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1.1		
2.0		
2.1		
2.2		



Signed: Darren Gillard (Managing Director)

Date 31/01/2023

Contents

1. Introduction	3
2. Organisational structure	3
3. Deecon Carbon Emissions.....	3
3.1 Baseline Emissions Footprint	4
3.2 Current Emissions Reporting	4
3.3 Emissions Reduction Targets	4
3.4 Carbon Reduction Projects	5
3.4.1 Current Measures and Initiatives.....	5
3.4.2 Future commitments	5
4. Review Schedule	6
5. Declaration and Sign off.....	6

1. Introduction

Deecon Consulting is a pro-environment company, and we are aware of our carbon emissions and how they impact the environment. We are very keen to bring our contribution to the UK Net Zero Plan by improving our environmental practices across all our business activities. Hence, we commit to minimising our carbon emissions and raising further awareness of the importance of taking action on the UK's path to decarbonisation and renewable energy.

Deecon Consulting is committed to achieve Net Zero emissions by 2050. We have ongoing initiatives to reflect our objective to act ethically and with integrity with respect to the environment. We have implemented new internal processes to:

- Capture and assess current carbon emissions across the organisation
- Improve companywide behaviours that safeguard the environment by increasing awareness
- Develop an in-depth understanding of the effectiveness of current initiatives
- Monitor emissions based on future actions implemented by the company

2. Organisational structure

We are a provider of Professional Services operating across 5 main service lines: Research and Strategy, Procurement, Project Management, Commercial Management, Transformation and Dispute Resolution. We work with public and private organisations within a variety of sectors including infrastructure, energy, and construction.

3. Deecon Carbon Emissions

In line with the Streamlined Energy and Carbon Reporting (SECR), emissions are calculated using three main scopes which vary based on emissions source and responsible party.

Scope 1 refers to emissions resulting from an organisation's operations. This includes emissions arising from the combustion of fuel from owned or controlled manufacturing plant and processes.

Scope 2 refers to emissions generated by an organisation's consumption of purchased steam, cooling, heat and electricity. These emissions occur from sources that are neither controlled nor owned by the company.

Scope 3 refer to emissions from sources that are not owned or controlled by the company. These can be emissions business travels by travel means that are external to the organisation, purchased equipment, etc. In this category, there are 15 sources of emissions, with 5 required subsets:

- Upstream transportation and distribution
- Downstream transportation and distribution
- Waste generated in operations
- Business travel
- Employee commuting

As a professional services company that do not own or control any manufacturing plant or vehicles, only Scope 2 and Scope 3 emissions are applicable to Deecon Consulting. Operating mainly from its offices, Deecon is responsible for Scope 2 emissions as it purchases electricity and gas for heating and cooling. It is also responsible for Scope 3 emissions, as its employees engage in business travel and commute to the office.

3.1 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.

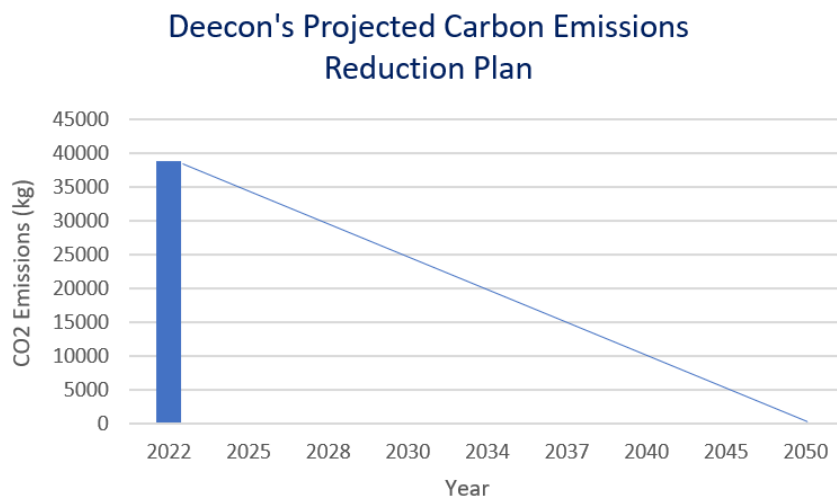
Baseline Year: 2022	
Additional Details relating to the Baseline Emissions calculations.	
This the first and the Baseline Emissions calculation for Deecon Consulting as part of our requirement to Crown Commercial Service and our commitment to achieve Net Zero by 2050.	
Baseline year emissions: 2022	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0
Scope 2	3.4
Scope 3 (Included Sources)	35.5
Total Emissions	38.9

3.2 Current Emissions Reporting

Reporting Year: 2022	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0
Scope 2	3.4
Scope 3 (Included Sources)	35.5
Total Emissions	38.9

3.3 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 31.95 tCO₂e by 2027. This is a reduction of 17.86%. The progress against targets can be captured in the graph below:



3.4 Carbon Reduction Projects

In light of the obligation to report and reduce carbon emissions as a Crown Service Supplier, we present current initiatives and future commitments within our organisation.

3.4.1 Current Measures and Initiatives

At Deecon, we understand our environmental impact and we have re-evaluated our daily practices to minimise our carbon footprint and ensure our sustainability as an organisation. It is important to our staff and our clients that we have low environmental impact. We have implemented several measures to reach this goal. We work to use resources as efficiently as possible to maximise value and reduce waste.

- Commuting

We decrease our carbon emissions by limiting the number of client site visits using cars, encouraging the use of public transport. We further mitigate our carbon emissions by limiting the flights we take within the UK, preferring to use the railway system for longer journeys. We also use calls, online meetings, and emails to optimise our interactions. Our hybrid working style also allows our employees to abate their individual emissions by reducing their commute.

- Office Environment

At Deecon, we also consider the impact of our digital footprint to reduce energy consumption and our carbon emissions. Therefore, we have put a strong focus on targeted communications rather than mass emails and we promote the use of shared servers (e.g. using Deecon's SharePoint or client's cloud solutions) rather than sending larger documents through email which can be an energy drain.

Our practice of hot desking and hybrid working has also allowed Deecon to tailor its use of heating and air conditioning to the number of employees that are in our offices at any one time, rather than heating a whole building. In terms of the office environment, Deecon also invested into 12 new energy efficient monitors in order to reduce unnecessary energy consumption.

- Raising awareness

Further efforts include educating our staff and clients on key environmental issues, through monthly internal newsletters, in which ESG concerns are highlighted and quarterly external newsletters. We produce blogs covering extensive topics to provide further insights into the subject and incentivise our partners and clients to engage in 'cleaner' practices.

- Education

We have also taken more formal steps to hold ourselves accountable through the MCF3 framework of the CCS which has several requirements and programs to that effect. We are in the process of creating our Carbon Reduction Plan against the PPN 06/21 requirements. This has allowed us to set benchmarks and internal environmental goals for Deecon to achieve.

3.4.2 Future commitments

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

- Commuting

We aim to encourage more car pooling by allocating team members for client sites to reduce the number of unnecessary individual rides. Also, we will be promoting the rental of hybrid cars over diesel cars to reduce carbon emissions. In addition, when travelling, we will be requiring the booking of sustainable hotels.

- Office Equipment

We will consider replacing all lightbulbs with Led lightbulbs as well as ensuring that any new equipment matches the latest trends of lower energy consumption.

- ISO14001 Certification

Deecon aims to pursue the ISO14001 Certification to implement an effective and up-to-date environmental management system. We are currently reviewing and assessing our internal procedures and processes to align with the required criteria.

4. Review Schedule

This document is scheduled for review every year unless amendments are required due to changes in legislation or business practices. Any previous iterations of this document will be held in archive by the document owners, in this case, Human Resource.

This document was approved on **31st January 2023** by the Deecon Consulting Managing Director and will be reviewed and updated annually or where a change is required.

5. Declaration and Sign off

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: Darren Gillard (Managing Director)

Date 31/01/2023