

Carbon Reduction Plan

Supplier name: Pluxee UK LTD
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Commitment to achieving Net Zero

Pluxee UK Ltd is committed to achieving Net Zero greenhouse gas (GHG) emissions across our value chain by FY2035. This objective and associated trajectory were validated by the Science Based Targets Initiative (SBTi) in December 2023, making us the first company in our industry to reach the milestone.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases produced prior to the introduction of emissions reduction strategies. They serve as the reference point against which emissions reduction progress is measured.

Since our 2022 Carbon Reduction plan where the baseline reporting was for FY2021, we have now set our baseline reporting from FY2017.

Baseline Year: 2017	
Additional Details relating to the Baseline Emissions calculations.	
<p><i>We have base line reporting for the period from 1st June 2016 through to 31st May 2017.</i></p> <p><i>Pluxee emissions are calculated from the 1st of June to the 31st of May historically, ahead of the financial reporting year; 1st of September to 31st of August.</i></p> <p><i>The primary operations and activities that account for scope 1 and 2 emissions include the use of natural gas for heating and electricity consumption. All required scope 3 category emissions have been calculated, including: upstream and downstream transportation and distribution, waste generated in operations, business travel and commuting.</i></p> <p><i>The standard used to collect activity data and calculate emissions was the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.</i></p>	
Reporting Year: FY17 June 2016 – May 2017	
Emissions	Total (tCO ₂ e)
Scope 1	241.08
Scope 2	143.91
Scope 3 (included Sources)	1327.27
Total Emissions	1,712.26

Current Emissions Reporting

Reporting Year: FY25		
Emissions	Total (tCO ₂ e)	Reduction from FY17
Scope 1	0	100%
Scope 2	0	100%
Scope 3 (included Sources)	771.07	42%
Total Emissions	771.07	55%

Note on Scope 1 and Scope 2 Zero Emissions:

Scope 1 emissions are zero because Pluxee UK operates no fuel-based heating systems or company vehicles. Scope 2 emissions are zero because Pluxee UK has achieved 100% renewable electricity coverage through landlord-procured Renewable Energy Guarantee of Origin (REGOs) certificates, resulting in zero market-based electricity emissions.

FY25 data covers September 2024 to May 2025 and is based on verified figures. Data for June – August 2025 is estimated using extrapolation assumptions. All values and estimations have been externally validated by PwC. Subsequently, actual data for June – August 2025 was collected and used to test the underlying assumptions; this data is currently in the process of external validation.

Scope 3 Breakdown (FY25):

Category	Total (tCO ₂ e)	% of total
Purchased goods and services	570.98	74.1%
Business travel	140.45	18.2%
Employee commuting	45.02	5.8%
Upstream transportation & distribution	11.96	1.5%
Fuel & energy-related activities	2.66	0.3%
End-of-life treatment of products	0.01	0.001%
Total Emissions	771.07	100%

Emission Reduction Targets

Pluxee UK commits to reach Net Zero GHG emissions across the value chain by FY2035. The following science-based targets were validated by SBTi in December 2023:

Near-Term Targets (from FY2017 Baseline):

- FY2025: 100% renewable electricity across all Pluxee UK sites
- FY2030: 65% absolute reduction in Scope 1 & 2 GHG emissions
- FY2030: 65% absolute reduction in Scope 3 GHG emissions

Long-Term Targets (from FY2017 Baseline):

- FY2035: 90% absolute reduction in Scope 1 & 2 GHG emissions
- FY2035: 90% absolute reduction in Scope 3 GHG emissions

Five-Year Projection:

Based on the SBTi-validated near-term targets, Pluxee UK projects total emissions of 634 tCO₂e by FY2029, representing a 52% reduction from the FY2017 baseline (1,712.26 tCO₂e). This trajectory is on track to achieve the 65% reduction target by FY2030 and 90% reduction by FY2035.

Carbon Reduction Initiatives

Pluxee UK has implemented the following measures since our 2017 baseline year, resulting in measurable emissions reductions:

1. RENEWABLE ELECTRICITY ACHIEVEMENT (FY2025)

Status: ✓ ACHIEVED

Pluxee UK achieved 100% renewable electricity through landlord-procured Renewable Energy Guarantee of Origin (REGOs) certificates covering 100% of electricity consumption at our Wavendon office (Business Park)

Post-FY25 Development: From October 2025, the landlord transitioned to grid-supplied renewable energy, further strengthening electricity supply sustainability beyond the initial FY2025 target and ensuring permanent renewable energy coverage.

2. HYBRID WORKING POLICY & OFFICE CONSOLIDATION

Status: ✓ IMPLEMENTED

Pluxee UK relocated to a more energy-efficient office in Summer 2023 (EPC rating improved from C to A). Hybrid working policy has reduced employee commuting emissions. Additionally, Pluxee UK provides an EV salary sacrifice scheme (partnership with Tusker) and electric charging points at the Wavendon office to encourage employees to adopt electric and ultra-low emission vehicles.

3. ELIMINATION OF DIRECT OPERATIONS EMISSIONS

Status: ✓ COMPLETED

Fleet operations were eliminated and outsourced. No fuel-based heating systems operate at Pluxee UK offices.

4. PRODUCT INNOVATION & DIGITAL-FIRST STRATEGY

Status: ✓ ONGOING

Pluxee UK has implemented the following product innovations to reduce emissions:

- February 2023: Eliminated all paper-based vouchers; transitioned to digital-only.
- March 2023 onwards: Physical prepaid cards manufactured from 80% recycled plastic (RPVC).
- January 2025 onwards: Increased to 95% recycled plastic for all new physical cards.
- Summer 2023: Launched virtual-only prepaid card option (zero plastic emissions).
- All physical card programmes enable integration with digital wallets (Apple Pay, Google Pay), supporting behaviour change toward digital adoption. Transaction data demonstrates cross-generational adoption of digital payment methods, providing clients with evidence-based confidence to transition to virtual-only card programmes.
- As of today, 20% of active and fulfilled cards in circulation are virtual-only, eliminating manufacturing and delivery emissions for those cardholders.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21. Emissions have been reported using the GHG Protocol Corporate Standard and Corporate Value Chain (Scope 3) Standard, using government emissions conversion factors (BEIS) and SECR requirements.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of supplier:

Jonathan Attia



Jonathan Attia – Pluxee Uk Country Managing Director

Date: 06.05.2026






Pluxee UK Carbon Reduction Plan 06.05.2026

Final Audit Report

2026-05-06

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