

CARBON REDUCTION PLAN

Introduction

As a digital-first professional services business, Amber Labs operates in an industry whose environmental impact is often overlooked as our product is not tangible.

The reality, however, is that technology carries a significant carbon cost. From energy-intensive cloud and AI infrastructure, to the wider impacts of commuting, business travel, and procurement, our industry has a clear responsibility to act.

We believe that advancing technology can only be considered progress when it no longer comes at the planet's expense. Today's rapid pace of digital innovation offers immense opportunity, but also significant environmental pressures. That is why we are committed to learning, adapting, and taking practical steps to ensure our personal growth and progress supports a sustainable future.

This plan sets out our baseline footprint, our commitments, and the initiatives we will pursue to reduce our emissions. We are aware of our limitations and do not claim to have all the answers, but we are determined to play our part.

This is a living document. As we progress, legislation will evolve, new opportunities to refine our emissions-related data will arise, and technology will improve.

Our commitment is to continuously evaluate, update, and strengthen our approach to ensure Amber Labs grows as a sustainable business.

Company Profile

Company Name: Amber Labs LTD

Publication Date: September 2025

Commitment to Achieving Net Zero

Amber Labs Ltd is committed to achieving Net Zero greenhouse gas emissions by 2050, in line with the UK Government's legal target and the requirements of PPN 06/21.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past, prior to the introduction of any strategies to reduce emissions. They serve as the reference point against which future emissions reductions can be measured.

Amber Labs had not previously assessed or reported its emissions; therefore, we have established a new baseline covering the reporting period 1 January 2024 – 31 December 2024. This represents our first full year of emissions data and will be used as the foundation for setting reduction targets and tracking progress.

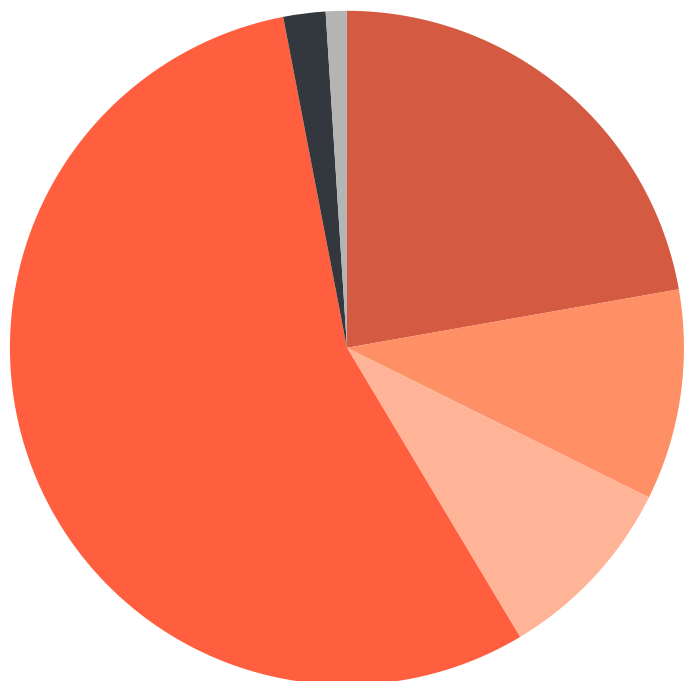
To calculate our baseline, we used the [SME Climate Hub Carbon Calculator](#), an online tool aligned with UK Government conversion factors and guidance for small and medium-sized businesses.

Baseline Emissions | 01 January 2024 - 31 December 2024

Emissions	Total (tCO2e)	Notes
Scope 1	0	No company-owned office space, buildings, or vehicles.
Scope 2	0	No direct energy procurement due to remote-first model.
Scope 3	96.33	Purchased Goods & Services: 22.19 Capital Goods: 9.17 Business Travel: 8.86 Employee Commuting & Home-working: 55.81 Upstream Transportation & Distribution: 0.2 Downstream Transportation & Distribution: 0 Waste Generated in Operations: 0.1
Total	96.33	

Emissions Breakdown

- Purchased Goods & Services
- Capital Goods
- Business Travel
- Employee Commuting & Home-working
- Upstream Transportation & Distribution
- Waste Generated in Operations



Current Emissions Reporting

As this is Amber Labs' first reporting year (2024), the baseline and current year are the same. Our 2025 report will provide the first opportunity to demonstrate year-on-year change.

Emission Reduction Targets

Amber Labs has committed to achieving Net Zero by 2050, in line with the UK Government's target. As a remote-first organisation, our emissions are almost entirely within Scope 3 categories, including business travel, employee commuting and homeworking, purchased goods and services, and capital goods.

While we do not operate company-owned offices, vehicles, or energy supplies, we recognise that our supply chain, digital infrastructure, and workforce practices contribute significantly to our footprint.

To ensure progress, we will set interim milestones and continue to strengthen our measurement approach over time. Our ambition is to steadily reduce avoidable emissions, while using high-quality, verified offsetting for residual emissions.

As our approach matures, we also intend to explore alignment with recognised frameworks such as the Science Based Targets initiative (SBTi) to further validate our trajectory.

Short-term (2025–2027):

- Offset at least 50% of annual emissions each year using certified schemes (Gold Standard, VCS, Woodland Carbon Code).

Medium-term (2028–2035):

- Strengthen measurement accuracy with improved data capture and audits.
- Begin reducing key Scope 3 categories (business travel and commuting) through policy changes and employee engagement.

Long-term (2036–2050):

- Achieve Net Zero across all scopes, supported by verified offsetting and efficiency measures.

Carbon Reduction Projects

The following sets out the measures Amber Labs has already implemented to reduce emissions, alongside the planned initiatives that will help us progress towards Net Zero.

Current Measures

Activity	Scope	Details
Remote-first working model	1,2,3	No fixed offices, eliminating emissions from heating, lighting, and most commuting
Cloud-based infrastructure	2,3	Use of scalable, energy-efficient cloud platforms instead of on-premise servers
EV-salary sacrifice scheme	3	Scheme launched in partnership with Octopus EV to support employees in switching to electric vehicles. Provides a tax-efficient route to lower-emission travel and encourages transition away from petrol/diesel cars.

Planned Initiatives

Activity	Scope	Target	Details
ISO 14001 Certification	1,2,3	2025	Develop and certify environmental management system to embed continual improvement.
“Amber Labs: Rebooted” Laptop Recycling Scheme	3	2025	Extend IT equipment lifecycle, reduce e-waste, and create social value.
Emissions Assessment	3	2026	Comprehensive audit to refine 2024 baseline and identify new reduction opportunities, aligned with GHG Protocol and UK Government guidance.
Employee engagement through Carbon Literacy training	3	2027	Provide accredited training to staff to drive awareness and behaviour change, via organisations such as The Carbon Literacy Project
Appointment of Sustainability Champions	3	2027	Create employee-led group to monitor initiatives and embed sustainability into culture.

Declaration & 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.²

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

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

Signed and approved on behalf of Amber Labs LTD.

James Bennett

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James Bennett
Managing Director
September 2025

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

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

3 <https://ghgprotocol.org/corporate-value-chain-scope-3-standard>