

# 2025

# Carbon Reduction Plan



## Commitment to Achieving Net Zero

HICO is committed to achieving Net Zero emissions by xxxx. We are a small consultancy predominantly working with the public sector and are motivated to ensuring our business practices align with those of UK central government, devolved parliaments and assemblies, and local councils. Scope 3 emissions (indirect emissions in the value chain) represent around xxxx of our emissions. Reaching the 2050 target will primarily depend on establishing a remote working environment and enhancing our green transportation policies. Additional progress across the three emission scopes will naturally occur through UK government targets, industry advancements, and new regulations. Achieving this will require proactive collaboration with our suppliers and employees, along with the development of our operational strategies.

## Baseline Emission Report

Baseline Year: 2020	
Additional details relating to the Baseline Emissions calculations	
Our Baseline Emissions were calculated using data from the financial year ending 31/1/2020. This was before Covid and thus a fair representation of our standard operation. We are a small consultancy and all of our associates work remotely when not working in-person with clients. Our Carbon Reduction Plan therefore focuses only on Scope 3 emissions.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO2e)
Scope 1	0 - We are a small public services consultancy predominantly working remotely. We do not produce any specific physical products for clients and do not own or rent any physical assets (office space etc.) and therefore our scope 1 emissions are 0.
Scope 2	2.75
Scope 3	1.13 This includes the following sources which are within the inclusion categories for Scope 3: Printing: 0.01 Purchased goods and services (e.g. indirect IT usage): 0.06 Business travel 1.06
Total Emissions	3.88

2025

Carbon Reduction Plan



Current Emissions Reporting

Reporting Year: 2024/25	
EMISSIONS	TOTAL (tCO2e)
Scope 1	0 - We are a small public services consultancy predominantly working remotely. We do not produce any specific physical products for clients and do not own or rent any physical assets (office space etc.) and therefore our scope 1 emissions are 0.
Scope 2	2.66
Scope 3 (Included Sources)	0.54 This includes the following sources which are within the inclusion categories for Scope 3: Printing services: 0.000225 Purchased goods and services (e.g. indirect IT usage): 0.06 Business travel 0.48
Total Emissions	3.2

# 2025

# Carbon Reduction Plan



## Emissions Reduction Targets

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

We project that our carbon emissions will decrease by 37.5% compared to our 2020 baseline, reaching 2.43 tCO<sub>2</sub>e by 2030. This represents a reduction of 1.45 tCO<sub>2</sub>e from the 2020 total of 3.88 tCO<sub>2</sub>e.

This reduction will be driven by sustained low business travel, digital-first service delivery, reduced indirect IT emissions, and continued energy efficiency improvements.

## Carbon Reduction Projects

### Completed Projects

- We operate a remote working model for all staff and associates, thus reducing our emissions related to travel and commuting.
- Reduction in business meeting travel by using video conferencing as a primary means of communication with customers where appropriate.
- Ensuring that team away days are paperless and resourcing our meals from local sources.
- Some of our associates have completed decarbonisation courses to support our emissions reductions.

### Planned Carbon Reduction Initiatives

- Equipping our staff with information on environmentally conscious practices while working remotely and encouraging sustainable behaviour.
- Establishing a 'transport usage' policy to maintain consistently low emissions from business travel.
- Ensuring that any accommodation utilised for our away days or business trips has a Green Key Certification or equivalent.
- Encouraging our associates, all of whom work remotely, to switch to green energy tariffs.

### Declaration

- 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, 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.