

Carbon Reduction Plan

Supplier Name: **North Star Consultancy**

Publication: 10 April 2024

Commitment to Achieving Net-Zero

North Star has publicly committed to achieving Net-Zero greenhouse gas (GHG) emissions by **2050**. We are committed to reaching our GHG emission targets by reducing emissions generated across our workplaces and through our daily operations guided by our ISO accredited policies and procedures that promote sustainable and environmentally friendly working practices. North Star addresses emissions from our operations by adopting environmental management measures and targets to achieve goals set out in our Net-Zero carbon plan. This Carbon Reduction Plan is aligned with Procurement Policy Note (PPN) 06/21 in the UK.

We measure our workplaces and operational GHG emissions annually, following the required reporting standards and aim to exceed our emission targets through our environmental management measures. We compare our carbon emission measurements against our baseline emissions (the record of the greenhouse gases that we produced in the past before introducing our Carbon Reduction Plan) across Scopes 1, 2 and 3 to ensure we meet our 2050 zero targets.

Baseline Emissions Footprint

Our baseline emissions footprint is a record of the greenhouse gases that have been produced in 2019 prior to the introduction of any strategies to reduce emissions. The baseline measurements shall serve as a reference point for which future emission reductions will be benchmarked against.

Baseline Year: 01 January 2019 – 31 December 2019	
Additional Details Relating to the Baseline Emissions Calculations	
Our carbon emissions are calculated using an operational control consolidation approach as described in the GHG Protocol.	
Baseline Year Emissions	
Emissions Source	Total Emissions (tCO₂e)
Scope 1	1.13
Natural Gas	1.13
Scope 2	0.75
Electricity (market-based)	0.65
Heating & Cooling	0.1
Water	0.0015
Scope 3	61.19
<u>Upstream</u>	
Purchased Goods and Services	0
Waste Generated in Operations	0.007
Business Travel	59.9
Employee Commuting	1.28

<u>Downstream</u>	
Downstream Transport and Distribution	Not relevant. North Star does not sell or transport products
Processing of Sold Products	Not relevant. North Star does not sell or transport products
Use of Sold Products	Not relevant. North Star does not sell or transport products
End-of-Life Treatment of Sold Products	Not relevant. North Star does not sell or transport products
Franchises	Not relevant. North Star does not own franchises
Investments	Not relevant according to the GHG Protocol as North Star is not a financial institution
Total Gross Emissions 2019	63.06 tCO₂e

Current Emissions Reporting

Reporting Year: 01 January 2023 – 31 December 2023	
Additional Details Relating to the Emissions Calculations:	
Our carbon emissions are calculated using an operational control consolidation approach as described in the GHG Protocol. The current emissions reporting has improved since past year and is therefore capturing our emissions in more detail. We also have additional employees.	
Current Year Emissions	
Emissions Source	Total Emissions (tCO₂e)
Scope 1	0.44
Natural Gas	0.44
Scope 2	1.59
Electricity (market-based)	1.52
Heating & Cooling	0.06
Water	0.012
Scope 3	60.18
<u>Upstream</u>	
Purchased Goods and Services	0
Waste Generated in Operations	0.008
Recycling	0.002
Business Travel (excl. radiative forcing)	59.16
Employee Commuting	1.01

<u>Downstream</u>	
Downstream Transport and Distribution	Not relevant. North Star does not sell or transport products
Processing of Sold Products	Not relevant. North Star does not sell or transport products

Use of Sold Products	Not relevant. North Star does not sell or transport products
End-of-Life Treatment of Sold Products	Not relevant. North Star does not sell or transport products
Franchises	Not relevant. North Star does not own franchises
Investments	Not relevant according to the GHG Protocol as North Star is not a financial institution
Total Gross Emissions 2021	62.22 tCO₂e

Emissions Reduction Targets

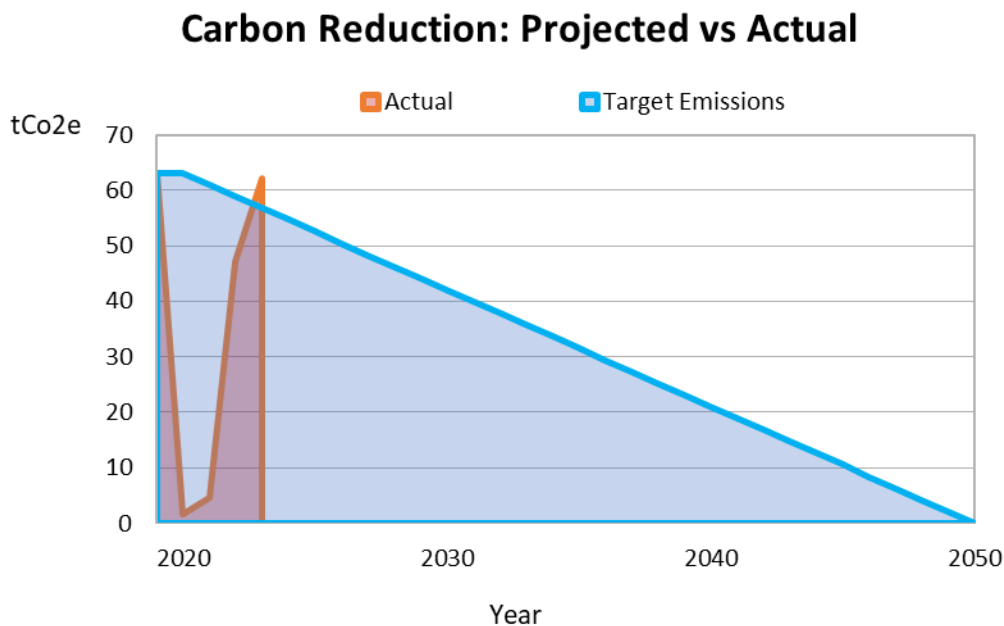
We are committed to becoming Net-Zero by 2050 across our operations and supply chain. Underpinning this commitment are the following carbon reduction targets. By 2050 or sooner we will:

- Implement emission reduction projects as specified below
- Invest in certified, market solutions for emissions we cannot eliminate.

Our current target is a gradual decrease towards 2050 from 2019, the baseline. However, in reality, we expect to remain above our target until investment can be made into initiatives to counteract our travel emissions. In addition, our baseline year 2019 included 9 employees and the current year, 2023 was 17 employees. Despite expected increases in emissions from increased employee numbers and travel, we project that carbon emissions will decrease over the next six years to 42.05 tCO₂e (33% reduction) or lower, by 2030 when we take part in investment initiatives described below.

Projected vs Actual carbon emissions can be seen in Figure 1 below.

Figure 1 – Carbon Emissions: Projected vs Actual



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

A significant decrease against the baseline position in 2020 was due to low occupancy and reduced travel due to the Covid-19 pandemic. Post-Covid, as we resume normal business activity, we have seen a gradual increase in carbon emissions due to increase of employees. Currently 95% of all carbon emissions are from consultant travel and therefore if employee numbers increase, so do our carbon emissions. Over 2023 we have made a concerted effort to ensure we minimise these travel emissions, as per our initiatives below. We remain confident, that our current and future measures will enable us to achieve Net-Zero in advance of 2050.

Completed measures:

- Reduction in business travel, including reduced stays at hotels
- More AirBnB stays rather than hotels for extended stays
- Increase in rail over flight transport where possible and use of digital means for conducting consulting services
- Business travel in economy class
- Increase working from home and decreased office use.

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

- Reduction of business travel and use of alternative modes to air travel
- Continue to ensure all flights taken are economy seats
- Utilise Net-Zero travel/carbon reduction travel partners such as Goodwings to eliminate travel emissions. We have recently partnered with a travel agent which offers carbon off-setting through <https://www.trees4travel.com/>
- Hold our Office Landlord accountable for providing sustainable energy solutions for the building
- Continue to identify opportunities to reduce our energy usage within our offices, focusing on thermal insulation and air tightness
- Continue to promote flexible/agile working arrangements to limit private and business commuting
- Identify opportunities to reduce carbon through smart design solutions, project delivery processes and adopting relevant standards and codes focused on carbon reduction
- Continue to encourage staff to adopt more sustainable modes of transport to reduce commuter emissions
- Run carbon reduction communication campaigns to educate and drive awareness to all staff internally
- Ensure we adhere to the principles of ISO 14001 to monitor, control and improve our environmental performance and responsibilities
- Invest in certified, market solutions for emissions we cannot eliminate
- Continue to develop projects around the above themes of supplier engagement, business travel emissions reduction, real estate optimisation and efficient operations. We will also embed wider sustainability considerations into our business operations and empower our colleagues to lead by example.

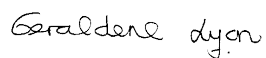
Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and the 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 GHG 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.

Signed on behalf of North Star Consultancy:



Geraldene Lyon
Director
Date:10/4/2024

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>