



Carbon Reduction Plan

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Document information

Versions and releases

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1.1	Siggi Twinn	26/09/2025	Update and internal review
1.1.1	Stewart Motler	30/09/2025	Reviewed and signed

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Contents

Foreword	1
Commitment to Achieving Net Zero	1
Our ESG Strategy	2
BASELINE EMISSIONS FOOTPRINT	2
Baseline Reporting	3
Current Emissions Reporting	4
Carbon Reduction Actions – ESOS	4
Integration with Wider CRP Objectives	5
Governance and oversight	5
Integrations with wider objectives	6
Emissions Reduction Targets	6
Carbon Reduction Projects	8
Completed Carbon Reduction Initiatives:	8
Future Projects	9
Declaration and Sign Off	10

Foreword

Since 2000, Wavenet has grown from a telecommunications start-up into one of the UK's most trusted managed service and IT providers. Delivering cybersecurity, connectivity, cloud, communications, and digital transformation solutions to businesses and public sector organisations alike.

Today, we are not just simplifying technology, we're making it sustainable. That's why our Carbon Reduction Plan (CRP) is a key part of our journey: outlining how Wavenet is reducing our own carbon footprint and reinvesting in greener operations, all while helping our customers lower theirs through smart, tech-driven solutions.



"As a Managed Service Provider, we recognise that technology is a powerful driver of change. ESG is at the heart of our mission to deliver exceptional service while reducing environmental impact, promoting ethical governance, and supporting our communities.

We collaborate with organisations that share our commitment to making a positive difference, empowering our customers to lead in ESG as we do. Our people are integral to this journey, and we are proud to foster a culture of innovation and responsibility."

Philip Grannum, CEO of Wavenet

Commitment to Achieving Net Zero

Wavenet is committed to achieving Net Zero emissions by 2048 in terms of the structure within PPN06/21. To achieve this, we have an interim target of achieving Net Zero for Scope 1 and 2 emissions by 2030.

We have a series of active projects which supports our commitment to achieving Net Zero. In addition, we have reviewed and are taking action to reduce emissions related to our own supply chain, covering the full scope of emissions under the GHG Protocol, this approach goes beyond the scope of PPN06/21 as our plan aligns to the full scope of emissions under the GHG Protocol.

We hold a comprehensive suite of ISO certifications, each reflecting a strong commitment to excellence across quality, operational resilience, security, and environmental management. Our ISO14001 Certification provides immediate reassurance to our customers that we have taken steps to minimise our organisational impact on the environment.

Wavenet is committed to sustainability, demonstrated through our ESG strategy, Wavenet had joined the United Nations Global Compact (UNGC) in April 2023 and submitted its first progress communication in July 2024, reinforcing our commitment to principles on human rights, labour, environment, and anti-corruption. We have also achieved Ecovadis Gold accreditation in both 2023 and 2024, placing us among the top performers globally for sustainability, ethics, and responsible procurement. In addition, Wavenet won the 2024 Green Shoots Award at the CRN Sustainability in Tech Awards, recognising both progress to date and forward-looking plans to support sustainability across the wider UK technology sector. This carbon reduction plan also showcases our commitment to transparent reporting and to being accountable for these commitments.



Our ESG Strategy

Wavenet acquired Daisy Corporate Services in 2024, uniting two organisations with strong sustainability records. We are developing a unified ESG strategy, which will be published in 2025. This will outline our high standards and commitments, building a strong foundation for sustainable growth. As a leading Managed Service Provider, our ESG strategy revolves around three key pillars that guide every part of our business:



Environmental: technology for net-zero

Sustainability is at the core of our operations. We use cloud services, energy-efficient data centres, intelligent IT systems to reduce our carbon footprint, as well as offering a fully certified IT disposal and data destruction service. These initiatives not only help us meet our environmental targets but also enable our customers and partners to achieve their own net-zero goals.



Social: community support & employee wellbeing

Our colleagues and the communities we serve are fundamental to our success. We support initiatives that enhance wellbeing, champion diversity, and drive social impact, empowering our team to make a difference. Sustainability remains central to our business, with our ESG approach embedded across the organisation, ensuring all colleagues can contribute meaningfully.



Governance & Security Leadership

We are committed to meeting the evolving challenges of governance through advanced IT frameworks, compliance protocols, and cybersecurity standards that ensure transparency, data protection, and ethical management. These efforts align with national regulations and best practices, helping us foster a culture of trust and integrity.

BASELINE EMISSIONS FOOTPRINT

The baseline year we are working against is our financial year 2022-23 which has been re-baselined to reflect better data quality and emissions oversight. The emissions reported here are a record of the greenhouse gases that were produced in that year 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. This 'baseline' year is a reference point to demonstrate reductions.

Baseline Reporting

Baseline Year: April 2022 – March 2023

The emissions figures presented here are based on a combination of primary and secondary data sources. The figures for scope 1 and scope 2 are based, largely, upon primary data sets. The figures for the relevant scope 3 categories (under the GHG Protocol) in this report are largely based upon secondary data.

We have chosen an absolute emissions reduction, rather than a relative reduction.

Emissions	Total (tCO ₂ e)
Scope 1	508.5
Scope 2	2,692.0
Scope 3 (Cat 4): Upstream transportation and distribution	898.8
Scope 3 (Cat 5): Waste generated in operations	8.2
Scope 3 (Cat 6): Business travel	474.3
Scope 3 (Cat 7): Employee commuting	668.4
Scope 3 (Cat 9): Downstream transportation and distribution	0
Total Emissions (Market based)	5,250.2
Intensity Metric (tco₂e/£m revenue)	13.37

Current Emissions Reporting

Reporting Year: April 2024 – March 2025	
Emissions	Total (tCO ₂ e)
Scope 1	539.3
Scope 2- Market Based Method	154.8
Scope 3 (Cat 4): Upstream transportation and distribution	866.1
Scope 3 (Cat 5): Waste generated in operations	8.2
Scope 3 (Cat 6): Business travel	441.4
Scope 3 (Cat 7): Employee commuting	794.7
Scope 3 (Cat 9): Downstream transportation and distribution	0
Total Emissions (Market based)	2,804.4
Intensity Metric (tco₂e/£m revenue)	7.03

The emissions from our most recent reporting period are demonstrated in the above table. Through carbon reduction initiatives undertaken in the reporting year, these emissions have successfully resulted in a 46.58% reduction in emissions compared to the baseline period.

Carbon Reduction Actions – ESOS

Wavenet fully complies with the Energy Savings Opportunity Scheme (ESOS) and has leveraged the findings of our ESOS Phase 3 audits to inform us of our carbon reduction measures. The actions identified throughout the surveys form a key part of our operational strategy to reduce Scope 1 and Scope 2 emissions and support our wider Net Zero objectives.

Actions until 2027	Implementation Date	Annual Estimated Energy Savings (kWh)	Organisational Purpose
Upgrade lighting to LED	May 2025	1,388	Buildings
Energy monitoring and targeting	August 2025	12,378	Buildings

Install Sub-metering	August 2025	34,307	Buildings
Energy awareness and engagement training	September 2025	25,437	Buildings
Ensure tyre pressures are set to the right level	July 2025	833	Transport
Implement Monitoring and Reporting System	June 2025	10,416	Transport
Invest in Green Driver Training	September 2025	12,500	Transport
Total Energy Savings		97,259	

Following the ESOS actions identified above, with the implementation dates, the annual savings relative to actions undertaken will not be seen until year 4 as shown in the below table.

	6th Dec 23 - 5th Dec 27	6th Dec 23 - 5th Dec 24	6th Dec 24 - 5th Dec 25	6th Dec 25 - 5th Dec 26	6th Dec 26 - 5th Dec 27
Organisational Purpose	Action Plan Period (kWh)	Year 1 (kWh)	Year 2 (Annual Progress 1) (kWh)	Year 3 (Annual Progress 2) (kWh)	Year 4 (ESOS Phase 4) (kWh)
Buildings	156,767	-	12,433	70,824	73,510
Transport	50,433	-	4,989	21,694	23,749
Industrial Processes	-	-	-	-	-
Other	-	-	-	-	-
Total	207,200	-	17,423	92,518	97,259

Integration with Wider CRP Objectives

The ESOS action plan complements our operational carbon reduction initiatives by:

Governance and oversight

Accountability for the planned measures will be established with the relevant teams during the implementation phase. Progress against these actions will be monitored centrally once appropriate systems

are in place, and annual reporting of projected versus actual energy and carbon savings will be conducted to support compliance with PPN 06/21.

Integrations with wider objectives

The planned ESOS actions are expected to deliver measurable and auditable reductions in energy consumption and CO₂e emissions. They provide a clear roadmap with timelines, proposed responsibilities, and expected outcomes, and they will directly contribute to Wavenet's Scope 1 and Scope 2 reduction targets, forming a foundational part of the company's overall path to Net Zero.

Emissions Reduction Targets

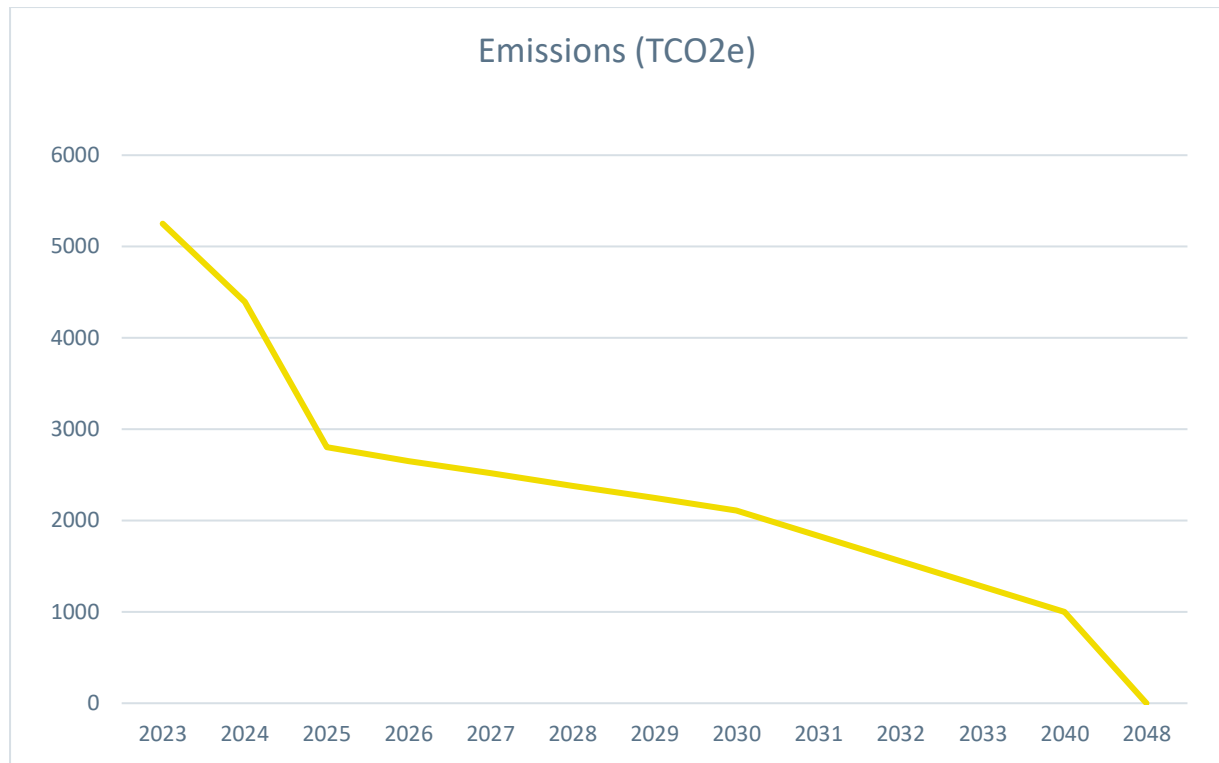
In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

- Phase 1: To be Net Zero across scopes 1 and 2 by 2030.
- Phase 2: To be Net Zero across scopes 1, 2 and 3 by 2048.

Annual progress on our emissions reductions and in total from our baseline year are summarised below:

Emissions	% Reduction From Last Year	% Reduction From Baseline Year
Scope 1 & 2	71.22%	78.31%
Scope 1, 2 & 3 (PPN06/21)	32.33%	46.58%

A graphical representation of our achievement to date and our projected reductions is provided below: -



Carbon Reduction Projects

Completed Carbon Reduction Initiatives:

The carbon emission reductions achieved by these schemes will be estimated in the future by Wavenet and will be compared to the FY22-23 baseline.

No.	Action	Date Implemented
1	Wavenet's product catalogue increasingly focuses on solutions that allow businesses to become more environmentally friendly through the use of more energy-efficient technology and the reduction of hardware requirements	January 2016
2	We have recycling facilities and processes in place at all sites	March 2025
3	Wavenet has adopted a hybrid working policy at all facilities, allowing staff to work from home for at least part of the week to reduce the need to travel	January 2021
4	An ESG Steering Group including board level and internal stake holders across the business meet monthly to discuss ongoing and new initiatives around sustainability at Wavenet	November 2024
5	Wavenet has achieved the Ecovadis accreditation, assessing controls around our impact on the environment, labour and human rights, ethics and sustainable procurement. The accreditation is currently held at Gold level, and Wavenet scores at the 96th percentile out of all Ecovadis accredited organisation	August 2024
6	We have a Cycle to Work scheme open to all employees	July 2022
7	We have an electric car scheme open to all employees	August 2022
8	Wavenet has obtained the accreditation ISO14001 Environmental Management System to improve the business' environmental performance	March 2025
9	Wavenet has obtained the accreditation ISO50001 Energy Management System to improve the business' energy efficiency.	March 2025
10	Where landlords are in control of the energy provider, Wavenet will engage with them to request that they use renewable energy tariffs	March 2025
11	Wavenet has undertaken an employee travel/commuting survey to identify opportunities for travel reduction and/or alternative means of travel	January 2025
12	Sustainable Travel launched with green travel alternatives to each Wavenet location	April 2025
13	Relating to the above, Wavenet will encourage employees to participate in active travel initiatives such as the existing Cycle to Work scheme and Carpooling	April 2025
14	Wavenet has an annual Environmental Awareness month where training and information is shared with all employees on our Carbon Reduction Strategy	September 2024
15	Wavenet has implemented an employee engagement/cultural change program to increase awareness of sustainability initiatives and reduce carbon emissions on an individual and organisational basis (e.g. Carbon Literacy Project)	January 2023

Future Projects

In the future we propose to implement some or all of the following additional measures:

No.	Action	Expecting implementation
1	Wavenet will use energy suppliers that supply only renewable energy to our premises	March 2026
2	Wavenet will undertake energy reviews of existing facilities to identify energy hotspots and potential areas for improvement	December 2025
3	Wavenet will improve data gathering and accuracy related to the emissions inventory to better understand emissions hot spots and allow more targeted initiatives to be developed	December 2025
4	Wavenet will reduce company car fleet from diesel and petrol to electric and hybrid vehicles.	2030
5	Relating to the above, Wavenet will install electric vehicle charging points at sites with electric vehicles. Offices relocating or opening at new locations will be moved to premises which either have charging points installed or the capacity for their installation	2026

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 reporting.

Scope 1, 2 and 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.^{***}

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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Stewart Motler

Chief Operating Officer

Date: 01/10/25

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

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

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