

The background of the cover page is a collage of two aerial photographs. The left side shows a vibrant coral reef with various shades of blue and green. The right side shows a dense, lush green forest with a prominent tree trunk in the center. The images are partially obscured by dark teal rectangular blocks.

# Carbon Reduction Plan

Cadmus International UK  
Limited (Cadmus)

March 2026

CADMUS

**Cadmus is committed to achieving Net Zero emissions by 2050.**

## 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 will be measured.

### Baseline Year: 2019

Additional Details relating to the Baseline Emissions calculations.

2019 was the first year that Cadmus produced a carbon footprint. The 2019 total has been updated with a correction for Scope 3 emissions. These were previously reported as 326.25 tCO<sub>2</sub>e. A mistake was identified in the data used to arrive at this value (human error), this error has been corrected and the 2019 scope 3 emissions updated to 198.25 tCO<sub>2</sub>e.

### Baseline year emissions: 2019 (Jan – Dec)

EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	<b>13.61</b>
Scope 2	<b>4.54</b>
Scope 3 (All five scope 3 categories covered)	<b>198.25</b>
Total Emissions	<b>216.40</b>

## Current Emissions Reporting

### Reporting Year: 2025 (Jan – Dec)

The following emissions cover the 2025 calendar year.

EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	<b>9.07</b>
Scope 2	<b>1.94</b>
Scope 3 (All scope 3 categories except upstream & downstream trans & distribution included as N/A)	<b>92.12</b> <i>This is the first year that work from home emissions have been included, this equated to an additional 7.89 tCO<sub>2</sub>e</i>
Total Emissions	<b>103.12</b>

## Emissions Reduction Targets

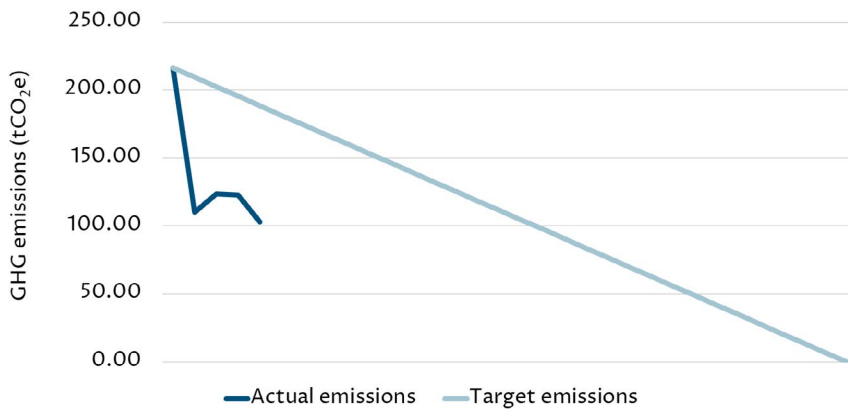
Scope 1 emissions have reduced from 19.94 t CO<sub>2</sub>e in 2024 down to 9.07 t CO<sub>2</sub>e in 2025. This has primarily been driven by the move to new premises which no longer use gas for heating. Electricity consumption has been estimated using floor area data and sub-metering for the floor occupied by the business. This represents a best estimate based on the available data. For 2025, electricity emissions (1.94 t CO<sub>2</sub>e) are broadly in line with those from 2024 (1.82 t CO<sub>2</sub>e). Scope 3 emissions have decreased from 100.97 t CO<sub>2</sub>e in 2024 down to 92.12 tCO<sub>2</sub>e even with the new addition of work from home emission (7.89 t CO<sub>2</sub>e). This reduction has primarily been driven by a drop in emissions associated with flights which has resulted from a decrease in the conversion factor from 0.20011 kg CO<sub>2</sub>e per passenger km in 2024 down to 0.11704 kg CO<sub>2</sub>e per passenger in 2025. This is the factor for long haul to/from UK, economy class with radiative forcing which is the factor most representative of Cadmus air travel.

Cadmus remains well below its 2050 emissions pathway. Notably, total emissions for 2025 are broadly aligned with forecast emissions for 2035 (104.7 t CO<sub>2</sub>e), placing the organisation approximately nine years ahead of schedule.

Overall, total emissions for 2025 show a 15.97% reduction in comparison to 2024 levels.

**Figure 1. Cadmus actual emissions against 2050 net zero target.**

*Emissions Reduction: Actual vs Target.*



## Carbon Reduction Projects

- As in 2024, we continue to work on hybrid basis with approx. 2 days commute to office. The days in office have been consolidated to mostly Tuesday and Thursday, which has influenced electricity consumption and the resulting emissions have more than halved since the baseline.
- Cadmus is part of the US Environmental Protection Agency Green Power Partnership for US operations, with greenhouse gas emissions reduction targets that are in accordance with Science Based Targets initiative (SBTi) criteria and recommendations. Cadmus' UK operations are now included in the reports against these targets.

**If you want to achieve the extraordinary, we want to help.** Cadmus is a strategic and technical consultancy compelled to help solve the world's most challenging problems. We assemble outstanding teams of leading experts with an ethos grounded in collaboration and a drive for impact, who work seamlessly across disciplines and leverage transformative technologies to help our clients achieve extraordinary outcomes. Together, we are strengthening society and the natural world. Cadmus' more than 1,000 consultants serve government, commercial, and nongovernmental organizations around the world.

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- Additionally, through our programmes, Cadmus supports investment in projects aimed at reducing carbon emissions in the Global South. One such programme, is the FCDO-funded Invest Salone programme implemented by Cadmus in Sierra Leone on which Cadmus provides guidance to the Government of Sierra Leone, the private sector as well as communities, and is facilitating public-private dialogue and direct support to project developers to support Sierra Leone to build a sustainable, equitable and credible carbon market using best practices and reputable science. One such initiative is The Sherbo River Estuary project is the first of its kind in West Africa and is serving as a critical blueprint for other implementor-led carbon offset programming across the country. In partnership with local communities, Invest Salone's grantee, West Africa Blue, is in the process of developing a sustainable plan to reduce mangrove deforestation, increase conservation and biodiversity targets and restore and maintain critical carbon sinks through restoration and afforestation. Under the Verified Carbon Standard (VCS) and Climate, Community and Biodiversity (CCB) Standard, the project will issue and sell certified carbon credits that reflect the actual amount of CO2 losses averted or CO2 sequestered.

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

- Continue to encourage employees to adopt environmentally friendly commute options and minimise physical travel where possible.
- Explore purchase of carbon credits to offset emissions for UK operations.
- Improve availability of data for carbon emissions reporting by strengthening engagement with our suppliers.
- Continue to support carbon market development and climate finance initiatives through our operations.

## Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and the 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<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 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:

Signed by:  
  
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 SIGNATURE

4/14/2026

DATE

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

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

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