

CreateFuture

Carbon Reduction Plan

2024/25

Prepared by:



Table of Contents

1 Net Zero Commitment	3
2 Background Information	4
3 Carbon Emissions Overview	6
4 Analysis by Scope	7
5 Emissions by Activity	8
6 Intensity Metric Analysis	11
7 Emissions Reductions Targets	12
8 Emissions Data	14
9 Standard and Methodology Used	15
10 Data Quality / Confidence	15
11 Declaration and Sign Off	15
12 Glossary	16

1. Net Zero Commitment

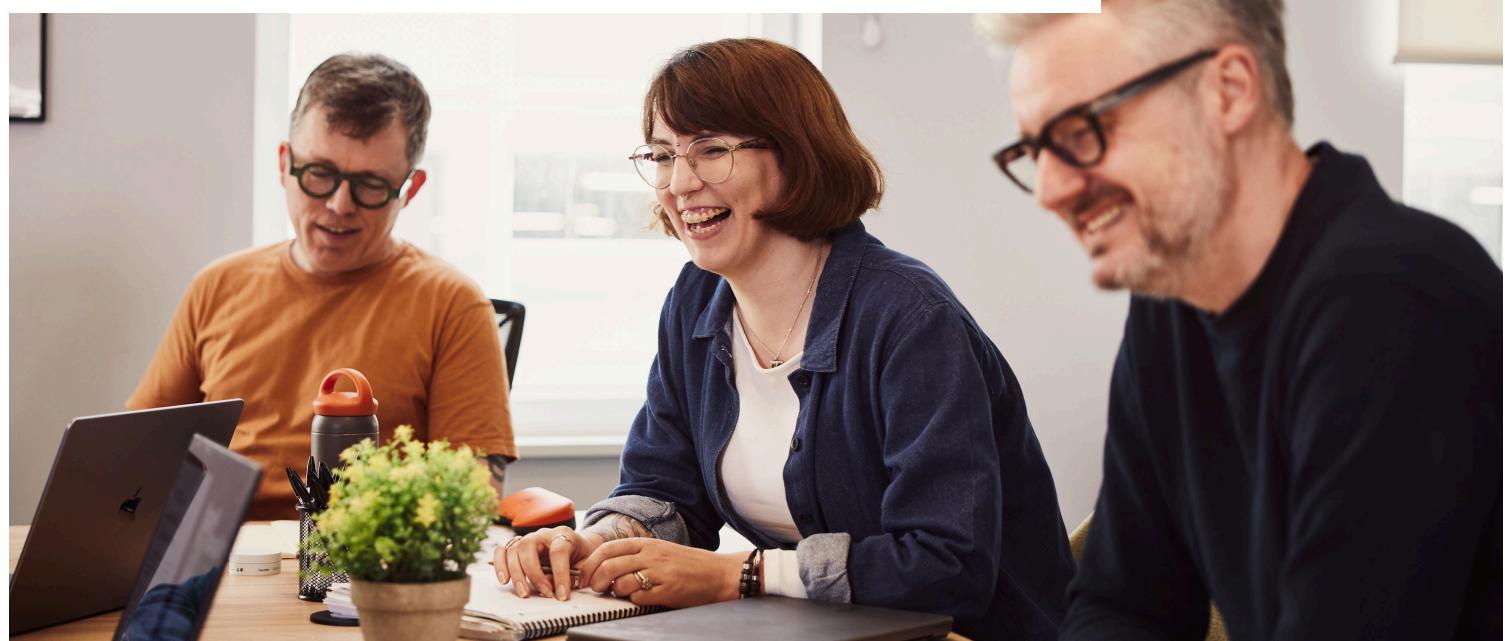
CreateFuture recognises the importance of making a full and lasting commitment to reducing the greenhouse gas emissions from our activities, in support of the wider commitment of the world to limit global temperature increases and the impact on the planet.

We commit to the following:

1. For our company to achieve Net Zero in line with the Science Based targets set out by the UNFCCC i.e., to achieve Net Zero no later than 2050 and target a 50% reduction in emissions by 2030.
2. To set realistic short- and long-term targets that are designed to achieve our Net Zero commitments.
3. To report the total Greenhouse Gas emissions of our business, at a minimum, on an annual basis.

	Year	Earlier Year if Possible
Commitment to be Net Zero	2050	2045*
50% Emissions Reduction	2030	

*In line with NHS Supply Chain requirements



2. Background Information

2.1 COMPANY

xSolutions365 Ltd t/a CreateFuture is a registered company in Scotland, company number SC528637, with its registered address at Stamp Office, 10 Waterloo Place, Level 1, Edinburgh, Scotland, EH1 3EG.

CreateFuture offers comprehensive end-to-end capability and includes everything from brand, proposition and experience design to product development, software engineering, delivery, cloud and data, and managed services. This comprehensive service offering elevates us from a digital service provider to a leader in creating impactful digital solutions that anticipate future needs.

Based primarily in Edinburgh but with additional offices in Leeds and London, the company operates with a remote-first approach and has team members widely dispersed across the UK, utilising office space to come together for moments that matter.

Reporting Period	Baseline Period July 2023 - June 2024	Current Period July 2024 - June 2025
Industry	Digital Services	Digital Services
No. of Staff	428	456
No. of Premises Owned	0	0
No. of Premises Leased	4	4
No. of Company Vehicles - Owned	0	0
No. of Company Vehicles - Leased	0	0

2.2 CURRENT REPORTING PERIOD

July 2024 – June 2025

2.3 ORGANISATIONAL BOUNDARY

There are 3 different approaches to measuring emissions, as defined by the GHG Protocol. This report has been constructed using the Operational Control Approach, considering the requirements of each potential approach.

Approach	Description	Approach Taken
Operational Control	The organisation has operational control over an operation if it or one of its subsidiaries has the full authority to introduce and implement its operating policies at the operation.	✓
Financial Control	The organisation has financial control over the operation if it has the ability to direct the financial and operating policies of the organisation with a view to gaining economic benefits from its activities.	
Equity Share	The organisation accounts for GHG emissions from operations according to its share of equity in the operation.	

2.4 BASELINE YEAR

The organisation's baseline year is from **July 2023 – June 2024**. This is the second time the organisation has measured and reported on its carbon emissions.

2.5 METHODOLOGIES USED

Throughout this report all methodologies used are explained within the relevant sections.

3. Carbon Emissions Overview

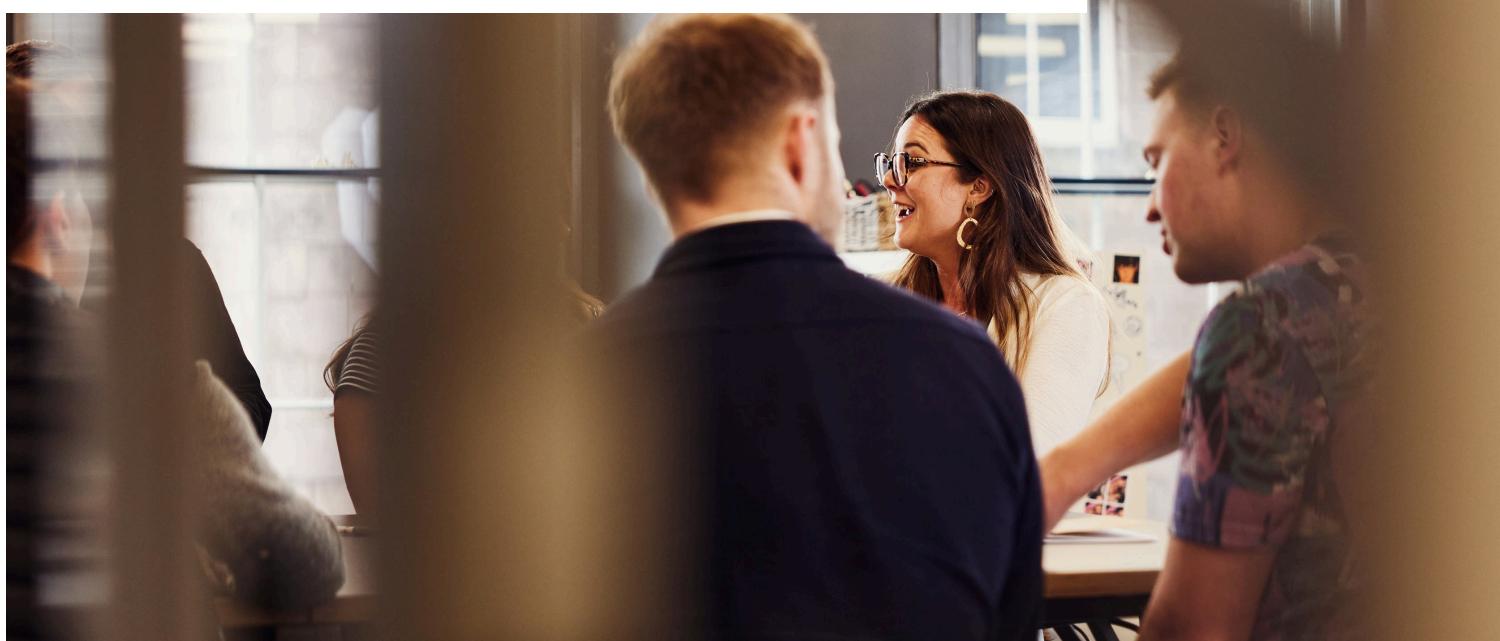
The total calculated emissions for the business for the period 2024-2025 are 273.8 tCO2e. This is the second year the company has measured its carbon emissions. The breakdown of emissions is analysed throughout this report. The baseline 2023-2024 has been restated due to improved methodology which have also been reflected in 2024-2025.

TOTAL CARBON EMISSIONS

Baseline Period	Current Period	Change
July 2023 - June 2024	July 2024 - June 2025	-18.5 ↓ -6.7% decrease

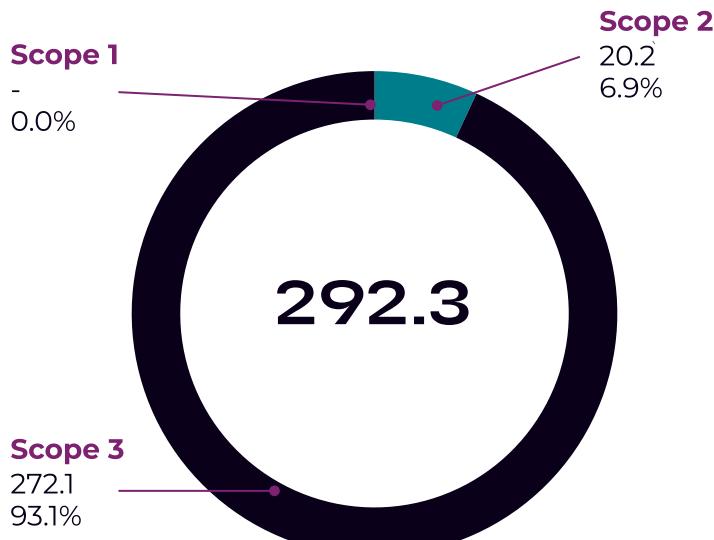
292.3 **273.8** tonnes CO2e

tonnes CO2e tonnes CO2e tonnes CO2e

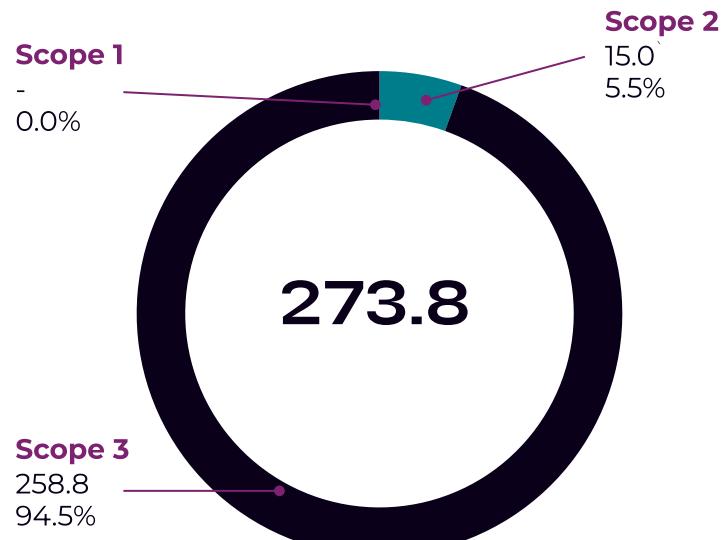


4. Analysis by Scope

EMISSIONS BY SCOPE (tCO2e)



(Baseline Year - 2023-2024)

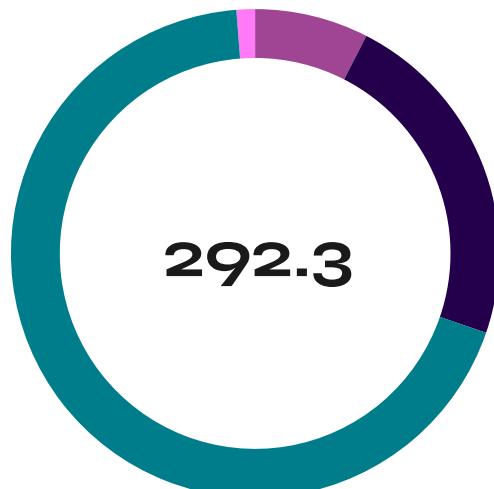


(Current Year - 2024-2025)

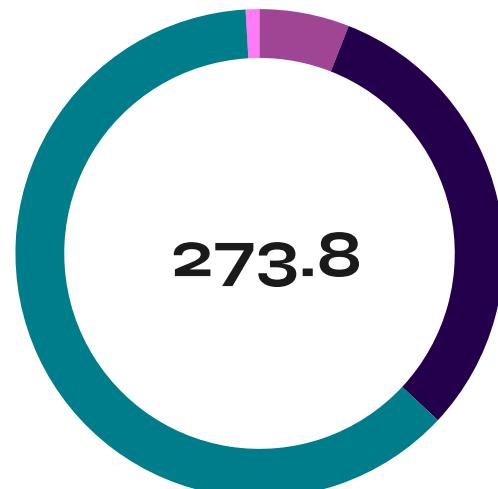
2024-2025 emissions			
Scope	Description	tCO2e	%
Scope 1	Scope 1 emissions includes fuels used at company premises and company vehicles.	0.0	0.0%
Scope 2	Emissions in scope 2 includes electricity used at the company's premises.	15.0	5.5%
Scope 3	Scope 3 emissions include: - Business Travel - Employee Commuting - Transmission and Distribution of Electricity - Google Workspace - Water Supply & Treatment and Waste	258.8	94.5%
Total		273.8	100%

The business does not have any upstream and downstream transportation emissions (Scope 3 category 4 and Scope 3 Category 9). Reported Scope 3 emissions may increase in future years as more detailed data and information becomes available. CreateFuture are planning to capture Purchased Goods and Services emissions in 2025-2026.

5. Emissions by Activity



(Baseline Year - 2023-2024)



(Current Year - 2024-2025)

The baseline 2023-2024 has been restated due to improved methodology which has been used in 2024-2025. Emissions have decreased since the baseline period due to the following:

- There has been a reduction in electricity from office usage, due to improved energy utilisation and management.
- Working-from-home emissions decreased in the reporting year as more staff travelled, which is reflected in higher business-travel emissions driven by a substantial increase in flights, taxis, and hotel stays.

In addition, at CreateFuture we are taking an active approach to adopting 'green technology practices', examples of this include:

- **Providing AWS sustainability dashboards to monitor energy consumption and right-size instances minimising idle compute time through serverless and managed services, and automate shutdowns of non-production environments.**
- **Implementing AI-informed optimisation techniques and efficient development practices like right-sizing data, automating model selection, and using test-impact analysis and incremental builds to minimise compute demand.**
- **Running unit tests before high-energy UI tests to reduce cloud usage.**
- **Conducting periodic technical impact assessments to identify workloads that can be decommissioned, re-architected or migrated to more efficient services.**
- **Co-developing and trialling sustainability tools such as open-source carbon-tracking APIs and lightweight analytics dashboards to identify, measure, and reduce digital carbon emissions.**

6. Intensity Metric Analysis

Intensity metrics help normalise emissions data, taking into account variations in production levels or activity volumes. This allows for a more accurate assessment of emission trends over time, regardless of changes in business operations. The initial intensity metrics for the company are below and will be used for comparative purposes in following years.

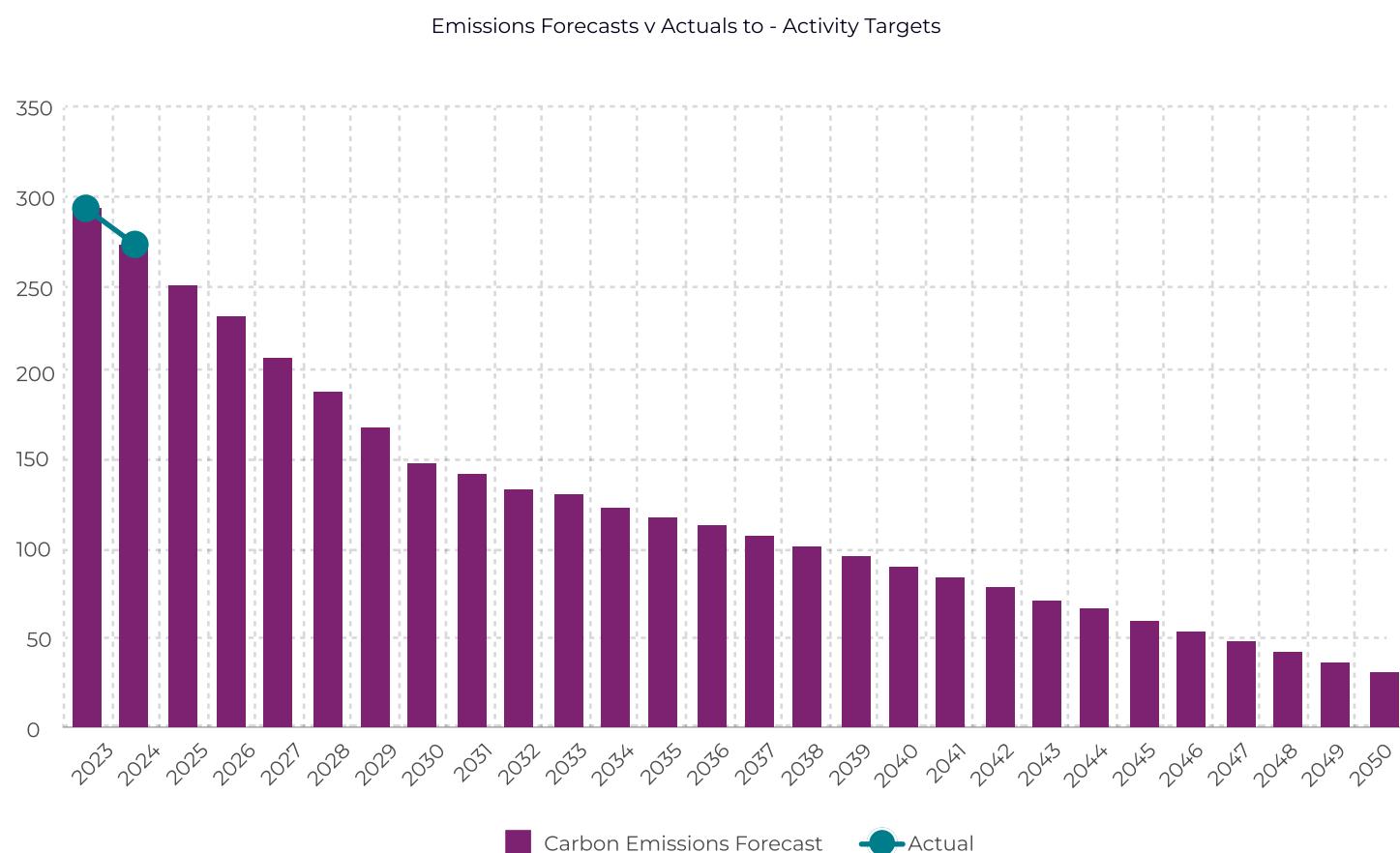


PER EMPLOYEE

	Baseline Year 2023 - 2024	Current Year 2024 - 2025	Change
Scopes 1, 2, 3	0.7 tonnes CO2e	0.6 tonnes CO2e	-0.1  -12.7% decrease

7. Emissions Reductions Targets

The following graph summarises the carbon emissions reduction targets.



Science Based Targets (SBTs) specify the need to target emissions reductions by 50% by 2030 and 90% by 2050. In some circumstances, countries and companies may set emissions targets for different dates.

The following chart provides a forecasted view of the emissions targets for the organisation. These targets will be mapped against actual emissions year by year to support ongoing strategies and decision making to achieve the SBTs.

Carbon Reduction Actions

CreateFuture aims to develop the following initiatives that will support the company's strategies to meet Science Based Targets:

Area of Focus	Initiative
Engagement of Team	<ul style="list-style-type: none"> Collaborating with the Wider Business to: Recruit for and relaunch the Green Committee: determining the committee's purpose, defining roles and responsibilities, and establishing a platform for the committee to advocate for and support sustainability initiatives being implemented as part of the Carbon Reduction Plan.
Training of Staff	<ul style="list-style-type: none"> Commit to the training of a team member on the Net Zero Leaders CPD accredited course, delivered by Net Zero International to improve knowledge and awareness of Net Zero legislation, regulations and best practice.
Business Travel Emissions	<ul style="list-style-type: none"> Commitment to review and update the existing CreateFuture Environmental and Sustainable policy to ensure it fully supports the Carbon Reduction plan's objectives. Efforts may include researching and encouraging the use of sustainable travel options, improving travel efficiency and collaborating with suppliers (such as TravelPerk) to emphasise more sustainable travel choices and carbon offset programs
Carbon Emissions Dashboard	<ul style="list-style-type: none"> Commitment to update a CreateFuture carbon emissions dashboard on a quarterly basis. This process will be overseen by a member of the Senior Management Team and shared with the wider business and board. The partnership with Net Zero International provides expertise and support in emissions reporting and reduction strategies.
Improve Data Collection	<ul style="list-style-type: none"> Data collection processes will be improved through the implementation of quarterly assessments with a focus on reducing spend-based emission calculations where possible. Furthermore, we will seek collaboration with partners and suppliers to establish a baseline for reporting. This data will enable us to monitor our progress, identify areas for improvement, and make informed decisions about our policies and practices.
Scope 3 - Digital Carbon Emissions	<ul style="list-style-type: none"> CreateFuture has now established a baseline for reporting carbon emissions from Google workspaces and are looking to achieve this for all other internal digital platforms and services for future reporting years.
Supply Chain Review	<ul style="list-style-type: none"> To carry out regular reviews of supply chain partners (including office goods, and service suppliers, and online partners).
Energy Efficiency of Site	<ul style="list-style-type: none"> Review infrastructure to reduce energy consumption and investigate the potential for using renewable electricity. Investigate improved waste recyclability options.

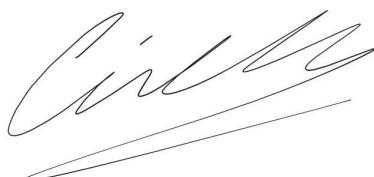
Signed on behalf of CreateFuture

Name: Colin McLellan

Position: Chief Financial Officer

Date: 12/11/2025

Signature:



8. Emissions Data

The data contained in the table below represents total emissions calculated and is consistent with SECR requirements. All sources of emissions that have been measured are included in the totals below. Emissions from key activities are summarised in the previous sections.

Reporting Period	Baseline Year 2023 - 2024	Current Year 2024 - 2025
Energy consumption used to calculate emissions Electricity Scope 2 - UK and Offshore (kWh)	97,484	72,323
Energy consumption used to calculate emissions – Global, excluding UK and Offshore (kWh)	N/A	N/A
Basis of Energy reporting (Location or Market)*	Location	Location
% of total energy sourced from certified renewable sources	0%	0%
Emissions associated with energy consumption - UK, Offshore and Global (tCO2e)	20.2	15.0
Emissions from activities for which the company is responsible including combustion of fuel and operation of facilities - Scope 1 (tCO2e)	-	-
Total Scope 1 and 2 Emissions (tCO2e)	20.2	15.0
Emissions from upstream activities out of operational control - Scope 3 (tCO2e)	272.1	258.8
Emissions from use of sold products and services out of operational control - Scope 3 (tCO2e)	None included	None included
Total Gross Scope 3 Emissions (tCO2e)	272.1	258.8
Total Scope 1, 2 and 3 Emissions (tCO2e)	292.3	273.8
Intensity ratio tCO2e (gross Scope 1, 2 and 3) per employee	0.7	0.6
Carbon offsets (tCO2e)	-	-
Total Annual Net Emissions (tCO2e)	292.3	273.8

* A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen.

9. Standard & Methodology Used

CreateFuture categorises its Greenhouse Gas (GHG) Emissions as Scope 1, 2 or 3 as referred to in the WBCSD – WRI Greenhouse Gas Protocol (revised edition, dated March 2014). Emissions in Carbon Dioxide equivalent (CO₂e) for all scopes are calculated using the conversion factors listed in DESNZ Greenhouse Gas Conversion Factors for the relevant 12-month period over which the carbon emissions are calculated. Procured renewable electricity and gas is calculated in accordance with the WBCSD – WRI Scope 2 Guidance on procured renewable energy (2015).

10. Data Quality / Confidence

The data used to generate this report has been collected from various sources from both within the company and using assumptions gathered by Net Zero International. These emissions have been converted to CO₂e using GHG Protocol and DESNZ frameworks and conversion factors for the relevant period.

11. Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with SECR, PPN 006 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 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 Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and agreed by the board of directors (or equivalent management body).

Signed on behalf of Net Zero International

Name: David Hawes
Position: Chief Executive Officer
Date: 12/11/2025

Signature:



Signed on behalf of CreateFuture

Name: Colin McLellan
Position: Chief Financial Officer
Date: 12/11/2025

Signature:



12. Glossary

Baseline Data	The chosen 12-month period that sets the calculated emissions that need to be mitigated and/or offset.
Carbon Reduction	Reduction in measured CO2e emissions.
Carbon Reduction Plan	Plan to reduce CO2e emissions over a period of time, updated annually.
Carbon Emissions (Gross)	CO2e emissions from Company activities.
Carbon Emissions (Net)	CO2e emissions from Company activities minus verified carbon offsets the Company purchases.
Carbon Neutral	When emissions are fully offset including those emissions that could be mitigated.
Carbon Offsets	A removal or reduction of carbon emissions through a verified scheme.
CO2e	All greenhouse gases expressed in terms of Carbon Dioxide equivalent (CO2e) for consistency of reporting.
DESNZ	Department of Energy Security and Net Zero (www.gov.uk/government/collections/government-conversion-factors-for-company-reporting).
EEIO	Environmentally Extended Input Output – Emissions estimated on spend https://ghgprotocol.org/ .
Organisational Boundaries	GHG Protocol Organisational Boundaries ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf .
GHG Protocol	Greenhouse Gas Protocol ghgprotocol.org .
Greenhouse Gases	Carbon Dioxide (CO2), Methane (CH4), Nitrous Oxide (N2O), Chlorofluorocarbons (CFCs and HCFCs), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulphur Hexafluoride (SF6).
Greenhouse Gas Conversion Factors	Annually published conversion factors normally published by relevant government departments. Converts activity into CO2e emissions.
Greenhouse Gas Emissions (GHG)	Gases in the atmosphere that absorb and radiate heat.
Intensity Metric/Ratio	A metric that measures carbon emissions per relevant unit of activity in a business.
Market Reporting v Location Reporting	Market is based on specific tariffs. Location is based on the country from which you are reporting.
Net Zero	GHG emissions are mitigated and those that cannot are offset.
Renewable Tariff	An energy tariff that is 100% powered by renewable energy and is certified.
SBT	Science Based Targets – reducing emissions by 50% by 2030 and by 90% by 2050 and offsetting the remaining amount.
Scope 1	The fuels that are burnt (gas, transport the company owns, refrigerant gases).
Scope 2	The energy that is bought (electricity from the grid, purchased heat).
Scope 3	Emissions embedded in everything a company buys and emitted as a consequence of everything a company sells.
SECR	Streamlined Energy and Carbon Reporting.
tCO2e	Metric tonnes of CO2 equivalent emitted.
WBCSD	World Business Council for Sustainable Development www.wbcsd.org .
WRI	World Resource Institute www.wri.org .

The background of the image features a series of concentric, curved bands in shades of purple and blue, creating a sense of depth and motion. These bands are set against a dark, solid background at the top, which transitions into the curved bands.

CreateFuture