

Carbon Reduction Plan

Version:	1.0
Owner:	Susan Bunce
Approval:	Ken Munro
Date of last review:	01/06/2025

1. Introduction

PTP has been taking steps to reduce our carbon footprint for several years; by recycling in PTP offices, moving to renewable energy suppliers, and using power saving wherever possible. As you might expect our industry has typically used huge amounts of energy that contributes to climate change. PTP's biggest carbon areas are people working from home, driving to customer sites, electricity usage in PTP's datacentres and offices, and air travel. PTP recognises the part it needs to play in reducing its carbon footprint.



PTP has been net zero since 2020 and wish to continue to reduce carbon emission where possible. PTP work with Carbon Footprint Ltd, who undertake the annual carbon audits.

In the meantime, PTP wants to minimise its impact and has invested in several external carbon offsetting projects in the UK and abroad. PTP is also talking to its suppliers about their environmental impact and encouraging everyone working at PTP to play their part.

2. Baseline Emissions Footprint

Carbon Footprint Ltd assessed the greenhouse gas (GHG) emissions of Pen Test Partners from 1st January 2020 to 31st December 2020 based on a dataset provided by the company.

Baseline year: 2020

- PTP's total location-based GHG emissions are 119.68 tCO₂e.
- PTP's total market-based GHG emissions are 108.88 tCO₂e.
- The most significant emission source is home-workers, accounting for 42% of PTP's carbon footprint.
- Number of employees 44.

Scope 1	Location based tCO ₂ e	Market Based tCO ₂ e
Site Gas	0.07	0.07
Scope 2	Location based tCO ₂ e	Market Based tCO ₂ e
Electricity generation	5.42	2.28
Scope 3	Location based tCO ₂ e	Market Based tCO ₂ e
Home Workers	49.81	49.81
Employee-owned car travel (grey fleet)	18.75	18.75
Well To Tank	17.54	6.87
Flights	13.92	13.92
Outsourced data centre	9.86	13.08
Rail travel	2.73	2.73
Hire cars	0.62	0.62
Taxi travel	0.49	0.49
Electricity transmission & distribution	0.47	0.25
Bus travel	0.01	0.01
Scope 3 Total	114.19	106.85
Total Emissions	119.68 tCO₂e	108.88 tCO₂e

3. Current Emissions Reporting

Reporting year: 1st January 2023 to 31st December 2023

- Number of employees: 127
- Pen Test's absolute market-based footprint increased by 67% from the previous assessment, largely due to a 107% increase in emissions from flights relating to the expansion of the business into the US market.
- Tonnes of CO₂e per employee have decreased since the 2020 Baseline directly influenced by PTP initiatives. (Location Based: 2020 – 2.72 CO₂e Vs 2023 – 2.00 CO₂e) (Market Based: 2020 2.63 CO₂e Vs 1.81 CO₂e)

Scope 1	Location based tCO ₂ e	Market Based tCO ₂ e
	0.00	0.00
Scope 2	Location based tCO ₂ e	Market Based tCO ₂ e
Site Electricity	6.46	1.83
Scope 3	Location based tCO ₂ e	Market Based tCO ₂ e
Transmission & Distribution Upstream	1.97	0.56
Scopes 1 & 2 WTT	1.79	0.66
Transmission & Distribution	0.64	0.10
Flights	153.08	153.08
Employee-owned car travel (grey fleet)	25.28	25.28
Rail	7.90	7.90
Hotel Stays	7.07	7.07
Taxi	2.07	2.07
Ferry	<0.01	<0.01

Home-working	20.28	20.28
Commuting (estimated)	5.02	5.02
Non-controlled site electricity	22.77	6.46
Scope 3 Total	247.86	228.47
Total Emissions	254.33 tCO₂e	230.30 tCO₂e

4. Emissions Reduction Targets



PTP is already a net zero organisation but are continuing to reduce our carbon emission through several initiatives:

- Since 2020, PTP expanded business into the US, (2021/2023) which resulted in a significant increase in flight travel. PTP has now employed US based employees which will minimise our flight-based emissions.
- Encouraging all homeworking employees to transition to 100% renewable tariffs.

PTP is a rapidly expanding SME. Head count has increased from 44 in our carbon baseline year (2020) to 127 in the latest calculated data set of December 2023. The annual calculation for 2024 is in progress, with a current employee count of 151 employees.

PTP are unable to plan for a Carbon emission decrease given the extent of our headcount increase which directly accounts for our Scope 3 emissions.

Plan:

We can confirm that we anticipate our Flight Carbon emissions to decrease by circa 30.0tCO₂e by 2025.

PTP seek to continue to reduce the tonnes of CO₂e per employee:

(Location Based in 2020 – 2.72CO₂e Vs 2023 – 2.00CO₂e) (Market Based: 2020 2.63CO₂e Vs 1.81CO₂e)

PTP can confirm that we will remain a Carbon Neutral organisation.

5. Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2020 baseline.

PTP is committed to:

- Reducing energy costs;
- Increasing energy efficiency;
- Reducing CO2 emissions;
- Investing in clean, energy efficient technologies (where financially viable);
- Reducing environmental impacts arising from consumption of energy;
- Raising staff awareness and commitment to reduce energy consumption;
- Producing objectives, quantified targets and annual progress to stakeholders.

PTP Goes Green Action Plan:

- Engage with carbonfootprint.com to annually measure our carbon emissions. ✓
- Invest in offset projects such as UK tree planting and a renewable energy wind farm project in India ✓
- Examine our policies such as the Travel Policy to reduce carbon emissions through reducing the need to take internal flights and encouraging the train and EV instead ✓
- Encourage customers to perform testing remotely where possible and have meetings via Teams to reduce unnecessary carbon intensive journeys ✓
- To generate electricity from roof PV to power the HO and car charging, store initial excess in batteries and export any further excess to the National Grid. ✓
- Grown our EV fleet, via the PTP EV car scheme, with free car charging provision at HO. ✓
- Use 'Green' Data Centres – part of the Carbon Neutral Data Centre Pact. ✓

PTP Initiatives:

- All office lighting changed to LED lightbulbs. **Completed**
- Introduction of an employee EV only Lease Salary Sacrifice Scheme. **Completed**
- Installed EV charging at the office. **Completed**
- PTP's office and lab spaces are now supplied by 100% renewable energy suppliers. **Completed**
- Move the PTP Data Centre to one that uses electricity from renewable sources. **Completed**
- Actively record miles driven and miles flown more accurately through PTP's new expenses system. **Completed**
- Solar Generation. 25MWh of generation in the previous 12 months – **Completed / Ongoing**
- Installation of 36kWh usable battery storage, reducing demand overnight. **Completed.**
- Export of >900kWh per unit per annum to the grid. **Completed / Ongoing**

In the future we hope to implement further measures such as:

- Find a supplier with a tariff that allows PTP to charge storage batteries efficiently overnight in the winter.

6. Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 uses the appropriate government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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) Standard.

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

Signed on behalf of supplier: Pen Test Partners

Date: 01/06/2025

7. Version Control

Control

Version	Date	Description of change	Author
1.0	01/06/2025	New Policy	Susan Bunce

Distribution

Version	Date	Name	Delivery method
1.0	01/06/2025	All Staff	Network Share

Approval

Version	Date	Name of Approver	
1.0	01/06/2025	Partner and Operational Board	Ken Munro