

Carbon Reduction Plan

Supplier name: Thoughtworks, Ltd (“Thoughtworks”)

Publication date: June 2023

Commitment to achieving Net Zero

Thoughtworks is committed to achieving Net Zero emissions by 2035.

Thoughtworks believes that it can continue to reduce emissions to a minimum level by 2035, from which point we will buy permanent removal carbon offsets for any residual emissions.

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: January 2019 to December 2019

Additional Details relating to the Baseline Emissions calculations.

Thoughtworks is reporting both location and market based figures for electricity. Market based figures are used in our total emissions figures.

Under the waste category, Thoughtworks has some omissions in the following areas where information from suppliers is limited. However, Thoughtworks understand these areas to have minimal impact for Scope 3 emissions which are dominated by travel. Areas of known omissions:

Waste Water (covered by our service charge)

Feminine Hygiene Waste (provided by a subcontractor of our cleaning provider)

E-Waste (unable to get information from supplier)

Paper Shredding

Given Thoughtworks provides services and does not transport products, Scope 3 categories have been marked as N/A.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	Refrigerant: 5.09

	Gas Heating: 8.99
Scope 2	Market based 21.85 Location based 39.55
Scope 3	Business Travel: 1557.46 Employee Commuting: 161 Waste: 0.41 Upstream transportation and distribution: N/A Downstream transportation and distribution: N/A
Total Emissions	1,754.80 (market based)

Current Emissions Reporting

Reporting Year: January 2022 to December 2022	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Refrigerant: 6.83 Gas Heating: 16.93
Scope 2	market based 0 location based 30.49
Scope 3 (Included Sources)	Business Travel: 246 Employee Commuting: 26.36 Waste: 0.26 Upstream transportation and distribution: N/A Downstream transportation and distribution: N/A
Total Emissions	296.32 (market based)

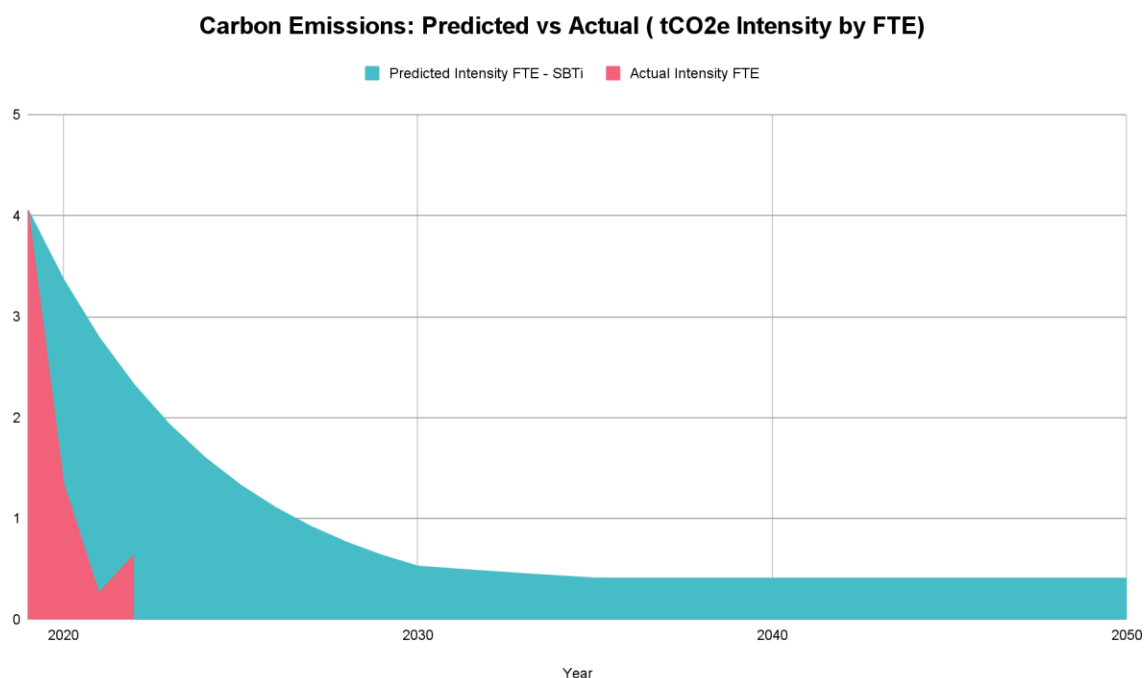
Emissions reduction targets

In order to continue progress to achieving Net Zero, Thoughtworks has adopted the following carbon reduction targets.

Globally, the Thoughtworks group of companies have set a near term target aligned with the Science Based Target initiative of reducing our absolute scope 1 and 2 emissions by 50% and our scope 3 emissions in business travel and purchase goods and services by 87% (measured in FTE intensity) by 2030. We also believe that the Thoughtworks offices based in the UK can achieve Net Zero by 2035 (90% reduction measured in FTE intensity). This will mean our emissions (measured per FTE) will go from an intensity of 4.05 tCO₂e in 2019 to 0.52 tCO₂e by 2030 and 0.40 tCO₂e by 2035.

These are ambitious targets, with our scope 3 target being well above other SBTs of other companies, and represents our commitment to playing a part in the transition that needs to occur.

Progress against these targets can be seen in the graph below:



(Note: While our emissions have increased this year, this was expected as pandemic restrictions have eased and travel and office usage have increased. We would expect to see a similar increase next year as work practices are still settling, however we are confident that

we are still on track as we remain well below where we should be tracking and even below our 2030 target.)

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

1. As of March 2023 SBTi has approved our 2030 targets above.
2. We have also updated our overall target to be in line with SBTi guidelines of achieving at least a 90% reduction before claiming Net Zero.
3. The pandemic has dramatically changed our ways of working, moving our delivery practices from requiring near 100% presence on client sites (pre-pandemic) to a hybrid style of working where employees more frequently work from home. This will keep our business travel and commuting emissions well below our 2019 levels.
4. We are restricting our operational travel expenditure to 30% of 2019 levels in 2022.
5. We have opened a delivery centre in Newcastle which will mean the average employee will not need to travel as far to client sites.
6. We have provided cycle storage in or near all of our offices to ensure this is a viable way for employees to travel.
7. Usage of energy efficient equipment (laptops) - maximising usage and donating old equipment
8. While our heating, refrigerant use and to the most extent electricity usage are controlled and paid for by our landlords, we have updated our reporting to include these figures and are working with our landlords to get better quality data and where necessary make changes.

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

1. Setting emissions reductions targets with all departments that are significant contributors to our emissions.
2. Review our supply chain to replace high carbon emissions vendors with lower emission alternatives.
3. Investigating internal carbon pricing.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards 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

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

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:

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Date:

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>
³ <https://ghgprotocol.org/standards/scope-3-standard>