

CARBON REDUCTION PLAN

SUPPLIER NAME

FCG Worldwide Ltd

This Carbon Reduction Plan relates to FCG Worldwide Ltd (trading as Four Agency Worldwide / Four Agency/ Four) and all its subsidiary companies including Four Agency Worldwide Ltd, Four Communications Ltd, Four Marketing & Media Ltd, Four MSA Ltd (t/a Four Health Media) and Four Communications Group FZ (MENA).

PUBLICATION DATE

July 2025 – updated September 2025

COMMITMENT TO ACHIEVING NET ZERO

Four Agency Worldwide is committed to achieving Net Zero emissions by 2030.

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.

BASELINE YEAR: 2020 (Jan-Dec)

This baseline was established prior to the inclusion of several Scope 3 categories in our reporting processes, and as such we acknowledge that the data provided is not a full representation of emissions produced during this period. It should also be noted that 2020 was an exceptional year due to Covid disruptions.

Emissions source	Total tCO ₂ e	Total tCO ₂ e (restated in 2021)
Scope 1	34.16	20.86
Scope 2	2.82	2.82
Scope 3	80.47	80.47
Category 4 - Upstream transportation and distribution	80.26	80.26
Category 5 - Waste generated in operations	Not available	Not available

Category 6 - Business Travel - based on data available through suppliers	0.21	0.21
Category 7 - Employee commuting	Not available	Not available
Category 9 - Downstream transportation and distribution	Not available	Not available
TOTAL	117.45	104.15

CURRENT EMISSIONS REPORTING

REPORTING YEAR: 2024 (Jan-Dec)

In 2021 we moved our London head office to a more energy efficient environment where we produced less Scope 1 emissions by virtue of less reliance on these resources.

Scope 2 emissions increased as we returned to the office post-pandemic, and following acquisitions whereby we opened additional office space in Sheffield.

Scope 3 reporting has been expanded to cover additional sites, though is still focused on upstream transportation / distribution and business travel due to available reporting. We acknowledge these gaps and commit to address these through improved data collection methodologies.

Where indicated by an asterisk (*) these categories have been calculated using average data modelling to provide representative data.

Emissions source	Total tCO ₂ e
Scope 1	12.79
Scope 2	33.75
Scope 3	3.32
Category 4 - Upstream transportation and distribution	2.94
Category 5 - Waste generated in operations	0.03
Category 6 - Business Travel - based on data available through suppliers	0.24
Category 7 - Employee commuting*	0.11
Category 9 - Downstream transportation and distribution	Not available
TOTAL	49.86

Categories 5, 7 and 9 were not included in Four's 2024 financial reporting.

EMISSIONS REDUCTION TARGETS

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to **0.0** tCO₂e by **2030**. This is a reduction of **100%**.

CARBON REDUCTION PROJECTS – COMPLETED INITIATIVES

The following environmental management measures and projects have been completed or implemented since the 2020 baseline. The carbon emission reduction achieved by these schemes equate to 54.29 tCO₂e, a 52.1% reduction against the restated 2020 baseline and the measures will be in effect when performing the contract.

EcoVadis accreditation - Four has achieved EcoVadis accreditation, recognising its commitment to sustainability, ethical practices, and environmental responsibility. We achieved the bronze badge in 2024, with the goal to achieve silver within the next 12 months.

Plastic audit and action plan – initially conducted in 2019, this resulted in the implementation of an action plan for re-usable or recycled alternatives.

Zero-to-landfill policy – we have a zero-to-landfill policy and alongside this aims to reduce in absolute terms the amount of waste we send to be converted into energy. As part of this we have put in place a recycling education programme in our offices and are in the process of moving to a lower-waste model for staff events.

WEEE IT equipment recycling – We have put in place a scheme for the retirement and WEEE-compliant re-use or recycling of old computers.

Employee engagement activities – The ‘Four Earth’ committee has been set up to challenge our organisation’s patterns of behaviour and consumption but also to engage staff around the subject of climate change. Four as a business will invest in this, from training and participation in local business networks to ‘social’ and team building events from cleaning up Regents Canal on kayaks, working on Kennington bee hives, running a zero-waste bar for all staff in our London office and a series of ‘lunch and learn’ talks from external speakers and experts.

Going paperless – Four have committed to the removal of photocopiers globally to reduce our paper output, preferring collaborative cloud-based alternatives for document sharing and distribution, with aim to reduce our Scope 2 and 3 emissions through reduction in electricity usage, and downstream transport / distribution.

CARBON REDUCTION PROJECTS – PLANNED INITIATIVES

In the future we hope to implement further measures such as:

Data centre audit – As part of our commitment to reducing Scope 3 emissions, we are initiating a comprehensive data centre audit to identify opportunities for improving energy efficiency and sustainability across our IT infrastructure. This action will focus on optimising hardware utilisation, extending the lifecycle of equipment, and evaluating vendor practices to ensure alignment with our environmental standards. The audit will

also assess the potential for migrating workloads to more energy-efficient cloud providers and improving cooling systems to reduce indirect emissions. By gathering accurate data on energy use and supply chain impacts, this initiative will support more precise emissions reporting and inform future sustainability strategies.

Employee commuting – To support our net zero objectives, we will implement a carbon reduction project focused on employee commuting. This initiative will assess current commuting patterns and promote low-carbon alternatives such as public transport, cycling, carpooling, and remote or hybrid working arrangements. While commuting emissions fall under Scope 3, they represent a significant opportunity for indirect impact reduction. By encouraging sustainable travel behaviour and providing infrastructure or incentives to support it, we aim to reduce our overall carbon footprint and foster a culture of environmental responsibility among staff.

Business travel – As part of our commitment to reducing emissions across all scopes, we will audit, review, report and optimise our approach to business travel. This project will focus on minimising non-essential travel, promoting virtual meetings, and prioritising low-carbon travel options when travel is necessary. Within the UK we do not operate a car fleet.

Supply chain review – As part of our strategy to achieve net zero, we will undertake a comprehensive supply chain review to identify and reduce carbon emissions across all operational levels. By evaluating supplier practices, transportation methods, material sourcing, and product lifecycle impacts, we aim to collaborate with partners who share our sustainability goals and implement low-carbon alternatives where possible. This initiative will enable us to make informed procurement decisions, enhance transparency, and drive meaningful reductions in emissions throughout our supply chain. We have a supplier chain policy and charter and we are looking to enhance that further by ensuring we get relevant information from all suppliers, not just the key ones we have at the moment. This will enable us to make procurement decisions on who we work with source.

Net Zero consultancy – To ensure the effectiveness of our sustainability initiatives and support our journey toward net zero, we are considering engaging a specialist net zero consultancy to conduct a comprehensive review of our current strategies and actions. This review will assess the impact and alignment of our efforts, including data centre audits and supply chain practices, with recognised net zero pathways. The consultancy will provide expert guidance, identify areas for improvement, and help us refine our approach to maximise emissions reductions across all scopes, particularly Scope 3. This action reflects our commitment to continuous improvement and evidence-based decision-making in achieving our climate goals.

DECLARATION AND SIGN-OFF

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas reporting².

Scope 1 and Scope 2 emissions have been reporting in accordance with SECR requirements, and the requirement 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) Standard³.

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:

Title: Group chief executive

Date: 19 September 2025

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/standards/scope-3-standard>