



**FDM Group Limited
UK Carbon Reduction Plan**



UK Carbon Reduction Plan

Company name: FDM Group Limited

Publication date: April 2025

Commitment to achieving Net Zero

FDM Group Limited is committed to achieving Net Zero emissions by 2050.

FDM Group is fully committed to playing its part in addressing the climate crisis and has committed to delivering Net Zero emissions across all scopes by 2050. At a consolidated Group level, we have developed ambitious near-term science-based targets in line with a 1.5°C limit to global warming, which have been validated by the Science-Based Targets initiative.

Our commitment to delivering Net Zero emissions applies to all entities within the Group, with the following minimum boundaries:

- Scope 1: Direct emissions from owned or controlled sources
- Scope 2: Indirect emissions from the generation of purchased electricity, heating and cooling that FDM consumes
- Scope 3: All other indirect emissions that occur within our value chain over which we have operational control, including:
 - Category 1: Purchased goods and services
 - Category 2: Capital goods
 - Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)
 - Category 5: Waste generated in operations
 - Category 6: Business travel
 - Category 7: Employee commuting

The calculation of Scope 3 emissions is complex. For the purposes of this UK Plan, we are reporting only on the following Scope 3 sub-categories: Category 5 (waste generated in operations); Category 6 (business travel); and Category 7 (employee commuting). This report does not include reporting of Scope 3 sub-categories 1, 2 and 3 which are collated and monitored at a Group level.

FDM Group has nil emissions for the following Scope 3 sub-categories, which are not applicable to FDM at a UK or Group level: Category 4 (upstream transportation and distribution. Emissions from transport costs related to capital goods are captured under Scope 3 Category 2 (capital goods)); Category 8 (upstream leased assets); Category 9 (downstream transportation and distribution); Category 10 (processing of sold products); Category 11 (use of sold products); Category 12 (end-of-life treatment of sold products); Category 13 (downstream leased assets); Category 14 (franchises); and Category 15 (investments).



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 can be measured. FDM's base year is the 12 months to 31 December 2020.

Emissions reporting

Total emissions (tCO _{2e})	Base Year: 2020	2022	2023	Reporting Year: 2024
Scope 1	57	59	98	102
Scope 2 (market based)	100	0	0	4*
Scope 3 (included sources)				
Sub-cat 5: Waste generated in operations	7	12	5	5
Sub-cat 6: Business travel	43	59	80	63
Sub-cat 7: Employee commuting	428	551	619	653
Scope 3 total:	478	622	704	721
Total emissions	635	681	802	827
	2020	2022	2023	2024
Average number of UK employees	2,418	2,964	2,638	1,966
Intensity ratio Emissions (Scope 1, 2, 3) per employee (tCO _{2e})	0.26	0.23	0.30	0.42

* The 4 tCO_{2e} that occurred in 2024 was as a result of an inherited electricity tariff in place at two new offices, which we subsequently changed.



Emissions reduction targets

FDM' Group's annual greenhouse gas emission remain low.

FDM Group is committed to achieving Net Zero emissions by 2050. In order to continue our progress to achieve Net Zero, we have adopted the following near-term worldwide carbon reduction targets:

FDM Group is committed:

- to reduce its absolute Scope 1 and 2 greenhouse gas emissions by 50% by 2030 from a 2020 base year; and
- to reduce its Scope 3 greenhouse gas emissions by 62% per full-time employee by 2030 from a 2020 base year.

Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2020 baseline. The annual carbon emission reduction achieved by these schemes equates to approximately 100 tCO_{2e}:

- Through dialogue with our landlords the electricity supplied to all our UK centres is sourced from 100% renewable energy sources;
- Undertaking direct actions and steps identified as part of FDM's UK ESOS Action Plan including the introduction of efficient lighting in our new Brighton office;
- Paper reduction: the implementation of a new time-recording and billing system in 2020 significantly reduced our paper usage;
- We are virtualising our IT estate: Our electricity requirement is lower because our cloud-based systems and data are hosted at efficient datacentres, run by Microsoft Azure, that flex capacity in line with our usage; and
- The use of video conferencing technology and other collaborative tools to reduce the need for travel.

In the future we will implement further measures:

- We are in dialogue with our landlords regarding the introduction of further energy-saving initiatives to reduce our consumption of electricity and natural gas.



Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been approved by the Board of Directors.

Signed on behalf of FDM Group Limited:

Rod Flavell, Chief Executive Officer

April 2025

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

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

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