

Carbon Reduction Plan

Supplier name: Northcoders Ltd

Publication date: 10/02/2025

For the period: 1 January 2024 – 31 December 2024

Commitment to achieving Net Zero

Northcoders has already achieved Net Zero in its operations via a policy of offsetting. However, in common with leading Government Departments such as the environment agency <https://environmentagency.blog.gov.uk/2023/02/10/the-science-behind-our-carbon-offsetting/>, we also have a plan to reduce our emissions generally and these plans are detailed below..

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.

Northcoders Ltd does not own any equipment or vehicles that directly produces Greenhouse Gasses so we report Scope 1 emissions as n/a (0).

Baseline Year: year ending 2021	
Additional Details relating to the Baseline Emissions calculations.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	15.5
Scope 3 Commuting Business travel Waste	9.045

Upstream and Downstream	
Total Emissions	24.545

Reporting Year: Year end 2022	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	18.00
Scope 3 Sources as 2021	13.439
Total Emissions	31.439

Reporting Year: Year end 2023	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	21.707
Scope 3 Sources as 2021	15.460
Total Emissions	37.167

Current Emissions Footprint

Reporting Year: Year end 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	21.256
Scope 3 Sources as 2021	15.729
Total Emissions	36.984

Emissions reduction targets

As the introduction to the Cabinet Office's PPN states:

*Net Zero requires a reduction in emissions and (if necessary) that any emissions generated are balanced by **schemes to offset** an equivalent amount of greenhouse gases from the atmosphere, such as planting trees or using technology like carbon capture and storage.*

Our Direct Carbon Footprint decreased slightly in 2024 even though our headcount remained static. Our direct Carbon footprint went up in 2022 and 2023, we also increased our headcount from 60 to 90 to 130 members of staff in that period which explains the rise. Part of this was to do with an acquisition. The majority of the staff from the acquisition were on remote contracts so the overall commuting emissions did not go up in line with the rest of the companies workforce. The headcount remained static in 2024, with a slight reduction of electricity usage but a slight increase in business mileage which reflects the similar values shown from 2023 to 2024.

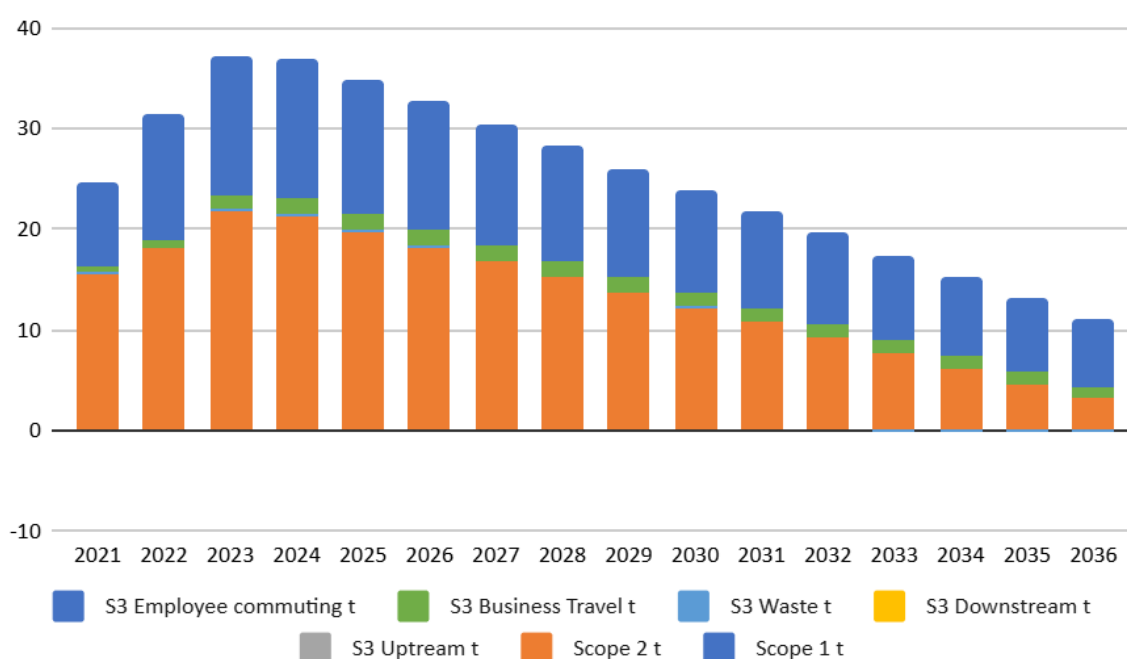
Subsequently, Northcoders continues to partner with Ecologi in order to help offset the carbon footprint of all of our staff and have a carbon positive workforce. As part of this, we have already planted 12,060 trees which have meant we have already avoided 953.14 tCO₂e. We

will also continue to plant trees for every graduate of our coding bootcamp! More details regarding our daily success in this programme can be found here: <https://ecologi.com/northcoders>

Further Carbon Reduction Initiatives

We are therefore already carbon neutral. In the short term -2025-2027 we plan to further reduce carbon emissions by: investing in more efficient ICT, further harnessing the benefits of Cloud Computing and encouraging staff and students to walk or cycle to work whenever possible.

The intention is to reduce our emissions in the manner shown below:



NB. There was an error with the graph we provided in previous years. This has been corrected in this year.

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

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

and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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.

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:

Amul Batra.

Chief Partnerships Officer / Director of parent company Northcoders Group PLC

Date: 7th February 2024

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

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