

# Carbon Reduction Plan

**Academia Ltd**

**Revision 2.0**

July 2025



# Carbon Reduction Plan

Organisation Name: Academia

Publication Date: 09.07.2025

Version: 1.0

## Commitment to achieving Net Zero

Academia is committed to achieving Net Zero for scope 1 & 2 emissions by 2030. To achieve this Academia have engaged a specialist ICT sustainability consultancy (P2zero) to provide a baseline, annual reporting and carbon reduction plan for the business.

## Baseline Emissions Footprint

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

Academia used 2022 data (1/1/22, to 31/12/2022) as the baseline for this carbon reduction plan. This update compares 2024 (1/1/24 to 31/12/2024) against the baseline.

Current Emissions Reporting – 2024 (1/1/2024 – 31/12/2024) vs First Baseline Year: (1/1/22 to 31/12/2022)		
Additional Details relating to the Baseline Emissions calculations.		
Scope 1, 2 and selected scope 3 emissions were calculated for 2024 and for the baseline year of 2022 based on primary data collected by the company and by suppliers on their behalf.		
EMISSIONS (kg CO <sub>2</sub> e)	Current Year (2024)	Baseline (2022)
Scope 1	15,291	34,636
Scope 2	26,438	47,317
Total Scope 1 & 2	41,729	81,953
Number of FTEs	171	105
Scope 1 & 2 Emissions per FTE	244	781
Scope 3 1: Purchased Goods and Services Data Centre services IT equipment used 4: Upstream transportation 5: Waste 6: Business Travel 7: Employee Commuting	241,047	209,235
Total Emissions (Scopes 1-3)	282,776	291,188
Total Emissions per FTE	1,654	2,773
Note - 2022 baseline figures have been updated from the previous plan to reflect the actual amount of coolant used and the volume and % of WEEE reused and recycled.		

## Progress Against Company Emissions Reduction Targets

At a company level, in order to continue Academia's progress toward achieving Net Zero, Academia adopted a number of specific carbon reduction targets. This section looks at progress in achieving those targets.

Area	Target	Progress (2024)
Emissions Reduction	Reduce scope 1 & 2 emissions by 20% from baseline by 2023	Achieved (49% overall reduction) (69% reduction per FTE)
Waste	Produce zero waste to landfill from facilities by 2025	Achieved (0.87%)
Waste	To be zero waste from facilities by 2030	On target (see below)
Carbon Neutrality	Be carbon neutral in scope 1 & 2 by 2030	On target (41% overall reduction in scopes 1-3)

## Carbon Reduction Projects

At a company level, Academia's high-level environmental objectives are to:

- Reduce CO<sub>2</sub> emissions
- Reduce business mileage
- Reduce energy usage
- Reduce waste

A project is underway to improve the sustainability information and reporting.

### Completed:

- Use emissions per FTE as the main KPI for this and future reports
- Ensure waste from all facilities is included in the report and analysed by % to landfill
- Detailed review of the key suppliers in the value chain to determine Net Zero strategies, readiness & reporting
- Inclusion of business travel by rail and air

### In Progress:

- Analysis of upstream and downstream transportation (upstream is mostly carried out using own vehicles)

**The following measures have already been implemented or are in progress:**

- Recycling actively encouraged
- Reduction in paper usage
- Technicians (where possible) are allocated jobs closest to their location
- When possible, a remote service will be offered to our customers
- Fleet vehicles are being moved to hybrid and / or electric models

**From a broader ESG perspective Academia is committed to encouraging best practices in sustainability and to regularly review our performance. Our values ensure we are a good corporate citizen and strive to:**

- Protect human rights, the environment, health and safety
- Show effective energy management and pro-actively fight against climate change
- Develop and implement efficient use of resources
- Drive diversity, equal opportunities, tax responsibility
- Encourage the prevention of illegal behaviour and encourage the fight against corruption

**To ensure compliance to our commitments, Academia shall:**

- Strive to constantly improve health and safety within the workplace and have a vision of zero workplace accidents
- Be an inclusive employer that advocates diversity and enables our employees to achieve their full potential
- Assess the environmental impact of our service portfolio within its various stages and include our suppliers and customers in this process
- Promote the responsible sourcing of minerals in our supply chain
- Promote the use of appropriate and recognised standards for environmental management throughout our supply chain
- Strongly support the eradication of slavery and human trafficking within our supply chain
- Continuously review and challenge our environmental targets and objectives in order to reduce our environmental and climate impact
- Communicate regularly that it is the responsibility of all Academia team members to drive forward and comply with our Sustainability policy

**Above data correct as of 09.07.2025**

## Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and scope 2 emissions have been reported in accordance with SECR requirements, and the identified 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.

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

**Signed on behalf of the Supplier:**



**Mark McCormack**  
**Managing Director**  
**Academia Ltd.**

**Date: 09.07.2025**

## Get in touch

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