

Squarcle Consulting Ltd

# CARBON REDUCTION PLAN

Publication date: April 2024



Squarcle

# 1. Commitment to achieving Net Zero by 2040

Established in 2020, Squarcle Consulting Ltd is a fast-growing SME, having grown by over 100% from 2023 to 2024 amidst the challenges posed by the climate emergency. With a proactive approach, we are steadfast in our commitment to managing greenhouse gas (GHG) emissions and achieving net zero by 2040, a decade ahead of the UK government's target. Recognising the urgent need for action in response to climate change and societal demands for sustainability, we are dedicated to reporting our GHG emissions and meeting ambitious targets.

Squarcle acknowledges the dual risks posed by climate change: physical risk to our assets and employees, and contractual risk in the evolving business landscape. As GHG emissions contribute to rising global temperatures and extreme weather events, protecting our assets and personnel becomes paramount. Furthermore, societal shifts towards environmental consciousness impact business practices, including contractual bidding processes.

To address these challenges, the Squarcle Board of Directors declared a Climate Emergency on 1st December 2021 and formulated a comprehensive Carbon Reduction Plan (CRP). This strategic plan serves as a framework for recording GHG emissions, tracking progress, and implementing initiatives to reduce emissions. It includes baseline data for the 2022 calendar year and annually updated data to monitor our journey towards net zero. Additionally, the CRP outlines carbon reduction projects aimed at fostering a sustainable working culture and ethos within Squarcle.

At Squarcle, our dedication to environmental stewardship is exemplified by our ISO 14001 accreditation, which focuses on carbon reduction and emissions management. This certification underscores our commitment to reducing our carbon footprint and promoting sustainable practices. In addition, we proudly hold ISO 9001 and ISO 45001 certifications, which highlight our unwavering dedication to quality management and operational health and safety, further reinforcing our pledge to drive positive change and create a sustainable future.

## 2. Baseline Emissions Footprint

### **Definitions:**

Scope 1 emissions are directly owned emission that are a result of the company's operations. In the case of Squarcle, this is the direct GHG released from stationary combustion (i.e. the burning of gas to heat office and other owned space).

Scope 2 emissions are indirectly owned emissions that are a result of the company's operations. In the case of Squarcle, this is the indirect greenhouse gas released from the production of electricity which the company uses.

Scope 3 emissions are all the indirect emissions that occur upstream and downstream of the company's value chain such as business travel, emissions from extraction of fuels and production of purchased goods and services, outsourced activities.

Baseline emissions are a record of the greenhouse gases that have been historically prior to the introduction of strategies to reduce emissions. The baseline is the reference point against which emission reductions can be measured.

### **Reporting:**

As a recently formed company, the baseline year for Squarcle Consulting Limited is based on 2022 Calander year (Jan-Dec). As a rapidly growing company, we are committed to continuously monitor our carbon emissions and finding innovative ways to reduce them. Based on these definitions and to define our ambitions, our reporting for the baseline year is detailed below:

| Baseline Year: Jan – Dec 2022 |  |                  |
|-------------------------------|--|------------------|
| Scope                         | Activity Type  | tCO <sub>2</sub> |
| <b>Scope 1</b>                | Stationary Combustion                                    | 4.9              |
|                               | Mobile Combustion  | 0                |
|                               | Fugitive emissions from air conditioning                 | 0                |
|                               | Other fugitive or process emissions                      | 0                |
|                               | <b>Scope 1 - Total</b>                                   | <b>4.9</b>       |
| <b>Scope 2</b>                | Purchased electricity - location based                   | 0                |
|                               | Purchased electricity - market based                     | 30.31            |
|                               | Purchase heat and steam                                  |                  |
|                               | <b>Scope 2 - Total</b>                                   | <b>30.31</b>     |
| <b>Scope 3</b>                | Category 4 - Upstream transportation and distribution*   | 0                |
|                               | Category 5 - Waste generated in operations*              | 0                |
|                               | Category 6 - Business travel*                            | 10.4             |
|                               | Category 7 - Employee commuting*                         | 2.91             |
|                               | Category 9 - Downstream transportation and distribution* | 0                |
|                               | <b>Scope 3 - Total</b>                                   | <b>13.31</b>     |
| <b>Yearly Total</b>           |  | <b>48.52</b>     |

\* Categories 6 (business travel) and 7 (employee commuting) have been included in our Scope 3 calculations. Category 4 (upstream transportation and distribution) and Category 9 (downstream transportation and distribution) have been excluded as we do not distribute or receive physical goods. Category 5 (waste generated in operations) has been excluded as we have not moved into our premises yet. We will work to capture category 5 emissions after we have taken over our premisses.

### 3. Current Emissions Reporting

In our ongoing commitment to sustainability and environmental responsibility, Squarcle presents its latest emissions reporting for the current year below:

| Reporting Year: Jan – Dec 2023 |   |                  |
|--------------------------------|---|------------------|
| Scope                          | Activity Type   | tCO <sub>2</sub> |
| <b>Scope 1</b>                 | Stationary Combustion - office                          | 18.89            |
|                                | Stationary Combustion - house                           | 9.02             |
|                                | Mobile Combustion                                       | 0                |
|                                | Other fugitive or process emissions                     | 0                |
|                                | <b>Scope 1 - Total</b>                                  | <b>27.92</b>     |
| <b>Scope 2</b>                 | Purchased electricity -office market based              | 1.63             |
|                                | Purchased electricity -house market based               | 1.70             |
|                                | Purchase heat and steam                                 | 0                |
|                                | <b>Scope 2 - Total</b>                                  | <b>3.33</b>      |
| <b>Scope 3</b>                 | Category 4 - Upstream transportation and distribution   | 0                |
|                                | Category 5 - Waste generated in operations              | 0.37             |
|                                | Category 6 - Business travel                            | 33.88            |
|                                | Category 7 - Employee commuting                         | 37.34            |
|                                | Category 9 - Downstream transportation and distribution | 0                |
|                                | <b>Scope 3 - Total</b>                                  | <b>71.60</b>     |
| <b>Yearly Total</b>            |   | <b>102.84</b>    |

## 4. Carbon Reduction Targets

Figure 1: Depicts Squarcle’s total carbon emissions in 2022 and 2023 along with our two reduction targets.

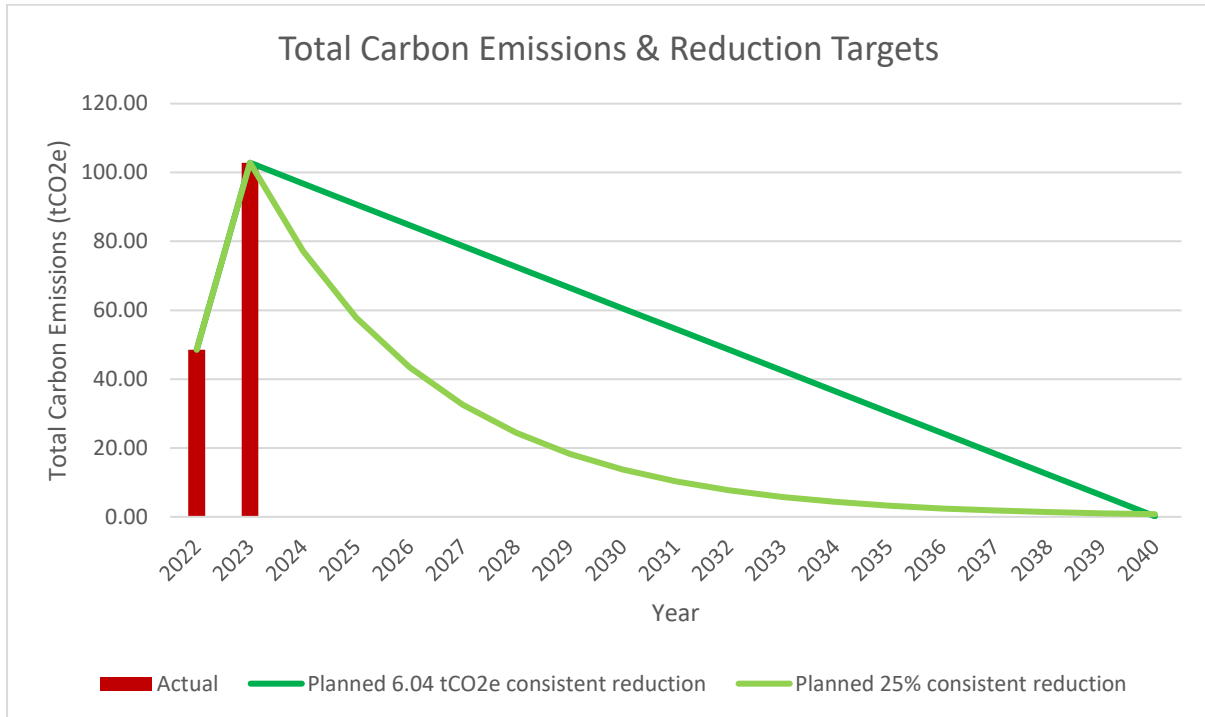
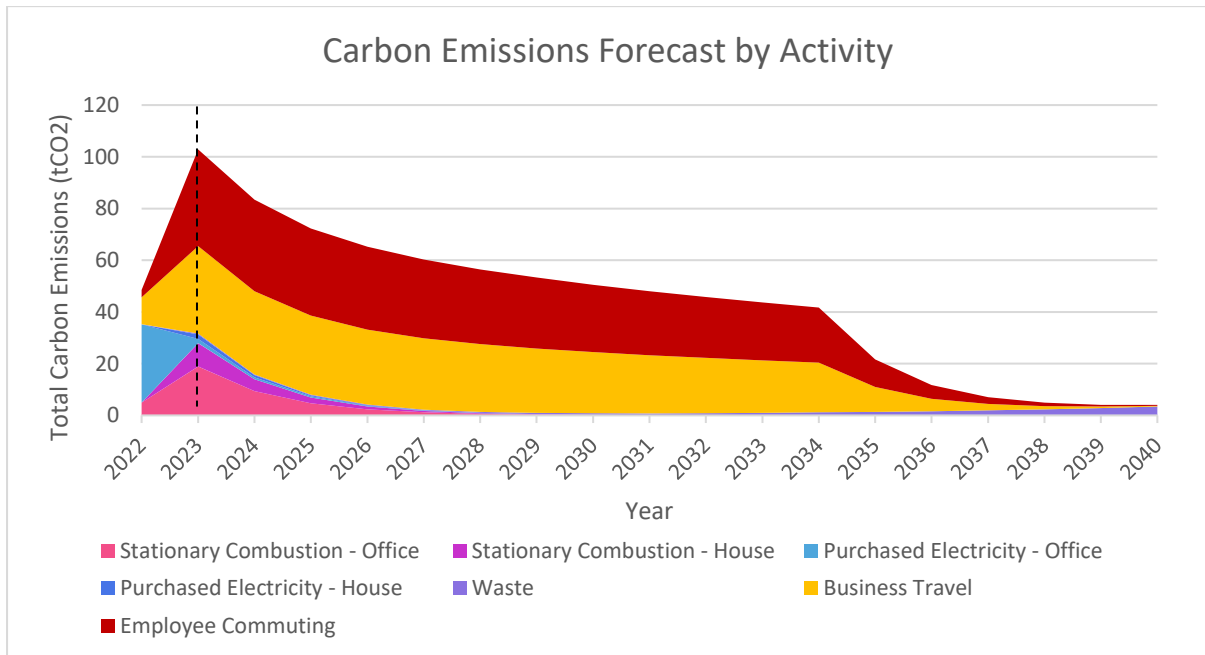


Figure 2: Depicts Squarcle’s total emissions and target emissions broken down by business activities.



Given that Squarcle Consulting Ltd saw a 100% increase in staff during 2023, it was expected that

emissions would increase proportionally. To reach our target of carbon neutrality by 2040, we must reduce carbon emissions by at least 25% or by 6.04 tons annually as depicted in Figure 1.

However, reducing carbon emissions is not a linear process and will largely depend on how much the company continues to grow and what carbon emitting business activities we and the government target. Figure 2 breaks Squarcle's emissions down by activity. Most emissions are made from employee commuting and business travel. Assuming Squarcle follows the industry average growth rate of 12%<sup>1</sup>, the projection predicts that Squarcle can cut its Scope 1 & 2 emissions in half annually by prioritising switching to greener energy suppliers.

The emission projection for employee commuting and business travel assumes that as the company grows at an average of 12% so will emissions. Our efforts and initiatives to promote public transport is intended to reduce emissions by 17% annually and thus a net reduction of 5%. Once government policy comes into effect around the phasing out fossil fuel cars by 2035<sup>2</sup>, we forecast a sharp reduction in emissions from employee commuting and business travel by 50% annually.

Finally, we project our emissions from waste to half in the next year as we prioritise recycling correctly in our new initiatives. However, once waste has been halved, we project that emissions from waste will increase unproportionately to the growth of the business at 5% annually.

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<sup>1</sup> <https://www.consultancy.uk/consulting-industry/united-kingdom>

<sup>2</sup> <https://www.gov.uk/government/news/government-takes-historic-step-towards-net-zero-with-end-of-sale-of-new-petrol-and-diesel-cars-by-2030>

## 5. Carbon Reduction Projects

### Travel

Recognising the significant environmental footprint of transportation, and with a substantial proportion of Squarcle emissions being derived from business travel and commuting, we are implementing strategies to limit travel-based emissions. Central to this effort is the long-term plan of an electric vehicle salary sacrifice scheme. This allows Squarcle to aid employees switch to electric vehicles and therefore reducing their emissions for business travel and commutes.

Additionally, Squarcle is championing a shared transport scheme, encouraging staff to use more sustainable modes of transportation such as buses and trains, and organise car share via a company-wide digital application, for work-related travel needs.

### Waste Reduction

With waste making up significant portions of our emissions. We are taking proactive steps to reduce waste output within its office spaces. Squarcle is implementing measures to minimise waste output within its office space including the implementation of comprehensive recycling programmes, and the promotion of sustainable alternatives to typical office equipment.

### Estate Management

Squarcle is fully committed to enhancing sustainability within estate management by implementing energy-saving practices and integrating renewable energy suppliers. Understanding the significant role buildings play in energy consumption and emissions, we are leading efforts to improve energy efficiency across our estate portfolio. This includes adopting technologies such as smart thermostats, and efficient insulation to reduce energy usage and carbon emissions. Additionally, Squarcle is instituting guidelines and policies on sustainable office use, encouraging practices such as paperless workflows, recycling initiatives, and responsible consumption habits among employees.

### Leveraging Technology

In addition to changing our travel norms and estate management practices, we are exploring further ways to reduce our carbon impact including integrating innovative digital solutions across our operations. This includes the use of digital platforms for remote collaboration and communication, as well as emerging technologies such as artificial intelligence through Squarcle AI. By harnessing these



technologies, we aim to streamline processes, optimise resource allocation, and minimise unnecessary energy consumption.

## **Ethos, Culture & Offsetting**

Our commitment to sustainability extends beyond our operations to meaningful engagement with the community and environment. Squarcle champions a holistic approach to sustainability, integrating environmental initiatives with our corporate ethos and community outreach. Through our annual volunteering day, employees will actively engage in environmental conservation efforts. One key focus is supporting and partnering with environmentally focussed charities and Non-Government Organisation's pursuing ecosystem restoration projects. By collaborating with these organisations, we aim to amplify our collective impact and foster a culture and ethos of sustainable practice within the organisation.

## 6. 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<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.

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

Signed on behalf of Squarcle Consulting Ltd:

A handwritten signature in black ink on a light brown background. The signature is stylized and appears to be 'J. G.' or similar.

Business Support Director

Date: 22 Apr 2024