



Carbon Reduction Plan

Ikonic Technology Limited

April 2025

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Carbon Reduction Plan

Supplier name: Ikonic Technology Limited

Publication date: 25th April 2025

Commitment to achieving Net Zero

Ikonic Technology Limited, based in the United Kingdom is committed to achieving Net Zero emissions by 2038.

Our Net Zero target is 12 years ahead of the 2050 target set out in the standard Carbon Reduction Plan requirements.

For more information on our sustainability plan – please visit: www.ikoniconic.com

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: 2023
Additional Details relating to the Baseline Emissions calculations.
<p>We formulated and started our Net Zero plan in 2021. Part of our Net Zero plan was to monitor our Carbon Emissions on an annual basis. 2021 was the first year we monitored such emissions. However after reviewing four years of emissions data, it became apparent that 2021 was not a true representation of our annual emissions based on the fact both 2021 and 2022 were still impacted by Covid restriction and therefore our employee commuting and business travel was understated compared to previous trading years.</p> <p>Baseline moved to 2023</p> <p>It is important that the business has a true reflection of its normal operational trading patterns when choosing a baseline year, and therefore we have now decided to move our baseline year to 2023 as our employee commuting and business travel resumed to levels in line with our business operations pre Covid.</p> <p>Our greenhouse gas (GHG) emissions are calculated in line with the GHG Protocol and current Streamlined Energy and Carbon Reporting (SECR) Guidelines.</p> <p>We have used the conversion factors from the UK Government Conversion Factors for greenhouse gas (GHG) reporting annual publication.</p>

Our Carbon emissions reporting covers the requirements of the CRP as per the Technical standard within PPN 621:

Scope 1 - The emissions directly under your control

Examples include:

- Fuel used in your company vehicles (diesel, petrol, LPG)
- Fuel used to operate Biomass and other fired processes (wood chippings etc)
- Natural Gas to heat your buildings or use in other processes.
- Other fuels to operate machinery or processes (coal, burning oil, gas oil, fuel oil)

Scope 2 - Emissions resulting from electricity, heat and steam

Examples include:

- Electricity used within your buildings and premises or by company owned EV vehicles.
- Heat and steam if it purchased and delivered from offsite.

Scope 3 - Other emissions which are not under your direct control

There are 15 categories for Scope 3 – we have included the following for our CRP:

4. Upstream transportation and distribution
5. Waste generated from operations
6. Business Travel
7. Employee commuting
9. Downstream transportation and distribution

Baseline year emissions: 2023

EMISSIONS	TOTAL (tCO ₂ e)												
Scope 1	2.484												
Scope 2	49.39												
Scope 3 (Included Sources)	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Scope 3 emissions (measured)</th> <th style="text-align: right;">CO₂e (tn)</th> </tr> </thead> <tbody> <tr> <td>4. Upstream transportation and distribution</td> <td style="text-align: right;">212.799</td> </tr> <tr> <td>5. Waste generated from operations</td> <td style="text-align: right;">9.572</td> </tr> <tr> <td>6. Business Travel</td> <td style="text-align: right;">29.435</td> </tr> <tr> <td>7. Employee commuting</td> <td style="text-align: right;">113.96</td> </tr> <tr> <td>9. Downstream transportation and distribution</td> <td style="text-align: right;">0.00</td> </tr> </tbody> </table>	Scope 3 emissions (measured)	CO₂e (tn)	4. Upstream transportation and distribution	212.799	5. Waste generated from operations	9.572	6. Business Travel	29.435	7. Employee commuting	113.96	9. Downstream transportation and distribution	0.00
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Total Emissions	417.64												

Current Emissions Reporting

Reporting Year: 2024															
EMISSIONS	TOTAL (tCO ₂ e)														
Scope 1	2.538														
Scope 2	53.493														
Scope 3 (Included Sources)	<table border="0"> <tr> <td>388.444</td> <td style="text-align: right;">CO₂e (tn)</td> </tr> <tr> <td>Scope 3 emissions (measured)</td> <td></td> </tr> <tr> <td>4. Upstream transportation and distribution</td> <td style="text-align: right;">244.06</td> </tr> <tr> <td>5. Waste generated from operations</td> <td style="text-align: right;">2.423</td> </tr> <tr> <td>6. Business Travel</td> <td style="text-align: right;">33.17</td> </tr> <tr> <td>7. Employee commuting</td> <td style="text-align: right;">108.791</td> </tr> <tr> <td>9. Downstream transportation and distribution</td> <td style="text-align: right;">0.00</td> </tr> </table>	388.444	CO₂e (tn)	Scope 3 emissions (measured)		4. Upstream transportation and distribution	244.06	5. Waste generated from operations	2.423	6. Business Travel	33.17	7. Employee commuting	108.791	9. Downstream transportation and distribution	0.00
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Total Emissions	444.475														

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 over the next five years to **250.58** tCO₂e by 2029. This is a decrease of **40.00%** compared to our 2023 baseline.

Our key performance indicators for carbon reduction

Alongside our overall reduction targets, our key performance indicator on our emissions progress over the next 5 years will be our carbon emissions per employee.

We feel using our annual full time employee numbers as our intensity ratio provides a more predictable mechanism on an annual basis to compare against our annual emissions. We feel it is important to track our emissions versus full time employee numbers to give a balanced performance of our actual carbon reduction plan initiatives.

Carbon per employee 2023 (baseline year) 4.306 tCO₂e

Carbon per employee 2024 (current reporting year) 4.401 tCO₂e (2.21% increase)

Annual carbon emissions performance

Our original target for 2024 was **389.8** tCO₂e, however due to changes in our logistics supply chain and increased energy consumption, our emissions have increased to **444.475** tCO₂e. We made positive progress on reducing our waste emissions by **74.69%** and employee commuting by **4.54%**. This puts us **14.03%** behind of our Net Zero run rate target in 2024.

The emissions from employees commuting to work in 2024 was **108.791 tCO₂e**, which was a **4.54%** emission reduction compared to 2023. Therefore we have factored in a steady reduction of the impact of such emissions as the UK transitions towards a low carbon vehicle future.

Rebalancing the emissions we have already created

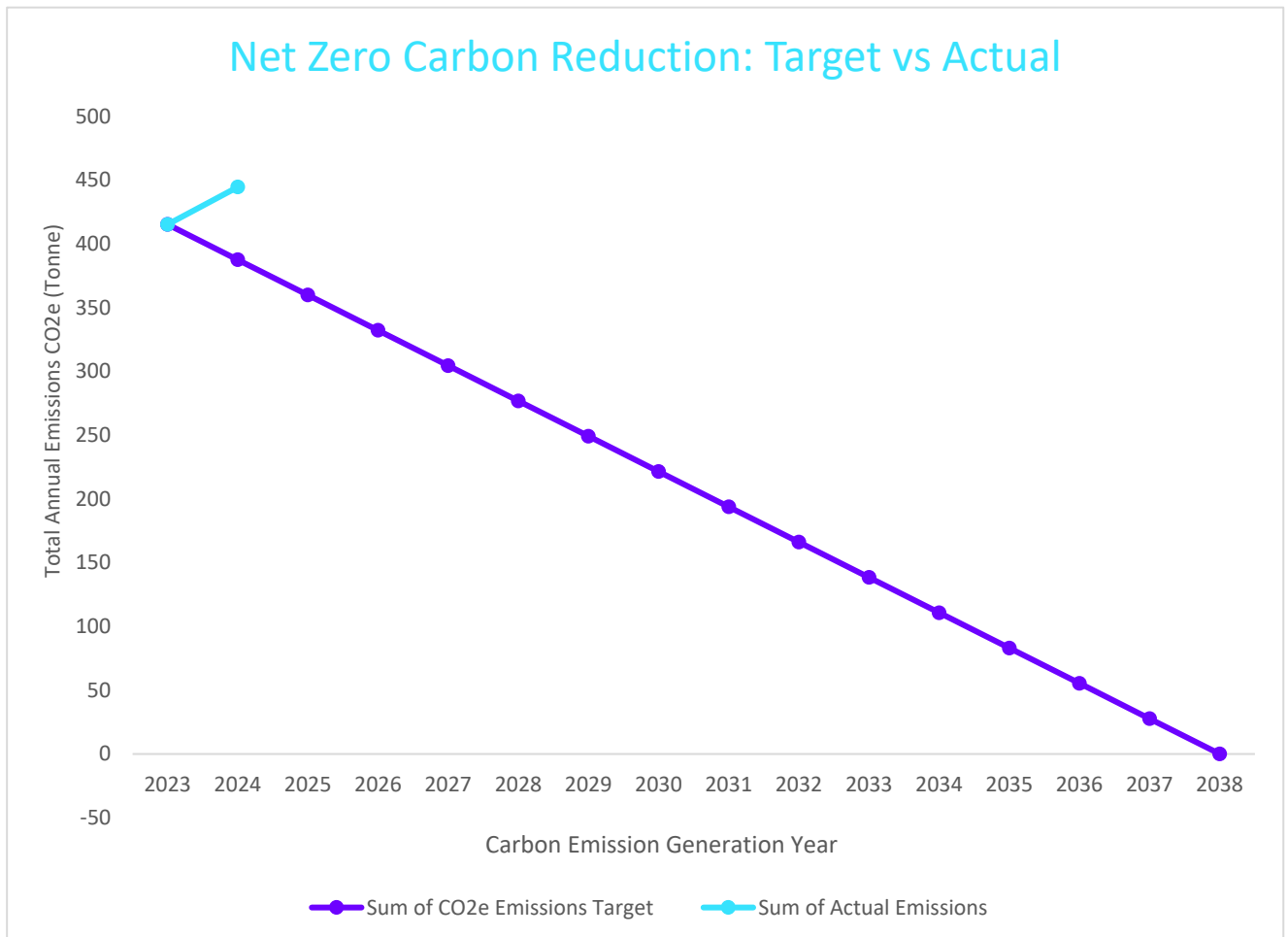
We have paid for and rebalanced our total annual carbon emissions as detailed within our carbon reduction plans for reporting years 2021, 2022, 2023 and 2024 (1543.613 tCO₂e) with Play It Green.

Proof of our emissions rebalancing can be viewed within our company forest garden at app.playitgreen.com/forest-garden/93

The methodology behind our carbon emission rebalancing can be found at playitgreen.com/methodology-behind-the-science/

By rebalancing the carbon emissions we have created, we are by definition a Carbon Neutral Business as certified by Play It Green and EaaS Carbon.

Our progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline. The carbon emission reduction achieved by these schemes had an impact on our initial 2023 baseline and the measures will be in effect when performing the contract.

Our completed carbon reduction initiatives include:

1. Encourage the use of virtual meeting technology to reduce our companies annual emissions created from onsite internal and supplier meetings.
2. Promoting environmental concerns and objectives with employees.
3. Signed up to Play It Green sustainability employee communications.
4. Implemented regular heating checks, including turning off heating in individual rooms to target electricity emission reduction.
5. Changed to LED lights including,
 - a. master switch for lighting to all be turned off at one central location - avoiding any unnecessary lights on.
 - b. Lighting sensors for each room.
6. Committed to offsetting product carbon emissions for customers purchasing our refurbished range.
7. Implemented server energy reduction plan.
8. Moved to all digital purchase orders - saving 190k of sheets of paper.
9. Introduction of paper recycling.
10. Committing to an annual Carbon Reduction Plan (CRP).

Future Carbon Reduction Initiatives

1. Provide access to homeworking for all employees (when viable for position) to reduce the impact of their emissions created on their commute to our business locations.
2. Replace office water cooler with an electric alternative to reduce waste from empty water bottles.
3. Achieve business objective of becoming a paperless office.
4. To work in partnership with clients to work towards our own and their environmental objectives.
5. Educate clients through knowledgeable and robust conversations, with an environmental focus, around alternative methods of manufacturing and materials.
6. Change business premises electricity supplier to 100% renewable.
7. Bike to work scheme.

8. Source and utilised biogenic and low-carbon materials as far as possible on client schemes.
9. Carry out “Whole Life Carbon assessments” on client schemes.
10. Interrogate the data from Scope reports to confirm or realign our business objectives in relation to environmental issues, on an annual basis.
11. Put in place a “minimum standards” impact policy for all new supply chain procurement.
12. Implementation of a salary sacrifice scheme to influence employee purchasing of EV Cars.
13. Install EV Charging points at head office.
14. Invested in energy efficient technology.
15. Continued investment in regular, bespoke workshops, delivered by an environmental expert.

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).

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>

Signed on behalf of the Supplier:

C.Perry

Chris Perry - Director

Date: 25/04/2025