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# CARBON REDUCTION PLAN

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**Firebrand**

Version 1.3

2023

[www.firebrandtraining.co.uk](http://www.firebrandtraining.co.uk)

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## **Carbon Reduction Plan**

### **Commitment to achieving Net Zero**

Firebrand Training Ltd is committed to achieving Net Zero emissions by 2030.

The baseline year for Firebrand was 2021, with the data being made available January 2022. However, due to the impact of the Covid Pandemic, these figures did not represent a true picture. As such, we have decided to use the 2022 figures as our new baseline.

This plan outlines the initial position and initiatives with additional actions to be added as the plan develops and our working patterns post-pandemic return to a new normal.

### **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 will be measured.

Firebrand prepared its annual greenhouse gas (GHG) emissions inventory for its global operations for the first time for the calendar year 2021.

Our GHG emissions inventory follows the methods outlined in The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. Emission sources in the inventories include Scope 1 and 2 emissions as well as the following Scope 3 emissions:

- Upstream transportation and distribution
- Business travel
- Employee commuting

Firebrand developed a methodology and provided estimates for each Scope 3 category required to be reported in this Carbon Reduction Plan.

The Firebrand emissions inventory is recorded centrally and applies to the UK entity. The baseline is set in the following table:

		Baseline	
Scope	Activity Type	2021	2022
<b>Scope 1</b>	Stationary combustion	0.00	0.00
	Mobile combustion	1.83	0.92
	Fugitive emissions from air conditioning	0.00	0.00
	Other fugitive or process emissions		
<b>Scope 1 - Total</b>		<b>1.83</b>	<b>0.92</b>
<b>Scope 2</b>	Purchased electricity - location based	5.92	5.92
	Purchased electricity - market based	0.00	0.00
	Purchased heat and steam	0.00	0.00
	Scope 2 - Location based + heat and steam	5.92	5.92
	Scope 2 - Market based + heat and steam	0.00	0.00
<b>Scope 2 - Total</b>		<b>5.92</b>	<b>5.92</b>
<b>Scope 3</b>	Purchased goods and services		
	Capital goods		
	Fuel-and energy-related activities (not included in scope 1 or scope 2)		
	Upstream transportation and distribution	7.90	15.92
	Waste generated in operations		
	Business travel	17.60	23.11
	Employee commuting	6.85	6.05
<b>Scope 3 - Total</b>		<b>32.35</b>	<b>45.07</b>
<b>Overall Total</b>		<b>40.10</b>	<b>51.91</b>

### Emissions reduction targets

2021 was the baseline year for Firebrand. The impact of the Covid Pandemic and reduced emissions throughout the organisation as a result explain the increase from 2021 to 2022. As such, we have decided to use 2022 as our baseline year.

We project that carbon emissions will decrease to 39.93tCO<sub>2</sub>e by 2025. This is a reduction of 23%.

However the following interim targets have been set to ensure progress against the baseline:

- Scope 1: reduction of approx. 15% by 2025 from base year (reduction of 0.13)
- Scope 2: reduction of approx. 10% by 2025 from base year (reduction of 0.59)
- Scope 3 (business travel and upstream leases): reduction of approx. 25% by 2025 from base year (reduction of 11.26)

**Firebrand will:**

- Develop a Carbon Offsetting Route map - Invest in a high-quality certified offsetting programme to offset residual emission that have a high level of integrity, removing CO2 from the atmosphere but also enhance social value and biodiversity benefits in accordance with our values.
- research and sign up to an accredited Race to Zero global campaign or equivalent
- continue to offer flexible working, as well as changed working patterns resulting from Covid give staff increased flexibility over where they work; this in turn decreases the need for travel, and reduce the demand for office space, driving a reduction in Scope 1 and 2 emissions, as well as those Scope 3 emissions associated with business travel and employee commute.
- drive a behavioural change initiative -: this will be open to all staff in the UK & Europe and is targeted at actions individuals can take to help drive a reduction in our corporate carbon footprint in relation things like waste, energy use and business travel, as well as looking at their own personal carbon footprint.
- move to a Net Zero Carbon Travel Policy: We are in the process of revising our travel procedures to deliver better management of employee travel, to ensure that digital meetings are prioritised and that lower carbon transport alternatives are selected wherever possible to reduce carbon emissions associated with business travel.

In the future we hope to implement a range of further measures.

#### **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) Standard3.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

on behalf of Firebrand:



Ben Hansford, Chief Operating Officer. 01/06/2023

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