

Carbon Reduction Plan 2022

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Commitment to achieving Net Zero

Resulting Ltd is committed to Net Zero emissions. Resulting achieved Net Zero emissions in November 2021 and has maintained Net Zero since that date. We undergo yearly Carbon Accounting and Restoration to maintain this.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gasses 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: 2020

Additional Details relating to Baseline Emissions Calculations:

- The baseline year emissions represent the first reporting period of carbon emissions for Resulting Ltd
- Due to the Covid19 pandemic the reporting for this year will be reviewed against 2021 emissions to ensure a representative view of emissions based on ways of working. In 2020 the baseline carbon emissions were 85.45tCO₂e. In 2021 carbon emissions were 86.62 tCO₂e. This is an increase of approximately 15% per person compared to 2020 during the Covid19 pandemic.
- 21% of the Baseline Year Scope 3 emissions are associated with Business Travel that was specifically related to one project. Resulting's policy on business travel has changed to discourage this in alignment with our Carbon Reduction initiatives.

Baseline year emissions	
Emissions	Total (tCO2E)
Scope 1	8.87
Scope 2	3.77
Scope 3 Total	72.81
Scope 3.4 Upstream transportation and distribution ⁴	0 - We are a professional services company and do not use inbound or outbound logistics
Scope 3.5 Waste generated in operations	0.73
Scope 3.6 Business travel	15.78
Scope 3.7 Employee commuting	28.75
Scope 3.9 Downstream transportation and distribution	0 - We are a professional services company and do not use inbound or outbound logistics
Total Emissions	85.45

Current Emissions Reporting

Reporting Year: 2021	
Emissions	Total (tCO2E)
Scope 1	5.28
Scope 2	1.59
Scope 3 Total	79.75
Scope 3.4 Upstream transportation and distribution	0 - We are a professional services company and do not use inbound or outbound logistics
Scope 3.5 Waste generated in operations	0.15
Scope 3.6 Business travel	7.47
Scope 3.7 Employee commuting	33.81
Scope 3.9 Downstream transportation and distribution	0 - We are a professional services company and do not use inbound or outbound logistics
Total Emissions	86.62

Emissions reduction targets



In order to maintain and exceed Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 50 tCO2e by 2025. Our primary target for emissions reduction is Scope 3 emissions, this aligns with the focus of our current and future carbon reduction initiatives. Reductions will be measured in alignment with our total number of employees.

This represents a total reduction of 40%.

In addition to the reduction in carbon emissions, we will also be investing in Carbon Offset projects as represented in the diagram below.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2020 baseline.

1. Earthly Engagement

Through our engagement with Earthly we are supporting a number of projects which support the removal of Carbon, restoration of nature as well as supporting people and biodiversity. Our investment in these projects accounts for 110% of our total emissions (as detailed in the Baseline Year emissions table above) and means that we are now certified as a Carbon Positive Business. Projects that we have invested in include the following:

- Brazil Nut Concessions, Madre de Dios, Peru
- Mai Ndombe Forest Protection, Democratic Republic of Congo
- Mangrove Planting, Madagascar
- Peatland Protection, Rimba Raya, Borneo

2. Electric Vehicle and Electric Bike Scheme

All staff are offered access to a salary sacrifice scheme for either an Electric Vehicle or Electric Bike. In addition to offering this scheme, we are incentivising staff through a further 13.8% subsidy - contributing the National Insurance we would have paid on salary towards their zero carbon transport cost. Resulting's policy is that only electric vehicles are approved to be offered as company cars.

3. Office energy efficiency

We have installed energy efficient LED lighting and PIR controls in shared areas. In addition, we have installed Voltage Optimisers for each floor of our building - meaning that the voltage of the incoming grid supply is matched to the specific equipment we use. According to the British Electrotechnical and Allied Manufacturers' Association, this results in energy savings of around 13 per cent.

The carbon reduction achieved by these projects and schemes resulted in the removal of 93 t CO₂e of carbon for the carbon accounting year 2020, and 95t CO₂e of carbon for

the carbon accounting year 2021. The 95t CO₂e of carbon removed for 2021 equates to a 112% reduction against the 2020 baseline.

Future Carbon Reduction Initiatives

In 2023 we are committed to implementing further measures to become at least 200% carbon negative, with a stretch target of 400% carbon negative. This will include initiatives that directly link our success as a business to investment in carbon regeneration projects.

Our primary focus will be on reforestation and rewilding as both effective and cost effective methods of absorbing CO₂.

The following initiatives are already in place and will continue to be promoted to support future carbon reduction:

1. Reduction in Business Travel

We will introduce a policy to actively discourage the use of business travel (both within and outside of the UK) to attend client meetings or deliver services. Employees will be encouraged to use existing tools to hold meetings virtually.

2. Commuting via Public Transport

We will incentivise and encourage the use of public transport or walking to work for those within a commuting distance to our office. For those that are not within commuting distance and travel to the office irregularly, travel via public transport will also be encouraged. This will be a key area of focus to ensure we can reduce our Scope 3 emissions.

3. Carbon Levy

As part of our contracting processes, we will introduce a Carbon Levy where business travel may be requested as part of an engagement. This levy will be utilised to re-invest in the Carbon offset projects working with Earthly.

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.