



CO<sub>2</sub>e  
Reduced  
Organisation

# Active Connect 2025 Sustainability Report



Our mission is to help create a cleaner, more sustainable world. We believe that even small steps can collectively lead to lasting global change.



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# The journey so far...



## Our Sustainability Statement

Our fifth annual Sustainability Report demonstrates that our data-backed, target-driven approach to reducing greenhouse gas emissions is delivering measurable results. At a time when many organisations are delaying or retreating from their carbon reduction commitments, we remain steadfast in our ambition. Through our Active8Zero initiative, we continue to take decisive action toward achieving carbon neutrality by 2028.

*Drew Minty*

**Drew Minty** - Business Director

December 2025



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*Where we are now*



## Why reduce greenhouse emissions?

Climate change is mainly caused by greenhouse gases such as carbon dioxide and methane. These gases are released largely through burning fossil fuels, as well as meat and dairy production, cement manufacturing, and industrial processes like fertiliser use.

Greenhouse gases trap heat in Earth's atmosphere. Instead of heat escaping into space, it is absorbed and re-emitted by these gases, causing the planet to warm. Since the mid-1800s, humans have released over 2.2 trillion tonnes of carbon dioxide, leading to widespread global warming.

As a result, weather patterns are changing. While the planet is generally warming, some regions may temporarily cool. Extreme weather events—such as heatwaves, droughts, floods, hurricanes, and wildfires—are becoming more frequent and intense.

Rising sea levels could put around 190 million people at risk of living below high-tide levels by 2100, potentially causing mass displacement. Prolonged droughts threaten food and water security, while increased rainfall can cause deadly flooding and reduce indoor air quality.

Climate change also threatens the natural world. Ecosystems are delicately balanced, and a 2019 report found that over one million species are at risk of extinction due to human activities. Climate change adds to other pressures like pollution, invasive species, and overexploitation. Without major action, biodiversity loss and ecosystem damage will be severe. Any efforts to reduce carbon emissions will be beneficial and the small steps taken by Active Connect will contribute to global reduction targets.

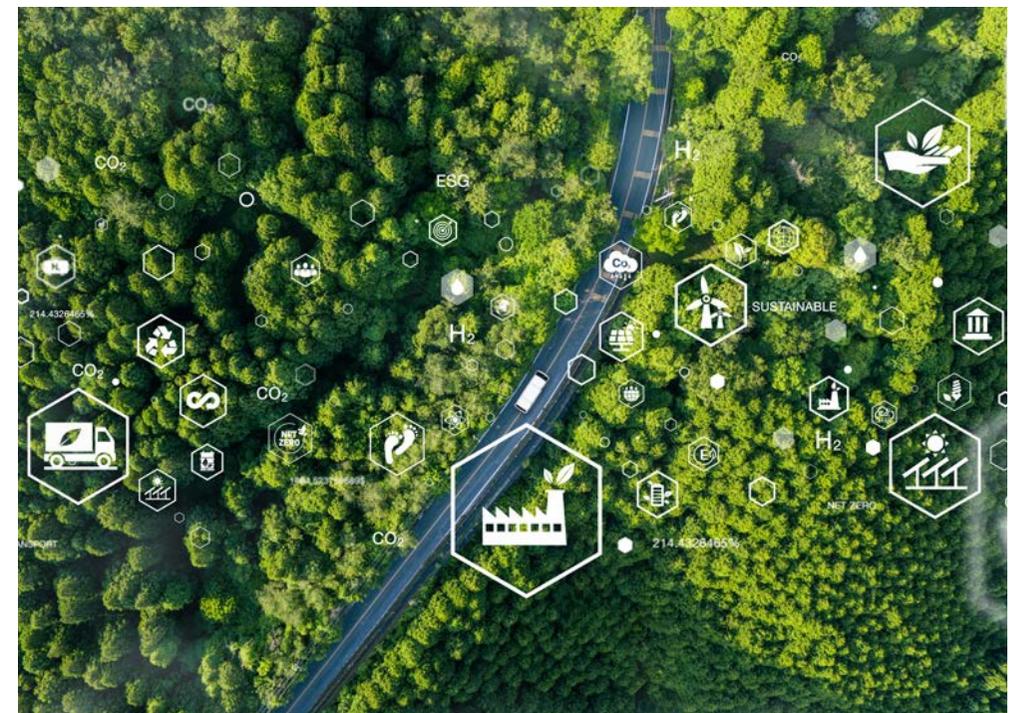
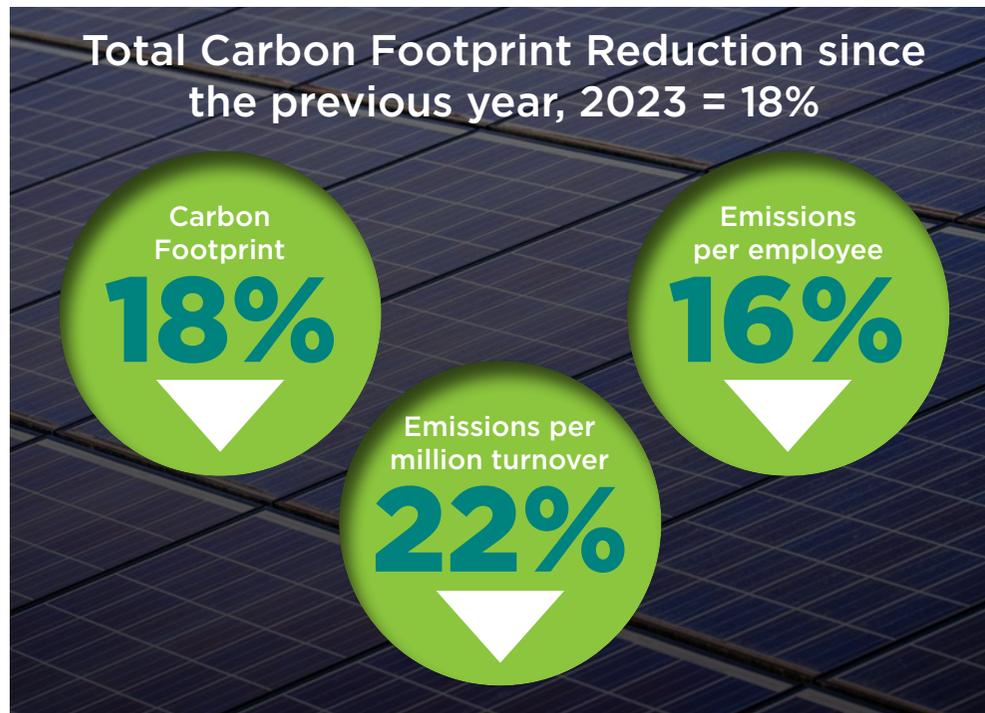
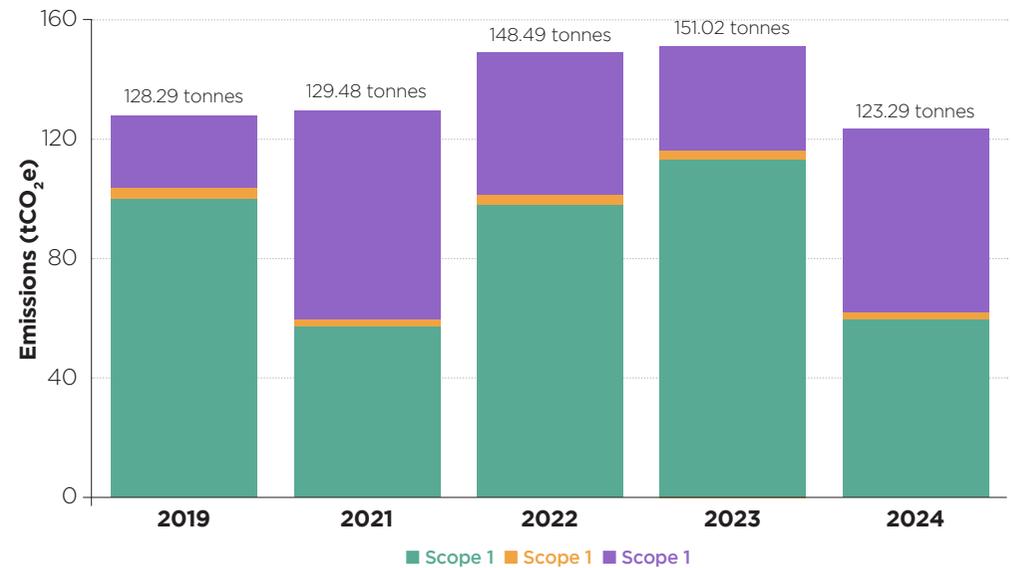
# 2024 Carbon Footprint Results



**Active Connect's total location based carbon footprint for the year ending 2024 is 123.29 tonnes of CO<sub>2</sub>e.** This shows an **18% REDUCTION** in emissions, year on year which proves that our targeted efforts have made a significant impact. Metrics such as "Emissions per employee" and "Emissions per million turnover" have also shown **REDUCTIONS of 16% and 22%** respectively.

Previous assessments have identified that transportation is our biggest contributor to our carbon footprint, so efforts were made to target this particular scope and emission source. The implementation of a sustainable fuel alternative was sourced and a HVO storage tank was purchased and installed at our offices. This targeted approach has proved to be the perfect solution to meeting our sustainability targets and we are pleased to report a 46% reduction on Scope 1 emissions.

## Total location based carbon footprint in tonnes of CO<sub>2</sub>e

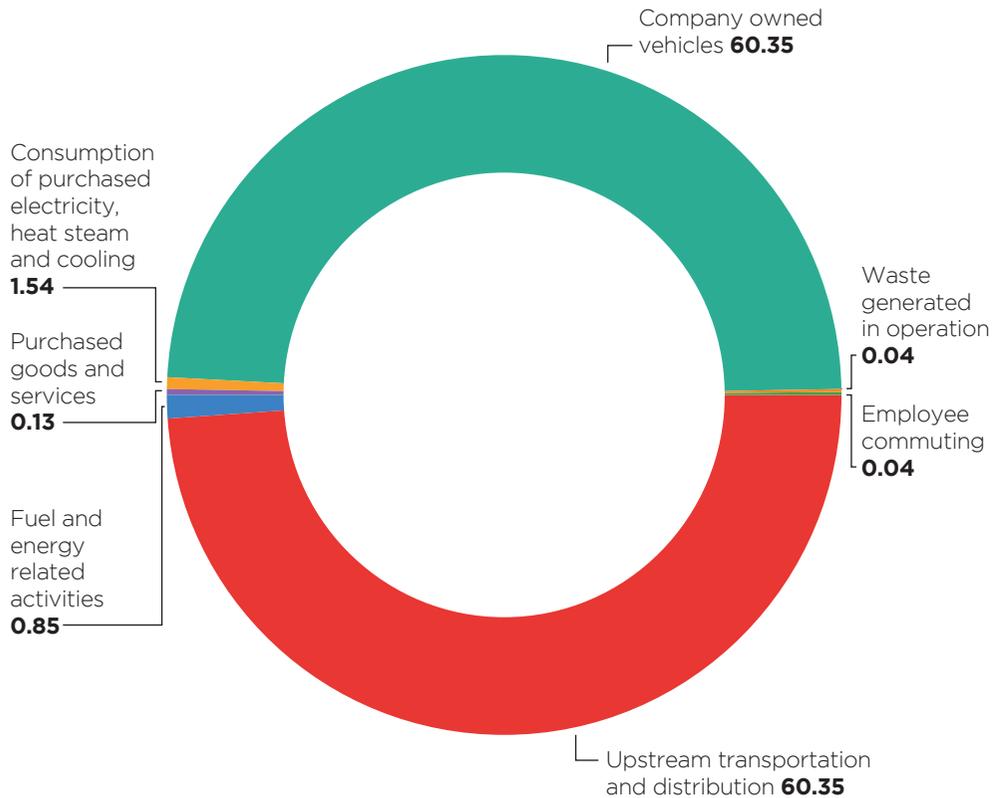


# Emissions from business travel and logistics



The nature of our business means significant travelling is unavoidable. The introduction of a HVO Tank has helped reduce the impact of Scope 1 which has reduced by 40% since the baseline year of 2019. The addition of another Electric Vehicle to the fleet will hopefully further reduce emissions going forward. Utilising technology to partake in virtual meetings is encouraged so as to further reduce emissions from traveling and transportation.

## tCO<sub>2</sub>e emissions breakdown of Active Connect's business travel and logistics



# Emissions from energy usage at site facilities

We have seen a 48% reduction since 2019 (the base year) in our Scope 2 indirect emissions relating to energy consumed at our premises. Our electricity usage reflects a small part of our overall emissions but any savings are welcomed. The installation of PV at our offices is no doubt playing its part in reducing our carbon footprint.



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*Where we want to be*



Active Connect are making great strides on our journey to carbon neutrality but we understand that we must continue to strive for further reductions. We are committed to our Active8Zero initiative and the addition of EV Vehicles and the use of HVO within our fleet have helped us stay on track. Our Active8Zero initiative is simple, we are committed to addressing climate change and will be carbon neutral by 2028. With the help of independent third parties, we will continue to report, track and monitor emissions so that targeted action can be implemented. We will continue to advocate positive change and demand more from our supply chain so that aligns with our endeavours.

2022  
active8zero

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*How we're going to get there*





## In summary

Our independent assessment ensures that the collection and submission of GHG emissions data is robust and reliable. This enables a detailed breakdown of emissions and the presentation of data in a clear, analytical format, allowing us to focus on areas of greatest impact. We are now utilising a new digital platform that enables real-time input and review of GHG emissions data. This enhances data accuracy and allows us to track progress consistently throughout the year.

During the reporting period, we achieved a significant 18% reduction in our overall carbon footprint. Notably, targeted reductions in travel and vehicle emissions were delivered as a direct result of data-driven recommendations. While travel and vehicle emissions remain our largest contributor, there are practical limitations to further reductions at this time. We have expanded our EV fleet; however, although manufacturers continue to bring new electric vehicles to market, these are not yet suitable for the operational demands of our site-based engineers.

The installation of a HVO tank at our premises has been a key driver in reducing emissions. However, the anticipated national rollout of HVO fuel at service stations has not materialised, limiting our ability to further increase the use of hydrocarbon alternatives. We will continue to actively monitor and manage vehicle usage, particularly where multiple engineers are working on the same project and opportunities exist for van-sharing.

In addition, we have invested in training, with the company completing the accredited ISEP Environmental Sustainability Skills for Managers course. This provides both strategic and operational insight into environmental sustainability and will form the foundation for continued learning and development across the business.

We believe that these combined actions will continue to drive reductions in our GHG emissions, and we anticipate further savings next year as the benefits of our HVO implementation increase. We will not be complacent and will continue to identify opportunities and innovations to support further reductions, bringing us closer to achieving our Active8Zero ambition of carbon neutrality by 2028.



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