



# Carbon Reduction Plan

Supplier name: ibex gale

Publication date: 30 April 2026

## Commitment to achieving Net Zero

ibex gale recognises the significance of UK Government strategies and propositions aimed at reducing carbon emissions throughout all sectors of the UK economy to meet the net zero target by 2050.

We are dedicated to ensuring a safe and healthy work environment while simultaneously minimising any detrimental effects on the ecosystem. We acknowledge our obligation to conduct business sustainably and understand the importance of adopting sustainable practices by the company as well as individual employees.

ibex gale upholds its commitment to incorporating high levels of sustainability and environmentally friendly practices. Our current operations do not result in emissions that are subject to environmental protection legislation, but we remain steadfast in pursuing opportunities to bolster environmental protection and sustainability wherever possible.

ibex gale is committed to achieving Net Zero emissions by 2050.

### SME Climate Commitment

ibex gale supports the SME Climate Commitment. Recognising that climate change poses a threat to the economy, nature, and society. We commit to take action immediately in order to:

- Halve a greenhouse gas emissions before 2030
- Achieve net zero emissions before 2050
- Disclose our progress on a yearly basis

To execute and implement this commitment, we have assessed our current standing, developed a Carbon Reduction Plan, and formulated strategies with specific action points to enable us to track our progress towards carbon neutrality

## Baseline Emissions Footprint

**Baseline Year:** 4 Apr 2022 – 31 March 2023



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

No prior Scope 1,2,3 emissions. Current emissions are listed below.

Although our Supply Chain impacts contribute to most of our emissions, we are proud to maintain low overall emissions. Thanks to the fact that all of our staff work remotely and rarely visit client sites, we have substantially reduced heating, electricity, and travel emissions. As an employer, we believe it is essential to educate our team on minimising their carbon footprint and to take personal responsibility for their environmental impact and support operational and supply chain modifications to enhance emissions reductions.

**Baseline year emissions:** 49.7 tCO<sub>2</sub>e

<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	0 No business premises, all workers work from home
<b>Scope 2</b>	0 No Business premises, all workers work from home
<b>Scope 3</b> (Included Sources)	<b>Heating Electricity of Employees</b> 10.95 tCO <sub>2</sub> e <b>Business Travel</b> (Hotels and Trains) 8.78 tCO <sub>2</sub> e <b>Mileage</b> 2.08 tCO <sub>2</sub> e <b>Purchased Goods and Other Services</b> 27.9 tCO <sub>2</sub> e
<b>Total Emissions</b>	49.7 tCO <sub>2</sub> e

## Current Emissions Reporting

**Baseline Year:** 1 Apr 2025 – 31 March 2026

**Additional Details relating to the Baseline Emissions calculations:** This year emissions have decreased from the baseline. This is a result of achieving ISO 14001, which has strengthened data accuracy, monitoring, and emissions-reduction controls.

Although our Supply Chain impacts contribute to most of our emissions, we are proud to maintain low overall emissions. Thanks to the fact that all of our staff work remotely and rarely travel to client sites, we have substantially reduced heating, electricity, and travel emissions. As an employer, we believe it is essential to educate our team on minimising their



carbon footprint and to take personal responsibility for their environmental impact and support operational and supply chain modifications to enhance emissions reductions.

**Baseline year emissions:** 49.7 tCO<sub>2</sub>e

<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>Fuel Combustion</b> 3.03 tCO <sub>2</sub> e
<b>Scope 2</b>	0 No Business premises, all workers work from home
<b>Scope 3</b> (Included Sources)	<b>Heating Electricity of Employees</b> 13.62 tCO <sub>2</sub> e <b>Business Travel</b> (Hotels, Trains, Taxis) 2.07 tCO <sub>2</sub> e <b>Purchased Goods and Other Services</b> 23.24 tCO <sub>2</sub> e <b>Capital Goods</b> 6.51 tCO <sub>2</sub> e
<b>Total Emissions</b>	48.27 tCO <sub>2</sub> e

## Emissions reduction targets

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

- Conduct meetings online via Team's where possible
- Encourage the use of public transport where meetings do need to occur
- Examine our supply chain to see if further reduction can be made
- Paperless business construct
- Reduced need for travel, utilise public and sustainable transport
- Keep up to date on the latest green initiatives
- Not prioritise funding needs ahead of sustainability requirements

ibex gale has made significant efforts to minimise our emissions to a practical and reasonable extent. We will establish a consistent review process to explore opportunities for additional reductions in emissions. To address the remaining emissions, we intend to employ an offsetting strategy. Our goal is to reduce carbon emissions to 25 tCO<sub>2</sub>e by 2030, which amounts to a 50% reduction.

## Carbon Reduction Projects

### Completed Carbon Reduction Initiatives

As an SME, our goal is to instil a culture that prioritises environmental sustainability and to integrate carbon reduction concerns into all our business decisions to enable this we have assessed the impact



of our emissions across a range of areas, including remote work, employee travel, technology, waste management and energy consumption

We have the following initiatives in place:

### Working Remotely

Improved air quality, reduced greenhouse gas emissions, lower fossil fuel usage, and less water pollution have been linked to remote work. This is due to the fact that working remotely eliminates the need for a daily commute, thereby reducing the amount of Co2 emissions generated by commuters. As a remote company, all documents are handled digitally and employees are encouraged to use meeting platforms and project sharing platforms to reduce paper waste

#### Actions

- Any paper that is used is sourced from recycled materials
- Any wastepaper is recycled via proper channels with individual employees taking personal responsibility
- Implement a system for monitoring paper consumption

### Energy Saving

Although working from home may cause a slight increase in utility expenses for individuals, it effectively reduces the elevated utility emissions generated by larger commercial buildings. As our employees work remotely, we urge them to be mindful of their environment by switching off unused electronics, shutting down equipment at the end of the day, and opting to heat singular rooms rather than larger spaces whenever feasible.

### Minimise Travel

Being a digital SME, we make the most of online meeting technologies. However, we acknowledge the importance of face-to-face meeting. In such situation we urge our employees to opt for public and eco-friendly transport and where cars are used, to car-share. In the future we will monitor our travel practices to keep track of our carbon footprint and compare it with future reports

#### Actions

- No unnecessary travel
- Continue to utilise video meeting technologies wherever possible
- Monitor transport usage yearly
- Opt for green transport alternatives where possible

### Supply Chain Sourcing

When looking for a new supplier we conduct a review of their green credentials and focus on the following:

- Do they have a certified environmental management system or CSR policy in place



- Are they local, or have locally sourced products
- Is the product recyclable or made from recycled products

### IT Equipment

The buying, use and transportation of IT equipment also create carbon footprints. All our operational systems are cloud based and all equipment is reused. When this is not possible we recycle all our used devices via our IT service provider.

### Carbon Offsetting

We understand that despite the measures taken above, there will still be a minimal carbon footprint impact from our business activities. In addition to looking at ways to reduce our carbon footprint we will off-set carbon emissions by partnering with environmental organisations that offer this service

### Actions

- Build carbon offsetting in financial budget for 2027
- Contact environmental organisations that specialise in carbon offsetting

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

- Investigate carbon offsetting projects
- Integrate environmental and sustainability principles into operational procedures
- Promote responsibility of the environment with the company
- Encourage green choices during staff onboarding
- Encourage and facilitate feedback/suggestions from the team to improve our carbon footprint
- Reduce printing within the company

### ISO 14001 Certification

Implementation of an ISO 14001-certified Environmental Management System has strengthened carbon measurement, monitoring, and control processes, driving improved data accuracy and the identification of emissions-reduction opportunities across operations.

## **Declaration and Sign Off**

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>.

---

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

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



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:**

.....

Date: 30/04/2026

---

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