

Carbon Reduction Plan

Supplier Name: Agilisys Ltd

Publication Date: 20th May 2026

Net Zero Commitment

Agilisys Ltd is committed to achieving Net Zero emissions by 2050.

Baseline Year: 01 Apr 2024 to 31 Mar 2025

Baseline emissions represent the total greenhouse gas emissions generated before the introduction of carbon reduction initiatives and provide the benchmark against which future performance is measured. Agilisys originally established its baseline emissions position in 2021/22 to support the measurement of long-term sustainability and carbon reduction progress.

Since then, Agilisys has implemented a range of initiatives to reduce its environmental impact. During the 2024/25 reporting year, the organisation completed a re-baselining exercise following improvements in data collection and increased accuracy within Scope 3 emissions reporting. As a result, 2024/25 now replaces the original 2021/22 position as Agilisys' baseline year for future carbon reporting and performance measurement.

The updated baseline provides a more accurate representation of the organisation's emissions profile, improving the consistency, integrity, and reliability of reported data.

As a specialist software and IT services provider with limited physical infrastructure and no manufacturing operations, Agilisys' emissions are primarily associated with employee working practices, business travel, and the transportation of purchased goods and services. Understanding these key sources enables the organisation to target reduction activities effectively and support informed sustainability planning.

All emissions data has been prepared in accordance with HM Government Environmental Reporting Guidelines and the UK Government Greenhouse Gas Conversion Factors for Company Reporting. Reported emissions fall within Agilisys' operational control boundary, supporting transparency, accuracy, and compliance with PPN 006 requirements.

The revised baseline does not change Agilisys' Net Zero commitments. Future reductions and progress against sustainability objectives will be measured against the updated baseline to ensure reporting remains accurate and aligned with evolving data and reporting standards.

Additional Details relating to Emissions Calculations

Scope 1 covers emissions from fleet vehicles and fuel sources used on-site, in assets owned or controlled by Agilisys Ltd.

Scope 2 reports on electricity supplied to the grid that we have bought for use at the facilities site controlled by Agilisys Ltd.

Scope 3 covers all other indirect emissions within the value chain that are mandated for reporting, which includes categories 4, 5, 6, 7 and 9 of the Greenhouse Gas (GHG) Protocol.

Category 4 is the transportation and distribution of products purchased by Agilisys Ltd during the reporting year, covering movement between our tier 1 suppliers and operations using vehicles and facilities not owned or controlled by Agilisys Ltd.

This also encompasses transportation and distribution services purchased by Agilisys Ltd within the reporting year, including inbound logistics, outbound logistics (such as for sold products), and transport between our own facilities, all conducted using third-party vehicles and facilities.

Category 5 covers the disposal and treatment of waste generated by Agilisys Ltd.'s operations during the reporting year at facilities not owned or controlled by the company, using treatment processes that follow the waste hierarchy. It includes the end-of-life disposal of materials such as commercial waste, mixed recycling, paper, and waste electrical and electronic equipment.

Our approach prioritises waste prevention, followed by reuse, recycling, and recovery, with disposal to landfill or incineration without energy recovery as a last resort.

Category 6 covers employee travel for business purposes during the reporting year, including journeys to customer sites and other locations by private car, taxi, bus, national rail, the London Underground, and flights.

Category 7 covers employee commuting between home and worksites during the reporting year, using vehicles not owned or operated by Agilisys Ltd.

We have also voluntarily included homeworking (office equipment and heating) to provide transparency and to better understand the impact of hybrid working on our carbon footprint.

Category 9 is not applicable due to the nature of our business. Agilisys Ltd is a services company and does not sell tangible physical products to end consumers that require transportation or distribution.

Baseline Emissions in MTCO₂e

Reporting Year: 2024/25

Scope 1		4.39
Scope 2		3.78
	Cat. 4: Upstream transportation and distribution	92.78
	Cat. 5: Waste generated in operations	0.13
Scope 3	Cat. 6: Business travel and hotel stays	63.52
(included sources)	Cat. 7: Employee commuting and teleworking	814.68
	Cat. 9: Downstream transportation and distribution	N/A
	Total Scope 3	971.13
Total Emissions		979.28

Current Emissions in MTCO₂e

Reporting Year: 2025/26

Scope 1		2.03
Scope 2		4.13
	Cat. 4: Upstream transportation and distribution	60.23
	Cat. 5: Waste generated in operations	0.05
Scope 3	Cat. 6: Business travel and hotel stays	37.81
(included sources)	Cat. 7: Employee commuting and teleworking	539.03
	Cat. 9: Downstream transportation and distribution	N/A
	Total Scope 3	637.12
Total Emissions		643.28

Emission Reduction Targets

Agilisys has established the following emissions reduction targets against the baseline.

2030: Deliver a minimum 30% reduction in combined Scope 1 and 2 emissions, alongside a 20% reduction in Scope 3 emissions, benchmarked against the 2024/25 baseline.

2035: Achieve a 50% reduction in Scope 1 and 2 emissions and a 40% reduction in Scope 3 emissions, demonstrating progressive decarbonisation aligned with evolving best practices.

2040: Attain carbon neutrality for Scope 1 and 2 emissions, while driving a 60% reduction in Scope 3 emissions. Concurrently, publish a robust five-year carbon offset strategy to secure full organisational neutrality.

2045: Realise full carbon neutrality across Scope 1, 2, and 3 emissions, five years ahead of formal commitments, allowing a strategic buffer period for continuous optimisation and resilience against emerging risks and opportunities.

Carbon Reduction Projects

Agilisys is evaluating additional carbon reduction measures, including to:

1. Introduce an annual supplier sustainability questionnaire to gather information on supplier carbon reduction targets, environmental practices, and emissions management activities, supporting improved oversight and reduction of Scope 3 supply chain emissions.
2. Deliver carbon literacy training for key staff and business managers to improve understanding of emissions sources, strengthen accountability, and support lower-carbon decision-making across operations and service delivery.
3. Enhance internal audit procedures to strengthen environmental compliance, improve emissions data quality, and identify opportunities to reduce operational energy use, waste generation, and associated CO₂e emissions.
4. Implement a Green Travel Policy to reduce transport-related emissions by reviewing the necessity, frequency, and mode of business travel and commuting, while encouraging lower-carbon travel options and more efficient journey planning.

Completed Carbon Reduction Initiatives (Applied to Contracts):

1. Retained ISO 14001 certification, providing a robust Environmental Management System to identify, manage, and reduce environmental impacts and climate-related risks, supporting continual reductions in operational CO₂e emissions.
2. Transitioned to green electricity suppliers, sourcing 100% renewable electricity across Agilisys sites and significantly reducing Scope 2 CO₂e emissions associated with purchased electricity.
3. Prioritised the use of energy-efficient appliances and equipment across operations to reduce electricity consumption and lower associated carbon emissions.
4. Closed the Evesham warehouse facility, digitised records, and decentralised estates and facilities management activities, reducing building energy consumption, paper usage, and travel-related CO₂e emissions.
5. Relocated the main office from London to the North of England, where most staff and clients requiring on-site support are based, reducing business travel distances, overnight accommodation requirements, and associated transport emissions.
6. Implemented a greener Procurement Policy requiring suppliers to comply with Agilisys' environmental standards and sustainability expectations, supporting reductions in supply chain-related Scope 3 emissions.
7. Introduced an asset disposal process focused on the reuse and redistribution of office equipment, reducing waste generation, embodied carbon impacts, and emissions associated with the procurement of new equipment.
8. Implemented mandatory route planning and route-planning software for business travel expense claims to improve journey efficiency, reduce fuel consumption, and lower transport-related CO₂e emissions.
9. Delivered staff training on environmental awareness, compliance, and accountability, alongside a carbon reduction quiz with monetary prizes and a commuting survey to increase engagement, encourage lower-carbon behaviours, and identify high-impact commuting groups for targeted emissions reduction initiatives.
10. Continued to promote lower-carbon commuting through a cycle-to-work scheme, including salary sacrifice arrangements and on-site bicycle facilities, helping reduce employee commuting emissions.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006, its associated guidance, and the relevant reporting standards for Carbon Reduction Plans.

Emissions have been reported and recorded following the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol Corporate Standard, using the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in line with SECR requirements, and the required subset of Scope 3 emissions has been reported under the published Carbon Reduction Plan standard and the Corporate Value Chain (Scope 3) Standard.

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

Signed on behalf of the Supplier on **20th May 2026**:

A handwritten signature in black ink, appearing to be 'Nigel Muirhead', written over a horizontal line.

Nigel Muirhead

Chief Executive Officer, Agilisys Ltd