Carbon Reduction Plan

Supplier name: This is GAIN Global
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Commitment to achieving Net Zero
This is GAIN Global is committed to achieving Net Zero emissions for its global operations by 2050, in line with the UK Government target and PPN 006 (formerly PPN 06/21) requirements. This commitment applies to all global operations and covers Scope 1, Scope 2 and all mandatory Scope 3 categories defined within PPN 006.

Our Net Zero target is supported by a structured and measurable decarbonisation pathway, underpinned by transparent annual reporting and ongoing review.

Carbon Reporting *Methodology*
Our organisational greenhouse gas (GHG) emissions have been quantified in accordance with:

- The GHG Protocol Accounting and Reporting Standard
- The GHG Protocol Corporate Value Chain (Scope 3) Standard
- The PPN 006 (formerly PPN 06/21) Technical Standard for Carbon Reduction Plans

All emissions have been calculated using the latest UK Government (DEFRA/DESNZ) GHG Conversion Factors for company reporting, supplemented by environmentally extended input–output (EEIO) data for spend-based estimations where activity data was unavailable.

Our FY 2025 reporting baseline includes Scope 1, Scope 2, and all Scope 3 categories mandated under PPN 06/21, namely:

- Category 4: Upstream transportation and distribution
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting (including homeworking)
- Category 9: Downstream transportation and distribution

This baseline incorporates all mandatory reporting categories and provides the reference point against which future emissions reductions will be measured.

Where primary activity data was available, it has been used directly. Where this was not possible, conservative estimates have been applied in line with the GHG Protocol data hierarchy. All assumptions are documented to ensure transparency and repeatability. This methodology provides a robust and repeatable basis for ongoing emissions measurement and tracking progress towards Net Zero.

Boundary approach
This is GAIN Global has chosen the Operational Control approach to determine its organisational boundary.

Emissions Footprint

Scope	Category		Emissions (tCO2e) 2025 (Baseline Year)
1			0.02
2			28.4
3	4	Upstream transportation and distribution	0.3
	5	Waste generated in operations	37.5
	6	Business travel	193.4
	7	Employee commuting	328.2
	9	Downstream transportation and distribution	0.0
		Total	**587.7**

Note that for Scope 3 Categories 4 and 5, emissions were calculated using conservative proxy-based estimations due to data availability and business model characteristics. For Category 4 (Upstream transportation and distribution), emissions associated with the transport of office supplies were unable to be disaggregated from procurement data with sufficient accuracy – these were therefore estimated using an 8% spend-proxy and UK Government (DEFRA/DESNZ) 'Postal and courier services' factors. Primary waste emissions data (Category 5) was unavailable for several locations due to landlord managed waste services and the establishment of new offices during the reporting year – a conservative average data method approach was therefore used, assuming a 200kg/FTE benchmark and a 100% landfill disposal pathway across global operations. Under Category 9 (Downstream transportation and distribution), no emissions were reported - as a digital, service-based organisation, This is GAIN Global does not distribute physical products and therefore has no material downstream transport emissions.

Emissions reduction targets

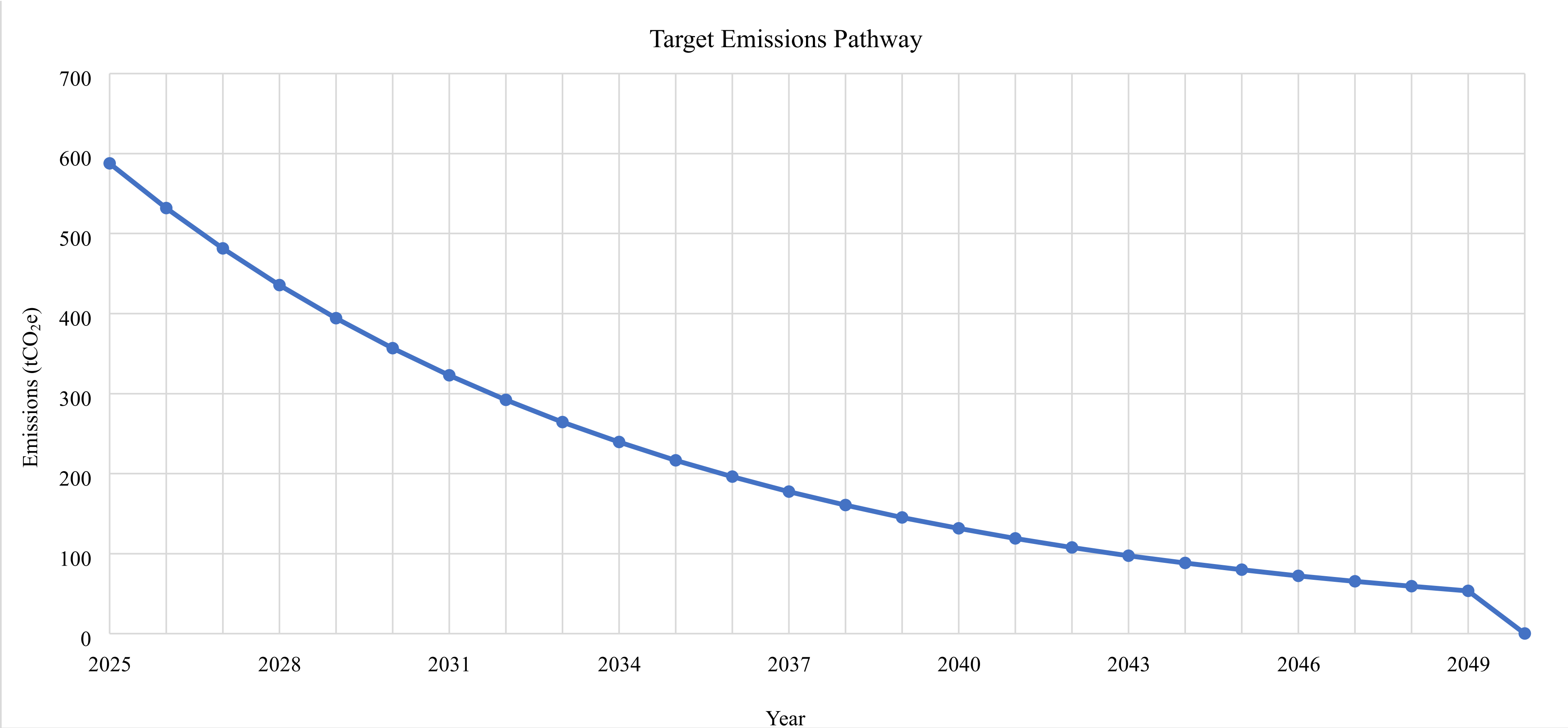
This is GAIN Global is adopting an emissions-reduction pathway consistent with the Science Based Targets initiative (SBTi) definition of Net Zero, requiring at least a 90% absolute reduction in emissions by 2050, before neutralising residual emissions through verified carbon removals. This approach is aligned with PPN 06/21 and the Carbon Reduction Plan guidance for suppliers.

Target	Description
Overall	Achieve Net Zero emissions by 2050 through a minimum 90% absolute reduction from the 2025 baseline, before neutralising residual emissions.
Near-term	Maintain Scope 1 and Scope 2 emissions as close to zero as practicably possible through energy efficiency measures and renewable electricity procurement. Reduce Scope 3 emissions in line with the linear trajectory (4% annually) required to achieve a ≥ 90% absolute reduction by 2050.

Long-term	By 2050, achieve a ≥ 90% absolute reduction across Scope 1, Scope 2, and in-scope Scope 3 emissions. Neutralise unavoidable residual emissions (< 10%) using high-quality, verified carbon removals.

Target Emissions Reduction Pathway

Based on the 2025 planning baseline and projected future inclusion of currently unquantified Scope 3 categories, This is GAIN Global has modelled an emissions pathway consistent with a linear reduction trajectory to Net Zero by 2050. This trajectory requires an average annual absolute reduction of approximately 4% of the 2025 baseline, equivalent to a steady year-on-year decrease in total emissions. Residual emissions of less than 10% are expected to remain in 2050 and will be neutralised in accordance with government guidance.


Target Emissions Pathway
700
600
500
400
300
200
100
0
Emissions (tCO_2e)
2025
2028
2031
2034
2037
2040
2043
2046
2049
Year

GAIN

Current Carbon Reduction Projects

This is GAIN Global has already implemented a range of emissions reduction measures across business travel, employee commuting and energy use (outlined below). These initiatives place the organisation on track to deliver the year-on-year emissions reductions required by its Net Zero pathway.

Level of Operations	Activity	Action	Key Performance Indicator (KPI)	Year Completed
Business Travel	Climate positive travel policies	Policies adhere to local reporting standards on business travel and commuting emissions (e.g. the Netherlands' *Werknemers Mobiliteitsregeling*).	% Policies adhering to local reporting standards	2023
		100% flights are CO_2e-compensated.	% CO_2e-compensated flights	
		Train-first policy implemented to enable employees to work on trains, prioritising train travel over air.	% Reduction in spend on flights	2025
Employee Commuting	Incentivise sustainable commuting practices	Cycle to Work Scheme implemented (UK operations).	Number of employees commuting to work by bike	2025
			% Reduction in employee commuting emissions	
		Bike storage improvement in This is GAIN's Bristol office.	% Offices fitted with bike storage facilities	2026
		Electric car benefit scheme launched (UK operations); travel salary sacrifice scheme launched (Spain operations).	Number of employees commuting to work by electric car	2025
			Number of employees utilising the travel salary sacrifice scheme	
			% Reduction in employee commuting emissions	
Other	Carbon offsetting	Offset 10% annual CO_2e emissions.	% Annual CO_2e emissions offset.	2024

Future Carbon Reduction Initiatives

Planned measures focus on improving data quality, strengthening supplier engagement, and reducing Scope 3 emissions through behavioural and operational change:

Reporting Category	Objective	Key Performance Indicator (KPI)	Target Year

Scope 1 & 2 Emissions	Reduce electricity consumption by 10% by implementing policies surrounding heating/cooling and appliance usage, in addition to efficiency improvements such as LED lighting and occupancy sensors in all offices.	% Reduction in total office electricity usage	2027
	Increase the total proportion of electricity procured from renewable sources (e.g., solar/wind) to 90% for all offices under This is GAIN Global control, as in This is GAIN Global London and Bristol offices.	% Electricity procured from renewable sources	2026
Category 4: Upstream Transportation and Distribution	Establish database for transport emissions associated with purchased goods and services.	Courier spend database	2028
	Prioritise the use of zero-emission courier services for physical deliveries where available and operationally feasible.	80% upstream delivery services to be zero-emission.	2027
	Minimise office waste generation, eliminate avoidable singleuse plastics, and promote effective recycling behaviours across all office locations, working collaboratively with landlords where possible.	% Offices with clearly labelled recycling points	2026
	Encourage responsible waste behaviours across all work environments by providing clear, accessible recycling guidance tailored to office, home, and remote settings.	% Staff covered by awareness campaigns or training.	
Category 6: Business Travel	Implement centralised recording of business travel distances and modes via expense or booking systems.	Activity based calculation adopted for business travel emissions reporting	2028
	Achieve a 20% reduction in travel-related CO_2e emissions by prioritising virtual meetings and promoting the use of the lowest-carbon travel options available, recognising regional differences in transport infrastructure.	% Reduction in business travelrelated CO_2e emissions	2027
		% Client visits completed using sustainable travel methods	

Category 7: Employee Commuting	Develop a more accurate understanding of employee commuting emissions through a combination of workforce data analysis, appropriate assumptions, and targeted data collection methods, such as employee surveys where feasible.	90% Annual employee commuter survey completion.	2027
Category 9: Downstream Transportation and Distribution	Reduce data-centre energy footprint by utilising cloud providers that meet required security standards (e.g. ISO 27001) and have strong commitments to renewable energy sourcing.	% Digital assets hosted by low-carbon providers	2028

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 (06/21) and the accompanying Technical Standard for Carbon Reduction Plans. All emissions have been calculated and reported using the GHG Protocol Corporate Standard, the Corporate Value Chain (Scope 3) Standard, and the UK Government's GHG Conversion Factors for company reporting, and reviewed by third-party, Transformacy Group Ltd.

This Carbon Reduction Plan will be reviewed and updated annually.

Signed on behalf of the Supplier:

Tamsin Ashmore
Chief Financial Officer

Date: 29/04/2026