

## Hexarad Carbon Reduction Plan

**Supplier name:** Hexarad Group Ltd

**Publication date:** 06/03/2025

### Commitment to achieving Net Zero

Hexarad Group Ltd is committed to achieving Net Zero emissions by 2045.

### Baseline Emission 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.

| Reporting Year: 1 <sup>st</sup> January – 31 <sup>st</sup> December 2022                  |   |               |
|---|---|---------------|
| Hexarad had no stationary or vehicle assets in 2022 therefore no scope 1 and 2 emissions. |   |               |
| EMISSIONS   | Total tCO <sub>2</sub> e)                   |               |
| Scope 1   | <b>0</b>                                    |               |
| Scope 2   | <b>0</b>                                    |               |
| Scope 3<br>(Included Sources)   | Purchased goods and services                | 123.64        |
|   | Business Travel                             | 16.43         |
|   | Employee Commuting (inc. working from home) | 11.98         |
|   | <b>Total Scope 3</b>                        | <b>152.05</b> |
| Total Emissions   | <b>152.05</b>                               |               |

### Current Emissions Reporting

| Reporting Year: 1 <sup>st</sup> January – 31 <sup>st</sup> December 2024 |   |               |
|--|---|---------------|
| EMISSIONS  | Total tCO <sub>2</sub> e)                   |               |
| Scope 1  | <b>2.38</b>                                 |               |
| Scope 2  | <b>6.48</b>                                 |               |
| Scope 3<br>(Included Sources)  | Purchased goods and services                | 175.20        |
|  | Business Travel                             | 95.40         |
|  | Employee Commuting (inc. working from home) | 59.90         |
|  | <b>Total Scope 3</b>                        | <b>330.50</b> |
| Total Emissions  | <b>339.59</b>                               |               |

## Emissions Reduction Targets

Hexarad Group Ltd is committed to achieving Net Zero emissions by 2045.

Despite an overall increase in emissions due to significant growth of the company, the emissions per FTE are reducing and this is expected to continue.

| Year                                   | 2022   | 2023   | 2024   |
|--|--------|--------|--------|
| Total Emissions (tCO <sub>2</sub> e)   | 152.05 | 238.96 | 339.37 |
| Emissions (tCO <sub>2</sub> e) per FTE | 5.93   | 5.77   | 5.19   |

## Carbon Reduction Projects

### Completed Projects

- Implementing an environmental management system in accordance with ISO 14001
- Introducing food and coffee recycling in the office

### Ongoing Projects

- Develop a sustainability road map for the company
- Introduce a business travel policy to reduce the emissions created by our business travel.
- Engaging with our landlord to have all lighting replaced with LED lighting and consider the use of meters to enable closer monitoring of energy consumption.
- Working with our staff and reporting workforce to encourage the repair and reuse of electronics where compliant and possible.
- Engaging with our supply chain to review their approaches to carbon reduction.
- Setting quarterly environmental Objectives and Key Results (OKRs)
- Increasing employee awareness and engagement with carbon reduction initiatives.

## 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 standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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<sup>3</sup>.

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:**

Farzana Rahman

Chief Executive Officer

Date: 5/3/25

1. <https://ghgprotocol.org/corporate-standard>
2. <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>
3. [https://ghgprotocol.org/sites/default/files/standards/Corporate-Value-Chain-Accounting-Reporting-Standard\\_041613\\_2.pdf](https://ghgprotocol.org/sites/default/files/standards/Corporate-Value-Chain-Accounting-Reporting-Standard_041613_2.pdf)