



Certified



Corporation



Carbon Reduction Plan Sparta Global

2025

Commitment to achieving Net Zero.

From intensifying droughts and wildfires to devastating hurricanes and floods, extreme weather events underline the urgency of the climate crisis. Yet, amidst these challenges, human ingenuity has blossomed.

Organisations, fuelled by purpose, are taking concrete steps towards climate action, defying economic and energy hurdles.

At Sparta Global, we are committed to addressing the urgent climate crisis by taking bold action to reduce our carbon footprint. We recognise the importance of achieving net-zero emissions as a critical milestone in combatting climate change and improving our business function. To achieve Net Zero, we have set carbon reduction targets and started a multitude of carbon reduction projects. We have partnered with organisations across the ESG sector to not only better understand our environmental impact but also take the pivotal step to offset our emissions. We have set a clear and ambitious target to reach carbon neutrality in 2030. By 2030, we aim to achieve a significant 25% reduction in our overall environmental footprint (Scopes 1-3) compared to our 2023 baseline.

Furthermore, we invest in carbon offsets for the remainder of our emissions, making us a carbon-neutral business. This commitment encompasses all aspects of our operations, from energy consumption and transportation to waste management and employee practices. We commit to reach net zero by 2050 with a 90% absolute reduction from baseline levels across all scopes. As a certified B-Corp company, we understand the value of people and the planet. Sparta Global believes that sustainable growth is the only way to build a successful business and have a lasting positive impact on our environment and society.

This is why we have developed a strong mission statement around our commitment to sustainability and pushed for higher standards across the organisation in 2024. At Sparta Global, we recognise the importance of safeguarding the environment and reducing our business's environmental impact. We are dedicated to implementing sustainable initiatives, adopting renewable energy sources, optimising energy efficiency, promoting sustainable transportation, motivating our employees to drive positive change, and engaging with our suppliers to follow best practices. By prioritising innovation, collaboration, and continuous improvement, we are confident that we can meet this milestone and contribute to building a greener, more sustainable future for all.

Over the past year, we have made significant progress in achieving our net-zero goals. We have included purchases of G&S in our scope 3 emissions. We have thus far included our purchase of IT assets into this category, which makes up a significant portion of our recurring costs. We have retroactively added this category to our baseline year of 2023. Despite expanding our emission tracking, we have been able to deliver on our net-zero ambitions, recording a 28% decline in YoY emissions. This has been driven by increased energy efficiency and a significant increase in renewable energy usage across our London and Birmingham offices. This progress has resulted in us moving from an EcoVadis Silver to a Gold, making Sparta rank in the top 5% of companies globally.

Moreover, we completed the CDP (Carbon Disclosure Project) for the first time in 2024 and achieved a score of B-. The scope and intensity of the CDP assessment are such that our score of B makes us an industry leader, with the only other HTD firm undertaking the same receiving a D. This is reflective of our robust ESG structure and our commitment to driving environmental change.

Baseline emissions footprint.

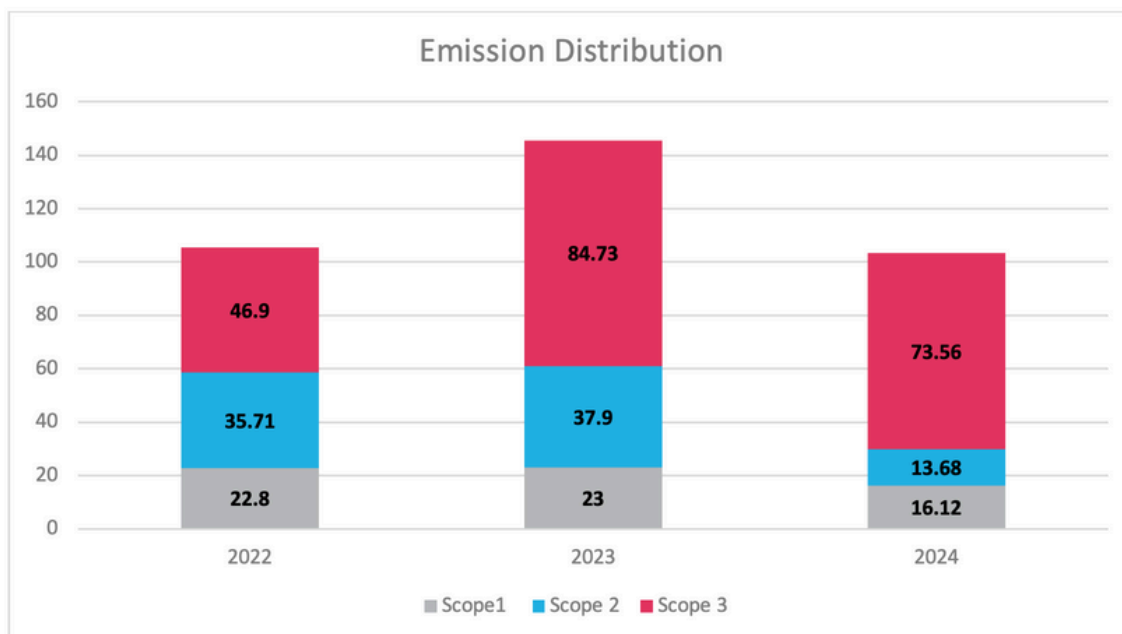
Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced before the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured. Our Baseline is 2023.



EMISSIONS	2024 Total (tCO2e)	2023 Total (tCO2e)
Scope 1: Emissions from direct sources	16.12	23.0
Scope 2: Market-based, including purchased electricity	13.68	37.9
Scope 3: Business Travel, Employee Commute, WTT, T&D, Water Waste, Purchase of Goods and Services	73.56	84.73



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Consumption Figures	2024	2023
Electricity usage (kWh)	138,304	183,039
Gas usage (kWh)	88,149	125,797
Water m3	250	615

Emissions Intensity	2024	2023
Gross Emissions tCO ₂ e / Average UK Headcount	0.22324	0.235647
Electricity usage kWh / Office square foot	13.40	17.74
Gross Emissions tCO ₂ e / Turnover (£1,000)	0.003639	0.003588

Emissions reductions targets.

Analysing our carbon emissions has revealed opportunities to make a real difference. We are committed to using renewable energy sources to reduce Scope 2 emissions. Our London Office exemplifies this commitment, with 100% of its electricity coming from renewable sources from October of 2024. By 2030, we're aiming to shrink our environmental impact by a substantial 25%. This reduction applies to scopes 1, 2, & 3 compared to where we were in 2023. By 2050, we have even bigger goals: achieving net-zero emissions, which means cutting our emissions by 90% across the board and offsetting the remainder.

Sparta Global acknowledges the importance of offsetting the remainder of our emissions through reforestation, renewable energy development, and other carbon reduction projects. Our partnership with Carbon Neutral Britain and Travel Perk has enabled us to offset all our emissions in 2024.

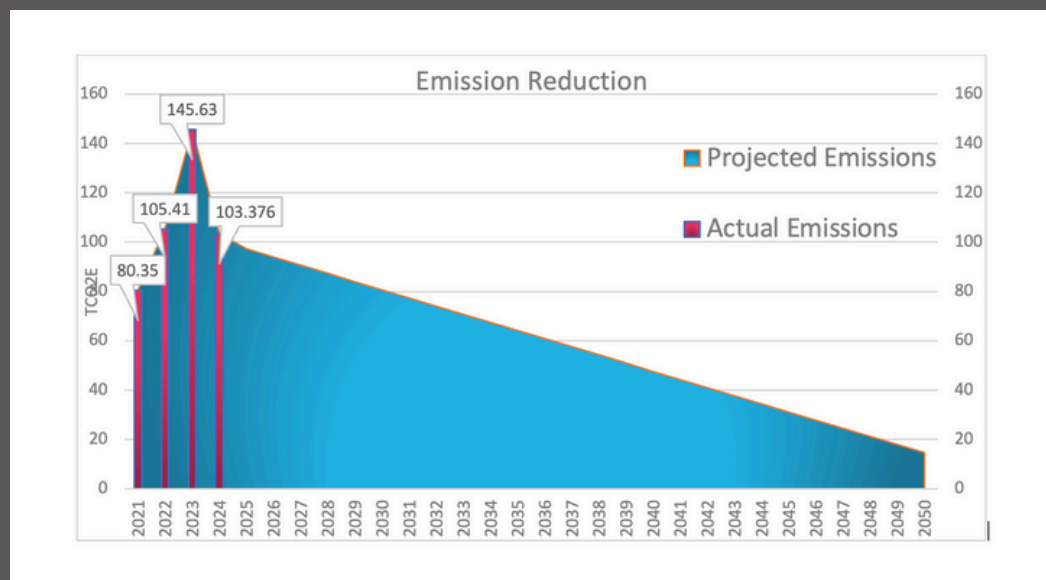
Sparta Global is committed to reducing its carbon footprint and achieving net-zero emissions. We are working to decarbonise our operations and supply chain as well as adapt our business to the risks and opportunities presented by a net-zero future. Taking responsibility for our environmental impact is a priority. This commitment is evidenced by completed initiatives like ISO 14001 certification, UN Global Compact signatory status, and emission offsets. Looking ahead, the company plans to reduce emissions through increased energy efficiency, promoting sustainable commuting, comprehensive recycling programs, and prioritising eco-conscious suppliers. Additionally, employee engagement will be key through training, green initiatives, and a dedicated sustainability task force.

In Q4 of 2024 Sparta Global undertook its largest energy efficiency audit in line with ESOS (Energy Saving and Opportunity Scheme). This audit was conducted by an accredited supervisor and audit professional. The audit consisted of a site visit during which the building, including the building metering areas, was assessed for energy consumption and savings opportunities. The audit revealed key insights into different energy-saving measures that can drive efficacy across our business operations and lower our emissions simultaneously. These insights are guiding our policies and initiatives for the coming year. In Q2 2024, Sparta Global internally published a more sustainable Travel and Expenses policy for employees, highlighting the increased emissions of certain public transport and emphasising the use of more energy-efficient transportation for the purposes of business commuting. Sparta Global endeavours to reduce carbon emissions, boost employee awareness, and drive cost efficiencies.

In the beginning of 2024, Sparta Global placed an urgent focus on adapting and supporting its transition stage. Determined to offset our carbon emissions and achieve an ambitious goal of being a carbon neutral company by year end 2024. This was certainly achieved by investing in the partnership with a leading carbon offsetting initiative in the UK. Through this partnership we have invested into their climate fund supporting four clean energy projects globally:

- Elazig Solar Farm Turkey: This is one of the first 'high efficiency' solar farms within the region, providing economically viable renewable energy solutions, in a country heavily reliant on fossil fuel combustion. Elazig Solar Farm aims to be one of many solar projects to help reduce emissions, whilst also providing economic stability and certainty in the availability and cost of energy across the country
- Household Solar Lighting in Zambia: This project provides solar lighting to families in Zambia who lack access to electricity in their homes. By providing cost-effective and clean lighting solutions for the first time, families and children can study, cook, and socialise in the safety of the home
- Wind Power in India: This project involves the construction, commissioning, and safe operation of a wind farm in the Indian state of Karnataka, supplying the Karnataka state electricity grid, which forms a part of the Southern Regional Electricity Grid of India
- Salkhit Wind Farm in Mongolia: This is the first grid-connected wind farm in Mongolia. The project generates renewable electricity using wind power turbines and supplies the Mongolian central grid to meet the growing electricity demand within the region

Following the UN Climate Change Conferences (COPs 26,27,28), which reaffirmed the Paris Agreement's goal of limiting the increase in the global average temperature to well below 2°C above pre-industrial levels, Sparta Global intends to plant a tree for every new Spartan assigned to a client. This directly aligns our business activity with our environmental impact. In 2024, Sparta Global planted 230 trees. The positive impact of tree plantation projects is limitless, from improving biodiversity to promoting local community livelihood and female empowerment.



Sparta Global has completed the following carbon reduction accreditations and projects:

- ISO 14001
- Eco Vadis (Gold Medal)
- Signatory to UN Global Compact.
- B-Corp
- Green Perk to offset 100% of carbon emissions from business travel.
- Carbon Disclosure Project B-
- Partnership with Octopus Energy to finance EV's for employees
- Partnership with Atlas Project to plant a tree for every Spartan deployed
- Partnership with Carbon Neutral Britain, offsetting 100% of our calculated emissions in 2024
- PE Wire ESG AAA award for most Innovate ESG Strategy of the Year

Energy Efficiency:

- Increase the usage of energy-efficient products across the business.
- Implement a robust Energy Management System to monitor our performance.
- Conduct regular energy audits to identify areas for improvement and track progress.
- Optimise our asset usage to lower lifecycle emissions.
- Increase the usage of renewable energy for our electricity and gas needs.
- Sparta Global's new sustainable printers in London use less energy, create less waste, and are expected to reduce CO2 emissions by 72% compared to our previous printer.
- 100% of electricity at our London office comes from renewable sources
- ESOS audit of our EMS delivering energy and cost saving opportunities.

Sustainable Transportation:

- Promote sustainable commuting options for employees, such as cycling, walking, carpooling, or the use of public transportation.
- Incentivise employees to choose low-carbon transportation options.

Waste Management:

- Establish a comprehensive recycling program within the organisation, ensuring proper sorting and disposal of recyclable materials.
- Minimise paper usage by encouraging digital documentation and implementing paperless processes.
- Explore opportunities to compost organic waste in the office and employee cafeterias.

Green Procurement:

Set a goal to have 100% of suppliers committed to sustainability and provide evidence of their net zero plans.

Prioritise sourcing products and services from suppliers who adhere to sustainable practices and have a low carbon footprint.

Employee Engagement:

- Raise awareness and educate employees about the importance of carbon reduction and achieving net zero.
- Organise training programs or workshops to empower employees to take individual actions to reduce their carbon footprint.
- Establish a sustainability task force to drive initiatives, gather employee suggestions, and track progress.
- Organise volunteering programs committed to sustainability initiatives.

Offsetting Carbon Emissions:

- Support initiatives on reforestation, renewable energy development, or other projects with proven carbon reduction benefits.
- Invest in carbon offsets, supporting carbon sequestration projects.

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 standard and use the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported per SECR requirements, and the required subset of Scope 3 emissions have been reported per the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard. This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed by: PURNIMA SEN

Chief Operating Officer, Sparta Global

May 01, 2025

