



# IRIS UK Carbon Reduction Plan

PPN-0621

2025



## Details

**Supplier Name:** IRIS Software Limited (part of IRIS Capital Limited)

**Publication Date:** 25<sup>th</sup> April 2025

## Commitment to achieving Net Zero

IRIS Software Limited is currently working on its formal commitment to achieving Net Zero emissions by 2050. In the interim, IRIS has committed to the Science-Based Target Initiative (SBTi) to publish its Near Term carbon reduction targets by January 2027 and have them externally validated by the SBTi.

The Near Term Targets are designed to achieve a:

- 60.5% reduction in Scope 1 and 2 total emissions by 2030
- 4.2% year on year Linear Annual Reduction (LAR) in Scope 1 and 2, with 100% renewable power by 2030
- 2.5% Linear Annual Reduction in Scope 3

This would drive an approximately 21% reduction in Scope 1 & 2 over five years and a 12.5% reduction in Scope 3.

These targets will support IRIS in meeting their overall objectives of:

- Net Zero by 2050 for 95% of Scope 1 and 2 emissions
- Net Zero by 2050 for 90% of Scope 3 emissions

## 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.

The baseline and current emissions data is at the level of IRIS Capital Limited and includes its group entities (including IRIS Software Limited). It reflects the data declared in our SECR report published in July 2024.

<b>Baseline Year: 1<sup>st</sup> May 2023 to 30<sup>th</sup> April 2024</b>	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
This baseline is currently based on IRIS' UK emissions as collated and audited for Streamlined Energy and Carbon Reporting (SECR) reporting, which is compiled on a financial control basis. It will be updated regularly in future to add any missing elements to reflect the more common operational control type of reporting, and when either a change in data and calculation methods, or any merger and acquisition (M&A) activity results in the need for a new baseline.	
<b>Baseline Year Emissions: 1<sup>st</sup> May 2023 to 30<sup>th</sup> April 2024</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	5
<b>Scope 2</b>	133
<b>Scope 3 (Included Sources)</b>	240 Scope 3 currently only includes <i>part</i> of 3.6: UK greyfleet travel as collated for SECR reporting. We are working on adding: 3.4 upstream transport and distribution (expect zero/minimal) 3.5 waste in operations 3.6 non greyfleet travel 3.7 commuting and homeworking 3.9 downstream transport and distribution (expect zero/minimal).
<b>Total Emissions</b>	379

## Current Emissions Reporting

Reporting Year: 1 <sup>st</sup> May 2023 to 30 <sup>th</sup> April 2024 (same as baseline)	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	5
Scope 2	133
Scope 3 (Included Sources)	240 Scope 3 currently only includes UK greyfleet travel (see also the baseline). We are working on adding waste, the rest of business travel, commuting/homeworking and checking our zero/minimal logistics footprint
Total Emissions	379

## Emissions Reduction Targets

IRIS is currently working on an integrated set of measurements and targets under our new (January 2025) SBTi Near Term commitment, to support Net Zero. As these are not yet in place we cannot yet give exact details of planned actions and reductions. We aim to support the Near Term Commitment which means:

We expect our targets and reduction factors to be in line with the SBTi Data Centre subsectors pathway (a significant driver of our emissions), e.g. driving a need for a 60.5% reduction in Scope 1 and 2 total emissions by 2030; a 4.2% year on year Linear Annual Reduction (LAR) in Scope 1 and 2 with 100% renewable power by 2030 and 2.5% LAR for Scope 3.

This would drive an approximately 21% reduction in Scope 1 & 2 over five years and a 12.5% reduction in Scope 3 but has yet to be confirmed.

This is the first year we have created a carbon footprint baseline and so progress against targets cannot yet be reported. We will add progress graphs once this is possible.

## Carbon Reduction Projects

### Completed Carbon Reduction Initiatives

Currently, IRIS reduces unnecessary emissions by:

Enabling UK employees to select pension funds based on their climate impact	Giving UK staff access to lease electric vehicles (EVs) and cycle to work schemes	Providing electric vehicle chargers in our Heathrow Approach office	Encouraging hybrid and homeworking to minimise commuting, and closing unused offices
Using fully renewable electricity in our head office at Heathrow Approach	Providing 'Green Loans' to staff in the UK and North America to fund home upgrades (e.g. solar panels, heat pumps)	Using LED lights and offering recycling facilities in our offices; donating old IT equipment	Gathering feedback from employees on how to make their commute greener

The carbon savings from these actions are not currently available for this reporting period as this is the first Carbon Reduction Plan year and forms the baseline.

# Carbon Reduction Projects

## Future Carbon Reduction Initiatives

IRIS is committed to reducing our carbon footprint. We aim to implement further measures, including:

Setting Science Based Targets for Near Term emissions, contributing to Net Zero by 2050	Engaging with our existing supply chain to reduce their emissions	Ensuring our supplier procurement process favours low carbon providers where possible	Minimising business travel, and facilitating and promoting sustainable options
Exploring the use of sustainable coding principles in IRIS' engineering approach	Working with landlords to move IRIS' international offices' energy tariffs to renewables	Implementing a global greyfleet policy to limit vehicle emissions	Encouraging employees globally to commute using sustainable transport or car sharing
Reducing waste by purchasing sustainable merchandise, furniture and equipment	Investigating ways to minimise third party data centre emissions and drive data efficiency	Considering target carbon emissions during due diligence when researching potential acquisitions	Working with newly acquired companies to measure and reduce their carbon footprints

## Charitable and community initiatives

IRIS also operates a range of charitable and community initiatives that support the environment, educate our stakeholders and sustainable business practices. These include:

Running an employee 'Green Group' to promote sustainability, educate others and reduce waste

Giving staff paid 'Giving Back Days' for charitable initiatives, including litter picking and tree planting

Offering UK employees the chance to directly fund tree planting initiatives through Furthr

Providing UK employees a 'Give as You Earn' benefit to donate to green charities

In 2025 and beyond, we'll also be focusing on:

Increasing membership of IRIS' Green Group, including greater representation from each region

Promoting Carbon Literacy Training to our employees and customers

Researching sustainable benefits options for employees across North America and India

Listening to additional employee feedback and ideas on sustainability initiatives

If you'd like more information about our ESG initiatives, please go to:

<https://www.iris.co.uk/about/sustainability/>

<https://www.iris.co.uk/about/people/>

<https://www.iris.co.uk/about/governance/>



## 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>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:

Signature:



<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>

## About IRIS Software Group

IRIS Software Group is one of the UK's largest privately held software companies. It exists to simplify the lives of businesses, schools, and organisations, by providing software solutions and services that substantially enhance operational compliance, efficiency, and accuracy, empowering the users of our technology to look forward with certainty and confidence.

To see how we help organisations get things right today and look forward with confidence, visit [www.iris.co.uk](http://www.iris.co.uk) or following IRIS Software Group on [LinkedIn](#), [X](#), and [Instagram](#).

**For more details:**

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## IRIS Software Group

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