



Carbon reduction plan

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Prepared by: CarbonBit

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Document Control

This section details document control in terms of its distribution, configuration management, amendment history and authorisation.

Amendment History

Version	Author & Owner	Date	Changes
1	Carbonbit	October 2025	Creation
2	CACI	April 2026	General updates

Contact Information

Owner/Writer	Department	Telephone Number
Hannah Winter	Social Value	
Neil Birse	Facilities	0207602600
Tonmoyee Borthakur	Carbonbit	01772970 210

Definitions/References

Terms	Definitions

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1 Introduction

1.1 Company overview

CACI provides a range of services, including IT, consultancy, data processing, hosting, market research and public opinion polling. CACI operates from a London head office, a regional office in Bristol and several satellite and coworking spaces. The main sources of energy consumption in a typical CACI office are IT equipment, lighting and space heating/cooling systems.

1.2 Purpose of carbon reduction plan

A carbon reduction plan serves as a strategic framework for organisations to identify, measure and reduce greenhouse gas emissions. Its primary purpose is to mitigate the environmental impact of operations by promoting sustainable practices, improving energy efficiency and transitioning to renewable energy sources. By establishing clear targets and actionable steps, a carbon reduction plan not only contributes to combating climate change but also enhances operational efficiency, reduces costs and demonstrates a commitment to environmental responsibility.

1.3 Commitment statement

CACI is on a journey to achieve carbon neutrality by 2030 as part of its net zero 2050 journey.

1.4 Scope

The calculation of CACI's carbon emissions was conducted in accordance with the GHG (greenhouse gas) protocol standards for corporate reporting. Detailed information on the methodology used can be found in the accompanying documents: Carbon Accounting Methodology and Carbon Footprint 2025. The calculation of CACI's carbon footprint includes the following:

- **Scope 1:** Direct emissions from sources owned or controlled by CACI
- **Scope 2:** Indirect GHG emissions from the generation of purchased or acquired electricity, steam, heating or cooling consumed by CACI
- **Scope 3:** All other indirect GHG emissions that occur in CACI's value chain, specifically:
 - **Category 1:** Purchased goods and services
 - **Category 2:** Capital goods
 - **Category 3:** Fuel- and energy-related activities (not included in scope 1 or scope 2)
 - **Category 4:** Upstream transportation and distribution
 - **Category 5:** Waste from operations
 - **Category 6:** Business travel
 - **Category 7:** Employee commute
 - **Category 9:** Downstream transportation and distribution

2 Baseline emissions footprint

The baseline emissions footprint represents the historical record of greenhouse gases produced by an organisation before implementing any emission reduction strategies. It serves as a reference point for measuring progress in reducing emissions over time, shown below in tables 1 and 2.

Baseline year: 1 July 2023 to 30 June 2024

Location	Scope		Carbon emissions (tCO ₂ e*)
UK	Scope 1	Fuel combustion	46.33
	Scope 2	Electricity - LB	170.38
		Electricity - MB	127.95
	Scope 3	Waste from operations	337.86
		Business travel	143.62
		Employee commute	11.13
		Working from home	364.39
Total			1,031.28 1

Table 1: Baseline year emissions accounting for UK only.

*tonnes of CO₂ emissions

Scope		Carbon emissions (tCO ₂ e)
Scope 1	Direct Emissions	46.33
Scope 2	Indirect Emissions	139.71
Scope 3	Indirect Emissions	865.68
Total		1,051.72

Table 2: Baseline year emissions accounting for global operations (UK and India).

1 This figure does not account for electricity - LB.

3 Current emissions reporting

CACI has achieved significant emissions reductions during the reporting period, with Scope 1 emissions decreasing by 22% and Scope 2 emissions by 47% from the 2024 baseline. These reductions were driven by improved data management storage, optimised operational processes, a move to renewables across CACI-managed sites and a strategic review of CACI's property portfolio to optimise office space and reduce the number of sites.

Scope 3 emissions for this reporting period are considerably higher than the baseline (see tables 3 and 4). However, this increase does not reflect a rise in actual emissions but is the result of expanding the scope to include three additional Scope 3 categories. The current approach involves a detailed review of processes and data, improving the accuracy and granularity of emissions measurement.

This approach supports CACI's commitment to achieving net zero by providing a more precise and comprehensive understanding of Scope 3 emissions.

Location	Scope		Carbon emissions (tCO ₂ e)
UK	Scope 1	Fuel combustion	35.99
		Refrigerant leaks	0.30
	Scope 2	Electricity - LB	95.41
		Electricity - MB	60.04
	Scope 3	FERA 2	9.86
		Waste from operations	365.56
		Business travel	183.86
		Employee commute	3.44
		Working from home	375.67
	Total		

Table 3: Reporting year emissions accounting for UK.

Scope		Carbon emissions (tCO ₂ e)
Scope 1	Direct emissions	36.29
Scope 2	Indirect emissions	74.37
Scope 3	Indirect emissions 4	5,905.66
Total		6,016.32

2 This was reported from 2025 onwards.

3 This figure does not account for electricity - LB.

4 This accounts for the additional charges of 1 to 3 for S3 from financial year 2025. S3 categories 1 and 2 are combined for both UK and India.

4 Carbon reduction targets

CACI is on a journey to achieve carbon neutrality by 2030 as part of its wider net zero 2050 ambition. To support this, CACI has engaged Carbonbit to assess its current carbon footprint and enhance the robustness of its emissions calculation processes.

Aside from fulfilling a few offsetting obligations linked to existing client contracts, CACI has no current plans to undertake additional offsetting in 2026. CACI's intention is to develop this carbon reduction plan, targeting a 70% reduction from the baseline by 2030 as illustrated in table 7. Beyond this point, CACI will look to responsibly offset any residual emissions that cannot be eliminated through operational improvements or decarbonisation initiatives.

CACI's targets will be reviewed annually to ensure progress remains on track and adjusted as needed based on outcomes and emerging developments. CACI is actively pursuing further reductions across Scopes 1, 2 and 3 and continues to expand, with recent acquisitions increasing both its workforce and portfolio. CACI uses kg CO2e per employee as a carbon intensity metric (see Table 5 and 6), providing a reliable indicator of carbon performance.

	2024	2025
Number of employees	1,261	1,482
kg CO2e	1,051,725	6,016,320
kg CO2e / employee	834.0	4,059.6

Table 5: Comp Comparison of total emissions per employee between 2024 and 2025.

In 2025, the Scope 3 emissions calculation was expanded to cover Scopes 1, 2, and 3.

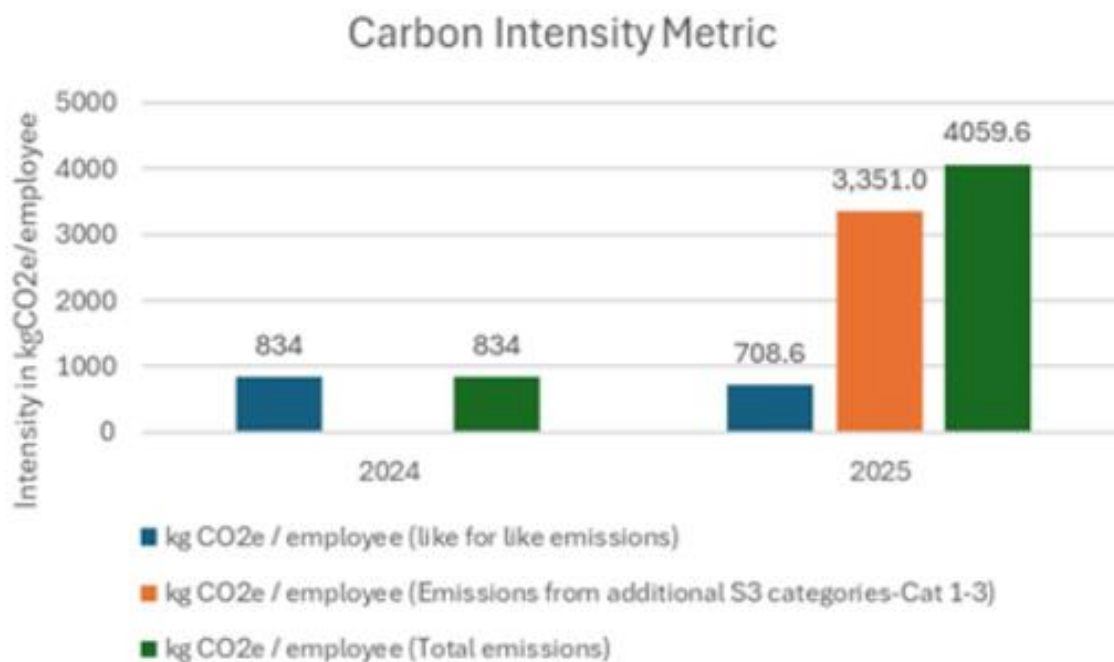


Table 6: Carbon intensity metric indicates kgCO2e/employee for 2024 Vs. 2025. Like-for-like emissions imply same categories as accounted for in the 2024 baseline. 5

5 Includes S1, S2 and for S3 - Cat 4, 5, 6, 7 and 9.

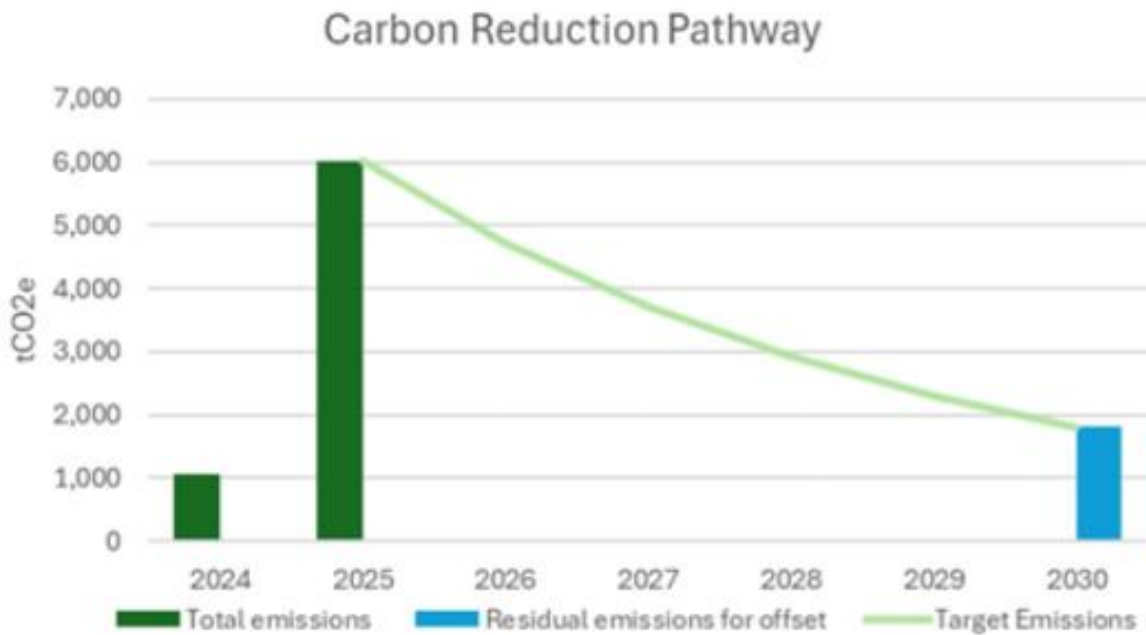


Table 7: Carbon reduction pathway to carbon neutral 2030. 6

4.1 Completed carbon reduction initiatives

Since the baseline year, CACI has implemented a range of environmental management initiatives and emissions reduction measures across its operations, reinforcing its commitment to achieving carbon neutrality by 2030 as part of its wider net zero 2050 goal. These initiatives demonstrate CACI’s ongoing dedication to sustainability and its efforts to minimise environmental impact. These include:

Environmental measures

- Sustainability policy: Compliant with ISO 14001 standards, reviewed annually and supported by a three-year BSI certification, all under a single multi-site certificate.
- Environmental consultants: CACI has partnered with Carbon Bit to review energy and emissions data, conduct energy audits and provide annual assessments to identify and implement effective emission reduction opportunities.
- Recycling programmes: Maintain 100% segregation of recyclable waste streams (paper, plastics, metals) across all CACI managed offices.
- Scope 3: Ensure consistent measure of emissions from Scope 3 categories (purchased goods and services - categories 1,2 and 3) in 2025.

Energy consumption

- Renewable energy: Expanded the use of renewable electricity by transitioning CACI’s head office to a renewable energy tariff.
- Energy efficiency upgrades: Installed three new energy efficient boilers since October 2024.

6 The area under the target emission curve represents the emissions that CACI may choose to offset in their journey up to 2030. Note: 2025 total includes the additional S3 categories 1-3.

- Heating and cooling systems: Installed new split air conditioning units and established a programme to replace older systems as they reach the end of their lifecycle. Upgrades include the installation of locking controls with timers to optimise energy use and ensure systems only operate when necessary.
- Boiler operations: Limiting boiler usage in offices to the months of October to April.
- Travel reduction: Reduced business travel emissions by expanding the use of virtual collaboration and conferencing technology.
- Office space optimisation: Consolidated office space and optimised occupancy to reduce energy intensity, including the closure of the York office in 2025.

4.2 Planned carbon reduction initiatives

In future, CACI aims to implement additional measures to further enhance its sustainability efforts. These initiatives include:

- Encouraging landlords of occupied properties to transition to tariffs offering 100% renewable energy.
- Improving data collection from business travel and employees' commuting arrangements.
- Maintaining procurement of new energy efficient IT systems.
- Increasing the reuse of office and IT assets through internal redistribution and charitable donations. Currently, 98% of all IT equipment is recycled.
- Committing to achieving zero landfill waste across all CACI offices by 2030 and increasing overall recycling rate to 98% by 2028.
- Continuation of upgrades to high-efficiency HVAC units in managed CACI offices.
- Implementing smart metering and real-time energy monitoring across all managed sites.
- Installation of smart controls and sensors to regulate and automate temperature across buildings.
- LED retrofitting for the remaining lighting systems throughout the CACI office portfolio by 2026.
- Implementation of digital initiatives to cut paper usage.
- Acting on the energy efficiency recommendations outlined in the ESOS Phase 3 report, as verified by independent consultants.
- Surveying at least 20% of suppliers by spend across ESG criteria.
- Reducing overall carbon emissions by 70% from the baseline by 2030 with the remaining 30% of emissions offset via responsible and audited offsetting initiatives.

5 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 (<https://ghgprotocol.org/corporate-standard>) and uses the appropriate government emission conversion factors for greenhouse gas company reporting (<https://www.gov.uk/government/collections/government-conversion-factors-for-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 (where available) in accordance with the published reporting standard for carbon reduction plans and the corporate value chain (Scope 3) standard (<https://ghgprotocol.org/corporate-value-chain-scope-3-standard>).

This carbon reduction plan has been reviewed and signed off by the board of directors (or equivalent management body).

Sign off	
Signature	
Name	Nigel Wilson
Title	Corporate Affairs Director
Date	29.4.2026