



Triad Group Plc Carbon Reduction Plan

February 2026



Supplier name: Triad Group Plc Publication

Date: 27th February 2026

Commitment to achieving Net Zero

Triad Group Plc is committed to achieving Net Zero emissions by 2050.

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.

| | |
|---|---------------------------------|
| Baseline: FY 19/20 | |
| Additional Details relating to the Baseline Emissions calculations. | |
| Based on Triad's audited environment and greenhouse gas report for the financial year Apr 2019 to Mar 2020, which has enabled us to include baseline calculations for scope 1, scope 2 and scope 3. | |
| Baseline year emissions: | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | 12.7 |
| Scope 2 (Location-based emissions) | 54.5 |
| Scope 3 (Business travel) | 41 |
| Scope 3 (Employee commuting) | 75 |
| Scope 3 (Upstream transportation & distribution) | 0 |
| Scope 3 (Waste generated in operations) | 0 |
| Scope 3 (Downstream transportation & distribution) | 0 |
| Total Emissions | 183.2 |

Current Emissions Reporting

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|--|---------------------------------|
| Reporting year: FY 24/25 | |
| Additional Details relating to the reporting year. | |
| <p>Total emissions in this period saw an increase from the previous year due to two main factors.</p> <ol style="list-style-type: none"> 1) A significant proportion of the increase during the period was attributable to a project that necessitated frequent car journeys to various locations across the national prison estate. Attempts were made to minimise car travel, and this particular project has now completed successfully. Consequently, we expect emissions to reduce significantly. 2) The vacation of premises occupied by a tenant has meant that the company has inherited emissions formerly attributable to a third party. <p>We remain confident that as a result of our carbon reduction initiatives, we remain on target for our near and long term overall aims.</p> | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | 45 |
| Scope 2 (Location-based emissions) | 25 |
| Scope 3 (Business travel) | 62 |
| Scope 3 (Employee commuting) | 6 |
| Scope 3 (Upstream transportation & distribution) | 0 |
| Scope 3 (Waste generated in operations) | 0 |
| Scope 3 (Downstream transportation & distribution) | 0 |
| Total Emissions | 138 |

Note Scope 3: Triad operates a technology consultancy business and as such, no physical products are created or transported, but there is very limited business travel via employee commuting. There are also negligible emissions related to the movement of desktop IT equipment for new employees, which as reported above, rounds close to zero.

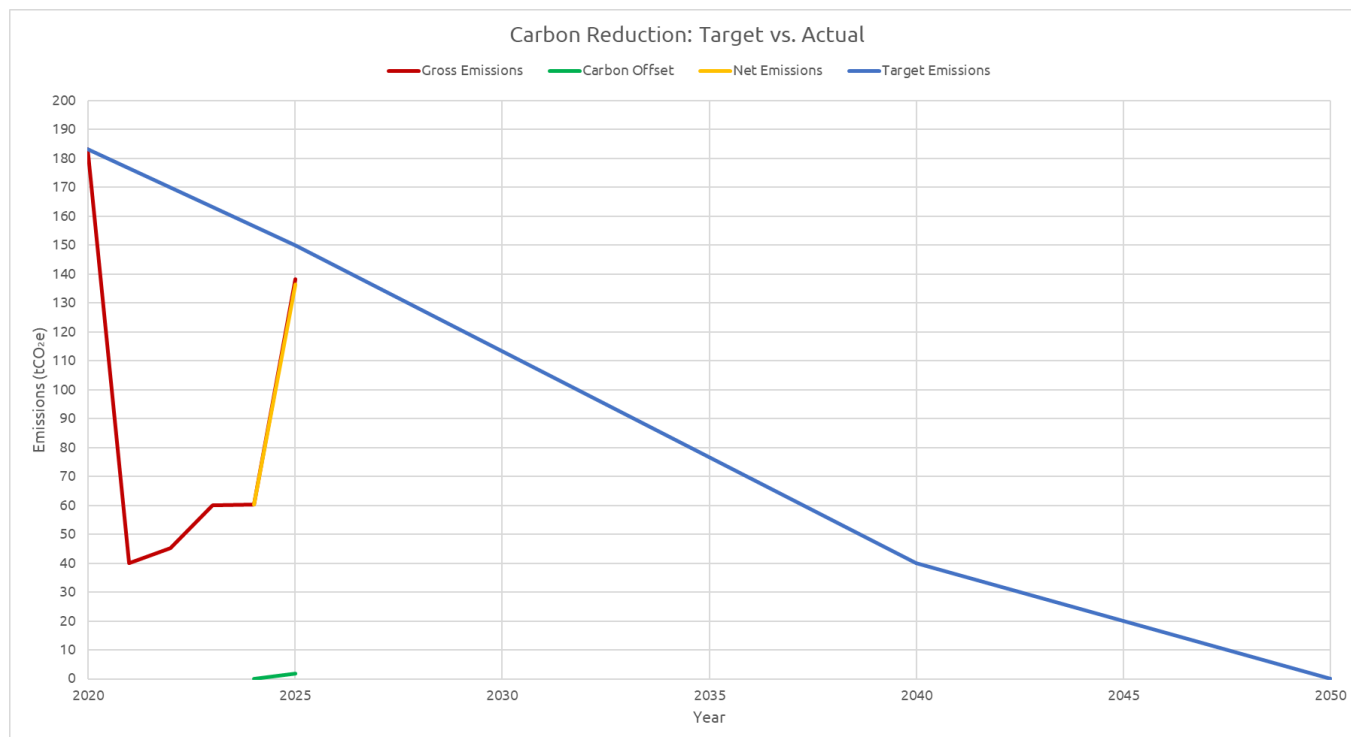
For reference, Triad's FY 23/24 Carbon Reduction Plan can be found [Here](#)

Emissions reduction targets

We projected that carbon emissions would decrease over the five years from our baseline to 150 tCO₂e by 2025. This is a reduction of 18.1% and has been achieved.

As a result of the carbon reduction projects detailed in the next section, we remain on course to meet our longer-term emission targets despite our continued growth.

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Offsetting and Standards

- In 2025, we obtained the ISO 14001 standard to further enhance our environmental management through ensuring systematic control, continual improvement and accountability across our activities.
- In December 2024, we initiated an afforestation project on private land set aside by a Triad director, with 600 trees planted to date. Using the accredited formula from *Winrock.org*, it is estimated that c.6 tCO₂e will be stored in total each year.

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2020 baseline. The carbon emission reduction achieved by these schemes cannot be isolated from the effect of the move to increased remote working due to Covid. This period's reduction was 45.2 tCO₂e, a 24.6% reduction against the 2020 baseline.

- We have migrated all key systems to the cloud and established the regular use of online digital collaborative working tools and portable computing devices. This positioned us for a move to sustainable remote working practices, greatly reducing transport emissions from business travel and commuting.

- Through our consultancy activities, we promote the use of working practices and tools that will best enable remote collaborative working to minimise travel.
- Our cycle-to-work scheme has had good take-up among our employees.
- We rebuild our laptops for re-use, only disposing of them when they are no longer suitable. Where possible, disposal is to a third party such as for use by schools/pupils and as a final recourse they go for recycling.
- Finalised progression to a paperless office environment.
- We have changed to renewable energy providers for both of our offices.
- We are now tracking emissions on a per capita basis and publishing audited data in our annual report. Since the last period we have grown from an average of 117 full-time equivalents (FTEs) to 155. Our Intensity Ratio (tCO₂e per FTE) has increased from 0.5 to 0.9.
- We have now installed electric vehicle charging points at our Milton Keynes office.
- We have introduced employee volunteering days to help support local environmental projects.

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

- Continuing to embed working from home as a policy, achieving an effective balance that minimises attendance on site to that essential to the operation of our business.
- Continuing to improve the profile that we give to environmental issues and guidance through our staff communications channels, promoting the use of energy efficient transportation, products, and services, as well as reducing waste and increasing recycling.
- Reviewing Scope 1 and Scope 2 emissions from office activities to identify and implement reductions through changes to policies and practices.
- Exploring the expansion of electric vehicle charging points to our Godalming office.
- Introducing additional, client specific environmental initiatives such as carbon offsetting, local environmental project support and employee volunteering.
- Continuing to improve staff engagement through environmental training and awareness.

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 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:



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Adrian Leer, Managing Director

Date: 27th February 2026

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

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

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