

## Introduction

This Carbon Reduction Plan integrates the emissions data, reduction strategies, and initiatives from both Prodec Networks Ltd and TIEVA (including all companies within the group), creating a unified entity. The combined entity is strongly committed to achieving ambitious net-zero targets, aligning to the more stringent goals of:

- Net Zero for Scope 1, 2 and 3 by 2033.

## Baseline Emissions Footprint

The baseline year is set as 2022, providing comprehensive data for emissions from both businesses before implementing combined reduction strategies.

Scope	tCO <sub>2</sub> e
Scope 1	92.19
Scope 2	94.23
Scope 3	413.12
Scope 3 Breakdown	
• Upstream transportation & distribution - 15.09	
• Waste generated in operations - 8.63	
• Business consumables - 27.80	
• Business travel and accommodation - 58.97	
• Employee commuting - 217.59	
• Work from home - 15.10	
• Downstream transportation and distribution - 69.94	
Total	599.54 tCO <sub>2</sub> e

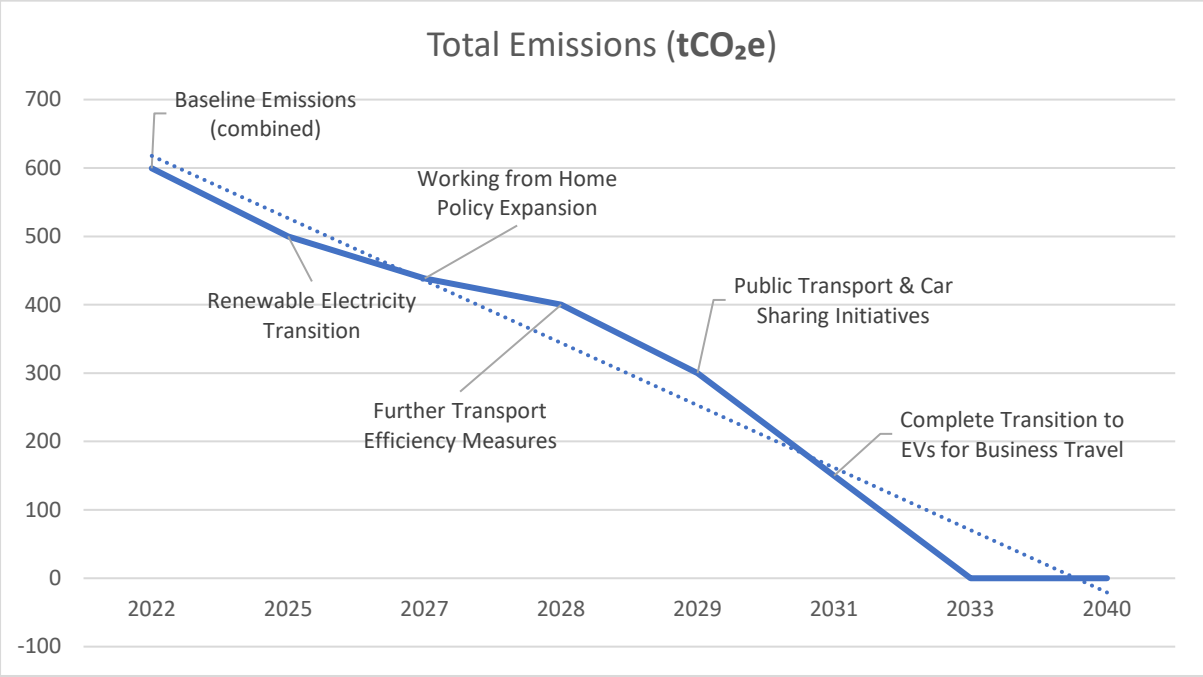
## Current Emissions Reporting – Year 2024

Scope	tCO <sub>2</sub> e
Scope 1	83.93
Scope 2	85.79
Scope 3	376.11
Scope 3 Breakdown	
• Upstream transportation & distribution – 13.74	
• Waste generated in operations – 7.86	
• Business consumables – 25.31	
• Business travel and accommodation – 53.69	
• Employee commuting – 198.09	
• Work from home – 13.75	
• Downstream transportation and distribution – 63.67	
Total	545.84 tCO <sub>2</sub> e

## Emissions Reduction Targets



TIEVA has set clear and measurable milestones to track progress towards achieving Net Zero. By 2028, total emissions will be reduced to approximately 438.39 tCO<sub>2</sub>e, representing a 27% decrease from the 2022 baseline. Ultimately, through the implementation of targeted initiatives and strategic offsetting, TIEVA aims to reach Net Zero Scope 3 emissions by 2033.



Year	Projected Emissions (tCO <sub>2</sub> e)	Reduction vs 2022 (%)
2022	599.54	0
2023	572.68	4.48
2024	545.82	8.96
2025	518.96	13.44
2026	492.11	17.92
2027	465.25	22.4
2028	438.39	26.88
2029	350.71	41.5
2030	263.03	56.13
2031	175.36	70.75
2032	87.68	85.38
2033	0	100

## Carbon Reduction Initiatives

To achieve these ambitious goals, the combined organisation will undertake comprehensive and integrated carbon reduction initiatives across several key areas.

In terms of renewable energy and efficiency, TIEVA is committed to sourcing 100% renewable electricity for all operational sites. Investments will continue in energy-efficient technologies, including the widespread installation of LED lighting systems and sensor-based energy management solutions to reduce energy consumption effectively.

A robust hybrid working policy will remain in place, significantly reducing commuting and related emissions. TIEVA aims to reduce commuting emissions by at least 50% by 2029 through policies promoting car-sharing, increased use of public transportation, and by transitioning to electric vehicles for business travel. This transition to electric vehicles is expected to be fully realised by 2031.

Waste management practices will be strengthened, with a clear target of becoming a paperless organisation. Enhanced recycling programs will be expanded, and single-use plastics will be completely phased out from operations.

Further extending sustainability efforts into the supply chain, the combined organisation will actively engage with global distribution partners who are committed to achieving zero greenhouse gas emissions and zero waste operations by 2030. Courier services utilising electric vehicles will be prioritised to further reduce Scope 3 emissions.

Additionally, carbon offset projects will continue to be an integral part of TIEVA's environmental strategy. Partnerships with reputable carbon offset providers such as Ecologi, The Gold Standard, and Verified Carbon Standard will be maintained and expanded, emphasising diverse offsetting initiatives resilient against potential climate-related risks beyond solely reforestation projects.

Technological innovation will also play a significant role in achieving emission reductions. Unified communications technologies and continued upgrades to energy-efficient data centres and IT infrastructure will significantly contribute to reducing emissions associated with business travel and operational energy use.

Employee engagement remains central to TIEVA's sustainability agenda. Regular sustainability training, clear communication, and the active involvement of employees in local environmental and biodiversity projects will be prioritised. These initiatives aim to deeply embed sustainability within TIEVA's culture.

All carbon emissions data have been assessed in accordance with international standards including BS EN ISO 14064-1 and the Greenhouse Gas (GHG) Protocol. Emission calculations have utilised conversion factors provided by DEFRA and the UK Government's Department for Business, Energy and Industrial Strategy. Global Warming Potentials are referenced from the IPCC Sixth Assessment Report, 2021 (AR6).

## Governance and Reporting

TIEVA is committed to transparency and accountability, adhering strictly to the Streamlined Energy and Carbon Reporting (SECR) requirements and the Greenhouse Gas (GHG) Protocol corporate standards. Progress against the established reduction targets will be reported annually to stakeholders, ensuring accountability and fostering continued improvements in sustainability performance.

## Declaration

This Carbon Reduction plan has been reviewed and approved at board level and meets the requirements of PPN 06/21.

Signed:

A handwritten signature in black ink, appearing to read 'S. Norman'.

STEVE NORMAN  
Commercial Director