

Carbon Reduction Plan

Pliant Payments Limited

Supplier Name: Pliant Payments Limited

FCA Registration Number: FRN 1019557

Regulatory Status: Registered with the FCA under (Annex 1). FCA AEMI application in progress.

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Prepared in accordance with PPN 006 and associated guidance, the GHG Reporting Protocol Corporate Standard, and the GHG Protocol Corporate Value Chain (Scope 3) Standard.

1. Commitment to Achieving Net Zero

Pliant Payments Limited is committed to achieving Net Zero greenhouse gas emissions by 2045, ahead of the UK Government's 2050 statutory target and in line with the Paris Agreement's 1.5°C pathway.

This commitment forms part of the Pliant Group's Environmental Policy (approved by the Pliant Group Board of Directors, v1.0, May 2026), which states that Pliant acknowledges the scientific consensus on climate change and recognises the importance of contributing to long-term reductions in greenhouse gas emissions, both within our own operations and across our value chain. Our 2045 target places Pliant five years ahead of the UK's 2050 statutory Net Zero deadline.

As a digitally-native, cloud-first B2B payments company registered with the FCA under the Payment Services Regulations 2017 (Annex 1), Pliant Payments Limited's direct operational footprint is relatively modest. Nevertheless, we are committed to taking meaningful and proportionate steps to measure, manage and reduce our climate-related impacts, and to embedding environmental responsibility into our procurement decisions and supplier relationships.

This Carbon Reduction Plan has been reviewed and signed off by the Board of Directors of Pliant Payments Limited.

2. Baseline Emissions Footprint

Baseline emissions are a record of greenhouse gases produced prior to the introduction of any specific strategies to reduce emissions, and serve as the reference point against which future reductions are measured.

Pliant Payments Limited is a newly incorporated UK entity. In accordance with PPN 006 guidance, the first full reporting period (2025) is designated as the baseline year. This Carbon Reduction Plan presents 2025 as both the baseline and current reporting year, as the 2026 reporting period is not yet complete at the date of publication (May 2026).

Baseline Year: 2025	
<p><i>Additional Details: Pliant Payments Limited's first carbon footprint. Scope 1 is zero – 8 Bishopsgate operates as an electricity-only building with no direct gas or fuel combustion. Scope 2 (1.27 tCO₂e) is a 5% desk-based apportionment of the Huckletree Bishopsgate Earthchain Emissions Ledger (Jan–Dec 2025; total 120,291 kWh; Pliant 12 desks = 6,015 kWh; British Land Property Services Limited). Scope 3 comprises: (a) office emissions of 0.12 tCO₂e (5% of T&D losses 0.11 + water 0.009 tCO₂e) from the Earthchain report; (b) business travel of 81.3 tCO₂e representing the actual measured figure for August to December 2025 (5 months); data for January to July 2025 was not available in the expense export; a simple annualisation would suggest ~195 tCO₂e but this is considered likely to overstate the annual run rate given the concentration of company-wide Berlin travel events in H2 2025; and (c) employee commuting of 2.7 tCO₂e estimated for 20 staff, 1 day/week, 2 hours travel, London transport mode split. Cloud/IT upstream Scope 3: an initial directional estimate has been generated via the AWS Customer Carbon Footprint Tool and Google Cloud Carbon Footprint dashboard; a fully reconciled figure will be incorporated into the 2026 baseline. No prior baseline exists; 2025 is the designated baseline year.</i></p>	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1 – Direct emissions (gas, fuel combustion)	0.00
Scope 2 – Indirect energy (electricity for leased UK office)	1.27
Scope 3 – Value chain emissions (business travel, commuting, cloud/IT supply chain)	84.12
TOTAL EMISSIONS	85.38

3. Current Emissions Reporting

As Pliant Payments Limited is publishing its first Carbon Reduction Plan in May 2026, the 2026 reporting period is not yet complete. In accordance with PPN 006 guidance for first-time submitters, 2025 is presented as both the baseline and the current reporting year. Figures are as set out in Section 2 above.

The table below summarises the breakdown of 2025 Scope 3 business travel emissions by travel type, calculated from expense transaction data using BEIS 2025 conversion factors.

Travel type	CO ₂ e (tCO ₂ e)	% of Scope 3	Scope
Flights (short-haul and long-haul)	79.1	96.8%	Scope 3
Hotel accommodation	1.8	2.1%	Scope 3

UK national rail	0.23	0.3%	Scope 3
Taxi / ride-hail	0.07	0.1%	Scope 3
London TfL / Underground	0.004	<0.1%	Scope 3
Employee commuting (20 staff, 1 day/week)	2.7	3.1%	Scope 3
Electricity T&D losses (8 Bishopsgate)	0.11	0.13%	Scope 3
Water consumption (8 Bishopsgate)	0.009	0.2%	Scope 3
Cloud / IT upstream (AWS, Google)	<i>[Not yet captured]</i>	—	Scope 3
TOTAL SCOPE 3 (measured, excl. cloud/IT)	84.12	100%	Scope 3

Data sources: (1) Office Scope 1/2/3 – Huckletree/Earthchain Emissions Ledger, 8 Bishopsgate, Jan–Dec 2025; 5% desk-based apportionment of total building (120,291 kWh); Pliant 12-desk allocation = 6,015 kWh; British Land Property Services Limited; (2) Business travel – actual measured figure Aug–Dec 2025 (5 months), Pliant expense transaction data, BEIS/DESNZ 2025 conversion factors, economy class and return journey assumed for all flights; Jan–Jul 2025 not available in export; annualised ~195 tCO₂e but considered likely to overstate; full workings in supporting carbon footprint workbook; (3) Commuting – 20 staff, 1 day/week, 50km return, London mode split (35% TfL/30% rail/15% car/10% bus/2% taxi/8% walk-cycle), BEIS 2025 factors.

4. Emissions Reduction Targets

In order to continue progress towards Net Zero by 2045, Pliant Payments Limited has adopted the following carbon reduction targets based on the 2025 baseline of 85.38 tCO₂e. The primary lever for reduction is business flight activity, which accounts for 95% of Scope 3 and 93% of total emissions. The 45% reduction target by 2030 exceeds the SBTi 1.5°C alignment threshold of 42%, reflecting Pliant’s ambition to lead on this issue.

Target Year	Projected Emissions (tCO ₂ e)	Target Reduction vs. Baseline	Primary Lever
2027	~73 tCO ₂ e	~15%	Flight reduction target; virtual-first meeting policy
2028	~64 tCO ₂ e	~25%	Supplier ESG engagement; cloud carbon tracking
2029	~60 tCO ₂ e	~30%	Scope 3 value chain programme; commuting data capture
2030	~47 tCO ₂ e	~45%	Renewable energy; SBTi near-term target; third-party GHG verification

2045	Net Zero	100%	Full decarbonisation; verified offsets for residual emissions
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Note: The 2025 baseline of 85.38 tCO₂e comprises: Scope 1 = 0.00 tCO₂e; Scope 2 = 1.27 tCO₂e (5% of Huckletree Bishopsgate electricity); Scope 3 = 84.12 tCO₂e (travel 81.3, commuting 2.7, office T&D + water 0.12). Cloud/IT upstream Scope 3: an initial directional estimate has been generated via the AWS Customer Carbon Footprint Tool and Google Cloud Carbon Footprint dashboard; a fully reconciled figure will be incorporated into the 2026 baseline. The 45% by 2030 target exceeds the SBTi 1.5°C alignment threshold (42%+). Absolute targets will be confirmed following independent third-party GHG verification.

5. Carbon Reduction Projects

5.1 Completed and Implemented Carbon Reduction Initiatives

The following environmental management measures are in place and implemented within Pliant Payments Limited’s UK operations. These are grounded in the Pliant Group Environmental Policy (v1.0, April 2026) and the Pliant Group ESG Policy (v1.0, April 2026), both approved by the Board of Directors. These measures will be in effect when performing any relevant contract

Initiative	Policy Basis	Description	Status
Remote and hybrid working	<i>Env. Policy §3.2; ESG Policy §3</i>	Pliant Payments Limited operates a hybrid and flexible working policy across its UK team. The Environmental Policy commits to “support and facilitate remote and flexible working arrangements for employees, thereby reducing commuting-related emissions.” This materially reduces employee commuting-related Scope 3 emissions.	Implemented
Virtual collaboration first	<i>Env. Policy §3.2; ESG Policy §3</i>	The Environmental Policy commits to “actively encourage the use of virtual collaboration tools to reduce the need for business travel.” Internal meetings default to video conferencing, reducing domestic and international travel emissions. Transaction data confirms flights are the dominant emission source, making this policy especially material.	Implemented
Digital-first, paperless operations	<i>Env. Policy §3.1</i>	All customer onboarding, internal processes, regulatory documentation and communications are fully digital. The Environmental Policy commits to “prioritize digital-first processes across all areas of operation wherever this reduces reliance on physical resources, paper, or unnecessary consumables.” No physical printing or postal distribution as standard practice.	Implemented

Cloud-based infrastructure (AWS / Google)	<i>Env. Policy §3.5; ESG Policy §3</i>	All core platform, data and operational systems are hosted on cloud infrastructure provided by AWS (Ireland) and Google (Ireland), avoiding on-premise servers. The ESG Policy commits to “prioritize cloud providers and internal systems with strong sustainability and efficiency credentials.” Both AWS and Google have published Net Zero and renewable energy commitments.	Implemented
Lean, serviced UK office	<i>Env. Policy §3.1</i>	Pliant Payments Limited operates from a small serviced/shared workspace, avoiding direct energy procurement obligations and minimising Scope 1 and 2 emissions. This reflects the Environmental Policy’s commitment to resource efficiency and reducing unnecessary consumption.	Implemented
Responsible travel policy	<i>Env. Policy §3.2; ESG Policy §4.1</i>	The ESG Policy commits to “encourage the use of public transport instead of taxis whenever reasonable.” Business travel is minimised through virtual-first practices; where travel is necessary, lower-carbon transport options are preferred. 2025 transaction data shows flights account for over 97% of all business travel emissions, confirming this as the priority area.	Implemented
Supplier ESG due diligence	<i>ESG Policy §7 & Appendix 1</i>	The Pliant ESG Policy and ESG Rating Methodology require all vendors to be assessed against environmental criteria as part of onboarding and ongoing monitoring. Suppliers rated 4 (High) or 5 (Very High) where the primary driver is an environmental risk finding must be escalated to Senior Management, and exit may be required.	Implemented
Environmental e-learning	<i>Env. Policy §3.6</i>	The Environmental Policy commits to “promote awareness of and responsibility for environmental impacts among all employees and contractors through mandatory e-learning courses.” This embeds environmental considerations into the culture and day-to-day working practices of Pliant Payments Limited’s UK team.	In progress

5.2 Future Carbon Reduction Initiatives

In addition to the measures already in place, Pliant Payments Limited plans to implement the following further initiatives. Given that 2025 transaction data confirms flights as the dominant emission source (97% of measured Scope 3), near-term reduction efforts will focus primarily on flight activity.

- Flight reduction programme: Pliant Payments Limited will implement a formal flight reduction policy requiring senior sign-off for international flights where a virtual or rail alternative exists. The 2025 data identifies recurring short-haul routes (UK–Berlin in particular, driven by Group company events) as the highest priority for reduction.

- Annual GHG measurement and third-party verification: We will commission a formal carbon footprint assessment for 2026, covering all Scope 1, 2 and 3 categories including commuting and cloud/IT, with a view to independent verification against GHG Protocol standards.
- Cloud/IT upstream Scope 3: An initial directional estimate has been generated using the AWS Customer Carbon Footprint Tool and Google Cloud Carbon Footprint dashboard. A fully reconciled figure will be incorporated into the 2026 baseline alongside third-party verification.
- Annual ESG Board reporting: The ESG Policy requires environmental metrics to be reported as a standing section of the Compliance Quarterly Board Report, providing ongoing governance oversight.
- Science Based Targets initiative (SBTi): Pliant Payments Limited will assess formal SBTi near-term target submission as the business scales, targeting alignment with a 1.5°C pathway.
- Green supplier procurement criteria: Environmental performance criteria will be further embedded in vendor selection, consistent with the ESG Rating Methodology's requirement to assess environmental risk for all vendors.
- Renewable energy sourcing: As direct energy procurement becomes relevant, Pliant Payments Limited will transition to REGO-backed renewable electricity tariffs or equivalent.

6. 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 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. 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 Board of Directors of Pliant Payments Limited.

<p>Signed on behalf of: Pliant Payments Limited</p> <p>Signature: <u>NB</u></p> <p>Name: Nayan Behal Title: Director</p>	<p>Document Details:</p> <p>Date: May 2026 Review Date: May 2027 Version: 1.0 FRN: 1019557 Company Number: 15756434</p>
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References

Pliant Group Environmental Policy, v1.0, April 2026 (approved by Pliant Group Board of Directors)

Pliant Group ESG Policy, v1.0, April 2026 (approved by Pliant Group Board of Directors)

Pliant Payments Limited – Scope 3 Business Travel Carbon Footprint Workbook, May 2026 (supporting data)

Huckletree/Earthchain Emissions Ledger Report – Pliant Payments Limited space, 8 Bishopsgate, London, Jan–Dec 2025 (Scope 1/2/3 office data source)

GHG Protocol Corporate Standard: <https://ghgprotocol.org/corporate-standard>

GHG Protocol Corporate Value Chain (Scope 3) Standard: <https://ghgprotocol.org/standards/scope-3-standard>

UK Government BEIS/DESNZ Greenhouse Gas Conversion Factors 2025:

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

PPN 006 Technical Standard:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/991625/PPN_0621_Technical_standard_for_the_Completion_of_Carbon_Reduction_Plans__2_.pdf