



Carbon Reduction Plan

Supplier name: SoftwareOne UK Ltd

Publication date: 07/08/2025

Commitment to achieving Net Zero

SoftwareONE UK Ltd is committed to achieving Net Zero emissions by 2030.

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	
Additional Details relating to the Baseline Emissions calculations.	
This data was our first year of UK specific emissions and acts as our baseline. We have collated the data for the calendar year 2022, and have included these figures in the below table.	
Baseline year emissions: 2022	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	8,695 tco2e
Scope 2	3,750 tco2e
Scope 3 (Included Sources)	31,539 tco2e
Total Emissions	43,984 tco2e

Current Emissions

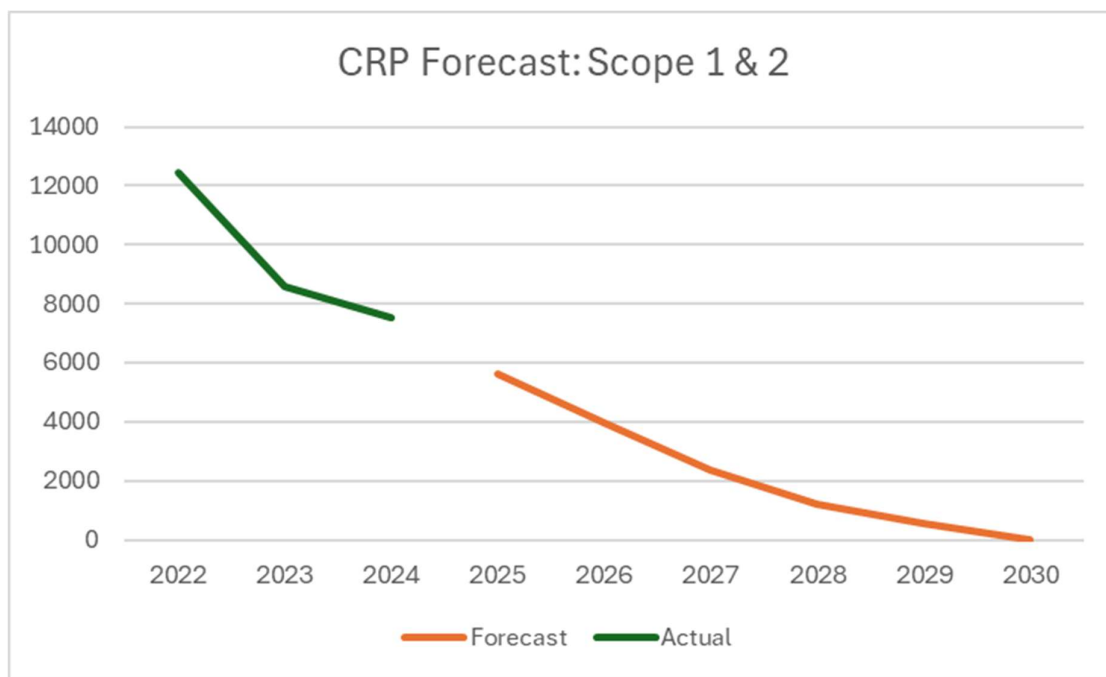
Last Reporting Year: 2024	
Additional Details relating to the Baseline Emissions calculations.	
<i>The below figures contain our most recent year of reporting; further information can be obtained here: https://report.softwareone.com/ar24/app/uploads/SWO-NFR-Report-2024-en.pdf</i>	
Baseline year emissions: 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	2,188 tco2e
Scope 2	5,317 tco2e
Scope 3 (Included Sources)	32,084 tco2e
Total Emissions	39,589 tco2e

Emissions reduction targets

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

Our aim is to decrease carbon emissions under Scope 1 and 2 to zero over the next five years by 2030.

Projected progress against this targets can be seen in the graph below:



In 2024, SoftwareOne saw a decrease in Scope 1 and 2 carbon emissions from 8,559 tCO₂e to 7,508 tCO₂e. This year, for the first time, we covered the complete GHG inventory and more activity data was collected than in previous years. This reduction is due to office closures and downsizing. Our Green Office Initiative had a positive impact on facility emissions as offices relocated to energy-efficient buildings and locations with lower environmental impacts.

SoftwareOne continues to work towards setting our science-based targets and developing customised strategies to achieve net-zero goals, making our carbon reduction strategy both measurable and actionable.

Value chain mapping

Value chain mapping helps us to identify potential vulnerabilities in the supply chain or operational processes, allowing us to develop strategies to mitigate risks and enhance resilience. Our supply chain involves establishing partnerships with software developers and vendors to source software licenses.

Due to the nature of our business, we do not transport and distribute finished goods and we do not manufacture goods from raw materials or produce hazardous waste.

Our Scope 1 and 2 emissions come from activities related to our office spaces, energy consumption and company-owned cars. However, much like many other software companies, our Scope 3 emissions are much larger than our Scope 1 and 2 emissions and occur in the indirect upstream and downstream value chain emissions.

Downstream entities include end-users who purchase and use the software licences. SoftwareOne engages with customers to provide support services, manage licence renewals and facilitate upgrades. Activities downstream involve cutting downstream emissions by supporting our partners in achieving their public environmental commitments. These



emissions are calculated from spend-based data; they are difficult to measure and cannot be directly influenced by SoftwareOne.

Business travel and our employees' commuting habits contribute to our upstream Scope 3 emissions and are addressed in our carbon reduction strategy. We aim to continue improving our data collection processes until activity-based data can be used and our carbon footprint is as accurate as possible

Carbon Reduction Strategy

Our 2030 climate ambition is focused on implementing effective carbon reduction and emission avoidance practices. This includes our objectives to continue measuring our impact and reducing the carbon footprint of our business activities while using our unique expertise to help our clients manage their own environmental impact. Progress towards our climate ambition is measured by our annual carbon emission calculation and carbon footprint reporting. We aim to reduce Scope 1 and 2 emissions by 12.5% year on year, increase activity-based metrics, and measure progress through annual emissions calculations and reporting.

Our carbon reduction strategy takes a localised approach, allowing each country to focus on carbon reduction initiatives that directly align with the activities their emission data demonstrates to be the highest. Country leaders are supported by the centralised committee and budget to ensure they have the necessary resources and expertise to reduce their carbon footprint in their country.

Global Environmental Policy

Our global environmental policy covers a wide range of commitments that SoftwareOne and our employees adhere to every day. These commitments are integral to the way we operate. They include being environmentally responsible, identifying and complying with existing legal environmental regulations, and measuring our carbon footprint. In our offices, we implement our Green Office Initiative and for our people, we commit to training employees in responsible environmental practices and actively encourage their involvement in environmental action.

Education and awareness

Our online learning course is designed to empower employees and leaders with the knowledge and practical tools needed to make a positive impact within SoftwareOne and beyond. The course is available to all employees and covers topics such as the science behind climate change, its global implications for businesses and, most importantly, actionable steps each employee can take to reduce their carbon footprint. These steps are categorised according to employees' level in the hierarchy to ensure leaders take greater responsibility for implementing reduction initiatives while supporting their teams to do the same and ultimately working towards achieving KPIs.

At SoftwareOne we celebrate Zero Emissions Day to recognise and accelerate our collective efforts towards achieving a sustainable and resilient future for our planet. SoftwareOne encourages employees to reduce their carbon footprint by playing Zero Emissions Day Bingo which includes eating vegan throughout the day, planting trees, shopping at the local market and turning off the power for one hour.



Our roadmap to net zero

Our roadmap to net zero focuses on four key areas: green offices, energy, fleet and commuting, and business travel.

Green offices and transitioning to renewable energy

The emissions associated with energy used for heating, cooling and electricity in our offices account for 70% of our Scope 1 and 2 emissions. Within our office buildings, we strive to create sustainable and energy-efficient workplaces and, where possible, make use of renewable energy suppliers and obtain green energy certificates. In some instances, such as in the buildings we rent, we have less control over energy suppliers, but we encourage our subsidiaries to rent energy-efficient offices, and we promote energy reduction initiatives such as LED and PIR1 lighting. When offices relocate, we encourage facility managers to consider ESG impacts. At the same time, subsidiaries are encouraged to reduce their energy usage year on year.

Fleet and commuting

Our fleet accounts for 24% of our Scope 1 and 2 emissions, and reducing this number is an important priority for our carbon reduction strategy. In 2024, a new global company car policy was developed to action our transition away from diesel and petrol cars and our move towards electric vehicles (EVs). We developed this new company car policy to accelerate the decarbonisation of our fleet. Employees are incentivised to select EVs and lowemission vehicles, and stricter rules are now applied to determine an employee's eligibility for a company car. Public transport and alternative solutions are promoted where practical, and high-emission vehicles options are limited in the selection process. This new policy, which has been supported and approved by our Executive Board, will be implemented on a global scale in 2025 to reduce the emissions associated with our fleet and support our reduction goals. To reduce our employees' commuting emissions, many countries already encourage low-emission travel such as cycling and use of public transport. In countries where employees need to travel by car, we have car sharing and EV schemes.

Employee carbon footprint survey

Our employee survey captures employees' work-related emissions such as travel, remote working energy use and even their midday meals. Their footprint is calculated annually, and Greenly provides tailored training to help employees understand their emissions and reduce their footprint.

Business travel

SoftwareOne is a people-centric business, and client meetings are an important part of building business relationships. Business travel accounts for a fair proportion of our Scope 3 emissions and remains an important part of our carbon reduction strategy. We encourage our employees to make mindful travel decisions by being aware of the emissions associated with



their mode of travel and by selecting train travel over cars where possible or choosing economy class over business class travel.

Our Global Travel Policy includes specific environmental guidance to help reduce travel emissions and encourage our employees to make climate-conscious travel decisions. Key points include:

- Employees are required to use the travel expense tool to select the most cost-effective and carbon-efficient arrangements.
- Employees must travel by train when the total journey is 400 km or less, even if alternative, less carbon-efficient modes of transport are more cost-effective.
- Lower classes of service have lower emissions and should be considered first even if an upgrade is possible.
- Employees are encouraged to choose sustainable or eco-friendly accommodation options. – Hybrid or electric vehicles are to be preferred when renting a car.
- Shared car use is encouraged when two or more employees are traveling to a location that can only be reached by car.

By implementing parameters such as these, we expect our business travel emissions to reduce year on year. This policy, together with our new global travel expense tool, will promote less and lower emission travel and provide more accurate travel data.

SBTi

SoftwareOne has committed to setting near-term targets and is now listed on the SBTi website as well as their partners' website.

We have been working with Greenly to develop our science-based targets in 2024. We aim to be net zero for Scope 1 and 2 by 2030, and SBTi commitments form the foundation of our carbon reduction strategy. To support our science-based targets, we will set specific KPIs in carbon reduction for each country to achieve our overall target.

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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:


Una Keeshan (Aug 20, 2025 15:43:55 GMT+1)

Federation Leader for UK & Ireland
Una Keeshan
20/08/2025

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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