



Cyber Security. **Where it Matters.**

2026 Bridewell Carbon Report



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Introduction

1.1 Background

Bridewell Consulting Limited ("Bridewell") is the trusted cyber security partner for organisations operating within Critical National Infrastructure (CNI), as well as companies who want the highest standard of cyber security.

We provide high quality services that align with our values which are at the core of everything we do. Bridewell's value of 'Do the Right Thing' is one of the reasons Environmental, Social and Governance is such an important area we focus on, and why, back in 2022, we officially became a Carbon Neutral company.

1.2 Purpose

The purpose of this Carbon Report is to showcase Bridewell's progress in monitoring carbon emissions on an annual basis; tracking emissions to compare against previous years, and setting targets for the year ahead to reach our Net Zero goal by 2040. Covered within this report are our opportunities for reducing emissions, mitigating climate risks and achieving our targets for 2026.

This report also plays a key role in Bridewell's ongoing ESG plan. Incorporating social and governance targets and due diligence processes, alongside environmental aspects, while improving awareness of climate action through greater transparency and accountability.

1.3 Scope

This report applies to Bridewell Consulting Limited (trading as Bridewell), encompassing all greenhouse gas emissions during the year 2025. The scope of this report includes, but is not limited to; Bridewell personnel, travel, goods and services purchased, utilities, and digital environments.

ESG elements, greenhouse gas emissions offsets and volunteering, are also within scope.

This report applies to all physical locations as well as remote working.

1.4 Exclusions

This report does not include Bridewell's US entity.

1.5 Review and Maintenance

This report shall be renewed in 2027 to showcase Bridewell's 2026 carbon and ESG data.

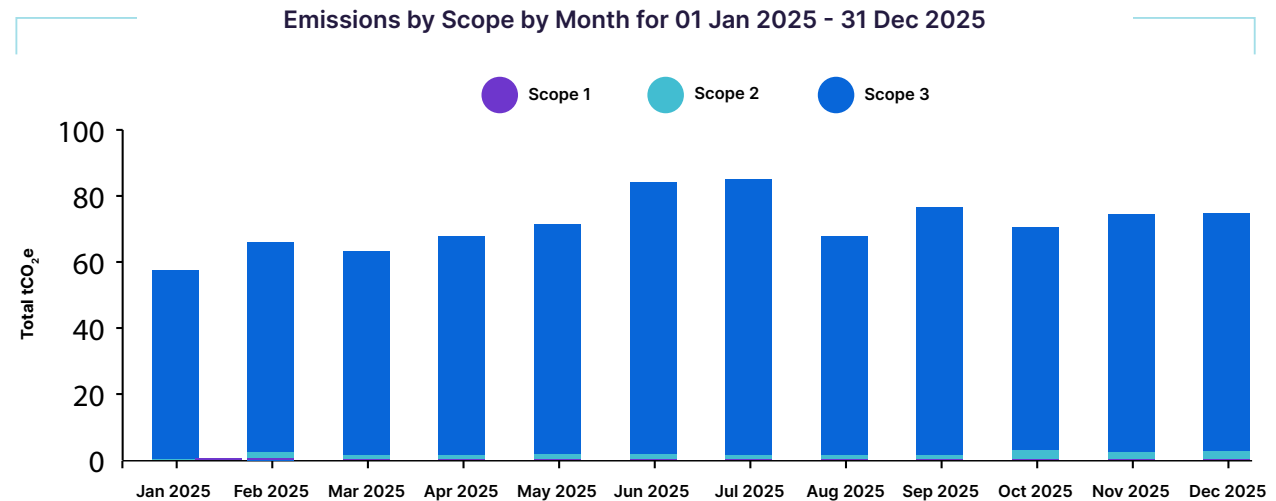


2. 2025 Greenhouse Gas Emissions Overview

Due to Bridewell being a service provider, producing no raw goods or materials, over 64% of our emissions fall under the category of Scope 3, associated with indirect emissions within our value chain.

The table and charts show the breakdown of our emissions by scope across the year and by month.

Scope 1	3.3	0.37%
Scope 2	20.57	2.33%
Scope 3	858.79	97.30%
Total tonnes:	882.66	100%



Emissions by Category by Month for 01 Jan 2025 - 31 Dec 2025

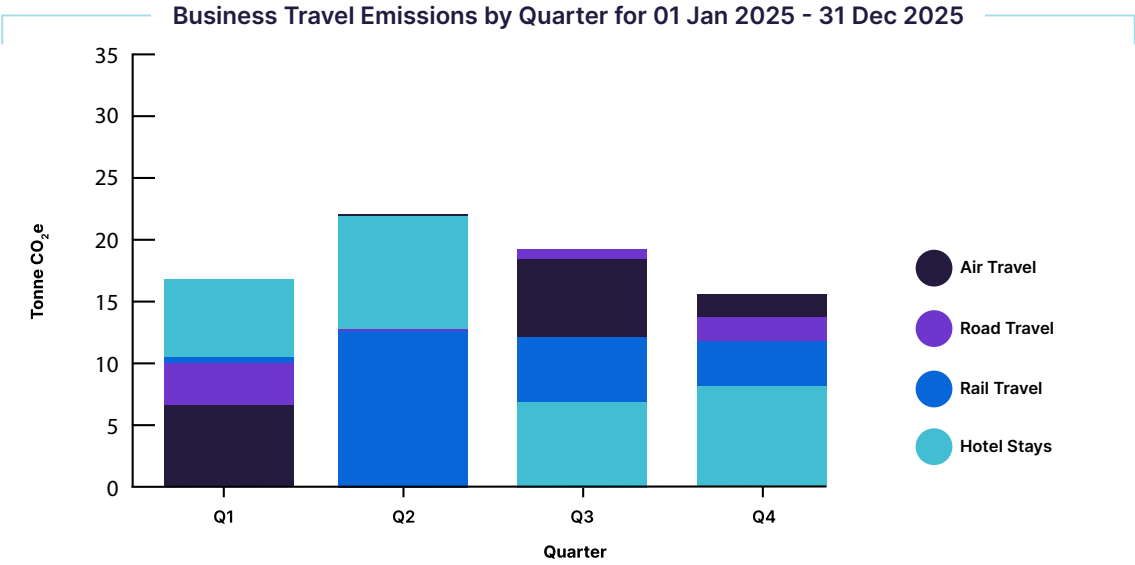
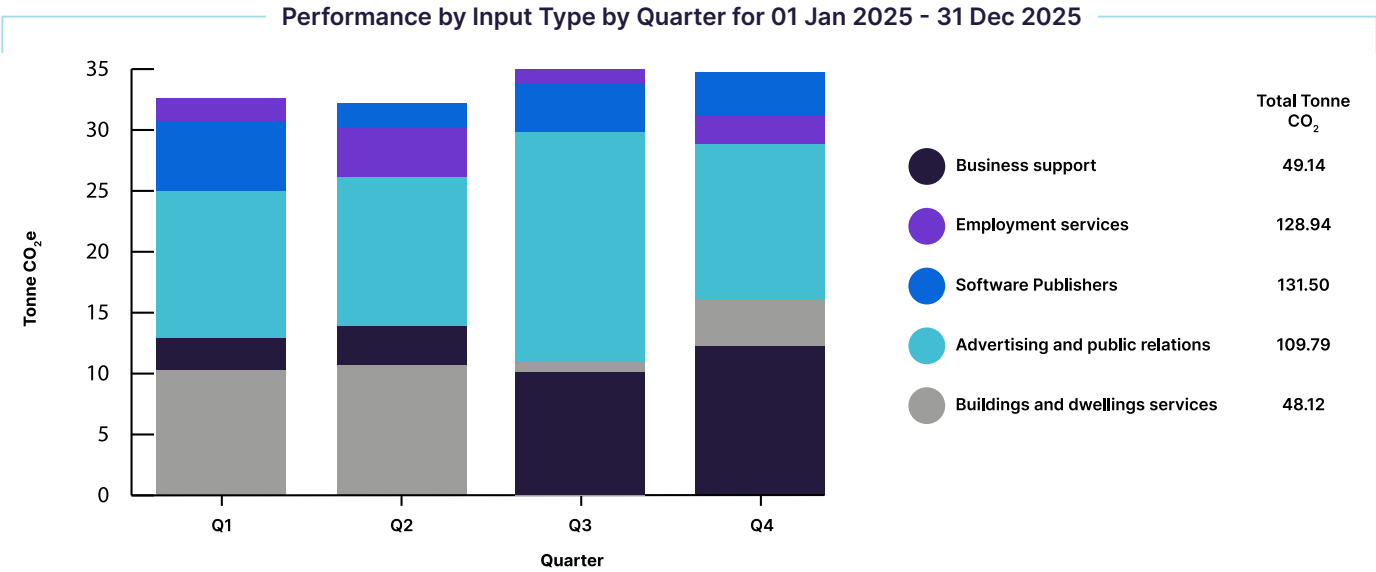
Emissions Category	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Grand Total Tonne CO ₂ e
Stationary Combustion (Scope 1)	0.47	0.47	0.24	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.20	0.20	3.30
Purchased Electricity (Scope 2)	0.18	2.35	1.47	1.50	1.56	1.59	1.44	1.45	1.49	2.73	2.15	2.65	20.57
Capital Goods (Scope 3)	0.70	3.64	0.35	4.40	-	3.41	17.61	3.88	-	3.98	1.36	2.17	41.51
Employee Business Travel (Scope 3)	12.54	17.74	16.04	21.41	23.19	31.28	17.09	15.66	28.22	17.11	19.52	15.77	235.58
Fuel- and Energy-Related Activities (Scope 3)	0.07	1.01	0.58	0.59	0.61	0.62	0.56	0.57	0.59	1.14	0.83	1.02	8.17
Purchased Goods and Services (Scope 3)	44.06	43.67	46.31	41.33	47.65	48.77	49.75	47.65	47.59	48.20	52.78	51.37	569.11
Waste (Scope 3)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.002	0.000	0.002	0.005
Employee Commuting (Scope 3)	0.37	0.37	0.37	0.37	0.37	0.37	0.37	0.37	0.37	0.37	0.37	0.37	4.40

2. 2025 Greenhouse Gas Emissions Overview

As shown to the right, most Bridewell emissions across 2025 were due to Purchased Goods and Services, coming in at 49.57%. A breakdown below shows the main contributors.

- Employment services
- Software publishers
- Advertising services
- Business support
- Offices

A detailed breakdown can be found in section 9 of this Carbon Report document.



3. Comparison Against 2024 GHG Emissions

It is clear Bridewell's emissions are Scope 3 heavy and this remains consistent from 2023 to 2025. As the data shows, Bridewell's goods and services emissions increase in Q2 and Q3 before reducing in Q4, which matches a similar pattern to 2024. Following increased head count and event portfolio in Q2 and Q3 of last year, this has resulted in a larger increase compared to that of 2024.

The table shows a marginal increase in Scope 2 and 3, due to our business travel and purchased goods and services.

However, when evaluating our emissions intensity based on head count, we can see that Bridewell has successfully reduced its business travel by 10% and decreased employment services by almost 5%.

Streamlining several internal processes, and enhancing our client offerings, which required improved or additional software, has increased Bridewell's software emissions compared to 2024.

Emissions Intensity Based on Employees 2023 - 2025

	2023	2024	2025
Scope 1 & 2	0.09	0.06	0.07
Scope 3	2.60	2.93	2.69
Employee Business Travel	0.68	0.83	0.74
Employment services	Data not available	0.42	0.40
Software Publishers	Data not available	0.38	0.41
Advertising and public relations	Data not available	0.27	0.34

Performance by Scope by Quarter 2023 - 2025

	Q1 - FY2023	Q2 - FY2023	Q3 - FY2023	Q4 - FY2023	Q1 - FY2024	Q2 - FY2024	Q3 - FY2024	Q4 - FY2024	Q1 - FY2025	Q2 - FY2025	Q3 - FY2025	Q4 - FY2025
	CO ₂ e				CO ₂ e				CO ₂ e			
Scope 1	0.71	0.72	0.73	0.73	0.86	0.86	0.87	0.87	1.18	0.74	0.74	0.64
Scope 2	4.45	4.21	4.16	4.21	3.68	3.48	3.65	3.68	4.00	4.64	4.38	7.54
Scope 3	141.13	140.47	134.82	136.51	199.00	215.00	212.00	224.00	186.70	223.26	229.18	219.65
Total	146.30	145.40	139.71	141.44	204.00	219.00	217.00	228.00	191.88	228.64	234.30	227.83

4. 2025 ESG Data

In 2025, Bridewell offset nearly 3 times the emissions produced, continuing to demonstrate our commitment to exceeding Bridewell’s 2025 goal of remaining carbon neutral across the company, workforce and their families.

In addition to the above, Bridewell offset approximately 42.31 tonnes of CO₂ emissions in 2025 via our electric vehicle scheme.

Both volunteering and charitable donations have significantly increased since 2024 and Bridewell is on track to exceed these figures further in 2026. Please refer to Sections 6 and 7 of this report (Targets and Plan of Action) for further information.

Type	Figure for 2025	Level
Volunteering	116 Hours	Low
Donations to Charity	£6,106	Medium
Greenhouse Gas Emissions Offset	2,450.78 tCO ₂ e	High



5. 2025 - 2026 Forecast

The forecast is based on Bridewell's expected headcount for 2026, as well as planned building changes and the company budget. We shall be using the below to assess how our forecast compares to our previous figures (both actual and forecast), as well as for our 2026 target setting, discussed in section 6 of this report.

Bridewell's continued efforts to; increase awareness around sustainability through policies, processes and training, ensure all buildings use renewable energy, and promote remote working, have all contributed to lower figures across the board than originally forecasted.

Activity	2024 (Actual)	2025 (Forecasted)	2025 (Actual)	2026 (Forecasted)
Employee Commuting	12.69	15.63	4.40	4.59
Business Travel	239.50	281.41	235.58	245.88
Gas and Electricity	23.3	27.58	20.57	27.71
Waste	0.03	0.08	0.01	0.01
Purchased goods and services	426.55	744.48	437.61	472.40
Water	0.11	0.22	0.16	0.22



6. Targets

As Bridewell continues to scale, we remain committed to maintaining our carbon negative position, improving our understanding of emissions, and reducing these emissions year-on-year to achieve our 2040 Net Zero target.

Last year, Bridewell strengthened its environmental management approach by achieving ISO 14001 certification for environmental and energy management, a core target set for 2025. We made measurable progress in key areas, including a 5% reduction in purchased goods and services emissions*, a 10% decrease in business travel emissions* and a 16% increase in volunteering activity.

Through strengthened waste segregation and recycling practices, alongside the implementation of a business-wide e-waste process, we successfully exceeded our 2025 waste reduction target.

In 2026, Bridewell will continue to strengthen its understanding of emissions associated with purchased goods and services, with a focus on reducing the largest contributors.

The 2026 environmental targets are therefore to;

- strengthen visibility and governance across key supplier categories (Software Publishing, Employment Services, and Advertising & Public Relations)
- support a 3% reduction in associated emissions, enabled by enhanced onboarding, due diligence, and ongoing supplier reviews.
- reduce business travel emission intensity per employee, with an indicative target of up to 5%, supported by more sustainable travel practices and informed decision-making.
- maintain ISO 14001 certification through regular monitoring, review, and continual improvement of our environmental management system.

Across the social aspects of Bridewell's ESG programme, we are committed to achieving a further 20% increase in volunteering hours and a 50% increase in Bridewell's charitable donations over the course of 2026.

Our plan of action to reach these targets is detailed in section 7 below.



7. Plan of Action

This section outlines Bridewell's plan of action to support delivery of its 2026 targets.

Purchased Goods and Services

Bridewell will continue to strengthen supplier oversight and improve data collection to better understand how suppliers align with our sustainability priorities and emissions goals. We will continue to review ordering processes to ensure a greater level of efficiency, and the Supplier & Sustainability Manager will work closely with the teams where the highest purchased goods and services emissions have been identified. This approach will continue to be refined as Bridewell deepens its understanding of the main drivers of these Scope 3 emissions.

Business Travel

Bridewell will continue to review opportunities to reduce business travel emissions by encouraging lower-carbon travel choices where practical and promoting more efficient travel planning across the business.

We will promote active travel through initiatives such as step challenges, encouraging walking where it is a practical alternative, and continue to communicate the importance of virtual collaboration, as well as avoiding unnecessary travel. Bridewell will allocate time to research and collate lower-emission travel options, such as airlines investing in Sustainable Aviation Fuel (SAF), to guide employees in making sustainable choices, resulting in emission reductions.

ISO 14001 Certification

Bridewell shall continue to embed and review the environmental management system through regular internal audits, management reviews, and ongoing monitoring of environmental objectives and compliance obligations to ensure a successful renewal.

ESG Targets

In 2026, Bridewell's internal networks will be the driving force behind increased volunteering activity, with more regular and targeted communications, alongside encouragement from managers to incorporate volunteering into team initiatives. A People Operations representative shall also support volunteering opportunities across Bridewell and work with Network Leaders in this area.

Bridewell's 2026 donation fund has been increased, and networks will continue to raise money for charities through sponsorships and fundraising events. Funds generated from Bridewell's new e-waste scheme shall also be donated to local causes.

Together, these actions are intended to support measurable progress in reducing Bridewell's Scope 3 emissions and advancing our longer-term Net Zero commitments.

To minimise environmental impacts concerning our activities and services, we shall:

- Comply with applicable legal requirements and other requirements to which Bridewell subscribes, in relation to its environmental aspects.
- Prevent pollution, reduce waste and minimise the consumption of resources.
- Educate, train and motivate employees to carry out tasks in an environmentally responsible manner, during employee induction and annually as a minimum.
- Encourage environmental protection among suppliers and subcontractors.

Bridewell is committed to continual improvement of environmental performance and further information can be found within Bridewell's Sustainability Policy (POL 015). During the development of the Sustainability Policy, the appropriateness to the nature, scale and environmental impacts of Bridewell activities, products and services has been considered. The policy is endorsed by the Environmental Management Board and is reviewed and monitored during the management quarterly review meetings.

8. Responsibilities

The leadership team and Business Management System (BMS) team are responsible for ensuring Bridewell keeps both sustainability, and environmental, social, and governance as a high priority and is continued to be recognised as an important part of Bridewell's culture.

The Security and Compliance Manager is responsible for ensuring the maintenance, regular review and updating of this policy.

Revisions, amendments or alterations to the Policy shall be issued and communicated as appropriate.



9. Detailed Breakdown of 2025 GHG Data

Performance Category for 01 Jan 2025 - 31 Dec 2025

By Source Category	(tonne CO ₂ e)	By Source Category
Total		
	CO ₂ e	% Share
Stationary Combustion (Scope 1)	3.30	0.37%
Purchased and Used Electricity (Scope 2)	20.57	2.33%
Purchased Goods and Services	437.61	49.57%
Employee Business Travel	235.58	26.69%
Software	131.50	14.90%
Capital Goods	41.51	4.70%
Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	8.17	0.93%
Employee Commuting	4.40	0.50%
Water	0.16	0.02%
Waste	0.01	0.00%
Total	882.82	100%



10. About Bridewell

Bridewell is the trusted cyber security partner for organisations operating within Critical National Infrastructure (CNI), as well as companies who want the highest standard of cyber security.

Our team are highly accredited by major industry bodies and have extensive experience of delivering cyber consulting and managed security services across highly regulated sectors. As a long-standing Microsoft partner, our team are experts in maximising the effectiveness of Microsoft Security technology to deliver robust and effective solutions.

We have a deep understanding of the challenges faced by CNI organisations and how to resolve them. We work in continuous partnership with our clients to implement the right security solutions to defend and protect them against threats and attacks, allowing them to continue operating safely and securely.

As the first cyber security organisation in the UK to reach carbon zero, Bridewell is uniquely positioned to secure your organisation sustainably. We can bring industry leading expertise, technology and methodologies into your organisation without it costing the Earth.

For more information, visit www.bridewell.com