

Carbon Reduction Plan

Supplier name: Clarity Consulting Associates Ltd

Publication date: 24/08/2026

Commitment to achieving Net Zero

Clarity Consulting Associates Ltd 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	
Additional Details relating to the Baseline Emissions calculations. As a growing company we anticipate that although we continue to strive to reduce our carbon emissions that we are dependent on availability of some emergent technologies which are not yet commercially available to achieve net zero reductions from our baseline. In the interim we will use emissions per employee to track the impact of our reduction measures. As a company which is virtual and carbon minimal by design Clarity has well established carbon minimisation approaches which predate our baseline year. This plan seeks to continue to find improvements against this baseline both in our work and supporting our clients to minimise their own carbon emissions. Clarity operates in both the UK (including Crown Dependencies and other territories) and internationally (predominantly in the Middle East). For transparency we report the full carbon emissions for our global activities, however, we also provide an explanatory note to differentiate between our UK based and international work). This plan replaces the previously published plan (07/01/2025) to update with the most recent calculations for company emissions.	
2022 is our baseline year	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0.00 tCO ₂ e No company premises or company owned vehicles

Scope 2	0.00 tCO ₂ e No company activities in scope																							
Scope 3 (Included Sources)	8.56 tCO₂e Purchased Goods and Services (1) - primarily computer equipment for new starters as head count expanded using the Apple and Dell full life data sheets. Use of MS365 cloud services accounts for 0.095 tCO₂e calculated using the MS Power BI app 0.00 tCO₂e Capital Goods (2) - no capital purchases in 2022 23.68 tCO₂e Fuel and energy related activities (3) - meeting room hire and hotel stays calculated based on meeting room sizes and average 4 star hotel rooms by location sourced from hotelfootprints.org 14.77 tCO₂e Business travel (6). travel mileage from supplier for flights and trains and on average diesel cars for mileage 6.00 tCO₂e Employee Commuting (7) – including homeworking. 0.01 tCO₂e Transportation and Distribution (9) – courier journeys assessed on point to point by primary model of transport using carboncare.org/en/co2-emissions-calculator.html Upstream (4) transportation and distribution, waste generated in operations (5), employee commuting (7), and categories associated with use of physical products (10-13) are not applicable as all of our staff work from home and we provide consultancy services, not physical goods. We do not operate a franchise model (14) or make investments (15). Of the emissions generated within scope 3: <table><tr><th>Scope 3 Category</th><th>UK tCO₂e</th><th>International tCO₂e</th></tr><tr><td>1</td><td>8.56</td><td>0.00</td></tr><tr><td>2</td><td>0</td><td>0</td></tr><tr><td>3</td><td>1.47</td><td>22.21</td></tr><tr><td>6</td><td>5.16</td><td>9.61</td></tr><tr><td>7</td><td>6.00</td><td>0.00</td></tr><tr><td>9</td><td>0.00</td><td>0.01</td></tr></table>			Scope 3 Category	UK tCO ₂ e	International tCO ₂ e	1	8.56	0.00	2	0	0	3	1.47	22.21	6	5.16	9.61	7	6.00	0.00	9	0.00	0.01
Scope 3 Category	UK tCO ₂ e	International tCO ₂ e																						
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3	1.47	22.21																						
6	5.16	9.61																						
7	6.00	0.00																						
9	0.00	0.01																						
Total Emissions	53.01 tCO ₂ e constituted of:																							
	UK tCO ₂ e	International tCO ₂ e																						
	21.18	31.83																						

Current Emissions Reporting

Reporting Year: 2025																				
EMISSIONS	TOTAL (tCO ₂ e)																			
Scope 1	0.00 tCO ₂ e No company premises or company owned vehicles																			
Scope 2	0.00 tCO ₂ e No company activities in scope																			
Scope 3 (Included Sources)	0.753 tCO₂e Purchased Goods and Services (1) – 0.712 tCO₂e computer equipment using the Apple and Dell full life data sheets. The use of Microsoft 365 cloud services resulted in 0.041 tCO₂e emissions. This figure was estimated by extrapolating data from 2 reports as 2025 statistics were reported alongside late 2024 data and early 2026 data. 0.0 tCO₂e Capital Goods (2) - no capital purchases in 2025. 0.01705 tCO₂e Fuel and energy related activities (3) - meeting room hire calculated using GHG conversion factors or hotelfootprints.org (to allow for international calculations). 21.371 tCO₂e Business travel (6). Supplier data for flights and train journeys, average diesel car consumption used for taxi/private hire/lift share/personal vehicles, and accommodation. 7.37 tCO₂e Employee commuting (7) – including home working. 0.68 tCO₂e Transportation and Distribution (9) – couriers assessed using point to point calculations for primary mode of transport using carbon.care.org/en/co2-emissions-calculator.html Upstream (4) transportation and distribution, waste generated in operations (5), and categories associated with use of physical products (10-13) are not applicable as all our staff work from home and we provide consultancy services, not physical goods. We do not hold any leases for upstream assets (8), operate a franchise model (14) or make investments (15). <table border="1"> <thead> <tr> <th>Scope 3 Category</th><th>UK tCO₂e</th><th>International tCO₂e</th></tr> </thead> <tbody> <tr> <td>1</td><td>0.753</td><td>0</td></tr> <tr> <td>2</td><td>0</td><td>0</td></tr> <tr> <td>3</td><td>0.01705</td><td>0</td></tr> <tr> <td>6</td><td>7.471</td><td>13.899</td></tr> <tr> <td>7</td><td>7.368</td><td>0</td></tr> </tbody> </table>		Scope 3 Category	UK tCO ₂ e	International tCO ₂ e	1	0.753	0	2	0	0	3	0.01705	0	6	7.471	13.899	7	7.368	0
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9	0.68	0		
Total Emissions	30.189 tCO ₂ e			
	UK tCO ₂ e		International tCO ₂ e	
	16.289		13.899	
	Reduction of 4.89 tCO ₂ e on UK carbon against our baseline.			

Emissions reduction targets

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

As a growing service company, our emissions correlate with our number of employees, therefore, we projected that although carbon emissions will increase in whole terms over the next five years, they will, with our reduction measures, reduce carbon emissions per employee by 5%. However, this report shows that carbon emissions per employee have increased since the baseline year, whilst whole term UK carbon has decreased by 23%. We attribute the increase in emissions per employee to a significant decrease in the number of employees between 2022 and 2025, an increase from 0.25 to 0.33 tCO₂e as the national guidance estimate for home working, increase in customer expectations of on site presence post COVID19, and systematic replacement of legacy equipment at end of life with higher specification technology with a longer lifespan to support long term environmental objectives and a lower headcount across which to disperse shared carbon consumption for training venues and corporate overheads.

In 2022 (baseline) our UK emissions were 0.88 tCO₂e per member of staff (24 FTE).
In 2025 (current) our UK emissions were 1.27 tCO₂e per member of staff (12.83 FTE).

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

- Extending the life of assets by an average of 12 months.
- We have, as planned, introduced a 'first and last ten miles' scheme by establishing a scheme which enables staff to hire a car for the start and end of journeys to increase the viability of public transport.
- Introduced new guidelines on file saving and record deletion practices to reduce our data processing and filing carbon consumption.
- Introduced a reusable battery/wired peripherals initiative.
- Switched from physical to digital business cards.
- Looked for lower carbon flight options where available.
- Increased the number of client meetings held virtually rather than in person for international work.

In the future we hope to implement further measures, such as:

- Investigating carbon offset schemes for unavoidable emissions (i.e., homeworking emissions).
- Further initiatives to reduce business travel emissions, such as a cycle to work scheme.
- Further guidelines to reduce Microsoft 365 cloud storage emissions.
- Guidelines for staff AI usage.
- Further support for and calculation of the emissions impact of the electric car lease scheme.

Declaration and Sign Off

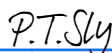
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions will be reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and use the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions will be reported in accordance with SECR requirements, and the required subset of Scope 3 emissions will be reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

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:


P.T.Sly (Aug 25, 2026 15:00:45 GMT+1)

Date: **25/08/2026**

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

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

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