emissions and achieving Net Zero emissions by 31st March 2030, twenty years earlier than the UK Government's target.

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.

Executive endorsement

This is our fourth externally supported Net Zero report and we continue to see the positive impact of our decarbonisation efforts. We see a continued reduction in carbon emissions from our organisation, partly through carbon reduction actions, and through efforts to improve data quality in our most material emissions categories. This is demonstrated through our employee commuting survey which significantly improved the reliability of data in this area, producing a 33% reduction in Scope 3 Category 7 emissions from employee commuting and homeworking emissions from FY24 to FY25, our largest single emissions source. During the year, we continued our move to more energy efficient office spaces which support our hybrid working model. We verified renewable electricity purchasing at our largest office, and secured actual electricity consumption data, yielding a 79% reduction in market based Scope 2 emissions from FY24 to FY25. We have more work to do as we seek to achieve our Net Zero target of 2030 and are taking a data-led approach to highlight the actions which will yield the largest emissions reductions. We are encouraged by the level of employee engagement on this topic, which saw our employee commuting survey receive a statistically significant 65% response rate and highlighted that 45% of employees surveyed were already purchasing renewable electricity for their domestic energy consumption during the reporting period.

About us

With a 30-year heritage, Charterhouse Group is a leading provider of secure connectivity and collaboration systems. Our 'white glove' experience ensures exceptional end-to-end customer service, guiding clients from project scoping to implementation. We partner with world-class vendors, offering innovative technologies and expertise. Our recent partnership with Zoom enhances unified communications for businesses. We serve SMEs, enterprises, and the public sector, delivering tailored solutions and support for these business vertices. We are committed to sustainability, which is demonstrated by our commitment to Net Zero emissions by 2030. Our customer centric experience is delivering secure, flexible, and agile solutions for the modern business needs.

Baseline year: 2022	
Additional details relating to the baseline emissions calculations:	
No additional comments.	
Baseline year emissions:	
Emissions	Total (tCO₂e)
Scope 1	30.73
Scope 2	Location based – 45.46 Market based – 41.46
Scope 3 (included sources)	Total Scope 3 – 424.45 Scope 3 Cat 3: Fuel & energy related activities – 23.59 Scope 3 Cat 4: Upstream Transport – 134.73 Scope 3 Cat 5: Waste – 17.11 Scope 3 Cat 6: Business Travel – 139.73 Scope 3 Cat 7: Employee Commuting – 80.06 Scope 3 Cat 7: Employee Working from home – 29.23
Total emissions	Gross emissions (location based) – 500.64 Gross emissions (market based) – 495.74

Current emissions reporting

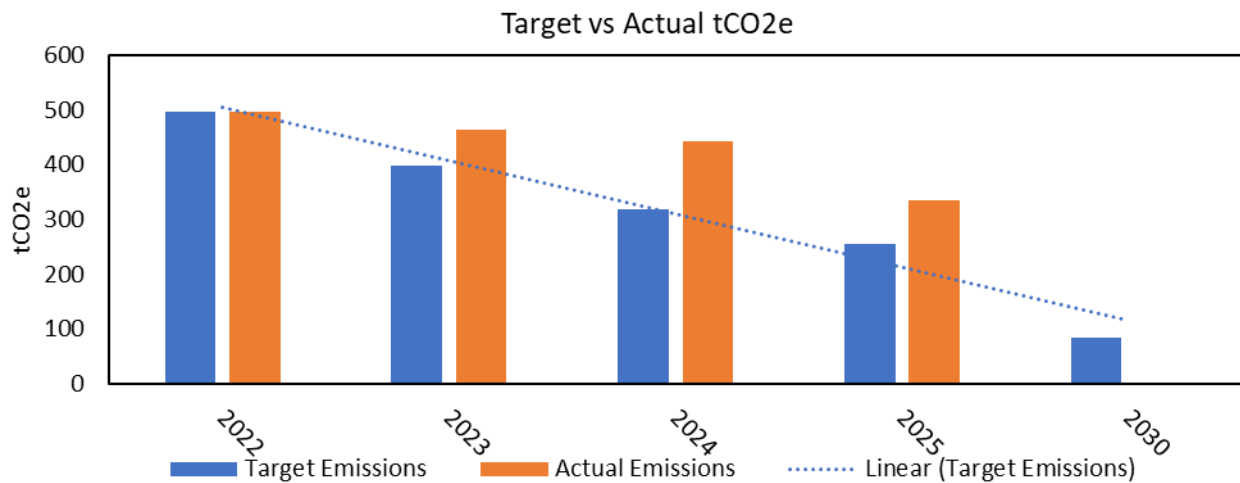
Reporting year: 2025	
Emissions	TOTAL (tCO₂e)
Scope 1	20.18
Scope 2	Location based – 16.82 Market based – 4.82
Scope 3 (included sources)	Total Scope 3 – 308.68 Scope 3 Cat 3: Fuel & energy related activities – 8.52 Scope 3 Cat 4: Upstream Transport – 41.08 Scope 3 Cat 5: Waste – 0.40 Scope 3 Cat 6: Business Travel – 110.95 Scope 3 Cat 7: Employee Commuting – 46.65 Scope 3 Cat 7: Employee Working from home – 101.09
Total emissions	Gross emissions (location based) – 345.68 Gross emissions (market based) – 333.68

Emissions reduction targets

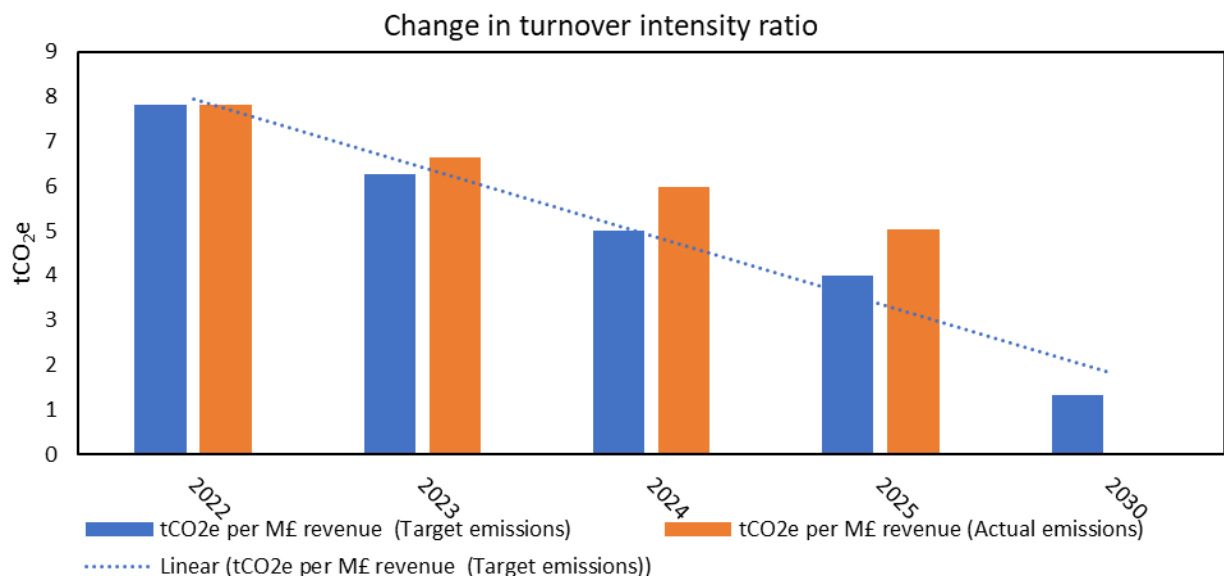
In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease versus baseline to 83.9 tCO₂e by 2030. This is a reduction of 83% versus actual baseline emissions.

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



Assessing the progress of the intensity ratios is a method to ascertain GHG emissions reductions, taking account of the growth of the company. We acknowledge the need for continued efforts to close the gap between our actual emissions intensity and our reduction targets:



Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2022 baseline. The carbon emission reduction achieved by these schemes equate to 162 tCO₂e, a 33% reduction against the 2022 baseline and the measures will be in effect when performing the contract.

- Phase out and removal of our vehicle fleet.
- Vehicle salary sacrifice scheme for employees to incentivise uptake of battery electric vehicles by employees.
- Cycle to work scheme to incentivise uptake of cycling to work by employees.
- Moving to smaller office spaces which support our hybrid working model.
- Improvement in data quality across multiple emissions Scopes and Categories:
 - o Commuting survey to understand the commuting methods, distances, and working from home patterns of employees, as well as their use of renewable electricity for home working.
 - o Continued engagement with landlords to attempt to secure actual waste, water and energy consumption data, and whether electricity contracts are from renewable sources.

- Implementation of a travel booking system which tracks train and air travel journey distances and hotel nights.
- Where business travel is required, preference lower carbon travel modes, choosing rail over air and / or cars.

Future carbon reduction initiatives

In the future we hope to implement further measures:

- Analyse the barriers to uptake of low carbon commuting and business travel methods, and decide on actions which will yield the most significant carbon reductions by supporting employees to decarbonise their travel and homeworking.
- Repeat our employee commuting survey to maintain accurate commuting & homeworking data.
- Continue to engage landlords to provide actual energy consumption data, including whether renewable electricity is purchased to improve the accuracy of our carbon calculations. Continue to engage landlords to provide actual waste data to improve the accuracy of our carbon calculations.
- Ask landlords for refrigerant leakage data from air conditioning units to improve data quality regarding fugitive emissions.
- Increase the use of our travel booking system to capture data on air and train travel distances and hotel nights for all business travel.
- Improve the granularity of mileage reclaim data, to capture vehicle and fuel type, including whether employees are using electric vehicles.

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 standard¹³ and uses the appropriate government emission conversion factors for greenhouse gas company reporting.¹⁴

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.¹⁵

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:

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Head of Legal & Compliance

Date: 12/09/2025

¹³ <https://ghgprotocol.org/corporate-standard>

¹⁴ www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

¹⁵ <https://ghgprotocol.org/standards/scope-3-standard>