

# Carbon Reduction Plan

Supplier name: Fusion Practices Limited

Publication date: 16<sup>th</sup> February 2026

## Commitment to achieving Net Zero

Fusion Practices Limited is committed to achieving Net Zero emissions by 2050.

## 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.

### Baseline Year: 2025

#### Additional Details relating to the Baseline Emissions calculations.

Fusion Practices Limited has established 2025 as its baseline year, the first year in which company-wide emissions have been measured across Scopes 1, 2 and 3.

The reporting period runs from 1 January 2025 to 31 December 2025. Emissions have been calculated in line with the GHG Protocol Corporate Standard using the UK Government (DEFRA/BEIS) greenhouse gas conversion factors.

Scope 2 is reported on a location-based basis. As this is the first year of measurement, the baseline year and the current reporting year are the same.

#### Baseline year emissions:

| EMISSIONS                     | TOTAL (tCO <sub>2</sub> e)                                                                                                                                           |
|-------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Scope 1                       | 12.4 (direct combustion – natural gas back-up heating at HQ and owned/leased vehicle fuel).                                                                          |
| Scope 2                       | 48.7 (purchased electricity for offices and data facilities – location-based).                                                                                       |
| Scope 3<br>(Included Sources) | 228.6 total.<br>Reported categories:<br>Cat 4 Upstream transportation & distribution 9.2;<br>Cat 5 Waste generated in operations 4.1;<br>Cat 6 Business travel 71.5; |

|                        |                                                                                                                                                                                                                                              |
|------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                        | Cat 7 Employee commuting (incl. homeworking) 96.3;<br>Cat 9 Downstream transportation & distribution 2.4; plus additional measured categories<br>Cat 1 Purchased goods & services 41.8 and<br>Cat 3 Fuel- and energy-related activities 3.3. |
| <b>Total Emissions</b> | 289.7                                                                                                                                                                                                                                        |

## Current Emissions Reporting

### Reporting Year: 2025

The current reporting period covers 1 January 2025 to 31 December 2025, a complete 12-month cycle. As 2025 is our baseline year, current-year figures are identical to the baseline and will serve as the reference point for year-on-year reduction reporting in subsequent updates. Scope 3 is reported against the five required PPN 006 categories (4, 5, 6, 7 and 9), with additional categories (1 and 3) included where data was available. No Scopes are reported as zero or not applicable; all categories carry measured or estimated data for this period.

| <b>EMISSIONS</b>                      | <b>TOTAL (tCO<sub>2</sub>e)</b>                                                               |
|---------------------------------------|-----------------------------------------------------------------------------------------------|
| <b>Scope 1</b>                        | 12.4                                                                                          |
| <b>Scope 2</b>                        | 48.7                                                                                          |
| <b>Scope 3<br/>(Included Sources)</b> | 228.6 (Cat 4: 9.2; Cat 5: 4.1; Cat 6: 71.5; Cat 7: 96.3; Cat 9: 2.4; Cat 1: 41.8; Cat 3: 3.3) |
| <b>Total Emissions</b>                | 289.7                                                                                         |

## Emissions reduction targets

Fusion Practices has adopted the following carbon reduction targets:

- Establish baseline data in 2025.
- Reduce operational emissions by 30% by 2030 through energy efficiency, digital-first practices, and travel reduction.
- Achieve Net Zero by 2050 in line with UK Government targets

## Carbon Reduction Projects

### Completed Carbon Reduction Initiatives

Fusion Practices has undertaken multiple initiatives that have contributed to a lower operational footprint than would otherwise be the case. As 2025 is our baseline year, these initiatives establish the platform against which future quantified carbon savings (tCO<sub>2</sub>e and %) will be reported in subsequent annual updates

### Completed Initiatives

- Paperless operations: Digital contracts, training, project reporting, testing documentation, and approvals through secure cloud tools. Printing restricted to legal/mandatory cases (e.g. HMRC letters).
- Energy efficiency in HQ (Grade II listed building, £300k investment):
  - Secondary glazing, draught-proofing, roof and wall insulation.

- Electric boiler replacing gas, zoned heating with smart controls, insulated pipework.
  - LED lighting throughout, motion sensors, and power efficiency upgrades.
- Cloud-first IT strategy: Migration from on-premises servers to Oracle Cloud and other efficient cloud platforms, reducing energy use and e-waste.
- Low-carbon ways of working:
  - Collaboration via Teams, SharePoint, Jira to avoid unnecessary travel.
  - Phased out printed training materials, brochures, and non-essential business travel.
  - Staff guidance prioritises rail/public transport over flights.
- Community initiatives: Donating unused IT equipment to charities, providing online Oracle Cloud training to reduce travel, supporting digital inclusion and upskilling.
- ISO 14001 certification: Formal environmental management system in place.

### **Future carbon reduction initiatives**

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

- Continued annual measurement and reporting of Scope 1–3 emissions, expanding Scope 3 coverage each year.
- Continued reduction in office energy use through smart controls and renewable supply.
- Expansion of auto-sleep modes in SaaS environments to cut cloud energy consumption.
- Broader engagement with suppliers on sustainability standards.

## **Declaration and Sign Off**

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standards 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 published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard<sup>3</sup>.

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: Fusion Practices Limited**



Name: Anil Passi (CEO)

Date: 16<sup>th</sup> February 2026

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

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

<sup>3</sup> <https://ghgprotocol.org/standards/scope-3-standard>