



# Carbon Reduction Plan

**6 May 2026**

Produced by Itad's Green Team

## Background

This Carbon Reduction Plan (CRP) has been prepared in line with the UK Government's commitment to achieving Net Zero greenhouse gas emissions by 2050 and meets the requirements set out in Procurement Policy Note (PPN) 06/21. It provides a high-level summary of our organisation's carbon footprint for a defined reporting year and sets out our commitment and approach to reducing emissions over time. The CRP is designed to support transparency in public procurement, enabling contracting authorities to understand the environmental impact of our operations and our progress towards Net Zero, while complementing (rather than replacing) our wider carbon reporting and sustainability activities.

## Contents

Background.....	2
1. Commitment to achieving Net Zero.....	3
2. Baseline emissions footprint.....	3
3. Current emissions reporting.....	4
4. Further breakdown of current year emissions.....	5
5. Emissions reduction targets.....	5
Annual monitoring.....	6
6. Carbon reduction projects.....	7
Completed carbon reduction initiatives.....	7
Future carbon reduction initiatives.....	8
The 4R framework.....	8
Progress and plans against the 4Rs: a summary.....	8
7. Declaration and sign-off.....	10

## 1. Commitment to achieving Net Zero

Itad has been committed to achieving Net Zero emissions since 2021. We are reducing our emissions year-on-year in line with the global target of limiting global warming to 1.5 degrees, plus we currently offset 110% of our residual emissions.

## 2. 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.

We have been measuring and offsetting our emissions since 2019. Noting the impact of Covid-19 on both travel and working patterns, we view 2020 and 2021 as anomalous years. Instead, we have set 2019 as our 'typical' (baseline) year against which to measure our progress in reducing emissions.

Itad uses Earthly (and the platform 'Climate Essentials') for its emission reporting as their carbon accounting methodology follows the standards of the Greenhouse Gas Protocol and ISO 14064-1:2018. The measurement accounts for Scope 1, 2 and relevant upstream Scope 3 emissions as defined by the GHG Protocol. We report on the seven main GHGs that contribute to climate change, as covered by the Kyoto Protocol, converted into units of CO<sub>2</sub>e. All conversion factors used are in units of "kilograms of carbon dioxide equivalent of Y per X" (kg CO<sub>2</sub>e of Y per X), where Y is the gas emitted and X is the unit activity. CO<sub>2</sub>e is the universal unit of measurement to indicate the global warming potential (GWP) of GHGs, expressed in terms of the GWP of one unit of carbon dioxide. The assessment follows the operational control boundary approach. Emissions arising from entities under the operational control of the reporting company are accounted for. Product lifecycle emissions and certain Scope 3 sources (deemed not relevant to business operations) are excluded. Emissions associated with electricity use are reported using the location-based approach (assumed to be sourced from the grid at the location of the office).

<b>Baseline Year: 2019</b>	
<b>Additional details relating to the Baseline Emissions calculations.</b>	
We have set 2019 as our baseline year for measuring emissions reduction as it provides a reasonable representation of Itad's revenue and performance in a pre-Covid world (including associated travel).	
<b>Baseline year emissions: 1901.23 tCO<sub>2</sub>e</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	31.18
<b>Scope 2</b>	24.09
<b>Scope 3</b> (Included Sources)	1,845.96
<b>Total Emissions</b>	1901.23

### 3. Current emissions reporting

<b>Reporting Year: 2025</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	0.08
<b>Scope 2</b>	8.250
<b>Scope 3</b> (Included Sources)	393.628
<b>Total Emissions</b>	401.958

## 4. Further breakdown of current year emissions

### Carbon emissions by category 2025

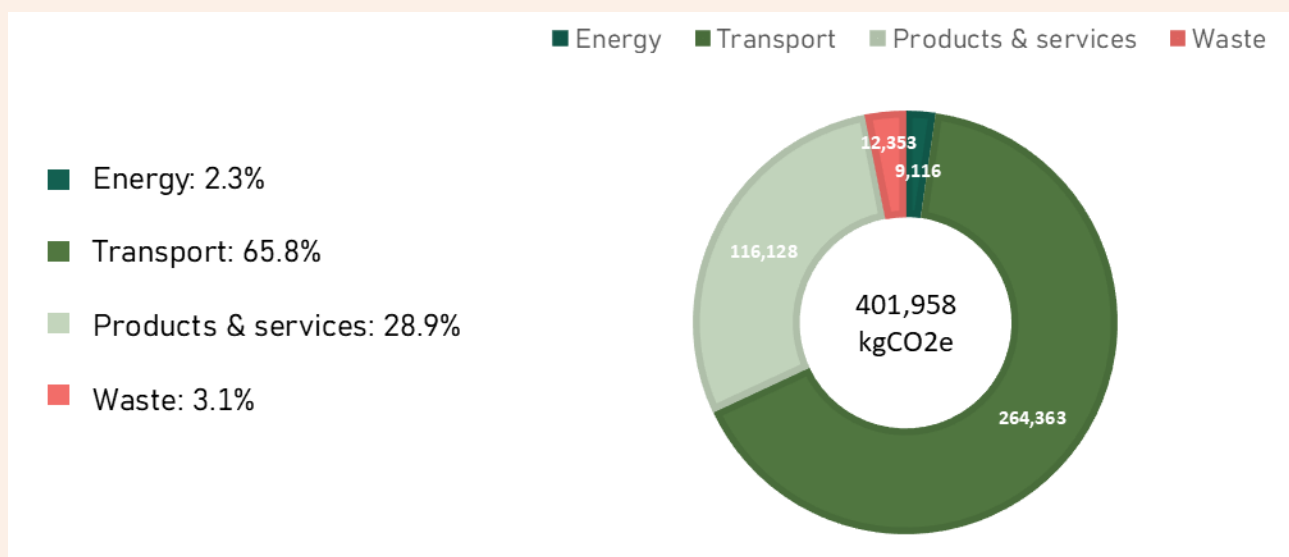


Figure 1. Itad's carbon breakdown by category (2025)

Figure 1 illustrates the breakdown of Itad's emissions in kilograms of carbon dioxide equivalent for the current reporting year (2025). It shows that more than three fifths (60%) of our emissions come from transport (flights, trains & taxis for business travel and estimates for commuting), while products and services (IT equipment, homeworking, services e.g. insurance & legal, stationary, food & drink, stationary, water) account for 28.9%. Energy (electricity and gas) and waste together account for just over 5% of the remaining emissions.

## 5. Emissions reduction targets

In 2020 Itad set three core objectives for tackling the climate emergency:

- Itad is viewed as a thought leader on climate change and 'green MEL' (monitoring, evaluation and learning) in international development
- Itad is '**net zero**' by 2021/22, with emissions continuing to fall year-on-year
- Staff are supported to live in greener ways, and culture change is promoted within Itad; National partners are empowered to lead international work

In 2021, Itad [achieved the status of net zero](#). We offset 110% of emissions and are reducing our emissions year-on-year in line with the global target of limiting global warming to 1.5 degrees. We will continue to improve by continuing to reduce our emissions and expanding and increasing the accuracy of our measurement. Details of how we intend to do this are set out in the [Itad Emissions Reduction Plan \(2022\)](#). Given the nature of our current work in international development, the vast majority of our emissions come from business travel (within scope 3) – 89% in 2019. As such most of our reduction initiatives have so far focused on this subset of emissions.

To maintain our achievement of Net Zero and as part of our 2022-25 company strategy, we have adopted the following carbon reduction targets and annual and quarterly indicators to monitor

our reduction in emissions over time. Annually we will monitor our carbon footprint (CO<sub>2</sub>e from projects and operations) vis-à-vis our total company revenue (a proxy for company size) with the intention to reduce our emissions by at least 5% (proportionally to revenue) from 2019 levels each year. Quarterly we will monitor the % of projects in our portfolio which are low carbon intensity, based on the CO<sub>2</sub> from flights vis-à-vis the project size.

## Annual monitoring

Indicator: **Revenue per CO<sub>2</sub> tonne**

Rationale: While total emissions is an important measure, we also challenge ourselves to reduce our emissions relative to our size (revenue). This reduction in emissions will be represented by an increase in revenue per CO<sub>2</sub> tonne year-to-year; an increase on this indicator is positive as it means revenue (a proxy for our work) is greater for each CO<sub>2</sub> tonne emitted.

Based on data we have to date we can track revenue per CO<sub>2</sub> tonne over six years, that is - our baseline year of 2019/20, and five subsequent years:<sup>1</sup>

- FY 19/20: (£17,906,599/1901.23 t CO<sub>2</sub>e) = £9,418/ t CO<sub>2</sub>e
- FY 20/21: (£16,578,846/702.44 t CO<sub>2</sub>e) = £23,602/ t CO<sub>2</sub>e
- FY 21/22 : (£14,507,030/178.53 t CO<sub>2</sub>e) = £81,258/ t CO<sub>2</sub>e
- FY 22/23 : (£17,019,642/420.12 t CO<sub>2</sub>e) = £40,511/ t CO<sub>2</sub>e
- FY 23/24 : (£18,643,646/351.456 t CO<sub>2</sub>e) = £53,047 / t CO<sub>2</sub>e
- FY 24/25 : (£17,498,202 / 523.336 t CO<sub>2</sub>e) = £ 33,436 / t CO<sub>2</sub>e
- FY 25/26 : this cannot yet be shared publically as our audited accounts for this year are not yet published but indicative results indicate over £45,000 / t CO<sub>2</sub>e

This is also illustrated in the chart below.

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<sup>1</sup> Based on Itad financial years Feb-Jan

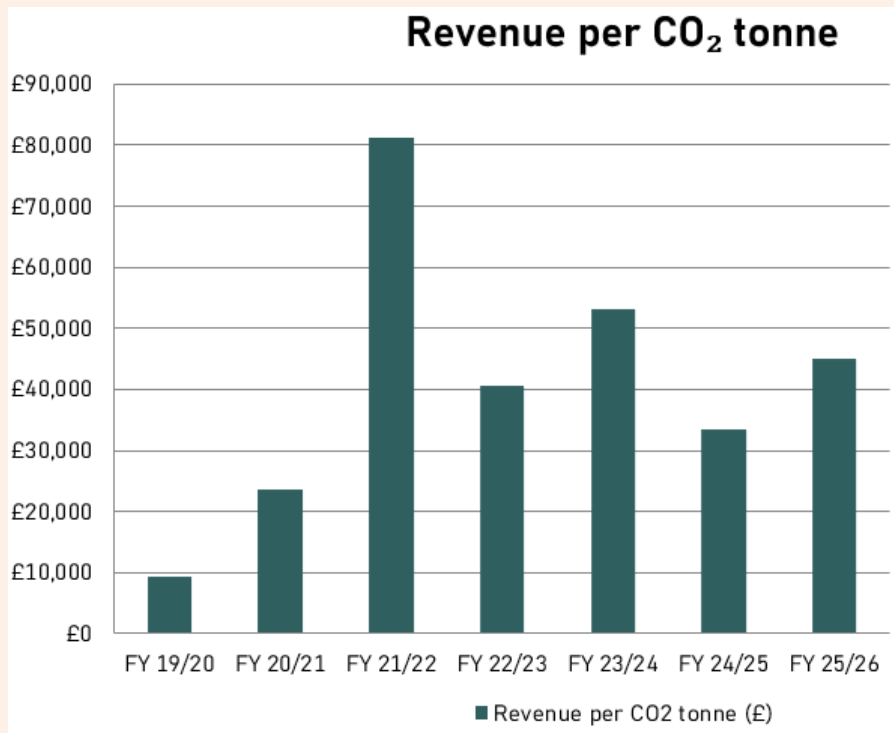


Figure 2. Revenue per CO<sub>2</sub> tonne from our baseline financial year (19/20) and subsequent years

2020 and 2021 were both anomalous years due to COVID lockdowns and travel restrictions. As such, we wouldn't expect to see a linear progression from 2019-2021, though we can broadly expect this from 2022 onwards.

We initially expected that the revenue per tonne would increase each year, in line with our projected revenue increases and reduced total emissions as a proportion of revenue. We developed annual targets based on our target revenue for each year. These have been shared with Itad staff and will be published once the company accounts are in the public domain.

In our most recent financial year with publicly available data (24/25), we found a negative decrease in the revenue per tonne of CO<sub>2</sub>e vis a vis the prior year, although this year is still ahead of targets. We expect FY25/26 to exceed this with a positive increase in revenue per tonne.

As stated in our last Carbon Reduction Plan, we are still learning about the extent to which it is possible to reduce emissions in a normal (non-pandemic) context. As such, our targets still assume that our net emissions will decrease by at least 5% from 2019 levels, each year. As we collect data against these targets and review our emissions reduction progress year-on-year, we will be in a position to calculate more accurate targets for subsequent years.

## 6. Carbon reduction projects

### Completed carbon reduction initiatives

We have been working to address our emissions and have made good progress in setting up the systems, partnerships and processes we need to reduce our emissions. This includes the following:

- **Tackling air travel:** We have adapted our systems to measure emissions from travel on a project-by-project basis, introduced guidance and support to help project teams reduce these emissions and adapted our budgets to account for the cost of offsetting remaining

emissions. We have begun the process of changing our organisational culture whereby the default position is 'flying only when absolutely necessary'.

- **Earthly partnership:** We have formed a [partnership with Earthly](#) – a company that supports companies to understand and reduce their carbon footprint while investing in nature-based climate solutions for unavoidable emissions. We work with Earthly to measure and offset our emissions.

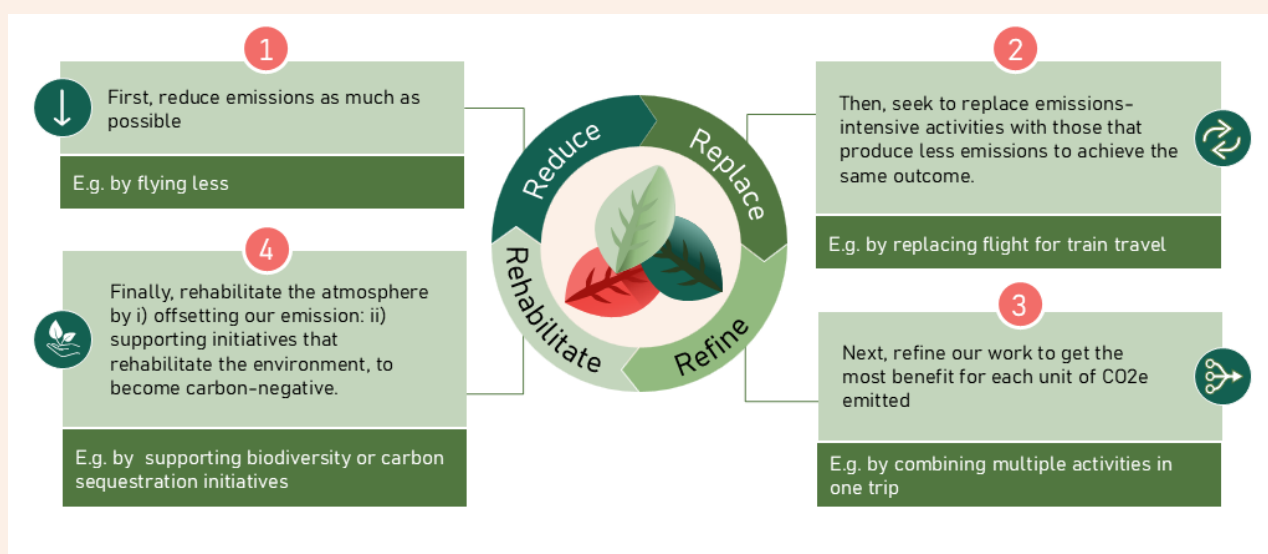
We understand that offsetting on its own is not the solution to tackling our environmental impact. The global focus of much of Itad's work however, means it would be impossible to completely remove carbon intensive activities such as flying – which means that some offsetting will be necessary. We have therefore focused on finding an offsetting partner that aligns with our values, targets and ethos. Our partner, Earthly, use Nature Based Solutions rather than offsetting schemes which only have the illusion of doing good – offsetting can quickly become greenwashing without the right initial scoping questions. We currently offset 110% of emissions and aim to improve on reducing emissions year on year.

## Future carbon reduction initiatives

### The 4R framework

We have adopted the 4R framework to guide our emissions reduction. This seeks to first **reduce** emissions, then **replace and refine** emissions, before finally **rehabilitating** the environment to balance remaining emissions produced – see Figure 1.





Figure 1: The four step Carbon Code. (Source: The Carbon Code by Brett Favaro)



Our '[greener project guidance](#)' further details how this framing can be applied within our projects to reduce our emissions – focussing largely on how we can reduce flights in recognition that this is by far the biggest source of emissions on Itad projects. We have published a version of this as a common good, to inspire others seeking to address their business emissions.

### Progress and plans against the 4Rs: a summary

The table below summarises how we currently work to achieve the 4R's and our plans to take this work forward.

Current activities	Future plans
 <p>Step 1: Reduce emissions</p>	
<ul style="list-style-type: none"> <li>▪ Reducing travel, including through:</li> <li>▪ Building more sensibly located teams</li> <li>▪ Remote delivery of projects</li> </ul>	<ul style="list-style-type: none"> <li>▪ Monitoring the CO2e intensity of projects to tackle patterns of high and medium intensity</li> <li>▪ Further reducing travel and supporting staff to better assess when travel is 'essential'</li> <li>▪ Reducing non-travel emissions identified through annual audits</li> <li>▪ Increasing work with in-country partners and experts, in line with Itad's racial inclusion and diversity results framework</li> </ul>
 <p>Step 2: Replace emission intensive activities</p>	
<ul style="list-style-type: none"> <li>▪ Replacing staff flights with train travel within UK or mainland Europe</li> <li>▪ Remote delivery of projects</li> </ul>	<ul style="list-style-type: none"> <li>▪ Increasing capacity for remote delivery of projects</li> <li>▪ Building internal buy-in and engagement with this aim</li> <li>▪ Introducing responsibility at project oversight level for identifying these opportunities e.g. through quality assurance processes</li> </ul>
 <p>Step 3: Refine emission intensive activities</p>	
<ul style="list-style-type: none"> <li>▪ Providing guidance on maximising the value of trips by combining activities into one trip, spending longer in one place to build relationships and capacity</li> </ul>	<ul style="list-style-type: none"> <li>▪ Building internal buy-in and engagement with this aim</li> <li>▪ Encouraging better coordination and planning associated with travel plans to maximise the value of trips that are taken</li> </ul>
 <p>Step 4: Rehabilitate the atmosphere</p>	
<ul style="list-style-type: none"> <li>▪ Offsetting all flights and audited emissions</li> </ul>	<ul style="list-style-type: none"> <li>▪ Increasing the scope and accuracy of our emissions audits</li> </ul>

## 7. Declaration and sign-off

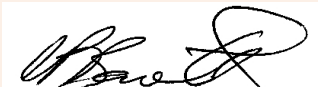
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard<sup>2</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>3</sup>.

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<sup>4</sup>.

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:**



Chris Barnett. Itad Partner (authorised signatory)

Date: 20 May 2026

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<sup>2</sup><https://ghgprotocol.org/corporate-standard>

<sup>3</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>4</sup><https://ghgprotocol.org/standards/scope-3-standard>



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**Itad UK**

International House  
Queens Road  
Brighton, BN1 3XE  
United Kingdom

Tel: +44 (0)1273 765250

**Itad US**

c/o Open Gov Hub  
1100 13th St NW, Suite 800  
Washington, DC, 20005  
United States

**Itad Kenya**

1870/610 The Westwood Building  
Vale Close  
Westlands, Nairobi  
Kenya