

CyberIAM Holdings Ltd



# CARBON REDUCTION PLAN

January 2025

**Supplier name:** CyberIAM Holdings Ltd  
**Publication date:** January 2025

This Carbon Reduction Plan has been independently produced by Litmus Sustainability Ltd.

## Commitment to achieving Net Zero

CyberIAM Holdings Ltd is committed to achieving Net Zero emissions by 2050 at the latest.

## 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 emissions: 2023–24 (1st April to 31st March)

#### Additional Details relating to the Baseline Emissions calculations.

CyberIAM's emissions reporting began in the 2023–24 reporting year. We are reporting against the five categories of Scope 3 mandated for PPN 06/21 compliance with the UK public sector, along with Scope 1 and 2 emissions based on operational control.

In our baseline year CyberIAM had no material Scope 1 emissions to declare as we did not operate any vehicles, all sites ran on electricity and estimated refrigerant emissions were insignificant (<0.1tCO<sub>2</sub>e).

Scope 2 and Waste Generated (Scope 3) emissions were calculated based on two primary office sites used in 2023–24. A small London office that was vacated during the year has been excluded due to a lack of available data.

To better account for our real-world environmental impact, we have voluntarily reported our homeworking emissions as part of the Scope 3 Staff Commuting category. All flights taken as part of Business Travel were calculated with radiative forcing (RF) values. The Downstream Transportation & Distribution category is not applicable to our operations.

This Carbon Reduction Plan covers the emissions of CyberIAM Holdings Ltd only. Global operations delivered by CyberIAM Australia (Pty) Ltd and CyberIAM Proprietary Ltd (South Africa) are excluded.

Emissions	Total (tCO2e)
Scope 1	<0.1
Scope 2	<b>9.6 (Location-based)</b>
Scope 3 (Included Sources)	<b>162.8</b> (4) Upstream Transportation and Distribution: <0.1 (5) Waste Generated in Operations: 0.3 (6) Business Travel: 95.7 (7) Staff Commuting: 66.8* (9) Downstream Transportation and Distribution: 0.00 *Includes homeworking.
Total Emissions	<b>172.4</b>
Emissions Intensity (tCO2e / employee)	1.76

## Current emissions reporting

Reporting year: 2023–24 (1st April to 31st March)	
Emissions	Total (tCO2e)
Scope 1	<0.1
Scope 2	<b>9.6 (Location-based)</b>
Scope 3 (Included Sources)	<b>162.8</b> (4) Upstream Transportation and Distribution: <0.1 (5) Waste Generated in Operations: 0.3 (6) Business Travel: 95.7 (7) Staff Commuting: 66.8* (9) Downstream Transportation and Distribution: 0.00 *includes homeworking.
Total Emissions	<b>172.4</b>
Emissions Intensity (tCO2e / employee)	1.76

## Emission reduction targets

CyberIAM Holdings Ltd has committed to a long-term target of achieving net zero by 2050 by the latest.

In practice, this equates to a 90% absolute reduction in Scope 1, 2 and 3 emissions by 2050 from our 2023–24 baseline. The remaining 10% of emissions will be balanced by emissions removals to achieve net zero.

To ensure we make tangible, science-based and continuous progress towards our long-term target, we have also adopted a near-term target in line with the recommendations of the Science-based Targets Initiative:

- 42% absolute reduction in Scope 2 emissions by 2030 from our 2023–24 base.

We will also endeavour to introduce a near-term target for our Scope 3 emissions in future.

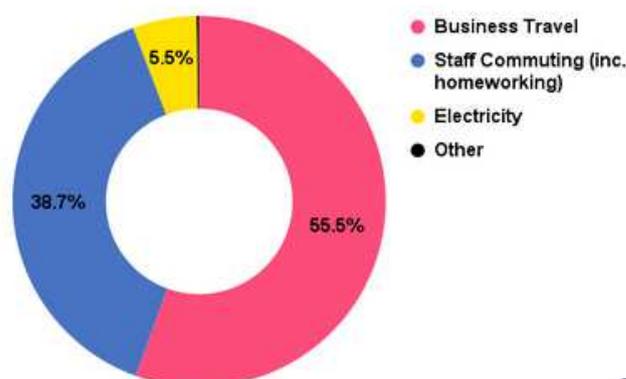
Our annual emissions reduction targets are set out in the chart below.



Our near-term target commits us to a decrease in annual Scope 2 emissions over the next five years to 6.7 tCO2e, a reduction of 30% against our baseline year.

## Carbon Reduction Projects

CyberIAM is committed to taking action to bring down our emissions in-line with our near-term and long-term targets. A materiality analysis of our 2023–24 emissions shows that our impact is overwhelmingly caused by Business Travel and Staff Commuting:



## Current & Completed Carbon Reduction Initiatives

### Office move

During our 2023–24 baseline year, we moved to a new office that is much closer to major public transport links such as the local train station. This has made it easier for staff to choose sustainable modes of transport.

In 2023–24, 65% of staff who used the office commuted via public transport or active travel, saving approximately 6 tCO<sub>2</sub>e compared to driving. Our employees also travelled 42,731 km by train for business travel, saving approximately 6 tCO<sub>2</sub>e compared to driving.

### Energy efficiency

We have taken action to minimise energy consumption in our office sites by replacing desktop computers with more energy efficient laptops. We also do not operate physical data centres, instead using a public cloud environment for our IT infrastructure.

### Flexible and remote working

We have taken action to reduce commuting and business travel emissions by introducing a hybrid working policy to support working from home, and prioritising the use of video calls for client meetings where possible. More than two-fifths of our workforce were 100% remote in 2023–24.

## Future Projects

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

### Sustainable travel

Air travel was our single biggest source of emissions in 2023–24, responsible for 51% of our measured carbon footprint (90 tCO<sub>2</sub>e). Going forward, we will consider introducing measures to reduce high carbon travel methods such as flying where possible.

### Energy use

We will continue to explore ways to minimise energy usage and waste by engaging with our staff to identify and implement efficiency improvements in their day-to-day work from home, as well as in the office. Options under consideration include sustainability awareness training for our teams.

## **Accountability**

We will investigate options for appointing a designated Sustainability Champion within the next year, who will lead on our carbon reduction and sustainability activities going forward.

## **Measurement and metrics**

We will continue to measure our emissions annually and put practices in place to continually improve data quality. Longer-term, we will seek to expand our measurement of Scope 3 categories to better understand our wider carbon footprint and set additional near-term targets to keep us on track for net zero.

## Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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\* and uses the appropriate Government emission conversion factors for greenhouse gas company reporting\*\*.

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\*\*\*.

\* <https://ghgprotocol.org/corporate-standard>  
\*\* <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>  
\*\*\* <https://ghgprotocol.org/standards/scope-3-standard>

This Carbon Reduction Plan has been signed and approved on behalf of the board of directors (or equivalent management body).

### Signed on behalf of the organisation

Signature:  .....

Name & Position: Michele Jackson, People Director .....

Date: 13/01/2025 .....