

# Carbon Reduction Plan

Supplier name: LanciaConsult

Publication date: 18/06/2025

## Commitment to achieving Net Zero

LanciaConsult is committed to maintaining our current Net Zero emissions position by 2050. Recognising that certain operational emissions, such as essential business travel, are currently unavoidable, we will continue to implement all feasible measures to reduce our carbon footprint and will offset residual emissions through accredited schemes to balance our overall impact. The company has already made a significant reduction in emissions per employee and in combination with our offsetting policies, already has a negative net carbon emissions position.

## 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: 2022	
Additional Details relating to the Baseline Emissions calculations.	
2022 was the first time we published our emissions in our social impact report. It is linked here: <a href="https://7807088.fs1.hubspotusercontent-na1.net/hubfs/7807088/Social%20Impact%20Reports/2024%20Social%20Impact%20Report.pdf">https://7807088.fs1.hubspotusercontent-na1.net/hubfs/7807088/Social%20Impact%20Reports/2024%20Social%20Impact%20Report.p df</a>	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	0
Scope 2	0
Scope 3 (Included Sources)	345.7
Total Emissions	345.7 (we only have scope 3 emissions)

Total employees	83
Emissions per employee	4.165

Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	0
Scope 2	0
Scope 3 (Included Sources)	269.96
Total Emissions	269.96 (we only have scope 3 emissions)
Total employees	84
Emissions per employee	3.21

Emissions reduction targets

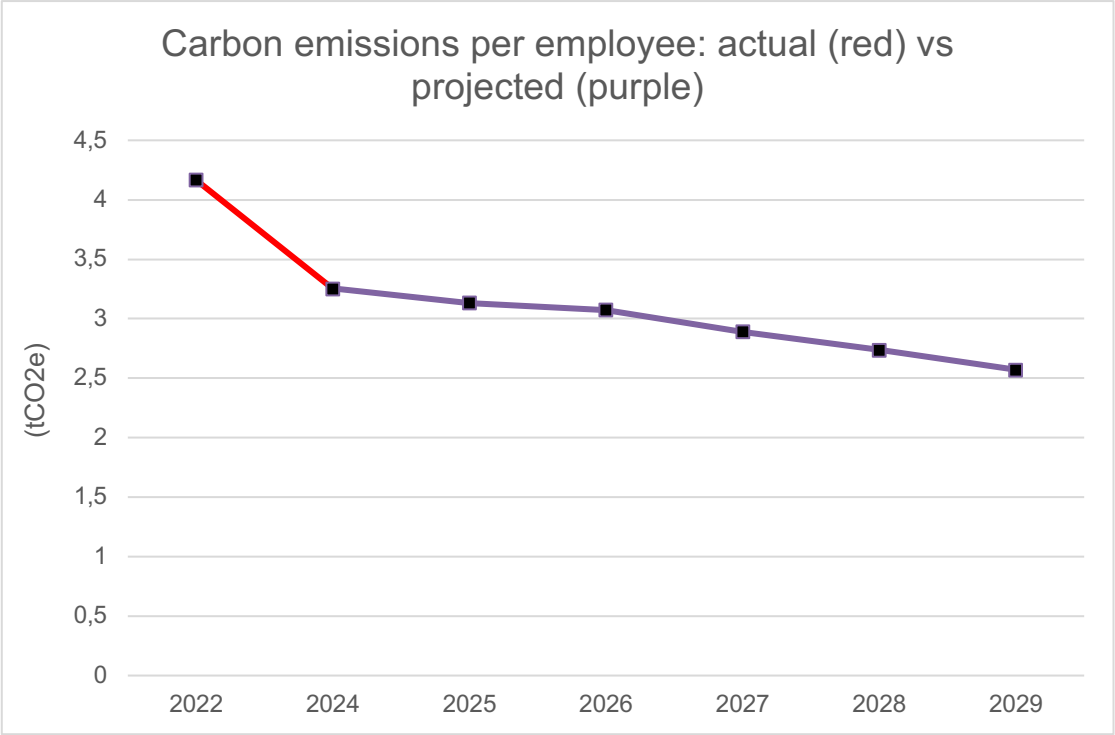
In line with the UK Government’s commitment to achieve Net Zero carbon emissions by 2050, we recognise the importance of aligning our own carbon reduction strategy with these national targets. While our scale and operations differ from larger organisations, we are committed to contributing meaningfully toward the national decarbonisation agenda. This has been reflected by our strong progress in reducing our gross emissions per employee and absolute emissions — down from 345.7 tCO<sub>2</sub>e in 2022 to 270 tCO<sub>2</sub>e in 2024.

Our current sustainability targets involve ensuring that we offset more carbon emissions than we generate each year. Net emissions equalled -90.16 tonnes (i.e. negative emissions due to our offset) in 2024. We have set our new target below with consideration for our projected growth, and growing travel demands.

In support of the UK Government’s target of an absolute 50% carbon reduction, we are committed to continuing our progress toward Net Zero. Based on our current trajectory and operational realities, we project that our gross carbon emissions per employee will decrease to 2.57 tCO<sub>2</sub>e by 2029 — representing a 20% reduction from 2024 levels.

As a professional consultancy, we recognise essential operational emissions, particularly travel and client engagements, are fundamentally integral to our service. Thus, achieving absolute zero emissions operationally is not feasible unless carbon-neutral travel is developed. Instead, Lancia commits to continuously and transparently reduce emissions to the fullest practical extent and reliably offset all unavoidable residual emissions, ensuring our Net Zero commitment is realistic, responsible, and fully aligned with UK government guidance.

Progress against these targets 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 2022 baseline.

The carbon emission reduction achieved by these schemes equate to 0.77 tCO<sub>2</sub>e per employee, which accounts to 80% of the reduction against the 2022 baseline and the measures will be in effect when performing the contract.

### **Developed a comprehensive carbon tracking tool**

- The tool integrates data from expenses, energy consumption, and surveys.
- This tool provides clear insights into our greenhouse gas emissions footprint across Scope 1, Scope 2, and Scope 3 emissions.
- By visualising key metrics in a dashboard, we empower our team to understand and manage our environmental impact effectively, reinforcing our commitment to sustainability and responsible business practices.

### **Partnering with Ecologi**

- We partner with Ecologi to offset all the carbon we cannot reduce ourselves and contribute to several carbon avoidance schemes, such as renewable energy projects, greenhouse gas capture initiatives, and wetland restoration efforts.
- Through this partnership we have supported the prevention of 2,699.36 tonnes of CO<sub>2</sub> emissions via 60 verified carbon avoidance projects.
- We have funded the planting of 32,248 trees across 20 projects, which not only help sequester carbon but also provide additional benefits to local communities, including new income streams, improved community facilities, and enhanced employment opportunities.

### **ESG working group**

- Formed a dedicated ESG working group who regularly educate the whole team on carbon reduction initiatives through educational lunches, or yearly sustainability months dedicated to discussion of key sustainability themes such as sustainable food choices and digital detox sessions.
- Regularly advocate for plastic-free workplaces, reusable coffee cups, and the creation of a sustainable travel policy, yielding significant results.

## **Business travel**

- We actively promote carbon-free methods of travel to and from work. This was demonstrated by recently introducing a cycle-to-work scheme.
- Continue to support hybrid working policies, ensuring that our employees don't feel pressured to always travel into the office or client site.
- Continue to encourage the use of public transport, in particular trains.
- When traveling to client sites, we actively consider options that help minimize our carbon emissions, such as choosing environmentally responsible hotels and transport.
- Further contributing to our environmental impact, we provided 5% of our time to pro-bono and low-bono work to support charities in achieving their goals in 2024. This included extensive work with a wildlife conservation trust.

## **Future carbon reduction initiatives**

In the future we hope to implement further measures such as:

- We have launched Travelperk - a new corporate travel management platform for our consultants to use when booking flights / trains / hiring cars for work. It has a feature called Greenperk which allows us to offset all our carbon emissions from our overall business travel, ensuring a net zero emissions outcome.
- We are planning on getting involved in various other projects, including natural carbon capture initiatives such as the planting of Spekboom plants, as well as other initiatives.
- As our ESG team grows, we are looking to expand our educational sessions to cover a wider range of sustainability topics.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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<sup>3</sup>.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

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*Mc Norman-Smith*  
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June 16, 2025  
Date: .....

<sup>1</sup> <https://ghgprotocol.org/corporate-standard>  
<sup>2</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>  
<sup>3</sup> <https://ghgprotocol.org/standards/scope-3-standard>