

Made Tech Carbon Reduction Plan

(for year ending 31.12.2024)

Produced in accordance with the requirements of PPN 06/21

Prepared by Kyle Jones

Last updated 06 October 2025

Commitment to Achieving Net Zero

Made Tech is committed to achieve Net Zero carbon emissions on our own operations by 2050. Although we delivered a reduction in both our total carbon emissions and emissions per employee for 2024; our 5th year of reporting presented an opportunity to revisit our progress and our primary emission types - including employee commuting and client-required travel. Across 2025 we will be conducting a full review of our CRP to further identify ways to decarbonise in our key emissions categories.

Baseline Emissions Footprint and Current Emissions Reporting

Baseline emissions are a record of the greenhouse gases that have been produced by Made Tech in the past and were produced prior to the introduction of any strategies or initiatives to reduce carbon emissions. Baseline emissions are the reference point against which future emissions reductions can be measured.

Baseline year (2020) emissions: 73.44 tCO₂e

Scope 1 Emissions	0 tCO ₂ e *
Scope 2 Emissions	15.2 tCO ₂ e
Scope 3 Emissions	58.24 tCO ₂ e
Total Emissions (in scope of PPN 06/21)	73.44 tCO ₂ e
Carbon per employee metric	0.496 tCO ₂ e/employee

Previous reporting year (2023) emissions: 347.96 tCO₂e

Scope 1 Emissions	0 tCO ₂ e *
Scope 2 Emissions	4.73 tCO ₂ e
Scope 3 Emissions	343.23 tCO ₂ e
Total Emissions (in scope of PPN 06/21)	347.96 tCO ₂ e

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Carbon per employee metric	0.989 tCO ₂ e/employee
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Current reporting year (2024) emissions: 328.53 tCO₂e

Scope 1 Emissions	0 tCO ₂ e
Scope 2 Emissions	7.00 tCO ₂ e
Scope 3 Emissions	321.53 tCO ₂ e
Total Emissions (in scope of PPN 06/21)	328.53 tCO ₂ e
Carbon per employee metric	0.966 tCO ₂ e/employee

Understanding our emissions

Scope 1 emissions are from sources owned or controlled by Made Tech: E.g

- Generation of electricity, heat or steam
- The transportation of materials or employees (no company vehicles)
- Fugitive emissions
- Manufacture or processing of chemicals and materials

We currently have no sources which fall within this category.

Outside of our London office, all other offices are fully serviced by their respective building owners.

Scope 3 (in scope of PPN06/21) emissions breakdown

	Baseline (2020)	This year (2024)
Upstream Transportation and Distribution	0	3.02 tCO ₂ e
Waste Generated in Operations	5.22 tCO ₂ e	14.42 tCO ₂ e
Business Travel	13.86 tCO ₂ e	61.55 tCO ₂ e
Employee Commuting	39.16 tCO ₂ e	242.54 tCO ₂ e
Downstream Transportation and Distribution	0*	0*
<i>Subtotal</i>	<i>58.24 tCO₂e</i>	<i>321.53 tCO₂e</i>

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* Downstream Transportation and Distribution emissions are from transportation and distribution of an organisation's sold products when performed by third parties. As a provider of digital services, Made Tech has no sources which fall within this category.

Emissions Reduction Targets

In order to progress towards the objective of being Carbon Net Zero, Made Tech has adopted a framework of carbon reduction targets and initiatives to ensure it can understand and reduce its carbon emissions, aiming for Net Zero by 2050. Targets are below.

Scope 1: no emissions in this category.

Scope 2: in 2020 we set a target of a 25% reduction across 5 years from our baseline. By 2024 we have delivered a 54% reduction. In the final year of this target cycle we will seek to preserve this reduction and set out our next 5 year target in our 2025 CRP.

Scope 3 emissions: we've seen a significant increase in these emissions as a result of increased travel and commuting (our baseline year 2020 featured Covid lockdowns). Over the next 5 years, we will deliver an intensity reduction (using carbon emissions per employee as our declared intensity unit) of 10% from our 2024 emissions against the scope 3 categories defined in PPN 06/21.

Carbon Reduction Projects

As the original baseline year (2020) was during a period of active COVID lockdown restrictions, it was an atypical year and as such Made Tech has seen an increase in overall emissions as expected with the opening up of society.

Based on the number of employees at the end of each reporting year, Made Tech's emissions have increased from 0.496 tonnes CO₂e per employee to 0.966 tonnes CO₂e per employee. This is a rise of 94.76% from our current baseline, but a

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2.35% reduction from the previous year when using the emissions per employee as the chosen intensity metric. This rise is heavily attributed to the call for those working in and supporting the civil service to return to office working, and the travel associated with this new demand for hybrid working at client sites. Despite this rise in overall emissions, Made Tech has achieved a reduction from baseline in its Scope 2 carbon emissions of 53.95%.

Baseline Year (2020)	
Overall Emissions	73.44 tCO ₂ e
Emissions/Employee (148)	0.496 tCO ₂ e
Previous Year (2023)	
Overall Emissions	347.96 tCO ₂ e (increase from baseline of 373.80%)
Emissions/Employee (352)	0.989 tCO ₂ e/employee (increase from baseline of 99.4%)
Current Year (2024)	
Overall Emissions	328.53 tCO ₂ e (reduction from previous year of 5.74%)
Emissions/Employee (340)	0.966 tCO ₂ e/employee (reduction from previous year of 2.35%)

Made Tech has achieved and maintained carbon neutrality in line with the PAS2060. Carbon offsetting (after reduction initiatives have been completed) does not represent a reduction in actual emissions, rather a compensation of historical emissions. Therefore, Made Tech will continue to focus efforts on real reductions going forward. At the current time, carbon neutrality is a positive step on the journey towards Net Zero carbon emissions.

In line with our updated Net Zero target of 2050, and 5 years into our carbon reduction journey, in 2025 we will:

- Conduct a full review of our route to Net Zero; including development of an environmental strategy
- Implementation ISO14001 or an equivalent environmental management standards
- Move our London office to a site with a lower carbon footprint

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- Continue to actively support working from home where client projects permit that
- Explore rolling out of employee training to reduce workplace and home energy use
- Introduce improved reporting for analysis of our carbon emissions; and prototype a project-level calculator for emissions.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards 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:

Sam Paice

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>

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Sam Paice

Director, People and Operations

Executive Sponsor ESG Committee

Date: **2025-10-06**

Audit trail

Details

FILE NAME	Made Tech Carbon Reduction Plan 2024 - 06/10/2025, 17:11
STATUS	Signed
STATUS TIMESTAMP	2025/10/06 16:47:38 UTC

Activity

SENT	sam.paice@madetech.com sent a signature request to: Sam Paice (sam.paice@madetech.com)	2025/10/06 16:11:48 UTC
SIGNED	Signed by Sam Paice (sam.paice@madetech.com)	2025/10/06 16:47:38 UTC
COMPLETED	This document has been signed by all signers and is complete	2025/10/06 16:47:38 UTC

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