3RD WAVE IDENTITY

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Third Wave Identity Ltd – Carbon Reduction Plan

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Carbon Reduction Plan

Version: 1.0
Owner: Third Wave Identity Ltd
Approved By: Trevor Morris, Director
Approval Date: August 2026
Review Date: Annually

1. Commitment to Achieving Net Zero

Third Wave Identity Ltd is committed to achieving Net Zero greenhouse gas emissions by **2050**.

As a specialist Identity and Access Management consultancy, we recognise our responsibility to minimise the environmental impact of our operations while delivering secure, high-quality professional services to our clients.

This Carbon Reduction Plan has been prepared in accordance with the UK Government requirements for Carbon Reduction Plans and reflects our commitment to continually improve our environmental performance.

2. Company Overview

Third Wave Identity Ltd is a UK-based specialist consultancy providing Identity and Access Management (IAM), Privileged Access Management (PAM), Customer Identity and Access Management (CIAM), Identity Governance and Administration (IGA), and managed security services.

Our registered office is:

Jubilee House
East Beach
Lytham St Annes
FY8 5FT

Our operational office is:

77 Marsh Wall
London
E14 9SH

The Company employs approximately **25 employees and consultants**, with approximately **90% of the workforce operating remotely or in a hybrid working model**.

3. Reporting Boundary

This Carbon Reduction Plan covers the operational activities of Third Wave Identity Ltd within the United Kingdom.

The reporting boundary includes:

- Registered office activities.
- Operational office activities.
- Employee business travel.
- Employee commuting where appropriate.
- Home working where appropriate.
- Operational business activities.

The Company does not own or lease company vehicles.

4. Baseline Emissions

As this is Third Wave Identity Ltd's first published Carbon Reduction Plan, **2024** has been adopted as the baseline year for future reporting.

Baseline emissions reporting will be refined as additional verified emissions data becomes available.

5. Current Emissions

Third Wave Identity Ltd is currently establishing a formal carbon emissions reporting process covering:

- Scope 1 emissions.
- Scope 2 emissions.
- Scope 3 emissions.

The Company has identified the principal sources of emissions as:

- Business travel by rail.
- Business travel by employee-owned vehicles.
- Home working.
- Office energy consumption where applicable.
- Procurement of goods and professional services.

As a predominantly remote organisation with no company-owned vehicle fleet and limited permanent office occupancy, operational emissions are comparatively low.

Future reporting periods will include quantified emissions data as measurement processes mature.

6. Carbon Reduction Measures Implemented

Third Wave Identity Ltd has already implemented a number of measures to minimise its environmental impact, including:

- Operating a predominantly hybrid and remote working model.
- Reducing unnecessary business travel through the use of Microsoft Teams and other collaboration technologies.
- Encouraging rail travel in preference to domestic air travel where practical.
- Reducing paper consumption through digital documentation and electronic signatures.
- Cloud-first delivery of services where appropriate.
- Secure electronic document management.
- Efficient procurement of IT equipment.
- Responsible recycling and disposal of redundant IT equipment through approved channels.

7. Planned Carbon Reduction Initiatives

Over the next five years Third Wave Identity Ltd intends to:

- Continue reducing unnecessary business travel.
- Increase the use of virtual workshops and remote project delivery.
- Improve carbon emissions data collection and reporting.
- Review suppliers' environmental credentials during procurement activities where appropriate.
- Continue to minimise paper consumption.
- Encourage sustainable commuting where attendance at client sites or the operational office is required.
- Review opportunities to further reduce energy consumption associated with business operations.

8. Governance and Review

This Carbon Reduction Plan will be reviewed annually by the Directors of Third Wave Identity Ltd.

Progress against the commitments contained within this plan will be monitored and updated as improved emissions data becomes available.

9. Declaration

This Carbon Reduction Plan has been completed in good faith and reflects Third Wave Identity Ltd's commitment to reducing the environmental impact of its operations and achieving Net Zero greenhouse gas emissions by 2050.

The information contained within this document is, to the best of our knowledge, accurate and representative of the Company's current operational activities.

Approved by

Trevor Morris
Director
Third Wave Identity Ltd