

Roc Technologies Carbon Reduction Plan

Address: 1 Lindenmuth Way, Greenham Business Park, Thatcham, Berkshire, RG19 6AD

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Author: MN Franklin-Wilson

1. Commitment to Net Zero

Roc Technologies is planning to achieve Net Zero emissions by 2050 To reduce our emissions to Net Zero by 2050 we will seek to implement the following initiatives across Scope 1, Scope 2 and Scope 3. It should be noted that we are in the process of identifying indirect downstream and upstream contributors and will review these sources when we have the data. Roc is committed to building a culture of environmental sustainability and has created an ESG forum to lead and embed this within the business.

In summary strategic initiatives include continuing the migration of on premise IT to the cloud, reviewing and potentially pursuing the BCorp certification and ISO14068-01, replacing our fleet of vehicles with hybrid vehicles, installing EV charging points and moving to a new energy efficient purpose-built HQ. Further details are set out in this plan.

To produce this Carbon Reduction Plan Roc Technologies Ltd, in conjunction with Carbon Footprint Ltd, an independent provider , has assessed its carbon footprint for the period **1st April 2023 to 31st March 2025** and has achieved a 4.4% reduction in its total market-based footprint per employee compared to its previous year and 0.6% reduction since the base year assessment.



2. Independent ESG assessment

For the year 2024-2025 Roc completed a second assessment audit by its investor BGF using Apex ESG ratings and Advisory against a number of ESG categories. Roc is delighted to have been identified as a 'Leader' in all categories as summarised below:

ESG Health Check

Company: Roc Technologies Limited
Headquarters: United Kingdom
Sector: Information Technology
Full Time Employees: 321

Health Check Score
97/100

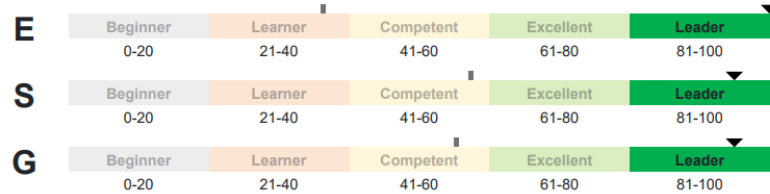


▼ Health Check Score
 — Sector Benchmark



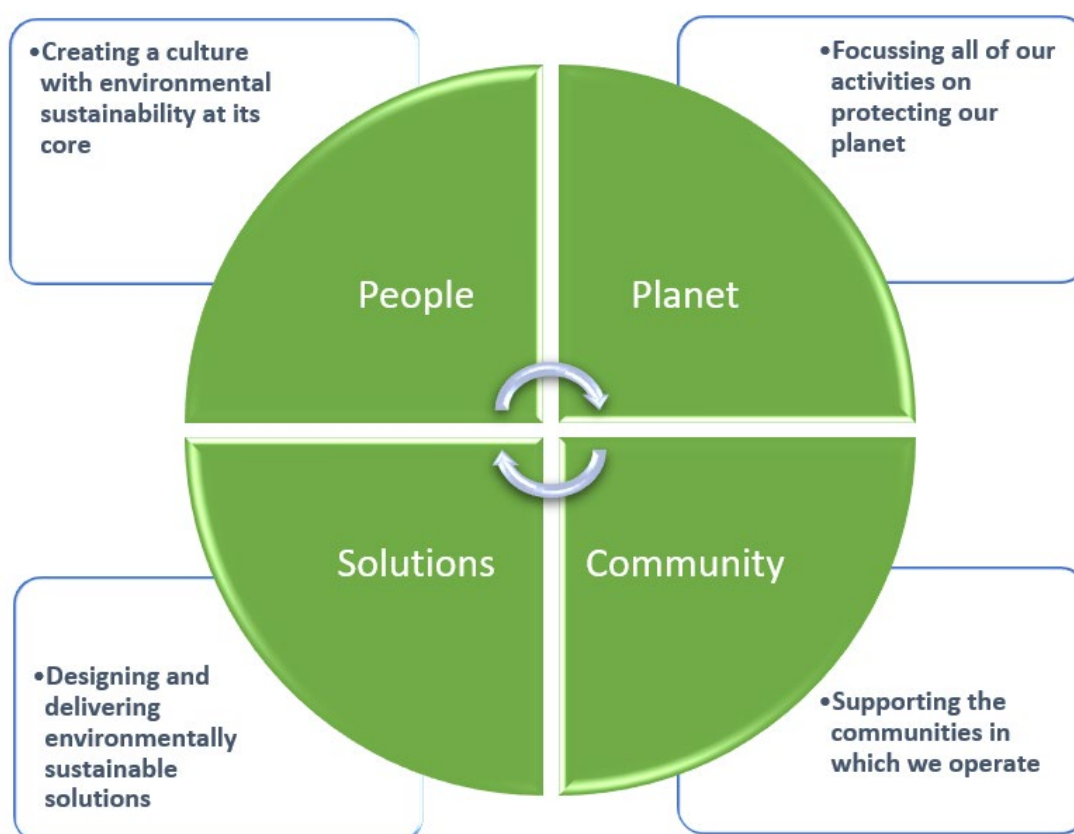
Health Check ESG Breakdown

The breakdown to the right indicates the company's **positive response rate, to environmental, social and governance issues**, relative to the average positive response rate of similar companies in its sector. A positive response requires appropriate evidence to support their answer.



3. Roc Environmental and Social Governance

The Roc Carbon Reduction plan is a key component of our ESG strategy. The Roc ESG strategy is framed by four pillars each of which has a defined plan and set of operational KPIs. These four pillars are shown below:



4. Baseline Emissions Reporting

The table below shows the baseline emissions for Roc, covering the period 1st April 2022 to 31st March 2023 (see Appraisal report for more details¹), including a breakdown of emissions per £Million Turnover.

Scope	Emission Source	Location-Based (tCO ₂ e)	Market-Based (tCO ₂ e)
1	Natural Gas	5.04	5.04
	Company vehicles	116.67	116.67
Scope 1 Total		121.71	121.71
2	Electricity	37.65	48.31
	EV Charging (off site)	0.10	0.10
Scope 2 Total		37.76	48.41
3.1	Purchased goods and services (spend-based)	223.74	223.74
	Paper	0.30	0.30
	Water	0.06	0.06
3.2	Computing	24.67	24.67
	Capital goods (spend-based)	1.38	1.38
3.3	Scopes 1 and 2 WTT	41.19	41.19
	Transmission & Distribution	4.27	4.27
	Transmission & Distribution (EV Charging)	0.01	0.01
3.4	Freight & Couriers (spend-based)	27.66	27.66
3.5	Waste	0.14	0.14
	Wastewater	0.11	0.11
3.6	Grey Fleet (employee-owned vehicles)	52.86	52.86
	Flights	6.88	6.88
	Rail	5.77	5.77
	Hotel Stays	3.50	3.50
	Taxi	0.38	0.38
	Hire Cars	0.33	0.33
	Ferry	0.03	0.03
	Bus	0.01	0.01
3.7	Commuting	218.67	218.67
	Home-working	34.31	34.31
Scope 3 Total		646.28	646.28
Tonnes of CO₂e		805.74	816.40
Tonnes of CO₂e per employee		3.29	3.33
Tonnes of CO₂e per £ million turnover		16.00	16.22



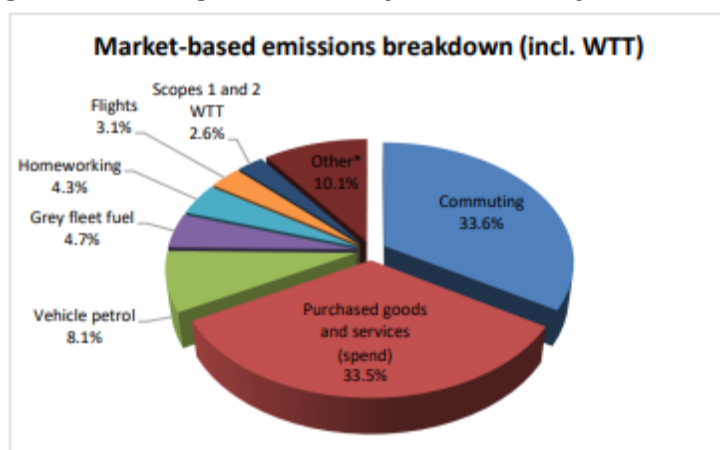
5. Current Emissions Reporting 2024-25

Table 2: Results of Roc Technologies Ltd's carbon footprint assessment by scope and GHG Protocol emission categories:

Scope	Emission Source	Location-based (tCO ₂ e)	Market-based (tCO ₂ e)
1	Vehicle petrol	75.28	75.28
	Vehicle diesel	9.78	9.78
	Company vehicles fuel	0.73	0.73
	Refrigerants	0.00	0.00
Scope 1 Total		85.78	85.78
2	Electricity at leased sites	25.71	0.00
	Company vehicles EV charging	0.79	1.59
Scope 2 Total		26.49	1.59
3.1	Purchased goods and services (spend)	310.84	310.84
	Paper consumption	0.08	0.08
	Water supply at leased sites	0.01	0.01
3.2	Computing	22.24	22.24
3.3	Scopes 1 and 2 WTT	29.43	23.74
	Transmission and distribution of site electricity	2.92	0.16
	Transmission and distribution of electricity for vehicle charging (all)	0.46	0.52
3.5	Waste generation	0.04	0.04
	Wastewater	0.01	0.01
3.6	Grey fleet fuel	43.25	43.25
	Flights	28.93	28.93
	Cash opt out vehicles fuel	16.25	16.25
	Rail travel	11.15	11.15
	Hotel stays	10.33	10.33
	Cash opt out vehicles EV charging	4.35	7.95
	Hire cars travel	3.88	3.88
	Taxi travel	1.39	1.39
	Grey Fleet EV charging	0.68	1.25
3.7	Commuting	312.06	312.06
	Homeworking	39.80	39.80
3.13	Natural gas at downstream leased sites	4.23	4.23
	Electricity at downstream leased sites	1.84	2.23
	Water supply at downstream leased sites	0.01	0.01

Scope	Emission Source	Location-based (tCO ₂ e)	Market-based (tCO ₂ e)
Scope 3 Total		844.18	840.35
Tonnes of CO₂e		956.46	927.72
Tonnes of CO₂e per employee		3.42	3.31
Tonnes of CO₂e per £ million turnover		15.69	15.22

Figure 3: Percentage contribution of each element of Roc Technologies' market-based carbon footprint



**Other includes Vehicle diesel, Cash opt out vehicles, Flights, Rail travel, Cash opt out vehicles EV charging, Hotel stays, Natural gas, Grey fleet, Transmission and distribution of site electricity, Capital goods (spend), Company vehicles EV charging, Taxi travel, Water supply and wastewater, Paper consumption, Waste generation, and Ferry travel.*



6. Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the baseline.

Reduce our Scope 1 and 2 emissions

- Improve energy efficiency by the adoption of a new purpose built HQ and move away from Fossil Fuels to responsibly sourced energy
- Adopt smart LED/PIQ lighting solutions where viable
- Implement remote working capabilities to reduce employee travel

Reduce our emissions through sustainable travel

- Install electric EV charging points at Roc offices
- Over time replace diesel vehicles with hybrid vehicles or fully electric vehicles
- Encourage staff to use more sustainable transport methods such as car sharing, trains, buses, cycling or electric vehicles
- Promote and enable home and flexible working to reduce commuting
- Track employee travel to gather accurate data to enable more accurate reporting

Improve Waste Management at our Offices

- Introduce recycling facilities on each floor
- Put signage around key locations promoting recycling
- Over time implement and publish waste targets and performance on the Roc intranet

Introduce Environmental Targets

- Over time we will seek to implement and report on environmental targets to drive our improvements and ensure progress towards our Net Zero goal.

Reduce Scope 3 Emissions associated with our procurement of purchased goods and services

- Over time we will embed sustainability considerations into our procurement process
- Seek to capture supplier led data to report our emissions accurately
- Work with our suppliers to source more sustainable materials, products and services
- Where possible utilise the circular economy when purchasing goods, materials and services
- Consider reducing and lower our thresholds for our contracts to produce a carbon reduction
- Encourage reduced employee commuting
- Utilise more energy efficient logistics companies where commercially viable



Reduce emissions further by setting targets and improving data

- Improve the quality of our data and introduce data management processes so we can monitor progress against our targets
- Develop an internal framework to support data management
- Invest in a data reporting tool
- Track and collect Scope 1,2 and 3 emissions where available
- Over the longer term develop a dashboard to enable real time data reporting and management

Since the baseline Roc has moved to a purpose built energy efficient HQ building and has replaced its fleet of diesel vehicles with energy efficient hybrid vans. The business has introduced recycling stations in all offices. The introduction of home working has reducing commuting and the company will continue to build upon this model to reduce the production of carbon dioxide. The business has renewed its ISO14001 accreditation and is considering achieving the B-Corp and ISO14068-01.

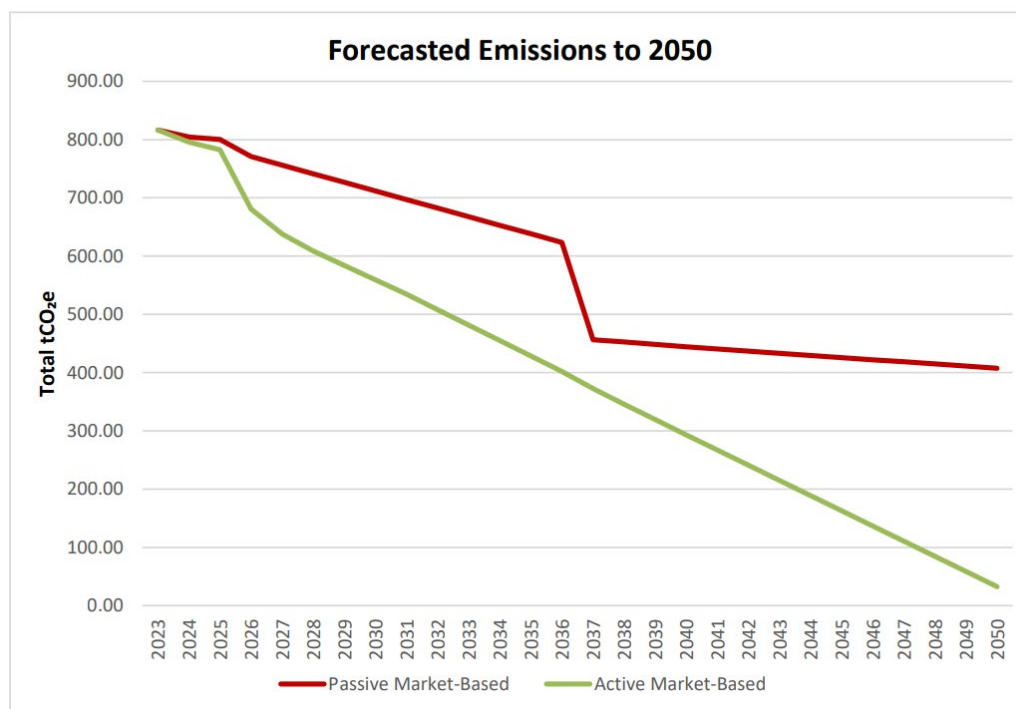
We also plan to implement further measures such as:

- Reviewing a relationship with a provider such as Ecologi to plant trees to offset any carbon produced from the delivery of services.
- Planting a Roc Forest for every employee.
- Engaging an independent Carbon advisory service from Carbon Footprint Ltd.
- Partnering with N2S to provide responsible recycling services.
- Continuing the B-Corp Certification evaluation.
- Renewing our ISO14001 and obtaining the ISO14068-01 certification.
- Continually brief staff on being energy efficient and considerate to the environment in line with the company's strategy to be Net Carbon Zero by 2050 in line with Government targets.



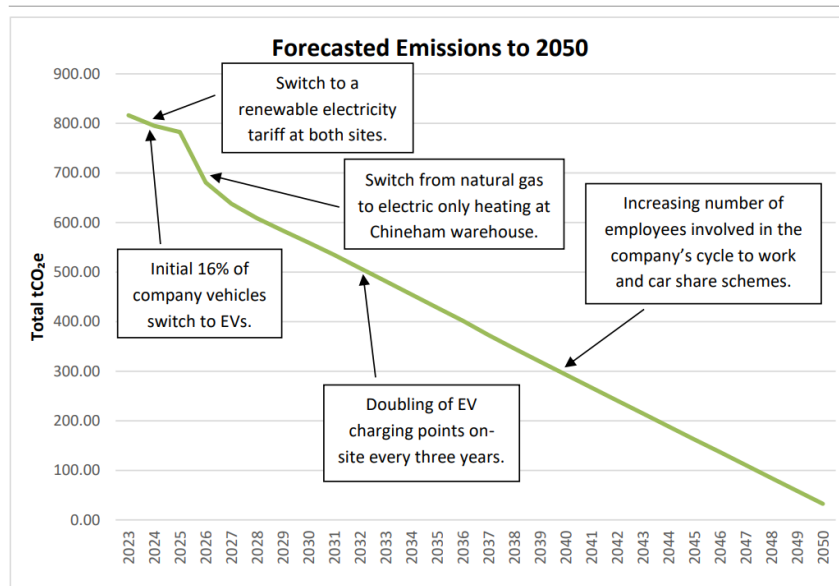
7. Forecasted Carbon Reduction

By adopting the proposed initiatives Roc has forecasted the following reduction in tonnes of CO₂ emissions.



The initiatives will contribute the following reductions in active market based emissions as shown below:

ROC Technologies Limited Carbon Footprint Target Setting Report



7.1 Emissions from purchased goods & services (spend)

GHG emissions associated with Roc Technologies Ltd purchased goods and services were calculated using a spend-based screening approach. This calculation uses the conversion factors developed by the Department for Environment Food and Rural Affairs (Defra). These allow a conversion of kgCO₂e/£, using SIC codes. Table 4 below shows the calculated GHG emissions per SIC code. The company's most material emissions source is from SIC Group 62: Computer programming, consultancy and related services. This group had the highest annual spend of the SIC categories as expected.

SIC Group	Description	Value (£)	Total emissions (tCO ₂ e)
J	Computer programming, consultancy and related services	£433,619	66.47
N	Employment services	£397,725	50.25
L	Buying and selling of own real estate: renting and operating of own or leased real estate, excluding imputed rent	£235,291	35.58
M	Accounting, bookkeeping and auditing activities: tax consultancy	£188,383	25.90
J	Telecommunications services	£100,422	17.39
K	Insurance & Reinsurance	£191,270	16.87
N	Services to buildings and landscape	£86,638	16.71
P	Education services	£88,532	16.68
M	Other professional, scientific and technical services	£99,774	16.26
K	Services auxiliary to financial services and insurance services	£128,098	12.41
Other*		£219,400	36.30
Total		£2,169,152	310.84

7.2 Emissions from Commuting

The emissions associated with commuting account for 34% of Roc Tech's market-based footprint. Table 4 provides a breakdown of the emissions associated with each transport type. Due to the location of Roc Tech's sites, public transport is a less feasible option for commuting compared to car travel. **We therefore recommend Roc Tech continues to encourage its employees to switch to electric vehicles (EVs) through its salary sacrifice scheme.** If the 665,475 miles travelled via Internal Combustion Engine Vehicles (ICEV) were completed via an electric vehicle, a total of 213.28 tCO₂e (including WTT) would be avoided.

Table 4: CO₂e emissions associated with commuting

Transport type	Annual mileage	Well-to-Tank (tCO ₂ e) ¹	Tank-to-Wheel (tCO ₂ e) ²	Well-to-Wheel (Total) (tCO ₂ e) ³
Car - petrol	204,266	23.78	85.02	108.80
Car - diesel	185,635	20.11	82.28	102.39
Car - unknown fuel	126,872	12.83	48.69	61.52
Car - hybrid	45,004	3.29	12.49	15.78
Car - electric	104,120	2.51	11.36	13.87
Rail	41,696	0.85	3.36	4.21
Bus	8,300	0.61	2.48	3.09
Motorbike	7,314	0.50	1.91	2.41
Total	723,207	64.48	247.59	312.06

Please note: GHG emissions have been extrapolated to account for all staff members.



7.3 Emissions from business travel

The emissions associated with business travel (including WTT) account for 25% of Roc Technologies market-based footprint. Table 6 provides a breakdown of the emissions associated with each business travel type. 47% of business travel emissions are associated with fuel use in company vehicles. 18% of business travel emissions are associated with hire car travel.

Table 6: CO₂e emissions associated with business travel

GHG Protocol Emission Category	Emission Source	Well-to-Tank (tCO ₂ e)	Tank-to-Wheel (tCO ₂ e)	Well-to-Wheel (Total) (tCO ₂ e)
Company owned vehicles	Vehicle petrol	20.98	75.28	96.26
	Vehicle diesel	2.38	9.78	12.16
	Company vehicles fuel	0.20	0.73	0.93
Subtotal: Company owned vehicles		23.56	85.79	109.35
On-site Consumption of purchased electricity, heat steam and cooling	Company vehicles EV charging	0.39	1.59	1.98
Subtotal: On-site Consumption of purchased electricity, heat steam and cooling		0.39	1.59	1.98
6. Business travel (not included in scope 1 or scope 2)	Grey fleet	9.04	34.96	43.99
	Flights	3.17	25.76	28.93
	Cash opt out vehicles	4.16	16.83	20.99
	Rail travel	2.25	8.90	11.15
	Hotel stays	-	10.33	10.33
	Hire cars fuel	- ⁴	3.88	3.88
	Taxi travel	0.28	1.11	1.39
Subtotal: Business travel		18.90	101.77	120.66
Grand Total		42.85	189.15	231.99

GHG Protocol Emission Category	Emission Source	Well-to-Tank (tCO ₂ e)	Tank-to-Wheel (tCO ₂ e)	Well-to-Wheel (Total) (tCO ₂ e)
Company owned vehicles	Vehicle petrol	25.71	92.82	118.53
	Vehicle diesel	3.94	16.20	20.15
Company owned vehicles Subtotal		29.65	109.02	138.68
6. Business travel (not included in scope 1 or scope 2)	Hire cars	10.47	40.47	50.94
	Cash opt out vehicles	2.48	9.95	12.43
	Cash opt out vehicles EV charging (Market-based)	0.95	7.37	8.33
	Flights	0.79	6.42	7.21
	Rail travel	1.19	4.70	5.89
	Hotel stays	-	4.84	4.84
	Grey fleet fuel	0.81	3.31	4.12
	Company vehicles EV charging (Market-based)	0.05	0.38	0.43
	Taxi travel	0.03	0.13	0.16
	Ferry travel	-	0.01	0.01



GHG Protocol Emission Category	Emission Source	Well-to-Tank (tCO ₂ e)	Tank-to-Wheel (tCO ₂ e)	Well-to-Wheel (Total) (tCO ₂ e)
6. Business travel Subtotal		16.77	77.58	94.36
Total		46.42	186.60	233.04

7.4 Emissions from Well to Tank

Well-to-Tank (WTT) emissions relate to the upstream emissions of getting fuel and energy to point of use through its extraction, refinement and distribution. Table 7 provides a breakdown of these emissions associated with each type of activity.

Table 7: Well-To-Tank CO₂e Emissions breakdown



Emission Source	Market-based (tCO ₂ e)
Commuting	53.57
Vehicle petrol	25.71
Hire cars	10.47
Vehicle diesel	3.94
Cash opt out vehicles	2.48
Rail travel	1.19
Site electricity	1.06
Cash opt out vehicles EV charging	0.95
Grey fleet	0.81
Flights	0.79
Natural gas	0.78
Transmission and distribution of site electricity	0.09
Transmission and distribution of electricity for Cash opt out vehicle charging	0.08
Company vehicles EV charging	0.05
Taxi travel	0.03
Transmission and distribution of electricity for Company vehicle charging	<0.01
Ferry travel	<0.01
Total	102.02



7 Comparison, Publication, and Benchmarking



8. Comparison to base year emissions

The table below shows historical emissions per activity, as well as the total carbon footprint and carbon intensity metrics (tonnes of CO₂e per employee and tonnes of CO₂e per £ million turnover¹).

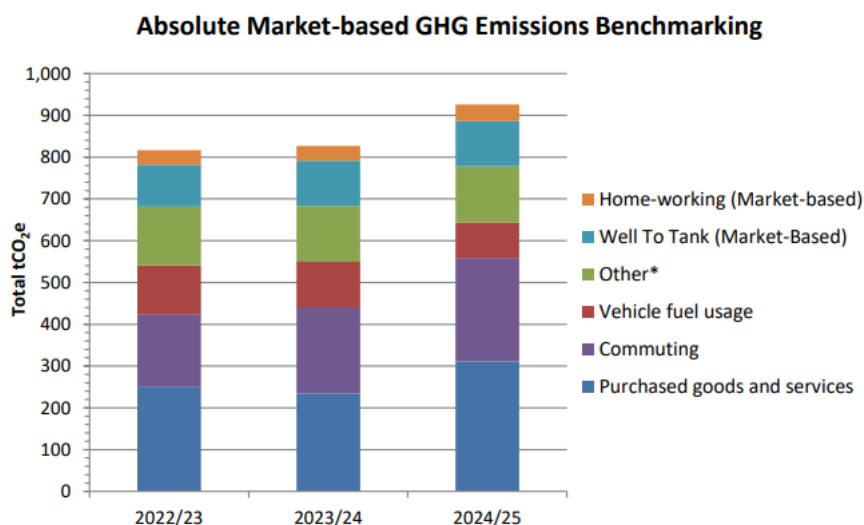
Table 8: Roc Technologies Ltd carbon footprint comparison and percentage change

Element	2022/23	2023/24	2024/25	% change on baseline year (2022/23)	% change on previous year
Purchased goods and services (spend)	251.40	233.93	310.84	23.6% ▲	32.9% ▲
Commuting	172.74	206.59	247.58	43.3% ▲	19.8% ▲
Well-to-Tank (Market-based)	100.96	108.86	108.08	7.0% ▲	0.7% ▼
Vehicle fuel usage	116.67	109.03	85.78	26.5% ▼	21.3% ▼
Homeworking (Market-based)	34.31	35.28	39.80	16.0% ▲	12.8% ▲
Grey fleet travel (Market-based)	41.85	29.95 ⁶	34.35	17.9% ▼	14.7% ▲
Flights	6.20	6.42	25.76	>100.0% ▲	>100.0% ▲
Computing	24.67	24.83	22.24	9.8% ▼	10.4% ▼
Cash opt out car travel (Market-based)	0.00	9.95	20.43	n/a	>100.0% ▲
Hotel stays	3.50	4.84	10.33	>100.0% ▲	>100.0% ▲
Rail travel	4.61	4.70	8.90	93.0% ▲	89.4% ▲
Hire cars (Market-based)	0.26	40.47	3.88	>100.0% ▲	90.4% ▼
Natural gas at downstream leased sites	0.00	0.00	3.63	n/a	n/a
Electricity at downstream leased sites	0.00	0.00	2.03	n/a	n/a
Company car EV charging	0.11	8.14	1.66	>100.0% ▲	79.6% ▼
Grey fleet EV charging	0.00	0.02	1.17	n/a	>100.0% ▲
Taxi travel	0.30	0.13	1.11	>100.0% ▲	>100.0% ▲
Paper consumption	0.30	0.03	0.08	74.4% ▼	>100.0% ▲
Waste generation	0.14	0.02	0.04	72.6% ▼	88.5% ▲
Water supply (and wastewater)	0.17	0.10	0.02	90.2% ▼	82.9% ▼
Electricity at leased sites (Market-based)	51.75	6.44	0.00	100.0% ▼	100.0% ▼
Natural gas at leased sites	5.04	4.75	0.00	100.0% ▼	100.0% ▼
Capital goods (spend)	1.38	0.64	0.00	100.0% ▼	100.0% ▼
Ferry travel	0.03	0.01	0.00	100.0% ▼	100.0% ▼
Bus travel	0.01	0.00	0.00	100.0% ▼	n/a
Total Tonnes of CO₂e (Market-based)	816.40	835.11	927.72	13.6% ▲	11.1% ▲
Tonnes of CO₂e per employee	3.33	3.47	3.31	0.6% ▼	4.4% ▼
Tonnes of CO₂e per £ M turnover	14.73	17.94	15.22	3.3% ▲	15.2% ▼

Roc Technologies Ltd market-based emissions have reduced by 4.4% per employee compared to its 2023 financial year base year and 0.6% from the baseline. The emissions associated with leased site electricity use have reduced by 100% as a result of the closure of remote facilities and the Greenham office switching to an 100% renewable electricity tariff. Additionally, recycling and waste generation have both improved by over 70%. More employees are now switching from ICE vehicles to EVs as a result of a salary sacrifice scheme benefit.

¹ Adjusted for inflation.





**Other includes Flights, Hotel stays, Site gas, Rail travel, Grey fleet, Capital goods (spend), Taxi travel, Water supply (and wastewater), Paper consumption, Waste generation, Ferry travel, and Bus travel*

Figure 3: Detailed emissions comparison for the various aspects of Roc Technologies Ltd's emissions

Benchmarked against employee numbers and company turnover (adjusted for inflation) the carbon emissions metrics show an increase in emissions per £ million turnover. The emissions per employee have reduced due to an increase in staff of 14%.

Element	Location-based (tCO ₂ e)	Market-based (tCO ₂ e)
Total number of employees	241	
Turnover in £ million	45.1	
Tonnes of CO ₂ e	838.60	801.61
Tonnes of CO ₂ e per employee	3.48	3.33
Tonnes of CO ₂ e per £ million turnover	18.59	17.77
Scope 1 & 2 Emissions		
Tonnes of CO ₂ e	150.07	120.18
Tonnes of CO ₂ e per employee	0.62	0.50
Tonnes of CO ₂ e per £ million turnover	3.33	2.66

Benchmarked against employee numbers and company turnover (adjusted for inflation) the carbon emissions statistics show a slight decrease in both metrics since the 2024 financial year assessment.



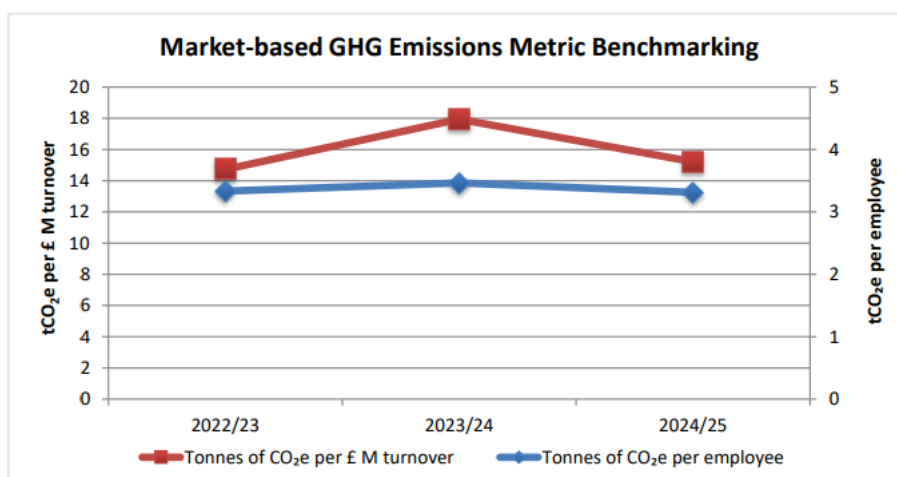


Figure 4: Carbon footprint of Roc Tech for internal benchmarks



9. Conclusion

Roc Technologies Ltd, in conjunction with Carbon Footprint Ltd, has assessed its carbon footprint for the period **1st April 2024 to 31st March 2025** and has achieved a 4.4% reduction per employee in its total market-based footprint compared to its base year assessment.

By achieving this Roc Technologies Ltd has qualified to use the Carbon Footprint Standard branding.



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 standard² and uses the appropriate Government emission conversion factors for greenhouse gas company reporting³.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions (employee commuting) have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard⁴.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

MN Franklin-Wilson

Matthew Franklin-Wilson (Director)

Date: 4/10/2025

²<https://ghgprotocol.org/corporate-standard>

³<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁴<https://ghgprotocol.org/standards/scope-3-standard>

