

UNLIMITED CARBON REDUCTION PLAN (UK)

Supplier name: Digital Unlimited Group Ltd

Publication date: November 2024

Commitment to achieving Net Zero

UNLIMITED recognises that the climate crisis the world is facing is one of the biggest challenges of our lifetimes. We recognise the effect the concerns around the climate crisis are having on our employees and our wider stakeholders. We appreciate the part we can play in reducing the impact of our own operations on the environment and want to do what we can to support turning the tides on the climate crisis. Our employees are passionate about identifying where UNLIMITED can make change and targeting that change head on. We believe these changes can have an impact on our industry and the world as a whole, directly as UNLIMITED but also with each individual staff member and stakeholder across our business. The more we can demonstrate our efforts and passion for addressing the climate crisis, we are hopeful that the knock-on effects will be exponential.

OUR ENVIRONMENTAL MISSION

UNLIMITED's environmental mission is to ensure environmental responsibility is at the forefront of our business, protecting the planet and its resources. We will act to minimise our greenhouse gas emissions, take measures to reduce the environmental impact of our operations, and proactively address climate change through the work we do with our clients and partners.

With this in mind, UNLIMITED has set near term targets for FY30 to reduce tCO₂e per FTE by 25% and commit to achieve Net Zero emissions by 2050.

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: FYE 2023

Reporting Year: April 2023 to March 2024

Additional details relating to the Baseline Emissions calculations:

Our historic baseline was the reporting period of reporting September 2021-August 2022 which deviated from the requirements under this measure as excluded Scope 3 emissions reporting.

We created a new baseline due to alignment with our financial reporting year and SECR reporting alongside the inclusion of Scope 3 emissions for categories 1,3, 6 & 7. Categories 4 & 9 are excluded from this reporting year due to the complexity of reporting and these will be developed for next reporting year.

Baseline Year Emissions:

| Emissions | TOTAL (tCO ₂ e) |
|--------------------------------|----------------------------|
| Scope 1 | 37 |
| Scope 2 (Location -based) | 43 |
| Scope 3 (Including Sources) | 476 |
| Total Emissions | 557 |

Current Emissions Reporting

Reporting Year: April 2023 to March 2024

Baseline Emissions calculations:

| Emissions | TOTAL (tCO ₂ e) |
|--------------------------------|----------------------------|
| Scope 1 | 22 |
| Scope 2 (Location -based) | 30 |
| Scope 3 (Including Sources) | 538 |
| Total Emissions | 590 |

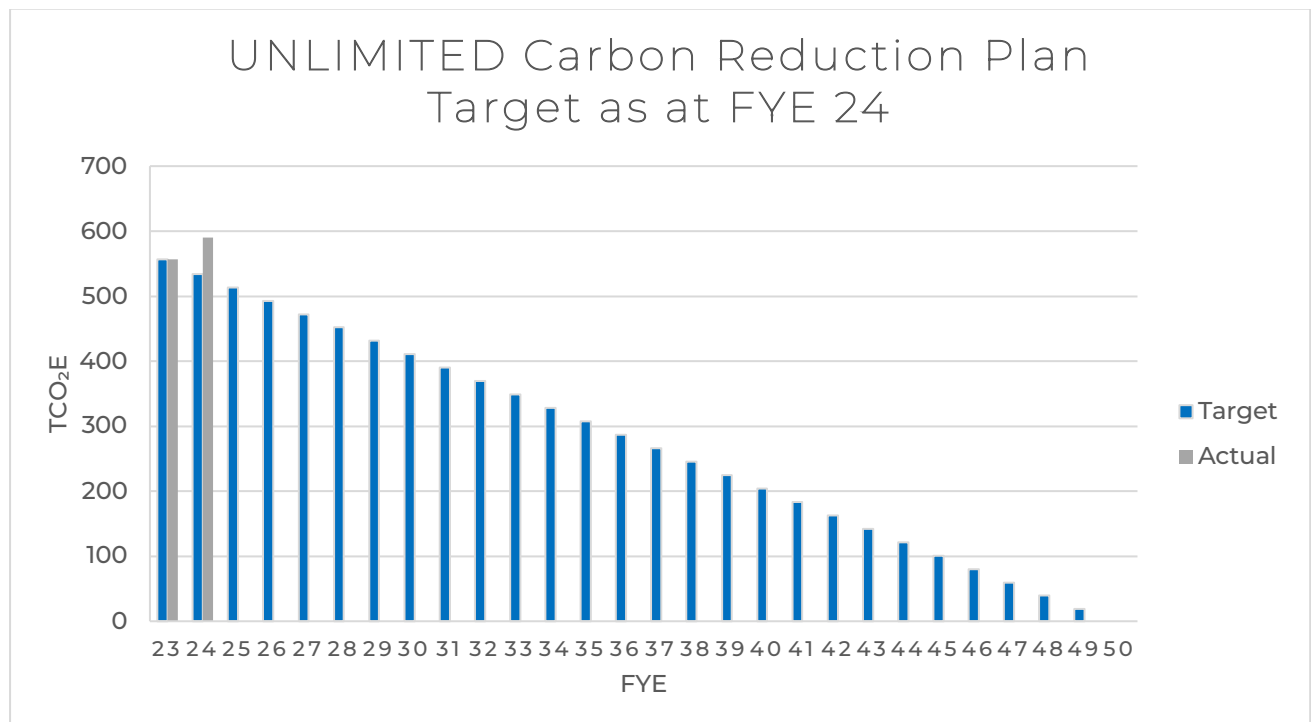
Emissions reduction target

In order to continue our progress to achieving Net Zero by 2050, we have adopted the following carbon reduction targets:

- Committed to achieving net-zero emissions by 2050.
- Reduce tCO₂e per FTE by 25% by 2030.
- Move to 100% renewable electricity tariff for office spaces they can influence.
- Consolidated office spaces from 4 buildings to 3 from December 2024.

We project that carbon emissions will decrease over the next five years to 452 tCO₂e by 2028. This is a reduction of 23% from our current emissions as at FYE 24.

The chart below lays out UNLIMITED's emissions reduction targets from FYE23 to FYE50, based on a linear reduction approach.



NB – this reduction trajectory curve may change following measurement of Scope 3 emissions category 4 & 9.

During the FYE 24 reporting period it was noted that the overall gas & purchased electricity (location based) tCO₂e has decreased by 27% as a result of office consolidation and closures. Business travel emission increased by 23% which increased the overall emissions in the reporting year, this change is mainly due to an increase in the reporting of voluntary emissions related to flights and an improvement in data quality.

Carbon reduction projects

Completed carbon reduction initiatives:

The following environmental management measures and projects have been completed in FYE24. The carbon emission reduction achieved by these schemes have not been measured. Future Carbon Reduction Plans hope to do so, through Energy auditing and development of a detailed carbon reduction strategy.

- Maintaining successful ISO14001 certification across all physical sites
- Ratified our flexible working policy to limit commuting-related emissions
- Ongoing consolidation of our office space, reducing our building footprint
- Energy efficiency plans put in place across our IT & office estate: auto-power off of all monitors, motion sensor lighting, low-carbon printer toner cartridges, boiling water taps
- Waste reduction plans put in place across our offices: printers default to black & white/double-sided, only use recycled printer paper, sustainable coffee pods, removed paper hand towels from all office location bathrooms
- Measurement of Scope 3 emissions for this updated Carbon Reduction Plan to allow further strategy for reduction.
- Completion of ESOS energy audit with Energy Saving Opportunities identified.
- New sustainability survey to encourage employee engagement
- Roll-out of Ad Green levy across all relevant UNLIMITED business entities
- Octopus Electric Vehicles – company car scheme to provide cleaner car opportunities to employees that need this
- New Unlimited 'Green week' across all locations including topics in sustainability and sharing tips key areas where everyone can make a difference in reducing their environmental impact and emissions

In future we hope to implement further measures such as:

- Further review of wider Scope 3 emissions reporting methodologies and reduction opportunities
- Develop an Energy Action Plan with annual progress updates
- Set and validate our net-zero target through Science Based Target Initiative (SBTi's)
- Employee awareness training on climate change and our carbon reduction strategy
- IT estate audit to measure current inventory and future procurement process
- Defining a central procurement policy to ensure all office equipment is energy efficient
- Move to 100% renewable electricity tariff for office spaces we can influence
- Displaying energy consumption indicators in office spaces to raise awareness among staff
- Move to LED lighting with PIR sensors at Winchester office
- Encouraging primarily vegetarian meals for physical business meetings
- Working with a central business travel and accommodation partner, to facilitate sustainable travel and effective reporting
- To join the Ad Net Zero pledge
- Alignment with new parent company, Accenture, objectives including review of carbon reduction strategy

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 Digital Unlimited Group Ltd

Name: Dave Scanlan



Title: Chief Financial Officer

Date: 19th November 2024

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>