

Route 101 Carbon Reduction Plan

Supplier name: Route 101 Limited

Publication date: 27/02/2026

Commitment to achieving net zero

Route 101 Limited (Route 101) is committed to achieving net zero emissions by 2050, with a strategic ambition to accelerate this target to 2042.

This Carbon Reduction Plan outlines the organisation's current carbon footprint, baseline data and ongoing reporting, reaffirming its commitment to net zero and sustainable business practices. This Plan shall be reviewed and revised annually.

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 year: 2024 - 2025

Additional details relating to the baseline emissions calculations:

Route 101 initially established a baseline year of 2021. During the 2024/2025 reporting period, a material methodological update was implemented following the expansion of the Scope 3 boundary and improvements in data quality. In line with the GHG Protocol Corporate Standard, Route 101 has therefore adopted 1 September 2024 to 31 August 2025 as its revised baseline year, which will be used for all future emissions reporting and reduction tracking. All emissions are reported using the operational control approach.

Scope 1 emissions were calculated from direct fuel use for heat generation using recorded activity data, in accordance with the GHG Protocol Corporate Standard. Scope 2 emissions were calculated using both location-based and market-based methods, in line with the GHG Protocol Corporate Standard and Scope 2 Guidance, with market-based emissions reflecting Route 101's renewable electricity procurement backed by REGO certificates and nuclear declarations, using supplier and internal meter data.

Scope 3 emissions were calculated in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard and include all material categories, including those required under PPN 06/21. Category 1 (Purchased Goods and Services) and Category 2 (Capital Goods) were calculated using supplier activity data, supplemented by expenditure-based data where required. Category 3 (Fuels- and Energy-Related Activities) reflects upstream emissions associated with fuel and electricity consumption. Category 5 (Waste Generated in Operations) was calculated using data provided by the organisation's appointed waste contractor. Category 6 (Business Travel) was calculated using activity data for flights, rail, hotels, and car travel, with expenditure-based methods applied where necessary. Category 7 (Employee Commuting), including home working, was calculated using employee survey

data, with extrapolation applied to account for non-responses. Categories 4 (Upstream Transportation and Distribution) and 9 (Downstream Transportation and Distribution) were assessed and excluded as not material to Route 101’s service-based operations.

Where primary data was unavailable, reasonable assumptions were applied in line with the GHG Protocol. Scope 3 emission factors were sourced from the UK Government’s 2025 GHG Conversion Factors and supplemented with internationally recognised and supplier-specific datasets where additional granularity was required. All emissions are reported as carbon dioxide equivalent, covering all seven Kyoto Protocol gases, using IPCC Fifth Assessment Report (AR5) global warming potentials.

Baseline year emissions: 2024 – 2025 (September 1, 2024 to August 31, 2025)

Emissions	Total (tCO2e)
Scope 1	10.00
Scope 2	4.60 - <i>Location-based method</i> 0.00 - <i>Market-based method</i>
Scope 3 (included sources)	1,574.30 - <i>Total Location-based method</i> 1,572.70 - <i>Total Market -based method</i> 1,364.90 - 3.1 <i>Purchased goods and services</i> 13.70 - 3.2 <i>Capital goods</i> 4.60 - 3.3 <i>FERA - Location -based method</i> 3.00 - 3.3 <i>FERA - Market-based method</i> 9.90 - 3.5 <i>Waste generated in operations</i> 147.90 - 3.6 <i>Business travel</i> 33.20 - 3.7 <i>Employee commuting</i> 3.4 and 3.9 are not a material part of Route 101 operations
Total emissions	1,588.90 - <i>Location-based method</i> 1,582.70 - <i>Market-based method</i>

Current emissions reporting

Reporting year: 2024 – 2025 (September 1, 2024 to August 31, 2025)

Emissions	Total (tCO2e)
Scope 1	10.00
Scope 2	4.60 - <i>Location-based method</i> 0.00 - <i>Market-based method</i>
Scope 3 (included sources)	1,574.30 - <i>Total Location-based method</i> 1,572.70 - <i>Total Market -based method</i> 1,364.90 - 3.1 <i>Purchased goods and services</i> 13.70 - 3.2 <i>Capital goods</i> 4.60 - 3.3 <i>FERA - Location-based method</i>

	3.00 - 3.3 FERA - <i>Market-based method</i>
	9.90 - 3.5 Waste generated in operations
	147.90 - 3.6 Business travel
	33.20 - 3.7 Employee commuting
	3.4 and 3.9 are not a material part of Route 101 operations
Total emissions	1,588.90 - <i>Location-based method</i>
	1,582.70 - <i>Market-based method</i>

Emissions reduction targets

Route 101 is committed to achieving Net Zero greenhouse gas emissions across Scopes 1, 2, and 3. Route 101’s Scope 2 emissions reduction trajectory and targets are assessed using the market-based methodology¹. In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

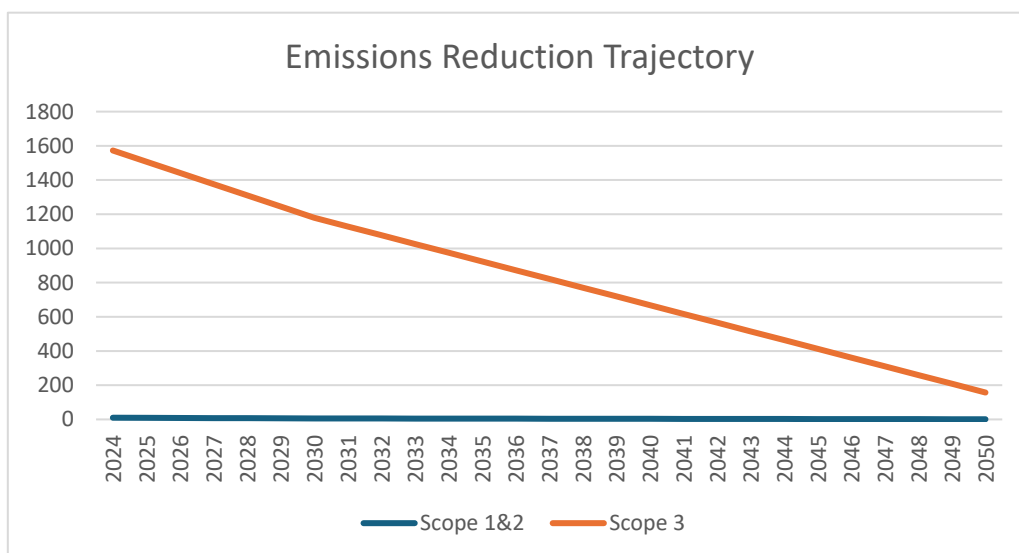
Near-term targets:

Route 101 has set the following near-term targets, measured against a 2024/2025 baseline year:

- A 42% reduction in absolute Scope 1 and 2 (market-based) by 2030;
- A 25% reduction in Scope 3² emissions, reflecting our focus on value-chain decarbonisation; and
- 67% of expenditure on Category 1 to be with suppliers that have Net Zero targets in place.

Long term targets:

- A 90% reduction in Scope 1, 2 (market-based) and 3 by 2050, measured against a 2024/2025 baseline.



¹ Route 101 also calculates and discloses Scope 2 emissions using the location-based methodology in line with the GHG Protocol Corporate Standard, to support transparency and monitoring of electricity grid decarbonisation. Targets and trajectories are assessed on a market-based basis only.

² Scope 3 emissions include Category 1 (Purchased goods and Services) and the categories required under PPN 06/21 Category 5 (Waste Generated in Operations), Category 6 (Business Travel) and Category 7 (Employee Commuting). These categories account for 99% of our total Scope 3 emissions.

Route 101 is on track to meet its near-term Scope 1 and Scope 2 (market-based) targets. All heating oil-based stationary combustion has been eliminated, reducing Scope 1 emissions to zero. Electricity consumption at the organisation's headquarters is matched with 100% renewable electricity, supported by on-site solar generation and Renewable Energy Guarantee of Origin (REGO) certificates.

For Scope 3 emissions, Route 101 applies defined sustainable travel controls covering business travel and employee commuting, supported by supplier engagement to enable value-chain decarbonisation.

Carbon reduction projects

Completed carbon reduction initiatives

Route 101 has implemented a range of carbon reduction initiatives since the baseline year to support progress towards Net Zero. These measures are embedded within contract management processes, supported by internal governance arrangements, and monitored through established KPIs. All initiatives are expected to be operational for the duration of the contract.

Certifications

- Achieved ISO 14001 Accreditation, demonstrating adherence to internationally recognised environmental management standards.

Scope 1 and 2 measures

- Transition to 100% renewable electricity at headquarters, supported by on-site solar generation.
- Elimination of oil-based heating systems, replaced with efficient electric alternatives.
- Ongoing review of heating consumption, including optimisation of heating schedules and temperature controls, to reduce energy use while maintaining occupant comfort

Scope 3 measures

Purchased goods and services

- Integration of sustainability criteria into procurement, including supplier carbon reduction expectations within the Sustainable Sourcing Policy and Supplier Code of Conduct.
- Ongoing engagement with key suppliers to encourage Net Zero targets and improve emissions data quality and transparency.
- Application of sustainable cloud and digital infrastructure principles to the configuration and use of purchased digital services, including optimisation of resource use, where Route 101 can influence service use.

Employee commuting and business travel

- Reduction of travel-related emissions through the widespread adoption of remote and hybrid working and the rationalisation of in-person meetings.

- Promotion of low-carbon commuting through a cycle-to-work scheme, provision of secure bicycle storage, and an EV salary sacrifice scheme.
- Development of a Sustainable Travel Policy aligned to a travel hierarchy, prioritising lower-carbon travel options for essential journeys and applying low-impact principles to events and accommodation.

Waste

- Achieved zero waste to landfill across office operations through diversion of all waste streams in line with the Waste Hierarchy.
- Recycling performance is actively tracked across operational sites to support continual improvement.
- Electrical and electronic equipment is managed to maximise reuse and extend asset life, with all end-of-life disposal undertaken in compliance with WEEE regulations.

These measures form part of Route 101's circular economy approach, particularly for ICT and electrical equipment, supporting Scope 3 emissions reductions (including Category 5 waste) by reducing demand for new materials and minimising end-of-life impacts.

Carbon reduction initiatives are overseen by the ESG Committee, which meets bimonthly and reports to senior leadership to ensure effective governance, oversight, and accountability for carbon management.

Future carbon reduction initiatives

Route 101 remains committed to advancing its sustainability strategy and achieving net zero emissions. Building on progress to date, the following measures are planned for future implementation:

Scope 1 and 2 Measures

Route 101 will continue to eliminate any remaining sources of stationary combustion emissions and ensure that 100% of energy consumed at its headquarters is sourced from renewable technologies. The organisation will also review opportunities to improve energy efficiency through operational controls and energy management practices, where feasible.

Scope 3 Measures

Route 101 will continue to work with key suppliers to improve emissions data quality, encourage the adoption of Net Zero targets, and support collaborative decarbonisation initiatives across the value chain. In parallel, the organisation will continue to reduce travel-related emissions through the implementation and ongoing refinement of mobility and travel arrangements, including greater use of public-transport-accessible venues and the consistent application of lower-carbon travel and accommodation choices. These measures focus on areas of greatest emissions impact and therefore the greatest potential for reduction.

Progress towards Route 101's Net Zero targets is influenced by factors outside the organisation's direct control. A significant proportion of Scope 3 emissions arises from suppliers, meaning progress is dependent on their ability to decarbonise operations and provide accurate and timely emissions data. Reductions associated



with travel and commuting are also influenced by wider infrastructure constraints, including public transport availability, EV charging provision, and local travel options. These dependencies introduce uncertainty regarding the pace of Scope 3 emissions reductions. Route 101 will continue to work with suppliers and collaborate with external stakeholders to support progress against these targets.

Declaration and sign off

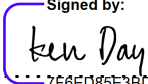
This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ 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 (where required), 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).

Signed on behalf of Route 101:

Signed by: 
Signature:
Name: Ken Day
Title: Chief Operating Officer
Date: 27/02/2026

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

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

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