



# Carbon Reduction Plan

**Inzpire Ltd**

September 2025

[inzpire.com](http://inzpire.com)



# Commitment to Net Zero

Inzpire Ltd is committed to achieving Net Zero emissions by 2040 or sooner.

## Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases (GHG) that have been produced in the past, prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Our baseline includes GHG emissions from the seven GHGs named by the Kyoto Protocol:

- Carbon dioxide (CO<sub>2</sub>)
- Hydrofluorocarbons (HFCs)
- Methane (CH<sub>4</sub>)
- Nitrous oxide (N<sub>2</sub>O)
- Nitrogen trifluoride (NF<sub>3</sub>)
- Perfluorocarbons (PFCs)
- Sulphur hexafluoride (SF<sub>6</sub>)

Our emissions are calculated in tonnes of carbon dioxide equivalent (CO<sub>2</sub>e) using the appropriate conversion factors published by the UK Government Department for Energy Security and Net Zero (DESNZ).

Inzpire's GHG emissions reporting is aligned to our Financial Year "FY" reporting (1st April to 31st March) and our baseline year is FY20 (1st April 2019 to 31st March 2020).

We published our first Carbon Reduction Plan (CRP) in September 2021 in response to the UK Government National Procurement Policy Notice (PPN) 06/21, and we have made a commitment to publish a new CRP at this time each year.

Inzpire is part of the QinetiQ Group and uses the group's "financial control" approach as part of our GHG methodology. As required by PPN 006, which has replaced the original PPN 06/21, this document includes the following GHG emissions from Inzpire Limited only (excluding emissions from other parts of QinetiQ Group):

- Scope 1
- Scope 2
- Scope 3
  - Category 4 (Upstream Transport & Distribution)
  - Category 5 (Waste From Operations)
  - Category 6 (Business Travel)
  - Category 7 (Employee Commuting)
  - Category 9 (Downstream Transport and Distribution)

Note that there are 15 different categories of Scope 3 emissions, however, PPN 006 only mandates the reporting of the five categories listed above.

The group-wide Scopes 1 and 2 figures detailed are subject to limited assurance by a third party.

### Baseline Year: FY20

Additional details relating to the baseline emissions calculations. Inzpire originally baselined Financial Year 2019 "FY19" (01.04.18 - 31.03.19) for our Scopes 1 and 2 global emissions reductions targets. As part of the new QinetiQ Group Net Zero Strategy, we are re-baselining to FY20 for the wider inclusion of Scope 3.

Baseline Year Emissions:		Reporting Year: FY25	
EMISSIONS	Total (tCO <sub>2</sub> e)	EMISSIONS	Total (tCO <sub>2</sub> e)
Scope 1	18	Scope 1	0
Scope 2	n/a (site is leasehold) <sup>1</sup>	Scope 2	n/a (site is leasehold) <sup>1</sup>
Scope 3	846	Scope 3	2,154
<b>Total Emissions</b>	<b>864</b>	<b>Total Emissions</b>	<b>2,154</b>

<sup>1</sup> As a leaseholder of office premises, electricity used in our building does not fall into Inzpire's Scope 2 reporting but will be included in Scope 3 Category 8 'Leased assets' in future reporting.

# Emmissions Reduction Targets

We commit to achieve Net-Zero GHG emissions by 2040 or sooner for our operations and across our whole value chain (i.e. Scope 1, 2 and 3).

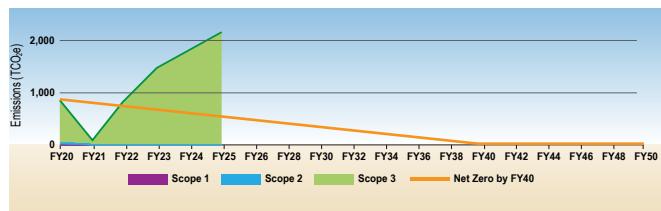
The targets of QinetiQ were fully validated by the Science Based Targets Initiative (SBTi) in May 2022 and our targets have been validated as part of our net-zero plan and previous versions of our CRP were assessed as compliant by the Crown Commercial Service.

This in turn, reflects the continued success of the company and the accompanying growth in staff numbers from both the baseline year and the previous financial year. The table below highlights this increase and demonstrates that the actual increase per employee is less than 23% from FY20, despite over 108% increase in the number of employees.

Timeframe	Scope 1&2	Scope 3	Total
FY20	Base year	Base year	Base year
FY30	Maintain (see table p2)	-30% absolute reduction	-30% absolute reduction
FY50 or sooner	Net-Zero	Net-Zero	Net-Zero

Inzpire aims to continue to shape its GHG reduction plan according to its own operating model.

Scope 1, 2 & 3 Emissions: Actual vs Net-Zero by FY40



(Figure 1 graph updated and ratified by QQ).

No. of people	Scope 3 per employee	Target per employee
FY20 - 186	4.55	4.55
FY21 - 232	0.31	4.36
FY22 - 270	3.15	4.17
FY23 - 319	4.56	3.98
FY24 - 356	5.09	3.79
FY25-386	5.58	3.6

Alongside the above, the return of business travel to similar levels pre COVID-19 is also likely to be impacting the data. It is acknowledged that there will be changes due to improvements in the quality and analysis of the data provided year on year.

Given the impact of the increase in Scope 3 Category 6 (Business travel) data, understanding and implementing plans to reduce the emissions in this area is a key focus of our initiatives.

The QinetiQ Group will be undertaking a full re-baseline in FY26 to fully reflect changes in historic figures alongside the implementation of several material improvements to the Methodology.

# Greenhouse Gas Reduction Projects

We recognise the need for a clearly defined plan to address the impact of climate change and the steps we are taking to address this.

Our approach to reducing our GHG emissions is based on analysis of our GHG emissions data and the identification of key contributors to our total carbon footprint. This is discussed in the Inzpire ESG Working Group and the wider commitments have been aligned with Inzpire's strategic planning and Inzpire's overarching ESG policy.

## SCOPE 3 GHG EMISSIONS - CATEGORY 6 (BUSINESS TRAVEL)

### Completed in FY25

- Through the recently established Environmental Advocates Network (EAN) a variety of initiatives discussed to encourage 'green meetings'.
- Improved analysis of data capture in relation to business travel information.
- Improvements to IT infrastructure and soundproofing in large meeting rooms in Landmark House to support online meetings and reduce requirement for travel.

## SCOPE 3 GHG EMISSIONS - CATEGORY 7 (EMPLOYEE COMMUTING)

### Completed in FY25

- Further improvement in use of Go Green EV Car Scheme for employees (circa. 22%).
- Commuting survey results showed another decrease in the use of petrol and diesel vehicles from last year.

Inzpire is maturing its data-driven approach to inform key areas of focus and we have included below examples of targeted initiatives, along with those that will support future development in this area.

## CRITICAL INTERNAL AND EXTERNAL ENABLING ACTIVITIES

- Participation in review of internal supplier approval process to ensure that environmental (and wider ESG matters) are fully embedded in due diligence process.
- Implemented the Net-Zero contractual clause for UK supply chain agreements that were developed in FY24, now applied to all new supplier engagements, setting expectations for our supply chain on setting targets and reducing emissions.
- Increased use of environmentally conscious suppliers to provide office supplies.
- As part of a company-wide update to Windows 11, existing laptops were refurbished and recycled and subsequently reallocated back into service. This approach supported the transition to the latest operating system and promoted sustainability by maximising the lifespan of the hardware resources.
- The replacement of the air conditioning system in Landmark House which has enhanced local temperature control on a room-by-room basis, making the building more energy efficient.

## FUTURE DEVELOPMENTS

- As referenced earlier in the document, Business Travel (Scope 3 Category 6) is the largest contributor to our GHG emissions and various workstreams are being considered to address this and include the potential introduction of a Green Travel Plan.

# Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and the associated guidance and reporting standard for CRPs. Emissions have been reported and recorded in accordance with the published reporting standard for CRPs 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 CRPs and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed by Inzpire's ESG working group and signed off by the Managing Director for Inzpire Ltd.

*Signed:*



**Brendan Nolan**

Managing Director Inzpire Ltd

Date: September 2025



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