Carbon Reduction Plan 2026

Supplier Name: Veran Performance

Publication date: 15th October 2026

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 2030.

Baseline Emissions Footprint

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

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

***Clarification as to the reason for no confirmed scope 1 emissions:**

Scope 1 emissions are direct greenhouse gas emissions from sources an organisation owns or controls.

Veran Performance produces no Scope 1 emissions. Under the Greenhouse Gas Protocol, Scope 1 emissions are direct greenhouse gas emissions from sources owned or controlled by an organisation, such as fuel combustion in boilers, generators, company vehicles, or industrial processes. Veran Performance does not own or operate any fuel-burning equipment, company vehicles, industrial processes, or refrigerant-intensive systems that would generate Scope 1 emissions. As a professional services consultancy operating from leased office space with no direct combustion sources, Veran's operational footprint contains **no activities that fall within the Scope 1 boundary**.

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.

Baseline year: 2022 1st January 2022 to 31st December 2022	
Additional details relating to the baseline emissions calculations:	
We note that in 2022 we were still working in atypical conditions (mostly home working with very limited travel due to Covid-19 restrictions).	
Baseline year emissions:	
Emissions	Total (tCO2e)
Scope 1	None
Scope 2 (Electricity)	1.03
Scope 3 (Business Travel)	17.69
Scope 3 (Purchased Goods)	13.66
Total emissions	32.38

Current Emissions Reporting (2025)

Reporting year: 2025 1st January 2025 to 31st December 2025	
Emissions	TOTAL (tCO2e)
Scope 1	None
Scope 2 (Electricity)	1.4
Scope 3 (Business Travel)	12.42
Scope 3 (Purchased Goods)	19.79
Total emissions	43.2

Emissions Reduction Targets

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets.

- We are a growing professional services business whose emissions are mostly Scope 3 (business travel, commuting, working from home). We already minimise these with most colleagues working from home some or all of the time.
- We also expect our headcount to increase over the next four years. We are therefore setting our target in terms of emissions intensity.
- We aim to reduce our emissions per employee from 0.44 tCO2e in 2025 (baseline year) to 0.4 tCO2e by 2030, a reduction of 10%. This uses the employee number of 98 employees for 2025.

- We will review progress annually and report against these targets in updated versions of this plan.

Carbon Reduction Projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2022 baseline.

Energy	Usage of renewable energy	• Relocated to a new office in May 2025, managed by Workspace, whose own Net Zero carbon commitment supports the reduction of our Scope 2 emissions. • Implemented a process for collecting and reviewing office energy consumption data.
Travel	Business-travel reduction	• Introduced a policy of reducing non-essential business travel, with remote meetings now the default where in-person attendance is not required. • Review and update our environmental policy annually to reflect our travel commitments. • Encouraged employees to use public transport or car share when travelling to client sites. • Offered a season ticket loan to make public transport more accessible for employees

Future carbon reduction initiatives

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

Goods & Services	Laptops and monitors	• As our headcount grows, we will reuse and redeploy existing devices wherever possible before purchasing new ones, reducing waste and making the most of the equipment we already have. • Send company laptops and monitors that are no longer needed for refurbishment and resale, reducing the electronic waste we produce. • Consider the manufacturing carbon footprint of devices, alongside energy efficiency and expected lifespan, when choosing future purchases.

Growth Agenda	Potential Impact and Mitigation	• Veran is growing its headcount quickly, and we recognise that this is likely to increase our total emissions. To make sure growth does not undermine our commitment to Net Zero, we will: 1. Report our emissions per employee (tCO2e per FTE) alongside our total emissions, so we can show whether our emissions are falling relative to the size of the business. 2. Include our environmental policy and sustainable travel expectations in onboarding for all new starters. 3. Improve the data we collect on employee commuting and home working as our team grows.

Plan Management and Review

This Carbon Footprint Management Plan will be reviewed and updated annually by our **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.

Excluded Emissions

Veran Performance have calculated the emissions for **purchased goods and services and business travel**. The below table details the other 13 sources of Scope 3 emissions and the rationale for not including them within the reporting boundary.

UPSTREAM	
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)	Not included, as this category is not required under PPN 006 and is expected to be immaterial relative to our total footprint.
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	Emissions from our leased office are reported within Scope 2 (purchased electricity), so they are not reported separately in this category.
DOWNSTREAM	
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 products	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.

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[13] and uses the appropriate government emission conversion factors for greenhouse gas company reporting.[14]

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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.[15]

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:



Helen Thiel, Founding Director and Management Board Member
Date: 29th October 2026

Signed on behalf of the Supplier:



Becky Statham, Sales & Marketing Director and Management Board Member
Date: 29th October 2026

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