

Carbon Reduction Plan

33n

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33n's Carbon Reduction Plan 2026

33n is part of RCI Group, which calculates its Corporate Carbon Footprint (CCF) each year with ClimatePartner in line with the guidelines of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).

As a recently acquired business, 33n has prepared this interim Carbon Reduction Plan ahead of its inclusion in the Group's next annual ClimatePartner footprint. The figures presented reflect 33n's estimated CO₂e emissions for the reporting period 1 July 2025 to 30 June 2026, prepared in line with the GHG Protocol. They will be aligned to the Group methodology once 33n is included in RCI Group's ClimatePartner footprint.

33n's commitment to achieving Net Zero

We are committed to achieving Net Zero and to meeting the expectations of our clients and our wider stakeholder community. We aim to achieve Net Zero by 2045, consistent with RCI Group and with the NHS Carbon Footprint Plus target date for supply chain emissions.

Emission Scope Categories

- Scope 1: Direct carbon emissions from owned or controlled sources
- Scope 2: Indirect carbon emissions from consumed purchased electricity, heat or steam
- Scope 3: Indirect carbon emissions from all other business activities

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2025/26 (1 July 2025 to 30 June 2026)

Additional Details relating to the Baseline Emissions calculations.

33n first calculated its greenhouse gas emissions for the 2024 calendar year and adopted that year as its baseline in its 2024 Carbon Reduction Plan, approved by the board on 28 December 2024. That baseline of 50.58 tCO₂e is retained here as the reference point against which reduction is measured. 33n has since been acquired by the RCI Group. This interim plan reports the twelve months from 1 July 2025 to 30 June 2026 as the current reporting year, being the most recent period for which complete expense and workforce data is held. That period differs from the calendar-year basis used elsewhere in the RCI Group and the intention is to reconcile with the RCI group's cadence when 33n is included in the annual ClimatePartner footprint. The 2024 baseline and the current reporting year are not calculated on the same basis, with the 2024 figure including cloud hosting, software and the IT estate; these fall within purchased goods and services, which sits outside the Scope 3 subset required for a Carbon Reduction Plan and is excluded from the current year. The 2024 figure is therefore not used to demonstrate a like-for-like reduction.

This interim plan reports Scope 1, Scope 2 and the subset of Scope 3 categories required for a Carbon Reduction Plan. Scope 1 and Scope 2 are nil: 33n operates no vehicle fleet, holds no premises and holds no energy supply contract. Waste generated in operations is nil, as 33n holds no premises and disposed of no IT equipment during the period. Upstream and downstream transport and distribution are nil in respect of service delivery, as 33n moves no physical goods; transport associated with purchased goods will be captured alongside that category. Purchased goods and services - which for 33n includes cloud hosting, software and AI services, the IT and device estate, and the energy used at the co-working spaces 33n accesses on a pay-as-

used basis - is not included in this interim round and will be added when 33n joins the Group's ClimatePartner footprint; the reported total will increase accordingly.

Basis of preparation and known limitations. Business travel is derived from expense records: £48,373 of combined rail and taxi spend and £2,432 of petrol mileage claims. Journey-level distances are not currently captured, so rail distance is estimated by dividing the combined spend by the Office of Rail and Road's published national average passenger revenue per passenger kilometre of 18.2 pence (July to September 2025); taxi spend is not separately identified and is converted on the same basis. Own-car distance is derived from claims at 45 pence per mile. Journeys to co-working space are employee commuting rather than business travel, but cannot be separated from client-site travel within the expense data and are therefore reported within business travel. The home working calculation does not deduct days spent travelling to client sites or co-working, and so slightly overstates home working. No flights were identified in the period. The conversion factors applied are national rail 0.03092 kgCO₂e per passenger kilometre and average petrol car 0.16152 kgCO₂e per kilometre. Home working is calculated on 66,890 full-time-equivalent working hours (42.47 WTE at seven hours a day, five days a week, over 45 weeks) at 0.32393 kgCO₂e per working hour, being office equipment of 0.02159 and heating of 0.30234. All factors are taken from the UK Government (DESNZ) Greenhouse Gas Conversion Factors 2026, flat file version 1.2. Well-to-tank emissions are not included, as fuel- and energy-related activities fall outside the Scope 3 categories required for a Carbon Reduction Plan. 33n also incurred £20,980 of spend on AI services, which falls within purchased goods and services and is excluded from the total; a spend-based indication suggests this would add in the order of 2 tCO₂e when that category is brought into scope. These figures should be read as an interim estimate rather than an assured footprint.

Baseline year emissions: 2024

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.0
Scope 2	0.0
Scope 3: Business Travel, Employee Commuting, Waste Generated in Operations, Transport and Distribution (upstream and downstream)	50.58
Total Emissions	50.58

Baseline year emissions: 2025/26

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.0
Scope 2	0.0
Scope 3: Business Travel, Employee Commuting, Waste Generated in Operations, Transport and Distribution (upstream and downstream)	31.3
Total Emissions	31.3

Current Emissions Reporting

Reporting Year: 2025/26 (1 July 2025 to 30 June 2026)

Emissions for this first interim report are 31.3 tCO₂e against the 2024 baseline of 50.58 tCO₂e. For the reasons set out above, the two figures are not directly comparable.

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.0
Scope 2	0.0
Scope 3: Business Travel, Employee Commuting, Waste Generated in Operations, Transport and Distribution (upstream and downstream)	31.3
Total Emissions	31.3

Largest Emission Sources

33n's Corporate Carbon Footprint for 2025/26 is 31.3 tCO₂e. Reflecting 33n's remote-first delivery model, emissions sit entirely in Scope 3. The largest single source is home working at 21.7 tCO₂e, or 69% of the total. Travel to NHS client sites and to co-working space accounts for 9.6 tCO₂e, or 31%, of which rail and taxi travel make up the large majority and own-car mileage the remainder. Waste is nil. Scope 1 and Scope 2 are nil, as 33n operates no vehicle fleet and holds no premises or energy supply contract. Emissions equate to 0.74 tCO₂e per whole-time equivalent employee.

Emissions reduction targets

Building on our first Corporate Carbon Footprint, our focus is on implementing targeted actions aligned to our primary emission drivers while continuing to improve data quality over time. We will target a minimum 2% year-on-year reduction in emissions initially. Home working accounts for 69% of our footprint and travel for 31%. Within home working, heating accounts for 0.30234 of the 0.32393 kgCO₂e per working hour applied, so home energy is where the reduction effort has to land. We note that this factor is a national average applied per employee-hour, so improvements our colleagues make at home will not be visible in the reported figure until we move to activity-level data; building that capability is therefore a priority alongside the reduction measures themselves. We also recognise that a 2% annual reduction alone will not deliver Net Zero by 2045, and we will set a steeper trajectory once our baseline is restated onto the externally calculated Group footprint.

Carbon Reduction Projects

Completed and Ongoing Carbon Reduction Initiatives

The following environmental management measures were in place prior to the establishment of a fully scoped carbon baseline. While these initiatives are expected to have contributed to reducing emissions, their impact was not formally measured at the time:

- Device reuse, recycling and WEEE disposal controls for IT equipment
- Remote-first working embedded across the whole organisation, substantially reducing routine daily commuting
- Digital-first delivery and digital collaboration tools (e.g. Microsoft Teams, SharePoint, Miro, and cloud platforms such as AWS and GitHub), reducing internal travel and physical infrastructure
- AI-enabled delivery workflows that reduce rework and production time
- Sustainable procurement considerations set out in policy, supported by third-party and supplier management controls
- Staff awareness of environmental responsibilities

Planned Carbon Reduction Initiatives

In the future, we propose to continue the initiatives above and implement further measures, such as:

1. Establish and embed carbon measurement

- Extend the baseline established in this interim plan from spend-based and proxy data to activity-level data across Scope 1, Scope 2 and the required subset of Scope 3 (business travel, employee commuting, waste, and transport and distribution)
- Reconcile 33n's footprint to the Group carbon approach and join RCI Group's annual ClimatePartner Corporate Carbon Footprint, at which point the scope will extend to purchased goods and services, including cloud hosting and the IT and device estate
- Refresh, sign and publish this Carbon Reduction Plan against the externally calculated baseline, and set reduction targets aligned to the Group framework
- Develop a Net Zero route map, improving data quality from proxy and spend-based assumptions to activity-level data over time
- Adopt the Group's quarterly ESG reporting cadence and standardised template

2. Employee commuting, business travel and home working

- Maintain a home-first working model, with co-working used only occasionally, to keep commuting emissions low
- Adopt a sustainable-travel expenses policy with a virtual-first approach to reduce journeys to NHS client sites
- Promote public transport, active travel and car sharing, including cycle-to-work and travel-booking tools that prioritise rail and public transport
- Provide lower-carbon home-working guidance and support - heating efficiency, device power management, and take-up of renewable electricity tariffs - targeting our largest emissions category
- Monitor commuting and travel patterns and identify opportunities to reduce travel demand

3. Waste and IT equipment

- Maintain a structured hardware reuse and recycling programme and an IT decommissioning plan, reducing electronic waste (WEEE)
- Reduce operational waste and improve recycling across the business

4. Governance, evidence and engagement

- Confirm 33n's ESG representative on the RCI Group ESG Committee as the accountable owner for sustainability and social value
- Embed ESG and carbon into the risk register and governance
- Build a commitments register and an approved-claims fact sheet, and apply a bid sign-off gate so client-facing environmental commitments are evidence-based
- Provide carbon-literacy training to key staff and strengthen ESG communications
- Explore accredited carbon removal or offsetting for residual emissions, in line with the Group approach

5. Wider footprint (as scope extends)

- As the footprint extends to purchased goods and services, assess and optimise cloud hosting and compute - building on the current AWS cost and efficiency review - and introduce supplier ESG screening and engagement with key suppliers on lower-carbon alternatives

A significant proportion of Scope 3 emissions is currently estimated using spend-based and proxy data, in particular rail distance derived from spend and home working derived from contracted hours. Improving activity-level data capture - journey-level travel records, and running the staff travel survey already prepared for home working and co-working attendance - will be a key focus in future reporting cycles, enabling more accurate reporting and targeted reduction initiatives.

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 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 has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

A handwritten signature in black ink, appearing to read 'John Jeans', with a stylized flourish at the end.

Name: John Jeans

Title: Managing Director, 33n

Date: 22.09.2026