Carbon Reduction Plan

For Bromcom

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Created by: Positive Planet

Our Commitment

Bromcom is committed to achieving Net Zero emissions by 2050.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are 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 near-term targets:

- Procure 100% renewable electricity by 2030 and reduce market-based Scope 2 emissions to zero.
- To reduce scope 1 emissions by 100% by 2030.
- Reduce Scope 3 emissions by 42% by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

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Our Carbon Footprint

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline and current Year: 2024	
The current reporting year (1st January 2024– 31st December 2024) is the first year that we have measured and reported our carbon footprint and will serve as the baseline year for future measurements. For PPN 006 we have included the mandatory scope 3 categories below. We have excluded procurement categories which include purchased goods and services and capital goods as these are not requirements for PPN 06/21.	
Emissions	Total (tonnes CO_2e)
Scope 1	0.0
Scope 2	Market-based: 5.3 Location-based: 17.7
Scope 3 including: - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water	152.4
Total Emissions*	**Market-based: 157.6** **Location-based: 170.0**

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

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Baseline year: 2024	Carbon intensity metric (tCO_2e)
Employees (tCO_2e per FTE)	0.7
Revenue (tCO_2e per million m)	4.9

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Current Year Emissions

Current Year: 2025	
The current reporting year (1st January 2025– 31st December 2025) is the first year that we have measured and reported our carbon footprint and will serve as the baseline year for future measurements. For PPN 006 we have included the following scope categories in the measurement which are required. We have excluded procurement categories which include purchased goods and services and capital goods as these are not requirements for PPN 006.	
Emissions	Total (tonnes CO_2e)
Scope 1 (fugitive emissions)	12.7
Scope 2	Market-based: 8.7 Location-based: 14.6
Scope 3 including: - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water	205.0
Total Emissions*	**Market-based: 226.3** **Location-based: 232.3**

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

Carbon Intensity Metrics

Baseline year: 2025	Carbon intensity metric (tCO_2e)
Employees (tCO_2e per FTE)	1.0
Revenue (tCO_2e per £m)	5.9

Based upon 228 FTEs (full-time employee equivalents) and a revenue of £38,152,480.0 during the measurement period. We are using market-based emissions to calculate our intensity metrics.

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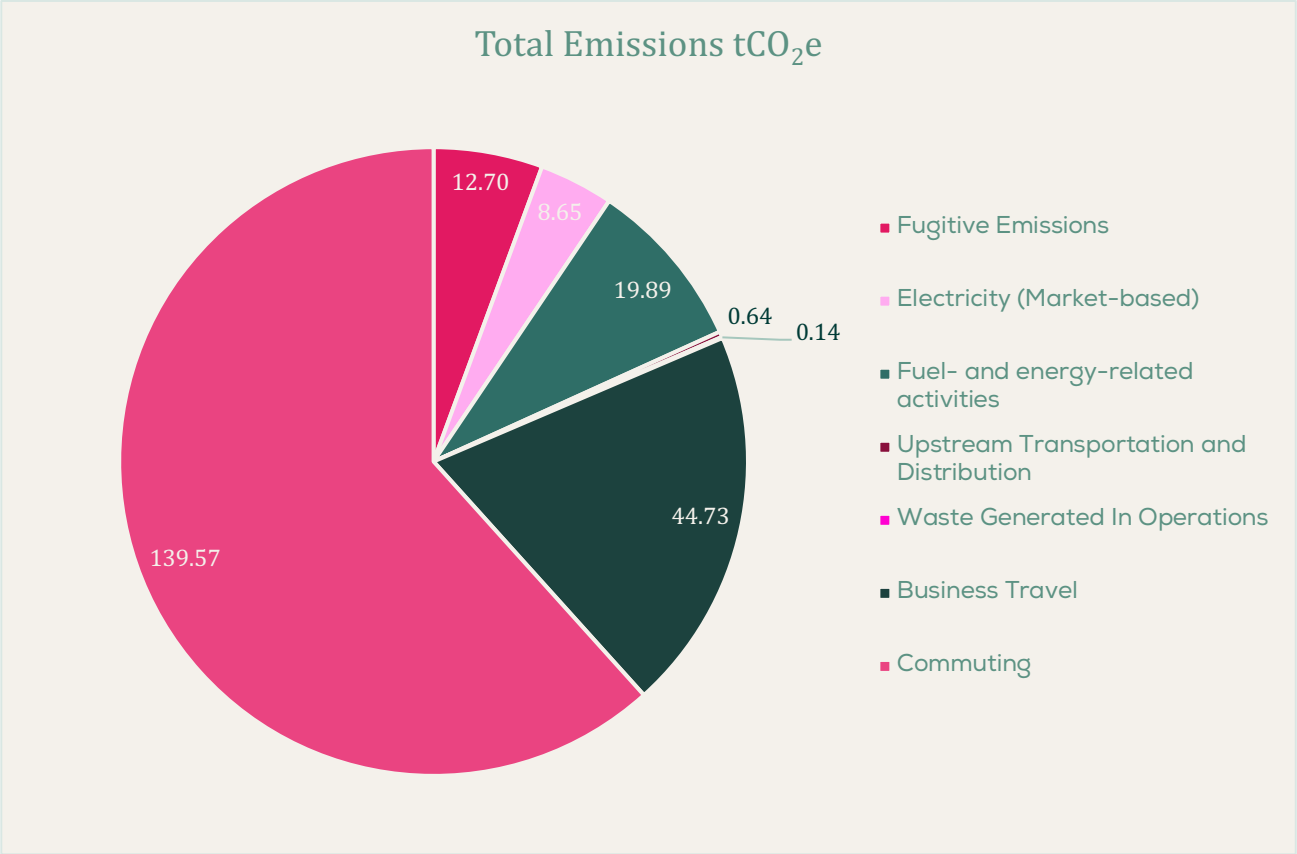
Carbon Emissions Breakdown



Commuting and working from home (WFH) account for the largest share of our measured emissions, at 139.57 tCO_2e. This is higher than last year, reflecting growth in headcount from 214 to 228 FTEs and more employees commuting into the office in 2025. The 2025 figure is also based on higher-quality data: our employee commuting survey achieved a 65% response rate, whereas the 2024 figure relied on averages. Business Travel is the second-largest source, contributing 44.73 tCO2e across air travel, employee-owned vehicles, rail and taxis. Fuel- and energy-related activities are the third-largest source, at 19.89 tCO_2e. Finally, our 12.70 tCO2e of Scope 1 fugitive emissions came from 6.6 kg of refrigerant gas used to top up the air-conditioning unit.

*Indirect energy emissions (GHG category; Fuel- and Energy-Related Activities) are those that occur upstream of energy use. In the other energy use categories e.g. business travel and employee commuting, we are accounting for the generation of electricity used or the combustion of fuels used. But these calculations do not consider the other emissions that occur e.g. the generation emissions of electricity lost in the transmission and distribution system or the well-to-tank (extraction, processing and transportation) emissions of fuels. To ensure we are measuring our full impacts, we have included these emissions for all scope 1, scope 2 (mandatory) and upstream scope 3 (optional) energy use activities.

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Progress

Emissions	Total Carbon Footprint (tonnes CO_2e)		% Change
	Baseline year: 2024	Current year: 2025	
Scope 1 (fugitive emissions)	0.0	12.7	N/A
Scope 2 (market-based)	5.3	8.7	+64.2%
Scope 3	152.4	205.0	+34.5%
Total emissions	**157.6**	**226.3**	**+43.6%**

Emissions	Carbon intensity metric		% Change
	Baseline year: 2024	Current year: 2025	
Employees (tCO_2e per FTE)	0.7	1.0	+42.9%
Revenue (tCO_2e per £m)	4.9	5.9	+20.4%

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Carbon Reduction

Our near-term targets:

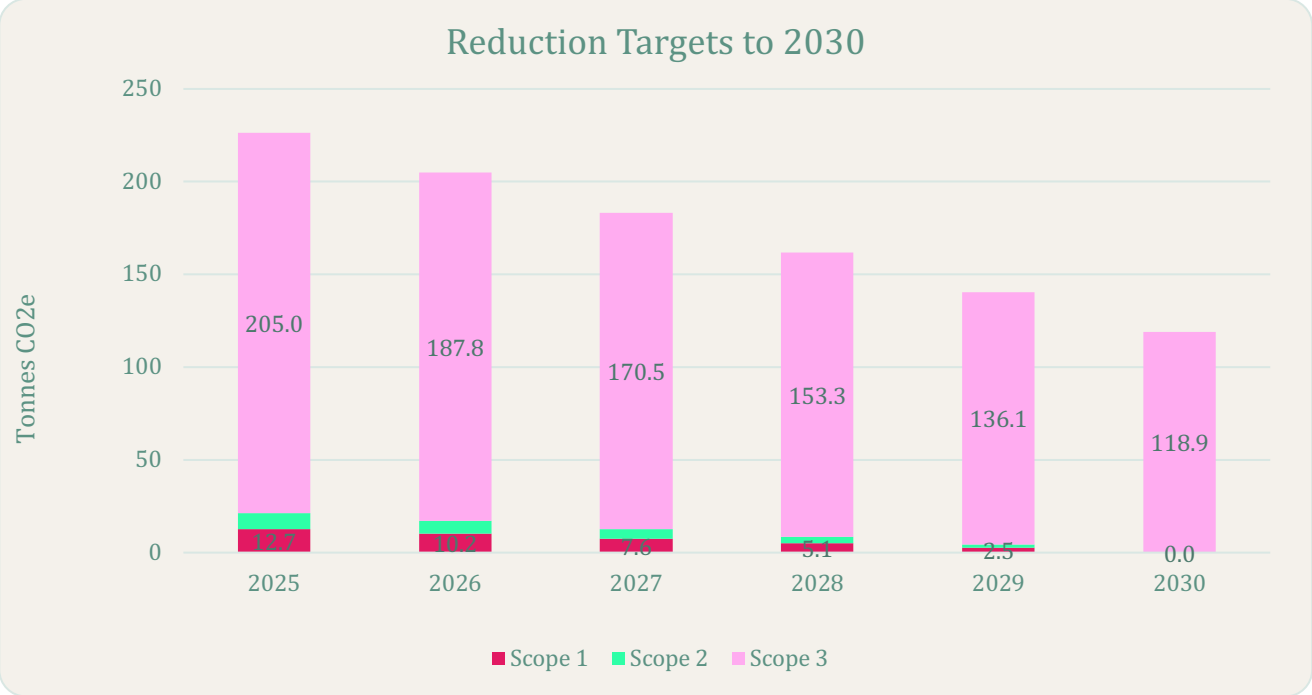
- Procure 100% renewable electricity by 2030 and reduce market-based Scope 2 emissions to zero.
- To reduce scope 1 emissions by 100% by 2030.

Reduce Scope 3 emissions by 42% by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050.

The graph below shows our total market-based emissions targets to 2030 based on baseline emissions. To achieve a linear reduction, we would need to reduce scope 3 emissions by 8.4% each year, which would be 17.22 tCO_2e. To reduce our scope 2 market-based emissions we will need to switch to a 100% renewable energy tariff and our scope 2 market-based emissions would be zero. For scope 1, we need to reduce our emissions 22% with an annual reduction of 2.54 tCO_2e.



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Completed Carbon Reduction Initiatives

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

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2025	1,2,3
Improvement in data quality since the baseline year in 2024. Waste and water reports were provided which gave us a higher quality data for water and waste usage as well as using the commuting survey results.	2026	1,2,3
Bromcom have worked to improve their recycling across their main office site. They now have recycling for paper, food waste and mixed recycling.	2026	3

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Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Reduction Plans – Scope 1 & Scope 2				
Activity No.	**Activity**	**Target Date**	**% Reduction Target**	**Category**
Priority 1	Conduct an energy audit in the office Conduct a site energy efficiency audit with the aim of further minimising our consumption of energy where possible. We will do this using either an external consultant or ourselves using a tool such as Business Energy Scotland's energy audit checklist.	2026	20% (location based)	Purchased electricity
Priority 2	Total location-based electricity emissions (National Grid energy mix) are still 14.6 tCO_2e so there is an opportunity to reduce energy use. We will implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate. We will assign roles and responsibilities to Green Team members.	2026	20% (location based)	Purchased electricity
Priority 3	Encourage landlord to switch to 100% renewable energy for electricity. This action will then reduce market-based emissions to 0 tCO_2e.	2026	10% (location-based)	Purchased Electricity
Priority 4	Encourage the landlord to look into replacing or checking the efficiency of the air-conditioning unit. The 12.7 tCO_2e has come from the 6.6kg top up of gas.	2026	100% Market based	Purchased

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We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Reduction Plans – Scope 3				
Activity No.	Activity	Target Date	Reduction Target %	Category
Priority 1	Commit to measuring the remaining Scope 3 categories, meaning that next year's carbon emissions measurement will be a full picture of Bromcom's carbon impact. Currently, the largest missing categories are procurement which would include purchased goods and services, meaning that once these are measured, reduction activities targeted at these categories will be able to be created.	2026-2027	-	Remaining scope 3 categories
Priority 2	Commit to continuing to improve the quality of data collected for business travel for train travel, hotels and transportation and distribution. Look at putting systems in place to better capture this data.	2026	2.5 - 7.5%	Commuting & Home Working Business Travel
Priority 3	Develop and implement a Sustainable Travel Policy to support the environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate. Monitor and consider alternatives to air-based travel as a priority and commit to offering support to the workforce with options for active travel schemes, such as bike to work or car sharing opportunities. Utilise the emissions travel hierarchy: - Digital communication - Walking and cycling - Public and shared transport - EVs and car sharing/clubs - ICE vehicles and car sharing/clubs - Air travel	2026	15%	Business Travel

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Priority 4	We will consider setting up a salary sacrifice scheme for EVs or home renewable energy projects. This would allow staff to purchase electric vehicles or install things like solar panels at home for a lower cost.	2026	10-15%	Business Travel, Commuting and WFH
Priority 5	Set up a Green Team to lead projects and initiatives across our organisation. The team will be tasked with key responsibilities such as contributing to and executing our carbon reduction plans, educating colleagues, running communication campaigns, etc. These employees will also take part in our next Carbon Literacy/Couch to Carbon Zero training sessions	2026-2027	5-15%	All scopes and categories
Priority 6	Host a short training session/share information regarding home renewable electricity tariffs. We will show staff how they can check what tariff they are on (e.g. by showing example bills and sharing a list of suppliers who only offer renewable tariffs like Octopus), and we will encourage/incentivise those that are not on renewable energy tariffs to switch to 100% renewable tariffs.	2026-2027	5-15%	Employee Commuting and Home working
Priority 7	Consider training and engagement for the Green Team, Leadership team and the wider employee base. Consider signing up to Carbon literacy Training for all applicable and to roll out the further workforce. Look into the different Carbon Literacy courses available and what would work best. On average certified learners reduce their carbon footprint by 5-15% annually of which 50% are work related.	2026	5-15%	All scopes and categories
Priority 8	Review logistics partners/couriers and utilise a Sustainable Procurement Policy. Work with transportation providers to gather their emissions data, and/or switch to lower-carbon providers.	2026-2027	20%	Transportation and distribution

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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 [1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting [2] .

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 [3].

This Carbon Reduction Plan has been reviewed and signed off by the Bromcom Executive Team.

Signed on behalf of Bromcom:

Name: Yeliz Guryel

Position: CFO

Date: 14-10-2026

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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