

Commitment to achieving Net Zero

IMPOWER Consulting Ltd is committed to achieving Net Zero emissions by 2050.

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: 2023	
Additional Details relating to the Baseline Emissions calculations	
Total greenhouse gas emissions have been quantified in carbon dioxide equivalents (CO ₂ e). As a member of the SME Climate Hub, IMPOWER Consulting Ltd has utilised the Business Carbon Calculator (BCC) in addition to company held carbon data to develop an approximate carbon footprint figure based on available emissions data, company revenue, size, and expenditure.	
Baseline year emissions: 2022 - 2023	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	6
Scope 2	17
Scope 3 (Included Sources)	249
Total Emissions	272

Current Emissions Reporting

Reporting Year: 2023	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	6
Scope 2	17
Scope 3 (Included Sources)	249
Total Emissions	Upstream transportation and distribution: 7 Waste generated in operations: 9 Business travel: 180 Employee commuting: 41 Downstream transportation and distribution: 12 Total: 249

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 231 tCO₂e by 2029. This is a reduction of 15%.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline. The carbon emission reduction achieved by these schemes as yet has not been measured as this was our first baselining exercise.

We have joined the UN-backed Race to Zero campaign, pledging to achieve net zero emissions before 2050. Our Race to Zero action plan includes establishing a carbon emissions baseline; opportunities to reduce the organisations emissions; and the commitment to enhance the carbon literacy of the company. In 2024 we became a Bronze Carbon Literate Organisation displaying our commitment to net zero.

We are currently working towards becoming a Gold accredited Carbon Literate Organisation through the Carbon Literacy Project. We developed our own Carbon Literacy Training through

the project and are in the process of training our workforce with approximately 40% currently accredited.

We have introduced a green pensions scheme for staff to be able to invest in more sustainably focused companies.

Whilst work is undertaken to design further interventions to reduce our emissions, we are committed to using carbon offsetting options, through our provider TravelPerk, to counter the emissions created by IMPOWER's main emitter, business travel and accommodation.

At the end of 2023 we baselined our current carbon emissions to ensure we can track progress. We are developing climate-focused decision-making principles and continuing to roll out Carbon Literacy Training across the organisation.

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

- Electric car scheme for staff.
- Continue to train up the remainder of our staff to become Carbon Literate.
- Begin working towards our Silver CLO accreditation, with the aim of eventually achieving gold.
- Continue to carry out social value projects with our clients to reduce their emissions.
- Continue to track our carbon baseline to understand how we are reducing our emissions over time.
- Continue to encourage carbon efficient means of travel.

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: 02/12/2024

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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