



Indicatura[®]

SME Climate Report for FY 2025



Introduction

This report is Indicatura Ltd.'s climate report reporting for FY 2025, with 2022 selected as the base year for the company's climate reporting.

The purpose of the reporting is to:

- Understand the key drivers of Indicatura's greenhouse gas emissions.
- Set targets for emissions reduction
- Ensure transparency and traceability in our journey towards net-zero.

Commitment to achieving Net Zero

Indicatura Ltd is committed to achieving Net Zero emissions by 2050. Although Indicatura is classified as a SME and not currently subject to medium and large company reporting obligations, we are voluntarily committed to achieving the emissions targets set out in the policy and this commitment is monitored through a partnership with the SME Climate Hub.

To drive progress, Indicatura has set the following key objectives:

- Achieve a 50% reduction in emissions from baseline levels by 2030
- Reach net zero emissions by 2050
- Identify, evaluate, implement, and monitor detailed sustainability improvement strategies over time
- To identify, monitor, and report on sustainability benefits suggested and delivered as part of Indicatura project work

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.

Indicatura does not control or own any assets that creates carbon emissions therefore the only emissions that apply are the scope 3 emissions.

Until October 2024, Indicatura operated in a hybrid remote and serviced office environment and therefor did not have any direct Scope 2 Emissions, as it was controlled by Landlord and Individuals. Wherever possible we have accounted for emissions under Scope 3 for example, using the GHG conversion factor we were able to calculate the emissions resulting from working in the office and employees at home and have captured that data under Scope 3. Data recorded in 2024 will include Scope 2 emissions.

As Indicatura is a small company that achieves significant growth every year, it has been decided and confirmed as an appropriate measure with the SME Climate hub, that CO₂e kg per employee is the best KPI to monitor our emissions.

Methodology

The GHG Protocol defines emissions in three scopes:

- Scope 1 – The company's direct emissions from vehicles, combustion, processes, or leakages
- Scope 2 – The company's indirect emissions (electricity, heating, cooling) from energy purchased and consumed.
- Scope 3 – Greenhouse gas emissions that occur upstream and downstream in the company's value chain, as a consequence of the company's operations.

Monitoring and Reporting

Internal

Effective monitoring and reporting are essential for tracking our sustainability progress and achieving our environmental goals. Indicatura assess our sustainability performance through the monitoring of carbon producing activities associated with travel, energy use, and waste etc.

Indicatura use the Greenhouse Gas Emission Factors provided by the UK Government to convert activity to a carbon equivalent. The dashboard tracks emissions in kilograms of CO₂e for the following factors:

- Working from home
 - Heating
 - Office Equipment
- Travel
 - Air
 - Land Travel
 - Car
 - Rail
 - Bus
 - Taxi
- Hotel Stays
- Purchased Products

As the company grows, Indicatura plans to explore and implement additional metrics to enhance monitoring capabilities to gain a more comprehensive understanding of our environmental impact, identify areas for improvement, and maintain transparency in our sustainability reporting.

External

How Indicatura monitor and report the sustainability of the projects undertaken is currently varied, although the basis of measurement has typically been via CO₂e.

A primary initiative as part of the Sustainability Group is to identify and design a standardised mechanism internally to present the sustainability impact Indicatura has on its client's projects, including a communications plan.

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.

As Indicatura does not own or controls any assets that directly generate carbon emissions, our carbon footprint is limited to Scope 3 emissions.

Until October 2024, Indicatura operated in a hybrid remote and serviced office environment and therefore did not have any direct Scope 2 Emissions, as it was controlled by Landlord and Individuals. We have accounted for emissions under Scope 3 for example, using the GHG conversion factors we were able to calculate the emissions resulting from working in the office and employees at home and have captured that data under Scope 3. Data recorded in 2024 will include Scope 2 emissions.

Key considerations for our emissions reporting:

- Until October 2024, Indicatura operated in a hybrid remote and serviced office environment, meaning we had no direct Scope 2 emissions (as these were controlled by landlords and individuals).
- Scope 3 emissions include factors such as office-related energy consumption and emissions from remote work. These have been calculated using the GHG conversion factor and are fully accounted for in our reporting.
- From 2025 onward, emissions data will include Scope 2 emissions, reflecting our updated operating environment.

Given Indicatura's status as a growing SME, we have determined— in consultation with the SME Climate Hub— that the most appropriate key performance indicator (KPI) for tracking emissions is CO₂e kg per employee.

Company Emissions 2022

Baseline Year: 2022													
Additional Details relating to the Baseline Emissions calculations													
2022 was decided as the baseline year as it was the first normal year after Covid-19 and the data regarding employee travel and expenses was more accurate so it would be the most recent representative year to use. As detailed above Indicatura does not control or own any assets that creates carbon emissions therefore the only emissions that apply are the scope 3 emissions.													
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Scope 1	0 CO ₂ e kg 0 CO ₂ e kg per employee per year												
Scope 2	0 CO ₂ e kg 0 CO ₂ e kg per employee per year												
Scope 3 (including Sources)	54,849 CO ₂ e kg 2,746.49 CO ₂ e kg per employee per year Transportation and distribution – 0 CO ₂ e kg Waste generation (operations) – 0 CO ₂ e kg Business travel (including employee commuting) – 38,040.11 CO ₂ e kg Hotel Stays – 3,724.80 CO ₂ e kg Purchased Electricity (Home/Remote & Office Heating - calculated by conversion factor) – 13,081.73 CO ₂ e kg												
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Company Emissions 2023

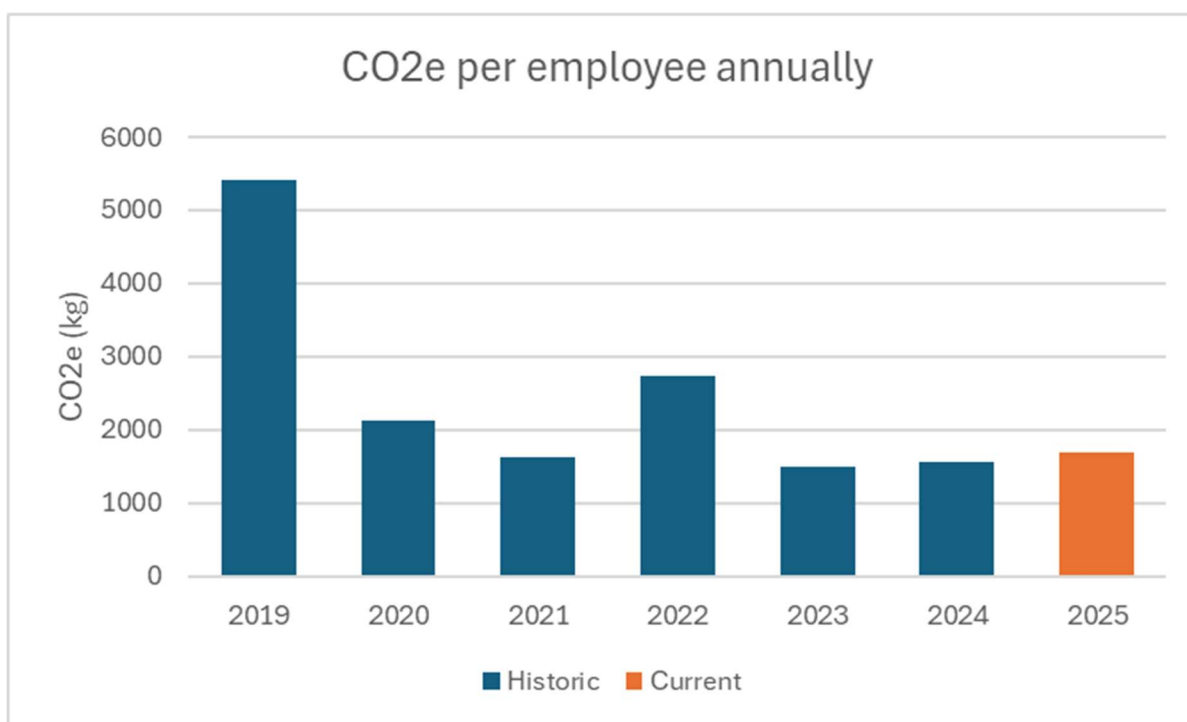
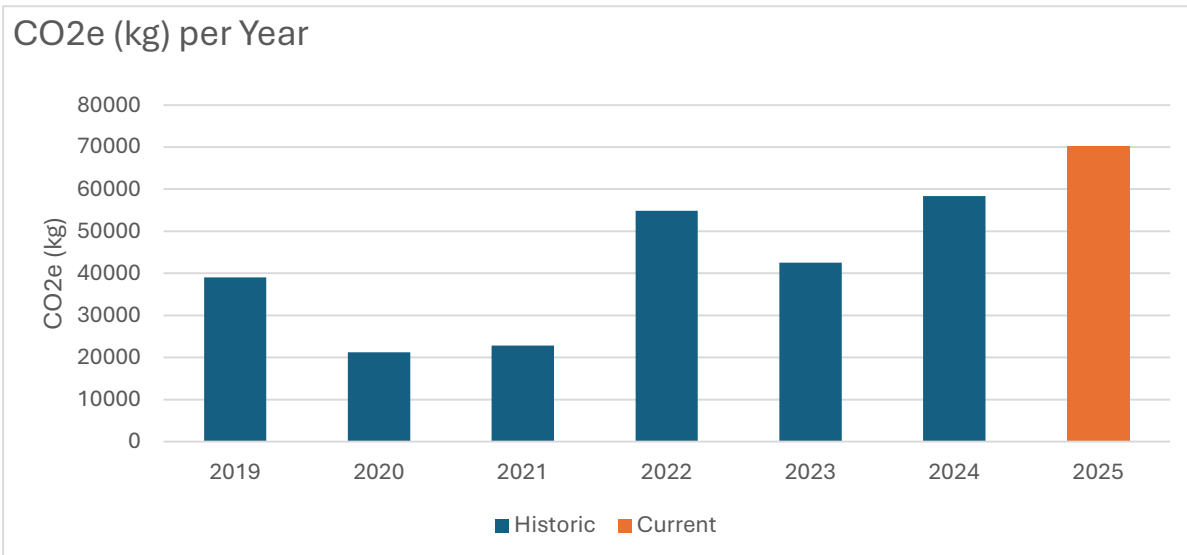
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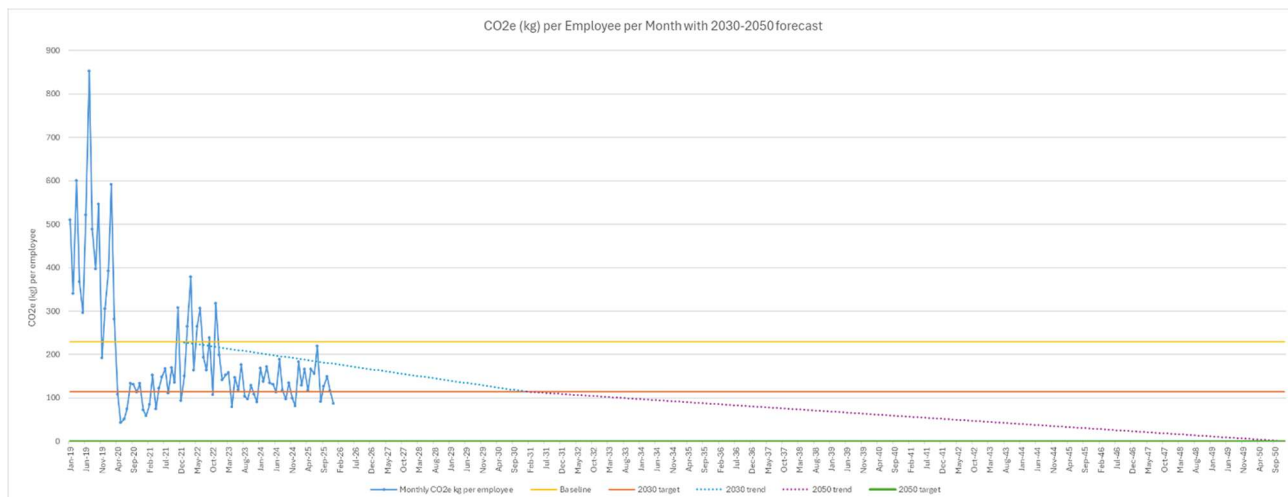
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Emissions reduction targets

We project that carbon emissions will decrease by 50% over the next five years, reaching 1,373.2 CO₂e kg per employee per year by 2030. Our goal is to halve total emissions by 2030 and achieve Net Zero by 2050.

Progress against these targets is illustrated in the graph below.



Carbon reduction goals

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

Carbon Reduction Goal	Goal Date	Current Status
Achieve annual emissions per employee reductions and report on progress to ensure continued focus on carbon neutrality.	2050	On Target
Reduce energy consumption per employee by 20% over the next 5 years.	2030	On Target
Reduce overall business travel-related emissions per employee by 15% in the next two years.	2027	On Target
Reduce waste sent to landfill (per employee) by 50% within 5 years.	2030	On Target
Achieve a 30% reduction in supply chain emissions per employee over the next 5 years.	2030	On Target
Ensure all employees are trained in sustainability practices and encourage 80% of staff to actively engage in carbon reduction initiatives within the next 12 months.	2026	On Target
Offset the company's remaining carbon emissions by 2030 (in line with SME Climate Hub guidance).	2030	On Target

Carbon Reduction Projects

To support our carbon reduction goals, Indicatura have introduced a range of appropriate incentives and encourage sustainable practices among our employees, designed to make Indicatura a more sustainable organisation.

Completed and In-Flight Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2022 baseline. The carbon emission reduction achieved by these schemes equate to 1501.75 CO₂e kg per employee per year, a 45%ge reduction against the 2022 baseline and the measures will be in effect when performing the contract

Travel Emissions

Indicatura will reduce the environmental impact of travel by minimising unnecessary flights and promoting alternative modes of transportation and communication through potential:

- Reduced Business and Project Travel (through the use of remote and home working)
- More Efficient Project Travel (through better and more insightful planning)
- Incentivised Train and Tram Travel (Funded Annual Public Transport Cards)
- Car sharing initiatives and planning
- Sustainable Hotel Choices – using hotels that promote and can demonstrate their commitment to reducing emissions

Energy Use

Indicatura will reduce the overall energy consumption in our offices, at home and in client workplaces by:

- Addressing inefficiencies in office and at home energy usage
- Sustainable lighting choices in our office environment, including the use of autolights wherever possible and in new purchases
- Identifying renewable energy sources
- Identifying inefficiencies in overnight hotel stays by using sustainable choices

Waste Reduction

Indicatura aim to minimise office and at home working waste by enhancing recycling efforts and reducing single-use plastics.

Sustainable Procurement

Indicatura actively encourage sustainable practices in our supply chain and the products we purchase. We prioritise low-carbon suppliers where possible.

Indicatura commit to using Eco-friendly office supplies, for example using recycled paper, eco-friendly cleaning products. We also ensure that where possible we will order products from sustainable suppliers that consider packaging.

Water Reduction

Indicatura aim to minimise office and at home water waste by promoting best practises.

Engagement

Indicatura will engage Indicatura staff in improving their environmental and social impact individually and through communities and the broader public. To promote knowledge exchange, best practises, and encourage all employees to embed sustainability practises in all their activities.

Employees will be given the opportunity to have their say through an online submission of sustainability initiatives.

Future Carbon Reduction Initiatives

In the future we are planning to implement further measures such as:

- Electric Vehicle Incentives

Indicatura uses vehicles for business and project travel. We will offer Electric Vehicle Schemes to encourage our employees to pick more sustainable car choices such as electric vehicles or hybrid options.

- ISO14001

Indicatura plans to achieve the ISO14001 accreditation.

- Offsetting 10%

Indicatura plan to offset any remaining emissions that cannot be reduced through the above measures.