

Carbon Reduction Plan

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Commitment to achieving Net Zero

SiXworks Ltd is committed to achieving Net Zero emissions by 2050.

Baseline Year: 2022

SiXworks Limited is committed to minimizing the impact of its operations on the environment. The company recognizes the importance of setting reduction targets and reporting these through recognized corporate responsibility standards. The company will align with the UK Governments target to track to the Net Zero target included in the 2019 amendment to the Climate Change Act 2008 by 2050.

The company has been operating since 2017 and provides professional services to UK Government departments, specialising in the design and development of Cloud platforms. SiXworks does not manufacture nor mine and does not transport goods; consequently, our operations have limited impact in terms of land, water, or air emissions. The company seeks to minimize the limited impact its operations have on the environment through a range of policies focused on environmental, corporate social responsibility and ethical and sustainable business.

SiXworks has experienced considerable growth and expansion over the last 6 years. Beginning 2019 with 7 Employees, the company starts 2025 with **186** employees including contractors and has experienced a near doubling of its workforce and annual turnover each year. To this end it has been impractical to baseline the company's emissions for Calendar year 2022 and 2023. The emissions figures below for 2022/2023 represent the most accurate assessment given the available data. The company has taken steps in 2023 to appoint an external consultancy specialising in carbon emissions and reduction planning in order to collect more granular information and develop a future strategy however, the acquisition of the company in Jul 2024 by IBM will drive alignment with IBM carbon reduction planning and reporting when Transfer of Business (TOB) is complete in 2026, SiXworks will identify and implement further projects to achieve Carbon Net Zero by 2050.

The company already offers incentives to employees to reduce their individual impacts on the environment, including 'Cycle to Work' and an electric car scheme, and company owned bicycles for onsite movement within the local area, the site operates a restaurant, café and the company offices offer limited kitchen facilities all designed to minimise employee travel during breaks.

Baseline Emissions Footprint

SiXworks does not own corporate real estate but leases office space within the Cody Technology Park in Farnborough. Electricity is purchased directly through the landlord, who mandates the supplier, and the landlord takes responsibility for all waste recycling and disposal on the site.

SiXworks employees are encouraged to adopt hybrid working practices reducing the company office space requirements and allowing a hot desk policy to be operated where possible. Due to the nature of the company's business, SiXworks employees spend considerable time working within customer facilities, engineering, configuring or modifying customer hardware and software. Therefore, the majority of emissions generated by the company emanate from business travel and commuting.

SiXworks have included within Scope 1 all motor-vehicle business travel in the support of our customers. This is funded directly by the company – the company does not possess a fleet of company vehicles. For the CY 2024 this amounted to **196174** miles,

Scope 2 consists of the purchased electricity **67356** KWh and the company's single Ford Transit Van which covered **3972** miles in 2024.

Scope 3 is derived from SiXworks assessed commuting utilization of **25100** litres split 2/3 Diesel and 1/3 Petrol, and reflecting a 10% of the workforce moving to EV transport, and Business Air Travel of **211,035** Km.

Across all Scope categories, we have seen an annual increase between 2022 and 2023, and our increase in site footprint for 2024 is a reflection on the speed of company growth in both turnover and personnel. However, this equates to **1.0144 tCO₂e per employee for 2024**, **1.972 tCO₂e per employee for 2023** and **2.435 tCO₂e per employee for 2022**. This equates to 49% reduction in CO₂ per employee over 2023.

Going forward into 2025 we continue to plan and our recent acquisition by IBM will see our adoption of the IBM ethical business practice guidelines including a clear and robust environmental strategy, by which our progress will be measured. We will continue to investigate policies and activities that enhance employee experiences whilst reducing our carbon emissions.

Baseline year emissions:

Reporting Year:	2022	2023
EMISSIONS	TOTAL (tCO ₂ e)	TOTAL (tCO ₂ e)
Scope 1	27.33	49.30
Scope 2	1.68	4.95
Scope 3		
Business Travel Air	81.80	103.53
Commuting	86.46	118.40
Total Emissions	197.27	276.18

Current Emissions:

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	52.76
Scope 2	15.15
Scope 3	
Business Travel Air	131.90
Commuting	61.85
Total CO2 Emissions	261.66
Total Emissions after CO2 Reduction measures	188.77

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have commissioned a specialist consultant to capture the emissions data for the company with a greater level of granularity. SiXworks continues to grow both in revenue and employee numbers with an anticipated growth of at least 20% over the next CY. The company continues to develop its strategy towards net zero and will aim for an additional 30% reduction in tCO₂ per employee by 2030, guided by specialist advice and our IBM parent.

Carbon Reduction Projects

SiXworks have implemented a cycle to work initiative, introduced a company electric car scheme for employees and installed bicycles at the company offices for local movement. The introduction, during the COVID Pandemic, and continuation of extensive hybrid working arrangements reduces the office space requirements (and associated heating/power costs). We also make extensive use of MS Teams virtual meeting capabilities which not just reduces the need for commuting, but also for direct business travel to customer sites.

We have implemented a Carbon Offsetting using ethically sustainable coffee within the office environment leading to a Carbon reduction of **72.90 tCO₂e**.

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 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

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>



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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).

³ <https://ghgprotocol.org/standards/scope-3-standard>