

# Carbon Reduction Plan

Supplier name: Thoughtworks, Ltd ("Thoughtworks")

Publication date: June 2022

## 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.

<b>Baseline Year: January 2019 to December 2019</b>
<b>Additional Details relating to the Baseline Emissions calculations.</b>
Thoughtworks is currently in the process of validating its 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 and include the further scope 3 categories.
Thoughtworks is reporting 0 for Scope 1 as Thoughtworks rents offices and has no operational control over the heating or cooling.
Thoughtworks is reporting both location and market-based figures for electricity. Location 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.

<b>Baseline year emissions:</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>0</b> As noted above we are reporting zero for Scope 1 as we rent offices and have no operational control over the heating or cooling.
<b>Scope 2</b>	Market based <b>21.85</b> Location based <b>39.55</b>
<b>Scope 3</b>	Business Travel: <b>1557.46</b> Employee Commuting: <b>161</b> Waste: <b>0.41</b> Upstream transportation and distribution: <b>N/A</b> Downstream transportation and distribution: <b>N/A</b>
<b>Total Emissions</b>	<b>1,740.72 (market based)</b>

## Current Emissions Reporting

<b>Reporting Year: January 2021 to December 2021</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>0</b>
<b>Scope 2</b>	market based <b>0</b> location based <b>44.3</b>
<b>Scope 3</b> (Included Sources)	Business Travel: <b>84.07</b> Employee Commuting: <b>10.18</b> Waste: <b>0.05</b> Upstream transportation and distribution: <b>N/A</b> Downstream transportation and distribution: <b>N/A</b>

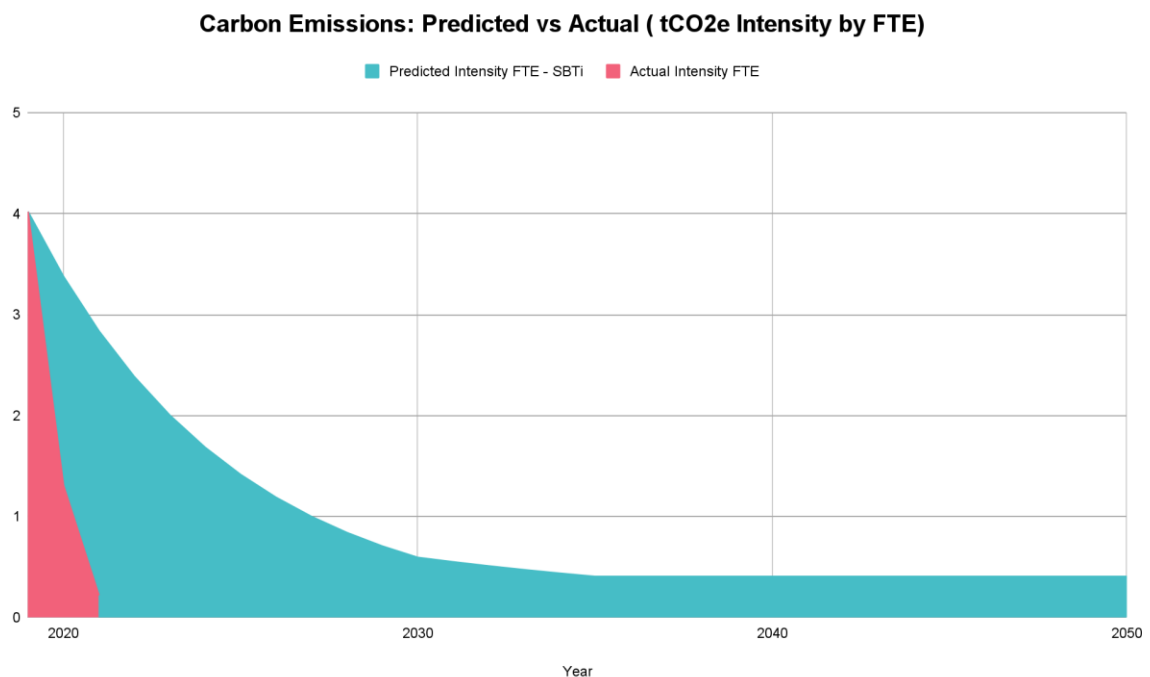
<b>Total Emissions</b>	<b>94.30 (market based)</b>
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## Emissions reduction targets

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 of reducing our absolute scope 1 and 2 emissions by 50% and our scope 3 emissions by 85% (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 4.02 tCO<sub>2</sub>e in 2019 to 0.60 tCO<sub>2</sub>e by 2030 and 0.40 tCO<sub>2</sub>e by 2035.

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 submitted our baseline and targets to SBTi and are awaiting validation. These include much more ambitious targets, including a 50% reduction in absolute Scope 1 and Scope 2 emissions, and a 85% reduction in Scope 3 emissions (measured in FTE intensity) by 2030.
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. In 2023, we will be asking departments to single out budget for air travel and to include a 20% surcharge which we will use to purchase Sustainable Aviation Fuel
6. We have opened a delivery centre in Newcastle which will mean the average employee will not need to travel as far to client sites.
7. We have provided cycle storage in or near all of our offices to ensure this is a viable way for employees to travel.

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. Reviewing whether we could offer an EV leasing scheme to employees.

## 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 standard<sup>1</sup> and uses the appropriate government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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

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

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

published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard<sup>3</sup>.

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:  
  
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Date: .....

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