Carbon Reduction Plan

Vindico ICS Ltd · Parc y Scarlets, Parc Pemberton Retail Park, Llanelli SA14 9UZ · Company no. 09998531 · Version 2.0 · 23 November 2026

Supplier name: Vindico ICS Ltd (company number 09998531)

Publication date: 23 November 2026

Commitment to achieving Net Zero

Vindico ICS Ltd is committed to achieving Net Zero emissions by 2050 at the latest. Since 2 June 2021 we have been signed up to the SME Climate Hub commitment, part of the UN Race to Zero campaign: to halve our emissions by 2030, reach net zero by 2050, and report our progress every year.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases produced in the past, before carbon reduction strategies were introduced. They are the reference point against which emissions reduction is measured.

Baseline year: 1 January to 31 December 2025.

Additional details: Vindico is a software company. Our office is at Parc y Scarlets, Llanelli, a shared stadium office powered by the stadium's on-site solar array; other staff work from home. Our main emissions come from three company vehicles: one hybrid car and two diesel pick-up trucks used for technical and installation support, each driving about 15,000 miles a year. Figures are calculated from annual mileage and estimated office energy, using the UK Government greenhouse gas conversion factors for company reporting. We will refine them with fuel and energy records in our next annual report.

Emissions	Total (tCO2e)
Scope 1: company vehicles (2 diesel trucks, 30,000 miles; 1 hybrid car, 15,000 miles)	15.7
Scope 2: purchased electricity (about 2,000 kWh, location-based; market-based is nil because the office runs on on-site solar)	0.4
Scope 3: included sources (employee commuting 3.6; business travel 0.3; waste generated in operations 0.1; upstream and downstream transport and distribution: not material)	4.0
Total emissions	20.1

Current emissions reporting

Reporting year: 1 January to 31 December 2025 (the baseline year is our first full measurement).

Emissions	Total (tCO2e)
Scope 1	15.7

Emissions	Total (tCO2e)
Scope 2	0.4
Scope 3 (included sources)	4.0
Total emissions	20.1

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 10.0 tCO2e by 2030. This is a reduction of 50% against our 2025 baseline. Progress against these targets can be seen below:

Year	2025 (baseline)	2026	2027	2028	2029	2030
Target (tCO2e)	20.1	19.0	17.5	14.0	12.0	10.0

Carbon reduction projects

Completed carbon reduction initiatives

The following measures are in place and are reflected in our baseline:

- Office electricity from the on-site solar array at Parc y Scarlets, one of the largest solar installations on a UK sports stadium.
- LED lighting throughout the office, and equipment switched off outside working hours.
- Home working for most staff, avoiding daily commuting.
- Recycling of office waste through the stadium's recycling scheme.
- A hybrid company car in place of a conventional petrol or diesel car.
- Remote support as standard, so engineers only travel when a site visit is needed.

Future carbon reduction initiatives

- Replace the hybrid company car with a fully electric vehicle when its lease ends in early 2028 (about 3.7 tCO2e a year).
- Use rail for site visits where practical, including visits to rail stations.
- Plan technical support routes and combine visits to cut truck mileage by at least 20% by 2028.
- Trial hydrotreated vegetable oil (HVO) fuel in the diesel trucks where it is available locally.
- Replace the trucks with zero or lower-emission vehicles at end of life, as charging infrastructure in West Wales allows.
- Encourage car sharing and public transport for staff who commute.
- Measure and report emissions every year through the SME Climate Hub, using fuel and energy records.

The emission reductions achieved by these measures will be reported annually. This Carbon Reduction Plan will be reviewed and updated every year.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with WPPN 06/21 and associated guidance and the 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 use 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 has been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

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

Signed on behalf of the Supplier	Name	Position	Date
	Jo Polson	Managing Director	23 November 2026