

Evolve Carbon Reduction Plan

Supplier name: Evolve Commercial Ltd

Publication date: 08/01/2025

Commitment to achieving Net Zero

Evolve Commercial Ltd is committed to achieving Net Zero emissions by 2030.

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 can be measured.

Baseline Year: FY 2020/21	
Additional Details relating to the Baseline Emissions calculations.	
Our Baseline Year was taken from our first full year of operation. Both the Pandemic, and the low headcount of 8, mean the total emissions figures were low for the year.	
Headcount: 8	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0
Scope 2	0
Scope 3 (Included Sources)	20.67 (Business Travel – Land; Hotel Stays; Homeworking)
Total Emissions	20.67

Current Emissions Reporting

Reporting Year: FY 2022/23	
EMISSIONS	TOTAL (tCO₂e)
Additional Details relating to the Baseline Emissions calculations.	
Our 2022/23 emissions were lower than baseline despite our increase in headcount and travel; this was driven by the change in the emissions factor for calculating homeworking emissions.	
Headcount: 15	
Scope 1	0
Scope 2	0
Scope 3 (Included Sources)	13.41 (Business Travel – Land; Hotel Stays; Homeworking)
Total Emissions	13.41

Reporting Year: FY 2023/24	
Additional Details relating to the Baseline Emissions calculations.	
Current year emissions are higher than the baseline, but the emissions per employee has fallen; this is despite our increase in travel. The increase to the total figure has been purely driven by an increased headcount.	
Headcount: 18	
Baseline year emissions:	

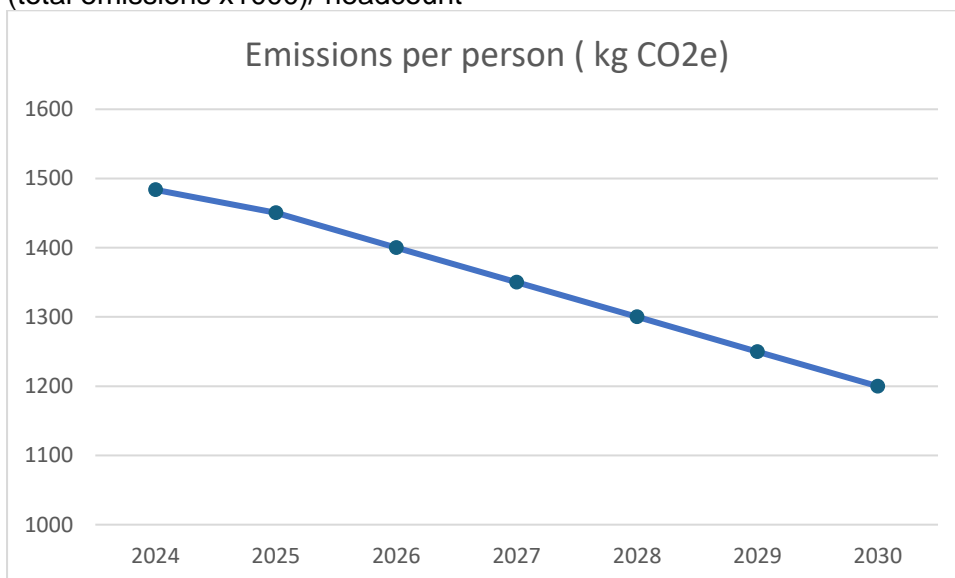
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	0
Scope 3 (Included Sources)	26.7 (Business Travel – Land; Hotel Stays; Homeworking)
Total Emissions	26.7

NB - Evolve is a digitally native organisation, hence the lack of Scope 1 & Scope 2 emissions.

Emissions reduction targets

We believe that due to being a digitally native organisation, our emissions figures are already low relative to our size. Going forward, we recognise the correlation between our growth and an upward driving factor in our emissions. Our Carbon Reduction Projects mentioned in the next section will strive to minimise any increase in emissions, as well as engaging in activities to offset and further reduce our carbon with the aim of reaching Net Zero by 2030. Therefore, by 2030, our Scope 3 emissions will likely see a minor increase, but with increased headcount our aim is to reduce emissions per employee by 15%. Our total Carbon footprint will go on a downward trend due to our commitment to Carbon Offsetting and increasing our renewable energy use.

Projected progress against these targets can be seen in the graph below:
(total emissions x1000)/ headcount



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Previously, we have enrolled in ClimateCare's Carbon Offsetting programme which focused on planting trees. The carbon emission reduction achieved by this scheme equated to 20 tCO₂e, a 99% reduction against the 2020 baseline – we have continued this for our current carbon emission rates.

As the above figures illustrate, in 2020 and 2024 we made considerable progress towards our Net Zero target by offsetting almost all our emissions via ClimateCare's Carbon Offsetting Programme. We realise that our upward growth trend and increase in commuting means a more aggressive stance must be taken on Carbon Reduction and Offsetting – our measures going forward are as outlined below.

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

1. Further commitment to Carbon Offsetting Programmes – Evolve pledge to engage in Nature-based solutions (NBS) carbon offset projects, which protect and enhance biodiversity to ensure our planet thrives. NBS projects avoid and reduce emissions through nature conservation and nature restoration.
2. Sustainable Travel – through internal policy and training, we shall endeavour to ensure rail travel is the default means of Business Commuting as they emit 80% less greenhouse gasses per km. Also, we aim to encourage means of reducing car emissions where it is the only available mode of transport. For example, we will encourage car sharing wherever possible, and where hire cars are used, we will push to utilise firms who offset the carbon emissions of each trip.
3. Green Perks – By 2030, we will look to implement numerous perks and benefits which reduce our Carbon Footprint. We currently have a cycle to work scheme which is being utilised by several employees and, as of 2025, we have plans to implement a salary sacrifice scheme for electric cars, as well as multiple employees benefitting from renewable energy. Our journey towards Net Zero will see our offering of green perks and benefits grow. We believe a big step towards reducing emissions is incentivising our employees to do so.

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

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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).

Signed on behalf of the Supplier:

A handwritten signature in black ink that reads "Alan Bardo". The signature is written in a cursive style with a horizontal line underlining the name.

Date: 08th January 2025

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