GHG Emissions & Carbon Reduction Plan

Reporting period: 1st January – 31st December 2025

This carbon reduction plan is compliant with PPN 006.

30/07/2026

Contents

Introduction

Company name:	Publication date:	Reporting period:
Synectics Solutions	**30/07/2026**	**1 January 2022 - 31 December 2025**

Synectics Solutions Limited is a UK-based company specialising in data management, analytics, and software solutions. We provide innovative tools and services to help businesses make informed decisions, mitigate risk, and enhance operational efficiency. With a focus on data-driven insights and cutting-edge technology, Synectics Solutions is a trusted partner for organisations seeking to optimise their data processes and drive growth.

Commitment to target Net Zero:

2045

GHG Emissions Methodology

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. These emissions are the reference point against which emissions reduction can be measured.

Synectics Solutions's emissions have been calculated against a baseline year of 2024.

Synectics Solutions's GHG emissions inventory is aligned to the GHG Protocol and covers:

Scope 1: Direct emissions

Direct emissions from sources owned or controlled by an organization, such as fuel combustion in company vehicles, manufacturing processes, and onsite energy production.

Scope 2: Indirect emissions

Indirect emissions from the consumption of purchased electricity, steam, heating, and cooling. These emissions occur at the source of energy production but are attributed to the organization that uses the energy.

Scope 3: Supply chain emissions and categories

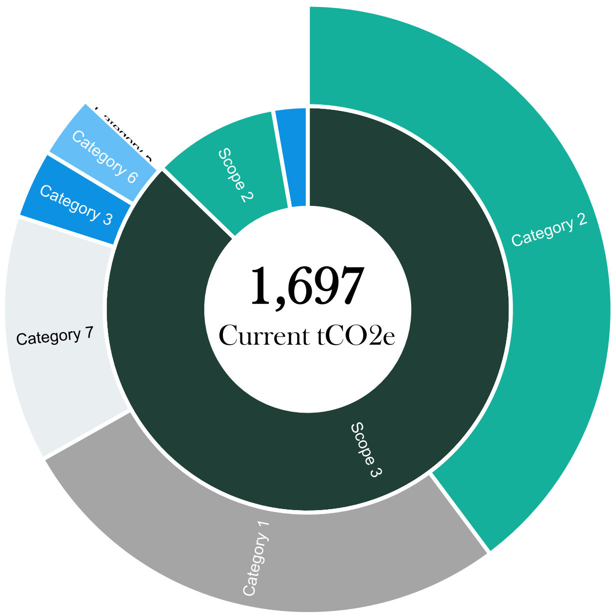
These have been calculated using spend based data except for Employee commuting where a distance-based method is used depending on the data available.

Scope 3 GHG Category	Description
Category 1: Purchased goods and Services	Emissions from the production of goods and services a company buys.
Category 2: Capital goods	Emissions from producing long-term assets such as buildings or equipment.
Category 3: Fuel and Energy-Related (not in Scopes 1 or 2)	Emissions from extraction, production, and transportation of fuels and energy purchased.
Category 4: Upstream Transportation and Distribution	Emissions from transporting and distributing products purchased by the reporting company.
Category 5: Waste Generated in Operations	Emissions from waste disposal and treatment.
Category 6: Business Travel	Emissions from travel by employees (e.g., flights, rental cars).
Category 7: Employee Commuting	Emissions from employees commuting to and from work.
Category 8: Upstream Leased Assets	Emissions from leased assets not included in Scope 1 or 2, occurring upstream in the value chain.
Category 9: Downstream Transportations & Distributions	Emissions from transporting and distributing sold products to customers.
Category 10: Processing of Sold Products	Emissions from processing intermediate products sold by the company.
Category 11: Use of Sold Products	Emissions from the use of goods and services sold.
Category 12: End of Life of Sold Products	Emissions from waste disposal and treatment of sold products at their end-of-life.
Category 13: Downstream Leased Assets	Emissions from assets leased to other entities.
Category 14: Franchises	Emissions from operations of franchises.
Category 15: Investments	Emissions from investments made by the company, such as loans and equity.

GHG Emissions Summary

The footprint calculated is reliant on the data provided. Flotilla do not provide assurance or verification of the data collected. Downstream Scope 3 categories are outside the scope of this engagement and are indicated as 'not measured.'

Scope 1	Scope 2	Scope 3
47	170	1,480
tCO_2e	tCO_2e	tCO_2e
2.7% of Total	10.0% of Total	87.3% of Total



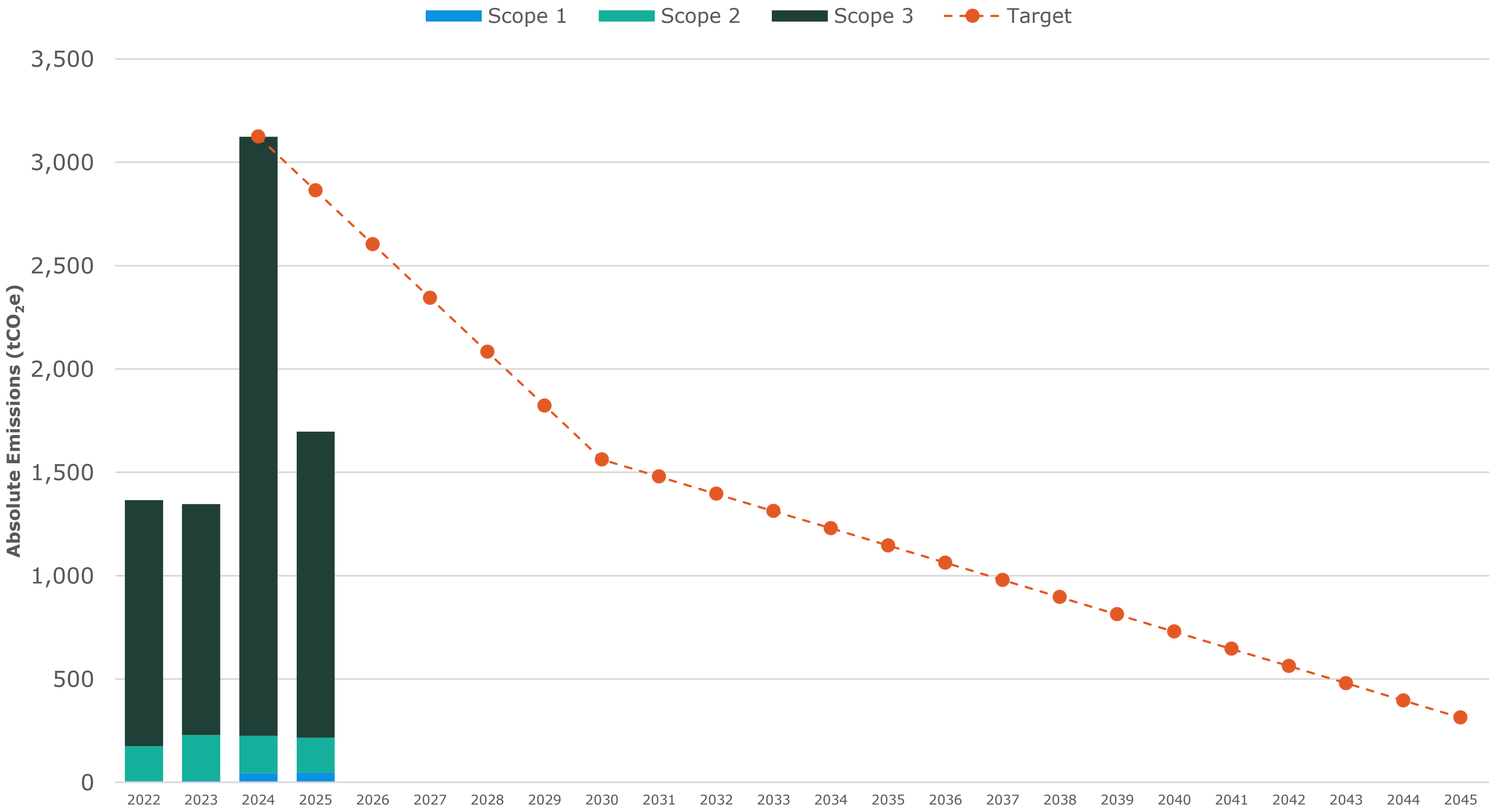
Scope	GHG Category	2024 Tonnes CO_2e (Baseline)	2025 Tonnes CO_2e (Current)	2025 % of emissions
1	Direct fuel	43.6	39.1	2.31%
	Fuel in company vehicles	0.1	7.5	0.44%
2	Electricity – location based	181.6	169.7	10.00%
	Indirect fuel usage in leased assets	Not relevant	Not relevant	Not relevant
	Indirect fuel usage in leased offices	Not relevant	Not relevant	Not relevant
3	Category 1: Purchased goods and Services	1,002.2	458.1	27.00%
	Category 2: Capital goods	1,412.8	675.2	39.80%
	Category 3: Fuel and Energy-Related (not in Scopes 1 or 2)	72.6	62.4	3.68%
	Category 4: Upstream Transportation and Distribution	0.0	Not relevant	%
	Category 5: Waste Generated in Operations	11.8	3.8	0.22%
	Category 6: Business Travel	95.1	57.1	3.37%
	Category 7: Employee Commuting	304.2	223.0	13.15%
	Category 8: Upstream Leased Assets	Not relevant	0.6	0.04%
	Category 9: Downstream Transportations & Distributions	0.0	Not relevant	%
	Category 10: Processing of Sold Products	Not measured	Not measured	Not measured
	Category 11: Use of Sold Products	Not measured	Not measured	Not measured
	Category 12: End of Life of Sold Products	Not measured	Not measured	Not measured
	Category 13: Downstream Leased Assets	Not relevant	Not relevant	Not relevant
	Category 14: Franchises	Not measured	Not measured	Not measured
	Category 15: Investments	Not measured	Not measured	Not measured
	Total Emissions	**3,124.0**	**1,696.6**	

Emissions Reduction Target

We have committed to reduce emissions in line with science-based targets. We project that carbon emissions will decrease over the next five years to 1,479 tCO2e by 2031. This is a reduction of 12.8%. Progress against our targets can be seen in the graph to the right.

Annual reduction percentage required to achieve Net Zero:

10.9%



Carbon Reduction Initiatives

To reduce Scope 1 and 2 emissions Synectics Solutions plans to:

Scope 1: Direct emissions

- Obtain data relating to air conditioning gases

Scope 2: Indirect emissions

- No actions have been planned into this Scope because there are no emissions in this Scope to reduce.

To reduce Scope 3 emissions Synectics Solutions plans to:

- Launch a supply chain engagement strategy
- Obtain data relating to air conditioning gases Digital Sobriety: Length the expiry date of hardware to 5 years

Other initiatives that Synectics Solutions plans to do that are not specific to Scope 1, 2 or 3:

- Provide comprehensive training for your sustainability lead
- >15 hours of annual training per full-time employee
- Consider SBTi validation of GHG reduction targets
- Undertake EcoVadis reassessment and aim for Bronze badge
- Increase employee participation in professional development training
- Develop and implement a Code of Ethics / Code of Conduct for staff
- Develop and implement an Anti-money Laundering policy / statement
- Apply supply chain ESG risk assessment process consistently across key suppliers

Completed Carbon Reduction Initiatives

The following environmental management measures have been implemented prior to initial GHG calculations, demonstrating Synectics Solutions's commitment to reduction. As this was prior to the baseline, there are no associated emissions reductions recorded.

- Identify and engage climate champions within your organisation and create an employee-led green team
- Implement a waste management policy and adjust the temperature of workspaces
- Implement commuting and business travel reduction levers such as a
    - Cycle to Work Scheme and changing facilities,
    - Business travel software and tracking
    - Car-sharing, EV company cars and installing EV chargers in workspaces
- Adopt levers to reduce business travel emissions
- Install an energy monitoring system, investigate potential for onsite solar PV, investigate installing motion and daylight sensors
- Prioritise computer service suppliers with net zero pathways
- Incorporate sustainability into your procurement processes and policies
- Install changing facilities (Category 7: Employee commuting)
- Re-launch the 'Cycle to Work' Scheme including e-bikes (Category 7: Employee commuting)
- Implement a 'Stay or Go' sustainable travel policy (Category 6: Business travel, Category 1: Purchased goods and services)
- Set environmental policies and climate commitments with interim targets
- Install electricity meters to improve your energy data (Electricity, Category 13: Downstream leased assets)
- At least 6 community projects supported each year
- Maintaining continuous ISO 27001 certification

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 Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Synectics Solutions

Signature:

Signed by: Natalie Simpson

Position: Director

Date: 30/07/2026

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

Produced by Flotilla on behalf of Synectics Solutions

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