

MH&A

Carbon Reduction Plan

Governance and control

Date approved by MH	January 2024
Scheduled review date	January 2025
Document author	CS, JT, JW

Audience

Applicable to staff?	Yes
Accessible to associates?	Yes
Accessible to customers?	Yes

Purpose

The purpose of the Carbon Reduction Plan (CRP) is to set out our commitment to achieving Net Zero by 2050 and proactively making environmentally responsible choices.

Scope

- We are committed to the practice of responsible corporate behaviour and to complying with all laws, regulations and other requirements which govern the conduct of our operations.
- It is the responsibility of all staff to take into account measures and practices to reduce carbon emissions in order to achieve our set targets as well as the overarching target for Net Zero by 2050

Definitions

- **Emissions:** Emission means a release into the outdoor atmosphere of air contaminants and, in this case, the release of CO₂ into the atmosphere.

Baseline emissions calculations

We have previously assessed and reported emissions. In CY2022, our total emissions were 11 tCO₂e. As a fully remote organisation, we did not have any emissions associated with physical office space.

In 2023, we have changed from a calendar year to financial year reporting timeframe. Therefore, FY2022-2023 will become our new baseline year. We have also used a new method of calculation, using [Normative](#), to collate our emissions.

- Scope 1, direct emissions - N/A – fully remote organisation.
- Scope 2, indirect emissions - N/A – fully remote organisation.
- Scope 3 – service-based company – related emissions calculated from likely impact of projects worked on in different sectors.

Year	FY2022-23
Scope 1	N/A – fully remote organisation
Scope 2	N/A – fully remote organisation
Scope 3	40 tCO ₂ e
Total Emissions	40 tCO ₂ e

We moved into an office in June 2023 and colleagues attend on a hybrid basis. Since FY2022-23, our number of employees has increased by over 50%. As a result of our business growth and expansion, our carbon emissions will increase for the next year (FY2023-24) and this would represent a new baseline. We estimate that our FY2023-24 emissions will be approximately 200 tCO₂e.

Emission reduction targets

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction target:

- From FY2025, we project that carbon emissions will decrease over four years to 120 tCO₂e by FY2029. This is a reduction of 40%.
- We commit to reaching net zero (i.e. reducing emissions by 100%) by 2050.

Carbon reduction projects

To achieve our target emission reductions, we are focusing on the following projects:

- Reducing the number of flights taken, as these are one of the most significant contributors to our emissions.
- Continuing our efforts to reduce emissions in our supply chain by recycling or reusing any equipment purchased by the business and sourcing local.
- Encouraging efficient energy working practices for all our employees who remote work.
- Exploring renewable energy sources for our leased office premises.

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 Matt Hamnett & Associates Ltd

A handwritten signature in black ink, appearing to be 'M. Hamnett', written in a cursive style.

January 2024