

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 emissions by 2035. Pluxee Group submitted 2035 Net Zero objective to the Science Based Targets Initiative (SBTi), this objective and associated trajectory were validated December 2023 by SBTi, making us the first company in our industry to reach the milestone.

This means that Pluxee Group is now committed to reaching Net Zero Carbon emissions across the value chain by no later than 2035 from a 2017 baseline.

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.

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.	
<i>We have base line reporting for the period from 1st June 2016 through to 31st May 2017.</i>	
<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>	
<i>The standard used to collect activity data and calculate emissions was the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.</i>	
Reporting Year: 2017 – Pluxee UK	
Emissions	Total (tCO₂e)
Scope 1	328.44
Scope 2	191.52
Scope 3 (included Sources)	649.10
Total Emissions	1,169.06

Current Emissions Reporting

Reporting Year: 2023 – Pluxee UK	
Emissions	Total (tCO ₂ e)
Scope 1	9.8
Scope 2	-
Scope 3 (included Sources)	547.2
Total Emissions	557

Emission Reduction Targets

In FY23 Pluxee UK reduced carbon emissions by 52.3% from 2017 Baseline.

Overall Net-Zero Target, Pluxee Group commits to reach net-zero GHG emissions across the value chain by FY2035. At a global level, our main near and long-term goals are:

Near-term targets from 2017 Baseline:

- In FY2025: 100% Renewable electricity across all Pluxee sites globally.
- In FY2030: Reduce absolute scope 1 and 2 GHG emissions by 65%.
- In FY2030: Reduce absolute scope 3 GHG emissions by 65%.

Long-term targets from 2017 Baseline:

- In FY2035: Reduce absolute scope 1 and 2 GHG emissions by 90%.
- In FY2035: Reduce absolute scope 3 GHG emissions by 90%.

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2017 baseline.

Pluxee UK Business Operations

- January 2024 Pluxee UK independently joined the UN Global Compact committing our support to the sustainable development goals (SDG's). The UN Global Compact provides a principle-based framework, thought leadership, best practice case studies, resources, tools to operate responsibly, innovate and create long-term value for our stakeholders and our wider community.
- Our continued hybrid working policy allowed us to relocate office space and decrease our square footage considerably in Summer 2023, improving our EPC rating from a 'C' to an 'A'. The premises has electric charging points for Pluxee UK

employees. It's out of town location has excellent public transport links. Facilities on the park include cycle storage, café, woodlands and event area.

- In 2019 Pluxee UK removed company cars to a car allowance for those who are eligible. All our staff can use their car allowance or personal funds for our green salary sacrifice car scheme.
- Conduct annual commuting survey to better understand employee commuting patterns and associated GHG emissions.
- On-site waste management, with clear recycling signage, breaking down recycling into multiple categories
- All office paper used is made from more sustainable sources.
- Introduced a new programme to redistribute old company laptops and desktops to our colleagues.
- In every country that Pluxee operates, a CSR Champion and CSR Committee has been established to support objectives, strategy, drive awareness and engagement with all internal and external stakeholders.
- CSR Academy with a specific module on Net Zero that is mandatory for all employees.
- All suppliers and partners with a minimum spend must sign our [Supplier code of conduct](#).
- Moving our IT infrastructure to the Microsoft Azure cloud, which is 79% to 93%* more energy efficient than a traditional on-premises datacentre. * From a study by Microsoft in partnership with WSP entitled 'The carbon benefits of cloud computing'.
- Introduced a Carbon Trajectory Tool, Traace, to identify measurable steps to achieving our climate goals and reach net zero. The tool is designed to support the analysis of our GHG emissions, identification of key actions and reduction levers and to support the development of a Transition Plan.

Pluxee UK Products & Services

We continue to innovate and evolve our products and services to support reduction of carbon emissions.

- The Cyle to Work Scheme, continues to see strong engagement, both internally and for our clients, promoting cost effective green travel.
- We continue to provide a green car salary sacrifice scheme to our employees and clients. The scheme operated by Tusker, promotes electric and ULEV vehicles to our staff and clients. Tusker offset all CO2 tailpipe emissions and for electric vehicles, they have offset the CO2 charging emissions since 2022 and are a net carbon positive business.

- By February 2023 we removed all paper based vouchers and physical reloadable gift cards.
- All physical prepaid cards issued from 1st March 2023 are made from 80% recycled plastic (RPVC).
- In summer 2023 we launched our virtual only prepaid card, removing all plastic, currently 1 in 4 of cardholders are now virtual only – Reducing carbon emissions by 100% related to manufacturing and delivery of a physical card.
- In October 2024 we launched Refurbish Tech benefit internally and to clients, supporting circular economy. Clients have access to a data dashboard, providing e-waste reduction and carbon emission reduction based on employee engagement, helping clients to promote sustainable behaviors with a financial wellbeing impact.

In the future we hope to implement further measures such as:

Pluxee aims to be a trusted partner, committed to creating a positive impact on local communities, supporting wellbeing at work for employees and protecting the planet. We focus on bolstering our own sustainability roadmap to support clients.

- Evolve our supplier and retailer network to include companies who can have a sustainable impact.
- Increase the % of recycled plastic (RPVC) of our Physical card from 80% to 90%.
- We have partnered and launched the On Hand app for our employees which actively promotes and engages our employees to volunteer, and engage with carbon reduction actions.
- Carbon impact is included in the innovation of our product roadmap.

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 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 have 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 has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of supplier:

Burcin Ressamoglu
Burcin Ressamoglu (Nov 8, 2024 11:07 GMT)



Burcin Ressamoglu – CEO Pluxee UK LTD

Date: 08/10/2024






Pluxee UK LTD Carbon Reduction Plan

Final Audit Report

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