

OUR COMMITMENT

# Evolve Carbon Reduction Plan

2026/2027

# Evolve Carbon Reduction Plan

SUPPLIER NAME: EVOLVE COMMERCIAL LTD

PUBLICATION DATE: 08/04/2026

## Commitment To Continuing To Reduce Emissions

Evolve Commercial Ltd is committed to continuing to reduce emissions and to become carbon neutral by 2030.

## Baseline Emissions Footprint

Baseline 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. Baseline emissions are the reference point against which emissions reduction can be measured.

| <b>Baseline Year:</b> FY 2020/21                                                                                                                                          |                                                                                                                                                                                                                                       |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Additional Details relating to the Baseline Emissions calculations.</b>                                                                                                |                                                                                                                                                                                                                                       |
| Our Baseline Year was taken from our first full year of operation. Both the Pandemic, and the low headcount of 8, mean the total emissions figures were low for the year. |                                                                                                                                                                                                                                       |
| <b>Headcount:</b> 8                                                                                                                                                       |                                                                                                                                                                                                                                       |
| <b>Baseline year emissions:</b>                                                                                                                                           |                                                                                                                                                                                                                                       |
| EMISSIONS                                                                                                                                                                 | TOTAL (TCO <sub>2</sub> E)                                                                                                                                                                                                            |
| <b>Scope 1</b>                                                                                                                                                            | 0                                                                                                                                                                                                                                     |
| <b>Scope 2</b>                                                                                                                                                            | 0                                                                                                                                                                                                                                     |
| <b>Scope 3</b><br>(Included Sources)                                                                                                                                      | 20.67<br>(Business Travel – Land; Hotel Stays; Homeworking)<br><br>NB – Upstream transportation and distribution; Waste generated in operations; Employee commuting; Downstream transportation and distribution are all tracked at 0. |
| <b>Total Emissions</b>                                                                                                                                                    | 20.67 (2.58 per employee)                                                                                                                                                                                                             |



| Reporting Year: FY 2022/23                                                                                                                                                                |                                                                                                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| EMISSIONS                                                                                                                                                                                 | TOTAL (TCO <sub>2</sub> E)                                                                                                                                                                                                            |
| Additional Details relating to the Baseline Emissions calculations.                                                                                                                       |                                                                                                                                                                                                                                       |
| Our 2022/23 emissions were lower than baseline despite our increase in headcount and travel; this was driven by the change in the emissions factor for calculating homeworking emissions. |                                                                                                                                                                                                                                       |
| Headcount: 15                                                                                                                                                                             |                                                                                                                                                                                                                                       |
| Baseline year emissions:                                                                                                                                                                  |                                                                                                                                                                                                                                       |
| Scope 1                                                                                                                                                                                   | 0                                                                                                                                                                                                                                     |
| Scope 2                                                                                                                                                                                   | 0                                                                                                                                                                                                                                     |
| Scope 3<br>(Included Sources)                                                                                                                                                             | 13.41<br>(Business Travel – Land; Hotel Stays; Homeworking)<br><br>NB – Upstream transportation and distribution; Waste generated in operations; Employee commuting; Downstream transportation and distribution are all tracked at 0. |
| Total Emissions                                                                                                                                                                           | 13.41 (0.89 per employee)                                                                                                                                                                                                             |

| Reporting Year: FY 2023/24                                                                                                                                                                                                |                                                                                                                                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Additional Details relating to the Baseline Emissions calculations.                                                                                                                                                       |                                                                                                                                                                                                                                      |
| This year's emissions are higher than the baseline, but the emissions per employee has fallen; this is despite our increase in travel. The increase to the total figure has been purely driven by an increased headcount. |                                                                                                                                                                                                                                      |
| Headcount: 18                                                                                                                                                                                                             |                                                                                                                                                                                                                                      |
| Baseline year emissions:                                                                                                                                                                                                  |                                                                                                                                                                                                                                      |
| EMISSIONS                                                                                                                                                                                                                 | TOTAL (TCO <sub>2</sub> E)                                                                                                                                                                                                           |
| Scope 1                                                                                                                                                                                                                   | 0                                                                                                                                                                                                                                    |
| Scope 2                                                                                                                                                                                                                   | 0                                                                                                                                                                                                                                    |
| Scope 3<br>(Included Sources)                                                                                                                                                                                             | 26.7<br>(Business Travel – Land; Hotel Stays; Homeworking)<br><br>NB – Upstream transportation and distribution; Waste generated in operations; Employee commuting; Downstream transportation and distribution are all tracked at 0. |
| Total Emissions                                                                                                                                                                                                           | 26.7 (1.49 per employee)                                                                                                                                                                                                             |



|                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Reporting Year: FY 2024/25                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                               |
| EMISSIONS                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                               |
| TOTAL (TCO <sub>2</sub> E)                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                               |
| Additional Details relating to the Baseline Emissions calculations.                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                               |
| Headcount for this year's report has significantly increased – we have taken an average for the number of employees for the year as the growth was sustained throughout the year, similarly to the previous year, emissions per employee has reduced. We remain a digitally native organisation; the results show that our ethos of only travelling when necessary is supporting our carbon reduction goals. |                                                                                                                                                                                                                                                               |
| Headcount: 30                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                               |
| Baseline year emissions:                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                               |
| Scope 1                                                                                                                                                                                                                                                                                                                                                                                                      | 0                                                                                                                                                                                                                                                             |
| Scope 2                                                                                                                                                                                                                                                                                                                                                                                                      | 0                                                                                                                                                                                                                                                             |
| Scope 3<br>(Included Sources)                                                                                                                                                                                                                                                                                                                                                                                | 36.14 (1.20 per employee)<br><br>(Business Travel – Land; Hotel Stays; Homeworking)<br><br>NB – Upstream transportation and distribution; Waste generated in operations; Employee commuting; Downstream transportation and distribution are all tracked at 0. |
| Total Emissions                                                                                                                                                                                                                                                                                                                                                                                              | 36.14 (1.20 per employee)                                                                                                                                                                                                                                     |

NB – Evolve is a digitally native organisation, hence the lack of Scope 1 & Scope 2 emissions.

Emissions Reduction Targets

We believe that due to being a digitally native organisation, our emissions figures are already low relative to our size. Going forward, we recognise the correlation between our growth and an upward driving factor in our emissions overall. Our Carbon Reduction Projects mentioned in the next section will strive to minimise any increase in emissions, as well as engaging in activities to offset and further reduce our carbon with the aim of becoming carbon neutral by 2030. Therefore, by 2030, our Scope 3 emissions will likely see a minor increase, but with increased headcount our aim is to reduce emissions per employee by 15%, which we have already achieved for 2025. Our total carbon footprint will go on a downward trend due to our commitment to Carbon Offsetting and increasing our renewable energy use.

Projected progress against these targets can be seen in the graph below:  
(total emissionsx1000)/ headcount

| Year | Emissions per person ( kg CO2e) |
|------|---------------------------------|
| 2024 | 1480                            |
| 2025 | 1200                            |
| 2026 | 1150                            |
| 2027 | 1110                            |
| 2028 | 1050                            |
| 2029 | 1000                            |
| 2030 | 950                             |



### COMPLETED CARBON REDUCTION INITIATIVES

Previously, we have enrolled in Climate Impact Partner's Carbon Offsetting programme which focused on planting trees to help restore levels of carbon. The carbon emission reduction achieved by this scheme equated to 20 tCO<sub>2</sub>e, a 99% reduction against the 2020 baseline – we have continued this for our current carbon emission rates.

As the above figures illustrate, since 2020 we made considerable progress towards being carbon neutral by offsetting almost all our emissions via Climate Impact Partner's Carbon Offsetting Programme. We realise that our upward growth trend and increase in commuting means a more aggressive stance must be taken on Carbon Reduction and Offsetting – our measures going forward are as outlined below.

In the future we hope to implement further measures such as:

- 1. Further commitment to Carbon Offsetting Programmes** – Evolve pledge to engage in Nature-based solutions (NBS) carbon offset projects, which protect and enhance biodiversity to ensure our planet thrives. NBS projects avoid and reduce emissions through nature conservation and nature restoration.
- 2. Sustainable Travel** – through internal policy and training, we shall endeavour to ensure rail travel is the default means of Business Commuting as 80% less greenhouse gasses per km are emitted compared to cars. Also, we aim to encourage means of reducing car emissions where it is the only available mode of transport. For example, we will encourage car sharing wherever possible, and where hire cars are used, we will push to utilise firms who offset the carbon emissions of each trip.
- 3. Green Perks** – By 2030, we will look to implement numerous perks and benefits which reduce our Carbon Footprint. We currently have a cycle to work scheme which is being utilised by several employees as well as multiple employees benefitting from renewable energy. Our journey towards carbon neutrality will see our offering of green perks and benefits grow. We believe a big step towards reducing emissions is incentivising our employees to do so. In 2025 we also added "TreEvolve" to our benefits, offering our employees a voucher to purchase houseplants, garden plants or trees to support climate action as well as personal wellbeing.
- 4. Evolve Commercial joined the FourCentric group at the end of 2025.** FourCentric are an organisation constituting of multiple organisations, predominately in the consulting area. Our environmental ambitions align to FourCentric's own ambitions to achieve NetZero by 2050; their plan includes: setting interim targets, implementing environmental management measures, continuing to engage employees and optimizing their digital footprint.

### 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<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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

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6

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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<sup>3</sup>.

Evolve Commercial is committed to continuous improvement and to exploring all opportunities to progress towards carbon neutrality. This Carbon Reduction Plan has been reviewed and approved by the Board of Directors (or equivalent senior management body), demonstrating full organisational support for carbon reduction and sustainability initiatives.

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

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

Signed on behalf of the Supplier:



**ALAN RIORDAN**

**Director**

Date: 8th April 2026

