

Carbon Reduction Plan (CRP) 2025-30

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Commitment to achieving Net Zero

S8080 Limited is committed to achieving Net Zero emissions by 2030.

1. Introduction

This Carbon Reduction Plan is specifically designed within the context of S8080's operating environment, i.e. a remote workforce (who has the option to work in a hybrid office), located in South and West Wales.

S8080 has a simple organisational structure and owns 100% of the assets that it operates. Therefore, **the scope of our reporting is all sources of environmental impact over which we exercise operational control.**

- In 2015 S8080 set a goal to increase sustainability, and reduce its carbon footprint
- Since 2020 (Covid), employees have preferred to work from home remotely rather than return to a hybrid office. Our team makes minimal visits to the office and so eliminated commuting emissions.
- We work exclusively with public sector and third sector organisations, who have their own carbon reduction targets, and since Covid all clients have opted 100% for virtual meetings. Therefore, their business travel has been all but eliminated, cutting emissions further.

Therefore, the plan acknowledges the unique regional characteristics, negligible business travel (minimal driving and no flights) and focuses on optimising home energy use, and digital infrastructure efficiency within this geographic context.

2. Organisational and Regional Context

- **Company Size:** 17 employees

- **Workforce Location:** Distributed across South and West Wales, primarily rural and semi-rural areas
 - Use of Hybrid office by staff: 1 to 2 visits to office per person per year, of which a number commuted by Bike.
 - In May 2025, due to the change since Covid we moved to smaller (half the size) newly constructed offices with **BREEAM rating of Excellent** (a sustainability of 70% compared to previous offices of 45% BREEAM rating). The new office / building benefits from:
 - *High levels of insulation and mechanical ventilation with heat recovery in winter to keep the energy loadings at a minimum. In the summer months, offices will make use of natural ventilation to remain temperate and comfortable for building users, no air condition is fitted. The street is naturally ventilated via the clerestory windows and air source heat pumps heat the building via underfloor heating.*
 - *Radiant heaters are used to provide hot water.*
 - *Glazing is designed to optimise daylighting while minimising solar gains in the summer.*
 - *All offices benefit from high efficiency LED lighting and daylight dimming.*
 - *The roof is covered with 465m2 of highly efficient monocrystalline photovoltaic panels*. The electricity generated by those PV panels will be utilised in the building; and the amount generated over the course of a year will be sufficient to serve users in the landlord areas of the building.*

- **Business Travel Profile:** No business flights (UK only business); minimal driving – since COVID all clients have shifted 100% to Online Meetings,
 - Very occasional local trips within the region (mileage claims show less than 5 business trips per year, with the furthest being 50 miles each way)
 - There have been no face-to-face meetings since Covid, therefore no use of trains or any other forms of transport for client meetings.

- **Transport Infrastructure:** Good rail connections in and from South Wales to other major cities, limited public transport in rural West Wales, increasing availability of safe, cycle routes and electric vehicle (EV) charging points.
 - Staff opting for remote working, however if they do want to work in the Headquarters there are bike locks & shower facilities, very good cycle routes in the local area, and transport links (city train station and bus hub within walking distance), S8080 promotes the use of public transport for commuters.

- **Energy Context:** Wales has a growing share of renewable electricity generation, including wind and hydro power, with increasing availability of green tariffs for domestic electricity consumers
 - Energy provision (Electricity) is controlled by Landlord (University of Wales Trinity St David), the landlord has a Carbon Reduction plan in place.

- S8080 will benefit from the investment that UWTSD has made that align with its Sustainability Targets and the UN's Sustainable Development Goals (SDGs):

Carbon Reduction / Scope 1 & 2 Emissions:

- Purchase of green electricity (through EDF), Solar PV* (see above), air fed heat pumps installation.
- Introduction of a Building Management System (BMS), to ensure accurate monitoring of energy and water use and early waste/leak detection
- Reduce scope 1 & 2 emissions by 95% from baseline by 2030, and
- Reduce fugitive emissions (of refrigerant gases) to due to maintenance failures to 0 by 2028

(UNSDGs 6, 7 and 13)

Water / Biodiversity and Wellbeing

S8080 will benefit from the investment that UWTSD has made that align with its Sustainability Targets and the UN's Sustainable Development Goals (SDGs):

- Install rainwater harvesting for the building's many bio filial features
- Reduce water consumption by 64% from 2013 baseline by 2030 - Low flow devices to be fitted to all public taps by 2026.
- 200% increase in flora biodiversity within designated meadow areas 2030. 100% by 2026

(UNSDGs 3, 6, 11 and 15)

3. Carbon Footprint Baseline Assessment (Region-Specific)

3.1 Scope 1 Emissions (direct emissions from hybrid office purchased energy via landlord)

“Scope 1 Emissions are direct emissions from controlled or owned sources – which includes those from combustion of fuel and operation of facility. These include emissions from activities owned or controlled by our organisation that release emissions into the atmosphere. They are direct emissions. Examples of Scope 1 emissions include emissions

from combustion in owned or controlled boilers, furnaces, vehicles; emissions from chemical production in owned or controlled process equipment.”

NOTES in scope activities:

- Minimal direct emissions due to no company vehicles and no flights.
- Our Hybrid office is rented, and facilities (including energy, heating) is managed by the landlord (UWTSD University of Wales Trinity St Davids) therefore we monitor and include reporting from the landlord on the energy mix and usage.

3.2 Scope 2 Emissions (energy indirect, what is physically consumed by S8080)

Indirect energy emissions from generation of purchased energy. These include emissions released into the atmosphere associated with our consumption of purchased electricity, heat, steam and cooling. These are indirect emissions that are a consequence of our organisation's activities, but which occur at sources we do not own or control.

- In scope activities: Electrical supply to our office. A small hybrid office is now rented as staff work from home, the small, serviced office's energy supplier is managed and provided for by landlord, and choice of supplier or carbon emissions is out of S8080's direct control.

NOTES in scope activities:

- Energy usage – the company aims to reduce energy consumption where possible, ensuring all electrical items are turned off outside of working hours.
- Paper management – all staff have access to email and internet, and the use of an office intranet enables information to be accessed without the need for paper distribution systems. We promote a no printing policy.
- Products - suppliers are encouraged to use environmentally friendly products where possible. s8080 no longer uses paper or envelopes.
- Waste Disposal - procedures are in operation for the recycling of materials, including paper, cardboard and some plastics, and arrangements for disposal of food waste through our serviced office maintained by our landlord (UWTSD).

- S8080 will benefit from the investment that UWTSD has made that align with its Sustainability Targets and the UN's Sustainable Development Goals (SDGs):
- **Waste**
 - Plastic free campus
 - 95% of all waste is diverted from landfill (UNSDGs 12 and 14)
- There is no gas combustion or consumption.
- Green Energy - The Hybrid office roof is covered with 465m² of highly efficient monocrystalline photovoltaic panels. The electricity generated by those PV panels will be utilised in the building; and the amount generated over the course of a year will be sufficient to serve users in the landlord areas of the building.

Below we report on the Hybrid office energy usage and total carbon emissions for FY2024/25:

From 1st January 2024 to 31 December 2025 = **1788 kwh of electricity used**

Emissions type	Amount	Units
electricity	1,788	kWh

The result for Hybrid office located in UK for year 2024 is:

459 kgCO₂e

tCO₂e = 0.459 tCO₂e

<https://www.carbontrust.com/our-work-and-impact/guides-reports-and-tools/sme-carbon-footprint-calculator>

3.3 Scope 3 Emissions (other indirect emissions including working from home, personal business miles, and commuting mileage)

- Business travel limited to local car journeys and very occasional public transport use. Mileage is recorded to review and reduce where possible.
- S8080 will benefit from the investment that UWTSD (the Landlord) has made that align with its Sustainability Targets and the UN's Sustainable Development Goals (SDGs):

Accessibility and Green Transport / Scope 3 Emissions:

DDA compliant (UNSDG8)

Direct access to public transport and active travel links, with secure bike facilities (UNSDGs 3, 7, 9, 11 and 13)

- Some employees may from time to time use private vehicles for local work-related travel however these are rare and short distances (only a few times a year across the whole company).
- Digital infrastructure emissions from cloud services and data centres: S8080's approved supplier register records "*Environmental, sustainability information*" and cloud services providers are checked for green credentials. Suppliers with green credentials are prioritised where possible.
 - Data centre emissions are outside of our operational control for emissions
- Procurement emissions from hardware and office supplies sourced locally or regionally.

Data Collection Methods:

- **S8080 does not fall within the threshold that we legally need to provide this information or calculations on this part (SECR and ESOS).**
 - SECR (Streamlined Energy and Carbon Reporting) is a mandatory reporting framework for qualifying UK businesses. **S8080 is a SME and does not qualify** as it is below all the thresholds of size (less than 250 employees, lower turnover, lower balance sheet, is not listed on the stock exchange) and therefore does not qualify.
 - ESOS (Energy Savings Opportunity Scheme), is a mandatory UK energy assessment scheme for large undertakings, which requires them to conduct energy audits and identify cost-effective energy-saving measures. **S8080 is not eligible and does not qualify** since it does not have 250 or more employees and has a lower turnover, and lower balance sheet).
- ***UWTSD: Carbon accounting is undertaken annually by the Sustainability and Tenants team and reported publicly on the Welsh Government NetZero page and***

through HESA. The consumption figures are reviewed annually by the sustainability team and relevant action plans amended to improve efficiency.

- **Employee travel modes for business**, and distances within Wales and to and UK are recorded via expense forms.
 - **Headquarters:** Utility bills and supplier data to identify renewable energy uptake at company headquarters.
 - **Suppliers:** Procurement records with supplier location and sustainability credentials are recorded as part of our approved supplier register
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4. Carbon Reduction Targets (South and West Wales Focus)

Target Area	Baseline Year	Reduction Target	Target Year	Regional Notes
Overall, Carbon Emissions	2015	70% reduction	2030	Reflects low travel emissions baseline
Home Office Energy Use	2015	70% reduction	2030	Leverages regional renewable energy availability
Business Travel Emissions	2015	70% reduction	2030	Focus on EV adoption and active and public transport use
Cloud Infrastructure Impact	2015	70% reduction	2030	Use of green cloud providers with UK data centres

Net Zero Target Date: 2030

5. Detailed Carbon Reduction Measures and Initiatives

5.1 Home Office Energy Efficiency and Renewable Energy Uptake

- **S8080 Energy Efficiency Upgrades:** Continue to provide employees with energy-efficient equipment when upgraded (i.e. ENERGY STAR-rated laptops and monitors).

5.2 Sustainable Local Travel

- **Public Transport and Active Travel:**
 - Continue to promote use of rail services for any necessary work travel, leveraging the relatively good rail network.
 - Continue to encourage cycling or walking for short journeys, supported by local active travel initiatives and infrastructure.
- **Travel Policy:**
 - We have formalised a travel policy prioritising virtual meetings, and local low-carbon travel options.
 - We track and report travel annually to monitor progress.

5.3 Digital Infrastructure and Cloud Services

- **Green Cloud Providers & local data centres:**
 - Monitor hosting and cloud services to providers with UK-based data centres powered by renewable energy, reducing transmission losses and supporting local green energy markets. Examples include providers certified under the UK Government's Green Cloud Framework or those with Science Based Targets.

NOTE: Microsoft Azure data centres in the Newport Wales which we prioritise the use of are designed to be powered by renewable energy as part of Microsoft's global sustainability commitments and specific initiatives in Wales. Wales is considered an ideal location for data centers due to its potential for sustainable development and abundance of renewable energy sources (wind and hydro power). Specific facilities in Bridgend, also in South Wales, use on-site solar panels and operate on 100% renewable energy.

- **Optimisation of Software and Data:**

- Continue to implement code optimisation practices to reduce server load and energy consumption.
- Continue to minimise data storage and transfer, using caching and efficient content delivery networks (CDNs) with regional nodes.

5.4 Sustainable Procurement and Waste Management

- **Local and Sustainable Suppliers:**
 - Continue to prioritise procurement from UK-based suppliers with strong environmental credentials to reduce transport emissions and support the local economy.
 - Where possible choose refurbished or new energy-efficient hardware to extend lifecycle and reduce embodied carbon.
- **Paperless and Circular Economy Practices:**
 - Continue to maintain current digital-first operations to minimise paper use.
 - Continue to maintain take-back and recycling schemes for electronic waste, partnering with local recycling centres in Wales.
- **Waste Reduction:**
 - Encourage employees to reduce waste at home offices, including responsible disposal of consumables and packaging, which is in line with Welsh national priorities at local council and national level, with Wales being the second-best country in the world for recycling in 2024 due to high levels of domestic waste recycling.

6. Monitoring, Reporting, and Continuous Improvement

6.1 Data Collection and Verification

- Collaborate with landlord to obtain accurate data & status of energy mix annually.

6.2 Reporting

- Continue to update this document annually with focus on local achievements and challenges as appropriate.
- Share this plan with stakeholders to promote transparency and for continuous improvement process.

6.3 Plan Review and Adaptation

- Review the plan annually to incorporate new regional developments, such as changes in local energy infrastructure or transport services.

- Adjust targets and initiatives based on performance data and emerging best practices adopted by the landlord.

7. Risk Management (Region-Specific)

Risk	Mitigation Strategy
Limited Public Transport in Rural Areas	Promote active travel, EV use and car-sharing schemes; explore flexible working hours to reduce peak travel demand.
Variability in Renewable Energy Tariff Availability	Maintain a list of multiple green energy suppliers; support community energy projects to increase options both in accessibility and affordability for employees.
Data Accuracy in Remote Settings	Cross-verify with the landlord.
Technology Access and Reliability	Ensure robust IT support and infrastructure for remote work; provide energy-efficient hardware.

8. Governance and Responsibilities

Role	Responsibility
Senior Management	Endorse and resource the Carbon Reduction Plan; champion sustainability aligned with regional goals. Facilitate employee engagement

Role	Responsibility
Tech Lead / Operations Manage	Implement energy-efficient technology; manage cloud migration to green providers with UK data centres.
All Employees	Adopt sustainable home working practices.

9. Implementation Timeline (Regionally Adapted)

Phase	Activities	Timeline
Baseline Assessment	Collect detailed regional data on home energy, travel, and procurement	2019
Implementation	Roll out energy efficiency upgrades, cloud migration	2027
Monitoring & Review	Annual data collection (landlord), reporting, and plan adjustment based on local developments	Annually from 2026

10. Offsetting S8080's Carbon Footprint via High Quality Verified projects.

Whilst s8080 are committed to continued reduction of carbon emissions we have for a long time believed that offsetting via high quality verified projects was what we could also do to help offset our impact. And so environmental projects in developing countries as well as UK tree planting schemes since 2022 with Carbon Neutral Britain.

We have subscribed to projects removing 20 Tonnes of CO₂ each year



These projects are Certified to the highest standards, all the carbon offsetting projects that Carbon Neutral Britain support are regulated through the Verra - Verified Carbon Standard (VCS), the Gold Standard - Voluntary Emission Reductions (VER) and the United Nations - Certified Emission Reductions (CER) programmes.

As the three largest, and most regulated carbon offsetting standards used globally by businesses - this ensures the measurements, and tonnes of CO₂e offset are accurate, and verified. Separate to the standards used, Carbon Neutral Britain™ are the only organisation within the UK to undertake complete Independent Project Validation and Assurance for each project supported, to ensure only the highest quality projects from the corporate standards are used by our clients in their Carbon Offsetting.

In addition to the direct carbon benefits, Carbon Neutral Britain also select Carbon Offsetting Projects based on the 'secondary' benefits, such as helping to provide education, employment, clean water, energy, or have a positive impact on the local wildlife and ecology (for nature-based projects). This assessment ensures all projects align with UN Sustainable Development Goals.