



Carbon Reduction Plan For Impact Data Solutions

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Created by: Positive Planet



**positive
planet**

Our Commitment

Impact Data Solutions is committed to achieving net zero emissions by 2050.

We have produced this report to aid our broader Group sustainability strategy to measure and voluntarily disclose our environmental impact. In this report, you can read about our targets, our emissions, and our carbon reduction strategies.

Our Group mission – The future belongs to everyone

We believe that the more people who have access to what the future has to offer, the better the future will be. Our job is to build that access. We make sure everything works and keeps on working. We train, support, and share what we know. When we're done, you're more than ready for tomorrow.

What does net zero mean in practice?

To achieve net zero, we will be aiming to reduce emissions in line with the latest guidance from the Science-Based Targets Initiative (SBTi). Targets can be defined as “science-based” when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve net zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year. SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

Our targets

We have set emissions reduction targets that align with those set by our parent company, Hexatronic Group, as part of a group-wide commitment to sustainability. We have chosen to set a different base year to Hexatronic Group¹, our targets are based on a 2024 base year rather than a 2023 base year, but the percentage reduction in base year emissions by 2030 will be the same.

Our near-term targets:

- Reduce scope 1 emissions by 42% by 2030
- Reduce market-based scope 2* emissions by 42% by 2030
- Reduce scope 3 emissions by 51.6% by 2030

*Purchased electricity emissions are measured in two ways: the location-based method and the market-based method. The location-based method reflects the emissions intensity of the grid from which the electricity was purchased, whilst the market-based method considers the emission intensity of the specific supplier and tariff chosen by us. We have chosen to use the market-based methods for our targets and final reporting.

¹ Hexatronic Group will be submitting their targets to SBTi for validation in H1 2025

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050
- Neutralise any residual emissions using verified carbon offsets

Emissions covered by our targets:

- Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by us; this includes our use of company vehicles and our use of gas at our UK headquarters for heating
- Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of electricity that we purchase for use in offices and cars
- Scope 3 emissions: all other indirect greenhouse gas emissions that occur within our value chain, including emissions associated with all of the goods and services we purchase from other businesses, the incoming and outgoing transportation of goods, the waste we produce, and the emissions that occur through business travel and employee commuting

Our Carbon Footprint

Baseline & Current Emissions

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced before the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured. We have chosen to set our baseline year as the 1st of January 2024 to the 31st of December 2024*.

Baseline & Current Year: 2024	
All scope 1, scope 2 and upstream scope 3 emissions have been measured using the operational control approach. We are yet to quantify our downstream impacts, which will include emissions associated with the disposal of Vulcan products at end-of-life by the customer. Subsidiaries (MConnect and IDS Iceland) have not yet been included in our inventory as they were acquired only recently.	
Emissions	Total (tonnes CO ₂ e)
Scope 1	41.7
Scope 2	Market-based: 0.1 Location-based: 9.7
Scope 3	4,488.9
Total Emissions	Market-based: 4,530.6 Location-based: 4,540.2

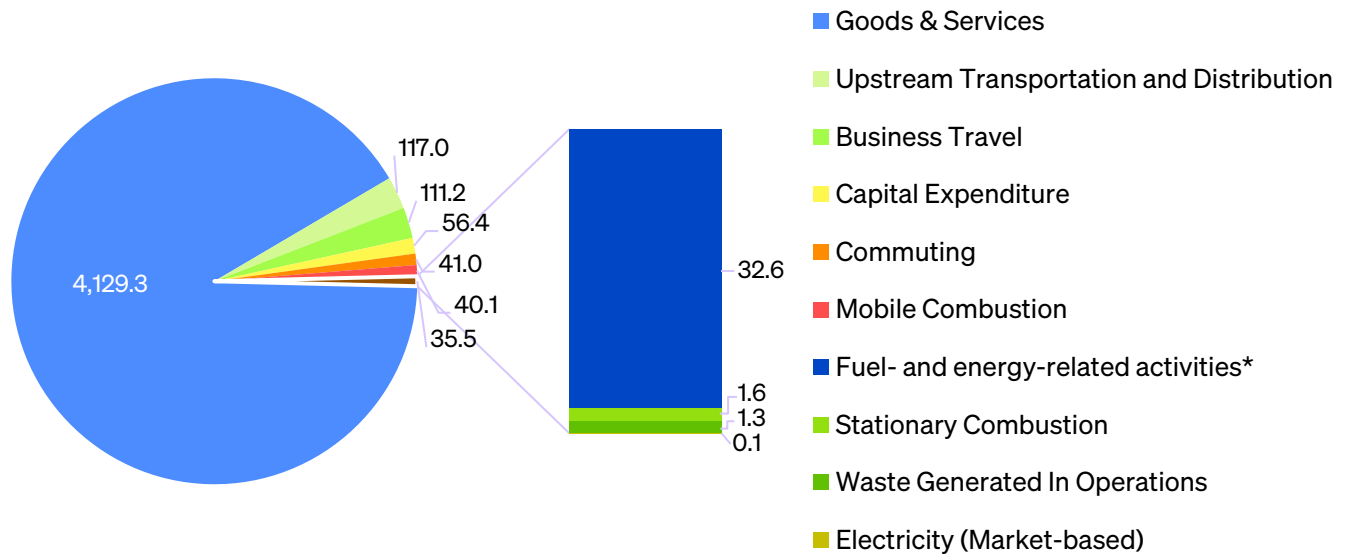
Carbon Intensity Metrics

Metric	Carbon Intensity
Tonnes of CO ₂ e per Employee	107.9
Tonnes of CO ₂ e per £m of Revenue	223.9

Carbon intensity metrics are calculated using total market-based results.

*We have previously measured emissions for 2019 and 2023, but due to changes to data coverage and methodology, we have decided to use 2024 as our base year. See Appendix A for more details.

Carbon Emissions Breakdown by GHG Category (tCO₂e)



The majority of our emissions (4,129.3 tCO₂e) come from **Goods & Services**, covering the cradle-to-gate impact of the materials and services we purchase to create our products and run our business, calculated using industry averages. **Upstream Transportation & Distribution** (117.0 tCO₂e) is our second-largest category, primarily driven by outgoing goods deliveries. **Business Travel** (111.2 tCO₂e) is largely from flights (75%), while **Capital Expenditure** (56.4 tCO₂e) includes emissions from asset investments, partly measured with Product Carbon Footprint reports. **Commuting & Homeworking** (41.0 tCO₂e) accounts for employee travel and remote work energy use, with per-FTE emissions in a typical range. **Mobile Combustion** (40.1 tCO₂e) covers fuel use in company-owned or reimbursed vehicles, and **Fuel- & Energy-Related Activities** (32.6 tCO₂e) captures upstream emissions from energy generation. Smaller contributions come from **Stationary Combustion** (1.6 tCO₂e) for office heating, **Waste** (1.3 tCO₂e) from disposal and recycling, and **Electricity (Market-Based)** (0.1 tCO₂e), which is reported as near zero due to 100% renewable tariffs, with minor residual emissions from off-site car charging.

Carbon Reduction

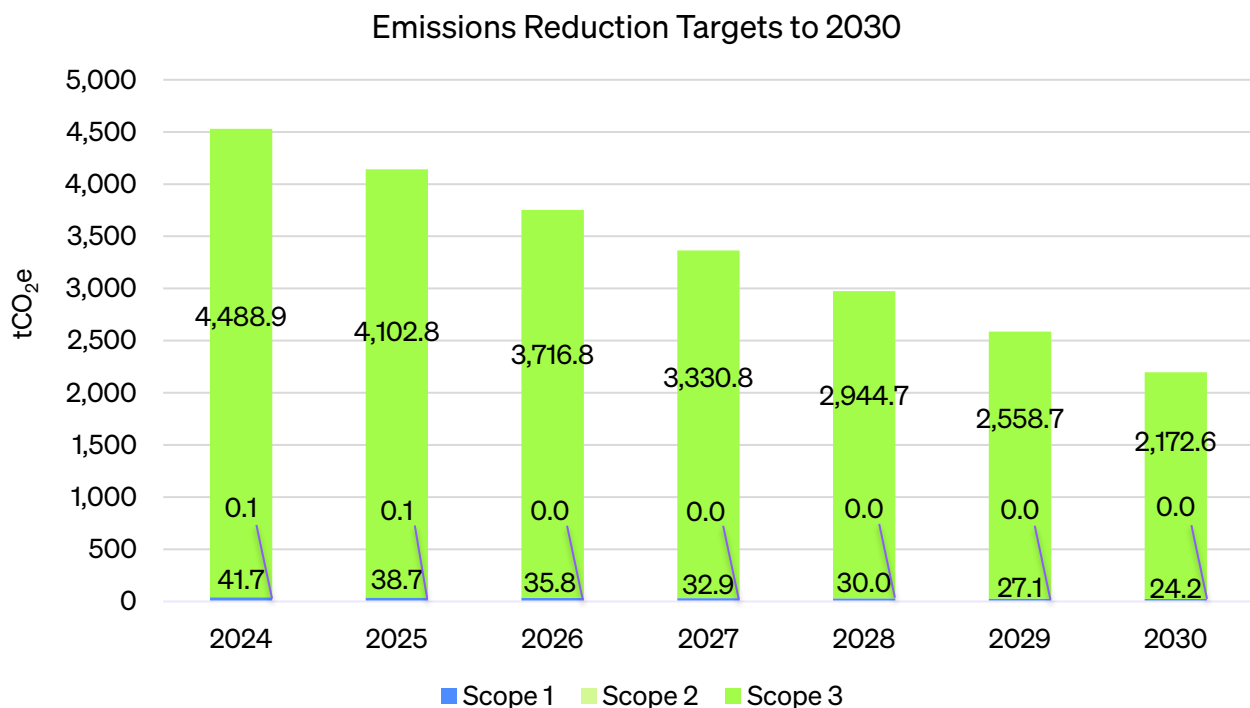
Our net zero targets

Impact Data Solutions is committed to achieving net zero emissions by 2050. To achieve this, we aim to reduce our scope 1, market-based scope 2 and scope 3 emissions by at least 90% by 2050.

We have also set the following near-term targets, against which we will track our progress to 2030:

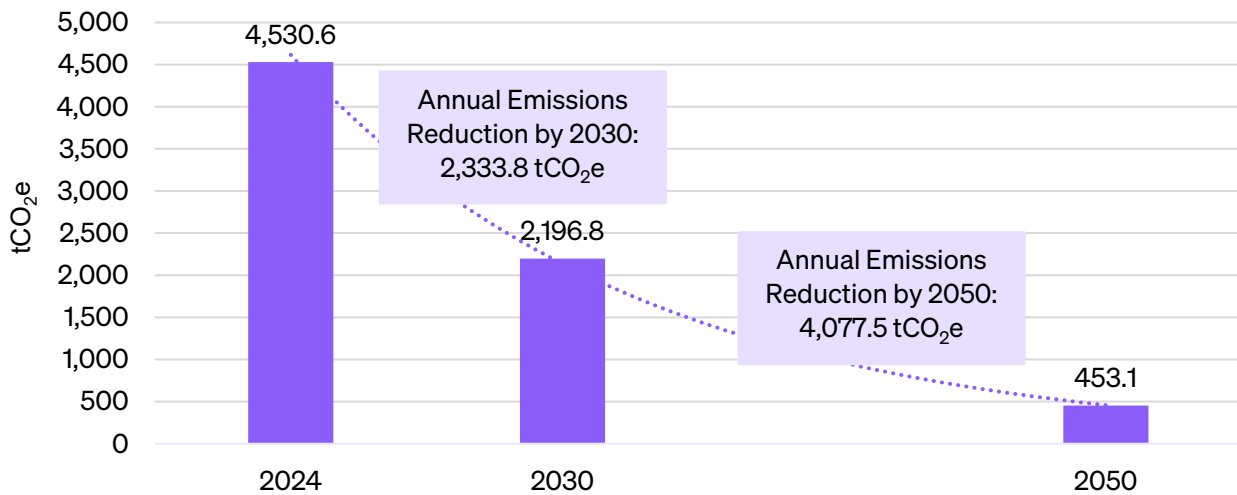
- Reduce scope 1 emissions by 42% by 2030
- Reduce market-based scope 2 emissions by 42% by 2030
- Reduce scope 3 emissions by 51.6% by 2030

The graph below shows our market-based emissions targets to 2030 based on baseline emissions. To achieve a linear reduction, we would need to reduce scope 1 and market-based scope 2 emissions by 7% each year, and our scope 3 emissions by 8.6% each year. This would be a scope 1 reduction of 2.9 tCO₂e, a market-based scope 2 reduction of 0.004 tCO₂e and a scope 3 reduction of 386.0 tCO₂e each year.



By 2030, we are aiming for total emissions of 2,196.8 tCO₂e or less. The graph below shows our 2030 and 2050 target, based on combined scope 1, market-based scope 2 and scope 3 emissions.

Our Total Targeted Emissions to 2050



Progress

As we are using our most recent reporting period as our baseline year, we do not have any progress against our targets to report.

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Measure the carbon impacts of business activities year-on-year and use results to create annual carbon reduction plans. We have now measured 3 years of carbon emissions: 2019, 2023 and 2024.	2023	1, 2 & 3
Partnered with Ecologi to offset emissions for our teams and every containment pod sold in FY23. In total, we have planted 8,852 trees, which has supported the offset of 680 tCO ₂ e.	2023	Outside of scope
Offer a hybrid working model for employees to limit unnecessary travel to the workplace.	2023	3
We are QMS-certified with ISO14001:2015, our environmental management system, and are transitioning to become UKAS accredited by the end of 2025.	2024	1, 2 & 3

We switched from a zero-carbon contract to 100% renewable electricity at our HQ site in Fleet, Hampshire.	2024	2
Set up a Cycle-to-Work Scheme to support staff with low emissions commuting.	2024	3
We have worked to improve the availability of high-quality business travel data and are currently implementing our Sustainable Travel Policy.	2025	3

Reducing our emissions

To reduce our emissions, we have identified some key focus areas for carbon reduction efforts through to 2030:

- Energy efficiency and renewable energy
- Fleet electrification
- Supply chain decarbonisation
- Sustainable goods transportation
- Sustainable business travel & commuting
- Product emissions reduction & implementation of circular economy
- Embedding sustainability into our company culture
- Measurements and reporting

Below are the activities within each of these areas that we will progress in 2025 in order to reduce our emissions.

Activity No.	Activity	Category
1	Our site is already rated as an EPC rating A, but we will conduct a site energy efficiency audit at HQ to identify any other possible energy saving measures that we could request the landlord to implement or target with a behaviour change campaign. We will do this using a tool such as Business Energy Scotland's energy audit checklist .	Stationary Combustion, Electricity
2	We will continue to discuss the possibility of installing solar panels at HQ with our landlord. Solar panels would allow us to reduce our reliance on the UK energy grid and therefore reduce both our location-based and market-based emissions.	Electricity
3	We will develop a fleet electrification plan using tools such as the UK Government's Zero Emissions Fleet: Location Authority Toolkit (whilst this toolkit is aimed at Local Authorities, it	Mobile Combustion, Electricity

	provides information and resources that would be valuable to many types of organisations). This plan should include electrification targets, plans for charging capacity and budget considerations. In this plan, we will also consider how vehicles will be charged with zero-carbon electricity both onsite and on the road/at employees' homes.	
4	We will review our current procurement and supply chain management processes and consider how we can best ensure new suppliers are aligned with our sustainability goals. We need to be able to prioritise suppliers who are measuring and working to reduce emissions and those that have reduction targets that are similar to our own.	Purchased Goods and Services
5	We are going to run a supply chain survey with the support of Positive Planet to assess the position of some of our largest current suppliers. This will allow us to identify any risks in our supply chain and begin work to mitigate these risks through further engagement with suppliers.	Purchased Goods and Services
5	We will perform an audit of our Transportation and Distribution suppliers with the support of Positive Planet. We will start by creating a database of suppliers and sending them a template email or survey asking about the availability of emissions data (and if not, activity data) and their carbon reduction plans and targets. Positive Planet will support us with the creation of the template email/survey.	Upstream Transportation and Distribution
6	We will continue to work to improve the availability of high-quality business travel data . We have already made a few improvements here, but we still measured 20% of our Business Travel emissions using spend this year. We are mainly using spend when measuring rail transport (including light rail, i.e. NYC subway, London Underground and Metro), taxis, car and van hire and parking (although parking is low priority and can only be improved with supplier data rather than activity data).	Business Travel
7	We will investigate the opportunity to set up an EV Salary Sacrifice Scheme to support staff with low-emissions commuting. Staff members switching to EVs will impact our business travel emissions as well as our commuting emissions. We currently have a company car Benefit-in-kind scheme for specific job roles within IDS, and we encourage them to choose hybrid or electric.	Business Travel, Commuting
8	When we send out our next Commuting & WFH Survey (Jan 2026), we will include a section on low-emission commuting and WFH initiatives . We will then implement further initiatives (following the EV salary sacrifice scheme and Cycle-to-work	Commuting

	scheme) such as home renewable energy salary sacrifice schemes or subsidised public transport.	
9	In this year's Commuting & WFH Survey, we found that 19% of employees were on 100% renewable or zero-carbon electricity tariffs at home, 23% were not, 47% were unsure, and 12% preferred not to disclose. We will share information surrounding renewable energy tariffs , how to check what tariff you are on and consider an incentive for switching. We are also going to be considering training opportunities for staff, which will also likely have a positive effect on employees' home energy use.	Homeworking
10	We will evaluate different training options (e.g. Carbon Literacy Training, Couch to Carbon Zero, etc.) and plan for the delivery of some form of sustainability-related training to all employees. We will first consider the roll-out of Carbon Literacy training as this would allow us to be certified as a Carbon Literate Organisation, and be a great opportunity for staff, especially if we follow an internal roll-out model (in which staff are trained to become Carbon Literacy Trainers).	All scopes and categories
11	We will begin the process of measuring emissions on a product basis to better inform customers of the difference between products and encourage the uptake of more sustainable products. This exercise will also allow us to identify further reduction actions in relation to our products. This would include actions relating to material choices, manufacturing processes and utilisation of circular economy principles.	Purchased Goods and Services, End-of-life Treatment of Sold Products
12	We will measure all downstream product emissions .	End-of-life Treatment of Sold Products

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 Impact Data Solutions Executive Team.

Signed on behalf of Impact Data Solutions:



Name: Ben Parker

Position: CEO

Date: 01/04/2025

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>