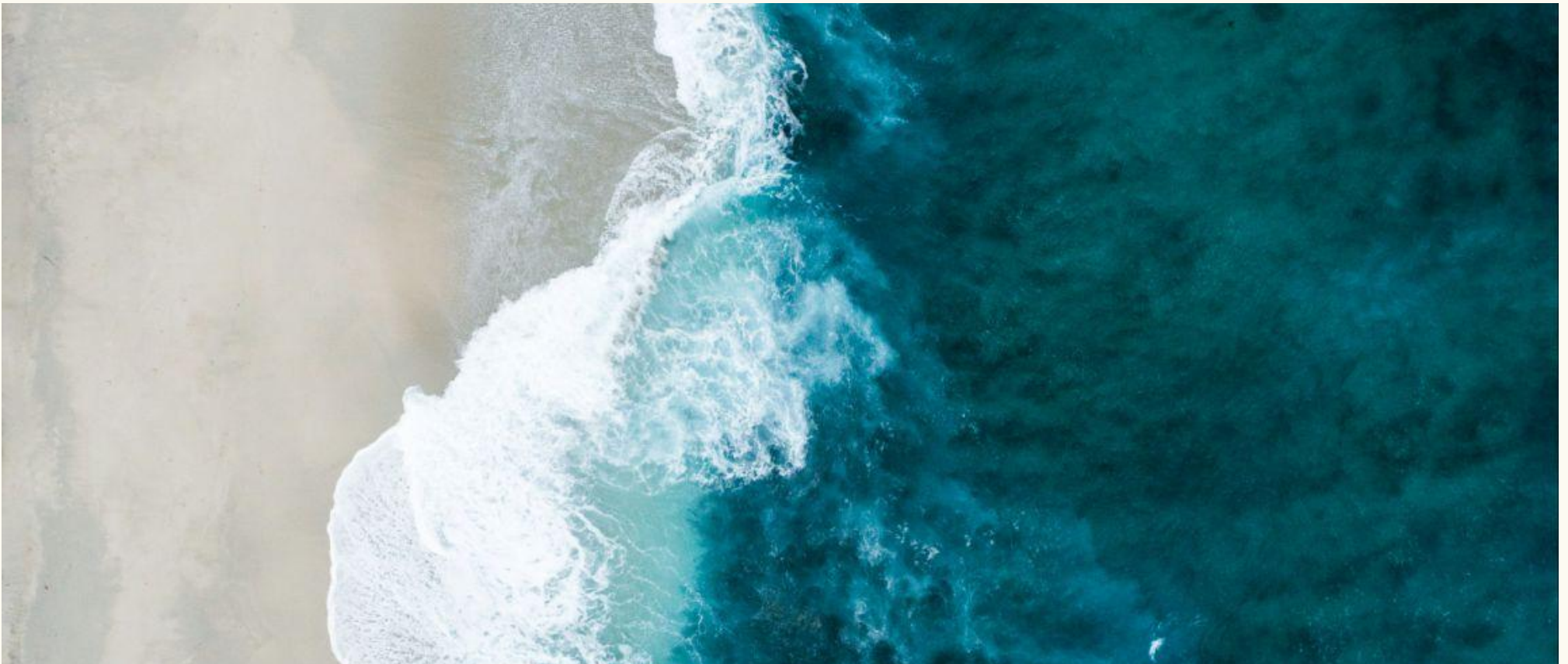


Reward Gateway (UK) Ltd

Carbon reduction plan

1 January 2025 to 31 December 2025

Published: 31 March 2026



An introduction to Reward Gateway (UK) Ltd

Reward Gateway (UK) Ltd

Reward Gateway (UK) Ltd is a leading employee engagement platform. It provides a unified hub for benefits, discounts, rewards, recognition, wellbeing tools, and communication, helping companies connect, motivate, and retain their employees.

In response to the pressing global challenge of climate change, Reward Gateway (UK) Ltd is committed to achieving Net Zero emissions by 2050.

As such, Reward Gateway (UK) Ltd Ltd has engaged in the following project to calculate, report, and identify opportunities to reduce its greenhouse gas (GHG) emissions.

Report overview

This report, in accordance with PPN 006, details the results of Reward Gateway (UK) Ltd's 2025 GHG inventory, which quantified GHG emissions across the reporting period of 1 January 2025 to 31 December 2025. Also documented is Reward Gateway (UK) Ltd's long-term strategy to monitor, manage, and minimise its environmental impact in alignment with achieving its ambitious Net Zero commitment.

This report was prepared with the support of Ecologi to ensure that emissions were quantified in alignment with the [Greenhouse Gas Protocol Corporate Accounting and Reporting Standard](#) and supplementary [Corporate Value Chain \(Scope 3\) Standard](#).

The Ecologi logo is written in a white, cursive script font on a dark green background.

Ecologi is a leading climate action platform specialising in emissions measurement, reduction, and reporting, as well as helping businesses fund high impact, high integrity climate solutions. Ecologi equips businesses with the expertise and tools to curate and implement emissions reduction strategies on their journey to Net Zero.

1 January 2025 to 31 December 2025

Carbon Reduction Plan

Methodology

Reward Gateway (UK) Ltd were responsible for the internal management controls governing the collection and entry of data for processing. The subsequent emissions calculations and this report were generated with the support of Ecologi in accordance with the [Greenhouse Gas Protocol Corporate Accounting and Reporting Standard](#) and supplementary [Corporate Value Chain \(Scope 3\) Standard](#).

Emissions have been calculated using the appropriate UK emission conversion factors published annually by the UK government, Department for Energy Security and Net Zero (DESNZ). These are supplemented by emissions factors from Small World Consulting's environmentally extended MRIO dataset, used for spend-based emissions calculations. The methodology for homeworking emissions aligns with Anthesis' published in their 2021 White Paper.

Reported emissions figures are expressed as tonnes of carbon dioxide equivalent (tCO₂e) and include GHG emissions from all seven GHGs named by the Kyoto Protocol: CO₂, N₂O, CH₄, HFCs, PFCs, SF₆ and NF₃.

The GHG inventory assesses emissions for the reporting period 1 January 2025 to 31 December 2025.

The boundary of the report includes all UK-based operations during the reporting period. An operational control approach¹ has been adopted, and emissions are categorised within the relevant Scope, as prescribed by the GHG Protocol.

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 \(Scope 3\) Standard](#).

Emissions Inventory : 01/01/2025 - 31/12/2025

* Scope 3 categories reported on include those covered by the assessment only.

Scope	Emissions category	2025 (tCO ₂ e)	2024 (tCO ₂ e) (Base year)
Scope 1	Stationary combustion	13.42	9.66
	Mobile combustion	-	-
	Fugitive emissions	7.23	12.70
	Process emissions	-	-
	Total - Scope 1	20.64	22.35
Scope 2	Purchased electricity (Market-based)	0	0
	Purchased electricity (Location-based)	42.98	52.10
	Purchased steam, heating & cooling	-	-
	Total - Scope 2 (Market based)	0	0

Scope	Emissions category	2025 (tCO ₂ e)	2024 (tCO ₂ e) (Base year)
Scope 3	Purchased goods and services	0.25	0.23
	Capital goods	-	-
	Fuel- and energy-related activities	18.83	18.75
	Upstream transportation and distribution	99.15	137.11
	Waste generated in operations	1.63	0.35
	Business travel	136.42	299.67
	Employee commuting (including homeworking)	288.95	276.95
	Upstream leased assets	-	-
	Downstream transportation and distribution	-	-
	Processing of sold products	-	-
	Use of sold products	-	-
	End-of-life treatment of sold products	-	-
	Downstream leased assets	-	-
	Franchises	-	-
Investments	-	-	
Total - Scope 3		545.23	733.07
Total		565.87	755.42

* Scope 3 categories reported on include those required by PPN 006. As there is no downstream transportation within the operations of the organisation, this category has been excluded.

Total emissions

546.79
tCO₂e

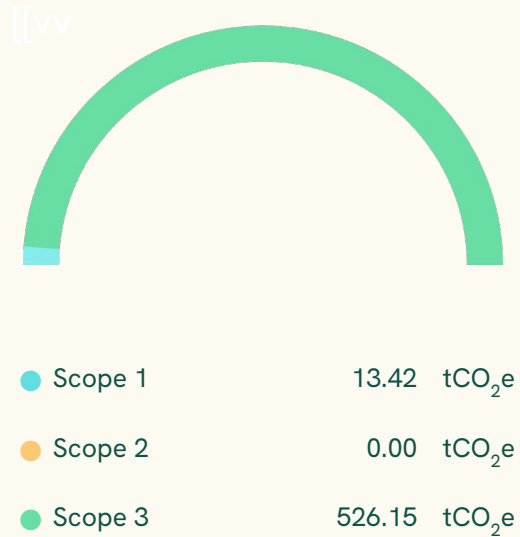
Revenue emissions intensity)

5.09
tCO₂e per £1m revenue

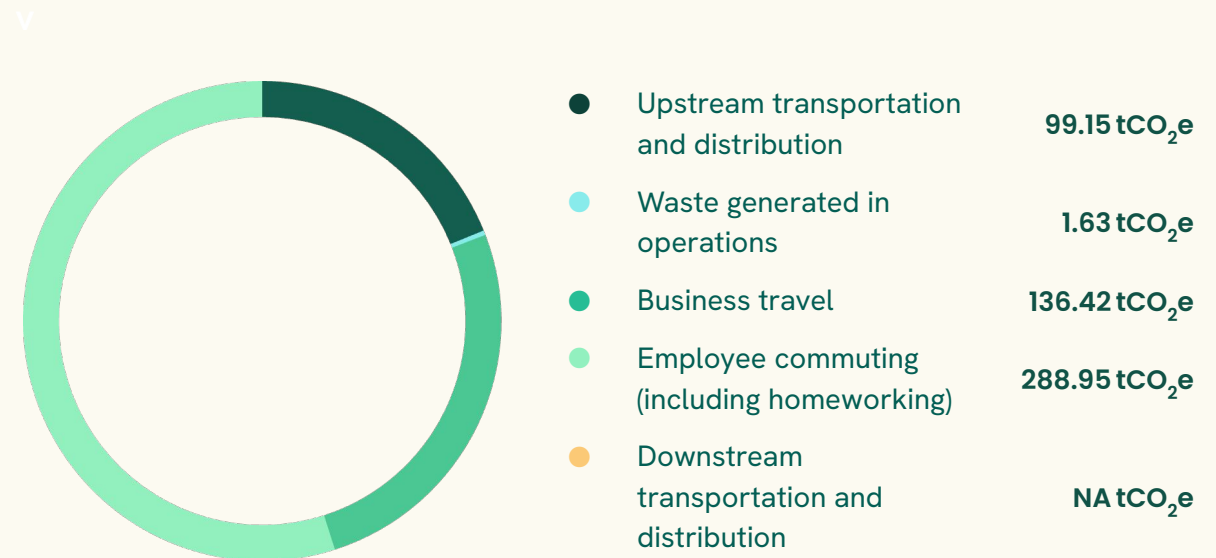
FTE emissions intensity

1.67
tCO₂e per FTE

2025 Scope breakdown



Scope 3 emissions by category

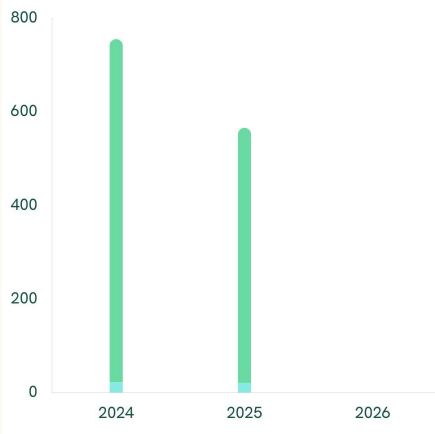


Emissions Overview: 01/01/2025 - 31/12/2025

Total emissions tCO ₂ e	
2024	755.42
2025	565.87

Revenue emissions intensity tCO ₂ e per £1m revenue	
2024	6.18
2025	6.34

FTE emissions intensity tCO ₂ e per FTE	
2024	2.11
2025	1.67



2025 Scope breakdown

YoY change from 2024

● Scope 1	20.64 (3.65%)	-7.66%
● Scope 2	0 (0%)	-%
● Scope 3	545.23 (96.35%)	-25.62%

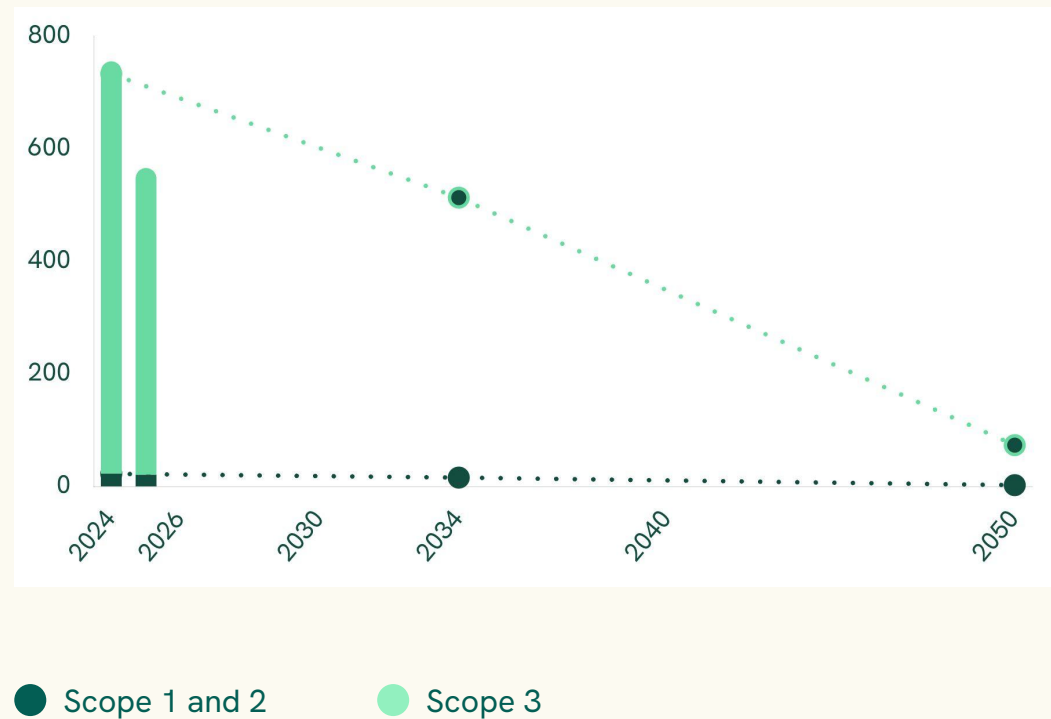


Emissions Reduction Targets

In alignment with the UK Government's 2050 Net Zero targets and global efforts to limit global warming and the worst effects of climate change, Reward Gateway (UK) Ltd is committed to achieving Net Zero emissions across the entire value chain (Scopes 1, 2, and 3) by 2050. Where possible, ambitious emissions reduction actions will be implemented to advance the achievement of Net Zero.

Aligning with SBTi reduction targets, by 2034 Reward Gateway (UK) Ltd should achieve a 42% reduction in Scope 1 and 2 emissions as well as a 46% reduction in Scope 3 emissions from a 2024 baseline.

Reward Gateway (UK) Ltd's projected emissions reductions are charted to illustrate how progression towards these targets may look.



Current reduction initiatives

Reward Gateway (UK) Ltd have previously introduced a number of initiatives to help manage emissions such as energy consumption monitoring, investment in low-energy equipment such as LED lighting, energy audits to target on-premise opportunities for reduction, and the implementation of an Environmental Management System, achieving ISO 14001 certification.

In addition, Reward Gateway (UK) Ltd is focusing on the following emissions management measures to work towards Net Zero.



Hybrid working

Reward Gateway (UK) Ltd operates a hybrid-working structure, significantly reducing their Scope 1 and 2 greenhouse gas emissions. By eliminating the need for centralised office spaces, Reward Gateway (UK) Ltd minimises energy consumption related to heating, cooling, and powering facilities. Additionally, remote work decreases employee commuting, avoiding emissions associated with transportation to and from the office.

While hybrid working results in an increase in domestic energy consumption within employees' homes, this is an incremental increase which is calculated and reported within Scope 3 emissions. However, given the reduced need for office energy and commuting, hybrid working is likely to result in a net reduction in overall emissions.



Business travel policy

Reward Gateway (UK) Ltd has reduced business travel emissions by 54.5% in the 2025 reporting period compared to 2024. This is mainly due to the adoption of Reward Gateway (UK) Ltd's travel policy. This policy includes clear guidelines for minimising business travel. Specific policies include promoting virtual meeting alternatives, stricter travel approval processes, and encouraging consideration of the environmental impact when planning necessary travel.



Renewable energy

Reward Gateway (UK) Ltd has significantly reduced their Scope 2 (market-based) greenhouse gas emissions through the introduction of renewable electricity contracts, ensuring their electricity is sourced from zero-carbon sources at both their Chester and London offices.



Responsible waste management

Reward Gateway (UK) Ltd continues to minimise landfill waste and associated emissions through long-standing waste separation policies. These policies ensure the segregation of materials including Paper, Card, Glass, Plastics, Food, Electrical, and Hazardous waste streams. By maximizing recycling and appropriate disposal, Reward Gateway (UK) Ltd reduces the environmental impact associated with waste.

Proposed reduction initiatives

Reward Gateway (UK) Ltd is committed to embedding practices within its business to mitigate environmental impact. The following strategy outlines further decarbonisation interventions contributing to Reward Gateway (UK) Ltd's roadmap for achieving Net Zero across the entire value chain. Specific reference is given to emissions hotspots and priority areas identified within the emissions inventory published above. Interventions include both short and long-term actions dedicated to the pursuit of the overarching Net Zero ambition.

1 Committed to measuring and iterating on emissions data

Reward Gateway (UK) Ltd is committed to iterating on their emissions reports, and furthering their collaboration with Ecologi, utilising their Ecologi Zero platform to measure emissions and progress. This process has already enhanced its understanding of Reward Gateway (UK) Ltd's environmental impact, allowing the company to identify areas for emissions reductions and operational efficiency improvements. These insights will enable Reward Gateway (UK) Ltd to implement the progress necessary to monitor performance and assess the effectiveness of emissions reduction initiatives moving forward.

2 Logistics supplier data improvements

Nearly 20% of Reward Gateway (UK) Ltd's 2025 emissions footprint result from Upstream Transportation and Distribution relating to postal and courier spend. In order to gain a more accurate understanding of logistics emissions, Reward Gateway (UK) Ltd should engage with their suppliers regarding vehicle type, distances travelled, and weight of deliveries. Improving data granularity will enable Reward Gateway (UK) Ltd to make more informed decisions and identify key areas for optimisation.

3 Employee commuting support

Fossil-fuel powered vehicles used for employee commuting emissions travelled over 300,000 km resulting in just over 14% of total emissions in the 2025 reporting period and 28.49% of employee commuting emissions. It is therefore recommended that Reward Gateway (UK) Ltd adopt measures that support low-carbon transportation for employees. Such measures may include a Bicycle to Work Scheme, an Electric Vehicle Salary Sacrifice Scheme, or a Public Transportation Salary Sacrifice Scheme. Beyond financial and infrastructure incentives, success will also rely on engaging staff to ensure they make informed commuting decisions. This can be done through awareness campaigns, "Lunch and Learn" sessions, and providing personalised travel-planning resources to help employees identify the most sustainable routes to the office.

4 Electric heating & reduce fossil fuel dependency

Though stationary combustion emissions are not a major contributor to total emissions, it is a consistent source of Scope 1 emissions. As these stationary combustion emissions result from the combustion of natural gas used to heat offices, it is recommended that Reward Gateway (UK) Ltd transition from natural gas heating to high-efficiency electric air source heat pumps. Heat pumps typically achieve 60-70% reduction in heating-related emissions compared to gas boilers and benefit from the increasingly decarbonized electricity grid. This implementation would reduce Reward Gateway (UK) Ltd's dependency on fossil fuels and reduce energy costs.

5 Fund climate action projects

As Reward Gateway (UK) Ltd progresses on its decarbonisation journey, it should take a more proactive approach to achieving Net Zero by continuing to reduce operational and value chain emissions while contributing meaningfully to mitigation efforts through high-quality climate action projects.

While working with Ecologi to iterate on and gain better understanding of its emissions profile, the company can further this collaboration by identifying and supporting projects with environmental and social benefits that align with the company's objectives. These initiatives should supplement its internal emissions reduction actions, drive positive change beyond its direct influence and value chain, and contribute to the global effort to combat climate change in a way that is sustainable for the business and for the planet.

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 use 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) Standard.

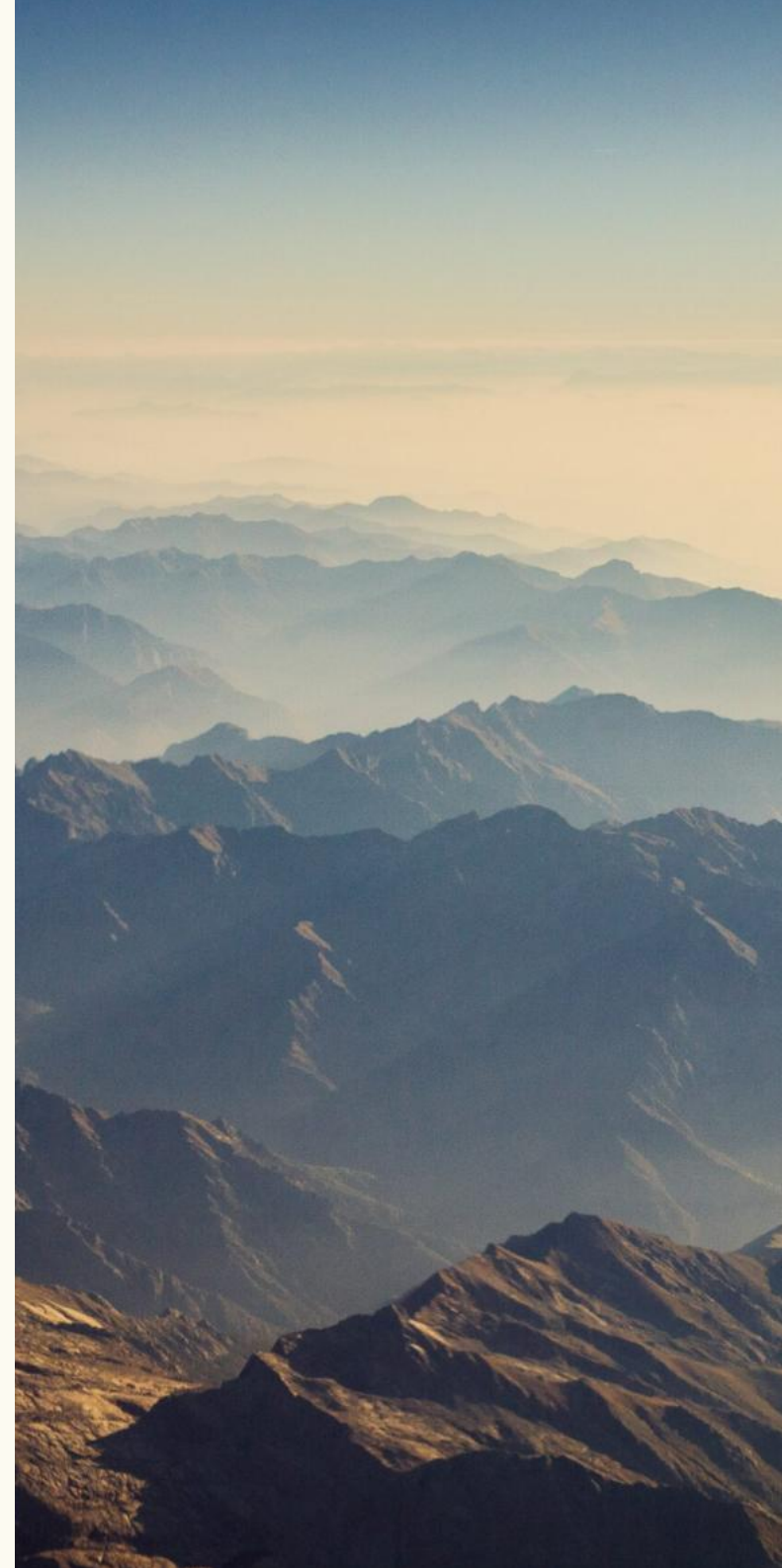
This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Reward Gateway (UK) Ltd



Lee O'Connor, Operations Director

Date: 31 March 2026



Ecologi

Thanks for your time.
We're here if you'd like to get in touch

indradrabbe@ecologi.com