



Carbon Reduction Plan Presidio Solutions UK Limited

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Created by: Positive Planet



Our Commitment

Presidio Solutions UK Limited is committed to achieving Net Zero emissions by 2040.

Our near-term targets:

- Reduce scope 3 emissions by 42% by 2030.
- Measure relevant downstream scope 3 categories ahead of the April 2027 NHS supplier roadmap requirement.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2040.
- Neutralise any residual emissions using verified carbon offsets.

Our Emissions

Base year Emissions Footprint

Base year 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. Base year emissions are the reference point against which emissions reduction can be measured. We have chosen to set our base year as July 2023 – June 2024.

Base year: 2023-2024	
<p>We have restated our base year emissions in line with improved data completeness for Purchased Goods and Services emissions. Our base year emissions calculation has also been updated with the latest UK Government published emissions factors for the reporting period, following updated spend-based factor methodologies.</p> <p>There are no scope 1 or 2 emissions to report as we had no vehicle's during the base year period. Additionally, as we occupy a managed office building, emissions associated with heating and electricity have been allocated under scope 3 - upstream leased assets.</p>	
Emissions	Total (tonnes CO ₂ e)
Scope 1	0.0
Scope 2*	0.0
Scope 3 including: <ul style="list-style-type: none"> - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream)* 	517.3
Total Emissions*	517.3

*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

Intensity Metric	Tonnes CO ₂ e
Employees (per FTE)	13.6

Based upon 38 FTEs (full-time employee equivalents) during the measurement period. We are using market-based emissions to calculate our intensity metrics.

Current Emissions Reporting

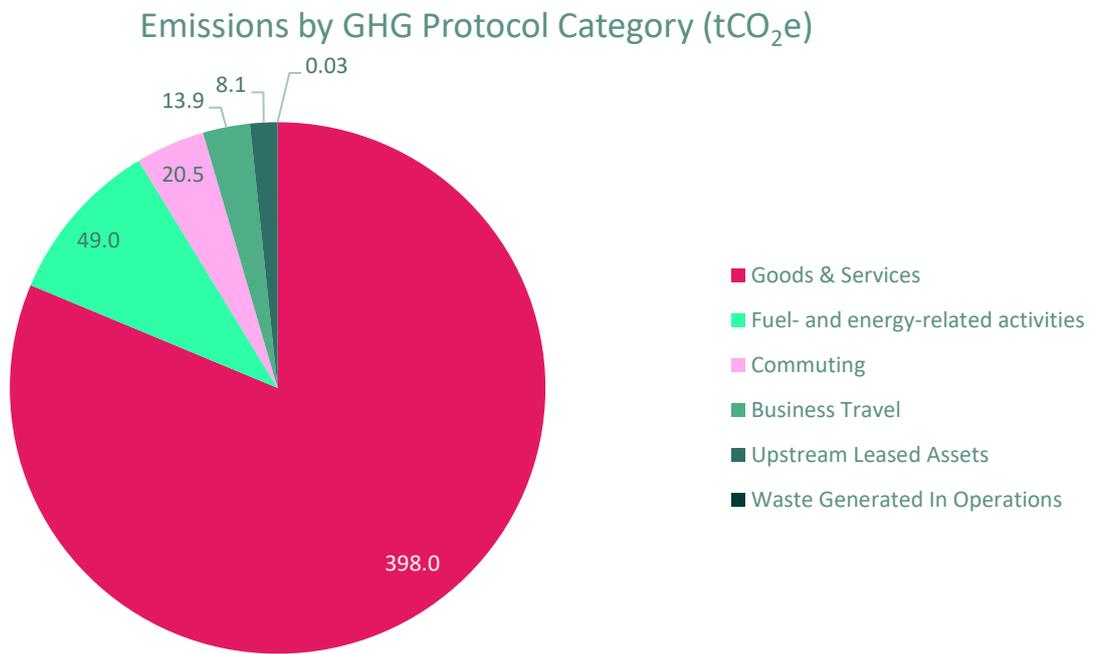
Current Reporting Year: 2024 - 2025	
The methodology applied to our base year emissions calculations has been consistently applied for the 2024 - 2025 reporting period.	
Emissions	Total (tonnes CO ₂ e)
Scope 1	0.0
Scope 2*	0.0
Scope 3 including: <ul style="list-style-type: none"> - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream)* 	489.5
Total Emissions*	489.5

Carbon Intensity Metrics

Intensity Metric	Tonnes CO ₂ e
Employees (per FTE)	14.0
Revenue (per £m)	36.3

Based upon 35 FTEs (full-time employee equivalents), and a £13.4 million revenue during the measurement period. We are using market-based emissions to calculate our intensity metrics.

Current Emissions Breakdown



Carbon Reduction

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 base year.

Our near-term targets:

- Reduce scope 3 emissions by 42% by 2030.
- Measure relevant downstream scope 3 categories ahead of the April 2027 NHS supplier roadmap requirement.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2040.
- Neutralise any residual emissions using verified carbon offsets.

Completed Carbon Reduction Initiatives

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

Activity	Completion Year	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. Appointed Positive Planet to support with calculating base year carbon footprint and reduction recommendations.	2024	1, 2, 3
Created a Green Team to lead initiatives. This team has been made up of members from different departments to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisation.	2024	1, 2, 3

Future Carbon Reduction Plans

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

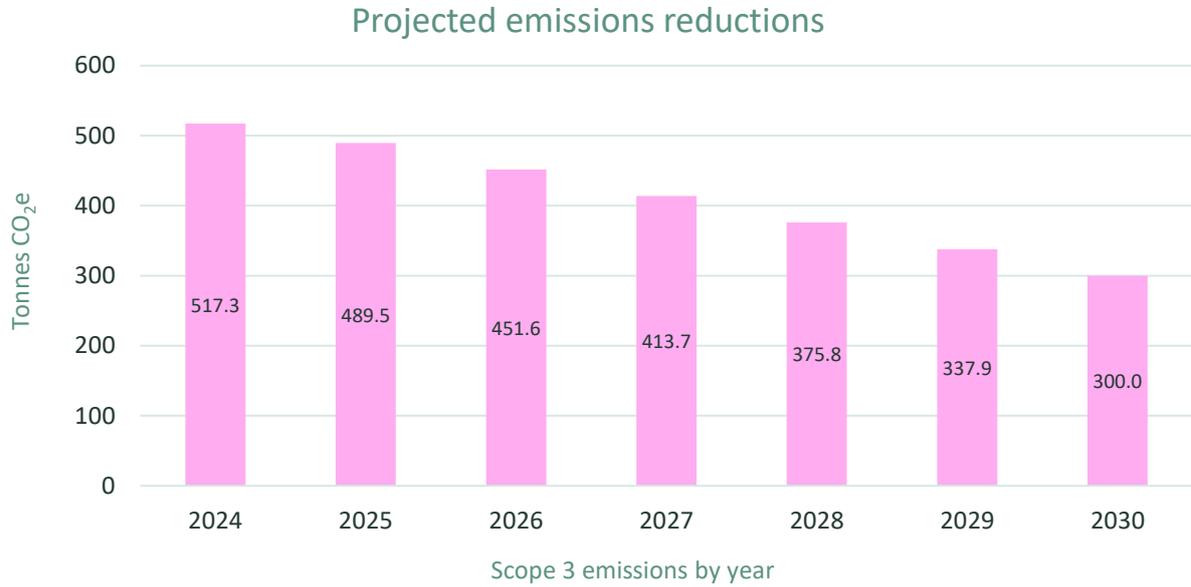
Scope 3			
Activity No.	Activity	Target Date	Category
1	Consider training and engagement for the Green Team, leadership, and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.	Ongoing	All
2	<p>Develop a Sustainable Procurement Policy with the twin goals of being able to assess and prioritise the sustainability credentials of suppliers, and collect data from suppliers on an annual basis in an effective way. Existing and new suppliers will be engaged with to ensure alignment with sustainability goals and target of Net Zero by 2040. Mechanisms to do so include:</p> <ul style="list-style-type: none"> engaging suppliers by sharing this Carbon Reduction Plan and communicating net zero targets, and asking for suppliers' information in return introducing/increasing sustainability weighting in tender processes/contracts adding sustainability criteria to all purchasing decisions, focusing on lifespan and efficiency increasing supplier monitoring/reporting requirements including provision of supplier-specific data partnering with sustainable suppliers and vendors for events and other business requirements. <p>This action will embed sustainability considerations into the procurement process and enable suppliers with demonstrable sustainability credentials to be prioritised, as part of a phased approach. Taking action here is essential, as 81% of measured emissions sit within the supply chain.</p>	2025-2030	Purchased Goods & Services
3	<p>Commit to a Sustainability Audit of existing suppliers.</p> <p>Initially top suppliers (identified by spend and/or carbon intensity) will be engaged with to request further information regarding emissions reporting, Net Zero targets and sustainability ambitions. This data collection will support the reduction journey by:</p>	2026-2030	Purchased Goods and Services

	<ul style="list-style-type: none"> improving the accuracy of carbon footprint measurements through collecting supplier-specific data. allowing the positive impacts from reduction actions to be captured. identifying business risks in the supply chain. encouraging supply chain integration towards Net Zero. 		
4	<p>Develop and implement a Sustainable Travel Policy to support 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.</p> <p>Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes, such as bike to work or car sharing opportunities.</p> <p>Utilise the emissions travel hierarchy:</p> <ul style="list-style-type: none"> Digital communication Walking and cycling Public and shared transport EV's and car sharing/clubs ICE vehicles and car sharing/clubs Air travel <p>Consider creative ways to engage and support the workforce to influence change.</p> <p>Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO₂e per year), extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.</p>	2025-2030	Business Travel Commuting

5	<p>Consider creative ways to engage and support the workforce to influence change. As part of this, assign roles to the Green Team to gather information from colleagues on the barriers they face to sustainable travel, and consider schemes and incentives that may support employees to overcome these barriers. Examples include:</p> <ul style="list-style-type: none"> • setting an internal organisation carbon credit scheme (limit that to a number of tCO₂e per year) • extra holiday days/bonuses/subsidised travel for low emission travel choices • consider setting (individual) annual limits of business travel / setting a carbon budget for teams who travel • equal mileage payments for diesel/petrol/EVs/cycling • enhanced mileage payments for hybrid/EVs/cycling • car allowances linked to lower emission vehicles • salary sacrifice schemes to encourage the adoption of EVs • car sharing clubs 	2026-2030	Business Travel Commuting
6	<p>Explore schemes and incentives that will support staff members to opt for low-carbon commuting methods. Whilst Presidio does not have direct control of employee commuting choices, it is possible to support employees to make sustainable travel choices and therefore reduce emissions for the company associated with commuting. There will be some overlap here with initiatives to reduce business travel emissions, for example where an employee is supported to switch to an EV which they use for both commuting and business travel purposes. Examples include:</p> <ul style="list-style-type: none"> • EV Salary Sacrifice Scheme • Cycle-to-Work Scheme • Installing EV charging facilities at the workplace • Providing secure bike storage and changing facilities at the workplace • Implementing flexible working hours to promote use of public transport outside of peak times • Organise cycling training days to build employee confidence and skills in commuting by bicycle. 	2026 - 2030	Commuting
7	Engage with landlords and management agencies across at the office and data centres to understand sustainability credentials and plans to reduce emissions.	2025-2030	Upstream leased assets

Near-Term Reduction Projections

Based upon the above completed and planned initiatives, it is projected that (as a minimum) scope 3 carbon emissions will decrease to 300.0 tCO₂e by 2030. This is a reduction of 42% from the base year and will keep us on track to Net Zero.



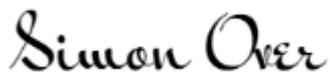
Declaration and Sign Off

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Management Plan has been reviewed and approved by Presidio's Executive Team.

Signed on behalf of Presidio:



Name: Simon Over

Position: Director, Business Strategy

Date: 27th January, 2026

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/corporate-value-chain-scope-3-standard>