

Carbon Reduction Plan

May 2023

Commitment to achieving net zero

Hack Partners Limited (trading as CrossTech) is committed to achieving net zero emissions by 2030.

Baseline emissions footprint

Baseline year: 2022

Baseline year emissions

| Emissions | Total tCO ₂ e |
|------------------------|--------------------------|
| Scope 1 | - |
| Scope 2 | 3.9 |
| Scope 3 | 51.7 |
| Total emissions | 55.6 |

Current emissions reporting

Reporting year: 2022

| Emissions | Total tCO ₂ e |
|------------------------|--------------------------|
| Scope 1 | - |
| Scope 2 | 3.9 |
| Scope 3 | 51.7 |
| Total emissions | 55.6 |

Note: CrossTech is a software company and does not produce greenhouse emissions which are company-owned and controlled resources such as stationary combustion, own any vehicles for mobile emissions, or fugitive emissions such as chemicals. We, therefore, have 0 emissions for Scope 1.

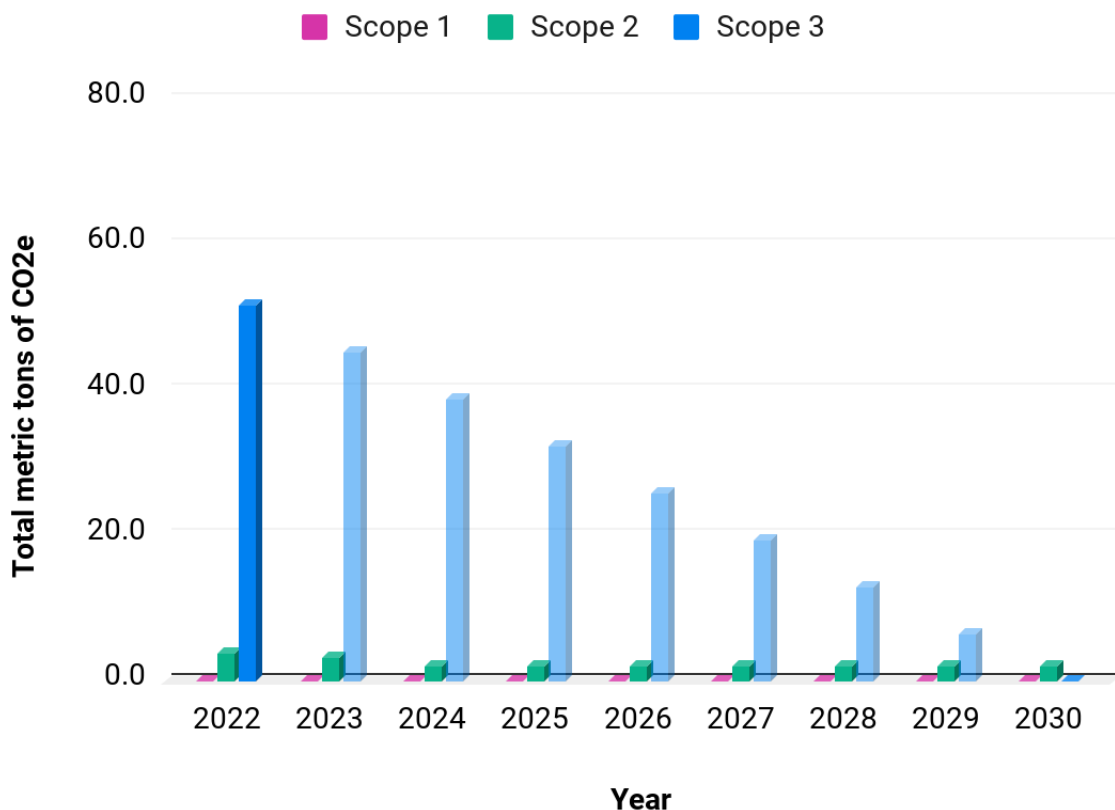
Emissions reduction targets

To continue our progress to achieving net zero, we have committed to the following carbon reduction standards and targets.

We project that carbon emissions will decrease over the next three years to 32.3 tCO₂e.

This is a reduction of 37.5%.

Progress against these targets can be seen in the graph below.



Actual and predicted total metric tons of CO₂e footprint by CossTech by scope per year

Carbon reduction projects

Completed carbon reduction initiatives

B Corp office

We moved to Canegie Steet in Kings Cross St Pancras, London at ARK coworking, a certified B Corp office space.

Online meetings

A majority of meetings hosted by employees are conducted online to reduce unnecessary travel, and the CrossTech team continues to join meetings by those hosting outside of the organisation via Google Meets, Teams, or Zoom.

Carbon reduction projects in progress

Renewable home office energies

Our office space is due to have solar panels installed on the roof so that we can run 40% of energy used in the winter and 100% of energy used in the summer using the sun. Excess energy in the sunnier parts of the year will also be sent back to the national grid.

Upcycled procurement

CrossTech are committed to procuring furniture which are recycled or upcycled only.

Carbon offsetting

The company is to purchase materials from suppliers providing offsetting options, such as planting trees.

Communication is key

CrossTech will run an internal communications campaign surrounding carbon footprint reduction to raise awareness of projects and benefits within the staff body.

The company will also introduce further benefits to employees such as a cycle-to-work scheme to encourage lower-emission travel to and from work, communicating that the use of public transportation is the preferred form of travel.

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 per the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and use the appropriate Government emission conversion factors for greenhouse gas company reporting.

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.

This Carbon Reduction Plan has been reviewed and signed off by the Managing Director.

Signed on behalf of Hack Partners Limited (t/a CrossTech):



Haydon Bartlett-Tasker, MD

Date: May 2023