

Carbon Reduction Plan

Dukeberry

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Commitment to Achieving Net Zero

Dukeberry is committed to achieving net zero emissions by 2050 for its UK operations, in alignment with the UK's legally binding target under the Climate Change Act 2008 (as amended in 2019). We also recognise interim milestones: a 68% reduction by 2030 and 78% by 2035 and are taking practical steps now to reduce our emissions in proportion to our size and operational footprint.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases produced in the past and prior to the introduction of any strategies to reduce emissions. The baseline is the reference point against which emissions reduction is measured.

Baseline year: 2024/25

Additional details: As an SME with no premises or company vehicles, Dukeberry has used recognised estimation methodology based on headcount, travel patterns, and operational profile, applying DEFRA 2023 emissions conversion factors. This is our first formal carbon footprint assessment; 2024/25 is therefore used as the baseline year. All five mandatory PPN 006 Scope 3 categories are reported below. We are committed to improving data accuracy as our carbon management matures.

Baseline year emissions:

Baseline Year: 2024/25	Total (tCO ₂ e)
Scope 1	0.00
Scope 2	0.00
Scope 3 (included sources — see detail below)	13.06 (estimated)
Total emissions	13.06 (estimated)

Scope 3 — Detail by Category

Emission Source	Annual tCO ₂ e
Cat 4: Upstream transportation & distribution	0.00
Cat 5: Waste generated in operations	0.00
Cat 6: Business travel (rail — 5 staff, monthly client visits)	0.43
Cat 7: Employee commuting (fully remote; client site travel reported under Cat 6)	0.00
Cat 9: Downstream transportation & distribution	0.00

Home working energy — 50 staff (Scope 3, additional)	9.74
IT & cloud infrastructure — Microsoft 365 (Scope 3, additional)	0.50
Hotel stays — 5 staff, 2 nights/month (Scope 3, additional)	2.39
Total Scope 3	13.06 (estimated)

Mandatory PPN 006 Scope 3 categories (4, 5, 6, 7, 9) are reported above. Categories 4 and 9 are zero: Dukeberry is a services-only consultancy with no physical goods or supply chain transportation. Category 5 is zero: Dukeberry has no office premises or operational waste streams. Category 7 is zero: as a fully remote organisation, there is no fixed workplace for employees to commute to; client site travel is captured under Category 6 business travel. Additional Scope 3 sources (home working energy, IT infrastructure, hotel stays) are included as supplementary disclosure.

Figures estimated using DEFRA 2023 emissions conversion factors and recognised SME estimation methodology based on headcount, travel patterns, and operational profile.

Note: Scope 1 is zero — Dukeberry has no company premises, gas boilers, or company-owned vehicles. Scope 2 is zero at company level — all staff are home-based; home energy is attributed to Scope 3.

Current Emissions Reporting

Reporting year: 2025/26

Reporting Year: 2025/26	Total (tCO ₂ e)
Scope 1	0.00
Scope 2	0.00
Scope 3 (included sources — see detail above)	13.06 (estimated)
Total emissions	13.06 (estimated)

Emissions Reduction Targets

In order to continue our progress to achieving net zero, Dukeberry has adopted the following carbon reduction targets. We project that carbon emissions will decrease from 13.06 tCO₂e (2024/25 baseline) to approximately 6.53 tCO₂e by 2030 — a reduction of 50% — and to net zero by 2050.

Year	Target (tCO ₂ e)	Reduction %	Key Actions
2026	~11.75 tCO ₂ e	10%	Green energy guidance to all staff; rail-first travel policy formalised
2027	~11.10 tCO ₂ e	15%	Formal carbon tracking tool implemented; green energy take-up monitored
2028	~10.44 tCO ₂ e	20%	Supplier sustainability questionnaire in use for all subcontractors

2029	~8.16 tCO ₂ e	37.5%	Residual emissions assessed for certified offsetting
2030	~6.53 tCO ₂ e	50%	50% reduction target met; offset residual emissions
2050	Net zero	100%	Full net zero — aligned to UK Climate Change Act 2008

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures have been completed or implemented since the 2024/25 baseline. These measures will be in effect when performing the contract.

- Rail-first travel policy: all client site visits are made by public transport; domestic air travel is not used for any business journeys.
- Hotel selection policy: where overnight stays are required, hotels with recognised environmental accreditations are preferred.
- Microsoft 365 cloud infrastructure: our cloud provider has committed to being carbon negative by 2030 and removing all historical carbon by 2050, directly reducing our Scope 3 IT emissions.
- Annual carbon review: emissions are reviewed by Directors each year, with progress tracked against reduction targets.
- Renewable energy encouragement: all home-based staff are actively encouraged to switch to renewable energy tariffs to reduce home working Scope 3 emissions.

Future Carbon Reduction Initiatives

In the future we intend to implement the following measures:

- Implement formal carbon tracking using a recognised SME carbon tool (e.g. Normative or Carbon Trust SME tool) to replace estimated figures with measured data by 2027.
- Issue green energy guidance to all staff with practical information on switching to renewable tariffs, targeting uptake by 2026.
- Introduce a supplier sustainability questionnaire for any subcontractors or third-party partners engaged through our work.
- Consider certified carbon offsetting for residual emissions that cannot be eliminated, particularly as we approach our 2030 interim target.

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 standard, and use the appropriate government emission conversion factors for greenhouse gas company reporting.

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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors of Dukeberry. It is published on the Dukeberry website at www.dukeberry.co.uk and will be updated at least annually.

Signed on behalf of Dukeberry:

Name: James Pettigrew

Role: Director

Date: 27 June 2026

Companies House No: 09950888

References

GHG Reporting Protocol Corporate Standard: <https://ghgprotocol.org/corporate-standard>

Government Conversion Factors for Company Reporting:

www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

Corporate Value Chain (Scope 3) Standard: <https://ghgprotocol.org/standards/scope-3-standard>