STCS Limited

Carbon Reduction Plan 2025-2026

STCS Limited: Carbon Reduction Plan	
Owner: Rachael Keaney	**Version: 0.1**
Authors: Rachael Keaney, Stephen Connelly	**Version issue date: May 2026**
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1.0 Introduction

STCS Ltd is committed to reducing the environmental impact of our operations and the services we provide. As a specialist software provider with a relatively small workforce, our environmental impact is primarily associated with business travel, employee commuting, office energy consumption, purchased goods and services, and the infrastructure used to host and deliver our software solutions.

This document establishes our Carbon emissions baseline (for 2025-2026) and outlines our plan to reach net zero carbon emissions by 2030.

2.0 Commitment to achieving net zero

STCS Limited is committed to achieving net zero emissions by 2030.

3.0 Carbon Reduction Governance and Accountability

3.1 Responsibilities

The current SMT Lead for the STCS Limited Carbon Reduction Plan is: Rachael Keaney

All members of staff are required to support our Carbon Reduction measures.

3.2 Review and Reporting Schedule

Biannual Reviews – progress assessment against targets and initiative milestones

Annual Reviews – reissue of the plan with emissions recount, target reassessment and initiative adjustment, where appropriate. Discussion with landlords.

Communication – publication of the latest CRP on the STCS website. Staff guidance (in person or via Teams bulletin). Reminder notices placed in the appropriate locations, where appropriate.

4.0 Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced through our business activities prior to the introduction of any strategies to reduce emissions.

Baseline emissions are the reference point against which our emissions reduction will be measured.

Baseline year: 1 April 2025 – 31 March 2026
Additional details relating to the baseline emissions calculations:
STCS Ltd commenced carbon reduction planning and activities in 2025. The baseline year has been set as 2025-2026 to provide a full year of emissions data following the reductions already achieved through increased working from home policies. The 2025-2026 baseline includes the following: **Scope 1 emissions:** STCS Ltd does not operate any company-controlled vehicles **Scope 2 emissions:** Electricity and Gas consumed in Hypoint offices (4 leased offices) **Scope 3 emissions:** A. upstream transportation and distribution: emissions from goods delivered to STCS (for example, supplier deliveries). The majority of our purchases relate to software, subscriptions, hosting and legal/insurance/financial overheads B. waste generated in operations: emissions from waste STCS sends to landfill or recycling via our building services provided by Hypoint C. business travel: emissions from trains, flights, or hotels for work trips D. employee commuting: emissions from staff travel to work (for example, cars, buses) E. downstream transportation and distribution: emissions from delivering our products to customers. Our outputs are software releases, training and support. We do not physically deliver products to customers

Baseline year emissions:	
Emissions	Total (tCO2e)
Scope 1	2.48
Scope 2	2.12
Scope 3 (included sources)	22.3
Total emissions	26.91

5.0 Emissions Reduction Targets

To progress towards achieving net zero by 2030, STCS has adopted the following carbon reduction targets and strategies:

6.1 2025 – 2030 Targeted/Achieved reductions

Metric	2025-2026 Baseline	2026-2027	2028-2029	2029-2030
Scope 1 (tCO_2e)	2.48	2.48	2.48	2.48
Scope 2 (tCO_2e)	2.12	1.91	1.49	1.49
Scope 3 (tCO_2e)	22.3	20.1	17.9	16.0
Total (tCO_2e)	**26.91**	**24.49**	**21.87**	**19.97**
Reduction v 25/26 Baseline		**8%**	**19%**	**26%**

6.2 2026 – 2030 Projections

Carbon emissions projected to decrease to approximately 20 tCO_2e by 2030, representing a 26% reduction from the 2025/26 baseline. This target takes into account:

• Continued support for remote working policies to 1-2 days per week over the period. Promotion of electric bike 'ride to work' scheme to reduce emissions from staff commute.

• Continued emphasis on remote delivery of requirements workshops and training sessions, to reduce T&S.

• Hypoint office/communal area refurbishment, including LED lighting and individual electric energy efficient heaters (estimated completion by 2028)

• Hypoint building boiler upgrade to 97% efficient boiler to attain an EPC rating of C (estimated completion by end 2027)

Residual carbon emissions will be subject to carbon offsetting up to 20 tCO_2e annually.

Expected 5% annual business growth while maintaining or reducing overall emissions

6.3 Route to 2030 Net Zero

The pathway to achieving net-zero emissions by 2030 relies on:

1. Operational Emissions Reductions Target reduction of current emissions to 20 tCO_2e through implementation of all planned initiatives

2. Engagement Collaboration with key suppliers and service providers (office landlord) to reduce embodied carbon in goods and services

3. Carbon Offsetting Establishment and maintenance of robust carbon offset programmes through verified tree planting and environmental projects, offsetting the remaining 20 tCO_2e annually

6.0 Carbon Reduction Projects

6.1 Completed/Ongoing Carbon Reduction Initiatives

The following environmental management measures and projects have been in progress since the 2025-26 baseline year, or are scheduled:

A. Energy audit / Baseline creation
Status: Completed May 2026
Features: Energy Audit using Carbon Footprint Calculator to establish baselines for 2025/26 emissions. Included:
Obtain gas/electricity usage data (from landlord)
Request details of renewable energy components (from landlord)
Collect business mileage and commuting details
Assess business travel impact (road, air and rail travel)
Review supply chain and distribution chain

B. Waste policies (STCS policies and landlord initiatives)
Status: Complete August 2025
Features: Waste separation in offices and communal areas, move to recycling with waste contractors. Operating largely paper-free business processes, including digital documentation, support services and project delivery

C. Extended flexible working policies
Status: Ongoing (Commenced 2020, extended 2021 – 2026) Savings per year:
Features: Flexible working policy for all staff, ranging from 0% to 60% time in Hypoint. Promotion of electric bike 'ride to work' scheme to reduce emissions from staff commute.
Benefits: reduced emissions from commuting (Scope 3), reduced energy consumption in offices (lighting), reduced waste generated in offices, less time spent commuting leading to more energy and more time for work-life balance.

D. Business Travel Optimisation
Status: Ongoing (Commenced 2026)
Features: Prioritise virtual meetings/remote communication and collaboration tools. Opt for train travel wherever possible. Reduce business travel by 20% from baseline.
Benefits: Reduce emissions from business travel.

E. Office refurbishment completion (landlord initiative)
Status: Ongoing – estimated for completion 2028
Features: Replacement of inefficient incandescent/fluorescent lighting with LED alternatives. Change gas boiler for a 97% efficient boiler to attain an EPC rating of C.
Benefits: 70%- 80% reduction in energy consumption for lighting, fewer replacement bulbs

8.0 Declaration and Sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and the 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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of STCS Limited:

Name and Title: Rachael Keaney, Director

Date: 20/5/2026