ROWDEN

September 2025

1st September 2024 –
31st December 2024

Rowden Technologies Limited
Carbon Reduction Plan

1. Carbon Reduction Plan

1.1. Introduction

This Carbon Reduction Plan outlines Rowden Technologies Limited's ("**Rowden's**") approach and commitment to reducing carbon emissions, aligning with the UK Government's goal to reach net-zero emissions by 2050. In line with the UK government's net zero target and PPN 006 requirements, we plan to continuously reduce emissions and only use offsets for residual emissions that cannot reasonably be eliminated. This Carbon Reduction Plan includes a baseline year, a breakdown of our emissions for the reporting period, key targets, and an action plan for carbon reduction.

This Carbon Reduction Plan is exceptional in that it relates to a 4-month period from 1 September 2024-31 December 2024 only. In September 2024, Rowden extended its accounting reference period ending on 31 August 2024, out until 31 December 2024. The rationale for this was to amend the Rowden financial year to align with the calendar year due to operational sensibilities. Our previous Carbon Reduction Plan covered the 12-month period from 1 September 2023-31 August 2024. This Carbon Reduction Plan covers a 4-month period from 1 September 2024-31 December 2024. Submitting this 4-month Carbon Reduction Plan will therefore allow us to realign our future Carbon Reduction Plans with our financial years. We acknowledge that this is a deviation from the standard 12-month reporting period assumption under PPN 006/Technical Standard. Our next Carbon Reduction Plan will be published in early 2026, covering the period from 1 January 2025-31 December 2025.

At Rowden, we use spend analysis to understand our carbon footprint. Spend analysis applies carbon intensity factors to procurement categories (such as postage, accommodation, electricity, travel, etc.) to estimate a carbon footprint. This approach is widely used and is recognised by the Greenhouse Gas (GHG) Protocol. We currently use Sage Earth carbon accounting software to assess our emissions.

The GHG Protocol is widely recognised as the definitive standard for emissions accounting for businesses and their supply chains. Its Corporate Standard defines three main emissions categories:

- **Scope 1:** Direct emissions that result from activities within an organisation's control.
- **Scope 2:** Indirect emissions from any electricity, heat or steam purchased and used.
- **Scope 3:** Other indirect emissions from sources outside the organisation's direct control, including but not limited to business travel, employee commuting, waste and energy consumption in our supply chain.

1.2. Baseline Emissions Footprint

- **Baseline Year:** 1 September 2020 – 31 August 2021
- **Scope and Boundaries:** The baseline includes Scope 1 (direct emissions), Scope 2 (indirect emissions) and Scope 3 (other indirect emissions)
- **Total Emissions for Baseline Year (tCO_2e):** 166.1 tonnes
- **Employee numbers:** 36
- **Emissions per head:** 4.61 tonnes

Emission Type	Baseline Emissions (tCO_2e)
Scope 1	0.7 tonnes
Scope 2	14.0 tonnes
Scope 3	151.4 tonnes
Total	**166.1 tonnes**

2. Current Emissions Reporting

This section outlines Rowden's emissions in tonnes of CO_2 equivalent (tCO_2e) for this reporting period, noting reductions achieved from the baseline and progress toward reduction targets.

Current Emissions (period from 1 September 2024 - 31 December 2024)

Emission Type	Emissions (tCO_2e)
Scope 1	3.2 tonnes
Scope 2	21.9 tonnes
Scope 3	346.8 tonnes
Total	**371.9 tonnes**

Breakdown of Mandatory Scope 3 Emissions Categories

Category	Emissions (tCO_2e)	Notes
Upstream transportation and distribution	37.3 tonnes	Includes IT equipment, other office equipment including furniture and other tools and materials purchased.
Waste generated in operations	15.0 tonnes	This includes toilet waste, food waste, landfill etc. from our offices.
Business travel	222.3 tonnes	Includes all business travel requirements during this period for inside and outside the UK (excluding employee commuting).
Employee commuting	50.5 kg	Data taken from an annual employee travel survey.
Downstream transportation and distribution	0 tonnes	Not applicable as we did not deliver physical products during the reporting period.
Total	**325.1 tonnes**	

4-month Period Calculation Methodology

Sage Earth tracks our carbon emissions data on a quarterly basis and does not support extraction of monthly data. The quarter-end dates in Sage Earth are based on our previous financial reporting period and cannot be amended. We have therefore calculated our emissions by taking the total output for the quarter covering 1 September 2024-31 November 2024, and one third of the total output for the quarter covering 1 December 2024-28 February 2025. We believe that this is the most accurate methodology available to us given our dataset. We will seek to align quarterly reporting in our next Carbon Reduction Plan.

Key Information

- **Employee numbers:** 91
- **Emissions per head per month:** 1.02 tonnes
- ***Emissions per head per year:** *12.26 tonnes*

**Emissions per head per year have been extrapolated on a pro-rata basis from the calculated 4-month period values. This provides an indicative 12-month estimate for comparison purposes.*

	This period	Prior Period	Percentage change
Employee Numbers	91	86	5.8% increase
Total emissions	1,115.70 tonnes	1,082.30 tonnes	3.1% increase
Emissions per head per year	12.26 tonnes	12.58 tonnes	2.6% decrease

The total number of employees has increased by 5.8% vs. the prior period, whereas our total emissions have increased by a smaller amount (3.1%). Therefore, our emissions per employee have marginally decreased vs. the prior reporting period.

3. Carbon Reduction Targets

3.1. Situation

We are continuing to work towards our 2030 target. While our emissions per employee have begun to reduce slightly, progress so far has been modest. As the business grows, there are many different areas to manage, and we do not expect a rapid drop-off in emissions. That said, we are taking steps to monitor and manage our environmental impact and carbon footprint. Please see section 3.3 below for detail on current initiatives.

During the reporting period, we began investing in the development of physical products and we expect this to have an impact on our emissions during the next reporting period. Wherever possible, we will consider as part of our product development how we can reduce the impact of these operations on our emissions.

3.2. Targets

To improve our progress to achieving Net Zero, our target is to reduce carbon emissions by 25% based on per head calculations by 2030.

3.3. Carbon Reduction Initiatives

- **Energy Efficiency Improvements:** We are currently taking proactive steps to improve the energy efficiency of our premises. This includes consideration of green business grants which could fund projects to improve energy efficiency. We will obtain expert advice on reducing our carbon footprint via independent carbon surveys. We continue to run campaigns focused on reducing energy use at our offices, including reducing out of hours energy consumption, and automatic settings on heating and air conditioning.
- **Sustainable Transportation:** We provide free EV charging at our offices for employees and customers and offer a salary sacrifice EV leasing scheme to all employees via Octopus Energy. We encourage active travel to work through cycle to work schemes and cycling infrastructure at our offices. Around 20% of our workforce cycles to work regularly. Where possible, meetings are held virtually to reduce environmental impact, and we invest in technology that supports this. We consider where employees are based when allocating them to customer work, wherever possible reducing the need for long commutes.
- **Waste Reduction:** We work hard to ensure as little of our waste as possible goes to landfill. We track this through BIFFA (our waste services provider). We are proud to be able to say that at present, 95% of our waste is diverted from landfill. We have introduced new recycling facilities focused specifically on the types of waste we generate, including for soft plastics. We regularly engage with our employees to encourage the proper use of recycling.
- **Supplier Engagement:** We collaborate with suppliers to minimise supply chain emissions by embedding sustainability principles in our Supplier Code of Conduct. All suppliers are asked to comply with this as a contractual obligation.
- **Procurement:** In relation to those emissions linked to IT equipment required to deliver our services to our customers, we are constantly looking at ways to work with our customers to consider sustainability as part of procurement, and wherever possible, reduce such emissions whilst maintaining our high delivery standards.
- **Offsetting our carbon footprint:** We continued our partnership with Ecologi, UK-based social enterprise that focuses on combating climate change by funding projects for carbon reduction, reforestation, and sustainable development. As at the date of publication, we have supported the prevention of 1,806.57 tCO_2e from being emitted through planting 18,479 trees across 21 verified carbon avoidance projects around the world.

3.4 Future Initiatives

- **ISO 14001:** We are in the process of preparing to have our Environmental Management System certified as ISO 14001 compliant. Our aim is to complete this by 6 October 2025.
- **Improvements to our internal sustainability program and supplier sustainability:** Improving what we already have in place is high on our agenda for the next financial year. We will continue to bring our people on our sustainability journey and engage with our suppliers, partners and subcontractors on sustainability related matters.
- **Renewable energy:** We will undertake a full review of energy use at our premises and consider use of renewable energy and installation of solar panels.

- **Sustainable data centres:** We will continue to explore the most energy efficient options available in terms of storage of our data.
- **Product development:** We will use recycled materials wherever possible. We have begun to do so in our packaging of hardware products and are actively exploring recycled aluminium for our housings. We actively reduce the amount of protypes used in development to minimise our development waste, reusing broken or failed parts for when building space models.

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 board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Robert Harper MBE CEO and Director
Rowden Technologies Limited
September 2025

https://ghgprotocol.org/corporate-standard
https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
https://ghgprotocol.org/standards/scope-3-standard

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