



Carbon Reduction Plan

Supplier name: Cwmpas

Publication date: July 2025

Commitment to achieving net zero

Cwmpas is committed to achieving net zero emissions by 2050.

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 (January to December)

Additional details relating to the baseline emissions calculations:

While Cwmpas has measured its Carbon Emissions since 2019 as part of our Green Dragon Accreditation process, the subsequent years include the period impacted by Covid-19 which has led to significant changes in the way the organisation operates. Since beginning our journey to net zero in 2019, we have also made significant improvements in the data we are able to capture and measure across Scope 3 which now also includes detailed emissions estimates related to homeworking.

As such, 2022 provides the most accurate, comparable and consistent baseline year from which we have been able to determine realistic carbon reduction targets and strategies in line with our new working practices. It is also worth noting that the formula to calculate the impact of homeworking is based on a multiplier per number of employees and that our GHG emissions will fluctuate based on employee numbers.

The 2022 baseline figures for Cwmpas contain records of emissions across Scope 1, 2 and 3, and are comprised of the following elements:

Scope 1:

- Gas used onsite at our office bases calculated as the Total gross annual kWh consumed for the building, divided by square footage of the space leased by Cwmpas and multiplied by the UK Government GHG conversion factors for company reporting (Fuels: Gaseous Fuels - natural gas kWh Gross CV).

Scope 2:

- Electricity used onsite at our office bases calculated as Kilowatts consumed, multiplied by the UK Government GHG conversion factors for company reporting (UK electricity - electricity generated).

Scope 3:

- Electricity and Gas Consumption Estimated for Homeworking calculated as the FTE hours worked per week, multiplied by 45.4 working weeks and applied to the Defra multiplier for

home working.

- Business travel by private car calculated as miles travelled multiplied by the UK Government GHG conversion factors for Business Travel - land (based on miles for "average car, unknown fuel")
- Travel associated with Waste Disposal and recycling calculated as the number of miles travelled from offices to waste disposal sites, multiplied by the UK Government CHG conversion factors for company reporting. (based on Freightage goods - HGV (all diesel) - Rigid (>3.5 - 7.5 tonnes) at 0% laden).
- Upstream Transportation and Distribution as a zero value while we work with our suppliers to provide robust and accurate information relating to Carbon Emissions for inclusion in future reports.
- Downstream Transportation and Distribution as a zero value as no products are sold and distributed by Cwmpas.

Baseline year emissions:

Emissions	Total (tCO ₂ e)
Scope 1	0.06
Scope 2	3.37
Scope 3 (included sources)	81.82
Total emissions	85.24

Current emissions reporting

Reporting year: 2024

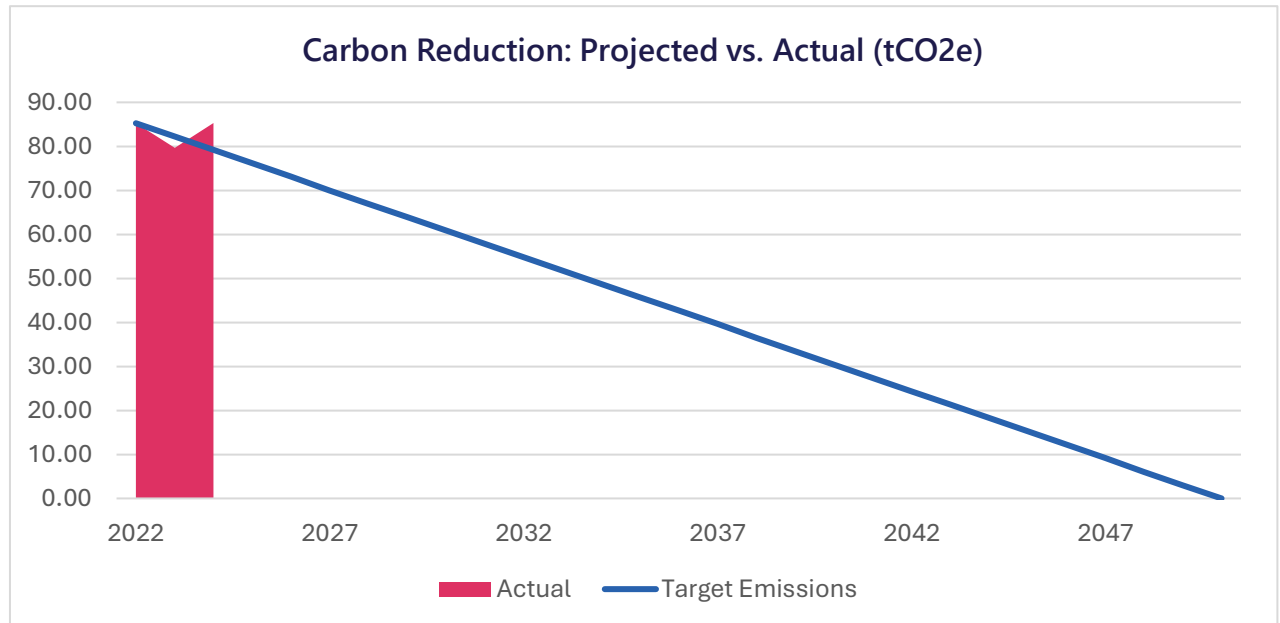
Emissions	TOTAL (tCO ₂ e)
Scope 1	0.0
Scope 2	0.0
Scope 3 (included sources)	85.30
Total emissions	85.30

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 63.94 tCO₂e by 2028. This is a reduction of 19.23%.

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



Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2022 baseline. Between 2022 and 2023, the carbon emission reduction achieved by these schemes equated to 5.66 tCO₂e, a 9.13%ge reduction against the 2022 baseline and the measures will be in effect when performing the contract.

During 2024, we improved our systems to capture additional travel miles by taxi, which, alongside a move towards more in-person events across sectors, has seen an increase in the use of public transport and car miles which has led to our carbon emissions increase to the baseline level.

Measures we have taken to date in support of our commitment to achieving net zero include:

- Strengthening our environmental reporting by calculating emissions associated with rail and air travel, in addition to private vehicle mileage and taxi miles.
- Adopted a fully remote approach to working, replacing our permanent offices with flexible hotdesking spaces and employing staff on a home working basis. This has significantly reduced the environmental impact of regular, daily commuting.
- Adopted a digital by default working practice, restructuring support so it can be

delivered remotely and implemented targets surrounding hybrid working which include a maximum target of 25% of client focussed business taking place face to face.

- Established a working group to review and evaluate the potential benefits, including the environmental benefits, of a 4-day working week.
- Planting 450 saplings on Welsh farmland as part of our 40th birthday celebrations.
- Raised awareness with staff and encouraged regular communications and sharing of best practice via our intranet which includes information on climate cafes, raising awareness, wildlife photography, led by staff, Car Free Day.
- Developed a net zero action plan for the future and a working group to drive this work forward.
- Making a public commitment to halve emissions by 2030, achieve net zero by 2050 and report on progress annually through signing the SME Climate Hub Pledge.
- Included environmental sustainability as a cross-cutting theme within our corporate strategy.
- Donated office furniture and stationery to local schools.
- Developed tools to share with social enterprises to help them to establish their impact on the environment and take action to reduce this.
- Moved to a paperless system.
- Maintained Level 3 accreditation with the Green Dragon Environmental Management System.
- Gifting each staff member a reusable water bottle to reduce plastic consumptions whilst travelling to meetings.
- Implemented a standard requirement for half of any food provision at face-to-face events being vegan.

Future carbon reduction initiatives

- Continue to support the Net Zero Action group and implementation of actions within the Net Zero Plan.
- All projects having at least one objective related to action on climate change.
- Moving to 100% renewable energy for our IT infrastructure and data centre.
- Developing an environmental impact assessment to be used when making decisions.
- Investing in social enterprises supporting environmental improvement.
- Continuing to explore further carbon offsetting initiatives.
- Creating a package of support for social enterprise clients to understand their areas of impact, and their emissions, and create their own action plans to tackle climate change.
- Continuing our commitments to using technology to reduce our carbon footprint through home working, virtual meetings and events, paperless working practice and

utilising email management systems to reduce email volume and bandwidth.

- Continuing our commitment to using sustainable travel methods – ensuring in-person events are accessible by public transport.
- Exploring ways to enhance our reporting through measuring the carbon impacts of our digital footprint and working with our supply chains to develop robust upstream carbon emissions reporting.
- Identifying ethical suppliers who hold environmental policies / net zero plans and reviewing these during procurement processes.
- Purchasing eco-friendly / energy efficient products.
- Providing staff initiatives and benefits such as cycle to work schemes, electric car leases, volunteering days for environmental projects.
- Working with partners and clients to ensure that environmental impact is a key driver to decision making.
- Promote social enterprises and B Corps which produce environmentally beneficial products or services to our clients / supply chains.
- Providing information and training to staff on matters relating to tackling climate change and protecting nature.

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:

Signed: Bethan Webber.....

Date: 24/06/2025.....