



HUNTSWOOD

A ResultsCX Company

CARBON REDUCTION PLAN

NOVEMBER 2024

COMMITMENT TO ACHIEVING NET ZERO

Huntswood CTC Ltd is committed to achieving Net Zero emissions by 2030 across our UK operations and by 2050 across all of our operations.

Baseline Emissions Footprint

Baseline year: 2022-23

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.

Previous baseline emissions for Scope 1 and 2 was 2019. This has been adjusted following the acquisition of additional entities in October 2021.

Scope 3 emissions reporting was undertaken for the first time in FY2021-22 for UK sites.

Company-wide Scope 1, 2 & 3 emissions reporting was undertaken for the first time in FY2022-23.

Baseline year emissions:

EMISSIONS	TOTAL (MTCO ₂ e)
Scope 1	144.82
Scope 2	128.99
Scope 3	7440.69
Total Emissions	7714.5

Current Emissions Reporting - Reporting Year: FY2021-22

EMISSIONS	TOTAL (MTCO ₂ e)
Scope 1	144.82
Scope 2	128.99
Scope 3	7440.69
Total Emissions	7714.5

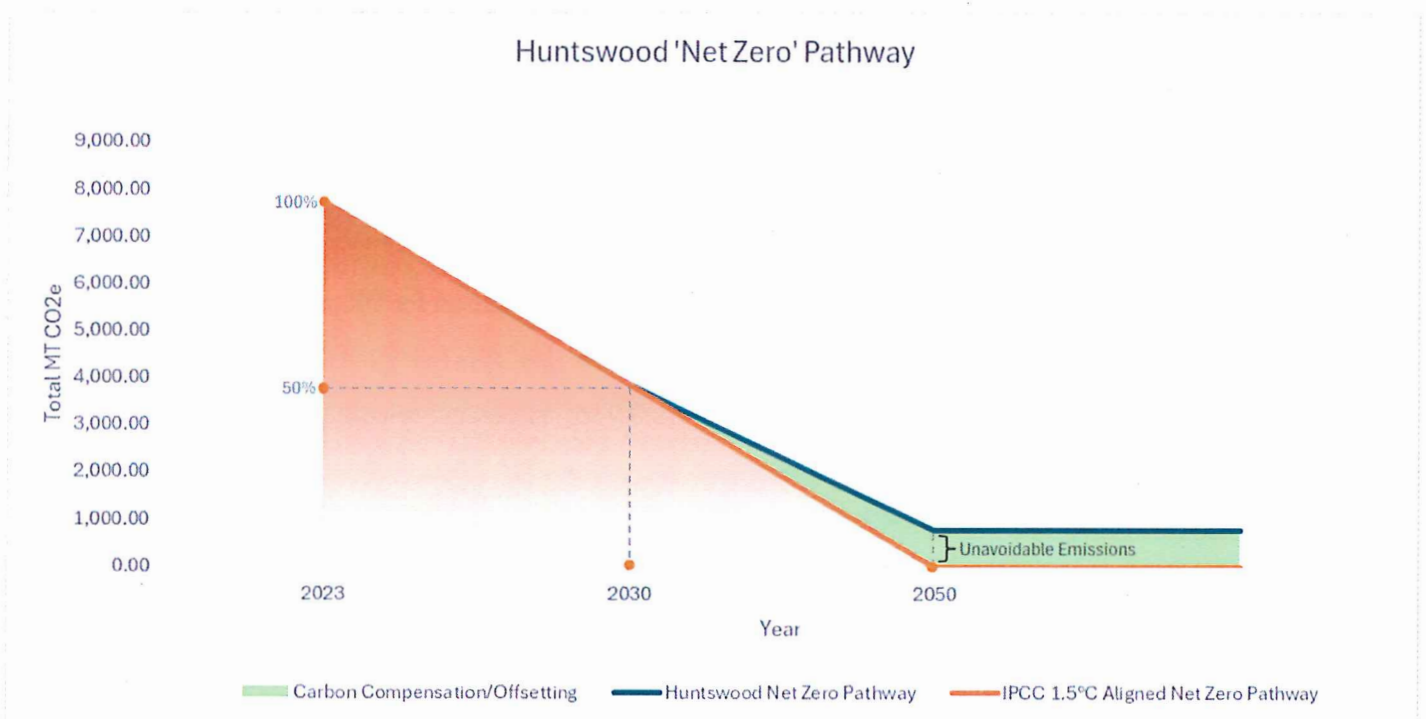
Emissions reduction targets

We propose to set validated science-based targets in 2025 under the SBTi Corporate Net Zero Standard.

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

- We project that actual carbon emissions in our Operations will decrease to 3857.25 MTCO_{2e}.
- We project that actual carbon emissions will undergo a 90% reduction from our baseline emissions by 2050. Carbon Compensation/Offsetting will be implemented to achieve Net Zero.

Our progression projection can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the original 2019 baseline. As Huntswood has grown significantly we have agreed a new baseline. The measures will be in effect when performing the contract.

- We procure certified 100% renewable electricity for all of our UK sites.
- The majority of our site in Abbey Gardens, Reading operates on passive infrared lighting sensors, with approximately 50% of bulbs being LED lighting
- We have begun a programme of replacing lighting in Empire House, Glasgow to LED lighting
- We have switched off our adjusted air conditioning in all of our server rooms to reduce energy consumption and carbon emissions
- We have an ongoing communication campaign to raise awareness amongst colleagues on how they can reduce their impact on the environment
- We actively manage our space and switch off air conditioning and lighting for areas not occupied
- Installed AV equipment in all meeting rooms to encourage a reduction in commuting and business travel post covid
- We have reduced the number of printers across our estate and track and report on environmental impact of our printing to engage, raise awareness and drive reductions.

In the future we plan to implement further measures:

- Through our **property strategy** we will ensure that future considerations on lease extensions / renewals / office moves incorporate the environmental credentials of a building, including:
 - Energy efficient air con and heating systems that do not rely on natural gas
 - Energy efficient lighting
- Modern double glazing that results in reductions in energy usage
 - Parking that includes electricity charging points for cars
 - Bike storage and shower facilities
- Work with our suppliers ensuring they:
 - Measure their impact on climate change
 - Have plans in place to reduce this not only in their own operation but in their supply chain
 - Understand and mitigate the risks that climate change poses to their business
 - Collaborate with us to help us reduce our environmental impacts
- Work to collect the highest quality, primary data on our emissions to aid in reduction and progress measurement
- Work with our Landlords in South Africa to identify opportunities to introduce renewable energy through Solar panels at each site.
- Integrate climate consideration into firm decision making
- Continue to educate our people to reduce their carbon impact both in and outside of work

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 (or equivalent management body).

Signed on behalf of Huntswood CTC Ltd



Date: 11.11.24

Martin Dodd, CEO