Carbon Reduction Plan

Supplier name: Cantarus Ltd
Company Registration Number: 04700674
Published date: January 2026

Commitment to achieving Net Zero

Cantarus Ltd is committed to achieving Net Zero emissions by 2045.

Base Year Emissions Footprint

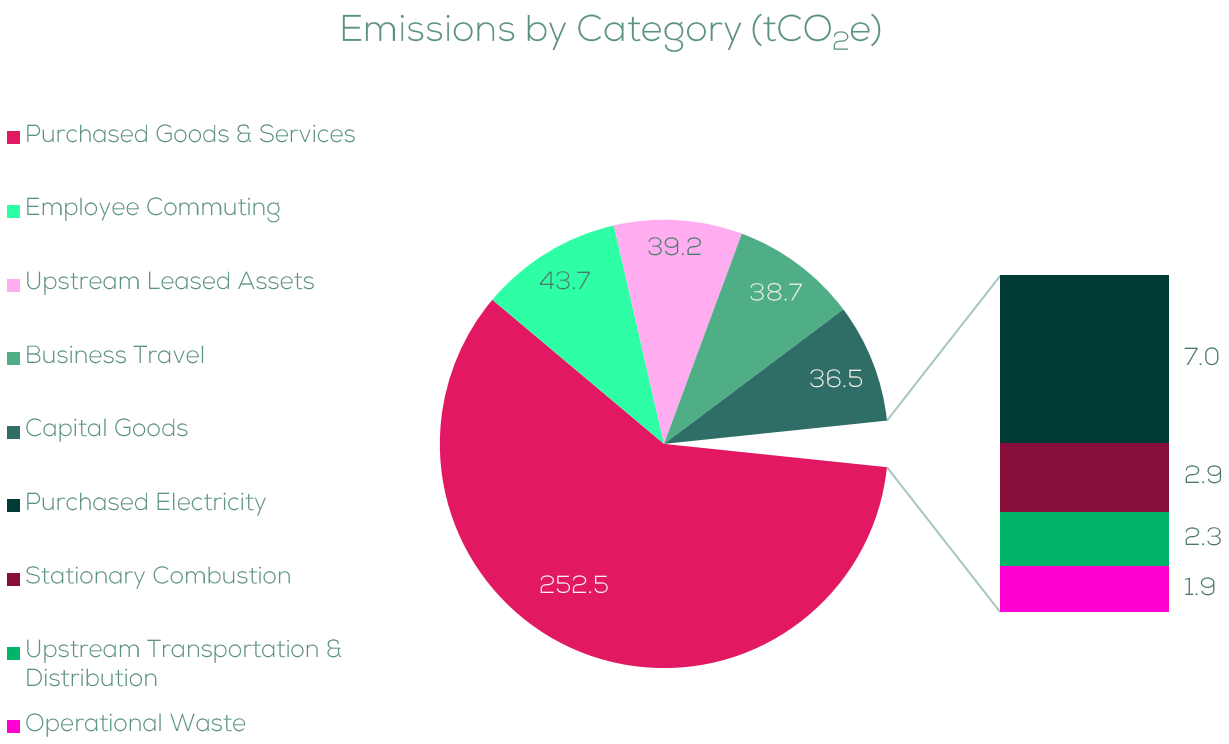
Base year emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Base year emissions are the reference point against which emissions reduction can be measured. We have chosen our base year to be April 2024 – March 2025.

Base Year: FY24/25	
The current reporting year (April 2024 – March 2025) is the first year that we have measured and reported our carbon footprint and will serve as the base year for future measurements. Electricity consumption associated with data centres has been captured in Scope 3 - Leased Assets rather than Scope 2 due to the managed nature of our premises.	
Emissions Category	**Total (tCO_2e)**
Scope 1	2.89
Scope 2	Market-based: 7.00 *Location-based: 7.00*
Scope 3 including: • Purchased Goods & Services • Capital Goods • Fuel & Energy Related Services • Business Travel • Transportation & Distribution (Upstream) • Employee Commuting & Homeworking • Operational Waste & Water • Leased Assets (Upstream)	414.74

Total Emissions	**Market-based: 424.63** *Location-based: 424.63*

Our total emissions equate to a Carbon Intensity Metric of **6.43 tCO_2e per full-time employee equivalent** (FTE) based on **66** FTEs during the base year 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. As we were unable to obtain tariff information this year location-based calculations have been applied to market-based calculations.*



Emissions reduction targets

Cantarus Ltd is committed to achieving Net Zero by 2045.

To achieve Net Zero we will need to reduce our absolute emissions by 90% from our base year and offset any residual emissions. While working toward our long-term target we have set the below near-term targets aligned with the latest guidance from Science Based Targets initiative (SBTi).

Our near-term targets:

- Reduce scope 1 emissions by 42% by 2030
- Procure 100% renewable electricity across occupied premises by 2030
- Reduce measured scope 3 emissions by 42% by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 & 3) by at least 90% by 2045
- Neutralise any residual emissions using verified carbon offsets.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

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

Activity	Completion Year	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.	2025	1, 2, 3
Secured 100% Renewable Energy Guarantee of Origin (REGO) backed electricity for the office upon existing contract end date.	2025	2
Membership held with the Green Web Foundation for digital services powered by renewable energy.	2025	3
Sustainable digital practices such as cloud-first infrastructure, energy-efficient code and inclusive design are standard across Cantarus Ltd.	ongoing	2, 3

Remote and hybrid working models are in place to allow employee work/life flexibility and reduce commuting related emissions. Virtual first meeting preferences also help reduce business travel emissions.	2020	1, 2, 3
Cantarus Ltd offers cycle to work schemes and subsidised rail cards to all employees, encouraging active and low-emission commuting.	2016	3

Future Carbon Reduction Plans

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

Scope 1 & Scope 2			
Activity No.	**Activity**	**Target Date**	**Category**
1	In parallel with near- and longer-term infrastructure and supplier initiatives, Cantarus Ltd will implement a programme of immediate, behavioural improvements to reduce energy demand and improve efficiency across occupied office space. Such initiatives include: - Turning thermostats/radiators down - Use of HVAC in place of gas heating - Reviewing timers and settings for heating systems - Reviewing power saving/sleep settings - Actively considering energy efficiency when new purchases are required (i.e. laptops, fridges, dishwashers) - Messaging to support initiatives. Behaviour change initiatives will be supported by monitoring office energy trends to assess effectiveness and opportunities for further optimisation.	2026 & onward	Stationary Combustion Purchased Electricity
2	Review and establish timelines for low-cost energy efficiency measures to reduce energy demand for heating and electricity. While certain building-level interventions require landlord engagement, Cantarus Ltd will prioritise energy efficiency measures within its direct operational control. Reduction measures for review include: - Adding heat & solar control reflective window sheets - Adding timers on wall sockets/equipment banks aligned with operating periods - Automation of building controls (where possible) such as the introduction of PIR sensor lighting - Upgrading lighting to LEDs.	2027	Stationary Combustion Purchased Electricity

3	Review and establish intent and/or timelines for larger cost investments (where appropriate) such as the replacement of gas heating systems with electric alternatives (including heat pumps, electric boilers, or HVAC systems), the installation of insulation, and upgrades to windows. For hot water needs, options include electric under-sink heating or solar water heating systems. There is currently a government grant available to support with the cost of upgrading to low carbon heating infrastructure via the Boiler Upgrade Scheme.	2028 *(N.B. grant closes December 2027)*	Stationary Combustion Purchased Electricity
4	Update company policy so that, should the company move or acquire additional premises, it is required that all sites operated by the company shall procure a 100% renewable electricity tariff within 18 months of occupancy / by 2030, or at least have Energy Performance Certificates (EPCs) / Display Energy Certificates (DECs) of B or above. Where landlords are not willing to engage with emission reduction initiatives, consider moving to premises without gas heating and on-site renewable energy generation or building management that is amenable to procuring 100% renewable electricity within the desired timeframes.	2027 & Onward	Purchased Electricity

Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 carbon emissions will decrease to **5.7 tCO_2e** by 2030.

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

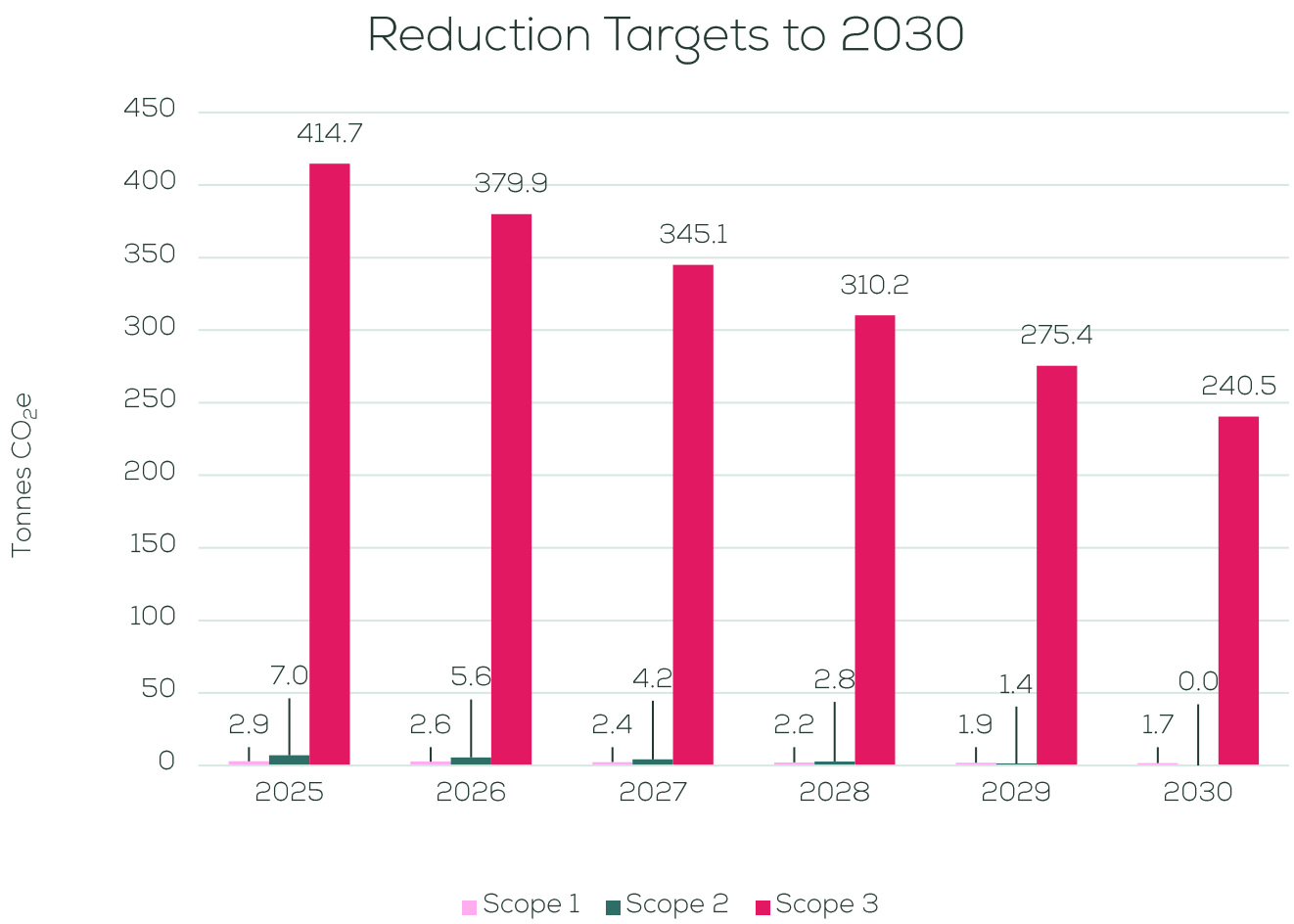
Scope 3			
Activity No.	**Activity**	**Target Date**	**Category**
1	Develop a Sustainable Procurement Policy with the twin goals of being able to assess and prioritise the sustainability credentials of suppliers and collect data from suppliers on an annual basis in an effective way. Existing and new suppliers will be engaged with to ensure alignment with sustainability goals and target of Net Zero by 2045. Possible mechanisms to do so could include: • Engaging suppliers by sharing this Carbon Reduction Plan and communicating Net Zero targets, and asking for suppliers' information in return • Introducing sustainability weighting in tender processes/contracts • Adding sustainability criteria to all purchasing decisions, focusing on lifespan and efficiency • Increasing supplier reporting requirements including provision of supplier-specific data This action will embed sustainability considerations into the procurement process and enable suppliers with lower organisational carbon footprints, lower embodied carbon of products, or a demonstrated commitment to Net Zero to be prioritised, as part of a phased approach. **Taking action here is essential, as 69.7% of measured emissions sit within the supply chain.**	2027	Purchased Goods & Services

2	Commit to a sustainability audit of existing suppliers. Initially the top suppliers (identified by spend and/or carbon intensity) will be engaged to request further information regarding emissions reporting, Net Zero targets, and sustainability ambitions. This data collection will support the reduction journey by: • Improving the accuracy of carbon footprint measurements through collecting supplier-specific data • Allowing the positive impacts from reduction actions to be captured • Identifying business risks in the supply chain and • Encouraging supply chain integration towards Net Zero. Plan to increase the proportion of suppliers engaged year-on-year to capture increasing proportions of supplier-specific data.	2028	Purchased Goods & Services
3	Develop and implement a Sustainable Travel Policy to lower the environmental impact of choices when travelling and commuting. Colleagues will be encouraged to utilise the low emissions travel hierarchy and opt for active travel where appropriate: • Digital communication • Walking and cycling • Public and shared transport • EVs (car sharing/clubs, then individual use) • ICE (internal combustion engine) vehicles (car sharing/clubs, then individual use) • Air travel. Other commonly practiced policy points to engrain within the policy include: • Making virtual meetings the default for interactions that do not require physical presence • Assessing the need for in-person meetings and reviewing where trips (and modes of transport) can be consolidated/coordinated amongst employees. Any vehicle hired by the company should be battery electric (BEV) as a priority, followed by plug-in hybrid, then hybrid.	2026	Business Travel & Employee Commuting

4	Data Quality – Business Travel. Work with relevant team members throughout the year to get systems in place for the collection of high-quality data for use in the next measurement. Improving the quality of data will broadly involve a shift from spend-based data to activity-based data (see the Data Quality Guidance for more information). This will allow for more accurate and consistent measurement between years, as activity data is less subject to change and is more comprehensive. Data Quality – Employee Commuting. Utilise Positive Planet's Engage Portal to improve data quality for this category. Employees will be encouraged to complete an anonymous survey which will help to improve the accuracy of emissions reporting and provide insight into areas where the company could support colleagues to reduce commute-related emissions.	2026	Business Travel Employee Commuting
5	In addition to cycle to work and subsidised rail cards, a continual review of further schemes and incentives that will support staff members to opt for low-carbon commuting methods will take place alongside this report. Whilst Cantarus Ltd does not have direct control of employee commuting choices, it is possible to support employees to make sustainable travel choices and therefore reduce emissions for the company associated with commuting.	ongoing	Employee Commuting
6	Emissions associated with data centre energy consumption make up 9.5% of base emissions. To reduce emissions in this category Cantarus Ltd will: - Decommission remaining on-premise data centre infrastructure - Migrate workloads to Microsoft Azure cloud services, prioritising regions with lower grid carbon intensity - Seek to set up direct energy and emissions tracking systems available for Microsoft cloud services - Select cloud services aligned to strong sustainability, renewable energy procurement and energy-efficiency credentials - Regularly review and decommission under-used environments to avoid over-provisioning.	2026 & Onward	Upstream Leased Assets

7	Cantarus Ltd will support carbon reduction delivery through staff awareness, communication, and leadership accountability, ensuring that environmental considerations are embedded into day-to-day operational decision-making.	2026 & onward	All Categories
8	Training will be delivered pragmatically, starting with leadership and key operational roles, before being extended more broadly where appropriate. Options for training are actively being explored, with eLearning (LMS), awareness courses and Carbon Literacy Training under review.	TBC	All Categories

Based upon the above completed and planned initiatives, it is projected that scope 3 carbon emissions decrease to 240.5 tCO_2e by 2030.



Annual Review & Governance

Progress against this Carbon Reduction Plan will be reviewed annually by the Cantarus Ltd Executive Team. Emissions data, progress against targets, and any corrective actions will be documented as part of the annual carbon reporting cycle.

Declaration and Sign Off

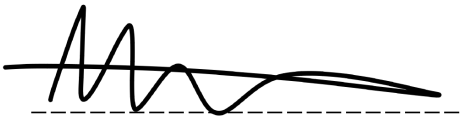
This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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[3].

This Carbon Management Plan has been reviewed and approved by Cantarus Ltd Executive Team.

Signed on behalf of Cantarus Ltd:



Name: Mike Cundall

Position: Chief Operating Officer

Date: 28th January 2026

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

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

3 https://ghgprotocol.org/corporate-value-chain-scope-3-standard