



# Carbon Reduction Plan

Supplier name: **Endava (UK) Limited**

Publication date: **03.10.2025**

## Commitment to achieving Net Zero

**Endava plc**, the parent company of Endava (UK) Limited, is committed to achieving Net Zero emissions by 2050.

Endava UK Limited is part of Endava plc and thus all commitments discussed below also apply to this entity.

## Baseline Emissions Footprint

Baseline Year: **2023 (7/1/2022 – 6/30/2023)**

Baseline year emissions:

Emissions	Total (tCO <sub>2</sub> e)
<b>Scope 1</b>	779
<b>Scope 2</b>	2,447 (market-based)
<b>Scope 3, of which:</b>	29,602
Cat.1. Purchased Goods and Services	11,2888
Cat.2. Capital Goods	3,911
Cat.3. Fuel and Energy Activities not in Scope 1 or 2	1,098
Cat.4. Upstream transportation and distribution	No data currently available; will be included once a consistent data collection approach is in place.
Cat.5. Waste generated in operations	269
Cat.6. Business travel	5,519
Cat.7. Employee commuting	7,295
Cat.8. Upstream Leased Assets	222
Cat.9. Downstream transportation and distribution	Not applicable – core business is the provision of technology services
<b>Total Emissions</b>	<b>32,828</b>

## Current Emissions Footprint

Baseline Year: **2024 (7/1/2023 – 6/30/2024)**

Baseline year emissions:

Emissions	Total (tCO <sub>2</sub> e)
<b>Scope 1</b>	536
<b>Scope 2</b>	2,135 (market-based)
<b>Scope 3, of which:</b>	23,713
Cat.1. Purchased Goods and Services	11,311
Cat.2. Capital Goods	1,418
Cat.3. Fuel and Energy Activities not in Scope 1 or 2	930
Cat.4. Upstream transportation and distribution	No data currently available; will be included once a consistent data collection approach is in place.
Cat.5. Waste generated in operations	338
Cat.6. Business travel	7,234
Cat.7. Employee commuting	2,109
Cat.8. Upstream Leased Assets	373
Cat.9. Downstream transportation and distribution	Not applicable - core business is the provision of technology services
<b>Total Emissions</b>	<b>26,384</b>

### Additional Details relating to the Baseline Emissions calculations

Endava is a global technology company dedicated to driving transformative change. Combining world-class engineering, industry expertise and a client-centric mindset, we consult and partner with our clients to create custom-made technological solutions that drive innovation and transform their businesses.

This carbon reduction plan presents emissions data reflecting Endava Group's global operations. Our reporting follows the financial year cycle, beginning on 1 July and ending on 30 June, with the financial year ending 30 June 2023 designated as our emissions baseline.

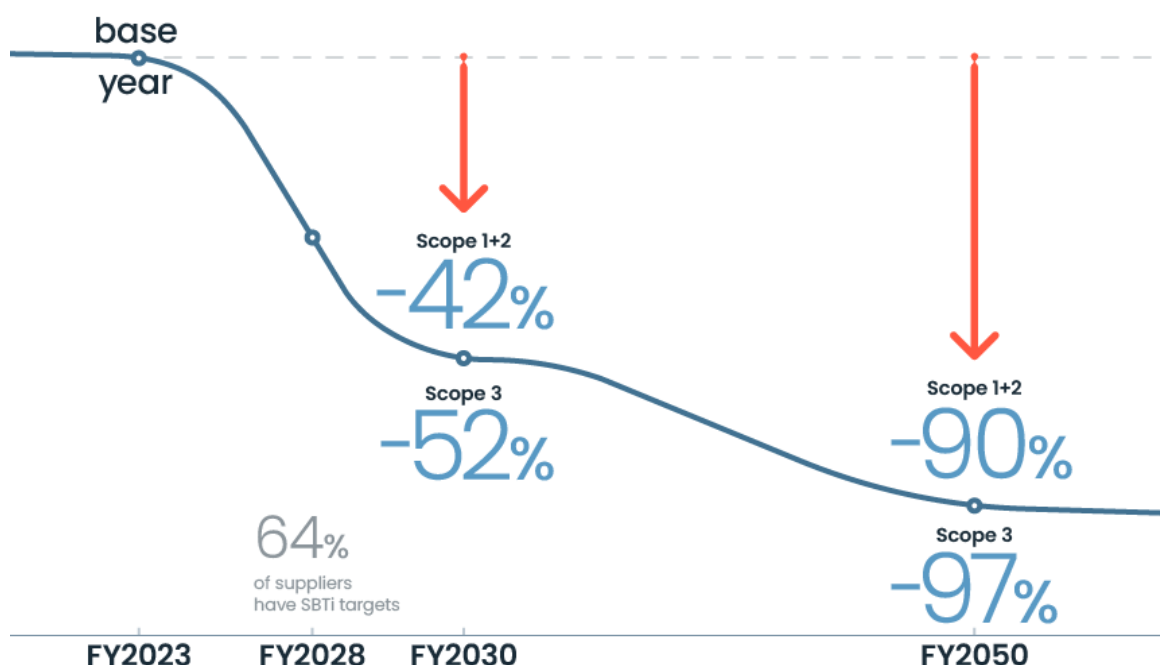
Our methodology for reporting GHG emissions is based on principles and guidance within the UK Government Environmental Reporting Guidelines and the GHG Protocol Corporate Accounting and Reporting Standard (revised edition).

In FY2023 we excluded fugitive emissions from Total Global Scope 1 GHG Emissions reported in the adjacent table due to a lack of sufficient primary data. In FY2024 we calculated fugitive emissions to be zero. Considering FY2024 fugitive emissions from refrigerant use is zero, FY2023 is likely to be immaterial as well.

## Emissions reduction targets

Endava is committed to minimising our climate impact, focusing on reducing Greenhouse Gas (GHG) emissions from our operations and supply chain.

In February 2022, we signed a commitment letter to the Science Based Targets initiative (SBTi) – a cornerstone of corporate climate action, committing to set GHG reduction targets. During the fiscal year 2024, we submitted our proposed near-term, long-term and overall net zero targets to the SBTi. Our targets have undergone the SBTi's validation process and were approved by the SBTi in July 2024.



#### Overall net-zero target

Endava plc commits to reach net-zero greenhouse gas emissions across the value chain by FY2050.

#### Near-term targets

Endava plc commits to reduce absolute scope 1 and 2 GHG emissions 42% by FY2030 from a FY2023 base year.

Endava plc also commits to reduce scope 3 GHG emissions from fuel and energy-related activities and business travel 52% per full time employee (FTE) within the same timeframe. Endava plc further commits that 64% of its suppliers by spend covering purchased goods and services and capital goods will have science-based targets by FY2028.

#### Long-term targets

Endava plc commits to reduce absolute scope 1 and 2 GHG emissions 90% by FY2050 from a FY2023 base year. Endava plc also commits to reduce scope 3 GHG emissions 97% per full time employee (FTE) within the same timeframe.

## Carbon Reduction Projects

During FY2024, we continued focusing on further improving our processes and procedures in relation to calculating our GHG emissions and have completed a more comprehensive accounting of our Scope 1, 2 and 3 emissions.

- Global Scope 1 emissions have decreased by 25% in the year ended 30 June 2024, from 715 tCO<sub>2</sub>e to 536 tCO<sub>2</sub>e. Global Scope 2 market-based emissions have decreased by 14% in the year ended 30 June 2024, from 2,479 tCO<sub>2</sub>e to 2,135 tCO<sub>2</sub>e, and Global Scope 2 location-based emissions have decreased by 14% in the year ended 30 June 2024, from 2,228 tCO<sub>2</sub>e to 1,926 tCO<sub>2</sub>e. In the short term, we plan to minimise these as a priority by reducing our dependence on fossil fuels and increasing the share of renewables in our operations.
- Global Scope 3 emissions have decreased by 5% in the year ended 30 June 2024, from 24,991 tCO<sub>2</sub>e to 23,713 tCO<sub>2</sub>e. Our analysis of our Scope 3 emissions shows that like other companies, the main contributor to Endava's carbon footprint (approximately 26,384 for the year ended 30 June 2024) is our value chain. To this end, we have already begun the process of engaging with our

suppliers to identify emission reduction opportunities and the partnerships that will be required to support them. Other notable sources are commuting of Endavans and business travel. We will continue to encourage more mindful and environmentally friendly alternatives for working and travelling.

As we strive to minimise our footprint, here are some of the actions we're taking to reduce our consumption of natural resources:

- Using environmental sustainability checklists for new office buildings
- Prioritising green-certified (LEED/BREEAM) buildings for our new offices
- Collecting recyclables separately, including the waste from electric and electronic equipment, in our ISO 14001-certified locations

We are also continuing to maintain our environmental management system across Romania and Moldova. In FY2024, we successfully completed the supervision audit for ISO 14001 certification in 11 locations across the two countries, ensuring ongoing compliance. In FY2024, 48% of Endavans worked in ISO 14001-certified locations, compared to 52% in FY2023 as our global footprint has evolved.

Across the countries in which we operate we're taking action to meet our environmental objectives.

- Office recycling initiative – We partnered with Recycline in Chisinau to recycle office plastic waste into innovative products.
- Responsible e-waste disposal – In Montevideo, we collect old personal laptops, phones, batteries and other electronic devices and take them to a government recycling centre.
- Battery recycling – In Romania, we collect used batteries within the national recycling system, while in Vietnam we send to Samsung through the 'Join Hands to Handle Used Batteries' initiative.

We are committed to bettering our environmental performance, accountability, and transparency in our performance, building trust and respect with our stakeholders. To that end, we have been making environmental disclosures to Carbon Disclosure Project (CDP), an independent non-profit organisation, since 2022, by completing the CDP's Climate Change questionnaire allows us to maintain our focus on achieving net-zero emissions, as well as in our Annual Sustainability Report, available on our website.

## Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standards 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>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</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>3</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:**



**Mark Thurston**

**Chief Financial Officer, Endava**

**Date: 03.10.2025**

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

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

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