

Carbon Reduction Plan

Supplier name: **IRARA Holdings Ltd**

Publication date: May 2026

Commitment to achieving Net Zero

IRARA Holdings Ltd and its subsidiaries are committed to achieving Net Zero emissions by 2050.

Subsidiaries include:

- **IRARA Services Ltd (UK),**
- **IRARA Secure Solutions Ltd (UK),**
- **IRARA Pty Ltd (Australia),**
- **IRARA vzw (Belgium) and overseas branches**

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

As IRARA Holdings Ltd was incorporated during FY 2025-26, this is the Group's first consolidated Carbon Reduction Plan and FY 2024-25 (1 April 2024 – 31 March 2025) is reported as a newly established baseline.

Baseline Year: Financial Year 2024-25 (1 April 2024 – 31 March 2025)
Additional Details relating to the Baseline Emissions calculations.
IRARA Holdings Ltd was incorporated during FY 2025-26 as part of an ongoing corporate restructure to formalise the Group parent and ultimate parent structure. This is therefore the Group's first consolidated Carbon Reduction Plan, and FY 2024-25 represents a newly established baseline. Emissions are reported on an operational control basis covering IRARA Holdings Ltd and all entities under its operational control: <ul style="list-style-type: none">• IRARA Services Ltd (UK),• IRARA Secure Solutions Ltd (UK),• IRARA Pty Ltd (Australia),• IRARA vzw (Belgium) and overseas branches Scope 1 and Scope 2 are reported as zero on the basis that the Group does not own or operate vehicle fleets, does not directly hold reportable refrigerant equipment, and operates from serviced/shared premises where utilities are embedded in occupancy charges and not directly metered to IRARA. A Group-wide Scope 1 and Scope 2

verification exercise is scheduled for Q2 FY 2026-27; any emissions identified will be incorporated into a restated baseline with full disclosure in line with the GHG Protocol's rules on substantial organisational change. Scope 3 Category 6 (Business Travel) is the Group's dominant material Scope 3 source for the baseline year and is captured at booking via the Group's travel management platform using UK Government greenhouse gas conversion factors. Scope 3 Category 7 (Employee commuting) is included on a screening basis pending the Group-wide commuting survey planned for FY 2026–27.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	0
Scope 3 (Included Sources)	92.45
Total Emissions	92.45

Scope 3 emissions – included sources (FY 2024–25):

- Category 4 (Upstream transportation & distribution) – not material.
- Category 5 (Waste in operations) – not material.
- Category 6 (Business travel) – 86.79 tCO₂e.
- Category 7 (Employee commuting) – 5.66 tCO₂e (screening estimate; see methodology note below).
- Category 9 (Downstream transportation & distribution) – not material.

Current Emissions Reporting

Reporting Year: 2025-26	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	0
Scope 3 (Included Sources)	77.97
Total Emissions	77.97

Scope 3 emissions – included sources (FY 2025–26):

- Category 4 (Upstream transportation & distribution) – not material.

- Category 5 (Waste in operations) – not material.
- Category 6 (Business travel) – 70.89 tCO₂e.
- Category 7 (Employee commuting) – 7.08 tCO₂e (screening estimate; see methodology note below).
- Category 9 (Downstream transportation & distribution) – not material.

Methodology note - Category 7: Screening estimate based on UK office-based headcount and weekly in-office attendance days; overseas and remote staff are excluded as non-commuting. The FY 2025/26 estimate reflects an increase in UK office-based headcount and a mixed in-office attendance pattern compared to FY 2024–25. Distance and modal-split assumptions from the UK DfT National Travel Survey (8.4 mile average one-way commute); emission factors from the UK Government 2025 GHG conversion factors. Detailed assumptions and underlying inputs are held on file and available on request. To be replaced with primary survey data in FY 2026–27.

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to **46.23 tCO₂e** by **2030**. This is a reduction of **50%**

Longer-term targets, against the FY 2024-25 baseline of 92.45 tCO₂e, are:

70% reduction by 2035 (≤ 27.74 tCO₂e); 80% reduction by 2040 (≤ 18.49 tCO₂e); and Net Zero across Scope 1, Scope 2 and material Scope 3 emissions by 2050.

Progress will be reported in the annually updated Carbon Reduction Plan published on <https://irara.org>. The Group will additionally explore alignment with a Science Based Targets initiative (SBTi)-validated trajectory by 2028.

Targets assume the current operational footprint and headcount of the Group. The Group will review and, if necessary, rebase its targets in the event of material structural change, including acquisition, headcount increase of more than 50%, or a sustained shift in international travel intensity – with any revised targets and an updated baseline published in the next annual Carbon Reduction Plan update.

A graph showing progress against these targets will be included from the FY 2026-27 reporting cycle onwards, once a second year of post-baseline data is available.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the FY 2024-25 baseline. The carbon emission reduction achieved by these schemes equates to 14.48 tCO₂e, a 15.7% net reduction against the FY 2024-25 baseline, and the measures will remain in effect when performing the contract.

- Adoption of a Group travel hierarchy policy that requires staff to consider remote collaboration first, then rail or road, with air travel only where it is the only viable option for the assignment.
- Implementation of a single Group travel management platform that captures CO₂e per booking using UK Government greenhouse gas conversion factors, providing the data underpinning Scope 3 Category 6 reporting.
- Cost-centre attribution of all bookings, allowing project and country leads to monitor and challenge their own travel emissions footprint.
- Tracking of hotel room-nights at standard UK conversion factors (kgCO₂e per room-night) so that accommodation impacts are visible alongside transport.
- Minimisation of rental car usage in operating countries, with most ground travel delivered through pre-approved local taxi/ride-hail providers; this is reflected in the small Cars (rental) component of the FY 2025-26 figures.

Future carbon reduction initiatives

Planned measures, with named accountability and target dates, include:

- Completion of a Group-wide Scope 1 and Scope 2 verification exercise in Q2 FY 2026-27, including a review of any directly held vehicles, plant or refrigerants, and any directly metered electricity at IRARA-controlled premises. Any emissions identified will be incorporated into a restated baseline. (target completion: 30 September 2026.)
- Replacement of the FY 2024–25 and FY 2025–26 Scope 3 Category 7 (Employee commuting) screening estimates with primary data from a Group-wide commuting survey during FY 2026–27. (target completion: 31 March 2027.)
- Roll-out of an updated Group travel hierarchy policy, including pre-trip CO₂e visibility at booking, with cost-centre level reporting for project and country leads. (target rollout: Q1 FY 2026-27.)
- Quarterly Board-level reporting on emissions and progress against the 2030, 2035, 2040 and 2050 trajectory, with named accountability at director level. (first report: Q1 FY 2026-27.)
- Exploration of alignment with a Science Based Targets initiative (SBTi)-validated near-term trajectory by 2028. (target submission: 31 March 2028.)
- Development of a Group sustainable procurement framework, prioritising suppliers with credible Net Zero commitments. (target completion: Q3 FY 2026-27.)
- A pilot programme to use Sustainable Aviation Fuel (SAF)-certified providers on long-haul routes where operationally and contractually feasible. (pilot launch: FY 2027-28.)

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 standard¹ 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, 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) Standard².


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:

Jeremy Aldridge, Chief Executive Officer, IRARA Holdings Ltd

Date: May 2026

Signature:



Plan version: 1.0

Published at: <https://irara.org>

Next review: by 31 May 2027 (annual review cycle).
