

Carbon Reduction Plan

Supplier name: Marlowe Consulting Limited

Publication date: 23rd December 2024

Commitment to achieving Net Zero

Marlowe Consulting Limited is committed to achieving Net Zero emissions by 2035.

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.	
Marlowe Consulting Limited is a small to medium-sized enterprise (SME) with no physical office or workplace, resulting in no Scope 1 or Scope 2 emissions. Our employees work remotely, and as a consultancy, we do not produce physical goods, aside from electronic documents and training materials. The year 2023 marks the start of our Scope 3 emissions recording, which will serve as our baseline year.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0
Scope 2	0
Scope 3 (Included Sources)	88.5 1) Business travel 42.9% 2) Purchase of goods and services 45.6%
Total Emissions	88.5

Current Emissions Reporting

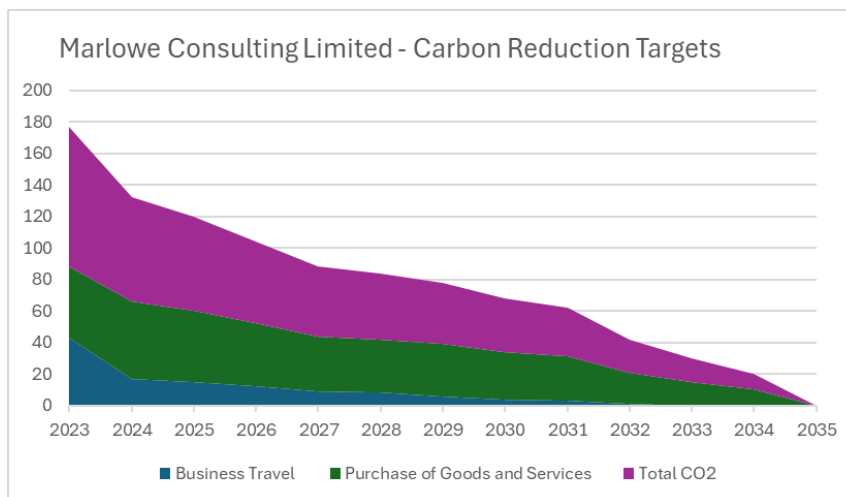
Reporting Year: 2024	
EMISSIONS	TOTAL (tCO _{2e})
Scope 1	0
Scope 2	0
Scope 3 (Included Sources)	66.1 1) Business travel 25.3% 2) Purchase of goods and services 74.7%
Total Emissions	66.1

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 **circa 35 tCO_{2e}** by 2025. This is a reduction of **53.33%**. This is based on the current business model. As the business grows the carbon emissions for business travel will increase but, the proposed initiatives will help reduce emissions over time.

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Carbon Reduction Initiatives

The following environmental management measures and projects have been implemented by Marlowe Consulting Limited as part of our commitment to achieving net zero carbon emissions by 2035. It is noteworthy that the company does not operate a physical office or workplace, as all employees and consultants work either remotely or at client premises. This operational model inherently reduces certain categories of emissions, such as those associated with office energy consumption and daily commuting. Nevertheless, we recognise the importance of proactive measures to address our carbon footprint and drive sustainability. The initiatives we have implemented are outlined below:

- 1. Signing up to the Science Based Targets initiative (SBTi):**
By aligning with the SBTi, we have committed to setting science-based emission reduction targets that align with the goals of the Paris Agreement, ensuring our carbon reduction efforts are both robust and credible.
- 2. Achieving a Silver rating in the EcoVadis sustainability initiative:**
This achievement puts us in the top 15% of companies and reflects our dedication to sustainability across multiple areas, including environmental impact, labour practices, ethics, and sustainable procurement. It also underscores our continuous improvement in responsible business practices.
- 3. Increasing the use of remote meeting software, such as Teams and Zoom:**
The widespread adoption of remote meeting technology has allowed us to significantly reduce travel-related emissions, while maintaining effective collaboration and communication with clients and team members. Air travel is kept to a minimum and only used when face-to-face meetings are absolutely essential.
- 4. Encouraging staff to reduce commuting and work remotely:**
We actively promote flexible working arrangements, enabling employees and consultants to minimise the environmental impact associated with daily travel while maintaining work-life balance.
- 5. Promoting the use of public transport over personal vehicles:**
Where travel is necessary, we advocate for sustainable transport options, including public transport, to reduce the emissions associated with personal vehicle use.
- 6. Incentivising use of electric vehicles for company travel:**
Through provision of only EVs as company cars we have reduced our carbon emissions related to business travel.

Future Initiatives

In addition to these current measures, we are committed to expanding our efforts in the following areas to further reduce our environmental impact:

- **Reducing business travel:**
We aim to limit travel-related emissions by prioritising virtual meetings, identifying alternatives to air travel, and optimising travel schedules to reduce unnecessary trips.
- **Encouraging the use of renewable energy:**
We will advocate for employees and consultants to transition to renewable energy sources in their homes and workplaces, where possible, to reduce indirect emissions.
- **Promoting hybrid and electric vehicles:**
As personal vehicles are replaced, we will encourage our team members to opt for hybrid or fully electric models, reducing emissions associated with private transport.

By integrating these measures into our operations, we are committed to leading by example and demonstrating how SMEs can contribute meaningfully to global sustainability efforts. Our strategy will be regularly reviewed and updated to ensure it remains aligned with emerging best practices and technological advancements in sustainability.

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 Marlowe Consulting Limited:



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Date:23 December 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>