



Cabinet Office

CARBON REDUCTION PLAN GUIDANCE

Notes for Completion

Where an In-Scope Organisation has determined that the measure applies to the procurement, suppliers wishing to bid for that contract are required at the selection stage to submit a Carbon Reduction Plan which details their organisational carbon footprint and confirms their commitment to achieving Net Zero by 2050.

Carbon Reduction Plans are to be completed by the bidding supplier¹ and must meet the reporting requirements set out in supporting guidance, and include the supplier's current carbon footprint and its commitment to reducing emissions to achieve Net Zero emissions by 2050.

The CRP should be specific to the bidding entity, or, provided certain criteria are met, may cover the bidding entity and its parent organisation. In order to ensure the CRP remains relevant, a Carbon Reduction Plan covering the bidding entity and its parent organisation is only permissible where the detailed requirements of the CRP are met in full, as set out in the Technical Standard² and Guidance³, and all of the following criteria are met:

- The bidding entity is wholly owned by the parent;
- The commitment to achieving net zero by 2050 for UK operations is set out in the CRP for the parent and is supported and adopted by the bidding entity, demonstrated by the inclusion in the CRP of a statement that this will apply to the bidding entity;
- The environmental measures set out are stated to be able to be applied by the bidding entity when performing the relevant contract; and
- The CRP is published on the bidding entity's website.

Bidding entities must take steps to ensure they have their own CRP as soon as reasonably practicable and should note that the ability to rely on a parent organisation's Carbon Reduction Plan may only be a temporary measure under this selection criterion.

The Carbon Reduction Plan should be updated regularly (at least annually) and published and clearly signposted on the supplier's UK website. It should be approved by a director (or equivalent senior leadership) within the supplier's organisation to demonstrate a clear commitment to emissions reduction at the highest level. Suppliers may wish to adopt the key objectives of the Carbon Reduction Plan within their strategic plans.

A template for the Carbon Reduction Plan is set out below. Please complete and publish your Carbon Reduction Plan in accordance with the reporting standard published alongside this PPN.

¹Bidding supplier or 'bidding entity' means the organisation with whom the contracting authority will enter into a contract if it is successful.

²Technical Standard can be found at:

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

³Guidance can be found at:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/991623/Guidance_on_adopting_and_applying_PPN_06_21__Selection_Criteria___3_.pdf

Carbon Reduction Plan

Supplier name: Mitel Networks (International) Limited

Publication date:

Commitment to achieving Net Zero

Mitel Networks Limited, is a wholly owned subsidiary of Mitel Networks (International) Limited. Mitel Networks (International) Limited from a global corporate level, as well as Mitel Networks Limited from a UK subsidiary level, are committed to achieving Net Zero emissions by 2050. Further, the carbon reduction targets and timelines set out herein are inclusive of and apply to Mitel Networks Limited.

Baseline Emissions Footprint

Mitel uses 2023 emissions as our baseline for net zero targets. We have followed GHG protocol methodology for emission calculations. The baseline emissions include all the relevant scopes for Scope 1, Scope 2, and Scope 3 emissions.

Baseline Year: 2023	
Additional Details relating to the Baseline Emissions calculations.	
After Mitel acquired Unify in late 2023, our original 2021 emissions data no longer reflected the full scope of our business. We've now set 2023 as our new baseline year, as it provides a more accurate picture of emissions from the combined organization	
Note: The scope boundary for Mitel's emission footprint includes all of Mitel's affiliates and locations. Additionally, Mitel has calculated and included the Scope 3 Category 11: Use of Sold Products into the emissions inventory.	
Baseline year emissions:	
EMISSIONS	TOTAL (MtCO ₂ e)
Scope 1	1093 MtCO ₂ e
Scope 2 Market Based	3784 MtCO ₂ e
Scope 2 Location Based	4047 MtCO ₂ e

Scope 3	69370 MtCO₂e
Total Emissions*	74247 MtCO₂e

* Total emissions does not include Scope 2 Location based data

Current Emissions Reporting

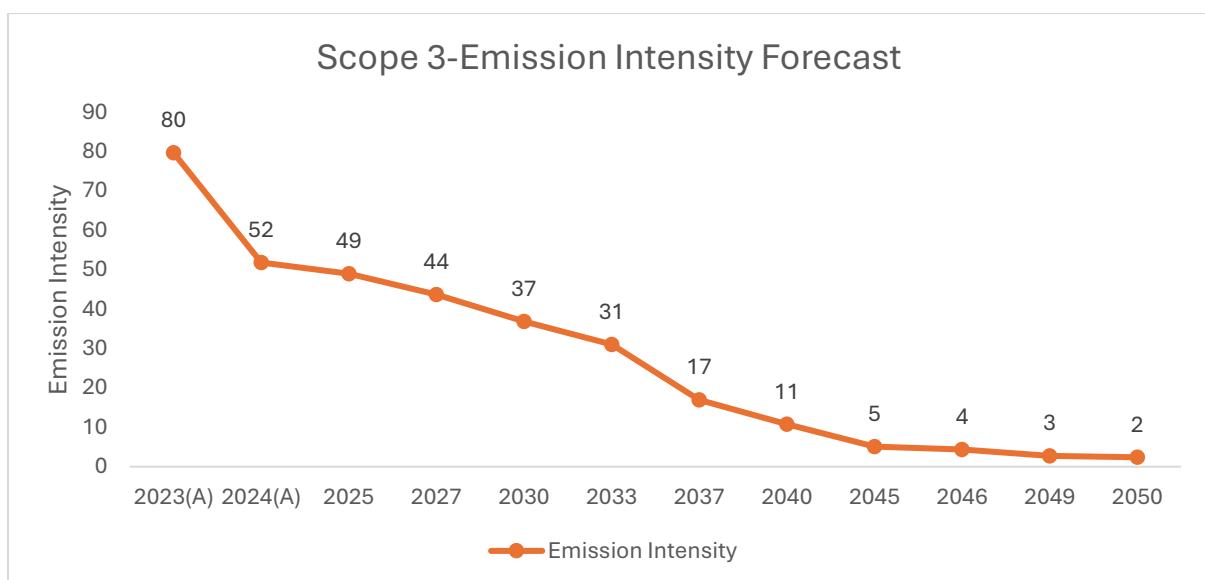
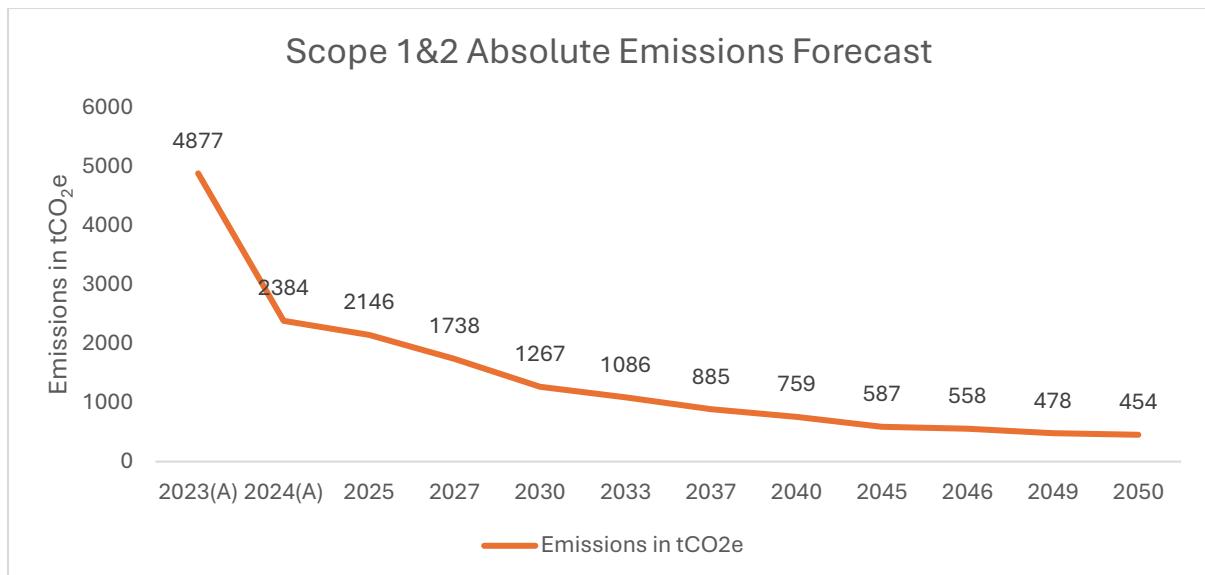
Reporting Year: 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	1072 MtCO₂e
Scope 2 Market based	1312 MtCO₂e
Scope 2 Location Based	3404 MtCO₂e
Scope 3	51711 MtCO₂e
Total Emissions	54095 MtCO₂e

Emissions reduction targets

To advance toward net zero, we have set the following carbon reduction targets:

- We project a 74% decrease in Scope 1 and 2 absolute emissions by 2030 compared to 2023 levels.
- For Scope 3 emissions, Mitel plans to adopt an emission intensity reduction model instead of absolute emissions.
- By 2030, Mitel will reduce its Scope 3 emission intensity (*Scope 3 Emissions/Revenue in Million USD*) by 54% when compared to the intensity in 2023.
- Our long-term goal is to achieve net zero emissions, reducing our Scope 1 and 2 emissions by 90% from the 2023 baseline, by 2050.
- By 2050, we will reduce the Scope 3 emissions intensity by 97% from the baseline year of 2023.

Progress & Forecasted Action against these targets can be seen in the graphs below:



Carbon Reduction Projects

Carbon Reduction Initiatives in 2024

In 2024, Mitel completed and implemented several emission reduction measures:

- 67% of Mitel's global electricity consumption came from renewable sources. This was achieved from 8000 renewable energy certificates for the North American and European operations.
- Mitel integrated 1005 MWh of solar energy into our energy consumption for our Bangalore, India office operations.
- In 2024, Mitel undertook a lighting retrofit project at the Ottawa head office. This resulted in an overall reduction lighting power requirement by 56% by replacing the conventional lights with LEDs.

- Mitel's hybrid work model and strategic consolidation of workspaces helped in reducing our overall energy usage by 16% from the 2023 baseline.
- Mitel increased renewable energy consumption at contract manufacturing facilities, avoiding 52% of manufacturing emissions, up from 42% in 2023.
- Mitel optimized inventory and logistics planning, resulting in an 48% year-on-year reduction in upstream freight transport emissions in 2024.

Certifications and Partnerships

- Mitel's head office received Energy Star Certification for Buildings, with an impressive score of 97.
- Mitel's products received Blue Angel, a German ecofriendly certification, in 2024. This includes Mitel's latest IP phones and popular large systems as well.
- Mitel is ISO 14001certified – Environmental Management System (effective 2024-2027).
- Energy Star certification– Mitel's IP phones have received Energy Star Certification in 2023

Future Initiatives-Sustainability and Reduce Emissions.

Mitel is committed to implementing the following measures to reduce emissions sustainably:

- **Green Energy Sourcing:** Mitel will continue to collaborate with landlords to source green energy for existing facilities.
- **Electric Vehicles:** Mitel will transition to an electric vehicle fleet, reducing per-vehicle emissions by threefold.
- **Renewable Energy Certificates:** Mitel will continue sourcing Renewable Energy Certificates (RECs) for its global operations.
- **Product Emission reduction:** Mitel will undertake the following actions:
 - Gradually eliminate single-use plastic packaging and introduce sustainable packaging solutions.
 - Conduct life cycle emission analysis on our key product lines to evaluate opportunities for improvement.
- **Green Logistics:** Mitel will drive logistics partners to adopt green transportation solutions.
- **Manufacturing and Warehousing Optimization:** Mitel aims to optimize our manufacturing and warehousing footprint to reduce transportation emissions.

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 standard⁴

⁴<https://ghgprotocol.org/corporate-standard>

and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁵.

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 in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard⁶.

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:

DocuSigned by:

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10/21/2025 | 10:00 AM PDT
Date:

Gregory Hiscock
Secretary, Mitel Networks (International) Limited

⁵<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁶<https://ghgprotocol.org/standards/scope-3-standard>