



Carbon Reduction Plan

Baseline Year

April 2022 – March 2023

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1. Our Commitment to achieving Net Zero

Tersus Consultancy Ltd acknowledge the Government target of Net Zero by 2050. Tersus Consultancy Ltd is committed to achieving Net Zero emissions by 2035.

2. Baseline Emissions Footprint

Our Baseline Year for reporting is April 2022 – March 2023.

Emissions	Total (tCO ₂ e)
<p>Scope 1 – Vehicle emissions</p>	<p>These figures include company car emissions and car allowance/ grey fleet (diesel and petrol vehicles).</p> <p>Total emissions = 631.85 tCO₂e</p> <p>Emissions per head = 1.78 tCO₂e</p> <p>The emissions per head are <u>below</u> the target set in our Marlowe Group Corporate Strategy of <2.8t CO₂e per head by 2025.</p>
<p>Scope 2 – Energy emissions/ buildings</p>	<p>The offices which Tersus were responsible for during the baseline year were:</p> <p><u>York Office</u> Tersus Consultancy Ltd, Eurosafe House, Tribune Way, Centurion Park, Clifton Moor, York, YO30 4RY</p> <p><u>Huddersfield Office</u> (<i>acquired 1st Feb 2023 so only 2 months of emissions included in baseline figures</i>) Tersus Consultancy Ltd, 2 Moor Lane, Highburton, Huddersfield, HD8 0QS</p> <p><u>Sheffield Office</u> Tersus Consultancy Ltd, Unit 6, Carrera Court, Church lane, Dinnington, S25 2RG</p> <p><u>Birmingham Office</u> Tersus Consultancy Ltd, Red Mill House Red Mill Industrial Estate, Holloway Bank, Wednesbury WS10 0NN</p> <p><u>Bristol Office</u> Tersus Consultancy Ltd, 1325 Park Avenue, Aztec West, Bristol, BS32 4RX</p> <p><u>London Office</u> Tersus Consultancy Ltd, 1st Floor, Rainham House, Manor Way, Rainham, RM13 8RH</p> <p><u>Brighton Office</u></p>

	<p>Tersus Consultancy Ltd, Unit C6 Dolphin Enterprise Centre, Evershed Way, Shoreham, Brighton BN43 6QB</p> <p><u>Cardiff Office</u> Tersus Consultancy Ltd, Axys House, Heol Crochendy, Parc Nantgarw, Nantgarw, Cardiff, CF15 7TW</p> <p>The provisional figures for these offices are:</p> <p>Total energy usage of 250,000 kWh</p> <p>Equivalent to 51.24 t.CO₂.e</p>
<p>Scope 3 – Waste tonnes (Included sources)</p>	<p>We don't currently report on Scope 3 emissions but one of our corporate ESG goals is to know and act upon our Scope 3 emissions by 2025.</p> <p>As part of our reporting journey, we are implementing EcoVadis in 2024 which will enable us to:</p> <ul style="list-style-type: none"> • Better manage ESG risk and compliance • Meet corporate sustainability goals • Drive impact at scale by guiding the sustainability performance improvement of our company and our value chain. <p>We are also building upon our ESG team as we need to further increase our competence and resources to enable us to achieve our targets.</p>
<p>Total emissions:</p>	<p>683.09 tCO₂.e</p>

3. Current Emissions Reporting

Reporting is undertaken on an annual basis.

The Current Emissions Reporting is not yet due for the year April 2023 – March 2024.

Reporting Year: April 2023 – March 2024 (not yet due for reporting)	
Emissions	Total (tCO₂e)
Scope 1	Not yet due for reporting
Scope 2	Not yet due for reporting
Scope 3 (Included sources)	Not yet due for reporting
Total emissions:	Not yet due for reporting

4. Emissions Reductions Target

In order to continue our progress to achieving Net Zero, we have adopted the following Commitments and Guiding Principles:

1. Reduce emissions by 10% per year over the next ten years.
2. Comply with government's recommendations to manage and report our climate related impacts from a financial lens.
3. We will know our Scope 3 emissions (from suppliers) by end 2025 and will work with our partners to reduce these.

4. Our Carbon Reduction Targets

Emissions	Carbon Reduction Targets
Scope 1	<p><u>Cars:</u></p> <ul style="list-style-type: none"> All new cars leased on the fleet from 2025 will be Hybrid/Electric, with a full hybrid/electric fleet by 2029 In the interim only cars with emissions of less than 120 co/mg will be on our fleet and we will influence our people to go for hybrid/full electric <p><u>Vans:</u></p> <ul style="list-style-type: none"> Install alternative fueled vans once the range achieves over 200 miles and the infrastructure supports us Continually trial alternative fueled vehicles until the criteria is achieved In the interim, all new vans will be EU6/7 compliant as a minimum standard
Scope 2	<ul style="list-style-type: none"> Provide electric charging points at all of our main buildings (with regular visitors or staff based there) Ensure that the landscapes in and around all of our buildings are maintained to the highest standards Ensure that, as a minimum, we are 100% compliant with our legal obligations Operate all of our buildings to maximise efficiency, in terms of controls on lights, heating and water Have a 100% recycling policy Source our electricity from 100% renewable sources Look for pragmatic opportunities to use solar, wind and alternative energy sources
Scope 3	<p><u>Our People:</u></p> <ul style="list-style-type: none"> 1 x Corporate Social Responsible day to be given to each employee of which at least 50% of those days dedicated to an environmental initiative – every year We will encourage the use of technology for our meetings reducing the need for travel <p><u>Our Suppliers:</u></p> <ul style="list-style-type: none"> Work with us to identify the carbon emissions impacts of the services & products delivered Closely monitored through our Procurement Framework to ensure that they comply with all legislative standards including environmental, understand our policies, work with us to drive in new initiatives <p><u>Customers</u></p> <ul style="list-style-type: none"> Calculate and publish the carbon footprint of our core services & products by end 2025

We project that carbon emissions will decrease over the next ten years by 10% per annum.

Progress against these targets will be shown in a graph in the next version of the Carbon Reduction Plan once the next financial year's figures are available.

5. 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 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting .

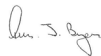
Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements. Scope 3 emissions have not yet been reported, but once established for future years, the required subset of Scope 3 emissions will be reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the Board of Directors:

Name: Thomas Byers

Position: Operations Director, Tersus Consultancy Ltd

Signed:



Date: 21 /02 /2024

Name: Bryn Dodgson

Position: Managing Director, Tersus Consultancy Ltd

Signed:



Date: 21 /02 /2024



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