

Namos Solutions

Carbon reduction plan

01/01/2025 – 31/12/2025

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An introduction to Namos Solutions

Namos Solutions

Namos Solutions are an award-winning, certified Oracle OPN Modernized Partner, specialising in the implementation and support of ERP, EPM and HCM business solutions, both in the Cloud and on-premise.

In response to the pressing global challenge of climate change, Namos Solutions is committed to achieving Net Zero emissions by 2050.

As such, Namos Solutions 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 Namos Solutions' 2025 GHG inventory, which quantified GHG emissions across the reporting period of 01/01/2025 - 31/12/2025. Also documented is Namos Solutions' 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](#).



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.

01/01/2025 - 31/12/2025

Carbon Reduction Plan

Methodology

Namos Solutions 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 01/01/2025 – 31/12/2025.

The boundary of the report includes all UK-based operations during the reporting period. An operational control approach 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](#).

Greenhouse Gas Inventory:

01/01/2025 - 31/12/2025

Scope	Emissions category	2025 (tCO ₂ e)	2024 (tCO ₂ e)	2023 (tCO ₂ e)	2022 (tCO ₂ e) (Base year)
Scope 1 ²	Stationary combustion	-	-	-	-
	Mobile combustion	-	-	-	-
	Fugitive emissions	-	-	-	-
	Process emissions	-	-	-	-
	Total - Scope 1	-	-	-	-
Scope 2 ²	Purchased electricity (Market-based)	-	-	-	-
	Purchased electricity (Location-based)	-	-	-	-
	Purchased steam, heating & cooling	-	-	-	-
	Total - Scope 2 (Location-based)	-	-	-	-

¹ A company has operational control over an operation if it, or one of its subsidiaries, has the full authority to introduce and implement its operating policies at the operation. Under the operational control approach, a company accounts for 100% of emissions from operations where it has operational control.

² The company has no emissions sources under its operational control and therefore no Scope 1 or 2 emissions to be reported; its London head office is a leased office space for which they do not exercise operational control.

Scope	Emissions category	2025 (tCO ₂ e)	2024 (tCO ₂ e)	2023 (tCO ₂ e)	2022 (tCO ₂ e) (Base year)
Scope 3	Upstream transportation and distribution	2.32	2.36	2.65	-
	Waste generated in operations	0.16	0.16	0.16	0.18
	Business travel	60.42	95.87	119.33	41.15
	Employee commuting (including homeworking)	66.69	85.95	84.69	99.13
	Downstream transportation and distribution ²	-	-	-	-
	Total - Scope 3	129.58	184.34	206.83	140.46
Total		129.58	184.34	206.83	140.46

¹ Scope 3 categories reported on include those covered by the assessment only.

² This category is not relevant to the company's operations and therefore no emissions are to be reported.

Total emissions

129.58

tCO₂e

Revenue emissions intensity

8.43

tCO₂e per £1m revenue

FTE emissions intensity

1.06

tCO₂e per FTE

2025 Scope breakdown



● Scope 1	- tCO ₂ e
● Scope 2	- tCO ₂ e
● Scope 3	129.58 tCO ₂ e

Scope 3 emissions by category

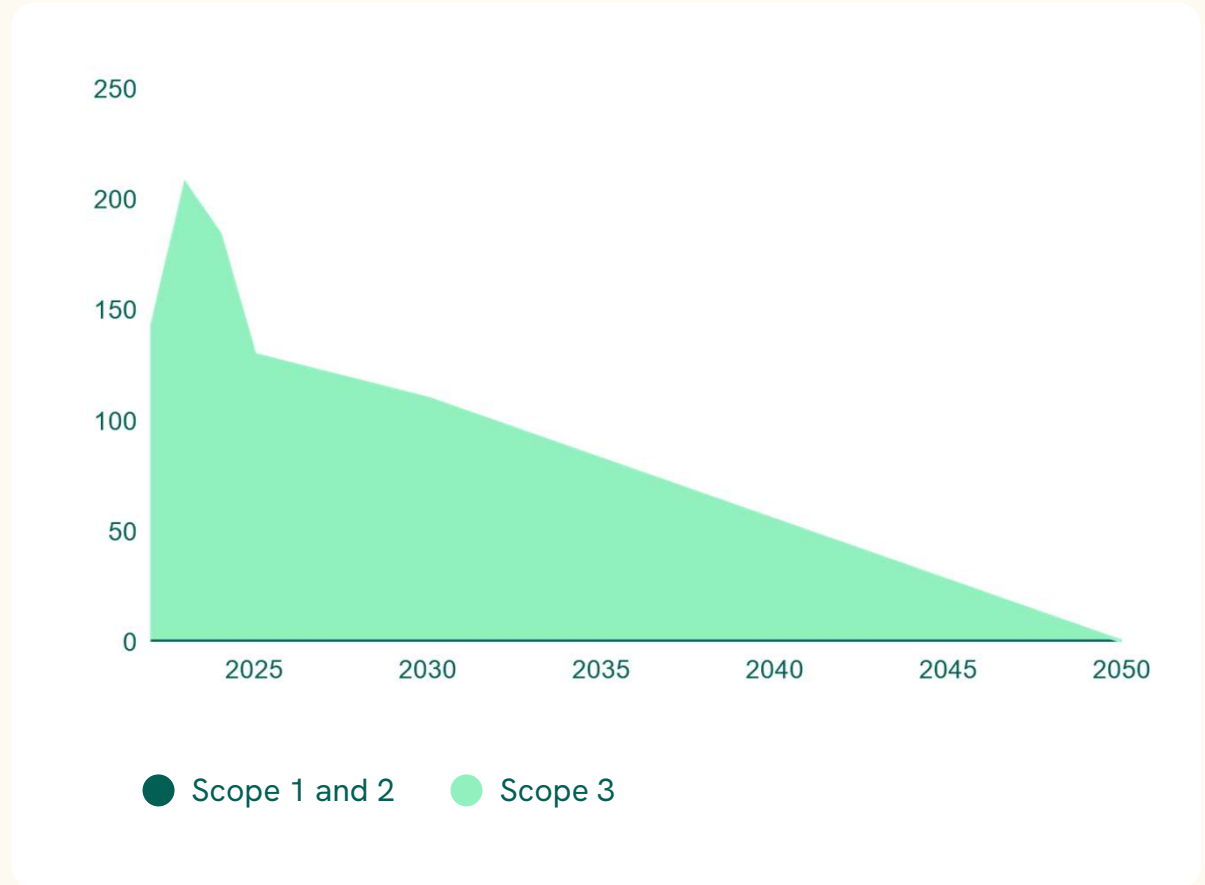


● Upstream transportation and distribution	2.32 tCO ₂ e
● Waste generated in operations	0.16 tCO ₂ e
● Business travel	60.42 tCO ₂ e
● Employee commuting (including homeworking)	66.69 tCO ₂ e
● Downstream transportation and distribution	- tCO ₂ e

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, Namos Solutions 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.

Namos Solutions' projected emissions reductions are charted to illustrate how progression towards these targets may look.



2025 reduction initiatives

The following emissions management measures are already in place as Namos Solutions works towards Net Zero.



Sustainable home working

During one of Namos Solutions' monthly ESG updates, the team explored home working and energy solutions, covering renewable energy tariffs, energy-efficient lightbulbs, water-saving taps, single-use plastic alternatives, and other smart home products. A member of staff presented on the topic, sparking a lively discussion and sharing of ideas across the business.

Employee commuting and home working remain one of the largest sources of Namos Solutions' footprint, so continuing to support staff in making more sustainable choices at home is an important lever in the company's wider decarbonisation efforts.



Growing fruit and veg

Namos Solutions' Sunflower Contest returned for another year, with staff again reporting a great uptake in growing their own fruit and vegetables at home. The initiative continues to prompt a healthy exchange of ideas, tips, and tricks among colleagues, reinforcing the sense of community around sustainable living that Namos Solutions has built through its wider ESG programme.



Improving emissions data accuracy

In 2025, Namos Solutions introduced a process requiring staff to confirm their journey start and finish locations, enabling business travel and commuting distances to be calculated from actual mileage and expense claims rather than estimated averages. This has materially improved the accuracy of the company's travel-related emissions data.

Namos Solutions has also shared guidance with employees on how they can track their own emissions, for both personal and professional purposes, helping to build wider awareness and engagement with the company's Net Zero ambition.



Exploring new premises

Towards the end of 2025, Namos Solutions began exploring new premises as its current office arrangement is reassessed. Energy consumption data for prospective sites has not yet been made available, but this has been flagged as a priority for the team to factor into its decision-making as the search progresses.

Proposed reduction initiatives

Namos Solutions is committed to embedding practices within its business to mitigate environmental impact. The following strategy outlines further decarbonisation interventions contributing to Namos Solutions' 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 Measure and iterate on emissions data

Namos Solutions should continue to build on this GHG emissions report annually, working with Ecologi to continue measuring GHG emissions and tracking progress against its climate ambitions.

This process has already enhanced the company's understanding of its environmental impact, allowing it to identify areas for emissions reductions and operational efficiency improvements. These insights will enable the company to implement the process necessary to monitor performance and assess the effectiveness of emissions reduction initiatives moving forward, supporting its goal of developing sustainable and transparent operations.

2 Improve energy efficiency through increased insights and interventions

As renters of office space, Namos Solutions should continue to collaborate closely with building management to obtain primary energy consumption data and identify opportunities for efficiency improvements. With the search for new premises now underway, Namos Solutions has an opportunity to factor sustainability credentials and energy performance into its site selection criteria, alongside requesting consumption data from prospective landlords ahead of any move.

In the meantime, Namos Solutions should continue to request and review building performance data at its current site, and discuss opportunities to upgrade lighting, heating, and cooling systems or explore renewable energy options where feasible.

3 Introduce sustainable travel policies

Business travel emissions fell by more than a third in 2025, and the introduction of journey-tracking data has given Namos Solutions much clearer visibility into which trips, modes, and routes are driving its remaining travel footprint. Building on this, Namos Solutions should formalise a sustainable travel policy that expands the use of public transport over hired cars and taxis, and prioritises rail over air travel wherever feasible. For long-distance air travel that is unavoidable, economy-class tickets should be prioritised over premium classes, and electric vehicles should be selected where car rental is needed. The company should also default to video conferencing for recurring meetings to reduce physical travel. Supported by clear guidance and incentives, formalising these practices would help sustainable travel behaviours become standard as business travel needs evolve.

4 Support for employees

Namos Solutions' 2025 ESG update sparked a valuable conversation among staff about renewable energy tariffs, efficient light bulbs, water-saving taps, and single-use plastics, while 2025 data shows a modest shift back towards office-based working as the search for new premises gets underway. Namos Solutions should build on this by formalising an employee toolkit that turns these discussions into practical guidance, covering domestic energy efficiency measures such as smart thermostats and LED retrofitting, alongside incentives for staff to switch to certified renewable electricity providers. As working patterns evolve, this support should extend to commuting choices, for example encouraging public transport or cycling for any increase in office attendance, with continued surveys helping tailor support to the workforce's needs.

5 Fund climate action projects

With total emissions down by almost a third in 2025 across emissions sources included within the scope of this report, and its residual footprint now measured with greater accuracy, Namos Solutions is well placed to take a more proactive approach to Net Zero by contributing to climate action projects alongside its internal reduction efforts. Working with Ecologi, the company should identify and support high-quality projects with meaningful environmental and social benefits that align with its objectives. These contributions should supplement, not replace, continued efforts to reduce value chain emissions, helping Namos Solutions drive positive change beyond its direct value chain and contribute to the global effort to combat climate change in a way that is sustainable for the business and 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.

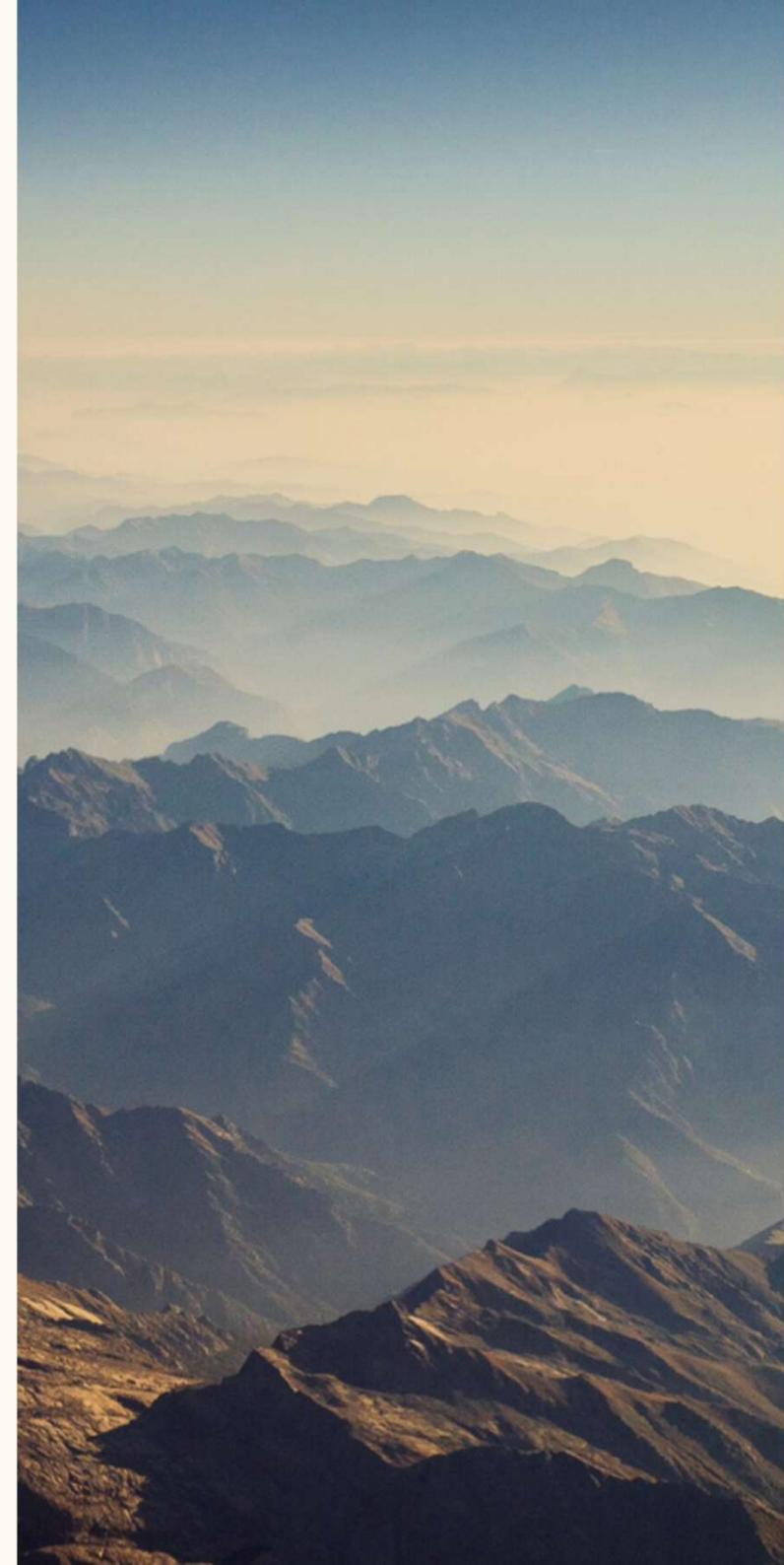
This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Namos Solutions

Chris Mason

Chief Executive Officer

Date: 14/08/2026



Ecologi

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

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