

PTP Carbon Reduction Plan

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. PTPs biggest carbon areas are people working from home, business travel, electricity usage in PTP’s datacentres and offices, and air travel. PTP recognises the part it needs to play in reducing it’s carbon footprint.



PTP has been Carbon Neutral 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.

Baseline Emissions Footprint

Carbon Footprint Ltd assessed the greenhouse gas (GHG) emissions of Pen Test Partners from 1st January 2022 to 31st December 2022 based on a dataset provided by the company. Due to significant changes in business operation, as a result of the COVID-19 pandemic, 2022 will set the new base year for all future reports to be compared against.

Baseline year: 2022

- PTP’s total location-based GHG emissions are 155.75 tCO₂e.
- PTP’s total market-based GHG emissions are 137.93 tCO₂e.
- Business travel accounts for the largest portion of Pen Test’s footprint, 86% of the total market-based emissions. Flights are the main contributor to this, accounting for 62% of all travel related emissions and 53% of the market-based total emissions.
- Number of employees 106.

Scope 1	Location based tCO ₂ e	Market Based tCO ₂ e
Site Gas	0.00	0.00
Scope 2	Location based tCO ₂ e	Market Based tCO ₂ e
Electricity generation	8.47	1.49
Scope 3	Location based tCO ₂ e	Market Based tCO ₂ e
Scopes 1 & 2 WTT	2.29	0.54
Transmission and Distribution	2.14	0.41
Flights	73.13	73.13

Grey Fleet	35.23	35.23
Rail travel	5.72	5.72
Hotel Stays	3.14	3.14
Taxi travel	1.33	1.33
Bus travel	0.01	0.01
Home Working	10.89	10.89
Electricity Consumption at Data Centres	13.38	6.03
Scope 3 Total	147.28	136.44
Total Emissions	155.75 tCO₂e	137.93 tCO₂e


Current Emissions Reporting

Reporting year: 1st January 2024 to 31st December 2024

PTP, in conjunction with Carbon Footprint Ltd, has successfully assessed its carbon footprint and has achieved an absolute market-based reduction of 13% compared to the previous period. PTP has also achieved reductions of 21% and 11% per employee and per £M turnover respectively. PTP commit to reporting annually.

- Number of employees: 140
- Travel is the most significant emission source for PTP, accounting for 87% of the market-based total emissions.
- Flights contribute the majority of emissions in this sector, accounting for 69% of travel related emissions and 60% of the total market-based emissions.

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	5.77	2.69
Scope 3	Location based tCO ₂ e	Market Based tCO ₂ e
Transmission & Distribution Upstream	1.19	0.00
Scopes 1 & 2 WTT	1.27	0.35
Transmission & Distribution	0.55	0.10
Flights	115.66	115.66
Employee-owned car travel (grey fleet)	30.65	30.65
Grey Fleet EV Charging	2.16	3.95
Rail	3.11	3.11
Hotel Stays	7.66	7.66
Taxi	2.16	2.16
Ferry	<0.01	<0.01
Home-working	21.57	21.57
Commuting (estimated)	5.03	5.03
Non-controlled site electricity	13.55	0.00
Scope 3 Total	204.76	190.44
Total Emissions	210.53 tCO₂e	193.12 tCO₂e

PTP publish our Carbon Footprint results on Carbondi.com  as well as [PTP - Carbon Reduction Plan 2025](#)

Emissions Reduction Targets

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



- Cut back on all non-essential flights, focusing on flights between PTP's UK / US offices. 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 have set up a salary sacrifice scheme for employees to a) purchase / lease electric vehicles and b) bicycles via a cycle to work scheme.

PTP as an SME continues to expand. Head count has increased from 44 in 2020 to 140 in the latest calculated data set of December 2024. The annual calculation for 2025 is in progress.

Our Plan:

- We endeavour to only fly for necessary business travel where cleaner transport options such as Trains would not be practical.
- PTP expect that our non-controlled site electricity (data centres) will reduce to Zero in our 2026 report.
- To reduce employee-owned car travel (grey fleet) by 50% in next 3 years.
- PTP seek to continue to reduce the tonnes of CO₂e per employee: Market Based: 2023 1.76CO₂e Vs 2024 1.38CO₂e)
- To report more accurately our home working carbon contribution. (PTP are aware that many employees have PV Panels and/or heat pumps as well as living in areas where the grid carbon intensity is zero or very low).
- PTP can confirm that we will remain a Carbon Neutral organisation.

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. ✓
- Provide a Cycle to work scheme. ✓
- 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.**
- Upgraded our office heat pump to a more efficient version. **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.

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: 06/03/2026

Version Control

Control

Version	Date	Description of change	Author
1.0	01/06/2025	New Policy	Susan Bunce
1.1	06/03/2026	Annual Update	Susan Bunce / Alan Monie

Distribution

Version	Date	Name	Delivery method
1.0	01/06/2025	All Staff	Network Share
1.1	06/03/2026	All Staff	Network Share

Approval

Version	Date	Name of Approver	
1.0	01/06/2025	Partner and Operational Board	Ken Munro
1.1	06/03/2026	Partner and Operational Board	Ken Munro