

Baltimore Consulting Ltd

Carbon Reduction Plan

March 2026

Commitment to achieving Net Zero

Baltimore Consulting Ltd is committed to achieving Net Zero emissions by 2050 at the latest.

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: 2021

Additional details relating to the baseline emissions calculations:

Our baseline emissions inventory includes all our measurable scope 1, 2 and 3 emissions and we have used figures from 2021. As far as possible calculations are based on actual data rather than assumptions and average data methods to ensure accurate calculations and target setting.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.00 (Emissions from combustion of fuel for transport purposes have been included in Scope 3 calculations category 6)
Scope 2	6.59
Scope 3 (Included Sources)	Cat 4 - Upstream transportation and distribution – 0.00 (no products purchased for resale - professional services only) Cat 5 - Waste generated in operations- 1.1 Cat 6 - Business travel - 15.2 Cat 7 - Employee commuting - 43.2 Cat 9 - Downstream transportation and distribution- 0.00 (no products purchased for resale – professional services only)

Total Emissions	66.09
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Current Emissions Reporting

Reporting Year: 2025

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.00 (Emissions from combustion of fuel for transport purposes have been included in Scope 3 calculations category 6)
Scope 2	10.82
Scope 3 (Included Sources)	Cat 1 – Purchased goods and services – 0.14 Cat 2 – Capital goods – 0.00

Cat 4 – Upstream transportation and distribution -0.00 (no products purchased for resale - professional services only)
 Cat 5 - Waste generated in operations- 0.38
 Cat 6 - Business travel – 8.23
 Cat 7 - Employee commuting - 31.65
 Cat 9 - Downstream transportation and distribution- 0.00 (no products purchased for resale – professional services only)

Total Emissions	51.22
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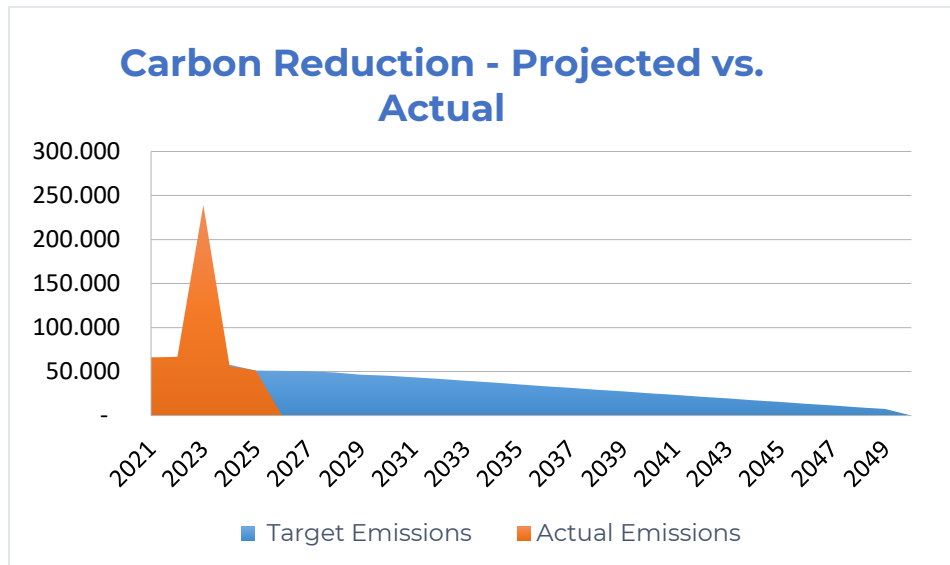
Emissions reduction targets

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

We project that carbon emissions will decrease over the next five years to 43.5 tCO₂e by 2031. This is a reduction of 15% from our 2025 reported emissions and an overall reduction of 34.1% against our 2021 baseline. We aim to achieve Net Zero emissions by 2050 at the latest.

Progress against these targets can be seen in the graph below.

In 2023 a one-off new office fit out was completed as part of an office move. The associated emissions – primarily from procurement of materials and services were recorded under Scope 3.2 – Capital Goods. Based on industry benchmarks, this activity is estimated to have generated approximately 178 tonnes CO₂e.



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2021 baseline. The carbon emission reduction achieved by these schemes equates to 14.87 tCO₂e, a 22.5% reduction against the 2021 baseline and the measures will be in effect when performing the contract.

- Implemented bike2work scheme for employees;
- Provided employees with improved facilities to support an increase in cycling to work;

- Ended use of capsule based drinks machines reducing waste;
- Reduced working hours for all employees reducing energy usage;
- Introduced greater flexibility around home working;
- Introduced recycling systems in office;
- Introduced energy efficient lighting in new office;
- Introduced water/heating efficiency measures in new office;
- Reduced use of domestic aviation for business travel.

In the future we plan to implement further measures which will continue to drive down emissions. We are considering several initiatives and those listed below are some examples of areas we are discussing:

- Implementing policies to ensure that computers are put into standby mode when users are not at their desks;
- Exploring the introduction of a salary sacrifice electric vehicle scheme to support employees to access electric vehicles more cost effectively;
- Investigating other ways to support employees to use low impact transport;
- Reviewing suppliers to ensure that we work with suppliers who are actively reducing their emissions in line with our own targets;
- Building greater awareness amongst our workforce of the impact of their decisions on our journey to net zero.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 standard¹³ and uses the appropriate government emission conversion factors for greenhouse gas company reporting.¹⁴

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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.¹⁵

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:



Charmaine Vincent - Director

Date: 30th March 2026

¹³ <https://ghgprotocol.org/corporate-standard>

¹⁴ www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

¹⁵ <https://ghgprotocol.org/standards/scope-3-standard>