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Carbon Reduction Commitment & Plan

Publication Date – 26th January 2026

Carbon Reduction Commitment and Plan

1. Commitment to achieving Net Zero

Kordus Consulting Limited is committed to achieving Net Zero carbon emissions by 2050.

2. 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: 2022 (1 st January – 31 st December 2022)		
Additional Details relating to the Baseline Emissions calculations.		
Kordus began trading in 2020 however there isn't sufficient data available to enable calculation of baseline emissions for this year. Due to the success of the company and continued growth, we have developed an Environmental Management System which has been certified to ISO 14001. The Company's carbon footprint has been calculated for 2022 and therefore, this is our baseline figure.		
Baseline year emissions:		
EMISSIONS	TOTAL (kgCO₂e)	TOTAL PER EMPLOYEE (kgCO₂e)
Scope 1	32,200 kgCO ₂ e	3,067 kgCO ₂ e
Scope 2	0 kgCO ₂ e	0 kgCO ₂ e
Scope 3 (Included Sources)	/	/
Total Emissions	32,200 kgCO ₂ e	3,067 kgCO ₂ e

3. Current Emissions Reporting

Reporting Year: 2025 (1 st January – 31 st December 2025)		
EMISSIONS	TOTAL (kgCO ₂ e)	TOTAL PER EMPLOYEE (kgCO ₂ e)
Scope 1	39,710 kgCO ₂ e	2,798 kgCO ₂ e
Scope 2	0 kgCO ₂ e	0 kgCO ₂ e
Scope 3 (Included Sources)	/	/
Total Emissions	39,710 kgCO ₂ e	2,798 kgCO ₂ e
Percentage change from baseline year emissions*	23.33%	-8.77%

4. Emission Reduction Targets

In order to continue our progress to achieving zero / net zero emissions, we have adopted the following carbon reduction targets.

Scope 1 Objective: Reduce Scope 1 emissions by 30% by 2030 (from 2022 baseline)

Target: Achieve a minimum 5% annual reduction in mileage per employee.

Actions required including responsibility:

- Upskill existing staff members and onboard additional qualified staff members, to provide additional flexibility in relation to scheduling work.
- Review staff performance and experience to decide who is most suitable for upskilling (arrange additional experience where required) (KC/TT).
- Identify suitable candidates to fulfil relevant job positions (All Directors).
- Co-ordinate technical authorisation audits and other authorisation requirements (certs, experience logs etc.) (TT).

Method for measuring and evaluating: Analysis of mileage data and comparison to baseline statistics.

Scope 2 Objective: Maintain 100% renewable electricity usage generated on-site at our Head Office

Target: To maximise the use of renewable electricity generated by the on-site solar farm and maintain 100% renewable electricity usage for office operations.

Actions required including responsibility:

- Liaise with site management at the business park to confirm continued access to on-site renewable electricity generated by the solar farm (TT).
- Implement energy efficiency measures within the office (e.g. LED lighting, energy-efficient equipment, shutdown procedures) (All Staff / TT).
- Promote staff awareness of energy-saving practices to reduce unnecessary consumption (TT).

Method for measuring and evaluating: Electricity consumption (kWh) will be monitored annually and compared against previous reporting years and employee numbers. Verification will include confirmation that electricity is primarily sourced from the on-site solar farm, which is capable of generating sufficient renewable energy to power the business park without reliance on fossil fuels. Performance will be assessed using energy consumption per employee and overall reduction trends.

Scope 3 Objective: Calculate scope 3 emissions

Target: To calculate scope 3 emissions and set reduction targets.

Actions required including responsibility:

- Complete Scope 3 baseline by 2028 (TT).
- Reduce key Scope 3 categories (travel, suppliers) by 20% by 2030 (TT).
- Ensure 75% of suppliers have carbon reduction plans by 2028 (TT).

Method for measuring and evaluating: Annual calculation and reporting of Scope 3 emissions in accordance with the GHG Protocol. Progress will be measured against the established baseline, with specific tracking of key categories such as supplier emissions. Supplier engagement will be evaluated based on the percentage of suppliers providing carbon reduction commitments or data.

5. Completed Reduction Targets

The following environmental management measures and projects have been completed or implemented since the 2022 baseline. The carbon emission reduction achieved by these schemes is calculated annually following the calculation of the year end carbon emissions.

- Implementation of an Environmental Management System certified to ISO 14001.
- Signing up to the Carbon Trust, calculating our carbon emissions and subsequently creating this Carbon Reduction Commitment and Plan.
- 100% completion of annual environmental awareness training for all employees.
- Reduction of company mileage year on year when compared to the baseline statistics. This has predominantly been a success due to the company's investment in cross-training and utilising smart-scheduling techniques.
- Software development to enable a paperless work system for our accredited surveying activities.
- Implementation of Supplier and Purchasing Policy and Procedures which align with our sustainability goals.
- Reduced landfill waste disposal year-on-year.
- Implementation of food waste separation to ensure less waste food makes its way to landfill sites and is instead disposed of responsibly. The food waste is treated through anaerobic digestion to break down the organic matter in a sealed tank to produce biogas, an environmentally friendly, renewable energy source.
- Increasing the use of Teams for remote meetings.

6. Future Reduction Targets

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

- Calculation of Scope 3 emissions, agreed reduction targets and real-time performance tracking.
- Independent verification of our carbon footprint via ISO 14064 certification.
- Calculation and reporting of avoided emissions including a record of supporting data the methodology, data sources, system boundary, time periods, and other assumptions used to calculate avoided emissions.
- The implementation of year-on-year waste reduction initiatives – e.g. To reduce landfill waste by 10% by encouraging recycling and reuse of materials.
- The transition of company fleet to electric vehicles.
- Further investment in environmental training for employees.
- Participation in nature protection projects.
- The implementation of supply chain questionnaires to enable more in-depth sustainability assessments of our first and lower tier suppliers to aid with additional scope 3 carbon reduction initiatives.

7. 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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf Kordus Consulting Limited:



Eddie Deverill (Managing Director)

Date: 26th January 2026

8. Further Reference

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

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

This Carbon Reduction Commitment and Plan is based on the template provided on the UK Government website:

<https://www.gov.uk/government/publications/procurement-policy-note-0621-taking-account-of-carbon-reduction-plans-in-the-procurement-of-major-government-contracts>