

Carbon Reduction Plan

Supplier name: Mercator IT Solutions Ltd
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Commitment to achieving Net Zero

Mercator IT Solutions Ltd (Mercator) is committed to achieving Net Zero emissions by 2030.

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: 01/01/2021 – 31/12/2021	
Additional Details relating to the Baseline Emissions calculations.	
<p>The figures in this report refer to emissions under Mercator’s operational control. The conversion factors used are for location-based reporting. Part of this plan is to improve the scope and accuracy of data going forward. All data has been compiled with reference to and using data from:</p> <ul style="list-style-type: none"> • https://ghgprotocol.org/corporate-standard • https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting <p>The figures and information used in calculations have been provided as accurate to the best of our knowledge and as far as practicable we have assumed that figures are representative of our operations. We undertake a continual process of improving our data quality. In the case that we identify any material changes, we may recalculate the data in the future</p>	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1 – Natural gas	0
Scope 1 – Vehicle fuel	5.16
Scope 2 - Electricity	1.75
Scope 3 (Included Sources)	28.23 (Includes: Upstream transportation and distribution, Waste generated in operations, Business travel. Employee commuting, Downstream transportation and distribution. See appendix for details)
Total Emissions	35.13
Emissions per employee	1.06

Note: Figures rounded for presentation, totals are from absolute data

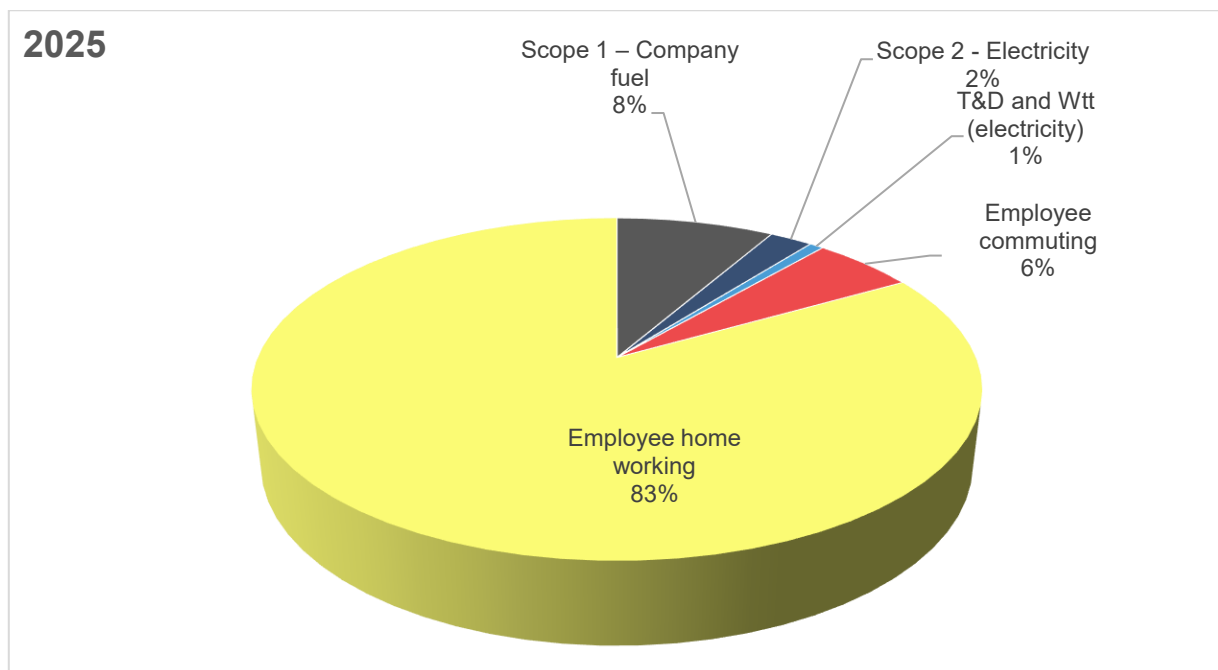
Current Emissions Reporting

Current Emissions For year: 01/01/2025 -31/12/2025	tCO ₂ e 2025	tCO ₂ e Baseline 2021
Scope 1 – Natural gas	0	0
Scope 1 – Vehicle fuel	19.72	5.16
Scope 2 - Electricity	5.36	1.75
Scope 3 (Includes: Upstream transportation and distribution, Waste generated in operations, Business travel, Employee commuting, Downstream transportation and distribution. See appendix for details)	203.76	28.23
Total Emissions	234.84	35.13
Per Employee Emissions	1.32	1.06

Note: Figures rounded for presentation, totals are from absolute data

Explanation of numbers

- Since our 2021 baseline, the number of employees has risen from 33 to 178 (439.39% increase)
- From 2024 to 2025 the number of employees has increased from 113 to 178 (44.67% increase)



Emissions reduction targets

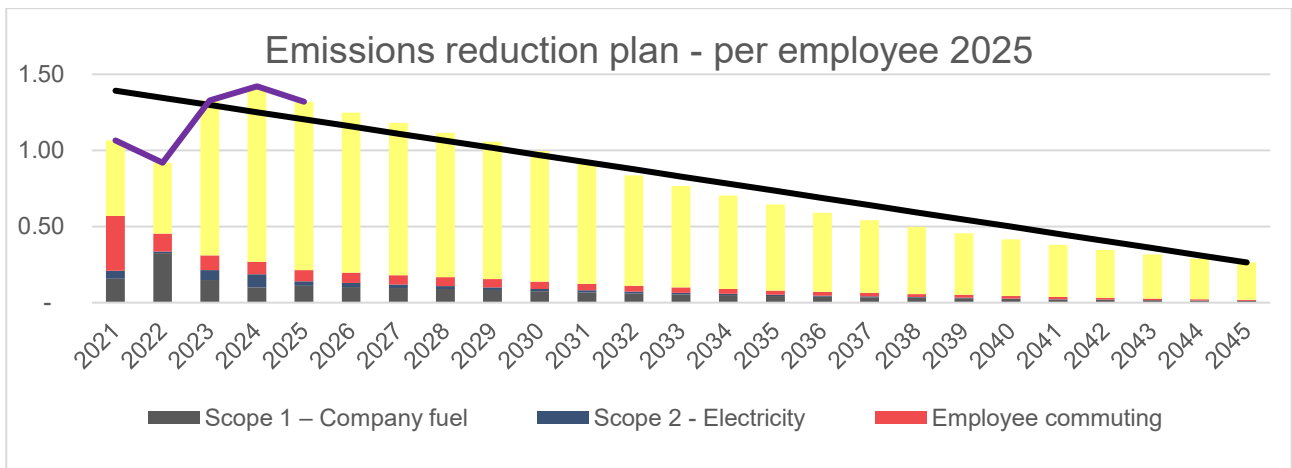
In order to progress to achieving Net Zero, we have adopted the carbon reduction targets detailed in the graph below. Due to our business growth we track and present these in emissions per employee format, and have provided an absolute emissions graph for reference.

These targets will be updated and recalculated as additional Scope 3 categories are added and data quality is improved (if changes create >5% variance in original calculations).

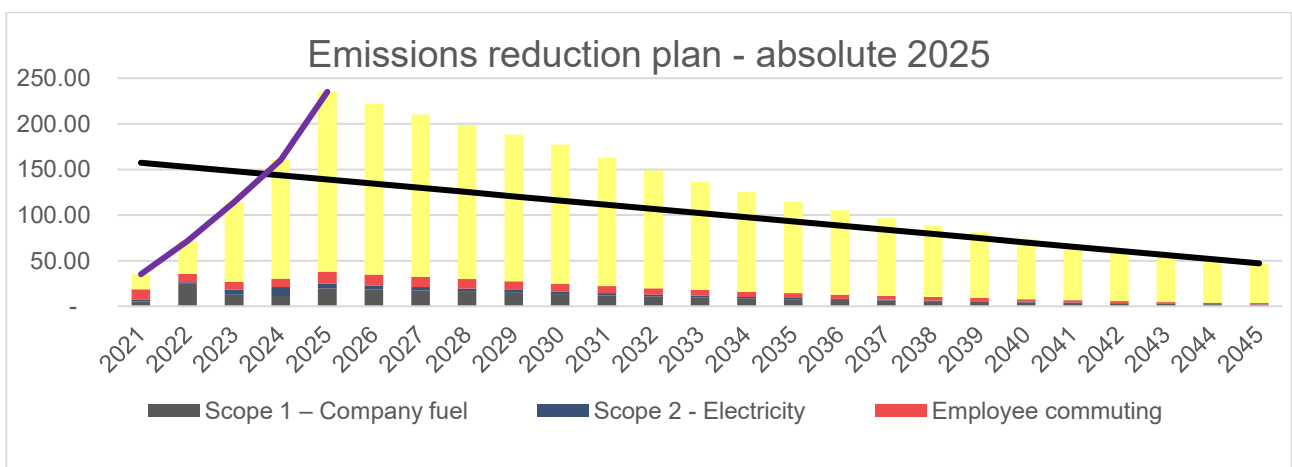
As our emissions are dominated by homeworking and we can only influence employee behaviour, to achieve Net Zero at 2030 we will need to apply an offsetting strategy. This will be investigated in 2026.

Our reduction path is plotted below by intensity measure and then in absolute terms.

Reduction plan by carbon per employee



Reduction plan by absolute emissions



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures are in place:

- Mercator have a Cycle to Work scheme to encourage those employees working near to their homes to cycle to work instead of using their cars.
- Mercator have a salary sacrifice scheme with Octopus to encourage staff to purchase electric vehicles.
- Mercator has a certificate for ISO14001.
- Mercator has signed up to SBTi.
- We encourage all staff to print as little as possible, as printing is sometimes unavoidable we have made sure that all the paper we buy is recycled. We also have recycling bins and recyclable bin bags throughout the office as well as a battery recycling bin and a toner recycling box.

Future initiatives

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

1. Employee education on homeworking carbon emissions reduction.
2. We will get more employees trained and carbon literacy certified to support measure 1.
3. Mercator intend to log business travel in more detail going forward. This will show us where we can make changes to have the biggest impact.
4. We are currently in a leased building where we are unable to implement a lot of sustainability initiatives. However, we have made sure to choose renewable electricity, have double glazing, motion sensor lights and laptops have screensavers.

Declaration and Sign Off

This Carbon Reduction Plan, reviewed and updated annually, 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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:



Marc Churchouse, CEO

Date: 27.02.2026

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>

Appendix

Baseline scope 3 calculations

Scope 3 Category	Category Name	Total kg CO2e	Total tonnes CO2e
4	Upstream transportation and distribution	no data available	no data available
5	Waste generated in operations	no data available	no data available
6	Business travel	no data available	no data available
7	Employee commuting	11,864.29440	11.86429
9	Downstream transportation and distribution	0.00	0.00000

Scope 3 Explanations and Assumptions

Category 4 – Upstream Transportation and Distribution

Mercator IT Solutions Ltd is an IT consultancy delivering digital transformation services and as such it does not sell any physical products. As a result there are no category 4 emissions.

Category 5 – Waste Generated in Operations

Mercator IT Solutions Ltd is an IT consultancy delivering digital transformation services and as such it does not manufacture/create physical products. As a result there are no category 5 emissions.

Category 6 – Business Travel

No data is available in this category.

Category 7 – Employee Commuting

- In order to calculate a baseline figure for employee commuting the following assumptions have been made:
- There were 33 members of staff in 2021, 14 of which were regularly in the office. All were fulltime so assumed 5 days per week in the office with an average of 23.7 days holiday (some staff have 20 days and some have 25) plus 8 bank holidays. This equates 228.3 days worked per person in the office.
- The average distance from each employee's home to the office is 8 miles (16 there and back). For the calculation Mercator assumed all travel was by diesel car with average an economy in mpg of 50 – this equates to 1.45 litres used per 16 miles.
- 15 employees worked almost exclusively from home.
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Category 7 – Employee Teleworking

Each employee's teleworking figures have been calculated individually based on how many days worked at home per month and how many months worked in the year. We have assumed each employee has 25 days holiday plus 8 bank holidays giving us a figure of how many days are worked roughly each month.

Category 9 - Downstream Transportation and Distribution

- No data is available in this category

2025 Scope 3 calculations

Scope 3 Category	Category Name	Total kg CO2e	Total tonnes CO2e
4	Upstream transportation and distribution	0.00	0.00000
5	Waste generated in operations	No data available	No data available
6	Business travel	No data available	No data available
7	Employee Commuting		
	Train	5,593.30	5.59330
	Bus	338.34	0.33834
	Car	6,677.18	6.67718
7	Total	12,608.82	12.60882
7	Employee commuting – out of scope source (biogenic from diesel) <i>As per guidelines, this figure is shown for transparency and is not included in total figures</i>	223.25600	0.223256
7	Employee teleworking	197,148.49245	197.14849
9	Downstream transportation and distribution	No data available	No data available

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Category 6 – Business Travel

No data is available in this category

Category 7 – Employee Commuting

- There were a total of 178 members of staff in 2025, Assume each employee has 25 days holiday plus 8 bank holidays. This gives us a figure for how many days worked each month being 18.9166667 days.
- However, not all were working for the whole 12 months or commuted for 5 days a week to either the Crowborough office or the London office. So we have calculated each individual employee based on how many months and how many days they commuted each month in 2025.
- For the calculation we assumed all travel was by diesel car with an average economy in mpg of 50 – this equates to 11 mpl.
- We also calculated employee travel by public transport to both offices.

Category 7 – Employee Teleworking

Each employee's teleworking figures have been calculated individually based on how many days worked at home per month and how many months worked in the year. We have assumed each employee has 25 days holiday plus 8 bank holidays giving us a figure of how many days are worked roughly each month.

Category 9 - Downstream Transportation and Distribution

No data is available in this category