

Aczel - Carbon Reduction Plan

Commitment to achieving Net Zero

Aczel is committed to achieving Net Zero emissions by 2050.

Emission Records

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.

2021/2022 reporting year is the baseline.

Emissions have been calculated using a combination of research, expenses data and internal operating estimates.

Emissions are shown on a per consultant full time employee (FTE) basis. Our Office emissions are normalised against consultant headcount.

EMISSIONS	TOTAL (tCO ₂ e)	
	FY2021/2022 (Baseline)	FY2022/2023
Scope 1 Car Fuel	4.88 Tonnes (0.61 Tonnes per FTE)	6.01 Tonnes (0.60 Tonnes per FTE)
Scope 2 Offices - Water, Energy, Electric Car Emissions	9.8 Tonnes (1.23 Tonnes Per FTE)	11.80 Tonnes (1.18 Tonnes Per FTE)
Scope 3 (Included Sources) Business Travel & Accommodation (Hotels, Car Embedded Emissions, Trains, Air Travel, Taxis, Food), Commuting	50.8 Tonnes (6.35 Tonnes per FTE)	63.01 Tonnes (6.30 Tonnes per FTE)
Total Emissions	65.48 Tonnes (8.19 Tonnes per FTE)	80.80 Tonnes (8.08 Tonnes per FTE)
Percentage Reduction of Carbon Emissions per FTE against baseline		1.3%

Emissions reduction targets

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

We project that carbon emissions per consultant FTE will decrease from 8.19 tCO₂e in the Baseline year to 7.78 tCO₂e by 2027 through a mixture of reductions in scope 1, 2 and 3. This is a reduction of 5%. Total emissions accounting for company headcount growth are expected to be 77.8 tCO₂e

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented before the 2022 baseline. Future reductions in emissions will be recorded as a percentage against the 2022 baseline

- Fleet - Since 2021, 50% of company-owned vehicles are now electric or hybrid
- Travel - As a result of the working style enforced by the pandemic in 2020, we have adapted our working practices and our policies to reduce the amount of travel and increase hybrid working where possible, resulting with less overnight stays and less travel.
- Accommodation - Staff use less carbon intensive options such as shared accommodation in longer term rents or serviced accommodation where possible rather than the use of standard hotels
- Switch to LED lights - Where possible, we have converted lighting to LED and PIR across the buildings that we own. This has resulted in a reduction in electricity consumption
- 100% Renewable energy - We have switched to a 100% renewable energy supplier across all of our buildings. This means that the amount of energy Aczel uses is purchased from renewable energy sources.

Future Carbon Reduction Initiatives

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

- Continuing to focus on travel reduction in our ways of working
- Consider the use of optimum travel selection to reduce emissions and maintain business delivery
- Investing in GHG reduction and offsetting projects
- Installation of SMART meters - We will look to install SMART meters in buildings we own to ensure accurate data is collected for emissions reporting and to help with reduction targets.
- Consider installation of renewable energy sources for our buildings
- Reduce energy, waste and water consumption
- Educate employees on sustainability

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 (or equivalent management body).

Issued by:

Richard Aczel (Managing Partner)

Date: 11th October 2023