Correla: Net Zero Progress Report FY2024

Our business, products & services

Our vision

We dream of a simpler, greener energy market; powered by our investment in innovation and passion for customers.

correla

Correla in a nutshell

We help customers navigate the complexities of the energy market while creating cost efficiencies that guide the way forward to a net-zero future.

We do this through our fully adaptable SaaS platforms, comprehensive Managed Services and unrivalled energy industry knowledge. Our combination of technology, people and process is **powering change**, allowing us to deliver solutions for customers where data drives decisions.

What we do

Our SaaS products and Managed Services power change in the energy and utility sector. Allowing organisations to meet industry requirements, keep up with the rapid pace of change and utilise our insights to drive for a Net Zero future.

Organisations are under more pressure than ever to respond swiftly to change, whether that's reporting on decarbonisation targets enabling faster customer switching, supporting smart meter rollout or meeting regulatory requirements.

We're supporting customers with:

- Meeting net zero obligations by 2050
- Smart meter roll out
- Evolving industry body regulations
- Drive for renewable energy sources
- Energy code evolution

correla

Why we're

Taking action on climate

At Correla we utilise the power of data to help our customers and the energy and utilities industry to make key decisions as we drive towards Net Zero. The critical information products and services we design, build and manage, produce insights that enable energy innovation resulting in smarter analysis, lower costs and reduced carbon footprints.

We recognise that innovation and a shift in behaviours within the energy industry is driving high levels of positive climate action and we're pleased to be right at the centre of it working with our customers, supporters and communities to take action.

It's also why it is important to us to acknowledge and help tackle the climate crisis to prevent catastrophic global impacts on our planet and its people. The urgency of this isn't lessening, and we aim to convey that urgency to companies by placing the topic front and centre of our discussions and emphasising our interest in it as shareholders in the businesses.

We aspire to reduce our own emissions to Net Zero by 2050 and eliminate scope 1 and 2 to by 2030.

We recognise engagement with our supply partners is essential year we're continuing to driving carbon reduction as we understand Net Zero can only be done with a partnership approach up and down stream. Education is another key aspect. Our people need to know the hard facts to deliver change and we're utilising Carbon Literacy to inspire them.

There is now overwhelming scientific evidence of climate change. Greenhouse gas emissions have climbed to their highest levels in human history. We are not doing enough to respond to this crisis and limit warming to 1.5°C (the Paris Agreement's threshold to avoid the most catastrophic impacts for people and nature).

The latest climate report from the UN's Intergovernmental Panel on Climate Change (IPCC) offers a message of hope, a warning and a challenge - and businesses have a crucial role to play in changing the course of our planet's future. The report shows that we already have solutions, in every sector, to halve emissions by 2030, in line with a 1.5°C pathway.

correla

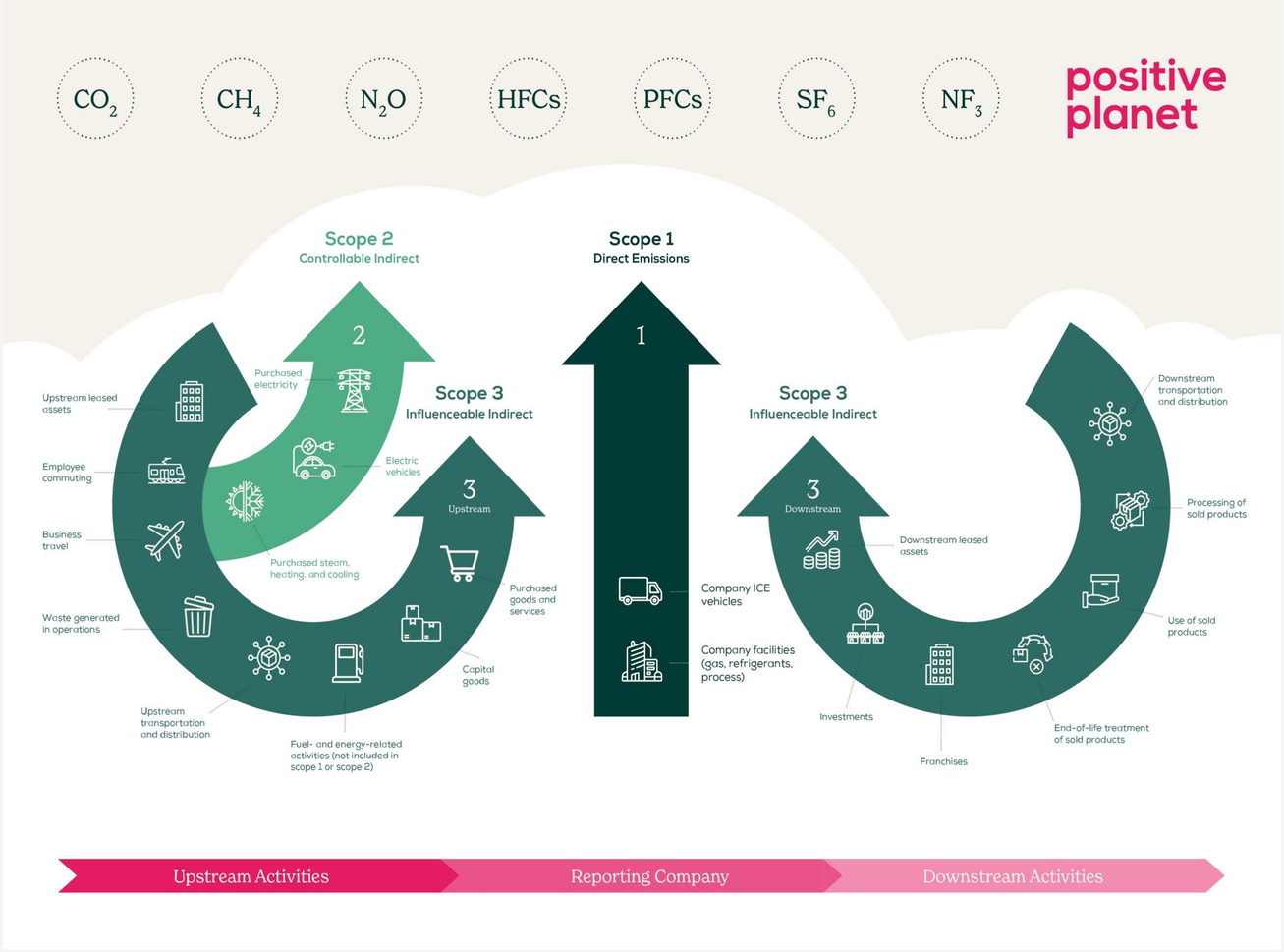
Our Carbon Footprint

How we measure our footprint

In devising a carbon reduction plan with the goal of achieving net zero it is critical that we first understand where our emissions come from. To support this, we have partnered with Positive Planet to measure our emissions.

How our carbon footprint is calculated*

Using the GHG Emissions Protocol Standard, business emissions are identified using three scopes of emissions.
Six Greenhouse Gases are calculated as part this emissions report, known as the six Kyoto Protocol GHGs. These gases occur the most often as a result of business activities, with the highest Global Warming Potential. For the purposes of emissions reporting, these gases are simplified and measured in the unit of tonnes of carbon dioxide equivalent (tCO_2e). We have measured our scope 1, 2, and upstream and downstream scope 3 emissions.



***Carbon Accounting Methodology and Emission Factors Disclaimer:**
Carbon accounting guidance and emission factors provided by external bodies such as DEFRA and the GHG Protocol may be subject to change periodically due to improvements in data quality, calculation methods, and industry best practices. As these updates are outside our control, we may need to remeasure and restate emissions occasionally for previous years to ensure comparability and alignment with current standards, maintaining the accuracy of emissions data and the integrity of Net Zero targets. When changes occur, our approach will be to remeasure the previous year's measurement year and base year, alongside the most recent measurement. If this is not possible, a statement explaining changes and lack of comparability will be added to reports.

Executive Summary

Baseline Year Footprint - 2022

Emissions (tCO2e)
Total: 6,513.6

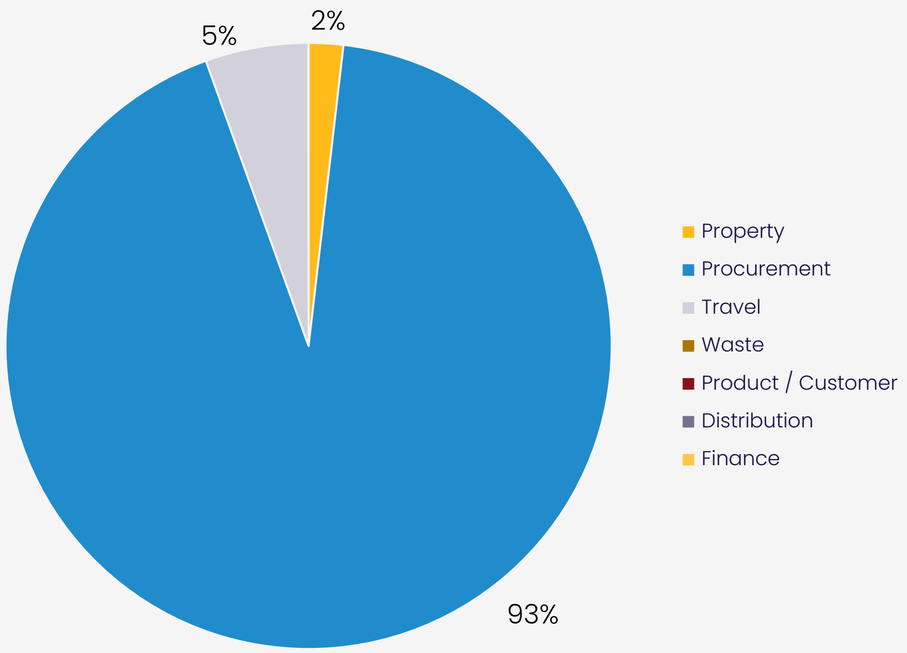
Our highest emitting categories in 2022 were:

- Information technology services
- Business support services
- Employee commuting and home working

We intend to:

- Eliminate scope 1 & 2 emissions by 2030
- Reduce scope 3 emissions by 30% by 2026
- Reduce scope 3 emissions by 50% by 2030
- Reach Net Zero by 2050

Emissions breakdown



correla

Executive Summary

Previous reporting footprint - 2023

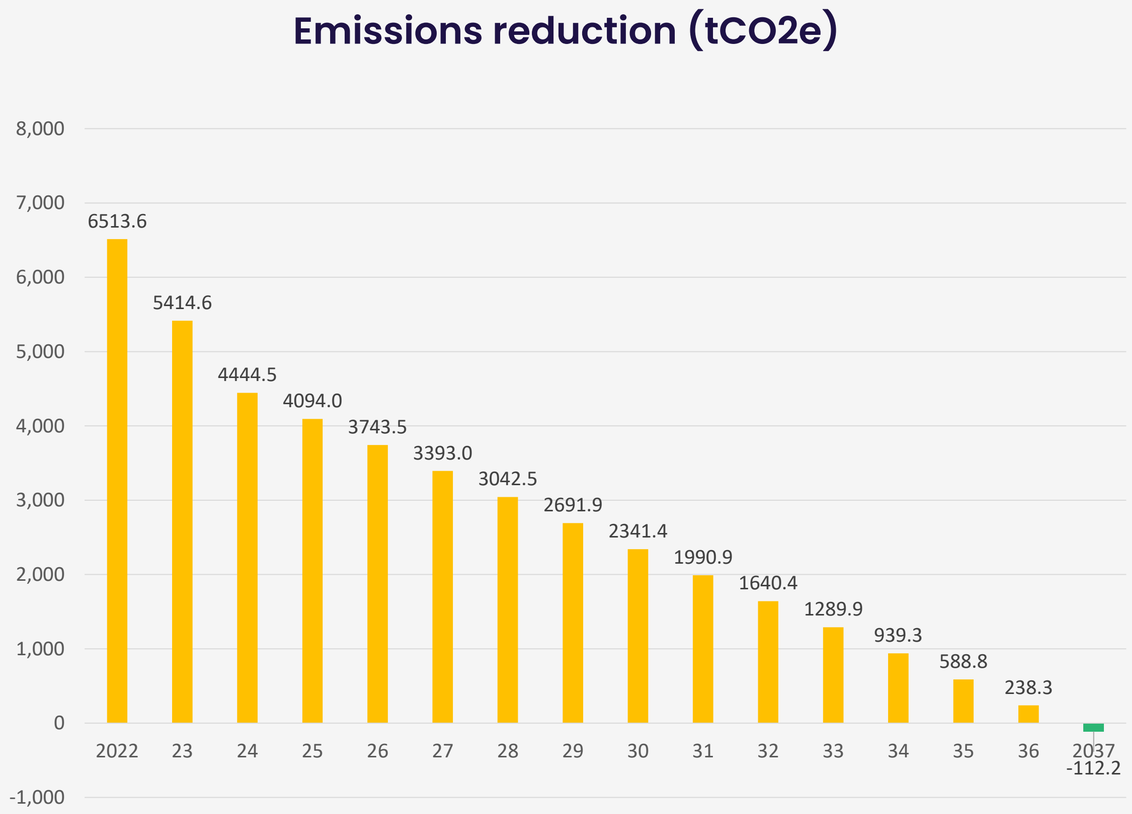
Emissions (tCO2e)
Scope 1 : 83.9
Scope 2 : 28.2 (market-based)
Scope 3: 5302.4
Total : 5414.6

Our highest emitting categories in 2023 were:

- Information technology services
- Business support services
- Employee commuting and home working

Our progress:

- Overall reduction of 17% from our total footprint against our baseline emissions reporting year.
- At this projected reduction, we would be Net Zero by 2037 excluding any future organisational growth opportunities.



Executive Summary

Current footprint – 2024

Emissions (tCO2e)

Scope 1 : 73.1
Scope 2 : Market-based (purchased electricity): 19.16
Data servers: 58.43
Scope 3: 2878.6
Total : 3029.4

Our highest emitting categories in 2024 were:

- Information technology services
- Employee commuting and home working
- Office utilities

Our progress:

- Overall reduction of 53.49% from our total footprint against our baseline emissions reporting year.
- At this point we have now surpassed our Scope 3 reduction targets of a 30% reduction by 2026 and 50% by 2030 targets. (near-term target)
- At this projected path, based on a target 10% reduction rate per annum, we'd retain our trajectory of reaching net zero by 2037.

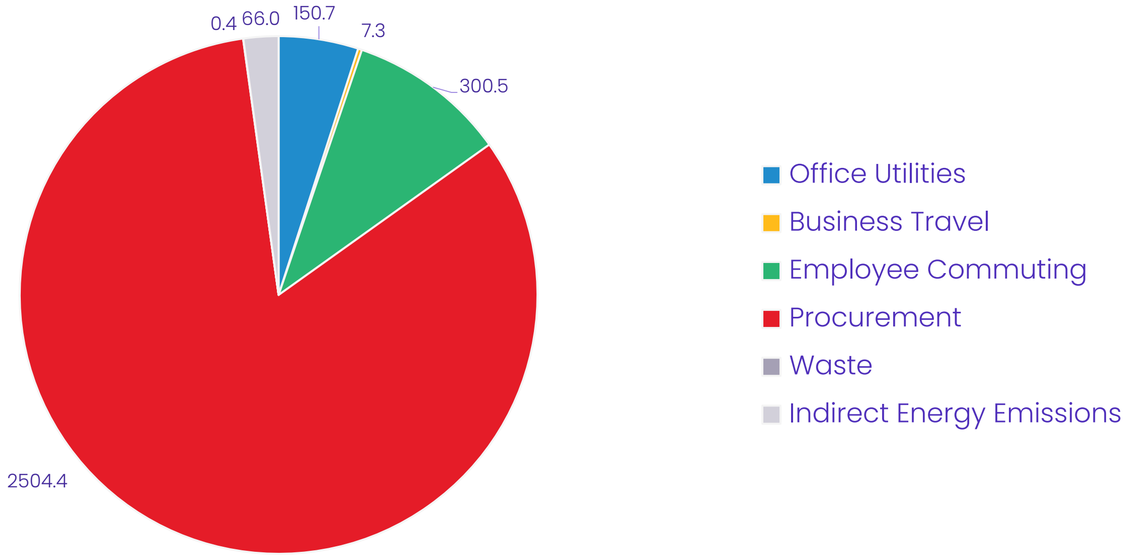
Emissions reduction (tCO2e)

correla

Our current year - 2024

Our current reporting year ran from 1 January 2024 to 31 December 2024.
Use of Sold Products not yet included in measurement

Total emissions*	Scopes 1 & 2	Scope 3*	Carbon Intensity (FTE)
3029.4 tCO_2e	150.8 tCO_2e	2878.6 tCO_2e	8.4 tCO_2e



correla

Net Zero Targets and Progress

What does net zero mean?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations. They are defined as “science-based” when they align with the scale of reductions required to keep global temperature increases well-below 2°C, and ideally below the 1.5°C agreed in the Paris Agreement, compared to pre-industrial temperatures. SBTs provide organisations with pathways to sustainable transformational change to accelerate the transition to a low carbon economy.

Current guidance from the Science Based Targets Initiative (SBTi) states that for most businesses, this means a total reduction in emissions across all scopes by 90% by 2050 at the latest. Carbon removals should then be used to neutralise the residual emissions.

Net Zero targets must include Scopes 1, 2 and 3.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation’s value chain, including emissions from upstream and downstream activities.

What’s the difference?

Net zero
When a business has reduced its Scope 1, 2 and 3 emissions by as much as possible, leaving only ‘residual’ emissions, which cannot be removed. Current guidance from the SBTi states that for most businesses, this means a total reduction in emissions across all scopes by ~90%. Carbon removals should then be used to neutralise the residual emissions.

Carbon neutral
A carbon neutral business has committed to reducing emissions, and in the meantime balances its remaining emissions through carbon removal/ offsetting schemes.

Zero emissions
When no carbon is produced directly from a particular activity, product or service (such as the running of an electric van or an electric cooker on electricity produced through solar power).

correla

Taking action

Our Net Zero targets

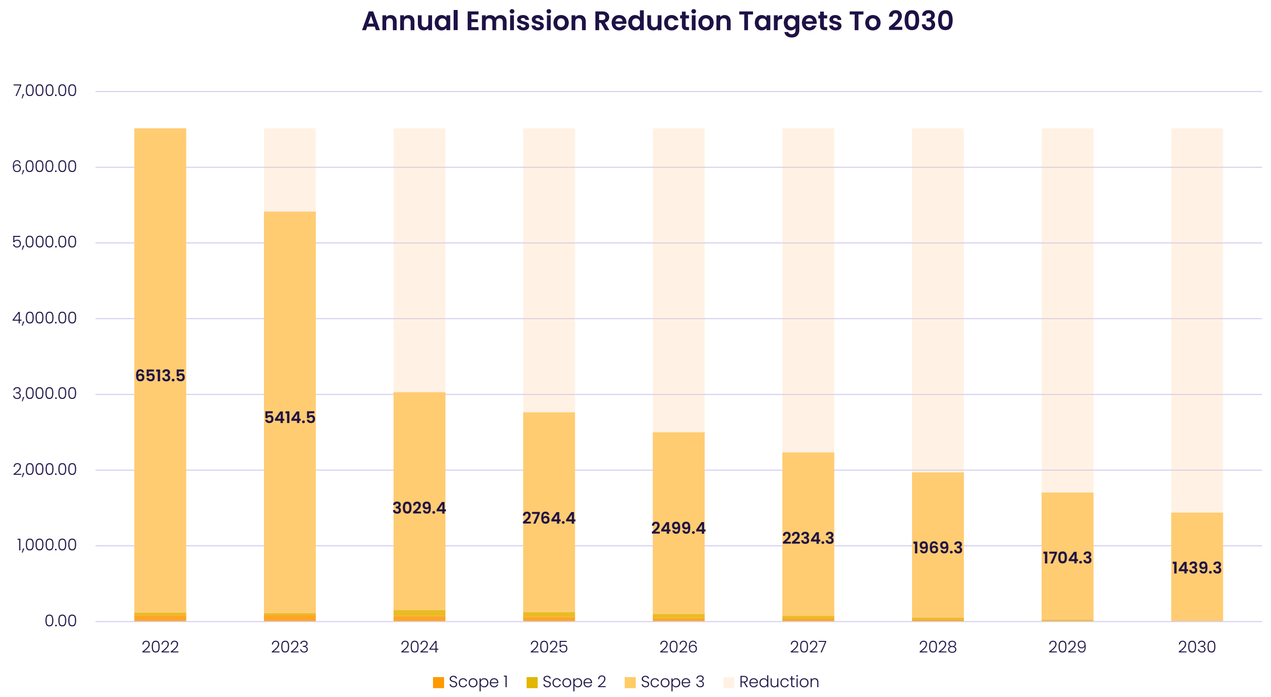
- Reduce our Scope 1 & 2 emissions to zero by 2030.
- Reduce our Scope 3 emissions by ~30% by 2026
- Reduce our Scope 3 emissions by ~50% by 2030.
- Reduce our Scope 3 emissions by ~90% by 2050, becoming net zero.

We are aligning to the SBTi's Net Zero targets.

correla

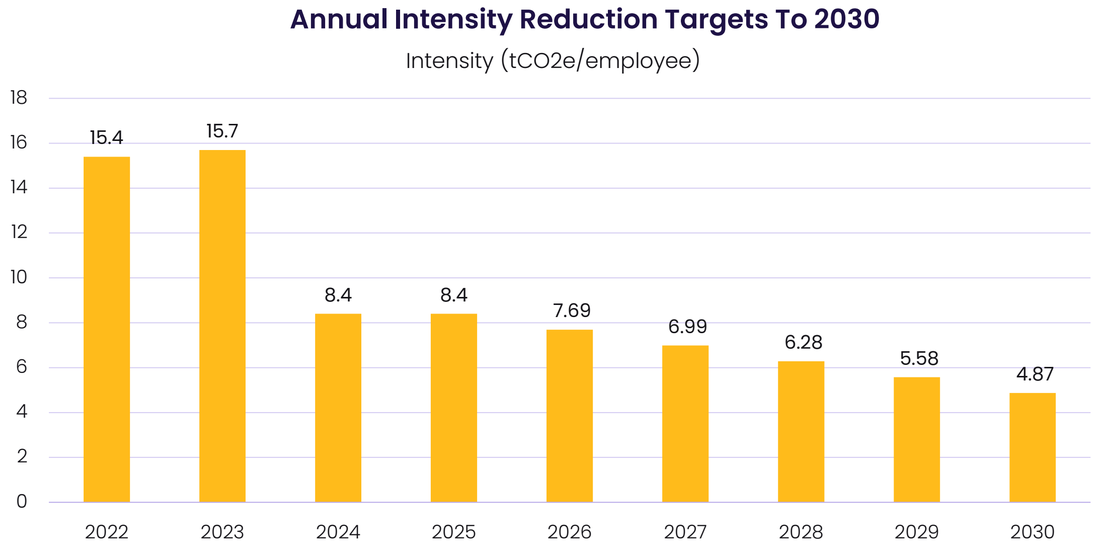
Targeted annual reduction

We will be reporting our annual footprint both as absolute emissions and using a carbon intensity metric (emissions per employee). It is important that we measure both since we are a growing organisation. This will allow us to align with the latest Net Zero guidance more effectively as it evolves over time.



Carbon Intensity

We have modelled an intensity-based emissions reduction pathway from a 2022 baseline (15.4 tCO_2e per employee) to support alignment with Science Based Targets initiative (SBTi) guidance. By 2030, our emissions intensity is projected to reduce by approximately 68% from 2022 levels, reaching 4.87 tCO_2e per employee. This far exceeds the minimum SBTi-recommended annual reduction rate for service-sector organisations. The SBTi allows growing organisations to set carbon intensity reduction targets instead of absolute emissions to account for growth in employee headcount or output. Whilst a 1 tonne per employee residual emissions target does not align to a 90% reduction from our baseline year, Positive Planet has advised this as an ambitious yet feasible Net Zero carbon intensity metric**. First and foremost, we will work towards our absolute reduction target. This intensity-based approach provides a scalable and transparent benchmark for emissions performance, especially in a service-led business model. Our commitment to this trajectory will be embedded in our net-zero planning, operational decision-making, and procurement engagement strategies.



***Advice is based on industry insight and the assumption that Net Zero guidance will evolve over time (may be subject to adjustment in future years).*

correla

Our Progress

We are on track to achieve our near-term targets and will therefore continue to maintain / accelerate our progress. We have witnessed an overall reduction of 53.49% from our baseline emissions In the subsequent reporting period and our Scope 3 emissions have reduced by 54.98% exceeding the 30% by 2026 and 50% by 2030 targets.

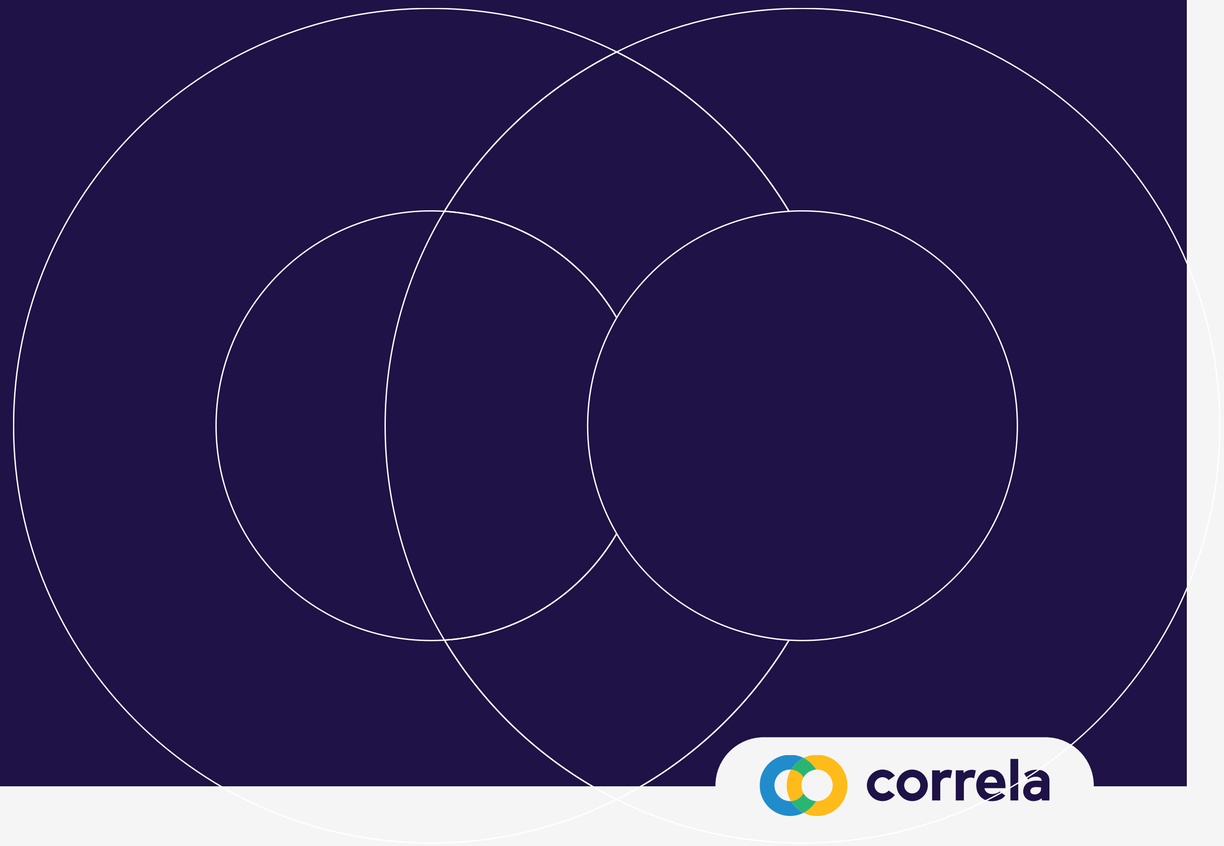
This is 60% more than our projected year-on-year reductions from our baseline year.

Emissions	Total Carbon Footprint (tonnes CO_2e)			% Change (from baseline)
	Baseline year: 2022	Previous year: 2023	Current year: 2024	
Scope 1	81.5	84	73.1	-10.31%
Scope 2	37.8	28.2	Market-based (purchased electricity): 19.16 Data servers: 58.43	**+105.26%** *(due to the inclusion of data servers in 2024)*
Scope 3	6394.4	5302.4	2878.6	−54.98%
Total emissions	**6513.6**	**5414.6**	**3029.4**	**−53.49%**

Emissions	Carbon intensity metric			% Change (from baseline)
	Baseline year: 2022	Previous year: 2023	Current year: 2024	
Employees (tCO_2e per FTE)	15.4	15.7	8.4	-45.54%

correla

Net Zero Roadmap



Taking Action

Steps we've taken

We've taken great strides since Correla was created in 2021

2022 saw our first full year of carbon measurement as a new company and our certification to ISO14001 quality standard to evidence the strength of our environmental management system.

Since then, we haven't stopped either bringing environmental innovation into our products and services or setting ourselves tough targets for carbon reduction in our operations and supplier relations / procurement practices.

Within the following pages are some of the key initiatives we've successfully implemented, supporting the strong carbon reduction performance evidenced within this report.

Employee Engagement, Commuting & Homeworking Emissions

We've carried out Carbon Literacy training and engagement for all Board members, senior management team and key decision makers. Creating spaces for environmental positive conversations, shared with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.

Supply-chain Engagement

We are committed to bringing our suppliers alongside our Net Zero journey. In 2024 we targeted an improvement in the quality of our supply chain emissions, achieving high-quality data from approximately 60% of our spend. On verification this translated to a 44% reduction in our verified procurement emission compared to FY23.

We've also introduced carbon action plans to our key strategic suppliers to feed proactive conversations to fully understand and support the reduction of emissions within our partnerships.

Electrifying our Fleet

In 2023 we removed fossil fuel emitting vehicles from our choice of fleet vehicles and salary sacrifice cars and we can now say 100% of our vehicles are electric / hybrid.

To support our people's transfer to electric vehicles, we've installed EV chargers on site and provide assistance for those who have no charging facilities at home.

Increased Recycling

Our range of recycling facilities have now been improved through the introduction of Costa coffee cup recycling and the insertion of food waste caddies onto our operational floors to divert more waste to anaerobic digestion.

Green Website Hosting

Recently we've also been delighted to declare that our websites are now all hosted on sites which run on green energy.

Efficient Building Management

We've made great savings on our gas consumption by switching our boilers off in spring and back on again in late autumn, reducing our consumption and resulting emissions by 13% compared to FY23. We've also condensed our operational floor usage and closed inefficient floors to reduce energy and the footprint of associated services.

Green energy

We've championed the green energy agenda within our offices and in 2024 successfully influenced our landlord and neighboring tenants to convert to a green energy tariff.

Procurement Lifecycle Process Review

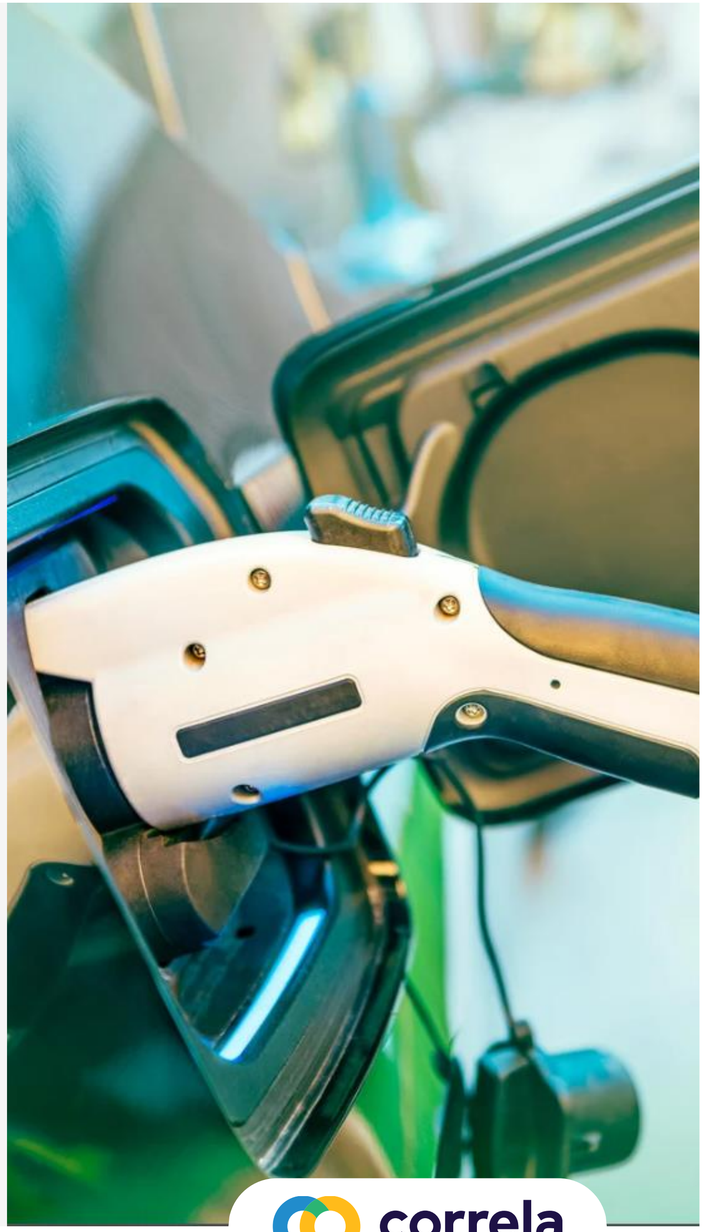
All new contracts now have carbon reporting and reduction clauses, and we've also strengthened the profile of environmental matters within our procurement purchasing and evaluation processes to ensure we're choosing to work with partners with strong sustainability credentials.

Printing

We've reprocured our printing contract, stripping our building to the minimum of two printing devices, saving energy and paper usage.

Climate Risk Assessment

By design we now consider 'climate' as an impact factor within our risk assessment process.



Reducing Scope 1&2

Our scope 1 and 2 emissions are relatively small, accounting for only 5% of our total carbon footprint. Our electricity and gas supply is controlled by the landlord of our building. As a result, we have little control over which supplier they choose, however we are committed to positively influencing and supporting the reduction of these emissions.

During the past year, we have collaborated with the landlord and other tenants in the building, championing a switch to renewable energy and the removal of our dependency on gas for heating and hot water. We're delighted that these conversations are bearing fruit and can celebrate that we've recently achieved the switch to a green tariff for electricity which positively impacts our footprint for 2024 and onwards.

Protecting our Net Zero progress to date is a key principle of our property strategy and our future decisions in this area will be heavily influenced by choosing property partners and landlords that offer sustainable solutions to our premises requirements. Our actions and impact of reducing Scope 1 & 2 emissions have been further outlined in our 2024 Carbon Reduction Report published on our website.

Our goal is to remove 100% of scope 1 and 2 (market-based) emissions by 2030, removing a further 150.8 tonnes of CO2e.

Reducing emissions: procurement

The goods and services we purchase are a large contributor of carbon emissions in our company. In fact, 83% of our annual footprint comes from purchases required to operate our business.

Ultimately, our supply chain emissions are responsible for the vast majority of our total business emissions. It is therefore imperative to focus on reducing these emissions as a priority.

We are already in the process of finalising a sustainable procurement policy and carry out an annual supply chain survey to enrich engagement with our suppliers and improve data quality for procurement. We've also implemented contract level carbon action plans to jointly reduce the footprint of our top-level contractual partnerships to benefit all.

We'll be collaborating to find ways to purchase more sustainably, and when that isn't possible with our current partners, we'll consider seeking out greener alternatives. This may mean considering refurbished goods or choosing products with the lowest environmental impact.

We're targeting a 50% reduction in supply chain emissions by 2030 to keep us on track to Net Zero by 2050.

We are ahead of our projected reductions to 2030 and aim to continue maintaining progress and reductions.

Emissions	(tonnes CO_2e)			% Change (from baseline)
	Baseline year: 2022	Previous year: 2023	Current year: 2024	
Procurement	5955.9	4895.9	2504.4	**-57.95%**

correla

Reducing emissions: engagement

We are responsible for maintaining positive relationships with our stakeholders – whether that's our team members, clients, partners, or our local community. We are proud to be surrounded by so many brilliant and committed individuals, all focused on tackling the climate crisis and ensuring a better future for us all. As an organisation, we aim to inspire positive change in every area of our work.

Enabling our teams to make change

We plan to achieve Carbon Literacy Bronze certification during 2026, overhauling our internal environmental training to include key aspects of this course. In 2025, we will create a Sustainable Travel Policy and consider options to further enable and incentivise low carbon choices.

Educating and inspiring clients

We are committed to engaging with our clients to help them understand climate risks and opportunities, and their own impact, in a non-judgemental and supportive way. We commit to offering a low carbon service as well as access to innovative products that support industry decarbonisation.

We're planning to achieve Carbon Literacy certification during 2026.

We are committing to support, educate and inspire our people and our value chain to measure and reduce their own emissions.

Emissions	(tonnes CO_2e)			% Change (from baseline)
	Baseline year: 2022	Previous year: 2023	Current year: 2024	
Commuting & Homeworking	361.8	325.4	300.5	-16.97%

correla

Committed

Summary

We are proud of our progress to date and our ambitious decarbonisation targets as we aim to become Net Zero by 2050. Making a positive impact is part of our company culture and our roadmap provides feasible steps to help us protect our planet at pace. Engagement is an extremely vital piece of our climate puzzle, and we remain committed to engaging, educating, and inspiring change amongst our colleagues, suppliers, clients, and wider networks.

Whilst we reflect on our accomplishments to date, we look to the future and are excited by further opportunities to instigate change that will benefit our planet and people for generations to come.

Thank you

powering change

correla

Appendix

This report has been prepared for Correla Ltd in collaboration with our Net Zero Advisory partner Positive Planet.

- The calculation has been completed using the methodologies established and reviewed by Positive Planet.
- All the calculations are based on total emissions considering Global Warming Potential for 100 year period (GWP100) and expressed in CO_2 equivalent (CO_2e).
- The factors unless mentioned specifically to be otherwise, are from UK Government Conversion Factor for Company Reporting.
- This procedure is based on one of the most established standards, the Greenhouse Gas (GHG) Protocol developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). The principles of the widely accepted GHG protocol's Corporate Accounting and Reporting Standard. This translates to - completeness, accuracy, transparency, relevance, and consistency are used for the review and benchmarking of the data.
- Any variation between re-calculated footprint and previously reported footprint will be considered as significant if it is more than 5%. In such cases re-calculation of base year should be undertaken (see page 7 for all established methodology).
- Intensity metrics have been calculated utilising the 2022, 2023 and 2024 reportable figures for the following metrics and tCO_2e for both individual sources and total emissions were then divided by this figure to determine the tCO_2e metric.