

Carbon Reduction Plan



Commitment to achieving Net Zero

Great Minds Together is committed to achieving Net Zero emissions by **2050**.

Baseline Emissions Footprint

Since this is our first time recording emissions, this Carbon Reduction Plan serves as our baseline year. Further reductions will be measured against this starting point.

Baseline Year: 1st April 2024 – 31st January 2025		A green circular icon with the text "CO2" in the center, surrounded by several green footprints arranged in a circle.
Details relating to the Baseline Emissions calculations.		
Emission Category	Description	Emissions
Scope 1	Direct emissions from owned sources (e.g. company vehicles, gas boilers)	633 KG
Scope 2	Indirect emissions from purchased electricity	2008.98
Scope 3	Other indirect emissions (e.g. employee commuting, business travel, supply chain)	3,249.79

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Emissions reduction targets

We aim to reduce our emissions by 30% by April 2026

We will measure and publish our emissions annually to track progress.

Existing Carbon Reduction Initiatives

At Great Minds, together, we are always taking proactive steps to reduce our carbon footprint through remote working and recycling initiatives.

Waste Reduction & Recycling

Localised paper shredding facilities as a sustainability initiative. - Great Minds Together receives a certificate of destruction from Shred on Site in accordance with the provisions set out in Information Destruction BS EN 15713 and has two consoles at their Head Office in Stockport, which are emptied, shredded, and recycled every four weeks.

E-Waste Recycling – Responsible disposal of outdated IT equipment and electronics.

Recycling Program – Providing clear waste separation bins for paper, plastics, e-waste, and general waste.

Energy Efficiency

We have replaced traditional bulbs with LED lighting. Replacing traditional bulbs with LEDs to reduce unnecessary energy consumption.

Sustainable Commuting & Travel

Remote & Hybrid Working Policies—Our current employee contracts allow flexible work-from-home arrangements, reducing commuting-related emissions.

Water Conservation

Leak Detection & Maintenance – We regularly check for leaks to prevent water wastage.

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Eco-Friendly Office Supplies

We source recycled paper, non-toxic cleaning products, and sustainable furniture.

Paperless Office Initiatives

We encourage digital documents over printing, using e-signatures, and cloud storage.

Future Carbon Reduction Initiatives

To reduce our carbon footprint, we are implementing the following measures:

Short-Term Actions (1–3 Years)

- Energy Efficiency: Optimising heating/cooling systems. Use ENERGY STAR-rated computers, printers, and kitchen appliances.
- Green Energy Procurement: Transitioning to renewable electricity suppliers.
- Sustainable Travel Policies: Encouraging public transport, EVs, and remote working.
- Green Energy Procurement – Switching to renewable energy sources like solar panels or green energy tariffs.
- Encouraging Power Down Policies – Ensuring computers, monitors, and non-essential equipment are switched off when not in use.
- Cycle-to-Work & Public Transport Incentives – Encouraging employees to use sustainable transport options.
- Electric Vehicle (EV) Charging Points – Installing EV chargers to support staff using electric cars.
- Reducing Business Travel – Prioritising virtual meetings over long commutes.
- Water-saving fixtures – Installing low-flow taps, dual-flush toilets, and water-efficient appliances.
- Carbon Offsetting Programs – Partnering with tree-planting or carbon offset initiatives.
- Employee Engagement & Green Champions – Creating a sustainability committee to promote and implement green policies.

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Medium-Term Actions (3–7 Years)

Phasing out fossil-fuel vehicles in favour of EVs.
Sustainable Supply Chain: Working with suppliers to cut emissions.
Reducing waste, increasing recycling, and minimizing packaging.

Long-Term Actions (7+ Years)


Carbon Offsetting: Investing in verified carbon removal projects e.g. planting trees to absorb CO₂. Go paperless and conserve heat and energy and waste management.

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.

This Carbon Reduction Plan has been reviewed and signed off by Emma Mander.

Signed: 

Emma Mander, CEO
Great Minds Together