

Carbon Reduction Plan

Supplier name: Academy Consulting

Publication date: 30 April 2025

Commitment to achieving Net Zero

Academy Consulting is committed to achieving Net Zero emissions by 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.

Baseline year emissions: April 2021 to March 2022	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0
Scope 2	0
Scope 3 (Included Sources)	28.9 T Cat 4. Upstream transport, Cat 5. Waste, Cat 6. Business travel, Cat 7. Employee Commuting, Cat 9. Downstream transport
Total Emissions	28.9 T
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

Reporting Year: April 2022 to March 2023	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0
Scope 2	0
Scope 3 (Included Sources)	34.4T Cat 4. Upstream transport, Cat 5. Waste, Cat 6. Business travel, Cat 7. Employee Commuting, Cat 9. Downstream transport
Total Emissions	34.4T
Note	Scope 1 (no owned office or vehicles) and Scope 2 emissions (single rental office with included services) Scope 3 Business Travel figures increased confidence based on distance and mode . Upstream and Downstream travel using sampling.

Current emissions year: April 2023 to March 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0
Scope 2	0
Scope 3 (Included Sources)	32.3 T ** <u>Cat 4. Upstream transport, Cat 5. Waste, Cat 6. Business travel,</u> <u>Cat 7. Employee Commuting, Cat 9. Downstream transport</u>
Total Emissions	32.3T
Note	<u>Scope 1 (no owned office or vehicles) and Scope 2 emissions (single rental office with included services) Scope 3 5 categories only Business Travel, Commuting, Waste, Upstream and downstream travel limited and sampled.</u> ** (corrected from previous CRP)

Current emissions year: April 2024 to March 2025	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0
Scope 2	0
Scope 3 (Included Sources)	34.03 T ** <u>Cat 4. Upstream transport, Cat 5. Waste, Cat 6. Business travel,</u> <u>Cat 7. Employee Commuting, Cat 9. Downstream transport</u>
Total Emissions	34.03T
Note	<u>Scope 1 (no owned office or vehicles) and Scope 2 emissions (single rental office with included services) Scope 3 5 categories only Business Travel, Commuting, Waste, Upstream and downstream travel limited and sampled.</u>

Emissions reduction targets

This is the fourth time the companies' carbon footprint has been compiled i.e. April 2024 to March 2025. This is aligned with our accounting period.

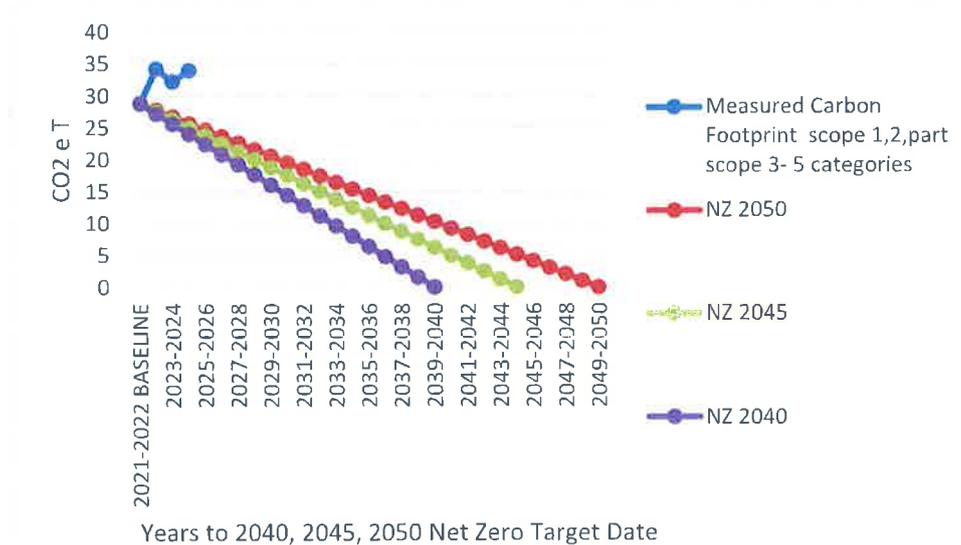
The fourth carbon footprint has shown an increase of carbon of 22.1 % increase above the 2021 baseline. This is 41% above the 2040 target for this year.

Please note that this does relate to an increase in average number of FTE which is an decrease of 2.15 FTE or 10.8 % increase in personnel with an associated increase in business activity levels and will have impacted and contributed to the increased carbon footprint.

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

This adjusted target aligns to NHS target of 2040 as the projected emissions the emissions decrease will need to be 5.6% per year.

Progress against these targets can be presented in graph format: (as appropriate).



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

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

The baseline has been set as April 2021 to March 2022 due to significant organisational and structural changes. The carbon emission reduction achieved by these schemes equating to a tCO₂e, a % reduction against the 2021/22 baseline. This will be completed against the 2021/2022 baseline. Carbon emission measures are being quantified to allow determination of reduction against 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 CO₂e per annum)

The company continues to maintain ISO 14001 certification with the current certificate 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 and use recycled paper where possible.

Adoption and progress of measures is as follows:

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

Commuter travel by employees continues to be significant limited with hybrid/home working for professional service teams.

Recycling streams are reviewed and assessed to reduce waste to landfill and associated carbon emissions.

For residual carbon emissions Carbon Offsetting options are not currently being progressed

Use of DocuSign to reduce courier use and therefore related downstream transport carbon emissions is being investigated and use of digital signing is already instigated where possible.

Further scope 3 emissions are to be sampled for the next reporting year for magnitude and then progressed for measurement.

Declaration and Sign Off

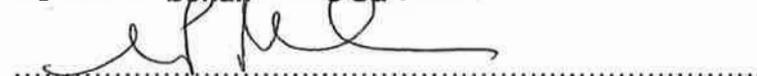
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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:



Date: 18/12/25

Director, Project Management