

## CARBON REDUCTION PLAN

**Supplier name:** Academy Consulting

**Publication date:** 17<sup>th</sup> October 2023

### Commitment to Achieving Net Zero

**Academy Consulting** is committed to achieving Net Zero emissions by 2050 and is adjusting targets to 2045 (and in future this is planned to be adjusted to 2040).

### 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: 2021 April 2021 to March 2022**

#### **Additional Details relating to the Baseline Emissions calculations.**

In November 2020, Academy Consulting became an Employee Ownership Trust which represents a substantial organisational change. Academy Consulting also had recent organisational change where two separate offices (Southwark Bridge Road, London and Forest Road, Tunbridge Wells) have been merged in a single new office, in a different location (London Road, Sevenoaks). Both of these changes represented major organisational change and as such there has not been previous reporting on carbon reduction or creation of a baseline.

In addition during the Covid-19 Pandemic travel has been significantly reduced and was therefore not representative of typical travel arrangements until April 2021.

As an SME professional services company in a rental office, the majority of assessed scope 1, scope 2 and required 5 categories of scope 3 emissions are from business and commuter travel and some waste disposal.

<b>Baseline year emissions: April 2021 to March 2022</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>0</b>
<b>Scope 2</b>	<b>0</b>
<b>Scope 3 (Included Sources)</b>	28.9 T Cat 4. Upstream transport, Cat 5. Waste, Cat 6. Business travel Cat 7. Employee Commuting, Cat 8. Downstream transport
<b>Total Emissions</b>	<b>28.9 T</b>
Note	Scope 1 (no owned office or vehicles) and Scope 2 emissions (single rental office with included services) Scope 3 Business Travel figures based on 9 months figures averaged and pro rata to 12 months due to data collection and availability issues.

### Current Emissions Reporting

<b>Reporting Year: April 2022 to March 2023</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>0</b>
<b>Scope 2</b>	<b>0</b>
<b>Scope 3 (Included Sources)</b>	<b>34.4T</b> Cat 4. Upstream transport, Cat 5. Waste, Cat 6. Business travel, Cat 7. Employee Commuting, Cat 8. Downstream transport
<b>Total Emissions</b>	<b>34.4T</b>
Note	Scope 1 (no owned office or vehicles) and Scope 2 emissions (single rental office with included services) Scope 3 Upstream and Downstream travel limited and sampled.

## **Emissions Reduction Targets**

This is the second time the companies' carbon footprint has been compiled ie April 2022 to March 2023 and recording is currently in progress for the third reporting year (April 2023 to March 2024). This is aligned with our accounting period.

The second carbon footprint has shown an increase of carbon of 16% increase on the baseline.

In addition when compared to the revised 2045 target this will be 25% above target.

Please note that this relates to an increase in the average number of Full Time Equivalent (FTE) employees which has increased by 36.3% which with the associated increase in business activity levels has impacted and contributed to the increased carbon footprint.

As a comparison here are the carbon intensity figures per fulltime employee as calculated for the baseline year and current year.

This is based on FTE employees to give an Intensity Carbon emission CO<sub>2</sub>e figure per person. This shows the Intensity has come down so useful for information but unfortunately it doesn't change the overall reduction against baseline target.

Reporting to March 2022: 28.9 tonnes 11 FTE =  $28.9/11 =$  Intensity 2.63 tonnes CO<sub>2</sub>e per person (FTE)  
Reporting to Mar 2023: 34.4 tonnes 15 FTE =  $34.4/15 =$  Intensity 2.3 tonnes per person (FTE)

**So a reduction in intensity of Carbon use CO<sub>2</sub>e of about 12% per person FTE has been realised.**

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

We project that carbon emissions will decrease 4.5% each year over the next five years to (baseline 2021-2022 - 5x4.5% baseline) tCO<sub>2</sub>e by 2026/2027. This is a reduction of 22.5% over 5 years.

This adjustment aligns to the current NHS target for 2045 which indicates that the projected emissions decrease will need to be 4.5% per year.

(A target date of 2040 will require an annual 5% emissions decrease and is proposed for future years)

Progress against these targets may in future be presented in graph format.

## **Carbon Reduction Projects**

### **Completed Carbon Reduction Initiatives**

The following environmental management measures and projects have been completed or implemented since the 2021/2022 baseline was prepared.

The baseline was set as April 2021 to March 2022 due to significant organisational and structural changes. The carbon emission reduction achieved by these schemes equate to a tCO<sub>2</sub>e, a %ge reduction against the 2021/22 baseline. Carbon emission measures have been quantified to allow determination of a reduction against the baseline and measures will be in effect when performing the contract. (sample calculation of organisation carbon emissions based on sector emissions intensity by industry 2017, gives <50 tonne CO<sub>2</sub>e per annum).

The company continues to maintain ISO 14001 certification with the current certificate dated from January 2023. This has enabled focus and improvement on waste recycling and resource use with some limited additional recycling.

There is currently an ongoing environmental objective to reduce paper usage and increase paper recycling.

Adoption and progress of measures is as follows:

To reduce business travel employees will be recommended to use train travel as far as possible:

A reduction in commuter travel by employees will be achieved through implementation of limited hybrid/home working for professional service teams.

Increased recycling streams will be investigated to reduce waste to landfill and associated carbon emissions.

With the calculated carbon emissions, verified offsetting is being considered or alternatively membership of, or purchasing from schemes for unverified Forestry PCU.

Use of DocuSign or similar to reduce courier use and therefore related downstream transport carbon emissions is in use where possible.

Further scope 3 emissions relating to other scope 3 categories need to be assessed for magnitude initially to focus on the most significant Scope 3 cat 8 emissions will be the next significant item to look at, for office rental along with other scope 3 categories.

### **Declaration and Sign Off**

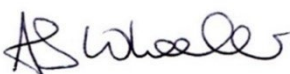
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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) Standard<sup>3</sup>.

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:**



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*Date: 17<sup>th</sup> October 2023*

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