Link ICT Services Limited

Carbon Reduction Plan

Publication Date: April 2026

Reporting Standard: PPN 006 (UK Government)

Company: Link ICT Services Limited

Company Address: 26 Royal Scot Road, Pride Park, Derby, England, DE24 8AJ

Company House Number: 08142733

This Carbon Reduction Plan applies to the organisation's sole UK head office, identified by its registered address. The site comprises 1,686 sq/ft (156.63 sq/m) of office space and is occupied by 13 full-time employees.

Link ICT Services Limited
26 Royal Scot Road,
Pride Park,
Derby,
England,
DE24 8AJ

Commitment to Achieving Net Zero

Link ICT Services Limited is committed to achieving Net Zero greenhouse gas emissions by 2050, in line with requirements set out by the UK Government.

The organisation recognises its responsibility to minimise environmental impact and is committed to continuous improvement in carbon management and sustainability practices.

Baseline Emissions Footprint

All greenhouse gas emissions are reported in tonnes of carbon dioxide equivalent (tCO_2e). Emissions have been calculated using activity data and the UK Government GHG Conversion Factors for Company Reporting (latest available version at the time of calculation), in line with the GHG Protocol.

Baseline Year: April 2024 – March 2025 (first reporting year)

Scope	Emissions (tCO_2e)
Scope 1	0.0
Scope 2	0.0 (market-based)
Scope 3	9.8
Total	9.8 tCO_2e

This is the organisation's first Carbon Reduction Plan. As such, the baseline year (2024–2025) is also used as the current reporting year. Future reports will demonstrate year-on-year emissions reductions against this baseline.

Emissions Breakdown

The organisation's emissions profile is predominantly Scope 3 driven, with minimal direct emissions due to full electrification of vehicles and use of renewable electricity.

Scope 1 – Direct Emissions

- Company vehicles (fully electric fleet)
- No gas consumption

The organisations Scope 1 boundary includes company vehicles; however, the fleet is fully electric and therefore produces no direct greenhouse gas emissions. The organisation has no on-site gas consumption or other forms of direct fuel combustion. As a result, Scope 1 emissions for the reporting period are 0.0 tCO_2e.

Scope 2 – Indirect Energy

- 100% renewable electricity supply
- Reported as 0 tCO_2e (market-based method)

The organisations electricity consumption for operations is supplied via a 100% renewable electricity tariff supported by Renewable Energy Guarantees of Origin (REGOs). Market-based Scope 2 emissions are therefore reported as 0.0 tCO_2e. For transparency, location-based electricity emissions are estimated at approximately 3.8 tCO_2e; however, in line with UK Government reporting guidance, the market-based method is used.

Scope 3 – Indirect Emissions

Primary contributors:

- Business travel (engineer site visits)
- Employee commuting
- Waste generated in operations
- Upstream Transportation & Distribution
- Downstream Transportation & Distribution
- ICT Hardware Procurement (Purchased Goods & Services)

The organisations Scope 3 emissions represent the majority of the emissions profile. In accordance with PPN 06/21, Scope 3 emissions have been reported across the five mandatory categories: Business Travel, Employee Commuting, Waste Generated in Operations, Upstream Transportation and Distribution, and Downstream Transportation and Distribution, along with the additional category of ICT hardware procurement under Purchased Goods and Services. Key contributors include employee commuting, business travel (including engineer site visits), the manufacture and procurement of ICT hardware, and the upstream transportation of purchased equipment.

Although Link ICT Services Limited operates a fully electric vehicle fleet, a residual level of emissions remains associated with upstream electricity generation and lifecycle impacts. These emissions are appropriately accounted for within Scope 3, in line with the GHG Protocol. Scope 3 emissions have been calculated using a combination of supplier data where available, industry-standard activity estimates, lifecycle impact assumptions for ICT hardware, and the UK Government GHG Conversion Factors for Company Reporting.

As such, the baseline year (2024–2025) is also used as the current reporting year. Future reports will demonstrate year-on-year emissions reductions against this baseline as data quality improves and additional reduction measures are implemented.

Category	Emissions (tCO_2e)	Explanation
Business Travel	2.9	Emissions associated with employee business travel, including engineer site visits using electric vehicles and limited public transport use. While vehicles are fully electric, upstream electricity generation emissions are included.
Employee Commuting	4.1	Emissions from staff commuting between home and the office, based on standard UK commuting assumptions and a mix of car and public transport use across 13 employees.
Waste Generated in Operations	0.4	Low volumes of operational waste, including general office waste and WEEE from IT equipment disposal. Recycling arrangements are in place where possible.
Upstream Transportation & Distribution	1.2	Emissions associated with the transportation of purchased IT equipment (laptops, monitors, peripherals) from suppliers to the organisation.
Downstream Transportation & Distribution	0	The organisation does not distribute physical goods downstream. Services are delivered digitally or via on-site support.
ICT Hardware Procurement (Purchased Goods & Services)	1.8	Lifecycle emissions associated with the manufacture of IT hardware, including laptops, monitors, peripherals, and networking equipment purchased during the reporting year.
Total	9.8	

Carbon Reduction Achievements

Link ICT Services Limited has already implemented significant decarbonisation measures:

- Transition to 100% renewable electricity
- Full electrification of company vehicles
- Reduction of operational emissions to approximately 9.8 tCO_2e, significantly below typical industry levels
- Approximately 70% of end-user devices are sourced as refurbished equipment, significantly reducing lifecycle emissions associated with manufacturing

Emissions Reduction Targets

The organisation is committed to reducing its greenhouse gas emissions in line with UK Government expectations and in a manner proportionate to the size and nature of the organisation.

Near-term targets (by March 2028)

- Achieve a minimum 40% reduction in total organisational emissions relative to the 2024–2025 baseline
- Reductions will focus primarily on Scope 3 emissions through:
    - Reduced employee commuting emissions via hybrid working practices
    - Minimising business travel where remote support is viable
    - Extending the lifecycle of ICT equipment and increasing use of refurbished hardware

Long-term targets

- Achieve a minimum 75% reduction in total emissions by 2035, compared to the baseline year
- Maintain zero Scope 1 emissions through continued use of a fully electric vehicle fleet
- Maintain zero market-based Scope 2 emissions through procurement of 100% renewable electricity
- Achieve Net Zero greenhouse gas emissions by 2050, in line with UK Government policy

Progress against these targets will be reviewed annually using the same methodology and baseline assumptions to ensure consistency and comparability.

Carbon Reduction Initiatives

Completed:

- Renewable electricity adoption
- Electric vehicle fleet transition
- Salary sacrifice scheme for electric vehicles
- Cycle to Work Scheme

Planned:

- Extend lifecycle of IT hardware assets
- Increase use of refurbished equipment
- Reduce engineer travel through remote support tools
- Introduce sustainability criteria into supplier selection

Social Value, Employee Engagement, and Supply Chain

The organisation recognises that employee engagement and responsible supply chain management are essential to delivering sustained carbon reductions. Staff are encouraged to contribute to sustainability goals through participation in hybrid working practices, low-carbon commuting initiatives (including Cycle to Work and electric vehicle schemes), and responsible use of IT equipment.

The organisation is committed to embedding sustainability considerations into procurement and supplier selection, including increased use of refurbished IT equipment and consideration of suppliers' environmental practices where proportionate. These measures support both environmental performance and wider social value objectives.

Governance

The Carbon Reduction Plan is owned by senior leadership and reviewed annually.

Carbon reduction considerations are incorporated into:

- Procurement decisions
- Service delivery models
- Asset lifecycle management

Declaration and Sign-Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 requirements and associated guidance.

Emissions have been reported and recorded in accordance with the GHG Reporting Protocol and UK Government conversion factors.

Signed: 

Name: Martin Lindau

Position: Technical Services Manager

Date: 01/04/2026