

Carbon Reduction Plan

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Document Control Sheet

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1. Introduction

1.1. Company Overview

CACI provides a range of services, including Information Technology, consultancy, data processing, hosting, market research and public opinion polling. The company operates from the London head office, a regional office in Bristol and a number of satellite and coworking spaces. The main sources of energy consumption in a typical CACI office are IT equipment (such as PCs and monitor and servers) lighting and space heating/cooling systems.

1.2. Purpose of the Carbon Reduction Plan

A Carbon Reduction Plan serves as a strategic framework for organisations to identify, measure and reduce greenhouse gas emissions within an organisation. 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 committed to achieving Net Zero greenhouse-gas emissions from its UK operations by 2050 at the latest. CACI also has an ambition to achieve carbon neutrality by 2030; this is an interim ambition and does not replace the Net Zero 2050 commitment required by PPN 006.

1.4. Scope

The calculation of CACI's carbon emissions was conducted in accordance with the GHG Protocol standards for corporate reporting. Detailed information on the methodology used can be found in the accompanying documents, 'Carbon Accounting Methodology' and the 'Carbon Footprint 2025'.

This plan has been prepared for CACI Ltd as the bidding supplier and covers its UK operations. Global figures are provided as supplementary context and are not a substitute for the required UK footprint. The organisational consolidation approach used for the footprint is operational control.

The UK baseline and current-year tables separately disclose all five mandatory PPN 006 Scope 3 categories. Categories 4 (Upstream Transportation and Distribution) and 9 (Downstream Transportation and Distribution) were assessed as not applicable, with emissions reported as zero, as the company operates as a services-based business and does not have material upstream or downstream transportation and distribution activities. An assessment of the company's operations and associated activities identified no relevant or material emission sources within these categories.

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.

  The location-based approach calculates Scope 2 emissions using the average grid emission factor for the geographical area where electricity is consumed, whereas the market-based approach uses emission factors based on the company's specific electricity purchasing arrangements, such as renewable energy tariffs or certified renewable electricity contracts.

- **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 and can be shown in Tables 1 and 2.

Baseline year: 1 July 2023 to 30 June 2024

Location	Scope		Carbon emissions (tCO_2e)
UK	Scope 1	Fuel combustion	46.33
	Scope 2	Electricity – Location-based	170.38
		Electricity – Market-based	127.95
	Scope 3	Waste from operations	337.86
		Business travel	143.62
		Employee commute	11.13
		Working from home	364.39
		Upstream transportation and distribution	0
		Downstream transportation and distribution	0
Total			**1,031.28**[1]

Table 1: Baseline year emissions accounted for UK only.[2]

[1] This figure does not account for Electricity – Location-based. The total is calculated using the Market-based figure.
[2] CACI has assessed Categories 4 and 9 and determined that no material emissions arise from these activities within the reporting boundary; therefore emissions are reported as 0 tCO2e.

Scope		Carbon emissions (tCO_2e)
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 accounted for global operations (UK and India).

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 are driven by improved data management storage, optimised operational processes and a move to renewables across company managed sites along with a strategic review of the property portfolio to optimise office space and reduce the number of sites.

The total 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 involved 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 their Scope 3 emissions.

Reporting year emissions: 1 July 2024 to 30 June 2025

Location	Scope		Carbon emissions (tCO_2e)
UK	**Scope 1**	Fuel combustion	35.99
		Refrigerant leaks	0.30
	Scope 2	Electricity – Location-based	95.41
		Electricity – Market-based	60.04
	Scope 3	FERA[3]	9.86
		Waste from operations	365.56
		Business travel	183.86
		Employee commute	3.44
		Working from home	375.67
		Upstream transportation and distribution	0
		Downstream transportation and distribution	0
Total			**1,034.72[4]**

Table 3 : Reporting year emissions accounted for UK only.[5]

[3] This was reported from 2025 onwards.
[4] This figure does not account for Electricity- Location-based. The total is calculated using the Market-based figure.
[5] CACI has assessed Categories 4 and 9 and determined that no material emissions arise from these activities within the reporting boundary; therefore emissions are reported as 0 tCO2e.

Scope		Carbon emissions (tCO_2e)
Scope 1	Direct Emissions	36.29
Scope 2	Indirect Emissions	74.37
Scope 3	Indirect Emissions[6]	5,905.66
Total		**6,016.32**

Table 4: Reporting year emissions - global operations (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 FY26. CACI's intention is to develop this carbon reduction plan targeting an approximate 70% reduction from the baseline by 2030 as illustrated in Figure 2. Beyond this point, CACI would 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 adjust 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. The company uses kg CO_2e per employee as a carbon intensity metric (see Table 5 and Figure 1), providing a reliable indicator of carbon performance.

	2024	2025
Number of employees	1,261	1,482
kg CO_2e	1,051,725	6,016,320
kg CO_2e / employee	834.0	4,059.6

Table 5: Comparison of total emissions per employee between 2024 and 2025.
In 2025, the Scope 3 emissions calculation was expanded to cover Categories 1, 2, and 3.

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

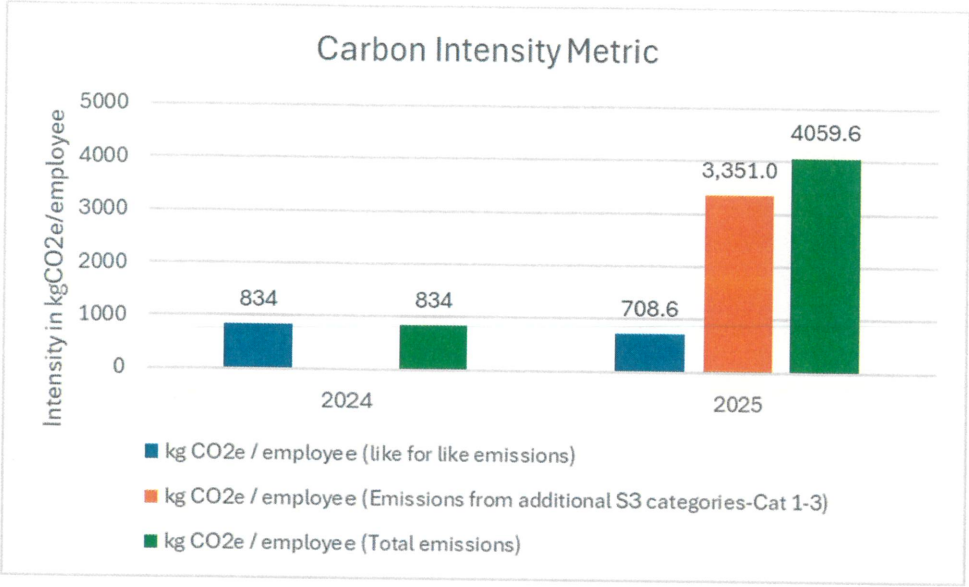


Figure 1 : Carbon intensity metric indicates kgCO_2e/employee for 2024 vs 2025. Like for like emissions imply same categories as accounted for in the 2024 baseline[7].

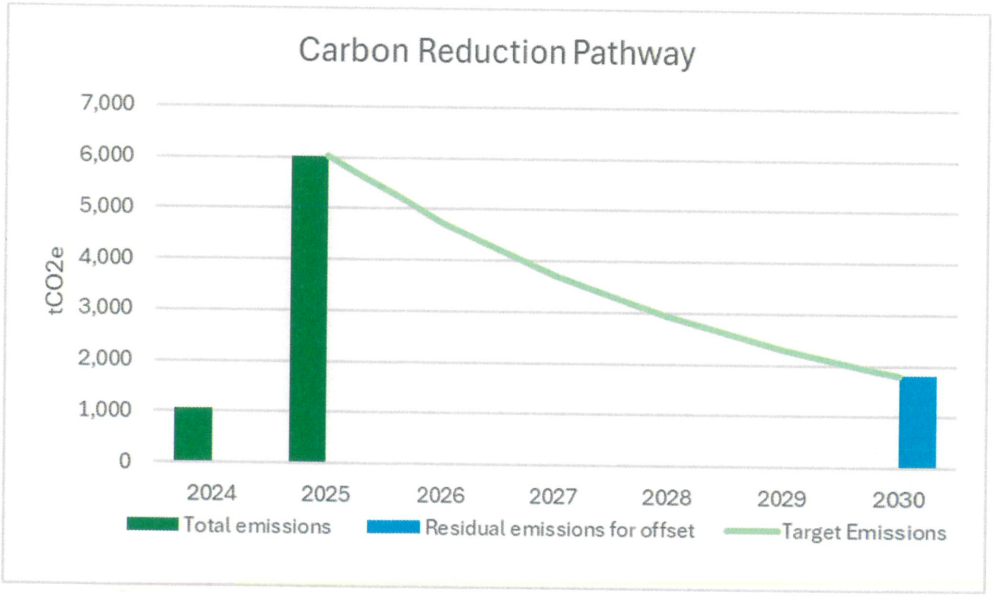


Figure 2 : Carbon reduction pathway to carbon neutral 2030[8].

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 achieve 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:

[7] Includes S1, S2 and for S3 - Cat 4,5,6,7 and 9.
[8] 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.

Environmental Measures

- Sustainability policy: Compliant with ISO 14001 standards, reviewed annually and supported by a 3-year BSI certification, all under a single multi-site certificate.
- Partnering 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 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 – Category 1,2 and 3) in FY25.

Energy Consumption

- Renewable energy: Expanded the use of renewable electricity by transitioning Abingdon house, alongside CACI House to a renewable energy tariff.
- Energy efficiency upgrades: Installed three new energy-efficient boilers since October 2024, supporting CACI's commitment to reducing energy consumption and lowering carbon emissions.
- Heating and cooling systems: CACI installed new split AC 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.
- Air conditioning controls: Ensure non-essential air-conditioning systems are switched off when not required to prevent avoidable energy consumption.
- 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 that for the York office in 2025.

4.2. Planned Carbon Reduction Initiatives

In the 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.
- Improve data collection from business travel and employees commuting arrangements.
- Maintain procurement of new energy-efficient IT systems.
- Increase the reuse of office and IT assets through internal redistribution and charitable donations. Currently, 98% of all IT equipment is recycled, supporting CACI's commitment to circularity and waste reduction.
- Committed to achieving zero landfill waste across all CACI offices by 2030 and increase overall recycling rate to 98% by 2028.
- Continuation of upgrades to high-efficiency HVAC units in managed CACI offices.
- Implement 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 retrofit for the remaining lighting system 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.
- Survey at least 20% of suppliers by spend across ESG criteria.
- Reduce overall carbon emissions by 70% from the baseline by 2030 with the remaining 30% of emissions offset via responsible and audited offsetting initiatives.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with Procurement Policy Note 006 (PPN 006), Taking account of Carbon Reduction Plans in the procurement of major government contracts, and the associated Technical Standard for Completion of 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 the applicable UK environmental reporting guidance. The five Scope 3 categories required by the PPN 006 Technical Standard - Category 4 upstream transportation and distribution, Category 5 waste generated in operations, Category 6 business travel, Category 7 employee commuting, and Category 9 downstream transportation and distribution have been reported or supported by a clear, evidence-based explanation where no emissions arise. Reporting follows the published Technical Standard for Completion of Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard (https://ghgprotocol.org/corporate-value-chain-scope-3-standard). https://ghgprotocol.org/corporate-value-chain-scope-3-standard

This Carbon Reduction Plan was approved by the board of directors (or equivalent management body) on 30th October 2026 and has been signed off by a director (or equivalent authorised signatory).

The approved plan is published in a prominent location on CACI's UK website, reviewed annually and updated within six months of CACI's financial year-end. https://www.caci.co.uk/environmental-policy/

PPN 006 status: The current Cabinet Office PPN 006 publication and Technical Standard were last updated on 10 July 2025. This document uses that standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Sign Off	
Signature	
Name	Kandyce Tester
Title	Chief Commercial Officer
Date of approval	30th October 2026