Carbon Reduction Plan: ITC Travel Group

Published: September 2025

Company Name: ITC Travel Group Limited
Company Registration Number: 08687765

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Our Commitment

ITC Travel Group is committed to achieving Net Zero emissions by 2050.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as "science-based" when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

Our near-term targets:

- Reduce scope 1 & 2 emissions by 42% by 2030.
- Procure 80% renewable electricity by 2028 (achieved)
- Procure 100% renewable electricity by 2030 (achieved)
- Reduce Scope 3 emissions by 42% by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

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Our Carbon Footprint

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. We have chosen to set our baseline year as January – December 2022.

Baseline Year: 2022	
The base year measurement will be updated in line with updates to emissions accounting methodologies, relevant emission factors or other influencing factors to ensure future measurements are comparable. The base year measurement may also be adjusted where a significant organisational change occurs. In this report, base year emissions have been restated	
Emissions	**Total (tonnes CO_2e)**
Scope 1	15.9
Scope 2*	Market-based: 2.3 Location-based: 20.6
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream & Downstream) - Franchises & Investments	1,076.1
Total Emissions*	**Market-based: 1,094.3** **Location-based: 1,112.6**

Our total emissions equate to a Carbon Intensity Metric of 5.9tCO$_2$e per full-time employee equivalent (FTE) based on 184 FTEs during the baseline period (using market-based emissions).
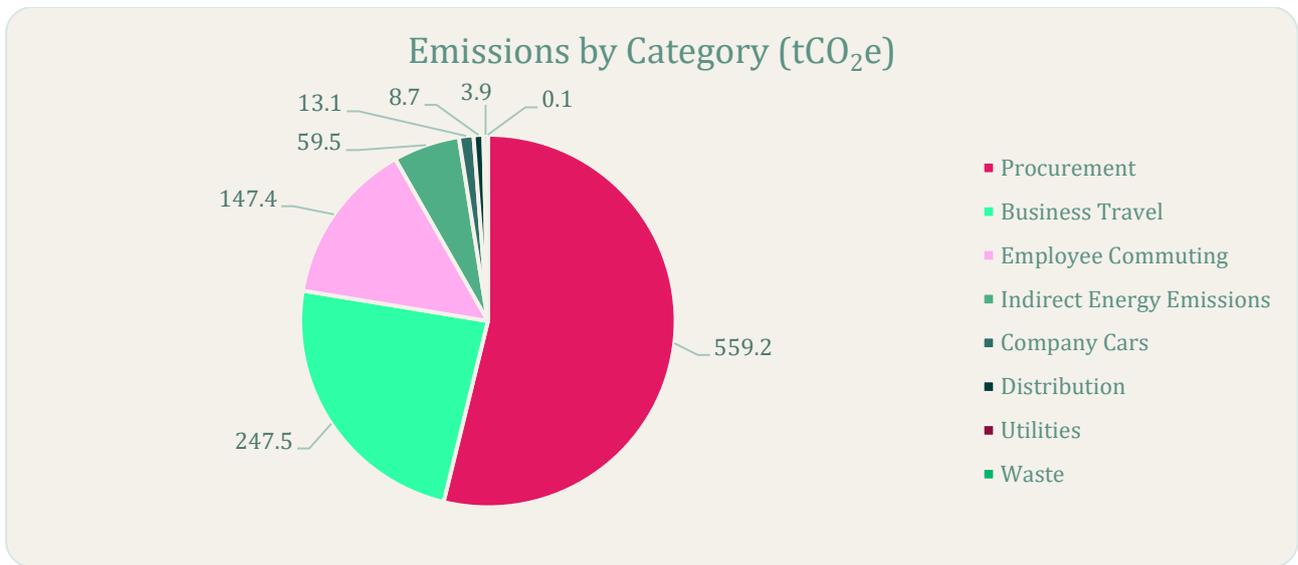
*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

Current Emissions Reporting

Current Reporting Year: 2024	
Emissions	Total (tonnes CO$_2$e)
Scope 1	16.9
Scope 2*	Market-based: 0.0 Location-based: 23.9
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream & Downstream) - Franchises & Investments	1,022.5
Total Emissions*	**Market-based: 1,039.4** **Location-based: 1,063.4**

Our total emissions equate to a Carbon Intensity Metric of 6.1 tCO$_2$e per full-time employee equivalent (FTE) based on 171 FTEs during the measurement period (using market-based emissions).

Carbon Emissions Breakdown

Emissions by Category (tCO$_2$e)

- Procurement
- Business Travel
- Employee Commuting
- Indirect Energy Emissions
- Company Cars
- Distribution
- Utilities
- Waste

Values shown: 13.1, 8.7, 3.9, 0.1, 59.5, 147.4, 559.2, 247.5

Carbon Reduction

Our Net Zero targets

ITC Travel Group is committed to achieving Net Zero by 2050. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year. To keep us on track, we have also set the following near-term targets to 2030.

Our near-term targets:

- Reduce scope 1 & 2 emissions by 42% by 2030.
- Procure 80% renewable electricity by 2028 (achieved)
- Procure 100% renewable electricity by 2030 (achieved)
- Reduce Scope 3 emissions by 42% by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

Progress

Emissions	Total Carbon Footprint (tonnes CO_2e)		% Change
	Baseline year: 2022	Current year: 2024	
Scope 1	15.9	16.9	+ 6.3%
Scope 2	2.3	0.0	– 100%
Scope 3	1,076.1	1,022.5	– 5.0%
Total emissions	**1,094.3**	**1,054.1**	**– 3.7%**
Intensity (per FTE)	**5.9**	**6.1**	**+ 3.4%**

We are on track to achieve our near-term targets and will therefore continue to maintain our progress.

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Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2023	1,2,3
Created a Green Team to lead initiatives. This team has been made up of members from every brand across ITC Travel Group to support the roll out of initiatives and management of data. Green Team members will lead working groups to support decarbonisation at ITC Travel Group - this includes sharing and collaborating throughout the organisation.	2023	1,2,3
Green Team members attended Carbon Literacy training and have been certified as Carbon Literate. On average, delegates who are certified Carbon Literate reduce their carbon footprints by 5-15%, of which ~50% is work-related. Certification has been achieved as a result of those employees committing to reduce their personal and work-related carbon footprint.	2023	1,2,3
ITC Travel Group purchases its electricity on a 100% renewable tariff - reducing market-based electricity emissions to $0tCO_2e$.	2024	2

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Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Activity No.	Activity	Target Date	Category
1	Update the existing Procurement Policy, such that it includes Sustainability requirements and guidance. Within this, protect the Scope 1 and Scope 2 emissions of ITC Travel Group by committing that: • When replacing vehicles owned by ITC Travel Group, the vehicle should be battery electric (BEV) as a priority, followed by Plug-In Hybrid and Hybrid • Any vehicle hired by ITC Travel Group shall be battery electric (BEV) as a priority, followed by Plug-In Hybrid and Hybrid • Should ITC Travel Group move or acquire additional premises, any future site shall not require any stationary combustion • Should ITC Travel Group move or acquire additional premises, any future site shall procure a 100% renewable electricity tariff by 2030	2026	Stationary Combustion Mobile Combustion Purchased Electricity
2	Internal messaging for turning off appliances and switches around the offices. Consider the use of signage to support these behaviour changes. This action will seek to further reduce location-based emissions from Purchased Electricity.	2026	Purchased Electricity

Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 emissions will continue to reduce 2030.

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We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Activity No.	Activity	Target Date	Category
1	Consider additional training and engagement for leadership and the wider employee base. Including and not limited to: creating spaces for environmental positive conversations (internal comms, newsletters etc);role-specific Net Zero training.	2026	All Categories

2	Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms.
	
	Commit to a Sustainability Audit to request further information regarding credentials.
	Initially aim to obtain this Information from the top 10 suppliers (ranked by annual spend by ITC Travel Group), increasing year-on-year to capture at least 50% of annual spend by 2026. This data collection will support reduction journey by gathering important data for future measurements.
	Complete this audit within two phases:
	  1. Identify suppliers for engagement
	  2. Formulate and collect data (survey/scoring)
	
	Ensure key travel partners and printing partners are audited, along with all destination resorts, cruises, and hotels.
	
	Prioritise suppliers with lower carbon footprints as part of the above phased approach. This may also involve purchasing second hand/refurbished (furniture, IT equipment) and extending the lifespan of purchased items.
		2025 - 2030	Purchased Goods & Services

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	Taking action here Is essential, as over half of the measured emissions at ITC Travel Group Ltd. sit within its supply chain. Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.		
3	Develop and implement a Sustainable Travel Policy to support the environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate. Monitor and consider alternatives to air-based travel as a priority, Including combining trips where feasible. When employees are travelling between destinations, consider rail as a priority option. Ensure the sustainable commitments of hotels Is considered when booking employee stays. Commit to offering support to workforce with options for active travel schemes, such as bike to work or car sharing opportunities. Utilise the emissions travel hierarchy: - Digital communication - Walking and cycling - Public and shared transport - EV's and car sharing/clubs - ICE vehicles and car sharing/clubs - Air travel Consider creative ways to engage and support the workforce to influence change.	2026	Business Travel Commuting

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4	ITC Travel Group will include Sustainability & ESG information and action items when onboarding new employees. This action will ensure all team members are aligned with the organisation's Net Zero ambition.	2026	All Categories
5	Clear out unnecessary data including duplicates and historical documents which are no longer required or relevant. This action will significantly reduce the cloud data storage demand of ITC Travel Group.	2026	Purchased Goods & Services
6	Implement a carbon budget for each brand of ITC Travel Group, plus those departments that travel frequently or influence procurement.	2030	All categories
7	Commit to measuring the remaining Scope 3 categories of emissions. For ITC Travel Group, the key categories are Processing of Sold Products; Use of Sold Products; and End of Life of Sold Products. When all categories are measured, reduction actions may target the whole emissions inventory of ITC Travel Group.	2027	Product categories
8	ITC Travel Group will develop a lower-carbon service, Including 'slow travel' options for clients. This service would Incorporate lower-carbon modes of transport and hotels / resorts with a demonstrated commitment to sustainability.	2025 – 2030	Product categories Business Travel

Based upon the above completed and planned initiatives, it is projected that Scope 3 carbon emissions will continue to decrease as we progress towards 2030. This is expected to keep us on track to achieving Net Zero emissions by 2050.

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Reduction Targets to 2030
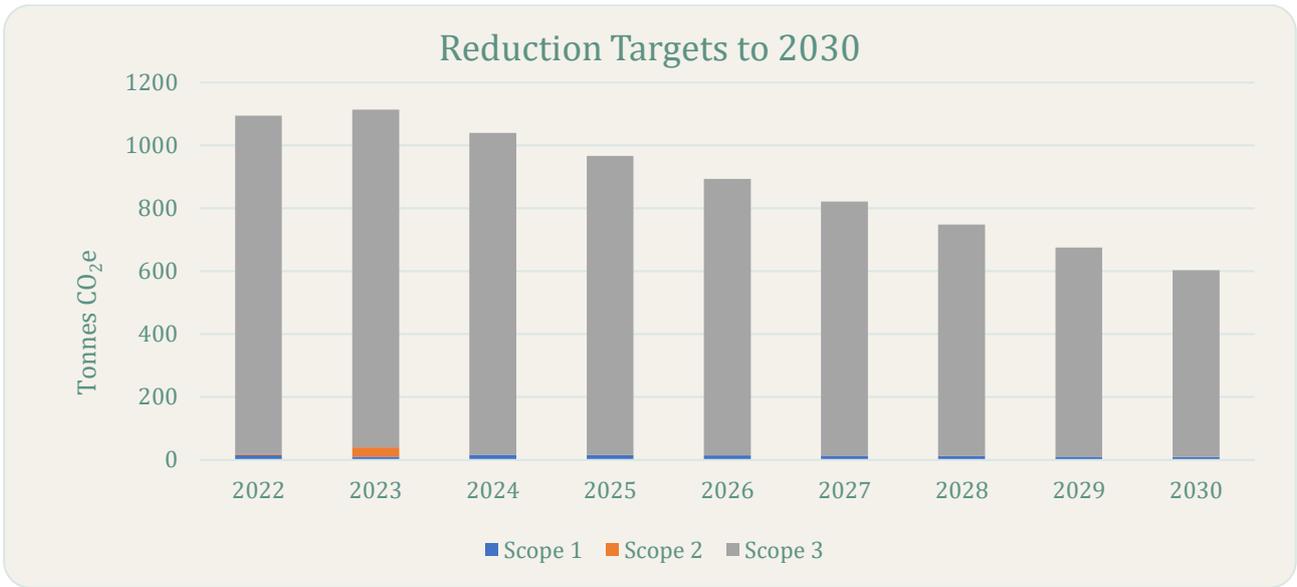
Emissions for 2022, 2023, and 2024 described in the graph are actual measurement results for ITC Travel Group.

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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[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

This Carbon Management Plan has been reviewed and approved by the ITC Travel Group Executive Team.

Signed on behalf of ITC Travel Group:

Name:

Position:

Date:

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[1] https://ghgprotocol.org/corporate-standard

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

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