



Cyber Security. **Where it Matters.**

# 2024 Bridewell Carbon Report



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# Introduction

## Background

Bridewell Consulting Limited ("Bridewell") is a UK based cyber security company founded in February 2013, providing services across core areas of Cyber Consultancy, Data Privacy, Penetration Testing and Managed Security Services. We provide high quality services which align with our values which are at the core of everything we do. Bridewell's value of Accountability is one of the reasons Environmental, Social and Governance is such an important area we focus on. It is why, back in 2022, we officially became a Carbon Neutral company.

## Purpose

The purpose of this Carbon Report is to showcase Bridewell's progress in monitoring carbon emissions on an annual basis; tracking emissions over time to compare against previous years and set targets for the year ahead. Covered within this report are our opportunities for reducing emissions and mitigating climate risks.

This report also plays a key role in Bridewell's ESG due diligence process, helping to increase transparency and accountability, and improve awareness around climate action.

## Scope

This report applies to Bridewell Consulting Limited (trading as Bridewell), encompassing all greenhouse gas emissions during the year 2023. The scope of this report includes, but is not limited to; Bridewell personnel, travel, goods and services purchased, utilities, and digital environments.

ESG elements, greenhouse gas emissions offsets and volunteering, are also within scope.

This report applies to all physical locations as well as remote working.

## Exclusions

This report does not include Bridewell's US entity.

## Review and Maintenance

This report shall be renewed in 2025 to showcase Bridewell's 2024 carbon and ESG data.

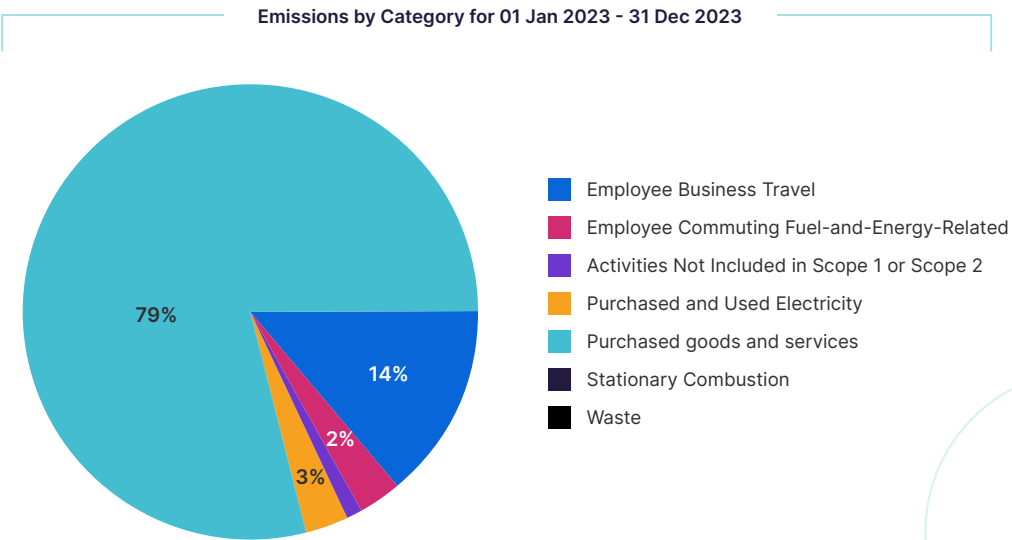
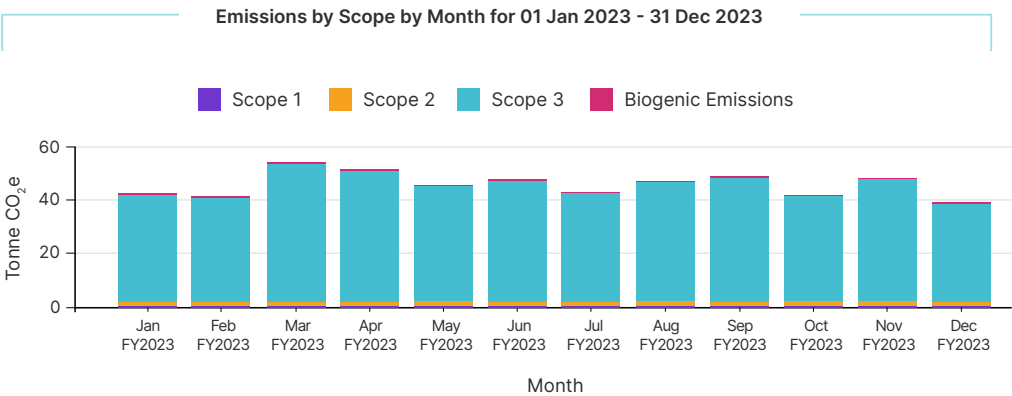


# 2023 Greenhouse Gas Emissions Overview

Due to Bridewell being a service provider and not producing any raw goods or materials, it is of no surprise that over 96% of our emissions fall under the category of scope 3, associated with indirect emissions within our value chain.

The table and charts show the breakdown of our emissions by scope across the year and by month.

Scope	Emissions (in tonnes)	Percentage of total emissions
Scope 1	2.89	0.53%
Scope 2	17.03	3.11%
Scope 3	528.88	96.34%
Biogenic Emissions	0.19	0.03%
Total tonne:	548.05	100%



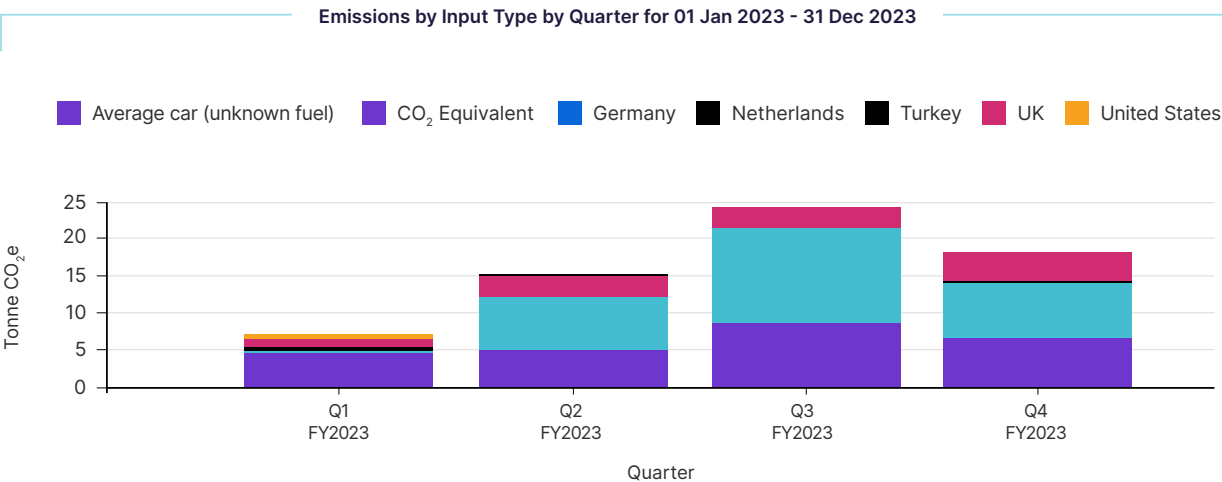
# 2023 Greenhouse Gas Emissions Overview

Most of Bridewell's emissions across 2023 were due to Purchased Goods and Services, coming in at 79%. A breakdown below, shows the main contributors.

- Employment services
- Advertising and Public Relations
- Software
- Insurance
- Offices



Business travel was the second leading contributor of 2023 emissions, led by flights and road travel.



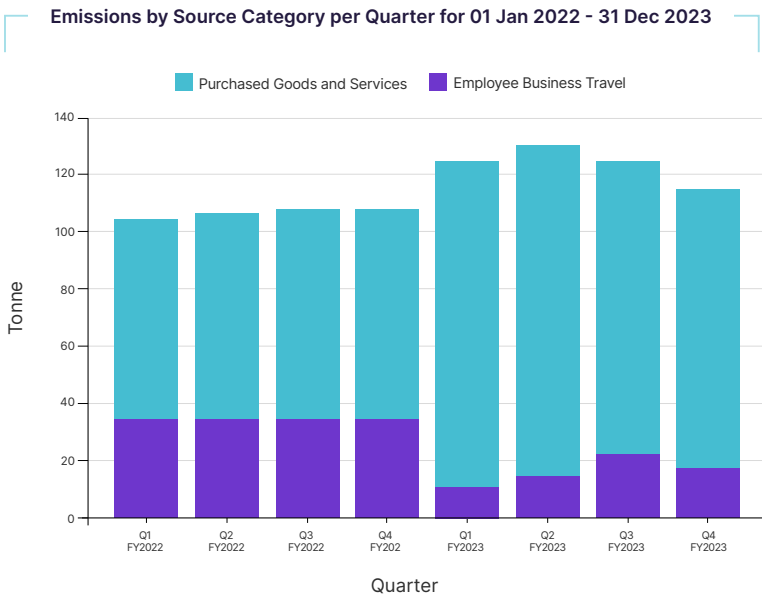
A detailed breakdown can be found on [page 12](#) of this Carbon Report document.



# Comparison Against 2022 GHG Emissions

It is clear Bridewell's emissions are scope 3 heavy and throughout 2022, these emissions were relatively stable across Q1 to Q4. Following office expansion, increased head count and a new website in 2023, this resulted in a large increase from 2022, reaching just above 140 tonnes in Q2 of 2023, before reducing in Q3 and Q4. From the second graph, we can see this increase is due to our purchased good and services, which covers Employment services, Advertising and Public Relations, Software, Insurance and our offices.

Although travel was also a large contributor, in terms of percentages compared to other scope 3 categories, we can see this reduced across all quarters, despite the increased head count. This is due to Bridewell's renewed effort to work remotely with clients, as well as a change in how we hosted company-wide events, moving from quarterly to bi-annual events due to the breadth of the company across the UK and the US.



	CO <sub>2</sub> e tonne	% Share	Q1 2022	Q2 2022	Q3 2022
Total	1,007.5000	100.0%	116.0693	117.3590	118.7244

	Q4 2022	Q1 2023	Q2 2023	Q3 2023	Q4 2023
Total	118.7690	135.4973	141.1312	135.1120	124.8380



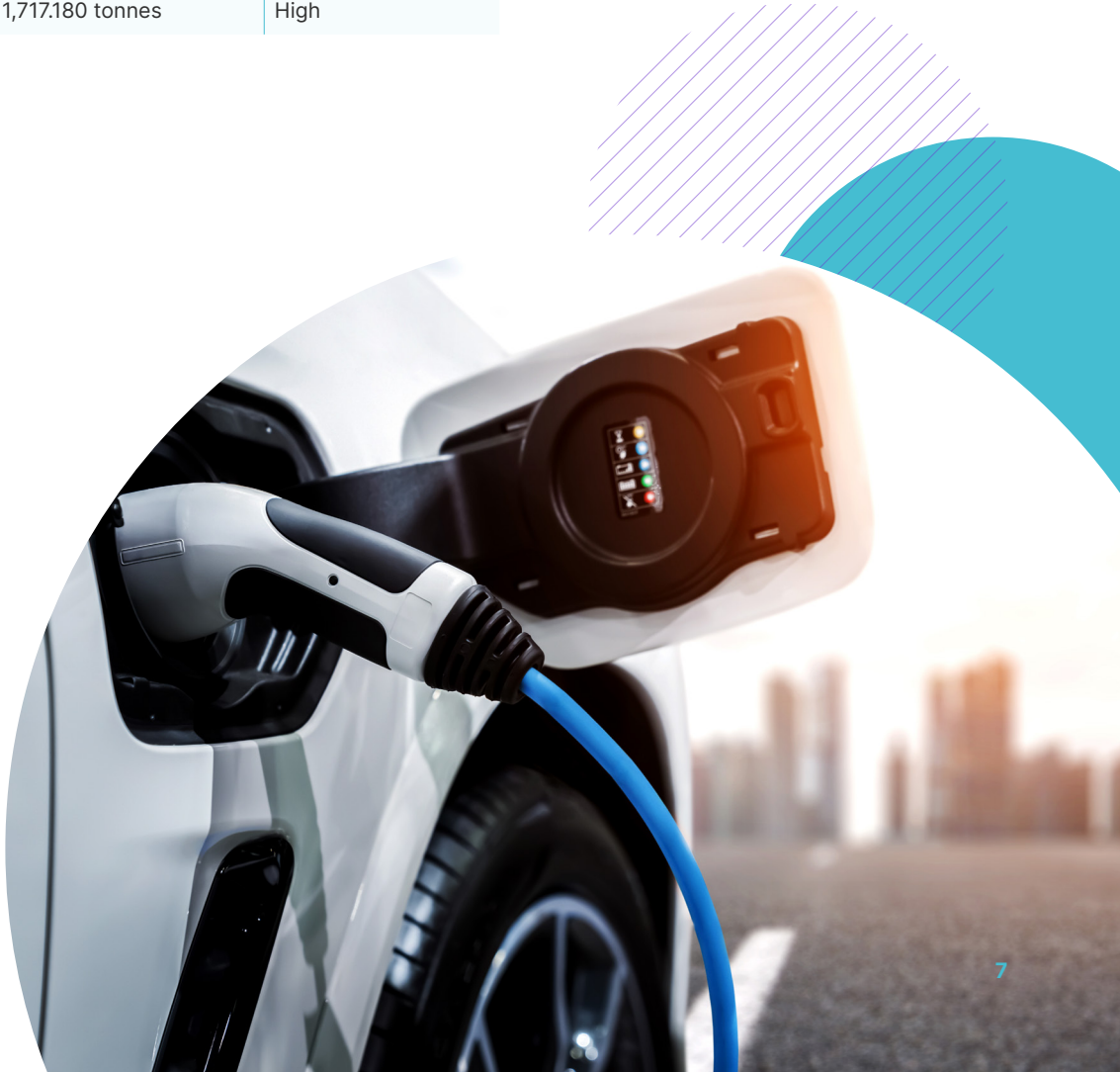
# 2023 ESG Data

In 2023, Bridewell offset over 3 times the emissions produced, continuing to demonstrate our commitment to exceeding Bridewell’s 2022 goal of remaining Carbon Neutral across the company, workforce and their families.

In addition to the above, we also offset approximately 14.14 tonnes of CO<sub>2</sub> emissions in 2023, and a further 22.85 tonnes of CO<sub>2</sub> emissions in 2024, via our electric vehicle scheme.

Both volunteering and charitable donations have room for improvement and have been addressed within Targets and Plan of Action, to improve these figures.

Type	Figure for 2023	Level
Volunteering	96 Hours	Low
Donations to Charity	£3,258.73	Low
Greenhouse Gas Emissions Offset	1,717,180 tonnes	High



# 2024 – 2025 Forecast

The forecast below is based on Bridewell's 2024 headcount and expected headcount for 2025, as well as our office moves and expected building plans for 2025, and company budget. We shall be using the below to assess how our forecast compares to our 2024 figures, as well as for our 2025 target setting.

Activity	2023 (calculated figures)	2024 (forecasted)	2025 (forecasted)
Employee Commuting	10.703	12.353	15.638
Business Travel	132.792	153.268	194.023
Gas and Electricity	25.465	20.753	27.584
Waste	0.065	0.057	0.082
Purchased goods and services	355.308	379.976	538.731
Water	0.054	0.0431	0.059





# Targets

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As Bridewell continues to scale and our carbon usage increases, we remain committed to remaining carbon negative. Our focus for 2025 will be to therefore gain recognition for our efforts and achieve compliance with the international ISO 14001 in Environment and Energy Management, as well as reducing the forecasted CO<sub>2</sub> emissions for Purchased Goods and Services by 10%.

Based on the 2023 data and 2025 forecasting, we also aim to reduce our expected Business Travel by 8% across the company and increase our recycling across all business centres. In doing so, we aim to reduce our waste so that the overall figure decreases from the expected 2024 figure.

For the social aspect of our ESG, we are committed to increasing our volunteering hours to 120 between January 2025 and December 2025, an increase of over 20%.

We shall continue to act as a blueprint for other companies that are looking to drive similar improvements, sharing our journey and experiences with clients, assisting then in embedding sustainability into their cyber security strategy.



# Plan of Action

To ensure Bridewell hit our 2025 targets, set using the 2023 data, this section details our plan of action.

## Purchased Goods and Services

Bridewell has been working hard to assess our suppliers and whether their sustainability attitudes and emission goals match ours. We shall be collating suppliers where possible to allow for greater autonomy and improved supplier-customer relationships, and bulk ordering items to one location to reduce transport emissions.

## Business Travel

Bridewell shall be increasing our shared commuting by introducing and promoting a hub, allowing employees to log their journeys and offer sharing opportunities, or request upcoming lifts in advance of their expected travel. New Reading and London offices in the pipeline will have larger bike storage and improved facilities, to promote bike travel, and Bridewell has plans to increase awareness of our electric vehicle scheme so that this continues to grow.

## Waste

Bridewell are already in discussion with our building management teams to improve recycling capacity, training and waste segregation across our business and across all companies within the buildings. Purchases are also being evaluated regularly to ensure those with purchasing capabilities are not procuring goods and services excessively or unnecessarily.

## Volunteering

2025 shall see a much larger effort, both company-wide and within the internal networks, to increase awareness of giving back to our communities and the benefits that brings, as well as encouraging employees to use their allocated volunteering time. Opportunities shall be promoted across the year and large team building initiatives, which we expect to take place across the UK, are being brainstormed by Bridewell's People Team and Network Leaders.

To minimise environmental impacts concerning our activities and services, we shall:

- Comply with applicable legal requirements and other requirements to which the Company subscribes, which relate to its environmental aspects.
- Prevent pollution, reduce waste and minimise the consumption of resources.
- Educate, train and motivate employees to carry out tasks in an environmentally responsible manner, during employee induction and annually as a minimum.
- Encourage environmental protection among suppliers and subcontractors.

Bridewell is committed to continual improvement of environmental performance and further information can be found within Bridewell's Environmental Policy (POL-028).

During the development of the Environmental Policy, the appropriateness to the nature, scale and environmental impacts of Bridewell activities, products and services has been considered. The policy is endorsed by the Environmental Management Board and is reviewed and monitored during the management quarterly review meetings.

# Responsibilities

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The leadership team and BMS team are responsible for ensuring Bridewell keeps both sustainability, and environmental, social, and governance, as a high priority and is continued to be recognised as an important part of Bridewell's culture.

The Security and Compliance Manager is responsible for ensuring the maintenance, regular review and updating of this Policy. Revisions, amendments or alterations to the Policy shall be issued and communicated as appropriate.





# Detailed Breakdown of 2023 GHG Data

Performance by Category by Month for 01 Jan 2023 - 31 Dec 2023

By Source Category	Tonne CO <sub>2</sub> e	% Share
Stationary Combustion	2.89	0.5%
Purchased and Used Electricity	17.02	3%
Purchased Goods and Services	435.09	79.2%
Waste	0.07	0.1%
Employee Commuting	10.52	1.9%
Fuel and Energy-Related Activities Not Included in Scope 1 or Scope 2	6.05	1.1%
Employee Business Travel	64.74	14.1%
Total	549	100%





# About Bridewell

Bridewell is a leading cyber security company, specialising in protecting and transforming critical business functions for some of the world’s most trusted and regulated organisations.

Established in 2013, we’ve grown to become one of the UK’s largest independent cyber security services providers. Our team of security experts is highly accredited by major industry bodies and helps our clients solve key business challenges so they can operate safely and securely.

As the trusted security partner for many organisations operating within Critical National Infrastructure (CNI) sectors in the UK and globally, we provide continuous security monitoring through our 24/7 Security Operations Centre (SOC). We also have an office in the US which allows us to support our global clients.

As the first cyber security organisation in the UK to reach carbon zero, Bridewell is uniquely positioned to secure your organisation sustainably. We can bring industry leading expertise, technology and methodologies into your organisation without it costing the Earth.

For more information, visit [www.Bridewell.com](http://www.Bridewell.com)