

# Carbon Reduction Plan

## Connect.IO Ltd

Publication date: 23 October 2026 | Baseline & reporting period: 1 October 2025 - 30 September 2026

**NET ZERO**  
**By 2050 at the latest**

**BASELINE FOOTPRINT**  
**2.046 tCO2e**

**OPERATING MODEL**  
**2 employees | remote-first**

## Commitment to achieving Net Zero

Connect.IO Ltd is committed to achieving Net Zero greenhouse gas emissions from its UK operations by 2050 at the latest. The company is a small UK technology business operating predominantly through remote working. It currently employs two people and does not operate a permanent physical office, company-owned vehicle fleet, manufacturing facility, warehouse or data centre.

The company uses a virtual office for its registered and business address. It does not directly purchase electricity, gas or other energy for this location and does not exercise operational control over the building. Because of this operating model, the company has a very small direct operational carbon footprint. Its principal measurable emissions source is business travel.

## Baseline Emissions Footprint

This is Connect.IO Ltd's first formal Carbon Reduction Plan and first organisational greenhouse gas emissions assessment. The reporting period is therefore also used as the company's baseline period. The organisational boundary follows an operational-control approach.

| Emissions source                                     | tCO2e        |
|------------------------------------------------------|--------------|
| Scope 1                                              | 0.000        |
| Scope 2                                              | 0.000        |
| Scope 3 - Upstream transportation and distribution   | 0.000        |
| Scope 3 - Waste generated in operations              | 0.000        |
| Scope 3 - Business travel                            | 2.046        |
| Scope 3 - Employee commuting                         | 0.000        |
| Scope 3 - Downstream transportation and distribution | 0.000        |
| <b>Total emissions</b>                               | <b>2.046</b> |

Values are rounded to three decimal places. Activity data is estimated where exact historical records were unavailable.

## Business Travel Breakdown

Business travel represents Connect.IO Ltd's principal measurable source of greenhouse gas emissions during the reporting period.

| Business travel activity      | Annual activity                            | tCO2e |
|-------------------------------|--------------------------------------------|-------|
| Long-haul air travel          | 1 return economy-class flight, 1 passenger | 1.332 |
| National Rail business travel | Approx. 36 return journeys                 | 0.158 |
| Diesel car business mileage   | Approx. 2,000 miles                        | 0.556 |

| Business travel activity     | Annual activity | tCO2e        |
|------------------------------|-----------------|--------------|
| <b>Total business travel</b> |                 | <b>2.046</b> |

Methodology: estimated using applicable UK Government 2026 greenhouse gas conversion factors for company reporting. Air travel uses the applicable long-haul economy-class factor and recorded journey distance; rail uses the National Rail passenger-distance factor; car travel uses an average diesel-car mileage factor.

## Scope Commentary

### Scope 1 0.000 tCO2e

No company-owned vehicles, boilers, generators, manufacturing equipment or other material fossil-fuel-consuming assets.

### Scope 2 0.000 tCO2e

No permanent company-controlled office and no direct purchase of electricity, heating, steam or cooling. The registered address is provided through a virtual-office service.

### Scope 3 - Upstream transportation and distribution 0.000 tCO2e

The company develops software and provides associated professional services. It does not routinely purchase physical products requiring transportation to company-operated premises.

### Scope 3 - Waste generated in operations 0.000 tCO2e

No permanent office, manufacturing facility or warehouse. No material separately identifiable operational waste was recorded during the reporting period.

### Scope 3 - Business travel 2.046 tCO2e

One return long-haul economy-class flight by one employee, approximately three return rail journeys per month for business purposes, and approximately 2,000 business miles in a privately owned diesel car.

### Scope 3 - Employee commuting 0.000 tCO2e

The company operates predominantly through remote working and has no permanent workplace to which employees routinely commute. Business journeys are recorded under Business Travel.

### Scope 3 - Downstream transportation and distribution 0.000 tCO2e

Software and professional services are supplied electronically; the company does not distribute physical products to customers as part of normal operations.

## Current Emissions Reporting

As this is Connect.IO Ltd's first Carbon Reduction Plan, the current reporting year is also the baseline year.

| Emissions                     | Total tCO <sub>2</sub> e |
|-------------------------------|--------------------------|
| Scope 1                       | 0.000                    |
| Scope 2                       | 0.000                    |
| Scope 3 - required categories | 2.046                    |
| <b>Total emissions</b>        | <b>2.046</b>             |

## Emissions Reduction Targets

Connect.IO Ltd already operates using a low-carbon business model with no permanent office, company vehicle fleet, manufacturing operation or physical distribution infrastructure. The reduction strategy therefore focuses on maintaining this low direct-emissions model while reducing avoidable Scope 3 emissions.

- **Maintain zero material Scope 1 emissions:** Avoid introducing fossil-fuel-consuming assets into direct operations wherever reasonably practicable.
- **Maintain zero material Scope 2 emissions:** Continue a remote-first, low-premises operating model. If dedicated premises are required in future, energy performance and renewable or low-carbon electricity options will be considered.
- **Reduce avoidable business travel:** Use video conferencing where effective, prefer rail and public transport where reasonably practical, consolidate meetings, and avoid unnecessary journeys.
- **Target:** Seek to reduce controllable Scope 3 business-travel emissions per employee by at least 20% by 2031 compared with the 2025/26 baseline, subject to changes in business activity.

## Carbon Reduction Measures Already in Place

- **Remote-first working** - Removes routine commuting to a permanent corporate office.
- **Virtual office** - Avoids maintaining dedicated commercial premises.
- **Digital delivery** - IOblend software, documentation and associated materials are distributed electronically.
- **Digital collaboration** - Video conferencing and online collaboration tools are used extensively for customer, supplier and internal meetings.
- **No company vehicle fleet** - The company does not own or operate company vehicles.
- **No company-controlled data centre** - The company does not maintain its own physical data-centre infrastructure.
- **Paper-light operations** - Contracts, documentation, product materials and business administration are predominantly electronic.

## Future Carbon Reduction Initiatives

- Review the organisational carbon footprint at least annually.
- Record business travel systematically and use the latest applicable UK Government greenhouse gas conversion factors.
- Prioritise virtual meetings where physical attendance does not materially improve the outcome.
- Prefer lower-carbon transport options for necessary business travel where practical.
- Consider carbon performance when selecting material suppliers and technology providers where proportionate.
- Extend the useful life of IT equipment where this can be achieved without compromising security or performance.
- Reuse, recycle or dispose of obsolete electronic equipment through appropriate WEEE-compliant channels.
- Review whether additional Scope 3 categories become material as the company grows.

## Declaration and Sign-off

This Carbon Reduction Plan has been prepared in accordance with PPN 006 and the associated Technical Standard for Completion of Carbon Reduction Plans. Emissions have been reported using the Greenhouse Gas Protocol approach and the applicable UK Government greenhouse gas conversion factors for company reporting.

Scope 1 and Scope 2 emissions are included, together with the required subset of Scope 3 categories: Business Travel, Employee Commuting, Waste Generated in Operations, Upstream Transportation and Distribution, and Downstream Transportation and Distribution.

This Carbon Reduction Plan is intended to be reviewed at least annually and has been reviewed and approved by the senior leadership of Connect.IO Ltd.

|          |                 |
|----------|-----------------|
| Name     | Val Goldine     |
| Position | CEO             |
| Date     | 23 October 2026 |

## Reference Standards

- Cabinet Office - PPN 006: Technical Standard for Completion of Carbon Reduction Plans (updated February 2025).
- Department for Energy Security and Net Zero - Greenhouse gas reporting: conversion factors 2026.

*Prepared for public procurement and supplier-assurance use. Figures are based on the best available activity data for the reporting period and are rounded to three decimal places.*