




Resulting <sup>it</sup>



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# CARBON REDUCTION PLAN 2024

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## About this policy

Resulting Limited is committed to Net Zero emissions. Resulting achieved Net Zero emissions in November 2021 and has maintained Net Zero since that date. We have reviewed our commitment and will focus on reducing our emissions directly, rather than relying only on verified offsets to maintain our Net Zero target.

## Commitment to achieving Net Zero

Resulting Ltd is committed to Net Zero emissions by 31/12/2030.

## 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: 2020  |                            |
|--|----------------------------|
| Additional Details relating to Baseline Emissions Calculations:  |                            |
| <ul style="list-style-type: none"> <li>• The baseline year emissions represent the first reporting period of carbon emissions for Resulting Ltd</li> <li>• 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 85.45t CO<sub>2</sub>e. In 2021 carbon emissions were 86.62 tCO<sub>2</sub>e. This is an increase of approximately 1.3% per person compared to 2020 during the Covid19 pandemic.</li> <li>• 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.</li> </ul> |                            |
| Baseline year emissions  |                            |
| Emissions  | Total (tCO <sub>2</sub> E) |
| Scope 1  | 8.87                       |
| Scope 2  | 3.77                       |

|  |   |
|--|---|
| Scope 3 Total  | 72.81   |
| 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              | 0.73  |
| 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 |
| <b>Total Emissions</b>                               | <b>85.45</b>  |

## Current Emissions Reporting

| Reporting Year: 2023  |  |
|---|--|
| The current reporting year (December 2022 - November 2023) is the third year that we have measured and reported our carbon footprint and will serve as a benchmark for reductions for future year measurements. (Full organisational carbon footprint).                             |  |
| Emissions   | Total (tCO2E)  |
| Scope 1   | 0.3  |
| Scope 2   | Market-based: 0.3<br>Location-based: 1.5                   |
| Scope 3 Total<br><br>Scope 3 including:<br>- Purchased Goods & Services<br>- Capital Goods<br>- Fuel & Energy Related Services<br>- Business Travel<br>- Transportation & Distribution (Upstream & Downstream)<br>- Employee Commuting & Homeworking<br>- Operational Waste & Water | 267.9  |
| <b>Total Emissions*</b>   | <b>Market-based: 268.5</b><br><b>Location-based: 269.8</b> |

\*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method, therefore, takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

To calculate a fair representation of our organisational emissions - we have included our Procurement and Fuel & Energy-related emissions (Scope 3) in our current normalised measurement. This has increased our Scope 3 emissions as Procurement contributes to over 47% of our overall footprint.

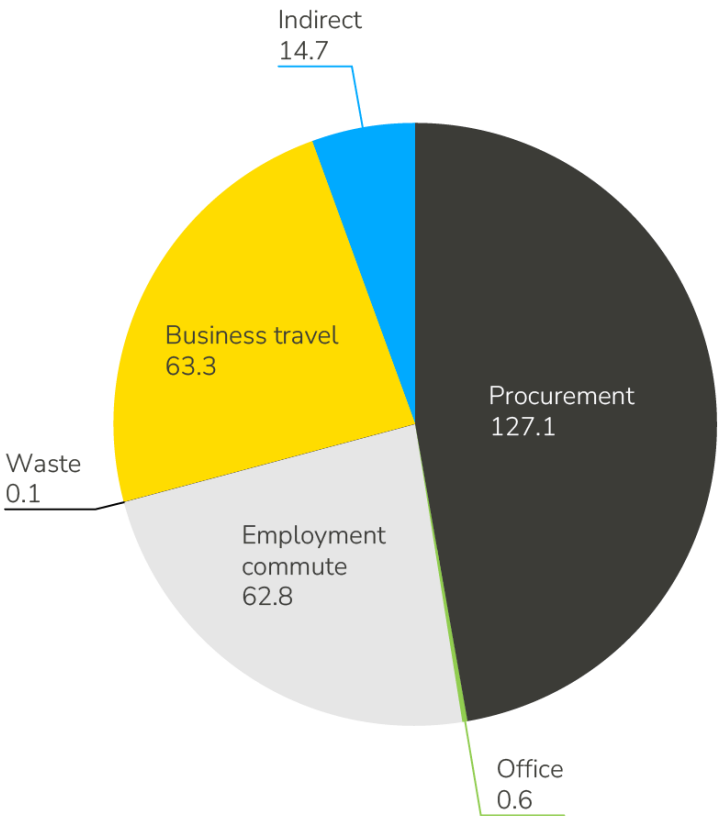
## Carbon Intensity Metrics

| Baseline year: 2022-2023 | Carbon Intensity metric (Tonnes CO <sub>2</sub> e/unit) |
|--------------------------|---|
| Employees                | 4   |
| Turnover (£k)            | 27.5  |

Based upon 67 employees, and a £9.749 million turnover during the measurement period. We are using market-based emissions to calculate our intensity metrics.

## Carbon Emissions Breakdown

Emissions by category (tCO<sub>2</sub>e)



## Our near-term targets:

- Reduce scope 1 and 2 emissions to zero by 2030.

- To procure 100% renewable electricity by 2030.
- Reduce Scope 3 emissions by 42% by 2030.

### Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2040.
  - Neutralise any residual emissions using verified carbon offsets.
- Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion

### Carbon Reduction Projects Initiatives

The following emissions management measures and projects have been completed

| Activity  | Completion Date | Scope |
|---|-----------------|-------|
| Commit to measuring the carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions.<br>Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.   | 2024            | 1,2,3 |
| Created a Green Team to lead initiatives. This team has been made up of members from different departments to support the rollout of initiatives and management of data, this includes sharing and collaborating throughout the organisation.   | 2024            | 1,2,3 |
| Kicked off ISO9001 certification (due 2025). As part of this Quality Management System, the organisation will put the following initiatives in place: <ol style="list-style-type: none"> <li>1) Increased governance around travel expenditure</li> <li>2) Supplier engagement to reduce indirect Energy emissions impact.</li> </ol> | 2024            | 1,2,3 |

## Future Carbon Reduction Initiatives

In 2024, 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 business success 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. 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.

### 2. Electronic Vehicle Scheme

All staff are offered access to a salary sacrifice scheme for either an Electric Vehicle or an Electric Bike. In addition to offering this scheme, we are incentivising staff through a further 13.8% (15% from April 2025) 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.

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

| Reduction Plans - Scope 1 & Scope 2 |  |             |                    |                       |
|-------------------------------------|--|-------------|--------------------|-----------------------|
| Activity no.                        | Activity   | Target Date | % Reduction Target | Category              |
| 1                                   | Ask the facilities management to consider low-cost options such as reducing the boiler temperature and adding heat & solar control reflective window sheets.<br>Consider planning for larger cost management (where appropriate) such as an efficient boiler system.<br>Consider moving to premises without gas heating for 100% reduction is stationary combustion emissions. | 2025 - 2030 | 6%                 | Stationary Combustion |



| Reduction Plans – Scope 1 & Scope 2 |  |             |                      |                       |
|-------------------------------------|--|-------------|----------------------|-----------------------|
| Activity no.                        | Activity   | Target Date | % Reduction Target   | Category              |
| 2                                   | Encourage the facilities management company at the office to procure a 100% renewable electricity tariff. This change will reduce market-based emissions (from chosen tariff) from the office (common areas) to 0 tCO <sub>2</sub> e.  | 2025 - 2030 | 100% (market-based)  | Purchased Electricity |
| 3                                   | Total location-based electricity emissions (National Grid energy mix) are still 1.5 tCO <sub>2</sub> e so there is an opportunity to reduce energy use.<br>We will implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate. We will assign roles and responsibilities to Green Team members.<br>High-level monitoring of energy use is key to understanding further pinch points.   | 2025 - 2030 | 20% (location-based) | Purchased Electricity |
| 4                                   | Implement energy efficiency measures to reduce the overall amount of electricity consumed at sites. Optimise operational procedures and implement energy management systems (such as ISO 14001).<br>Examples of reduction measures include: <ul style="list-style-type: none"> <li>• upgrading lighting and introducing more sensor lighting, and aligning sensor times to usage patterns (eg 3 minutes for corridors, 20 minutes for working spaces)</li> <li>• installing timers on sockets/equipment</li> <li>• reviewing and renewing inefficient equipment (when at end of life), and actively</li> </ul> | 2025 - 2030 | 10% (location-based) | Purchased Electricity |

| Reduction Plans - Scope 1 & Scope 2 |  |             |                    |          |
|-------------------------------------|--|-------------|--------------------|----------|
| Activity no.                        | Activity   | Target Date | % Reduction Target | Category |
|                                     | <p>consider the energy efficiency of equipment when new purchases are required (eg laptops, fridges, dishwashers)</p> <p>Invite colleagues from different sites to openly explore challenges and barriers to collaboratively find solutions for reduction.</p> |             |                    |          |

## Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and the 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.