efficio

Carbon Reduction Plan

September 2026 – V1.0

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Reporting Approach

Key Information

Parent company: Efficio Global Consulting Ltd (Efficio Global)

Reporting entity: Efficio UK Limited (Efficio UK)

Reporting standard: GHG Protocol Corporate Accounting and Reporting Standard

Reporting approach: GHG Protocol Operational Control

Reporting period: 01 July 2025 to 30 June 2026 (FY2026 in alignment with Efficio's financial year)

Responsible party: CEO

Reporting principles

Our GHG inventory was prepared in accordance with the **GHG Protocol: Corporate Accounting and Reporting Standard**[1].

Data management

Efficio maintains and continually improves its quality and environmental management systems, which are externally certified to the ISO 9001:2015 and 14001:2015 standards and have been held since 2012.

Efficio has calculated scope 1 and 2 emissions using activity data provided by landlords and facility managers of offices that Efficio occupied during the reporting year. Where feasible, primary data has been used, and where not available, proxy data has been used, for example the occupied floor area of office spaces.

Efficio utilised its CarbonCube®, a platform developed in-house, to quantify emissions from Scope 3 categories 1 and 2 using spend-based proxies. This method is in accordance with the GHG Protocol Scope 3 Calculation Guidance.

Business travel emissions are calculated from travel booking and expense data provided by our travel management and expense systems, and employee commuting and homeworking emissions are modelled from headcount, office attendance and average commuting distances. Emissions are calculated using the UK Government (DESNZ) conversion factors for company reporting applicable to the reporting year.

This plan reports emissions for our UK operations only. All figures are rounded to the nearest tonne, so totals may not sum exactly.

Organisational boundary

Efficio has selected the Operational Control approach to define its organisational boundary for greenhouse gas (GHG) accounting in line with the GHG Protocol Corporate Standard. This approach best reflects the way that Efficio manages its operations and provides a robust basis for monitoring and reducing emissions across our business activities. Under this approach, Efficio UK accounts for 100% of GHG emissions from its UK operations over which it has the authority to introduce and implement operating policies, regardless of equity ownership.

This document reports GHG emissions for Efficio UK Limited (Efficio UK), covering our UK operations only.

[1] https://ghgprotocol.org/corporate-standard

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Operational boundary

Emissions are reported for scope 1, 2 and 3 as defined by the GHG Protocol:

Scope 1 **Direct GHG emissions**

Includes emissions from sources owned or controlled by Efficio UK:

- 1.1. Stationary combustion of natural gas and other fuels in the offices we occupy
- 1.2. Mobile combustion in company-owned vehicles
- 1.3. Fugitive emissions from air conditioning systems

The following categories are excluded as these are not created by Efficio UK:

- 1.4. Process emissions

Scope 2 **Indirect GHG emissions from Purchased Energy**

Includes emissions from the generation of purchased energy consumed by Efficio UK:

- 2.1. Purchased electricity
- 2.2. Purchased heat, steam and cooling (district heating)

Purchased electricity is reported using both location-based and market-based approaches.

Scope 3 **Other indirect GHG emissions**

Includes upstream value-chain emissions. Efficio UK reports all Scope 3 categories identified as relevant through a screening exercise in line with the GHG Protocol Scope 3 Standard: C1 purchased goods and services (including C2 capital goods), C3 fuel and energy-related activities, C4 upstream transportation and distribution, C5 waste generated in operations, C6 business travel, and C7 employee commuting and homeworking. The following categories are excluded as they are not applicable to Efficio as a consultancy that does not manufacture or distribute products:

- C8. Upstream leased assets (office emissions are reported in Scopes 1 and 2)
- C9 to C15. Downstream categories, including transportation, processing, use and end-of-life of sold products, leased assets, franchises and investments

A materiality threshold is applied to guide the inclusion of Scope 3 categories, based on volume, influence, and data availability.

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Our Commitment to Achieving Net Zero

Efficio is committed to achieving net zero emissions no later than 2040. As part of this target, Efficio has formally committed to setting science-based targets through the Science Based Targets initiative (SBTi). Our commitment can be found on the SBTi dashboard.

Our targets

Efficio has set the following targets for emissions reduction and environmental action:

- For our own operations we have committed to a 42% reduction in scope 1 and 2 emissions by 2030 compared to our FY2023 base year, equivalent to 6% of the base year each year, which is in line with a science-based trajectory.
- Across our supply chain we will engage our top 25 suppliers by emissions to encourage them to set science-based targets, so that 67% of our emissions from purchased goods and services are covered by science-based targets by 2030.
- To encourage company-wide action and improvements we aim to achieve an EcoVadis score of 75 by 2030, moving us into the Gold medal category.

To drive these targets forward, Efficio has secured a Sustainability Linked Loan (SLL) which is tied to the targets above and performance is monitored annually by our lender and assured by a third party.

Alignment with the Science Based Targets initiative (SBTi)

Efficio recognises the importance of setting Science-Based Targets (SBTs) which the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to well-below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C.

Science-based targets provide a clearly defined pathway to reduce greenhouse gas (GHG) emissions, helping prevent the worst impacts of climate change and future-proof business growth.

Our current targets for scope 1 and 2 emissions are aligned with a science-based trajectory. We formally committed to set emissions reduction targets through the SBTi in June 2025 and will set near-term scope 1, 2 and 3 targets and submit them for validation before June 2027.

Progress in FY2026

In FY2026 our UK scope 1 and 2 emissions (location-based) were 46 tCO_2e, a 44% reduction against our FY2023 base year of 82 tCO_2e, which means our UK operations have already reached the level required by our 2030 target. Total UK emissions rose by 46% over the same period, driven by business travel and purchased goods and services as the business has grown. Business travel is our most challenging source of emissions, responsible for 60% of our UK scope 3 emissions.

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GHG Emissions Data

Efficio UK Limited

Data presented here covers UK GHG emissions for Efficio UK Limited (Efficio UK). FY2023 and FY2025 figures are as previously reported; FY2026 figures have been calculated from our FY2026 GHG inventory.

	Units	FY2023 (base year)	FY2025	FY2026	% change from FY2023
Scope 1 (direct emissions)					
Natural gas	tCO2e	7	5	4	-32%
Other fuels	-	-	-	-	-
Fugitive emissions	tCO2e	13	12	12	-7%
Mobile combustion (owned vehicles)[2]	-	-	-	-	-
Total scope 1 emissions	tCO2e	19	17	16	-16%
Scope 2 (indirect emissions)					
Purchased electricity (location-based)	tCO2e	63	38	30	-52%
Purchased electricity (market-based)	tCO2e	16	7	7	-55%
Purchased heat, steam, and cooling[3]		-	-	-	-
Scope 3 (other indirect emissions)					
C1: Purchased goods & services	tCO2e	1,416	1,728	1,875	+32%
C2: Capital goods[4]	-	-	-	-	-
C3: Fuel and energy-related activities[5]	-	-	-	-	-
C4: Upstream transport & distribution	tCO2e	9	1	0	-97%
C5: Waste in operations	tCO2e	23	18	1	-95%
C6: Business travel	tCO2e	1,867	3,472	3,082	+65%
C7: Employee commuting	tCO2e	158	235	182	+15%
C8: Upstream leased assets[9]	-	-	-	-	-
C9: Downstream transport & distribution[9]	-	-	-	-	-
C10: Processing of sold products[6]	-	-	-	-	-
C11: Use of sold products[9]	-	-	-	-	-
C12: End-of-life treatment of sold products[9]	-	-	-	-	-
C13: Downstream leased assets[9]	-	-	-	-	-
C14: Franchises[9]	-	-	-	-	-
C15: Investments[9]	-	-	-	-	-
Total scope 3 emissions	tCO2e	3,473	5,218	5,140	+48%
Total emissions (scopes 1, 2 and 3)					
Total location-based emissions	tCO2e	3,555	5,272	5,187	+46%
Total market-based emissions	tCO2e	3,508	5,241	5,164	+47%
Intensity ratio					
Total FTE	FTE	434	457	476	+10%
Location-based emissions per FTE	tCO2e / FTE	8.2	11.5	10.9	+33%
Market-based emissions per FTE	tCO2e / FTE	8.1	11.5	10.8	+34%

[2] Efficio does not own any company vehicles so no emissions are reported here.
[3] None of the UK offices use heat, steam or cooling
[4] Emissions from C2: Capital goods are jointly reported under C1: Purchased goods & services which is a GHG Protocol approved method.
[5] Currently, we do not breakdown C3: Fuel and energy-related emissions for the UK
[6] A scope 3 screening exercise undertaken in line with the GHG Protocol Corporate Value Chain (Scope 3) Standard identified that these categories are not relevant for Efficio UK Limited (Efficio UK). For example, Efficio does not manufacture and distribute products so there are no emissions associated with downstream transportation, processing, use and disposal of products.

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Carbon Reduction Projects

Efficio has implemented a phased approach to achieving Net Zero emissions no later than 2040, through intermediate targets:

- **Short term:** Target all operations under direct control
- **Medium term:** Target certain indirect operations (i.e. waste, water, business travel)
- **Long term:** Target indirect operations related to the supply chain (purchased goods and services)

Business travel

This year we implemented a new business travel management tool, Navan. Through the tool we can set business travel restrictions that minimise carbon emissions, as well as 'nudge' workflows that promote less carbon-intensive modes of transport, and we are examining how we can use it further to reduce our emissions. We are also introducing carbon cost of travel reporting to show employees and consultants the carbon cost of their travel, encouraging them to teleconference rather than travel or, where travel is necessary, to choose the lowest-carbon mode; for example, taking the train between London and Paris rather than a flight. Efficio is actively looking at Sustainable Aviation Fuel credits for business travel emissions mitigation, and this approach will be formalised during the SBTi target setting and validation process.

Energy efficiency and renewable energy

Efficio's London head office is certified to the ISO 14001 Standard, which demonstrates that we follow a best practice approach to environmental management. ISO 14001 requires that we operate this building in line with strict criteria, including setting measurable objectives to reduce energy use, water consumption and office waste, and implementing operating procedures to manage all key environmental impacts associated with the building.

As part of our efforts to reduce our scope 1 and 2 emissions, this year we engaged with each building manager to collect information on the existing features of our buildings, with a view to launching further decarbonisation measures in the near term. We have set minimum sustainability standards for the buildings we occupy, meet our landlords quarterly to discuss decarbonisation opportunities, and have completed an Energy Savings Opportunity Scheme (ESOS) audit.

Efficio will endeavour to reduce the energy consumption of office equipment across our offices by purchasing energy-efficient equipment and by promoting energy conscious behaviour change.

For our London head office all electricity purchased is through a renewable energy contract, which reduced our UK market-based scope 2 emissions to 7 tCO_2e in FY2026, compared with 30 tCO_2e on a location-based basis. For our other sites we are exploring renewable tariff options and power purchase agreements (PPAs), with the aim of reducing scope 2 emissions to zero on a market basis in these locations.

Waste management

Efficio prioritises consideration of the waste hierarchy, promoting where possible reuse or recycling ahead of disposal. Efficio also promotes good behaviour principles, promoting minimising the use of paper and other office consumables; reducing paper consumption by electronic documentation, e.g., DocuSign and where required encouraging the use of double-sided printing to reduce paper usage. Efficio will look for ways of identifying other opportunities to reduce office waste.

Efficio completed a waste audit of all our offices to review waste management practices and implement best-practice measures. Efficio is phasing out single-use plastic bottles in all offices by installing filtered water dispensers.

Supply chain engagement

Purchased goods and services are our second-largest source of emissions. Last year we engaged with our top 25 suppliers and we continue to work with them on decarbonisation initiatives and progress. Carbon is included as a topic in our supplier selection, onboarding and review processes, supported by our Sustainable Procurement Strategy (aligned with ISO 20400:2017), our Supplier Code of Conduct and an ESG maturity questionnaire. CarbonCube® also tracks our suppliers' carbon targets and CDP reporting status.

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Sustainability Reporting

Efficio responded to EcoVadis for the first time in 2023, scoring a Bronze Certificate, and in 2024 achieved a score of 65, an increase of five points. In 2025 we achieved a score of 53/100. Through our SLL, Efficio is committed to an annual increase of 2 points in its EcoVadis score as one of our KPIs that is audited annually.

Efficio responded to CDP for the first time in 2024, scoring an SME 'B' rating, the highest available to SMEs. We completed the full CDP questionnaire in 2025, and will continue to respond annually.

In the future we hope to implement further measures such as:

- Setting near-term scope 1, 2 and 3 science-based targets and submitting them to the SBTi for validation before June 2027.
- Using Navan's travel restrictions and nudge workflows to shift business travel to lower-carbon options and setting and publishing a business travel reduction target.
- Continuing to engage our top 25 suppliers so that 67% of our purchased goods and services emissions are covered by science-based targets by 2030 and replacing spend-based estimates with supplier-specific data in CarbonCube® as it becomes available.
- Launching decarbonisation measures identified through our building manager engagement and securing renewable tariffs or PPAs for our other key sites.
- Implementing a dedicated carbon management platform to automate data collection and improve the accuracy and timeliness of our emissions reporting.
- Reviewing high-quality offsetting and sustainable aviation fuel options for our residual business travel emissions. We recognise that offsetting emissions is only to be used as a last resort for residual emissions and not a substitute for emissions reduction, which is our priority. This is the stance we take with our clients on emissions reduction projects.

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Driving Sustainability Improvements

Through all of our consulting activities Efficio is in a unique position to deliver both cost reduction and sustainability improvements in the supply chain. We believe that sustainability and achieving Net Zero are fundamental to the world around us and look to support our clients in understanding this and the strategic opportunities to achieve this.

At Efficio, we are moving towards all our procurement activity being 'sustainable procurement', by which we mean that procurement and supplier management processes baseline, target, deliver and track improved ESG outcomes in addition to core metrics of cost, quality and service. We help our clients determine opportunities, build their team's capabilities, and adopt strategies that enable them to maximise Environmental, Social and Governance (ESG) improvements without compromising on cost management.

We help clients to address these challenges:

1. Business case and planning - Changing Procurement to be ESG as well as cost-led requires a strong business case, a plan for change, and a trusted roadmap that the business fully supports. An example of this is the support we provided to a leading consumer goods client to electrify their fleet of over 8,000 vehicles through strategic sourcing and fleet optimisation. We were able to support the client in achieving its milestone of 50% electric vehicle adoption by 2025 which resulted in an estimated 38% reduction in CO2 emissions. This was achieved through successful supplier negotiations with vehicle manufacturers and leasing companies and development of the EV transition roadmap to roll out the required infrastructure.

2. Data and supply chain resilience – Relevant and attainable metrics are critical to measuring and managing progress against ESG targets and building supply chain sustainability and resilience in an unpredictable global environment.

3. Reporting – The legislative and voluntary reporting burden grows in complexity daily – failing to deliver public ESG commitments can quickly damage the reputation of a business.

4. Measurable improvement - Targets are just the start. New tools, skills, and approaches are needed to improve Carbon, Diversity & Inclusion, Waste, Localised Supply, and many other parameters.

Sustainability must be embedded throughout procurement processes. At Efficio, we use tried-and-tested methodologies to create resilient, transparent, and green supply chains and to target improvements across all ESG metrics. We often start by carrying out a thorough Sustainable Procurement Opportunity Assessment to determine key risks and opportunities before creating a strategy to deliver improvements.

Drawing on over 20 years of experience, we believe that taking targeted action is vital for any business. Efficio has developed a tool called CarbonCube® for sustainability and procurement teams to quickly and effectively calculate supply chain emissions, identify carbon hotspots, set targets and monitor supplier performance. The CarbonCube® can be used to calculate scope 3 emissions from the key categories of Purchased Goods & Services, Capital Goods, Upstream Transport & Distribution and Business Travel. The CarbonCube® uses procurement data to categorise and calculate carbon emissions. It simplifies the carbon baselining process and it can be enhanced over time with supplier specific data as it becomes available.

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Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with Streamlined Energy and Carbon Reporting (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) Standard.

This Carbon Reduction Plan, for the Financial Year ending on 30th June 2026, has been reviewed and signed off by the director of sustainable procurement.

Signed on behalf of Efficio:

Director's Name:	Edward Cox
Date:	21/10/2026

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