

Code First Girls Carbon Reduction Plan

Supplier name: Code First Girls

Publication date: 22/09/26

Commitment to achieving Net Zero

Code First Girls is committed to achieving Net Zero emissions by 31st December 2039.

Emissions Footprint

Reporting period: 1/1/2025 - 31/12/2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	5.5
Scope 2	5.8
Scope 3 (Included Sources)	634.9
Total Emission	646.2

It should be noted that staff work under a hybrid working arrangement between their home, client (as required) and our main office (London) locations which creates an increase in Scope 3 emissions – particularly arising from business travel and commuting. Emphasis is given to working from home but client requirements and emergent issues such as a drive to have staff in office on a weekly basis for those in/near London and on a monthly basis, for team-wide in-person days, have influenced this increase.

Emissions Reduction Targets

To continue our progress toward achieving Net Zero, we have adopted the following carbon reduction targets:

- As a company, we are committed to achieving Net Zero by 31st December 2039 and our Carbon Reduction Plan (CRP) and activities reflect this commitment. By 2040 the percentage of our CRP roadmap we aim to be reliant on verified carbon credits / offsetting will be a maximum of 10%.
- We work with independent verifiers and assessors to monitor and measure emissions across Scopes 1,2,3. This enables us to identify areas to reduce emissions and deliver additional environmental benefits.

- We will continue to secure carbon credits / offsets for our emissions using verified carbon credit / offsetting projects, all of which are verified by one of the following:
 - Gold Standard
 - VERRA
 - CER

Carbon Reduction Projects

In Progress/Planned Carbon Reduction Initiatives

The following environmental management measures are in place or are being worked towards:

- Implement a new company-wide environmental policy committing the company to the achievement of the targets set within the Environmental Management System, to work towards ISO14001 Certification.
- Continued promotion of remote / hybrid working, reducing business travel and energy consumption.
- A move to a new office space, which has been in use since 1st January 2024. This will allow the company to have control over energy usage, waste and water management and explore new initiatives for reducing tCO₂e emissions going forward.
- Raising awareness of Net Zero targets and activities across our staff, suppliers and partners through improvements to internal communications:
 - Use of a cycle-to-work scheme
 - Donation of old IT equipment, instead of sending it to a landfill.
- Implementation of energy efficiency measures:
 - Securing ISO14001 certification.
 - Turning off all non-essential electrical items when the office is not in use to reduce wasted energy.
- Exploration of sustainability into supply / value chain and procurement processes.
- Waste management and reduction.
- Monitoring and measurement of mains gas and water usage over a full year of using our main office, this will provide baseline figures for design and implementation of reduction objectives in future reporting years.
- Continued provision of home-office equipment to all FTEs.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions has been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan (CRP) has been reviewed and signed off by the Senior Leadership Team.

Signed on behalf of the Supplier:

Signed:

A handwritten signature in black ink, appearing to be 'AB' with a stylized flourish.

Anna Brailsford
Chief Executive, Code First Girls

Date: 22/09/26

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

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

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