

Carbon Reduction Plan 2024

Veran Performance

Introduction

Veran Performance Ltd is committed to managing and reducing its carbon footprint, aligning with its goal to operate as a carbon-neutral business. Our focus is on addressing **Scope 2** and **Scope 3 emissions**, while continuing to ensure no **Scope 1 emissions** are generated by our operations. To achieve this, we will reduce emissions across the business through specific actions and review our progress regularly. Any residual emissions will be mitigated through the purchase and retirement of credible carbon offsets.

Commitment to achieving Net Zero

Veran Performance Ltd is committed to achieving Net Zero carbon emissions by 2026.

Baseline Emissions Footprint

Our emissions have been measured in accordance with the **GHG Protocol Corporate Standard** and include the following:

Scope	Emissions Sources	Status
Scope 1	Direct emissions from owned/controlled operations	None (confirmed no emissions)
Scope 2	Indirect emissions from purchased electricity, heat, or steam	Measured annually
Scope 3 (upstream)	Indirect emissions from supply chain activities (e.g., procurement)	Measured and actively reduced
Scope 3 (downstream)	Indirect emissions from supply chain activities (e.g., procurement)	Measured and actively reduced

Our **baseline emissions** were established in 2022 and are reviewed annually to track progress. This reporting is in line with recognised methodologies and industry standards.

We note that in 2022 we were still working in atypical conditions (mostly home working with very limited travel due to Covid-19).

GHG Emissions Description		Greenhouse Gas Emissions for the Period: CO ₂ e	
Scope	Description	1 st January 2022 to 31 st December 2022	% of total footprint
Scope 2- Indirect Emissions	Total greenhouse gas emissions arising from electricity consumption at the leased office.	1.03	3

Scope 3 – Other Indirect Emissions	• Business Travel	17.69	55
	• Purchased Goods	13.66	42
Total GHG Footprint for Period		32.38	

Current Emissions Reporting

GHG Emissions Description		Greenhouse Gas Emissions for the Period: CO ₂ e	
Scope	Description	1 st January 2023 to 31 st December 2023	% of total footprint
Scope 2- Indirect Emissions	Total greenhouse gas emissions arising from electricity consumption at the leased office.	1.07	2
Scope 3 – Other Indirect Emissions	• Business Travel	28.55	66
	• Purchased Goods	13.58	31
Total GHG Footprint for Period		43.2	

Carbon Reduction Initiatives

Focus	Action	Description and plan of activities
Energy	Usage of renewable energy	<ul style="list-style-type: none"> Whilst we continue to lease the same office space we will encourage our landlord to continue using renewable “green” energy. Ensure accurate records of the office's energy consumption is kept.
Travel	Business-travel reduction	<ul style="list-style-type: none"> Reduce non-essential business travel, including rail and air. Review the environmental policy. Encourage employees to use public transport or car share when travelling for business (e.g. to client site). Encourage employee use of public transport, offering a season ticket loan to make this more accessible for employees.
Goods & Services	Laptops and monitors	<ul style="list-style-type: none"> We appreciate that as our company grows, we may require more laptops and monitors. In response we will put in a service process to try and fix electronic devices before purchasing new ones to try and reduce waste and consumption and in turn increase utilisation. Ensure any old company laptops that are no longer required are sent for refurbishment and resale to

		<p>reduce the amount of electronic waste that we produce.</p> <ul style="list-style-type: none"> • Consider the carbon emissions produced from the production of a device as a factor when deciding which future products to purchase.
Growth Agenda	Potential Impact and Mitigation	<ul style="list-style-type: none"> • As we look to build our international activities that will support one of the pillars of our growth agenda, we will consider the impact of the necessity of international travel as a requirement of us bidding for work. We will mitigate this by ensuring: <ul style="list-style-type: none"> ○ Long-term secondments. ○ Recruitment in the countries/states where the work is required to be delivered.

Plan Management and Review

This Carbon Footprint Management Plan will be reviewed and updated annually by our **Sustainability Society** and the **Management Board** (or as required by changes in legislation or industry best practices). The review will ensure that our practices remain effective, compliant, and aligned with Veran Performance Ltd.’s growth and sustainability goals.

Scope 3 Emissions Excluded

Veran Performance have chosen to calculate the emissions for purchased goods and services and business travel. The below table details the other sources of Scope 3 emissions and the rationale for not including them within the scope of our baseline year.

Source	Commentary
Capital Goods	Not applicable. Veran have not purchased or acquired any capital goods this reporting year.
Fuel-and energy related activities (not included in scope 1 and scope 2)	This is not applicable to Veran given the province of the business offerings.
Upstream transportation and distribution	Not applicable. Veran does not purchase any transportation or distribution services.
Waste generated in operations	Extremely small amounts of waste are produced from Veran’s leased office space that the landlord manages. We are unable to access the data relating to any recycling, etc. Therefore, due to the high uncertainty of the data it has not been included within the Scope 3 emission calculations.
Employee commuting	Veran encourages remote working. The leased office space has a limited capacity and is typically only used by employees local to the area or for client meetings. We do not have the data available to make an accurate

	assumption regarding employee commuting patterns, if included the data would have high levels of uncertainty.
Upstream leased assets	Not applicable. No assets are leased by Veran.
Downstream transportation and distribution	Not applicable. Veran does not purchase any transportation or distribution services.
Processing of sold products	Not applicable. Veran does not sell any intermediate products.
Use of sold goods	Not applicable. Veran is a digital enterprise that specialise in online transformation services and does not sell a physical product/good.
End-of-life treatment of sold products	Not applicable. Veran is a digital enterprise that specialise in online transformation services and does not sell a physical product.
Downstream leased assets	Not applicable. No assets are owned by Veran and as such, no assets are leased to other entities.
Franchises	Not applicable. Veran does not have any franchises.
Investments	Not applicable. Veran did not have any investments or were being invested in.

Conclusion

Veran Performance Ltd is committed to maintaining its carbon-neutral status while growing responsibly. By implementing this Carbon Footprint Management Plan, we aim to reduce emissions, support our growth agenda sustainably, and contribute to a healthier environment for future generations.

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 standard¹ 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) Standard³.

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>

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:



A handwritten signature in cursive script, appearing to read 'Felicitia', is written over a horizontal line. The signature is positioned on a light gray grid background.

Date: 18th February 2025