



31ten Consulting – Carbon Reduction Plan

Publication date: 16/5/22

Commitment to achieving Net Zero

31ten Consulting Ltd 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: 2019

Emissions	Total (tCO ₂ e)
Scope 1	0.0
Scope 2	1.1
Scope 3	13.4
Total emissions	14.5

Current Emissions Reporting

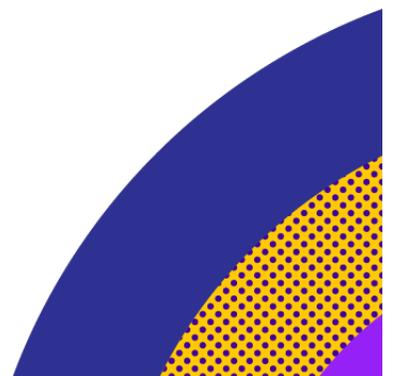
Reporting Year: 2021

Emissions	Total (tCO ₂ e)
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Scope 1	0.0
Scope 2	2.2
Scope 3	8.2
Total emissions	10.4

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 8.3 tCO₂e by 2027. This is a reduction of 20%.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes equate to 4.1 tCO₂e, a 28% reduction against the 2019 baseline and the measures will be in effect when performing the contract:

- **Reduction in company travel** – general commuting: we operate a flexible remote working policy and encourage our staff to work from the location that suits them best. We have consolidated this approach following the Covid-19 pandemic, resulting in a reduction in emissions through company travel that we are committed to maintaining and furthering in the years ahead.
- **Reduction in company travel** – flights and car journeys: we have also reduced the number of national and international flights that our employees take to attend conferences, events, or client meetings, as well as the number of work journeys made by car.
- **Cycle to work schemes:** we operate a cycle to work scheme through Cyclescheme which offers savings of up to 40% on the purchase of a new bike and accessories. We also offer a City Bike Hire scheme which offers employees the opportunity to save money on annual hire bike membership in more than 30 regional locations.
- **Commitment to recycling and re-use:** we operate a policy of recycling and reusing technology and hardware, ensuring that laptops and mobile phones used by former staff are inherited by new starters



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

- **Extension of our cycle to work scheme:** we are reviewing ways in which we can extend our cycle to work offer by incorporating e-bikes and further incentivisation for our employees to take up modes of active travel.
- **Net Zero energy providers:** we are in the process of leasing a new office – through this, we are examining options for Net Zero energy provision and ways to maximise sustainability and reduce our carbon footprint within our physical office.
- **Recycling office waste:** as part of our new office move, we are also examining office waste recycling options to minimise waste and maximise opportunities to recycle
- **Laptop and hardware recycling:** we already have a policy of reusing laptops and mobile phones for new staff. We are developing an approach to recycle old or obsolete hardware safely and sustainably so that when we do procure new technology, we do so whilst ensuring we recycle any kit that we cannot use in the future.
- **Travel only for essential meetings:** we already foster a flexible and empowered culture that encourages our employees to work remotely and minimise travel. We are considering our future approach to travel to client meetings and are looking to harness and maximise the tools we have available to minimise our carbon footprint, and travel only for essential meetings.
- **Modes of travel:** we have already reduced our use of modes of travel that generate high levels of emissions, including flights and car journeys. We are committed to further reducing this and supporting our employees to take up active modes of travel where feasible, or to use the public transport network where that is more suitable.
- **Company e-car incentive scheme:** we are exploring the option of introducing an incentive scheme for employees that will offer them the opportunity to access e-cars for a reduced rate.

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 and uses 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, 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.

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:

A handwritten signature in black ink, appearing to read 'Chris Shepherd', written over a light grey circular watermark.

Chris Shepherd, Director

16/5/22