

Carbon Reduction Plan

Supplier name: Thoughtworks, Ltd ("Thoughtworks")

Publication date: September 2021

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: 2019
Additional Details relating to the Baseline Emissions calculations.
Thoughtworks is currently in the process of establishing a global baseline for submission to the SBTi, which will include more Scope 3 categories than is currently required by UK government definitions. As a result of this baseline it is Thoughtworks intention to update this information. Thoughtworks is reporting 0 for Scope 1 as Thoughtworks rents offices and has no operational control over the heating or cooling. Thoughtworks is reporting 0 for Scope 2 as electricity is procured directly from a certified 100% renewable source. At this moment, information relating to our Manchester office is pending, where electricity is included as part of a service charge. For the waste category we realise we have some omissions in the following areas where we have struggled to get information from suppliers, however we believe these to be a minimal part of our 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
Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	0
Scope 3	Business Travel: 1722.15 Employee Commuting: 197.12 Waste: 0.41 Upstream transportation and distribution: 0 Downstream transportation and distribution: 0
Total Emissions	1,919.68

Current Emissions Reporting

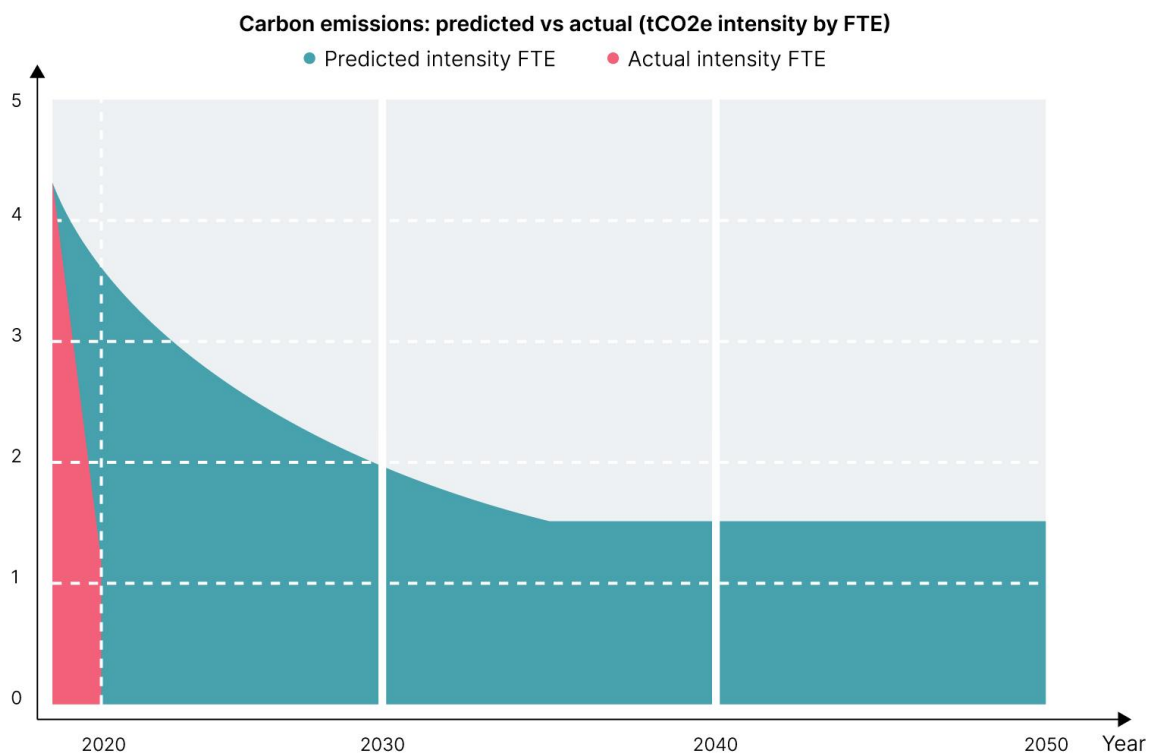
Reporting Year: 2020	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	0
Scope 3 (Included Sources)	Business Travel: 524.17 Employee Commuting: 59.92 Waste: 0.04 Upstream transportation and distribution: 0 Downstream transportation and distribution: 0
Total Emissions	584.13

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 in intensity (measured per FTE) from an intensity of 4.43 tCO₂e in 2019 to 1.39 tCO₂e by 2035. This is a reduction of 69% from our baseline year of 2019. We believe this will be the most we can achieve in reduction terms and will buy permanent carbon removal offsets to cover any residual emissions from this point on.

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



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

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

1. We have signed up to the SBTi and are in the process of baselining our emissions globally.
2. The pandemic has dramatically changed our ways of working, moving our delivery practices from requiring near 100% presence on client site (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 down on 2019 levels.
3. We are restricting our operational travel expenditure to 30% of 2019 levels in 2022.

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

1. Setting targets with all departments that are significant contributors to our emissions. We expect these targets to be set in 2022 for 2023 and beyond (after we have completed our SBTi baseline work).
2. Opening a delivery centre in Newcastle which will mean the average employee will not need to travel as far to client sites.
3. Review our supply chain to replace high carbon emissions vendors with lower emission alternatives.
4. Reviewing ways in which we can help employees have a greener commute, such as providing bike storage near our offices.

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 and uses the appropriate government emission conversion factors for greenhouse gas company reporting².

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

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

DocuSigned by:
Patrick B. Samacke
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Date:

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