



## Actica Carbon Reduction Plan

30 December 2025

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## 1 Carbon Reduction Plan

- 1.1 Supplier name: Actica Consulting Ltd.
- 1.2 Publication date: 30 December 2025

## 2 Commitment to achieving Net Zero

- 2.1 Actica Consulting Ltd is committed to achieving Net Zero emissions no later than 2030.

## 3 Baseline Emissions Footprint

- 3.1 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.
- 3.2 Our Baseline includes all seven greenhouse gases named by the Kyoto Protocol:
  - a. Carbon Dioxide (CO<sub>2</sub>)
  - b. Hydrofluorocarbons (HFCs)
  - c. Methane (CH<sub>4</sub>)
  - d. Nitrous Oxide (N<sub>2</sub>O)
  - e. Nitrogen Trifluoride (NF<sub>3</sub>)
  - f. Perfluorocarbons (PFCs)
  - g. Sulphur Hexafluoride (SF<sub>6</sub>)
- 3.3 Our emissions are calculated in tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) using the appropriate conversion factors published by the Department for Business, Energy & Industrial Strategy (BEIS)<sup>1</sup> for the relevant years.
- 3.4 Actica's GHG emissions reporting is aligned to our financial year, which is July to June.

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<sup>1</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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Baseline Year: 2018/2019

Additional Details relating to the Baseline Emissions calculations:

Our baseline year is set to 2018/19. Our emissions inventory covers all measurable Scope 1 and 2 emissions together with the Scope 3 categories 4,5,6,7 and 9.

Note that scope 3 was amended in the 2024/2025 version to include homeworking. The baseline version has not been updated.

Baseline year emissions:

EMISSIONS	TOTAL (tCO2e)
Scope 1	0.75 tCO2e
Scope 2	11.54 tCO2e  Note that this was changed in the 2022/2023 version to include electricity transmission and distribution. Versions pre-2022/2023 have not been amended.
Scope 3 [Categories 4,5,6,7 and 9]	Upstream transportation and distribution: 1.05 tCO2e. Waste generated in operations: 0.17 tCO2e. Business travel: 109.84 tCO2e. Employee commuting: 29.20 tCO2e. Downstream transportation and distribution: 0.00 tCO2e.  TOTAL Scope 3: 140.26 tCO2e  Note that the business travel baseline was changed in the 2022/2023 version due to an error in the initial reporting. Versions pre-2022/2023 have not been amended.
Total Emissions	152.55 tCO2e (Average number of employees, 86, gives 1.77 tCO2e per employee).

## 4 Current Emissions Reporting

Reporting Year: 2024/2025 (July 2024 to June 2025)	
EMISSIONS	TOTAL (tCO2e)
Scope 1	0.442 tCO2e
Scope 2	5.10 tCO2e
Scope 3 [Categories 4,5,6,7 and 9]	Upstream transportation and distribution: 0.0924 tCO2e. Waste generated in operations: 0.0469 tCO2e. Business travel (expenses): 216 tCO2e. Employee commuting including homeworking: 121 tCO2e. Downstream transportation and distribution: 0 tCO2e.  TOTAL Scope 3: 337 tCO2e
Total Emissions	342 tCO2e (Average number of employees, 234, gives 1.46 tCO2e per employee).

## 5 Emissions Reduction Targets

5.1 In order to continue our progress to achieving Net Zero by 2030, we have adopted the following carbon reduction targets.

5.2 Our target is to continue reducing our carbon emissions per employee over the next five years to 0.893 tCO2e by 2030.

5.3 Progress against this target can be seen in the graph below. Years relate to company FYs which are 6 months out of phase with calendar years. The Covid-19 pandemic caused a decrease in emissions for 2019/2020 and 2020/2021 as WFH was enforced by both Actica and clients.

5.4 This year, 2024/2025, saw the inclusion of homeworking emissions which has increased the estimated total emissions. This has not been included in previous years' emissions.

5.5 From the graph below we can see that our initial emission reduction target for this year has not been met due to the addition of homeworking emissions from this year. Our target is to continue reducing our carbon emissions per employee to a final 50% reduction from the baseline year over the next 5 years by 2030 by minimising the emissions within our operational control.

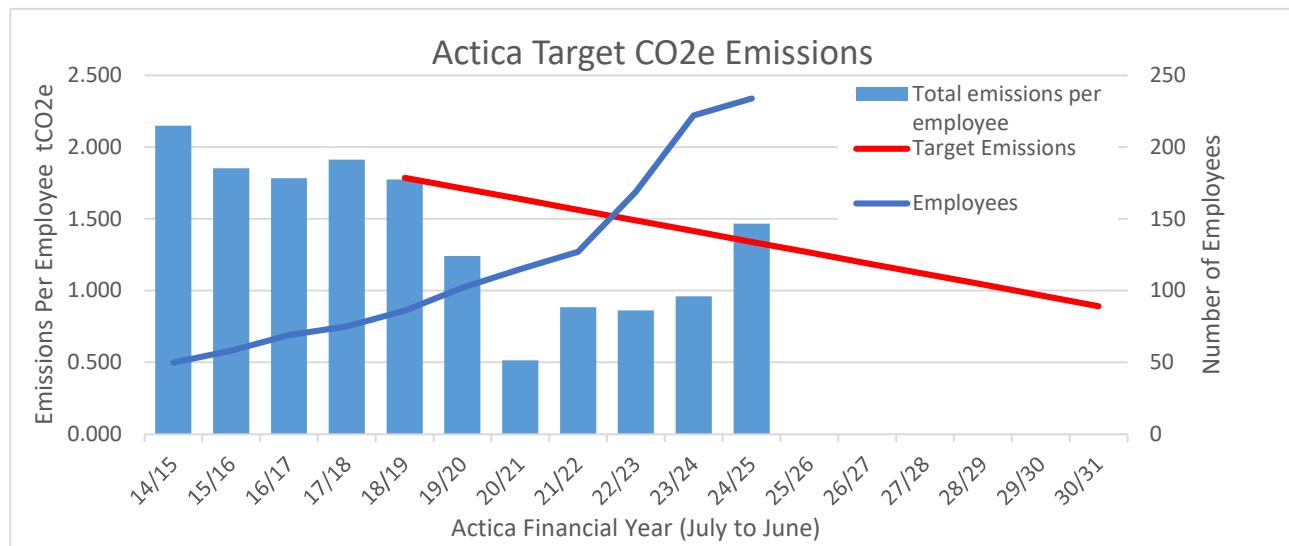


Figure 1 – Estimated emissions.

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## 6 Carbon Reduction Projects

### 6.1 Completed carbon reduction initiatives

6.1.1 The following environmental management measures and projects have been completed or implemented since the 2018/19 baseline.

- a. Our environmental management system is UKAS certified to ISO 14001 and is audited annually. It focuses on objectives and actions in the areas that are under the company's control and will have the most significant environmental impact in the short and long term.
- b. Provided improved remote working IT facilities to reduce the need for commuting and business travel.
- c. Introduced processes and procedures to allow effective collaborative remote working, including a 'remote where feasible' preference for internal meetings, external training and conferences.
- d. Offset the carbon emissions for some projects.
- e. Promoted the use of transport means that have low environmental impact (e.g., provided a cycle-to-work scheme that enables staff to purchase bikes for commuting use, and encouraging carshare and use of public transport).
- f. Introduced a salary-sacrifice electric car leasing scheme.

6.1.2 The carbon emission reduction achieved by these schemes equate to 0.31tCO<sub>2</sub>e per employee, a 18% reduction against the 2018/19 baseline. It should be noted that the company has grown since 2018/19, from an average of 86 in 2018/19 to 234 in 2024/25.

6.1.3 As well as these initiatives the decrease in the baseline position has also been due to reduced travel and low office occupancy during the COVID-19 pandemic. We remain confident, however, that our current and future environmental impact reduction initiatives will enable us to achieve net zero well in advance of 2050.

### 6.2 Future carbon reduction initiatives

6.2.1 In the future we will implement further measures which will continue to drive down emissions. These measures include:

- a. Continue to build awareness within the company and our clients of the impact of their decisions on our path to net zero.
- b. Continue use of 100% renewable energy for our offices.
- c. Reducing business travel by air, road and rail by encouraging remote working for company activities where feasible.
- d. Exploring ways to support employees to switch to electric vehicles, including requesting Surrey Research Park to implement additional electric vehicle charging points, and

encourage employees to take up the salary-sacrifice electric car leasing and Cycle to Work Scheme.

- e. Offsetting emissions from a larger percentage of our projects.
- f. Working with our suppliers to encourage them to set their own carbon reduction targets.
- g. Adopt a 're-use and repair where feasible' preference for office equipment.

## 7 Declaration and Sign Off

7.1 This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

7.2 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>2</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>3</sup>.

7.3 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<sup>4</sup>.

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

Signed on behalf of Actica Consulting:



Director, Dr Michael Murphy, Actica Consulting Limited

Date: 31 December 2025

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<sup>2</sup> <https://ghgprotocol.org/corporate-standard>

<sup>3</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>4</sup> <https://ghgprotocol.org/standards/scope-3-standard>