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Confidentiality	Public
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CARBON REDUCTION PLAN

November 2022

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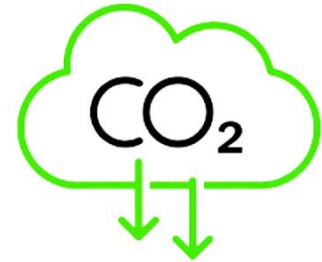
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Commitment to achieving Net Zero

In 2019, the UK became the first major economy to adopt a legal commitment to achieve 'Net Zero' carbon emissions by 2050 and, as such, Charkos UK has also committed to its plan to meet 'Net Zero' carbon emissions by 2050 and reach carbon neutrality by 2030.



Baseline Emissions Footprint

As we are a new SME operating out of a single training facility, our energy footprint and waste generation is comparatively lower than other business of similar nature. As we operate a consultancy business, we do not manufacture or sell products and emissions under our direct control are limited to our premises and employee activity. As such, Scope 3 items 4,5 and 9 are all reported as zero.

Baseline Year: Sep 1, 2021 to August 31 2022		
Additional Details relating to the Baseline Emissions calculations.		
As we have occupied our facility in Swindon in August 2021, we do not have prior year data in order to generate baseline emissions, so for the purpose of the CRP, our baseline and current year contain the same data set. For subsequent years, we will be able to compare year-over-year data.		
Baseline year emissions:		
EMISSIONS	TOTAL (tCO₂e)	
Scope 1	2.9	
Scope 2	2.1	
Scope 3 (Included Sources)	4. Upstream transportation and Distribution	No products
	5. Waste generated in operations	No products
	6. Business Travel	3.0
	7. Employee commuting	1.2
	9. Downstream transportation and distribution	No products
	Total	4.2
Total Emissions	9.2 tCO ₂ e	

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Current Emissions Reporting

Reporting Year: Sep 1, 2021 to August 31 2022 (Note: please refer to comment in Baseline year)		
EMISSIONS	TOTAL (tCO₂e)	
Scope 1	2.9	
Scope 2	2.1	
Scope 3 (Included Sources)	4. Upstream transportation and Distribution	No products
	5. Waste generated in operations	No products
	6. Business Travel	3.0
	7. Employee commuting	1.2
	9. Downstream transportation and distribution	No products
	Total	4.2
Total Emissions	9.2 tCO ₂ e	

Emissions Reduction Targets

As part of the process of obtaining our ISO 9001 and 14001 certifications in Q4 2022, we have implemented the ISSO Smart Integrated Quality Management System, which has significantly improved energy monitoring and general levels of energy awareness, regarding all aspects of our operations, including employee travel and waste generation for the day-to-day operations of our UK facility as well as monitoring approved suppliers and where possible, their CRPs and related environmental plans.

Although we have only occupied the current premises for under a year, we are fully committed to reduce our carbon footprint as much as possible and offset that which we cannot, in order to be carbon neutral by 2030. As our management systems mature, our capability to do more to reduce our current emissions will likewise increase. The management team sees the below six bullets as our key initiatives to further develop our carbon neutrality and carbon management strategies:

- Develop our carbon footprint assessment & tracking capabilities
- Hold quarterly carbon reduction strategy & reporting meetings
- Implement more carbon reduction programmes where possible
- Commit to carbon offsetting via fully verified offset projects

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- Align marketing and communications strategy around our environmental efforts

In order to continue our progress to achieving Net Zero by 2050, we have adopted the following carbon reduction targets, which are both realistic and achievable.

We project that carbon emissions will decrease over the next five years to 5.0 tCO₂e by 2030. This is a reduction of 55% (or 4.2 tCO₂e), which will be met by a target reduction of: Scope 1 Emissions by 1.0 tCO₂e, Scope 2 Emissions of 2.0 and Scope 3 Emissions by 1.2 tCO₂e.

As previously mentioned, we have initiated our carbon tracking initiative in September 2021 and therefore are unable to track progress vs prior years.

Carbon Reduction Projects

As we are a new SME operating out of a single training facility, our internal energy usage and waste generation is comparatively lower than other business of similar nature. The following environmental management measures and projects have been completed or implemented since initiating our Carbon Reduction Plan in September 2021. The carbon emission reduction achieved by these schemes equate to 1.9 tCO₂e, a 20% reduction of Scope 1 and 2 Emissions and the measures will continue to be in effect when performing the contract.

Strategic Initiatives:

- Put in place a new quality management system to comply with ISO standards 9001 and 14001, which will enable us to better monitor our own energy requirements, as well as those of our suppliers.
- Encouraged our work from home policy, reducing the need for commuting to work or attend in-person meetings (where possible). Our current work at home rate is 50% on average, across all of our 11 employees.
- Agreed with our energy supplier to switch to a renewables plan once our current contract expires, which will lower our Scope 2 emissions by as much as 90%.

Energy Reduction Projects:

- Installed a new energy efficient condensing gas boiler to replace an older less efficient model to supply hot water and heating to the property, saving 0.9 tCO₂e (25%) in natural gas usage.

- Replaced florescent and incandescent lighting fixtures with LED lighting throughout the building, with an estimated savings of 40% on electricity consumed by lighting, representing 0.6 tCO_{2e}.
- Upgraded our online portal, providing our students as well as clients a more efficient digital training and administration process – thereby minimizing in-person training time/travel needed and unnecessary generation of paper waste by 25%, representing 0.4 tCO_{2e}.

Future measures to be implemented:

- Switch to heat pump technology, reducing our need for natural gas entirely
- Further reduce our emissions generated by business travel by encouraging more online meetings where possible
- Reduce emissions generated from commuting by car by encouraging use of public transportation and cycle/walk to work where possible.

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of v UK



Seema Baliyan

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>

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Co-Founder and Director

Date: 25/09/2022

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